



SDG-5 GENDER EQUALITY



A brief description of activities on United Nations SDG-5 undertaken by Tezpur University

Tezpur University: Building a Sustainable Future Together

Tezpur University has made significant strides in advancing Sustainable Development Goal (SDG) 5, which focuses on achieving gender equality. Sustainable Development Goal 5 (SDG 5) focuses on achieving gender equality and empowering all women and girls. In India, addressing gender discrimination and promoting gender equality is a vital step toward creating a more inclusive and equitable society. Tezpur University recognizes the importance of SDG 5 and has undertaken significant efforts to promote gender equality within its campus community and beyond.

Empowering Women through Community Development Education:



Figure 1 Weavers meet advocacy program on 7th August, 2023, National Handloom Day

Tezpur University committed to SDG 5 is evident through its dedication to empowering women through education. The university offers a range of educational opportunities across various disciplines, enabling women to access quality education and pursue their academic and professional aspirations.

Equal Access to Resources:



Figure 2 Felicitation of a Women Entrepreneur, 2023

The university ensures that both male and female students have equal access to educational resources, facilities, and opportunities. Tezpur University actively works to eliminate any gender-based barriers that may hinder female students from fully participating in academic and extracurricular activities.

Creating a Supportive Environment:



Figure 3 Self Defence Training Programon 15th November, 2022

Tezpur University is committed to fostering a supportive and inclusive environment that encourages women to excel academically and professionally. The university promotes an atmosphere of respect, understanding, and cooperation where gender discrimination and stereotypes are challenged.



NIEPA Training program for Gender Sensitization on September, 2022

Raising Awareness through Workshops /Seminars Trainingprogram:

The university organizes workshops, seminars, and awareness campaigns that address gender equality, discrimination, and related topics. These events promote open dialogue, critical thinking, and informed discussions among students, faculty, and the broader community.



Figure 4 ICHR Project on the life history of the rituals priestess1 for the year 2022

Support for Gender-Based Research:

Tezpur University supports research projects focusing on gender-related topics, including social norms, gender roles, and discrimination. By encouraging research on these subjects, the university contributes to a greater understanding of gender dynamics and societal change.

Empowering Female Faculty, Staff, and Students:



Gender, Science and Spirituality held on 16th March 2023

- The university is committed to gender equality extends to its female faculty and staff members. Tezpur University provides opportunities for professional development, leadership training, and mentorship to empower women in academic and administrative roles, promoting their career advancement and contributions to the institution.
- Tezpur University is compliant with the Maternal Benefit Act 2017, along with Childcare leaves. Written as “A woman teacher with less than two surviving children may be granted Maternity leave for a period of 6 months from the date of confinement or the date of delivery, whichever is earlier. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the leave applied for does not exceed six weeks in all or does not extend beyond six weeks from the date of miscarriage and the application for leave is supported by a Medical Certificate (p. 14: Ordinance. 26)
- The University offers various schemes for female students, funded by both the state and central government. For instance, the P.G. Indira Gandhi Scholarship for Single Girl Child and the Assam Nijut Moina Scheme 2024.
- Tezpur University, following a directive from the Ministry of Education and Ministry of Women and Child Development, Govt. of India (MWCD), dated 16th Aug 2023, set to introduce menstrual leave for female students by allowing a 2% relaxation in minimum class attendance of 75%
- A female instructor at the gymnasium has been appointed to facilitate female students’ fitness events like Body Building, powerlifting, weightlifting, tug-of-war, and arm-wrestling Competitions.
- Tezpur University inaugurated three gender-neutral toilets and washrooms for the LGBTQ community. Three gender-neutral toilets have been constructed in the Department of Social Work. Among the three toilets one is for the staff, the others are for the students at the Humanities and Social Sciences buildings on the first floor.

The process of achieving SDG 5

- A gender policy document has been drafted. The policy document highlights various recommendations to create an inclusive, supportive campus environment. Proposals include establishing common rooms for women and fostering informal support networks for the LGBTQIA+ community in collaboration with external organizations. The policy emphasizes the need for gender-neutral facilities, such as toilets, hostels, and housing for non-binary, transgender, and queer individuals.
- To promote inclusivity, it suggests aligning hostel rules across all genders and complying with Sustainable Development Goals related to gender equality, education, and infrastructure. Specific leaves are recommended, such as a monthly leave for menstruating women, paternity leave for men and trans men

taking on fatherhood roles, and transition surgery leave for transgender employees. Wage parity and equitable practices in gender-specific contexts are also addressed, along with breastfeeding spaces, men's care leave for supporting menstruating women, and potentially establishing a Gender Studies Centre. Furthermore, the document proposes gender sensitization programs for staff and field contacts, improved maternity leave for contractual employees, and trained staff in creches. Additional suggestions include vending machines for sanitary products and contraceptives in toilets, supporting both gender-specific and inclusive needs.