



**LIAQUAT
UNIVERSITY**

OF MEDICAL & HEALTH SCIENCES
JAMSHORO



OVERALL REPORT

On SDG-5 Gender Equality



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Liaquat University of Medical and Health Sciences (LUMHS) is strongly committed to advancing Sustainable Development Goal 5, which aims to achieve gender equality and empower all women and girls. The university ensures **equal access to education, training, and professional opportunities** for female students, faculty, and staff across all disciplines. A large proportion of LUMHS students are women, reflecting the university's inclusive admission policies and supportive academic environment. LUMHS promotes women's leadership by encouraging female participation in research, administration, and decision-making roles. Through various programs and awareness campaigns, the university addresses issues such as gender-based discrimination, women's health, and empowerment, particularly in underserved communities. Additionally, the Department of Community Medicine and related faculties conduct community outreach and health education activities that focus on maternal health, reproductive rights, and gender equality. By fostering a safe, respectful, and empowering environment, LUMHS continues to serve as a model institution promoting gender equity in higher education and the health sector, contributing meaningfully to the achievement of SDG 5.

The University demonstrates policy of merit-based policies to ensure gender equality throughout university academic and administrative process and promoting girl's Education by providing inclusive policies and safer environment for girls.

Liaquat University of Medical and Health Sciences is situated in a rural area of Sindh where girls education is social issue most of the girls are not allowed to continue their education after primary school. By creating a safer and environment for girls LUMHS has opened doors of higher Education for Girls.





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LUMHS Ensures to Include Girls in Sports Activities



Representation of women in Statutory Bodies



International Women's Day 2024

Liaquat University of Medical and Health Sciences (LUMHS) celebrates **International Women's Day every year on March 8** to honor the achievements and contributions of women in various fields. The event highlights the importance of gender equality, empowerment, and women's active role in education, healthcare, and leadership. During the celebration, **outstanding women faculty, staff, and students are recognized and awarded** for their dedication, excellence, and service. The event reflects LUMHS's commitment to promoting women's empowerment and creating an inclusive and supportive environment for all.





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Awareness Seminar on Safe Workplace Environment for Female Postgraduates

In February 2024, LUMHS awareness seminar on harassment at work, attended by more than 200 female postgraduate students.

Focus was on recognizing harassment, preventing it, creating policies to protect women in academic and healthcare workplaces.

The Work-Based Harassment Committee at LUMHS organized a workshop with female postgraduate doctors from various departments to promote a safe and secure working environment. The Vice Chancellor and academics addressed women's role in society, equality, and the university's commitment to women's achievements.



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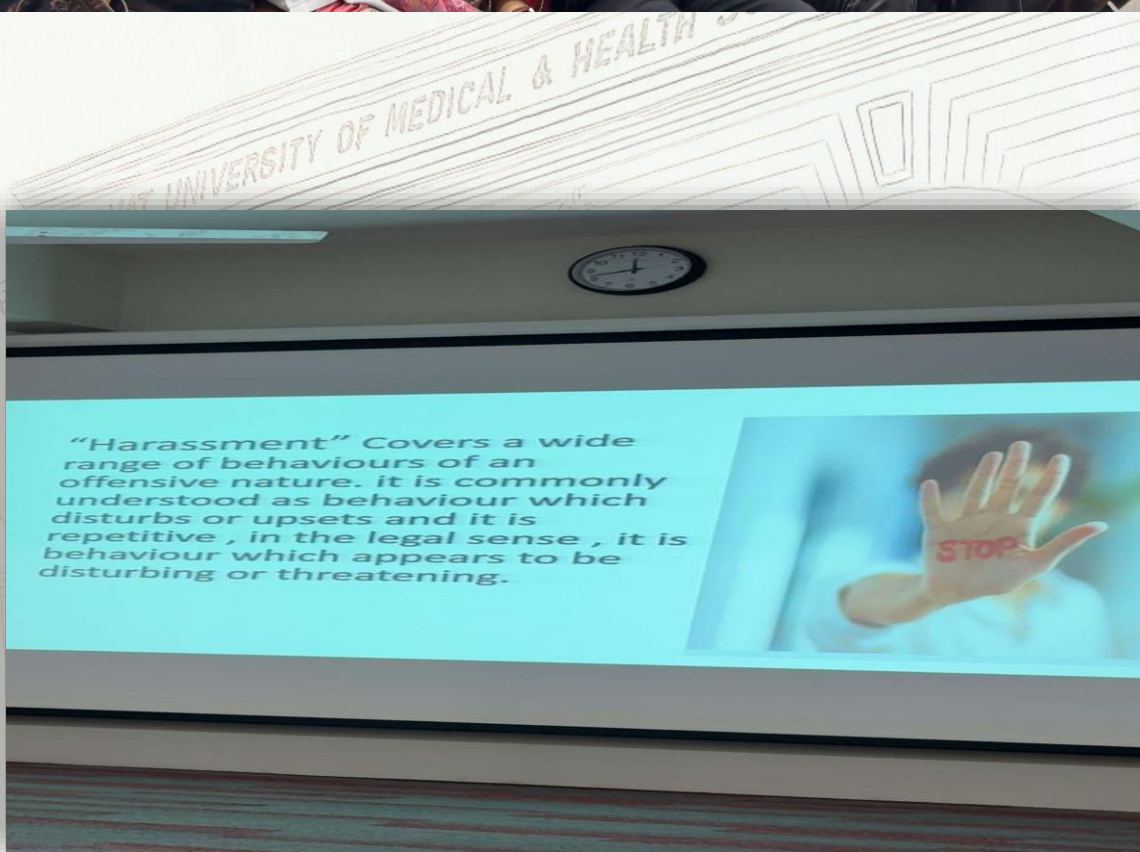
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Measures discussed include prevention of harassment, ensuring female hostels have strong security, and provision of transportation for women working night shifts between Jamshoro campus and the hospital.

Community Outreach Program on Family Planning & Women's Health

Under the SDG events, LUMHS has run outreach programs in Tharparkar (and other areas) targeted at women's overall health and family planning. Activities included awareness of reproductive health, consultations with doctors, discussion of contraceptive methods, and empowering women to make informed decisions. Liaquat University of Medical and Health Sciences (LUMHS) is strongly committed to advancing Sustainable Development Goal 5, which aims to achieve gender equality and empower all women and girls. The university ensures **equal access to education, training, and professional opportunities** for female students, faculty, and staff across all disciplines. A large proportion of LUMHS students are women, reflecting the university's inclusive admission policies and supportive academic environment. LUMHS promotes women's leadership by encouraging female participation in research, administration, and decision-making roles. Through various programs and awareness campaigns, the university addresses issues such as gender-based discrimination, women's health, and empowerment, particularly in underserved communities. Additionally, the Department of Community Medicine and related faculties conduct community outreach and health education activities that focus on maternal health, reproductive rights, and gender equality. By fostering a safe, respectful, and empowering environment, LUMHS continues to serve as a model institution promoting gender equity in higher education and the health sector, contributing meaningfully to the achievement of SDG 5.

Representation of women in research and devolvement

LUMHS considers women as copartners of research academic and overall growth includes women in areas of academic and administrative system



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Policies to ensure Gender Equality

Liaquat University of Medical and Health Sciences (LUMHS) has developed comprehensive policies to promote and ensure **gender equality and women's empowerment** across all academic, administrative, and research domains. These policies are designed to create a safe, inclusive, and equitable environment for all members of the university community, regardless of gender. Importantly, all gender-related policies at LUMHS have been formally reviewed and **approved by the university's statutory bodies**, ensuring their institutional legitimacy and effective implementation.



The gender equality framework at LUMHS includes measures to prevent discrimination, promote equal opportunities in recruitment, training, and promotions, and encourage women's participation in leadership and decision-making roles. The university also enforces policies related to **harassment prevention**, ensuring that every student and staff member has access to a safe and respectful workplace and learning environment.

Moreover, LUMHS integrates gender equity principles into its curriculum, research, and community outreach activities. Workshops, seminars, and mentorship programs are regularly conducted to build awareness on women's rights, leadership, and empowerment. Through these policy-driven initiatives, LUMHS not only advances the cause of gender equality within its campus but also contributes significantly to **Sustainable Development Goal 5 (Gender Equality)** at the regional and national levels.

Following policies are available on university's website

1. Anti-Harassment Policy
<https://www.lumhs.edu.pk/sdg/policies/2.pdf>
2. ACT-Protection against Harassment of women at work
https://lumhs.edu.pk/circulars/THE_PROTECTION_AGAINST_HARASSMENT_OF_WOMEN_AT_THE_WORKPLACE_ACT2011.pdf
3. Inclusivity and accessibility policy for Students, faculty and staff
<https://www.lumhs.edu.pk/sdg/policies/4.pdf>
4. Admission policy reflects a fair and transparent merit-based approach which is inclusive regardless of gender.
<https://www.lumhs.edu.pk/sdg/policies/1.pdf>