**Air University**

**Policy – Gender Equality**

**General**

1. Pakistan has a population of above 220 Million, comprises of 51 % females which is considerable amount and needs integrated policies to formulate gender equality and promote women empowerment. Pakistan Government is adequately mindful and ensures representation of females in every field to a considerable level. Air University works under the overall canvas of gender equality and provide adequate facilities to female students with special focus in women empowerment to meet the international standards of professional education.

**Main Contents**

2. The purpose of this policy is to enable the University to honor its commitment to manage gender equality with a view to provide equal opportunities to females to augment women empowerment at professional education and jobs. To achieve this, the university has enrolled / hired following males and females in various departments:-

a. Reasonably good percentage of females are hired merit based. However, no specific seats are designated for males or females.

b. All advertisements are generic with no gender discrimination to provide equal opportunities to females, however, actual hiring purely based on performance and merit.

c. Females will be given preference in provision of hostel facility and are encouraged to continue with their quality education even if they belong to out reached areas.

d. Very comprehensive policy on Harassment is enforced which is followed realistically to provide comfortable work environments to females.

e. Female faculty members are given equal opportunities to grow in their career and are promoted as per merit / criteria and few are working on TTS of HEC.

f. Female students are given equal opportunity to participate in extracurricular activities like sports, projects and education visits inland and abroad.

g. Special attention is given to disabled female students and are provided with wheel Chairs and moving ramps all along university premises.

h. Special space is designated in the library and café for females.

i. AU Transport facility has a designated space for female students and staff members.

**Conclusion**

5. Gender equality is a way forward for developing countries to jump up to the cadre of developed countries for which considerable and consistent efforts are required to channelize 51 % of our population into a productive human resource.