**Air University**

**Policy - (e.g. an Access and Participation plan) Addressing Women's Applications, Acceptance/Entry, and Participation at the University**

**General**

Throughout the world, women are underrepresented in various fields of professional education as a result of the segregation in the labor market and the internalization of expectations for women. We need an initiative especially for rural women involved a community-based education program intended to increase the number of mature and educated women in the society, characterized by its consultative approach to program development and strong & supportive university systems. For women to become full participants in professional fields, concerted efforts are needed to combat gender biased attitudes and mind sets.

**Scope**

To enlighten the importance of women population in Pakistan with special focus on Air University females to have easy access in quality education and participation in variety of professional intellectual discourse and to avert the menace of gender discrimination.

**Broad Parameters**

Policy is formulated to develop ways and measure with a view to give maximum access to female to participate in professional discourse. Provide conducive plat form to females to excel professionally and contribute in the overall growth of the Department. Become a source of inspiration for other females to trigger bulk female population for quality education and professional achievements.

1. **Women Access & Participation Plan.**

a. Female gender enjoys equal rights in the overall functionality of the Air University.

b. Given access to all related tentacles leading to productivity and growth.

c. Women are given full freedom to participate in all academics, research, and incubation and commercialization domains.

d. Equal participation is ensured in all extra circular activities.

e. Gate entry passes are issued to all females and are searched by female security guards to maintain privacy.

f. Encouraged to participate at all National and International professional forums.

g. No female is allowed to stay back in the offices after closure of working hours.

h. Separate area is designated for females to offer prayers and recite.

i. Special tables are marked for females in the library.

j. Separate wash rooms are designated for females with female sanitary workers.

k. Separate windows are marked for females for fee deposit and collection of degrees and related documents.

2. **Procedures**

a. Exclusive data for females will be maintained periodically in coordination with HR Directorate.

b. For all competitions, seminars, academic activities, job fairs and sports events, maximum representation of females will be encouraged and they will be facilitated to participate.

c. For honors and awards females will be adequately considered especially those who are representing their native out reached areas.

d. Rural areas females will be given special attention in personality development and participation in extracurricular activities to gain more confidence.

e. Special areas will be designated for the guests approaching from out reached areas for rest and refreshments.

f. All complaints received against females will be analyzed by the discipline committee and appropriate actions will be taken with special focus on justice and available policies on the subject.

3. **Conclusion**. Government at National level is promoting female access to all facets of life in the arena of female empowerment, quality education and equal representation in all departments including the Cabinet, defense forces and other high profile departments. Whereas at university level female genders are groomed and educated to the desired levels.