



GRAND ASIAN UNIVERSITY

SIALKOT

A CHARTERED UNIVERSITY
(HEC RECOGNIZED)

Director ORIC

GAUS/ORIC/ 897
Sialkot the 10 / 02 / 2026

Honorable Chairman, Board of Governors and
Respected Vice Chancellor,
Grand Asian University, Sialkot

Subject: Submission of Gender Equality & Inclusion Policy (GEP) for Approval

Respected Sir,

With due respect, I am pleased to submit the Gender Equality & Inclusion Policy (GEP) of Grand Asian University, Sialkot for your kind consideration and approval.

The enclosed policy has been developed in alignment with Clause 5 of Notification No. PAP/Legis-2(142)/2021/2713, issued by the Provincial Assembly of the Punjab and published in The Punjab Gazette dated 24 December 2021, which mandates that universities shall be opened to all persons without discrimination on the basis of gender, religion, race, creed, color, or domicile, subject to reasonable restrictions as prescribed by law. Keeping in view the statutory requirements, HEC guidelines, and international best practices for EU Horizon, the Office of Research, Innovation & Commercialization (ORIC) has coordinated the formulation of this policy to ensure an institutional framework that promotes equity, inclusion, non-discrimination, and equal opportunity across academic, research, administrative, and learning environments of the University.

The proposed policy reflects the University commitment to good governance, social responsibility, and compliance with national and international legal obligations, while also strengthening its standing for international collaborations, research funding, and global rankings, where formal Gender Equality Plans are increasingly a prerequisite. I therefore respectfully request that the Gender Equality & Inclusion Policy (GEP) may kindly be reviewed and approved by the Competent Authority. Upon approval, ORIC shall ensure its formal notification, dissemination, and implementation across all faculties and administrative units of the University.

I shall be grateful for your kind guidance and approval in this regard.

Dr. Engr. Syed Zohaib Javaid Zaidi
Director ORIC,
Grand Asian University, Sialkot

Dr. Jehanzaib Islam
Pro Vice Chancellor
Grand Asian University, Sialkot

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Cc: Office of Research, Innovation & Commercialization (ORIC)



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GENDER EQUALITY & INCLUSION POLICY (GEP)

Policy Owner: Office of Research, Innovation & Commercialisation (ORIC)

Proposed by: Director Research, Innovation & Commercialisation

For Approval: Vice Chancellor, Chairman – Board of Governors Grand Asian University
Sialkot HEC recognized Chartered University of Government of Punjab, Pakistan

Effective From: Upon approval

Review Cycle: Every 3 years

1. Executive Summary

In accordance with **Clause 5 of Notification No. PAP/Legis-2(142)/2021/2713**, issued by the **Provincial Assembly of the Punjab at Lahore** and published in **The Punjab Gazette** dated **24 December 2021**, which states that *"The University shall be open to all persons and admission to the University shall not be denied on the basis of gender, religion, race, creed, colour, or domicile, subject to such reasonable restrictions as may be prescribed,"* Grand Asian University of Sialkot (GAUS) reaffirms its statutory commitment to equality, inclusivity, and non-discrimination.

Guided by the above legal mandate and in order to uphold and further strengthen high standards of **gender equality and inclusion** across its **teaching, research, administrative, and learning environments**, the **Competent Authority** of Grand Asian University of Sialkot is pleased to **approve and adopt the Gender Equality & Inclusion Policy (GEP)**. This Policy shall serve as an institutional framework to ensure equitable access, participation, representation, and



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opportunity for all members of the University community, in alignment with applicable laws, good governance practices, and international principles of academic equity.

Grand Asian University of Sialkot (GAUS), as a forward-looking institution located in the industrial and business hub of Pakistan, is committed to fostering an inclusive, equitable, and respectful academic and professional environment for its 41% female faculty members and staff and 66% female students at undergraduate, postgraduate level. This Gender Equality & Inclusion Policy (GEP) establishes a strategic framework to ensure equal opportunities for all genders across teaching, research, innovation, administration, and leadership. The University has below Vision and Mission in order to achieve Sustainable Development Goals (SDGs).

VISION STATEMENT

Be a regional leader in producing the intellectual human resource in contemporary disciplines and to positively contribute in the educational and economic development of local and global communities to solve multidirectional challenges

MISSION STATEMENT

To create a transformative educational environment to foster the cutting-edge knowledge, innovation and nurturing integrity in students by engaging specialized resources and aligning activities to achieve SDGs

Based on the above vision and mission statements, the policy aligns GAUS with international best practices, including EU Horizon Europe eligibility requirements, SDGs (5, 8, 9, 10), and national regulatory expectations, thereby strengthening GAUS capacity to participate in European, British, and International research and innovation funding programmes.

2. Policy Objectives

The objectives of this policy are to:

- Promote gender equality and inclusiveness at all institutional levels.
- Prevent discrimination, bias, and harassment in academic and professional settings.
- Enhance participation of women and underrepresented genders in research, innovation, leadership, and decision-making.
- Ensure compliance with international funding and collaboration requirements (e.g., EU Funding & Tenders Portal).
- Create a transparent, accountable, and measurable framework for equality.

3. Scope of the Policy

This policy applies to:

- All academic, research, administrative, and technical staff
- Students (undergraduate, postgraduate, doctoral)
- Visiting scholars, researchers, and consultants
- Governance bodies, committees, and project teams

The policy covers all university premises, affiliated centres, laboratories, and external activities conducted under GAUS.

4. Strategic Pillars

4.1 Leadership & Governance

- Commitment from the Board of Governors, Vice Chancellor, Pro Vice Chancellor, and to gender equality principles.
- Establishment of a Gender Equality & Inclusion Committee (GEIC) reporting directly to the Chairman board of Governors and Vice Chancellor GAUS.
- Gender-balanced representation encouraged in statutory bodies, committees, and selection panels.

4.2 Recruitment, Career Progression & Promotion

- Transparent, merit-based recruitment processes free from gender bias.
- Equal access to promotion, tenure, training, and professional development.
- Encouragement of women's participation in STEM, engineering, energy, power systems, and innovation-driven disciplines.

4.3 Research, Innovation & Funding

- Integration of gender dimension in research design where relevant.
- Equal access to internal seed grants, laboratories, incubation facilities, and commercialization support.
- Mandatory compliance with Gender Equality Plan requirements for EU-funded and international projects.

4.4 Work-Life Balance & Supportive Environment

- Flexible working arrangements where feasible (e.g., research schedules, administrative duties).
- Supportive policies for maternity, paternity, and family responsibilities in line with national law.
- Safe, inclusive, and respectful campus environment.

4.5 Prevention of Harassment & Discrimination

- Zero tolerance policy towards harassment, bullying, or discrimination.
- Strengthening and alignment with existing Harassment Committees as per HEC and legal requirements.
- Confidential reporting mechanisms and protection against retaliation.

4.6 Awareness, Training & Capacity Building

- Regular awareness sessions on gender equality, unconscious bias, and inclusive leadership.
- Training for senior management, department heads, and project leaders.

- Inclusion of equality principles in staff and student orientation programmes.

5. Implementation Framework

5.1 Gender Equality & Inclusion Committee (GEIC)

Composition:

Chair: Nominee of the Vice Chancellor

Members: Pro Vice Chancellor, Registrar, Director ORIC, Director HR, Director QEC, Project Director, Director Student Affairs, Senior Faculty, Female Faculty representative, Student elected representative, Legal advisor, Treasurer

Responsibilities:

- Oversee policy implementation
- Monitor progress and indicators
- Advise leadership on corrective actions

5.2 Key Performance Indicators (KPIs)

- Gender balance in recruitment and promotions
- Representation in leadership and committees
- Participation in funded research and innovation projects
- Training and awareness activities conducted annually

6. Monitoring, Reporting & Transparency

- Annual Gender Equality & Inclusion Report submitted to the Vice Chancellor and Board of Governors.
- Summary of progress published on the GAUS website for transparency.
- Data collection aligned with ethical standards and confidentiality requirements.

7. Alignment with International Standards

This policy is aligned with:

- EU Horizon Europe Gender Equality Plan requirements
- United Nations Sustainable Development Goals (SDGs)
- Higher Education Commission (HEC) Pakistan guidelines
- International best practices in research governance

8. Risk Management

- Failure to implement this policy may:
- Limit GAUS eligibility for EU and International funding
- Reduce global academic standing and partnerships
- Affect institutional reputation and sustainability

9. Approval & Adoption

This policy shall come into force upon approval by:

Chairman Board of Governors

Vice Chancellor

All departments and units shall ensure full compliance.

10. Conclusion

Through this Gender Equality & Inclusion Policy, Grand Asian University of Sialkot demonstrates its institutional commitment to excellence, fairness, innovation, and global engagement through its office of Research, Innovation and Commercialization. The policy positions GAUS as a competitive, compliant, and future-ready Chartered University of the Government of the Punjab, Pakistan and capable of leading nationally and collaborating internationally.

Submitted by:

Dr. Engr. Syed Zohaib Javaid Zaidi

Director Research, Innovation & Commercialisation

ORIC

Grand Asian University of Sialkot

11. Signatures

Signed in English language.

For Grand Asian University of Sialkot

Name: **Dr. Muhammad Islam**

Designation: Chairman Board of Governors

Date: _____

Signature: _____ 10/01/26.

Name: **Prof. Dr. Mujahid Kamran**

Designation: Vice Chancellor

Date: _____

Signature: _____

Mujahid Kamran
Feb 10, 2026

Distribution:

- Pro-Vice Chancellor
- All Deans / HODs.
- All Directors / Administrative Heads.
- All Faculty Members.
- Office File.