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Centers for Advanced Studies in Water



Gender Equity Plan

One of USPCAS-W's major goals and crosscutting strategic objectives is to achieve gender equity in the program. Gender equity is a key strategic direction for USPCAS-W in particular and for MUET in general.

Policy Statement

"A highly professional and country level leading Center for Advanced Studies in Water must adopt an active policy of equality between women and men; and a recruiting and admission policy that results in diversity and that ensures equal rights"

The Gender Equity Plan (GEP) provides policy guidance and specific actions to promote equity. The plan addresses both employees and students. The plan also contributes for a better gender balance in categories of staffing and study programs, and promotes an organizational culture for working and learning that will give women and men equal opportunities.

Objectives of GEP

- Ensuring 50% share of women in recruitment, increase share of women in faculty and non-faculty positions
- Ensuring 50% share of women in new admissions to USPCASW programs and achieving better gender balance in all study programs of MUET
- Establishing institutions and policies that make gender equity a well understood and effectively implemented management priority.

For above three objectives, The University of Utah will support and build the capacity of USPCASW at MUET.

- i. Preparing action plan on policy recommendation
- ii. Designing and implementing recruitment programs
- iii. Commenting on recruitment and admissions announcement
- iv. Developing a framework for women's support center at USPCASW
- v. Devising plan to acquire scholarship funds



Brainstorming session on establishment of Women Resource Center at USPCAS-W

Partnering Universities:



USPCAS-W GEP and USAID Policy on Gender

"Gender issues are central to the achievement of strategic plans and USAID's Assistance Objectives (AO), and USAID strives to promote gender equality, in which both men and women have equal opportunity to benefit from and contribute to economic, social, cultural and political development; enjoy socially valued resources and rewards; and realize their human rights."

USPCAS-W GEP Plan Outputs:

1. Increased share of women in faculty and non-faculty positions
2. Better gender balance for study programs of USPCASW, MUET Jamshoro
3. Gender equity understood and effectively implemented management priority

MUET takes lead in adopting Gender Equity Policy among public sector universities. The policy stand approved from MUET Syndicate.



Stakeholders consultation on Gender Equity Policy



Group Photo of Stakeholders meeting on Gender Equity Policy

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