



## **SRI SRI UNIVERSITY**

### **World University Rankings 2023**



### **Gender Equality**

A report for Times Higher Education Impact Ranking, 2023

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## About us

Sri Sri University was established as a State Private University in Odisha, India which started its first academic year in 2012 and has been envisioned by Global Humanitarian, Gurudev Sri Sri Ravi Shankar ji. The University offers a range of pivotal, unique, and cutting-edge undergraduate, and postgraduate degree programs under eight Faculties, short-term, diploma, and certificate courses, and Doctoral studies (Ph. D.), that offers the best of the East and offers the best of the West. The impressive list of undergraduate programmes offered at Sri Sri University includes B. Sc. (Data Science), B. Sc. (Osteopathy), B. Sc. (Psychology & Contemplative Studies), B. Sc. (Food, Nutrition, and Dietetics), B. Sc. (Agri-business), Bachelor in Interior Design, etc., and that of post graduate programmes offered includes M.Sc. Osteopathy (first time in Asia), MBA (Entrepreneurship), MBA (General Management), MBA (Agri-Business Management), M.Com., M.A./M.Sc. in Psychology and Contemplative Behaviour, M.Sc. Environment Science, B. Tech. & M. Tech. (Artificial Intelligence & Machine Learning), etc. Located in a sprawling 188- acre green lush campus, Sri Sri University takes pride in offering a curriculum that enriches both domain expertise and life skills. It provides a unique social culture that nurtures a rich learning environment and aids excellence in students through its virtually smoke-free, alcohol-free, drug-free, and completely vegetarian campus. The University defines Excellence as an academic process of motivating the students to learn in ways that make a sustained, substantial, and positive influence on how they think, act, and feel which defines our core value of Learn-Lead-Serve. Sri Sri University has been ranked by Times Higher Education World University Impact Rankings on Sustainable Development Goals (SDGs) in the band of 601-800 based on all 17 SDGs. In the top four individual SDGs, Sri Sri University was ranked in the band of 101-200 for SDG 12: Responsible Consumption & Production. For the SDG 2: Zero Hunger, SDG6: Clean Water & Sanitation, and SDG7: Affordable and Clean Energy stand in the band of 201-300. Sri Sri University has been ranked 1st in Odisha, 6th in India, and 248th in the world as per UI Green Metric Awards World University Rankings 2021 which is a quantum jump from 2020's ranking which was 3th in Odisha, 7th in India, and 304th in the world. Being from the parentage of the Art of Living, one of the largest volunteer-based organization in the world, and given the stature of the work of our founder Poojya Gurudev Sri Sri Ravi Shankar ji in the last four decades, we aspire to contribute in finding solutions to the problems faced by the world at large by way of conflict resolution, agriculture, Arts & Crafts, etc. Few of our initiatives in this regard includes the creation of Sri Sri University Resource Centre for Climate Change & Sustainability Education & Practices, Sri Sri Advanced Global Centre for Conflict Resolution and Peace Studies, and Sri Sri Centre for Advanced Research in Water Resources and Environment Management, to name a few.

## **Introduction**

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Gender Equality in Sri Sri University Sri Sri University is committed to creating a more inclusive university environment for its students and employees. The university is dedicated to promoting social equity in accordance with the guidelines of the Human Rights Commission. The principles of equality and non-discrimination are rooted in the ethos of Art of Living, which is the parent organisation of Sri Sri University. We have women's mentoring schemes, in which female employees and students participate. Women in university leadership positions mentor young females who are just starting out in their careers. Creating women's mentorship programmes provides every female employee and student the opportunity to offer or accept guidance. In order to achieve the goal of gender equality, the university ensures gender parity among faculty, offers gender-balanced classes, and targets female students for admissions.

## **Graduate with teaching qualification**

In compliance with the recommendations of the Human Rights Commission, Sri Sri University is committed to fostering social fairness. In the past, the number of women with a teaching qualification was much lower than that of men. However, as we have seen in recent years, there has been an increase in the number of women graduating from university with a teaching qualification and the number of women starting a degree. The proportion of first-generation women starting degrees has also increased over time. The number of first-generation women starting a degree is expected to rise in future years.

## **Students Access Measures**

The policy is in place to systematically measure and track women's application rate, acceptance rate and study completion rate at the university. In this process, gender-specific admission criteria are being identified to ensure that women have equal access to higher education. Examples of these criteria include the proportion of female applicants to a given university, the gender of those accepted and chosen for admission, and the gender breakdown of those who complete their degrees. Women's access to higher education is a challenge that needs to be addressed globally. The United Nations Educational, Scientific and Cultural Organization (UNESCO) has called for an increase in the number of women enrolled in tertiary institutions. In order to achieve this goal, Sri Sri University is committed to access measures in place that will help them track their progress towards gender equality. These measures include: - Systematically measure and track women's application rate - Systematically measure and track women's acceptance or entry rate - Systematically measure and track women's study completion rate at the university

## **Women's application and entry**

The University has a policy for women applicants and entry, which addresses women's applications, acceptance, entry, and participation. To achieve gender equality, we need to support women's access and participation at all stages of their career. This can be achieved through a number of measures, including providing mentoring programs, creating incentives for female employees to take on leadership roles, and creating an environment in which all employees feel comfortable reporting any concerns they have about gender bias. We have a formal policy in place to ensure that women are given equal access to admission applications and are accepted for entry into our university. We also have an Access and Participation plan that outlines every step possible we will take to support female students who apply for admission or participate in our activities

## **Women's Access Schemes**

To achieve gender equality, we supported women's access and participation at all stages of their career. This could be achieved through a number of measures, including providing mentoring programs, providing scholarships, creating incentives for female employees to take on leadership roles, and creating an environment in which all employees feel comfortable reporting any concerns they have about gender bias. The following are some of its provisions: \* The university admits female students in proportion to their representation in the total population. \* The university gives priority to female applicants who meet the academic requirements of the college or school they apply to; provided that no special requirements shall be imposed on female applicants who do not meet these requirements. \* The university provides support services for female students who are disadvantaged by economic or social conditions.

## **Women's application in underrepresented subjects**

Sri Sri University is committed to create a more inclusive university environment. We encourage applications by women in subjects where they are underrepresented. Women are underrepresented in many STEM fields, but that doesn't mean they can't apply to the same programs as men. The best way to encourage applications by women is through university outreach or collaboration with other universities, community groups, government or NGOs in regional or national campaigns. The university encourages applications by women in subjects where they are underrepresented

## **Proportion of senior female academics**

In order to achieve gender equality, it is important to increase the proportion of women in senior academic roles. The current situation is that we have only 33% female senior academic staff. This is an important issue and we must tackle it head-on. We need to ensure that women are able to earn their PhDs, then enter into senior roles as full professors or research directors. We here at Sri

Sri University are committed to promote the cause of women in different leadership roles and reduce the existing gap. These initiatives will help us reach our goal of increasing the proportion of female academics by at least 50% over the next couple of years, so that by 2030, there will be at least 50% female academics in senior positions in our university.

## **The proportion of women receiving degrees**

Total no. of graduate degrees received 412

Degrees received by Female 209

Gender equality is a fundamental principle that drives social and economic progress. Within the context of Sustainable Development Goal 5 (SDG-5), achieving gender equality, specifically Target 5.5, focuses on enhancing the proportion of women receiving degrees across various academic disciplines. This report provides an overview of degree awards at Sri Sri University, highlighting the proportion of female graduates by subject area.

At the university, the overall ratio of female to male degree recipients is approximately 1.02:1, indicating a slight overrepresentation of women among graduates. The total number of graduates is 412, with 209 in STEM fields and 61 in Arts & Humanities/Social Sciences, while the number of graduates in Medicine is not available. Breaking down the data further, 178 of these graduates are women, with 131 in STEM fields and 47 in Arts & Humanities/Social Sciences.

This data demonstrates positive progress towards gender equality in academic achievement, particularly in STEM fields where women are represented significantly.

## **Policy of non-discrimination against women**

Sri Sri University have a policy of non-discrimination against women. Sri Sri University is pledged to handle and eliminate the social exclusion particularly the gender discrimination. The University is committed to promoting social equity in accordance with the guidelines of the Human Rights Commission. The principles of equality and non-discrimination are rooted in the ethos of Art of Living Organisation which drives the functioning of the Sri Sri University.

## **Non-discrimination policies for transgender**

Sri Sri University identifies transgender students and employee in the University and forward the list to the ER and DSA office. The university protects the identity and self respect of Transgender students and employee. Provide Transgender students and employee with proper educational ambience and help them to gain confidence, acceptance, and acknowledgement in society. The university provide the support systems to bring Transgender students and employee into the mainstream societal framework and to offer adequate platforms for overall development and extend opportunities for education and employment. We ensure that Transgender students and

employee are treated as normal citizens with self-respect and dignity. We educate students and staff regarding removal of impediments existing in the society against Transgenders from pursuing higher education.

## **Leave and Child Care facilities**

### **Women's progress measures- Maternity and paternity policies**

Sri Sri university's maternity and paternity policies support women's participation. Maternity and paternity leave is protected time that an employee can take off to care for their new-born or newly adopted child.

**Maternity Leave:** Sri Sri university grants maternity leave to a female staff member with less than two surviving children, for a period of up to 135 days from the date of its commencement. Maternity Leave at the university granted on full pay in cases of miscarriage including abortion, subject to the condition that the leave applied for does not exceed 45 days in entire service and the application for leave is supported by a medical certificate. Maternity Leave is not debited to the leave account. During maternity leave, leave salary equal to last pay drawn is admissible here in the university.

**Paternity Leave:** The university provides Male staff with less than two children 15 days Paternity Leave during the confinement of his wife for childbirth. The Paternity is up to 15 days before or up to six months from the date of delivery of the child. Paternity Leave is not debited from the leave account. During paternity leave, leave salary equal to last pay drawn is admissible here in the university.

### **Women's progress measures- Childcare facilities for students**

The university provides childcare facilities to students, so, parents of dependent children take up higher education without difficulty. Going back to school with kids can be a challenge in many ways. Balancing life, family, work, and going back to university might seem like an impossible task, but with the proper support, it can be done. There are many resources available that make it easier for parents with young kids to return to college by providing support and affordable options for child care. The university encourages students with dependent children to take admission.

### **Women's progress measures Childcare facilities for staff and faculty**

Sri Sri University offers faculty members with childcare facilities so that they could participate successfully in teaching, research, and other activities at the university. The provision of on-site child-care facilities leads to stronger and more contented employees with increased productivity. Some of the benefits that accrue from child-care arrangements on campus are availability of parents during an emergency, the time and money saved in transportation, the opportunity provided to share an occasional lunch or other daytime activity with children and the retention and

recruitment of faculty. Faculty members derive peace of mind from knowing that their children are receiving quality care and that the operation has long-term stability.

### **Women's progress measures- Women's mentoring schemes**

Sri Sri University provides ideal workplace conditions for women. We ensure that no female professionals endure gender-related issues throughout their stay at the university. Women in leadership positions in the university offer guidance to young females who are early in their career. Creating a women's mentorship program provides every female employee the opportunity to offer or accept guidance. We have a women's forum called "Charchika" that is devoted to the cause of female mentorship. Furthermore, if women have any difficulties in the early stages of their careers then find out what kinds of issues female students and new female employees face accordingly women employees and female students receive mentoring and training. Moreover, a team of experts highlight the areas where mentoring could be helpful for women employees and female students, such as time management, managing emotions, problem-solving, performance enhancement, a healthy work environment, work-life balance, and research orientation.

### **Activities**

- 1- A survey of Village women on "Climate change, Women and their Adaptive Capacity" conducted on 14<sup>th</sup> Feb. 2023.



- 2- W20 programme on ant- natal and post-natal care on 17<sup>th</sup> feb.2023 at Sri Sri University.

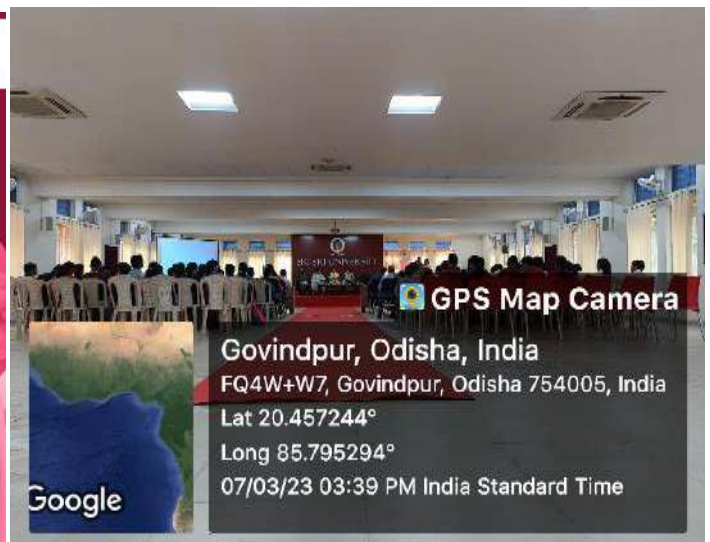
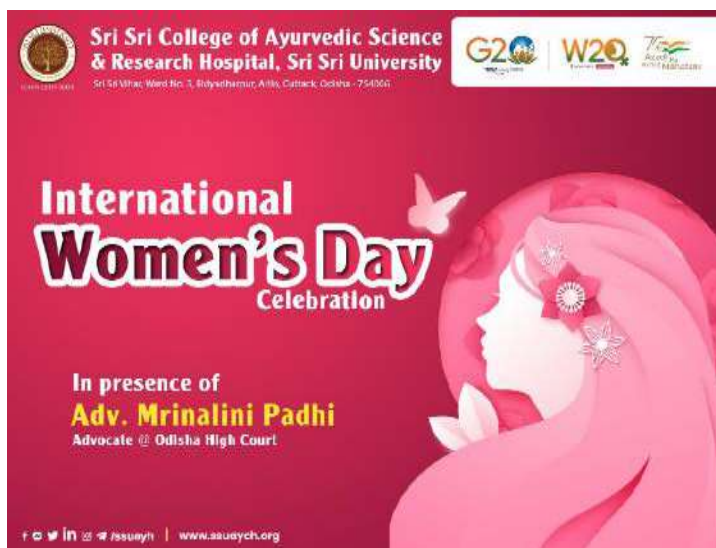




- 3- A training workshop of Village women on “Climate change, Women and their Adaptive Capacity” on 21<sup>st</sup> Feb. 2023.



- 4- International Women’s Day at Sri Sri University on 8<sup>th</sup> March 2023.



5- Participation of female students in Krishi Unnat Sahajogi (KUS), Govt. of Odisha



6- “Thalassemia Conference on World Thalassemia Day” with Fitness n Nutrition Club on 8<sup>th</sup> May, 2023



7- **Achievements and contributions by members of the Leadership Team**

- Prof. (Mrs.) Rajita Kulkarni, Hon'ble President was
  - a. conferred with the 'FICCI Flo Trailblazers Women Achievers Award 2023' by FICCI FLO Mumbai
  - b. conferred with the 'Shiksha Gaurav Puraskar' at the 4th EduLeaders Summit & Awards 2022
  - c. conferred with the 'Iconic Women Creating a Better World for all' award presented at the Women Economic Forum in New Delhi
  - d. Inducted as the Task Force Member W20 Entrepreneurship

- e. Inducted as the Advisor, Amazon Web Services (AWS) Education Advisory Council
  - f. Inducted as the Executive Council Member, Women at Work, Karnataka Digital Economy Mission, Govt. of Karnataka
  - g. Inducted as the Advisory Board Member Indo Canada Education Council (ICEC)
- Prof. Rajkunwar Nayak, Dean, Faculty of Architecture was conferred with
    - a. Inspiring Woman of Odisha Award
    - b. certificate of appreciation by the Indian Institute of Architects for faculty participation in the Eastern Regional Conference
  - Dr. Vijayalaxmi Mohanty, Associate Professor, FMS, Director, Human Resource Development Centre (HRDC), and Head Public Relation and Outreach authored a book titled 'President Droupadi Murmu: A Reflection of Changing Bharat'