SDG 5

GENDER EQUALITY

INTRODUCTION

Achieve gender equality and empower all women and girls

Gender equality is not a single programme at SRM University–AP — it is a thread that runs through admissions, campus life, staff welfare, research and community outreach.

SDG 5 calls for ending discrimination and violence against women and girls, valuing unpaid care work, ensuring full and effective participation in leadership, and guaranteeing equal rights to resources and opportunity. At SRM University–AP, this goal is advanced through a combination of structural support systems and active, year-round programming rather than a single standalone initiative.

During the 2025–26 academic year, the University strengthened gender equality through dedicated safety and grievance mechanisms — including mandatory POSH awareness sessions and gender-sensitisation workshops delivered to the entire incoming student cohort — alongside family-friendly infrastructure such as an on-campus Day Care facility, and a growing body of faculty-led research examining gender, health, safety and representation. Beyond the campus boundary, students and faculty carried these same commitments into the surrounding community: menstrual-health drives in local schools and children's homes, financial-literacy sessions with women's self-help groups, and vocational training for women entrepreneurs across Guntur and Vijayawada.

This section presents SRM University–AP's SDG 5 contribution for 2025–26 across four dimensions: the people and support systems that make the campus safe and inclusive; the outreach that extends this commitment into the community; the events and initiatives that built awareness, dialogue and celebration; and the research that adds evidence to the global conversation on gender equality.

GENDER EQUALITY, INCLUSION & CAMPUS INITIATIVES

SRM University–AP tracks the gender composition of its student body, faculty and staff as a standing baseline for its SDG 5 commitments. Rather than raw headcounts, the ratios below give a clearer picture of where the University stands today, and where continued attention is needed.

Campus Gender Ratios (2025–26)

63 : 37	49 : 51	79 : 21	66 : 34
Student Body (M:F)	*PhD Scholars (M:F)*	*Faculty (M:F)*	*Staff (M:F)*
UG + PG + PhD	near gender parity	all cadres	non-teaching

The overall student population reflects the University's strong intake into engineering and technology programmes nationally, which continue to attract more male applicants. That gap, however, narrows sharply at the doctoral level: SRM AP's PhD cohort stands at close to gender parity (49% male : 51% female), pointing to real progress in encouraging and retaining women in research careers.

Among faculty, women's representation is highest in the ad-hoc/contract cadre (34.6%) compared with associate professors (7.7%) and professors (8.8%) — a pipeline the University can build on when converting contract roles into permanent

positions. Non-teaching staff stand at roughly one-third women. Taken together, these ratios give SRM AP a transparent baseline against which to measure future SDG 5 progress in enrolment, hiring and promotion.

Day Care — Supporting Work-Life Balance

Access to reliable childcare is one of the most direct enablers of women's workforce participation. SRM University–AP operates an on-campus Day Care facility for the children of faculty and staff, located within the residential campus. The centre provides a safe, colourful, child-friendly play environment with age-appropriate learning materials, wall charts and toys, together with access to an outdoor play area shared with the surrounding residential blocks.

Facilities of this kind are a concrete, everyday expression of SDG 5's emphasis on recognising and easing the burden of unpaid care work — allowing parents, and particularly mothers, to remain economically active without compromising on their children's care. It is a small but telling marker of SRM AP's ambition to be a genuinely family-friendly employer.







OUTREACH

Beyond the campus, SRM University–AP's students and faculty carried SDG 5 into the surrounding community through NSS-led drives and course-embedded social-responsibility projects — reaching schoolgirls, children in residential care, women's self-help groups and women entrepreneurs across Guntur and Vijayawada.

● Menstrual Hygiene Awareness & Sanitary Pad Distribution

OUTREACH

Purpose: Educate students on menstrual health and hygiene, and break associated stigma

Outcome: Increased understanding of menstrual health among participants and distribution of hygiene essentials





● "Seva Shakti" — Gender Equality, Yoga, Meditation & Inspiring Stories

OUTREACH · VAC 507 SAMAJ SEVA

Purpose: Build gender-equal mindsets and emotional wellbeing among school children through yoga, meditation and career storytelling

Beneficiaries: Students of ZPHS Revendrapadu and ZPHS Pedavadlapudi, Guntur district

Partner organisation: The Akshaya Patra Foundation

Activity: A four-week, PSB student-led engagement combining hand-sanitation demonstrations, yoga and meditation, career-aspiration storytelling, and a dedicated gender-equality module challenging “gendered” career stereotypes

Outcome: In a post-activity evaluation, 75% of participating students agreed that “ability defines a career, not gender”, alongside measured gains in hygiene practice and nutrition awareness





● Menstrual Hygiene Awareness Session

OUTREACH · VAC 507 SAMAJ SEVA

Purpose: Educate adolescent girls in residential care about menstrual health and hygiene in a safe, comfortable setting

Beneficiaries: 36 children at Sharon Charitable Trust Children's Home, Navuluru, Vijayawada

Partner organisation: Sharon Charitable Trust Children's Home

Outcome: Reduced hesitation and stigma around menstruation, improved hygiene understanding, and distribution of sanitary and personal-care essentials

● “EmpowHer Finance” — Financial Literacy & Savings Awareness for Women SHGs

OUTREACH · VAC 507 SAMAJ SEVA

Purpose: Build financial literacy, savings discipline and banking awareness among women self-help group leaders

Beneficiaries: 29 SHG leaders under SERP and MEPMA, Vijayawada and Gollapudi

Partner organisation: Maarpu Trust

Outcome: Improved understanding of budgeting, savings habits, banking services and government financial schemes among SHG leaders





● “Impact Makers” — Vocational Training for Women

OUTREACH · VAC 507 SAMAJ SEVA

Purpose: Equip women from economically weaker sections with practical, income-generating vocational skills

Beneficiaries: 20 women, Tuffan Nagar, Guntur

Partner organisation: Garikipati Jayasree, State Chairman, Inner Wheel District 315

Activity: Hands-on training in preparing household products (detergent powder, phenyl, soap oil, pain balm), alongside basic marketing, pricing and customer-handling skills

Outcome: Enhanced confidence and skills toward self-employment and financial independence among participants





EVENTS AND INITIATIVES

Across the 2025–26 academic year, SRM University–AP organised 18 verified events mapped to SDG 5 — spanning mandatory safety and sensitisation sessions for the entire incoming student body, invited lectures and international conferences engaging gender theory, and public celebrations of women's leadership. The strongest of these, with full event reports and photographic documentation, are profiled below.

18	3,536	2	566
SDG 5 Events verified, 2025–26	*Reached — POSH Session* incoming students & faculty	*International Keynotes* Breaking Barriers conference	*Attended Women's Day 2026* single flagship event

● AI and Transfeminism

FEATURED EVENT

Nature: Invited Lecture · Department of Political Science, ESLA

Date: 17 September 2025

Speaker: Julio César Díaz Calderón (They/Them) — trans/feminist activist-scholar, data scientist and poet; Data + Feminism Lab, MIT (USA), IDEAS, JGU (India), and CEIICH & IMATE, UNAM (Mexico)

Participation: 84 attendees, including faculty, PhD scholars and undergraduates

The lecture examined the intersections of Artificial Intelligence and trans/feminist thought through critical and decolonial perspectives, using case studies — a Mexican fintech expanding financial inclusion through AI, and MIT's Data + Feminism Lab projects such as Data Against Feminicide — to argue that engaging AI responsibly requires including women and LGBTQ people throughout the design and deployment of AI-led products.





● Breaking Barriers: Reimagining Centre–Margin Dynamics from Interdisciplinary Perspectives

FEATURED EVENT

Nature: Second International Conference · Department of Literature and Languages, ESLA

Date: 17–18 December 2025

Keynote speakers: Professors from Delhi University, University of Alabama, King's College London, Burdwan University and West Bengal State University

Participation: 62 attendees across faculty, scholars and students

The conference interrogated entrenched centre–margin hierarchies across governance, identity, knowledge and belonging, with dedicated tracks on intersectionality and multilayered marginalisation, gender-based digital hierarchies, and bias in large language models — providing a strong interdisciplinary platform for examining gender-based inequality and inclusion.





● 50th All India Sociological Conference (AISC) 2025

FEATURED EVENT

Nature: Technical Conference · Department of Sociology and Anthropology, ESLA

Date: 28–30 December 2025

Theme: "Mobilities and Inequalities: Shifting Contexts, Changing Paradigms"

Partner: Indian Sociological Society, New Delhi

Participation: 422 total participants (reported), drawing scholars from across India

Hosted by SRM AP in partnership with the Indian Sociological Society, the conference examined how caste, class, gender, tribe, religion and region shape differential access to mobility and resources — explicitly identifying gender as a key axis of inequality within the conference's theoretical and policy discussions.





Further SDG 5 Events, 2025–26

POSH – Creating a Safe, Inclusive and Respectful Campus for All (20 Aug 2025) — A mandatory sensitisation programme on the Prevention of Sexual Harassment (POSH) Act, 2013, led by Ms Usha Pantula, Vice-Chairwoman, CII Indian Women Network AP, reaching 3,533 incoming students and 3 faculty.

"Respecting Differences, Embracing Equality" — Gender Sensitivity Session (20 Aug 2025) — A university-counsellor-led interactive session for incoming students on gender diversity, unconscious bias and inclusive behaviour, reaching 3,553 attendees.

Menstrual Awareness Session — Mission Shakti (20 Feb 2026) — An NSS outreach drive at Don Bosco High School, Mangalagiri, combining expert medical consultation, eco-friendly sanitary pad distribution and an interactive Q&A for local schoolgirls.

Women's Day 2026 (6 Mar 2026) — The University's flagship gender-equality celebration at the APJ Abdul Kalam Auditorium, with Rayapati Sailaja (Chairperson, AP State Women's Commission) as Chief Guest, alongside Indu S. Menon (GM HR & Admin, Isuzu Motors India) and Major Avinashi Patwal as Guests of Honour; the programme also felicitated women staff from security and housekeeping.

Additional SDG-5-aligned academic activity during the year included the VAC-507 Samaj Seva community-engagement course for MBA students, a Summer School on historical thinking for school students, the invited lecture "Critique as Body-Work," a book discussion marking 75 years of the Indian Constitution, and a workshop on storytelling as a research methodology — each contributing, through themes of inclusion, marginalisation and representation, to the University's wider SDG 5 engagement.

RESEARCH & PUBLICATIONS

SRM University–AP's research output on gender equality spans corporate governance, political representation, gender-based violence, health, care work, financial inclusion and the ethics of emerging technology. The University's Scopus-indexed activity against SDG 5 for the 2025–26 window is summarised below, followed by a selection of the strongest and most directly relevant publications.

19	1.51	15.8%	488
Scholarly Outputs SDG 5, 2025–26	*Field-Weighted Citation Impact* above world average	*International Collaboration* co-authored publications	*Views Count* across outputs

Publications

The Impact of Women on Corporate Boards on Intellectual Capital Efficiency and Business Performance in Sub-Saharan Africa — Examines how women's representation on corporate boards translates into measurable gains in intellectual capital efficiency and firm performance — direct evidence for the business case behind gender-diverse leadership.

The Intersection of Culture and Politics: Understanding Women's Underrepresentation in Indian Democracy — Investigates the cultural and political barriers behind women's persistent underrepresentation in elected office in India, contributing to debates on inclusive democratic participation.

Financial Inclusion, Access and Female Labour Participation in Sub-Saharan Africa — Analyses how access to financial services shapes women's labour-force participation, and the institutional conditions under which financial inclusion most benefits women economically.

Interlinkages Between Intimate Partner Violence and Adverse Pregnancy Outcomes among Indian Women — A public-health study connecting experiences of intimate partner violence to maternal and pregnancy health outcomes, with direct relevance for gender-responsive healthcare policy.

Bodies That Speak: Autobiography as Psychosexual Liberation and Resistance in Kamala Das's My Story and A. Revathi's The Truth About Me — A literary study reading autobiographical writing by a woman writer and a transgender activist-author as acts of resistance, broadening the scope of gender scholarship to include trans narratives.

Spatial Terror: Towards a Feminist Theory of Gendered Space in Postcolonial India — Develops a feminist theoretical framework for understanding how public and private space is gendered in postcolonial India, with implications for women's safety and mobility.

Sexual Slander Against Women Politicians: A Case in Kerala — Documents the use of sexual slander as a tool to undermine women in electoral politics, evidencing a specific and underexamined barrier to women's political participation.

Unpacking New Forms of Labour Market Segmentation: Gender and Informality in Urban India — Traces how gender interacts with informality to segment urban labour markets in India, informing policy on decent work and economic inclusion for women.

SAFE AI: Designing a Gender-Responsive and Child-Safe AI Framework — Proposes a design framework for artificial intelligence systems that are explicitly gender-responsive and child-safe, connecting frontier technology research to SDG 5 principles.

CONCLUSION

From awareness to action: SRM University–AP's SDG 5 activity in 2025–26 traces a coherent line connecting everyday campus support systems to community-facing outreach, public dialogue, and published research.

Taken together, SRM University–AP's SDG 5 activity in 2025–26 shows a genuine progression from awareness to institutional practice. Orientation-stage sessions on POSH and gender sensitivity set behavioural expectations for over 3,500 incoming students each year; a Day Care facility and a near gender-balanced PhD cohort show inclusion being built into everyday campus infrastructure, not just policy; eighteen SDG-5-mapped events and a high-impact portfolio of published research

kept gender equality on the academic agenda; and outreach programmes carried that same commitment into schools, children's homes and women's self-help groups across Guntur and Vijayawada district.

Faculty and senior-leadership gender ratios remain an area for continued attention, and the University has the data in hand to track its progress. As SRM University–AP looks ahead, it is well positioned to build on this foundation — deepening its research footprint, widening its outreach, and working toward greater gender parity across faculty and leadership ranks — in service of a genuinely equal campus and community.