SDG 5: Gender Equality

Women in the university community, childcare on campus, awareness events, research and women's-safety startups

INTRODUCTION

Equality in people, facilities and programmes

Sustainable Development Goal 5 calls on every society to **achieve gender equality and empower all women and girls**. At SRM University-AP in Amaravati, Andhra Pradesh, that goal is pursued through three things: the people who make up the university community, the facilities that help them study and work, and the programmes that build awareness and confidence on campus.

This section of the Sustainability Annual Report brings those strands together for academic year **2024–25** and compares them with the two preceding years wherever the data allows.

In 2024–25 the university had **9,063 students**, of whom **3,305 (36.5%) were women**. It also had **451 teaching faculty** (110 women, 24.4%) and **385 non-teaching staff** (136 women, 35.3%).

Women's numbers rose in every group over the two years to 2024–25: women students by **61.5%**, women faculty by **111.5%** and women non-teaching staff by **7.1%**. Postgraduate enrolment is evenly balanced (**50.0%** women) and women are the majority of PhD scholars (**51.6%**).

Alongside these numbers, the university runs dedicated childcare facilities on campus for its faculty, staff and community and organised six SDG 5 events in 2024–25, from a policy awareness session on the Prevention of Sexual Harassment (POSH) to International Women's Day.



International Women's Day 2025



Paridhaan'24 Ethnic Day celebration



POSH awareness session

HIGHLIGHTS

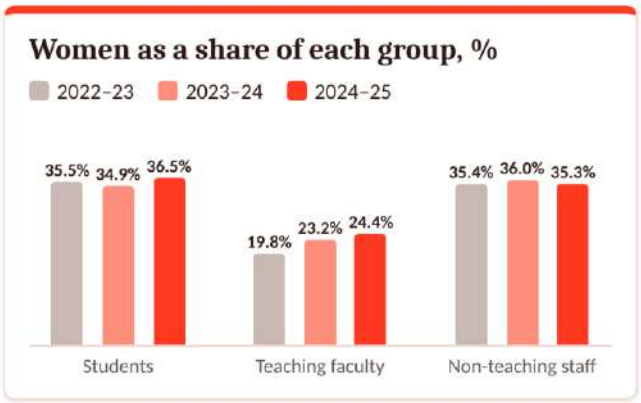
9,063	36.5%	24.4%	6	11
students enrolled in 2024–25	of students are women (3,305)	of teaching faculty are women (110 of 451)	SDG 5 events in 2024–25	SDG 5 publications, 2024–25

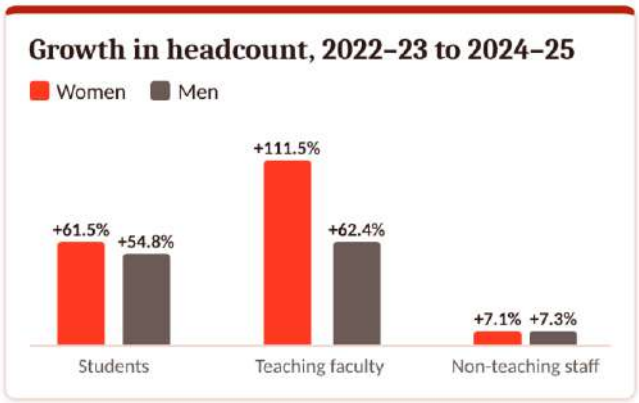
WOMEN AT SRM UNIVERSITY-AP

Women across students, faculty and staff

The university's headcount for 2022–23, 2023–24 and 2024–25 show how the gender profile of its students, teaching faculty and non-teaching staff has changed. The two charts below show the rise in women's share and in

women's headcount; all underlying counts and percentage changes are given in the text. Percentage change is (later year − earlier year) ÷ earlier year × 100.





9,063
students enrolled in 2024–25

36.5%
of students are women (3,305 of 9,063)

+41.6%
growth in women students, 2023–24 to 2024–25

451
teaching faculty, of whom 110 (24.4%) are women

+111.5%
growth in women faculty since 2022–23 (52 → 110)

6
SDG 5 events held in 2024–25

11
SDG 5 publications, 2024–25

2
women's-safety startups under incubation

WOMEN AT SRM UNIVERSITY-AP · HEADCOUNT DETAIL

How the gender profile has changed

STUDENTS

Total enrolment grew from 5,765 in 2022–23 to 6,695 in 2023–24 (**+16.1%**) and to 9,063 in 2024–25 (**+35.4%**), a rise of 57.2% over two years. The number of women students rose from 2,046 to 2,334 (**+14.1%**) and then to 3,305 (**+41.6%**), a **61.5%** increase over two years against 54.8% for men (3,719 to 4,361 to 5,758). Because women's enrolment grew faster than men's in 2024–25, the women's share of students rose from 34.9% to **36.5%** (it was 35.5% in 2022–23).

TEACHING FACULTY

Teaching faculty grew from 262 to 336 (**+28.2%**) and to 451 (**+34.2%**). Women faculty rose from 52 to 78 (**+50.0%**) and to 110 (**+41.0%**), more than doubling in two years (**+111.5%**) against +62.4% for men (210 to 258 to 341). The women's share of faculty therefore climbed from 19.8% to 23.2% and then to **24.4%**, a gain of 4.5 percentage points.

NON-TEACHING STAFF

Non-teaching staff changed more slowly, from 359 to 364 (**+1.4%**) and to 385 (**+5.8%**). Women staff rose from 127 to 131 (+3.1%) and to 136 (+3.8%), +7.1% over two years against +7.3% for men (232 to 233 to 249). Women's share of staff stayed steady at 35.4%, 36.0% and 35.3%.

STUDENTS BY LEVEL OF STUDY, 2024–25

Of the 8,119 undergraduates, 2,826 (34.8%) are women. At postgraduate level the split is exactly even, with 249 women and 249 men (**50.0%** each), and among the 446 PhD scholars women are the majority: 230, or **51.6%**.

FACULTY BY POSITION, 2024–25

The women's share of faculty is highest in guest roles (4 of 11, 36.4%) and visiting roles (6 of 23, 26.1%), and falls with seniority: **25.8%** of assistant professors (89 of 345), **17.9%** of associate professors (7 of 39) and **12.1%** of professors (4 of 33). Overall, 110 of 451 faculty are women (24.4%).

CHILD CARE FACILITIES ON CAMPUS

Day care at SRM University-AP

DAY CARE AT SRM UNIVERSITY-AP

“SRM University-AP provides dedicated childcare facilities right on its campus to support the well-being of its faculty, staff, and university community.”



Day care entrance


Day care play area


Outdoor children’s play area


Learning posters and soft flooring

The day care room is a bright, air-conditioned space with soft interlocking foam flooring in four colours. It has a swing-and-slide set, a rocking horse, ride-on toys and a toy house for play, and wall posters of animals, transport and fruits that support early learning.

EVENTS AND INITIATIVES

Six events, three themes

SDG 5 events at SRM University-AP are organised by the Directorate of Student Affairs, the NSS Cell with the Wellness Centre, the Student Council and academic departments. Six events were held in 2024–25, grouped below by theme.

6
SDG 5 events, Aug 2024 – Mar 2025

4,213
participants across the other five events

1,000+
students at the gender sensitivity session

AWARENESS, SAFETY AND HEALTH

Gender Sensitivity Session – "Vibe Tribe: Embracing Unique Beats of Inclusivity"

20–21 Aug 2024 · 1,000+ UG students, 4 faculty, 1 external · APJ Abdul Kalam Auditorium

Held as part of the orientation programme for first-year students and organised by the Directorate of Student Affairs. University counsellors **Ms Alekhya Sankara** and **Mr Joel Kristof Gibbs** led interactive sessions on gender identities, stereotypes and bias. Students were encouraged to use inclusive language and to embrace diverse perspectives, so that the campus is welcoming and respectful for everyone.


Awareness talk


Awareness talk


Slide display


Audience

Awareness Session on POSH (Prevention of Sexual Harassment)

21 Aug 2024 · 1,205 participants · APJ Abdul Kalam Auditorium

Organised by the Directorate of Student Affairs for the university community, with **Ms Suez Ravuri** of the Department of Women Development and Child Welfare, Andhra Pradesh, as resource person. The session explained what counts as sexual harassment, how to file a complaint, the role of the Internal Complaints Committee and how reporting and counselling support work, stressing that men and women alike can seek redress. The speaker was presented with a memento in appreciation.


Talk session


Welcome banner


Audience


Audience

Awareness Session on Menstrual Hygiene

6 Nov 2024 · 260 participants · NSS Cell & Wellness Centre

An NSS Cell session led by university counsellor **Ms Alekhya Sankara**, aimed at women from the university's housekeeping staff. It dispelled myths and taboos, explained hygiene practices and the safe use and disposal of sanitary products, and gave participants space to share concerns and seek personal advice. Sanitary pads were distributed at the end of the session.


Session by Ms Alekhya


Presentation display


Audience


Audience

CULTURE, INCLUSION AND CELEBRATION

Paridhaan'24 – Ethnic Day Celebration

6 Nov 2024 · 1,912 participants · APJ Abdul Kalam Auditorium

A day of culture, colour and celebration organised by the Directorate of Student Affairs and the Student Council. Dance performances, music, an ethnic fashion showcase and cultural exhibits celebrated the diversity of the university community,

with students, faculty and staff wearing traditional attire. The event reinforced inclusion and respect for different heritages and identities.


Musical performance


Audience


Dance performance


Ramp walk

International Women's Day 2025 – "Accelerate Action"

12 Mar 2025 · 800 participants · APJ Abdul Kalam Auditorium · Student Council & Directorate of Student Affairs

The celebration honoured the achievements and spirit of women through competitions held on campus and online – tug of war, debate, cooking without fire, arm wrestling, a push-up competition, themed posters and photography – followed by a main programme in the auditorium. **Vice-Chancellor Prof. Manoj K Arora** urged students to be multi-faceted, and chief guest **Smt. Madhuri Nallapaneni**, Group Director of Cadence-Invecas India, spoke on empowering women through knowledge and leadership.

The **Uttama Mahila Prathibha Award**, an initiative of the Prof. V.S. Rao Foundation, recognised women across categories such as landscaping, security and mess services. Prize distribution and a cultural programme of dance and music closed the day. Participants: 510 undergraduates, 20 postgraduates, 20 faculty and 250 external participants from the housekeeping staff.


Stage programme


Audience in the auditorium


Push-up competition


Cooking activity


Tug of war


Participants during the event

ACADEMIC DISCUSSION

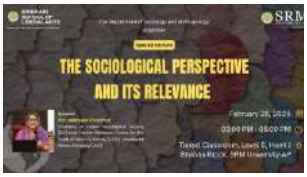
Invited Lecture – The Sociological Perspective and Its Relevance

25 Feb 2025 · 36 participants · Dept. of Sociology & Anthropology

A departmental special lecture in the Easwari School of Liberal Arts by **Prof. Maitrayee Chaudhuri**, President of the Indian Sociological Society and former professor at Jawaharlal Nehru University. It showed how the sociological perspective helps analyse inequality, identity, culture and globalisation. Attendees: 1 external guest, 15 faculty, 5 PhD scholars and 15 undergraduates.



Lecture in progress



Event poster

COMMUNITY OUTREACH ACTIVITIES

Reaching the university's housekeeping staff

Two of the 2024–25 events reached the university's housekeeping staff, who sit outside the student and faculty body.

- **Menstrual hygiene awareness (6 Nov 2024).** The NSS Cell and Wellness Centre ran a two-hour session for **260 women from the housekeeping staff**. Counsellor Ms Alekhya Sankara addressed myths, hygiene practice and safe disposal, answered individual questions and distributed sanitary pads; women were encouraged to share what they learned with their children.
- **International Women's Day (12 Mar 2025). 250 of the 800 participants (31.3%)** were external participants from the housekeeping staff, and the Uttama Mahila Prathibha Award recognised women working in landscaping, security and mess services.

510

housekeeping-staff participations across the two events (260 + 250); some individuals may have attended both



Audience at the session



Participants in the auditorium

RESEARCH AND PUBLICATIONS

SDG 5 research output, 2024–25

The university has **11 publications** for 2024–2025 under SDG 5: **7 journal articles, 2 book chapters and 2 books**. Nine carry a 2025 date and two a 2024 date (November 2024). The counts are shown by year for reference only, so no growth rate is drawn from them.

Seven of the eleven are directly about gender – women on corporate boards, women's political representation, gender performativity in comics, representations of feticide and infanticide in Hindi films, the female body in Bāul philosophy, women's psychological empowerment and the Goddess traditions of South Asia – and are featured below.

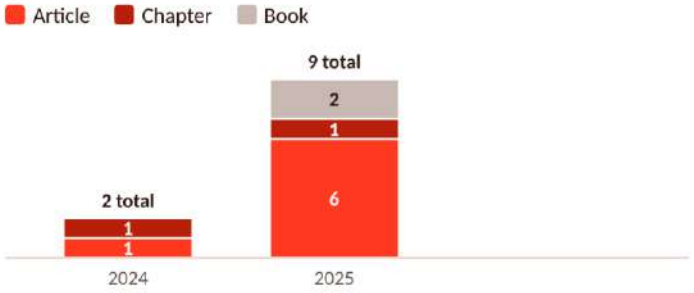
11
SDG 5 publications, 2024–25

7
journal articles

3.30
highest field-weighted citation impact among featured papers (Gupta & Bhattacharjee)

3.04
FWCI for the paper on women on corporate boards (Saeed)

SDG 5 publications by year and type



Publication mix

7 journal articles
2 book chapters
2 books
Nine carry a 2025 date and two a 2024 date.

FEATURED GENDER-FOCUSED PUBLICATIONS

#	Title and authors	Type · year	CiteScore	Percentile	FWCI
1	**The Impact of Women on Corporate Boards on Intellectual Capital Efficiency and Business Performance in Sub-Saharan Africa** Saeed, M.	Article · 2025	4.0	30	3.04
2	**The Intersection of Culture and Politics: Understanding Women's Underrepresentation in Indian Democracy** Thomas, V.; Kaunain, S.	Article · 2025	2.9	41	0.83
3	**Framing the Feminine Fury: Gender Performativity through Decolonial Visuality in Select Indian Comics** Gupta, R.; Bhattacharjee, P.	Article · 2025	1.1	7	3.30
4	**A Decolonial Reading of the Dystopian Narratives about Feticide and Infanticide in Hindi Films** Basu, A.; Tripathi, P.	Article · 2025	0.3	50	0.00
5	**Embodied Divinity and Gendered Paradox: Reimagining the Female Body in Bāul Philosophy** Thakur, S.	Article · 2025	0.4	53	0.00
6	**From Resist to Privilege: Rising Psychological Empowerment and Gender Equality for Poverty Alleviation** Dhamodharan, M.; Sunaina, K.	Chapter · 2024	–	–	0.00
7	**Goddesses in South Asia: Traditions and Transformations** Mahalakshmi, R.; Binny, M.; Yadav, M.	Book · 2025	–	–	0.00

STARTUPS AND INNOVATION

Women's-safety startups under incubation

Two startups mapped to SDG 5 are supported through the university's incubation programme, and both focus on women's safety. One is an external founder's IoT safety device; the other, founded by a student, has been registered as a private limited company and has received a government grant.

2
SDG 5 startups under incubation

₹5 lakh
MeitY GENESIS grant to VHASS (₹5,00,000)

365
days of incubation for each startup

1
student-founded startup, incorporated Feb 2025

Project SWD

Smart safety device for women

Sector	Safety device – IoT-based sensors
Social impact	Sustainability
Founder	Mr Varshith (external)
Legal entity	Registration under process
Incubation	20 Nov 2024 – 20 Nov 2025
Funding / revenue	Nil / none generated
Patents	None filed

VHASS Softwares Private Limited

Real-time tracking, secure communication and community emergency response for women's safety

Sector	Safety device
Social impact	Sustainability & Education
Founder	Mr Hemanth Krishna Vardhan (student)
Legal entity	Pvt Ltd, incorporated 26 Feb 2025
Incubation	3 Mar 2025 – 3 Mar 2026 (MoU signed 3 Mar 2025)
Funding	₹5,00,000 grant – MeitY GENESIS
Revenue / patents	None generated / none filed

CONCLUSION

Progress towards gender equality

In 2024–25 women's presence grew across SRM University-AP, alongside a set of practical supports around it. The key facts are summarised below.

Women's numbers are rising in every group. Women students grew by +61.5% over two years to 3,305 (36.5% of students), women faculty by +111.5% to 110 (24.4% of faculty) and women non-teaching staff by +7.1% to 136.

Parity at advanced study. Women are 50.0% of postgraduate students and 51.6% of PhD scholars.

Seniority is the gap to close. Women hold 12.1% of professor posts and 17.9% of associate professor posts, against 25.8% of assistant professor posts.

Support on campus. Dedicated on-campus childcare facilities support the well-being of faculty, staff and the university community.

Awareness at scale. Six SDG 5 events in 2024–25 reached more than 5,000 participations, covering gender sensitivity, POSH, menstrual hygiene, cultural inclusion, academic debate and International Women's Day.

Outreach beyond the classroom. Women from the housekeeping staff took part in the menstrual hygiene session (260) and in International Women's Day (250).

Research and innovation. Eleven SDG 5 publications, seven of them directly on gender, and two women's-safety startups in incubation, one backed by a ₹5,00,000 MeitY GENESIS grant.