

THE UNIVERSITY OF AZAD JAMMU AND KASHMIR

POLICY ON GENDER-BASED ACADEMIC TRACKING AND GAP-CLOSING SCHEMES

Purpose

To ensure gender equity in student retention, academic achievement, and graduation by systematically tracking women's progression compared to men and implementing support schemes to address any identified disparities.

Scope

This policy applies to all academic programmes, faculties, and campuses of the University of Azad Jammu and Kashmir. It covers both undergraduate and postgraduate students.

Policy Commitments

- Collect and maintain gender-disaggregated data on admissions, progression, and graduation annually through the Examinations and Admissions Departments.
- Analyze graduation trends to identify any gender-based disparities in academic performance or degree completion.
- Implement mentoring, counselling, and skill-development schemes to support women's academic success and improve retention rates.
- Engage the Gender Equity Committee and Women Empowerment Cell to design and monitor gap-closing initiatives.
- Publish summarized gender-tracking data in the annual university report and shared with the SDG Secretariat for transparency.
- Review and update schemes regularly to maintain gender parity and align with national higher education and SDG 5.5 goals.

Implementation & Review

The Registrar's Office and the Gender Equity Committee will jointly oversee implementation of this policy. Progress will be reviewed annually and formally evaluated every three years to ensure sustained gender balance in graduation outcomes.