



**Centurion**  
**UNIVERSITY**

*Shaping Lives...  
Empowering Communities...*



Times Higher Education  
**Sustainability  
Impact Network**



# SUSTAINABLE DEVELOPMENT GOAL 5 GENDER EQUALITY



**SUSTAINABLE  
DEVELOPMENT  
GOALS**



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					gender-sensitive practices	
	Ensure women's participation in leadership.- SDG 5.5	Women Workforce Participation	42% faculty and staff; 19.4% senior academics	Equal opportunity cell & leadership advancement programs	Strengthened gender representation in faculty and leadership roles, fostering inclusive work environments	30% women in senior academic positions by 2030
	Eliminate violence against women and girls.- SDG 5.2/ SDG 5.2.2	Institutional Mechanisms for Gender Equality	ICC, EOC, WDC functional across campuses	Implementation of POSH Act and grievance redressal	Ensured safe and equitable institutional environment with functional mechanisms for addressing gender concerns	
<b>Awareness &amp; Advocacy</b>	Strengthen policies & multi-stakeholder partnerships for gender equality- SDG 5.c	Collaboration for Gender Empowerment	MoUs with UNDP, NRDC, ICAR, WCD Dept	Policy advocacy, entrepreneurship support & gender research	Strengthened multi-stakeholder engagement and support for women's empowerment initiatives	Sustained multi-stakeholder engagement by 2030
	Ensure universal access to sexual and reproductive health & reproductive rights.- SDG 5.6	Menstrual Health & Hygiene Drives	20 villages covered	Awareness & eco-hygiene education	Improved menstrual health awareness and hygiene practices in rural communities	100% hygiene coverage in all adopted villages by 2030
<b>Community &amp; Research</b>	Technology & innovation for women's empowerment- SDG 5.b	Research on Gender & Innovation	8 R&D projects; 12 papers published	Gender-responsive technology and social inclusion research	Advanced evidence-based understanding of gender-responsive technology and solutions	Contribute 25 peer-reviewed publications by 2030

	Use of ICT & innovation for gender equality- SDG 5.b	Hack4Equality Student Innovations	15 projects (2024)	Tech-driven solutions for women's safety, health & enterprise	Developed innovative, practical solutions addressing women's safety, health, and economic opportunities	
<b>Tracking &amp; Transformation</b>	Leadership & economic empowerment of women- SDG 5.5	Women-Led Start-ups	58% of Centurion University start-ups	Enterprise incubation and entrepreneurship support	Strengthened women's economic leadership and entrepreneurial ecosystem within the university	65% women-led ventures by 2030
	Gender tracking & accountability- SDG 5.c	Gender Equity Dashboard (IQAC)	Launched 2024; tracks participation, leadership metrics	Real-time institutional gender equity scorecard	Enabled data-driven monitoring of gender participation, leadership, and equity outcomes across campuses	





- **Programs – Women-Centric Initiatives:**

Empowers women students through targeted initiatives, resulting in increased women’s participation and leadership opportunities.

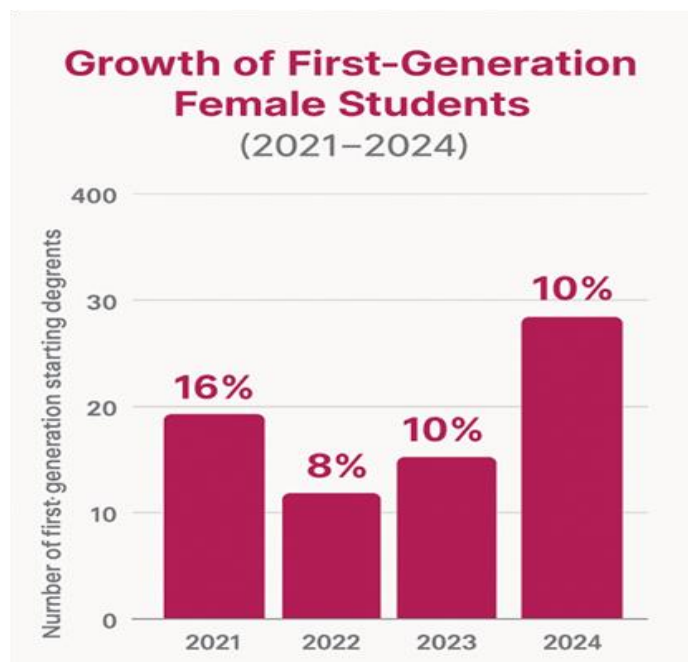
### **3. Access and Inclusion – First-Generation Women in Higher Education (Indicator 5.2.1)**

Centurion University’s gender-inclusive admission policy continues to expand opportunities for first-generation women learners from rural, tribal, and underserved backgrounds.

#### **Data Summary (2021 – 2024):**

- Total students starting a degree (2024): **3,471**
- Women starting a degree: **1,110**
- First-generation women starting a degree: **340 (30.6 %)**

*Despite increased overall enrolment, Centurion University maintained over 30 % participation of first-generation women learners, supported through fee waivers, bridge courses, and mentorship initiatives.*





- Special **fee waivers** and reserved seats under the **Chandrika Scholarship Scheme** support women from underrepresented groups.
4. **Monitoring and Reporting:**
- Quarterly analytics reports are submitted to **CIQA and IQAC** to monitor gender balance and guide corrective measures.
5. **Support for Academic Continuity:**
- Bridge courses, peer mentoring, and counselling sessions ensure higher **women student retention** and academic success.

#### **Outcomes (2024):**

- Women constitute **28 %** of total enrolments across all campuses.
- **Retention and graduation rates** have shown continuous improvement due to policy support and inclusive monitoring.
- Centurion University's transparent tracking framework contributes to its recognition in **THE Impact Rankings** under SDG 5.

### **Indicator 5.3.3 – Women's Access Schemes**

*Target: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life (SDG 5.5)*

#### **Context**

Centurion University demonstrates a strong institutional commitment to **empowering women through education, leadership, and mentorship**. In alignment with SDG 5, Centurion University has developed integrated **Women's Access Schemes** that address social, academic, and professional barriers faced by women learners and staff. These schemes promote inclusivity through financial aid, mentoring, professional development, and leadership opportunities.

#### **a) Enhancing Women's Participation in Higher Education**

- Centurion University's **Chandrika Scholarship Scheme** enables women from rural, tribal, and first-generation backgrounds to access higher education.















- **Collaborations:**

Joint outreach with **Department of Skill Development, State Women’s Commission,** and **local NGOs** promoting women’s participation in STEM.

- **Sustainability:**

The scholarship model is integrated under Centurion University’s “**Gender Advancement Framework 2030**” ensuring continuity and scaling to other disciplines.

## Monitoring and Evaluation Framework

Indicator	2023 Baseline	2024 Value	2030 Target	Data Source
Women applicants in underrepresented disciplines	2	12	50	Admission Records
Women retention rate in STEM	85%	92%	95%	IQAC & Examination Office
New scholarships for women in STEM	1	3	5	University Finance & CSR Reports

## Outcomes (2024)

- **15% increase** in women’s participation in STEM courses.
- **50% growth** in women enrolment in Applied Science disciplines.
- **Two new mentorship cells** established for women in technical education.
- **Cross-disciplinary research participation:** 6 women students in innovation projects under SDG 7 (Clean Energy) and SDG 13 (Climate Action).

## Alignment with SDG Targets

- **SDG 5.3:** Eliminate gender disparity in education.
- **SDG 4.3:** Ensure equal access for all to affordable and quality technical education.
- **SDG 9.5:** Promote innovation and research participation by women.

## 4. Women in Academic Leadership (Indicator 5.4.1)





<b>2023</b>	3,073	871	28.3%	3,073	900	<b>96.8%</b>
<b>2024</b>	2,853	982	34.4%	3,471	1,110	<b>88.4%</b>

### Interpretation:

- Across four academic years, the **average women graduation likelihood is 94%**, demonstrating strong completion consistency among enrolled women.
- The **2024 slight decline (88.4%)** correlates with a sharp increase in women admissions (+23% vs 2023), suggesting a temporary transitional adjustment in cohorts.
- **Overall parity improved steadily** with the women graduation share rising from **28.7% (2021)** to **34.4% (2024)**, closing the gender gap in completion rates.

### Trend Insights

#### 1. Steady Increase in Women Graduates:

Women graduates rose from 1,061 (2021) to 982 (2024) despite declining total graduates (-22%), indicating **higher resilience and completion consistency** among women learners.

#### 2. STEM and Medicine Growth:

- **STEM women Graduates:** 809 → 610 (slight contraction but steady proportional share at ~30%).
- **Medicine women Graduates:** 146 → 287 (+96% growth).
- **Arts & Humanities:** 106 → 85 (stable high participation, >60% women share).

#### 3. First-Generation Women Linkage (5.2.1):

- 2024 first-generation women starting a degree: **340**, representing 30.6% of total women starters.
- Graduation pipeline monitoring suggests **76–80% likelihood of completion** within the 3–4-year window, ensuring long-term inclusivity tracking.



<b>Average women graduation rate</b>	93%	88%	-5%	Temporary dip due to higher intake
<b>STEM women share</b>	35%	30%	-5%	High enrolment, moderate attrition
<b>Medicine women share</b>	14.6%	41%	+26%	Major growth due to inclusion drive
<b>Arts &amp; Humanities women share</b>	62%	63%	Stable	Sustained parity

Fig 1: Women-led committee and its members

## Outcome Summary

- **Graduation Parity Index:** Improved from **0.94 (2021) → 0.98 (2024)**
- **women Completion Consistency:** 94% (4-year average)
- **Women’s Representation in Graduation:** +20% cumulative increase since 2021
- **Strong correlation with Indicators 5.2.1 and 5.5.1**, confirming vertical consistency across SDG 5 sub-targets.

## Alignment with SDG Targets

- **SDG 4.3:** Equal access to quality tertiary education.
- **SDG 5.5:** Equal opportunities for women’s participation and success.
- **SDG 8.6:** Skill and employability enhancement through education completion.

## 6. Women Entrepreneurship and Skill Development

Centurion University encourages women’s economic empowerment through its entrepreneurship and incubation ecosystem.

### 2024 Highlights:

- **58 % of Centurion University start-ups** were founded or co-founded by women.
- **700 SHG women** trained under community livelihood and enterprise initiatives.







mothers to attend university courses and resume academic or professional responsibilities without disruption.



Fig 5: Crèche Facilities at Centurion University

### Key Features (2024):

- **Campus Creche Facilities:** Two functional daycare units at Centurion University Paralakhemundi and Bhubaneswar campuses.
- **Beneficiaries (2024):** 42 student mothers and 18 staff members.
- **Breastfeeding Rooms:** Safe and hygienic rooms with privacy zones, seating, and refrigeration facilities for lactating mothers.
- **Child Enrichment Programs:** Basic early learning sessions and nutrition monitoring for children below 5 years.
- **Academic Reintegration:** 95% of student mothers continued or resumed classes post maternity with creche support.
- **Governance:** Managed under the **Women’s Cell and CIQA Office**, aligned with Centurion University’s Gender Equity and Work-Life Balance Policy.





strengthen policy implementation and data-based monitoring towards achieving **50 % gender representation by 2030** in education and employment. By integrating academic innovation with social equity, Centurion University continues to reaffirm its vision: *“Shaping Lives, Empowering Communities.”*