

PSBU SDG 5 Policy Framework Overview: Gender Equality

Introduction

Preah Sihamoniraja Buddhist University (PSBU) is committed to advancing **Sustainable Development Goal 5: Gender Equality**, which seeks to achieve equality for women and men in all spheres of life, and to empower all women and girls. Rooted in Buddhist values of compassion, respect, and fairness, PSBU views gender equality as essential to human rights, social justice, and sustainable development.

This framework outlines PSBU's policies aligned with the sub-goals of SDG 5. Each policy is designed to operate independently while also contributing to a cohesive institutional commitment to gender equality.

Framework Overview

The PSBU SDG 5 Policy Framework is organised into four policy areas:

1. Equal Access to Education and Opportunities (SDG 5.1)
2. Women's Leadership and Participation (SDG 5.5)
3. Protection from Discrimination, Harassment, and Violence (SDG 5.2)
4. Gender Equality in Institutional Practices and Partnerships (SDG 5.c)

PSBU SDG 5.1 Policy: Equal Access to Education and Opportunities

PSBU affirms that all individuals, regardless of gender, have an equal right to education and professional advancement.

Policy Commitments:

- Guarantee gender equality in student admissions, scholarships, and progression.
- Monitor enrolment and completion rates to ensure parity between men and women.
- Promote equal access to STEM fields, leadership courses, and international exchange programmes.
- Work with schools and communities to encourage young women, especially from rural areas, to pursue higher education.

PSBU SDG 5.5 Policy: Women's Leadership and Participation

PSBU recognises the importance of women's representation in leadership and decision-making roles, both within the university and in society.



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Policy Commitments:

- Ensure women's participation in university governance, faculty leadership, and academic committees.
- Provide mentoring and professional development programmes to prepare women for leadership positions.
- Encourage equal representation of women in research projects, conferences, and publications.

PSBU SDG 5.2 Policy: Protection from Discrimination, Harassment, and Violence

PSBU maintains a zero-tolerance approach to gender-based discrimination, harassment, and violence.

Policy Commitments:

- Establish clear reporting mechanisms and protection measures for students and staff who experience harassment or discrimination.
- Provide awareness campaigns and training sessions on gender sensitivity, inclusion, and respectful conduct.
- Support survivors of gender-based violence with counselling, advocacy, and academic protection measures.

PSBU SDG 5.c Policy: Gender Equality in Institutional Practices and Partnerships

PSBU is committed to embedding gender equality across its operations, budget allocations, and international collaborations.

Policy Commitments:

- Integrate gender analysis into university planning, budgeting, and policy-making.
- Allocate resources to support initiatives advancing women's empowerment.
- Ensure gender-sensitive approaches in all research, community outreach, and partnership agreements.
- Promote gender equality as a central principle in collaborations with local and international institutions.

Accountability and Review

The **PSBU Gender Equality Committee**, in partnership with the **Quality Assurance Office**, will oversee the implementation of this framework. Annual monitoring will include gender-disaggregated data on enrolment, staffing, leadership roles, and research participation. Findings will inform future action plans to ensure continuous improvement.

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Conclusion

Through this SDG 5 Policy Framework, PSBU reinforces its commitment to fairness, inclusivity, and the empowerment of women and men alike. By ensuring equal access to opportunities, protecting against discrimination, promoting leadership, and embedding gender-sensitive practices, PSBU strives to create an environment in which every individual can flourish and contribute meaningfully to society.



Next Review Date: September 2026 (Academic Year 26/27)

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