

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

Purpose

PSBU is committed to embedding gender equality in every facet of its operations, decision-making, partnerships, and resource allocation. This policy ensures that gender considerations are integrated into institutional planning, budgeting, research, outreach, and external collaborations, so that PSBU's practices not only promote equity but also set a standard for inclusive governance.

Scope

This policy applies to all internal operations and external relations of PSBU, including but not limited to:

- University strategic planning, budgeting, and policy development.
- Research projects, community outreach initiatives, international and local partnerships.
- Staffing, recruitment, promotion, and leadership roles.
- All academic and non-academic departments and units.
- Students, faculty, administrative staff, external partners, and collaborators.

Policy Commitments

PSBU will:

1. Integrate Gender Analysis into Planning, Budgeting, and Policy-Making

- Require gender impact assessments (GIAs) or gender analysis in all new policy proposals, strategic plans, and institutional budget submissions.
- Include gender equality goals in the university's strategic plan, with measurable objectives and milestones.
- Ensure planning and review cycles include assessment of how institutional policies (e.g. timetabling, procurement, campus infrastructure) affect different genders.

2. Allocate Resources to Support Women's Empowerment Initiatives

- Dedicate budget lines for gender equality work: e.g. leadership development, mentoring, gender-inclusive infrastructure, outreach programmes.
- Provide funding for research that investigates gender equity, intersectionality, and barriers in education.
- Support capacity building of staff and units to conduct gender analysis, gender-responsive budgeting, and monitor gender equity.



3. Ensure Gender-Sensitive Approaches in Research, Outreach, and Partnerships

- Include gender considerations in research design, ensuring diverse representation in studies, inclusive recruitment, and analysis of results disaggregated by gender.
- Ensure outreach programmes take into account gender-based barriers (e.g. cultural norms, caring responsibilities, access) in agenda, timing, delivery.
- When forming partnerships (local, national, international), ensure partners share or commit to gender equality values; embed gender clauses in Memoranda of Understanding (MoUs) or contracts.

4. Promote Gender Equality as a Central Principle in Collaborations

- Seek external accreditations or memberships which include gender equity components (for example Athena Swan, SAGE, or similar where relevant).
- Collaborate with institutions and networks internationally that promote gender equality policies, standards, and good practice.
- Share best practices and learnings with partner institutions; engage in joint leadership or capacity-building initiatives focused on gender equality.

Accountability and Review

- The PSBU Gender Equality Committee, in partnership with the Quality Assurance Office, is charged with oversight of this policy.
- Annual monitoring will include gender-disaggregated data on: student enrolment, staff (academic and non-academic) numbers at all levels, leadership roles, research participation, and budget/resource allocation for gender-related initiatives.
- Findings will be used to inform successive action plans, ensuring continuous improvement.
- Reports will be shared with senior leadership and governance bodies of the university, and a summary made available to the PSBU community.

Responsibilities

- University Leadership / Rectorate: endorse this policy; ensure gender equality is reflected in institutional priorities; provide adequate resources.
- Planning & Budget Office / Finance: integrate gender analysis into budget proposals; monitor resource allocations related to gender equality.



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- Quality Assurance / Institutional Research Office: support gender impact assessments; collect and analyse relevant data; report on outcomes.
- Research / Outreach / Partnerships Offices: ensure gender-responsive design in projects; include equity clauses in agreements; maintain collaborative equity.
- All Departments and Units: implement the gender-sensitive practices in their daily operations: recruitment, scheduling, procurement, events, etc.

Measurement & Key Performance Indicators

Some KPIs could include:

- Proportion of institutional budget committed to gender equality initiatives and support programmes.
- Number and percentage of policy proposals, department plans, research projects subjected to gender impact assessment.
- Disaggregated data on enrolment, staffing, promotions by gender.
- Number of external partnerships with gender equality clauses or gender component.
- Feedback from students and staff via climate surveys regarding perception of gender equality in institutional practices.

Related Policies

- PSBU SDG 5.1: Equal Access to Education and Opportunities
- PSBU SDG 5.5: Women's Leadership and Participation
- Harassment, Discrimination & Violence Policy (SDG 5.2)
- Staff Recruitment & Promotion Policies; Budget & Planning Policies

Review Cycle

This policy will be reviewed every three years, or earlier if:

- Legislative or regulatory changes occur
- Institutional data reveals persistent gender disparities or ineffective implementation
- External best practice benchmarks evolve significantly



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External Best Practice Benchmarks

Institution Initiative /	What is Done / Key Features	Relevance to PSBU
UNSW Sydney – Gender Equity Strategy 2024-2028	A comprehensive strategy that embeds gender equality into its strategic plan, sets measurable targets, links to budget allocations, includes gender equity in recruitment and promotion, and features reporting and accountability mechanisms. (UNSW Sites)	PSBU can model an equivalent strategic plan with defined targets, embedded in its overall institutional strategy, with transparency about resource allocation.
University of Melbourne – Gender Equality Action Plan (GEAP) 2022-2025	Reflects systems, structures, attitudes and behaviours; includes action plans for staff of all genders; integrates equity with diversity and inclusion; responds to legal obligations under gender equality laws; includes transparent reporting. (About us)	PSBU can include in its gender equality planning similar elements: legal/regulatory alignment, institutional structure, and broad reporting.
University of Sydney – Diversity & Inclusion Strategy / Gender Equity	Includes fast-tracking leadership progression; targets for female representation; flexible working arrangements; pay equity investigations; governance with oversight for equity metrics. (The University of Sydney)	Useful for PSBU in thinking about flexible work or study policies, governance monitoring, and ensuring equity in leadership and compensation.
Government of Australia – Gender Responsive Budgeting / Gender Impact Assessment Guidelines	The Australian Public Service has made gender impact assessments and gender-responsive budgeting part of its requirement for new policy proposals and budget planning. Provides guides, templates, and training to ensure consistent practice. (PM&C)	PSBU can adopt or adapt gender responsive budgeting methods: require gender analysis in all budgeting and resource allocation; build capacity (training, templates) for staff; ensure transparency.
Universities Australia – Gender Equity and Inclusion by Design Toolkit	Provides practical tools and strategies to embed gender equity in organisational policies and practices: recruitment, career progression, inclusive environment, data collection and transparency. (Universities Australia)	PSBU can use similar toolkit resources when designing its own institutional policies, ensuring inclusivity and embedding gender equality in daily practice.

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

