



SUSTAINABLE DEVELOPMENT GOAL 5

Gender Equality

Achieve gender equality and empower all women and girls

Overview



Gender equality is the goal that will help abolish poverty and create more equal economies, fairer societies, and happier men, women, and children

- Graça Machel



Sustainable Development Goal 5 has nine targets and 14 indicators and clearly emphasizes ending discrimination, violence, and exploitation against all women.

At Shiv Nadar, we have built, over the years, a tradition of understanding, respecting, embracing, and celebrating gender with an agenda to transform the very ways in which we learn, discover, teach, analyze, act, live, and come together to create an institution of higher learning. 'Needless to say, women are, as they must be, central to such an agenda.'

Here is a glimpse of our work contributing to SDG 5 through our teaching, research, institutional practices, and partnerships.



Teaching and Learning

At the School of Humanities and Social Sciences, many departments offer courses for undergraduate and graduate students, such as Introduction to Gender Studies (ENG 304), Gender Studies (ENG 612), Studying Culture, Caste and Gender (SOC 216), Introduction to Gender Systems (SOC 292), Gender in International Relations: Power, Sexuality and Violence (INT 142), Engendering History (HIS 216), Gender and International Relations (INT 266), Contextualizing Gender (SWC 309).

For undergraduate students, many compulsory courses on the theme of gender, sustainability are regularly offered, such as Gender Violence and Social Marketing for Social Change (CCC 215), Environmental Studies (CCC 704), Environmental Impact Assessment (CCC 406), Energy for Sustainable Future (CCC 614), Use of Energy in our Daily Life (CCC 624), to name a few.

■ “Consent Matters” - Course by Oxford University Press

We have subscribed to a course “Consent Matters”, which is undertaken by all our students and most of our faculty and staff. To make our students aware of the rights, entitlements, and responsibilities enshrined in the Sexual Harassment at Workplace (Prevention, Prohibition & Redressal) Act 2013 and under the UGC regulations, 2015, we decided to move beyond the lecture mode.

We converted this to experiential learning by taking this online course across the University and participating in immersive workshops. Conducted by a team of faculty, staff, and students, the workshops bring together fictional skits to tackle real-life issues for students that, in turn, bring home understanding, inclusivity, and sensitivity to the problems.

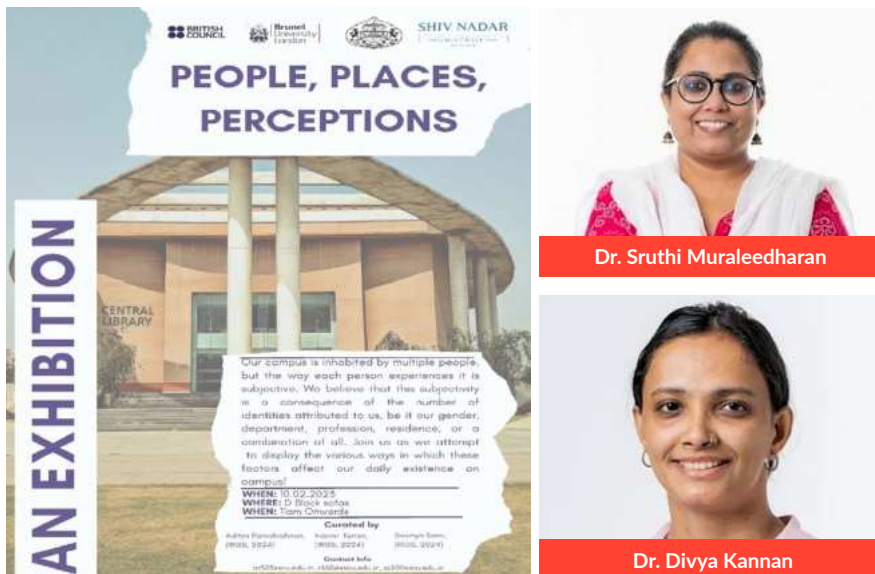


Student Projects

THE UNSAID SEGREGATION: Understanding Exclusion in Classrooms

In an extensive research project funded primarily by the British Council on the theme “Gender and Higher Education in India,” a team of students from the School of Humanities and Social Sciences attempted to interrogate this assumed intentionality that entails accessing and negotiating shared spaces on a campus like ours. With a critical focus on gender and its impact on navigating through space, the team curated an exhibition open for all to view, reflect, and engage with. The exhibits included audio-visual presentations, an interactive map, fun games, and more!

The students were mentored by Dr. Sruthi Muraleedharan, Assistant Professor at the Department of International Relations and Governance Studies (IRGS), and Dr. Divya Kannan, Assistant Professor at the Department of History and Archaeology.



Design and Development of a Safety Device for Women in the Indian Transport Service System

[This project](#) is one of the examples of Opportunities for Undergraduate Research (OUR). Nitya Mathur (Design Minor 2019-2023), under the supervision of Dr. Subhajt Chandra, Assistant Professor, Department of Design, researched on women from low socio-economic backgrounds in India with limited job prospects. Occupational segregation based on gender has been attached to job roles, which has been the principle reason for women never fulfilling their dreams. So, they end up taking traditional jobs as domestic workers and caregivers.

Things are changing in metropolitan cities like Delhi, Bangalore, Mumbai, and Kolkata, where women are coming forward to work as professional drivers. This study addresses the issue of increase in incidents of crime as more women are venturing out for professions like driving public transport. The project examines the various safety measures in place and analyses their effectiveness. A safety device has been proposed to ensure women's safety on Indian roads.



■ To improve the well-being of the women workers and the environment

The students of MBA, class of 2024, organized a *donation drive* as part of their marketing project to arrange reusable cloth sanitary napkins for the Group D women employees (janitors, security, gardeners) of Shiv Nadar University.

The project's rationale was to address the adverse impact of using disposable sanitary napkins on the health of women and the environment, indirectly affecting the well-being of sanitation workers and others due to the prevailing waste disposal practices.



Research

■ Keeping Girls in Schools Longer: The Kanyashree Approach in India

Dr. Gitanjali Sen, Associate Professor, Department of Economics, undertook a study about interventions aimed at preventing girls from prematurely dropping out of school. This study shows that inducing economic empowerment of girls is possible with targeted policies that promote their reproductive empowerment. Using Kanyashree Prakalpa, a conditional cash transfer program implemented in West Bengal, India, that directly incentivized school attendance to delay child marriage, the study finds a strong association between program participation and successfully lowering the historically higher dropout rates post-middle school. Program-eligible girls are 12 percent (7 percent) more likely to enroll in or complete secondary (higher secondary) school, respectively. Program participation is associated with approximately five more months of education. The program's efficacy is highly correlated with the length of exposure, and children in the poorest households reap the most benefits. The article discusses three policy interventions targeting girls transitioning from childhood to adulthood.

Sen, Gitanjali, and Dhanushka Thamarapani. "Keeping Girls in Schools Longer: The Kanyashree Approach in India." *Feminist Economics* 29, no. 4 (2023): 36-64.

■ Factors affecting the performance of micro-level women entrepreneurs: a comparative study between UAE and India

Gender plays an essential and influential role in developing countries' entrepreneurship. This research attempts to uncover the often neglected area of women's entrepreneurship. The study investigates the impact of various factors that affect the business performance of micro-level women entrepreneurs in the UAE and India. A conceptual model is proposed, including the factors that impact the performance of micro-level women entrepreneurs. The proposed model was validated with data collected through a structured questionnaire based on a cross-sectional survey conducted in the UAE and India. The collected data was analyzed using the structural equations modeling approach. Findings revealed that factors such as competitive aggressiveness, incubation, innovativeness, market orientation, and risk-taking propensity positively impact business performance and growth in both countries. Factors like training, learning, and finance orientation did not affect business performance.

Rao, Srinivasa A., Waheed Kareem Abdul, Raavee Kadam, and Abhilasha Singh. "Factors affecting the performance of micro-level women entrepreneurs: a comparative study between UAE and India." *Measuring Business Excellence* 27, no. 3 (2023): 460-482.

Women leaders: A way to IPO success?

A [research paper](#) by Dr. Debarati Basu, Associate Professor, Department of Finance, Accounting, and Control, School of Management and Entrepreneurship (SME), has been recognized as the 'Best Paper Award' at the NISM-LSE conference held in Mumbai. The research paper accentuates the tendency of investors to subscribe more to IPOs where the women workforce holds senior management positions. Dr. Basu and her co-author, Shreyashi Chakraborty, Greenwich Business School, UK, researched how, about IPO subscriptions, since there is no regulatory mandate, women leaders are likely appointed to the top and senior management roles because of their skills, competencies, and experiences.



Dr. Debarati Basu

■ To What Extent Does the Fertility Rate Explain the Education Gap

The theory of Quantity-quality (Q-Q) trade-off suggests that given the resource constraints in a household, an increase in family size would result in lower investments in the human capital development of children. Following this theory, the paper investigates the role of fertility in explaining the educational gap between Muslims and Hindus in India. A historically significant difference in the total fertility rates (TFR) between them, which was as high as 24% in 2015–2016, may have contributed to the existing gap in education. Using decomposition techniques, the paper argues that family size accounts for about 10% of the gap in years of schooling between high-caste Hindus and Muslims. Examining the likelihood of completion of different levels of education, the contribution of family size increases with the level of education, rising to 16% for secondary education. The unmet need for family planning is higher for Muslim women than for Hindu women. Thus, appropriate supply-side measures addressing these unmet needs may help reduce the fertility gap, with the potential to reduce the education gap in due course. Additionally, with a comparatively higher desired fertility of Muslims on average, public investments in good-quality schooling, safer and cheaper school transportation, and general awareness initiatives about pecuniary and non-pecuniary benefits of education may reduce the Q-Q trade-off. This may weaken the association between fertility and education, which could go a long way in reducing the educational disadvantage of Muslim children.

Sen, Gitanjali, Mitul Surana, and Rakesh Basant. "To what extent does the fertility rate explain the education gap?" *Population Research and Policy Review* 42, no. 3 (2023): 35.

■ An Invitation into the Mehfil: Muslim Women's Interregional Intellectual Networks

Scholarship on prominent women's organizations of the early twentieth century highlights how American and European suffragists participated in and published reports about one another's activities. Less well-known are the exciting circuits of exchange between women in Asia and Africa in spaces emerging from colonial modernity. In this article, I explore how such circuits evoke cultural institutions embedded within shared histories of courtly patronage of the performing arts and rhetoric. To this end, I posit the mehfil as an alternative paradigm to capture how women's ideational networks operated within the Perso-Arabic sphere in the first half of the twentieth century. In addition to delineating neglected circuits of women's intellectual exchanges, the mehfil also demonstrates how such exchanges, if attended to, pose certain tensions with known feminist histories. By broadening the definition of who we think of as early women activists or as pioneers of women's intellectual networks, it interrogates and intervenes within our understanding of first-wave feminism. By foregrounding the interaction of claims for gender justice with anti-imperialist discourse, the mehfil provides an early model of women's collectivity that hinges not on demands for suffrage or other legislative reform but on critique of colonial patriarchy.

Paul, Sreejata. "An Invitation into the Mehfil: Muslim Women's Interregional Intellectual Networks." *Hypatia* 38, no. 2 (2023): 353-372.

■ Network centrality and negative ties in feminine and masculine occupations

Negative ties and gender (as a contextual variable) have remained under-studied in management research on social networks. Drawing on occupational gender-typing theory, the paper hypothesizes that the relationship between the in-degree centrality of employees in a positive ties-based network and their tendency to cite their colleagues in negative ties differs in a feminine and a masculine occupation. Using network data from two organizations in India, the paper shows that in a feminine occupation (nursing), the higher the indegree centrality of the employees in a positive ties-based network, the less likely they are to cite negative ties whereas, in a masculine occupation (mining), the higher the indegree centrality of the employees in a positive ties-based network, more likely are they to cite negative ties. We make a theoretical contribution by extending the occupational gender-typing theory in social networks research by theorizing and examining the distinctive effects of the context – feminine and masculine occupations – on networks and work relations. The paper also discusses the managerial implications of the study.

Doshi, Vijayta, Satyam Mukherjee, and Yang Yang. "Network centrality and negative ties in feminine and masculine occupations." *Asia Pacific Journal of Management* 40, no. 1 (2023): 243-264.

■ Religious institutions and gendered time use: evidence from Ramadan festivities in India

In this paper, we examine how religious mandates of the holy month of Ramadan affect the gendered distribution of time use within Muslim households in India. Using rich data on time use from a nationally representative time use survey and employing a difference-in-differences methodology, we test if Ramadan accentuates gender differences in time use. Contrary to popular belief, we find that Ramadan moderates the gender disparities in intra-household time use for Muslim households. The moderating influence is stronger in districts with a higher Muslim proportion. We find that the reduction in gender differences is due to declines in gender-specific time use in employment, learning activities, domestic work, and self-care. Reduction in domestic work time for women, especially food preparation time, is more pronounced in districts with a high Muslim proportion, suggesting the 'communalisation of domestic work' due to Ramadan.

Dasgupta, Aparajita, and Ashokankur Datta. "Religious institutions and gendered time use: evidence from Ramadan festivities in India." *Journal of Population Economics* 37, no. 3 (2024): 57.

Gender Relations - Cognition of Sexual Harassment and the Role of Policy

Four faculty members from across the departments won one of the faculty grants for the Interdisciplinary Research (FGIR) award from Shiv Nadar Institution of Eminence. **Debarati Basu**, Associate Professor; **Paromita Goswami**, Professor, School of Management and Entrepreneurship; **Shabana Mitra**, Associate Professor; and **Aadya Kaktikar**, Professor, School of Humanities and Social Sciences. Faculty Grant for Interdisciplinary Research (FGIR) at Shiv Nadar invites proposals to celebrate interdisciplinary, creative, and socially impactful research. Over 80 proposals were submitted for FGIR 22-23 against the allocated fund of INR 1 crore in the four thematic areas: Environment, Energy, Data and Computation, and Cognition. The proposals were assessed through two rounds of external evaluations by experts, and six winning teams were awarded.



■ Workshop on “STI Capacity Building Programme on Female Researchers and Entrepreneurs to Promote Bio-Circular-Green Economic (BCG) Model”

Dr. Rohini Garg, Associate Professor, the Department of Life Sciences, completed the “STI Capacity Building Programme on Female Researchers and Entrepreneurs to Promote Bio-Circular-Green Economic (BCG) Model” workshop, scheduled from August 6 – 13, 2023, in Bangkok, Thailand, co-organized by the United Nations Conference on Trade and Development (UNCTAD) & Thailand Science, Research & Innovation (TSRI). The workshop aimed to develop an understanding of various aspects of the Bio-Circular-Green Economy model. The workshop included hands-on activities to understand team members, understand diversity, and respect diversity. Activities incorporated science, technology, and innovation frameworks to work with local communities and enable economic growth policies under the BCG framework. The participants also developed a project based on the BCG model to help the Pomelo farmers and their community. Dr. Garg and her team won the Best BCG Model Presentation Award.



Conversations on Campus

SHIV NADAR UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Department of Economics
Virtual Talk

Workhour Normality and Gender Gaps: Evidence from Brazilian Exporters

Speaker:
Mr. Siddhant Agarwal
Northwestern University

**Wednesday,
7th February 2024
Time: 08:30 PM to 09:30 PM (IST)**

Joining Link: bit.ly/3OwQ4gu

SHIV NADAR UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Sociology Thursday Seminar Series

Topic

Becoming a Revolutionary Scholar-Leader: One Woman's Journey of Theory, Method, and Praxis

Speaker
Professor Menah Pratt, JD
Vice President of Strategic Affairs and Diversity, Professor of Education, Virginia Tech

ABSTRACT:
About her work, Prof. Pratt writes, "My work focuses on understanding issues of identity and how race and gender influence life, journeys and experiences. As a scholar-activist, I am interested in praxis, and translating academic work, theory, and research, into practical applications to transform society. As a diversity practitioner and senior leader in higher education, my leadership and philosophical approach is centered around academic advocacy to ensure that the educational space is one of empowerment and a place for individuals to actualize their potential."

SHIV NADAR UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Department of International Relations and Governance Studies
School of Humanities and Social Sciences

Feminist Dialogue Series and Beyond Borders invites you to

Documentary Screening and Discussion

Documentary

No City for Women

21 MAR 2024
05:15 - 07:00pm
A317, Shiv Nadar IoE Delhi NCR

DISCUSSANTS
Prof. Nandini Gupta
Associate Professor of South Asian Studies at the Oxford Department of International Development
Dr. Garima Jaju
Smutz Research Fellow in Commonwealth Studies, Junior Research Fellow, Wolfson College, University of Cambridge

The modern city poses many challenges for women in public and private, even as it promises some opportunities. Through women's own narratives, this film explores their experience of living and working in the city and illuminates the personal nature of urban life in India. Directed by Dr. Rangini Chakraverty and edited by Anjali Guzman (CineTime National Award Winner), the film premiered at the Beyond Borders Feminist Film Festival, Delhi in December 2023 and has since been officially selected as part of the festival. It is a part of the Gender project, a collaboration between University of Cambridge and Oxford.

SHIV NADAR UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

Department of Economics / seminar

Title:
Are Students Really Biased against Female Professors? - Experimental Evidence from India

Friday, 19th April 2024
12:00 PM to 01:30 PM | D-128, Shiv Nadar IoE

Abstract:
We investigate the presence of gender bias in student evaluation of teaching (SET) scores with a natural field experiment in India. We employ a novel experimental design, randomly assigning 504 economics students to an identical audiovisual class taught either in a female or male voice. We find no significant differences in ratings given between female or male professors across any teaching dimension. However, when additional information about a professor's professional accomplishments is provided, female professors receive higher ratings on average. The effect comes mainly from female students, who increase the ratings of female professors and lower the ratings of male professors. Our findings suggest that gender bias is context-dependent and provide evidence of the effectiveness of an information mechanism that can help shift perceptions about female professors.

SPEAKER:
Dr. Moumita Roy
Ahmedabad University

SHIV NADAR UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

DEPARTMENT OF ECONOMICS

SEMINAR ON

Women's Political Representation and Intimate Partner Violence

DATE 15th January 2024 (Monday)
TIME 12:00 PM to 01:00 PM (IST)
VENUE D128, Shiv Nadar IoE Campus

Dr. Priya Mukherjee
Assistant Professor
University of Wisconsin-Madison

SHIV NADAR UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES

SME RESEARCH SEMINAR SERIES ON

HOW DO MARKETS REACT TO WOMEN LEADERS? AN IPO INVESTIGATION

SPEAKER:
DR. DEBARATI BASU
ASSOCIATE PROFESSOR
Department of Finance, Accounting and Control
School of Management and Entrepreneurship (SME)

23 FEBRUARY 2023 | 12-45 PM (IST)
ROOM A-317, SHIV NADAR IOE CAMPUS

Feminist Dialogues Series

MENU, PLEASE!

A DISCUSSION ON CASTE, FOOD & GENDER

BAO, ILLUSTRATOR & DESIGNER

DEPARTMENT OF ECONOMICS

ECONOMICS SEMINAR

Son Preference and Maternal Health: A Cross-Cultural and Temporal Analysis

SPEAKER



DR. NEHA AGARWAL
University of Otago, New Zealand

03 NOV 2023 | TIME: 12:00 PM - 01:30 PM
VENUE: D128, Shiv Nadar IoE

YOUNG THINKERS FORUM

PANEL DISCUSSION

TOPIC: **EMPOWERING TEACHERS TO PREPARE STUDENTS FOR UNIVERSITY EXPERIENCE**

14 OCT 2023
11:45 AM ONWARDS
Shiv Nadar University

SPEAKERS

Sumit Mandhwani
B.Ed. Middle Years Programme
Coordinator, Progress School

Dr. Antul Umang
M.A. Ph.D., B.Ed.
Career Coordinator, Brain Edu World

MODERATOR

Mrs. Vinnie Mathur
Chair, Young Thinkers Forum
GM - External Relations Office, of the Vice-Chancellor
Shiv Nadar University, Delhi NCR

Department of Economics

Child-rearing, Social Security and Married Women's Labor Supply over the Life Cycle

Ms. Debasmita Das
Ph.D. candidate - Purdue University

11 February 2022
08:30 PM-09:30 PM (IST)

Joining Link: bit.ly/3LhxFkr

Department of History and Archaeology and Max Weber Forum-South Asia invites you to the

INAUGURAL SEMINAR

with

Sebastian Schwecke
Director, Max Weber Forum- South Asia

Debarati Bagchi
Deputy Director, Max Weber Forum- South Asia

Presentations on

Gender, Education and Covid-19: Impact of the Pandemic in a Marginalised Neighbourhood in Delhi
Dr. Yamini Agarwal, Post Doctoral Fellow - Max Weber Forum-South Asia

and

Bad Lives: A Post Office Insurance Scheme in Colonial India
Dr. Poorva Rajaram, Post Doctoral Fellow - Max Weber Forum-South Asia

WORKSHOP

AWESOME

Advancing Women in Entrepreneurship & STEM through Opportunities and Mentor Showcasing

30 Aug - 2 Sep 2023 | 5:30 PM - 7:30 pm
Venue: C021, Shiv Nadar Institution of Eminence

Mentors

DR. AKRITI CHAHAR
Consultant, QVA
New Delhi
Health Technology Assessment

DR. PONNARI GOTTIPATI
Associate Director,
U-Prasad Eye Institute,
Hyderabad
Research Management

DR. SIULI MITRA
Consultant, CMC-vellore,
Vellore
Science Communication

DR. MALINI NAOULAPALLI
Project Coordinator, IIT-Delhi
New Delhi
Project Director, AICTE SOA

MS. KASHMI RAJPUT
Director - Project Delivery,
Foster, Bangalore

MS. SWARNA SRIVASTAVA
Founder, Zoya P
Burglar

MS. SURUCHI SINGH
Founder, Charismatic
Crayons & She-Her, Rohtak

DR. NIDHI THAKUR
Consultant, Office of the Principal,
Savitribi, Ambala, New Delhi

University Operations

Women Excel on Boards (WEB) program launched

Women Excel on Boards (WEB) is a unique program that prepares women for their first board roles or to become more effective in their current roles as board members. The program is conceptualized by a collective of industry and academia leaders committed to promoting women's leadership.

The inaugural cohort brought together highly successful women from various professions. With Deloitte as the knowledge partner for the program, the program was offered at the Kiran Nadar Museum of Arts (KNMA) from March 1-3, 2024.



Inaugural event of Gender and STEM initiative

On the eve of the International Day for Women and Girls in Science 2024, the inaugural event for Shiv Nadar University's Gender and STEM Initiative was held. The event was co-convened by Professor Ananya Mukherjee, Vice-Chancellor, Shiv Nadar University, and Professor Rohini Godbole, Centre for High Energy Physics, Indian Institute of Science (IISc), Bangalore and Distinguished Visiting Professor, Shiv Nadar University, Delhi NCR. The event had a panel discussion on the 'Role that institutions can play in enhancing women's participation in science.'



■ Zero tolerance policy for gender insensitivity and sexual harassment

Shiv Nadar University is an inclusive workplace with a zero-tolerance policy for gender insensitivity and sexual harassment. The University is guided by the University Grants Commission (Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, and Gender Policy and any harassment that happens within the definition of campus and workplace is defined by the Act, under the statutory jurisdiction of the Internal Complaints Committee (ICC).

ICC submits annual compliance reports to the University Grants Commission, Labour Law authorities as per The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Sub-divisional Magistrate, and be subjected to internal audit. At the beginning of the annual year, the ICC also undertakes sensitization programs for all incoming students, faculty, and non-teaching staff. And has a full-time Gender Officer on campus who works closely with the ICC.



Committee Members



Emergency Contact



UGC Policy



SNU ICC Policy

■ Scholarship for female B.Tech students launched.

This **new initiative was launched** on International Women's Day; a scholarship awarding INR 4 lakh each for five female students enrolling in the Bachelor of Technology program offered by the university's School of Engineering in 2024 was announced. The selected students will receive INR 1 lakh annually throughout their 4-year study.

On the occasion of International Women's Day

SHIV NADAR
INSTITUTION OF EMINENCE DEEMED TO BE
—UNIVERSITY—
DELHI NCR

announces

**5 awards for women students
joining a B.Tech program in 2024**

Value: ₹ 4 lakhs each

Five female students who join the B.Tech. programs in the School of Engineering in 2024 will each receive ₹1 Lakh annually throughout their 4-year study at Shiv Nadar Institution of Eminence (Delhi-NCR).

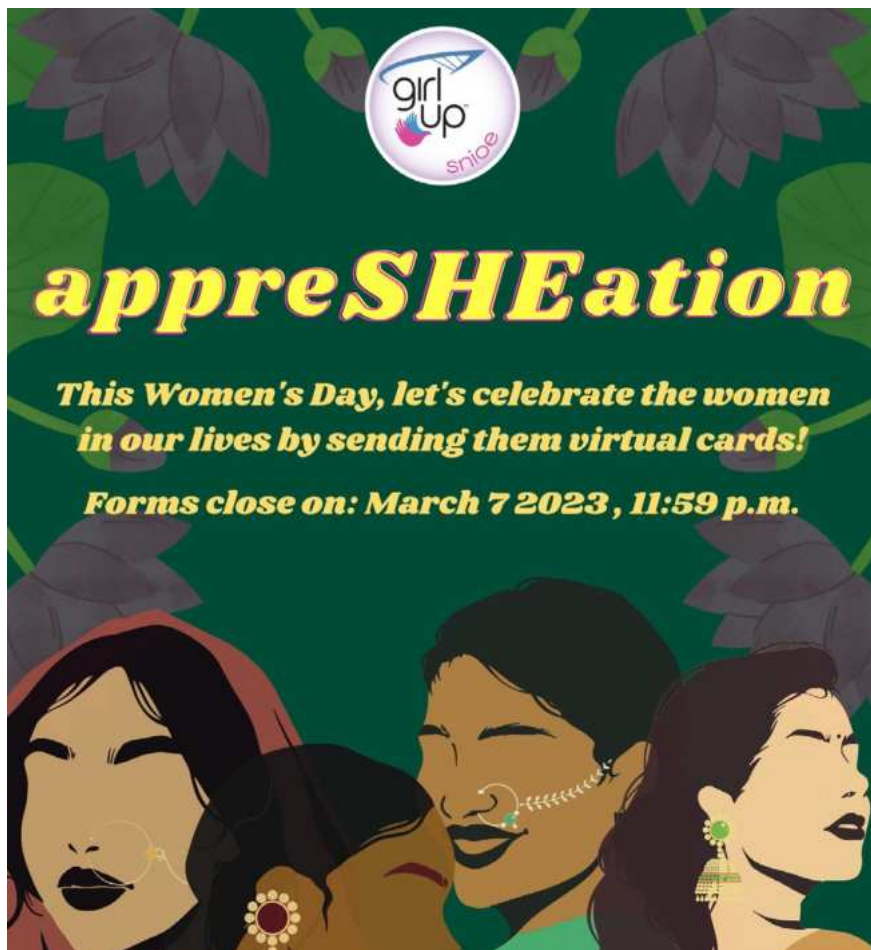
To be eligible for the award, you must receive and accept an offer of admission from us. Terms and conditions apply.

APPLY NOW

Early applications for 2024
close on March 31

■ Girl Up Student-led club

Girl Up Shiv Nadar University is a chapter of the Girl Up Campaign, a UN Foundation Initiative. The goal is to influence local communities, promote worldwide tolerance and respect for one another, and many more. The club has been able to make significant social contributions to the empowerment of women and children.



On Campus

- We provide equal opportunities to all for education and learning.
- All women students, staff, and help have access to free sanitary pads in the women's toilets.
- All women's toilets in the hostel and academic areas are equipped with hygiene bins.
- All employees have a quality work-life balance with Crèche facility inside the campus to enable working parent(s) to leave their small children under the care of trained staff so they can perform their official duties.

Maternity Leave

The purpose of maternity leave is to support female members of the University during pregnancy and to take care of the newborn. This leave is applicable by the provisions of the Maternity Benefit (Amendment) Act, 2017. All female members are entitled to maternity benefits of 182 days (26 weeks).

Partnerships

■ Start-ups to address SDGs

The University supports start-up ideas through the Atal Incubation Center (AIC) to encourage and create an active entrepreneurship culture. AIC is set up on a 10,000 sq. ft space at the University with the support of the Atal Innovation Mission, NITI Aayog, Government of India. The University and the Government provide 50% of the core funding to a start-up selected through a rigorous process and mentoring through university leadership and professors. One example is Prodigious Management Consultancy Pvt Ltd. This start-up is into manufacturing anti-bacterial sanitary napkins for women & girls aged 15 to 49 years to manage their menstrual hygiene more effectively and efficiently, rendering a safe, infection-free & healthy experience. Their USP is ANION chips in the napkins, which protects women from all kinds of bacterial & fungal infections leading to Cervical Cancer.

■ Collaboration on research - Education, Stigma, and Intimate Partner Violence (IPV)

Dr. Shabana Mitra, Associate Professor, Department of Economics, in partnership with Manika Bora, faculty at O.P. Jindal, and Roopal Jain at Shiv Nadar University, are working on a project around Education, Stigma, and Intimate Partner Violence (IPV). In their research, they highlight that education can influence intimate partner violence through three channels. First, education enables women to feel more empowered to raise their voices and take decisive action against IPV, which is a deterrent to IPV. The second channel is that due to education, there is a greater realization of the stigma attached to IPV, resulting in lower reporting of IPV, even if there is no actual reduction in IPV. A third channel is education, which allows women to feel empowered and report more about IPV. Therefore, they may see that IPV increases with education. Using a novel dataset from Bihar, Jharkhand, and Uttar Pradesh, three states in Northern India, it brings forth that women completing secondary education are related to reducing reporting of intimate partner violence. At the same time, if they can make independent decisions and are employed, they report more IPV. This seemingly contradictory finding suggests that education brings more stigma to reporting, and used (in the farm sector, mainly the uneducated) women feel more empowered to report.

■ Gender in Higher Education Project (2021-23)

Shiv Nadar University is part of an ongoing project, '**Gender Equality in Higher Education in India**,' led by Savitribhai Phule University Pune and Brunel University London. The British Council supports this two-year research study. It seeks to inform the National Education Policy (NEP) 2020 in the context of the achievements of higher education in gender equality. The team analyses issues of access, retention, campus climate, employability, leadership, and curricular and institutional practices in India, focusing on gender equality based on research conducted in ten higher educational institutions and across five states in India selected based on the socio-economic diversity of the regions, gross enrolment ratio and gender parity index. Dr. Sruthi Muraleedharan, Assistant Professor, Department of International Relations and Governance Studies, and Dr. Divya Kannan, Assistant Professor, Department of History and Archaeology, are collaborating from Shiv Nadar.

Shiv Nadar Institution of Eminence is fully committed to the UN Sustainable Development Goals (SDGs). We have embraced a four-pronged strategy for SDGs through teaching, research, our core institutional practices, and partnerships.

Deepa Hazrati

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Shiv Nadar Institution of Eminence
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www.snu.edu.in/home