

**Introduction:**

Women's empowerment" refers to the process of women gaining power and control over their own lives. It constitutes an important part of the efforts to bring about equal opportunities for men and women and involves awareness raising, building self-consciousness, expanding choices, increasing access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

Women Empowerment is envisioned in the wider framework of women's rights and it is an essential component of sustainable development and poverty eradication. It is a process that leads women to realize their full potential, their rights to have access to opportunities, resources and choices with the freedom of decision making both within and outside home. Studies have shown direct relation among women's increased access to education, employment, political, financial and natural resources and reduction in poverty and hunger and better maternal and child health.

Therefore, in order to achieve a sustainable growth and development, it is important that women empowerment efforts are mainstreamed across all sectors and at all levels including policies, strategies, structures, projects, process and budgetary allocation.

**Vision**

Empowerment of women so that they can realize their full potential and participate fully in development

**Policy Objectives**

- To create conducive socio-cultural, economic, political and legal environment to allow women to practice their fundamental rights and participate fully in all spheres of public and private life.
- To effectively mainstream women empowerment policy into sectoral policies, strategic planning, structures, processes, projects, human and financial resource allocation, performance monitoring, reporting and decision making at all levels.
- Building and strengthening stakeholders' participation and partnership for women empowerment.
- Strengthening monitoring, evaluation, audit and data system and reporting to bridge the gaps.

**Policy:****Social Empowerment**

- To provide access to quality health care to all University's women employees covering mental health, occupational health and safety.
- To reduce the gender gap in quality educational attainment by enhancing women's literacy rates, improving academic and professional attainment levels of female students, revise existing curricula to make them gender sensitive and enable equal access to technical education guidance and training.
- To review the role of women in University for understanding their contribution and taking positive steps to promote their recognition.

- Non-discrimination and gender equity.
- Priority to the poor and minority women, girls and women in vulnerable situations and circumstances.

## **Education**

Given the low levels of literacy among the females, greater attention will be given to enhancing female's enrollment and participation rates, quality and universalism of education at all levels of education. Policy measures to address the problems faced in the field of education include:

### **To ensure quality education for women by:**

- Institutionalizing mechanisms for reviewing and consolidating gender disaggregated data on education with a particular focus on assessing impact of current policy/program initiatives and highlighting the gaps and challenges.
- Focusing on education for girls; promote gender- sensitive learning activities, University hours, and teacher training. Teachers should be trained in providing psycho-social support and in treating girls equally and with respect.
- Promoting active participation of communities including girls and women in the design, monitoring and evaluation of processes that focus on improving girls' access to education, on the quality of education, and on the safety of learning environments.

### **Facilitating girls' and women' access to education by:**

- Developing a strong gender sensitive education sector policy & implementing the constitutional right of education for girls
- Taking a variety of measures to eliminate discrimination against women in education, including in higher education, vocational education & training, providing continuous education opportunities such as language and literacy courses and participation in sports and physical education.
- Taking measures to reduce female student drop-out rates.
- Ensuring gender sensitive University infrastructure in line with minimum standards.

## **Health**

Health is one of the fundamentals of life and investments in the health sector are viewed as essential pro-poor expenditures. The health care system of KP needs vast improvements in terms of the reach and quality of health services. The following measures will be taken to address issues related to women's health:

- Improving and strengthening health policies and services to make them more responsive to the needs of women of all segments including minorities, old age and women with special needs.
- Ensuring resource allocation for health sector with a particular focus on pro-poor and pro-women budget.
- Improving services to decrease maternal and child mortality and morbidity, malnutrition and other disease specific mortalities and improve women's mental health and nutritional status.
- Promoting reproductive health rights by involving men, women and adolescents and non-coercive measures for family planning and promoting health services as a basic right of people particularly poor, marginalized, minority women and women with special needs.