



**EAST BRIDGE
UNIVERSITY**
PARIS, FRANCE



Annual SDG 5 Report
(2024 – 2025)

SUSTAINABLE DEVELOPMENT GOAL 5 – GENDER EQUALITY

Compiled by:
**Office of Sustainability and
Institutional Impact**

Approved by:
Senior Leadership Team



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Overview and Institutional Commitment

East Bridge University (EBU) reaffirms its dedication to Sustainable Development Goal 5 – Gender Equality, ensuring that equal opportunity, representation, and inclusion are embedded in every facet of its academic and operational framework.

The University recognises that advancing gender equality strengthens communities, enhances innovation, and contributes directly to sustainable development.

EBU's gender strategy centres on:

- ✓ **Access and Equity:** Removing systemic barriers to women's and under-represented genders' participation in education and leadership.
- ✓ **Inclusion and Protection:** Creating a safe, respectful, and inclusive learning and working environment.
- ✓ **Empowerment and Leadership:** Enabling women and all genders to achieve equal representation in decision-making, research, and governance.



Strategic Focus Areas

Focus Area	Objective	Key 2024–25 Actions
1. Access and Participation	Increase representation of women and gender-diverse learners.	Awarded 120 female-focused scholarships across undergraduate, postgraduate, and doctoral levels. Implemented targeted outreach campaigns across Asia and Africa.
2. Safe and Inclusive Environment	Foster an environment free from bias, harassment, or discrimination.	Adopted a Non-Discrimination and Anti-Harassment Policy covering students, faculty, and staff; established confidential reporting mechanisms.
3. Leadership and Career Advancement	Build pathways for women into academic and administrative leadership.	43 % of leadership and management positions now held by women; launched mentorship networks for early-career female academics.
4. Family Support and Work-Life Integration	Support women's participation through parental-support policies.	Implemented new Maternity and Paternity Policies, enabling flexible return-to-work and shared childcare responsibilities.
5. Policy and Governance Reform	Ensure institutional accountability.	Formed a Gender Equality Steering Committee within the Office of Sustainability and Institutional Impact.





2024 – 2025 Highlights

- ✓ **Female Representation:** 48 % of total student body and 58 % of senior academic staff identify as female.
- ✓ **Leadership Balance:** Women occupy 43 % of senior administrative and academic leadership roles, up from 36 % last year.
- ✓ **Scholarship Support:** USD 210,000 in gender-focused tuition support disbursed.
- ✓ **Training and Awareness:** Conducted 12 gender-sensitisation and inclusive-leadership workshops across global centres.
- ✓ **Policy Protection:** Introduced whistle-blower protection for those reporting discrimination, ensuring no educational or employment disadvantage.
- ✓ **Transgender Inclusion:** Extended non-discrimination protections and access to student-support resources for transgender learners and employees.



Key Partnerships and Collaborations

Partner Organisation	Region	Nature of Collaboration	Impact
Women in Education Network (WE-Net)	Global	Research and policy exchange on gender equality in education	Joint publication on gender leadership in online universities.
Girls Education Mission International	Nigeria / Africa	Teacher training and leadership development for women educators	230 participants advanced to supervisory roles post-training.
IEAC & EAHEA Partnerships	Global	Accreditation and policy advisory support for gender-inclusive governance	Integrated gender indicators into academic review criteria.



Policies and Frameworks Implemented

EBU formalised and operationalised a comprehensive suite of gender-related policies:

- ✓ **Maternity Policy** – Protects academic and employment continuity, supports flexible schedules and reintegration.
- ✓ **Paternity Policy** – Enables fathers to participate actively in childcare, supporting balanced parental engagement.
- ✓ **Policy on Non-Discrimination against Women** – Guarantees equal treatment in admission, pay, promotion, and governance.
- ✓ **Non-Discrimination Policy for Transgender People** – Ensures inclusive participation for transgender and gender-diverse individuals.
- ✓ **Protection of Whistle-Blowers and Reporters of Discrimination** – Shields reporters from retaliation or disadvantage.
- ✓ **Policy on Women's Applications and Entry** – Outlines equitable access plans to enhance women's application, acceptance, and participation rates.

These policies are publicly accessible via the EBU Sustainability and Policies portal.



Monitoring and Measurement

EBU measures its SDG 4 impact through performance indicators covering access, quality, and outcomes.

Indicator	Current (2024–25)	Target (2026)
Female students as % of total enrolment	48%	60%
Female faculty representation	52%	55%
Women in leadership positions	58%	60%
Staff accessing maternity/paternity benefits	28	45
Gender-focused training sessions conducted	12	15
Gender-related research outputs	6	10

Data compiled by the Human Resources Division and the Office of Sustainability and Institutional Impact.

Metrics verified annually through HR reports, student records, and faculty surveys.





Impact Stories (Selected Cases)

✓ **Case 1 – Leadership Pathways for Women Educators**

Through EBU's partnership with the Asian College of Teachers, mid-career female educators completed the Advanced Leadership in Education programme. Many transitioned into school leadership within a year, improving gender balance in administrative roles.

✓ **Case 2 – Inclusive Employment and Transgender Visibility**

EBU implemented new inclusive-language policies and workplace sensitivity training. Transgender staff and students now participate in university governance committees for the first time.

✓ **Case 3 – Work-Life Balance and Retention**

Flexible return-to-work plans under the new Maternity and Paternity Policies have improved staff retention by 18 % among female faculty returning from parental leave.



Governance and Accountability

- ✓ Oversight of SDG 5 implementation is led by the Gender Equality Steering Committee, chaired by the Director of Sustainability and Institutional Impact.
- ✓ The HR and Faculty Affairs Division ensures compliance with employment policies and parity standards.
- ✓ Progress is reviewed bi-annually and reported to the Senior Leadership Team.
- ✓ Annual Gender Equality Dashboard published on EBU's SDG Portal for transparency and THE Impact ranking submission.

Outlook

- ✓ Establish a **Women in Leadership Fellowship** to mentor emerging female leaders in higher education.
- ✓ Introduce a **Gender Research Seed Grant Fund** to support faculty and doctoral research on gender and social justice.
- ✓ Conduct an institution-wide gender climate survey to inform policy updates and leadership development planning.
- ✓ Expand its global partnership network to include organisations focusing on gender mainstreaming in STEM education.

Conclusion

EBU's commitment to gender equality continues to shape its identity as an inclusive and forward-thinking institution. By embedding SDG 5 across policy, curriculum, leadership and culture, the University demonstrates how education can be a driver of social equity and empowerment for all genders.

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Date:

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