

Southern Technical University - SDG 5 Benchmarking Report

This report provides a comprehensive benchmarking overview of Southern Technical University's (STU) alignment with SDG 5: Gender Equality. This analysis compares STU's performance with other institutions at the global, regional (Arab), and country (Iraq) levels. The report also includes an action plan, key activities, metrics, and suggested KPIs to enhance STU's alignment with SDG 5 and support its inclusion in relevant rankings.

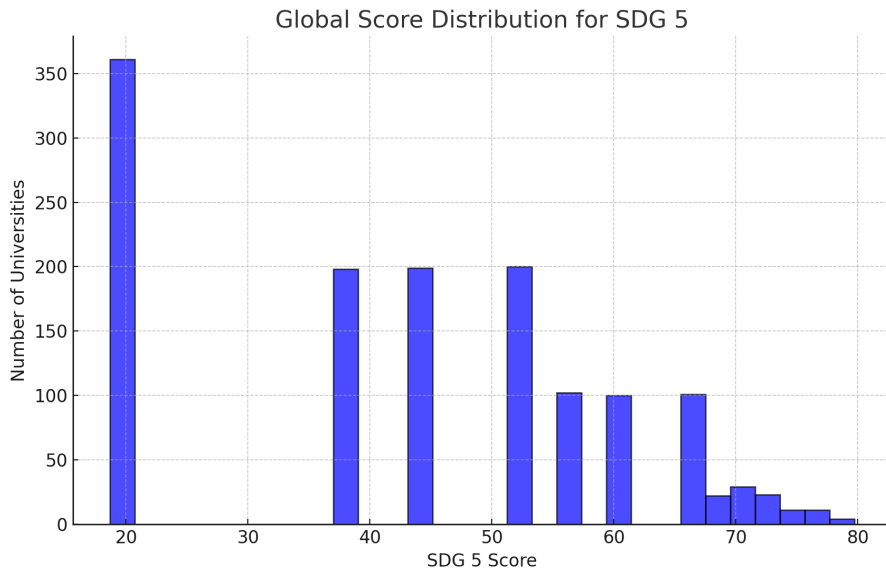
1. Descriptive Statistics Overview

The table below summarizes the descriptive statistics for SDG 5 scores across global, Arab region, and Iraqi universities. These insights provide a comparative context that can guide STU's strategic planning and improvement efforts.

Statistic	Global	Arab Region	Iraq
Count	1361.00	211.00	53.00
Mean	43.72	35.42	27.44
Std	17.62	16.72	12.08
Min	18.70	18.70	18.70
25%	18.70	18.70	18.70
50%	45.10	38.65	18.70
75%	57.20	45.10	38.65
Max	79.70	77.50	51.70

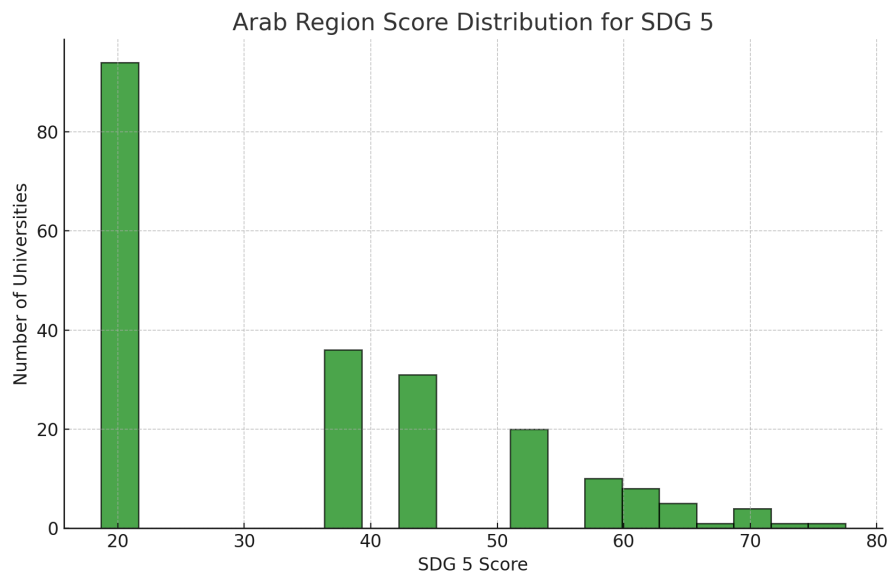
2. Global SDG 5 Score Distribution

The histogram below illustrates the global distribution of SDG 5 scores among universities. This visualization highlights the clustering of institutions around the global mean score, indicating common performance levels in SDG 5.



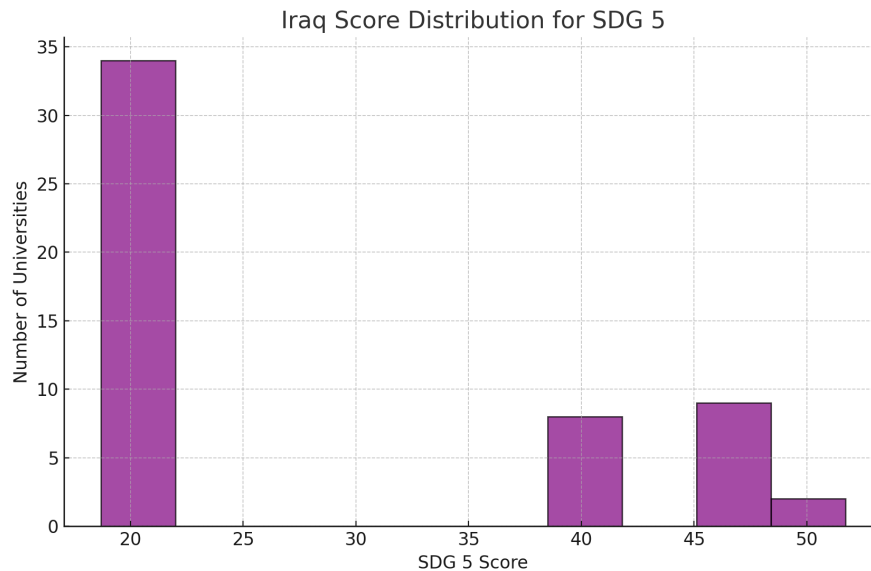
3. Arab Region SDG 5 Score Distribution

This histogram focuses on SDG 5 score distribution within the Arab region. The scores reveal that most institutions in the Arab region are generally aligned within a specific range, providing STU with a target range for regional performance.



4. Iraq SDG 5 Score Distribution

The following histogram shows the distribution of SDG 5 scores specifically for universities in Iraq. This data provides a benchmark for STU within its national context, revealing the diversity of scores and indicating areas for targeted improvement.



5. Action Plan for Southern Technical University to Align with SDG 5

The action plan below outlines strategic steps STU can take to improve its alignment with SDG 5. The initiatives cover gender equality policies, partnerships with gender-focused organizations, workshops, and data collection to monitor progress.

Action	Responsible Unit	Timeframe	Expected Outcome
Develop and implement gender equality policies across campus.	Human Resources and Governance Office	Short-term (6 months)	Establishes a formal commitment to gender equality and creates an inclusive environment.
Collaborate with NGOs and other organizations focused on gender equality initiatives.	Office of Community Relations	Medium-term (1-2 years)	Expands STU's impact and support for gender equality in the community.
Organize workshops on gender sensitivity and anti-discrimination	Training and Development Office	Ongoing	Raises awareness about gender issues and promotes respect and inclusivity.

for students and staff.			
Implement data collection mechanisms for tracking gender balance and equality metrics.	Institutional Research Office	Short-term (1 year)	Allows STU to monitor progress in gender equality and make data-driven decisions.

6. Key Activities for Southern Technical University to Align with SDG 5

The following key activities outline specific steps that Southern Technical University (STU) should conduct to align with SDG 5: Gender Equality. These activities focus on promoting gender equality, raising awareness, and establishing policies to support gender-inclusive practices at STU.

Activity	Objective	Expected Impact
Conduct regular gender equality awareness campaigns on campus.	To educate the campus community on gender issues and promote an inclusive culture.	Fosters an environment that respects and values gender diversity.
Create mentorship programs for female students in STEM fields.	To support and encourage female students in traditionally underrepresented fields.	Increases the enrollment and success rate of women in STEM disciplines.
Organize gender sensitivity training sessions for faculty and staff.	To promote understanding and prevent discrimination based on gender.	Enhances respect, equality, and inclusivity among the campus workforce.
Implement annual reviews of gender balance across departments.	To monitor and address gender disparities in academic and administrative roles.	Ensures accountability in gender representation across university roles.

7. Suggested KPIs for SDG 5 Metrics

The following Key Performance Indicators (KPIs) provide specific targets for each SDG 5 metric. These KPIs help Southern Technical University (STU) quantitatively measure its progress toward aligning with SDG 5 goals, offering clear benchmarks for success in promoting gender equality.

Metric	KPI	Description
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8. Additional KPIs for SDG 5 Metrics

The following additional Key Performance Indicators (KPIs) provide further specific targets for each SDG 5 metric. These KPIs will help STU comprehensively monitor and evaluate its progress toward gender equality goals, adding more depth to its tracking mechanisms.

Metric	KPI	Description
Gender pay equity among faculty and administrative staff.	Ratio of female to male average salaries	Assesses the fairness of compensation and tracks improvements in pay equity.
Promotion rates for women in academic and administrative positions.	Percentage of women promoted compared to men	Monitors equal opportunity in career advancement and retention of female employees.
Gender diversity in decision-making committees and boards.	Percentage of women in committees related to policy and governance	Tracks the representation of women in key decision-making bodies.
Participation in mentorship programs designed for female students.	Percentage increase in female participation in mentorship programs	Measures the reach and impact of support initiatives for female students, especially in STEM.
Feedback scores on inclusivity from student and staff satisfaction surveys.	Average inclusivity score from annual surveys	Provides insights on perceived inclusivity and gender equality across the campus community.
Scholarship allocation for female students in underrepresented fields.	Percentage of scholarships awarded to women in STEM and other underrepresented fields	Encourages gender balance in fields where women have historically been underrepresented.