AROR UNIVERSITY OF ART, ARCHITECTURE, DESIGN AND HERITAGE

SUKKUR, SINDH

ANNUAL SDG REPORT

Empowering Communities Through Sustainable Innovation

SDG 5 GENDER EQUALITY

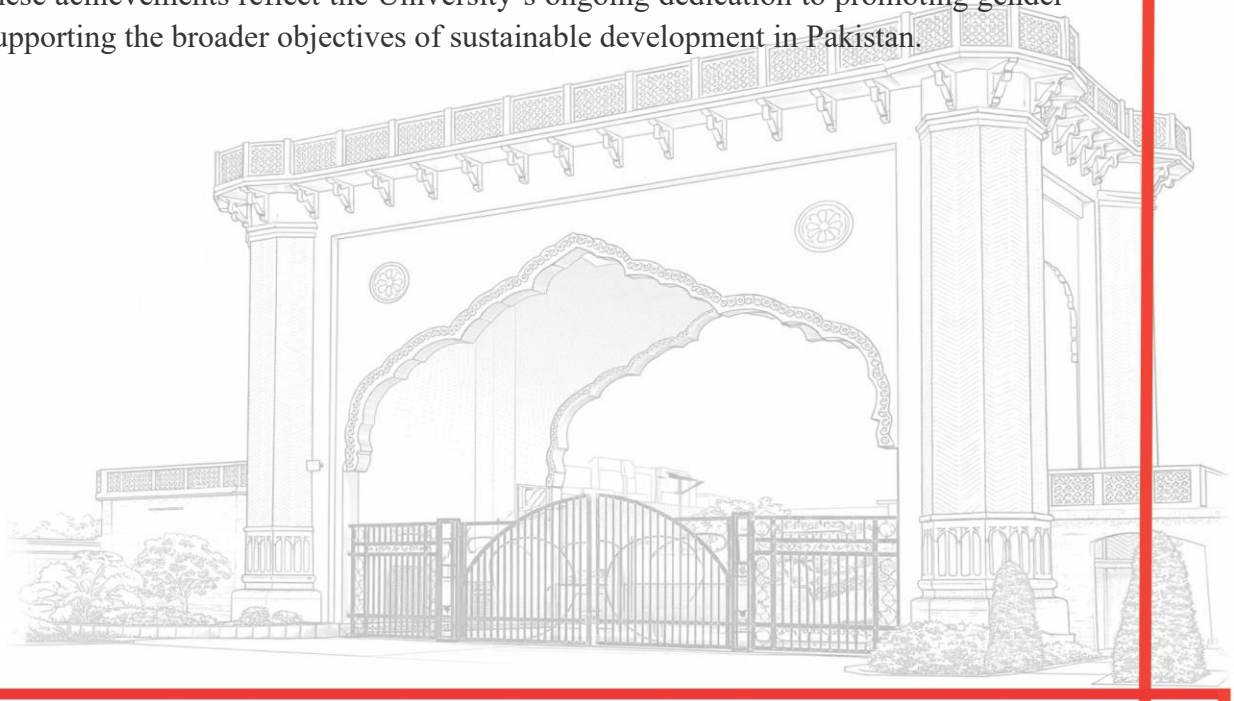


PREFACE

Aror University of Art, Architecture, Design & Heritage, Sukkur is committed to advancing United Nations Sustainable Development Goal 5 (Gender Equality) by promoting equal opportunities, dignity, and empowerment for women and girls within the academic community and beyond. The University strives to provide a safe, inclusive, and respectful environment in which students, faculty, and staff of all genders can learn, work, and lead without discrimination, while fostering creativity, cultural awareness, and social responsibility.

During the last year, the University systematically pursued SDG 5 through several initiatives, including the promotion of equal access to admissions, scholarships, and academic programs, the encouragement of female participation in leadership, research, and decision-making roles, and the organization of seminars, workshops, exhibitions, and awareness sessions on gender equality, women's empowerment, and gender-sensitive design. The institution also focused on strengthening anti-harassment policies and complaint mechanisms, ensuring safe and supportive campus facilities, and engaging with local communities and industry partners to create opportunities for women in art, architecture, design, and heritage conservation.

As a result of these sustained efforts, Aror University has continued to foster an inclusive and equitable campus culture, increase the visibility and participation of women in academic and professional spaces, and build the confidence and skills of female students to pursue their aspirations. These achievements reflect the University's ongoing dedication to promoting gender equality and supporting the broader objectives of sustainable development in Pakistan.



5.2 PROPORTION OF FIRST-GENERATION FEMALE STUDENTS

5.2.5 - Number of students: 2277

5.2.3 - Number of students starting a degree: 840

5.2.4 - Number of first-generation students starting a degree: 168

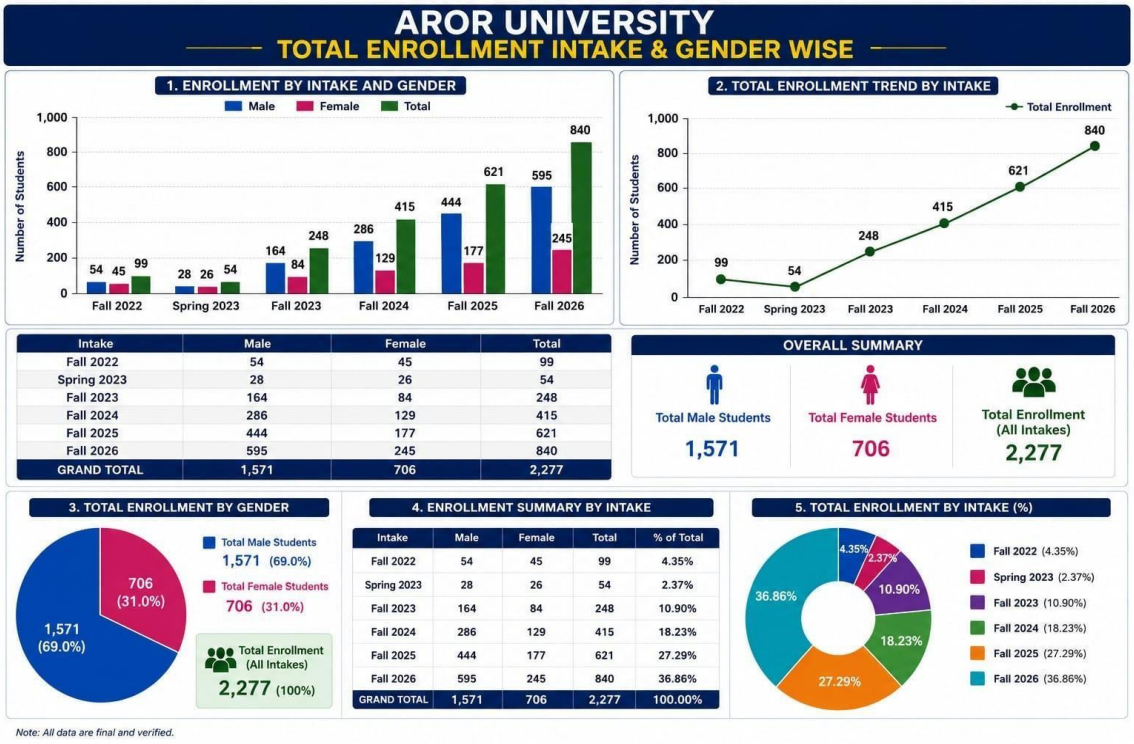
5.2.1 - Number of women starting a degree: 245

5.2.2 - Number of first-generation women starting a degree: 49

5.3 STUDENT ACCESS MEASURES

5.3.1 - Does your university as a body systematically measure/track women's application rate and acceptance or entry rate?

The university promotes female participation through admission advertisements disseminated across various platforms. As indicated by the student summary and relevant statistical data on page 49 of the Annual Report, these records help assess women's representation and enrollment in academic programmes. Systematic tracking of female application, acceptance, and entry rates enables the university to monitor gender equality in admissions and identify areas for improvement.



Intake	Male	Female	Total
Fall 2022	54	45	99
Spring 2023	28	26	54
Fall 2023	164	84	248
Fall 2024	286	129	415
Fall 2025	444	177	621
Fall 2026	595	245	840
GRAND TOTAL	1,571	706	2,277

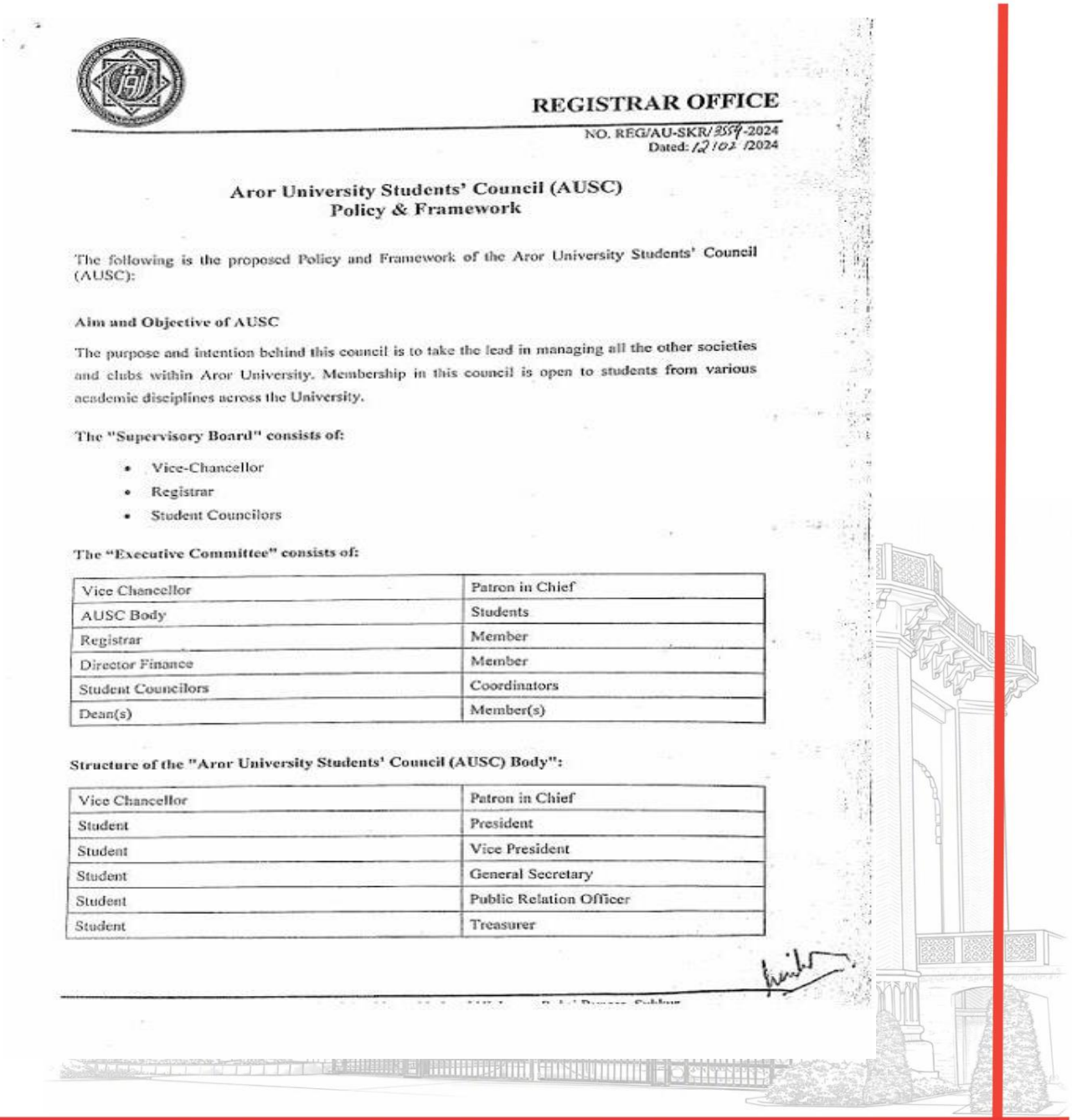
Intake	Male	Female	Total	% of Total
Fall 2022	54	45	99	4.35%
Spring 2023	28	26	54	2.37%
Fall 2023	164	84	248	10.90%
Fall 2024	286	129	415	18.23%
Fall 2025	444	177	621	27.29%
Fall 2026	595	245	840	36.86%
GRAND TOTAL	1,571	706	2,277	100.00%


Aror University of Art, Architecture,Design & Heritage, Sukkur, Sindh
ADMISSIONS OPEN FALL-2025
ROUND-1
Undergraduate Degree Programs
• BS - Artificial Intelligence
• BS - Cyber Security
• BS - Multimedia & Gaming
• BS - Fashion Design
• BS - Textile Design
• BS - Ceramic Design
• BS - Visual Arts
• BS - Civil Engineering
• BS - Environmental Sciences
• BS - Tourism & Hospitality
• BS - Pakistan Studies
• BS - History
• BS - Archaeology
• Bachelor of Architecture(5 Year)
Admission Processing Fee Rs. 1500
BRING YOUR IDEAS TO LIFE!
Last Date to Apply
25th March, 2025
Admission Test Date
13th April, 2025
Eligibility Criteria
The candidates who have passed their Intermediate/HSC Part-II/DAE or equivalent Annual Examination.
For more details Visit https://aror.edu.pk/eligibility-criteria/
Scholarships Available
• Sindh Educational Endowment Fund (SEEF)
• PEEF -Art & Culture Scholarships
• HEC Scholarships
• Quaid-E-Azam Aligarh Trust Scholarships
• Khairpur Need Cum Merit Scholarships
• Diya Pak Scholarships
• Bait-ul-Mal Need Based Scholarships
• Need-cum-Merit (Zakat) Scholarships
• Merit - Based Scholarships
(Top Scorer of each program in admission test)
For more details Visit https://aror.edu.pk/scholarships/
Facilities & Amenities
• Hostel accomodation for Boys and Girls
• Sports Facilities
• State-of-the-art classrooms, studios and laboratories
• Digital library
• Transport facility for students of Sukkur, Rohri, Khairpur, Pano Aqil Kandhra, Shikarpur & Pir Jo Goth
For Further Information:
0325-2278377
071-5651902
admissions@aror.edu.pk
https://aror.edu.pk/
Aror University of Art, Architecture, Design & Heritage, RCW Rohri Bypass, Sukkur, Sindh
Scan to Apply Online
OR
https://admission.aror.edu.pk/
aroruniversitysukkur


AROR UNIVERSITY OF ART, ARCHITECTURE, DESIGN & HERITAGE, SUKKUR, SINDH
ADMISSION OPEN FALL -2025
ROUND-02
LEARN, EARN & GROW
Undergraduate Degree Programs
• BS - Fashion Design
• BS - Textile Design
• BS - Digital Art
• BS - Visual Arts
• BS - Civil Engineering
• BS - Environmental Sciences
• Bachelor of Architecture (5-Year)
• BS - Artificial Intelligence
• BS - Cyber Security
• BS - Multimedia & Gaming
• BS - Tourism & Hospitality
• BS - Pakistan Studies
• BS - Archaeology
Last Date to Apply
25th June, 2025
Admission Test Date
29th June, 2025
Internationalization: Semester Exchange
• Sapienza University, Italy
• Dalian Polytechnic University, China
• Wuhan University, China
Facilities & Amenities
• Hostel accomodation for Boys and Girls
• Sports Facilities
• State-of-the-art classrooms, studios and laboratories
• Digital library
• Transport facility for students of Sukkur, Rohri, Khairpur, Pano Aqil Kandhra, Shikarpur & Pir Jo Goth
Eligibility Criteria
The candidates who have passed their Intermediate/HSC Part-II/DAE or equivalent Annual Examination.
For more details visit: https://aror.edu.pk/eligibility-criteria/
Students appeared in Intermediate/HSC-II exams/awaiting results are eligible to apply
Admission Processing Fee Rs.1500
Scholarships Available
• Sindh Educational Endowment Fund (SEEF)
• Quaid-E-Azam Aligarh Trust Scholarships
• Bait-ul-Mal Need Based Scholarships
• Karwan-E- Ilm Foundation
• Ayesha Abdul Fatah Memon Scholarship
• Merit - Based Scholarships
• PEEF -Art & Culture Scholarships
• HEC Scholarships
• Diya Pak Scholarships
• Khairpur Need Cum Merit Scholarships
• Need-cum-Merit (Zakat) Scholarships
• Farida Turk Scholarship Program
(Top Scorer of each program in admission test)
For more details visit: https://aror.edu.pk/scholarships/
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Aror University of Art, Architecture, Design & Heritage, RCW Rohri Bypass, Sukkur, Sindh
Scan to Apply Online
OR
https://admission.aror.edu.pk/
aroruniversitysukkur

5.3.2 - Does your university as a body have a policy (e.g. an Access and Participation plan) addressing women's applications, acceptance/entry, and participation at the university?

The university has policies and procedures to support women's applications, admission, and participation in higher education. It implements a marketing and outreach strategy through admission advertisements and relevant student statistics documented on page 49 of the Annual Report. The AUSC Student Body Policy, outlined on pages 185–190 of the university prospectus, provides further policy documentation, while the university's official website publishes admission announcements, merit-based admission policies, and eligibility criteria to ensure transparent and accessible admission procedures.



REGISTRAR OFFICE

NO. REG/AU-SKR/354-2024
Dated: 12/02/2024

Aror University Students' Council (AUSC)
Policy & Framework

The following is the proposed Policy and Framework of the Aror University Students' Council (AUSC):

Aim and Objective of AUSC

The purpose and intention behind this council is to take the lead in managing all the other societies and clubs within Aror University. Membership in this council is open to students from various academic disciplines across the University.

The "Supervisory Board" consists of:

- Vice-Chancellor
- Registrar
- Student Councilors

The "Executive Committee" consists of:

Vice Chancellor	Patron in Chief
AUSC Body	Students
Registrar	Member
Director Finance	Member
Student Councilors	Coordinators
Dean(s)	Member(s)

Structure of the "Aror University Students' Council (AUSC) Body":

Vice Chancellor	Patron in Chief
Student	President
Student	Vice President
Student	General Secretary
Student	Public Relation Officer
Student	Treasurer

REGISTRAR OFFICE

Structure of the Societies

Relevant Faculty Member	Patron
Student	Coordinator
Student	Treasurer
02 Students	Executive Committee Members

Student Societies/Clubs overseen by the AUSC:

Our aim is to inspire students to engage in elections and offer them a platform to showcase their creativity and innovative pursuits. This empowers them to develop the drive to initiate change and gain self-confidence, preparing them to face the forthcoming challenges in both their professional and personal lives.

Co-Curricular	Extra-Curricular	Services
Music, Film &Arts Society	Literary Society	Girls' Hostel Society
Design Society	Sports & Adventure Society	Boys' Hostel Society
Heritage Society	Sustainable Development Goals Society	Go Green Society
Engineering Society	Character Building Society	Community Welfare Society
English Society		AU Beautification Society
Debate & Declamation		
Computer Society		

By-laws of the Council and Societies:

1. Elections will be conducted for the positions of President, Vice President, General Secretary, and Treasurer of the AUSC.
2. The Supervisory Board may opt for nominations from students as an alternative to elections and select the President, Vice President, General Secretary, and Treasurer of AUSC from the panel of candidates.
3. Office bearers will be appointed for one year, and an annual election announcement will be made.
4. The election process will be overseen by the AUSC Coordinators, and students will have a five-day campaign period before the election date. Students are advised to adhere to election rules and maintain discipline during their campaigns.

E-Mail: registrar@aror.edu.pk | Address: National Highway, Bahal Pur, Sukkur

REGISTRAR OFFICE

5. Students can submit their nominations for office positions according to the election schedule, and candidates can withdraw their names one day before the elections.
6. The Registrar's Office will display the final nominations of the contestants for office positions on notice boards. Election results will be announced two days after the elections.
7. Once the Council is formed, it will announce the selection of office bearers for each society. Interested students can submit their nominations for office positions on any of the three working days before the election date. A panel comprising the AUSC Body, and the society Patron will select the students for office positions in each society/club.
8. Student office bearers will primarily be responsible for planning, organizing, and managing all the events of their societies. Patrons will offer advice, guidance, and counsel, with the authority to ensure financial controls are observed and no financial irregularities occur in society's affairs. Suppose a Chief Patron believes that an event proposed by the office bearers may harm the image of Aror University or create security issues. In that case, they will bring this to the attention of the Supervisory Body.
9. Each society will develop its annual work plan and budget under the guidance of the Patron. When submitting the budget, each society should specify:
    a. the estimated sponsorship revenue and
    b. the amount required from Aror University.

    The Director of Finance will serve as the financial advisor to AUSC, offering guidance on financial matters according to established procedures. Expenses will be audited within the same year.
10. Each society is expected to organize at least one significant event, such as a play, music concert, conference, art exhibition, annual sports day, literary magazine, debating competition, newsletter, etc., of exceptional quality that may attract attendees from outside Aror University. Each society will create an annual event calendar to be submitted to AUSC to ensure there is no overlap or duplication. Joint events involving different societies will be encouraged. The event calendar will be displayed on the Aror University portal and notice boards.
11. The AUSC Coordinators will convene an executive committee meeting at the beginning of the academic year and request Office bearers to present their society's yearly plan. After these presentations, the activities will be approved by the Executive Committee.
12. The AUSC Coordinators will maintain records of presentations and create the Society Calendar of Events (CoE).
13. Each society will have three days at the beginning of each semester to promote itself to students and gain maximum membership. Promotion can be done through banners, leaflets, small events, etc.
14. Students are allowed to join a maximum of two societies per year.

REGISTRAR OFFICE

15. A fee of Rs. 500/- per semester will be charged to each student to fund AUSC activities.
16. The establishment of AUSC and other societies will lead to the cessation of all existing societies and clubs at Aror University.
17. Aror University retains the right to cancel nomination papers or positions at any time.

Eligibility for Office Bearers of Council & Societies:

- The student must be enrolled in a regular degree program at Aror University.
- Any regular student of Aror University with a minimum CGPA of 2.8 and at least two semesters of standing in any degree program can contest for AUSC Body office positions.
- For society positions, candidates should have a minimum CGPA of 2.2 and at least one semester of standing in any degree program.
- Students should not be involved in any misconduct or indiscipline activities.

Registrar

Vice Chancellor



5.3.3 - Does your university as a body provide women's access schemes (e.g. mentoring, scholarships, or other provisions)?

The university provides women's access schemes to promote female participation in higher education through scholarships and other women-focused programmes. Details of these scholarships and initiatives are attached as supporting evidence, demonstrating the university's efforts to facilitate women's access to educational opportunities, encourage their academic development, and promote gender equality within the university.

1. **Paid internship Opportunity for Female Students**

Prof. Dr Zahid Hussain Khand, the Vice Chancellor Aror University Sukkur, visited the display of the Faculty of Design students' work, created during their internship at Sindh Rural Support Organization (SRSO). On this occasion, the Vice Chancellor, along with Mr. Ilyas Ahmed, Chief Finance Officer (CFO) of SRSO, distributed certificates among the students in recognition of their efforts.

Facebook Link: https://www.facebook.com/share/p/1ADA4tfopo/






PAHLE Pakistan (NGO) Project on Women Empowerment

Aror University of Art, Architecture, Design & Heritage, Sukkur signed an MoU with Pahel Pakistan to promote sustainable fashion, empower rural women artisans, and create experiential community engagement opportunities through a denim upcycling

Aror University Sukkur Signs MoU with Pahel Pakistan





Activities Undertaken by Aror University in Collaboration with PAHEL Pakistan and Soorty Denim

Aror University of Art, Architecture, Design and Heritage, Sukkur, through its Business Incubation Center (BIC), has initiated the **Sustainable Denim Recycling Program** in collaboration with **Soorty Denim and PAHEL Pakistan**.

The initiative promotes environmental sustainability, circular economy practices, women's empowerment, entrepreneurship, and community development by transforming leftover denim waste into innovative, marketable, and value-added products.

Key Activities

1. **Denim Waste Recycling:** Utilizing leftover denim jeans sourced from Soorty Denim to develop sustainable fashion accessories, handicrafts, and other value-added products.
2. **Women's Empowerment:** Engaging women artisans from local communities through PAHEL Pakistan, particularly those skilled in sewing, embroidery, and traditional craftsmanship, to create livelihood opportunities.
3. **Technical Training and Mentorship:** Providing design guidance, product development support, and mentorship through university faculty members, designers, and industry experts.

4. **Integration of Traditional and Digital Skills:** Combining traditional craftsmanship with modern technologies such as Adobe Creative Suite, CLO 3D, laser cutting, and digital fabrication.
5. **Entrepreneurship Development:** Providing training in business development, branding, digital marketing, e-commerce, financial literacy, and business management.
6. **Sustainable Product Development:** Demonstrating how discarded denim materials can be transformed into commercially viable products with local and international market potential.
7. **Market Linkages:** Facilitating connections between women artisans, entrepreneurs, local markets, and online platforms to support income generation and sustainable business growth.

Outcomes

The initiative aims to reduce textile waste, preserve traditional craftsmanship, strengthen industry–academia collaboration, enhance women's economic participation, and promote sustainable entrepreneurship in Sindh.

The programme represents an important collaborative effort between Aror University, PAHEL Pakistan, and Soorty Denim to integrate sustainability, innovation, community empowerment, and economic development.



Aror university of Art, Architecture, Design & Heritage, Sukkur

Student Financial Aid

Introduction

The Aror University of Art, Architecture, Design & Heritage Sukkur has established the Students Financial Aid Office (SFAO). The SFAO has a motto that no student should leave the University because of Financial Constraints. As a consequence, this University has established a separate "Students Financial Aid Office" to support the meritorious as well as needy students by providing them financial support through the help of Higher Education Commission, various government agencies and private sponsors, etc. Students in need of financial support respond to the advertisements from time to time on notice boards and website.

At the Students Financial Aid Office, we strive to create a welcoming and inclusive environment where every student feels supported and valued. We are committed to treating each student with respect, maintaining confidentiality, and ensuring equal access to opportunities.

Scholarship Policies

1) Employee Fee Discount Policy: The Employee Fee Discount Policy reflects the university's commitment to supporting the educational advancement of employees and their families. Under this policy, employees' children are eligible for a 75% tuition waiver, while siblings and spouses of employees receive a 50% tuition waiver. This initiative ensures greater access to higher education and strengthens the university community by facilitating academic opportunities for employee families.

2) Student Siblings Fee Discount Policy: The Student Siblings Fee Discount Policy aims to ease the financial burden on families with more than one child pursuing higher education at Aror University. This policy applies to all currently enrolled students who have biological siblings studying at the university. Under the scheme, families with two siblings receive a 25% tuition fee discount for one sibling, while families with three siblings are eligible for a full 100% tuition fee waiver for one sibling. This initiative reinforces the university's commitment to accessible and inclusive education for all.



3) Entry Test Based Scholarship Policy: The Entry Test Based Scholarship Policy is designed to recognize exceptional performance in the university's pre-admission test and promote a culture of academic excellence among incoming undergraduate students. Scholarships are awarded strictly on merit, using the Composite Percentage Number (CPN) to rank top scorers within each program. Eligible students must secure admission through the official entry test, be among the highest-ranked candidates in a program with a minimum of ten enrolled students, and maintain a CGPA of 3.0 to retain the award. Tuition fee waivers are granted directly against the semester fee, supporting deserving students from the very start of their academic journey.

4) Institutional Merit-Based Scholarship Policy: The Institutional Merit-Based Scholarship Policy recognizes outstanding academic achievement among full-time undergraduate students at Aror University. Under this policy, one top-performing student from each batch is selected based on academic merit and awarded a 100% tuition fee waiver for the following academic year. This initiative aims to motivate students to excel in their studies and reinforces the university's commitment to rewarding excellence and supporting high-achieving learners.

Types of Scholarships Offered at AROR UNIVERSITY

1. 1. Sindh Endowment Fund (SEEF), Government of Sindh.
   For more details please visit: https://seef.sindh.gov.pk/
2. 2. Punjab Educational Endowment Fund (PEEF)
   For more details please visit: https://peef.org.pk/
3. 3. Need-cum-Merit (Zakat) Scholarship
   For more details please visit: https://arazud.sindh.gov.pk/
4. 4. Minority Affairs scholarship, Government of Sindh
   For more details please visit: https://minorityaffairs.sindh.gov.pk/
5. 5. Minority Students Scholarship (MORA) Govt: of Pakistan
   For more details please visit: http://www.mora.gov.pk/
6. 6. Pakistan Bait-ul-Mal
   For more details please visit: http://www.pbm.gov.pk/
7. 7. Diya Pakistan Scholarship program
   For more details please visit: https://diyapak.org/apply-scholarship/
8. 8. Khairpur Need-cum-merit scholarship (only for Khairpur District Students)
   For more details please visit: https://www.facebook.com/kncmsb/
9. 9. Student Loan scheme (National Bank of Pakistan, NBP)
   For more details please visit: https://www.nbp.com.pk/studentloan/



10. 10. Scotland Pakistan Scholarships for Young Women and Girls.
    For more details please
    visit: https://www.britishcouncil.pk/programmes/education/scholarships
11. 11. Baba Guru Nanak Scholarship for (Sikh & Hindu students) under Evacuee Trust Property Board (ETPB) Government of Pakistan
    For more details please visit: https://www.etpb.gov.pk/scholarship-form/
12. 12. Sindh HEC Scholarship for Undergraduate programs
13. 13. HEC Need Based Scholarship program (Under process)
14. 14. Merit based scholarships (Top scorer of each program in admission test)
15. 15. Aror University Merit Based Scholarship for (Top scorer of each program in cumulative semester)
16. 16. Quaid-E-Azam Aligarh Trust Scholarships
    For more details please
    visit: https://sites.google.com/site/quaideazamtrust85/application-form
17. 17. National Endowment Scholarship for Talent (NEST)
    For more details please visit: http://scholarships.nest.org.pk/arts-and-culture-scholarship
18. 18. Prime Minister Youth laptop scheme (PMYP).
    For more details please visit: https://laptop.pmyp.gov.pk/eligibility_criteria.php
19. 19. Zakat Need-Cum-Merit Scholarship
20. 20. Ayesha Abdul Fatah Memon Scholarship Program
21. 21. Farida Turk Scholarship Program



5.3.4 - Does your university as a body encourage applications by women in subjects where they are underrepresented?

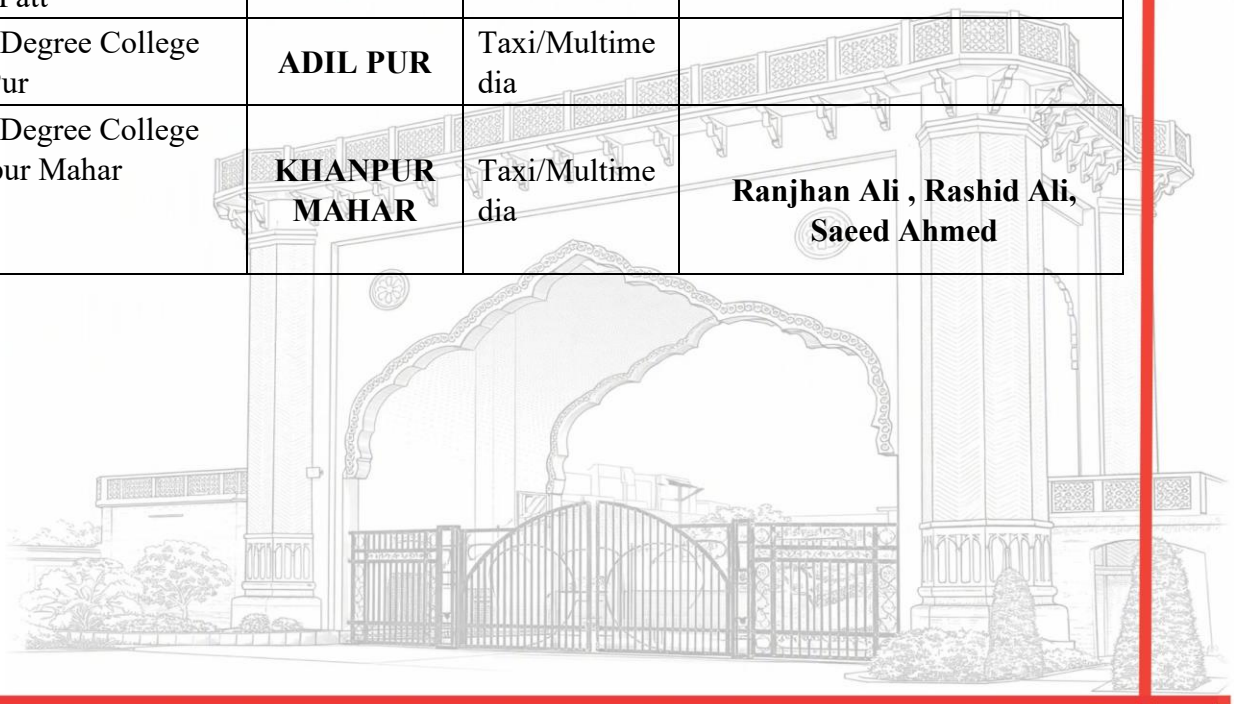
The university encourages applications from women, particularly in academic disciplines where they are underrepresented, through an extensive marketing and outreach strategy. Admission advertisements and promotional activities disseminate information about available programmes, eligibility criteria, and admission opportunities to prospective female students, supporting greater female participation and promoting gender balance across academic disciplines.

OUT REACH PLAN DATA COLLEGES SUKKUR REGION (Plan - 2025)

Sr.No	Name of College	City	Resources Required	Faculty Names Visit for Out Reach
1	Govt: Islami Science College Sukkur	SUKKUR	Taxi/Multimedia	Fatima Dayo , Raja Zafar, Bushra Shaikh, Murtaza Balouch, Wamiq Khan Kiran Abbasi
2	Govt: Girls Degree College Sukkur			
3	Govt: Islamia Arts/Com College Sukkur			
4	Govt: Boys Degree College Sukkur			
5	Public School Sukkur			
6	Govt: Agha Nizam Girls Degree College Sukkur			
7	Govt: College of Education Sukkur			
8	Govt: Atta Hussain Shah Degree College Rohri	ROHRI	Taxi/Multimedia	Birrah Agha,Mehnaz, Habib Rehman
9	Govt: Girls Degree College Rohri			
10	Govt: Girls Degree College Pano Aqil	PANO AQIL	Taxi/Multimedia	Rashid Ali, Sadaqat Hussain
11	Govt: Gegree College Pano Aqil			
12	Govt: Superior Science College Khairpur	KHAIRPUR	Taxi/Multimedia	Kashif Ali Mangi, Muhammad Raees, Fatima Jafferi, Khuda Bux Phulpoto,
13	Govt: College for women Khairpur			

14	Govt Mumtaz Degree College Khairpur			
15	Govt: Degree College Therhi			
16	Govt: Pakistan College Khairpur			
17	IBA Community College Khairpur			
18	Govt: Boys Degree College Pir Jo Goth	**PIR JO GOTH**	Taxi/Multimedia	
19	Govt: Girls Degree College Pir Jo Goth			
20	Govt: Girls Degree College Gambat	**GAMBAT**	Taxi/Multimedia	**Salal Bugti, Shoukat Mangi, Rehmatullah Shaikh**
21	Govt: Girls Degree College Khuhra			
22	Govt: Degree Science College Gambat			
23	Govt: Sachal Sarmast Degree College Ranipur	**RANIPUR, KUMB & KOTDIJI**	Taxi/Multimedia	**Dr. Akhtar Hussain Lashari**
24	Govt: Girls Degree College Ranipur			
25	Govt: Girls Degree College Kumb			
26	Mazhar Muslim Model School Ranipur			
27	Govt: Degree College Kotdiji			
28	Govt: Degree College Bozdar Wada	**THARIMIRWAH, KAROONDI & BOZDAR-WADA**	Taxi/Multimedia	**Shuban Ali, Rabnawaz Mallah, Yasir Ali**
29	Govt: Degree College Karoondi			
30	Govt: Degree College Thari Mirwah			
31	Govt: Degree College Hingorja	**HINGORJA, SETHARJA &**	Taxi/Multimedia	
32	Govt: Girls Degree College Setharja			

33	Govt: Degree College Sobho Dero	**SOBHODERO**		
34	Govt: Degree College Drib Mehar Shah	**Drib Mehar Shah**	Taxi/Multimedia	
35	Govt: Girls Degree College Ubauro	**GHOTKI, UBAURO, DAHARKI & MIRPURMATHELO**	Taxi/Multimedia	**Ranjhan Ali, Rashid Ali, Saeed Ahmed**
36	Govt: Boys Degree College Ubauro			
37	Govt: Girls Degree College Ghotki			
38	Govt: Degree College Ghotki			
39	Govt: Girls Degree College Daharki			
40	Govt: Boys Degree College			
41	IBA Community College Ubauro			
42	Govt: Degree College Mirpur Mathelo			
43	Govt: Degree College Chondko	**CHONDKO & SALEH-PATT**	Taxi/Multimedia	**Muhammad Waris, Aurangzeb**
44	Govt: Degree college Saleh Patt			
45	Govt: Degree College Adil Pur	**ADIL PUR**	Taxi/Multimedia	
46	Govt: Degree College Khanpur Mahar	**KHANPUR MAHAR**	Taxi/Multimedia	**Ranjhan Ali , Rashid Ali, Saeed Ahmed**



5.4 PROPORTION OF SENIOR FEMALE ACADEMICS

5.4.4 - Number of employees: 176

5.4.3 - Number of academic staff: 94

5.4.1 - Number of senior academic staff: 26

5.4.2 - Number of female senior academic staff: 04

5.5 PROPORTION OF WOMEN RECEIVING DEGREES

5.5.1 - Number of graduates: Total: 99 Students Expected in December 2026 as First Outgoing Batch

5.5.1.1 - Number of graduates: STEM: Expected First Batch for Graduation in 2026 BS Civil Engineering = 30 BS Environmental Science = 5

5.5.1.2 - Number of graduates: Medicine: Not Program Offered for Medicine

5.5.1.3 - Number of graduates: Arts & Humanities / Social Sciences: Expected First Batch for Graduation in December 2026 BS Fashion Design = 36 BS Textile Design = 14 BS Visual Arts = 14

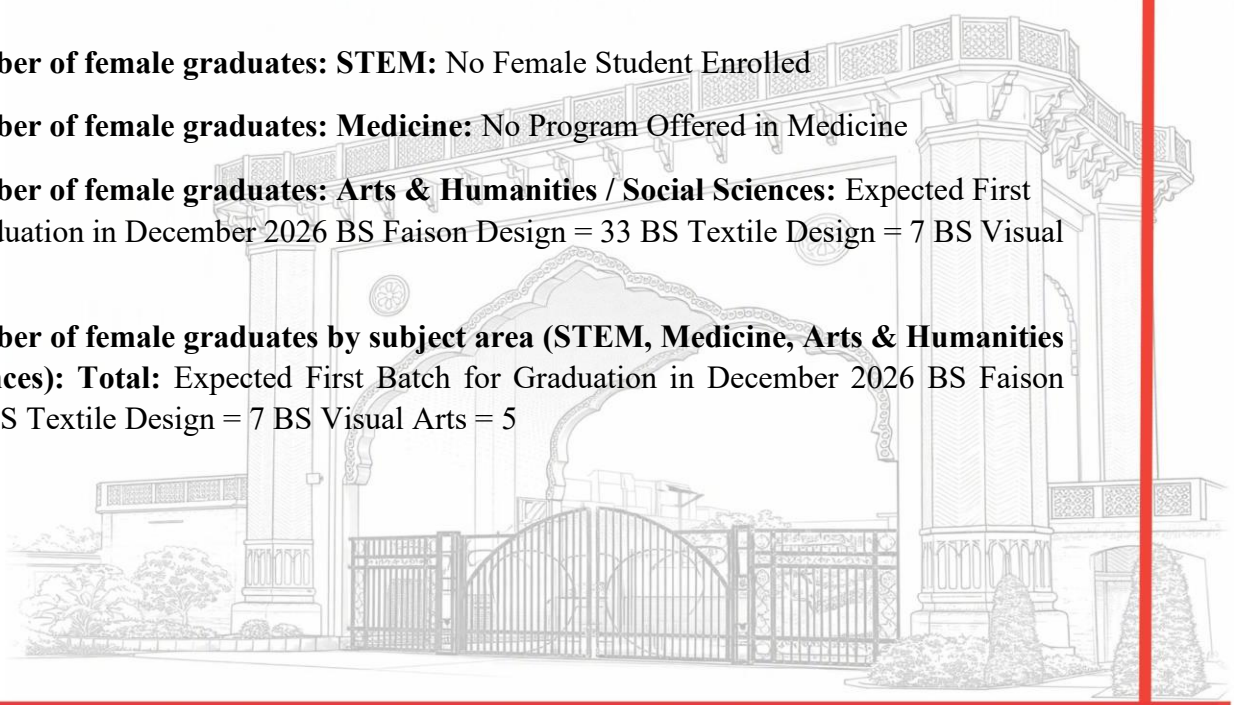
5.5.1.4 - Number of graduates by subject area (STEM, Medicine, Arts & Humanities/Social Sciences): Total: Expected First Batch for Graduation in 2026 BS Fashion Design = 36 BS Textile Design = 14 BS Visual Arts = 14 BS Civil Engineering = 30 BS Environmental Science = 5

5.5.2.1 - Number of female graduates: STEM: No Female Student Enrolled

5.5.2.2 - Number of female graduates: Medicine: No Program Offered in Medicine

5.5.2.3 - Number of female graduates: Arts & Humanities / Social Sciences: Expected First Batch for Graduation in December 2026 BS Faison Design = 33 BS Textile Design = 7 BS Visual Arts = 5

5.5.2.4 - Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total: Expected First Batch for Graduation in December 2026 BS Faison Design = 33 BS Textile Design = 7 BS Visual Arts = 5



5.6 WOMEN'S PROGRESS MEASURES

5.6.1 - Does your university as a body have a policy of non-discrimination against women?

The university follows an open merit-based admission system, with eligibility criteria and admission regulations applied to ensure transparency and fairness in the selection process. The attached eligibility criteria and admission policies serve as supporting evidence of the university's commitment to equal opportunities and fair treatment of applicants. These measures support nondiscriminatory access to education, irrespective of gender, in accordance with the university's established admission procedures.

Admission Policy:

The Aror University of Art, Architecture, Design and Heritage Sindh grounds itself in Merit as the basic criterion for selection of its students. In lieu of the set criterion determined by the competent authority the following Admission Policy is formulated for the year 2023-2024.

- Admission to the Second year Session 2023-2024 is made according to the policies and rules framed by the authorities of the University from time to time. The mentioned rules are subject to revision by the Competent Authority as and when deemed necessary and without notice.
- All undergraduate degree programs are regular/full time Morning programs. No student admitted in the University is allowed to engage in employment or maintain simultaneous enrollment in any other educational institution. Violation of above will lead to cancellation of admission.
- Admission in each discipline shall be granted purely on the basis of merit as prescribed in the admission notice and thereby admission policy.
- Application for admission against various disciplines must be made on the prescribed online application form.
- To appear in the Entry Test, an online application processing fee of Rs 1,500 (Nonrefundable) is required to be paid to the University through bank (Bank Details can be acquired through University website).
- An applicant meeting the qualification criteria successfully of more than one discipline will need to select the preferred discipline as mentioned in the online application form.
- Admission in each discipline will be offered to candidates in the order of merit.
- The overall merit of the candidate applying for any discipline for provisional admission shall be determined on the basis of S.S.C/O'Level (or equivalent certificate), H.S.C / A' Level /DAE (or equivalent certificate), Entry Test and interview.
- Original documents shall be produced by the student as a mandatory requirement at the time of interview.
- The candidates applying for admission on the basis of fake/tempered documents (detected before or after their admission) shall have the admission canceled after completion of necessary formalities. The student shall also be prosecuted under relevant criminal law. Additionally, the candidate may be debarred for a period of three years whilst all payments made to the University by the candidate shall be forfeited in favor of the University.

- Students admitted are not to withdraw original HSC mark sheets and certificate before completion of Degree.

Determination of Merit Position

Entry Test. All candidates seeking admission under the following disciplines / categories and fulfilling all pre-admission requirements are eligible to appear in aptitude test. The venue, date and time of test shall be mentioned in the admit card issued to each candidate. Candidates shall not be allowed to sit in aptitude test without original Admit card.

Note: Allocation of seats will be purely based on open merit without any discrimination of gender, race, geography, status or religion.

- The test will be based on the difficulty level in sync with Intermediate curricula as per following distribution.
    - **For BS-Civil Engineering Program**
        - Entry test: 100 Questions
        - Part-I (English) 30 Questions
        - Part-II (Mathematics) 30 Questions
        - Part-III (Computer) 10 Questions
        - Part-IV (Physics) 10 Questions
        - Part-V (Chemistry) 10 Questions
        - Part-VI (General Knowledge) 10 Questions
    - **For all other Programs i.e Fashion Design, Textile Design, Ceramic Design, Multimedia & Gaming, B.Arch, Environmental Sciences, Artificial Intelligence, Visual Arts, History, Archaeology, Tourism & Hospitality, Pakistan Studies & Cyber Security.**
        - Entry test: 100 Questions
        - Part-I (English) 30 Questions
        - Part-II (Mathematics) 20 Questions
        - Part-III (Computer) 10 Questions



- Part-IV (General Science) 20 Questions

Percentage of Marks	Multiplying Weightage
a) Matriculation (or equivalent certificate)	10%
b) Intermediate (Pre-Engineering I Pre-Medical /Arts / Commerce/ Humanities) / A levels / Diploma (or equivalent certificate).	20%
c) Entry Test	60%
d) Interview	10%
Total	100%

- Part- V (General Knowledge) 20 Questions

- The HSC curriculum shall be kept into consideration for premedical, pre-engineering, Commerce, Arts & Humanities sections. There will be 60% weightage of entry test score in CPN.

- Each correct answer will be awarded with one mark in the Entry Test. There will be no negative marking.

Note: The weightage of HSC/A Level percentage for old batches shall be 10% Based on the above table, the Composite Percentage Number (CPN) will be calculated as follows:

CPN = 0. I * [Percentage Marks in matriculation (or equivalent certificate)] + 0.2* [Percentage Marks in Intermediate (or equivalent certificate)] + 0.6*[marks obtained in aptitude test] + 0.1 *[marks obtained in Interview].

- The merit shall be observed in each discipline as per availability of seats. Admission in each discipline shall be made in order of the choice given by the candidate at the time of application.

- If two eligible candidates are competing for one seat, the final decision of admission shall be made in favor of the candidate obtaining higher marks in the Entry Test. In case



the entry test marks are also the same, the decision for the admission will be made on the basis of total marks in HSC and SSC or total number of 'As' in A and O Levels Exams.

Additional Marks for Hafiz-e-Quran

- The candidates who have a certificate of Hafiz-e-Quraan printed form from a registered Maderiasa and clear the test of Hifz taken in the University, are also considered to have additional 20 marks to be added to the marks of HSC.

Deduction of Marks due to Gap in Education

- In case of a gap or repetition of HSC Examinations, the merit will be determined as described below. One percent of the aggregate marks will be deducted for each unaccounted gap of one academic year after appearing in SSC-II examination from the total marks of the HSSC/DAE examination of (passed) or equivalent, for the purpose of determination of merit in each Category. This deduction is applicable whether the SSC/HSSC/DAE examination had been repeated or the gap had occurred owing to any other reason. A maximum unaccounted gap of three years is allowed between the year of appearing in SSC-II examination for the first time and year of admission.

Display of Merit List of Eligible Candidates

1. a. The Merit list for each Discipline will be notified and displayed on the University Notice Boards and will also be uploaded on the University Website.
2. b. University reserves the right to withhold/cancel the result of the Aptitude Test of any candidate if he/she was found guilty of deception/ impersonation and/or in violation of the provided disciplinary conduct.
3. c. After the announcement of the result of the Aptitude Test, the Merit List will be prepared for each discipline and candidates shall be called for an interview. Candidate must bring along all the original testimonials at the time of interview, failure to which shall disqualify the candidate.
4. d. The names of candidates who fail to appear for interview on the scheduled date and time, without any intimation, shall be deleted from the merit list of the relevant discipline and they shall not be considered for admission. Any claim in this regard shall not be entertained.



5. e. The decision of the Admission Committee shall be final. However, candidates may appeal against the decision to the redressal committee within 05 business days with complete evidence in favor of complaint.

6. f. The selected candidates shall submit the following forms (Available on University website).

    1. i. Performa for University Identity Card. ii. Enrolment form of university.

Award of Discipline

1. a. The candidates are required to fill "Choice of Discipline form" to select their priority of Discipline very carefully. The choices mentioned in the option form cannot be changed.

2. b. If any candidate accepts admission in technology / discipline other than the first choice of discipline and is satisfied with the same, must submit an affidavit within three working days from the date of display of such list. It must be clearly mentioned that the applicant is satisfied with the awarded discipline and the discipline/technology shall not be changed at any point in time during the academic program.

Admission of Candidate(s) who falls to deposit the Prescribed University fee within due date

1. a. If any candidate fails to deposit an admission fee within the due date, the seat shall be allotted to another candidate on merit. At a later stage, if the candidate reports for admission that may be considered for admission against the left-over seats of the respective discipline as per the "Choice of Technology / Discipline" before the closing date of admission.

2.

Display of List of Selected Candidates

1. a. The list of all selected candidates under all disciplines shall be displayed on the University website and main notice boards.

2. b. The admission list in each discipline announced by the University is provisional; in case of identification of any mistake, it shall be rectified.

Closing of Admission

The admissions for the session 2023-2024 will be closed at the end of 2nd week from the date of start of classes. After the closing date of admission, no new admissions will be entertained and the vacant seats (for any reason) will remain so.



1. a. If a candidate is eligible for discipline which is not the first choice, the candidate may submit the request for Change of Discipline (COD) within TWO weeks of display of Merit list. Any available seat other than self-finance shall be awarded to the candidate after completion of admission process. This will be done on first come first serve basis.
2. b. Candidates eligible for a discipline which is not the first choice may request to switch the category from open merit to self-finance with agreement to pay fee as proposed for the said category.

The selected candidates will have to fill and submit prescribed enrolment form duly signed and complete by all means for enrolment. Without having an Enrolment Card, students will not be allowed to appear in the semester examination.

Enrollment

The selected candidates will have to fill and submit prescribed enrolment form duly signed and complete by all means for enrolment. Without having an Enrolment Card, students will not be allowed to appear in the semester examination.

Cancellation/ Withdrawal of Admission

1. i. Concealment of facts at the time of seeking admission/ non-submission of complete and genuine documents! tempering required documents or falsifying them would mean that the student has been admitted illegally. In such a case, the admission of the student shall be canceled. University also reserves the right to initiate legal action against such students.
2. ii. The Admission Committee may cancel the admission of any student at any stage for gross misconduct after giving an opportunity of hearing at the appropriate forum.
3. iii. Student who remains absent continuously for four weeks from the date of commencement of classes without information to the authorities concerned; his/her admission shall stand canceled automatically without issuing any notice thereof
4. iv. Student who fails to appear in two complete semester examinations consecutively, his/her admission shall stand canceled without any notice or information.
5. v. In case of any discrepancy or misinterpretation, the decision of the Admission Committee shall be final and binding on the applicant and shall not be challengeable in the court of Law.

Change of Program



1. i. Enrolled students who wish to change their academic program must submit an Undergraduate Change of Program request within TWO weeks from the date of Enrollment.
2. ii. Disciplines. Change of program will be allowed within HEI disciplines where first year has been made common.
3. iii. Students successfully clearing the first year with mandatory CGPA (2/2.5) with no F.
4. iv. The student must meet the eligibility criteria for the desired program.
5. v. The request must be approved by both the current and new academic departments.
6. vi. Students wishing to change majors should discuss with an advisor in both departments.
7. vii. Students should gain the acceptance of the new academic program prior to disengaging from the current one.

Many academic departments have established one or more conditions, such as a minimum grade-point ratio requirement, an application process, etc. that must be satisfied before approving a student Request to Change Academic Program.

How to Apply

1. Visit University's Online Admission Portal https://admission.aror.edu.pk Create New Account and get a password for your account.
2. Step 2: Sign In and Complete your application process Guidelines to fill the application form are provided at each step of the application.
3. Step 3: Fields mentioned or marked with (*) are mandatory to fill, rest are optional.
4. Step 4: Download your challan form once application is completed.
5. Step 5: Deposit Challan Fee to any branch of Allied Bank Limited.
6. Step 6: Upload a Scanned Copy of Paid Challan on "Admission Portal".
7. Step 7: Download & Print your Admission Form and send it to University by Courier or Submit by Hand along with all required documents.
8. Step 8: Also Print your 'Admit Card' generated automatically after uploading Valid Fee
9. Step 9: Report at the venue on the given time and date as shown on your 'Admit Card'. Please note that you will not be allowed to sit in Entry Test without 'Printed Admit Card' and original CNIC or B-Form under any circumstances.



5.6.2 - Does your university as a body have a policy of non-discrimination for transgender people?

The Aror University is committed to providing a safe, respectful, and inclusive learning and working environment for all individuals, including transgender people. It has implemented the Higher Education Commission (HEC) Pakistan policy on harassment to address harassment and promote dignity, respect, and equal treatment within the university.



AROR UNIVERSITY OF ART, ARCHITECTURE, DESIGN & HERITAGE, SUKKUR, SINDH

REGISTRAR OFFICE

NO. REG/AU-SKR/ 5495 -25
Dated: 17/10/2025

NOTIFICATION

It is for the information of all concerned that the Aror University of Art, Architecture, Design & Heritage is pleased to adopt the **"Policy on Protection Against Harassment in Higher Education Institutions (Revised 2025)"** issued by the Higher Education Commission Islamabad, via notification vide No.14-54/Coord/2019/HEC/(R&AA)/809 dated. October, 15 2025.

This notification supersedes the previously issued notification vide NO.REG/AU-SKR/3738-2024 dated 27/03/2024 issued by this office.

This is issued with the approval of the Vice Chancellor.

REGISTRAR (Look- After)
(Syed Shaiq Ali Musavi)

Cc for the information to:
1. Secretary to Vice Chancellor, Aror University
2. Master File

071 5651900
registrar@aror.edu.pk
aror.edu.pk
Aror University of Art, Architecture Design & Heritage, Sukkur, Sindh 65400

The relevant policy and official notification are available in the Downloads section of the university's website (aror.edu.pk/wp-content/uploads/2026/09/Notification-HEC-Policy-on-Harrassment-Revised-20251.pdf), serving as supporting documentation of its commitment to preventing harassment and promoting a non-discriminatory environment. However, the Aror university follows an open merit-based admission system, with eligibility criteria and admission regulations applied to ensure transparency and fairness in the selection process

5.6.3 - Does your university as a body have a maternity policy that support women's participation?

The university has implemented a maternity leave policy to support women employees during pregnancy and childbirth. The policy provides maternity leave provisions to help women balance their personal and professional responsibilities, protect their well-being, and facilitate their continued participation in the workplace. The attached maternity leave policy serves as supporting evidence of the university's commitment to supporting women employees and promoting an inclusive working environment

8.11. Study Leave for 48 months shall normally be allowed to a faculty member/employee who has minimum of four years' regular service to his/her credit at the University and 24 months to a faculty member/employee who has minimum of two years of regular service to his/her credit at the University.
8.12. In case a faculty member/employee is granted scholarship from HEC or any other agency/university, the Vice Chancellor may relax the minimum service condition.
8.13. A faculty member/employee who is granted Study Leave shall render report to Registrar on joining the university/program of study.
8.14. On return, after completion of the program of study, the faculty member/employee shall submit original along with attested copy of certificate/degree earned to the Registrar Office for record and reference. The HEC attestation or equivalence shall be submitted within two (02) months of joining of the University.
8.15. A faculty member/employee on Study Leave shall not be entitled for seniority/increment for the duration of Study Leave.
8.16. During the course of the study leave, i.e., max four (04) years, the University will pay the Basic Pay excluding the allowances, to the employee, against the surety bond.

9. Sabbatical Leave

9.1. On completion of a minimum four years of uninterrupted continuous contractual service, University in order to encourage employees on regular service may grant Sabbatical Leave for up to twelve months. The employee has to provide details of the post doc or other study/research and development activities and the university/institution where the staff/faculty member shall be pursuing studies/research etc.
9.2. Sabbatical Leave cannot be combined with any other leave.
9.3. Employee who has already availed study leave shall not be eligible for same and only sabbatical leave shall be granted subject to the condition that employee has satisfactorily completed five (05) years as per bond for his first study leave.
9.4. An employee granted sabbatical leave must sign the surety bond and upon return, serve the university up to three (03) years.
9.5. In case of employee fails to complete his degree or research work in the stipulated time or fails to resume his services, the employee shall be bound to refund all monies paid to him/her during the leave period, in addition to the payment of Rupees One Million as liquidated damages, recoverable either from the employee concerned or from his/her personal guarantors.
9.6. Not more than five (5%) percent of employees of department can be sent to sabbatical leave simultaneously.
9.7. During the Sabbatical Leave, employee receives the full pay.

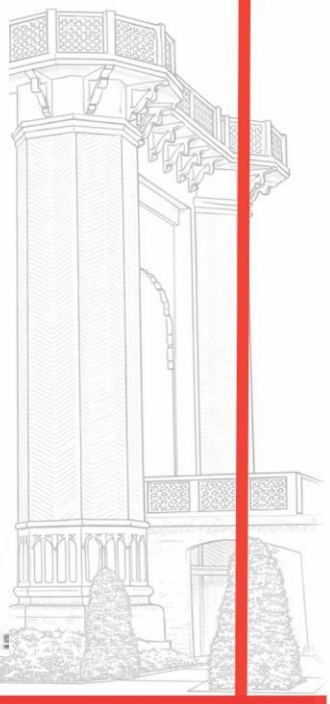
10. Maternity Leave

10.1. A female employee shall be entitled to maternity leave with pay for a period not exceeding continuous ninety (90) days.
10.2. Maternity leave shall not be granted for more than two times in the entire service of a female employee.
10.3. Maternity leave shall not be debit to the earned / casual leave.
10.4. The earned leave may be granted in lieu of maternity leave after the second maternity

11. Special leave for "Iddat"

11.1 During the demise of spouse of a female employee, while she is in service, she may request for leave to fulfill obligatory "Iddat".
11.2 Such leave shall be granted, in case the accumulated earned leave balance is exhausted and the remaining period shall be recorded as "Advance Earned Leave" which shall be adjusted from the Earned leave balance accordingly.
11.3 The special leave shall commence from the demise date of the spouse of the female employee, and employee shall furnish the death certificate issued by concerned authorities along with leave application at any time thereafter.

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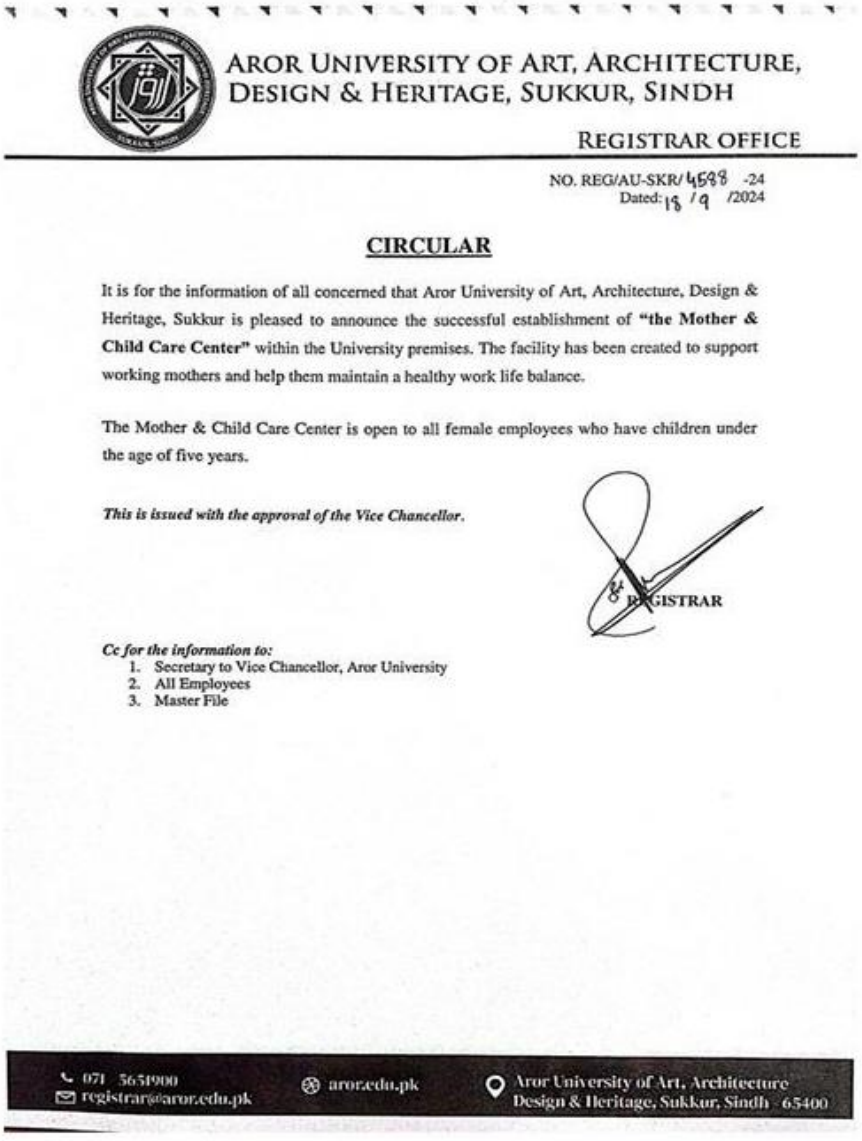


5.6.4 - Does your university as a body have accessible childcare facilities for students which allow recent mothers to attend university courses?

The availability of dedicated childcare facilities for students. Such facilities would help student and employees' mothers attend classes and offices regularly and continue their education while managing childcare responsibilities.

5.6.5 - Does your university as a body have childcare facilities for staff and faculty?

The availability of dedicated childcare facilities for university staff and faculty has been confirmed. Providing such facilities is supporting the working parents in balancing their professional responsibilities with childcare needs and promote greater participation in the workplace.



AROR UNIVERSITY OF ART, ARCHITECTURE, DESIGN & HERITAGE, SUKKUR, SINDH

REGISTRAR OFFICE

NO. REG/AU-SKR/4538 -24
Dated: 18 / 9 /2024

CIRCULAR

It is for the information of all concerned that Aror University of Art, Architecture, Design & Heritage, Sukkur is pleased to announce the successful establishment of **"the Mother & Child Care Center"** within the University premises. The facility has been created to support working mothers and help them maintain a healthy work life balance.

The Mother & Child Care Center is open to all female employees who have children under the age of five years.

This is issued with the approval of the Vice Chancellor.

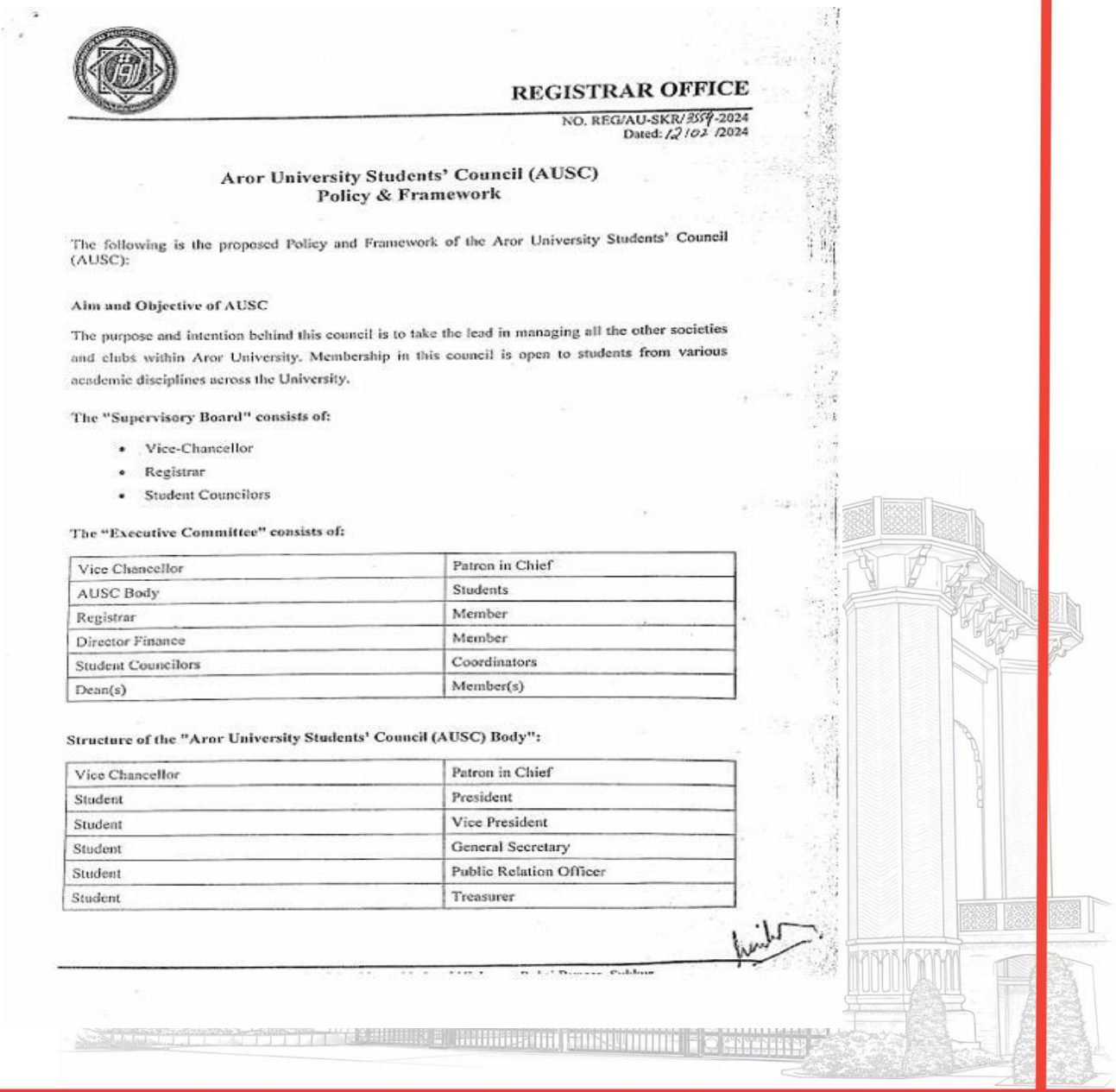
REGISTRAR

Cc for the information to:
1. Secretary to Vice Chancellor, Aror University
2. All Employees
3. Master File

071 5654900
registrar@aror.edu.pk
aror.edu.pk
Aror University of Art, Architecture Design & Heritage, Sukkur, Sindh - 65400

5.6.6 - Does your university as a body have women's mentoring schemes, in which at least 10% of female students participate?

The university's AUSC Student Body Policy, outlined on pages 185–190 of the official prospectus, provides supporting documentation regarding student-related policies and support mechanisms. These provisions can support initiatives aimed at mentoring female students, promoting their academic development, and encouraging their participation in university life. However, specific evidence of a formal women's mentoring scheme and participation by at least 10% of female students is required to confirm compliance with this indicator (Link (https://drive.google.com/file/d/1-phZMC7oRR_wvYFoV2BE0OWR1gtZOhev/view and https://aror.edu.pk/downloads/).



REGISTRAR OFFICE

NO. REG/AU-SKR/3554-2024
Dated: 12/02/2024

Aror University Students' Council (AUSC)
Policy & Framework

The following is the proposed Policy and Framework of the Aror University Students' Council (AUSC):

Aim and Objective of AUSC

The purpose and intention behind this council is to take the lead in managing all the other societies and clubs within Aror University. Membership in this council is open to students from various academic disciplines across the University.

The "Supervisory Board" consists of:

- Vice-Chancellor
- Registrar
- Student Councilors

The "Executive Committee" consists of:

Vice Chancellor	Patron in Chief
AUSC Body	Students
Registrar	Member
Director Finance	Member
Student Councilors	Coordinators
Dean(s)	Member(s)

Structure of the "Aror University Students' Council (AUSC) Body":

Vice Chancellor	Patron in Chief
Student	President
Student	Vice President
Student	General Secretary
Student	Public Relation Officer
Student	Treasurer

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Structure of the Societies

Relevant Faculty Member	Patron
Student	Coordinator
Student	Treasurer
02 Students	Executive Committee Members

Student Societies/Clubs overseen by the AUSC:

Our aim is to inspire students to engage in elections and offer them a platform to showcase their creativity and innovative pursuits. This empowers them to develop the drive to initiate change and gain self-confidence, preparing them to face the forthcoming challenges in both their professional and personal lives.

Co-Curricular	Extra-Curricular	Services
Music, Film &Arts Society	Literary Society	Girls' Hostel Society
Design Society	Sports & Adventure Society	Boys' Hostel Society
Heritage Society	Sustainable Development Goals Society	Go Green Society
Engineering Society	Character Building Society	Community Welfare Society
English Society		AU Beautification Society
Debate & Declamation		
Computer Society		

By-laws of the Council and Societies:

1. Elections will be conducted for the positions of President, Vice President, General Secretary, and Treasurer of the AUSC.
2. The Supervisory Board may opt for nominations from students as an alternative to elections and select the President, Vice President, General Secretary, and Treasurer of AUSC from the panel of candidates.
3. Office bearers will be appointed for one year, and an annual election announcement will be made.
4. The election process will be overseen by the AUSC Coordinators, and students will have a five-day campaign period before the election date. Students are advised to adhere to election rules and maintain discipline during their campaigns.

E-Mail: registrar@aror.edu.pk | Address: National Highway, Bahal Bypass, Sukkur

REGISTRAR OFFICE

5. Students can submit their nominations for office positions according to the election schedule, and candidates can withdraw their names one day before the elections.
6. The Registrar's Office will display the final nominations of the contestants for office positions on notice boards. Election results will be announced two days after the elections.
7. Once the Council is formed, it will announce the selection of office bearers for each society. Interested students can submit their nominations for office positions on any of the three working days before the election date. A panel comprising the AUSC Body, and the society Patron will select the students for office positions in each society/club.
8. Student office bearers will primarily be responsible for planning, organizing, and managing all the events of their societies. Patrons will offer advice, guidance, and counsel, with the authority to ensure financial controls are observed and no financial irregularities occur in society's affairs. Suppose a Chief Patron believes that an event proposed by the office bearers may harm the image of Aror University or create security issues. In that case, they will bring this to the attention of the Supervisory Body.
9. Each society will develop its annual work plan and budget under the guidance of the Patron. When submitting the budget, each society should specify:
    a. the estimated sponsorship revenue and
    b. the amount required from Aror University.

    The Director of Finance will serve as the financial advisor to AUSC, offering guidance on financial matters according to established procedures. Expenses will be audited within the same year.
10. Each society is expected to organize at least one significant event, such as a play, music concert, conference, art exhibition, annual sports day, literary magazine, debating competition, newsletter, etc., of exceptional quality that may attract attendees from outside Aror University. Each society will create an annual event calendar to be submitted to AUSC to ensure there is no overlap or duplication. Joint events involving different societies will be encouraged. The event calendar will be displayed on the Aror University portal and notice boards.
11. The AUSC Coordinators will convene an executive committee meeting at the beginning of the academic year and request Office bearers to present their society's yearly plan. After these presentations, the activities will be approved by the Executive Committee.
12. The AUSC Coordinators will maintain records of presentations and create the Society Calendar of Events (CoE).
13. Each society will have three days at the beginning of each semester to promote itself to students and gain maximum membership. Promotion can be done through banners, leaflets, small events, etc.
14. Students are allowed to join a maximum of two societies per year.

REGISTRAR OFFICE

15. A fee of Rs. 500/- per semester will be charged to each student to fund AUSC activities.
16. The establishment of AUSC and other societies will lead to the cessation of all existing societies and clubs at Aror University.
17. Aror University retains the right to cancel nomination papers or positions at any time.

Eligibility for Office Bearers of Council & Societies:

- The student must be enrolled in a regular degree program at Aror University.
- Any regular student of Aror University with a minimum CGPA of 2.8 and at least two semesters of standing in any degree program can contest for AUSC Body office positions.
- For society positions, candidates should have a minimum CGPA of 2.2 and at least one semester of standing in any degree program.
- Students should not be involved in any misconduct or indiscipline activities.

Registrar

Vice Chancellor

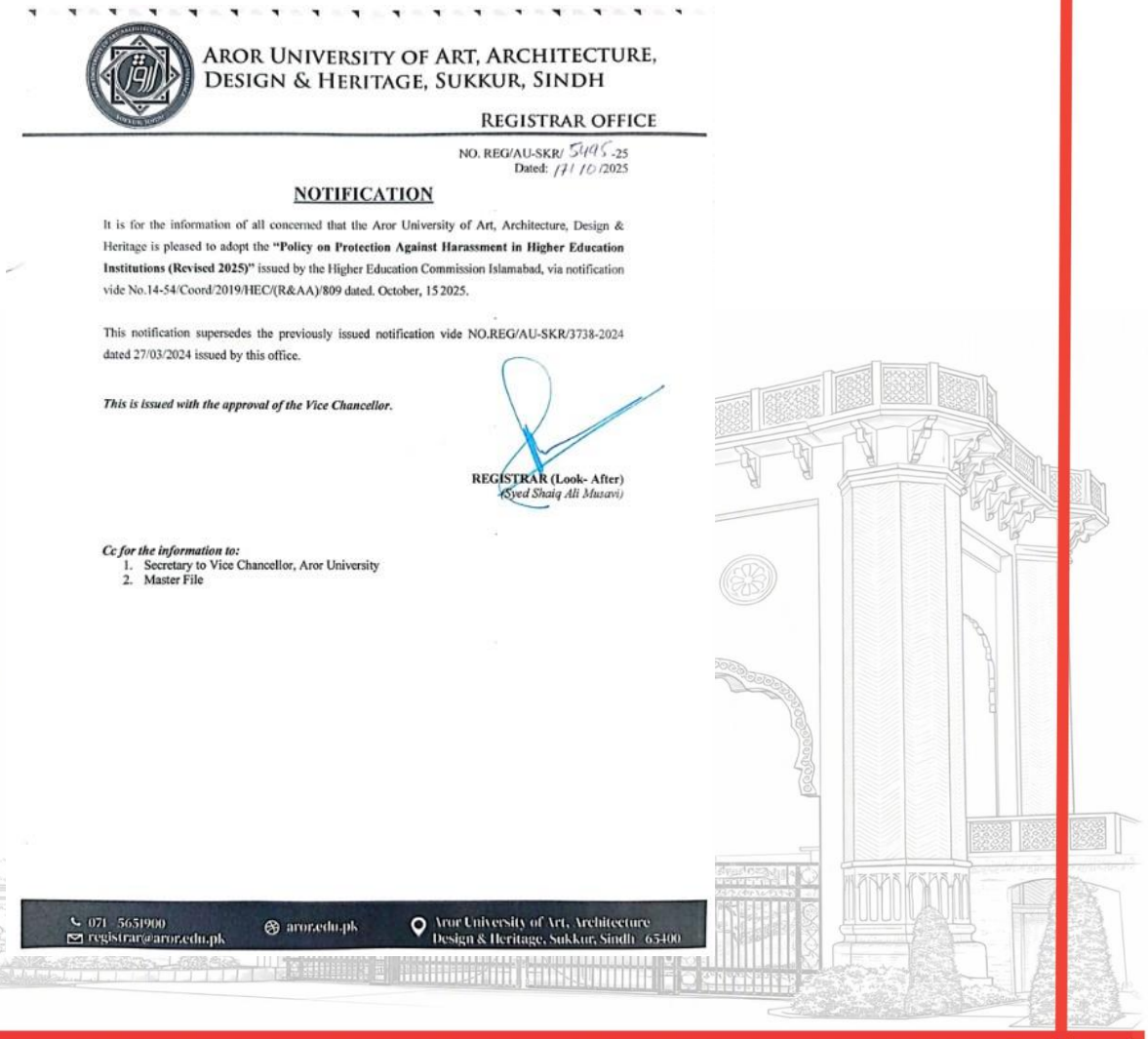


5.6.7 - Does your university as a body have measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap?

Measurement/tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap not conducted yet.

5.6.8 - Does your university as a body have a policy that protects those reporting discrimination from educational or employment disadvantage?

The university has implemented the Higher Education Commission (HEC) Pakistan harassment policy to address harassment and promote a safe and respectful educational and working environment. The relevant policy and notification are available in the Downloads section of the university's official website: https://aror.edu.pk/downloads/ . Specific provisions protecting individuals who report discrimination from educational or employment disadvantage should be verified in the policy documentation.



AROR UNIVERSITY OF ART, ARCHITECTURE, DESIGN & HERITAGE, SUKKUR, SINDH

REGISTRAR OFFICE

NO. REG/AU-SKR/ 5995 -25
Dated: 17/10/2025

NOTIFICATION

It is for the information of all concerned that the Aror University of Art, Architecture, Design & Heritage is pleased to adopt the **"Policy on Protection Against Harassment in Higher Education Institutions (Revised 2025)"** issued by the Higher Education Commission Islamabad, via notification vide No.14-54/Coord/2019/HEC/(R&AA)/809 dated. October, 15 2025.

This notification supersedes the previously issued notification vide NO.REG/AU-SKR/3738-2024 dated 27/03/2024 issued by this office.

This is issued with the approval of the Vice Chancellor.

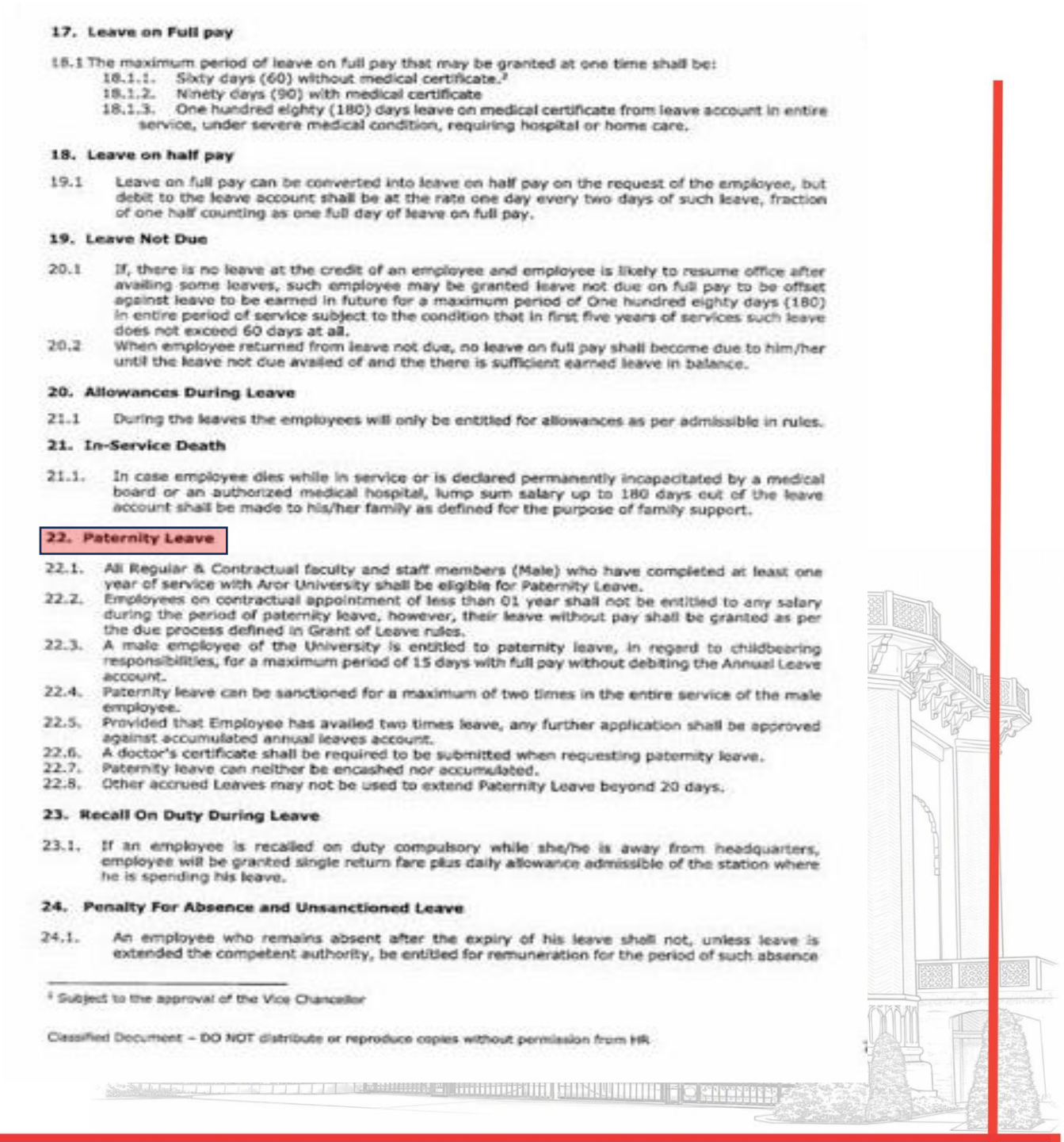
REGISTRAR (Look- After)
(Syed Shaiq Ali Musavi)

Cc for the information to:
1. Secretary to Vice Chancellor, Aror University
2. Master File

071 5651900 registrar@aror.edu.pk aror.edu.pk Aror University of Art, Architecture Design & Heritage, Sukkur, Sindh 65400

5.6.9 - Does your university as a body have a paternity policy that support women's participation by ensuring that non-gestational parents can participate in childcare duties?

The university has a formal paternity leave policy that enables non-gestational parents to share childcare responsibilities, supporting women in balancing their professional or academic commitments with family responsibilities. This policy promotes shared parenting, supports gender equality, and contributes to an inclusive and family-friendly university environment.



17. Leave on Full pay

18.1 The maximum period of leave on full pay that may be granted at one time shall be:
- 18.1.1. Sixty days (60) without medical certificate.[2]
- 18.1.2. Ninety days (90) with medical certificate
- 18.1.3. One hundred eighty (180) days leave on medical certificate from leave account in entire service, under severe medical condition, requiring hospital or home care.

18. Leave on half pay

19.1 Leave on full pay can be converted into leave on half pay on the request of the employee, but debit to the leave account shall be at the rate one day every two days of such leave, fraction of one half counting as one full day of leave on full pay.

19. Leave Not Due

20.1 If, there is no leave at the credit of an employee and employee is likely to resume office after availing some leaves, such employee may be granted leave not due on full pay to be offset against leave to be earned in future for a maximum period of One hundred eighty days (180) in entire period of service subject to the condition that in first five years of services such leave does not exceed 60 days at all.

20.2 When employee returned from leave not due, no leave on full pay shall become due to him/her until the leave not due availed of and the there is sufficient earned leave in balance.

20. Allowances During Leave

21.1 During the leaves the employees will only be entitled for allowances as per admissible in rules.

21. In-Service Death

21.1. In case employee dies while in service or is declared permanently incapacitated by a medical board or an authorized medical hospital, lump sum salary up to 180 days out of the leave account shall be made to his/her family as defined for the purpose of family support.

22. Paternity Leave

22.1. All Regular & Contractual faculty and staff members (Male) who have completed at least one year of service with Aror University shall be eligible for Paternity Leave.
22.2. Employees on contractual appointment of less than 01 year shall not be entitled to any salary during the period of paternity leave, however, their leave without pay shall be granted as per the due process defined in Grant of Leave rules.
22.3. A male employee of the University is entitled to paternity leave, in regard to childbearing responsibilities, for a maximum period of 15 days with full pay without debiting the Annual Leave account.
22.4. Paternity leave can be sanctioned for a maximum of two times in the entire service of the male employee.
22.5. Provided that Employee has availed two times leave, any further application shall be approved against accumulated annual leaves account.
22.6. A doctor's certificate shall be required to be submitted when requesting paternity leave.
22.7. Paternity leave can neither be encashed nor accumulated.
22.8. Other accrued Leaves may not be used to extend Paternity Leave beyond 20 days.

23. Recall On Duty During Leave

23.1. If an employee is recalled on duty compulsory while she/he is away from headquarters, employee will be granted single return fare plus daily allowance admissible of the station where he is spending his leave.

24. Penalty For Absence and Unsanctioned Leave

24.1. An employee who remains absent after the expiry of his leave shall not, unless leave is extended the competent authority, be entitled for remuneration for the period of such absence

[2] Subject to the approval of the Vice Chancellor

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