



Towards Sustainable Development Goals

For the Years 2019-2020

City University of Science and Information Technology Peshawar
City University Center for Sustainability Studies



About Us

City University of Science & Information Technology, (CUSIT) Peshawar is one of the first private-sector universities, chartered by the government of Khyber Pakhtunkhwa, recognized by the Higher Education Commission (HEC), accredited by the Pakistan Engineering Council (PEC). The University extends Peshawar Model Educational Institute (PMEI), founded in 1979 to impart quality education at an affordable cost. Initially, a primary school was established by Muhammad Zahoor Sethi (Founder), comprising just one moderate campus with 300 students. However, in due course of time, the continuous efforts of our highly qualified faculty and dedicated management paid off and resulted in the establishment of nine separate school campuses, three-degree college campuses for boys and two-degree college campuses for girls, with a combined strength of over 23, 000 students. Recognizing the extraordinary reputation of PMEI in providing quality education from primary to bachelor level, the City University of Science & Information Technology, Peshawar was granted a charter as a university from the government of Khyber Pakhtunkhwa on August 30, 2001. The University was inaugurated by Lt. Gen. (R) Syed Iftikhar Hussain Shah, the then Governor of Khyber Pakhtunkhwa, on October 06, 2001. Dr. Abdul Qadeer Khan was also present at the inauguration. The foundation stone of the new campus at Dalazak Road was laid by the then Governor, Khyber Pakhtunkhwa, Mr. Khalil Ur Rehman on May 19, 2005. The new campus is spread over an area containing over 90 kanals and also with a covered area of 100,000 sq. ft. This campus started its full-fledged academic activities on March 11, 2009. It was inaugurated by the then Speaker, Provincial Assembly, Mr. Kiramat Ullah Khan Chagharmati on March 12, 2011. The University is managed through university bodies such as the Board of Governors, Academic Council, Board of Advanced Studies & Research, Board of Faculties, Selection Board, and Finance & Planning Committee. The Vice-Chancellor manages the day-to-day affairs of the University with the help of Deans and Heads of Departments. All the efforts of City University's management, administration, and faculty are directed to produce competent and efficient professionals who will effectively contribute to taking Pakistan to technological and economic glories.

Top Management Commitment

We are committed to the agenda of Sustainable Development Goals (SDGs) and to integrate it into the CUSIT environment, curricula, infrastructure, and research, social and economic development of the broader society.

Prof. Dr. Syed Minhaj ul Hassan

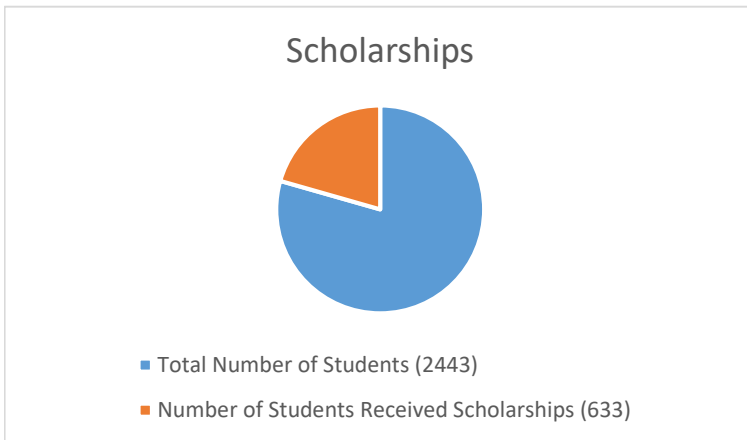
Vice Chancellor



SDG1: No Poverty

Eliminate Poverty by Providing Scholarships

We aim to overcome poverty by providing financial aid and scholarships to needy students in various departments. Presently we have 2443 total students, of which 633 received financial aid in various forms (including male & female).



University anti-poverty programs

At the start of every academic year, we set a target to admit 25% of students from low-income households. We also provide coaching & counseling to these students in computer programming and other different short courses. City University is one of the institutes affiliated with the government of Pakistan to provide different courses (in the Kamyab Jawan Program), and with the help of these, we try to eradicate poverty.

Community anti-poverty Programs

We arranged different programs to eradicate poverty through community training programs; like the Kamyab Jawan Program, we provide internship opportunities to our local community. It is further added that at City University, we support our local community by providing financial assistance and training, and mentorship to local startups.



SDG2: Zero Hunger

Students and staff hunger interventions

We serve safe & healthy food to all of our students and staff, a taste that makes one ask for more, and also provide free food to our lower staff (e.g. Security guards, office runners, waiters, gardeners, etc.)

Healthy and affordable food choices

We also provide a variety of food at affordable prices.



SDG3: Good Health and Well-Being

Number Graduating in Health Professions

We aim to produce health graduates in the health profession for the well-being of community poverty. We offer graduations in biological, environmental, psychological, physical, and medical sciences to promote health and prevent disease. Every year approximately 13 health graduates are produced.

Current collaborations with health institutions

We have collaborated with different local and international institutions for the sake of health improvement and wellbeing outcomes.

Local Collaboration 3

The University has collaborated with 3 local health departments for the betterment of a healthy internal environment in the university and also arranged the workshop to ensure and provide information to students

Local collaboration with the following departments.

- MMC General Hospital Peshawar Khyber Pakhtunkhwa (KP) Pakistan
- Jinnah Teaching Hospital Peshawar KP Pakistan
- Umar Pharmacy Peshawar

Health Programs

Convey outreach projects in the local neighborhood area (which can include student volunteering programs) to improve or advance well-being and prosperity, including hygiene, nutrition, family planning, sports, exercise, aging well, and other health and well-being related topics.



Sports Facilities

The university has shared sports facilities with local communities like local schools such as Peshawar Model School and college and is also open to sharing with general public tournaments. Pervious held sports week offered free access to 800 students of different local schools and communities. The access to sports facilities was utterly free without any access chargers.



Smoke-Free Policy

The purpose of this policy is to comply with the State Public Health Law and to assist in the creation of a healthful and comfortable environment for all students, faculty, administrators, staff visitors, and any other members of the CUSIT. The policy is for all students, faculty, staff, or visitors who enter any property owned or controlled by the University.

Smoke-Free Campus

This success of the policy depends on the thoughtfulness, consideration, and cooperation of smokers and non-smokers. It is the responsibility of all university community members to comply with this policy.

Members of the CUSIT community alleged to be smoking in University facilities or on University property in violation of this policy may be subject to disciplinary action through the application process. Students alleged to be violating the policy are subject to disciplinary action through the appropriate student judicial process. Visitors, including vendors, contractors, and any service providers, will be subject to whatever remedies are available to the University.



SDG4: Quality Education

The proportion of graduates with teaching qualification

The University has a reasonable proportion of graduates who can directly join the educational sector for quality teaching.

City University provides Subjects such as:

- Mathematics
- English
- Education

University has provided quality education opportunities to 1243 students to get professional education and serve the community.

City university provides courses containing and providing related educational training programs for graduates. Most of our graduates can quickly get teaching opportunities in reputed educational organizations.

Recently the department of Electrical and Civil Engineering was granted re-accreditation under level II by the Pakistan Engineering Council (PEC) for two years. The PEC is a permanent member of the Washington Accord (WA) and granted accreditations under level-II to those Higher Education Institutions (HEIs) meeting the standards of Outcome-Based Education (OBE) as specified by WA.

Lifelong learning measures

We have provided educational access to those not regularly studying in university. We have provided access to 75 general public such as,

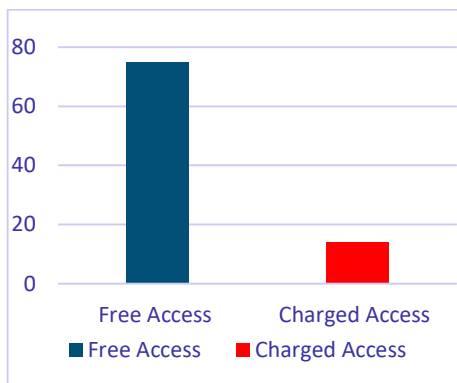
- Access to Computer Lab
- Access to Library
- Access to online courses

- Access to lectures
- Access to online lectures

Public events

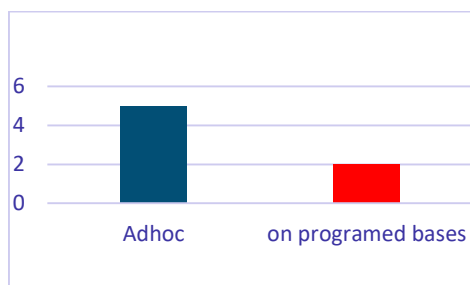
The University hosts different events on campus for the general public; they also provide an opportunity for public lectures. City University allows the community to participate in community educational events within the university premises.

The University provided free access to 75 general public to join different events; apart from free access, the City University charged 14 of the general public with a minimum charge. We also provide a variety of food at affordable prices.



Adhoc and on programed bases

The University accommodates 5 on an Adhoc basis and 2 on a programed basis.



Vocational training events

The University hosts various events in the university to the general public such as:

The Executive educational programs

The executive education program is specially designed for those who are unable to attend the university regularly and also for those who are aged, such as,

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- Enablers program
 - Kamyab Jawan Program

Education outreach activities beyond campus

City University provides opportunities to students in different departments such as,

- Mathematics
- English
- Education

In these three departments, City University arranges different programs like demonstrations programs, arranging visits to local schools, including voluntary programs and the local community.

Learning access policy

The university has also policies to access these learning activities such as

- Regardless of ethnicity
- Religion
- Disability immigration status or gender



SDG5: Gender Equality

Female Students and University Initiatives

CUSIT put extra efforts towards inclusion and enhancing the number of female students on all campuses by giving Direct 25% off their fee. This approach gives the university to attract positive numbers, i.e. 1387 out of which 221 females directly pertained to first-generation families where either non-of their family members got an education or were less educated.

University also attracts first-generation female students via providing facilities such as providing guidelines regarding admission criteria, financial aids/scholarships, counseling about specific courses, and customized fee schedules.

Female Students Track Record via Trend Analysis

CUSIT is engaged to deeply analyze the trends in female student rates, such as placing monitoring scales on certain levels, i.e. analysis of application rates, acceptance or entry rate, and degree completion at the university. Please insert trending numbers.

University policy attracts female students and males via providing equal opportunities in terms of scholarships, providing flexibility in fee schedules as specified above.

Mentoring, Scholarships, and Other provision

University is working in line with current global era requirements, i.e. providing mentoring scholarships on national and international levels, which keep them motivated towards their academic goals.

Scholarships and mentoring are being provided to a reasonable number of female students in this regard.

Female Representation in Faculty

CUSIT has a reasonable number of female staff in teaching faculty who work in senior positions, which is an excellent sign of gender inclusion and women empowerment. They work as role models by providing quality education that motivates female students for their future careers.

Female Graduates

A decent number of female graduates were awarded degrees in different academic departments. In this regard, the total number of 1243 degrees awarded-(detail depicted in the chart).

Protection Policies

Non-discrimination Policy

CUSIT has a detailed nondiscrimination policy against women, either staff or female students that work as a safeguard in terms of protection.

Maternity / Paternity Policy

Like other professional organizations, CUSIT has adopted a flexible approach towards maternity and paternity leaves and is incorporated in the university policy.

Women's Mentoring Schemes

As discussed above, female students are provided equal opportunities to seek mentoring from their teachers. In this aspect, a minimum of at least 10% female student participation is compulsory.



SDG6: Clean Water and Sanitation

Water usage and care

We ensure water and sanitation availability and viable management on the university campus as water and sanitation are critical to the health of students and staff.

Promoting conscious water usage

We address the issues relating to drinking water, sanitation and hygiene (WASH), and the university's quality and sustainability of water resources within the University.

Cooperation on water security

We cooperate with the local government to reaffirm their commitment to improving access to essential water, sanitation, and hygiene services. The university filtered approximately 1500 GPD (1500 Ltr/ hour) gallons of water.



SDG7: Affordable and Clean Energy

Energy-efficient renovation and building

We are committed to working on renewable resources, and over 80% of equipment is run through sunlight (solar panels) like energy-efficient equipment such as learning management system (LMS), paperless environment, energy savers, DC invertors for cooling, cooling plants.

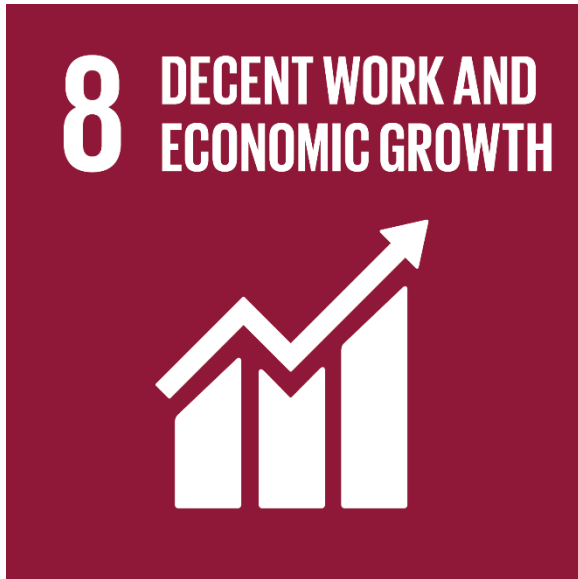


Upgrade buildings to higher energy efficiency

The University campus has upgraded buildings, high energy efficiency, and modern standards. For this purpose, CUSIT installed solar panels with a capacity of 49.64 KW.

Plan to reduce energy consumption

University has an energy efficiency plan in place to reduce overall energy consumption. We also aim to purchase energy-efficient products and operate them efficiently and an advanced power strip to reduce wasted electricity.



SDG8: Decent Work & Economic Growth

Employment practice living wage

We ensure to pay at least minimum living wage to our employees.

Employment policy on discrimination

As per university policy, it is illegal to discriminate against someone because of their race, religion, sex, etc. It is also illegal to react against anyone because of the discrimination complaints, file a charge of discrimination, or participate in university employment.

Employment policy modern slavery

We have a policy commitment against forced labor, modern slavery, human trafficking, and child labor. We educate and discourage human trafficking, which includes:

- Forced labor
- Domestic servitude
- Sexual exploitation (and abuse)
- Recruitment for combat or gangs (more common in crises)
- (And more recently) organ trafficking

Employment practice equivalent rights outsourcing

The university has a policy on ensuring equivalent rights of workers when outsourcing activities to third parties.

Employment policy pay scale equity

The university has a policy on pay scale equity, including a commitment to measurement and elimination of gender pay gaps.

Tracking pay scale for gender equity

Measurement or tracking pay scale gender equity.

Employment practice appeal process

Have a process for employees to appeal on employee rights or pay.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG9: Industry, Innovation & Infrastructure

To bridge the gap between academia and industry, the Electrical Engineering Department has signed a Memorandum of Understandings (MoUs) with the following consultancy firms and government organizations to achieve the sustainability goals of Industry, Innovation & Infrastructure.

1. Ultimate Engineering Consultants (UEC), Peshawar
2. E-Wall (SMC-Pvt) Ltd.
3. Barg Engineering Consultant (BSC) Peshawar
4. Electrify Solutions Peshawar, Pvt Limited
5. Government Technical Teachers Training College (GTTC), Center of Excellence (CoE), Peshawar





SDG17: Partnerships for the Goals

City University Center for Sustainability Studies (CUCSS)

The Department of Management Sciences City University is intended to establish City University Center for Sustainability Studies (CUCSS). The center is intended to provide solutions sustainably on the social, economic, and environmental issues both in the business and community domains. The center will provide support and base to the management Science students to embark on studies related to sustainable business solutions. Furthermore, the center will also provide a platform for researchers working in multidisciplinary fields of sustainable development.

CUCSS Vision

To be a leader for the progression of society through sustainable business solutions and partnerships.

CUCSS Mission

1. To manage and enhance the diffusion and adoption of innovation for the betterment of society through strategic partnership.
2. To lead management and multi-disciplinary research that will create innovative solutions towards sustainably improving the quality of life.

CUCSS Key Collaborations

SDG Support Unit Peshawar Khyber Pakhtunkhwa (KP)

The development of the SDG Framework for Khyber Pakhtunkhwa has been concluded to help policymakers and planners set a holistic roadmap for achieving the SDGs agenda in the province. The Framework has been developed through extensive consultation with key stakeholders. The Framework mainly includes the baseline on SDG indicators to the extent data permitted and setting and prioritization of SDG targets in regional context while considering the three interlinked dimensions of social, economic, and environmental. The Framework suggests the need for effective inter-linkages among various socio-economic and environmental policies, strong governance structures, and horizontal and vertical coordination mechanisms to integrate and implement the SDGs Agenda.



Kamyab Jawan Program

Kamyab Jawan Program, the soul of Prime Minister Imran Khan's vision to empower youth, is Pakistan's most precious asset. The journey started with establishing the Youth Affairs Wing, intending to empower young people with skills set, resources & self-reliance opportunities by initiating an excellent youth development program catering to multiple domains.

Dosti Welfare Organization Pakistan

Dosti Welfare Organization (DWO) is a non-profit organization registered under section 19 of the Voluntary Social Welfare Agencies (Registration and Control) Ordinance, 1961 (XLVI of 1961) with the Social Welfare Department, KPK, Pakistan, with registration number DSW/NWFP/1071. Since its foundation in 1996, Dosti has dedicated itself to providing education to underprivileged children in its service area. It is not a funding organization and is dedicated to the well-being of children: education, clean drinking water, and eventually mother and children's healthcare.

Some Prominent Publications of CUCSS

1. Sustainable Branchless Banking Adoption: The Development and Validation of a Scale (2021). Technology in Society.

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2. Connecting integrated management system with corporate sustainability and firm performance: from the Malaysian real estate and construction industry perspective (2021). *Environment, Development and Sustainability*.
 3. The Interconnection between Decent Workplace and Firm Financial Performance through the Mediation of Environmental Sustainability : A Case of Emerging Economy (2021). *Sustainability*.
 4. Corporate Sustainability Practices: A New Perspective of Linking Board with Firm Performance (2021). *Total Quality Management & Business Excellence*.
 5. Women directors and corporate performance: Firm size and board monitoring as the least focused factors (2021). *Gender in Management: An International Journal*.
 6. Perceived Green Human Resource Management Practices and Corporate Sustainability: Multigroup Analysis and Major Industries Perspectives (2021). *Sustainability*.
 7. Ramification of remanufacturing in a three-echelon closed-loop sustainable supply chain management for returnable products (2021). *Journal of Cleaner Production*.
 8. Is there any difference between the theory and practice for the association between environmental sustainability and firm performance in Pakistan? (2021) *Business Strategy and Development*.
 9. Integrating sustainability practices into Islamic corporate governance for sustainable firm performance: from the lens of agency and stakeholder theories (2021). *Quality & Quantity*.
 10. Gender Diversity and Environmental Sustainability: Investigating Some Methodological Perspectives (2021). *Journal of Managerial Sciences*.
 11. Addressing endogeneity by proposing novel instrumental variables in the nexus of sustainability reporting and financial performance: A step-by-step procedure for non-experts (2020). *Business Strategy and the Environment*.
 12. Integration, implementation and reporting outlooks of sustainability in higher education institutions (HEIs): Index and case base validation (2020). *International Journal of Sustainability in Higher Education*.
 13. Do Corporate Social Responsibility Disclosures Improve Financial Performance? A Perspective of the Islamic Banking Industry in Pakistan (2020). *Sustainability*.
 14. Boardroom gender diversity: Implications for corporate sustainability disclosures in Malaysia (2020). *Journal of Cleaner Production*.
 15. Sustainability in Higher Education: What is happening in Pakistan? (2020) *International Journal of Sustainability in Higher Education*.
 16. Sustainability Key Performance Indicators in Islamic Banking Industries of Malaysia and Pakistan: A Scale Based Evidence (2020). *Journal of Islamic Business and Management*.
 17. Gender Diversity, Corporate Governance and Firm Performance in Major Asian Economies (2020). *Sarhad Journal of Management Sciences*.
 18. Nexus between Government Initiatives, Integrated Strategies, Internal Factors and Corporate Sustainability Practices in Malaysia (2019). *Journal of Cleaner Production*.

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19. Do Technology and Structural changes Favour Environment in Malaysia: An ARDL based Evidence on Environmental Kuznets Curve (2019). Environment, Development and Sustainability.
 20. A Cointegration Analysis of Structural Change and International Tourism on Carbon dioxide emissions in Pakistan (2019). Current Issues in Tourism.
 21. Workplace Sustainability in Emerging Economies: A Comprehensive Evidence from Malaysia (2019). City University Research Journal.

Report Prepared By

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Class Members of Corporate Sustainability and Performance

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