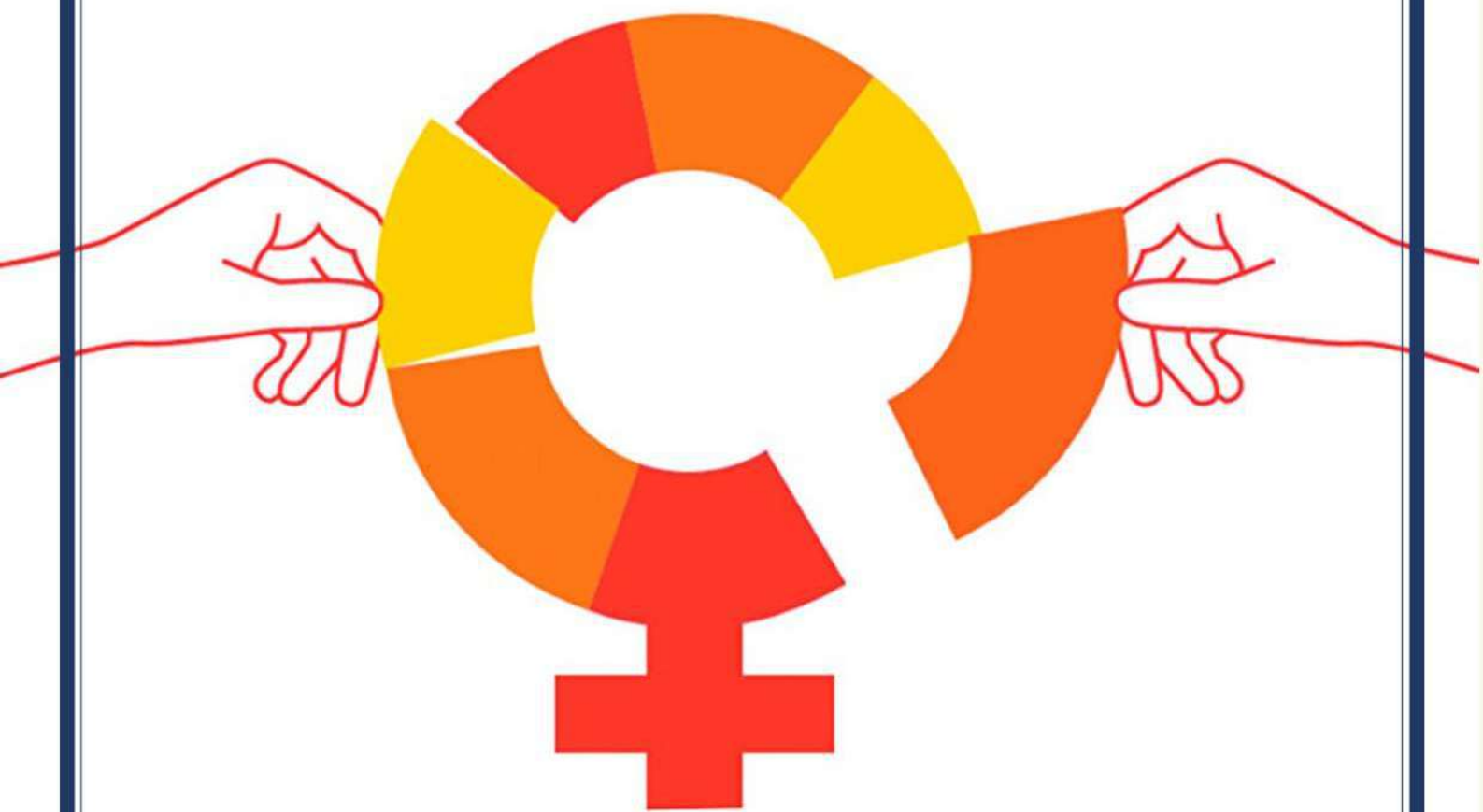


UNIVERSITY GENDER AUDIT



Objective of the Gender Audit

The Gender Audit has the following objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision-making processes in all areas of the university activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of university community.
- To see the work and capacity for prevention of sexual harassment at the university.

Gender Audit Committee:

SL. NO.	NAME	DESIGNATION
1.	Prof Alaka Sarma Commissioner, PRANAM, Govt of Assam	Chairperson
2.	Prof Gayatree Goswamee Professor, Dept of Education, Gauhati University	Member
3.	Mrs Maini Mahanta Author & Journalist	Member
4.	Mrs Mehjabeen Rahman Principal Secretary, USTM & Jt Director-HR, ERDF	Member
5.	Mr Nurujaman Laskar Dy COE&A, USTM	Member

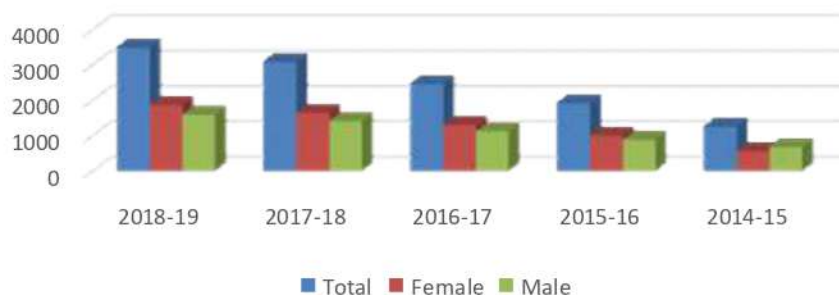
Gender Classification: Course Wise Students Enrolment

Academic Session: 2017-18 & 2018-19

COURSES	2017-18			2018-19		
	TOTAL	F	M	TOTAL	F	M
B.Sc. CHEMISTRY	46	17	29	50	21	29
B.Sc. BIOTECHNOLOGY	205	103	102	161	100	61
B.Sc.FOOD SC.TECH.	65	35	30	53	30	23
B.Sc. BOTANY	30	12	18	44	20	24
B.Sc. ZOOLOGY	67	36	31	88	65	23
B.Sc. ELECTRONICS	23	2	21	12	4	8
B.Sc. PHYSICS	15	3	12	27	3	24
B.Sc. MICROBIOLOGY	31	19	12	70	44	26
BBA	67	15	52	66	24	42
B.COM	33	10	23	52	18	34
BCA	109	18	91	114	18	96
BA ENGLISH	34	16	18	77	35	42
BA PSYCHOLOGY	40	26	14	55	39	16
BA POLITICAL SCIENCE	12	3	9	38	11	27
BA SOCIOLOGY	110	55	55	118	62	56
BSW	58	26	32	57	33	24
B.Ed	206	147	59	195	150	45
M.Sc. BIOTECHNOLOGY	69	42	27	53	29	24
M.Sc. CHEMISTRY	223	116	107	153	82	71
M.Sc. BOTANY	200	149	51	192	141	51
M.Sc. ENVIRONMENTAL SC.	28	14	14	34	17	17
M.Sc. MATHEMATICS	45	15	30	77	27	50
M.Sc. PHYSICS	125	42	83	124	39	85
M.Sc. ZOOLOGY	277	195	82	275	186	89
MA EDUCATION	56	40	16	101	76	25
MA ECONOMICS	86	58	28	110	77	33
MA ENGLISH	235	137	98	242	139	103
MA POLITICAL SCIENCE	138	74	64	140	83	57
MA RURAL DEVELOPMENT	49	27	22	76	41	35
MA SOCIOLOGY	49	30	19	53	25	28
MA/M.Sc. GEOGRAPHY	116	80	36	127	86	41
MLISC.	35	19	16	43	27	16
M.COM.	56	20	36	48	23	25
MBA	103	30	73	203	46	157
MCA	74	15	59	55	6	49
MSW	104	64	40	126	80	46

GRAPHICAL REPRESENTATION OF GENDER AUDIT

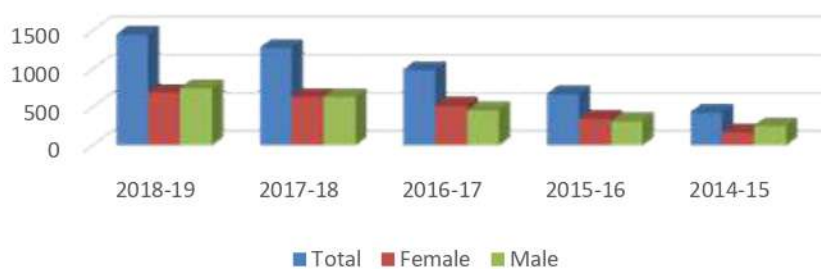
Total Students Enrolled: Gender Classification
Year: 2014-2019



Total Students Enrolled : Gender Classification

Year	Total	Female	Male	% Female	% Male
2018-19	3516	1892	1624	53.8	46.2
2017-18	3108	1669	1439	53.7	46.3
2016-17	2485	1329	1156	53.5	46.5
2015-16	1942	1031	911	53.1	46.9
2014-15	1284	585	699	45.5	54.5

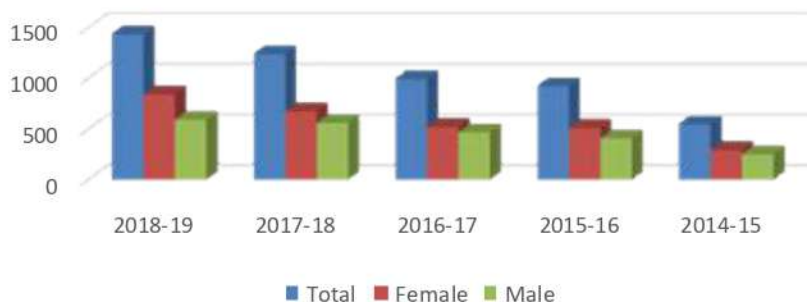
Gender Classification: General Category Students
Year: 2014-2019



General Category Students: Gender Classification

Year	Total	Female	Male	% Female	% Male
2018-19	1457	702	756	48.2	51.8
2017-18	1283	641	642	50.0	50.0
2016-17	996	527	469	52.9	47.1
2015-16	679	356	323	52.4	47.6
2014-15	436	174	262	40.0	60.0

Scheduled Tribe Students: Gender Classification Year: 2014-2019



Scheduled Tribe Students: Gender Classification

Year	Total	Female	Male	% Female	% Male
2018-19	1439	844	594	58.7	41.3
2017-18	1243	678	565	54.5	45.5
2016-17	994	524	471	52.7	47.3
2015-16	924	513	411	55.5	44.5
2014-15	552	296	256	53.6	46.4

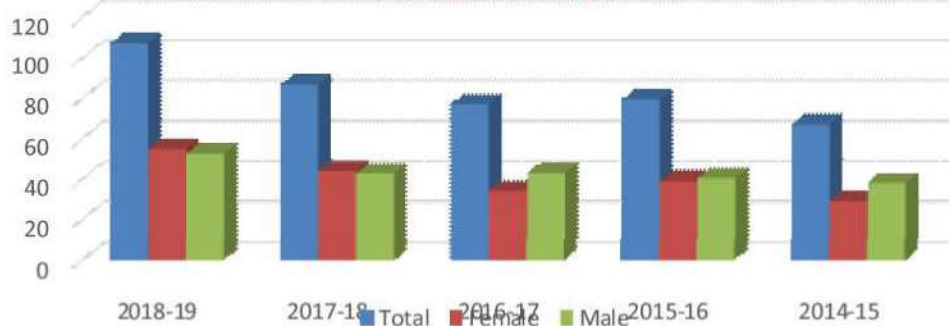
OBC Students: Gender Classification Year: 2014-2019



OBC Students: Gender Classification

Year	Total	Female	Male	% Female	% Male
2018-19	513	291	222	56.7	43.3
2017-18	495	307	188	62.0	38.0
2016-17	418	244	174	58.3	41.7
2015-16	260	123	136	47.5	52.5
2014-15	229	85	143	37.3	62.7

Scheduled Caste Students: Gender Classification
Year: 2014-2019



Scheduled Caste Students: Gender Classification

Year	Total	Female	Male	% Female	% Male
2018-19	107	55	53	51.1	48.9
2017-18	87	44	43	50.7	49.3
2016-17	77	34	43	44.3	55.7
2015-16	80	39	41	49.0	51.0
2014-15	67	29	38	43.2	56.8

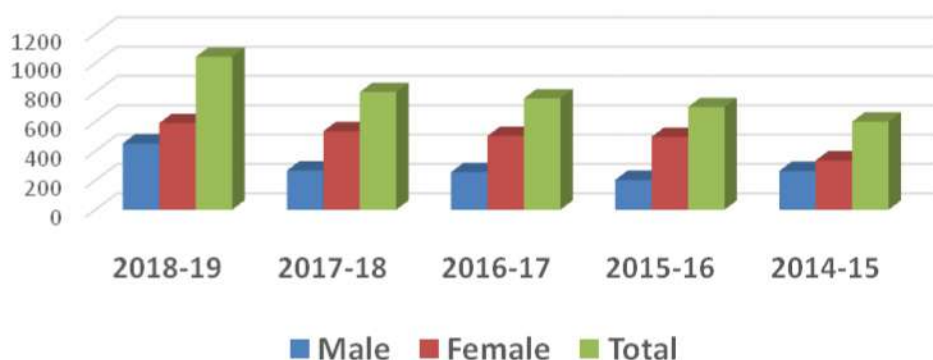
Gender-Wise Students Participation of Sport Events
Year: 2014-2019



Gender-Wise Students Participation of Sport Events

Year	Male	Female	Total	% Female	% Male
2018-19	1293	930	2223	41.8	58.2
2017-18	1175	790	1956	40.4	59.6
2016-17	994	551	1545	35.7	64.3
2015-16	765	455	1220	37.3	62.7
2014-15	611	395	1006	39.3	60.7

Gender Wise Students Participants in Cultural Activities Year: 2014 to 2019



Gender Wise Students Participation of Cultural Events

Year	Male	Female	Total	% Female	% Male
2018-19	452	590	1042	56.6	43.4
2017-18	267	535	802	66.7	33.3
2016-17	256	503	759	66.3	33.7
2015-16	203	497	700	71.0	29.0
2014-15	264	336	600	56.0	44.0

Gender-Wise Teaching Staff Year: 2014-2019



Gender-Wise Teaching Staff

Year	Male	Female	Total	% Female	% Male
2018-19	92	93	185	50.3	49.7
2017-18	83	75	158	47.5	52.5
2016-17	70	63	133	47.4	52.6
2015-16	52	50	102	49.0	51.0
2014-15	47	36	83	43.4	56.6

RECOMMENDATIONS & OBSERVATIONS

It is found that USTM has attained gender balance in its system. The Audit Committee submits the following salient features and recommendations:

- The gender balance in student enrolment is the outcome of hostel accommodation to the girls as well as career counselling and guidance undertaken in remote rural areas of NER.
- The University provides freeship and scholarship for meritorious underprivileged students and special scholarships initiatives are seen for female students. It is also observed that 50% seats are reserved for girl students in all the courses of the university.
- The University should try to achieve a balanced representation of women and men at all levels and in all functions though it is observed that women are represented in the top ranks of academic faculty as well as in administration namely, the Registrar, Controller of Examinations & Admissions, Director of Students' Affair etc.
- A Women's Study Centre should be established in the university to carry out research activities on issues related to gender equality, sensitisation and empowerment.
- Female representation in all the sphere of the curricular, co-curricular an extra-curricular activities but in sports the representation falls short. Girl students must be motivated to take up sports activities.

GENDER EQUITY POLICY

Guaranteeing equal opportunities for women and men is an important issue at the University of Science & Technology, Meghalaya and the principle of establishing equality between the genders has been anchored in numerous legal and strategic documents. The university administration resolved upon implementing the Gender Policy containing principles that set a signal for a practiced culture of equal opportunity:

Core principle:

All staff and students at the University of Science & Technology, Meghalaya should ensure that women and men have equal rights and development opportunities at the University. The Code of Conduct applies to all who work or study here. The University supports the promotion and implementation of genuine equality between women and men.

1. The interests of both genders must be optimally served at all levels and in all functions. This includes equal representation as well as due consideration of any specific gender interests in all working contexts.
2. The University aims to achieve a balanced representation of women and men at all levels and in all functions.
3. A Minimum of 50% seats in all courses are reserved for female students and efforts are given to ensure its applicability.
4. Nobody may suffer negative consequences due to their sex, gender identity or gender transition.
5. The University supports forms of employment that enable staff and students to combine work or studies with family commitments. The University provides childcare facilities for staff and students.

6. Each individual's dignity and integrity must be respected. Sexual harassment and sexist behaviour are violations of human dignity. A Policy is deployed to check on sexual harassment.
7. At the University, written and spoken language should express equal treatment of women and men while maintaining precision and elegance.
8. Seminars/Workshops/Awareness programs for Gender Sensitisation shall be conducted by the university in association with like minded organisations who are working for women empowerment.
9. Each departments shall conduct two programs on gender sensitisation every year.
10. The university shall observe and celebrate all the important days related to women like International Women's Day, National Women's Day, International Day of Girl Child to name some. An Activity Calendar of the programs is prepared and adhered to.
11. The University shall offer Excellence Award to Women Performers of the university and outside thereby setting an example and motivating the girl students to reach higher goals.
12. The University shall conduct outreach activities in the neighbouring villages and in the region as a whole for gender sensitisation and Women Empowerment.
13. A Committee is formed to monitor the activities related to gender policy and is comprised of the following members.:

Women Empowerment Committee

Dr Ranee Das	Chairperson
Dr Alpana Choudhury	Member
Dr Rashmi Rekha Baruah	Member
Dr Kughatoli V Aye	Member
Dr Polakshi Bhattacharyya	Member
Mr Gautam Gogoi	Member
Ms Girimallika Sarma	Member
Mr Aftab Khan	Legal Advisor
Mr Nurujjaman Laskar	Nodal Officer

14.A Women's Study Centre shall be established in the university to carry out research activities on issues related to gender equality, sensitisation and empowerment.

15.A Gender Audit is carried out every consecutive year. Data relevant to the achievement of equal opportunities are collected regularly and analyzed with a view to monitoring progress as well as providing a basis for further measures.

Campus

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