

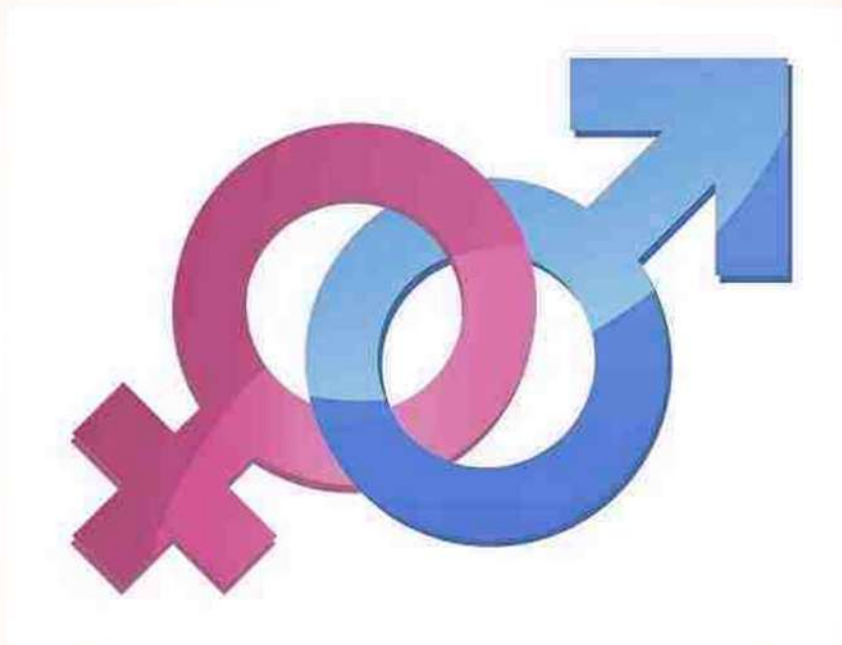
Enclosure No: 1



Unveiling Excellence

USTM

UNIVERSITY GENDER SENSITIZATION PLAN



USTM GENDER SENSITIZATION ACTION PLAN

For USTM, equality and diversity is recognising and valuing that everyone is different, and respecting and encouraging those differences to bring about improvements for organisational and societal benefit. People with different backgrounds, experiences and attitudes bring fresh ideas and perceptions, and a diverse organisation such as that at USTM can draw upon the widest range of experiences so it can listen to, meet, and provide for, the needs of its employees, students and the community the University serves.

Almost 75% of the faculty members are female and 55% of the total enrolment are girl students. We continue to monitor this and to seek to improve the balance when opportunities arise. Our Mainstreaming Action Plan includes a priority and supporting actions to encourage and recognise a commitment to advancing the careers of women.

We believe everyone with ability should have the opportunity to access higher education. We are proud of the progress we have made to advance equality of opportunity; many of our students are the first in their families to go to university and many come through non-traditional routes. Our successes in relation to promoting gender equality in our staff and student population and safeguarding retention and success levels of all of our students has been underpinned by a variety of actions and activities outlined below.

The University considers gender equality (equality and diversity more broadly) holistically – intrinsic to everything we do and critical to recruiting, retaining and nurturing the greatest talent in students and staff. The University recognises the whole-sector approach required to achieving gender equality; it is critical that schools, departments and administration also undertake meaningful action to support actions and outcomes set out in this plan.

ACTION PLAN

The Gender Sensitization Action Plan is an ongoing part of the functioning of the university with addition to new initiatives in achieving the agenda of equality and empowerment.

| ACTIVITY | ACTION | SUCCESS MEASURES |
|---|--|---|
| Anti-Sexual Harassment Committee | Formation of Committee constituting members from faculty, administration and students Rules & Guidelines to be codified in the policy Circulation of the Rules & Guidelines Display of the Rules & Codes in all prominent Notice Boards | Awareness of equality and diversity policies, awareness of anti-bullying and harassment policy, awareness of where to seek advice, |
| Women Empowerment Forum | Formulate initiatives for welfare of female faculties, staff and students | Interest Free Marriage Loans, Car Loans etc availed Regular Health Check-Up camps along with Yoga & Wellness Camps organised |
| Reservation of Seats | 50% reservation of seats for girl students in all courses | Increase in enrolment of Girls students from remote rural areas & first generation entrants to an institute of higher education. |
| Course on Human Values & Professional Ethics | Non-Credit paper on Human Values & Professional Ethics with gender equity and sensitization as core part | The Paper has been introduced in both UG & PG Programs |
| Counselling & Orientation | Pre & Post Admission Counselling | Growth of Enrolment of 1 st generation entrants of higher education Rise in enrolment of girl students with an average of |

| | | |
|---|--|--|
| | | <p>more than 53% girl students</p> <p>Participation of girls in sports increased considerably</p> |
| Competitive Examinations | <p>Free Coaching for NET/IAS/Bank etc examinations</p> <p>Formulation & Implementation of Payback Policy</p> | <p>In the last 5 yrs out of 324 successful students more than 200 students are girls.</p> <p>In the Payback policy out of the 140 students 113 are girl students and had availed the initiative.</p> |
| Equality & Diversity Awareness Programs & Events | <p>Annual Celebration of International Women's Day, International Day for Girl Child, National Girl Child Day etc.</p> | <p>Loud and Clear Message that there is no disparity between genders</p> |
| Safety & Security | <p>Create an environment of safety and security in the campus</p> | <p>Deployment of Security Personnel,</p> <p>CCTV Surveillance, Adequate lighting</p> |
| Neighbourhood Mission | <p>Establishment of Organic Haath</p> <p>Self Help Groups</p> | <p>Women folk of the neighbouring villages coming every week to sell their homegrown vegetables and fruits along with handloom and handicraft items.</p> <p>Empowering Women of the adopted villages of USTM through various entrepreneurship and skill development training</p> |
| Participation of Women | <p>Opportunity for growth & Promotion</p> | <p>Positions like Registrar, CoE etc are occupied by Women</p> |
| Empowerment & Skill Enhancement | <p>Women Driving School was established for offering training to</p> | <p>Interest Free Car Loans are offered for Female Faculties and</p> |

| | | |
|--|--|---|
| | its faculties, staff and students | Staff |
| Access to Feedback & Suggestion | Mystudent@chancellorustm mobile app for 24x7 connectivity & grievance submission | Easy access results in immediate action |
| Medical Facility | The University has senior lady doctor and female nurses to look after the health needs of the girl students and lady faculties and staff | The facilities are available by the neighbouring villages also |
| Day Care Centre | USTM has established a centre equipped with trained nurses and care-takers for the young children of the faculties and staff. | Faculties & staff are providing better service as their children are taken care of by experts during their working hours. |

**LIST OF GENDER SENSITIZATION & EQUITY PROMOTION
PROGRAMS ORGANISED FOR THE IN-HOUSE STUDENTS,
FACULTY MEMBERS AND STAFF**

| YEAR | TITLE OF THE PROGRAM | DATE |
|-------------|--|---------------------------------|
| 2014-2015 | Talk on "Feminism In The Global Landscape" | 26 th August, 2014 |
| | Awareness Program on Menstrual Health & Hygiene | 1 st September, 2014 |
| | Stress Management | 11 th February, 2015 |
| | International Women's Day Celebration | 8 th March, 2015 |
| | Role of Women in Family Empowerment | 14 th March, 2015 |
| 2015-2016 | Workshop on creating empowering space and understanding violence in friend zone in collaboration with WAY Foundation | 12 th May, 2015 |
| | Awareness Program on "Breast Cancer" in collaboration with BBCI | 21 st May, 2015 |
| | Women's Economic Empowerment and Development Programmes | 18 th August, 2015 |
| | Awareness Program on "Taking Good Care of ourselves: Personal Hygiene" | 3 rd October, 2015 |
| | Talk on "Gender Equality-Different Genders but Equal Humans" | 27 th February, 2016 |
| | Talk on "Women Empowerment in Political Sphere" | 17 th March, 2016 |
| 2016-2017 | Session on "Work Life Balance for Women" | 13 th March, 2016 |
| | Talk on "Role of literature in creating social awakening for upliftment of Women" | 19 th August, 2016 |
| | Awareness Program on Sanitation & Hygiene | 22 nd August, 2016 |
| | Lecture on "Men's Role In Women's Rights" | 24 th February, 2017 |

| | | |
|------------------|---|--|
| | International Women’s Day Celebration | 8th March, 2017 |
| | Lecture on “Gender Equity in Health and Nutrition” | 21st March, 2017 |
| 2017-2018 | Reproductive Health Awareness Program | 27th August, 2017 |
| | Bharat Yatra Andolan For Bachpan Bachao at USTM (Protest against the sexual harassments of girl child) | 23rd September, 2017 |
| | Talk on “Economic Independence in relation to Women empowerment and Gender Equality” | 22nd October, 2017 |
| | Talk on “Gender issues in Universalization of Higher Education” | 22nd November, 2017 |
| | Lecture On “Women Movement In The West” | 7th March, 2018 |
| | Launch Of Driving School For Women On International Women's Day 2018 | 8th March, 2018 |
| | Interactive Session On Global Prospective Of Women And Significance Of International Women’s Day | 8th March, 2018 |
| | Lecture on “Social Work practice and issues concerning LGBT Community” | 14th March, 2018 |
| | Talk on “Role of Media in Gender Sensitization” | 8th April, 2018 |
| 2018-2019 | Talk on “Gender Equality, Feminism in Contemporary India: Issues & Challenges” | 15th July, 2018 |
| | Mental Health Awareness Program | 14th September, 2018 |
| | Lecture on “Role of Gender Diversity in Innovation And Scientific Discovery” | 28th September, 2018 |
| | Talk on “Women’s Political Participation and Gender Responsive Governance” | 28th January, 2019 |
| | Use of Sanitary Pad Vending Machine | 19th February, 2019 |
| | Awareness on Menstrual hygiene | 7th March, 2019 |

| | | |
|--|--|------------------------------------|
| | Awareness Programme on maternity and menstruation hygiene | 8th March, 2019 |
| | Lecture on “Gender and Demographic Dividend: Challenges and Opportunities “ | 9th March, 2019 |
| | Talk on “Gender Neutral Management Practices” | 17th March, 2019 |
| | Gender Equity Sensitization | 9th April, 2019 |
| | Women’s Empowerment in political sphere of North East | 12th June, 2019 |
| | Gender Issues in Universalization of Higher Education | 23rd June, 2019 |

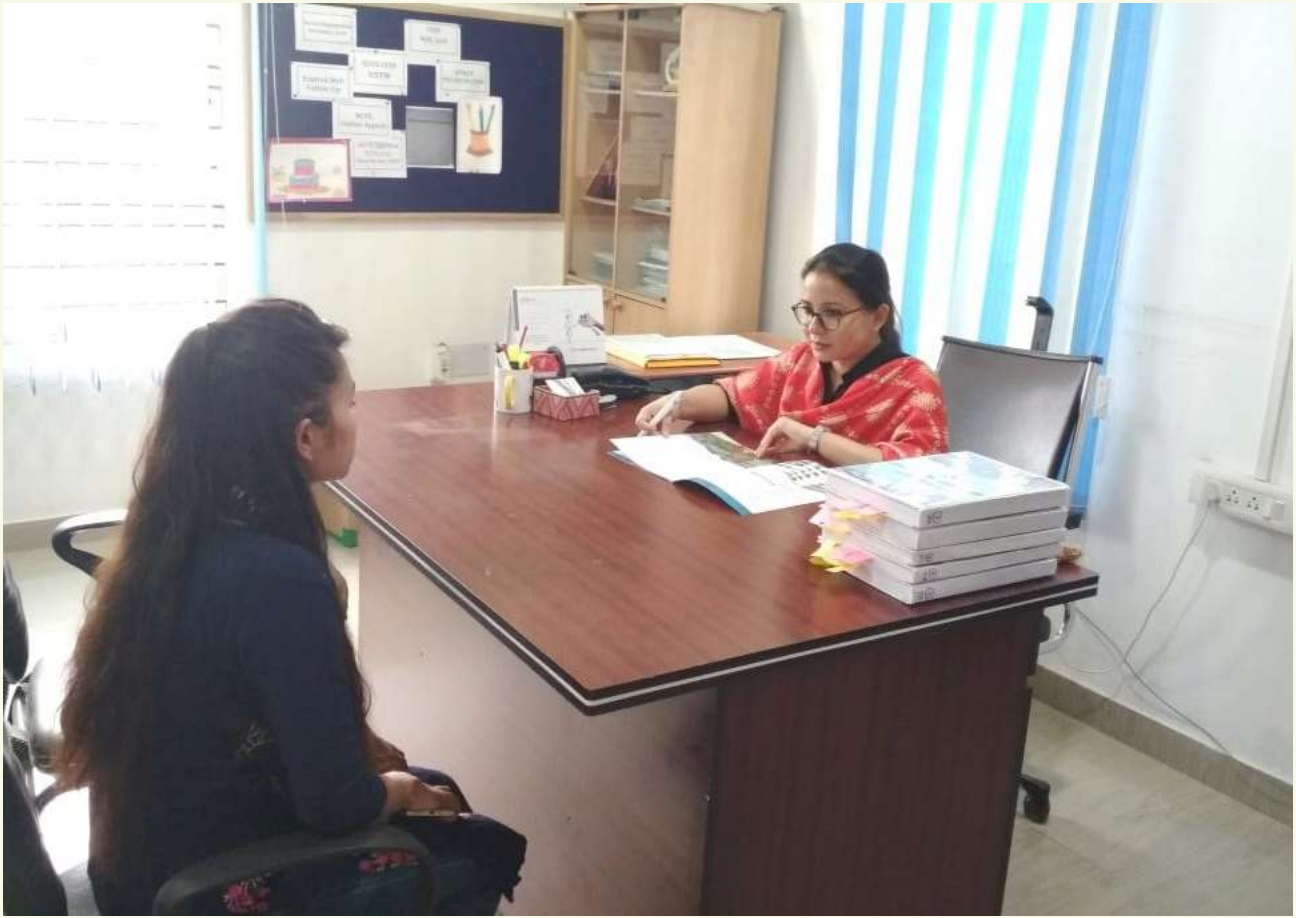
UNIQUE INITIATIVES FOR WOMEN



Women Driving School



Day Care Centre



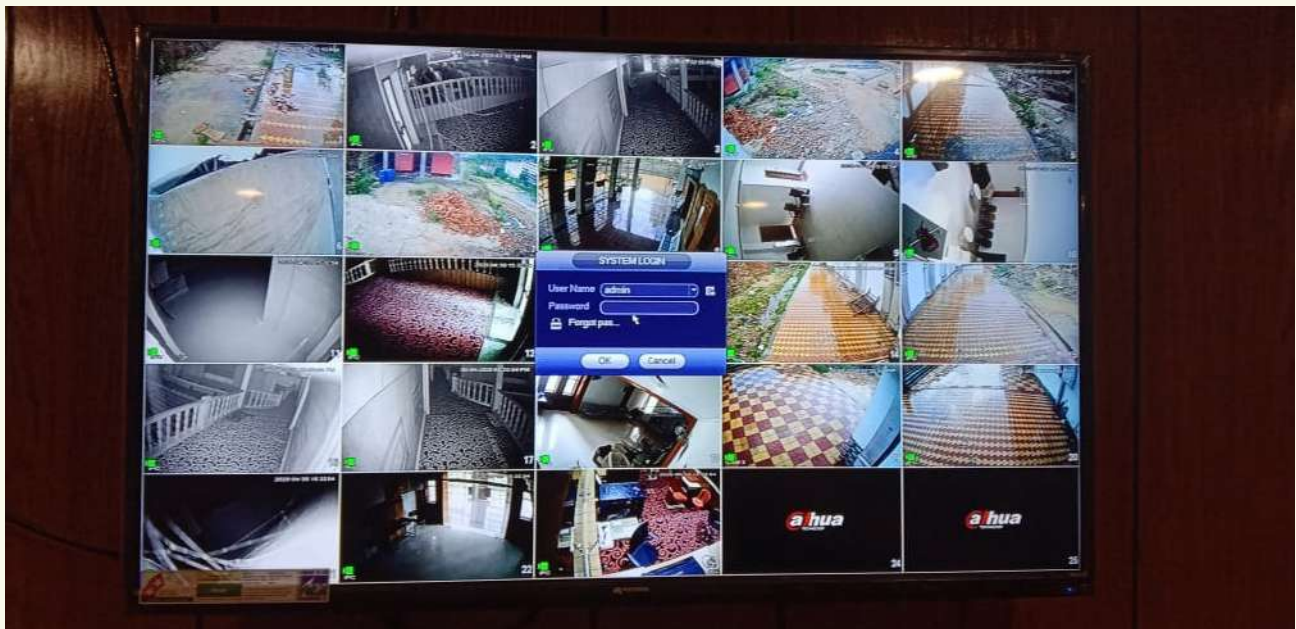
Counselling Session



Fulltime Lady Doctor & Nurses



Security Personnel & CCTV Surveillance



CCTV Control Room

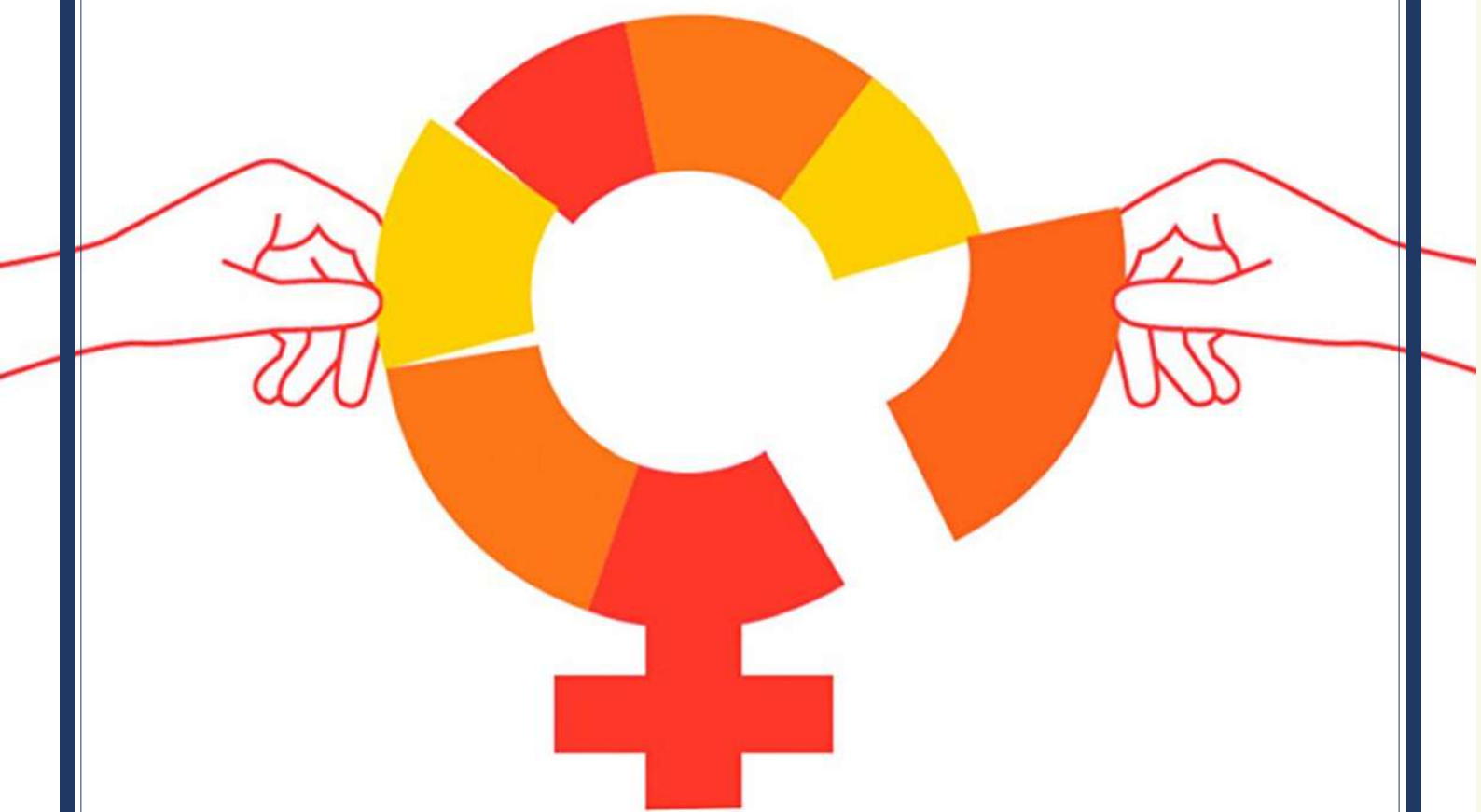


Ladies Health & Beauty Sabon



Sanitary Pad Vending Machine & Incinerator

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:

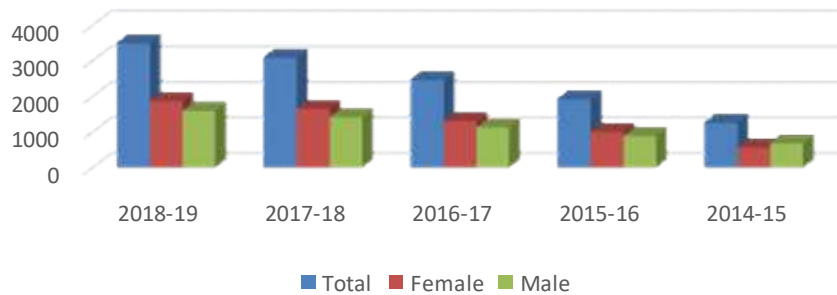
| SL. NO. | NAME | DESIGNATION |
|---------|--|-------------|
| 1. | Prof Alaka Sarma Commissioner, PRANAM, Govt of Assam | Chairperson |
| 2. | Prof Gayatree Goswamee Professor, Dept of Education, Gauhati University | Member |
| 3. | Mrs Maini Mahanta Author & Journalist | Member |
| 4. | Mrs Mehjabeen 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

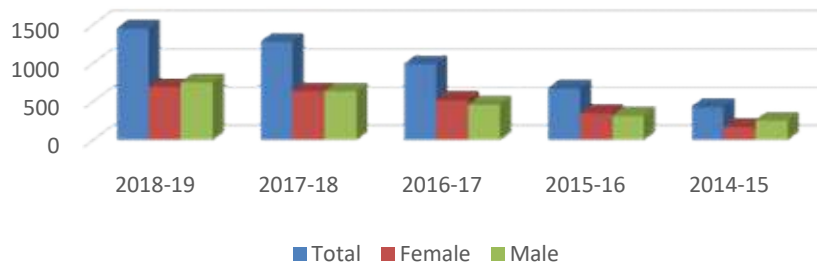
**Total Students Enrolled: Gender Classification
Year: 2014-2019**



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 |

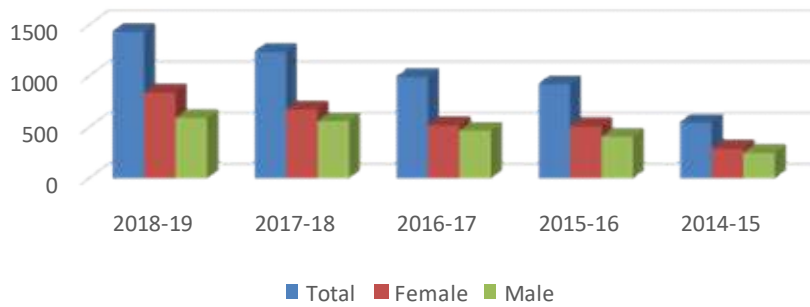
**Gender Classification: General Category Students
Year: 2014-2019**



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 |

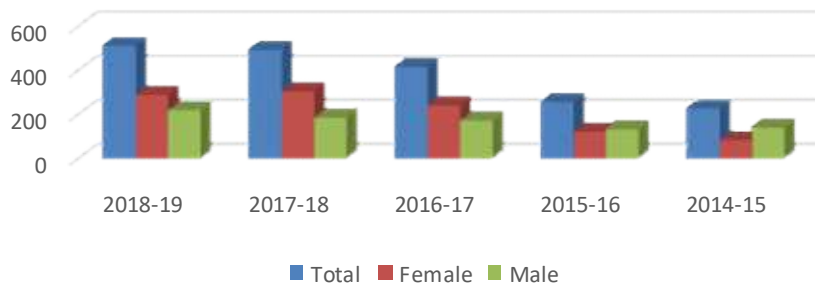
**Scheduled Tribe Students: Gender Classification
Year: 2014-2019**



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 |

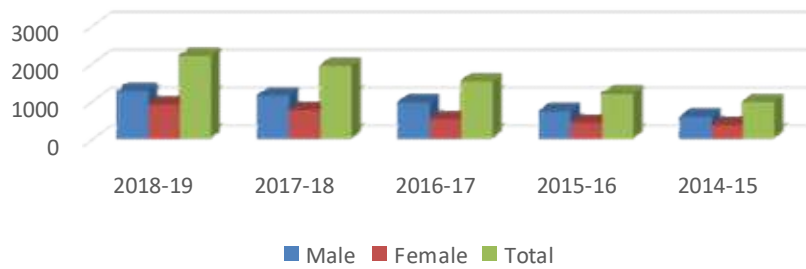
Scheduled Caste Students: Gender Classification Year: 2014-2019



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 |

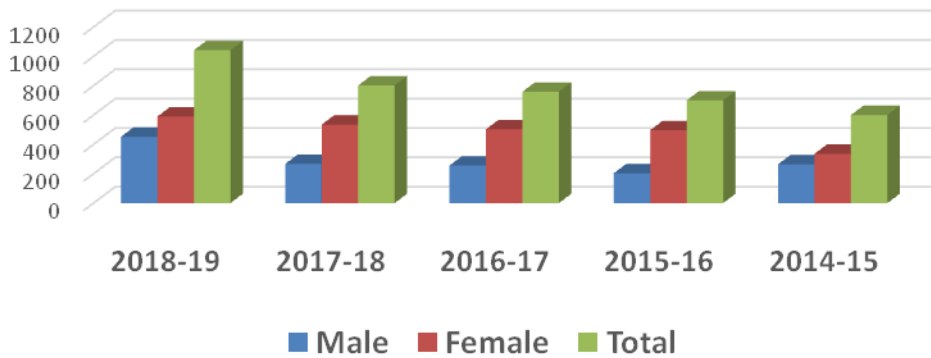
Gender-Wise Students Participation of Sport Events Year: 2014-2019



Gender-Wise Students Participation of Sport Events

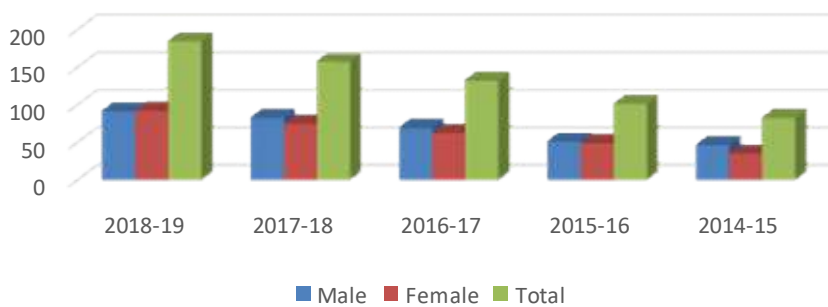
| Year | Male | Female | Total | % Female | % Male |
|---------|------|--------|-------|----------|--------|
| 2018-19 | 1293 | 930 | 2223 | 41.8 | 58.2 |
| 2017-18 | 1175 | 790 | 1956 | 40.4 | 59.6 |
| 2016-17 | 994 | 551 | 1545 | 35.7 | 64.3 |
| 2015-16 | 765 | 455 | 1220 | 37.3 | 62.7 |
| 2014-15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