

**Enclosure No: 10.1 b**



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
<b>Anti-Sexual Harassment Committee</b>	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,
<b>Women Empowerment Forum</b>	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
<b>Reservation of Seats</b>	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.
<b>Course on Human Values &amp; Professional Ethics</b>	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
<b>Counselling &amp; Orientation</b>	Pre & Post Admission Counselling	Growth of Enrolment of 1 <sup>st</sup> 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>
<b>Competitive Examinations</b>	<p>Free Coaching for NET/IAS/Bank etc examinations</p> <p>Formulation &amp; 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>
<b>Equality &amp; Diversity Awareness Programs &amp; Events</b>	<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>
<b>Safety &amp; Security</b>	<p>Create an environment of safety and security in the campus</p>	<p>Deployment of Security Personnel,</p> <p>CCTV Surveillance, Adequate lighting</p>
<b>Neighbourhood Mission</b>	<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>
<b>Participation of Women</b>	<p>Opportunity for growth &amp; Promotion</p>	<p>Positions like Registrar, CoE etc are occupied by Women</p>
<b>Empowerment &amp; Skill Enhancement</b>	<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
<b>Access to Feedback &amp; Suggestion</b>	<a href="mailto:Mystudent@chancellorustm">Mystudent@chancellorustm</a> mobile app for 24x7 connectivity & grievance submission	Easy access results in immediate action
<b>Medical Facility</b>	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
<b>Day Care Centre</b>	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**

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

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



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

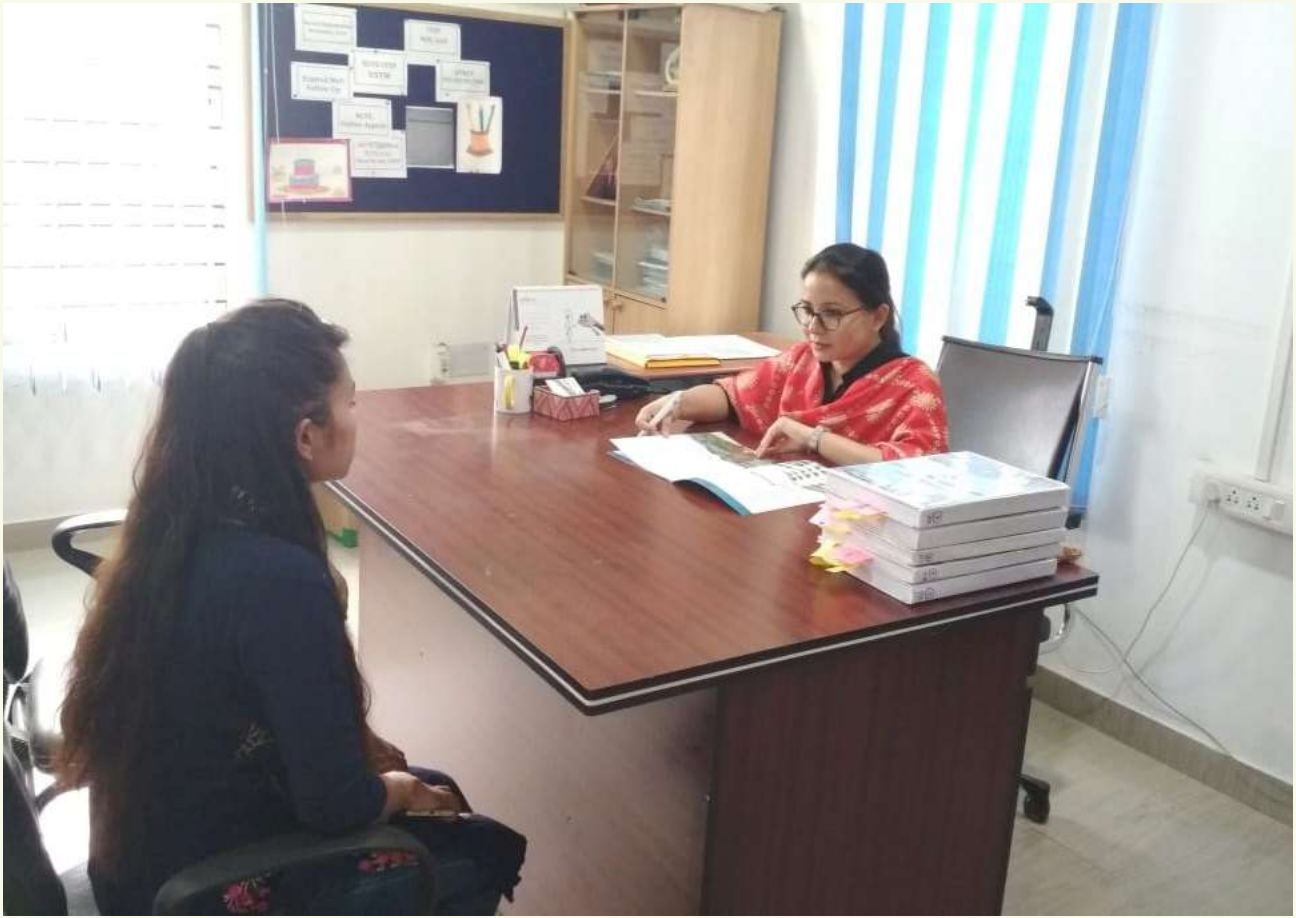
## UNIQUE INITIATIVES FOR WOMEN



### Women Driving School



### Day Care Centre



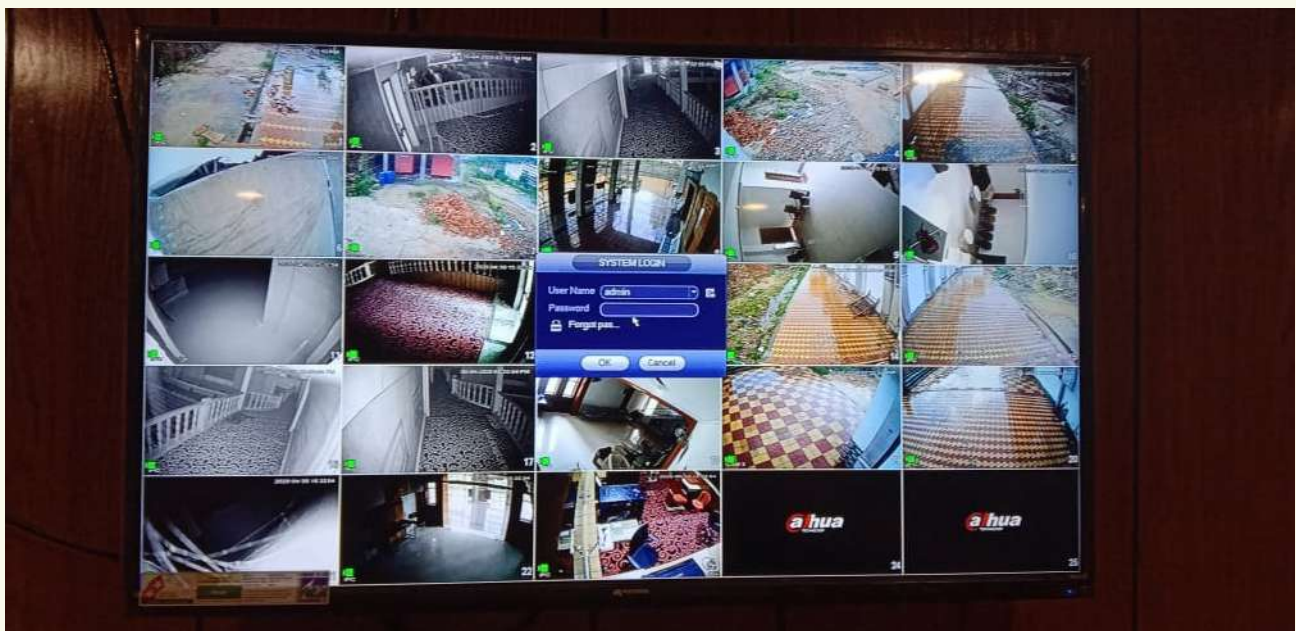
**Counselling Session**



**Fulltime Lady Doctor & Nurses**



Security Personnel & CCTV Surveillance



CCTV Control Room

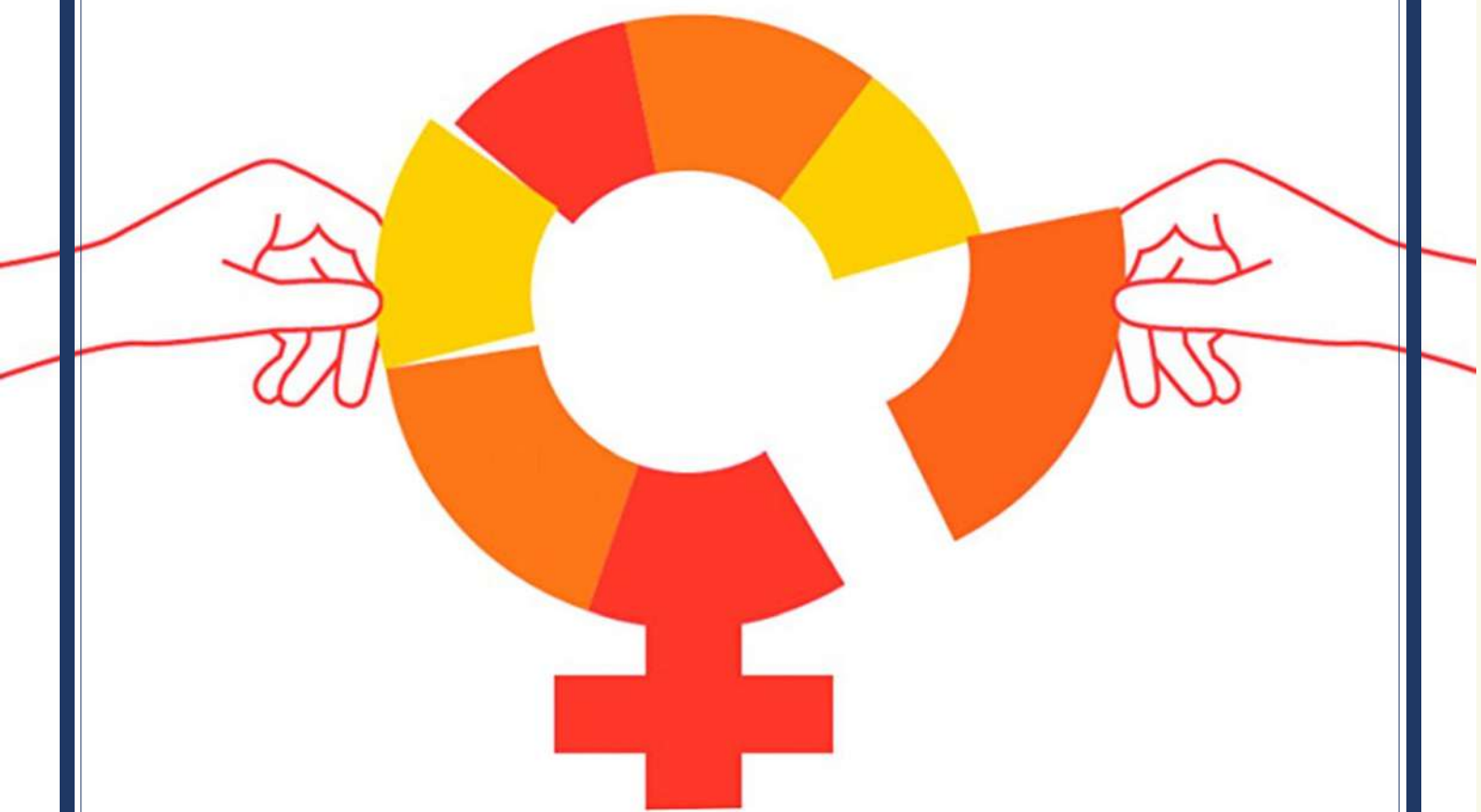


**Ladies Health & Beauty Sabon**



**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

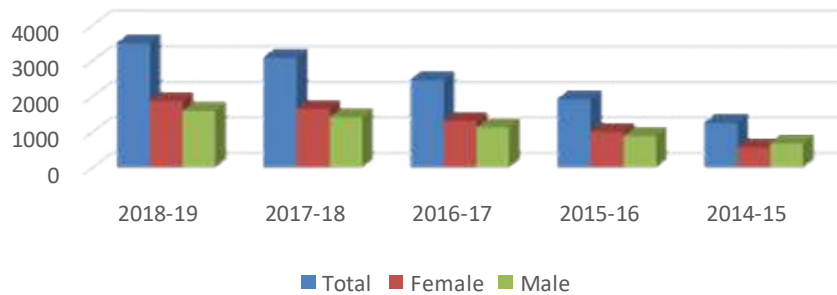
## Gender Classification: Course Wise Students Enrolment Academic Session: 2017-18 & 2018-19

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

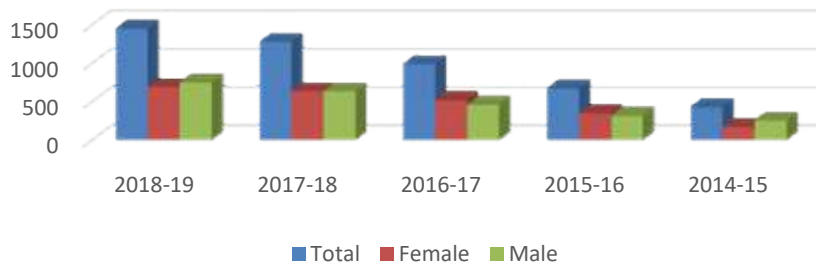
**Total Students Enrolled: Gender Classification  
Year: 2014-2019**



**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

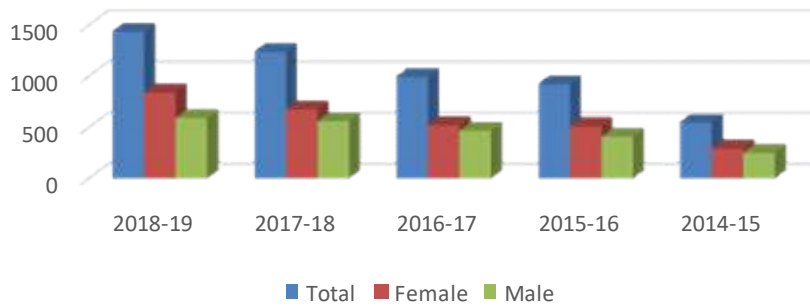
**Gender Classification: General Category Students  
Year: 2014-2019**



**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

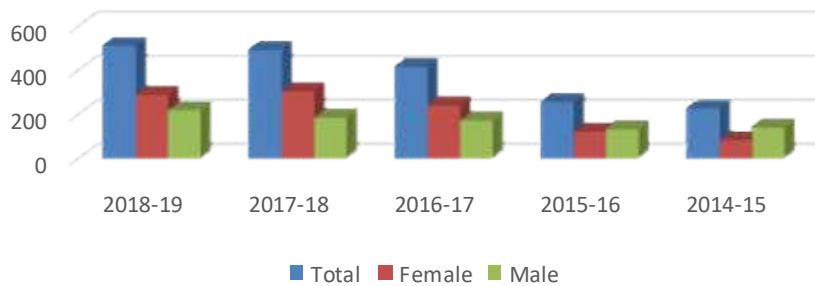
**Scheduled Tribe Students: Gender Classification  
Year: 2014-2019**



**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

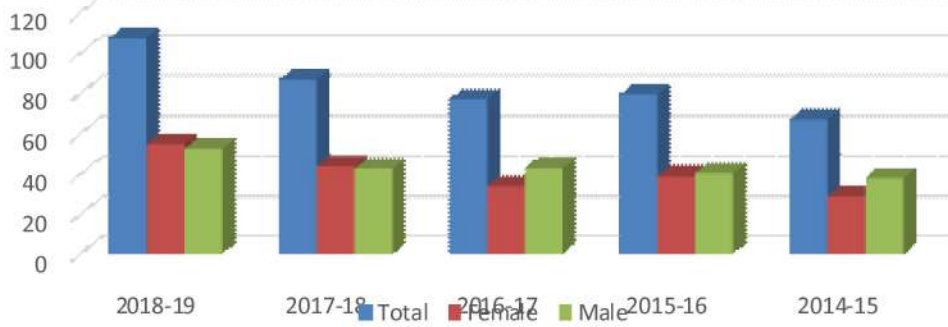
**OBC Students: Gender Classification  
Year: 2014-2019**



**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

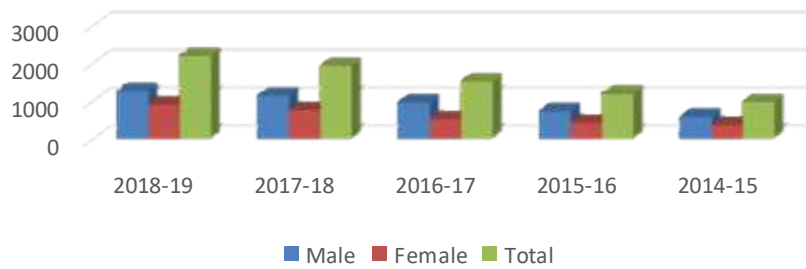
### Scheduled Caste Students: Gender Classification Year: 2014-2019



### 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

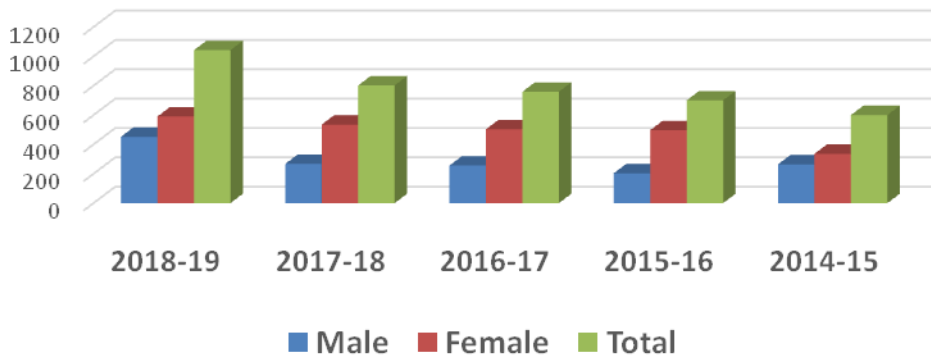
### Gender-Wise Students Participation of Sport Events Year: 2014-2019



### Gender-Wise Students Participation of Sport Events

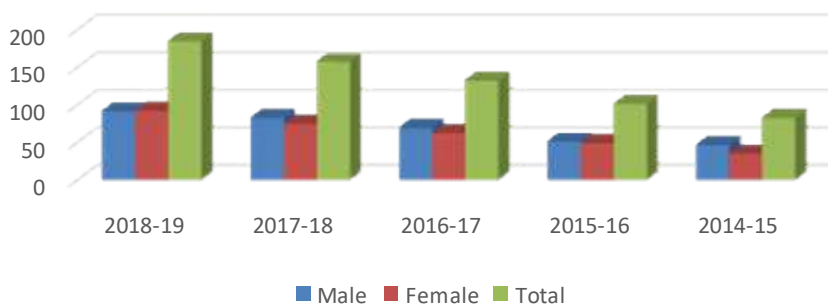
Year	Male	Female	Total	% Female	% Male
2018-19	1293	930	2223	41.8	58.2
2017-18	1175	790	1956	40.4	59.6
2016-17	994	551	1545	35.7	64.3
2015-16	765	455	1220	37.3	62.7
2014-15	611	395	1006	39.3	60.7

### 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

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

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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