



Unveiling Excellence

# INITIATIVES FOR GENDER EQUITY

- ▶ Gender Sensitisation Action Plan
- ▶ Unique initiatives for Women
- ▶ Gender Audit Committee
- ▶ Gender Equity Policy
- ▶ Women Empowerment Policy
- ▶ Day Care Centre & Shuttle Service



## UNIVERSITY OF SCIENCE & TECHNOLOGY MEGHALAYA

Accredited 'A' Grade by NAAC

# 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 50% 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, guardians 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

		<p>students with an average of 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>Out of the 120 qualifiers, 60% are girl candidates</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 Haat</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, Principal Secretary, Director University Classes etc are occupied by Women</p>
<b>Empowerment &amp; Skill Enhancement</b>	<p>Women Driving School was established for offering training to its faculties, staff and students</p>	<p>Interest Free Car Loans are offered for Female Faculties and Staff</p>

<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 is 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 availed 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 proving better service as their children are taken care by experts during their working hours.

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

<b>Title of the Program</b>	<b>Conducted on Date</b>	<b>Conducted by Department</b>
<b>Celebration of World Breastfeeding Week 2022 (Theme: Protect Breastfeeding: A Shared Responsibility)</b>	<b>5<sup>th</sup> August 2022</b>	<b>NetProFaN- North East Chapter &amp; Department of Applied Biology, University of Science &amp; Technology, Meghalaya.</b>
<b>Lecture on International Human Rights Day, 2022</b>	<b>10<sup>th</sup> December 2022</b>	<b>University School of Law and Research</b>
<b>World Physiotherapy Day 2022</b>	<b>6<sup>th</sup>, 7<sup>th</sup> &amp; 8<sup>th</sup> September, 2022</b>	<b>Department of Physiotherapy</b>
<b>Celebration of 72nd Constitution day</b>	<b>26<sup>th</sup> November 2022</b>	<b>University School of Law and Research</b>
<b>Farm Women Felicitation on the Occasion of International Women's Day (Mushroom Cultivation: Milestone for women empowerment and Women Entrepreneurship)</b>	<b>8<sup>th</sup> March, 2023</b>	<b>Department of Rural Development</b>
<b>Women entrepreneurship awareness camp</b>	<b>8<sup>th</sup> March, 2023</b>	<b>Department of Applied Biology</b>



## UNIQUE INITIATIVES FOR WOMEN



***Women Driving School***



***Shuttle Service for Women***





**Baridua, Meghalaya, India**

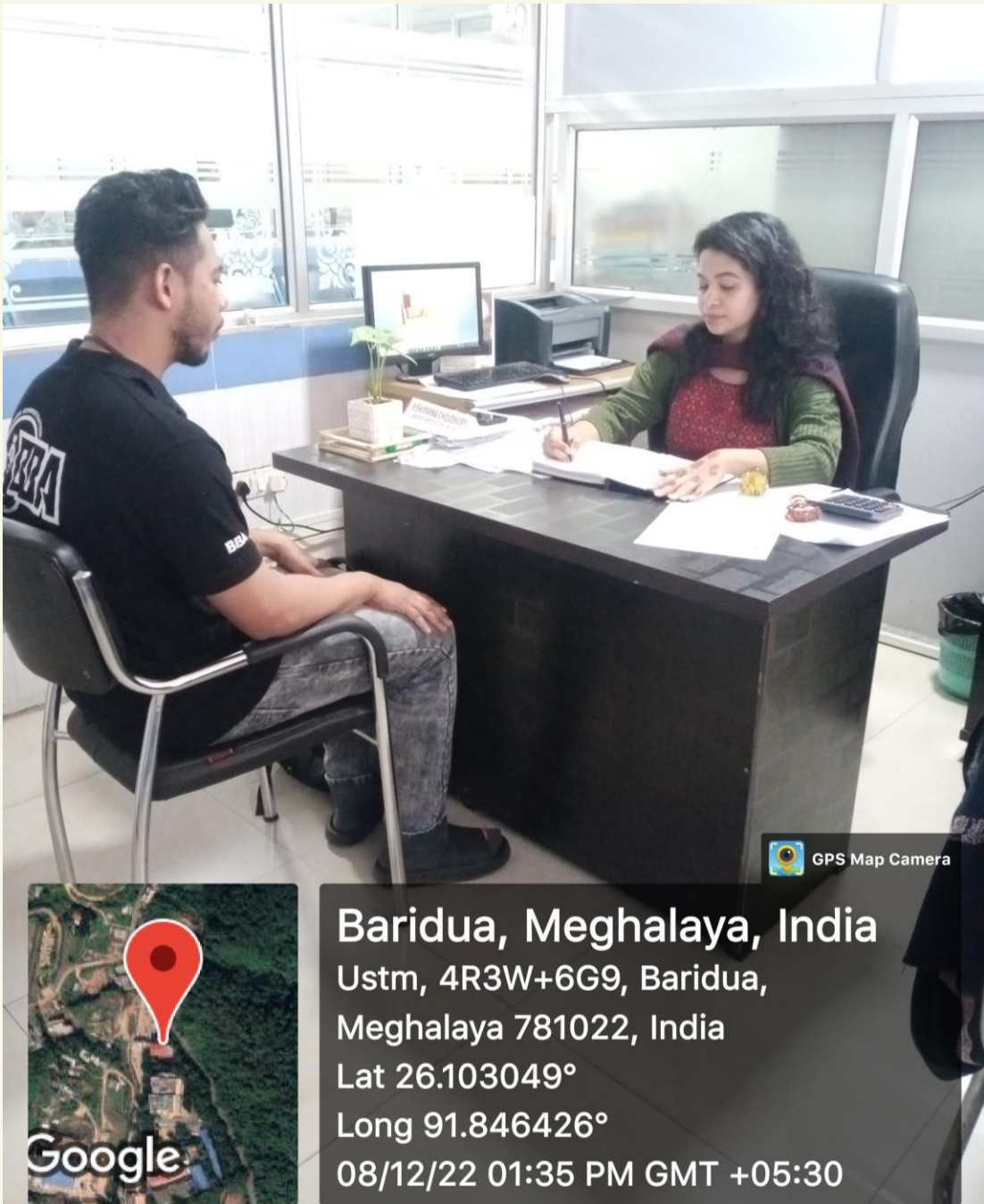
Techno-City, 9thMile, Baridua,  
Baridua, Meghalaya 793101, India

Lat 26.099315°

Long 91.844992°

08/12/22 11:37 AM GMT +05:30

Day Care Centre



**Baridua, Meghalaya, India**

Ustm, 4R3W+6G9, Baridua,  
Meghalaya 781022, India

Lat 26.103049°

Long 91.846426°

08/12/22 01:35 PM GMT +05:30

**Counselling Session**





**Baridua, Meghalaya, India**

**3RXV+GW7, Baridua, Meghalaya**

**781022, India**

**Lat 26.098991°**

**Long 91.844761°**

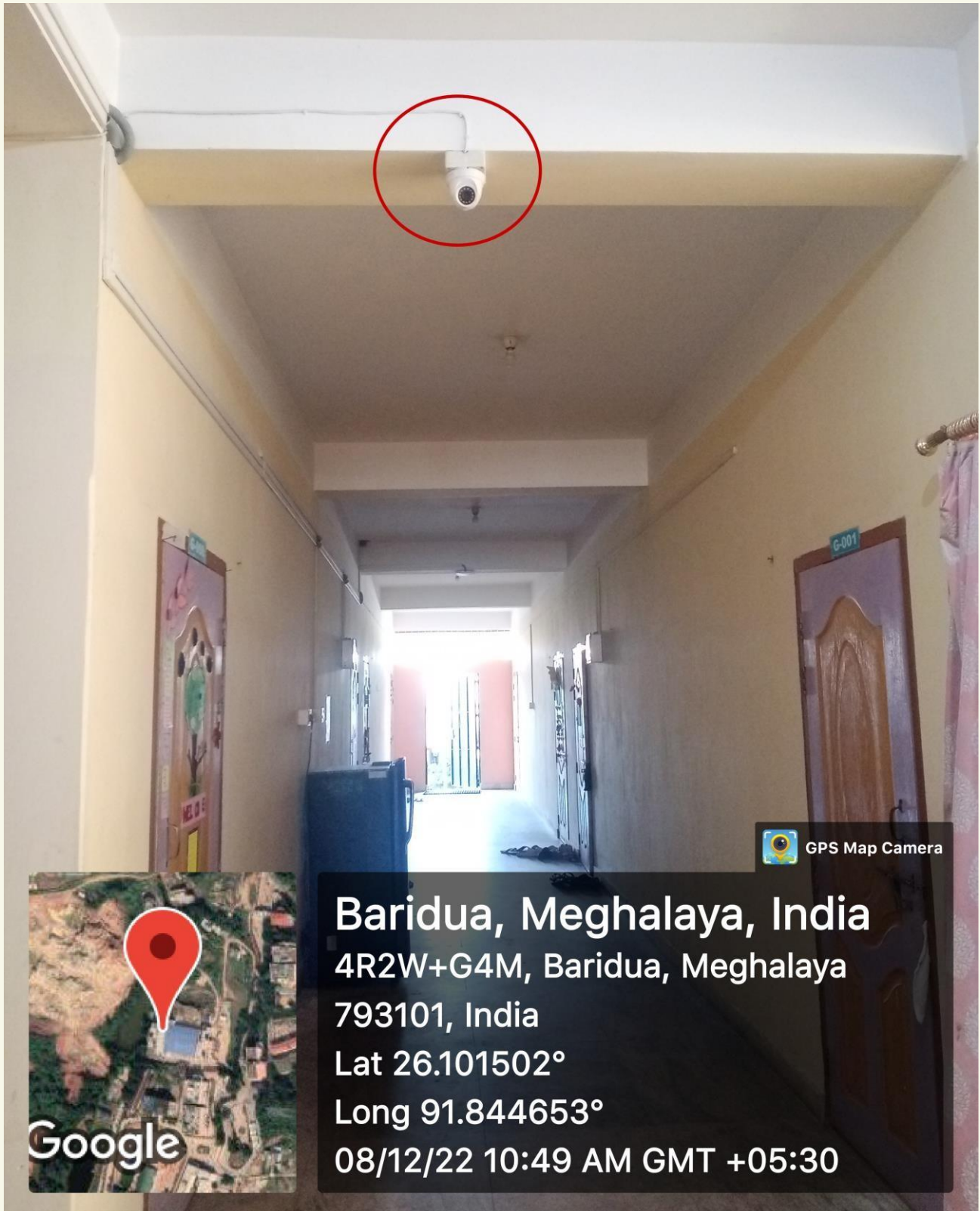
**08/12/22 11:31 AM GMT +05:30**

**Fulltime Doctor & Nurses**



Security Personnel





**Baridua, Meghalaya, India**

4R2W+G4M, Baridua, Meghalaya

793101, India

Lat 26.101502°

Long 91.844653°

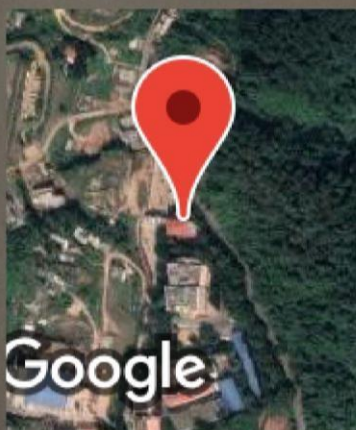
08/12/22 10:49 AM GMT +05:30

CCTV Surveillance





GPS Map Camera



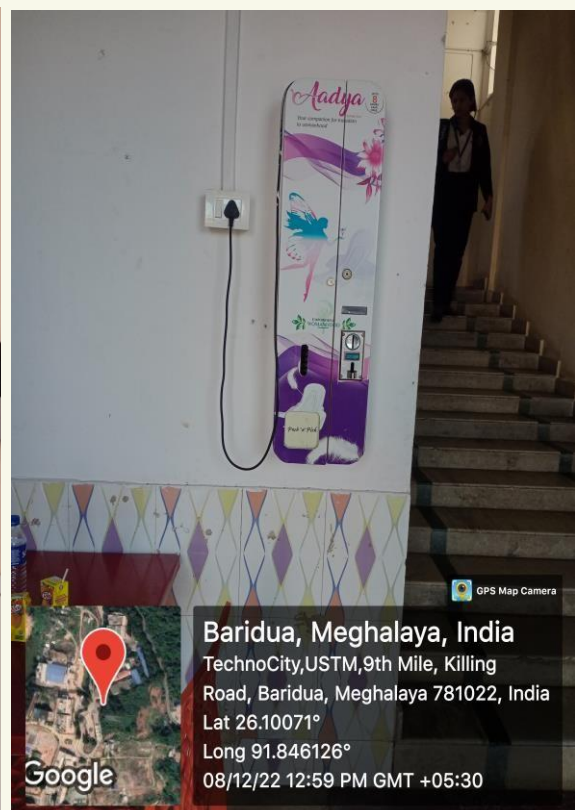
Baridua 9th Mile, Meghalaya, India  
 4R2W+VM2, Baridua 9th Mile,  
 Meghalaya 793101, India  
 Lat 26.103052°  
 Long 91.846427°  
 08/12/22 01:36 PM GMT +05:30

CCTV Control Room





Ladies Health & Beauty Saloon



Sanitary Pad Vending Machine & Incinera

**Gender Classification: Course Wise Students Enrolment**  
**Academic Session: 2022-23**

Courses	No of Students		
	Male	Female	Total
BSc.Physics	5	4	9
BSc.Chemistry	6	5	11
BSc.Biotechnology	12	32	44
BSc.Zoology	10	18	28
BSc.Microbiology	7	12	19
Bsc. Food science and Technology	5	8	13
BSc.Botany	2	4	6
BA Sociology	8	12	20
Bachelor of Business Administration	54	20	74
Bachelor of Commerce	20	12	32
Bachelor of Computer Application	52	12	64
Bachelor of Adiministration and Governance	19	18	37
BA LLB	28	33	61
BA Education	19	81	100
BA English	13	30	43
BA Socialwork	8	13	21
BSc. Medical laboratory technology	37	11	48
LLB	23	23	46
B Physiotherapy	9	26	35
BAPol science	27	28	55
B Geography	16	7	23
Diploma Pharmacy	46	14	60
BSc.Physics	64	35	99
BSc.Physiotherapy	35	31	66
Bsc. Physiotherapy Lateral Entry	2	1	3
BSc.Pharmacy lateral entry	7	4	11
BBA LLB	16	10	26
B Tech Computer Science and Engineering	33	43	76
LLM	23	26	49
MA Education	1	25	26
MA Pol.Science	23	35	58
Masters Business Administration	100	36	136



MSc.Biotechnology	4	8	12
Masters in Computer Application	33	14	47
Master of Commerce	18	10	28
MA Economics	9	21	30
MA English	30	86	116
MA Geography	12	28	40
MA Garo	4	2	6
MA Hospital administration	5	5	10
MA Khasi	2	1	3
MSc.Library Science	2	10	12
MSc.Microbiology	6	17	23
MA Rural Development	13	20	33
MSc. Botany	21	52	73
MSc.Chemistry	33	34	67
MSc.Mathematics	19	9	28
MA Sociology	6	14	20
MSc.Physics	30	10	40
MA Social Work	28	31	59
MSc.Zoology	28	60	88
Total	1033	1101	2134

### GRAPHICAL REPRESENTATION OF GENDER AUDIT

Total Students Enrolled: Gender Classification					
Year	Total	Male	Female	%Female	%Male
2022-23	2134	1033	1101	51.38%	48.62%

General Category Students: Gender Classification					
Year	Total	Male	Female	%Female	%Male
2022-23	963	544	419	43.23%	56.77%

Scheduled Tribe Students: Gender Classification					
Year	Total	Male	Female	%Female	%Male
2022-23	897	371	526	58.94%	41.06%

OBC Students: Gender Classification					
Year	Total	Male	Female	%Female	%Male
2022-23	234	105	129	55.02%	44.98%

Scheduled Caste Students: Gender Classification					
Year	Total	Male	Female	%Female	%Male
2022-23	40	18	22	45%	55%

## **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. Pranayee Dutta Former HOD, Dept. of Electronics, Gauhati University	Member
3.	Mrs Maini Mahanta Author & Journalist	Member
4.	Dr. Mehjabeen Rahman Principal Secretary, USTM & Jt Director-HR, ERDF	Member
5.	Dr. Nurujaman Laskar COE&A, USTM	Member

## **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 and 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

Sl No	Members Name	Designation In The Committee
1.	Prof. Gayatree Goswami	Chairperson
2.	Dr. Monalisa B Deka	Member
3.	Ms. Mehjabin Rahman	Member
4.	Ms. Polly Borgohain	Member
5.	Dr. Mitali Goswami	Member
6.	Ms Rishiparna Choudhury	Member
7.	Ms. Amrita Devi	Member
8.	Dr. Palme Borthakur	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.





GPS Map Camera

**Baridua, Meghalaya, India**

Techno-City, 9th Mile, Baridua,

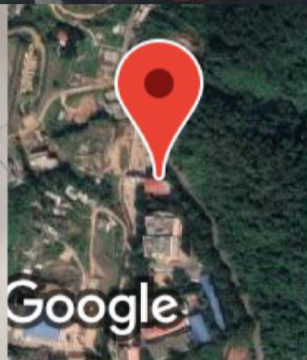
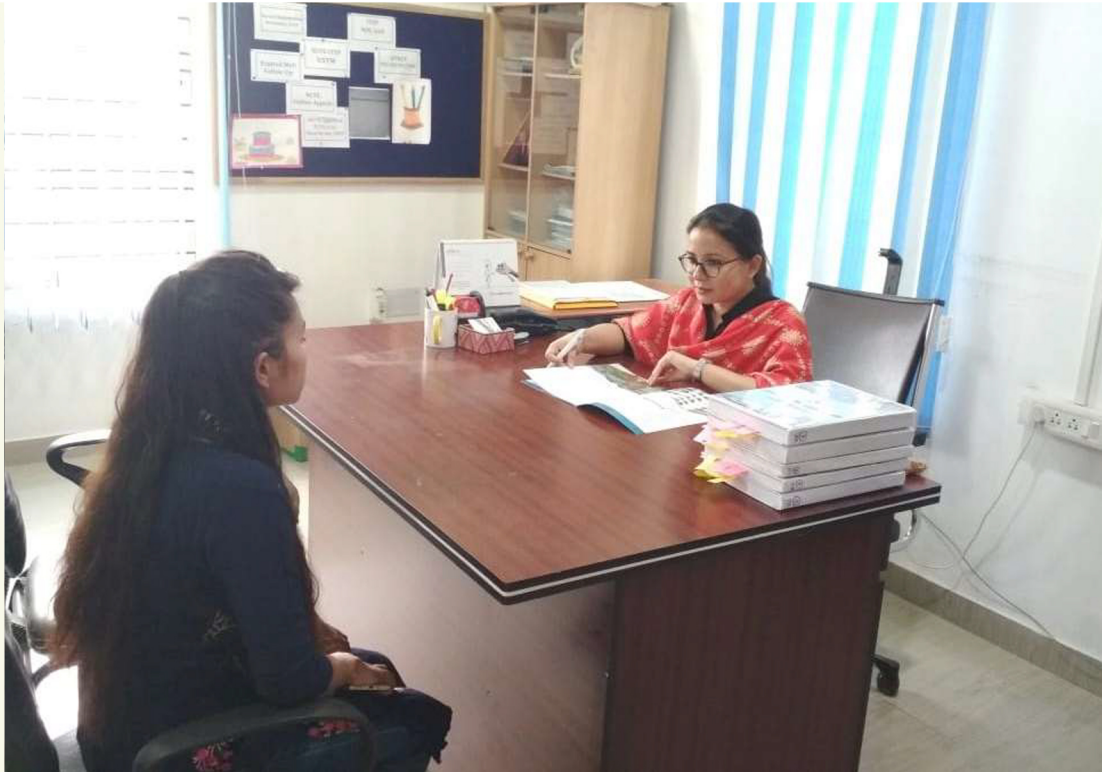
Baridua, Meghalaya 793101, India

Lat 26.099315°

Long 91.844992°

08/12/22 11:37 AM GMT +05:30

**Day Care Centre**



**Baridua, Meghalaya, India**

Ustm, 4R3W+6G9, Baridua,  
Meghalaya 781022, India

Lat 26.103049°

Long 91.846426°

08/12/22 01:35 PM GMT +05:30

**Counselling Session**





**Baridua, Meghalaya, India**

**3RXV+GW7, Baridua, Meghalaya**

**781022, India**

**Lat 26.098991°**

**Long 91.844761°**

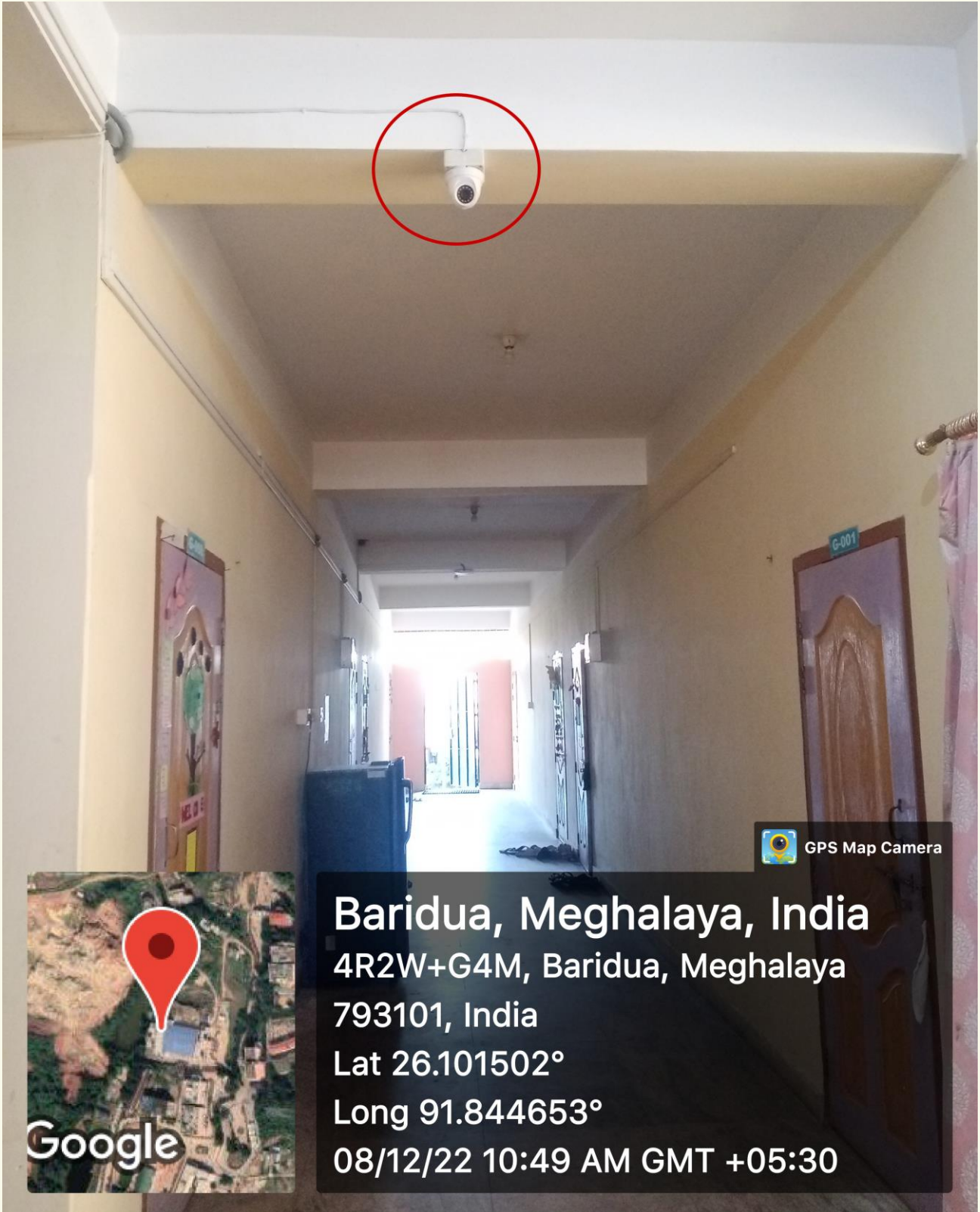
**08/12/22 11:31 AM GMT +05:30**

**Fulltime Doctor & Nurses**





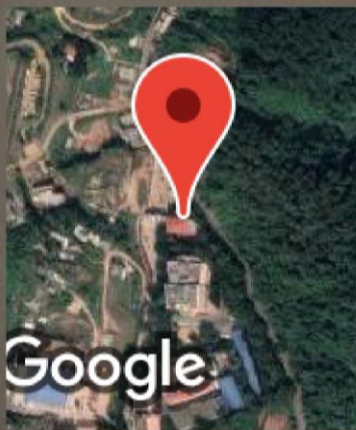
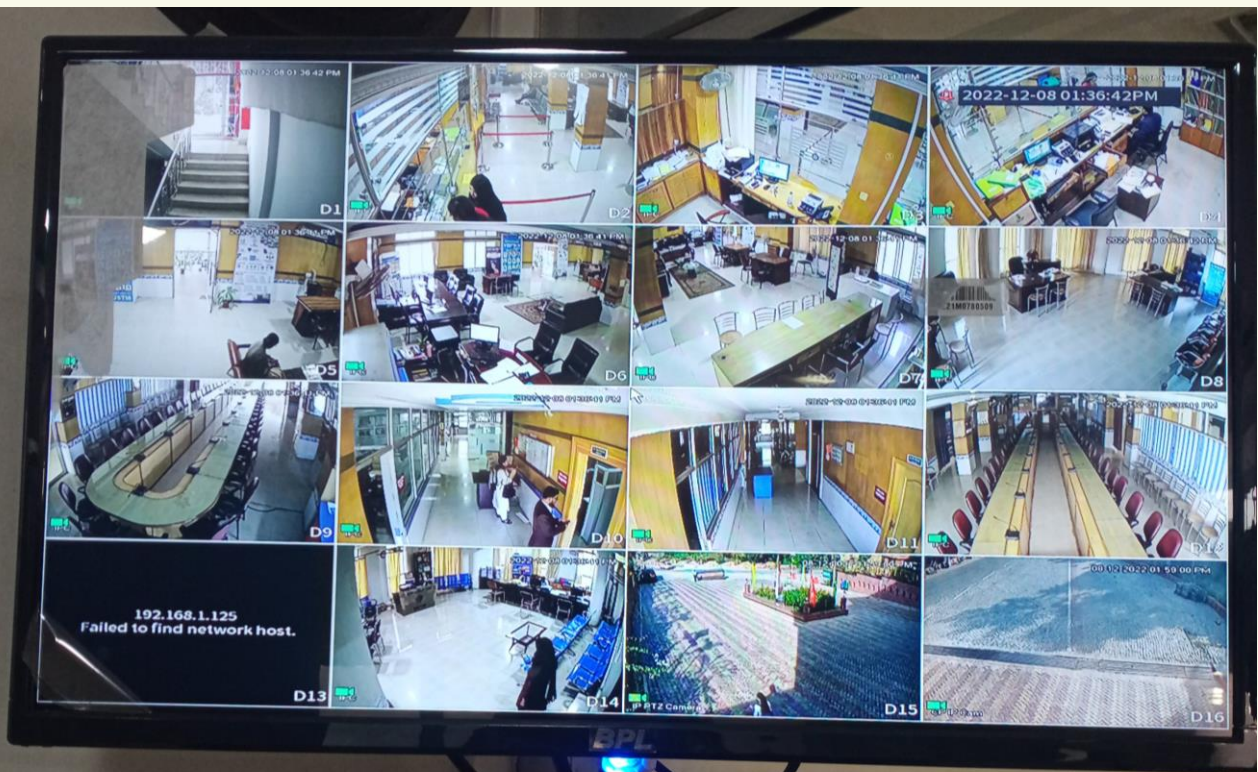
**Security Personnel**



**Baridua, Meghalaya, India**  
4R2W+G4M, Baridua, Meghalaya  
793101, India  
Lat 26.101502°  
Long 91.844653°  
08/12/22 10:49 AM GMT +05:30

**CCTV Surveillance**





Baridua 9th Mile, Meghalaya, India  
 4R2W+VM2, Baridua 9th Mile,  
 Meghalaya 793101, India  
 Lat 26.103052°  
 Long 91.846427°  
 08/12/22 01:36 PM GMT +05:30

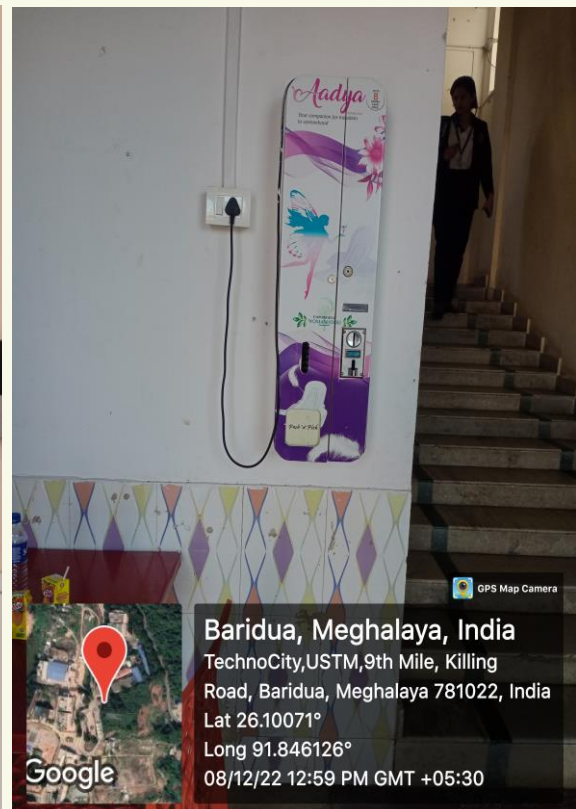


**CCTV Control Room**





**Ladies Health & Beauty Saloon**



**Sanitary Pad Vending Machine & Incinerator**



### **Campus**

Techno City, Khanapara, Kling Road, Baridua, 9th Mile, Ri-Bhoi, Meghalaya-793101

Ph. 9508 444 000 / 0361-2895030 / 7002508978

E-mail : [ustm2011@gmail.com](mailto:ustm2011@gmail.com) Web : [www.ustm.ac.in](http://www.ustm.ac.in)