

## **POLICY DOCUMENT ON GENDER EQUALITY**

Women and girls represent half of the world's population. Gender equality is considered basically as a fundamental human right and is very essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth as well to the Institute.

It is of paramount importance to end the multiple forms of gender violence and secure equal access to quality education and health, economic resources and participation in political life for both women and girls and men and boys. It is also essential to achieve equal opportunities in access to employment and to positions of leadership and decision-making at all levels.

### **No Discrimination**

The Institute does not show any kind of discrimination among the students. In the application of admissions for UG, PG or PhD, the gender column shows three options to choose from ó Male, Female and Trans genders. All the students are treated equally within the Institute.

Being a Muslim minority institution, the Institute believes in the concept of educating a woman is equal to educating a family and for that purpose special privileges are provided to the female candidates during the admission process to ensure their active participation in studies.

### **Women Empowerment**

Empowering a woman through education is something the Institute always try to achieve. For that purpose, several women empowerment strategies are founded by the Institute. As part of women empowerment, fifty percentage of the staff are female members and fifty percentage of the students are female.

All the staff members are given equal opportunity at every stage of their career, be it promotion, incentives etc. The Institute always thinks one step ahead for the empowerment of the female members.

In the senior administrative bodies, women members are given importance. In the Board of Management two members are from the faculty members of the Institute and later the same has been increased to four members, out of which two members should be female members. The same has been made mandatory. BoM, being one of the highest governing Council wants to empower the female members.

### **Academic Tracking Mechanism**

Starting from admission till the graduation process, tracking mechanism for female candidates is employed by the Institute for assessing the progress of female students. There are more than 8000 students in the campus and for each and every individual student, History card is kept as a record which consists of all the details of the students including their personal details, performance of students in CAT 1, CAT 2, End Semester Examinations, their scholastic activities, co curricular activities etc. All the details are kept as a record for assessing the performance of the students.

### **Women support**

Some branches like Mechanical Engineering and others, the admissions taken by the female candidates will be very less. So in such a situation, the Institute provides additional support to the female candidates who wish to join these streams without any hesitation.

### **Women related Cells and Committee**

In the case of women candidates, there are several bodies created for their safety. A Women Empowerment Cell is established with the motive of empowering the students as well as the staff. Then an Internal Complaints Committee is established so that the female staff or students if they have any grievances, the same will be addressed. Several subordinate bodies like Anti Sexual Cell, Grievances Cell is also established by the Institute for the women and female students. The Dean, Research has taken a lot of specific measures when it comes to women empowerment.

### **Measures taken in relation to women empowerment**

- ❖ If a female student is qualified for JRF or SRF, she will be getting an additional amount of Rs.1,000/- per month in addition to the amount received as stipend.
- ❖ Maternity leaves are provided by the Institute to the students, PhD scholars, supporting staff, faculty members etc.
- ❖ There is also a provision of paternity leave if the male wants to support his family or have to take care of the children.
- ❖ If a student enrolls in PhD course, the minimum time limit for completing the course is six years, but in case of female candidates an additional time of two years is granted which makes it to eight years. So the Institute provides eight years for the female candidates to complete PhD course.
- ❖ Child care leave up to two hundred and forty days are provided to the female research scholars.
- ❖ Additional support is also provided to the female members to compete with the other gender.
- ❖ Separate toilets adequate in number are provided for women in the campus.
- ❖ A safe and secure accommodation with 24 x 7 security is available in the ladies hostel for women within the campus.