

PROMOTION OF GENDER EQUITY

BSACIST undertakes several measures and programs to promote a culture of respect and equality for the female gender and to provide opportunities and programs for the female gender to be financially, mentally, and emotionally empowered to promote their growth as individuals in their own right. Women occupy senior positions such as Head of department and Deans. Women's were key nominated people in the Internal Quality Assurance cell, Board of Studies, and Board of Management. A women grievance cell, women empowerment cell, and prevention of sexual harassment cell have been set up to raise awareness and promote gender equity. Various programs are organized by these cells to promote gender equality. The institution aims to make them aware of gender equality and empowerment in a broader sense. Another major objective of such activities is to expose the students to interpersonal relationships, equality, and fraternity among the students. In addition to this our N.S.S unit has been engaging the students in various activities to imbibe qualities of leadership, social service, responsible, and awakened citizenship to cherish the values of equality, social justice, and tolerance. We have a counsellor appointed on full time for the counselling of students at any situation.








Measures initiated by the institution for the promotion of gender equity during the year

Internal Complaints Committee (ICC)

As per the guidelines provided as per UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions) Regulations, 2015 Internal Complaint Committee of B.S.Abdur Rahman Crescent Institute of Science & Technology has been constituted as under :-



ICC Members :

Sl.No.	Name of the faculty	Designation	
1	Dr. Latha Tamilselvan, Prof. & Director (MIS) / Department of Information Technology	Chairperson	
2	Dr. C. Tharini, Prof. & Dean (SECS) / Department of Electronics & Communication Engg.	Vice-chairperson	
3	Dr. S.Kuttirani, Prof. & Director (PG) Admissions / Department of Chemistry	Member	
4	Dr. Ayub Khan Dawood, Prof. & Dean / Department of Commerce	Member	
5	Dr. S. Rasool Mohideen, Professor / Department of Mechanical Engg.	Member	
6	Dr. C.Chokalingam, Prof. & Dean / Crescent School of Law	Member	
7	Ms. Nallini Olivannan, Advocate, Mail id : nallinioli@gmail.com, Mobile : 9940050056 Profile	External Member	



Internal Complaints Committee (ICC)
Online Complaint Form

Name*

Student / Faculty / Non-Teaching*

Select Category ▼

Email Id*

Subject*

Description

Submit

Annual Gender Sensitization Action Plan(s)

ICC has been constituted as per the guidelines provided by UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions) Regulations, 2015 at B.S. Abdur Rahman Crescent Institute of Science & Technology.

- ✓ The motto is to deal with issues of gender based violence and harassment with a view to eliminate the cultures of impunity and to develop the culture of silence and complicity.
- ✓ It provides on-going management advice and supervision to the students.

Students (girls) facing any Sexual Harassment issues may contact the coordinator in person or drop a letter in the Sexual Harassment Grievance Box elaborating their issues or submit the details of their issues online through the Institute

The issues regarding Sexual Harassment will be redressed at the earliest, based on the nature of the issue.

The members of the committee are as follows:

1. **Dr. Latha Tamilselvan**, Chairperson
Prof. & Director (MIS) / Department of Information Technology
2. **Dr. C. Tharini**, Vice Chairperson
Prof. & Dean (SECS) / Department of ECE
3. **Dr. S.Kuttirani**, Member
Prof. & Director (PG) Admissions / Department of Chemistry
4. **Dr. Ayub Khan Dawood**, Member
Prof. & Dean / Department of Commerce
5. **Dr. S. Rasool Mohideen**, Member
Professor / Department of Mechanical Engg.
6. **Dr. C.Chokalingam**, Member
Prof. & Dean / Crescent School of Law
7. **Ms. Nallini Olivannan**, Member
Advocate, Mail id : nallinioli@gmail.com, Mobile : 9940050056

Safety and Security:

- ❖ An exclusive Director, has been appointed for the institute's Security & Hostels.
- ❖ He is supported by the wardens of Men's & Ladies hostel and Registrar of the Institute.
- ❖ The entire campus is covered with electronic surveillance through 244 nos. of CCTV cameras, covering the strategic locations.
- ❖ Round the clock security officers are posted and on vigil duty, for the entire campus

- ❖ The members of the Proctor Board keep a watch over the students, to prevent any ill treatment or harassment, especially to girls.
- ❖ The ladies hostel is strategically located and surrounded by the staff quarters.
- ❖ No vendor / visitor would be allowed to enter the campus, without entry in the register, and issued visitor pass.
- ❖ Girls are also sensitized about the safety & security precaution. Self defence classes are also being organized on a regular basis 24 x 7 ambulance service is available inside the campus.
- ❖ A central medical facility and dispensary for girls & boys at their hostels are made available.
- ❖ In addition to the Chief Warden and Deputy Wardens, Resident wardens and hostel managers are made available.
- ❖ Separate seating arrangements for boys & girls have been made, for dining in the canteen. Students travelling in the college bus have been issued with bus pass. They should produce it on demand by the authorities.
- ❖ Security stickers for two wheelers & four wheelers have been issued and the same has to be on displayed.

CCTV Surveillance

Sl.No	Location	Nos
1	First year block	2
2	Aeronautical Block	9
3	Convention Centre	15
4	Convention centre seminar hall	10
5	Estate Office Road + New Architecture Block	14
6	GST Road	2
7	Computer Science Block + Library + Pharmacy Dept	8
8	Ladies Hostel + Staff quarters + Check post	11
9	Life Science /MBA block	5



10	Men's Hostel A Block	25
11	Men's Hostel B Block	32
12	Men's Hostel C Block	25
13	Men's Hostel D Block	25
14	Men's Hostel PG block	18
15	Men's Hostel Main block and passage	31
16	Main block	5
17	VC Office	4
18	Men's Hostel Mess	14
19	Arabic college	4
20	Exam cell	10
21	VC Villa	3
22	Innovation & Incubation centre	16
23	BSAU General Store	9
24	Medical hall	11
25	Store	9
26	S TAFF QUARTERS	38
	Total	355

24x7 Women Helpline number:

Women Employee and students Helpline No: +91-44-22759200 (Extn: 343)

The screenshot shows the Crescent Institute of Science & Technology website. The top navigation bar includes links for Admissions, Research, Departments, Institute, and Connect. The main content area features a section for Admissions 2023, with buttons for Engineering Admissions - CIEAT 2023, Online MBA / MCA, and Distance MBA / MCA. Below this, there is a section for the Internal Complaints Committee (ICC) - Members, which lists the names and designations of the committee members. The website also displays contact information for the General Enquiry and Admission Help Desk, and a chat window for student support.

SL.No.	Name of the faculty	Designation
1	Dr. Latha Tamilselvan, Prof. & Director (MIS) / Department of Information Technology	Chairperson
2	Dr. C. Tharini, Prof. & Dean (SECS) / Department of Electronics & Communication Engg.	Vice-chairperson



Establishment of platform or hiring counsellors for seeking help and guidance w.r.t psychological counselling related to mental health for students, faculty and non-teaching faculty

CRESCENT COUNSELING CENTER



Exclusively for girl students with female counselor/psychologist (inhouse)

We are delighted to inform that Crescent institute has made a separate professional counseling center exclusively for female students and it will be in effect from June 2022.

- 01 IF YOU ARE A FEMALE**
- 02 FEELS STRESSED OUT**
- 03 HAVING ISSUES BUT COULDN'T TELL ANYONE**
- 04 APPROACH THE CRESCENT COUNSELING CENTER**

Email id : girls.cpc@crescent.education
available time: 11 am to 2pm on working days

THE CRESCENT COUNSELLING CENTRE

PSYCHOLOGICAL INTERVENTION AND COUNSELLING CONSENT FORM

The Crescent Counselling Centre, We are a licensed counselling centre with psychologists who have several years of experience specializing in various psychological diagnosis, assessments and therapeutic counselling process. We value our relationship with our students and clients and believe that such relationship is the beacon in the healing process. We believe that each individual is unique and has his own way of addressing resolutions. Thus, we believe in a wellness model that helps our clients empower themselves by focusing on what works for them and not in a systematic approach that provides a generic procedure on working on a treatment. One's journey is not the same as the other.

Client's Rights The client may ask questions on what to expect during and end result of the therapy. The client may decline to proceed the therapy as to the techniques which may be conducted by the therapist. The client may cease to continue therapy anytime, without any impediment and may return to therapy anytime. The therapist has the right to dismiss the client from the course of therapy. The client has the right to review his or her records from the therapist. Right to confidentiality: Within limits provided for by law, all records and information acquired by the therapist shall be kept strictly confidential in accordance to the principles of a doctor-patient relationship. All information will not be shared or revealed to any person, agency, or organization without the prior written consent of the client. The client can raise any concerns and to speak with the therapist immediately of any concerns provided that the therapist is likewise available to discuss matters with the client. The details of the client will be provided to the higher officials and other doctors who are incharge of the student or the client or to the parents in case of emergency without the consent of the client.

Please check the items that you believe is affecting you

- ☐ Alcohol or drug problems
- ☐ Anger or hostile feelings
- ☐ Anxiety, nervousness, fears
- ☐ Sadness or Depression
- ☐ Eating or appetite problems
- ☐ Family issues
- ☐ Procrastination
- ☐ Physical distress
- ☐ Relationship/marital concerns
- ☐ Sexual concerns
- ☐ Shyness
- ☐ Traumatic experiences



- ☐ Social conflicts
- ☐ Suicidal feelings or behaviors
- ☐ Stress
- ☐ Sleep disorder
- ☐ Self-control
- ☐ Self-esteem or confidence
- ☐ Work or career concerns

Acknowledgement *I have reviewed this Professional Counselling Informed Consent Agreement. I likewise understand my Client's Rights set in this form. I accept this agreement and consent to counselling*

Willingness for the counselling: *By signing this consent form I understood my current mental state and need for the counselling process and I agree to take counselling on my own willingness to enhance my mental health and handle the challenging areas of my life.*

SIGN with NAME and DATE:

Student or Client Name:

Age:

Sex:

Educational Qualification:

Department:

Referral mode : Self / staff referred, if so name of the staff:

Parents name:

Local Guardian Name:

Contact number:

Parent's/ guardian's contact number with relationship:

Address:

Signature:

Date:

Payment: nil

THE CRESCENT COUNSELLING CENTRE PROGRESS RECORD

Name of the psychologist /Therapist:

Name of the student / Client:



mail.google.com/mail/u/0/?tab=rm&ogbl#advanced-search/from=ac-students%40crescent.education&sub...

To get future Google Chrome updates, you'll need Windows 10 or later. This computer is using Windows 7.

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Availability of Female Counsellor - Intimated - Reg

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Deputy Registrar (Academic & Studen...

Tue, Nov 29, 2022, 2:59 PM

to hod, deans, directors, faculty, shahabdul, pro, nonteachings, librarian, vnajalal, registrar

Dear Professors and Colleagues,

I wish to inform you that Ms. Muthulakshmi has been appointed as Female Counsellor and her office is situated on the first floor in the convention centre adjacent to the HR office. She also can be contacted in her mail ID girls.cpc@crescent.education. I request that the same be intimated to girl students in case they wish to avail her services.

Thanks and Regards,

Suresh Babu CN

Administrative Officer

(Academics and Student Support)

BS Abdur Rahman Crescent Institute of Science and Technology

Vandalur

Chennai - 600 048

Tele: 044-22759200

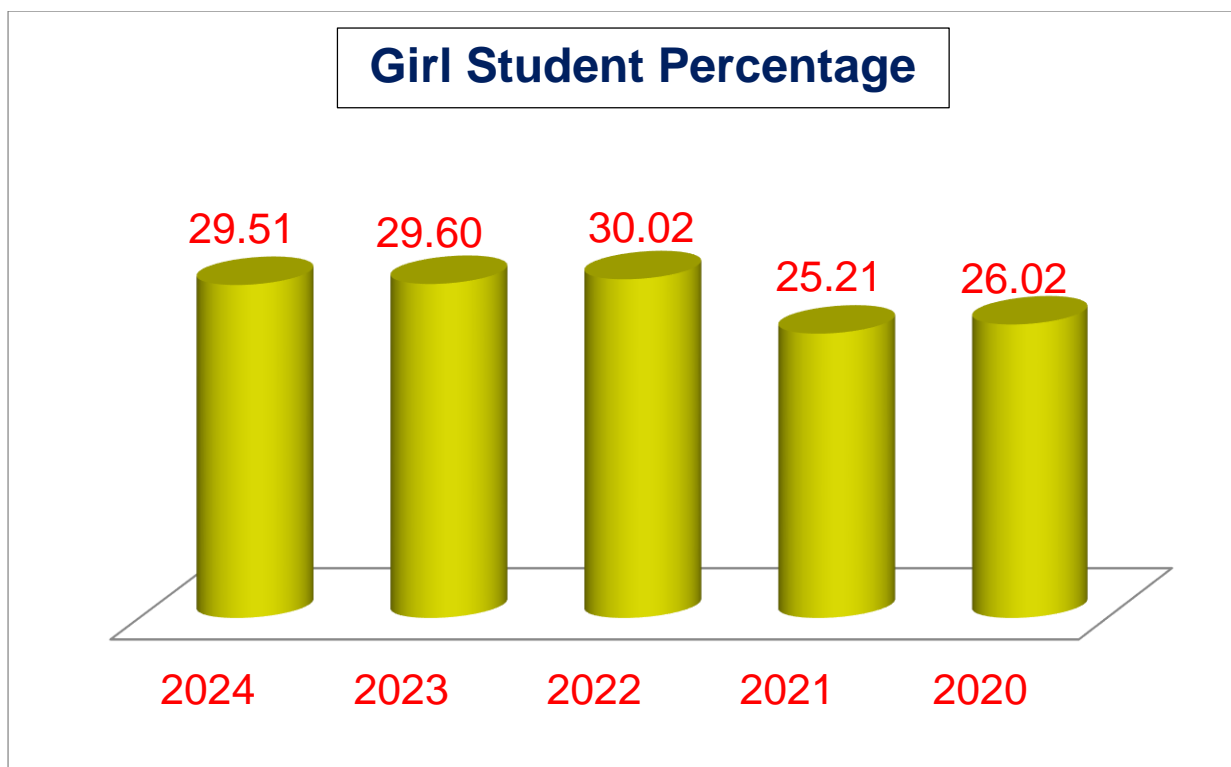


Empowering Women: B.S. Abdur Rahman Crescent Institute's Commitment to Gender Equality

B.S. Abdur Rahman Crescent Institute of Science and Technology (BSACIST) actively champions women empowerment through various initiatives that align with Sustainable Development Goal 5 (SDG 5) - Gender Equality. The institute has demonstrated a commitment to increasing the representation of female students, with their percentage rising from 26.02% in 2020 to 29.51% in 2024, and female staff representation climbing from 41.67% in 2021 to 45.06% in 2024. Additionally, BSACIST organizes events such as the All India Inter University Ball Badminton Women Tournament, providing a platform for female athletes to showcase their talents and foster camaraderie among women from different universities. This tournament not only enhances the visibility of women in sports but also encourages their participation in leadership roles, thereby cultivating a culture of empowerment. Through these efforts, BSACIST is making significant strides toward promoting gender equity and supporting the empowerment of women in education and beyond.

Advancing Gender Equality: B.S. Abdur Rahman Crescent Institute of Science and Technology's Commitment to SDG 5

B.S. Abdur Rahman Crescent Institute of Science and Technology (BSACIST) exemplifies its dedication to gender equality through its active support of female students and staff. The data indicates a steady increase in the proportion of female students, rising from 26.02% in 2020 to an impressive 29.51% in 2024. This upward trend reflects the university's commitment to creating an inclusive environment that encourages women's participation in higher education, thereby contributing to the broader goals of Sustainable Development Goal 5 (SDG 5).



The Crescent Student Council proudly showcases the proactive involvement of girls at BSACIST in initiatives that support Sustainable Development Goal (SDG) 5, which aims to achieve gender equality and empower all women and girls.

Our illustrious council comprises a diverse group of talented young women across various departments and years, reflecting the institution's commitment to fostering female leadership and participation in decision-making processes. Notable among them is Ms. Poojha S, the Vice-President, who plays a pivotal role in advocating for women's rights and equality within the council and the broader community.

The executive members, including Ms. Cassandra Riffli C.R, Ms. Zeena Qaaida, and Ms. Charumathi P, are actively engaged in planning and executing programs that promote gender awareness, community outreach, and support for women in science and technology fields. Their participation emphasizes the importance of female representation in traditionally male-dominated disciplines, empowering fellow students to pursue their aspirations without gender bias.

Additionally, other female members such as Ms. Faheema Jaffarin and Ms. Karthikaa R contribute their perspectives and ideas, ensuring that women's voices are heard in all council activities. These initiatives not only enhance the visibility of female students

but also create a supportive environment that champions gender equality across campus.









Through workshops, seminars, and collaborative projects, BSACIST's girl students are leading the charge towards a more inclusive and equitable society. Their active engagement in these efforts is instrumental in shaping a culture that values and promotes the rights and leadership of women, thereby aligning with the objectives of SDG 5.





Crescent Student Council Office Bearers and Members

Office Bearers						
S. No	Name	Department	Year	RRN	Posti ng	Photo
1.	Mr. Vijayent hira Poopath y.DG	BA. LLB(HONS)	3	20804 16010 58	Presid ent	
2.	Ms. Poojha S	B. TECH MECH	2	21002 16010 66	Vice- Presid ent	
3.	Mr. Saifudee n. S	B.TECH ECE	2	21005 16010 89	Secre tary	
4.	Mr. Nandha Kumar R	B.COM(Gen eral)	1	22129 16011 00	Jt. Secre tary	
5.	Mr. Gokul Raam G	B. TECH MECH	3	20002 16010 08	Treas urer	

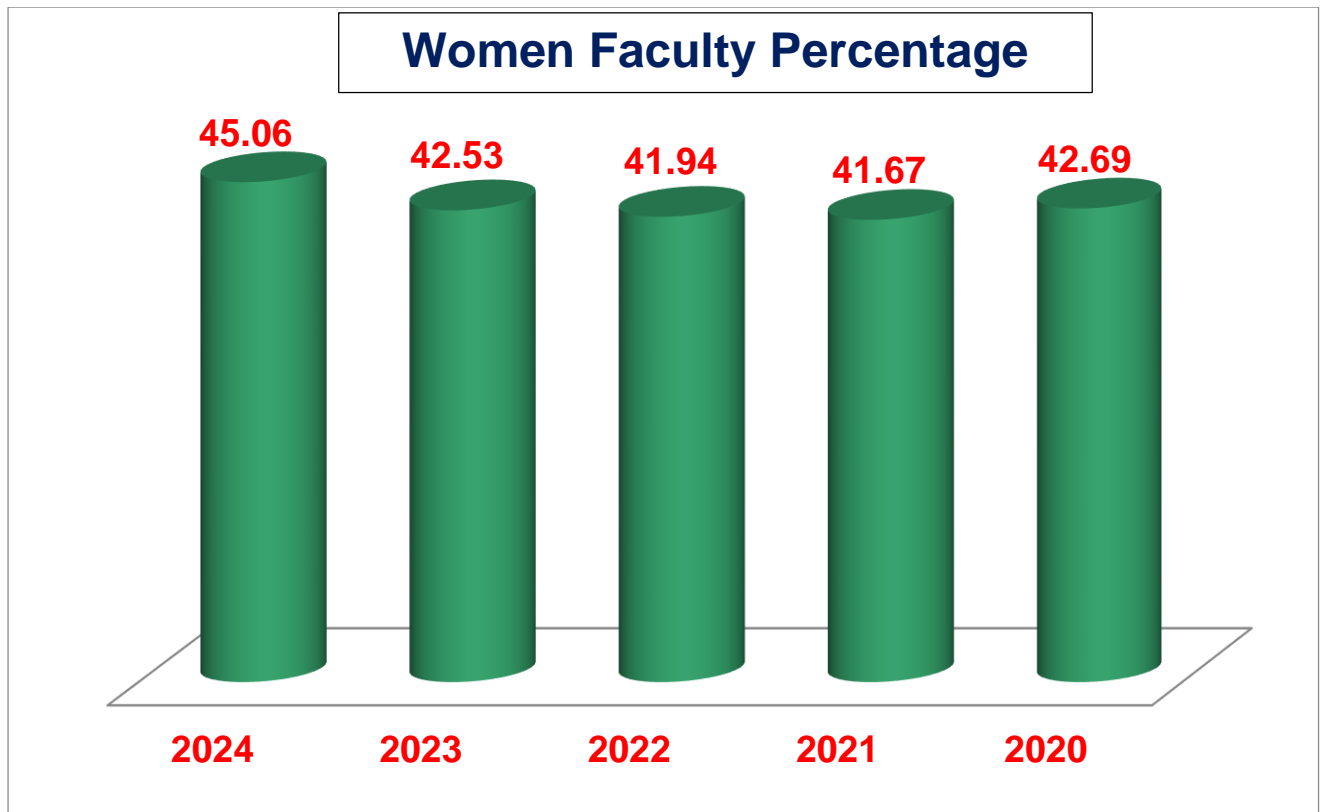
Executive Members

S.No	Name	Department	Year	RRN	Photo
1.	Mr. Sharan Dillibabu	BBA LLB(HONS)	4	1980316 01088	
2.	Mr. Balaji	B. PHARM	3	2080216 01007	
3.	Ms. Cassandra Riffelin C.R	B. TECH (BIOTECH)	3	2001516 01010	
4.	Ms. Zeena Qaaida	B.SC BIOTECH	3	2013916 01043	
5.	Ms Charumathi. P	B. PHARM	3	2080216 01009	
6.	Ms. Faheema Jaffarin	BA. ENG (HONS)	3	2014816 01003	
7.	Mr. Mohd. Rayanudeen.S	BBA LLB (HONS)	3	2080316 01073	

8.	Mr.Syed Ahmed	B.TECH CSE	3	2000716 01140	
9.	Ms. Karthikaa R	B. TECH CSE	2	2101816 01021	
10.	Mr. Danish	B. TECH CYBER	2	2101816 01011	
11.	Ms.Noor Hamna	B. TECH (BIOTECH)	2	2101516 01041	
12.	Mr.Kavinvelan .S	B. TECH AUTOMOBILE	2	2101216 01007	
13.	Ms. Devidaram N	BA.LLB(HONS)	2	2180416 01010	
14.	Ms. Asma Nowmin A	B. TECH (IOT)	2	2101916 01015	
15.	Mr.Sathish .S	BCA (CTIS)	2	2113516 01044	

16.	Mr. Naveen R	B.COM (Hons)	2	2114516 01033	
17.	Mr. Shrinivas J R	B. TECH (IT)	1	2200816 01061	
18.	Ms. Sindhu.C	BA. LLB(HONS)	1	2280416 01050	
19.	Mr. Fawwaz Khan	B. TECH CSE (IOT)	1	2201916 01014	

In parallel, the representation of female staff at BSACIST has also shown significant improvement, climbing from 41.67% in 2021 to 45.06% in 2024. This increase not only underscores the institution's efforts to promote gender equity within its workforce but also enhances the academic and professional environment for all students. By prioritizing gender equality in both student enrolment and faculty representation, BSACIST is fostering a culture that values diversity and empowers women, aligning with the global agenda to eliminate discrimination and violence against women and girls. Through these initiatives, the university is making meaningful strides toward achieving gender equity and supporting the empowerment of women in education and beyond.



The Women faculty members of B.S. Abdur Rahman Crescent Institute of Science and Technology (BSACIST) plays an instrumental role in promoting various activities that align with the institution's mission of sustainability and community engagement. One notable example of their dedication is the recognition received by Dr. R. Zahira, who was awarded the "Star Green Organizer" certificate at the IGEN Energization 2023 event.



Empowering Equality: B.S. Abdur Rahman Crescent Institute's Observance of Equality Day

On April 13, 2023, B.S. Abdur Rahman Crescent Institute of Science and Technology observed "Equality Day" to honor the birth anniversary of Dr. B. R. Ambedkar, a pivotal figure in the fight for social justice and equality in India. The observance, organized by the National Service Scheme (NSS), aimed to reaffirm the commitment to gender equity and social equality, aligning seamlessly with Sustainable Development Goal 5 (SDG 5). Dr. R. Anitha, NSS Programme Officer, welcomed attendees and set the stage for a day dedicated to reflecting on Dr. Ambedkar's legacy and its relevance in promoting an inclusive society.

During the event, Dr. D. Ayubh Khan Dawood, NSS Coordinator, emphasized Dr. Ambedkar's instrumental role in drafting the Indian Constitution, which serves as a legal framework for ensuring equality and justice for all citizens, regardless of gender or social standing. The administration of the Equality Day pledge by Dr. C. Srinivasan reinforced the collective promise to uphold the values of equality and respect within the university community. By commemorating this significant day, the institute not only honors Dr. Ambedkar's contributions but also actively promotes the principles of gender equity and social justice, essential components of SDG 5. The program concluded with a heartfelt vote of thanks by Dr. Noushad C, further solidifying the community's commitment to fostering an environment where equality thrives.



Figure XVII (3.5) – 1 : Equality Day pledge



Empowering Women, Inspiring Futures: All India Inter University Ball Badminton Women Tournament

B.S. Abdur Rahman Crescent Institute of Science and Technology (BSACIST) demonstrates its commitment to women empowerment and gender equity, aligning with Sustainable Development Goal 5 (SDG 5), through the organization of events like the All India Inter University Ball Badminton Women Tournament. By hosting such competitions, the institute provides a platform for female athletes to showcase their talents, engage in competitive sports, and foster camaraderie among women from various universities. This initiative not only boosts the visibility of women in sports but also encourages participation and leadership in traditionally male-dominated areas.



Figure XVII (3.5) – 2 : Commitment to Women Empowerment – Inauguration by Mrs. Jareenna Begum , Additional Deputy Commissioner of Police

The tournament serves to inspire young women, highlighting the importance of physical fitness and teamwork in promoting personal development and self-confidence. By creating an inclusive environment that celebrates women's achievements in sports, BSACIST actively cultivates a culture of empowerment. The presence of university officials and law enforcement representatives at the event signifies a broad institutional support for gender equity, reinforcing the message that women's participation in sports is not only welcomed but celebrated.

Moreover, the event encourages female students to pursue their interests in athletics while balancing academic responsibilities, showing that dedication and hard work can lead to success both on and off the field. By championing initiatives like this tournament, BSACIST not only empowers its female students but also contributes to the larger goal of achieving gender equality in society. Through these efforts, the institute plays a crucial role in laying the groundwork for a more equitable future, where women are encouraged to excel in all spheres of life.



Figure XVII (3.5) – 3 : Women Athletes from various Universities



Figure XVII (3.5) – 4 : Women Athletes from B.R. Ambedkar University, Srikakulam, Andhra Pradesh



Figure XVII (3.5) – 5 : Women Athletes from B.R. Ambedkar University, Srikakulam, Andhra Pradesh

All India Inter University Ball Badminton Women Tournament Result: -

Winner	-	Mangalore University, Karnataka
Runner	-	Anna University, Tamil Nadu
Third	-	SRM University, Tamil Nadu
Fourth	-	University of Madras, Tamil Nadu

Policy document on Gender Equality

The Gender Equality Policy at the BSACIST emphasizes the importance of empowering women and girls through education, equal opportunities, and support systems. It ensures non-discrimination in admissions, promotes female representation in leadership, and provides various measures for women's safety and empowerment, including dedicated cells for grievances and support for academic and personal needs.

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 decisionmaking 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 – 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.

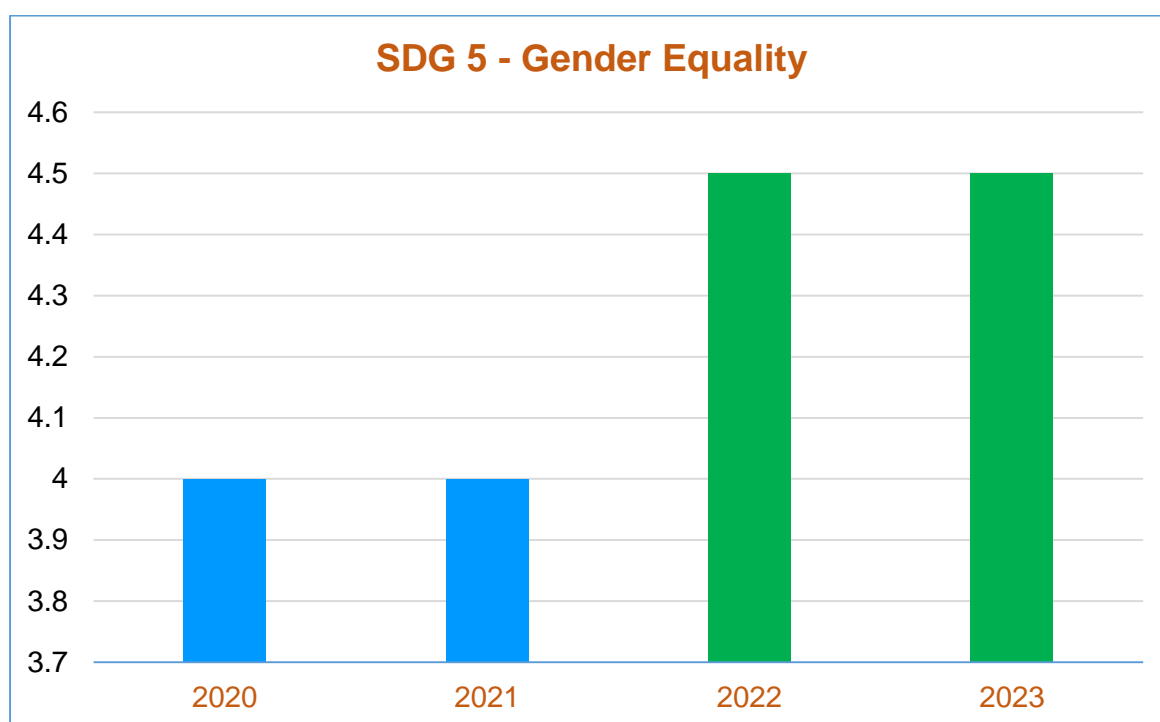
Women related Cells and Committee

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

PART – II



Rubrics for the SDG 5: Gender Equality

4 to 5	There is significant progress in effective implementation compared to the previous year
3 to 4	The necessary processes/activities (First-generation female students, Student access measures, Women in senior roles, Graduation of female students, Women's progress measures) have been implemented
2 to 3	There is an explicit plan to address the 'Gender Equality' and necessitated processes have been initiated
1 to 2	There is an understanding and willingness to contribute effectively for achieving the UN targets of SDG 5
0 to 1	There is no/partial willingness and plan to contribute for achieving the UN targets of SDG 5 Gender Equality