**7.1.1 Measures** **initiated** **by** **the** **Institution** **for** **the** **promotion** **of** **gender** **equity** **during** **the** **year**

HBNI places high emphasis on gender equity and the CIs/OCC of HBNI has been taking several measures towards gender equity. The emphasis on gender equity is exemplified by the fact that the advertisement for BARC training School incorporates a specific statement that ‘DAE strives to have a workforce who reflects gender balance and women candidates are encouraged to apply.’ Further, in every sphere of academic activity, such as recognition of faculty, promotions, allocation of research students, etc., HBNI processes do not discriminate between male and female. It is pertinent to record that nearly 20 % of the faculty of HBNI are women.

The campuses of the CIs/OCC are all guarded by CISF or Departmental security or private security force. Adequate number of female security personnel and female doctors are employed to attend to women employees and students. Every CI and OCC has a Women’s cell set up as per Government guidelines, and they not only address concerns of women with regard to their safety or security, but also organize regular programs to provide exposure to women students and faculty to their rights and privileges, as well as health, safety, stress and security related issues. Female researchers are permitted to avail maternity leave a per Government guidelines, with corresponding extension to the academic tenure, so that the leave does not have any impact on their academic program. The campuses of BARC, IGCAR and RRCAT also have day care centres for young children in the townships. HBNI women faculty members are deputed to women centric conferences organized by Government bodies, particularly those with themes related to women empowerment.