***7.1.1 Measures initiated by the Institution for the promotion of gender equity during the last five years. (500 words)***

***Provide Web link to:***

* Annual gender sensitization action plan
* Specific facilities provided for women in terms of:
  + - * 1. Safety and security
        2. Counselling
        3. Common Rooms
        4. Day care center for young children
        5. Any other relevant information

HBNI places high emphasis on gender equity, since it believes that a student has same potential to learn various subjects or develop various skills, and make unique contributions to the world of knowledge, independent of whether the student is a male or female. The CIs/OCC of HBNI have been taking several measures towards gender equity. 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. In addition, every effort is made to empower and enable female students and researchers to reach performance levels commensurate with their capabilities, by extending certain facilities. It is pertinent to record that nearly 20 % of the faculty of HBNI are women.

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 which reflects gender balance and women candidates are encouraged to apply’. 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. All the CIs and OCC celebrate International women’s day in an appropriate manner and arrange lectures by specialists, involving interactive sessions. Special programs are also arranged for girl students from schools and colleges. The Indian Women Scientists Association has an active chapter in the larger CIs, and the women faculty organize science events including interaction sessions with research scholars. The IMSc also organizes exhibitions with the theme of women in science, which are well appreciated.

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. Female as well as male employees are also given child care leave as per Government guidelines to attend to their wards. The larger of the campuses (eg. BARC, IGCAR, RRCAT) have day care center 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.