

Name of the Policy/Guidelines	Policy on access and participation of women
Short Description	Policy and Guidelines on access and participation of women in University for promoting gender equity.
Scope	This Policy applies to all employees and students in various departments, sections and constituent units of Nitte (Deemed to be University)
Policy Status	<input checked="" type="checkbox"/> Original <input type="checkbox"/> Revised
Date of Approval of Original Policy	12 <sup>th</sup> Nov 2019
Revision No.	Not applicable
Brief description of the last revision	Not applicable
Date of approval of the current revision	Not applicable
Effective date	13 <sup>th</sup> Nov 2012
Approval Authority	Vice Chancellor
Responsible Officer	Mrs. Prasanna Hegde – Deputy Director (Administration)

## Introduction

Nitte (Deemed to be University) is committed to gender equity, non-discrimination and women empowerment. The University is cognizant of the national policy for women empowerment. In line with the national policy, the university strives towards the following:

- Equal access to education for women.
- Eliminate discrimination, increase enrolment and retention rates of women
- Improve the quality of education for women to facilitate life-long learning as well as development of occupation/vocation/technical skills by women.
- Developing gender sensitive curricula to address sex stereotyping as one of the causes of gender discrimination.

## Women's access and participation- current status in the University

- The overall percentage of women among students is 67%. This is substantially higher than the national average of 49% and Karnataka state average of 50%.
- The gender parity index for the University is 2.03 compared to 1.0 for the country and 1.04 for the state of Karnataka.
- The percentage of women students in Undergraduate programs is at 66% and in Postgraduate programs is at 67%. Thus, the Gender parity index is double the national index at both undergraduate and postgraduate levels of education.

- Women teachers constitute 46% of the teaching faculty at NitteDU. This is substantially higher than national average of 36.7% for women teachers in Universities. It is also higher than the overall national average (including Universities, colleges and standalone institutions) of 42%.

### **Strategic objectives**

The University aims to maintain its positive gender balance in its student community and teacher community.

- Women students' representation to be maintained above 60% in both undergraduate and postgraduate levels of programs
- Women teachers' representation to be maintained above the national average of 42%.

### **Action plan**

- Continue the women-friendly practices of the University
- Sensitization of students and staff about the National and University policies regarding gender equity, non-discrimination and prevention of harassment.
- Highlighting presence of women and achievements in admission campaigns and promotional activities.