



## Women's Development and Empowerment Policy

### Objective:

To enable women at DME to capitalize on their potential and talent so as to become leaders and key contributors in the education sector and society at large. Thus, the policy is aimed at the overall development, empowerment and advancement of women associated with the institute. In keeping with a progressive outlook and government guidelines, DME envisions a gender sensitive and gender inclusive campus in all aspects of its functioning.

### Scope:

The policy covers all women employees and students at DME.

### Guidelines:

1. All employees are advised to familiarize themselves with government policy documents on women's empowerment and act responsibly in building an institutional environment that is conducive to the development and empowerment of women at DME.

National Policy for Empowerment of Women 2001

Draft National Policy for Women 2016

2. An institutional Cell shall be established for ensuring the provision and maintenance of a positive working environment that caters to the abilities and needs of women. It shall help in building a dignified, congenial and empowering place of work and study for women at DME. The Cell shall undertake initiatives and activities for the upliftment of women employees (teaching, non-teaching and contractual staff) and students. The Cell shall focus on the following key areas pertaining to women's development and empowerment:

- 2.1 Sensitization of DME community members on:
- Women's rights
  - Women's empowerment
  - Women's health and well-being
  - Gender sensitization and special needs for all genders
  - Gender Discrimination
  - Government mandates/policies/measures on the above

Such themes may be incorporated and encouraged for planning and conducting departmental/institutional activities (academic, cultural and outreach) in the form of special talks, seminars, conferences, symposia, workshops, community mobilization, street play, drama, documentaries, research projects, etc.



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- 2.2 Undertaking special initiatives for women's development (staff and students)
  - Leadership development
  - Skills enhancement
  - Women's health and well-being
- 2.3 Addressing gender discrimination concerns in the institute.
- 2.4 Recommending actions and measures for building gender parity in the institute.
- 2.5 Facilitate regular conduct of gender audit at the institute.

3. Institutional efforts towards women's development and empowerment may be as follows:

- 3.1 Facilitation of admission and retention of women candidates in all programmes offered at DME.
- 3.2 Computer/cyber literacy programmes/workshops for developing ICT skills and awareness about cybercrimes and frauds specifically against women.
- 3.3 Institutional support and welfare measures for women employees (especially for maternity cases) to facilitate continuity in their careers. Tie-ups with local creches, flexibility in work schedules, nursing breaks, etc. may be initiated, subject to institutional guidelines.
- 3.4 Women's health initiatives such as conducting health camps, access to counsellor, installation of sanitary pad vending machines, etc.
- 3.5 Financial assistance for women candidates in all programmes offered at DME.
- 3.6 Encouraging women staff and students to undertake upskilling/reskilling or similar development programmes as per educational/industry trends and subject to university/institutional guidelines.
- 3.7 Consistent improvement in gender diversity of staff and students.
- 3.8 Opportunities for women's entrepreneurship via Incubation centre to pilot start-up ideas.

Considering the principle of gender equality in the Indian Constitution and the government's emphasis on women's development and empowerment, it is important that all members of DME contribute towards building a gender inclusive and supportive environment for women at DME. The necessity of the initiatives to be undertaken within the aegis of this policy are further pronounced by the 2030 Sustainable Development Goals (SDGs) wherein SDG5 specifically focuses on gender equality.



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