

Sree Swamy Vivekananda Centre of Teacher Education

Policy Title: Policy on Gender Equality

Policy Approval Authority: Director Board of Sree Swami Vivekananda Trust

Policy Approval Date:

1. Introduction

In an era marked by growing introspection and dogmatism, it becomes increasingly crucial to grasp the imperative of equal opportunities and empowerment for those who face discrimination based on their gender. Examining key statistics sheds light on the extent of gender-based inequality in India:

- While women make up 46.2 percent of total higher education enrolment, the female labour force participation rate remains a mere 27 percent.
- Women represent only 24 percent of entry-level professionals, with roughly 19 percent making it to senior-level management positions, all while earning 20 percent less than their male counterparts.

The principle of gender equality is firmly embedded in the Indian Constitution, spanning its Preamble, Fundamental Rights, Duties, and Directive Principles. Not only does the Constitution grant women equality, but it also empowers the State to enact affirmative action measures in their favour.

Given this context, Sree Swamy Vivekananda Centre of Teacher Education (SSVCTE) is dedicated to achieving equality for all its learners and staff and is committed to cultivating an environment that is unequivocally fair and supportive. This environment aims to provide equal opportunities and safeguard against unlawful discrimination on various grounds, including race, colour, nationality, ethnic origin, gender, gender identity (transgender), marital or civil partnership status, disability (including mental health), sexual orientation, religion or belief, age, social class, or criminal history. We take immense pride in our diverse community and aspire to foster and celebrate its full contribution to college life, ensuring equal and respectful treatment for all colleagues.

The bedrock of SSVCTE is the ideal of equality of opportunity. Our Gender Equality Policy is designed to champion equal opportunity and treatment for all individuals, regardless of gender, who study, work, or seek to join our institution. This policy's overarching goal is to nurture an environment where unlawful discrimination and harassment are unwelcome, and where every member of the SSVCTE community is empowered to realize their full potential.

2. Purpose

This policy outlines SSVCTE's dedication to achieving gender equality in all aspects of college life, ensuring equal access to opportunities and freedom from discrimination.

3. Scope

This policy applies to all students and staff at SSVCTE and covers various aspects of gender equality, including participation, representation, communication, research, teaching, working

conditions, study conditions, staff development, recruitment, and resource management.

4. Policy Statement

In this Policy on Gender Equality, SSVCTE sets forth guidelines for promoting gender equity across various domains:

Participation and Representation: SSVCTE is dedicated to achieving gender balance in all its committees and encourages the active involvement of the Equal Opportunity Representative. We are committed to raising awareness of gender equality among committee members and taking steps to enhance their understanding of gender issues.

Information and Communication: SSVCTE commits to employing gender-sensitive language, particularly in its foundational documents (such as regulations, statutes, service agreements) and in all public relations, marketing, and internal communication activities.

Teaching: SSVCTE pledges to establish and maintain a gender-equitable curriculum. This encompasses the use of gender-sensitive teaching methodologies, with a specific focus on gender and diversity topics. Furthermore, we aim to incorporate insights from gender research into our course content. Our teaching staff receives ongoing education and we incorporate relevant questions into course evaluations.

Working and Research Conditions: To support our members in achieving a healthy work-life balance, SSVCTE is dedicated to implementing gender-equitable organizational structures. We provide flexible work arrangements, foster a positive work environment, and promote fairness and respect in the workplace. We are steadfast in our commitment to long-term employment relationships across research, teaching, and administration.

Senior staff members bear the responsibility of ensuring that working and research conditions accommodate diverse lifestyles. They are obligated to take proactive measures to prevent gender discrimination and sexual harassment.

Study Conditions: SSVCTE endeavours to establish gender-equitable study conditions, spanning study regulations, information dissemination, advisory services, and supervision. We afford students maximum flexibility in their choice of studies and actively work towards achieving a balanced gender ratio across all study areas, taking appropriate actions to attain this objective.

Staff Development and Recruitment: SSVCTE undertakes to implement gender-equitable staff development and recruitment measures. We commit to adopting an active recruitment strategy, conducting appointment and promotion procedures transparently and respectfully, and ensuring comprehensive monitoring. Our staff development initiatives aim to foster a culture of gender equality among our leadership. We actively strive to meet the required objectives for promoting women throughout our academic and administrative structures.

Finance and Resource Management: SSVCTE is dedicated to distributing and managing its resources in a fair and gender-equitable manner. This encompasses the allocation of staff and material resources, as well as space management. Gender equality also extends to salary structures, including pay scale groupings and performance-based bonuses. When making resource allocation decisions, we commit to transparent processes that involve the

participation of all genders.

5. International Instruments and Indian Legislation

This policy will be guided by the provisions in the following Indian legislations:

INDIAN LEGISLATION:

1. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
2. The Criminal Law (Amendment) Act, 2013
3. Protection of Women from Domestic Violence Act, 2005
4. The Indecent Representation of Women (Prohibition) Act, 1986
5. The Immoral Traffic (Prevention) Act, 1956
6. The Indian Penal Code, 1860
7. The Indian Evidence Act, 1872

OTHERS:

1. UGC Saksham Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses.

6. Exclusions

None

7. Compliance and Enforcement

All stakeholders are responsible for adhering to this policy. SSVCTE will sensitize all beneficiaries to the existence and provisions of this policy. College authorities are responsible for implementing this policy in their daily activities, work, and learning processes. Any compliance issues will be promptly addressed by SSVCTE.

8. Related Policies and Supporting Documents

- Policy on Sexual Harassment
- Policy on Students' Rights and Responsibilities
- Policy on Protection of Human Rights
- Other relevant legislation

9. Consequences of Noncompliance

Noncompliance with this policy may result in disciplinary action as determined by the College authorities.

10. Conclusion

Sree Swamy Vivekananda Centre of Teacher Education (SSVCTE) is dedicated to creating an environment where gender equality is not only upheld but celebrated. This policy reflects our commitment to equal opportunities, inclusivity, and respect for all members of the SSVCTE community.

Signed
Principal