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Secretary

Government Of India
Ministry of Science and Technology
Department of Science and Technology

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03rd July, 2023

Letter of Recognition under the DST-GATI Program- reg.

Dear Prof. Rao,

As you are aware, DST had conceptualized the Gender Advancement for Transforming Institutions (GATI) program in the year 2019, which was launched by the Hon'ble President of India on the occasion of National Science Day in the year 2020. It has an objective of acceleration in participation of women in STEM. The Women in Science and Engineering (WISE) - KIRAN Division, DST has been playing an instrumental role in implementing the program.

I am happy to share that India is among seven countries to make such kind of framework which is inspired by Athena SWAN UK, but developed in Indian context for Indian institutions to achieve Gender Equality in Science. DST has worked in partnership with British Council and a mechanism to evaluate Science and Technology institutions on the basis of Gender Equality in STEM has been worked out. The GATI Achiever recognition developed during the pilot program is to appreciate efforts and transformative contributions made by institution in the field of women in science and technology. Your institution's exemplary work showcased its commitment to driving next step by making action plans to ensure enhanced participation of women scientists at all levels.

I am delighted to inform you that NIT Rourkela has been recognized as a "GATI Achiever" by the Department of Science and Technology (DST), Govt. of India, among the identified pilot institutions. This is prestigious and the first of its kind of recognition of institutions for their remarkable work done for women in STEM through GATI program. The recognition would be valid for next five years from the date of this letter.

We acknowledge the tireless efforts made by your GATI Self-Assessment Team and Dr. Manish Okade, nodal scientist at NIT Rourkela, who were consistent in their work under GATI. We look forward of effective implementation of action plans by your institute in future. With this, your institute has become a role model for other institutions who are willing to participate in this initiative.

We wish you continued success in all your future endeavors. We all are committed to fostering collaboration and driving impactful change together for promoting more participation of women and girls in science.

Once again, we convey our heartfelt congratulations on this well-deserved recognition.

With best wishes,

Yours sincerely,

(S. Chandrasekhar)

Prof. K. Umamaheshwar Rao
Director
National Institute of Technology (NIT)
Rourkela-769008, Odisha.

Gender and Inclusivity Policy at NIT Rourkela

NIT Rourkela is nationally accredited by Department of Science and Technology (DST) for being a pioneer in the field of promoting Gender and Inclusivity. Gender Advancement for Transforming Institutions (GATI), a DST initiative has recognized NIT Rourkela as GATI Achiever. The letter of recognition is enclosed.

General Aspects

- Regular faculty and staff recruitment on a mission mode with a special focus on recruiting female candidates.
- Newly joined faculty and staff are mentored by seniors of the department.
- Ensuring adequate female representations at higher administrative levels (Deans, HoD's, HoC's, Chairperson/President). All Institute/Departmental committees have at least one female representative. Institute is making sincere efforts to increase this number. Moreover, some Institute level committees have more than 30 % females as members.
- Encouraging women speakers in outreach activities. Encouraging women social programs via governmental schemes like Unnat Bharat Abhiyan.
- As an ongoing process sincere efforts are being made to appoint female nodal officers for government schemes like Fit India etc. In future the Institute aspires to increase this number.
- The Institute creche which is already operational is planned to be upgraded by allocating bigger space with more child care amenities.
- Institute plans to recruit more female doctors at its Health Centre in the coming years. Currently, three lady doctors are on the Health care rolls of the Institute.
- FTBI the Institute incubator is encouraging women based startups via attractive schemes like NIDHI Entrepreneur in residence.
- Mentoring at the department level by assigning a senior faculty for hand-holding and settling for early career faculty.
- Providing seed grants to partially support the research activities.
- Providing office support in setting up a good and ambient workplace. Providing computing resources for day-to-day activities.
- Quarter facility for family settlement.
- Spousal applicants are encouraged and currently, the Institute has spousal candidates working at the Institute at all levels i.e. faculty, officer, and administrative staff.
- Institute provides a seed grant of 2 lakhs to partially support the research activities of new faculty.
- Institute provides Quarter facility for family settlement.
- Institute provides medical facility to employees and their dependent family members as per CGHS rules.

- NITs follow the Model Recruitment Rules (MRR) that is gazetted where for every next level the concept of promotion is removed. This used to be called Career Advancement System (CAS) which was abolished by MoE. Currently, all posts are advertised and existing faculty apply to it and appear before the selection committee that is constituted as per the NIT statutes.
- The MRR is credit point based and progression happen when the faculty accumulates the requisite points for the next level. Appointments at all levels are via open advertisements.
- Duty leave, deputation, study and sabbatical leave, extraordinary leave for academic purpose are encouraged.
- Officer and staff promotion is via a Department Promotion Committee (DPC) which is internally constituted as per rules.
- Process for applying and sanction of leave are through well laid out procedures which are called “Through proper channel.” The leave application process is completely online via a homegrown ERP. The reporting officer must be informed via a telephonic call so that suitable work arrangements are carried out. Maternity/Paternity leave get a high priority.
- Provisions for extending leave beyond sanctioned period using other forms of leave like Child care leave, extraordinary leave ,etc., is prevalent.
- Non-formal support such as relaxation in workload and flexible work timings is prevalent at the Institute. Institute has a non-formal practice of supporting its staff with regard to caring responsibilities by providing them flexible hours of work. Since all the staff are on campus the flexi hours helps to overcome the problems associated with caring responsibilities.
- Informally, reduced workload/ flexible working hours is prevalent which is managed on a case-by-case basis by the Department HoD’s.
- WISE-KIRAN division of DST offer WOS-A, B and C schemes which are ongoing at the Institute. Institute also supports its faculty to undertake post-doctoral studies. There are many cases where full-time faculty have been offered sabbatical leave to pursue programs like Fulbright Nehru, Fulbright Kalam, Marie-Curie and Humboldt fellowships which offer mobility options.

Family Support Services

- Institute has a fully functional creche and day care centre on campus. One of the faculty quarter was recently earmarked for this purpose and the facility is named as Indradhanush.
- The day care centre has all amenities for child care and is currently utilized by faculty, officers, staffs and married doctoral students as well as early career researchers.
- Institute has a Health Centre and the current doctor strength is 8. The health centre also has a pharmacy adjacent to it. The health centre caters to the health needs of all stakeholders.
- Institute has a special unit earmarked for Mental health and it is named as Institute Counselling Services (ICS). It has a psychiatrist and a counsellor who visit the facility twice every week and cater to the mental health issues of all stakeholders. Yourdost an online platform for providing counselling services is also being subscribed by the Institute which was useful during the COVID-19 pandemic.
- Institute has a post office, few on campus restaurants, canteens, two guest houses offering dining facilities, a community centre, two markets for ease of access to its stakeholders.

- Technology club, staff club and community centre also form a part of the family support services since they provide a medium for conducting family functions.
- Institute has a unit called Safety and Security (SS) and it is headed by a Head of Unit who is a faculty member of the Institute.
- The Safety and Security (SS) is outsourced to an external agency who provide their services. Currently 112 male guards and 25 female guards are deputed to the Institute by the outsourcing agency.
- The SS unit also oversees the CCTV based Network Video Recorder (NVR) with the technical assistance of Computer & Informatics Centre (CIC). There are a total 350+ cameras across the Institute (680 acres of lush green campus) and its monitoring is carried out from the Surveillance room located in the main academic building.
- Institute has a Transport Unit that manages an well-equipped ambulance which is available 24x7 outside the health centre to transfer patients to full-fledged hospitals with in-patient care. Additionally, three buses are stationed at the transport unit to manage the travel requirements of the Institute.

Addressing Sexual Harassment

As per Parliamentary Act 2013 on “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)”, NIT Rourkela has an Internal Complaints Committee (ICC). Any complaint regarding sexual harassment received by the authority is forwarded to ICC. ICC conducts inquiry into the complaint in accordance with the provisions of the service rules applicable (DoPT guidelines) to the respondent. Following process are followed by ICC: Background of the complaint is studied, merit of the complaint is determined, proceedings are conducted, observations and findings are reported, finally recommendations are given to the Competent Authority. NIT Rourkela has a zero tolerance towards any form of sexual harassment.

Addressing Ragging/Bullying

- Any incident of Ragging is a serious offence and must be reported to the Standing Disciplinary Committee of the Institute.
- Ragging involving any physical force or significant mental harassment must be brought to the attention of the Chief Warden immediately on detection.
- In matters of ragging, a fresher is accountable to the same extent as seniors. Cooperating in ragging, not reporting a case of ragging, or not reporting any incident of unsolicited contact by senior students for the purpose of ragging is a serious offence and invites punishment under the rules.
- There is a special anti-ragging committee Headed by Dean-Student Welfare to investigate ragging matters.

Gender Responsive Budget

- Institute has utilized its budget to build the creche and day care centre in the FY 21-22. A faculty quarter D-1 type was earmarked for the purpose and it was refurbished. All amenities like play area with amenities, indoor equipment for kids have been procured. A day care committee is formed and is functional to look into the functioning of the day care centre.
- ICC regularly conducts sensitization programmes and budget is allocated to it from the Miscellaneous fund which is managed by the Registrar’s office and is approved by the Director.

Orientation and Diversity Sensitization Programmes

- Institute orientation program happens once a year during the admission session i.e. in the month of July-August.
- Institute counselling services (ICS) conducts its own sensitization programs addressing the importance of mental health.
- For the first time GSAT conducted an orientation and sensitization program alongside ICS induction program.
- ICC regularly conducts sensitization programs on sexual harassment-prevention and best practices every semester.

Courses Addressing Gender and Diversity

Humanities and Social Sciences department of the Institute caters to the curriculum related to gender. There are two courses as follows

Gender and Development with course code HS5313
Gender, Diversity and Inclusion with course code HS1314

The course syllabus is available at the following links

shorturl.at/pEIQ4 and shorturl.at/amvWY

The above courses are core courses for MA-Development studies and are offered as professional electives to all the 18 STEM departments and students are free to choose them.