CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION AND RESEARCH (CSIBER)
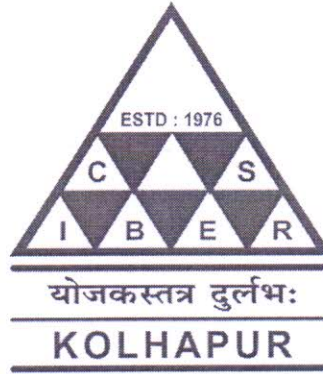
(An Autonomous Institute)
University Road, Kolhapur- 416004(MS-India)

GENDER POLICY

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GENDER POLICY

Higher education campuses have a special role in promoting that female and male students have equal access to the knowledge and skills imparted on the campuses. Accordingly, CSIBER thought of its Gender policy formally written, approved and publicized so that it not only gives direction for the institution in practice but also holds the institution accountable. It also comes from the understanding that inequality between men and women is deep-rooted and it is manifested in discrimination against women in different forms. To whatever extent, one might be sensitive; it needs conscious and continuous efforts to achieve and preserve a balanced environment both at the institutional level and also in work with the partners at department level. The Indian constitution provides equality before law for women under Article 14 and Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards those efforts and striving to be by our Constitution. Gender equality and equity aim at ensuring both women and men (Staff and Students) are considered equal and treated equally in terms of dignity and rights.

Objectives of Gender Policy:

- To provide an integrated and interdisciplinary approach to understanding the social and cultural constructions of gender that shapes the experiences of women and men in society.
- To provide a framework for effectively integrating gender concerns into the institutional agenda and educational policy domain
- To create equal opportunities and a conducive environment for women and men at work place
- To promote equal representation and participation of women in decision-making at the professional/ programmatic and administrative levels.

Elements of Gender Policy:

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes. CSIBER understands that gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context specific and changeable. Gender is part of the broader socio-cultural context, which also takes into consideration factors such as class, race, economic status, ethnic group and age. CSIBER adopts gender perspective, which means focusing on both women and men and their relationships with each other in campus and outside. In addition, it means working with a global perspective that allows for and appreciates regional diversity. The institution aims at mainstreaming gender by creating an

enabling working environment that in turn attracts and helps to retain gender sensitive staff. Since the institute is working towards student capacity enhancement by providing gender sensitive education the gender policy is an integral part of all its institutional policies, programs and projects and involves building a culture that understands the issues and policies, which respect diversity and gender, related concerns. A mere statement of policy and objectives does not ensure the concerns relating to addressing the gender. Towards achieving the above objectives, clear indicators need to be defined to evaluate and assess the institutions commitment towards gender equity on a periodic basis.

For these following systems would be put in place and necessary strategies would be tried out internallyand externally: *at the institutional level and at the departmental level.*

At the Institutional level:

A) Staff composition/representation

- Recruiting adequate women staff and ensuring the balance also at senior levels; with an objective of achieving a numerical gender balance in all posts at all levels as far as possible.

- Ensuring equal opportunities among male and female staff for personal growth, in promotion benefits, training and working conditions.

- Ensuring equitable representation and participation of men and women in the Academic Council and in various functional committees of the institution.

B) Workplace

- Providing a safe and secure workplace for women staff, free from sexual harassment with a Gender complaint committee or Grievance Redress Cell to look into specific concerns.

- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.

- Extending work-related concessions and relaxations for women staff depending upon the situations and requirements; e.g. providing secure transport facilities and relaxation over travel time; ensuring security measures along with minimum basic facilities for women staff traveling in the field.

- Reviewing the institutional structure, functioning, and problems in relation to gender imbalances among staff and the work environment from time to time and taking definite steps to address the same

- Providing wages in accordance with the principle of equal pay for equal work for both men and women.

- Placing Gender in existing committees: A woman employee who has put in 3 months of service after confirmation shall be entitled for 4 months of Maternity Leave on full pay and under probation, she will be eligible for leave without pay for the same length of period.

- Men employees when their spouses have children shall be entitled to 30 days of leave either immediately after childbirth or fifteen days before childbirth and fifteen days after childbirth for primary parenting and child nurturing.

- Making special efforts to provide empowerment education through necessary support and guidance.

- Sensitizing the male students and staff and mobilizing their support towards gender balance in the campus.

- Building awareness and sensitivity by processing information and discussing communication material in diverse ways towards gender sensitization. The college has taken an initiative to provide sanitary napkin vending machines for the students and teachers. It is a combined effort to normalize menstruation and break the cultural taboos surrounding it. This is a significant step where an environment of self-empowerment and sensitivity toward others is created.

B) Staff capacity building

Facilitating staff capacity-building processes and pieces of training to enhance perspectives and conceptual clarity on Gender issues *(for all the staff members)*. It will be an important component of the induction program.

Ensuring that all training (internal and external) facilitated by the institution is gender-sensitive- a) training content/methodology/mode of facilitation b) logistics part -time/location of the venue.

C) Institutional policies and systems
- Making all career advancement systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.

- Incorporating and explicitly mentioning gender sensitivity as an essential element in the tasks/job profiles in all terms of reference, including TORs for external consultants.

- Ensuring that conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity-building efforts of staff.

- Initiating and building the advocacy around gender balance and making efforts to integrate gender concerns into the up gradation.

D) Staff benefits
Following all statutory requirements related to maternity and paternity leaves.

- Ensuring that staff access to and use of information technology is gender equitable.

- Arrangements should be made for recording all information and open access for reviewing the performance of tasks mentioned at the institutional level regularly in different forums from staff meetings to Annual meetings.

Networking:

CSIBER INSTITUTE would proactively make several efforts in promoting gender concerns in the work in association with other colleges. It involves extending support to other organization in organizing training programs, conducting gender audits, , providing documentation support etc.

CSIBER INSTITUTE would extend support to other institutions in developing their own gender policies, strategies and programs.

CSIBER INSTITUTE would further strengthen linkages with the Gender desk of Centre for World Solidarity (CWS) and Women's Cell of NBU and UGC to work on various women's issues. Participation and contribution to the common platforms like Synergy group of women employees of all Solidarity Institutions will further help the institution.

The Members of the Women's Cell:

Dr. P G. Naik (Chairperson)

Dr. Sonia P. Rajput (Secretary)

Dr. K.N. Ranbhare

Dr. V. B. Patil

Prof. Viraj Jadhav