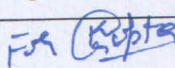


Key Indicator - 7.1 Institutional Values and Social Responsibilities (50)

Metric No.		Weightage
	Gender Equity	
7.1.1 QIM	<p><i>Measures initiated by the Institution for the promotion of gender equity during the last five years.</i></p> <p>IKGPTU focuses on the core values of gender equality and women empowerment to uplift the social, economic and educational status of women which is reflected in various activities of the University. In unification with university values, Department of Management Studies too aims at creating an environment and culture where there is no gender-based discrimination and women have equal rights in the education system. Equity in education is strongly reflected in the Departmental conduct and teaching wherein emphasis is on equality of access, equality in the learning process, equality of educational outcomes, and equality of external results.</p> <p>Equality of access to education is evident from equitable opportunities in admission to both males and females in the department. Admission processes are unbiased and transparent, offering equal opportunities to everyone irrespective of gender. Equality in the learning process is reflected in equitable treatment and attention given by faculty to all students and using teaching methods and materials free of stereotypes and gender bias. The equality of educational outcomes is demonstrated in the evaluation and assessment mechanisms free of gender bias, wherein all students in the department are evaluated via a fair and transparent examination system.</p> <p>In addition to this, the curriculum integrates issues of gender equity and sensitization into both curricular and co-curricular activities by incorporating various courses that focus on women-centric issues and their empowerment. Subjects like Human Values and Professional Ethics, Business Ethics and Corporate Social Responsibility which are embedded in the curriculum of MBA and BBA familiarize the students with core values and ethics in the context of gender equality. Additionally, subjects like Business Environment and Indian Economy in MBA and BBA help students understand the importance of gender equality in education, health and other gender related</p>	5

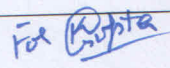

 Head
 Department of Management Studies
 I.K. Gujral Punjab Technical University
 Kapurthala-144603

issues for holistic socio-economic development.

To enlighten students to the world of women empowerment, the subject of Entrepreneurship Development and Project Management in MBA and Entrepreneurship Development in BBA specifically discusses the significance and challenges about Women Entrepreneurship. Electives/Specialization subjects like International Human Resource Management, and Performance and Compensation Management acquaint the students with emerging concerns associated with Dual Career couples, women's roles in international management, issues of equity-based rewards, and pay parities in the global perspective. Additionally, Employee Relations in MBA and Industrial Relations and Labour Laws, and Company Law in BBA spread awareness amongst students with regards to legal rights and remedies available to women by incorporating laws pertaining to Sexual harassment, Maternity Benefits, Women's safety in workplaces, factories, companies etc.

Women's participation is encouraged extensively in all curricular, cocurricular, and extracurricular activities across the department. Female Students are encouraged to participate in various Academic, Sports and Cultural activities like Youth festivals, Independence Day activities, Republic Day activities, Entrepreneurship Week, Alumni Meet etc. Further Women's Day is celebrated every year on March 8 which involves participation by female faculty, officers, and students to showcase and exhibit their talents and abilities.

Facilities of the University namely transport, recreational, sports facilities, Library, etc are available to all students without any gender bias. Female students, faculty, and staff have equal access to all such facilities. There is a dedicated female hostel facility at the University, along with separate female restrooms and common rooms for girls in the Department, to promote comfort and safety for women.


Head
Department of Management Studies
I.K. Gujral Punjab Technical University
Kapurthala-144603