

### 5.3.3 - Women's access schemes, including mentoring, scholarships, or other provision

#### Mentoring

In Manav Rachna University Mentoring is an integral component of academic process and teaching learning. Recognising the importance of mentoring is one of the key elements for professional development, right from the admission process to the completion of the program with special emphasis on Girls Students. The Mentor-Mentee program at university actively promotes *gender inclusivity* by fostering an environment of equal opportunities and respect. Through regular interactions, mentorship, and awareness activities, the program supports students, encouraging an inclusive culture. It especially empowers female mentees to thrive academically and personally. Time to time counseling of the students is also done by mentors for removing cultural and linguistic barriers for female students coming from remote areas.

#### Scholarship

Scholarship policy of Manav Rachna University encourages a good number of students every year and kindles the spirit of consistent performance with special focus on Girl Students. In the year 2022-23, a substantial sum of more than three and a half crores was awarded as a scholarship. The scholarship policy of the University encourages a good number of students every year and kindles the spirit of consistent performance.

The University provides a 10% Tuition fee Waiver (limiting up to maximum of Rs. 5000/- only one time at the time of admission) to the only girl child candidates in all the UG & PG Programs provided the candidate has scored 60% aggregate marks in the qualifying exam. Additionally, the University fosters networking, mentorship, and skill development opportunities specifically designed for women across both academic and non-academic roles. In the Academic Year 2022-2023, 66 female students availed this scholarship.

Merit Scholarship: Schemes 'Utkarsh' and 'Uttam' for the candidates based on MRNAT-2022 Score for UG & PG programs: -

| MRNAT 2022 Score | 'Utkarsh' *      | 'Uttam' **       |
|------------------|------------------|------------------|
| 90.00% & above   | 100% Tuition Fee | 100% Tuition Fee |

|                                    |                           |                           |
|------------------------------------|---------------------------|---------------------------|
|                                    | Waiver                    | Waiver                    |
| 80.00% & above but below<br>90.00% | 50% Tuition Fee<br>Waiver | 25% Tuition Fee<br>Waiver |
| 70.00% & above but below<br>80.00% | 25% Tuition Fee<br>Waiver | 10% Tuition Fee<br>Waiver |

### Merit cum Means Scholarship

Manav Rachna offers merit-cum-means scholarships to Haryana candidates for all undergraduate and postgraduate programs. This scheme is available to students whose parents have an annual income up to Rs. 2.80 lakh from all sources.

In order to motivate the students for better and sustained academic performance, MRU offers 'Merit Scholarship to Semester/ Branch Toppers' for students bagging 1st, 2nd and 3rd positions in the Odd & Even semester exams (Based on the amalgamated SGPA / CGPA) every year for each programme being run at MRU

Many girl students have been receiving the benefits of such scholarships every year.

### Other Provisions

#### Research at MRU in the area of Gender Equality

Manav Rachna University (MRU) has actively engaged in publishing research papers focusing on gender sensitization. This research area addresses vital aspects of gender-related issues within society, highlighting the university's commitment to fostering an inclusive and equitable environment. The research conducted University, not only sheds light on persistent gender issues but also explores innovative ways to address these challenges through sensitization and provides theoretical and managerial implications to help organizations and institutions support gender equity.

## Significance of Gender Sensitization Research

Gender sensitization research plays a crucial role in understanding and addressing issues related to gender biases, stereotypes, and inequalities. Gender inequality remains a global issue, with substantial impacts on social dynamics, economic opportunities, and personal well-being. Research focusing on gender sensitization seeks to counter these negative impacts by raising awareness of how deeply ingrained beliefs about gender can influence attitudes and behaviors in society, education, workplaces, and various social institutions. This type of research aims to reframe perspectives and promote respect and equality, making it a foundational element in efforts to create inclusive environments.

Ms. Sonia Minocha, Dr. Animesh Singh and Dr. Rashi Banerji published a research on Buying behavior of Indian females toward natural Natural Personal Care products: The Moderating role of buying frequency in *Jindal Journal of Business Research*, Sage Journals. The research conducted by SOMC focuses on understanding the buying behavior of female consumers and its critical role in marketing strategies. With women influencing a significant portion of consumer purchases across various industries, insights into their preferences, decision-making processes, and brand loyalty can greatly enhance targeted marketing efforts. By analyzing factors that drive female purchasing behavior, the research helps businesses tailor products, services, and marketing campaigns to better align with this influential demographic. This focus on female consumer behavior not only supports more effective marketing but also fosters a more inclusive approach to product development and brand communication.

Ms. Srishti Bathla published a research on A systematic review to study the antecedents of gender disparity at managerial levels: Its impact on sustainable organizational growth in PBRI. This research systematically reviews the factors contributing to gender disparity at managerial levels and examines its effects on sustainable organizational growth. By analyzing antecedents such as biases in recruitment, lack of mentorship, and limited career advancement opportunities for women, the study highlights key barriers to gender equality in management. The findings suggest that gender disparity hinders diverse perspectives and decision-making, ultimately impacting long-term organizational sustainability. Understanding and addressing these antecedents can help organizations foster a more inclusive leadership environment, enhancing innovation, employee morale, and resilience, which are essential for sustainable growth in today's competitive landscape.

The School of Education and Humanities at Manav Rachna University (MRU) is committed to advancing gender sensitization in education through active research. Faculty and students regularly publish papers that address gender issues, aiming to create awareness and promote inclusivity, thereby contributing to a more equitable educational environment.

Dr. Rashee Singh, Head of the School of Education, published a research paper evaluating five distinct dimensions of self-efficacy among adolescents, analyzed through a gender-based lens. Her study offers insights into how gender influences self-efficacy in young individuals, contributing to understanding developmental differences and fostering gender-sensitive educational strategies.

The Electronics and Communication Engineering (ECE) Department at MRU emphasizes gender-based research, focusing on technology-driven advancements to improve women's lives. By addressing issues unique to women through innovative technological solutions, the department aims to promote gender inclusivity and support the well-being and empowerment of women in society.

Dr. Meenakshi Gupta, Associate Professor of ECE, published a research paper introducing a novel feature selection method using machine learning algorithms for breast cancer screening via thermography images. Her work highlights advancements in early detection, potentially enhancing accuracy and efficiency in identifying breast cancer, and supporting improved healthcare outcomes for women.

Centre of Peace and Sustainability (MRCPS) is one of the important centers of excellence under the School of Education and Humanities, Manav Rachna University . MRCPS's five verticals, namely PARASHAKTI (Women empowerment), PRAKARSH (Quality Education), SAHRITA (Environment conservation), SAMRIDDHA (Economic Development), and SADBHAV (Health & Peace), focus on different six SDGs. PARASHAKTI vertical of MRCPS, reinforces the promotion of its female students and staff based on their merit and performance. It takes a number of initiatives from time to time for women empowerment. Glimpses of the events conducted during the academic year 2022-23 summarized below.



### **Counseling Cell - Saksham**

Saksham' is the Counseling Cell at Manav Rachna University established with a vision to provide need based guidance and psychological support to the students so as to facilitate them

nurture their potential for optimum personal and professional growth. There have many Girl students who have received the benefits of this counseling center.

As a case study, Ms. Shivangi Sharma from B.Tech (CSE) has been extensively mentored by the members of the counseling cell along with her mentor for psychological issues during the academic year 2022-23. Her mentor was also changed from male faculty member to female faculty member. She has shown significant improvement in her overall performance and psychological adjustments with peers in the classroom.

### **Safety Measures**

Manav Rachna University is dedicated to fostering a secure and protective atmosphere for all its students, with particular attention to the safety of female students. To promote their welfare, the university has established a thorough safety protocol. This encompasses continuous security monitoring, staffed by trained male and female personnel, advanced hostel accommodations with 24-hour security, and designated common areas for female students. The institution also emphasizes sanitary hygiene by ensuring the availability of sanitary napkins and maintaining hygienic restroom facilities. To promote a healthy and active lifestyle, the university provides specialized culinary arts programs aimed at empowering women. Furthermore, to safeguard female students, it is ensured that no female student is going out of campus after 8.00pm. These initiatives, along with a strong commitment to cultivating a supportive and inclusive campus environment, play a vital role in ensuring a safe and productive learning experience for all students. The female faculty members always accompany female students whenever engaging in outdoor activities or tours. Prior to the beginning of each academic year, the Women Cell (WC) develops an annual gender sensitisation action plan and executes the same throughout the year. The university has a number of committees, including the Internal Complaint Committee, Anti-Ragging Committee, the Students Grievance Committee, and the Discipline Committee, which work diligently to increase awareness of sexual harassment issues, prevent any misconduct, quickly resolve student grievances and ensure a secure, inclusive and respectable climate on campus. The grievance redressal committee and the online grievance portal are platforms to address grievances of the students and staff. Sessions with alumni offer assistance in enlightening female students about future career goals.

## Details of CCTV Cameras at MRU

| MANAV RACHNA University CCTV installation Details on 22-03-2022 |                 |             |                |              |                |
|---|-----------------|-------------|----------------|--------------|----------------|
| .No.  | Blocks/Location | Dome Camera | Outdoor Camera | DVR 16/8Port | Working Status |
| 1   | CBH-2           | 43 Nos.     | 04 Nos.        | 03 Nos.      | OK             |
| 2   | CBH-1           | 24 Nos      | 5 Nos.         | 2 Nos.       | OK             |
| 3   | Gate- No.7      | 3 Nos.      | 10 Nos.        | 1 No.        | OK             |
| 4   | H-Block         | 10 Nos.     | 6 Nos.         | 1 No.        | OK             |
| 5   | I-Block         | 21 Nos.     | 1 Nos.         | 2 Nos.       | OK             |
| 6   | L-Block         | 29 Nos.     | 3 Nos.         | 2 Nos.       | OK             |
| 7   | K-Block         | 29 Nos.     | 2 Nos.         | 2 Nos.       | OK             |
| 8   | L-Block Library | 8 Nos.      | 0              | 1 No.        | OK             |
| 9   | State Office    | 2 Nos.      | 3 Nos.         | 1 No.        | OK             |
| 10  | J-Block         | 35 Nos.     | 3 Nos.         | 1 no.        | OK             |
| 11  | G-Block         | 27 Nos.     | 0              | 1            | OK             |
| 12  | G-Total=        | 202 Nos.    | 37 Nos.        | 17 Nos.      |                |

## CCTV Details

### Women in IT Area - Women in Engineering (WIE)

Through its partnership with IEEE and the IEEE Women in Engineering (WIE) branch, Manav Rachna University (MRU) has played a significant role in promoting women's empowerment in engineering. This chapter offers female students a vibrant opportunity to develop both personally and professionally within a global network. The IEEE WIE branch at MRU hosts a number of workshops, technical training sessions, and contests with the goals of improving technical proficiency, stimulating creativity, and promoting cooperation among female engineers. Through these exercises, students develop critical leadership, collaboration, and project management abilities in addition to their technical expertise.

In order to give students a better understanding of real-world engineering issues and career choices, the chapter often welcomes successful female engineers from both domestic and

foreign locations to give interactive speeches and seminars. In order to expose students to cutting-edge research and new technologies, MRU also encourages their participation in IEEE conferences, hackathons, and technical symposiums. Female students are encouraged to confront prejudices, pursue lofty objectives, and serve as role models for the upcoming generation of female engineers by the university's dedication to creating an inclusive engineering environment, which is further supported by IEEE WIE's mission. MRU and IEEE WIE collaborate to give women the knowledge, connections, and self-assurance they need to succeed in the engineering sector through this encouraging environment.

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from iconic classics to recent blockbusters the quiz comprised it all. All the film enthusiasts were challenged to showcase their knowledge and to compete in a buzzer round. With a 60+ participation the event marked the beginning of a series of events. The echoes of the crowd could be well heard and the level of excitement unmatched. The second half of the day was comprised of a series of group discussions on the pros and cons of “The Rise Generative AI”. The healthy discussions ranged from Chat GPT to the further advancements in the graphical zone. Students from different departments flexed their thoughts and feelings about the new level of technologies.



The Day 2 of the Women’s Week was jam packed with informative events which involved a Webinar as well as fun events like “Spin the Wheel”. The first half was taken up by a Webinar on “The Art of UX Design: Strategies and Techniques” which involved a live interactive session with industry expert Ananya Kamra who spoke on the scope and placement in UI/UX designing along with entire career path. All of the 100+ participants were super interested to understand the new opportunities and difficulties by a seasoned professional.

To lighten the mood of the seminar was followed by a “Spin the Wheel” where students were promoted to come on the stage and spin a wheel which comprised of a number of tasks which the participants have to perform based on the spinning the wheel.





Manav Rachna University  
IEEE STUDENT BRANCH



Manav Rachna University  
IEEE Student Branch

# THE ART OF UI/UX DESIGN : STRATEGIES AND TECHNIQUES

On the occasion of IEEE women's week

**ANANYA KAMRA**



Speaker

**10 AM**

**22  
MARCH  
, 2023**



**I BLOCK  
AUDITORIUM**

**SCAN  
HERE**



**UI/UX DESIGN INTERN AT  
Palo Alto Networks**

**FOR QUERIES CONTACT  
TANISHA : 8708560794  
LIZA : 9953956800**



@ieee\_mru





On the prestigious occasion of International WIE Day and IEEE MRU WIE Day, IEEE MRU Student Branch in association with WIE Affinity Group presented Poetry Slams - An event in which participants were required to create a poetry or a song dedicated to the women in engineering.

**MANAV RACHNA**  
UNIVERSITY

Manav Rachna University  
IEEE STUDENT BRANCH

**POETRY SLAMS**  
A poetry or song video making competition

**DEADLINE**  
**28 JUNE,**  
**2023**

**ON THE OCCASION OF INTERNATIONAL WIE DAY AND IEEE MRU WIE DAY**

**E-CERTIFICATES WILL BE PROVIDED**  
**WINNER ANNOUNCEMENT WILL BE DONE ON SOCIAL MEDIA**

**SCAN HERE**

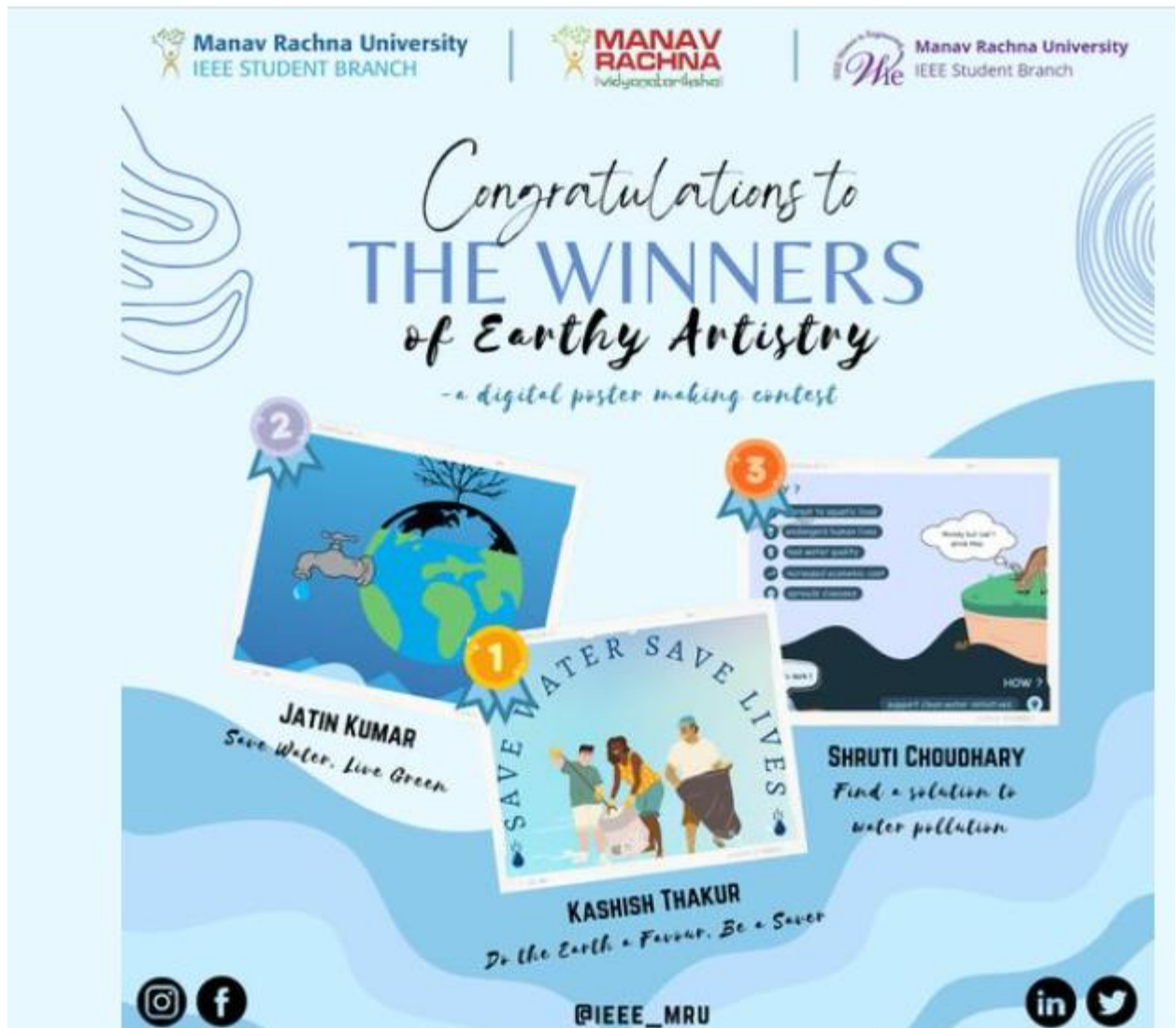
**Dedicated to women in engineering**

**CONTACT:**  
**LIZA KANSAL - 9953956800**  
**TANISHA BHAYANA - 8708560794**  
**STUTI THAKUR - 7011162250**

@ieee\_mru

Under the Environment's week, IEEE MRU Student Branch in association with WIE Affinity Group organised Earthy Artistry- A digital poster making contest. The themes of the event were Water Conservation, Water Pollution Prevention and Importance of water for which

participants had to submit digital posters with a slogan describing their posters relevant to any one of the themes .



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PRESENTS

# Environment's Week

# Earthy Artistry

- a digital poster making contest

28TH APRIL 6 P.M ONLINE MODE

- E Certificates will be provided to both winners and Participants.
- Get a chance to be featured on our social media pages.
- Clan Points will be given to both winners and participants.

REGISTER HERE

BHAVIKA 7627062971 JOY 9717288998 AYUSH 8700803040

@IEEE\_MRU

## Sports facilities for Women

Manav Rachna has a variety of sports facilities spread over the campus as well as a sports academy located within Faridabad. A special emphasis is placed on promoting interest for sports among women on campus. The gym is equipped with all necessary training gadgets.

Directorate sports MREI organized 9th open Manav Rachna Girls Sports Meet 2023 to promote and motivate girls students for FIT India Campaign under the guidance of UGC on 5th May 2023.



A special facility of an open Gym has been made available only for all women hostellers. It is located near the Staff Quarters of the Manav Rachna Campus. Apart from this, the Sports Arena also provides all kinds of Sports Facilities like table tennis, Badminton, Shooting range for the female students. Many Girl students have bagged various awards at State and National Level in different sports.

