



Action Plan for Gender Equality at IIITA for the Period 2025-2030

Gender Equality Plan

Gender equality and inclusive practices are essential to ensuring excellence in higher education, research, innovation, and institutional governance. At the Indian Institute of Information Technology, Allahabad (IIITA), we recognize that equitable representation, opportunities, and treatment across genders are fundamental to our vision of academic and societal advancement.

IIITA is committed to fostering a workplace and educational environment that is respectful, diverse, and free from discrimination based on gender, identity, ethnicity, religion, disability, or socioeconomic background. In line with national policies, UGC guidelines, and global best practices, this Gender Equality Action Plan (GEAP) for 2025–2030 outlines IIITA’s strategic approach toward building an inclusive environment that values gender diversity, supports professional development, and upholds fairness in policies and practices.

Current Situation

Gender equality remains an important institutional priority at the Indian Institute of Information Technology, Allahabad (IIITA). While the Institute has made significant progress in expanding opportunities for women across academic and administrative roles, the current gender distribution reflects that women continue to be under-represented in senior faculty positions, leadership roles, and certain technical and administrative categories. Available baseline data for 2025 indicate that the proportion of female faculty members is substantially lower compared to their male counterparts across all designations, particularly at the Professor and Associate Professor levels. Administrative positions, including Group A, Group B, and Group C employees, show a similar pattern of imbalance, with a considerably higher number of male staff members. Department-wise analysis further shows that while all departments at IIITA have female representation, the overall percentage still remains below desired levels. These findings underscore the need for targeted strategies in recruitment, career advancement, leadership development, and institutional support to achieve a more equitable gender balance by 2030.

A. Gender Distribution by Designation

Sl. No.	Designation	Male	Female	Total
1	Professor	22	3	25
2	Associate Professor	20	4	24
3	Assistant Professor	25	8	33



4	Group A Officers (Registrar, Joint/Deputy/Assistant Registrar, Technical Officer)	13	1	14
5	Group B Employees (Section Incharge)	35	7	42

B. Department-wise Faculty Gender Distribution

Department	Male Faculty	Female Faculty
Information Technology	27	4
Electronics & Communication Engineering	16	4
Applied Sciences	16	4
Management Studies	8	3

The data reflects under-representation of women in senior academic and administrative positions, which emphasizes the need for targeted interventions in recruitment, promotion, and leadership development.

IIITA's Ethical & Institutional Commitment

IIITA remains firmly committed to principles of equality, fairness, and non-discrimination. All institutional processes related to recruitment, performance evaluation, promotion, salary determination, work allocation, and student engagement are guided by transparency and equal opportunity. The Institute maintains zero tolerance for any form of gender-based discrimination, harassment, or bias, and actively ensures equal access to leadership positions, institutional resources, and professional development opportunities. The organization also continues to strengthen its compliance with the provisions of the POSH Act 2013, UGC Gender Equity guidelines, and internal institutional policies that promote diversity, inclusivity, and gender responsiveness.

Action Plan (2025–2030)

To achieve its goals for gender equity, IIITA has developed a structured and multi-layered action plan for the period 2025–2030. The plan is organized around three major pillars inspired by effective global frameworks.

- **Resources and Responsibilities**

The first pillar focuses on institutional resources and responsibilities. IIITA will establish a Gender Equality Committee (GEC) comprising members from faculty, administration, students, and the Human Resources



department to oversee, coordinate, and monitor all gender-related activities. Dedicated HR resources will be allocated specifically for maintaining gender-disaggregated records, supporting policy implementation, and ensuring that gender equality remains a regular and mandatory agenda item in leadership meetings and annual governance reviews.

- **Awareness and Training**

The second pillar emphasizes awareness-building and training as essential components of long-term cultural transformation. IIITA will regularly conduct gender sensitization workshops for faculty, staff, and students, along with annual POSH training sessions. Updates on gender-related initiatives will be shared through the Director's monthly address, and gender equality statistics will be published twice a year on the institute website. Dedicated awareness programs will focus on women's participation in STEM, gender inclusion in research, developing leadership potential among women, and promoting healthy work-life balance. Through these efforts, IIITA aims to ensure that gender inclusivity becomes a shared institutional responsibility rather than a specialized task.

- **Observatory of Career Development (Data Collection & Monitoring)**

The third pillar centers on developing a robust Observatory for Career Development, which will systematically monitor gender representation, recruitment trends, promotions, leadership participation, research output, and awards or recognitions. The Observatory will conduct annual gender audits, analyze trends to identify structural or cultural barriers, and detect any potential "glass ceiling" effects that may hinder women's advancement. This mechanism will also support the implementation of a gender-balanced Employee Promotion Plan that ensures fairness, transparency, and equal access to career progression opportunities. Beginning in 2026, the Observatory will publish an Annual Gender Equality Status Report to maintain institutional accountability.

Additional Institutional Measures

In addition to these core components, IIITA will continue to strengthen a wide range of institutional support measures. These include flexible work arrangements for employees, improved childcare and wellness facilities, mentorship programs for women in early-career roles, and enhanced functioning of the Internal Complaints Committee (ICC). Special support will be extended to women rejoining the workforce after maternity or caregiving breaks, and policies will be implemented to encourage greater participation of women in research leadership roles, project management, and administrative responsibilities.

Monitoring, Review, and Evaluation

The effectiveness of the Gender Equality Action Plan will be ensured through continuous monitoring, review, and evaluation processes. The Gender Equality Committee will conduct annual assessments of progress indicators, make recommendations to the institute's leadership, and prepare a mid-term review in 2027 to evaluate the need for course corrections. At the end of 2030, a comprehensive final review



will be completed, and recommendations will be made for the next action plan for the period 2031–2036.

Through this Action Plan for Gender Equality (2025–2030), IIITA reaffirms its commitment to establishing an inclusive, safe, and empowering academic and work environment for people of all genders. By integrating gender equality principles into institutional governance, research activities, teaching practices, and campus culture, IIITA aims to position itself as a model of gender-responsive and equitable higher education in India.