Has the organization taken any special initiatives to support / encourage women in STEM Workforce such as extra reservation, counselling programmes, training programmes, mentorship sessions etc.

Yes.

IIT Roorkee has implemented several initiatives to support and encourage women in the STEM workforce, addressing various aspects of their academic, professional, and personal lives. These initiatives provide a comprehensive support system for female faculty members and students:

- **Recruitment Drives:**
  - Special recruitment drives aim to enhance the gender ratio among faculty members, addressing the underrepresentation of women in STEM fields.
- **GATI Initiative:**
  - GATI (Gender Advancement for Transforming Institutions) program was launched by DST and the British Council, and conducted sensitization programs, workshops, and outreach events which focused on gender equality and women's leadership in STEM.
- **Ansys Social Entrepreneurship Fellowship Award:**
  - Supports M. Tech students from diverse backgrounds or female students focusing on research in healthcare, environmental sustainability, and socially relevant technology projects.

- **Golden Girl Scheme:**
  - The 'Golden Girl' scheme allows first-rank holder (Gold Medallist) female candidates direct admission into Masters and Ph.D. programs, promoting academic excellence among women and supporting their advanced education in STEM fields.
- **SAKUNTALA Fellowship:**
  - The SAKUNTALA Fellowship facilitates higher education for female engineering students, providing opportunities to nurture their talent and conduct research on campus, thereby increasing the number of women pursuing advanced degrees and careers in STEM.
- **Shyama Mangal Outstanding Women Employee of the Year Award:**
  - Recognizes and honors exceptional female employees annually, highlighting their contributions and dedication to the institute.
- **Childcare Facilities:**
  - Aarohi Child Care and Playgroup supports faculty, staff, and married students by providing a 'Home away from home' environment for their children. Adarsh Bal Niketan Senior Secondary School caters to the educational needs of staff children, providing a co-ed learning environment affiliated with the CBSE.
- **Fitness and Wellness Programs:**
  - The institute provides a fully equipped separate gymnasium for women, yoga classes, aerobic classes, Zumba sessions, and fitness camps. These programs promote physical and mental well-being, contributing to a healthy work-life balance.

- **Sanitary Pad Vending Machines:**
  - Installed in response to requests from the female community, ensuring access to essential hygiene products.
- **Counselling Services:**
  - The Wellness Centre helps students and faculty tackle personal, family, and peer issues, and manage academic responsibilities more effectively.
- **Work-Life Balance Policies:**
  - IIT Roorkee offers various welfare support systems, including maternity leave, paternity leave, child care leave, casual leave, earned leave, sabbatical leave, and medical leave. These policies help female faculty members manage their careers and personal responsibilities effectively, allowing for smooth transitions back to full-time work post-leave.
- **Full Medical Facilities:**
  - Comprehensive medical services are available for regular employees, contract employees, and their dependents, ensuring health and well-being.

These initiatives demonstrate IIT Roorkee's commitment to creating an inclusive and supportive environment for women in STEM, ensuring they have the resources and encouragement needed to thrive in their academic and professional careers.

IIT Roorkee has collaborated and implemented all government programs aimed at advancing women in STEM fields. Some notable collaborations and programs include:

1. **Vigyan Jyoti Programme:** IIT Roorkee has hosted two Vigyan Jyoti visits for 12th-grade students to encourage young women to pursue STEM careers and promote gender parity in science and technology fields.
2. **SERB - POWER Research Grants:** This scheme aims to encourage emerging and eminent women researchers for an individual-centric and competitive mode of research funding to undertake R&D activities in frontier areas of science and engineering.
3. **Women in Science and Engineering-KIRAN:** This aims to support women from all walks of life in the domain of Science & Technology by providing opportunity to women scientists and technologists between the age group of 27-60 years who want to continue the research as bench-level scientists in basic and applied sciences.