

GENDER ACTION PLAN

INTRODUCTION:

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favor of women. Within the framework of a democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women.

GOAL AND OBJECTIVES:

1. The goal of this Plan is to bring about the advancement, development and empowerment of women. The Plan will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals.
2. Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential.
3. The enjoyment of all human rights and fundamental freedom by women on equal basis with men in political, economic, social, cultural and civil.
4. Equal access to participation and decision making of women in social, political and economic life of the nation.
5. Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.
6. Changing societal attitudes and community practices by active participation and involvement of both men and women.
7. Mainstreaming a gender perspective in the development process.
8. Elimination of discrimination and all forms of violence against women and the girl child; and Building and strengthening partnerships with civil society, particularly women's organizations.

Gender Action Plan

Supportive System		
Purpose : to ensure a gender inclusive environmental and enhanced student experience		
Objectives	Actions	Outcomes
<ol style="list-style-type: none"> 1. We are confident that our environmental is gender inclusive. 2. To organize various program on Self-Development of students and staffs members. 3. To organize various program on technical development of students and staffs members. 	<ol style="list-style-type: none"> 1. Review the physical and social environment for the most imbalanced courses to tackle barriers 2. Consult with student Association on finding of audit and collaboratively action plan to tackle any barriers. 3. Program organized on Personality Development, Self-Defense, Self-Motivation, Self-Confidence, English Speaking, Communication Skill, Fitness and Meditation and Family and Career. 4. Program organized on Empowerment and Employability 	<ol style="list-style-type: none"> 1. An reduction in barriers for gender minority students 2. Amore gender inclusive environment 3. A more effective working relationship with students to address the gender imbalance. 4. Prevent the gender based sex selective elimation. 5. Protection of girl's child. 6. Students show critical mind, self-confidence and commitment to society. 7. Students are well trained on social activities.
Infrastructure		
Objectives	Actions	Outcomes
<ol style="list-style-type: none"> 1. Ensure the commitment of College at the all level to gender equality is communicated clearly and is evident for 	<ol style="list-style-type: none"> 1. Equality considerations underpin Board and Senior Leadership Team discussions and decision making 	<ol style="list-style-type: none"> 1. Clear commitment to gender equality is evident in decision made 2. All staff are aware of

students and staff.	2. Board of Management membership and activities demonstrates gender equality	the college commitment in respect of gender equality 3. Maintains 50:50 gender split
2. Curriculum Review and planning activities take cognizance of gender segregation and equality issues	1. Curriculum review and change plans incorporate gender equality analysis 2. Entry criteria for all programmes reviewed/ revised 3. Good to Great Transformation strategy plans and activities reflect gender action plan requirements 4. 6. Specific gender action to be identified for target subject areas	1. Delivery of outcomes on reduction in gender segregation 2. Creation of broader based programmes at all level and better support student's progression and transfer across subject.
Awareness		
Purpose: Outreach activities inspire gender nontraditional subject choice		
Objectives	Actions	Outcomes
1. To address gender imbalance through single sex focus	1. Engage local with society on initiatives as women into construction event or program	1. An increase in the balance of gender participation

2. To influences the educational and career choice process	1. To participate in relevant promotional programmes such as 'Women into Construction', 'Go construct' Bloodhound challenge'.	1. A wider awareness of career paths 2. An increase in aspiration 3. An increase in the balance of gender participation
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