

-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 programs 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 to encourage the active participation of all stakeholders in achieving its goals.
2. Creating an environment through positive economic and social policies for the 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 an equal basis with men in political, economic, social, cultural, and civil.
4. Equal access to participation and decision-making of women in the 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 environment and enhanced student experience		
Objectives	Actions	Outcomes
<ol style="list-style-type: none"> 1. We are confident that our environment is gender inclusive. 2. To organize various programs on Self-Development of students and staff members. 3. Organize various programs on the technical development of students and staff 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 the student Association on the finding of the audit and collaboratively action plan to tackle any barriers. 3. The program is organized on Personality Development, Self-Defense, Self-Motivation, Self-Confidence, English Speaking, Communication Skills, Fitness and Meditation, and Family and Career. 4. The program is organized on Empowerment and Employability 	<ol style="list-style-type: none"> 1. A 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 gender-based sex-selective elimination. 5. Protection of girl's child. 6. Students show critical mind, self-confidence, and commitment to society. 7. Students are well-trained in social activities.

Infrastructure		
Objectives	Actions	Outcomes
1. Ensure the commitment of College at the all level to gender equality is communicated clearly and is evident to students and staff.	1. Equality considerations underpin Board and Senior Leadership Team discussions and decision making 2. Board of Management membership and activities demonstrates gender equality	1. Clear commitment to gender equality is evident in the decision made 2. All staff are aware of the college's commitment in respect of gender equality 3. Maintains a 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 programs 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 programs at all levels and better support students' progression and transfer across the subject.
Awareness : Purpose: Outreach activities inspire gender nontraditional subject choice		
Objectives	Actions	Outcomes
1. To address gender	1. Engage locally with	1. An increase in the

imbalance through a single-sex focus	society on initiatives as women into construction events or program	balance of gender participation
2. To influence the educational and career choice process	1. To participate in relevant promotional programs such as 'Women into Construction', and '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



PRINCIPAL

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