

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the last five years.

Annual Gender Sensitization Action Plan

The Five Year Plan Policy

Incheon Declaration and framework for action for the implementation of sustainable development Goal#4 of 2030 Framework for Action which is designed towards inclusive and equitable quality education and lifelong learning for all was adopted by 184 countries in 2015. Sustainable Development Goal 4 targets to ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including universities, and also ensure to eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations by 2030. The Sustainable Development Goals (SDGs) provide a normative global vision for worldwide social improvements and progress. Central to achieving these goals is continued progress in promoting healthy lives and wellbeing for all people, especially marginalized and vulnerable populations; progress can be hindered by conditions of inequity. The SDGs also provide guidance on global efforts to improve gender equity, with targets that relate to ending gender-based discrimination and resource allocation, recognizing and supporting women in leadership positions, addressing the issue of unpaid care, stopping harmful and unhealthy practices, improving sexual and reproductive health and strengthening policy in these areas. In practice, the endeavor of building healthy communities is enmeshed with efforts to overcome inequity.

Adhering to its SDGs Goal, Marwadi University is committed to creating and maintaining a community where students, teachers, and non-teaching staff can work together in an environment free of all forms of gender violence, harassment, exploitation, intimidation, and discrimination.

Our action plan described four specific areas of focused attention that will help Marwadi University to improve strategically, sustainably, and meaningfully. Over the next five years, The action plan will help to navigate and speed up the gender equality journey that Marwadi University must take to improve female employee engagement, retention, and advancement.

Marwadi University commits to embedding this plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics on the participation and experience of our stakeholders. In adopting and implementing this Gender Equality Action Plan, Marwadi University demonstrates how it values the richness of diversity amongst its staff, and recognizes its responsibilities to take university-wide transformative actions to enhance inclusion for all.

Safety and Security at Marwadi University:

Marwadi University has a commitment to making a positive difference in people's lives. We are the pioneers in offering equality of opportunity in education and employment. Many of our students are the first in their families and our college



is a co-educational institution that has secured a name in the locality as a “safe and secure” place for women students. We plan to have more Safety and Security at the campus by installing more CCTV cameras at the prominent locations on the campus. University also plans to organize various self-defense programs for the students especially female students for safeguarding their own self.

Gender Equality Sensitization of Students:

We, at Marwadi University, are fully aware of our responsibility as an educational institute in society. We take it to be a matter of accountability and opportunity to be a proactive participant in influencing the direction of positive social transformation. We recognize gender as a spectrum rather than a mere binary. We recognize that the marginalization of women from the socioeconomic and political sphere and the reluctance to acknowledge individuals beyond the socially constructed binaries are widespread and deep-rooted in our society. For us, therefore, one of our most significant aims is to promote gender equity and to create an environment where individuals can unreservedly question, explore and embrace their gender identity. The intent is to employ our resources optimally to fulfill the stated goals by invigorating regular dialogue around such issues within the society with an aim to mobilize students into action at the grassroots level.

- One of the modes to actualize our goals, we realize, is by strengthening institutional mechanisms and structures to ensure that every member of the Marwadi community practices and promotes gender equity and works towards mitigating gender disparity. Secondly, we focus on the holistic development of our students to transform them into effective drivers of progressive social change in society. Finally, as a part of our social responsibility, through NSS, our social outreach programs, we directly attempt to work with the people at the grass-root level in the desirable direction. For us, the task in the stated directions begins with devising ways and means to improve women’s access to education.
- Further, to safeguard and promote the interests of women, we have a **Women Cell**. This committee is entrusted with creating more awareness amongst students’ concerning the existing discriminations and disparities and acting responsibly and collectively for putting an end to such regressive practices. The committee works throughout the year to organize varied programs at various forums to promote gender equality overall. The committee, in line with its assigned goals, will organize theme-based Nukad-nataks, Poster making, sketching and other art competitions promoting gender equality. Likewise, the intent is also to organize poem, essay, and debate competitions, to address gender issues and encourage gender equality. Films on the sensitive issues of society related to females are screened. The women’s cell celebrates International Women’s Day to showcase the talents of female students.
- Like our students and our society, our understanding of gender issues has been consistently evolving, and we, much like the most progressive sections of our society and elsewhere, have come to understand that addressing gender discrimination issues requires a holistic and focused approach to gender equity that can culminate in collective effort and social mobilization at the grass-root level to bring the desired change. The **Women Welfare & Sexual Harassment Eradication Cell** organizes various functions, seminars, events, and workshops. It will be tasked with addressing the concerns and grievances of the female students and devising ways and means to safeguard their interests in the campus. The cell will also be assigned the task to investigate and identify the ways and means to further strengthen our efforts to promote gender equity and to effectively implement the same. Further, we recognize that gender understood as a binary constructed by the social



narrative is an underappreciation
often belong to.

and neglect of the spectrum that individuals

- We recognize that our students hold the potential to be the vanguards of positive social transformation. Thus, to provide them with a holistic education, the cell will be tasked to bring awareness regarding the issues surrounding gender equity and to invigorate a dialogue within the student community. The foregoing will be actualized by organizing Webinars/seminars, special lectures, panel discussions, conferences/paper presentations and workshops time and again. Further, recognize that our social responsibilities extend beyond our walls. To proactively and positively influence the social transformation, we intend to form a closer partnership with people, local governments, and civil society organizations at the grass-root level. The cell will be responsible for organizing the outreach program to directly participate in the social transformation at the grass-root level, where we, in partnership with people, can work to promote gender equity.
- We strive to increase female students' applications and success rates in academics. Also, to female students for fees concessions and different scholarships provided by the university or/and available outside the university.
- Providing Financial support and mentoring to young female entrepreneurs.
- Providing mentoring and guidance for female students who wishes to join and develop a family business.

Gender Equality and Sensitization of Female staff:

- We at Marwadi University ensure to increase the recruitment of Female staff (Academic & Non-Academic) for various locations in India and Abroad.
- We truly believe and remain committed to believing in gender equality in the promotion and succession planning of Female Staff.
- We strive to plan for financial aid for female research scholars.
- Creating an environment that is free from discrimination and bullying.
- Organizing Faculty development Programmes on Gender Sensitization.

Gender Equality and Sensitization of Women in Leadership and Governance:

- Gender diversity, particularly in leadership, has become a priority globally. Wide selections of reports on women in leadership support the significant benefits of having women in leadership roles. Marwadi University celebrates gender diversity and equality at every level and is further committed to doing so. The university device policy for enabling women to have a wider role in different leadership positions and participation in key portfolios of the various institutes within the university.

Further Action Agenda:

Sr. No.	Agenda Items	Proposed Actions
1.	Leadership commitment to Gender Equality	a) Formation of Gender Sensitization Working committee and implementation of actions to increase gender intersectionality awareness. b) To increase the capacity of staff to address gender imbalance and enable women to have a wider role in governance decision-making.



2.	Influencing the Influencers	a) To influence pupils' perception of industries and subject areas with high gender imbalances b) Exploration of gender within the curriculum and use of extracurricular activities to address gender stereotypes.
3.	Raising Awareness and Aspirants	a) To raise awareness among females regarding various social issues concerning women and career choices.
4.	Encouraging Applications	a) To ensure that our admission processes address the gender imbalance b) To encourage more number of female applicants for teaching and non-teaching positions
5.	Supporting Success	a) To ensure that our environment is gender-inclusive and minority gender students at Marwadi University are supported and encouraged.

myadega
Registrar
Marwadi University

