

Dr. Narendra Kumar Lariya

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Registrar



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RKDF UNIVERSITY
(ESTABLISHED UNDER GOVT. OF M.P. AND REGISTERED UNDER UGC 2(F) 1956)

No. 491/RKDF/2021

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Gender Sensitization Initiative

Annual action plan for the year 2021-22

Introduction

Gender equality, also known as equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender. It also included economic participation and decision-making in the organization for smooth functioning. Gender equality is not only a fundamental human right but a necessary foundation for a peaceful, prosperous, and sustainable world. The Constitution grants equality to women and empowers the country to adopt measures of positive discrimination in favor of women and other sexes. The principle of gender equality is to enshrine the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles. 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

The goal of this plan is to bring about the empowerment and development of women. The scheme aims to be widely disseminated to encourage the active participation of all stakeholders for achieving its goals.

1. Creating an environment through a positive attitude and equal opportunity for the full development of women to enable them to realize their full potential.
2. Empowerment of human rights and the fundamental freedom to women on an equal basis with men in administrative, economic, and cultural aspects of the University.
3. Equal access to participation and decision making of women in all administrative and directive aspects of the University.
4. Equal access of women to health care, education, career, vocational guidance, employment, equitable remuneration, and social security, etc.
5. Changing societal attitudes and community practices by active participation and involvement of both men and women in all functional levels of the University.
6. Elimination of discrimination and all forms of violence against women in the organization.
7. Mainstreaming a balanced gender perspective in the development process of the University.

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Activity plan for 2021-22

Student Support System

The purpose is to ensure a gender-inclusive environmental and enhanced student experience

Objectives	Actions	Expected Outcomes
To organize various programs on gender-inclusive environmental, technical, self-development of students and staff members.	<ol style="list-style-type: none"> 1. To review the physical and social environment. to tackle the gender barriers. 2. To associates with students for collaborative action plans to tackle any barriers. 3. To organize programs on Personality Development, Self-Defense, Self-Motivation, Self-Confidence, English Speaking, Communication Skills, Fitness, and Meditation. 4. To organize programs on Empowerment and Employability. 	<ol style="list-style-type: none"> 1. Reduction in barriers for gender minority students. 2. Ensure gender-inclusive Environment and reduction of gender imbalance. 3. Productive working relationship with students. 4. Protection of female students. 5. Students develop critical thinking, self-confidence, and commitment to society. 6. Students get well trained on social skill.

Administration

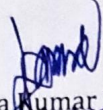
The purpose is to ensure a gender-inclusive environmental and enhanced faculty experience.

Objectives	Actions	Expected Outcomes
To ensure the commitment of University administration that at all levels, gender equality is communicated clearly and is evident for all staff.	To practice equality in Management and Senior Leadership Team discussions and decision making activities demonstrating gender equality.	A clear commitment to gender equality in decision making Awareness among all staff of the University in respect of gender equality and to maintain equal gender split.

Administration

The purpose is to ensure a gender-inclusive environmental and enhanced overall experience

Objectives	Actions	Expected Outcomes
To review curriculum and planning of activities for cognizance of gender segregation and equality issues integration and equality aspects.	1. To review curriculum and incorporate plans on gender equality analysis. 2. To review entry criteria for all programs, ensuring equal opportunity.	1. Reduction in gender segregation. 2. Creation of better support system for student's progression and overall development.


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Copy to:

1. Hon'ble Vice Chancellor RKDF University Bhopal
2. D.G.M, RKDF University Bhopal
3. D.G.R, RKDF University Bhopal
4. Examination controller, DSW, CAO and CFO, RKDF University Bhopal
5. All Deans, Directors, Principals, Heads, RKDF University Bhopal
7. Office Record


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