

GENDER SENSITIZATION PLAN

7.1.1.1 Yeshwant college aims to secure gender equity to its fullest. It takes and give every opportunity to its staff for their empowerment. Where all employees are valued and included, resulting in more engaged, motivated productive work force.

7.1.1.2 Exploring institutional data :

In the year 21-22, female students are lead always by 53 % & the total student strength.

7.1.1.3 Analysis present scenario:

Sr. No.	Year	Female Faculty %	Male Faculty%
1.	21-22	38	62
Sr. No.	Year	Female students %	Male students %
2	21-22	55	45

*** Some possible challenges:**

The institute is located in rural area of Maharashtra, with villages nearby, having a majority of admissions from these areas. The mindset and some limitations as bus, train timings of the residents of these villages also affect the enrollment percentage of female students.

7.1.1.4 A new Plan:

The Action plan identifies and focuses attention that will enable strategic sustainable & meaningful change at Yeshwant. The Action plan will help us,over the next year, to navigate & accelerate the gender equity journey. We in Yeshwant try to inculcate and pinpoint the leadership skill in their staff, their devotion and their various skills they have, identifying these qualities and by adapting gender sensitization Action plan, Yeshwant demonstrate how it value the richness of diversity among staff.

7.1.1.4.1 Working in partnership to address gender imbalance publicity and awareness program for students, we also conducts bridge courses so as to upgrade and make students understand about the art of different subjects and importance of every faculty in their life. In law faculty. We also go to nearby Juniour and senior colleges to educate them regarding the importance of Law subject as their carrier.

Table :

No of gender equity promotion program organized by the institution 21-22

Year	Title of Program	Date & Duration
21-22	Challenges of women in workplaces.	8April. 2022 – 2hrs
21-22	Every year celebration of international women’s day on 8 th March 22	8 th March 2022- 1hr.

7.1.1.5 Yeshwant gender equity Action Plan:

Sr. No.	Key areas	Proposed Action Plan
1	Leadership commitment for gender equity	Formation & gender sensitization working committee and implementation of action to increase gender intersectionality awareness.
2	Influencing the influencers	Exploration of gender within the curriculum and use of extracurricular activities to address gender stereotype
3	Awareness program	to raise awareness among females regarding various societal issues concerning women and career choices.
4	Encouraging Application	a) to ensure our admission process address the gender imbalance. b) To encourage more number of female students and staff in the college.

5	Addressing female safety program	a) to take more & more program on women safety and judo workshop to be organized to address the strength and support female students by Proving counseling sessions.