



Affiliated to

Savitribai Phule Pune University No.

PU/AN/AS/045/(1993)

असतो मा सद्गमय

Satyaniketan's

Adv. Manoharrao Nanasaheb Deshmukh

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*** NAAC Accredited 'B+' Grade ' Winner Pune University 'Best College Award' ' Winner Government of Maharashtra ' Best N.S.S. Unit' Award**

16/06/2023

GENDER POLICY

Adv. M. N. Deshmukh College should have its Gender policy formally written, approved and publicized. Inequality between men and women is found everywhere and it is seen in discrimination against women in different ways. In this respect one might be sensitive; it needs conscious and continuous efforts to achieve and preserve a balanced environment both at institutional level and also in work with the partners at department level. The Indian constitution provides equality before law for women under Article 14 and Article 15 Article 16, Article 17, bans discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards those efforts and taking efforts to be in accordance with our Constitution.

Adv. M. N. Deshmukh College understands that gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men. They are context specific and variable. In most societies there are differences and inequalities between women and men in activities undertaken, in decision-making opportunities. Adv. M.N.

Deshmukh College adopts gender perspective, which means focusing on both women and men and their relationships with each other in campus and outside. The Satyniketan institution strives to create an enabling working environment. The gender policy is a part and parcel of all its institutional policies, which respect diversity and gender-related concerns. The institution's commitment towards gender equity is dependent on a periodic basis.

Objectives of Gender Policy

- To explicitly mention the institutional commitment towards gender sensitivity.
- To provide a direction towards building gender equality.
- To provide a framework for effectively integrating gender concerns into the institutional agenda and educational policy domain
- To create equal opportunities and a conducive environment for women and men at work place
- To promote equal representation and participation of women in decision making at the professional and administrative levels.

For these following systems would be put in place and necessary strategies,

At Institutional level:

A) Staff composition/representation

- ❖ Recruiting adequate women staff and ensuring the balance also at senior levels; with an objective of achieving a numerical gender balance in all posts at all levels as far as possible.
- ❖ Ensuring equal opportunities among male and female staff for personal growth, in promotion benefits, training and working conditions.

- ❖ Determining equitable representation and participation of men and women in the Academic Council and in various functional committees of the institution.

B) Workplace

- Providing a safe and secure workplace for women staff, free from sexual harassment with a Gender complaint committee or Grievance Redressal Cell to look into specific concerns.
- Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- Extending work related concessions and relaxations for female staff depending upon the situations and requirements.
- Reviewing the institutional structure, functioning, problems in relation to gender imbalances among staff and the work environment time to time and taking definite steps to address the same

C) Staff capacity building

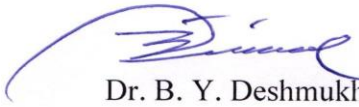
- Facilitating staff capacity building processes and trainings to enhance perspectives and conceptual clarity on Gender issues.
- Making all career advancement systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
- Initiating and building the advocacy around gender balance and making efforts to integrate gender concerns into the upgradation.

E) Staff benefits

Statutory requirements related to maternity and paternity leaves. Ensuring that staff access to and use of information technology is gender equitable.

F) Networking:

Adv. M. N. Deshmukh College would extend support to partner institutions in developing their own gender policies, strategies and programs. College would proactively make several efforts in promoting gender concerns in the work with partners. conducting gender studies, providing documentation support etc.



Dr. B. Y. Deshmukh

Principal

PRINCIPAL

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