

BHARATI VIDYAPEETH

(Deemed to be University) Pune, India.

Re-accredited with 'A+' Grade (2017) by NAAC

'Category-I' Status by UGC

Ranked 68th by NIRF

ANNUAL GENDER SENSITIZATION ACTION PLAN

2020-21



INTRODUCTION

The impalpable ironclad shackles of a deep rooted patriarchal system continue to pose serious challenges even in the present times. Bharati Vidyapeeth (Deemed to be University), Pune, undertakes an uncompromising vow to break these shackles with a firm and rock-solid determination and an iron forged will to raise its concerns for gender equity, to foster diversity in the campus and to rule out any kind of discrimination against sex, caste, religion, sect etc so as to loudly reverberate with the glittering ideals of equality as enshrined in our Constitution.

According to the World Economic Forum's *Global Gender Gap Report 2021*, another generation of women will have to wait for gender parity, As the impact of the COVID-19 pandemic continues to be felt, closing the global gender gap has increased by a generation from 99.5 years to 135.6 years.

Because of its large population, India's performance has a substantial impact on the region's overall performance. Home to 0.65 billion women, India has widened its gender gap from almost 66.8% closed one year ago to 62.5% this year, ranking the country 140th globally.

This gap is 4.2 percentage points larger than recorded in the previous edition, which explains why India has fallen 28 places in the ranking. Most of the decline has occurred on the Political Empowerment sub-index, where India has regressed 13.5 percentage points to reach a level of gap closed to date of just 27.6%. The main change that took place this year is the significant decline in the share of women among ministers, which halved, from 23.1% in 2019 to 9.1% in 2021. In addition, the share of women in parliament remains stagnant at 14.4% and the share of the last 50 years in which a woman has been head of state is 15.5. Decline also took place on the Economic Participation and Opportunity sub-index, albeit to a lesser extent. India's gender gap on this dimension widens by 3% this year, leading to a 32.6% gap closed to date. Among the drivers of this decline are a decrease in women's labour force participation rate, which fell from 24.8% to 22.3%. In addition, the share of women in professional and technical roles declined further to 29.2%. The share of women in senior and managerial positions also remains low: only 14.6% of these positions are held by women and there are only 8.9% of firms with female top managers. Further, women's estimated earned income is only one-fifth of men's, which puts India among the bottom 10 globally on this indicator. Discrimination against women is also reflected in Health and Survival sub-index statistics. With 93.7% of this gap closed to date, India ranks among the bottom five countries in this sub-index. Wide sex ratio at birth gaps are due to high incidence of gender-based sex-selective practices. In addition, more than one in four women has faced intimate violence in her lifetime. Conversely, 96.2% of the Educational Attainment sub-index gender gap has been closed, with parity achieved in primary, secondary and tertiary education. Yet, gender gaps persist in terms of literacy: one third of women are illiterate (34.2%) compared to 17.6% of men. These figures as revealed by the World Economic Forum indeed are alarming which in turn set a reminder on us as to how much important **education sector' role** would be in the near future.

After placidly meditating the lofty goals of NEP-2020 to promote gender equity and critically evaluating the NAAC's Revised Accreditation Framework, the University immediately decided to prepare an Annual Gender Sensitization Action Plan (AGSAP). It aims to provide measures for its successful execution, to strengthen general aspects of Gender Equity and also to make provisions for the Safety & Security, Counselling and other significant measures.

The detailed AGSAP along with the relevant attachments and activities conducted by the constituent units is attached herewith.

2020-21

ANNUAL GENDER SENSITIZATION ACTION PLAN

| SR. NO. | PLAN OF ACTION |
|---------|---|
| 1. | Preparation & Efforts taken for the successful execution of Annual Gender Sensitization Plan & a detailed report to be submitted by all constituent units |
| 2. | Formation of Women Empowerment Cell by each Constituent Unit |
| 3. | Formation of Womens Guidance Cell |
| 4. | Compulsory Formation of Prevention of Sexual Harassment Cell by each Constituent Unit |
| 5. | Gender Sensitization programmes to be conducted during the orientation and the re-fresher programmes |
| 6. | Celebration of International Womens Day/ Commemoration of Women Warriors, Freedom Fighters, Inspirational Womens etc |
| 7. | Women Sanitization and health care related matters |
| 8. | Strengthened Measures for the Safety and Security of Women |
| 9. | Organization of Self-Defence Techniques Workshops |
| 10. | Awareness Programmes through various Cells or NSS regarding the 'Girl Child', 'Girl Education' etc |
| 11. | Awareness Programmes on Women & IT, Cyber Law, Effect of Social Media etc. |
| 12. | Training Programmes on the legal, social and economic rights of Women |
| 13. | Counselling Programmes on Practical issues like Marriage, Children, etc |
| 14. | Grievance Redressal Mechanism (Online + Offline) |
| 15. | Awareness Drives especially for the women hailing from the rural region. |

NOTE: The present list remains tentative in nature, and not exhaustive.

GENDER SENSITIZATION ACTIVITIES DURING 2020-21

| SR. NO | NAME OF THE CONSTITUENT UNIT | NAME OF THE ACTIVITY | Day/ Month/ Year |
|--------|-----------------------------------|--|------------------------------|
| 1 | BVIMR, New Delhi | "Choose to Challenge" International Womens Day-2021 | 8 th March, 2021 |
| 2 | College of Architecture, Pune | International Womens Day-2021 | 8 th March, 2021 |
| 3 | College of Ayurved, Pune | Gender Sensitization Programme | 8 th March, 2021 |
| 4 | College of Ayurved, Pune | Internship Orientation Programme- | July, 2021 |
| 5 | College of Engineering, Pune | International Womens Day-2021 (Expert Talk on "Know your Laws, Know your Rights") | 8 th March, 2021 |
| 6 | College of Engineering, Pune | Expert Talk on Menstrual Health & Hygiene | 31 st March, 2021 |
| 7 | College of Nursing, Pune | National Webinar on Gender Sensitization | 9 th July, 2020 |
| 8 | College of Nursing, Pune | Health Promotion Activity | 6 th March, 2021 |
| 9 | College of Nursing, Sangli | Interactive session on "Women Empowerment" for Anganwadi workers at Yelavi | 8 th March, 2021 |
| 10 | IMED, Pune | International Womens Day | 8 th March, 2021 |
| 11 | Institute of Management, Kolhapur | Counselling Sessions of the experts and psychologist for girl students | Month July-Sep. 2020 |
| 12 | Institute of Management, Kolhapur | Awareness Programmes for Social Issues | Oct. Dec-2020 |
| 13 | Institute of Management, Kolhapur | Celebration of Women's Day | March 2021 |
| 14 | Institute of Management, Kolhapur | Felicitation of Women Staff | April -2021 |
| 15 | Institute of Management, Kolhapur | Save Baby Girl Drive | May -2021 |
| 16 | Medical College, Pune | Foundation Course | January, 2021 |
| 17 | New Law College, Pune | International Womens Day | 8 th March, 2021 |
| 18 | Poona College of Pharmacy, Pune | STRINGS- Cultural Awareness Programme | February, 2021 |
| 19 | Poona College of Pharmacy, Pune | Genero-Discover Sensitivity | February, 2021 |
| 20 | Poona College of Pharmacy, Pune | "Dispelling Myths and Facts on PCOS" | March, 2021 |
| 21 | Poona College of Pharmacy, Pune | Session on "Gender Equity" | September, 2021 |
| 22 | YMIM, Karad | International Womens Day | 8 th March, 2021 |
| 23 | YMIM, Karad | Self-Defense Technique | July, 2021 |
| 24 | YMIM, Karad | Gender Sensitization by NSS Unit | 10-13 March, 2021 |