



Annual Gender Sensitization Action Plan 2023-24



**GOVERNMENT COLLEGE
NEDUMANGAD**

THIRUVANANTHAPURAM, KERALA- 695541
Under Government of Kerala
Accredited by NAAC with 'A' Grade

Annual Gender Sensitization Action Plan 2023-24

Gender equality, encompassing equal opportunities, rights, and responsibilities for all genders, is a cornerstone for societal growth and sustainable development. Organizations thrive when they foster an inclusive environment that values diversity and equity. Education, research, and innovation flourish in an atmosphere free from gender biases, enabling progress and positive societal transformations.

The principle of gender equality is deeply rooted in the Indian Constitution, as reflected in its Preamble, Fundamental Rights, Duties, and Directive Principles. These provisions not only uphold equality but also empower the State to implement measures of affirmative action to support women and marginalized groups.

To uphold these ideals and contribute to a just and equitable society, the following action plan has been devised:

Action Plan

1. Fostering Holistic Education

Deliver high-quality education that equips students with the skills and knowledge required to excel in the globalized 21st-century world.

2. Awareness and Sensitization Programs

Organize awareness classes and workshops on gender sensitization to instill values of equality, social justice, rationalism, secularism, and national integration. Encourage students to serve as catalysts for socio-economic and cultural transformation.

3. Addressing Gender-Specific Challenges

Implement programs to raise awareness about issues faced by women and transgender individuals, with a focus on eradicating gender discrimination.

4. Empowering Women

Conduct confidence-building workshops aimed at enhancing self-esteem and leadership skills among women.

5. Health and Hygiene Awareness

Host regular health check-up camps and awareness sessions to promote the importance of physical and mental well-being.

6. Ensuring Safety and Well-Being

Collaborate with the Committee Against Sexual Harassment (CASH) and the Women's Cell to address harassment concerns and ensure the welfare of female students, teaching, and non-teaching staff.

7. Inclusive Classroom Practices

Promote teamwork, equitable representation in leadership roles, and balanced gender participation in classroom activities and team projects.

8. Facilitating Open Communication

Encourage students to engage with faculty through open and closed sessions, providing a safe space for discussions, grievances, and counseling, especially in gender-sensitive scenarios.

9. Equitable Recruitment Practices

Ensure balanced gender representation in hiring committees to support diversity and inclusion.

10. Promoting Governance Equality

Uphold gender parity in governance and decision-making processes as enshrined in the institution's code of conduct.

11. Thematic Discussions and Debates

Initiate discussions and debates on women-centric themes to raise awareness and foster critical thinking on gender-related issues.

12. Leadership Development

Organize leadership camps aimed at nurturing the personality development and professional growth of women students.

13. Community Engagement

Conduct outreach programs at orphanages and shelters for women and children, fostering their upliftment and integration into society.

This action plan aims to build a foundation of inclusivity, equality, and empowerment, ensuring that all genders have access to opportunities that enable their fullest potential. By implementing these initiatives, the institution reaffirms its commitment to fostering a progressive, equitable, and dynamic environment for all stakeholders.

Sl. No	Activity	Objectives	Tentative Month
1	Training class on interview and group discussion techniques	A workshop to train and improve the self-confidence of students	September 2023
2	Awareness Class on Gender Equality	To make students aware about different genders	October 2023
3	Two Day National Seminar on 'The Changing Patterns of Gender Equality'	To make students aware about different genders and the problems associated with it	November 2023
4	Gender Sensitization workshop	A workshop to explain the students the need of women empowerment in the society	February 2024
5	Awareness Class on sexual harassment against women	To make students aware of the legal actions that can be taken to protect themselves	February 2024
6	Awareness Class on Gender and Gender Roles	To make students aware about different genders	February 2024
7	Fire escape techniques and cpr training	Self-defence training programme for girls organizing in association with Fire Force department	February 2024
8	Film screening on the theme women empowerment	To make students aware about different genders with the help of media	March 2024