

ST. JAMES' COLLEGE OF PHARMACEUTICAL SCIENCES, CHALAKUDY
(NAAC accredited)

GENDER SENSITIZATION ACTION PLAN FOR THE ACADEMIC YEAR 2022-23

Gender equality is the goal, while gender neutrality and gender equity are practices and ways of thinking that help in achieving the goal. St. James College of Pharmaceutical Sciences, Chalakudy is a college running with co-educational system which always give emphasis on Gender equality. Gender equity practice is reflected everywhere in the administration level and also it ensures equal representation for boys and girls in all student committees like college council. Empowerment of women is ensured through various functional cells like “Anti-Discrimination Cell”, “Gender Sensitization Cell” Grievance redressal cell and Internal compliance and Sexual harassment cell to ensure that the ladies are not in a disadvantaged position within the campus by any means. The college also organizes various awareness programs for girls such as the legal rights of women through Legal Advisors, Police Officials, NGOs, etc. Various workshop, self-defence training programs are also organized for girl students.

GENDER SENSITIZATION IN EDUCATIONAL INSTITUTION

The specific process of socialization which teaches children their gender role is called gendering or gender role socialization. In this process, education and educational institutions play a central role. For instance, stereotypes pertaining to responsibilities, roles and opportunities to which we are initially exposed in family settings are endorsed at educational institutions. So, educational institutions are the places where the socializing process is reinforced and given legitimacy and authenticity. The social knowledge relating to gender is constructed, validated and perpetuated by educational institution through textbooks, pedagogy skills, assessment, awareness programs, short term training programmes, debates, and the academic milieu. As the part of Gender Sensitization action plan, our institution monitors the following with the help of their proactive faculties.

- To find out any issues related to women regarding their rights
- To find out any sexual harassment to women Promoting communication with respect for human dignity and social responsibility.
- Provide recognition to women in all aspects. •
- Provide safety and security for women.
- Promote communications that represent unbiased representations of gender equity.
- Conduct workshops that promote diversity and gender-sensitive communication for members and employees
- Monitoring and evaluation mechanisms for implementations and their follow-ups.
- Conducting regular awareness-raising activities among students and staff.
- Conduct Programme which develops skill in women.
- Promote talents in students in encourage them to participate in higher level.

• **GENDER EQUITY SENSITIZATION PROGRAMME IN THE ACADEMIC YEAR 2021-22**

No. of Gender Equity Programme in the year academic year 2021-22				
Sn.	Year	Title of the Gender Equity Programme	Duration	No. of Participant
1.	2021	Awareness talks on Women empowerment- Updating cyber laws	1 day	120
2.	2021	Awareness talks on Antiragging act	1 day	90
3.	2021	Orientation on Gender Sensitization and Gender equity Programme	1 day	90
4.	2022	International Women's Day celebration	1 day	200
5.	2022	Skill development training and Entrepreneurship training	1 day	60
6.	2022	Short term Yoga training Programme	3 days	50

ANNUAL GENDER SENSITIZATION ACTION PLAN IN THE ACADEMIC YEAR 2021-22

Sl.no.	Proposed Programme	Details	Proposed date
1.	Women empowerment Programme	1. Awareness talks on laws to safeguard women 2. Self defence training through karate class or classes from police department	March 2022 May 2022
2.	Entrepreneurship and Skill development programme.	One day training on Entrepreneurship by Industrialist	April 5 th , 2023
3.	Short term physical training	Sports and games	December 2022 to February 2023
4.	Orientation programme on Gender sensitization	Awareness talks during orientation of newly enrolled students	November 2022
5.	Personality development workshop/ Soft skill development	Workshop conducted by personality development reputed trainers or consultant.	January 2023
6.	International Women's Day and Mother's Day celebration	Cultural programme, rallies and invited talk	March 8 th 2023 May 8, 2023