



MAHATMA GANDHI INSTITUTE OF MEDICAL SCIENCES, SEVAGRAM

Gender Sensitization Action Plan 2020-21

Women's empowerment and gender equality are among the matters of primary concern at MGIMS Sevagram

GENDER POLICY

The Mahatma Gandhi Institute of Medical Sciences believes in women empowerment and gender equality.

- We seek to develop professionals in all genders who can serve society and face challenges.
- We value the diversity of our workforce and recognize the need to be inclusive. Inclusive workplaces, where all employees are valued and included will result in a more engaged, motivated and productive workforce. These teams will also be more innovative, and able to draw on a wider set of experiences, strategies and resources to emerge with more creative solutions.
- We believe that when an educational workforce mirrors the diversity of its students it can effectively anticipate the needs of those students.
- We pledge to work towards providing an environment of equality and fairness to all our employees and students.
- Our practice is geared towards developing a positive attitude towards women empowerment.
- We work towards supporting equity among genders in the workplace and in our outreach programme areas.

ACTIVITIES ALREADY BEING UNDERTAKEN

- We ensure respectful and dignified behaviour amongst students and employees.
- To ensure equal and unbiased access to all workplace, a 'No Discrimination Policy' is strictly followed.
- Gender sensitization of all the employees is done at regular intervals to ensure dignified behaviour on campus
- After admission, the new students are sensitized by regular sessions during the induction and the orientation programmes.
- From the beginning, the new students are provided with a mentor. Regular meetings are held between the mentor and mentee.
- To ensure equal rights and participation, girl students are encouraged to participate in all cultural activities, sports, NCC, debate, celebrations, and performing arts without discrimination.

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- Lady faculty and non-teaching staff members are given equal opportunities in all activities, committees of the institute.
- Awareness programme for safety and security are conducted on regular basis.
- Girl students are encouraged to take regular physical activities by providing sports, gymnasium, and Yoga classes by the institute.
- Regular meetings of the internal complaints committee are conducted to address grievance redressal for Sexual Harassment of Women at Workplace.

The members of Internal complaints committee are:

Dr Vijayshri Deotale: Convenor

Dr A Gupta

Dr PN Murkey

Dr C Maliye

Ms S Jambhekar

Mrs N Shetye

PRESENT DEMOGRAPHIC PROFILE OF THE INSTITUTE

UNDERGRADUATE STUDENTS 2016-21

Total 500

Males: 289 (57.8%)

Females: 211 (42.2%)

POSTGRADUATE STUDENTS 2018-21

Total 162

Males: 79 (48.7%)

Females: 83 (51.2%)

FACULTY PROFILE

Total number of faculty: 157

Males: 90 (57.3%)

Females: 67 (42.6%)

DESIGNATION WISE GENDER PROFILE

Designation	Female	Male	Total
Tutor	1	4	5
Senior residents	15	17	32
Assistant Professors	20	15	35
Associate Professors	11	11	22
Professors	15	26	41
Professor and Head	5	16	21
Dean	0	1	1



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Analysis of gender profile

While the gender diversity is balanced among postgraduate students, there is a slight tilt towards males among the undergraduate students and faculty. The imbalance is more marked when one compares the senior designations and leadership positions in the institute.

In the past, women have held positions of the Founder-Director, Secretary, Dean and Professors in the institute. However the present profile shows that there is need to improve the representation of women at the level of professors and in the leadership positions.

Action Plan for Gender Sensitization and targets for the next five years (2022-26)

Key Area	Objectives	Proposed action plan
Commitment of the leadership towards gender equality	<ul style="list-style-type: none">- To promote inclusiveness, tolerance, harmony and women's empowerment on campus	<ul style="list-style-type: none">- To give equal opportunities to men and women in all areas of work- Adhere to no discrimination policy at the workplace- To ensure safety and security on campus at all times- To ensure equal representation to women during recruitment of staff and students- To promote women in leadership, decision making bodies, and senior positions- To ensure that meetings of the grievance committees are conducted at periodic intervals and grievances are addressed in a responsible and fair manner- To make women-friendly policies- To make day-care facilities available for women faculty and postgraduates
Influencing students through faculty activities	<ul style="list-style-type: none">- Role modelling of faculty- Increased gender competence when dealing with students	<ul style="list-style-type: none">- Making students about gender issues in health and society- Discussions on saying no, assertiveness- Revision of gender-biased areas in textbooks to remove gender issues (through collaboration with CEHAT activities)- To address gender stereotypes of students towards specific subjects and to remove misconceptions and wrong perceptions of students



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		<ul style="list-style-type: none"> - Career guidance to raise aspirations of female students. Encourage them to pursue research and clinical branches
Influencing students and faculty through awareness activities	<ul style="list-style-type: none"> - To raise awareness about gender equality among students - To raise aspirations of women students and faculty on campus 	<ul style="list-style-type: none"> - Teaching girls to be assertive and to say no - Awareness about gender equality and related issues - Promoting activities related to self-defense in girls - Guidance about financial investment and financial independence - Workshops on cybercrime and its prevention
Empower women in the community in adopted villages of the institute	<ul style="list-style-type: none"> - To promote activities related to women's education, health, hygiene, nutrition in the community 	<ul style="list-style-type: none"> - Awareness activities related to falling sex ratio and female feticide - Strengthening and formation of women's self-help groups - Reaching more women self-help group through collaboration with other federations of the same kind - Empowerment of adolescent girls through Kishori Panchayat and their sensitization towards gender issues - Sensitization of elderly men and women through intergenerational programming (in partnership with Aadharwad, an NGO of the elderly in Wardha) - Improving father's participation in child care of children 0-6 years of age through the AARAMBH initiative - Sensitization of parents towards equal treatment of boys and girls all over Maharashtra through the AARAMBH initiative



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