

MCT

MANJARA CHARITABLE TRUST

S.D. DEGREE COLLEGE OF ARTS, SCIENCE AND COMMERCE, AIROLI

REPORT ON GENDER EQUITY

Introduction:

Gender inequality refers to the unequal and biased treatment of individuals on the basis of their gender. This inequality happens because of socially constructed gender roles. It happens when an individual of a specific gender is given different or disadvantageous treatment in comparison to a person of the other gender in the same circumstance. Gender inequality is an old-age issue that won't resolve within a few days. Similarly, achieving the goal of equality is also not going to be an easy one. We must start by breaking it down and allow it time to go away. The primary objective of Gender equality is a society in which women and men enjoy the same opportunities, fairness, and obligations in all phases of life it is essential for functioning of the society and helps ensure that everyone has the same access to resources and opportunities Equality should be promoted and protected in order to create a more equitable and just society.

Gender equity, also known as gender equality, is a fundamental principle that promotes fairness and justice between individuals of different genders. It encompasses various aspects of life, including social, economic, and political spheres. This report aims to explore the concept of gender equity, its objectives, and provide a concise conclusion regarding its importance.

Objectives of Gender Equity:

Elimination of Discrimination: Gender equity seeks to eliminate all forms of discrimination, bias, and prejudice based on gender. It promotes equal opportunities and treatment for all, regardless of gender identity.

Equal Access to Education: One of the primary objectives is to ensure that individuals of all genders have equal access to quality education. This includes eradicating barriers that prevent girls and women from pursuing education.

Equal Employment Opportunities: Gender equity strives to create a level playing field in the workplace. This involves fair hiring practices, equal pay for equal work, and the elimination of gender-based harassment or discrimination at work.

Gender-Responsive Health Services: It aims to provide healthcare services that cater to the specific needs of different genders. This includes reproductive health services, access to family planning, and addressing health issues unique to certain genders.

Reduction of Gender-Based Violence: A significant objective is to combat and reduce gender-based violence, including domestic violence, sexual harassment, and human trafficking.



Our college provides equal opportunities to girl students in all aspects including admission, sports, and cultural events. College regularly organises regular events for betterment of girl students, which are as follows:

Equal Opportunity for Female Students in the Admission Process

Introduction: This summary report focuses on the crucial aspect of ensuring equal opportunities for female students in the admission process to educational institutions. The aim is to shed light on the importance of gender equity in admissions and highlight the key considerations in achieving this goal.

Importance of Equal Chance for Girls in Admission:

Promoting Gender Equity: Equal chance for female students in the admission process is fundamental in promoting gender equity. It ensures that girls have the same opportunities as boys to access quality education, which is a basic human right.

Empowering Women: Providing equal opportunities in admissions empowers women to pursue their academic aspirations, which can lead to increased gender diversity in various fields and leadership positions.

Talent Utilization: Ignoring the potential of female students in the admission process means underutilizing a significant portion of the talent pool. This deprives society of valuable contributions from women in various sectors.

Economic Growth: Gender equity in education leads to a more skilled and educated workforce, contributing to economic growth and development.

Key Considerations for Ensuring Equal Chance:

Eliminating Bias: Admission processes should be designed to eliminate any form of gender bias or discrimination. Clear guidelines and training for admission committees can help achieve this.

Outreach Programs: Educational institutions should implement outreach programs that encourage and support female students to apply for admission, especially in fields where they are underrepresented.

Conclusion: Ensuring equal opportunities for female students in the admission process is not just a matter of justice but also a strategic investment in the development of society. It promotes gender equity, empowers women, utilizes talent effectively, and contributes to economic growth. To achieve this goal, educational institutions must actively work towards eliminating bias, implementing outreach programs, offering financial support, and providing mentorship. By doing so, we create a more inclusive and equitable educational system that benefits everyone.

Equal Opportunity in Sports:



Equal opportunity in sports for female students is crucial for promoting gender equality. It means girls should have the same chances as boys to play and excel in sports. This is not just about games; it's about fairness and health.

Why It's Important:

Health and Fitness: Playing sports keeps everyone healthy, and girls need to stay fit just like boys.

Confidence: When girls can play sports, they gain confidence and learn teamwork.

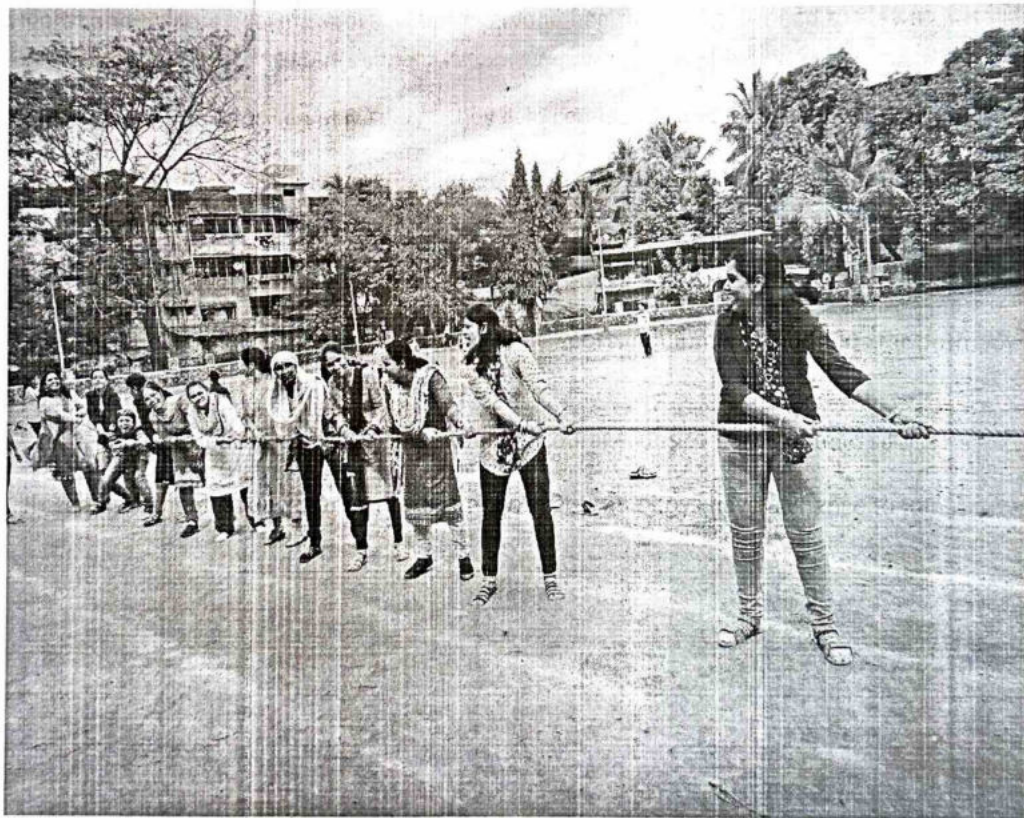
Future Opportunities: Some girls dream of becoming athletes, and they should have the chance to pursue those dreams.

How to Ensure Equal Opportunity:

Equal Facilities: Schools should provide the same sports equipment and fields for both boys and girls.

Encouragement: Teachers and parents should encourage girls to participate in sports.

Fair Teams: When making teams, make sure both girls and boys have a chance to join.



In our institute, we organize sports events for girl students to provide them opportunities to participate in various sports activities to showcase their sports skills. Various sports like tug of war, volley ball, badminton, douche ball, short-put, chess and many more sports events are organized to develop confidence among girl students.

Equal Opportunity in Student Council:

Student councils are groups of students who make decisions about school activities and rules. Girls should have the same chances as boys to be in the student council.

Our college has a system to form a student council every year, in which girl students are given equal chance of being selected for various positions like General Secretary, Assistant General Secretary, Sports representative, Cultural representative.

Why It's Important:

Voice: The student council represents all students, so girls should have a say too.

Leadership Skills: Being in the council helps students learn how to be leaders.

How to Ensure Equal Opportunity:

Equal Elections: Make sure girls can run for student council positions and are not left out.

Support: Teachers and students should support girls who want to be in the council.

Equal Opportunity in Cultural Events:

Cultural events include things like plays, music performances, and art exhibitions. Girls should have the same chances as boys to take part in these activities.



In conclusion, equal opportunity for female students in sports, the student council, and cultural events is about fairness, health, confidence, and letting everyone's talents shine. To make this happen, we need equal facilities, encouragement, fair elections, support, open



auditions, and diverse roles. When everyone gets a fair chance, our schools and communities become more inclusive and vibrant.

Equal Opportunities for Girls in College Placements

Equal opportunities for girls in college placements are essential for ensuring fairness and equality in the transition from education to the workforce. This means that female students should have the same chances as male students to secure jobs or internships after they graduate.

Why It's Important:

Career Advancement: College placements are crucial for launching careers. Girls should have equal access to these opportunities to pursue their desired career paths.

Financial Independence: Employment after college helps girls become financially independent, contributing to their overall empowerment.

Equality in Professions: Equal placement opportunities lead to greater gender diversity in various professions, breaking down traditional barriers.

How to Ensure Equal Opportunity:

Fair Recruitment: Employers should ensure that their recruitment processes are free from gender bias and discrimination.

Career Counselling: Colleges should provide career counselling services that guide both female and male students towards suitable job opportunities.

Equal Access to Information: All students should have access to job postings, internships, and job fairs, regardless of their gender.

In conclusion, equal opportunities for girls in college placements are essential for their career advancement, financial independence, and breaking down gender stereotypes in the workforce. This can be achieved by promoting fair recruitment, providing career counselling, and ensuring equal access to information about job opportunities. When girls and boys have equal access to placements, it contributes to a more equitable and inclusive society.



In conclusion, equal opportunity for female students in admission to all courses is about fairness, dreams, and building a better future. To make this happen, we need fair application processes, support, and rules against discrimination. When everyone gets a fair chance, we create a more equal and promising world for girls and boys.

Women Development Cell in our college organizes various events like Thalassemia check-ups, cancer awareness session, self-defence workshops etc. for girl students which help girl students to be confident about their career and life.

Activities by WDC for girl students:

Thalassemia Check-up Camp:

Partner with a local healthcare organization or hospital to conduct regular thalassemia check-up camps on campus. Educate students about thalassemia, its causes, and preventive measures through workshops and awareness sessions.

Cancer Awareness Session:

Organize regular awareness sessions about various types of cancer, their symptoms, risk factors, and prevention strategies. Invite medical professionals or cancer survivors to share their experiences and knowledge. Promote self-examination techniques for breast and cervical cancer.

Self-Defence Workshops:

Arrange self-defence workshops, including techniques of basic self-defence moves. Encourage regular practice sessions for ongoing skill development.

Mental Health and Well-being Workshops:

Conduct workshops on stress management, mindfulness, and emotional well-being. Address common mental health issues and provide resources for seeking help if needed. Career Counselling and Skill Development: Organize career counselling sessions to help students explore career options and set goals. Offer workshops on resume writing, interview skills, and job searching techniques.

Financial Literacy Workshops:

Educate students on financial planning, budgeting, saving, and investing. Invite financial experts or institutions to provide guidance on financial matters. Leadership and Empowerment Workshops: Empower young women by organizing leadership development workshops. Focus on building self-confidence, effective communication, and leadership skills.





Conclusion:

In conclusion, gender equity is an essential aspect of building a fair and just society. It strives to create a world where individuals are not limited by their gender and have equal opportunities and treatment in all aspects of life. By eliminating discrimination, providing equal access to education and employment, addressing healthcare needs, and promoting political participation, we move towards a more equitable and inclusive society. Challenging stereotypes and reducing gender-based violence are essential steps in this journey. Gender equity is not only a matter of human rights but also a key driver of social and economic progress. It is a goal that requires ongoing commitment and efforts from individuals, communities, and governments to create a more equitable and just world for all.



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