



2020

GENDER EQUALITY ACTION PLAN



**R. C. Patel Institute of Pharmaceutical Education and
Research, Shirpur-425405**

Gender equality ACTION PLAN

RCPIPER believes in recognising and valuing the role of women in society. The Institute's performance in relation to gender equality in particular shows significant room for improvement. The benefits of providing an inclusive workplace have now been well documented. Inclusive workplace cultures, where all employees are valued and included, result in a more engaged, motivated and productive workforce. Diverse and inclusive teams are also more innovative, able to draw upon a wider set of experiences, approaches and resources to produce creative solutions. The research is also clear that when a workforce mirrors the diversity of its customers (such as students), it can more effectively understand and anticipate the needs of those customers. In addition to these arguments, rapidly changing workforce demographics mean that organisations will increasingly be challenged in the search for staff and will need to draw from and retain candidates from diverse backgrounds. Finally, diversity, particularly gender equality at all leadership levels, is subject to increasing scrutiny and an organisation's reputation and brand can be affected by its performance in this area.

The Action Plan identifies three broad areas for focused attention that will enable strategic, sustainable and meaningful change at institute. The Action Plan will help us, over the next year, to navigate and accelerate the gender equality journey of the institute must take to improve the engagement, retention and advancement of women. As a participant in the pilot program will analyse its data, develop and implement an action plan, monitor progress and submit an application

The institute commits to embedding this Plan, devoting appropriate resources to its implementation, monitoring, reporting, and evaluation, and supporting leaders to develop and implement operational plans. We will continue to pursue and report on statistics of the participation and experience of our staff. In adopting and implementing this Gender Equality Action Plan, demonstrates how it values the richness of diversity amongst its staff, and recognises its responsibilities to take University-wide transformative actions to enhance inclusion for all.

Key focus Area

	Leadership and governance	Women career advancement	Women safety
	Leadership commitment to Gender Equality	Increase women's application and success rates in academic and professional	Aware the women about hazards and risk on social media sites
	Women forum consultation and communication	Provide enabling opportunities and forums for women	To train girls for self defence
	Progress Gender Equality targets in Executive and Senior roles	Review and maintain Leadership programs for gender inclusivity and participation	To aware women about their legal rights
	Workshop arrangements for personality development		Maintain a workplace free from discrimination, sexual harassment and bullying
			Develop an action against domestic and family violence program and campaign

Timeline

Jun- Aug.

Organise the Induction programme for freshly admitted students

Sept- Nov.

Organise the personality development programme for girls

Dec- Feb

Organise self defence workshop for women

March- May

Organise the programme on the occasion of women's day



Dr. A. A. Shirkhedkar
Vice-Principal



Dr. S. J. Surana
Principal

SHIRPUR EDUCATION SOCIETY

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