

# **HOLY CROSS COLLEGE (Autonomous)**

**Nagercoil - 629 004, Tamil Nadu, India**

**(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)**

**Accredited with A<sup>+</sup> Grade (CGPA 3.35 - 4<sup>th</sup> Cycle) by NAAC**

**An ISO 9001:2015 Certified Institution**



## **POLICY ON GENDER EQUITY**

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### Introduction

This policy dwells on our unwavering commitment to the principles of equity, validation of human rights and eradication of gender discrimination at all levels. Gender inequity refers to the unjust and avoidable inequalities between women and men in status, respect, health care, work opportunities and freedom. Gender equity strategies are used to attain, resolve and improve the overall productivity and efficiency of young women on campus. Removal of discrimination in the treatment of the female within the family and outside and the projection of a positive image of the girl child is actively fostered. Special attention is drawn towards their needs and earmarking of substantial investments is done in the areas relating to food, nutrition, health education and in vocational capacity building.

### Vision

Gender equity pertains to the fair distribution of benefits, power, resources, and responsibilities between women and men by providing better inputs for exercising their rights and contributing their potential for the greater good of the society.

### Mission

- To address and rectify the imbalance between the sexes
- To empower women individually and socially.
- To mainstream a gender perspective in the development process
- To root out all forms of discrimination against all women and girls
- To devise specific measures to eliminate gender inequities.

- To enable young girls towards self-development and empowerment
- To improve nutrition and health, hygiene essentials of young women.
- To upgrade the learning-skills, life skills, and vocational skills of adolescent girls.

### **Objective**

The aim of this policy is to bring about the intended advancement, development and empowerment of women through research, policies, and programs which give due attention to gender differences in health and its determinants, and promote equality between women and men. The wide dissemination of the policy is sure to encourage active participation of all stakeholders towards achieving its goals.

### **Policy Prescriptions**

The agenda incorporates gender education and human rights issues through removal of references that are derogatory to the dignity of women relating to equality and empowerment of women. It proposes gender sensitisation training of personnel of legislative, executive, and judicial wings of the state, promoting societal awareness to gender issues. The key focus is more on the following measures:

- Providing Demand-driven short-term courses
- Offering Special training programs
- Providing tailor-made courses as per industry's demand
- Putting an end to all harmful practices, such as early and forced marriages, and female infanticide.
- Paving way for effective participation of women at all levels of decision-making in political, economic, and public life.

- Creating equal provision for accessibility to women in healthcare, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office, etc. through awareness
- Changing the societal attitudes and community practices by active participation and involvement of women.
- Eliminating of all forms of violence against women and girls in the public and private sectors including trafficking and sexual exploitation through awareness programmes.
- Providing safe drinking water and sewage disposal, toilet facilities, and sanitation within acceptable reach
- Promoting and empowering women to be emotionally strong and economically independent
- Recognizing that women and men have different needs, access to, and control over resources
- Providing safe accommodation in hostels for students including day-care facilities for the staff and their children.
- Imparting knowledge of legal systems aimed at elimination of all forms of discrimination against women
- Campaigning for mainstreaming a gender perspective in the development process.
- Awareness on practices of female feticide, female infanticide, child marriage, child abuse and child prostitution etc.



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