

Annual Gender Equity Action Plan

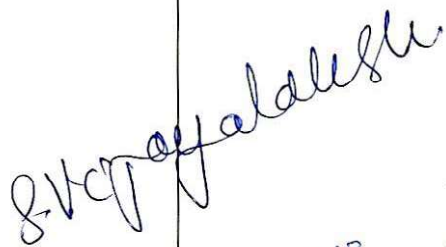
Addressing issues of gender equity is vital to our success as a community. Gender Equity and Women Empowerment continue to be priorities of the University, and policies are framed to enable a society in which women and men have an equal share in the distribution of power, knowledge and resources, and enjoy equal opportunities, rights and obligations. This is done through two pathways:

1. Raising awareness on gender equality and developing capacity and resources at several levels
2. Contributing systematically and comprehensively to promoting gender equality and women's empowerment in all areas

Gender Equality and Women Empowerment Action plan:

Key focus areas	Leadership and governance	Employment conditions	Outcomes
Actions	Leadership commitment to gender equality and women's empowerment	Increased recruitment and retention of women employees and students	1. Improved Women's representation across all levels of the organizational structure 2. More financial and structural resources for gender equity initiatives 3. Achieve even gender balance in different programs.
	Fostering women's participation and enhancing women's role in governance and decision making structures	Creating a gender diverse workplace where women feel more valued	1. A more collaborative approach to improvements in the University. 2. More women participating in decision making
	University plans to incorporate the gender equity action plan	1. Flexible work practices 2. Greater equality perspective on the distribution of research resources. 3. Career advancement plans and increased promotions As part of the career advice for students, advisory sessions to define career goals, optimize application letters and face interviews	1. A welcoming and gender equitable living, learning, and working environment at the University 2. Greater emphasis on gender perspectives in research.




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	Raising awareness on gender equality and women's empowerment	1. Holding awareness campaigns, gender sensitization workshops, women's day events, women leaders conclaves , FDPs on POSH	1. Increased awareness on gender discrimination issues and empowerment and career progression through internal capacity building 2. Workplace free from discrimination 3. Tackle gender-based violence and harassment by strengthening identification mechanisms 4. Gender perspectives and female role models available.
	Provide gender equality targets in senior roles	Leave support and resources	More empowered women in senior roles

S. V. Jayalalitha



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