



D Y PATIL
DEEMED TO BE
UNIVERSITY
NAVI MUMBAI

D.Y.PATIL UNIVERSITY, NERUL

(Deemed to be University)

Re-accredited by NAAC with a CGPA of 3.40 on a four point scale at 'A' Grade
(An ISO 9001:2015 Certified University)

Action Taken

It was decided to disclose the women welfare guideline on the university portal stating; a gender-neutral environment that facilitates independence, safety, well-being and dignity of womenfolk, empowering them with rights and equitable opportunities ensuring enrichment of their future.

- To create social awareness about the women related problems.
- To develop the self-confidence of Women.
- To guide about Women Welfare Laws.
- To assert the importance of spiritual, economic, social, racial and gender equality.
- To highlight the importance of health and hygiene.
- To directs Women's role in the society. To develop multidisciplinary approach for the overall personality development.
- To organize seminars, workshops relating to women development.
- To prevent sexual harassment and to promote general well-being of female students, teaching and non-teaching women staff of the College.



Conveyor of the Meeting

From Conveyor of the meeting.



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It was decided to arrange workshops for students and employees for possible entrepreneurial opportunities as follows:

1. Beauty parlours.
2. Fitness / Yoga centre.
3. Food catering centre.
4. Day care centre or creche.
5. Art gallery / art & craft school.
6. Start a boutique / garment shop
7. Content writing
8. Web developing and social media marketing
9. Pet store
10. Home tutor and many more



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It was decided to

- Identification of strong leadership, change-makers among women and girls and building their capacity.
- To promote a culture of respect and equality for female gender.
- To organize awareness programs on gender sensitization.
- The provision of opportunities and programs for girls and women to be financially, mentally and emotionally empowered to promote their growth as individuals in their own right.
- To conduct seminars and workshop to impart knowledge of opportunities and tools available and train the women.
- Arranging seminars to create awareness on the economic, social, political, and legal rights of women.
- Organizing different activities to make women aware of their health, sports, self-defence etc.



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Action Taken

It was decided to arrange short-term diploma in Women Empowerment and Development.

Also short term self defence course from Taekwondo Academy for girl students and

Women employees will be arranged.



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Action Taken

With the vote of all the members, it was decided to open a crèche at University campus to help women employees at work. The necessary arrangement will be done and soon the venue and opening date will be declared.



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Action Taken

It was approved to start transportation facility to for women employees and girl students as soon as possible. Quotation from transportation agencies can be asked. This will reduce eve teasing and harassment incidences during public travel. It is going to help employees and students to travel safe from and to their homes.



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Action Taken

It was decided to organize seminar and webinar with UNICEF India who has begun work in some states to work on new programmes with new partners to improve the ability and freedom of women and girls, including to access government services like schools and hospitals.

India will not fully develop unless both girls and boys are equally supported to reach their full potential. Changing the value of girls has to include men, women and boys. It has to mobilize many sectors in society. Only when society's perception changes, will the rights of all the girls and all the boys in India be fulfilled.



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Action Taken

It was noticed that favouring the advancement of some groups over others, in turn, limiting the organization's ability to build a diverse leadership team comprising the organization's top performers. Appraisal systems that do not provide an objective assessment of an employee's performance can lead to erroneous performance concerns and even unfair dismissal with potential legal implications. When employees do not perceive they are valued by the organization, they may actively refrain from applying their full and best effort or even engage in self-sabotaging behaviors. On the contrary, when employees perceive fairness in the evaluation processes, they are **more likely** to accept their evaluations, in which case they will digest the information contained in the evaluations and motivate themselves accordingly.



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Action Taken

With due respect to all women employees university already has set proper leave system and work timings according to Maharashtra Labour Law and hence forth also make sure that it will be maintained properly.



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It was approved to print and display following schemes for girl child education at all the display areas of the universities:

Top Government Girl Child Schemes in India

- Benefits of the Government Girl Child Schemes in India.
- Beti Bachao, Beti Padhao.
- Balika Saridhhi Yojana.
- Sukanya Samriddhi Yojana.
- Ladli Scheme and the Kanya Kosh Scheme.
- National Scheme of Incentive for the Girls of Secondary Education.
- Ladli Laxmi Yojana of Madhya Pradesh.
- Majhi Kanya Bhagyashree Government of Maharashtra Scheme



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Action Taken

It was decided to take small workshops to discuss following points for congenial working environment:

The Government of India has taken various steps to ensure empowerment of women through their social, educational, economic and political uplifting through various schematic interventions. In order to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes. The Government also implements the scheme of Working Women Hostels for providing safe accommodation to working women. The Central Government gives high priority to ensuring safety and security of women and has undertaken various legislative and schematic interventions in this regard. In addition, The Government of India has decided to implement the Umbrella Scheme for Safety, Security and Empowerment of Women as an integrated women empowerment program under the name '**Mission Shakti**', for addressing the issues of women on a life-cycle continuum basis and for making them equal partners in nation-building through convergence at different levels of governance and a participative approach.



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Action Taken

It was decided that every programme will have at least one course related to women empowerment, women equality etc. One course with a view to take up women's issues and problems, the cell aims at creating awareness of their rights and duties. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programs and other welfare activities to enhance understanding of issues related to women and to make the college campus a safe place for women students and faculty members. With a view to taking up women's issues and problems, the cell aims at creating awareness of their rights and duties. It also provides a platform for women to share their experiences and views regarding their status in the society and to suggest ways to improve and empower themselves. Aiming at intellectual and social upliftment of the female students, the cell stands for facilitating women's empowerment through guest lectures, seminars, awareness programs and other welfare activities. The responsibilities of the Women Empowerment Cell is to follow the Mandatory Guide lines and directions of the Dr. D. Y. Patil deemed to be University regarding the security arrangements for Girl Students and Women staff of our Institution.



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Action Taken

- Discussed and resolved to ensure that proper leaves and working timings shall be set for women staff
- Discussed and resolved that every program shall have one course on women related topics
- Discussed and approved to arrange few programs to retain congenial working environment for women staff




VICE CHANCELLOR
D. Y. PATIL DEEMED TO BE UNIVERSITY
NERUL, NAVI MUMBAI - 400706