



DAY / Sr.no

WOMEN WELFARE POLICY

Name of members who have drafted policy

Member1: Manjusha Tomar

Member2: Dr. Archana Salve

Member3: Dr. Darshana Desai

Women Welfare Policy

Purpose:

To create an environment that will help women realize their full potential and give their best and also promote general well-being of female students.

Objectives:

- To promote a culture of respect and equality for female gender.
- To create awareness about health and hygiene among female staff and students.
- To create social awareness about the problems of women in general and gender discrimination in particular by means of programs.
- To prevent sexual harassment at workplace.
- To develop skills among the female staff and students by means of workshops and training programs for their overall personality development as well as for the encouragement of self-reliance among them.
- To create legal awareness among women by informing about Women Welfare Laws.

Policy:

- To organize regular booming session, seminar and workshop to impart knowledge of opportunities and tools available and train the women.
- Make a conducive counseling environment for female gender to share their problems.
- Provide appropriate working conditions in respect of work, leisure, health and hygiene.
- First half hour for yoga & meditation for all female staff & students.
- Organize socially relevant programs.



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- Encourage participation of NGOs working in the area of women's development in the activities of the Cell.
- Organize cultural programs with the basic objective of increasing awareness in women.
- Session on Women Empowerment and Constitutional Provisions.
- Maternity leave available to the working women to be increased from 12 weeks to 26 weeks for the first two children.
- The institute may permit a woman to work from home if her baby is below one year and for those who has critical health issue.
- Institute may provide day care facility for those women staff whose baby is less than five year.

Principal ICEM

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Parandwadi, Pune.

