

**Jaya Engineering College,
Thiruninravur, Chennai**

Annual Gender Sensitization Action Plan

Jaya Engineering College is to develop the professionals both men and women, having basic and technical competencies so that they can serve the Society and Industry and face the global challenges. Our future success is dependent on attracting and retaining the best people to support our vision of imparting technical education in Engineering and Management with training, skill up gradation and research in futuristic technologies and employability areas. By empowering all staff, the college can better achieve its aim of creating innovative and entrepreneurial professionals.

Our college takes a leading role in recognizing and valuing the diversity of its workforce. The college's performance in relation to gender equality in particular shows significant room for improvement towards women empowerment and representation in senior academic and executive ranks and in certain occupations and disciplines. However, There may be imbalance in terms of an inclusive and gender equitable workplace culture for both male and female members of the institution.

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. It is evident that when an educational workforce mirrors the diversity of its students, it can more effectively understand and anticipate the needs of those students.

In addition to these arguments, rapidly changing workforce demographics mean that organizations will increasingly be challenged in the search for staff and will need to draw from and retain candidates from diverse backgrounds. Also, the inclusion of gender equity promotion as an aim of the institution would support the efforts of government towards women empowerment and upliftment in regards to the staff, as well as, the students. Hence, Jaya Engineering College takes a pledge to work towards providing an environment of overall growth and equality to all its members, and equity to the members of minority gender, which would in turn be of vital importance to performance and productivity.