

MADHAV INSTITUTE OF TECHNOLOGY & SCIENCE, GWALIOR

(A Govt. Aided UGC Autonomous & NAAC Accredited Institute Affiliated to RGPV, Bhopal)

GIRLS GRIEVANCE CELL

Report

Date: 09.03.2020

The Girls Grievance Cell organized a **workshop** on “**Equity at Workplace**” on the occasion of **women’s day**. The Institute celebrated Women’s Day for the first time this year.

The workshop commenced with warm welcome of the participants by the gender champion. Dr. Anshu Chaturvedi, chairperson, Girls Grievance Cell, then introduced the objectives and fruitfulness of the workshop in terms of outcomes to the gathering.

Objective is to ensure:

- A better and healthier work culture
- That Employee is aware of their rights and their responsibilities.
- Use of non-discriminatory, inclusive language and practices
- Development of proactive plans and programs to increase access and promote success in employment
- That all Employees have fair access to benefits and services in an equitable manner.
- Education of the working women on the goals and philosophy of equal opportunity, equity and social justice
- That people from all groups in society have the opportunity to participate successfully in education and employment.
- Promotion of positive health and wellbeing for all Employees
- increase the health knowledge and skills of Employees

Outcome:

- To promote a feeling of a fair, respectful, supportive and inclusive workplace
- To adhere to an environment that values and affirms equal opportunity, diversity and inclusivity in accordance with universal principles of equity, fairness and social justice.
- To demonstrate that everyone who works at MITS is treated fairly, with respect and dignity, and their contributions are recognized and valued.
- To foster a culture that values and responds to the rich diversity of its community
- To equip, facilitate and support Employees to improve and maintain their health and wellbeing

The first session was taken up by **Dr. Varuna Sushim Viswas, an ex. Army Medical Officer**. She emphasized that women need to be aware about their strength and for this purpose it is very much required that women keep them updated and strong. Being healthy is the utmost need of the hour for a working woman because a healthy woman can only carry out the responsibility of the home and workplace with efficiency.

Mrs. Suman Yadav, the next speaker, talked about the emotional well-being of a woman. She stressed that first of all we need to have the clarity about the difference between Equity and Equality. At one front the Equality talks about providing equal opportunity to all, whereas on the other side Equity implies equal access to opportunities by focusing on the individual's capabilities instead of their gender. She added "We need an environment which is gender sensitive not gender specific. She continued but we are still far from the world where we can actually perceive such equality. She concluded with highlighting the practices that a woman must adhere to keep herself emotionally healthy as then only they would be able to achieve their full potential in an environment which is fair, inclusive and diverse.

Next some activities were conducted by **Dr. Karuna Markam** and **Dr. Vandana Thakare** in order to break mental barrier related to gender differences. The workshop concluded with the vote of thanks in which the cell members thanked Director sir of the Institute for letting this workshop happen.

Dr. Anshu Chaturvedi
(Chairperson)