



Shri Ram College of Commerce

**Annual Gender Sensitization Plan
2021-22**

"A woman is a full circle. Within her is the ability to make, sustain and change"- Diane Mariechild.

In 2022 India finished its 75 years and in the entire excursion it accomplished a ton. In 2022 all viewpoints including strengthening and security of women and children were given due priority. Through cross-cutting policies and programs, mainstreaming gender issues, raising awareness of women's rights, and facilitating institutional and legislative support for enabling women to realise their human rights and develop to their full potential, the Ministry of Women and Child Development took a number of steps to encourage women's social and economic empowerment. India is ranked 135 out of 146 countries in the World Economic Forum's Global Gender Gap Report 2022. Women's equality and empowerment have advanced significantly over the past ten years. Women now make up the majority of the world's population, and their employment rates have skyrocketed. Women are better able to assume leadership roles as a result of increasing access to education. Diverse and inclusive businesses have been found to have higher rates of innovation, 70% faster time to market, 36% higher profitability, and 70% higher growth. However, there are still only 14.28% of ministers in the government who are women. In the WEF report that was released in July 2022, India was ranked low at 135th in terms of gender parity. However, the country's performance in the areas of economic participation and opportunity had improved by five places since the previous year. On a national level, women's participation increased from nearly 23% to 31% between 2018-19 and 2021-22, but it decreased in Delhi. The government now has only 14.28 percent women ministers.

The Human Development Index (HDI) ranks India 132nd out of 191 countries, according to the 2021-22 report. In addition, UNHD creates a Gender Inequality Index to draw attention to gender-based issues in each nation. The GII is a three-dimensional composite measure of gender inequality: empowerment, reproductive health, and the labour market. India's Human Development Index (HDI) value of 0.633 in 2021 places the country in the medium human development category, which is lower than its value of 0.645 in 2019. India's Gender Inequality Index (GII) value in 2021 is 0.490 and ranks 122. The value of this score is higher than that of South Asia (0.508), which is similar to the global average of 0.465. This reflects the government's efforts and investments in gender-responsive development, social protection, and more inclusive growth. The index measures three dimensions of achievement disparity between men and women: empowerment, the labor market, and reproductive health. It demonstrates the diminished human potential that results from the disparity in achievements between men and women in these areas..

In order to create a larger platform for women, Shri Ram College of Commerce's Women's Development Cell will focus on expanding its online reach in 2023 and diversifying and expanding its operations. The Women's Development Cell will organize in order to accomplish this. Since its inception, the Cell has worked tirelessly to effect positive changes incrementally and will continue to do so in the coming years. The Cell works with the expectation that with the backing of incalculable associations, both little and enormous, the nation will actually accomplish orientation fairness soon men and women in these areas. It should be noted that the agricultural industry employs more than 75% of rural female workers. This indicates that women need to be trained and employed in agriculture-related fields like food processing. In FY22, there was an improvement in gender parity in schools and in Gross Enrolment Ratios (GER).

In FY22, GER in primary enrolment in grades I to V as a percentage of the population aged 6 to 10 has improved for both boys and girls. The decline that occurred between FY17 and FY19 has been reversed by this improvement. In FY22, GER in Upper Primary (enrollment in classes VI through VIII as a percentage of the population aged 11 to 13) improved from its stagnant state in FY17 to FY19. Girls' GER is higher than boys' in Primary and Upper-Primary age groups that are comparable. On the demand side, it has been observed that women with little or no formal education, as well as women with a high level of education, are employed; however, women in the middle, who do have some formal education, typically remain at home. In terms of female education, India has made significant progress, but there is still a long way to go.

According to the National Crime Records Bureau, crimes against women in India increased by 7.3% in 2019 compared to the previous year. In 2020, the National Commission for women received a total of 23722 complaints of crimes against women. Around 93 women are raped in India every day, according to the National Crime Records Bureau. The government of India has launched several schemes and initiatives to address the issue of gender-based violence and promote gender sensitivity such as The Mahila Police Volunteer. Certainly, steps are being taken in this prospect but still awareness and the concept of inclusivity among the public is still lacking which needs to be addressed.