



BHERULAL PATIDAR GOVT. P.G. COLLEGE, MHOW



GENDER EQUITY AND WOMEN EMPOWERMENT POLICY



Dr. Praveen Ojha
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FOREWORD

Gender equity and equality are crucial components for women's equal involvement in the development of the country because they are an intrinsic part of society. They have made significant contributions to society and the advancement of the country in the areas of healthcare, education, athletic events, management, commerce, manufacturing, and community. We, as a college team are firmly convinced that if women are given more influence, the country will advance. We therefore make an effort and commitment to provide a welcoming environment for both our women employees and girl pupils. It is our belief that all the institutions need a formal Gender Sensitization and Women Empowerment policy to carry out the aforementioned commitment in order to achieve these goals.

As a commitment to participate in UN Sustainable development Goals 2030 we are committed to fulfil targets of SDG 5 hence we have formulated women empowerment cell and are running a signature program named as “**SwayamSiddha**”. The Women Empowerment cell of Bherulal Patidar Govt. P.G College has created a Gender Sensitization and Women Empowerment policy which we strongly implement in our institution. We are all dedicated to putting the contents of this policy into practice and bringing about a constructive change in the college and society as a team.

Dr. Praveen Ojha
Principal



Vision and Mission of the Institute

Vision:

“Our vision is to excel as an educational institution by providing career- oriented, value-based education. We aim to cultivate a community of independent, morally upright, and socially conscious young individuals, empowering them to contribute meaningfully to society.”

Mission:

- **Provide quality education across various disciplines to encourage connectivity between research technologies and employability.**
- **Strive to become an institute focused on student needs, fostering experiential, innovative, and lifelong learning approaches to tackle societal challenges.**
- **Ensure literacy, learning and life skills to all, particularly girl scholars from tribal background.**
- **Inculcate an entrepreneurial mindset and values in students.**
- **Enhance collaboration with industries and institutions for mutual benefit.**



Objective of the Institute

Objectives

- **To enrich students with best that is to learn.**
- **To infuse an environment of academics with skill-based education and technologies.**
- **To make the learners grow as a confident and well-groomed citizen.**
- **To enable learners to be creative, dynamic and competitive to face the challenges of academic demands at regional, national and international levels.**
- **To raise a generation rich in ethical values and cognitive empowerment to mobilize the available resources.**



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GENDER EQUITY AND WOMEN EMPOWERMENT POLICY

The process of improving a woman's sense of self-worth, her freedom of choice and decision-making and her ability to influence social change for herself and others is known as women's empowerment. Taking the big picture into account, a number of groups are conducting major awareness campaigns to support women's rights and concerns of empowerment. There's still a long way to go, though. All around the world, there are still many occurrences of discrimination and violence against women despite enormous progress.

PREFACE:-

This policy document is recognized as the Policy on “**GENDER EQUITY AND WOMEN EMPOWERMENT POLICY**” of the Bherulal Patidar Government P.G College, Mhow, MP

GOAL AND PURPOSE:-

The Women Empowerment Cell of the Bherulal Patidar Govt. P.G College was established with the goal of empowering women in every sphere of life, including social, political, and economic. Since this is a coeducational college, it is vital to protect female employees and students' fundamental rights from sexual harassment and discrimination of any kind. The college's "Women Empowerment Cell" performs its functions in compliance with the guidelines outlined in the organization's women empowerment policy with the goal of empowering and safeguarding young women, as well as educating them about the variety of work being done and their legal rights. The goal of the cell is to assist young women in achieving success in all areas of their lives. The girl is being continuously educated by the cell on a variety of topics related to health, hygiene, education, skill development, value-based programs, career counseling and women's advancement worldwide. In order to prevent gender-based exploitation, the college's women cell periodically hosts a number of seminars that educate female staff members and students about their legal and constitutional rights. Additionally, the cell has its main motto to empower women to gain an understanding of the working of multilayer issues in the society by teaching and furthermore, the primary mission of Cell is to enable women to learn about the intricate workings of societal concerns by educating and enhancing them, giving them the bravery and self-assurance to confront challenges head-on.

According to the Constitution, Articles 14, 15 and 21, any kind of physical and mental torture is a violation of fundamental rights, gender, equality, right to life and freedom. According to Article 19 every woman is free to choose and pursue any business or career of her choice and any form of physical, mental abuse is a violation of her fundamental rights. Therefore, it is necessary to provide protection to women under article 32 to protect their fundamental rights.



PURPOSES:-

1. To provide women with a safe, supportive work environment where they can work freely and fearlessly.
2. To support gender parity and establish a positive culture for the development of female and women students' personalities.
3. Where appropriate, to promote the institution's general development and ensure that women are equally represented in all sectors and occupations.
4. Be ensuring that no teacher, student or staff member at the institution abuses another person mentally or physically in a way that could harm that person's honor or reputation.
5. To encourage respect and equality for women.
6. Creating a supportive counseling atmosphere for women to enable them to confide in one another and increase their confidence.
7. To acknowledge and support women and girls who are developing exceptional management skills.
8. Promote an entrepreneurial mindset in girls and women so they can become "job suppliers" rather than just "job opportunists".
9. To promote a positive outlook and customs that preserves the respect and morality of women and girls by means of various programs that create a wholesome environment.
10. To impart to students the value of women's empowerment.
11. To educate women about specific health issues that affect them so they can take action to keep society safe from these kinds of tragedies.

COMMITTEE:-

Women/Students Empowerment Committee has been constituted in the Institution since as per the Government directives. For effective Implementation, the Women Empowerment Committee has the following constitution:

1. **Chairman:** Principal
2. **Convener:** A senior female Professor
3. **Members:** 6to 7 senior male as well as female faculty members
4. **Student Representatives:** 01 or 02



POSITION AND DUTY OF THE COMMITTEE:-

1. To organize workshops and seminars aimed at enlightening women about their options and equipping them to take advantage of them.
2. To educate people about laws and rights by having prominent figures from a variety of disciplines speak.
3. To plan events aimed at increasing awareness of gender issues.
4. To teach health, sports, self-defense, and hygiene to all female instructors, staff, and students.
5. To organize different competitions for women to encourage creative talent and original ideas.
6. To provide counseling services on a range of topics those women may face.
7. To design an interdisciplinary approach to the development of women.
8. To use training and literacy to enlighten, educate, and empower women.
9. To inculcate moral values, self-worth, and self-assurance in the women. To give decision-making authority to both men and women.
10. To plan demonstrations and public awareness campaigns about issues relating to women's rights and education.
11. To put government policies and programs for women's empowerment into action.

RECOMMENDATIONS OF THE POLICY:-

Technology-enhanced women's education must be prioritized and supported by higher education institutions in order to increase access, remove gender-based barriers, empower committed women, and establish a supportive environment for research-focused initiatives. Providing awards, grants, guidance, mentorship, and counseling. There are lots of fellowships and programs available for women in higher education.

The college's women empowerment cell runs educational programs that provide recipients of higher education with the guidance they need to take advantage of these special initiatives.

The women empowerment cell has been organizing many programs based on self-defence training for girl students and women staff.

A childcare centre should be set up in the institution for the convenience of a working mother.

In case of any grievances, the institution has a women related grievance redressal committees.



MODIFICATION:-

- The Institute will follow national guidelines and orders issued by qualified apex bodies regarding any discrepancy or contradiction of interest in any of the eventually revised policy.
- The Institute will regularly review and update its Gender Sensitization and Women's Empowerment Policy.

POLICY RELEASE:-

The Gender Stimulation and Women Empowerment Policy is displayed publicly on the Institute's homepage and extensively distributed to teachers and students in order to attract the attention of interested parties.



ACKNOWLEDGEMENTS

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Coordinator, IQAC



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