



BHERULAL PATIDAR GOVT. P.G. COLLEGE, MHOW



*Gender Sensitization
&
Women Empowerment policy*



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FOREWORD

Women are an integral part of society; therefore, gender equity and equality are both essential elements for equal participation in development of nation. They have been contributing immensely to the field of Medicine, Education, Sports, Administration, Enterprise, Industry and Society and have given their invaluable contribution to the nation's development.

It is my firm conviction that the nation will progress if women are empowered. Thus it is our endeavor and commitment to providing a congenial atmosphere to our female staff as well as girl students. To fulfil these objectives, it was felt that the institution should have a concrete Gender Sensitization & Women Empowerment policy, to implement the above commitment.

I am extremely happy that my team has designed a Gender Sensitization & Women Empowerment policy, keeping in mind the sentiment that we all share and we are all committed as a team to implementing the contents of this policy and bringing about a positive change in society.

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.



Gender Sensitization & Women Empowerment policy

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Gender sensitization & Women Empowerment Policy

Promoting a woman's sense of self-worth, having the right to their own choices and their ability to bring about a social change for themselves and others is the essence of women's empowerment. In the global context, a serious awareness drive is being carried out by various organizations regarding women's empowerment issues and their rights. Still, we have to go a long way, despite immense progress; there are regular incidences of women facing discrimination and violence in every part of the world.

Preamble: -

This policy document is recognized as the Policy on “**Gender sensitization & Women Empowerment**” of the Bherulal Patidar Govt. P.G. College, Mhow.

Aims & Scope: -

Bherulal Patidar Govt. P.G. College's Women Empowerment Cell was founded with the mission of empowering women in all spheres of life, including social, political, and economic.

Since this is a coeducational institution, it is imperative that the fundamental rights of female students and employees are shielded from sexual harassment and other forms of discrimination. The college has a "**Women Empowerment Cell**" dedicated to empowering and protecting the rights of women and girls. The cell will carry out its operations in accordance with the institutional Women Empowerment Policy.

The cell's mission is to support young women in achieving success in all areas of their lives. In order to prevent gender-based exploitation of female students and professors, the cell will persistently endeavor to raise awareness among these groups about their legal and constitutional rights. The cell aims to empower women by providing them with education and improving their comprehension of societal concerns, enabling them to confront challenges with bravery and confidence.



#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.

Objectives :-

1. To give women a secure and encouraging work environment where they can do their jobs fearlessly and easily.
2. To encourage gender parity and create a positive legacy for the growth and development of women's and girls' personalities, as well as for the general progression and development of the Institute, where women should be equally represented in all professions and fields.
3. Ensure that no teacher, student, or member of the female staff in the organization experiences physical or emotional abuse that could damage their reputation or honour.
4. To encourage equality and respect for women.
5. To establish a safe and supportive counselling space where women can confide in one another and build their self-esteem.
6. To recognize and encourage the development of girls' and women's capacity for leadership.
7. To foster an entrepreneurial mindset in women and girls so they can stop being "job seekers" and start being "job providers."
8. To promote a positive mindset and traditions through a variety of activities that foster a healthy environment where women and girls are treated with respect and dignity and behave appropriately.
9. To raise awareness among college students of the importance of women's empowerment.
10. To provide women with information on particular health issues affecting women so they can fight to stop these situations from happening in society.



Committee:-

Women/Students Empowerment Committee has been constituted in the Institution since 2002 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:** 6 to 7 senior male as well as female faculty members
4. **Student Representatives:** 01 or 02

Role and Responsibility of the committee:-

1. To organize seminars and workshops aimed at educating people about the opportunities accessible to women and preparing them for them.
2. To increase understanding of laws and rights by having distinguished speakers from many fields give talks.
3. To establish up programs for gender sensitization awareness.
4. To provide health, sports, self-defence, and other related training to female students as well as all female faculty members and staff.
5. To plan various contests to promote artistic ability and original thought.
6. To provide counselling services about various issues that women encounter.
7. To create a multidisciplinary strategy for the general development of personality.
8. To empower women via literacy, awareness-building, education, and training.
9. To develop in the girls and women moral principles, a strong sense of self-worth and self-assurance so they can make their own decisions.
10. To plan public awareness campaigns and rallies around women's problems and education.

Guidelines of policy: -

Higher education institutions must prioritize and support women's education by utilizing technology to improve accessibility, eliminate gender stereotypes, empower women proactively, establish a research-focused environment, and offer financial aid, incentives, coaching, mentoring, and counselling.



There are several fellowships and schemes for women in higher education. Providing proper guidance regarding availing these specific schemes to higher education should be done by the Cell. (See Annexure)

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

If there are any grievances, they should be addressed delicately to avoid harming the victim's sense of self-respect and, depending on the situation, should be resolved in a set amount of time. A committee for the resolution of grievances against women should be required in the institution.

Important Links: -

Some of the Women Beneficiary Fellowships and Schemes are as follows:

- Women scientist program in Department of Science & Technology & Department of Biotechnology (DBT) <https://dst.gov.in/> & <https://dbtindia.gov.in/>
- Scholarships for single girl child in a family by UGC: <https://www.ugc.ac.in/>
- Kothari fellowships for women candidates: https://www.ugc.ac.in/pdfnews/1181594_revised-DSKPDF.pdf
- Special emphasis on women higher education in all national education policies for inclusive growth: https://niepid.nic.in/nep_2020.pdf
- Establishment of internal compliance committee [ICC] in all institutions: <https://dst.gov.in/internal-complaints-committeeicc-women>
- A directive from Ministry of Human Resource Development (MHRD) to institutes of national importance to increase women participation in admission by 14 %.
- Shaksham (UGC, 2013), which provide guidelines of women safety in campuses and gender sensitization: <https://saksham.ugc.ac.in/Home/Downloads>
- Extended times for submission of doctoral thesis: https://www.ugc.ac.in/pdfnews/4405511_Draft-UGC-PhD-regulations-2022.pdf



- Domestic Violence Act, 2005 :<https://wcd.nic.in/sites/default/files/wdvact.pdf>
- Criminal Law Amendment Act, 2013:
https://www.mha.gov.in/sites/default/files/CSdivTheCriminalLawAct_14082018.pdf
- The sexual harassment of women at workplace (Prevention, Prohibition and Redressal), Act 2013, Government of India: <https://legislative.gov.in/sites/default/files/A2013-14.pdf>
- Ministry of Women & Child Development, 2015 released the guidelines for gender champions in educational institutions, where the academic environment must treat girls with respect and dignity.:<https://wcd.nic.in/act/2420>
- Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) includes gender-sensitive facilities in livelihood such as drinking water, health, children etc.:https://nrega.nic.in/Circular_Archive/archive/Operational_guidelines_4thEdition_eng_2013.pdf
- The maternity benefit act 1961, amendment on 2017 for extended leave provision:
<https://labour.gov.in/sites/default/files/TheMaternityBenefitAct1961.pdf>
<https://labour.gov.in/sites/default/files/The%20Maternity%20Benefit%20%28Amendment%29%20Act%2C2017%20-Clarifications.pdf>
- The equal remuneration act 1976 for wages parity:
https://www.indiacode.nic.in/handle/123456789/1494?sam_handle=123456789/1362#:~:text=India%20Code%3A%20Equal%20Remuneration%20Act%2C%201976&text=Long%20Title%3A,connected%20therewith%20or%20incidental%20thereto.
- **Beti Bachao Beti Padhao:** The Government of India launched this program with the aim of raising awareness and enhancing the effectiveness of welfare services meant for Indian girls. In 2015, the Ministry of Women and Child Development introduced the program.
- **Sukanya Samridhi Yojana:** In 2015, the Government of India launched a savings initiative aimed at parents of girl children. Through the Ministry of Women and Child Development, the program encourages parents to save up money for their female child's future marriage and education costs.



- **Ladli Laxmi Yojna:** The Madhya Pradesh government launched this program. The plan places a strong emphasis on giving families adopting this strong basis for their economic and educational standing in order to prevent female infanticide. Its fundamental objective is to positively influence conservative Indian families' perspectives on the birth and nurturing of female children. The program's primary goal is to help girl children born on or after January 1, 2006, who are primarily from low-income homes or are orphaned.

AMENDMENTS: -

- The Institute will review and update its Gender Sensitization and Women Empowerment Policy on a regular basis to align with national policies and directives from apex bodies.
- If there is a contradiction or conflict of interest in any of the Institution's policies, the revised policy will take precedence.

PUBLICATION OF GENDER SENSITIZATION & WOMEN EMPOWERMENT POLICY :-

The Gender Sensitization and Women Empowerment Policy will be widely advertised among the Institute's faculty and students, as well as clearly placed on the Institutional Website, to attract the attention of relevant stakeholders.



ACKNOWLEDGEMENTS

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Coordinator, IQAC



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