



Gender Sensitization & Women Empowerment Policy

**Govt. Holkar
(Model Autonomous)
Science College,
Indore (M.P.)**



Version : 2.0



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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 endeavour 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. Suresh T. Silawat
Principal

Vision and Mission of the Institute

Vision:

To make our youth the torch-bearer of knowledge, and to continue the rich legacy of imparting scientific education and groom them on an intellectual, social and humane platform.

Mission:

- To create an innovative ecosystem for the promotion of scientific temperament.
- To enrich the academics with state-of-the art technology and innovation at par with the global standards.
- To impart Skill-based training relevant to local and global needs.
- To develop a well-groomed and empowered youth.
- To nurture a socially responsible and value-driven generation.

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“Equity of access to professional development opportunities”

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 Government Holkar (Model, Autonomous) Science College, Indore, MP.

Aims & Scope:

Women Empowerment Cell of Govt. Holkar Science College is established with the motto to empower women in every aspect of life, whether socially, economically, or politically.

Being a co-educational institute, therefore it is mandatory to protect the fundamental rights of girl students and women studying or working here, from any kind of discrimination and sexual harassment. For the empowerment and safeguarding of the interests of girls and women, an “**Women Empowerment Cell**” exists in the college, which will perform its activities as per the guidelines given in the Women Empowerment Policy of the Institution.

The vision of the cell is to promote young women to become successful in every sphere of life. The cell will continuously work to create awareness among the girl students, and female faculty about their legal and constitutional rights in order to avoid their exploitation based on gender. The cell will also work to empower women by educating them and enhancing their understanding of societal issues, so that they can face the challenges with greater courage 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 provide safe and supportive environment to the women where they can work with ease and without fear.
2. To promote gender equity and establish a healthy tradition for the development and advancement of the personality of women and girl students, for the overall development and progress of the institution, where there should be equal participation of women in every work and field.
3. To ensure that no student, female staff, or teacher in the institution should undergo mental and physical abuse, that may hurt her honor or reputation.
4. To promote respect and equality for the female gender.
5. To create a healthy counseling environment for females so that they can share their problems and strengthen their confidence.
6. To identify girls and women with strong leadership qualities and promote their capacitance building.
7. To instill an entrepreneurial attitude among girls and women, so that they can become “job providers” rather than “job seekers”.
8. To create a healthy environment through various activities, that establish a positive mindset and traditions, where respect and dignity of women/girls are taken care of with proper behavior.
9. To sensitize the college community on the need for women empowerment.
10. To educate females on specific women's health issues so that they can work for the prevention of such cases 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 conduct workshops and seminars about imparting knowledge of opportunities available for women and train them for the same.
2. To create awareness about rules and rights through lectures by eminent persons from different fields.

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3. To arrange awareness programs on gender sensitization.
4. To train girl students and all the female staff and professors about health hygiene, sports, self-defense, etc.
5. To organize different competitions to encourage artistic talents for creative thinking.
6. To provide counseling services about different problems faced by women.
7. To develop a multidisciplinary approach for overall personality development.
8. To empower women through education, raising awareness, literacy, and training.
9. To impart ethical values, positive self-esteem, and confidence in the girls and women so that they become able to take the decision.
10. To arrange rallies and public awareness campaigns on women's education and women-related issues.

Guidelines of policy

The higher education institutions must promote and focus on women's education with technology inputs for better access, removal of gender barriers, committed women empowerment, creating an ecosystem for research-oriented activities, providing scholarships, incentives, mentoring, counseling, and coaching.

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.

In case of any grievances, they should be handled sensitively, so that it does not hurt the self-respect of the victim and should be resolved within a fixed time limit, depending on the issue. The institution mandatorily should have a Women grievance redressal committee.

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>

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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:** This is a scheme from Government of India that aims to generate awareness and improve the efficiency of welfare services intended for girls in India. The scheme was launched in the year 2015 by the Ministry of Women and Child Development.
- **Sukanya Samridhi Yojana:** This scheme is promoted by the Government of India backed saving scheme targeted at the parents of girl children in the year 2015. The scheme encourages parents to build a fund for the future education and marriage expenses for their female child by the Ministry of Women and Child Development.
- **Ladli Laxmi Yojna:** It is a scheme introduced by Government of Madhya Pradesh. The scheme lays a lot of emphasis on providing a good substructure for the economic and educational status of the families adopting this and suppress female

infanticide. Its underlying goal includes bringing about a positive change in the mindset of conservative Indian families about the birth and upbringing of the girl child. The scheme focuses on providing benefits to the girl children, mainly from non tax paying families or orphans, who were born on or after 1 January 2006.

AMENDMENTS

- The Institute shall examine its Gender Sensitization & Women Empowerment Policy on a regular basis and change it as necessary to comply with national policies and directives issued by competent apex bodies.
- Pertaining to any contradiction/or conflict of interest, in any Policy of the Institution, the later revised policy will take precedence.

PUBLICATION OF GENDER SENSITIZATION & WOMEN EMPOWERMENT POLICY

The Gender sensitization & Women Empowerment Policy Shall be widely publicized to the Institute's faculties and students, as well as prominently displayed on the Institutional Website to attract the attention of concerned stakeholders.

ACKNOWLEDGEMENTS

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वसुधैव कुटुम्बकम्
[Vasudhaiva Kutumbakam]

FINISHING GOAL



STARTING GOAL

Our SDG-2030 Goals Tree

कल्पवृक्षः



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