

**Government Autonomous
Girls Post Graduate
College of Excellence,
Sagar M.P.**



**Gender
Sensitization &
Women
Empowerment Policy**



Gender Sensitization & Women Empowerment Policy

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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 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 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
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.

A day care center 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.

Women Beneficiary Schemes are as follows:

- **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 Vojna:** 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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