



## EMPOWERING WOMEN

### 1. Title of the Practice: Empowering Women

### 2. Objectives of the Practice:

Keeping pace with the global efforts to curb and curtail gender discrimination of any sort and at any level, our college has been resolute and active to establish a tradition of gender equity. We have Internal Complaints Committee (ICC) for addressing all gender-related issues and grievances as well as an active Women's Cell for counseling, mentoring and organizing various activities pertaining to gender sensitization, awareness and equity. Hence, the objectives of the practice are as follows-

- To incubate a sense of responsibility among all the stakeholders to maintain gender equity.
- To create a healthy atmosphere where male and female students and employees work together with having respect and dignity for each other.
- To maintain gender balance in all decision making process and bodies.
- To ensure the safety of all girl students and female employees.
- To make all boys and male employees aware and enable about their positive role in the safety and comfort of their female counterparts.
- To enable the female students and employees to recognize their innate strengths, to expose them and to initiate their own identity in all spheres of life.
- To organize various activities to motivate female students to become socially and economically empowered.

### 3. The Context:

The Indian culture attributes to patriarchy in its traditional form. With the drastical changes in the global scenario regarding women safety and equality in terms of their access to the available opportunities, women are not only treated equally with their male counterparts but also are getting empowered in each and every aspect of life. Consequently, Indian Society's eye view has been changing gradually towards patriarchal setup and male domination. Women are being treated at par with men and provided exposures to become socially and economically independent and to be part of all decision-making bodies. The United Nations Entity for Gender Equity and the Empowerment of Women (also known as UN Women) at global level and National Commission for Women at national level as well as many NGOs are working relentlessly for the betterment of women.



Our college is consistently committed to develop a gender-discrimination-free environment where we ensure the safety and equality of female students and employees by sensitizing their male counterparts.

#### 4. The Practice:

We have special facilities for female students and employees like common room, washroom, sanitary napkin vending machine. The Internal Complaints Committee (ICC) has been duly constituted and it looks after all the gender related issues and if required, redress them by following prescribed norms. The Women's Cell of the college has been very active and organizing various programmes and guest lectures on gender sensitization, equity and awareness, training camps on safety measures for women and self-defense, Beti Bachav and Beti Padhav, awareness regarding girls' health and hygiene, etc.

Every year, a number of guest lectures and workshops, programmes, camps, door-to-door campaigns, rallies in adjacent villages and many events pertinent to gender sensitization, women's safety and empowerment are organized by our college.

Moreover, we have conducted self-defense training camps for female students and employees by inviting International Trainers in 2018 and 2020 and we have also successfully organized an International Conference on Women Empowerment in 2018. Hence, our college has taken tremendous initiatives for gender sensitization, and safety and empowerment of women.

#### 5. Evidence of Success:

The girls of our college are getting aware about the values and rights of their life. They understand the importance of social, political and economic independence in human's life irrespective of his/her gender, caste, creed and religion. In the induction programme, the girls are provided specific information regarding Women Cell and ICC functioning in the college as well as about the regular co-curricular and extra-curricular activities throughout the year. As a result, the girls have shown overwhelming response in the self-defense training camps and activities related to gender sensitivity and women empowerment, and multifarious activities. More significantly, the girls have been front runners in the arena of academics, sports and cultural activities at different levels and campus placement drives. The evidences are given in the prescribed format for corroboration.



## 6. Problems Encountered and Resources Required :

The following problems were encountered :

- Limited funding and no formal allocation of funds for organizing the activities.
- Inadequate inclination of staff and students.
- Lack of funding for logistic facilities.
- Some students were not acquainted with the handling of technological devices.
- Difficulties faced by staff and students in involving villagers in the activities particularly outreach programmes.
- Collaboration with NGOs.
- Unavailability of required resources in the villages.
- Students' unwanted fear of losing academic credits.

Management of time for both curricular and extra-curricular activities.

The following resources are required

- In the year 2018-19 and 2019-20, the resource persons from abroad and different parts of the country were invited for organising self-defense training camps and international conference on women empowerment. For organising such events huge funds are required and hence special funds should be provided.
- Tools and technology pertaining to ICT are required.
- Active participation of staff and students in various activities and the logistic arrangements are required.