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Shri Babulal Punamchand Shah Vidhyasankul Managed Smt. R. M. Prajapati Arts College, Satlasana



Gender Equality Action Plan

www.impartscollegesatlasana.org



Gender Equality Action Plan

Preface

Smt.R.M.Prajapati Arts college, Satlasna is established to serve the society of 50 km radius of the area with giving all modern means , infrastructures to students. It is a dynamic, innovative, and creative institution renown for its disciplinary work and modern facilities in the area. It has co-education where number of female students is not negligible ,a gender equality policy to protect the female students and workers, so need to be framed in campus. A gender equality plan 2015-2019 has been framed to provide a structure of rules and finding an obstacles and barriers in implementing the policy.

The vision of college is to produced a responsible citizen, preparing them to new job and innovative thinking for life who can help shape the nation as well as world with their research, knowledge, and with social engagement in their society. College needs to create healthy, unbiased, secular, and democratic atmosphere inside the campus. Our success in future usually depend upon attracting the good people and society to support the vision individually as well as the society as whole. We always believe in empowering our staff to find innovative solution and making perfection in work. We understand the importance of female in work place and necessary facilities and backing of law is provided them so that they can rub the shoulders with elites in campus.

Women Development Cell and Sexual Harassment Redressal Cell

In accordance with the directions and provisions issued by the University Grants Commission and Ministry of Human Resource Development, Government of India, college has set up the **Women Development Cell (WDC)**. The objectives of the WDC is to provide and maintain a dignity, healthy working environment and work place to the women employees (including teaching, non-teaching and contractual workers) and students, where they can work, study and explore their potential to the fullest. They can approach the Women Development Cell in case of any grievance.

The cell also monitors grievance related to sexual, physical harassment to the members of the staff, students and any employee of the institute.

Objective

- To guide and counsel the girls of the college.
- To maintain basic amenities for female students and employees.
- To organize girls' oriented programmes.
- To create girl's awareness regarding molested related behaviour occur to them.
- To arrange expert lectures, counseling sessions and guidance workshops to promote safety in public place and lonely places among female students.
- To provide and maintain a dignified congenial working environment for women employees and students.
- To train the girls to face such incidences bravely in college and society alone or with the colleagues.

Gender Equality

Gender equality is a crucial issue to be addressed in any higher education institute. Gender equality can be achieved, with giving them equal opportunity to use all resources of college without any bias. An adult and open minded student in college has enough sense of understanding of goods and bads for them, So they can be dealt with proper guidance and direction. Our focus remains on providing equal opportunity and facility of our resources to all without and gender discrimination.

To achieve and accomplish this requires:

- Removing the barriers and hurdles come across the programme.
- Equal participation of women in the workforce is needed.
- Preparing women to lead the program from the front. Enough treatment or knowledge need to be provided to them.
- Access to all occupations and classifications, including leadership roles, for women and men
- Eliminating the discrimination on the basis of gender, particularly in the campus
- Creating gender equality awareness and understanding among students
- Development of gender sensitivity and awareness among students with virtual example.
- Co-operation from co workers and especially female workers need to be observed and co-operation from female students is necessary to fulfill the achievement in their favor.

Achieving gender equality is important for Shri B.P.B.Arts and M.H.G.Commerce College, Unjha not only because it is 'fair' and 'the right thing to do', but also because it is vitally important to the productivity and overall success of the institute.

Benefits of Gender Equality

Gender equality gives equal opportunity to all men and women to grow, aspire and achieve. It fosters new wave of enthusiasm , self confidence and warmth among women employees to work more efficiently and qualitatively. There participation in progress of college will become usefull. More than fifty percent of nation's population is covered by female which cannot be neglected so there development can helps attract brilliant minds, provides them space and platform to excel. Role of women need to be considered important in building the civic society and strong nation. If

Men and women employee work freely and coherently will bring simultaneously fruitful result for the institute. It will enhance and increase the effectiveness of workforce, organizational performance and co-ordination. Gender equality helps minimize legal risks and it reduces sex discrimination at workplace.

Gender equality is not just about making workplaces 'female friendly'. It's about men too: Men with children increasingly have partners in the workforce and fathers increasingly see their role not simply as breadwinners but as involving a more active parenting role.

Our institute, should remain a fair reflection of our community, by serving and giving equal opportunity to eachand every class, caste and gender.

Male Female Enrolled Student Ratio

Year	Male	Female	Ratio
2020-21	1608	1323	82.27%

Gender Equality Programmes

All female staff have opportunity to register their opinions, arguments, objections, if any and decisions in academic and administrative work. Their role in academic committee is equal. They are empowered with giving important position in a committee so that can take decision freely in prescribed framework of college. In a staff room, development of free environment inspire them to take thorough and proper decision along with the other staff member. Their opinion in developing and fulfilling the aim of college considered seriously. Healthy and motivational atmosphere help them to mingle with other and inspire to give their opinion freely. Gender Equality Action Plan has been developed to provide a framework for identifying and addressing the remaining barriers to women's inclusion and progression at the college campus.

The Action Plan will help us navigate and accelerate the gender equality journey that our college must take to improve the engagement, retention and advancement of female staff.

In adopting and implementing this Gender Equality Action Plan, college demonstrates how it values the richness of diversity amongst its staff, and recognises its responsibilities to take college-wide transformative actions to enhance inclusion for all.

Program for Gender Equality and Women Empowerment

Sr. No.	Name of the activity	Year of the activity	Number of students participated
1	Health Card	2020 - 21	952
2	Online Induction Programme	2020 - 21	228
3	Cleanliness Campaign	2020 - 21	67
4	Online Teacher day Celebration	2020 - 21	32
5	Blood Donation	2020 - 21	82
6	Online International Yoga day	2020 - 21	189
7	Guest Lecture on Women Empowerment	2020 - 21	41
8	Celebration of Anticorruption Day	2020 - 21	23
9	Online Lecture on International Youth Day	2020 - 21	72
10	Online Celebration Of Tree Plantation	2020 - 21	75
11	Swachchhata Abhiyan Pakhvara	2020 - 21	205
12	Online Celebration of New Year - 2021	2020 - 21	65
13	Corona Awareness and Mask/ Ration kit Distribution	2020 - 21	40
14	Online Celebration Gandhi Jayanti	2020 - 21	61
15	Online Awareness Programme on Cyber Security and Road Safety	2020 - 21	58
16	Celebration of Aazadino Amrut Parva Mahotsav	2020 - 21	46

Institutional Initiatives

Providing facility to female employee i.e maternity leave as per government criteria, other resources and supports to women employees

- Maintaining a **workplace** free from discrimination, sexual harassment and bullying and ragging
- Develop an action against domestic and family violence program and campaigns
- Provide Health card
- Increase gender intersectionality awareness programmes
- Started **Gujarat Urban Livelihood Mission (GULM)**, a women-oriented self-employment programme to make the self-reliant and self-employed.
- A well-equipped, Girl's room is at the right side of the main building with attached toilet facilities.
- A **sanitary pad vending machine and incinerator** is installed in the Girls' Room.
- College Women cell is actively organizes programmes and events of gender equality and women's empowerment.
- Girls are promoted in **College Representative Cell (SRC)** and they are free to take decisions and can provide their suggestions regarding the development of students' life in the campus. So, Girls are involved in the decision making process of the institute.

Roles and functions

- To sensitize all members of the college towards the directions of High Court and Supreme Court and other statutory bodies prohibiting gender discriminations and sexual harassment at the work place and encourage involvement through academic, and cultural activities such as talks, seminars, workshops, community action, drama, street theatre, poster-making, debate, essay writing, group discussion etc.
- To provide enough space for dialogue, and discussion, on woman's rights and gender related issues.
- To encourage to participate in NGOs and law enforcement agencies in this area
- To become a resource centre for women and provide a forum for exchange of ideas
- To review safety and security measures for female employees and girl students on the campus.

Girls Empowerment

Girls are promoted and encourage on activities like seminars, workshops, Convocation Ceremony ,N.S.S., N.C.C., Cultural, Self Defense and Sports.



















Smt R. M. Prajapati
Satla

Induction Program
(An Initiative)

Awareness Programme
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The use of Sanitary
Organize

Women

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