

7.1.1.2

Gender Equality and Sensitization Plan

Women Empowerment

Daheli Deep

UMA ARTS & NATHIBA COMMERCE MAHILA COLLEGE,
GANDHINAGAR

INTRODUCTION:

Uma Arts & Nathiba Commerce Mahila College, Gandhinagar is the premier higher education institution which is well-recognized and respected for innovation, creativity and relevance to contemporary society by empowering women through various measures. College Gender Equality Plan is created to provide structured framework for addressing and identifying the obstacles and barriers to women's inclusion, progression, emancipation as well as empowerment.

The vision of the college is to create a value-based society through empowering women. Through this, we believe, we can create healthy, secular and democratic environment and community which can nurture human values endowed with liberal and global thinking. Our aim is to create transformative experiences for students, getting them ready for life and work, and to help shape the world with research, innovation, teaching and engagement.

Our future success is dependent on attracting and retaining the best people to support our vision of becoming a premier higher education institute of arts and commerce faculties. We always believe in empowering our entire staff and students to thrive for perfection and finding innovative solutions. Ours is women's college and hence we recognize the importance and place of women better than anyone.

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal)

In pursuance of the directions and provisions issued by the University Grants Commission and Ministry of Human Resource Development, Government of India, college has set up the Collegiate Women Development Cell (WDC). The objective of the CWDC is to provide and maintain a dignified, congenial 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 Collegiate 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 of the Cell

- * To guide and counsel the girls of the college.
- * To check and maintain basic amenities for female students and employees.
- * To organize girls' oriented activities and programmes.
- * To arrange expert lectures, counselling sessions and guidance workshops to promote awareness among female students.
- * To provide and maintain a dignified congenial working environment for women employees (including teaching, non-teaching and contractual workers) and students.

Committee formed under Act 2013

No	Name of Member	Designation
1	Prin. Haritbhai S. Patel	Coordinator
2	Prof. Falguni R. Patel	Co-Coordinator
3	Dr. Jyotiben M. Panchal	Member
4	Dr. Ritaben R. Gandhi	Counsellor

The above committee is formed under the guidelines given by letter AJS/102014/Dept of Education, Sachivalaya, Gandhinagar dated 22/04/2014. This committee will

redress sexual harassment issues of female students and academic and administrative employees.

Understanding Gender Equality

Gender equality is a critical issue to be addressed in any HEI. Gender equality can be achieved when all employees are able to access, enjoy and take advantage of the same amount of rewards, resources and opportunities irrespective of their gender.

Our college strives hard and sincerely to attain gender equality. For the purpose, following things are required:

- * Removal of barriers and hurdles to achieve complete freedom;
- * Equal participation of women in the workforce;
- * Access to all occupations and classifications, including leadership roles, for women and men;
- * Elimination of discrimination on the basis of gender, particularly in the campus;
- * To create gender equality awareness among students;
- * To develop gender sensitivity and awareness drives among the students of the college

Achieving gender equality is important for Uma Arts & Nathiba Commerce Mahila College, Gandhinagar not only because it is 'fair' and 'the right thing to do', but also because it is important to achieve social, academic, political and cultural parity.

Benefits of workplace gender equality

Gender equality provides equal opportunity to all men and women to strive, grow, nurture, aspire and achieve. It fosters enthusiasm and warmth among women employees to work with more efficiency and quality.

It helps attract brilliant minds, provides them with space and platform to excel. Men and women employee can work freely and coherently which proves to be fruitful to the institute. Such an atmosphere enhances and increases efficiency of workforce, organizational performance and coordination.

Gender equality helps to minimize legal risks and reduces sex discrimination at workplace. They will also reduce negative impact of discriminatory behavior which adversely affects overall performance of the institute. Gender equality is not just about making workplaces 'women friendly', rather is it also about men as well. Men with girl-child have women workers at their workplace and fathers see their role not simply as breadwinners but also as active role-players in developing gender equality.

Our institute, Uma Arts & Nathiba Commerce Mahila College must reflect and respond to gender equality within the community, by serving and giving equal opportunity to each and every class, caste and gender.

Gender Equality Statistics of the institute:

Total Employee: 38

Female Employees: 16

Male: 22

Total number of female students: 1091

List of Male and Female Employees:

No	Name	Gender	Designation	Category
1	Dr. Amrita P. Patel	F	Principal (Till 31 Oct., 2020)	Open
2	Dr. Harit S. Patel	M	I/C Principal (From 1 Nov., 2020)	Open
3	Mrs. Mita R. Shah	F	Associate Professor	Open
4	Dr. Pranav Joshipura	M	Associate Professor	Open
5	Mr. Tejas F. Shah	M	Assistant Professor	Open
6	Mr. Prath R. Joshi	M	Associate Professor	Open
7	Dr. Jyotiben M. Panchal	F	Associate Professor	SEBC
8	Mrs. Hetal J. Raval	F	Assistant Professor	Open
9	Dr. Heena Maheta	F	Associate Professor	Open
10	Dr. Naresh D. Dave	M	Associate Professor	Open
11	Dr. Kirtikamal Vaghela	F	Associate Professor	Open
12	Mr. Babubhai Chaudhari	M	Assistant Professor	Open
13	Dr. Kiran M. Dave	M	Associate Professor	SC
14	Mr. Arun B. Ganvit	M	Associate Professor	ST
15	Dr. Ritaben R. Gandhi	F	Associate Professor	Open

16	Dr. Shruti A. Suthar	F	Associate Professor	SEBC
17	Dr. Jeram V. Patel	M	Associate Professor	ST
18	Dr. Mukesh C. Gor	M	Assistant Professor	Open
19	Dr. Manubhai D. Parmar	M	Assistant Professor	SC
20	Dr. Bharat M. Tadvi	M	Associate Professor	ST
21	Dr. Diptiben M. Pandya	F	Associate Professor	Open
22	Mrs. Falguni R. Patel	F	Associate Professor	Open
23	Mrs. Bharati S. Dalwadi	F	Associate Professor	SEBC
24	Mrs. Payal J. Pandya	F	Associate Professor	Open
25	Dr. Rakesh A. Prajapati	M	Assistant Professor	SEBC
26	Mr. Haresh M. Patel	M	Director of Physical Education	Open
27	Dr. Mayuriben D. Patel	F	Librarian	Open
28	Mrs. Chandrikaben Patel	F	Office Superintendent	Open
29	Mr. Bharat Patel	M	Accountant	Open
30	Mr. Narendra Patel	M	Clerk	Open
31	Mr. Darshan Trivedi	M	Clerk	Open
32	Mr. Bharat Kalaria	M	Computer Programmer (Temp)	Open
33	Ms. Mittal Prajapati	F	Clerk (Temp)	SEBC
34	Mr. J. P. Patel	M	Peon	Open
35	Mr. Vishnubhai Patel	M	Peon	Open
36	Mr. Haresh Dabgar	M	Peon	SEBC
37	Mrs. Shardaben Valmiki	F	Sweeper	SC
38	Mr. Pujabhai	M	Gardner	ST

Gender Equality Programmes and Activities

Being women's college, we have developed a natural tendency to support women in all endeavours as well to develop alternative discourse from women perspective and organize various programmes accordingly. In all matters of the institution, viz., academic or administrative, all female staff can transparently and fearlessly present their opinions, arguments, objections and decisions. All academic committees are gender-balanced with equal participation from men and women employees. The college thereby has developed healthy workplace culture where women can voice their opinions freely.

The staff room atmosphere is enthused with democratic environment into which all the policy related decisions are taken after thorough discussions among all the staff members. The college firmly supports the policy of inclusive workplace culture where all employees are valued and included which results in a more engaged, motivated and productive work environment.

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, through the years to come, to 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, the 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.

Gender Equality Sensitization Action Plan

Key Focus Areas	Leadership and Governance	Employment Conditions	Actions Implemented
	<ul style="list-style-type: none"> * Leadership commitment to Gender Equality * College Women Cell drives the plan including implementation of actions, progress and reporting * Enable women to have a wider role in governance and decision-making process * Provide enabling opportunities and forums for women 	<ul style="list-style-type: none"> * Provide maternity leave as per government criteria, other resources and supports * Maintain a workplace free from discrimination, sexual harassment and bullying * Increase gender intersectionality awareness * Develop an action against domestic and family violence program and campaign * Start a woman-oriented employment programme to make the self-reliant and self-employed. 	<ul style="list-style-type: none"> * A well-equipped, Girl's room is at the center of the main building with attached toilet facilities. * A sanitary pad vending machine 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.

Programmes of Gender Equality Promotion and Women Empowerment

Institutional Initiatives of Gender Equality Promotion and Women Empowerment

- * Provide maternity leave as per government criteria, other resources and support to women employees;
- * Maintain a workplace free from discrimination, sexual harassment and bullying and ragging;
- * Increase gender intersectionality awareness programmes;
- * Develop an action against domestic and family violence program and campaigns;
- * A well-equipped Girl's Room is in the main building and also there are ladies toilet facilities on all the floors;
- * College Women Development Cell actively organizes programmes and events of gender equality and women's empowerment;
- * Girls are appointed in Students' Representative Council and they are free to take decisions and can provide their suggestions regarding the development of students' life in the campus. So, women students are involved in the decision making process of the institute;
- * Dedicated Women Development Cell office at the service of women students at any time;
- * A complaint box is placed to register any complain anonymously; and
- * Health Centre and medical facility are available at any medical emergency.

Women's Day Pledge



I pledge....

- * To uphold the dignity of women and girls at all times;
- * To stand up for women's empowerment and gender equality;
- * To stand up for ending all forms of violence and discrimination against women and girls;
- * To celebrate the girl child and not to differentiate between a boy and a girl;
- * To support the education of women and girls;
- * To respect for the equal rights of women and girls;

Roles and Functions

1. 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, cultural and outreach activities such as talks, seminars, workshops, community action, drama, street theatre, poster-making etc.
2. To provide for dialogue, discussion, and deliberation on woman's rights and gender related issues.
3. To encourage participation from NGOs and law enforcement agencies in this area
4. To become a resource centre for women and provide a forum for exchange of ideas
5. To review safety and security measures for female employees and girl students on the campus.

Women Empowerment

... Glimpses ...



Mask distribution and Corona awareness campaign



Wheel chair donation



Save birds and environment by collecting kites and strings



Campus Cleanliness





National Unity Day



Stationary Distribution for Primary Students



AZADI KA AMRUT MAHOTSAV



Celebration of the Constitution Day



Vaccination Awareness Campaign for 18+



Tree Plantation



INTERNATIONAL YOGA DAY



POSTER MAKING



STATE LEVEL CIVIL DEFENCE CAMP



CONSTITUTION DAY: YOUTH CLUB ACTIVITY



REPUBLIC DAY