

DNYAN PRABHODINI MANDAL'S
SHREE MALLIKARJUN



&
Shri. Chetan Manju Desai College
Delem, Canacona-Goa.



(2020-21)

POLICY ON GENDER

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FOREWORD

Established in 1993 the SM&SCMC is making gender issues continuously important as captured in its strategic objectives. Our efforts are well recognized and have borne good fruits gender has been initiated to curb the imbalances among students and staff in terms of student enrollment, employment and retention. Procedures and policies have responded to gender sensitivity positively and the process is on-going.

This policy has come at an opportune moment when gender concerns have been recognized as important topical issues on the development agenda at National, Regional and International levels, including in that of the UN Milenium Development Goals.

Gender equality and equity is at the center of SM&SCMC objectives and functions. It aims at ensuring both woman and men (Staff and Students) are considered equal and treated equally in terms of dignity and rights. We at SM&SCMC are committed to working towards non-discrimination of any kind and particularly those based on ones sex.

This Gender policy provides guidelines and frameworks for promoting gender equality and goes hand in glove with other policies in the country such as the New Education Policy 2020, the National Woman Development and the Gender Policy in Higher Education. It is expected that this policy will act as a guide for all the processes, policies, procedures and practices of our institution.


Prof Dr. Manoj S. Karnat
Principal



1.0 INTRODUCTION

Background

This work is a result of long process of addressing gender imbalance at SM&SCMC defining our Mission on gender equality, equity and woman's development and provides a framework through broad policy commitments. As a part of our Mission we consider it imperative to work towards / for women's empowerment, gender equality and in our commitment to equal employment opportunity.

Like many other educational institutions in the country and beyond, gender challenges have been noted and being continually addressed consistent with national policies. We believe that non adherence to principles of equity and equality creates a culture of exclusion of women and forms the basis for gender discrimination.

Our consistent efforts in the area reaped us rich dividends in our college. The number of female students enrolled at the college is much higher than that of male students as also are more number of female teachers in our staff-room.

Despite the constraints, our college is taking measures to redress the historical legacy of gender discrimination by institutionalizing gender mainstreaming approaches in some of the processes.

Measures to redress imbalances

Institutional transformation program began at SM&SCMC in identifying gender as one of the areas where strategic reforms were needed. From here gender constituted as one of the strategic objectives within the SM&SCMC Strategic and Rolling Plans.

2.0 DEFINITIONS: GENDER EQUALITY AND GENDER EQUITY

Gender Equality

Equality is based on the idea that no individual should be less equal in opportunity, access to resources and benefits or in human rights than others. Under gender equality therefore, women and men have equal rights to access and control, over resources and benefits, participation decision-making, gainful employment and so forth.

Gender Equity

Gender Equity is the quality of being fair, just and right to both women and men. It includes fairness and justice in the distribution between women and men, of responsibilities, access to resources, control over resources and access to benefits. Gender equity is a step towards gender equality, women's empowerment and it embraces affirmative action where and when necessary.

3.0 Goal and Objectives

The goal

The overall goal of this policy is to establish a clear vision and framework to guide the transformation processes of developing policies, procedures, and practices which will serve to ensure equal rights and opportunities for women and men in all spheres and structures of the Our College, as students and staff.

The Objectives

In particular the Policy aims at achieving the following objectives:

1. Facilitating the creation to enable full development of individual intellectual potentials of men and women.

2. Providing guidelines that will facilitate equality and equity of opportunities for women and men in terms of accessing knowledge, employment opportunities, services as well as equality and equity of treatment by employers and all service providers at this College. (Equality and Equity of treatment means, meeting specific and distinct needs of different categories of men and women).
3. Establishing guidelines of the Our College to take actions in redressing the historical gender imbalances, such guidelines should include affirmative actions.
4. Proposing institutional transformation of values, norms and practices, which hinder promotion of gender equality.
5. Providing guidelines that will support women empowerment as students and as members of staff so that they can demand gender accountability from office bearers.
6. Providing guidelines that will enable the Our College to institute measure that will ban discriminative practices, procedures and rules.

The policy guidelines, proposals, and provisions in this Gender Policy Framework will apply specifically and directly to all departments, administration and other intutional structures of Our College.

4.0 Mission and Vision

Vision

The vision on which this policy document is based is that of an Institution in which women and men are able to utilize their knowledge and skills to actualize their full potential and participate as equal partners in creating a safe and respectful work environment. The Institution will therefore, adhere to a vision that focuses on gender equality, equity and women empowerment.

Mission

The mission is to create an affective and enabling framework to guide the transformation programs in terms of developing policy guidelines, regulations, procedures and practices that will serve to ensure equal rights and opportunities for women and men in all spheres and structures of the our College. In the light of this, the Our College is going to play a facilitative role to enable the nation to realize the vision of having an educated citizenry, and the corresponding mission on gender equality, equity and women's empowerment.

5.0 Some Basic Principles

Principles

1. The SM&SCMC is an "Equal Opportunity" Employer.
2. The SM&SCMC is guided by the principle of "zero tolerance" on sexual harassment.
3. The principle of gender responsive participatory methods and approaches will guide learning and working environment.
4. The Our College has a role and mandate to bring about social changes which will transform the patriarchy structures that hinder the nation from actualizing its constitutional principles of gender equality and equity.

6.0 Major Areas, Issues, Policy Statements and Strategies Addressed by Gender Policy

Policy level Area

Situational Analysis and Policy Issues

An Institution that is gender responsive has gender concerns anchored in all its key processes including vision, mission, policies, plans, budgets, Programs, projects and activities.

Literature review of the major policies of the our College shows limited incorporation of principles of gender equality and gender equity in the SM&SCMC vision, mission, and other key policies such as Student Affairs Policy, Staff Training and Development Policy, Research Policy etc.

Issue

- Review of documents indicated opportunity for gender sensitivity in the vision, mission and in some of policies.

Policy Statement

SM&SCMC shall continue to review all key functions with a view to making them more gender responsive.

Strategies

- To continue to promote gender equality and gender equity in SM&SCMC vision and

mission and all key policies.

- To provide accountability mechanisms for the implementation of gender mainstreaming in any newly established policies, Programs, plans and functions.

7.0 Student Enrolment, performance, Achievement and Retention

Situational Analysis and Policy Issue

Since the inception of SM&SCMC the undergraduate female student ratio continued to improve in relation to that of male students

Issues:

- i. Inequality in the enrolment of female and male students
- ii. Limited counseling services

Policy Statement

- iii. Shall continue to rectify the historical imbalance through the adoption of affirmative action

Strategies

- iv. To continue with the affirmative action efforts, such as pre-entry, lowering of cut off points for female students etc.
- v. To introduce remedial courses to support and retain all the female students who are admitted through or under affirmative action.
- vi. To introduce empowerment Programs targeting female students to enhance their self-esteem and confidence as well as gender sensitization Programs for male students to empower them to handle empowered female students.
- vii. To strengthen counseling services for students.
- viii. To build sustainability and accountability plans for moving towards the 50/50 enrolment percentage ratio between female and male students and staff.

8.0 Staff Recruitment, Development, Training and Retention

Situation analysis and Policy Issues

An institution that is gender sensitive has staff recruitment, development and training policies, Programs, and plans that are gender responsive and which provide mechanism for gender balanced staff retention.

Staff recruitment is based on need and available applicant pool. The staff selection committee provides every opportunity for eligible female applicants to move thru the process efficiently.

Issues:

- i. Finding qualified women for recruitment and training.
- ii. Absence of clear national policy and measurable indicators in bridging the existing gender gap in the academic and administrative staff number.

Policy Statement

SM&SCMC shall become an equal opportunity employer by instituting and pursuing policies and Programs that will create equal opportunities for both male and female staff in recruitment, staff development, training and retention

Strategies

- i. To put in place affirmative action at the recruitment level to support an increased number of female employees in academic and administrative positions by defining female and male target percent levels
- ii. To establish mechanism accountability for managing and monitoring the extent to which each unit (college, faculty, department etc.) adopts and implements gender responsive plans for moving to the set target of 50/50 percentage ratio
- iii. To establish gender disaggregated data showing the actual number of employees at all levels in order to provide equal opportunity in staff recruitment, development and training.
- iv. Ensure equitable distribution of SM&SCMC resources, benefits and opportunities

9.0 Organizational Culture

Situational Analysis and Policy Issues

Organizational culture within which gender relations are anchored is key for producing and molding gender sensitive professionals (students and academic and administrative staff).

There are still aspects of disempowerment and marginalization of some social groups at the Our College in the form of subtle discrimination at work places as a result of engendered social practices.

Issues:-

- iii. Gender sensitive organizational culture still need improvement at SM&SCMC
- iv. Limited institutional mechanism of promoting gender responsive organizational culture.

Shall promote gender sensitive organizational structure by eliminating all forms of gender oppression, discrimination and marginalization (low level of gender sensitive organizational structure) and by promoting more progressive and gender sensitive culture and social relations.

Strategies

- i. To adopt effective strategies for advocacy processes and campaign and support the community to break silence on organization culture that is disempowering.
- ii. To conduct gender sensitization Programs for the entire Our College community and make this continuous.
- iii. To implement and popularize the anti-sexual harassment policy.
- iv. To promote effective strategies, for enhancing progressive social relations within the community

10.0 Management arrangement for Implementing Gender Policy

The management arrangement for implementing the Gender Policy includes:

- i. Defining the role and position of major stakeholders within the community in relation to the Gender Policy.
- ii. Establishing a framework for coordinating, monitoring and evaluating the implementation of the policy.
- iii. Reviewing and setting up of an enabling counseling arrangement.
- iv. Each year the gender committee will come out with gender sensitization action plan

11.0. CONCLUSION

The principles, strategies and institutional arrangements outlined in this Gender policy represent the pursuit of the recognition of the equality of all persons the respect of the human rights provided for in the Universal Declaration of Human Rights that all institutions provide equal opportunity for both men and women citizens.

The successful implementation of these policy objectives will depend on the concerted and determined collective effort, willingness and accountability by all stakeholders within the Our College. This policy provides, to the SM&SCMC community, both a challenge and an opportunity for promoting and enhancing gender equality and gender equity through the gender policy objectives. To note the progress made to date the Our College steadily improved the percentage of female employment moving toward reaching the optimum level.

GENDER ACTION PLAN 2020-2021

NO:	ACTIVITY	PARTICIPANTS	ORGANIZED	ACTION PLAN	DATE OF PLAN	DATE OF ACTION
1.	Gender Sensitization Orientation Programme	New Admissions both Boys and Girl student M-87 F-139	IQAC	Awareness about gender issues and working towards and creating an enabling environment of gender justice. • Make the young boys and girls gender sensitive and create positive values that supports the girls and their rights. • Brief sessions given to the New Comers department wise	July 2021	
2.	"Emotional Abuse & Toxic Relationship and Breaking Gender Stereotypes"	M-28 F-47	English Department	To sensitize student and raise awareness on how stereotype can be discriminated and prevent us from functioning	May 2021	25 th May 2021
3.	International Women's Day	Staff And Students M-13 F-33	History Department	To enhance the awareness on women issues and to create an environment devoid of gender biased and gender discrimination	8 th March 2021	8 th March 2021
4.	Contribution of Women to Goa's Freedom Struggle	M-20 F-75	History Department	Commemoration of an event and disseminate information on a relevant and lesser topic	December 2020	18 th December 2020

M. J. Jais



5.	Digital poster making competition on the topic: "Women Empowerment and Gender Equality".	M-1 F-15	NSS	to promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others	8 th March 2021	8 th March 2021
6.	Webinar on "Honouring Yourself – self-respect and self-confidence",	M-8 F-41	Counseling cell	To help individuals know importance of self respect and self confidence	June 2021	27 th June 2021
7.	"Sexual Abuse & Human Trafficking"	M-8 F-41	Counseling cell	To make individual aware of sexual abuse and human trafficking	June 2021	12 th June 2021
8.	Emotional Abuse & Toxic Relationship and Breaking Gender Stereotypes	M-17 F-64	Counseling cell	To make individual aware about what emotional abuse is all about	June 2021	9 th June 2021

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