

**Criteria VII: Institutional Values and Best Practices**  
**Key Indicator – 7.1 Institution Values and Social Responsibilities**

**GENDER EQUITY**

(7.1.1 Measures initiated by the Institution for the promotion of Gender Equity during the Last Five Years)

**Women Anti-harassment / Women Empowerment Committee**

**Composition of The Committee**

|                     |             |
|---------------------|-------------|
| Dr. Sona Shukla     | Coordinator |
| Dr. Rajni Gupta     | Member      |
| Dr. Farzana Ghazal  | Member      |
| Dr. Aprajita Sharma | Member      |
| Dr. Sharda Singh    | Member      |
| Dr. Arpana Gaur     | Member      |

  
**PRINCIPAL**  
Govt. Hamidia Arts &  
Commerce College, Bhusel (M.P.)

## **Measures initiated by the Institution for the promotion of gender equity**

The College secures gender sensitivity through various initiatives to maintain safe, secure and healthy atmosphere in the campus. Induction programme provides students information regarding gender equity, gender laws and gender sensitive issues.

The syllabi of various subjects like History, Sociology, English also include gender specific content, especially in relation to role of women in freedom struggle, nation building, tribal society, and literature; thus, making students aware of the contribution made by the fair sex throughout the historical and cultural spectrum of the country. It is devoted to revealing women's accomplishments in political, cultural, social, and economic domains, gender equality and rights of women.

30% quota is reserved for girl students in all the categories as per the rules and guidelines of the Higher Education Department. Special permission has been taken for admission of girls in the departments of Fine Arts and Sanskrit. In 2019, International Day for Women was celebrated by creating awareness on gender equality, sensitivity, and justice. A painting exhibition focusing women was organized.

Sensitization of the students towards gender equity is ensured through special lectures; Information regarding special events on gender issues, delivery of lectures etc. is pasted on the notice board. The Women Anti-harassment and Empowerment Committee organized special talks on gender sensitization and cybercrime in association with M.P. Women Crime Cell.

### ***Specific initiatives -***

#### **Safety and security**

- Fully protected campus
- Anti-Ragging and Discipline Committee is always at vigil. Discipline committee acts as a deterrent agency against any mishaps and incidents.
- To safeguard interests of women in the campus, Women Grievance Redressal Committee is headed by a lady professor.
- CCTV cameras are operational, installed at all strategic locations.
- Women employees are engaged for cleaning of lady's washrooms.

### **Counselling**

- Women-related issues are immediately resolved through counselling and discussions.
- Guest lectures are organized to create awareness about gender rights and legal provisions.
- A complaint box is provided for written complaints.
- Most of the faculty counsel students regarding career, goal setting, family-related issues, etc. Non-teaching staff gives support in matters concerning admission, fee payment, scholarship issues, eligibility, examination, etc.
- A time slot for ladies is fixed for gym

### **Common rooms**

- Two separate washrooms with adequate facilities for female staff members and girl students -Online Counselling Block.

### **Day care Centre**

Basically, being a boy's college, daycare center in the campus is not needed.

### **Women anti-harassment and empowerment committee**

- Regular meetings to take stock of women related issues. During August 2015 to February 2020, 12 meetings were held and proceedings of each recorded.
- 'Zero tolerance' towards gender-based harassment is the corner stone of the committee, which also works for women empowerment.
- In 2017, 'E Shakti' training was conducted with participation of 75 lady staff members and students focusing Internet skills and social media.
- In February 2020, the committee initiated a Gender Club, through which girl student volunteers, called Gender Champions, monitor the campus. Committee's Annual Reports are attached for the years 2015-16 till 2019-20.
  
- Video Lectures given in Virtual classes uploaded on Institution website.

<https://govhamidiacollege.com/video-link/>

**7.1.1. Number of gender equity promotion programs organized by the institution year-wise during the last five years**

| <b>Year</b> | <b>No. of Gender Equity Programs</b> | <b>Subject</b>  | <b>Programme Duration and Remarks</b> |
|-------------|--------------------------------------|---|---------------------------------------|
| 2015-16     | 01                                   | International Women's Day   | 08/03/2016                            |
| 2016-17     | 04                                   | - 'Save Daughter, Educate Daughter' <i>Ek Beti Ek Paudha</i> , drive launched by students in Village Barkhedi Abdullah, on 70 <sup>th</sup> Foundation Day of Hamidia College.                                    | 28/08/2016                            |
|             |                                      | -International Women's Day  | 08/03/2017                            |
|             |                                      | - E Shakti Program – internet skills, e skills for women; In a two-day training program, fifty-five women members and twenty girl students participated.  | 16/03/2017                            |
|             |                                      | - NSS volunteers conducted rally for promotion of gender equity in the village 'Hinauti Sarak. - The need of saving girl child, their good health and care was highlighted through street play and slogan writing | 01/04/2017 -                          |
| 2017-18     | 01                                   | International Women's Day   | 08/03/2018                            |
| 2018-19     | 02                                   | - International Women's Day<br>- Dept of Drawing & Painting organized a workshop on International Women's   | 08/03/2019                            |

|         |    |   |  |
|---------|----|---|--|
|         |    | Day<br>- Students together with NSS volunteers spread awareness for women empowerment, conducted Jan Jagrukta Rally, De Addiction drive, slogan writing, <i>Nukkad Natak</i> (Street Plays)   | 14/03/2019   |
| 2019-20 | 02 | (1) Seminar organized by dept. of Commerce:<br><i>Contemporary Research in Commerce and Management</i><br>-<br>With Special papers on 'Women Empowerment'<br><br>(2) Awareness for Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal of Grievances) Act 2013 | 13-14 Sept 2019<br><br>178 papers, out of which 39 papers were on women empowerment<br><br>18/12/2019<br><br>Among presenters, three were women speakers |

- International Women's Day (IWD) is celebrated.
- Department of Drawing and Painting organized a Painting workshop celebrating the social, economic, cultural, and political achievements of women. The day also commemorates a call to action for hastening gender parity.
- E-Shakti program organized by Women Anti-harassment and Empowerment Cell on 16/03/2017 and 22/03/2017: In a two-day training program, fifty-five women members and twenty girl students participated.
- 08/03/2019 (IWD) and 14/03/2019: Awareness programme on women empowerment was organized on International Women's Day with

*Nukkad Natak*, awareness rally, slogan writing favouring women issues and against ills of liquor consumption, etc by NSS Volunteers.

### **Gender Equity.**

Hamidia college takes positive initiatives for gender equality. Women related topics are introduced in the curriculum as the syllabi of various subjects, like History, Sociology, English and Hindi include gender specific content, especially in relation to the role of women in National Freedom Movement, nation building, tribal society (especially the tribes belonging to the state of Madhya Pradesh), and Literature, thus making students aware of the contributions made by women throughout the historical and social spectrum.

Gender data is available regarding research, committees, etc. Majority of the committees of the college are headed by women faculty or are members therein.

**Participation in Academic and Extension Work.** There is abundant participation of women professors, associate professors and assistant professors in various seminars, conferences, workshops, faculty development programs, etc.

**Research Work.** Many lady professors are actively involved in research. They are guiding research scholars and publishing research papers in quality research journals. Many professors are supervising research on women-centric topics. A look at the table below shows huge involvement and participation of both women faculty and women scholars in research work. Women-centric research topics are favourites of researchers.

### **Publications.**

- All the twelve research papers published in journals notified on the UGC website are written by women faculty members.
- Out of seventy-two research papers presented as conference proceedings and published in national and international journals in the last 5 years, forty-three papers have been contributed by women faculty; twenty-four of these are published in international and nineteen in national journals. (Detailed table in Criteria III)
- Out of fifteen chapters and books published, eight are written by women faculty members.

- Four research projects funded by the UGC in the last five years are taken by four women faculty members, three from the dept of Hindi and one from the dept of Political Science.

| <i>No. of Women Guides or Co-Guides / Depts</i> | <i>No. of Women Scholars</i> | <i>Women Centric Topics of Ph.D. Research Works in Various Departments</i>   | <i>Remarks</i>   |
|---|------------------------------|--|--|
| 11 / 6  | 43                           | <ul style="list-style-type: none"> <li>- Empowerment and Challenges of Rural Women in Madhya Pradesh (With Special Reference to Hoshangabad District)</li> <li>- Social Background</li> <li>Modernization and pattern of Mass Media Exposure Among the Educated Muslim Women in Bhopal</li> <li>- Changing Images of Women in the Novels of Anita Desai and Shobha De</li> <li>- <i>Madhya Pradesh Mahila Evam Vitt Vikas Nigam ka Mahila Udhymita Vikas men Yogdan Ka Adhyayan</i></li> <li>- <i>Madhya Pradesh Mein Mahila Sashaktikaran</i></li> <li>- Anita Desai and Manju Kapoor as Modern Feminist Writers: A Comparative Study</li> <li>- A Feminist Study of the Novels of Manju Kapoor</li> <li>- Women in Partition Novels</li> <li>- Female Voices in the fiction of Shauna Singh Baldwin</li> </ul> | <p>1. Women guides belong to six departments, viz., Pol. Science, Urdu, Commerce, English, Economics, Hindi</p> <p>2. Women scholars doing research work in ten depts, viz., Urdu, Commerce, Sociology, English, Sanskrit, Economics, Hindi, Drawing &amp; Painting, Pol. Science, History</p> |

**Infrastructure.** There is a lady's staff room and a common room for women. Special ladies' washrooms with all facilities exist in all the blocks. For sports, special time slot is allotted for women participants.

**Special Facility.** Women are entitled for special leave for *Teeja* festival, which is ladies specific. Similarly for maternity leave.

**Mentorship.** Women faculty is available as mentors to function as counsellor in college to guide students for their academic and career related queries and doubts

**Organization and management.** Women faculty members are part of all the committees, be it academic or administrative or others.

**Healthy practices.**

- Gender sensitization awareness efforts are conducted on regular basis right from the beginning of each academic session.
- Women related themes are taken up for debates and group discussions and in on-campus co-curricular and off-campus extension work.
- In NSS camps, subjects related to rights of girl child and women empowerment are specially highlighted by involving the village womenfolk also.
- Women faculty engages in social service too; flood relief work was taken up by a senior professor, in the most adversely affected village Chenganur of Kerala, as a member of Gram seva samiti from 03/09/2018 to 08/09/2018. A relief measure of rupees 1,00,000/- was contributed.
- Women faculty was also involved in Covid relief works, distributing masks, sanitizers, and food packets to four hundred people at AIMS, JP Hospital, and Sultania Hospital.



## E-Shakti, Internet *Saksharta* (Literacy) Abhiyan, 16/03/2017



### ई-शक्ति अभियान के अंतर्गत नेट बैंकिंग की बतायी खूबियाँ

शासकीय हमीदिया कला एवं वाणिज्य महाविद्यालय भोपाल की महिला सशक्तिकरण के अंतर्गत ई-शक्ति अभियान के क्रियान्वयन के तहत महिलाओं में इंटरनेट के प्रति जागरूकता लाने हेतु प्रशिक्षण कार्यक्रम दिनांक 16.03.2017 को आयोजित किया गया जिसका संचालन डॉ. सोना शुक्ला ने किया। प्रशिक्षण देने श्री अजय शर्मा ए.जी.एम. ने महाविद्यालय की कुल 44 महिला प्राध्यापकों/सहायक प्राध्यापकों छात्राओं को इंटरनेट, नेट बैंकिंग विषय पर सभी को अवगत कराया। महाविद्यालय के प्राचार्य डॉ. पी.के. जैन ने अतिथि का स्वागत किया। कार्यक्रम में डॉ. भावना भदौरिया, डॉ. सुस्मिता मिश्रा, डॉ. पुष्पलता चौकसे आदि उपस्थिति रहे।

**Special focus on women empowerment in the awareness programme  
by NSS students of Hamidia**





- 01/04/2017 - NSS volunteers conducted rally for promotion of gender equity in the village 'Hinauti Sarak.'
- The need of saving girl child, their good health and care was highlighted through street play and slogan writing like:
  - *Beti samaj ki shaanhai, use bojh na samje*—  
Daughters are pride of society, not a burden
  - *Beta ekkul ko chalata hai, betiyan do kulon ko chalati hai* –  
A son is responsible to his family, while a daughter takes care of two family's life long
  - *Beti nahi bachaoge, to Bahu kahan se laoge* –  
Unless a daughter is saved, there will not be a daughter in law either
  - *Beta beti ek samaan, bhedh haav ka mite nishaan* –  
A daughter is as good as a son. Both are equal.



Women empowerment can be brought through education - Students of Hamidia college, including NSS Volunteers organized 'Street Plays in adopted village Hinauti sarak in March 2017, spreading the message of education for girls.



Do Dhan, Beti aur Van, Beti Aur Van, ek per, ek zindagi, the message of Saving girl child was spread with plantation drive



## ग्राम बरखेड़ी अब्दुल्ला में एक बेटी एक पौधा अभियान की शुरुआत

भोपाल, 27 अगस्त. शासकीय हमीदिया कला एवं वाणिज्य महाविद्यालय की राष्ट्रीय सेवा योजना इकाई के स्वयंसेवकों द्वारा महाविद्यालय की स्थापना के 70 वर्ष पूर्ण होने पर ग्राम बरखेड़ी अब्दुल्ला में हर घर एक बेटी एक पौधा लगाकर गांव वालों को बेटी बचाओ-बेटी पढ़ाओ का संदेश दिया.

**स्थापना के  
70 वर्ष पूर्ण  
होने पर  
पौध रोपण**

इस अवसर पर मुख्य अतिथि विष्णु दत्त शर्मा (राष्ट्रीय उपाध्यक्ष नेहरू युवा केन्द्र संगठन, भारत सरकार), डॉ. सुरेन्द्र शुक्ला (जिला समन्वयक नेहरू युवा केन्द्र भोपाल), महाविद्यालय के

प्राचार्य डॉ. एस.के. त्रिवेदी रासेयो कार्यक्रम अधिकारीद्वय डॉ. आर.एस.नरवरिया व डॉ. आर.पी.शाक्य तथा अनुल सिंह राजावत, शुभम चौहान, गब्बर सिंह, राहुल तिवारी तथा बड़ी संख्या में स्वयंसेवक उपस्थित रहे.

इस अवसर पर बी.डी.शर्मा ने दों धन- बेटी और वन का नारा लगाकर गांव वालों को बेटी का महत्व बताया. स्थानीय सरपंच भक्ति शर्मा (राष्ट्रपति पुरस्कार से सम्मानित) ने पौधे लगाने के लिए महाविद्यालय के प्राचार्य, प्राध्यापक तथा सभी स्वयंसेवकों को धन्यवाद दिया.

28/08/2016 – 'Save Daughter, Educate Daughter'

*Ek Beti Ek Paudha*, drive launched by students in Village Barkhedhi Abdullah, on 70<sup>th</sup> Foundation Day of Hamidia College.



Special ladies' washrooms with all facilities. In Rusa Block



Complaints/Suggestion Box. In the campus.

## CCTV Cameras Installed for Safety and Security of Women



**CCTV Cameras Installed for Safety and Security of Women at the main entrance**





**CCTV Cameras Installed in Online Counseling Centre**





## International Women's Day Celebration, 08/03/2019



**Department of Drawing and Painting organized a Painting workshop to celebrate International Women's Day on 8<sup>th</sup> March 2019.**







