



PAHALWAN GURUDEEN MAHILA MAHAVIDYALAYA

(P.G.M.M.)

VILL- PANARI, DIST- LALITPUR (U.P.)

(COLLEGE CODE 600)

(U.G.C. Recognized Under Section 2 (F) 12 (B)/NCTE Recognized)

(Affiliated to Bundelkhand university Jhansi)

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Gender Policy

Pahalwan Gurudeen Mahila Mahavidyalaya is established in 2011. PGMM is making Gender issue continuously important as captured in the strategic objectives. The College Continues to facilitate a number of Gender responsive activities under a College wide Gender program.

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 & international levels.

The success of the gender policy is the responsibility of all people at policy, decision making & implementation levels of our institution.

Gender equality & equity is centre of P.G.M.M. objectives & function. It aims at ensuring both women & men (staff & students) are considered equal & treated equally in terms of dignity & right all at PGMM are working towards Non-discrimination of any kind & particularly those based on one's sex.

The gender policy provides guidelines & from works for promoting gender equality & goes hand in glove with other policies in the country such as national development & gender policy in higher Education & above all the constitution of the country, all of which recognize gender equality & equity This policy acts as a guide for all the process, policies, procedures & practices of the college.

Introduction-

This draft policy document which is a result of long of addressing gender imbalance at P.G.MM. Defines the college was on get equality equity and women's development the college mission the s imperative for women's empowerment. Gender equality and government commitinent to equal employment opportunity is guiding this policy.

The college attempts to redress the historical gender imbalance that have been placed women in a disadvantaged position in accessing. Benefiting and getting fair treatment as the users and producers of knowledge.

In all facilities and across all disciplines women have always constituted a minority including students and members of staff males have always dominated this created a culture of exclusion of women and form the basis for gender discrimination.

Despite the observed constraints the college is taking measures to redress the historical legally of gender discrimination by institutionalizing gender mainstreaming approaches in some of the process.

Vision on Gender Policy

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 centre of excellence for this nation and for the world community. The PGMM will therefore adhere to a vision that focuses on gender equality equity and women empowerment.



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Definition of 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 under gender equality women & men have equal right 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 nigh to both Women & Men. It includes fairness and justice in the distribution between women and men. Gender Equity is the step toward Gender Equality women empowerment and it embracement action where and wham necessary.

Rational For The Gender Policy-

Major to address gender inequality are not taking place in vacuum, the preamble of the united Republic of Tanzania (URT) Constitution for instance, provides for recognition of equality of person and the constitution has in corporate bill of rights, which bam discrimination on whatever grounds, Articles 9 of the constitution provides for respect of human right as provides for in the universal declaration of human rights. It requires governments and all its institution to provide for equal opportunities for both men and women citizen. While article 21 asserts that, every citizen of the united republic of Tanzania has a right to participate in the governance for the country directly or through their elected representatives, Article 22 provides for equality of opportunities and equal rights through equal terms and conditions to hold any public office. The constitution establishes an affirmative principle as temporary measure to rectify the historical gender imbalances.



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Goal and Objectives of the Institution

The Goal-

The overall goal of this policy is to over to ensure qu right and opportunities for women and men in all spheres and structure of the institution as students and staff.

The objective –

The policy aims at achieving the following objectives.

- 1- To enable full development of individual intellectual potentials of men & women.
- 2- Providing guidelines that will enable the Institution to institute measure that will from discriminative practice.
- 3- Providing guideline that will facilitate equality and equality of the opportunities service.
- 4- Establishing guidelines of the institution to the take actions in redressing the historical gender imbalances.
- 5- Proposing institutional transformation of values, norms and practices which hinder promotion of gender equality.

The policy guidelines, proposals and provisions in this Gender Policy Framework will apply specifically and directly to all departments. Administration and other intuitional structures of the Institution.

Some Basic Principles

- 1- The PGMM is an "Equal Opportunity" Employer.
- 2- The PGMM is guided by the principle of "Zero tolerance" on sexual harassment.
- 3- The 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.

Strategies-

1. To continue with the affirmative action efforts such as pre-entry lowering of cut off points for female students etc.
2. 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.
3. To strengthen counselling services for students.
4. To review all PGMM curriculum for gender sensitivity.
5. To support and fund gender responsive Researches and consultants as well as gender specific ones.
6. Finding equality women for recruitment and training.
7. To adopt effective strategies for advocacy processes and complain and support the community to break silence organization culture that is disempowering.

Conclusion-

The principles, strategies and outlines in this gender policy represent the pursuit of the recognition of the equality of all persons by the constitution of the united republic of Tanzania and the respect of the human rights provided for in the universal declaration of human rights that all institution provides equal opportunity for both men and women citizens.

This policy provides to the PGMM community, both challenge and an opportunity for promoting and enhancing gender equality and gender equality through the gender policy objectives. To note the progress made to date³ the institution steadily improved the percentage of female employment moving toward reaching the optimum level.


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Gender sensitivity

Institution shows gender sensitivity in providing facilities such as.

1. Safety and Security:-

PahalwanGurudeenMahilaMahavidyalaya has its utmost concern in the aspect of “Safety& Security” Because it is a women’s college. Apart from ID’s & Dress code being a compulsion to the students; it is also made mandatory for the parents & visitors to carry the “Purpose of Visit” form (which is available at the main entrance) along with them during their presence in the campus. The campus is monitored under strict security staff and CCTV surveillance 24x7. Anti-ragging squad is vigilant and conducts regular box is available in all laboratories and common places in the institution. Bus transport facility is available for commutation. Fire extinguisher is installed in the institution at prominent locations. We also focus on preventing this kind of harassments by using secret monitory service, which keep a keen eye on the entire campus.

Programming includes the following:-

- i). Self-DefenceWorkshop Karate Training Program.
- ii). Women Entrepreneurship Development Program.

2. Counselling:-

Counselling is the key concern of “PahalwanGurudeenMahilaMahavidyalaya” as we understand that this is the phase of the student’s life of making. The institution has appointed a qualified and professional counsellor for counselling to the students on issues like personal, social or psychological, emotional problems and difficulties. It helps them to deal with stressful or emotional feelings and to inculcate the positivity in students, the counsellor is invited to address the overall students group at the beginning of the

academic year to give ageneration students. The Provisions of Anti Ragging Act are displayed through flexes in respective places in the collage.

3. Common Room:-

Separate girl's common room facilities are available in the students are utilizing the common room for the factual reasons. Common rooms are spacious and airy. They have various indoor game facilities like table cram and chess. Magazines and newspapers are also arranged in the common room.

The institute supports the career progression and development of female professional and academic staff. it provides women with opportunities to grow in their leadership capabilities build professional skills and participate in important administrative in the collage. The women Grievance Redressed Committee have been formed to address grievances of female employees as well as students. Complaint boxes were provided in the collage at respective places so that students feel free to post complaints regarding various issues.

