

Women Empowerment Policy



2024-2025

Revised Policy Prepared by
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Women Empowerment Policy



WOMEN-EMPOWERMENT

"A woman is the full circle. Within her is the power to create, nurture and transform." —

Diane Mariechild

1. Vision :

To provide a dignified, congenial working environment for women employees (including teaching, nonteaching and contractual employees) students, where they can work, study and explore their potential to the fullest.

2. Mission :

We believe that women is continually healing, learning and growing, and in accordance with this sensibility the mission of the college is:

To exercise on the full potential of the girls to develop their overall personality in each and every field and to empower, connect and unite their voices through innovative technology to change the world.

3. Objectives :

The College has been promoting all the activities since it came in frame in 1937 and proved itself successful in fulfilling its objectives. After coming into its existence the College initially decided to pave a path to bring about social change by women education as women are half of the country building pillars. It gave special attention to the needs of women to enable them to exercise their rights and participate in national development as other half of the society is contributing. Besides basic education the College gives special attention to social welfare and exposure to latest trends in education, value added education, applied education, information and technology, awareness about their career, playing an active role in national integrity and social service, provides support to

special group of college members, library facility and suitable atmosphere for research and academic activities to all members in the college. We expect all our students to emerge as a well informed and emotionally sound generation and we continue this journey with elevated enthusiasm providing a platform of holistic learning to the young minds.

The objectives of our college are as follows :

1. To Aware Girls about Women Rights and Social status
2. To Facilitate Academics and Research
3. To Enhance Placements and Entrepreneurship Activities
4. To Enrich the Individual Empowerment

4. Introduction :

Empowerment is a multi-faceted, multi-dimensional and multi-layered concept. Women's empowerment is a process in which women gain greater share of control over resources - material, human and intellectual like knowledge, information, ideas and financial resources like money - and access to money and control over decision-making in the home, community, society and nation, and to

gain 'power'. According to the report of Government of India, "Empowerment means moving from a position of enforced powerlessness to one of power". It is a process by which people, organizations or groups who is powerless

- a. become aware of the power dynamics at work in their life context,
- b. develop the skills and capacity for gaining some reasonable control over their lives,
- c. exercise this control without infringing on the rights of others and
- d. support the empowerment of others in the community

Govt. Kamala Raja Girls Post Graduate (Autonomous) College is a pioneer institution in women education in North India. Education of Women is the most powerful instrument of changing their position in society. Education also brings about reduction in inequalities and also acts as a means to improve their status within the family.

POLICY:

5. Social and Political Empowerment :

A critical aspect of social and political empowerment of women is the promotion of gender equality. Gender equality implies a society in which women and men enjoy the same opportunities, outcomes, rights and obligations in all spheres of life. Every woman should be aware of her social, political and legal rights and never permits others to exploit her and other women also. To advocate for women and girls' rights, equality and social justice, College ensures:

- Women Development Cell to observe different activities related to women.
- To organize Workshops / lectures regarding women rights in society / family matters / legal rights /office matters to impart awareness on women issues.

- Sexual Harassment Cell to take care of all women employees.
- Internal Dispute Committee to sort out conflicts.
- Grievance Redressal Cell to cover complaints of management and governance.
- An Anti-Ragging Committee of the College to keep watch on ragging and take strong action on such cases.
- Legal Aid Clinic to give valuable suggestions to students / alumni/women workers regarding legal matters and to provide awareness of Women's Rights and Laws.
- To create a society with women working as equal partners in all spheres of life.
- To develop a framework to ensure equal rights and opportunities for women.
- To keep health and hygiene of women on priority.
- To address all forms of violence against women.
- To provide support from "Women to Women."
- To enable safety and security of women with the help of surveillance mechanisms in the College.
- Aiding women in workplace through maternity leave and provision of child care.
- To cultivate the feelings and responsibility to serve the society and nation.
- To organize different extension activities as Blood Donation, Plantation, Nukkad Nataks, Workshops, Human Chains, Poster Competitions, Rallies for awareness for different social issues etc.
- To create an awareness to prevent Infanticide and Foeticide.
- To distribute creative and required material on Women Empowerment.

- To prevent the misuse of “Women Rights.”
- To enhance their knowledge, skill, strength and overcoming all their fears and weaknesses.
- To promote women’s economic and gender equality.
- To provide voice to the voiceless.
- To ensure the health and hygiene of girls through health camps.

6. Academic Empowerment :

The intellectual property of a country is acknowledged by its academics, researches, publications, innovations, patents, awards, etc. In reaching these heights women are having equal contributions in establishing these. The Kamla Raja Girls Post Graduate Autonomous College being the largest women college also feels the responsibility of raising its academics and researches continuously to make it stand at par with other academic institutions.

To facilitate academics and research the college ensures –

- Appropriate provision for staff induction, training, development, mentoring,, professional development and review and peer observation of teaching to maximize their effectiveness.
- The encouragement of good practices as discussion Forum for students and teachers.
- Academic enhancement through UGC schemes for capacity Building of women.
- Consideration and response to student’s feedback.
- Appropriate support structure, wi-fi enabled campus, IT facilities.
- Rich Central and departmental libraries with books, journals, newspapers and computers.

- Students' participation in Board of studies.
- Various academic activities by the departments.
- Interdepartmental, Intercollegiate and interstate interactions.
- Encouragement for the participation in national and international workshops / conferences / symposia etc.
- Organization of academic events in the college.
- Information of women academic schemes and programmes.
- Encouragement to get major / minor research projects and get their work published in various peer reviewed journals of good impact factors.
- Scholarship schemes for students Pratibha Kiran, Gaon ki beti, single girl child etc.
- Good Assessment policies and procedures.

7. Financial Empowerment :

Need for training women in respect of income generating activities is felt very much by the College according to changing scenario. The College intends to equip women with skills and knowledge, functional literacy and self-confidence. The College wishes for its students to be capable of economically independent.

To execute this demand of time, it can be viewed under three heads –

1. To acquire skill to get suitable placement
2. To enhance placements and entrepreneurship activities
3. To be an entrepreneur and give placement to others

To acquire skill to get suitable placement:

- To introduce technical courses to help students in acquiring knowledge and skill for suitable placements in different fields.
- To arrange specialized coaching / trainings.

- To provide computer knowledge and its updating.
- Job oriented short term courses.
- Separate training programs for Bank Exams, Administrative Services and other Competitive Examinations etc.
- Invitation to Successful Personalities to address and inspire students.
- To provide knowledge of different career options.
- To provide books and magazines related to employment and entrepreneurship.

To be an entrepreneur and give placement to others :

- To provide preliminary knowledge for being an Entrepreneur.
- To give the platform to develop the hobbies of the girls in Business and other fields.
- To explore and enhance their skills in chosen fields.
- To make them self sufficient to furnish their own business and to offer jobs in the society.
- To arrange the fun fair in the college under the scheme of '*Earn While You Learn*' and give the opportunity and platform to the students' business enterprise and managerial skills.
- To organize seminars, workshops and lectures with the help of experts from Industry sector for students, in this way the College establishes its interaction with industry.
- To start training programs such as Food Preservation, Fashion Designing, Accounting and Tally, Beauty Parlor, Boutique, assembling and repairing of electronics, Bakery, Bonsai Cultivation, Mural and Landscaping etc.

8. Individual Empowerment :

Education not only opens the windows of the brains for fresh breeze but it also grooms the personalities of the students in a continuous manner improving their communication, raising their moral values, enriching them with leadership power and making them enabled in self-defense. To achieve overall success in life, one must possess a strong personality. Some people are born with it, others can shape their personality, If they work on themselves. From academics to co-curricular activities, the college strives to achieve, a 360 degree development for our young generation of learners, we focus on developing and drawing out the magic lying dormant inside all our students. The college makes it sure that when our students enter the society after the completion of their education, they move with a strong and grooming personality with the asset of their culture and moral values.

To enrich the individual virtue and talent college makes provisions of–

- Personality Development Classes.
- Programmes on the enhancement of the Observation Skills of the students
- To teach girls to overcome the obstacles.
- Workshops on Effective Listening and Motivation Techniques.
- Programmes on knowledge on Manners in Public places.
- Workshops and lectures on spoken English and language.
- Lectures from expert, talented and industry experienced trainers.
- Workshops from working Professionals, Home Makers, Retired Professionals and Teachers.
- Inner and outer Grooming classes.
- The language departments of the College organize various workshops to improve the communication skills of Girls.
- Workshops / Seminars on Value of Time Management, Goal Setting, and Memory Improvement Training.
- To create Stress Free atmosphere in the college.

- Confidence Build up classes.
- Lectures on to build and develop interpersonal relationships.
- To make the girls understand the importance of sound Health, Nutrition, and Sanitation by the Home Science department, NSS unit and Women Development Cell of the College.
- Workshops and Training programs on Disaster Management to prepare girls for serving the society.
- Workshops on Self Defense.
- Training on Judo / Karate / Boxing etc.
- Well equipped gymnasium and good courts, trained and skilled coaches to coach different games.
- Constitution of different Clubs for different activities to promote the leadership and Companionship.
- Oral and Aural skills are encouraged through Public Speaking, Debate, Extempore Competitions and varied presentations.
- Organisation of different programmes and competitions, Dramatics, Folk and Classical Dance, Classical, Folk and Western Singing, Rangoli, Painting, Quiz.

9. Conclusion

In the words of Dalai Lama, “When educating the minds of our youth, we must not forget to educate their hearts.” The Purpose of teaching is to help our students evolve as confident citizens of the society - sensitive, informed, pragmatic and assertive and providing girls good modern education and equipping young girls to be good citizens and to provide them a wide arena of career option that would bring them both successes and financial security

10. Reference: Survey Reports, Print and Electronic Media reports.

11. Acknowledgement: Women Development Cell of KRGC.

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