



MAJLIS ARTS AND SCIENCE COLLEGE

GENDER POLICY

**(Post Graduate College Affiliated to the University of Calicut,
Approved by the Govt. of Kerala & Recognized under section 2 (f) of the
UGC Act 1956) P.O. Puramannur, Via- Valanchery- 676552, Malappuram Dt., Kerala.**

www.masc.edu.in

DEFINITION OF TERMS

Gender: Socially determined power relations, roles, responsibilities and entitlements for men and women; girls and boys.

Gender Discrimination: Unequal or preferential treatment to individuals or groups based on their gender that results in reduced access to or control of resources and opportunities.

Gender Equity: Practice of fairness and justice in the distribution, access to and control of resources, responsibilities, power, opportunities and services.

Gender Equality: Equal treatment of women and men; boys and girls so that they can enjoy the benefits of development including equal access to and control of opportunities and resources.

Gender Mainstreaming: Consistent integration of gender concerns into the design, implementation, monitoring and evaluation of policies, plans, programmes, activities and projects, at all levels.

Gender Sensitization: Process of developing people's awareness, knowledge and skills on gender issues.

Gender-based violence: Violence meted out to people belonging to a given gender

Student: One who enrolled in any programs in Majlis arts and science college, Puramannur.

Institution: Majlis arts and science college, Puramannur.

GOAL AND OBJECTIVES

Goal

The overall goal of this policy is to promote gender equality issues in regard to access, equity and equality in the campus and to enhance empowerment for effective participation and contribution in national development by all. Ultimately this policy will work towards ensuring inclusiveness in issues of gender, empowerment and mainstreaming of needs and concerns of every gender in the institution.

Objectives

The general objective of the Gender Policy is to eliminate all gender disparities and inequalities in the campus, create a gender responsive teaching and learning environment and enhance gender sensitive and responsive governance and management in the institution.

Specifically, the policy aims to:

1. Reduce gender inequalities in access, participation and achievement at all levels of Campus activities.
2. Support equal participation of all genders as decision-makers in shaping the policies and practices related to the campus for sustainable development.
3. Ensure a gender responsive curriculum implementation and designing gender responsive classroom environment

Vision

A globally competitive gender responsive and transformative education, training, research and innovation system for a secure and sustainable future for all.

Mission

To provide, promote and coordinate the delivery of a gender sensitive and gender responsive quality education that enhances involvement of all learners in for sustainable development.

EQUALITY AND EQUITY

Goal: to enhance gender equity and to assure gender equality in the campus

Gender equity in the campus means every student enrolled to the campus, regardless of sex or gender receive quality education to attain their full potential in the society. Attaining this goal is an uphill task as the gender disparities in the rural sectors against the female gender.

Gender equality in the campus means every student enrolled to the campus, regardless of sex or gender receive equal opportunities to learn and for quality education. Balancing equity and equality is a major task as special recognition is needed for female gender due to the disparities in the society at the same time equality should be maintained in providing quality education.

Policy statements

Equity and equality

- Provide equitable resources, opportunities and participation for all learners regardless of age, gender, culture, and disability.
- Mandating female representation in every curricular and extra-curricular activities conducted by the college for students.

- Posts/seats should be reserved for female representation in every committee/ club/ forum/ association constituted by the institution.
- Enhance gender equity through scholarships.
- Enforce implementation of the guidelines on provision of sanitary facilities on the basis of the different gender needs.

Gender sensitive quality education

- Offer gender studies and gender related courses in the bridge courses offered for 1st semester UG and PG students.
- Build capacity of teachers and instructors for mastery of content, subject, and gender-responsive pedagogy and andragogy
- Regularly review and appraise all teacher training curricula, including Monthly lesson plan and teachers diary with a view to providing a gender responsive teacher education at all levels.
- Special care and attention should be given to health related concerns of Male and Female Students in respect with their gender.

ACCESS

Goal: To increase participation of all learners including those who are out-of-school in gender-responsive education programmes and to spread the importance of education in the society.

As stated in the beginning, the College is targeted to offer quality education to the rural community where there are youth who could not enroll to higher education due to socio economic conditions. Gender disparities are also a major reason for this. Article 15(4) of Indian constitution empowers the State to create special arrangements for promoting interests and welfare of socially and educationally backward classes of society.

Policy statements

- Collaborate with partners and community members to enhance literacy programmes in order to reduce gender disparities
- Encourage and facilitate the use of ICT in all education programmes
- Ensure re-entry for girls who become pregnant and boys/girls who are adversely affected by socio-economic and cultural factors abiding the regulations of the affiliated University, i.e Calicut University.

- Collaborate with Local body to organize various education awareness programs in the rural community which facilitate parents to enroll girl students to higher education.
- Introduce successful women in various disciplines to students to motivate girl students to peruse their dream.

SAFETY, SECURITY AND GENDER BASED VIOLENCE

Goal: ensure a safe, secure and conducive learning and work environment in the institution.

Appropriate security and safety measures are needed to create a safe and secure learning and work environment for learners and staff in the sector.

A violence-free learning environment is one of the fundamental human rights of children. The UN Convention on the Rights of the Child in several articles require Governments to ensure that Children grow up, learn, complete the education cycle and develop in a violent free environment. Specifically, Article 19 of the UNCRC makes it clear that children and young people have the basic human right to dignity. This means they have the right to be protected from violence, just like everybody else.

The constitution of India also ensures the safety and security of youth, especially women and children. person equality before the law or the equal protection of the laws within the territory of India.” Article 15 secures the citizens from every sort of discrimination by the State, on the grounds of religion, race, caste, sex or place of birth or any of them. Addressing sexual harassment and Gender Based Violence is key in enhancing gender equality within the sector.

Policy statements

- Install CCTV camera and monitoring system in the campus as well as the premises of the college Women hostel protecting privacy of individuals.
- Appointing security officials in the campus to ensure safety and security to students and teachers.
- The institution shall constitute various cell/committees including anti sexual harassment and grievance Redressal Cell, anti-ragging committee.
- Grievance Redressal Cells of the institution shall not have any kind of discrimination based on the gender of Majlis community.
- Various martial arts training sessions and workshops shall be conducted for female students to properly react to worse situations, associating with Police department and WDC.

GOVERNANCE AND MANAGEMENT

Goal: To establish structures for good governance practice and management that ensure gender responsiveness at all levels of education

Gender equality and gender sensitivity will be happened only if there are equal role in the governance and management of any system. It is with this objective, representation of all genders comes mandatory for every governing body.

Policy statements

- 50 percentage of seats of class representatives should be reserved for female students in every UG and PG departments.
- Vice Chairperson, Joint secretary posts in the College student Union election should be reserved for Female Class representatives.
- Office bearers of every clubs/forums constituted by the institution should have equal representation of all genders.