



GOVERNMENT OF WEST BENGAL
OFFICE OF THE PRINCIPAL
Maulana Azad College



8, RAFI AHMED KIDWAI ROAD, KOLKATA 700013, INDIA
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POLICY DOCUMENT ON GENDER EQUITY

Introduction

Gender Equity or Equality is an important goal out of the seventeen Sustainable Development Goals, initially adopted by the United Nations and enshrined in the preamble of the Constitution of India, along with Fundamental Rights and the Directive Principles of State Policy. The National Commission for Women, established in January 1912, addressed complaints regarding the violation of women's rights and advises on improving the socio-economic condition of women while protecting them from a legal perspective. Gender Equity encompasses justice for women and emphasizes the importance of self-respect, rights, and equitable distribution of benefits, responsibilities, and duties for men, women and others.

Institution Overview

Maulana Azad College, a premier co-educational institution in Central Kolkata, serves a diverse, multi-religious, linguistic, and cultural community. The college is dedicated to high-quality education and fostering responsible citizenship. Committed to non-discrimination, it upholds equal opportunities for all students regardless of religion, culture, language, physical limitations or socio-economic status, with the primary objective of enhancing life chances and opportunities for everyone.

Commitment to Gender Equity

The institution is committed to establishing a sustainable community where all stakeholders—teachers, non-teaching staff, and students—cooperate within a supportive environment against gender violence, harassment, exploitation, and discouragement, thereby promoting unity and integrity in diversity.


Aims and Objectives


- Establish a safe and organized learning environment.
- Strengthen skill development and provide supportive measures for welfare.
- Ensure the protection, empowerment, and rights of women and girl students and other genders.
- Incorporate national and state-level policies, including Gender Equity and Empowerment Policy.

Policy Statements

- Establish and develop a safe, secure, and organized learning environment.


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- Strengthen skill development and provide supportive measures for welfare.
- Ensure the protection, empowerment, and rights of women and girl students.
- Incorporate the spirit of national and state-level policies, including Gender Equity and Empowerment Policy.


Targets

- Eliminate all forms of discrimination, violence, and harmful practices against stakeholders, with special emphasis on women and girl students within the college campus.
- Ensure the participation, leadership, and decision-making opportunities for women and girl students, providing equal opportunities at every level of activities to maintain gender inclusiveness.
- Conduct awareness programs, lectures, value exchange programs, and workshops on Gender Equity and the importance of gender inclusiveness among stakeholders.
- Enhance technological knowledge, communication skills, and empowerment of women among the students.

Principles and Practices

- Organize gender sensitization awareness programs for students and other stakeholders to ensure a gender-inclusive environment within the campus.
- Implement advanced training methods to secure and protect against all types of violence and harassment.
- Provide special attention to the health, hygiene, cultural, skill, and moral development of girl students.
- Maintain monitoring mechanisms to prevent gender-based violence and sexual harassment in and around the campus.
- Task the Students Flying Squad with monitoring the college campus and hostels, reporting discrepancies to the concerned committees.
- Organize psychological counselling and health check-ups to address gender-related issues for students, staff, and workers.
- Conduct special awareness lectures, seminars, workshops, inter-departmental and inter-college programs on Gender Sensitization and training programs to equip girl students with skills and awareness about gender-based violence.
- Invite academicians, lawyers, NGO personnel, and media personnel as experts for seminars, workshops, conferences, and training programs to promote equal gender opportunity within the campus.
- Perform regular gender audits by external members from different educational institutions.
- Maulana Azad College is dedicated to promoting gender equity, ensuring a safe and inclusive environment, and fostering the development and empowerment of all its students and stakeholders.


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Schemes for achieving gender Equality and Emancipation of Rural Women

The Ministry of Women and Child Development is implementing various schemes/programmes for achieving gender equality and emancipation of women including rural women such as:

- i. **Beti Bachao Beti Padhao (BBBP):** to address the declining Child Sex Ratio (CSR) and related issues of empowerment of women over a life-cycle continuum. It is a tri-ministerial effort of Ministries of Women and Child Development, Health & Family Welfare and Human Resource Development. .
- ii. **Pradhan Mantri Matru Vandana Yojana (PMMVY),** (erstwhile Maternity Benefit Programme) to contribute towards better enabling environment by providing cash incentives for improved health and nutrition to pregnant and nursing mothers.
- iii. **Scheme for Adolescent Girls** aims at girls in the age group 11-14, to empower and improve their social status through nutrition, life skills, home skills and vocational training.
- iv. **National Nutrition Mission (NNM):** aims to attain a "Suposhit Bharat" and has also the objective of improving the nutritional status of pregnant women and lactating mothers and reducing anaemia among women along with children.
- v. **Rastriya Mahila Kosh (RMK),** for extending micro-finance services to bring about socio-economic upliftment of poor women,
- vi. **Mahila e-Haat,** a unique direct online digital marketing platform for women entrepreneurs/ SHGs/ NGOs,
- vii. **Pradhan Mantri Mahila Shakti Kendra,** which will empower rural women through community participation to create an environment in which they realize their full potential,
- viii. The Ministry also conducts **Training of Trainers of Elected Women Representatives of Panchayati Raj** to deliberate upon issues related to empowerment of women and functioning of PRIs; describe processes of participatory planning in local governance; and enable women to identify their own leadership potential to contribute effectively as change agents.


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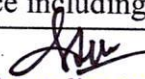
The Ministry of Women and Child Development is implementing various schemes/programmes for combating all forms of discrimination and violence against women in the country including rural women such as:

- i. **One Stop Centres (OSCs):** for facilitating access to an integrated range of services including police, medical, legal, psychological support and temporary shelter to women affected by violence.
- ii. **Women Helpline:** to provide women with a 24x7 service, Women Helplines with the uniform code 181 have been set up across the country. These Helplines provide 24 hour emergency response to women affected by violence, and also provide counselling through phone and awareness about government schemes.
- iii. **Mahila Police Volunteers:** The Ministry, in collaboration with MHA has recently started the engagement of Mahila Police Volunteers (MPVs) in States/UTs. These MPVs will act as a link between police and community and facilitate women in distress.
- iv. **SwadharGreh:** this scheme caters to primary needs of women in difficult circumstances.
- v. **Ujjawala:** a comprehensive scheme to prevent trafficking of women and children for commercial sexual exploitation, to facilitate rescue victims and placing them in safe custody, to provide rehabilitation services by providing basic amenities/needs, to facilitate reintegration of victims into the family and society, to facilitate repatriation of cross border victims.

List of Women Empowerment Programmes/Schemes in India

Women Empowerment Programmes	Year of Commencement	Objectives
Beti Bachao Beti Padhao Scheme	22 January, 2015	To provide education to girls' and their welfare. To prevent the violation in the interest of girls. To celebrate the birth of a girl child.
One Stop Centre Scheme	1st April, 2015	1. It is a Centrally Sponsored Scheme. Its aim is to set up One Stop Centres (OSC) which is to be funded from the Nirbhaya Fund. 2. To provide support and assistance to women affected by violence at private or at any public place, irrespective of caste, class, religion, region, sexual orientation or marital status.
Women Helpline Scheme	1st April, 2015	To provide 24 hour emergency and non-emergency response to women affected by violence including sexual offences and


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		harassment both in public and private sphere, including e family, community, workplace, etc.
UJJAWALA : A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation	December 2007	For the prevention of trafficking and providing support for rescue, rehabilitation, reintegration and repatriation of women and child victims of trafficking for commercial sexual exploitation in India. The Scheme is being implemented mainly through NGOs to provide direct aid and benefit to the victims of trafficking.
Working Women Hostel	Introduced in 1972-73 and after amendment re-launched on 6th April, 2017	To promote availability of safe and conveniently located accommodation for working women, with day care facility for their children, wherever possible, in urban, semi urban, or even rural areas where employment opportunities for women exist.
Rajiv Gandhi National Creche Scheme for the Children of Working Mothers	The programme was recast by the Government of India in 2006	<ol style="list-style-type: none">1. To provide day-care facilities for children (6 months to 6 years) of working mothers in the community.2. To improve nutrition and health status of children.3. To promote physical, cognitive, social and emotional development of children.4. To educate and empower parents /caregivers for better childcare.
SWADHAR Scheme (A Scheme for Women in Difficult Circumstances)	2002	For providing holistic and integrated services to women in difficult circumstances and without any family, social and economic support, such as destitute widows deserted by their family in religious places like Vrindhaban and Kashi, women prisoners released from jails; women survivors of natural disasters who have been rendered homeless, trafficked women/girls rescued or runaway from brothels, women victims of terrorist violence without any means for survival, mentally challenged women and women with HIV/AIDS deserted by their family, etc.
Support to Training and Employment Programme for Women (STEP)	The Ministry has been administering STEP Scheme	To provide skills that give employability to women, to provide competencies and skill that enable women to become self-employed/ entrepreneurs.


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	since 1986-87 as a 'Central Sector Scheme'. It was revised in December, 2014	
Nari Shakti Puraskar	1999	To recognise women who have exceeded expectations to challenge the status quo and make a lasting contribution to women's empowerment.
Women Empowerment and Livelihood Programme in Mid-Gangetic Plains- 'Priyadarshini'	Pilot Project	It focuses on Women empowerment and Livelihood in Mid-Gangetic Plains. It also empower to address their political, legal, health problems.
Mahila E-Haat	7 th March, 2016	It will help women to make financial and economic choices which will enable them to be a part of 'Make in India' and 'Stand Up India' initiatives.
Rashtriya Mahila Kosh (RMK) is also known as the National Credit Fund for Women (NCFW)	1993	It caters to the credit needs of the poor and asset-less women in the informal sector.
Central Social Welfare Board (CSWB)	1953	To promote social welfare activities and implementing welfare programmes for women and children through voluntary organisations.
Development of Women and Children in Rural Areas (DWCRA)	1982-83	To improve the socio-economic status of the poor women in the rural areas through creation of groups of women for income-generating activities on a self-sustaining basis.


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