

Best Practice I

Title of the Practice: Women Empowerment

Goal

Women constitute more than 60% of the total student strength of the college. The majority of them come from drought and famine-ravaged rural areas, where miserable conditions of utter poverty, illiteracy, ill-health and superstition take hold of their lives. Thus they are doubly affected by the backwardness and discrimination. So, the college has resolved to take up the cause of Women Empowerment for the women students with the objectives of

- Mentoring students on women specific issues with one teacher as mentor for every 20 students mentees.
- Creating an environment through awareness programmes to enable the students to realize their full potential for learning and solving their problems independently
 - Arranging special sessions with the police and social activists for enabling the female students to be aware of several types of 'evil designs' by professional criminals for the worst type of exploitation taking the advantage of their innocence and gullibility.
- Dealing amicably with the student victims of exploitation of all sorts maintaining utmost confidentiality of the private life to protect their dignity.
- Involving social activists and Government officials to enlighten the students on human rights and fundamental freedom for equal rights and opportunities.
- Organizing debates and discussions on gender equality to enable the students to realize gender sensitization, thus leading to more equality and harmony in family and society.
 - Conducting seminars and special sessions on ragging, eve-teasing and dowry system to expose the ill-effects of the evils.
- Organizing the exclusive health camps for women students by women doctors for free treatment of women-related health problems and conducting awareness programmes on the importance of sanitation, personal hygiene and prevention of seasonal diseases.
- Tackling the social, developmental, health consequences and prevention of HIV/AIDS from a gender perspective.

The Context

The women students, in the beginning were not enthusiastic to participate in the deliberations.

- Some parents and staff vehemently opined that the awareness / sensitization programmes defeated the very purpose of sending their wards to college.
- As the gender sensitization programmes designed revealed several disparities and inequalities, that we might not have noticed earlier, people especially the other gender, argued discussing gender and gender roles would break up families and destroy society.
- Similarly, the various legal protective provisions for women were misunderstood as undue favour meant to belittle men.
- Even some teachers supporting the argument often opined that the change was difficult to be accepted as the ideas emanated from these seminars/workshops/debates on gender inequalities appeared new and startling.
 - Some parents even found fault with the college that their children were detained in the college beyond working hours for unconnected and counterproductive programmes.
- Under these circumstances, the college has thought it appropriate to forge ahead with the objective implementations the objective for which an exclusive cell is created.

The Practice

Discrimination against women even in the 21st century is a devastating reality. That is why

‘gender inequality’ has been a matter of serious concern across the globe and within the countries. India still has a long way to go before achieving gender equity and empowerment of women. Especially, the rural areas are ravaged by the miserable conditions of abject poverty, illiteracy, ill-health and superstition. Therefore, they remain largely as the marginalized poor and socially excluded. Joining a degree college in the town and acquiring higher education involve money and higher things. So the poverty-stricken and tradition-bound parents reluctantly admit their daughters to colleges. Being the most vibrant and dynamic segment, the youth including girls, is our most valuable human resource. We cannot afford to neglect our female force to be the victims of discrimination, exploitation and segregation. So the college resolved to empower female students to face the vicissitudes of life boldly and successfully for a life of peace, harmony and dignity. To achieve the aim, the college established Anti Sexual Harassment Cell with a senior woman teacher as its Coordinator and three other senior women teachers as its members. The Coordinator and the members of the unit meet twice a month and decide the conduct of awareness sessions during leisure hours sensitizing the girls to know why and how they are given subservient role in spite of their equal or even more abilities than their counterparts. The Principal along with the Coordinator monitors the implementation of the plan. The Coordinator and the members are responsible for the implementation of the programmes in consultation with NGOs Department of Social Welfare, Adult Education, Women and Child Welfare, Judiciary and Medical Departments. The Women Empowerment Cell is working for the protection of women’s rights and actively empowers women creating conditions for gaining confidence in their abilities. It aims at curbing the social evils like eve-teasing, ragging and dowry system providing necessary counselling and guidance by professional women counsellors, social and rights activists, enlightened academics and professional psychologists and psychiatrists, so that the women students become aware of unjust gender discrimination, the human rights, the legal provisions available for their protection, importance of higher education for higher enlightenment, mental and physical fitness. The College has organized several productive programmes so far extensively utilizing the services of the widespread network of NGOs which have a strong grass-root level presence with deep insight into women’s concerns contributing to the inspiring initiatives for the empowerment of women.

Evidence of Success

Every Year all members of the cell actively work on the women safety and women empowerment work no problem is found during the session. Awareness programme conducted for women empowerment.

Problem Encounter

- The modest and diffident students were reluctant to cross their academic borders affecting the successful conduct of awareness programmes.
- The first awareness camp for female students on HIV/AIDS received a discouraging response as women’s talking about AIDS is still a taboo.
- Ensuring the all-round support and participation of women teachers in the programmes is also a tough task
- Women students’ impulsiveness in the matter of love in the adolescent age is a sensitive issue to be dealt with by women teachers.
- Organizing various programmes during working hours, sometimes, has led to sacrificing the class work.

- Sometimes, the participants were put to disappointment as the resource persons did not turn up for the camp.

Best practice

Title: Personal Contact Programme (PCP) Mentor Mentee System

Goals

- To provide the platform to the students to have face-to-face interaction with the Mentor without any hesitation.
- To provide an opportunity to students to share their learning experiences.
- To develop confidence among the students to seek guidance from mentors to solve their problems related to academic and even personal matters.
- To help the students to overcome the barriers in their learning.
- To facilitate in building the rapport of the Mentor with the students.
- To facilitate in knowing plans of the individual student regarding her aspirations for further studies and employment.

The context

Students from different socio-economic background take admission in the our institution so it becomes important for teacher to understand the professional needs and prepare them for to be a teacher.

The practice:

Personal Contact Programme (PCP) aims at gauging the requirements and aspirations of our students. PCP is held every year in the beginning of the session in the first week of month of August whenever the session begin, wherein a panel/group of members of the faculty meets new students individually. The information of each student pertaining to her educational and family background as well as her interest and aptitude, career aspirations, challenges in pursuing the studies etc. is recorded during PCP programme. Members also assess the needs of the students in terms of the latest trends and change in the teaching profession.

Evidence of success

- It initiates bonding between the students and the institution at once.
- The teachers get an overview of the class, the family background, their educational background they had and so on which is quite helpful in adopting the teaching style that suits them the best.
- Most of the students open up and share the problem, if any, without any hesitation.

The Problem Encounter:

- Students' shyness and hesitation in sharing the problems they face.
- Time required for putting even the student at ease to know them well.