

MAHER – EMPOWERMENT POLICY

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Preamble

The term “empowerment” is widely used in close concurrence with girls’ education and gender equality in international development discourse. It implies that education for girls and their empowerment are two sides of the same coin. Educating women and girls is pivotal in building a prosperous, healthier and safer community and nation.

While development of girls and the society at large cannot be achieved without implementation of gender equality, it is particularly challenging in countries such as India where the patriarchal roots run deep. Though India is making considerable progress in the field of women education and empowerment, it is now recognised that mere finishing of education for girls is not enough. It is extremely important to bring in an effective system in place which focuses on the process, content, curriculum and self-esteem development of women. The Government of India has framed and implemented many guidelines, laws and acts in an effort to strengthen and empower the rights of women in India. Meenakshi Academy of Higher Education and Research (MAHER) is truly passionate towards the empowerment of women in all fields through professional education, building of soft skills and in turn, their self esteem. MAHER completely believes that empowering the women of the society will ultimately lead to the growth and development of the nation and the world!

The Empowerment policy of **MAHER** and the purpose, scope, objectives, and guidelines are detailed in this Standard Operating Procedure to provide assistance and operational guidelines to follow and safeguard, the welfare and interests of women students and employees associated with MAHER.

Empowerment Policy

MAHER constantly promotes and uplifts the interest and well-being of its girl students and women employees by providing them with a safe, secured and harmonious environment that facilitates growth and development in their life and society.

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MAHER continually strives to protect girl students and women staff members from any sorts of unfairness or social injustice.

MAHER ensures that the empowerment policy conforms to all the guidelines laid down by the state and union government and other statutory bodies with regards to protect and preserve the rights of girls and women in MAHER its constituent institutions.

1. Purpose

The purpose of this Empowerment Policy and Guidelines is to provide guidance for design and development of empowerment policy for all girl students and women employees in MAHER and its constituent colleges.

This procedure shall provide the scope, overall framework, rules and regulations within which the empowerment policy activities shall have to be performed by the management of this institution.

2. Scope

This is a MAHER wide empowerment policy and implementable across all disciplines of MAHER and its constituent colleges.

3. Objectives

- Creating a conducive socio-cultural, social and political environment to enable girls/women to exercise and enjoy their rights and explore their full potential.
- Protecting and preserving the rights of education of girl students studying in the institutions under the ambit MAHER.
- Making the girl students and staff members aware of their rights and privileges.
- Educating women about the law available for their protection of rights.
- Reforming the education policy of the institution to benefit girl students.

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- Equipping the women teaching and non-teaching staff members with professional courses and life skills.
- Mainstreaming gender into all institutional activities for the development programs/ activities.
- Setting up a gender sensitisation cell to safeguard the interests of women students and employees.
- Providing required support through policy framework and guidelines.
- Ensuring compliance of the guidelines by the government statutory bodies.
- Streamlining the administrative functioning of the empowerment issues of MAHER.
- Forming empowerment committees in various disciplines of MAHER.

4. Custodian of Policy

This Empowerment Policy shall be implemented by the Women Empowerment Committee (WEC) of MAHER headed by the Vice Chancellor of the university to assist, advise and supervise matters related to women empowerment within MAHER and its constituent colleges.

The responsibility for effective implementation and updating of the Policy shall be carried out by the Women Empowerment Committee from time to time in compliance with the government ordeals and after discussion with the management of MAHER.

5. Empowerment Policy and Procedure/Guidelines

1. MAHER encourages admission of girl students to the institution by providing economical support.
2. Girl students are encouraged to participate in academic/scientific presentations in seminar, conferences and the like.

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3. They are also motivated to take part in extra curricular and co-curricular activities.
4. Awards and prizes are given to encourage more girl students for all round development of their personalities.
5. Equal opportunities are given to all students irrespective of their gender in the organisation and, policy decision making aspects.
6. Exclusive girls hostel inside the institution campus are provided in all disciplines of MAHER.
7. The hostels are equipped with full time security to ensure safety of the girl students.
8. CCTV cameras are installed across the entire college and hostel campus to prevent any unfortunate mishaps such as eve teasing etc.
9. In any case of such events, strict actions are taken against the offending individual.
10. Girl students are free to approach any faculty member to address their grievances of any kind.
11. Anonymity of the shall be maintained while dealing with sensitive issues.
12. Women faculty members are given equal opportunity in social, political and economical spheres regarding governance and decision making in the institution.
13. Promotions to higher administrative and strategic designation is given to deserving faculty members irrespective of their gender.
14. MAHER stresses on the importance of a safe and healthy work environment to ensure comfort of its women employees.
15. A holistic and life cycle method of approach is undertaken by MAHER towards maintenance of the health of its female employees.
16. A substantial effort is made by MAHER to ensure financial independence of its female employees.
17. MAHER has a very effective and stringent gender sensitisation cell to protect the rights of women.
18. MAHER has zero tolerance policy towards sexual/workplace harassment.

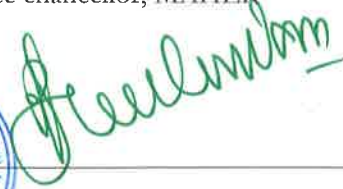
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19. Proper evaluation of pay scales and increment is done from time to time to bridge the gender gap.
20. Soft skill programs are conducted for the women non-teaching staff of MAHER to develop better life skills in them.
21. MAHER creates awareness regarding health, hygiene and other social issues among women non-teaching members belonging to the marginalised and vulnerable sections of the society.


6. Empowerment Policy Governance

The overall management of reservation activities for students are coordinated by the Women Empowerment Committee (WEC).The committee contains women members of teaching faculty members from all constituent colleges of MAHER as well as women representatives from the student union. A person from the field of law is made a part of the committee for effective formation of rules and guidelines.The policy is updated and revised from time to time by the committee in discussion with the management of MAHER.



Each Institution Women Empowerment Committee is coordinated by HOI or the nominations from each Institute.

To suffice, MAHER is doing its best in protecting and preserving the rights and interests of its girl students and woman employees according to the guidelines by the GOI.

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