



Govt. Madhav Science College Ujjain
A++ Grade accredited through NAAC



Annual Gender Sensitization Plan

Session 2021-26

Attainment of SDG 5

through Flagship programme Ananya

Under the Aegis of Women & gender Development Cell

Gender Sensitization Plan

2021 to 2026

Catering to SDG 5

Annual Review Plan

Need Analysis:

Higher education Institutes have to serve a broad diversity of students, faculty staff and other stakeholders. The diversity lies not only in socioeconomic pattern but in physical challenges and in financial status and this finally impacts the academic profile of the students. However diversity always brings in diverse areas and ideas on board enhancing excellence, and needs to be respected to nurture excellence. A full proof plan needs to be chartered where equity & equality of all genders lies in the core, every individual is equally capable and efficient with customizable skills.

Govt. Madhav Science College Ujjain is dedicated to recognize the importance of gender equity & equality in Science, Technology, Engineering & Mathematics. College is fully aware & concerned that biases implicit or explicit discourage and inhibit the participation of young girls in science, rather it is to be underlined that it discourages women at all stages.

So there lies a need for effective implementation of policy on women and gender development & zero tolerance policy for sexual harassment. This requires strong and participative leadership with sustained & constant efforts at all levels of organizational chart. This only will create a healthy enabling environment for young women in STEMM and they will not be lost in career pipeline.

Aim:

- Increase in the number of UG Students on Campus @ 2% @ Session
- Strengthening Female student leader representations in various activities on Campus (scalable representation)
- Women Start ups incubation @ 1 start up @ session
- Selection of female students in exams of National Importance CSIR NET/ GATE & IIT JAM. Success rate @ 20% of total appearing
- Selection of female students in competitive exams of National Importance @ 20% of total appearing
- Creation of female self-help groups on campus @ 2 @ session
- Increasing the capacity of Girls' Hostel

Goals:

Following goals are identified for gender sensitization action plan

1. Gender Audit
2. Gap Analysis
3. Special Academic Support for female students
4. Safety measures on campus

5. Facilities
6. Activities (Extension & Outreach)
7. Identification of women leaders
8. Awards & Felicitations

Activities for Goals:

1. Gender Audit

Students

	Number of Female UG Students on campus		
	2019-20	2020-21	2021-22
1.	675	731	662
Number of Female PG Students on campus			
2.	330	515	590

Faculty

Sr. No	Number of Female Faculty on campus		
	2019-20	2020-21	2021-22
1.	34	34	34
Number of Female nonteaching staff on campus			
2.	5	4	4

Research Scholars

Sr. No	Number of Female Research Scholars on campus		
	2019-20	2020-21	2021-22
	19	25	25

2. Gap Analysis:

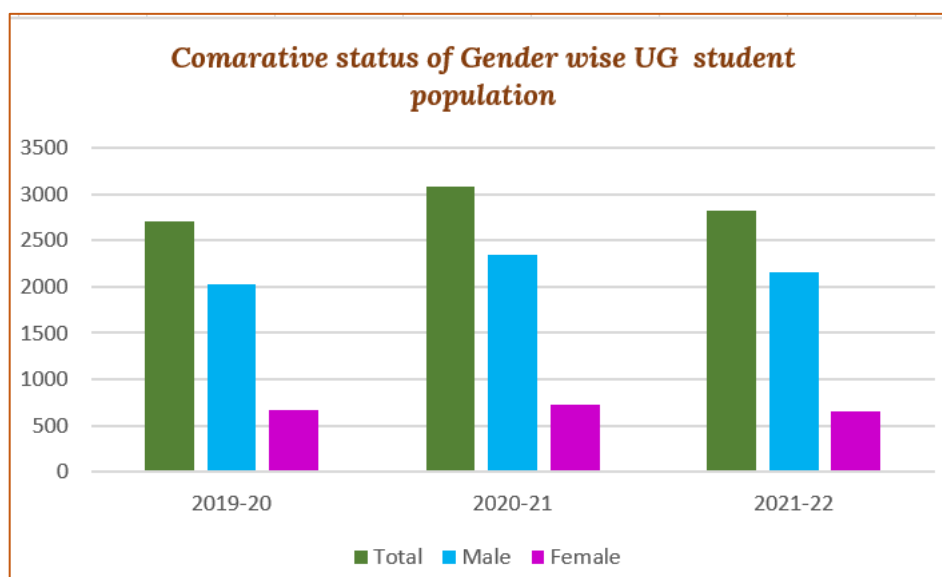
Students (Actual Picture)

Sr. No	Number of UG Students on Campus								
	2019-20			2020-21			2021-22		
	Female	male	Total	Female	male	Total	Female	male	Total
1.	675	2025	2700	731	2349	3080	662	2157	2819
Number of PG Students on campus									
	Female	male	Total	Female	male	Total	Female	male	Total
2.	330	185	515	515	388	903	590	459	1049

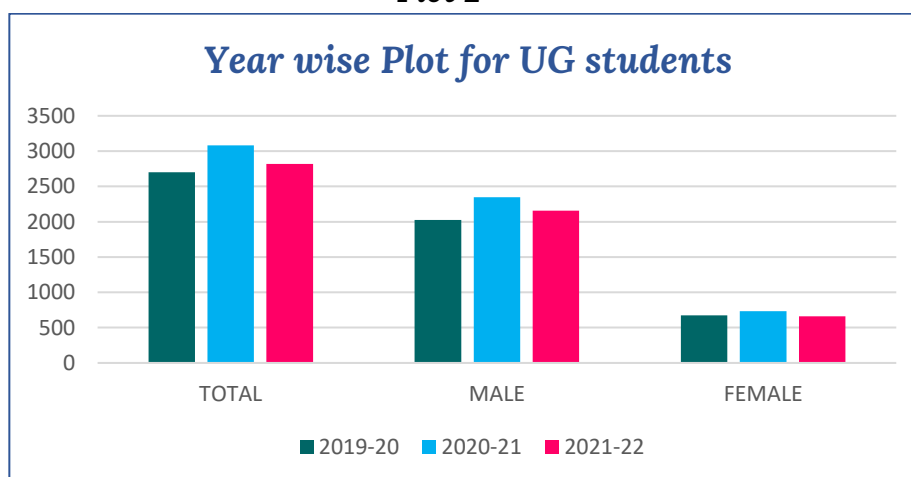
Sr. No	% of UG Students on Campus		
	2019-20	2020-21	2021-22
1.	Female	Female	Female
	25%	24%	23%
% of PG Students on campus			
2.	Female	Female	Female
	56%	57%	56%

Graphical Representation

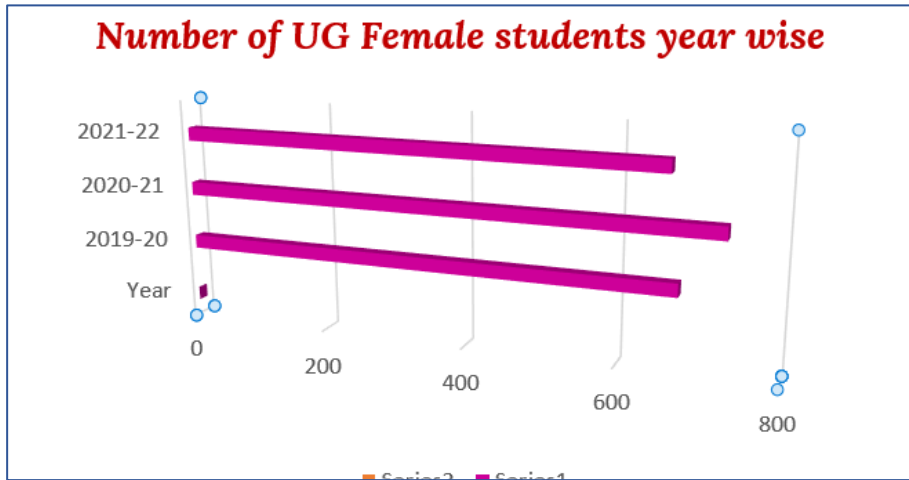
Plot 1



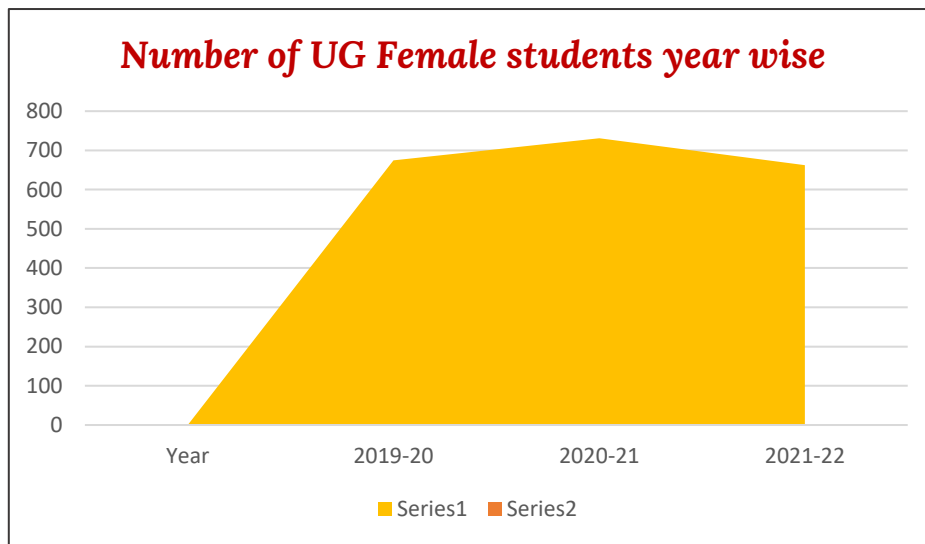
Plot 2



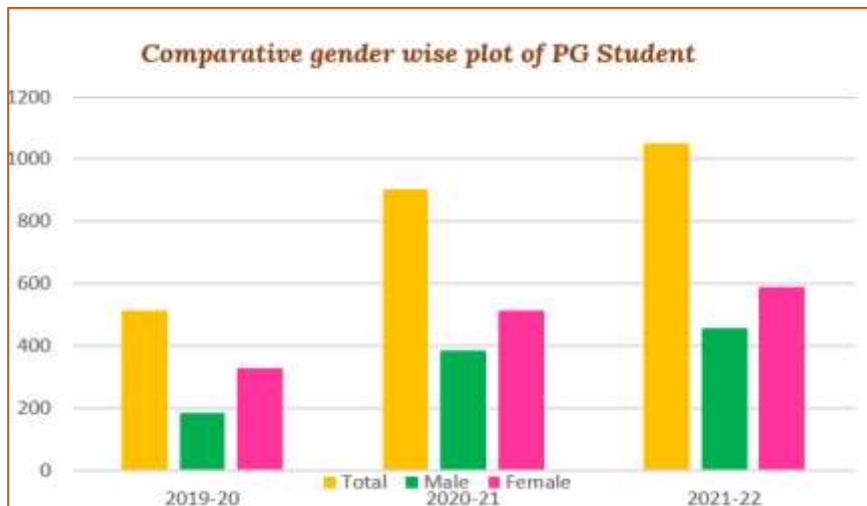
Plot 3



Plot 4



Plot 5

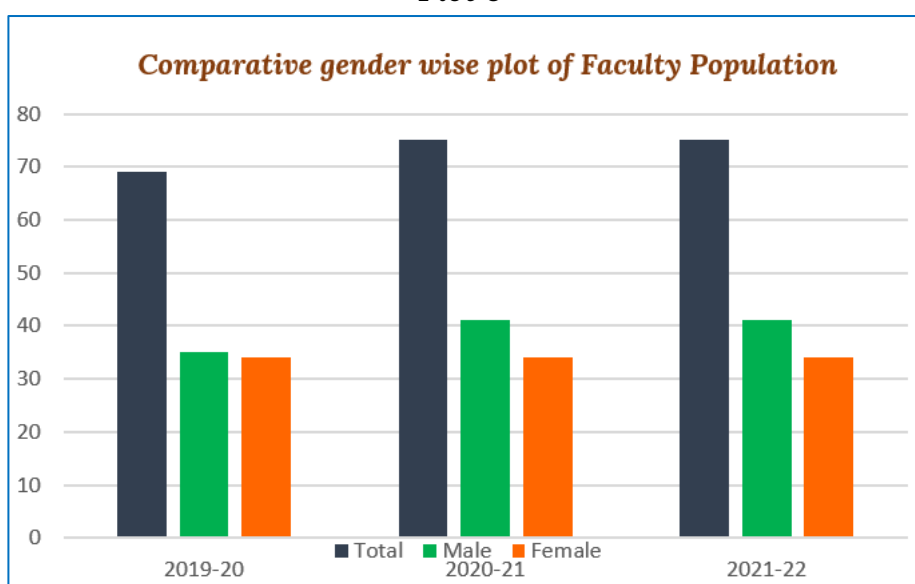


Faculty/ Staff

Sr. No	Number of Faculty on Campus								
	2019-20			2020-21			2021-22		
1.	Female	male	Total	Female	male	Total	Female	male	Total
	34	35	69	34	41	75	34	41	75
Number of Non Teaching staff on campus									
2.	Female	male	Total	Female	male	Total	Female	male	Total
	5	52	57	4	51	55	4	51	55

Graphical Representation

Plot 6

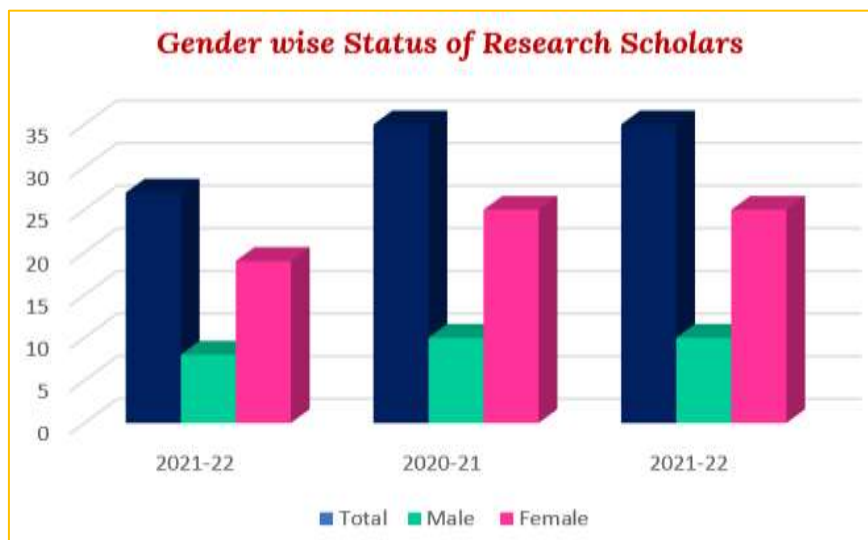


Research Scholars

Sr. No	Number of Research scholars on Campus								
	2019-20			2020-21			2021-22		
1.	Female	male	Total	Female	male	Total	Female	male	Total
	19	8	27	25	10	35	25	10	35

Representation

Plot 7

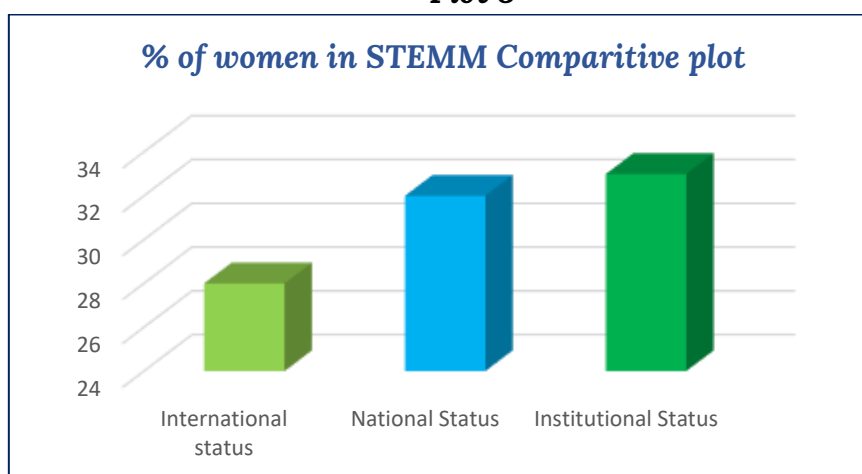


Comparative analysis Females in STEMM (2021)

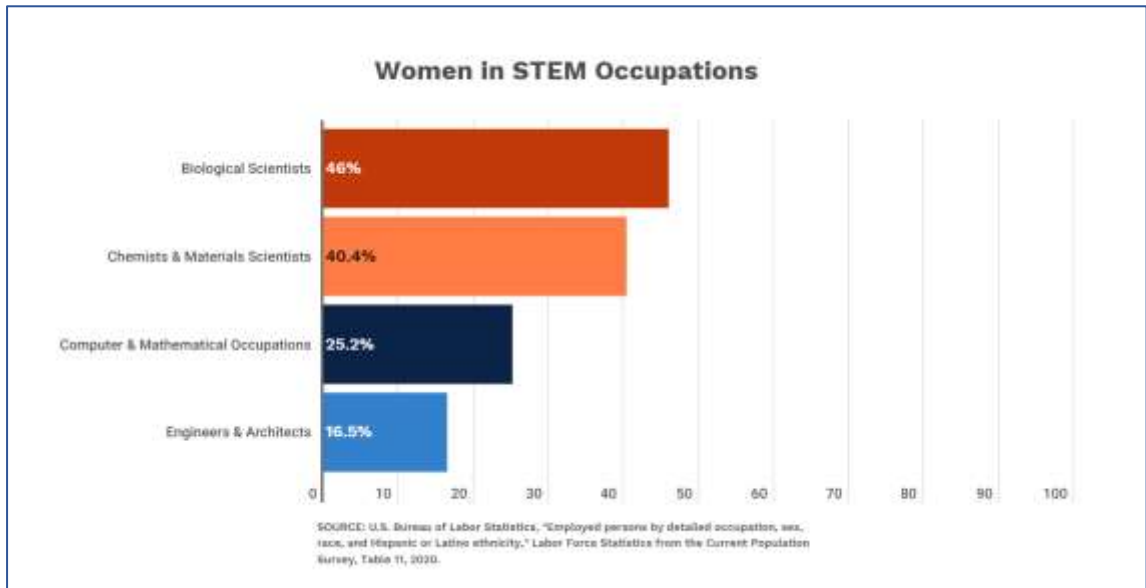
Sr. No	Females in STEMM %		
	Institutional value	National Value	International Value
	33%	32%	28%

Graphical Representation

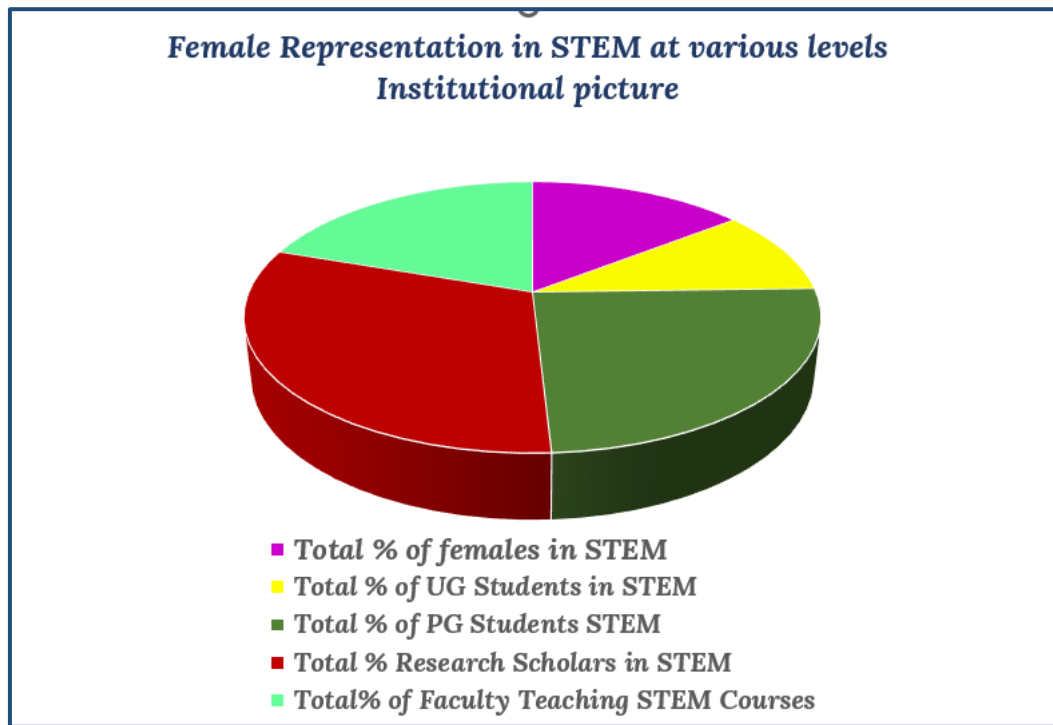
Plot 8



Plot 9



Conclusion:



Important points

- 23% of UG Students in STEM as per Institutional statistics*
- 56% of PG Students in STEM as per Institutional Statistics*
- 71% of Female Research Scholars in STEM*
- 45% of Female Faculty teaching STEM Courses*
- 33% of the total females in STEM*

The statistical data put forwards some very important facts, representation of females in STEM at Undergraduate level is as low as 23%, but these 23% of students surpass their male counterparts and in PG make this number to be 56% and in research it reaches up to 71%. This is a clear understanding of the potential of women in STEM courses, so the need is to increase the % in UG classes, if Institute can do, this will be a milestone as in this way more and more of good science could be practised at core as well as application based courses and this will also help in building innovation ecosystem on campus.

For making this happen following activities are designed

3.Special Academic Support for female students

- ❖ Special support for Female students in the form of special classes for slow learners
- ❖ Special library support for female students
- ❖ Special support for female advanced learners in the form of webinar attendance
- ❖ Special support for female students about scholarships National & International,
- ❖ Scholarship Helpdesk for female students
- ❖ Teacher guardian support
- ❖ Counselling support
- ❖ New Courses
 - Clinical Nutrition & Dietetics
 - Web Designing
 - Tourism

3B. Special Academic Support for Female Faculty/ Research Scholars

- ❖ Fast track review of Research Proposals submitted by Female Faculty & sanction of Seed money for microprojects
- ❖ IPR Support for female faculty & Research Scholars
- ❖ Laboratory support
- ❖ Financial grant to participate in Academic Conferences/ Seminars/ Workshops

4.Safety measures on campus

- ❖ Fully Guarded Campus
- ❖ Women & Gender development cell ensures Zero tolerance policy for Sexual Harassment.
- ❖ Policy against Sexual Abuse is implemented
- ❖ Zero Tolerance policy for Ragging
- ❖ Anti Ragging Policy in place
- ❖ E Affidavit by Parents and students against ragging
- ❖ Discipline committee
- ❖ Secured campus with restricted website viewing & Firewalls

5. Facilities

- ❖ Girls' Hostel
- ❖ Girls common Room
- ❖ Separate washrooms & Fresh rooms for female students
- ❖ Separate washrooms & Fresh rooms for female Faculty & Staff members
- ❖ Free Self Defence Classes on Campus

Plans:

- ❖ Increasing the capacity of Girls' Hostel
- ❖ Charging stations for Laptop & Mobiles in girls' common room
- ❖ Computers in girls' Common room
- ❖ Incubation support to female students

6. Activities (Extension & Outreach)

- ❖ Special outreach activities by female students for females
SHE (Sanitary Health and Hygiene Education) for SHE
- ❖ Project Hope Outreach activity by inhouse students to spread awareness against
Child marriage and women Education
- ❖ Celebration of days like
Global Women's Breakfast to promote women in STEM
International Day for girls and women in Science
International Women's day
- ❖ Launching Flagship Programme Ananya for catering to gender equality and
equity
- ❖ Inclusion of Women in routine activities and decision making of the Institution
- ❖ Women Leadership Roles Like Director IQAC, Nodal Officers in various Schemes &
inclusion of Female students in leadership roles too.

Women & Gender Development Cell on Campus

College has constituted a women & Gender development cell as per the mandate of UGC, Cell provides counselling not only to female but also to male students and organizes workshops and seminars for both genders to ensure equality and harmony on campus. However cell also takes care of the sexual harassment and abuse cases if any. Cell sits twice a week on Wednesday and Saturday.

Special Flagship Programme Ananya

Launched Under the Purview of Internal Quality Assurance Cell. Ananya is responsible for organizing special academic as well as cocurricular activities on campus. Ananya is constituted with a mandate of creating thoughtful & conscious female leadership.

Awards Constituted

1. Samarpan: Award to celebrate Compassion and motherhood
2. Vigyan Suta: Award for Female student for outstanding work in the field of Eco restoration and climate correction
3. Salila: Award For working in the field of water management

Ensuring Benefit of all Govt. Schemes

*Gaon ki beti, Pratibha Kiran, Post Metric Scholarships
Apart from Sambal Yojana & Mukhya Mantri Medhavi Chatr Yojna*

Impact & Projections

The Gender sensitization plan is drafted for a period of 5 years from 2021 to 2026, but the milestones achieved and the targets to be accomplished will be reviewed annually to reach up to the desired results.
