

Annual Gender Sensitisation Action Plan

Panjab University, located in the joint capital of Punjab and Haryana, viz. Chandigarh has its catchment area in the two highly patriarchal states which have become infamous for an adverse sex ratio and other forms of discrimination against women. The roots of these lie in a patriarchal mindset which can and must be changed through gender sensitisation. It is with this in mind that the Panjab University Gender Sensitisation Action Plan is formulated.

Gender sensitisation is not new to Panjab University which became home to one of the first five women's studies Centres set up by UGC way back in 1987. Ever since then the Women's studies Centre has taken a lead role in gender sensitisation within the campus as well as in the community and has been conducting numerous gender sensitisation programmes.

The Panjab University Action Plan for gender sensitisation is framed keeping in mind that the boundaries between academia and the community are fluid with both interacting with and impacting each other. The University cannot isolate itself in ivory towers and both impact and is impacted by the community. Likewise, no policy for gender sensitisation within the University will have any effect unless such gender sensitisation is also conducted at the community/society level. Further, there is the recognition that both males and females have to be gender sensitised for being a female does not automatically make a person gender-sensitive. Keeping this in mind, the Panjab University Action Plan has been formulated with two strands that will ultimately intertwine and impact each other.

One is gender sensitisation within the campus and the other is gender sensitisation in the community. The latter further has two components: one programme organised by the University for the community and second the faculty as Resource Persons in programmes organised by other organisations/Institutes with the objective of gender sensitisation.

It must also be pointed out that gender sensitisation has to be a continuous process for the task is never complete. Accordingly, the Action Plan of the University for gender sensitisation shall continue from year to year as the stakeholders, and participants shall keep changing with the previous batch of students passing out and new entrants entering the campus, and so on. Moreover, gender sensitisation has to be continuously reinforced, one programme will not change a deeply embedded mindset and so continuous programmes are needed.

To oversee the working of the gender sensitisation action plan, a nodal committee would be created consisting of the representatives from the Department cum Centre for Women Studies, Centre for Human Rights and Duties, Department of Laws, Population Research Centre, Department of Community Education & Disability, UILS and Centre For Social Work.

With this backdrop, the Panjab University Action Plan for gender sensitisation is as follows:

Within the University: conducting the following programmes periodically:

- Gender sensitisation workshops for:
 - Students (including Hostel residents)
 - Faculty
 - NCC & NSS
 - Non-teaching staff
 - Security personnel
 - Fourth class employees- including peons, gardeners, cleaners, etc.
 - Other persons working in the campus such as mess/canteen workers and contractor's etc.
- Gender sensitisation Programme as a part of the faculty development programmes, short-term courses, as well as refresher courses organised in the University.
- Awareness programmes on sexual harassment of womens/transgenders.
- Awareness programmes on menstrual health and hygiene as well as nutrition for Male/female/transgender.
- Training programmes for women empowerment to enhance participation of women in decision-making.
- Awareness programmes on legal rights of women and policies related to women & transgender.
- Extra-curricular activities to promote awareness about gender issues such as debates, poster making etc.

- Minimum one activity on Gender Sensitisation from any of these to be organized in each Department:
 - Webinar/seminar/special lecture/ Poster making/debate competition/ Outreach activity / walkathon/ marathon/ sports competition etc. and submit the report to nodal committee.
- Self-defence activities for the girl students.

Within the Community: The following Programmes to be conducted by the University within the community

- Gender sensitisation of persons at all levels in:
 - Police
 - Judiciary
 - Administration
- Gender Sensitisation of Anganwari workers and other ICDS functionaries
- The intensive outreach activities for the gender sensitisation in the community by NSS
- Gender sensitisation programs in the adopted villages of Panjab University.
- Gender sensitisation of persons involved in implementing schemes for women and children including Child rights Committee, JJ Board, and so on.

Participation by the Departments in Community Efforts:

Significantly, these Programmes should be conducted under the banner of a nodal committee consisting of the representatives from the Department cum Centre for Women Studies, Centre for Human Rights and Duties, Department of Laws, Population Research Centre, Department of Community Education & Disability, UILS and Centre For Social Work.

Participation by faculty in Community Efforts:

- PU Faculty to act as resource persons in gender sensitisation programmes, organised by the Administration of Chandigarh and neighbouring areas.
- PU Faculty to participate actively in Committees set up by various Governments and Organisations for implementation of laws and policies such as POSCO Act, JJ Act, PCPNDT Act, and POSH Act, etc.

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Annexure I

7.1.1 Measures initiated by the Panjab University for the promotion of gender equity

- a) Describe the curricular and co-curricular and extra-curricular activities promoting gender equity and sensitization and the facilities available for women on campus (within a maximum of 500 words).

Curricular Activities:

A large number of courses are run by the University focussing wholly or partially on promoting gender equity and sensitization.

- The following courses run by the Dept-cum-Centre for Women's Studies are wholly focused on promoting gender equity and sensitization:
<https://puhd.ac.in/includes/syllabus/2021/20211011105124-m.a.womenstudies2019-2020-212021-2.pdf?202203143503>
<https://puhd.ac.in/includes/syllabus/2017/20171016123626-pgdiploawomensstudies.pdf?202203143503>
https://puhd.ac.in/includes/syllabus/2010/20101020121601-cert_women_studies.pdf?202203143503
- The Centre for Human Rights and Duties has approximately 50 per cent of the courses focused on this theme.
<https://puhd.ac.in/includes/syllabus/2020/20200831212349-m.a.humanrightsanddutiessystem2020-21.pdf?202203143503>
- The Centre for Social Work also has courses focused on this theme.
<https://puhd.ac.in/includes/syllabus/2021/20210811162301-mastersofsocialwork2021-22.pdf?202203143503>
- Other Departments, such as Political Science, History, Sociology, English and so on have one to two papers specific to the theme.
 - <https://puhd.ac.in/includes/syllabus/2021/20211111115342-adv.dip.inhealthfamilywelf.pop.edu.sem.sys.w.e.f.2021-22usolonly.pdf?202203143503>)
 - <https://puhd.ac.in/includes/syllabus/2020/20201110161535-fiveyearintprog.insocialsciencesb.a.hons.m.a.2020-21.pdf?202203143503>
 - <https://puhd.ac.in/includes/syllabus/2018/20180410153023-sociology.pdf?202203143503>
 - <https://puhd.ac.in/includes/syllabus/2020/20200813145025-m.ahistory2020-21.pdf?202203143503>
 - <https://puhd.ac.in/includes/syllabus/2021/20211111120811-m.a.politicalsciencesystemexaminations2021-22revised.pdf?202203143503>
 - <https://puhd.ac.in/includes/syllabus/2019/20190829121613-masteringovernanceleadership2019-20.pdf?202203143503>
- In addition, a compulsory paper has been introduced at the undergraduate level on Domestic Violence and Child Abuse from the year -----

Co-curricular Activities:

- Each Department of the University organises a large number of seminars/ workshops/ symposia/special lectures on the theme of gender equity and sensitisation. (List attached)
- Training Programmes are organised with gender equity and sensitisation as the central focus. (Please provide programme schedule of some training programme)
- The Faculty Development Programmes and Refresher Courses organised by HRDC Centre and ICSSR have a component on gender equity.

Extra-Curricular Activities:

- **Within the Campus:** Debates, Poster making competitions etc are organized with gender sensitization as a theme. (Would need details if any such event organised by any Dept)
 - **Outside the Campus:** Gender equity and sensitisation within the campus would have no value without a similar effort outside the University. Panjab University has a dedicated Department which has gender sensitisation as one of its major objectives- the Department -cum-Centre for Women's Studies and Development. This Department since its inception has been conducting numerous gender sensitisation programmes at various levels. (Report attached)
- b) Annual gender sensitization action plan has already been framed (Attach)
- c) Information about specific facilities provided for women in terms of:
- a. Safety and security:**

Women's safety and security is a top priority for Panjab University and a large number of provisions have been made for this.

 - i. A large force of security personnel of whom _____ per cent are women is on duty 24 X 7. The security guards are not merely stationed at particular places but also patrolling all over, particularly lonely areas where women's security may be at risk.
 - ii. CCTV cameras have been installed at various places across the campus
 - iii. Floodlights have been installed on all buildings
 - iv. Emergency helpline numbers have been set up and are circulated to all departments by the Chief of University Security.
 - v. There are regular police patrolling.
 - vi. The Internal Complaints Committee (PUCASH) has been very active in dealing with cases of sexual harassment on the campus.
 - b. Counselling**
 - (i) There is a Counselling centre established in the office of Dean Student Welfare with a counsellor to counsel students.
 - (ii) All the faculty members are actively involved in counselling. The Department of Psychology also provides counselling.
 - (iii) A Legal Aid Clinic has been set up in the Department of Laws as well as in the Centre for Human Rights and Duties to provide free legal aid to women.
 - c. Common rooms**

Common rooms are available in all the hostels. The Common Room is fairly well equipped with current magazines and newspapers. There is provision for indoor

games, LCD TV and music system. Apart from this a Common room with facilities for indoor sports is available in the Student Centre next to DSW Office

d. Daycare Centre:

Nilaya Day Care Centre for the children of working mothers has been functioning in Panjab University since the year _____. It is managed by Ankur School which is a school from pre-nursery to class 12 and is managed by the university with the wife of the Vice-Chancellor as head of its governing body.

e. Other available facilities for women:

- Gym in the hostels and open Gym in some of the hostels
- Health care facilities are available on the campus
- 24x7 Emergency health services are available
- Medical Attendant available in each girl's hostel
- Working Women's Hostel
- 2 extra seats in each course for Only girl Child'

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