

ઈ-મેઈલ


પત્રકમાંક: ઉમશ/ઉમા-૪/૨૦૧૮/૨૩૧ - ૭૨
કમિશનરશ્રી શાળાઓની કચેરી,
બ્લોક નં.-૯/૧, ડૉ. જીવરાજ મહેતા ભવન,
ગુ.રા.ગાંધીનગર.
તા. ૧૦/૦૧/૨૦૧૮

પ્રતિ,
જિલ્લા શિક્ષણાધિકારીશ્રી,
જિલ્લા શિક્ષણાધિકારીની કચેરી,
તમામ.

વિષય - Implementation of guidelines on gender champions in schools.
સંદર્ભ - માન. સુનેના તોમર, અગ્ર સચિવ, શિક્ષણ વિભાગનો તા.૦૫-૦૧-૨૦૧૮નો ઈ-મેઈલ

ઉપરના વિષય અને સંદર્ભના સંબંધમાં જણાવવાનું કે, ભારત સરકારના માનવ સંસાધન વિકાસ મંત્રાલયે Gender Champions નો યોગ્ય અમલ થાય તે માટે ની માર્ગદર્શિકા તા.૦૪/૦૧/૨૦૧૮ના પત્રથી બહાર પાડેલ છે. જે સાથે સામેલ રાખી મોકલી આપવામાં આવે છે.

ઉક્ત બાબત ધ્યાને લઈ Gender Champions નો યોગ્ય અમલ રાજ્યની ઉચ્ચત્તર માધ્યમિક શાળાઓમાં થાય તે માટે જરૂરી કાર્યવાહી કરવા જણાવવામાં આવે છે.


સંયુક્ત શિક્ષણ નિયામક,
૧૦ + ૨ શાખા
ગુ.રા.ગાંધીનગર.

વિડાણ - ભારત સરકારના માનવ સંસાધન વિકાસ મંત્રાલયનો તા.૦૪/૦૧/૨૦૧૮નો પત્ર

ક્રમાંક: માવિ ૩ / Gender Champions / ૨૦૨૮ / ૨૫૩૬

જિલ્લા શિક્ષણાધિકારીની કચેરી
બનાસકાંઠા, પાલનપુર
તા. ૧૫/૦૧/૨૦૨૮

નકલ રવાના કરેલ તથા
અમલ સારું.

પ્રતિ,
આચાર્યશ્રી,
સરકારી / ગ્રાન્ટેડ / નોન-ગ્રાન્ટેડ
મા. અને ઉ.મા. શાળાઓ તમામ


જિલ્લા શિક્ષણાધિકારી,
બનાસકાંઠા જિલ્લા, પાલનપુર.

1 N5 18-16/2015-RMSA-IV
Government of India
Ministry of Human Resource Development
Department of School Education and Literacy

Shastri Bhawan, New Delhi
Date: 4th January, 2015

To: The Secretary (Education)
All State/UT Governments

Subject: Implementation of guidelines on gender champions in schools

Ex. As you are aware, gender socialization of both boys and girls begins early, and it is important to cultivate change perceptions at a young age to shape attitudes and transform behaviour. In order to move towards a gender just society that treats women equally, the Ministry of Women & Child Development have envisaged identification of 'Gender Champions' as responsible leaders who will facilitate an enabling environment within their schools/colleges/academic institutions where girls are treated with dignity and respect. Gender Champion can be any student above 16 years of age enrolled in educational institutions. The mandate of Gender Champions is to promote gender equality, guaranteed under Article 15 of the Indian Constitution. The guidelines on the gender champions including suggested Roles and Responsibility, eligibility criteria, selection process etc. circulated by Ministry of Women & Child Development is enclosed.

The following actions may be taken for implementation of 'Gender Champions' in schools:

- Advise all schools to appoint Nodal teachers for Gender Champions
- Advise all schools to appoint Gender Champions from amongst the students
- Circulate Gender Champions Training Module to all schools and organize trainings
- Provide a common Certificate of Appreciation, ID card and badge to all schools to award the same to Gender Champions
- Set up a monitoring mechanism to track implementation.

It is requested that necessary directions may kindly be issued to all concerned authorities for implementation of the initiative of Gender Champions in schools and an updated status on implementation of the same may be sent to this Ministry by the 5th of the end of every quarter.

18/1/15
011-23387347

Encl: As above

Copy to:

Ministry of Women & Child Development, (US(WW Section)) w.r.t. their O.M. No. 4/22-14-WW

Dated: 3rd Jan, 2015

Director (U)

US(Schools)

PSC(Alice)

DoS

Guidelines for Gender Champions

1. Introduction

Gender socialization begins early, and it is important to initiate change process at a young age to shape attitudes and transform behaviors. Schools and colleges play a major role in this regard, because students spend large amounts of time engaged with peers in such settings. Creating positive social norms in educational institutions that value girls and their rights is important to improve the well-being of girls and achieve long-term and sustainable social change.

India is home to around 232 million individuals aged 15-24 years, who account for 19.15% of the country's population. Engaging with these young **students** is crucial to help them critically assess notions of masculinity and question prevailing gender inequities. We need to tap into the goodness and sense of justice of these young **minds** to give them tools for maintaining those gifts as they encounter people and experiences that are different from their own. We need to engage with **them** to challenge and shift gender norms that contribute to girls and women having less worth, opportunities and decision-making ability than boys and men.

In order to promote gender equality, guaranteed by Article 15 of the Indian Constitution, we need to change the mode of interaction at all levels - home, school, workplace and so on. To increase the outreach for creating an environment that fosters equal treatment, Government of India envisages engagement of Gender Champions in all schools and colleges across the country. **Gender Champions can be any student above 16 years of age enrolled in educational institutions.** It is a joint initiative of the Ministry of women and Child Development and Ministry of Human Resource Development.

2. Vision

Gender Champions are envisaged as responsible leaders who will facilitate an enabling environment within their schools/colleges/academic institutions where girls are treated with dignity and respect. They will strengthen the potential of these young people to advocate for gender equality and monitor progress towards gender justice.

3. Objective

The broad mandate of a Gender Champion is to provide an **integrated and interdisciplinary** approach to understanding the social and cultural constructions of gender that shape the experiences of women and men in society. The aim is to make the young boys and girls gender sensitive and create positive social norms that value the girls and their rights.

4. Roles and Responsibilities of a Gender Champion

The responsibilities of the Gender Champion will include the following:

- i. Provide overall guidance to the peer group in integrating /mainstreaming gender in all activities of the Institution in the form of **focused group discussions, debates, poster competitions** etc.
- ii. Engage a variety of stakeholders from the school, college, civil society organizations, women's groups and media in gender mainstreaming activities.
- iii. **Identify gaps in school/college's** activities vis-à-vis gender, and make recommendations on how to address these gaps, e.g., observe classrooms to detect bias in interactions
- iv. Promote Gender Champion Club in their educational institutions and undertake innovative activities, like creating a website or blog on gender equity and regularly writing an equity column on issues on, e.g. **untold stories of extraordinary boys, girls and transgender** who changed lives of women and girls, about enabling legislations, government schemes or about **finding a new Gender Champion** in his/her educational institution, or competitions to analyze greeting cards from gender perspective, **organize film fest on gender equity** etc.
- v. Organize awareness programmes on various gender issues including legislations to influence behaviour change. This could be facilitated through **workshops, theme based plays, films, painting competition**, etc.
- vi. Organize the **school annual function or the college fest on theme of gender equality** and women's empowerment and encourage students to sign up and express their support for gender justice and equality in attractively designed Gender Champion booths.
- vii. Organize **exposure visits** to various public service institutions at the village, block, district and city level (public health centres, hospitals, post offices, banks, police stations, block office, SDM/DM office to facilitate knowledge about gender issues as they affect diverse populations.

- viii. Popularize phone numbers of such services as police helpline, women helpline, hospitals among students.
- ix. Arrange for providing necessary life skill education and information/guidance about existing public services to their fellow students.
- x. Demonstrate knowledge of important Government schemes, events, legislation, and court rulings which has a major impact on the treatment and experiences of diverse groups.
- xi. Document best practices to measure the extent of behavior change and display the same through exhibitions, fests, annual magazines etc.

5. Eligibility Criteria

A Gender Champion should fulfill the following eligibility criteria –

- Gender Champions can be **any student** above 16 years of age
- Should be enrolled in and regularly attending school or college.
- She/he must have secured minimum of 50% marks or equivalent grade in the annual examination/school leaving certificate.
- Excellent oral, written, and presentation skills.
- Should have demonstrated leadership qualities
- Excellent understanding of the socio-cultural issues and prevailing gender norms and practices

6. Selection

The students shall be selected by the Head of the Institution in consultation with the student representatives as Gender Champions on the basis of their intelligence, decisiveness and honesty, which are absolutely essential qualities of a leader. The selection decision will also be based on whether the candidate

- i. engages him/her in visible and hands-on initiatives to reduce gender disparities and has organizational skills, including the ability to manage priorities.
- ii. makes continuous and substantive time investments in mentoring his/her peers.
- iii. is easily recognizable by students/peers as a supporter of gender equality and
- iv. has experience in the field of gender equality, and an in-depth understanding of key issues and debates.