

Institution's Best Practices

First Best Practice: 'Empowering Women'

Objectives:

- Creating awareness amongst women about their rights, opportunities and gender equality.
- Inspiring girls for higher education enrolment and nurturing of their employment skills
- Organisation of women health awareness programmes for hygiene and nutrition.
- Participation in extra-curricular activities including social work.
- Resolving women-centric issues through women teachers/ mentors.

The Context:

Women empowerment makes female employees and girl students realise their potential, enable them to compete for equal opportunities, security and safety. The college renders them a platform to improve their status in society through literacy, education and skill training. To promote a culture of equality and respect, college campus has NSS unit, Women cell, Legal literacy cell, Eco club, sports department and supportive staff members. It helps to fill them with self-confidence, life-determining decision-making power and empowerment. As major chunk of girl students resides in rural areas where they have to tackle restrictive social norms of the society, in this context, our college tries to assist them for mental and emotional upliftment through talks, NSS volunteer camps, women cell and legal literacy training programmes among others. Faculty members also motivate students and their parents especially in rural areas for higher education enrolment.

Practices:

D.B.G. Govt. College, Panipat is a nodal college for other government colleges situated in Panipat district. Higher position usually brings higher responsibilities, in this context, our college is extremely committed to promote women empowerment through its various cells and committees. Women cell in the college is working actively for women's awareness and betterment of the lifestyle. Women cell has organized self-defence training, vocational skills development programs and extension lectures with respect to personal hygiene for girls. Helping Heart Counselling cell of the college provided meditation sessions for better mental health. Moreover, Placement cell also organized workshops & programs for women employment opportunities and their career-making. Legal literacy cell is engaged in promoting

gender equality and women's legal rights and also provide information about their fundamental rights recognised by the Constitution of India. For this Legal Experts are invited to the college for lectures every year. NSS unit of the college has always received equal participation of girls in various college related as well as social activities. Further, the Department of Physical Education has increased girl's participation in sports events.

Evidence of Practices:

- Chetna rally on 'Beti Bachao, Beti Padhao' as part of Women's Day in 2018.
- Legal literacy camp on 'Medical termination of Pregnancy' in rape cases in 2019.
- Self-Defence training programmes for girls in 2018 and 2021.
- Participation in 'Pinkathon' on Women Empowerment in 2019.
- NSS girl volunteers visited 'Old age Homes' in 2021 as part of Higher Education Dept. scheme on 'Taking Care of Old Age Persons'.
- Extension lecture on 'Health and Nutrition' in 2021 and on 'Domestic Violence against Women' in 2022.
- A special talk on 'Special rights of Women' in 2021.
- Workshop on 'Beauty Parlour skills' in 2021.
- Quiz Competition titled 'Women' in 2021.
- In sports, Neha, BA I student won bronze medal in Kurukshetra University Athletic Championship in 2021.
- Komal, B.Sc. I student won bronze medal in Kurukshetra University Boxing championship in 2022.
- Various girls got placed in good job positions after passing out from the institution.

Problems Encountered and Resources Required:

- Hesitant participation of girls due to restrictive environment among their parents and lesser exposure among rural girls.
- Early marriages, mental and health issues during the study period.
- Domestic burden on girl's students.

Second Best Practice: ‘Participative Administration’

Objectives:

- To achieve a collaborative environment between Principal, teaching, non-teaching staff and students.
- To develop a transparent and participatory work culture.
- Motivating staff and students in completing their tasks effectively.
- Sensitizing the feeling of belongingness among staff members and students.

Context:

College is providing education to different streams in undergraduate and post graduate programmes. The practice of participative administration is instrumental in reducing the work load on the Principal so that he/she can concentrate on the general functioning of the college with efficiency. Moreover, students’ related issues can best be dealt through a decentralized structure. There is a need of regular planning to involve different representatives according to their determination and aptitude. It is to be ensured that they must work in a disciplined atmosphere. The Principal must take a leadership role in a participative way.

Practice:

Participative administration involves participation of teachers, non-teaching staff and students in decision-making process. The senior most teachers along with Principal form the highest decision-making body, namely, College Council. The Principal conducts the college activities with the dynamic support of the College Council. Work is distributed among teachers in the form of well-defined committees. All the college works including scholarship, discipline, library, mentor groups, etc. are managed through the decentralized system of these committees. Moreover, financial work is carried out with set rules and procedures. The teaching departments are headed by Head of the Department who coordinates the teaching activities. The teachers ensure timely coverage of syllabus according to their lesson plans. The college deputy superintendent heads the non-teaching staff and coordinates with Principal and teaching staff. Students are engaged in participating and organizing events under the guidance of teachers. The participative administration is very significant for achieving quality standards.

Evidence of Success/ Performance:

- Participative administration has been effective in managing college activities in a successful way.
- All staff members take responsibility in close association with students and stakeholders for fulfilling different tasks.
- Various activities such as retirement parties, alumni meet, sports meet along with the operations of women cell, legal literacy cell, NSS, red ribbon club, etc. are conducted amicably for the holistic development.
- To maintain decorum, the college has its own code of conduct.
- College office staff works in a proficient way and this practice is one of the keys for a successful higher educational institution.

Problems Encountered and Resources Required:

- Participative administration needs planning and patience on the part of the college administration and staff.
- The inclusion of new staff in the college pose new challenges for the whole college.
- Limited availability of digital platform with rural students.