



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

7.1.1 Measures Initiated by the Institution for the Promotion of Gender Equity

S. No.	Name of Program /Measurement		Page No.
1.	Policy for Gender Equity		2-4
2.	Admission		5-6
3.	Examination	i. Room Duties – Male-Female Invigilators and Flying Squads ii. Special Medical Facility and Adjustment of Serial of Students during Practical/Viva-Voce etc.	7-8
4.	Election	Students’ Union	9-10
		Departmental Association/ Class Representatives	
5.	NCC		10
6.	NSS		11
7.	Rovers-Rangers		11
8.	Safety And Security	Internal Complaint Committee	12
		Girls Common Room	12
		Distribution of Sanitary Pads	13
9.	Awareness Program		14
10.	Clubs and Committees		15
11.	Students Support – Scholarships – Gaura Devi Kanya Dhan Yojna		16
12.	Equality in Recruitment of Teaching and Non-Teaching Staff		17
13.	Facility for Female Staff	Child Care Leave, Maternity Leave	18
		Relaxation in Official Duties if Required	



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Gender Equality Policy



Preamble:

Our institute has been striving to create a gender-equal and gender-sensitive educational space. It has an active Women Empowerment Cell, which identifies and addresses gender issues while raising awareness and promoting gender sensitization to work towards achieving gender uniformity. We firmly believe that every stakeholder, regardless of location or gender, deserves equal access to opportunities, resources, and support. The goal of this gender equity policy is to prevent discrimination against women and marginalized sexes and to promote equality within the student and staff communities. That is why we are determined to advance gender equality, as it strengthens and enriches our members' learning and career endeavors while promoting a welcoming and empowering environment for every individual.

Policy Objectives:

- 1) **Ensure equal access to opportunities:**
 - Equality in admission
 - Examination
 - Election
 - Committees



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> **Email:** rhgpgc@gmail.com **AISHE Code:** C-21911

2) Eliminate gender-based discrimination:

- **Academic Accessibility:** Ensure absolute compliance with gender equity regarding all courses and programs such as admission, scholarships, and research grants for students.
- **Professional Growth:** Identify and promote equal opportunities to enhance and progress the faculty and staff's careers, such as training, mentoring, and leadership positions in their departments.
- **Safe Campus Environment:** Provide a safe campus that is free from such behaviors as gender-based discrimination, harassment, and other acts of violence through the implementation of policies and supportive services.
- **Effective Reporting Mechanisms:** This requires that organizations establish proper structures for how, to whom, and how frequently discriminatory activities, especially those that are gender-based or instances of harassment, may be reported and addressed.

2) Promote work-life balance:

- **Flexible Arrangements:** Adopt work and study regimes that can easily allow for care giving, such as flexible work and study schedules.
- **Supportive Resources:** This may include the provision for established parental leaves and other necessary support.

4) Enhance gender representation:

- **Leadership Inclusion:** Promote gender parity, especially in college administrative positions, teaching staff, and students' leadership positions.
- **Diverse Recruitment:** Ensure that any recruitment and hiring processes in the institution favour gender diversity, right from the entry level up to the management level.

5) Raise awareness and educate:

- **Orientation Programmes:** The institute arranges lectures, interactive sessions, seminars, and training programmes. It enlightens on matters of gender equality, with an emphasis on bias in society.
- **Awareness Campaigns:** We conduct rallies, poster presentations, competitions, guest talks, and other sensitization activities to increase awareness of gender equality.

6) Monitor and evaluate progress:



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

- **Regular Assessments:** We regularly assess and audit all gender equality policies and programmes to evaluate the progress made, identify any remaining gaps, and foster accountability.
- **Transparency:** Also, it is important to frequently disseminate the progress of gender equality as well as the effects of implemented policies and initiatives. Thus, our institute is fully committed to promoting gender equality and creating a space where everyone, regardless of gender, can reach their full potential. This Gender Equality Policy demonstrates our dedication to dismantling systemic barriers, confronting biases, and fostering a culture of respect and acceptance. We are continuously striving to improve the lives of our stakeholders and make a meaningful contribution to the larger movement for equality and justice in society.



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

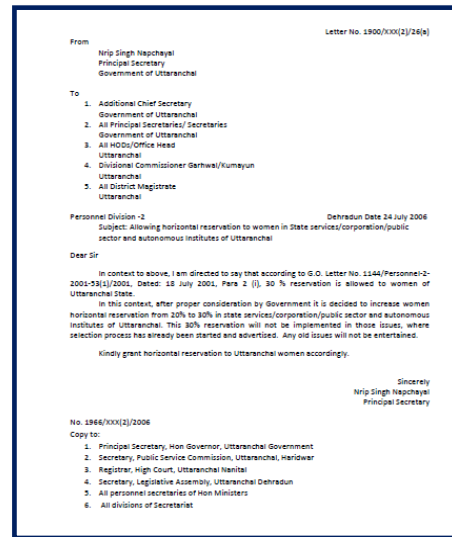
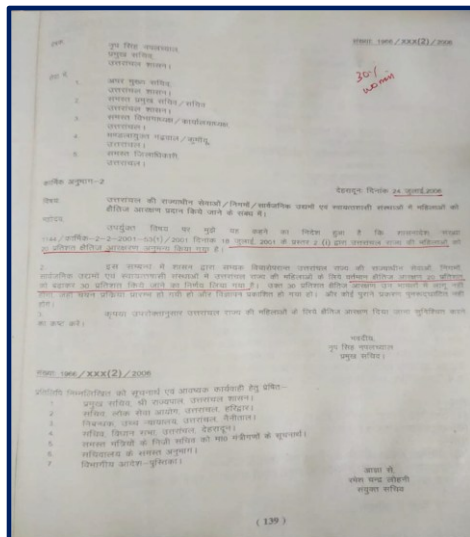
Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

7.1.1 Measures Initiated by the Institution for the Promotion of Gender Equality

Gender Equality Measures in Admission

1. Following Government Reservation Policy:

Admission is done according to State Government Reservation Policy and 30% Horizontal Reservation is Provided for girls in admission.



Session 2023-24

Self Study Report of RADHEY HARI GOVERNMENT P.G. COLLEGE

Provide the Following Details of Students admitted to the College During the last four Academic Years

Category		Year 1	Year 2	Year 3	Year 4
SC	Male	329	453	713	460
	Female	445	388	746	746
	Others	0	0	0	0
ST	Male	58	71	83	58
	Female	78	68	41	79
	Others	0	0	0	0
OBC	Male	509	196	961	545
	Female	720	177	1101	745
	Others	0	0	0	0
General	Male	1358	2445	933	1286
	Female	2214	4070	2066	2335
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		5711	7868	6644	6254

Session 2019-2023

Self Study Report of RADHEY HARI GOVERNMENT P.G. COLLEGE

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	619	53	0	0	672
	Female	934	34	0	0	968
	Others	0	0	0	0	0
PG	Male	105	6	0	0	111
	Female	320	9	0	0	329
	Others	0	0	0	0	0
PG Diploma recognised by statutory authority including university	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	4	1	0	0	5
	Female	2	0	0	0	2
	Others	0	0	0	0	0
Diploma	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Special Consideration During Examination

During the End Semester Examinations, invigilation duties are assigned according to a set pattern that ensures the presence of both male and female teachers in every examination room and in the flying squad, based on the girls-to-boys ratio of the examinees.

09/12/23							(M) (9-12)						
Room No.	Name & Invigilator	Class	Subject and Paper	A. B. Issue		Signature	Statement of Answer Book				Signature	U. F. M.	Name of Attendant
				A	B		Used	Returned	Used	Returned			
02	डॉ. विवेक डॉ. सीता देवी डॉ. अनिल कुमार श्रीमती जयश्री देवी श्रीमती जयश्री देवी		Political Science	100	20		92	07					श्री अनिल कुमार
02	डॉ. महेन्द्रा मोहनराव डॉ. विवेक कुमार डॉ. लक्ष्मी जयश्री देवी डॉ. सीता देवी डॉ. जयश्री देवी			100	20		91	10					श्री अनिल कुमार
09	डॉ. लक्ष्मी देवी डॉ. विवेक कुमार			45	20		92	02					
31	डॉ. लक्ष्मी देवी डॉ. विवेक कुमार			45	20		42	03					श्री अनिल कुमार
32	डॉ. प्रदीप कुमार डॉ. कमल देवी			45	20		40	05					
33	डॉ. महेन्द्रा मोहनराव डॉ. अनिल कुमार			45	20		42	03					श्री अनिल कुमार
34	डॉ. लक्ष्मी देवी डॉ. विवेक कुमार			45	20		43	02					
35	डॉ. लक्ष्मी देवी डॉ. विवेक कुमार			45	20		41	04					श्री अनिल कुमार
36	डॉ. लक्ष्मी देवी डॉ. विवेक कुमार			45	20		40	05					



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

13-05-2024 (M)						Monday						
Room No.	Name & Invigilator	Class	Subject and Paper	A. B. Issue		Signature	Statement of Answer Book				U. F. M.	Name of Attendant
				A	B		Used	Returned	Used	Returned		
AL	श्री. गौराजी सिंह श्री. जयदीप कुमार श्री. रमेश कुमार श्री. विजय कुमार श्री. कल्याण कुमार	B.Sc. 2nd Sem	Chemistry	100	20	[Signature]	96	02				श्री. गौराजी सिंह
AU	श्री. गौराजी सिंह श्री. सुधीर कुमार सिंह श्री. योगेश कुमार श्री. रीता देवी श्री. लजपत कुमार	do		100	20	[Signature]	97	03				श्री. गौराजी सिंह
33	श्री. गौराजी सिंह श्री. जयदीप कुमार श्री. रमेश कुमार	B.Sc. 2nd Sem	Chemistry	22		[Signature]	37	03				श्री. गौराजी सिंह
34	श्री. लजपत कुमार श्री. जयदीप कुमार			18		[Signature]	46	02				श्री. गौराजी सिंह
35	श्री. गौराजी सिंह श्री. गौराजी सिंह	B.Sc. 2nd Sem	Chemistry	33	20	[Signature]	39	02				श्री. गौराजी सिंह
36	श्री. रीता देवी श्री. लजपत कुमार	B.Sc. 2nd Sem	Chemistry	09	10	[Signature]	08	01				श्री. गौराजी सिंह
FS-	श्री. गौराजी सिंह श्री. गौराजी सिंह श्री. गौराजी सिंह श्री. गौराजी सिंह			55		[Signature]	312	11				श्री. गौराजी सिंह

Special Consideration of the problems of the girls:

In both internal and main examinations, the list of students for viva-voce and practical exams is prepared in alphabetical order. However, in case of any unfavourable circumstances, if requested by female students, their order may be revised to give them preference.

Additionally, other medical facilities during the examinations and also on other days too, glucose, sanitary pads, etc. are kept by Women Empowerment Cell to help the girls.





Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

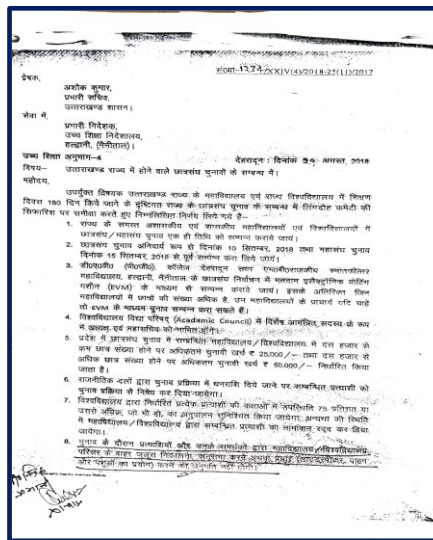
Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Equality in Students' Union and Departmental Association

In Students' Union one post of Upadhyaksha (Vice-President) is secured for the girl students.

In departmental associations, both girls and boys are members. Class representatives are nominated to ensure representation of both genders.



क्र.सं.	नाम	विषय	मार्क
01	अंशु शर्मा	भौतिक विज्ञान	85
02	अंशु शर्मा	रासायनिक विज्ञान	85
03	अंशु शर्मा	जीव विज्ञान	85
04	अंशु शर्मा	गणित	85
05	अंशु शर्मा	इतिहास	85
06	अंशु शर्मा	साहित्य	85
07	अंशु शर्मा	संस्कृत	85
08	अंशु शर्मा	अंग्रेजी	85
09	अंशु शर्मा	संस्कृत	85
10	अंशु शर्मा	अंग्रेजी	85

क्र.सं.	नाम	विषय	मार्क
01	अंशु शर्मा	भौतिक विज्ञान	85
02	अंशु शर्मा	रासायनिक विज्ञान	85
03	अंशु शर्मा	जीव विज्ञान	85
04	अंशु शर्मा	गणित	85
05	अंशु शर्मा	इतिहास	85
06	अंशु शर्मा	साहित्य	85
07	अंशु शर्मा	संस्कृत	85
08	अंशु शर्मा	अंग्रेजी	85
09	अंशु शर्मा	संस्कृत	85
10	अंशु शर्मा	अंग्रेजी	85

क्र.सं.	नाम	विषय	मार्क
01	अंशु शर्मा	भौतिक विज्ञान	85
02	अंशु शर्मा	रासायनिक विज्ञान	85
03	अंशु शर्मा	जीव विज्ञान	85
04	अंशु शर्मा	गणित	85
05	अंशु शर्मा	इतिहास	85
06	अंशु शर्मा	साहित्य	85
07	अंशु शर्मा	संस्कृत	85
08	अंशु शर्मा	अंग्रेजी	85
09	अंशु शर्मा	संस्कृत	85
10	अंशु शर्मा	अंग्रेजी	85



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Departmental Association and Class Representation

Date: / / Page No: 06

Association of Botany
2022-23

President: Khatoon Basha M.Sc. III sem
Vice-President: Shivangi Vash M.Sc. I sem
Secretary: Rashika B.Sc. IIIrd
Joint Secretary: Sahil Ali B.Sc. IInd
Treasurer: Komal Mandal B.Sc. Ist

Class Representative

M.Sc. III sem: - Rite Budhri, Derendra Singh
M.Sc. I sem: - Shivangi Patil, Ram Mohan Sharma
B.Sc. I sem: - Anjali, Yash Kumar
B.Sc. IInd: - Sahil Ali, Sapna Pandey
B.Sc. IIIrd: - Mahak Sharma, Gomed Joshi

Head: Dr. R. H. Singh
Incharge: Association of Botany

Date: / / Page No: 14

वनस्पति विज्ञान परिषद् : 2023-24

सत्र 2023-24 में वनस्पति विज्ञान विभाग के विभागीय परिषद् का गठन निम्नानुसार किया गया -

President: Ms. Rachana, M.Sc. III sem (706008376) Kumaun
Vice-President: Ms. Mona, M.Sc. I sem (80049805) Kumaun
Secretary: Mr. Aftab, B.Sc. IIIrd year (634824940) Kumaun
Joint Secretary: Ms. Anjali, B.Sc. III sem (7417245546) Kumaun
Treasurer: Ms. Unnati Saraswat, B.Sc. I sem (781704784) Kumaun

Class Representative (Boys & Girls)

M.Sc. III sem: Mr. Vinay Kumar (9537767262) Kumaun
Ms. Manita Upadhyay (7453911763) Kumaun
M.Sc. I sem: Mr. Aditya Bhatia (7983242875) Kumaun
Ms. Ramya (9027459969) Kumaun
B.Sc. IIIrd yr: Mr. Manish Joshi (8863816549) Kumaun
Ms. Shreya Gaunigal (9411761225) Kumaun
B.Sc. IIIrd sem: Mr. Bhuvan Chandra (9759395849) Kumaun
Ms. Sandhya Sumen (7453011373) Kumaun
B.Sc. I sem: Mr. Dharmendra Singh (7088408675) Kumaun
Mr. Shristi Ray (6387007450) Kumaun

विभागाध्यक्ष: वनस्पति विज्ञान

Page 2

Event Serial Number - 01:

Activity: Constitution of the Physics Department Council (2020-21)

Date: 05/01/2021

Students: B.Sc. & M.Sc.

1. President	: Mr. Jatin Singh	M.Sc. 3 rd Semester
2. Vice-President	: Miss. Ayushi Verma	M.Sc. 1 st Semester
3. Secretary	: Miss. Jaya Gola	M.Sc. 1 st Semester
4. Joint Secretary	: Mr. Rishi Singh	B.Sc. 5 th Semester
5. Treasurer	: Mr. Amandeep Singh	B.Sc. 3 rd Year
6. Class Representative:		
	Mohd. Arish	B.Sc. 2 nd Year
	Miss. Aanchal	B.Sc. 1 st Year
	Mr. Shivam Singh	B.Sc. 1 st Year

Activity: Constitution of the Physics Department Council (2023-24)

Date: 18/09/2023

Students: B.Sc. & M.Sc.

1. President	: Mr. Harman Das Narang	M.Sc. 3 rd Semester
2. Vice-President	: Miss. Rajni	M.Sc. 1 st Semester
3. Secretary	: Mr. Kshitij Kumar	M.Sc. 1 st Semester
4. Joint Secretary	: Miss Palak	B.Sc. 3 rd Semester
5. Treasurer	: Mr. Hrituraj Singh	B.Sc. 3 rd Semester
6. Class Representative:		
a. B.Sc. 1 st Semester	Boys - Mr. Vinayak Joshi	
	Girls - Miss Princy Sharma	



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

National Cadet Corps (NCC) Cadets 2019-2024

At Radhey Hari Govt. P. G. College Kashipur, two Units are at work, Boys Unit and Girls Unit.

Boys Wing - Unit 1: 78UK BN NCC Haldwani

Sanctioned Seats – 60

30% Reservation for girls is also applied here according to State Government Reservation Policy.

Girls Wing - Unit 2: 24UK BN Nainital

Sanctioned Seats - 60

Separate Girls Wing is sanctioned in the College. 30% reservation is given in Boys Wing also.

SESSION 2019-20

NEW ENROLLMENT DATED 15.13.2019

NCC FIRST YEAR CADETS =11(07SD+04)

NCC SECOND YEAR CADETS =20(09SD+11SW)

NCC THIRD YEAR CADETS =29(23SD+06SW)

TOTAL NCC CADETS =60 (39SD+21SW)

SESSION 2020-21

NEW ENROLLMENT DATED 15.12.2020

NCC FIRST YEAR CADETS =09(05SD+04)

NCC SECOND YEAR CADETS =11(07SD+04SW)

NCC THIRD YEAR CADETS =40(25SD+15SW)

TOTAL NCC CADETS =60 (39SD+21SW)

SESSION 21-22

NEW ENROLLMENT DATED 15.10.2021

NCC FIRST YEAR CADETS =23(18SD+05SW)

NCC SECOND YEAR CADETS =09(05SD+04SW)

NCC THIRD YEAR CADETS =28(21SD+07SW)

TOTAL NCC CADETS =60 (44 SD+16SW)

SESSION 2022-23

NEW ENROLLMENT DATED 18.10.2022

NCC FIRST YEAR CADETS =16(10SD+06SW)

NCC SECOND YEAR CADETS =21(16SD+05SW)

NCC THIRD YEAR CADETS =23(17SD+06SW)

TOTAL NCC CADETS =60 (43 SD+17 SW)



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

National Service Scheme (NSS)

In NSS girls' equality is also secured. Two Units of NSS is at work.

Sanctioned Seats for NSS Boys – 100

Sanctioned Seats for NSS Girls – 100



Scouts – Guides (Rovers-Rangers)

Rovers Sanctioned Seats – 24

Rangers Sanctioned Seats – 24





Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Measures for Safety and Security of Girls

Internal Complaint Committee

The Internal Complaint Committee of Radhey Hari Govt. P.G. College, Kashipur is committed to provide a conducive environment, free from violence, harassment, and exploitation amongst the students, teaching & non-teaching staff in the college campus. This includes all forms of gender violence, sexual harassment against women.

ICC Committee

Prof. (Dr.) Janaki Suyal (Nodal Officer)

Dr. Sneha Lata (Member)

Dr. Ruchi Kulshrestha (Member)

Dr. Mamta Belwal (Member)

Dr. Renu Radha (Member)

Dr. Rimpi Pal (Member)

Girls' Common Room





Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Measures for Women Health and Hygiene

Distribution of Sanitary Pads

Many Programs on Women Health and Hygiene are organized by Women Empowerment cell of the College. Along with the counselling by an expert, sanitary pads were also distributed for the girls and female staff of the college.





Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Awareness Program Related to Gender Issues





Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

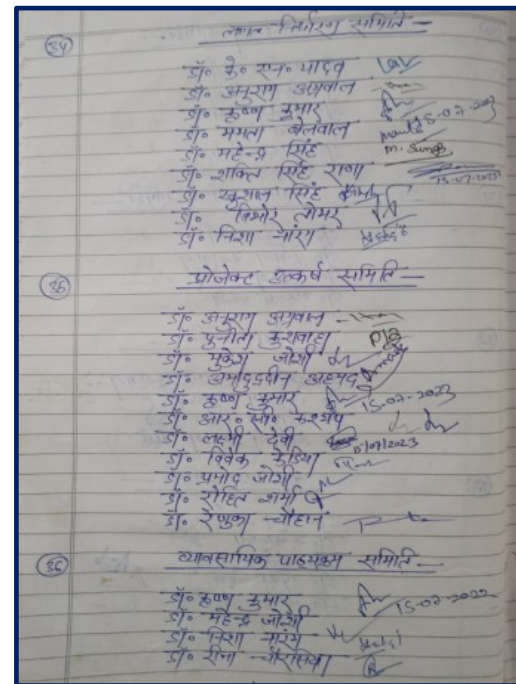
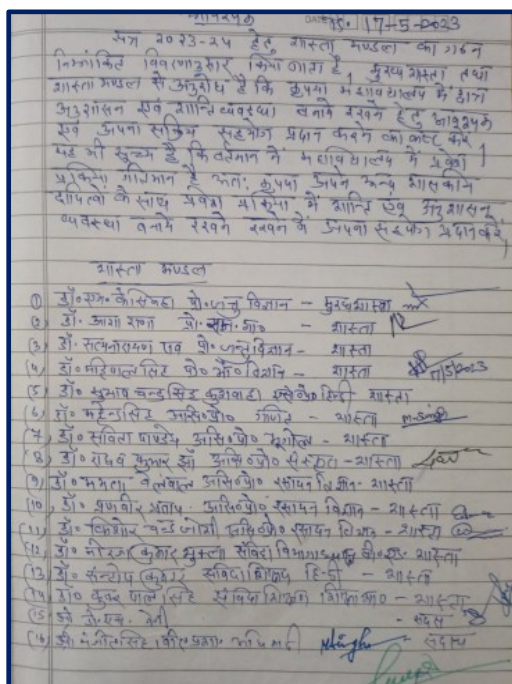
Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911



Equal Participation of Female Members in Clubs and Committees

At Radhey Hari Government College Kashipur equal involvement of female in all the important committees and clubs is ensured. Along with the equal involvement in almost all the committees and clubs, college has also constructed Internal Complaint Committee and Equal Opportunity Club to stop all type of discrimination and crime against Girls and Female Staff.

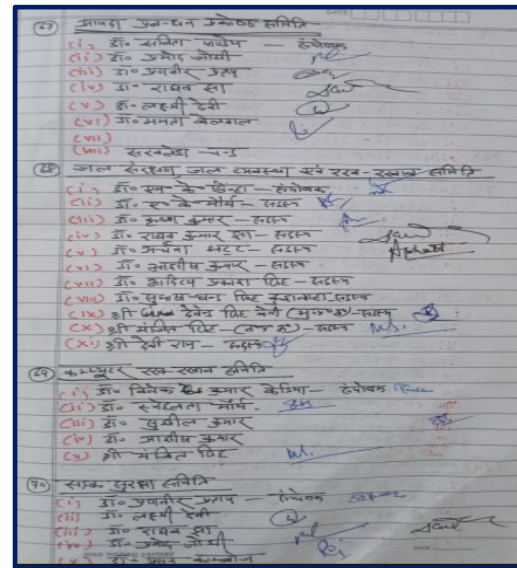
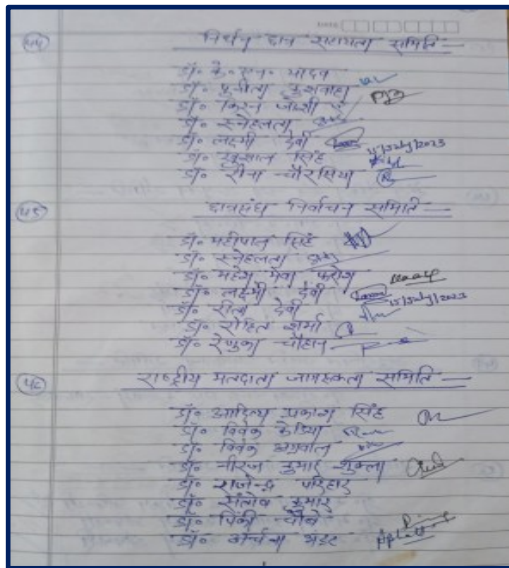




Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911



Students Support and Progression

Gaura Devi Scholarship for Girls

Radhey Hari Government College Kashipur ensures the Government Policy to be announced and circulated among the students for utmost benefit. One such Scholarship Scheme – Gaura Devi Scholarship Scheme has been started by the Govt. of Uttarakhand. An amount of 51000 is given to the girl students to assist them for higher education. College ensures the timely filling and forwarding of the forms to Social Welfare Department.

Link for filling the form for Gaura Devi Kanya Dhan Yojna

<http://escholarship.uk.gov.in/frmGauradeviDefault.aspx>

ग्राहक देखभाल फ़ोन नंबर

- गौरा देवी कन्याधन योजना हेल्पलाइन नंबर:-
 - 0135 2674121.
 - 0135 2674122.
 - 0135 2669764.
- गौरा देवी कन्याधन योजना व्हाट्सप्प नंबर:- 6395221188.
- गौरा देवी कन्याधन योजना ईमेल:-
 - itcell-swd-uk@nic.in.
 - swditcell@gmail.com.



Radhey Hari Government Post Graduate College Kashipur (Udham Singh Nagar)-244713, Uttarakhand

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> Email: rhgpgc@gmail.com AISHE Code: C-21911

Equality in Recruitment of Teaching and Non-Teaching Staff

In the recruitment of Teaching and Non-Teaching staff Reservation Policy of Uttarakhand State is followed. According to which 30% horizontal reservation is given to the Women of Uttarakhand.

<p>The Uttarakhand Public Services (Horizontal Reservation for Women) Act, 2022</p> <p>[Uttarakhand Act No: 01 of 2023]</p> <p>An</p> <p>Act</p> <p>to provide the horizontal reservation in public services and posts in favour of the Women citizens, in addition to the existing, reservation applicable in the State and for matters connected therewith or incidental thereto.</p> <p>Be it enacted by the Uttarakhand Legislative Assembly in the seventy third year of the Republic of India as follows:-</p>		<p>(i) Local Authority;</p> <p>(ii) Clause (A) of Section 2 of the Uttarakhand Co-operative Committee Act, 2003 in which the holding of State Government is not less than 51 percent of share capital of Committee;</p> <p>(iii) Any board or any corporation or any legal body established by any central or Uttarakhand State Act which is under the ownership or control of the State Government or Government company defined in the Company Act, 2013, in which the holding of paid up share capital by the State is not less than 51 percent;</p> <p>(iv) any educational institution under ownership and control of the State Government or which receives grants in aid from the State Government including a university established by or under any Act of State of Uttarakhand, except any institution established and administered by minority section specified in clause (1) of article 30 of the Constitution of India;</p> <p>(e) "women candidate" means such women citizen of India whose domicile of origin is in Uttarakhand, but she has not obtained permanent domicile certificate elsewhere or a women citizen of India whose domicile of origin is not in Uttarakhand but who has obtained a permanent domicile certificate in Uttarakhand as per the G.O. No. 25/88/F 4/410/2001 dated 20 November, 2001 or any other Government Order related to domicile, for the time being in force.</p>	
Short title and commencement	1.	(1) This Act may be called the Uttarakhand Public Services (Horizontal Reservation for Women) Act, 2022.	
	(2)	It shall be deemed to have come into force on the 18 th July, 2001.	
Definitions	2.	In this Act unless the context otherwise requires,-	
	(a)	"Appointing Authority" in relation to public services and posts means the Authority empowered to make appointment to such services and posts;	
	(b)	"domicile" means eligibility criteria determined in Uttarakhand G.O. No. 2588/F/4/410/2001 dated 20 November, 2001 or any other Government order in force at the time of recruitment;	
	(c)	"horizontal reservation" means horizontal reservation given to women candidates, in public service and posts as per Government order issued from time to time by the State Government;	
	(d)	"public services and posts" means the services and posts in connection with the affairs of the State and also includes following posts and services:-	
Reservation for Uttarakhand domiciled women	3.	(1) In direct recruitment in public services and posts, in the vacancies to be recruited, 20 percent Horizontal reservation shall be given till 24 July, 2006 and 30 percent after that in the favour of concerned women candidates permanently domiciled in the State of Uttarakhand.	
	(2)	In public services and posts, horizontal reservation for the women candidates domiciled in the State of Uttarakhand belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes, Economically weaker sections and other categories shall be in accordance with the order of Uttarakhand Government in force at the time of recruitment.	
		Provided that if suitable women candidates are not available on the posts reserved for women under the State services, those posts shall not be carried forward rather, it shall be filled with qualified male candidates coming in the order of proficiency of the same category.	
Responsibility and power for compliance of Act	4.	(1) The State Government may, by notified order entrust the responsibility to any Appointing Authority or any officer or employee for ensuring the compliance of the provisions of this Act.	
	(2)	The State Government may, by notified order vest such power or authority to the Appointing Authority or officer or employee referred in sub section (1), as may be necessary for effective discharging of the responsibility entrusted to him under sub section (1).	
Power to call record	5.	If it comes to the notice of the State Government, that any women candidate defined in sub-section (e) of section 2 has been adversely affected on account of non compliance of the provisions of this Act or the rules made thereunder or the Government orders issued in this behalf by the Appointing Authority, it may call for such records and take such actions as it may consider necessary.	
Power to issue domicile certificate	6.	For the purposes of horizontal reservation provided under this Act, a domicile certificate for women candidates shall be issued by such authority or officer and in such manner and such form as the State Government may, by order, provide : Provided that, the said Domicile certificate shall be issued by officer not below the rank of Tahsildar, following the proper procedure after carefully verifying the all relevant rules.	
Protection of action taken in good faith	7.	No suit, prosecution or other legal proceeding shall lie against State Government or any person, for anything which is in good faith done or intended to be done, in pursuance of this Act or rules made thereunder.	
Laying of orders etc.	8.	Every order made under Section 3 and Section 4 shall be laid, as soon as may be, before State Legislative Assembly and the provisions of sub section (1) of Section 23A of the Uttar Pradesh General Clauses Act, 1904 (as applicable to the State of Uttarakhand) shall apply as they apply in respect of the rules made by the State Government under any Uttarakhand Act.	
Savings	9.	(1) The provisions of this Act shall not apply to cases in which the selection process has been initiated before the commencement of this Act and such cases, deemed to be dealt in accordance with the provisions of law and Government orders as they stood before such Commencement; Explanation- For the purposes of this sub section the selection process shall be deemed to be initiated, where under relevant service rules, recruitment is to be made, on the basis of :- (i) written exam or interview only, the written exam or interview, as the case may be, has been initiated, or (ii) both written exam and interview, the written exam has been initiated.	



**Radhey Hari Government Post Graduate College
Kashipur (Udham Singh Nagar)-244713, Uttarakhand**

Affiliated to Kumaun University, Nainital, Uttarakhand

Website: <https://rhgpgckashipur.ac.in> **Email:** rhgpgc@gmail.com **AISHE Code: C-21911**

Provisions for Women Faculty Members

All the facilities sanctioned by the State Government for female working women such as Child care Leave, Maternity Leave are availed by the female staff of our college without any delay in sanction-process.

Child Care Leave, Maternity Leave

<p align="center">उपरायस्वक शासन वित्त (संवर्धन-सामग्री) अनुभाग-1 संख्या: 12.6.9.12/XXVII(7)/अ-1094-7/2022 देहरादून- विनाक 01 जून 2023</p>		<p>1/2</p>
<p align="center">कार्यालय झाप</p>		
<p>विषय:-राज्य सरकार की महिला सरकारी सेवकों/एकल अभिभावक (महिला एवं पुरुष) सरकारी सेवकों को मातृ देखभाल अवकाश (Child Care Leave) अनुमत्य किये जाने के संबंध में।</p>		
<p>राज्य सरकार की महिला सरकारी सेवकों को विशिष्ट परिस्थितियों यथा संतान की बीमारी अथवा उनकी परीक्षा आदि में संतान की 18 वर्ष की आयु तथा देखभाल हेतु सम्पूर्ण सेवाकाल में अधिकमात्र दो वर्ष (730 दिन) का मातृ देखभाल अवकाश तथा राज्य सरकार की महिला सरकारी सेवकों, जिनके बच्चे 40 प्रतिशत या उससे अधिक विलक्षण हैं, को संतान की बीमारी अथवा उनकी बीमारी आदि में संतान की 22 वर्ष की आयु तथा देखभाल हेतु मातृ देखभाल अवकाश के रूप में सम्पूर्ण सेवाकाल में 02 वर्ष (730 दिन) का मातृ देखभाल अवकाश अनुमत्य किये जाने संबंधी विधि विनियम, उपरायस्वक-शासन के कार्यालय झाप संख्या-11/XXVII(7)/34/2011 दिनांक 30 जून, 2011 एवं कार्यालय झाप संख्या-207/XXVII(7)/34/2011 दिनांक 13 अक्टूबर, 2011 को अधिकांशित करते हुए राज्य सरकार की महिला सरकारी सेवकों/एकल अभिभावक (महिला एवं पुरुष) सरकारी सेवकों को विशिष्ट परिस्थितियों यथा संतान की बीमारी अथवा परीक्षा आदि में संतान की 18 वर्ष की आयु तथा देखभाल हेतु सम्पूर्ण सेवाकाल में अधिकमात्र दो वर्ष (730 दिन) का मातृ देखभाल अवकाश (Child Care Leave) निर्धारित करी एवं प्रतिबन्धों के अन्तर्गत अनुमत्य किये जाने की श्री राज्यपाल सचिव स्वीकृति प्रदान करते हैं:-</p>		
<ol style="list-style-type: none"> i. मातृ देखभाल अवकाश केवल दो बड़े जीवित बच्चों के लिए ही अनुमत्य होगा। ii. एकल अभिभावक में अधिकांश/किंग/तलसुखड़ा पुरुष सरकारी सेवक तथा अधिकांशित महिला सरकारी सेवक को भी सम्मिलित किया जायेगा। iii. मातृ देखभाल अवकाश के प्रयोगान्वित 40 प्रतिशत या उससे अधिक विलक्षण/निःसंत बच्चों के मामले में आयु रीति का कोई प्रतिबंध नहीं होगा। iv. मातृ देखभाल अवकाश उपार्जित अवकाश की नीति स्वीकृत किया जायेगा तथा उपार्जित अवकाश की नीति बाध्य देखभाल अवकाश खाता बन्ना जाएगा। मातृ देखभाल अवकाश के फ्रेम वर्कने वाले सार्वजनिक अवकाशों का मातृ देखभाल अवकाश में सम्मिलित नाना जाण्डा। 		

FORM NO. PIN-7 (E-PROOF-2022) PAF-02/2022 (Computer No. 19343)

/126942/2023
/126942/2023

- जमिनित एवं कार्यालय के प्रशासकीय कार्यों के सुचारु समायोजन को सुनिश्चित रखको हुए नियुक्ति प्राधिकारी द्वारा किसी कर्मिक को बाध्य देखभाल अवकाश एक बार में 05 दिनों से कम अवधि एवं 120 दिनों से अधिक अवधि का बाध्य देखभाल अवकाश स्वीकृत नहीं किया जायेगा।
- vi. एकल महिला सरकारी सेवकों को बाध्य देखभाल अवकाश एक कलैण्डर वर्ष में अधिकतम 6 बार तथा अन्य पदा महिला/पुष्प सरकारी सेवकों को बाध्य देखभाल अवकाश एक कलैण्डर वर्ष में अधिकतम 03 बार अनुमति होगी।
- vii. बाध्य देखभाल अवकाश अधिकार के रूप में नहीं माना जायेगा तथा किसी भी परिस्थिति में कोई भी कर्मचारी बिना पूर्व स्वीकृति के बाध्य देखभाल अवकाश पर नहीं जा सकते। बिना पूर्व स्वीकृति के बाध्य देखभाल अवकाश पर जाने तथा निर्दिष्ट प्रयोजनों के इतर अन्य कार्यों को बाध्य देखभाल अवकाश लिप्ते जतने की विधि में सम्बन्धित कर्मिक के विरुद्ध अनुशासनिक कार्यवाही सम्बन्धी विनियम/आदेश लागू होगा।
- viii. बाध्य देखभाल अवकाश में रातों रात कर्मिक को रातों रात 365 दिनों में उन्हें अनुमति अवकाश सेवा का 100 प्रतिशत तथा अतः रातों रात 365 दिनों में उन्हें अनुमति अवकाश सेवा का 80 प्रतिशत सेवा दिया जायेगा। विधि महिला सरकारी सेवकों द्वारा पूर्व से बाध्य देखभाल अवकाश लिया जा रहा है, तो सेवा में एक प्रशासक अवकाश सेवा में बांधे हुए कर्मचारियों पर ही नियमानुसार लागू होगा।
- ix. बाध्य देखभाल में परिवेशात्मक अवकाश अनुमति नहीं होगा। विशेष परिस्थितियों में नियुक्ति प्राधिकारी गुप्त-सेवा को अन्तर्गत कर के कम अवधि का बाध्य देखभाल अवकाश सेवा का 100 प्रतिशत एवं विचार कर सकते हैं। जहां नियमवादी में निर्दिष्ट प्रावधानों के अन्तर्ग में बाध्य देखभाल अवकाश सेवा को भी अधिक अनुमति नहीं होगा।
- x. उक्त व्यवस्था विभिन्न विभागों के सरकारी एवं सहायता प्राप्त शिक्षण/प्राथमिक शिक्षण संस्थानों को पात्र महिला/पुष्प सरकारी शिक्षकों (UGC, CSR, IAS, एवं ICAR से अपवादित) परी को छोड़कर) एवं सहायता प्राप्त शिक्षण एवं प्राथमिक शिक्षण संस्थाओं से अपवादित परी को छोड़कर) एवं सरकारी एवं प्राथमिक शिक्षण संस्थानों पर भी लागू होगा।

Signed by Dilip Jaiswal
Date: 01-06-2023 13:34:51

(प्रतिस्थापक)
सचिव।

प्रतिष्ठा: 12-6942/XXV(17)/ ई-0-19943/2022 प्राथमिक शिक्षण।
नियुक्ति नियमों/विनियमों को सुचारु एवं अपररक्त कार्यालयी कार्य प्रेषित-

1. महालेखापाल, परराज्यपाल, महालेखापाल मन्त्र, कोषाध्य, देहातार।
2. रक्षिक, श्री राजपाल, परराज्यपाल।
3. निजी सचिव, मुख्य सचिव, परराज्यपाल मन्त्र।

1

[illegible][illegible]