

**Gender Audit  
of  
S.U.S Government  
College Sunam  
Session : 2018-2019**



*Gender Audit (2018-19)*  
*Shaheed Udham Singh Government College*  
*Sunam*

*Date: 20/04/2019*

### **About Institute**

Shaheed Udham Singh Government College, Sunam was established in the year 1969 with the name of Shaheed Udham Singh Memorial Degree College, Sunam but in the year 1974, when with the efforts of the Central and State Government, the ashes of the great martyr were brought from London to Sunam, The name of the institution was changed to Shaheed Udham Singh Government College, Sunam. The college is affiliated to Punjabi University, Patiala and has received NAAC Accreditation-Grade B. One of its specialties is that it strives to increase the participation of village students in the field of higher education. Its efforts are directed at providing holistic education that strives for the overall development of the students by conducting various extra-curricular activities. The college is continuously moving towards its objectives and goals offering education in undergraduate and some postgraduate courses in Arts, Commerce and Science.

### **Introduction to Gender Audit**

Gender audit of an organization has been accepted as a means to assess and examine the institutionalization of gender equality in the organization including its policies, programmes, projects and services, structures, actions. In other words, as a method of gender mainstreaming, gender audit enables an organization to identify and understand gender patterns within its structure, processes, organizational culture and management of human resources, and the design and delivery of policies and services. Helps. They also help in assessing the impact of organizational performance and its management on gender equality within the organization. Gender audits establish a baseline against which progress can be measured over time, identify significant gender gaps and challenges, and make recommendations on how they can be addressed through improvements and innovations are done.

### **Objective**

The purpose of the audit is to ensure that:

1. The practices followed on campus are in accordance with the gender policy adopted by the institution.
2. The specific objective of the audit is to evaluate the adequacy of the management control framework as well as the degree of compliance with the rules, policies and standards applicable to girls by the departments.
3. To investigate the programs organized keeping women welfare in mind.
4. To evaluate the facilities available to girls.
5. Presenting suggestions as per requirement.

### **Data Analysis as per gender**

#### **Student Data:**

| Session | Sc    |     | Gen   |     | OBC/BC |     | Total Girls | Total Boys | Grand Total |
|---------|-------|-----|-------|-----|--------|-----|-------------|------------|-------------|
|         | Girls | Boy | Girls | Boy | Girls  | Boy |             |            |             |
| 2018-19 | 404   | 448 | 411   | 885 | 332    | 382 | 1147        | 1715       | 2862        |

The Data shows the gender breakdown of male and female numbers of students for the session 2018-19 and the total number of admissions in the college. This shows that the number of boys is more than that of girls.

#### **Teaching Staff Data:**

| Session | Women | Men | Total |
|---------|-------|-----|-------|
| 2018-19 | 38    | 17  | 55    |

The Data shows that the total number of female teaching staff is more than that of male staff in the session 2018-19. This proves that the college management maintains gender equality at the workplace.

### **Audit Process**

A questionnaire has been prepared by the audit team which is directly related to gender audit. The team formed groups of fifty girls students each from Arts, Commerce, Science and HEIS departments and talked to them on the basis of this questionnaire and recorded its summary in the presented report. Secondly, a summary of the programs organized by various departments related to gender equities and awareness has also been included in this report.

## Summary of Questionnaire

| Control objective  | Option                                   |
|--|--|
| The college conducts gender sensitization program as a part of its curriculum  | Agree : ✓<br>Disagree :<br>no opinion :  |
| The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.                                   | Agree : ✓<br>Disagree :<br>no opinion :  |
| Adequate <i>Facility</i> of toilets are available in the campus for girls.   | Agree : ✓<br>Disagree :<br>no opinion :  |
| Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet. | Agree : ✓<br>Disagree :<br>no opinion :  |
| Adequate lighting is available inside the campus, including but not limited to, adequate light in corridor, Class rooms, common areas, toilets etc     | Agree : ✓<br>Disagree :<br>no opinion :  |
| Adequate security arrangements have been made In the campus and common areas during day and night.   | Agree : ✓<br>Disagree :<br>no opinion :  |
| Options for flexible timing is available for girl students.  | Agree :<br>Disagree :<br>no opinion : ✓✓ |
| A women cell is set up in the college and students are aware about the women cell.   | Agree : ✓<br>Disagree :<br>no opinion :  |
| There are lady faculties available in the women cell.  | Agree : ✓<br>Disagree :<br>no opinion :  |
| Do you reach out to women's cell?  | Agree :<br>Disagree : ✓<br>no opinion :  |
| A grievance redressal cell has been set up.  | Agree : ✓<br>Disagree :<br>no opinion :  |
| The classroom offers equal opportunities to all genders  | Agree : ✓<br>Disagree :<br>no opinion :  |
| The library offers equal opportunities to all genders  | Agree : ✓<br>Disagree :<br>no opinion :  |

|   |  |
|---|--|
| Safe environment is available for all girl students In the campus   | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Have you been a victim of sexual harassment at class by faculties?  | Agree : <input type="checkbox"/><br>Disagree : <input checked="" type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Have you been a victim of sexual harassment at class by fellow students?  | Agree : <input type="checkbox"/><br>Disagree : <input checked="" type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Have you reported the incident?   | Agree : <input type="checkbox"/><br>Disagree : <input checked="" type="checkbox"/> NA<br>no opinion : <input type="checkbox"/> |
| If you reported the incident, was it resolved to your satisfaction?   | Agree : <input type="checkbox"/><br>Disagree : <input checked="" type="checkbox"/> NA<br>no opinion : <input type="checkbox"/> |
| If not, why did you not report it?  | Agree : <input type="checkbox"/><br>Disagree : <input checked="" type="checkbox"/> NA<br>no opinion : <input type="checkbox"/> |
| A committee has been set up to redressal complaint related to sexual harassment in a positive manner. You are aware about the process and believe that the process is appropriate   | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| A fair inquiry is conducted by the committee in case of a complaint.  | Agree : <input type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input checked="" type="checkbox"/>    |
| Confidentiality is maintained during the inquiry process  | Agree : <input type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input checked="" type="checkbox"/>    |
| Healthcare facilities are available to girl student at the campus   | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Adequate number of security personnel are deployed.   | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Attitude of security personnel is appropriate.  | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, adequate space is provided in the corridors and other areas etc. | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |
| Attitude of laboratory staff is appropriate.  | Agree : <input checked="" type="checkbox"/><br>Disagree : <input type="checkbox"/><br>no opinion : <input type="checkbox"/>    |

|   |                                       |
|---|---------------------------------------|
| There is no gender biased artifacts, such as discriminative screen savers, or work tables that are not conveniently located for the girl students | Agree :<br>Disagree :<br>no opinion : |
| Is there a separate queue for girls in office etc.  | Agree :<br>Disagree :<br>no opinion : |
| Do you feel a <b>separate queue is required?</b>  | Agree :<br>Disagree :<br>no opinion : |

From the above data analysis and evaluation of the questionnaire, it is clear that the college follows the policy of gender equities. Awareness regarding this is spread among the students by various departments.

Apart from this, the institution has the provision of equity grant under RUSA, which it utilizes effectively for the areas related to girls.

### **Suggestion**

1. The number of women bathrooms should be increased.
2. Information about gender equities policy should be made available to all students.
3. Students should be made more aware about gender equality.
4. Efforts should be made to increase the enrollment of girls.
5. The number of programs organized for women empowerment should be increased.

## Certificate

This is to certify that the undersigned team conducted the survey for Gender Audit among the students of the college for the academic year 2018-19 and also examined and reviewed the activities organized by various clubs, departments as part of the functioning of the college.

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