

Gender Audit

Shaheed Udham Singh
Government College Sunam.

Session 2019-2020



Gender Audit (2019-20)
Shaheed Udham Singh Government College
Sunam

Date: 24/02/2020

Introduction to Gender Audit

Gender audit is an evaluation process through which the state-of-the-art gender equality in an organization is analyzed. It also identifies key gender biases. This gender audit focuses on various issues such as: The organization's policy and decision-making capacity regarding gender equality. To gather the status of gender equality in structures, organizational culture and processes as well as employees' perception, understanding and behavior towards the issue. Gender audit in an educational institution also evaluates the extent to which the gender perspective is integrated into educational policy and programmes, the study curriculum, the management of work and the well-being of staff. Ultimately a gender audit presents us with the real picture of the current situation from a gender perspective.

Audit Process

The following methods are included for collecting, analyzing and preparing audit findings:

1. Desk review and analysis of key documents of the organization.
2. Interviews focus group discussions, self-assessment and surveys.
3. Tabulation and analysis of collected data.
4. Sharing and discussing key findings with the women and men who participated in the audit and managers of the institution before submitting the final report.

Objective of Gender Audit

1. To review the work done by the organization, keeping its gender equality policy at the center.
2. To find out the areas where gender balance exists and to find the factors behind gender balance.
3. To establish good gender balance in decision making processes in all areas of college activities.
4. To suggest ways to bridge the gender gap.
5. To inspire the promotion of gender equality in all aspects of the college community.

6. To see the actions and potential for prevention of sexual harassment in the college.
7. To investigate awareness programs for gender equality.

Introduction of the organization

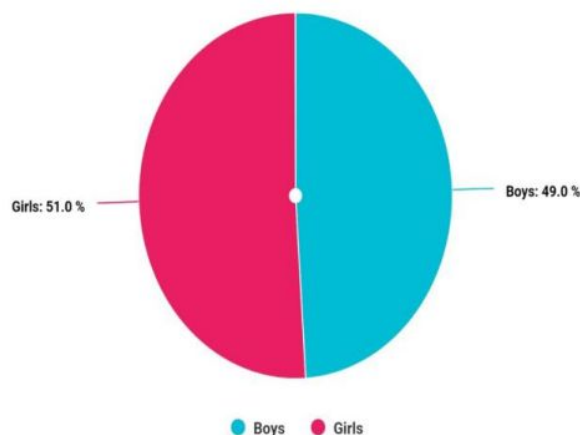
Shaheed Udham Singh Government College, Sunam was established in the year 1969 with the name of Shaheed Udham Singh Memorial Degree College, Sunam but in the year 1974, when with the efforts of the Central and State Government, the ashes of the great martyr were brought from London to Sunam, The name 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 encourages critical and independent thinking. The college has been making efforts for the overall development of the students by conducting various co-curricular activities in addition to the regular teaching learning activities. The college is continuously moving forward while fulfilling its objectives and goals.

Data Analysis

The number of students admitted in the college during the session 2019-20 is as follows:

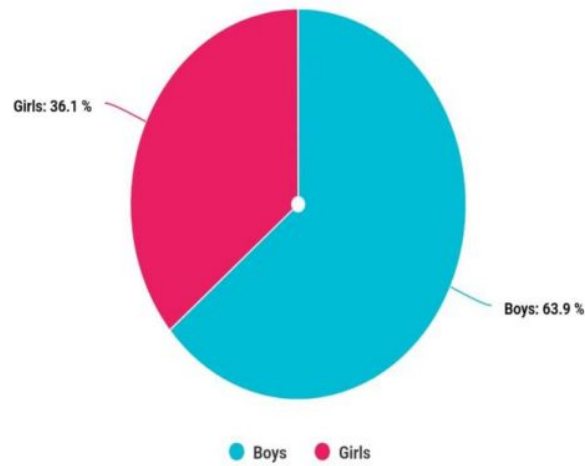
Session	Sc		Gen		Obc		Total Girls	Total Boys	Grand TotAL
	Girls	Boy	Girls	Boy	Girls	Boy			
2019-20	545	523	400	707	328	354	1273	1584	2857

Admitted Student Details of SC category (2019-20)



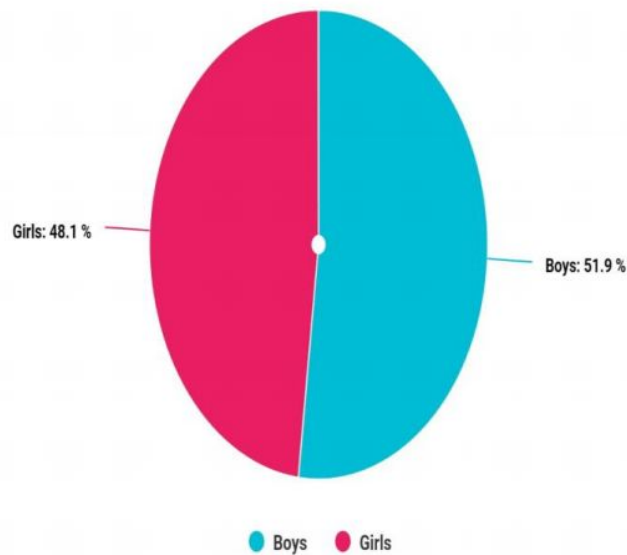
The gender ratio of students admitted in SC category is 51:49 i.e. the number of girls is more than boys.

Admitted Student Details of Gen category (2019-20)



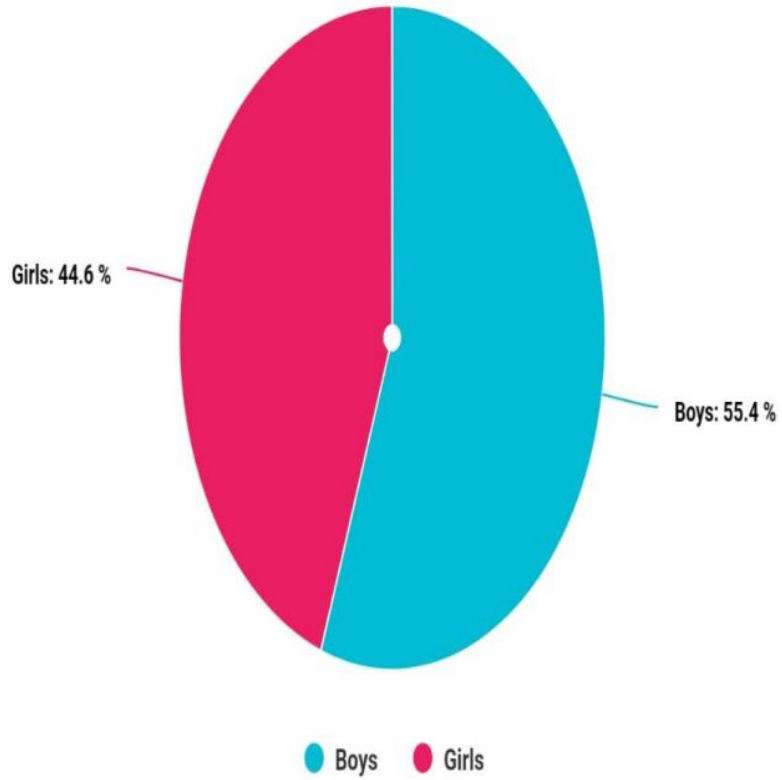
The gender ratio of students admitted in general category is 36.1:63.9 i.e. the number of boys is more than girls.

Admitted Student Details of BC/OBC category (2019-20)



The gender ratio of students admitted in BC/OBC category is 48.1:49.9 i.e. the number of boys is more than girls.

Admitted Student Details (2019-20)



The gender ratio of total admitted students is 44.6:55.4 i.e. boys are more than girls.

Out of total three units of NSS in the college, one unit is working only for girls. Through this, girls take part in the campaigns run from time to time and get their identity specifically registered. This girls' unit adopts a village every year and organizes NSS camps. Through which programs like cleanliness campaign, information for women's health care, awareness rallies to stop stubble burning, plantation, spreading awareness related to education, anti-drugs, traffic rules etc. are organized. This not only develops the spirit of social welfare but also strengthens women empowerment. Volunteer students show their sense of responsibility, dedication and social welfare. NSS also organizes seminars for girls under Nutrition Month.

Other facts:-

1. The college has adopted the method of redressal of students' problems through Grievance Redressal Committee.
2. Separate toilets have been constructed for girls and women staff members in the college campus.
3. A separate common room has been arranged for girls.
4. An electronic machine has been arranged to destroy sanitary pads in the girls' common room.
5. Tuition fees of girls are waived at the time of admission.
6. Separate parking facility is available for girls.
7. While making subject wise sections, the admitted boys and girls are kept in different sections in equal proportion.
8. Roll numbers of girls are posted separately from those of boys at the administrative office.
9. Even during examinations, seating plans are made keeping in mind different roll numbers.
10. Programs and competitions related to special days like International Women's Day, Mother's Day etc. are organized.
11. The college is conscious about gender equities as per the instructions of the University, Government and UGC.
12. The college has made a Gender Equities Policy and ensured its compliance.
13. Queue is managed separately for girls.

14. Through various activities, various departments of the college have registered the participation of girls in cultural programs, sports and many other types of competitions.
15. The grievance redressal process follows transparency.
16. No complaint of molestation, harassment, violence etc. was registered with the college in the session 2019-20.
17. Anti-Ragging Committee is also implemented in the college.
18. The organization has the provision of equity grant under RUSA, which it utilizes effectively for the areas related to girls.
19. In the session 2019-20, the number of girls' common room bathrooms was increased by renovating them.
20. In the session 2019-20, a new bathroom for girls was built near the Science Block with the help of current MLA Shri Aman Arora.

Suggestions

1. Information about gender equities policy should be made available to as many students as possible.
2. Students should be encouraged to organize their own programs related to gender equality.
3. The number of programs organized for women empowerment should be increased.
4. Efforts should be made to increase the admission of girls.

In the end, we express our gratitude to the college principal, all the staff members and students for their cooperation and hope that the suggestions received from the gender audit will be implemented in the future and the institution will be taken towards betterment.

Certificate

This is to certify that the undersigned team has prepared the present report after analyzing the activities and activities of the students, staff members and various cultural, sports, social and economic activities of the college for the academic year 2019-20.

1. Dr Anchala (HOD Physics) *Anchala*
2. Prof Anwar (HOD Geography) *Anwar*
3. Prof Rohini Devi (Assistant Professor in English) *Rohini Devi*
4. Prof Neetu (Assistant Professor in Computer, HEIS) *Neetu Bala*

A. Roy
IQAC Co-ordinator
SUS Govt. College
Sunam

[Signature]
Principal
S.U.S. Govt. College
Sunam (Sangrur)