

Gender Audit

Shaheed Udham Singh
Government College
Sunam

Session 2021-2022



Gender Audit (2021-22)
Shaheed Udham Singh Government College
Sunam

16/05/2022

“A gender-equal society would be one where the word ‘gender’ does not exist: where Everyone can be themselves.” -Gloria Steinem

Introduction

Gender audit is a technique to assess and verify the institutionalization of gender equality, including an organization's policies, programmes, projects, service provision, structures, processes and budgets. It is an assessment of gender balance and determines whether the college is following all the university rules, policies and practices as they are a component of the UGC standards. Through this gender audit, the impact of current and proposed policies on gender equality of the organization will be examined. Gender audit is a tool to analyze and evaluate the college's policies and programs and how they integrate a gender perspective into all activities of the institution. This audit focuses on analyzing the policies and plans of the college in the light of their role in achieving the goal of gender equality.

Audit Process

The audit process specifically involves the following tasks by the audit team.

1. Review based on the gender equities policy of the college.
2. Desk review and analysis of key college documents.
3. Interaction with students, staff members, group discussions with girls on some focus topics.
4. Tabulation and analysis of data and information collected from the college in various forms.
5. Sharing and discussing the main findings with the students, staff members and advanced people of the institution who participated in the audit before submitting the final report.

Objectives of Gender Audit

1. To find out the areas where gender imbalance exists.

2. To examine the rules/procedures policies of the college towards the needs and interests of both men and women.
3. To establish good gender balance in decision making processes in all areas of college activities.
4. To make recommendations for overcoming the gender gap.
5. To promote gender equality within the campus community.
6. To observe the efforts and capacity of the College to prevent sexual harassment, violence against women.

The main objective of this audit is to ensure that gender policies are followed and properly implemented in the college.

Introduction of the college

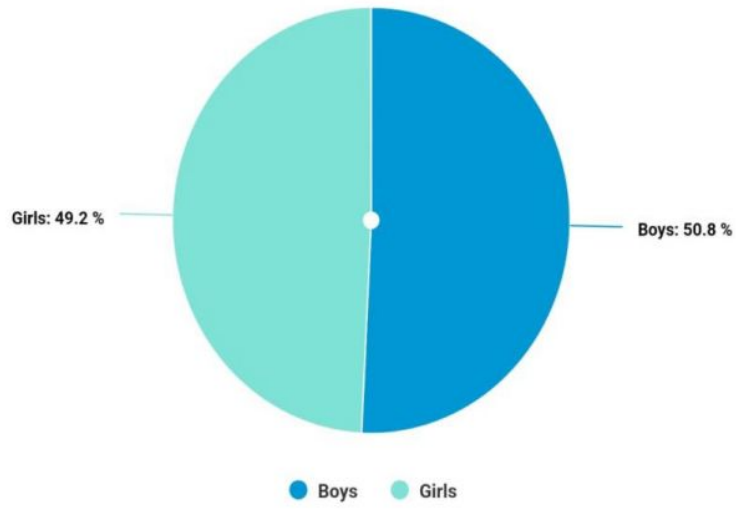
Shaheed Udham Singh Government College, Sunam was established in the year 1969 with the name of Shaheed Udham Singh Memorial Degree College, Sunam but in the year 1974, when with the efforts of the Central and State Government, the ashes of the great martyr were brought from London to Sunam, The name 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. The college has been striving for the overall development of the students by conducting various extra-curricular activities for them in addition to the regular teaching learning activities. Its efforts are directed at providing holistic education that encourages critical and independent thinking. The college is continuously moving forward while fulfilling its objectives and goals. Along with this development process, special importance has been given to gender equities or gender sanitation under social issues.

Data analysis

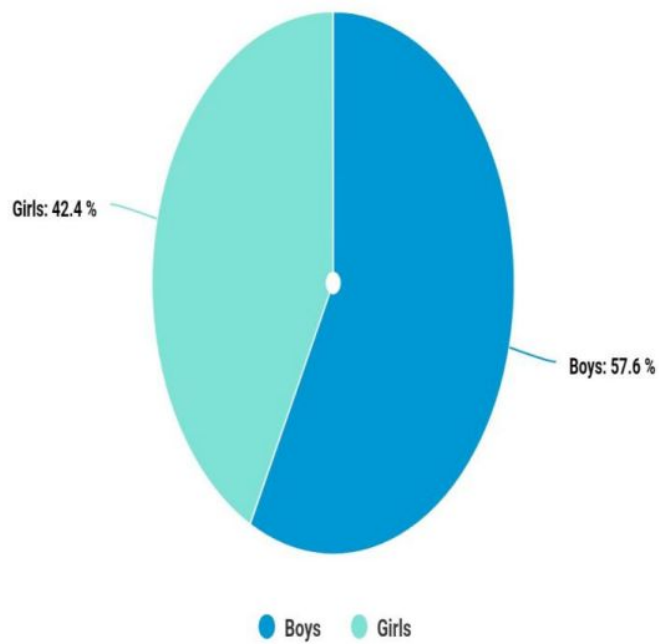
Shows year wise gender breakdown of male and female numbers of students and total number of admissions in the college.

Session	Sc		Gen		OBC		Total Girls	Total Boys	Grand Total
	Girls	Boy	Girls	Boy	Girls	Boy			
2021-22	691	713	409	713	304	413	1404	1839	3243

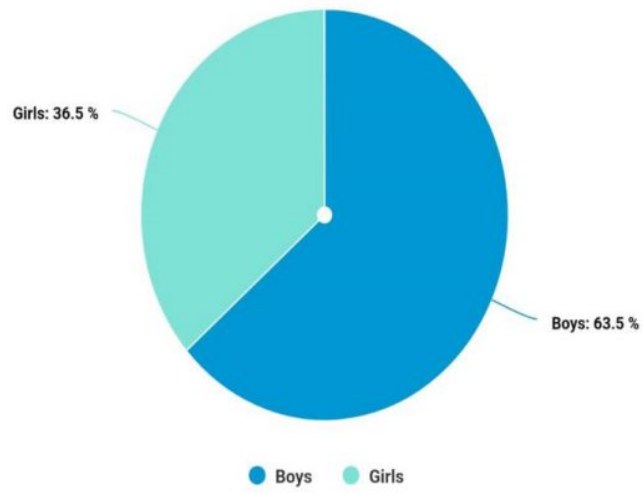
Admitted Student Details of SC category (2021-22)



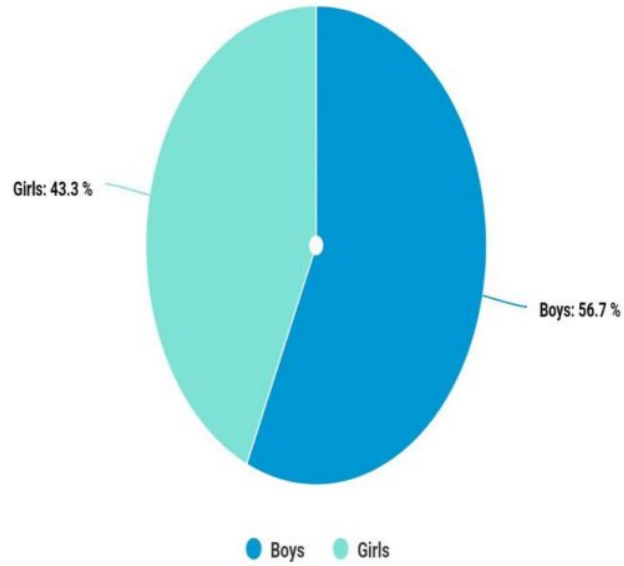
Admitted Student Details of BC/OBC category (2021-22)



Admitted Student Details of Gen category (2021-22)



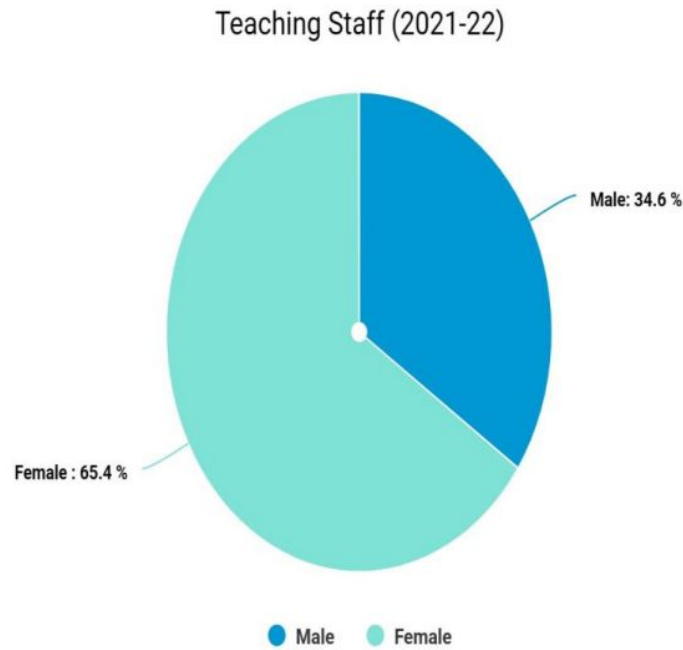
Admitted Student Details (2021-22)



This shows that the number of boys is more than that of girls.

Gender wise details of teaching staff in the college

Session	Women	Men	Toal
2021-22	34	18	52



The total number of female teaching staff is more than that of male staff. This proves that the college management maintains gender equality at the workplace.

Observation

We have prepared an overview based on the facts obtained after investigating various clubs and departments of the college. In which the clubs and units that talk about promoting gender equities and building a healthy society are being presented as follows:

1) Women Welfare Club (WWC)

The overall personality development of all students has always been a priority in the college. To maintain gender equality, attention has been paid to various facilities for girls. The organization has established the Women Welfare Club about fourteen years ago and it is still functioning. It focuses on organizing gender awareness programs and counseling sessions with legal experts to educate girls about their rights in the institution and provide them with knowledge of bylaws. Work has been done from time to time to find ways to make college campuses safe for female students.

2) Sexual Harassment Prevention Cell

An Act is enacted to provide for protection of women against sexual harassment at workplace and for prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Whereas sexual harassment results in violation of a woman's fundamental rights of equality under Articles 14 and 15 of the Constitution of India and her right to life and dignity under Article 21 of the Constitution and to practice or practice any profession. Rights are violated. "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" (No. 140F 2013) is published and publicized for general information of students and staff members. According to these rules and regulations, Sexual Harassment Prevention Cell has been formed to solve the problems of girl students and women at the workplace.

3) Grievance Redressal Committee

Grievance Redressal Committee has been formed in the college many years ago. This committee gives freedom to the students to exercise their equal rights. The aggrieved student can lodge his complaint through offline and online medium and the identity of such student is also kept confidential.

4) Anti-Ragging and Disciplinary Committee

Since our college is affiliated to Punjabi University Patiala. As a constituent part of the college, some of its responsibilities are shared and covered by joint arrangements. The college publishes its rules in the prospectus. Ragging is a criminal offense and the UGC has notified regulations to curb the means of ragging in higher educational institutions to prevent,

stop and eliminate the menace of ragging. Anti-ragging and disciplinary committee has been formed in the college. Both men and women have been included in the committee.

5) Common Room

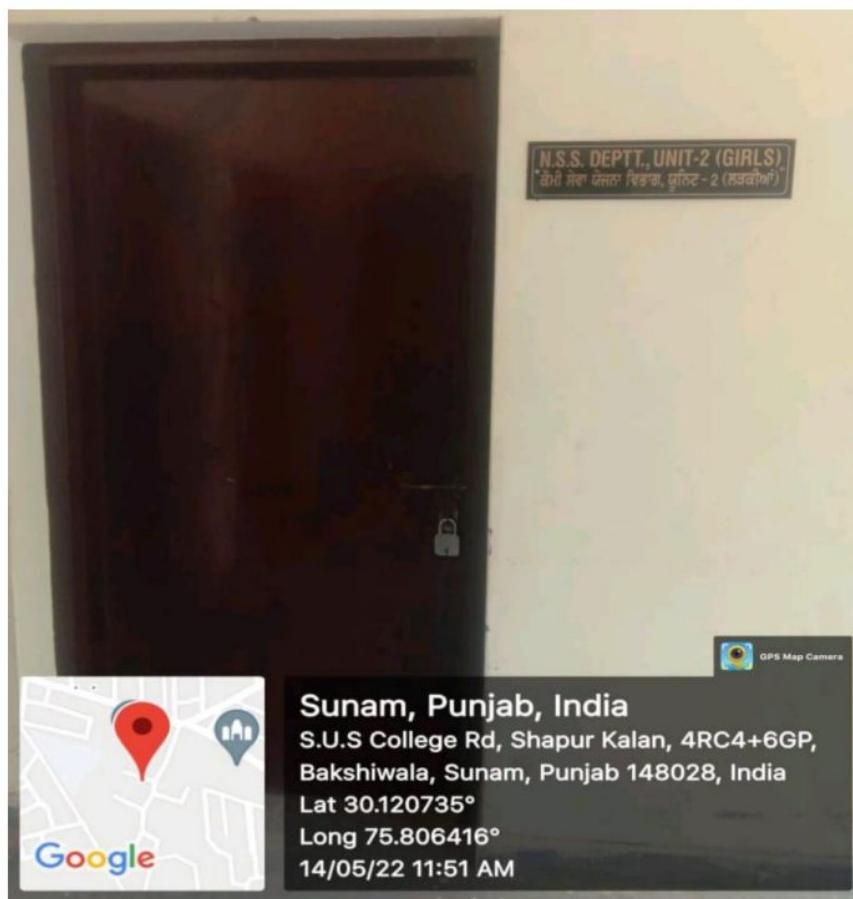
Provision of girls common room has been made for girls. Notice boards have also been installed at its entry. There are wash rooms with adequate water supply and daily cleaning. Wherever necessary, women faculty members look after the girls. First aid is also available here as per the need of the girls. An electronic machine has been arranged to destroy the napkin pads. For the convenience of the girls, drinking water is available near their common room.





6) NSS Unit:

Out of the three units of NSS, one unit is only for girls. This unit always inspires girls for their social responsibilities. Lectures by eminent personalities are organized on various subjects for their personality development. Through this, girls take part in the campaigns run from time to time on cleanliness, environment protection, water conservation, tree plantation, spreading awareness related to education, anti-drugs, traffic rules etc. and get their identity specifically registered. This girls' unit has adopted a village where NSS camps have been organized. Through which programs like cleanliness campaign, information for women health care, awareness rallies to stop stubble burning have been organised. 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.



7) Curriculum

Students of Certificate Course in Dress Designing, Fine Arts, PGDCA, DCHN subjects of the college are motivated for self-employment on the basis of prescribed curriculum. Whereas through sociology subjects, courses related to tribe, community, gender and caste, political science courses introduce students to the practices of discrimination and give information about the rules of equal rights. Similarly, equality rights and policies are also shared with the students through economics and public administration subjects. Through history and literature, the status of women at different times and the actions taken to improve it and its relevance at present are taught.

8) Audit Detailed Findings:

1. CCTV is used in view of adequate security arrangements in the campus.
2. All women have been selected as members of the Women Welfare Club and Sexual Harassment Prevention Cell.
3. The library provides equal opportunities to all genders.
4. Equal opportunities are provided to all genders in different classes.
5. The campus provides a safe environment for all girl students.
6. Adequate numbers of toilets are available in the college for girls.
7. Adequate facilities are available inside the toilets keeping in mind the needs of girl students.
8. The laboratory infrastructure is suitable for the safety of girl students, for example, adequate lighting, adequate space is provided in corridors and other areas.
9. The attitude of male staff members towards women is appropriate.
10. Separate queues are used for girls as per requirement.
11. Participation of girls is encouraged in cultural activities and sports department.
12. Girls' toilets are located at different places in the college, with adequate supply of water and regular cleaning.
13. Separate wash rooms have been provided for women faculty members.
14. The canteen is within the college premises and accessible to the students.
15. Separate two-wheeler parking is available for boys and girls.
16. Tuition fees of girls are waived at the time of admission.

17. While making subject wise sections, different sections are made in equal ratio of admitted boys and girls.
18. Roll numbers of girls are posted separately from those of boys at the administrative office.
19. Even during examinations, seating plans are made keeping in mind different roll numbers.
20. Events, competitions related to special days like International Women's Day, Mother's Day etc. are organized.
21. The college has made a Gender Equities Policy and ensured its compliance.
22. No complaint of molestation, harassment, violence etc. was registered with the college in the session 2021-22.
23. In this session, a blood donation camp has been organized in the college campus in which girls also donated blood.
24. The institution has a provision for equity grant under RUSA.
25. A new shed was installed for girls' parking in the session 2021-22.
26. Participation of women employees in college council, various committees and management work is satisfactory.





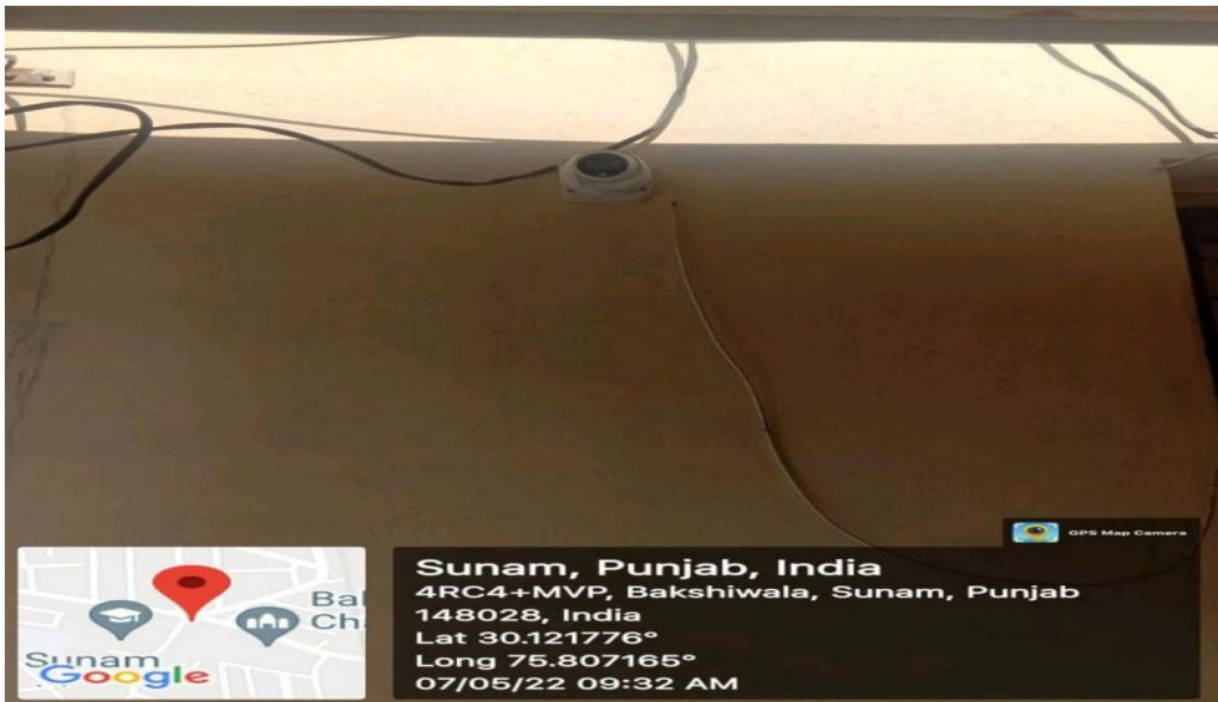
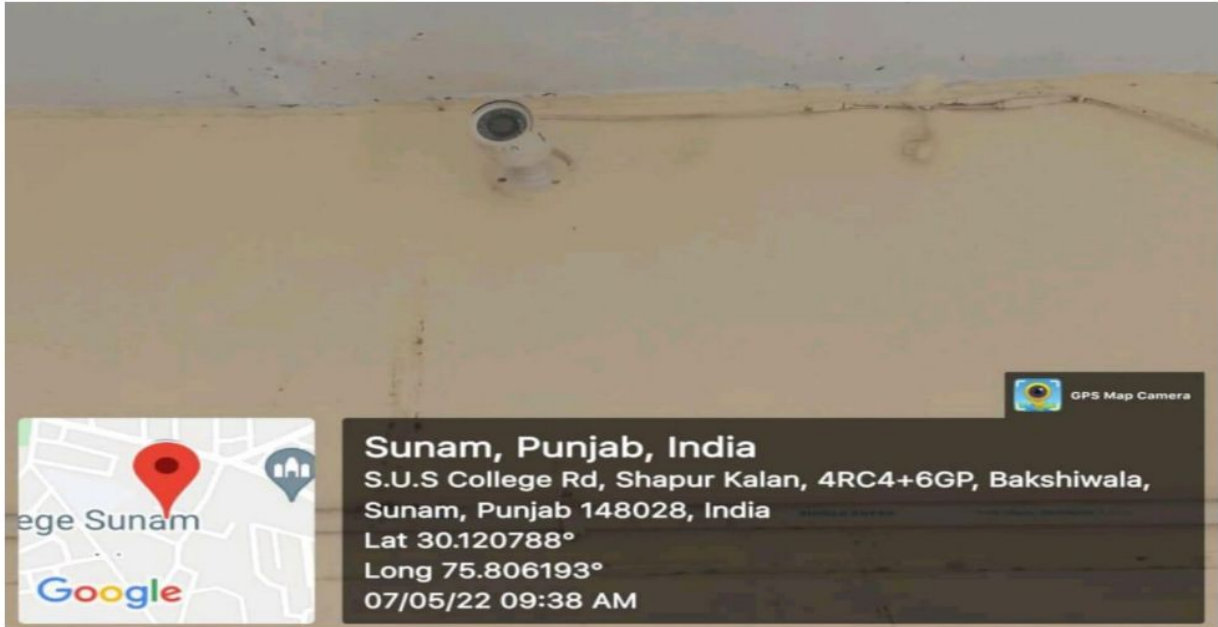
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Suggestions





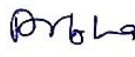

1. The understanding of gender equality concepts such as gender equality, empowerment of women, men and masculinity should be defined and deepened among students.
2. Training in martial arts etc. can be organized for self defense for girls.
3. Self-employment related courses and training should be started for women.
4. Keeping in view the interest of girls, a new unit of NSS can be started.
5. Separate seating facility can be provided for girls in the college canteen.
6. NCC can be started for both girls and boy.

In the end, we express our gratitude to the college principal, all the staff members and students for their cooperation and hope that the college management will work on the suggestions given in the presented audit report in the future and take the institution towards betterment.

Certificate

This is to certify that the undersigned team has presented the recommendations based on conversations with students, staff members of the college and data analysis of various cultural, sports, social and economic activities and activities for the academic year 2021-22 and various policies.

Committee Members:

1. Dr. Achla (Chemistry) 
2. Prof. Ashwani Kumar (Math) 
3. Dr. Vikas Kumar (Hindi) 
4. Prof. Rajveer Kaur (Punjabi) 
5. Prof. Arbha (Computer-HEIS) 
6. Mrs. Banita (Office) 


IQAC Co-ordinator
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Principal
S.U.S. Govt. College
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