



# **Swami Swatantranand Memorial College, Dinanagar**

**A Multi Faculty Post Graduate Co-Educational Institute | Accredited with 'A' Grade by NAAC**

**(Affiliated to Guru Nanak Dev University, Amritsar)**

**Internal Quality Assurance Cell  
(IQAC)**

**Gender Audit Report**

**2017-2018**



## Report of the Gender Audit 2017-18

### Preamble

Gender Audit of educational institutions is a process for organizational assessment and a tool for action planning from a gender perspective. It seriously examines the ability of institutions to ensure a secure and safe ambience used for women and girl students, faculty and managerial staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender review encourage the stakeholders in an instructive institution to connect in a conversation and reproduce about the strength and gap of the system in relation to gender related issue. According to an ILO Manifesto gender audit helps institutions to focus on such areas as:

- Main streaming gender as a cross-cutting concern within the unit's objectives, programmes and budget.
- Existing gender expertise and competence
- Information and facts management on gender issues.
- Systems and instrument in use for responsibility, evaluate and monitoring on gender equality.
- employment and human resources concerning balance between women and men, as well as gender-friendly policy
- Organisational culture and its effects on gender equality.

SSM College as an institution is committed to equity and equality of opportunity. It also aim to offer value education to all students irrespective of disparity in background. To complete its aims the College determined to go for a Gender Audit and hence

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this study, which has been approved out by apply the participatory methodology. Towards this end, I made three visits to SSM College and had interactive sessions with the teachers, staff and students of the College on the College premises. With the cooperation of the Principal, teachers and students of the College I was able to visit the various facilities and structures of the College premises and examine them in relation to their gender quotient. I also examined various records and documents of the College as provided by their office. I am satisfied that I have sufficient data to prepare a comprehensive gender audit that is presented below.

### **Given below is a brief profile of SSM College:**

One of the Prestigious institute of this area was established in 1973 in the sacred memory of Swami Swatantranand Ji, founder of Dayanand math Dinanagar, a staunch Arya Samajist, freedom fighter and social reformer. The foundation stone was laid down by Swami Sarvanand Ji, the Acharya of Dayanand Math, Dinanagar.. The College welcomed youth from all sections of society without any differentiation on grounds of religion, caste, creed and gender. The College was founded as a coeducational institution at its very inception. It promotes an all- round development of its students by inclusion of humanistic values and respect for each other's culture as a way of life; by promoting the importance of knowledge, and making students visionaries to excel in any profession; and by providing students the widest opportunities to develop their potential to the fullest.

### **The Audit**

#### **Audit Team**

The Audit committee has been set up on last week of Feb 2018. A structured questionnaire has been formulated by the Audit committee and distributed to the girl students. The members of Audit team have collected data & interpreted through statistical method. The committee has prepared the report and submitted to the authority of the college .

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#### **Members of Audit Committee:**



- 1 Dr. R.K. Tuli Principal, SSM College, Dinanagar
2. Dr. Meenu Verma, Principal, SSS Education College, Gurdaspur
3. Dr. Rupinder Kaur, Principal, Pathankot College of Education, Pathankot
4. Ms. Harinder Kaur, Assistant Professor of English, SSM College, Dinanagar
5. Mrs. Shubkiran Sharma, Associated Professor of English, SSM College, Dinanagar.

### **Gender Wise Representation of Students**

At the undergraduate level, the data for the past year show that overall, the number of girl students is approximately 75% of the total admitted. However, in the PG courses we find that there is an increase in the ratio of female students where the girls are far outnumbering the boys in all categories. At times they are 70% more than the boys.

In general, there is greater representation of girl students in the humanities and social sciences.

At the level of policy the College strictly follows the university rules. As per prevailing rules there is no separate reservation for admission of women students. However the large number of girls taking voluntary admission in the College indicates that it has a reputation of providing a safe environment for girls.

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## Gender Sensitization

- SSM College has consistently facilitated increased enrolment of women students to its several academic programmes. The setting up of an air conditioned four-storeyed Girls Hostel with round the clock security through security guards and CCTV cameras has further enabled the College to achieve this goal.
- SSM College has a number of vibrant societies like Women's Development Cell, the NCC, and the NSS etc. These societies organise seminars, workshops, debates, street plays, film screenings etc., to sensitize the College community in issues pertaining to environment, women's rights, gender parity and empowerment. A large number of girl students are taking part in these societies and there is enthusiastic participation by both boys and girls who work together in the various activities. There is a healthy cooperation between the male and female students in all these activities. I had observed some students of the drama society and also of the WDC that interestingly has male members as well.
- SSM College has also inducted several women NCC cadet to its NCC unit who are regularly recognized for their outstanding contributions.
- The college offers several papers Readings on Indian Diversities and Cultural Movements, Women's Writing, Feminism, etc. as part of challenging the age-old stereotype of gender and also to facilitate rising awareness about the challenges that women have traditionally faced and the resistance that they have heroically offered to forces of overthrow and tyranny.
- SSM College has an active Internal complaint Committee, a statutory body formed to register complaint of pestering and to undertake formal proceedings to resolve them.

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I am giving beneath a full account of the Women's Development Cell (WDC) as it is a key symbol of the gender awareness of the College. This data was provided to me by the College itself.

### **Women's Development Cell (WDC)**

Instituted more than a decade ago, the Women's Development Cell (WDC) of SSM College is committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality. Human resource development, and attentiveness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell.

As I could assess, the Cell endeavours to involve both male and female students in its information dissemination and sensitization activities. I interviewed the President and the Vice President of the Cell – two highly involved female students who apprised me about the activities of the Cell and also showed photographs of their activities. They told me that more than 500 students participate in the programmes organized by the WDC and as already mentioned both boys and girls are enthusiastic participants. Apart from this, students and teaching faculty of the College participate in WDC events organized by several other colleges and universities.

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The following are some events that I find it pertinent to highlight 2017-2018

Sr.no.	Department	Date	Activities
1.	College Administration	22-07-2017	Seminar on Awareness regarding Shakti App to girl Students
2.	Women Cell	19-08-2017	One day NSS Camp for Girls
3.	Women Cell	07-10-2017	Mehandi Competition on eve of Karva Chauth Festival
4.	Women Cell	22-11-2017	Awareness Program on Child Labour and Harassment
5.	NSS	08-02-2018	Seminar on 'Beti Bachao, Beti Padhao'
6.	Women Cell	08-03-2018	Lecture on International Women's Day

## Faculty and Staff

There is very good image of women in teaching as well as non-teaching staff. The number of men and women teachers is at balance.

The number of women in the non-teaching staff is somewhat low but may be conditioned by the nature of the work being done and the socio-economic background of the incumbents. The higher administrative staff however shows a very good presence of women. There are women teachers in all subjects. Women teachers are also active in all the staff council committees, and as staff advisors to the various co-curricular societies. The current Staff Association President, Mrs .Shubkiran Sharma, is female, and two out of three members of the Staff Association are women.



## Sports

The College provide services to its students for many sports. The students can play basketball, football, cricket, badminton, table tennis, volley ball and chess on the college premises. *The girls play* along with the boys in most of these sports but as reported by the director of physical education, girls rarely play football. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to engahas girls in sport.

There is reluctance on the part of girls to use the gym which has state of the art equipment. The reason for this could not be ascertain. However, to overcome this impediment the College has provided a well-equipped gym in the girls' hostel.

## Infrastructural Facilities

After taking a round of the college premises, it was found that most facilities like class rooms, toilets and library are adequate for both boys and girls. The Girls" Hostel is excellent in terms of the architecture, allocation of space, location and facilities and amenities for the girl students. It has adequate ventilation, toilet and laundry facilities and pantry on every floor. It also proves space for sports, gym and cultural activities and has provision for a library. It compare more well with the already existing boy's hostel.

The Girls" Common Room too is clean, well-ventilated, spacious and more than adequate. It provides a welcome space for girl students in the college premise The female teachers too require some dedicated space that is being allocated to them in the new faculty block currently under construction.

At present, there is an environment of attentiveness to the needs of women students as well as the staff.

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**Gender Audit Survey**

The auditor conducted a survey and collected responses from female staff and students and responses received. Two time Audit committee visit the college and remark the college.

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## Gender Audit Survey

The audit or conducted a survey and collected responses from female staff .

Following is a summary of questions asked and responses received :

### Sample Questionnaire:

#### Is your college a Gender-happy place?

1. The college has a Women's Cell and the students are aware of its existence.
2. The college has a grievance redressal cell .
3. Awareness regarding college committees and cells (grievance redresses cell, women's cell internal complaint committee[ICC])
4. Satisfactory electricity facility is offered in corridors, class rooms, common area and toilets.
5. Adequate hygiene (particularly sanitary napkin vending and disposal) and privacy is maintained.
6. Adequate amenities are available on the college campus (e.g. toilets, first aid facility, common room )
7. The Cell provides gender counseling.
8. Equal chance is given to all genders for free and fair term of ideas.
9. Cultural, social, legal awareness about sexual harassment at workplace is provided to all.
10. Do you feel safe in the college?
11. Are your peers gender-sensitive?

### Data Analysis

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A ordered survey was developed and used for the collection of data. The questionnaire contains various gender-related questions and the data was collected among the PG & UG students on the campus. The collected data were tabulated and analyzed with the help of committee.

### Salient Findings Students

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- Students strength particularly girls strength is increasing continuously in both UG and PG programmes.
- Students of backward classes have bigger share in admission.
- Girl enrolment is more than that of boys in PG course.



- Victory rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boy
- In sports the participation of boys is more than that of girls.

### **Suggestions and Recommendations:**

- It is my suggestion that the college continue its reputation of being a safe environment for women and retain its gender sensitive culture.
- I suggest that some relaxation facilities for female staff be added to the new up-coming common room.
- Women need some rest facilities at certain sensitive periods as well as some support to sustain long hours of physically strenuous work.
- I also suggest that more female students be encouraged to participate in sports and to contest for college-level leadership positions.
- Gender sensitization workshops must be conducted for security personnel deployed on campus.
- College should introduce self-employment training in different subject

### **Concluding Remarks**

The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. The College has always had a reputation for providing a safe and encouraging atmosphere for women's education. The College maintains its atmosphere of healthy interaction among boys and girls. Under the present leadership of the Education college principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.

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**Session: 2017-18**

**Constitution of Gender Audit Committee:**

<b>Sr. No.</b>	<b>Name</b>	<b>Designation</b>	<b>Institution</b>
1	Dr. R.K. Tuli	Chairman	Dr. R.K. Tuli Principal, SSM College, Dinanagar
2	Dr. Meenu Verma	External Committee Member	Dr. Meenu Verma, Principal, SSS College of Education, Gurdaspur
3	Dr. Rupinder Kaur	External Committee Member	Dr. Rupinder Kaur, Principal, Pathankot College of Education, Pathankot
4	Ms. Shubhkiran	Internal Committee Member	Ms. Shubhkiran Associate Professor, Dept. of English, SSM College, Dinanagar
5	Ms. Harinder Kaur	Internal Committee Member	Ms. Harinder Kaur, Assistant Professor, Dept. of English, SSM College, Dinanagar



## Gender Audit Committee 2017-18

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