



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

2018-2019

Report of the Gender Audit 2018-19

Preamble

The Gender Audit is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college.

The college has set up Women Development Cell (WDC) from the very inception onwards, to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The Cell always motivates the students to perform their social responsibilities and to empower them. WDC has conducted different programs to boost the strength and capabilities of women students. Not just girls, but also boys too are included and educated. Women Development Cell in the campus is providing a platform for listening to complaints, quick redressal of grievances and sensitizing female students on gender issues. All grievances shall be treated with absolute confidentiality through the setting up of a sexual harassment redressal committee. WDC & IQAC conducted a Gender Audit of the college for the year 2018-19, as it is an essential component for the assessment and accreditation of Higher Educational Institutions suggested by UGC. The team conducted the survey among the students of the college for the academic year 2018-19 and they scrutinized and reviewed the operating environment of college too.

Objectives of Gender Audit

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision-making processes in all areas of the college activities. To suggest measures for bridging the gender gap.
 - To Foster gender equality in all aspects of college community.
 - To see the work and capacity for prevention of sexual harassment at the college

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.

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 awareness 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 Audit Report

Audit Team

The Audit committee has been set up on last week of march 2019. 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 .

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. Ms. Shubkiran Sharma, Associated Professor of English, SSM College, Dinanagar.

Gender Audit Survey

The auditor conducted a survey and collected responses from female staff and students.

Following is a summary of questions asked and responses received:

1. The college conducts gender sensitization program as a part of its curriculam.
2. Adequate number of toilets are available in the campus for girls.
3. A women cell is set up in the college and student are aware about the women cell.
4. Do you reach out the women cell.
5. A grievance redressal cell has been set up
6. Safe enviornment is available for all girls students in campus
7. Have you been a victim of sexual harassment at class by fellow student.
8. The Cell provides gender counseling.
9. Equal opportunity is given to all genders for free and fair expression of ideas
10. Do you feel safe in the college?
11. Are your peers gender-sensitive?

Gender wise Representation of Students /Teachers/Non Teaching

Table No. 1 Year wise summary of admission during 2018-19

Year	Male	Female	Total Admission	Male %	Female%
2018-19	1327	2705	4032	33	67

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**Table No.2 Total Strength Of Male And Female Students On Campus
Academic Year 2018-19.**

Categories	2018-19	
	Male	Female
Schedule caste	536	1251
OBC	236	434
General	555	1020
Total	1327	2705
Grand Total	4032	

The table shows year-wise gender classification of male and female strength of students and the total number of admissions to the college. It shows that the number of girls students is higher, compared to male.

Table No. 3: Teaching staff Male / Female classification with ratio

Year	Male	Female	Total	Male %	Female %
2018-19	25	85	110	23	77

The total number of female teaching staff is more as compared to male. This proves that college management maintains gender equality in workplace

Table No. 4: Sports Male / Female classification with ratio

Number of students enrolled for Sports Participants

Year	Male	Female	Total	Male %	Female %
2018-19	124	19	143	87	13

Table 5: Number of students enrolled for NCC

Year	Male	Female	Total	Male %	Female %
2018-19	28	24	52	54	46

The data shows above the male /female classification

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Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students. To avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. **Study Room:** Independent study room in the library provides girl students undistracted study time.
2. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
3. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
4. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.
5. **Canteen:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

The following are some events that I find it pertinent to highlight 2018-2019

Women cell and awareness program for girls students

Women Cell:

- Apart from its main task at redressals the committee attempts at maintaining a healthy female friendly environment within the college campus. An effort in this direction has been the establishment of a Girls Common Room for the comfort of the girl students.
- The committee also organizes awareness lectures for students on relevant issues such as "Beti Bachao- Beti Parhao", Cyber Crimes and their Prevention, Legal Literacy and Rights of Women, Health lectures on Cancer and First Aid, Women Empowerment

etc.
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- The College ensures organising lectures by Additional Superintendent of Police, and Civil Judges so as to motivate the girl students of the college

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Suggestions and Recommendations:

- Will try to organise self defence programmes on a regular basis.
- More awareness program on Legal rights
- College intends to introduce self employment trainings in different subjects.

Conclusion

It is found that the College has lots of strengths and some weaknesses . The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints ,it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.

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Session: 2018-19

Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
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	Dr. Shubhkiran	Internal Committee Member	Dr. 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 2018-19

Principal
SSS College of Education
Gurdaspur

Meenu Verma

Dr. Meenu Verma
External Committee Member
Gender Audit Committee
Principal
SSS College of Education, Gurdaspur

Principal *Rupinder Kaur*
Pathankot College of Education
Pathankot

Dr. Rupinder Kaur
External Committee Member
Gender Audit Committee
Principal
Pathankot College of Education, Pathankot

Harinder Kaur

Ms. Harinder Kaur,
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Assistant Professor,
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Shubh

Dr. Shubhikiran,
Internal Committee Member
Gender Audit Committee
Associate Professor,
Dept. of English, SSM College, Dinanagar

Principal
SWAMI SWATANTRANAND MEMORIAL COLLEGE
Dinanagar (Gurdaspur)

R.K. Tuli

Dr. R.K. Tuli
Chairman
Gender Audit Committee
Principal, SSM College, Dinanagar