

GOVT. COLLEGE SEEMA (ROHRU) GENDER AUDIT (2020-21)

Sustainable Development
Goal 5: Gender equality



REPORT OF THE GENDER AUDIT (2020-21)

Preamble

Gender Audit of educational institutions is a process for organisational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a 'safe and secure' ambience for women and girl students, faculty and administrative 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 audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues.

According to UN Sustainable Development Goal 5: Gender equality, gender auditing helps institutions to focus on such areas as:

- Mainstreaming gender as a cross-cutting concern within the unit's objectives, programmes and budget.
- Existing gender expertise and competence
- Information and knowledge management on gender issues.
- Systems and instruments in use for accountability, evaluating and monitoring on gender equality.
- Staffing and human resources concerning balance between women and men, as well as gender-friendly policies.
- Organisational culture and its effects on gender equality.

GOVT. COLLEGE SEEMA (ROHRU) as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background. To fulfill its aims the College decided to go for a Gender Audit and hence this study, which has been carried out by applying the participatory methodology. Towards this end, I made two visits (Online and onsite both applicable) to GOVT. COLLEGE SEEMA (ROHRU) 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



MANAGEMENT SYSTEM CONSULTANCY

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am satisfied that I have sufficient data to prepare a comprehensive gender audit that is presented below.

Brief profile of College:

Govt. College, Seema perched in the lap of the famous Chanshal Valley of Rohru in District Shimla of Himachal Pradesh and surrounded by Snow- draped Himalayas and thick pine grove forests complemented with the benign presence of Pabbar River displays a magnificent picturesque of nature's craft. It holds a majestic picturesque view and salubrious climate and congenial atmosphere ideally suited for higher studies and excellent results. Fusion of Learning with Nature's artistry endorses Govt. College, Seema as an ideal destination for academic romance. It is located at a distance of 6 kilometers from Rohru, the prominent town of the area.

In 1988, with meager strength of sixteen students, Govt. College, Seema embarked on its new tryst with destiny having engraved motto in its heart to "Bring Transformation through Education". 'A Dream-an Urge' was there to cater a stage to the 'Pahari talent' whose echoes were earlier unheard to the world due to the lack of Higher Education in the close locale. Out went the geographical, economical and social backwardness, not surprisingly, faster growth soon followed. Now, this college has emerged as a fully-fledged institution, having Humanities, Commerce, Science, BCA, BBA, PGDCA, IGNOU, and various Add-on Courses as major streams of learning. The present College Campus is spread over an area of approximately 3.35 hectare, having excellent existing infrastructure like Administrative Block, Arts & Science blocks, Auditorium- cum- Library, Girls & Boys hostels, Playground, Staff Quarters and other supporting infrastructure. The college is expanding its wings slowly and slowly and it is still in growing stage. The year 2013, witnessed the landmark event of completion of twenty five years of its triumphant journey, being commemorated with the observance of grand "Silver Jubilee Celebration-2013" by the college fraternity. This multi-faculty institution has been marching forward very confidently aided by timely and gradual expansion of the goal-oriented and value added facilities-be it academic, co-academic or infrastructural. The college thrives on a unique blend of retaining traditional culture and values and at the same time incorporating technological advancements as well as creating a consciousness about rights and duties towards the nation, which have been fully internalised by the stakeholders.

The immortal line by Alfred Tennyson, "the old order change, yielding place to new" reflects the vision of the college founders, dreamers, promoters and executors to rigorously 'Step-ahead,' for adding more successful years to the plethora of its golden journey. In present times, a paradigm change is being felt at each aspect of the educational progress.

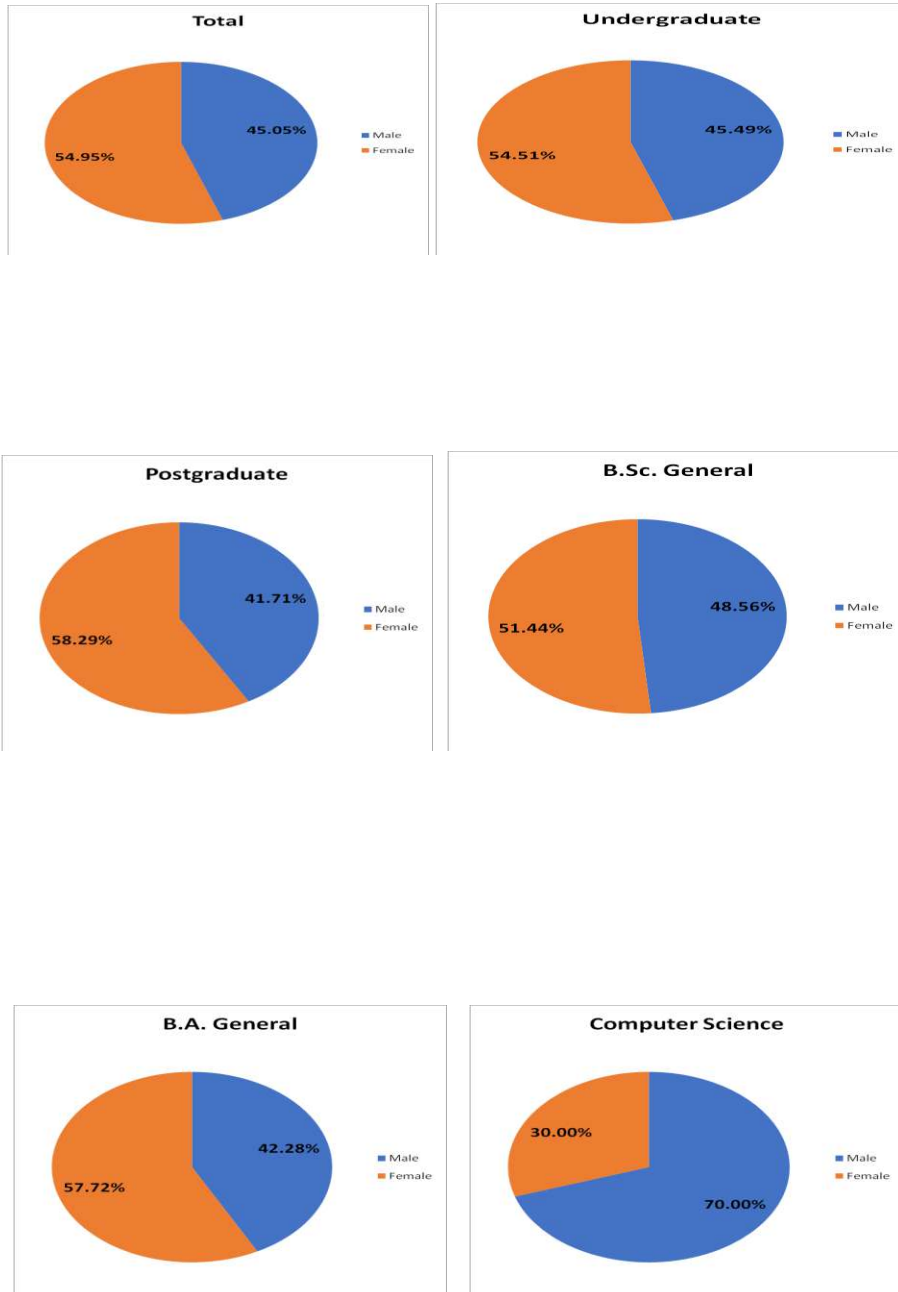
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STUDENT DATA [2020-21]

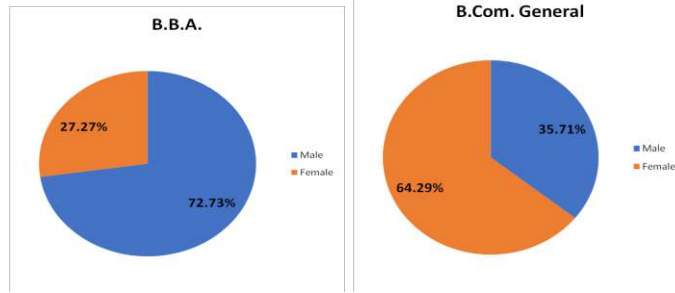
General Category



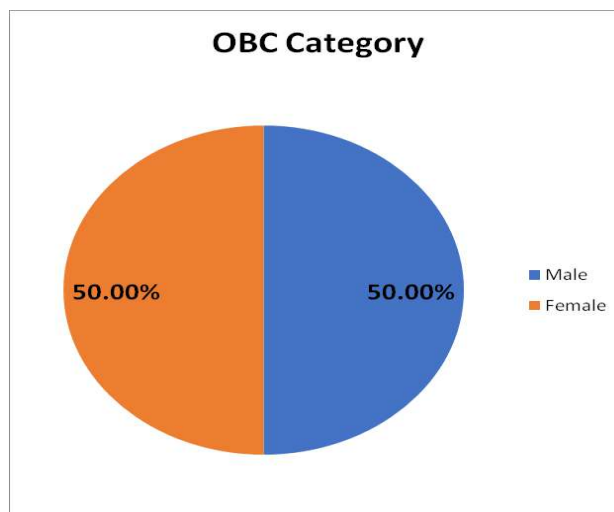
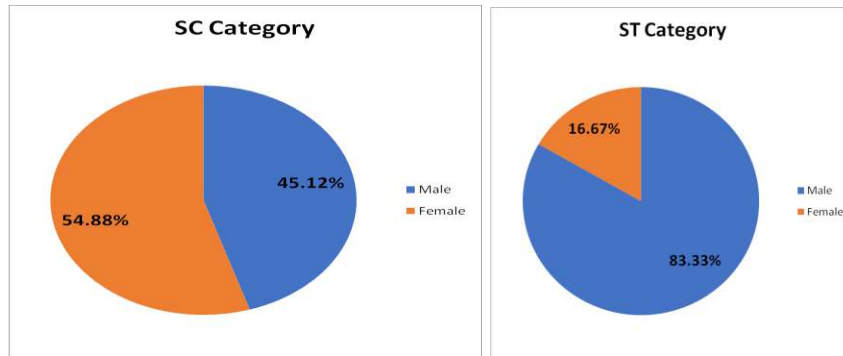


MANAGEMENT SYSTEM CONSULTANCY

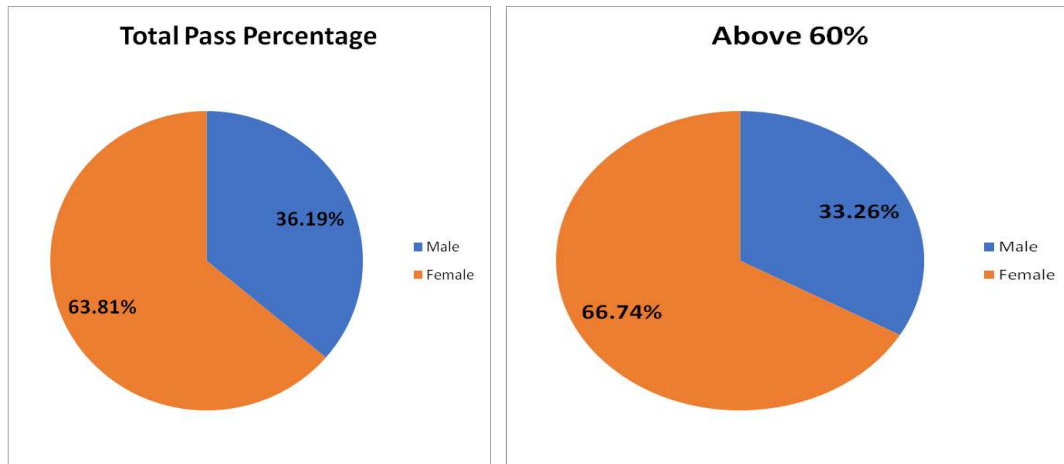
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Reserved Category



ANNUAL RESULTS



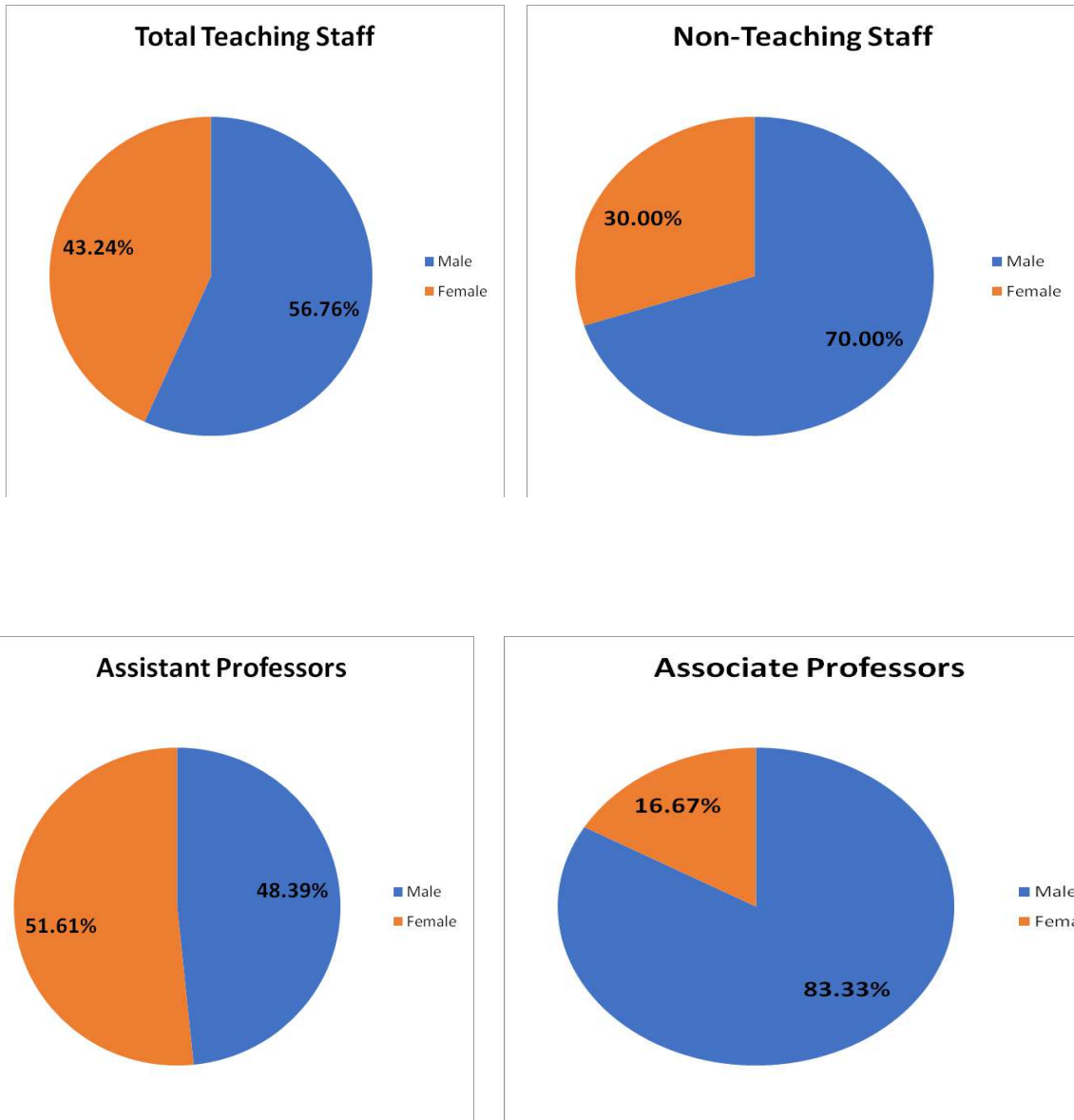
THE AUDIT

1. Student Data Analysis

Analysis of the student data as depicted in pie charts in the foregone pages reveals the following facts about the gender equity of the college:

- **Overall Gender Ratio:** The total enrolment of the student comprises 54.95% females and 45.05% males, indicating a higher representation of female students.
- **Undergraduate (UG) Students:** In UG programs, again there's a higher enrolment of female students with 54.51% age, while male students constitutes 45.49%.
- **Postgraduate (PG) Students:** The PG programs also show the similar trend, with 58.29% female students and 41.71% males, highlighting higher participation of females in PG education.
- **Reserved Categories (SC, ST and OBC):** While analysing various reserved categories, females shows higher representation compared to males in SC category. However in ST category students, female students representation shows a reverse trend with male outnumbering the females which may be attributed to very low enrolment of the ST students. In OBC category although low enrolment is there but female vs male representation is equally balanced at 50% each.
- **Annual Clearance (Passed) Students:** The data illustrates a higher percentage of female students (63.81%) successfully passing their annuals compared to male students (36.19%), indicating a far better academic performance by females than male students.
- **First Divisions:** Female students again outperformed male students in securing first division (obtaining above 60% marks) in annual examinations than male students (66.74% Females against 33.26% males)
- Female students also outnumbered male students in enrolment in B.Com, B.Sc. B.A. in general category. But again reverse trend is observed in BCA and newly introduced BBA program.

TEACHING AND NON TEACHING STAFF [2020-21]



2. Teacher Data Analysis:

- **Permanent Teachers:** The gender distribution among permanent teachers shows 43.24% female teachers and 56.76% male teachers, indicating a higher representation of males. However in case of Assistant professors females slightly outnumber males but again in case of Associate professors due to low numbers Female % age is skewed.
- **Non-Teaching Staff:** There is a significant gender disparity among non-teaching staff, with 70% being male and only 30% female, indicating a severe lack of gender diversity in official/non-academic roles.

3. Summary and Observations:

- **Total students enrolment:** The overall student enrolment demonstrates a higher representation of female students, in almost all courses barring a few (BBA & BCA).
- **Gender Disparities in Teaching Roles:** While total teachers lean towards male dominance, Assistant Professors exhibit a slightly higher representation of females. However, a substantial gender gap exists among non-teaching staff, primarily comprising of males.
- **Performance and Enrollment:** Females tend to perform better academically, as evidenced by their higher annual clearance rates and in securing first divisions. Additionally, they display higher representation across various reserved categories.

Suggestions and Recommendations:

1. **Regular Gender Audits:**
Establish a routine schedule for gender audits to monitor progress and identify evolving challenges, ensuring sustained commitment to gender inclusivity.
2. **Data-Driven Decision-Making:**
Encourage ongoing data collection and analysis to inform decision-making processes, fostering evidence-based strategies for gender equality.
3. **Community and Stakeholder Involvement:**
Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity. Since the college has best NSS unit that has been decorated by President of India with NSS National Award for exemplary community services, NSS volunteers should be engaged in sensitisation of gender equity in community with more intensity.
4. **Partnerships for Change:**
Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.
5. **Transparent Communication:**
Foster transparent communication about the college's commitment to gender inclusivity, sharing progress, and seeking input from the college community.
6. **Celebrating Success Stories:**
Highlight and celebrate success stories of gender diversity and inclusivity within the college to inspire positive change.
7. It is my suggestion that the college continue to maintain its reputation of being a safe environment for women and retain its gender sensitive culture.
8. Although female students have been given representation in diverse fields but more and more female students should further be encouraged to participate in sports and to contest for college-level leadership positions.

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Concluding Remarks:

Considering 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.

In all these years rarely has any untoward incident involving women occurred. The College maintains its atmosphere of healthy interaction among boys and girls. Under the present leadership of the college principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.

Amalesh Kr. Mandal



Amalesh Kumar Mandal

Chief Consultant/Auditor from Management System Consultancy

Authorization:

Certified from United Nations Institute for Training and Research on:

- 1. Gender Equality and Human Rights in Climate Action and Renewable Energy**
- 2. Sustainable Development in Practice**
- 3. Green Economy**

GOVERNMENT COLLEGE SEEMA (ROHRU)

District Shimla, Himachal Pradesh – 171207

A NAAC accredited B++ Co – educational Institution

Affiliated to Himachal Pradesh University, Shimla

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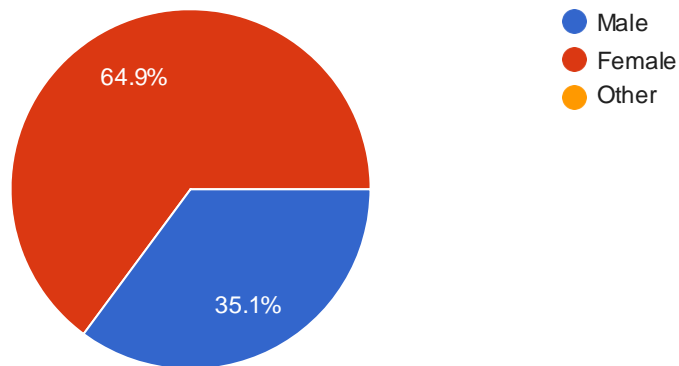


Gender Equity in College: A survey (Session: 2020-21)

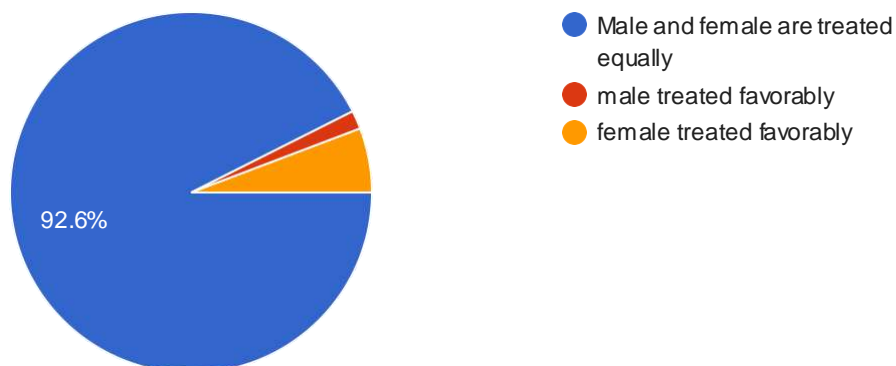
(Women Empowerment Cell)

Government College Seema, Rohru is dedicated to the promotion of gender equality among students and also in society. To achieve this throughout the year the college carries out various programs to ensure gender sensitivity and awareness in the students. The women's cell of the college organizes various sessions participating in activities and competitions for the students. The women's cell also motivates male students to participate in various competitions. International Women's Day is celebrated with great gusto and in a very impactful manner.

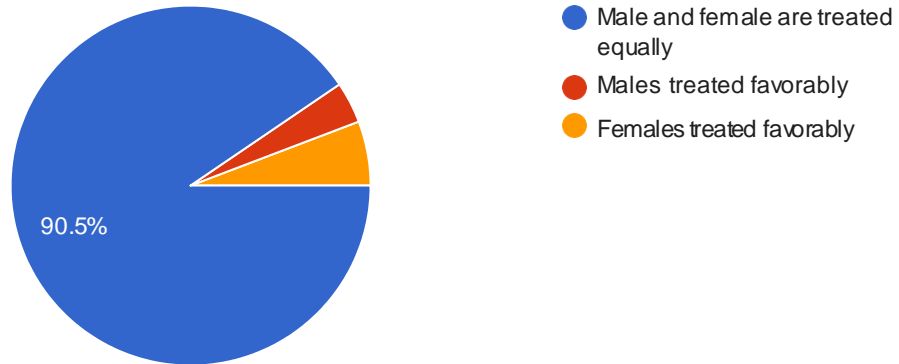
How do you describe your gender?



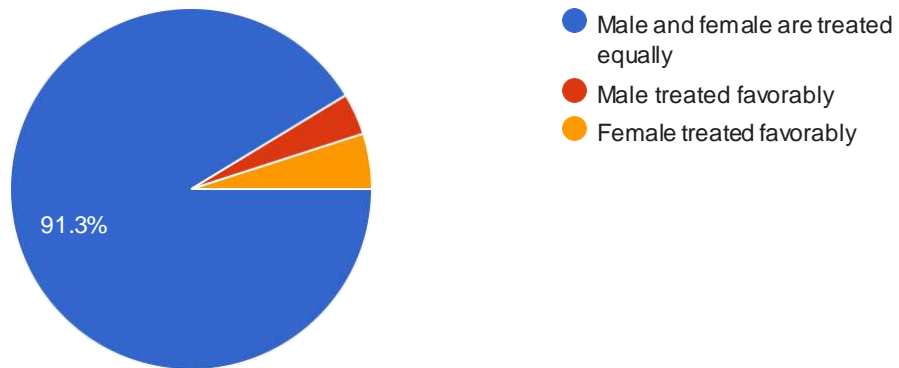
Based on your experience do you feel Male and female at your college are treated equally in Assessment (Exam and Assignment).



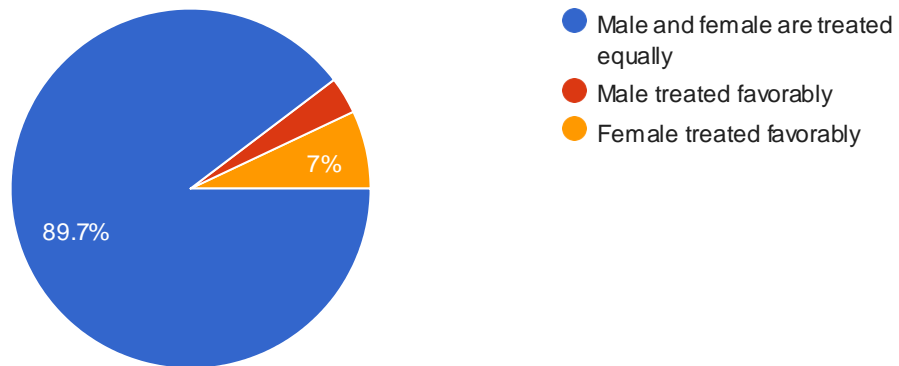
Based on your experience do you feel Male and female at your college are treated equally in Academic Advice & Support.



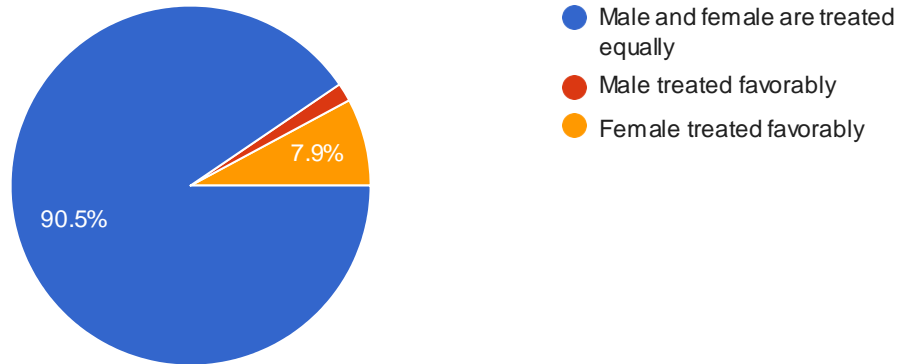
Based on your experience do you feel Male and female at your college are treated equally in Non-Academic Advice and Support.



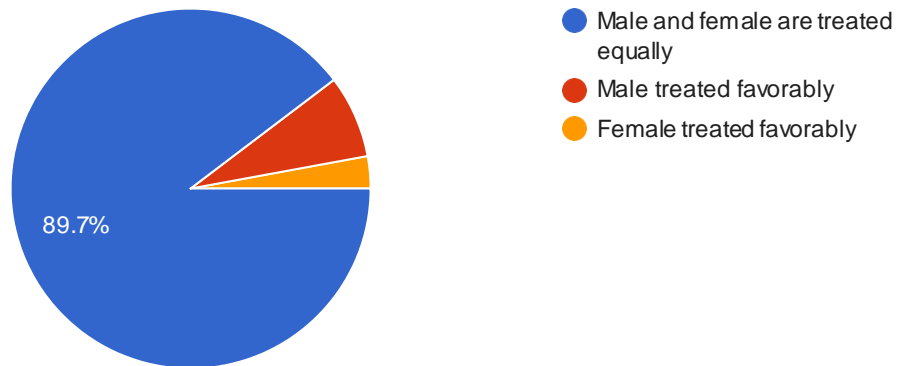
Based on your experience do you feel Male and female at your college are treated equally in Attendance Requirement.



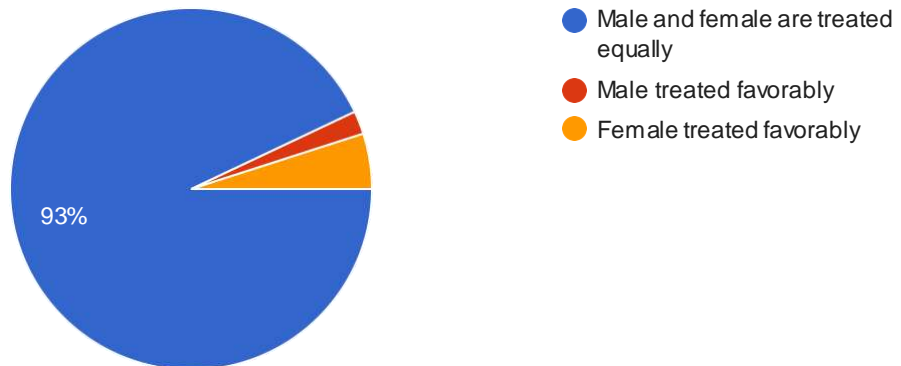
Based on your experience do you feel Male and female at your college are treated equally in Library Facilities.



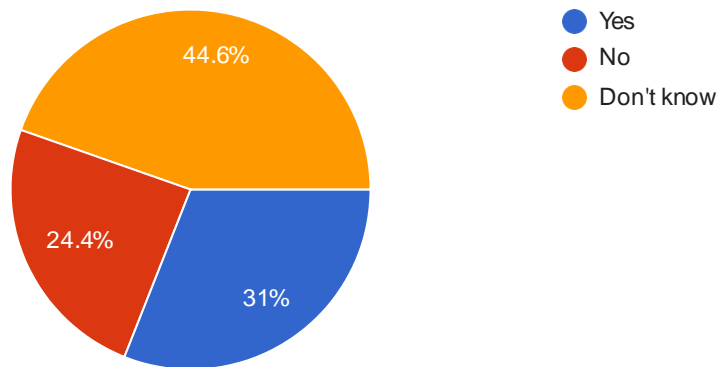
Based on your experience do you feel Male and female at your college are treated equally in Sports.



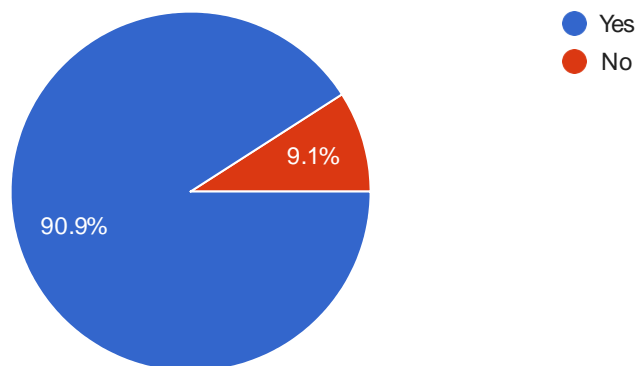
Based on your experience do you feel Male and female at your college are treated equally in Motivation and Encouragement.



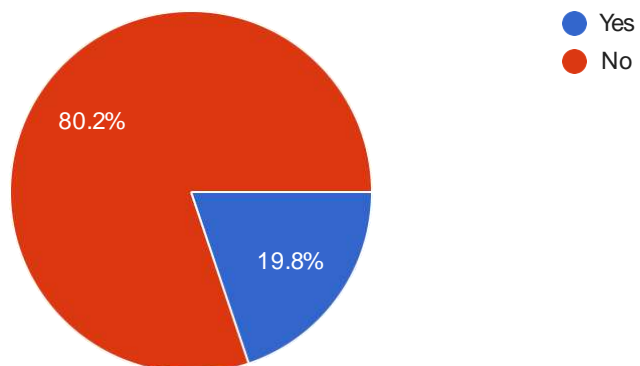
Do you feel your college has a gender-inclusive culture?



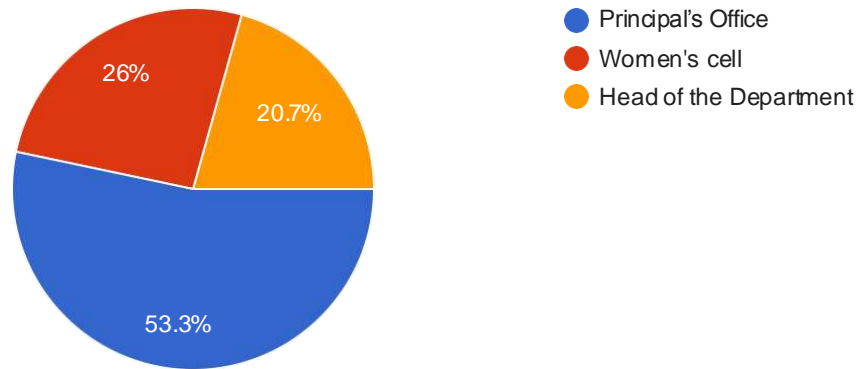
Are you aware of the concept of "gender equality"?



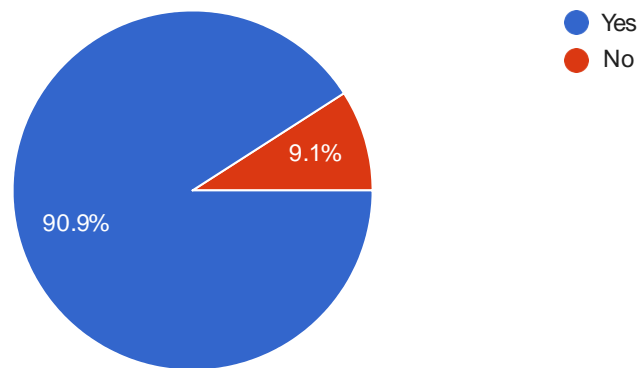
Have you observed any instances of gender discrimination on your college campus?



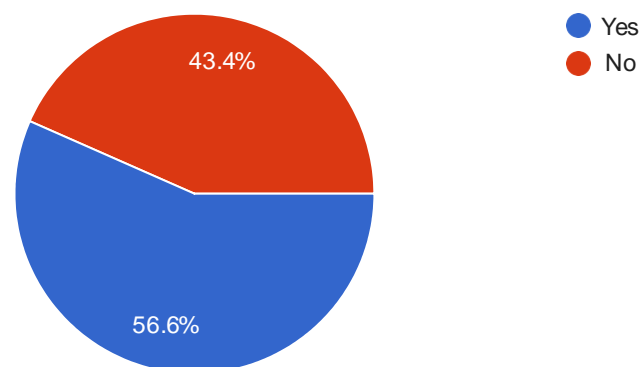
If you were treated unfairly where would you go and complain?



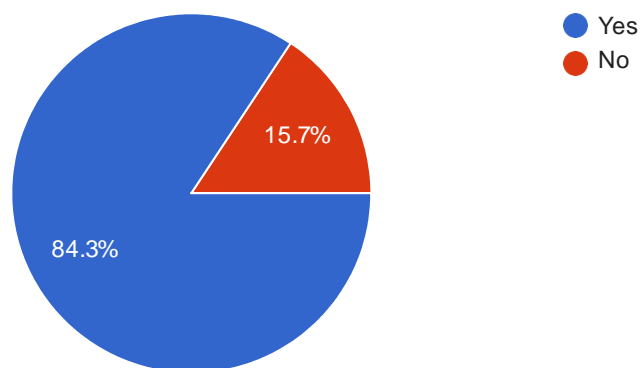
Were you satisfied with the solution provided to you by the office that you visited?



Are you aware that the college has an internal complaint cell (ICC)?



Do you feel the women's cell of the college can create awareness and gender equity?



Outcome of the survey on Gender Equity and Awareness in College

1. Assessment Equality

The survey indicates a prevailing perception of assessment equality among students, with 92.6% of respondents indicating that Male and female are treated equally in assessments.

2. Academic and Non-Academic Support

A significant majority (90.5% and 91.3% respectively) perceive equality in both academic and non-academic support services provided by the college, reflecting a positive framework for student assistance.

3. Attendance and Facilities

While the majority perceive equal treatment in attendance requirements (89.7%) and access to library facilities (90.5%), slight biases are noted, warranting further investigation into potential disparities.

4. Motivation, Sports, and Culture

Strong perceptions of equality are observed in motivation and encouragement (93%) and participation in sports activities (89.7%). However, a significant portion of respondents (44.6%) express uncertainty regarding the presence of a gender-inclusive culture within the college community, highlighting areas for improvement.

6. Grievance Resolution

The survey indicates the availability of multiple channels for grievance resolution, with a high satisfaction rate (90.9%) among respondents, suggesting effective mechanisms for addressing grievances.

7. Internal Complaint Cell (ICC) and Women's Cell Awareness

While moderate awareness of the ICC (56.6%) is reported, there is room for enhancing its visibility and accessibility. Similarly, there is a need to promote the Women's Cell as a vital resource for addressing gender-related grievances effectively. However this number is significantly contributed by males also who may have preferences to approach Principal instead of Women cell of the college

Recommendations

1. Enhanced Awareness Programs

Strengthen initiatives aimed at raising awareness of gender equality, discrimination, and inclusivity through targeted educational campaigns and workshops, with specific emphasis on the role and services provided by the Women's Cell.

2. Transparent Grievance Resolution Processes

Ensure transparency and accessibility in grievance resolution mechanisms to instill confidence and trust among students in the effectiveness of the college's policies and procedures, with particular attention to promoting the Women's Cell as a safe and accessible space for addressing gender-related grievances.

3. Promotion of ICC and Women's Cell Visibility

Increase the visibility and promotion of both the Internal Complaint Cell (ICC) and the Women's Cell through strategic communication and outreach efforts, highlighting their roles, services, and accessibility to ensure students are aware of available resources for addressing gender-related concerns promptly and effectively.

Conclusion

While the survey findings indicate positive perceptions of gender equality and awareness within the college community, addressing potential biases and enhancing awareness, particularly regarding the role and services of the Women's Cell, are imperative for fostering a truly inclusive and equitable environment. This report provides a foundation for guiding future initiatives and interventions aimed at promoting gender equality and awareness within the college community, with a focused emphasis on the Women's Cell as a vital agency for addressing gender-related grievances and promoting gender equity.



Govt.College Seema, Rohru

Co-educational institute, affiliated to Himachal Pradesh university-5

Accredited by NAAC, Ministry of Education, Govt of India

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Call us:01781-240167

INITIATIVES FOR ENSURING WOMEN SAFETY & GENDER EQUITY BY GOVT. COLLEGE SEEMA (ROHRU)



CCTV (37 Nos.) Cameras are installed in every nook and corner of the college for surveillance ensuring security & safety



**Sanitary Pad vending machine and sanitary Pad incinerator
are installed in the Girls toilets and Girls Hostel**



Govt.College Seema, Rohru
Co-educational institute, affiliated to Himachal
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GOVT.COLLEGE SEEMA (ROHRU)
REPORT: 2020-21

CONTENT

Sr.No	Name of activity	Date
1	Seven Days yoga Shivir during covid period for staff members	16/10/2020
2	One week workshop on "Digital Literacy" for upskilling of women staff members	1 st March to 6 th March 2021

Women Empowerment Cell Report

Session 2020-21

SEVEN DAYS YOGA SHIVIR

On dated 16th October ,2020 a seven days YOGA SHIVIR was organised to enhance the immunity of staff members during COVID pandemic. Prof.B.S Pirta was the resource person.



Seven days workshop on Digital Literacy

Women empowerment cell of Govt.College Seema has organized one week workshop on “**Digital Literacy**” for the upskilling of women staff on dated 1st march to 6th March 2021

