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GOVT. COLLEGE SEEMA (ROHRU) GENDER AUDIT (2023-24)

Sustainable Development
Goal 5: Gender equality





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REPORT OF THE GENDER AUDIT (2023-24)

Preamble

A **Gender Audit** is an organizational assessment process and a strategic tool for gender-focused action planning. It evaluates an institution's ability to create a safe and inclusive environment for women and girls, including students, faculty, and administrative staff. This participatory process identifies strengths and challenges in promoting gender equity within institutional systems, operations, and activities. It fosters dialogue among stakeholders to reflect on the institution's performance in addressing gender-related issues.

Aligned with **UN Sustainable Development Goal 5: Gender Equality**, gender audits focus on several critical areas:

- Integrating gender considerations into organizational objectives, programs, and budgets.
- Leveraging existing gender expertise and competencies.
- Managing information and knowledge on gender issues effectively.
- Establishing systems for accountability, evaluation, and monitoring of gender equality.
- Ensuring balanced representation in staffing and human resources, along with gender-friendly policies.
- Examining organizational culture and its influence on gender equality.

Govt. College Seema (Rohru) is committed to providing equitable and inclusive educational opportunities. With a focus on quality education for all, the college undertook a gender audit to assess its progress and identify areas for improvement. Using a participatory approach, the audit involved both online and onsite visits, where interactive sessions were conducted with faculty, staff, and students.

During these visits, various facilities and institutional records were reviewed to assess their alignment with gender equity goals. The cooperative engagement of the college's administration, staff, and students provided sufficient data to prepare this comprehensive gender audit report.



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Brief profile of College:

Govt. College Seema, located in the scenic Chanshal Valley of Rohru, District Shimla, Himachal Pradesh, is surrounded by the serene beauty of the snow-covered Himalayas, lush pine forests, and the tranquil Pabbar River. This picturesque setting, coupled with a pleasant climate, provides an ideal environment for academic excellence. The harmonious blend of education and nature makes the college a unique destination for holistic learning. Situated just 6 kilometers from Rohru, a prominent local town, the college is easily accessible.

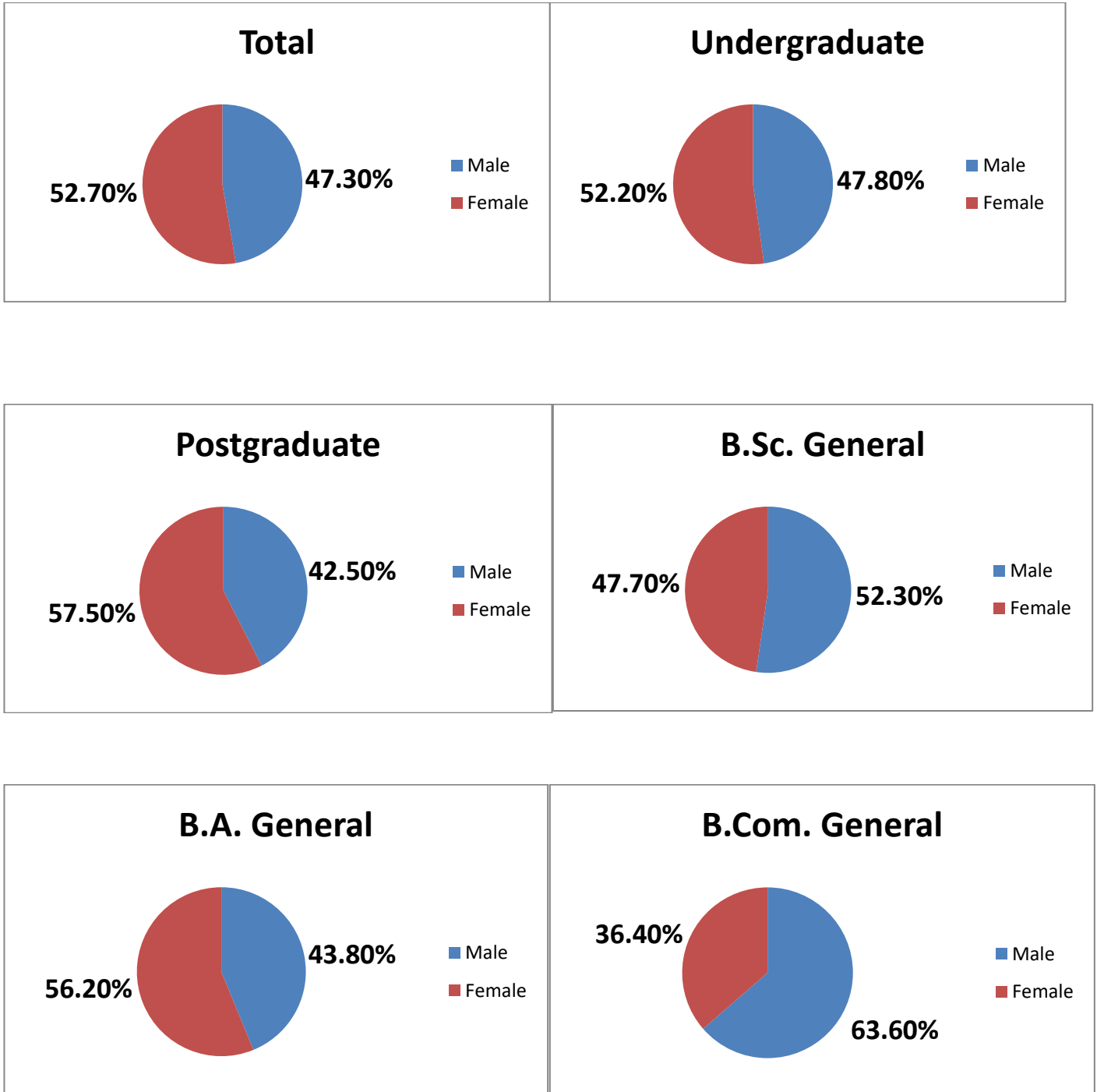
Established in 1988 with only 16 students, the college began its journey with the motto “Bringing Transformation through Education.” It aimed to serve the underrepresented “Pahari talent” from remote areas lacking higher education opportunities. Overcoming geographical, economic, and social barriers, the institution rapidly progressed. Today, it stands as a comprehensive academic center offering diverse streams such as Humanities, Commerce, Science, BCA, BBA, PGDCA, IGNOU courses, and various skill-based add-on programs.

Spread across 3.35 hectares, the campus is equipped with state-of-the-art facilities, including academic blocks, an auditorium-library, hostels for boys and girls, a playground, staff quarters, and other essential infrastructure. The college continues to grow, building on its legacy of achievements. The milestone of its **25th Silver Jubilee Celebration in 2013** marked its journey of sustained excellence.

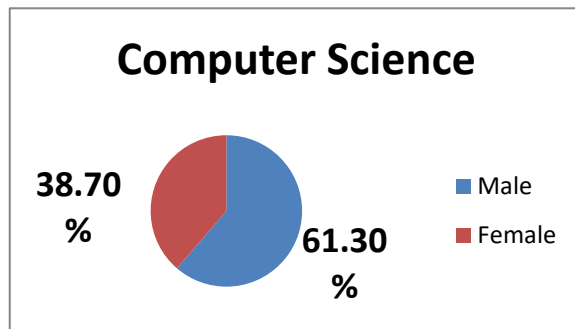
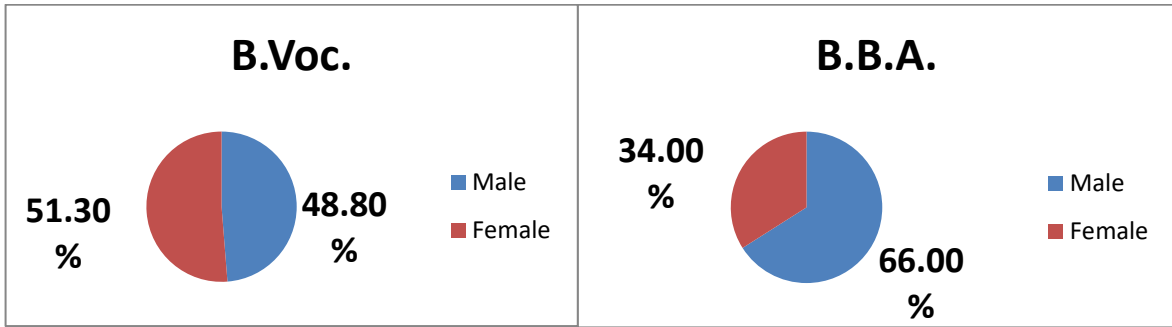
Balancing traditional values with technological advancements, the college fosters a sense of civic responsibility and national awareness among its stakeholders. The visionary founders and contributors, inspired by Alfred Tennyson’s words, “The old order changeth, yielding place to new,” have driven the institution to embrace change and set new standards in education. Today, the college continues to adapt and evolve, reflecting progress across all dimensions of education.

STUDENT DATA [2023-24]

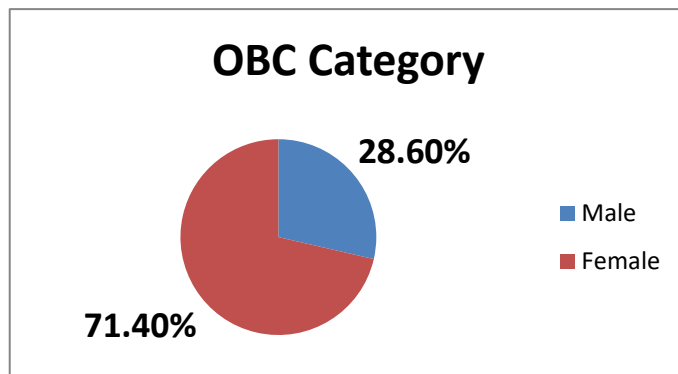
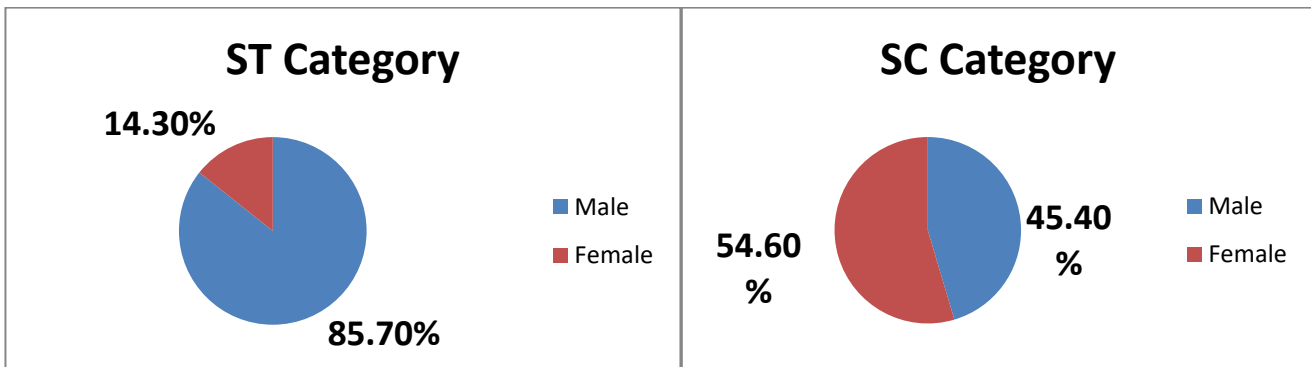
General Category



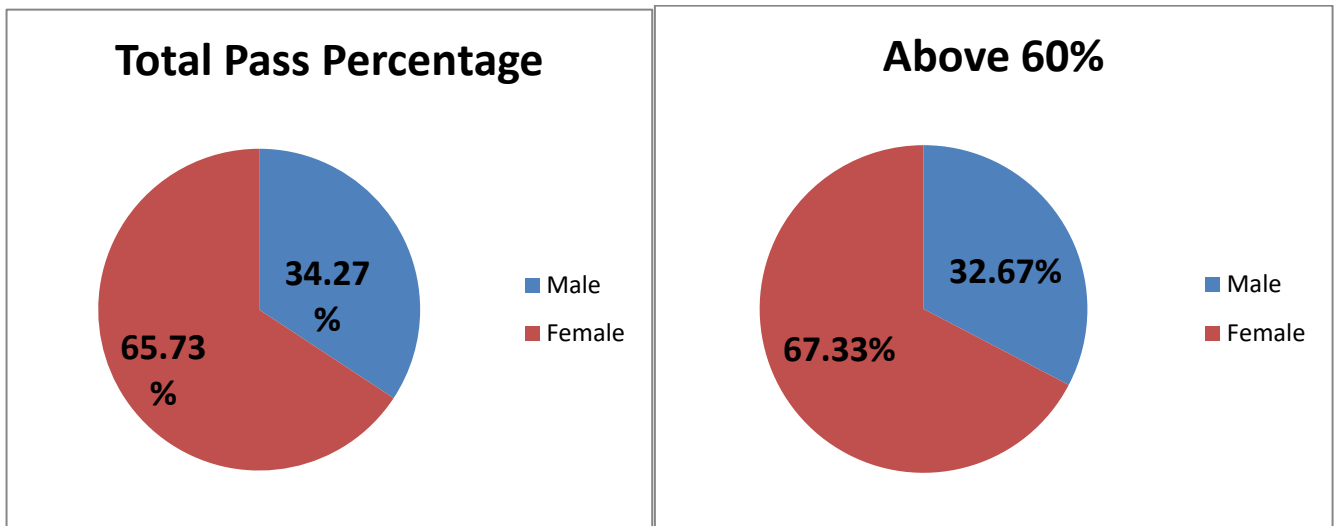
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Reserved Category



ANNUAL RESULTS



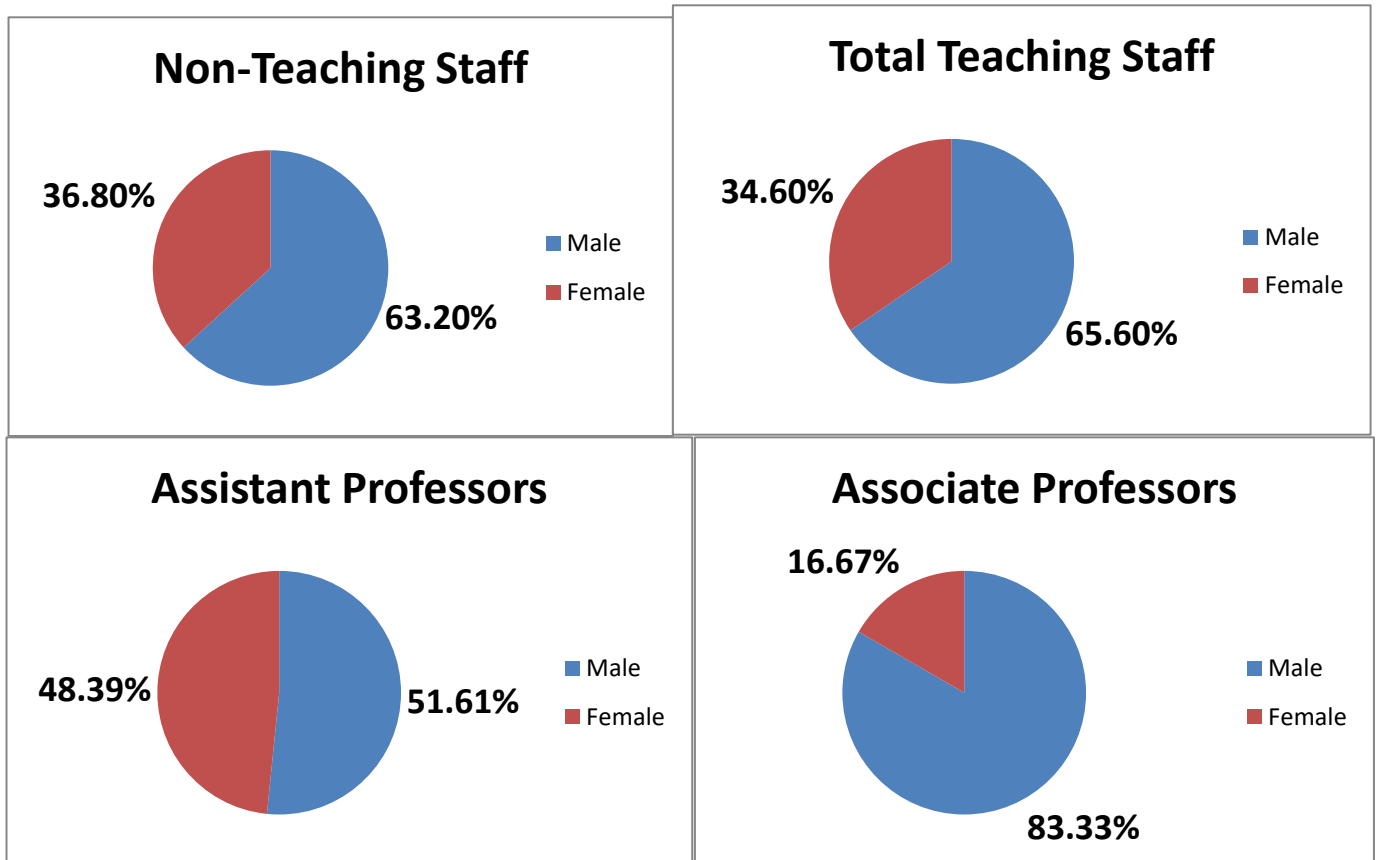
THE AUDIT

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 enrollment comprises 52.7% females and 47.3% males, indicating a higher representation of female students.
- **Undergraduate (UG) Students:** In UG programs, 52.2% are female students, while 47.8% are male students, showing a similar trend of higher female participation.
- **Postgraduate (PG) Students:** The PG programs show a more pronounced trend, with 57.5% female students and 42.5% males, highlighting stronger female participation in postgraduate 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 out numbering 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 (65.73%) successfully passing their annuals compared to male students (34.24%), 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 (67.33% Females against 32.67 % 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 [2023-24]



2. Teacher Data Analysis:

- **Permanent Teachers:** The gender distribution among permanent teachers shows 34.60% female teachers and male teachers 65.60%, indicating a higher representation of males. However in case of Assistant professors females slightly outnumbers 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 63.20% being male and only 36.80% 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 Kumar 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**
- 4. ISO Certification**

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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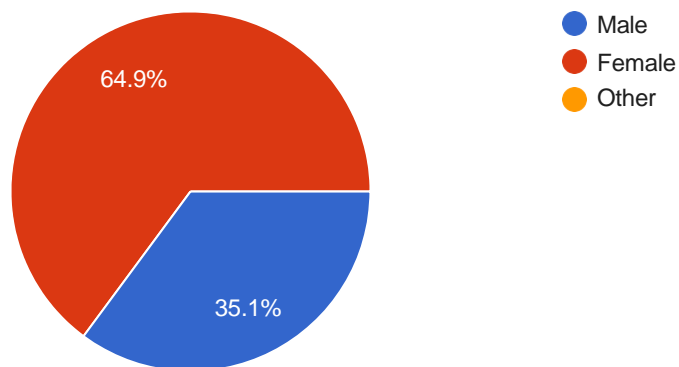


Gender Equity in College: A survey (Session: 2023-24)

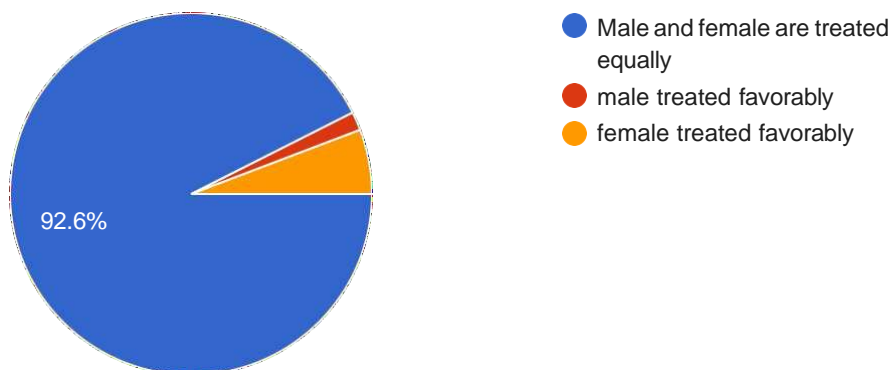
(Women Empowerment Cell)

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.

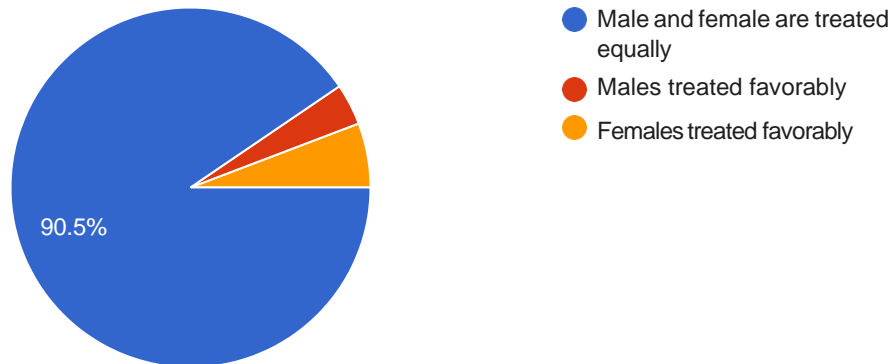
How do you describe your gender?



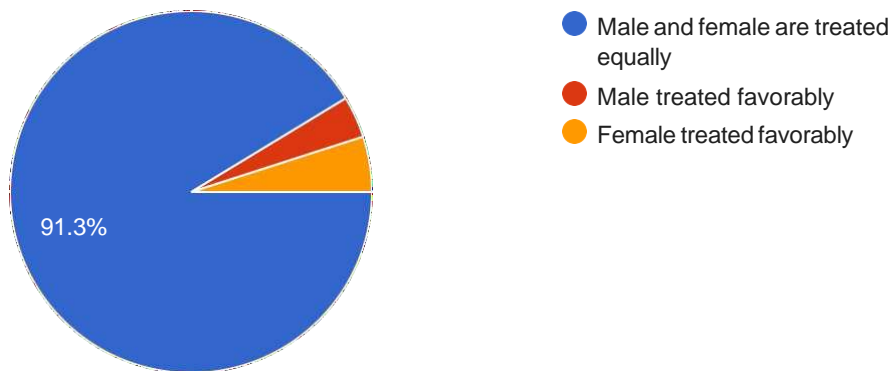
Based on your experience do you feel Male and female at your college are treated equally in Assessment (Exam and Assignment).



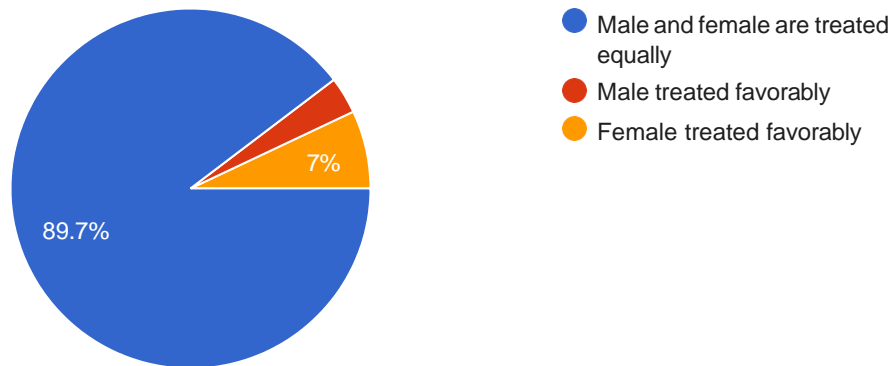
Based on your experience do you feel Male and female at your college are treated equally in Academic Advice & Support.



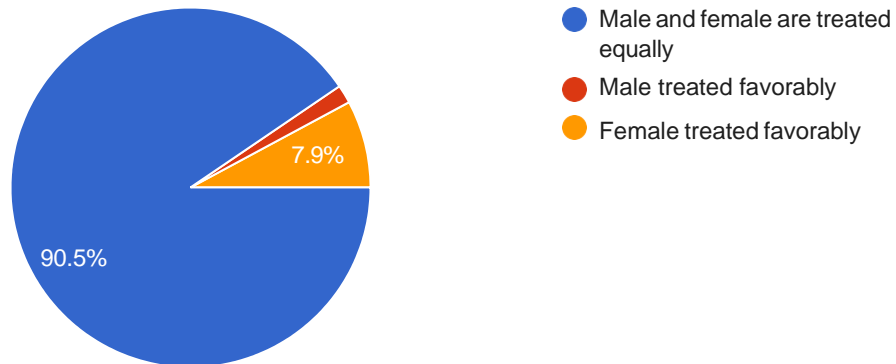
Based on your experience do you feel Male and female at your college are treated equally in Non-Academic Advice and Support.



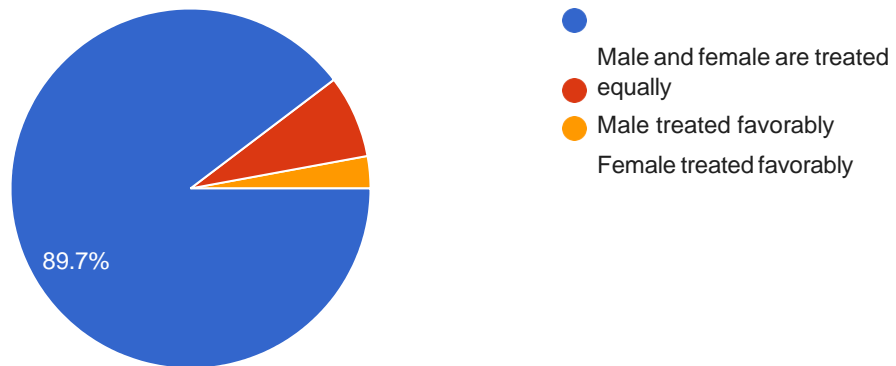
Based on your experience do you feel Male and female at your college are treated equally in Attendance Requirement.



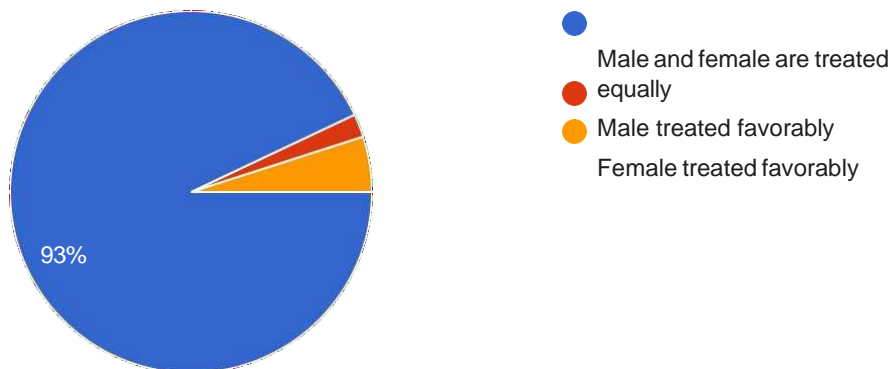
Based on your experience do you feel Male and female at your college are treated equally in Library Facilities.



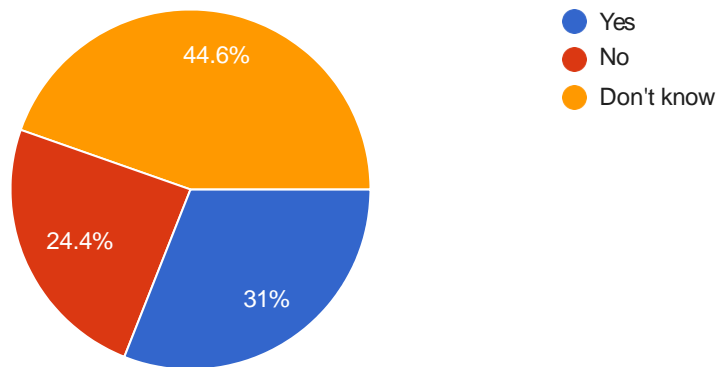
Based on your experience do you feel Male and female at your college are treated equally in Sports.



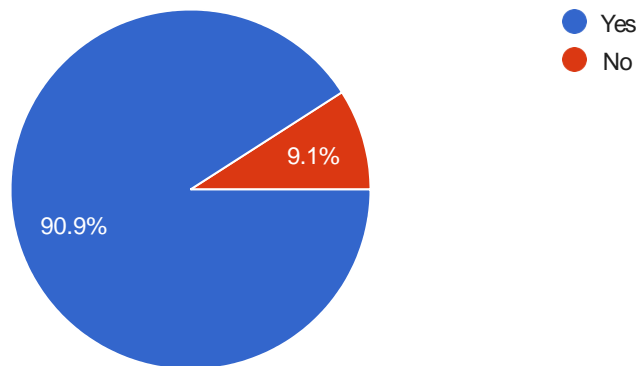
Based on your experience do you feel Male and female at your college are treated equally in Motivation and Encouragement.



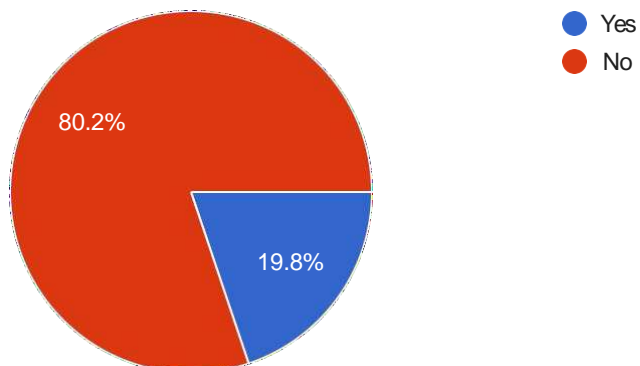
Do you feel your college has a gender-inclusive culture?



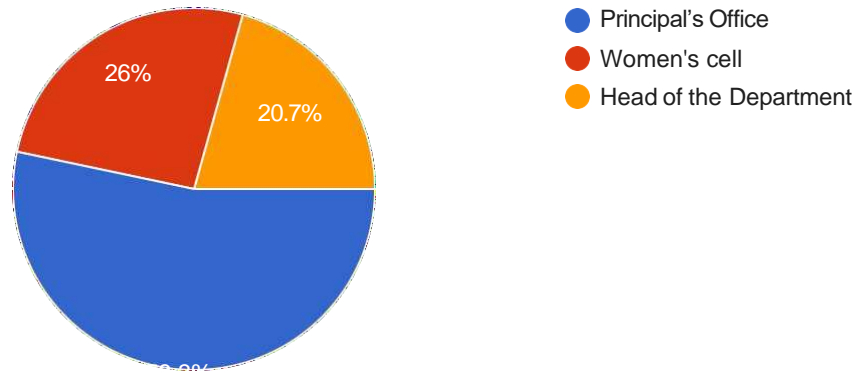
Are you aware of the concept of “gender equality”?



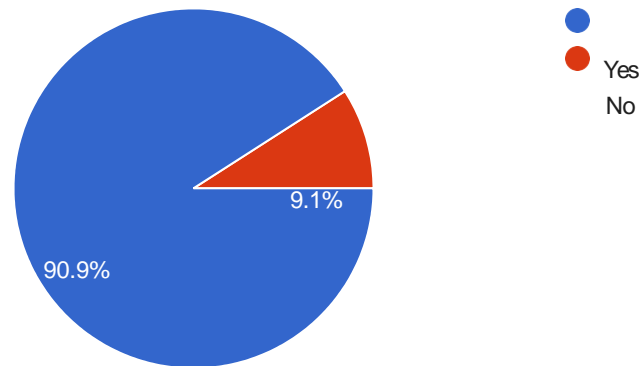
Have you observed any instances of gender discrimination on your college campus?



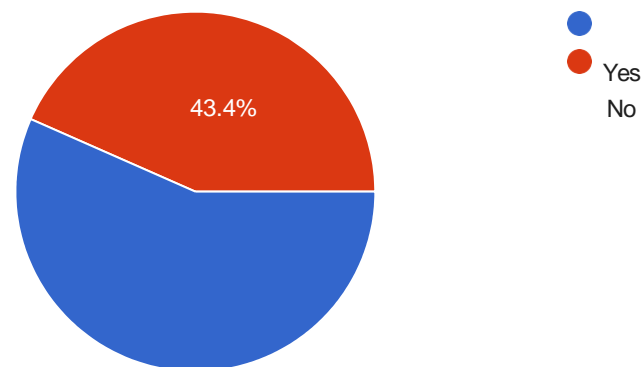
If you were treated unfairly where would you go and complain?



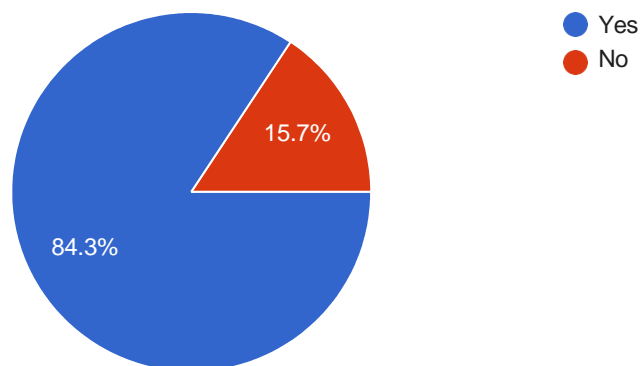
Were you satisfied with the solution provided to you by the office that you visited?



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**



District Shimla, Himachal Pradesh - 171207

A NAAC accredited B++ Co - educational Institution

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www.gpgcseema.edu.in Email: gcseema-hp@nic.in, gcseemahp@gmail.com Telefax: 01781-240167

Women Empowerment Cell Activities 2023-24

- The cell organizes programs to empower the female students with knowledge, skills and confidence to overcome challenges and achieve their full potential. During this session the following activities were carried out by the Women Empowerment Cell of the College:
- Mehandi Competition was organised on 12th August 2023. A total of 21 students of different streams participated in which Prachi Sapta B.A 2nd year, Nikshubha BBA 3rd sem and Shobhit BA 1st year stood First, Second and Third respectively.



Winners of Mehendi Competition

- Traditional Food Festival was organised on 29th November 2023 in which different traditional cuisine of the was exhibited by the students.



पारंपरिक व्यंजन बनाए

रोहड़ू। सीमा कॉलेज में महिला प्रकोष्ठ की ओर से फूड फेस्टिवल का आयोजन कॉलेज परिसर में किया गया। इस कार्यक्रम का आयोजन डॉ. सुमित्रा चौहान की अध्यक्षता में किया गया, जिसमें कॉलेज प्राचार्य डॉ. भूपेंद्र ठाकुर ने बतौर मुख्यअतिथि शिरकत की। इस दौरान 60 छात्र एवं छात्राओं ने भाग लेकर पारंपरिक व्यंजन तैयार कर प्रस्तुत किए। इस कार्यक्रम में विशेष रूप से तैयार पारंपरिक व्यंजनों में इंडरा, बडे, बिथू बात, पतीड, लाफा, सिउडू, कोदे की रोटी, अखरोट के बेडन बाली रोटी, शाकली, बाडी, सेब रोटी, ओगल फाफरे की लोटी, लिटी चोखा, बिच्छू बूटी की सब्जी, मालपुआ, चिलोली आदि मुख्यअतिथि व अन्य गण्यमान्य मेहमानों को परोसे गए। इसके साथ ही उपस्थित लोगों को इन व्यंजनों के सेवन से स्वास्थ्य लाभ भी बताए। महाविद्यालय के प्राचार्य एवं अन्य प्राध्यापकों ने विद्यार्थियों की मेहनत, लगन व रुचि की सराहना की।

- An awareness campaign on AIDS in collaboration with Red Ribbon Club on 1st December 2023 was organised in which AIDS AWARENESS RALLY, Sensitisation/ Signature Campaign was carried out in the college as well as nearby Bijouri and Seema Villages.



- Women's Day was Celebrated on 6th March 2024. Various Competitions were organized such as Poster making, Slogan writing, Poetry recitation, Solo Song etc. In Poster making Raviraj, and Priya, secured First and second position respectively. In Solo Song competition Nitika, Jyotika and Vivek got First, second and Third position respectively. Preeti and Snigdha got First and second position respectively in Poetry recitation. In Slogan writing Snigdha and Suhani Secured First and Second position respectively.

पोस्टर मेंकिंग में रविराज, संगीत में नितिका, भाषण में वंशिका व कविता पाठ में प्रीति अब्बल



अंतर्राष्ट्रीय महिला दिवस में भाग लेते मुख्य अतिथि एवं अन्य गणमान्य।

सवेरा न्यूज/ राही, रोहडू : सीमा कॉलेज में महिला शिकायत प्रकोष्ठ द्वारा अंतर्राष्ट्रीय महिला दिवस का आयोजन किया गया। कार्यक्रम की अध्यक्षता महाविद्यालय के प्राचार्य डॉ. भुपिंद्र सिंह ठाकुर एवं डॉ. ललिता रावत ने की। कार्यक्रम की विधिवत शुरुआत द्वीप प्रज्वलन से हुई। महिला प्रकोष्ठ की अध्यक्षता डॉ. सुमित्रा चौहान ने मुख्यातिथि का स्वागत किया व इस वर्ष महिला दिवस के विषय इन्वेस्ट इन वीमेन एक्सीलेरेट से सभी को अवगत करवाते हुए महाविद्यालय के महिला प्रकोष्ठ की कार्यप्रणाली की जानकारी दी। महाविद्यालय की आचार्य डॉ. रवि किरण द्वारा महिला स्वास्थ्य पर पीपीटी के माध्यम से अपने विचार प्रस्तुत किए गए। कार्यक्रम में पोस्टर, चार्ट, संगीत, भाषण नारा लेखन व कविता पाठ प्रतियोगिताओं का आयोजन किया गया। पोस्टर मेंकिंग में प्रथम रविराज, द्वितीय प्रिया, संगीत में प्रथम नितिका, द्वितीय ज्योतिका, तृतीय विवेक, भाषण प्रथम वंशिका, कविता पाठ में प्रीति प्रथम, द्वितीय स्निग्धा, नारा लेखन में स्निग्धा, सुहानि रहे। महाविद्यालय के प्राचार्य ने सभी प्रतिभागियों को पुरस्कृत किया। प्राचार्य डॉ. भूपेंद्र सिंह ठाकुर ने महिलाओं के सशक्तिकरण और समाज में उनकी भूमिका पर बाल दिया तथा उन्होंने कहा के आज महिलाएं पुरुषों के साथ हर क्षेत्र में अपना योगदान दे रही हैं। कार्यक्रम में प्राध्यापिका प्रेमिला कायथ द्वारा महिला उद्यमी विषय पर पीपीटी के माध्यम से अपने विचार रखे।

भाषण स्पर्धा में वंशिका, पोस्टर बनाने में रविराज अब्बल

संवाद न्यूज एजेंसी

रोहडू। राजकीय महाविद्यालय सीमा में महिला शिकायत प्रकोष्ठ ने बुधवार को अंतरराष्ट्रीय महिला दिवस के अवसर पर कार्यक्रम का आयोजन किया।

इसकी अध्यक्षता महाविद्यालय के प्राचार्य डॉ. भुपिंद्र सिंह ठाकुर और डॉ. ललिता रावत ने की। महिला प्रकोष्ठ की अध्यक्ष डॉ. सुमित्रा चौहान ने मुख्यातिथि का स्वागत किया। इस वर्ष महिला दिवस का विषय इन्वेस्ट इन वुमन एक्सीलेरेट से सभी को अवगत करवाया गया।

इसके साथ ही महाविद्यालय के महिला प्रकोष्ठ की कार्यप्रणाली की जानकारी दी गई। कॉलेज की आचार्य डॉ. रवि किरण ने महिला स्वास्थ्य पर पीपीटी के माध्यम से विचार प्रस्तुत किए। कार्यक्रम में पोस्टर, चार्ट, संगीत, भाषण, नारा लेखन और कविता पाठ प्रतियोगिताओं का आयोजन भी



सीमा कॉलेज में आयोजित कार्यक्रम में मौजूद शिक्षक और विद्यार्थी। संवाद

किया गया। पोस्टर बनाने में रविराज ने प्रथम स्थान प्राप्त किया जबकि प्रिया ने द्वितीय स्थान हासिल रहीं। संगीत स्पर्धा में नितिका ने पहला, ज्योतिका ने दूसरा और विवेक ने तीसरा स्थान प्राप्त किया। कविता पाठ स्पर्धा में प्रीति ने प्रथम स्थान हासिल किया। भाषण स्पर्धा में

वंशिका पहले स्थान पर रहीं। नारा लेखन में सुहानी विजेता बनीं। प्राचार्य ने सभी प्रतिभागियों को पुरस्कृत किया।

डॉ. ललिता रावत ने कहा कि आज हम अंतरराष्ट्रीय महिला दिवस के अवसर पर महत्वपूर्ण उपलब्धि का उत्सव मना रहे हैं।