



# **GENDER AUDIT**

## **(2020-2021)**

### **I.B.(PG) COLLEGE, PANIPAT**


**(AFFILIATED TO KURUKSHETRA UNIVERSITY, KURUKSHETRA)**





## Internal Gender Audit Committee


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## PREFACE

Gender audits assist institution recognize and appreciate gender figures within their composition, structures, processes, organisational culture and management of manpower and in the design and transporting strategies and schemes. They also help to evaluate the effect of Institutional entertainment and its governance on sexism. Gender audits confirmed a commencement against advancement measured over time, pointing out analytic gender inequality and challenges, and counselling of how they can be directed through developments and changes.

Gender audits allow institutions ‘to set their own council, and change features of the organisational culture which distinguish beside female hands and women successor.’”

We at I.B. (PG) College, Panipat see the gender audit as there should be equal opportunities to both the genders (Men&women)in terms of employment, promotion, decision-making, salary etc. There should be safer environment for both men and women, especially for women as this is sensitive factor. The college always focus on overall development of the students. Keeping in the mind of gender balance special lectures are arranged for girls students to make them aware about their rights. In the field of sports & cultural activities girls students along with boys participated and won various prizes.

In lockdown period, Girls won numerous prizes in different national level online competitions.Different Committees like Sexual Harassment committee, Discipline Committee etc. are formed to make the environment safer for the students. Certificate courses are introduced this year in order to enhance skills among students.

## **OBJECTIVES OF GENDER AUDIT**

- To know the composition and structure of human resource in college.
- To know the college's efforts on gender balance.
- To know whether campus is safer for all genders especially for women as per the mandate of the UGC.
- To see measures taken by college for prevention of sexual harassment.
- To know whether college gives equal opportunities to all the genders in terms of decision-making, employment etc.
- To suggest measures for gender balance.

## INTRODUCTION

I.B. (PG) College is a premier co-educational institution in Haryana. It was founded in 1956 in the memory of the well-wisher of Leiah Biradari Late Sh. Inder Bhan Dhingra. Keeping in view the requirement of education for women, Late Seth Brij Lal Dhingra with the help of his energetic friends Late Sh. Shanu Lal Narang & Late Sh. Sukh Dayal Sachdeva, founded this college for women only. In 1966, the college started working as a co-educational institute. The college progressed by leaps and bounds under the leadership of Late Dr.SomnathDhingra and Late Sh. Ram KishanGandhir who worked in the capacity of erstwhile President & Vice President respectively.

The college has steadily built up over the past six decades, maintaining high traditions of scholastic excellence along with the culture of discipline and social service. The overall goal is to prepare the students to play roles in the society with responsibility and commitment.The objectives of the college is to foster the development of all aspects of student's personality and to enhance their creative skills so that they can tackle the challenges of life effectively.

## **WOMEN CELL OF COLLEGE**

The women cell of the college is primarily destined to look into the grievances of girl students as well as female staff, and also to provide guidance and assistance to them. This cell regularly organizes workshops and lectures on various topics related to women, like Domestic violence, Health and Hygiene, Sexual Harassment and legal rights of women. Various competitions like Poster making, Declamation contest, Essay writing etc. are also organized from time to time to create awareness.

### **OBJECTIVES OF WOMEN CELL OF THE COLLEGE**

- To resolve the issues related to sexual harassment or gender discrimination against women.
- To make the female students and staff members aware of their legal rights.
- To ensure safety and security measures of female students and staff members.
- To groom personality of female students and also develop leadership qualities in them.
- To inculcate good health and hygiene habits amongst the female students.
- To make aware of and to encourage all the students towards gender equity.

## **INFRASTRUCTURE AND LEARNING RESOURCE FOR WELL-BEING OF THE STUDENTS (BOTH MALE & FEMALE)**

College premises sprawls over 2.54 acres of land in the heart of city. There are separate blocks for Arts, Commerce and Science. Each block has well-ventilated and airy classrooms with adequate seating capacity and is supported by round the clock Wireless Connectivity (Wi-Fi). The Construction of New Science-cum- Administrative Block is in full swing.

There are two spacious Seminar Halls with adequate furniture, effective sound system and audio-visual equipment. The central library of the college is fully automated and has a rich collection of journals, e-books, magazines etc. With seating capacity of 100 users at a time, our library is a member of N-LIST (UGC INFLIBNET) programme which facilitates e-books, e-journals etc. CCTV cameras are installed in the library as well as in entire campus for security purposes.

Other Infrastructural and Learning Resources in the College:

- Provision for clean drinking water(RO) in all the departments
- Separate Girls Wing
- Cafeteria with fresh and hygienic food
- Separate common-rooms for Girls and Boys
- Lush green lawns
- Departmental Libraries
- Biometric Machines for Attendance
- Well-equipped Science Labs with all necessary equipment
- Parking facility separately for girls and boys
- Well-furnished Music Room
- Clean-hygienic separate Washrooms for Girls and Boys
- Functional English Lab

- Special Home Science Lab
- PNB branch with ATM facility
- OPAC system in Library
- Facility of whiteboards in Labs
- Spacious Staffroom with the facility of AC and Pantry.
- Fire Extinguisher
- Gymnasium for Boys and Girls

### **EXTRA FACILITIES FOR FEMALE STUDENTS**

- Vending machine for sanitary napkins is kept in girl's wing of the college.
- Separate parking facility is provided to the girls students in the girls wing so that there is no rush problem.
- One ramp facility is available in commerce block of the college so that there is no problem to disabled students.
- Constitution of women cell and arrangement of various lectures on legal rights and women safety.
- Separate wash rooms and common room facility for girls
- Along with boys, girls are also motivated in NCC, NSS and sports because in these areas girls hesitate to take part.



## **COMMITTEES AT COLLEGE LEVEL FOR BETTERMENT OF STUDENTS**

### **WOMEN CELL:**

The women cell of the college is primarily destined to look into the grievances of girl students as well as female staff, and also to provide guidance and assistance to them. This cell regularly organizes workshops and lectures on various topics related to women, like domestic violence, health and hygiene, sexual harassment and legal rights of women. Various competitions like Poster making, Declamation contest, Essay writing etc. are also organized from time to time to create awareness.

### **PLACEMENT & CAREER GUIDANCE CELL**

In order to become self-dependant and contributory citizens, employment is must. Getting employed in early age without going to search for jobs is like a dream come true for the students. Keeping this in mind, the Employment and Guidance Cell of the college was established in 1998 and the cell is consistently working towards providing a suitable interface to the students for placement. Many students got jobs in various prestigious companies, through the guidance and assistance provided by the cell.

### **ANTI RAGGING COMMITTEE :**

To bring out awareness among the students about the consequences of ragging and to keep a constant eye and vigilance over ragging so as to prevent its occurrence anti ragging committee is formed in the college. This committee address any ragging issues immediately and taken action as advised by the committee.

### **GRIEVANCE REDRESSAL CELL:**

This cell functions to resolve any general or specific issues of students, and takes care of their grievances. The grievance cell tries to pay attention to every minute complaint or problem faced by any student during his/her institutional tenure. Suggestions or other necessary inputs are provided to sort out the issues in wider interest of institution and students.

## **EDUCATION TOUR COMMITTEE:**

Educational Tour plays an important role in imparting practical knowledge of any subject. The conceptual base of the subject is certainly developed through theoretical teaching, but when it is supplemented with real-life observations, it makes a life-time impact. Through educational tours, the students get an opportunity to learn through self-exposure to various events. The science students come to know about various latest developments of the field and the students of commerce and humanities are also directly benefited by the field visits.

## **DISCIPLINE COMMITTEE:**

Discipline is primary requirement for any educational institute, and the students need a peaceful environment to concentrate on their academic pursuits. The discipline committee of the college takes all necessary steps to maintain a calm and congenial campus, for optimum output on every front of academic and extra-curricular activities. We believe in “zero tolerance” for indiscipline, and the students disturbing the conducive environment are strictly dealt with.

## **SC/BC CELL:**

This Cell looks after any grievances or other issues of SC and BC students of the College. These students are also made aware of various welfare programmes of the government for the benefit of students.

## **CULTURAL COMMITTEE:**

Cultural activities play a vital and crucial role in overall development of the students. Besides academics, there are many students who are having skills which need proper nurturing and assistance in order to scale new heights. The cultural committee of the college is always able to recognise the talent of students and puts hard work to polish the raw talent into professionally competent artists.

## **COLLEGE MAGAZINE COMMITTEE:**

The college publish its own magazine named “Indergunjan”. The articles, poems etc. are taken not only from the teachers but also from the students. Infact Students are also included in editorial section so that they can improve their writingskills.

## **LEGAL LITRACY CELL:**

Majority of rural people are unaware of their legal rights, being illiterate or with poor educational background. This may even be true for many of the literate people, of urban as well as rural areas. They are usually not well versed with what are their rights and entitlements under the law. This lack of legal awareness many times leads to the exploitation and deprivation of rights and benefits. The Legal Literacy Cell of the college organizes various workshops, seminars, lectures and competitions to create awareness among the students about their legal rights.

## **COMMITTEE AGAINST SEXUAL HARASSMENT**

The main objective of this committee is to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith.

## **STUDENT WELFARECOMMITTEE:**

Student welfare is very important for the college. For this separate committee is formed to give every support to the students.

## **YOTH RED CROSS**

This Cell co-ordinates with the Red Cross and provides platform to the young students to learn and participate in various activities directly related to human life. The real-life practicals, mock drills etc. make the students better prepared for disaster management and for saving the valuable human life.

## **ROAD SAFETY CLUB:**

This club co-ordinates with district authorities and provides guidance to the students about the very significant topic of road safety. We try to prepare the students to be well aware of the consequences of rash driving, irresponsible behaviour on the road and other related issues. Various activities are organized, including theoretical examinations and practical sessions on the topic.

## **STARTED NEW COURSE COMMITTEE**

Apart from syllabi, courses/certificate courses are needed for personality development of the students. These new courses/ certificate courses also helps the students in betterment of their career. So, this committee plan and introduce the courses/certificate courses for the development of the students.

## **SPORTS COMMITTEE:**

Physical development of the students is necessary along with mental development. So, to explore the talent related to sports and to make physical development of the students, sports committee is formed which gives equal opportunity to both boy and girl students in the field of sports.

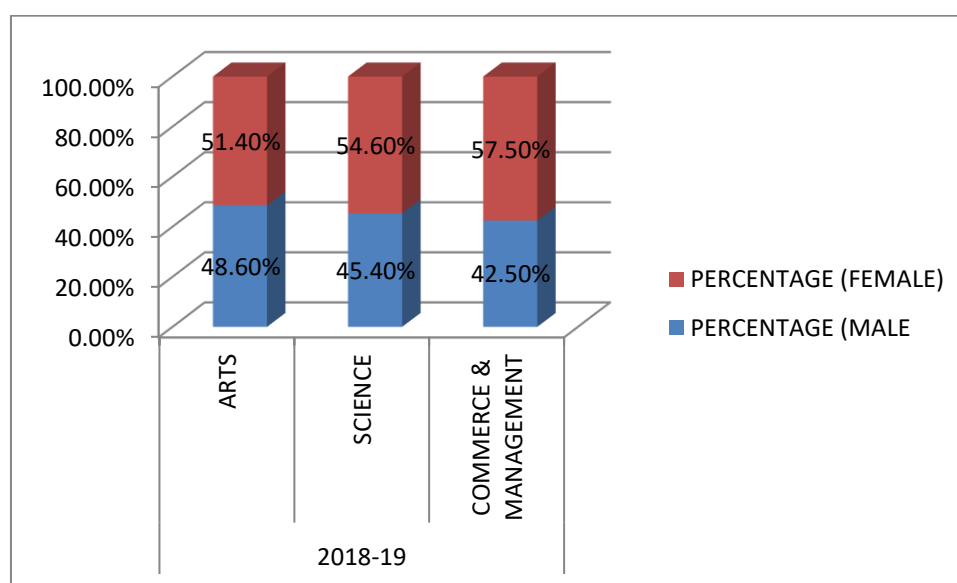
## **SANSKARSHALA CLUB:**

Sanskarshala Club was established in 2019 to inculcate moral and social values among the students. The club has carried out various activities by involving students from different departments, NSS volunteers as well as NCC Cadets. Various social service activities are planned in each semester and they are implemented. Some activities from the club are highlighted here, click the link below activities.

## DATA ANALYSIS & INTERPRETATION

# DATA RELATED WITH STUDENT STRENGTH

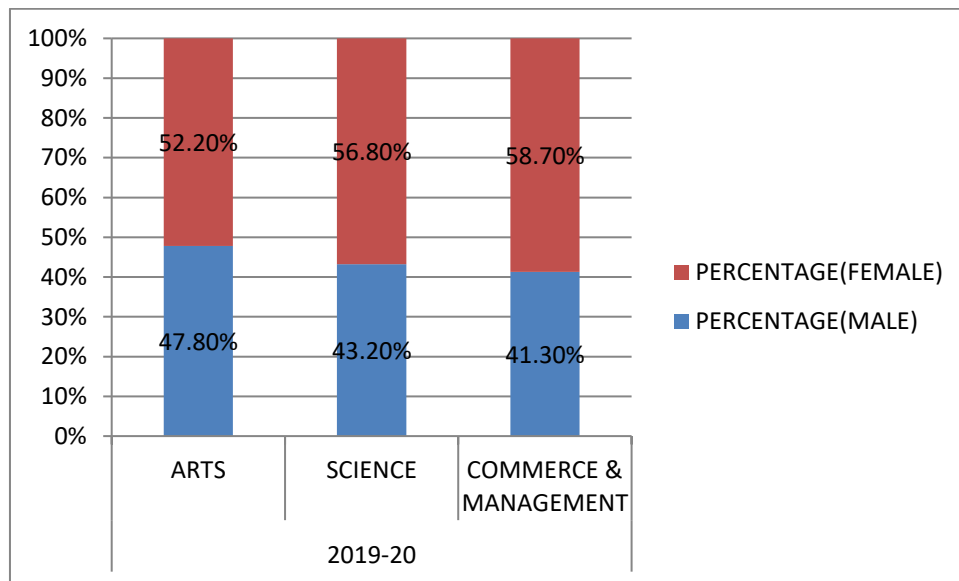
YEAR	COURSE	MALE	PERCENTAGE	FEMALE	PERCENTAGE	TOTAL	PERCENTAGE
2018-19	ARTS	535	48.60%	565	51.40%	1100	100%
	SCIENCE	220	45.40%	264	54.60%	484	100%
	COMMERCE & MANAGEMENT	478	42.50%	646	57.50%	1124	100%



### Interpretation:

The student numbers from the year 2018-2019 are shown in the chart and from the above chart we can see that there is no major difference between ratios of female students in percentage as compared to male students. In the college, equal opportunities are given to both male & female students to take admission in the college.

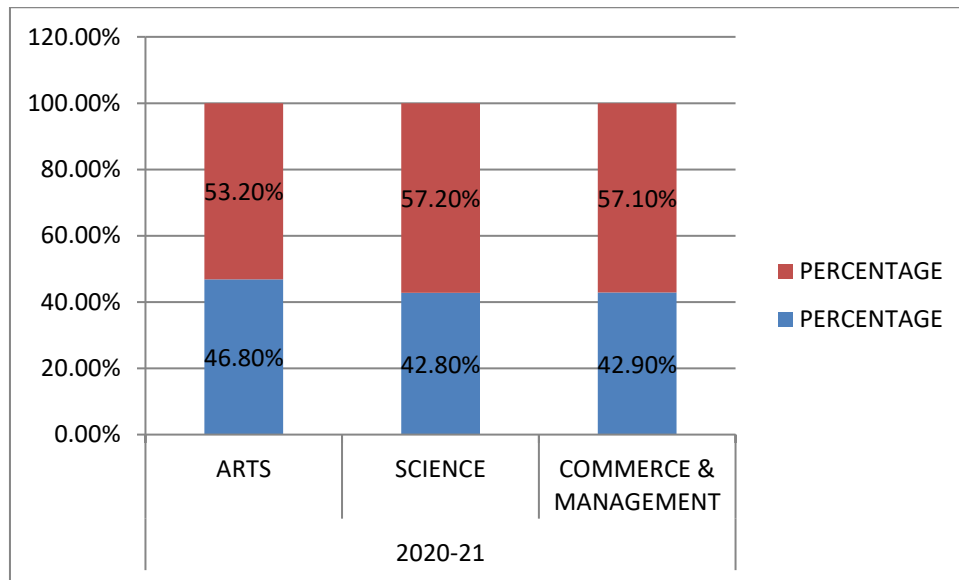
YEAR	COURSE	MALE	PERCENTAGE	FEMALE	PERCENTAGE	TOTAL	PERCENTAGE
2019-20	ARTS	563	47.80%	614	52.20%	1177	100%
	SCIENCE	165	43.20%	217	56.80%	382	100%
	COMMERCE & MANAGEMENT	389	41.30%	552	58.70%	941	100%



### **Interpretation:**

From above chart we can see that in the college, the number of girls is significant in the total strength of the college. There is equal opportunity for the students to take admission in the college. However, in Arts & Science from the year 2018-2019, the no. of female students are more than alumni in percentage and the no. of male students has increased in terms of percentage.

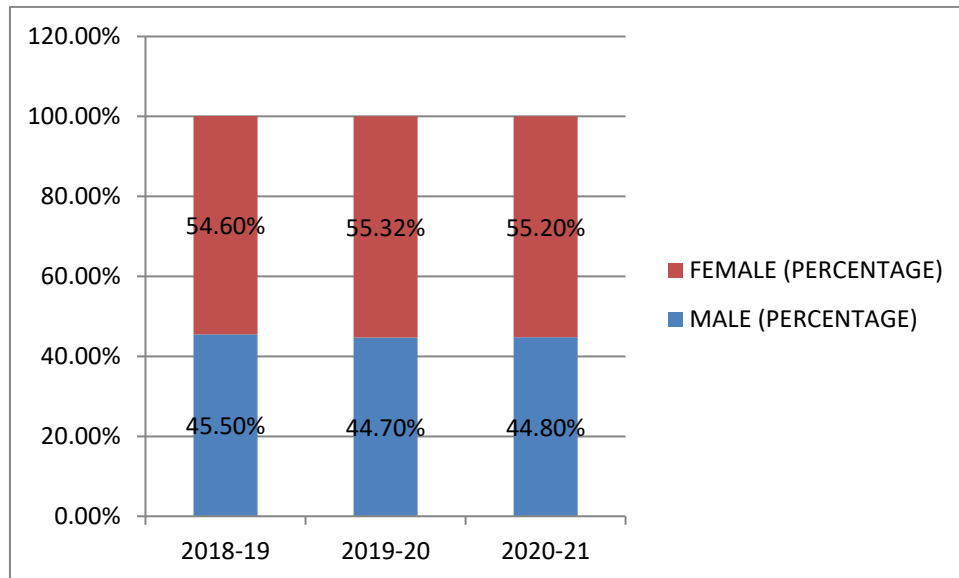
YEAR	COURSE	MALE	PERCENTAGE	FEMALE	PERCENTAGE	TOTAL	PERCENTAGE
2020-21	ARTS	578	46.80%	658	53.20.00%	1236	100%
	SCIENCE	158	42.80%	211	57.20%	369	100%
	COMMERCE & MANAGEMENT	357	42.90%	475	57.10%	832	100%



### Interpretation:

In the above chart there is percentage of male & female students in 2020-2021. From above diagram we can interpretate that no. of male students in science stream in terms of percentage have increased as compared to last year.

YEAR	TOTAL MALE	MALE (PERCENTAGE)	TOTAL FEMALE	FEMALE (PERCENTAGE)	TOTAL	TOTAL PERCENTAGE
2018-19	1233	45.50%	1475	54.60%	2708	100%
2019-20	1117	44.70%	1383	55.32%	2500	100%
2020-21	1093	44.80%	1344	55.20%	2437	100%



**Interpretation:**

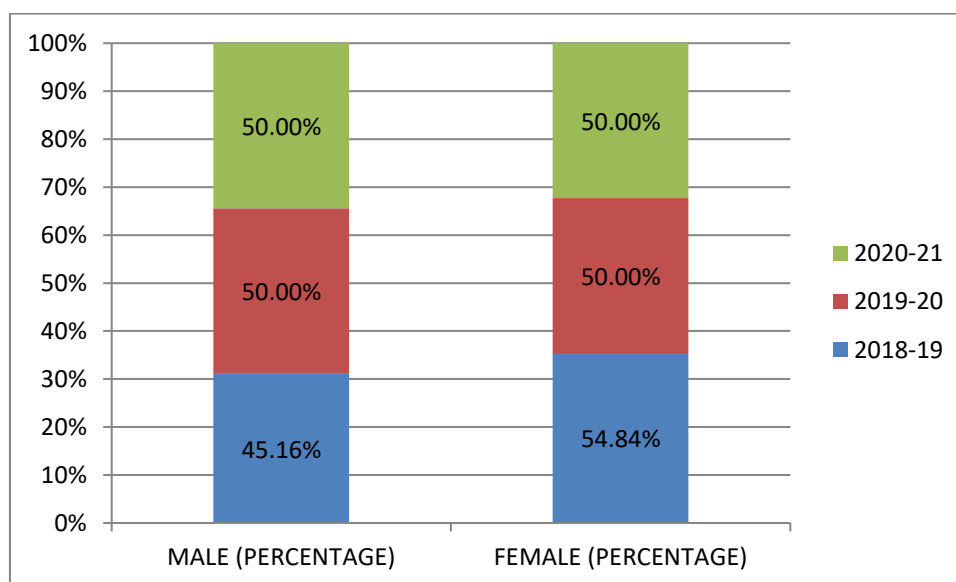
From above chart we can analyse that in last three years the number of female students is more than the number of male students. But at the time of admission, the college does not follow any discrimination policy.



## DATA RELATED WITH STRENGTH OF FACULTY

### 1. TOTAL TEACHING STAFF INCLUDING LIBRARIAN& PRINCIPAL (REGULAR)

YEAR	TOTAL MALE	MALE (PERCENTAGE)	TOTAL FEMALE	FEMALE (PERCENTAGE)	TOTAL	TOTAL PERCENTAGE
2018-19	14	45.16%	17	54.84%	31	100%
2019-20	15	50.00%	15	50.00%	30	100%
2020-21	14	50.00%	14	50.00%	28	100%

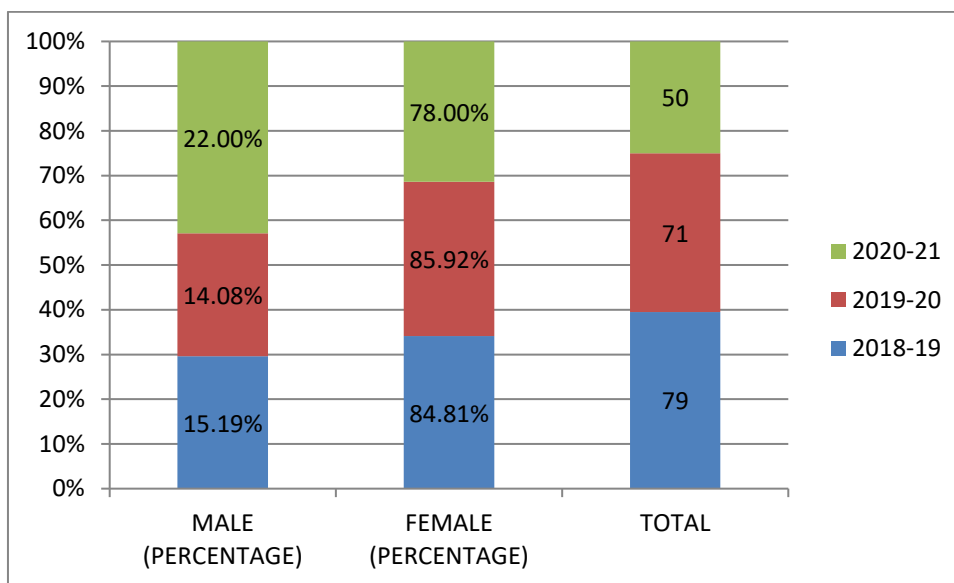


#### Interpretation:

The above chart shows the total number of regular teaching staff including Principal and librarian of last years. The above chart interpretes that the difference between regular male staff & female staff is not more than 9 percent in 2018-2019 but it is nil in 2019-20 & 2020-2021.

## TOTAL NON TEACHING STAFF (ADHOC)

YEAR	TOTAL MALE	MALE (PERCENTAGE)	TOTAL FEMALE	FEMALE (PERCENTAGE)	TOTAL	TOTAL PERCENTAGE
2018-19	12	15.19%	67	84.81%	79	100%
2019-20	10	14.08%	61	85.92%	71	100%
2020-21	11	22.00%	39	78.00%	50	100%



### Interpretation:

In above graph the percentage of adhoc male and female staff has been shown and we can analyse the percentage of adhoc female staff is more than male staff in spite of equal opportunities provided at the time of recruitment.

## CONCLUSION & FINDINGS

- There is no major difference between ratios of male and female students in terms of percentage in last three years.
- Strength of female students is more than to male students
- There are equal facilities available for the welfare of both male & female students and some extra for girls as per requirement like sanitary napkin and vending machine.
- There is separate entrance, wash rooms, common rooms for girls and boys.
- In order to remove grievances of the students and also to make college environment safer for them, there is constitution of Grievance cell, Women Cell, Sexual harassment cell etc.
- In sports and NCC, participation of male students is more than to female students.
- In NSS unit of college, the participation of female students is more than male students.
- In case of cultural activities and online competitions, the success rate of female students is more.
- The ratio of regular male teaching staff including Principal & Librarian as compare to regular female teaching staff including principal & librarian is almost same.
- The ratio of adhoc male teaching staff as compare to adhoc female teaching staff is less.
- New certificate courses have been introduced in the year 2019-2020 to enhance additional skills among students.

## SUGGESTIONS

- ✓ Training & awareness and many more programmes should be organised for all the students specially of self-defence.
- ✓ There ratio of adhoc male teaching staff should be improved as compare to adhoc female teaching staff
- ✓ The female students should be encouraged more to participate in sports activities.