

# **GENDER AUDIT REPORT 2021-22**

Prepared by

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## **INTRODUCTION**

"A gender-equal society would be one where the word 'gender' does not exist: where everyone can be themselves." — Gloria Steinem

Gender equality is a universal challenge, and several official and informal efforts across the world are aimed on women's empowerment and rights. Everyone in a society has the right to live their lives as they see fit, without prejudice. We call it equality when everyone is treated equally regardless of caste, gender, colour, profession, or position. Equality may also be described as a scenario in which everyone has the same rights and opportunities to succeed. Women are the essence of society. They play a vital role in the sustainable development of every nation. They are mostly obsessed with rights and freedom. Women instinctively act against women's oppression and exploitation whenever recognition of gendered issues grows.

A gender audit is a technique for assessing and verifying the institutionalisation of gender equality in organisations, including policies, programmes, projects, service provision, structures, processes, and budgets. The Gender Audit is an evaluation of gender balance and to determine if the college adheres to all University regulations, policies, and actions because they are a component of the UGC standards. This Gender Audit tries to check the impact of its current & proposed policies on gender equality in the institution. All students' total personality development is always a priority at the college. Girls are given varied facilities and attention to maintain gender equality. Institution focuses to conduct gender awareness programmes and Counselling sessions with legal experts to educate the girls about their rights and to provide them with the knowledge of the bylaws. The internal complaint committee for women, the Sexual Harassment Prevention, Prohibition, and Redress at Workplace Committee, and the anti-ragging committee, all organise such talks every year. Girls did exceptionally well in the category of cultural activities and sports. Their participation in the arts Festival and numerous events demonstrates their skill and accomplishments.

Gender audit is a tool for analyzing and evaluating policies and programs of the college and how they integrate a perspective in all activities of the institution. The gender audit was carried out to find measures to make college campuses safer for female students. The audit procedure included selecting the locations for the audit, selecting the participants, orienting the participants, creating the checklist and walk-through, writing down the findings, and communicating the findings with the college's

principal for implementation of the recommendations. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college.

### **OBJECTIVES OF GENDER AUDIT**

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- Make recommendations for overcoming the gender gap.
- To promote gender equality within the campus community.
- To observe the college's efforts and competence to prevent sexual harassment.

## DATA ANALYSIS

**Table 1: Gender wise Details of Total Students in the College**

Sl No	Year	Total	Male	Female	% M	% F
1	2021-22	200	134	66	67	33

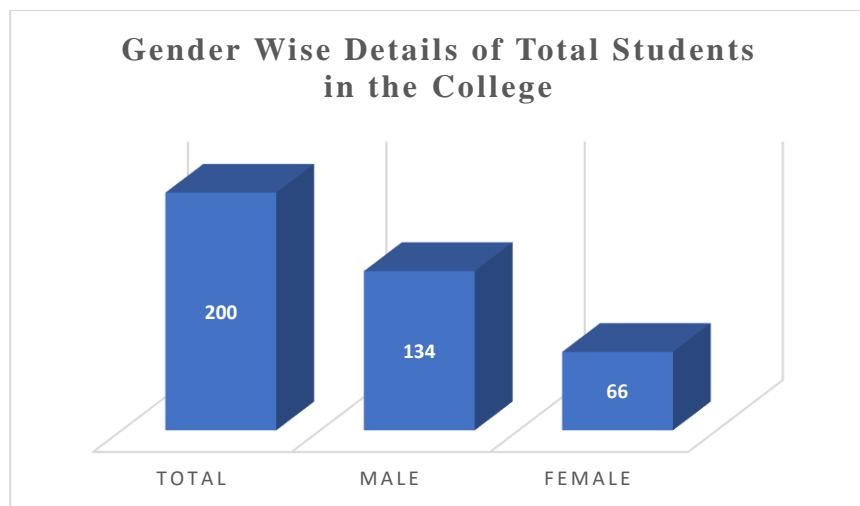


Figure 1: Gender wise Details of Total Students in the College

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 male students is high compared to girls.

**Table: 2 Gender wise Details of Teaching staff in College**

Sl No	Year	Total	Male	Female	% M	% F
1	2021-22	13	6	7	46	54

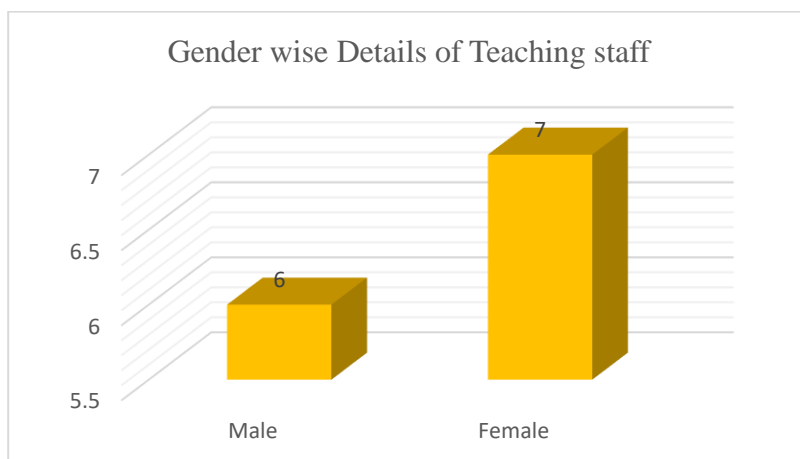


Figure: 2 Gender wise Details of Teaching staff in College

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

**Table: 3 Gender wise Details of Non-Teaching staff in College**

S No	Year	Total	Male	Female	% M	% F
1	2021-22	5	3	2	60	40

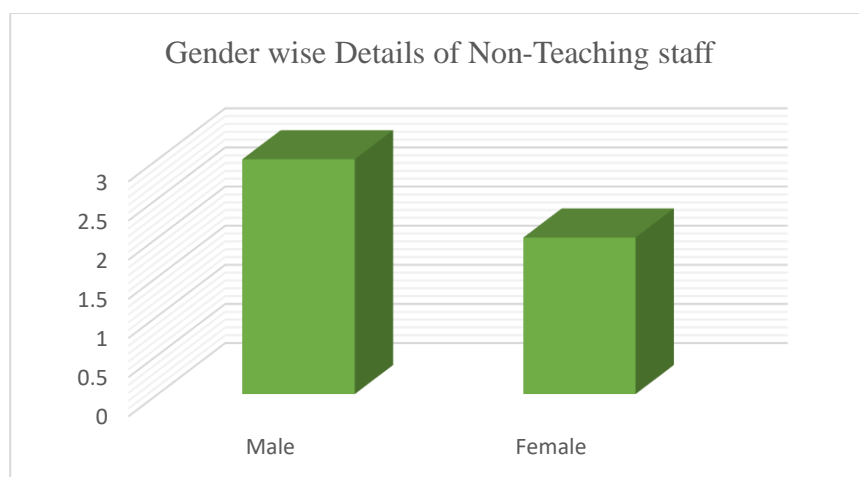


Figure: 3 Gender wise Details of Non-Teaching staff in College

The total number of male non-teaching staff is more compared to Females.

**Department wise Details of girls' students in College**

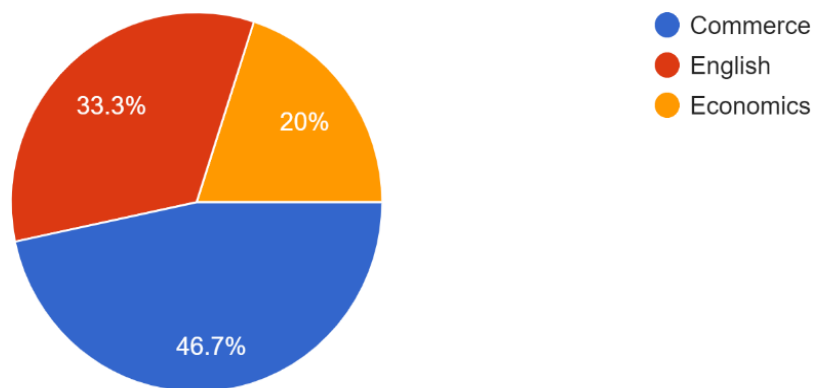


Figure: 3 Department wise Details of girls' students in College

The department of commerce has a higher percentage of female students than the other departments. It is biggest department in the in the institution.

### Semester wise Programme details

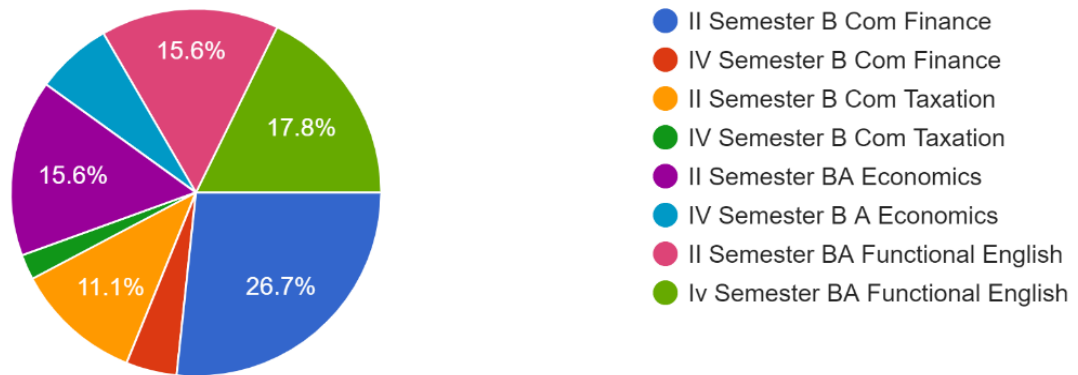


Figure: 4 Semester wise Programme details

The number of female students is higher in the second batch than in the first.

**Audit Framework and detailed findings:**

The following audit framework is used for conducting Gender Audit. The framework also lists the findings and observations for every criterion.

No	Control Objective	Options		
		1	2	3
1	Adequate security arrangements have been made in the campus / Hostel and common areas during day and night			
2	A Women Cell is set up in the college and students are aware about the Women Cell			
3	There are lady faculties available in the Women Cell			
4	A grievance redressal cell has been set up			
5	The classroom offers equal opportunities to all genders			
6	The library offers equal opportunities to all genders			
7	Safe environment is available for all girl students in the campus			
8	You have been a victim of sexual harassment in class by faculty members			
9	You have been a victim of sexual harassment in class by fellow students			
10	You have reported the incident			
11	If you reported the incident, was it resolved to your satisfaction?			
12	A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate			
13	A fair inquiry is conducted by the committee, in case of a complaint			
14	Confidentiality is maintained during the inquiry process			
15	Adequate number of toilets are available in the college/ hostel for girls			
16	Adequate facilities are available inside the toilet, keeping in mind the need of the girl students			
17	Adequate lighting is available inside the Campus/ hostel during night, including but not limited to, corridor, class rooms, common areas, toilets, etc.			
18	Entry and exit timing of the College / hostel are appropriate			
19	Healthcare facilities are available to girl students in the campus			
20	Attitude of medical personnel is appropriate			
21	Adequate number of security personnel are deployed			
22	Attitude of security personnel is appropriate			
23	Gender sensitization program must be conducted for security personnel deployed at the campus			
24	Laboratory infrastructure is appropriate for safety of girl students, for example, there is adequate lighting, adequate space provided in the corridors and other areas.			
25	Attitude of laboratory staff is appropriate			

<b>26</b>	There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students			
<b>27</b>	Timing of the laboratory is appropriate			
<b>28</b>	There is a separate queue for girls in dining hall, office etc.			
<b>29</b>	Do you feel a separate queue is required?			

**Number of Survey participants-50**



### **A Women Cell is set up in the college and students are aware about the Women Cell**

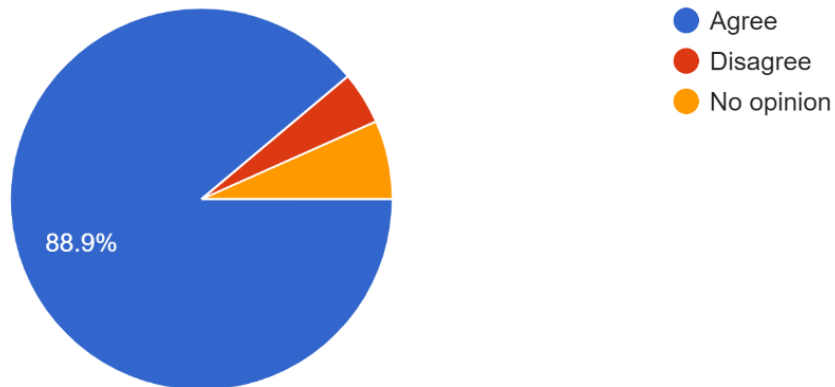


Figure: 5 A Women Cell is set up in the college and students are aware about the Women Cell

The college set up a WDC initially, and the students were aware of its role.

### **There are lady faculties available in the Women Cell**

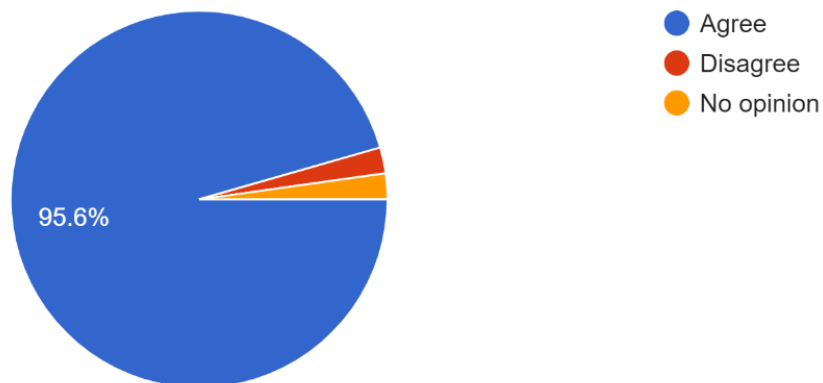


Figure: 6 There are lady faculties available in the Women Cell

They agreed to have enough female faculty members available in the cell. That helps students communicate their problems and needs more confidently.

### A grievance redressal cell has been set up

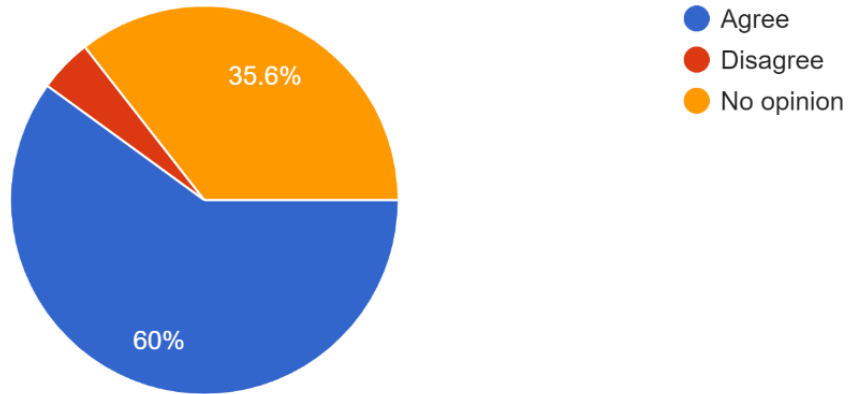


Figure: 7 A grievance redressal cell has been set up

Students acknowledged that they are aware that a grievance cell is operating on campus to better handle their issues.

### The classroom offers equal opportunities to all genders

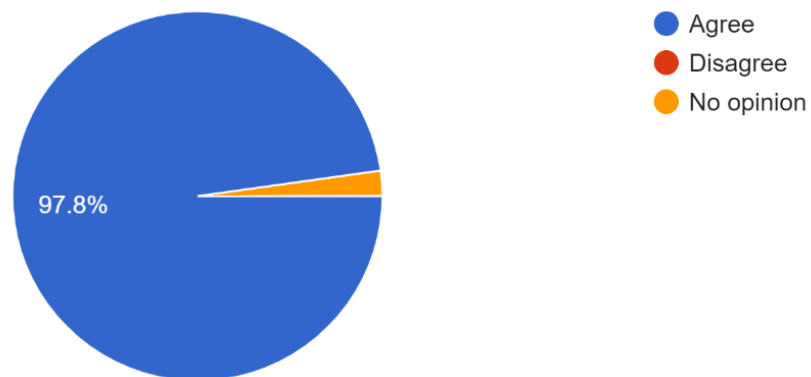


Figure: 8 The classroom offers equal opportunities to all genders

Students remarked that they were given equal opportunities in the class and that helped to ensure gender equity in the campus.

### The library offers equal opportunities to all genders

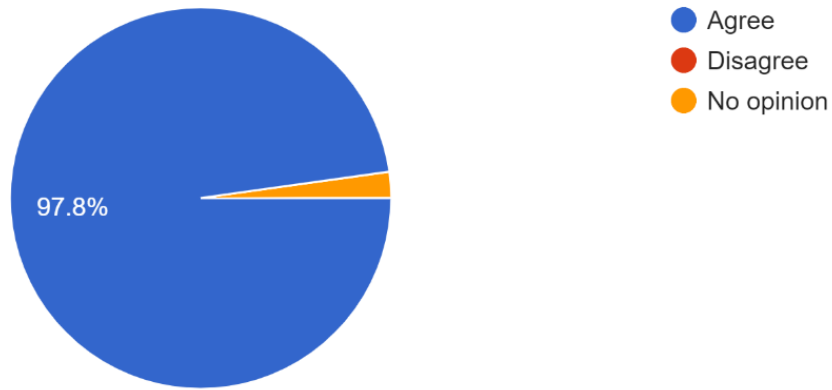


Figure: 9 The library offers equal opportunities to all gender

Students stated that they were given equal access to the college library facilities, which aided them in effectively using the library.

### Safe environment is available for all girl students in the campus

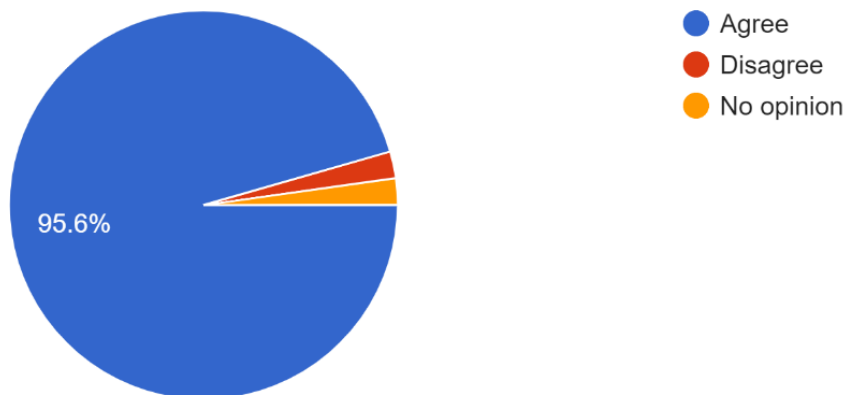


Figure: 10 Safe environments is available for all girl students in the campus

Students agreed that the college provided a safe environment, citing amenities such as ladies' restrooms, a girls' common room, and a sufficient number of female staff members.

### **You have been a victim of sexual harassment in class by faculty member**

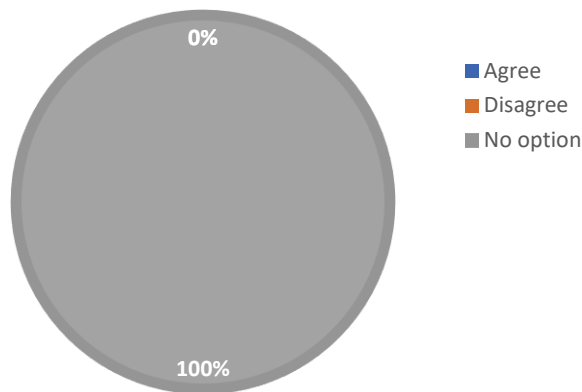


Figure: 11 You have been a victim of sexual harassment in class by faculty members

They agreed that none of the students had ever been sexually harassed by academicians on campus. The college ensured that effective strategies for student safety and security were in place.

### **You have been a victim of sexual harassment in class by fellow students**

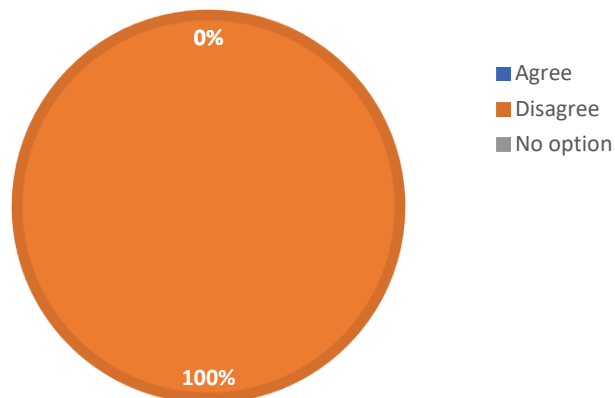


Figure: 12 You have been a victim of sexual harassment in class by fellow students

They agreed that none of the students had ever been sexually harassed by their classmates. By promoting gender awareness among students, the institution assures the safety and security of female students.

### You have reported the incident

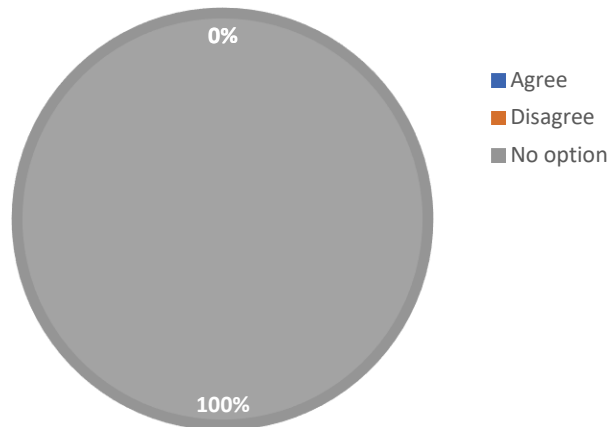


Figure: 12 You have reported the incident

On campus, no such sexual harassment incidents have been reported.

### If you reported the incident, was it resolved to your satisfaction?

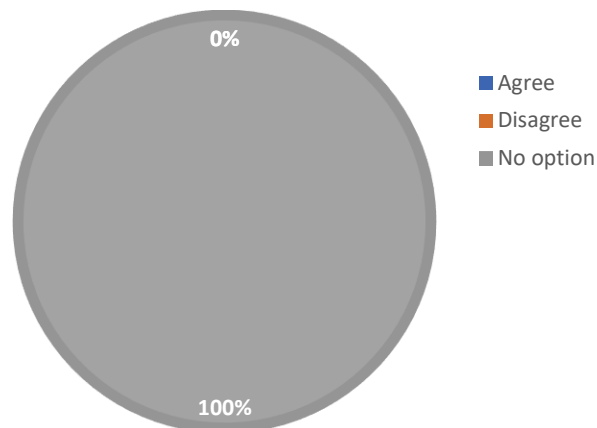


Figure: 13 If you reported the incident, was it resolved to your satisfaction?

To address the issues, the institution has deployed proper measures. On campus, these concerns are not present.

**A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate**

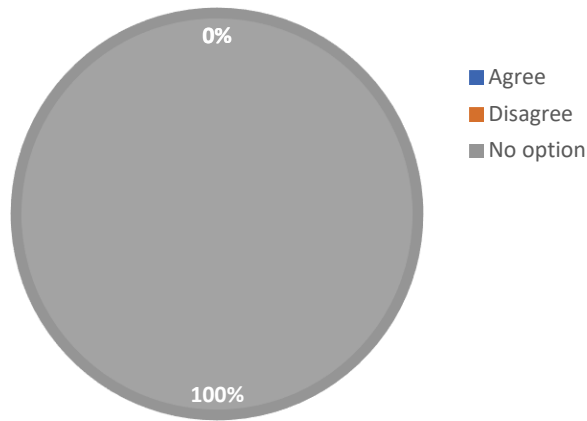


Figure: 14 A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate

The institution has made concrete steps to resolve the issues.

**A fair inquiry is conducted by the committee, in case of a complaint**

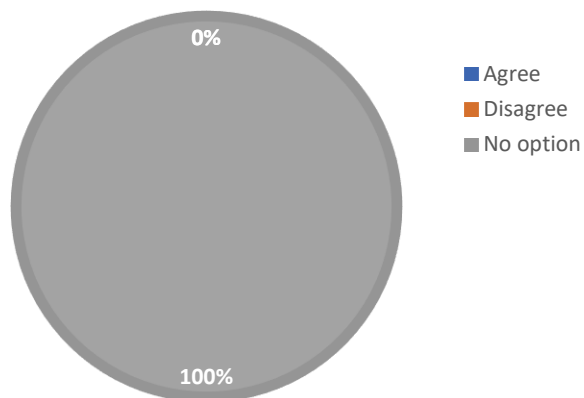


Figure: 15 A fair inquiry is conducted by the committee, in case of a complaint

To handle such matters fairly, the institution maintains a grievance redressal committee with the right number of members, including female members.

**Confidentially is maintained during the inquiry process**

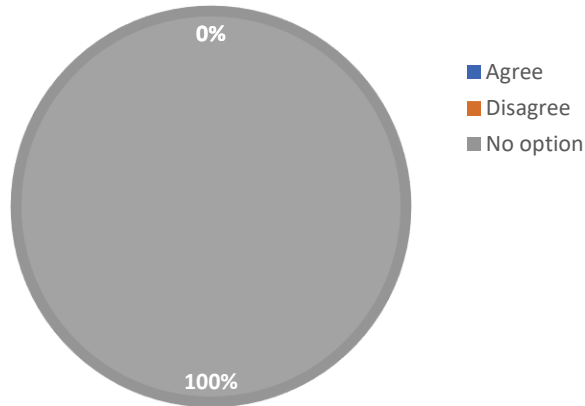


Figure: 16 Confidentially is maintained during the inquiry process

With the support of the committee, the institution ensures that the matters are kept confidential throughout the investigation process.

**Adequate security arrangements have been made in the campus / Hostel and common areas during day and night**

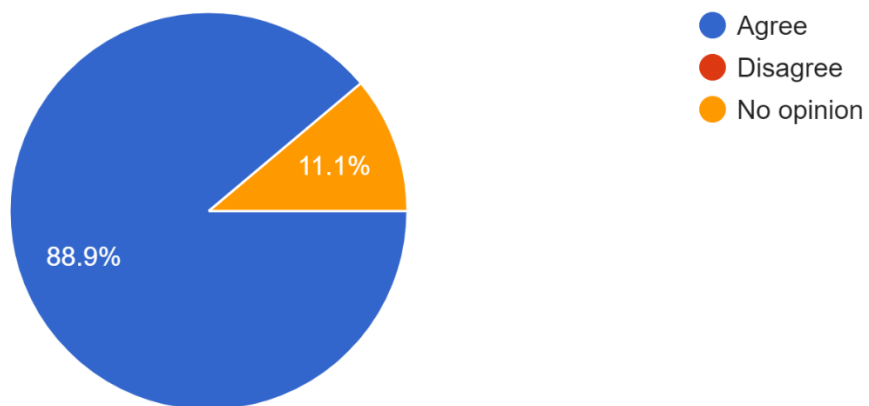


Figure: 17 Adequate security arrangements have been made in the campus / Hostel and common areas during day and night

The students acknowledged that the institution provides adequate security arrangements in the campus/hostel and common areas during the day and night.

**Adequate number of toilets are available in the college/ hostel for girls**

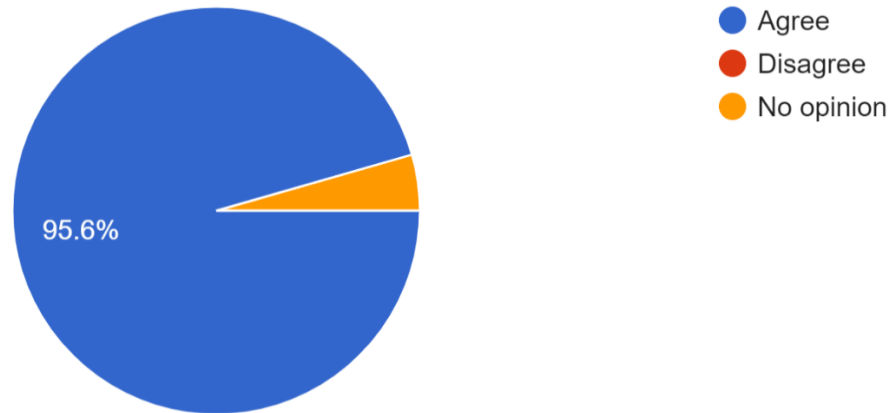


Figure: 18 Adequate number of toilets are available in the college/ hostel for girls

The students agreed that the institution provides an adequate number of toilet facilities for female students.

**Adequate facilities are available inside the toilet, keeping in mind the need of the girl students**

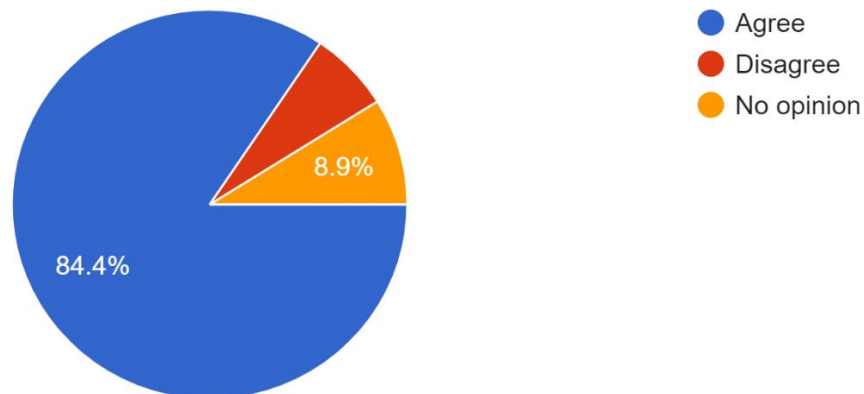


Figure: 19 Adequate facilities are available inside the toilet, keeping in mind the need of the girl students



To ensure hygiene, the students agreed that the institution provided an adequate number of girl-friendly toilets.

**Adequate lighting is available inside the Campus/ hostel during night, including but not limited to, corridor, class rooms, common areas, toilets, etc.**

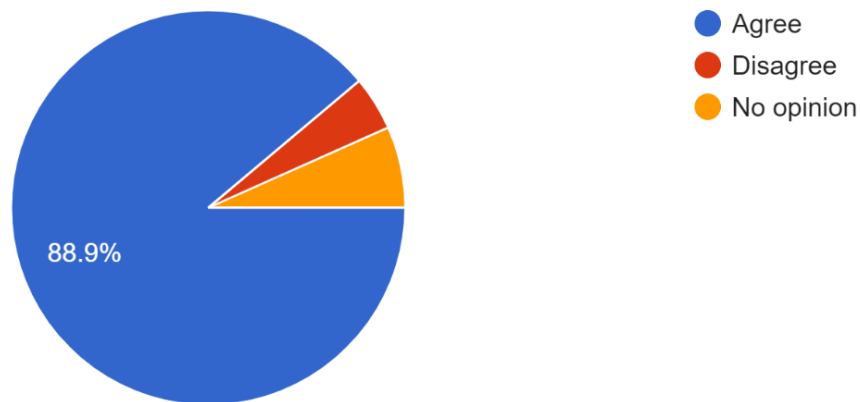


Figure: 20 Adequate lighting is available inside the Campus/ hostel during night, including but not limited to, corridor, class rooms, common areas, toilets, etc.

The students stated that appropriate lighting is provided throughout the campus/hostel at night, including but not limited to corridors, class rooms, common areas, restrooms, and so on.

**Entry and exit timing of the College / hostel are appropriate**

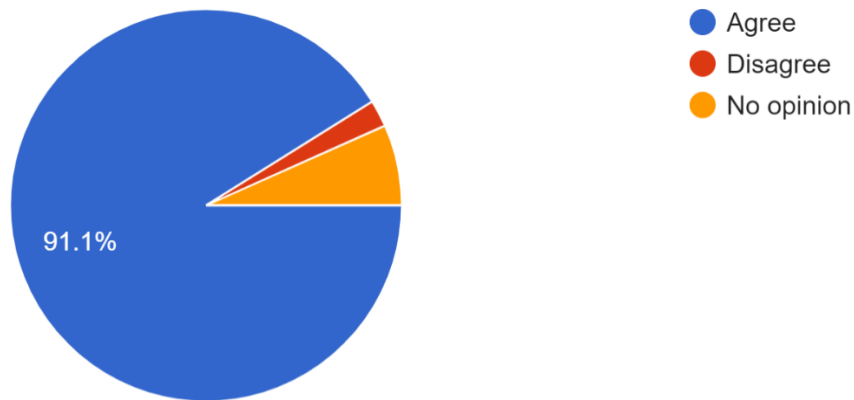


Figure: 21 Entry and exit timing of the College / hostel are appropriate

The students opined that there should be appropriate entry and exit timings for the college/hostel.

**Healthcare facilities are available to girl students in the campus**

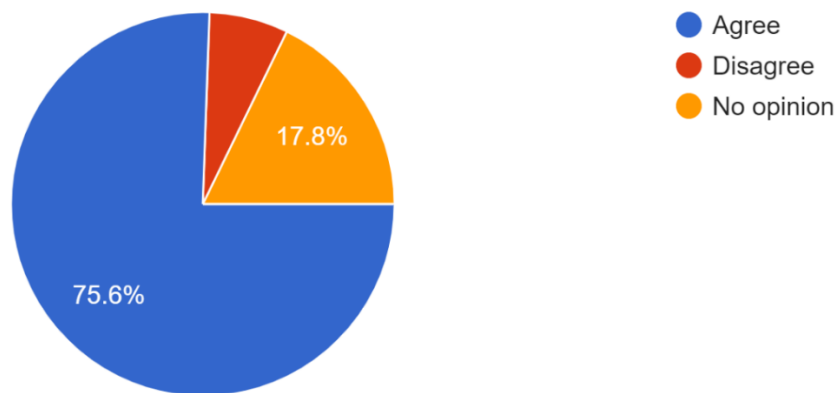


Figure: 22 Healthcare facilities are available to girl students in the campus

Majority of students agreed that there is sufficient healthcare services on campus for female students. This facilitates access to appropriate services and the maintenance of hygiene among them.

**Attitude of medical personnel is appropriate**

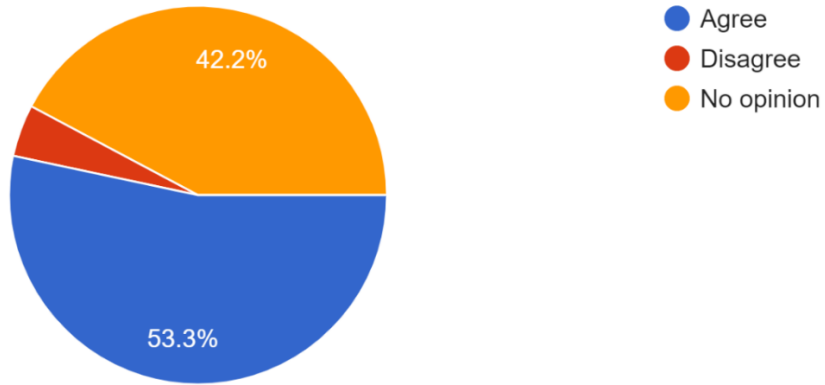


Figure: 23 Attitude of medical personnel is appropriate

The students agreed that medical personnel's attitude is acceptable. That makes it far easier to discuss the issue in a more personal manner.

**Adequate number of security personnel are deployed**

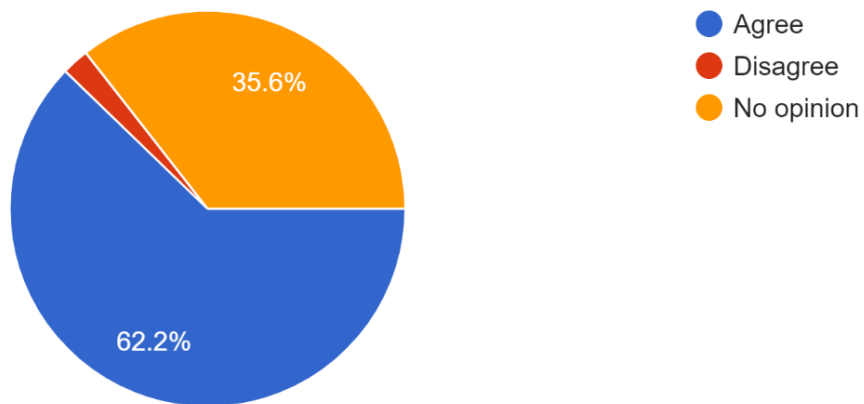


Figure: 24 Adequate number of security personnel are deployed

Majority of the students agreed that there are sufficient number of security personnel in the campus.

### Attitude of security personnel is appropriate

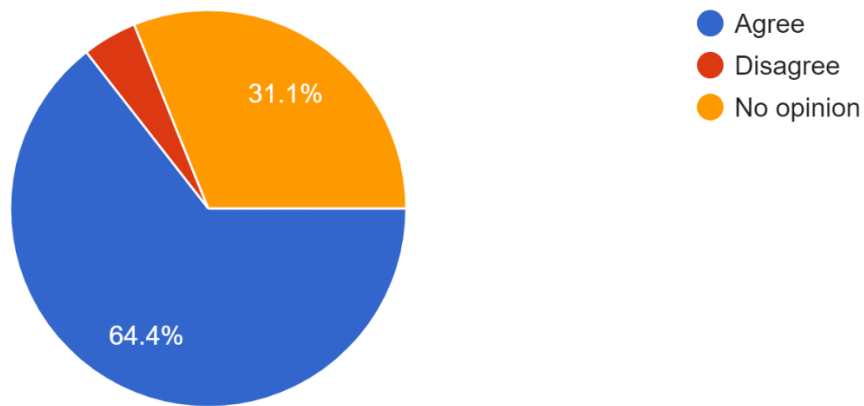


Figure: 25 Attitude of security personnel is appropriate

Students agreed that the attitude of security personnel was fair.

### Gender sensitization programme must be conducted for security personnel deployed at the campus

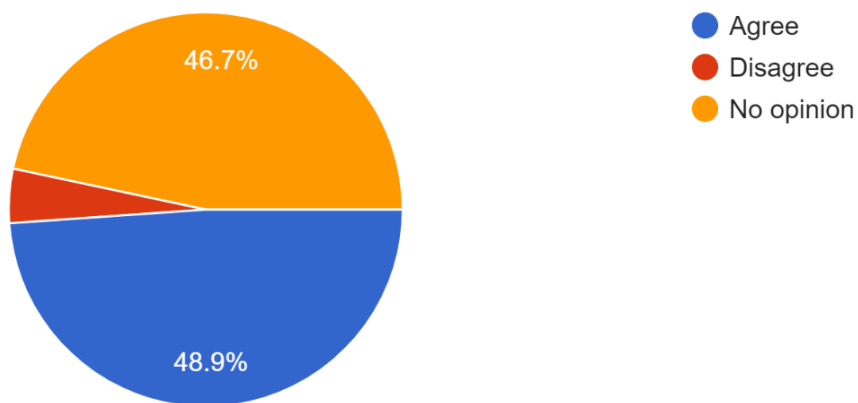


Figure: 26 Gender sensitization programme must be conducted for security personnel deployed at the campus

Students had no opinion regarding conducting a gender sensitization programme for security personnel deployed at the campus.

**Laboratory infrastructures is appropriate for safety of girl students. For example, there is adequate lighting, adequate space etc., provided in the corridors and other areas**

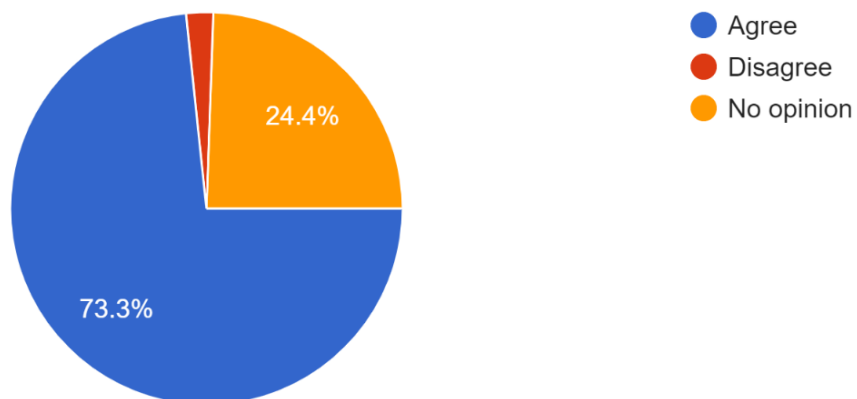


Figure: 27 Laboratory infrastructures is appropriate for safety of girl students, for example, there is adequate lighting, adequate space provided in the corridors and other areas

Students stated that the laboratory infrastructure is competent for the protection of female students.

**Attitude of laboratory staff is appropriate**

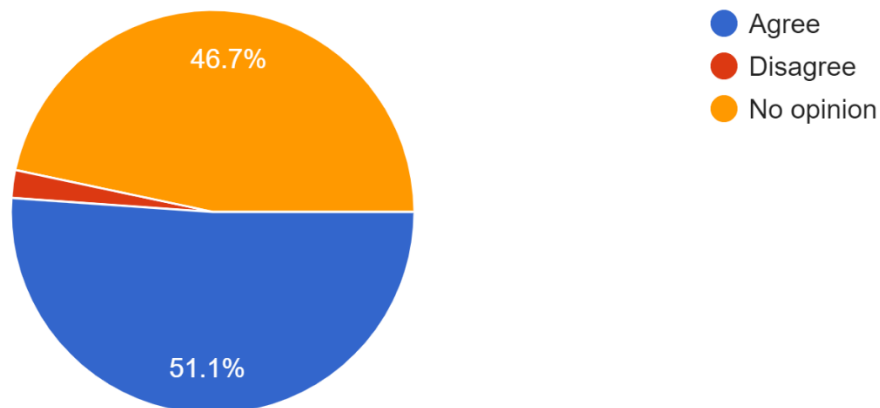


Figure: 28 Attitude of laboratory staff is appropriate

The students considered that the attitude of the laboratory staff was satisfactory. Which makes it much easier to clear doubts and make better use of the resources.

**There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students**

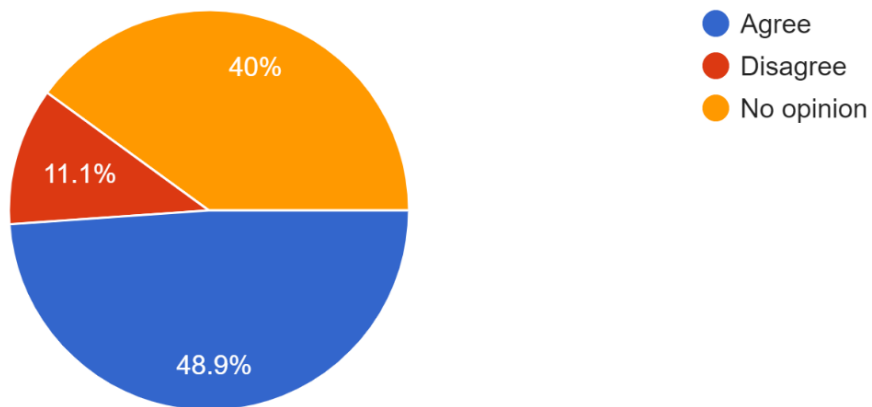


Figure: 29 There are no gender biased artefacts, such as discriminative screen savers, or work table that are not conveniently located for the girl students

There is no gender-biased artefacts, such as discriminatory screen savers or work tables that are inconveniently positioned for female students, according to the students.

**Timing of the laboratory is appropriate**

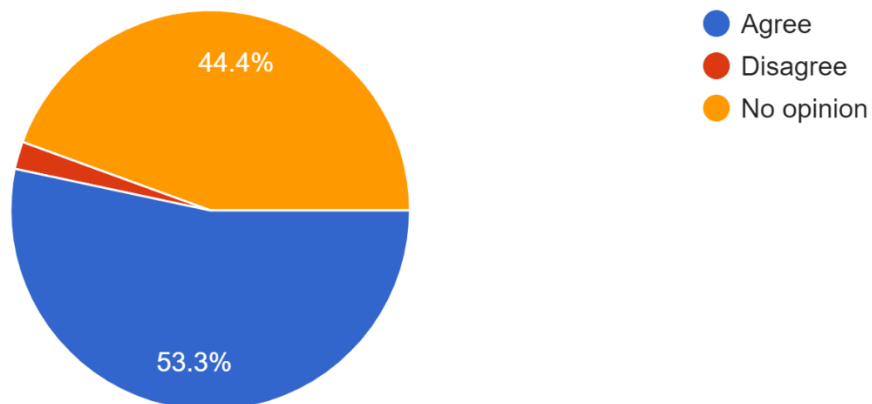


Figure: 30 Timing of the laboratory is appropriate

The timing of the laboratory is satisfactory to the students.

**There is a separate queue for girls in dining hall, office etc.**

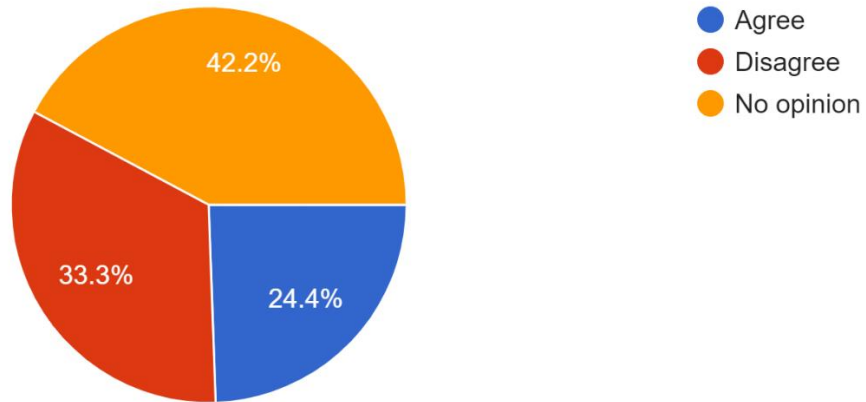


Figure: 31 There is a separate queue for girls in dining hall, office etc.

Many of the students had no opinion about whether there should be a separate queue for girls in the dining hall, office, etc., and some of them thought it was inadequate.

**Do you feel a separate queue is required?**

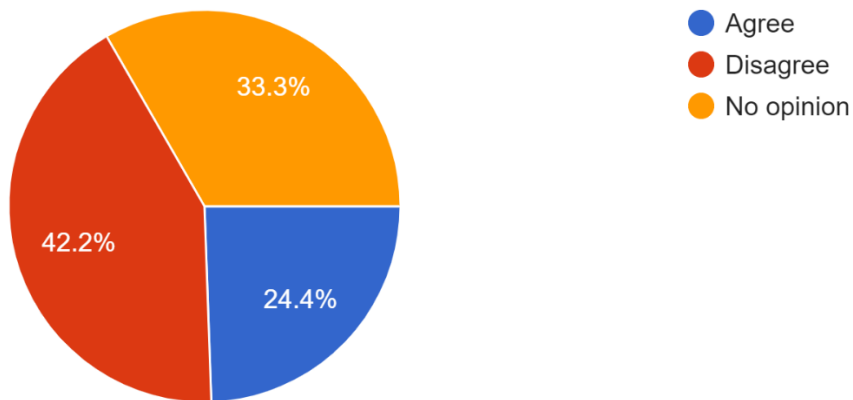


Figure: 32 Do you feel a separate queue is required?

Most of the students had disagreed regarding the need for a separate queue facility in the office/dining hall etc.

## **SALIENT FINDINGS**

- The strength of female students was be notably strong in the year 2021-22 than in previous years.
- The department of commerce has a larger female student strength than the other departments.
- Girls are more likely than boys to participate in cultural activities. However, boys participate in sports at a higher rate than girls.
- In the regular teaching staff, there are more females than males.
- Males dominate females in non-teaching careers.
- The college set up a WDC cell initially, and the students were aware of its role. There was a full-time lady faculty in charge of the women's cell.
- The students acknowledged that the institution provides adequate security arrangements in the campus/hostel and common areas during the day and night.
- Students acknowledged that they are aware that a grievance cell is operating on campus to better handle their issues.



- Students stated that they were provided equal opportunity in class and access to library resources, which contributed to gender equity on campus.
- College provided a safe environment, citing amenities such as ladies' restrooms, a girls' common room, and a sufficient number of female staff members.
- Majority of the students opined that adequate safety arrangement has been made in the campus during day and night.
- Adequate number of toilet facility available for girl students inside the campus and hostel.
- The students agreed that there should be enough healthcare services on campus for female students. This facilitates access to appropriate services and the maintenance of hygiene among them.
- The laboratory infrastructure on campus is adequate for the safety of female students.

## **SUGGESTIONS AND RECOMMENDATIONS**

- It is necessary for students to identify and learn gender-neutrality themes such as gender equity, women's empowerment, men's and male domination.
- The number of female staffs to decision making bodies may be increased.
- Invite women lectures who can speak about their career and experience to set an example for students.
- More physical activities should be scheduled on a regular basis.
- More awareness program on gender equity, legal rights, medical awareness, martial arts etc.
- Introduce more gender related courses
- The college plans to offer skill-building training programmes.
- The college will try to organise self-defense training.
- Increase some other basic facilities such as sanitary pad vending machine and incinerator.

**Audit Committee:**

**1. Ashida . A.P**

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**2. Rohith .R**

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Al Shifa College of arts and Science

**Dr. Babu. P.K**

Principal, Al Shifa College of arts and Science