

# Gender Audit Report

## June 21 2023

*Rajy*



# Gender Audit

The Equal Opportunity Cell has started the practice of conducting gender audit on an annual basis from the year 2023. This proactive step aims to assess and enhance gender equality in our educational environment. Through comprehensive analysis and evaluation, we strive to identify areas of improvement and implement strategies to ensure level playing field for all individuals associated with our organization.

## Objectives of conducting Gender Audit exercise are as follows:

- a) To evaluate the gender balance within the college community
- b) To ensure equal opportunities for all genders
- c) To audit the facilities of safe, respectful and gender-equitable environment

## Analysis:

After an in-depth review and analysis conducted by the team it was revealed that the college provides an environment that promotes equal access to a wide range of opportunities. Gender equality mandates providing both girls and boys with activity options adapted to their interests, needs and experiences.

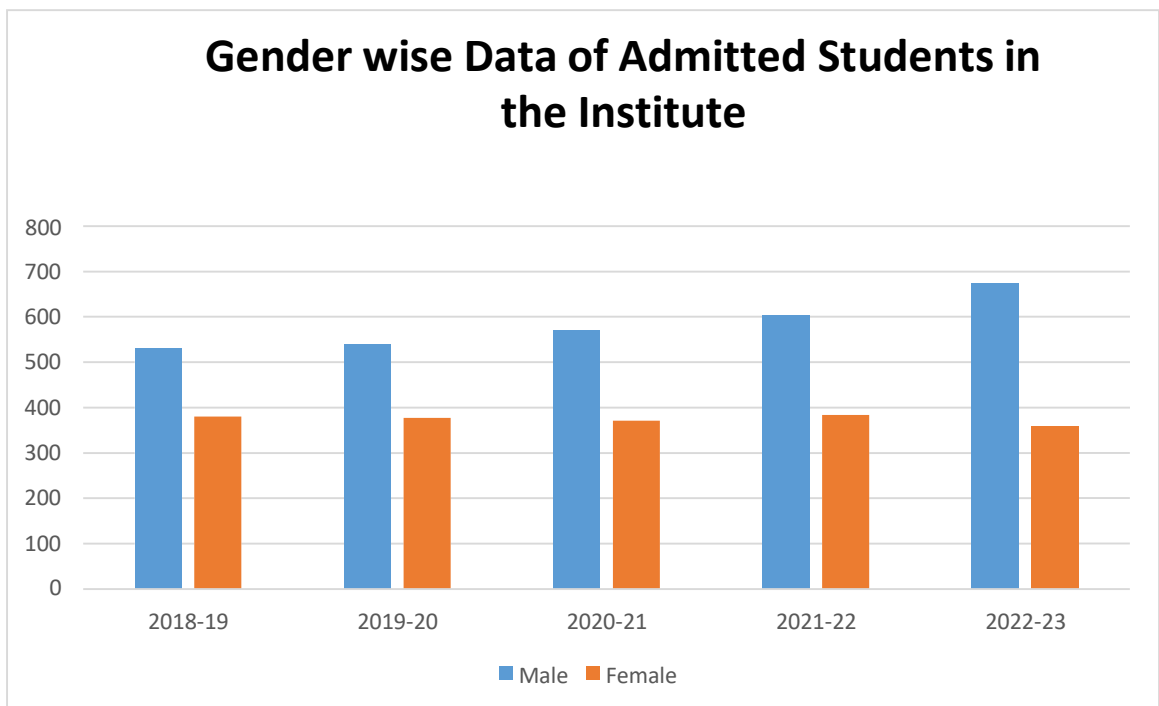
The Institute places significant emphases on-

- Academic excellence and holistic development for all students.
- Initiatives like the NCC unit for the students aimed at giving special recognition to the outstanding achievements as well as develop essential qualities such as camaraderie, discipline, leadership and broad-minded approach.
- Series of workshops and lectures have been held on topics ranging from sexual exploitation prevention to legal awareness, empowering girls by informing them about their rights and responsibilities.
- Establishment of anti-ragging and internal complaints committees, ensures a safe and supportive environment for all students.
- Girl students have won laurels not only for themselves but also for the institute by excelling in academics and other cultural activities.
- Institute actively engages in social outreach, offering mentoring and legal awareness sessions for women.
- Student feedback indicates a strong sense of satisfaction with the Institute's policies and programs that underpin its efforts towards promoting gender equality and inclusivity.
- CCInstitute focuses on encouraging female participation in various club activities and events where they can gain unique opportunities for their personal and professional growth.



## Gender wise Data of Admitted Students in the Institute

S.No.	Year	Total	Male	Female	%M	%F
1	2018-19	910	530	380	58.23	41.77
2	2019-20	916	539	377	58.61	41.39
3	2020-21	941	570	371	60.36	39.64
4	2021-22	988	604	384	61.01	38.99
5	2022-23	1032	673	359	65.04	34.96



*Prasanna*

## **Gender Sensitization Initiatives**

PIMR, Gwalior has undertaken serious initiatives by forming various committees like Grievance Cell, Internal Complaints Committee (ICC) and Equal Opportunity Cell while at the same time providing adequate facilities to girls.

The following steps have been undertaken for convenience of students:

1. **Reading Room:** Independent reading room in the library provides students undistracted study time.
2. **Common Room for boys and girls:** There is a Separate Common Room for boys and girls.
3. **Washroom Facility:** Girls and Boys washrooms are situated on each floor of all the blocks in the college with ample water supply and proper maintenance.
4. **Cafeteria:** There is a cafeteria facility for students where they can relax a bit and comfortably consume their food.
5. **Hostel Facilities:** Institute provides separate hostel facilities for both boys and girls.

## **The institute has established committees and forums to ensure the equitable participation-**

1. **Anti-Ragging Committee:** The Institute has established an Anti-Ragging Committee with the aim of eliminating ragging from the educational environment. The rules governing students' conduct are outlined in the prospectus, which emphasizes a zero-tolerance policy towards ragging, which is considered a criminal offence. This committee acts as a support to students facing distress due to incidents of ragging, providing a helpful avenue for resolution and intervention.
2. **NCC for Girls:** The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life.
3. **NSS:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit provides a suitable environment for taking up a career in the social services. The students are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

A handwritten signature in blue ink, appearing to read 'Rajiv', is located in the bottom right corner of the page.

4. **Internal Complaint Committee:** In line with the guidelines laid down by the Supreme Court of India, the College has set up an Internal Complaints Committee (ICC) as mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rules 2013. The proactive measure underlines the Institute's commitment to upholding the fundamental rights of working women, ensuring equality and dignity within the workplace. It underlines the important role of workplaces and institutions in protecting women's rights, imposing three key obligations: prohibition, prevention and redress. These principles were further strengthened by the enactment of the Sexual Harassment of Women at Workplace Act in 2013, which aims to create a conducive environment free from sexual harassment while empowering women with civil remedies for resolution of any complaints they may face. It is noteworthy that the Act not only provides a legal framework to address cases of sexual harassment but also provides women an opportunity to seek both civil and criminal remedies to complement the existing laws. The establishment of the ICC and adherence to the provisions outlined in the Act reflects the College's unwavering commitment to promote a safe, respectful and inclusive work environment where every individual, regardless of gender, is free from harassment or fear of harassment.
  
5. **Grievance Redressal Cell:** The Grievance Redressal Cell has been setup to serve as a forum for students to voice concerns, complaints or grievances related to any aspect of their academic or campus life. It has been established with the primary objective of ensuring a conducive and supportive environment for all students. It mainly covers issues related to academics, infrastructure, facilities or interpersonal conflicts. The dedicated team of the cell is committed to resolve complaints in a fair, transparent and confidential manner. It assures that every complaint brought to the attention shall be taken with utmost seriousness and dealt with promptly to ensure satisfactory resolution.
  
6. **Equal Opportunity Cell:** The Equal Opportunity cell was setup to ensure that all students have equal access to opportunities and resources to grow academically and personally. EOC strives tirelessly to identify and address any barriers or challenges that hinder the educational journey of students. It focuses upon providing support services, resources, and accommodations to students from marginalized or underrepresented communities. The cell collaborates with faculties, staff, and students to raise awareness of issues related to equity, diversity, and inclusion.

A handwritten signature in black ink, appearing to read 'Rajiv', with a horizontal line underneath it.

**Number of gender equity promotion programs organized by the institution during the last five years:**

**Academic Year-2018-2019**

<b>S.No.</b>	<b>Title of Program</b>	<b>Date</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>1</b>	<b>Ab Samjhauta Nahi By ITCVivel</b>	<b>01/10/2019 to 01/10/2019</b>	<b>47</b>	<b>30</b>	<b>77</b>
<b>2</b>	<b>Talk show on Women Empowerment</b>	<b>08/03/2019 to 08/03/2019</b>	<b>25</b>	<b>70</b>	<b>95</b>

**Academic Year-2019-2020**

<b>S.No.</b>	<b>Title of Program</b>	<b>Date</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>1</b>	<b>Know Your Rights By ITC Vivel</b>	<b>09/09/2019 to 09/09/2019</b>	<b>Nil</b>	<b>244</b>	<b>244</b>
<b>2</b>	<b>Improving Women's Health: Challenges, Access, and Prevention</b>	<b>27/02/2020 to 27/02/2020</b>	<b>Nil</b>	<b>200</b>	<b>200</b>
<b>3</b>	<b>Poster Making Competition Theme-#Knockdown Domestic Violence</b>	<b>30/05/2020 to 30/05/2020</b>	<b>6</b>	<b>21</b>	<b>27</b>
<b>4</b>	<b>Appointment of Gender Champion</b>		<b>Nil</b>	<b>120</b>	<b>120</b>
	<b>1. Floating of application form</b>	<b>20/02/2020 to 20/02/2020</b>			
	<b>2. Scrutiny of Received Application</b>	<b>15/04/2020 to 15/04/2020</b>			
	<b>3. Selection of Gender Champion</b>	<b>06/06/2020 to 06/06/2020</b>			

*Parry*

**Academic Year-2020-2021**

S.No.	Title of Program	Date	Male	Female	Total
1	Workshop on “How to Dress While Address”	09/01/2021 to 09/01/2021	NA	250	250
2	“Health and Hygiene” Program	23/03/2021 to 23/03/2021	NA	85	85

**Academic Year-2021-2022**

S.No.	Title of Program	Date	Male	Female	Total
1	Indian Constitution Day Celebration	26/11/2021 to 26/11/2021	123	98	221
2	National webinar on “Deface The Acid Attackers: Resilience Against Violence”	30/12/2021 to 30/12/2021	162	252	414
3	Gender Sensitivity Workshop	20/01/2022 to 20/01/2022	125	230	355

**Academic Year-2022-2023**

S.No.	Title of Program	Date	Male	Female	Total
1	Cyber Crime Prevention and Cure	25/04/2022 to 25/04/2022	NA	115	115
2	Awareness on Inappropriate Behaviour POSH, ICC	05/11/2022 to 05/11/2022	NA	150	150
3	Elimination of the “Violence Against Women”	01/12/2022 to 01/12/2022	NA	240	240



4	Workshop on POSH Awareness	28/06/2023 to 28/06/2023	NA	270	270
---	----------------------------	--------------------------	----	-----	-----

**Recommendations-**

- In the context of gender equality, the institute should plan to focus on outlining the way forward to address gender disparities and promote equality by organizing more such events.
- The institute needs to increase the frequencies of conducting awareness campaigns, educational programs, and initiatives aimed at empowering marginalized genders.
- The institute should enhance their efforts on improving the female admission ratio in the upcoming sessions.
- The institute should regularly evaluate the effectiveness of interventions and initiatives to ensure continuous improvement and accountability.
- Organize conferences and seminars that address gender inequalities and contribute to initiatives that promote gender diversity and inclusion within and outside the institution.

Through various activities and initiatives, the institute should promote the use of gender-inclusivity and behavior among students and staff.





## Gender Audit Team

S.No.	Name
1	Prof. Dr. Tarika Singh Sikarwar (Coordinator)
2	Prof. Dr. Garima Mathur (Member)
3	Asso. Prof. Chanda Gulati (Member)
4	Mr. Nitin Shrivastava (Member)
5	Asst. Prof. Deep Shikha Chavan (Member)
6	Asst. Prof. Vishesh Upmanyu (Member)
7	Asst. Prof. Anurag Sharma (Member)

*Tarika*  
*Garima*  
*Chanda*  
*Nitin*  
*Deep Shikha*  
*Vishesh*  
*Anurag*