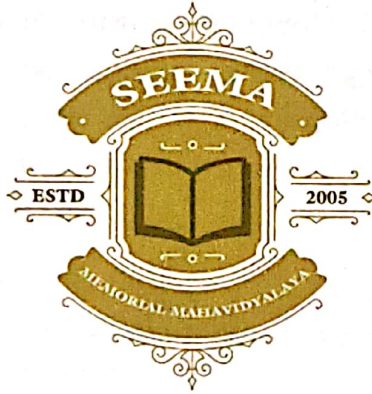


GENDER AUDIT REPORT 2022-23



Prepared by
Internal Quality Assurance Cell (IQAC)
&
Women's Cell



SEEMA MEMORIAL MAHAVIDYALAYA, PARBATSAR

RUN BY

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Introduction :

Gender audit is an essential tool to promote gender equality and women empowerment. It is a process to assess gender equality of an organization. It is very helpful in finding the main gender biases in an organization. Hence, gender equality is emphasized to promote women empowerment. Equality is our constitutional value. All human beings are equal irrespective of sex. Workforce participation of women and their empowerment are interlinked. Education is prerequisite for empowerment of women. Gender audit in higher educational institutions is needed to check whether the rules and policies formulated by the decision makers for women empowerment are institutionalized. It is very helpful to understand whether the college follows all the rules and regulations relating to gender equality.

Seema Memorial College has formed Women's Cell and Internal Complaints Committie (ICC) to ensure and monitor gender equality among the students and staffs. The main functions of these cells is to promote gender equality in the college. The students are made aware of the significance of gender equality for empowerment of women in the society.

Women's cell of Seema Memorial College with support from IQAC of the college conducted gender audit to check whether gender equality is institutionalized in the college for the academic year 2022-23.

Objectives of Gender Audit

The main objective of gender audit is to assess gender equality in the college. In this regard, the audit focuses on the following points in particular:

- 1) To examine security and safety of women in the campus.
- 2) To examine participation of female students and teachers in decision making process.
- 3) To examine the enrolment of girl's students in the college.




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- 4) To spread awareness of gender equality and its importance to college community.

Data Source and Methodology

Information for analysing the above mentioned objectives has been collected from randomly selected 29

Girl's students of the college in the academic year 2022-2023 through structured questionnaire (Annexure-A). The collected information has been organized, tabulated and then analysed using graphs. Information relating to number of male and female students has been collected from the Principal's office of the college.

Analysis of Data

Table 1 : Distribution of total students admitted to the college by gender

SR. No.	Year	Male	Female	Total	%M	%F
1	2022-23	178	94	272	65%	35%

Table : 2 Gender Wise Distribution of Teaching Staff in the college

SR. No.	Year	Male	Female	Total	%M	%F
1	2022-23	4	5	9	44%	56%

It is evident that the college has achieved perfect gender equality in its appointment of teaching staff. The numbers of male and female teaching staff are equal. Thus, the college successfully promoted gender equality in respect of teaching staff.

Table 3: Gender Wise Distribution of Non-staff in the college

SR. No.	Year	Male	Female	Total	%M	%F
1	2022-23	3	2	5	60%	40%

Interestingly, male and female are also equally representing in respect of non-teaching staff in the college. This implies that the college is gender neutral and encourages female participation in work force.



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Analysis of Data collected from the students.

Table 4: Responses in Number

Sr. No.	Parameter	Agree	Partially Agree	Disagree	No Opinion
1.	The college follows gender equality norms in every sphere of activity and treatment	22	4	2	1
2.	The college offers a sexual harassment free learning and working environment.	12	6	6	5
3.	The college accommodates adequate number of toilets for girl students.	19	3	2	2
4.	The college organizes gender awareness programmes and sensitizes students on gender issues.	21	5	7	6
5.	The college offers equal right to both male and female students in case of representation in students Union and other Committies.	27	4	2	2
6.	The Women Cell of the college deals with and verbalizes women issues.	7	7	8	7
7.	The Internal Complaint Committie of the college (ICC) sensitizes of the studentson gender issues and takes step to redresscomplaints, if lodged.	24	9	5	1
8.	The college hygeinizes girl's toilets regularly.	24	3	8	4
9.	The college ensures sufficient electrification in classrooms, corridors and girl's common room and 24 hours CCTV surveillance of the campus.	18	7	2	2
10.	The college library provides equal opportunity to all to have access in learning resources.	19	5	4	1
	Total	193	43	27	15

Table 5: Scale Wise Responses in Number

Scale	Responses
Agree	153
Partially agree	60
Disagree	27
No Opinion	15
Total	255



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83 % (sum of agree and partially agree responses) responses reflect more satisfied with the gender equality measures taken up by the college.

Major Findings :

- 1) The college has successfully promoted gender equality in all respects.
- 2) The proportion of female students is higher than the male students.
- 3) Representation male and female in teaching community is perfectly equal.
- 4) The number of male and female non teaching staff are also perfectly equal.
- 5) There is no gender bias in the structure and functioning of the college.
- 6) Most of the respondents are satisfies with the gender equality measures taken by the college.

Suggestions :

- 1) More gender sanitization programmes should be conducted to make the students aware of gender issues.
- 2) The number of girl's toilets should be increased
- 3) More cultural and sports programmes on a regular basis.
- 4) Add on course in beautification, tailoring etc. May be introduced to encourage self employment of women.
- 5) More awareness programmes on legal rights, female health issues etc.
- 6) Organizing self defense programmes on a regular basis.
- 7) Basic Facilities like sanitary pad should be provided.




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