

RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETY

**GENDER AUDIT
(SESSION 2018-19 TO 2022-23)**

of

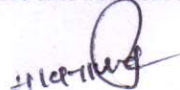
GOVERNMENT POST GRADUATE COLLEGE BERINAG, PITHORAGARH
UTTARAKHAND PIN-262531*Conducted by Renaissance Science and Educational Society, Gangolihat,
Pithoragarh, Uttarakhand, in collaboration with department of IQAC**Dated 04-04-2023***PREFACE**

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted on **April 4, 2023** to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations

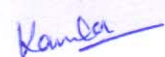
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RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETY**Acknowledgement**

At the very outset, we would like to express our gratitude to Dr. P. C. Mathpal, principal, Govt. P. G. College Berinag, for her support and guidance. We would also like to thank to the respondents without whom the project would not have been possible. We wish to acknowledge the help and support provided by the teachers in the college.

External Auditor
(Smt. Bhawana Pant)

President,

Renaissance science & Educational
Society, Gangolihat Pithoragarh
(Smt. Kamla)

Member,

Renaissance science & Educational
Society, Gangolihat Pithoragarh**Internal Auditor**
(Dr. Anjali Devi Yadav)

Assistant Professor,

Govt. P. G. College, Berinag,
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RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETY**External Auditor: At a Glance**

The Renaissance Science and Educational Society is a registered organization that works for the welfare of the society in Uttarakhand since 2006. It aims to address various social issues, promote education and culture, and empower the local people through scientific, educational, and cultural activities. Some of its main activities are:

- Organizing programs to foster trust, harmony, and environmental awareness among the public.
- Providing training and guidance to the youth for various competitive examinations and skill development.
- Providing education to women and children who lack learning opportunities and developing learning resources such as libraries.
- Disseminating political education based on useful information to enable public participation in democracy.
- Conserving, promoting, disseminating, and commercializing the local biodiversity, herbal medicines, and agricultural techniques and introducing information technologies to empower the local people.
- Working for Khadi and rural industries, Panchayat development, and public welfare and highlighting the achievements of village life in the hilly regions.

Anjali

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President
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RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETY**PREAMBLE**

Gender Audit of educational institutions is a process for organizational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a 'safe and secure' ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues.

Govt. P. G. College Berinag, as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background. To fulfill its aims the college decided to go for a Gender Audit and hence this study, which has been carried out by applying the participatory methodology.

Towards this end, we made a visit to Govt. P. G. College Berinag and had interactive sessions with the faculty members, non teaching staff and students of the college on the college premises. With the cooperation of the Principal, faculty members and students of the College We was able to visit the various facilities and structures of the College premises and examine them in relation to their gender quotient. We also examined various records and documents of the college as provided by their office. We are satisfied that we have sufficient data to prepare a comprehensive gender audit that is presented in next section.

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Kanwar

RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETY**COLLEGE AT A GLANCE**

Govt. P. G. College Berinag was established in 1975 in order to cater to the academic needs of the youth of the extremely hilly and its adjoining areas. This College is presently affiliated to Soban Singh Jeena University Almora Uttarakhand. The mission is to educate the youth in general and the ethnic communities in particular. The huge influx of students has resulted in the rendition of enlightened human resource which contributes towards the development of the region.

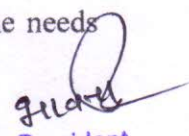
The Gender Audit is an endeavour to examine good gender balance and to study about the implementation of the policies adopted by the college. This Gender Audit makes an attempt to scrutinize the impact of the proposed regulations on Gender equality.

The college always concentrates towards all round development of the students. The NSS unit of college has a substantial representation of girl students. Observing the gender equality, girls are provided with numerous facilities and special care. Many functional units like Women's Cell, Internal Complaint Cell, Anti-Ragging Cell, Grievances Redressal Cell etc. work round the clock to ensure a balanced gender distribution in college. Many lecture and talk sessions are arranged to spread awareness among the students about their rights and duties in order to inculcate a general atmosphere of mutual respect. These counseling activities are undertaken in order to raise the consciousness level of the students and to make them empowered. There is an active participation of both boy and girl students in cultural activities and sports events. They have made a mark for themselves by achieving grand success in Cultural Festival and other inter-college competitions organized from time to time.

OBJECTIVES OF GENDER AUDIT:

The objective of gender audit of Govt. P. G. College Berinag, have been enumerated as follows:

- To identify and understand gender patterns within the composition, organizational culture and human resource management of the college.
- To make an assessment of the different areas and factors that determines genderbalance.
- To evaluate the different guidelines issued by the college towards the needs and interest of both the male and female employees.


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- To recognize and classify critical gender gaps that is prevalent within the institution.
- To encourage the growth of gender equality in all aspects.
- To create a congenial atmosphere and prohibition of physical abuse at workplace.

Audit Methodology

A participatory gender audit methodology combines a number of assessment tools that provide qualitative as well as quantitative assessment tools. The following description identifies the different research tools adopted that are pertinent to internal self-assessment of this gender audit:

- **Briefings with focus groups**: A wide range of interviews were conducted during the gender audit, where individual and group meetings with college management, teaching and administrative staff were a general phenomenon.
- **Documentation Review**: A detailed review of documents was done and a considerable amount of time was spent trying to assess the documents.
- **Self-assessment Questionnaires**: A short background questionnaire provided conceptualization and capacity building in terms of gender mainstreaming in the policies, programs and projects.
- **Gendered cost-benefit analysis**: This is an important contribution to the gender audit in making the economic case for gender resource allocations within the programs.

INTERNAL COMMITTEES FOR WELLBEING OF STUDENTS

Carrier counseling cell: Specific committees are formed to monitor the personal enhancement measures such as the counseling Cell that keeps students informed about job opportunities; career identification and helps students find proper employment opportunities. Skill Development Scheme Committee has been established to ensure planned efforts at skill enhancement amongst students.

Grievance redressal Cell: The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including Faculty members, students and parents. The committee comprises a Nodal and 2 Faculty members who are involved in addressing complaints. The Committee works in close association with the Principal of the college.

Soft skill development: The institution also involves its Computer lab for computer literacy. It provides the opportunity to modernize educational methods and enhance students' learning.

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experiences. Here, students perform their project/dissertation work, which aids in their learning.

WOMEN CELL AND AWARENESS PROGRAM FOR GIRLS
STUDENTS

Women Cell: The Institute has an active Committee on Atrocities against Women as well as a Women Cell that works in close coordination to look into the concerns of the women staff and students. The Committee ensures upholding the UGC Guidelines within the college premises. Gender sensitization and empowerment of students are other primary issues dealt with by the committee

- Apart from its main task at redressals the committee attempts at maintaining a healthy female friendly environment within the college campus. An effort in this direction has been the establishment of a Girls Common Room for the comfort of the girl students.
- The committee also organizes awareness lectures for students on relevant issues such as "Beti Bachao- Beti Parhao", Cyber Crimes and their Prevention, Health lectures on First Aid, Women Empowerment etc.

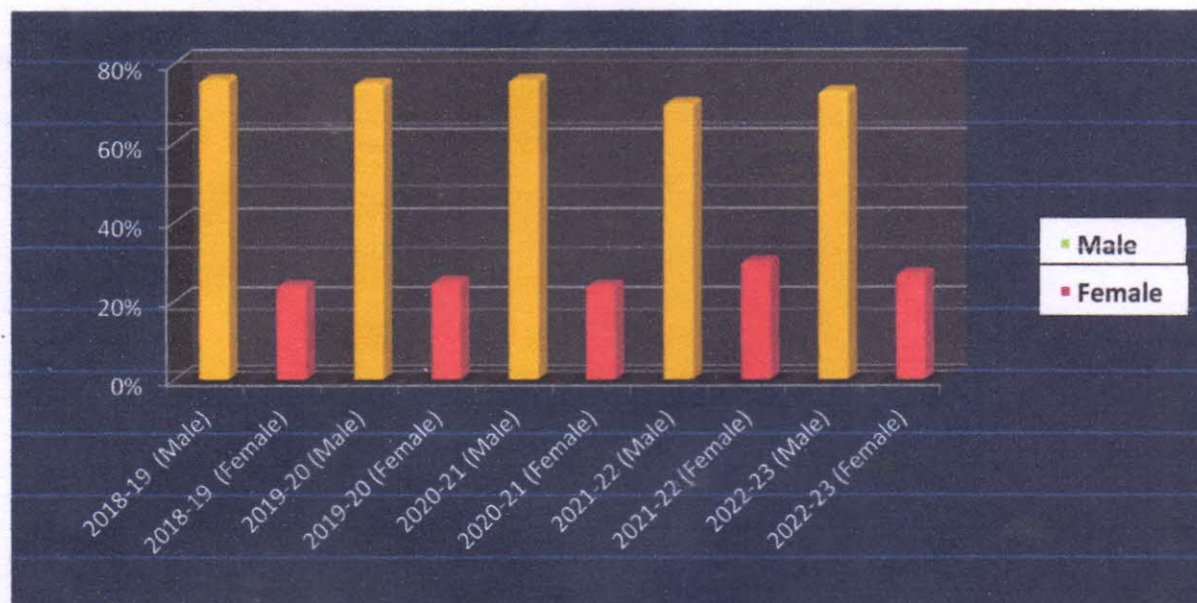
Strength of Students, Teaching and Non-Teaching Staff

	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
	2018-19			2019-20			2020-21			2021-22			2022-23		
Students	277	876	1153	258	954	1212	333	1011	1344	429	1080	1509	379	1091	1470
Faculty	22	11	33	24	11	35	25	13	38	23	12	35	23	14	37
Office Staff	19	6	25	18	6	24	16	5	21	16	7	23	16	6	22

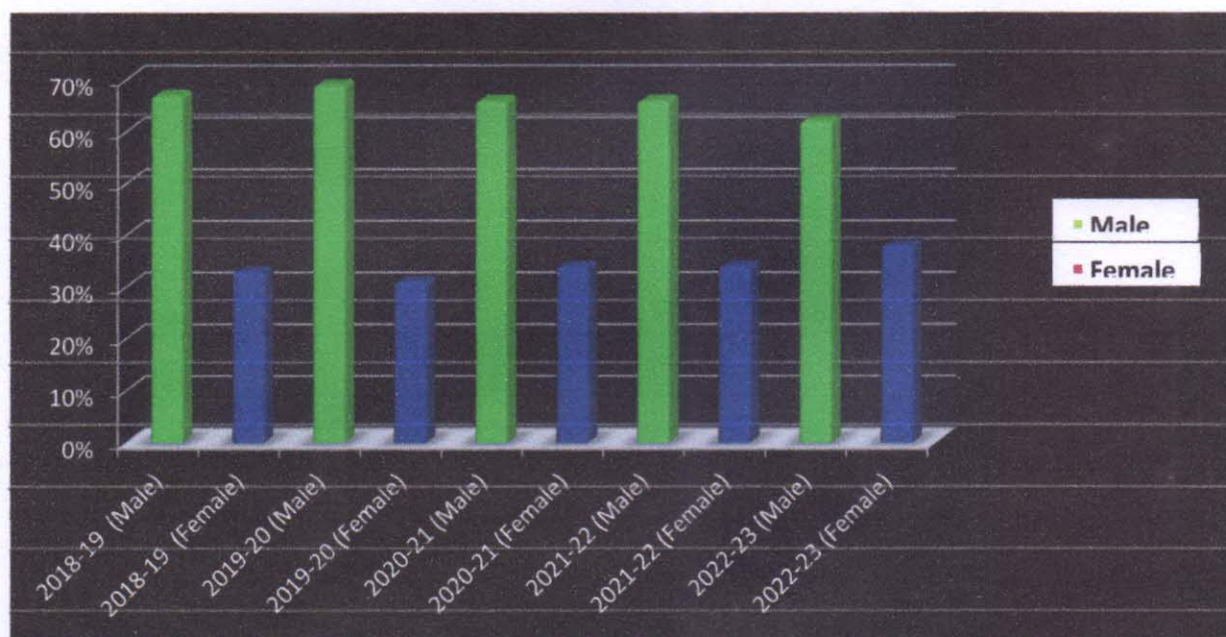
Anjali

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The table and graph shows the year wise classification of Non- Teaching Staff of the academic year 2018-19 to 2022-23. The total number of male staff is 76% which is more than the female staff i.e. 24%.



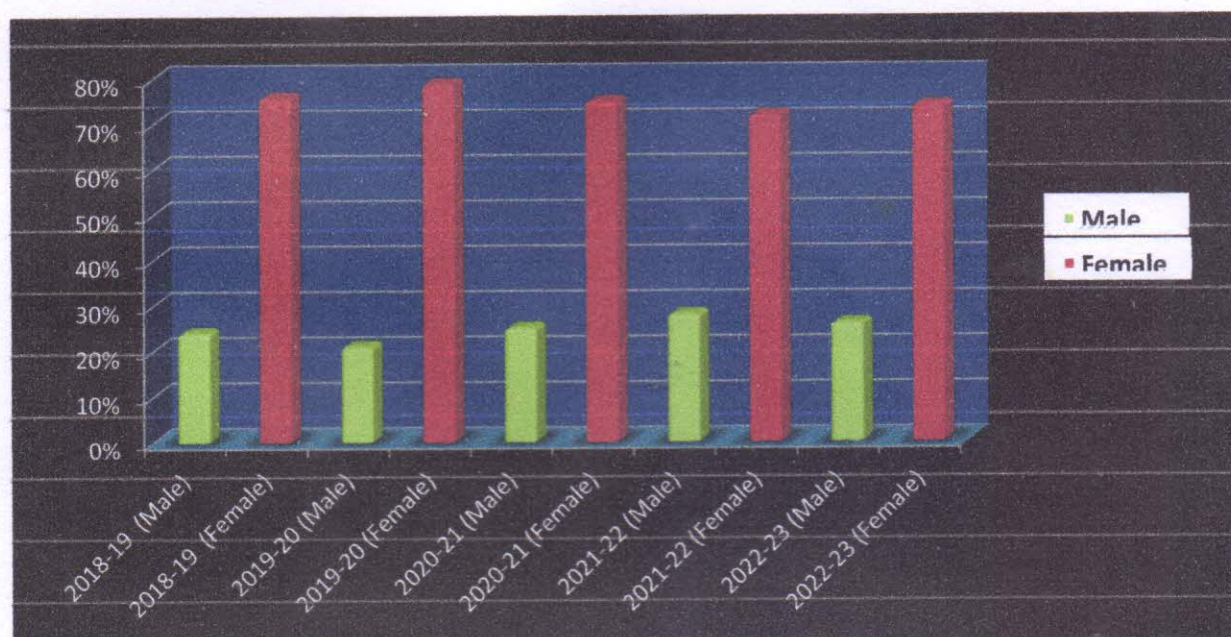
The table and graph shows the year wise classification of regular teaching staff of academic sessions 2018-19 to 2022-23. The total number of male teachers is nearly 66 % which is greater than the female teacher i.e. 34%.

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This data and graph is about girl's participation in sports from 2018-19 to 202-23. Participation was maximum in the session 20- 20. Participation at University Level was maximum in 20-20 and registered lowest in 20-20. The graph of boys and girls is clearly conveying the message that boys are more interested in sports and their contribution is more than girls' students



This data and entry is about the gender strength from 2018-19 to 2022-23. There is a consistency in Girls enrolment and boy's enrolment.

Angela

Kamla
 President
 Renaissance Science
 & Educational Society
 Gandhinagar (P. 139-11)

Estd.-2006

REGISTRATION No - UK0620322023010571

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Checklist (List of questionnaire):

Having trouble with viewing or submitting this form?

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I've invited you to fill in a form:

Gender Audit at Govt. P. G. College Beringarh Pithoragarh Uttarakhand

Email *

The College conducts gender awareness programs such as Sexual harassment, Aids awareness etc.

☐ Yes
☐ No

Is separate toilet facilities is available in college?

☐ No
☐ Yes

Are Adequate facilities available inside the toilet keeping in mind the need of girls students?

☐ Yes
☐ No

Adequate security arrangements have been made in the campus:

☐ Yes
☐ No

Are students aware about the women cell of the college?

☐ No

Are students aware about the women cell of the college?

☐ Yes
☐ No

Safe environment is available for all girls in the campus

☐ No
☐ Yes


Have you face any irritation in the campus

☐ Yes
☐ No

Attitude of Teaching, Non-teaching staff and laboratory staff is appropriate as expectations?

☐ Yes
☐ No
☐ Option 1

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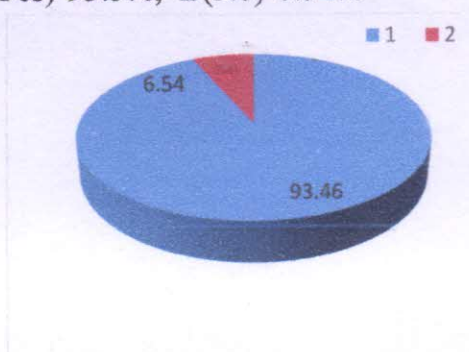
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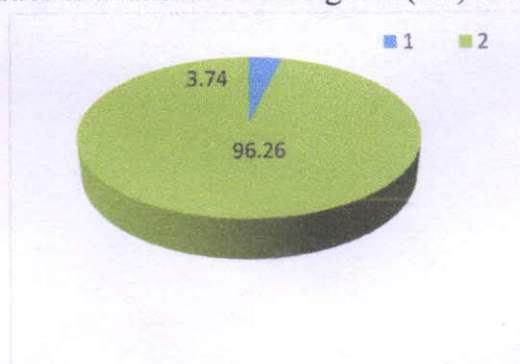
RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETY**FINDINGS:**

Gender awareness survey among the students of Govt. P G College Berinag Pithoragarh was conducted by IQAC department on May 2023. A structured questionnaire was developed and used for the collection of data. The questionnaire contains various gender-related questions and the data was collected among the 214 (15 men and 199 female) students on the college. The collected data were tabulated and analyzed with the help of Microsoft Excel the statistical technique Mean used for the analysis of data. The graphical representation of analyzed data is given below:

1. The College conducts gender awareness programs such as Sexual harassment, Aids awareness etc. A(Yes)-93.5%, B(No)-6.54%

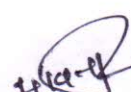


2. Is separate toilet facilities is available in college? A(No)- 3.74% , B(Yes)- 96.3%

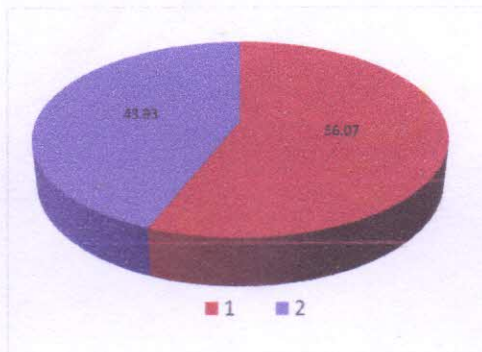


3. Are adequate facilities available inside the toilet keeping in mind the need of girl's students? A(Yes)- 56.1%, B(No)- 43.9%

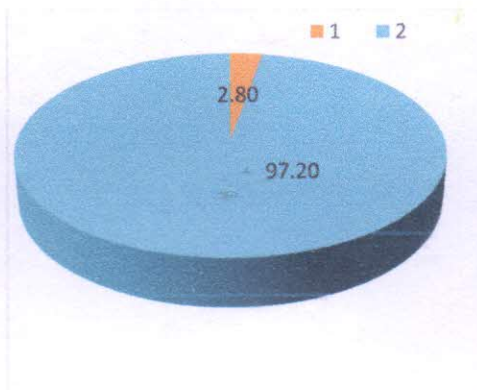
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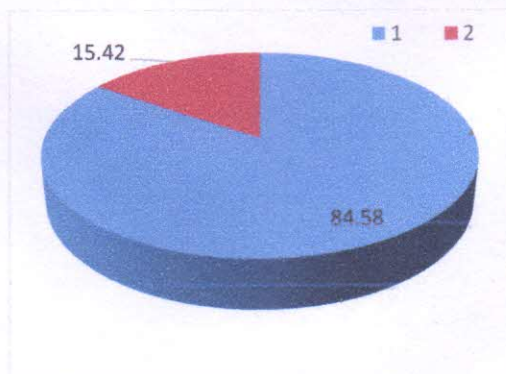
Kamla

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4. Adequate security arrangements have been made in the campus: A(Yes)- 2.8%, B(No)- 97.8%



5. Are students aware about the women cell of the college? A(Yes)- 84.6%, B(No)- 15.4%

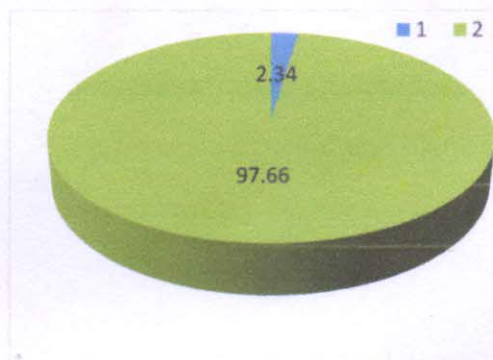


6. Safe environment is available for all girls in the campus. A(No)- 2.34%, B(Yes)- 97.7%

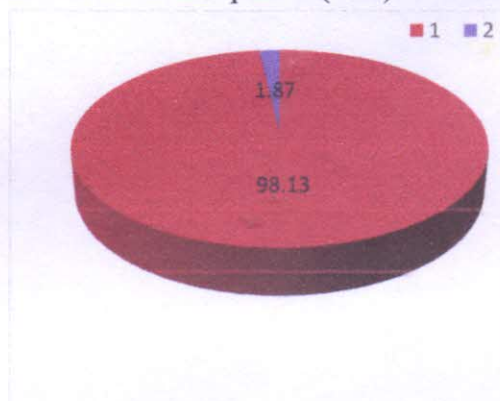
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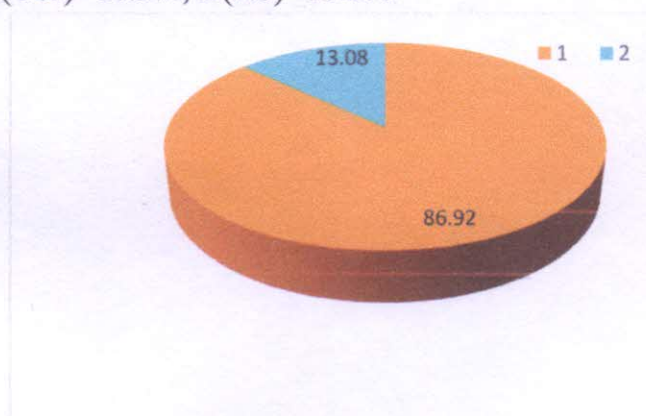
Kamdeo

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7. Have you face any irritation in the campus. A(Yes)- 98.1%, B(No)- 1.9%



8. Attitude of Teaching, Non-teaching staff and laboratory staff is appropriate as expectations? A(Yes)- 86.9%, B(No)- 13.1%

SALIENT FINDINGS

Amal


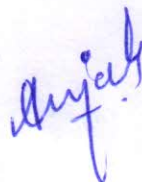
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- Students strength particularly girls strength is increasing continuously in both UG and PG programmes
- Students of backward classes have bigger share in admission.
- Girl enrolment is much more than that of boys in both UG and PG classes.
- The participation of girls in gender audit survey is higher than boy.
- Response towards gender awareness programs such as Sexual harassment, AIDS awareness is satisfactory at a large extent.
- Adequate toilet facility is available for girl students inside the campus; however, security facility is a big issue.
- Students are aware about the functioning of Women Development Cell in the campus.
- It is good sign for girls to participate in student's election.
- Gender strength in regular teaching staff may be a good figure, however, in non-teaching staff, it is disappointing.
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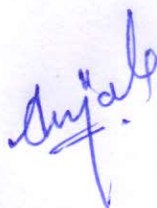
SUGGESTIONS:

- There should be facility of CCTV in campus.
- College should try to organise self defense programmes on a regular basis.
- More awareness program on Legal rights.
- No of toilets must be increased.
- Sanitary pad facility must be there in college.
- College intends to introduce self employment trainings in different subjects.
- There is a need to improve the strength of female staff members in teaching and non-teaching category.
- More talk programs should be arranged for increasing the gender sensitivity of male students.
- Hostel facility for all students must be there in college.


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RENAISSANCE SCIENCE AND EDUCATIONAL SOCIETYCONCLUSION

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Steps have already been taken in order to overcome the limitations. The findings show that college plays an important role in maintaining discipline and harmony among students. It works for the social, economical and psychological growth and development of everyone. Many programs are arranged for promoting gender compassion of the student community as a whole while some programs are organized for increasing the self-reliance of the female students. The college is contributing well towards gender righteousness and formatting a gender susceptible society. It has been creating a harmonious set-up for the college as well as society.


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