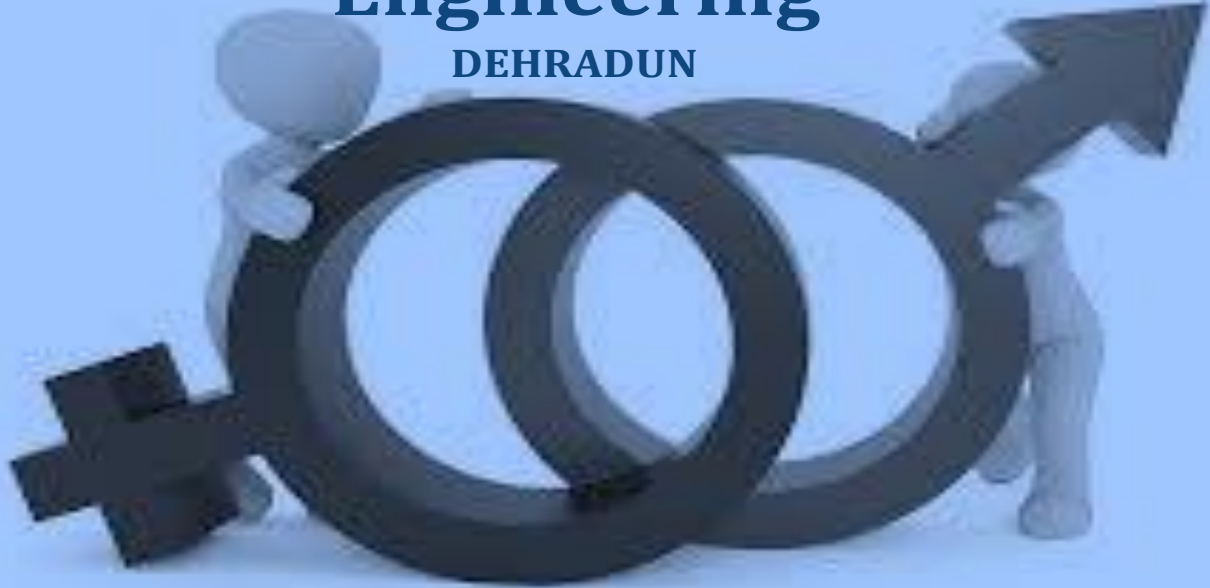


Shivalik College of Engineering

DEHRADUN



GENDER AUDIT REPORT 2023-
24

PREPARED BY
ICC

Gender Audit Report Summary 2023-24

Prepared by

Women Cell

Shivalik College of Engineering, Dehradun

PREFACE

Colleges play a critical role in realizing the constitutional vision of equality. As colleges grow increasingly diverse and heterogeneous, they serve as windows to the diverse Indian demographical landscape for students, staff, and faculty members. It is at this juncture of their lives that the students particularly get exposure to the intersectional ties of gender, class, caste, language, religion, region, etc. and come across the profound impact of these factors. The onus of shaping the thinking of future generations in the right direction and dismantling patriarchal conditioning is on higher education institutions. Thus, it becomes paramount that institutions promote equity in its true sense. The pursuit of gender equality is a fundamental commitment of our institution, reflecting our core values of diversity, inclusivity, and equity. As part of our ongoing efforts to create a more equitable environment, we are proud to present the Gender Audit Report. A gender audit is a quality audit that assesses the institutionalization of gender equality in all facets of an organization including the structures, rules, policies, programmes, projects, proceedings, and budget.

This report is the outcome of a thorough and comprehensive examination of gender dynamics within our academic and administrative frameworks. It provides an insightful analysis of our current practices, highlighting both our achievements and the areas requiring further attention. Our aim is to identify strengths and opportunities for growth, ensuring that we continue to advance towards a more inclusive and supportive environment for all members of our community. The findings and recommendations outlined in this report will serve as a crucial template for our future initiatives.

By addressing the identified gaps and building on our successes, we are committed to enhancing gender equity and fostering an environment where every individual can thrive without facing impediments related to gender. We extend our gratitude to everyone who contributed to this audit, and we look forward to working together to implement the changes necessary to achieve our vision of a fairer, more egalitarian society.

Dr. Saba Sabir
Presiding officer

Shivalik College of Engineering, Dehradun

Gender Policy

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance Redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

Objectives of Gender Audit

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

Implementation

To achieve the above-mentioned goal and objectives, College takes the following decisions for the implementation of the policy:

- Language used (spoken and written) will be gender-neutral and respectful.
- Gender equity will be maintained explicitly in all the decisions concerning Shivalik college programmes, projects, awards, and other initiatives.
- The College will ensure equitable representation and participation of men and Women in all the committees of the college.
 - Training for gender equity will be provided to the student representatives, faculty members and staff of Shivalik College.
- Gender sensitization programmes will be made available to all the students, teaching and non-

teaching staff at regular intervals.

- The College will ensure equal opportunities to female staff, equal wages for both women and men, safe working conditions, promotion benefits and training for personal growth.
- Gender Audit will be conducted in all the administrative sections, and academic departments at regular intervals.
- An Internal Committee will be there to investigate all the complaints of sexual harassment. Any complaint of gender-based discrimination shall be addressed to the Presiding officer of the Internal Committee of the College.
- Information regarding the Internal Committee and its functions shall be given to all in order to deter and prevent sexual harassment.
- Appropriate working conditions shall be provided in terms of leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplace and no woman employee will have any reasonable grounds to believe that she is disadvantaged.

The Gender Audit was conducted in the following process –

1. Orientation of the students and Staff members through various activities like webinars, Guest Lectures, Interactive Talk-shows, Workshop and Research Conference. Posters, PPT Presentations, Debate Competitions and Statistical Research cases were also presented.
2. Questionnaire was circulated among the students to understand their awareness about women safety in the College premises
3. Statistical Gender Analysis was collected of all staff-members, students and management

Introduction

The Shivalik College established in 2008, is a non-profit organization with firm Indian roots but with a global outlook and reach. Over the years it has built up an enviable reputation of being counted among the Best Colleges in Dehradun. We at Shivalik, aim to take it to the next level and mobilize world class education and generate resources for providing and supporting quality education for all. The organization has an intensive, yet an enabling academic environment with the mission to prepare students holistically with innovative and analytical minds and creativity to generate new thinking, discover fresh horizons, and enable them to achieve their dreams and goals as global citizens.

GENDER AUDIT

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

The Women Development Cell of the College ensures awareness about their objectives throughout the year by conducting various seminars, self-defense workshops and motivational lectures about women empowerment. As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Complaints Committee has been established by the College with an objective to Prevent Sexual Harassment of any gender at the college. Various seminars, Guest Lectures and workshops are organized throughout the year to teach the students about their rights and laws and to fight against any kind of sexual harassment.

The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular?

UNICEF says gender equality *"means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike"*.

On a global scale, achieving gender equality also requires eliminating harmful

practices against women and girls, including sex trafficking, femicide, wartime sexual violence, gender wage gap, and other oppression tactics.

Gender Audit Team reviewed and analyzed the operating environment and context of Shivalik College, Dehradun. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different.

The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. Special study room , waiting room and parking are provided for the girls. They are also given self-defence trainings. The Karate, Yoga and Meditation trainings are also organized. They are trained for ornament making, cloth bag making and also mushroom cultivation. The lectures of eminent personalities are held on various topics to develop their personalities.

Workshops are held on "Women and Human Rights" and Women and Laws" to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lecture. Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures to aware the girls for their privileges and duties. In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves. Girls were actively engaged in all the actions taken by college such as collection and proper distribution of clothes, medicines and utensils.

The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Faculty and Staff

There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is at par.

The number of women in the non-teaching staff is somewhat low but may be conditioned by the nature of the work being done and the socio-economic background of the incumbents. The higher administrative staff however shows a very good presence of women.

In the past, the College in turn has been served by some extraordinary female leaders like Dr. Bharti Sharma who was appointed as HOD in the year 2016 and who went on to serve the institution with distinction for almost three years. At present Dr. Sonia Ghambhir is looking after the BBA Department as HOD and the College NSS unit is led by Prof. (Dr.) Saba Sabir.

There are women teachers in all subjects including many in the sciences.

Women teachers are also active in all the staff council committees and as staff advisors to the various co-curricular societies.

The College also employs female security and sanitation staff.

GENDER AUDIT at SCE

The details of gender audit survey for the year 2023-24:

Gender Inclusion Details

Particulars	Male	Female	Total
Students (UG Degree)	1766	489	2255
Teachers	71	48	119
Non- teaching staff	122	40	162
Total	1959	577	2536

Table 1: Gender wise Details of the College

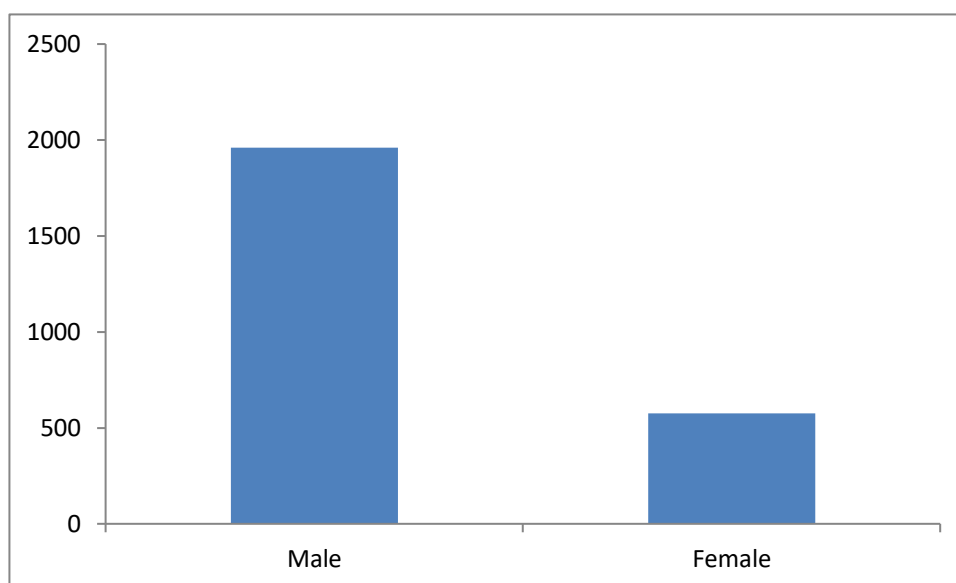


Figure 1: Gender wise Details of the College

Cultural Activities

Female students are very active in the co-curricular societies and are holding key leadership roles in them. Girl students form a significant portion of the core leadership positions of most societies as well as departments.

However, girls are keen to head departmental societies and contest these elections willingly and enthusiastically. Many of them are holding the offices of President and Vice-President of departmental and co-curricular societies.

Sports

The College provides facilities to its students for many sports. The students can play basketball, football, cricket, badminton, table tennis, volley ball and chess on the college premises. The girls play along with the boys in most of these sports but as reported by the coordinator of physical education, girls rarely play football. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to engage girls in sport.

There is reluctance on the part of girls to use the gym which has state of the art equipment. The reasons for this could not be ascertained. However, to overcome this impediment the College has provided a well-equipped gym in the girls' hostel.

Infrastructural Facilities

After taking a round of the college premises, it was found that most facilities like class rooms, toilets and library are adequate for both boys and girls. The Girls' Hostel is excellent

in terms of the architecture, allocation of space, location and facilities and amenities for the girl students. It has adequate ventilation, toilet and laundry facilities and pantry on every floor. It also provides space for sports, gym and cultural activities and has provision for a library. It compares more favourably with the already existing boy's hostel.

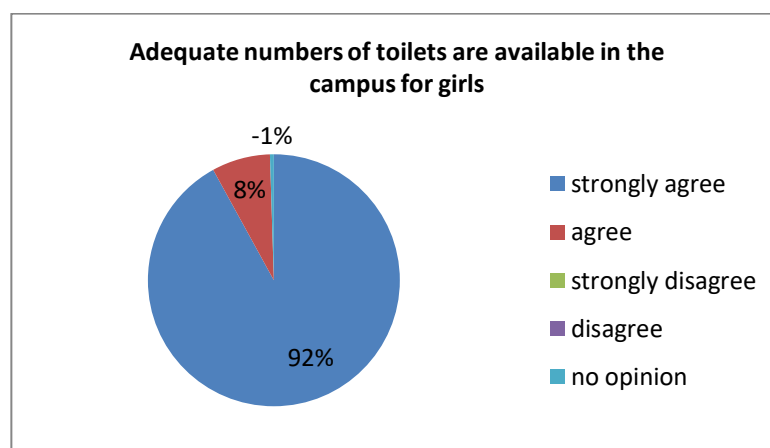
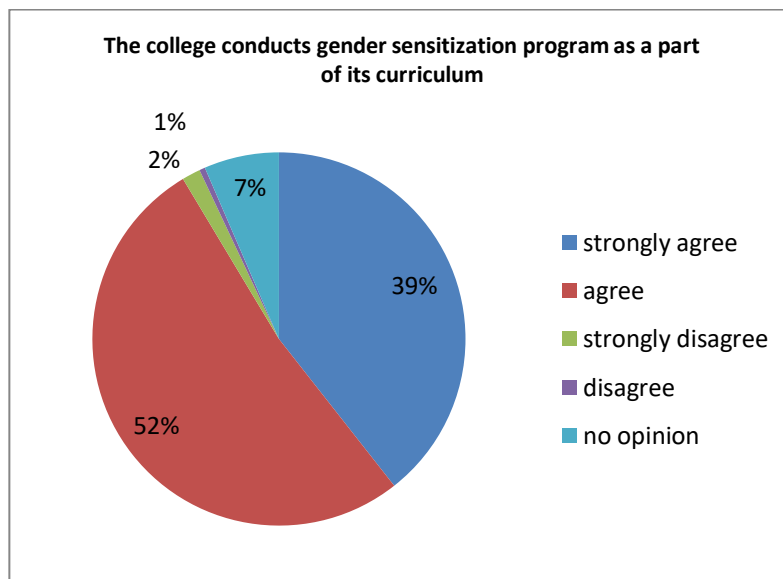
The Girls' Common Room too is clean, well-ventilated, spacious and more than adequate. It provides a welcome space for girl students in the college premises.

The female teachers too require some dedicated space that is being allocated to them in the new faculty block currently under construction.

At present, there is an environment of attentiveness to the needs of women students as well as the staff.

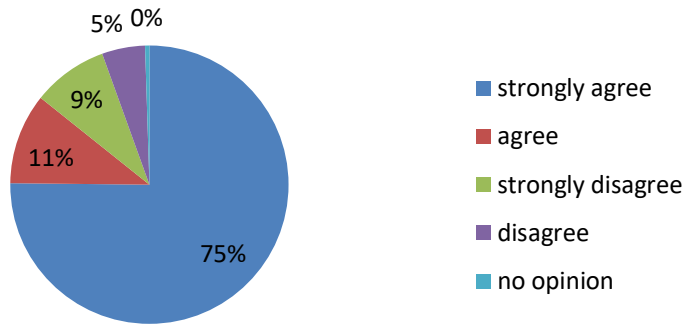
GENDER AUDIT SURVEY

The auditor conducted a survey and collected responses from female staff and students. Following is a summary of questions asked and responses received:

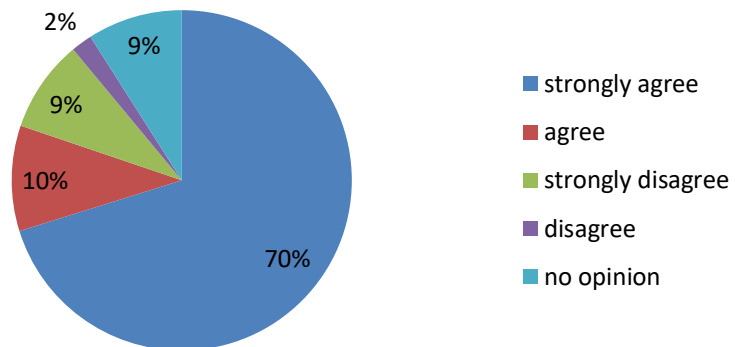


Adequate facilities are available inside the toilet keeping in mind the need of the girl students.

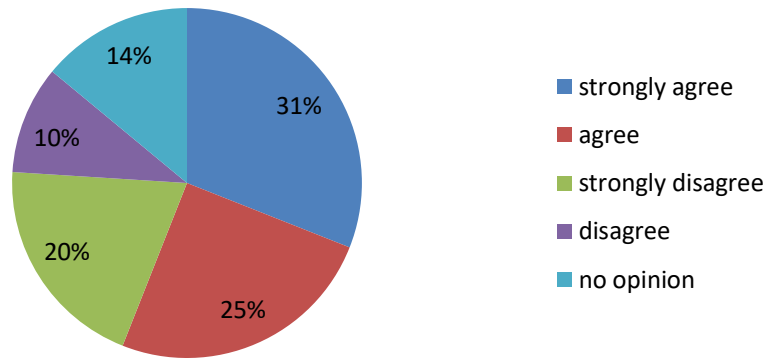
Adequate disposal bins are available in the toilet



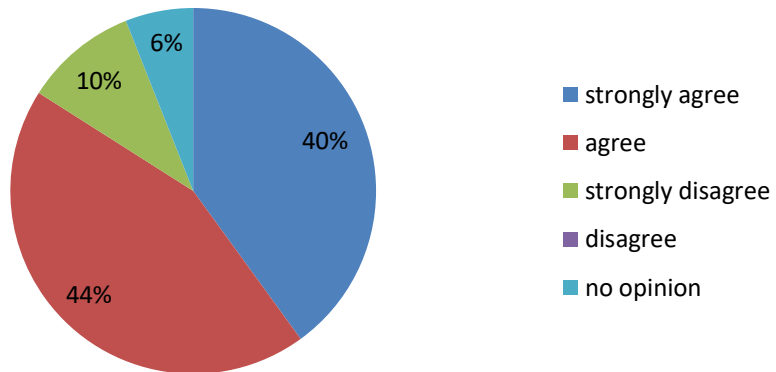
Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc



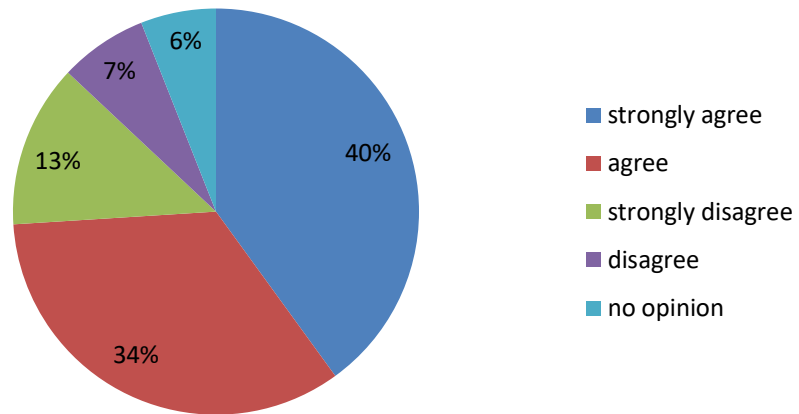
Adequate security arrangements have been made in the campus and common areas during day and night



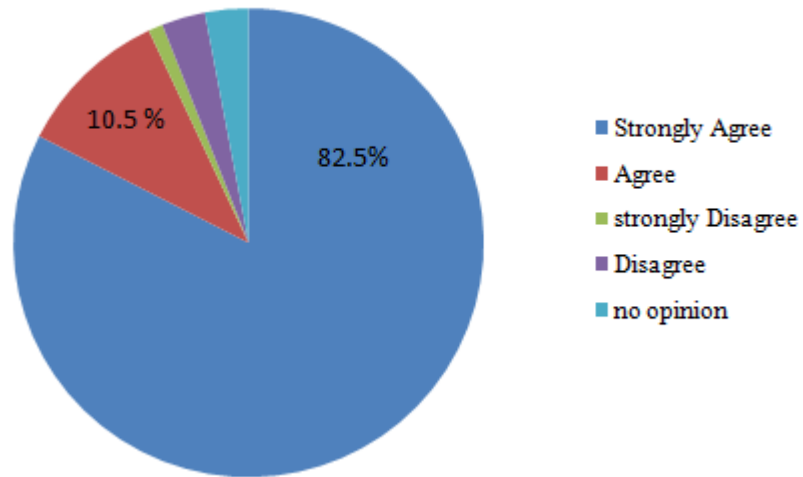
Woman Development Cell is set up in the college and students are aware about this women cell.



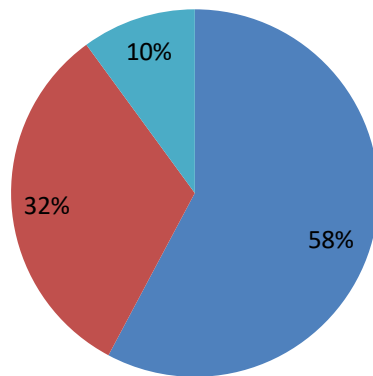
A grievance redresses cell has been set up



The classroom offers equal opportunities to all

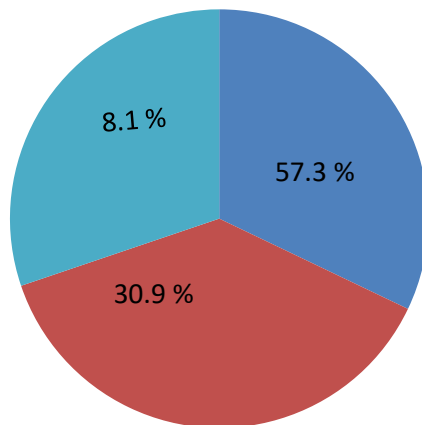


The equal opportunity to all genders to work with various clubs and forums



- strongly agree
- agree
- strongly disagree
- disagree
- no opinion

The equal opportunity to all genders for free and fair expression of ideas



- Strongly Agree
- Agree
- strongly Disagree
- Disagree
- no opinion

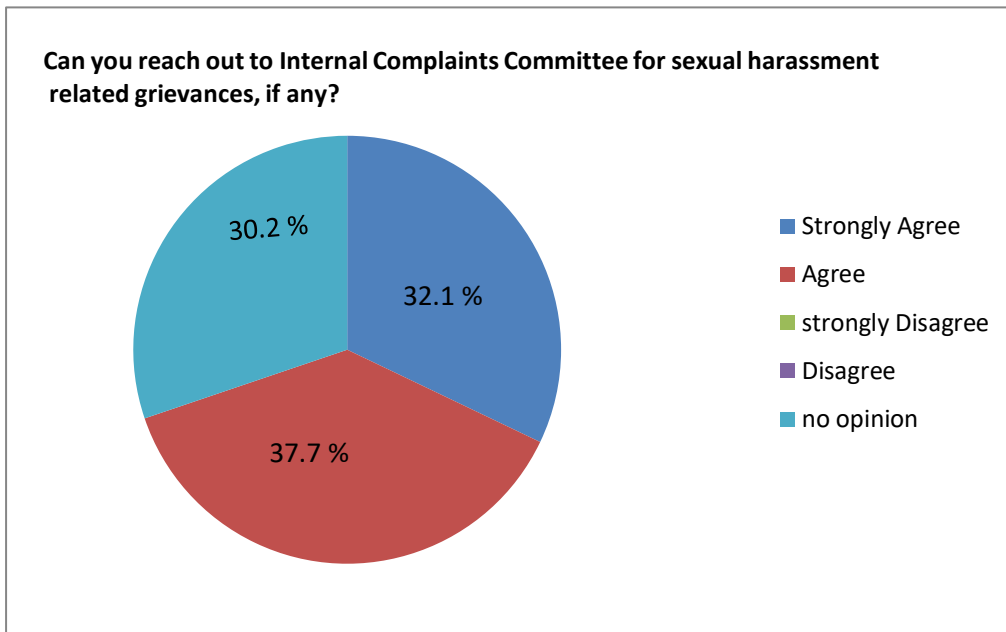


Table: 9 Gender wise Details of total students in NSS

S.No.	Year	male	Female
1	2023-24	130	70

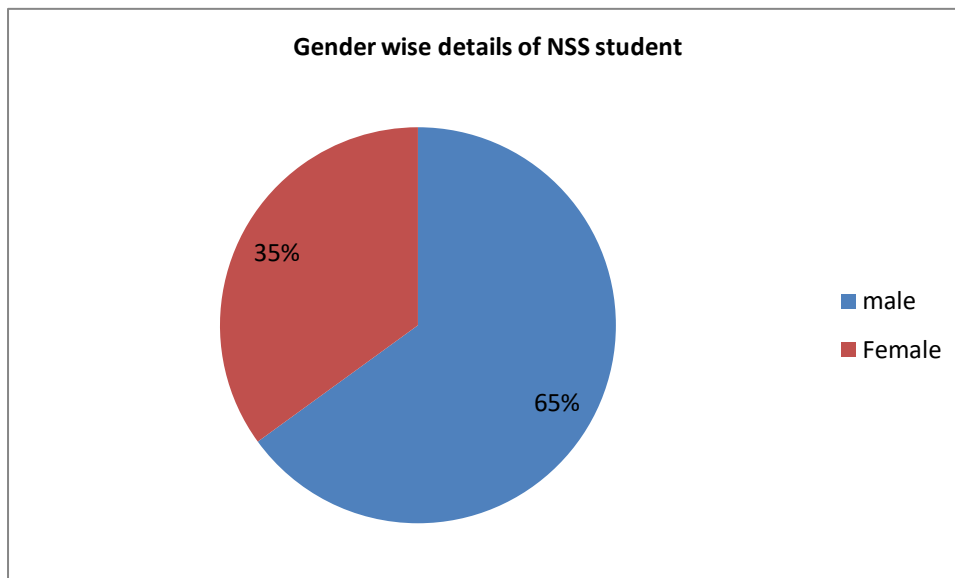


Figure: Gender wise Details of total students in NSS

The numbers of students are fixed at 100 for each year. The degree final year students are exempted. The selection of NSS volunteers are on the basis of their aptitude towards selfless service to societal actions and also the ability to work in group is also considered. It's a matter of pride to see girls always excel in these activities.

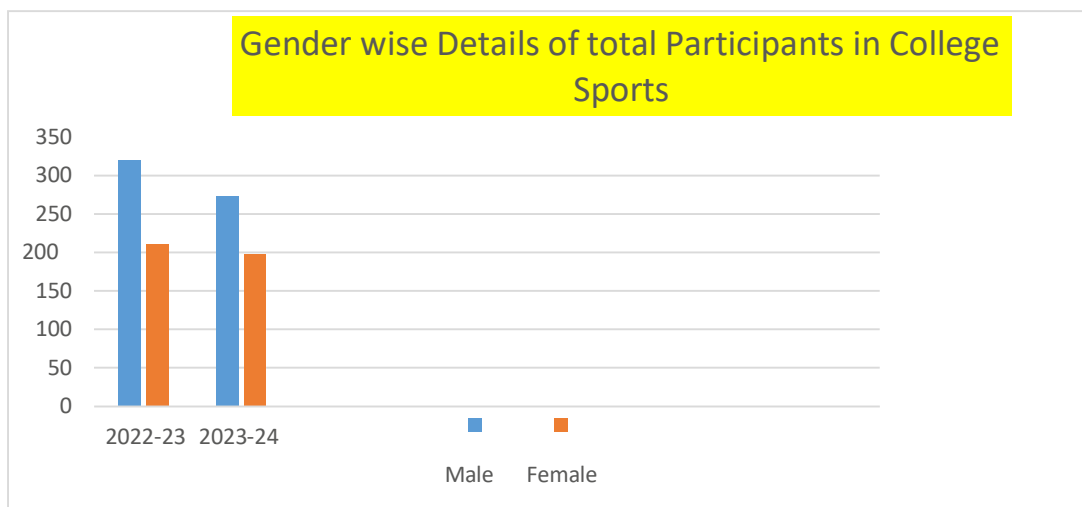


Figure: Gender wise Details of total Participants in College Sports

The sports competitions are male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too

Salient Findings

- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- In regular teaching staff the strength of females are almost 30%

Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities
- The number of female staff to decision making bodies may be increased
- Organize more sports programmes on a regular basis.
- More awareness program on Legal rights
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students

Conclusion

The conclusion of the gender audit report for the college underscores the imperative for comprehensive and sustained efforts towards gender equity and inclusivity within the institution. Through the audit process, key findings have been identified, shedding light on areas of strength

as well as areas requiring improvement. It is evident that while progress has been made in certain aspects, there remains considerable work to be done to address disparities and ensure equal opportunities for all genders within the College community. Moving forward, it is essential for the college to prioritize the implementation of these recommendations, accompanied by robust policies, resources, and ongoing evaluation mechanisms. Collaboration among stakeholders, including faculty, staff, students, and administration, will be vital in driving meaningful change and cultivating a culture of respect, fairness, and empowerment for individuals of all genders. Ultimately, by embracing a commitment to gender equity and inclusivity, the college can not only enhance its academic and organizational excellence but also contribute to broader societal progress towards equality and social justice. To fulfil its mission for gender equity, Shivalik College resolves to:

- Promote research on themes around gender and gender development.
- Provide a conducive environment for dialogue and discussion on gender equality in the college.
- Ensure development of gender sensitive curriculums.
- To ensure increased enrolment of women students in the college.

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. The gender audit was conducted to achieve these goals and objectives and to identify ways to make the college campus safer for women.

Format of Questionnaire

Control Objectives	Strongly agree	Agree	Disagree	Strongly Disagree	No opinion
The college conducts gender sensitization program as a part of its curriculum					
The college conducts gender awareness programs as a part of its curriculum					
Adequate numbers of toilets are available in the campus for girls					
Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet					
Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.					
Adequate security arrangements have been made in the campus and common areas during day and night					
Woman Development Cell is set up in the college and students are aware about this women cell.					
A grievance redresses cell has been set up					
The classroom offers equal opportunities to all					
The equal opportunity to all genders to work with various clubs and forums					
The equal opportunity to all genders for free and fair expression of ideas					
The classroom offers equal opportunities to all genders					
Can you reach out to Internal Complaints Committee for sexual harassment related grievances, if any?					

		Strongly disagree
10	Do you reach out to women's cell?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
11	A grievance redresses cell has been set up.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
12	The classroom offers equal opportunities to all genders.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
13	The college offers equal opportunities to all genders on sports	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree