

Report on Gender Audit

2022-2023

Prepared For

SHIVALIK COLLEGE OF ENGINEERING
Dehradun 248197

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CHAPTER 1

AUDIT OBJECTIVES / METHODOLOGY

Preamble

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.

Audit Objectives

Gender socialization begins early, and it is important to initiate change process at a young age to shape attitudes and transform behaviours. Schools and colleges play a major role in this regard, because students spend large amounts of time engaged with peers in such settings. Creating positive social norms in Educational institutions that value Gender equality and Gender sensitization is an important aspect to achieve long-term and sustainable social change.

In order to promote gender equality, as guaranteed by Article 15 of the Indian Constitution, especially in the institute of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedure that questions inequalities and fosters equal opportunity across gender

The University Grant Commission has also focussed on these aspects and accordingly many Genderpositive initiative have been mandated by them to implement and periodically assess the genderbalance and make appropriate interventions at the institute level for course correction & improvisation Accordingly all Institutes of Higher Education have to conduct a Gender audit in their campuses toensure Gender neutrality of facilities and assess/ monitor programs for Gender Sensitization

Audit Methodology

As part of the Audit, we conducted a survey through form specially designed for the Students, Faculty and the non-teaching staff in order to gather and collate the respondent's perception on the prevailing Gender sensitive practices /facilities

We also obtained Gender segregated data on the curriculum, male –female composition across departments as well as listing of program /workshops /Seminars conducted on Gender related topics through another form issued to the management of the institute.

The statistical data provided for 3 academic years together with the finding of the survey across respondent groups have been analyzed and presented logically in the following 7 Gender sensitive indicators for a meaningful evaluation to help in identifying lagging areas if any and discover opportunities for improvement and further refinement

Gender sensitive indicators

- a. Curricular aspects
- b. Teaching, Learning and Evaluation
- c. Research and Consultancy
- d. Resources & Infrastructure
- e. Student participation, involvement and placement
- f. Organization and Management
- g. Healthy Practices

Respondent category

- Student
- Teaching faculty
- Non –teaching staff

Audit Team

Following members of Audit team have collated the data & interpreted /analysed the same with respect to the survey results for presenting the same in this report.

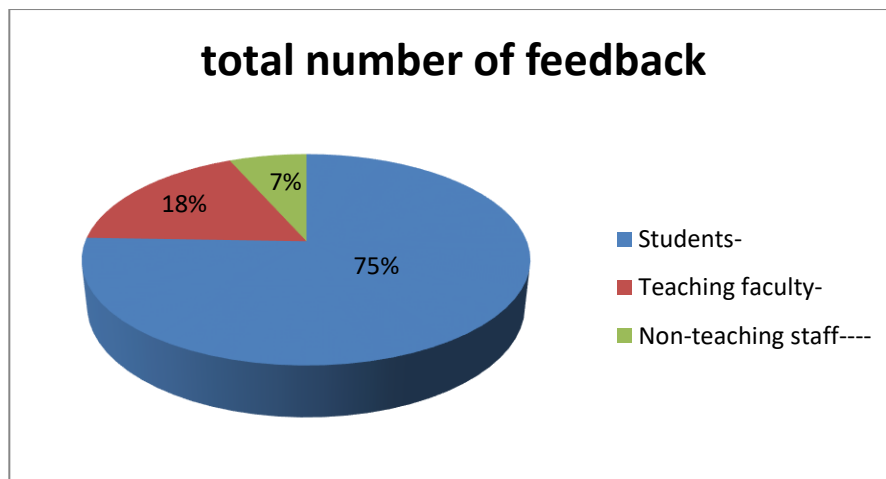
- Dr. Saba Sabir
- Ms Shabnam Ara

Based on the Audit findings and collective experience of the Team members, recommendations for improvement have also been suggested later in the report

Respondent distribution

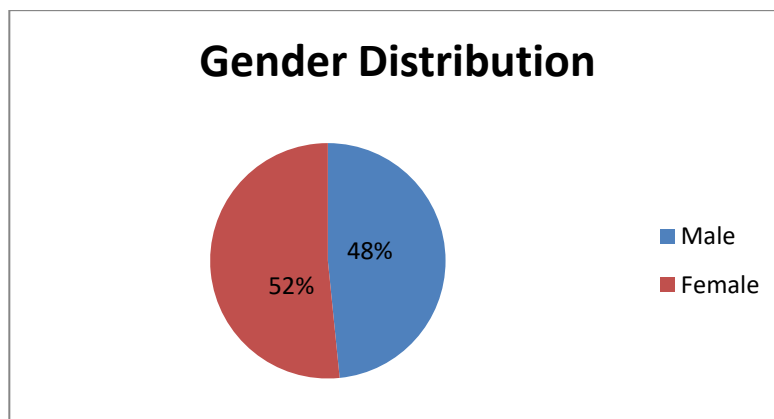
Following is the distribution of the respondent of the online survey carried out as noted in the Audit methodology

Total no responses-	454
Students-	343
Teaching faculty-	81
Non-teaching staff----	30



Gender distribution

Male 48.4 % Female- 51.6%



Responses as received on some of the leading questions of the Survey are presented in Chapter 4 -Appendix for information.

The responses have been further been segregated for each respondent category for a meaningful evaluation, based on which our observations & findings are presented in the next chapter

CHAPTER 2

OBSERVATIONS & FINDINGS

2.1 Observation and Findings

As per the methodology adopted, our observations & findings are presented for each specific Gender sensitive indicator identified for clarity and coverage of all independent & yet interlinked aspects of this Audit.

1 Curricular aspects

As stated in the preamble of this report, the College offers liberal education in Engineering and science to more than 600 students. It offers graduation in computer Science, Electronics and communication, AI&ML, Data Science, Civil and Mechanical Engineering

Besides catering to students from Dehradun, a large number of students come from diverse parts of the country including Bihar, UP and North Eastern India.

Women empowerment /Gender equality is given prime importance in the college institute.

2 Teaching, Learning and Evaluation

As can be seen in the Table1 below, the Gender distribution of students across various departments is fairly well balanced

As can be seen further in the table, there is a large presence of female faculty members, which is very encouraging. This is certainly an added heads-up advantage for the college to pursue women centric policies and programmes

Category of Students	Gender distribution in terms of percentage	
	Female	Male
Final year as on 31st Dec 2022	30.2%	69.8%
	29.6%	70.4%
	30.7%	69.3%
	30.7%	69.3%
	35.4%	64.6%

Table 1 Gender distribution table –Current year

3 Resources & Infrastructure

As part of the physical verification, it was observed that following salient facilities including those related to Safety are in place keeping in mind presence of sizable number of female students.

- Common rooms are provided for girls with adequate sanitation facilities.
- Around 24 CCTV cameras are installed at all the prominent locations in the campus.
- Arrangement for both male and female security guards i(24 x7) is made on the campus

As can be seen from Table 2 appended below, there is a large variation in the perception across therespondent categories on the adequacy of the available Infrastructure.

While the entire population of the Non-teaching staff and large part of the Faculty is satisfied with the infrastructure, the student community tend seem to demonstrate lack awareness specially relating to patrolling , lightening, non- availability of safe spots for females as can be seen from responses in SI no 3, 2 & 8 of Table 2)

Table 2- Summary of Respondent perception in %

a) Relating to adequacy of Resources and Infrastructure

	Survey Questions	Students		Teaching faculty		Non-Teaching staff	
		Yes	No/ Don't know	Yes	No/Don't know	Yes	No/ Don't know
1	Access to campus facilities (libraries, laboratories, campus events) is gender neutral and everybody has the same rights – Q18	95%		100%		100%	
2	Adequate lighting is available inside the campus during the night, including but not limited to, adequate light in corridors, classrooms, common areas, toilets, etc	54.1 (agree)	20.8(stron gly agree), 18.1(neutr al)	84%	14.5% - (strongly agree), 14.5(neu tral)	89%	
3	Provision for patrolling squad in and around the campus – Q11	38.9%	10.7 % - (strongly agree), 42 %(neutral)	71%	10% -- (strongly agree), 12 % (neutral)	89%	

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4	Whether CCTV cameras are provided on the campus Q9	83%	10 % -No 7 % Don't know	96%		100%	
5	Whether female security guards are available on the campus Q10	55.1 (agree)	24.6(strongly agree), 16.8 (neutral)	97%		100%	
6	Whether there is provision of a suggestion/ complaint box on the campus Q13	72%	27 % -No 22 % Don'tknow	88%	7% -No 05 % Don't know	100%	
7	Whether helpline numbers are clearly displayed at various places on the campus – Q12	73%	15 % -No 22 % Don't know	88%	10% -No 10 % Don't know	89%	
8	Whether there is any safe spot in the campus where females can have privacy in case of emergency / need Q21	64%	21% -No 26 % Don'tknow	91%	08% -No 11 % Don't know	100%	

Similar lack of awareness is observed from a large number of Students & member of the Teaching & non-teaching staff to another set of survey questions relating to publications on Gender awareness as noted in Sl no 1 of Table 3 below.

The overall satisfaction level among the Teaching faculty & Non-teaching staff on the adequacy of facilities, policies as well handling capabilities of the management is very high, but at the same time there is scope for enhancing the same to a much higher level within the student group

Table 3- Respondent's perception on General awareness in %							
	Survey questions	Students		Teaching faculty		Non-Teaching staff	
		Yes	No/Don't know	Yes	No/Don't know	Yes	No/Don't know
1	Awareness of any Report published by the Institute covering gender specific issues at regular intervals Q17	17% Say published	70% not aware 13% Say not published	32% Say published	64% not aware 4% Say not published	22% Say published	78% not aware
2	On an overall basis, are you satisfied with the gender related policies, facilities and handling of issues by the Institute Q22	Excellent/ Good	Need improvement	Excellent/ Good	Need improvement	Excellent/ Good	Need improvement
		48%	26%	74%	13%	100%	

Based on the response noted in Table 2 & 3, it is clear that there is a definite scope for improvement and accordingly our recommendations are presented in Chapter 3.

A leading insight to the recommendation for enhancing awareness is provided by the respondent themselves by answering to specific suggestions provided with the survey questions as shown in the histogram chart (See Fig 1 & 2).

It may be noted that a large percentage have responded to suggest increased focus through newsletter, regular communication, self-defence class, seminar & debates etc

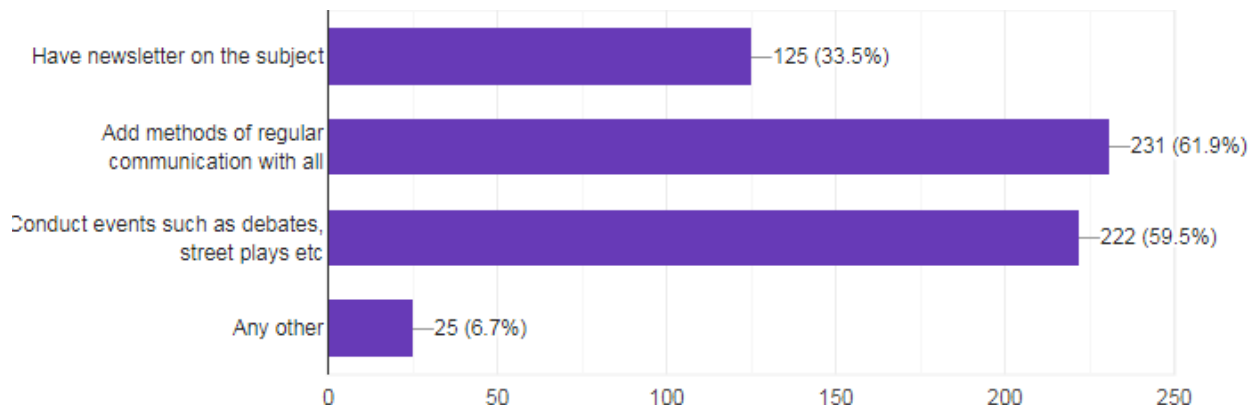


Fig 1- Respondent suggestion for Enhancing Overall awareness

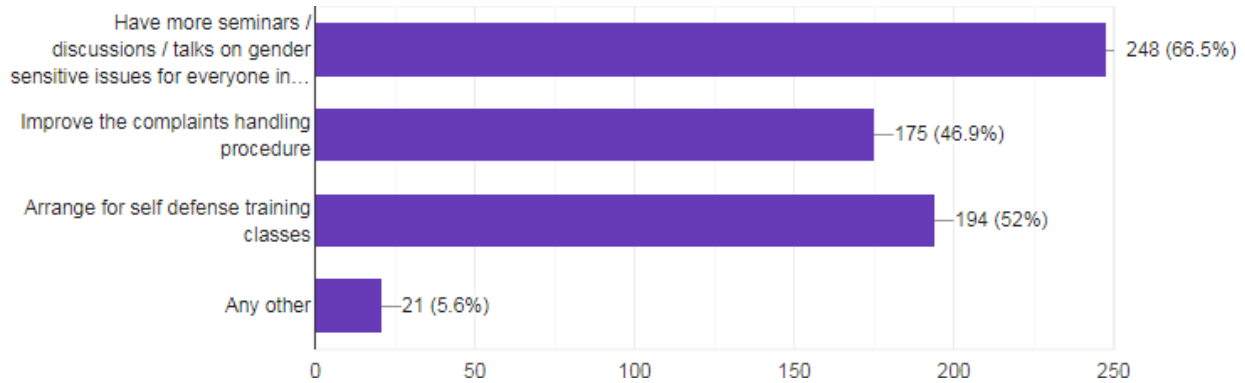


Fig 2- Respondent suggestion for Enhancing Gender Sensitivity

Another useful insight is obtained from the responses as shown in the corresponding histogram chart (Fig 3) to create more Gender neutral opportunity in Annual function /Cultural events) in comparison to other Sports activities

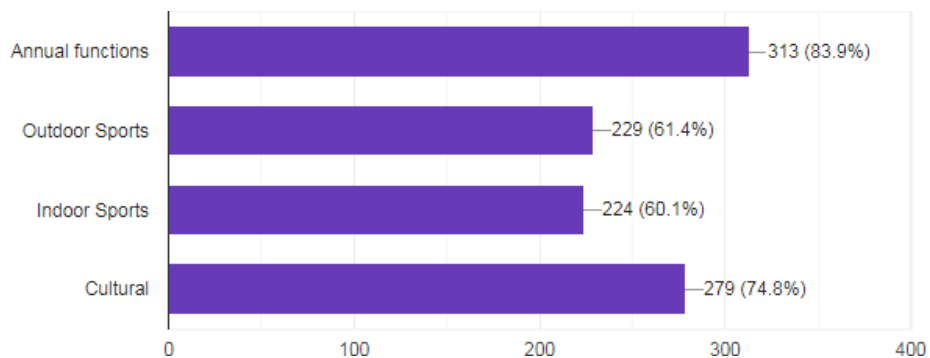


Fig 3- Respondent distribution on co-curricular activities

Some specific practical suggestion have been provided by respondents which may be looked in to for implementation in enhancing the awareness of Gender equality & addressing some of the concerns in these areas

4. Student participation, involvement and placement

Co-curricular/ cultural events

Girl students have been encouraged to join various Co-curricular /cultural societies of the college and with their boundless enthusiasm, immense talent & hard work, they have won awards, cash prizes, appreciation & awards.

It is noteworthy to mention that all the cultural societies & as well as the National Service scheme (NSS) is excelling under the able guidance of woman conveners

All the above information is a true representative of Gender balance in the college and clearly demonstrates that equal opportunities are provided consistently through consecutive academic years.

Campus Placement & pursuing Post graduation courses

many girl students could secure short term internship with stipend through the Training & placement cell of the college.

5 Organization and Management

a) *Relating to Women empowerment & Gender sensitization*

Realizing the importance of creating awareness on Women empowerment & fostering sense of Gender equality in the young minds right from an early stage of their adulthood, the college has institutionalized following forums /cells in order to sensitize the students on these aspect alongside their academic pursuit

➤ **ICC- Internal Complaint committee**

The cell is focused on the social, educational, economic and political development of Indian women and girls & calls for their education and constitutional rights, elimination of discrimination against women, advancement of their capabilities and leadership skills, promoting their participation in decisions that affect their lives, amplifying their voice for peace and security at the national and global level.

Following events have been successfully organized in line with their objectives

Workshop on a “Women health and nutrition” (online)
An celebration on “ International women’s day
Mask Making Competition with slogan on the theme - Gender Equality (online)
Workshop on a “sexual harassment of women at workplace (prevention, prohibition and redressal)”

b) Relating to Prevention of Sexual Harassment (POSH)

As an institution of higher education engaged in teaching, research and promotion of knowledge, the College takes its responsibility in sensitizing its students about all forms of discrimination and harassment, especially sexual harassment on College campus.

Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the Constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

By the act of the Parliament, which received the assent of the President on 22nd April, 2013 The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (No.14 Of 2013) was enacted /published and the process of inquiry will follow the rules and regulations of article 5(d) of this act.

The College has displayed Ordinance XV relating to Sexual Harassment on their website & the composition of the Committees, mode of election/nomination powers, duties and procedure to be followed is out lined in the appendix to Ordinance XV-D in the University Book entitled' Policy on Sexual Harassment which will be read as part and parcel of Ordinance XV-D.

Accordingly an Internal complaint committee is formed and the names of the member are listed on the website.

However, based on the respondent perception summarized in Sl 3, 5 & 6 in Table 4 below, it appears that there is a lack of awareness especially among the student group and therefore, more clarity is required in dissemination of information on the policies & procedures to address these gaps

Refer Chapter 3 for suggestions on enhancing respondent perception &for helping them to seek quick redressal in case of need.

Further from the responses listed in Sl no 8 of Table 4, it is noted that some complaint made by students have not been resolved.

Table 4- Respondent perception on Organization and Management

	Survey questions	Students		Teaching faculty		Non-Teaching staff	
		Yes	No/Don't know	Yes	No/Don't know	Yes	No/Don't know
1	Published policy to deal with sexual harassment complaints – Q3	41%	12 % -No 47 % Don't know	80%	6% -No 14 % Don't know	85%	13% -No 12 % Don't know
2	Internal complaint committee is in place Q4	53%	40% No 07% Don't know	95%		92%	8 % Don't know
3	Awareness about written down procedure for handling such complaints – Q5	45%	15% -No 40% Don't know	75%	10% -No 15 % Don't know	100%	
4	Ease of approaching committee for complaint redressal –Q6	61%	39% Not applicable	78%	22% Not applicable	78%	22% Not applicable
5	Induction / Orientation programs are held to explain policy and methods –Q7	34%	23% -No 43% Don't know	62%	19% -No 19 % Don't know	56%	22% -No 22 % Don't Know
6	If Yes, whether you have attended any such programs – Q7a		82% blank response	62%	38% blank response	34%	33% -No 33 % blank
7	Whether you or anyone else you know, have made a complaint on related issue – Q8		99%-No		91% -No		94%-No
8	Whether it has been resolved satisfactorily or not						
9	Equal opportunities and representation are provided to	52.4 (agree)	31.6 (strongly agree) 11.1 (neutral)	78.4 (agree)	11.6 (strongly agree) 09.1 (neutral)	62.6 (agree)	11.4 (strongly agree) 16.1 (neutral)

	students of all genders in various clubs and committees in the college						

c) Relating to non-discriminatory procedure and policies for recruitment, promotion and placement in senior management position

Non-discriminatory procedures & policies are certainly in place given the fact that 1 woman Assistant professors got promotions to reach the highest possible designation in the College & at the same time they are also successfully spearheading other co-curricular and administrative activities.

The significantly large number of women faculty members as noted in earlier sections shows that the recruitment procedure is unbiased on Gender discrimination, which is an appreciable situation.

7 Healthy Practices

ICC is a unique society dedicated to General awareness and strives hard to stand against the evils of the society. Their motto is to create awareness about relevant issues today. They as a group have been urging masses to ponder upon serious issues.

To raise the society an inch closer to attain salvation, they have organized & participated in various activities like Writing competition, Quiz , Slam poetry, Photography, openMic, Mono act (- MENSTRUATION SPATAH), Kavya Goshti (International Women's day) etc.

As can be seen from the Table 5 presented below, the perception of a large majority of the students and faculty agree that the institute fulfills this gender sensitive indicator by conducting regular events.

Table 5- Perception on Healthy practices in %

	Survey question	Students		Teaching faculty		Non-Teaching faculty	
		agree	Strongly agree	agree	Strongly agree	agree	Strongly agree
1	Whether lectures/ seminars/ webinars are conducted on gender sensitive issues? Q14	46.2%	13.5	94%	5%	89%	10 %

CHAPTER 3

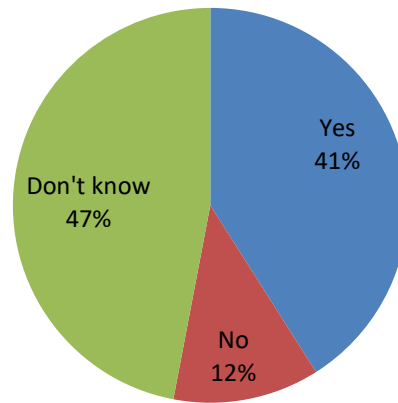
RECOMMENDATIONS

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 sections of society is increasing and there are no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some

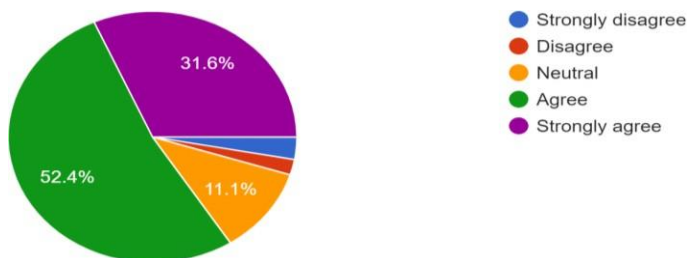
CHAPTER 4
ANNEXURE

Response as received for some of the leading questions from the Survey are appended below for information & records

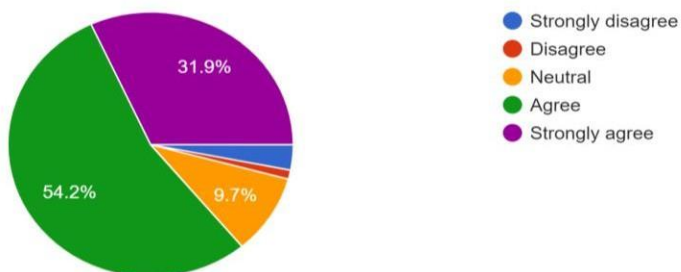
Published policy to deal with sexual harassment complaints



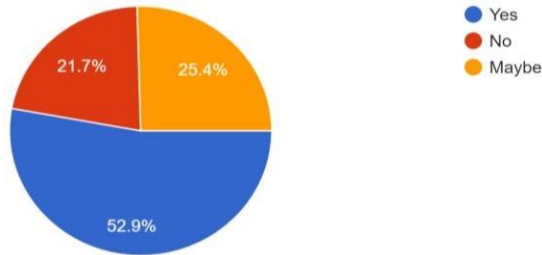
Equal opportunities and representation are provided to students of all genders in various clubs and committees in the college.



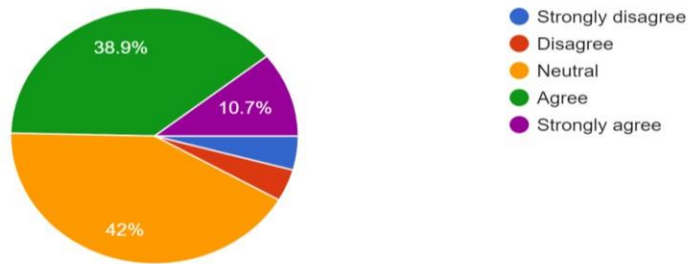
Equal opportunities and representation are provided to students of all genders for free and fair expression of ideas.



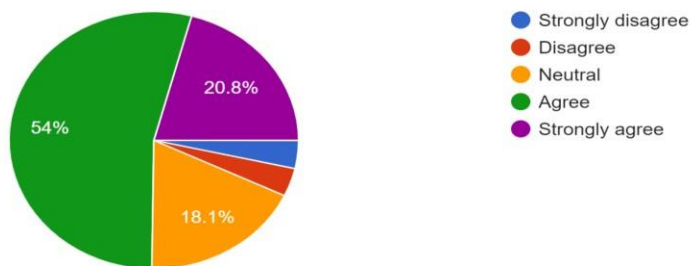
Are you aware of the College Grievance Redressal Cell and Women Grievance Redressal (Internal Complaint Cell), Equal Opportunity Cell in College



Provision for patrolling squad in and around the campus

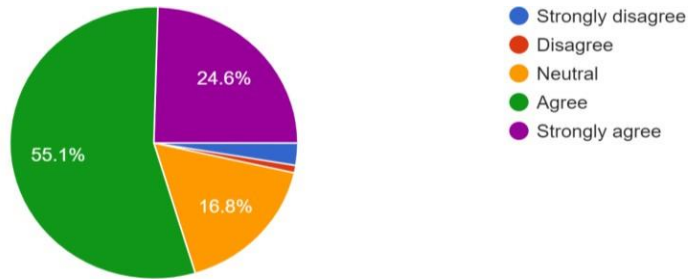


Adequate lighting is available inside the campus during the night, including but not limited to, adequate light in corridors, classrooms, common areas, toilets, etc.



Whether female security guards are available on the campus.

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The institute conducts gender sensitization programs like

