

GENDER AUDIT REPORT

2018-2019 TO 2022-2023

[Date]

**A Self- Assessment for Being Fair to Either Gender through
Social Transformation**



***GRAM UTKARSH SHIKSHAN SANSTHA,
NAGPUR***

***ORANGE CITY COLLEGE OF SOCIAL WORK,
NAGPUR***

Internal Quality Assurance Cell



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GENDER AUDIT STEPS

ACKNOWLEDGEMENT

We are thankful to Internal Quality Assurance Cell (IQAC) for providing as an opportunity to conduct a Gender Audit on our college campus. We are also thankful to the principal and management for the freedom provided to conduct Audit. The way it should be. We thank our students for their contribution towards conducting survey and data analysis.

ABOUT THE COLLEGE

Orange City College of Social Work a premium education institute is registered under the Society Registration Act. 1860. Our college affiliated Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur. Our college is started in 10th December, 1999.

The college is permanently affiliated to the University of Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur and his recognized by UGC under 2 F. It is accredited grade by NAAC B+. The college has faculties of BSW and MSW on aided basis.

The college has fully qualified and component teaching staff and adequate non-teaching staff. We are expanding our premises for providing better amenities and facilities. We have building of our own with future extension plan. It is located of near Smruti Nagar, Koradi Road, Dist.Nagpur. The college building located on 22000 Sq.ft. With a fully build up space about 22000 square feet. It offers all modern amenities needed for all round development of the student's personality. Prospective students, parents and visitors can communicate from auto rickshaw or bus service.

What is gender Audit?

Gender audit is an attempt to study whether the college has a 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. Although there is no standard approach for carrying out a gender audit, international organizations use main approaches; participatory in gender audit and the gender integration framework.

EXECUTIVE SUMMARY

The Internal Quality Assurance Cell (IQAC) of Orange City College of Social Work, Nagpur has felt the need to conduct Gender Audit for understanding the Gender discrimination and bias (if any) on the college campus. The management Orange City College of Social Work has realized that the Gender policy of mainstreaming is to be spelled out to make the college campus Gender bias free and safe to all genders. The practice which promotes Gender quality are to be followed consciously and efforts are to be made to understand the gaps between what is ideally thought for gender equality and the reality on the college campus.

The college campus should be safe and free to all genders. And hence it was necessary to understand the attitude of the campus stakeholders towards students of all the Gender. Gender mainstreaming (sensitive) is a systematic inclusion of women's and men's concerns, experiences, and needs. It is a process of incorporating gender just approach in all the levels such as governance, decision-making, policy, needs analysis, institutional offices and operating mechanisms, planning, budgeting, implementation, monitoring and evaluation in institutions so as to create an organization that is gender equitable. Gender mainstreaming promises to bring a gender dimension into all higher education policies.

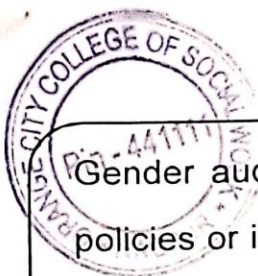


Gender analysis is an essential first step of collecting and analyzing sex-disaggregated information in order to understand gender differences and how these differences may have an effect on policies' effectiveness.

Gender balanced within the college

Gender balanced means the existence of a fair ratio male and female representation within the institution in terms of number of students in the various programs as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structure which act as inhibitors to access.

Gender Audit team reviewed and analyzed environment of Orange City College of Social Work, Nagpur from the analysis. Gender equity requires that girls and women provided with a full range activity and program choices that meet their needs, interest and experiences. Therefore, some may be altogether different. The college always concentrates on students academic performance along with their overall personality development. Observing gender equality, the girls are provided with the various facilities.



Gender audit is an evaluation process aimed at figuring out whether set policies or interventions are doing that which they are meant to be doing. It is an institution's self-assessment, monitoring and evaluation of interventions with the broad aim diagnosis and transformation.

During the initial planning of the audit, an analysis was conducted to identify, evaluate and prioritize the risk associated with Gender issues. The analysis was based upon an examination of the policies, manuals, and standards that govern the gender sustainability, on data analysis, and on the results of preliminary interviews with personnel. The criteria and methods used in the audit were based on the identified risks.

The methodology used included physical inspection of the campus, review of the relevant documentation, and interviews.

GENDER SENSITIVE FEATURES IN COLLEGE

- a. College ensures the safety of students.** 16 CCTV's are installed in College campus and library. Security guards are placed at college campus.
- b. Counselling of students** is done whenever teachers and counsellor. Counsellor include lady teachers which make it easier for girls to express themselves freely.
- c. Ladies teacher accompanies students on field visits and NSS residential camp :** The lectures on Diet and Nutrition and Health camp are organize for the girls students. Ladies common room, clean washroom are available.
- d. Anti Ragging Cell:** Women Cell and Internal Complaint Committee (ICC) are form for ensuring free and safe environment for students. Internal Complaint Committee address the grievance received from the ladies staff and students. Women Development Cell works to build gender sensitive atmosphere in campus, program like self defense technique, life education sessions, legal and sex education are conduct



by Women Committee. They are made aware issues like Sexually Harassment at working place.

STATEMENT OF ASSURANCE

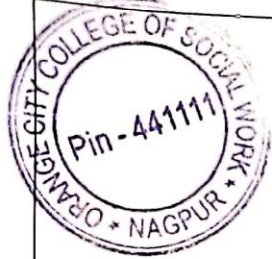
The Audit is in accordance to the International Standards for the professional practice of Internal Auditing.

The data collected has been preserve as evidence for the work done and for future studies.

OBJECTIVES AND SCOPE

The purpose of this audit was to ensure that the Gender policy is followed and implemented in the campus, across all departments, administrative bodies and students. To identify gaps and challenges in the policy and to recommend suggestions for addressing them.

1. The institute shall take effective measures for the safety and security of all genders.
2. There must be an accessible, active, unbiased and confidential Grievance Redressed Cell.
3. There shall not be any kind of discrimination on the basis of gender.
4. To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
5. Overall personality development programs shall be organized, which will develop confidence in members
6. To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
7. A certified consultant to be invited to take care of personal development and confidence building among students.



8. Organizing programs to build confidence and instill leadership qualities in the girl students.
9. To join hands with IQAC, Anti- ragging committee, and Discipline committee

METHODOLOGY

In order to meet its objectives, this audit combined physical inspection with a review of relevant documentation and interviews with various stakeholders. Interviews were conducted with male and female

SUMMARY OF FINDINGS

Q.N.	Question	Year	Agree	Disagree	No Opinion	Total
1	Are You Aware That Gender Sensitive Issues Prevail In the Society?	2018	104 74.28%	35 0.25%	01 0.71%	140 100%
		2019	109 88.61%	10 8.13%	04 3.25%	123 100%
		2020	100 83.33%	13 8.33	07 5.83	120 100%
		2021	95 93.13%	02 1.96%	05 4.90%	102 100%
		2022	90 62.06%	10 6.89%	02 1.37	145 100%
2	College Organizes Gender Awareness Programs?	2018	(123) 86.01%	(17) 11.89%	(03) 2.10%	(143) 100%
		2019	105 85.36%	10 8.13%	08 6.50%	(123) 100%
		2020	98 81.66%	18 15%	4 3.33%	120 100%
		2021	90 88.23%	10 9.80%	02 1.96%	102 100%
		2022	130 89.65%	10 6.89%	5 3.44	145 100%
3	Toilets For Girls On The Campus Are Adequate In Number?	2018	(133) 98.01%	(08) 5.59%	(02) 1.40%	(143) 100%
		2019	119 96.74%	02 1.62%	02 1.62%	(123) 100%
		2020	99 82.5%	11 9.16%	09 8.82%	120 100%





		2021	89 87.25%	10 9.80%	03 2.94%	102 100%
		2022	136	05	04	145 100%
4	Disposal Bins And Other Require Facilities Are Available In The Girls Toilets?	2018	(102) 71.33%	(34) 23.78%	(07) 4.90%	(143) 100%
		2019	99 80.48	15 12.19%	09 7.31	(123) 100%
		2020	112 93.335	04 3.33%	04 3.33%	120 100%
		2021	89 87.25%	10 9.80%	03 2.94%	102 100%
		2022	136 93.79%	08 5.51%	01 0.68%	145 100%
5	Cleanliness Is Maintained In Boys Girls & TG. Washrooms?	2018	107 74.83%	33 23.08%	03 2.10%	(143) 100%
		2019	(99) 80.48%	24 19.51%	04 3.25%	(123) 100%
		2020	110 91.66%	06 5%	04	120 100%
		2021	84 82.35%	10 9.80%	08 7.84%	102 100%
		2022	140 96.55%	03 2.06%	02 1.37%	145 100%
6	Adequate Security Provisions are made to Ensure Safety On the College Campus?	2018	120 83.92%	19 13.29%	04 2.80%	(143) 100%
		2019	103 83.73%	13 10.56 %	07 5.69%	123 100%
		2020	113 94.16%	02 1.66%	05 4.16%	120 100%
		2021	96 94.11%	02 1.96%	04 3.92%	102 100%
		2022	137 64.48%	02 1.37%	06 4.13%	145 100%
7	College Has Sufficient Lighting In The Corridors, Class Rooms And Common Areas, Girls Common Room?	2018	(135) 94.41%	(07) 4.90%	(01) 0.70%	(143) 100%
		2019	106 86.17%	12 9.75%	05 4.06%	(123) 100%
		2020	96 80%	12 10%	12 10%	120 100%
		2021	96 94.11%	01 0.98%	05	102 100%
		2022	136	04	05	145 100%

8	Are You Aware About The Existence of WOMEN DEVELOPMENT CELL (WDC) And Internal Complaint Cell (ICC) Committee in The College?	2018	(87) 60.84%	(48) 33.57%	(08) 5.59%	(143) 100%
		2019	111 90.24%	02 1.62%	10 8.13%	(123) 100%
		2020	116 96.66%	01 0.83%	03 2.5%	120 100%
		2021	98 96.07%	01 0.98%	03 0.94%	102 100%
		2022	137 94.48%	02 1.37%	06 4.13%	145 100%
9	Have You OR Your Friend Been The Victim Of Sexual Harassment by Teaching Faculty / Non- Teaching Staff / Students?	2018	0	(143) 100%	0	(143) 100%
		2019	0	(133) 100%	0	(123) 100%
		2020	0	(135) 100%	0	(135) 100%
		2021	0	102 100%	0	102 100%
		2022	0	02 1.37%	143 98.62%	145 100%
10	Do You have awareness regarding ICC?	2018	119 83.22%	0	(24) 16.78%	(143) 100%
		2019	118 95.93%	0	05 4.06%	123 100%
		2020	128 94.81%	0	07 5.18%	135 100%
		2021	100 98.03%	0	02 1.96%	102 100%
		2022	141 97.24%	0	04 2.75%	145 100%
11	Was Action Taken Against The Person Engaged In Harassment?	2018	NIL	NIL	NIL	NIL
		2019	NIL	NIL	NIL	NIL
		2020	NIL	NIL	NIL	NIL
		2021	NIL	NIL	NIL	NIL
		2022	NIL	NIL	NIL	NIL
12	If Not Reported, Why? Mention The Reason In The Space Provided?	2018	NIL	NIL	NIL	NIL
		2019	NIL	NIL	NIL	NIL
		2020	NIL	NIL	NIL	NIL
		2021	NIL	NIL	NIL	NIL
		2022	NIL	NIL	NIL	NIL

13	Has The Internal Complaint Committee Redressed The Complaint In An Appropriate/FairWay?	2018	NIL	NIL	NIL	NIL
		2019	NIL	NIL	NIL	NIL
		2020	NIL	NIL	NIL	Nil
		2021	NIL	NIL	NIL	NIL
		2022	NIL	NIL	NIL	NIL
14	Classroom offers Equal Opportunities for all Genders?	2018	141 98.60%	02 1.39%	0	143 100%
		2019	120 97.56%	02 1.62%	01 0.81%	123 100%
		2020	127 94.07%	02 1.48%	06 4.44%	135 100%
		2021	99 97.05%	01 0.98%	02 1.96%	102 100%
		2022	138 95.17%	02 1.37%	05 3.44%	145 100%
15	Library and Com. Laboratory offer Equal opportunities to all Genders?	2018	130 90.90%	02 1.39%	11 7.69%	143 100%
		2019	100 81.30%	10 8.13%	13 10.56%	123 100%
		2020	121 89.62%	02 1.48%	12 8.88%	135 100%
		2021	101 99.01%	01 0.98%	0	102 100%
		2022	137	02	06	145 100%
16	Does College Provide Health Care Facilities Like First Aid Assistance, CBC Checking Availability Of Sanitary Napkins?	2018	78 54.55%	57 39.86%	08 5.59%	143 100%
		2019	112 91.05%	03 2.43%	08 6.50%	123 100%
		2020	130 96.29%	02 1.62%	03 2.22%	135 100%
		2021	95 93.13%	02 1.96%	05 4.90%	102 100%
		2022	140 96.55%	02 1.37%	03 2.26%	145 100%
17	Does Woman Faculty accompany the Girl Students while going for NSS and Cultural Competition?	2018	132 92.30%	02 1.39%	09 6.29%	143 100%
		2019	118	02	03	123



			95.93%	1.62%	2.43%%	100%
		2020	123 91.11%	04 0.96%	08 5.92%	135 100%
		2021	96 94.11%	02 1.96%	04 3.92%	102 100%
		2022	136 93.79%	03 2.06%	06 1.37%	145 100%
18	Is care taken for separate queue by the office during various administrative procedures like admission, results, Enrolment forms and similar?	2018	0	140 97.90%	03 2.09%	143 100%
		2019	0	121 100%	02 1.62%	123 100%
		2020	02 1.62%	130 96.29%	01 0.74%	135 100%
		2021	0	99 97.05%	03 2.94%	102 100%
		2022	0	140 96.55%	05 3.44%	145 100%
19	Does personal counselling is offered?	2018	135 94.40%	03 2.29%	05 3.49%	143 100%
		2019	112 91.05%	03 2.09%	08 6.50%	123 100%
		2020	129 91.11%	02 1.62%	04 2.96%	135 100%
		2021	98 96.07%	01 0.98%	03 2.94%	102 100%
		2022	136 93.79%	04 2.75%	05 3.44%	145 100%
20	Gender- Just Campus ensures Woman Empowerment?	2018	139 97.20%	02 1.39%	02 1.39%	143 100%
		2019	113 91.86%	02 1.62%	08 6.50%	123 100%
		2020	130 96.29%	02 1.48%	05 3.70%	135 100%
		2021	99 97.05	01 0.98%	02 1.96%	102 100%
		2022	138 95.17%	02 1.37%	05 3.44%	145 100%



SUMMARY AND FINDINGS

The finding suggests :

- 1) The staff, students and authorities are aware about the need for gender sensitization.
- 2) It was also observed that a number of best practices such as awareness programs etc. are followed in the campus.
- 3) Properly frame gender policy is necessary which has been framed after this Gender Audit.
- 4) The community needs awareness regarding gender sensitization including LGBTQ & TG.
- 5) There is separate toilet facility for TG & Divyangan.

RECOMMENDATIONS

The analysis of survey strengthens following the observations.

Students has given satisfactory response towards the infrastructural facilities and safety and cleanliness.

90% male, female & TG students agree that classroom, library offer equal opportunities for all genders.

Female respondent insisted for separate queues for boys and girls on administrative counters. The recommendations of separate queues is forwarded for consideration.



DECLARATION

I agree with all the recommendations and observation mention in this report.

ICC Co-ordinator

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