

HEMWATI NANDAN  
BAHUGUNA  
POSTGRADUATE COLLEGE  
KHATIMA

*(Affiliated to Kumaun University, Nainital)*

NAAC Accredited with Grade “C”



**GENDER AUDIT REPORT**

**2018-19 to 2021-22**

## **PREFACE**

*Achieving gender equality requires the engagement of women and men, girls and boys.  
It is everyone's responsibility- BAN KI-MOON*

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 is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, and policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. 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.

The college has set up Women Development Cell (WDC) from its very inception onwards, to ensure gender equity among the students on campus and to make them aware of the relevance of gender equity in society. The Cell always motivates the students to perform their social responsibilities and empowers them. WDC has conducted different programs to boost the strength and capabilities of women students. Not just girls, but also boys to are included and educated. The Women's Development Cell on the campus is providing a platform for listening to complaints, quick redressal of grievances, and sensitizing female students on gender issues. All grievances shall be treated with absolute confidentiality through the setting up of a sexual harassment redressal committee.

**INTRODUCTION**

**OBJECTIVE**

**FACILITIES FOR STUDENTS**

**WOMEN CELL**

## **INTRODUCTION**

Hemwati Nandan Bahuguna Government Post Graduate College Khatima was established in the year 1988. This College is a premiere educational institution of the tribal block of district Udham Singh Nagar, in Uttarakhand, and is situated at the small town Khatima, on-route to Rudrapur – Pithoragarh national highway (NH 125) at a distance of 71 Km. towards East from District headquarters Rudrapur. The location of Khatima makes it important as being an interstate border of Uttar-Pradesh and the international border with Nepal. With this unique feature, the college caters to the need of a large number of students coming from either side of the border. The college is an important center of learning in Uttarakhand for the youths across the border and moreover.

The College offers undergraduate and postgraduate courses in Science, Arts, and Commerce along with Bachelor of Education (B.Ed.) and Postgraduate and PG diplomas in Yoga. Well-equipped labs, a computerized rich library, e-Granthalay, and reading rooms are some of the basic state-of-the-art educational facilities.

The study center for Uttarakhand Open University (UOU) is offering several certificates, diplomas, and degree programs in a distant mode. Regular consultation classes and remedial sessions are held for the students of the programs under UOU.

NSS and Rover Rangers programs are part of the outreach activities of the college inculcating patriotism and the feeling of social service in the students. The college offers rigorous training for several indoor and outdoor sports such as Chess, Bad Minton, athletics, and cricket. Different University level tournaments are hosted by the college.

The single life force functioning behind the college administration is to provide quality education to inculcate virtues of disciplined, dedicated, and good citizens in the students. The students thus succeed in creating a society that has love, freedom, liberty, justice, equality, and fraternity.

## **OBJECTIVES OF GENDER AUDIT**

1. To establish good gender balance in decision-making processes in all areas of the college activities.

2. To find out the areas where gender balance exists and the factors behind the gender balance.
3. To Foster gender equality in all aspects of the college community.
4. To see the work and capacity for the prevention of sexual harassment at the college.
5. To suggest measures for bridging the gender gap.

## **FACILITIES FOR STUDENTS**

All basic amenities for students are available in the college viz.

1. Information boards – 05
2. R.O. supplemented drinking water points- 05
3. Inform Waste Management box-06
4. Parking zones separately demarcated for bicycles, two-wheelers, and four-wheelers- 01
5. CCTV- cameras at different points covering the whole campus.
6. Girl's common room with all basic facilities.
7. Ramps at every needful point for differently abled students.
8. Notice board for effective communication.
9. ID Cards are provided to all students for their identification.
10. Online admission and examination form submission system available.
11. Sports facilities for both outdoor and indoor games, coaching facility for sports activities.
12. Separate washrooms for staff, office staff, boys, and girls.
13. Central library with a wide range of textbooks/reference books -literature in each subject along with a research information center.
14. Auditorium - With a capacity of 500 students.
15. Smart classrooms – 03
16. Well equipped Conference Room

## **SPORTS FACILITIES**

1. Indoor Games: Badminton, Chess, Carom, Table-Tennis
2. Outdoor Games: Cricket, Hockey, Volleyball, Football, *Kho-kho*, *Kabaddi*, Athletics

**Suggestion/Complaint Box:** Fixed at a particular spot in the college.

**Wash Rooms: 15**

Separate washrooms for boys, girls, office staff, and faculty members

**Medical assistance to students: Health Centres, Health Insurance, Health programs, etc.**

- a. A Health Centre has been established in the College where First Aid facilities are available for the students.
- b. Visits and Check-Ups by Doctors are planned and ensured throughout the session
- c. Awareness drives conducted by the Institution, Student Unions, Alumni, NCC , NSS and Youth Red Cross on health issues such as Blood donation, Dental health, Cancers, First Aid, etc. to increase awareness amongst the youth.
- d. Health programs specifically targeting girls in college are also being organized.
- e. Students appearing for competitive examinations are provided books and guidance by the faculty members.

**Interdisciplinary workshops** are also organized to help students gain knowledge of other streams. All Departments have been conducting workshops and training for students of other departments to help them learn.

**Internal Committees for the well being of Students**

**1. Training and Placement Cell:** Specific committees are formed to monitor the personal enhancement measures such as the Training and Placement Cell that keeps students informed about job opportunities, and 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.

**2. Soft skill development:** The institution also involves its Yoga lab, Commerce lab, and Computer lab in soft skills development such as Language improvement, understanding financial aspects and transactions, and making students technology savvy.

**3. Grievance Redressal Cell:** The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students, and parents. The committee

comprises a Convener and 3 senior staff members who are involved in addressing complaints. The Committee works in close association with the Principal of the college.

**4. Training and Career Counseling Cell:** This cell monitors activities related to job notifications and opportunities, Interview preparation, development of entrepreneurial skills, and organizing of campus Interviews besides ensuring maximum participation in campus recruitments and interviews.

### **Women's 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

1. 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 Girl's Common Room for the comfort of the girl students.
2. The committee also organizes awareness lectures for students on relevant issues such as "*Beti Bachao- Beti Parhao*", Cyber Crimes and their Prevention, Legal Literacy and Rights of Women, Health lectures on Cancer and First Aid, Women Empowerment, etc.
3. The College ensures organizing lectures by Inspirational Women achievers such as Padma awardee social workers, collectors, Additional Superintendent of Police, and Civil Judges to motivate the girl students of the college.

### **Awareness Programs organized Especially for Girls Students**

To promote inclusiveness, tolerance, harmony, and women's empowerment among the Students and staff college has conducted the following activities:

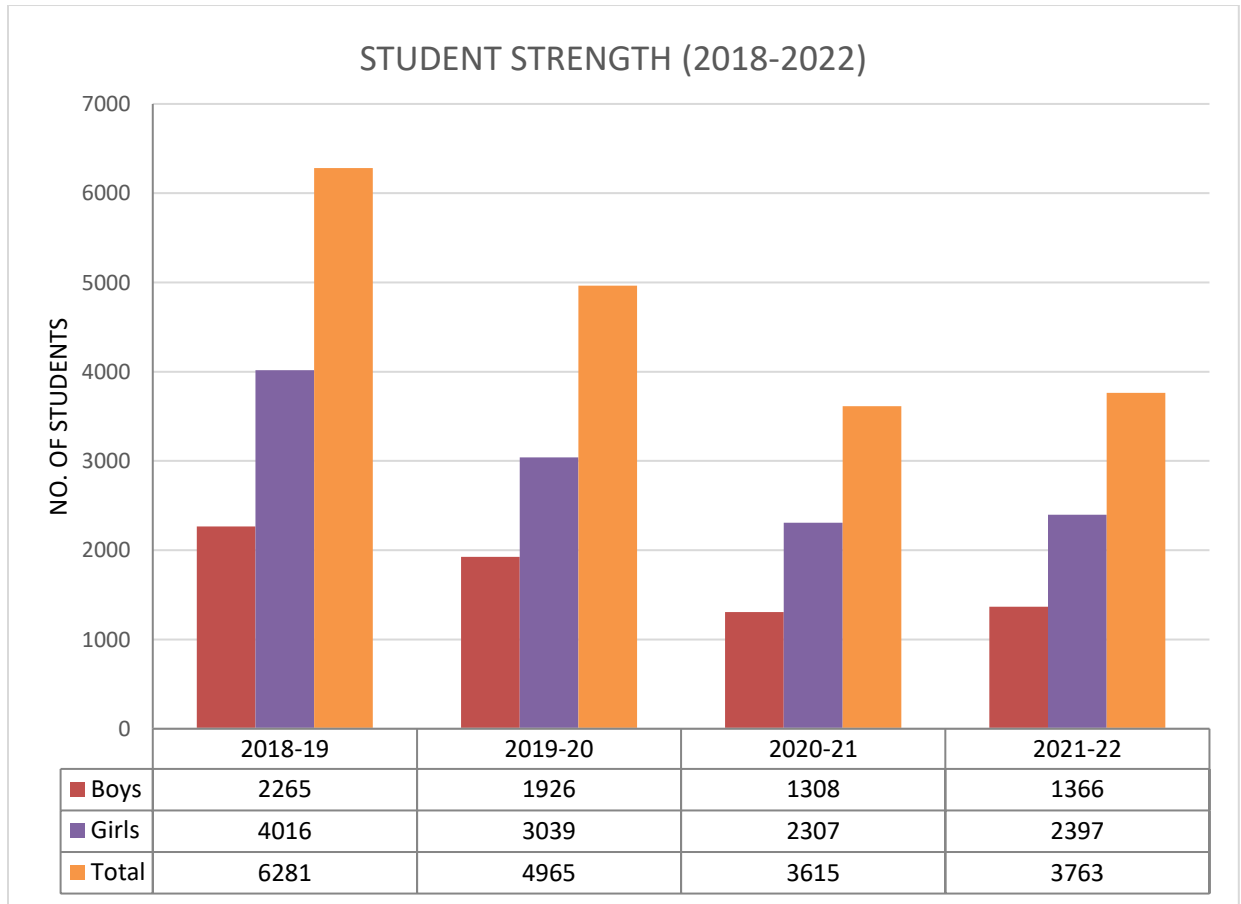
S. No.	NAME OF EVENT	DATE	NUMBER OF PARTICIPANTS	
			MALE	FEMALE
1.	Girls Health Awareness	18/08/2017	70	34
2.	Awareness Programme on Gender Bias in Education	22/09/2017	59	25
3.	Gender Equality in Education	05/10/2017	80	25
4.	Gender Equality in Politics	29/03/2018	75	14
5.	Gender Mainstreaming Strategies to address gender inequality	20/04/2018	42	14
6.	Gender Identity	24/05/2018	48	21
7.	Beti Bachao Beti Padhao	29/07/2018	55	30
8.	Democracy and Gender Equality	17/08/2018	41	14
9.	Role of Education to attain gender equality	14/09/2018	48	18
10.	Gender Equality in Education	17/09/2018	54	12
11.	Gender Equality and Women Empowerment	19/11/2018	62	18
12.	Womens Economic Power and Gender Equality	10/01/2019	55	15
13.	Gender Equality and Human Rights	17/03/2019	42	24
14.	Equal rights to Man and Women	10/05/2019	45	35
15.	Balika Suraksha Jagrukta Abhiyan	24/07/2019	54	34
16.	Naari Suraksha Sapath	03/08/2019	52	24
17.	Sexual Assault Programme	03/08/2019	25	42
18.	Gender Sensitization	09/08/2019	68	15
19.	Working Women Problem in Male Dominated Society	08/10/2019	56	21
20.	Academic Career and Gender Equity	26/11/2019	52	14
21.	Improving Gender Equality in Higher Education	02/01/2020	72	18
22.	Democracy and Gender Equality	19/02/2020	42	12
23.	Gender Discrimination in India	10/08/2020	39	16
24.	Academic Careers and Gender Equity	18/10/2020	41	17



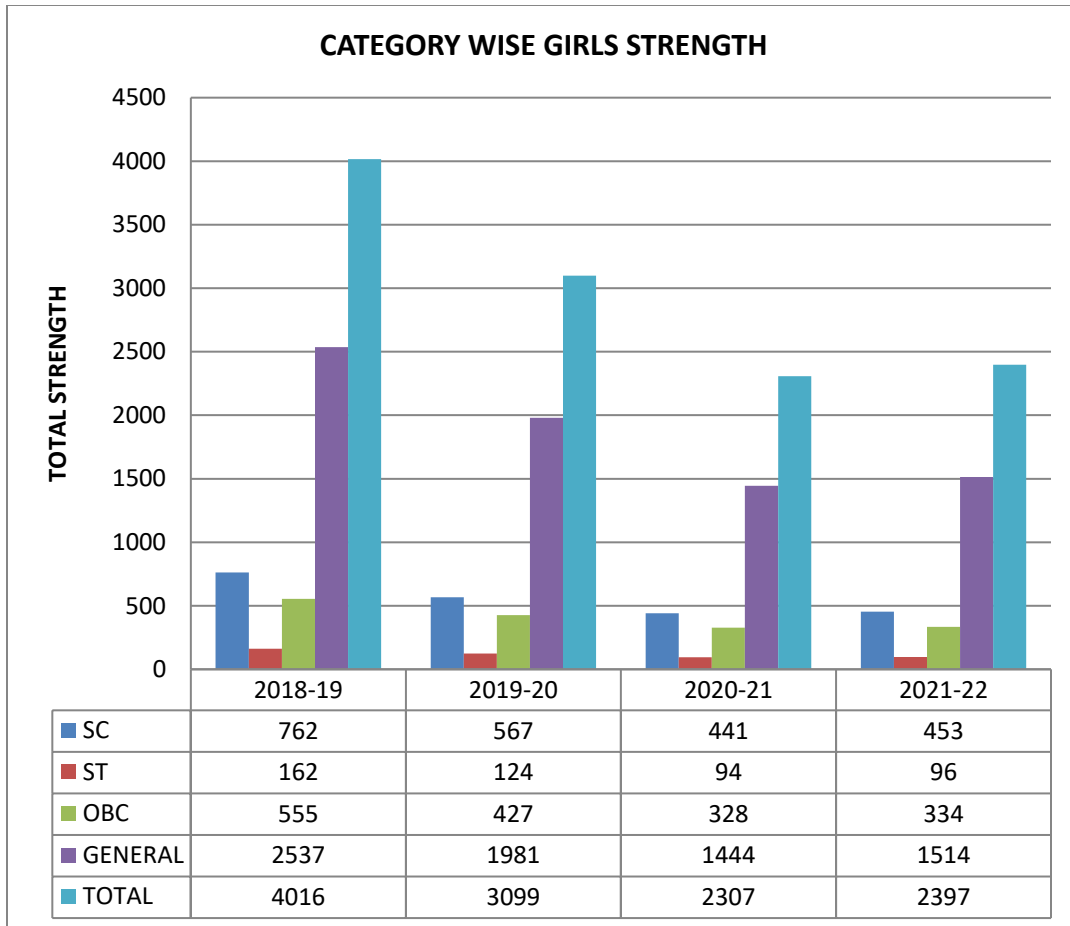
25.	Gender Equity – Ongoing Challenge in India	13/12/2020	52	21
26.	Working Environment – Gender Issues	08/01/2021	48	26
27.	Gender Discrimination Laws in India	28/02/2021	39	24
28.	Scheme for Adolescence Girls	06/08/2021	0	91
29.	Working Environment Gender Issues	12/10/2021	11	56
30.	Social Development through Women Empowerment	15/11/2021	24	42
31.	Women Economic Independence	24/12/2021	12	34
32.	Mental Health and Gender Base Violence	17/04/2022	16	42
33.	Naari Shakti Purushkar	18/03/2022	16	33
34.	Ujjawala: A Comprehensive Scheme for Prevention of Trafficking and Rescue, Rehabilitation, and Re-integration of Victims of Trafficking and Commercial sexual exploitation	21/02/2022	21	27
35.	Women Health Issues	28/01/2022	14	37

## STUDENT STRENGTH

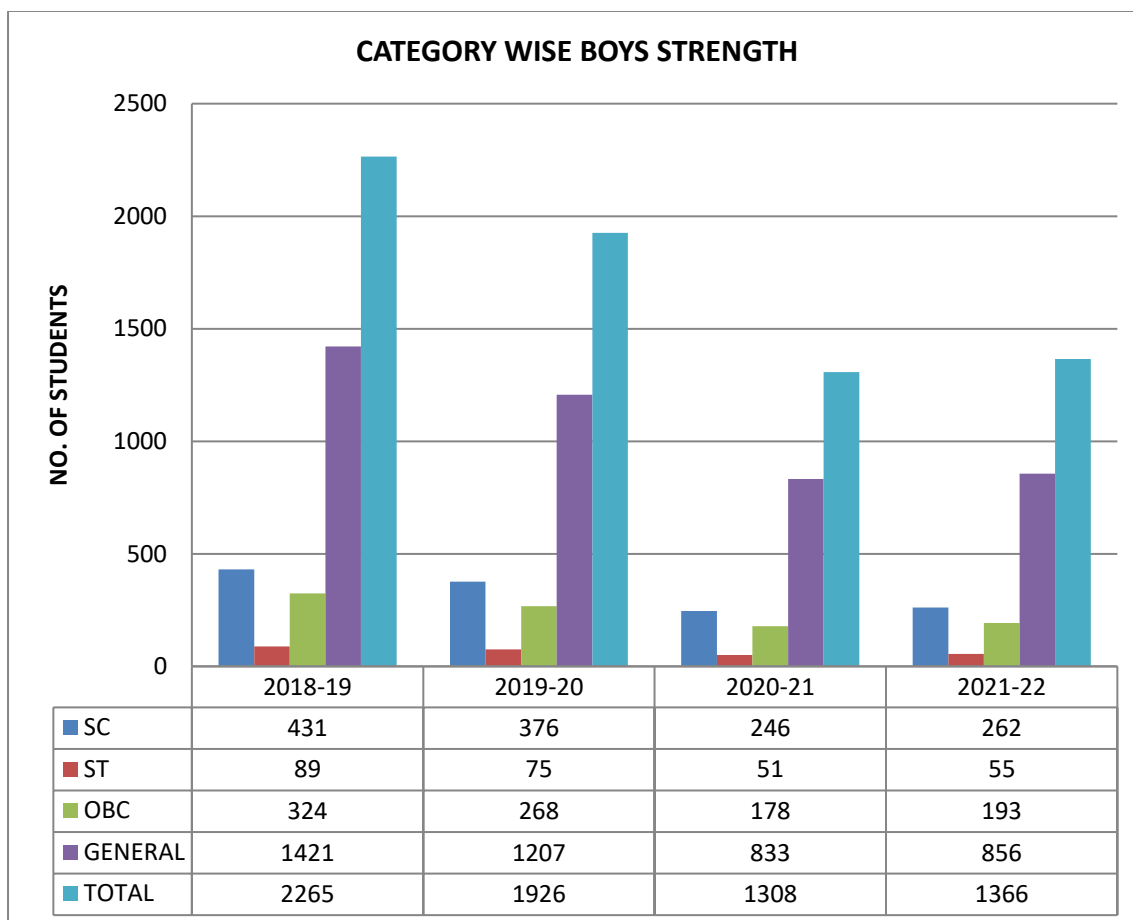
2018-2022



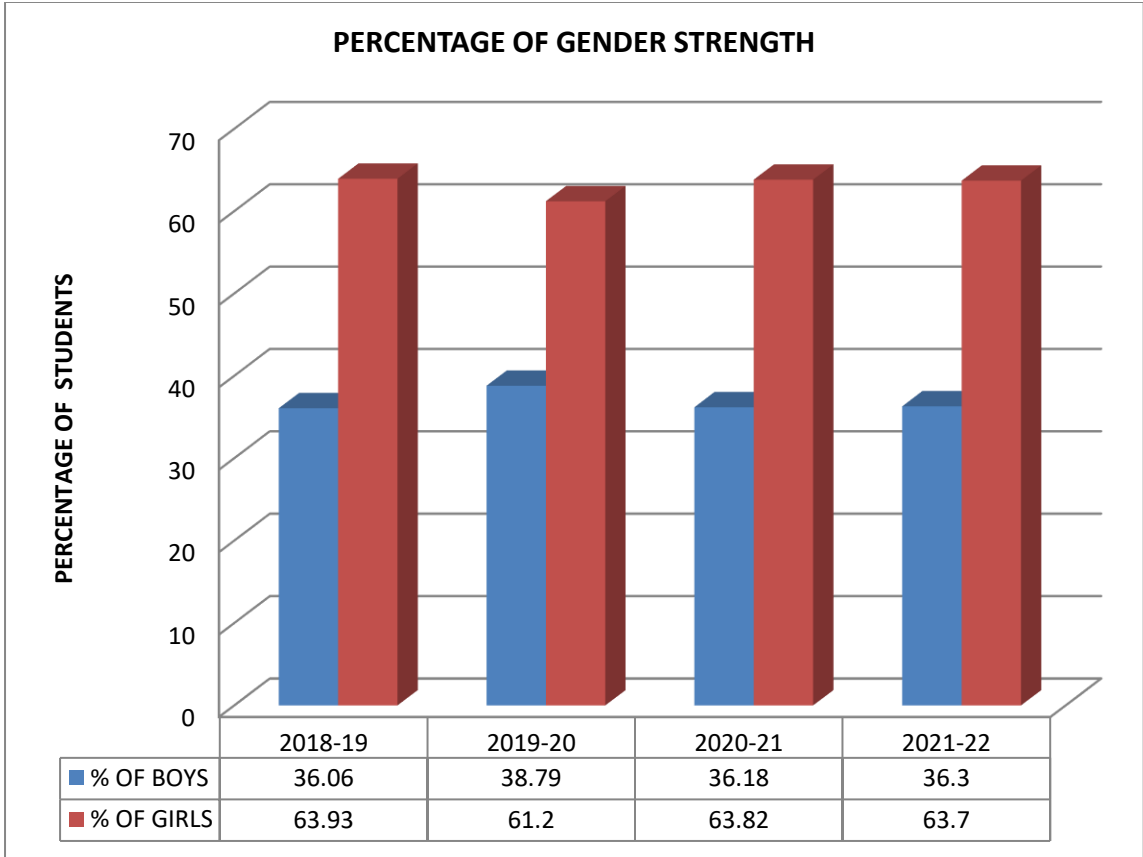
The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that since the years 2018-2022 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give the idea that girls' students strength is increased and not lagging behind when compared to boy students. The Graph show important data of year wise gender classification.



The table and graph shows vividly the strength of girls from various social categories in the academic year 2018-22, it appears that the enrolment of each category decreased with every session. General category girls taking admission more in comparison of SC/ST and OBC girls. After General category girls SC, OBC and ST girls taking admission in a sequence.



The table and graph shows vividly the strength of boys from various social categories in the academic year 2018-22, it appears that the admissions of all categories decreased with years. The admission is maximum in General category and almost same in SC and OBC.



This data and entry is about the percentage of gender strength in Undergraduate and Post Graduate classes from 2018 to 2022. The boys' admission numbers is less than the girls but the number is increasing with every session. The girls' strength in 2018-2019 was 63.93% which decreased to 61.2% in 2019-2020. The boys graph indicating that their admissions were increasing from 36.06% to 38.79% in 2019-2020.

## **SALIENT FINDINGS:**

1. Students' strength particularly girls' strength is increasing continuously in both UG and PG programs.
2. Students of backward classes have a bigger share in admission.
3. Girl enrolment is more than that of boys in PG classes.
4. The success rate of girl students is higher than that of boys.
5. The participation of girls in cultural activities is higher than boys.
6. In sports, the participation of boys is more than that of girls.
7. Seats are reserved for girls in the student union election.
8. Gender strength in regular teaching staff is higher than males but just the opposite in nonteaching staff where males outnumber females.

## **SUGGESTIONS:**

1. Will try to organize self-defense programs regularly.
2. College intends to introduce self-employment training in different subjects.
3. Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men, and masculinities.
4. The number of female staff in decision-making bodies may be increased.
5. Organise more sports programs regularly.
6. More awareness programs on Legal rights.
7. College intends to introduce self-employment training in different subjects.
8. Improve the marketability of the products made by students.
9. More awareness programs on Legal rights.

## **CONCLUSION**

The gender Audit Team analyzed that gender equality and gender sensitivity are encouraged by the management and staff of the college and they do have gender-sensitive behavior. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in the value setup. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints, which 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 willpower and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.