



## GENDER AUDIT REPORT 2023-24



Prepared by IQAC and Women Cell

GOVT. RAZA P. G. COLLEGE, RAMPUR



Diamond Jubilee Year

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# 1. Gender Audit: An Introduction

## A. Institution Historical Background

Rampur is a historical city known for its captivating grandeur. Khusro Bagh Palace, popularly known as Nawab's Summer Palace, is presently housing the Government Raza Postgraduate College, Rampur, the oldest government seat of higher education in Uttar Pradesh. It stands in tranquil surroundings and is one of the most elegant monuments of Indo-European architecture in north India.

The last ruling Nawab of Rampur State, Sir Syed Raza Ali Khan, the founder of this college, donated the entire building and campus of Khusro Bagh Palace to the college and the quality furniture of the dissolved Rampur State Constituent Assembly was transferred to it. Thus, college came into existence on 16th July 1949 at the state expense and maiden academic session started on 2nd September 1949. The postgraduate classes started here during the year 1968-69.

## B. Introduction of the Institution

The College is affiliated to M J P Rohilkhand University, Bareilly and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also accredited by the National Accreditation and Assessment Council (NAAC), Bangalore three times(2005, 2013, 2019).

The College offers full-fledged three years Government-aided degree courses namely B.A.( Hindi, English, Urdu, Persian, Political Science, , History, Geography, Economics, Sanskrit Psychology, Sociology, Philosophy and Physical Education), B.Sc.( Physics, Chemistry, Mathematics, Zoology, Botany and Industrial Chemistry ), B.Com. in addition to two years, Government-aided, B.Ed. and Master's program in Commerce (M.Com.), M.Sc.( Physics, Chemistry, Mathematics, Zoology and Botany) and M.A.( English, Hindi, Urdu, History, Geography, Psychology, Economics and Political Science). The college also offers one self-financed professional courses Bachelor of Business Administration in Retail (B.B.A)

Raza College is a recognized Research centre of the M J P Rohilkhand University for Ph.D. in the faculties of Arts (English Literature, Economics, Hindi Literature, Urdu, Political Science, History, Psychology, Geography, and Education) Science (Chemistry, Physics, Botany, Zoology and Maths )and Commerce.

The college is proud to have the rare distinction of having highly qualified, dedicated and enthusiastic staff, 90 % of which are Doctorates and 10% are M.Phil. and NET qualified . Apart from traditional teaching, emphasis is laid on inculcating moral and thical characters, career planning and guidance, sports and co-curricular activities like NCC, NSS, Rover Ranger and sports etc.

### C. What is Gender Audit?

A gender audit for colleges is a comprehensive assessment process aimed at evaluating and improving gender equality and inclusivity within an educational institution. 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.

"Gender equality does not mean that women and men have to become the same but that their rights, responsibilities, and opportunities will not depend on whether they were born male or female." - United Nations Educational, Scientific and Cultural Organization (UNESCO)

### D. Constitution of Gender Audit Committee:

S.No.	Name	Designation
1.	Prof (Dr) Deepa Agarwal	Principal, GRPG College, Rampur
2.	Prof (Dr) Seema Teotia	IQAC/NAAC Coordinator
3.	Dr Jagrati Madan Dhingra	Chief Proctor
4.	Prof (Dr) Meenakshi Gupta	Convenor, Women Cell
5.	Dr Baby Tabassum	Co-Convenor, Women Cell

### E. Objectives of the Gender Audit Exercise

The Gender Audit is undertaken by the IQAC and Women Cell of Government Raza PG College, Rampur. Committee Members scrutinize the gender balance within the institution and its practices and focused on the following objectives:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- "Disha", Mentoring and counselling cell is active to take care of personal development and confidence building among students.

- Organizing programs to build confidence and leadership qualities in the girl students.
- Creation of gender sensitization Program with joint efforts of IQAC, Anti-ragging Committee, Discipline Committee and Internal Complaint Committee.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and reach out a road map for gender action.

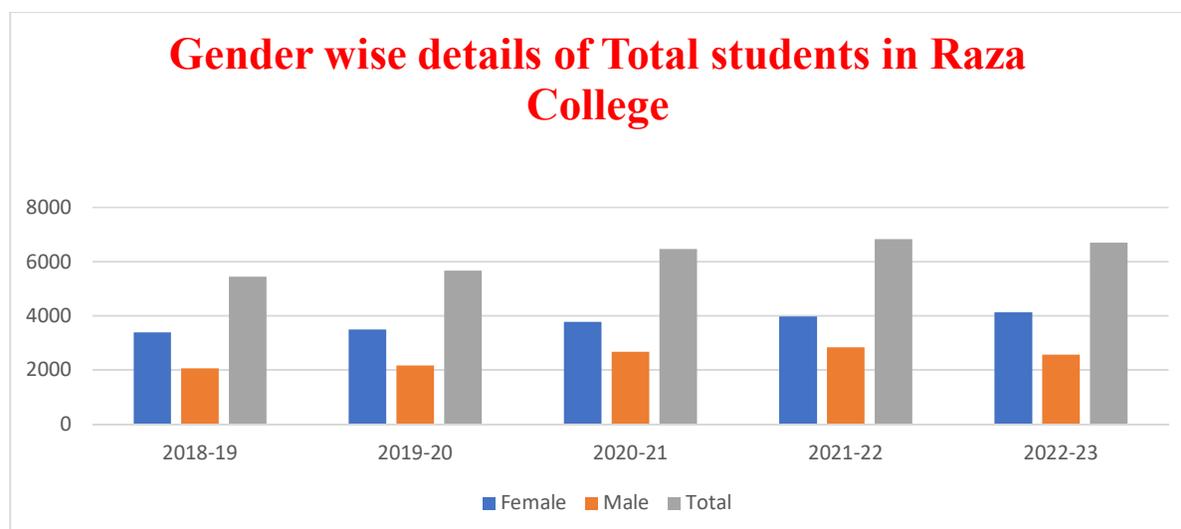
## F. Gender Audit Method

The IQAC and Women Cell of the college create a google form and send it to College Whatsapp and different whatsapp group of Female students. It was mentioned that this survey should be filled by Female teachers, staff and students only.

## 2. Gender wise Distribution of Staff and Students

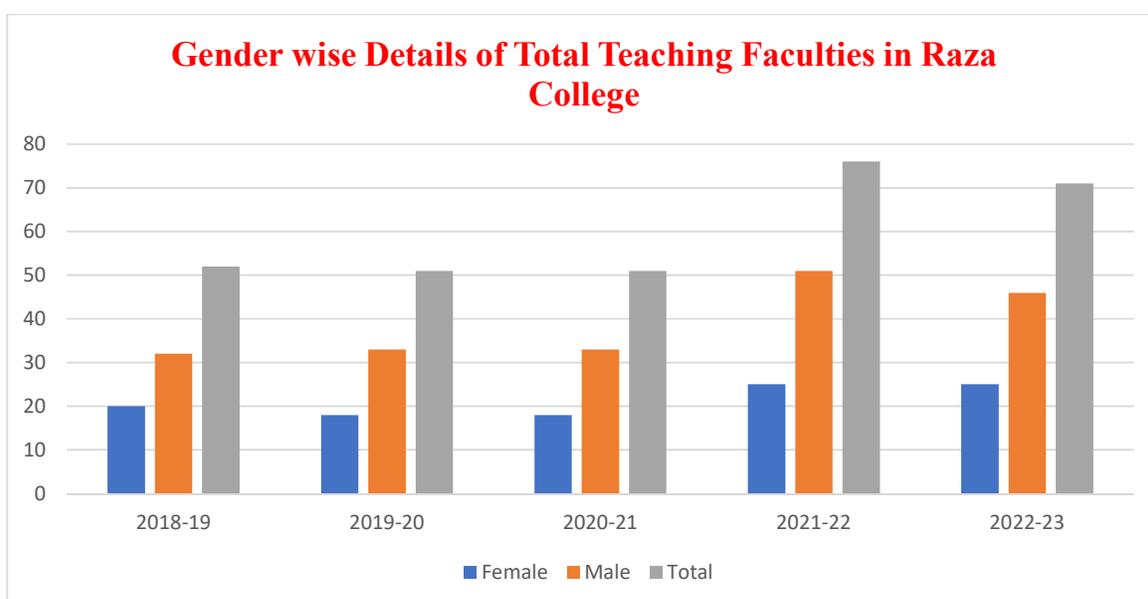
**Table 2.1: Gender wise details of Total students in Raza College**

S.No	Year	Female	Male	Total	% Female	% Male
1	2018-19	3396	2060	5456	62.24	37.76
2	2019-20	3496	2174	5670	61.66	38.34
3	2020-21	3788	2679	6467	58.57	41.43
4	2021-22	3984	2844	6828	58.35	41.65
5	2022-23	4141	2565	6706	61.75	38.25



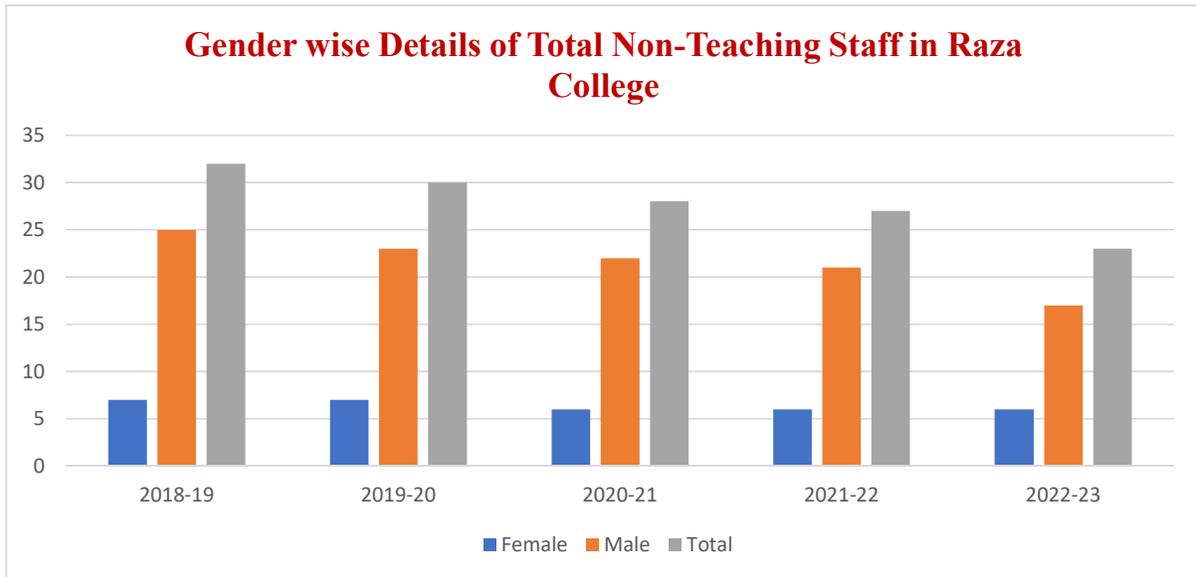
**Table 2.2: Gender wise Details of Total Teaching Faculties in Raza College**

S.No	Year	Female	Male	Total	% Female	% Male
1	2018-19	20	32	52	38.46	61.54
2	2019-20	18	33	51	35.29	64.71
3	2020-21	18	33	51	35.29	64.17
4	2021-22	25	51	76	32.89	67.11
5	2022-23	25	46	71	35.21	64.79



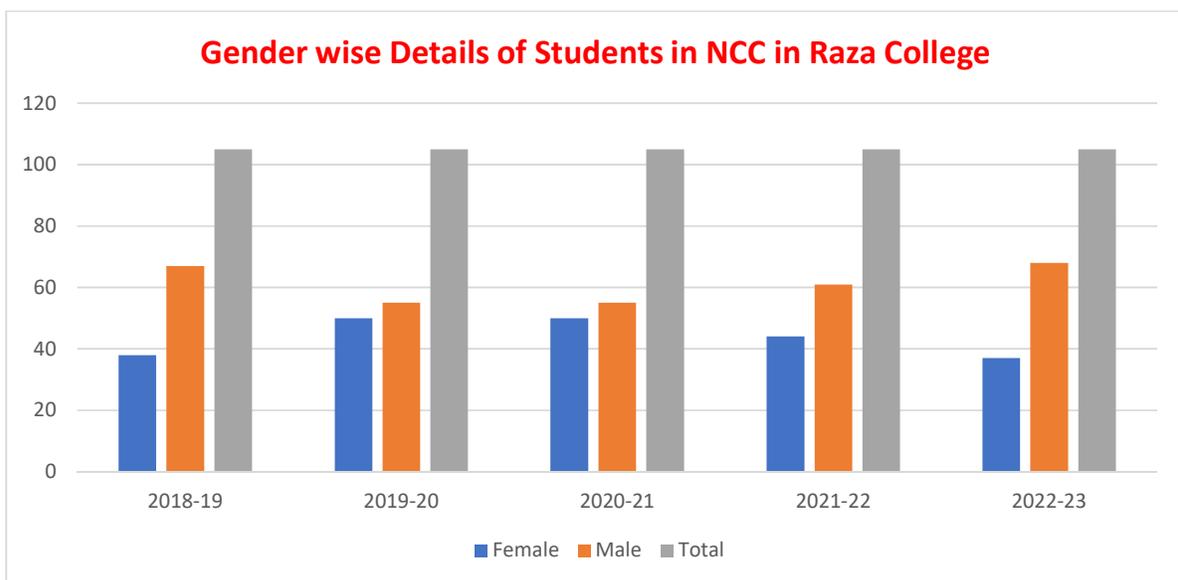
**Table 2.3: Gender wise Details of Total Non-Teaching Staff in Raza College**

S.No	Year	Female	Male	Total	% Female	% Male
1	2018-19	7	25	32	21.88	78.12
2	2019-20	7	23	30	23.33	76.67
3	2020-21	6	22	28	21.43	78.57
4	2021-22	6	21	27	22.22	77.78
5	2022-23	6	17	23	26.09	73.91



**Table 2.4: Gender wise Details of Students in NCC in Raza College**

S.No	Year	Female	Male	Total	% Female	% Male
1	2018-19	38	67	105	36.19	63.81
2	2019-20	50	55	105	47.62	52.38
3	2020-21	50	55	105	47.62	52.38
4	2021-22	44	61	105	41.91	58.09
5	2022-23	37	68	105	35.24	64.76



### 3. Gender Sensitization Initiatives

Internal complaint committee/gender sensitization committee has been a part of College Committees.

As per rules of U.P government, females are given 20% horizontal reservation in all the admissions (in every category i.e. SC/OBC/ General) as well as appointments in teaching and Non-teaching.

#### A. Gender Balance within the Institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff.

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 students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene', 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal) etc. More than 26 such programs were organized in the last 5 years to make the females aware of their rights and responsibilities. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our female students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival "Umang" and various competitions has brought laurels and fame to them as well as the College.

#### B. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

**1. Girls Common Room:** There is Covered area outside the Girls Common Room and silence is maintained for girls to study. There are Two Washroom for girls in the GCR. Sanitary Pad machine is also installed in GCR. One TT table is also available in GCR.

**2. Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.

**3. Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.

**C. Number of Gender Equity Promotion Programs Organised by the institution during the last five years**

A number of activities were organized to empower women at Raza College, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Mission Shakti, the College organizes Seminars, Webinars, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instil self-confidence, develop ethical values and make the girl students realize their true potential.

**Number of gender equity promotion programs organized by the institution during the last five years:**

S.No.	Year	Name of the workshop/ seminar/ conference	Number of Participants	Date From – To	Link to the Activity report on the website
1	2020	Seminar on Human Values and Professional Ethics in Education: Need and Importance	344	22-23 February 2020	<a href="http://www.grpgcrampur.com/img/seminar/Seminar%20on%20Date%2022-23%20Feb%202020.pdf">http://www.grpgcrampur.com/img/seminar/Seminar%20on%20Date%2022-23%20Feb%202020.pdf</a>
2	2020	Webinar on the impact of COVID 19 on Women: A Psychological Analysis	38	06-08-2020	<a href="http://www.grpgcrampur.com/img/seminar/Webinar%20on%20Date%2006%20Aug%202020.pdf">http://www.grpgcrampur.com/img/seminar/Webinar%20on%20Date%2006%20Aug%202020.pdf</a>
3	2020	Webinar on Mahilaon avam Balikaon ki Suraksha avam Samman	71	18-10-2020	<a href="http://www.grpgcrampur.com/img/seminar/Webinar%20on%20Date%2018%20Oct%202020.pdf">http://www.grpgcrampur.com/img/seminar/Webinar%20on%20Date%2018%20Oct%202020.pdf</a>
4	2020	Webinar on Beti Bachao Beti Padhao	75	19-10-2020	<a href="http://www.grpgcrampur.com/img/seminar/Webinar%20on%20Date%2019-10-2020.pdf">http://www.grpgcrampur.com/img/seminar/Webinar%20on%20Date%2019-10-2020.pdf</a>

					<a href="#">9%20Oct%202020.pdf</a>
5	2020	Webinar on Pasco Act/Cyber Security	68	20-10-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%20%2020%20Oct%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%20%2020%20Oct%202020.pdf</a>
6	2020	Webinar on Kanya Bhuran Hatya va Baal Vivah	77	21-10-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2021%20Oct%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2021%20Oct%202020.pdf</a>
7	2020	Gharalu Hinsa va Gharon mai Balika Suraksha	84	22-10-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2022%20Oct%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2022%20Oct%202020.pdf</a>
8	2020	Webinar on Ling vibhed avam internet	79	23-10-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2023%20Oct%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2023%20Oct%202020.pdf</a>
9	2020	Webinar on Bhartiya Samaj mai Mahila Jagrukta	75	13-11-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2013%20Nov%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2013%20Nov%202020.pdf</a>
10	2020	Webinar on Economic Security for Women	85	11-12-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2011%20Dec%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2011%20Dec%202020.pdf</a>
11	2020	Webinar on Puratan Bhartiya kalaon dwara mahilaon ka Kaushal Vikas	115	18-12-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2018%20Dec%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2018%20Dec%202020.pdf</a>
12	2020	Webinar on Mahilaon ko Vidhik avam Manovaigyanik Paramarsh	98	23-12-2023	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2020">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2020</a>

					<a href="#">3%20Dec%202020.pdf</a>
13	2020	Webinar on Bhartiya Sahitya ki Drishti Mein Mahila sashaktikaran	95	25-12-2020	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%205%20Dec%202020.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%205%20Dec%202020.pdf</a>
14	2021	Webinar on Urja praudyogiki Mein mahilaon ke liye sambhavnayen	86	01-01-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2001%20Jan%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2001%20Jan%202021.pdf</a>
15	2021	Webinar on Vartman Paripekshya Mein Nari Suraksha Nari Samman avam Nari Swabhiman	114	15-01-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2015%20Jan%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2015%20Jan%202021.pdf</a>
16	2021	Webinar on Mahilaon ko Vidhik avam Manovaigyanik Paramarsh	96	03-02-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2003%20Feb%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2003%20Feb%202021.pdf</a>
17	2021	Webinar on Women Awareness in Indian Society (with special reference to consumer protection awareness)	98	05-02-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2005%20Feb%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2005%20Feb%202021.pdf</a>
18	2021	Webinar on Mahila Aur Bal Vikas	98	12-02-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2012%20Feb%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2012%20Feb%202021.pdf</a>
19	2021	Webinar on Gramin Navachar aur Gramin Parivesh mein Mahilayen	86	02-04-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2002%20Apr%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2002%20Apr%202021.pdf</a>

20	2021	Webinar on Chataroon ko Atma Suraksha Hetu Prashikshan	105	11-09-2021	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2011%20Sep%202021.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2011%20Sep%202021.pdf</a>
21	2022	Seminar on World Mental Health Day on Mansik Swasthya ke Prati Jagrukta	96	10-10-2022	<a href="http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2010%20Oct%202022.pdf">http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2010%20Oct%202022.pdf</a>
22	2023	Seminar on World Mental Health Day on Mansik Swasthya ek Sarvbhaumik Manavdhikar hai	58	10-10-2023	<a href="http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2010%20Oct%202023.pdf">http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2010%20Oct%202023.pdf</a>
23	2023	Seminar on Mahila Suraksha avam Swasthya	76	19-10-2023	<a href="http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2019%20Oct%202023.pdf">http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2019%20Oct%202023.pdf</a>
24	2023	Seminar on Chuppi Todo khul kar bolo under Mission Shakti	64	20-10-2023	<a href="http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2020%20Oct%202023.pdf">http://www.grpgerampur.com/img/seminar/Seminar%20on%20Date%2020%20Oct%202023.pdf</a>
25	2023	Webinar on Mahila sashaktikaran	34	22-10-2023	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2022%20Oct%202023.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2022%20Oct%202023.pdf</a>
26	2023	Webinar on Laingik Samanta	48	23-10-2023	<a href="http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2023%20Oct%202023.pdf">http://www.grpgerampur.com/img/seminar/Webinar%20on%20Date%2023%20Oct%202023.pdf</a>

## 4. Summary and Conclusion

### A. Progress towards Gender Equity

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness

of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC)

The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self- respect.

## **B. Conclusion**

The analysis shows that gender equity goals and objectives are included in all the policies and programs of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by UP Government and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. 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 issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the society.

## **C. Recommendation**

In the coming years, we aim to –

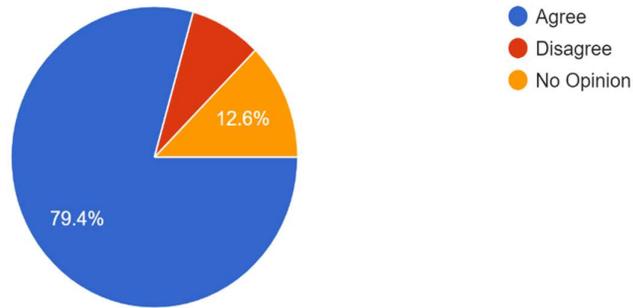
- Maintain the number of female staff in decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.

## **5. GENDER AUDIT SURVEY**

The IQAC and Women Cell of Raza College conducted a survey and collected responses from 27 female faculty, 5 female staff and 417 female students. Following is a summary of questions asked and responses received:

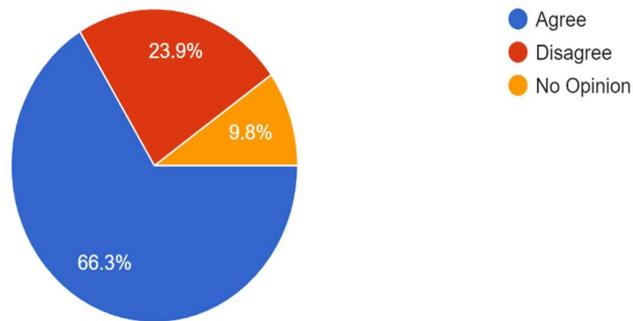
The college Conducts gender awareness program such as Awareness of sexual harassment (break the silence speak out) as a part co-curricular activities.

446 responses



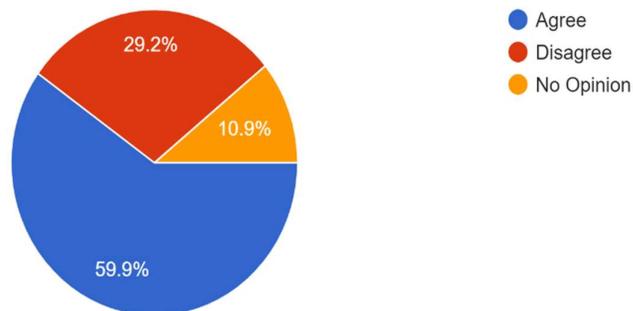
Adequate number of toilets are available in the campus for girls.

448 responses



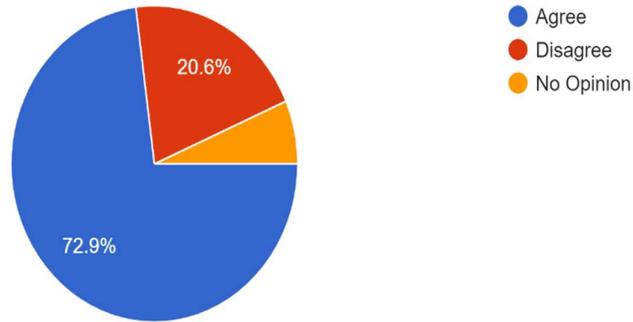
Adequate facility are available inside the toilet keeping in mind the need of the girl student.  
Adequate disposal bins are available in the toilet.

449 responses



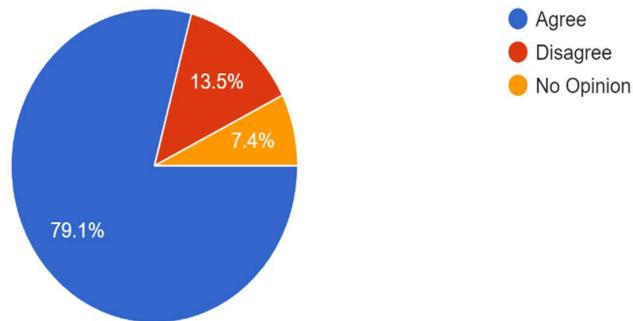
Adequate lighting is available inside the campus including adequate light in corridor, classroom common area, toilets etc.

447 responses



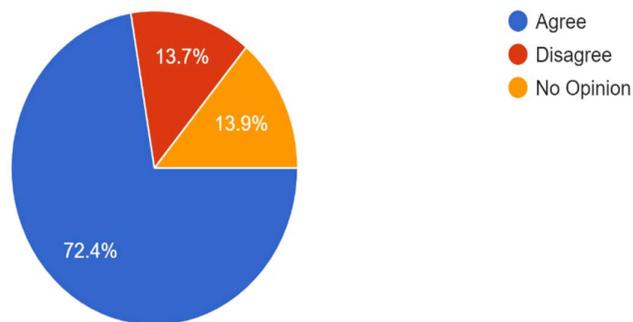
Adequate security arrangements have been made in the campus and common area during day time.

446 responses



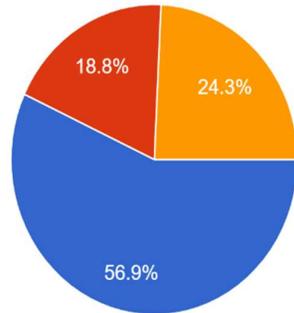
A Women cell is setup in the college and students are aware about the women cell.

445 responses



Do you reach out to women cell?

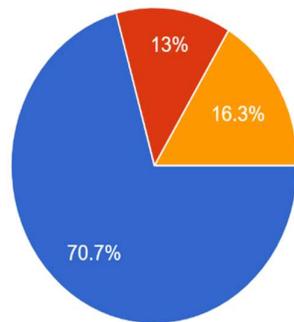
441 responses



- Agree
- Disagree
- No Opinion

There are female faculties available in the Women cell.

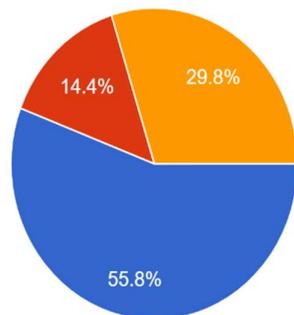
447 responses



- Agree
- Disagree
- No Opinion

A grievance redressal cell has been set up.

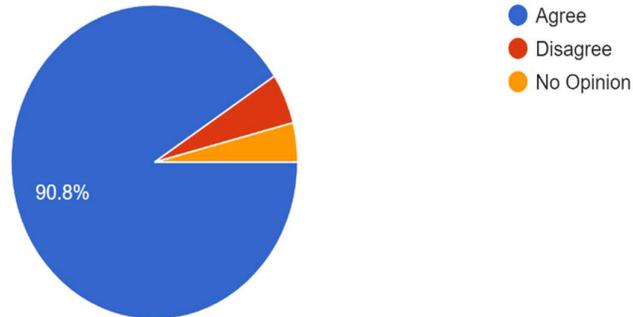
439 responses



- Agree
- Disagree
- No Opinion

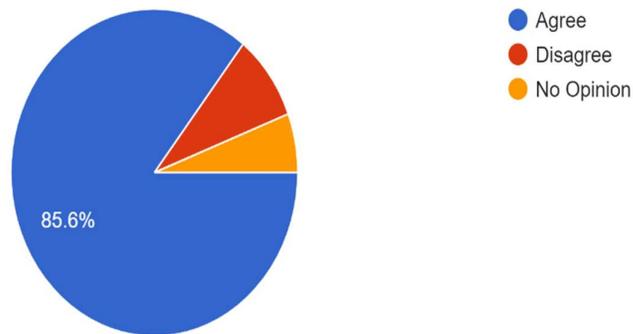
The classroom offers equal opportunities to all genders

445 responses



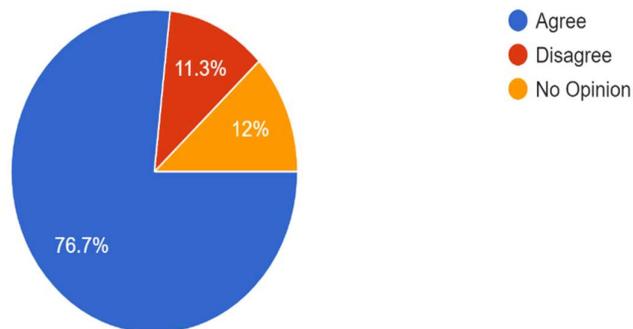
Safe environment is available for all girls in the campus.

445 responses



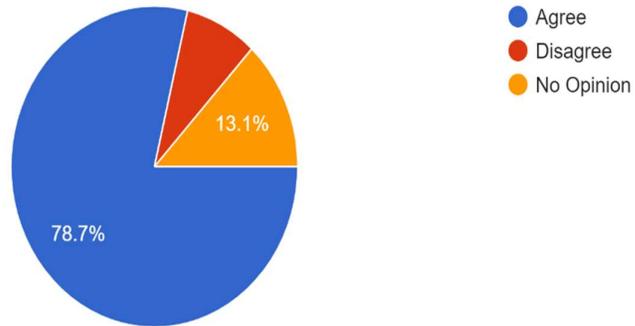
Laboratory infrastructure is appropriate for safety of the girl students for example there is adequate lighting adequate space is provided in the corridors and other areas etc.

443 responses



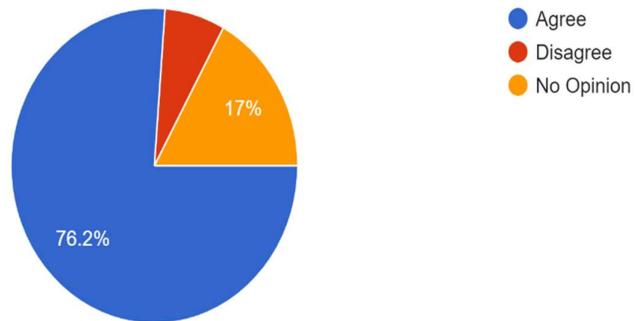
Timing of the laboratory is appropriate

442 responses



There is no gender biased artefacts such as discriminative screensavers or work tables that are not conveniently located for the girls student.

441 responses





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