

Report on Gender Audit 2019-2021

Prepared For



**SRI AUROBINDO COLLEGE (Morning)
Shivalik, Malviya Nagar,
New Delhi-110017, India**

Project No.: ITPL22-R-5029C

Issued By:

INDOHAAN TECHNOLOGIES PRIVATE LIMITED

Report Reference : ITPL-R-J5029 C Rev 10

Report Title : **Report on Gender Audit**

Project No. : J5029

Status : Completed

Client Name : Sri Aurobindo College (Morning)

Client Contact : Principal, Sri Aurobindo College

Issued By : Indohaan Technologies Private Ltd

Document Production Record

Issue No	Name	Date	Position
Prepared	Deepika	23 rd March 2022	Sr. Engineer
Checked by	AVM	27 th March 2022	Consultant
Approved by	Ashok Grover	31 st March 2022	Consultant

Document Revision Summary

Issue No	Date	Details of Revision
1	30 th March 2022	First submission
2	31 st March 2022	Comments incorporated & report issued as FINAL

Distribution List

Client	Client Contact	Number of copies
Sri Aurobindo College	Principal	Electronic Transmission only

Acknowledgement

M/s Indoha Technologies Pvt Ltd wishes to express our thanks to the **Principal and all staff members of Sri Aurobindo College (Morning)** for the support and courtesy extended to the visiting team during the data collection and study.

Contents

CHAPTER 1	5
AUDIT OBJECTIVES / METHODOLOGY	5
1.1 Preamble	6
1.2 Audit Objectives	6
1.3 Audit Methodology.....	7
1.4 Audit Team.....	7
1.5 Respondent distribution.....	8
CHAPTER 2	10
OBSERVATIONS & FINDINGS.....	10
2.1 Observation and Findings	11
2.1.1 Curricular aspects.....	11
2.1.2 Teaching, Learning and Evaluation	11
2.1.3 Research and Consultancy.....	12
2.1.4 Resources & Infrastructure	12
2.1.5 Student participation, involvement and placement	16
2.1.6 Organization and Management	17
2.1.7 Healthy Practices	20
CHAPTER 3	21
RECOMMENDATIONS	21

CHAPTER 1

AUDIT OBJECTIVES / METHODOLOGY

1.1 Preamble

Sri Aurobindo College was established in 1972, the birth centenary of the philosopher, patriot-poet, Sri Aurobindo, as a constituent college of the University of Delhi. The College inculcates the ideals of Sri Aurobindo and believes that an active commitment towards excellence is fundamental to the process of education.

The College, popularly referred to as "Aurobindo", offers liberal education in humanities, commerce and science to more than 3000 students. It offers B. A. Honours in English, Hindi and Political Science, B.A. Programme, B.Com. (H) and B.Com., B.Sc. Honours Electronics, B.Sc. Programme Life Sciences and Physical Sciences.

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

The College has seen remarkable growth over the years. The quality of the incoming students and the University results has shown a progressive upward movement. Continual addition and updation of essential amenities and facilities has made the College a prestigious institution for academic and co-curricular pursuits. Student engagements in extracurricular activities like Sports, NCC, and Cultural Societies are encouraged under the able guidance of skilled faculty. The college is committed to a student-centred environment and the college is dedicated to education covering a broad spectrum.

Indohaans Technologies Pvt Ltd offers a comprehensive Health, Safety, Environmental and Risk Management consultancy services for manufacturing units, large industrial plants, educational institutions and commercial buildings. Our key services include consulting and training in:

- Process,/Personal and Fire Safety
- Risk Analysis
- Process Hazard Analysis
- Occupational Health
- Energy and Environment
- Sustainability
- Independent Audits on ongoing work practices

1.2 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 Gender positive initiative have been mandated by them to implement and periodically assess the gender balance 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 to ensure Gender neutrality of facilities and assess/ monitor programs for Gender Sensitization

The objective of this report is to present finding of the **Gender audit**, which we at **Indohaans** have performed as per the Work order issued by Sri Aurobindo College.

1.3 Audit Methodology

As part of the Audit, we conducted an online survey through Google 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 various schools /departments as well as listing of program /workshops /Seminars conducted on Gender related topics through another Google form issued to the management of the institute.

The statistical data provided for 3 academic years together with the finding of the online survey across respondent groups have been analysed 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

1.4 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.

- Ms Deepika Soorma
- Mr.Ashok Grover

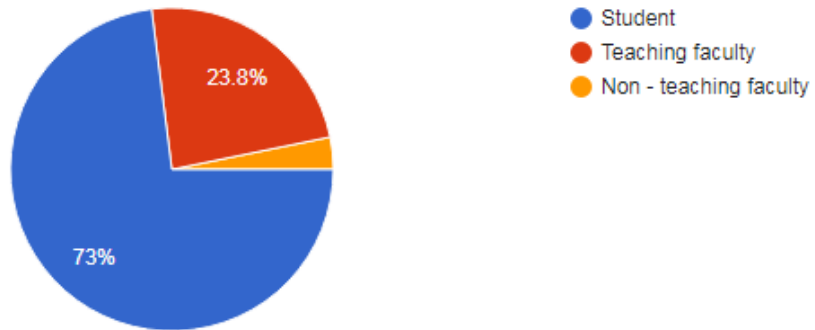
Based on the Audit findings and collective experience of the Team members, recommendations for improvement have also been suggested later in the report

1.5 Respondent distribution

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

Total no responses-	374
Students-	273
Teaching faculty-	91
Non-teaching staff----	10

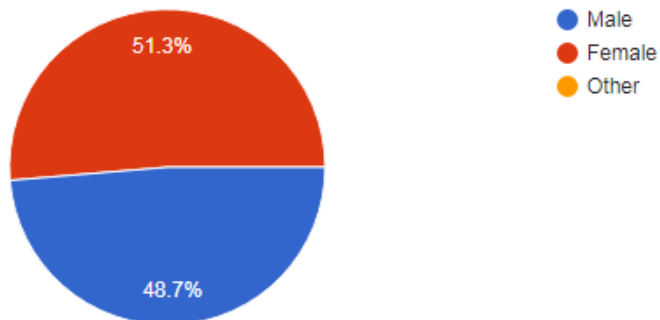
374 responses



Gender distribution Male- 48.7 % Female- 51.3%

2. Gender

374 responses



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.

2.1.1 Curricular aspects

As stated in the preamble of this report, the College offers liberal education in humanities, commerce and science to more than 3000 students. It offers B. A. Honours in English, Hindi and Political Science, B.A. Programme, B.Com. (H) and B.Com., B.Sc. Honours Electronics, B.Sc. Programme Life Sciences and Physical Sciences.

Besides catering to students from Delhi, particularly South Delhi, 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 and the following courses are part of the regular curriculum for students as noted below

- Contemporary India :Women & empowerment – Generic elective
For all B.A Program students
- Women writing-
English Honors

2.1.2 Teaching, Learning and Evaluation

As can be seen in the Table1 below, the Gender distribution of students across various departments is fairly well balanced specially for B.A English (Hons), B.Sc. Life Science & M.A (Hindi) courses

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	Department	Total	Female	Male	Gender distribution in terms of percentage	
					Female	Male
Final year as on 31st Dec 2020	B.A.PROG.	262	79	183	30.2%	69.8%
	B.COM.	321	95	226	29.6%	70.4%
	B.COM.(H)	88	27	61	30.7%	69.3%
	B.A.(H) ENGLISH	44	26	18	59.1%	40.9%
	B.A.(H) HINDI	48	17	31	35.4%	64.6%

	B.A.(H) POL. SCIENCE	95	36	59	37.9%	62.1%
	B.SC.(H) ELECTRONICS	33	4	29	12.1%	87.9%
	B.SC.LIFE SCIENCE	48	26	22	54.2%	45.8%
	B.SC.PHYSICAL SCIENCE	77	12	65	15.6%	84.4%
	M.A.HINDI	10	5	5	50.0%	50.0%
	Total	1026	327	699	31.9%	68.1%
2020-21	Teaching	132	83	49	62.9%	37.1%
	Non-teaching	63	6	57	9.5%	90.5%

Table 1 Gender distribution table –Current year

2.1.3 Research and Consultancy

It is very creditworthy to note that 9 women faculty members have recently been promoted to Professorship on the basis of their academic excellence as well as their constant pursuit for quality research work in their domain fields.

Beside authoring 2 books on contemporary topics ie Entrepreneurship, Business & Ethics, all the women professors including those at Associate & Assistant levels have published articles and Research papers in National /International journals of repute beside delivering online/ Live Lectures at various forums.

2.1.4 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 the respondent 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 , hygiene, non- availability of safe spots for females as can be seen from responses in SI no 2, 3 & 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	83%		97%		100%	
2	Adequate hygiene (particularly sanitary napkin disposal) and privacy is maintained – Q20	49%	38% -No	74%	12.5% -No 12.5 % Don't know	89%	
3	Provision for patrolling squad in and around the campus – Q11	32%	29 % -No 39 % Don't know	71%	10% -No 12 % Don't know	89%	
4	Whether CCTV cameras are provided on the campus Q9	63%	20 % -No 18 % Don't know	92%		100%	
5	Whether female security guards are available on the campus Q10	88%		95%		100%	
6	Whether there is provision of a suggestion/ complaint box on the campus Q13	51%	17 % -No 32 % Don't know	78%	7% -No 15 % Don't know	100%	
7	Whether helpline numbers are clearly displayed at various places on the campus – Q12	53%	25 % -No 22 % Don't know	78%	11% -No 11 % 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	44%	21% -No 36 % Don't know	71%	18% -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 SI 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

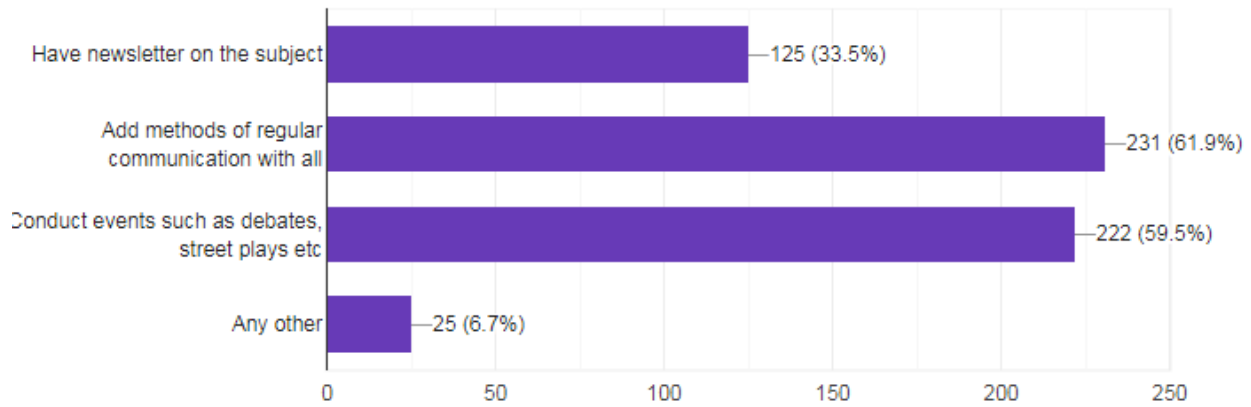


Fig 1- Respondent suggestion for Enhancing Overall awareness

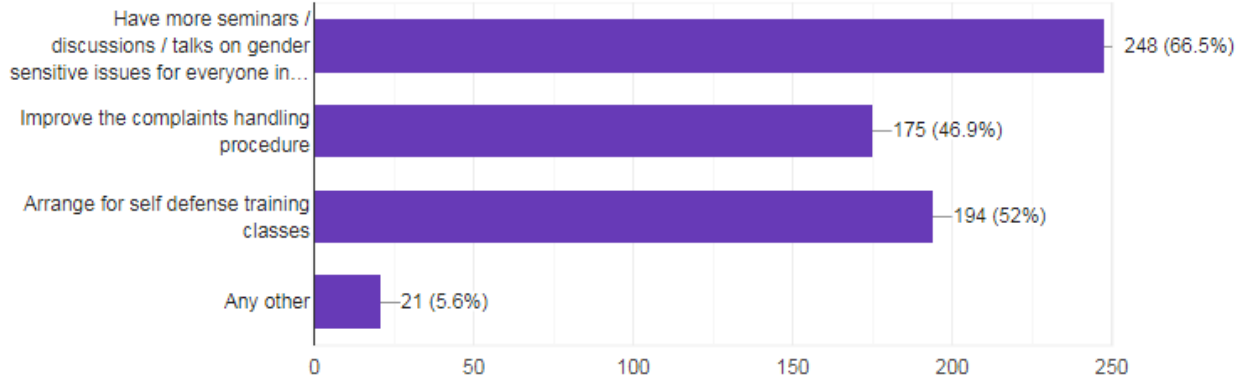


Fig 2- Respondent suggestion for Enhancing Gender Sensitivity

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

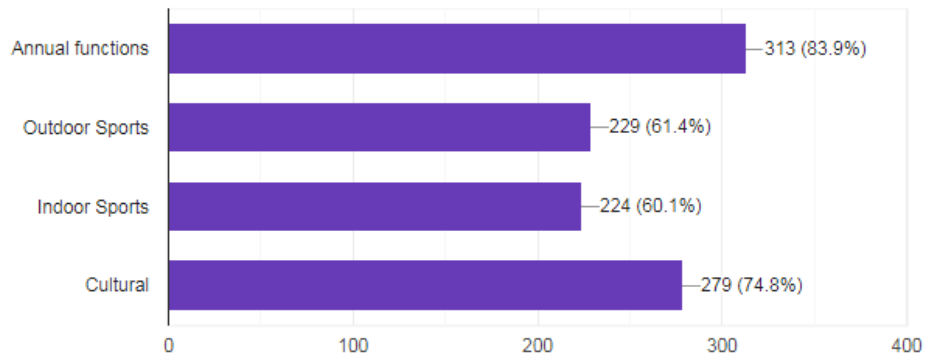


Fig 3- Respondent distribution on co-curricular activities

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

Needed female councillor on priority

As i said, there is no NCC for girls. And for me this is GENDER DISCRIMINATION. Bcz many girls want to join the INDIAN ARMY and also want to take NCC in college , but after coming here they face a lot of trouble and their dream is broken.NCC is very important for all students, it is necessary for everyone's physical and mental development.

INSTITUTION SHOULD INSTALL DISPLAY BOARD WHICH CLEARLY CITES VISHAKHA GUIDELINES AND OUR RIGHTS. WE CAN CONDUCT SEMINARS/DISCUSSION QUARTERLY IN SEMINAR HALL.

2.1.5 Student participation, involvement and placement

2.1.5.1 Co-curricular/ cultural events- Pan –India level

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 at many events on pan India level

Some of the notable achievements/award winning performances at inter –collegiate events by Girl students & their respective societies are mentioned below

- ❖ Bandwagon (Fashion society) Miss Vogue, Best Female, Best Attire
- ❖ Moksh (Dramatics society) Best performer -Annual stage production “Women Foregrounded”
- ❖ Sage (Debating society) One girl student alone bagged 20 prizes at different events
- ❖ Taleem (Music society) One girl student alone bagged 3 prizes at different events

It is noteworthy to mention that all the cultural societies & as well as the National Service scheme (NSS) are 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

2.1.5.2 Campus Placement & pursuing Post graduation courses

In view of the overall economic slowdown due to pandemic, the recruitment process has suffered for past 2 years; nevertheless many girl students could secure short term internship with stipend through the Training & placement cell of the college.

It is also heartening to note that in the Post-graduation course offered by the college 50% of the intake comprises of girl students.

2.1.6 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

➤ **PAAKHI-** Women Empowerment cell established in year 2016

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

- Webinar on “How to reduce Menstrual pain through yoga and meditation in collaboration with The Art of Living
- Video completion on "What beauty means to you?"
- Created hashtag #paanchkapaanch and encouraged people to tag 5 women who inspire them and ask them to tag another 5 people and thus creating a chain.
- Webinar on medically accurate and stigma free comprehensive sexual education.
- Spread awareness about government sponsored schemes for a girl child on social media
- Started a Book Reading Club “Novel Bunch”
- Doodle making competition. Theme “Because you are a girl is never a reason for anything”
- Self-defence workshops conducted for girl student in collaboration with female constables of Delhi Police

➤ **SAMVEDNA** (The Gender Sensitization forum)

Founded in year 2016 through the initiative of University Grants Commission, this forum pays attention towards fostering values of gender equality amongst the students to transcend traditional beliefs and preconceived notions of the society to achieve harmonious existence and development of all the genders

Among other regular events on social media & publishing in Newsletter *Samvedna* presented a webinar on " A Guide to Women's Health" in collaboration with *Paakhi-* & Indian Society of Colposcopy and Cervical Pathology

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.140f 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 SI 3, 5 & 6 in Table 4 below, it appears that there is a lack of awareness specially 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 SI 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%	13 % -No 47 % Don't know	79%	7% -No 14 % Don't know	33%	33% -No 33 % Don't know
2	Internal complaint committee is in place Q4	43%	50% Don't know	90%		89%	
3	Awareness about written down procedure for handling such complaints – Q5	35%	18% -No 47% Don't know	75%	9% -No 16 % Don't know	100%	
4	Ease of approaching committee for complaint redressal –Q6	41%	44% Not applicable	51%	47% Not applicable	78%	
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	52%	38% blank response	33%	33% -No 33 % blank
7	Whether you or anyone else you know, have made a complaint on related issue – Q8	15%	94%-No	21%	81% -No	56%	44%-No
8	Whether it has been resolved satisfactorily or not	Some under process		All resolved		All resolved	

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 9 woman 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 .

2.1.7 Healthy Practices

SALVATION- 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.

	Survey question	Students		Teaching faculty		Non-Teaching faculty	
		Yes	No/Don't know	Yes	Don't know	Yes	Don't know
1	Whether lectures/ seminars/ webinars are conducted on gender sensitive issues? Q14	61%		94%		89%	

CHAPTER 3

RECOMMENDATIONS

Taking insights from the Survey observations, following practical recommendations are suggested for enhancing awareness on Gender equality & demonstrating Gender neutral practises with greater visibility and outreach in the on-going activities of the college

- *Address concern raised by students for enrolment of Girl NCC candidate*
- *Promote greater Gender free activities/ competitions in Cultural activities*
- *Encourage information dissemination through Induction program, Seminar, Debates /Quiz and Newsletters on topics of Gender sensitization & equality*
- *Review concerns raised in the survey for increasing patrolling squad, improved hygiene practices in washrooms & for providing more common room spaces for girls*

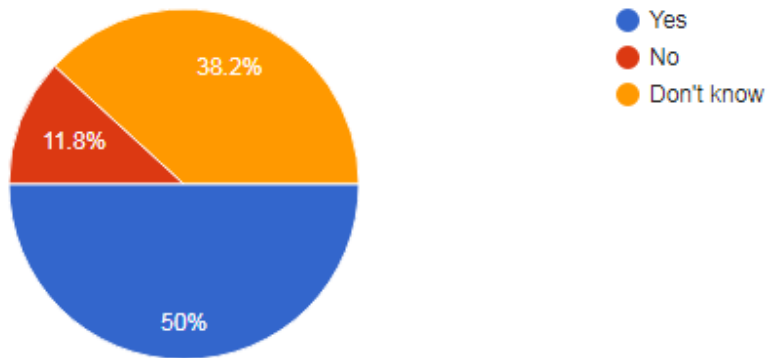
CHAPTER 4

ANNEXURE

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

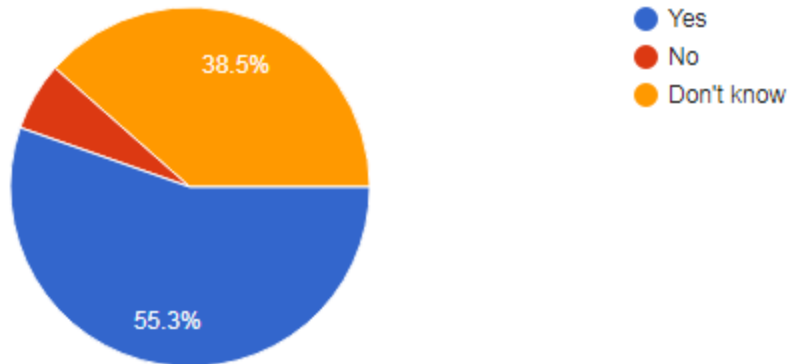
3. Whether there is a published policy to deal with sexual harassment complaints if any?

374 responses



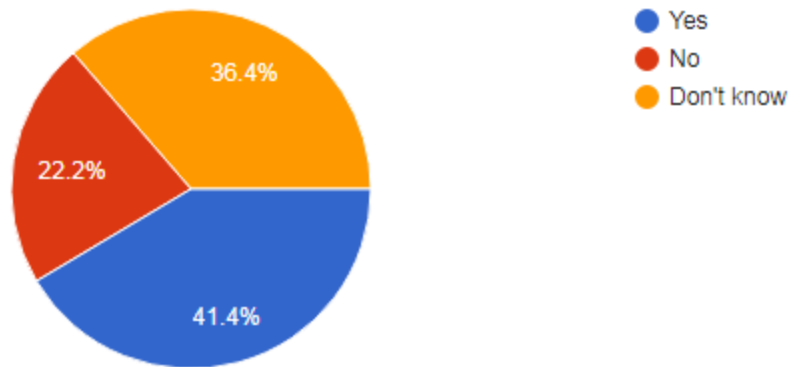
4. Whether Internal Complaints Committee is in place?

374 responses



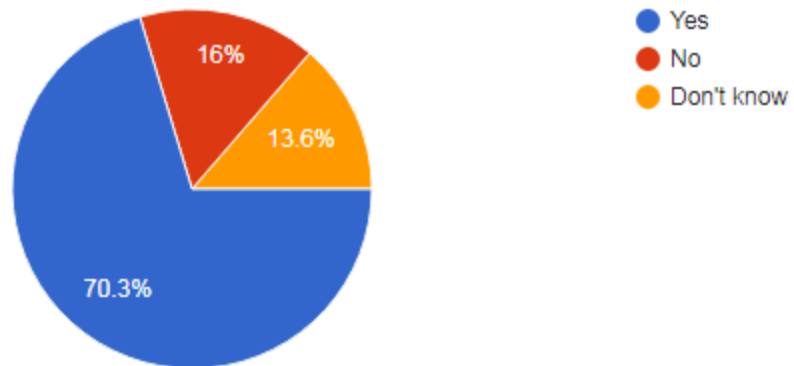
7. Whether induction/ orientation programs are held to explain the policy and methods?

374 responses



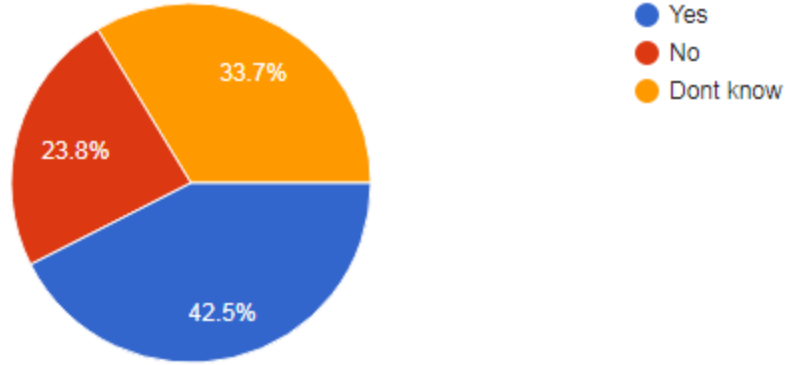
9. Whether CCTV cameras are provided on the campus?

374 responses



11. Is there any patrolling squad in and around the campus?

374 responses



14. Whether lectures/ seminars/ webinars are conducted on gender sensitive issues?

374 responses

