

**GOVT. HOLKAR (MODEL AUTONOMOUS)  
SCIENCE COLLEGE, INDORE**



(An ISO 9001:2015 & ISO 14001:2015 Certified Institution)



# SSR DOCUMENT

2017-18 TO 2021-22

## CRITERION -7

**Institutional Values and Social Responsibilities**

**Metric No.:7.1,1**

**Document Title:  
Gender Audit Report**

तमसो मा ज्योतिर्गमय

Govt. Holkar (Model, Autonomous) Science College, Indore (M.P.)

# **GENDER AUDIT REPORT**

## **(2019-2022)**

**Submitted by:**

**1. Dr. Anoop Vyas**

Principal,

Shri Atal Bihari Vajpayee Govt. Arts and Commerce College, Indore

**2. Dr. Aruna Kusumakar**

Principal,

Govt. Sanskrit College, Indore.

**3. Dr. Chanda Talera Jain**

Principal,

Govt. Maharani Laxmi Bai Girls Postgraduate College, Indore.



**Office of the Principal**  
**Govt. Holkar (Model Autonomous) Science College, Indore (M.P.)**  
Contact No. 0731-2464074, 2446806, 2764027 (Exam)  
E-mail: [principalhsc@rediffmail.com](mailto:principalhsc@rediffmail.com), Web Address: [www.collegeholkar.org](http://www.collegeholkar.org)  
(Re-accredited 'A' Grade by NAAC)

**OFFICE ORDER**

**10 MAY 2022**

**Subject: Regarding Gender Audit for the sessions 2019-2020, 2020-2021, 2021-2022.**

A committee of three members has been formed for performing **GENDER AUDIT** of Govt. Holkar (Model, Autonomous) Science College, Indore.

All the undermentioned respected members are requested to perform the three-year gender audit from the session 2019-2020 to 2021-2022 and submit the Audit report within three months.

1. **Dr. Anoop Vyas**  
Principal, Shri Atal Bihari Vajpayee Govt. Arts and Commerce College, Indore
2. **Dr. Aruna Kusumakar**  
Principal, Govt. Sanskrit College, Indore.
3. **Dr. Chanda Talera**  
Principal, Govt. Maharani Laxmi Bai Girls Postgraduate College, Indore.

Regards,

**Dr. Suresh T. Silawat**  
**Principal**  
**Govt. Holkar (Model, Autonomous)**  
**Science College, Indore**

Copy to:

1. Dr. Anoop Vyas, Principal, Shri Atal Bihari Vajpayee Govt. Arts and Commerce College, Indore
2. Dr. Aruna Kusumakar, Principal, Govt. Sanskrit College, Indore.
3. Dr. Chanda Talera, Principal, Govt. Maharani Laxmi Bai Girls Postgraduate College, Indore.
4. IQAC Incharge, Govt. Holkar (Model, Autonomous) Science College, Indore.

**Dr. Suresh T. Silawat**  
**Principal**  
**Govt. Holkar (Model, Autonomous)**  
**Science College, Indore**

## **GENDER AUDIT REPORT**

To

**Dr. Suresh T. Silawat**

**Principal**

**Govt. Holkar (Model, Autonomous) Science College, Indore**

**Subject: Regarding submission of Gender Audit Report for the sessions 2019-2020, 2020-2021, 2021-2022.**

Respected Sir,

A gender audit was performed for Govt. Holkar (Model, Autonomous) Science College, Indore for the sessions 2019-2020, 2020-2021, 2021-2022 by our three membered committee.

We, the undermentioned, hereby submit our findings in the report of the gender audit. We hope the institution will go through the recommendations and implement it for better gender balance and output.

**Signature**

**1. Dr. Anoop Vyas**

Principal,

Shri Atal Bihari Vajpayee Govt. Arts and Commerce College, Indore.

**2. Dr. Aruna Kusumakar**

Principal,

Govt. Sanskrit College, Indore.

**3. Dr. Chanda Talera**

Principal,

Govt. Maharani Laxmi Bai Girls Postgraduate College, Indore.

**28 JUL 2022**

**Govt. Holkar (Model, Autonomous) Science College,  
Indore (M.P.)**

**GENDER AUDIT REPORT  
(2019-2022)**

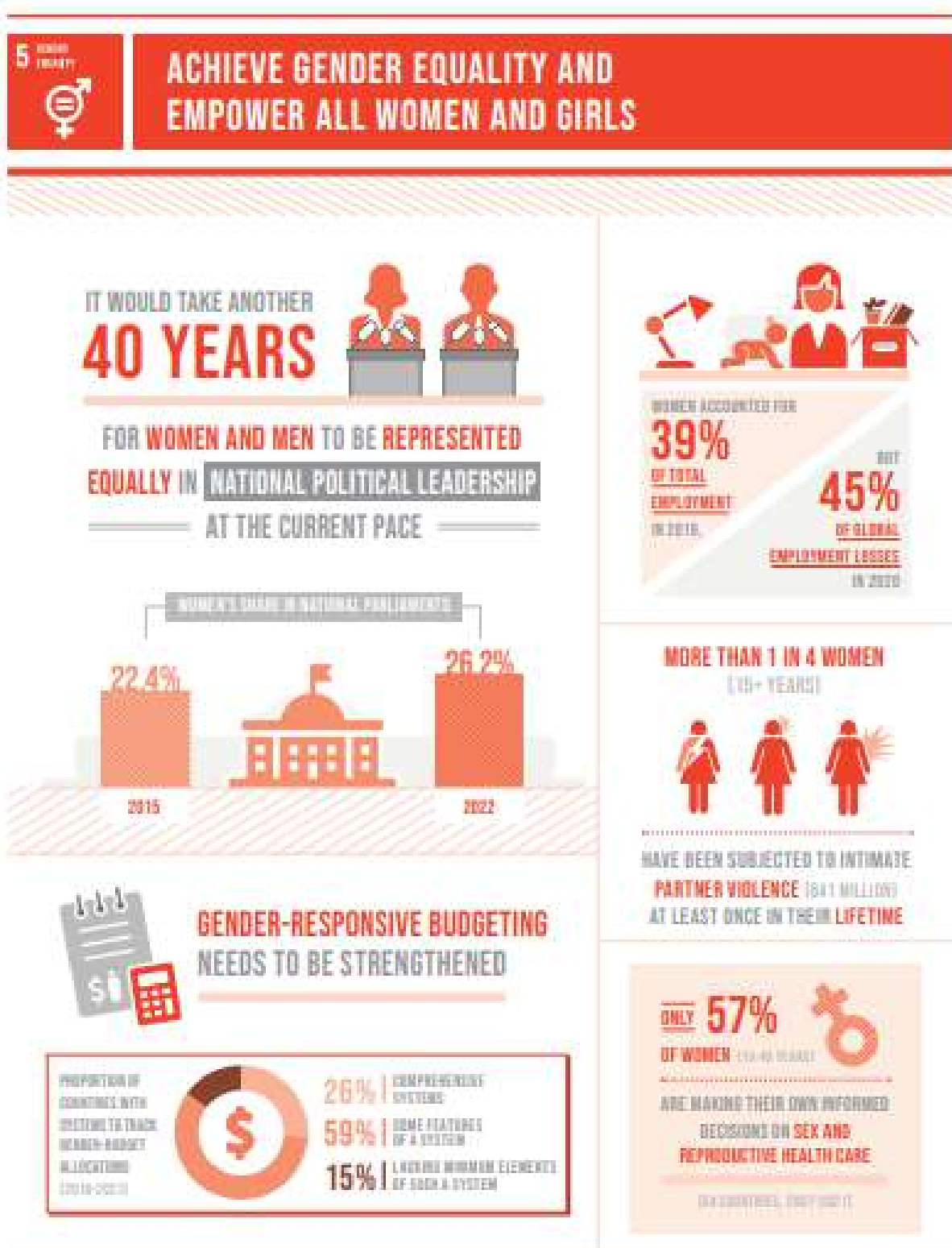
**Submitted by:**

- 1. Dr. Anoop Vyas**  
Principal,  
Shri Atal Bihari Vajpayee Govt. Arts and Commerce College, Indore
- 2. Dr. Aruna Kusumakar**  
Principal,  
Govt. Sanskrit College, Indore.
- 3. Dr. Chanda Talera**  
Principal,  
Govt. Maharani Laxmi Bai Girls Postgraduate College, Indore.

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## The United Nations Sustainable Development Goal - 5



## Foreword:

**A Gender Audit is an assessment process** by which the gender equality at an institution is analysed and the main gender biases are identified. A gender audit would focus on a variety of topics, including the status of gender equality in organisational culture and procedures, policy and decision-making structures, and decision-making processes, as well as to gather employee perceptions, understandings, and behaviours about the subject.

A Gender Audit also assesses how well the gender viewpoint is incorporated into academic policy and programmes, research, study curricula, and the administration of work and staff wellness in Research Performing Organizations.

A gender audit is a technique to evaluate and verify how institutionalised gender equality is within an organisation, including in its policies, programmes, projects, and/or service delivery, structures, procedures, and finances. Organizations can "put their own houses in order and change organisational culture elements that discriminate against women workers and women "beneficiaries"" by conducting gender audits.

Gender audits are a strategy for gender mainstreaming that aids organisations in identifying and comprehending gender trends in their human resource management, organisational culture, and makeup, structures, procedures, and design of policies and services. Additionally, they aid in determining how management decisions and organisational performance affect gender equality inside the organisation. Gender audits identify significant gender disparities and difficulties and suggest ways to close them through improvements and innovations. They serve as a baseline against which progress may be monitored over time.

### **Promoting gender balance and inclusion in research, innovation and training**

The Gender Audit gives us an overview of the current situation from the perspective of gender.

Understanding the organization's current procedures and circumstances from a gender viewpoint, identifying gaps and strong spots, is the goal of a gender audit.

- Collect qualitative and quantitative data for analysis.
- Establish the baseline on which the gender equality plan's design will be based.
- Develop a background and understanding that everyone in the organisation is aware of. Since this will aid in the Gender Equality Plan's future implementation.



## About the HEI

Govt. Holkar (Model, Autonomous) Science College, Indore, is a translation of a dream witnessed by Maharaja Shivaji Rao Holkar, the visionary ruler of the former Holkar State, some one hundred thirty years ago. The thoughtful king was genuinely concerned with the idea of widening the mental horizon of his people by means of a quality educational system. He was believed that education was the only way to fully realise one's potential. Thus the foundation of the college is embedded with high ethical ideals and values.

The college has continued to be a leader in the field of higher education since its inception. During the course of its long journey the college produced a number of renowned scholars and researchers. College has produced a number of renowned academics and researchers. All the stakeholders in this century-old institution appear to have continued to live by the mantra of excellence. The college is still making an effort to uphold the heritage of its outstanding forebears. The state government first selected the college to be a model college before designating it as a centre of excellence. The UGC determined that the institution was qualified to receive the autonomous status. The state govt. has shortlisted Holkar College among twelve colleges of Madhya Pradesh who may seek foreign collaboration and sign MOUs with foreign institutes.

The college has made a sincere effort to utilise the earlier recommendations of quality assessment reports. Since then, the institution has added a significant number of new courses and course combinations in addition to infrastructure expansion. Inclination towards research and the consequent research output has also grown significantly.

As a renowned college in Madhya Pradesh, students prefer admission in this pioneer co-ed institution from all around the state and the surrounding areas. By providing them with a quality education, the college is dedicated to upholding its vision of "nurturing scientific temper." The college gives its students ample opportunity and an atmosphere to fully develop any latent skill they may have. They have plenty of opportunities on campus through various activities to develop into responsible adults.

The college imparts instruction in various fields of science both at UG and PG levels. The courses at UG level viz B.Sc. and BCA run through 6 semesters (three years) and are in accordance with NEP-2020, while sixteen PG courses (M.Sc.) run through four semesters (two years). Six Ph.D. programmes run in the institution. The institution also offers one year PGDCA. All these courses are duly affiliated to DAVV. The college also runs IGNOU study center, nodal centre of Raja Bhoj University and NPTEL courses, which offer a number of courses at various levels.

## **Principal's outlook about gender equity & equality:**

We, at Holkar Science college, believe that gender equity is the fair distribution of resources, opportunities, and responsibilities between individuals regardless of their gender. Gender equality is the principle of treating all individuals, regardless of their gender, with equal rights, opportunities, and respect.

We try to ensure by all means that both boys and girls have access to the same educational opportunities and resources, and that they are not discriminated against based on their gender. We try our best for eliminating gender stereotypes and biases in curricular, co-curricular, and extracurricular activities and promoting an inclusive and supportive environment for all students.

Our policies and administrative initiatives help create an inclusive and diverse environment where everyone has the chance to reach their full potential, regardless of their background, identity, or circumstances. Sensitization programmes against Domestic Violence, Workplace Harassment, the Sexual Abuse are a regular phenomenon.

In the workplace, gender equity and equality means providing equal pay and benefits for men and women, providing equal working facilities, promoting equal opportunities for promotion and advancement, and creating a work environment free from discrimination and harassment. Till date, we don't have any type of harassment cases from the faculties as well as staff.

By implementing the principles and practices through Women Empowerment Cell, Equal Opportunity Cell, Grievance Redressal Cell, Smart Girl Campaign through Smart City initiatives, and implementing various government schemes, etc., we try to achieve equity and equality.

As gender equity and equality are both important principles for creating a fair and just society where all individuals have the opportunity to reach their full potential, regardless of their gender, we strictly strive for a gender-neutral institution with equal opportunities to all.

**Dr. Suresh T. Silawat**  
Principal

## Objectives of the Audit Report

The prohibition of discrimination based on gender makes gender equality of the utmost significance. It encourages learning that is gender-neutral. A non-discriminatory educational environment is necessary for the efficient transfer of learning and knowledge. The Indian Constitution's Preamble, Fundamental Rights, Fundamental Responsibilities, and Directive Principles all explicitly state that gender parity is a desirable goal. To promote gender equality and prevent discrimination based on gender, as required by Article 14 of the Constitution, which guarantees universal rights for all people regardless of their place of birth, ethnicity, gender, or race. permits the state to refrain from excluding anyone based on their gender, race, nationality, caste, ethnicity, or any of these factors.

The state puts together particular provisions to help women, according to Article 15(3). By enacting laws like the Domestic Violence Act, the Workplace Harassment Law, the Sexual Abuse Laws, and the Amendment to the Hindu Succession Act, among others, Article 15 (3) also supports women and children. Similar to how Article 16 required equal opportunity for all, Article 39 (a) encourages governments to focus their policies on ensuring that both men and women have access to a reasonable standard of life. Article 39 (d) guarantees "equal remuneration for equal work" for all, while Article 42 obliges governments to provide maternity benefits and fair and suitable working conditions. One-third of the seats available in panchayats and municipalities should be reserved for women, according to Article 243 D (3), (4), and T (3). Hence The Indian Constitution has clauses that aim to lessen gender inequality. According to Article 15 (1) of the Indian Constitution, specific policies and processes that call into question injustices and promote gender equality might be expected to have a bigger impact, especially in higher education institutions where students' maturity levels are significantly higher. All genders are valued equally in societies, which are safer and healthier. An equitable society must first have gender equality. It is not only morally necessary to ensure that everyone can realise their full potential, regardless of gender identification or other considerations. It is a tactical necessity that advances the quest for equality, justice, and opportunity.

The Sexual Harassment at Workplace Act of 2013 was put in place to safeguard college employees and ensure that women are treated fairly and without having their dignity violated at work. The Saksham guidelines were passed in 2014 and mandate measures for gender sensitization, the operation of HEIs' institutional redress mechanisms, requirements for particular facilities on and near campuses, and special needs of female students and staff. The UGC has also acknowledged the equality and justice enshrined in the Indian Constitution. Thus, College imagines a society in which everyone has access to the same opportunities. in order to guarantee gender equality on our campus.

With the objective for key findings regarding gender neutrality and to ensure gender equality at our campus, our institution requested to conduct a gender audit.

## Methodology

A questionnaire was specifically created through google forms for the Higher Education Institution to gather information on the key areas as part of the Audit to collect gender-specific data on the curriculum, the male-female composition of various departments, and a list of programmes, workshops, and seminars on gender-related topics. Also, the working of administrative set up, various committees was taken care of to judge the gender related issues and biases.

The results of the online survey was reviewed along with the statistical information offered for the previous three academic years. The following are some of the general gender-sensitive indicators that have undergone in-depth study:

- I. Curricular Aspects
- II. Learning and Evaluation
- III. Gender balance in Teaching & Non-Teaching Staff – male and female
- IV. Research, Consultancy and Extension
- V. Resources & Infrastructure
- VI. Student Support and Progression
- VII. Gender Sensitization Policy and Practices
- VIII. Gender Issues - Mechanisms and Methods

## Finding and observations

After a thorough analysis of the facts provided by Holkar Science College, it is observed that the College institutionalizes gender equality through various means and mechanisms. The institution is primarily co-educational, and it adheres to United Nations Sustainable development Goal (SDG)-5 mission statement to **“Achieve gender equality and empower all women and girls”**.

There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. There is a provision for complaints to be promptly and confidentially resolved. Equal opportunities are offered in sports, cultural, curricular, and co-curricular events held on and off campus.

To promote gender equality in the minds of the students and the society at large, the College has been holding regular special sessions, workshops, webinars, and gender sensitization programmes with women-related themes. Most of the issues were maintained by the college with gender-specific statistics. There is a students' council for gender

sensitization at the college that is working on all pertinent problems. The Institution Women Empowerment Cell is quite active and provides year-round assistance to faculty and staff. The College encourages study into issues that affect women. The faculty's efforts to organise seminars, workshops, lectures, etc. on women's concerns have received support and reinforcement from the college. In addition to being available during class, faculty is also available after hours for students in case of emergencies. When it comes to maternity or child care leaves, the College has consistently supported the welfare of its female employees. A day care centre exists for the staff. The Institute has a functional internal complaints committee that handles complaints on gender-sensitive matters. It may be said that the college's environment is very gender-inclusive.

## 1. Curricular Aspects

### 1.1 Courses in Syllabus:

Girls' education has an impact on both their economic security and the country's future. Several measures have been done in light of the fact that sensitization programmes are currently an absolute necessity on campus. Gender equity and equality have been internalized in all the aspects of our institution. The departments of English, Hindi, have courses that address gender issues within their syllabus at the undergraduate level. The prose, poetry, and short stories in selected pieces of language Foundation Course address gender sensitivity and equity issues. It is observed that courses related to Science faculty is notably devoid of gender issues. The courses with genetics in their curriculum and Forensic Sciences give ample focus to issues such as child abuse, women empowerment, female foeticide prevention and responsible living. Gender sensitization is further augmented through various seminars/workshops/expert sessions. Students are motivated to write reports/ write-ups on the burning gender issues, which are given weightage in their CCE.

## 2. Learning and Evaluation

Gender segregated data on students and faculty in various departments at UG/PG level.

### 2.1 Total number of students

Table-1 shows the number of admitted students in the previous three years.

Year	2021-2022	2020-2021	2019-2020
Number	11291	8402	6637

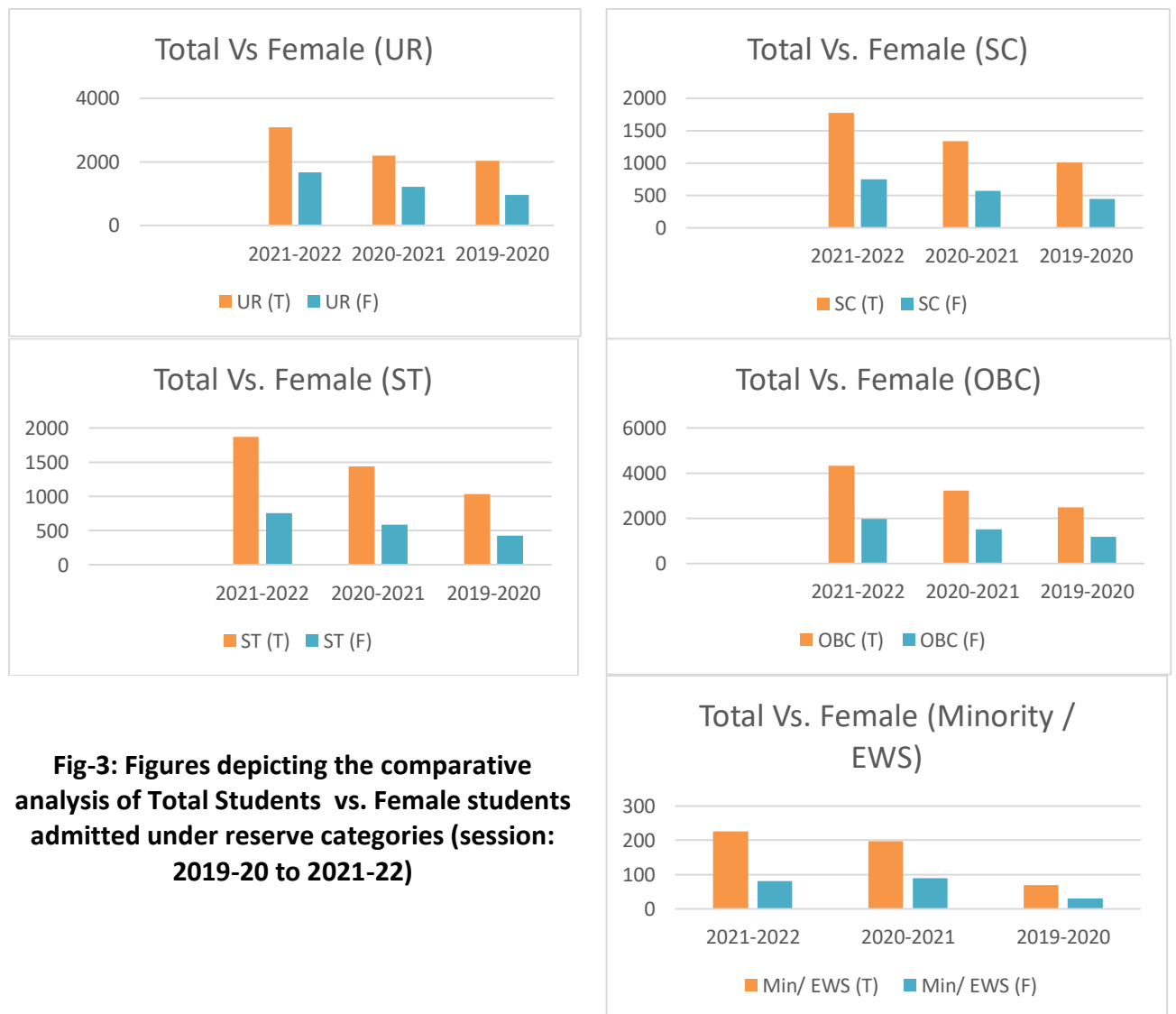
**Table-1: Institutional data of the admitted students (2019-2022)**



Year	Number of seats admitted from various category as per GOI or State Government rule					Number of seats (Female) admitted from various category					
	UR	SC	ST	OBC	Min/ EWS	UR	SC	ST	OBC	Min/ EWS	Others
2021-2022	3094	1776	1867	4318	226	1676	751	758	1984	81	--
2020-2021	2201	1338	1436	3230	197	1206	569	589	1515	90	--
2019-2020	2034	1008	1030	2491	70	963	446	427	1193	30	--

**Table-2: Institutional data of the admitted female students as compared to total students from the categories Gen-SC-ST-OBC-Min/EWS & Others (sessions: 2019-2022)**

Table-2 shows that there is a rising trend in the admission for the SC, ST and OBC category during 2019-20 to 2020-21 and a rising trend is also observed for the female candidates in the reserved categories, which is definitely a positive trend.



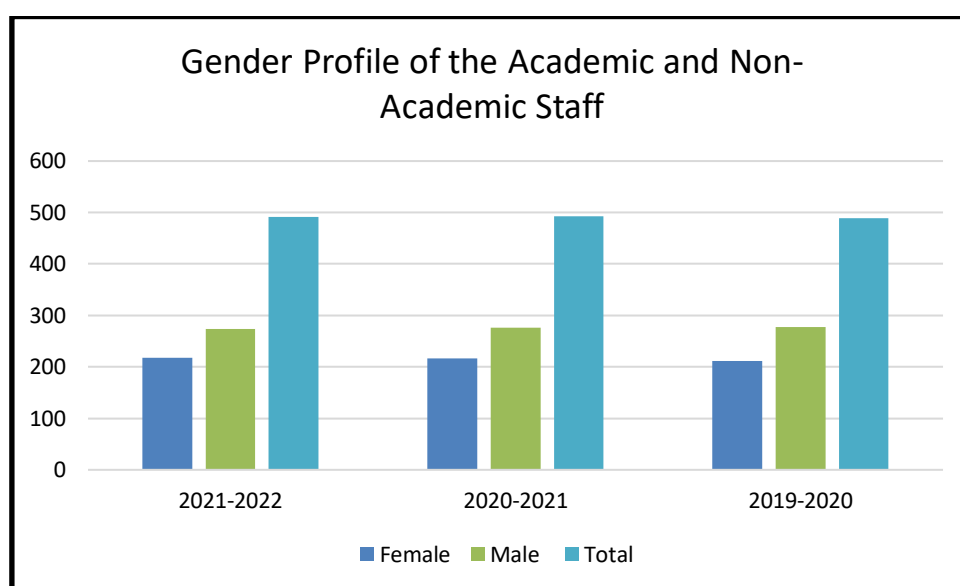
**Fig-3: Figures depicting the comparative analysis of Total Students vs. Female students admitted under reserve categories (session: 2019-20 to 2021-22)**

## 2.2 Gender Profile of the Academic and Non-Academic Staff 2019-2022

Academic Year	Female	Male	Total	Percentage (F)
2021-2022	218	274	492	44.3
2020-2021	217	276	493	44.0
2019-2020	211	278	489	43.1

**Table-3: Institutional data of Academic and Non-Academic Staff (sessions: 2019-2022)**

Table-3 showcases the data of male and female academic and non-academic employees.



**Fig-4: Gender Profile of the Academic and Non-Academic Staff 2019-2022**

Figure-4 shows the combined gender profile of the institution. The projection includes all Academic and non-Academic staff. Compared to 44% of female staff, here is 56 % of male staff at present.

### 2.2.1 Gender balance among the Employees (Non-Academic)

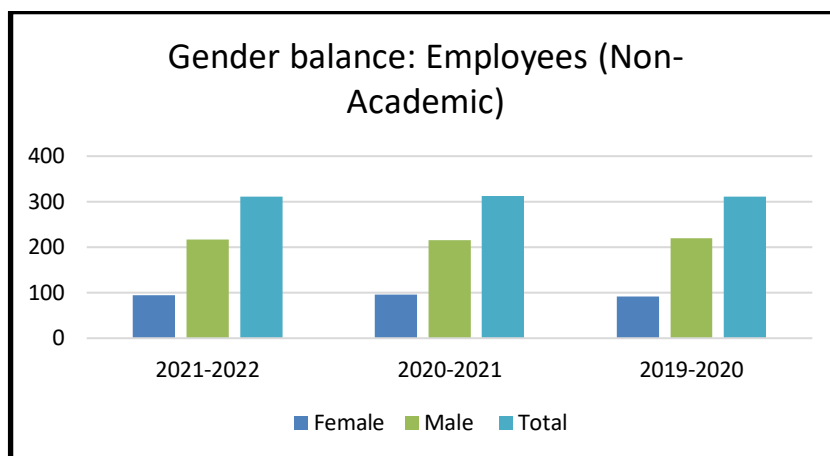
This standard seeks to eliminate bias and promote parity by advising that organisations to have a balanced mix of men and women in governing structures and management, ensure that both sexes are treated equally when it comes to recruitment, career opportunities, and pay, and ensure that the needs of men and women are given equal consideration in the institution's decisions and activities.

Academic Year	Female	Male	Total	Percentage (Female)
2021-2022	94	217	311	32
2020-2021	96	216	312	31
2019-2020	92	219	311	29.5

**Table-4: Institutional data of Non-Academic Staff (sessions: 2019-2022)**



Table-4 showcases the institutional gender data of the non-academic staff. Approximately 31% of the non-academic staff consists of female staff.



**Fig-5: Gender balance among the Employees (Non-Academic): 2019 to 2022**

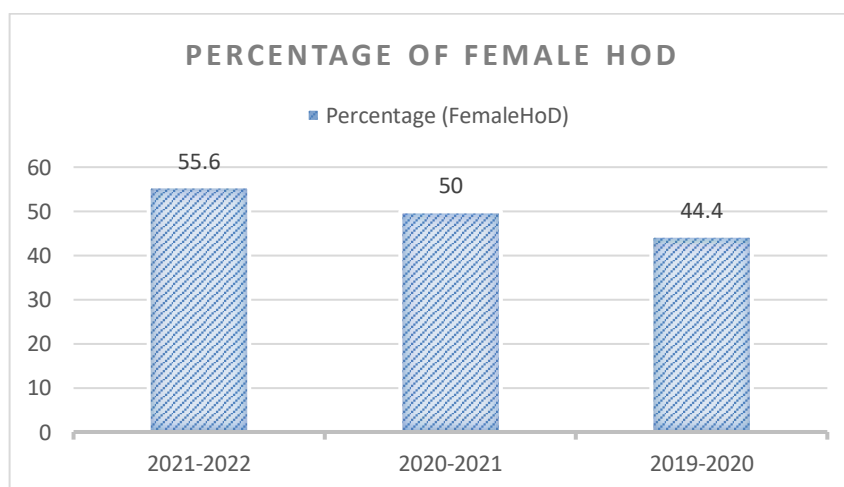
Figure-5 depicts the gender ratio of non-academic staff.

### 2.2.2 Gender Balance as Head of Departments (HoDs)

Academic Year	Female	Male	Total	Percentage (Female)
2021-2022	10	08	18	55.6
2020-2021	09	09	18	50.0
2019-2020	08	09	18	44.4

**Table-4: Institutional data of Non-Academic Staff (sessions: 2019-2022)**

Table-4 shows that there is good representation of female faculty as head of the departments. In the year 2021-2022 out of total 18 departments 10 were headed by female faculty.



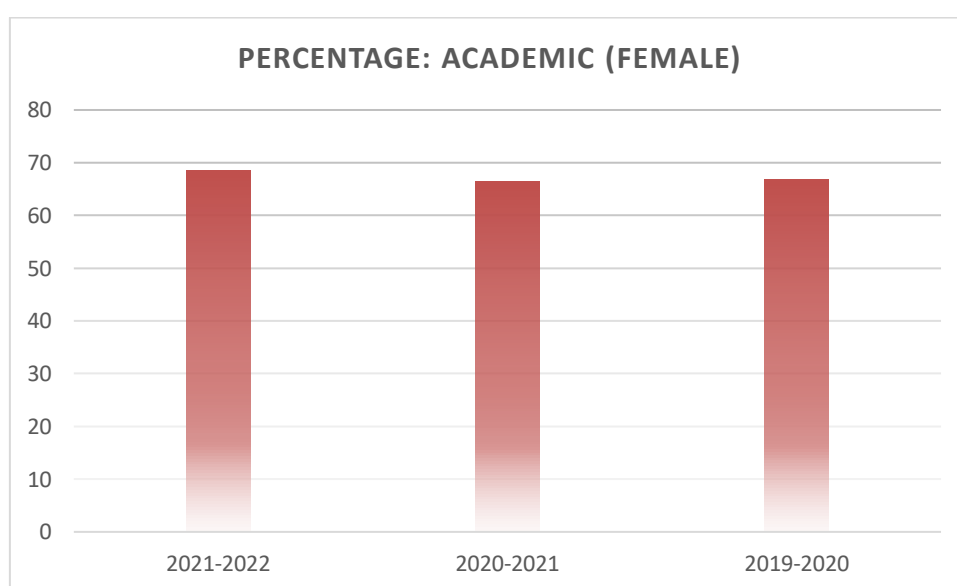
**Fig-5: Gender balance among the Head of Departments (2019 to 2022)**

### 2.2.3 Gender balance among the Employees (Academic)

Academic Year	Female	Male	Total	Percentage (Female)
2021-2022	124	57	181	68.5
2020-2021	121	60	182	66.5
2019-2020	119	59	178	66.9

**Table-5: Institutional data of Academic Staff (sessions: 2019-2022)**

Table-5 presents the data of female academic faculties as compared to the total number of the faculties. Approximately 67% of the faculties are female.



**Fig-6: Gender balance among the academic faculties (2019 to 2022)**

Figure-6 depicts that over the last three years, the gender balance is more tilted towards the female faculties.

### 2.3 Participation of women faculty in seminars/conferences/ workshops/ faculty development programmes/ receiving awards/representation in various committees.

Being one of the premier institutions of central India, the female as well as male faculties regularly upgrade themselves by organizing and attending various academic oriented activities such as refresher, orientation, short term courses, faculty development programmes, staff development programmes. Also, they are actively associated with participating and initiating various seminars, conferences and workshops in the online as well as offline mode. As the institution has a good number of senior and experienced faculties dedicated to research and other activities, therefore, they are associated with

various research bodies, university bodies and committees at various level. Most of the faculties are invited as resource persons to deliver lectures by various organization. The female faculties are as dedicated in performing academic as well as administrative duties at par with the male faculties. The aforementioned details with respect to female faculties are presented in the tables 6a, 6b & 6c mentioned below for the last three sessions.

## 2021-2022

	Resource Person		Refresher/or ientation/ FDP/short term courses		Seminar/ Workshop/ Conferences		Committees & university bodies (outside college)		Awards	
Department	Fem ale	Total	Fem ale	Total	Fem ale	Total	Fem ale	Total	Fem ale	Total
Biochemistry	02	02	02	02	02	02	01	02	01	02
Biotechnology	01	04	03	04	04	04	01	04	00	04
Bioinformatics	00	02	02	02	02	02	01	02	00	02
Botany	05	10	08	10	10	10	03	10	02	10
Chemistry	14	24	24	22	24	24	15	24	02	24
Computer Science	05	15	13	15	14	15	01	15	00	15
Electronics	01	04	03	04	03	04	00	04	00	04
English	06	08	04	08	09	08	04	08	01	08
Fisheries	00	00	00	00	00	00	00	00	00	00
Forensic Science	02	05	04	04	05	05	02	05	00	05
Geology	01	02	02	02	02	02	00	02	00	02
Geography	01	01	01	01	01	01	00	01	00	01
Hindi	01	03	03	03	03	03	01	03	01	03
Mathematics	02	10	09	10	07	10	02	10	00	10
Microbiology	01	02	02	02	02	02	01	02	00	02
Pharmaceutic al	02	06	04	06	05	06	01	06	00	06
Physics	01	10	08	10	09	10	00	10	00	10
Seed	00	00	00	00	00	00	00	00	00	00
Horticulture	01	01	01	01	01	01	01	01	00	01
Statistics	01	03	02	03	02	03	01	03	00	03
Economics	02	02	01	02	02	02	00	02	00	02
Zoology	05	10	08	10	09	10	05	10	04	10

**Table-6a: Institutional data of academic upgradation and achievements of female faculty for the session 2021-2022.**

**2020-2021**

	Resource Person		Refresher/or ientation/ FDP/short term courses		Seminar/ Workshop/ Conferences		Committees & university bodies (outside college)		Awards	
Department	Fem ale	Total	Fem ale	Total	Fem ale	Total	Fem ale	Total	Fem ale	Total
Biochemistry	02	02	02	02	02	02	01	02	01	02
Biotechnology	01	04	03	04	04	04	01	04	00	04
Bioinformatics	00	02	02	02	02	02	01	02	00	02
Botany	05	10	10	09	10	10	03	10	02	10
Chemistry	14	24	24	22	24	24	15	24	02	24
Computer Science	05	15	15	13	15	15	01	15	00	15
Electronics	01	04	03	04	03	04	00	04	00	04
English	06	08	08	06	09	08	04	08	01	08
Fisheries	00	00	00	00	00	00	00	00	00	00
Forensic Science	02	05	04	04	05	05	02	05	00	05
Geology	01	02	02	02	02	02	00	02	00	02
Geography	01	01	01	01	01	01	00	01	00	01
Hindi	01	03	03	03	01	03	01	03	01	03
Mathematics	02	10	09	10	08	10	02	10	00	10
Microbiology	01	02	02	02	02	02	01	02	00	02
Pharmaceutic al	02	06	04	06	05	06	01	06	00	06
Physics	01	10	08	10	09	10	00	10	00	10
Seed	00	00	00	00	00	00	00	00	00	00
Horticulture	01	01	01	01	01	01	01	01	00	01
Statistics	01	03	02	03	02	03	01	03	00	03
Economics	02	02	01	02	02	02	00	02	00	02
Zoology	05	10	08	10	09	10	03	10	04	10

**Table-6b: Institutional data of academic upgradation and achievements of female faculty for the session 2020-2021.**

**2019-2020**

	Resource Person		Refresher/or ientation/ FDP/short term courses		Seminar/ Workshop/ Conferences		Committees & university bodies (outside college)		Awards	
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Department							college)			
	Fem ale	Total	Fem ale	Total	Fem ale	Total	Fem ale	Total	Fem ale	Total
Biochemistry	02	02	02	02	02	02	01	02	01	02
Biotechnology	01	04	03	04	04	04	01	04	00	04
Bioinformatics	00	02	02	02	02	02	01	02	00	02
Botany	05	10	10	09	10	10	03	10	02	10
Chemistry	11	24	24	22	24	24	10	24	03	24
Computer Science	05	15	15	13	15	15	01	15	00	15
Electronics	00	04	03	04	03	04	00	04	00	04
English	05	08	08	06	09	08	02	08	01	08
Fisheries	00	00	00	00	00	00	00	00	00	00
Forensic Science	02	05	04	04	05	05	02	05	00	05
Geology	01	02	02	02	02	02	00	02	00	02
Geography	01	01	01	01	01	01	00	01	00	01
Hindi	01	03	02	03	02	03	01	03	00	03
Mathematics	02	10	09	10	08	10	02	10	00	10
Microbiology	01	02	02	02	02	02	00	02	00	02
Pharmaceutic al	02	06	04	06	05	06	01	06	00	06
Physics	01	10	08	10	09	10	00	10	00	10
Seed	00	00	00	00	00	00	00	00	00	00
Horticulture	0	01	01	01	01	01	01	01	00	01
Statistics	01	03	02	03	02	03	01	03	00	03
Economics	02	02	01	02	02	02	00	02	00	02
Zoology	04	10	09	10	09	10	03	10	01	10

**Table-6c: Institutional data of academic upgradation and achievements of female faculty for the session 2019-2020.**

### 2.3.1 Gender balance in committees

More than sixty five committees function for smooth management of all the activities of the institution. Table-7 showcases almost nearly equal participation in various committees, where the faculties have to handle a number of committees.

Academic Year	Female (Total)	Male (Total)
2021-2022	<b>454</b>	<b>412</b>
2020-2021	<b>385</b>	<b>351</b>
2019-2020	<b>364</b>	<b>381</b>

**Table-7: Institutional data of Gender distribution in committees (sessions: 2019-2022)**



	rmatic s												
	Botany	10	03	03	02	--	--	02	03	--	--	10	03
	Chemis try	24	07	07	02	01	--	18	05	--	--	24	07
	Compu ter Scienc e	15	05	--	01	--	--	01	02	--	--	15	05
	Electro nics	04	01	--	01	--	--	--	10	--	--	04	01
	English	08	01	--	--	--	--	--	--	--	--	08	01
	Fisheri es	--	01	--	01	--	--	--	--	--	--	--	01
	Forensi c Scienc e	05	--	02	--	--	--	--	--	--	--	05	--
	Geolog y	02	03	--	01	--	--	--	02	--	--	02	03
	Geogra phy	01	--	--	--	--	--	--	--	--	--	01	--
	Hindi	03	--	--	--	--	--	--	--	--	--	03	--
	Mathe matics	10	08	--	03	--	--	--	01	--	--	10	08
	Microb iology	02	--	--	01	--	--	01	01	--	--	02	--
	Pharm aceutic al	06	--	--	01	--	--	--	--	--	--	06	--
	Physics	10	14	01	06	--	02	01	32	--	02	10	14
	Seed Techn ology	--	02	--	--	--	--	--	05	--	--	--	02
	Hortic ulture	01	02	--	01	--	--	--	--	--	--	01	02
	Statisti cs	03	--	--	--	--	--	--	--	--	--	03	--
	Econo mics	02	--	--	--	--	--	--	--	--	--	02	--
	Zoolog y	10	07	03	05	--	--	03	05	--	--	10	07

**Table-8a: Institutional data reflecting contribution of Female & Male faculties in Research, Consultancy and Extension (2021-2022).**

**2020-2021**

S.No.	Departments	Involvement in Research		Guiding Research Students		Operating Projects		Published papers		Having patents		Involvement in Extension Activities	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	Biochemistry	02	01	01	--	--	--	03	02	--	--	02	01
	Biotechnology	04	03	01	--	--	--			--	--	04	03
	Bioinformatics	02	01	01	--	--	--			--	--	02	01
	Botany	10	03	03	02	--	--	01	02	--	--	10	03
	Chemistry	24	08	07	02	--	01	07	03	--	--	24	07
	Computer Science	15	05	--	01	--	--	01	06	--	--	15	05
	Electronics	04	01	--	01	--	--	--	04	--	--	04	01
	English	08	01	--	--	--	--	--	--	--	--	08	01
	Fisheries	--	01	--	01	--	--	--		--	--	--	01
	Forensic Science	05	--	02	--	--	--	01	--	--	--	05	--
	Geology	02	03	--	01	--	--	--	02	--	--	02	03
	Geography	01	--	--	--	--	--	--	--	--	--	01	--
	Hindi	03	--	--	--	--	--	--	--	--	--	03	--
	Mathematics	10	08	--	03	--	--	--	03	--	--	10	08
	Microbiology	02	--	--	01	--	--	02	02	--	--	02	--
	Phar	06	--	--	01	--	--	--	07	--	--	06	--



	mace utical												
	Physic s	10	13	01	06	--	01	01	15	--	--	10	14
	Seed Techn ology	--	02	--	--	--	--	--	05	--	--	--	02
	Hortic ulture	01	02	--	01	--	--	--	--	--	--	01	02
	Statist ics	03	--	--	--	--	--	--	--	--	--	03	--
	Econo mics	02	--	--	--	--	--	--	--	--	--	02	--
	Zoolo gy	10	07	03	05	--	--	04	23	--	--	10	07

**Table-8b: Institutional data reflecting contribution of Female & Male faculties in Research, Consultancy and Extension (2020-2021).**

#### 2019-2020

S.No.	Depart ment s	Involvement in Research		Guiding Research Students		Operating Projects		Published papers		Having patents		Involvement in Extension Activities	
		Fem ale	Ma le	Fem ale	Ma le	Fem ale	Ma le	Fem ale	Ma le	Fem ale	Ma le	Fem ale	Ma le
	Bioch emistr y	02	01	01	--	--	--	03	02	--	--	02	01
	Biotec hnolo gy	04	03	01	--	--	--			--	--	04	03
	Bioinf ormat ics	02	01	01	--	--	--			--	--	02	01
	Botan y	10	03	03	02	--	--	02	05	--	--	10	03
	Chemi stry	23	08	07	02	01	--	05	08	--	--	23	08
	Comp uter Scienc e	14	06	--	01	--	--	00	03	--	02	15	05
	Electr onics	04	01	--	01	--	--	--	01	--	--	04	01

	English	08	01	--	--	--	--	--	--	--	--	08	01
	Fisheries	--	01	--	01	--	--	--	--	--	--	--	01
	Forensic Science	05	--	02	--	--	--	--	01	--	--	05	--
	Geology	02	03	--	01	--	--	--	02	--	--	02	03
	Geography	01	--	--	--	--	--	--	--	--	--	01	--
	Hindi	03	--	--	--	--	--	--	--	--	--	03	--
	Mathematics	10	08	--	03	--	--	--	02	--	--	10	08
	Microbiology	02	--	--	01	--	--	01	03	--	--	02	--
	Pharmaceutical	06	--	--	01	--	--	--	--	--	--	06	--
	Physics	10	14	01	06	--	01	01	30	--	--	10	14
	Seed Technology	--	02	--	--	--	--	01	02	--	--	--	02
	Horticulture	01	02	--	01	--	--	--	--	--	--	01	02
	Statistics	03	--	--	--	--	--	--	--	--	--	03	--
	Economics	02	--	--	--	--	--	--	--	--	--	02	--
	Zoology	11	09	03	05	--	--	05	21	--	--	12	08

**Table-8c: Institutional data reflecting contribution of Female & Male faculties in Research, Consultancy and Extension (2019-2020).**

### **3.2 What are the specific research topics and extension activities related to women?**

#### **Topics of Research):**

The thrust areas for research work performed by male and female faculties in the college are: plant physiology, plant taxonomy, nanotechnologies, immunology, biochemical toxicity, archaeological study, Computational Chemistry, Surface Chemistry, Chemical Kinetics,

Superconductivity, Fuzzy modelling, Fixed point theory, Operational research, water research, Plasma Physics, Crystal synthesis and characterization, Air pollution, Ethnobotany, Taxonomy, Palinology, Igneous Petrology, Remote sensing and GIS, Plant Biochemistry, Medical Biochemistry, etc.

## **4. Infrastructure and Learning Resources**

The college is actively fostering the idea of gender sensitivity in a various ways. Visualization and taking concrete actions allow us to focus on diverse spaces of empowerment and engage with issues that impact women's life within the campus. With moderately high proportion of female faculties, staff, and students, we try our best in terms of empowering them.

- A women's hostel is under construction.
- A common room for women is available in the Red Building.
- Clean and well maintained washrooms with necessary amenities are available in all the blocks.
- A Primary Health Centre facility with a female doctor is available.
- Separate research working areas and adequate research facilities have been provided.
- A day-care centre facility is available.
- Counselling facilities are available in the campus.
- Gymnasium facility is available to students, faculty members and administrative staff daily.
- Canteen facilities are available as a branch of Indian Coffee House, which also serves healthy food.
- Good Sports facilities are available in the campus.

### **4.1 Library facilities:**

The institutional library is constantly upgraded in terms of books and journals/e-journals. Being a co-educational institution, both the genders use the library without any biases. For female students specially hailing from far places, an extra facility has been provided to them. They are given an extra fifteen days for returning of the issued books. Separate seating zones for students, research scholars and faculties are made available in the library. The whole library is under CCTV surveillance and also physical monitoring by the library staff at every floor is ensured for safety and security.

## **5. Student Support and Progression**

### 5.1 Data on number of female students getting scholarships/ financial support.

A good number of female students avail the facility of scholarship and other financial support.

Year	Name of the government scheme	Number of students benefited by government scheme and amount		Name of the Institution / nongovernmental scheme	Number of students benefited by the institution's schemes and amount	
		Number of female students	Number of total students		Number of female students	Number of total students
<b>2021-2022</b>	Central sector Scholarship (SC,ST, OBC, Minority & EWS)	5853	8187			
	Gaon ki Beti	460	460			
	Pratibha Kiran Yojna	31	31			
<b>2020-2021</b>	Central sector Scholarship (SC,ST, OBC, Minority) & EWS	2763	6004	Seed money	05	09
	Gaon ki Beti	324	324			
	Pratibha Kiran Yojna	26	26			
<b>2019-2020</b>	Central sector Scholarship (SC,ST, OBC, Minority) & EWS	2096	4599			
	Gaon ki Beti	219.				
	Pratibha Kiran Yojna	22				

**Table-9: Institutional data reflecting financial support availed by female students as compared to total number of students. (2019-2020).**

The major contribution of the scholarship comes from the Central sector Scholarship for SC, ST, OBC, Minority and EWS students. Two schemes of Government, viz. Gaon ki Beti for rural background students and Pratibhakiran Yojna are specially dedicated to female students

and the institution implements the scheme. Institution also provides seed money to the female as well as male students at institutional level to promote research activities among them.

## **5.2 Availability of anti sexual harassment cell, lady doctor, women counsellors etc. :**

- An anti-sexual harassment cell and internal Complaints Committee exists to handle the related issues. Till date no complaint has been received regarding such issues.
- An equal opportunity cell also exists to monitor the institutional working with any biases based on caste, creed, religion, age, financial status, nationality etc. A lady doctor is available throughout the week in the working hours in primary health care centre situated inside the campus. In case of emergency, students are escorted to nearby MYH Hospital.
- Counsellors are available once in a week. During COVID-19 Pandemic, online counselling has been initiated.
- Wheel chair and other facilities are available for specially-abled students.
- A day-care facility exists for working mothers for their small children in the campus.

## **6. Organization and Management:**

### **6.1 Women are given justified representation in all institutional committees/ academic/ administrative bodies. (Details of Committees)**

With 68% of female faculty, adequate representations in various academic and administrative responsibilities by women in various portfolios including Academic Council (62%), and as Conveners/Members of various Committees/ Clubs/NCC/ NSS/ YRC is observed.

#### **2021-2022**

<b>S.No.</b>	<b>Committees</b>	<b>Female (Total)</b>	<b>Male (Total)</b>
<b>1.</b>	Advisory committee	01	03
<b>2.</b>	Admission committee	112	46
<b>3.</b>	B.Ed/M.Ed. verification committee	01	04
<b>4.</b>	Standing Committee	12	09
<b>5.</b>	Examination Board	13	11
<b>6.</b>	Time-table committee	02	03
<b>7.</b>	Dress Code committee	05	04
<b>8.</b>	Discipline committee	07	10
<b>9.</b>	UGC & autonomy cell	00	02
<b>10.</b>	A F distribution committee	03	02
<b>11.</b>	Finance committee	00	03
<b>12.</b>	Purchase committee	01	05
<b>13.</b>	Account/Bursar/Bill checking committee	01	07
<b>14.</b>	Hostel committee	00	04
<b>15.</b>	Campus maintenance committee	02	05
<b>16.</b>	Canteen & cycle committee	01	04

17.	Court case committee	00	02
18.	Pay-fixation committee	02	04
19.	Anti-ragging committee	06	10
20.	Service book updation committee	02	04
21.	Anti ragging squad	06	08
22.	Student grievances redressal committee	00	03
23.	Equal opportunity cell	08	04
24.	Code of Ethics Monitoring Committee	04	04
25.	Library committee	02	10
26.	NEP-2020 implementation committee	01	05
27.	Mentor-mentee/Proctor committee	04	01
28.	LR & girl's common room committee	08	00
29.	Framework of Nirbhaya fund proposal drafting committee	05	01
30.	Women empowerment cell	04	01
31.	Internal complaints committee & anti-sexual harassment cell	05	01
32.	SC committee	03	03
33.	ST committee		
34.	OBC committee	03	02
35.	Minority committee	04	00
36.	Gaon ki Beti committee	03	00
37.	EWS committee	02	01
38.	Right to information committee	01	01
39.	CM helpline committee	03	02
40.	Freeship and poor student committee	02	02
41.	Sports advisory committee	02	05
42.	Guest-faculty aamantran committee	02	03
43.	Visiting-faculty aamantran committee	08	13
44.	Annual performance-based assessment committee	01	05
45.	NCT courses conduction committee	01	04
46.	NAAC core committee	01	03
47.	IQAC	05	16
48.	Research advisory committee	02	03
49.	Innovation & incubation cell	02	03
50.	Interdisciplinary seminar committee	03	03
51.	Entry in services/Remedial/NET Coaching committee	03	04
52.	Write-off committee	02	03
53.	Specification verification committee (equipment-Physics) (RUSA)	02	01
54.	Dual-desk specification verification committee	03	07
55.	Yashwant Hall & Stage arrangement	06	03
56.	Refreshment & food arrangement committee	00	07

57.	Online classes monitoring committee	00	06
58.	Offline class monitoring committee	03	03
59.	Annual report committee-WB	01	04
60.	Online Newsletter & magazine committee	12	13
61.	Library physical verification committee	05	06
62.	Class III & IV staff department allotment committee	03	05
63.	Hariyali Mahotsav committee	06	06
64.	Atmanirbhar bharat-output indicator 4.8 (Janbhagidari management) committee	02	03
65.	C M helpline committee	02	03
66.	Flag hoisting committee	05	12
67.	Selection committee for 'Award of Excellence'	01	02
68.	Press, advertisement & media committee	04	04
69.	Specialized laboratory equipment committee	03	02
70.	ID verification committee	01	01
71.	Stationary purchase committee	00	06
72.	Policies revision committee	43	32
73.	Infrastructure-construction & renovation committee	03	06
74.	Campus maintenance committee	03	05
75.	RUSA committee	01	02
76.	WB-MPHEQIP Cell	01	02
77.	SVCGC & Placement Cell	02	02
78.	Youth festival committee	32	18
79.	Annual function activities committee (sports, literary & cultural activities)	78	32
80.	C0538 & C0566 committee	03	04
81.	Smart City campaign Cell (Smart Girl)	05	04
82.	College Chalo Abhiyan committee	04	04

**Table-10 a: Institutional data reflecting participation of Female & Male faculties in committees (2021-2022).**

#### **2020-2021**

S.No.	Committees	Female (Total)	Male (Total)
1.	Advisory committee	01	03
2.	Admission committee	109	45
3.	Standing Committee	11	10
4.	Examination Board	12	12
5.	B.Ed/M.Ed. verification committee	02	03
6.	Time-table committee	03	03
7.	Dress Code committee	05	04

8.	Discipline committee	08	10
9.	Anti-ragging committee	06	10
10.	Anti ragging squad	06	08
11.	Equal opportunity cell	08	04
12.	UGC & autonomy cell	00	02
13.	Code of Ethics Monitoring Committee	04	05
14.	A F distribution committee	03	02
15.	Finance committee	00	03
16.	Purchase committee	01	05
17.	Account/Bursar/Bill checking committee	01	07
18.	Hostel committee	00	04
19.	Campus maintenance committee	02	05
20.	Canteen & cycle committee	01	04
21.	Court case committee	00	02
22.	Pay-fixation committee	02	04
23.	Service book updation committee	02	04
24.	Gaon ki Beti committee	03	00
25.	EWS committee	02	01
26.	Right to information committee	01	01
27.	CM helpline committee	03	02
28.	Freeship and poor student committee	01	01
29.	Student grievances redressal committee	00	03
30.	Library committee	02	10
31.	NEP-2020 implementation committee	01	05
32.	Mentor-mentee / proctor committee	04	02
33.	LR & girl's common room committee	07	01
34.	Women empowerment cell	04	01
35.	Internal complaints committee & anti-sexual harassment cell	05	01
36.	SC & ST committee	03	03
37.	OBC committee	03	02
38.	Minority Committee	04	00
39.	Guest-faculty aamantran committee	03	03
40.	Visiting-faculty aamantran committee	08	13
41.	Annual performance-based assessment committee	01	05
42.	NCT courses conduction committee	01	04
43.	NAAC core committee	01	03
44.	IQAC	05	16
45.	Research advisory committee	02	03
46.	Innovation & incubation cell	02	03
47.	Interdisciplinary seminar committee	03	03
48.	Entry in services/Remedial/NET Coaching committee	03	04
49.	Write-off committee	02	03
50.	Specification verification committee	02	01



	(equipment-Physics) (RUSA)		
51.	Yashwant Hall & Stage arrangement	06	03
52.	Online classes monitoring committee	00	06
53.	Offline class monitoring committee	03	03
54.	Annual report committee-WB	01	04
55.	Online news letter/ magazine committee	12	13
56.	Library physical verification committee	05	06
57.	Class III & IV staff department allotment committee	03	05
58.	Hariyali Mahotsav committee	06	06
59.	Atmanirbhar bharat-output indicator 4.8 (Janbhagidari management) committee	02	03
60.	C M helpline committee	02	03
61.	Flag hoisting committee	05	12
62.	Selection committee for 'Award of Excellence'	01	02
63.	Press, advertisement & media committee	04	04
64.	Specialized laboratory equipment committee	03	02
65.	ID verification committee	01	01
66.	Stationary purchase committee	00	06
67.	Infrastructure - construction & renovation committee	03	06
68.	Campus maintenance committee	03	05
69.	RUSA committee	01	02
70.	WB-MPHEQIP Cell	01	02
71.	SVCGC & Placement Cell	02	02
72.	Youth festival committee	30	19
73.	Annual function activities committee (sports, literary & cultural activities)	64	22
74.	C0538 & C0566 committee	03	04
75.	Smart City campaign Cell (Smart Girl)	05	04
76.	College Chalo Abhiyan committee	04	04

**Table-10 b: Institutional data reflecting participation of Female & Male faculties in committees (2020-2021).**

#### 2019-2020

S.No.	Committees	Female (Total)	Male (Total)
1.	Advisory committee	01	03
2.	Admission committee	101	42
3.	Standing Committee	12	09
4.	Examination Board	13	10
5.	B.Ed/M.Ed. verification committee	01	04
6.	Time-table committee	02	03
7.	Dress Code committee	04	04

8.	Discipline committee	07	10
9.	Anti-ragging committee	06	10
10.	Anti ragging squad	06	08
11.	Equal opportunity cell	08	04
12.	Student grievances redressal committee	00	03
13.	Code of Ethics Monitoring Committee	04	04
14.	UGC & autonomy cell	00	02
15.	Library committee	02	10
16.	Mentor-mentee /Proctor committee	04	01
17.	LR & girl's common room committee	08	00
18.	Women empowerment cell	04	01
19.	Internal complaints committee & anti-sexual harassment cell	05	01
20.	SC & ST committee	03	03
21.	OBC committee	03	02
22.	Minority Committee	04	00
23.	A F distribution committee	03	02
24.	Finance committee	00	03
25.	Purchase committee	01	05
26.	Account/Bursar/Bill checking committee	01	07
27.	Hostel committee	00	04
28.	Campus maintenance committee	02	05
29.	Canteen & cycle committee	01	04
30.	Court case committee	00	02
31.	Pay-fixation committee	02	04
32.	Service book updation committee	02	04
33.	Gaon ki Beti committee	03	00
34.	EWS committee	02	01
35.	Right to information committee	01	01
36.	CM helpline committee	03	02
37.	Freeship and poor student committee	01	01
38.	Guest-faculty aamantran committee	02	03
39.	Visiting-faculty aamantran committee	08	11
40.	Annual performance-based assessment committee	01	05
41.	NCT courses conduction committee	01	04
42.	NAAC core committee	00	04
43.	IQAC	05	16
44.	Research advisory committee	02	03
45.	Innovation & incubation cell	02	03
46.	Interdisciplinary seminar committee	03	03
47.	Entry in services/Remedial/NET Coaching committee	03	04
48.	Write-off committee	02	03
49.	Stage arrangement	06	03
50.	Refreshment & food arrangement committee	00	07

51.	Online classes monitoring committee	00	06
52.	Offline class monitoring committee	03	03
53.	Annual report committee-WB	01	04
54.	Annual magazine committee	12	13
55.	Library physical verification committee	05	06
56.	Class III & IV staff department allotment committee	03	05
57.	Hariyali Mahotsav committee	06	06
58.	Cashbook verification committee	01	07
59.	C M helpline committee	02	03
60.	Flag hoisting committee	04	10
61.	Selection committee for 'Award of Excellence'	02	02
62.	Press, advertisement & media committee	04	04
63.	Specialized laboratory equipment committee	03	02
64.	ID verification committee	01	01
65.	Stationary purchase committee	00	06
66.	Policies revision committee	43	32
67.	Infrastructure- construction & renovation committee	03	06
68.	Campus maintenance committee	03	05
69.	RUSA committee	01	02
70.	WB-MPHEQIP Cell	01	02
71.	SVCGC & Placement Cell	02	02
72.	Youth festival committee	32	18
73.	Literary & cultural activities	15	23
74.	College Chalo Abhiyan committee	04	04

**Table-10c: Institutional data reflecting participation of Female & Male faculties in committees (2019-2020).**

## **6.2 Details of Welfare measures:**

Various welfare measures are initiated at the institutional level for promotion of gender sensitization with special concern for the girls through its various activities, notices and circulars. Faculty as well as the staff proactively assists in implementation of various activities. Following measures are initiated for gender sensitization and promotion of gender equity .

- During the Orientation Programme, freshers are sensitized.
- Legal awareness program to understand gender equality through quiz.

### **a) Safety and Security**

- Surveillance through CCTV cameras and monitored entry of all persons and vehicles.

- Training sessions to impart the skill ability of self-defense conducted regularly on Yoga and Karate by Women Empowerment cell, RCS, NSS and Sports.
- Mahila Shashaktikaran (Women Empowerment) programme are conducted at regular intervals.
- The committee of proctors/mentors consists of both male and female faculties.
- Lady staff members always accompany female students during study tours/college functions and other such activities.

#### **b) Counseling**

- Grievance Redressal Committee is in place for solving of their problems.
- Women Empowerment Cell detail is available on the website and they are available twice a week in the Cell in the designated time. During and Post COVID pandemic, psychological counseling has also been provided.
- Gender equity and equality are also discussed during handling of cross-cutting issues during curriculum delivery.
- Mentors/Proctors are nominated for counselling of both genders.
- SVCGC & Placement cell works for the career related counselling of both genders.
- On-campus availability of Medical facility and Lady Doctor for health-related counselling.

#### **c) Common room and other infrastructure**

- Girls Common Room with all necessary amenities is available.
- Separate washroom for girls and lady staff is available in every block.
- Sanitary pad vending machines and incinerators have been installed.

#### **d) Others**

- e) Awareness programmes, Quiz on health and hygiene issues, women-specific government policies are organized.
- f) Special days dedicated to women icons are celebrated.
- g) Women are also felicitated for their contribution in respective fields.
- h) POCSO act awareness is created in the campus.

## **7. Healthy Practices:**

Annual Gender Sensitization Action Plan is made and implemented every year since 2020-2021. A number of gender sensitization programmes conducted and women-related themes

and topics were taken up for discussion and debates by various departments with cleared timeline and cells and is monitored by IQAC.

Few practices that has been inducted are:

Provision of senior staff/mentor or advisor level/Psychological/career counselling for students which is a continuous process.

- Conduction of regular meetings of Women Empowerment Cell, Internal Complain Committee, Anti-ragging Cell, Student Grievances Redressal Committees, for monitoring gender equality in the Institution.
- Organizing Talks / Workshops / Conferences / Quiz / info talk / Webinar on gender related issues.
- Celebration of International Women's Day and International day of the Girl Child.
- Organize a student awareness program on sexual Harassment Act at work place
- Conduction of awareness programmes, with Indore Police about sexual harassment, cyber security, traffic rules.
- Provision of maternity leave/ child care leave/ special leaves for women staff members as per the existing State Government rules.
- Regular counselling on state Government schemes on Girl Child, about Gaon ki Beti, Pratibha Kiran scholarship & other schemes.
- Regular counselling for health and hygiene of students under "poshan and aahar" programmes.

Gender sensitization is not only creating awareness among girls, but it is equally important to make aware the boys of various societal as well domestic norms, that are regressive and lead to gender biases. The institution as initiated activities such as group discussions, lectures, self-defence activities, workshops, webinars, legal counselling, emotional and psychological counselling in cognizance with various government schemes such as the declarations **C0538 (prevention of atrocities against women)** & **C0566 (self-defence training & guidance for girls)** of honourable Chief Minister of Madhya Pradesh. that deals with prevention of atrocities against women by counselling the male students in eradicating gender biased mental attitude. Because of small family size and moving away from joint families, girls as well as boys do not understand to handle these behavioural issues. Promoting concept of smart girls by making them physically and mentally strong under **Safe City Campaign** is one more activity series, where police officials, legal experts are regularly guiding the girls regarding safeguarding them from gender violence, safe handling of social media platforms and save themselves from social media abuse.

## Gender sensitization activities photo gallery:



**Sexual Harassment Awareness Programme with the help of Indore Police**



**Both the genders equally participating in blood donation camp**



## Organization of Health Awareness camp





## Organization of Blood Donation & Health Awareness camp





## Organization of Health Check-up camp





## Celebrations of International Women's Day









 <p><b>Govt. Holkar (Model, Autonomous) Science College, Indore, M.P [INDIA]</b> Grade "A" Accredited by NAAC</p>		<h2 style="text-align: center;">INVITED SPEAKERS</h2>							
<p style="text-align: center;"><b>Webinar on</b> <b>"Mental Health and Covid 19"</b> Organized by Yuva Red Cross Society and Women Empowerment Cell Date: 21<sup>st</sup> July 2020 Platform: Zoom Meeting App Last date for registration: 19<sup>th</sup> July 2020 till 5.00 PM Link for Registration: <a href="https://forms.gle/FXCNPt9rAtaErEM6">https://forms.gle/FXCNPt9rAtaErEM6</a> Time : 11.30 AM- 2.00 PM e- certificate will be given to registered participants.</p>		<div>  <p><b>Speaker 1 - Dr. Ashok Jain</b> Retired Professor of Psychology Shri Atal Bihari Vajpayee Govt. Arts and Commerce College, Indore <b>Topic: Managing stress during corona crisis</b></p> </div> <div>  <p><b>Speaker 2 - Mr. Sandeep Atre</b> Expert and Founder of Socialgence Founder- Directors of CH EdgeMakers- a leading coaching and Training Centre Indore <b>Topic: Emotional well being during corona crisis</b></p> </div>							
<div>  <p style="text-align: center;"><b>Patron</b> Dr. Suresh T. Silawat Additional Director, Higher Education, Indore Division &amp; Principal</p> </div>		<p style="text-align: center;"><b>Organizing Committee</b></p> <table border="0"> <tr> <td>Dr. Anamika Jain</td> <td>Dr. Pratibha Mujumdar</td> </tr> <tr> <td>Dr. Preeti Chaturvedi</td> <td>Dr. Pramila Kori</td> </tr> <tr> <td>Dr. Tausheeh Abbasi</td> <td>Dr. Seemavati Sisodiya</td> </tr> </table>		Dr. Anamika Jain	Dr. Pratibha Mujumdar	Dr. Preeti Chaturvedi	Dr. Pramila Kori	Dr. Tausheeh Abbasi	Dr. Seemavati Sisodiya
Dr. Anamika Jain	Dr. Pratibha Mujumdar								
Dr. Preeti Chaturvedi	Dr. Pramila Kori								
Dr. Tausheeh Abbasi	Dr. Seemavati Sisodiya								
<div> <p style="text-align: center;"><b>Co-ordinator</b> Dr. Poonam Bhatnagar Women Empowerment Cell</p> </div>		<div> <p style="text-align: center;"><b>Convener</b> Dr. Angurbala Bafna Yuva red Cross Society</p> </div>							
		<p><b>Technical Support</b></p> <p>Dr. Netram Kaurav Prof. Tasneem Rangwala Prof. Sheetal Uikay</p>							



**Organization of Health awareness camp**





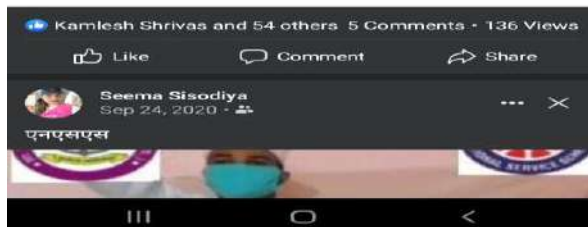
Self-Defence Training 2019-2020



Road safety campaign 2019-2020



Food adulteration rally 2019-2020



International Yoga Day 2020-2021





**International Women's Day 2020-21**



**Constitution of India and the united nation convention on child Rights 20-21**





**Mata Ahilya Utsav 2021-2022**



**Poshan-Aahar Abhiyaan** for nutritional status of Children from 0-6 years, Adolescent Girls, Pregnant Women and Lactating Mothers.



**Equal participation by both the genders in blood donation activity 2021-2022**



**Emotional and psychological online counseling by Dr. Ashok Jain (Safe City Programme) 2021-2022**





**Equal participation by both the genders in clean India campaign 2021-2022**



**Fitness Activities for Girls 2022**



**Discussion session with Social activist Ms. Mala Singh Thakur on Gender Bias ( Smart City programme) 2022**





Shot on OnePlus  
By Deepak

कुमार श्री वदीराज कुलकर्णी और श्री दोनों आयोजनों के लिए

## छात्रों में छात्राओं के प्रति संवेदनहीनता का प्रमुख कारण एकल परिवार

वही इस हो पाया शीघ्र ही ही किया यक्ष एवं वा पत्र ह किया

ना वेगा

दूर सभ 11 दिवस 0. बजे 10 मं गोष्ठी गया है. नेता और

इन्दौर। शासकीय होलकर विज्ञान महाविद्यालय में समूह कार्डसलिंग का आयोजन किया गया। जिसमें छात्रों को छात्राओं के प्रति किस तरह का व्यवहार करना चाहिए समूह बनाकर परिचर्चा की गई। परिचर्चा के दौरान एकल परिवार में एक या दो बच्चे होते हैं और अक्सर एक लड़का/लड़की या दोनों ही लड़के/लड़की होते हैं। अतः लड़के यह नहीं सिख पाते हैं कि उनका लड़कीयों के प्रति आचरण उचित है या नहीं, इसकी शिक्षा अक्सर उनके घर पर नहीं मिल पाती अतः यह अति आवश्यक है कि उनके लिए इस तरह कि कार्डसलिंग कार्यक्रम महाविद्यालय में किये जाये। कार्यक्रम के संस्कार प्राचार्य डॉ. सुरेश टी. सिलावट ने भी छात्र-छात्राओं का मार्गदर्शन किया।

## दत्त जयंती पर चलेगा वस्त्र

इंदौर। संस्था मातृभूमि सुखलिया स्थित सुखे महादेव मंदिर में दत्त जयंती के पावन अवसर पर 1 और जरूरतमंदों के नि सेवा कार्य आयोजित है

सेवा कार्य की श्रृंख जस्तमंदों को भोजन करवा कंबलों का वितरण भी कर संस्था मातृभूमि अध्यक्ष सुर वालिया एवं आ

### Group discussion activity under Govt. C0538 declaration activity (2021-2022)

Meet - ihq-xibg-xpu

meet.google.com/ihq-xibg-xpu?ip=1&authuser=0

Dr. Prem Chand is presenting

## Representation of Women in Higher Education

AISHE (All India Survey on Higher Education) 2019-20

- Women in India now hold a 49% share in total enrolment in higher education.
- At all the national-level, there has been an upsurge of 18% in female enrolment in higher education from 2015 to 2019.
- Enrolment of Muslim Women has increased 40% more women have enrolled in higher education in 2019-20 as compared to 2015-16.
- ST women increased their enrollment by 38% and OBC women by 30%.

11-01-2022 Dr. Prem Chand, NLU Delhi

1:14 PM | ihq-xibg-xpu

Dr. Prem Chand, NLU Delhi

Office blockchain... Anjali Kumar mahima dongre Mayuri Jhade AKANKSHA SHUK... Aparna soni Yogita Pardoshi 155 others You

### Webinar by Dr. Prem chand (National Law University) under Govt. C0566 declaration activity (2021-2022)

6pm e-paper www.6pmnews.com

इंदौर/उज्जैन

रा. खेलकर विज्ञान महाविद्यालय, इन्दौर (मध्य)

## महिला उत्पीड़न के न्याय हेतु एक निश्चित समयावधि में शिकायत

6pm इंदौर। दर्ज कतना आवश्यक माननीय मुख्यमंत्री जी की घोषणा कमांक C0566 के तहत आयोजित छात्राओं एवं महिलाओं के आत्मरक्षण हेतु कार्डसलिंग का आयोजन रा. होलकर विज्ञान महाविद्यालय में किया गया जिसके वक्ता ज्योति शर्मा, महिला धाना प्रभारी फलारिया इन्दौर एवं डॉ. प्रेम चौध, नेशनल लॉ यूनिवर्सिटी दिल्ली थे। इस कार्यक्रम के मार्गदर्शक एवं प्रेरणा स्रोत डॉ. सुरेश टी. सिलावट, अतिरिक्त संचालक उच्च शिक्षा इन्दौर संघाण एवं प्राचार्य ने अपने उद्बोधन में माननीय मुख्यमंत्री जी की घोषणा के तहत महिलाओं और छात्राओं पर होने वाले विभिन्न तरीकों के अपराधों के लिए इस तरह की कार्डसलिंग का आयोजन करके मध्यप्रदेश सरकार प्रदेश में महिलाओं पर होने वाले अपराधों और लैंगिक उत्पीड़न पर अंकुश लगा पायेगी। कार्यक्रम का संचालन माननीय मुख्यमंत्री जी की घोषणा क्रमांक C0566 की प्रभारी डॉ. अमरपाला बाफना ने किया और बताया कि महिलाओं को उनके साथ होने वाले अपराधों, अत्याचारों, लैंगिक उत्पीड़न से बचाना है तो उन्हें शारीरिक एवं मानसिक रूप से सतर्क होना होगा। अतः समय-समय पर कानूनी सलाह और स्वयं की रक्षा का प्रशिक्षण देकर ही उन्हें दुष्ट निर्झरि और दुष्ट संकल्पों बचाया जा सकता है। कार्यक्रम के काउन्सलर प्रो. डॉ. प्रेम चौध, नेशनल लॉ यूनिवर्सिटी दिल्ली ने छात्रों एवं पुरुषों के कौन-कौन से कृत्य लैंगिक उत्पीड़न में आते हैं कि विस्तृत जानकारी दी। साथ ही कार्यक्रम का धरेलु हिंस की शिकायत कैसे और कब कर सकती है और उसकी शिकायत पर कितने दिनों में कार्यवाही पूर्ण की जानी चाहिए के विभिन्न संकेतन की जानकारी देते हुए बताया कि महिलाओं और छात्राओं को दुर्घटना/असत्य शिकायत नहीं करनी चाहिए नही तो उन्हें भी अपराधी माना जावेगा। उन्होंने बताया कि भारत में अब उच्च शिक्षा में कुल नामांकन में महिलाओं की हिस्सेदारी 49% है। भारतीय संविधान के अनुच्छेद 14, 15, 17 और 21 प्रत्येक नागरिक को मौलिक अधिकार प्रदान करते हैं। इन कानूनी उपकरणों का इस्तेमाल लैंगिक उत्पीड़न के मामलों में आवश्यक के रूप में किया जा सकता है। यदि कोई घटना शिक्षा संस्थानों में होती है तो वह 30 दिनों के भीतर शिकायत कर सकती है इसी तारतम्य में सुश्री ज्योति शर्मा, महिला धाना प्रभारी फलारिया इन्दौर ने महत्वपूर्ण जानकारी देते हुए सभी छात्राओं और महिला शिक्षकों को सावधान रहने और हिम्मत बरतने को कहा उन्होंने आश्वासन दिया कि अपने क्षेत्र की सभी महिलाओं को एक सुरक्षित वातावरण प्रदान करना उनकी प्राथमिकता है। उन्होंने प्रतिभागियों को बताया कि हर दैनिक काल पर टीक से ध्यान दिया जाता है। उन्होंने महिलाओं एवं छात्राओं को सौशल नेटवर्किंग सफ्टवेयर को सावधानी पूर्वक उपयोग करने की भी सलाह दी, वाटरसेप हुए या फेसबुक में इस प्रकार की सेटिंग रखें की कोई भी व्यक्ति आपको बिना अनुमति के किसी रूप में जोड़ ना कर सके। साथ ही छात्राओं को समझाया सुनी, छात्राओं को बताया कि हमारे साथ दैनिक महिलाओं के जीवन अक्सर छेड़छाड़ की शिकायत होती है ऐसी स्थिति में आपने बताया कि बिना डरे आपकी महिला धाने में रिपोर्ट करवाना जरूरी होता है तभी आपकी पर कार्यवाही की जा सकती है। कार्यक्रम में अतिथि परिचय प्रो. भावना चौधरी ने दिया। तकनीकी सपोर्ट प्रो. सौतल ज्ये, सदीप पटेल तथा आभार प्रो. दीपक चौधरी ने माना। समिति सदस्य डॉ. पुनम भटनागर, डॉ. प्रमिता साहू, डॉ. रचना दुबे, डॉ. रमेशवती शिसोदिया, डॉ. प्रतिभा मनुमयार डॉ. अंजलि कुमार, डॉ. किरण सिलोले ने आयोजन को सफल बनाने में सहयोग प्रदान किया।



## छात्राओं व महिलाओं को दिया आत्मरक्षा का प्रशिक्षण

इंदौर। होल्कर साइंस कॉलेज में छात्राओं और महिलाओं के लिए आत्मरक्षा प्रशिक्षण काउंसलिंग का आयोजन बुधवार को किया गया। वक्ता क्लेर डामोर थाना निरीक्षक महिला अपराध प्रकोष्ठ व सुचिता पाण्डे वैज्ञानिक अधिकारी पुलिस प्रशिक्षण महाविद्यालय, इंदौर थे। कार्यक्रम में 261 से अधिक छात्राएं उपस्थित हुईं। संचालन डॉ. अंगूरबाला बाफना ने किया। आभार डॉ. किरण सिताले ने व्यक्त किया। कार्यक्रम का संचालन डॉ. पूनम भटनागर, डॉ. रचना दुबे, डॉ. प्रतिभा मजूमदार, डॉ. भावना चौरसिया ने किया। प्रशिक्षण में विभिन्न प्रकार की धाराओं अन्य हेल्पलाइन नंबर और एक्ट आदि के साथ लिंग निर्धारण, दहेज प्रताड़ना, बलात्कार और पीड़िता को न्याय कैसे मिले, घटना स्थल पर साक्ष्यों का वैज्ञानिक तरीकों से निरीक्षण कैसे किया जाए इस संबंध में जानकारी देकर जागरूक किया।

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## होल्कर कालेज में जूडो एवं सेल्फ डिफेंस प्रशिक्षण शिविर सम्पन्न

इंदौर।

महाविद्यालय के एनएसएस विभाग एवं क्रीड़ा विभाग के संयुक्त तत्वावधान में छात्राओं के लिए 7 दिवसीय जूडो एवं सेल्फ डिफेंस का प्रशिक्षण शिविर जयवीरसिंह भदौरिया अतिरिक्त पुलिस अधीक्षक के मुख्य आतिथ्य एवं डा. सुरेश टी. सिलावट, अतिरिक्त संचालक एवं प्राचार्य शासकीय होल्कर विज्ञान महाविद्यालय की अध्यक्षता में शुभारंभ किया गया।

इस दौरान शिविर शुभारंभ में प्रो. आर.सी. दीक्षित प्रशासनिक अधिकारी, प्रो. जी.डी. गुप्ता उपप्राचार्य डा. सपन जाट क्रीड़ा अधिकारी, डा. विपुल कीर्ति, डा. विवेक रैच, डा. रजनीश



जैन, डा. अंगूरबाला बाफना, डा. पूनम भटनागर, डा. स्वर्णा तनवानी, डा. अनामिका जैन उपस्थित थे। मुख्य अतिथि एवं अध्यक्ष को स्मृति चिन्ह प्रदान किया गया।

अधिकारी क्रिश्चियन कालेज द्वारा दिया जा रहा है। 70 से ज्यादा छात्राएं इस प्रशिक्षण से लाभान्वित होगी। कार्यक्रम का संचालन एनएसएस अधिकारी डा. सीमावती सिसौदिया द्वारा किया गया एवं आभार डा. अनुपम शर्मा विभागाध्यक्ष, क्रीड़ा विभाग द्वारा किया गया।

Self defence training to girls and women 2021-2022

## योग का शाब्दिक अर्थ है जोड़ : डॉ. शर्मा



मध्य स्वदेश संवाददाता ■ भोपाल/इंदौर

शासकीय होल्कर स्वराशी महाविद्यालय इंदौर में ध्यान एवं योग शिविर का समापन हुआ। मुख्य अतिथि के रूप में उपस्थित शिक्षक प्रकोष्ठ के प्रदेश संयोजक डॉ. नितेश शर्मा ने योग के महत्व

जोड़, प्रारंभिक भगवान हिरण्यगर्भ को योग का संस्थापक माना जाता है, जो परमात्मा है अर्थात् योग के सूत्र धार स्वयं परमात्मा है। प्रामाणिक ग्रंथ की बात करें तो योग वशिष्ठ में योग के माध्यम से वशिष्ठ जी ने हम को इस जीवन और परलोक को

शास्त्र में प्रणीत करने का श्रेय परमजिज्ञ को जाता है, जिन्होंने 4 पाद या चरण में 195 सूत्र दिए। योग के माध्यम से न केवल शारीरिक बल्कि मानसिक बाधाओं को दूर किया जाता है। भारत की इस विधा को लंबे समय से उपेक्षित रखा गया, क्योंकि इसके माध्यम से भारत विश्व गुरु बन सकता था पर भारत के प्रधानमंत्री नरेंद्र मोदी के अथक प्रयास से संपूर्ण विश्व ने योग को माना और 21 जून को अंतरराष्ट्रीय योग दिवस के रूप में 191 देशों में मनाया गया। यह भारत माता के विश्व गुरु बनने का पहला चरण था, अष्टांग योग में यम नियम आसन प्राणायाम प्रतिहार धारणा ध्यान समाधि आठ चरण हैं। अध्यक्षता महाविद्यालय के प्राचार्य एवं अतिरिक्त संचालक उच्च शिक्षा सुरेश सिलावट ने की। विशिष्ट अतिथि के रूप में अतिरिक्त पुलिस अधीक्षक जयवीर भदौरिया

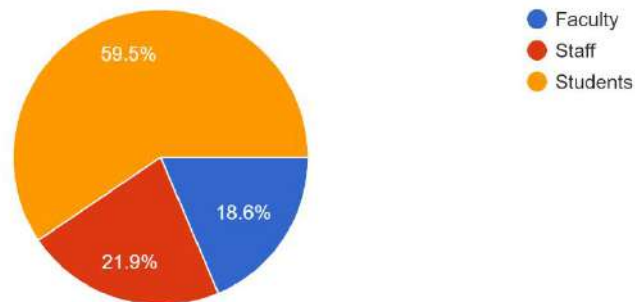
Yoga training for mental and physical wellness 2021-2022

## Questionnaire & Analysis for Gender Audit:

A set of 25 questions were floated with the help of a google form. Following 1118 responses were obtained for analysis.

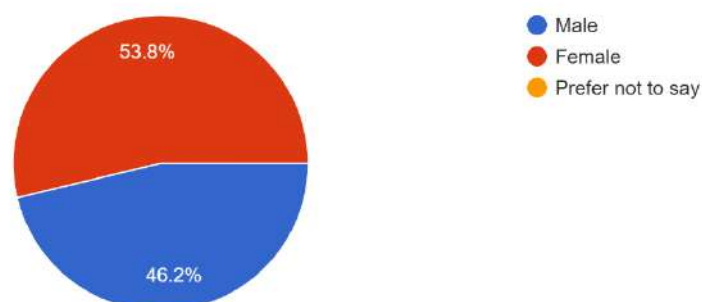
Category

1,118 responses



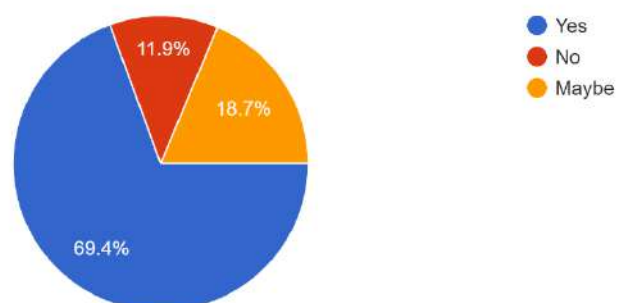
Gender

1,118 responses

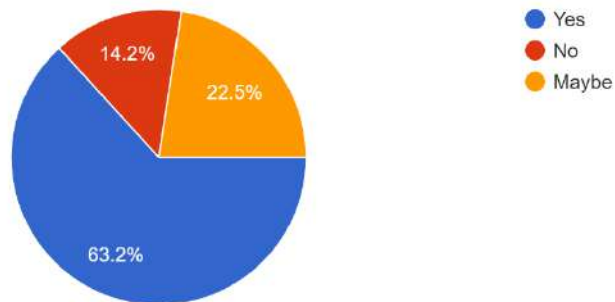


1. Does the Institution has a Gender Sensitization and Women Empowerment Policy ? क्या आपके संस्था के पास लैंगिक संवेदीकरण और महिला सशक्तिकरण पॉलिसी है?

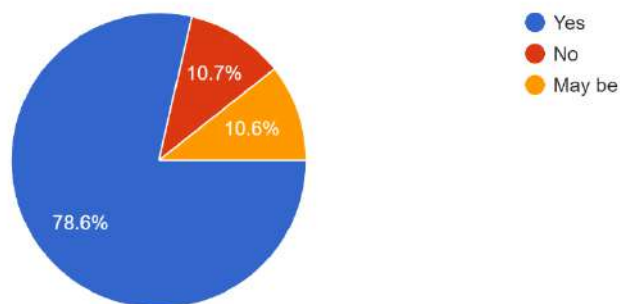
1,118 responses



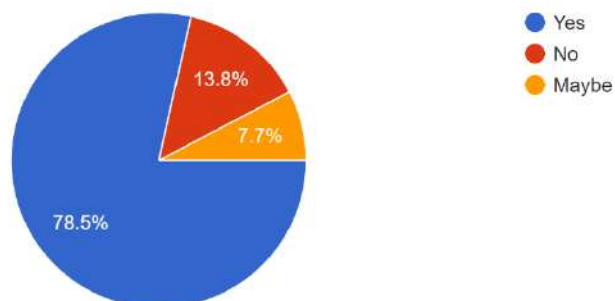
2. Whether this policy is available on the website? क्या यह पॉलिसी आपके वेबसाइट पर उपलब्ध है?  
1,118 responses



3. Whether there is an Internal Complaints committee in the Institution? क्या संस्थान में आंतरिक शिकायत निवारण प्रकोष्ठ है ?  
1,118 responses

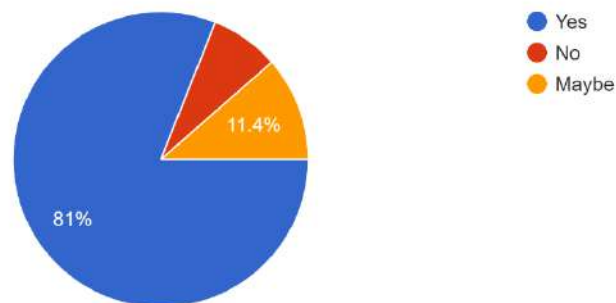


4. Are you aware that there is written down procedure for handling such complaints? क्या आप जानते हैं कि ऐसी शिकायतों को सुलझाने के लिए एक लिखित प्रक्रिया है?  
1,118 responses



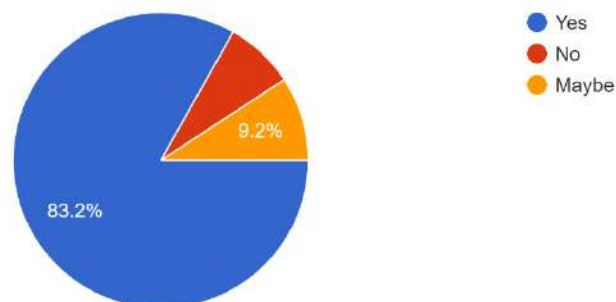
5. Is it easy to approach the committee for complaint redressal? क्या महाविद्यालय के शिकायत निवारण के लिए सम्बंधित प्रकोष्ठ से संपर्क करना सुगम है?

1,118 responses



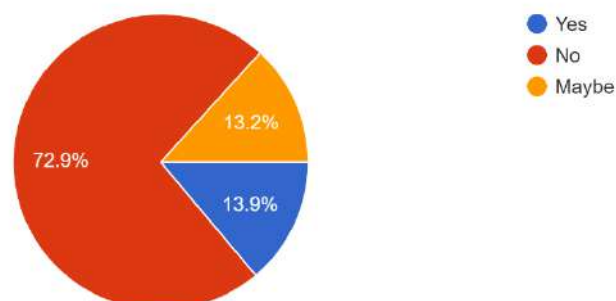
6. Whether Induction/ Orientation Programmes are conducted to explain the policies and methods? क्या नीतियों एवं प्रक्रियाओं को समझाने के लिए इंडक्शन/ओरिएंटेशन प्रोग्राम आयोजित किए जाते हैं?

1,118 responses



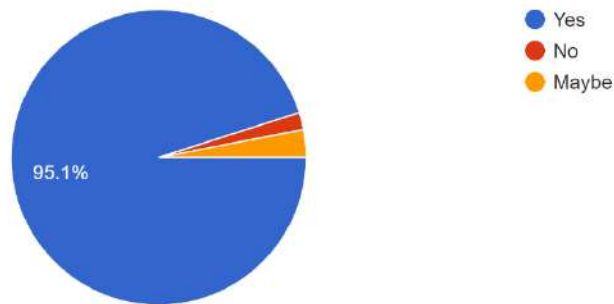
7. Whether you or anyone else, whom you know has lodged a complaint on related issues ? क्या आपने या किसी और ने, जिन्हें आप जानते हैं, संबंधित मुद्दों पर शिकायत दर्ज कराई है?

1,118 responses



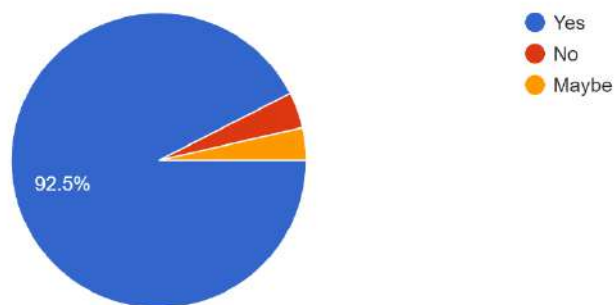
8. Whether your campus has a CCTV surveillance Mechanism? क्या आपके परिसर में सीसीटीवी निगरानी तंत्र है?

1,118 responses



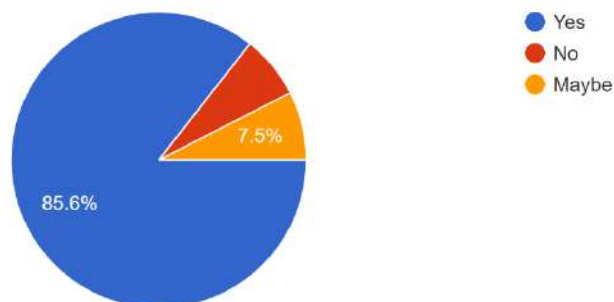
9. Whether sufficient no. of security guards is available in the campus? क्या आपके परिसर में पर्याप्त संख्या में सुरक्षा गार्ड उपलब्ध हैं?

1,118 responses



10. Whether helpline numbers related to grievance, ragging, discipline are clearly displayed in various places in the campus? क्या परिसर के विभिन्न स्थानों...संन से संबंधित हेल्पलाइन नंबर स्पष्ट रूप से प्रदर्शित हैं?

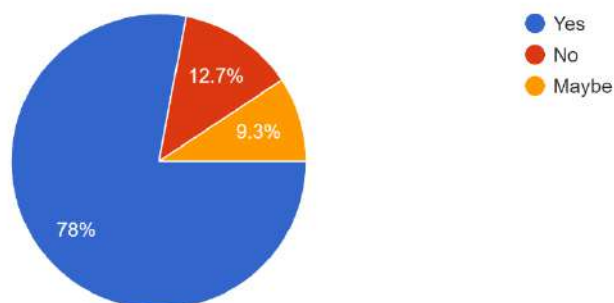
1,118 responses





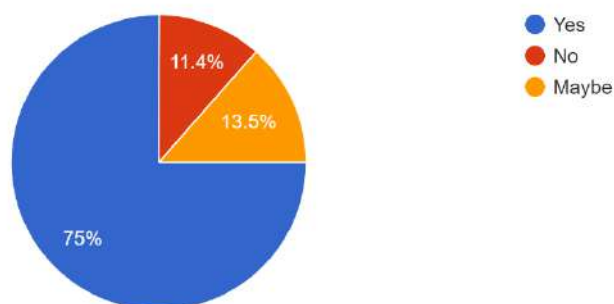
11. Whether there is provision of suggestion or complaint box in various places in the campus? क्या परिसर में विभिन्न स्थानों पर सुझाव या शिकायत पेटी का प्रावधान है?

1,118 responses



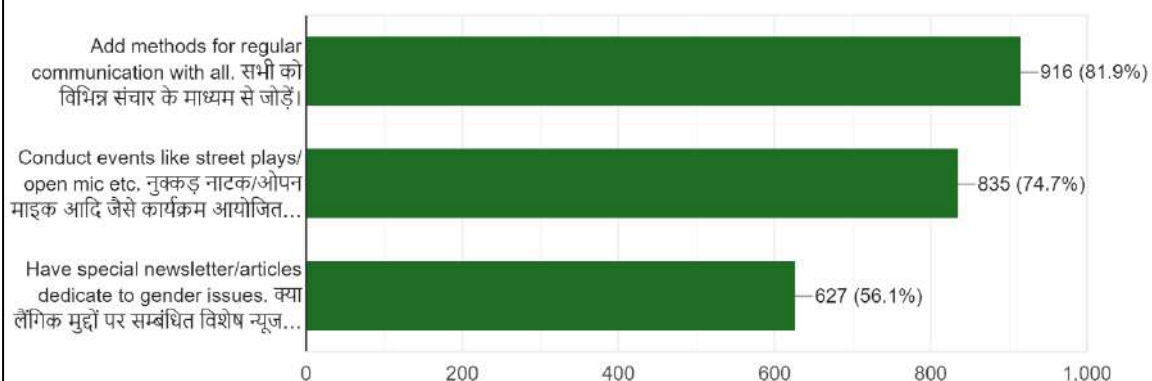
12. Whether lecture/seminar/ workshops/ webinars are conducted on gender related subjects? क्या जेंडर संबंधी विषयों पर व्याख्यान/संगोष्ठी/कार्यशालाएं/वेबिनार आयोजित किए जाते हैं?

1,118 responses



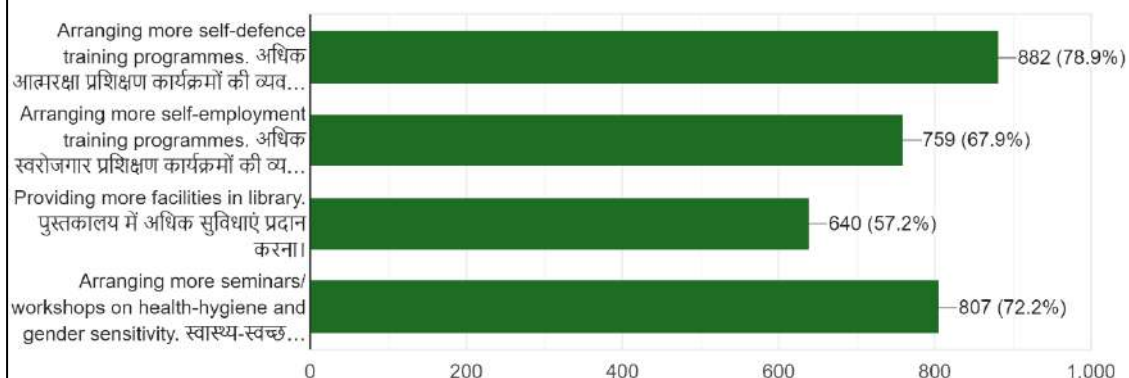
13. Which suggestion will be better for increasing awareness of gender sensitivity among teaching /non-teaching faculties and students ? (Can choose ... सुझाव बेहतर होगा ? (एक से अधिक विकल्प चुन सकते हैं)

1,118 responses



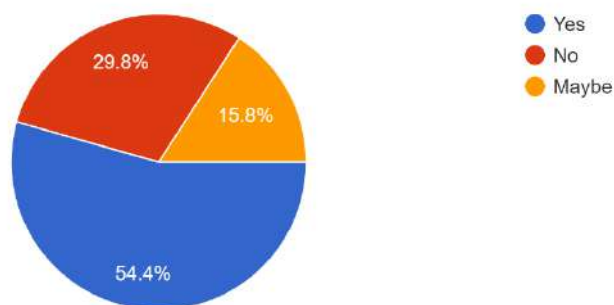
14. Do you have any other suggestion for enhancing measures for better gender sensitivity, equity and equality? (Can choose more than one option? बेहत...ुझाव कौन से हैं ? ( एक से अधिक विकल्प चुन सकते हैं)

1,118 responses



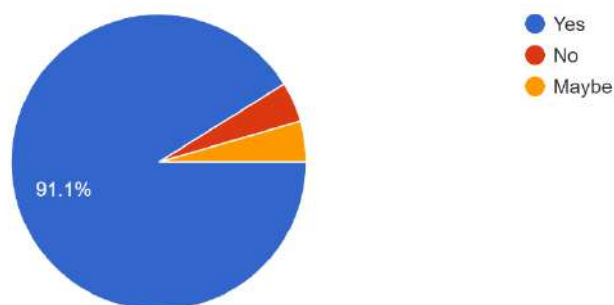
15. Are you aware of any report or article published by the institute covering gender specific issues? क्या आपके संस्थान में लैंगिक विशिष्ट मुद्दों पर प्रकाशित किया गए किसी रिपोर्ट या लेख से आप अवगत हैं?

1,118 responses



16. Do you think that access to campus facilities such as laboratories, library or administrative officer is gender neutral and everyone has the same right? नहीं किया जाता है एवं सभी को समान अधिकार प्राप्त हैं?

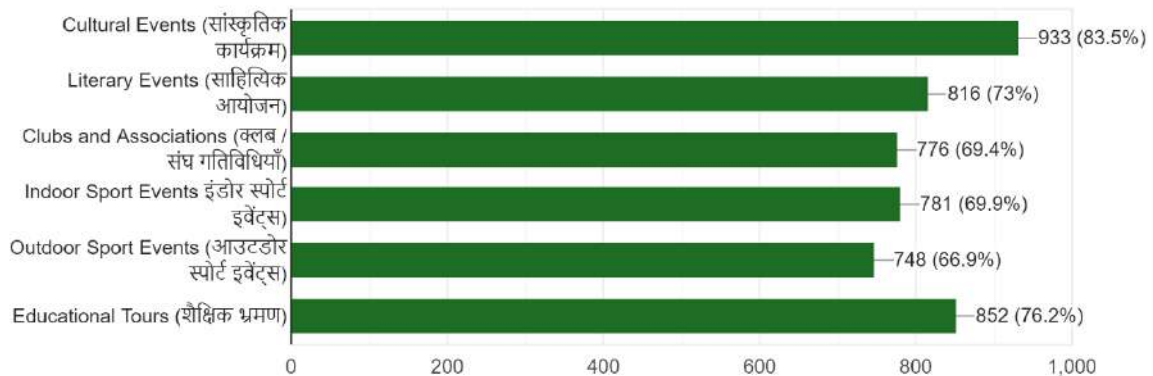
1,118 responses





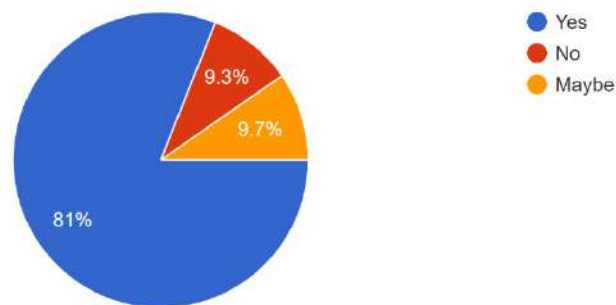
17. Do you think Participation in the undermentioned events is free from gender-bias? क्या आपको लगता है कि निम्नलिखित आयोजनों में भागीदारी लैंगिक भेदभाव से मुक्त है?

1,118 responses



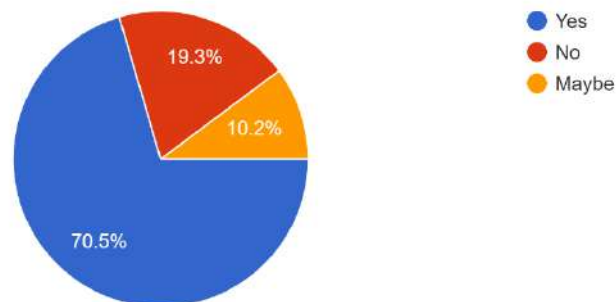
18. Do you think, GIRLS COMMON ROOMS and WASHROOMS maintain adequate privacy, facilities and hygiene? क्या आपको लगता है कि कॉमन रूम और वॉशरूम ...प्त प्रायवेसी, सुविधाएं और स्वच्छता की व्यवस्था है ?

1,118 responses

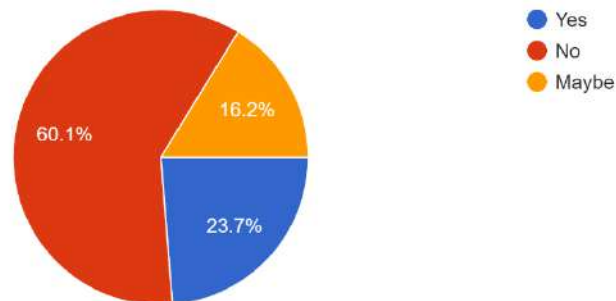


19. Are you aware of presence of sanitary vending machine in the girl's common room (specially disposal of sanitary napkins)? क्या आप लड़कियों के कॉमन रूम में सैनिटरी नैपकिन के निपटान की उपस्थिति से अवगत हैं?

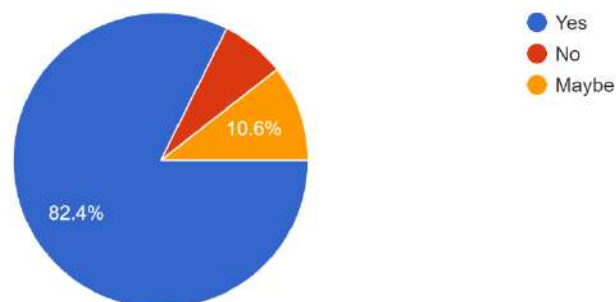
1,118 responses



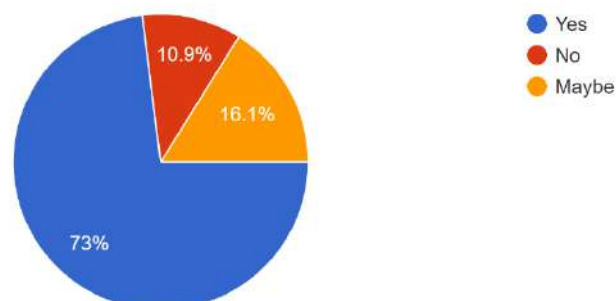
20. Do you think, any obstacle persists at institutional level in handling gender sensitivity related issues ? क्या आपको लगता है कि जेंडर संवेदनशीलता संबंधी मुद्दों से निपटने में संस्थागत स्तर पर कोई बाधा बनी हुई है?  
1,118 responses



21. On an overall basis, are you satisfied with gender related policies, facilities and handling of the issues by the institution ? समग्र आधार पर, क्या आप संस्थान ...विधाओं और मुद्दों से सम्बंधित कार्यवाहियों से संतुष्ट हैं?  
1,118 responses

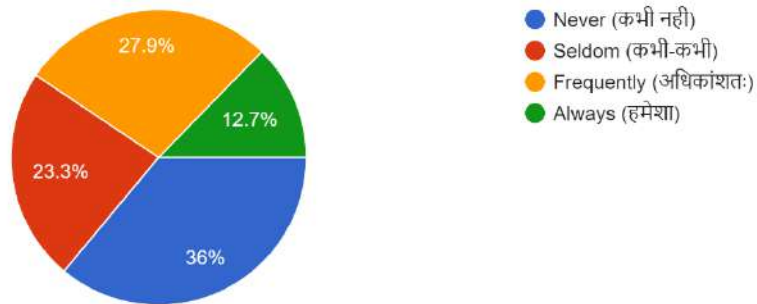


22. Are gender issues taken seriously and openly discussed by men and women equally in the institution? क्या संस्थान में लैंगिक मुद्दों को गंभीरता से ल... महिलाओं द्वारा समान रूप से खुले तौर पर चर्चा की जाती है?  
1,118 responses



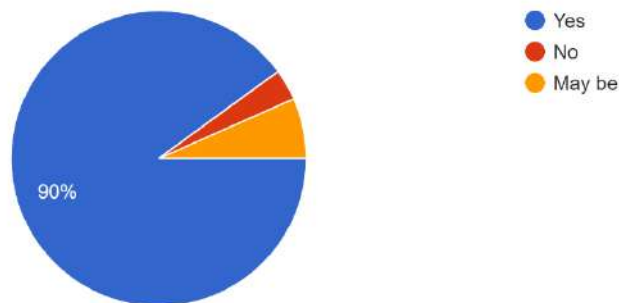
23. Is gender-stereotyping challenged by individual staff members in your institution? क्या आपके संस्थान में व्यक्तिगत स्टाफ सदस्यों द्वारा लैंगिक -रूढ़िवादिता को चुनौती दी गई है?

1,118 responses



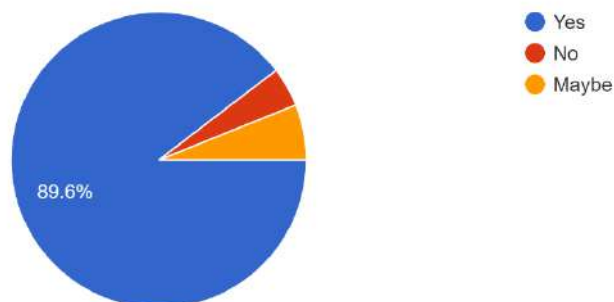
24. Does the institution promote teamwork, involving men and women as equal partners? क्या संस्था ऐसे टीमवर्क को प्रोत्साहित करती है, जिसमें पुरुषों और महिलाओं को समान भागीदार के रूप में शामिल किया जाता है?

1,118 responses



25. If you observe any violation of gender sensitivity in the campus, will you take its cognizance and report it to the designated gender cell? यदि आप कैंपस में ...ेंगे और निर्दिष्ट लैंगिक प्रकोष्ठ को इसकी रिपोर्ट करेंगे ?

1,118 responses



## Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in Govt. Holkar (Model, Autonomous) Science College, Indore. The audit involved a review of policies and procedures, data analysis, and input from stakeholders including students, faculty, and staff. The findings of the audit indicate that while the college has made progress in promoting gender equity, there are still areas where improvement is needed.

- 1. Policies and Procedures:** The institution has policies and procedures in place to address gender equity issues. The policies are revised and accordingly amendment is done. In the preceding three years, no sexual harassment issues has been raised, which shows robust monitoring in the campus. To promote tolerance, harmony and women's empowerment Govt. (Auto.) Holkar Science College, Indore pays great attention towards gender equity and gender sensitization. College always ensures equal concern for every student specially girls in the institution in all its notices and curricular, through its proactive faculty, staff and student through implementation of Annual Gender Sensitization Action Plan.
- 2. Curriculum:** The survey found out that the designed curriculum is gender-neutral. But, a lack of diversity in course content and materials related to gender issues was noticed.
- 3. Student Experiences:** The survey found out that being a co-educational institution, it has gender balance in the admission intake. Though there are two government girls college, in the city, but it is appreciable that good number of girls prefers admission in this institution. Female students as well as male students are provided with equal opportunities in academic and extracurricular activities. No gender-biased issues are observed. The whole campus is under tight CCTV surveillance. Adequate and good quality common room facilities are provided to the girl students.
- 4. Faculty and Staff:** The survey found that the institution has policies and practices in place to promote gender-equality among faculty and staff including equal pay and non-discriminating policies. All the faculty and staff are recruited as per the govt. norms. Career advancement procedures are also followed as per the govt. norms. No gender-based barriers are observed during the recruitment of Janbhagidari Guest faculty, visiting faculty and staff. It is also done solely based on merit.
- 5. Facilities and Infrastructure:** The survey found that the institution has sufficient facilities available on campus. A Day-care facility exists in the campus to take care of the small kids with their working parent.
- 6. Campus Safety provisions:** The institution has well drafted policy and procedures in place to address safety, security, gender-based violence and harassment, but there is a need for more awareness of these policies and procedures. However, the survey identified that some students and staff are not aware of the process of reporting incidents on gender-based violence and harassment.

## Summary & Recommendations:

- 1. Policies and Procedures:** The institution should review and update its policies and procedures to ensure that they are effective in addressing gender equity in a broader aspect. It is appreciable that college maintains zero tolerance towards sexual harassment and no such untoward incident has been observed in the campus.
- 2. Curriculum:** The institution should review its curriculum to ensure that it includes a diverse range of perspectives, inclusive of gender issues. It is recommended to include outreach activities related to gender issues with societal background. Also, it is recommended, that meritorious women from various works of life be invited in the college for interactions. The library should also add biographies of renowned women from various fields to encourage girls for a better and respectable future.
- 3. Student Experiences:** The institution has increased its efforts to promote the safety of all students on campus, such as lighting in all the areas of campus, monitoring through CCTV surveillance, Suggestion and grievance box at every building, a proper mechanism for reporting and responding to gender-based violence and harassment. But students need to be more sensitized regarding gender biases and acquainted with policies and procedures through various mechanisms. A special focus on financial and legal empowerment needs to be addressed.
- 4. Faculty and Staff:** The institution has a balanced gender ratio and the institution implements its policies to create better work-culture for faculty and staff.
- 5. Facilities and Infrastructure:** The institution should increase the availability of girls common room in different buildings in campus and take steps to improve the safety of female students in certain areas of campus.
- 6. Campus Safety provisions:** The institution should increase awareness programmes of its policies and procedures for addressing gender- based violence and harassment. This may include offering training to students and staff on the reporting and response process.

## Conclusion

In conclusion, the findings of this gender audit demonstrate that Govt. Holkar (Model Autonomous) Science College, Indore maintains good Gender balance. It also identified the areas, where there is a need for continued efforts to promote gender equity and equality.

The institution should regularly upgrade its policies, practices, facilities and, focus on implementing strategies with recommended changes and monitor and evaluate the progress over time. Thus, the institution can promote a more safer and equitable environment and create a more inclusive and diverse environment that promotes a holistic excellence for its faculty, staff and students.

**“Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone’s responsibility.”**

**— Ban Ki-moon**