



SARIYA COLLEGE, SURIYA

Registered Under 2(f) & 12(B) UGC Act. | ISO 21001:2018 Certified

Po: Suriya, Dist: Giridih, Jharkhand, India, PIN - 825320, Accredited with Grade 'C' by NAAC CGPA 1.96
(Permanently affiliated to Vinoba Bhave University, Hazaribagh)

(Run under Suriya Mahavidyalya Shikshan Vikas Samiti, Society Registration Act 1860)



Gender Audit Report

2023-24

GENDER AUDIT REPORT

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SARIYA COLLEGE

SURIYA, GIRIDIH

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Gender Audit

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO)

A gender audit is a management and planning tool that assesses how successfully an organisation integrates a gender perspective into its work and how gender-responsive its culture is. The goal of the audit's outcome is to help the company become more gender-responsive. This type of impact evaluation also evaluates how interventions affect women's empowerment and gender equality. ILO (2012) has laid out following objectives for conducting gender audit in an institution:

- Generate understanding of the extent to which gender mainstreaming has been internalized and acted upon by staff;
- Assess the extent of gender mainstreaming in terms of the development and delivery of gender-sensitive products and services;
- Identify and share information on mechanisms, practices and attitudes that have made a positive contribution to mainstreaming gender in an organization;
- Assess the level of resources allocated and spent on gender mainstreaming and gender activities;
- Examine the extent to which human resources policies are gender-sensitive;
- Examine the staff gender balance at different levels of an organization;
- Set up the initial baseline of performance on gender mainstreaming in an organization with a view to introducing an ongoing process of benchmarking to measure progress in promoting gender equality;
- Measure progress in implementing action plans on gender mainstreaming and recommend revisions as needed; and
- Identify room for improvement and suggest possible strategies to better implement the action plan.

Sariya college consider gender audit as an essential part of promoting gender equality and women empowerment as it helps in crafting and responding to the specific needs and shortcomings leading to opening up more hospitable avenues for women in the institutions. The college is committed to

equity and equality of opportunity and striving to achieve it with earnest effort. Due to its location being in a rural setting, College has an even greater responsibility to achieve gender equity in the institute. In this regard an audit committee has been constituted with following five members:

Chairperson – Dr. Santosh K. Lal, Principal, Sariya College

External Member – Ms. Monila Jain

Internal Faculty Members – Mr. Rabindra K. Mishra

Dr. Sweta

Ms. Chayra Nisha Aind

A brief profile of the Institution

Sariya College is situated in a rural setting in Suriya block of Giridih district in the state of Jharkhand. Founded in 1984, the institute holds a crucial position in the area providing higher education to the local youth especially weaker and marginalized sections of the society. Since the beginning, the institute has been fully co-educational which has provided academic support to the girls and boys not only from Sariya but also from adjoining rural areas and adjacent states.

Sariya college initially began functioning only with 14 students in the Arts and Commerce Stream with a very few teaching staffs. In the initial phase, the then State government and Ranchi University provided temporary affiliation in Faculties of Arts and Commerce from the session 1984-85 for graduation level studies. Currently the college is permanently affiliated to Vinoba Bhave University, Hazaribagh that was granted from the session 2011-12 in the Faculty of Commerce Honours & General level and Faculty of Arts in General level. Science stream has also begun from 2023-27. The College offers full-fledged Four years Undergraduate Programme degree courses namely B.A. (English, Economics, Geography, Hindi, History, Khortha, Political Science, Philosophy, Sanskrit, Sociology and Urdu), B.Sc. (Botany, Mathematics, Physics, Zoology) and B.Com.

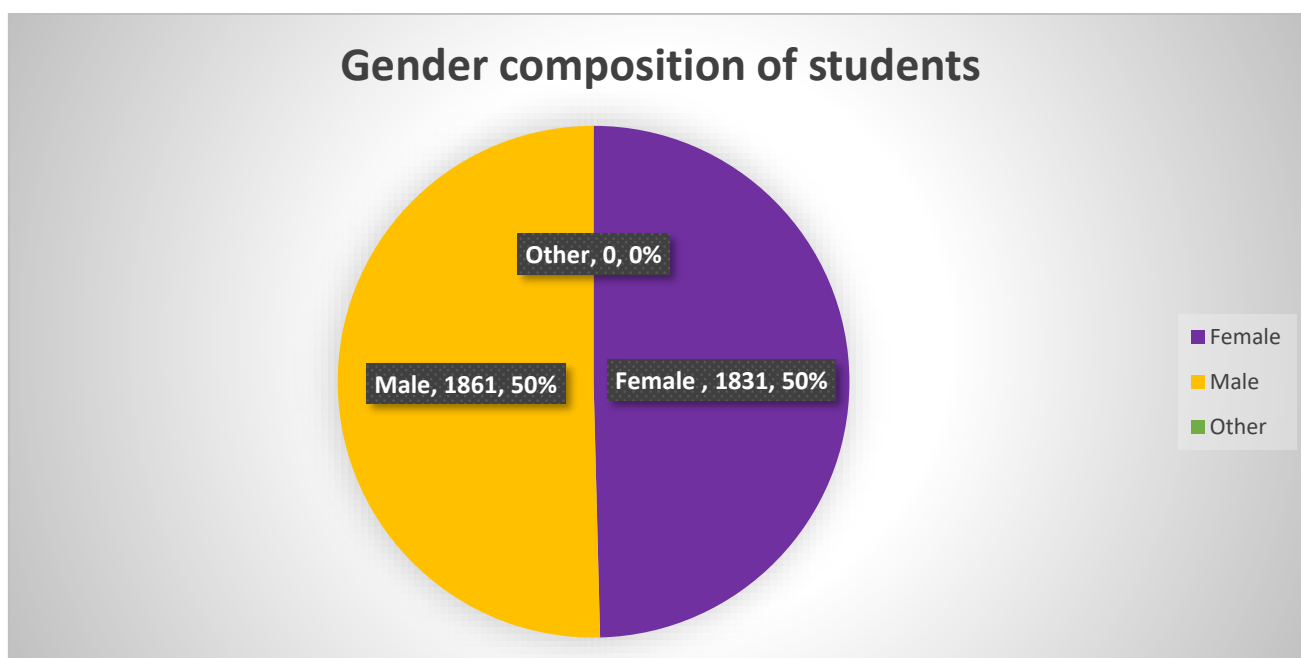
Sariya college is registered under society Act 1860 and it is also registered under section 2(f) and 12(B) of UGC of Govt. of India. The institute has also been accredited from NAAC under RAF (Revised accredited framework) and along with certification from ISO. The college is governed by a Governing Body constituted of seven members which has Principal as an ex-officio member along with a teacher representative from the college.

The college has earned the reputation of being one of the leading multi-disciplinary institutions in a very short span of time, on of the basis of academic and extra-curricular activities at university. Sariya college keeps striving towards the vision that it would pursue excellence and provide higher education to the people of this rural and economically deprived section. The college sensitizes its students on gender and environmental issues through its curriculum celebrating national and international days organizing awareness/ through seminars, symposium, drama, quiz competition etc.

Profile of gender composition

Students

The college has been a coeducational institution from its founding. Due to its location being in a rural area, the institute has been instrumental for several female students who are willing to pursue higher education but constrained by their socio-economic circumstances to move out for further studies. Sariya college has consistently facilitated to increase the representation of the female students in the college. Currently the number of students enrolled in the institute is 3692 which includes the batches of 2020 – 2023, 2021 – 2024 and 2022 – 2026 wherein the number of female students is 1831 and that of male is 1861.

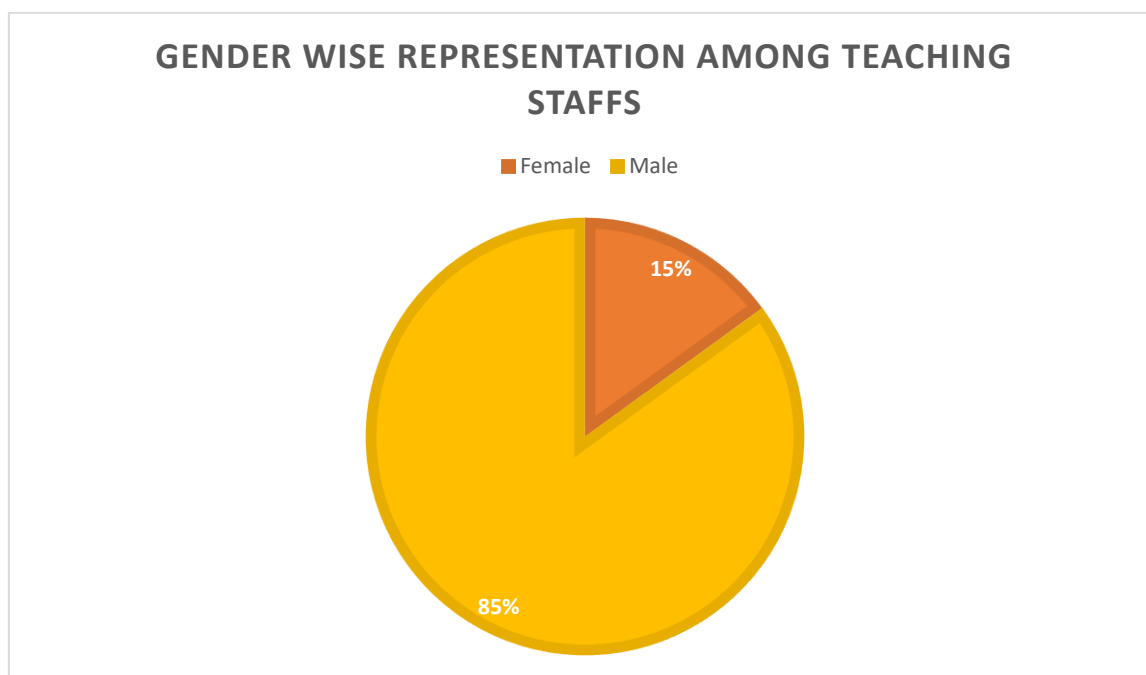


Gender ratio among students of last few years-

Session	Total Students	Male Students	Female Students
2019-22	866	449	417
2020-23	829	396	433
2021-24	1687	940	747

Gender wise representation in Teaching and Non-Teaching Staffs

The institute has a total of 17 faculties in which the number of women is 3. There is no representation of women in non-teaching staff which is matter of concern for the institute. Even though the gender ratio among the staff is not at par, the overall attitude towards women in the campus is supportive, enabling and progressive.



Women in leading positions

Women in leadership positions promote an inclusive culture, encouraging other women to follow their goals and assisting in the removal of structural obstacles that stand in the way of advancement. Despite the limitations of having very few women staffs in the college, the attempt has been to give leadership to the women in as much platforms possible.

Former Prof. In-charge Dr. V. Sinha was member in following cells:

1. Cell for promoting gender equity
2. Cell for energy conservation
3. Waste management (Solid, Liquid)
4. Greening the Campus and Sustainability

5. Inclusive Environment
6. Value based activities, distinctive
7. Code of conduct and Professional ethics, best practices

In the absence of Dr. Vinita Sinha, Ms. Lalita Yadav was the Nodal officer of above cells.

Currently, Dr. Sweta is heading the Gender Equity Cell and Ms. Chayra Nisha Aind is an active member of that cell.

Curricular and Extra-curricular focus on gender

Prioritising gender equity in the curriculum will ensure that all of our students have equal access to and representation in our higher education institutions. Women continue to be underrepresented in politics, men and women who perform the same profession are still paid significantly differently, and gender-based violence is a significant issue across the globe. The curriculum and instructional practices can have a big impact on guiding the focus in the right direction towards eradicating the biases. The course structure of Sariya College has various papers in different disciplines that has been designed especially to address the gender concerns. Apart from the content of the curriculum, gender responsive pedagogy which pays attention to the specific needs of the all the genders is also a primary focus of the teachers.

Besides, through extracurricular activities such as workshops, seminars, guest lectures, special lectures, poster exhibitions, counselling, etc., the institution encourages gender awareness. Moreover, girls are encouraged to participate in co-curricular activities such as sports and other cultural activities. The National Service Scheme units of the college also time to time organize programs to create awareness on gender issues.

Women centric facilities

The campus is located in rural area and plenty of students come from distant places. Lack of proper transport facilities in the area is a matter of concern. To address this, the college is running two buses on the working days exclusively for female students which pick students from a distance of 20 kms. This has done a great deal in supporting the female students coming from distant areas. The institution has a well-maintained common room for girls that are equipped with bench- desks and a functional water purifier of Tata Voltas. A toilet is also attached with the room

wherein a sanitary pad vending machine has also been installed. Even for women staffs, there is a separate toilet with proper water connection. A complaint box is also mounted in the college premises where anyone can place their complaint anonymously. For overall development of female students, they are encouraged to enrol in National Service Schemes (NSS).

Institutional mechanism for Gender Equity

The United Nations Committee on the Elimination of Discrimination against Women adopted the following recommendation: Gender based violence is a form of discrimination which seriously inhibits women's ability to enjoy rights and freedom on the basis of equality with men. The National Policy for Empowerment of Women (2001), Government of India, had emphasized the elimination of discrimination and all forms of violence against women in both the public and the private sphere Institutions and mechanisms /schemes for assistance are to be created and strengthened for prevention of such violence including sexual harassment at workplace. Sariya College has constituted following bodies in this regard:

- **Gender equity Cell**
- **Gender Sensitization Cell & Internal Complaint Committee**
- **Anti Ragging Cell**

Gender Equity Cell

Gender Equity Cell has been established in the college in order to sensitize the gender equality and to enhance women empowerment. The motivation behind the cell formation is to spread awareness in gender equality and healthy relationship with the different gender among the students and staff too. The cell aims to enhance understanding of issues related to women and to make the college campus a safe place for them.

Major tasks:

- Promote measures aimed at achieving gender equality, removal of gender bias or discrimination, sexual harassment and other acts of gender-based violence.
- Organize awareness programs and campaigns for the benefit of all members of the College on sexual harassment and gender-based discrimination.
- Fulfil the directives of and guidelines issued by the Supreme Court to create an academic and work environment that is free of sexual harassment or gender- based discrimination.

- Organize events, seminars, workshops for women empowerment such as celebrating international women's day, commemorating the important dates dedicated to historical women figures etc.

Gender equity cell of Sariya college since its inception has been actively organizing various programs on gender sensitization, creating awareness on issues related to gender, celebrating international women's days and other important dates.

Gender Sensitization Cell & Internal Complaint Committee

As per the guidelines of UGC and the Supreme Court, the college has established the Internal Complaints Committee for effective enforcement of basic human rights of gender equality and assurance of an environment free of sexual violence. The Objective of the ICC is to develop healthy and safe atmosphere for the faculty and students of the College and to prevent sexual harassment or exploitation of any kind. Policy measures and procedures are laid down to combat sexual harassment, if any arises, and the students are made aware of these proactive measures through seminars and outreach programs. The College's Internal Complaints Committee addresses the grievances filed in a confidential and sensitive manner.

The major responsibilities entrusted to the cell are:

- Receive and redress complaints received from any member of the College alleging sexual harassment by other member(s) of the College.
- Take so-moto awareness of any act of sexual harassment or gender-based discrimination on the College campus and/or facilities and to take further action in this regard.
- Conduct formal inquiry and investigate and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance;
- Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential.

If any student approaches a committee member either through the complaint box placed in front of the college office or by telephone, necessary action is taken through counselling. If it requires an inquiry, it will be conducted, and the matter will be sorted within a month from the date of complaint. The Committee will take the responsibility to ensure that no such incident happens in the campus.

Procedure upon filing of complaint.

- Meeting will be held if a complaint received by any member.
- The written complaint is taken and the committee propose and same the detailed statements of the incidents within two days.
- An enquiry will be held with the mess of Internal Complaints Committee.
- The issue will be discussed and filed with a month.

Action Plan:

- Counsel the affected students to overcome the trauma.
- Display current laws and affairs about sexual violence and gender discrimination in key places in the campus.
- Conduct awareness programs and campaigns for the benefit of the students and staff community.

Members of the Cell are as follows:

1. Chairperson – Dr. Santosh Kumar Lal
2. Nodal officer – Dr. Sweta
3. Member – Ms. Chayra Nisha Aind

Anti Ragging Cell

One kind of mistreatment directed against new students at colleges is ragging. Some senior students subject the newcomers to various sorts of physical, sexual, and psychological abuse by teasing, mistreating, or hurting students by pulling practical jokes. Anti-Ragging Cell is the supervisory and advisory committee in preserving a culture of ragging free environment in the college campus. The cell is involved in designing strategies and action plans for curbing the menace of ragging in the college by adopting an array of activities. The objective is to prevent and protect the student community from being ragged or indulging in the act of ragging and to bring awareness among the students about the ill effects of ragging, its impact on human life and consequences of involvement in the act of ragging.

Sariya College makes sure that each student has submitted an affidavit on anti-ragging at the time of admission and they are oriented to not commit any such activity which might initiate legal action considering the intensity of the ragging instances. In case of receipt of such complaints, the cell is bound to take action and resolve the issues.

The members of the cell are:

Convenor: Mr. Ashish Kumar Singh

Member: Dr. Sweta

Suggestions and recommendations:

Although Sariya College strives to follow a progressive gender policy that has zero tolerance for any form sexual violence, there are some areas where the college could work upon.

- The college should continue its reputation of being a safe environment for women and retain and continuously improve its gender sensitive culture.
- More awareness programs on legal rights should be conducted regularly.
- Posters on do's and don'ts on sexual violence could be placed at strategic places.
- Recruiting more women in teaching and non-teaching positions.