

GENDER AUDIT REPORT

2024 - 25

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 the following objectives for conducting gender audit in an institution:

- Generate an 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 the following five members:

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

External Member – Ms. Monila Jain

Internal Faculty Members – Dr. Sweta

Ms. Chayra Nisha Aind

MS. Alka Rani Jojo

A brief profile of the Institution

Sariya College is located in a rural setting in the Suriya block of Giridih district, Jharkhand. Established in 1984, the college plays a pivotal role in providing higher education to local youth, particularly from economically weaker and marginalized communities. Since its inception, the institute has been fully co-educational, catering to both girls and boys not only from Sariya but also from neighboring rural areas and adjacent states.

Initially, Sariya College began with just 14 students in the Arts and Commerce streams, operating with a limited number of teaching staff. In its early years, the college received temporary affiliation from the state government and Ranchi University, offering graduation-level programs in Arts and Commerce from the 1984–85 academic session. Currently, the college is permanently affiliated to Vinoba Bhave University, Hazaribagh, a status granted since the 2011–12 session for Commerce (Honours & General) and Arts (General) programs. Additionally, the Science stream was introduced in 2023–24. The college now offers a full-fledged four-year Undergraduate Programme (FYUGP) with degrees in:

- B.A. (English, Economics, Geography, Hindi, History, Khortha, Political Science, Philosophy, Sanskrit, Sociology, Urdu)
- B.Sc. (Botany, Mathematics, Physics, Zoology, Chemistry)
- B.Com.

Sariya College is registered under the Societies Registration Act, 1860, and is also recognized under Sections 2(f) and 12(B) of the UGC, Government of India. The institute has been accredited with a 'B' grade (2.35 CGPA) by NAAC under the Revised Accreditation Framework (RAF) on 12th July 2024 and holds ISO certification. The college is administered by a Governing Body consisting of seven members, including the principal (ex-officio) and a teacher representative.

Within a short span, Sariya College has earned a reputation as one of the leading multi-disciplinary institutions in the region, excelling in both academic and extracurricular activities at the university level. Committed to its vision, the college strives to promote excellence and provide accessible higher education to rural and economically disadvantaged communities.

To foster social awareness, the college integrates gender and environmental issues into its curriculum and organizes various events such as:

- Celebrations of national and international days

- Seminars, symposiums, and workshops
- Dramas, quiz competitions, and awareness campaigns

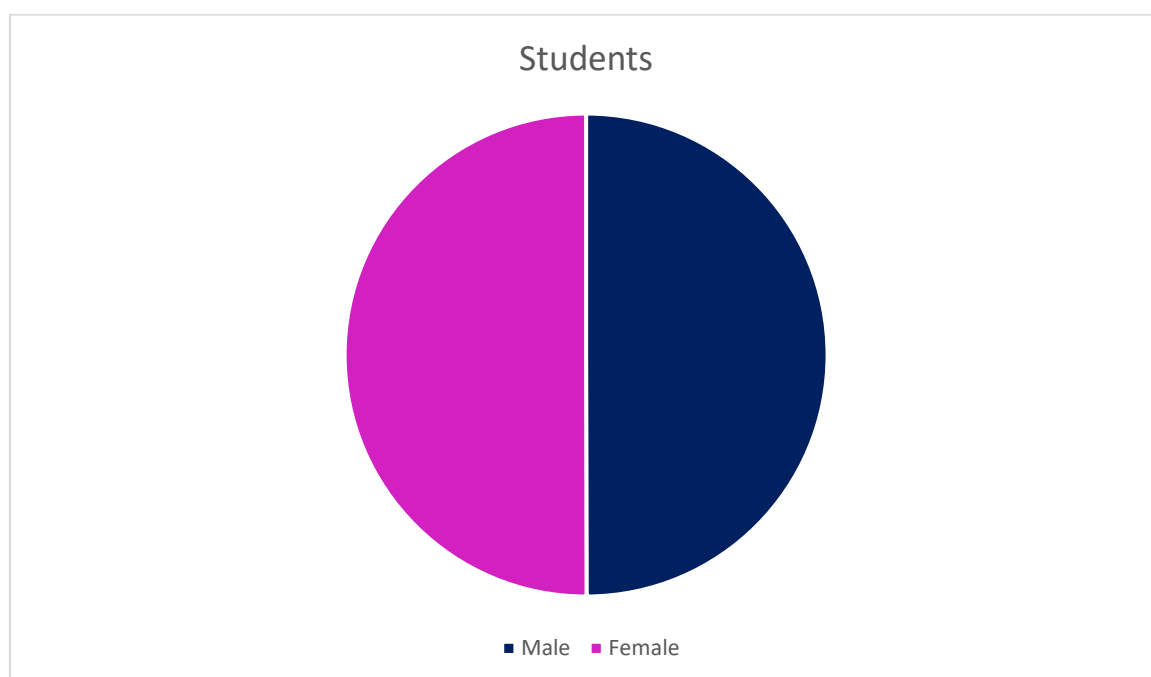
Through these initiatives, Sariya College continues to empower students while contributing to societal development.

Profile of gender composition

Students

Sariya College has maintained its coeducational character since its establishment in 1984. Situated in a rural area, the institution has been particularly vital for female students who face socio-economic constraints that might otherwise prevent them from pursuing higher education elsewhere. The college has consistently worked to improve gender representation in its student body, creating accessible opportunities for women in higher education.

Current enrolment figures reflect this commitment: with a total student population of 5277 across the 2022-2026, 2023-2027, and 2024-2028 batches, the gender distribution is nearly balanced - 2637 female students compared to 2640 male students. This near parity in enrolment demonstrates the college's success in creating an inclusive educational environment that effectively serves its rural community.

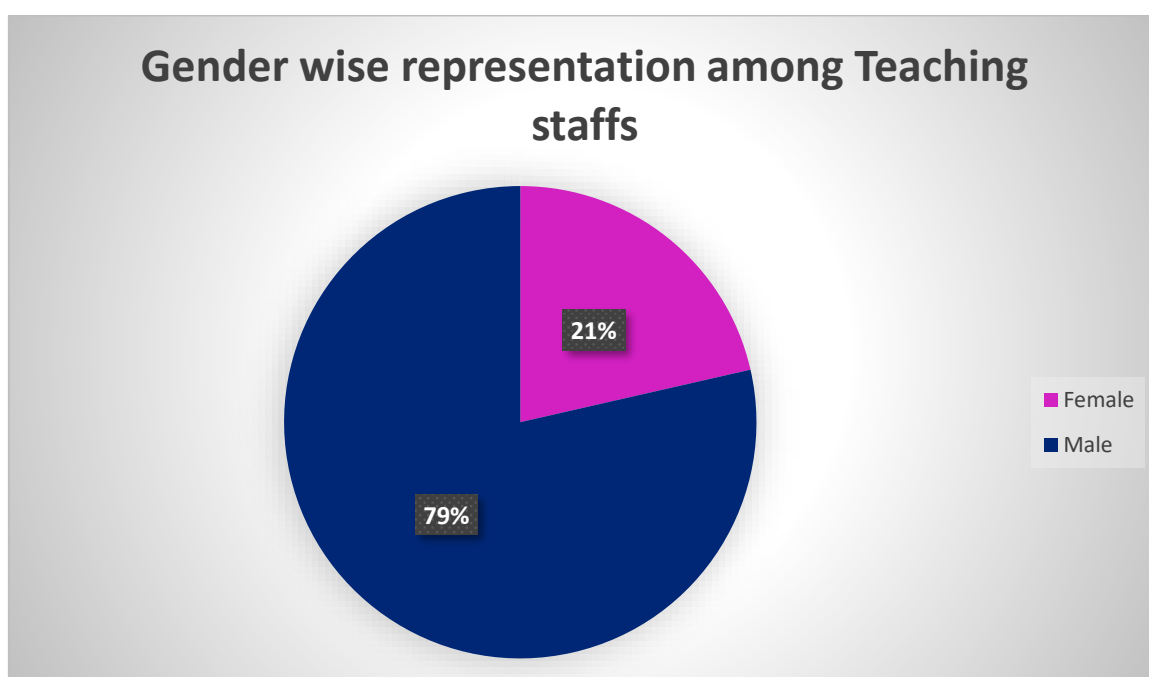


Gender ratio among students of last few years-

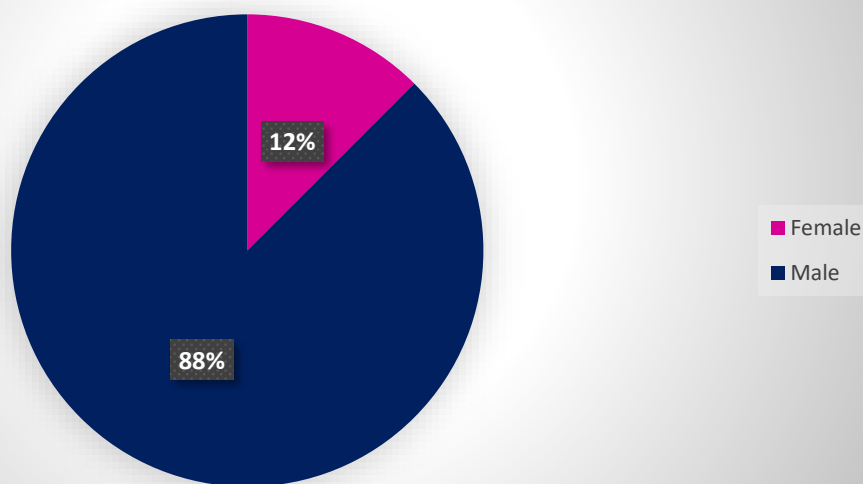
Session	Total Students	Male Students	Female Students
2024-28	1724	834	890
2023-27	1802	931	871
2022-26	1751	872	879
2021-24	1687	940	747
2020-23	829	396	433
2019-22	866	449	417

Teaching and Non-Teaching Staffs

The institute has a total of 14 faculties in which the number of women is 3. There is only one woman among 8 non-teaching staff. 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.



Gender wise representation among Non Teaching Staff



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.

Dr. Sweta has been entrusted with the responsibility to head the following cells:

- Academic planning cell
- Feedback collection cell
- Start Add on/Certificate course/Value added course
- Professional ethics, gender, human values, environment and sustainability into the curriculum
- Project work, Field work, Internship
- Gender equity cell

Ms. Chayra Nisha Aind is an active member of the Gender equity cell.

Curricular and Extra-curricular focus on gender

Prioritizing gender equity in the curriculum is essential to ensuring equal access and representation for all students in higher education. Despite progress, women remain underrepresented in politics,

gender pay gaps persist across professions, and gender-based violence continues to be a global issue. A well-structured curriculum and inclusive teaching practices can play a transformative role in addressing these biases and fostering equity.

At Sariya College, the course structure incorporates interdisciplinary papers specifically designed to address gender concerns. Beyond content, faculty emphasize gender-responsive pedagogy, ensuring that teaching methods cater to the diverse needs of all genders.

The institution further promotes gender awareness through extracurricular initiatives, including workshops, seminars, guest lectures, poster exhibitions, and counseling sessions. Special emphasis is placed on encouraging female students to participate in sports, cultural activities, and leadership opportunities. Additionally, the college's National Service Scheme (NSS) units regularly organize programs to raise awareness on gender issues, fostering a more inclusive campus environment.

Women-centric facilities

Located in a rural area, our college serves many students who travel long distances to attend classes. Recognizing the lack of reliable transportation options, the institution operates two dedicated buses exclusively for female students on all working days, covering routes within a 20-kilometer radius. This service has significantly improved attendance and accessibility for women from remote villages. The campus features a fully equipped common room for female students, furnished with study benches and a Tata Voltas water purifier. An adjacent restroom includes a sanitary pad vending machine for hygiene needs. Women staff members also benefit from a separate washroom with a consistent water supply. To maintain transparency and address concerns, an anonymous complaint box is available in a prominent campus location. Active participation in the National Service Scheme (NSS) is encouraged to help women students develop leadership skills and contribute to community initiatives.

Institutional Mechanism for Gender Equity

The United Nations Committee on the Elimination of Discrimination against Women recognizes gender-based violence as a severe form of discrimination that undermines women's fundamental rights and freedoms. Echoing this principle, India's National Policy for Empowerment of Women (2001) mandates the eradication of all forms of violence and discrimination against women across

both public and private spheres, emphasizing the need for institutional mechanisms to address workplace sexual harassment and other violations.

In alignment with these national and international commitments, Sariya College has established the following dedicated bodies:

Gender Equity Cell - Promoting equal opportunities and rights

Gender Sensitization Cell & Internal Complaints Committee - Addressing harassment concerns and fostering awareness

Anti-Ragging Cell - Ensuring a safe and inclusive campus environment

Gender Equity Cell

Sariya College has established the Gender Equity Cell to promote gender equality, empower women, and cultivate a culture of mutual respect among students and staff. The cell serves as a platform to raise awareness about gender issues, advocate for equal rights, and ensure a safe and inclusive campus environment for all.

Key Objectives

- Advocate for **gender equality** and eliminate discrimination, bias, and gender-based violence, including sexual harassment.
- Conduct **awareness programs, campaigns, and workshops** on gender sensitivity, healthy relationships, and women's rights.
- Implement **Supreme Court guidelines** to maintain a campus free from sexual harassment and gender-based discrimination.
- Organize **empowerment initiatives**, such as International Women's Day celebrations, seminars on women's leadership, and events honoring influential women in history.

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

In compliance with UGC regulations and Supreme Court directives, Sariya College has constituted an Internal Complaints Committee (ICC) to safeguard gender equality and maintain a campus environment free from sexual violence. The ICC operates with the primary objective of fostering a secure and respectful atmosphere for all students and faculty members while preventing any form of sexual harassment or exploitation.

The committee has implemented clear policy measures and procedural guidelines to effectively address incidents of sexual harassment, should they occur. These preventive mechanisms are regularly communicated to the student body through awareness seminars and outreach initiatives, ensuring widespread understanding of the available safeguards.

The ICC handles all complaints with strict confidentiality and sensitivity. Students may submit grievances either through the designated complaint box located near the college office or via telephone communication. Upon receiving a complaint, the committee initiates appropriate action, beginning with counseling support where warranted. For cases requiring formal investigation, the ICC ensures resolution within one month from the date of complaint submission.

As part of its mandate, the committee remains vigilant in its efforts to prevent recurrence of such incidents, thereby upholding the institution's commitment to maintaining a safe and harassment-free academic environment for all members of the college community.

Procedure upon filing of the 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

Ragging - a harmful practice targeting new students - manifests through physical, psychological, and sexual abuse disguised as initiation rituals. This abusive behavior, often involving humiliation, practical jokes, or outright violence, has no place in academic institutions.

Sariya College's Anti-Ragging Cell serves as the primary body responsible for maintaining a ragging-free campus. The cell actively:

1. Develops preventive strategies through comprehensive action plans
2. Implements awareness programs highlighting ragging's devastating consequences
3. Monitors compliance with mandatory anti-ragging affidavits during admission
4. Conducts orientation sessions emphasizing zero-tolerance policies

Our institution enforces strict measures where:

- Every student submits a legally binding anti-ragging affidavit at admission
- Immediate action follows any ragging complaint
- Cases are resolved following UGC guidelines and legal frameworks

The cell remains vigilant in fostering a culture of mutual respect while eliminating this dangerous practice from our academic community.

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 of sexual violence, there are some areas where the college could work on.

- The college should continue its reputation of being a safe environment for women and retain and continuously improve its gender sensitive culture.
- Conduct frequent workshops and campaigns to educate students and staff about their legal rights and protections against sexual violence.
- Display clear and concise posters in high-visibility areas outlining the do's and don'ts regarding sexual misconduct to reinforce awareness.
- Hire more women in both teaching and non-teaching roles to promote gender balance and create a safer, more inclusive environment.