

GENDER AUDIT REPORT: CMP DEGREE COLLEGE, PRAYAGRAJ



C. M. P. DEGREE COLLEGE

(A CONSTITUENT P.G. COLLEGE, UNIVERSITY OF ALLAHABAD)
Under the Strengthening Component of DBT Star College Scheme



GENDER AUDIT REPORT



2019-2023

Mahatma Gandhi Marg, George Town, Prayagraj-211002, U.P.
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PREFACE

Gender equity ensures that all individuals, regardless of their gender, have equal opportunities to access and succeed in higher education. This includes addressing issues such as gender-based discrimination, harassment, and unequal representation in leadership positions and academic fields.

To promote gender equity, CMP Degree College has a well implemented Gender Equity Policy, that supports the recruitment, retention, and advancement of women and other underrepresented genders. This includes initiatives such as mentorship programs, leadership development opportunities, and efforts to address systemic barriers to gender equity. There is a comprehensive sexual harassment and assault prevention programs executed under IIC providing resources for survivors of gender-based violence, and fostering a culture of respect and equality.

Additionally, the college has created inclusive and supportive campus environment that prioritize the safety and well-being of all students, faculty, and staff, regardless of their gender identity.



(Dr. Sarita Srivastava)

Coordinator IQAC

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Introduction

Chaudhary Mahadeo Prasad Degree College, also known as CMP Degree College, is a major constituent college of the University of Allahabad. It is a leading co-educational institution in Prayagraj, providing high-quality education in Arts, Science, Commerce, and Law to around 12,000 students annually from Prayagraj, adjoining areas, and nearby states.

The Gender Audit aims to assess the college's gender balance and its adherence to government rules, policies, and actions designed to empower women in society. It evaluates the impact of current and proposed policies on gender equality.

The college prioritizes students' academic performance and overall personality development. In terms of gender equality, it provides girls with various facilities and special attention. The NCC unit for girls focuses on developing their character, fostering qualities such as comradeship, discipline, leadership, secular outlook, and a spirit of adventure, highlighting their outstanding achievements. The NSS has a separate unit for girls, motivating them to fulfill their social responsibilities and providing self-defense training. Additionally, the college organizes Yoga and Meditation Camps and invites lectures from eminent personalities to enhance their development.

Girls are educated about laws and regulations through lectures by distinguished judges and lawyers. The college has established an Anti-ragging Committee and an Internal Complaints Committee, arranging lectures by lawyers and social workers to educate girls about their rights and responsibilities.

In the realm of Cultural Activities and Sports, girls have achieved significant success, bringing recognition to both the college and themselves through their participation in various competitions.

Objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision-making processes in all areas of the college activities.

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- To Suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college.

Methodology Followed for Gender Audit:

The methodology for screening the gender ratio in the organization involves gathering relevant data on the gender composition of the organization including information on the gender distribution across different committees department and functions. This data was collected through records of admission and establishment cell.

Support system for maintaining Gender equity in Campus

1. Internal Complain Committee

Gender equality and women's empowerment are fundamental human rights and crucial for the upliftment and advancement of a peaceful, successful, and sustainable nation. CMP College values gender equity and strives to achieve equality and empowerment for its female employees and students. The college has a zero-tolerance policy for gender bias and sexual harassment on campus and has established an Internal Complaints Committee (ICC) in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and UGC Regulations, 2015 for higher educational institutions. The ICC aims to address cases of sexual harassment and provide a platform for victims to voice their grievances. Additionally, the college conducts regular gender equity Promotion programs, inviting guest speakers from prominent fields to discuss various gender issues and highlight the importance and contribution of women in society.

2. Anti Ragging Cell

In accordance with Supreme Court rulings, UGC guidelines, and State Government Instructions, C.M.P. Degree College strictly adheres to a 'Zero-Tolerance policy' towards ragging. Any student found guilty of ragging will face severe consequences as per the law.

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The Anti-Ragging Committee will act as the advisory and supervisory body to ensure a ragging-free environment on campus. It will be responsible for devising strategies to prevent ragging through various initiatives.

3. Career-Counselling and Placement Cell

The Career Counselling Cell of the College is a UGC-sponsored body that plays a vital role in bridging the gap between education and employment, helping students transition from the classroom to the workforce successfully. It helps students make informed career decisions and find suitable employment opportunities.

4. Grievance redressal Cell:

The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents. The committee comprises a Convener and senior staff members who are involved in addressing complaints.

SPECIFIC FACILITIES PROVIDED FOR WOMEN IN CAMPUS

The college is committed to promoting gender equality and has implemented various initiatives to support this cause. Key facilities provided for women include:

1. Comprehensive CCTV coverage throughout the campus, from the entrance to all areas.
2. Unique ID numbers for students and staff to ensure campus access is limited to authorized individuals.
3. Maintaining a ragging-free environment.
4. Installation of complaint boxes in multiple locations for anonymous student grievances.
5. Regular updates to parents/guardians during Parent-Teacher Meetings regarding student attendance and other concerns.
6. Organizing meetings, seminars, social events, and workshops to enhance awareness of gender and social issues. This includes self-defense workshops for girls and celebrations for International Women's Day.
7. Provision of a medical room for faculty, students, and staff in case of emergencies.

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8. Regular visits by a general practitioner for medical consultations.
9. Spacious and well-equipped common rooms for girls, offering various indoor games such as carrom and chess.
10. Establishment of an Internal Complaints Committee (ICC) and a POSH committee to investigate any complaints of sexual harassment within the campus.
11. Regular programs organized by the NCC and NSS units to educate female students on self-defense and safety. The college also houses an "Anti-Ragging Committee," "Anti Sexual Harassment Cell," and a "Grievance Redressal Cell" to address issues affecting female students promptly and fairly.
12. The college provides counseling through the "Internal Complaint Committee," the "Anti Ragging Committee," and the "Grievance Redressal Cell" to support female students facing sexual harassment or other challenges.
13. The college's goal is to ensure that girls are treated equally and provided with ample opportunities. To achieve this, the college has consistently organized activities promoting gender equity from 2018 to 2023.

ACTION PLAN FOLLOWED FOR GENDER SENSITIZATION CMP

College has taken the following measures to promote gender equity, making women's empowerment and gender equality primary concerns. The college issues an annual academic planner that outlines activities planned for gender sensitization.

Annual Gender Sensitization Action Plan:

1. Creating and promoting a safe, secure, and healthy environment to achieve gender equality and ensure respectful and dignified behaviour at all levels.
2. Conducting induction and orientation programs for students to promote gender sensitization.
3. Organizing awareness programs for female students on self-defense and health management.
4. Arranging activities for students related to entrepreneurship development and career advancement.
5. Addressing issues such as depression and frustration arising from failures through expert counselling sessions at Mental wellbeing and happiness centre.

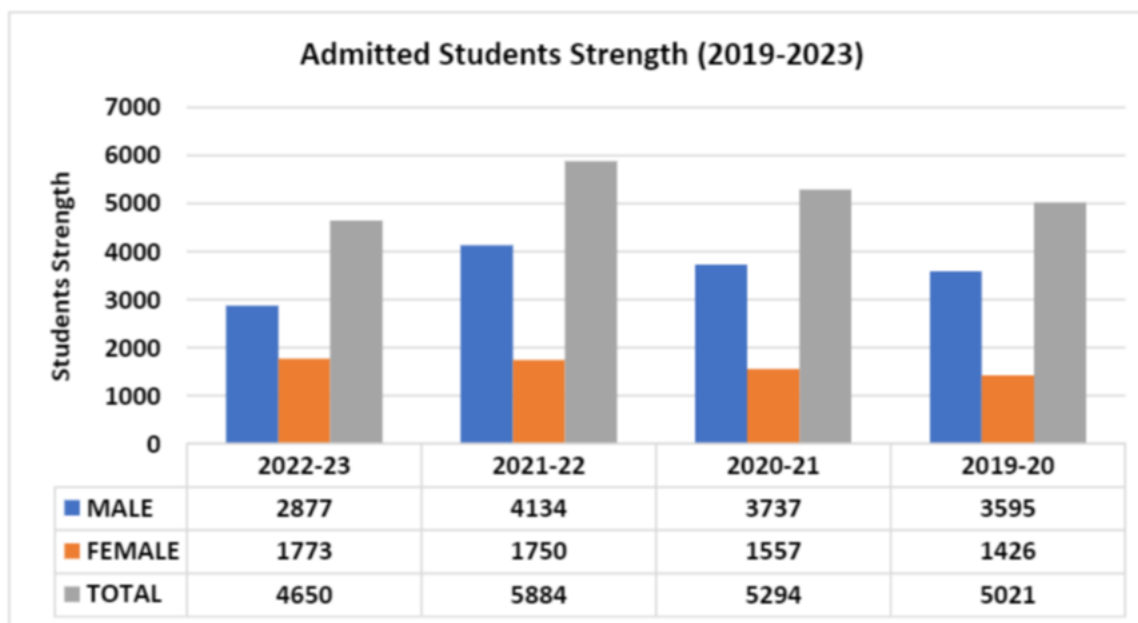
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6. Holding workshops on cybercrime, safety, and security, especially for female students in various departments and the girls' hostel.
7. Reviewing the minutes and action taken reports of the Internal Complaint Committee, Anti-ragging Committee, and Grievances Committee to ensure timely redressal.
8. Encouraging female students to join NCC and NSS to ensure equal rights and participation in regular cultural activities.
9. Following a gender equality policy in all areas of academic and administrative matters.
10. Ensuring that all committees include an appropriate number of women employees.

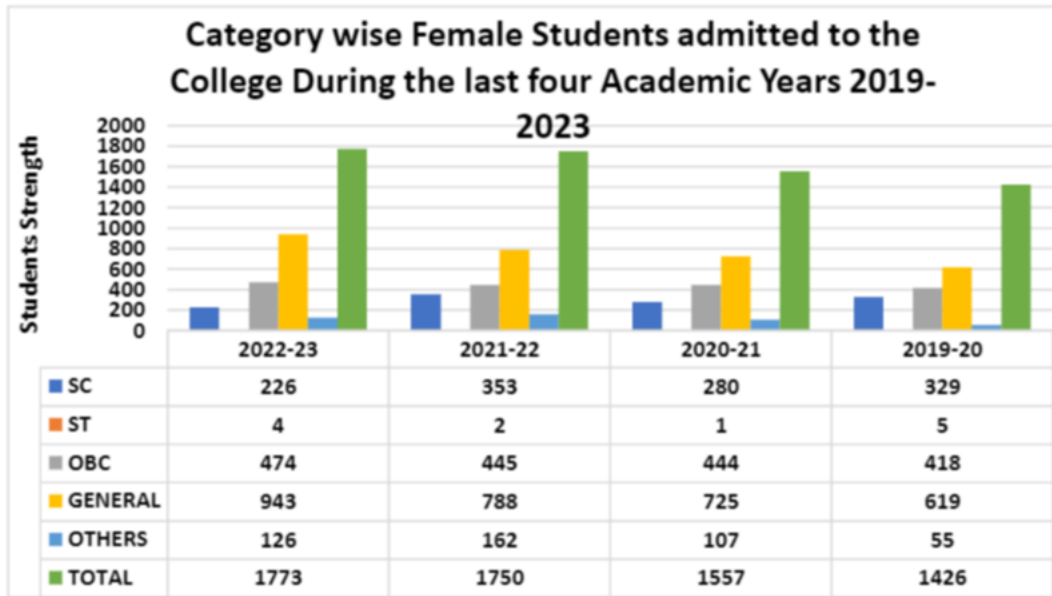
1. Gender Audit on the basis of Admitted students in previous years: The table shows year wise gender classification of male and female strength of students and the total number of admitted student to the college. It appears that since the years 2019-2023 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give the idea that girls students strength is increased and not lagging behind when compared to boy students. The Graph show important data of year wise gender classification.



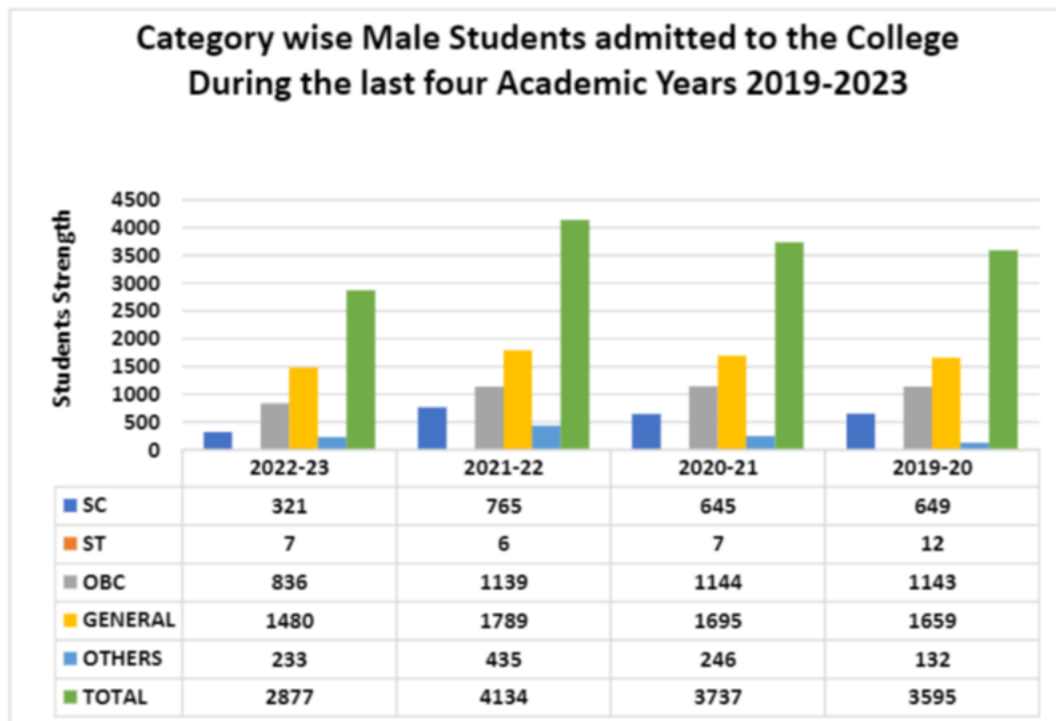
2. Gender Audit based on category of admitted students:

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- a. **Female:** The table and graph showing vividly the strength of girls from various social categories in the academic year 2019-2023, it appears that the enrolment of each category increased except ST category. The admission is maximum in general category and almost negligible in ST category



- b. **Males:** The table and graph showing vividly the strength of boys from various social categories in the academic year 2019-2023.



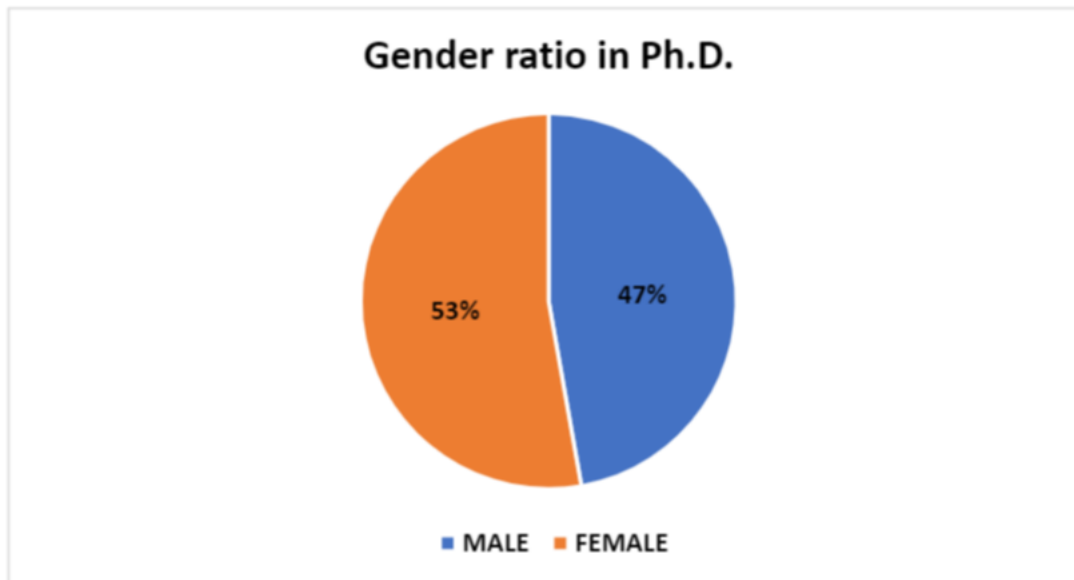
3. Gender ratio:

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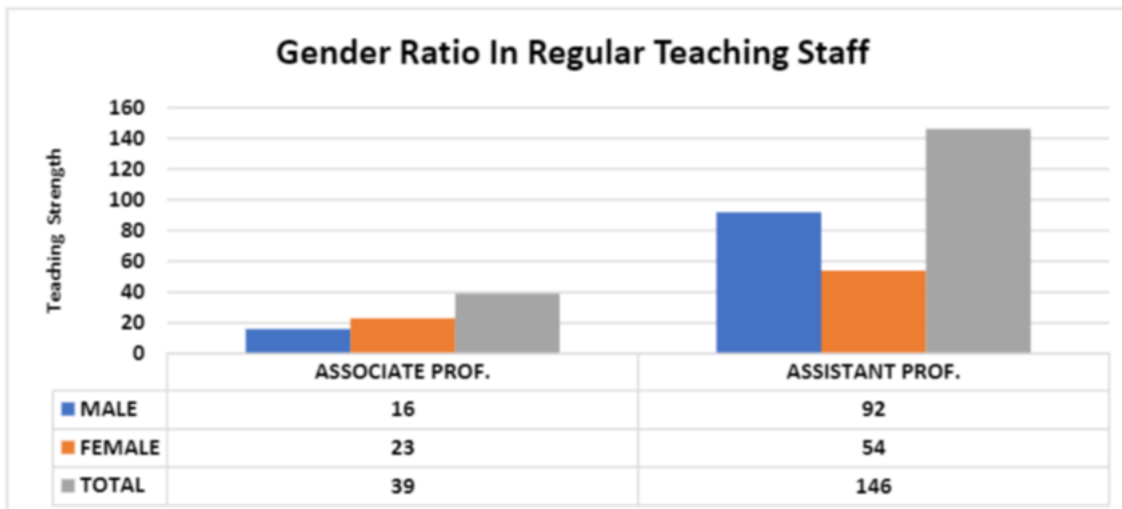
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- a. **Gender Ratio in PhD:** The pie chart showing vividly the enrolment of Ph.D. in the academic year 2019-2023, it appears that the admission female category is higher than male.

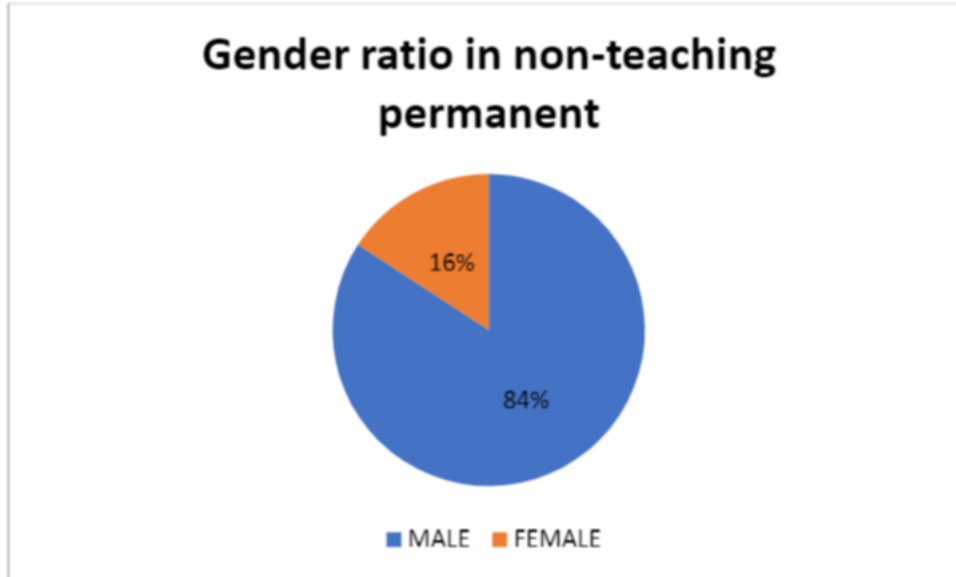


- b. **Gender Ratio in regular Teaching Staff:** The table and graph showing the year wise classification of regular Teaching Staff of during the academic year 2018-2023. The total number of male teachers is 108 which are higher than the female teacher i.e. 77.

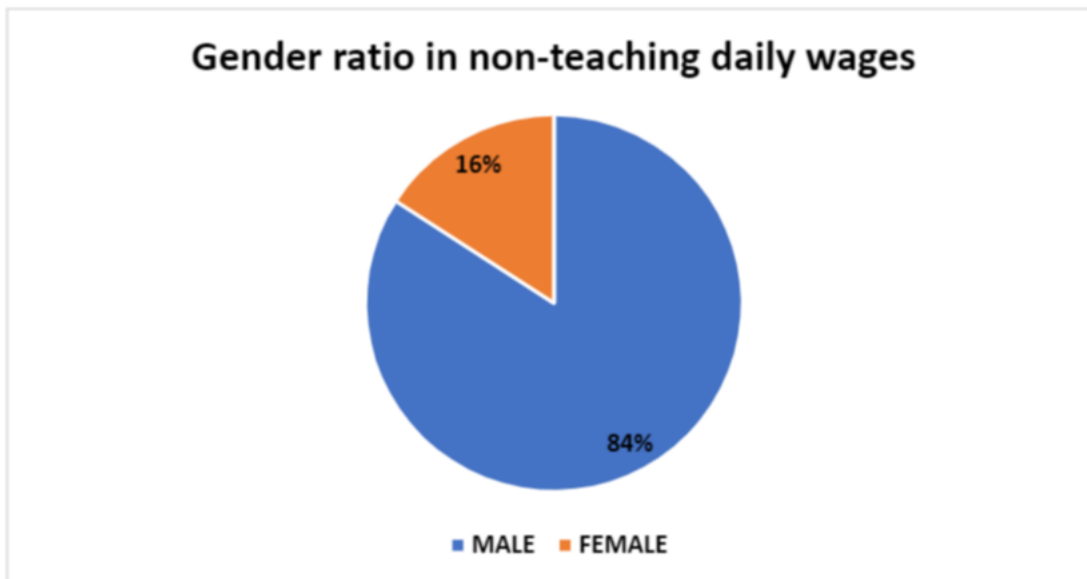


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- c. **Gender ratio in non-teaching permanent staff:** The pie diagram showing the year wise classification of NonTeaching Staff of the academic year 2018-2023. **The total number of male staff is 48 which is more than the female staff i.e. 9.**



- d. **Gender ratio Non-Teaching daily wages staff:** The pie diagram showing the year wise classification of Nonteaching daily wages Staff of the academic year 2018-2023. The total number of male staff is 53 which are more than the female staff i.e. 10



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Salient features of the Gender equity:

1. Students' strength particularly girls' strength is increasing continuously in both UG and PG programmes.
2. Students of backward classes have bigger share in admission.
3. Girl enrolment is more than that of boys in PG classes.
4. Gender strength in regular teaching staff is lesser than male.

Suggestions after Gender Audit:

1. More programs on self-defence for girls needs to be organized.
2. Awareness program on Legal rights are suggested
3. Entrepreneurial programs for Girl students are suggested:

Action taken by IQAC against suggestion:

1. IQAC has sent letter to IIC regarding commencement of programs on self-defence and "entrepreneurship for girls
2. Legal aid cell was suggested to conduct more program on legal rights of weaker sex in society

Conclusion

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there are no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time specifically for girls' students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.



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(Prof Ajay Prakash Khare)
Principal