

Hindu College
University of Delhi

Gender Audit 2021-22

REPORT OF THE GENDER AUDIT 2022

Preamble

Gender Audit of educational institutions is a process for organisational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a 'safe and secure' ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues. According to an ILO Manifesto gender auditing helps institutions to focus on such areas as:

- Mainstreaming gender as a cross-cutting concern within the unit's objectives, programmes and budget.
- Existing gender expertise and competence
- Information and knowledge management on gender issues.
- Systems and instruments in use for accountability, evaluating and monitoring on gender equality.
- Staffing and human resources concerning balance between women and men, as well as gender-friendly policies.
- Organisational culture and its effects on gender equality.

Hindu College as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background. To fulfill its aims the College decided to go for a Gender Audit and hence

this study, which has been carried out by applying the participatory methodology. Towards this end, I made three visits to Hindu College and had interactive sessions with the teachers, staff and students of the College on the College premises. With the cooperation of the Principal, teachers and students of the College I was able to visit the various facilities and structures of the College premises and examine them in relation to their gender quotient. I also examined various records and documents of the College as provided by their office. I am satisfied that I have sufficient data to prepare a comprehensive gender audit that is presented below.

Given below is a brief profile of Hindu College:

Hindu College was founded in 1899 by late Shri Krishan Dassji Gurwale along with a Board of Trustees who represented the prominent citizens of Delhi. The pre-eminent aim behind the founding of Hindu College was to provide modern and nationalist education to the youth of the country. The aim of the founding fathers of Hindu College was to make it a centre of new ideas, whilst being non-elitist and non-sectarian. The College welcomed youth from all sections of society without any differentiation on grounds of religion, caste, creed and gender. Both arts and sciences were introduced as subjects from the beginning. The College was founded as a coeducational institution at its very inception. It promotes an all-round development of its students by inclusion of humanistic values and respect for each other's culture as a way of life; by promoting the importance of knowledge, and making students visionaries to excel in any profession; and by providing students the widest opportunities to develop their potential to the fullest.

THE AUDIT

Gender wise Representation of Students

- At the undergraduate level, the data for the past five years show that overall, the number of girl students is approximately 40% of the total admitted.

- However, in the PG courses we find that there is an increase in the ratio of female students where the girls are far outnumbering the boys in all categories. At times they are 70% more than the boys
- In general, there is greater representation of girl students in the humanities and social sciences
- At the level of policy the College strictly follows the university rules. As per prevailing rules there is no separate reservation for admission of women students. However the large number of girls taking voluntary admission in the College indicates that it has a reputation of providing a safe environment for girls.

GENDER SENSITIZATION

- Hindu College has consistently facilitated increased enrolment of women students to its several academic programmes. The setting up of an air conditioned four-storeyed Girls Hostel with round the clock security through security guards and CCTV cameras has further enabled the College to achieve this goal.
- Hindu College has a number of vibrant societies like Women's Development Cell, Hindu College Queer Collective, Buniyaad: The Civil Services Society, Disha: The Placement Society, Panchtatva: The Environment Society, Earthlings: The Wildlife Society, Caucus: The Discussion Forum, Scribe: The Literary Society, Symposium: The Parliamentary Society, Srija: the Choreography Society, the NCC, and the NSS etc. These societies organise seminars, workshops, debates, street plays, film screenings etc., to sensitize the College community in issues pertaining to environment, women's rights, gender parity and empowerment. A large number of girl students are taking part in these societies and there is enthusiastic participation by both boys and girls who work together in the various activities. There is a healthy cooperation between the male and female students in all these activities. I had observed some students of the drama society and also of the WDC that interestingly has male members as well.

- Many gender issues confronting society are tackled through street plays performed by members of Ibida: the Dramatics Society, or in dance productions of Srijya and Adhrita, the dance societies.
- Hindu College has also inducted several women NCC cadets to its NCC unit who are regularly recognized for their outstanding contributions.
- The college offers several papers as part of both CBCS as well as LOCF, and now the UGCF frameworks to its students such as, Individual and Society, Readings on Indian Diversities and Cultural Movements, Women's Writing, Feminism, etc. as part of challenging the age-old stereotypes of gender and also to facilitate developing awareness about the challenges that women have historically faced and the resistance that they have heroically offered to forces of subjugation and tyranny.
- Hindu College has an active Internal Complaints Committee, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them.

I am giving below a detailed account of the Women's Development Cell (WDC) as it is a key symbol of the gender consciousness of the College. This data was provided to me by the College itself.

WOMEN'S DEVELOPMENT CELL (WDC)

Instituted more than a decade ago, the Women's Development Cell (WDC) of Hindu College is committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality. Human resource development, and awareness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell.

As I could assess, the Cell endeavours to involve both male and female students in its information dissemination and sensitization activities. I interviewed the President and the Vice President of the Cell – two highly involved female students who apprised me about the activities of the Cell and also showed photographs of their activities (some of these photographs are included in this report). They told me that more than 500 students participate in the programmes organized by the WDC and as already mentioned both boys and girls are enthusiastic participants. Apart from this, students and teaching faculty of the College participate in WDC events organized by several other colleges and universities. The Hindu

College WDC also organizes its annual fest “**Swabhiman**” which draws participation from well-known activists and students from across universities.

The following are some events that I find it pertinent to highlight:

- Annual **Pride Parade**.
 - **SEMINARS:** A seminar on Internal Complaints Committee Against Sexual Harassment. Various webinars on 'Understanding Gender and Sexuality', “Domestic Violence in the Wake of a Pandemic” and a National Seminar on ‘Women in Indian Media: Challenges and Achievements’ were also organized.
 - A **workshop** about Understanding Safe Workplaces
 - **DISCUSSION:** A discussion on ‘Casual Sexism in College’
 - **FILM SCREENINGS:** Hopping Sparrows Film Festival, Screening of an award-winning short film called 'Arrangement' by Molly Karna
 - **LECTURES:** ‘Talking about the Body’ by Pramada Menon, and ‘Is Feminism Passé?: Agency/Structure and Neoliberal Capitalism’, by Sudha Vasan.
 - A lecture on “Psychoanalysis and Questions of Gender Justice” by Mamtha Karollil
 - A **book launch** ceremony for the book, *Deh hi Desh*.
- Apart from the **WDC**, the **Hindu College Queer Collective** also organized a number of talks and panel discussions that kept gender and gender equity at the forefront. Founded during the lockdown with the aim of normalizing the discourse around desire, sexuality and gender as well as to solidify the much-needed safe space for doing so, Hindu College Queer Collective organizes talks and film screenings to sensitise people about the LGBTQ community. It also attempts to create an accepting environment for young LGBTQ students. Some of the seminars it organized were “Queer and Ally Membership”, “Queer Themes in Popular Media”: A series of seminars by Onir, Sridhar Rangayan, Parmesh Sahani, and Faraz Arif Ansari, “Judith Butler’s Gender Trouble in South Asia” by Dr. Geeta Patel.
 - The HCQC in collaboration with The Department of Sociology also organized a series of seminars called “Gender in Praxis” where eminent speakers were called to enlighten the audience about the issues related with the lived experience of gender,

such as “Intersectionality and Law”, “Queerness and Poetics”, “Families we Sustain”, “Effective Allyship” etc.

Faculty and Staff

There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is at par.

The number of women in the non-teaching staff is somewhat low but may be conditioned by the nature of the work being done and the socio-economic background of the incumbents. The higher administrative staff however shows a very good presence of women.

In the past, the College in turn has been served by some extraordinary female leaders like Dr. Kavita A. Sharma who was appointed its Principal in the year 1998 and who went on to serve the institution with distinction for almost a decade. Today the College is led by Prof. Anju Srivastava, Principal, and Prof. Reena Jain, Vice-Principal. The College IQAC is also headed by Dr. Shalini Suryanarayan. The Administrative Officer Ms. Rajesh Sharma is another women at a high administrative position.

There are women teachers in all subjects including many in the sciences.

Women teachers are also active in all the staff council committees and as staff advisors to the various co-curricular societies. The current Staff Association President, Dr. Poonam Sethi, is female, and two out of three members of the Staff Association are women.

The College also employs female security and sanitation staff.

Students’ Union and Cultural Activities

Female students are very active in the co-curricular societies and are holding key leadership roles in them. Girl students form a significant portion of the core leadership positions of most societies as well as departments.

However, the political participation of girls is relatively low and could be improved. In the past five years, very few girls have shown interest in fighting for key posts like Prime Minister and other political statuses. They are generally not contesting for these posts. The College authorities are motivated towards increasing their participation as well.

However, girls are keen to head departmental societies and contest these elections willingly and enthusiastically. Many of them are holding the offices of President and Vice-President of departmental and co-curricular societies.

Sports

The College provides facilities to its students for many sports. The students can play basketball, football, cricket, badminton, table tennis, volley ball and chess on the college premises. *The girls play* along with the boys in most of these sports but as reported by the director of physical education, girls rarely play football. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to engage girls in sport.

There is reluctance on the part of girls to use the gym which has state of the art equipment. The reasons for this could not be ascertained. However, to overcome this impediment the College has provided a well-equipped gym in the girls' hostel.

Infrastructural Facilities

After taking a round of the college premises, it was found that most facilities like class rooms, toilets and library are adequate for both boys and girls. The Girls' Hostel is excellent in terms of the architecture, allocation of space, location and facilities and amenities for the girl students. It has adequate ventilation, toilet and laundry facilities and pantry on every floor. It also provides space for sports, gym and cultural activities and has provision for a library. It compares more favourably with the already existing boy's hostel.

The Girls' Common Room too is clean, well-ventilated, spacious and more than adequate. It provides a welcome space for girl students in the college premises.

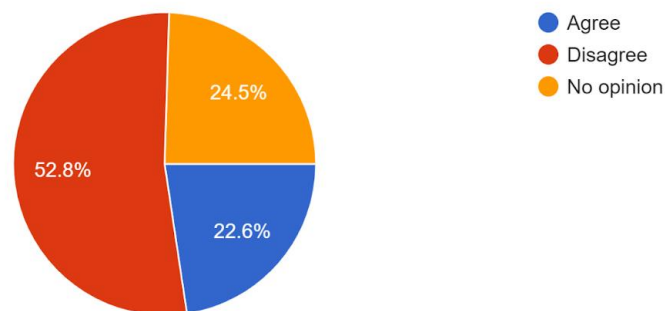
The female teachers too require some dedicated space that is being allocated to them in the new faculty block currently under construction.

At present, there is an environment of attentiveness to the needs of women students as well as the staff.

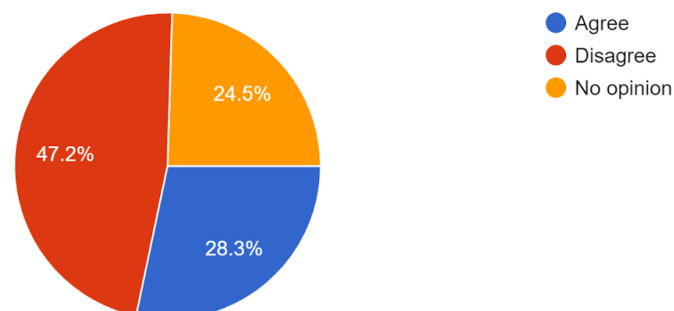
GENDER AUDIT SURVEY

The auditor conducted a survey and collected responses from female staff and students. Following is a summary of questions asked and responses received:

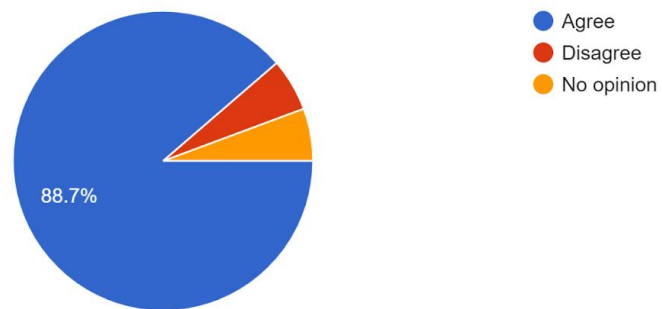
The college conducts gender sensitization program as a part of its curriculum.



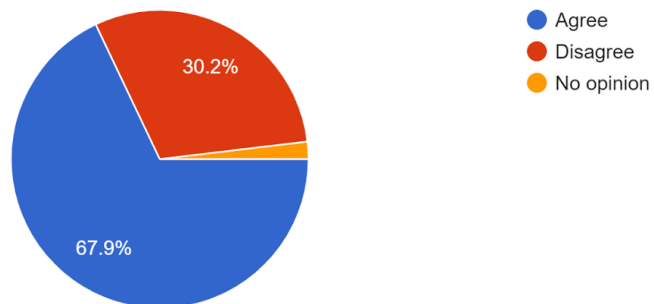
The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.



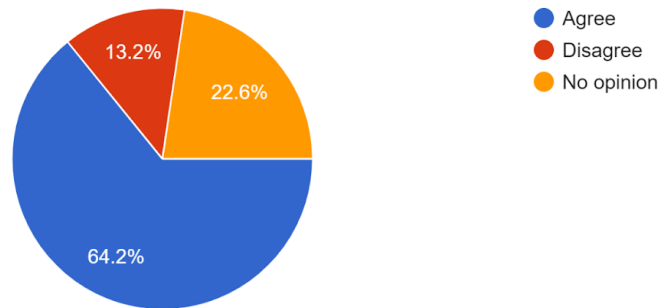
Adequate number of toilets are available in the campus for girls.



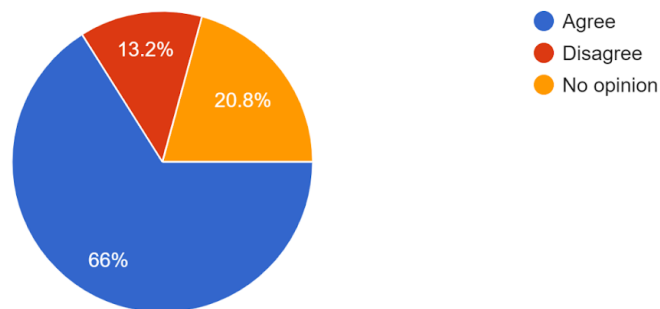
Adequate facilities are available inside the toilet keeping in mind the need of the girl students.
Adequate disposal bins are available in the toilet.



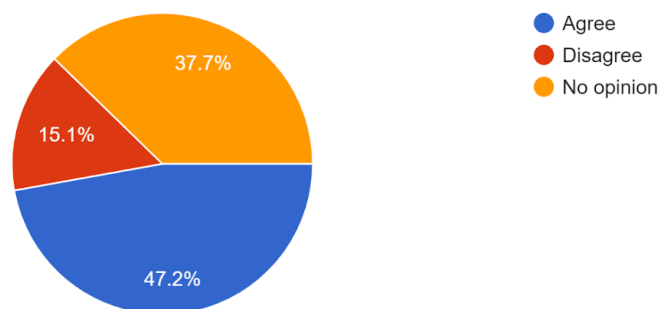
Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor. class rooms. common areas, toilets etc.



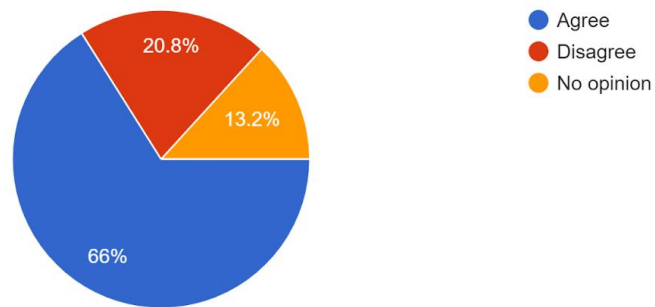
Adequate security arrangements have been made in the campus and common areas during day and night.



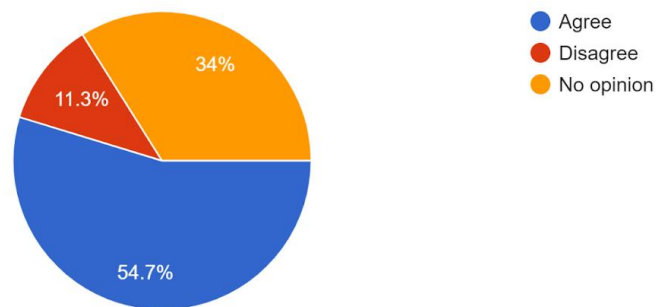
Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.



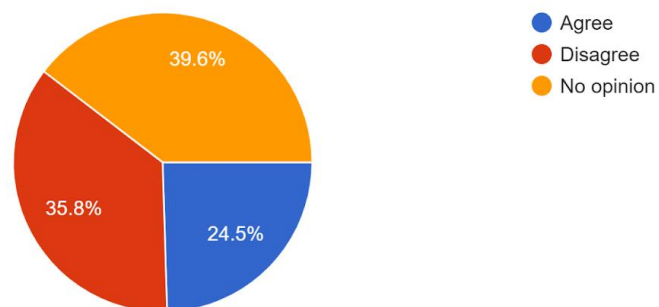
A women cell is set up in the college and students are aware about the women cell.



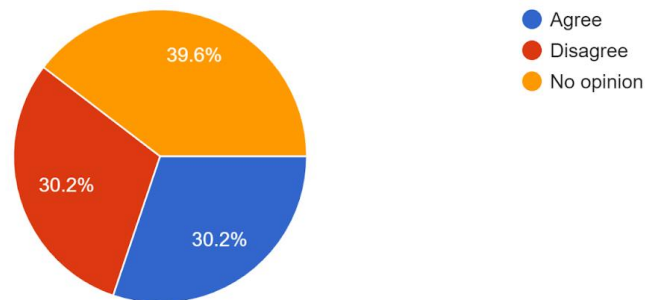
There are lady faculties available in the women cell.



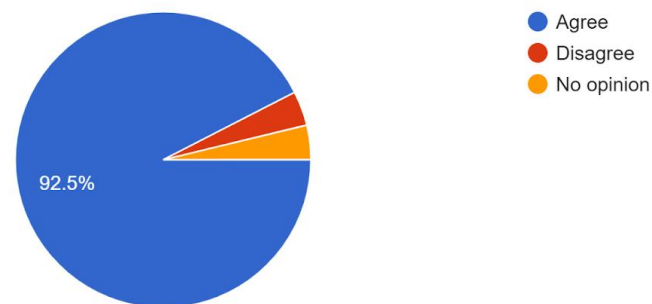
Do you reach out to women's cell?



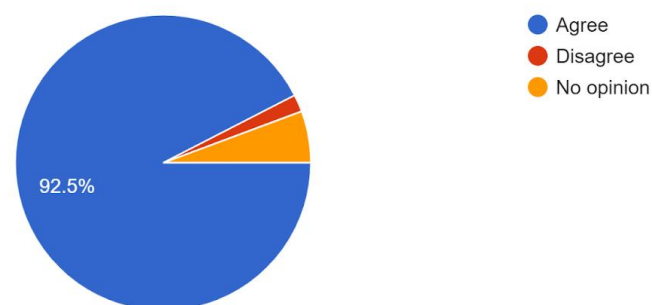
A grievance redressal cell has been set up.



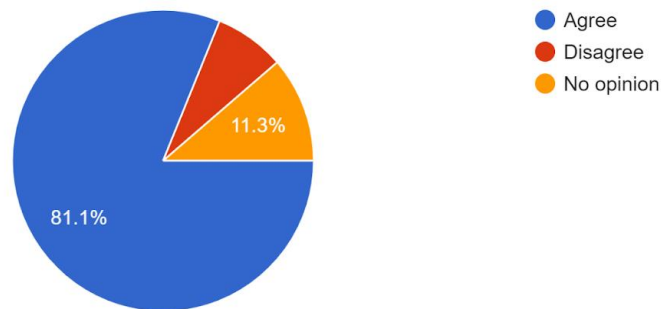
The classroom offers equal opportunities to all genders.



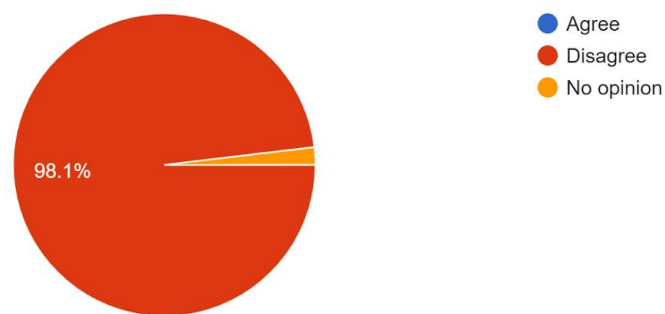
The library offers equal opportunities to all genders.



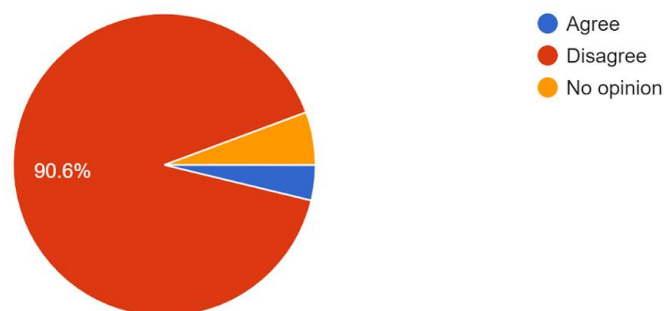
Safe environment is available for all girl students in the campus.



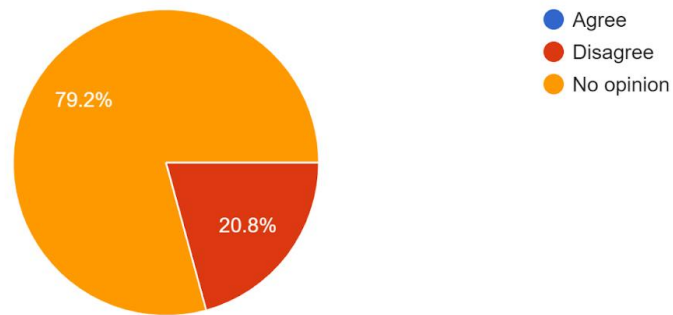
Have you been a victim of sexual harassment at class by faculties?



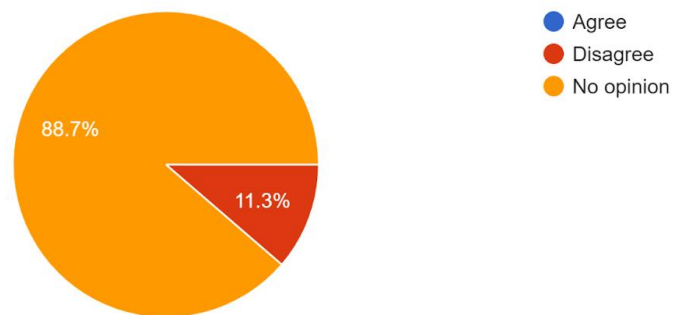
Have you been a victim of sexual harassment at class by fellow students?



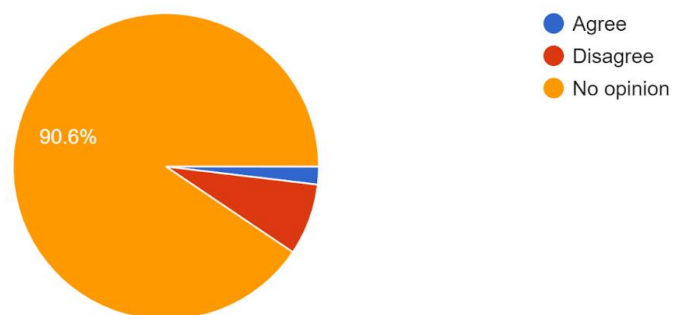
Have you reported the incident?



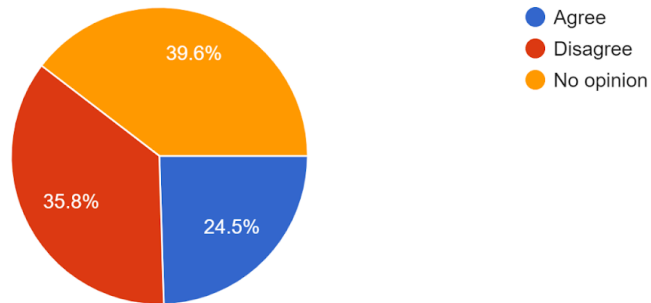
If you reported the incident, was it resolved to your satisfaction?



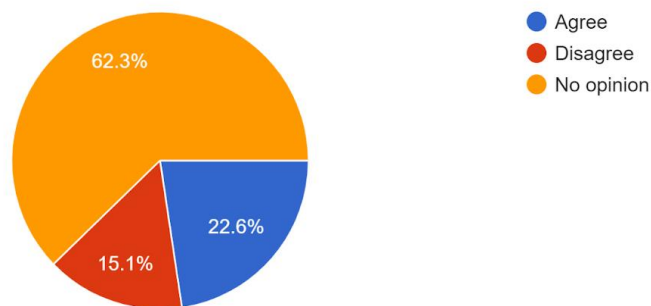
If not, why did you not report it?



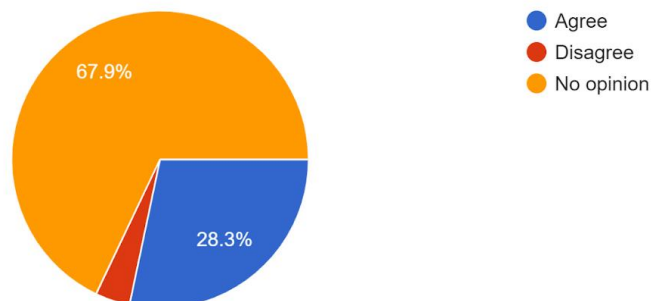
A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.



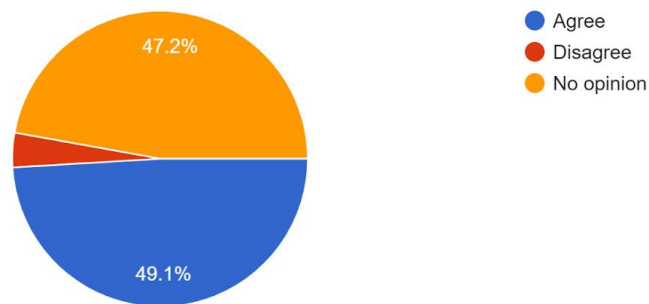
A fair inquiry is conducted by the committee in case of a complaint.



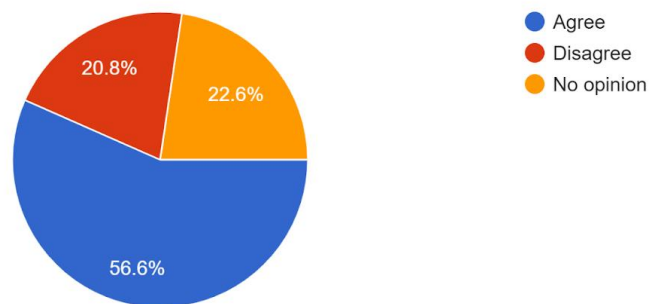
Confidentiality is maintained during the inquiry process.



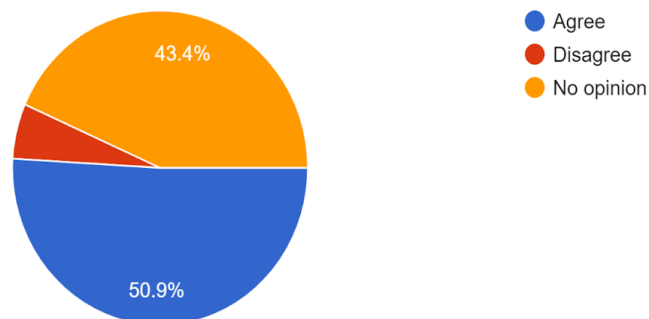
Adequate number of toilets are available in the hostel for girls.



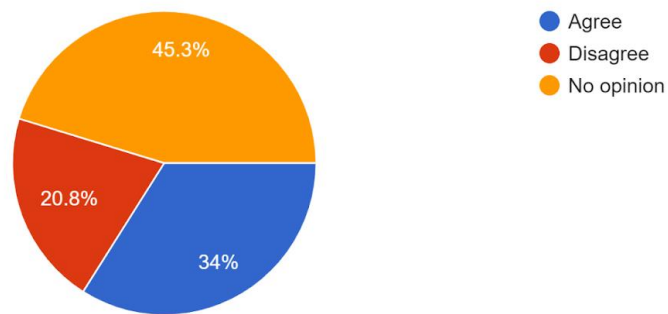
Adequate facilities are available inside the toilet keeping in mind the need of the girl students.



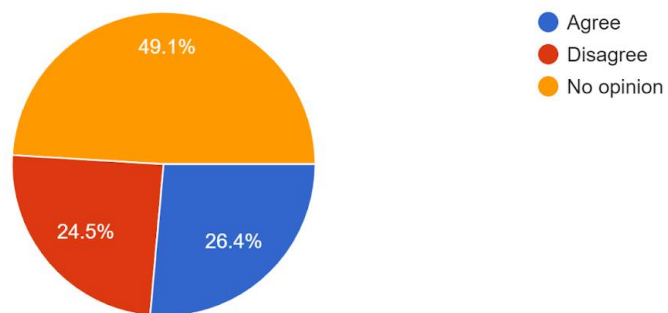
Adequate lighting is available inside the hostel during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.



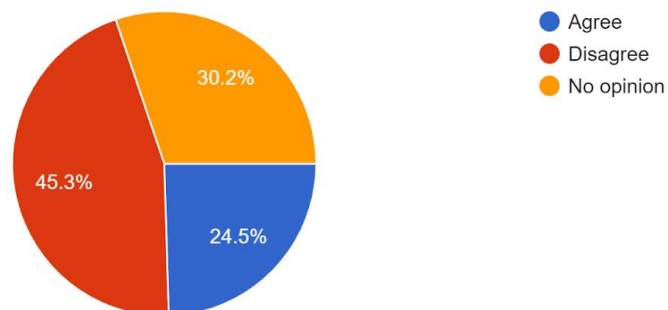
Entry and exit timing of the hostel are appropriate for the hostel.



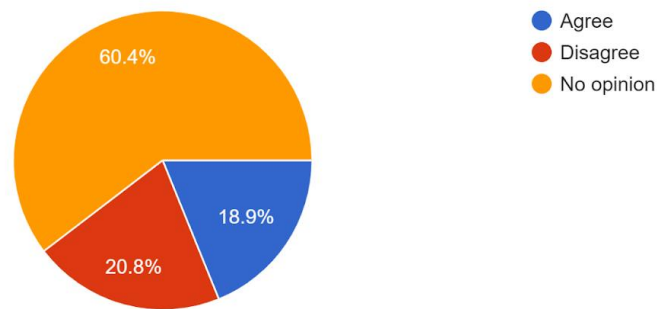
A grievance redressal cell has been set up.



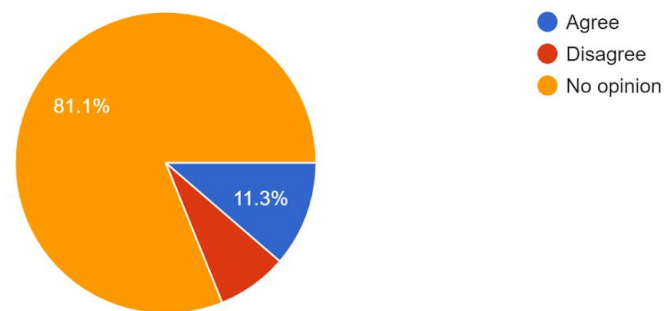
Healthcare facilities are available to girl students at the campus.



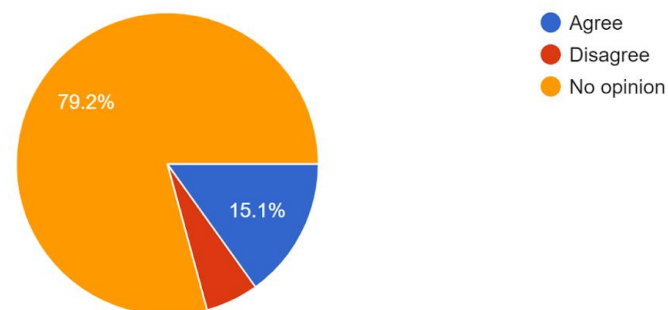
Minimum courtesy is extended to the girl students during their visit to the doctors in campus.



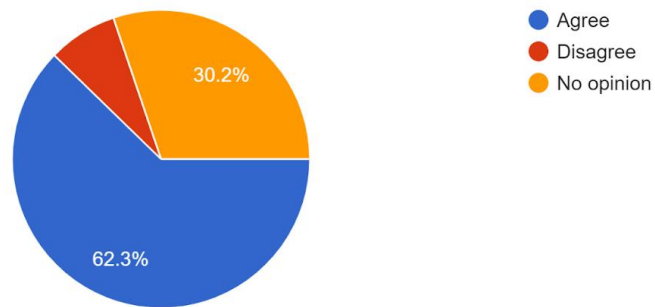
During visit to the doctor in campus, only doctor and a lady nurse is present in the room.



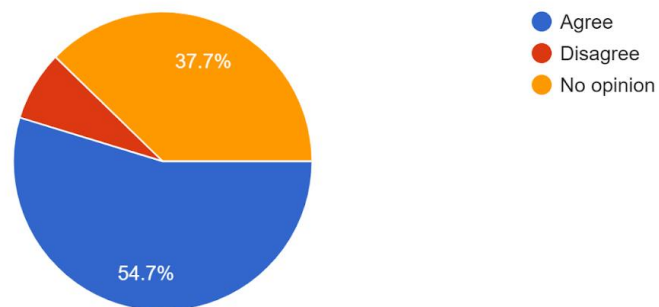
Attitude of medical personnel is appropriate.



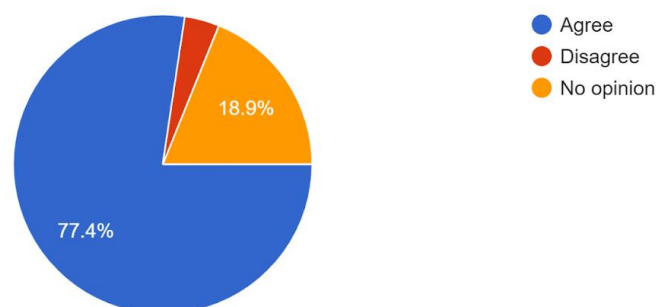
Adequate number of security personnel are deployed.



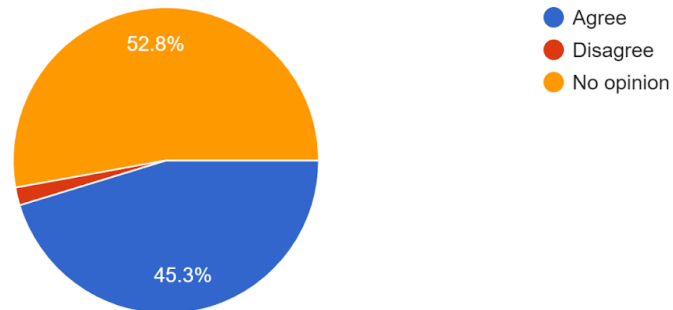
Attitude of security personnel is appropriate.



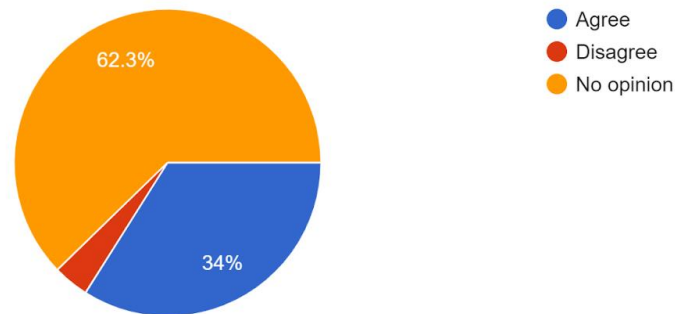
Gender sensitization program must be conducted for security personnel deployed at the campus.



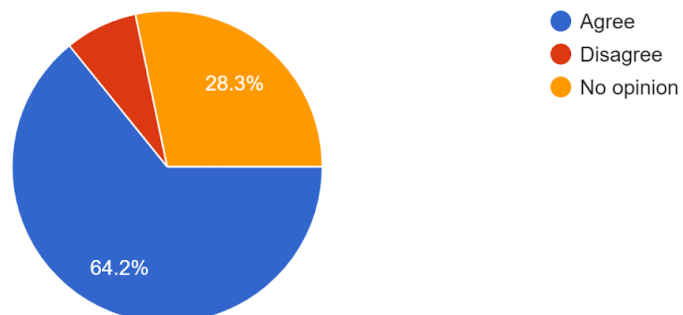
Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, adequate space is provided in the corridors and other areas etc.



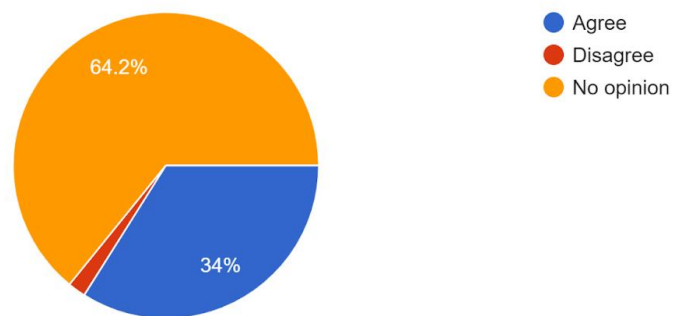
Attitude of laboratory staff is appropriate.



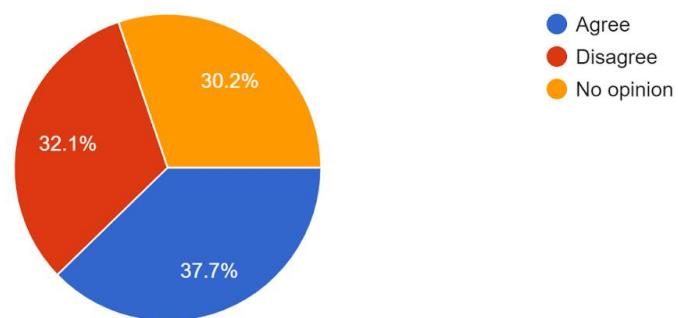
There is no gender biased artifacts, such as discriminative screen savers, or work tables that are not conveniently located for the girl students.



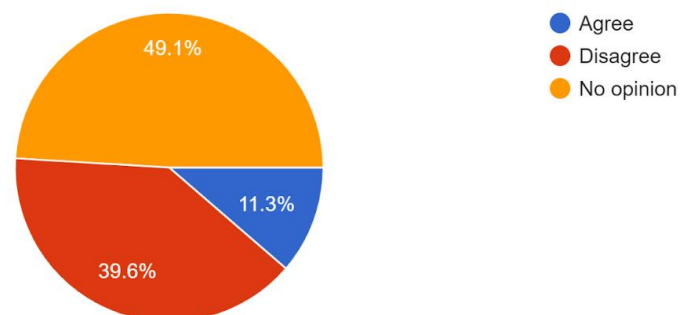
Timing of the laboratory is appropriate.



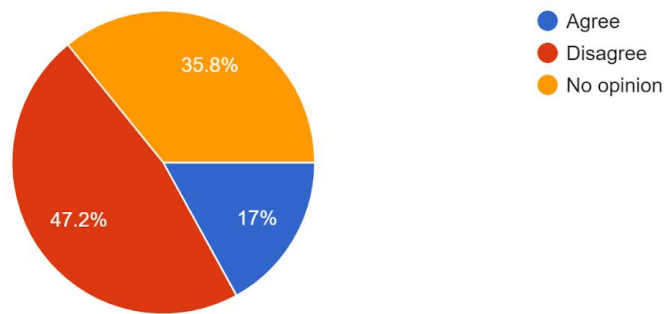
Adequate and safe transport options are available for girl students.



Is there a separate queue for girls in dining hall, office etc.



Do you feel a separate queue is required?



Suggestions and Recommendations:

- It is my suggestion that the college continue its reputation of being a safe environment for women and retain its gender sensitive culture.
- I suggest that some relaxation facilities for female staff be added to the new up-coming common room.
- Women need some rest facilities at certain sensitive periods as well as some support to sustain long hours of physically strenuous work. I
- also suggest that more female students be encouraged to participate in sports and to contest for college-level leadership positions.
- Gender sensitization workshops must be conducted for security personnel deployed on campus.
- College should introduce self-employment training in different subjects.

Concluding Remarks

The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. The College has always had a reputation for providing a safe and encouraging atmosphere for women's education. It is one of the only colleges in Delhi University to have given continued admission to women over a period of more than hundred years. In all these years rarely has any untoward incident involving women occurred. The College maintains its atmosphere of healthy interaction among boys and girls. Under the present leadership of the woman college principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.



Suman Nandy

CISA, CISSP, ITIL (Foundation)