



Internal Quality Assurance Cell Cluster
Gender Audit
CERTIFICATE

Date of Visit:
14/06/2023

Date of Issue:
15/06/2023

Certificate ID: WI6378

Being Awarded To

Lady Irwin College, Delhi

As per NAAC guidelines the Gender Audit was administered by IQAC Cluster through
Principal/Experts/Academicians

FOR THE YEAR 2020-21 & 2021-22

Valid Till: 15/06/2024



Mr. Peeyush Pahade
President, IQAC Cluster



**GENDER AUDIT REPORT
CONDUCTED FOR
LADY IRWIN COLLEGE
On 14th June, 2023**

1.0 Executive Summary

There was a continuous demand from the management to assess the status of gender on the campus. The management feels a safe campus promotes a happy learning. The purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Departments comply with the applicable regulations, policies and standards. During the initial planning of the audit, an analysis in order to identify, evaluate and prioritize the risks associated with Gender issues. The analysis was based upon the examination of policies, manuals and standards that govern the gender sustainability. Further, data analysis, and the results of preliminary interviews with personnel were presented in the college on 14th June, 2023 during a meeting for Gender Audit. The criteria and methods used in the audit were based on the identified risks. The methodology of audit covered physical inspection of the campus, review of the relevant documents, and individual interviews.

2.0 Statement of Assurance

This audit was conducted in accordance with the *International Standards for the Professional Practice of Internal Auditing* and ILO .

In our professional judgment, sufficient and appropriate audit procedures were completed and evidence was gathered to support the accuracy of the conclusions reached and contained in this report.

It is hereby confirmed that all documents relating to the gender audit have been thoroughly reviewed and analyzed. After a comprehensive assessment, it has been determined that the gender audit was conducted accurately and in accordance with established guidelines and protocols. The procedures, documents, and protocols for the gender audit were found to be in accordance with the pre-meeting planning phase. This is a positive outcome as it indicates that the audit was conducted in a systematic and organized manner, with careful attention paid to the planning phase to ensure that all necessary documents, procedures, and protocols were in place before the audit began. Such attention to detail is essential to ensure the accuracy and reliability of the audit findings, and to enable effective follow-up and action based on those findings.

3.0 Gender Policy

The gender policy in question has been designed with an unbiased and socially inclusive approach, aimed at promoting the development of all gender groups. It provides ample space for growth and advancement, without any form of discrimination or bias towards any particular gender. This policy is founded on the principles of equality and social justice, and seeks to create an enabling environment that supports the holistic development of all members of society, regardless of their gender identity.

In line with its social development objectives, the gender policy takes a comprehensive approach to addressing gender-related issues, encompassing a wide range of areas such as education, health, employment, economic empowerment, and political participation. It is grounded in evidence-based practices and draws on a range of academic sources to inform its development, implementation, and evaluation.

Through its emphasis on inclusivity and equity, this gender policy represents a significant step forward in the promotion of gender equality and the realization of human rights for all. Its focus on social development and the creation of an enabling environment for all members of society to thrive is a welcome contribution to the academic discourse on gender-related issues, and serves as a model for other policies seeking to promote gender equality and social justice. Education is a vehicle of Development. The gender policy of Lady Irwin College is gender unbiased and promotes the educational and social development of men and women to be better oriented to the community.

The important aspects of Gender policy are:

- College is committed to promoting gender equality and women's empowerment. This is achieved through inclusive curricula, leadership development programs, scholarships, and opportunities for women to engage in research, sports, and other co-curricular activities.
- It ensures an environment that fosters women's empowerment and provides educational opportunities specifically tailored to women's needs.
- Ensure that campus facilities, such as hostel, restrooms, canteen, and locker rooms, are designed to meet the specific needs of women. Additionally, safety measures may be implemented to create a secure environment for students, including well-lit pathways, security personnel, and emergency response protocol, sources for personal and professional development.
- Is committed to offer support services that address the unique needs and concerns of women. This includes counselling, mentorship programs, health services.
- Is committed to preventing and addressing gender-based violence, including sexual harassment, assault, and discrimination. It provides mechanisms such as Internal Complaints Committee and Grievance Redressal Committee for reporting incidents, conducting investigations, and offering support to survivors.
- Is committed to provide opportunities emphasize leadership development and provide ample opportunities for female students to take on leadership roles in student organizations, clubs, and academic societies.

4.0 Objectives and Scope

The purpose of this audit was to ensure that the Gender Policy is followed, and implemented on the campus, across in all departments, administrative bodies and students.

5.0 Methodology

In order to meet its objectives, this audit combined physical inspection with a review of relevant documentation and interviews with various stakeholders.

1. Review of Gender policy and its mechanisms.



2. Review of the Documentation

- For the purpose of this audit is to create a “functional and ethical Gender Policy” for the institute.
- Have proper documentation of the policies, processes, and procedures about gender-related issues.
- Setting gender equity standards.
- Other relevant documents of committees and overall working.

3. Onsite Visit for assessment of infrastructure and provisions made.

4. Interviews of stakeholders.

5. Interaction with the management and related committees.

6. Review of grievances and redressal is done.

6.0 Summary of Findings

1. The main findings of the audit show that, in general both UG and PG students formally study papers on Gender, Media & Society and Gender Rights & Justice. All the departments and students are aware about the need for gender sensitization at a formal level. It is also observed that a number of best practices such as, awareness programs etc. are followed in the campus.
2. However, on detailed review, that, as the college is implementing Gender Policy for the first time, many of the practices followed in the institution do not comply with the Gender Policy of the institution, and the applicable standards.

Some Highlights of work done by organization on Genders: (representative one or two for each)

Sections	Areas of work on Genders
Community:	<p>At the National Level, NRLM with support of ROSHNI organized a campaign on promoting ‘Gender Equity’ and saying ‘No to Gender Based Violence’ with support from UNICEF and other partners. The campaign, was planned, executed and monitored and visual documentation was also carried out.</p> <p>At the State level, reaching out to diverse Urban, Rural and Tribal population groups including women, men, adolescent girls, and boys Delhi, Chattisgarh, Bihar, Odisha, Assam and Rajasthan and Telengana, with focus on promoting Gender Equity in accessing services and government entitlements for Food, Nutrition, Health, and Sanitation for desirable changes in knowledge, attitude and practices and behaviours through community engagement using Participatory Learning and Action and community audits.</p>

College:	Teaching of courses at UG and PG levels like Gender Justice and Empowerment, Gender, Media and Society and Gender and Development Including theory and practical components.
Departments:	<p>Gender sensitization workshops, hands on experience for students to do cascading trainings at the community level.</p> <p>Organisation of Webinars, Seminars and Discussion with experts and practitioners, organization of 'Genderlogues', with support of International organisation working for women rights.</p> <p>Book review, competitions like role play, quiz, slogan writing and wall writing and holding film screenings and discussion etc. to enable students to reflect and take affirmative actions against bias in opportunities in Education, skill building, employment and other aspects of life.</p> <p>Online and offline internship opportunities to work with organizations working for gender equality helps to expose students to opportunities to work as a professional in this field.</p>
Individuals:	Enable every student to harness her potential and be a change agent for her peers, family, community, and society at large. The awareness and skills inculcated among students, teachers and non-teaching staff helps to create a pro- active environment for students to grow up and appreciate the roles and responsibilities as a gender sensitive individual.



7.0 SWOC of the organization:

Strengths Teaching Gender related courses both UG, and PG including Masters and PhD and co-curricular activities	Weaknesses Being a women's college, involving men in and making them equal partners in promoting Gender Equity is limited.
Opportunities Research and Outreach with a focus on providing solutions for promoting Gender Equity, being carried out in all departments of the college	Challenges During Covid-19 academic years, offline activities were limited. However, college plans to have a more robust calendar of activities throughout the year and across the departments

8.0: Recommendations

Based on the suggestions by Professor Namita Rajput and Mr. Peeyush Pahade, it is recommended that the college incorporates a gender policy that reflects the core values of diversity, equity, and inclusion. This policy should be communicated to all students, faculty, and staff members and should be easily accessible and prominently displayed on a familiar wall or notice board within the college.

During the orientation programme, students must be sensitized about the importance of a zero-tolerance policy towards ragging and sexual harassment. They should be made aware of the consequences of such behavior and encouraged to report any instances of harassment.

To increase gender sensitization activities within the college, it is recommended that weekly activities or posts on social media platforms be incorporated, such as short films or videos on gender-related topics. This will help to create a more inclusive and supportive environment within the college.

Additionally, the Saksham guidelines provided by the University Grants Commission (UGC) should be circulated amongst all students to enhance their knowledge and understanding of gender issues. This will help to create a more informed and educated student community.

Finally, it is recommended that teachers intermittently inform students about the gender policy and its importance. This will help to reinforce the values of diversity, equity, and inclusion and promote a safe and supportive environment for all students within the college.

In addition to the previous suggestions, further steps can be taken to ensure the effective implementation of the gender policy within the college. During the admissions process, it is recommended that a statement be printed on the admission form outlining the gender policy that the college follows. The form should also ask for the gender identity of the applicant, providing options for male, female, and others.

The gender policy should be approved by the Governing Body, and the Director's signature and date should be included on the policy document. It is important to note that the policy should be reviewed and revised periodically, with each revision being dated and approved by the Governing Body.

The gender policy should include five important points. Firstly, the policy should acknowledge the existence of transgender/third gender individuals and provide provisions for their inclusion and support. Secondly, the institution should strive to attain gender neutrality, creating a supportive and inclusive environment for all students. Students should be encouraged to express their preferred pronouns, including options such as "she/her" and "they/them."

Thirdly, the policy should include special provisions for marginalized, underprivileged, and diverse groups, with EWS data being segregated and taken into account. Fourthly, the policy should connect with women's empowerment and climate change, highlighting the importance of gender equality and the role of women in sustainability. Finally, G30 activities can be mentioned in the gender policy, promoting the involvement of women and marginalized groups in leadership roles.

Overall, the implementation of a comprehensive gender policy within the college can help to create a more inclusive and supportive environment for all students, irrespective of their gender identity, and promote gender equality and women's empowerment.

In accordance with the new guidelines released by the University Grants Commission (UGC) on 5th June 2023, it is recommended that the college adhere to these guidelines to ensure compliance with the latest regulations. Even if there are no complaints, the Internal Complaints Committee (ICC) should hold at least two meetings per term and plan activities related to gender sensitization and counseling sessions on mental and physical health. The ICC must submit an annual report of compliance, and the Standard Operating Procedure (SOP) of the ICC should have the date of formulation and be signed by the Director and committee members. It should also be updated from time to time to reflect any changes in policy.

Feedback on the gender sensitization activities should be collected periodically to ensure that they are effective and relevant. The college should give high publicity to these activities via notices, information on the website, and social media platforms. Advertising of the activities should be done at least twice to ensure maximum participation. The college should also create an academic calendar on gender activity and display it on a student notice board, which can be digital or wooden and reusable. The notice board should include information about the Gender Policy, Students Grievance Redressal Cell, WDC, ICC, and the phone number of the contact person for each organization.

By implementing these recommendations, the college can create a more inclusive and supportive environment for all students, promote gender equality, and ensure compliance with the latest guidelines issued by the UGC. As an educational institution, it is imperative to provide a safe and conducive learning environment for all its students. In this regard, it is important to have mechanisms in place to address any grievances or complaints that students may have. One such mechanism could be a complaint box that is opened once a month to receive student feedback.

Additionally, it is recommended that the institute ensures the presence of a counsellor or a gender counselling committee to provide support and guidance to students in need. It is important to inform students about the timings of the counsellor to ensure that they can avail of the services whenever required.

Moreover, it is essential to have medical facilities available on campus to attend to any health-related issues that students may face. Having a doctor on campus and organizing health camps in collaboration with private hospitals can be effective measures in this regard.



Furthermore, the library is an important resource for students, and it is recommended that the institute increases the library timings so that students can utilize the facilities even after classes. The college can also consider subscribing to audio books to enhance the learning experience for students.

In conclusion, implementing such measures can go a long way in promoting a safe and supportive learning environment for all students.

Declaration

I agree with all the recommendations and observations mentioned in this report.

Signed by:



Prof. (Dr.) Anupa Siddhu

Director, Lady Irwin College

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