



GOVERNMENT (AUTONOMOUS) GIRLS POST GRADUATE COLLEGE OF EXCELLENCE, SAGAR (M.P.)

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CRITERION - VII

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1

Institutional Values and Social Responsibilities



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GOVT. AUTO. GIRL'S P.G. COLLEGE OF EXCELLENCE, SAGAR (M.P.)

GENDER AUDIT REPORT

(2020-2023)

Submitted by:

1. Dr. C. D. Athaya

Additional Director - Higher Education (Retired)

Sagar Division, Sagar

2. Dr. A. K. Pateria

Principal (Retired)

Govt. Girls P. G. College, Sagar

3. Dr. S. M. Pachori

Principal (Retired)

Govt. College, Garhakota (Sagar)



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Sagar Dated : 29-04-2024

OFFICE ORDER

Subject: Regarding Gender Audit for the sessions 2021-2022, 2022-2023, 2022-23.

A committee of three members has been formed for performing **GENDER AUDIT** of Govt. Autonomous PG Girls' College of Excellence, Sagar.

All the undermentioned respected members are requested to perform the three-year gender audit from the session 2020-21 to 2022-2023 and submit the Audit report within three months.

1. Dr. C. D. Athaya
Additional Director - Higher Education (Retired) Sagar Division, Sagar
2. Dr. A. K. Pateria
Principal (Retired) Principal, Govt. College Girls P.G. College, Sagar
3. Dr. S. M. Pachori
Principal (Retired) Principal, Govt. College Garhakota (Sagar)

Anand Tiwari
(Dr. Anand Tiwari)
Principal
Govt. P.G. Girls College
SAGAR (M.P.)

Copy to :

1. Dr. C. D. Athaya
Additional Director - Higher Education (Retired) Sagar Division, Sagar
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Principal (Retired) Principal, Govt. College Girls P.G. College, Sagar
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Anand Tiwari
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GENDER AUDIT REPORT

To

Dr. Anand Tiwari
Principal
Govt. Auto. Girl's P.G. College of Excellence
Sagar (M.P.)

Subject: Regarding submission of Gender Audit Report for the sessions
2021-2022, 2022-2023, 2022-2023.

Respected Sir,

A gender audit was performed for Govt. Auto. Girl's P.G. College of Excellence, Sagar (M.P.) for the sessions 2021-2022, 2022-2023, 2022-2023 by our three membered committee.

We, the undermentioned, hereby submit our findings in the report of the gender audit. We hope the institution will go through the recommendations and implement them for better gender output.

Signature

1. Dr. C. D. Athaya
Additional Director - Higher Education (Retired) Sagar Division, Sagar
2. Dr. A. K. Pateria
Principal (Retired) Principal, Govt. College Girls P.G. College, Sagar
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(2020-2023)

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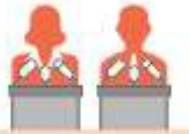


The United Nations Sustainable Development Goal - 5



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

IT WOULD TAKE ANOTHER
40 YEARS



FOR WOMEN AND MEN TO BE REPRESENTED EQUALLY IN NATIONAL POLITICAL LEADERSHIP AT THE CURRENT PACE



WOMEN ACCOUNTED FOR **39%** OF TOTAL EMPLOYMENT IN 2019, BUT **45%** OF GLOBAL EMPLOYMENT LOSSES IN 2020

WOMEN'S SHARE IN NATIONAL PARLIAMENTS



MORE THAN 1 IN 4 WOMEN (15+ YEARS)



HAVE BEEN SUBJECTED TO INTIMATE PARTNER VIOLENCE (841 MILLION) AT LEAST ONCE IN THEIR LIFETIME



GENDER-RESPONSIVE BUDGETING NEEDS TO BE STRENGTHENED

PROPORTION OF COUNTRIES WITH SYSTEMS TO TRACK BUDGET ALLOCATIONS (2018-2021)



26% | COMPREHENSIVE SYSTEMS
59% | SOME FEATURES OF A SYSTEM
15% | LACKING MINIMUM ELEMENTS OF SGBA SYSTEM

ONLY **57%** OF WOMEN (15-49 YEARS)



ARE MAKING THEIR OWN INFORMED DECISIONS ON SEX AND REPRODUCTIVE HEALTH CARE

(IN COUNTRIES THAT DO IT)



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Foreword:

A Gender Audit is an assessment process by which the gender equality at an institution is analyzed and the main gender biases are identified. A gender audit would focus on a variety of topics, including the status of gender equality in organizational culture and procedures, policy and decision-making structures, and decision-making processes, as well as to gather employee perceptions, understandings, and behavior about the subject.

A Gender Audit also assesses how well the gender viewpoint is incorporated into academic policy and programs, research, study curricula, and the administration of work and staff wellness in Research Performing Organizations.

A gender audit is a technique to evaluate and verify how institutionalized gender equality is within an organization, including in its policies, programs, projects, and/or service delivery, structures, procedures, and finances. Organizations can "put their own houses in order and change organizational culture elements that discriminate against women workers and women "beneficiaries"" by conducting gender audits.

Gender audits are a strategy for gender mainstreaming that aids organizations in identifying and comprehending gender trends in their human resource management, organizational culture, and makeup, structures, procedures, and design of policies and services. Additionally, they aid in determining how management decisions and organizational performance affect gender equality inside the organization. Gender audits identify significant gender disparities and difficulties and suggest ways to close them through improvements and innovations. They serve as a baseline against which progress may be monitored over time.

Promoting gender balance and inclusion in research, innovation and training

The Gender Audit gives us an overview of the current situation from the perspective of gender.

Understanding the organization's current procedures and circumstances from a gender viewpoint, identifying gaps and strong spots, is the goal of a gender audit.

- Collect qualitative and quantitative data for analysis.



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- Establish the baseline on which the gender equality plan's design will be based.
- Develop a background and understanding that everyone in the organization is aware of, since this will aid in the Gender Equality Plan's future implementation.

About the HEI

Govt. Auto. Girls P.G. College of Excellence, Sagar, is a translation of a dream witnessed by the great visionary, Dr. Hari Singh Gaur, who foresaw the significance of empowerment of women through quality education. Thus, the foundation of the college is embedded with high ethical ideals and values.

The college has continued to be a leader in the field of higher education since its inception.

During the course of its long journey the college has produced a number of renowned women scholars, researchers and women who hold positions of importance in various offices. All the stakeholders in this premium institution appear to have continued to live by the mantra of excellence. The college is still making an effort to uphold the heritage of its outstanding fore bearers. This college was the first to be selected by the state government as a college of excellence. The UGC determined that the institution was qualified to receive the autonomous status.

The college has made a sincere effort to utilize the earlier recommendations of quality assessment reports. Since then, the institution has added a significant number of new courses and course combinations in addition to infrastructure expansion. Inclination towards research and the consequent research output has also grown significantly.

As a renowned college in Madhya Pradesh, students prefer admission in this pioneer girls' institution from all around the state and the surrounding areas. By providing them with a quality education, the college is dedicated to upholding its vision of "Social Transformation Through Women Empowerment and Education". The college gives its students ample opportunity and an atmosphere to fully develop their latent skills. They have plenty of opportunities on campus through various activities to develop into responsible adults.

The college imparts instruction in various fields related to Arts, Science and Commerce both at



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UG and PG levels. The courses at UG level run in yearly mode while BCA run through 6 semesters (three years) and are in accordance with NEP-2020, while fifteen PG courses run through four semesters (two years). Fifteen Ph.D. programs run in the institution. All these courses are duly affiliated to MCBU Chhatarpur. The college also runs Chitrakoot University study center, Bhoj University study centre and NPTEL courses, which offer a number of courses at various levels.

Objectives of the Audit Report

The prohibition of discrimination based on gender makes gender equality of the utmost significance. It encourages learning that is gender-neutral. A non-discriminatory educational environment is necessary for the efficient transfer of learning and knowledge. The Indian Constitution's Preamble, Fundamental Rights, Fundamental Responsibilities, and Directive Principles all explicitly state that gender parity is a desirable goal. To promote gender equality and prevent discrimination based on gender, as required by Article 14 of the Constitution, which guarantees universal rights for all people regardless of their place of birth, ethnicity, gender, or race, permits the state to refrain from excluding anyone based on their gender, race, nationality, caste, ethnicity, or any of these factors.

Specific policies and processes that call into question injustices and promote gender equality might be expected to have a bigger impact, especially in higher education institutions where students' maturity levels are significantly higher. All genders are valued equally in societies, which are safer and healthier. An equitable society must first have gender equality. It is not only morally necessary to ensure that everyone can realize their full potential, regardless of gender identification or other considerations. It is a tactical necessity that advances the quest for equality, justice, and opportunity.

The Sexual Harassment at Workplace Act of 2013 was put in place to safeguard college employees and ensure that women are treated fairly and without having their dignity violated at work. The Saksham guidelines were passed in 2014 and mandate measures for gender sensitization, the operation of HEI's institutional redress mechanisms, requirements for particular facilities on and near campuses, and special needs of female students and staff were taken. Thus, College contributes towards promoting a society in which everyone has access to the same opportunities



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in order to guarantee gender equality on our campus.

With the objective for key findings regarding gender neutrality and to ensure gender equality at our campus, our institution requested to conduct a gender audit.

Methodology

A questionnaire was specifically created through google forms for the Higher Education Institution to gather information on the key areas as part of the Audit to collect gender- specific data on the curriculum, the male-female composition of various departments, and a list of programs, workshops, and seminars on gender-related topics. Also, the working of administrative set up, various committees was taken care of to judge the gender related issues and biases.

The results of the online survey were reviewed along with the statistical information offered for the previous three academic years. The following are some of the general gender- sensitive indicators that have undergone in-depth study:

- I. Curricular Aspects
- II. Learning and Evaluation
- III. Gender balance in Teaching & Non-Teaching Staff – male and female
- IV. Research, Consultancy and Extension
- V. Resources & Infrastructure
- VI. Student Support and Progression
- VII. Gender Sensitization Policy and Practices
- VIII. Gender Issues - Mechanisms and Methods

Finding and observations

After a thorough analysis of the facts provided by Govt. Autonomous Girls' PG College of Excellence, it is observed that the College institutionalizes gender equality through various means and mechanisms. The institution is primarily a girls' college, and it adheres to United Nations Sustainable Development Goal (SDG)-5 mission statement to “**Achieve gender equality and empower all women and girls**”.



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There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. There is a provision for complaints to be promptly and confidentially resolved. Equal opportunities are offered in sports, cultural, curricular, and co-curricular events held on and off campus.

To promote gender equality in the minds of the students and the society at large, the college has been holding regular special sessions, workshops, webinars, and gender sensitization programs with women-related themes. Most of the issues were maintained by the college with gender-specific statistics. There is a students' council for gender sensitization at the college that is working on all pertinent problems. The Institution Women Empowerment Cell is quite active and provides year-round assistance to faculty and staff. The College encourages study into issues that affect women. The faculty's efforts to organize seminars, workshops, lectures, etc. on women's concerns have received support and reinforcement from the college. In addition to being available during class, faculty is also available after hours for students in case of emergencies. When it comes to maternity or child care leaves, the College has consistently supported the welfare of its female employees. A day care centre exists for the staff. The Institute has a functional internal complaints committee that handles complaints on gender-sensitive matters. It may be said that the college's environment is very gender-inclusive.

1. Curricular Aspects

1.1 Courses in Syllabus:

Girls' education has an impact on both their economic security and the country's future. Several measures have been done in light of the fact that sensitization programs are currently an absolute necessity on campus. Gender equity and equality have been internalized in all the aspects of our institution. The departments of English, Hindi, have courses that address gender issues within their syllabus at the undergraduate level. The prose, poetry, and short stories in selected pieces of language Foundation Course address gender sensitivity and equity issues. The courses with genetics in their curriculum and Forensic Sciences give ample focus to issues such as child abuse, women empowerment, female feticide prevention and responsible living. Gender sensitization is



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further augmented through various seminars/workshops/expert sessions. Students are motivated to write reports/ write-ups on the burning gender issues, which are given weightage in their CCE.

2. Learning and Evaluation

Gender segregated data on students and faculty in various departments at UG/PG level.

2.1 Total number of students

Table-1 shows the number of admitted students in the previous three years.

Year	2022-2023	2021-2022	2020-2021
Number	13573	12866	11101

Table-1: Institutional data of the admitted students

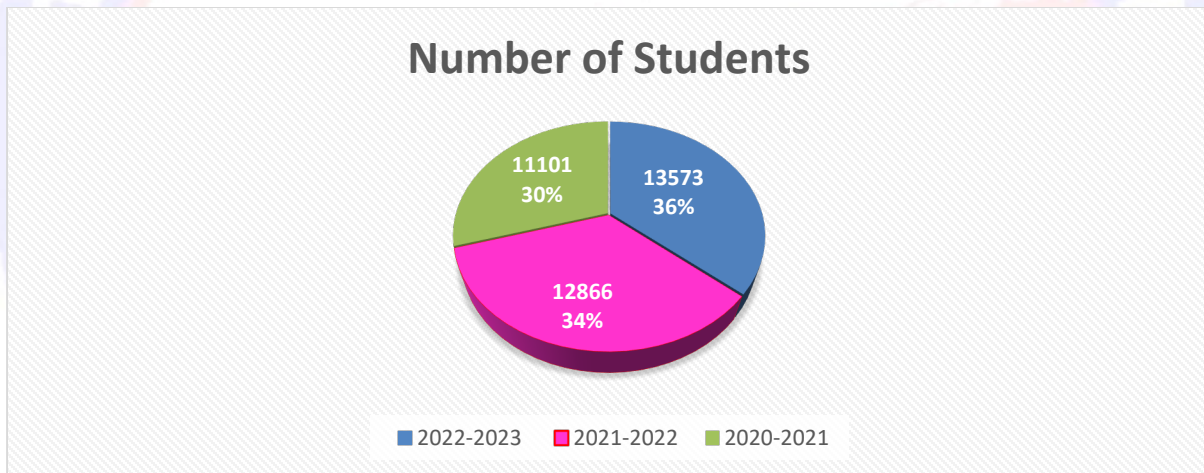


Fig-1: Institutional Profile of the Students

Fig-1 shows a substantial increase in total number of students and indicates the preferential weightage for admission in this Institution of central India having a great heritage and legacy.

2.1.1 Composition of the Female Students admitted 2020-2023

Number of seats earmarked for reserved category as per GOI or State Government rule Number of students admitted from the reserved category Gen-SC-ST-OBC & Others.



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Year	Number of seats admitted from various category as per GOI or State Government rule				Number of seats (Female) admitted from various category				
	UR	SC	ST	OBC	UR	SC	ST	OBC	Others
2022-2023	2594	830	1038	726	1242	874	173	2899	--
2021-2022	2960	947	1184	829	1478	1041	160	3240	--
2020-2021	2048	655	819	574	1048	646	91	2312	--

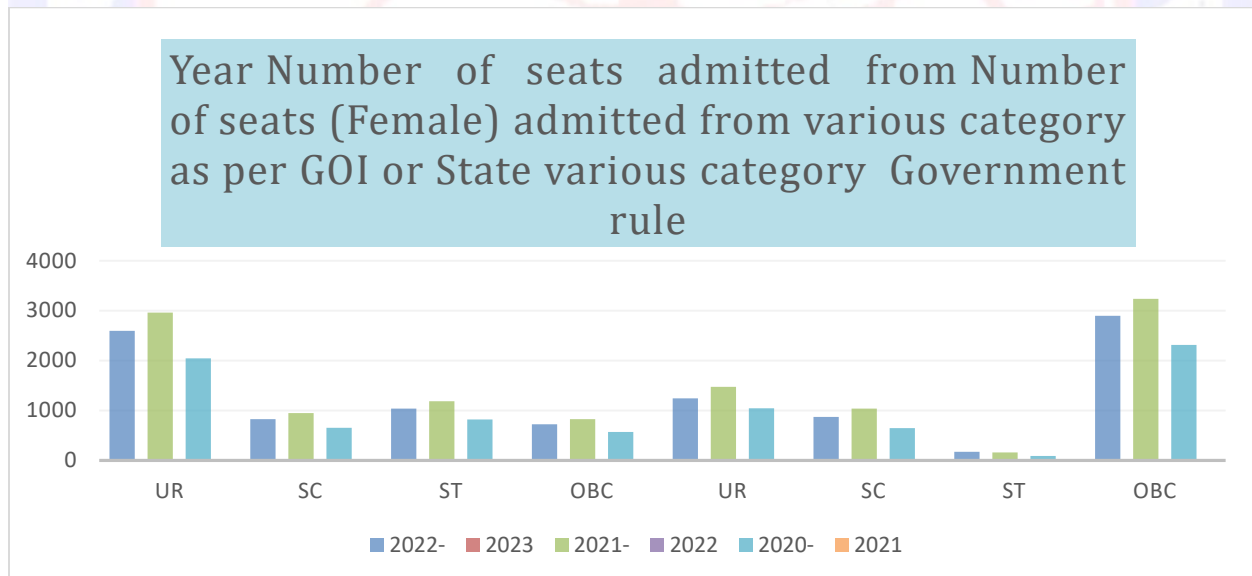


Fig-2

Table-2: Institutional data of the admitted female students as compared to total students from the categories Gen-SC-ST-OBC & Others



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Table-2 shows that there is a rising trend in the admission for the SC, ST and OBC category during 2020-21 to 2022-23 and a rising trend is also observed for the female candidates in the reserved categories, which is definitely a positive trend.

2.2 Gender Profile of the Academic and Non-Academic Staff 2020-2023

Academic Year	Female	Male	Total	Percentage (F)
2022-2023	54	88	142	38.03
2021-2022	54	88	142	38.03
2020-2021	54	88	142	38.03

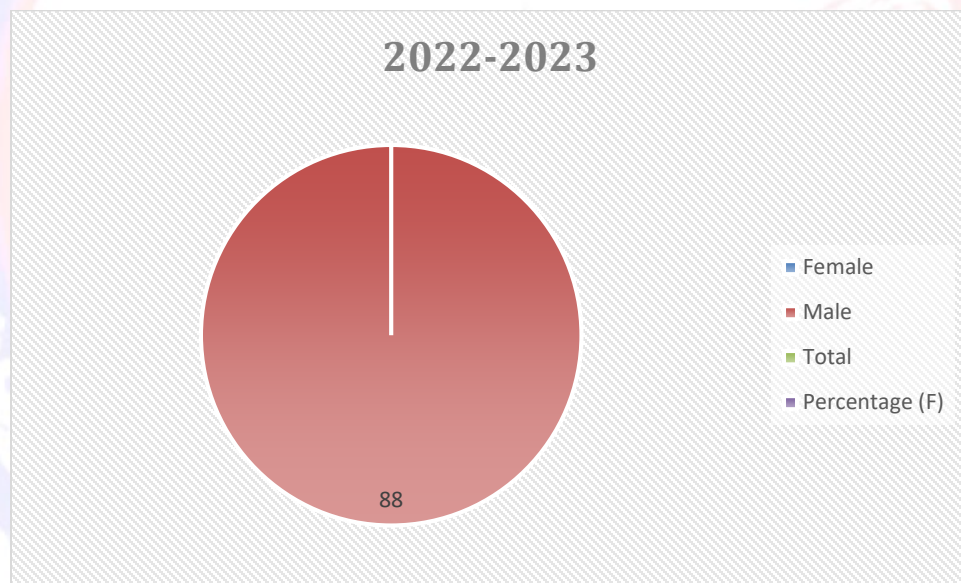


Fig-3

Table-3: Institutional data of Academic and Non-Academic Staff

Table-3 showcases the data of male and female academic and non-academic employees



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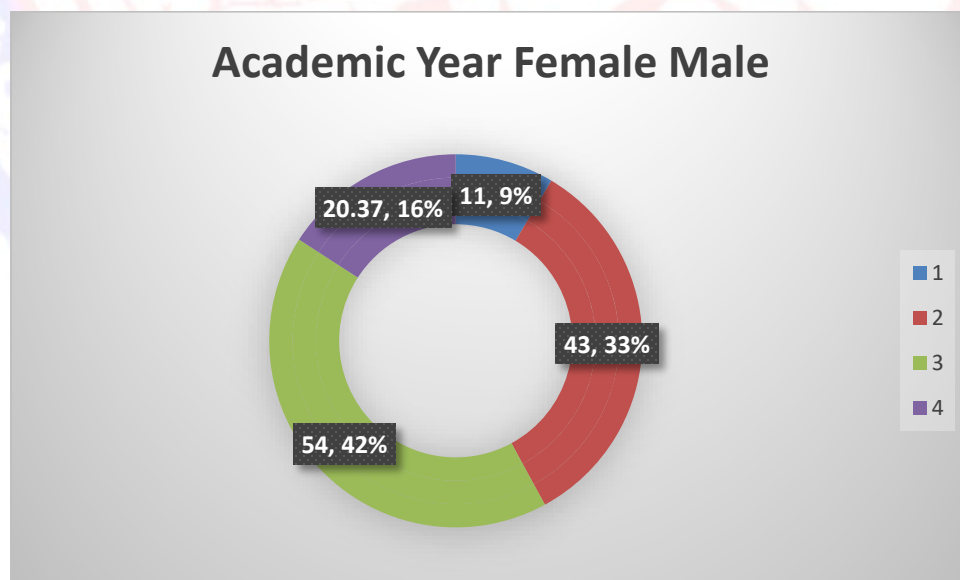


Figure-4 shows the combined gender profile of the institution. The projection includes all Academic and non-Academic staff. Compared to 38.3% of female staff, here is 61.7% of male staff at present.

2.2.1 Gender balance among the Employees (Non-Academic)

This standard seeks to eliminate bias and promote parity by advising the organizations to have a balanced mix of men and women in governing structures and management, ensure that both sexes are treated equally when it comes to recruitment, career opportunities, and pay, and ensure that the needs of men and women are given equal consideration in the institution's decisions and activities.

Academic Year	Female	Male	Total	Percentage (Female)
2022-2023	11	43	54	20.37
2021-2022	11	43	54	20.37
2020-2021	11	43	54	20.37





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Table-4: Institutional data of Non-Academic Staff

Table-4 showcases the institutional gender data of the non-academic staff. Approximately 20.37% of the non-academic staff consists of female staff.

Figure-5 depicts the gender ratio of non-academic staff.

2.2.2 Gender Balance as Head of Departments (HoDs)

Academic Year	Female	Male	Total	Percentage (Female)
2022-2023	12	10	22	54.55
2021-2022	12	10	22	54.55
2020-2021	12	10	22	54.55

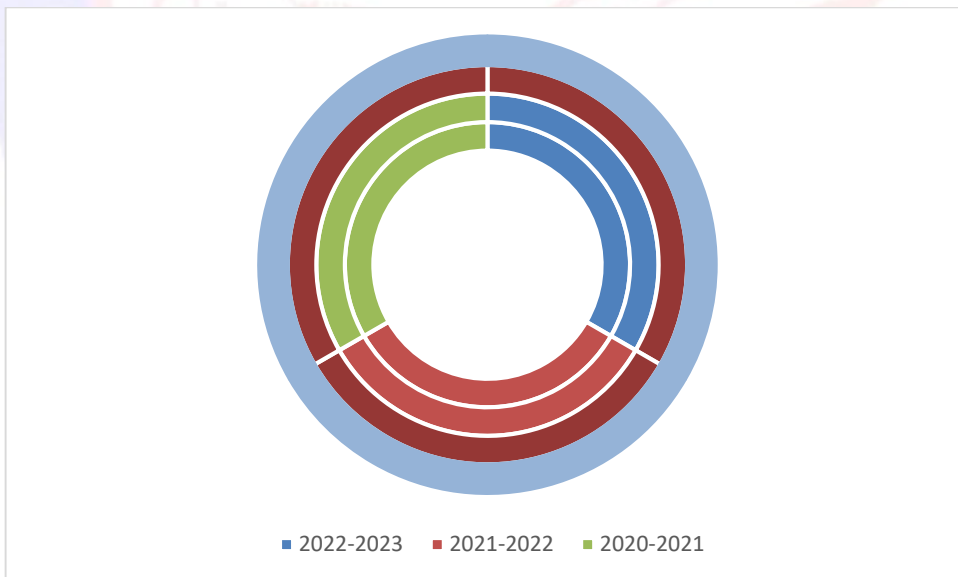


Table-4: Institutional data of Non-Academic Staff (sessions: 2020-2023)



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Table-4 shows that there is good representation of female faculty as head of the departments. In the year 2022-2023 out of total 22 departments 12 were headed by female faculty.

2.2.3 Gender balance among the Employees (Academic)

Academic Year	Female	Male	Total	Percentage (Female)
2022-2023	43	45	88	48.86
2021-2022	43	45	88	48.86
2020-2021	43	45	88	48.86

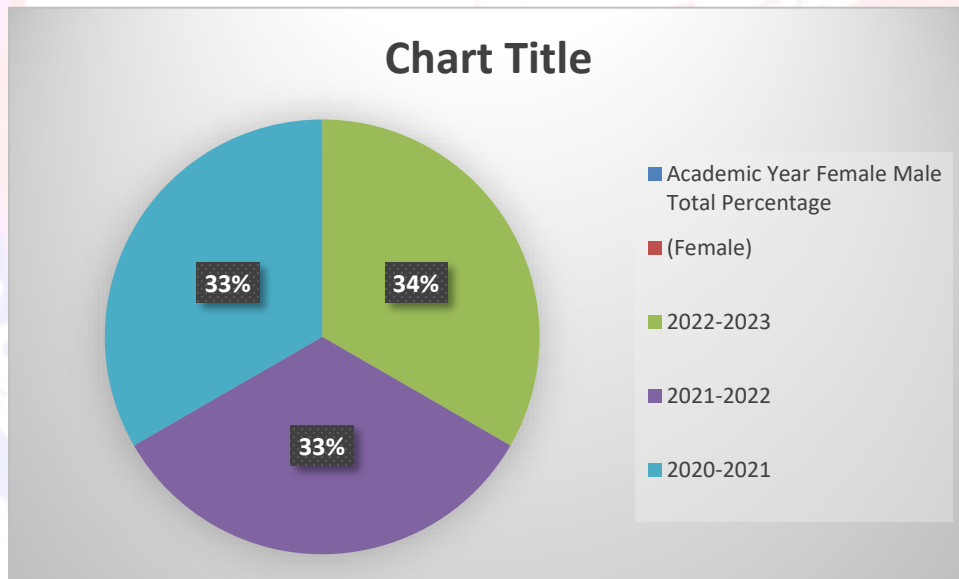


Table-5: Institutional data of Academic Staff

Table-5 presents the data of female academic faculties as compared to the total number of the faculties. Approximately 48.86% of the faculties are female.



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Figure-6 depicts that over the last three years, the gender balance is more tilted towards the female faculties.

2.3 Participation of women faculty in seminars/ conferences/ workshops/faculty development programmes/ receiving awards/representation in various committees.

Being one of the premier institutions of central India, the female as well as male faculties regularly upgrade themselves by organizing and attending various academic oriented activities such as refresher, orientation, short term courses, faculty development programmes, staff development programmes. Also, they are actively associated with participating and initiating various seminars, conferences and workshops in the online as well as offline mode. As the institution has a good number of senior and experienced faculties dedicated to research and other activities, therefore, they are associated with various research bodies, university bodies and committees at various level. Most of the faculties are invited as resource persons to deliver lectures by various organization. The female faculties are as dedicated in performing academic as well as administrative duties at par with the male faculties. The aforementioned details with respect to female faculties are presented in the tables 6a, 6b & 6c mentioned below for the last three sessions.

2.3.1 Gender balance in committees

More than sixty five committees function for smooth management of all the activities of the institution. Table-7 showcases almost nearly equal participation in various committees, where the faculties have to handle a number of committees.

Academic Year	Female (Total)	Male (Total)
2022-2023	254	112
2021-2022	185	151
2020-2021	264	181



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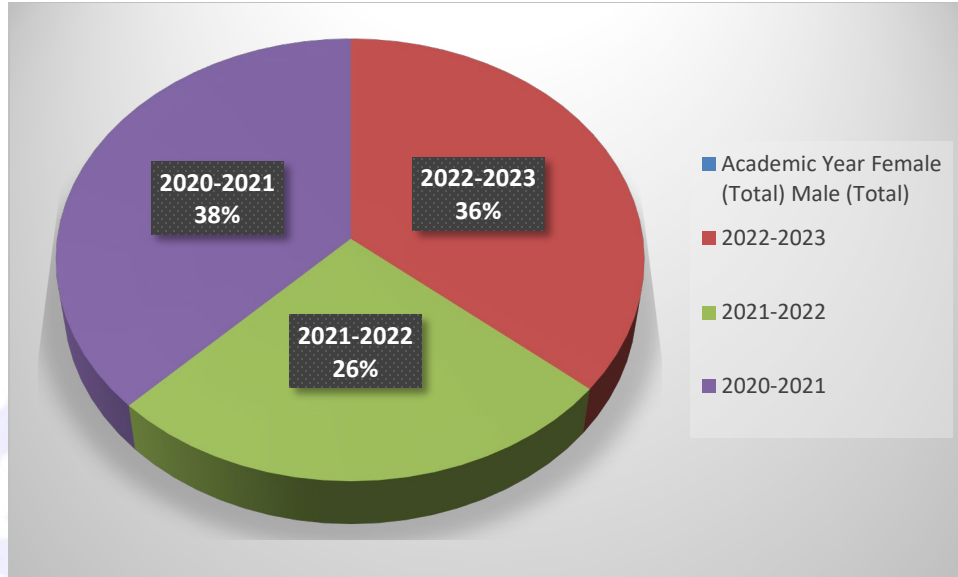


Table-7: Institutional data of Gender distribution in committees

Figure-7 depicts that the overall female : male ratio is balanced in all the institutional committees.

3. Infrastructure and Learning Resources

The college is actively fostering the idea of gender sensitivity in a various ways. Visualization and taking concrete actions allow us to focus on diverse spaces of empowerment and engage with issues that impact women's life within the campus. With moderately high proportion of female faculties, staff, and students, we try our best in terms of empowering them.

- A women's hostel is under construction.
- A common room for women is available in the Red Building.
- Clean and well-maintained washrooms with necessary amenities are available in all the blocks.
- A Primary Health Centre facility with a female doctor is available.
- Separate research working areas and adequate research facilities have been provided.
- A day-care centre facility is available.



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- Counselling facilities are available in the campus.
- Gymnasium facility is available to students, faculty members and administrative staff daily.
- Canteen facilities are available as a branch of Indian Coffee House, which also serves healthy food.
- Good Sports facilities are available in the campus.

3.3 Library facilities:

The institutional library is constantly upgraded in terms of books and journals/e-journals. Being a co-educational institution, both the genders use the library without any biases. For female students specially hailing from far places, an extra facility has been provided to them. They are given an extra fifteen days for returning of the issued books. Separate seating zones for students, research scholars and faculties are made available in the library. The whole library is under CCTV surveillance and also physical monitoring by the library staff at every floor is ensured for safety and security.

4. Student Support and Progression

4.1 Data on number of female students getting scholarships/ financial support.

A good number of female students avail the facility of scholarship and other financial support.

Year	Name of the government scheme	Number of students benefited by government scheme and amount		Name of the Institution / non governmental scheme	Number of students benefited by the institution's schemes and amount	
		Number of female students	Number of total students		Number of female students	Number of total students
2022-2023	Central sector Scholarship (SC,ST, OBC, Minority & EWS)	428	428			
	Gaon ki Beti	2624	2624			



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	Pratibha Kiran Yojna	67	67			
2021-2022	Central sector Scholarship (SC,ST, OBC, Minority & EWS)	381	381			
	Gaon ki Beti	2777	2777			
	Pratibha Kiran Yojna	105	105			
2020-2021	Central sector Scholarship (SC,ST, OBC, Minority & EWS)	263	263			
	Gaon ki Beti	2635	2635			
	Pratibha Kiran Yojna	109	109			

Table-9: Institutional data reflecting financial support availed by female students as compared to total number of students.

The major contribution of the scholarship comes from the Central sector Scholarship for SC, ST, OBC, Minority and EWS students. Two schemes of Government, viz. Gaon ki Beti for rural background students and Pratibhakiran Yojna are specially dedicated to female students and the institution implements the scheme. Institution also provides seed money to the female as well as male students at institutional level to promote research activities among them.

4.2 Availability of anti-sexual harassment cell, lady doctor, women counsellors etc. :

- An anti-sexual harassment cell and internal Complaints Committee exists to handle the related issues. Till date no complaint has been received regarding such issues.
- An equal opportunity cell also exists to monitor the institutional working with any biases based on caste, creed, religion, age, financial status, nationality etc. A lady doctor is available on call on all the working days in primary health care centre situated inside the campus. In



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case of emergency, students are escorted to nearby Hospital.

- Counsellors are available once in a week. During COVID-19 Pandemic, online counselling has been initiated.
- Wheel chair and other facilities are available for specially-abled students.
- A day-care facility exists for working mothers for their small children in the campus.

4. Organization and Management:

4.1 Women are given justified representation in all institutional committees/ academic/ administrative bodies. (Details of Committees) With 72% of female faculty, adequate representations in various academic and administrative responsibilities by women in various portfolios including Academic Council (64%), and as Conveners/Members of various Committees/ Clubs/NCC/ NSS/ YRC is observed.

Table-10 a: Institutional data reflecting participation of Female & Male faculties in committees.

S.No.	Committees	Female (Total)	Male (Total)
1.	Admission committee	01	00
2.	B.Ed/M.Ed. verification committee	02	02
3.	Time-table committee	00	03
4.	Dress Code committee	05	02
5.	Anti-ragging committee	03	01
6.	A F distribution committee	05	01
7.	Purchase committee	03	02
8.	Account/Bursar/Bill checking committee	00	04
9.	Campus maintenance committee	02	01
10.	Canteen & cycle committee	04	04



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11.	Court case committee	00	01
12.	Pay-fixation committee	00	01
13.	Service book updation committee	00	01
14.	Gaon ki Beti committee	03	00
15.	Right to information committee	00	04
16.	CM helpline committee	02	05
17.	Student grievances redressal committee	03	01
18.	Library committee	05	01
19.	NEP-2020 implementation committee	01	04
20.	Mentor-mentee / proctor committee	00	01
21.	LR & girl's common room committee	01	00
22.	Women empowerment cell	03	02
23.	Internal complaints committee & anti-sexual harassment cell	04	01
24.	SC & ST committee	00	02
25.	OBC committee	02	00
26.	Guest-faculty aamantran committee	01	04
27.	Visiting-faculty aamantran committee	01	00
28.	NAAC core committee	02	01
29.	IQAC	04	04
30.	Research advisory committee	04	02
31.	Innovation & incubation cell	03	01



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32.	Interdisciplinary seminar committee		03	02
33.	Write-off committee		04	01
34.	Specification verification committee		00	02
35.	Yashwant Hall & Stage arrangement		04	01
36.	Offline class monitoring committee		01	02
37.	Online news letter/ magazine committee		03	00
38.	Class III & IV staff department allotment committee		00	02
39.	Hariyali Mahotsav committee		01	00
40.	Atmanirbhar bharat-output indicator (Janbhagidari management) committee	4.8	01	03
41.	C M helpline committee		02	05
42.	Flag hoisting committee		01	00
43.	Press, advertisement & media committee		02	01
44.	Infrastructure - construction & renovation committee		00	01
45.	Campus maintenance committee		00	01
46.	RUSA committee		03	01
47.	SVCGC & Placement Cell		02	01
48.	Youth festival committee		05	04
49.	Annual function activities committee (sports, literary & cultural activities)		04	03



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50.	Smart City campaign Cell (Smart Girl)	00	01
51.	College Chalo Abhiyan committee	02	01

Table-10 b: Institutional data reflecting participation of Female & Male faculties in committees.

6.2 Details of Welfare measures:

Various welfare measures are initiated at the institutional level for promotion of gender sensitization with special concern for the girls through its various activities, notices and circulars. Faculty as well as the staff proactively assists in implementation of various activities. Following measures are initiated for gender sensitization and promotion of gender equity.

- During the Orientation Programme, freshers are sensitized.
- Legal awareness program to understand gender equality through quiz.
- a) Safety and Security**
 - Surveillance through CCTV cameras and monitored entry of all persons and vehicles.
 - Training sessions to impart the skill ability of self-defense conducted regularly on Yoga and Karate by Women Empowerment cell, RCS, NSS and Sports.
 - Mahila Shashaktikaran (Women Empowerment) programme are conducted at regular intervals.
 - The committee of proctors/mentors consists of both male and female faculties.
 - Lady staff members always accompany female students during study tours/college functions and other such activities.
- b) Counseling**
 - Grievance Redressal Committee is in place for solving of their problems.
 - Women Empowerment Cell detail is available on the website and they are available twice a week in the Cell in the designated time. During and Post COVID pandemic, psychological counseling has also been provided.



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- Gender equity and equality are also discussed during handling of cross-cutting issues during curriculum delivery.
- Mentors/Proctors are nominated for counselling of both genders.
- SVCGC & Placement cell works for the career related counselling of both genders.
- On-campus availability of medical facility and on call Lady Doctor.
- c) Common room and other infrastructure**
 - Girls Common Room with all necessary amenities is available.
 - Separate washroom for girls and lady staff is available in every block.
 - Sanitary pad vending machines and incinerators have been installed.
- d) Others**
 - e)** Awareness programmes, Quiz on health and hygiene issues, women-specific government policies are organized.
 - f)** Special days dedicated to women icons are celebrated.
 - g)** Women are also felicitated for their contribution in respective fields.
 - h)** POCSO act awareness is created in the campus.

5. Healthy Practices:

Annual Gender Sensitization Action Plan is made and implemented every year since 2020- 2021. A number of gender sensitization programmes conducted and women-related themes and topics were taken up for discussion and debates by various departments with cleared timeline and cells and is monitored by IQAC.

Few practices that have been inducted are:

Provision of senior staff/mentor or advisor level/Psychological/career counselling for students which is a continuous process.

- Conduction of regular meetings of Women Empowerment Cell, Internal Complain Committee, Anti-ragging Cell, Student Grievances Redressal Committees, for monitoring gender equality in the Institution.



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- Organizing Talks / Workshops / Conferences / Quiz / info talk / Webinar on gender related issues.
- Celebration of International Women's Day and International day of the Girl Child.
- Organize a student awareness program on sexual Harassment Act at work place
- Conduction of awareness programmes, with Indore Police about sexual harassment, cyber security, traffic rules.
- Provision of maternity leave/ child care leave/ special leaves for women staff members as per the existing State Government rules.
- Regular counselling on state Government schemes on Girl Child, about Gaon ki Beti, Pratibha Kiran scholarship & other schemes.
- Regular counselling for health and hygiene of students under "poshan and aahar" programmes.

Gender sensitization is not only creating awareness among girls, but it is equally important to make aware the boys of various societal as well domestic norms, that are regressive and lead to gender biases. The institution as initiated activities such as group discussions, lectures, self-defense activities, workshops, webinars, legal counselling, emotional and psychological counselling in cognizance with various government schemes such as the declarations **C0538 (prevention of atrocities against women)** & **C0566 (self-defense training & guidance for girls)** of honourable Chief Minister of Madhya Pradesh. that deals with prevention of atrocities against women by counselling the male students in eradicating gender biased mental attitude. Because of small family size and moving away from joint families, girls as well as boys do not understand to handle these behavioural issues. Promoting concept of smart girls by making them physically and mentally strong under **Safe City Campaign** is one more activity series, where police officials, legal experts are regularly guiding the girls regarding safeguarding them from gender violence, safe handling of social media platforms and save themselves from social media abuse.



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नाटक से दिया संदेश



विज में राष्ट्रीय सेवा योजना इकाई वावधान में महिला सशक्तिकरण प्रदर्शन किया गया। छात्राओं ने कर लोगों को जागरूक किया।

नाटक से दिया खाल
विवाह रोकने का संदेश
सागर। पञ्चवर्षीय राष्ट्रीय विज्ञान विद्यालय
में राष्ट्रीय सेवा योजना इकाई 2 एवं 3 के संयुक्त तत्वावधान में महिला
सशक्तिकरण पर नुककड़ नाटक का
प्रदर्शन किया गया। इसमें छात्राओं ने
भूमि रत्ना, चरलू हिंसा, बाल विवाह एवं
महिले अपराध पर गेक ल्याना है।
इस अवसर पर प्राचार्य डॉ. इत्य तिवारी ने
कहा कि महिला विकास पर इस तरह
का कार्यक्रम अत्यंत ही महत्वपूर्ण है।
इस दौरान प्राचार्य डॉ. इत्य तिवारी ने
नुककड़ नाटक की प्रशंसा की।

महिला सशक्तिकरण पर नुककड़ नाटक



सागर, आचरण संवाददाता।

शासकीय स्वशासी कन्या स्नातकोत्तर उत्कृष्टता महाविद्यालय सागर में राष्ट्रीय सेवा योजना इकाई 2 एवं 3 के संयुक्त तत्वावधान में महिला सशक्तिकरण पर नुककड़ नाटक का प्रदर्शन किया गया। जिसका उद्देश्य भूमि रत्ना पर गेक, महिला शिक्षा, चरलू हिंसा, बाल विवाह एवं महिला अपराध पर गेक ल्याना है। इस अवसर पर प्राचार्य डॉ. इत्य तिवारी ने कहा कि महिला विकास पर इस तरह का कार्यक्रम अत्यंत ही महत्वपूर्ण है। इससे कार्यक्रमाधिकारी डॉ. भावना रमैया एवं डॉ. अपर्णा चाचौदिया ने कहा कि रमैया के स्वयंसेवकों द्वारा प्रदर्शित इस नुककड़ नाटक की प्रस्तुति समाज में महिला उत्थान की पहल है। मनु उपाध्याय, साक्षी गुप्ता, वर्षा प्रजापति, नेहा यादव, रीता सूर्यवंशी आदि उपस्थित रहीं। इस अवसर पर डॉ. अंजना चतुर्वेदी, डॉ. रश्मि दुबे, डॉ. सुनीता सिंह, डॉ. अंजना नेमा, डॉ. निशाइन्द्र गुरू, डॉ. मंगल सुद, डॉ. अंजना नेमा, डॉ. मोनिका हर्षीकर, डॉ. प्रतिमा खरे, डॉ. रजनी दुबे के साथ साथ समस्त महाविद्यालय उपस्थित था।

8/3
कार्यक्रमाधिकारी
डा. ने. मोजनी-ककड़
शास. कन्या उत्कृष्टता
सागर (म.प.)

आचरण, 8 मार्च 2020 ५ ११ ०३

प्रतिमा खरे

कार्यक्रमाधिकारी



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गर्ल्स कॉलेज की छात्राओं को बताया एवसीडेंट के समय कैसे दें फर्स्ट एड

108 एंबुलेंस के स्टाफ ने दिया डेमो, शिक्षकों और छात्राओं का चैकअप भी किया

भास्कर संवाददाता | सागर

गर्ल्स कॉलेज में रासेयो की चौथी इकाई द्वारा फर्स्ट एड तथा आपातकाल में सहयोग की जानकारी के लिए जागरूकता कार्यक्रम हुआ। प्राचार्य डॉ. अखिलेश पटैरिया ने कहा कि जीवन में कई बार हमारे आसपास आकस्मिक दुर्घटनाएं घटित होती हैं। हमें उस वक्त क्या करना चाहिए इसकी जानकारी होना आवश्यक है। उन्होंने कहा कि पढ़े-लिखे युवाओं को इस प्रकार की जानकारी होने से दुर्घटनाग्रस्त व्यक्तियों को तात्कालिक राहत दी जा सकती है, जिससे उसकी जान की रक्षा संभव है।

आपातकालीन सेवा-108 के पायलट बाबूलाल अहिरवार ने बताया कि एवसीडेंट आदि की घटनाओं में प्राथमिक उपचार किस तरह देना चाहिए। 108 से ही दिल्लीय चौधरी ने डेमो करके बताया कि किस तरह बाहर से सांस देकर भरीज की जान बचाई जा सकती है। 108 के राज मुखे ने फर्स्ट एड बॉक्स के लिए जरूरी चीजें बताईं। छात्रा संघ भारी डॉ. रश्मि मुखे ने मंगलवार और बुधवार को छात्रा संघ द्वारा होने वाले आनंद उत्सव मेले की



सागर: फर्स्ट-एड कौशल अर्थात् डिजी कॉलेज में छात्राओं को प्राथमिक उपचार करने का तरीका सिखाते 108 एंबुलेंस के पैरामेडिकल कर्मी।

जानकारी दी। आयोजक प्रभारी डॉ. भावना वावव ने कहा कि जानकारी होने पर ही हम राहत दे सकते हैं।

जानकारी का अभाव हमारे आत्मविश्वास को कम करता है जो दुर्घटनाग्रस्त व्यक्ति की जान को खतरा हो सकता है। 108 को महाविद्यालय परिसर में लाकर छात्राओं को दिखाने तथा उन उपायों संबंधित जानकारी उपस्थित पैरामेडिकल स्टाफ ने दी। इस मौके पर डॉ. सुवीता त्रिपाठी, डॉ. अंमना चतुर्वेदी, डॉ. विंदु श्रीवास्तव,

डॉ. अरविंद मोहरे एवं छात्रा संघ अध्यक्ष नेता जैन ने छात्राओं सहित चैकअप कराया।

आनंद उत्सव मेला आज से

संयोजक से की विस्तृत जानकारी उत्सव मेला शुरू होगा। संयोजक को कर्मी कर्माओं, जैन आर्त, राजेश, हेमन्तराज, ज्योती अर्जुन तथा अंशुवती तथा 21 फरवरी को आरंभित परिसरगत परिषदों से अर्जुन तथा संयुक्त रूप से आयोजित होगा।



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Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in Govt. Autonomous Girls' PG College of excellence, Sagar. The audit involved a review of policies and procedures, data analysis, and input from stakeholders including students, faculty, and staff and parents. The findings of the audit indicate that while the college has made progress in promoting gender equity, there are still areas where improvement is needed.

- 1. Policies and Procedures:** The institution has policies and procedures in place to address gender equity issues. The policies are revised and accordingly amendment is done. In the preceding three years, no sexual harassment issues have been raised, which shows robust monitoring in the campus. To promote tolerance, harmony and women's empowerment Govt. Autonomous Girls' PG College of Excellence, Sagar pays great attention towards gender equity and gender sensitization. The College provides every opportunity to the girl students for their all-round development and holistic growth.
- 2. Orientation for students as well parents:** In order to bring about change and awareness at the most fundamental level, the college organizes orientation programs for the girl students at the time of induction as well as through out the academic year to bring them face to face with the realities of the society and make them aware of their rights and strengths. They are taught about their equal status in family and society. They are also made aware of the various cells and helplines initiated by the state and central government and various other organizations to help them in time of need. The college also organizes orientation program for the parents to highlight the significance of practicing equality between sons and daughters in the family and giving equal opportunity to both in education, career, affection, property and self-esteem.
- 3. Curriculum:** The survey found out that the designed curriculum is gender-neutral.
- 4. Student Experiences:** Though this is a girls' college and possibility of any disparity or inequality among students is totally ruled out, but the college maintains gender equality in the staff. No gender-biased issues have been observed so far. The whole campus is under tight CCTV surveillance. Adequate and good quality common room facilities are provided to the



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girl students.

- 5. Faculty and Staff:** The survey found that the institution has policies and practices in place to promote gender-equality among faculty and staff including equal pay and non-discriminating policies. All the faculty and staff are recruited as per the govt. norms. Career advancement procedures are also followed as per the govt. norms. No gender-based barriers are observed during the recruitment of Janbhagidari Guest faculty, visiting faculty and staff. It is also done solely based on merit.
- 6. Facilities and Infrastructure:** The survey found that the institution has sufficient facilities available on campus. A Day-care facility exists in the campus to take care of the small kids with their working parent.

Campus Safety provisions: The institution has well drafted policy and procedures in place to address safety, security, gender-based violence and harassment, but there is a need for more awareness of these policies and procedures. However, the survey identified that some students and staff are not aware of the process of reporting incidents on gender-based violence and harassment.



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Summary & Recommendations:

- 1. Policies and Procedures:** The institution should review and update its policies and procedures to ensure that they are effective in addressing gender equity in a broader aspect. It is appreciable that college maintains zero tolerance towards sexual harassment and no such untoward incident has been observed in the campus.
- 2. Curriculum:** The institution should review its curriculum to ensure that it includes a diverse range of perspectives, inclusive of gender issues. It is recommended to include outreach activities related to gender issues with societal background. Also, it is recommended, that meritorious women from various works of life be invited in the college for interactions. The library should also add biographies of renowned women from various fields to encourage girls for a better and respectable future.
- 3. Student Experiences:** The institution has increased its efforts to promote the safety of all students on campus, such as lighting in all the areas of campus, monitoring through CCTV surveillance, Suggestion and grievance box at every building, a proper mechanism for reporting and responding to gender-based violence and harassment. But students need to be more sensitized regarding gender biases and acquainted with policies and procedures through various mechanisms. A special focus on financial and legal empowerment needs to be addressed.
- 4. Faculty and Staff:** The institution has a balanced gender ratio and the institution implements its policies to create better work-culture for faculty and staff.
- 5. Facilities and Infrastructure:** The institution should increase the availability of girls' common room in different buildings in campus and take steps to improve the safety of female students in certain areas of campus.
- 6. Campus Safety provisions:** The institution should increase awareness programmes of its policies and procedures for addressing gender-based violence and harassment. This may include offering training to students and staff on the reporting and response process



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Conclusion

In conclusion, the findings of this gender audit demonstrate that Govt. Autonomous Girls' PG College for Excellence maintains good Gender balance. It also identified the areas, where there is a need for continued efforts to promote gender equity and equality. The institution should regularly upgrade its policies, practices, facilities and, focus on implementing strategies with recommended changes and monitor and evaluate the progress over time. Thus, the institution can promote a safer and more equitable environment and create a more inclusive and diverse environment that promotes a holistic excellence for its faculty, staff and students. Thus, we may conclude that the college follows all the norms and principles of gender equity and sensitization as per the state and central government norms.