



ADARSH MAHILA MAHAVIDYALAYA, BHIWANI

Affiliated to CBLU, Bhiwani

7.1.1 Measures initiated by the Institution for the promotion of Gender equity and Institutional initiatives to celebrate/ organize national and international Commemorative days, event and festivals during the last five years

7.1.1.5 Gender Audit Report

Gender Audit Report

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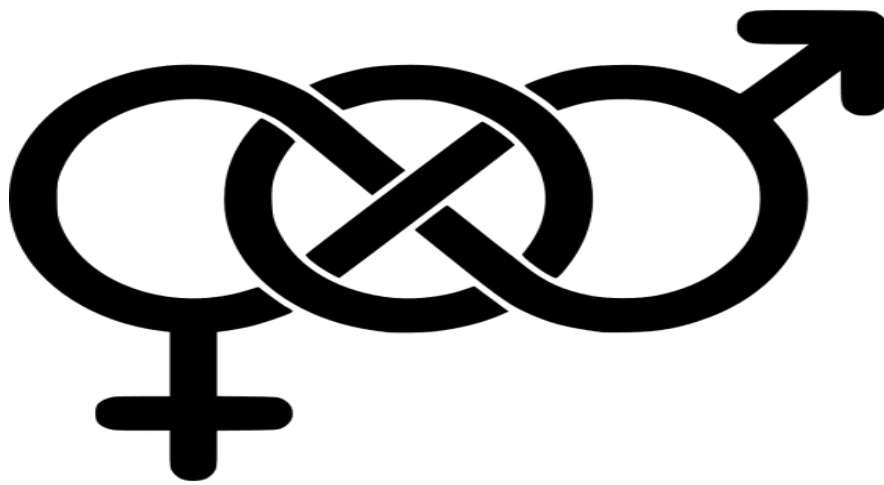


ADARSHMAHILAMAHAVIDYALAYA

BHIWANI-127021

NAAC Accredited B+ grade

(Internal Quality Assurance Cell)



GENDERAUDITREPORT

(2020-21)

Dr. Neelam Gupta

Coordinator

Dr Rajani Ragav

Principal

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Gender Audit Report (2020-21)

Acknowledgment

I acknowledge my deepest gratitude to the management of Mr. Ashok Buwaniwala for their continuous encouragement and guidance. I express my special thanks to our Hon. Principal Rajni Raghav, Vice Principal Rachna Arora for their valuable suggestion and guidance time to time preparing Gender Audit report of college Adarsh Mahila Mahavidyalaya Bhiwani

I also acknowledge my indebtedness to Mrs. Neelam Gupta IQAC coordinator NAAC for her advice and valuable support extended to this project. Our sincere thanks to all respondents from different departments for clearing our doubt with tremendous patience and understanding.

We thank to faculty and non-teaching staff who took pain along with us gather data through survey and helped us during the document verification. I extend my gratitude towards all the Heads of respective departments, teaching and non-teaching staff of our college for their cooperation in preparing the report.

Gender Audit Report (2020-21)

From the Desk of Hon. Principal Dr. Rajani Bagay



Today we are in 21st Century still we find that female feticides are killed and the ratio of girls in India is declining. This is matters of worry and concern. So we strive for overall development of students. As women account for one-half of the country's population, balanced sex ratio is desirable. Today India is progressing in all fields and has given opportunities to women to participate in all activities. We do find women taking part in different activities but this is just smaller number of independent on which we cannot bask our glory.

Women are the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-Motivated and empowered. The decline of females according to sex ratio of Bhiwani (876:1000) is alarming that status of women and girls is low.

We have given importance to programme and activities that will foster women empowerment in campus.

Worldwide, most countries recognized that equal rights should exist between men, women and transgender many have produced regulations for avoiding discrimination between all sexes about Health, education, economical, Political, social and cultural rights and treat as human being to all.

Preface

Our College Adarsh Mahila Mahavidyalaya, Bhiwani recognizes the importance of gender audit for college development and has been taking different measures and intervention. For the mainstreaming process to be effective, it necessitates to conduct gender audit in order to find out gaps and to come up with appropriate actions accordingly.

Gender audit is a tool to assess and check the institutionalization of gender equality in their programmes & policies. Globalization has presented new challenges for the realization of the goals of women's equality. This gender issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role gender role definitions.

Gender audit is in general an internal audit from gender perspective. Its ultimate goal is to achieve gender equality.

The audit process involved was collecting collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down the finding and sharing the result with the Principal of the college for implementation of the recommendations.

Dr. Neelam Gupta
Coordinator

Institute At a Glance

Gender Audit Report (2020-21)

Courses offered

1. B.A (Seats 560)
2. B.sc (Medical/Aided)
3. B.sc (medical) SFS
4. B.sc (Non-medical) SFS
5. B.sc (Computer Science) SFS
6. B.com (Pass course) Aided
7. B.com (Pass course) SFS
8. B.com (Vocational)
9. B.com (Computer Application)
10. BCA
11. M.A English
12. M.A Economics
13. M.sc maths

Gender Audit Report (2020-21)

About the College

Adarsh Mahila Mahavidyalaya, Bhiwani has carved a Prime niche for it self on the educational map of Haryana. It is one of the leading institute of Haryana and was established in 1970 and it is affiliated to C.B.L.U

Ch. Bansilal University Bhiwani. The college is housed in two sprawling building rights in the heart of Bhiwani. It is one of the famous colleges in Bhiwani District. The college has earned a name and fame due to its academic excellence, regularity and punctuality of its rigorous routine, high standard of discipline, administrative control and progressive outlook to serve the society. The college is awarded as 'Best College' by the Government of Haryana.





The college has a distinctive proud history of being established by social reformers who were also dedicated to the cause of women education.

Gender Audit Report (2020-21)

The institution was established and nomenclatured with the noble and elevating vision to create 'Adash' its meaning is ideal Young Women who combine the best of old & new the traditional 'Sanskaras' and a modern outlook. And the institute has lived up to its name.

The gender audit tries to assess the impact of its current and proposed policies on gender equality and gender sensitization. The college always takes safety measures for all students. The objective is not only the equality and empowerment of male and female but transgender also.

Participatory tool and process are adopted by the institution to promote a healthy and harmonious environment about gender in the policies, programmes and structure of the institution.

In our institution we have conducted gender audit to identify the policies of institute are safer for all gender. The audit process involves collection of data, analyzing policies, Programmes and data to assess the extent of gender equality and balance.

Vision

'To empower students with innovative life skills and social values for Global competency.'

Mission

Upholding the motto of Ammb is and hap. The institution was established and nomenclatured with noble and elevating vision to create Adarsh. The college is committed to provide Higher Educational opportunities to the socially under-privileged and financially weaker section.

Gender Audit Report (2020-21)

Objectives of the institution

- To find out the areas of Gender differences exist in the college.
- To study the gender related problems of administrative staff & students.
- To know about the gender perception in the campus.
- To provide good academic education to students through a disciplined approach and better quality of teachers.
- To pay special attention to women education and to ensure the success of movement to empower and emancipation of women.
- To provide maximum facilities to minority students.
- To inculcate moral, ethical values & National spirit among students by involving them in activities such as NSS/NCC etc. for holistic development.
- To promote Higher Education, competency and enhancement among teaching fraternity through a sensible approach towards environmental awareness and social values.
- To make the students computer literate and imbibe soft skills among them grooming their overall personality to cope up with the current challenges of globalized life.
- To suggest measures for bridging the gender gap.
- The audit would enable the organization to identify the impact of gender relations on their agency's culture, processes and programs and organizational performance.

The Vision & Mission statements are communicated to stakeholder through:

- College Website
- College Magazine "Anupma"
- Display boards are placed at different places in the college campus.

Gender

Understanding of gender continually evolves. In the course of personal life, the interest, activities, clothing and professional that are considered the domain of one gender on another evolve in ways both small and large.

Gender is socially constructed definition of women and men. It is not the same as sex and it is not the same as women gender is determined by conception of tasks, functions and role attributed to women and men in society and in public and private life.

Concept of Gender audit

The basic Assumption of gender audit is that public policy impacts differently on men and women. The variance stems from the different roles of women and men in the family and from the lower economic status of women. The purpose of gender audit is to lead the change in public policy that contributes to an increase in gender equality. Unless a gender audit is done, we cannot answer the question. Is the institution doing everything it can to improve the status of women in general and the representation of women's voices in particular?

Gender audits allow organizations to set their own House in order, and change aspects of the organizational culture which discriminate against all gender & beneficiaries.

Gender audits help the organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services.

To do the Gender Audit

Gender Audit provides a baseline against which progress can be measured over time, identifying critical gender gaps and challenges.

For the gender Audit is necessary to find out whether internal practices and policies of the system are working.

To monitor and assess the progress of reducing discrimination in the institution.

Identifying critical gaps and challenges about gender equality and establishing a baseline for gender equality.

Suggesting new strategies and policies for gender balance.

Need of Gender Audit

In the globalized world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, female but also transgender are also involving in the activities of society. Now we are taking steps towards improving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for participating in all genders in all activities of the world. All depravities person must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

Sex Ratio of World Population

The sex ratio- the share of population that is female- varies across the world. In 2021, female population for world was 49.6% over the last 50 yrs. More precisely out of 1000 people 504 are men (50.4%) and 496 are women (49.6%)

Sex Ratio of Indian Population

The 5th National Family and Health survey (NFHS) carried out by the Government in 2021 has found India has now 1,020 women for every 1,000 men.

India's sex ratio has improved in 2021 it is a massive achievement for us.

Sex Ratio of Haryana Population:

Sex Ratio Haryana is 922 female births per 1,000 male in 2020. Which below National average of 940 as per census 2011. Sex ratio of Haryana was 871 females per 1,000 males in December 2014 as per the civil registration system (CRS) which is improved to 922 female per 1,000 male in December 2020.

Sex Ratio of Bhiwani city Population

Provisional report of census India, according to the population of Bhiwani city in 2021 is approx 2.20 lakh. Male constitute 1,05,372 of the population and female 92,290. Sex ratio is Bhiwani 876. Per latest report. In the 2011 census. The sex ratio is 809 girls per 1000 boys.

Present Scenario About Gender in India

As per the global gender report 2021 published by the world economic forum, India is ranked at 140 out of 156 countries with a score of 0.625 (out of 1). Iceland has been the frontrunner on the global gender Gap Index for yrs in row. Gender inequality is especially tragic not only

because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of further generations. Indian families often prefer boys to girls, and female feticide is tragically common.

Present Scenario of women in India

India has declined on the political empowerment index as well as by 13.5% and decline in the number of women ministers from 23.1% in 2019 to 9.1% in 2021. Do not belong to any of the groups but are transgender person individually. Transgender fall under the LGBTQ group (Lesbian, Gay, bisexual and transgender) queer community which include those with gender dystopia and different sexual orientations. The census revealed the total population of transgender to be around 4.88 lakh. The 2018 census also reported 55,000 children as transgender identified by their parents.

The supreme court of India passed a Unique Judgment in April 2014 stating one's sexual orientation as the integral part of personality, dignity and freedom and identified transgender as a third gender.

The problem faced by the transgender people in India include:

- These people are shunned by family and society alike
- Transgender people have difficulty in exercising their basic civil rights.
- Reports of harassment, violence, denial of services and unfair treatment against transgender persons have come to light.
- Till recently, they were excluded from effectively participating in social and cultural life.
- Politics and decision-making processes have been out of their reach.
- Sexual activity between two persons of the same sex is criminalized and punishable by incarceration. However it has still performed relatively well compared to other countries ranking at 51 in women's participation in policies. In the index of education attainment, India has been ranked at 114. In Pakistan and Afghanistan, the income of an average woman is below 16% of that of an average man, while in India it is 20.7%
- China and India together account for about 90 to 95% of the estimated 1.2 to 1.5 million missing females birth annually worldwide due to gender-biased prenatal sex selection practices. Bangladesh is the only country where more women have held of state position than men in the past 50 yrs.
- As Covid-19 impact continues to be felt, global gender gap has increased by a generation from 99.5 to 135.6 yrs.

- The gender gap in political empowerment remains the largest women represent only 26.1% of some 35,500 parliament seats and just 22.6% of over 3400 ministers worldwide.

Present Scenario of Transgender in India

In India, transgender community includes Hijras, eunuchs, Kothis, Aravanis who have been a part of Indian society for centuries. In fact, there are many who do not belong to any of the Groups but are transgender person individually. Transgender fall under the LGBT+ Group Lesbian, Gay, Bisexual and transgender queer community which include those with gender dysphoria and different sexual orientations. The census revealed the total population of transgender to be around 4.88 lakh. The 2018 census also reported 55,000 children as transgender identified by their parents.

The Supreme Court of India passed a unique judgment in April 2014 stating one's sexual orientation as the integral part of personality, dignity and freedom and identified transgender as a third gender.

Objectives of Gender Audits

- To find out the areas of Gender differences exist in the campus.
- To find out the Gender-based discrimination and inequalities faced in academic and non-academic activities in the college.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To study about the gender-related problems of administrative staffs/students/teachers.
- To find out the instances of sexual harassment at workplace and the redressed mechanism in the campus.

Gender Sensitive Features of the college

Gender sensitive features are carefully observed in every corner of the college system. By forming various communities like anti-ragging, internal complaints and facilities to both girls and boys, gender equality is kept upright in the college.

Facilities for students

Adarsh Mahila Mahavidyalaya is synonymous with high quality education and epitomizes the strength of character and dignity. The college has an excellent infrastructure, caring and

distinguished faculty and learning-conducive ambience. Amm. Is always flourished with students.

Experienced teachers

There are highly qualified, experienced teachers for every subject. They are efficient in solving academic problems of students.

Entrance

The average strength of the college is about 3000 students. The college offers multi faculty U.G and P.G courses and also professional courses like BCA, ASM, B.com, B.sc with computers.

Library and Reading Room:

Library is the soul of every educational institute. The library has wider range of textbooks/reference book/e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also National and International journal, books for competition exam and free internet facility for students.

Reading festivals and book exhibitions are arranged under the initiative of the library. Our library is reach with reference books and textbooks, as well as it has subscription of many educational journals, periodicals and magazines. Daily newspapers are available to students for reading in reading Room. Book bank facility is also available for students it has separate area for teachers and students.

NSS unit

The college has very active NSS unit. The NSS unit through its practical participate in social issues provides them the most needed social awareness. Students also learn the importance and benefit of, responsibilities and environmentally responsible behaviors

Seating Arrangement in class rooms and laboratories The traditional lecture setup typically consist of row of fixed seating students face instructor with their back to one another and groups are made for efficient lab work.

Audiovisual classroom

To circulate the latest knowledge among students, college has started audiovisual classroom with modern facilities like internet, CDS, LCD, Computer, Television etc. Student can be take benefit of these facilities as per given schedule.

Parking facilities:

A well observed parking of two-wheelers as well as four wheeler for girls and staff is one of the discipline in this college.

Drinking water

Three water collers and water purifier are replaced for students and staff at convenient.

Ramp

Keeping in mind the needs of physically handicapped students, ramps have been provided in both building to ease accessibility.

Suggestion box

Suggestion boxes have been provided to inculcate student's feedback in college management in both blocks/buildings.

Waste management

Keeping in mind the need to manage waste efficiently, vermin composting units that facilitate solid waste management has been provided. Also student awareness about the same is looked after.

CCTV

CCTV cameras have been installed on every floor in each class to look after the security aspects as well as management of the college. These have been installed in corridors, library, reading rooms, ground and office and exam department.

Notice Boards

Notice boards are available on every floor as well as for every department. This is supplemented with electronic notice board at the main entrance that displays important notices applicable to all students.

SMS Alerts system:

An SMS Alerts system for information dissemination about important dated and notices among the student and the staff is managed.

Unique Id number- Unique Id number is provided to all the students with colour coding according to the faculty of the students. Identity card for staff is also provided.

Girls Hostel-The college has a women's Hostel that can accommodate 454 girl students in its 60 rooms. The Hostel was established in 1970 with the financial support from UGC the Hostel was built essentially for the sake of those girls students who have difficulty in commuting to college because of scarce transport facilities. The Hostel could further provide safety and security to girls students who otherwise have to take trouble of daily travel hassles.

Girls's wash room- At all three different blocks of the college wash room facility is provided for students and staff in the college campus. The wash room area provided with sufficient water supply and are maintained hygienically.

Sports facilities- College take special efforts to promote sports among the students. Indoors games in the college are chess, table tennis and weightlifting outdoor games are kabaddi, athletics, Handball, Volleyball, canoeing, Netball, Baseball, and softball. This year gym is developed by our institute.

Yoga-Yoga training is given to students and teachers every year. Basic yoga certificate course has been started for students. In this academic year basic yoga course is for minority women also.

Sanitary Napkin vending machine-Keeping in the special hygiene needs of students different facilities are available for all students these are helpful not only for educational development of all students.

Features and initiative of college for gender sanitization.

Gender balance in Enrolment at Graduation and Post-Graduation level:

AMMB college is located in Heart of Bhiwani. It is reputed for its result and discipline result and students. So their strength is increasing continually every year.

In the following table gender proportion of graduates system.

Table No.-1. Faculty wise Enrolment at UG Level (2020-21)

Faculty	Female course			Total
	1 st year	2 nd year	3 rd year	
B.A	549	520	473	1542
B.com(Voc)	14	22	22	58
B.com(CCS)	29	27	62	118
Pass course				
B.com	30	36	42	108
B.com,(pass course gen)	36	37	34	107
B.ca	49	18	28	95
B.sc(c.s)	42	42	42	126

B.sc(n.m)	76	90	87	253
b.sc(m)	93	86	89	268
				<u>2675</u>

Faculty wise distribution in enrolment at graduation level and skill based course. The about table points to the fact that the number of women students in Arts have increased conscionably and a similar trend is also visible in joining the science stream women prefer to study Art, sciences subject rather than BCA & commerce subject.

Table no-2 Faculty wise Enrolment at PG level
(2020-21)

Faculty	Female		Total
	1 st year	2 nd year	
M.a (Eco)	26	6	32
M.a	40	18	58
(English) M.s	80	61	141
c(Math)			<u>231</u>

National service scheme (NSS)

The motto of NSS is not me, but you reflects the different activities of NSS unit. NSS help the students to develop appreciation to other person's point of view and show consideration to other living being. The Philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sanitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of college is having 250 volunteers. Every year many outreach and extension programmes are organized for the community development. This unit has undertaken following activities



National girls child day



Extension lecture on women Empowerment



Celebration of women day Awareness program by Red Ribbon Club



Celebrating Women hood Program to Honor All Teachers

TableNo.3

Participation Of Students in NSS Activities
(AcademicYear2020-21)

Sr. .no	Name of Activity	Time period	Name of participants women cell
1.	National Girl child Day.	24/01/20	105
2.	Webinar on Gender violence.	21/01/20	20
3.	Participation in women Scooty Rally.	23/01/21	10
4.	Inter class solo Dance Online competition.	10/02/21	1
5	Inter college solo dance Online competition.	15/02/21	200
	National level video		

6.	making competition Based on themes of-a. Challenges in the life of women. .Changing Liver of women.	08/03/21	80
	Extension lecture on Women Empowerment.	08/03/21	80
7.	Celebrating women Hooda program to Honor all teachers.	08/03/21	200
8.			

Interaction Gender Audit process

The interaction gender audit is self-assessment tool that allows you collect information from organization staff to assess the status of gender equality in development and human assistance agencies.

The goal of the audit process is to create a gender action plan using information that have gathered Gender audit process is intended to be conducted in both a systematic and participate or manner and should include staff, village people and many students as possible. Voices that represent all level and type of positions within the organization should be represented. Result from each of the audit steps will increase and build organizational understanding, ownership and readiness to act on a shared agency wide gender equality initiative. Depending on the size of the organization the audit may take one of three shapes .For small organization with less than to staff. You should in live all staff in the survey and focus group for medium organization 100-300people from particular village in the survey for large organization included 500-700 students for collecting the information many steps are including for gender audit.

Preparing for Gender Audit

Establish organizational readiness

The first step of the Gender audit process is to assess your organization's readiness to conduct a gender audit after determining that several things are needed to do properly the gender audit report. First, you need to gain the support from senior leadership for successfully carrying out the entire process.

Second, we need to communicate to organization staff about what the gender audit and what steps are involved, including the benefits to the organization staff also plan

Student Survey

Create a gender audit questionnaire to meet your needs. The second step of the gender audit process is to conduct a survey of students using the gender audit questionnaire. The questionnaire was designed to help them to assess their range of understanding, attitudes, perceptions and reported behavior among the students. Responses to the questionnaire serve as a baseline of student perception on the status of gender equality. The questionnaire template includes 17 questions which can fulfill our need.

**Table No.4 Observation based on
questionnaire**

Sr.no	Nature of question	Yes	No	Don't know
1	Is Gender Discrimination present today.	93.14%	6%	0.85%
2	Have some improvement in condition of women.	80%	10%	10%
3	Have some improvement in position of women.	92.57%	4%	3.42%
4	Can today's Women decide to	84%	12%	4%

	Do job.			
5	Is there a desire To have as on in today's society.	93.2%	5.42%	6.85%
6	Knowledge of transgender Around you.	94.2%	3.42%	2.28%
7	Is there a transgender Around you.	71.4%	22.8%	5.71%
8	Transgender has to face challenges in society.	80%	11.42%	8.57%

The Above table shows that 80% of the students have opined improvement in the condition of women occurred while 10per cent of the student opined that no improvement occurred. It should also note that, there are about 10 percent of student who are unaware about these.

We also observed that 93.14 per cent students answered responded that gender decimation still exist today and 6% student answered it is not exist today.

Table No.4

Sr no.	Nature of question	Male	Female	Doesn't matter
1	More educated in your family.	82.85%	14.28%	2.85%
2	Whose decision is considered final in your household.	62.85%	31.42%	2.85%

Staff Survey

The third step of the gender audit process is to conduct a survey of staff using the gender audit questionnaire.

The questionnaire was designed to help organization assess the range of understanding attitudes, perceptions and reported behavior among staff in their own organization.

Responses of the questionnaire serve as a baseline of staff perception on the status of gender equality.

Table No.5

Review of Staff

Nature of question	Review of male staff		Review of female staff.	
	Yes	No	Yes	No
Have some improvement in the condition of women	78.2%	21.8%	60.4%	39.6%
Is gender discrimination present today.	39.6%	60.4%	56.4%	43.6%
Have some improvement in position of women.	72.4%	27.4%	78.6%	21.4%

Sr.no	Nature of question	Review of male staff		Review of female staff	
		Yes	No	Yes	No
1	More educated in your family	84.8%	15.2%	81.2%	8.8%
2	Whose decision is considered final in your household	90.1%	9.9%	89.7%	10.3%

Group Conversation

The next step of gender audit process is the discussion and analysis phase. This is the point where a focused review by students of the results of the questionnaire take place, this conversation provides the basis for identifying actions that need to be taken to promote gender equality. We make the group of 20 student's 3-4 participants in each planto include representatives from different department.

Table No.6

Response of UG student from different from different department

Sr.no	Nature of Question	A Team (science Dept.)		B Team (commerce Dept.)		C Team (Art Dept.)		D Team (BCA Dept.)	
		Yes	No	Yes	No	Yes	No	Yes	No
1	Are you aware about gender equality.	86.6%	13.3%	80%	20%	73.3%	26.6%	66.6%	33.3
2	Have you felt gender discrimination in your surrounding environment.	40%	60%	53.3%	46.6%	33.3%	66.6%	26.6	93.3%

3	Do you feel men and women are treated the like manner in your surrounding place.	80%	20%	86.6%	13.3%	66.6%	33.3%	73.3%	26.6%
4	Have some improvement in position of women.	93.31%	6.6%	86.6%	13.3%	73.3%	26.6%	86.6%	13.3%
5	In the 21 st century has been some improvement in the condition of women	86.6%	13.3%	80%	20%	73.3%	26.6%	80%	20%
6	Do you believe that there has been some improvement in the position of women on 3 rd & 4 th generation.	86.6%	13.3%	73.3%	26.6%	80%	20%	80%	20%

Data analysis and interpretation

A structured questionnaire was developed and used for the collection of data. The questionnaire contains various gender related questions and data was collected from UG students. This table shows that most of the student agree that condition of women are improved in century.

Response of UG students from different departments

Sr.no	Nature of question	TeamE (M. A Eco Deptt.)		TeamF (M.A English Deptt.)		TeamG (M.A Maths Deptt.)	
		Yes	No	Yes	No	Yes	No
1.	Are you aware about gender equity	<u>86.6%</u>	<u>13.3%</u>	<u>93.3%</u>	<u>6.6%</u>	<u>80%</u>	<u>20%</u>
2.	Have you felt gender discrimination in your surrounding environment	<u>73.3%</u>	<u>26.6%</u>	<u>60%</u>	<u>40%</u>	<u>66.6%</u>	<u>33.3%</u>
3.	Do you feel men and women are treated the like manner in your surrounding place.	<u>80%</u>	<u>20%</u>	<u>93.3%</u>	<u>6.6%</u>	<u>86.6%</u>	<u>13.3%</u>
4.	Have some improvement in position of women's	<u>86.6%</u>	<u>13.3%</u>	<u>73.3%</u>	<u>26.6%</u>	<u>66.6%</u>	<u>33.3%</u>
5.	In the 21th century has been some improvement in the condition of women.	<u>80%</u>	<u>20%</u>	<u>86.6%</u>	<u>13.3%</u>	<u>93.3%</u>	<u>6.6%</u>
6.	Do you believe that there has been some improvement in the position of women	<u>73.3%</u>	<u>26.6%</u>	<u>86.6%</u>	<u>13.3%</u>	<u>80%</u>	<u>20%</u>

	3 rd and 4 th generation.						
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The above table points to the fact that

Findings

Students strength is increasing continuously in both UG and PG programmes.

Different facilities are available for all students. There are helpful not only for educational development but also social, Physiological, Physical development of all students.

Students of backward classes enjoy a major share in admission.

College has discipline committee, anti ragging committee to avoid the misbehavior and resolve the problems occurred with students and staff.

Conclusion

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitation.

The findings show that college play a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and Psychologically many programs are conducted for girls.

<i>Name</i>	<i>Designation</i>
Mrs. Nirmal Malik	Assistant Professor (Zoology)
Mrs. Mamta Wadhwa	Assistant Professor (Political Science)
Mrs. Nutan Sharma	Assistant Professor (BCA)



Phone No. 01664-242414 & 240422
Adarsh Mahila Mahavidyalaya, BHIWANI-127021

Affiliated to Chaudhary Bansi Lal University, Bhiwani (NAAC Accredited B+)

Best College declared by Govt. of Haryana. A Prestigious multi faculty Institution for quality education for women

Email : principalamm@gmail.com

Website : www.amm.ac.in

Ref. No. AMMB/

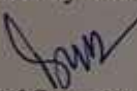
Dated 3/9/21

Audit Committee

Adarsh Mahila Mahavidyalaya, Bhiwani

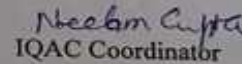
Certificate

This is to certify that this Audit Report of Adarsh Mahila Mahavidyalaya, Bhiwani is based on the original data collected during the period of study. Further, it is certified that the baseline data was prepared by the internal Audit teams of Adarsh Mahila Mahavidyalaya, Bhiwani and submitted to us. The content of the baseline data of the study has been personally verified by the auditing team for validity and reliability. The data used in the study is original in nature and have not been presented or published elsewhere. Photographs used in the report are either taken directly by the audit team or are given by internal audit team.


General Secretary


Principal


Technical officer


IQAC Coordinator

Gender Audit 2021-22



ADARSH MAHILA MAHAVIDYALAYA

BHIWANI-127021

NAAC Accredited B+ grade
Internal Quality Assurance Cell

GENDERAUDITREPORT

2021-22



Dr. Neelam Gupta

Coordinator

Dr. Rajani Ragav

Principal

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Acknowledgment

We are thankful to the principal Mrs. Rachna Arora, Adarsh Mahila Mahavidyalaya, Bhiwani for awarding the work of conducting health audit and survey at their college. We are also very thankful to Mrs. Neelam Gupta, QAC coordinator, NAAC for her advice and valuable support extended to this project. Our sincere thanks to all the respondents from different departments for clearing our doubts with tremendous patience and understanding. We hope that the administration of AMMB will find this report useful in understanding of physical and mental health of students as well as their awareness towards their health. We have made every attempt to understand every aspect of their health and their awareness.

We thank to faculty and non-teaching staff who took pain along with us to gather data through survey. We are very much grateful for co-operation of all teaching faculty and technical staff, who rendered their valuable assistance and co-operation for this health audit and survey.

From the Desk of Hon. Principal Dr. Rachna Arora

Today we are in 21st Century still we find that female foeticides are killed and the ratio of girls in India is declining. This is matters of worry and concern. So we strive for overall development of students. As women account for one-half of the country's population, balanced sex ratio is desirable. Today India is progressing in all fields and has given opportunities to women to participate in all activities. We do find women taking part in different activities but this is just smaller number of independent on which we cannot bask our glory.

Women are the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-Motivated and empowered. The decline of females according to sex ratio of Bhiwani (876:1000) is alarming that status of women and girls is low.

We have given importance to programmes and activities that will for sure foster women empowerment in campus.

Worldwide, most countries recognized that equal rights should exist between men, women and transgender many have produced regulations for avoiding discrimination between all sexes about Health, education, economical. Political, social and cultural rights and treat as human being to all.

Preface

Our College Adarsh Mahila Mahavidyalaya, Bhiwani recognizes the importance of gender audit for college development and has been taking different measures and intervention. For the mainstreaming process to be effective, it necessitates to conduct gender audit in order to find out gaps and to come up with appropriate actions accordingly.

Gender audit is a tool to assess and check the institutionalization of gender equality in their programmes & policies. Globalization has presented new challenges for the realization of the goals of women's equality. This gender issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role gender role definitions.

Gender audit is a general and internal audit from gender perspective. Its ultimate goal is to achieve gender equality.

The audit process involved was collecting collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down the finding and sharing the result with the Principal of the college for implementation of the recommendations.

Institute at a Glance

Courses offered

1. B.A(Seats560)
2. B.sc(Medical/Aided)
3. B.sc(medical)SFS
4. B.sc(Non-medical)SFS
5. B.sc(Computer Science) SFS
6. B.com (Pass course) Aided
7. B.com(Pass course) SFS
8. B.com (Vocational)
9. B.com(Computer Application)
10. BCA
11. M.A English
12. M.A Economics
13. M.sc Maths

About the college

Adarsh Mahila Mahavidyalaya, Bhiwani has carved a prime niche for itself on the educational map of Haryana. It is one of the leading institutes of Haryana and was established in 1970 and it is affiliated to C.B.L.U

Ch. Bansilal University Bhiwani. The college is housed in two sprawling buildings right in the heart of Bhiwani. It is one of the famous colleges in Bhiwani District. The college has earned a name and fame due to its academic excellence, regularity and punctuality of its rigorous routine, high standard of discipline, administrative control and progressive outlook to serve the society. The college is awarded as 'Best College' by the Government of Haryana.

The college has a distinctive proud history of being established by social reformers who were also dedicated to the cause of women education. Their institution was established and nomenclatured with the noble and elevating vision to create 'Adash' its meaning is ideal Young Women who combine the best of old & new with the traditional 'Sanskaras' and a modern outlook. And the institute has lived up to its name.



The gender audit tries to assess the impact of its current and proposed policies on gender equality and gender sensitization. The college always takes safety measures for all students. The objective is not only the equality and empowerment of male and female but transgender also.

Participatory tool and process are adopted by the institution to promote Healthy and Harmonious environment about gender in the policies, programs and structure of the institution.

In our institution we have conducted gender audit to identify the policies of institute are safer for all gender. The audit process involve collection of data, analyzing policies, Programs and data to assess the extent of gender equality and balance.



Vision

‘To empower students with innovative life skills and social values for Global competency.

Mission.

Upholding the motto of Ammbisandhap. The institution was established and no men clatured with noble and elevating vision to create Adarsh .The college is committed to provide Higher Educational opportunities to the socially under-privileged and financially weak ersection.

Objectives of the institution

- To find to the areas of gender differences exists in the college.
- To study the gender related problems of administrative staff students.

- To Know about the gender perception in the campus.
- To provide good academic education to students through disciplined approach and better quality of teachers.
- To pay special attention to women education and to ensure the success of movement of empowerment and emancipation of women.
- To provide maximum facilities to minority students.
- To inculcate moral, ethical values & National spirit among students by involving them in activities such as NSS/NCC etc. for holistic development.
- To promote Higher Education, competency and enhancement among teaching fraternity through sensible approach towards environmental awareness and social values.
- To make the students computer literate and imbibe soft skills among them grooming their overall personality to cope up with the current challenges of globalized life
- To suggest measures for bridging the gender gap.
- The audit would enable the organization to identify the impact of gender relations on their agency's culture, processes and programs and organizational performance.

The Vision & Mission statements are communicated to stakeholders through:

- College Website
- College Magazine "Anupma"
- Display boards are placed at different places in the college campus.

Gender

The Gender Audit is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college.

The college has set up Women Development Cell (WDC) from the very inception onwards, to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The Cell always motivates the students to perform their social responsibilities and to empower them. WDC has conducted different programs to boost the strength and capabilities of women students. Not just girls, but also boys too are included and educated. Women Development Cell in the campus is providing a platform for listening to complaints, quick redressal of grievances and sensitizing female students on gender issues. All grievances shall be treated with absolute confidentiality through the setting up of a sexual harassment redressal committee.

WDC & IQAC conducted a Gender Audit of the college for the year 2020-21, as it is an essential component for the assessment and accreditation of Higher Educational Institutions suggested by UGC.

The team conducted the survey among the students of the college for the academic year 2021-22 and they scrutinized and reviewed the operating environment of the college too.

Understanding of gender continually evolve. In the course of person's life, the interest, activities, clothing and professional that are considered the domain of one gender or another evolve in ways both small and large.

Gender is socially constructed definition of women and men. It is not the same as sex and it is not the same as women. Gender is determined by conception of tasks, functions and role attributed to women and men in society and in public and private life.

Concept of gender audit

The basic Assumption of gender audit is that public policy impacts differently on men and women. The variance stems from the different role of women and men in the family and from the lower economic status of women. The purpose of gender audit is to lead the change in public policy that contributes to an increase in gender equality. Unless a gender audit is done, we cannot answer the question. Is the institution doing everything it can to improve the status of women in general and the representation of women's voices in particular.

Gender audits allow organizations to set their own Houses in order, and change aspects of the organizational culture which discriminate against all genders & beneficiaries.

Gender audits help the organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services.

Todo the Gender Audit

Gender Audit provide a baseline against which progress can be measured over time, identifying critical gender gap and challenges.

For the gender Audit is necessary to find out whether internal practices and policies of the system are working.

To monitor and assess the progress of reducing discrimination in the institution.

In identifying critical gaps and challenges about gender equality and establishing a baseline for gender equality.

Suggesting new strategies and policies for gender balance. **Need of**

Gender Audit

In the globalized world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, female but also transgender are also involving in the activities of society. Now we are taking steps towards improving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for participating all genders in all activities of the world. All deprived person must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

Educational

achievements. Health and life expectancy. Political empowerment. India's position on the indicators was as follows:

Economic participation and opportunity: 134E

educational achievements: 126

Health and Life expectancy: 141Po

political empowerment:

15 Gender Inequality Statics

Gender inequality manifests in varied ways. And as far as India is concerned the major indicators are as follows:

Female

Foeticide Female Infantic

ide

Child (0 to 6 age group) Sex Ratio: 919

Sex Ratio: 943

Female literacy: 46%

Maternal Mortality Rate: 178 deaths per 100,000 live births.

These above mentioned indicators are some of the important indices which show the status of women in our country. Female foeticide and female infanticide are most inhuman of acts. And it is a shame that in India these practices are prevailing at large scale.

The data shows that despite the law in place viz Prenatal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994 sex selective abortion is still on the rise. One estimate done by MacPherson shows that more than 1,00,000 illegal abortions are being performed every year in India mainly for the reason that the fetus is of girl child.

Due to this, there is an alarming trend which has come to the notice in 2011 census report; the report shows Child Sex-Ratio (i.e. sex-ratio of children between the age group 0 to 6) at 919 which is 8 points lesser than the 2001 data of 927. The data indicates that sex selective abortion is increasing in our country.

As far as overall sex-ratio is concerned, it's 943 in 2011 report as compared to 933 of 2001 which is 10 points increase. Though it is a good sign that overall sex ratio is increasing but it's still tilted against females.

Female literacy is at 65.46% in 2011 as against 82.14% of male literacy. This gap indicates a wide gender disparity in India that Indians do not give enough importance to the education of girls.

All these indicators point towards the sorry state of affairs in India regarding gender justice and women's human right. Though every year government starts various schemes and programs apart from existing ones for the benefit and empowerment of women but on the ground there are not enough visible changes. The change will appear only when the mind set of Indian society would change; when the society would start treating male and female on equal footing and when a girl would not be considered a burden.

Global Indices:

Gender Inequality is also a reason in India's poor ranking in various global gender indices.

UNDP's Gender Inequality Index- 2014: India's ranking is 127 out of 152 countries in the List. This ranking is only above Afghanistan as far as SAARC countries are concerned.

World Economic Forum's Global Gender Gap Index-2014: India's ranks at 114 in the list of 142 countries of the world. This Index examines gender gap in four major areas Economic participation and opportunity.

Sex Ratio of World Population

This sex ratio - the share of population that is female - varies across the world. In 2021, female population for world was 49.6% over the last 50 yrs. More precisely out of 1000 people 504 are men (50.4%) and 496 are women (49.6%)

Sex Ratio of Indian Population

The 5th National Family and Health Survey (NFHS) carried out by the Government in 2021 has found India has now 1,020 women for every 1,000 men.

India's sex ratio has improved in 2021 it is a massive achievement for

us. Sex Ratio of Haryana Population:

Sex Ratio Haryana is 922 female births per 1,000 male in 2020. Which below National average of 940 as per census 2011. Sex ratio of Haryana was 871 females per 1,000 males in December 2014 as per the civil registrations system (CRS) which is improved to 922 female per 1,000 male in December 2020.

Sex Ratio of Bhiwani City Population

Provisional report of census India, According to the population of Bhiwani city in 2021 is approx 2.20 lakh. Male constitute 105,372 of the population and female 92,290. Sex ratio is Bhiwani 876. Per latest report. In the 2011 census. The sex ratio is 809 girls per 1000 boys.

Present Scenario about gender in India

As per the global gender report 2021 published by the World Economic Forum, India is ranked at 140 out of 156 countries with a score of 0.6.25 (out of 1). Iceland has been the frontrunner on the global gender Gap Index for yrs in row. Gender inequality is especially tragic not only because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of further generations. Indian families often prefer boys to girls, and female feticide is tragically common.

Present Scenario of women in India

India has declined on the political empowerment index as well as by 13.5% and decline in

the number of women ministers from 23.1% in 2019 to 9.1% in 2021. Do not belong to any of the groups but are transgender person individually. Transgender fall under the LGBTQ group (Lesbian, Gay, bisexual and transgender) queer community which include those with gender dystopia and different sexual orientations. The census revealed the total population of transgender to be around 4.88 lakh. The 2018 census also reported 55,000 children transgender identified by their parents.

The supreme court of India passed a Unique Judgment in April 2014 stating one's sexual orientation as the integral part of personality, dignity and freedom and identified transgender as a third gender.

The problem faced by the transgender people in India include:

- These People are shunned by family and society alike
- Transgender people have difficulty in exercising their basic civil rights.
- Reports of harassment, violence, denial of services and unfair treatment against transgender person have come to light.
- Till recently, they were excluded from effectively participating in social and cultural life.
- Politics and decision-making processes have been out of their reach.
- Sexual activity between two persons of the same sex is criminalized and punishable by incarceration. However it has still performed relatively well compared to other countries ranking at 51 in women's participation in policies. In the index of education attainment, India has been ranked at 114. In Pakistan and Afghanistan, the income of an average woman is below 16% of that of an average man, while in India it is 20.7%
- China and India together account for about 90 to 95% of the estimated 1.2 to 1.5 million missing females birth annually worldwide due to gender-biased prenatal sex selections practices. Bangladesh is the only country where more women have held office positions than men in the past 50 yrs.
- As Covid-19 impact continues to be felt, global gender gap has increased by a generation from 99.5 to 135.6 yrs.
- The gender gap in political empowerment remains the largest with women represent only 26.1% of some 35,500 parliament seats and just 22.6% of over 3400

ministers worldwide.

Present Scenario of Transgender in India

In India, transgender community includes Hijras, eunuchs, Kothis, Aravanis who have been a part of Indian society for centuries. In fact, there are many who do not belong to any of the Groups but are transgender person individually. Transgender fall under the LGBT Group Lesbian, Gay, Bisexual and transgender queer community which include those with gender dysphoria and different sexual orientations. The census revealed the total population of transgender to be around 4.88 lakh. The 2018 census also reported 55,000 children as transgender identified by their parents.

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- Till recently, they were excluded from effectively participating in social and cultural life.
- Politics and decision making processes have been out of their reach.
- Sexual activity between two persons of the same sex is criminalized and punishable by incarceration.

Objectives of Gender Audits

- To find out the areas of Gender differences exist in the campus.
- To find out the Gender-based discrimination and inequalities faced in academic and non-academic activities in the college.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college community.

- To study about the gender related problems of administrative staffs/students/teachers.
- To find out the instances of sexual harassment at workplace and the redressed mechanism in the campus.

Gender Sensitive Features of the college

Gender sensitive features are carefully observed in every corner of the college system. By forming various communities like anti-ragging, internal complaints and facilities to both girls and boys, gender equality is kept upright in the college.

Facilities for students

Adarsh Mahila Mahavidyalaya is synonymous with high quality education and epitomizes the strength of character and dignity. The college has an excellent infrastructure, caring and distinguished faculty and learning-conducive ambience. Amm. Is always flourished with students.

Experienced teachers

There are highly qualified, experienced teachers for every subject. They are efficient in solving academic problems of students.

Entrance

The average strength of the college is about 3000 students. The college offers multifaculty U. Gand P. G courses and also professional courses like BCA, ASM, B.com, B.sc with computers.

Library and Reading Room:

Library is the soul of every educational institute. The library has wide range of textbooks/reference book/ e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also National and International journal, books for competition exam and free internet facility for students.

Reading festivals and book exhibitions are arranged under the initiative of the library. Our library is replete with reference books and textbooks, as well as the subscription of

many educational journals, periodicals and magazines. Daily newspapers are available to students for reading in reading Room. Book bank facility is also available for students in a separate area for teachers and students.

NSS unit

The college has very active NSS unit. The NSS unit through its practical participation in social issues provides them the most needed social awareness. Students also learn the importance and benefits of, responsibilities and environmentally responsible behaviors.

Seating Arrangement in classrooms and laboratories

The traditional lecture setup typically consists of rows of fixed seating. Students face the instructor with their backs to one another and groups are made for efficient lab work.

Audiovisual classroom

To circulate the latest knowledge among students, the college has started an audiovisual classroom with modern facilities like internet, CDS, LCD, Computer, Television etc. Students can benefit from these facilities as per the given schedule.

Parking facilities:

A well-observed parking for two-wheelers as well as four-wheelers for girls and staff is one of the disciplines in this college.

Drinking water

Three water coolers and water purifiers are placed for students and staff at convenient. Ramp

Keeping in mind the needs of physically handicapped students, ramps have been provided in both buildings to ease accessibility.

Suggestion box

Suggestion boxes have been provided to inculcate student's feedback in college management in both blocks/buildings.

Waste management

Keeping in mind the need to manage waste efficiently, vermin composting units that facilitate solid waste management have been provided. Also student awareness about

thesameislookedafter.C

CTV

CCTVcamerashavebeeninstalledoneveryfloorineachclasstotookafterthesecurityaspect as well as management of the college. These have been installed in corridors,library,readingrooms,groundandofficeandexamdepartment.

NoticeBoards

Notice boards are available on every floor as well as for every department. This issupplementedwithelectronicnoticeboardatthemainentrancethatdisplaysimportantnotic esapplicabletoallstudents.

SMSAlertsystem:

AnSMSAlertsystemforinformationdisseminationaboutimportantdatedandnoticesamong thestudentsandthestaffismanaged.

Uniqueldnumber-

Uniqueldnumberisprovidedtoallthestudentwithcolourcodingaccordingtothefacultyofthestudents. Identitycardforstaffisalsoprovided.

Girls Hostel- The college has a women's Hostel that can accommodate 454 girlstudents in its 60 rooms. The Hostel was established in 1970 with the financial supportfromUGCtheHostelwasbuilteessentiallyforthesakeofthosegirlsstudentswhohaved ifficulty incommutingtocollegebecauseofscaretransportfacilities.TheHostelcould further provide safety and security to girl students who otherwise have to taketroubleofdailytravelhassles.

Girls's wash room- At all three different blocks of the college wash room facility isprovidedforstudentsandstaffinthecollegecampus.Thewashroomareaprovidedwithsuffi cientwatersupplyandaremaintainedhygienically.

Sports facilites- College take special efforts to promote sports among the students.Indoorgamesinthecollegearechess,tabletennisandweightliftingoutdoorgamesare kabaddi,athletics,Handball,Volleyballcanoeing,Netball,Baseball,andsoftball.Thisyeargymis developedbyourinstitute.

Yoga- Yoga training is given to students and teachers every year. Basic yoga certificatecourse has been started for students. In this academic year basic yoga course is forminoritywomenalso.



Automatic Sanitary Napkin Vending Machine

Features and initiative of college for gender sanitization.

Gender balance in enrolment at graduation and post-graduation level:

AMMB college is located in Heart of Bhiwani. It is reputed for its result and discipline result and students. Strength is increasing continually every year.

In the following table gender proportion of graduates system

Table No- I Faculty wise enrolment at PG level 2021-2022

Faculty	Females course			Total
	1 st year	2 nd year	3 rd year	
B.A	560	540	479	1579
B.com(Voc)	19	27	25	71
B.com(CCS)	27	25	67	119
Pass course				
B.com	35	36	44	115
B.com,(pass course gen)	39	37	34	110
B.ca	50	18	28	96
B.sc(c.s)	42	42	42	126

B.sc(n.m)	75	90	90	255
b.sc(m)	95	90	92	277
				2748

Faculty wise distribution in enrolment at graduation level and skill based course. The about table points to the fact that the number of women students in Arts have increased conscionably and a similar trend is also visible in joining the science stream women prefer to study Art, science subject rather than BCA & commerce subject.

Table no-2 Faculty wise enrolment at PG level (2021-2)

Faculty	Female		Total
	1 st year	2 nd year	
M.a(Eco)	30	15	45
M.a	40	30	70
(English)M.sc	80	65	145
(Math)			260

National service scheme (NSS)

The motto of NSS is "Not me, but you" reflects the different activities of NSS unit. NSS help the students to develop appreciation to other person's point of view and show consideration to other living being. The Philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sanitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of college is having 200 volunteers. Every year many outreach and extension programmes are organized for the community development. This unit has undertaken following activities.

Participation of Students in NSS Activities

Sr.No	Name ofActivity	TimePeriod	Participants
1.	ShareposteroncleanIndia, sloganwriting,Doortodoor campaign.	10/10/21	30
2.	Participated in pledgeceremonynationalunit yday.	31/10/21	30
3.	Onlinemessagewritingand poemwriting.	01/11/21	25
4.	Sloganwritingandsharinginwhats app.	23/03/22	35
5.	DoortoDoorcampaign,underpr ogramme'Prayas'.	06/05/22	35
6.	RallyforEnergyconservationu nderProgramPrayas.	07/05/22	35
7.	Cartooningcollegeandbestoutof waste.	05/06/22	30



Participated in pledge ceremony
National Unit Day



Door-to-door campaign under program Prayas



Share poster on clean India, slogan writing ,Door to door campaign

Sports Activities

Students are participating in various sports activities in college campus as well as outofcampus. Oursportsdepartmentisveryactive. Itmotivatestudentstoparticipateinvariousindoorandoutdoorgames. ButduetoCOVID-19pandemicin2020duringthistime online yoga activities and other activities are organized to motivate the students during this time.

Participation of Students in Sports Activities

Sr. No.	Name of Activity	Time Period	Participants
1.	FitIndiafreedom2.0.	13/8/21	200
2.	Yoga and meditation sessions.	9/9/21	250
3.	Marathon Race.	10/9/21	200
4.	Basketball Match.	21/10/21	200
5.	4thIntercollegayogac ompetition.	12/11/21	300
6.	Online orientation program.	14/01/22	290
7.	Online Inter college essaywriting competition.	9/02/22	250
8.	21 day Surya Namskar project.	15/02/22	200
9.	Online extensions lecture.	09/03/22	200
10.	One day training program.	11/05/22	200
11.	Carefree Day.	16/04/22	200
12.	Cycle Race.	29/05/22	70



7 Day Yoga Camp Base on theme Yoga for humanity



Basket Ball Match



Organization of cycle Race on World Earth Day by physical Education & Sports Department



Activities under taken by women cell


Sr.no	Name of Activity	Time period	Participants
1.	Reception of all Haryana Police Rally Starting from Pachkula to all Cities of Haryana.	02/12/2021	250
2.	Extension Lecture By Dr. Simran Sharma MDJCD Vidyapeeth Sirsa. (Woman Empowerment Possibilities and Solution.)	12/02/2021	200
3.	Exhibition Cum Sale (Theme-Skill Development give Financial Independent).	10/05/2022	100
4.	National level video Making competition Based on themes of -challenges in the Life of women.	15/05/2022	200
5.	Under The program 'Pryas 'Door to Door Campaign for Clean Environment.	17/05/2022	35
6.	Encourage people On social mediato Spread awareness About the Gender	05/06/2022	35

7.	Equality. National Integration Camp.	16/12/2022	02
8.	Online Orientation Program On Surya Namaskar.	08/01/2022	50
9.	One Week Workshop Program Pryaas. (Skill Enhancement Programs.)	04/05/2022	90



Reception of all Haryana Police Rally starting from Panchkula to all cities of Haryana

 Adarsh Mahila Mahavidyalaya, Bhiwani (Haryana)	
Legal Literacy Cell Organises	
Joins Hands With Azadi ka Amrit Mahotsav (Celebrating 75 th Years of Independence)	
Legal Awareness Programmes in Collaboration with National Commission for Women	
Keynote Speaker- Mr. Himanshu Singh Chief Judicial Magistrate-cum-Secretary District Legal Services Authority , Bhiwani	
Resource Persons:- Ms. Sheela Tanwar (Advocate) Ms. Kiran Jangra (Advocate)	
 WOMEN EMPOWERMENT	
Time 11:00AM Onward Friday, 10 December, 2021	
Principal Dr. Rajni Raghav	Convener Dr. Madhu Malti Associate Professor (Hindi Department)



Extension lecturer by Dr. Simran Sharma (Woman Empowerment Possibilities and Solution.)

Interact on Gender audit process

The interaction gender audit is self-assessment tool that allows you collect information from organization staff to assess the status of gender equality in development and human assistance agencies.

The goal of the audit process is to create a gender action plan using information that have gathered. Gender audit process is intended to be conducted in both a systematic and participatory manner and should include staff, village people and many students as possible. Voices that represent all level and type of positions within the organization should be represented. Result from each of the audit steps will increase and build organizational understanding, ownership and readiness to act on a shared agency wide gender equality initiative. Depending on the size of the organization the audit may take one of three shapes. For small organization with less than 10 staff. You should involve all staff in the survey and focus group for medium organization 100-300 people from particular village in the survey for large organization included 500-700 students for collecting the information many steps are including for gender audit.

Preparing for Gender audit

The first step of the Gender audit process is to assess your organization's readiness to conduct a gender audit after determining that several things are needed to do proper the gender audit report first need to gain the support from senior leadership for successfully carrying out the entire process.

Second we need to communicate to organization staff about what the gender audit and what steps are involved, including the benefits to the organization staff also plan

Students And Staff Survey

Create a gender audit questionnaire to meet your needs the second step of the gender audit process to conduct a survey of students using the gender audit questionnaire. The questionnaire was designed to help them to assess the range of understanding, attitudes, perception and reported behavior among the students. Responses to the questionnaire serve as a baseline of student perception on the status of gender equal the questionnaire template include 13 questionnaires which can fulfill our need.

Observation based on questionnaire

Sr.no	Nature of question	Yes	No	Don't know
<u>1</u>	Is Gender Discrimination present today.	77.4%	18.9%	3.7%
<u>2</u>	More educated in your family male or female.			
	Agree for Male	48.4%	36.6%	15.3%
	Agree for female	12.6%	45.2%	43.2%
<u>3</u>	Whose decision is considered final in your household.	60.1%	12.6%	27.2%
<u>4</u>	Why did you choose women's college for your education. For safety purposes.	77.7%	22.3%	0%
<u>5</u>	Do you believe that there	84.5%	8.9%	24.4%

	has been some improvement in the position of women in the third and fourth generation.			
<u>6</u>	What is the matter in the 21st century has there been any improvement in the condition of women.	87.5%	8%	5.5%
<u>7</u>	Can a woman decide to do a job even today despite the educational qualification.	64.3%	29.3%	6.4%
<u>8</u>	Is the desire of a son maintained in the society today even after having two or three daughters.	81.7%	11.8%	6.5%
	Do you know about transgender.	68.7%	24.6%	6.7%
<u>9</u>	Do you believe that incidents of violence against women are still increasing.	70.3%	16.9%	12.8%
<u>10.</u>	Is it right to discriminate against third gender.	93%	5%	2%
<u>11.</u>	Is there a transgender around you.	73.9%	20.7%	5.4%
<u>12.</u>	Do you think that the Transgender has to face challenges in society.	81.2%	15.2%	4.6%

Response of Students survey

The above table shows that 80% of the students have opined improvement in the condition of women occurred while 10percent to the student to pined that no improvement occurred . It should also note that ,there are about10percentof student who are aware about the se.

We also observed that 93.14 percent students answered responded that gender decimations till exist today and 6% student answered it is not exist today.



Gender equity based questions per form a distributed among students

Response of Staff survey

The next step of the gender audit process is to conduct a survey of staff using the gender audit questionnaire.

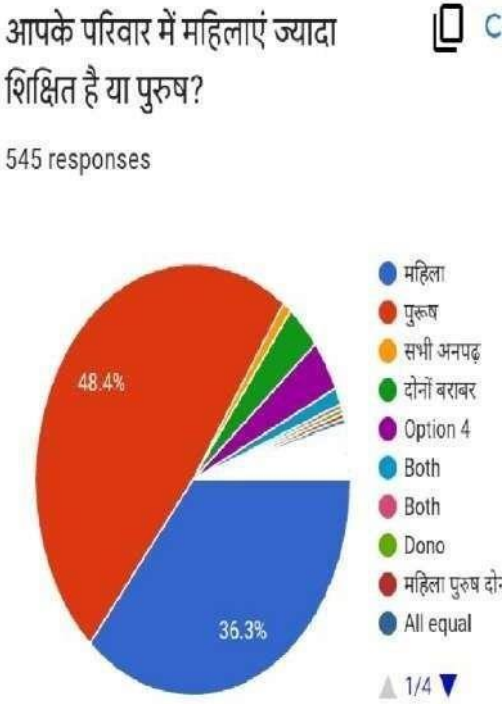
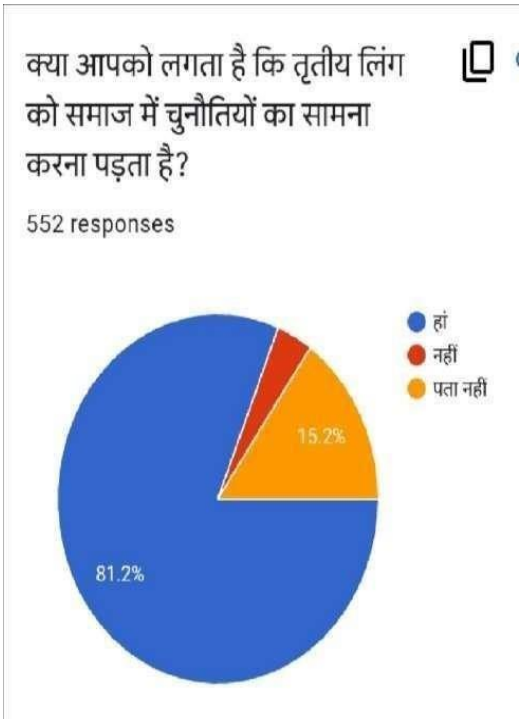
The questionnaire was designed to help organization assess the range of understanding attitudes, perceptions and reported behavior among staff in their own organization.

Responses of the questionnaire serves as a baseline of staff perception on the status of gender equality.

Nature of question	Review of male staff.Y		Review of female staff.Y	
	Yes	No	Yes	No
Can a woman decide to do a job even today despite the educational qualifications.	78.2%	21.8%	60.4%	39.6%
Have some improvement in position of women.	69.6%	31.4%	56.4%	43.6%
Is Gender Discrimination present today.	27.4%	72.4%	59.8%	41.2%
More educated in your family male or female.	73%	27%	78.6%	21.4%
Whose decision is considered final in your household.	70%	30%	69.6%	31.4%
Do you believe that	62.5%	37.5%	78.2%	21.8%

incidents of violence against women are still increasing.				
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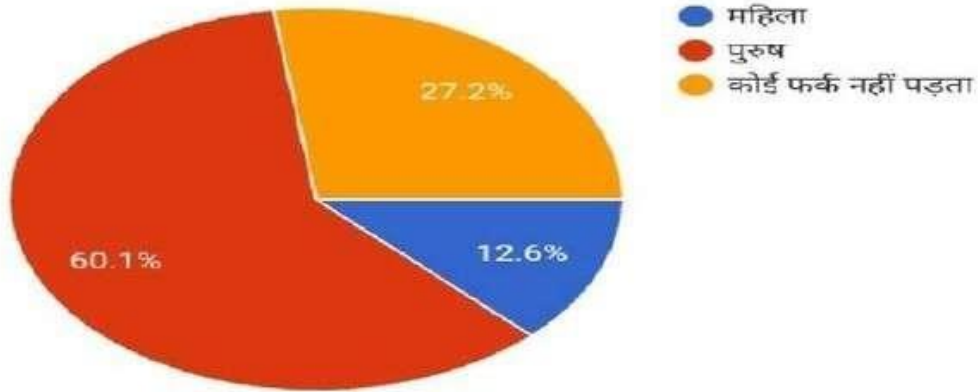
Graphical Representation of Response of Staff and students survey



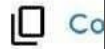
आपके घर में किसका निर्णय अंतिम माना जाता है?



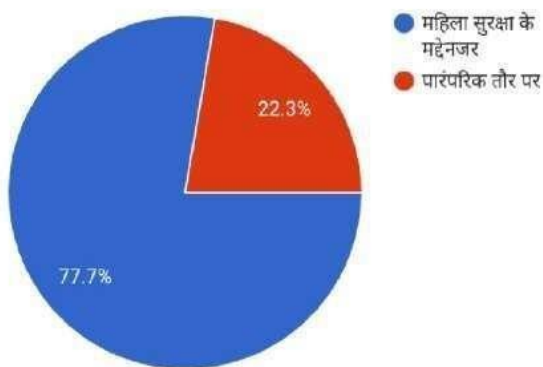
547 responses



आपने महिला महाविद्यालय को ही अपनी शिक्षा के लिए क्यों चुना?



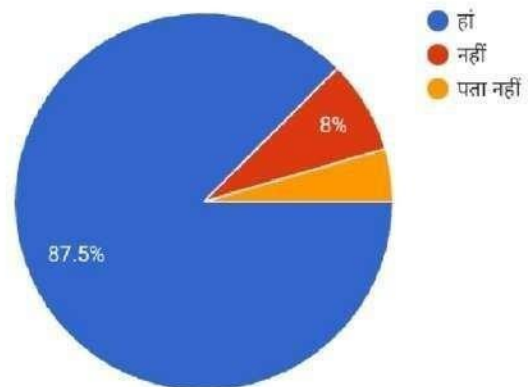
543 responses



21 वीं सदी में क्या भारतीय महिला की स्थिति में कोई सुधार हुआ है?

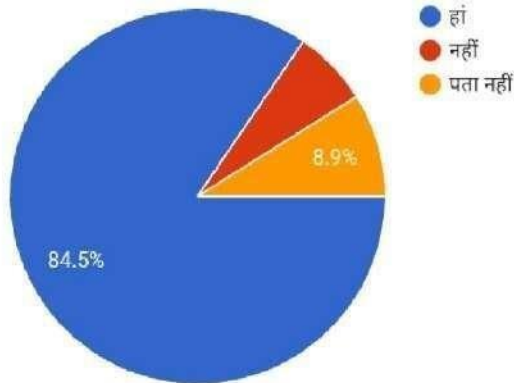


553 responses



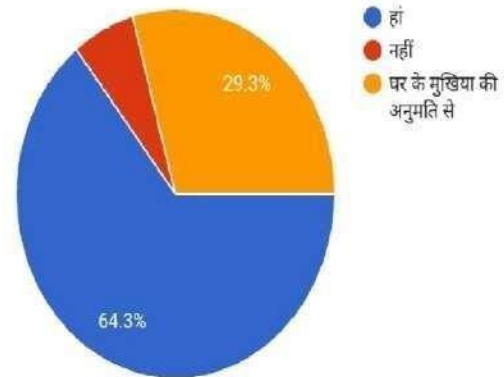
क्या आप मानते हैं कि तीसरी और चौथी पीढ़ी पर महिलाओं की स्थिति में कुछ सुधार हुआ है?

550 responses



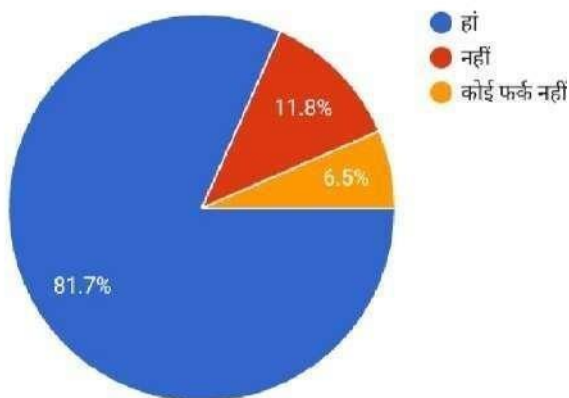
क्या शैक्षणिक योग्यता होने के बावजूद भी आज की महिला नौकरी करने का निर्णय ले सकती है?

552 responses



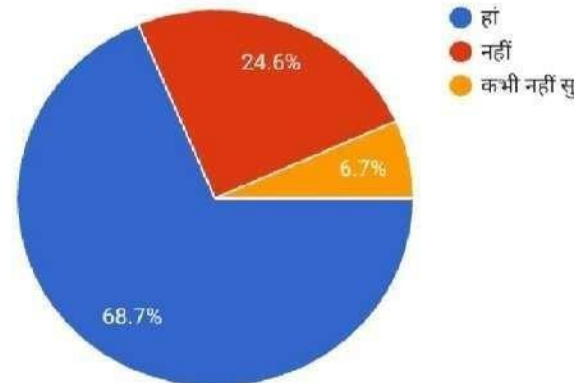
क्या दो या तीन बेटियां होने के बावजूद भी आज समाज में पुत्र की इच्छा रखी जाती है?

552 responses



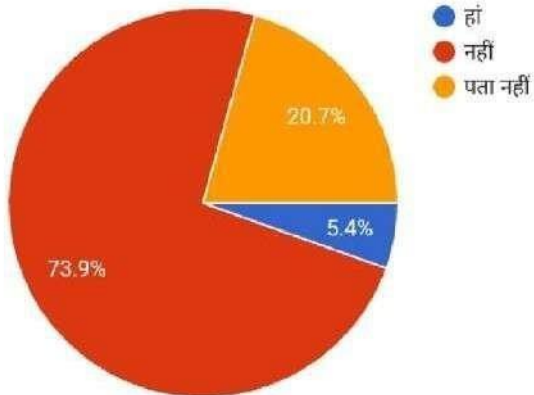
क्या आप तृतीय लिंग (Transgender) के बारे में जानकारी रखते हैं?

552 responses



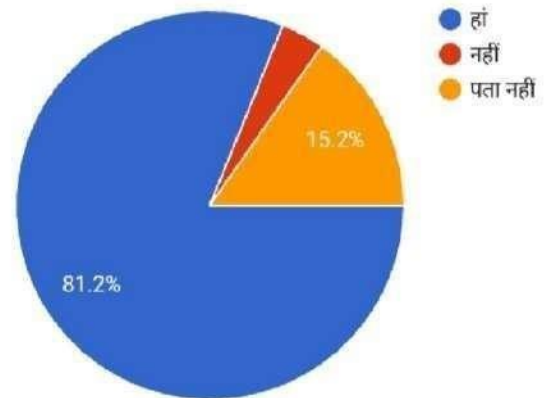
क्या आपके आस- पास कोई तृतीय लिंग है?

551 responses



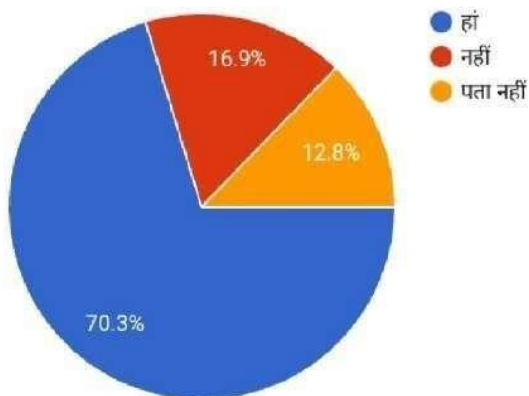
क्या आपको लगता है कि तृतीय लिंग को समाज में चुनौतियों का सामना करना पड़ता है?

552 responses



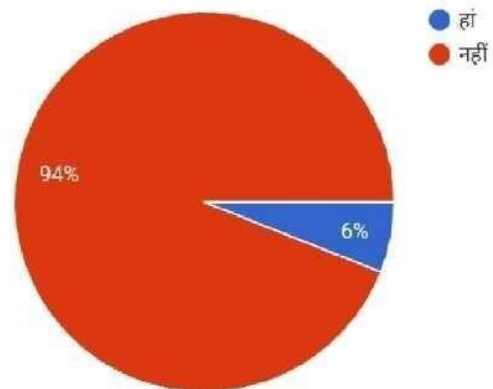
क्या आप मानते हैं कि महिलाओं के प्रति होने वाले हिंसात्मक घटनाओं में अभी भी वृद्धि हो रही है?

549 responses



क्या आप तृतीय लिंग से भेदभाव करना सही मानते हैं?

551 responses



Observation Table For Survey in Village “DHANANA”

Observation Table For Survey in Viage “DHANANA”

Sr.no	Natureofquestion	Yes	No	Don't know
<u>1</u>	Have women and men got equal right in your village.	80%	15.3%	4.7%
<u>2</u>	Whether gender based property is desired in your family.	85%	12.2%	3.8%
<u>3</u>	Do you know that there is still foeticide in the will of daughter.	90%	28%	2%
<u>4</u>	Do you know about transgender.	82%	8.9%	9.1%
<u>5</u>	Do you think it right to discriminate against third gender.	78%	20%	2%
<u>6</u>	Is there discrimination in your village regarding higher education of women.	28%	70.6%	2.4%
<u>7</u>	Do you think it is right to raise the marriage age of girls of 21.	68.9%	22.1%	9%
<u>8</u>	It is appropriate to send daughter to forward in the sports world in the village.	79.3%	15.4%	5.3%
<u>9</u>	Is it appropriate to give importance to women's sarpanch's opinion in the development work of the	62.6%	19.6%	17.8%

	village.			
<u>10.</u>	Do you think decision of women's participation in father's property is correct.	87.6%	12.2%	0.2%
<u>11.</u>	Does the women have the final decision in your family.	59.4%	38.2%	2.4%
<u>12.</u>	Do you have any objection if the decision of female member is final.	6.4%	15.4%	24.2%
<u>13.</u>	Do you believe that incidents of violence against women are still increasing.	69.2%	25.8%	5%
<u>14.</u>	Whether the female sarpanch herself takes up the duties of the post while in her post.	55.2%	32.6%	12.2%



Observat ontablefor surveyinvilage“CHANG”

Sr.no	Natureofquestion	Yes	No	Don't know
<u>1</u>	Have women and men got equal right in your village.	80%	15.3%	4.7%
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<u>3</u>	Do you know that there is still foeticide in the will of daughter.	90%	28%	2%
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Students' opinion through interviews and group discussion: For this gender audit, views of students were also collected through interviews and group discussion. In this interview they were asked about current situation of women in our society, problem they face, gender discrimination present in society or college.

The following questions were asked from the students:

- Is gender discrimination present today in our society or college?
- Are you aware about transgender?
- Is there any improvement in position of women on 3rd and 4th generation?
- Why did you choose women's college for your education?

Findings

Students strength is increasing continuously in both UG and PG programmes.

Different facilities are available for all students. There are helpful not only for educational development but also social, Psychological, Physical development of all students.

Students of backward classes enjoy a major share in admission.

College has discipline committee, anti ragging committee to avoid the misbehavior and resolve the problems occurred with students and staff.

Conclusion

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitation.

The findings show that college play a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and Psychologically many programs are conducted for girls.

Action Taken by the college in the Academic year 2020-21

- Most of the activities are organized for all students.
- Girls who receive an education are less likely to marry young and more likely to lead healthy, productive lives. They earn higher incomes, participate in the decisions that most affect them, and build better futures for themselves and their families. Girls' education strengthens economies and reduces inequality.
- Anti-sexual harassment cell has been taking special care about the girl students and trying to support in terms of instilling confidence among them while they face any types of problems within the campus or outside the campus.
- Our principal and concerned head of the Cells even take their parents in to confidence while taking any kind of problems faced by the girls. This made the girls seek admissions in large number to our college.
- We conduct orientation programs for the newly admitted students for various courses and gender sensitization was one of the agendas to be included in the program to educate the students on these issues when they enter the campus to pursue their degrees in different streams.
- The aim of the institution is to make them aware of gender equality and empowerment in a broader sense. Another major objective of such activities is to expose the students to interpersonal relationship, equality and fraternity among the students.
- In addition to this our N.S. Sunitha has been engaging the students in various activities to imbibe qualities of leadership, social service, responsible and awakened citizenship to cherish the values of equality, social justice and tolerance.



Adarsh Mahila Mahavidyalaya, BHIWANI-127021

Affiliated to Chaudhary Bansi Lal University, Bhiwani (NAAC Accredited B+)

Best College declared by Govt. of Haryana. A Prestigious multi faculty Institution for quality education for women

Email : principalammb@gmail.com

Website : www.ammb.ac.in

Ref. No. AMMB/

Dated 30/06/22

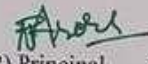
Audit Committee

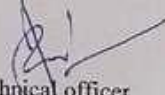
Adarsh Mahila Mahavidyalaya, Bhiwani

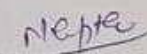
Certificate

This is to certify that this Audit Report of Adarsh Mahila Mahavidyalaya, Bhiwani is based on the original data collected during the period of study. Further, it is certified that the baseline data was prepared by the internal Audit teams of Adarsh Mahila Mahavidyalaya, Bhiwani and submitted to us. The content of the baseline data of the study has been personally verified by the auditing team for validity and reliability. The data used in the study is original in nature and have not been presented or published elsewhere. Photographs used in the report are either taken directly by the audit team or are given by internal audit team.


1) General Secretary


2) Principal


3) Technical officer


4) IQAC Coordinator