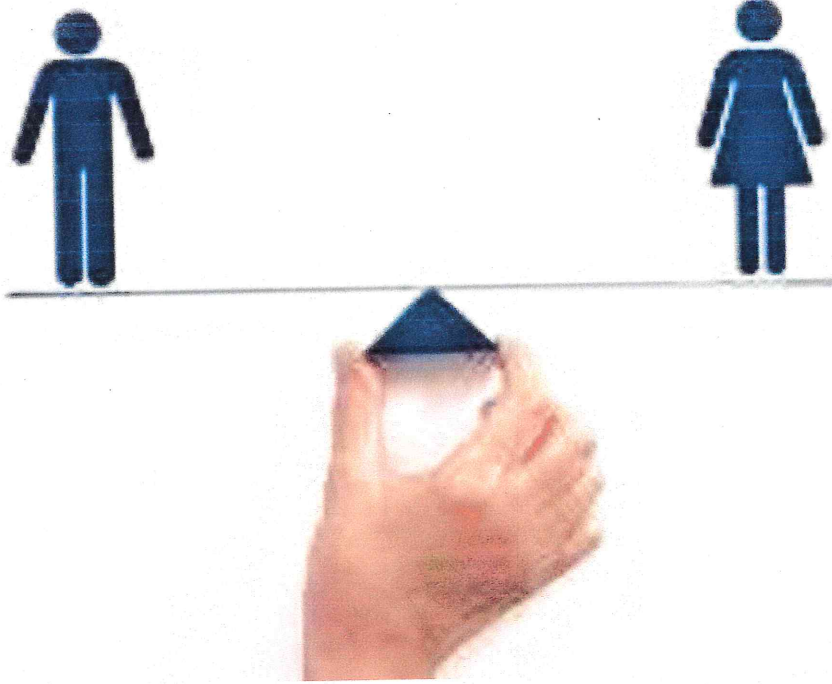


GENDER AUDIT REPORT

An Initiative by Dr. Rajendra Prasad Educational Society



Gender Audit Report



GENDER AUDIT REPORT

Issued by: Dr. Rajendra Prasad Educational Society Issued
Ffor : City Law College,
Affiliated to University of Lucknow
Dated: 28th August, 2023

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Acknowledgement

Dr. Rajendra Prasad Educational Society hereby expresses its gratitude to Dr. Baseerat Fatima Principal and Mr. Nitesh Tiwary, IQAC Coordinator at City Law College for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit. The audit team is appreciative of the deliberations held during the meeting held on 28 August 2023.

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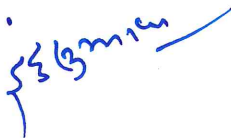
1. Foreword

About the Higher Education Institute (HEI)

City Law College is spread across a beautiful campus in Sector- 9, Jankipuram, Lucknow. Precisely, City Law College offers 02 undergraduate programmes in law as per regulations of the University of Lucknow. The college strives to provide an intellectual environment for the emancipation of the intellect and spirit that stimulates both critical thinking and imagination.

About Dr. Rajendra Prasad Educational Society

Dr. Rajendra Prasad Educational Society was instituted in 2000 by Dr. Mamta Srivastava (President), a renowned academician who believes in imparting education and knowledge coupled with a broader understanding of societal issues, Registered with Society Registration Act 1861, Dr. Rajendra Prasad Educational Society is designed to promote the culture of learning, awareness and to facilitate 'education for all' aligned with United Nation Sustainable Development Goal 4, which aims at ensuring Inclusive and equitable quality education and promote Lifelong learning opportunities for all and strives to cultivate educational needs of the helpless, neglected sections of the society, especially children living on streets; is instrumental in the implementation of schemes for development for women and children and people living on the fringes of society irrespective of creed, caste, language and religion and helps them with issues concerning de-addiction, adult education, family planning, vaccination and other social welfare schemes thus providing them an opportunity for a better, healthier life.



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Moreover, it also functions to create rehabilitation centers for people in distress and provide legal, medical and socioeconomic aid especially to homeless children, widows, aged people, beggars, orphans, handicapped people, etc.

Apart from the abovementioned, the society also promotes new concepts and technologies which are emerging in India and abroad for better development of rural areas and also contributes to research and organizing of projects, programmes and events that help raise funds channeled towards Chief Minister/ Prime Minister Relief Funds.

1. Objectives of the Audit Report

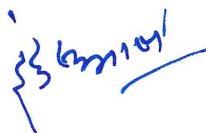
Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminant place of education is a prerequisite for effective dissemination of knowledge and learning. Constitution of India enshrines the proposition of gender parity in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. In order to promote gender equality and non-discrimination on grounds of gender, as ensured by Article 14 that requires 'equality before law' and ensures universal rights for all regardless of birth, ethnicity, gender or race. Article 15 (1) authorizes the state not to isolate any person based on sex, race, nationality, caste, ethnicity or any of them. Article 15 (3) mandates the state to prepare special arrangements to benefit women. Article 15 (3) also promotes women and children by laws such as Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, Amendment to the Hindu Succession Act etc. Likewise, Article 16 mandated equal opportunity for all, Article 39 (a) supports for governments aim its policies towards right to a decent medium of living for women and men. Article 39 (d) ensure 'equal wages for equal




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work' for all and Article 42 mandates governments for fair and reasonable working conditions and maternity assistance. Article 243 D (3), (4), T (3) supports one-third of the total number of seats reserved for women in Panchayat and Municipality. Hence Indian Constitution provides provisions to reduce Gender Inequality. Article 15 (1) of the Indian Constitution, particularly in the institutes of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedures that question inequalities and foster equal opportunity across genders. Societies that value all genders as equal are safer and healthier. Gender equality is the precondition for an equitable society. Ensuring that all can live up to their full potential, regardless of gender identity or other factors, is not only a moral imperative. It is a strategic imperative—a continuation of journey toward justice, opportunity, and equality. To ensure women are treated properly and their dignity is not harmed at working places 'VISHAKA GUIDELINES' the Sexual Harassment at Workplace Act, 2013 are instituted to protect employees of the college. UGC has also recognized equality and justice enshrined in the Indian Constitution, SAKSHAM GUIDELINES were passed in 2014 that mandate measures for gender sensitization, Workings of HEIs of institutional redress mechanisms, requirements of specific facilities on and near campuses and special requirements of women students and staff. Thus, College envisions a society where everyone has equal opportunities. With the objective to ensure gender equality at their campus, City Law College placed a request to conduct Gender Audit.

The objective of this audit report is to produce the major findings of the Gender audit conducted for City Law College which we at Dr. Rajendra Prasad Educational Society have performed as per the Work order issued by the management of the Institute.




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2. Methodology

As part of the Audit, a questionnaire was specially designed for the Higher Education Authorities to procure gender segregated data on the curriculum, male –female composition across various departments as well as listing of program /workshops /Seminars conducted on Gender related issues.

The statistical data provided for the last three academic years together with the finding of the online meeting has been analyzed. The broad gender sensitive indicators which have been studied in detail include the following:

- Curricular Aspects
- Learning and Evaluation
- Gender balance in Teaching & Non-Teaching Staff – male and female
- Research, Consultancy and Extension
- Resources & Infrastructure
- Student Support and Progression
- Gender Sensitization Policy and Practices
- Gender Issues - Mechanisms and Methods

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3. Findings & Observations

After a thorough analysis of the facts provided by City Law College it is observed that the College institutionalizes gender equality through various means and mechanisms. 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. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large. College maintained gender segregated data on most of the issues. The College has Students' Council for gender sensitization which is working on all related issues. Women Empowerment Committee of the college is highly active and work whole year for students and staff. The College supports research related to women concerns as seen in their publications. The College has supported and strengthened the faculty in organizing seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly

supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee (ICC) which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

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1. Curricular Aspects

Courses in Syllabus

The education of girls affects their future economic security and that of nation too. Understanding the fact that sensitization programmes are an absolute necessity within the campus today various initiatives have been taken. College is an affiliated institution of University of Lucknow, the department namely Law have introduced and opened papers that have gender concerns within their syllabus at the U.G Level. Students are choosing the optional papers on feminism, which is definitely a healthy and progressive sign. However, one must agree that there is a serious absence of gender concerns within the Science faculty with very few programmes organized in this direction.

2. Learning and Evaluation

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

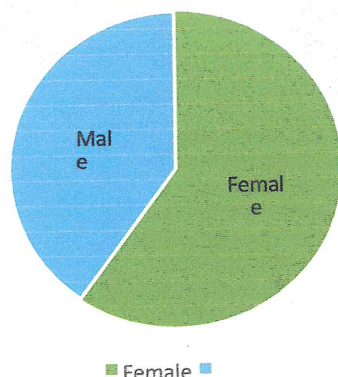
Total number of students

Year	2021-22	2020-21	2019-20
Number	1226	1096	908

Gender Profile of the Academic and Non-Academic Staff 2020-2021

Academic Year	Female	Male	Total	percentage
2020-21	36	27	63	42.85

Gender Profile of Staff 2020-



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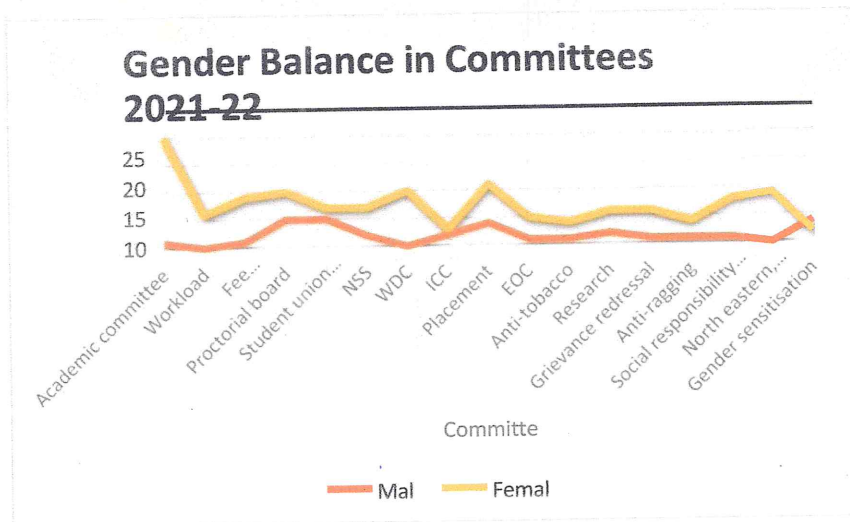
Figure shows the combined gender profile of the college. The projection includes all Academic and non-Academic staff. Compared to 60% of female staff, here is 40 % of male staff at present.

Gender balance in committees

Academic Year	Female	Male
2019-20	72	13
2020-21	72	23
2021-22	127	31

2021-22


Committee	Male	Female
Academic committee	1	20
Workload	0	6
Fee concession/scholarship	1	9
Proctorial board	5	10
Student union advisory	5	7
WEC	0	10
ICC	2	3
Placement	4	11
EOC	1	5
Anti-tobacco	1	4
Research	2	06
Grievance redressal	1	6
Anti-ragging	1	4
Social responsibility and extension	1	8
North eastern, foreign students	0	0
Gender sensitization	4	2



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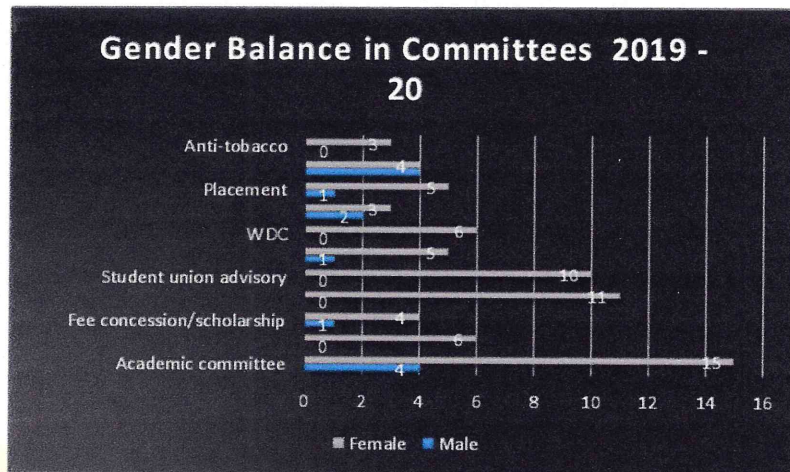
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2020-21 and 2019-20

Committee	Male	Female
Academic Committee	4	15
Workload	0	6
Fee Concession/Scholarship	1	4
Proctorial Board	0	11
Student Union Advisory	0	10
WDC	0	6
ICC	2	3
Placement	1	5
EOC	4	4
Anti-Tobacco	0	3



What are the specific research topics and extension activities related to women?

4. Infrastructure and Learning Resource

There are numerous ways in which the vision for gender sensitivity is being fostered in the college. In a commonsensical way, all that happens in this institution concerns women. This unique position allows us to focus on diverse spaces of empowerment. We believe we are able to engage with issues that impact the lives of women. With a high number of female faculty members, staff members and

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indeed with students all women, City Law College reflects the progress of the country at large.

However, "Empowerment" is a comprehensive term.

- ✚ College hostel for Girls is about to complete.
- ✚ Basic sanitation facility in the form of toilets is available in all the buildings and on each storey. Separate washrooms for staff are available in each building.
- ✚ There is common room Available in Students Amenities Block.
- ✚ A medical room with a doctor and counselor is available.
- ✚ Gymnasium facility is available to students, faculty members and administrative staff daily.
- ✚ For health concerns of the students and staff a Mother Dairy booth is located inside the campus, canteen also serves healthy food, and a coffee counter is also available for all.
- ✚ Students and staff have not to go outside for their photocopy requirements a photocopier is available inside the campus with the basic stationary items.

Books and journals on women in the library.

- ✚ A total of one journal and 425 books are available in college library on women and womenrelated issues.
- ✚ Availability of women counselors, sexual harassment cell, lady doctor.
- ✚ In the year 2018, the Sexual Harassment cell was renamed as The Internal Complaints Committee, during last three years (2018-2021) received no complaint.
- ✚ Doctor is available thrice a week in Medical Room inside the campus while nurse is available throughout the week during college hours. In case of emergency, students are escorted to nearby Hospital.
- ✚ Counselor is available on alternate days.
- ✚ During pandemic period doctor and counselor is available on call.
- ✚ Wheelchair is available for differently-abled students on entrance gate of the college

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5. Organization and Management

Number of women in all selection /promotion committees/ academic/ administrative bodies of the institution.

b. Details on maternity leave, crèche for children.

6. Healthy Practices

a. Number of gender sensitization programmes conducted. Number of women- related themes and topics taken up for discussion and debates.


c. Number of leadership camps organized for the personality development of women students.

Recommendations :

The Vision for the College as foreseen by their management is to cater to the need of higher education of young women, especially those belonging to the weaker sections of the society.

City Law College motto : “*Gyanam Shilam Dharmshchaiv Bhushanam*” conveys the three virtues of human life: knowledge, modesty and sense of duty. Since its inception, the College has not only made substantial progress in the field of education, but also contributed immensely to nation building. Many of its students and alumni have reached great heights and achieved national and international recognition. The College aims at being a leader in creating unique and exclusive learning opportunities in all disciplines of study that ultimately lead to the advancement of learning and creation of a sustainable society and environment.

A sustainable society can only be created with the appropriate and equitable representation of both genders. It is observed that the adequacy of facilities, policies as well handling capabilities of the administration is very high, but at the same time there is scope for enhancing the same to a much



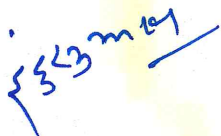





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higher level. This can be attained by dissemination of gender related data at prominent places; and Display of 'Gender Policy' on the website. It is suggested to sensitize the students and the teaching community through newsletters, regular communication, seminars and self-defense classes. A notable number of respondents have stated that there is lack of awareness on existence of gender-friendly policies and procedures in the College. It is recommended to conduct frequent awareness drives to cover the existing communication gap. To ensure the safety of the youth, it is proposed to appoint more lady guards. As the College is always under CCTV surveillance, it is suggested to make the students aware of this information. The faculty and students may jointly publish research articles pertaining to gender sensitive issues.




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