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# GENDER AUDIT REPORT

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An Initiative by Psalm Educational Trust



**PSALM EDUCATIONAL TRUST**



## **GENDER AUDIT REPORT**

Issued by: Psalm Educational Trust

Issued for: Motilal Nehru College, University of Delhi

Dated: 18<sup>th</sup> June, 2022



# Gender Audit Report

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## Acknowledgement

**Psalm Educational Trust** hereby expresses its gratitude to Dr. Shrivatsa and Dr. Priti Upreti at Motilal Nehru 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 online meeting held on 10<sup>th</sup> January, 2022.



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## 1. Foreword

### **1.1 About the Higher Education Institute (HEI)**

**Motilal Nehru College** is affiliated to the University of Delhi; Recognized under Sec 2(f) & 12B by UGC. The College had a humble beginning in a government school building in 1964 with an enrollment of 300 students. The college relocated to Benito Juarez Marg in 1989 and now has a student base of over 3000 students from across the globe. The Institute operates in an ultra-modern technologically advanced barrier free inclusive campus and houses ergonomic infrastructure. The campus has a huge library, hi-tech conference room, spacious lecture theatres and commendable sports facilities. The entire campus is Wi-fi enabled with uninterrupted access to internet connectivity. The College has performed exceedingly well in academics, sports, social science and cultural activities over the past fifty years. The College currently offers 14 multidisciplinary undergraduate programmes and its alumni has performed outstandingly in administration, judiciary, entrepreneurship and creativity. The College is known for the quality of faculty which engages in research that contributes to the University as well as to the society. The College was accredited 'B' grade by National Assessment and Accreditation Council (NAAC) in 2016.

### **1.2 About Psalm Educational Trust**



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Psalm Education Trust was instituted in 2015 by Dr. Namita Rajput (Managing Trustee and Co-founder), a renowned academician who believes in imparting education and knowledge coupled with a broader understanding of societal issues, Registered with Niti Aayog, Psalm Educational Trust 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.

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 trust 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.

## **1.3 Objectives of the Audit Report**



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**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. In order to promote gender equality and non-discrimination on grounds of gender, as ensured by 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. College envisions a society where everyone has equal opportunities. With the objective to ensure gender equality at their campus, Motilal Nehru 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 Motilal Nehru College, which we at Psalm Educational Trust have performed as per the Work order issued by the management of the Institute.

## 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



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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
- 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

### 3. Findings & Observations

After a thorough analysis of the facts provided by Motilal Nehru College, it is observed that the College institutionalizes gender equality through various means and mechanisms. The Gender Policy of the College is displayed on the website and banners about respect of all genders are showcased on main gate, entrance, notice board, library, canteen, staff rooms and girls common room in the campus. 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. The College follows zero





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tolerance policy towards sexual harassment and gender inequality. 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. The College has Students' Council for gender sensitization which is working on all related issues. College Women Development Cell 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 which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

## 1. Curricular Aspects

### 1.1 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 Delhi. The courses of Delhi University curricula that contribute towards instilling Gender Equality concern among the students may classified as:

1. B.A. (Hons) Political Science:
  - (i) Women, power and politics
  - (ii) Feminism- Theory and politics
  
2. B.A. (Hons) English:
  - (i) Women's writing
  - (ii) Contemporary India : Women and Empowerment
  
3. B.A. Political Science (prog):
  - (i) Gender and Environment

## 2. Learning and Evaluation

**Gender Ratio & category wise data of students, teaching, non-teaching faculty.**

**(Data of at least last three years)**

|                    | Teaching | Non-teaching | Students | Total |
|--------------------|----------|--------------|----------|-------|
| <b>2018 - 2019</b> |          |              |          |       |
| Male               | 80       | 56           | 2900     | 3036  |
| Female             | 65       | 10           | 1160     | 1221  |
| Others             |          |              |          |       |
| <b>2019 - 2020</b> |          |              |          |       |
| Male               | 75       | 55           | 2948     | 3078  |
| Female             | 66       | 10           | 1260     | 1336  |
| Others             |          |              |          |       |
| <b>2020 - 2021</b> |          |              |          |       |
| Male               | 76       | 52           | 3300     | 3428  |
| Female             | 69       | 10           | 1545     | 1624  |
| Others             |          |              |          |       |
|                    |          |              |          |       |

## 3. Research, Consultancy and Extension

The HEI promotes research and consultancy on gender related issues and the faculty members have published their research work on the following topics:

|   |  |
|---|--|
| 1 | Dalit Women Panchayat Members in Haryana: Gender, Caste and Political Representation   |
| 2 | Affirmative Action and Women in India (Chapter in Edited Book)                         |
| 3 | The Working Women: Indian Perspectives on Stereotypes, Marginalisation and Empowerment |
| 4 | Determinants of Voting Behavior : Caste, Class, Gender and Religion                    |
| 5 | Are Call Centres a Sustainable area of employment for women in the VUCA World          |

#### 4. Infrastructure, Learning Resources and Mechanism to Solve Gender Related Issues

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 the HEI to focus on diverse spaces of empowerment. The Institutes has a high number of female faculty members and staff members Motilal Nehru College reflects the progress of the country at large. However, “Empowerment” is a comprehensive term.

#### Display of Banners on respect of all genders on campus and in prospectus.

|   |   |    |
|---|---|----|
| <b>Location of the banners/ boards</b>                                    | Main gate/ entrance/ notice board/ library/ canteen/ staff room/departments/ website/ girls common room |    |
| <b>Viewership of the banners/ boards (possible % viewership each day)</b> | No of banners with prime location (viewership 100%): No of Banners at other                             | 4  |
|   | locations (viewership: 60 to 80%  | 10 |



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|                                      |         |
|--------------------------------------|---------|
| Year of posting the banners/ boards. | 2020-21 |
|--------------------------------------|---------|

## Gender Policy on website.

|                     |   |
|---------------------|---|
| Gender Policy Link: | <a href="http://www.mlncdu.ac.in/pdf/a2013-14.pdf">http://www.mlncdu.ac.in/pdf/a2013-14.pdf</a> |
|---------------------|---|

## Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes)

### Number and nature of cases received

| s.no | year    | Total grievances received | Type of grievance | No. of Grievance redressed | Average no. of days for grievance redressal | Brief Description   |
|------|---------|---------------------------|-------------------|----------------------------|---|---|
| 1    | 2018-19 | 3                         | students related  | 3                          | 7 days (each case)                          | All the three cases received during this academic year were related to students of our college. In all the three cases cyber abuse related issue were reported to ICC. Following the zero tolerance policy ICC quickly acted upon. All three cases were resolved to the satisfaction of the complainant within a week time. |
| 2    | 2019-20 | 1                         | employee related  | 1                          | 180 days                                    | In the year 2019-20 an issue was reported by an administrative employee of the college against a fellow staff member, due to Covid -19 the issue went on for six months and was resolved in 2021. In this case ICC again acted swiftly and punished the offender harshly.   |
| 3    | 2020-21 | 2                         | students related  | 2                          | 45 days                                     | In the year 2020-21 two issues were reported by students of the college against a fellow student. In both the issue social media chats and trespassing was reported.  |



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|  |  |  |  |  |  |   |
|--|--|--|--|--|--|---|
|  |  |  |  |  |  | ICC resolved both the cases in a time span of 6 weeks each. |
|--|--|--|--|--|--|---|

|   |   |
|---|---|
| Link of the committee details on website: | <a href="http://www.mlncdu.ac.in/pdf/icc.pdf">http://www.mlncdu.ac.in/pdf/icc.pdf</a> |
|---|---|

## Recommendations

Motilal Nehru College has a highly gender-friendly environment and infrastructure. The Institute has installed 56 CCTV cameras at important locations like Main gate/ entrance/ library/ canteen/ all corridors/playground, parks, parking areas, all remote areas and boundary walls to ensure safety (both students and employees). The College has deployed 2 female and 4 male security guards. The Institute gives equal rights and opportunities to access campus facilities such as library, laboratory or any campus events at all times without gender bias. The College has every facility that is required in every modern higher education Institution. Many of its students and alumni have reached great heights and achieved national and international recognition. There are separate washrooms for ladies and girls-common room in the college. 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.



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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 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. There must be more orientation/induction programmes for faculty, staff and students related to gender sensitization. It is suggested to allocate more funds for gender sensitization. Since college has women NCC wing therefore more girls common room should be made. It is recommended that the College may have separate ladies staff room. To ensure the safety of the youth, it is proposed to appoint more lady guards. The faculty and students may jointly publish research articles pertaining to gender sensitive issues.



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## ANNEXURES

### ANNEXURE I

Basic Details about the HEI

|           |   |                                 |
|-----------|---|---------------------------------|
| <b>I</b>  | <b>Name of the Trust/ Society</b><br><br>Address<br><br>Phone no:<br><br>E-mail<br><br>Year of Establishment: | -N/A-                           |
| <b>II</b> | <b>Name of the College/ Institute:</b>  | Motilal Nehru College           |
|           | <b>Address:</b>   | Benito Juarez Marg<br>New Delhi |
|           | <b>Year of Establishment</b>  | 1964                            |
|           | <b>Authority Name&amp; phone No.:</b>   | Dr. Shrivatsa 9213984519        |

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|            |   |   |
|------------|---|---|
|            | <b>Coordinators name &amp; Phone no</b> | Dr. Priti Upreti 9868913101                                 |
|            | <b>Contact Details:</b>                 |   |
|            | 1. Telephone no with STDcode            | 01124112604   |
|            | 2. Faxno:                               | 01124110174   |
|            | 3. Mobile no of the organization        | 9213984519  |
|            | 4. Website address:                     | www.mlncdu.ac.in  |
|            | <b>Institutional Status</b>             |   |
|            | 1. AffiliatingUniversity:               | Permanent   |
|            | 2. AffiliationStatus:                   | Affiliated to University of Delhi                           |
|            | 3. UGC Approval                         | 2f & 12B  |
|            | 4. Financial Status:                    | Aided :<br><br>● Grant in Aid                               |
| <b>IV.</b> | <b>Type of College:</b>                 | a) Affiliated<br><br>b) Co-ed College.<br><br>c) Urban      |
| <b>V.</b>  | <b>Type of Faculty/Programme</b>        | <b>Multi faculty</b><br><br>Arts/ Commerce/ Science/ Sports |



|     |   |       |
|-----|---|-------|
| VI. | <p><b>Special status conferred</b></p> <p><b>UGC-Special Assistance Programme</b></p> | -N/A- |
|-----|---|-------|

## ANNEXURE II: Sensitization Programmes by Women Development Cell of HEI

### [ 1 ] Book Review Session

We conducted a book review session on the book 'A Feminist Manifesto in Fifteen Suggestions', where we discussed various important terms mentioned in the book like 'feminism lite', 'misogyny' and others.



### [ 2 ] Social mores limit our career choices

We conducted a session on the topic and discussed it with special reference to women. It was an effort to recognize, avoid and stop the stereotyping of women's career choices.



### [ 3 ] Gender Stereotypes that play out during festive seasons


It was a session that focussed on deconstructing 'gender' and highlighted the subtle ways in which gender stereotypes play out during 'festive' seasons.



### [ 4 ] Financial Literacy Session

A session in collaboration with BeArtsy, India under their campaign 'Be your own Lakshmi'. The founder, Shikha Mittal enlightened us with all important aspects of financial independence which holds utmost importance for us youngsters today.

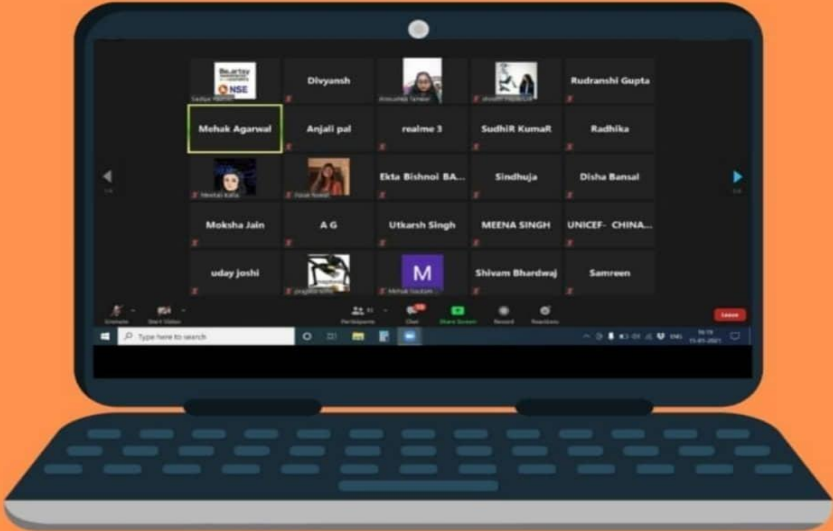
@beartsyindia



**WOMEN'S DEVELOPMENT CELL**  
MOTILAL NEHRU COLLEGE, UNIVERSITY OF DELHI

**WEBINAR ON:**

*Financial Literacy*



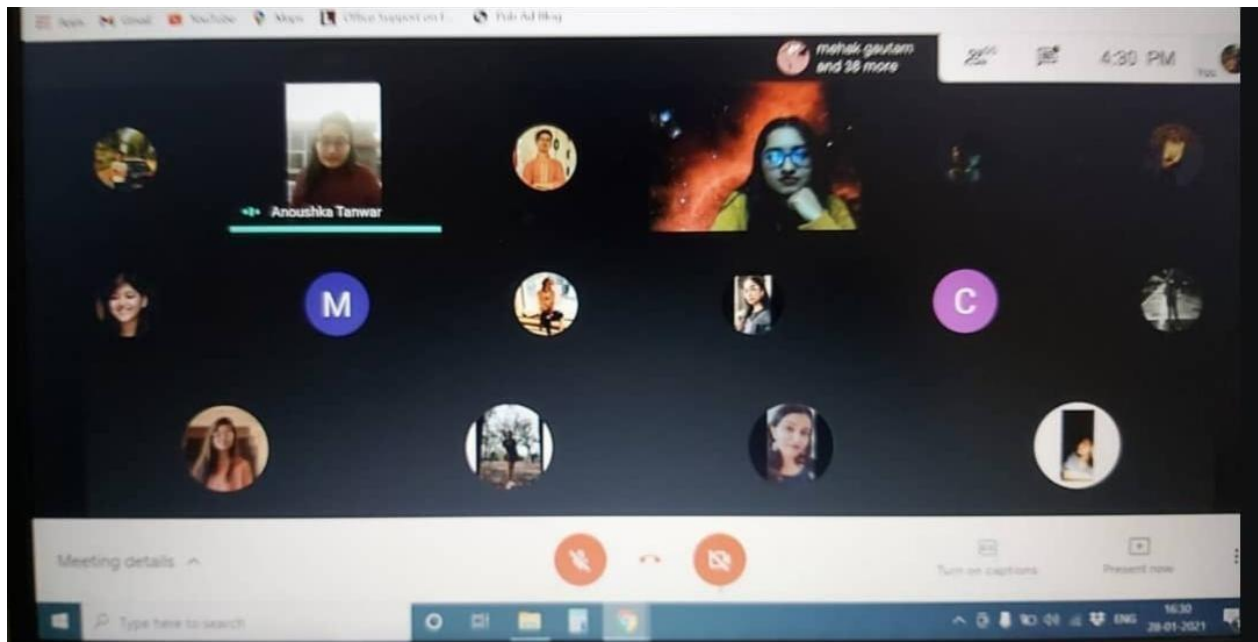
15 January 2020  
(Friday)  
4:00pm

**Speaker: SHIKHA MITTAL**  
(Founder, BE.ARTSY)

**PRESENTED BY:** **Be.artsy**  
AWARENESS

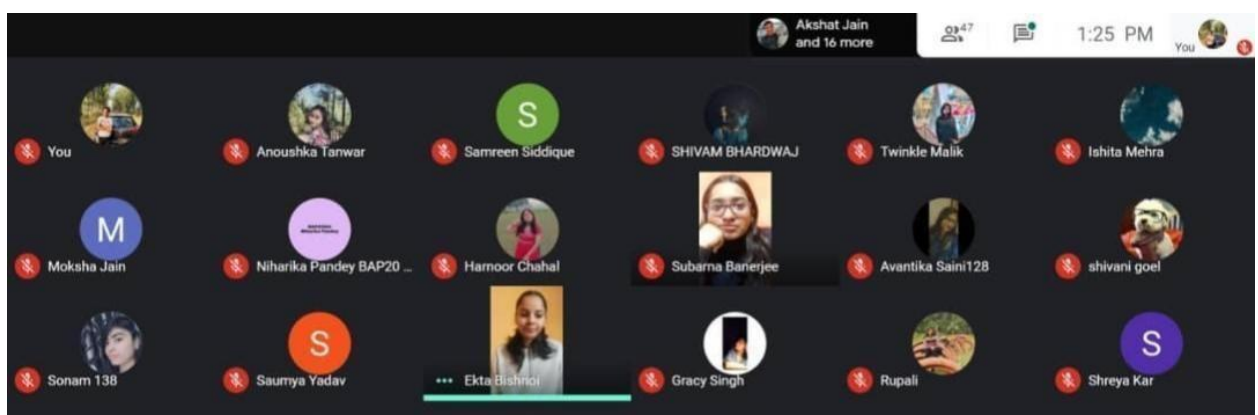
## [ 5 ] Session- Consent

We came together as one to understand what the term 'consent' means and connotes. Having understood the importance of consent in sexual relationships & otherwise, we stand strong for the 'criminalization' of 'marital rape' in India.



## [ 6 ] Casual Sexism

As the word suggests, sexism which is 'casual' and 'easy-going', in the form of a joke/ subtle statement is something we all tend to ignore. In the session, we identified various 'casual sexist' remarks/ statements/ jokes and learnt to deal with them.





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[ 7 ] Recognition Day

Each year we celebrate February 22 as the Recognition Day which commemorates February 22, 2019, the day which marks the formation of the very first Executive Board (elected) of our pre-existing cell.

Since students became a part of the cell, they've flooded it with new ideas, enthusiasm, spark and freshness, which gives us a reason for celebration!

**Women's Development Cell**  
**Motilal Nehru College, University of Delhi**

presents

**RECOGNITION  
DAY'21**

22•02•21

*"Today is the tomorrow we  
worked for."*



## [ 8 ] Lighting it Out

On the occasion of March 8, International Women's Day, we organized a \*LIGHTING IT OUT\* session on Monday, \*4:00PM onwards.\*



The poster features a top section with a rainbow-colored circle containing a female symbol and the letters 'WDC'. Below this are two circular portraits of the speakers: Rukaiya Ji on the left and Madhu Ji on the right. The main text is on a dark blue background with pink and white text. At the bottom, there is a quote about the event's purpose and contact information for Anoushka Tanwar and Subarna Banerjee.

**WDC**

**RUKAIYA JI**

**MADHU JI**

**Women's Development Cell  
Motilal Nehru College, University of Delhi**

IN ASSOCIATION WITH

**Stop Acid Attacks an initiative by Chhany Foundation**

PRESENTS

**'Lighting it Out'**

**GUEST SPEAKERS  
MADHU JI & RUKAIYA JI**

MARCH 08, 2021 | 4:00 PM  
GOOGLE MEET

THE EVENT IS A SAFE SPACE WHERE WE SHARE OUR JOURNEY AND THE STRUGGLES WE FACED AS A WOMAN. THE CENTRAL IDEA BEHIND THE EVENT IS TO STAND IN SOLIDARITY AND SUPPORT EACH OTHER. WHERE WE WOMAN OFTEN FEEL WE ARE ALONE IN OUR JOURNEY 'LIGHTING IT OUT' IS OUR ATTEMPT TO INSPIRE EACH OTHER AND GROW TOGETHER.

ANOUSHKA TANWAR: 85447 46838      SUBARNA BANERJEE: 98716 24175

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### [9] Session - LGBTQIA+

Conducted a session discussing how people from the LGBTQIA+ community lead their lives with restrictions and prejudice. Understanding the kind of environment we as a society create for people from the community and understanding how we can tackle it.



### [10] BEBAKH'21

06.04.21 and 07.04.21

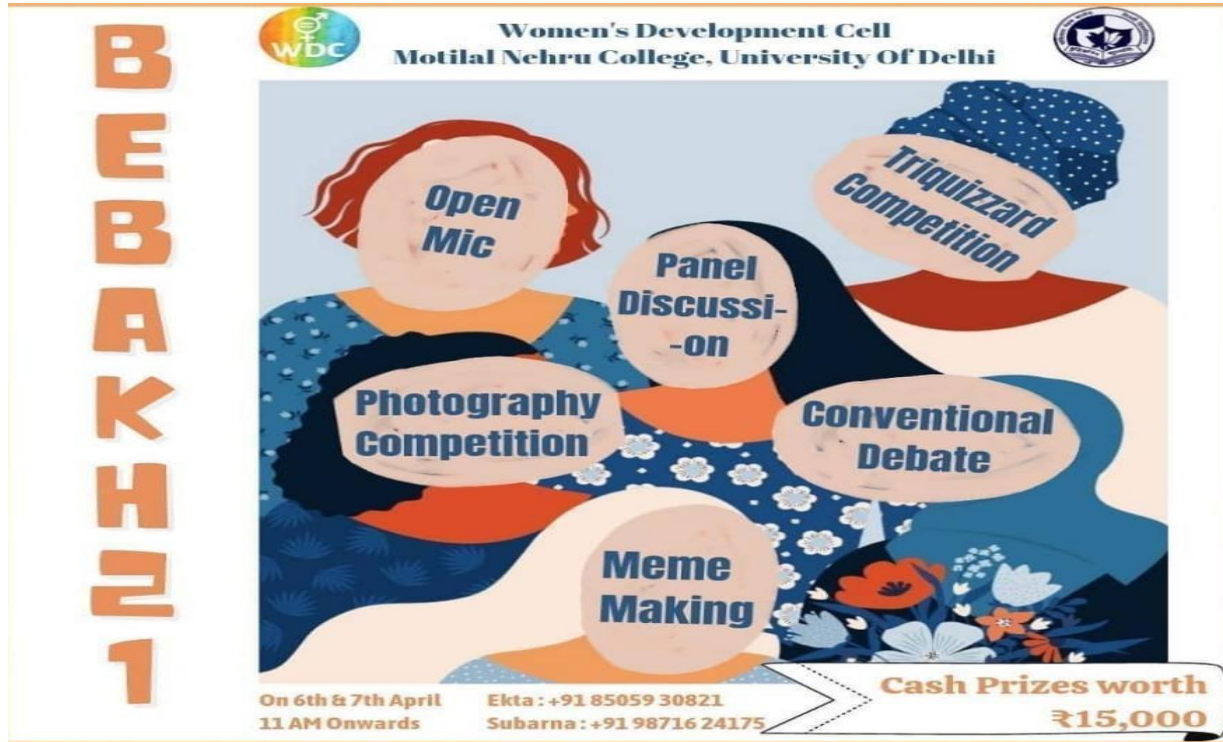
Organised the Annual Fest of WDC, MLNC, BEBAKH on 6-7 April, 2021.

The fest started with an inauguration ceremony and talk with Dr Krishna Menon, followed by various competitions like debate, meme making and photography.

Day 2 was commenced by a very enriching panel discussion with women from all backgrounds and diverse experience, on the topic- locked in during lockdown, followed by a team event and a closing ceremony wherein all the winners were announced.

After the ceremony, we ended the two day fest with an open mic event, giving all participants an opportunity to express their thoughts and feeling through an art form.

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**BEBAKHNI**

WDC  
Motilal Nehru College, University Of Delhi

Open Mic

Panel Discussion

Tiquizzard Competition

Photography Competition

Conventional Debate

Meme Making

On 6th & 7th April  
11 AM Onwards

Ekta : +91 85059 30821  
Subarna : +91 98716 24175

Cash Prizes worth  
₹15,000



**Prof. Anuradha Jain**  
Advisor

\*\*\*



**Prof. Namita Rajput**  
Managing Trustee  
Psalm Education Trust  
Lead Auditor  
(ISO 9001-2015,  
ISO 45001-2018)