

# **GENDER AUDIT**

## **RKSD COLLEGE, KAITHAL**



**2020 to 2022**

M : 82228-27305



# महिला समाज सुधार समिति

1680/4 (6A) राजेन्द्र सेठ कॉलोनी, अम्बाला रोड, कैथल-136027 (हरि०)

क्रमांक. 85/WRS/KTL

दिनांक. 12/8/2023

## Certificate of Gender Audit

This is to certify that a Gender Audit of RKSD College, Kaithal was conducted in accordance with the best practices and standards of gender audit methodologies.

The purpose of this gender audit was to assess the gender responsiveness in terms of its policies, practices, programs, and services. The audit was conducted with the participation of all stakeholders, including management, employees and students.

The gender audit process included a thorough review of the organization's documentation such as policies, procedures, and guidelines. The audit team also conducted questionnaire survey and focus group discussions with the stakeholders to gather their perspectives on gender responsiveness. The team also analyzed quantitative data to identify any gender disparities.

Based on the findings of the gender audit, RKSD College has been recommended to adopt various measures to address the identified gaps and improve its gender responsiveness. These recommendations have been provided in a comprehensive Gender Audit Report, which has been shared with the management and Principal of the college.

President  
Manila Samaj Sudhar Samiti  
KAT Signing Authority

## **PREFACE**

**Mahila Samaj Sudhar Samiti**, Kaithal registered on May 14, 2015 is working in the area for the cause of women empowerment since 2012. Initially the Samiti was registered in the name of ‘Woman Social Reform Society’ but later on changed its name to ‘Mahila Samaj Sudhar Samiti’. It is currently operating through its 7 centers and a Co-Operative Society comprising of 53 members. At present it is having 22 active members and 6 Self-Help Groups (SHG). Approximately 300 women work for creating awareness and empowering women. It has a policy for working particularly for the upliftment of women & children and environmental issues. Multiple centers have been opened for women who are non-working but want to work and become independent, in various parts of the city where various skills are being taught such as handicraft making, stitching, fabric painting, beauty and wellness skills etc. After getting training members can open their own small business. ‘Samiti is also providing counseling to the parents of the children who are not going to schools and are convincing them for providing compulsory primary education to their children. It is continuously organizing campaigns for self-defense against sexual harassment of children. Cleanliness campaigns have been organized in the slum areas and the people residing there have being taught about importance of self-hygiene. More than 50 cases of domestic violence have been solved amicably by the Samiti members. It is continuously working for the safety of the environment and also organizing plantation drives and has also contributed significantly during Covid- 19 pandemic.

RKSD College is a renowned educational institution of the area established way back in the year 1954 and serving the society by providing quality education. The institutions’ willingness to get the Gender Audit conducted through the Samiti is a gesture towards moving beyond the conventional gender equity and ensuring the safety measures for women in campus. So the Samiti while taking into consideration all the procedures and guidelines have conducted the Gender Audit of the institution and presented its findings. Based upon the audit some necessary suggestions have also been given for further improvement for the cause of sensitization of the gender related issues.

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# INTRODUCTION

Gender sensitization is the process of eradicating the stereotypes that hold men and women to be (as) unequal beings, operating in distinct socio-economic spheres. It aims at educating people on the distinctions between sex and gender, the social construction of gender, and gender stereotypes. Gender equity is the fair and just distribution of rights and obligations between men and women. The idea acknowledges that men and women have distinct demands and levels of power, and that these differences should be recognized and treated in a way that balances the power between the sexes.

Campuses of higher education play a significant role in fostering gender equality among all genders. Gender sensitization and the correction of any inequalities between students and staff in terms of enrolment, employment, and retention are examples of gender responsive activities under a campus-wise gender programme. The stakeholders' conviction that gender concerns are a significant issue on the development agenda at the national, regional, and global levels led to the establishment of this policy. RKSD College is spread across a beautiful campus of 11.52 acres in the center of the city Kaithal. The college offers great academic excellence through a wide variety of courses, together with its regular courses and modern Add-on Courses like – Communication Skills & Soft Skills, Cyber Security, Yoga & Naturopathy, Creative Writing, Basics of Data Analysis etc. in accordance with the regulations of Kurukshetra University, Kurukshetra. A critical-thinking and imaginatively stimulating environment is something that the college strives to foster for the intellectual and spiritual emancipation of its students. The National Assessment and Accreditation Council have awarded the College an accreditation rating of 'A' in Cycle II.

Gender equality and equity is at the center of the objectives and functions of RKSD College. It aims to ensure that all the genders (staff and students) are considered equal and treated equally in terms of dignity and rights. The RKSD college fraternity is supposed to work for abolishing prejudices of any kind- religion, gender, caste, ethnicity, color, creed, etc. The gender policy offers principles and strategies for developing a teaching- learning environment. The college envisions a society where everyone has access to equal opportunities.



# RKSD COLLEGE, KAITHAL

(‘A’ grade NAAC Accredited)

Affiliated to Kurukshetra University, Kurukshetra

## Policy Document on Gender Equity

Gender equity refers to equality in terms of dignity and rights, as well as fairness and justice in the allocation of benefits and duties to men and women. The Institution is a co-educational institution of higher learning dedicated to the cause of quality education. The college transforms aspiring young learners into energetic, empowered citizens of integrity, and it adheres to the belief that no one should be denied an education due to social, cultural, economic, or physical limitations.

This Gender Equity policy establishes a framework of ideas and actions to promote all students' life chances and opportunities. It is committed to establishing and sustaining a community in which students, instructors, and non-teaching staff may collaborate in an atmosphere free of all types of gender violence, harassment, exploitation, intimidation, and discrimination.

### **Policy Statement**

RKSD College aims to develop a safe, secure and organized learning environment, strengthening skill development, and to have a bearing on the welfare, protection, empowerment, and rights of women. The College shall integrate the spirit of the national level and state level policies including Gender and Empowerment Policy.

### **Principles and Practices**

The college prioritizes gender sensitization of students, teachers and staff. The procedures and practices shall direct towards making the College and its activities gender-inclusive, as well as working toward the following goals:

- To bring about the advancement, development, upliftment, and empowerment of women.
- Preparing the students for their rights to personal respect and safety, and provision of an environment that is safe and free from all forms of harassment and violence.
- Attention to empowering the girls with health care and physical, moral, cultural, and skill development.
- Provide mechanisms for the avoidance and redressal of gender-based violence and sexual harassment.
- Gender-sensitive and gender-empowering psychological counseling to be introduced to address the gender related issues of students, staff, and workers.

- Regularly organize Special Lectures, Seminars, Workshops, Conferences, Interdepartmental and Inter-collegiate Programs, Gender Sensitization and Training Programme to equip women with skills and creating awareness about gender-based violence and thereby reduce gender inequalities.
- Regularly invite officials from Police Department, Academicians, Lawyers, NGO Leaders and Journalists as Experts for its Seminars, Workshops, Conferences and Training Programme.

*Seema*  
Coordinator  
IQAC  
R.K.S.D.College  
Kaithal

*Shant*  
Principal  
R.K.S.D. College  
KAITHAL

# OBJECTIVES

- To help in promoting gender equity and equality in teaching-learning and research.
- To identify the areas where gender inequality exists and the factors behind it.
- To examine gender parity in decision-making across all areas of college life.
- To suggest strategies for bridging the gender gap (if any).
- To encourage gender equality throughout the college community.
- To observe the college efforts and capacity to combat sexual harassment, if any.



# METHODOLOGY

This gender audit is an attempt to analyze whether the institution has a fair gender balance. This gender audit tries to assess the impact of its policies on promoting gender equality. This study involves quantitative and qualitative approach to assess the gender equality in the college. Qualitative data has been collected through the policy documents and various programmes and activities conducted by the Women Cell of the college. Data has been collected for gender-wise student enrollment ratio and gender-based distribution of teaching and non-teaching staff from the college official records for two academic years.

To ensure that the practices followed in the college campus are in accordance with the gender balance policies adopted by the college, a sample survey has been conducted in accordance with gender audit. The responses of the survey have been collected from students, teaching and non-teaching faculty including both genders. The statements of the survey tried to measure the institution's gender sensitive measures in key areas i.e. teaching, learning & curriculum aspects, resources and infrastructure, students' participation, involvement and organization management. The responses have been collected from 385 respondents.

## **FACILITIES FOR WOMEN**

- Well protected and secured campus with appropriate security arrangements.
- Committee for Internal Complaints against Sexual Harassment has been constituted to safeguard the interests of women in campus.
- Gender Sensitization Committee has been constituted to sensitize the students about the gender equality.
- To spread the awareness for the women rights and empowerment of girl students, there is the establishment of the Women Cell in the college.
- Girl's Common room equipped with necessary facilities like sanitary vending machine, first aid box, bed, clean washrooms and dustbins etc.
- Girl students can avail the facilities of both the canteens i.e. separate canteen of girls and the common canteen of boys and girls.
- Separate parking lot for girls and separate entry gate for girls is there for the security point of view and to make the hassle free entry for the girls.
- 24\*7 vigilant gate-keepers and night chowkidaars.
- Adequate ratio of girl students in NCC and NSS Units.
- Facility of day care for the children of the female faculty members.
- Counseling of the girl students on regular basis in all three major areas: academics, career and conduct management.
- Awareness Programs and workshops on female health and hygiene.
- Supportive arrangements for the participation of girl students in cultural and sports events.
- Sufficient number of clean and hygienic toilets for the girl students and female faculty of the college.
- High-tech surveillance system-high resolution cameras with day and night recording from the control room.
- Installations of Complaint Boxes at all the possible areas.
- Special provision of tours/ excursions/ screening of movies for girl students.
- Celebration of festivals/ special days to showcase the skills and talents at different platforms.

**Girls Common Room**



**Sanitary Vending Machine**



**Day-Care Centre for toddlers of faculty members**



**Parking Lot for Girls**



**Girls Canteen**



**Passage for Girls**



**Entry Gate for Girls**



**CCTV Cameras at Different Places**



**Recreational Facilities**



## ACTIVITIES UNDERTAKEN FOR WOMEN EMPOWERMENT & GENDER SENSITIZATION

1. Ensuring girls' safety and gender sensitization "**A Ten-Day Defense Awareness Camp**" was conducted by the Women Cell. Ms. Deepika, Assistant Prof. of Physical Science and Ms Lekhika, a student of M.A. Political Science imparted the training of Judo-Karate to girl-students. More than 500 girls participated in the camp. The primary motive of the camp was to strengthen the girls physically as well as mentally so that they can be able to cope with the adverse circumstances imposed on them by the society
2. The Women Cell celebrated **International Women's Day** in the college main hall on 08/03/2019 with a seminar on menstrual hygiene following with 'Run for Nine' rally which was basically to create awareness on usage of sanitary napkins. The whole programme was convened by Prof Manjula Goel. Mrs. Priyanka Soni I.A.S., Deputy Commissioner, Kaithal was the chief-guest who addressed the audience and flagged the marathon.
3. Women Cell of the college organised a motivational extension lecture on **Personal Hygiene and Sanitation** in collaboration with Lions Club Kaithal on 20th August, 2019. Dr Manjula Goel, convener Women Cell invited Dr Kiran Arya, a renowned gynecologist of Kaithal district as a keynote speaker. A Sanitary Napkin Vending Machine was installed for girl students in Girls Common Room of College. Lions Club Kaithal donated this Vending Machine to the Women Cell of the college. The guest of honour, Dr Gurcharan Singh Bhola, District Governor of Lions Club inaugurated the vending machine.
4. To propagate the message of '**Cast your Precious Vote**', Women Cell of the College organized a Mat- Dandia Mahotsav as per the instruction of District Election Office, Kaithal on 4th Sep., 2019 in Rama Krishna Hall. Around 500 girl students along with their teachers participated in 'Vote Dandia' with great enthusiasm and justified the theme of the event.
5. Three Days (19-21 October, 2020) Virtual Workshop "**PAVITRA**" on Personal Health and Hygiene was being organized by the Women Cell in collaboration with 'The Art of Living Foundation'. Ms Sonal Anand who is a Certified Yoga instructor from 'Ministry of Ayush' and art of living Teacher, was the coach instructor of the workshop. 160 girls from Morning and Evening session along with female faculty of the college participated in the workshop. Ms Sonal Anand during three days of the workshop trained students various yoga asanas, yoga mudras, take interactive session on the proper diet and maintenance of hygiene during crucial menstruation period and also discussed the importance of meditation on mental health.
6. To motivate the students to enhance and showcase their creative skills and to inculcate them with the entrepreneurial skills, **Karwa Fest** was organized on October 23, 2021. The various competitions were organized like Karwa and Thali Making, Dupatta Decoration and Mehendi Competition and handcrafts etc. In the various competitions

almost 60 students participated and exhibited their handicrafts. Faculty members bought various items from the students which motivated the participants.

7. **Diwali Fest** was organized on 30<sup>th</sup> October, 2021 by the Women Cell to celebrate festival of light and togetherness. Students celebrated it by participating in various events like Diya and Bandhani Making, Paintings, Cookery Show, Phuljhari Making, Creative Fun Games. In this fest 100 students participated in various events
8. **Girls Safety Week** was celebrated on the occasion of **Girl Child Day** (January 24) by the 'Women Cell' of the college. In this, collages, posters and slogan writing were organized on the topics of Beti Bachao, Beti Padhao and contribution of female in different areas. Around 80 students from all the sister institutes - evening session, B.Ed College, Pharmacy College and PG College participated in it. Principal Dr. Sanjay Goyal addressed the safety of the girl child and her education the most important. He also described various provisions made by the college in this direction.
9. **International Women Day** was celebrated on 8<sup>th</sup> March by organizing the National Level Online quiz Competition on the Women Achievers in various fields like sports, politics, and business and at other administrative levels. A lecture was conducted on this day in collaboration with Nehru Yuva Kendra and it also honored on this special day, the members of the Women Cell for their outstanding contribution for the welfare of the Girl Students.
10. **Women Cell** in collaboration with **Ujala Cygnus Hospital, Kaithal** organized a Lecture cum Consultation Session on **Health and Nutrition of Girl students** in which the resource person was the Nutritionist and Dietician, Dr Deepika Saharan who addressed the girl students about the proper diet intake having the balanced nutrition in it. And after the lecture many students consulted about their health issues and diet plans.
11. An **outreach activity** was conducted in collaboration with Literary Committee of the college. In this with the help of the students of M.A. English a '**Nukkad Natak**' was prepared on the theme of 'Girl Education'. This Nukkad Natak was showcased in two villages namely 'Bata' and 'Deewal' and this was prepared under the guidance of Dr.GeetaGoyal.

## INTERNAL COMMITTEES FOR WELL BEING OF STUDENTS

**1. Women Cell:** A women's cell has been set up in the college to promote and safeguard the rights and interests of female students. The women cell also organizes workshops, seminars and awareness campaigns to educate and sensitize students and staff about gender issues and to promote gender equality. In summary, the women's cell plays a crucial role in creating a safe and inclusive environment for female students to learn and grow.

**2. Internal Complaint Committee against Sexual Harassment:** As per rules and regulations the Internal Complaint Committee (ICC) is formed to solve the problems of girl student and women at work place. It serves as a platform to voice the grievances and the issues of sexual harassment if any and provides them with support, guidance, and resources to address issues related to gender discrimination, harassment, safety, and security.

**3. Gender Sensitization Committee:** This committee is established to promote awareness and sensitivity towards gender-related issues and to ensure that the college environment is safe and inclusive for all students, regardless of their gender identity. The committee is responsible for creating a safe and inclusive environment that promotes respect, dignity, and equality for all students.

**4. Student Grievance Cell:** The main objective of student grievance cell is to create a safe and conducive learning environment for students by addressing their issues and concerns. The cell comprises a group of faculty members and administrative staff who are responsible for receiving and addressing complaints from students. The grievances that can be addressed by a student grievance cell may include issues related to infrastructure, such as inadequate facilities, and issues related to discrimination or any other form of misconduct.

**5. Student Welfare Committee:** A student welfare committee is a body that is established to promote the well-being and welfare of students in a college. The committee can provide scholarships to students who have demonstrated exceptional academic or extracurricular achievements or who belong to financially disadvantaged backgrounds. Additionally, the committee can provide fee concessions to students who are facing financial difficulties in paying their fees.

**6. Career Guidance and Placement Cell:** Career guidance and placement cell is established to provide guidance and support to students in their career development and to help them secure employment opportunities. The career guidance and placement cell can also organize workshops, training programs, and career fairs to help students connect with potential employers and explore different career options. Additionally, the cell can provide information on job vacancies, internships, and other employment opportunities.

# आरकेएसडी कॉलेज के छात्रों ने नुक्कड़ नाटक से ग्रामीणों को किया जागरूक

जेंडर संवेदनशीलता के प्रति जागरूकता पैदा करने के लिए गांव वीथाल एवं बंता में नुक्कड़ नाटक

भास्कर न्यूज | कैथल  
आरकेएसडी कॉलेज की छात्रों ने नुक्कड़ नाटक का माध्यम प्रयोग कर ग्रामीणों को जागरूक करने के लिए गांव वीथाल एवं बंता में नुक्कड़ नाटक का प्रदर्शन किया। शिक्षा का अधिकार के अंतर्गत आने वाले छात्रों को जागरूक करने के लिए नुक्कड़ नाटक का प्रयोग किया जा रहा है। नुक्कड़ नाटक का माध्यम प्रयोग कर ग्रामीणों को जागरूक करने के लिए गांव वीथाल एवं बंता में नुक्कड़ नाटक का प्रदर्शन किया। शिक्षा का अधिकार के अंतर्गत आने वाले छात्रों को जागरूक करने के लिए नुक्कड़ नाटक का प्रयोग किया जा रहा है।



कैथल : जेंडर संवेदनशीलता के प्रति जागरूकता पैदा करने के लिए गांव वीथाल एवं बंता में नुक्कड़ नाटक का प्रदर्शन किया जा रहा है।

Dainik Bhaskar 20-5-22

# ONLINE WORKSHOP ORGANISED

**Kamat:** The women cell of RKSD College, Kaithal, organised a three-day online 'Pavitra Workshop' in collaboration with Art of Living Foundation on personal health and hygiene of girl students. In his inaugural address, principal Sanjay Goyal emphasised that the theme of the workshop was the need of the hour in the pandemic time ensuring health and hygiene of girl students. Sonal Anand was the coach/instructor who emphasised on proper diet during crucial menstrual period, various yoga asnaas, yoga mudras and also spoke about the impact of meditation on mental health. Convener women cell Prof Rachna Sardana introduced the theme and the schedule for all the three days.

**The Tribune** Wed, 28 October 2020 <https://epaper.tribune>

# रन फॉर न

हरिगूमि न्यूज कैथल

जेसीआई कैथल स्टार की महिला विंग व आरकेएसडी कॉलेज के संयुक्त सहयोग से 8 मार्च को विश्व महिला दिवस के मौके पर रन फॉर नाइन का आयोजन कर रहा है। इसके तहत एक प्रयास रैली निकाली जाएगी। जो कि आरकेएसडी कॉलेज से आरम्भ होगी, जिसे जिला कैथल की नवनियुक्त उपायुक्त डॉ. प्रियंका सोनी हरी इंडी दिखाकर रवाना करेंगी। यह प्रयास रैली पेहवा चौक व करनाल रोड तक होकर वापिस वहीं आकर समाप्त होगी। इस मौके पर शहर की प्रसिद्ध गाइनोंकॉलॉजिस्ट डॉ. राजरानी गर्ग लड़कियों को हाइजीन एण्ड

# जागरण सिटी कैथल

## उत्कृष्ट कार्य करने वाली महिलाओं को मिला सम्मान

अंतरराष्ट्रीय महिला दिवस पर जिलेभर में कार्यक्रम, पुलिस अधीक्षक बोली-हर क्षेत्र में सराहनात्मक कार्य कर रही हैं महिलाएं

आज का दिन अंतरराष्ट्रीय महिला दिवस के रूप में मनाया जा रहा है। इस दिन को महिलाओं के प्रति जागरूकता पैदा करने के लिए गांव वीथाल एवं बंता में नुक्कड़ नाटक का प्रदर्शन किया। शिक्षा का अधिकार के अंतर्गत आने वाले छात्रों को जागरूक करने के लिए नुक्कड़ नाटक का प्रयोग किया जा रहा है।

# बालिका शिवस के उपलक्ष्य में बालिका सुरक्षा सप्ताह संपन्न



कैथल, (प्रदीप हरित) : आरकेएसडी कॉलेज की वूमन सेल के द्वारा बालिका शिवस के उपलक्ष्य में बालिका सुरक्षा सप्ताह मनाया गया। इसमें बेटी बचाओ, बेटी पढ़ाओ एवं सफल महिलाएं आदि विषयों पर कोलॉज, पोस्टर एवं स्लॉगन लेखन की विधाओं का आयोजन किया गया। प्रतिस्पर्धिता में सभी सहयोगी संस्थानों सहित कॉलेज, बीएड कॉलेज, कामेश्वरी कॉलेज एवं पीजी कॉलेज के लगभग 80 विद्यार्थियों ने भाग लिया। समिति की संयोजिका प्रोफेसर रचना सरदानी ने सभी प्रतिभागियों का स्वागत किया एवं इस आयोजन के उद्देश्यों को स्पष्ट किया। प्राचार्य डा. संजय गोयल ने बालिका सुरक्षा एवं उसकी शिक्षा को सबसे महत्वपूर्ण बताया। इसके परिणाम इस तरह रहे। पोस्टर मेकिंग में प्रथम प्रभा वीए फाउंडेशन एवं यशो बी. कॉम इंडिया, दूसरे स्थान पर आशिका बीकम आर्निस एवं पुष्पा एमकाम प्रथम व तीसरे स्थान पर सोनिया एमए अश्विनी एवं सुनीता वीएसी प्रथम रहे। स्लॉगन लेखन में प्रथम कविता एम, अश्विनी, इंदीया रतु वीए फाउंडेशन एवं सोमल वी. प्रथम तथा तुलीया लक्ष्मी वी प्रथम रही। कोलॉज में प्रथम सिमरन एमकाम प्रथम, इंदीया निर्मल एमकाम प्रथम, तुलीया पुष्पा एमकाम प्रथम वगैरह एवं शिवानी सिमला वीकामेश्वरी रही। निर्णायक मंडल में डॉ. लक्ष्मी मोर, डा. मीना गोयल, डा. सीमा गुप्ता, डा. मंजुला गोयल, डा. सुखवी शर्मा, प्रो. त्रचा लक्ष्यान एवं मोड मनिंका गुप्ता आदि शामिल थे।

# स्वच्छता और स्वास्थ्य के प्रति जागरूक रहें छात्राएं : गोयल



कार्यक्रम में मौजूद अधिकारी व उपस्थिति।  
कैथल, 28 फरवरी (महोपाल/गौरव) : आर.के.एस.डी. कॉलेज में महिला प्रकोष्ठ द्वारा जे.सी.आई. क्लब कैथल के सहयोग से अवेयरनेस ऑफ हाइजीन एंड सैनिटेशन फार् गल स्टूडेंट व्याख्यान का आयोजन किया गया।  
कॉलेज प्रकोष्ठ समिति के प्रधान एडवोकेट साकेत मंगल, प्राचार्य संजय गोयल व वूमन सेल की अध्यक्ष डा. मंजुला गोयल द्वारा प्रस्तावित मन्मथी गुप्त का स्वागत किया। कॉलेज के महिला प्रकोष्ठ द्वारा कैथल शहर की माकंट एक्स्टर्नल परवतरोही सीमा गोयल की सम्मानित किया गया। प्राचार्य डा. एस.के. गोयल ने कहा कि आज के आधुनिक युग में छात्राओं को अपनी स्वच्छता और स्वास्थ्य के प्रति जागरूक रहना चाहिए।  
कार्यक्रम की संयोजिका डा. मंजुला गोयल ने बताया कि जे.सी.आई. क्लब आगाम 8 मार्च को अंतर्राष्ट्रीय महिला दिवस के उपलक्ष्य में आर.के.एस.डी. महाविद्यालय की छात्राओं के साथ एक मेराथन का आयोजन करने जा रहा है व इस व्याख्यान को छात्राओं के स्वास्थ्य हेतु उपयुक्त बताया। इस अवसर पर डा. राजबीर पाण्डेय, डा. सीमा गुप्ता, डा. सुखवी शर्मा, प्रो. रिखा लाग्यान, प्रो. प्रीति बंसल, प्रो. बर्बोला, डा. विनय सिंघल, प्रो. शशि मात, प्रो. मीना अग्रवाल, प्रो. निधि, प्रो. अर्चना तिवारी व अन्य सदस्य उपस्थित रहे।

# विश्व एंटी ह्रसमेंट डे पर दी महिलाओं को लेकर बने कानूनों के बारे में जानकारी



आरकेएसडी कॉलेज हॉल में विश्व एंटी ह्रसमेंट डे मनाया गया। कार्यक्रम महिला प्रकोष्ठ एवं विधिक कैथल। आरकेएसडी कॉलेज में विश्व एंटी प्रकोष्ठ द्वारा कराया वूमन हारसमेंट डे मनाते स्टाफ सदस्य।  
कार्यक्रम में विधिक सहायक प्राधिकरण से मास्टर ट्रेनर अरविंद सुवर्निया ने विद्यार्थियों को विश्व ह्रसमेंट एट वर्क प्लेस विषय के बारे में विधिक के द्वारा कानूनों के बारे में जानकारी दी। उन्होंने कहा कि महिलाओं को पुरुषों के धक्के बुराई, अश्लीलता, अश्लीलता के बारे में बताने हुए।  
कार्यक्रम में एक अतिथि, विधिक सहायक प्राधिकरण से मास्टर ट्रेनर अरविंद सुवर्निया ने विद्यार्थियों को विश्व ह्रसमेंट एट वर्क प्लेस विषय के बारे में विधिक के द्वारा कानूनों के बारे में जानकारी दी। उन्होंने कहा कि महिलाओं को पुरुषों के धक्के बुराई, अश्लीलता, अश्लीलता के बारे में बताने हुए।

# दैनिक जागरण 21-08-2019 लायंस क्लब ने वेंडिंग मशीन की स्थापित की



आरकेएसडी कॉलेज में वेंडिंग मशीन के साथ लायंस क्लब के पदाधिकारी \* जागरण जांस, कैथल : आरकेएसडी कॉलेज की महिला प्रकोष्ठ की ओर से लायंस क्लब के सहयोग से छात्रा कॉमन रूम में एक वेंडिंग मशीन की स्थापना की गई। लायंस क्लब के डिस्ट्रिक्ट गवर्नर डॉ. गुरुचरण सिंह भोला ने इसको स्थापित किया। प्राचार्य डॉ. संजय गोयल ने छात्राओं से आह्वान किया कि वह वेंडिंग मशीन का सुचारु रूप से संचालन करें और इस को संभाल कर रखें। प्रोफेसर पूजा गुप्ता ने मंच का संचालन किया। इस अवसर पर लायंस क्लब के अध्यक्ष डॉ. विजय आर्य, विनोद चोपड़ा आदि मौजूद रहे।

### महिला सुरक्षा सेल के बैनर तले किया सेमिनार

कैथल। आरकेएसडी कॉलेज में सहायक लेखक सेल के सभाकार में महिला सुरक्षा सेल के बैनर तले सुरक्षा पर सेमिनार का आयोजन किया गया। इसमें मुख्य अतिथि के तौर पर पुलिस अधीक्षक आर.एस. मेहता पहुंची। कॉलेज के प्रमुख अतिथि के तौर पर पुलिस अधीक्षक आर.एस. मेहता पहुंची। कॉलेज के प्रमुख अतिथि के तौर पर पुलिस अधीक्षक आर.एस. मेहता पहुंची। कॉलेज के प्रमुख अतिथि के तौर पर पुलिस अधीक्षक आर.एस. मेहता पहुंची।

### करवा चौथ के उपलक्ष्य में आर के एस डी कालेज में आयोजित किया करवा फेस्ट

कालेज की महिला अध्यापिकाओं और छात्राओं ने करवा फेस्ट में मेहंदी लगावाई और रंदा लगाए।

### पोक्सो और विशाखा गाइडलाइंस के बारे में विद्यार्थियों को बताया

देवर अरविंद खुरानिया को सम्मानित करते हुए से चौधे प्राचार्य डॉ. संजय गोयल।

### दीपोत्सव : अंजलि और मंजू ने बनाई सबसे सुंदर रंगोली

आरकेएसडी पीजी कॉलेज में आयोजित हुआ दीपावली उत्सव, अन्य कई स्थानों में भी रंगोली दीपोत्सव की धूम, सांस्कृतिक कार्यक्रम भी हुए

### हलचल

#### विद्यार्थियों को दिखाई ए ट्रिब्यूट टू निर्भया डॉक्यूमेंट्री

डॉक्यूमेंट्री फिल्म का शुभारंभ करते विधायक कुलवंत बाजीगर।

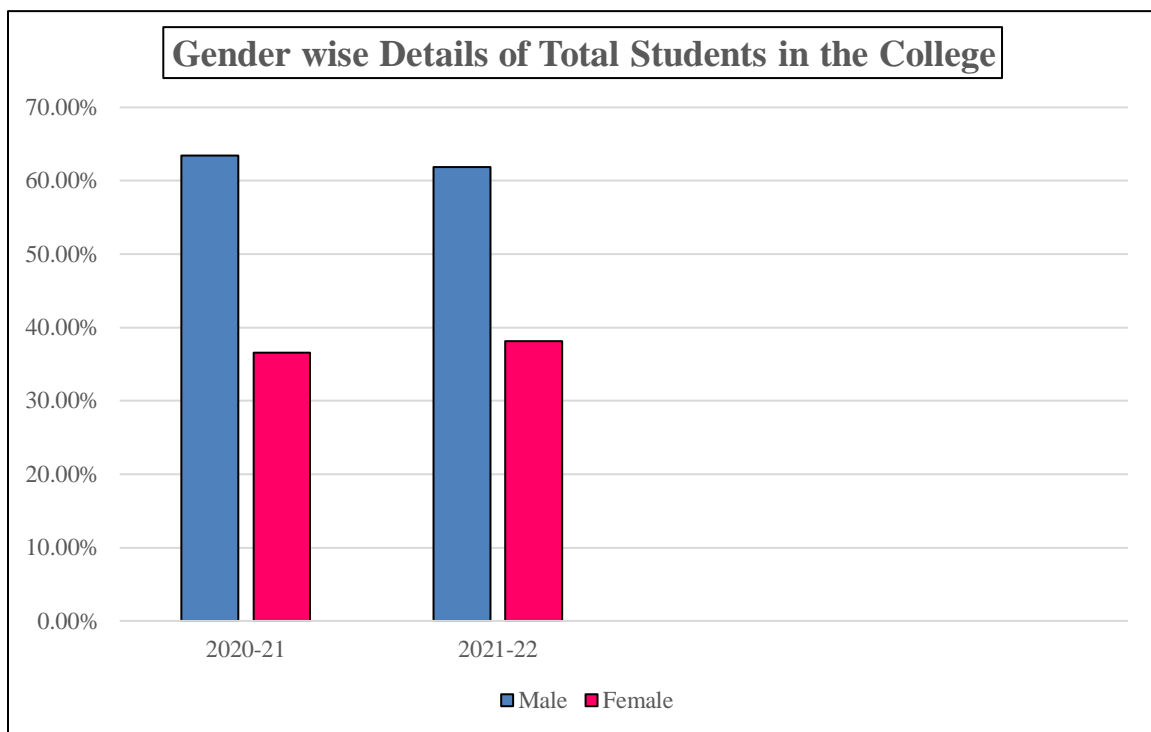
### छात्राओं को सिखाए आत्मरक्षा के गुर

कैथल, 21 सितम्बर (महीपाल) : आर.के.एस.डी. कालेज में महिला प्रकोष्ठ द्वारा 10 दिवसीय आत्म रक्षा कैम्प का शुभारंभ किया गया।



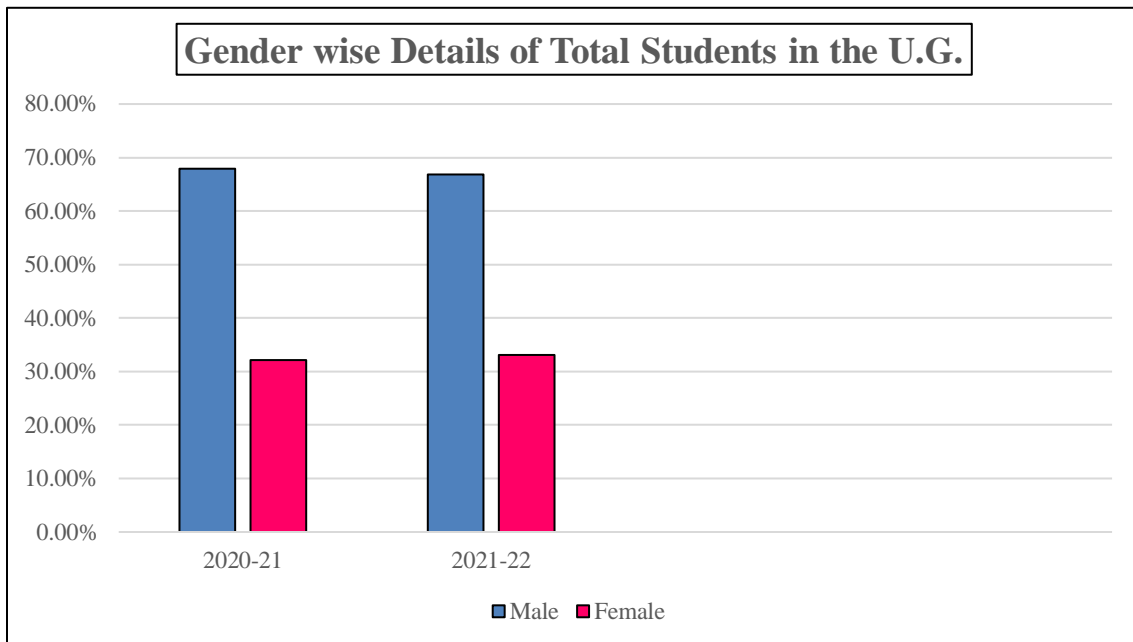
**Table: 1 Gender wise Details of Total Students in the College**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	5089	3227	1862	63.41	36.59
2	2021-22	5381	3330	2051	61.88	38.12



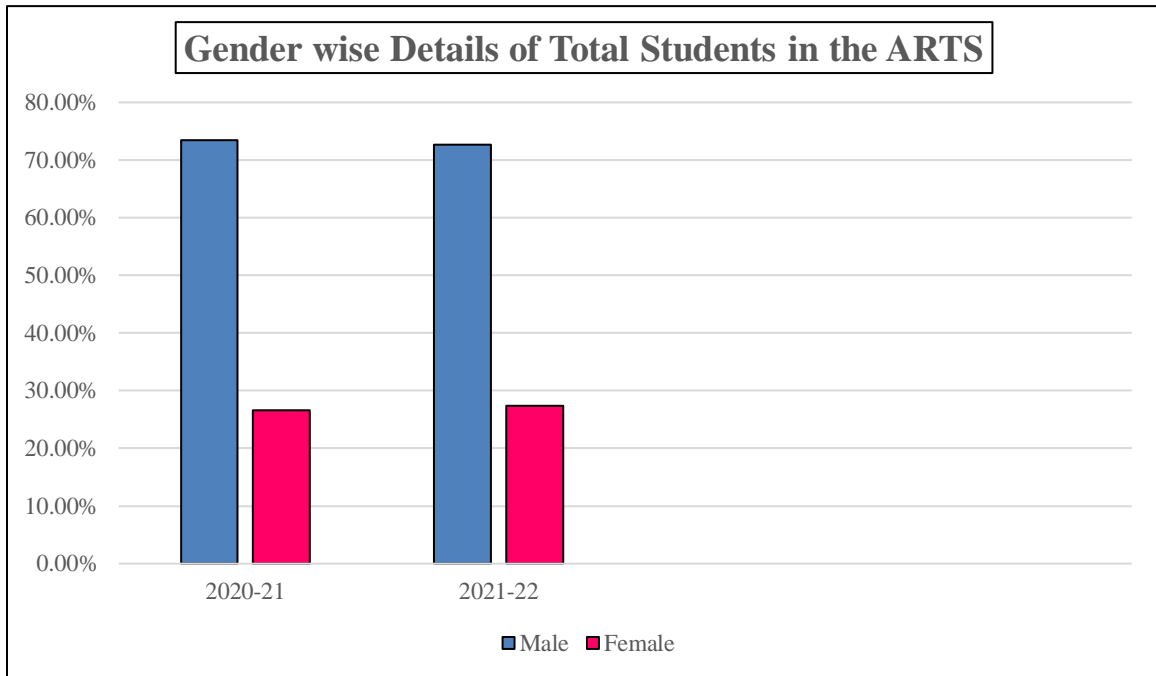
**Table: 2 Gender wise Details of Total Students in the U.G.**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	4457	3025	1432	67.87	32.13
2	2021-22	4621	3099	1522	66.89	33.11



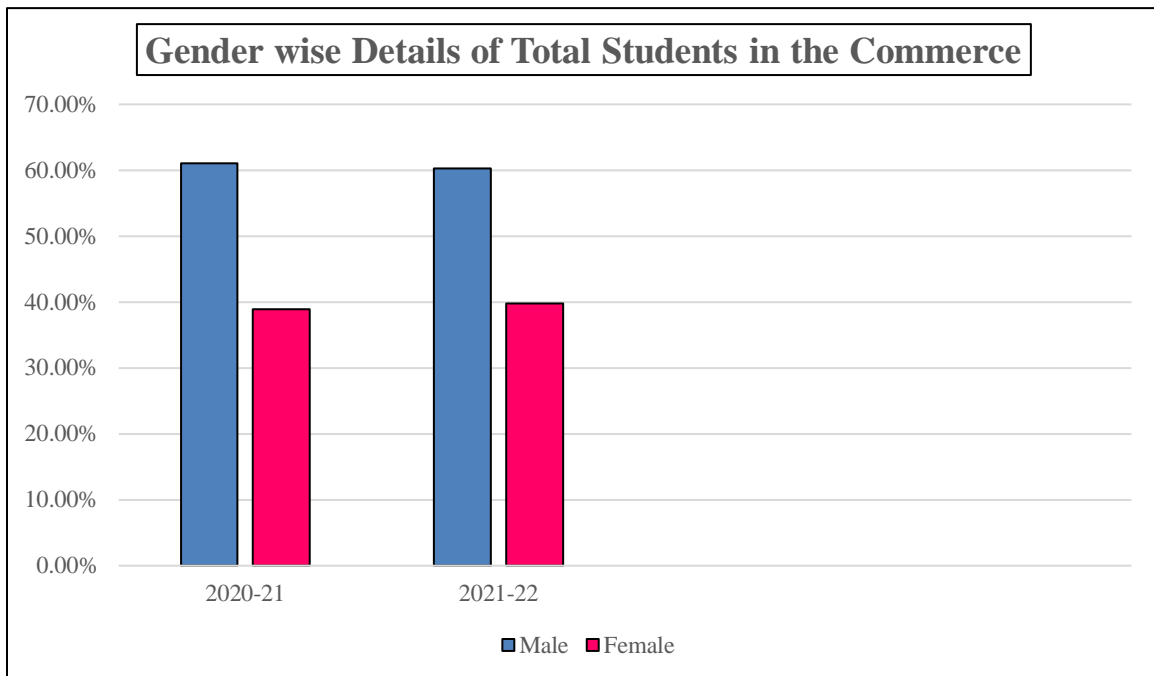
**Table: 3 Gender wise Details of Total Students in the ARTS**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	2513	1845	668	73.41	26.59
2	2021-22	2730	1983	747	72.64	27.36



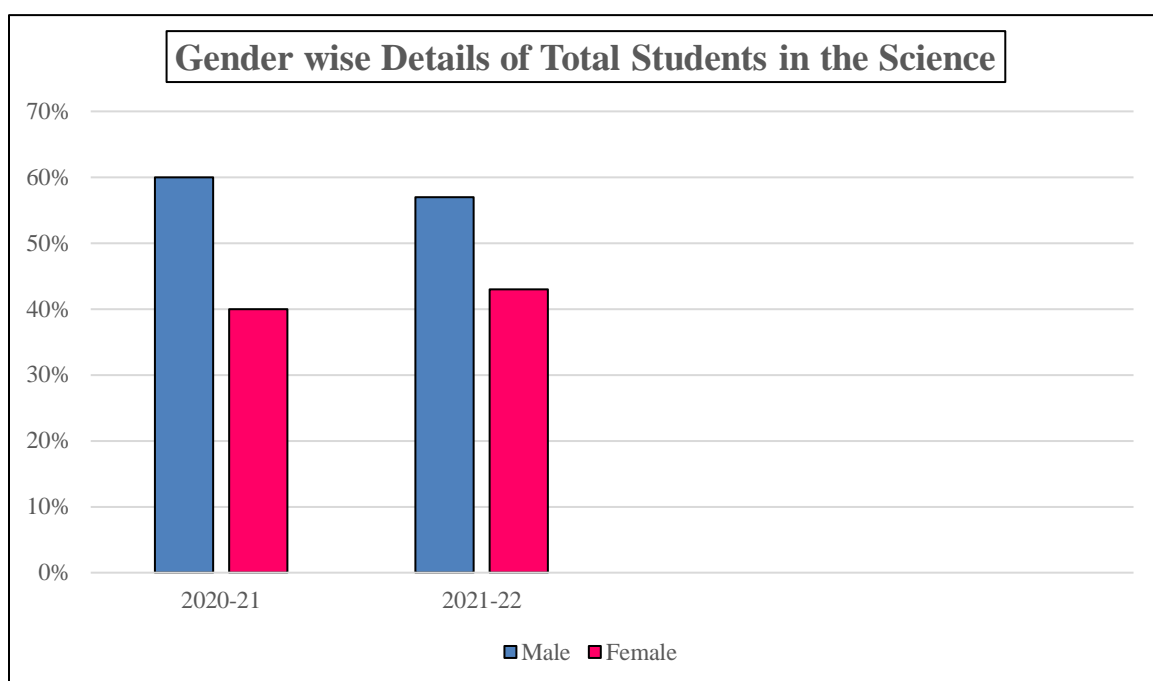
**Table: 4 Gender wise Details of Total Students in the Commerce.**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	1229	751	478	61.10	38.90
2	2021-22	1172	706	466	60.24	39.76



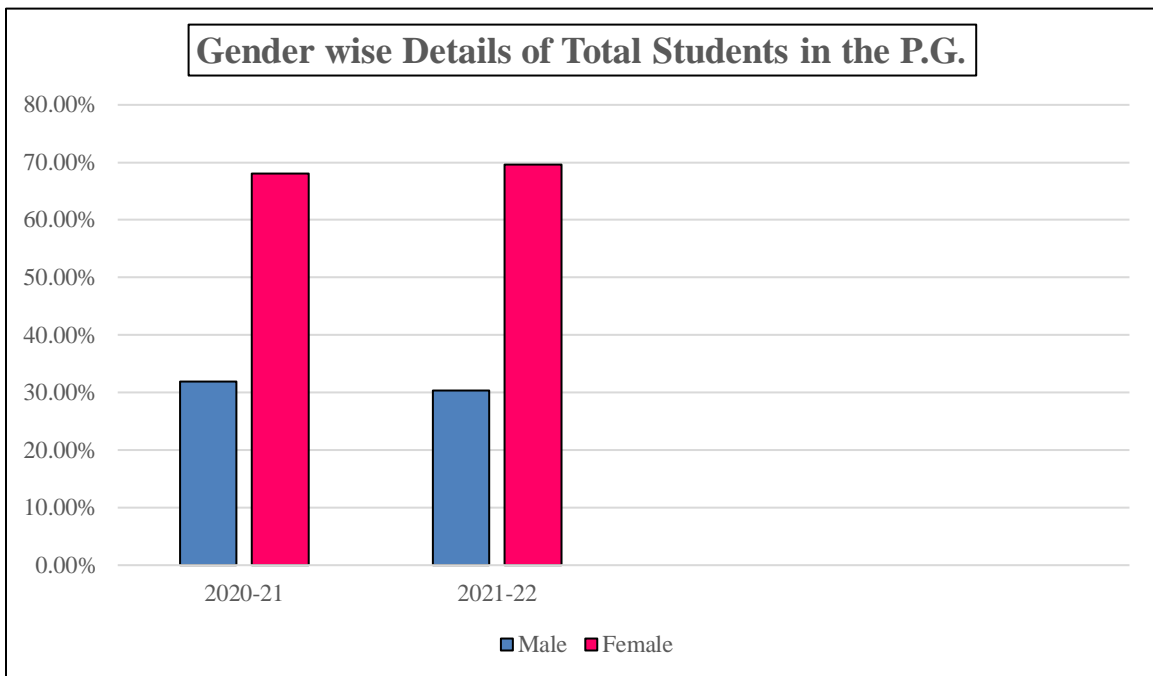
**Table: 5 Gender wise Details of Total Students in the Science**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	715	429	286	60	40
2	2021-22	719	410	309	57.02	42.98



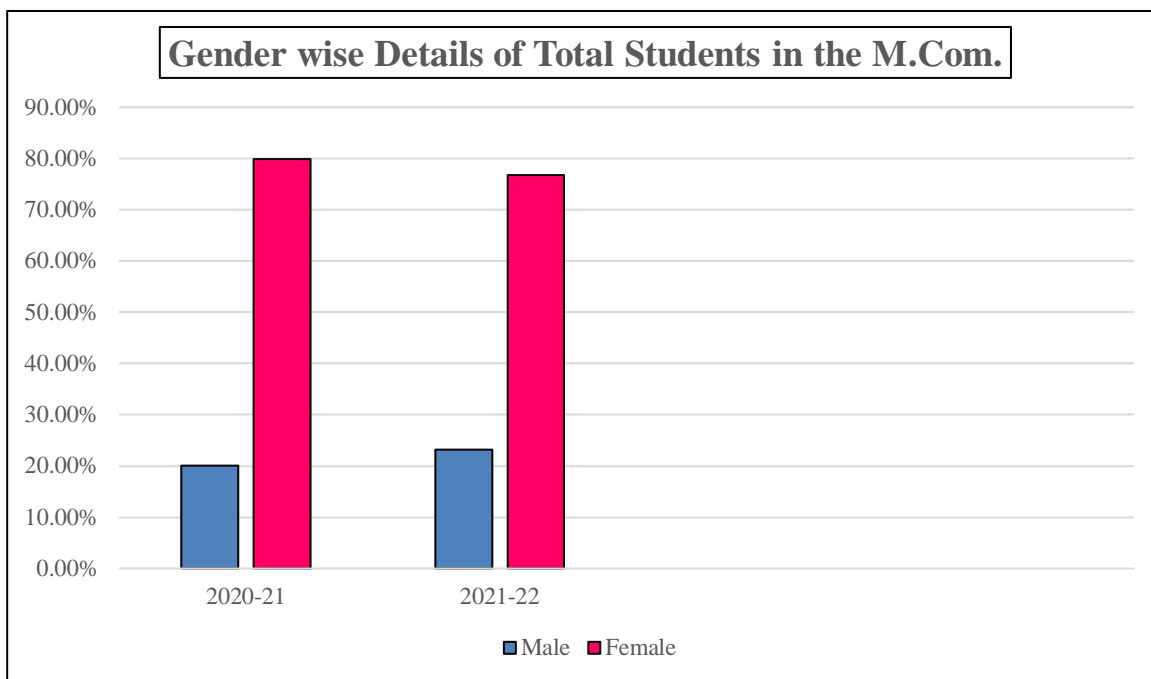
**Table: 6 Gender wise Details of Total Students in the P.G.**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	632	202	430	31.96	68.04
2	2021-22	760	231	529	30.39	69.61



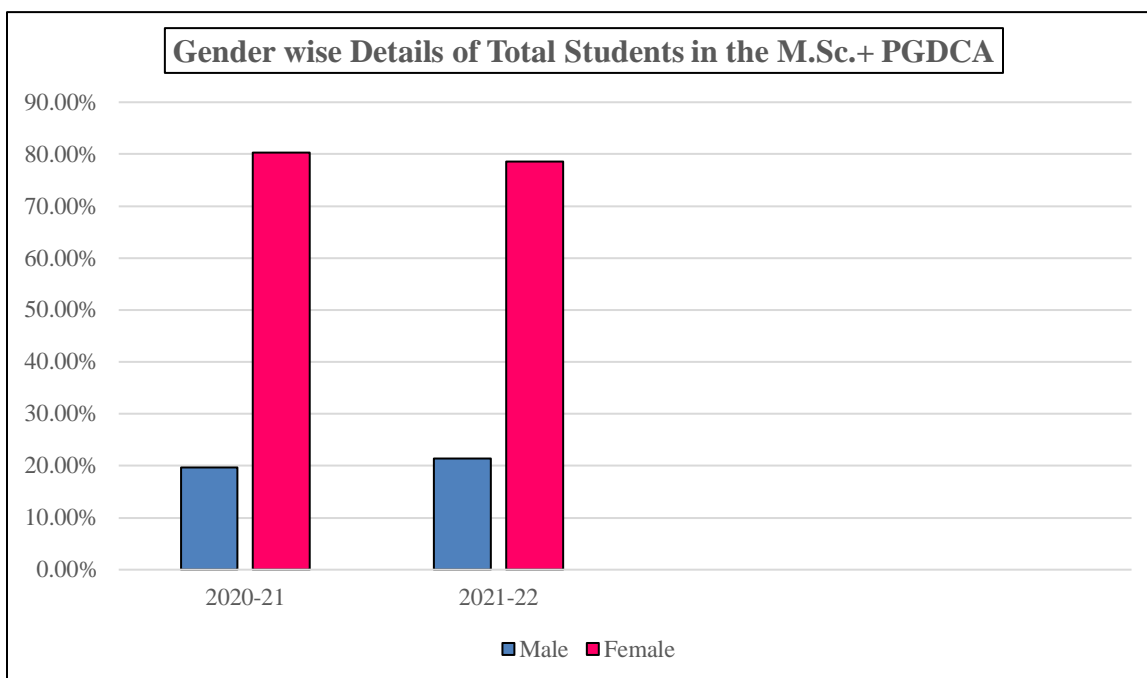
**Table: 7 Gender-wise Details of Total Students in the M.Com.**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	154	31	123	20.13	79.87
2	2021-22	155	36	119	23.22	76.78



**Table:8 Gender wise Details of Total Students in the M.Sc.+ PGDCA.**

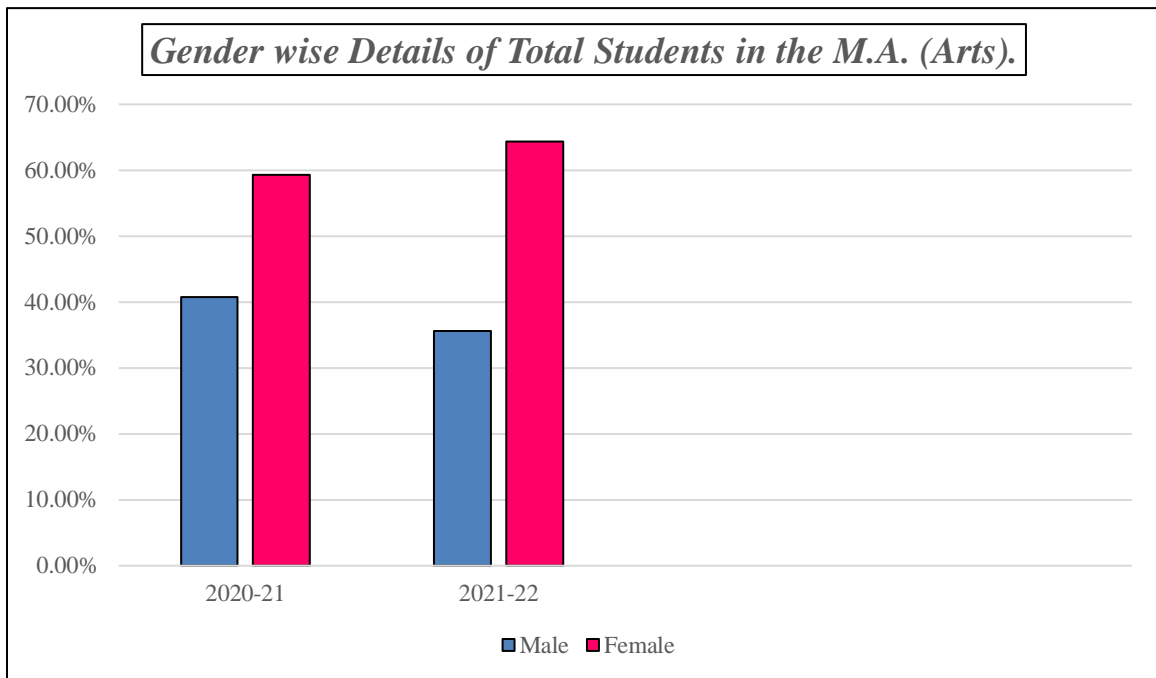
Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	112	22	90	19.64	80.36
2	2021-22	145	31	114	21.38	78.62





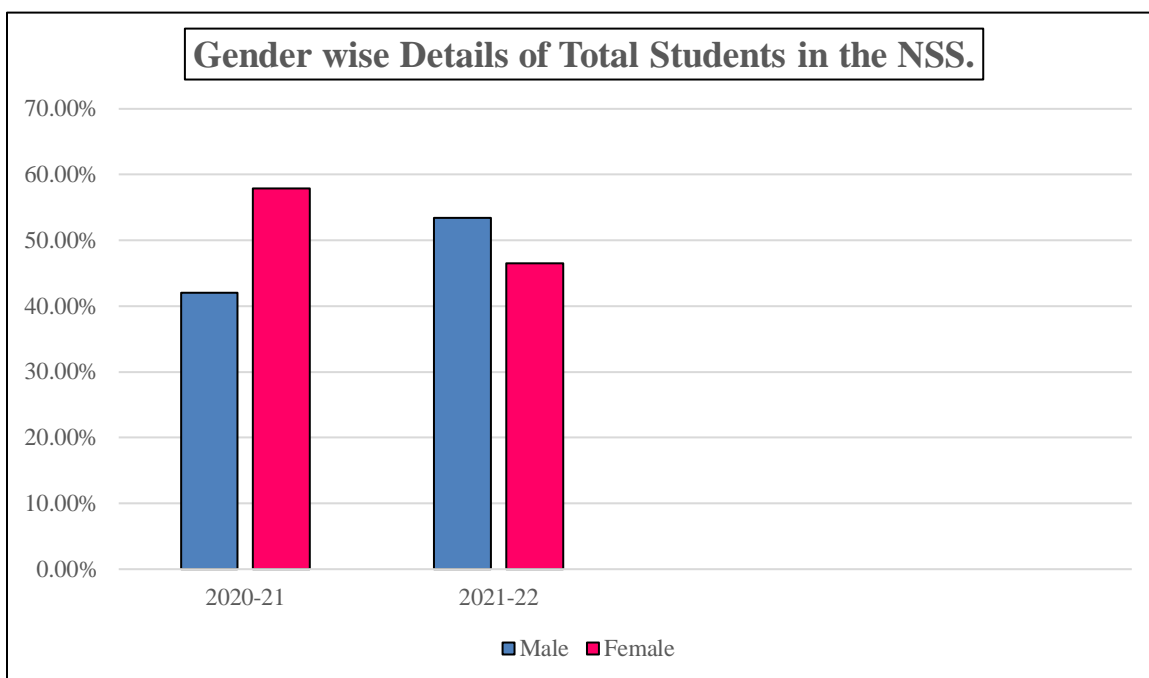
**Table: 9 Gender wise Details of Total Students in the M.A. (Arts)**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	366	149	217	40.71	59.29
2	2021-22	460	164	296	35.65	64.35



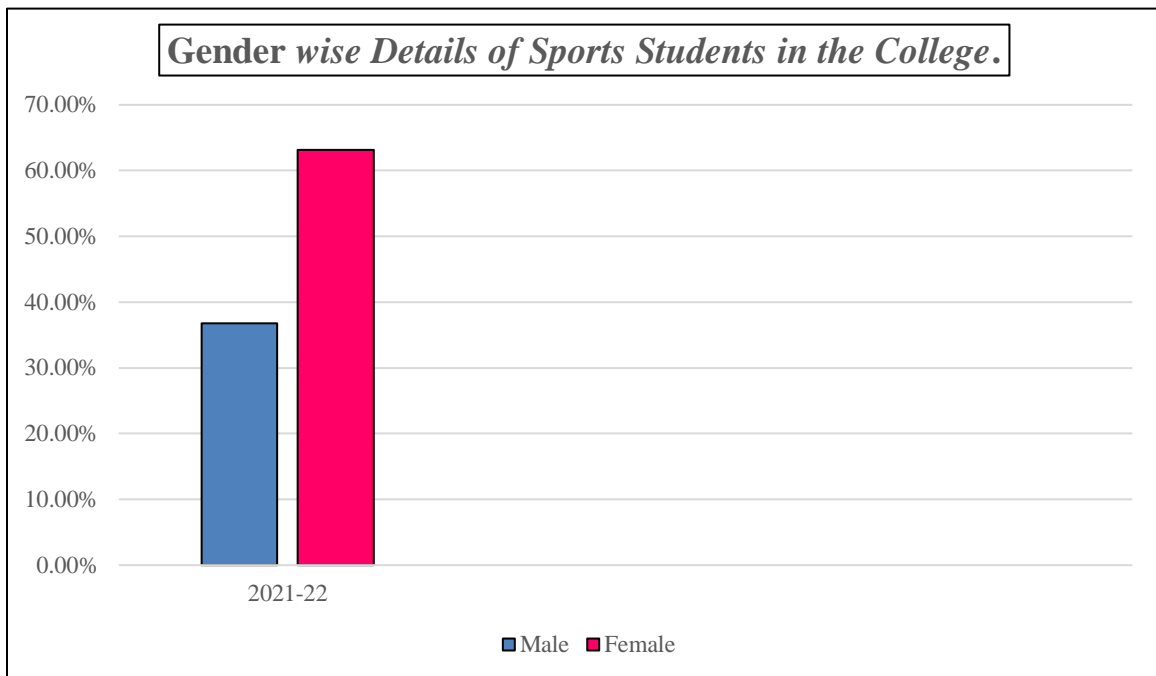
**Table: 10 Gender wise Details of Total Students in the NSS**

Sr.No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	309	130	179	42.07	57.92
2	2021-22	378	202	176	53.43	46.56



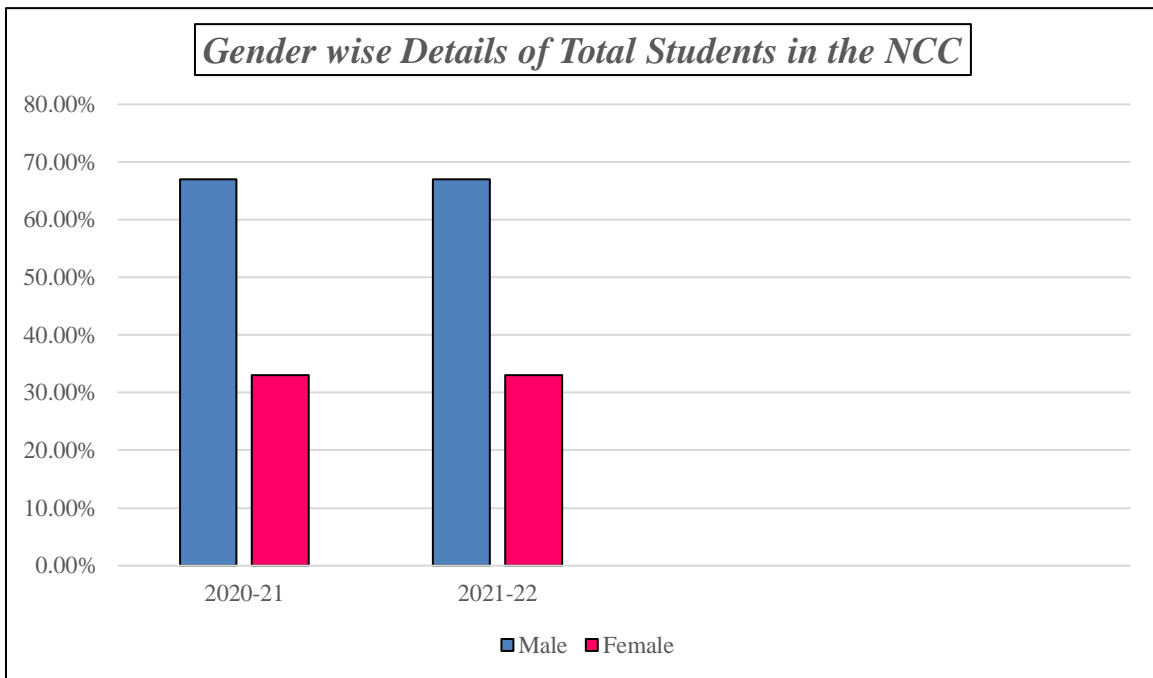
**Table: 11 Gender wise Details of Sports Students in the College**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2021-22	201	74	127	36.81	63.18



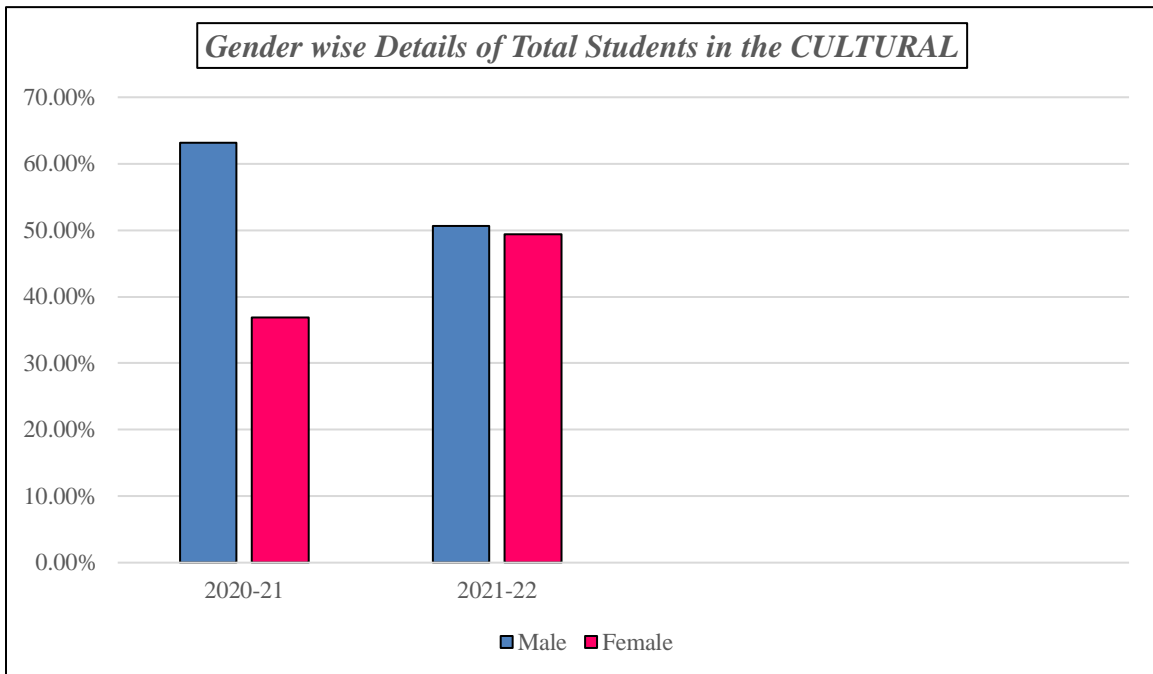
**Table: 12 Gender wise Details of Total Students in the NCC.**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	212	142	70	66.98	33.01
2	2021-22	212	142	70	66.98	33.01



**Table: 13 Gender wise Details of Total Students in the CULTURAL.**

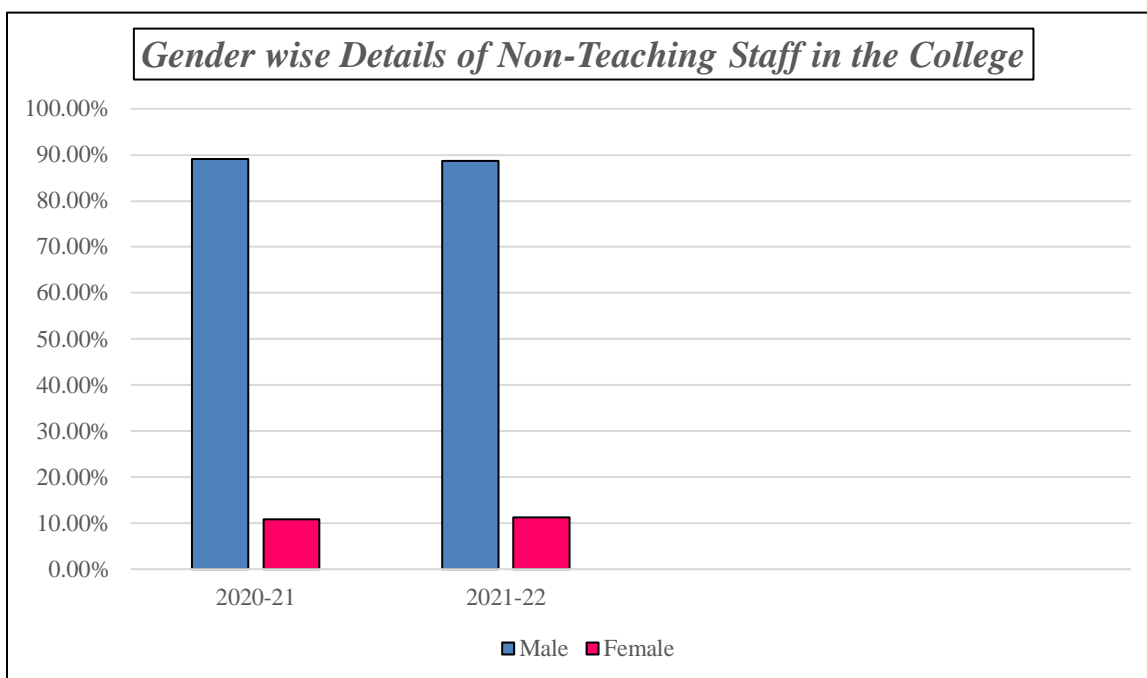
Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	57	36	21	63.16	36.84
2	2021-22	79	40	39	50.63	49.37



## FACULTY

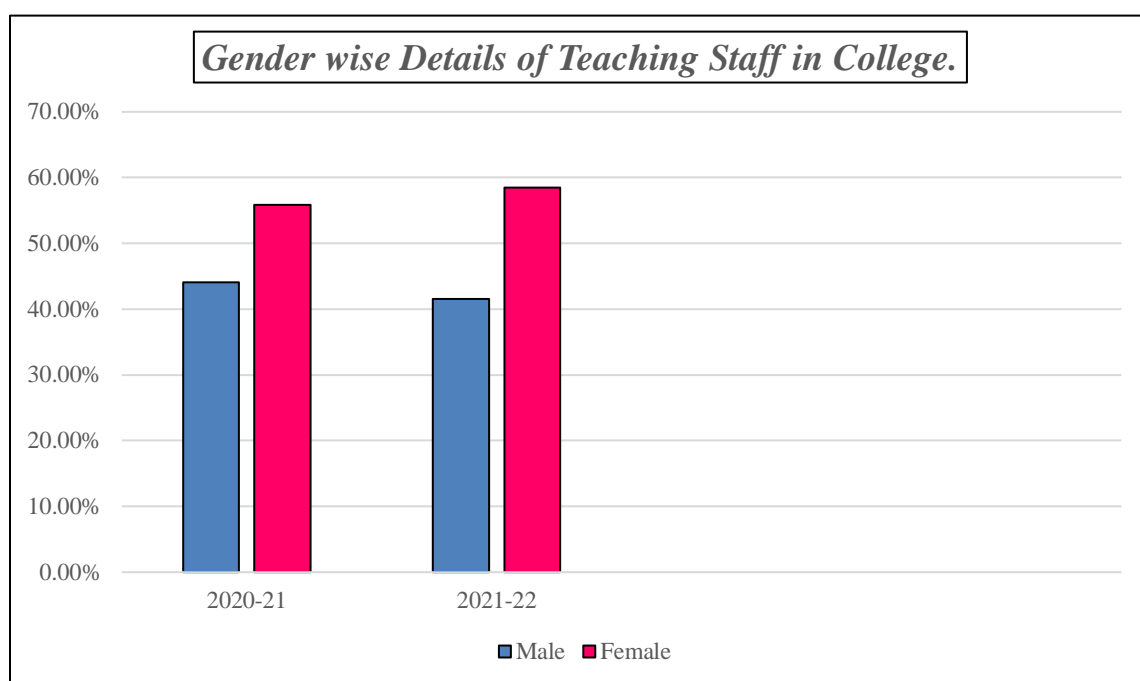
**Table: 1 Gender wise Details of Non-Teaching Staff in the College.**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	101	90	11	89.10	10.89
2	2021-22	106	94	12	88.67	11.32



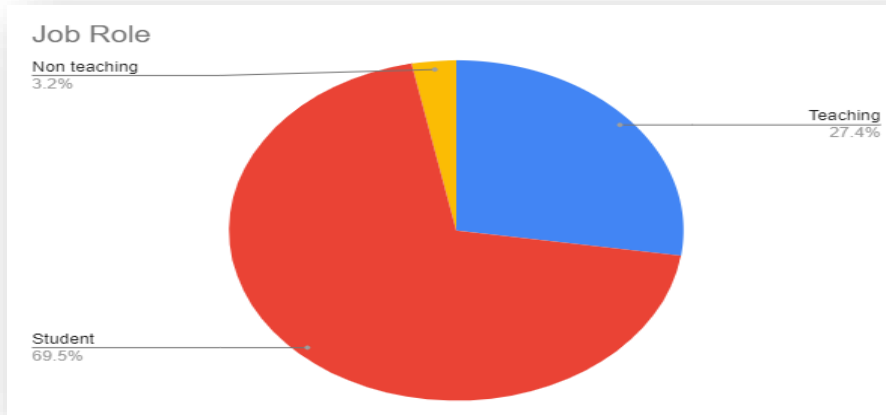
**Table: 2 Gender wise Details of Teaching Staff in College**

Sr. No.	Year	Total	Male	Female	Male %	Female %
1	2020-21	136	60	79	44.11%	55.88%
2	2021-22	154	64	90	41.55%	58.44%

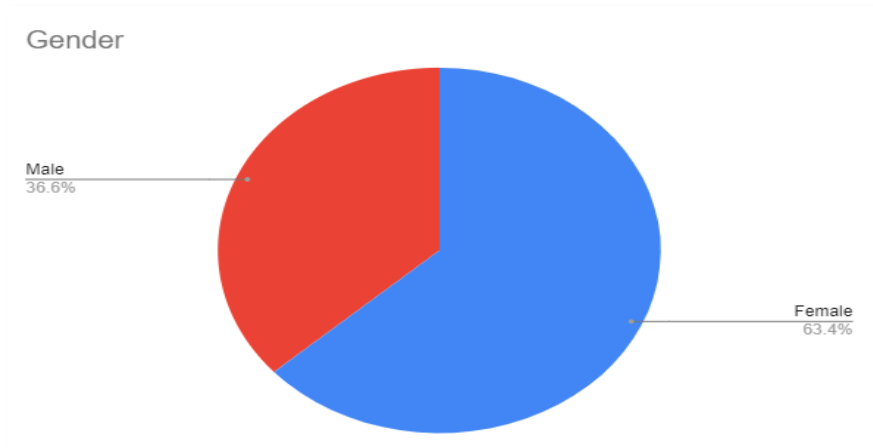


# SURVEY RESULTS

## Respondent Job Role in Institution

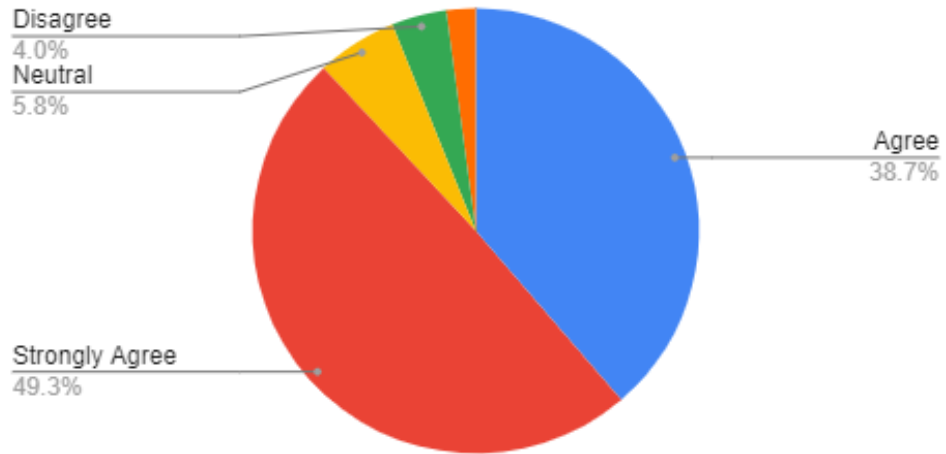


## Gender Ratio of respondents

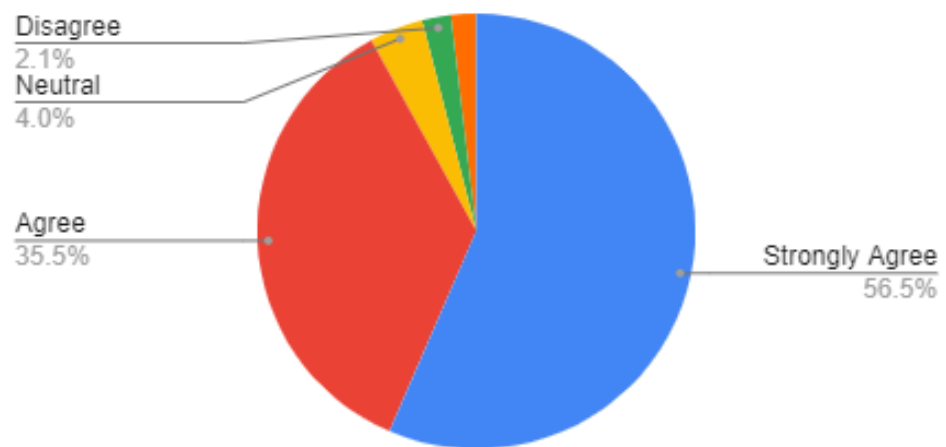




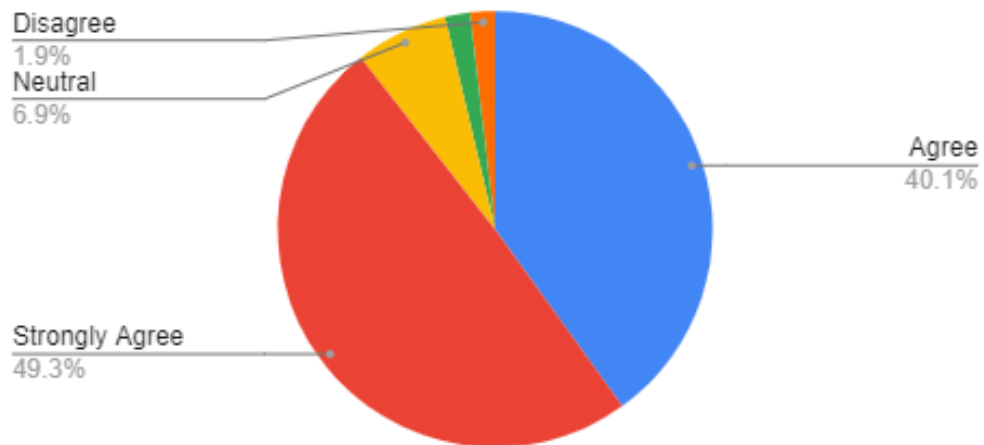
### College has a written policy that affirms a commitment to gender equality



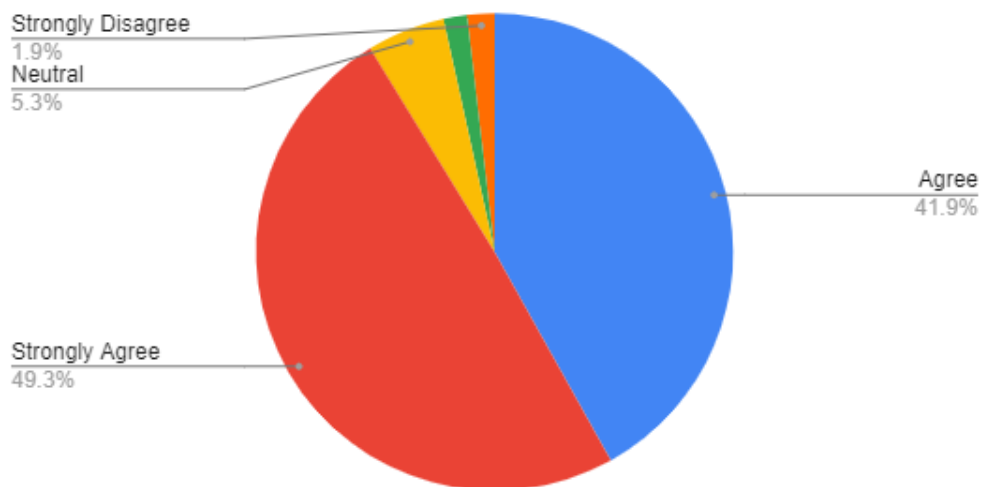
### Equal opportunities to all genders for free and fair expression of ideas



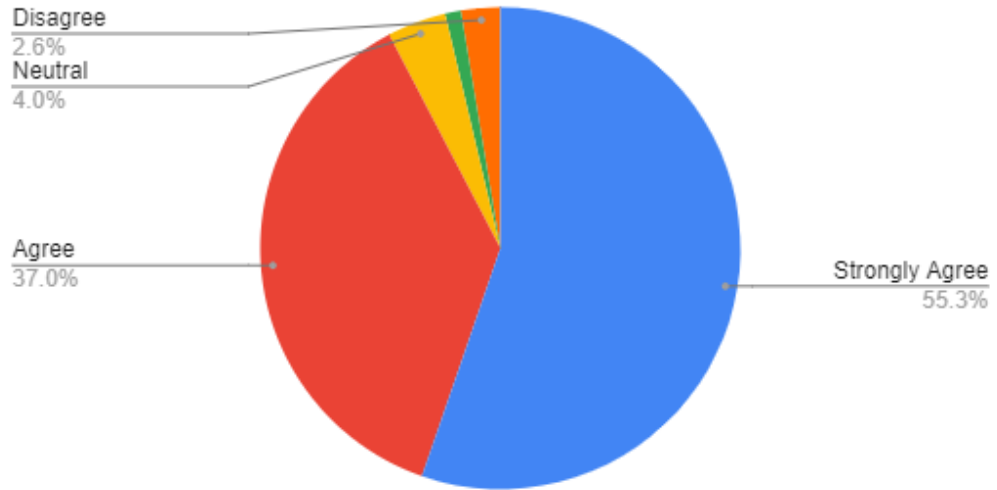
### College promotes gender sensitization practices as a part of its curriculum and beyond it



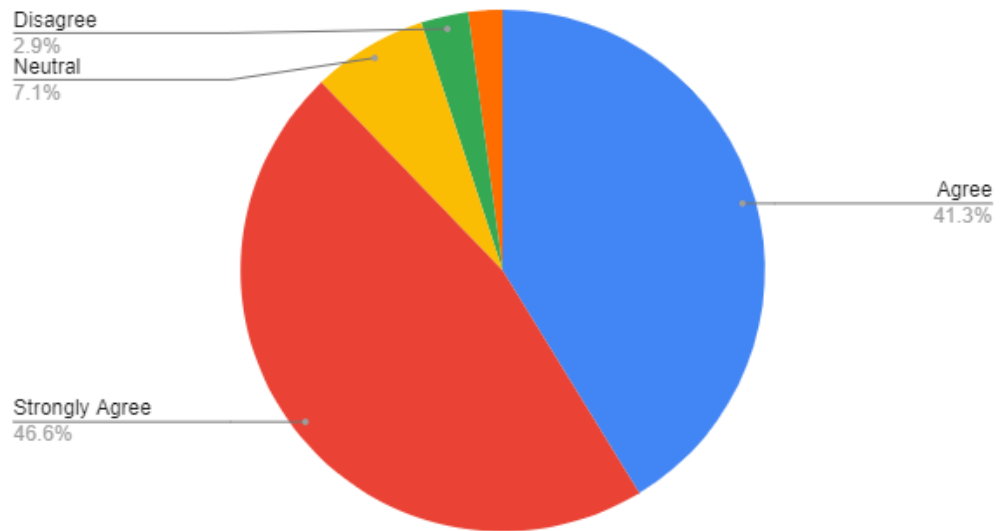
### Gender sensitive approach of representation in various committees and programmes.



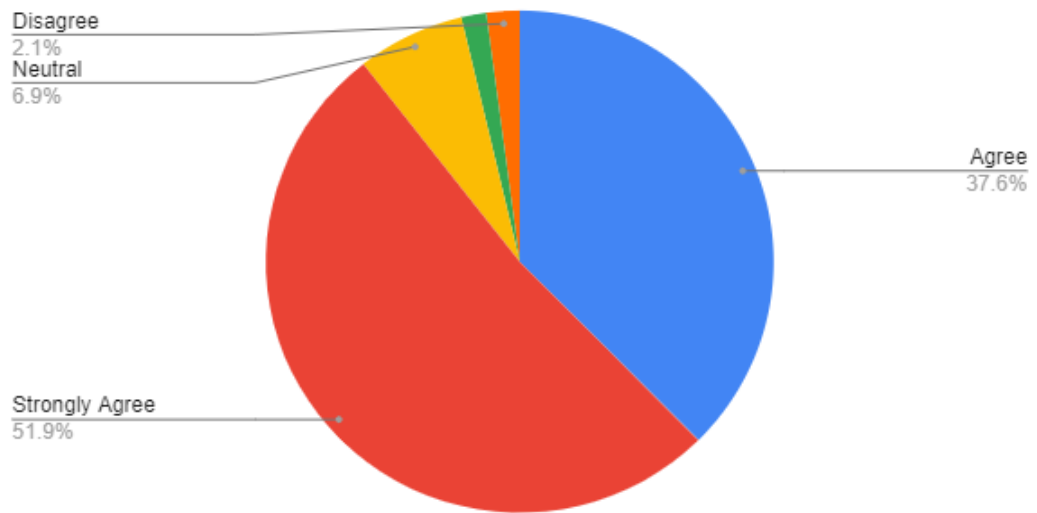
### Provision of teaching learning resources free from gender bias and stereotypes



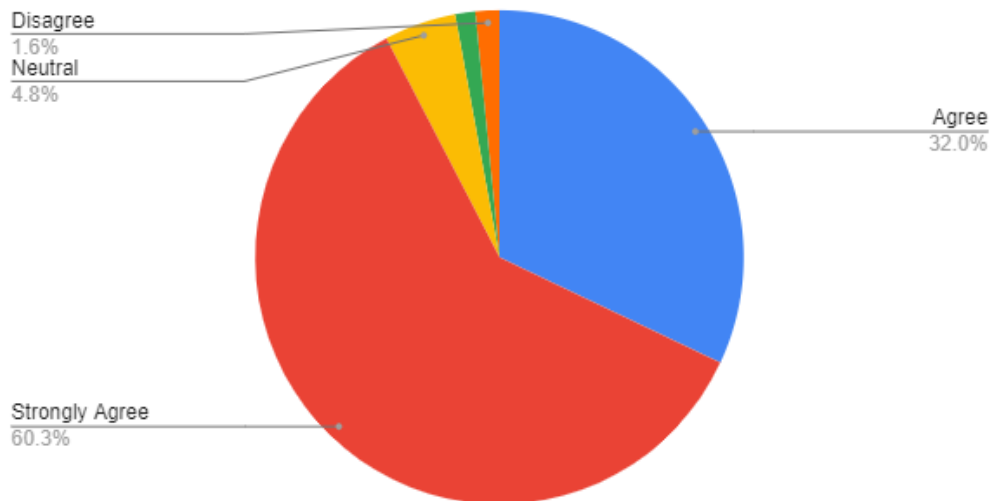
### Faculty of the college is Gender Sensitive



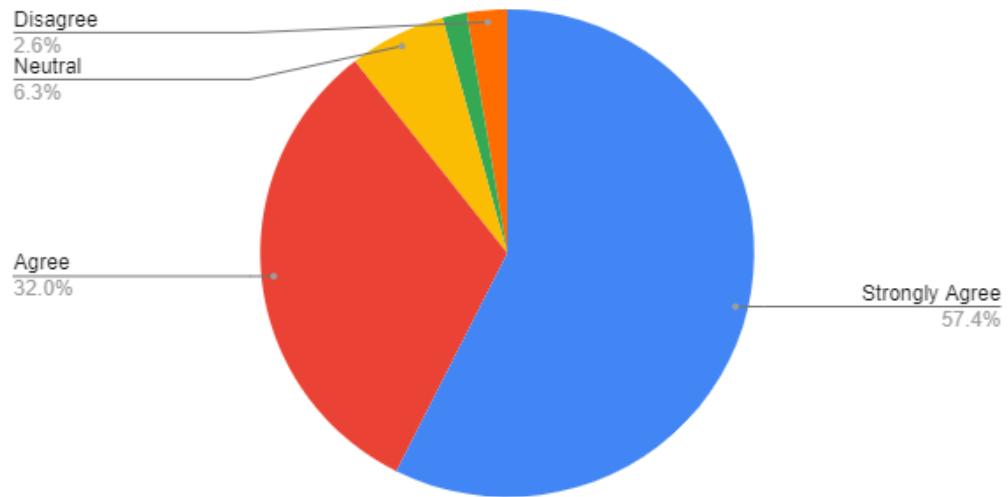
Internal ambience of the classrooms provide sensitive and inclusive environmental opportunities to all students



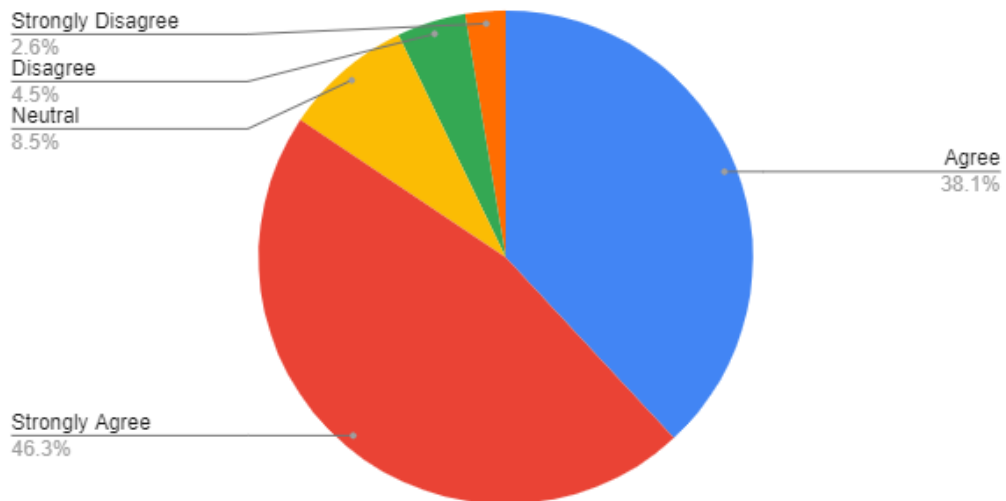
Equal opportunities to all in NSS/NCC/Sports and Cultural activities



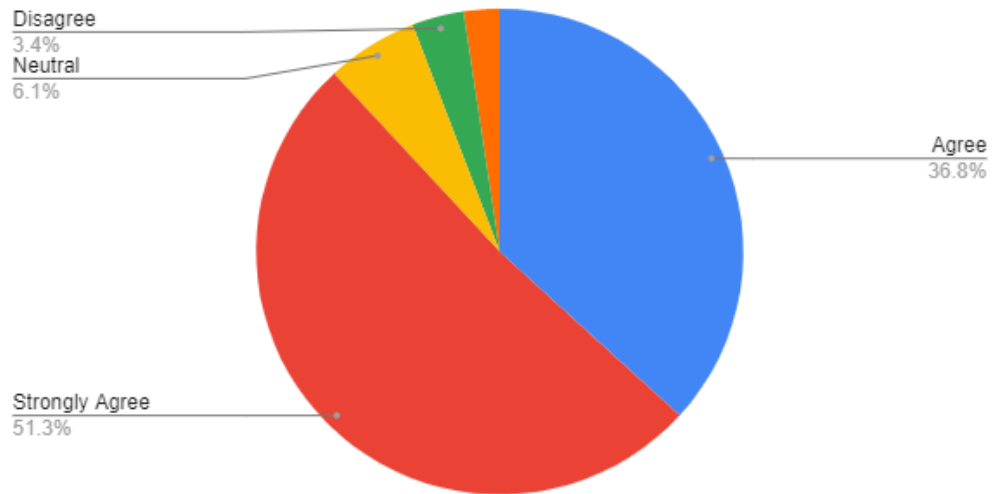
Women Cell has been set up and students are aware about the Women cell



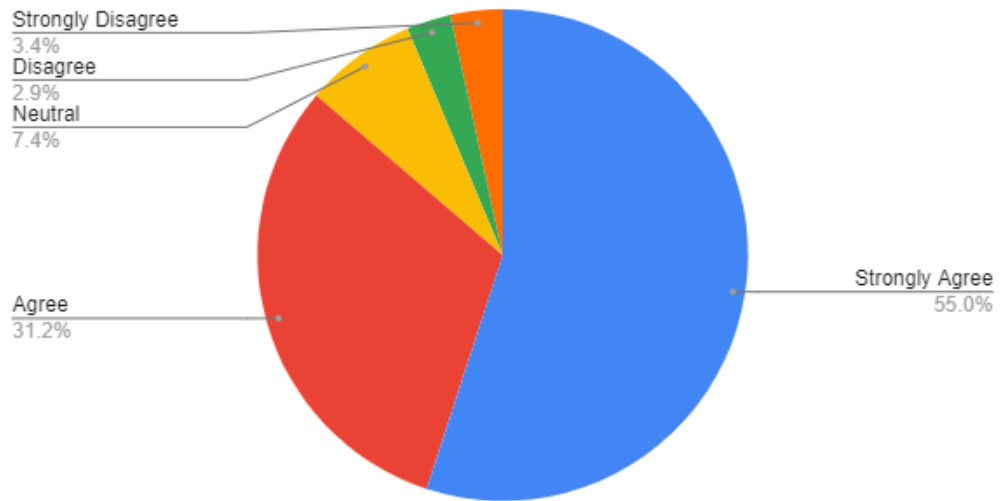
Internal complaints Committee has been set up in the college and students are aware of it



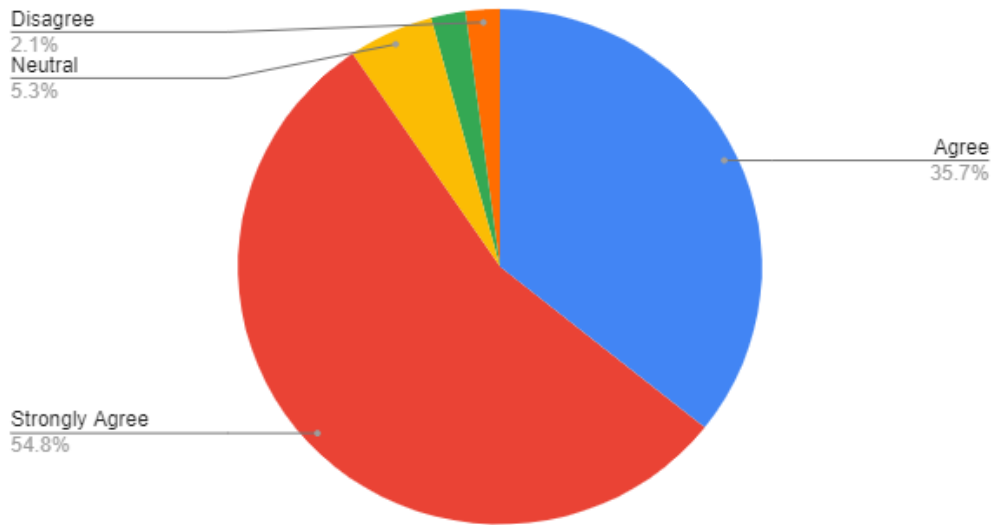
### Adequate security arrangements have been made in college campus



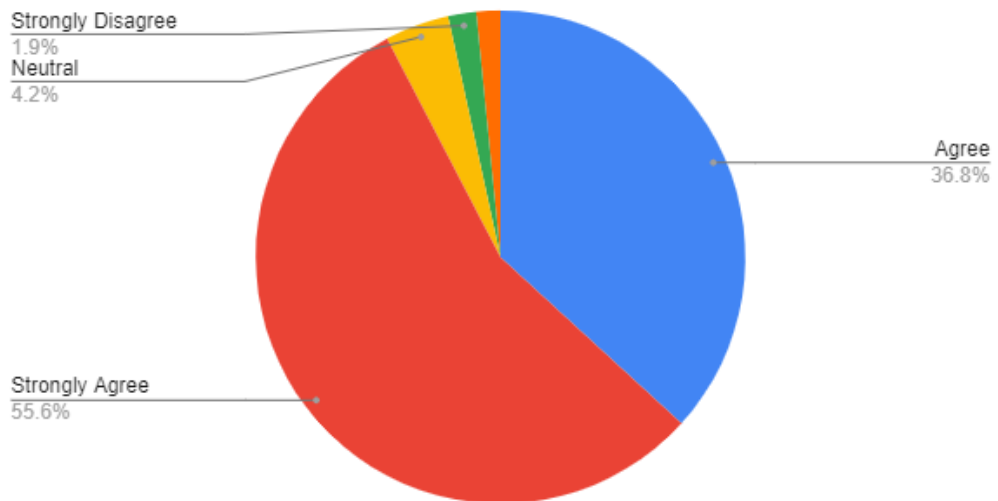
### Separate seating facilities i.e. common room (Girls and Boys) have been set up in college



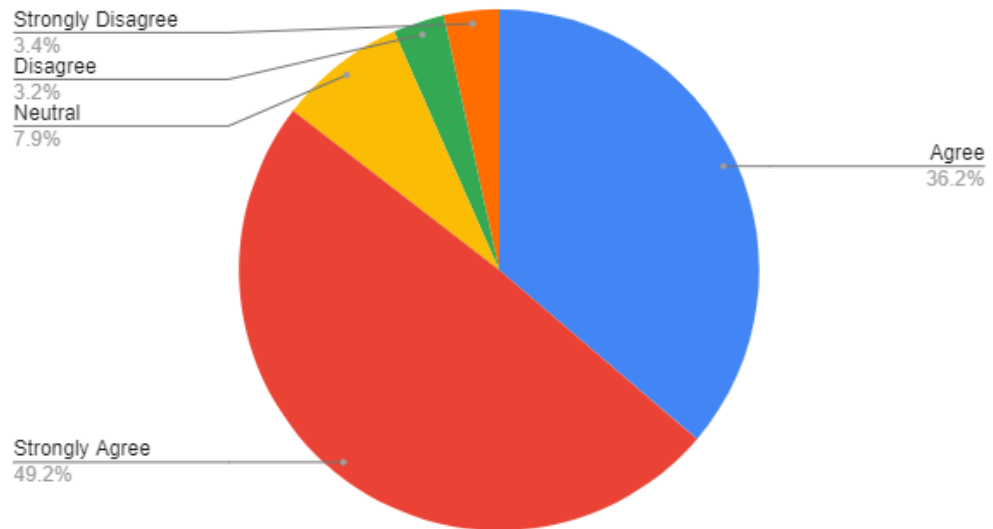
### Recruitment and selection process is free from gender bias



### Women and men represented equally in leadership positions on campus

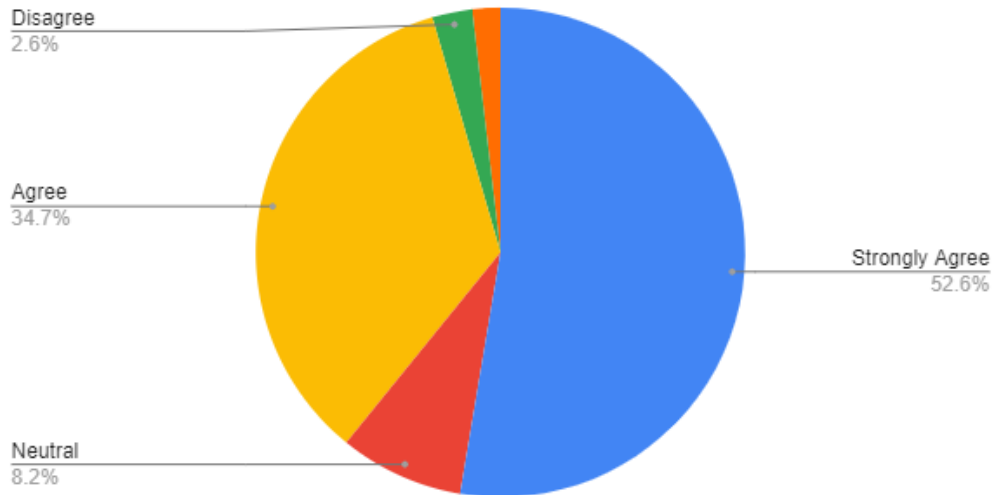


### Provision of suggestion/ complaint boxes in the campus

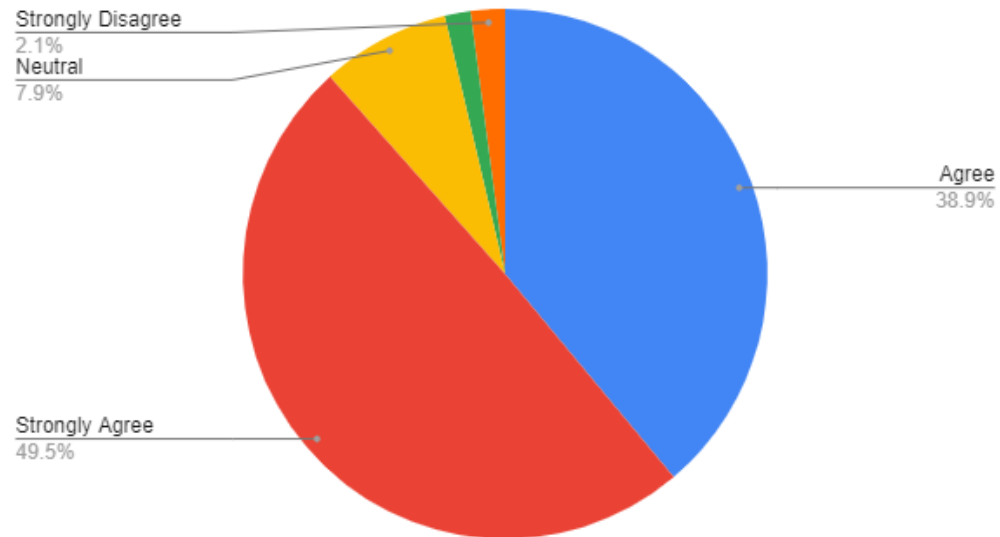




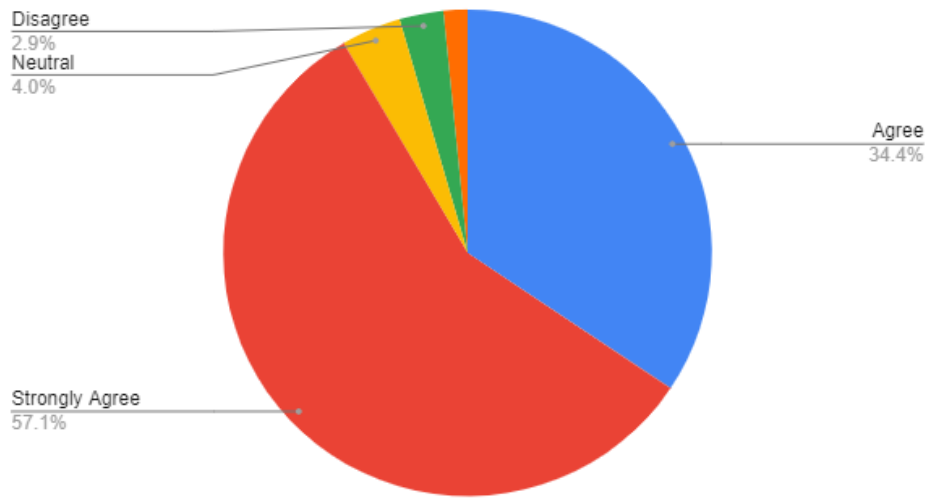
Grievance procedure is fair and accessible to all employees, regardless of gender



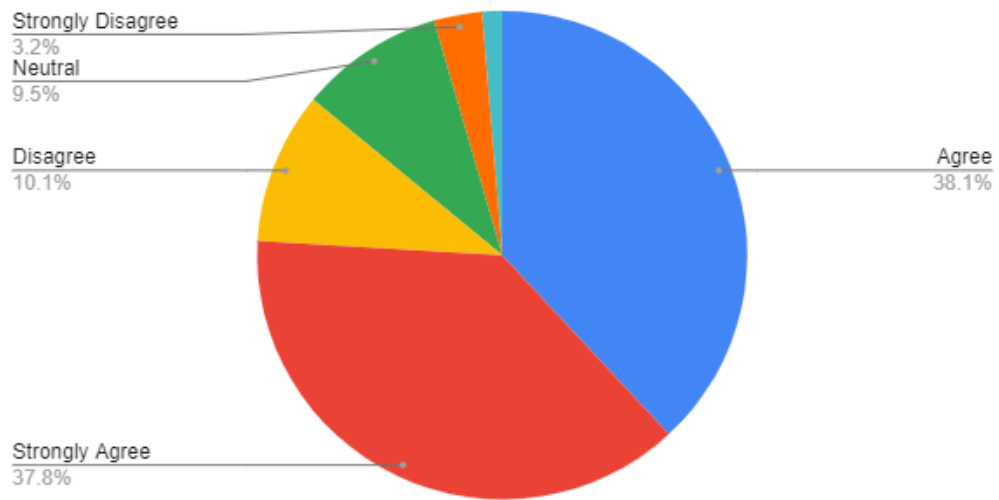
Women helpline numbers are clearly displayed in the campus



### Installation of sufficient CCTV cameras in the campus



### Inclusion of recreational facilities for the female employees and students in the campus



## FINDINGS

- Students' strength particularly girls' strength is less in all UG programmes.
- Girl's enrolment is higher in comparison of boys in PG classes being 70% girls and 30% boys.
- Enrollment of girl students in NSS was higher in 2020-21 while in recent academic year, a fall in percentage has been identified.
- The participation of girls in cultural activities has improved in comparison of previous years.
- In sports, the participation of girls is more than that of boys.
- The data reveals that in teaching faculty, the strength of females is higher than male. On the other hand, in non-teaching faculty, representation of female is found very low.
- Adequate resources and infrastructure is available in the college campus to promote Gender Equality.

## RECOMMENDATIONS

- College should initiate more gender sensitive programmes like workshops, seminars and extension lectures in the campus to encourage gender equality throughout the college community.
- Female participation in co-curricular activities i.e. NSS and NCC should be encouraged.
- Gender Equity policy should be disseminated through induction program and newsletters and monitored at regular intervals.
- There should be a female Associate NCC Officer (ANO) to encourage more participation of female students in NCC.

## CONCLUSION

RKSD College is on its way to attain gender balance in its system. Gender Sensitive Initiatives undertaken by the college have bearing their fruit by creating atmosphere of gender equality. The College has framed its Gender Policy and established Women Cell, Internal Complaint Committee to promote gender equality. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior.

## ANNEXURE

<b>Format of Questionnaire</b>		
	<b>Question Statements</b>	<b>Options</b>
1	College has a written policy that affirms a commitment to gender equality	Strongly agree Agree Neutral Disagree Strongly disagree
2	Equal opportunities to all genders for free and fair expression of ideas	Strongly agree Agree Neutral Disagree Strongly disagree
3	College promotes gender sensitization practices as a part of its curriculum and beyond it	Strongly agree Agree Neutral Disagree Strongly disagree
4	Gender sensitive approach of representation in various committees and programmes.	Strongly agree Agree Neutral Disagree Strongly disagree
5	Provision of teaching learning resources free from gender bias and stereotypes	Strongly agree Agree Neutral Disagree Strongly disagree
6	Faculty of the college is Gender Sensitive	Strongly agree Agree Neutral Disagree Strongly disagree
7	Internal ambience of the classrooms provide sensitive and	Strongly agree

	inclusive environmental opportunities to all students	Agree
		Neutral
		Disagree
		Strongly disagree
8	Equal opportunities to all in NSS/NCC/Sports and Cultural activities	Strongly agree
		agree
		Neutral
		Disagree
		Strongly disagree

9	Women Cell has been set up and students are aware about the Women cell	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
10	Internal complaints Committee has been set up in the college and students are aware of it	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
11	Adequate security arrangements have been made in college campus	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
12	Separate seating facilities i.e. common room (Girls and Boys) have been set up in college	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
13	Recruitment and selection process is free from gender bias	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree
14	Women and men represented equally in leadership positions on campus	Strongly agree
		Agree
		Neutral
		Disagree

		Strongly disagree
15	Provision of suggestion/ complaint boxes in the campus	Strongly agree
		Agree
		Neutral
		disagree
		Strongly disagree
16	Availability of adequate number of hygienic toilets in the campus with adequate disposal bins	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree

17	Grievance procedure is fair and accessible to all employees, regardless of gender	Strongly agree
		Agree
		Neutral
		disagree
		Strongly disagree
18	Women helpline numbers are clearly displayed in the campus	Strongly agree
		Agree
		Neutral
		disagree
		Strongly disagree
19	Installation of sufficient CCTV cameras in the campus	strongly agree
		Agree
		Neutral
		disagree
		Strongly disagree
20	Inclusion of recreational facilities for the female employees and students in the campus	Strongly agree
		Agree
		Neutral
		Disagree
		Strongly disagree

