

GENDER AUDIT REPORT

2018-2023

**ZAKIR HUSAIN DELHI COLLEGE
(EVENING)**

UNIVERSITY OF DELHI

Gender Audit

Aim and Objective

A Gender Audit of educational institutions is a systematic evaluation of the organization's practices and policies, specifically focusing on gender-related issues, especially to ensure the safety and security of the campus and create an enabling environment and space for the female students, staff and faculty members . It serves as a tool to identify areas for improvement and develop action plans to promote gender equity and equality in the various systems, operations, programmes, and activities undertaken by the college for students, faculty, non-teaching staff and other stakeholders.

Purpose

The purpose of this audit is to verify the implementation and compliance of gender related policies of the university and the government by the concerned institution. Zakir Husain Delhi College (Evening) is fully committed to upholding the same. The college ensures that students are trained to respect all genders, support inclusion and sustainable development. The college remains committed to educating, engaging, and instilling the right values among students for furthering national developmental goals.

The college's gender policy delineates a set of standards and principles implemented by the institution to guarantee a secure, comprehensive, and fair atmosphere for all individuals, irrespective of their gender identity or expression. Its objective is to advance gender equality, mitigate discrimination, and uphold the rights and welfare of all individuals within the campus community and encourage all stakeholders to have a conversation and undertake a SWOC analysis of the system in relation to gender-related issues.

Zakir Husain Delhi College (Evening) - a brief profile with respect to gender.

Zakir Husain Delhi College (Evening) as an institution is committed to equity, equality and quality education for all students irrespective of their gender, ethnicity, economic background, race and sexual orientation.

The college is a zero tolerance zone for any kind of sexual harassment.

The college has consistently encouraged the admission of female students. In the pre-CUET period, this was done by giving up to 3% relaxation to girl students during the admission process for each course, which allowed for a healthy gender ratio within each classroom.

The location of the college is an advantage for female students, especially from the Old Delhi Walled City region.

A well-equipped Girls Common Room (GCR) is a safe space within a safe space for girl students. Adequate seating, washroom, sanitary pad dispensing machines are available in the

GCR. Designated staff members are appointed for the GCR which also has a faculty coordinator.

There is an equitable distribution of gender in the college NSS and NCC teams.

Gender ratio by admission figures:

Year	Total admissions	Male	Female	Percentage of female students
2018-19	817	664	153	18.72%
2019-20	909	727	182	20.02%
2020-21	969	826	142	14.65%
2021-22	1289	992	297	23.04%
2022-23	497	395	102	20.52%

It is seen that approximately 20% of the students are female. One reason that can be attributed for the figure not being higher is the College being an Evening College and the consequent late finish of classes at 9 p.m.

Faculty and Staff

There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is almost at par. However, the number of women in the non-teaching staff is somewhat low.

Major committees of the college have often been led by women faculty members, including the Staff Council Secretary, IQAC Coordinator, Admission Committee Convenor, Timetable Committee Convenor, Exam Deputy Superintendents, Workload Committee Convenor etc. There are women teachers in almost all the subjects. The College also employs female security and sanitation staff.

Facilities Provided for Women in Campus

- There are 42 CCTV cameras in the college covering the entire campus.
- Students' entry is strictly on the basis of an ID card.
- Girls Common Room is an exclusive space for female students. The GCR has enough seating space with coolers installed along with Washroom, Female attendant, Vending Machine, magazines and facilities for indoor sports.
- Girls Common Room Committee and Women Development Cell (WDC) organise various events throughout the year on issues related to gender. These include talks, seminars, movie screenings, self-defence workshops and cultural events.

- Sanitary pad vending and disposal machines are installed in the GCR and female faculty washroom.
- There is a separate washroom for Divyang staff.
- Medical facility is available in the college. A doctor is available regularly.
- There are a significant number of women security guards in the college.
- Students can raise any complaint of harassment to the Internal Complaints Committee, who deal with each case with strictest confidentiality. ICC also organises various programmes to sensitize students.
- The college has a Gender Sensitization Committee to sensitise students on gender related issues.
- The college has a Student Grievance Redressal Committee as per UGC Regulations, 2019.







GIRLS COMMON ROOM

Creating awareness on gender issues

- The college offers several papers as part of both LOCF and UGCF-NEP Individual and Society, Readings on Indian Diversities and Cultural Movements, Women's Writing, Feminism, etc. as part of challenging the age-old stereotypes of gender and also to facilitate developing awareness about the challenges that women have historically faced and the resistance that they have heroically offered to forces of subjugation and tyranny.

Some of the courses on Gender taught by various departments are as follows:

Course	Paper
B.A (H) Political Science	<p>Understanding Political Theory</p> <p>International Relation and World History</p> <p>Your Laws, Your Rights</p> <p>Governance: Issues and Challenges</p> <p>Colonialism and Nationalism in India</p> <p>Human Rights in a Comparative perspective</p> <p>Development Process in India and Social Movement</p> <p>Feminism: Theory and Practices</p>
B.A (H) English	<p>Contemporary India- Women and Empowerment</p> <p>Individual and Society</p> <p>Women's Writing</p> <p>Partition Literature</p> <p>Postcolonial Literatures</p> <p>Language, Literature and Culture</p> <p>Literature and Caste</p>
B.A (H) Sanskrit	<p>Sanskrit Individual family and Community in Indian Social Thought</p> <p>Indian Social Institutions and Polity</p>

B.A (P)	<p>Issues in World History-I (the 20 century)</p> <p>Women in Indian History</p> <p>Sustainability and Development</p> <p>Democratic Awareness through legal literacy</p> <p>Democracy and Governance</p> <p>Human Rights, Gender and Environment</p> <p>Conflict and peace building</p> <p>Individual and Society</p>
B.A (H) History	<p>Women in Indian History</p> <p>Inequality and Difference</p> <p>Social Formations and Cultural Patterns</p> <p>Popular Culture</p>

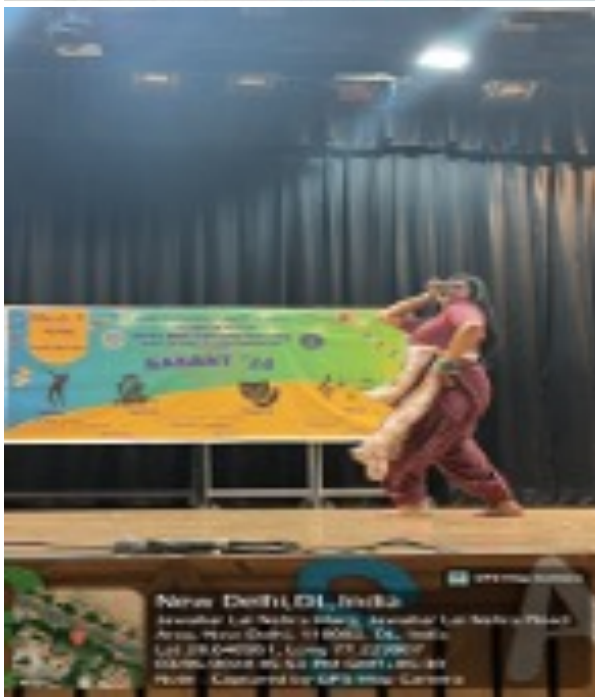
- The ICC, NSS, the WDC, Gender Sensitization Committee as well as Department and college societies have conducted a number of programmes regularly to create awareness on various gender related issues - domestic violence, dowry, women's education, female foeticide to name a few. These include talks, street play competitions, debate competitions, Rangoli competitions etc.
- The college was awarded a prestigious **Innovation Project from Delhi University** that explored the dropout rate of girl students in select DU colleges, including ZHDCE, particularly of girls from the Old Delhi area.
- There is a dedicated ICC webpage on the college website. There is also a dedicated email for filing of complaints: icc@zhe.du.ac.in. The Parliamentary Act on Sexual Harassment 2013 as well as the UGC Regulations 2015 in this regard are uploaded on the ICC webpage of the College website.

Select Language IQAC NAAC B1 ICC Code of Conduct Alumni Online Fee Download Forms Contact Us			
Zakir Husain Delhi College (Evening) (University of Delhi)			
HOME ABOUT ADMINISTRATION ACADEMICS STUDENTS LIBRARY SOCIETIES & COMMITTEES FACILITIES INITIATIVES LOGIN			
ICC			
ICC Members			
Handbook on Sexual Harassment of Women at Workplace Gender Sensitization Committee			
ICC Members			
S. No.	Name	Designation	Email ID
1	Dr. Manjula Gupta	Presiding Officer	drmanjugupta@hotmail.com
2	Dr. Babli Parveen	Members	babliparveen@gmail.com
3	Dr. Nahid Sana Khan	Members	nahidsanashang@the.du.ac.in
4	Mr. Abdul Wafo Khan	Members	wafahd@gmail.com
5	Mr. Deepesh	Members	deepeshgaur@the.du.ac.in
6	Mrs. Kurum Shakti	Members	shaktikurum951@gmail.com
S. No.	Name	Designation	Email ID
1	Ms. Nishi Pathak	Members	npathak273@gmail.com
2	Mr. Dipu Kumar	Members	dipuraw54@gmail.com
3	Ms. Zaira Ashraf	Members	zairaashraf53@gmail.com

- **Anti-Ragging Committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. All the details of the same have been mentioned by the college in its Prospectus.
- **NCC for Girls:** The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life.
- **NSS for Girls:** The College has a vibrant NSS unit to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.



Given below are some photographic glimpses of college events, study strips and participation in conferences by students and faculty members as received:

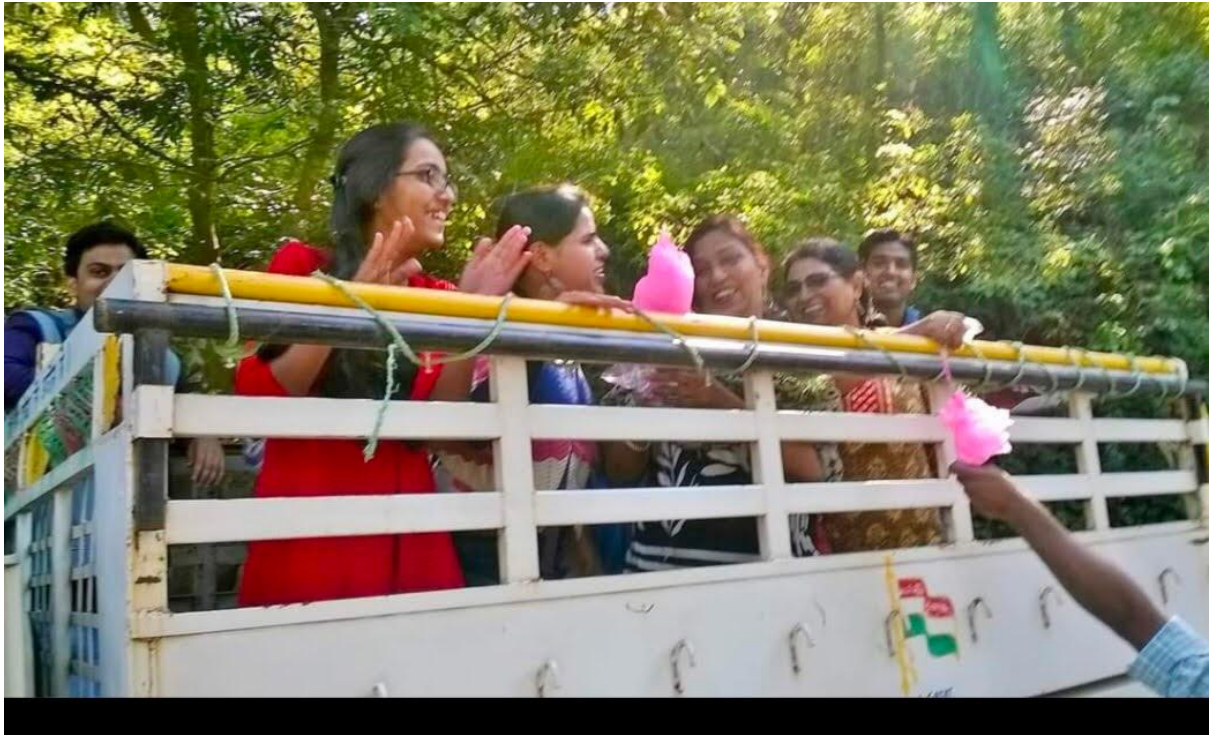




New Delhi,DL,India

Jawahar Lal Nehru Marg, Jawahar Lal Nehru
Road Area, New Delhi, 110002, DL, India
Lat 28.639895, Long 77.230285
08/21/2023 06:07 PM GMT+05:30
Note : Captured by GPS Map Camera





Students study trip to Birbiling





Faculty and students at an International Summit on the occasion of International Women's Day.

Special achievements of the faculty members:

- **Dr. Pakiza Samad** has been a Director of **Bharatiya Mahila Bank**.
- **Dr. Shahina Tabassum** is a well-known broadcaster in Urdu on **All India Radio**.
- **Dr. Neelima Chauhan** is a bestselling author in Hindi with books like 'Patansheel Patni ke notes' to her credit.
- **Dr. Rajkumari** is a prolific writer in Hindi on social issues.
- The college faculty members have also presented papers and participated in workshops related to gender.

Given below is just a small representation of these academic endeavours:

Name of faculty member	Program	Title	Year	Remarks, if any
Dr. Saima Assistant Professor, Department of Commerce	Paper presentation	A Qualitative and Quantitative Study on Saudi Women Entrepreneurship Skills and Challenges Faced in Small and Medium Enterprises: An International Perspective. Fourth Conference on Economics, Business and Management Studies, KAU, Jeddah.	2018	
Ms Amreen, Assistant Professor, Department of Political Science	Paper presentation	Girl Students at University of Delhi in Old Delhi Area: Study of Selected Colleges	2018	This paper is a part of a larger Innovation project awarded to the College from University of Delhi in 2015-16.
	Workshop	Mussalman Auratein tatha Unka Sangharsh”	2018	Organised by the Department of Political Science, Delhi University.

	Book chapter (co-author)	“मुस्लिमस्त्रिय ाँ: बहिर्वेशनतथ सम र्वेशन”		<i>'Psychological and Sociological Perspective in Diversity and Inclusion'.2018.</i>
	Book chapter	“Girl Students at University of Delhi in Old DelhiArea: Study of Selected Colleges”	2018	<i>Psychological Perspective in Education: Issues, Concerns and Possibilities.</i>
Dr Tejaswini Deo, Associate Professor, Department of English	Authored book	Journeying into the light: A study of Dalit women's Life Narratives'	2018-19	
	Research article	Mapping Caste and Gender: Intersectionali- es, positionalities and Identity Politics “ Ed. by Dharamdas Shende and Sanjay Palwekar.	2018	
Al Moohshina Muzzammil, Assistant Professor, Department of English,	Paper presentation	Alternative voices across ages: a study of selected female poets	2018-19	
	Refresher Course	Womens Studies	2018-2019	University of Delhi

Shubhra Pant Kothari Assistant Professor, Department of Political Science,	Paper presentation	“Substantive Representation, Participation and Women: A Comparative Analysis”	2018	University of Delhi
Dr. Islam Ali, Assistant Professor, Department of Political Science,	Research article	Deciphering the Dynamics of African Women Discourse: An Analysis of Gender Quota and Women’s Political Participation	2019-2020	
Dr. Shahla Tabassum, Assistant Professor, Department of Political Science	Research article	Women’s Reservation Law in India: A New Journey towards Political Empowerment	2022-23	Third Concept An International Journal of Ideas

A glimpse of few programmes conducted on issues of gender and empowerment:

Program	Speaker	Title	Year	Remarks
Invited lecture	Nilotpal Mrinal	“Literature and Politics”	2018	Yuva Puraskar winner
Invited lecture	Ira Singhal	Overcoming challenges through determination and will power	2018	IAS topper 2014-15
Poster making competition and essay writing competition	Students of the college	Acid attacks	2018	Organised by ICC

Drama performance	Wings Cultural Society	<i>Saraa Ka Saara Aasman</i>	2019	Organised by ICC
Invited talk/Webinar	Dr. Jyoti Raj	Role of NSS in Women Empowerment	2022	Organised by NSS on International Womens Day
Invited talk/Webinar	Dr. Swati Pal	Importance of Mental health	2022	Organised by NSS

Gender representation in college committees/societies:

- The college has a practice that Class Representatives of each class will have representation from each gender.
- During the Students Union elections, one male and one female student are appointed as members of the Grievance Committee.
- Similarly, committees like WDC are not just limited to women students.
- The college has appointed one male and one female student as SVEEP ambassadors for electoral literacy.
- All the major student related societies of the college have representation from all genders.

Gender in Sports:

The Sports Team of Girl students: Girl students take interest in college sports and college gives full freedom to the girl students to take part in different indoor and outdoor games.

There is a report given there on this for the year 2022-2023 –

Selection Trials and Registration (Women) –

Kho-kho (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Athletics (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Badminton (Women) selection trials were held 12.11.2022 in Zakir Husain Delhi College premises only and Mr Rahul, a seasoned player and mentor of badminton selected the official team of the college for various badminton tournaments in the university as well as other relevant sports meets.

Kabaddi (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Table Tennis (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Chess (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Volleyball (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Basketball (Women) selections were made on the basis of students' previous sports records and more precisely on the basis of certificated gained in different level tournaments and sports events.

Suggestions and Recommendations:

- Since this is an Evening College, female faculty and staff find it difficult to leave their children at home when they come to the college. The creche in the upcoming academic block should be opened as soon as the building is operational.
- College should try and rework its timings. Many female students expressed the late finish of classes as a concern.
- More female students should come forward and participate in sports. They should also be encouraged to take up leadership positions in the college.
- Gender sensitization workshops must be conducted for security personnel deployed on campus.
- College should introduce add-on courses in various subjects which can enable every student, but especially women, to generate income, even if they are at home.
- Increased social outreach programmes with nearby areas to encourage more girls to take admission in the college. More women participation in non-teaching positions should be pursued.

Concluding remarks

- Gender equality and creation of safe spaces for all students is taken seriously by the college.
- It is extremely heartening that the college has not reported any cases of harassment or any other grievance such as ragging. This may be attributed to the wide dissemination of information and awareness programmes conducted by the college which act as a deterrent.

- The college also displays the names of the concerned faculty members who are a part of the Anti-Ragging Committee, ICC etc with their contact details prominently on the college campus so that students may reach out if required.

Audit conducted by:

Chandrika

Dr. Chandrika Gulati

Presiding Officer, Internal Complaints Committee

Deshbandhu College, University of Delhi