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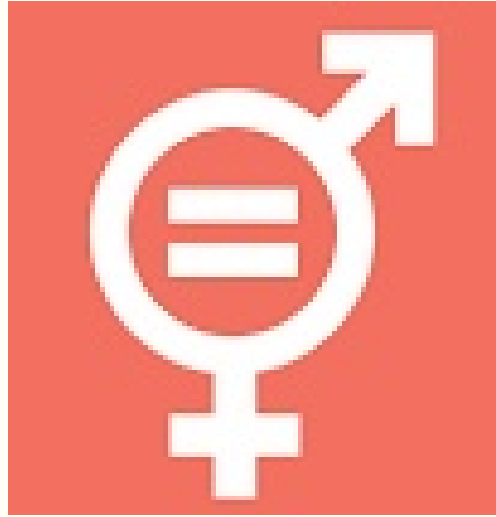
JANSEVA SHIKSHAN MANDAL'S
**SHANTARAMBHAUL ARTS, SCIENCE
AND GOTIRAMBHAUL PAWAR COMMERCE
COLLEGE, SHIVLE**

AT - POST SHIVALE, TAL. MURBAD, DIST. THANE 421 401

(Permanently Affiliated to the University of Mumbai)

NAAC RE-ACCREDITATION GRADE 'B' (C.G.P.A. 2.80)

Best College Award 2008-09 University of Mumbai



Gender Audit Report (2021-22)

Vice Principal

(Dr. Geeta Vishe)

Principal

(Dr. S. M. Patil)



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GENDER AUDIT COMMITTEE

No	Name
1	Dr. S. M. Patil (Principal)
2	Dr. Geeta Vishe (Vice-Principal)
4	Mrs. Vandana Singh
5	Mrs. Priya Bhagat

ACKNOWLEDGEMENT

We are thankful to the Principal Dr. S.M Patil. And Dr. Geeta Vishe and the Management of college for the freedom provided to conduct gender audit. We are thankful to Internal Quality Assurance Cell (IQAC) for providing us an opportunity to conduct a Gender audit on our college campus. I also express my special gratitude to those faculties and non-teaching staff of our college, who helped me to prepare this document. I also express my special thanks to all faculty, the administrative staff and students for providing the data to shape up this document. We thank our students for their contribution towards conducting survey and data analysis.

Signed by

Mrs. Vandana Singh

Mrs. Priya Bhagat



Objectives of Gender Audit

The following objectives have been stated and accordingly planned during the in the 2021-2022 year.

- To observe the gender equality at all levels of faculty, staff and all students.
- To implement the strategies of the college towards satisfying needs in the campus.
- To provide equal opportunities and roles in decision making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap if any.
- To promote harmony through gender equality in all aspects.
- To sensitize the students and the staff for prevention and prohibition of sexual harassment at work place.
- To provide a candid stress-free college environment for all.
- To identify gaps and challenges in the policy and to recommend suggestions for addressing them.



EXECUTIVE SUMMARY

The Internal Quality Assurance Cell (IQAC) has felt the need to conduct Gender audit for understanding the gender discrimination and biases (if any) on the college campus. The Principal and Vice-Principal has realized that the gender policy should be work out to make the college campus gender bias free and safe to all genders. The practice which promotes gender equality are to be followed consciously and efforts are to be made to understand the gaps between what ideally thought for gender equality and the reality on college campus. The college campus should be safe and free to all genders. And hence, it was necessary to understand the attitudes of the college campus towards students of all the genders.

Gender equality is a systematic inclusion of all students and college staff experiences, and it needs. It is a process of incorporating gender just approach in all the levels such as governance, decision-making, policy, needs analysis, institutional offices and operating mechanisms, planning, implementation, monitoring and evaluation in institutions so as to create an organization that is gender equitable. Gender analysis is an essential first step of collecting and analysing sex-disaggregated information in order to understand gender differences and how these differences may have an effect on different college policies

Gender audit is an evaluation process aimed at figuring out whether set policies or interventions are working in good way. It is an institution's self-assessment, monitoring and evaluation of college structural facilities and educational facilities. In the planning of the audit, an analysis was conducted to identify, evaluate the Gender issues. The analysis was based upon an examination of the policies, manuals, and standards that govern the gender sustainability, on data analysis, and on the results of google form based on gender equality questionnaire.



GENDER SENSITIVE FEATURES IN COLLEGE

Activities for Gender Sensitization In every corner of college system gender sensitive features are carefully observed. Gender equality has been kept updated by forming the committees like Anti-ragging, Redressal Cell for Women at work place and providing adequate facilities for girls and boys.

1) Safety Facilities: **A) Entrance:** For safety measurements for all students and to avoid chaotic situation a security is made available. **B) Parking facility:** A well observed separate parking for two wheelers and bicycles for all is one of the disciplines in our college. **C) Study Room:** Separate study (reading) room compartments in the library girls and boys. **D) Book issuing schedules** are laid down for issuing which marks discipline. **E) Ladies Common Room and Wash Room:** Ladies Common Room provision is made for girls. A notice board is placed in Ladies Common Room which displays notices specific for female students. Clean and hygiene Wash Rooms are available with ample water supply. Women faculty members take care of girls wherever necessary. Women faculty provides sanitary napkins if necessary and a Sanitary Napkin Vending Machine is also installed in ladies room, **F) Drinking Water:** A separate drinking Water facility is there for girls. **G) Canteen:** Canteen facility is available in campus. **H) Health Camp:** Every year Health camps & Blood donation camps are arranged by NSS & Students Development Council.

2) Anti-Ragging and Discipline Committee: The College publishes its regulations in prospectus as well as in college campus. Ragging is criminal offence and UGC has notified Regulations on curbing the means of Ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college has its Anti-Ragging and Discipline committee, as per the University guidelines. These committees are having female and male members.

3) NSS Unit: NSS unit has 150 volunteers, they are actively participating on various activities Every year a Special Winter Camp is organized to inculcate students with the importance of nature in rural areas. A Ladies teacher accompanies students on field visits and NSS residential camp.



4) Students' Welfare Unit: This unit is responsible for spreading awareness among students regarding life values and learning various life skills. Counselling of students is done whenever required by teachers and professional counsellors. 'Mentor-Mentee' system has been introduced. Mentors motivate students to approach them for help and support of all kinds. In few instances, complicated cases have been referred to psychiatrists. Counsellors include lady teachers, which makes it easier for girls to express themselves freely.

5) Internal Complaint Committee (ICC)- ICC addresses the grievances, received from the ladies staff and students.

6) Women Development Cell- Women Development Cell (WDC) works to build gender sensitise atmosphere in campus. Programme like self-defence technique, Life Education Sessions, Legal and Sex Education are conducted by WDC. They are made aware issues like sexual harassment at working place, issues of transgender,

Tables of Gender Balance

Faculty	Male	Female
Arts	406	304
Commerce	272	268
Science	83	163
B.M.S.	16	35
I.T.	57	38
Comp. Sci	14	11
BAF	6	19

Table 1: Faculty wise gender distribution in enrolment at graduation level

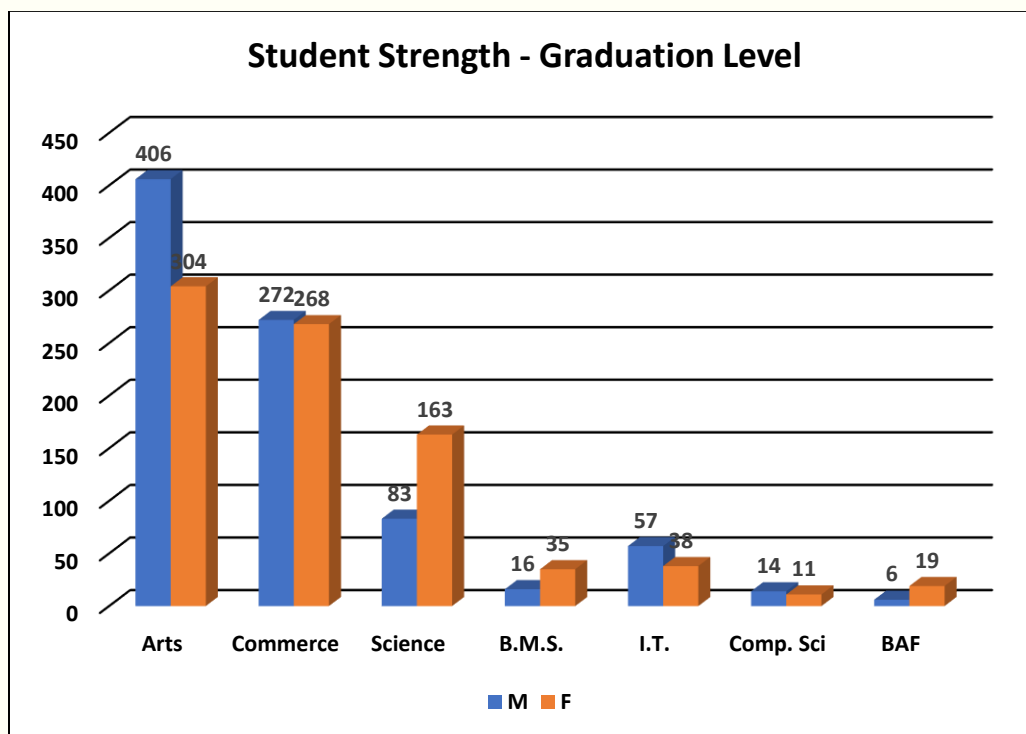


Chart 1: Faculty wise gender distribution in enrolment at graduation level

Faculty	Male	Female
Arts	71	73
Commerce	71	77
Science	34	38
I.T.	11	7
Comp. Sci	14	2

Table 2: Faculty wise gender distribution in enrolment at post-graduation level

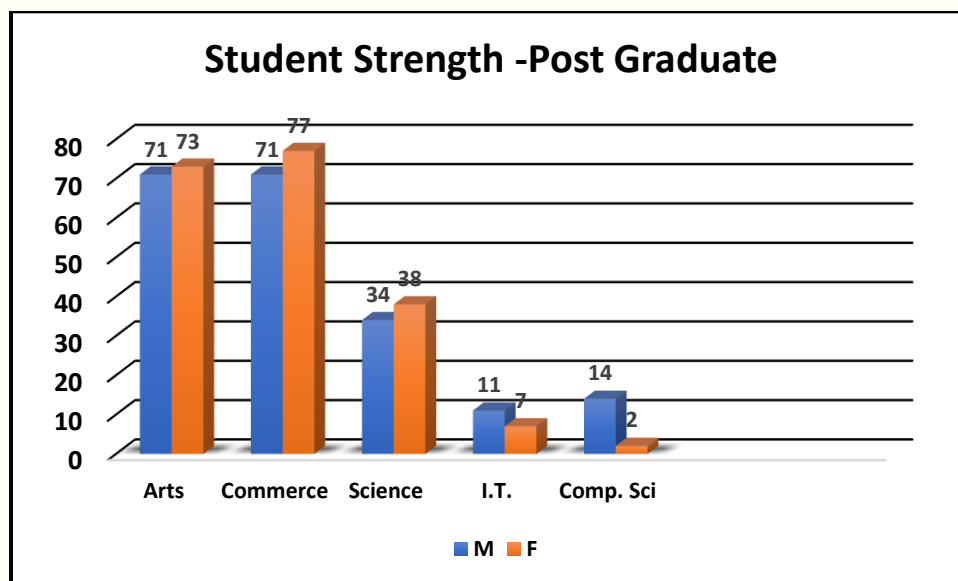


Chart 2: Faculty wise gender distribution in enrolment at post-graduation level

Category	Male	Female
S.C.	111	105
S.T.	62	34
D.T/N.T.	4	6
OBC	771	775
SBC	1	0
OPEN	106	115

Table 3: Category wise gender distribution

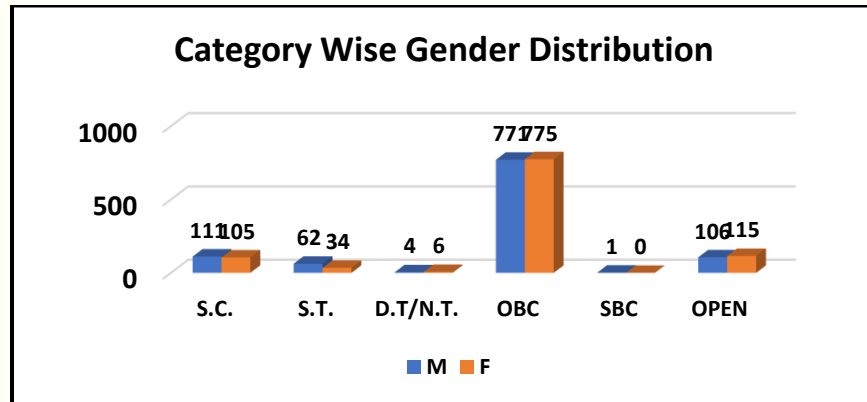


Chart 3: Category wise gender distribution

Staff	Male	Female
Teaching Staff	31	13
Non- Teaching Staff	27	4

Table 3: Staff wise gender distribution

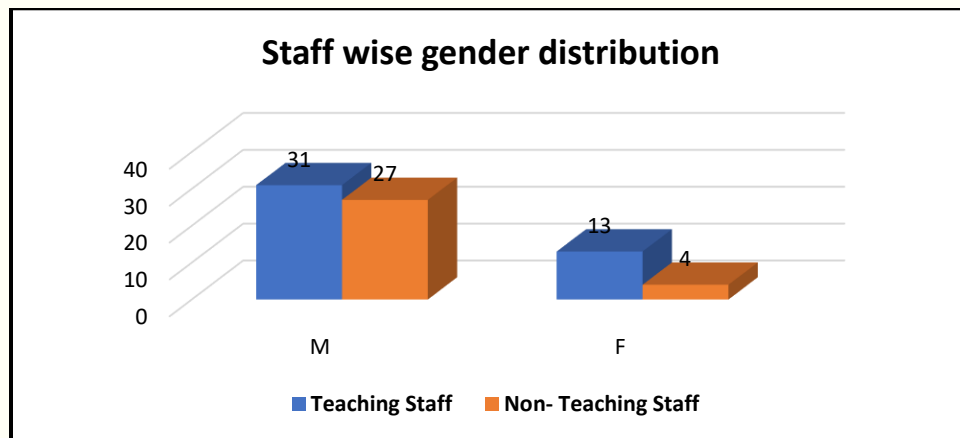


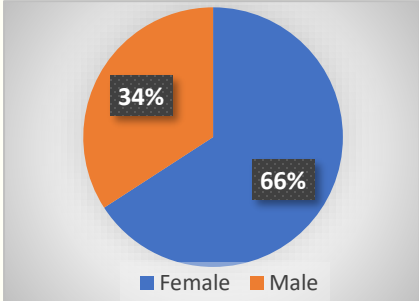
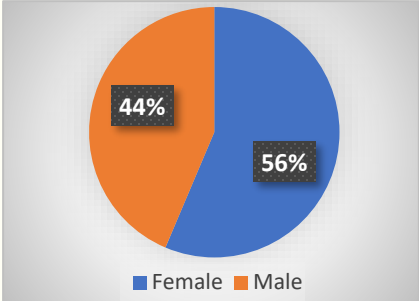
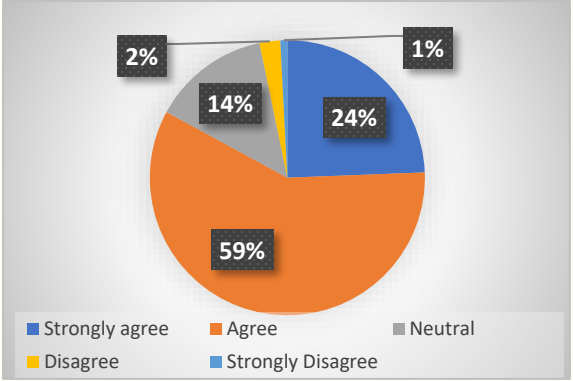
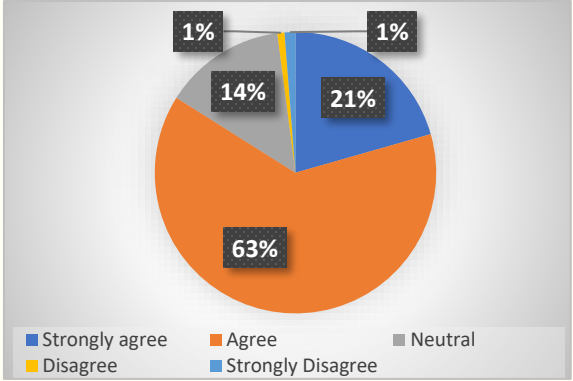
Chart-3 Staff wise gender distribution

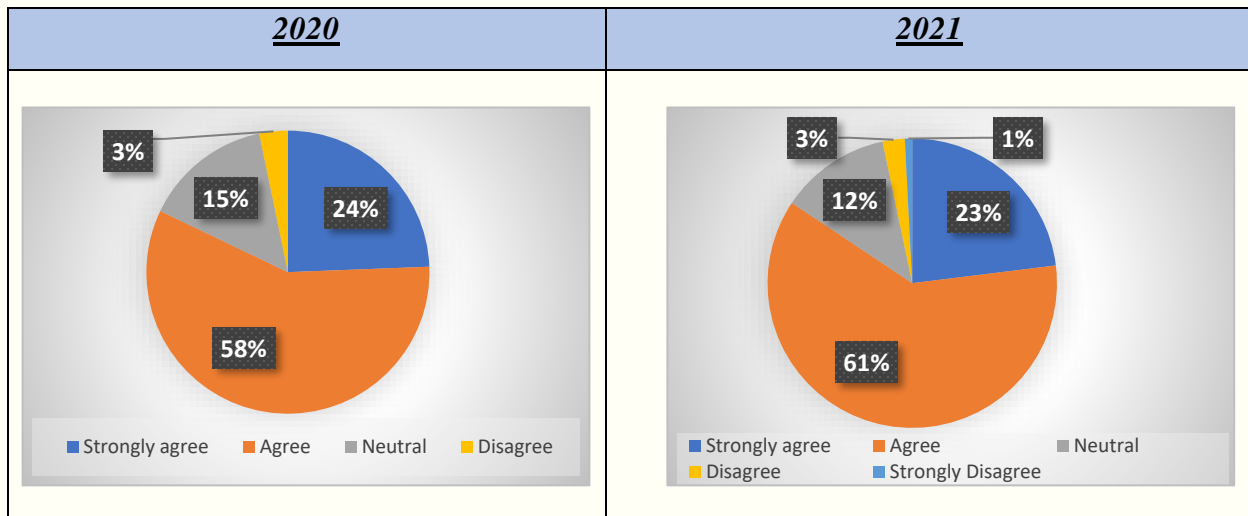


Methodology

- 1) Discussion with Principal and vice-Principal, meeting planned for gender equality audit
- 2) In meeting, discussion on previous years gender audit analysis.
- 3) Different aspects were discussed on facilities provided by college
- 4) Question based on gender equality, colleges facilities for girls and boys was selected
- 5) Google form link was prepared
- 6) Circulated among all students through online mode
- 7) All form were collected and analysed
- 8) As per each question ratio was calculated
- 9) Each question analysed carefully and summarised.

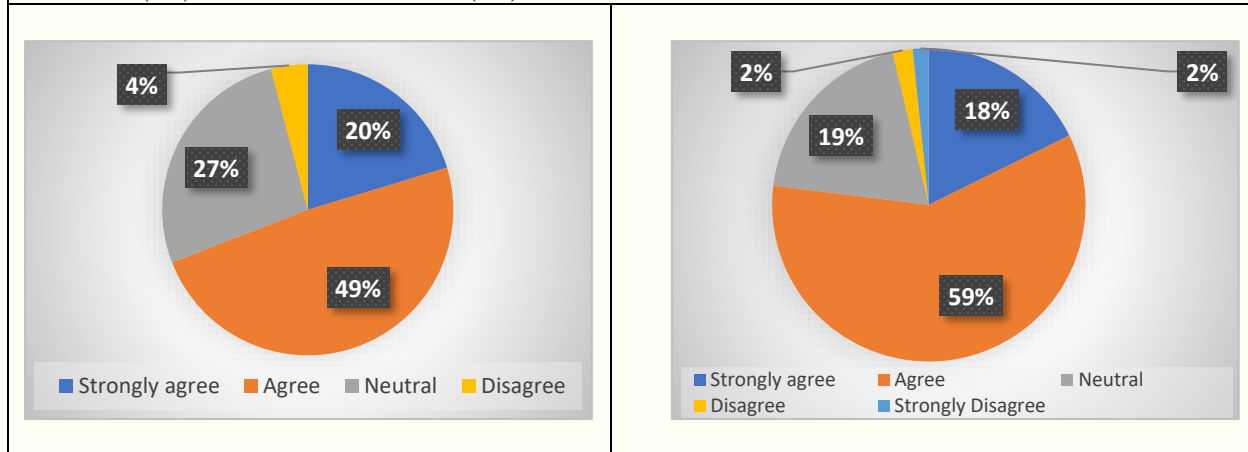
Survey Results & Conclusions

<u>2020</u>	<u>2021</u>
 <p>■ Female ■ Male</p>	 <p>■ Female ■ Male</p>
<ul style="list-style-type: none"> • Total 123 students responded to the survey in 2020, while 243 students responded in 2021 • Female students formed the majority of the survey participants in both the years. Total 81 (66%) in 2020, while 137 (56%) female students in 2021 responded to the survey • The respondents were from F.Y., S.Y., T.Y. classes of Arts, Science, Commerce & Management branches of the college 	
 <p>■ Strongly agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree</p>	 <p>■ Strongly agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree</p>
<p>Question 1 - The college conducts gender sensitization program as part of curriculum</p> <ul style="list-style-type: none"> • 83% (102) in 2020 while 84% (204) of the students in 2021 gave positive response (Strongly Agree & Agree) • 3% (4) in 2020 while 2% (5) of the students in 2021 gave negative response (Strongly Disagree & Disagree) • While 14% (17) in 2020 while 14% (34) of the students in 2021 were neutral 	



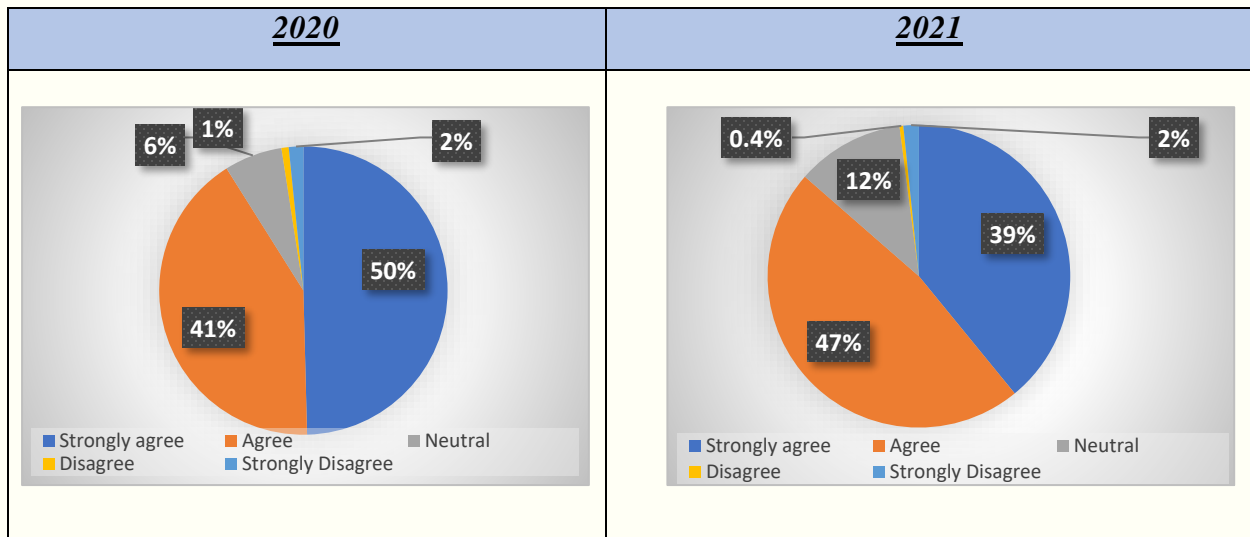
Question 2 - The college has set up Women Development Cell and Students are aware about the cell.

- 82% (101) in 2020 while 84% (205) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 3% (4) in 2020 while 4% (8) of the students in 2021 gave negative responses (Disagree & Strongly Disagree)
- 15% (18) in 2020 while 12% (30) of the students were neutral



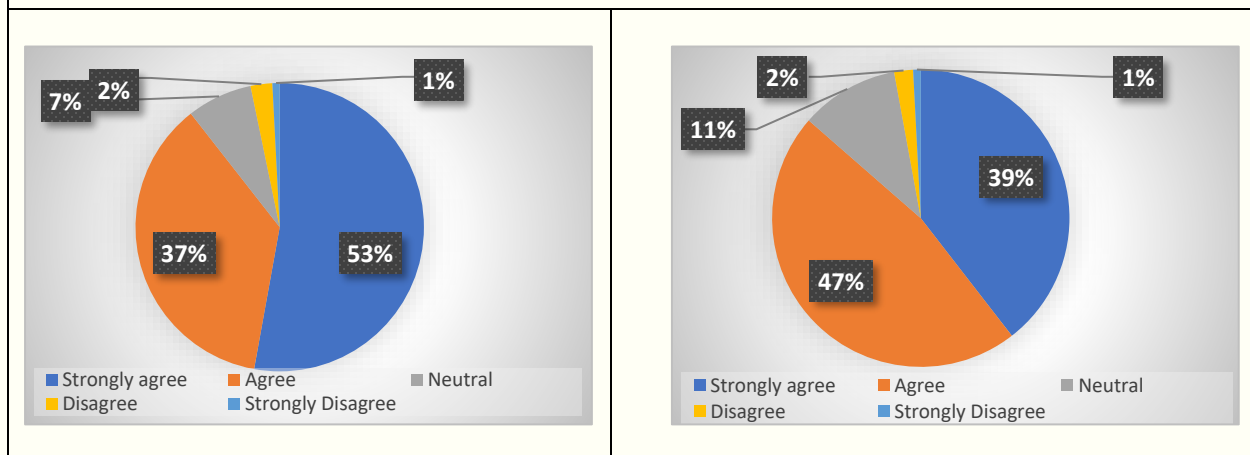
Question 3 - The college has set up Grievance redressal cell and Students are aware about the cell.

- 69% (85) in 2020 while 77% (187) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 4% (5) in 2020 while 4% (9) of the students gave negative response (Disagree & Strongly Disagree)
- While 27% (33) in 2020 while 19% (47) of the students in 2021 were neutral



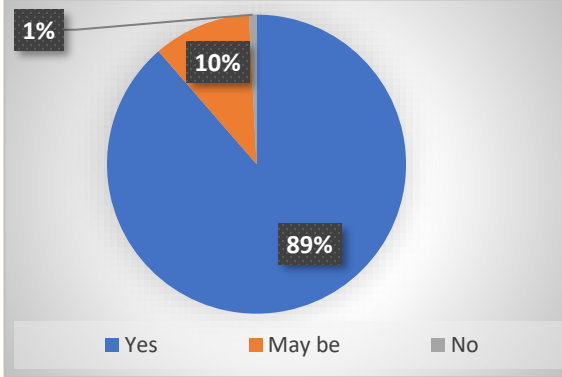
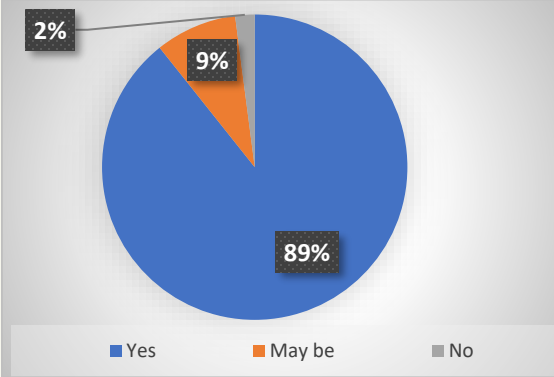
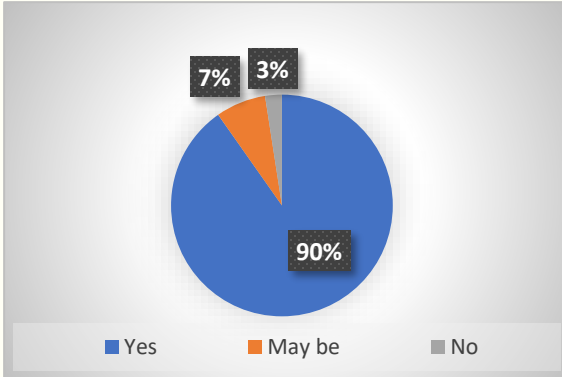
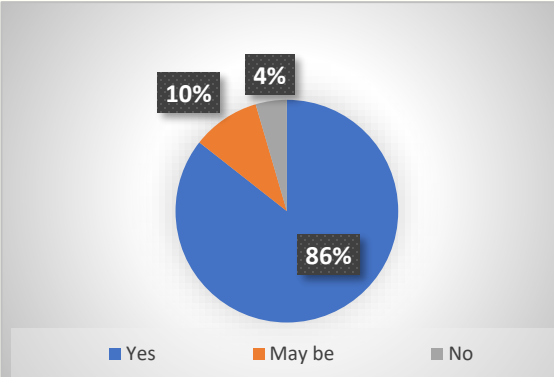
Question 4 - The classroom offers equal opportunities to all genders

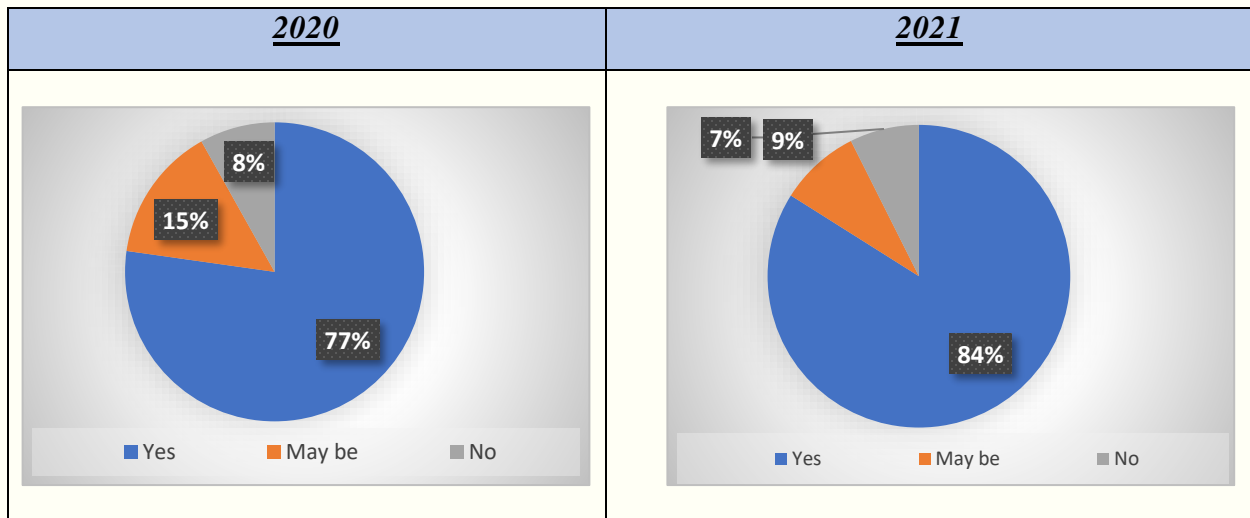
- 91% (112) in 2020 while 86% (210) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 3% (3) in 2020 while 2.4% (5) of the students in 2021 gave negative response (Strongly Disagree & Disagree)
- 6% (8) in 2020 while 12% (28) of the students in 2021 were neutral



Question 5 - The Library offers equal opportunities to all genders

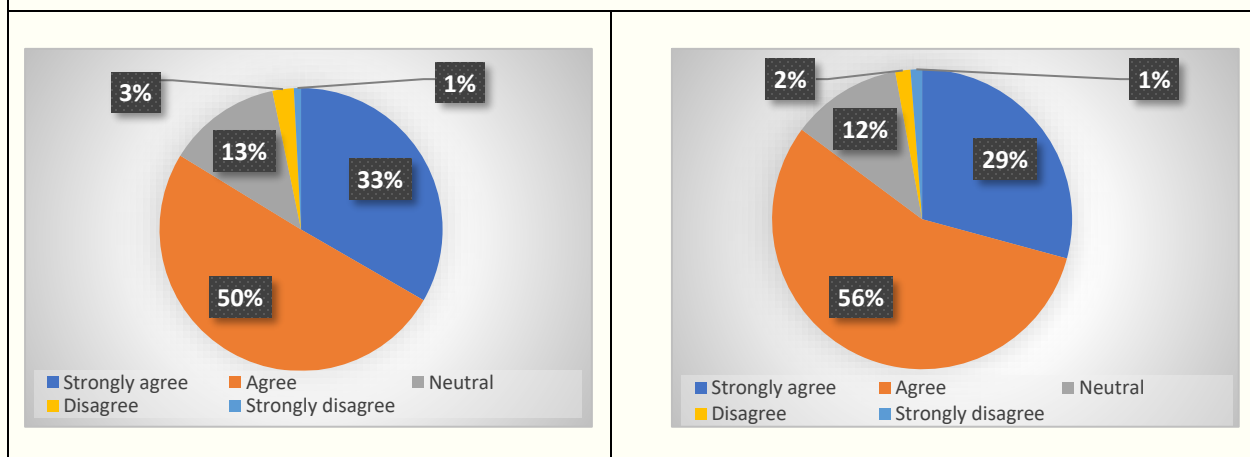
- 90% (110) in 2020 while 96% (210) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 3% (4) in 2020 while 3% (7) of the students in 2021 gave negative response (Strongly Disagree & Disagree)
- 7% (9) in 2020 while 11% (26) of the students were neutral

2020	2021																
 <table border="1"> <caption>Question 6 - 2020 Data</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>89%</td> </tr> <tr> <td>May be</td> <td>10%</td> </tr> <tr> <td>No</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Yes	89%	May be	10%	No	1%	 <table border="1"> <caption>Question 6 - 2021 Data</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>89%</td> </tr> <tr> <td>May be</td> <td>9%</td> </tr> <tr> <td>No</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Yes	89%	May be	9%	No	2%
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May be	10%																
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May be	9%																
No	2%																
<p>Question 6 - There is equal opportunities to all gender in every activity of college</p> <ul style="list-style-type: none"> • 89% (109) in 2020 while 89% (217) of the students in 2021 gave positive response (Yes) • 1% (1) in 2020 while 2% (5) of the students gave negative response (No) • 10% (13) in 2020 while 9% (21) of the students were neutral (May be) 																	
 <table border="1"> <caption>Question 7 - 2020 Data</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>90%</td> </tr> <tr> <td>May be</td> <td>7%</td> </tr> <tr> <td>No</td> <td>3%</td> </tr> </tbody> </table>	Response	Percentage	Yes	90%	May be	7%	No	3%	 <table border="1"> <caption>Question 7 - 2021 Data</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>86%</td> </tr> <tr> <td>May be</td> <td>10%</td> </tr> <tr> <td>No</td> <td>4%</td> </tr> </tbody> </table>	Response	Percentage	Yes	86%	May be	10%	No	4%
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Response	Percentage																
Yes	86%																
May be	10%																
No	4%																
<p>Question 7 - There is equal opportunities to all gender in sports and different intercollegiate competition of college</p> <ul style="list-style-type: none"> • 90% (111) in 2020 while 86% (208) of the students in 2021 gave positive response (Yes) • 3% (3) in 2020 while 4% (11) of the students in 2021 gave negative response (No) • 7% (9) in 2020 while 10% (24) of the students in 2021 were neutral (May be) 																	



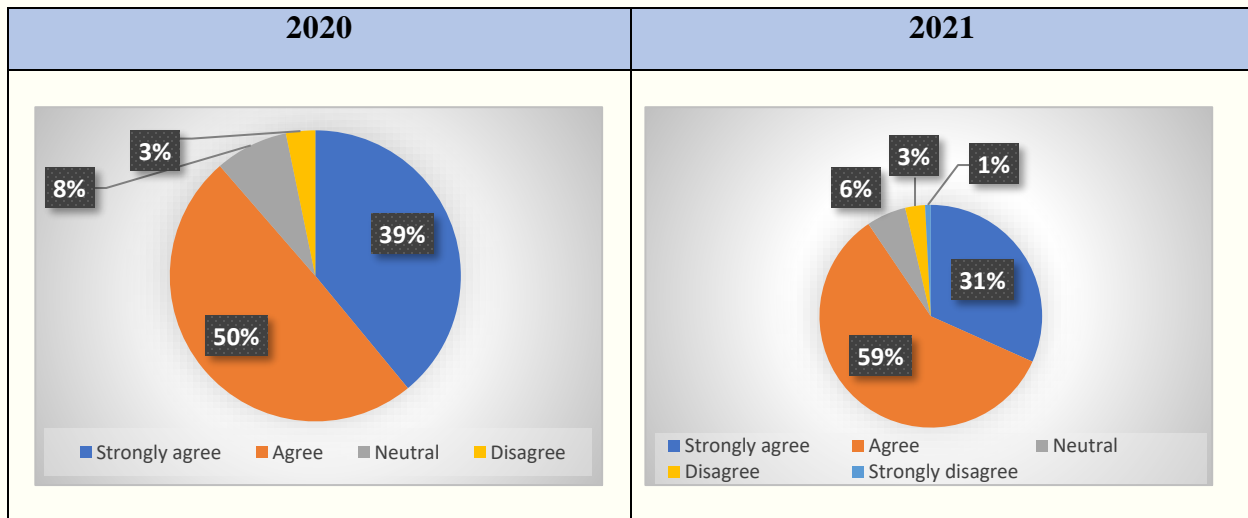
Question 8 - There is equal opportunities to all gender for participation in NSS

- 77% (95) in 2020 while 84% (204) of the students in 2021 gave positive response (Yes)
- 8% (10) in 2020 while 7% (18) of the students in 2021 gave negative response (No)
- 15% (18) in 2020 while 9% (21) of the students in 2021 were neutral (May be)



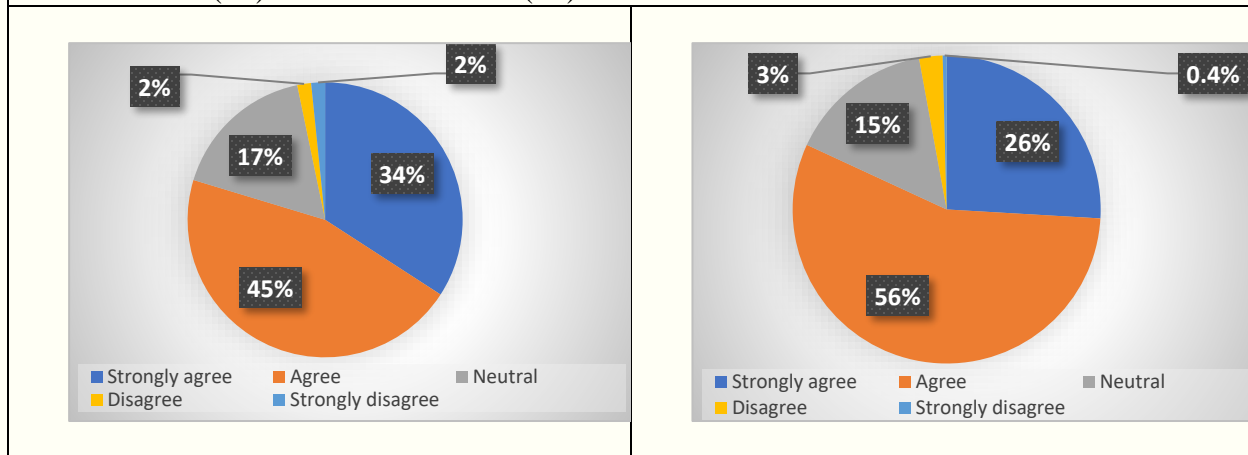
Question 9 - There is equal opportunities to all genders for free and fair expression of ideas

- 83% (103) in 2020 while 85% (207) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 4% (4) in 2020 while 3% (7) of the students in 2021 gave negative response (Strongly Disagree & Disagree)
- While 13% (10) in 2020 while 12% (29) of the students in 2021 were neutral



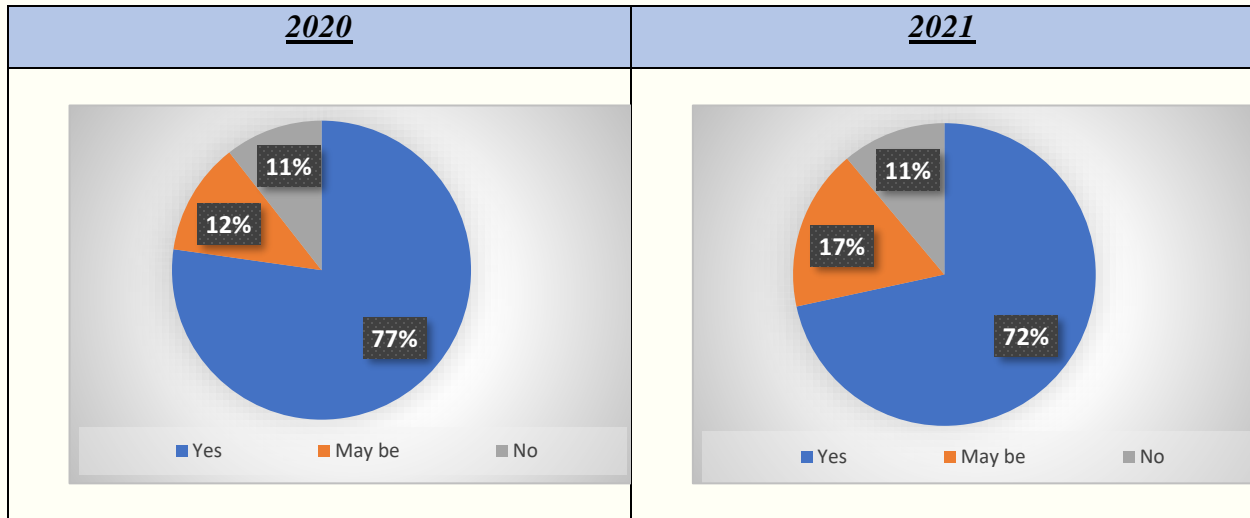
Question 10 - There is equal opportunities to all genders for assessment of academic performance

- 89% (109) in 2020 while 90% (220) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 3% (4) in 2020 while 4% (9) of the students in 2021 gave negative response (Disagree)
- While 8% (10) in 2020 while 6% (10) of the students in 2021 were neutral



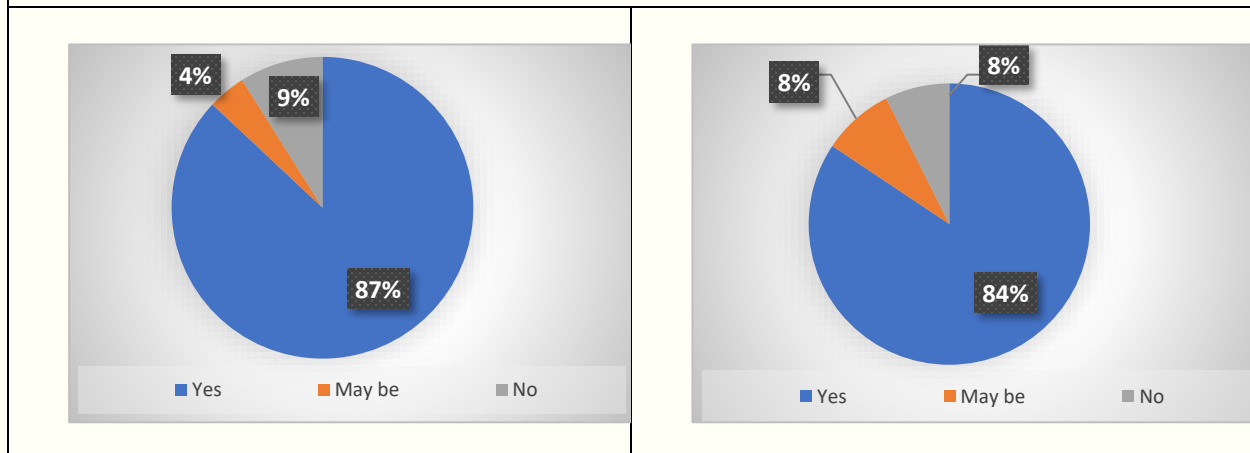
Question 11 - The College is celebrating women awareness program for the academic year on regular basis

- 79% (98) in 2020 while 82% (199) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 4% (4) in 2020 while 3.4% (7) of the students in 2021 gave negative response (Strongly Disagree & Disagree)
- While 17% (21) in 2020 while 15% (37) of the students in 2021 were neutral



Question 12 - The college has set up different common rooms for boys and girls the students are aware of their common rooms

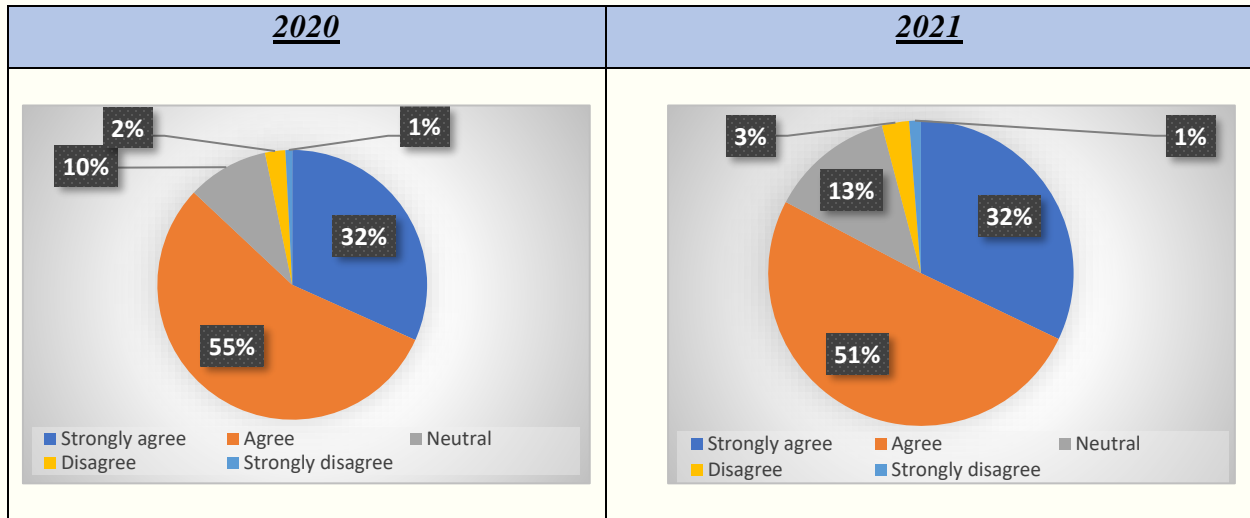
- 77% (95) in 2020 while 72% (174) of the students in 2021 gave positive response (Yes)
- 11% (13) in 2020 while 11% (27) of the students in 2021 gave negative response (No)
- While 12% (15) in 2020 while 17% (42) of the students in 2021 were neutral (May be)



Question 13 - The college library has set up different reading rooms for boys and girls, the students are aware of their common rooms

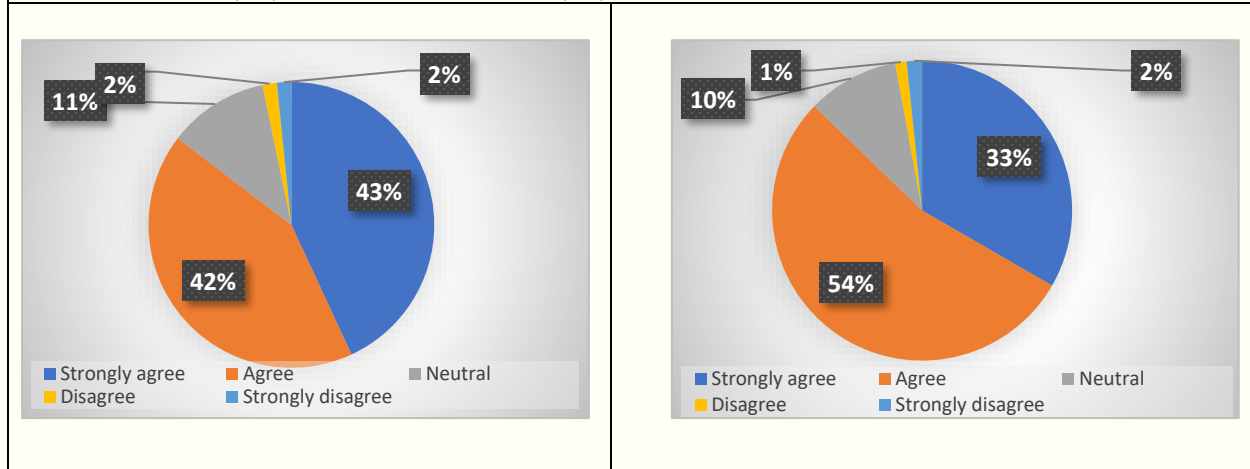
- 87% (107) in 2020 while 84% (205) of the students in 2021 gave positive response (Yes)
- 9% (11) in 2020 while 8% (18) of the students in 2021 gave negative response (No)
- While 4% (5) in 2020 while 8% (20) of the students in 2021 were neutral

2020	2021																								
<table border="1"> <caption>Question 14 - 2020</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>30%</td> </tr> <tr> <td>Agree</td> <td>40%</td> </tr> <tr> <td>Neutral</td> <td>19%</td> </tr> <tr> <td>Disagree</td> <td>10%</td> </tr> <tr> <td>Strongly disagree</td> <td>1%</td> </tr> </tbody> </table>	Response	Percentage	Strongly agree	30%	Agree	40%	Neutral	19%	Disagree	10%	Strongly disagree	1%	<table border="1"> <caption>Question 14 - 2021</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>17%</td> </tr> <tr> <td>Agree</td> <td>51%</td> </tr> <tr> <td>Neutral</td> <td>19%</td> </tr> <tr> <td>Disagree</td> <td>11%</td> </tr> <tr> <td>Strongly disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly agree	17%	Agree	51%	Neutral	19%	Disagree	11%	Strongly disagree	2%
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Disagree	11%																								
Strongly disagree	2%																								
<ul style="list-style-type: none"> • Question 14 - The college arrange workshop for sexual harassment on students and employees • 70% (86) in 2020 while 68% (165) of the students in 2021 gave positive response (Strongly Agree & Agree) • 11% (14) in 2020 while 13% (33) of the students in 2021 gave negative response (Strongly Disagree & Disagree) • While 19% (23) in 2020 while 19% (45) of the students in 2021 were neutral 																									
<table border="1"> <caption>Question 15 - 2020</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>24%</td> </tr> <tr> <td>Agree</td> <td>54%</td> </tr> <tr> <td>Neutral</td> <td>16%</td> </tr> <tr> <td>Disagree</td> <td>6%</td> </tr> </tbody> </table>	Response	Percentage	Strongly agree	24%	Agree	54%	Neutral	16%	Disagree	6%	<table border="1"> <caption>Question 15 - 2021</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>23%</td> </tr> <tr> <td>Agree</td> <td>58%</td> </tr> <tr> <td>Neutral</td> <td>13%</td> </tr> <tr> <td>Disagree</td> <td>4%</td> </tr> <tr> <td>Strongly disagree</td> <td>2%</td> </tr> </tbody> </table>	Response	Percentage	Strongly agree	23%	Agree	58%	Neutral	13%	Disagree	4%	Strongly disagree	2%		
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Strongly disagree	2%																								
<ul style="list-style-type: none"> • Question 15 - There are female staff in the non-teaching staff and provide proper assistance • 78% (95) in 2020 while 83% (197) of the students in 2021 gave positive response (Strongly Agree & Agree) • 6% (8) in 2020 while 6% (13) of the students in 2021 gave negative response (Disagree) • While 16% (20) in 2020 while 13% (33) of the students in 2021 were neutral 																									



Question 16 - The college conduct various informative guidance lectures to know the various law and rights of people

- 87% (107) in 2020 while 83% (201) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 3% (4) in 2020 while 4% (10) of the students in 2021 gave negative response (Strongly Disagree & Disagree)
- While 10% (12) in 2020 while 13% (32) of the students in 2021 were neutral



- **Question 17** - The college has good atmosphere for all gender and student feel safe in the campus
- 85% (105) in 2020 while 87% (212) of the students in 2021 gave positive response (Strongly Agree & Agree)
- 4% (4) in 2020 while 3% (7) of the students in 2021 gave negative response (Strongly Disagree & Disagree)
- While 11% (14) in 2020 while 10% (24) of the students in 2021 were neutral

<u>2020</u>	<u>2021</u>
<p>88% 5% 7% ■ Yes ■ Maybe ■ No</p>	<p>88% 5% 7% ■ Yes ■ Maybe ■ No</p>
<ul style="list-style-type: none"> • Question 18 - There are adequate number of toilets for both boys and girls in the campus with proper light and water facilities • 88% (108) in 200 while 88% (213) of the students in 2021 gave positive response (Yes) • 5% (6) in 2020 while 5% (12) of the students in 2021 gave negative response (No) While 7% (9) in 2020 while 7% (18) of the students in 2021 were neutral (May be) 	

Selective Suggestions from Survey Participants

- College uniform should be same for all the students
- More communication and guidance needed for students

Selective Appreciation from Survey Participants

- No suggestion, as they are given equal opportunity
- Best facility college



Recommendations

Based on the survey results following are the recommendations:

- Majority of the students (above 80%) are aware about the gender sensitization and various activities carried out related to it like Women development cell and events regarding the same
- Students feel that irrespective of gender they have equal opportunity to access various facilities and extracurricular activities in the College
- Students are aware that there is no gender bias in college for expressing themselves or to achieve their academic goals
- Knowledge of availability of grievance redressal cell have improved from 69% in 2020 to 77% in 2021, while awareness of sexual harassment workshops in the college is low and reduced from 70% in 2020 to 68% in 2021, so effective communication is needed to make everyone aware about it



Conclusion:

In the above gender audit analysis the institution strictly follows gender equality on campus. We follow gender equality in admissions, scholarships, library facilities, teaching learning process, practical, hostel admissions and at all other required levels. The institution strictly observes all rules implementations of gender issues in the college facilities. Gender audit of the college makes clear that the college has many strengths and few limitations. The Survey show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence, Health. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society



DECLARATION

I agree with all the recommendations and observation mentioned in this report.

Vice Principal

(Dr. Geeta Vishe)

Principal

(Dr. S. M. Patil)