



# GENDER AUDIT REPORT 2016-21





Shri Swami Vivekanand Shikshan Sanstha, Kolhapur

# Arts and Commerce College, Nagthane

## Gender Audit Report 2016-2021

Prepared by,  
Ms. Snehal Sambhaji Warekar

# DECLARATION

I hereby declare that, the Gender Audit submitted to Arts and Commerce College, Nagthane Tal & Dist. Satara (M.S) is a record of an original work done by me. This audit is submitted to bring out the gender statistics in the campus from 2016 to 2021.



**Ms Snehal S. Warekar**  
Principal Investigator  
Arts and Commerce College,  
Nagthane

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## PREFACE

Gender Equality is at the forefront of many worldwide formal and informal campaigns. As the awareness is seemed to be increased to some extent, women spontaneously take action against women's oppression and exploitation. Gender equality is the foremost issue because it is the way ahead to inclusive growth and a harmonious society.

Our College Arts and Commerce College, Nagthane, Satara recognizes the importance of Gender Audit for College development and has been taking different measures and interventions. For the mainstreaming process to be effective, it necessitates conducting a Gender Audit in order to assess gaps and to come up with appropriate actions accordingly. Gender Audit is a process and a tool for identifying challenges to integrating gender in an organization's system and operations.

Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. Globalization has presented new challenges for the realization of the goals of women's equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role gender role definitions. It also documents good practices towards the achievement of gender equality. Gender Audit is in general an internal audit from a gender perspective. Its ultimate goal is to achieve gender equality.

The gender audit was conducted to identify ways to make College campus safer for women, to create more opportunities for women. The audit process involved choosing the sites to be audited. Selecting the participation, orientation to the participants, preparing the checklist, and the walkabout writing down the findings and sharing the results with the principal of the College for implementation of the recommendations.

## ACKNOWLEDGMENT

I offer my deepest gratitude to the authority of Shri Swami Vivekanand Shikshan Sanstha, Kolhapur especially, the Chairman, Hon. Prin. Abhaykumar Salunkhe, and the Secretary, Hon. Prin. Shubhangi Gawade for their constant encouragement and support.

A special vote of thanks to be extended to Hon. Prin. Dr. J. S. Patil for his decision of conducting a Gender Audit of Arts and Commerce College, Nagthane. I thank him for entrusting my potential for carrying out a gender audit.

I express my warm thanks to Dr. S. S. Patil, IQAC Coordinator and Mr. R C. Gawali for his timely help and all my colleagues for their meticulous assistance to complete the Gender Audit. I also express my gratitude towards the office staff of Arts and Commerce College, Nagthane for their kind cooperation in data collection.

## INTRODUCTION

Arts and Commerce College, Nagthane is one of the best rural Colleges in west Maharashtra. The College is accredited 'B' grade with 2.36 CGPA in the first cycle of NAAC and going to welcome the second cycle of NAAC in the upcoming year. The College has endowed opportunities to get quality higher education at minimum expenses and accessible commutation.

The Gender audit is an attempt to study whether the College has a good gender balance. It tries to see whether College follows all government rules, policies, and actions formulated for the up-gradation of women in society. The gender Audit tries to access the impact of its current and proposed policies on gender equality.

The College has always concentrated on students' qualitative performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities and special attention.

The NSS unit always motivates girls for their social responsibilities. In the special study room, the lectures of eminent personalities are held on various topics to develop their personalities. Anti-ragging Committee and Internal Complaints Committee is formed in the College. These committees arrange lectures of social workers, experts to make aware the girls of their privileges and duties.

In the field of cultural activities and sports girls are encouraged to participate. Girls have achieved success also. Their participation in Youth Festival and various competitions gives name and fame to both College and themselves.

## OBJECTIVES

- To find out the areas of gender balance and various factors affecting the gender balance.
- Establish a good gender balance by taking active steps in decision-making processes in various areas of the College activities.
- Explore the policies of the College rules and actions toward the needs and interests of both male and female students.
- Recommend remedies for reducing the gender gap.
- Encourage gender equality in all aspects of College community.
- Check the potential for prevention of sexual harassment at the College.



## **GENDER AUDIT STEPS**

- Passed resolution in IQAC meeting held on 8 November 2021 to conduct Gender Audit
- Planning completed by 2 December 2021
- Mechanism to take feedback was executed between 6 December to 23 December 2021
- Duly completed report submitted to the principal and Management on 6 January 2022
- Final report completed on: 2 February 2022

# GENDER

Understandings of gender continually evolve. In the course of a person's life, the interests, activities, clothing and professions that are considered the domain of one gender or another evolve in ways both small and large. This has perhaps never been truer than it is now. The data show that today's young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations, and institutions

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions, and roles attributed to women and men in society and public and private life.

## **CONCEPT OF GENDER AUDIT**

- A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programs, projects, and/or provision of services, structures, proceedings, and budgets.
- Gender audits allow organizations 'to set their own houses in order, and change aspects of the organizational culture which discriminate against all genders & beneficiaries.
- As a method for gender mainstreaming, gender audits help organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organization.
- Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations

## **NEED OF THE GENDER AUDIT**

Gender Sensitization is one basic requirement for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existence, across the globe. To overcome various gender disparities existing in society, individuals need to be more open-minded, rational and unbiased in their thoughts and actions, need to shatter a load of orthodox Beliefs and Biased Values.

Surely both the Genders are a Creation of Nature and equally essential for the Sustainable Development of any Society. Any sort of gap or inequality w.r.t. the survival rate, individual count, literacy, health, safety, respect and freedom will damage the sanctity and the authentication of human existence.

Gender Audit considers the need to sensitize gender issues on campus as it believes that education is the catalyst for change. Educational spaces instill thought and make one have a perception that they believe.

# GENDER-SENSITIVE FEATURES OF THE COLLEGE

Gender Sensitive features of the College are observed at all the corners of the College. Arts and Commerce College, Nagthane is situated in a rural rustic space that requires greater awareness regarding gender equality.

## Facilities for the students:

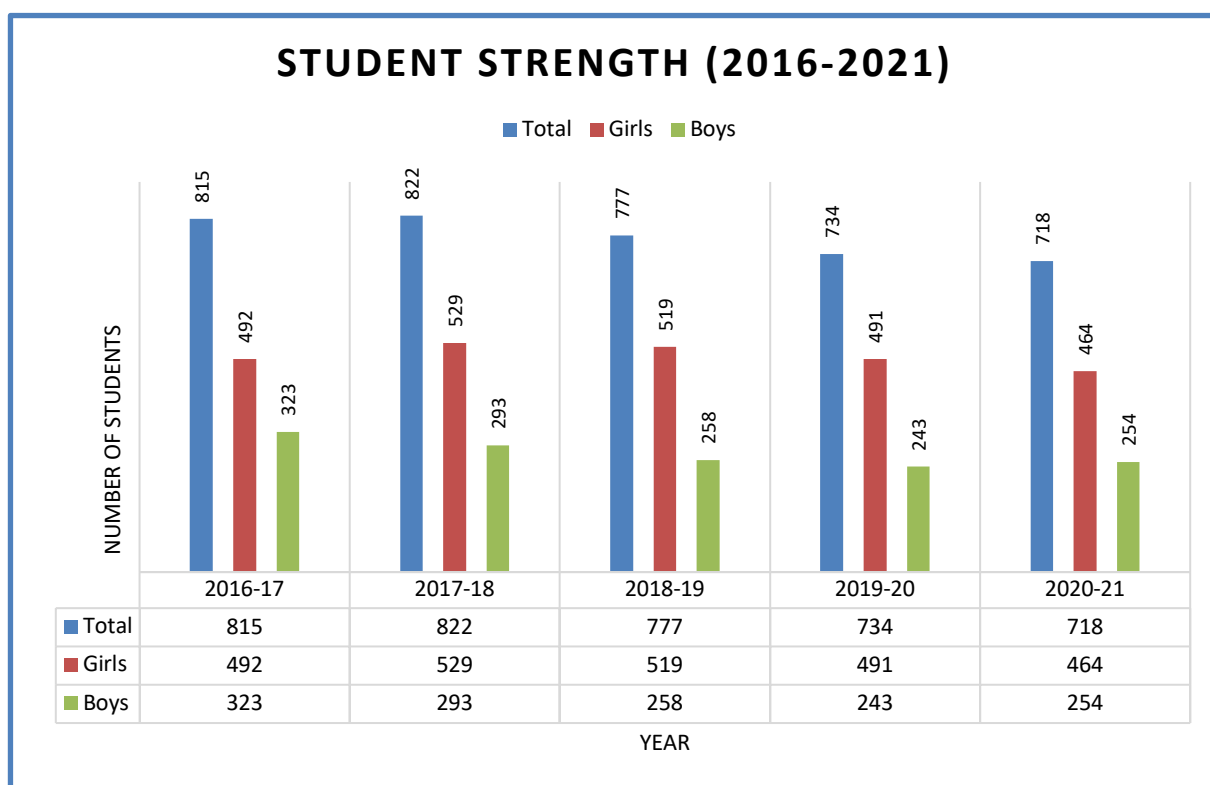
Arts and Commerce College, Nagthane is always flourished with students. To avoid the rush and other mishaps, separate provisions are made at various places for girls.

- I. **Study Room:** A study room that caters well to the needs of all students as well as the staff.
- II. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library. It marks a discipline.
- III. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.
- IV. **Washroom Facility:** Girls and boys washrooms are situated in the College with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.
- V. **Drinking-Water:** Two water coolers and water purifiers are placed for students and staff at convenient places.
- VI. **Suggestion Box:** Suggestion boxes have been provided to inculcate student feedback in College management in both buildings.
- VII. **CCTV:** 16 CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the College. These have been installed in corridors, library, reading rooms, ground and office and exam department.

- VIII. **Notice Boards:** Notice boards are available on every floor as well as for every department.
- IX. **The facility of Gym:** College has a spacious gym for girls and boys. In which all the students are encouraged to work out and be fit.
- X. **Anti-Ragging and Discipline Committee:** The College has constituted Anti Ragging and Discipline Committee as part of the UGC mandatory committee. The College prospectus clearly states the anti-ragging policy of the College. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging-related incidents can access the committee. The committee has one female and one male member and the Principal of the College is its chairperson.
- XI. **NSS Unit:** The College has a very active NSS unit that is again dominated by female students. A female program officer is regularly made part of the NSS unit of the College. The NSS unit through its practical participation in social issues provides them the most needed social awareness. It also gives them the first-hand opportunity to serve society with selfless desire. As such it prepares them with knowledge of burning social issues and the social action as a remedy for the social evils. Students also learn the importance and benefits of pro-social behaviors like volunteering, mentoring, civic responsibilities, and environmentally responsible behaviors.

## GENDER RATIO AT ALL LEVELS

The tables presented below give the gender ratio both in the count for last 5 years 2016-17 to 2020-21.

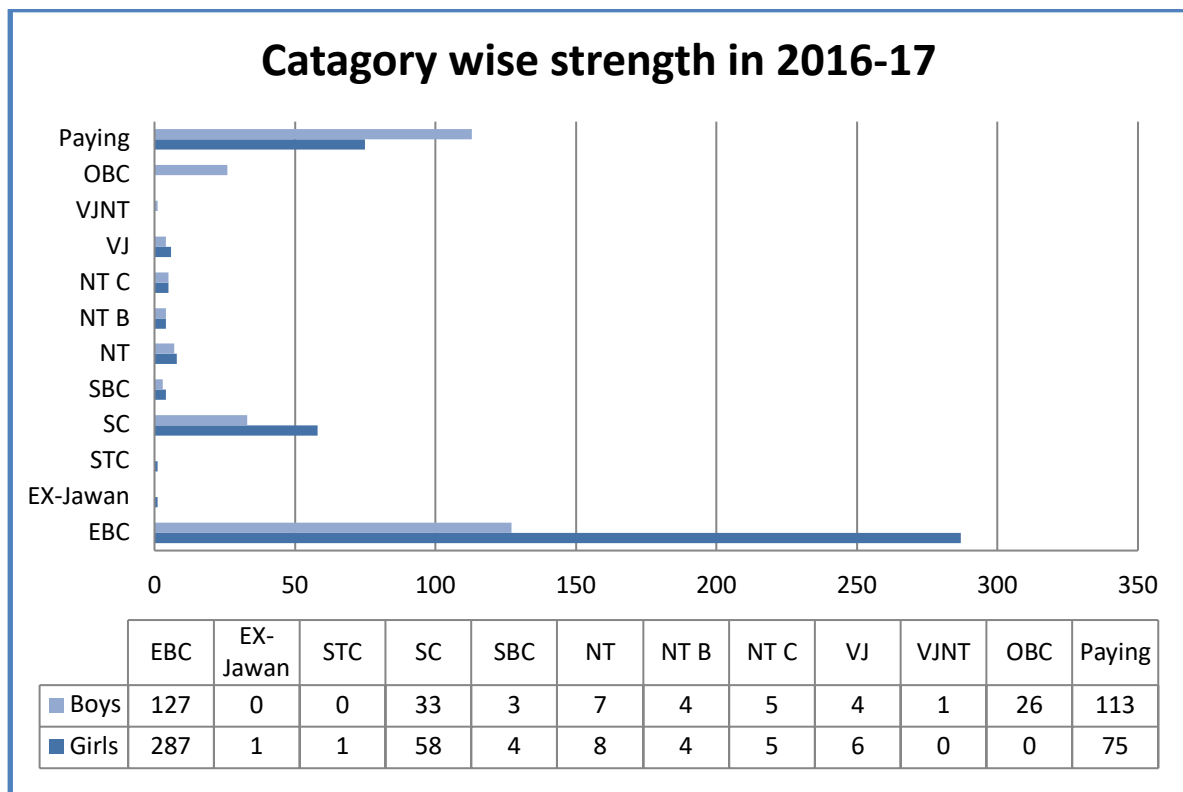


The above chart describes the year-wise classification of male and female students of the College for the past five years from 2016 till 2021. The girls are in higher number than the boy in every year. This presents a healthy combination of the gender composition of students in the College. Girls from rural areas are benefitted from the College as it is providing higher education at an accessible place around their home. Below given the Social category-wise student strength.

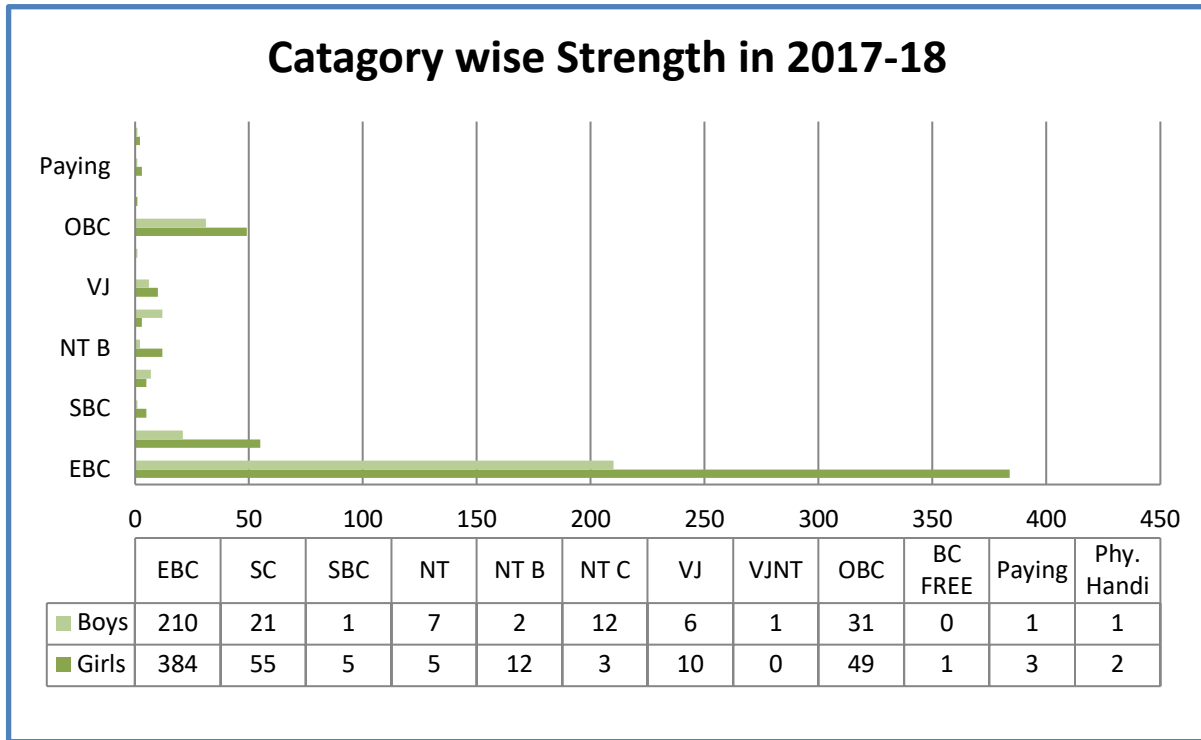
# GENDER DIFFERENCE IN VARIOUS SOCIAL CATEGORIES

The tables given below show gender comparison in various social categories in the year from 2016-17 to 2020-21. It indicates a higher percentage of females in almost all categories including SC, NT, and OBC students. It shows every year in every category, girls are higher in number.

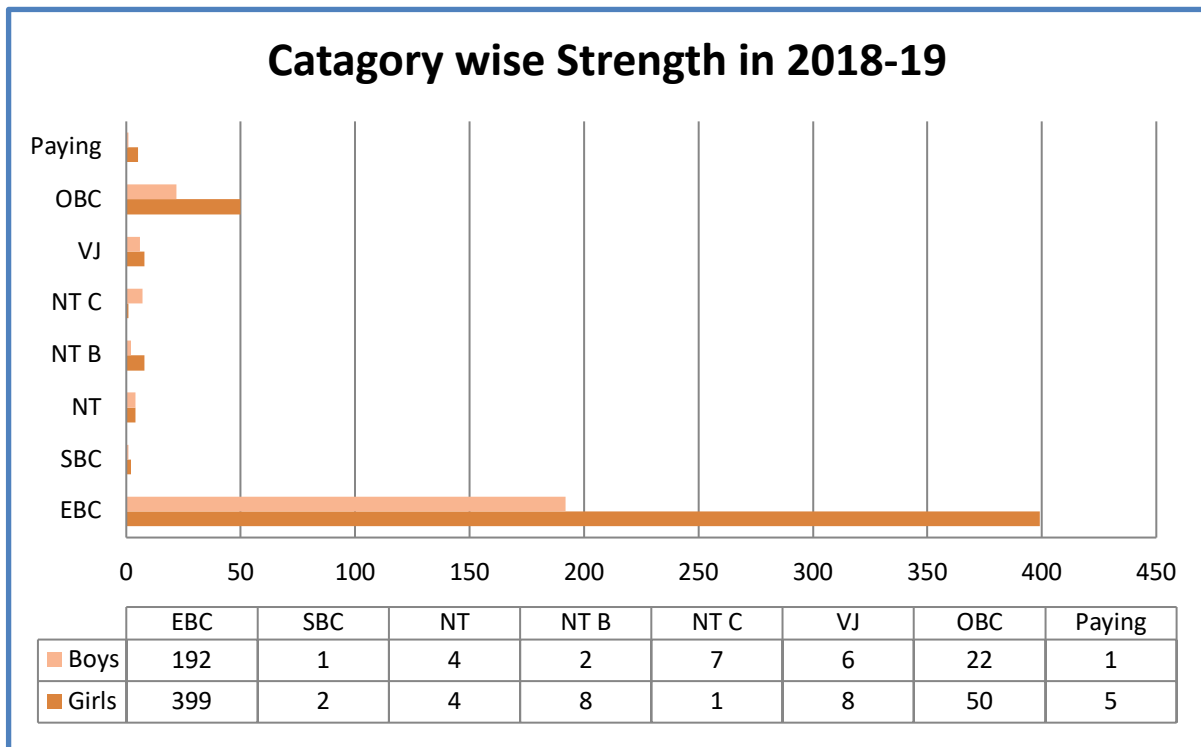
## 1. 2016-17



## 2. 2017-18

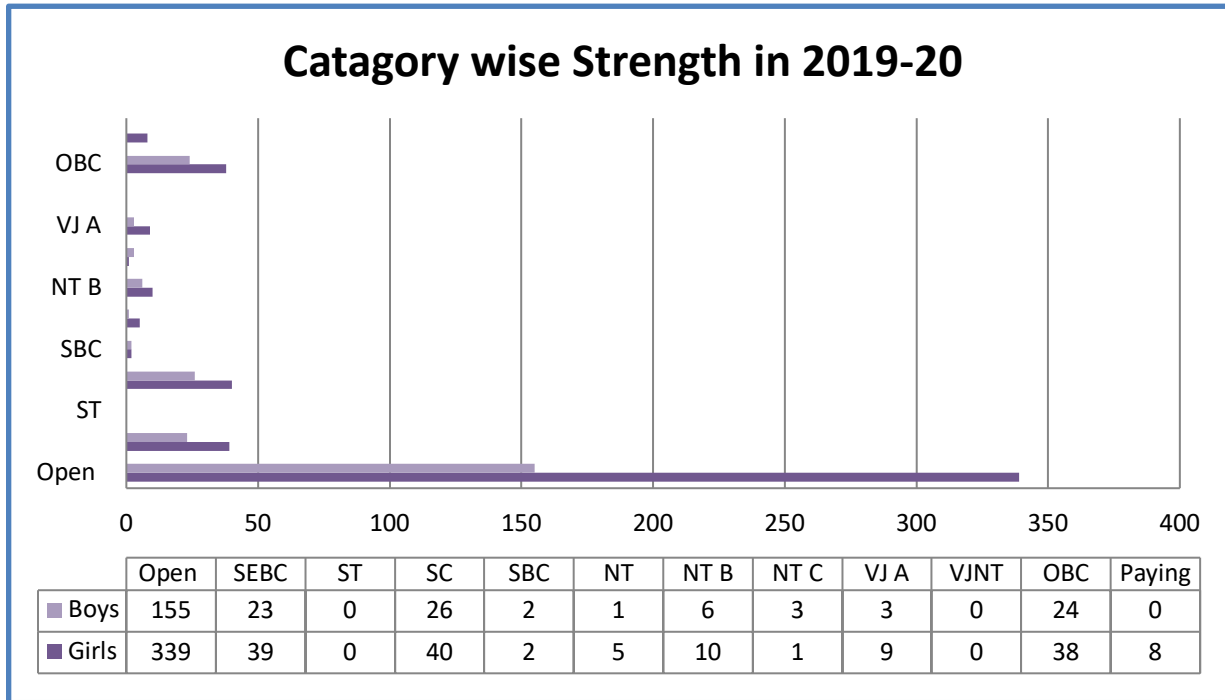


## 3. 2018-19

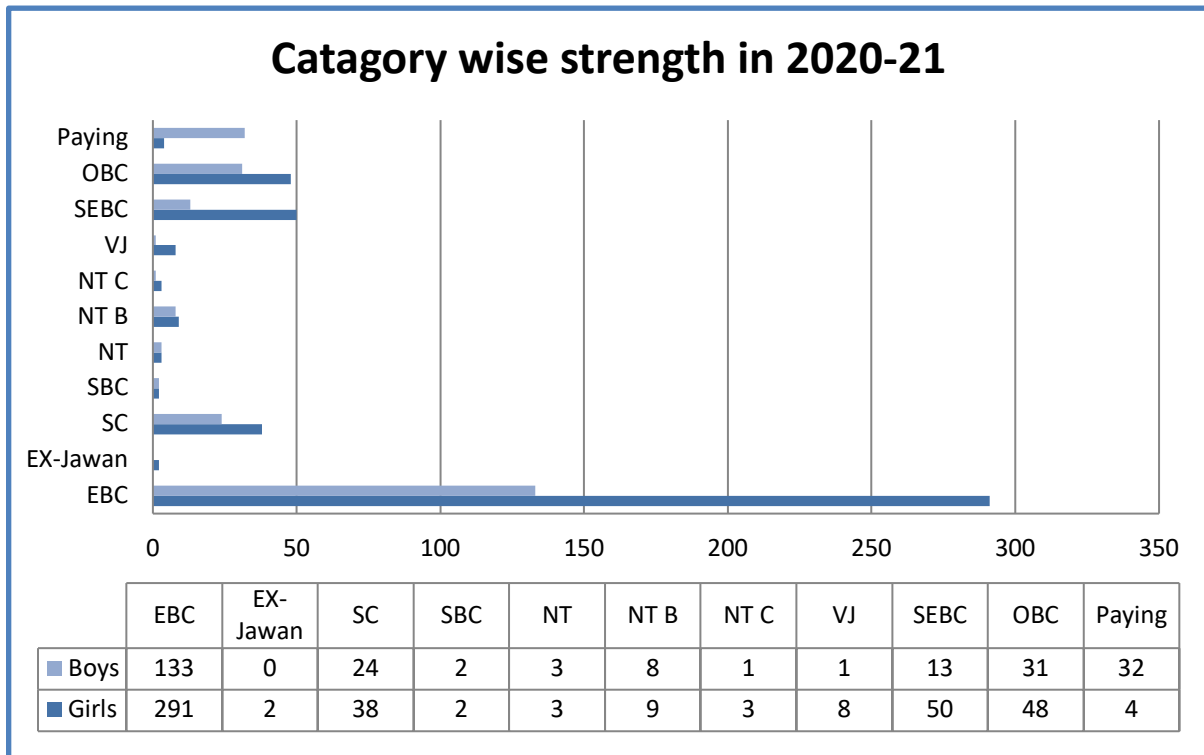




#### 4. 2019-20



#### 5. 2020-21

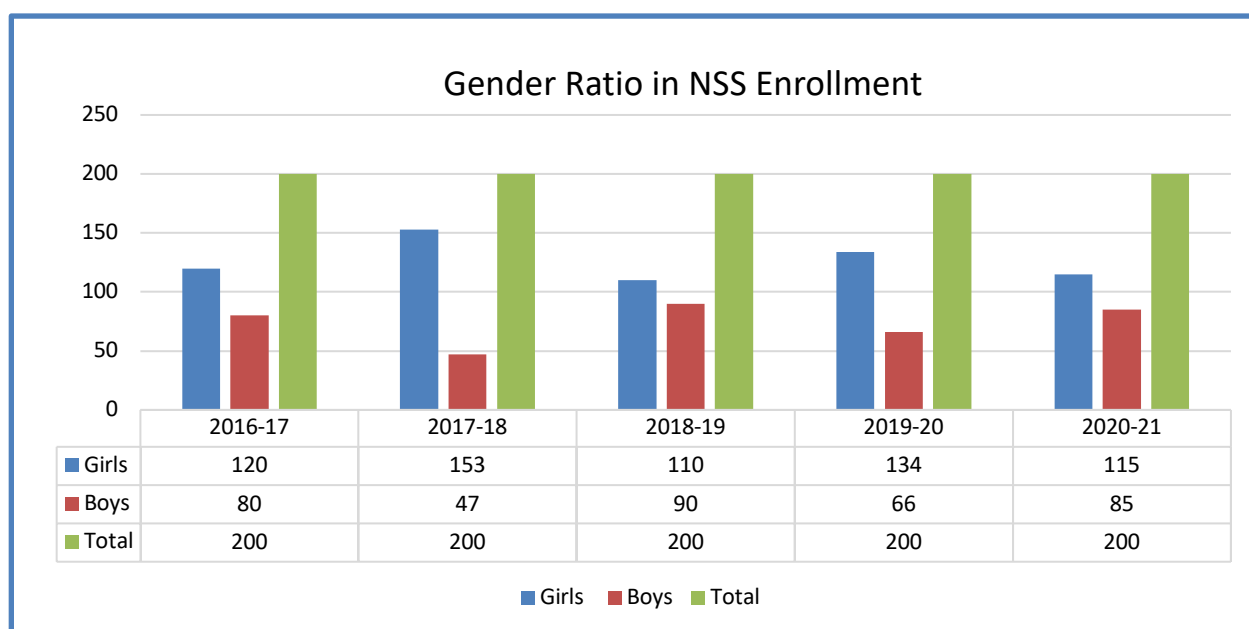


## GENDER RATIO IN ENROLLMENT IN NSS VOLUNTEERS

Like in all other units of the College, NSS also adds value into Gender Equity by promoting girls to participate in various activities under National Service Scheme. As in 2018-19, total 4 volunteers were sent to National Integration Camp, Ahmadabad, Gujrat. Out of these Four volunteers, three were girls. In 2019-2020, ten girl volunteers were sent to University NSS Camp. Along with that students of Arts and Commerce College, Nagthane, Nikita Gaikwad, and Akshay Kadam have attended National Integration Camp 2020 at Idukki, Kerala.

The table given below is presenting the gender ratio in enrollment in NSS Volunteer. It is followed by the Bar Diagram of the same.

Year	Girls	Boys	Total
2016-17	120	80	200
2017-18	153	47	200
2018-19	110	90	200
2019-20	134	66	200
2020-21	115	85	200



## **GENDER RATIO IN RESULTS**

In overall result, our girl students are performing well. The pass-out ratio of College is also dominated by the girls. Apart from that if a brief glance over the past rankers of years 2016 to 2021 would clearly put forward the dominance of girls. In the last five years, in Arts and Commerce both, four out of five toppers are girls. Below is the detailed table of toppers of last five years.

### **ARTS**

Sr. No.	Year	Name of the Student	Gender	Percentage
1	2016-17	Ms. Deshmukh Madhuri Parshuram	F	80.83%
2	2017-18	Ms. Lore Anita Tanaji	F	77.50%
3	2018-19	Ms. Ghorpade Sangita Dattatray	F	75.20%
4	2019-20	Ms. Chavan Prajakta Ramchandra	F	84.00%
		Ms. Sutar Sireen Abdul	F	84.00%
5	2020-21	Mr. Pawar Sushant Sunil	M	90.00%

### **COMMERCE**

Sr. No.	Year	Name of the Student	Gender	Percentage
1	2016-17	Ms. Salunkhe Pooja Sanjay	F	78.00%
2	2017-18	Ms. Shinde Pritali Bhanudas	F	77.06%
3	2018-19	Ms. Nalawade Shubhangi Dattatray	F	72.22%
4	2019-20	Ms. Kadam Rupali Prakash	F	87.5%
5	2020-21	Mr. Salunkhe Arjun Yashwant	M	75.00%

Girls number in education is no doubt important to bring gender equality in the society but their ranking and merit in it are way more important as it ensures the quality of education. Arts and Commerce College, Nagthane always tries to mark this need of the society.

## GENDER RATIO IN SCHOLARSHIPS

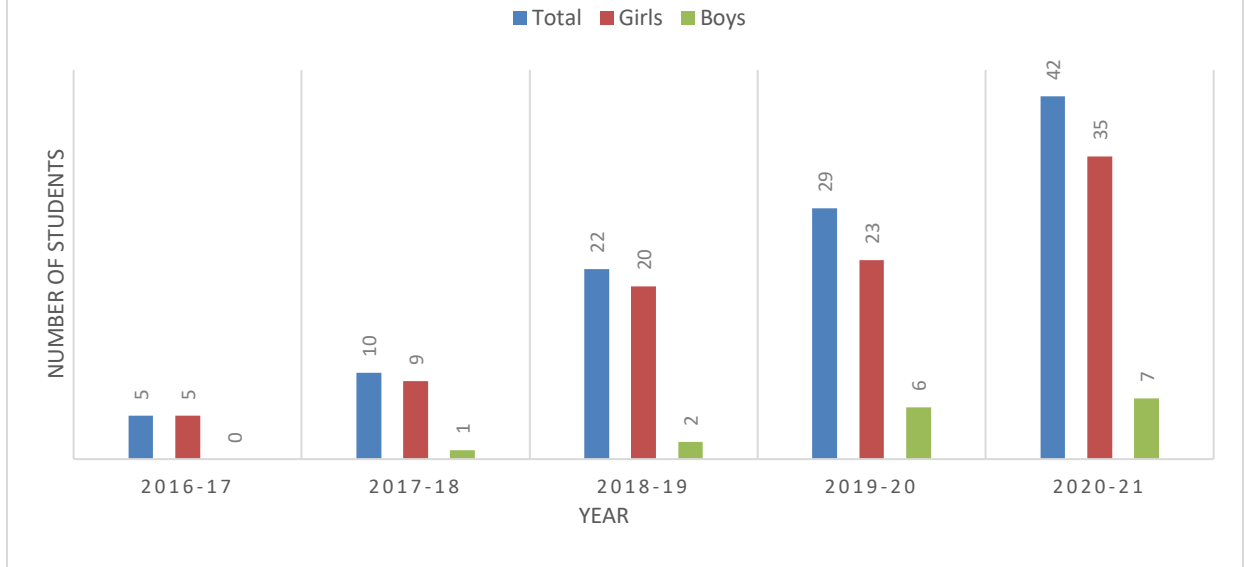
Scholarship-holding students are always a pride for the College. every year, in Arts and Commerce College, Nagthane, students get various scholarships. In which University Merit Scholarship, Central Sector Scholarship, LIC Merit Scholarship, Rajarshi Shahu Shikshan Shulk Scholarship and Institutional Scholarship are among them. In this regard also the girls of the College are showing their excellence in last five academic years.

Shivaji University, Kolhapur announces the Merit Scholarship for the students who hold the merit in the particular academic year. In 2020-21, a total of 7 students received the University Merit Scholarship, out of 6 are girls. In 2019-20, Ms. Shravani Jagtap has received the same scholarship. She received the same scholarship twice. Along with this LIC Merit Scholarship is awarded to 3 girls in 2019-20, the amount of the scholarship for Rs 60000. In 2020-21, the same scholarship is awarded to 6 girls which amounted to Rs 1,20,000.

The Below Table and chart show the higher number of the girls winning the Central Sector Scholarship (CS) in academic years 2016-17 to 2020-21.

<b>Gender Ration in Scholarships</b>			
<b>Year</b>	<b>Total</b>	<b>Girls</b>	<b>Boys</b>
<b>2016-17</b>	5	5	0
<b>2017-18</b>	10	9	1
<b>2018-19</b>	22	20	2
<b>2019-20</b>	29	23	6
<b>2020-21</b>	42	35	7

## GENDER RATIO IN CS SCHOLARSHIPS



## OTHER ACTIVITIES

### Certificate Courses

Arts and Commerce College, Nagthane introduces various certificate courses for skill development. In these courses, College always tries to include skill development courses especially considering the need of the girls coming from rural and remote areas. The skills that can be utilized at the very local level at their residence and can form the self-employment for them. Below given the list of such courses introduced by the College in the last five years (2016-17 to 2020-21)

<b>Sr.No.</b>	<b>Name of Add on /Certificate programs offered</b>	<b>Year of offering</b>	<b>No. of times offered during the same year</b>	<b>Duration of course</b>	<b>Number of students enrolled in the year</b>
<b>1</b>	Uthane and Perfume Making	2016-17	1	30 Hours	21
<b>2</b>	Mehandi	2016-17	1	30 Hours	31
<b>3</b>	Uthane and Perfume Making	2017-18	1	30 Hours	49
<b>4</b>	Mehandi	2017-18	1	30 Hours	48
<b>5</b>	Personality Development and Interview Skills	2017-18	1	30 Hours	22
<b>6</b>	MS-CIT	2017-18	1	60 Hours	23
<b>7</b>	Uthane and Perfume Making	2017-18	1	30 Hours	30
<b>8</b>	Basics of Accounting	2017-18	1	30 Hours	26
<b>9</b>	Rural Journalism	2018-19	1	30 Hours	35
<b>10</b>	Agro Business Management	2018-19	1	30 Hours	17

11	Travel and Tourism	2018-19	1	30 Hours	20
12	Panchayat Raj	2018-19	1	30 Hours	44
13	Digital Marketing	2018-19	1	30 Hours	77
14	MS-CIT	2019-20	1	30 Hours	
15	Uthane, Perfume Making	2019-20	1	30 Hours	
16	Mehandi	2019-20	1	30 Hours	10
17	Basics of Accounting	2019-20	1	30 Hours	42
18	Digital Marketing	2019-20	1	30 Hours	69
19	Agro Business Management	2019-20	1	30 Hours	16
20	History and Tourism	2019-20	1	30 Hours	34
21	Panchayat Raj	2019-20	1	30 Hours	10
22	Basic of Accounting	2020-21	1	30 Hours	52
23	Human Rights	2020-21	1	30 Hours	16
24	Self Defence	2020-21	1	30 Hours	12
25	E-Banking	2020-21	1	30 Hours	20

## **Internal Complaints Committee**

The College has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The process of inquiry followed by this Committee includes the rules and regulations of Violation of Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The committee endeavors to create zero tolerance to issues of sexual harassment on campus.

## **Anti-Ragging Committee and Discipline**

Being a constituent part of the Shivaji University, the College follows the directions and guidelines proposed by Shivaji University with regard to discipline in the academic institutions. The College publishes its rules and regulations in the prospectus. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The College has a Discipline Committee that looks into issues of ragging including cross-gender ragging. The students in distress owing to ragging-related incidents can 20 have access to the committee. The committee has one female and one male student member and a senior faculty of the College is the chairperson of this committee.



## **PROPOSED PLANS**

The College has many proposed plans to be implemented in the coming years to ensure gender equity at the campus as well as needed facilities for girls. The College has decided to install Sanitary Napkin Burning Machine at the College washroom which will ensure the hygienic space for the girl students of the College and female teaching and non-teaching staff as well.

College has planned that there will be an NCC unit for girls with the boys. NCC unit always helps to bring out the discipline from the students as well as it helps to build a great confidence and personality of the cadet.

ACC, Nagthane will always keep alive the quest of gender sensitization at the campus with the necessary approach and implementation policy.

## SUMMARY AND RECOMMENDATIONS

Education is a crucial criterion for promoting women's economic empowerment, health and wellbeing. Education is important for women's political and civic participation, and in preventing gender-based violence and insecurity. As per the Global Gender Gap Index Report 2020 published by the World Economic Forum, India ranks 112 out of 153 countries with a score of 0.668 out of 1. India ranked 108 out of 149 countries with a score of 0.665 as per the Global Gender Gap Index Report 2018. Thus, India's performance has marginally improved from 0.665 in 2018 to 0.668 in 2020.

It also provides broad policy guidelines, strategies, and institutional frameworks to operationalize the government's commitments for achieving gender equality and women's empowerment targets. Greater gender equality can enhance productivity, improve development outcomes for the next generation, and make Colleges more representative in conformity with world standards. Hence there is a need for gender sensitization.

It is found that the Arts and Commerce College, Nagthane is on its way to attaining gender balance in its system that not only in number but also in the values and principles. The main strengths of the College are its Women Development Cell, Internal Complaint Committee, and its Gender Policy. Gender-Sensitive Initiatives undertaken by these Committees have borne their fruit by creating an atmosphere of gender equality and respect for members of the opposite gender. Women are represented in the top ranks of academic committees. Internal Complaints Committee aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all members of the College community are encouraged to achieve their full potential.

The College monitors the experience of all students through annual progress review meetings. It encourages the participation of all students in all aspects of College life. The College fosters an atmosphere where intolerance on the ground of gender is unacceptable. The Gender Audit recommends the College should implement its Gender Policy in its true spirit to bring about gender parity in the institution.

