



Shirdi Sai Rural Institute's

ARTS, SCIENCE AND COMMERCE COLLEGE, RAHATA

Gender Audit Report- 2022-23



“THINK GLOBALLY, ACT LOCALLY”-Dr. Balasaheb Vikhe Patil (Padmabhushan Awardee)

Shirdi Sai Rural Institution's
Arts, Science and Commerce College, Rahata
Internal Quality Assurance Cell
Gender Audit Report- 2022-23

About the Institution:

Shirdi Sai Rural Institute was established in 1997 as a Public Trust by the vision of Late Dr. Balasaheb Vikhe Patil (Padma Bhushan Awardee- Ex-Minister, Govt. of India, Founder Trustee, SSRI) with the moral support of Late Dr. Y.K. Alagh (Former Union Minister of State of Science and Technology) as a Chairman. The institute is doing progress under the able guidance of Hon'ble Shri. Radhakrishna Vikhe Patil, Minister of Revenue, Animal Husbandry & Dairy Development, Govt. of Maharashtra, Chairman, Shirdi Sai Rural Institute, Pravaranagar, Hon'ble Sau Shalinitai Vikhe Patil, Former President Zilha Parishad, Ahmednagar and Hon'ble Dr. Sujay Vikhe Patil, Member of Parliament, Govt. of India, Chief Executive Officer, SSRI, Pravaranagar.

An Art, Science & Commerce College, Rahata was established in June 1997. The strength of the students was 141, when it was established, now strength is 1000+. Since then the College has been progressing. The college is located very close to the holy place of Lord Sai Baba, Shirdi. In the area of 21 Acres, 51 teaching and 25 non-teaching staff are taking effort to add the feathers in its cap. College is permanently affiliated to Savitribai Phule Pune University, Pune and included in UGC's 2(f) and 12 (b) sections. It is accredited by NAAC at B++ Grade with CGPA- 2.83 in July, 2018.

Flourishing as a higher learning center in the region, the college is taking efforts for the upliftment of the poor, under privileged and talented students. Earn and Learn Scheme, various scholarships, career guidance schemes, seminars, workshops are conducted by the college for overall development of students. For the Excellent Academic Results, teachers are improving themselves through Orientation course, Refresher course and Research work. They are also inspired to attend such programmes by the management.

Gender Audit: An Overview

A gender audit is a tool to assess and ensure the institutionalization of gender equality in any organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is to find out impact of public policies on men and women. It is also an attempt to investigate whether the institute has maintained a good gender balance. It tries to see whether institute follows government rules, policies and actions formulated for up-gradation of women in society. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Without gender audit is done, one cannot answer the question: whether the Institution is taking efforts for improvement of the status of women in general and giving adequate representation to women in particular?

The second reason for doing gender audit is that institute conducts women's awareness programs on women's rights and claims and also their access to resources and opportunities. Gender audit allows institution to set its own houses in order, and change aspects of the organizational culture which discriminate against women staff and women beneficiaries. Though there is no specific method for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

An internal audit: It refers to how an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

An external audit: It evaluates to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, gender audit goes on to analyze how gender is mainstreamed in to the implementation phase of the policy, programme

or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

Internal Quality Assurance Cell of Arts, Science and Commerce College, Rahata, conducted Gender audit by forming committee of internal and external members. The audit was conducted in 28th May 2023.

Constitution of Gender Audit Committee:

S.N.	Name	Designation	Institution
1.	Dr. H. R. Aher	Chairman (External)	Principal, ASC College, Kolhar
2.	Prof. Dr. S. S. Gholap	Vice –Chairman	Principal, ASC College, Rahata.
3.	Dr. R. A. Pawar	External Member	Campus Director, P. V. P. College, Loni.
4.	Dr. R. N. Wakchaure	Internal Member	Professor, ASC College, Rahata.
5.	Dr. V. P. Bhalekar	Internal Member	IQAC Coordinator. ASC College, Rahata.
6.	Dr. Mrs. J. R. Singar	Internal Member	Principal, ACS College, Satral

The Committee intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

Objectives of the Gender Audit:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To conduct self-defense programs for girl
- Organizing programs to build confidence and instill leadership qualities among the girl students.
- To join hands with IQAC, Anti-ragging Committee, Anti-Sexual harassment Committee, Discipline Committee and Women Empowerment Cell for creation of

gender sensitization.

- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.
- To know about the gender balance in the college.
- To know about gender perception in the campus.
- To reflect and etch out a road map for gender action.

Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

Gender Sensitive Features:

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. Gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality. An audit of gender sensitive

features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided on the 2nd Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library, classroom and major gates.
- There is a Women's Empowerment Cell that conducts Gender Sensitization programmes regularly for the students.

Gender Balance in the Institution:

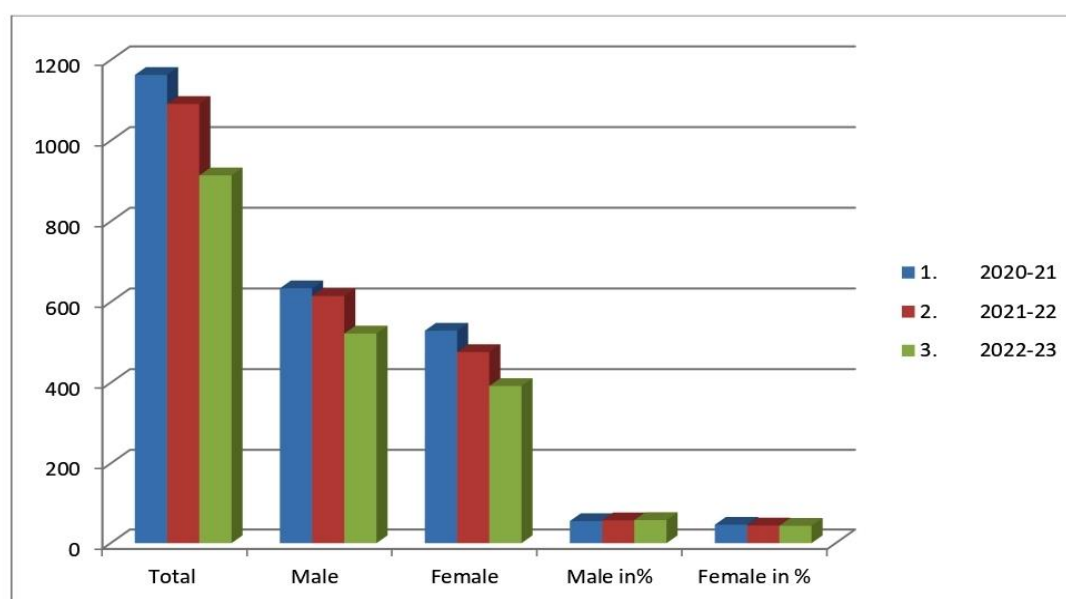
Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the overall function of the institute. Based on analysis, committee appreciated the overall operating of the institute which provides equal opportunities to both gender in all spheres like academic, administration and governance. Gender equity requires that girls and women be provided with a full range of activities and programs choices that meet their needs, interests and experiences. The institute always focuses on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The lectures of eminent personalities are organized on various topics to develop overall personality. Various programs are held on Health and Hygiene, Gender Sensitization, Awareness & Legal Aspects of Sexual Abuse, Sexual Harassment of Women at Workplace etc. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee, Anti-Sexual Harassment Committee and Grievance Redressal Committee have been formed in the college.

Gender wise Data Analysis

Table 1. Gender wise details of students enrolled in the institute during last 3 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2020-21	1163	634	529	54.51	45.49
2.	2021-22	1091	615	476	56.37	43.63
3.	2022-23	914	522	392	57.11	42.89

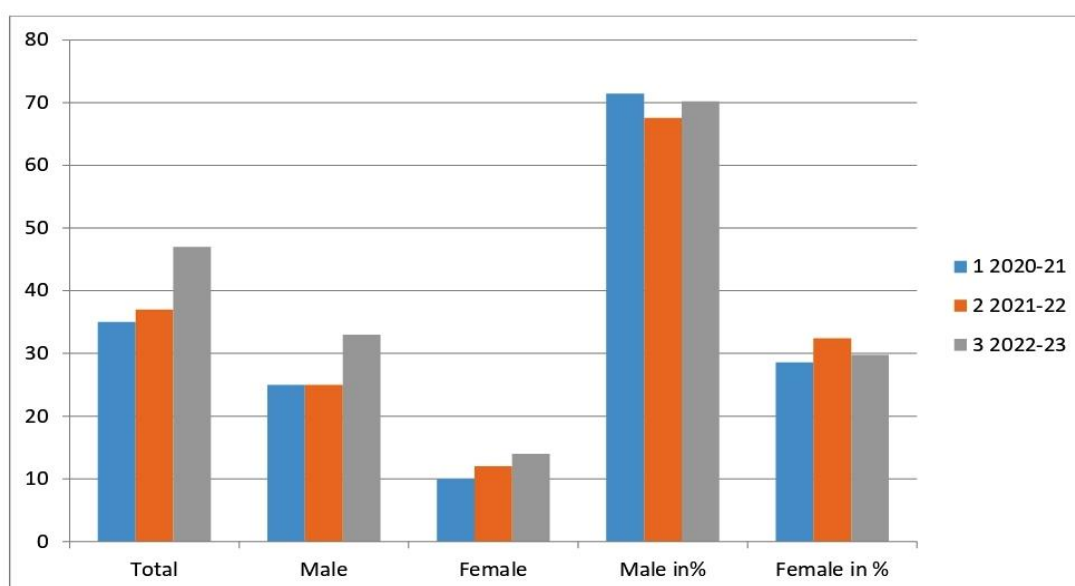


Genderwise Students

The above table and graph giving gender wise details of enrolled students in the institute provides the information of students' strength in the last three years. In the year 2020-21, out of 1163 total enrolled students 529 (45.49 %) were female students as compared to 634 (54.51%) male students. In next two years, figures of enrolled students show that the female students are more than 40% and male students are more than 60 %. It also reflects that average number of male and female proportion of admitted students is constantly same in the last three years.

Table 2. Gender wise details of teaching faculty in the institute during last 3 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2020-21	35	25	10	71.43	28.57
2.	2021-22	37	25	12	67.57	32.43
3.	2022-23	47	33	14	70.21	29.79



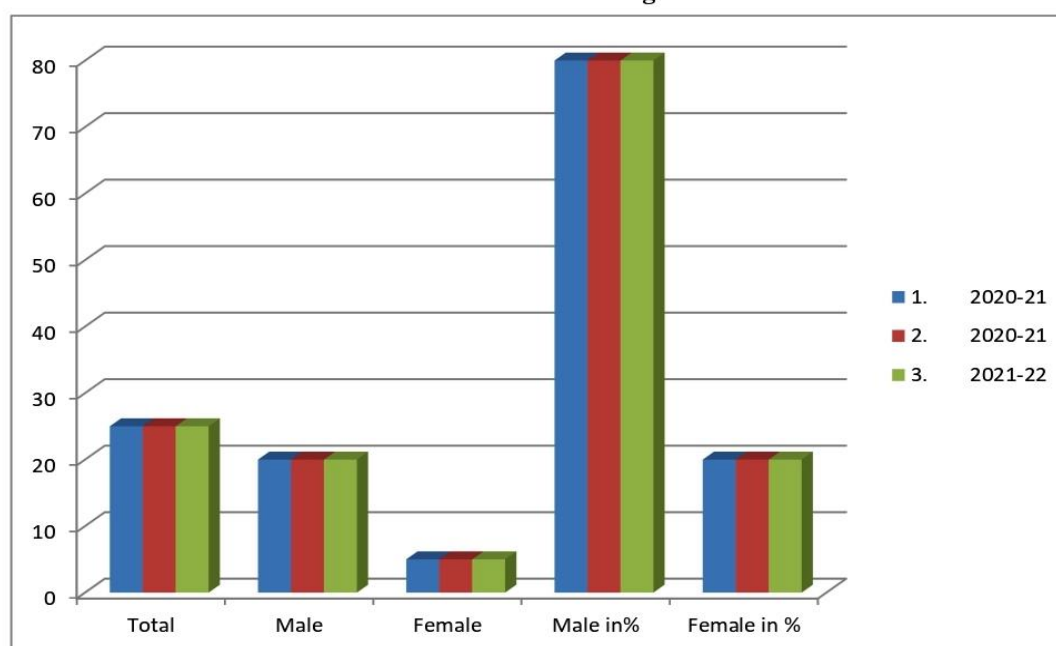
Genderwise Teaching Staff

The graph of gender wise percentage of total teaching faculty in the institute provides the information and incremental growth of teaching faculty in the last three years. In the academic year 2020-21, out of 35 teaching staff 25 (71.43%) were males and 10 (28.57%) were females. In the academic year 2021-22, out of 37 teaching staff 25 (67.57%) were males and 12 (32.43%) were females. In the academic year 2022-23, out of 47 teaching staff 33 (70.21%) were males and 14 (29.79%) were females. From academic year 2020-21 to 2022-23, it shows that percentage of female teachers has been increased from 28.57% to 29.79 %. It reflects that the institute maintained the gender balance while recruiting teaching faculties.

Table 3. Gender wise details of non-teaching and supporting staff in the institute during last 3 years

Sr. No.	Year	Total	Male	Female	Male in %	Female in %
1.	2020-21	27	26	01	96.30	03.70
2.	2021-22	24	23	01	95.83	04.17
3.	2022-23	24	21	03	87.50	12.50

Genderwise Non-teaching Staff



The graph of gender wise percentage of total Non-teaching and supporting staff in the institute provides the statistical details of Non-teaching staff in the last three years. In the academic year 2020-21, out of 27 Non-teaching staff 26 (96.30 %) were males and only 01(03.70%) were females staff, whereas, in the academic year 2021-22 and 2022-23 percentage of female staff increased to 03.70 and 12.50 % respectively. It reflects that there is less female staff employed in the institute as far as non- teaching and supporting staff is concerned.

Gender Sensitization Initiatives of Institution:

The institution has formed various committees and cell to maintain gender equity in the campus. These committees include Anti-ragging, Anti Sexual Harassment cell, women empowerment cell, Students council, equal opportunity cell. Apart from this, the institute nominates students representative on various academic and administrative committees. It also provides adequate physical and infrastructural facilities to girls and boys to maintain gender equality.

The following initiatives have been undertaken by the institute for the convenience of girl students:

- Study Room: Girls have been provided separate section in study room in the library.
- Girls Common Room: The institute has separate common room with adequate facilities viz. washroom attached with sanitary vending machine.
- Girls Washroom: there are separate washrooms constructed for girl students and lady staff in the campus.
- Lady Security Guard: For protection of girls in the campus, the institute has appointed a lady security guard.

The college has formed various committees by maintaining gender balance. These committees are as follows:

1. Anti-Ragging and Grievance Reddresal Committee: In order to prohibit, prevent and eliminate the scourge of ragging and solve the grievances of students, the institute has formed an Anti-Ragging Committee. The Committee has 2 females, 12 males including students, and Vice Chairperson. The Principal of the College is the Chairperson of the Anti-Ragging Committee.
2. Women's Empowerment and Anti Sexual Harassment Cell: the cell has both the faculty and students of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. The Committee has 9 females, 1 males including students.
3. Pravara Police Academy: It provides a suitable environment for taking up a career in the police and armed forces. The committee includes 2 male and 1 female representatives.
4. NSS Committee: The institute has NSS unit with 250 volunteers having equal numbers of male and female students. The committee has 1 female and 2 male representatives including staff and students.

Apart from these committees, the institute has provided equal opportunities and representations of male and female staff and students in other academic and administrative committees to maintain the gender balance.

Number of gender equity promotion programs organized by the institution during the last three years:

The institute prepares gender sensitization action plan and organizes various activities and programs accordingly. Some of the programs are enlisted below:

Sr. No.	Title of Program	Date	Total participants
2022-23			
1.	Nirbhay-kanya Abhiyan	02/01/2022	94
2.	Seminar on health and hygiene Of girls.	08/03/2023	90
3.	Workshop on My Five Days	09/03/2023	84
4.	Documentary Screening on an awareness program on pronation of sexual harassment.	09/03/2023	95
5.	Lathi – Kathi program	08/08/2022	59
6.	Awareness program on Anti Ragging	11/11/2022	163
7.	Guest Lecture on Gender Equality.	12/11/2022	139
8.	Street Play on social awareness	18/04/2023	22
2021-22			
9.	Quiz Competition on Gender equality today for sustainable tomorrow.	07/03/2022	269
10.	Poster presentation completion on Gender equality today for sustainable tomorrow	09/03/2022	41
11.	Diet and health for women	11/03/2022	72
12.	E- Quiz Competition on an awareness about Sexual Harassment	06/08/2021	104
13.	Laws and rights of women	08/03/2021	62
14.	An awareness program through of documentaries	09/08/2021	53
14.	Opportunities for Women in Airlines	08/07/2021	94
15.	Sexual Harassment of women at work-place (Pretension, Protection and Redressal).	09/07/2021	44
16.	Awareness program on Anti Ragging	04/05/2022	125
2020-21			
17.	International women Day	08/03/2021	62
19.	Awareness program on Anti Ragging	16/12/2021	90

A number of activities and awareness programs were organized to empower women by women empowerment cell and NSS department. These programs include gender sensitizing activities, awareness about gender equality. The cell organized guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

Snapshots of Program



Photographs: NSS Volunteers performing Street Play on 'Save Girl Child' *Beti Bachav Beti Padhav* during NSS Winter Camp at Ekrukhe Village



Photo: Dr. Mahesh Kharde, Director, SSRI and Prof. Dandwate sir, Principal ITI College and Prof. Sanjay Lahare observing Posters drawn by participants, dated 09/03/2022

Photo: Chief Guest, Honble Namdar Mrs. Shalinitai Vikhe Patil delivering a speech on "Women's Day and girl participants, dated 08/03 /2022



Photo: Dr. Manoj Patil, Assistant Professor and HoD, Philosophy, P.V.P. College Loni on topic of “Women and Personality Development”



Photo: Chief Guest, Miss. Pooja D. Patil (Bankar), Advocate, High Court, Aurangabad guiding the teachers and students on ‘Laws related to Women’s Rights & it’s Implications’



Photo: Dr. Mrs.A. Shaikh, Dr. Mrs. J. R. Dighe and students interacting with each other during Rangoli & Mehendi drawn by participants, dated 09/03/2022



Photo: Dr. Mahesh Kharde, Director, SSRI and Prof. Dandwate sir, Principal ITI College and Prof. Sanjay Lahare observing Rangoli drawn by participants, dated 09/03/2022

Observations:

The institute constantly strives to work for the benefit of female staff and students. The institution recognizes that women and men have different needs and power. These differences should be identified and addressed in a manner that rectifies the imbalances between the genders. It may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The institute not only conducts activities to make the female students and staff aware about gender sensitization but motivates them to live in a dignified manner and due self- respect.

It is observed that representation of girls is reflecting in academics and governance. Though the strength of girl students is less compared to male but they are actively involved in overall functioning of the institute. Though located in rural area, girls are enrolling for higher education. Further it has been observed that the success rate among girl students is more than boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes, sport organized by the institution. It is also notable that the percentage of female teaching faculty has been increasing.


The analysis shows that gender equity goals and objectives are included in all the policies and overall function of the institute. While communicating with female staff and students, it is observed that there is no gender discrimination in the campus. The committee pointed out that gender equality and gender sensitivity is encouraged by management and staff of the institute and the behavior of staff were cordial. It is found that the institute has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up.


P.T.O.


Recommendations:

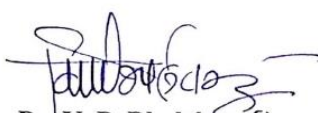
- The institute should conduct more co-curricular and extra-curricular activities for students and staff including males and females.
- The institute should increase the number of female non-teaching staff.
- Self-defense activities should be conducted for girl students.
- Institute should take efforts to increase enrollment of girls in future.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training and personality development programs for girls.



Dr. H. R. Aher
Chairman


Dr. R. N. Wakchande
Internal Member


Dr. Mrs. J. R. Singer
External Member


Dr. R.A. Pawar
External Member


Dr. V. P. Bhalekar
IQAC Coordinator


Prof. (Dr) S. S. Gholap
Principal