

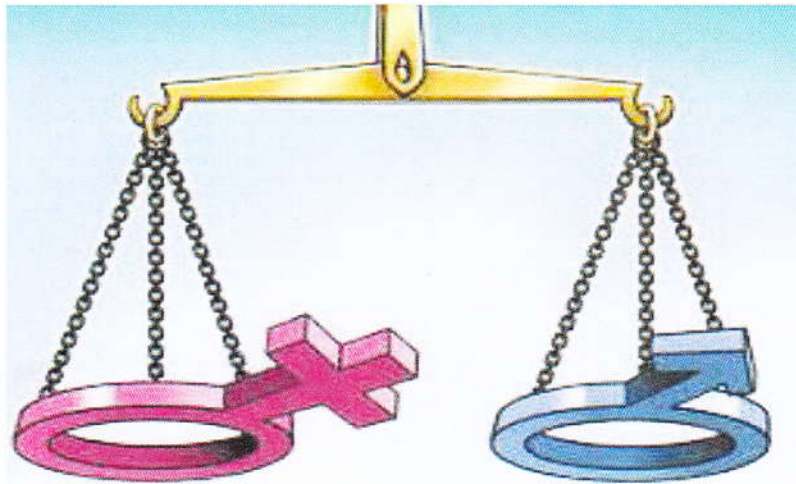


Gokhale Education Society's
**R. N. Chandak Arts, J. D. Bytco Commerce &
N. S. Chandak Science College**
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► Affiliated to Savitribai Phule Pune University ► ID No: PU/NS/ASC/005(1963) ► ISO 9001-2000 Certified ► NAAC Accredited B College

GENDER AUDIT



2020-21

Gender Audit

Gokhale Education Society's
RNC ARTS, JDB COMMERCE AND NSC SCIENCE COLLEGE,
NASHIK-ROAD, NASHIK

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1. Introduction

R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road was established in June 1963 by Gokhale Education Society. Spread over a huge sprawling campus, the ISO 9001: 2015 certified college is centrally located near Bytco point which is the hub of Nashik Road and is at a distance of 2 kms from the railway station. College is affiliated to Savitribai Phule Pune University Pune. The vision of the college is to create quality citizens having competence, virtues and social commitment by imparting skills and value-based education to the students.

The social structure of the population in and around Nashik Road, the main catchment area of the institution is reflected in the socio-economic profile of the students. This region has establishments like the railway station, the Indian Security Press, the Currency Note Press Hindustan Aeronautics Limited and defence establishments such as The School of Artillery, Air Force Station, The Army Supply Core and The Tactical Army Unit. The college attracts a large number of students from these sectors and has a cosmopolitan environment.

The college came into inception in order to cater to the academic and educational needs of the neighbouring areas many of which are small mofussil towns as well as the needs of people from the service class. It is a popular choice for students coming from economically and socially backward regions apart from the students from the sectors mentioned above.

To this day the college is committed to providing quality, value-embedded education at an affordable cost to those sections of society who cannot avail higher education easily. It is dedicated to the cause of uplifting these sections of society by way of motivating these students and also offering them both, subsidized education and a platform to facilitate overall academic and social exposure.

The majority of the students belong to underprivileged and socially weaker sections i.e. SC/ST/NT/OBC. There are more girl students enrolled compared to boys and the college takes several initiatives to promote awareness and importance of education and financial and social self-reliance among girls.

The gender audit is an attempt to study whether R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road had good gender balance, It tries to see out whether college follows university rules, policies and actions as it forms a constituent part of SPPU Pune. The gender audit tries to access the impact of its current and proposed policies on gender equality.

The women development cell of this college propose in IQAC meeting to conduct gender audit, AQAC appreciated the proposal and forwarded to College Development Committee for approval; where in thoroughly discussed, approved and suggested to IQAC for implementation. The IQAC constituted the committee for Gender Audit considering involvement and contribution in the field of Women development

The constitution of committee as follows :-

1. **Prof. Dr. Manjusha Kulkarni** : **Chairperson IQAC Coordinator**
2. **Prof. Dr. Vidyulatta Hande** : **Member**
3. **Dr. Meenakshi Rathi** : **Member**
4. **Dr. Sudhakar Borase** : **Member**
5. **Mr. Waseem Beg** : **Member**
6. **Mr. Swapnil Kulkarni** : **Member**

The committee was formed following the guidelines and format of UGC committee has assessed the college and submitted the report.

I express my warm thanks to Dr. Sudhakar Borase and Dr. Meenakshi Rathi, R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road along with Mr Waseem Beg and Swapnil Kulkarni for their meticulous efforts to complete the Gender Audit.

Thanks are due to office staff of this college for Data Collection.

Thanks to all staff who directly, indirectly contributed for successful completion of Gender audit.



IQAC Coordinator
R N C. Arts, J. D. B. Commerce and
N. S. C. Science College, Nashik Road

2. Objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance
- Take active steps to establish good gender balance in decision making processes in all areas of the college activities
- To examine the policies of the college rules/actions toward the needs and interests of both males and females.
- Suggest measures for bridging the gender gap.
- Foster gender equality in all aspects of college life and throughout the college community
- To see the work and capacity for prevention of sexual harassment at the college

3. Gender Sensitive features:

Gender Sensitive features are carefully observed in every corner of the system by forming various committees like Anti ragging, Internal complaints, student redressal and providing adequate facilities to girls, gender equality is kept upright in the college.

Institution shows gender sensitivity in providing facilities such as:

R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road is proud to state that the number of girl students outnumbers the number of boys that are enrolled for various courses. The ratio is approximately 1.5:1 (girls to boys). It is evident from this ratio that the college attracts girl students and takes additional efforts towards gender sensitivity in order to ensure a healthy learning atmosphere and a progressive outlook in teachers and students that transcends gender divides.

Safety and Security:

The college takes considerable measures to ensure safety and security for its students and takes special initiatives to provide a safe environment for its girl students. There are CCTV cameras installed at various strategic locations in the college which capture the goings-on in the campus. The central viewing system of the CCTV cameras is installed in the Principal's office for close and continued monitoring. Students can get an entry in the college campus on all days of the year only after showing their identity cards. Separate parking slots are available for girls and boys and non-teaching lady staffs are deputed to be in charge of the Ladies Room.

The college organizes a week-long annual social gathering every year and holds various competitions and events during the week. Boys and girls are encouraged to participate and work together as a group. During conferences, the cultural committee organizes the cultural evening for conference delegates which also witnesses equal participation and representation of boys and girls. On such occasions the college appoints a discipline committee to ensure the smooth and uninterrupted conduction of programmes and activities. Security guards are deployed at various points and entry and exit gates of the college.

Counselling:

The college has dedicated committees which look into issues related to gender equity in order to ensure gender sensitivity and general safety and security. The college has formed a Gender Equality Committee. All problems related to gender are handled by this committee. It is fortunate that so far no problems of a serious nature have come up since the formation of the committee. The college also has a drop box facility in which students drop their complaints and suggestions for effective intervention and also retain their anonymity. The complaints are taken up and addressed by concerned committees.

Anti-sexual harassment Cell:

The college has also formed an Anti-sexual harassment Cell which looks into issues and offers counselling and support to students.

R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

1. Separate Entrance:

The separate entrance avoids the chaotic situation. It is one of the safety measurements for the girls.

2. Parking Facilities:

A well observed parking for bicycles and two wheelers for the girls is one of the discipline in the college.

3. Study Room:

Independent study room in the library always lead to the excellent performance of the girls.

4. Separate book giving centre:

The separate book giving centre in the library marks a discipline.

5. Ladies Room:

Provision is made for girls resting mode in ladies washroom. There is an adequate place and silence kept for girls in study. A notice board is also placed in ladies room.

6. Girls' washroom:

At two different places girls' washrooms are situated in the college with ample supply of water and regular cleaning.

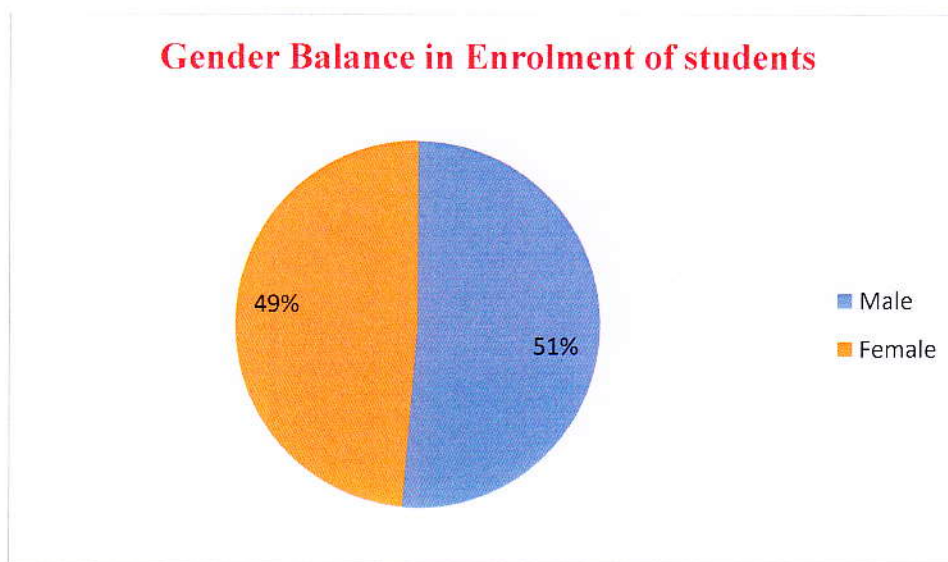
7. Drinking Water:

Separate water coolers and water purifiers are placed for girls.

4. Gender Balance Among the Students and Staff:

a. Gender Balance in Enrolment:

TOTAL STUDENTS (2020-21)	Male	Female	Total	% Male	% Female
	2076	1969	4045	51.32	48.68



Sr.No.	Title	Male	Female	Total	% Male	% Female
1	Total Students (Grant)	1249	1355	2598	48.07	51.93
2	Total Students (Non-Grant)	827	614	1441	57.40	42.60
3	Total Students UG Grant	1210	1249	2459	49.20	50.80
4	Total Students PG Grant	39	106	145	26.90	73.10
5	Total Students UG Non-Grant	745	483	1228	60.66	39.34
6	Total Students PG Non-Grant	82	131	213	38.49	61.51

Table shows year wise gender classification of male and female percentage of the students and total admission in the college. Total Female percentage is more than male students. The percentage of male and female students can be easily viewed at glance with the help of above table.

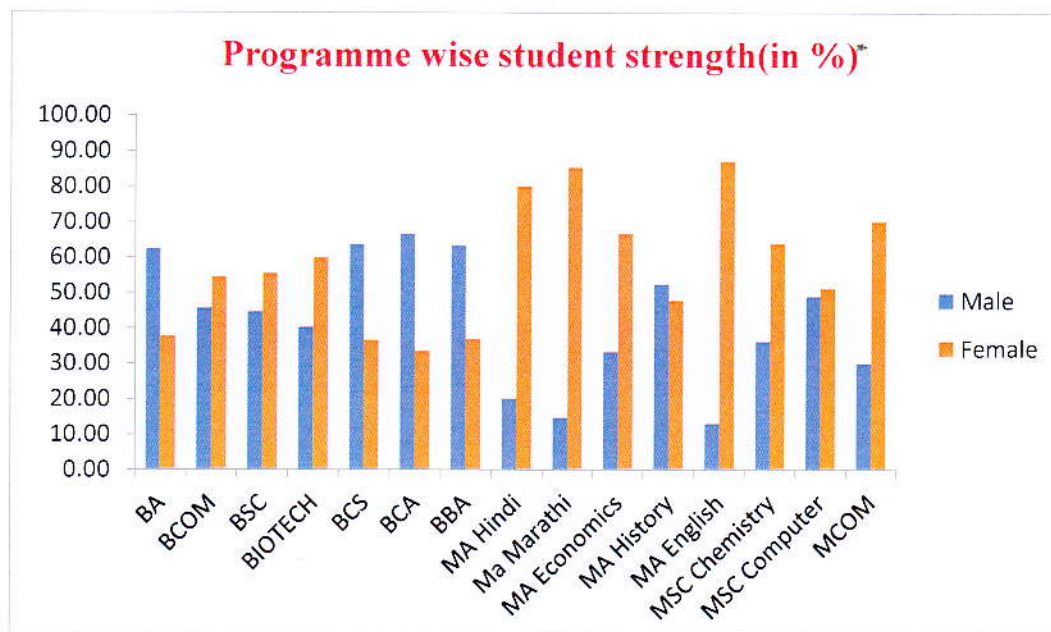
b. Gender difference in various social categories:

Sr. No.	Category	Male	Female	Total	% Male	% Female
1	SC	517	482	999	51.75	48.25
2	ST	91	83	174	52.29	47.71
3	NT	215	210	425	50.58	49.42
4	OBC	538	451	989	54.40	45.60
5	Open	588	637	1225	48.0	52.0
6	Others	127	106	233	54.50	45.50
	Total	2076	1969	4045		

We observed that percentage of female is more in open category.

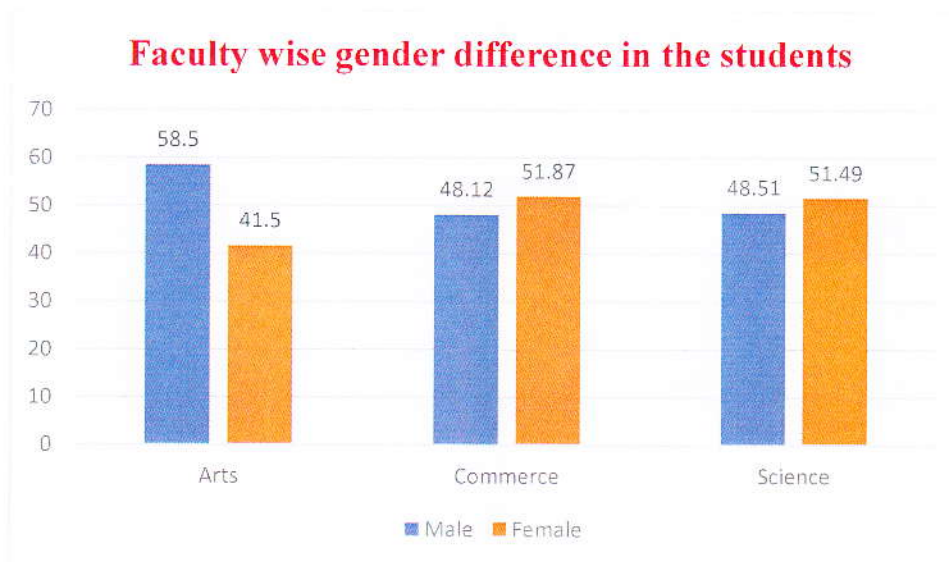
c. Programme wise gender difference in the students:

Sr. No.	Programme wise gender difference in the students	Male	Female	Total	% Male	% Female
1	B.A.	667	401	1068	62.45	37.55
2	B.Com.	722	860	1582	45.64	54.36
3	B.Sc.	183	227	410	44.63	55.36
4	B.Sc. Biotechnology	33	49	82	40.25	59.75
5	B.Sc. Computer Science	119	68	187	63.63	36.36
6	B.B.A.(C.A.)	92	46	138	66.66	33.34
7	B.B.A.	140	81	221	63.34	36.65
8	M.A. Hindi	1	4	5	20.00	80.00
9	M.A. Marathi	5	29	34	14.70	85.30
10	M.A. Economics	14	28	42	33.33	66.67
11	M.A. History	22	20	42	52.38	47.62
12	M.A. English	3	23	26	13.04	86.96
13	M.Sc. Organic Chemistry	17	30	47	36.18	63.82
14	M.Sc. Computer Science	25	26	51	49.00	51.00
15	M.Com.	33	77	110	30.00	70.00
	Total	2076	1969	4045		



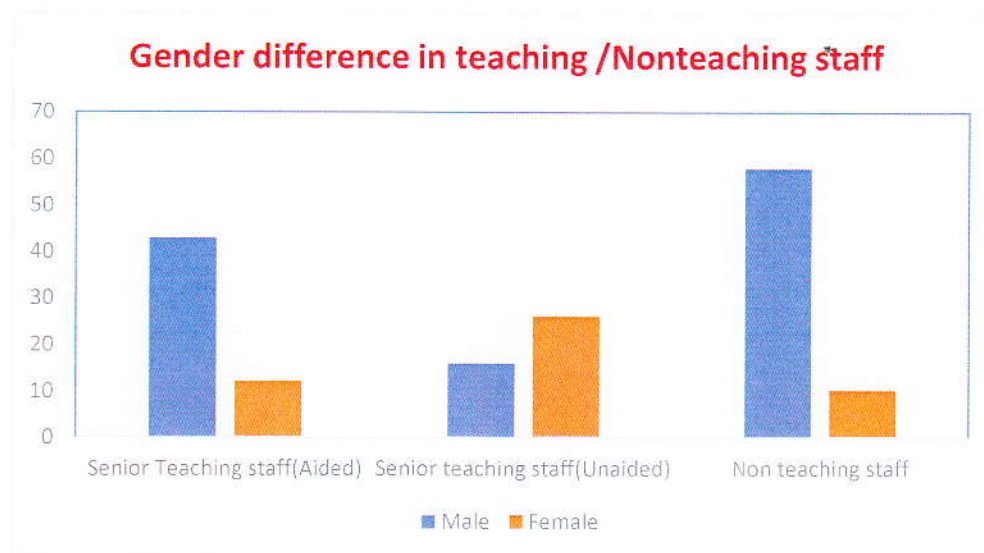
d. Faculty wise gender difference in the students:

Sr. No	Faculty	Male	Female	Total	% Male	% Female
1	Arts	712	505	1217	58.50	41.50
2	Commerce	987	1064	2051	48.12	51.87
3	Science	377	400	777	48.51	51.49
	Total	2076	1969	4045	51.32	48.68



e. Gender difference in Teaching/Non-teaching Staff:

Sr.No.	Teaching/Non-teaching Staff	Male	Female	Total	% Male	% Female
1	Senior Teaching Staff (Aided)	43	12	55	78.18	21.81
2	Senior Teaching Staff (Unaided)	16	26	42	38.09	61.90
3	Non Teaching Staff	58	10	68	85.29	14.71



f. Gender Difference in enrolment

Sr. No.	Gender Difference in enrolment as	Male	Female	Total	% Male	% Female
1	NSS volunteers	71	129	200	35.5	64.50
2	NCC (Air Wing)	33	17	50	66.00	34.00
3	NCC (Army Wing)	67	33	100	67.00	33.00
4	Student Council	Nil	Nil	Nil	Nil	Nil
5	Sports Participants	Nil	Nil	Nil	Nil	Nil
6	Cultural Events	Nil	Nil	Nil	Nil	Nil
7	Earn and learn scheme	Nil	Nil	Nil	Nil	Nil

Note: Nil- These programmes were not conducted due to Pandemic.

5. Salient Features and Recommendation

- It is found that our college had attained gender balance in its system. Strength and Gender Sensitive Initiatives are following.
- The gender balance in student enrolment is the outcome of counselling of our teachers in slum and mofussil areas.
- The college have “Earn and Learn Scheme” for economically marginalized students.
- In the award of merit scholarship 95% are females.

- The “Internal Complaints Committee” at workplace is strengthened by organising various activities.
- Women are represented in top ranks of academic faculty.
- Internal Complaints Committee aims to foster an environment in which unlawful discrimination are not tolerated and 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 in tolerance on the basis of gender is unacceptable.
- The College staff is encouraged to undertake training and professional development. Research opportunities are available to all members of staff.
- Responses from students, staff and visitors to the college irregularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in this area are reported to the administration for action.
- The College has women development cell to discuss gender issues every month.
- Health check-up camps shows the document of how many women and girls are anaemic and underweight.

Recommendation to make College as Gender Sensitive College

- Female students’ participation should increase in sports activities.
- The College should be intended to build on this foundation to ensure that the inclusion of more women in decision making be embedded in college practices.
- Authority should be considered to increase female staff in non-teaching faculty.
- Permission should be given to start women study centre to research in gender balance equality.
- To avoid inequality care should be taken to appoint balance number of candidates to various internal committees of the college.

6. Conclusions

It is found that R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik- Road has lot of strengths. The weakness can overcome with efficient mind set up. Doubtless, its strength contributes toward making the college a gender sensitive institution. With the strong will power and commitment to gender justice, this College would certainly make a mark even in the areas that need some improvements.

Gender Audit was carried out by the following committee:

1. Prof. Dr. Manjusha Kulkarni : Chairperson IQAC Coordinator
2. Prof. Dr. Vidyulatta Hande : Member
3. Dr. Meenakshi Rathi : Member
4. Dr. Sudhakar Borase : Member
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