



Gokhale Education Society's

R. N. Chandak Arts, J. D. Bytco Commerce &

N. S. Chandak Science College

Nashik Pune Road, Opp. Sujata Birla Hospital, Nr. Ashirwad Stop, Nashik-422101

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▶ Affiliated to Savitribai Phule University ▶ ID No: PU/NS/ASC/005/ 1963 ▶ ISO 9001-2015 Certified ▶ NAAC Accredited B College



Criterion 7 – Institutional Values and Best Practices

7.1.3 Gender Audit 2018 To 2023



Gokhale Education Society's
**R. N. Chandak Arts, J. D. Bytco Commerce &
N. S. Chandak Science College**

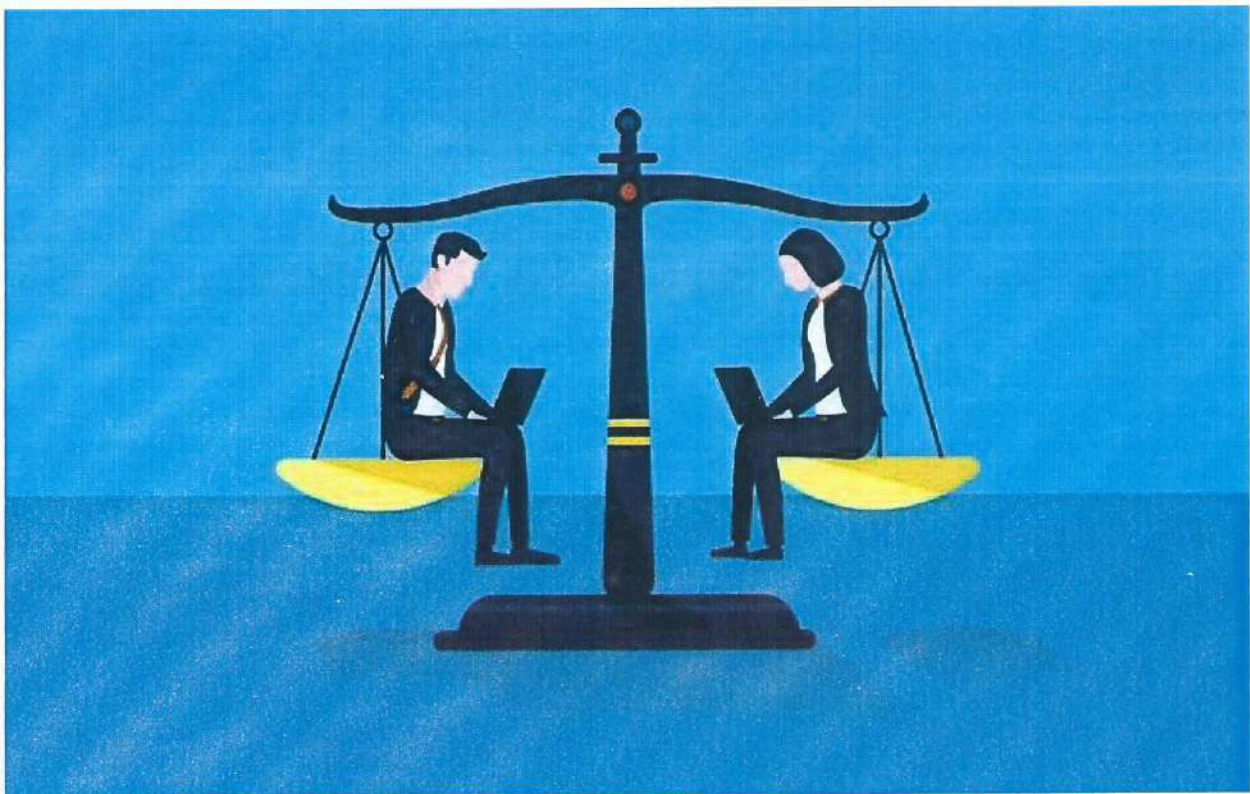
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GENDER AUDIT



2022-2023

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. **Dr. Meenakshi Rathi** : **Member**
3. **Dr. Sudhakar Borase** : **Member**
4. **Dr. Santosh Pagar** : **Member**
5. **Mr. Waseem Beg** : **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. Meenakshi Rathi & Dr. Sudhakar Borase**, R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road along with **Mr. Waseem Beg & Dr. Santosh Pagar** for their meticulous efforts to complete the Gender Audit.

Thanks are due to Criteria II Members and office staff of this college for Data Collection.

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



A handwritten signature in blue ink, appearing to be "R. N. C.", written over a horizontal line.

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.

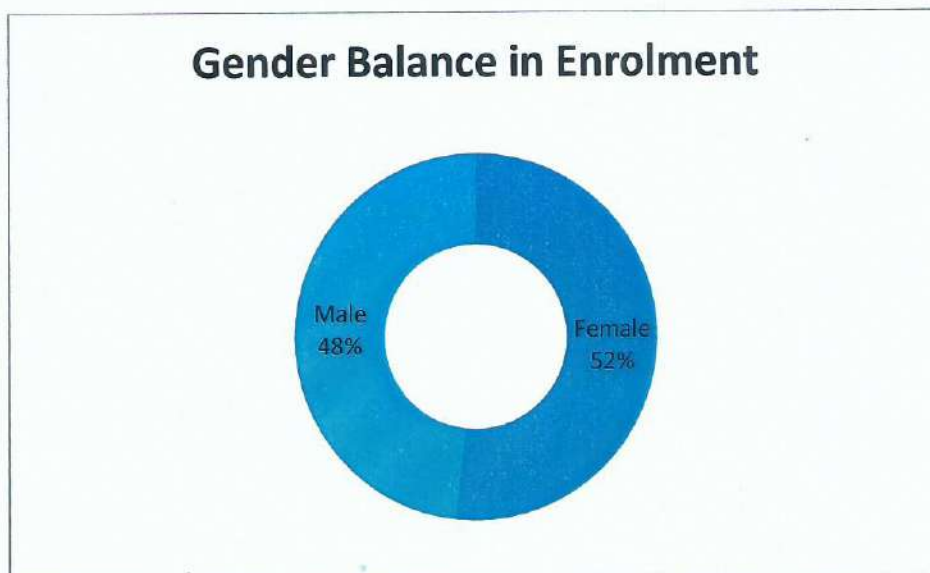
7. Drinking Water:

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 (2022-23)	Male	Female	Total	% Male	% Female
	1842	1981	3823	48.18	51.82



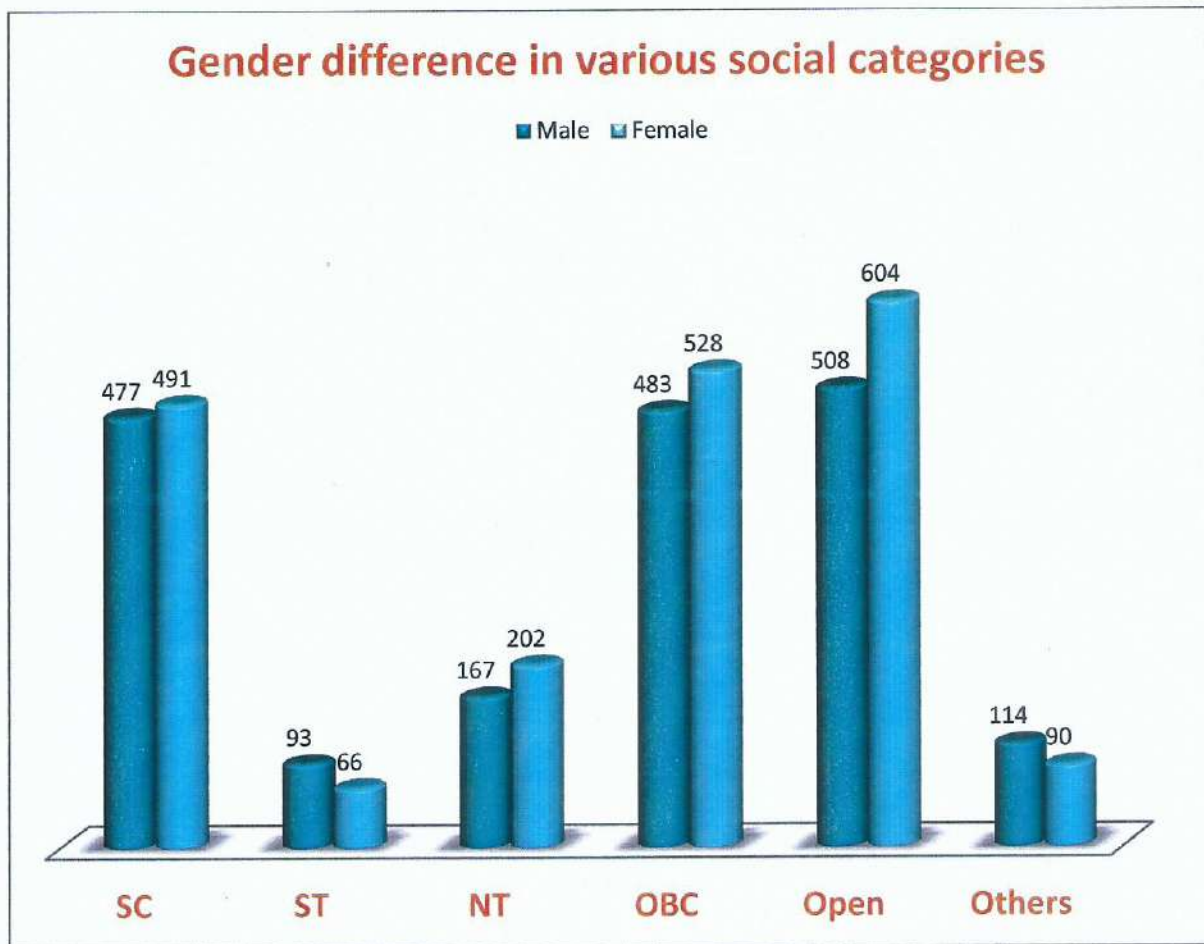
Sr. No.	Title	Male	Female	Total	% Male	% Female
1	Total Students (Grant)	1115	1290	2405	46.36	53.64
2	Total Students (Non-Grant)	0727	0691	1418	51.27	48.73
3	Total Students UG Grant	1023	1248	2271	45.05	54.95
4	Total Students PG Grant	0092	0042	0134	68.70	31.30
5	Total Students UG Non-Grant	0617	0575	1192	51.76	48.24
6	Total Students PG Non-Grant	0110	0116	0226	48.67	51.30

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	477	491	968	49.28	50.72
2	ST	093	66	159	58.50	41.50
3	NT	167	202	369	46.50	53.50
4	OBC	483	528	1011	47.77	52.23
5	Open	508	604	1112	45.68	54.32
6	Others	114	090	204	55.88	44.12
	Total	1842	1981	3823	48.18	51.82

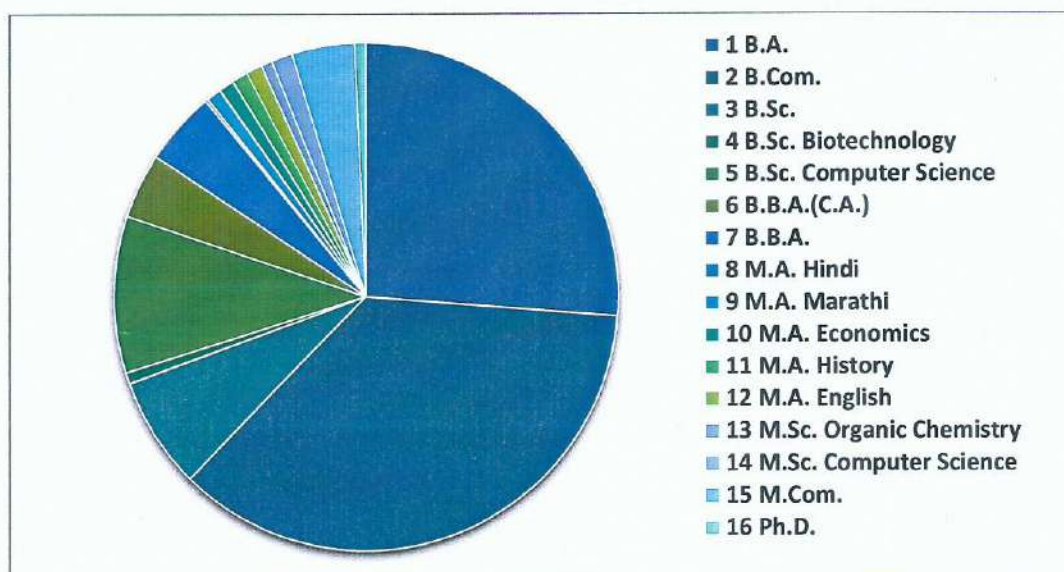
*We observed that percentage of female is more in SC, NT OBC and Open category.



c. Programme wise gender difference in the students:

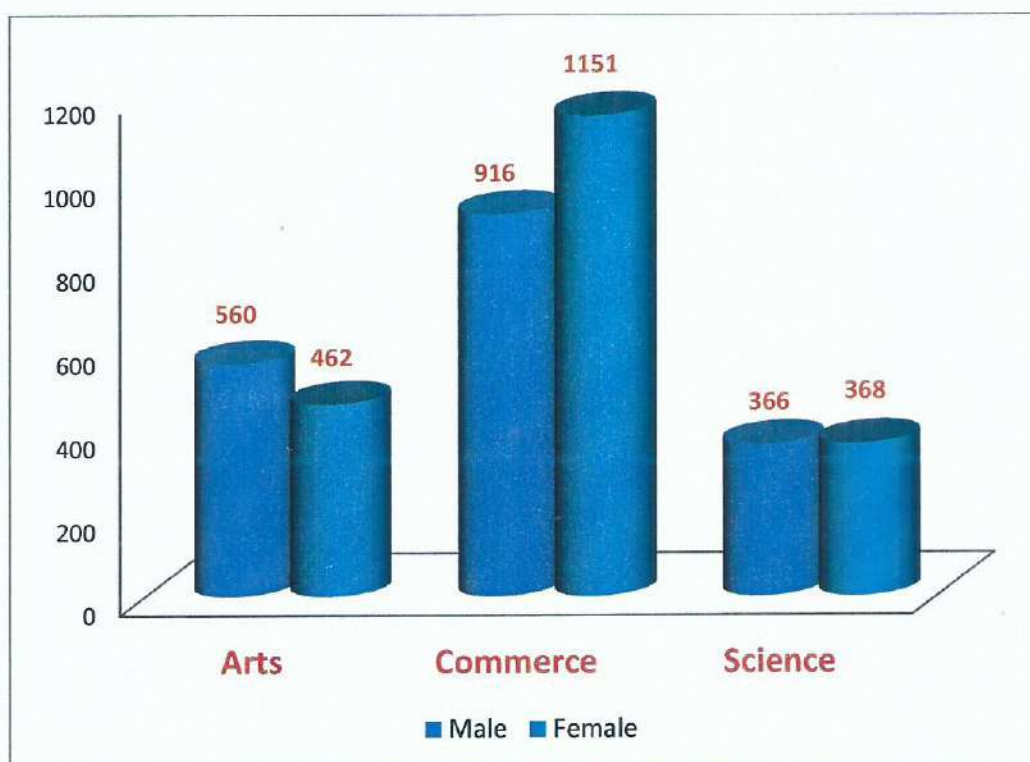
Sr. No.	Programme wise gender difference in the students	Male	Female	Total	% Male	% Female
1	B.A.	483	412	895	53.97	46.03
2	B.Com.	665	866	1531	43.44	56.56
3	B.Sc.	131	162	293	44.70	55.30
4	B.Sc. Biotechnology	013	051	064	20.31	79.69
5	B.Sc. Computer Science	184	097	281	65.48	34.52
6	B.B.A.(C.A.)	077	108	185	41.62	58.38
7	B.B.A.	087	127	214	40.65	59.35
8	M.A. Hindi	003	002	005	60.00	40.00
9	M.A. Marathi	018	007	025	72.00	28.00
10	M.A. Economics	018	014	032	56.25	43.75
11	M.A. History	019	021	040	47.50	52.50
12	M.A. English	019	006	025	76.00	24.00
13	M.Sc. Organic Chemistry	013	032	045	28.28	71.12
14	M.Sc. Computer Science	025	026	051	49.02	50.98
15	M.Com.	074	035	109	67.86	32.14
16	Ph.D.	013	015	028	46.42	53.58
	Total	1842	1981	3823	48.18	51.82

Programme wise student strength (in %)



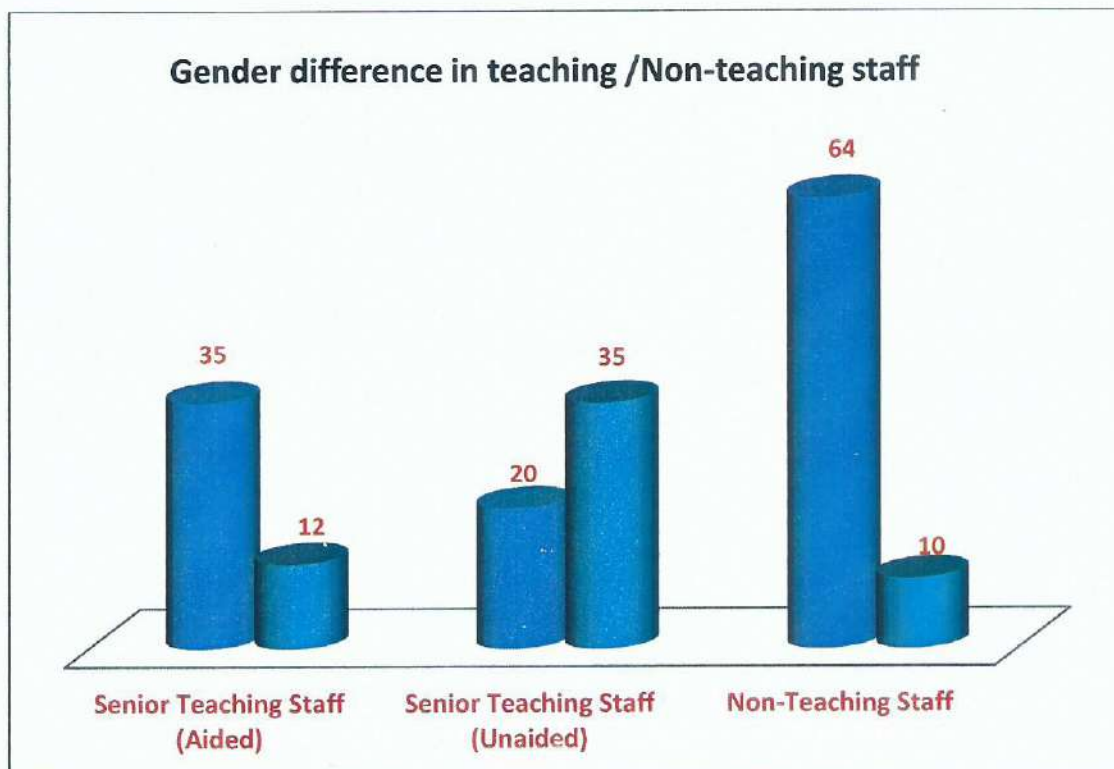
d. Faculty wise gender difference in the students:

Sr. No	Faculty	Male	Female	Total	% Male	% Female
1	Arts	560	462	1022	54.80	45.20
2	Commerce	916	1151	2067	44.30	55.70
3	Science	366	368	734	49.86	50.14
	Total	1842	1981	3823	48.18	51.82



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

Sr. No.	Teaching/Non-teaching Staff	Male	Female	Total	% Male	% Female
1	Senior Teaching Staff (Aided)	35	12	47	74.45	25.55
2	Senior Teaching Staff (Unaided)	20	35	55	36.36	63.64
3	Non-Teaching Staff	64	10	74	86.49	13.51



f. Gender Difference in enrolment

Sr. No.	Gender Difference in enrolment as	Male	Female	Total	% Male	% Female
1	NSS volunteers	66	134	200	33.00	67.00
2	NCC (Air Wing)	33	17	50	66.00	34.00
3	NCC (Army Wing)	67	33	100	67.00	33.00
4	Sports Participants*	121	31	152	79.60	20.40
5	Earn and learn scheme*	18	28	46	39.13	60.87

5. Salient Features

- 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 intolerance on the basis of gender is unacceptable.
- The College staffs are 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.

6. 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.

7. Conclusions

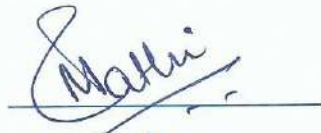
It is found that R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College; Nashik- Road has lot of strengths. The weakness can overcome with efficient mind set up. Doubtless, its strength contributes toward making the college a gender sensitive institution. With the strong will power 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. Dr. Meenakshi Rathi (Member)



3. Dr. Sudhakar Borase (Member)



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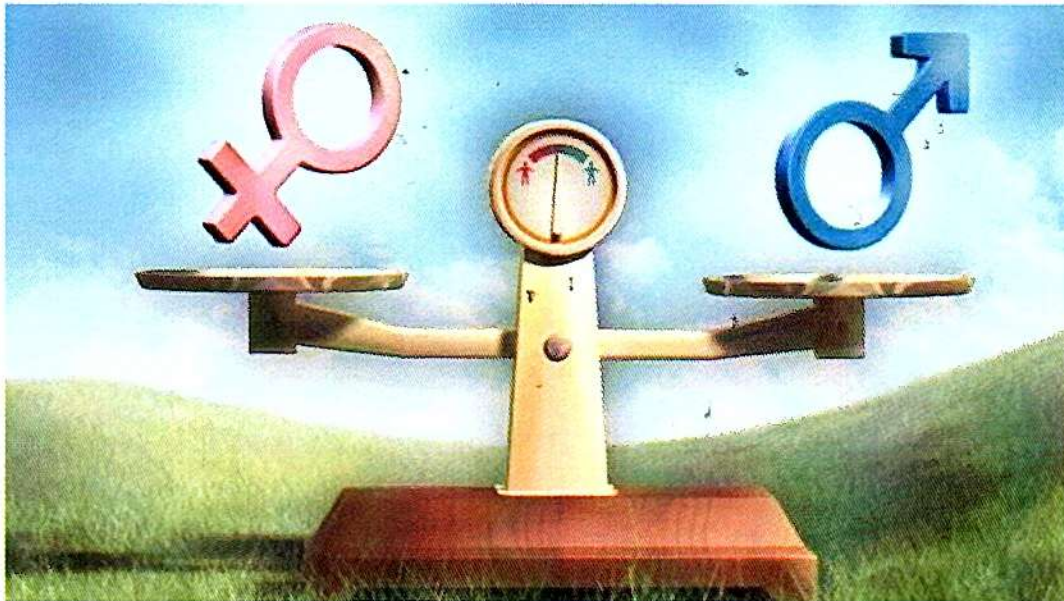


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1. Introduction

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.

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2. Dr. Kalyanrao C. Takale : In-Charge, Team Audit
3. Dr. Meenakshi Rathi : Member
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4. Separate book giving centre:

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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:

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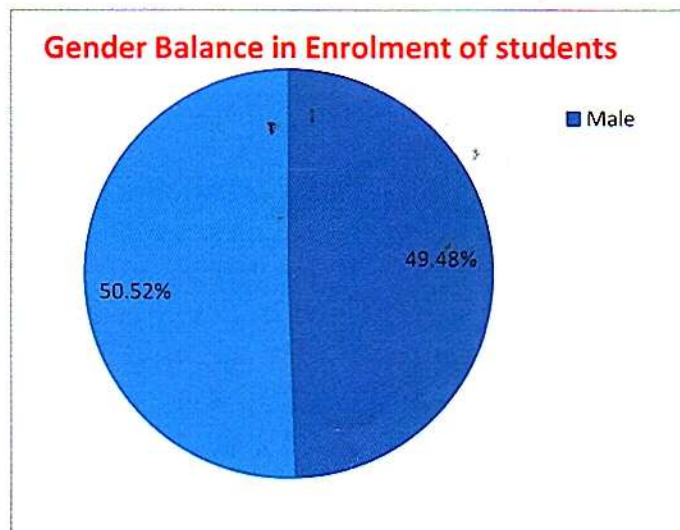
7. Drinking Water:

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 (2021-22)	Male	Female	Total	% Male	% Female
	2055	2098	4153	49.48	50.52



Sr. No.	Title	Male	Female	Total	% Male	% Female
1	Total Students (Grant)	1196	1435	2631	45.45	54.55
2	Total Students (Non-Grant)	859	663	1522	56.43	43.57
3	Total Students UG Grant	1152	1321	2473	46.58	53.42
4	Total Students PG Grant	44	114	158	72.15	27.85
5	Total Students UG Non-Grant	759	514	1273	59.63	40.37
6	Total Students PG Non-Grant	100	149	249	40.16	59.84

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.

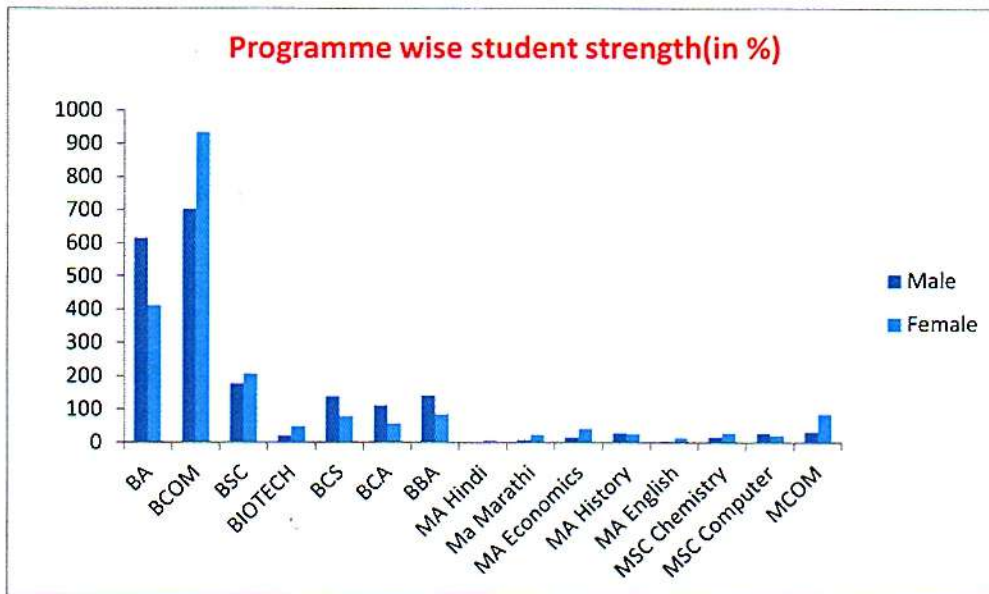
b. Gender difference in various social categories:

Sr. No.	Category	Male	Female	Total	% Male	% Female
1	SC	493	496	989	49.84	50.16
2	ST	99	86	185	53.51	46.49
3	NT	240	236	476	50.42	49.58
4	OBC	531	522	1053	50.42	49.58
5	Open	590	668	1258	46.90	53.10
6	Others	102	90	192	53.12	46.88
	Total	2055	2098	4153	49.48	50.52

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

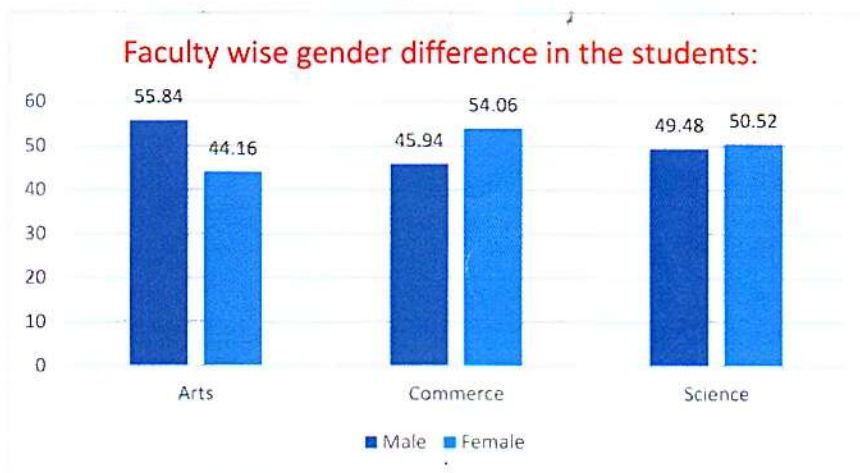
c. Programme wise gender difference in the students:

Sr. No.	Programme wise gender difference in the students	Male	Female	Total	% Male	% Female
1	B.A.	616	413	1029	59.86	40.14
2	B.Com.	704	936	1640	42.92	57.08
3	B.Sc.	178	209	387	45.99	54.01
4	B.Sc. Biotechnology	22	50	72	30.55	69.45
5	B.Sc. Computer Science	140	81	221	63.34	36.66
6	B.B.A.(C.A.)	113	59	172	65.70	34.30
7	B.B.A.	143	87	230	62.18	37.82
8	M.A. Hindi	00	07	07	00	100
9	M.A. Marathi	10	26	36	27.77	72.23
10	M.A. Economics	17	44	61	27.86	72.14
11	M.A. History	30	28	58	51.72	48.28
12	M.A. English	06	15	21	28.57	71.43
13	M.Sc. Organic Chemistry	17	31	48	35.41	64.59
14	M.Sc. Computer Science	30	24	54	55.55	44.45
15	M.Com.	34	88	122	27.86	72.14
	Total	2055	2098	4153	49.48	50.52



d. Faculty wise gender difference in the students:

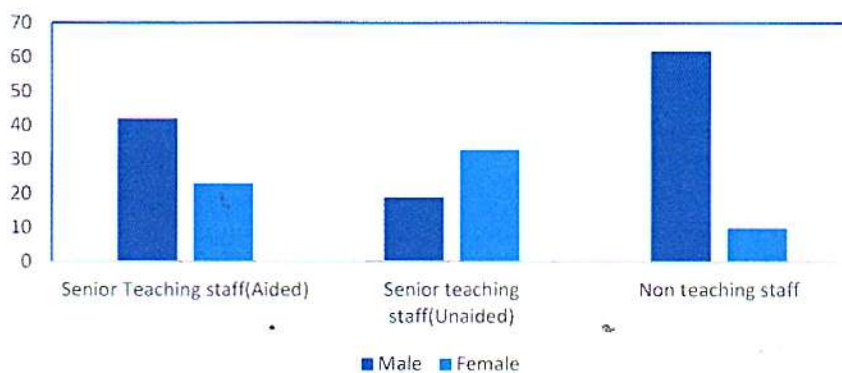
Sr. No	Faculty	Male	Female	Total	% Male	% Female
1	Arts	674	533	1207	55.84	44.16
2	Commerce	994	1170	2164	45.94	54.06
3	Science	387	395	782	49.48	50.52
	Total	2055	2098	4153	49.48	50.52



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

Sr.No.	Teaching/Non-teaching Staff	Male	Female	Total	% Male	% Female
1	Senior Teaching Staff (Aided)	42	23	65	64.61	35.39
2	Senior Teaching Staff (Unaided)	19	33	52	36.53	63.47
3	Non Teaching Staff	62	10	72	86.11	13.89

Gender difference in teaching /Nonteaching staff:



f. Gender Difference in enrolment

Sr. No.	Gender Difference in enrolment as	Male	Female	Total	% Male	% Female
1	NSS volunteers	85	115	200	42.50	57.5
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: *- 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 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 intolerance 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.



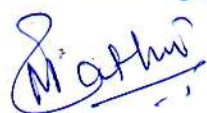


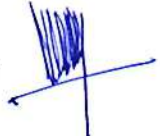

Recommendation to make College as Gender Sensitive College

- 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. Dr. Kalyanrao C. Takale : In-Charge, Team Audit 
3. Dr. Meenakshi Rathi : Member 
4. Dr. Sudhakar Borase : Member 
5. Dr. Santosh Pagar : Member 
6. Mr. Waseem Beg : Member 
7. Mr. Swapnil Kulkarni : Member 



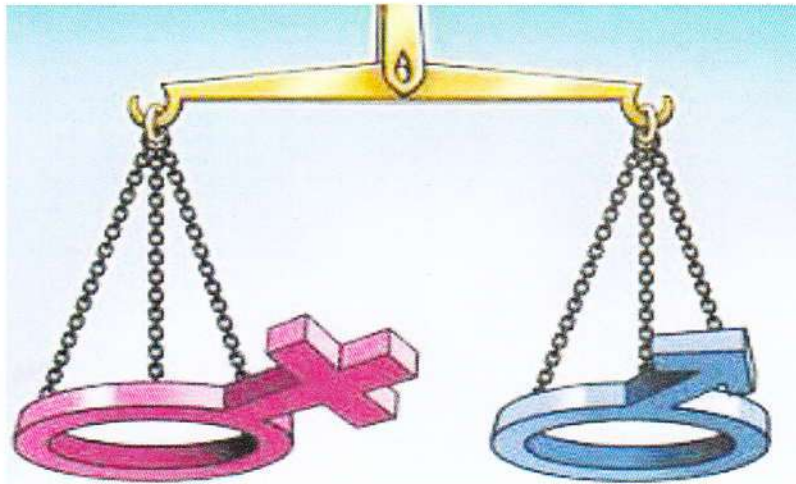


Gokhale Education Society's
**R. N. Chandak Arts, J. D. Bytco Commerce &
N. S. Chandak Science College**
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► Affiliated to Savitribai Phule Pune University ► ID No: PU/NS/ASC/005(1963) ► ISO 9001-2000 Certified ► NAAC Accredited B College

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
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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.

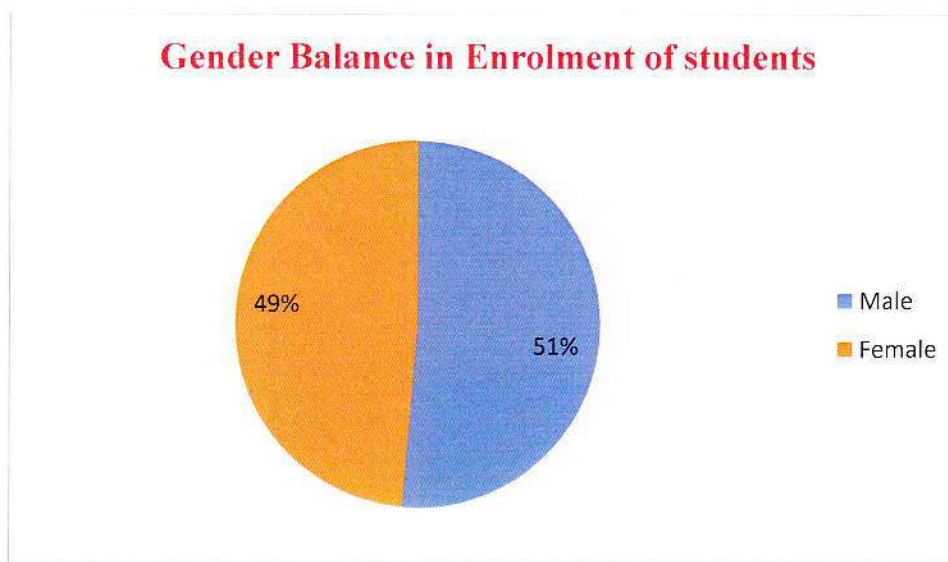
7. Drinking Water:

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.

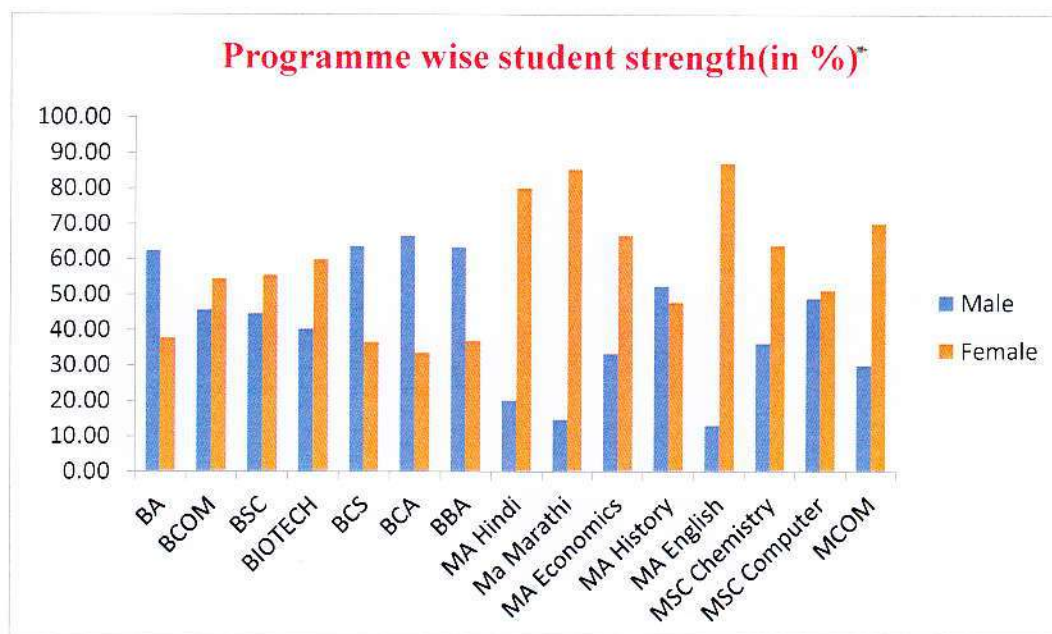
b. Gender difference in various social categories:

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.

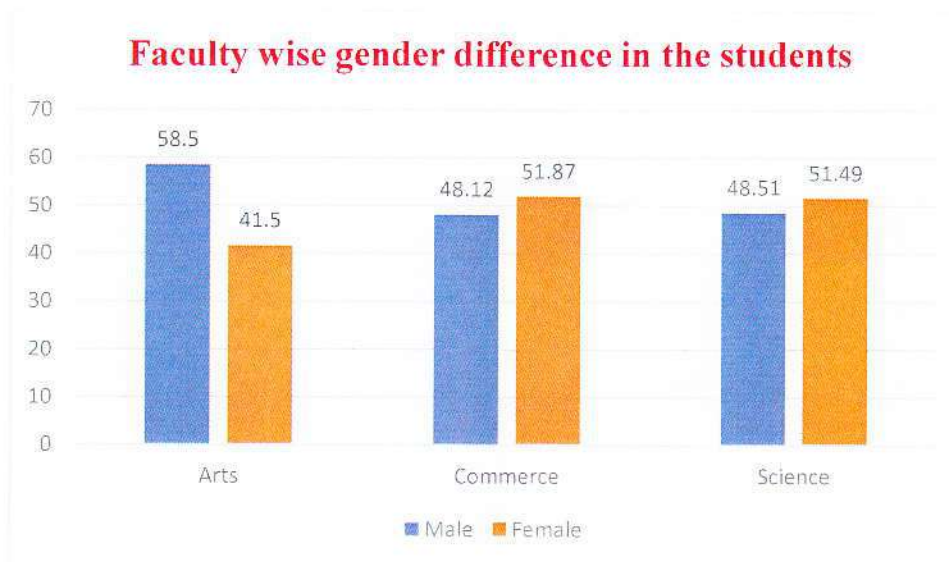
c. Programme wise gender difference in the students:

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
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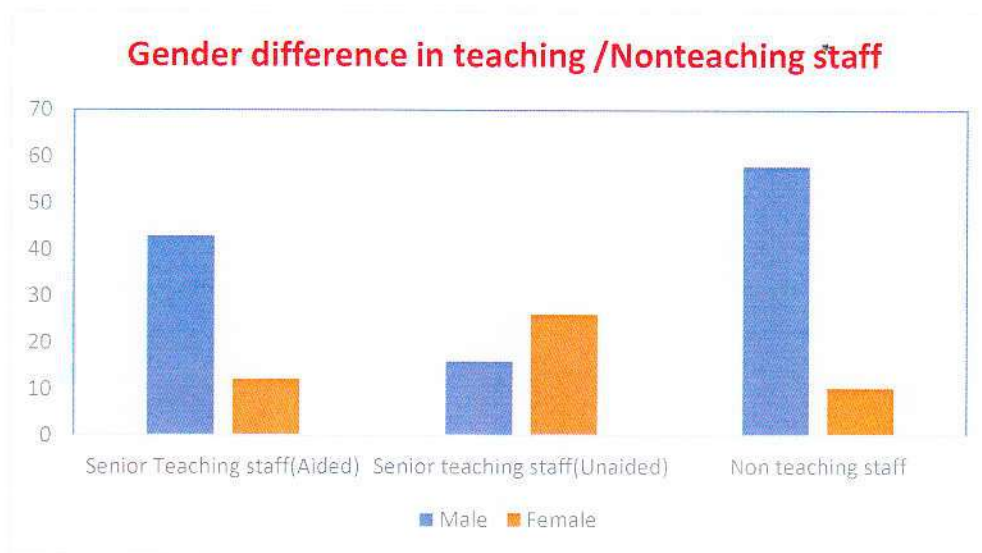
d. Faculty wise gender difference in the students:

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
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Sr. No.	Gender Difference in enrolment as	Male	Female	Total	% Male	% Female
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Note: Nil- These programmes were not conducted due to Pandemic.

5. Salient Features and Recommendation

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GENDER AUDIT



2019-2020

GENDER AUDIT

Gokhale Education Society's

RNC ARTS, JDB COMMERCE AND NSC SCIENCE COLLEGE,

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3. **Dr. K. C. Takale** : Member
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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. K. C. Takale**, R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road along with **Dr. Sudhakar Borase & Mr. Waseem Beg** for their meticulous efforts to complete the Gender Audit. Thanks are due to Criteria II Members and office staff of this college for Data Collection.

Thanks, staff who are directly & indirectly contributed for successful completion of Gender audit.



IQAC Coordinator

**R N C. Arts, J. D. B. Commerce and
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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.
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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:

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❖ **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.

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1. Separate Entrance:

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

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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 lady's 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.

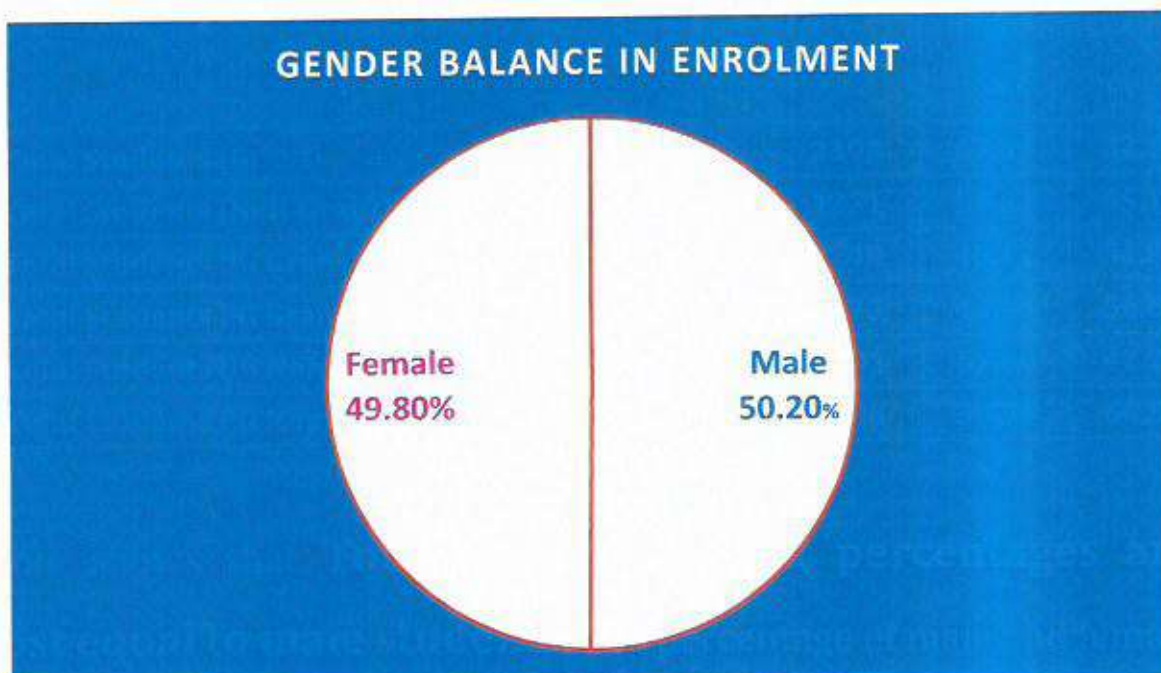
7. Drinking Water:

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 (2019-20)	Male	Female	Total	% Male	% Female
	1819	1805	3624	50.20	49.80



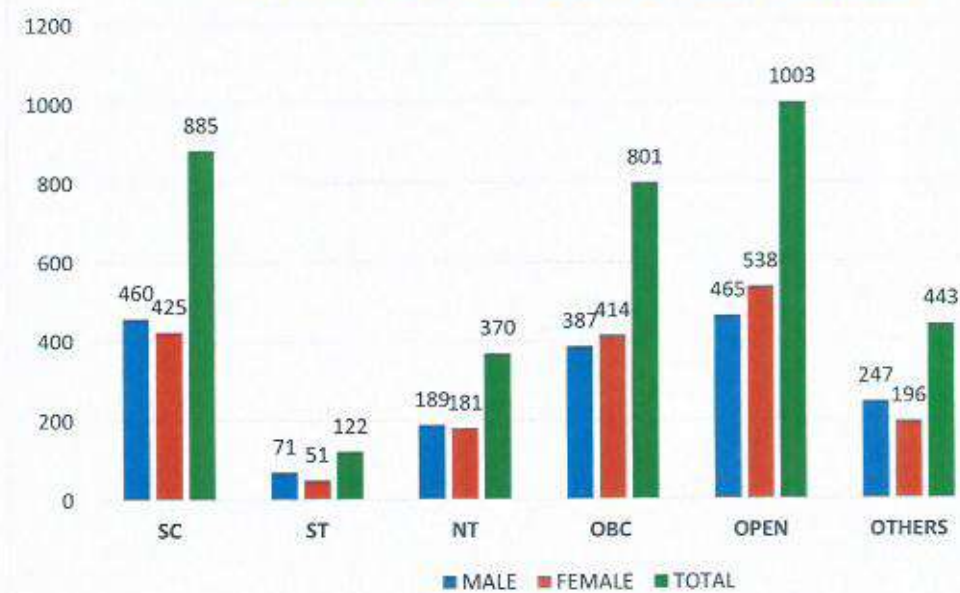
Sr. No.	Title	Male	Female	Total	% Male	% Female
1	Total Students (Grant)	1144	1249	2393	47.86	52.14
2	Total Students (Non-Grant)	0675	0556	1231	54.83	45.17
3	Total Students UG Grant	1078	1162	2240	48.12	51.88
4	Total Students PG Grant	0066	0087	0153	43.14	56.86
5	Total Students UG Non-Grant	0596	0435	1031	57.80	42.20
6	Total Students PG Non-Grant	0079	0121	0200	39.50	60.50

Table shows that **Total Female student percentages are almost equal to 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	0460	0425	0885	52.98	48.02
2	ST	0071	0051	0122	52.20	41.80
3	NT	0189	0181	0370	51.08	48.92
4	OBC	0387	0414	0801	48.31	51.69
5	Open	0465	0538	1003	46.36	53.64
6	Others	0247	0196	0443	55.76	44.25
	Total	1819	1805	3624	50.20	49.80

Gender difference in various social categories

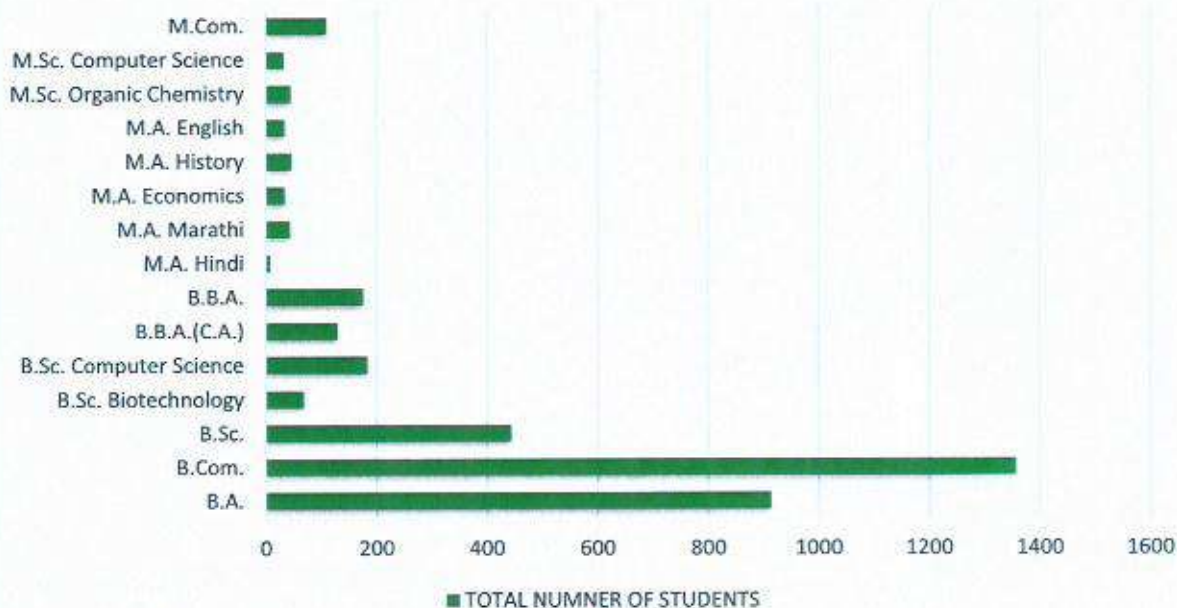


***We observed that percentages of female are more in OBC & Open category**

c. Programme wise gender difference in the students:

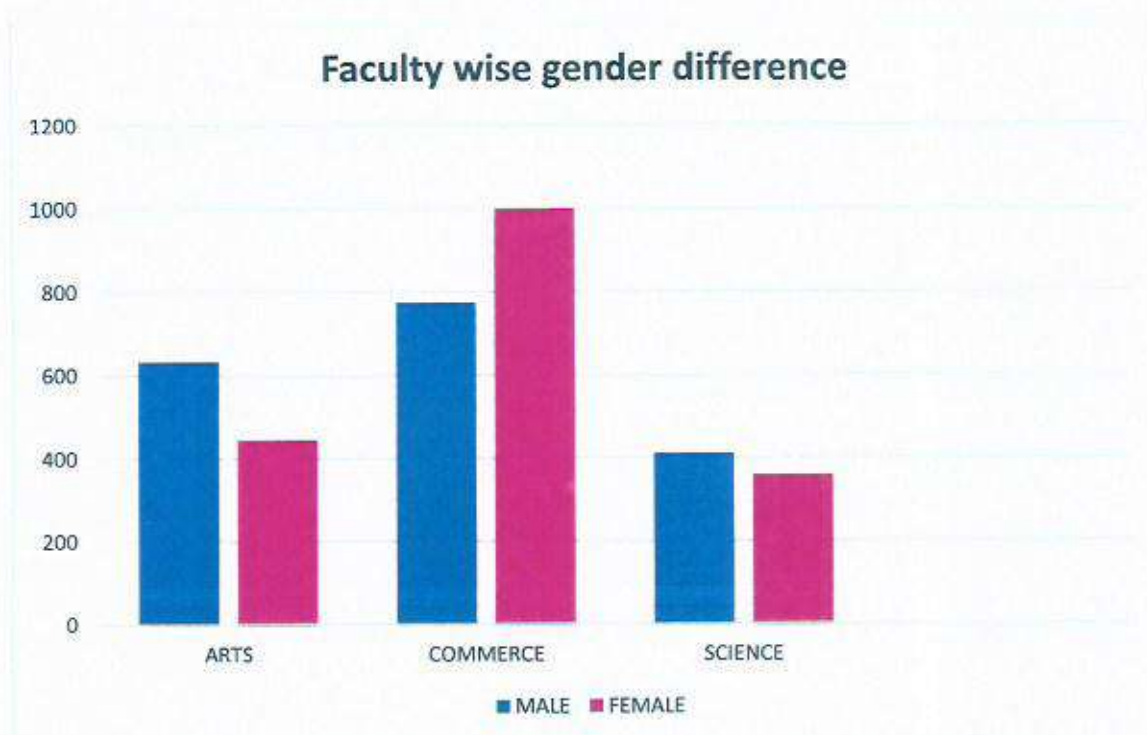
Sr. No.	Programme wise gender difference in the students	Male	Female	Total	% Male	% Female
1	B.A.	557	357	914	60.94	39.06
2	B.Com.	559	798	1357	41.19	58.81
3	B.Sc.	254	189	443	57.34	42.66
4	B.Sc. Biotechnology	22	46	68	32.35	67.65
5	B.Sc. Computer Science	107	76	183	58.46	41.54
6	B.B.A.(C.A.)	78	52	130	60.00	40.00
7	B.B.A.	97	79	176	55.11	44.89
8	M.A. Hindi	0	7	7	00.00	100.0
9	M.A. Marathi	26	17	43	60.45	39.55
10	M.A. Economics	13	21	34	38.24	61.76
11	M.A. History	33	14	47	70.21	29.79
12	M.A. English	4	30	34	11.76	88.24
13	M.Sc. Organic Chemistry	12	33	45	26.67	73.33
14	M.Sc. Computer Science	17	16	33	51.51	48.49
15	M.Com.	40	70	110	36.36	63.63
	Total	1819	1805	3624	50.20	49.80

Programme wise student strength (in %)



d. Faculty wise gender difference in the students:

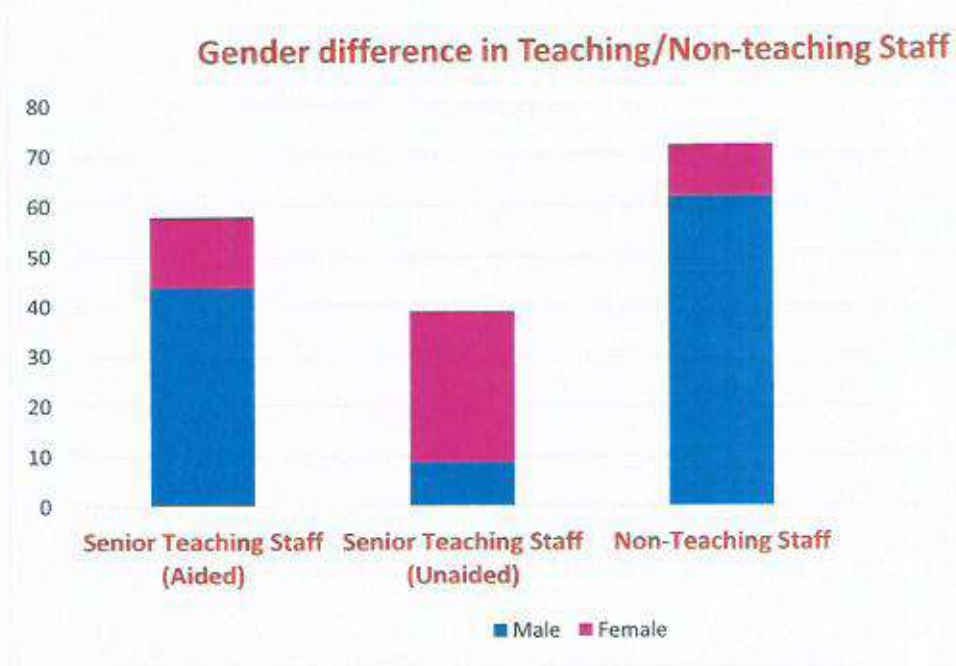
Sr. No	Faculty	Male	Female	Total	% Male	% Female
1	Arts	633	446	1079	41.33	58.67
2	Commerce	774	999	1773	43.65	56.35
3	Science	412	360	772	53.37	46.63
	Total	1819	1805	3624	50.20	49.80



***We observed that percentages of female are more in
Commerce Faculty.**

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

Sr. No.	Teaching/Non-teaching Staff	Male	Female	Total	% Male	% Female
1	Senior Teaching Staff (Aided)	44	14	56	78.57	21.43
2	Senior Teaching Staff (Unaided)	09	30	39	23.08	76.92
3	Non-Teaching Staff	62	10	72	86.11	13.89



f. Gender Difference in enrolment volunteers: -

Sr. No.	Gender Difference in enrolment as	Male	Female	Total	% Male	% Female
1	NSS volunteers	80	120	200	40.00	60.00
2	NCC (Air Wing)	33	17	50	66.00	34.00
3	NCC (Army Wing)	67	33	100	67.00	33.00
4	Sports Participants*	24	18	42	57.14	42.86
5	Earn and learn scheme*	19	27	46	41.30	58.70

5. Salient Features

- 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 staffs are 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.

6. 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.

7. 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:

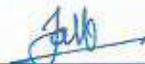
1. **Dr. Manjusha Kulkarni**
Vice Principal



2. **Dr. Meenakshi Rathi**
IQAC Coordinator



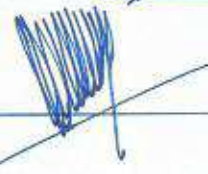
3. **Dr. K. C. Takale (Member)**



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5. **Mr. Waseem Beg (Member)**





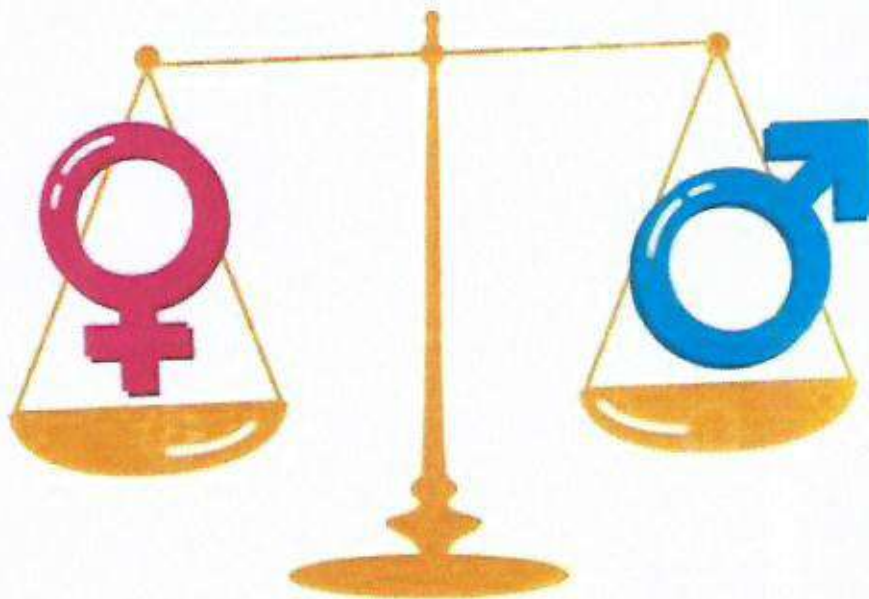
Gokhale Education Society's
**R. N. Chandak Arts, J. D. Bytco Commerce &
N. S. Chandak Science College**

Nashik-Pune Road, Opp. Sujata Birla Hospital, Nr. Ashirwad Bus Stop, Nashik Road- 422101
Email : cbcnashikroadcollege@gmail.com ☎ :0253-2461548 Fax : 0253-2469342



► Affiliated to Savitribai Phule Pune University ► ID No: PU/NS/ASC/005(1963) ► ISO 9001-2000 Certified ► NAAC Accredited B College

GENDER AUDIT



2018-2019

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 proposes 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. **Dr. Manjusha Kulkarni** : **Vice- Principal**
2. **Dr. Meenakshi Rathi** : **IQAC Coordinator**
3. **Dr. K. C. Takale** : **Member**
4. **Dr. Sudhakar Borase** : **Member**
5. **Mr. Waseem Beg** : **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. K. C. Takale**, R. N. Chandak Arts, J. D. Bytco Commerce and N. S. Chandak Science College, Nashik Road along with **Dr. Sudhakar Borase & Mr. Waseem Beg** for their meticulous efforts to complete the Gender Audit. Thanks are due to Criteria II Members and office staff of this college for Data Collection.

Thanks, staff who are 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.

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2. **Parking Facilities:**

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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:**

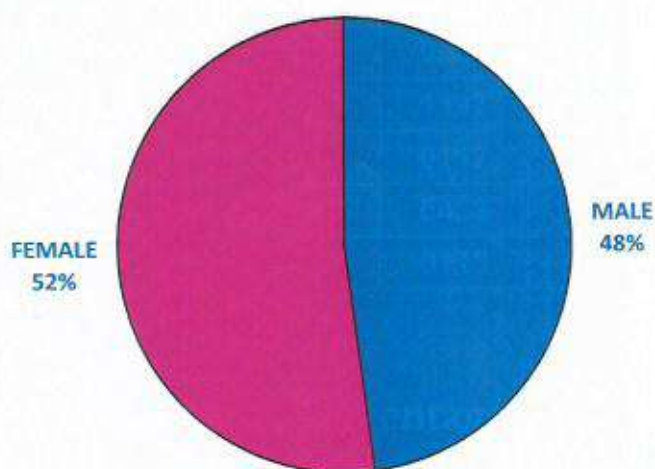
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4. Gender Balance among the Students and Staff:

a. Gender Balance in Enrolment:

TOTAL STUDENTS (2018-19)	Male	Female	Total	% Male	% Female
	1727	1880	3607	47.86	52.14

GENDER BALANCE IN ENROLMENT



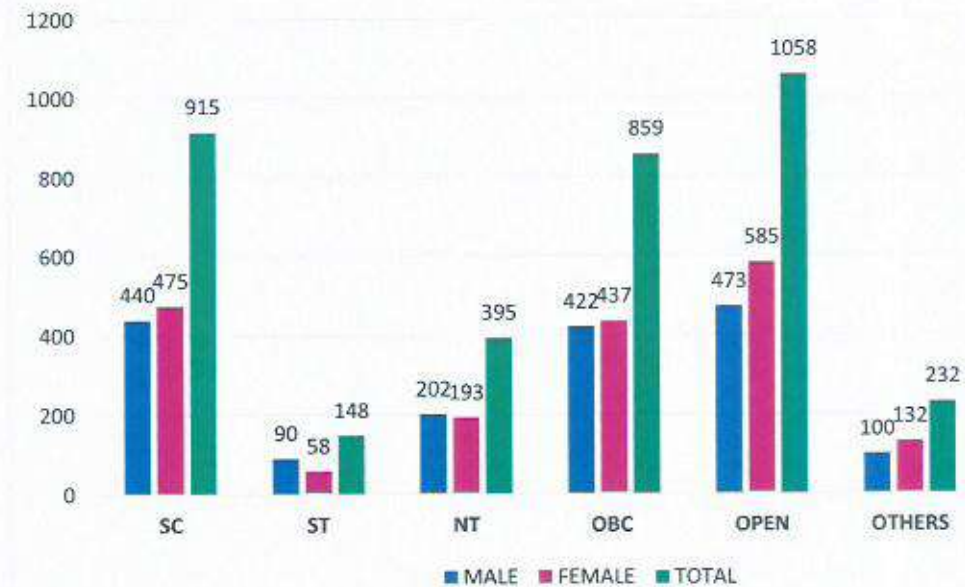
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Table shows that **Total Female percentages are more than male students**. The percentage of male and female students can be easily viewed at glance with the help of above table.

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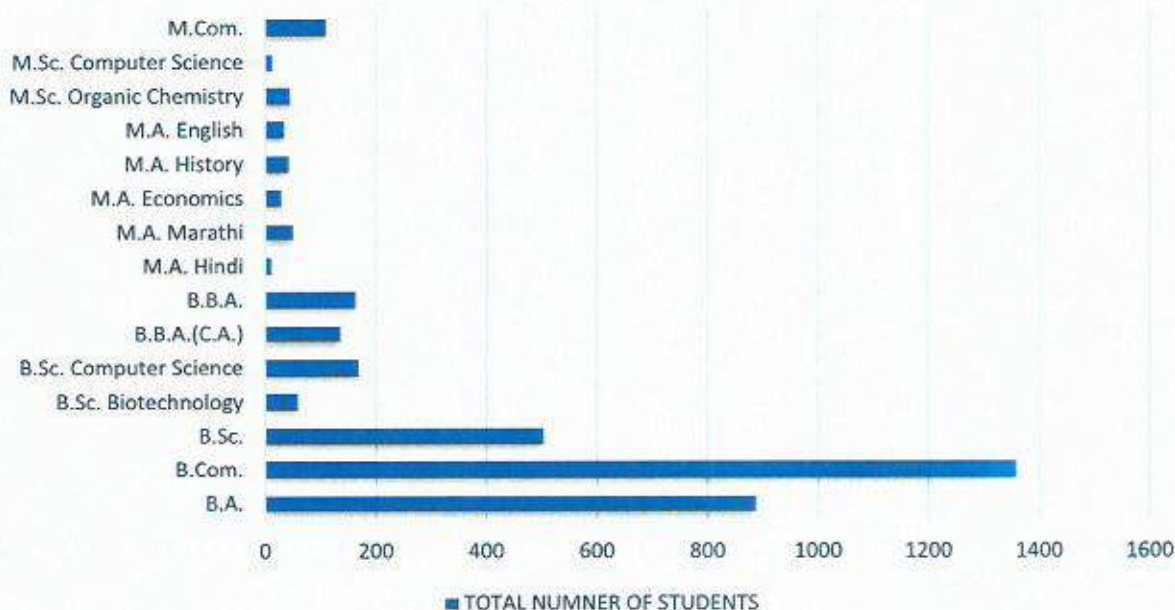


***We observed that percentages of female are more in SC, OBC, Open & Other categories**

c. Programme wise gender difference in the students:

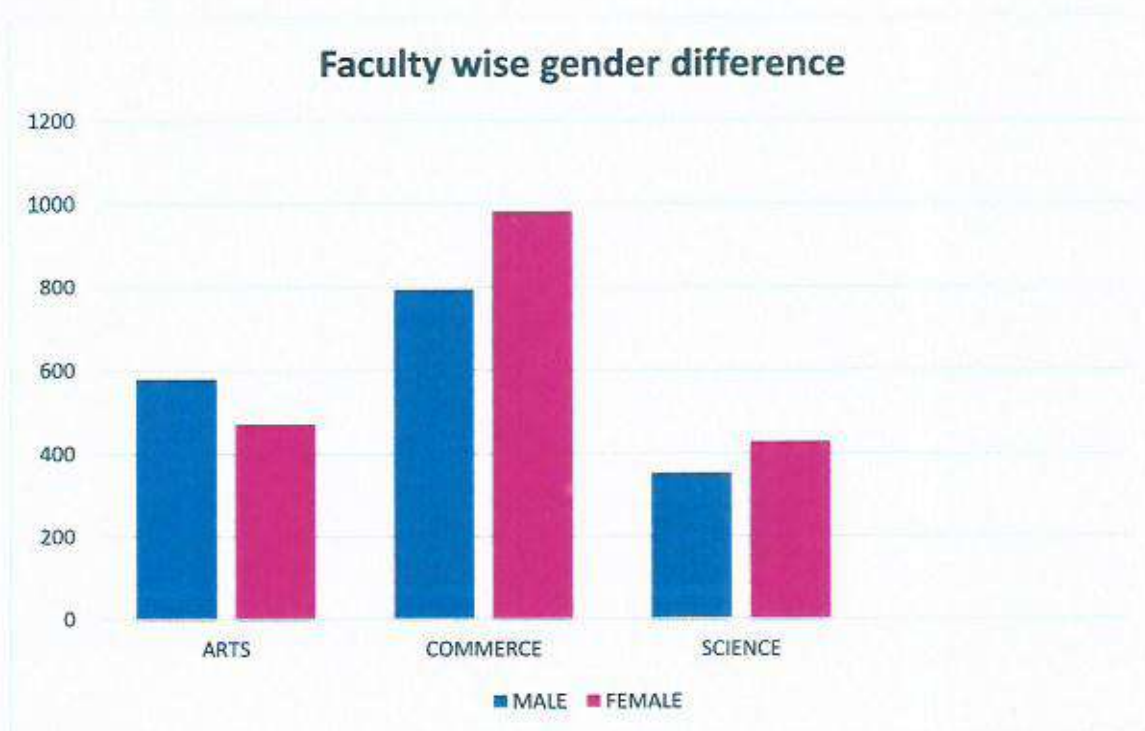
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Programme wise student strength (in %)



d. Faculty wise gender difference in the students:

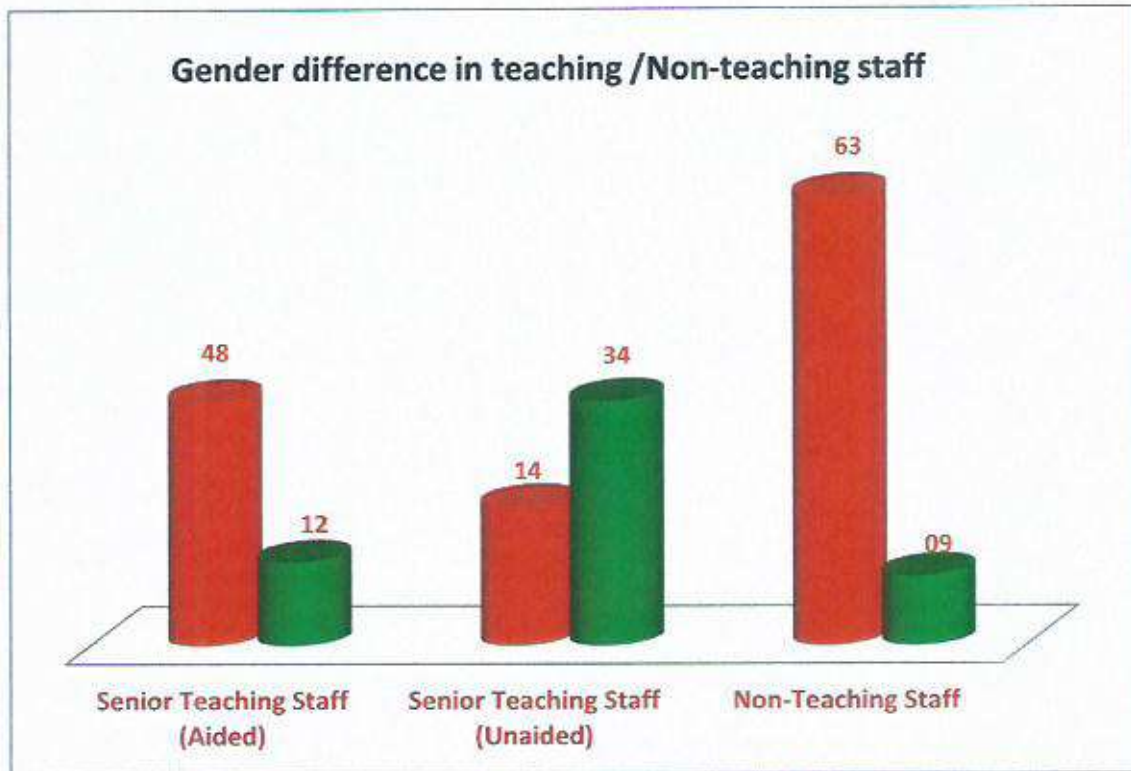
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3	Science	353	427	780	45.26	54.73
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***We observed that percentages of female are more in Commerce and Science Faculties.**

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

Sr. No.	Teaching/Non-teaching Staff	Male	Female	Total	% Male	% Female
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