

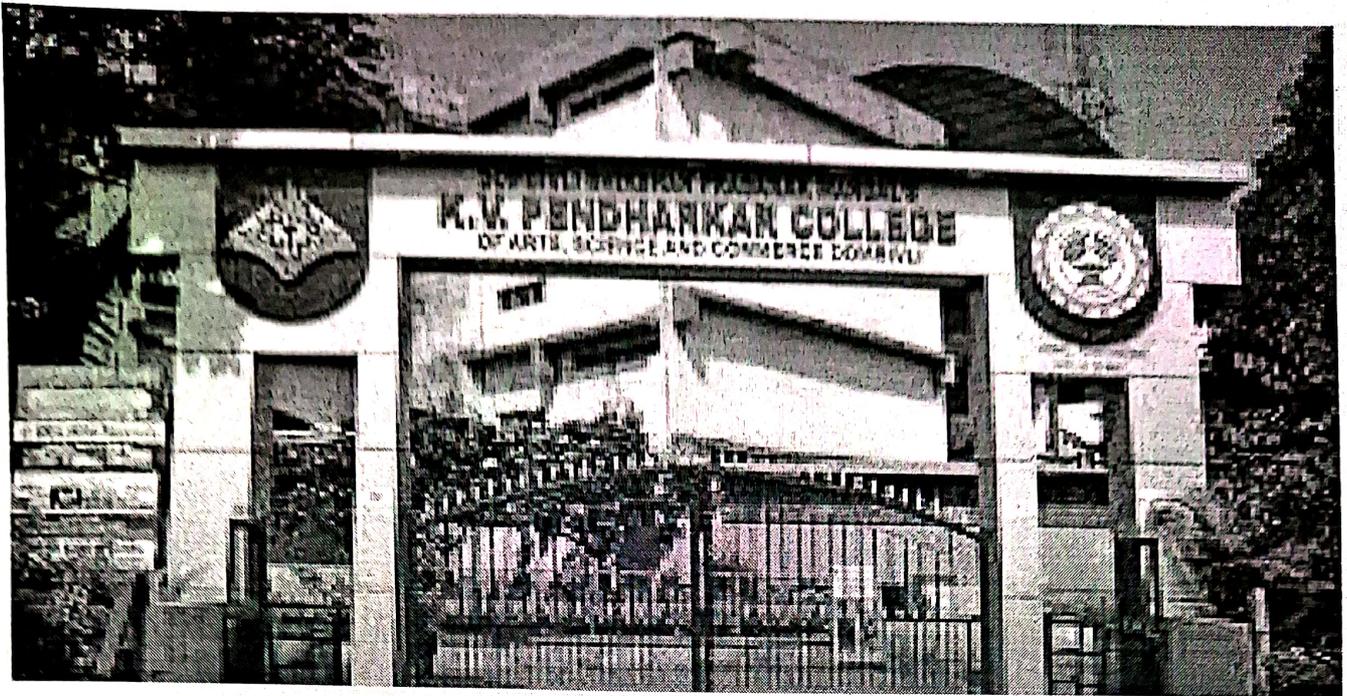
**DOMBIVLI SHIKSHAN PRASARAK MANDAL'S  
K. V. PENDHARKAR COLLEGE OF ARTS, SCIENCE AND COMMERCE  
(AUTONOMOUS), DOMBIVLI (E)**

**IQAC**

**GENDER AUDIT REPORT**

**2023-2024**





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## **INTRODUCTION OF COLLEGE**

Dombivli Shikshan Prasarak Mandal's K. V. Pendharkar College of Arts, Science & Commerce affiliated to the University of Mumbai, was established in 1979. This oldest institution of higher education in Dombivli has over five thousand students enrolled for Junior and Degree College, in the faculties of Arts, Science and Commerce. The institution has achieved a prominent place for itself in the fields of culture, sports and social activities in Dombivli city and among the colleges affiliated to the University of Mumbai. The college has lush surroundings, excellent infrastructure, well equipped laboratories, enriched library, state of the art gymnasium and shooting range and highly qualified faculty. The college has more than 5000 students with well-placed alumni. The institution has an excellent track record of producing toppers in the University of Mumbai in various subjects in the final year undergraduate courses.

The Dombivli Shikshan Prasarak Mandal has been focusing on providing all-round, relevant and comprehensive education to students for over four decades.

The K. V. Pendharkar College was granted 'Autonomous' status by the university grant commission and the University of Mumbai in February 2021.

# GENDER AUDIT: PROMOTING EQUITY AND INCLUSION

## Introduction

In today's world, achieving true equality for all genders is a crucial objective. Institutions, from businesses to educational institutions and government agencies, play a significant role in fostering a fair and inclusive environment. A gender audit serves as a powerful tool for organizations to assess their progress towards gender equality and identify areas for improvement.

## What is a Gender Audit?

A gender audit is a systematic and comprehensive process designed to evaluate how well an organization integrates gender equality principles into its core operations. It takes a critical look at policies, programs, projects, services, decision-making structures, budgeting practices, and the overall work culture to identify potential biases and disparities that might impact different genders.

## Why is a Gender Audit Important?

Public policies and organizational structures can have a disproportionate effect on men and women due to underlying social and cultural norms. Gender audits address this critical issue by:

- **Identifying Gender Issues:** By analyzing data and conducting interviews, a gender audit helps pinpoint areas where gender-based inequalities and challenges exist.
- **Promoting Transparency and Accountability:** The process of conducting a gender audit fosters open discussions about gender equality within an organization. It holds institutions accountable for ensuring fair access to resources and opportunities for all genders.
- **Developing Solutions and Action Plans:** Once gender disparities are identified, the audit paves the way for developing practical strategies and action plans to address them.
- **Improving Institutional Performance:** By promoting a more inclusive environment, gender audits can ultimately enhance overall institutional performance and contribute to a more just and equitable society.

## OBJECTIVES OF A GENDER AUDIT

The specific objectives of a gender audit will vary depending on the context of the organization. However, some common goals include:

- Assess the representation of different genders at all levels of the organization, including leadership positions.
- Identify potential gender bias in recruitment, promotion, and professional development opportunities.
- Evaluate the adequacy and accessibility of facilities and resources for all genders.
- Determine the effectiveness of policies and procedures in preventing and addressing sexual harassment and other forms of gender-based discrimination.
- Analyze how budgets and resources are allocated to ensure equitable access for both men and women.

### The Benefits of Conducting a Gender Audit

Taking a proactive approach to gender equality through a gender audit offers numerous benefits for organizations. These include:

- **Enhanced Reputation and Credibility:** By actively promoting gender equality, an organization demonstrates its commitment to fairness and social responsibility.
- **Improved Employee Morale and Retention:** A diverse and inclusive workplace fosters a sense of belonging and satisfaction, leading to increased employee engagement and reduced turnover.
- **Increased Innovation and Problem-Solving:** Gender-diverse teams bring different perspectives and experiences to the table, leading to more creative solutions and better decision-making.
- **Stronger Stakeholder Relationships:** Demonstrating a commitment to gender equality can strengthen relationships with partners, investors, and the community at large.

## METHODOLOGY USED FOR GENDER AUDIT

In order to achieve the objectives, survey and data collection procedure is followed by collecting data from the administrative office of the college. The collected data analyzed to verify the objectives set by the committee for the purpose of gender audit.

### GENDER RATIO

#### 1. Teaching Staff:

Sr. No.	Category	Aided				Unaided				Total
		Degree		Junior		Self-Finance		Ad hoc		
		Male	Female	Male	Female	Male	Female	Male	Female	
1	Open	03	02	02	03	02	26	01	14	53
2	OBC	01	-	-	-	-	05	03	01	10
3	SC	05	02	-	-	-	02	02	02	13
4	ST	01	-	02	01	-	01	-	01	06
5	NT-A	-	-	01	-	-	-	-	-	01
6	NT-B	-	-	-	-	-	-	-	01	01
7	NT-C	-	-	01	-	-	-	-	01	02
8	NT-D	-	-	-	-	-	01	-	-	01
9	SBC	-	-	01	01	-	01	-	-	03
10	SEBC	-	-	-	-	-	-	-	01	01
Total		10	04	07	05	02	36	06	21	91

#### 2. Non-Teaching

Sr. No.	Category	Aided			Unaided		
		Male	Female	Total	Male	Female	Total
1	Open	09	-	09	05	18	23
2	OBC	02	-	02	04	06	10
3	SC	05	03	08	01	02	03
4	ST	01	-	01	-	-	-
5	NT-A	01	-	01	-	-	-
6	NT-B	01	-	01	01	01	02
7	NT-C	01	-	01	-	-	-
8	NT-D	-	-	-	-	-	-

	SBC	01	-	01	-	-	-
Total		21	03	24	11	27	38

The above table elaborates the teaching and non-teaching staff strength. The staff is appointed in the college by following all the norms and rules and regulations of the University of Mumbai. The number of female staff is comparatively higher than male staff.

### 3. Student

#### 3.1. Under Graduate:

##### Arts

Sr. No.	Category	Male	Female	Total
1	Open	97	175	272
2	OBC	35	67	102
3	SC	54	56	110
4	ST	04	06	10
5	SBC	01	01	02
6	SEBC	02	00	02
7	VJNT	01	01	02
8	VJ	02	01	03
9	VJ-A	00	00	00
10	NT	01	06	07
11	NT-A	00	01	01
12	NT-B	01	05	06
13	NT-C	02	01	03
14	NT-D	02	01	03
Total		202	321	523

**Commerce**

Sr. No.	Category	Male	Female	Total
1	Open	506	553	1059
2	OBC	246	232	478
3	SC	115	129	244
4	ST	12	09	21
5	SBC	08	13	21
6	SEBC	03	05	08
7	VJNT	02	01	03
8	VJ	03	01	04
9	VJ-A	01	03	04
10	NT	11	11	22
11	NT-A	00	01	01
12	NT-B	14	08	22
13	NT-C	03	06	09
14	NT-D	03	02	05
Total		927	974	1901

**Science**

Sr. No.	Category	Male	Female	Total
1	Open	163	166	329
2	OBC	83	61	144
3	SC	45	44	89
4	ST	13	08	21
5	SBC	04	05	09
6	SEBC	04	02	06
7	VJNT	01	00	01
8	VJ	03	03	06

9	VJ-A	03	02	05
10	NT	14	05	19
11	NT-A	00	00	00
12	NT-B	03	02	05
13	NT-C	02	00	02
14	NT-D	03	02	05
15	VJ12	00	00	00
Total		341	300	641

The above tables of undergraduates specify the details of the student's ratio which emphasizes that the girls are outnumbered than the boys. It indicates that the number of students belonging to nomadic tribes is less compared to other categories.

### 3.2. Post Graduate:

#### M. A.

Sr. No.	Category	Male	Female	Total
1	Open	00	08	08
2	OBC	01	02	03
3	SC	00	01	01
4	ST	00	00	00
5	SBC	00	00	00
6	VJNT	00	00	00
7	VJ-A	00	00	00
8	NT	00	01	01
9	NT-A	00	00	00
10	NT-B	00	01	01
11	NT-C	00	00	00
12	NT-D	00	00	00
Total		01	13	14

**M. COM**

Sr. No.	Category	Male	Female	Total
1	Open	37	73	110
2	OBC	21	44	65
3	SC	04	14	18
4	ST	02	00	02
5	SBC	02	02	04
6	VJNT	01	00	01
7	VJ-A	01	00	01
8	NT	01	02	03
9	NT-A	00	00	00
10	NT-B	01	00	01
11	NT-C	00	00	00
12	NT-D	00	00	00
Total		70	135	205

**M. SC**

Sr. No.	Category	Male	Female	Total
1	Open	16	15	31
2	OBC	09	09	18
3	SC	01	05	06
4	ST	01	00	01
5	SBC	00	00	00
6	SEBC	01	00	01
7	VJ	00	01	01
8	NT	01	01	02
9	NT-A	00	00	00
10	NT-B	00	01	01
11	NT-C	00	00	00
12	NT-D	00	00	00

Total		29	32	61
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The above tables of post graduates specify the detail of the student's ratio which emphasizes that the girls are outnumbered than the boys. It indicates that the number of students belonging to nomadic tribes is less compared to other categories.

## **ACTIVITIES RELATED TO GENDER SENSITIZATION**

### **Activity 1**

Name : Two days Awareness session on Menstrual Health and Hygiene Management

Date ; 03/11/2023 & 04/11/2023

Organized by : NSS Unit & UJAAS Foundation , Aditya Birla Education Trust

Participants : Male : 30 and Female : 37 Total : 67

### **Activity 2**

Name : Girl Child day Celebration Awareness session on Personal Hygiene

Date : 24/01/2024

Organized by : IQAC

Participants : Female : 56

## SANITATION FACILITIES

### Staff

Male		Female
Toilet compartments	Urinary compartments	Toilet compartments
03	02	04

### Students

Boys		Girls
Toilet compartments	Urinary compartments	Toilet compartments
07	20	15

## GENDER RATIO IN NCC,NSS & STUDENT COUNCIL

### NCC:

Male	Female	Total
49	78	127

### NSS:

Male	Female	Total
44	56	100

### Student Council:

Male	Female	Total
20	29	49

## CONCLUSIONS

1. **College Gender Composition:** The College has a balanced gender ratio, with females making up a significant portion of both the student body and staff.
2. **Staff Gender Ratio:** Interestingly, females outnumber males among the college staff.
3. **Student Gender Ratio:** Females also constitute a larger portion of the student population.
4. **Activity:** The College shows signs of commitment to gender equality by including males in its Menstrual Health and Hygiene Management awareness session.

## RECOMMENDATIONS

### 1. Gender Sensitization Workshops:

- Conduct a mandatory, one-hour gender sensitization workshop in the first term for all students (boys and girls) and new staff members.
- This workshop should address topics like gender stereotypes, unconscious bias, respectful communication, and the importance of gender equality.
- Consider incorporating interactive activities and discussions to enhance engagement.

### 2. Gender Equality Lectures:

- Organize lectures throughout the academic year (minimum one per class) that specifically focus on gender equality.
- These lectures can explore topics like women's rights, legal framework, and the importance of creating a gender-inclusive environment.
- Encourage open discussions and invite guest speakers when possible.

  
04/05/2024  
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