



# **SHANKAR NARAYAN COLLEGE OF ARTS, COMMERCE & SELF FINANCE COURSES**

**Internal Quality Assurance Cell (IQAC)**

# **GENDER AUDIT REPORT**



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## Gender Audit: An Introduction

- **Introduction of the Institution**

Shankar Narayan College of Arts and Commerce was established in 1994 with a vision to provide Higher and Professional Education in the vicinity of Mira-Bhayandar. The college is permanently affiliated to the University of Mumbai and recognised under Section 2(f) and 12(b) of UGC Act and accredited by NAAC with 'A' grade in 2017. The college provides a stimulating, safe and supportive environment, in which students aim for success.

The college started with 47 students and over the years, College has grown both quantitatively and qualitatively having around 7000+ student - strength. Presently college runs B. Com, B.A. degree courses and Professional Courses like Bachelor of Management Studies (BMS), Bachelor of Banking and Insurance (BBI), Bachelor in Accounting and Finance (BAF), B. Sc. I. T. and also started B.Sc. Computer Science, Bachelor in Financial Market (BFM). PG Degree Course in Advanced Accountancy (M Com) & Information Technology (M. Sc. I. T.) has also been started which is affiliated to the University of Mumbai and recognized by the Government of Maharashtra. The college has started specialised Post Graduation Course – MMS (Master in Management Studies) in the name of [Rohidas Patil Institute of Management Studies](#). The trust has also established [Pravin Patil Degree College of Engineering Technology](#) to cater the need of technical education in Mira-Bhayandar area. Although the Trust has established educational institutions to cater for the needs of the society, the members of the trust felt that they should also setup a new institute to help students to choose right careers and prepare for appearing at the various competitive examinations held in the country by UPSC, MPSC, Railways, Banks and such other bodies. They realised that no such institute existed between Bandra and Dahanu in the Western suburbs and our institution could fill this gap.

A decision was therefore taken by the trustees to establish [Pramila Institute of Administrative Careers](#) with competent faculty, office staff and infrastructure from 2010 – 11. Quality and excellence is the aim of the institution. The college makes sincere efforts towards empowerment of students by providing innovative teaching and learning facility. The comprehensive and value-based education has been the benchmark achieved by the entire stakeholders of the institution. Within a short span of 18 years, the college has achieved prominent position in the coastal region by maintaining high teaching standards and by achieving outstanding results in academics, cultural and sports field both at the State and National level

- **What is a gender audit?**

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

Although there is no standard approach 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:

**1. An internal audit:** This dimension refers to how much 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.

**2. An external audit:** This dimension aims to assess to what extent, an

organization mainstreams gender in its policies, programs, projects and services in terms of content, delivery and evaluation. External gender audits evaluate 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, programs, 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. programs, 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. 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.

### Constitution of the Gender Audit Committee:

<b>Sr. No</b>	<b>Name</b>	<b>Designation</b>	<b>Institution</b>
<b>1</b>	<b>Prin. Dr. V. N. Yadav</b>	Chairman	Principal, Shankar Narayan College of Arts, Commerce & Self Finance Courses
<b>2</b>	<b>Dr.Satyasri Mynampati</b>	Vice Chairman	IQAC Coordinator, Shankar Narayan College of Arts, Commerce & Self Finance Courses
<b>3</b>	<b>Prin.Dr.Somnath Vibhute</b>	External Committee Member	Principal, St. Gonsalo Garcia College of Arts & Commerce
<b>4</b>	<b>Prin. Dr. Swati Pitale</b>	External Committee Member	Principal, Shailendra Education Society's Arts, Commerce & Science College
<b>5</b>	<b>Dr. Surekha Mishra</b>	Internal Committee Member	Head of the Department of Commerce, Shankar Narayan College of Arts, Commerce & Self Finance Courses
<b>6</b>	<b>Ms. Patel Fauziya</b>	Internal Committee Member	Head of Department Accounting & Finance & M. Com. Coordinator, Shankar Narayan College of Arts, Commerce & Self Finance Courses

### **Objectives of the Gender Audit exercise:**

- 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.
- Organizing programs to build confidence and instil leadership qualities in the female students.
- To join hands with IQAC, Anti-ragging Committee, and Grievance redressal Cell and Internal Complaint Committee & Women Development Cell for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- 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.

## **Gender Sensitisation in the Institution:**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. The institution was established in the early sixties when the issue of gender was not much of a concern especially in a remote region like ours. When 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 Ground Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the library and major gates.
- There is a Women's Forum that conducts Gender Sensitization programs regularly for the students.

The college has established a number of committees to aid girl students and lady's staff. This committees include:

- **Anti-Ragging Committee:** As the college forms a constituent part of the University of Mumbai, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

- **Women Development Committee:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Shankar Narayan College of Arts, Commerce & Self Finance Courses, a strong kernel of gender sensitization, the Women's Forum was constituted 2010. The forum has both the faculty and nonteaching 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. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.
- **NSS for Girls:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.
- **Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.
- **Internal Complaint Committee:** The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishakha Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishakha judgment, the Act aspires to ensure women's right to work

place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

### **Gender Audit Methods:**

- **Gender Balance within 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.

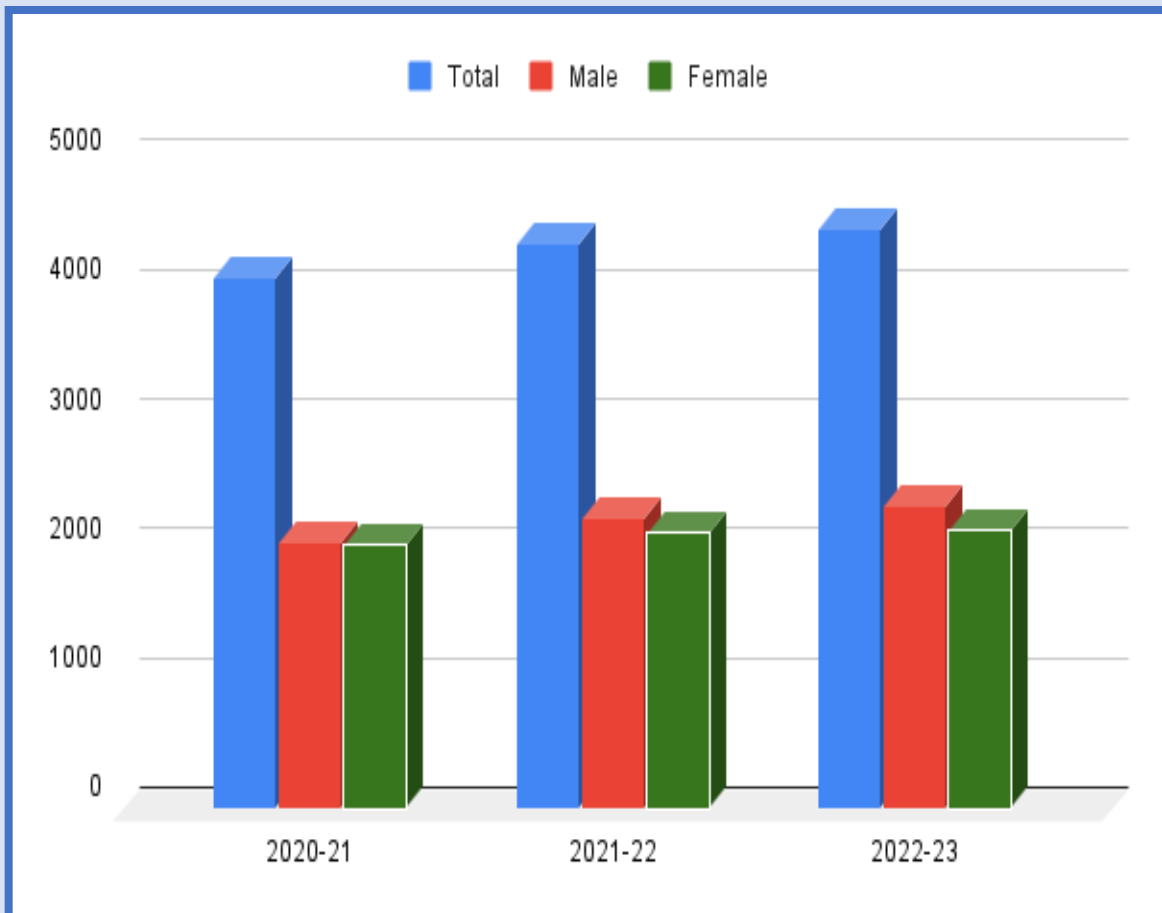
Gender Audit Team reviewed and analysed the operating environment of Shankar Narayan College of Arts, Commerce & Self Finance Courses. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and

fame to them as well as the College. The analysis of the responses of students with regard to program planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programs of the college is adequate.

**Table I.1 Gender wise details of students in the College**

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2020-21	4096	2056	2040	50.19	49.80
2	2021-22	4357	2235	2122	51.29	48.70
3	2022-23	4467	2328	2139	52.11	47.88



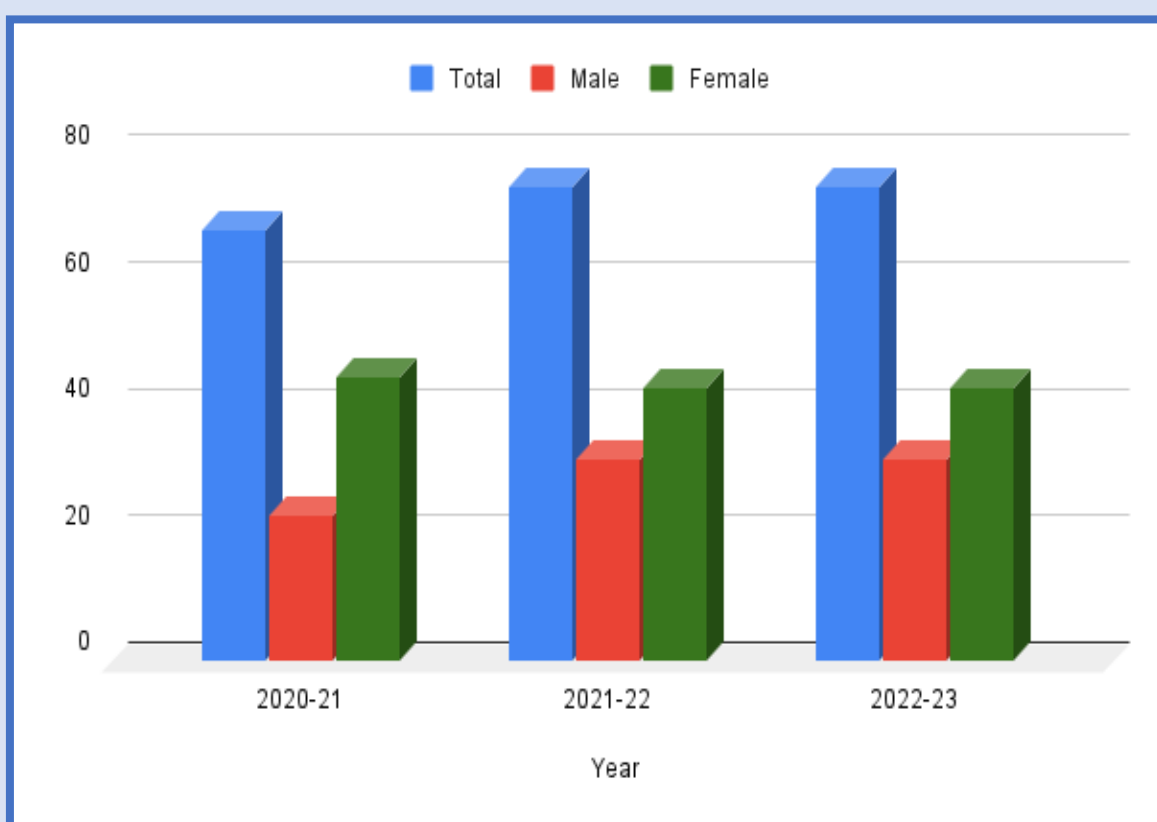
**Fig I.1: Gender wise details of students in college**

The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the

number of students increased in 2022-23 so there is slight increase of 2% from 4096 to 4467 is found to be there as compared to previous year.

**Table 1.2: Gender wise Details of Total Teaching Faculties in the College**

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2020-21	68	23	45	33.82	66.17
2	2021-22	75	32	43	42.66	57.33
3	2022-23	75	32	43	42.66	57.33

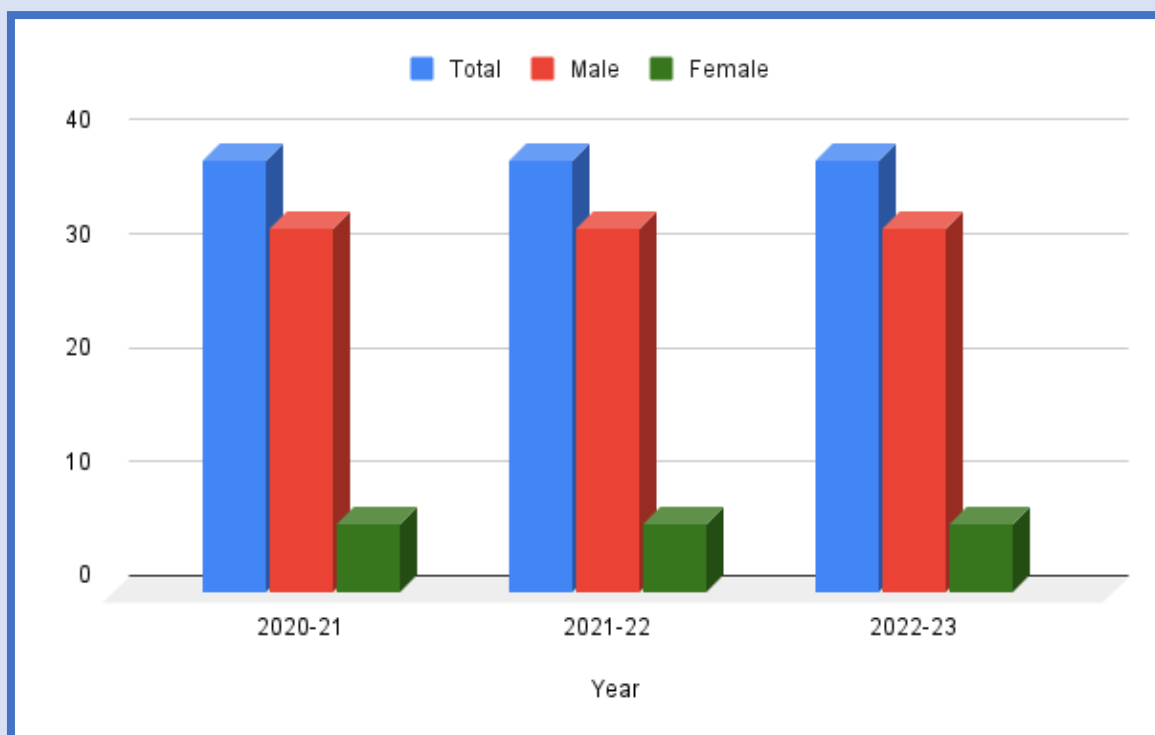


**Fig 1.2: Gender wise details of Total Teaching Faculties in the college.**

The total number of female teaching staff is more as compare to male. This proves that women are empowering as time travels. It's also a need of institution to have more female teachers with more girl students.

**Table I.3: Gender wise Details of Total Non-Teaching Staff in the College**

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2020-21	38	32	6	84.21	15.78
2	2021-22	38	32	6	84.21	15.78
3	2022-23	38	32	6	84.21	15.78

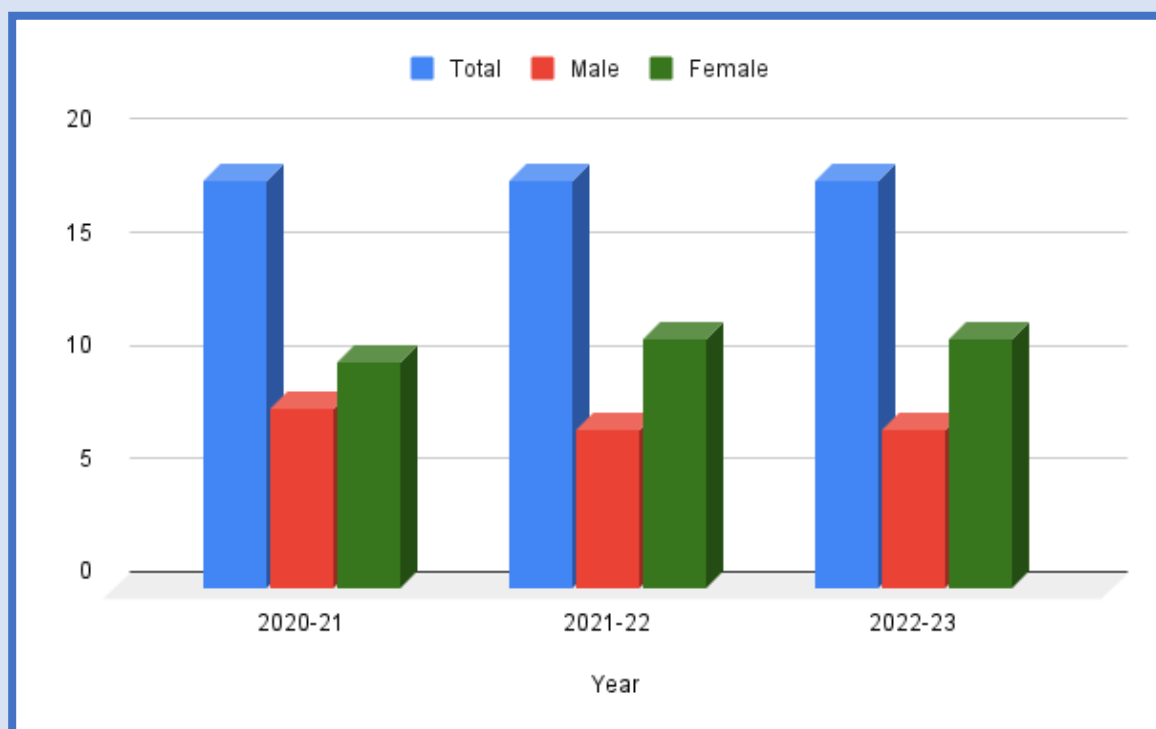


**Figure 1.3: Gender wise Details of Total Non-Teaching Staff in the College**

There is a dis-balance between male and female staff. There is a need of bringing balance between male and female in non-teaching staff by adding more females for women empowerment in non-teaching staff.

**Table I.4: Gender wise Details of Total HOD's in college**

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2020-21	18	08	10	44.44	55.55
2	2021-22	18	07	11	38.89	61.11
3	2022-23	18	07	11	38.89	61.11

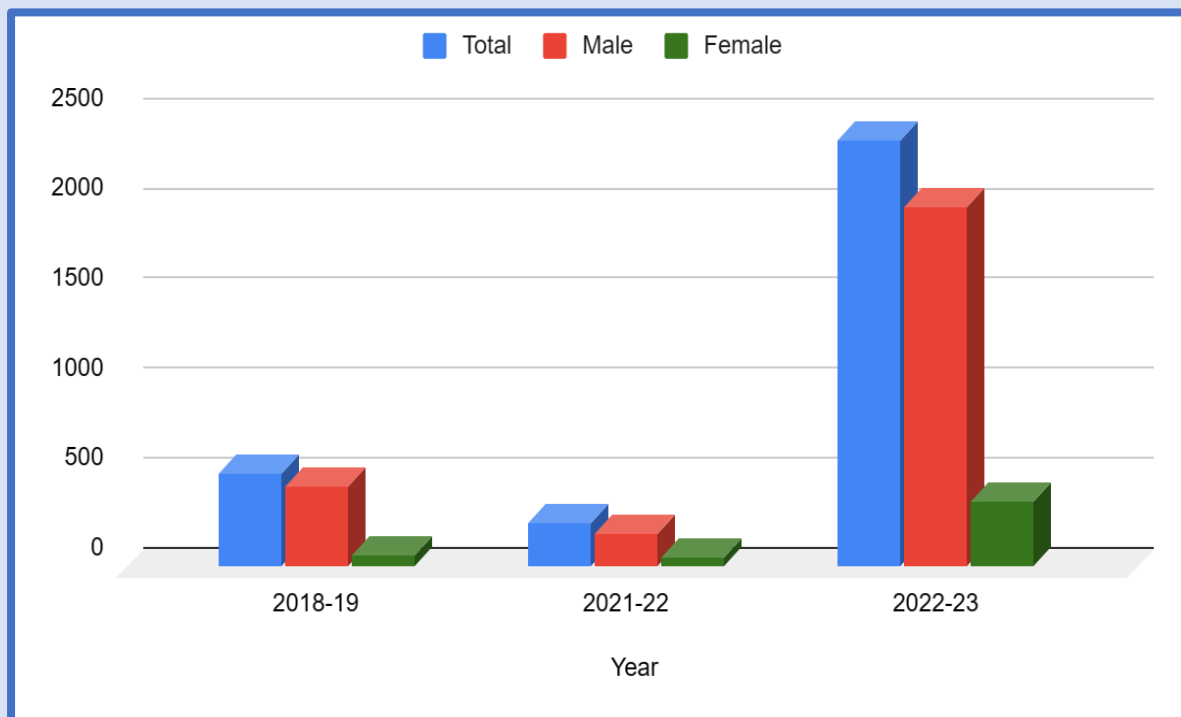


**Figure I.4: Gender wise Details of Total HOD's in college**

For two years the ratio is fixed. This shows that there is a stability among. Also females are greater in number as compared to male which shows the dependency of women over any designation.

**Table I.5: Gender wise Details of Total participants in Sports of college**

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	523	452	71	86.42	13.57
2	2021-22	245	186	59	75.92	24.08
3	2022-23	2371	2002	369	84.44	15.56

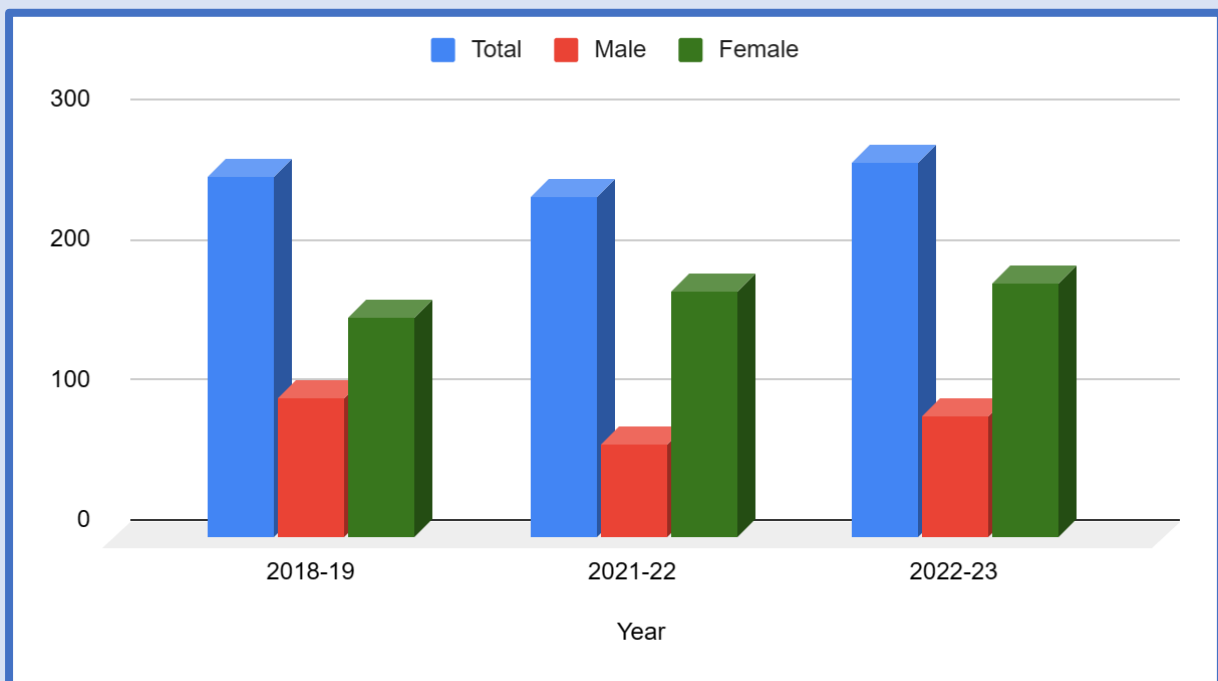


**Figure I.5: Gender wise Details of Total participants in Sports of college**

The sports competition is male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too. In 2021-22 there were total 245 students which increased by 9.5% in 2022-23 by 2371.

**Table I.6: Gender wise Details of Total participants in Cultural Activities of college**

<b>Sr. No.</b>	<b>Year</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>% Male</b>	<b>% Female</b>
<b>1</b>	<b>2018-19</b>	<b>257</b>	<b>100</b>	<b>157</b>	<b>38.91</b>	<b>61.08</b>
<b>2</b>	<b>2021-22</b>	<b>243</b>	<b>67</b>	<b>176</b>	<b>27.57</b>	<b>72.43</b>
<b>3</b>	<b>2022-23</b>	<b>267</b>	<b>86</b>	<b>181</b>	<b>32.21</b>	<b>67.79</b>

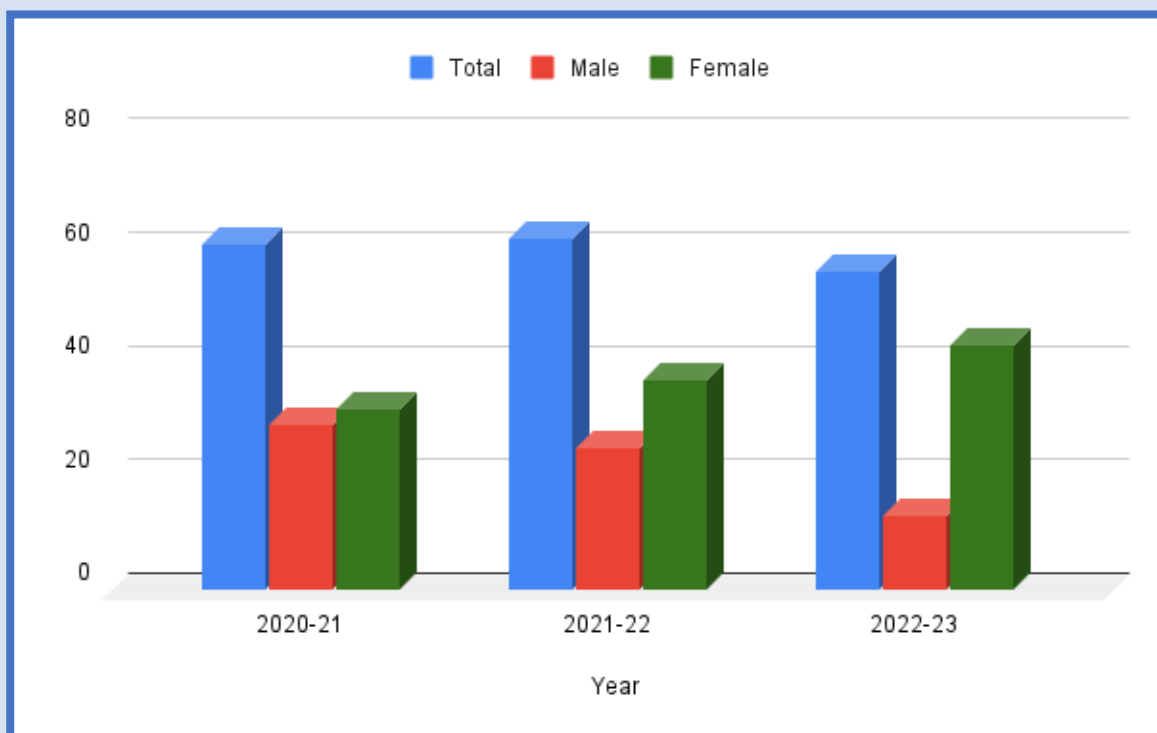


**Figure I.6: Gender wise Details of Total participants in Cultural Activities of college**

Girl students always outnumber boys in arts. There are various art items conducted for competitions. There is tough competition for all the activities. In 2021-22 there were total 243 students which increased by 2% in 2022-23 by 267.

**Table I.7: Gender wise Details of Meritorious students of college**

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2020-21	61	29	32	47.54	52.46
2	2021-22	62	25	37	40.32	59.67
3	2022-23	56	13	43	23.21	76.78

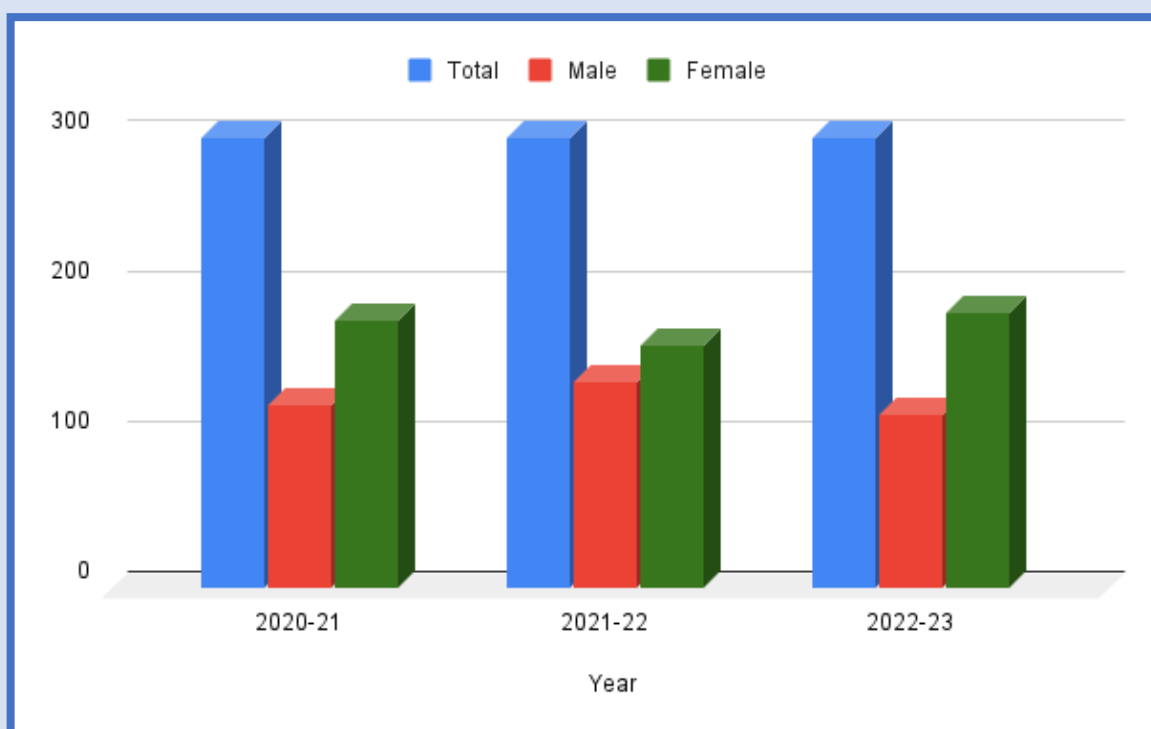


**Figure I.7: Gender wise Details of Meritorious students of college**

The table shows year wise gender classification of male and female strength of students and the total number of meritorious students in the college. It appears that the number of female students is more as compared to male students. This shows that female's capability and their sincerity towards education.

**Table I.8: Gender wise Details of Total participants in NSS Unit of college**

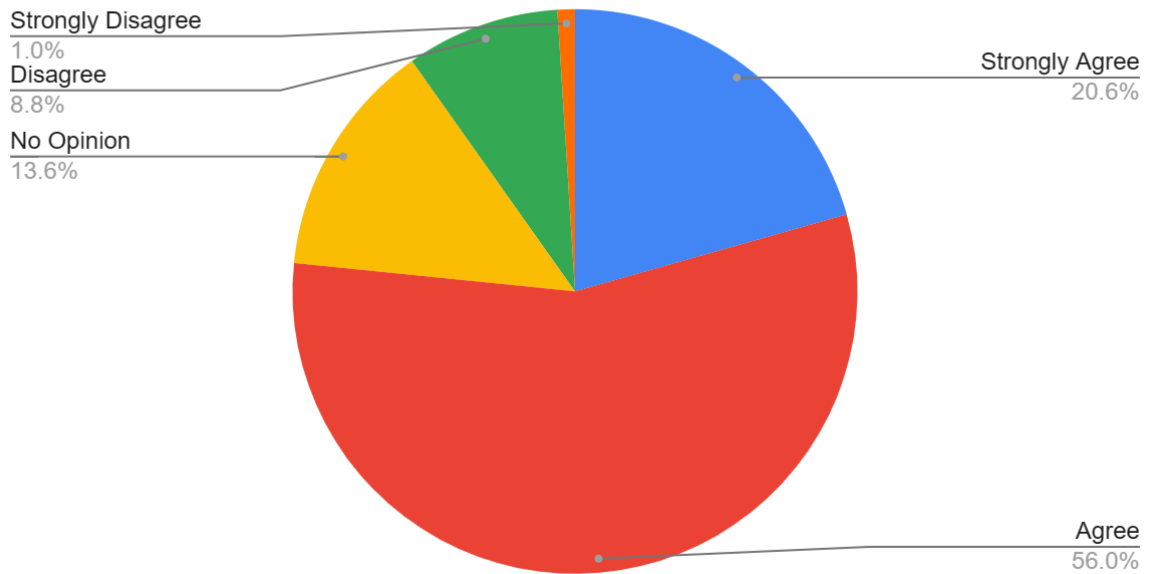
Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2020-21	300	122	178	40.66	59.33
2	2021-22	300	138	162	46	54
3	2022-23	300	116	184	38.66	61.33



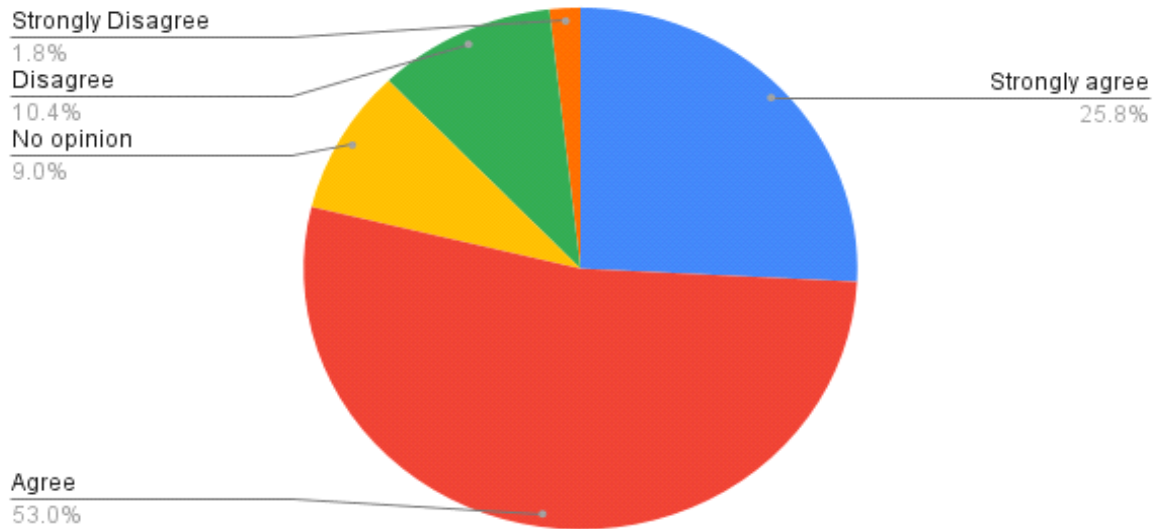
**Figure I.8: Gender wise Details of Total participants in NSS Unit of college**

The selection of NSS volunteers are on the basis of their aptitude towards selfless service to societal actions and also the ability to work in group is also considered. It's a matter of pride to see girls always excel in these activities.

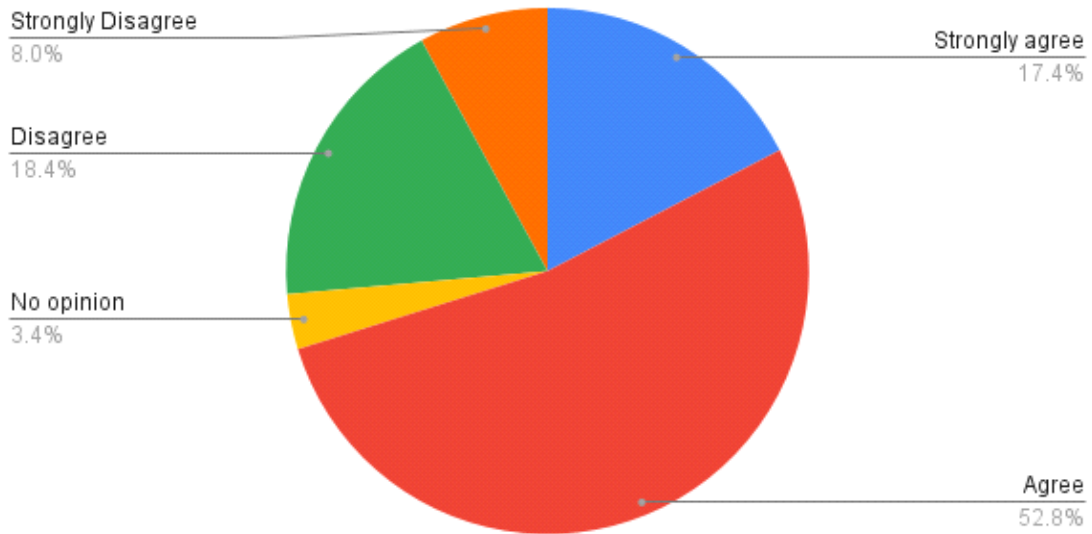
### 1. The College conducts Gender Sensitisation programmes as a part of its curriculum



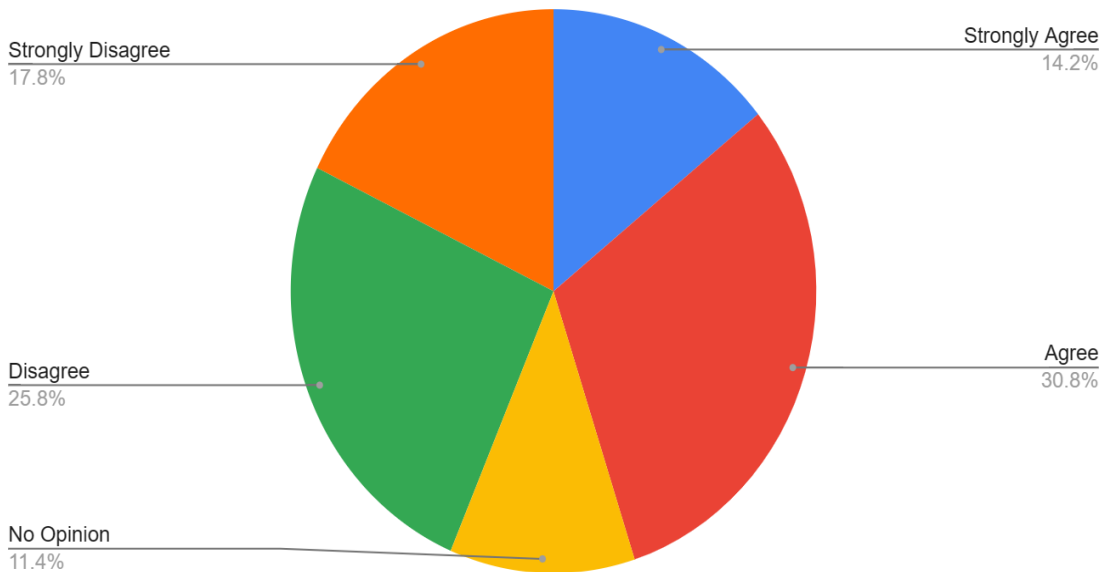
### 2. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum



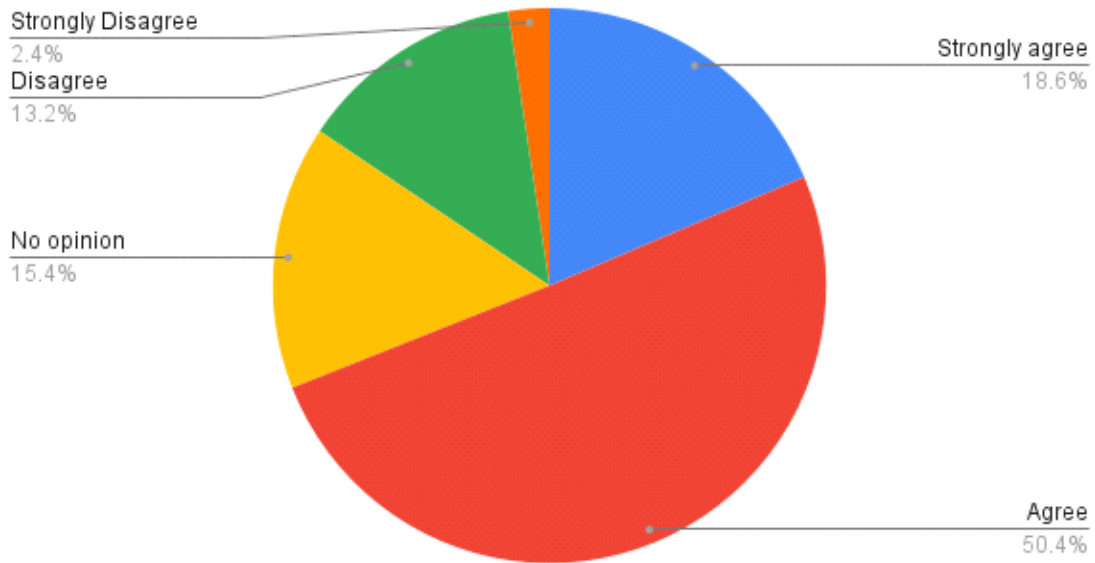
### 3. Adequate number of toilets are available in the campus for girls



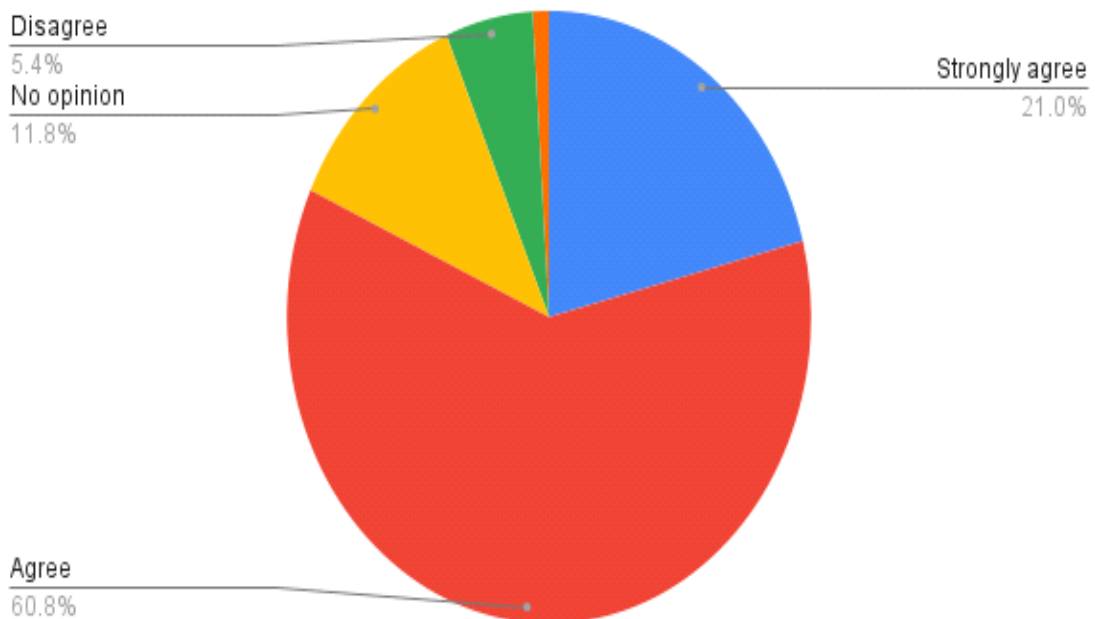
### 4. Adequate facilities are available inside the toilet keeping in mind the needs of the girl students. Adequate disposable bins are available in the toilet



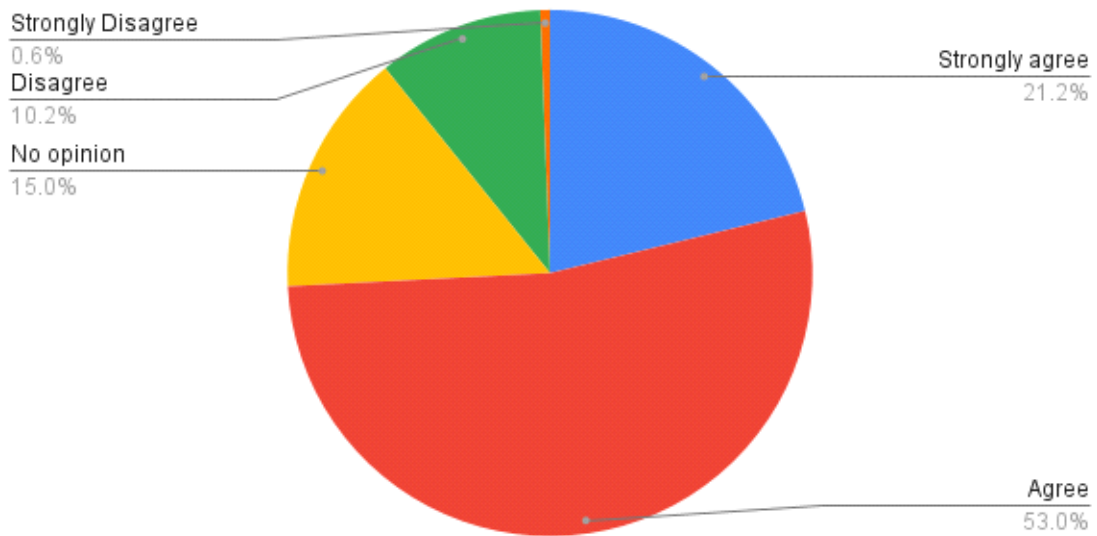
5. Adequate lighting is available inside the campus during night, including but not limited to, adequate lights in corridor, class rooms, common areas, toilets, etc.



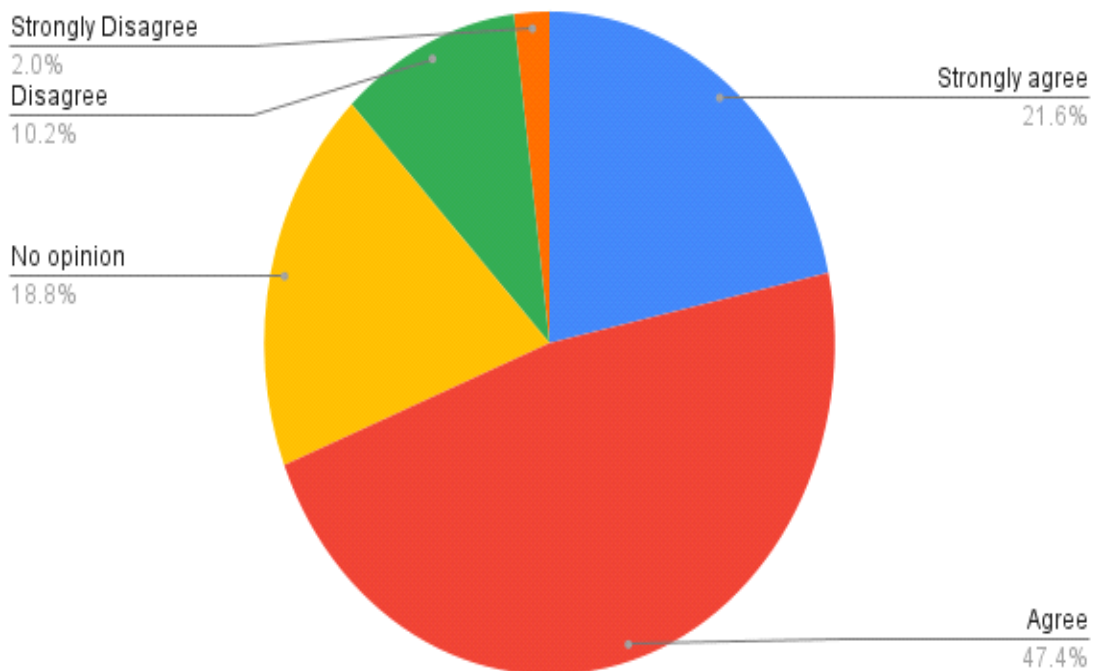
6. Adequate security arrangements have been made in the campus and common areas during day and night.



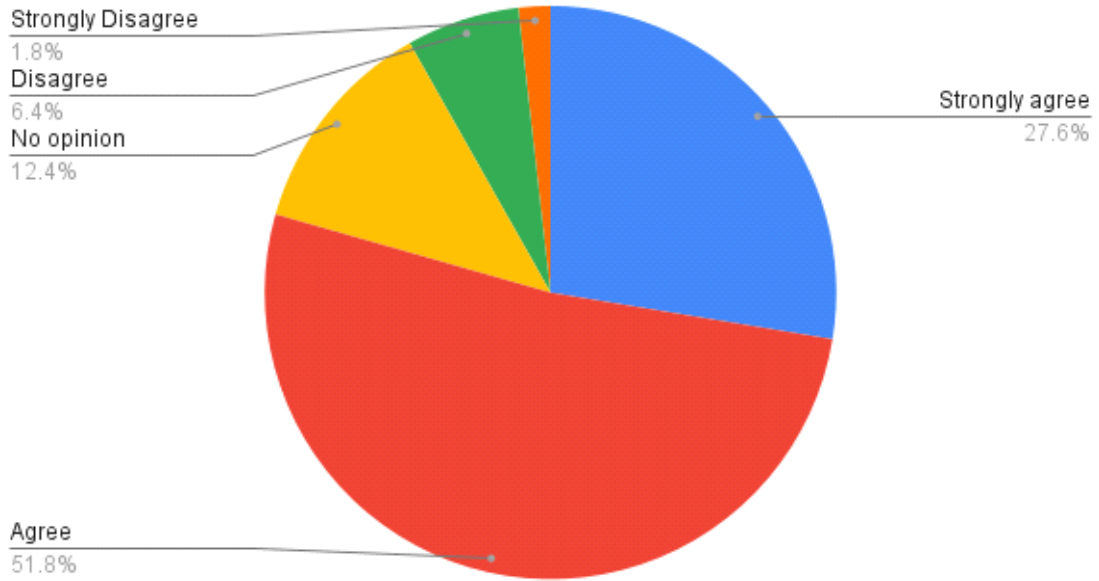
### 7. A women cell is set up in the college and students are aware about the women cell.



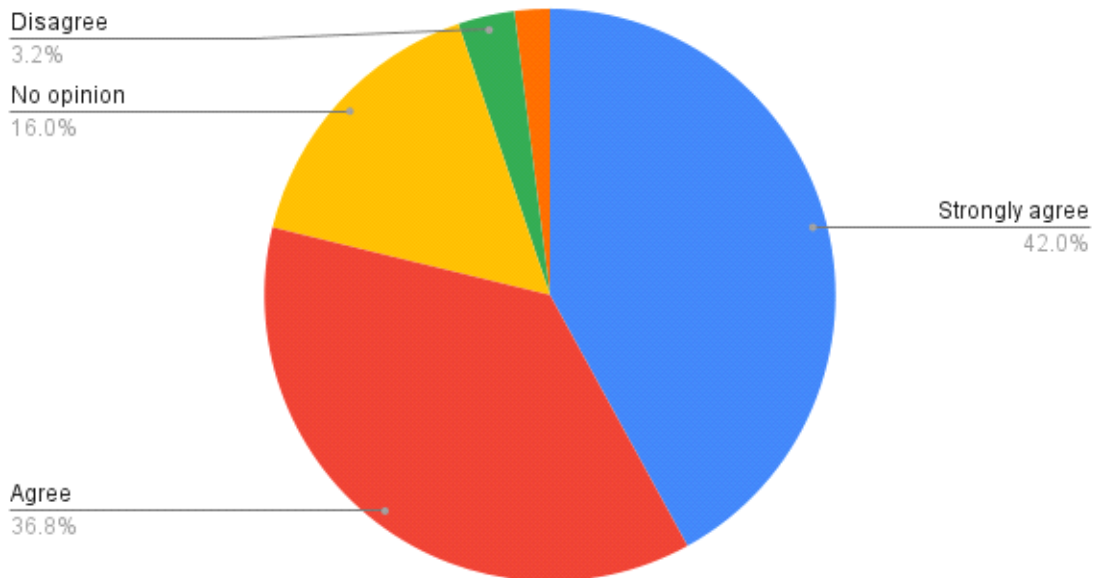
### 8. There are lady faculties available in the women cell.



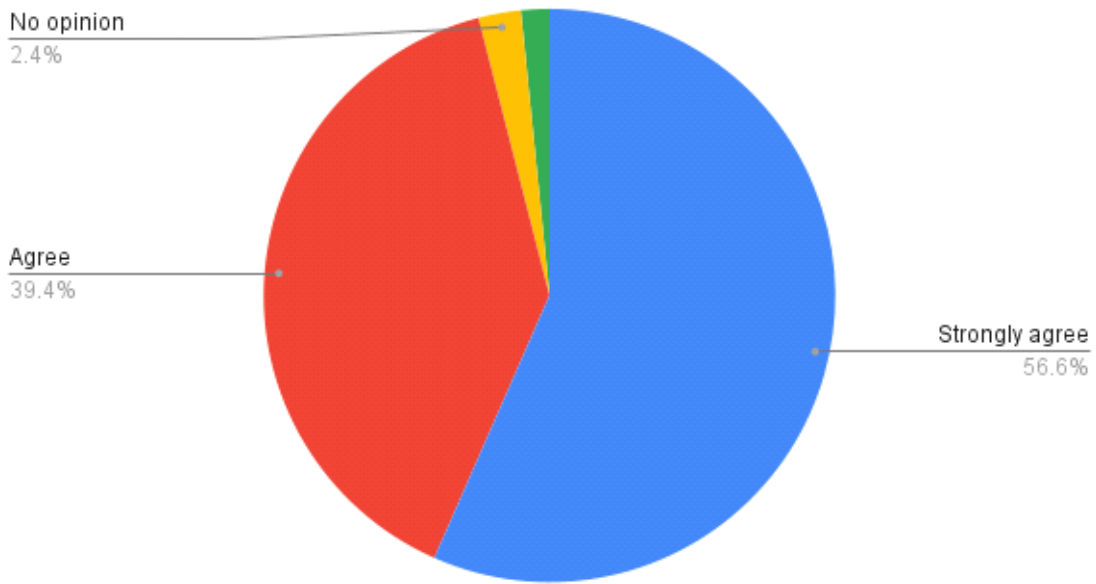
### 9. Do you reach out to women's cell ?



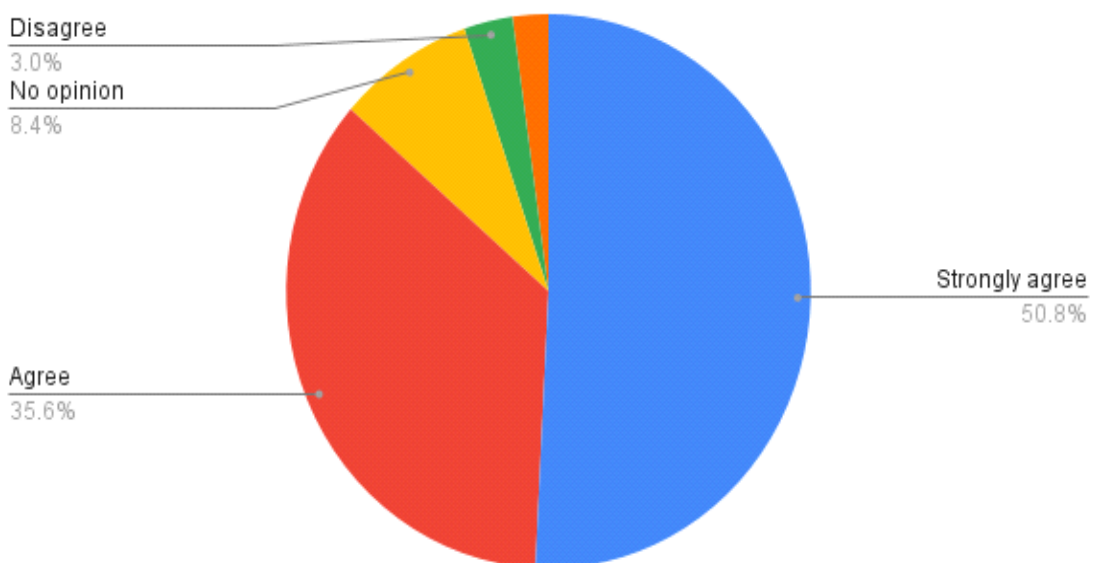
### 10. A grievance redresses cell has been set up.



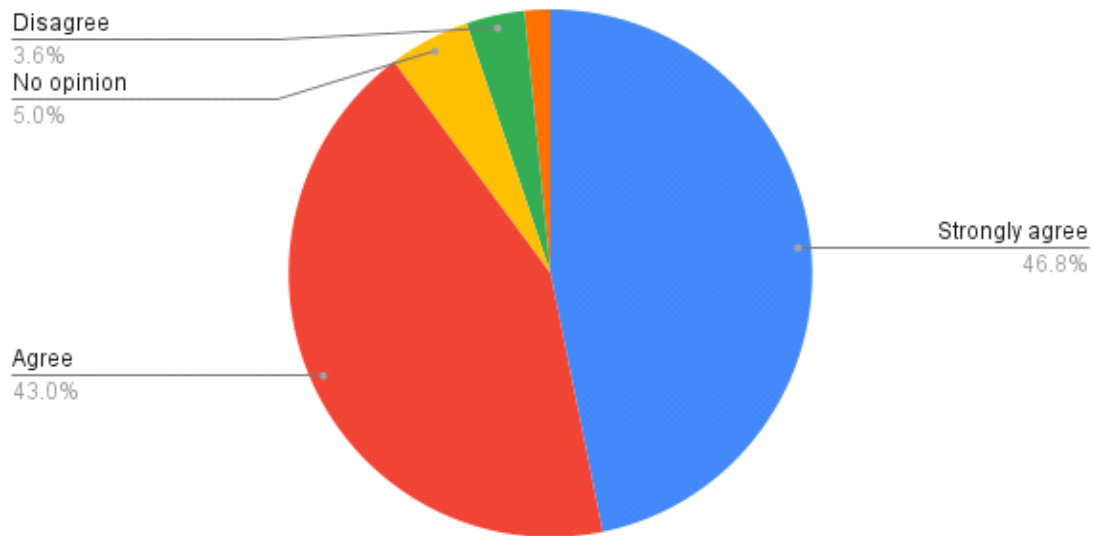
**11. The classroom offers equal opportunities to all genders.**



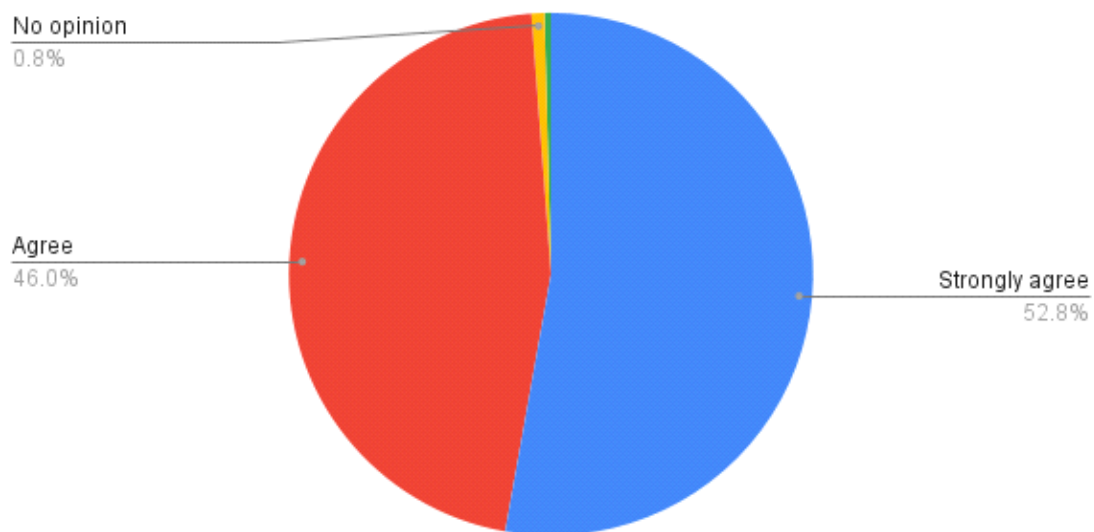
**12. The college offers equal opportunities to all genders on sports.**



**13. There is equal opportunity to all genders to work with various clubs and forums.**



**14. There is equal opportunity to all genders for free and fair expression of ideas.**



## **Salient Findings**

- Students' strength particularly girl's strength, is satisfactory.
- The participation of girls in cultural activities is comparatively better than boys.
- In sports the participation of boys in comparison to girls are less.
- Among regular teaching staff, the strength of female's is higher than male.
- More percentage of HOD's are female as observed in college.
- Non-teaching staff has a less percentage of female to male.
- It has been observed that a greater number of meritorious female student are in comparison to male.
- Majority of the student's opinion that adequate safety arrangement is made available in the campus.
- All the students are aware about the functioning of Women Development Cell in the campus and about the full-time lady faculty in charge of Women Development Cell coordinator.
- There is equal opportunity for all genders in the class-room and library.
- Adequate toilet facilities are available for female students inside the campus.

## Suggestions

- Give more emphasis on gender sensitization programmes such as gender equity, empowerment of women, men and masculinities among students etc.
- The number of female staff in decision making bodies may be increased.
- Motivate female students to participate in more sports/physical activities on a regular basis.
- More awareness program on legal rights, medical awareness, martial arts etc. in well-organized form.
- Introduction of more self-employment trainings for female students.
- Regular bases self -training programme is needed to be practised.
- More weightage is needed to be given for promotion towards competitive exam to girl students by organising more workshop for it.
- Though the College ensures the safety of students by installing CCTV in the
- campus at all the strategic locations. professional ladies' security guards can be placed at college gates.

\*\*\*\*\*

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**Prin. Dr. Swati Pitale**

External Committee Member  
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**Dr. Satyasri Mynampati**

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**Prin. Dr. V. N. Yadav**

Chairman  
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