

Rayat Shiksha Samstha's Arts, Science and Commerce College, Mokhada : Gender Audit Report 2014-2018

1. Introduction

The Rayat Shikshan Sanstha, Satara is one of the leading educational institutions in Asia. The institution works with a noble mission and a noble cause with "Education through self-help" as its motto. "Earn and Learn" scheme introduced by Karmveer Bhaurao Patil has been widely accepted by other educational institutions. Founded by Rayat Shikshan Sanstha, Arts, Science & Commerce College, Mokhada is a renowned co-educational institution and an affiliated college of Mumbai University, Mumbai. The college was established in 1984 with prime objective to educate students from tribal area and downtrodden strata of Palghar District of Maharashtra.

The present courses are enriched with additional career oriented courses which help in overall development of the students. College is taking various efforts through co-curricular and extra-curricular activities, to supplement the University curriculum for integrating academic programmes and the institution's goals and objectives. Our collective effort makes this college a vibrant place to learn, to work and to metamorphose.

National Assessment and Accreditation Council (NAAC) assessed College for the first cycle in 16th -18th Dec. 2013. The accreditation in B grade with CGPA 2.21 made us aware of the quality education.

The Gender Audit is an attempt to study the gender balance in Arts, Science

and Commerce College, Mokhada. It tries to see out whether college follows University's rules, policies and actions as it forms a constituent part of Mumbai University, Mumbai with special reference to women. The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

For the overall development of the students, the college organized various programmes on several issues. Students actively participate in these programmes. For girls students, college organized lectures on eminent personalities on the issues like women health, education, malnutrition, female foeticide to create awareness among them. With this the also provides a platform for social work through NNS Unit. In the Academic year 2017-18, the NSS unit has 200 intake capacities out of which 36.50 % is of girls. The unit always motivates girls for their social responsibilities.

Various Certificate Courses like Accounting Practices and Communication Skills motivate for self-employability. In the Cultural Activities and Sports at college level, girls have achieved grand success.

OBJECTIVES

The objectives of Gender Audit are as following:

- To study the gender balance in the college among students, teaching and non-teaching staff.
- To find out reasons behind the gender inequality if present.
- To examine the policies of the college rules / actions toward the needs and interests of both male and female students.
- To suggest the administration to take active steps against gender imbalance if present in college community for bridging gender gap.
- To see the work and capacity for prevention of sexual harassment at the college.

2. Gender Sensitive features in Arts, Science & Commerce College, Mokhada

Gender sensitive features are carefully observed in every corner of the college human resources. For gender equality especially for empowerment of girl students various committees are constituted in the college for Instance Grievance Redressal, Women Development Cell and Internal Complaints Committee which are providing sufficient facilities to girls and gender equality is kept upright in the college. With this the college is also running a career oriented course on communication skills for students.

Facilities for Girls:

This multi-faculty college is always crowded early from 7.30 am to 5.30 pm. The college ensures safety of girl students by following arrangements.

1. Varanda supervision:

Separate time-table is prepared to keep vigilance in the varanda for discipline.

2. Parking Facilities:

There is separate parking arrangement of bicycles as well as two wheelers for boys and girls.

4. Study Room:

The girl students are availed a separate study room.

5. *Separate book-issuing Counter:*

The separate book-issuing counter marks a discipline.

6. *Drinking Water:*

Proper drinking water facility is made available for students.

7. *Canteen:*

In canteen, a separate section is kept for girl students. They have a space to enjoy their food and canteen food.

11. *Anti-Ragging Committee:*

UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. Hence our University have shared some responsibility and made it compulsory to fill up anti-ragging form which is supplied along with the college prospectus.

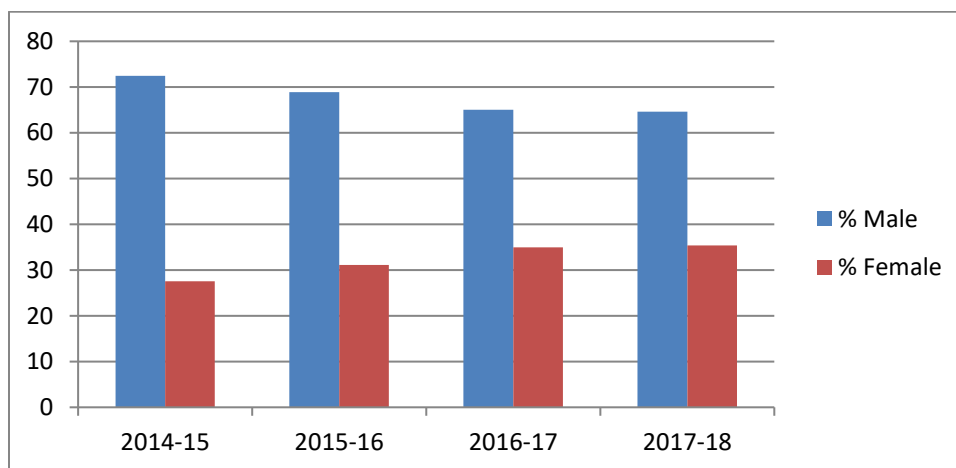
12. *Internal Complaints Committee:*

According to guidelines of the UGC, it is made compulsory for every college to constitute Internal complaints committee as safety measure for girl students. The constitutions of committee are- chairman, one lady member from society, one lady legal advisor and ladies faculty members from college. The list of all members with their phone numbers are displayed on board in front of the administrative office. Any girl student can complain about her difficulty to any of the member.

3. Gender Balance in enrollment at graduation and post-graduation level

I. Year wise Gender Classification of students: 2014-18

Year	Male	Female	Total	% Male	% Female
2014-15	444	169	613	72.43	27.56
2015-16	434	196	630	68.88	31.11
2016-17	396	213	609	65.02	34.97
2017-18	400	219	619	64.62	35.38

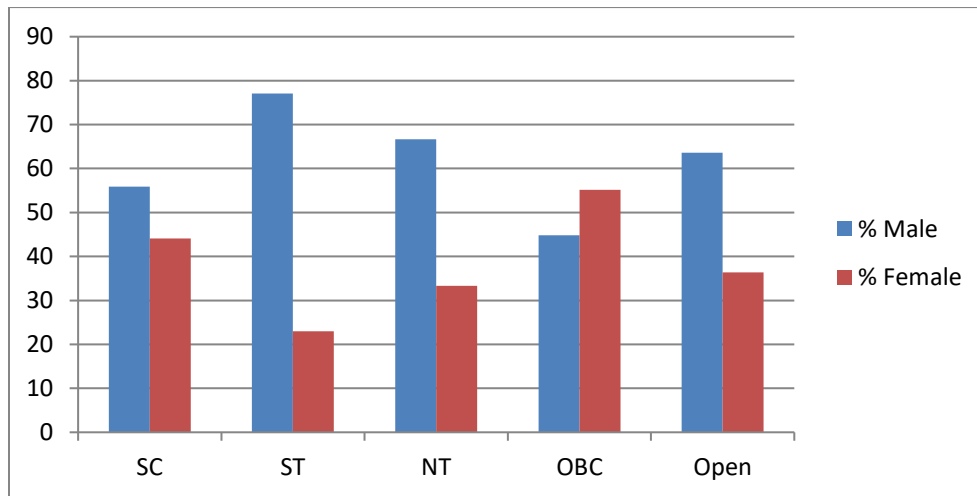


The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2014-15 to 2017-18 the percentage of gender classification shows the male candidates are more than the female candidates but the admissions of the female candidates are increasing yearly. The percentage of male and female students can be easily viewed at a glance with the help of table and graph.

II. Gender Difference in Various Social Categories:

Gender difference in various social categories of students (%): 2014-15

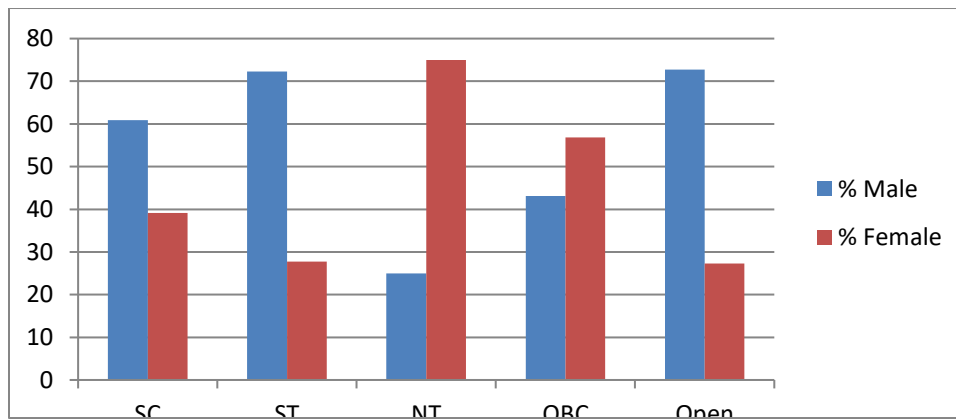
2014-15					
Category	Male	Female	Total	% Male	% Female
SC	19	15	34	55.88235	44.11765
ST	386	115	501	77.04591	22.95409
NT	6	3	9	66.66667	33.33333
OBC	26	32	58	44.82759	55.17241
Open	7	4	11	63.63636	36.36364
Total	444	169	613	72.43067	27.56933



The table very clearly shows percentage of the gender difference in various social categories in the year 2014-15. The social category comprises SC, ST, NT, OBC and open. In the year 2014-15 the SC, NT, OBC and open category students are only 18% and ST category students are 82% out of it males are 77% and females are 23%. The female candidates are more than the male candidates in OBC category.

Gender difference in various social categories of students (%): 2015-16

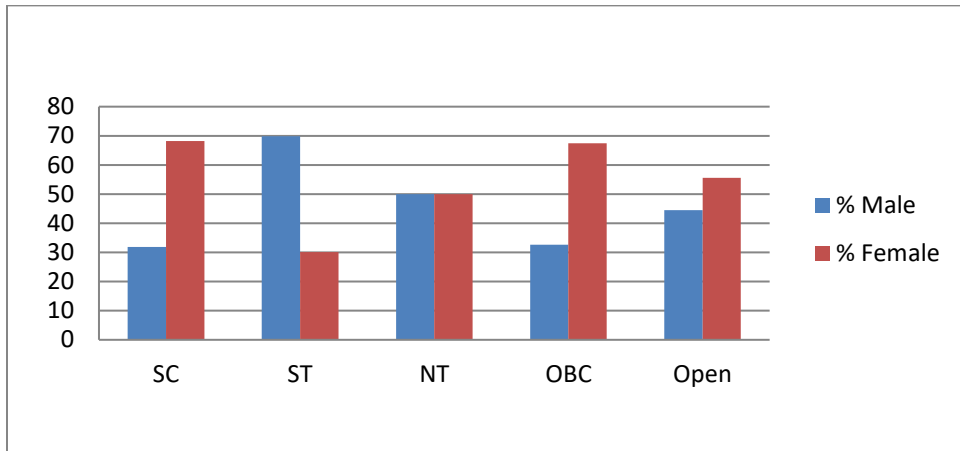
2015-16					
Category	Male	Female	Total	% Male	% Female
SC	14	9	23	60.869	39.130
ST	388	149	537	72.253	27.7467
NT	2	6	8	25	75
OBC	22	29	51	43.137	56.862
Open	8	3	11	72.727	27.272
Total	434	196	630	68.888	31.111



The above table shows percentage of the gender difference in various social categories in the year 2015-16. The social category comprises SC, ST, NT, OBC and open. In the year 2015-16 the SC, NT, OBC and open category students are only 15% and ST category students are 85% out of it males are 72% and females are 27% as compare to the academic year 2014-15 the female candidates of ST category was increased by 4%. The percentage of female candidates from SC category was decreased by 5%. The female candidates are more than the male candidates in OBC category.

Gender difference in various social categories of students (%): 2016-17

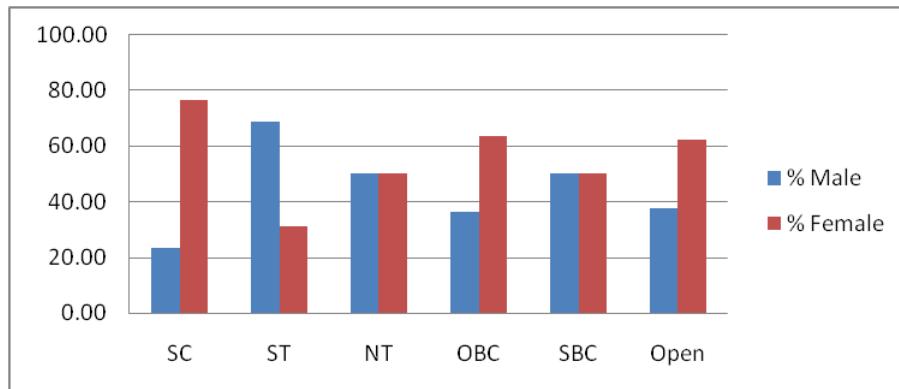
2016-17					
Category	Male	Female	Total	% Male	% Female
SC	7	15	22	31.818	68.181
ST	366	158	524	69.847	30.152
NT	4	4	8	50	50
OBC	15	31	46	32.608	67.3913
Open	4	5	9	44.444	55.555
Total	396	213	609	65.0246	34.975



The above table shows the percentage of the gender differences in the admissions of male and female students in the academic year 2016-17. The female candidates admissions in ST category increased by 3%.

Gender difference in various social categories of students (%): 2017-18

2017-18					
Category	Male	Female	Total	% Male	% Female
SC	4	13	17	23.53	76.47
ST	372	168	540	68.89	31.11
NT	4	4	8	50.00	50.00
OBC	16	28	44	36.36	63.64
SBC	1	1	2	50.00	50.00
Open	3	5	8	37.50	62.50
Total	400	219	619	64.62	35.38



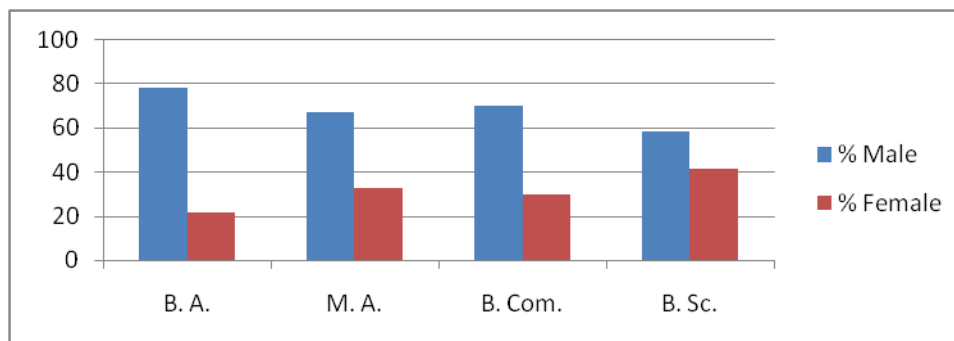
In the academic year 2017-18, the percentage of female candidates from SC category was increased significantly by 8% and 1% increased in the number of female candidates from ST category.

III. Course wise Gender Difference in the students

Course wise gender difference in the students (%): 2014-15

2014-15

Course	Male	Female	Total	% Male	% Female
B. A.	251	70	321	78.19315	21.80685
M. A.	51	25	76	67.10526	32.89474
B. Com.	93	39	132	70.45455	29.54545
B. Sc.	49	35	84	58.33333	41.66667

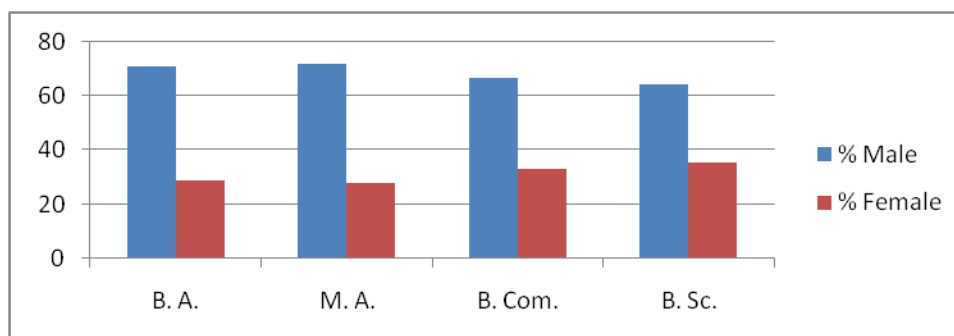


The above table gives us information regarding to the course wise strength of students in the academic year 2014-15. As compared with B.A. and B.Com, the percentage of female candidates was more in B.Sc course and it was 41.66%.

Course wise gender difference in the students (%): 2015-16

2015-16

Course	Male	Female	Total	% Male	% Female
B. A.	234	96	330	70.909	29.090
M. A.	31	12	43	72.0930	27.906
B. Com.	89	44	133	66.917	33.082
B. Sc.	80	44	124	64.516	35.483

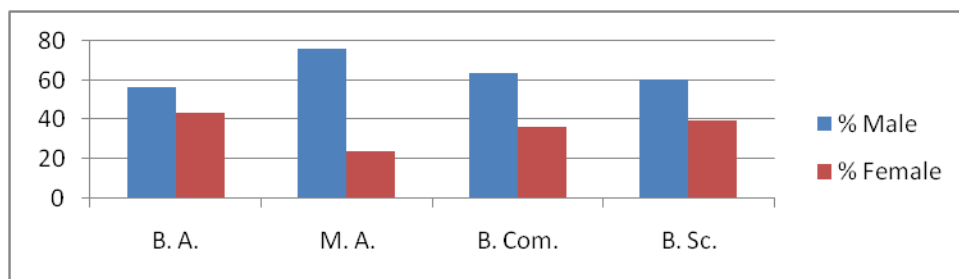


The percentage of female candidates was more in B.Sc course as compared with B.A. and B.Com. The percentage of female candidates admitted to the B.Sc course was decreased by 6% in the academic year of 2015-16.

Course wise gender difference in the students (%): 2016-17

2016-17

Course	Male	Female	Total	% Male	% Female
B. A.	135	103	238	56.722	43.277
M. A.	35	11	46	76.086	23.913
B. Com.	74	42	116	63.793	36.206
B. Sc.	87	57	144	60.4166	39.583

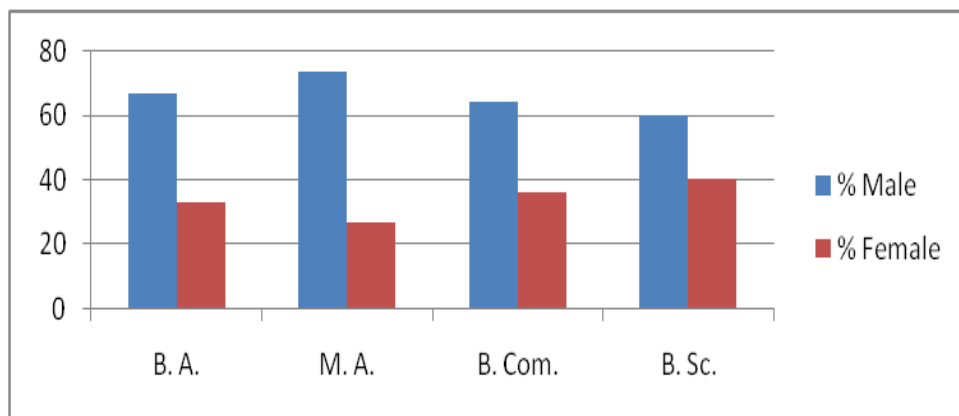


For the academic year 2016-17, the percentage of female candidates are increased for B.A. course by 14 %.

Course wise gender difference in the students (%): 2017-18

2017-18

Course	Male	Female	Total	% Male	% Female
B. A.	197	98	295	66.779	33.220
M. A.	19	7	26	73.076	26.923
B. Com.	85	48	133	63.909	36.090
B. Sc.	99	66	165	60	40



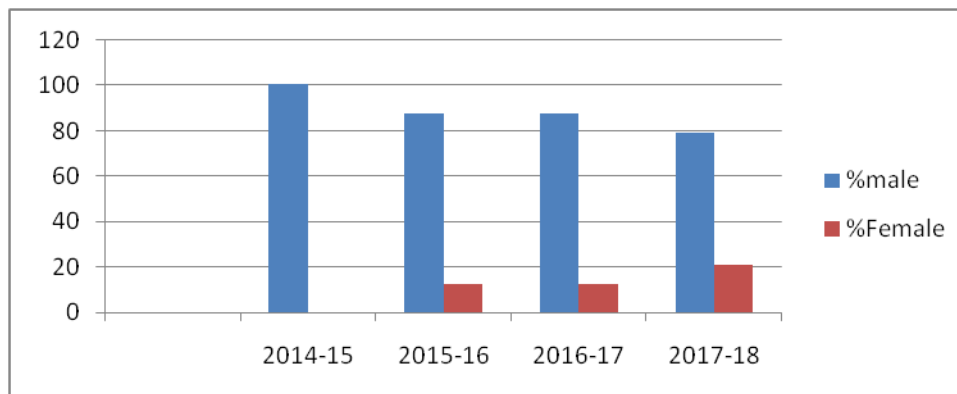
The above table and graph shows that the no of B.Sc course admissions are increased as compare to the last academic year however there was no significant increase in the number of female candidates.

IV. Gender Difference in Teaching and Non-Teaching Faculty

Gender classification - Senior teaching staff:-

Year wise gender percentage of teaching staff (%): 2014-15 to 2017-18

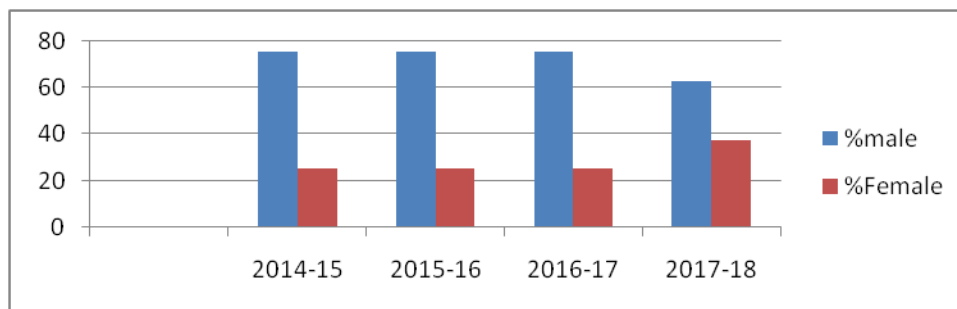
Year	Male	Female	Total	%male	%Female
2014-15	16	0	16	100	0
2015-16	14	2	16	87.5	12.5
2016-17	14	2	16	87.5	12.5
2017-18	15	4	19	78.947	21.052



The table shows the year wise classification of Teaching Staff of Senior wing during the academic year 2014-2018. The total number of male faculty remains almost same from 2014-18. The above gender data of teaching faculty shows notable gender difference between male and female candidates.

Year wise gender percentage of non-teaching staff (%):2014-15 to 2017-18

Year	Male	Female	Total	%male	%Female
2014-15	6	2	8	75	25
2015-16	6	2	8	75	25
2016-17	6	2	8	75	25
2017-18	5	3	8	62.5	37.5



Above table gives the information about the gender classification of male and female non-teaching staff of the year 2014 to 2018. The number of male staff is higher than the female staff i.e. ranges from 75 % to 62.5% and the female number is ranging from 37.5% to 25%. The data represents that male staff is more than the female staff. It is clear that the number of female non-teaching staff is increased from 2011-17.

4. Women Welfare

For legal protection against sexual harassment of women and girl students at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, 'Internal Complaints Committee' is working in the college as described above. The sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

Women Development Cell and Internal Complaints Committee in the college promotes equal opportunities between men and women and also eliminates illegal unfairness and harassment. The college works through this committee to create zero tolerance to harassment.

The committee conducts various programs, workshops, street play, yoga, health check-up camps for women empowerment and gender sensation.

5. Salient features of Arts, Science & Commerce College, Mokhada to strengthen gender balance

There are many strengths and gender sensitive initiatives in Arts, Science & Commerce College, Mokhada. It is found that the College has attained gender balance in its system. The strengths and Gender Sensitive Initiatives in the college are as follows.

- The Women Development Cell is working for empowerment of girl students.
- Women are represented in the top level committees of the college.
- The Women Development Cell and Internal Complaints Committee aims to foster the environment in the college in which unlawful discrimination and harassment are not tolerated and girl students feel secured.
- The College monitors the experience of all students through review meetings of the committee.
- The college staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to all male and female members of staff.
- Oral and written feedback from alumni, academicians and visitors to the college are regularly sought in formal and informal ways. Such responses are audited for gender balance.
- Health check-up camps show the document of how many women and girls are anemic and underweight.
- The lectures of gynecologists are arranged for girl students.

6. Recommendations for making Arts, Science, & Commerce College, Mokhada a Gender Sensitive College

- The college having CDC with three teaching and one non-teaching staff.
- Institute frames several committees for smooth functioning of academic and administrative work every year. The college authorities may consider the appointment of girl representative in these committees.
- The washrooms in the college campus should be kept clean and hygienic.

6. Conclusions

- College offers equal opportunities for male and female students of all sects of society. With this special care is taken to empower and uplift the tribal students and staff of the society.
- An effective mind set up of governance can make the institute more gender sensitive. Doubtless, its strengths contribute towards making the college a gender sensitive institution. There is increasing numbers of girl students every year.
- A good number of girls represent merit list of the college.
- In the CDC, one female student representative must be given to make the college more gender sensitive.