

# Gender Audit Report



*Shreed*  
**Director**  
Shri Sharda Bhavan Education Society's  
Institute of Technology and Management,  
NANDED

# Gender Audit Report

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, college organization participates in gender audit by constituting 'Gender Audit Committee'.

## Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Department
1.	Dr. S.B. Thorat	Chairman	Director, SSBES' ITM, Nanded
2.	Dr. M. M. Bokare	Vice Chairman	HOD, Dept. of CS, SSBES' ITM, Nanded
3.	Dr. M. S. Altamash	Member	HOD, Dept. of Mgmt, SSBES's ITM, Nanded
4.	Mr. P. U. Shegaonkar	Member	HOD, Dept. of HS, SSBES's ITM, Nanded
5.	Dr. S.N. Kokate	Member	IQAC Coordinatoor, SSBES's ITM, Nanded
6.	Dr. A. K. Joshi	Member	Assistant Professor, Dept. of CS SSBES' ITM, Nanded

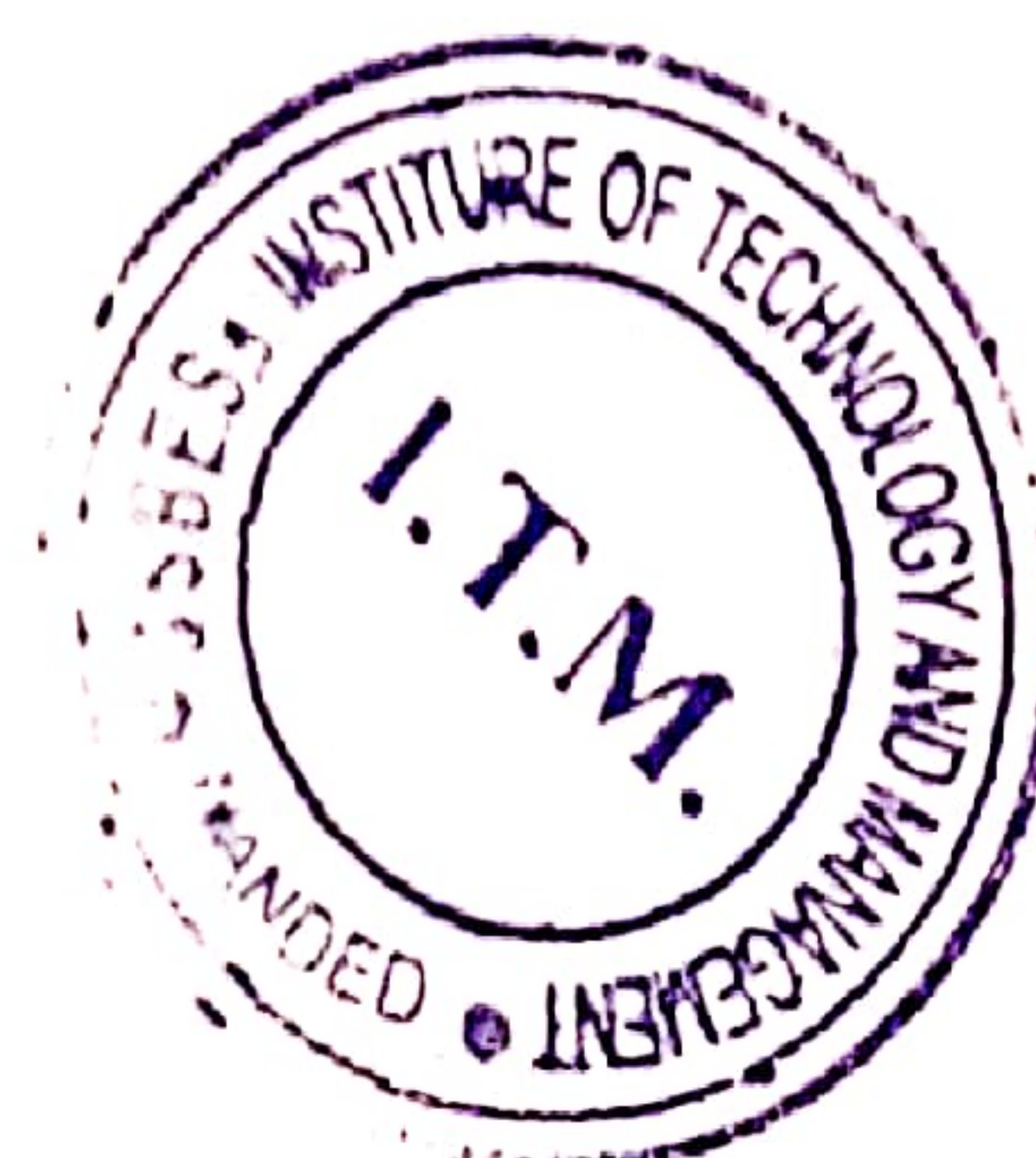
The main purpose to form Gender Audit Committee is:

- To know about the gender balance in the college.
- To know about gender perception in the campus.
- To reflect and sketch out a plan for gender action.



## Objectives of the Gender Audit Committee:

- The institute has a reachable, active, impartial, and confidential Grievance Redressal Cell.
- The institute should take effective steps for the protection and security of both genders.
- Discrimination based on gender is prohibited in any form.
- To grow and improve the self-esteem and confidence of female instructors, staff, and students who attend the college.
- Comprehensive personality development programmes will be set up, helping the institution's members gain confidence.
- To prevent eve teasing of female students and to display the same posters at key locations within the college campus.
- Students' personal growth and confidence-building will be handled by a professional consultant.
- Putting together initiatives to help female students develop their leadership skills and sense of self.
- To work together to create gender sensitization with IQAC, the Anti-Ragging Committee, the Discipline Committee, and the Anti-Sexual Harassment Committee.
- To raise public awareness of issues relating to women and, specifically, gender discrimination.



## **Gender Audit Committee Report**

Gender Audit was conducted by the committee and the report is as follows:

An audit of gender sensitive features in the Institution bring forth the following notable points:

- Basic sanitation facility in the form of separate toilets for the male and female students are available in the campus.
- There is a Ladies Common Room provided in the campus.
- There are CCTV monitoring devices installed at different locations within the college campus especially within the Library, Laboratories' and major gates.
- Gender sensitive characteristics are carefully observed in every area of the college campus by organising several committees including Anti-ragging, Redressal Grievance Cell, and Anti-Sexual Harassment.
- There is a Women's Club that frequently hosts Gender Sensitization workshops for the students.

### **Gender Sensitization Initiatives**

SSBES' Institute of Technology and Management, Nanded is always flourished with students. To avoid rush and other misfortunes, separate provisions are made at various places for girl students.

**Study Area:** A separate study area for girl students as well as the women staff is provided by the college in its library.

**Ladies Common Room and Wash Room:** The College has made a provision for a Ladies Common Room. This room serves to provide the essential privacy



to all female students. The girl student's common room is equipped with all the basic necessities like tables, chairs, dust bin, etc.

Also on every floor a separate girls wash room with ample supply of water and regular cleaning is provided by the college.

**Drinking Water:** Two water coolers and water purifiers are placed for students and staff at convenient places.

**Suggestion Box:** Suggestion boxes have been provided to the students.

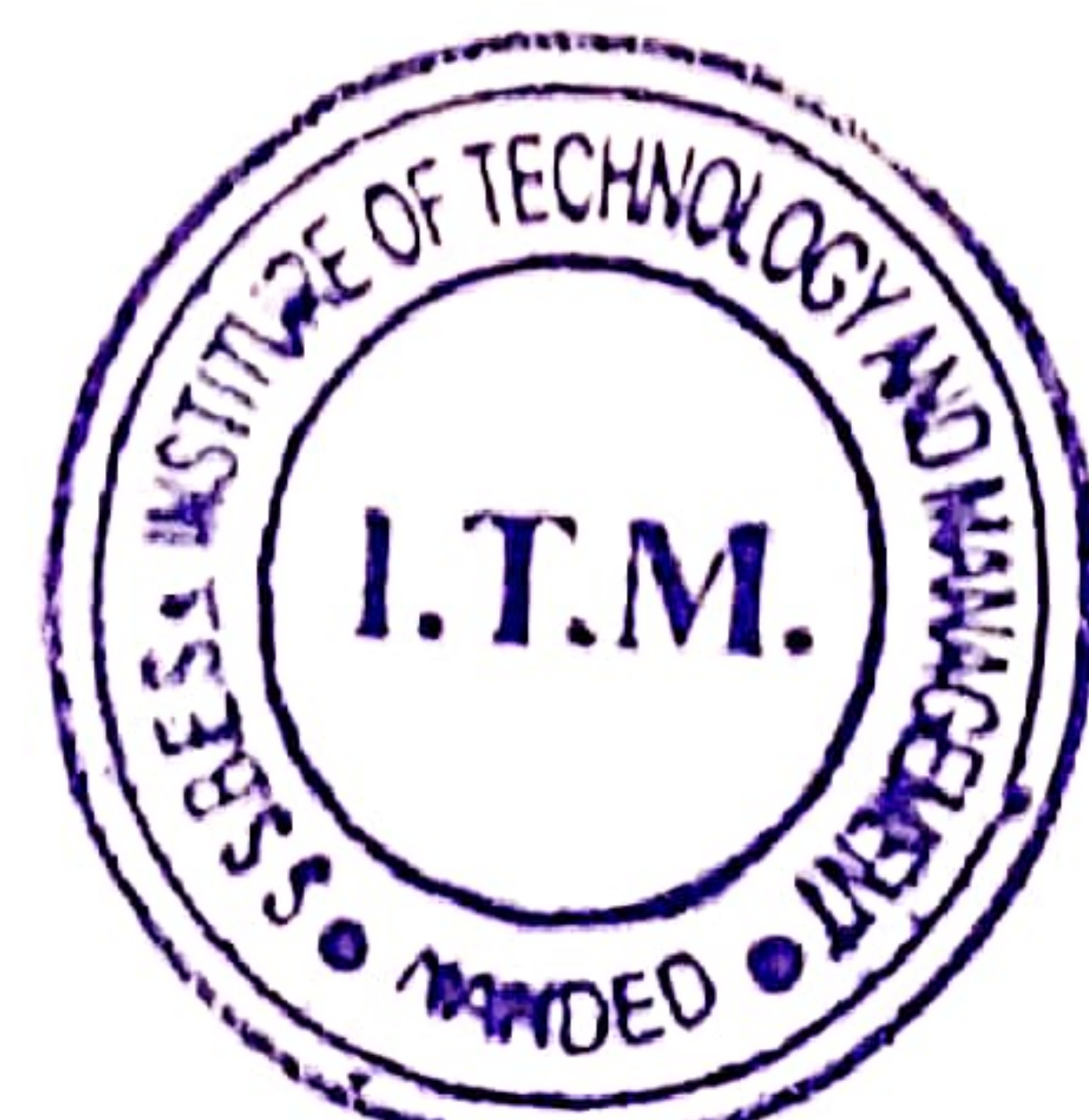
**CCTV:** CCTV cameras have been installed all over the college campus including Canteen to look after the security aspect as well as management of the campus. These have been installed in corridors, library, reading areas, ground and office and exam department.

**Notice Boards:** Notice boards are available on every floor as well as for every department.

**Unique ID Number:** ID cards and Unique ID Number is provided to all the students. Identity card for staff is also provided.

**Library:** There are many different text books and reference books available at the library. It is a current library, and the volumes are updated annually in accordance with the curricula. Additionally, there are books for competitive exams as well as free internet access for pupils.

**Sports facilities:** This campus takes special efforts to promote sports among the students. Indoor games in the college are chess, weight lifting, and carom. Outdoor games are volleyball, netball, shuttle and Cricket.



**Health Camp:** The College organizes various health camps for their staff and students. The accompanying Doctors at the Health Camp provide health and nutrition counselling to all female students.

**Girls' Hostel:** Given the high standard of the campus, the college offers the Hostel option to female students from far locations. Our Shri Sharda Bhavan Education society, provides the hostel, and some of the rooms are set aside for the female students at this college. Girls have access to their own study space, an auditorium, indoor and outdoor games, etc. The ladies' hostel offers a variety of activities like health camps, holiday celebrations, etc.

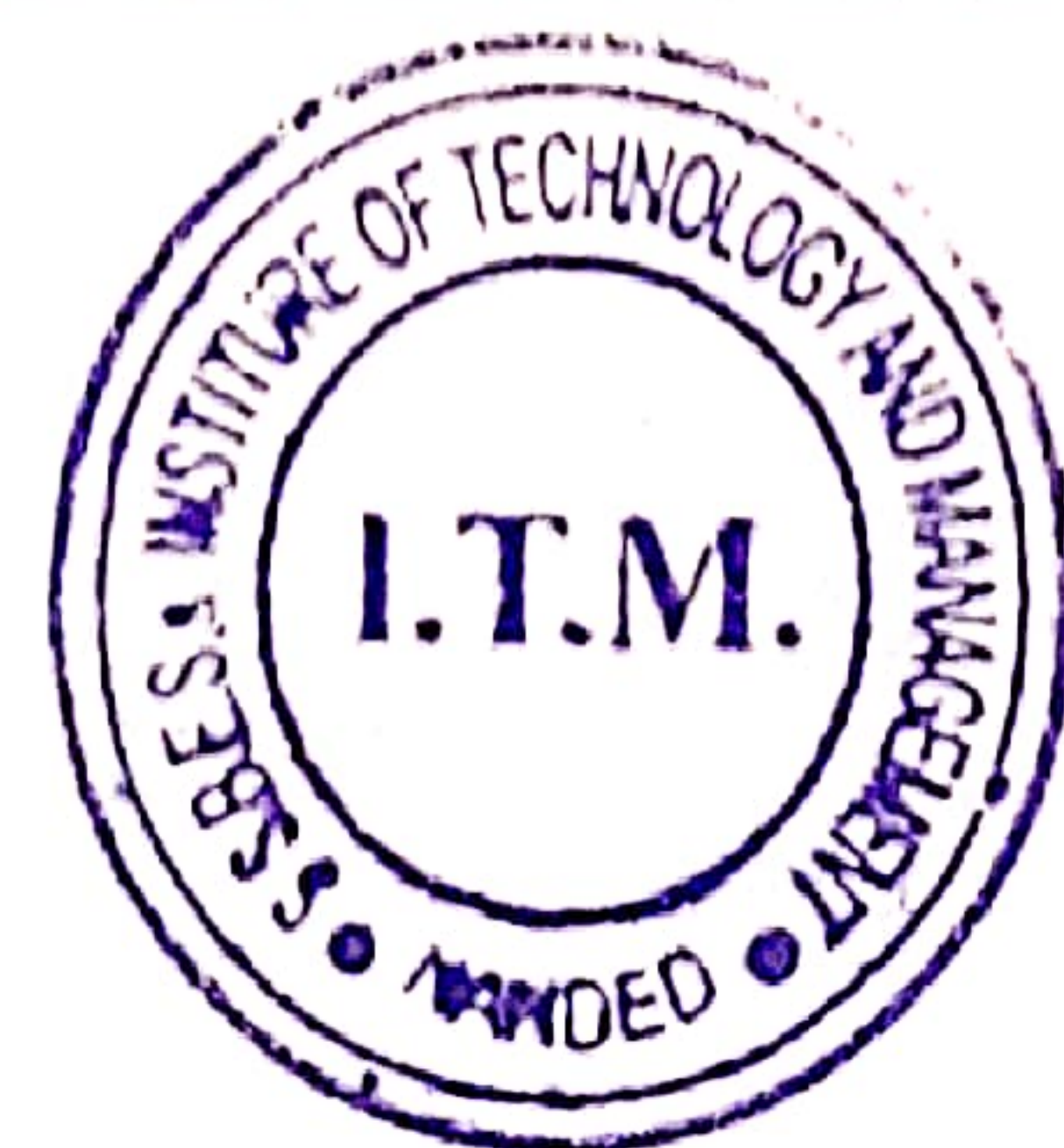
**Anti- Ragging Committee:**

In order to forbid, prevent, and end the plague of ragging, the UGC has announced regulations on reducing the menace of ragging in educational institutions.

The college forms Anti-Ragging - Committee, especially to look after the ragging problems. The Institution displays rules and regulations regarding anti ragging on the notice board and on key places of the college campus. The committee has male and female staff members. Every student has notified about anti-ragging at the time of admission. No issue has been reported in the campus till date.

**Discipline Committee:** The college has formed a Discipline Committee. The committee might be evaluated by the students who are upset because of instances involving discipline. The prospectus contains a list of the college's rules. At the time of admission, the students are also informed.

**Women's Club:** The most crucial conditions for the improvement and advancement of our country are gender equality and women's empowerment. The Women's Club was established in an aim to create SSBES's ITM, Nanded, a strong foundation for gender sensitization. The club works with an aim to create



a gender sensitized community within college campus as well as in the society. It has been organizing various events for the upliftment of women and promotion of the importance of gender equality in society through the College students.

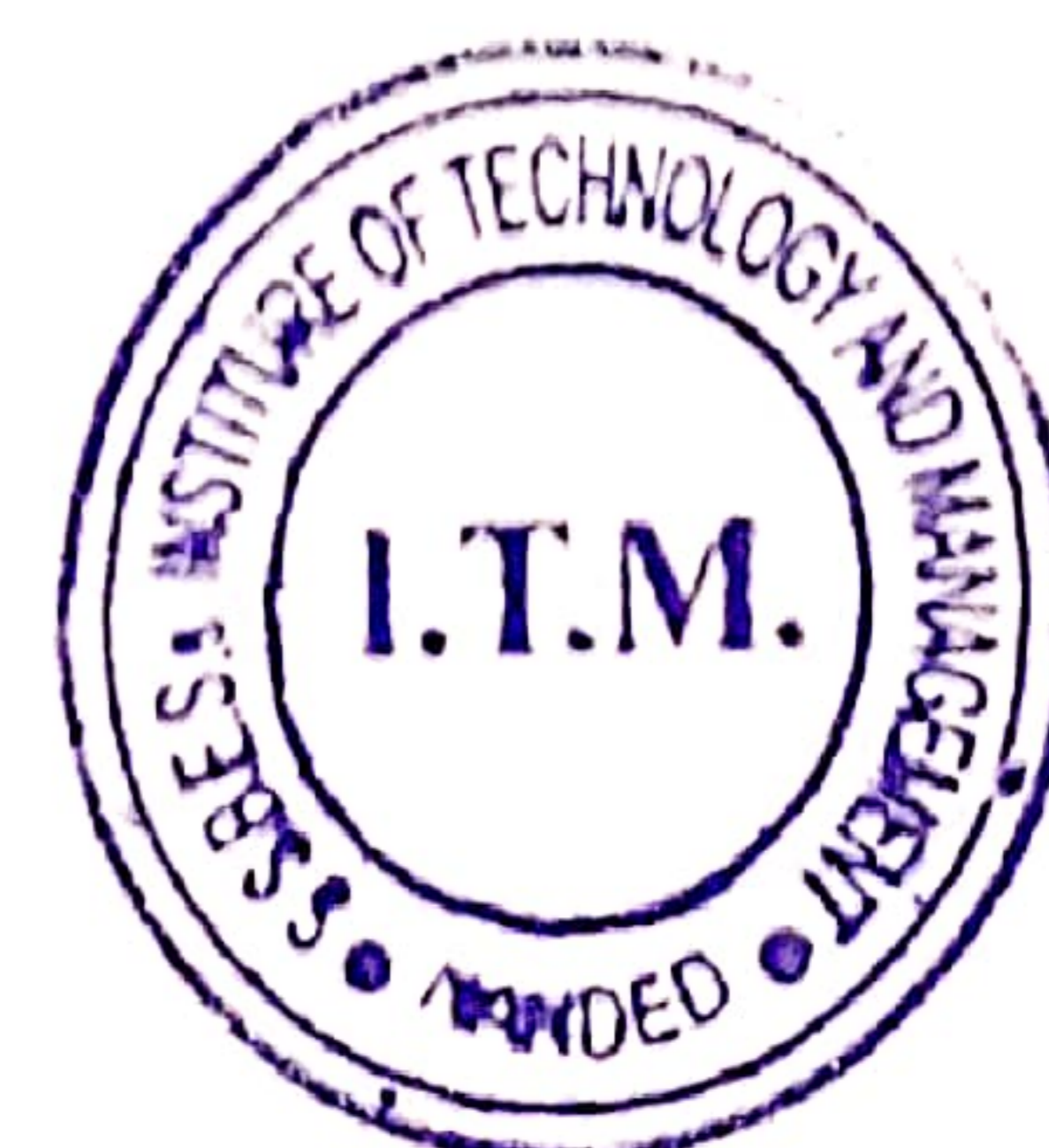
**Anti-sexual Harassment committee / Women's Grievance Redressal Cell:**

The College has constituted an Anti-sexual Harassment Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. The committee has male and female staff. Every student has notified about this committee at the time of admission. No issue has been reported in the campus till date.

**The gender equity promotion programs organized by the institution during academic Year 22-23 and the last five years:**

Sr. No.	Name of the Program	Academic Year
1.	Seminar On Gender Equality And Women's Empowerment	2017-18
2.	Seminar On Importance Of Gender Balance In Society For A Sustainable Tomorrow	2018-19
3.	Seminar On Legal Rights Of Women	2019-20
4.	A workshop on Role of Education in Women Empowerment	2021-22
5.	A Seminar On The Power Of Positive Thinking	2021-22
6.	Seminar On Financial Literacy For Women	2022-2023
7.	A Guest Lecture On Body Mind And Intelligence Growth By 6C And 4G Sahaj Yog Formula	2022-23

At SSBES's ITM, Nanded, initiatives to empower women included engaging, sensitising, and bringing gender equality to the attention of the institution's female personnel and students. According to the Women's Club motto, "To Upskill and Empower," the institution holds conferences, workshops, guest lectures, seminars, and awareness campaigns on a variety of issues affecting women in an effort to give them access to a wide range of information and training for the

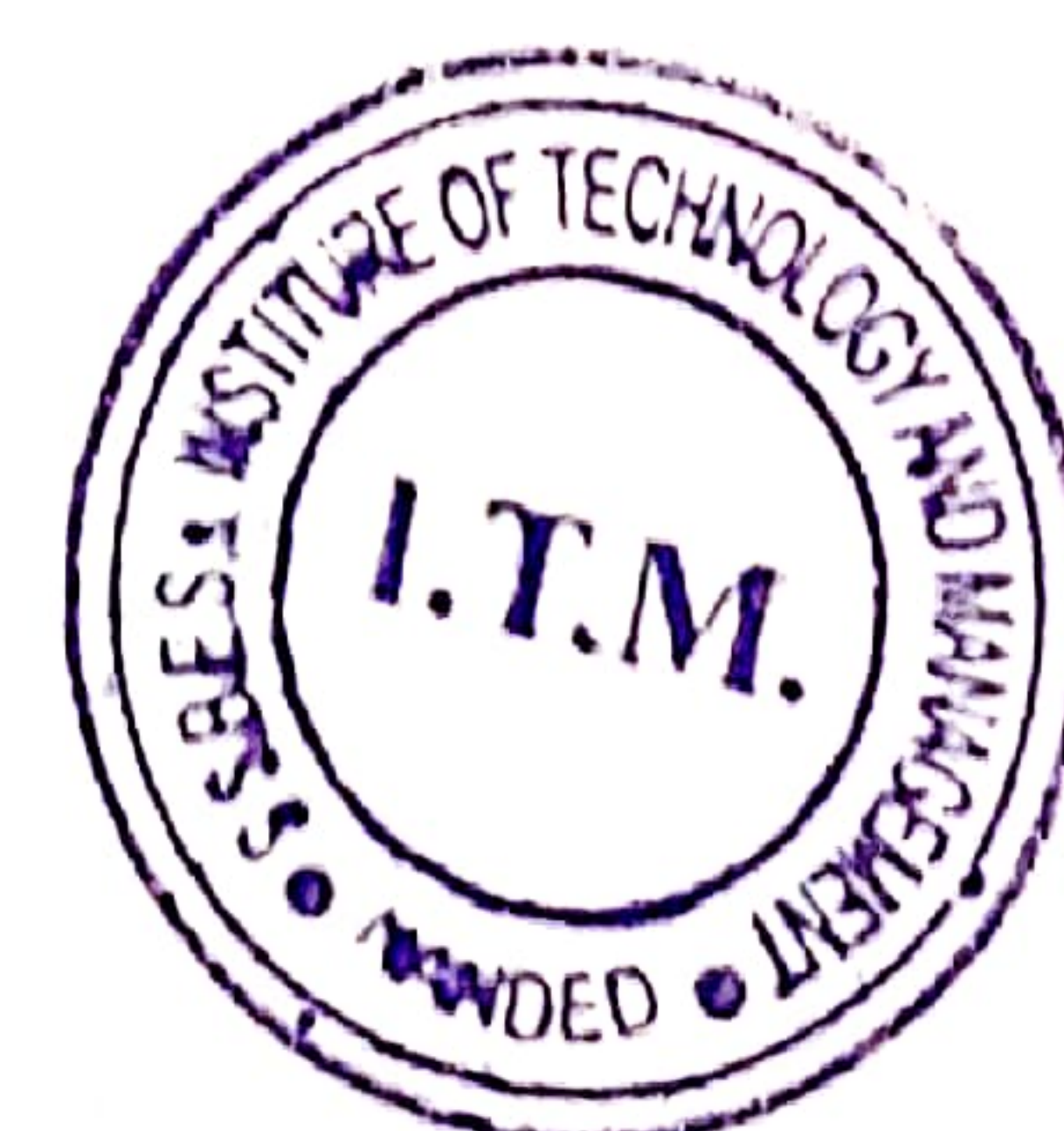
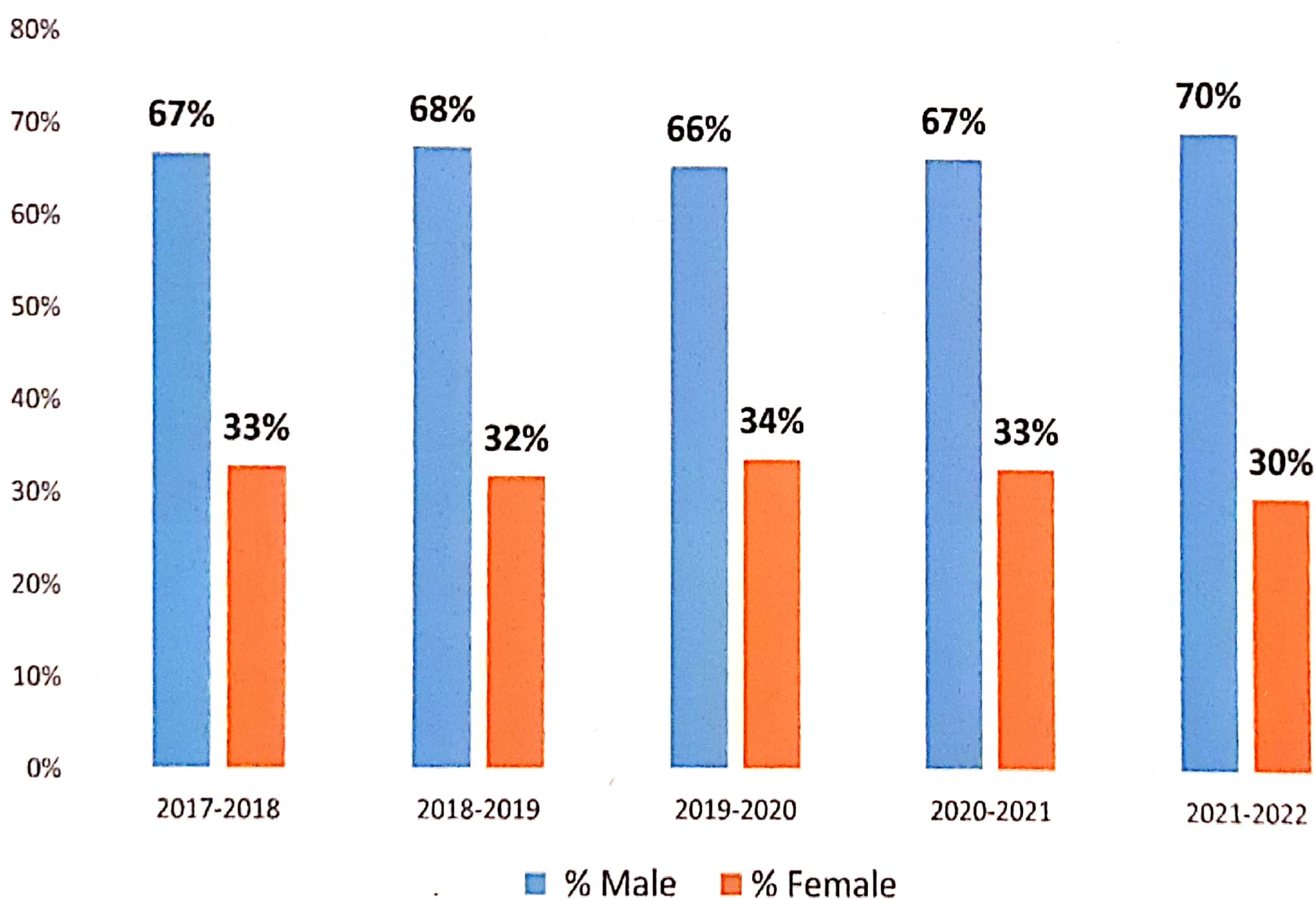


benefit of themselves, their organisations, and society as a whole. In order for female students to become future leaders, technophiles, businesswomen, and scientists, the college also strongly emphasises raising and increasing self-awareness. Regular sessions are conducted to promote self-assurance, ethical ideals, and enable the girl students reach their full potential at various levels.

**Table: Gender wise Details of Students in the College:**

Sr. No.	Academic Year	Total No. of Students	Male	Female	% Male	% Female
1.	2017-2018	1189	798	391	67%	33%
2.	2018-2019	1271	860	411	68%	32%
3.	2019-2020	1349	889	460	66%	34%
4.	2020-2021	1714	1153	561	67%	33%
5.	2021-2022	1874	1310	564	70%	30%

Genderwise Students admitted in the college in last Five Years



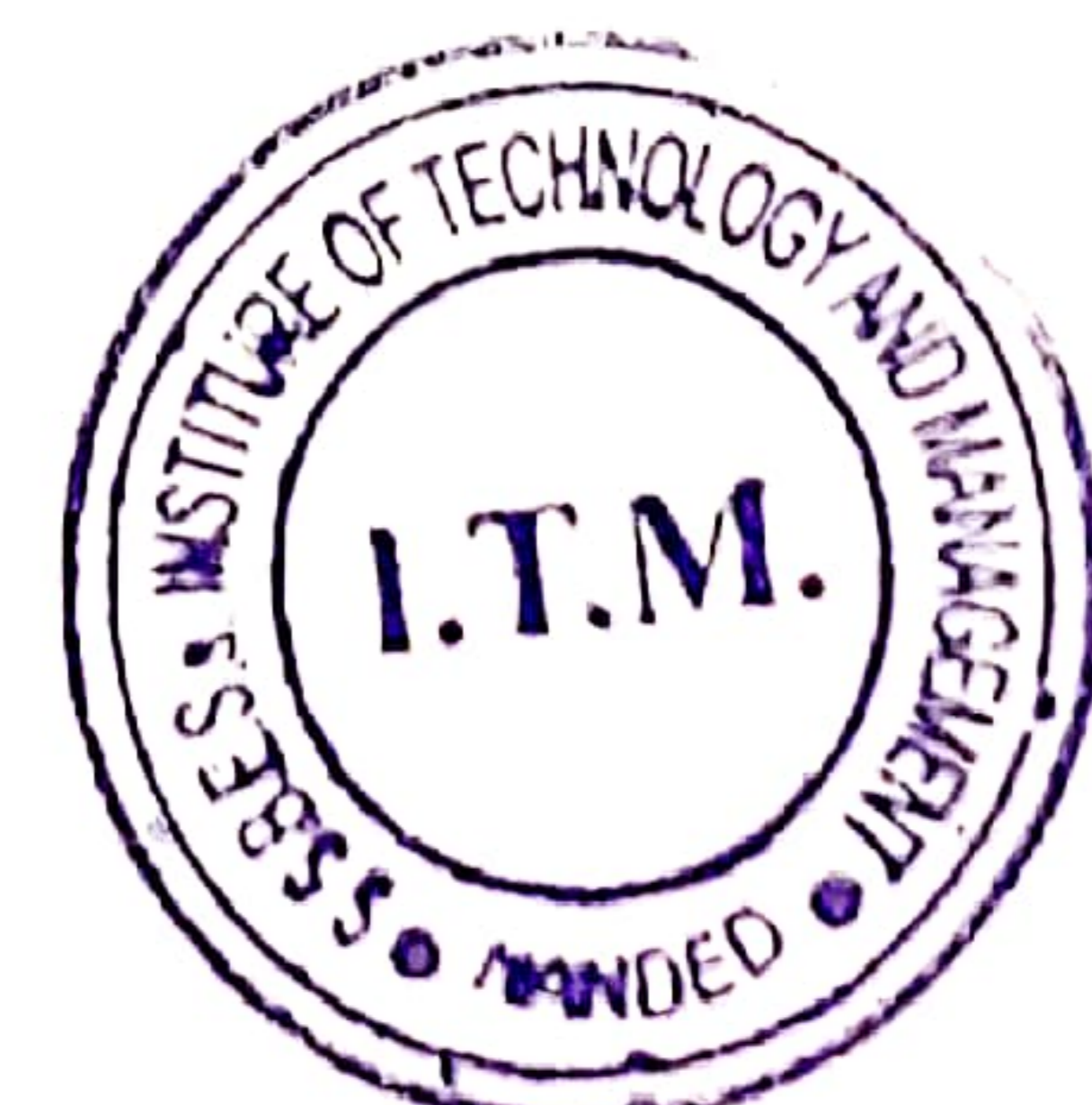
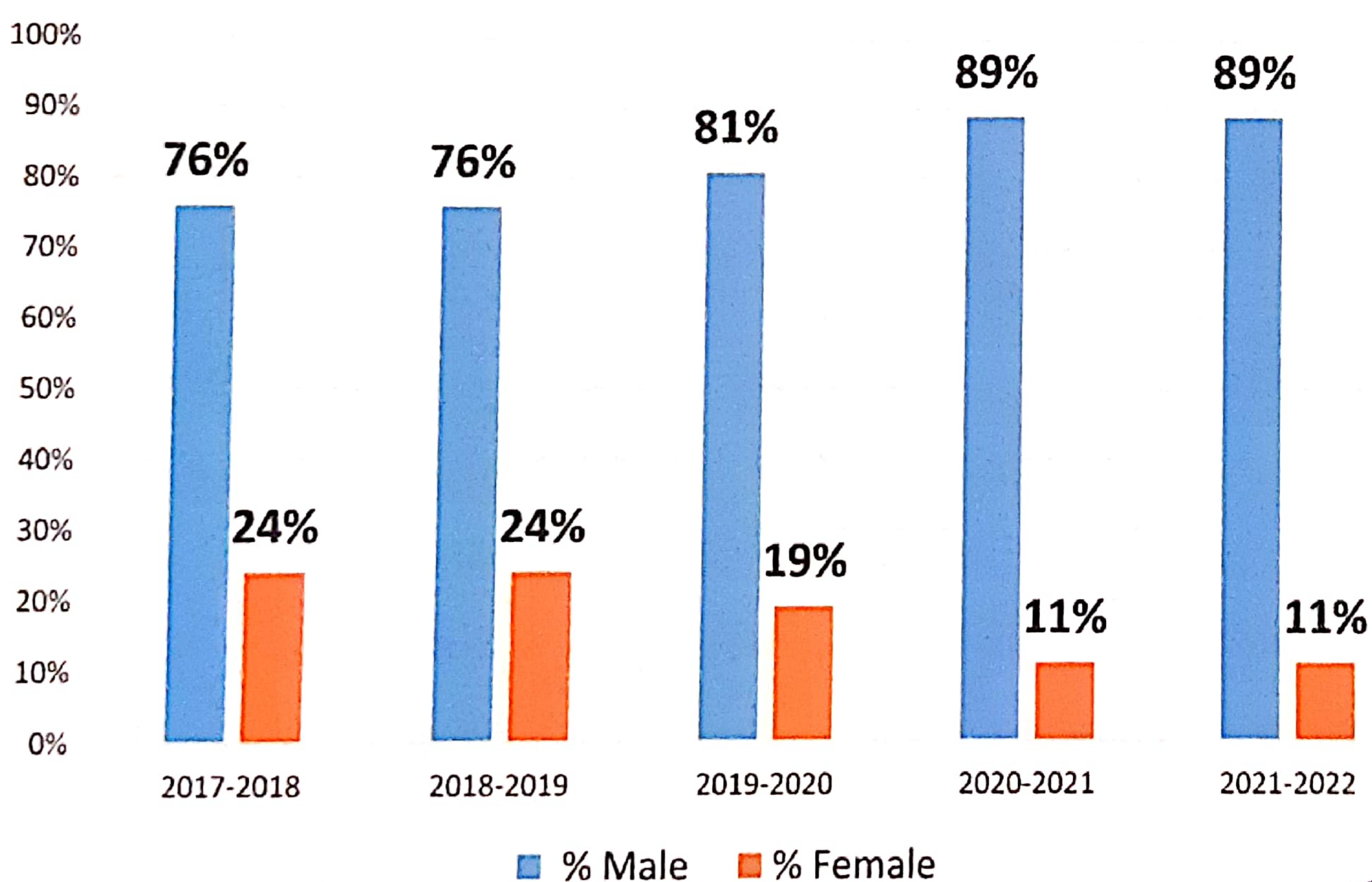


The above table giving gender wise details of students in the College provides the information regarding growth of students' strength in the last five years. In the year 2017-18, out of 1189 total students 33 % were female students as compared to 67% male students. The further years shows continuous increase in male students from 67% to 70% in the year 2021-22.

**Table: Gender wise Details of Teaching Staff in the College:**

Sr. No.	Academic Year	Total no. of Staff	Male	Female	% Male	% Female
1.	2017-2018	21	16	5	76%	24%
2.	2018-2019	21	16	5	76%	24%
3.	2019-2020	21	17	4	81%	19%
4.	2020-2021	19	17	2	89%	11%
5.	2021-2022	19	17	2	89%	11%

**Gender wise Details of Teaching Staff in the College**



The table on gender wise details of total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2017-18, out of 21 staff 16 (76%) were males and 05 (24%) were females. Later on, the Percentage of Female staff continuously decreasing. In the year 2021-22, out of 19 total Teaching staff 17(89 %) were males and the percentage of female staff was mere 11%.

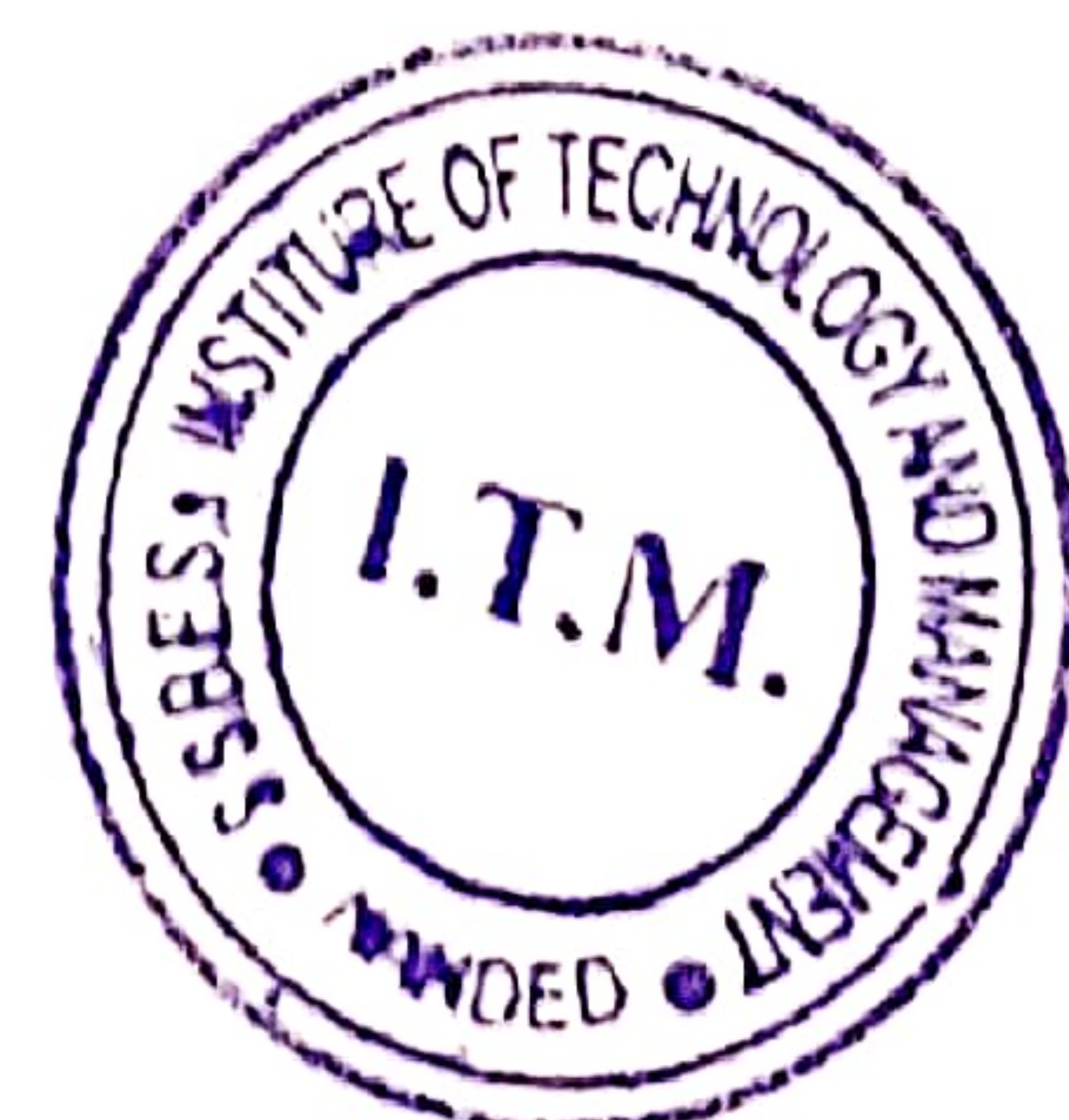
**Table: Gender wise Details of Non-Teaching Staff in the College:**

Sr. No.	Academic Year	Total no. of Staff	Male	Female	% Male	% Female
1.	2017-2018	09	09	00	100%	00%
2.	2018-2019	09	09	00	100%	00%
3.	2019-2020	09	09	00	100%	00%
4.	2020-2021	09	09	00	100%	00%
5.	2021-2022	09	09	00	100%	00%

The table on Gender wise Details of Total Non-Teaching staff in the College provides the information about non-teaching staff in last five years. In the year 2017-18, all 09 non-teaching staff were Male & percentage of Male staff was same in the year 2021-22.

### **Conclusion:**

Promoting women's economic empowerment, health, and self-confidence requires education. The institution seeks to uphold gender equality in college in the aforementioned gender analysis. The college's gender audit makes it evident that it has many strengths and some weaknesses. The college is essential to preserving peace and order among students. They are also given social, economic, and psychological support. There are numerous programmes available for both men and women. For the purpose of boosting their self-assurance and



independence, some programmes are run exclusively for female students. The college is making a significant contribution to promoting gender equality and developing a gender-sensitive society. It is crucial for fostering harmony both on college campus and in society as a whole.

**END OF REPORT**

