

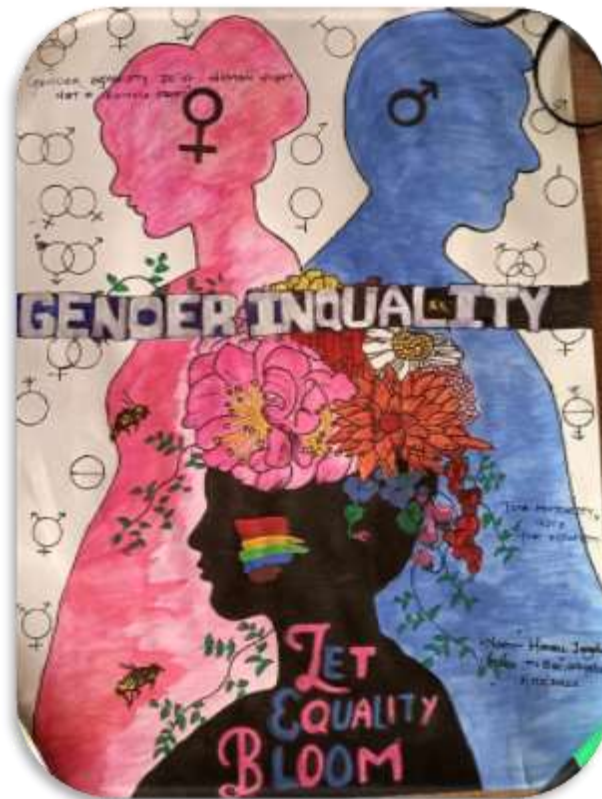


Vidyavardhini's
Annasaheb Vartak College of Arts, K.M. College of Commerce &
E.S. Andrades College of Science

Vasai West, Vasai -401202

Dist. Palghar, Maharashtra (India)

Estd: 1971, Affiliated to University of Mumbai



"Gender Equality is a Human Right, not a Gender Fight"

Gender Audit Report

2017-2022

** picture credit: Ms. Hansu Jangid (T.Y.B.Sc. Physics) 2021-22

Prepared by the Gender Audit Committee and Women Development Cell

Acknowledgments

The team responsible for this audit, comprised of Mrs. Vaishali Khopkar, Ms. Devika Gawand, Mrs Sabina Shaikh (Member, Rescue and Relief Foundation N.G.O) under the supervision and direction of Mrs. Vandana Bendale, Chairperson Gender Audit Committee & WDC, would like to thank everyone who helped with this initiative, especially the individuals who offered their opinions and thoughts during the audit.



Mrs. Vandana Bendale
Chairperson
Gender Audit Committee & WDC



Principal
PRINCIPAL
A. N. COLLEGE OF ARTS
& M. COLLEGE OF COMMERCE
& S. A. COLLEGE OF SCIENCE
VADAI ROAD, DIST. PALGHAR-401202

Dr. Arvind W Ubale
Principal

Introduction:

The late Padmashri Bhausaheb Vartak was a visionary and devoted social worker. He founded the Vidyavardhini institution in 1970. The college is affiliated to the University of Mumbai and undertaking various courses. The College was the only educational institution in Vasai Taluka and rural area at that time. Right from its inception the college has devotionally educating the masses and has been playing key role in socio-economic transformation of Vasai Taluka. It offers education to all the students with reasonable fees.

The aim of the institution is not only to provide quality education but a holistic development of personality. The institution encourages students to excel not only in academics but also in co-curricular activities for the comprehensive development of personality.

The formation of Women Development Cell (WDC)

The Women Development Cell (WDC) was established in the year 2001. The establishment of the WDC is indeed a landmark achievement to strengthen gender sensitization among the students to achieve social justice at the college level. College tries to provide utmost care to stay away the gender discrimination by providing gender action plan with reasonable measures. To establish gender parity is one of the objectives of WDC.

The WDC works with an aim to create a gender sensitized community within the campus as well as in the society. It has been organizing varied academic, cultural and social events for the upliftment of women and spread the importance of gender equality and gender sensitivity in society through the College students. Women Development Cell aims at empowering and orienting women to recognize their true potential and to help them attain their own stand in a competing world

The Women's Development Cell (WDC) is a statutory body which works in different capacities. The aim and objective of the WDC is to prevent sexual harassment and to promote general wellbeing among female students, teaching and non-teaching women staff in the college premises. The cell is also responsible to undertake the awareness programmes on gender sensitization, women rights and women empowerment in the college campus.

In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Women Grievance Redressal Committee is constituted to deal with the complaints relating to Sexual harassment at work place.

The goal of the current Gender Audit is to determine if the college has created policies and practices that prioritise students while achieving an equitable gender balance. The goal of Gender Audit is to evaluate how its planned and existing policies would affect gender equality.

Gender Policy

- There shall not be any kind of discrimination on the basis of Gender
- The institution will be open to both men and women.
- All genders have the right to express themselves freely and fairly.
- A grievance redressal cell maintains impartiality, confidentially by providing accessible and active atmosphere to all the female students and teaching and non-teaching women for their injustice.
- The institute adopts comprehensive safety measures to all the students, teachers and non-teaching staff irrespective to gender.

Objectives of Gender Audit

The Gender Audit has the following objectives:

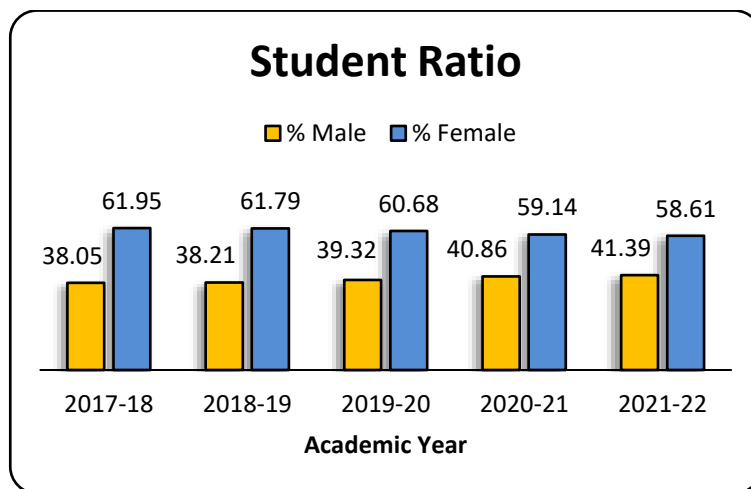
- To examine the gender discrepancies at the College level.
- To study and determine the places and variables of gender discrimination
- To investigate gender-based discrimination and disparities in academic and non-academic activities.
- To achieve a good gender balance in decision-making process across all aspects of college life.
- To propose comprehensive strategies to minimise the gender gap.
- To promote gender equality within the campus.
- To ensure sufficient amenities to all genders to keep the campus gender discrimination free.
- To increase college's efforts and capacity to prevent sexual harassment.
- To examine gender-based issues that affect administrative staff, students, and teachers

Key Steps in Gender Audit

- Planning
- Field work
- Processing of data
- Final Report

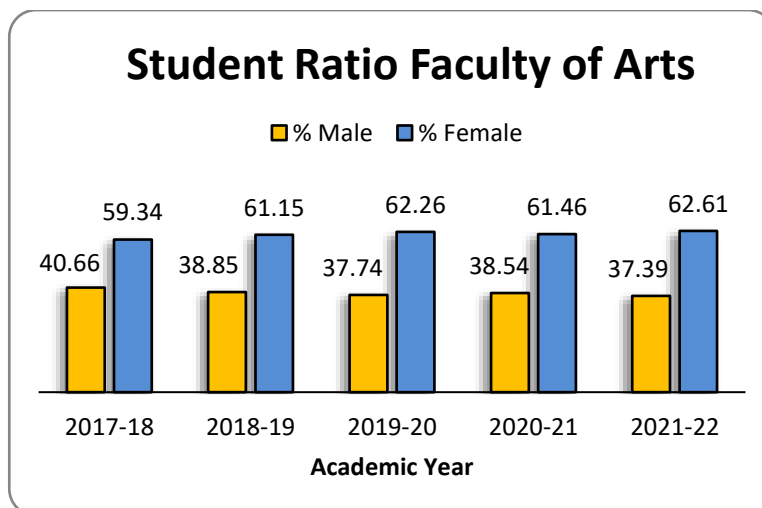
Data Analysis:

➤ **Details of total Students ratio in the College**



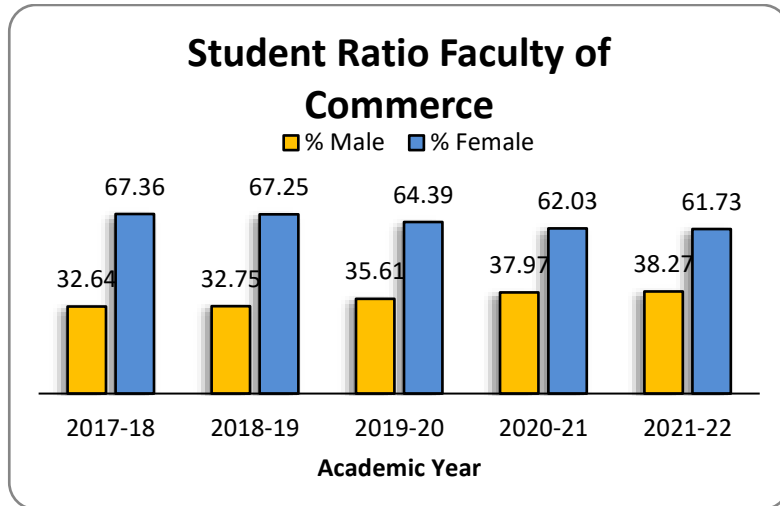
In the academic year 2017-18 to 2021-22, the number of male students increased by nearly 3.5 percent and at the same time ratio of female students decreased by nearly 3.5 percent. But still, the percentage of girl student remain high respectively to male students, it is due to the institutional promotion of girls' students' education. Since the students come from socially disadvantaged groups and the institution offers an education with affordable fees.

➤ **Details of total Students ratio for faculty of Arts**



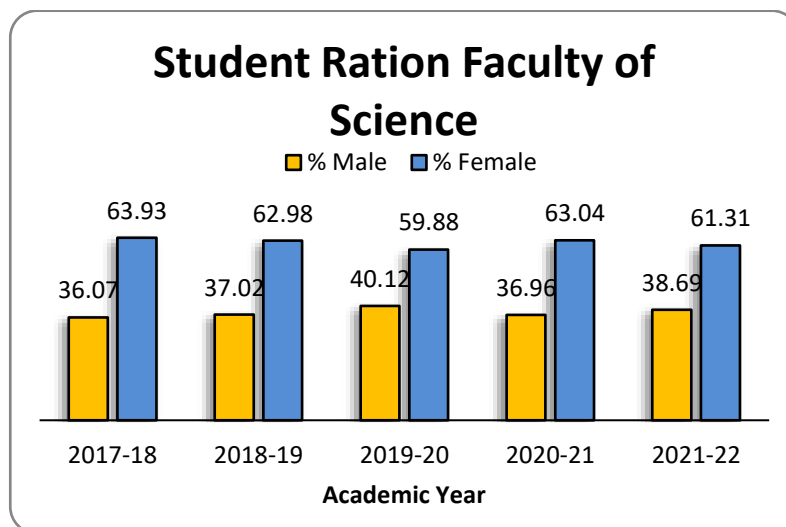
In the Arts faculty, the ratio of male and female students is more or less constant from the academic year 2017-18 to 2021-22. There was just a minor fluctuation of 1-2% in the ratio of male and female students.

➤ **Details of total students’ ratio for faculty of Commerce**



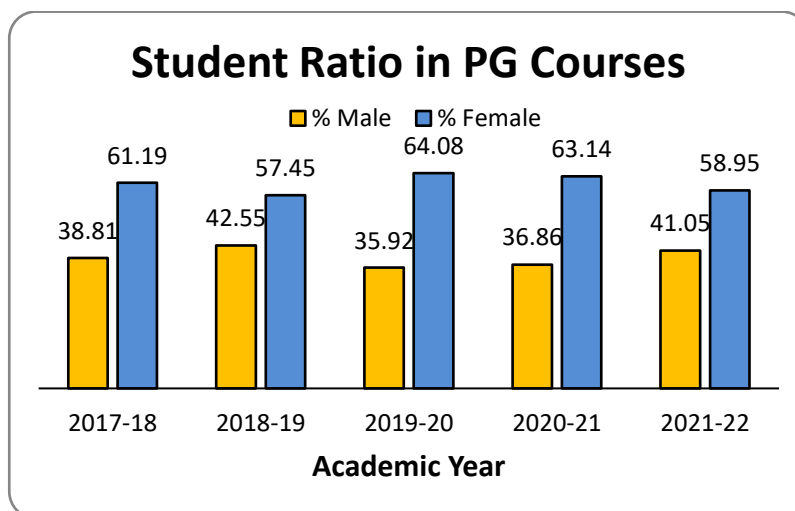
It can be easily analysed that the ratio of male students drastically dropped by 4% in the academic year 2018-19 as compared to the academic year 2017-18. But then it increased by 3% in the academic year 2019-20 as compared to 2018-19. It again increased by nearly 1.5% in the academic year 2021-22 as compared to 2017-18. On the contrary, in the case of female students, there was a reasonable increase in the percentage by nearly 4% in the academic year 2018-19 as compared to 2017-18. But again, it dropped by nearly 3% in the academic year 2019-20 and in the year 2021-22, it was 1% less as compared to 2017-18. Still, the ratio of female students remains reasonably high compared to the ratio of male students.

➤ **Details of total students’ ratio for faculty of science**



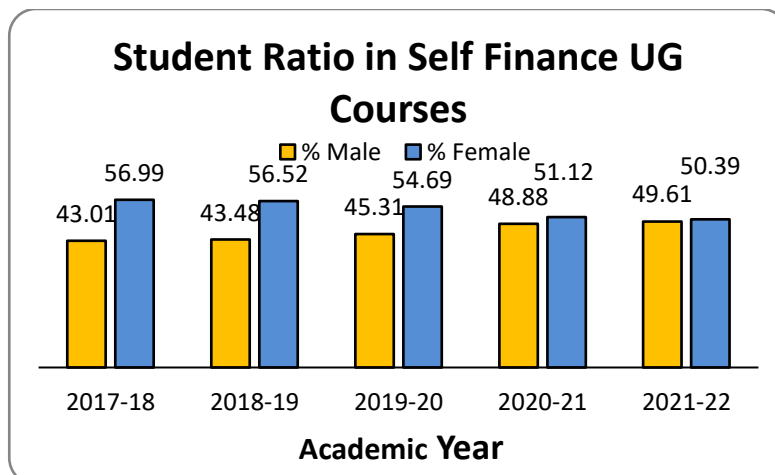
In the science faculty number of male students increased by nearly 6% in the academic year 2018-19 and 2021-22 as compared to 2017-18. Whereas female students number has decreased by 6% in 2018-19 and 2021-22 as compared to 2017-18. It has dropped by nearly 10.5% in the year 2019-20 as compared to the year 2017-18. This may be because of the more flow of male students for the professional courses as compared to female students.

➤ **Details of total students' ratio of self-finance PG Course**



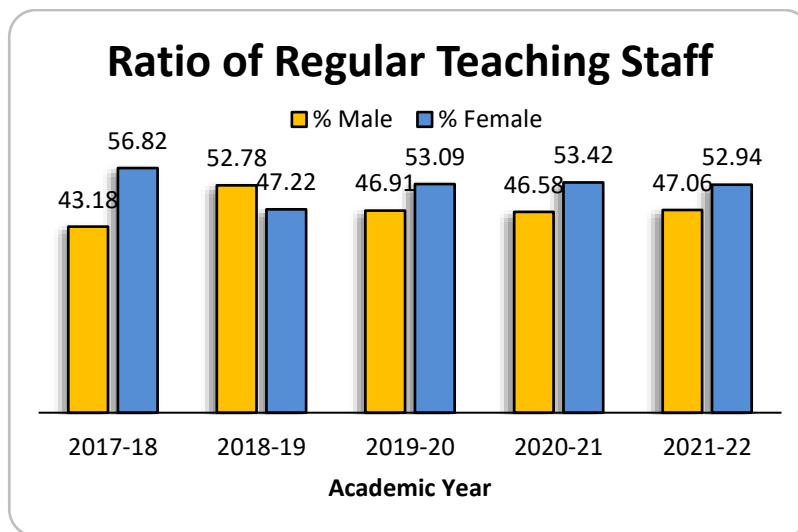
The above graph shows the classification regarding the ratio of admissions of males and females for post-graduation Courses. The above graph indicates the year-wise analysis of admissions from the academic year 2017-18 to 2021-22. In the academic year 2017-18, the ratio of male students in PG courses was 61% and female students were 38%. The ratio of male and female students' admissions for PG courses in the last five years is not exact. In the analysis for the academic year 2021-22, the percentage of male students is on average 39%, whereas the share of female enrolment is 60%.

➤ **Details of total students' ratio of self-finance UG Course**



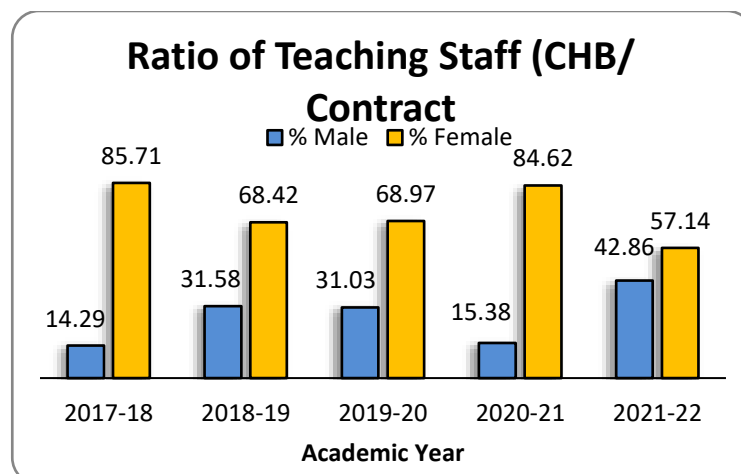
The above graph shows the classification regarding the percentage of admissions of males and females for Self-finance under Graduation Courses. The above graph indicates the year-wise analysis of admissions from the academic year 2017-18 to 2021-22. In the academic year 2017-18 the ratio of male students in Self-finance under Graduation Courses was 43% and female students were 60%. The ratio of male and female admissions for Self-finance Under Graduation Course in the last five years is not the same. In the analysis for the academic year 2021-22, the ratio of male students has come down to 46% whereas female enrolment is 53%.

➤ **Details of Regular Teaching staff in college**



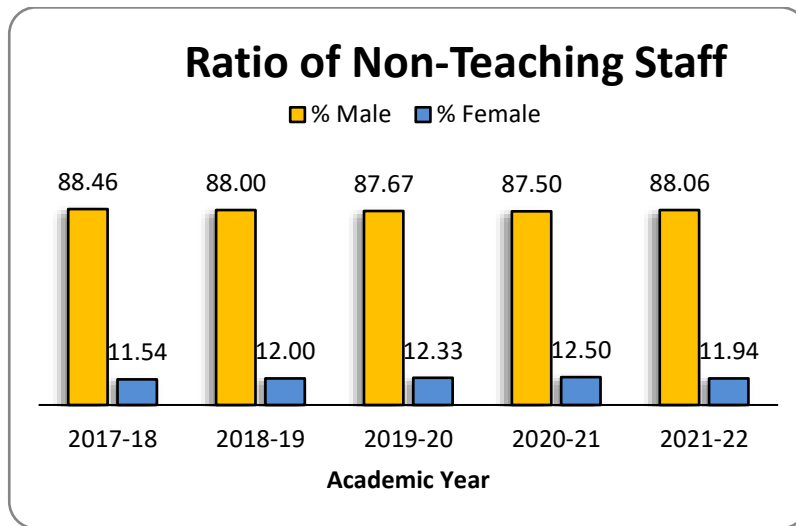
The above graph indicates a year-wise analysis of regular teaching staff from the academic year 2017-18 to 2021-22. In the academic year 2016-17 the ratio of the male regular teaching staff was 43 % and the female regular teaching staff was 56 %. In the analysis for the academic year 2021-22, the ratio of male regular teaching staff is the same i.e 47% whereas female regular teaching staff has increased slightly by 4%.

➤ **Details of Contractual & CHB Teaching staff**



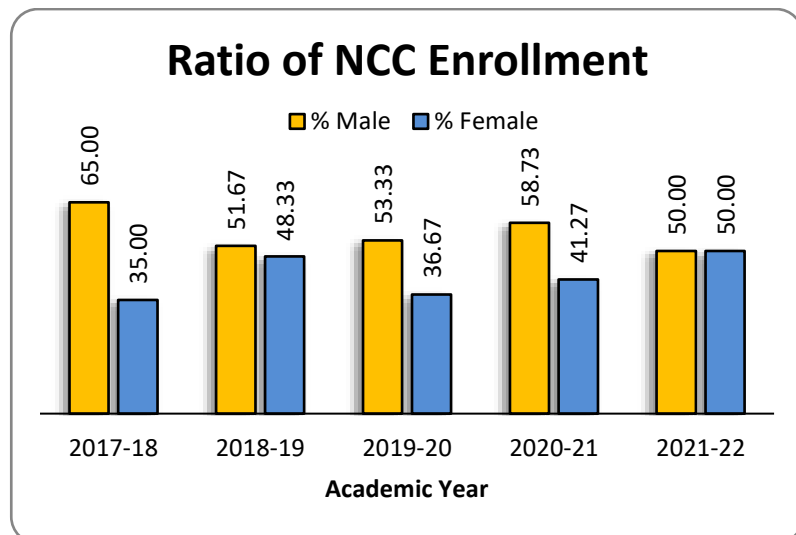
The above graph shows the proportion of male and female teaching staff (CHB/ Contract). In the academic year, 2017-18 the ratio of male teaching staff (CHB/ Contract) was 14 % and female teaching staff (CHB/ Contract) was 85 %. The ratio of male and female teachers remains unchanged in the academic year 2017-18, and 2020-21, year 2021-22 shows quite balance in the staff ratio.

➤ **Details of Non-Teaching staff in College**



An analysis of the ratio of non-teaching staff from the academic year 2017-18 to 2021-22. The percentage of males and females in the last five years is the same. The male percentage is higher (88%) whereas the female percentage is very low (12%).

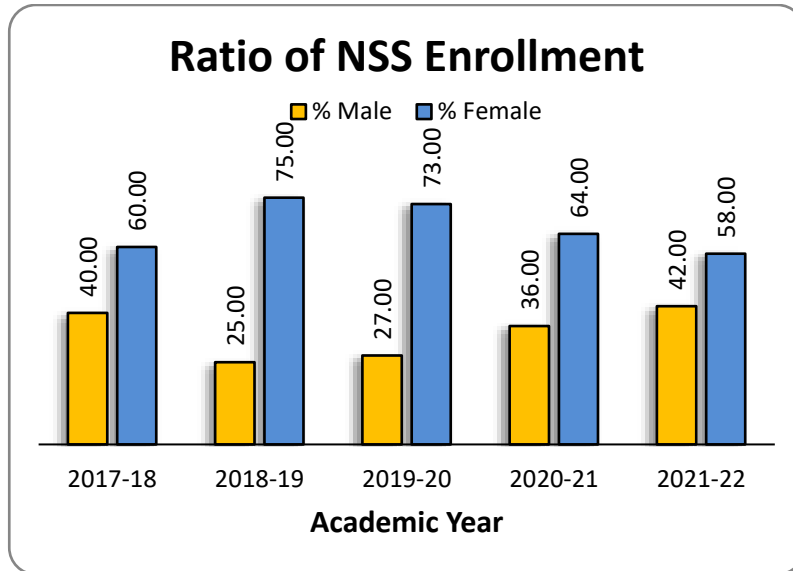
➤ **Details of NCC Enrolments**



NCC enrolment trend from 2017-18 to 2021-22 shows that male students' percentage is decreasing and female students' percentage is increasing. In 2017-18 percentage of male

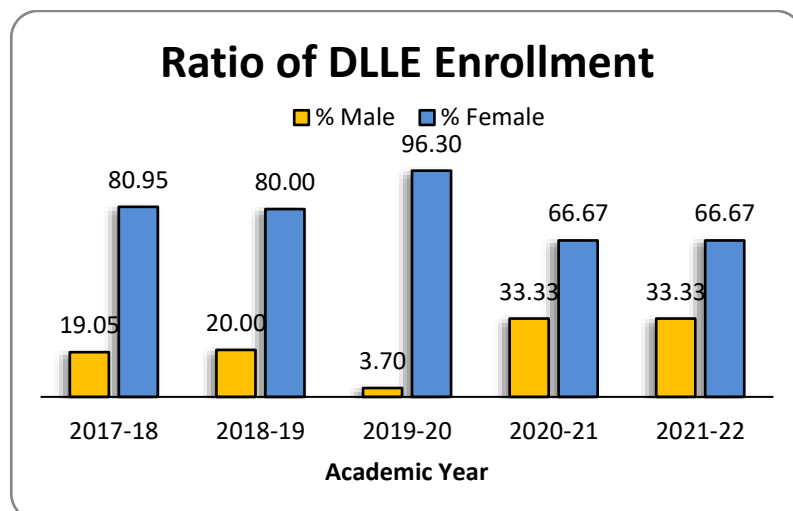
NCC enrolment was very high against female students. Within five years in 2020-21 percentage of male & female is near to equal.

➤ **Details of NSS Enrolments**



The ratio of NSS Enrolment from the academic year 2017-18 to 2021-22 shows that the ratio of male student volunteers against female student volunteers is 15% more and it seems stable over the period.

➤ **Details of DLLE Enrolments**



The ratio of DLLE Enrolment of the students from the academic year 2017-18 to 2021-22 shows that the enrolment of female students against male students is high.

Staff Questionnaire

1. Are you satisfied in the work life provided by the College?
 - To a great extent
 - To some extent
 - Not at all
2. Are you facing any discrimination in the academic activities?
 - Yes
 - NoIf yes give details: _____
3. Are you satisfied with the workload distribution?
 - To a great extent
 - To some extent
 - Not at allComments:
4. Are you satisfied with voicing your demands in the affairs of your department at par with your male counterparts or vice versa?
 - Yes
 - NoComments:
5. Are your achievements in the academics are being recognised?
 - Always
 - Sometimes
 - Never
6. Do you face any discrimination in the allocation of academic infrastructural facilities?
 - Yes
 - NoComments:
7. Are you aware of various committees and cells functioning in the institution, if so which all?
 - Women Development Cell
 - Grievance cell
 - Equal opportunity cell
 - Internal Complaint Committee
8. Have you faced any Challenge as a Faculty member in the institution Yes/ No if yes specify
 - Institutional red tapism
 - Gender discrimination
 - Health and mental well being
 - Other
 - Non cooperation
9. Are you satisfied by the maternity/paternity benefits existing in the College
 - Satisfied
 - DissatisfiedComments:
10. Are you satisfied with the effectiveness of existing machinery/ mechanism in addressing gender related issues?
 - Yes
 - No
11. Any suggestions to achieve gender equality:
Comments:

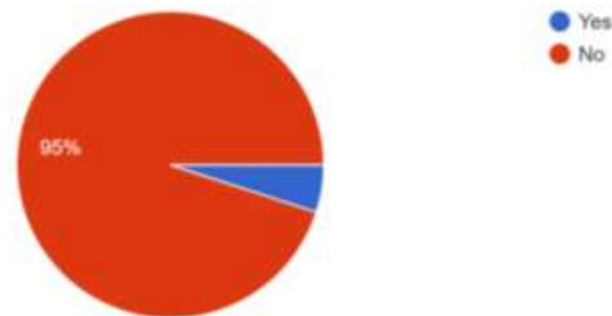
Students Questionnaire:

1. Whether classrooms seats are inclusive or exclusive
 - Separate for boys and girls.
 - Common for girls and boys.
2. The classroom offers equal opportunities to all genders.
 - Agree
 - Disagree
 - No option
3. Have you faced gender based physical and mental torture from teachers?
 - Yes
 - NoIf yes comment:
4. Are you aware that college conducts gender sensitization / awareness program such as awareness of sexual harassment a part of its curriculum (WDC Activities).

- 61.3% staff is satisfied with work life provided by college and 38.7% staff is satisfied to some extent. The percentage of non-satisfied staff is zero. It concludes that maximum percent staff is satisfied.
- 66% of non-teaching staff is satisfied to greater extent with work life provided by college where as 30% is satisfied to some extent and 4% has not responded.

Are you facing any discrimination in the academic activities?

80 responses



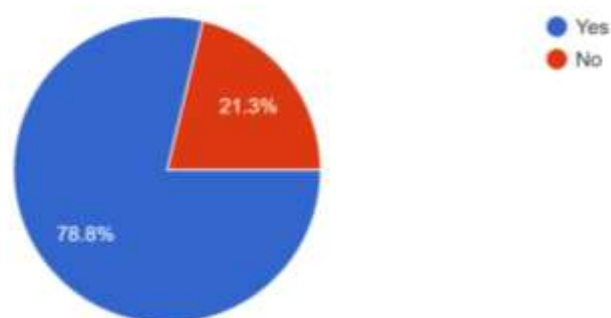
Out of 80 responses 95% are not facing any discrimination in academic activities. Whereas 5% are facing the discrimination as per following responses:

- In respect distribution of work
- There should be equal work to the all faculty here I find majority juniors doing more work compare to seniors and head of that committee or team also not giving any equal work to the senior. So, I feel that all should get equal work distribution so that work will complete within time and institution will get good rewards of its
- Women are given more work over men.
- Discrimination faced for increments. Under unaided section those who have completed 10 years increment given only at once. It was not implemented for others also.
- Leaves not sanctioned for educational training like refresher courses and other technical skill developments. Some teacher gets, some may not.
- There is no promotion in unaided section.

100% of non -teaching staff is not facing any discrimination in any academic activities.

Are you satisfied with voicing your demands in the affairs of your department at par with your male counterparts or vice versa?

80 responses



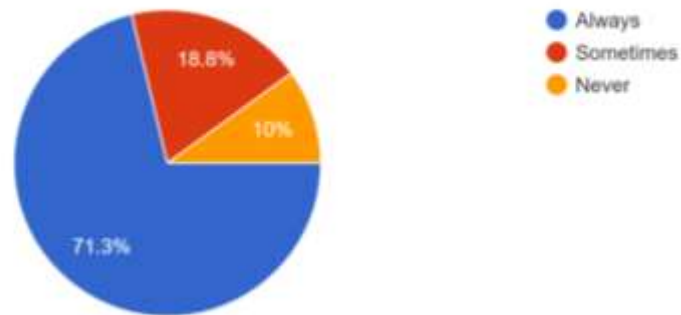
78.8% are satisfied with voicing their demands in departmental affairs. Whereas 21.3 % are not satisfied with voicing their demands. Some of the comments from participants are as follows

<ul style="list-style-type: none"> All the staff members are co-operative
<ul style="list-style-type: none"> Because we listen and respect the thought of each member in our department
<ul style="list-style-type: none"> Yes, there is very free environment for discussion at all levels
<ul style="list-style-type: none"> While my male colleagues show respect to me and care for me as a senior, they tend to be dominating sometimes and when I become assertive, it is not liked. I feel my words are respected only because of my seniority.
<ul style="list-style-type: none"> We conduct practical with smooth manner because of demand get full fill within time.
<ul style="list-style-type: none"> Yes, I am satisfied
<ul style="list-style-type: none"> All staffs are good
<ul style="list-style-type: none"> Yes satisfied at departmental level
<ul style="list-style-type: none"> This is not happened with me.

85% are satisfied with voicing their demands in departmental affairs. Whereas 4 % are not satisfied with voicing their demands. Whereas 11% of the non-teaching staff has not responded.

Are your achievements in the academics are being recognized?

80 responses

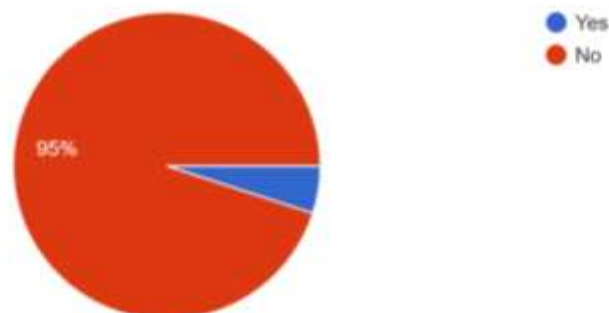


Out of 80 responses 71.3% agree that achievement in the academics is always recognised. Whereas 18.8% feel that their achievements are sometime recognised. And 10% think that their achievements never recognized.

55% agree that achievements in the academics are always recognised. Whereas 26 % feel that their achievements are sometime recognised. And 19% have not responded.

Do you face any discrimination in the allocation of academic infrastructural facilities?

80 responses



95% don't face any discrimination in the allocation of academic infrastructure facilities.

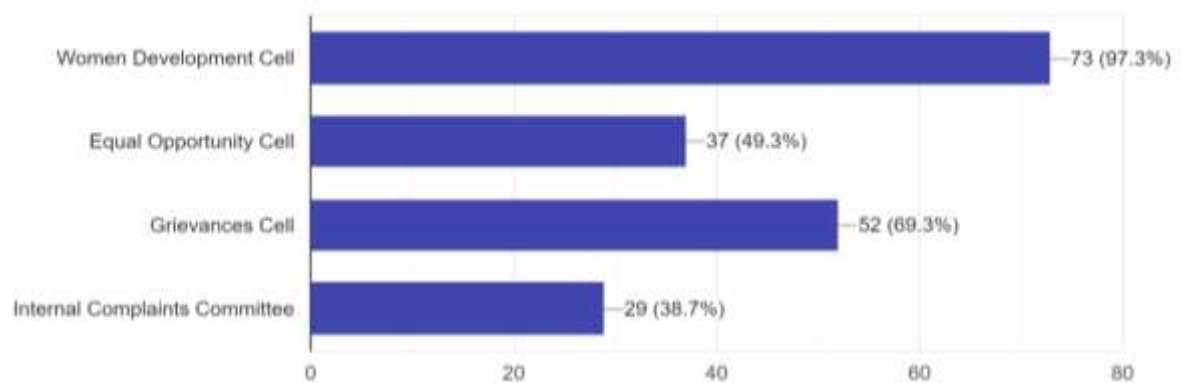
Whereas only 5% think that they face discrimination in following issues:

- Ladies room must be provided, sanitation facilities, first aid facilities.
Non-teaching staff clerk get all facilities but for peon, institute don't have budget.
- No, separate tables are available for individual teachers.
- Instruments and lab space.

85% don't face any discrimination in the allocation of academic infrastructure facilities.

Whereas 15% have not responded for it.

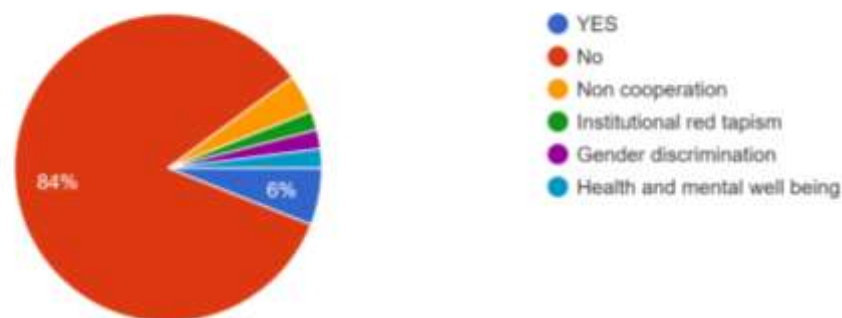
Are you aware of various committees and cells functioning in the institution, if so which all?
75 responses



Maximum people are aware of Women Development Cell. Minimum people are aware of Internal Complaint Committee.

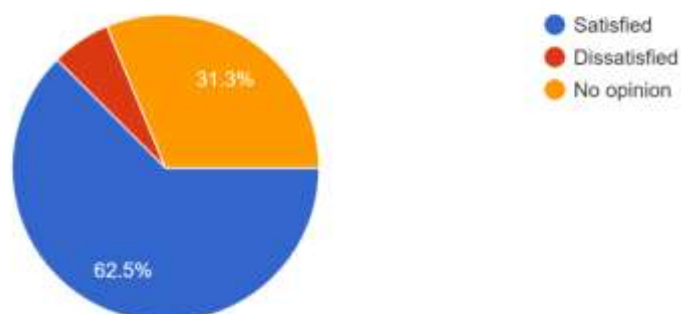
Most of the non-teaching staff are aware of internal complaint committee and women Development Cell. Very few have knowledge of Grievances Cell.

Have you faced any Challenge as a Faculty member in the institution?
50 responses



84% of the responses have not faced any challenge as a faculty member in the institution.

Are you satisfied by the maternity/paternity benefits existing in the College?
80 responses



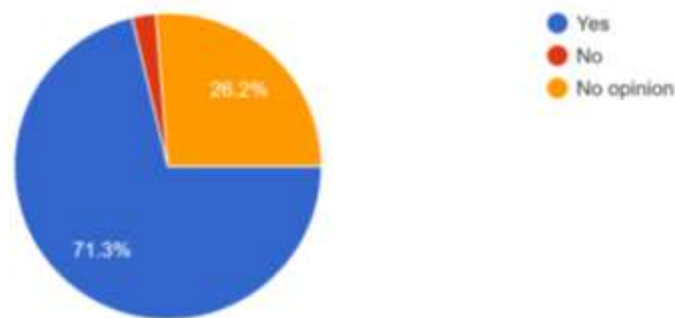
62.5% are satisfied with maternity/ paternity leaves. Whereas very few are dissatisfied. And 31.3% have no opinion about it. Some of the comments of participant as follows:

- Maternity leave should be 6 months.
- As per government rules we get maternity leave.

62% are satisfied, 28 % are not satisfied , with maternity/ paternity leaves whereas 10% have not responded

Are you satisfied with the effectiveness of existing machinery/ mechanism in addressing gender related issues?

80 responses



71.3% are satisfied with the effectiveness of existing machinery/mechanism in addressing gender related issues, whereas 26.2 % are not satisfied. And very few have no opinion about it. Some of the comments of participant as follows;

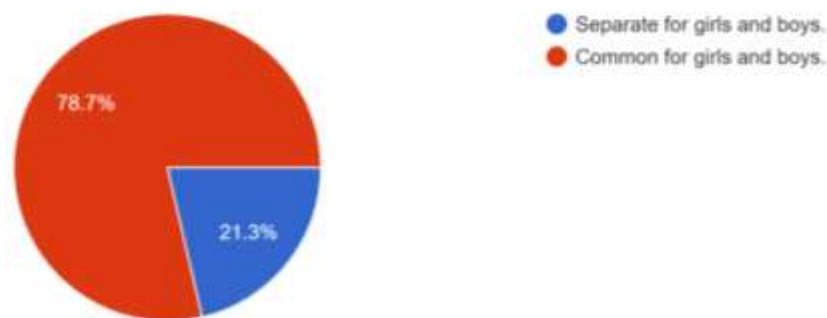
- Till now, I observed that there is no gender inequality in our college.
- To give equal opportunity in college working committees.
- Appointment of more female staff.
- Work should be shared equally...
- Work should be distributed equally.
- Organise programmes yearly at least two times in college so that all student, faculty will take participation in that and everybody will aware about gender equality
- Recruitment of female teaching staff after 2005 are less in number compared to male teaching staff in aided section. More number of female teaching staff should be recruited in aided section.
- Give them equal opportunity
- Efforts should be continued to maintain the pace of social progress of individual

- A mechanism should be developed for the effective distribution of work and responsibility. Work should be equally shared
- It is time that we all see gender as a spectrum instead of two sets of opposing ideals.
- I find the men in the college being either too considerate towards women or looking down on me as a woman. The former group are far more in number than the latter. All men & women sit separately in the staff room & there is hardly any interaction, forget intellectual discourse between them & this, I believe, is a major deterrent in being a teacher.
- Equal work for equal pay should be practiced

75% are satisfied with the effectiveness of existing machinery/mechanism in addressing gender related issues, whereas 2 % are not satisfied. And 21% have no opinion about it. 2% have not responded to it.

Students Responses:

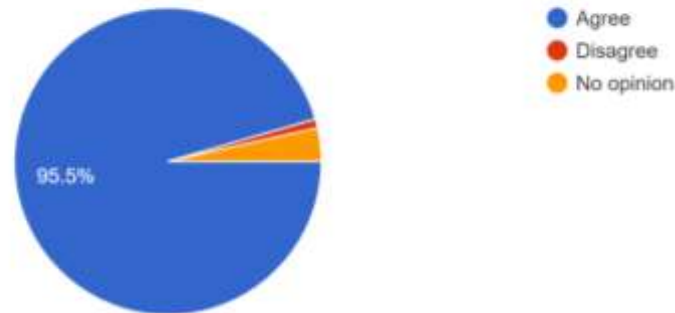
Whether classrooms seats are inclusive or exclusive?
1,616 responses



Out of 1,616 responses 78.7% of students have opinion that there are common seats are available in classroom and 21.3 % of students have opinion that there are separate seats are available in classroom.

The classroom offers equal opportunities to all genders.

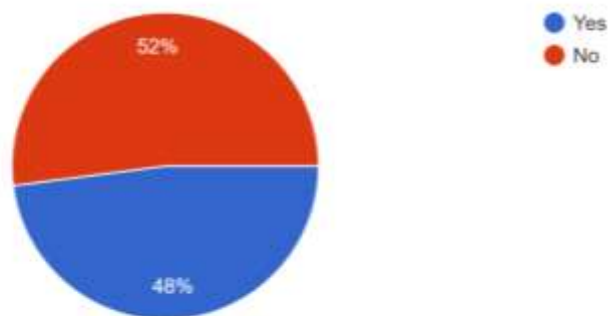
1,616 responses



Out of 1,616 responses 95.5% of students have opinion that equal opportunities are given to students. Whereas very few are of the opinion that there is no equal opportunity and few of them do not have opinion about the same.

Are you aware that college conducts gender sensitization / awareness program such as awareness of sexual harassment a part of its curriculum (WDC Activities)?

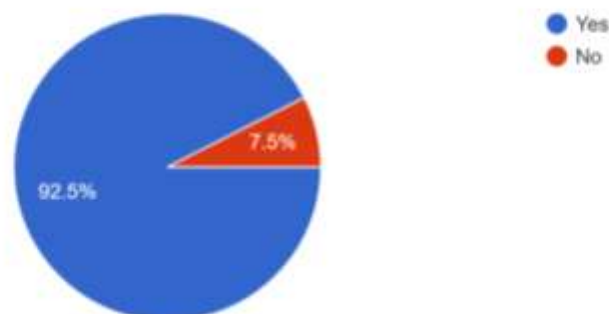
1,616 responses



Out of 1,616 responses 48 of students are aware of the program such as awareness of sexual harassment a part of its curriculum. Whereas 52 % are unaware of it.

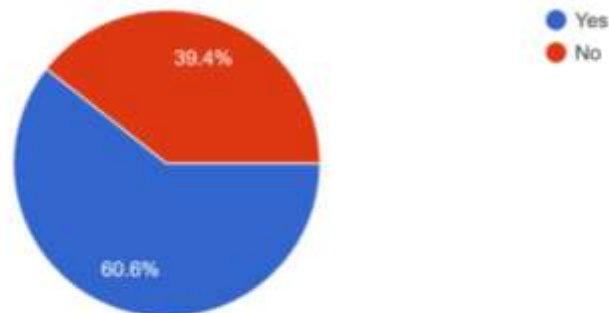
Whether adequate numbers of toilets are available in the campus for girls and boys?

1,616 responses



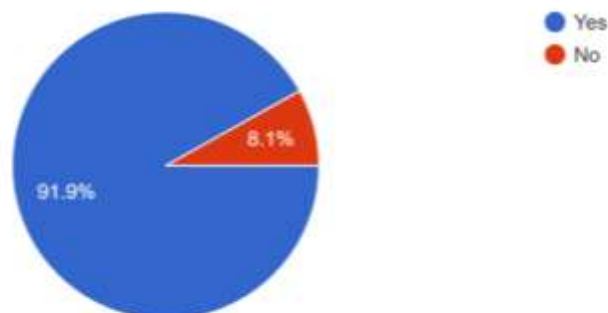
Out of 1,616 responses 92.5% of students find adequate number of toilets are available in the campus for girls and boys. Whereas 7.5 % does not find it adequate. It shows maximum students are satisfied.

Whether adequate facilities are available inside the toilet keeping in mind the need of both boys and girls students?(Adequate disposal bins/ mirrors/...tta and bags/ sops are available in the toilet).
1,616 responses



Out of 1,616 responses, 60.6% of students find that there are adequate facilities available inside the toilet for girls and boys. Whereas 39.4 % does not find it adequate. It shows maximum students are satisfied.

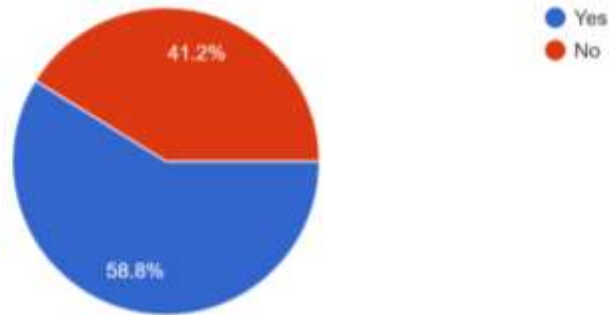
Whether adequate lighting is there in classroom, corridor, common areas and washrooms?
1,616 responses



Out of 1,616 responses, around 92 % of students find that there are adequate lighting in classroom, corridor, common areas and washroom. Whereas 8.1 % does not find it adequate. It shows maximum students are satisfied.

A women development cell has been established and functioning. So are you aware about it?

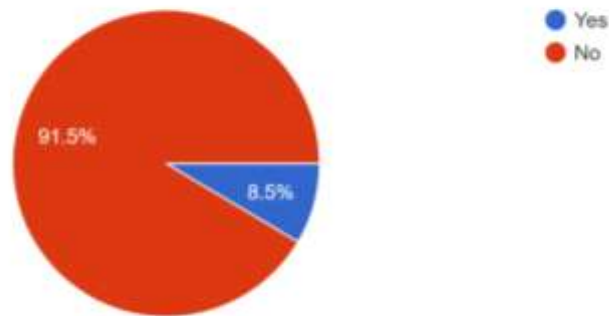
1,616 responses



Out of 1,616 responses, around 58.8 % of students are aware of WDC. Whereas 41.2 % are not aware of it.

Have you approached the following WDC / grievance redressal cell?

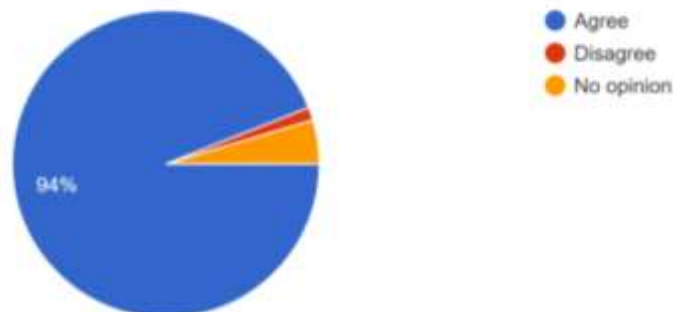
1,417 responses



Out of 1,417 responses, around 91.5 % of students have not approached WDC. Whereas 8.5 % have approached WDC.

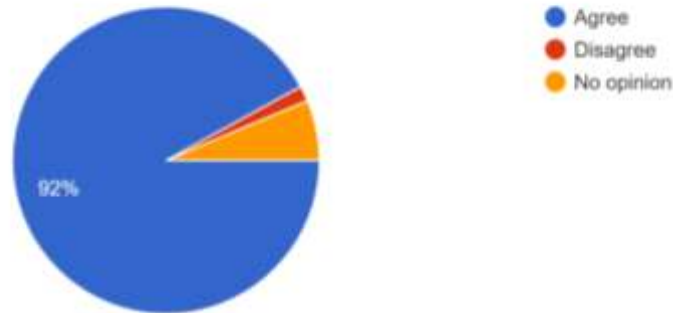
The library offers equal opportunities to all genders.

1,616 responses



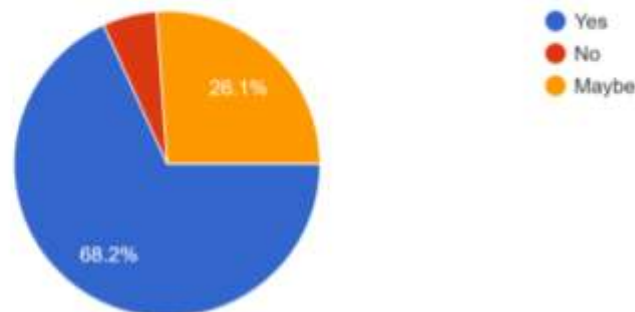
Out of 1,616 responses, around 94 % of students agree that, library offers equal opportunities to all genders. Whereas 2 % have disagreed and 6% of students are of No opinion.

The existing environment is safe for all girl and boys students in the campus.
1,616 responses



Out of 1,616 responses, around 92 % of students agree that, existing environment is safe for all girls and boys. Whereas 1 % have disagreed and 7% of students are of No opinion.

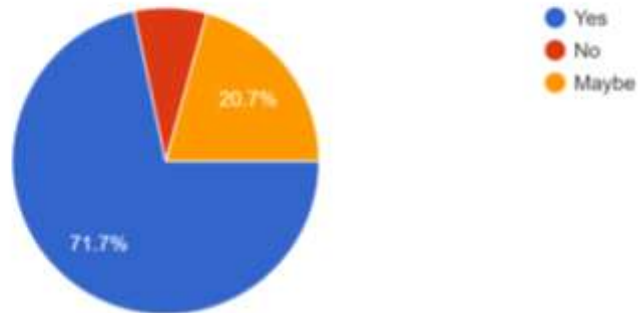
Whether laboratory infrastructure appropriate such as adequate lighting, adequate space, corridor, bags shelves, washing?
1,295 responses



Out of 1,295 responses, around 68.2 % of students are satisfied with laboratory infrastructure. Whereas 2 % have disagreed and 26.1% of students are of mixed opinion.

Whether behavior of laboratory staff is appropriate?

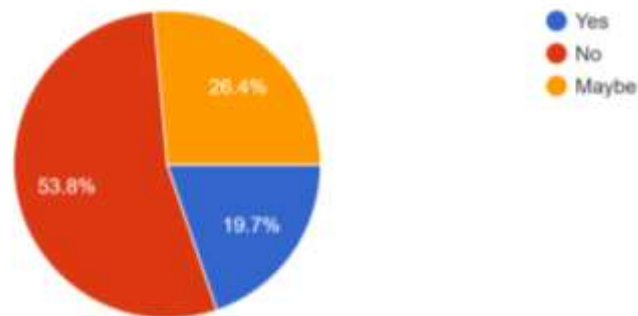
1,310 responses



Out of 1,310 responses, around 71.7 % of students are satisfied with behaviour of laboratory staff. Whereas 10 % have disagreed and 20.7% of students are of mixed opinion.

Do you feel a separate queue is required?

1,302 responses



Out of 1,302 responses, around 53.8 % of students are of the opinion that they don't need separate queue. Whereas 19.7 % feel the need of it and 26.4% of students are of mixed opinion.

RECOMMENDATIONS:

1. Students should be made aware about all the schemes implemented by Government and Semi- government authorities.
2. A mechanism should be developed for the effective distribution of work and responsibility. Work should be equally shared.
3. Equal opportunity in college working committees for women's.
4. Organise programmes yearly at least two times in college so that all student, faculty will take participation in that and everybody will aware about gender equality.
5. Efforts should be continued to maintain the pace of social progress of individual.
6. There should be equal distribution of work amongst male and female teaching staff.
7. Earn and learn scheme (in collaboration with placement committee.) should be started.
8. One special window as enquiry counter.
9. Additional sanitation facilities should be provided in girls' rooms and girl's toilet. Sanitary pads vending machine should be provided in staff toilet.
10. Separate boys' room should be provided.
11. Additional facilities should be provided to differently abled students.
12. Visitor's muster should be maintained.