

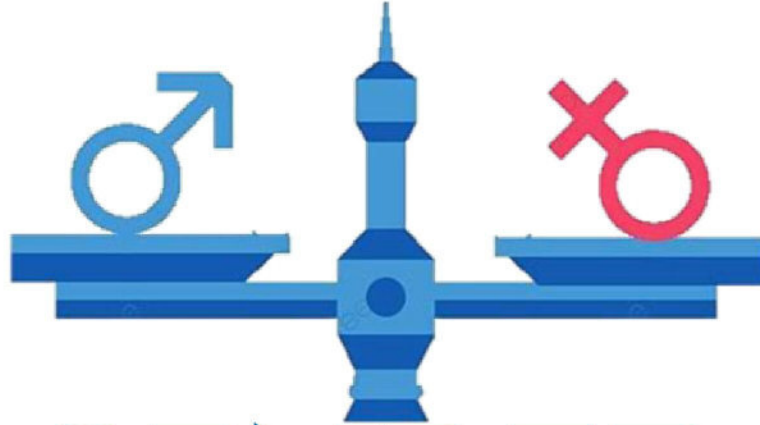


Godhatma Shaikshanik Bahuuddeshiya Sanstha's

M G Tele Commerce College, Chindha and Baraku Ramaji Tele Science College, and Kesharbai Tele College of Management Thalner, Tal- Shirpur, Dist- Dhule.

Thalner, Taluka - Shirpur, District - Dhule (Maharashtra) 425421

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GENDER

AUDIT



**Internal Quality Assurance Cell
(IQAC) Thalner**



PREFACE:

About Us

A highly collaborative culture, combined with students, public – private partnership creates a vigorous intellectual environment and compelling learning experience.

Its curriculum will not only improve the way we will prepare students for their future. M. G. Tele Commerce College, C. and B. R. Tele Science College, K. Tele Management College and Elite International English School are ready to build knowledge-based innovative programs, such include,

ACADEMICS :

- Primary School (Nursery to class 10th)
- Junior College (11th , 12th Science)
- Three Year Bachelor of Science (B.Sc.)



Gender Audit

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, programmes, 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, programmes, 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. programmes, projects, services). At the planning level, a gender audit analyses whether there is 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.

Gender Audit Committee:

Sr. No.	Name	Designation
1.	Dr. Chhagan Godha Tele	Chairman
2.	Mr. Nasir Husain Yusuf Zama Kazi	Coordinator
3.	Ms. Madhavi Kailas Shirsath	Member
4.	Mr. Prashik Bhatu Sandanshiv	Member

The Gender Audit undertaken by the IQAC M. G. Tele Commerce, C. & B. R. Tele Science and K. Tele Management College, Thalner along with external and internal Committee Members. External Committee Member like College Chairman and Principal intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

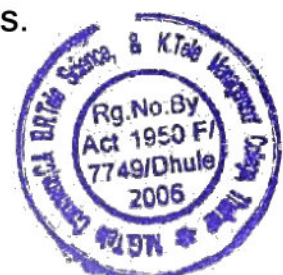
Objectives of the Gender Audit workout:



- ❖ 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.
 - ❖ To protect female students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
 - ❖ A certified consultant to be invited to take care of personal development and confidence building among students.
 - ❖ Organizing programs to build confidence and instill leadership qualities in the girl students.
 - ❖ To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
 - ❖ To create social awareness about the problems of women and gender discrimination in particular.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.



Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "*walking the talk*" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

Gender Wise Distribution of Staff

Gender sensitivity refers to an attempt to encounter and accept people without presumptions Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral 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 in the building.
- ❖ There are CCTV monitoring devices installed at different locations within the campus especially within the library.
- ❖ There is a NSS unit that conducts Gender Sensitization programmes regularly for the students.

The college has established a number of committees to aid girl students and ladies staff. These committees include:

1. **Anti-Ragging Committee:** As the college forms a constituent part of the KBCNMU Jalgaon, 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.



2. **Discipline Committee:** As the college forms a constituent part of the, some of its responsibilities are shared and covered by arrangements. The college publishes its regulations in the prospectus. The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee.
3. **Women's Forum:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. 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
4. **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.
5. **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.
6. **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 Vishaka 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 Vishaka 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.

Facilities for the students



Sick Room



तक्रार पेटी



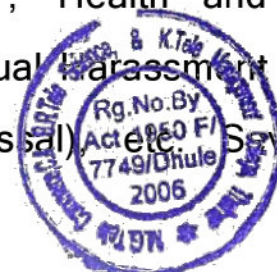
Sanitary pad Machine



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 analyzed the operating environment of the college. 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. The NSS unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene,' 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal) etc. Several such



programs were organized in the last five years (2018 to 2023) to make the girls aware of their rights and responsibilities. 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. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the College. In the public societal action, the college provides classes for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.



GODHATMA SHAIKSHANIK BAHU-UDDDESHIYA SANSTHA
M. G. Tele Commerce, C & B. R. Tele Science & K. Tele Management
College, Thalner, Tal. Shirpur, Dist. Dhule.

ज्ञानम ही परम श्रेया : **Wab site:** <http://godhatmaeduthalner.org.in> **College Ph. No. 02563-285265.**

Certificate of Participants

This is to certify that, Mr/ Miss/ Mrs/ Dr./ Prof **Divya Jagdish Thakare, Z. B. Patil College Dhule.** Has solemnly pledged and actively participated in an online Quiz Competition organised on the occasion of an "International Youth Day" 12th August 2021.


Prof. K. S. Patil
(Co-ordinator)


Dr. C. G. Tele
(Chairman)


Dr. R. M. Shewale
(Principal)



Godhatma Shaikshanik Bahu-uddeshiya Sanstha's
M. G. Tele Commerce, C. and B. R. Tele Science, K. Tele
Management College, Thalner. Tal- Shirpur. Dhule

ज्ञानम ही परम श्रेया : **Email- alltelecollege@gmail.com**


Phone No: 9922240251 **Website: <http://godhatmaeduthalner.org.in>**

Certificate of Participation

This is to certify that, Mr/ Mrs./ Miss. **Seema Gulab Shimpi** of **M. G. Tele College, Thalner** actively participated in an online quiz competition on "**National Unity Day**" dated 31th October 2021.


Mr. N. R. Pawara
Co-ordinator


Dr. C. G. Tele
Chairman


Dr. R. M. Shewale
Principal

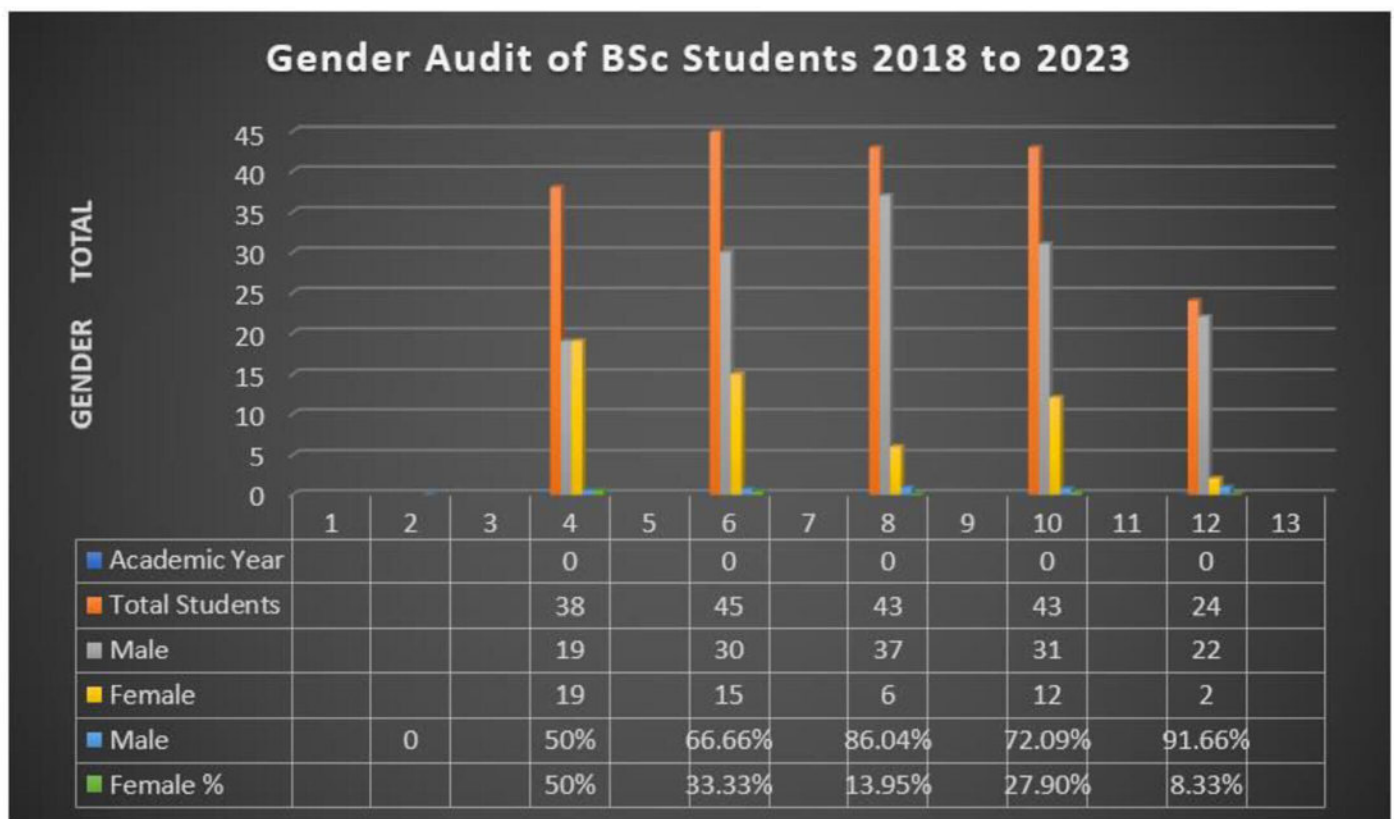
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Table 1: Gender wise Details of Students in the College (Last five years)

Academic Year	Total Students	Male	Female	Male %	Female %
2022-23	38	19	19	50%	50%
2021-22	45	30	15	66.66%	33.33%
2020-21	43	37	06	86.04%	13.95%
2019-20	43	31	12	72.09%	27.90%
2018-19	24	22	02	91.66%	08.33%



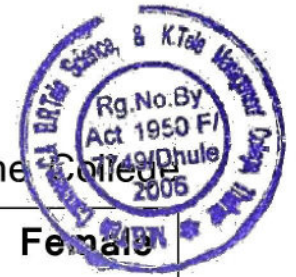
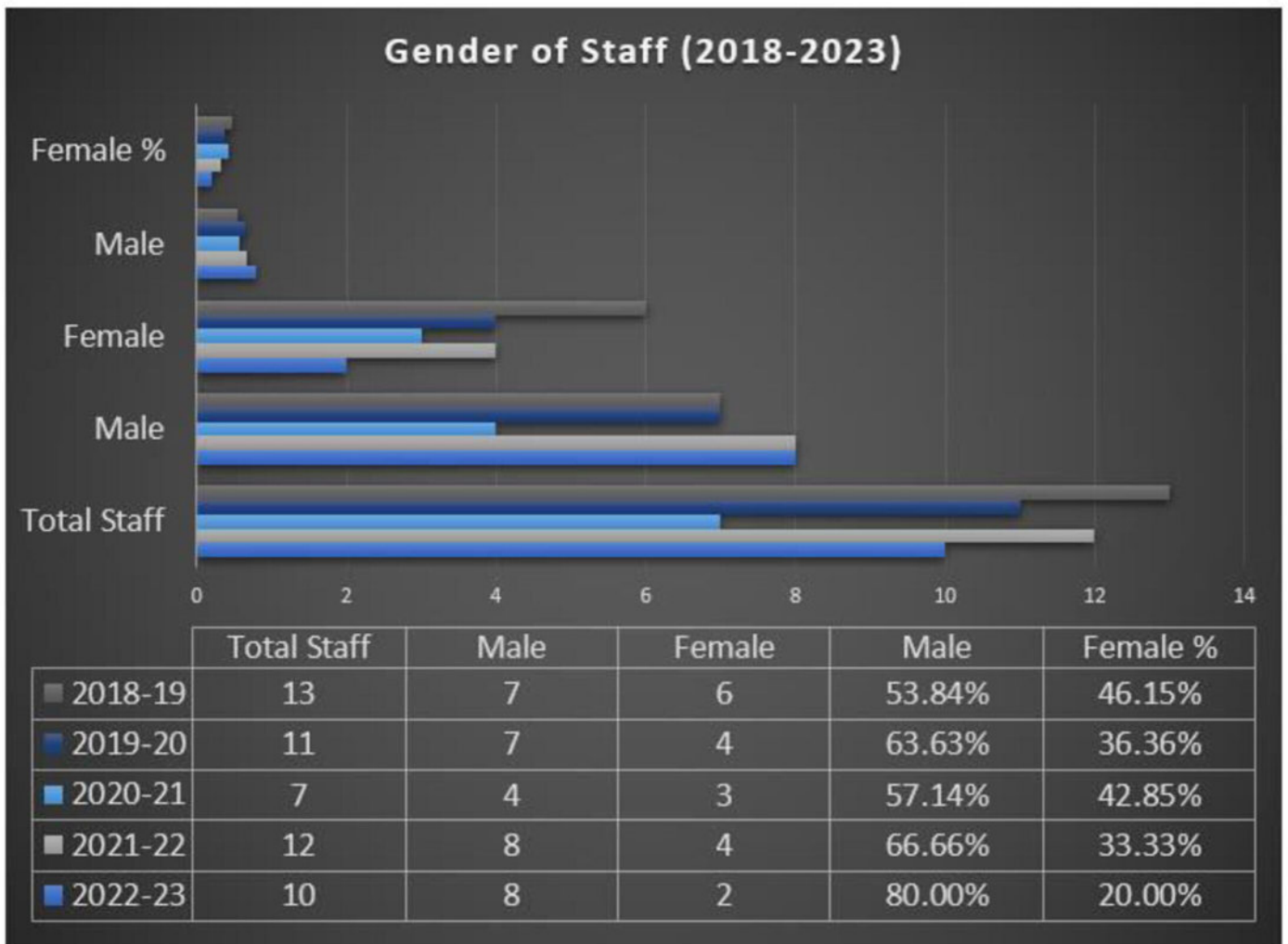


Table 2: Gender wise Details of Total Teaching Faculties in the College

Academic Year	Total Staff (Teaching + Nonteaching)	Male	Female	Male %	Female %
2022-23	10	08	02	80.00%	20.00%
2021-22	12	08	04	66.66%	33.33%
2020-21	07	04	03	57.14%	42.85%
2019-20	11	07	04	63.63%	36.36%
2018-19	13	07	06	53.84%	46.15%



Conclusion:


The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

Recommendations by the chairman :

In the coming years, we aim to -

- ❖ Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- ❖ Motivate girl students to actively participate in sports of their own choice.
- ❖ To Organize awareness programs on Legal Rights of Women.
- ❖ To prepare gender audit of our sister institute Elite international School and Tele Junior College for comparison and improvements.




Chairman
Godhatma Shaikshanik BahuUddeshiya
Sanstha, Thainer, Tal. Shirpur, Dist. Dhule.