



Rayat Shikshan Sanstha's  
**Karmaveer Bhaurao Patil College Vashi**  
(Empowered Autonomous)

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**7.1.1- Gender Audit Report**



## **Preface:**

“Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and Opportunities.”-United Nations Educational, Scientific and Cultural Organization (UNESCO)

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities. Gender Equality is a global issue, and discussions on women’s emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk – about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

### Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
1	Dr. Shubhada Nayak	Chairman	Principal, KBP College vashi, Navi Mumbai
2	Mr. C.D.Bhosale	Vice-Chairman	IQAC Coordinator & Vice-Principal, KBP College vashi, Navi Mumbai
3	Ms. Vrushali Magdum	External Committe Member	Trustee, Stree Mukti Sanghatana.
4	Ms. Rashmi Karle	External Committe Member	Asst. FCC Coordinator, Stree Mukti Sanghatana
5	Mr. Pankaj Dandge	Internal Committe Member	Head, Department of Accounting & Finance, KBP College vashi, Navi Mumbai
6	Ms. Vaishnavi Jadhav	Internal Committe Member	Assistant Professor, Department of Geography, KBP College vashi, Navi Mumbai

### Gender Issue Cell (GIC) Policy:

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressed cell
- The institute shall arrange effective measures for the safety and security of all gender

### The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision- making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college community.

To see the work and capacity for prevention of sexual harassment at the college

**Key Steps in Gender Audit:**

- Planning
- Field work
- Draft Report
- Final Report

Rayat Shikshan Sanstha's Karmaveer Bhaurao Patil College, Vashi, Govt. of India. Its mission is to provide quality education to all by means of hard work, dedication and devotion. The Gender Audit is an attempt to study whether the college has 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.

Gender Audit Team reviewed and analyzed the operating environment and context of Karmaveer Bhaurao Patil College, Vashi. From the analysis, the team understood that the college 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. It does not necessarily mean making the same programs and facilities available to both males and females. 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.

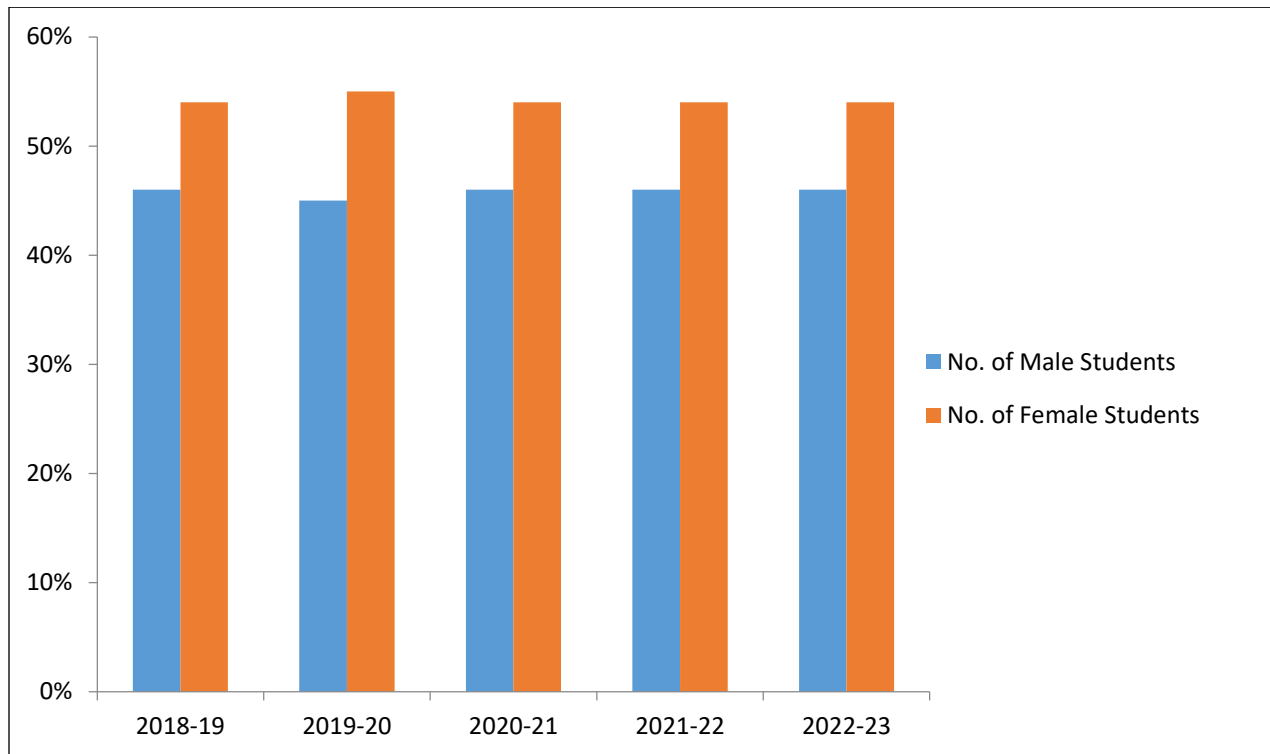
The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls. The unit always motivates girls for their social responsibilities. Special study room, waiting room and parking are provided for the girls. They are also given self- defense trainings driving classes in concession rates. The Karate, Yoga and Meditation trainings are also organized.

They are trained for ornament making, cloth bag making and also mushroom cultivation. The lectures of eminent personalities are held on various topics to develop their personalities. Organizing self-defense training with the help of Navi Mumbai police.

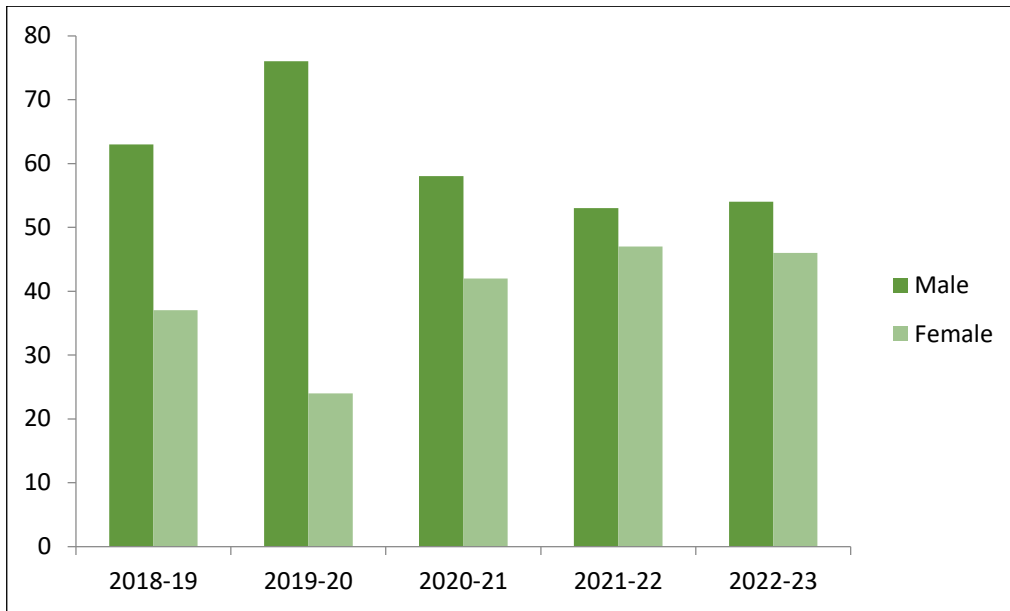
Workshops are held on “Women and Human Rights” and Women and Laws” to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lecture of eminent judges, lawyers etc. Anti- ragging Committee and Internal Complaints Committee are formed in the college. These Committees arrange lectures of lawyers, social workers to aware the girls for their privileges and duties. In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves. In the public societal action the college provides classes for parents on parenting issues and also women and Laws. Girls were actively engaged in all the actions taken by college in flood relief actions such as collection and proper distribution of clothes, medicines and utensils. GIC helps the kudumbasree ladies to sell their organic vegetables.

GIC conducted gender audit of our college which helped to identify areas where gender bias might be present and took targeted actions to promote gender equality. Gender equity contributed to create more inclusive environment by ensuring that gender perspectives are integrated into decision-making processes and practices. The gender audit report from last five years shows that there are 46% male and 54% female students are in the college. Table below shows year wise report,

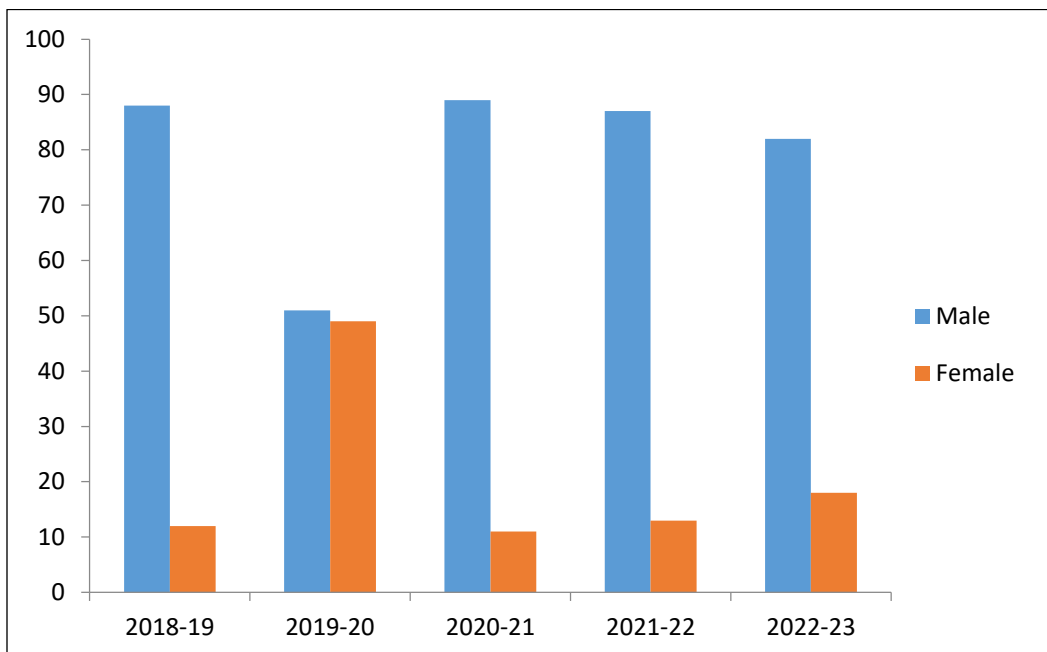
Academic Year	No. of Male Students	No. of Female Students
2018-19	46%	54%
2019-20	45%	55%
2020-21	46%	54%
2021-22	46%	54%
2022-23	46%	54%



Academic Year	Teaching Staff (%)		Non-Teaching Staff (%)	
	Male	Female	Male	Female
2018-19	63	37	88	12
2019-20	76	24	51	49
2020-21	58	42	89	11
2021-22	53	47	87	13
2022-23	54	46	82	18



**Teaching Staff**



**Non-Teaching Staff**

## **Summary and Conclusion**

### **A. Progress towards Gender Equity**

The college makes a consistent effort to support female employees and female students. The organisation acknowledges that there are needs and power differentials between men and women, and that these differences should be recognised and treated in a way that balances the power disparities between the sexes. Either equal treatment or treatment that differs but is deemed comparable in terms of rights, rewards, obligations, and opportunities might be examples of this. The institution works to inspire female students and staff to live honourably and with appropriate self-respect, in addition to planning various events to raise awareness of gender sensitization. We discover that in both UG and PG programmes, student strength- especially that of girls- is growing. The variations in their enrollment are evident. More females are registering for college courses. They have a rather high level of strength. Additionally, it has been noted that female students have a higher success rate than male students. They are showing enthusiasm in taking part in all extracurricular and co-curricular activities, including the institution's cultural programmes. Their athletic involvement is also admirable. We discovered in our institution that among the regular teaching staff, women are stronger than men.

The research demonstrates that the college's policies and programmes all contain goals and objectives related to gender equity. Additionally, the staff stated that they have no issues with the gender requirement. The Gender Audit Team found that the college's administration and employees support gender equality and gender sensitivity, and they exhibit gender-sensitive behaviour. The college is considered to have many advantages and chances for creating a positive gender balance. Changes in value structure might be made gradually to address the vulnerabilities. There are undoubtedly more girls enrolling from all societal segments, and complaints about gender issues are nonexistent. With its strong resolve and dedication to gender equity, the College would undoubtedly leave its mark in the country.

**B. Conclusion:** The analysis demonstrates that the college's policies and programmes all contain goals and objectives related to gender equity. Additionally, the staff stated that they have no issues with the gender requirement. The Gender Audit Team found that the college's administration and employees support gender equality and gender sensitivity, and they exhibit gender-sensitive behaviour. The college is considered to have many advantages and chances for creating a positive gender balance. Changes in value structure might be made gradually to address the vulnerabilities. There are undoubtedly more girls enrolling from all societal



segments, and complaints about gender issues are nonexistent. With its strong resolve and dedication to gender equity, the college would undoubtedly leave its impact on the nation.

**C. Recommendations:** Our goals for the upcoming years are to:

- Boost the proportion of female employees on decision-making committees.
- Plan more extracurricular and co-curricular activities for both male and female staff members as well as students.
- Encourage female pupils to get involved in sports of their own choosing.
- Plan educational campaigns about women's legal rights.
- Offer self-employment education across a range of courses.
- Increase the student-made goods' commercial viability.

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