



**SBES**  
**College of Arts and Commerce**  
**Aurangabad**



**Gender Audit**



  
I/C Principal  
SBES College of Arts & Commerce  
Aurangabad.

## PREFACE

Equal opportunities, responsibilities, and rights for men and women are referred to as gender equality. It suggests that while acknowledging the diversity of various groups of women and men, the interests, needs, and priorities of both genders are taken into account. The fundamental rights of women are still being violated all over the world, and they are also discriminated against when it comes to inheritance, economic assets, productive resources, employment, education, and social protection. Gender Inequality is one of the biggest barriers to women's economic and political empowerment.

Women's safety on college campuses was one of the major goals of the gender audit, which was done to find solutions. The audit process involved selecting the audit sites, choosing the participants, introducing the participants, preparing the checklist and the walk-about, writing down the findings, and sharing the results with the principal of the College for implementing the recommendations.

Convener

Principal



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### About the College

SBES College of Arts and Commerce, Aurangabad is one of the best colleges in Maharashtra. The College was set up with a Vision: "To inculcate rational universal values in its pursuit to achieve excellence for a just society" and persistently striving to achieve excellence with a Mission: "To provide quality education by promoting inquiry, research, scholarship, creativity, and social sensitivity for a civil society."

The College is constantly working towards attaining its objective, i.e. "To provide besides formal education, the professional and career-oriented courses to be persuaded simultaneously to compliment traditional, fundamental, and liberal education."

The SBES College of Arts and Commerce provides and fosters the skill sets required by students to meet today's challenges.

### Gender Sensitization

The goal of the gender audit is to evaluate the College's gender balance. It examines whether the College adheres to the laws, orders, and programmes intended to improve the status of women in society. The goal of the Gender Audit is to ascertain how the organization's current and proposed policies will impact gender equality. In addition to quality performance, the College consistently places a high priority on students' overall personality development. The girls are provided with an array of facilities and special treatment in compliance with gender equality.

Incorporating gender awareness and gender equity into the institution's systems and operations as well as its programmes and activities requires the institution to be aware of its institutional strengths and challenges. This is done through a participatory audit process. An educational institution's stakeholders are prompted by a gender audit to have a conversation and reflect on the system's advantages and shortcomings with regard to gender-related issues.

Developing girls' personalities and virtues, such as camaraderie, discipline, leadership, a secular worldview, and a spirit of adventure, is a top priority for the NCC unit for girls. The emphasis of this unit is on the girls' notable achievements. There is a separate girls' unit in the NSS. The unit





consistently encourages girls to meet their social responsibilities. Distinguished speakers deliver lectures on a variety of topics to aid students in developing their personalities.

The girls are educated about savings and investments by conducting financial education workshops. To make the girls aware of their rights and obligations, workshops on "Women and Human Rights" and "Women and Laws" are held. By inviting renowned advocates, solicitors, and other professionals as guest lecturers, girls are educated on laws and bylaws. The College has formed an anti-ragging committee and an internal complaints committee to inform the girls of their rights and obligations.

Girls have made significant progress in the fields of cultural activities and sports. They gain recognition and fame for both the College and themselves through their participation in the Youth Festival and other competitions.

### Gender Audit Objectives

The goals of the Gender Audit are as per the following:

Sr. No.	Objectives
1.	To identify the areas where gender imbalance is present and the underlying causes of that imbalance.
2.	To establish a good gender balance in the decision-making in all aspects of the College activities.
3.	To make recommendations for bridging the gender gap.
4.	To promote gender equality throughout the College community.
5.	To ensure the Safety and Prevention of sexual harassment at the workplace.

### Infrastructure Facilities for Girl Students

Sr. No.	Facilities
1.	Separate hostel facility for girls with a mess
2.	Ladies room
3.	Separate washrooms for boys, girls, staff and faculty members
4.	Statutory Committees
5.	Separate Queues
6.	Separate seating arrangements in the library for girls and boys
7.	Medical assistance, health centre, health awareness drives, health checkups, and health programmes
8.	Sports Facilities
9.	Suggestion/Complaint Box – Installed at various spots in the College

### Women Cell and Awareness Programs

Sr. No.	Committees/Awareness Programmes
1.	Women Cell works in close coordination with each other to look into the concerns of the women staff and students. Gender sensitization and empowerment of students are the other primary issues dealt with by the committee.
2.	Soft skills development programmes
3.	Inspirational Women achievers, social workers, Collectors, Additional Superintendent of Police, and Advocates are invited as guest speakers to motivate the girl students of the College.
4.	Awareness Lectures on relevant issues such as "Beti Bachao- Beti Padhao", Cyber Crimes and their Prevention, First Aid, Women's Empowerment etc.
5.	Health Checkups for Girls
6.	Sanitary Pad Vending Machines and disposal in ladies' washrooms
7.	Guest lectures and programs on Self Defense by the Raksha Team and Damini Pathak for the safety of girls and women



8.	Health talks on cancer and Gynecology related problems
9.	Awareness programs on the legal rights of women and legal literacy
10.	Training and Placement Cell
11.	An anti-ragging committee

#### Women Cell Data

#### Teaching / Non-Teaching Staff Profile

Teaching Staff		Non- Teaching	
Male	Female	Male	Female
23	21	22	03

#### Activities undertaken in the last five years Independently/ Collaboration with GO's And NGO's

Sr. No.	Name of the activity	Year
1.	'Sari Raatra' – Full Length Drama	2017-18
2.	Essay Writing Competition on Violence Against Women	2017-18
3.	Lecture on Gender Sensitive Indicators	2017-18
4.	Workshop on Striyanchnya Vikasatil Shasanacha Pudhakar	2017-18
5.	Informative Lecture on Women Sexual Harassment at Workplace Act -2013	2018-19
6.	Conflict among the Teenagers and Women's Harassment	2018-19
7.	Information about Women Sexual Harassment at Workplace Act - 2013	2018-19
8.	'Tichyasathi Ti', Counselling for Girl Students	2018-19
9.	Beti Bachaon Beti Padhao	2019-20
10.	'Pori Jara Japun' - Lecture by Prof. Vijaya Marotkar	2019-20
11.	'Saddysthititil Mahilansamoril Aavhane' - Lecture by - Dr. Kshama Khobragade	2019-20
12.	Health Issue - Hemoglobin Testing of Girl Students and Medication	2019-20
13.	Workshop on 'Gender Sensitization' – Paper Presented by Students	2019-20
14.	Essay Writing Competition on 'Gender Issues'	2019-20
15.	Gender Sensitization Week	2020-21
16.	Workshop on Gender Sensitization and Women Empowerment	2021-22

#### Genderwise students' distribution of the last five years 2018-2022

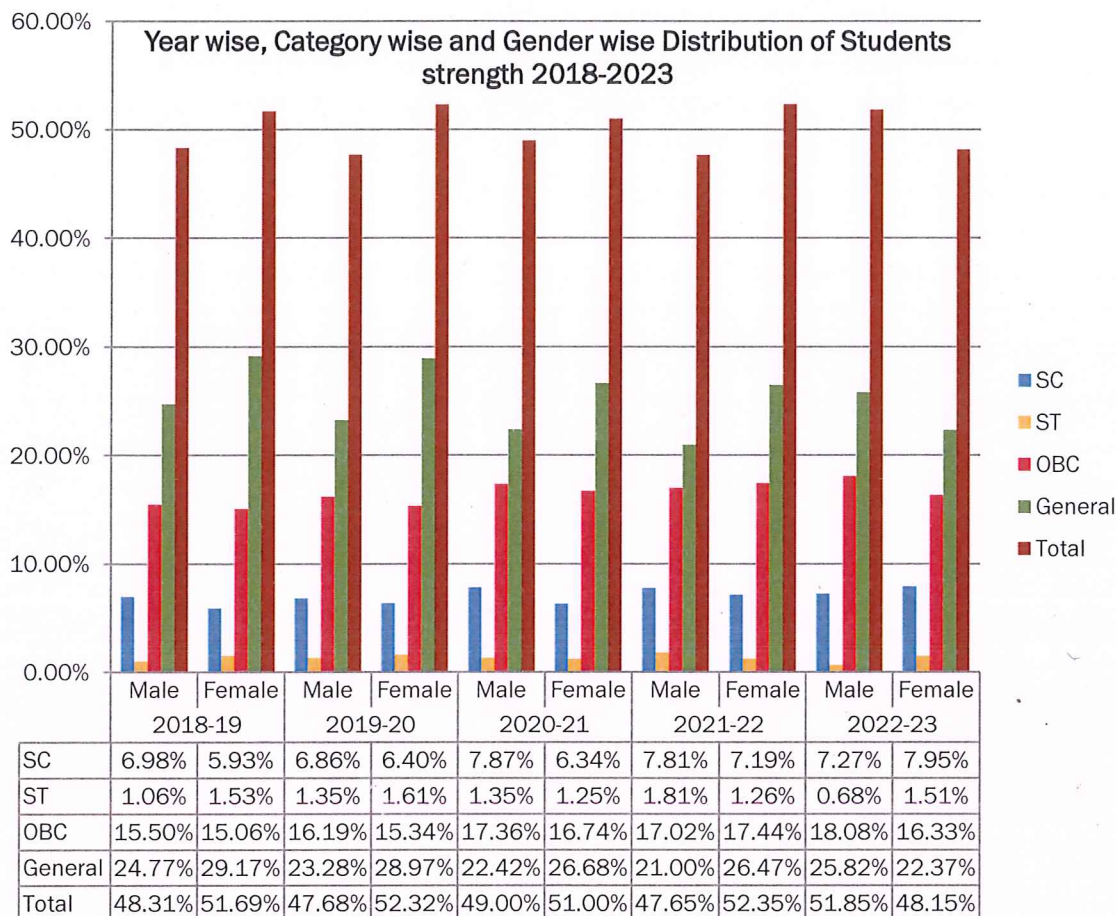
	2018-19		2019-20		2020-21		2021-22		2022-23	
Categories	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
SC	205	174	209	195	227	183	224	206	183	200
ST	31	45	41	49	39	36	52	36	17	38
OBC	455	442	493	467	501	483	488	500	455	411
General	727	856	709	882	647	770	602	759	650	563
Total	1418	1517	1452	1593	1414	1472	1366	1501	1305	1212





## Percentage of Gender wise distribution

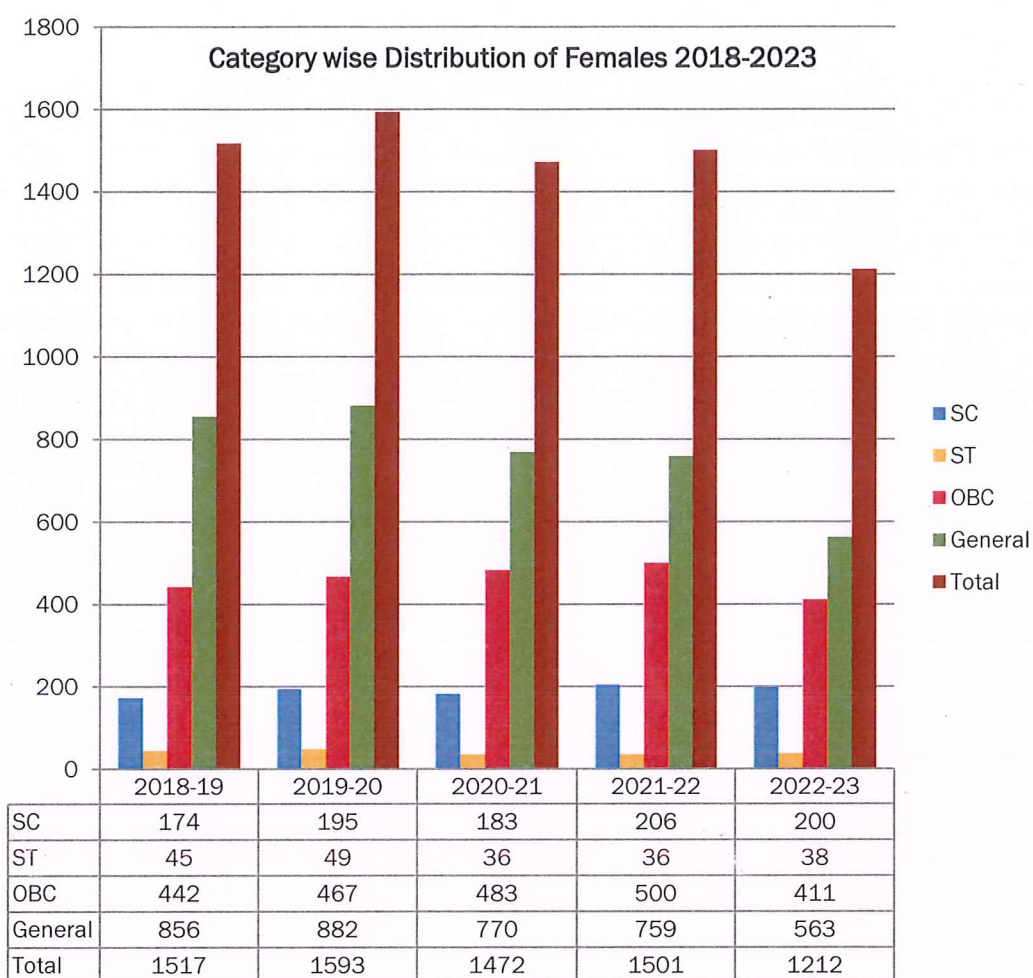
2018-2023



### Analysis and Interpretation

The above table shows the year-wise and category-wise gender classification of male and female strength of students and the total number of admissions to the College. It appears that from the year 2018 to 2023, the percentage of gender classification concerning male and female students is more or less the same. The bar graph and tabular form vividly give the idea that Female students' strength has increased and not lagging behind when compared to Male students. Further, it maintains gender equality.

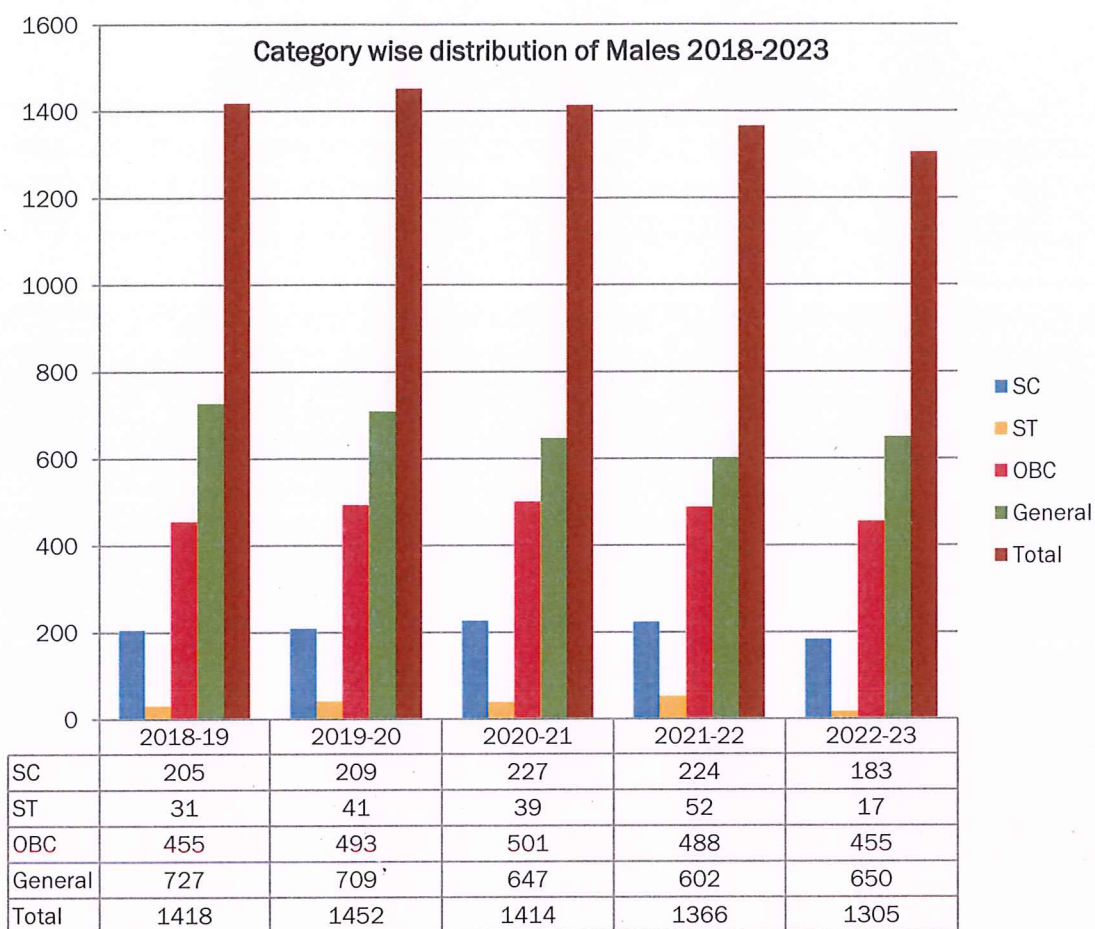




### Analysis and Interpretation

The above table and graph vividly show the strength of girls from various social categories from the academic year 2018 to 2023. From the above data, it appears that the SC category females have shown a constant increase each year. The admission is maximum in the General category.





### Analysis and Interpretation

The above table and graph vividly show the strength of Males from various social categories from the academic year 2018 to 2023. It appears that the admissions of Males from all categories are more or less constant every year. The admissions in the ST category show a decrease every year.





## Salient Features

- Students' strength, particularly females, is more than that of male students every year.
- Admissions of students of backward classes are remarkable.
- There have been several programmes arranged for girl students under the Women's Cell.

## Conclusion

It has been found that the College has lots of strengths. Doubtless, the enrolment of girls from all sections of society is increasing and there are no complaints about gender issues. It will contribute more towards making the College a gender-sensitive institution. Many programs are conducted from time to time specifically for girl students to enhance their confidence building. With a strong willpower and commitment to gender justice, the College is constantly working to attain gender equality

