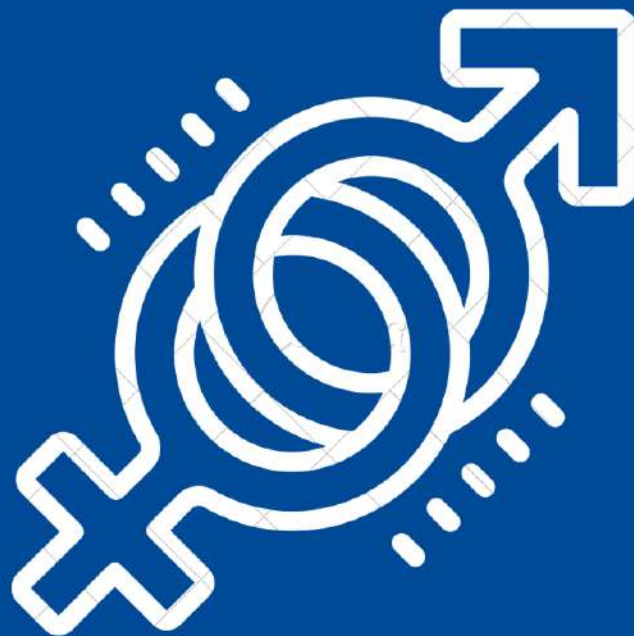


ZEAL EDUCATION SOCIETY'S

**ZEAL INSTITUTE OF BUSINESS  
ADMINISTRATION, COMPUTER  
APPLICATION & RESEARCH**

# **GENDER AUDIT**



**ACADEMIC YEAR**

**2018-19, 2019-20, 2020-21, 2021-22, 2022-23**



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## **I ) Introduction of institution :**

### **A ) An Introduction**

#### **History**

Zeal Education Society Established in the year 1996, under the expert guidance of Shri. S. M. Katkar to provide quality education, Zeal Education Society has made a mark for itself as a renowned institute in the Pune region. ZES offer a team of highly qualified Staff, state of the art infrastructure and extraordinary vision that every student who is a part of the Zeal family marches out of the campus with top level confidence and abilities to be competent enough to face the cutting edge competition in the corporate world today. The society imparts knowledge from KG to PhD by establishing Zeal College of Engineering and Research, Zeal Polytechnic, Zeal Group of Management Institutes, Dnyanganga School, Dnyanganga Junior College, Dnyanganga College of Education and Silver Crest School. All the courses are approved by AICTE, New Delhi, recognized by DTE Govt. of Maharashtra & affiliated to Savitribai Phule Pune University.

#### **About ZIBACAR**

ZIBACAR welcomes you to the one the finest management institutes in Pune region. We are committed to the proper progress of students for a flourishing career.

The Institute aims at bringing out the budding talents within each student and offer a motivating supervision to discover their capabilities which can help them become competent professionals.

The Institute extends its full support and guidance through well qualified staff who are more that eager to improve professional as well as personal skills and help the students explore their full potential.

ZIBACAR offers state of the art infrastructure inclusive of a pleasant campus, up-to-date equipment and facilities that help the students to concentrate on their work. .

We have a team of highly qualified professors who strive to ensure that they impart knowledge which is sync with the University syllabus and the currents industry prerequisites. The amenities like Culture Centre, Music Studio, Dance Studio, TED Studio etc. have been offering opportunities to the students to showcase their talent.

### *Specializations Offered*

The following specializations shall be offered as MAJOR / MINOR

1. Marketing Management (MKT)
2. Financial Management (FIN)
3. Human Resources Management (HRM)
4. Operations & Supply Chain Management (OSCM)
5. Business Analytics (BA)

### **B ) What is a gender audit.**

What is Gender Equity ? Also known as Gender Justice: fair treatment of both sexes that take into account and address the different needs of the men, women, boys and girls, cultural barriers and the effects of (past) discrimination of the specific group.

Gender Audit is an attempt to study whether the college has a good gender balance.

ZIBACAR always have tried to have Gender Balance through programs, policies ,rules at various levels , as we know these policies are very necessary to bring gender equality in the organisation and if all organisations have same policies then only India can reduce gender disparity in a country. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets The basic assumption of gender audit is that public policy impacts differently on men and women. The variance stems from the different roles of women and men in the family and from the lower economic status of women. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular? The second rationale for doing gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities.

### **C ) Constitution of Gender Audit Committee:**

Gender audit is done by ICC committee in our institute. The details of ICC Committee are as follows.

**Internal Compliance Committee 2018-2019 .**

<b>Sr. No</b>	<b>Name Of Member</b>	<b>ICC Designation</b>
1	Dr. Manisha Khaladkar.	Presiding Officer
2	Dr.Babasaheb Mohite	Faculty Member.
3	Prof.Sushma Katkar.	Faculty Member.
4	Mr. Dipak Kulkarni.	Non –Teaching Member.
5	Mrs. Ashwini Mane.	Non –Teaching Member.
6	Ms.Mayuri Stam	Student
7	Deeplakshmi Waigankar.	Student
8	Anuja Kubal.	Student
9	Swapna Padole	Student
10	Shivani Salve.	Student
11	Adv.Saili Karandikar.	Social Activist .

**Internal Compliance Committee 2019-2020 .**

<b>Sr. No</b>	<b>Name Of Member</b>	<b>ICC Designation</b>
1	Dr. Manisha Khaladkar.	Presiding Officer
2	Prof. Kirti Samrit	Faculty Member.
3	Dr.Babasaheb Mohite	Faculty Member.
4	Mr. Dipak Kulkarni.	Non –Teaching Member.
5	Mrs. Ashwini Mane.	Non –Teaching Member.
6	Ms.Mantasha Hazil.	Student ( MCA I )
7	Ms. Neha Jadhav.	Student ( MCA II )
8	Ms. Chetan More.	Student ( MCA III )
9	Ms.Swarali Dikshit.	Student ( MBA I )
10	Ms.Shital Pakhare.	Student ( MBA II )
11	Adv.Saili Karandikar.	Social Activist .

**Internal Compliance Committee 2020-2021 :**

<b>Sr. No</b>	<b>Name Of Member</b>	<b>ICC Designation</b>
1	Dr. Manisha Khaladkar.	Chairperson ( ICC )
2	Dr.Babasaheb Mohite	Teaching Female representative.

3	Prof.Kirti Samrit.	Teaching male representative.
4	Mr. Dipak Kulkarni.	Member.
5	Mrs. Ashwini Mane.	Member.
6	Ms. Shradha Sherekar.	Student
7	Ms.Rasika Tamhane.	Student
8	Ms.Anuja Kubal.	Student
9	Swapna Padole.	Student
10	Shivani Salwe.	Student
11	Adv.Saili Karandikar.	Social Activist .

**Internal Compliance Committee 2021-2022**

<b>Sr. No</b>	<b>Name Of Member</b>	<b>ICC Designation</b>
1	Prof. Kirti Samrit	Presiding Officer
2	Dr.Babasaheb Mohite	Faculty Member.
3	Mr. Dipak Kulkarni.	Non –Teaching Member.
4	Mrs. Ashwini Mane.	Non –Teaching Member.
5	Ms.Mantasha Hazil.	Student ( MCA I )
6	Ms. Neha Jadhav.	Student ( MCA II )
7	Ms. Chetan More.	Student ( MCA III )
8	Ms.Swarali Dikshit.	Student ( MBA I )
9	Ms.Shital Pakhare.	Student ( MBA II )
10	Adv.Saili Karandikar.	Social Activist .

**Internal Compliance Committee 2022-2023 .**

<b>Sr. No</b>	<b>Name Of Member</b>	<b>ICC Designation</b>
1.	Prof. Kirti Samrit	Presiding Officer
2.	Dr.Babasaheb Mohite	Faculty Member.
3.	Mr. Dipak Kulkarni.	Non –Teaching Member.
4.	Mrs. Ashwini Mane.	Non –Teaching Member.
5.	Ms.Rutuja Pawar	Student ( MCA I )
6.	Ms.Mantasha Hazil.	Student ( MCA II )
7.	Ms.Prajakta Gosavi	Student ( MBA I )
8.	Ms. Chetan More.	Student ( MCA III )

9.	Ms.Swarali Dikshit.	Student ( MBA II )
10.	Adv.Saili Karandikar.	Social Activist .

**D ) Objectives Of Gender Audit :**

1. Gender audits establish a baseline against which progress can be measured over time,
  - a) To know about the gender balance in the institution.
  - b) To know about gender perception in the Campus .
  - c) To Reflect and fetch out a road map for gender action.

**E ) Gender Audit Methods :**

- Carrying out the audit. The implementation phase consists of the following
- Methods to collect, analyse and formulate the audit's findings.
- Desk review and analysis of the organisation's key documents.
- Consultation through interviews, focus group discussions, self-assessments, surveys or other channels of consultation. Consultations will aim to complement information collected through the desk review and analysis and to gather further evidence.
- Tabulation and analysis of the collected data. Data may be analysed using different gender analysis methodologies.
- Sharing and discussing the main findings with the women and men who participated in the audit and the managers of the organisation before the final report is presented.



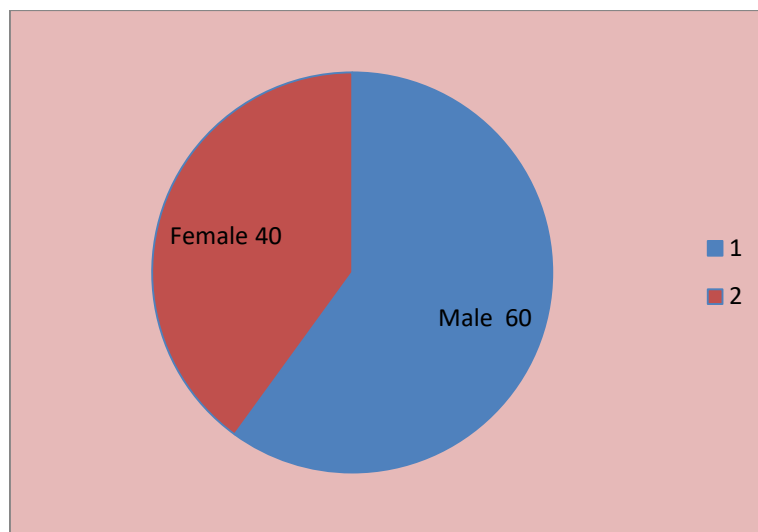
## Chapter 2 : Gender wise data Distribution.

The following data relating to girls and boys for a period of 5 years is as follows.

Sr No.	Total	Male	Female	% Male	% Female
2018-2019	120	72	48	60	40
2019-2020	111	63	48	57	43
2020-2021	112	54	58	48	52
2021-2022	110	62	48	56	44
2022-2023	120	60	60	50	50

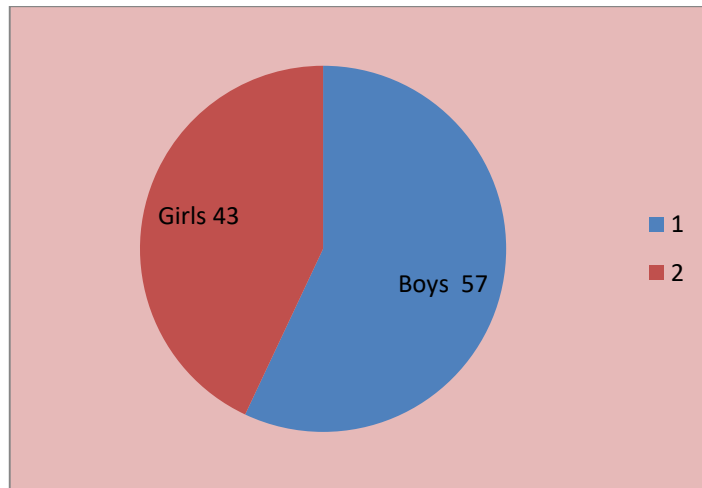
### Percentage of Male and Female.

Year 2018-2019



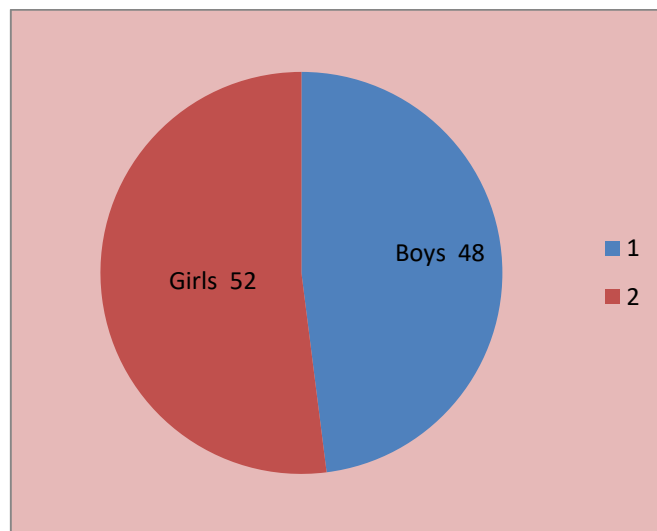
In year 2018-19, percentage of boys was more than girls by almost 20 %

### Year 2019-2020



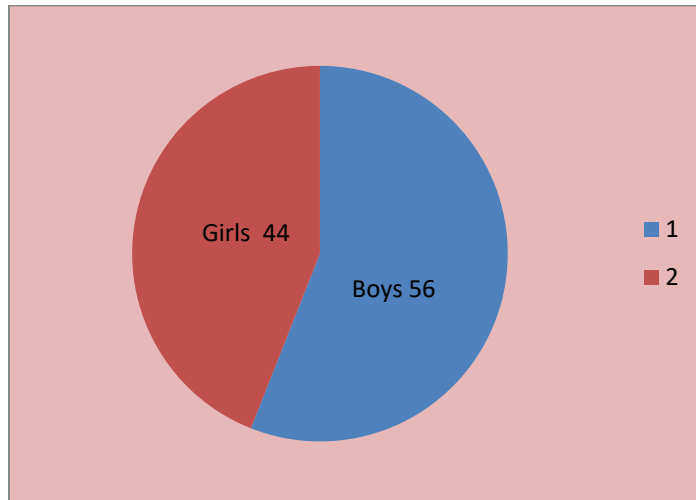
In year 2019-20, percentage of boys still remains more than girls but positive thing is that there is increase in number of girls in institute.

### Year 2020-2021



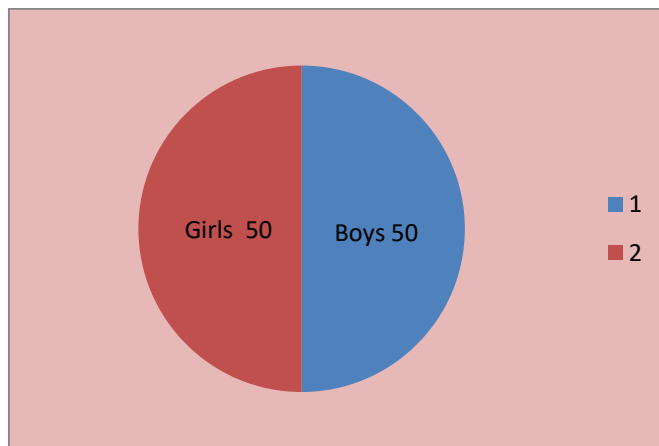
In year 2021-2022 we observe that the girls percentage has increased than the boys percentage which is very positive sign for our institute.

**Year 2021-2022**



In year 2021-2022, the percentage of girls was less as compared to boys by 12 %.

**Year 2022-2023**

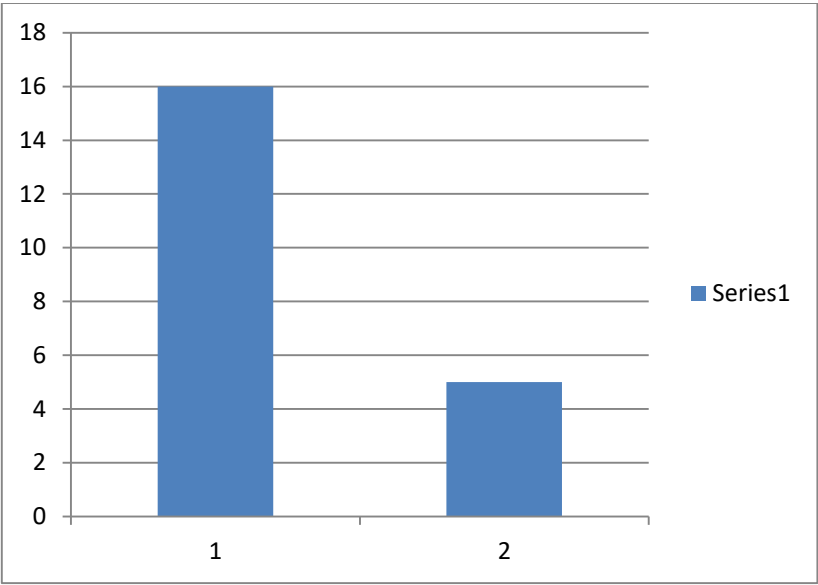


In year 2022-2023 , the percentage of girls and boys remains same that is 50 %.

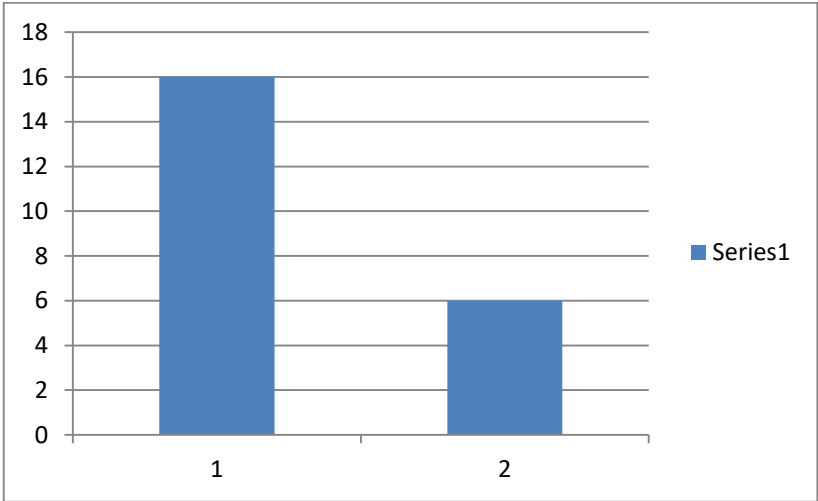
**Sexual Distribution of Teaching staff for last 5 Years.**

Year	Male	Female	Total	% Male	% Female
2018-2019	16	5	21	76	24
2019-2020	16	6	22	73	27
2020-2021	13	5	18	72	28
2021-2022	13	4	17	76	24

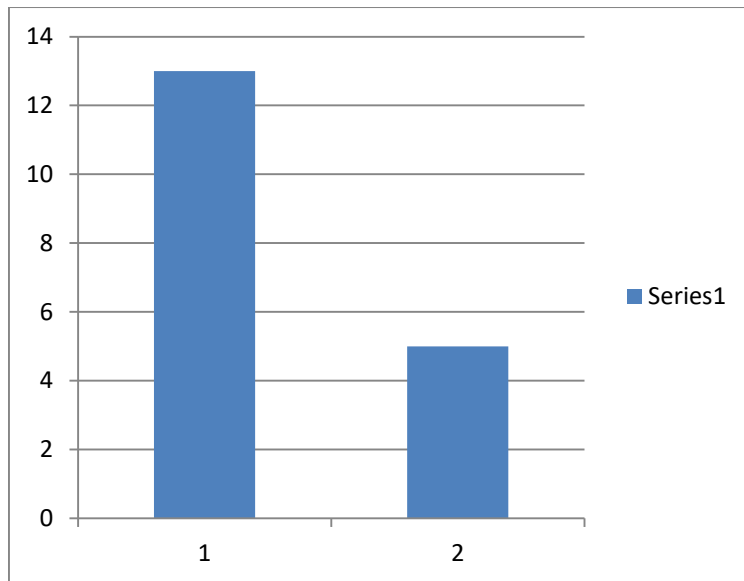
2022-2023	09	13	22	41	59
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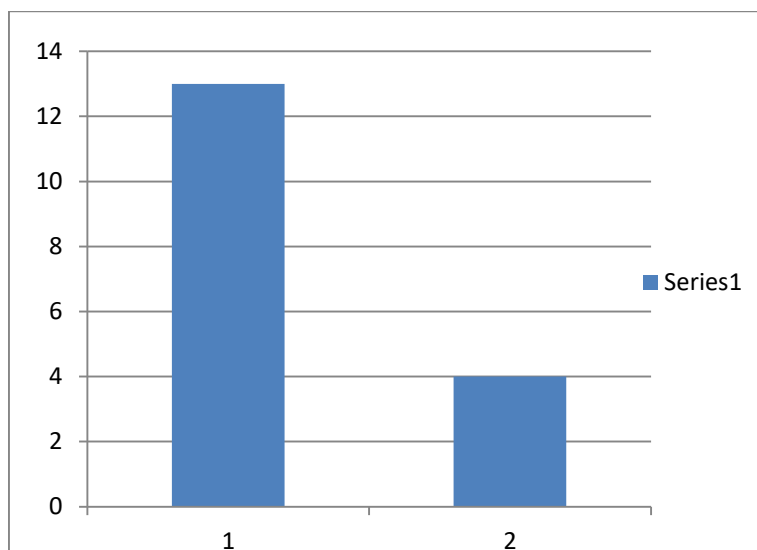
**Figure 1 Sexual distribution of Teaching Staff for year 2018-2019**



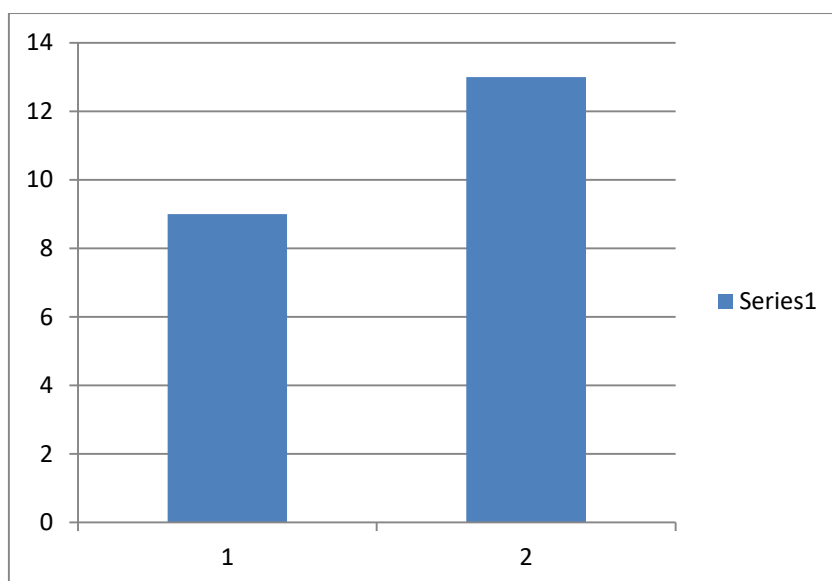
**Figure 2 Sexual distribution of Teaching Staff for year 2019-2020**



**Figure 3 Sexual distribution of Teaching Staff for year 2020-2021.**



**Figure 4 Sexual distribution of Teaching Staff for year 2021 – 2022 .**



( Figure 5 ) Sexual distribution of Teaching Staff for year 2022-2023.

**Conclusion :** It can be observed that number of male faculties has been more in all the years but in year 2022-2023, number of female staff is more than male staff.

### Chapter 3 : Gender Sensitive Features

An Audit of gender sensitive features in the Institution yielded the following notable points.

A physical verification was made about the nature of the gender sensitive features within the Campus. The following features were found present.

- ✓ **Basic sanitation facility :** in the form of separate toilets for the students and staff is provided in the Administrative office, the Departments and the Hostels. Although in some Departments separate toilets for male and female faculty was not there.
- ✓ **Common room :** There is a Ladies" Common room provided in the 2nd Floor of the zibacar building .
- ✓ **Internal Complaints Committee :** We also have an Internal Complaints Committee Hostels : The hostels for girls are secured with collapsible gates.
- ✓ **24 hours security personnel** and a full time Lady warden and lady staffs and security personnel are always available at the entrance gate.

✓ **Medical Facilities :** We also have a local resident doctor who is available in Morning hours for girls .

✓ **CCTV monitoring devices :** There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates.

✓ **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.

✓ **Committees :**

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 Savitribai Phule Pune University, Pune, 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.

2. **Discipline Committee:**

The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee.

3. **Administrative Committees and 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.

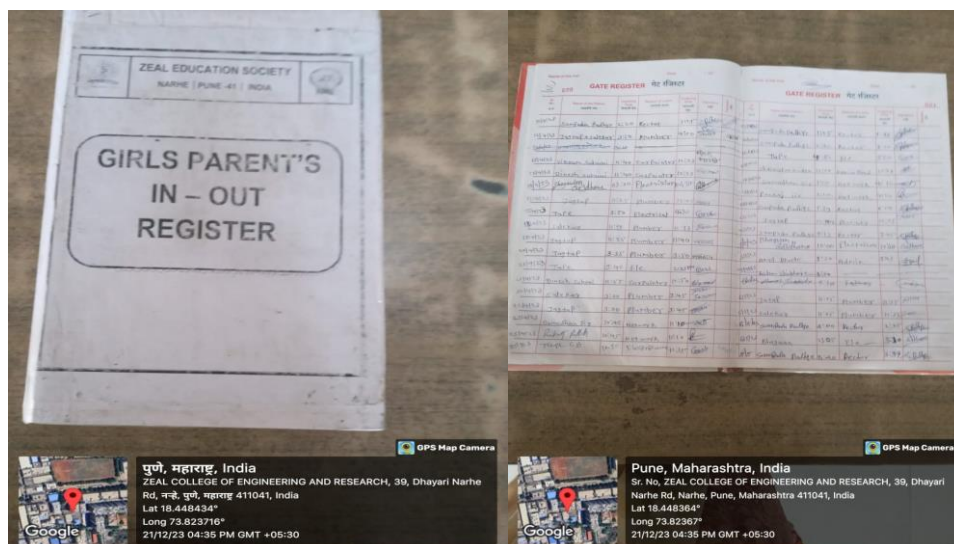
4. **Internal Complaint Committee:** The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the 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.

### **3 ) Gender sensitization Initiatives :**

#### **1 ) 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 inturn produces a snowball effect on their empowerment and access to development initiatives. Since at ZIBACAR we have most of local students who are from rural areas so efforts are made to provide education at low costs, also to tackle absenteeism students and their parents are called continuously because if they are educated then only we can reduce gender inequality in the country .



**Students and In Out Register.**





**Security guards at entrance.**



**Safety Measures : Fire Extinguisher and CCTV**



**Girls having access to safe and clean menstrual products and rest rooms.**



**Workout, Water and access to washing devices at girls hostel.**



**Hostel Medical Facilities.**

**C ) Number of gender equity promotion programs organized by the institution during the last five years:**

**Academic Year-2018-2019**

<b>Sr No.</b>	<b>Program</b>	<b>Date</b>	<b>Reports</b>
1	International Women's Day	08/03/2019	Report attached
2	Anti ragging guest session by Mrs. Jyoti Gadkari.	20/8/2018	Report attached
3	Adv. Saili Karandikar on sexual harassment at work place	20/8/2018	Report attached

**Academic Year-2019-2020**

<b>Sr No.</b>	<b>Program</b>	<b>Date</b>	<b>Reports</b>
1	International Women's Day.	08/03/2020.	Report attached
2	Adv. Saili Karandikar on sexual harassment at work place	08/03/2020	Report attached
3	Guest session on Women Safety by Mrs Rekha salukhe.	08/03/2020	Report attached
4.	Guest session on by Women Health	08/03/2020	Report attached

	by Nitin Bora .		
5	Guest session on Jijau and Modern generation. By swapnika Bhosale.	08/03/2020	Report attached

**Academic Year- 2020-2021.**

<b>Sr No.</b>	<b>Program</b>	<b>Date</b>	<b>Reports</b>
1	<b>International Women's Day</b>	08/03/2020.	Report attached
2	“Girl’s safety and Cyber Security Awareness”	30/11/2020	Report attached
3	National Computer Security Day	11/11/2020	Report attached

**Academic Year- 2021-2022.**

<b>Sr No.</b>	<b>Program</b>	<b>Date</b>	<b>Reports</b>
1	International day of girl child.	11/10/2021	Report attached
2	Elimination of Violence Against Women.	27 / 11/2021.	Report attached
3	Women Entreprenuership Day	19/11/2021	Report attached

**Academic Year- 2022-2023.**

<b>Sr No.</b>	<b>Program</b>	<b>Date</b>	<b>Reports</b>
1	International Men’s Day.	24 /11/2022	Report attached
2	International Women’s Day.	08/03/2023	Report attached
3	Savitribai Phule Jayanti	03/01/2023	Report attached
4	World Menstrual Day.	28/05/2023.	Report attached
5	Women Equality Day.	26/08/2022.	Report attached

#### **4 ) Summary and conclusion :**

A number of activities were organized at Zibacar to empower women and girls of our institute these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

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

“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) The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.

We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable.

In our institute we found that among regular teaching staff the strength of females is higher than that of males.

### **B. 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.

### **C. Recommendations:**

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- 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.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.