Report On Gender Audit

2023-2024.

Meaning of Gender Audit:

This gender audit report provides a comprehensive analysis of the gender distribution among students and staff at ZIBACAR College. The data reflects the current gender balance and aims to identify areas for improvement in promoting gender equity within the institution.

1) Objectives of Gender Audit :

1. Identify Gender Inequalities: Detect disparities in opportunities, resources, and outcomes between genders within the organization.
2. Evaluate Policies and Practices: Assess how existing policies and practices promote or hinder gender equality.
3. Enhance Accountability: Establish mechanisms for accountability in addressing gender issues.
4. Inform Decision-Making: Provide data and insights to guide gender-responsive decision-making and policy development.
5. Promote Inclusivity: Foster an inclusive environment that values diverse perspectives and experiences.
6. Support Capacity Building: Identify training and capacity-building needs for staff to address gender-related challenges effectively.
7. Facilitate Stakeholder Engagement: Involve various stakeholders in discussions about gender issues to foster collaboration and buy-in.
8. Track Progress: Monitor and evaluate progress towards gender equality goals over time.

By achieving these objectives, a gender audit can help organizations create a more equitable and inclusive workplace

Conducting a gender audit involves evaluating policies, practices, and programs to assess their impact on gender equality. Here are some effective methods:

1. **Data Collection:**
   Data was collected from Accounts section regarding Teaching, Non Teaching,Students data.
2. **Policy Analysis:**
   ➢ Review existing policies and documents for gender responsiveness.
   ➢ Assess how gender considerations are integrated into strategic planning.
3. **Gender Disaggregated Data Analysis:**
   ➢ Analyze data by gender in respect of girls and boys ratio, Men and Women ratio of teaching and Non Teaching Staff.
4. **Stakeholder Mapping:**
   ➢ Dr. Madhavi Shamkuwar, as the IQAC Coordinator, exemplifies leadership in quality assurance, fostering an environment of academic excellence and continuous

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improvement. Her commitment to upholding high standards inspires both faculty and students.

➢ Prof. Shwetal Jadhav , as Presiding Officer, demonstrates exceptional mentorship and innovation in curriculum development. Her strategic vision for academic programs motivates others to pursue excellence and inclusivity in education.

➢ Director B.J.Mohite (Director) , plays a crucial role in facilitating effective communication and collaboration among faculty and students. Her dedication to enhancing the learning experience makes his a vital role model in promoting student success and engagement.

Together, they embody the values of dedication, leadership, and a commitment to fostering a thriving academic community.
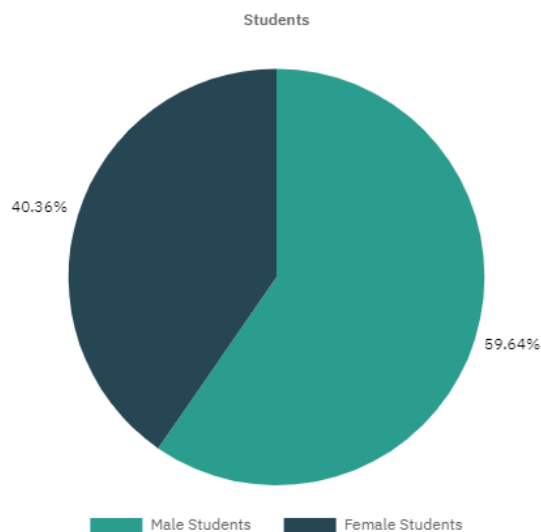
5. Case Studies:

➢ Examine specific projects or initiatives to evaluate their impact on gender equality in this regard we celebrated savitribai Phule Jayanti, Gandhi Jayanti, Lal Bahadur Shastri Jayanti.

Using a combination of these methods can provide a comprehensive understanding of gender issues within an organization or project.

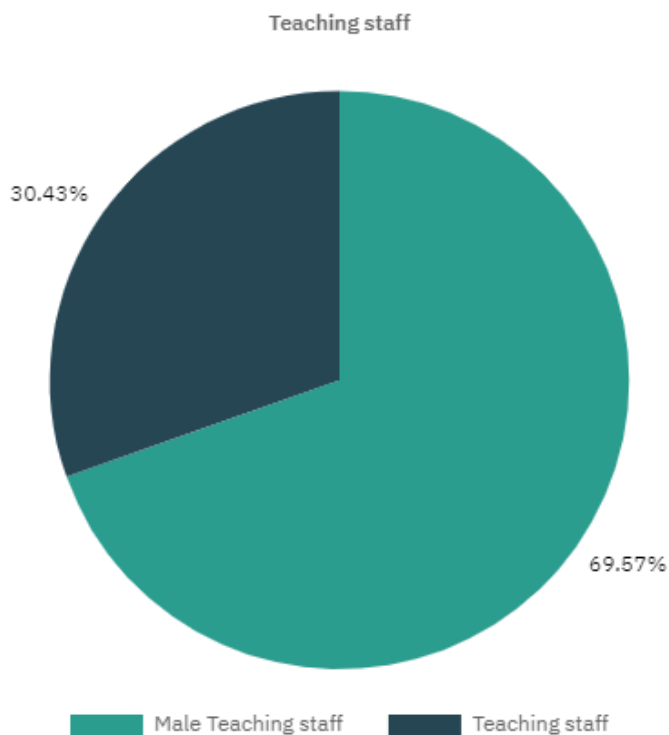**B . Students, Teaching and Non- Teaching staff Gender Distribution :**

Particulars	Female	%	Male	%	Total
Students	136	40.35	201	59.65	337
Teaching staff	7	30	16	70	23
Non Teaching staff	5	50	5	50	10

Students data for year 2023-2024.

Teaching Staff data for year 2023-2024.

Teaching staff

30.43%

69.57%

■ Male Teaching staff ■ Teaching staff

Non -Teaching Staff data for year 2023-2024.

Non -Teaching Staff

50.00%   50.00%

■ Male Non -Teaching Staff ■ Female Non -Teaching Staff

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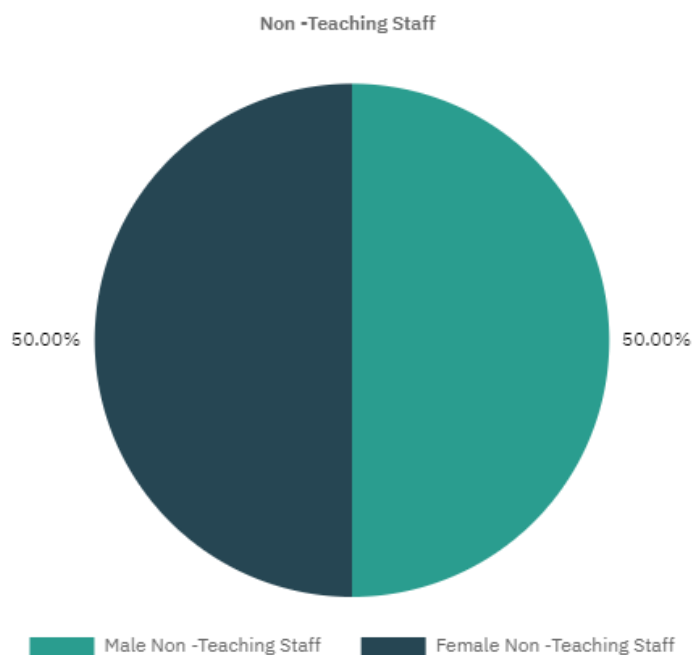
Internal Compliance Committee 2023-2024 .

Sr. No	Name Of Member	ICC Designation
1	Dr.Babasaheb Mohite	Director
2	Ms.Shwetal Jadhav	Presiding Officer
3	Mr.DipakKulkarni.	Non –Teaching Member.
4	Mrs.Ashwini Mane.	Non –Teaching Member.
5	Adv Rajashree Somwanshi	Social Activist
6	Ms.Shruti Yadav	Student Representative
7	Ms Rutuja Dusane	Student Representative
8	Ms Pranali Bhosale	Student Representative
9	MsLopamudra Sahoo	Student Representative

We can say that girls and women ratios is low at institute so we have also tried to undertake women initiatives and celebrating various days and forming committees so that we encourage increase in number of Girls and women at our institute.

Here's a summary of events ZIBACAR has organized to promote gender equality, along with their dates:

1. **International Women's Day (March 8)**: ZIBACAR hosted workshops and discussions focusing on women's empowerment and leadership, highlighting successful women in the automotive industry.

2. **International Day of the Girl Child (October 11)**: ZIBACAR held educational programs aimed at encouraging young girls to pursue careers in STEM fields, featuring mentorship sessions and interactive activities.

3. **Raat Ragini (21 / 12/ 2023)**: This cultural event showcased performances by female artists and storytellers, celebrating women's contributions to art and culture while promoting messages of gender equality.

4. **Savitri Bai Phule Jayanti :** Was celebrated on January 3 /1/ 2024 , to honor the contributions of Savitribai Phule, a pioneering social reformer and educator in India. She is recognized for her efforts in promoting women's education and challenging the caste system.

These initiatives reflect ZIBACAR's commitment to fostering a more inclusive environment.

Conclusion

The gender audit reveals a significant disparity in the gender distribution of students and teaching staff at ZIBACAR College. While the non-teaching staff exhibits a balanced gender representation, the teaching staff shows a notable underrepresentation of female faculty.

Recommendations

1. Encouragement of Female Participation: Implement programs to encourage more female students to pursue education and careers in fields where they are currently underrepresented.
2. Staff Recruitment Policies: Review recruitment practices to promote gender diversity among teaching staff.
3. Mentorship Programs: Establish mentorship programs for female students to inspire and support their academic and professional aspirations.

By addressing these areas, ZIBACAR College can foster a more inclusive environment that promotes gender equality and empowerment.

Photographs:
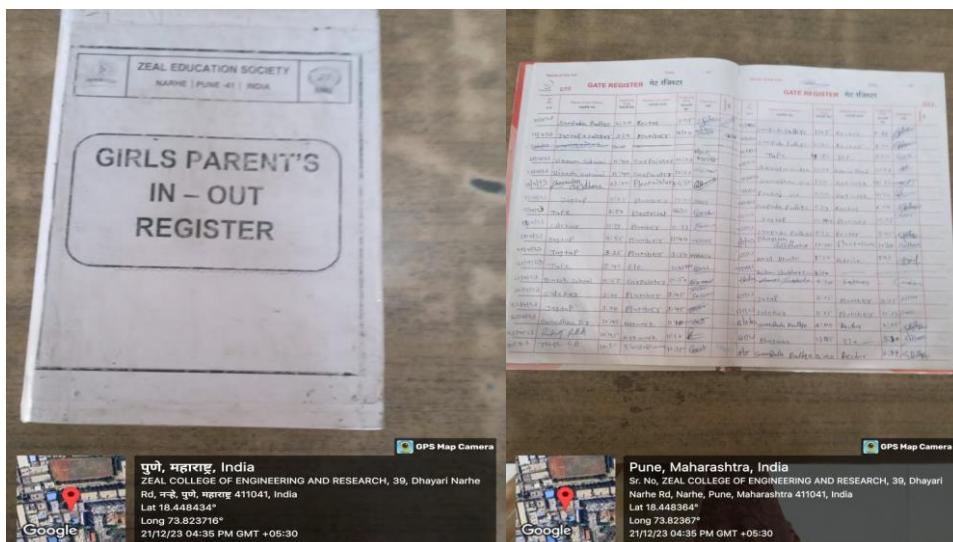
Students and In Out Register.

Security guards at entrance.

Safety Measures :Fire Extinguisher and CCTV

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

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

Hostel Medical Facilities.

Event Coordinator   SSAB coordinator   Director