



**Shiv Chhatrapati Shikshan Sanstha's
Rajarshi Shahu Mahavidyalaya, Latur
(Autonomous)**

**GENDER AUDIT FOR THE
ACADEMIC YEAR**

2022-23

Index

TABLE NO.	CONTENTS	PAGE NO.
	INTRODUCTION	01-03
1	STUDENT ENROLMENT	04-04
2	CATEGORY WISE - ENROLMENT RATIO	05-05
3	PLACEMENT STATISTICS	06-06
4	NCC ENROLMENT RATIO	07-07
5	NSS ENROLMENT RATIO	08-08
6	SESC ENROLMENT RATIO	09-09
7	CO-CURRICULAR	10-10
8	SPORTS AND GAMES	11-11
9	STUDENTS' COUNCIL	12-12
10	EXTRA -CURRICULAR	13-13
11	REPRESENTATION IN COMMITTEES	14-14
12	GENDER PROFILE OF THE STAFF	15-15
13	ANALYSIS OF QUESTIONNAIRE	16-16
14	FINDINGS AND OBSERVATIONS	17-17

GENDER AUDIT

In every academic year, the institute executed a Gender Audit to raise awareness of the importance of treating people of all genders with respect and to determine how to make college campuses safer for women. The Shahu Women's Forum conducts a number of seminars, self-defense training, and inspirational discourses about women's empowerment to ensure that people are informed of their goals throughout the year. An Internal Complaints Committee has been established by the Institution with the goal of preventing sexual harassment of any gender at the institution in accordance with the guidelines of the Supreme Court and the UGC Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Throughout the year, a variety of seminars, guest lectures, and workshops are held to inform students of their legal rights, as well as to combat any form of sexual harassment.

The institutionalization of gender equality within organization, including in their policies, programmes, projects, and/or service offering, is verified and assessed using a gender audit. The fundamental premise of a gender audit in an institution is that male and female students are affected by public policy in different ways. The goal of a gender audit is to promote changes in public policy that advance gender equality. We have no way to respond to the question "Is the Institution doing everything it can to improve the situation of women in general and the representation of women's voices in particular" without conducting a gender audit.

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike"

The institution does its best to uphold UNICEF's notion of gender equality and foster an environment where male and female students and employees have equal access to resources.

Objectives of Gender Audit:

1. To define the locations where gender imbalance is present
2. To determine the most common causes of gender inequality.
3. To maintain a fair gender balance throughout all college programs.
4. To give guidance for bridging the disparity between genders
5. To successfully execute sexual harassment prevention.

The Gender Audit was carried out in the manner described below:

- i. Orientation of the students and staff members through a variety of activities, including webinars, guest lectures, interactive talk shows, workshops, and research conferences. Also, there were debate competitions, posters, PPT presentations, and statistical research cases.
- ii. Students were asked to fill out a questionnaire about their knowledge of women's safety on college grounds.
- iii. Data on statistical gender analysis of students and staff was gathered.
- iv. Enrollment data at various levels was examined to determine the precise state of the environment's friendliness towards women.
- v. In order to improve man-woman relationships in the community and prepare all of our students to be responsible citizens of this country, RSM seeks to educate, attract, and retain gender sensitive staff.

Important Terminologies

- **Gender**

These traits that distinguish men and women are categorized by gender. In contrast to sex, which refers to traits dictated by biology, gender traits are socially produced. Individuals can learn to be girls or boys who develop into women or men, regardless of whether they are born that way or not.

- **Gender Equality**

The absence of discrimination based on a person's gender in opportunities, notably in the distribution of resources and benefits or in access to services, is known as gender equality.

- **Gender Equity**

The term "gender equity" refers to justice and fairness in the allocation of rights and obligations between men and women. The idea acknowledges that men and women have distinct needs and levels of influence. Consequently, it is important to recognize these differences and deal with them in a way that balances the gender roles.

- **Gender Audit**

Gender Audit is a procedure for evaluation. This audit would focus on a variety of topics, including the status of gender equality in organizational culture and procedures, policy and decision-making structures, and decision-making processes, as well as to gather staff perceptions, understandings, and actions regarding the issue. Additionally, the Gender Audit assesses how successfully the gender viewpoint is incorporated into academic policies, programmes, research, curriculum, and the supervision of employees' well-being.

1. ADMISSION

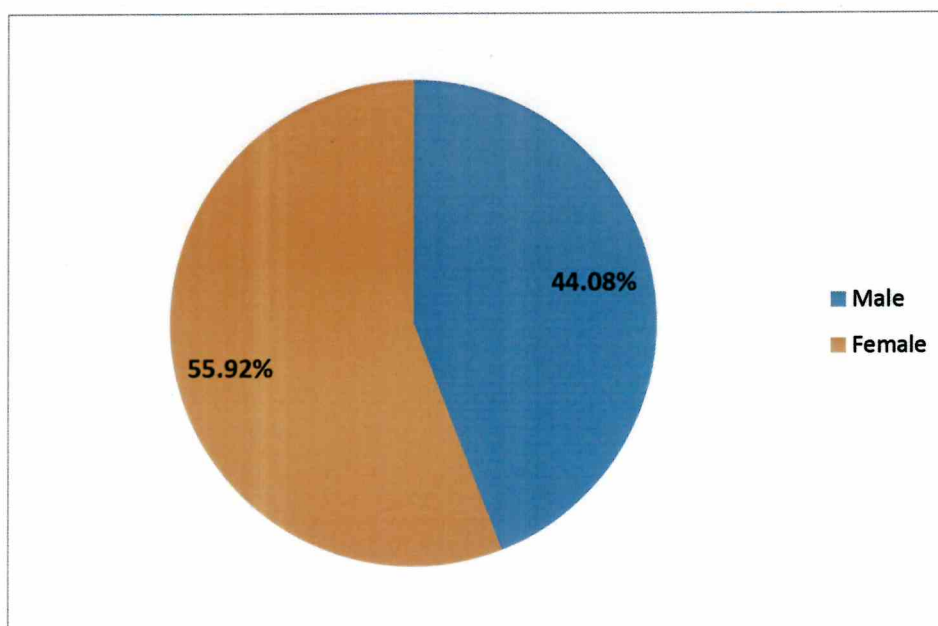
Gross Enrolment Ratio (GER) indicates the enrolment of students into various streams of the institution. The institution's academic brilliance is well-known throughout Maharashtra, not just in the Marathwada region. All streams provide admissions based on merit.

TABLE: 1 STUDENT ENROLMENT4587

Year	Male		Female		Total
	No. of Students	Percentage	No. of students	Percentage	
2022-2023	2022	44.08%	2565	55.92%	4587

The table above demonstrates that there were more female than male students enrolled in the institution.

STUDENT ENROLLMENT (GRAPH)

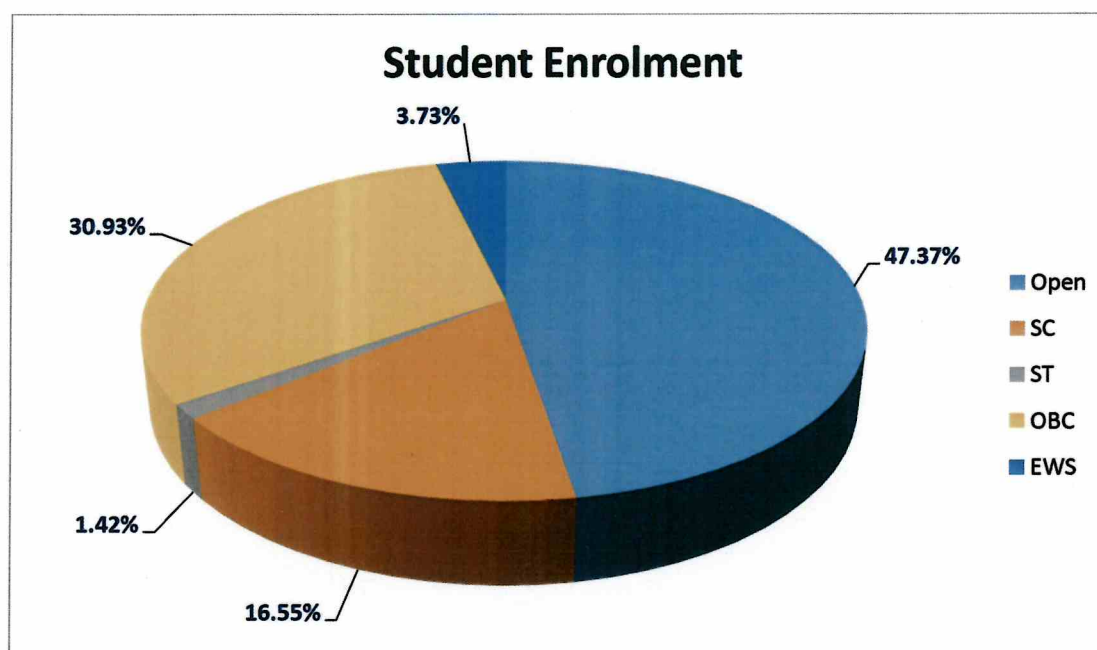


2. CATEGORY WISE - ENROLMENT

TABLE: 2 CATEGORY WISE - ENROLMENT RATIO

Year	Open		Total	SC		Total	ST		Total	OBC		Total	EWS		Total	Total Students
	M	F		M	F		M	F		M	F		M	F		
2022-23	914	1259	2173	352	407	759	34	31	65	653	766	1419	69	102	171	4587
			47.37%			16.55%			1.42%			30.93%			3.73%	

CATEGORY WISE - ENROLMENT RATIO(Graph)



3. Placement Details:

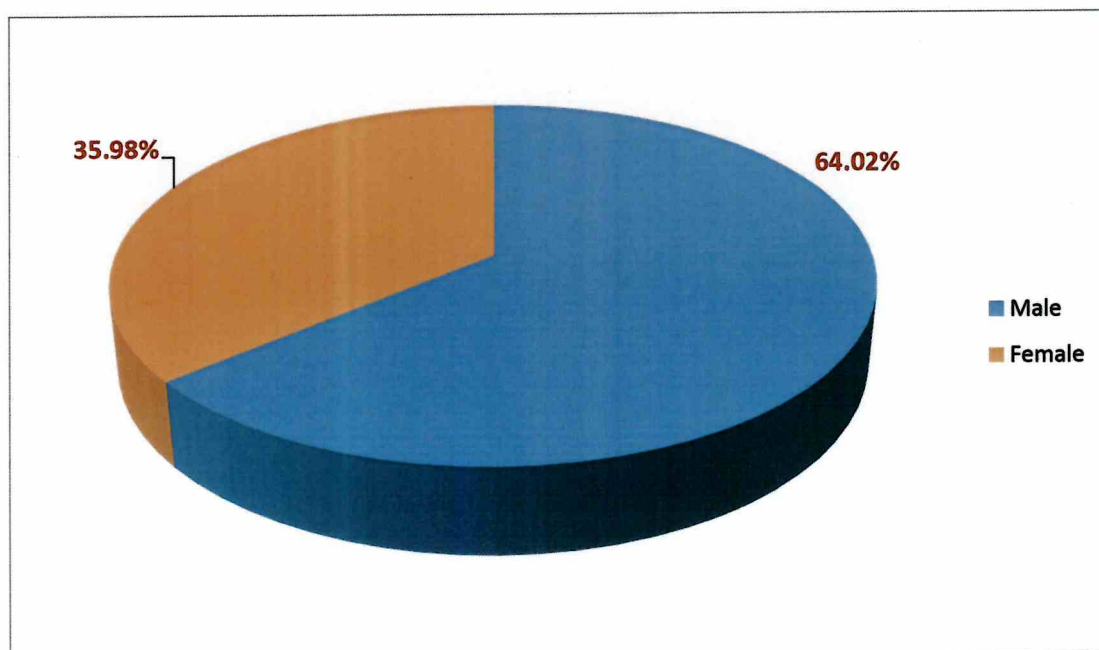
A placement office at **Rajarshi Shahu Mahavidyalaya** is called the Career Counseling and Placement Cell (CPC). The job placement opportunities made available to students serve as evidence of the significance of education.

TABLE: 3 PLACEMENT STATISTICS (Students Placed)

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-2023	105	64.02	59	35.98	164

The above table shows that 59 female students were placed in the year 2022-2023 in comparison to 105 male students.

PLACEMENT STATISTICS PIE CHART



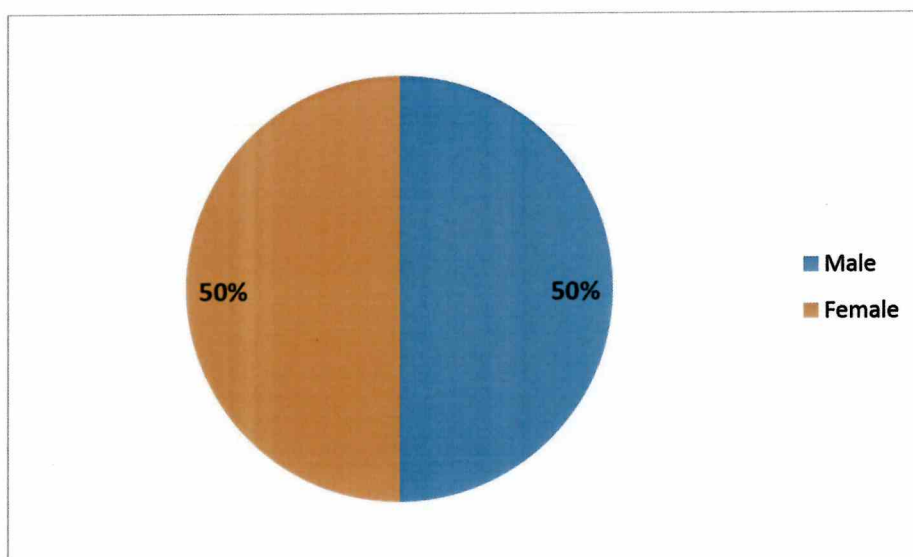
4. NATIONAL CADET CORPS (NCC)

The institution has NCC since 1972. It has a special 7 Maharashtra Girls Battalion wing for girl cadets. The NCC is working on molding young people into disciplined, patriotic citizens. An emblem of female emancipation is the girls' battalion of the institution.

TABLE: 4 NCC ENROLLMENT RATIO

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-23	54	50%	54	50%	108

NCC ENROLMENT



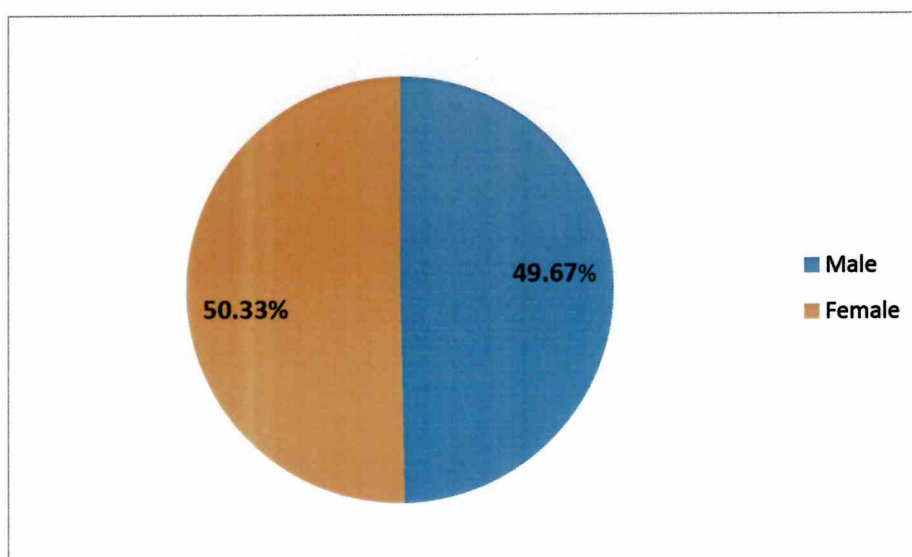
5. NATIONAL SERVICE SCHEME (NSS)

The NSS unit of Rajarshi Shahu Mahavidyalaya intends to encourage undergraduate students, in particular, to participate voluntarily in several kinds of social service endeavors. The fact that more female volunteers gladly participated in social chores and used their strength for the advancement of society makes this unit an exemplary instance of gender equality.

TABLE: 5NSS ENROLMENT RATIO

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-23	149	49.67%	151	50.33%	300

NSS ENROLMENT RATIO



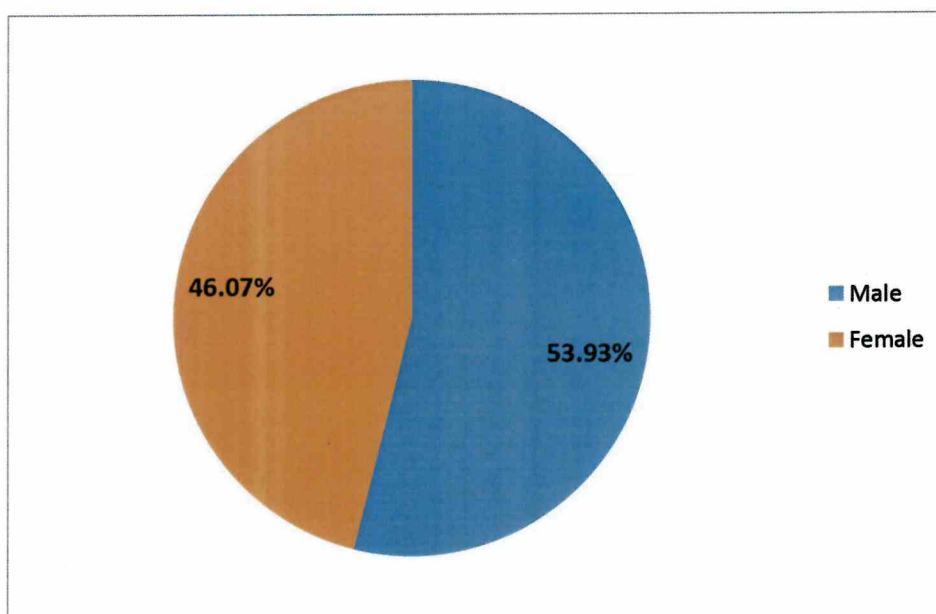
6. SHAHU EXTENSION SERVICES CENTRE(SEC)

The Shahu Extension Services Center was established in 2017-18 as a student social movement dedicated to bringing the institution's mission, vision, and core values to life.

TABLE: 6 SEC ENROLMENT RATIO

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-23	192	53.93%	164	46.07%	356

SEC ENROLMENT RATIO



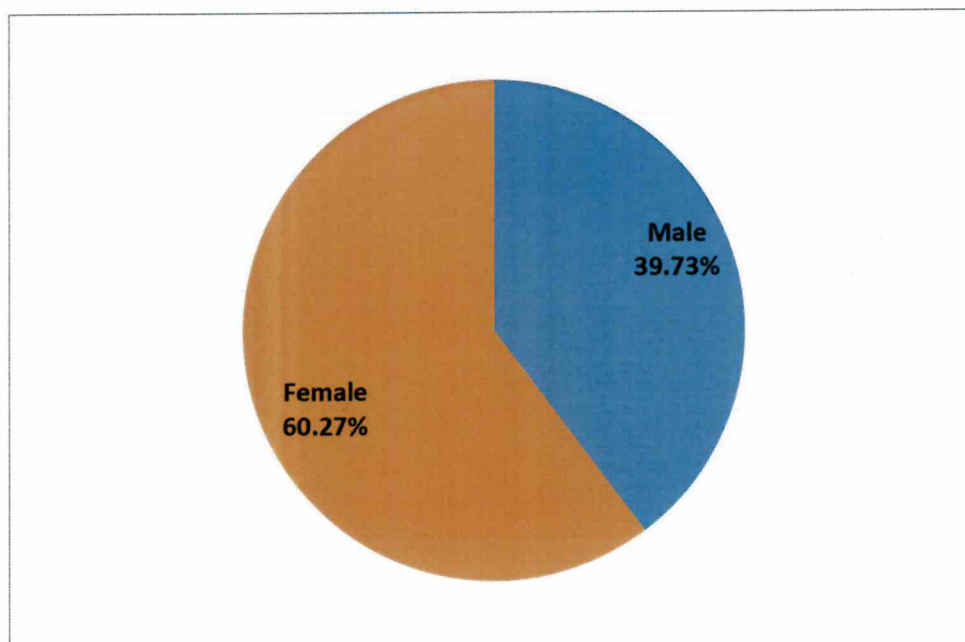
7. CO-CURRICULAR ACTIVITIES

Students are encouraged to take part in a variety of intercollegiate, university, state and national events and competition. Avishkar, Hackathon, Olympiad etc.

TABLE: 7PARTICIPATIONS IN CO-CURRICULAR ACTIVITIES

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-23	29	39.73%	44	60.27%	73

PARTICIPATION IN CO-CURRICULAR ACTIVITIES



8. SPORTS & GAMES:

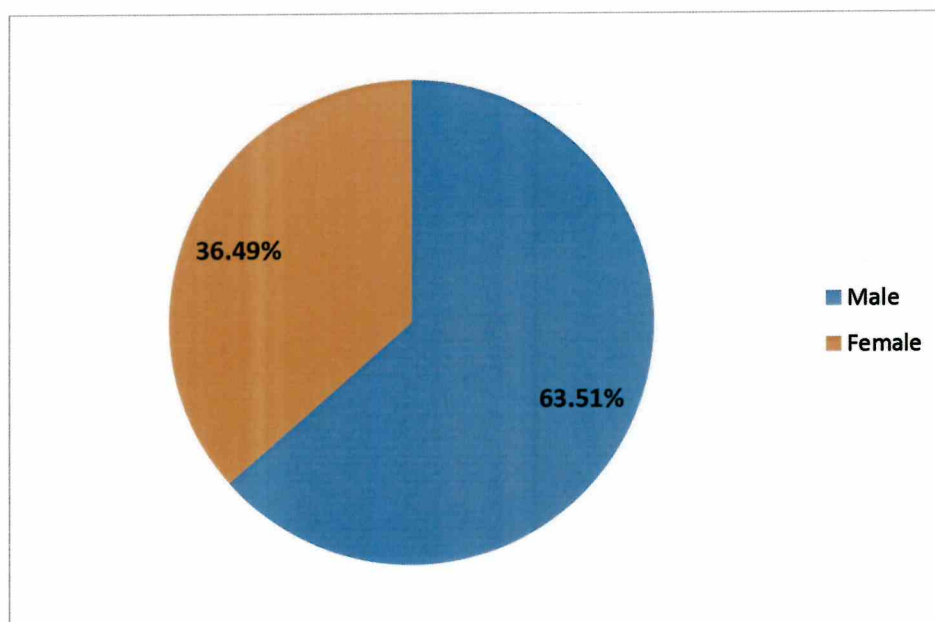
The Sports department coordinates the events which help students to perform well in all sports and game events at University, State, and National Level. To increase students' interest in games and sports, the institute builds sports facility of international standard.

The institute adheres to the principle of a healthy body and mind.

TABLE: 8 SPORTS & GAMES - PARTICIPATION

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-23	134	63.51%	77	36.49%	211

SPORTS & GAMES - PARTICIPATION



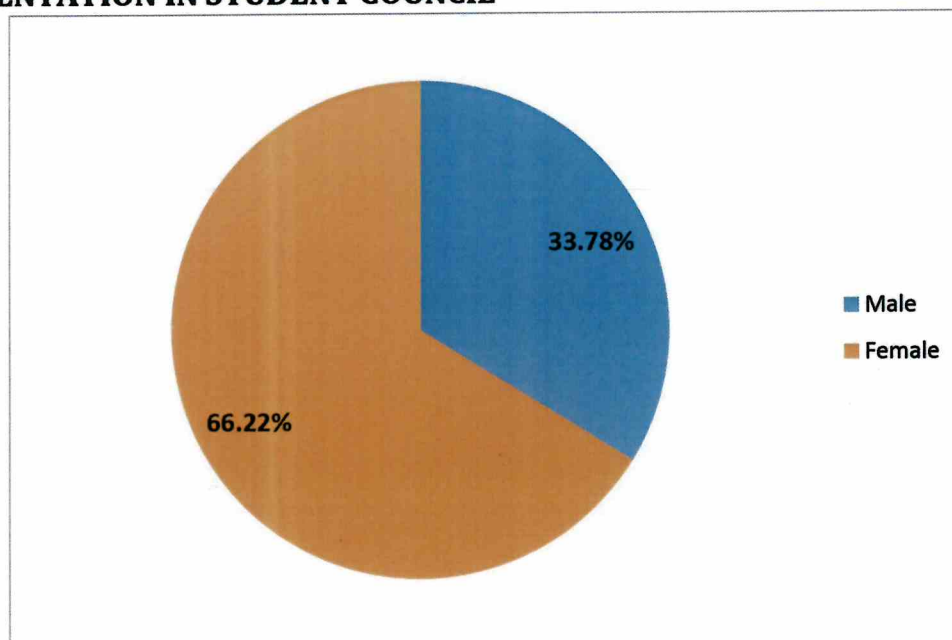
9. STUDENTS' COUNCIL:

The college's common programmes are organized and carried out with significant help from the students' council. The representatives of the student council are chosen based on merit in accordance with instructions from the Maharashtra government.

TABLE: 9 REPRESENTATIONS IN STUDENT COUNCIL

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-2023	25	33.78%	49	66.22%	74

REPRESENTATION IN STUDENT COUNCIL



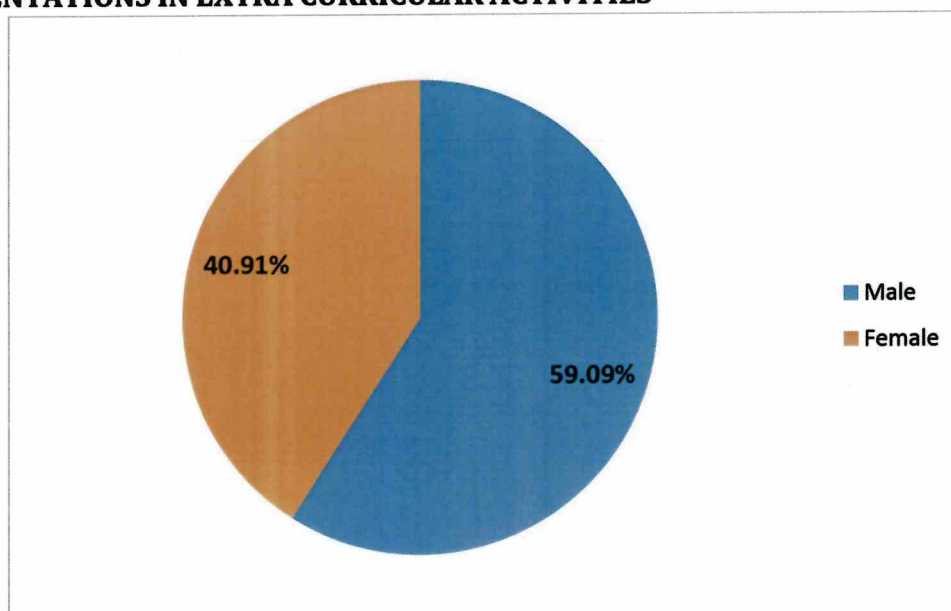
10. EXTRA CURRICULAR ACTIVITIES

The college is indeed very keen in how well students perform overall. The institution took the initiative and established numerous committees, including the cultural committee, debate and elocution committee, moral education committee, and more, in order to fulfil its purpose of excellence in both academic and extracurricular sectors.

TABLE: 10 REPRESENTATIONS IN EXTRA CURRICULAR ACTIVITIES

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-2023	65	59.09%	45	40.91%	110

REPRESENTATIONS IN EXTRA CURRICULAR ACTIVITIES



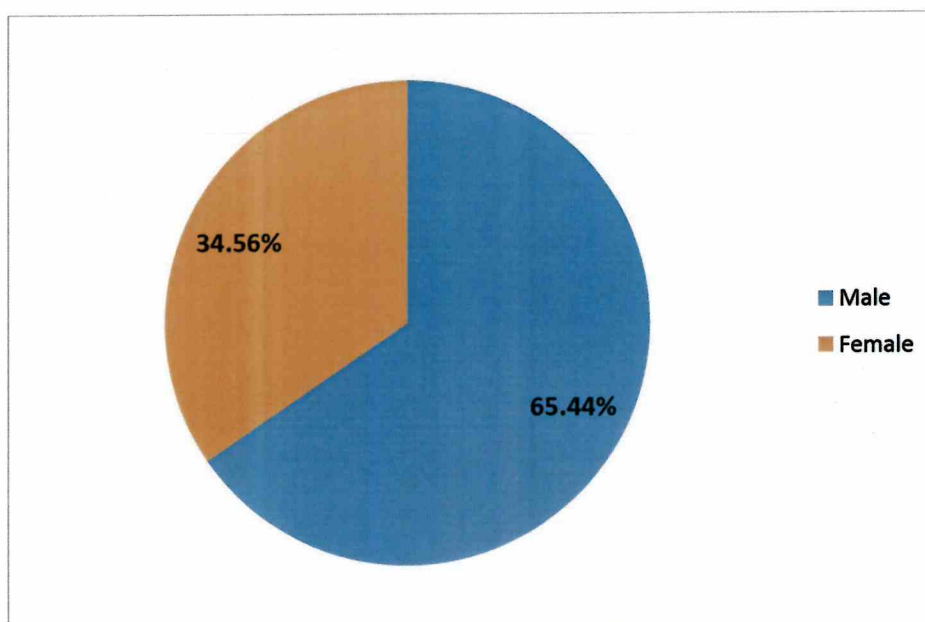
11. REPRESENTATION IN COMMITTEES

The institution established a number of statutory and non-statutory committees to manage all co-curricular and extracurricular activities efficiently. Equal chances are given to female staff members and students on these committees.

REPRESENTATION IN COMMITTEES

Year	Male		Female		Total
	No. of students	Percentage	No. of students	Percentage	
2022-2023	195	65.44%	103	34.56%	298

REPRESENTATION IN COMMITTEES



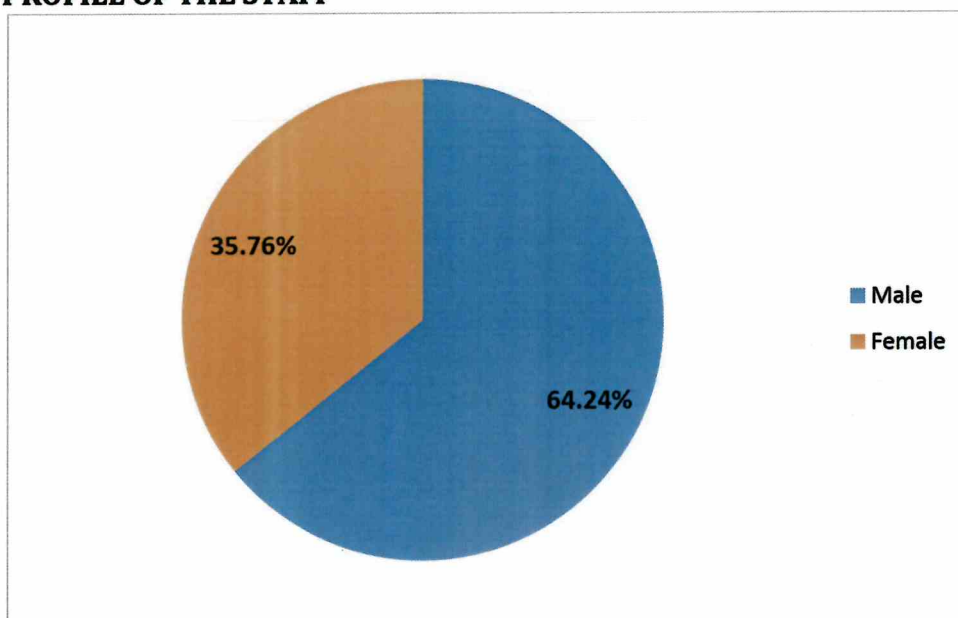
12. GENDER PROFILE OF THE STAFF

At the time of recruitment, the institute gives the candidate's academic merit the highest importance. Regardless of caste, religion, or gender, the workforce is fairly chosen.

GENDER PROFILE OF THE STAFF

Year	Male		Female		Total
	No. of Staff	Percentage	No. of Staff	Percentage	
2022-2023	97	64.24%	54	35.76%	151

GENDER PROFILE OF THE STAFF



13. ANALYSIS OF QUESTIONNAIRE (No. of students participated in survey: 903)

QUESTION NO	NO OF RESPONDANTS	MALE	FEMALE	REMARK
1	894	364	530	
2	896	362	534	
3	879	357	522	
4	894	362	532	
5	894	362	532	
6	892	362	530	
7	894	363	531	
8	880	359	521	
9	893	361	532	

Excellent	362
Good	480
Need Improvement	51
Total	893

14. FINDINGS & OBSERVATIONS

- It is clear from a careful examination of the collected information that the institution institutionalizes gender equality through a variety of techniques.
- In terms of the total number of employees, there are a substantial number of female employees.
- There is the Internal Complaints Committee and a Gender Policy in effect.
- The complaints are promptly and confidentially resolved. Equal opportunities are offered in athletic, cultural, curricular, and co-curricular events held on and off campus, with gender equality being given first priority.
- To promote gender equality in the minds of the students and the society at large, the institution has been holding regular special sessions, workshops, webinars, and gender sensitization programmes with women-related themes.
- The Shahu Women's' Forum is quite active and provides year-round assistance to faculty and staff.
- As may be seen from its publications, the institute encourages study into issues that affect women.
- The faculty's efforts to organize seminars, workshops, lectures, etc. on women's concerns have received support and reinforcement from the institute.
- In addition to being available during class, faculty is also available after hours for students in case of emergencies.
- In terms of maternity leave or child care leave, the College has frequently supported the welfare of its female employees. Even clock hour and contract employees receive this advantage.

Date: 27/05/2023



Dr M.A. Dhotre
Member
Gender Audit
Committee



Dr C.A. Dawane
Member
Gender Audit
Committee



Dr A.A. Jadhav
Member Secretary
Gender Audit
Committee



Dr K.G. Maske
Chairperson
Gender Audit
Committee

Report Accepted



Principal
Rajarshi Shahu Mahavidyalaya, Latur
(Autonomous)

