



The Kalyan Wholesale Merchants' Education Society's,

LAXMAN DEVRAM SONAWANE COLLEGE OF ARTS & COMMERCE, KALYAN [W]

[Permanently Affiliated to University of Mumbai]

Accredited by NAAC - Grade 'B'

ISO 9001 : 2015



GENDER AUDIT REPORT – 2022-23

ACKNOWLEDGEMENT

We place on record our sincere gratitude to the authorities of Laxman Devram Sonawane college of Arts & Commerce, specially Principal Ms. Annie Antony for her constant encouragement and support.

We express our sincere thanks to our IQAC Co-ordinator Dr. Kesar Lalchandani, Dr. Padmaja Vernekar Chairperson of college Women Development Cell for their careful assistance in conduct and completion the audit.

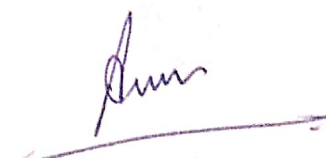
We are also thankful to Management of the institute for their visionary mission & constant support and motivation and due care extended to WDC.

Thanks to all the teaching and support staff of Laxman Devram Sonawane family for timely data collection in audit completion.

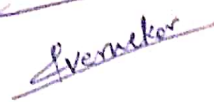
Name

Signature

1. Ms. Annie Antony- Principal- Chairman



2. Dr. Padmaja Vernekar - WDC chairperson- Vice Chairman



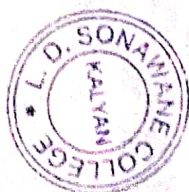
3. Ms. Manya Hardwani - Internal Committee Member




4. Dr. Anagha Rane- Vice Principal - External Committee Member



5. Ms. Sana Khan- Vice Principal- External Committee Member




PRINCIPAL
L. D. SONAWANE COLLEGE
Kalyan (W)

PREFACE

Gender Equality is a global issue, and discussions on women's freedom 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 writing down the findings and sharing the results with the principal of the college for implementation of the recommendation.

Dr. PADMAJA VERNEKAR

CONVENOR

(WOMEN DEVELOPMENT CELL)

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A. An introduction of our institute

Kalyan Wholesale Merchants' Association is playing a very significant role in the social, cultural and educational life of Kalyan city. The Association has created a sound goodwill in the vicinity of the Kalyan by actively participating in various welfare and socio-economic activities. The Association has generously donated lacs of rupees for Bhiwandi Riot Relief Fund, Roha-Nagothana Flood Relief Fund, Kargil Fund, Latur –Earthquake Relief Fund, Kutch-Gujarat Earthquake Relief Fund, etc. The Association also organizes free check-up medical camps, religious programmes and social activities.

The Kalyan city has changed quite a lot in the last decade and observing progress in different fields. The ever increase in student population and insufficient centers for Higher Education are the main causes of motivating our Kalyan Wholesale Merchants' Education Society to start the new Degree College in this area. The Society made efforts to start Arts and Commerce Degree College in the academic year 2002-2003. The Government of Maharashtra granted the permission to the Society to start Laxman Devram Sonawane Degree College of Arts and Commerce on "**Permanently Non-Grant Basis**" vide letter no. NCG 2002 NMV 01,2002 from the Higher and Technical Education Division, Mantralaya, Mumbai-400032 dated 15th July 2003. The University of Mumbai issued a formal permission letter to enroll the students on 22nd August, 2002, vide letter no. Aff/Recog/4031 dated 22/8/2002.

In the subsequent year, we started the Junior College of Arts, Commerce and Science. In the same year the Society was given permission to introduce three years Degree Course of Bachelor of Management Studies (BMS). During the academic year 2008-2009, we started B. Sc. in Computer Science and Information Technology. In the academic year 2011-2012, we have introduced Post –Graduate Courses; M. Com in Advanced Accountancy and M. Sc. in Information Technology. We also offer plain science subjects as Chemistry, Physics, Mathematics, Botany, Zoology and Microbiology in our degree college. We started MA in Economics & History in 2013 -14. In 2019-20 we started BAF and BBI considering the increasing demand for such courses.

We are proud to inform you that our College has established and developed as per the norms given by the UGC and University of Mumbai. In January, 2006 our College has been shifted to our own, new premises located in the prime location of Kalyan City. The new spacious building has been constructed on a land of 2.26 acres with a play-ground. The College Building provides all the necessary facilities as per UGC norms with spacious, well-equipped laboratories and air-conditioned laboratories for Computer Science and Information Technology.

Our spacious Library on the third floor occupies 1050 sq. ft. area with separate reading rooms for staff, boys and girls measuring 600 sq. ft area. The total book collection is 17182 with reference books, periodicals and journals. The journals include Case Folio, Global CEO, Journal of Managerial Economics, H-R Review, Journal of Applied Economics, Marketing Mastermind etc.

The Audio-Visual Room with TV, DVD Player, OHP and 4 LCD projectors are available for students. 14 newspapers are being subscribed, Infllibinet N. list programme is also available to staff and student.

where more than 3800 e-journals and 80000 e-books are available. Book-bank scheme is provided for students from backward classes.

In 2015 in our pursuit for quality higher education we went for accreditation by NAAC and were awarded with 'B' Grade.

In 2016 on college was permanently affiliated to the University of Mumbai and in 2017 we got ISO certification. In 2017 our college became eligible for getting grant under 2(f)/ 12 (B)

B. Gender audit.

Gender Audit is an attempt to study whether the college has a 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. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit: This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

2. An external audit: External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated.

C. Constitution of Gender Audit Committee

SR.NO.	NAME	DESIGNATION	INSTITUTION
1	Ms. Annie Antony Principal	Chairman	Laxman Devram Sonawane College Of Arts & Commerce, Kalyan.
2	Dr. Padmaja Vernekar Chairperson- WDC	Vice Chairman	Laxman Devram Sonawane College Of Arts & Commerce, Kalyan.
3	Ms. Manya Hardwani (HOD- Department of Commerce)	Internal Committee Member	Laxman Devram Sonawane College Of Arts & Commerce, Kalyan.
4	Dr. Anagha Rane VICE PRINCIPAL	External Committee Member	K.M. Agarwal College Of Arts,Commerce & Science , Kalyan
5	Ms. Sana Khan Vice Principal IQAC co-ordinator Incharge Department of Commerce	External Committee Member	Achievers College Of Commerce And Management College, Kalyan

D. Objectives of gender audit

- ✓ To Suggest measures for bridging the gender gap.
- ✓ To Foster gender equality in all aspects of college community.
- ✓ To establish good gender balance in decision-making processes in all areas of the college activities.
- ✓ To create social awareness about the problems of women and gender discrimination in particular.
- ✓ To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee, Women Development Cell for creation of gender sensitization.
- ✓ Overall personality development programs shall be organized, which will develop
- ✓ confidence in the members of the institution.
- ✓ Study role of NSS Unit in promotion of gender equality.
- ✓ To review the working of committee's like anti ragging cell, Internal Complaint Committee etc to encourage and support. ,
- ✓ To review the working environment for female faculty and students to promote gender equality in around the college campus
- ✓ to study the working of women development cell to study trend in gender balance and factor influencing gender balance.

2. Gender-Wise Distribution

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, thought and development requirement and behavioral models related to gender. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality. Separate toilets for male and female faculty are available. There is a Ladies Common Room provided on the 1st Floor of the main building. There are CCTV monitoring devices installed at different locations within the campus especially within the Library and gate. There is a Women Development Cell that conducts Gender Sensitization programmes regularly for the students.

A. 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.

Table2.1 Gender wise Details of Total Teaching Faculties in the College for the year-2022-23

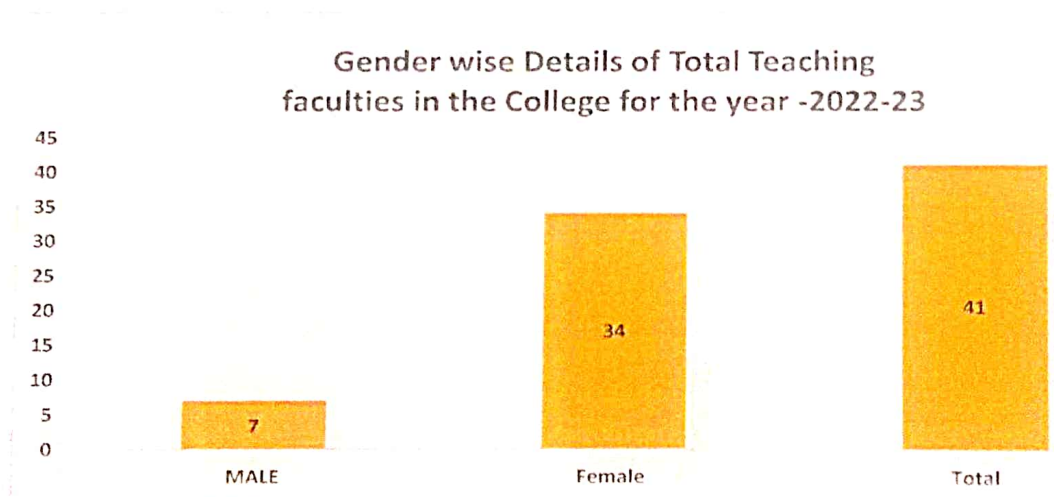


Table 2.2 Gender wise Details of Total Non-Teaching Staff in the College for the year 2022-23

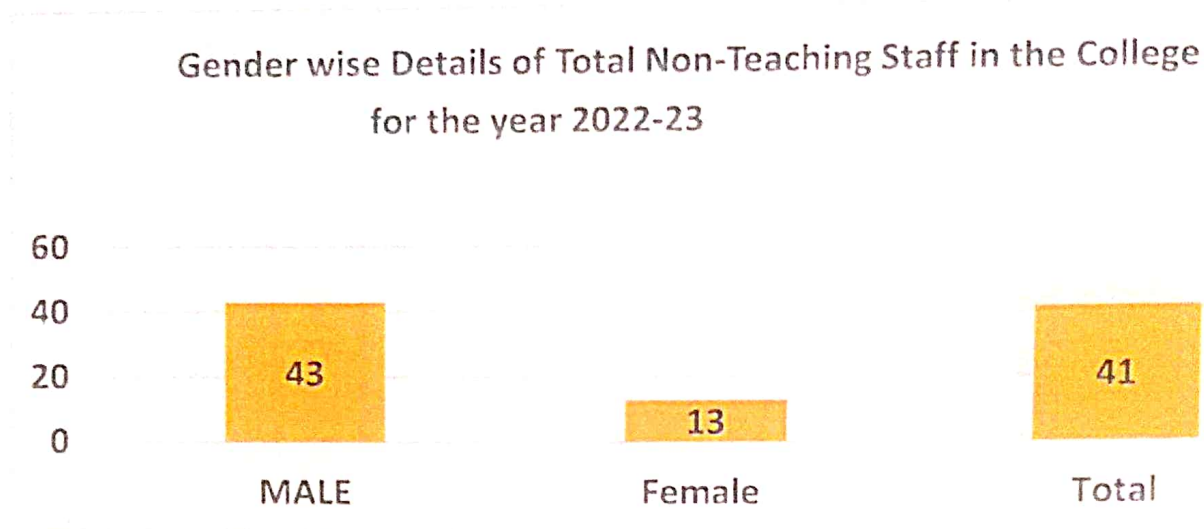


Table 2.3. Gender wise Details of Students in the College (for UG & PG) for the year -2022-23

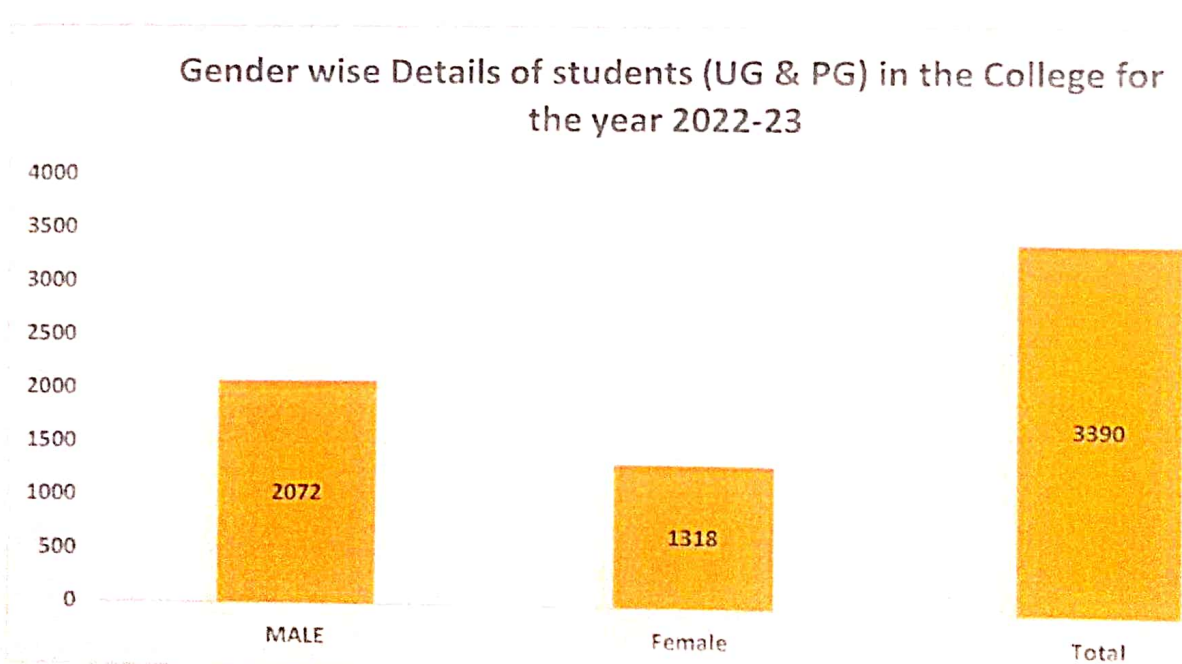


Table2.4 Gender wise Details of Commerce students in the College for the year 2022-23

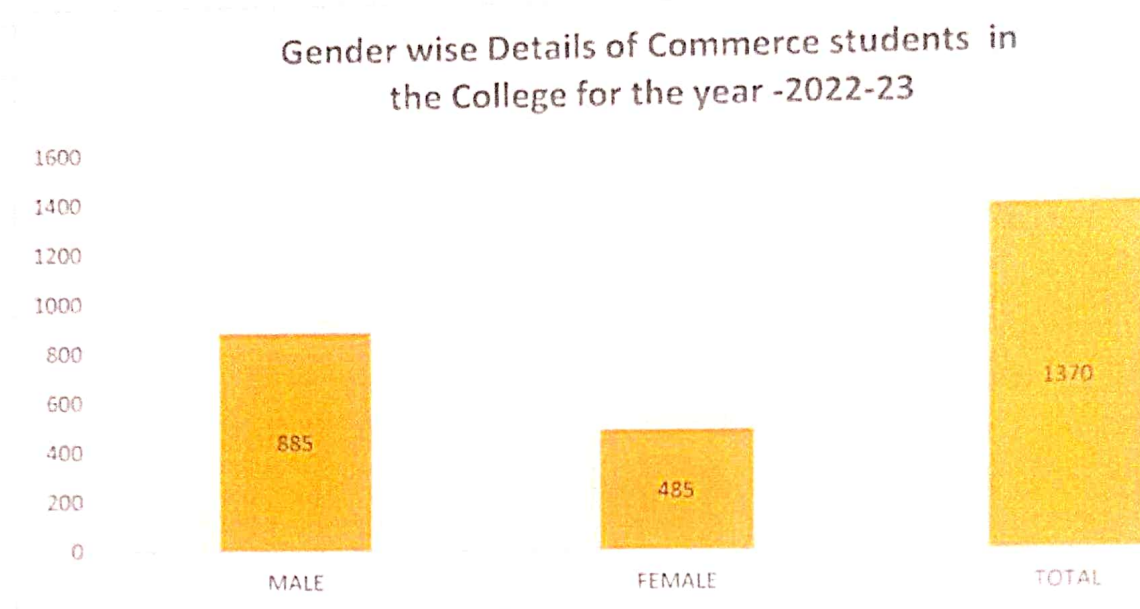


Table2.5 Gender wise Details of B.M.S. students in the College for the year 2022-23



Table2.6. Gender wise Details of B.B.I students in the College for the year 2022-23



Table2.7. Gender wise Details of B.A.F. students in the College for the year 2022-23



Table2.8. Gender wise Details of ARTS students in the College for the year 2022-23

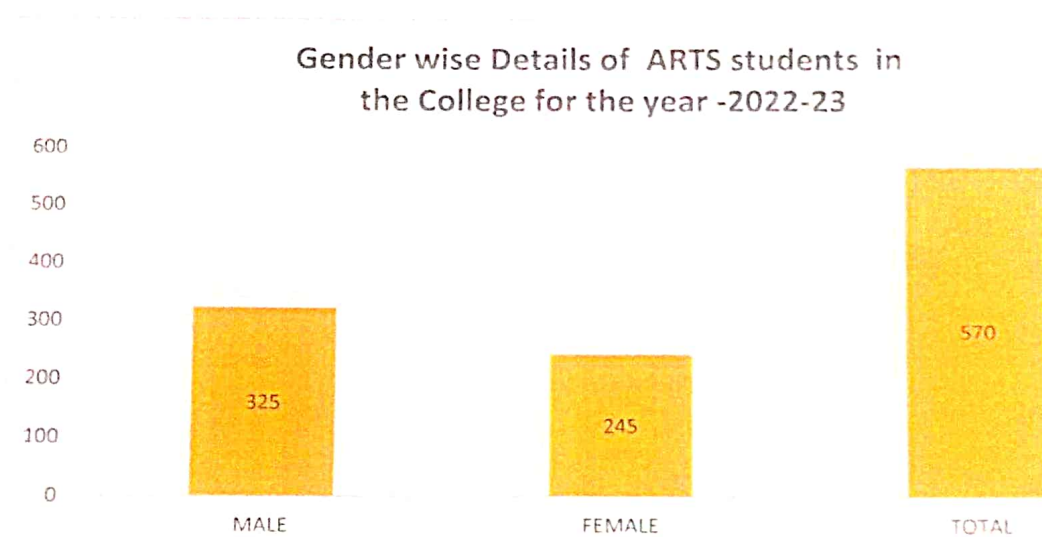


Table2.9. Gender wise Details of B.SC.PLAIN SCIENCE students in the College for the year 2022-23

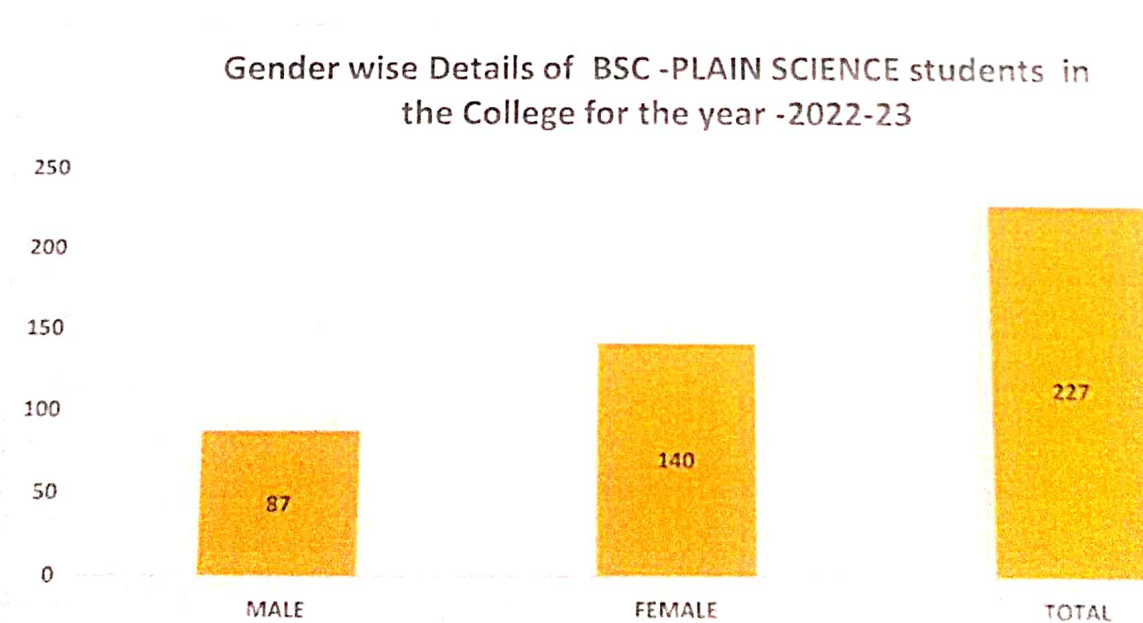


Table2.10. Gender wise Details of BSC.IT students in the College for the year 2022-23

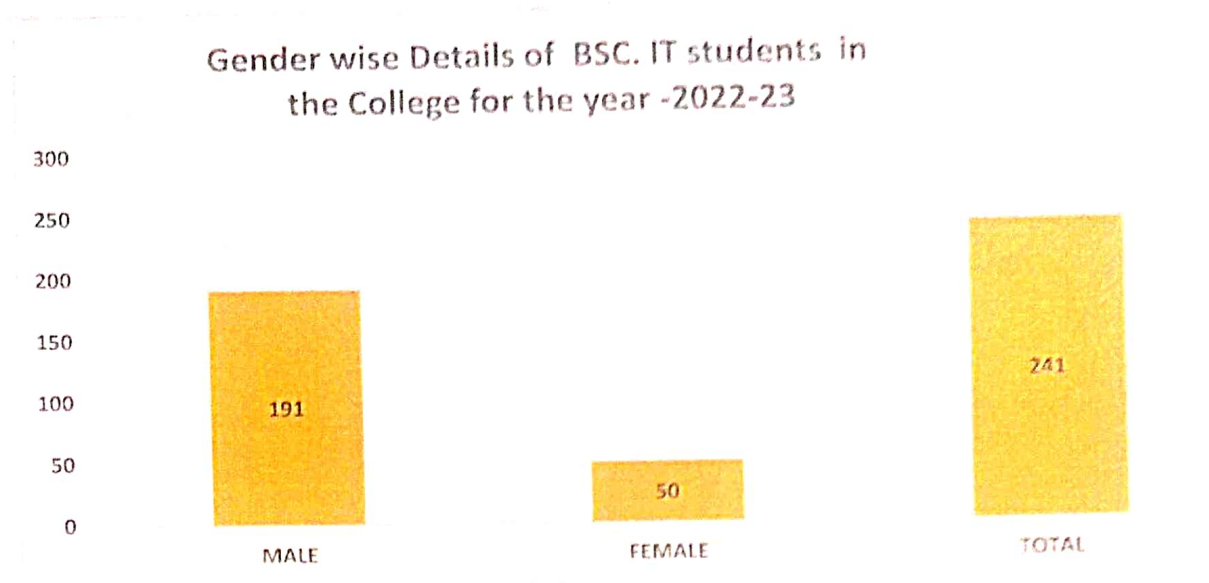


Table2.10. Gender wise Details of BSC. Computer Science students in the College for the year 2022-23

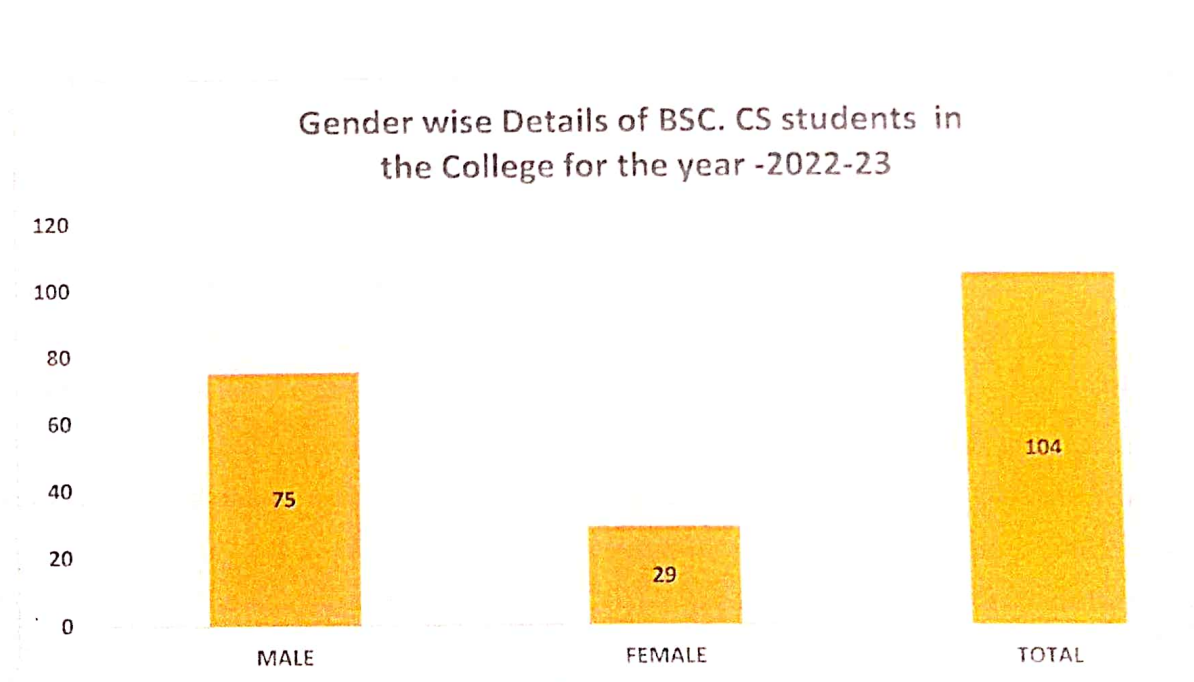


Table2.11. Gender wise Details of M.Com students in the College for the year 2022-23

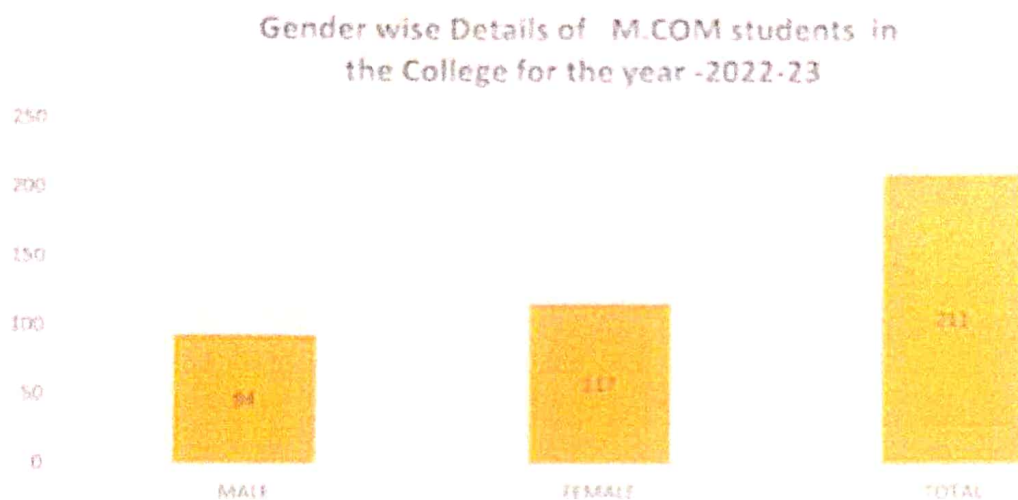


Table2.12. Gender wise Details of MSC.IT students in the College for the year 2022-23

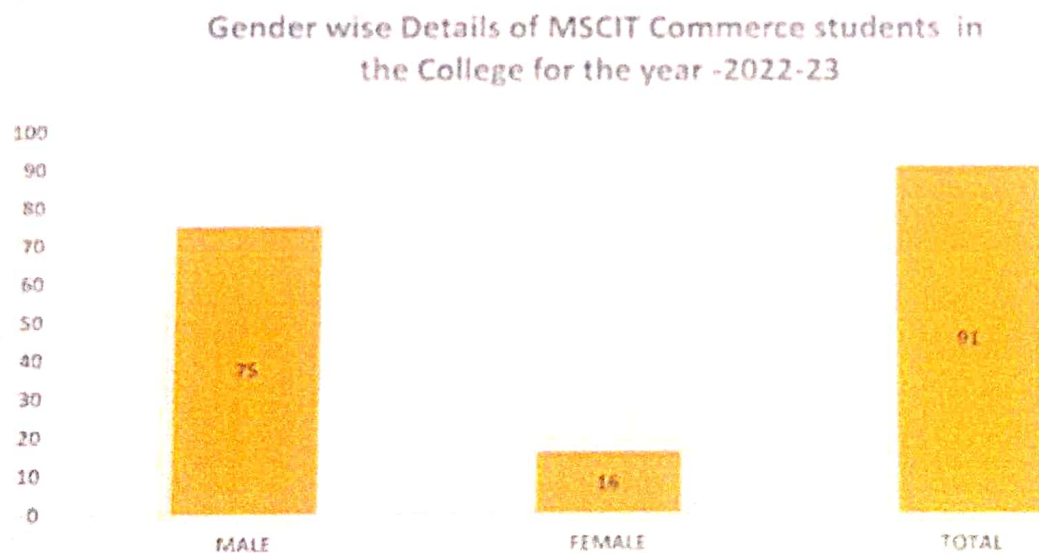
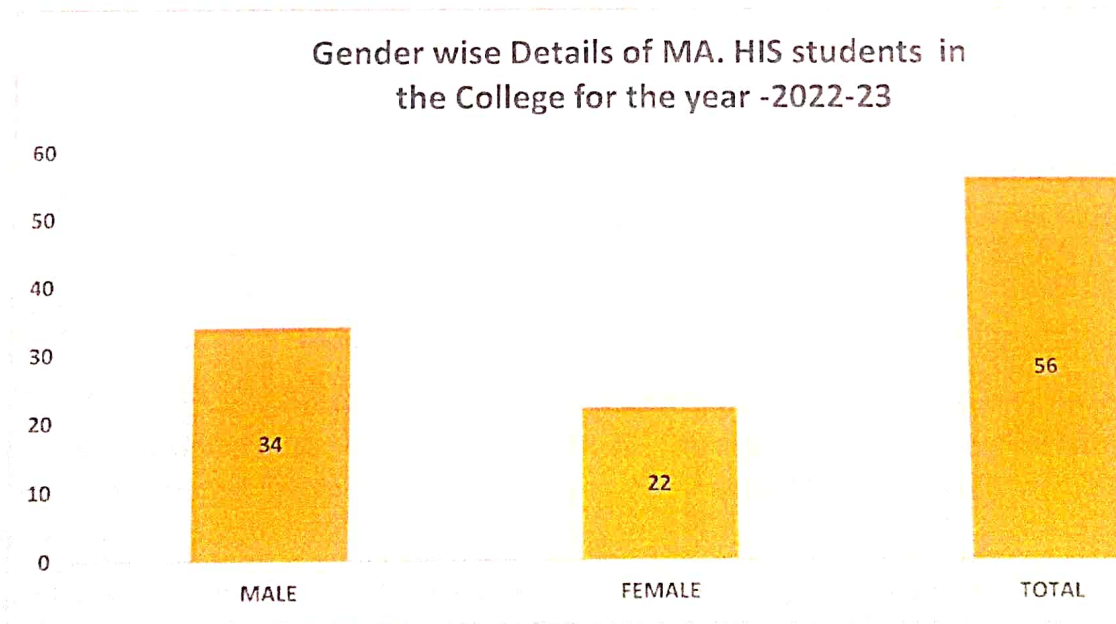


Table2.13. Gender wise Details of M.A. (ECONOMICS) students in the College for the year 2022-23



Table2.14. Gender wise Details of M.A. (HISTORY) students in the College for the year 2022-23

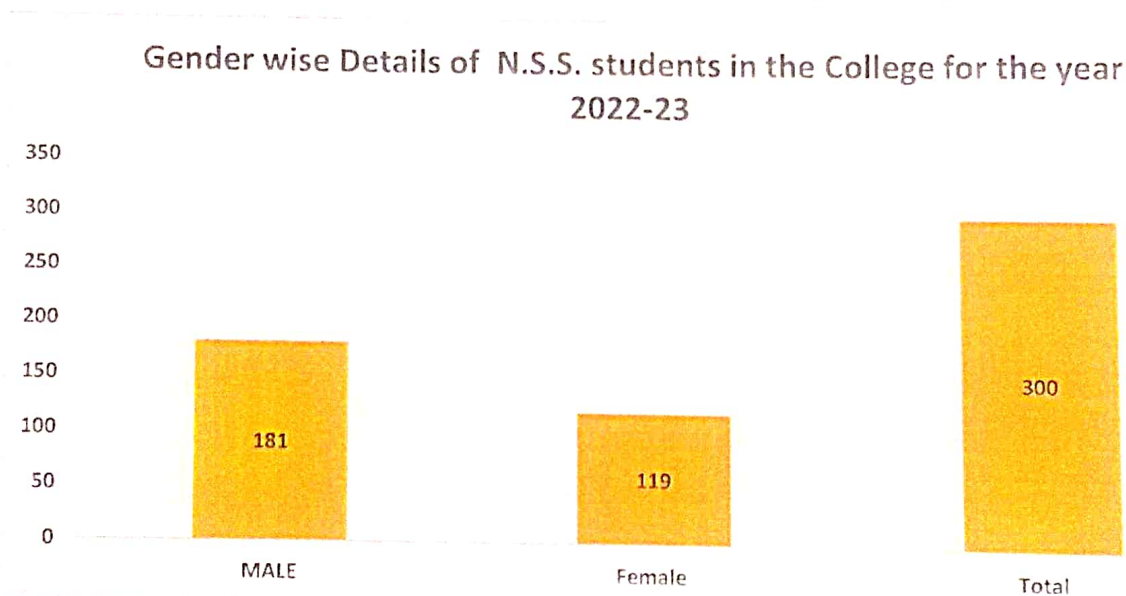


3. Gender Sensitization Initiatives

A. Gender Sensitization Initiatives by NSS unit:

Initiative of NSS unit for inspiring girls enrollment to take the benefit of NSS training and activities .The efforts are taken to develop the overall personality of girls who are NSS volunteers. The NSS unit for girls provides a suitable environment for taking up a career in the social services. Under NSS unit , the both the gender volunteers actively participate in participate in activities conducted in the college like blood donation camp , tree plantation , road safety awareness program, save girl child etc . They also participate in 7 days residential camp organized by college at adopted village or nearby places where all takes part in many activities together like swatchata abhiyan , street play , poster making etc. Oopportunities are also equally offered to participate in Leadership training program camp, state or National level camps organized in other colleges at University level.

Table2.15. Gender wise Details of N.S.S students in the College for the year 2022-23



Apart from N.S.S. instution has various committees like Anti-ragging, Internal Complaints committee, Discipline Committee SC/ST cell, Minority cell , Grievance cell , where gender balance is taken care while conducting any activity or action taken . At the same time providing adequate facilities to girls, gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

1.. **Study Room:** Independent study room in the library provides girl students undistracted study time.

2. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.

3. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample watersupply and proper maintenance.

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

5. **Canteen:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food. The college has established a number of committees to aid girl students and ladies staff.

6. **Students Council:** 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.

7. **Internal Complaint Committee:** The College has constituted an Internal Complaint Committee (ICC) as per the norms.

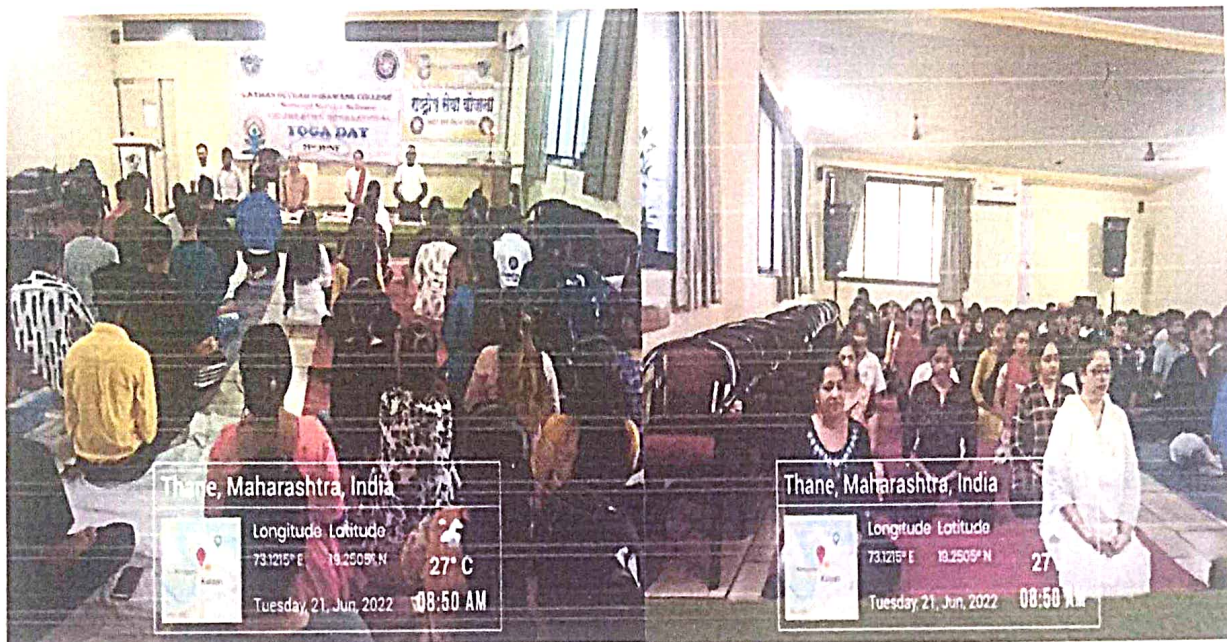
Constitution of Internal Complaint Committee

Sr.No.	Committee	Designation	Role
1	Ms. Annie Antony	I/C Principal	Chairperson
2	Dr. Padmaja Vernekar	Asst. Professor	Member & Convener
3	Ms. Priyanka Suryawanshi	Asst. Professor	Member
4	Ms. Monica Sharma	Asst. Professor	Member
5	Ms. Pooja Raut	Administrative Staff	Member
6	Ms. Seema Vernekar	NGO Member	External Member
7	Ms. Pritam Poddar	Student M.Sc.(IT) Second Year	Member
8	Ms. Ritika Chauhan	Student B.Sc.(CS) First Year	Member

8. **Women DevelopmentCell :** It is a big strength for specially girl students to support and motivate. Many activities are undertaken by cell to create awariness among girls and to encourage them to participate for events . Gender balance is taken care of while conducting the activities. Boys are also given chance to participate for the same.

B. Number of gender equality promotion program organized by an institution during the year
2022-23.

INTERNATIONAL YOGA DAY - FOR STUDENTS AND STAFF



TREE PLANTATION PROGRAM



2. POSTER MAKING- AZADI KA AMRIT MAHOTSAV & HAR HAR TRINGA



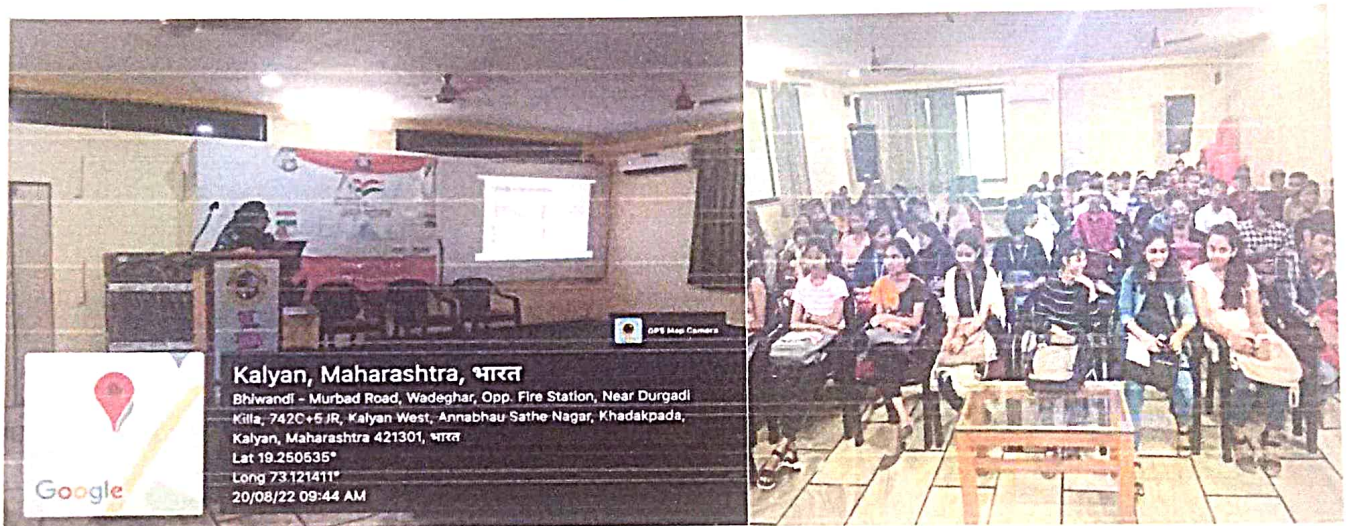
RASHTRIYA GEET GAYAN



Importance of Rakhi day celebration and meditation for staff-



Seminar on “Stand up against Street Harassment “



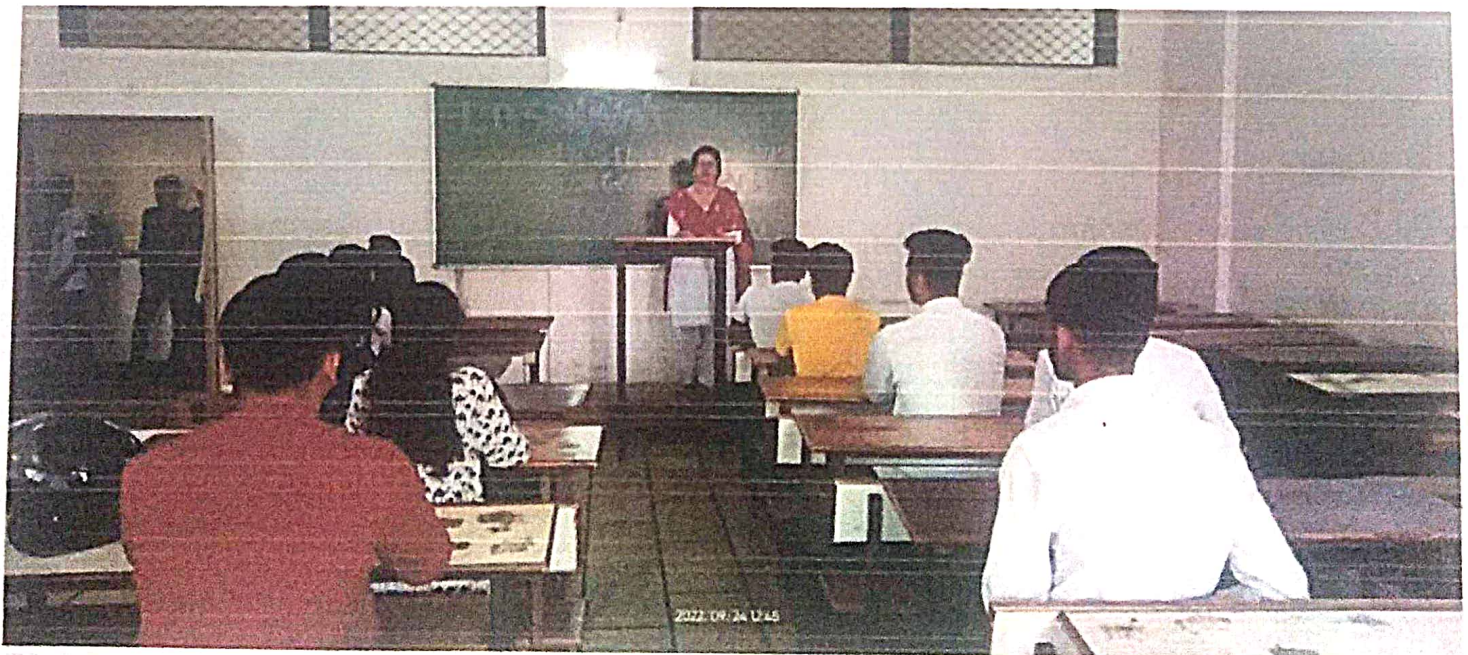
Nirmalya visarjan at ganesh ghat during ganpati visarjan



Program on “Meditation and Spritual Science Exhibition”



3. Quiz competition on the occasion of NSS Day where boys and girls both have participated actively.



STUDY TOUR



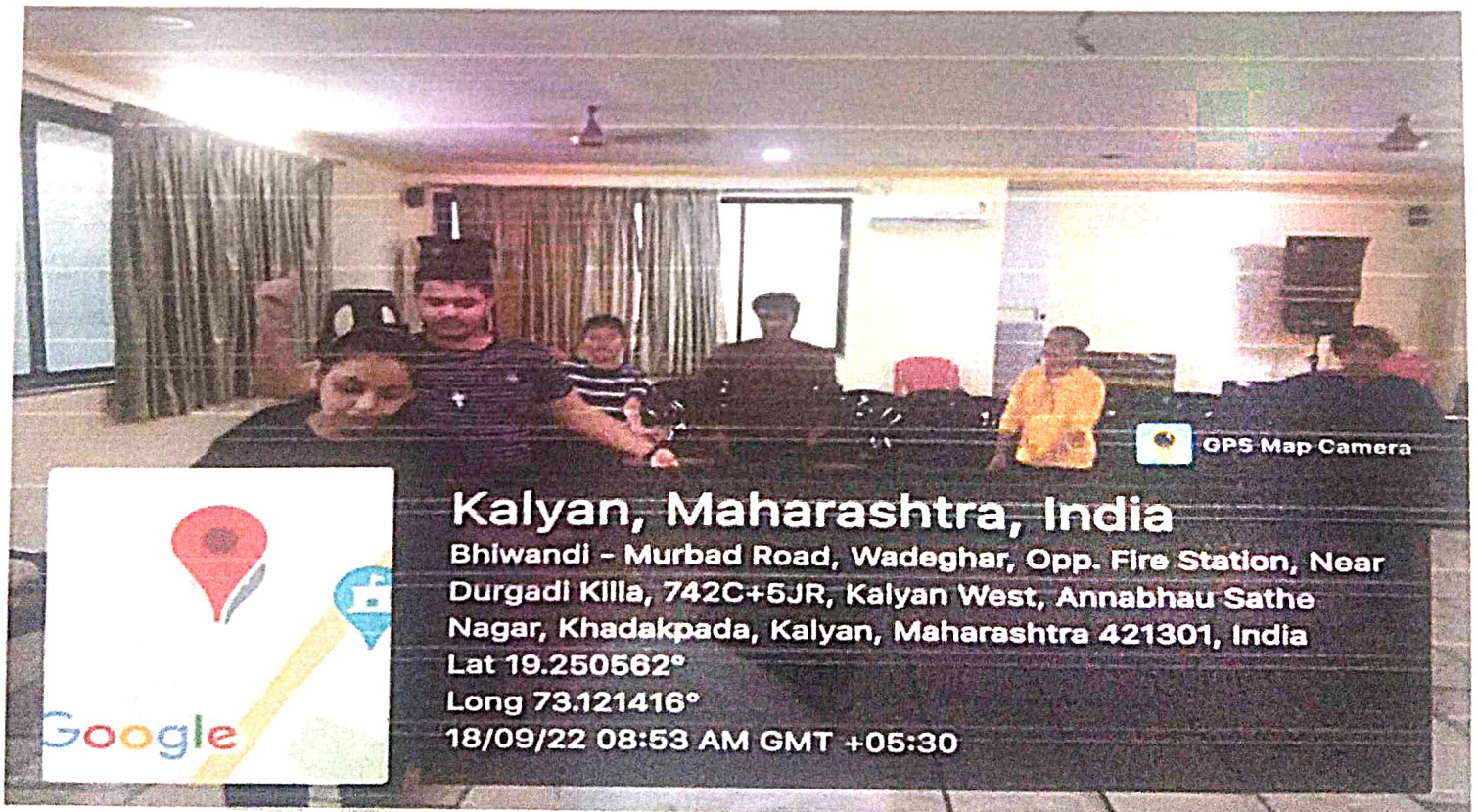
"BUDGET TALK-



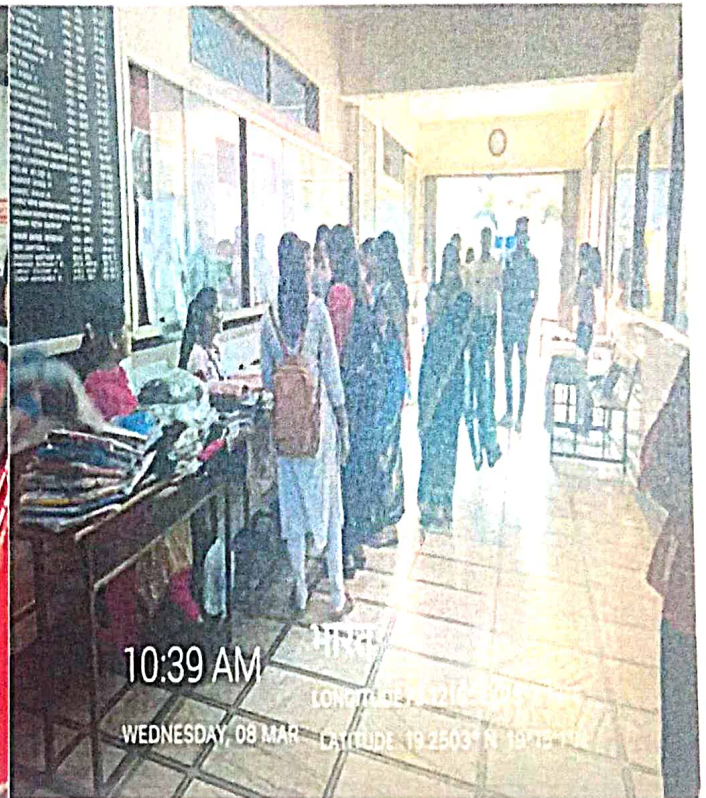
"Mehendi Mahotsav"



Workshop on Navratri "Garba dance" for staff and students



FUNFAIR -ANAND MELA



SEVEN DAYS RESIDENTIAL CAMP- NSS UNIT



In college Annual program “ Inspiria 2023” , we declare Mr. And Ms. Sonawane after they go through various rounds , where their beauty , brain and overall personality are tested.



4.Summary and Conclusion:

A. Conclusion and Findings

It is found that the College has lots of strengths and some weaknesses . The weaknesses can be overcome with gradual changes in value set up.The enrolment of girls from all section of society is increasing and there is no gender issues complaints ,it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements. Both girls and boys are actively take part in activities of the college and all are highly motivated towards their contribution in activities.

Findings

- ✓ Students strength particularly girls strength is increasing continuously in both UG and PG programmes
- ✓ Students of backward classes have bigger share in admission.
- ✓ Girl enrolment is more than that of boys in PG classes.
- ✓ Success rate of girl students is higher then that of boys.
- ✓ The participation of girls in cultural activities is higher than boys
- ✓ In sports the participation of boys is more than that of girls.
- ✓ In NSS activities more active participation is of boys than girls.
- ✓ In Student council committee secretary elected were also girls.
- ✓ Females strength in regular teaching staff is higher than male but just the opposite in non teaching staff where male number is more than females.

C. Recommendations

- Will try to organise self defence programmes on a regular basis.
- More awareness program on Legal rights , Human rights, Women's right etc.
- College intends to introduce more self employment trainings and short term certificate and value added programs in different field of knowledge to provide a good career opportunities to both the gender equally.

Name

Signature

1. Ms. Annie Antony- Principal- Chairman
2. Dr. Padmaja Vernekar - WDC chairperson- Vice Chairman
3. Ms. Manya Hardwani - Internal Committee Member
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