

GENDER AUDIT REPORT

2023-24



Maniben M. P. Shah Mahila Arts College, Kadi

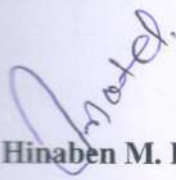
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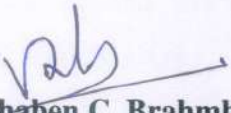
Gender Audit Report Summary

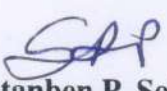
Preface

"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)

Gender Equality is a global issue, and discussions on women's emancipation and their rights are at the forefront of many worldwide formal 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 conventional gender stereotypes and rigid gender role definitions. Gender audits are conducted to identify ways to make the college campus safer for women and create an environment conducive to their development. The audit process involves choosing the sites to be audited, selecting the participants, identifying the orientations of the participants, assessing the existing situation, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.


Dr. Hinaben M. Patel
(Principal)


Dr. Varshaben C. Brahmbhatt
(IQAC Coordinator)


Dr. Ratanben P. Solanki
(Coordinator, WDC)

Gender Policy of Maniben M. P. Shah Mahila Arts College Kadi

- There shall not be any kind of discrimination on the basis of gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express free and fair opinion
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- The institute shall arrange effective measures for the safety and security of all staff

Objectives of Gender Audit:

- The Gender Audit has the following objectives:
- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision-making processes in all areas of college activities
- To suggest measures for bridging the gender gap
- To foster gender equality in all aspects amongst the college community
- To assess the extent of prevention of sexual harassment at the college

Introduction

MANIBEN M. P. SHAH MAHILA ARTS COLLEGE KADI, is only one woman colleges in Kadi Mehsana District since 1991. Its mission is to provide quality education to all by means of hard work, dedication and devotion. The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether the college follows government rules, policies and actions formulated for upgradation of women in society. The Gender Audit tries to assess and predict the impact of the current and proposed policies of the college on gender equality. The Gender Audit Team reviewed and analysed the operating environment of **MANIBEN M. P. SHAH MAHILA ARTS COLLEGE**. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve social, psychological and physical benefits that come from participating in various physical and cultural activities. As the name suggests, this is a girls' college, so special care is being taken for the overall development of the students. Besides, the institution has both male and female staff and here also the college tries to maintain gender equality.

Maniben M. P. Shah Mahila Arts College, Kadi

Constitution of Gender Audit Committee

Sr. No.	Name	Designation	Institution
1.	Dr. Hina M. Patel	Chairman	Principal, Maniben M. P. Shah Mahila arts College Kadi
2.	Dr. Varsha C. Brahmbhatt	Vice Chairman	IQAC Coordinator, Maniben M. P. Shah Mahila arts College, Kadi
3.	Dr. Ratan P. Solanki	Internal committee Member	Coordinator Women Development Cell, Maniben M.P. Shah Mahila Arts College, Kadi
4.	Dr. Rajendra B. Jani	External Committee Member	Head Department of Sociology, School of Social Sciences Gujarat University, Ahmedabad
5.	Dr. Dinesh J. Kanzariya	External Committee Member	Head Department of Sociology, Shree Meghmani Parivar and Shree Bhailalbhai A. Patel (Detrojvala) Umiya Arts and Commerce College for Girls, Ahmedabad
6.	Dr. Ramilaben J. Patel	External Committee Member	Head Department of Sociology, Samarpan Arts & Commerce College, Gandhinagar

Observations of the Gender Audit Team

The college always concentrates on the students' qualitative performance along with their overall personality development. The girls are provided with various facilities and special opportunities. The Gender Audit Team noted the following activities.

Social Responsibility:

The NSS unit always motivates girls to take up social responsibilities. They have undertaken various activities both inside and outside the college which showcases their involvement in undertaking social responsibilities. The NSS unit has endeavoured to train the students in giving first-aid in emergency situations.

Training for Employment:

Skill Development Courses are offered to students to develop soft skill. Apart from this, NSS unit of the college organises special training camps where students are trained to make handicraft items like ornaments and cloth bags. This would create employment opportunities including self-employment for the students.

Infrastructure:

Special study rooms, Washroom, Sanitary Napkin Vending Machine, parking space are provided

Physical Fitness:

The students are also given self-defence trainings at concessional rates. Karate, Yoga and Meditation trainings are also organized. Special diet sessions are organised to deal with students' dietary needs.

Lectures and Seminars:

Lectures of eminent personalities are held on various topics to develop the personalities of the young adults. Lecture are held on topics like "Women and Cyber Crime" and Women and Laws" to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws that protect women's rights through lectures of woman police the alumni students of the college. lawyers and social workers.

Committees: Anti-Ragging Committee,

Grievance Redressal Cell, Internal Complaints Committee and Prevention of Sexual Harassment Cell are active in the college to look into any case of harassment faced by the students or staff.

Cultural Activities and Sports:

In the field of cultural activities and sports girls have achieved grand success.

Gender Ratio:

As stated above **MANIBEN M. P. SHAH MAHILA ARTS COLLEGE** is a girls' college, and hence no data is required to present the male female ratio among students. The diagrams below show the male female ratio among teaching and non-teaching staff only.

GENDER RATIO OF TECHING STAFF

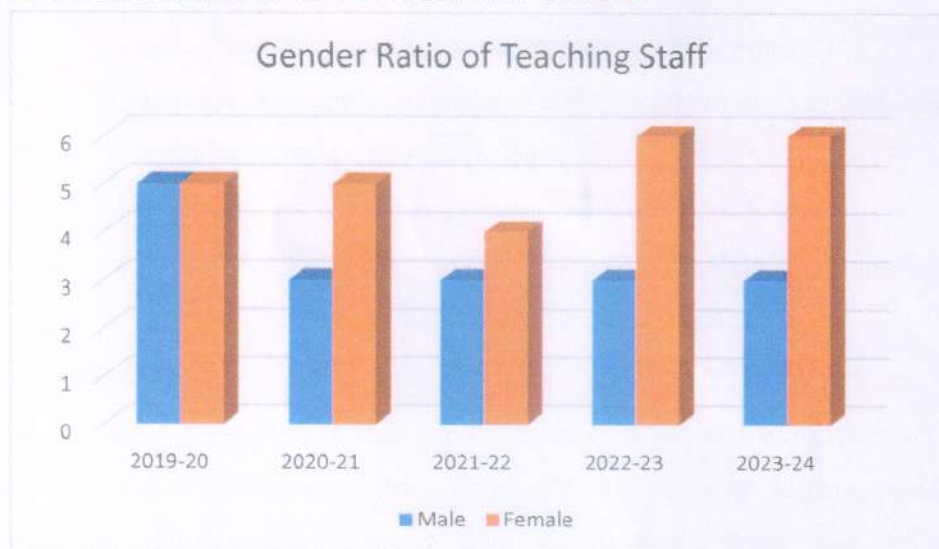


Figure1: - Male: female ratio of the permanent teaching staff The total number of female teaching staff is more as compared to male teachers.

GENDER RATIO OF NON-TECHING STAFF

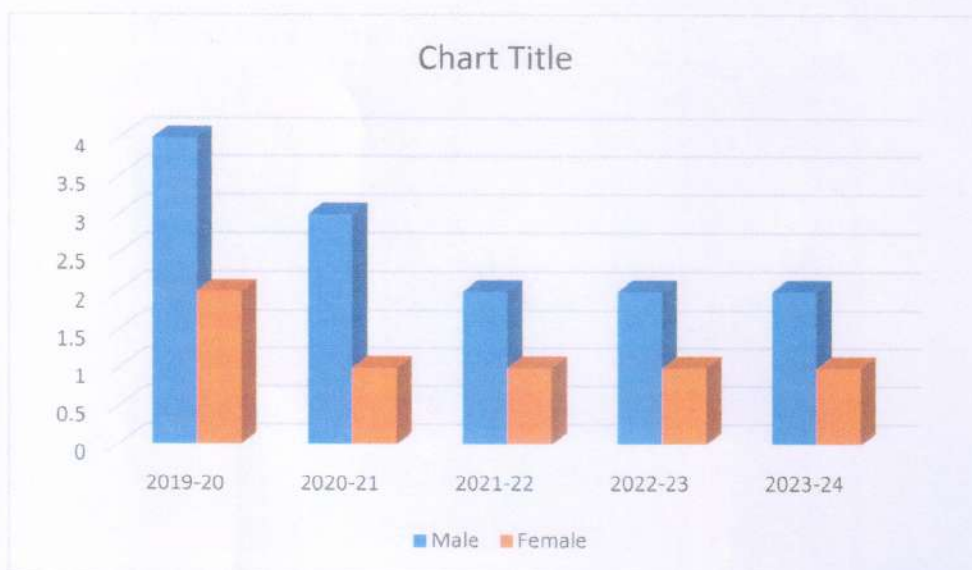


Figure1: - Male: female ratio of the permanent non-teaching staff The total number of female non-teaching staff is less as compared to male staff.

Women Development cell

The counselling centre, was not established in college. But women development cell's coordinator of the college is the psychology subjects. She gives psychological support to the college students. The cell provides assistance to students on a referral basis. Awareness programmes are also organized from time to time to discuss mental health issues for students in general.

Suggestions of the Gender Audit Team

- To define and deepen the understanding of gender equality
- To increase the number of female staff to decision making bodies
- To organise more sports programmes
- To organise more awareness programmes on Legal Rights
- To introduce different types of self-employment training programmes
- To install more sanitary napkin vending machines

Conclusion

The analysis shows that gender equality goals and objectives are included in all the policies and programmes of the college. The college staff also reported that they have no problems related to gender issues. The Gender Audit Team is of the opinion that gender equality and gender sensitivity is encouraged by the management and staff of the college and they do have gender sensitive behaviour. 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.

Health Check-up Camp:



N.S.S. Camp





Women Development Cell (WDC)



N.C.C. Activities



Sports Activities

