



Collegiate Women's Development Cell
Anand Arts College
(Affiliated to Sardar Patel University)
Opp. Electric Grid, Anand-388 001
Phone: (02692) 250260
Email: aac.anand@yahoo.co.in



Gender Audit Report (2018-2023)

PREFACE

Gender Audit is a new and emerging organizational assessment and action planning tool. It enables organizations to evaluate their experience with gender mainstreaming. The Gender Equality Act-2020 requires organizations to regularly collect and report data on gender equality in the workplace by doing workplace gender audits.

A Gender Audit is a tool to assess and check gender equality in the educational institutes. It is to be included in their policies, programmes, projects, activities, provision of services, structures, proceedings and budgets. Gender Audit helps identify and understand gender patterns within a college's composition, structures, processes, culture and management of human resources and design of policies. Gender Audit can identify critical gender gaps and challenges and making recommendations of how they can be addressed through improvements and innovations.

A Gender Audit team was created by Internal Quality Assurance Cell (IQAC). It is composed of the Principal, members of IQAC, Convener and members of Women's Cell and External members from Jagrut Mahila Sangthan and recognized Gynecologist from Sparsh Hospital, Anand.



Objectives:

- To enhance the collective capacity of the organization to examine its activities from a gender perspective
- To identify strengths and weaknesses in promoting gender equality issues
- To assess relative progress in gender mainstreaming
- To help the institution to build gender equality initiatives

Framework:

IQAC of the College designed a gender analysis framework focusing on key gender concepts and dimensions such as;

- I. The position of women and men in the college as a teacher, guide, administrator, non-teaching staff, and various committees
- II. Identifying the needs of men and women to ensure that men and women have equal opportunities to participate in various committees
- III. Gender needs/facilities such as separate common rooms, washrooms etc.
- IV. Development of gender relations and gender equality
- V. Level of Women Empowerment



Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
1	Dr. Manoj Patel	Chairman	Principal, Anand Arts College, Anand
2	Dr. Padma Patel	Vice-chairman	Coordinator, Collegiate Women's Development Cell (CWDC) Anand Arts College, Anand
3	Dr. Suresh Gadhavi	Internal committee Member	IQAC Coordinator & Head, Dept. of English, Anand Arts College, Anand
4	Dr. Premchand Korali	Internal committee Member	IQAC Member and Asso. Professor, Dept. of Hindi, Anand Arts College, Anand
5	Prof. Amita Bhatt	Internal committee Member	Asso. Professor & Head, Dept. of Gujarati, Anand Arts College, Anand
6	Prof. Mital Macwan	Internal committee Member	Asst. Professor, Dept. of English, Anand Arts College, Anand
7	Ms. Ashaben Dalal	External Committee Member	President, Jagrut Mahila Sangthan (Advocate)
8	Mr. N.K. Ojha	External Committee Member	Green Building Consultant, Indian Green Building Council (IGBC)-AP, GRIHA
9	Dr. Rakhiben Patel	External Committee Member	Gynecologist, Sparsh Hospital, 80 feet Road, Anand



10	Dr. Manisha Parmar	External Committee Member	Asst. Professor, Dept. of Social Work, Sardar Patel University, Vallabh Vidyanagar.
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Gender Balance within the Institution:

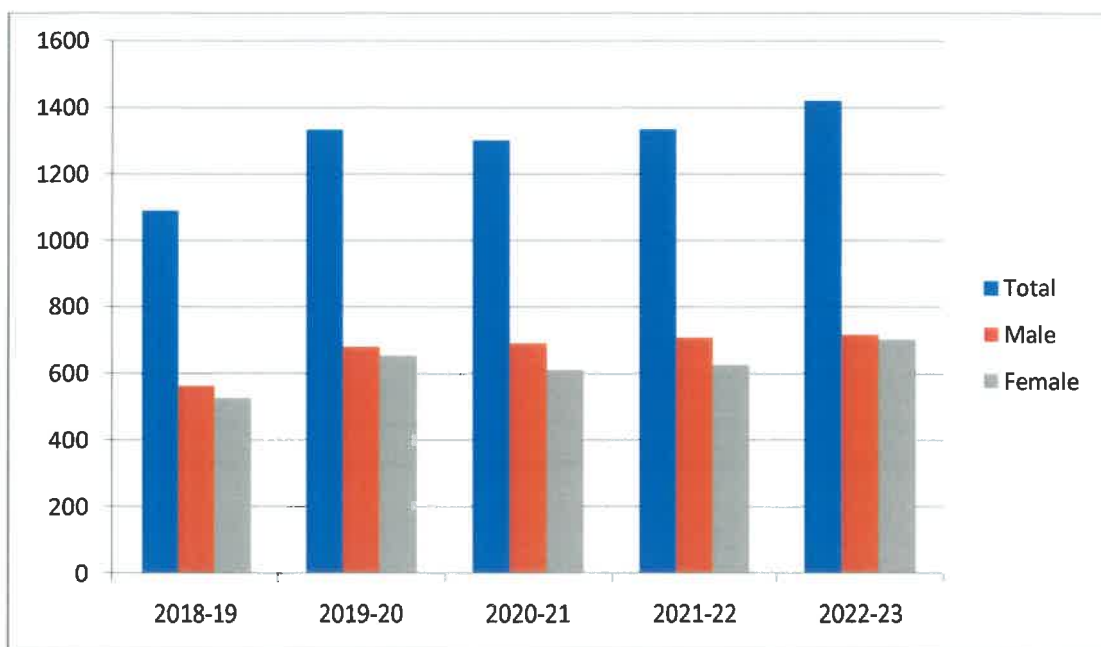
Table-1

Gender-wise details of students in the college during last five years

Sr No.	Year	Total	Male	Female	%M	%F
1	2018-19	1089	563	526	51.69	48.30
2	2019-20	1334	680	654	50.97	49.02
3	2020-21	1301	690	611	53.03	46.96
4	2021-22	1335	708	627	53.03	46.96
5	2022-23	1420	717	703	50.49	49.50

Chart-1

Gender-wise details of students in the college during last five years



The chart presents a five-year overview of the gender distribution among students in the institution. In the academic year 2018-19, there were 563 male students (51.69%) and 526 female students (48.30%). Over the subsequent years, the total student population increased gradually. Notably, in 2020-21 and 2021-22, the percentage of male students slightly exceeded that of females, both at 53.03%, while the female percentage remained around 47%. However, in the most recent academic year (2022-23), male-female ratio is almost the same indicating a reversal of the previous trend. These variations suggest dynamic changes in gender composition within the student body, prompting the need for a closer examination of institutional policies and initiatives aimed at fostering gender balance.

Table-2

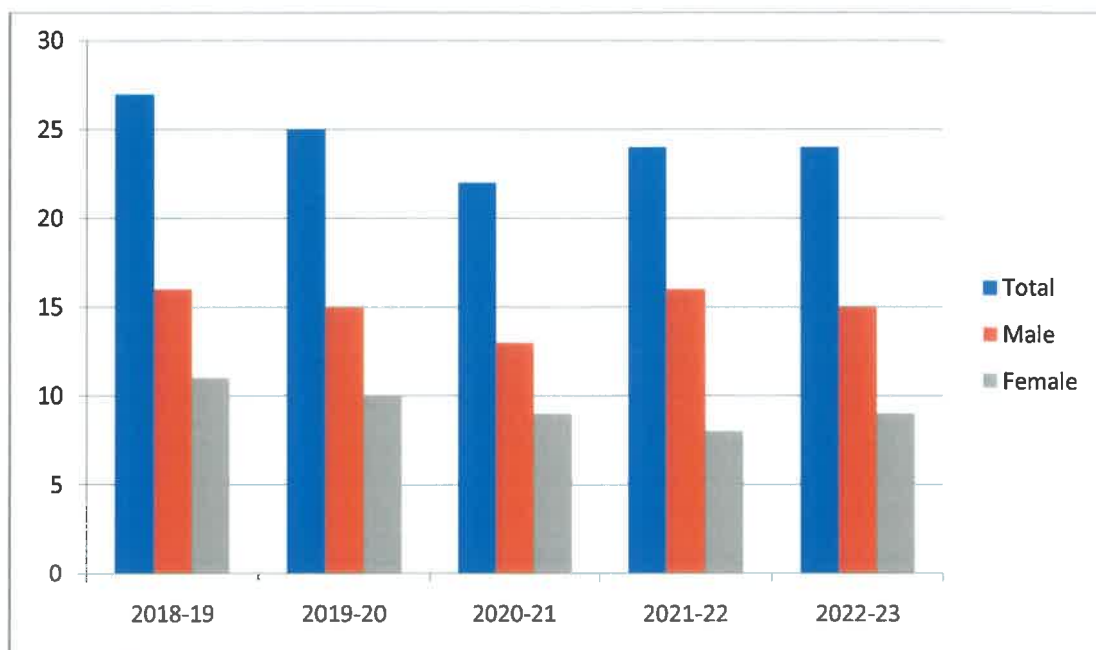
Gender wise details of total teaching faculties (Full Time+Adhoc) in the college during last five years

Sr No.	Year	Total	Male	Female	%M	%F
1	2018-19	27	16	11	59.25	40.74
2	2019-20	25	15	10	60	40
3	2020-21	22	13	9	59.09	40.90
4	2021-22	24	16	8	66.66	33.33
5	2022-23	24	15	9	62.5	37.5



Chart-2

Gender wise details of total teaching faculties (Full Time+Adhoc) in the college during last five years



The chart presents a gender-wise breakdown of the total teaching faculty in a college over the last five years. In the academic year 2018-19, the total number of faculty members was 27, with 16 males and 11 females, constituting 59.25% and 40.74%, respectively, of the total. The subsequent years show a fluctuating trend in the total number of faculty, with 25 in 2019-20, 22 in 2020-21, 24 in both 2021-22 and 2022-23. In 2021-22, 66.66% were male, while 33.33% were female. However, in the latest year, 2022-23, the percentage of male faculty decreased to 62.5%, while the percentage of female faculty increased to 37.5%. These figures provide a comprehensive overview of the college's evolving gender composition within its teaching staff over the specified period.



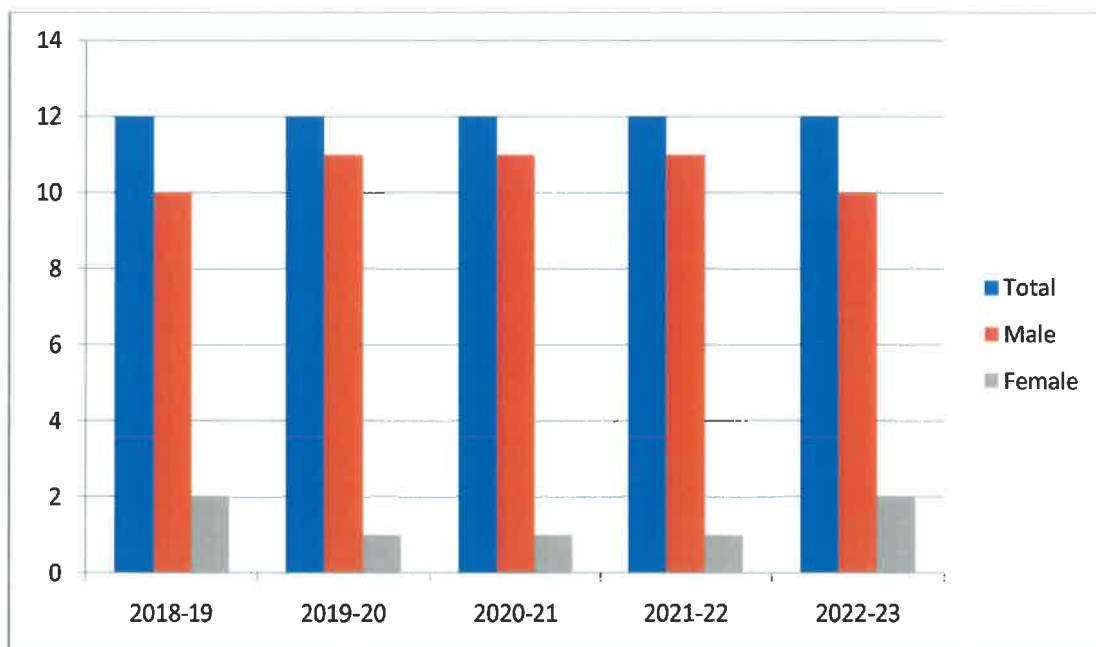
Table-3

Gender wise details of total Non-teaching faculties (Full Time+Adhoc) in the college during last five years

Sr No.	Year	Total	Male	Female	%M	%F
1	2018-19	12	10	2	83.33	16.66
2	2019-20	12	11	1	91.66	8.33
3	2020-21	12	11	1	91.66	8.33
4	2021-22	12	11	1	91.66	8.33
5	2022-23	12	10	2	83.33	16.66

Chart-3

Gender wise details of total Non-teaching faculties (Full Time+Adhoc) in the college during last five years



The table outlines the distribution of male and female non-teaching staff in the college over a five-year period. In the academic year 2018-19, the total number



of non-teaching staff was 12, with 10 males and 2 females, constituting 83.33% and 16.66%, respectively, of the total. The subsequent years, from 2019-20 to 2022-23, maintain a consistent total of 12 non-teaching staff members. The gender distribution among non-teaching staff remains relatively stable, with 91.66% being male and 8.33% being female in each of these years. This data provides a year-wise overview of the gender composition within the non-teaching staff category at the college.

Table-4

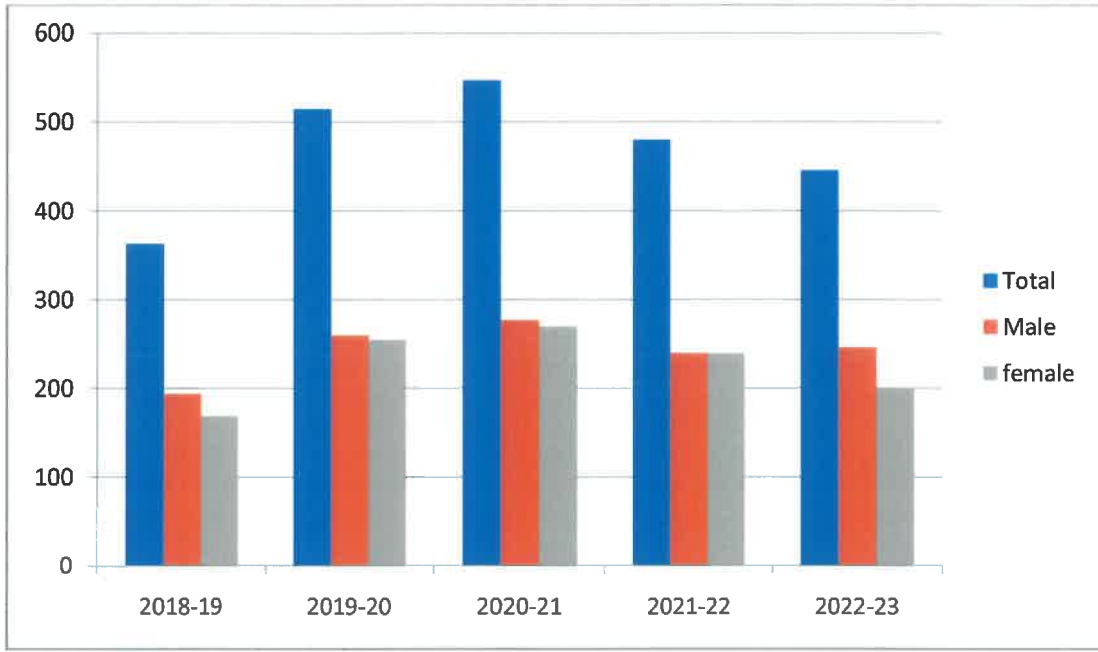
Gender-wise details of scholarship beneficiary students in the college during last five years

Sr No.	Year	Total	Male	Female	%M	%F
1	2018-19	363	194	169	53.44	46.55
2	2019-20	515	260	255	50.48	49.51
3	2020-21	547	277	270	50.63	49.36
4	2021-22	480	240	240	50	50
5	2022-23	446	246	200	55.15	44.84



Chart-4

Gender-wise details of scholarship beneficiary students in the college during last five years



Over the last five years, the college has awarded scholarships to students, and the gender-wise distribution reveals interesting trends. In the academic year 2018-19, out of a total of 363 scholarship beneficiaries, 53.44% were male and 46.55% were female. The following year, 2019-20, exhibited a more balanced distribution with 50.48% male and 49.51% female recipients among the 515 total beneficiaries. The subsequent years continued to maintain a close gender balance, with percentages hovering around the 50% mark for both male and female recipients. However, in the most recent academic year 2022-23, there was a notable shift, as 55.15% of the 446 scholarship beneficiaries were male, while 44.84% were female. These fluctuations suggest a gender equality balance in the college's scholarship distribution,



Gender Sensitization in Curriculum

Course Code	Programme	Course Name	Description
UA05CENG53	BA English	Literature in Translation	This course introduces selected poems originally written in various Indian languages and translated into English. Many of these poems are on the subject of feminism.
UA03CECO52	BA Economics	Regional Economics of Gujarat-I	This course creates awareness of the demographic features of Gujarat and makes the students understand gender ratio in Gujarat.
UA02CGUJ51	BA Hindi	'Madan Mohana'	This course makes the students understand the internal skills of the women and their perspective.
UA03CHIN52	BA Hindi	NIRMALA	The novel explores various societal norms, and the struggle of individuals particularly women, in the context of early 20th-century India.
UA05CPSY52	BA Psychology	Psychology of Marriage Life	This course introduces Sex & Marriage, Maturity of Marriage, Sexual Difference & Role Implication for Marriage, Health & Happiness Marriage
UA06CPSY52	BA Psychology	Biopsychology	This course helps to understand Gender biological differences through the topics like, Introduction to biopsychology, Systems



			of Human Body, The Functioning & Organization of nervous systems, Endocrine System etc.
UA01CSOC52	BA Sociology	Indian social institutions	In this course students get knowledge about family and marriage system with reference to gender equality in India.
UA02CSOC52	BA Sociology	Tribes in India	In this course we teach students about family, marriage, kinship, youth organization, economy and religious system in tribes with gender perspectives.
UA04CSOC53	BA Sociology	Current social problems in Indian society	In this course we teach about problems of women like dowry, rape, violence against women. Students get knowledge about gender problems in society.
UA01ASAN51	BA Sanskrit	Svapna Vasavadattam	The play primarily revolves around themes of love, jealousy, and intrigue, with a focus on the central romantic relationship between King Udayana and Queen Vasavadatta.
UA04CSAN51	BA Sanskrit	SavitriShatakam by Dr. Jaydev Jani	The primary focus of "Savitri Shatakam" is on expressing various aspects of human emotions and experiences.



Gender Sensitization Initiatives:

Number of gender equity promotion programs organized by the institution during the last five years

YEAR-2018-19			
Sr. No.	Name of the Program	Date	Objective/Details
1.	CWDC Orientation Programme	20/07/2018	To make the girls students aware about the role of Women's Cell
2.	Artistic Aarti Dish Decoration Competition	23/01/2019	To develop artistic insight among the students
3.	Sari Day & Suit Day	24/01/2019	To develop respect for the Indian tradition among girls and boys students
4.	Rangoli Competition	24/01/2019	To develop artistic vision
5.	Mahendi & Hair Style Competition	16/07/2018	To bring out skills and talent of the students
YEAR-2019-20			
Sr. No.	Name of the Program	Date	Objective/Details
1,	Mahendi & Hair Style Competition	16/07/2019	To bring out their skills and talent
2.	CWDC Orientation Programme	27/07/2019	The guidance is given to the newly admitted students by CWDC
3.	A Talk on Legal Awareness for Women	27/07/2019	A Talk was delivered by Neetaben Patel (Lawyer)



4.	Workshop on Creating Best Out of Waste	08/08/2019	Aimed to develop Artistic skills
5.	Expert Talk on Women Empowerment	21/08/2019	Self- Empowerment
6.	Navratri Celebration	03/10/2019	For entertainment and showcasing Indian culture
7.	Health & Hygiene Awareness Programme	27/12/2019	Organized by Women's Cell, Sardar Patel University
8.	'Food Fiesta' (Recipe Competition)	11/01/2020	Health consciousness
9.	An Expert Talk on "Women's Health" by Gynecologist	31/1/2020	A Talk was delivered by Dr. Rakhiben Patel

YEAR-2020-21

Sr. No.	Name of the Program	Date	Objectives/Details
1.	Students' Participation in Poetry Recitation and Best Logo Competition	11/12/2020	To develop soft skills among the students
2.	Gurjar Nar-Nari	03/02/2020 to 04/02/2020	Various competitions such as Aarti, Rangoli, Mahendi etc.
3.	Self-Defence Training	05/03/2021	Women Empowerment
4.	Celebration of International Women's Day	06/03/2020	Women Empowerment
5.	Participation in a Webinar	08/03/2021	Women Empowerment
6.	Legal Awareness	07/10/2021	Legal Awareness Programme under the



	Programme		banner of “Azadi Ka Amrit Mahotsav”
YEAR-2021-22			
Sr. No.	Name of the Program	Date	Objectives/Details
1.	CWDC Orientation programme	13/08/2021 to 14/08/2021	The guidance is given to the newly admitted students by CWDC
2.	Seminar on Rakhi Making, Nail Art, Hair Herbal Treatment and Making Artificial Flowers	13/08/2021 to 14/08/2021	To develop artistic insight and vision
3.	Workshop on Self-Defence	20/09/2021 to 25/09/2021	To become Independent
4.	Participation of Our Students in Recipe Competition at Anand Education College	20/12/2021	Our students went to Anand Education College for participation (Our Student-Vyas Vidhi stood 1 st in this Competition)
5.	Gurjar Nar-Nari	23/02/2021 to 25/02/2021	Various competitions such as Aarti, Rangoli, Mahendi etc.
YEAR-2022-23			
Sr. No.	Name of the Program	Date	Objectives/Details
1.	Best Out of Waste Competition	06/08/2022	Organized in collaboration with CWDC & Kala Kaushalya Dhara



2.	Mehandi and Hair Style Competition	08/08/2022	Organized in collaboration with CWDC & Kala Kaushalya Dhara
3.	CWDC Orientation Programme	05/09/2022	The guidance is given to the newly admitted students by CWDC
4.	Celebration of International Women's Day	10/03/2023	As a part of celebration, students were asked to prepare Millet Recipes
5.	Celebration of International Women's Week	16/03/2023	It was organized by Anand Pharmacy College in which our students participated

Facilities

- CCTV cameras have been installed on every floor and each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, staff rooms and office thus safety of the girls and women staff is addressed.
- Hostel facility for girls and boys students
- The separate parking for girls and boys
- Separate washrooms for male/female staff and students
- Keeping in mind, the special hygiene needs of girl students and female staff, a sanitary napkin vending machine is provided
- The provision is made for girls to rest in ladies room



Equal Opportunities for the Students:

NSS & NCC	NSS (Girls)	NSS (Boys)	NCC (Girls)	NCC (Boys)
Intake	100	100	50	105

The table highlights the commitment of Anand Arts College to providing equal opportunities for students in both the National Service Scheme (NSS) and the National Cadet Corps (NCC). The intake figures for both NSS and NCC are specified for girls and boys. In NSS, the college allocates an equal opportunity to both genders, with an intake of 100 students for both NSS Girls and NSS Boys. Similarly, in NCC, the college maintains equal opportunities, with an intake of 50 girls and 105 boys. This demonstrates a balanced approach in offering participation opportunities to students in extracurricular activities, promoting gender equality within the college's NSS and NCC programs.

Level of Women Empowerment:

Sr. No.	Name of the Faculty	Roles and responsibilities
1	Dr. Neena Sharma	Head of the Department of Hindi, IQAC Member
2	Prof. Mital Macwan	Associate NCC Officer (ANO)
3	Dr. Krupa Shah	IQAC Member
4	Prof. Amita Bhatt	Head of the Gujarati Department and Coordinator of Parents Association, NSS Programme Officer (Girls Unit)
5	Dr. Padma Patel	Coordinator of Collegiate Women's Development Cell



6	Dr. Bhavana Prajapati	Head of the History Department and NSS Programme Officer (Girls Unit)
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The college has established a number of committees to aid girl students and ladies staff. These committees include:

- **Anti-Ragging Committee:** As the college forms a constituent part of the Anand Arts College, Anand, some of its responsibilities are shared and covered by joint arrangements. 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. The students in distress owing to ragging related incidents can approach the Committee.
- **Discipline Committee:** The College has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee.
- **NCC for Girls:** The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life.
- **NSS for Girls:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.
- **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.

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. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force.

Findings and Observations:

- The college has an active Collegiate Women's Development Cell (CWDC)
- The Gender awareness programmes are regularly organized by the college
- The gender equity objectives are included in all the policies of the college
- The college has active NSS & NCC Units for boys and girls both
- The Gender Audit Team has 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 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 region and state.



Recommendations:

- Increase the number of female non-teaching staff
- Motivate girl students to actively participate in sports of their choice
- Introduce self-employment training in different subjects.
- Increase the facility for the girls


PRINCIPAL
ANAND ARTS COLLEGE
ANAND

Dr. Manoj Patel

Internal Member

Gender Audit Committee

Principal

Anand Arts College, Anand.



Dr. Padma Patel

Internal Member

Gender Audit Committee

CWDC Coordinator

Anand Arts College, Anand



Dr. Suresh Gadhavi

COORDINATOR
IQAC
Internal Member

ANAND ARTS COLLEGE
Gender Audit Committee

IQAC Coordinator,

Anand Arts College, Anand.



Dr. Premchand Korali

Internal Member

Gender Audit Committee

IQAC Member,

Anand Arts College, Anand.

Date: 15/02/2023

Place: Anand



A. J. Bhatt
Prof. Amita Bhatt

Internal Member
Gender Audit Committee
Member of CWDC
Anand Arts College, Anand.

Mital Macwan
Prof. Mital Macwan

Internal Member
Gender Audit Committee
Member of CWDC
Anand Arts College, Anand.

N.K. Ojha
Mr. N.K. Ojha
External Member
Gender Audit Committee
Green Building Consultant,
(IGBC)-AP, GRIHA.

Ashaben Dalal
Ms. Ashaben Dalal પ્રમુખ
External Member જાગૃત મહિલા સંગઠન
Gender Audit Committee
President,
Jagrut Mahila Sangthan, Anand.

R. Patel
Dr. Rakhiben Patel
External Member
Gender Audit Committee
Gynecologist,
Sparsh Hospital, 80 feet Road,
Anand.



M. J. Parmar
Dr. Manisha Parmar
External Member
Gender Audit Committee
Asst. Professor,
Dept. of Social Work,
Sardar Patel University,
Vallabh Vidyanagar.

Date: 15/02/2023
Place: Anand

