

GURU GOBIND SINGH FOUNDATION'S

GURU GOBIND SINGH COLLEGE OF ENGINEERING AND
RESEARCH CENTRE, NASHIK

GENDER AUDIT REPORT

2019-2023



PREFACE

Gender Equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.

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 the walk –about, writing down the findings for implementation of the recommendations.

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Introduction

Guru Gobind Singh College of Engineering and Research Centre (GCOERC) is one of the best Engineering Colleges in Nasik functioning under the umbrella of Guru Gobind Singh Foundation runs Six UG programs viz. Civil Engineering, Mechanical Engineering, Electrical Engineering, Computer Engineering, Artificial Intelligence & Data Science and Automation and Robotics Engineering.

Foundation also has two other Educational Institutes namely Guru Gobind Singh Public School & Junior College and Guru Gobind Singh Polytechnic. All the programs of technical institutes are approved by AICTE and DTE. The GCOERC is affiliated to Savitribai Phule Pune University (SPPU). It is NAAC Accredited and its Mechanical Engineering Program is NBA Accredited.

The NSS unit of the Institute has many girls as volunteers. It concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The unit always motivates girls for their social responsibilities.

Special study room, two-wheeler parking are provided for the girls. They are also given self-defense trainings. The Judo-Karate Camps, Yoga and Meditation Camps were also organized. The lectures of eminent personalities are held on various topics to develop their personalities.

By organizing Sessions by Experts related to Women Entrepreneurship to make the girls aware to think in different way by application of technical knowledge how one can be a good Entrepreneur. Sessions are held related to Women and Human Rights and Gender Equality to make the girls aware of their rights and responsibilities.



Girls are made aware of laws and by-laws by organizing lectures of eminent lawyers etc. Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures of lawyers, social workers to aware the girls for their privileges and duties.

In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves.



Objectives

The Gender Audit has the following objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap, if any.
- To foster gender equality in all aspects of college community.
- To observe the work and capacity for prevention of sexual harassment at the Institute.



Facilities for Students

All basic amenities for students are available in the college viz.

- Information boards – 30
- R.O. supplemented drinking water points- 12
- Medical checkup facilities, first aid facilities.
- Cafeteria for students and faculties.
- Parking zones separately demarcated for bicycle, two-wheelers and four-wheelers- 03
- Stationary center
- CCTV- cameras at different points covering whole campus-70 Nos.
- Girl's common room with all basic facilities.
- Ramps at every needful point for differently abled students.
- Notice board for effective communication.
- Unique ID number provided to all students for their identification.
- Online admission and examination form submission system available.
- Sports facilities for both outdoor and indoor games, coaching facility for sports activities.
- Separate washrooms for staff, office staff, boys and girls.
- Central library with a wide range of text books/reference books/e-literature in each subjects along with a research information center and spacious well-furnished reading hall.
- Auditorium hall with a capacity of 350+ seats.
- Smart class rooms – 01



- **Sports facilities-**

- a) Indoor Games: Badminton, Chess, Carom, Table Tennis
- b) Outdoor Games : Cricket, Hockey, Volleyball, Football, Basketball, Kho-kho, Kabaddi.

- **Suggestion/Complaint Box** – Fixed at various spots in the college.

- **Medical assistance to students: Health Centre, Health Insurance, Health programs etc.**

- a) A General Insurance Policy is available for students.
- b) First Aid facilities are available for the students.
- c) Visits and Check Ups by Doctors are planned and ensured throughout the session.
- d) Awareness drives conducted by the Institution, Alumni, NSS and health camps on Blood donation, Dental health, Cancers, First Aid etc.
- e) Health programs specifically targeting girls in the college are also been organized.



- **Interdisciplinary workshops** are also organized to help students gain knowledge of other streams. The Department of Computer Science has been conducting workshops and training for students of other departments to help them learn the various software. Training and placement cell (TPC) trains the students to prepare effective Bio-data and effective communication through E-mail, Verbal etc. Special Training sessions are conducted by TPC on soft-skill development.

Seminars, Conferences, Workshops and extension activities, study tour, field visits, projects, exhibitions and skill development lectures were also organized at regular intervals to mentor students beyond the curriculum.



Internal Committees for well-being of students

- 1. Training and Placement cell:** It keeps students informed about job opportunities, career identification and helps students to find proper employment opportunities. This cell monitors activities related to job notifications and opportunities, Interview preparation, development of entrepreneurial skills, organizing of campus Interviews besides ensuring maximum participation in campus recruitments and interviews.
- 2. Grievance Redressal Cell:** The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents. The committee comprises a Convener and senior staff members who are involved in addressing complaints. The Committee works in close association with the Principal of the college.
- 3. Anti-Ragging and Discipline:** The Anti-ragging committee and Anti-ragging squad have been established for the compliance of UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions. It is for **Prevention and prohibition of Ragging in the Institution** with immediate effect.
- 4. Internal Complaint Committee:** The committee formed as an educational resource as well as a complaint center for the member of the campus community. Such Committee is to promote awareness about sexual harassment through educational initiatives that encourage and foster respectful work and a learning environment.



5. **Skill Development:** Guru Gobind Singh Foundation has taken an initiative in the direction of development, to enhance the skill of students as a part of “**Institute Industry Partnership Excellence Centre**” by **SIEMENS Ltd.** and **BOSCH**. The motto behind this Skill Development center is to bridge the gap between industry and academic sector with advanced training module for students in **SIEMENS Ltd.** and **BOSCH** Training Centre.
6. **Student Welfare:** Student Welfare is integral part to all aspects of college life and the main motive of this to ensure that the institute should provide a safe and supportive environment and culture which shaped and maintained so that the experience of teaching and learning is enhanced for all students.
7. **National Service Scheme (NSS):** The National Service Scheme (NSS) is an Indian government-sponsored public service program conducted by the Department of Youth Affairs and Sports of the Government of India. Popularly known as NSS, the scheme was launched in Gandhi Ji’s Centenary year, 1969. Aimed at developing student’s personality through community service, NSS is a voluntary association of young people in Colleges. Institute has a NSS unit of 50 volunteers. Various social service activities are organized by this unit throughout the year.
8. **Scholarship:** Students of different categories (ST, SC, SEB, VJ, NT, Minority etc.) pursuing degree in Guru Gobind Singh College of Engineering & Research Centre, are eligible to avail benefits under various Scholarship Schemes of Government of Maharashtra and Government of India.



9. Professional Society Chapters: The vision of Professional Society is to develop student's academic, professional and personality skills through various programs, activities arranged in association with professional bodies. To monitor and control effective conduct of such program ensuring regular attendance, active participation and involvement of students, chapters are opened at institute level.



Women Grievance Cell and awareness program for girls students

- **Women Grievance Cell/ Internal Complaint Committee:** The Institute has an active Committee on Atrocities against Women as well as a Women Cell that works in close coordination to look into the concerns of the women staff and students. The Committee ensure upholding the *Vishakha Guidelines* within the college premises. Gender sensitization and empowerment of students are other primary issues dealt with by the committee.

Apart from its main task at redressals, the committee attempts at maintaining a healthy female friendly environment within the college campus. An effort in this direction has been the establishment of a Girls Common Room for the comfort of the girl students.

The committee also organizes awareness Sessions for students on relevant issues such as Cyber Crimes and their Prevention, Legal Literacy and Rights of Women, Health lectures on Cancer and First Aid, Women Empowerment etc.

The College ensures organizing lectures by Inspirational Women achievers as Social worker, Lawyer, Police officials, so as to motivate the girl students of the college.



Awareness Programs organized Specially for Girls Students

- Awareness program on legal rights
- Institute organized various programs on self-defense including training in martial art, briefing by the City Police Team to safe oneself from cybercrime.
- Health talks on cancer and gynecology related problems were addressed by the invited doctors.
- Guest Lectures organized for generating awareness for Entrepreneurship.

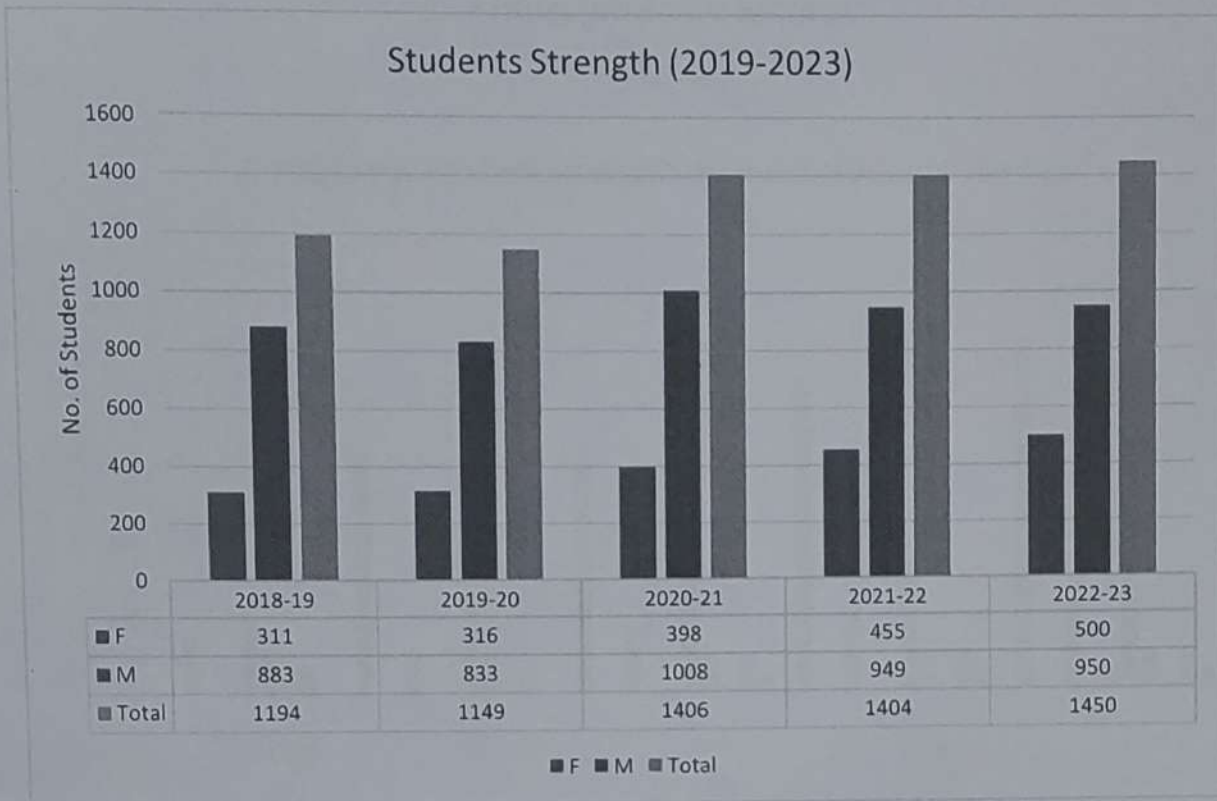


GENDER STRENGTH

2019-2023



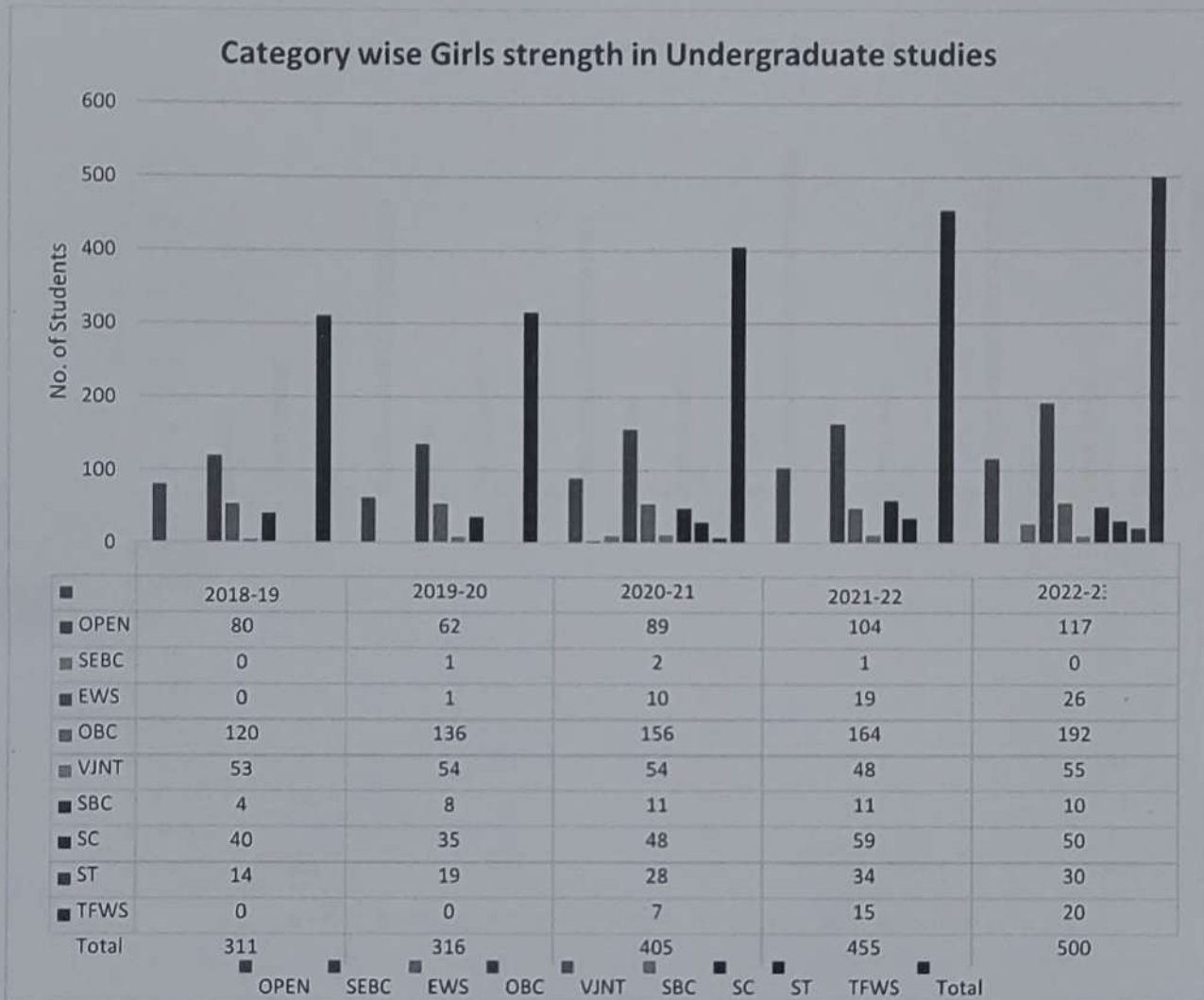
Table and Graph No.-01 Students Strength (2019-2023)



The Table and Graph no.01 shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that during the years 2019-2023 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give the idea that girls students strength is increasing every year. The Graph show important data of year wise gender classification.



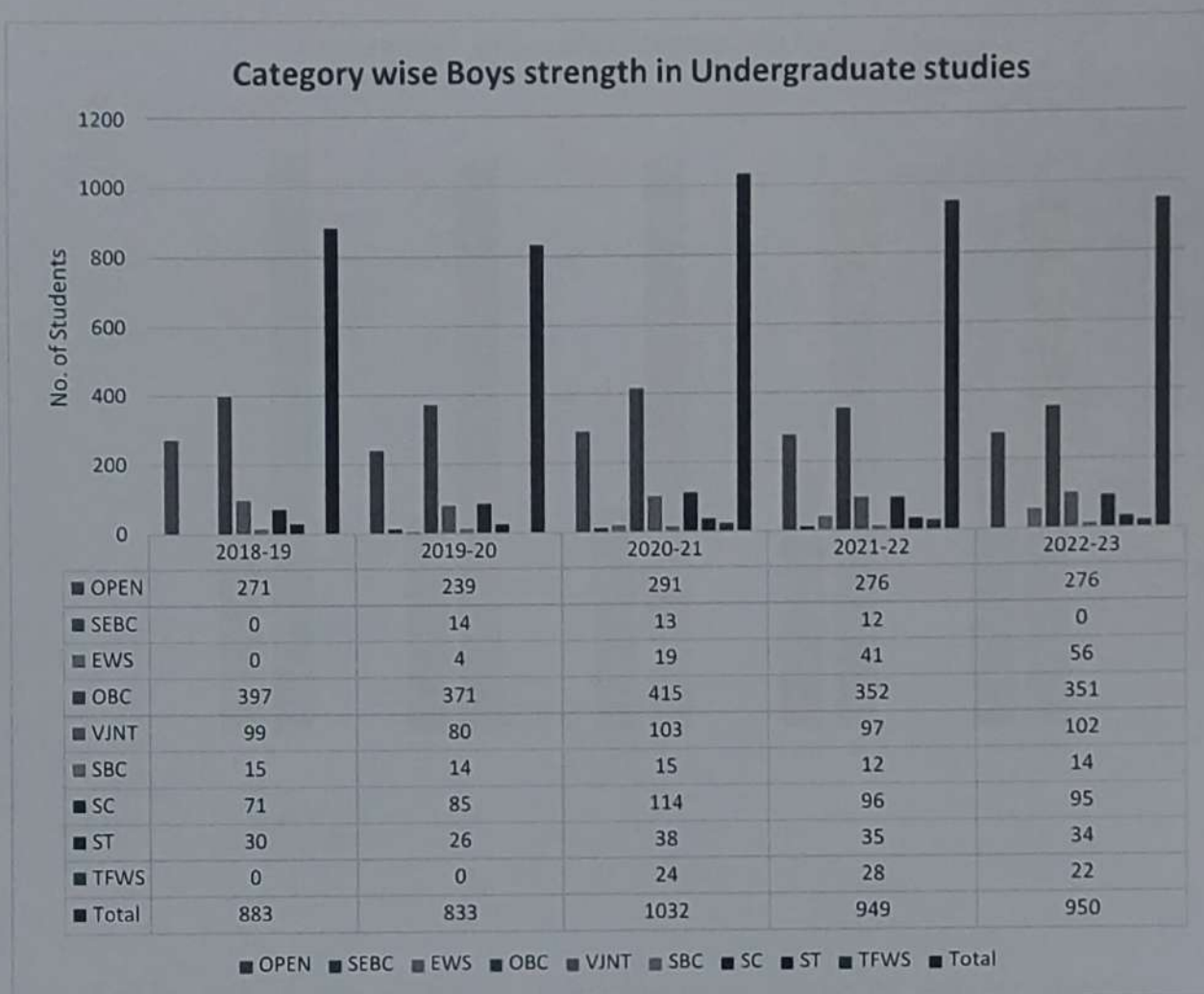
Table and Graph No.-02 Category wise Girls strength in Undergraduate studies



The Table and Graph no.02 shows the strength of girls from various social categories during the academic years 2019-23, it appears that the enrolment of each category increased with years. The admission is maximum in Open and OBC category and almost same in VJNT, SC and ST category.



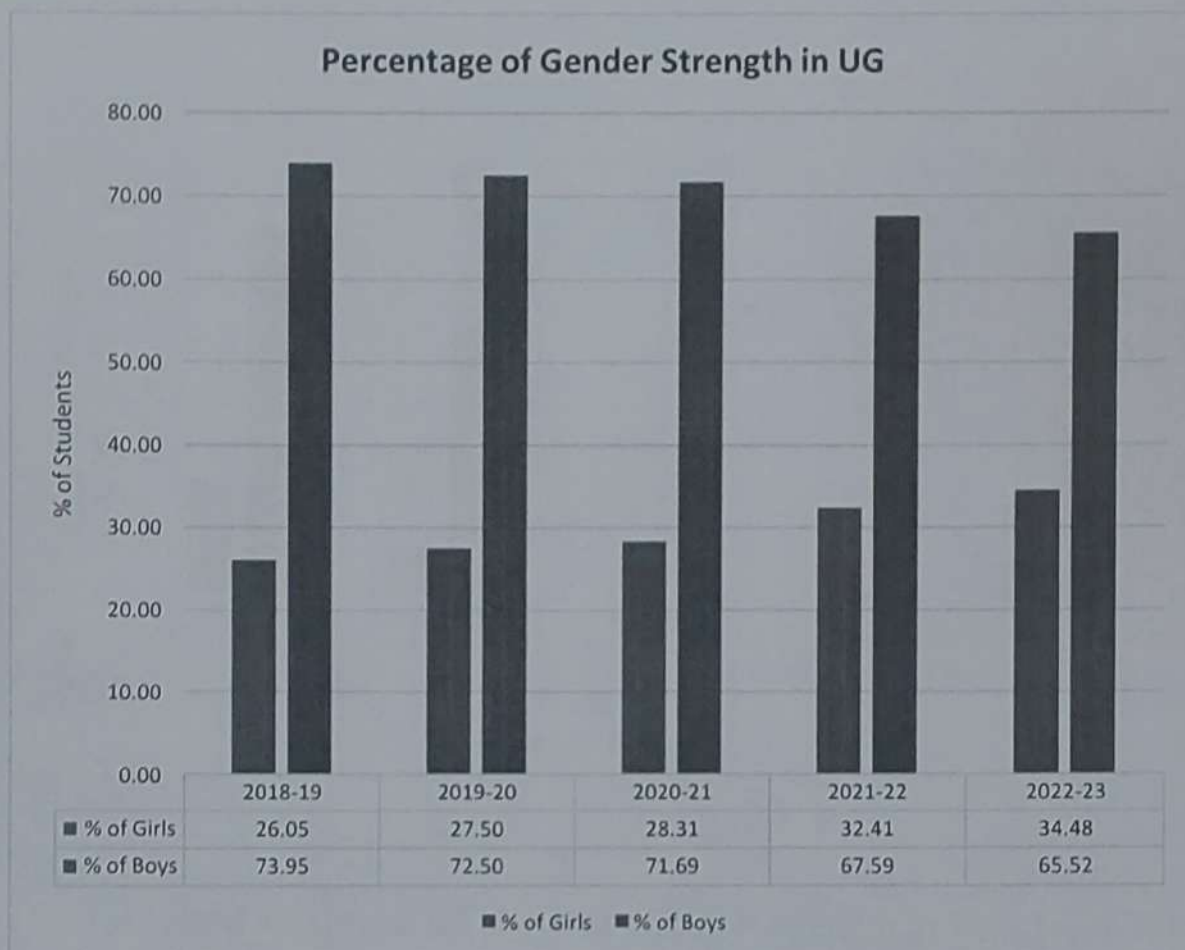
Table and Graph No.-03 Category wise Boys strength in Undergraduate studies



The Table and Graph no.03 shows the strength of boys from various social categories in the academic year 2019-23, it appears that the admissions of all category with respect to years. The admission is maximum in Open and OBC category and almost same in SC and ST.



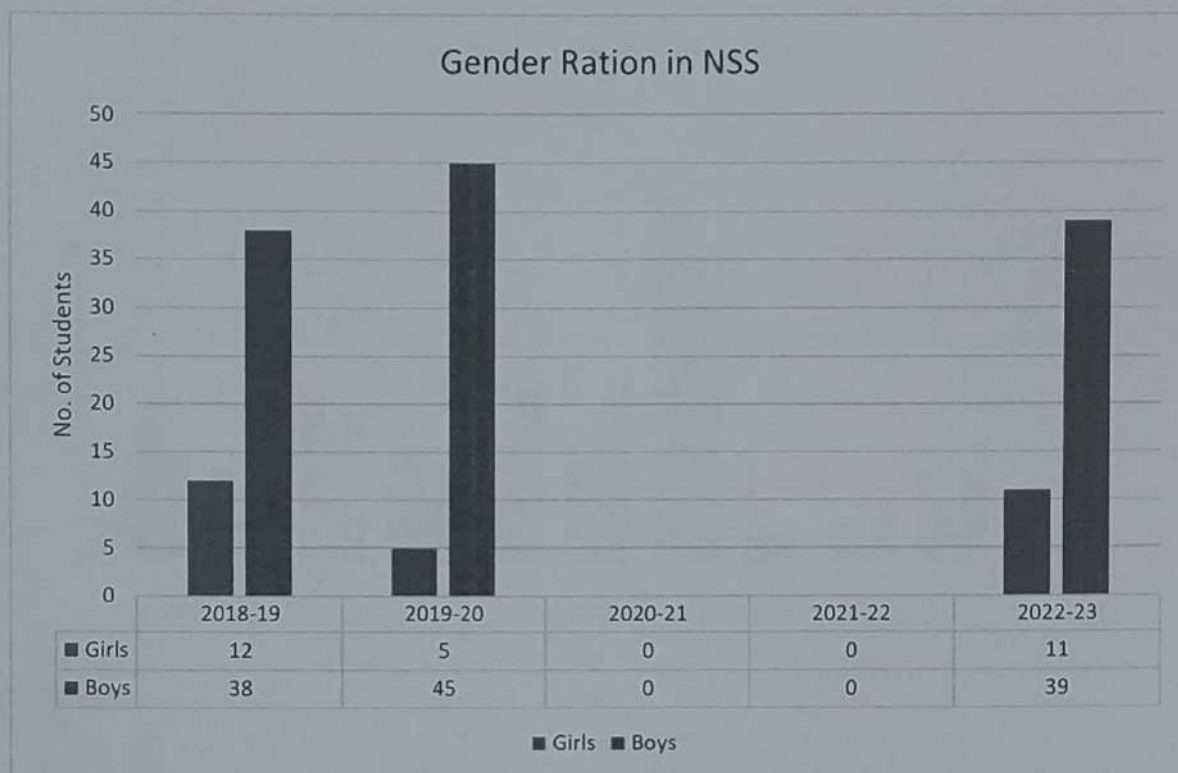
Table and Graph No.-04 Percentage of Gender Strength in Under Graduate (UG)



The Table and Graph no.04 is about the percentage of gender strength in Undergraduate classes from year 2019 to 2023. The girl's strength in 2018-19 was 26.05% which increased to 34.48% in 2022-23. The girl's strength is gradually increasing year wise. The boys graph indicating that their admission declined from 73.95% in 218-19 to 65.52% in 2022-23.



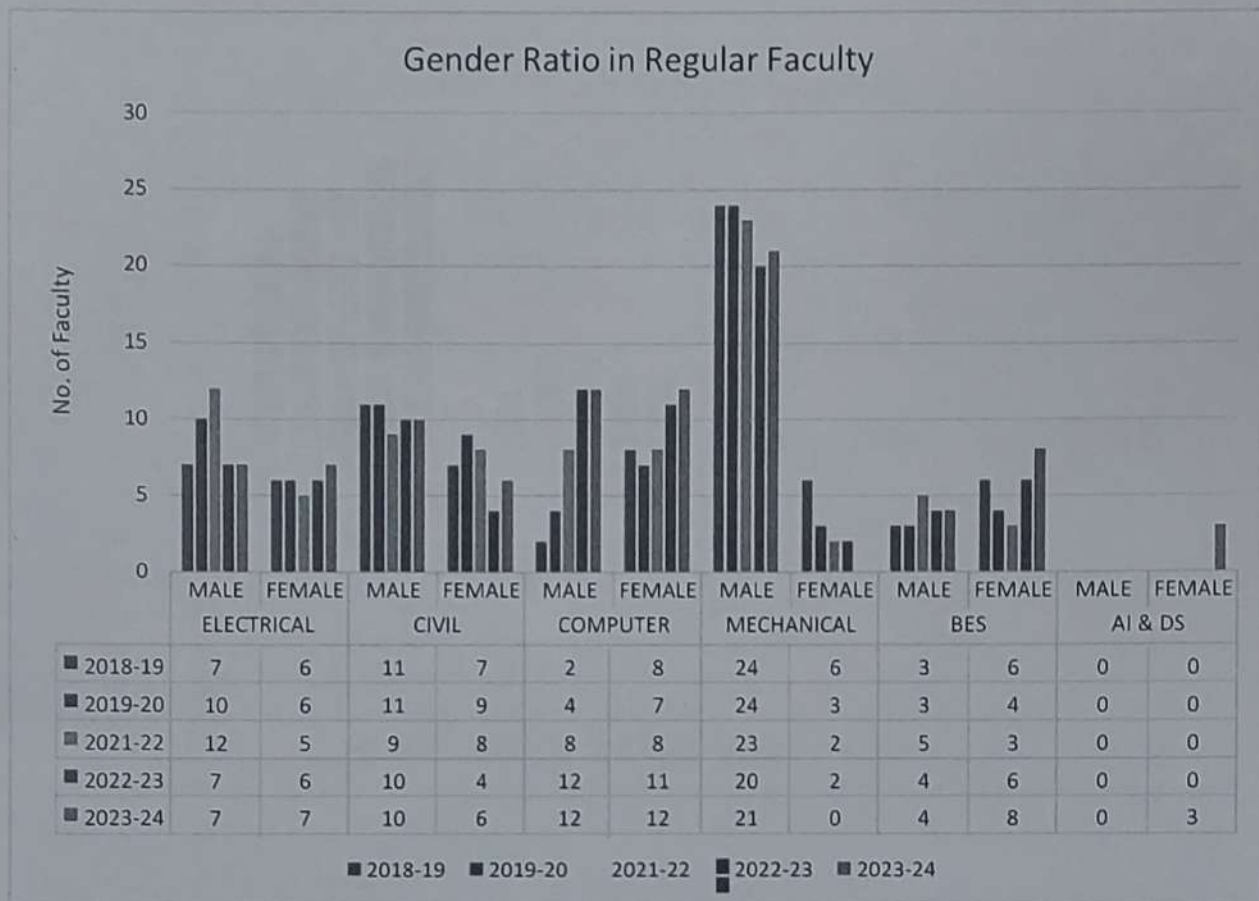
Table and Graph No.-05 Gender ratio in
National Service Scheme (NSS)



The Table and Graph no.05 shows the gender strength in NSS from 2019 to 2023. Boy's admission was maximum in the session 2019-2020 which declined in 2022-23. The graph indicates that participation of boys is much more than girls.



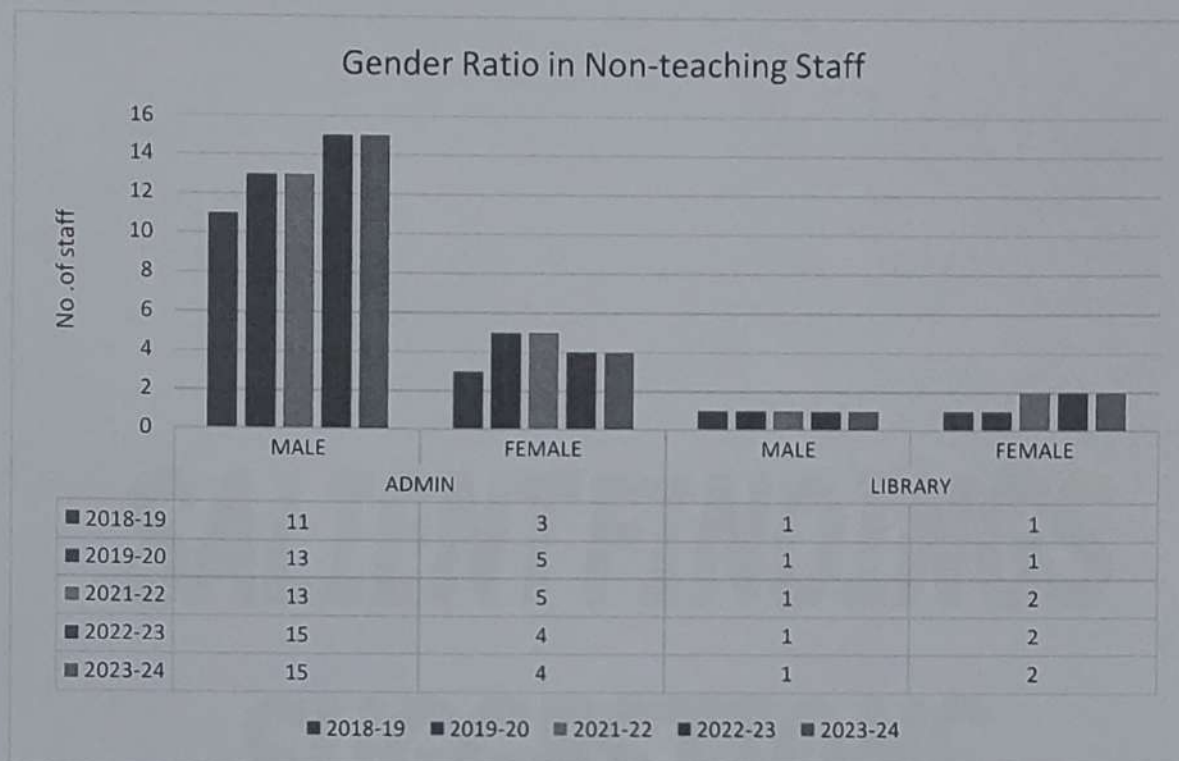
Table and Graph No.-06 Gender ratio in
Regular Teaching Faculty



The Table and Graph no.06 show the year wise classification of regular Teaching Staff of during the academic year 2019-2023. There are less number of faculty in Department of AIDS as it is the new branch.



Table and Graph No.-07 Gender ratio in Non-Teaching Staff



The Table and Graph no.07 shows the year wise classification of Non-Teaching Staff of the academic year 2019-23.



SALIENT FINDINGS
SUGGESTIONS
CONCLUSION



Salient Findings:

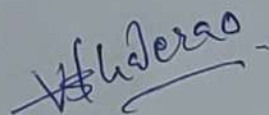
- Students strength particularly girl's strength is increasing continuously in UG programs.
- Students of backward classes have bigger share in admission.
- In case of regular teaching and non-teaching faculty/staff, the strength of male faculty/staff members is higher than female faculty/staff members.

Suggestions

- Institute will try to organize self-defense programs on a regular basis.
- More awareness program on Legal rights will be organized.
- College intends to introduce self-employment trainings in different subjects.

Conclusion

It is found that the College has lots of strengths and some weaknesses in the form of enrolment. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there are 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.



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