

**SHRIKRISHNADAS JAJOO GRAMEEN SEVA  
MAHAVIDYALAYA PIPRI, WARDHA**

**GENDER AUDIT  
YEAR-2018-19**

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## **Introduction**

Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya (SJGSM) is the only college in the state of Maharashtra to run a degree programme in Rural Services. By very definition the B.A.(Rural Services) programme is meant for rural youth with a view to train them for rural development. Situated at Pipri-Wardha and in the vicinity of Sevagram and Pawnsar, the College not only strives to practice the principles of Gandhi and Vinoba, but also to preserve the inherent rural ethos of the programme.

The college is fast emerging as the centre for rural development activity owing to its links with the adjoining villages through Community Development and Extension which is the core of B.A.(Rural Services) course and which distinguishes this course from the traditional B.A. course. In terms of Community Development and Extension, our students get firsthand experience and training in the field of agriculture and farming, environment, water conservation, Vermiculture, Sericulture, Horticulture projects, health & hygiene, rural and cottage industries, SHGs, cleanliness etc. The course thus not only qualifies our students for serious rural development activities but also enables them to pursue other courses and jobs through the study of such subjects as English, Marathi, Economics, Community Development and Extension, Sociology, Cooperation, English Literature, Marathi Literature.

The College enjoys perfect students- course compatibility as most of our students belong to the rural and agricultural background. The students, however, are offered modern teaching methods and technology to effect the rural modern balance.

The Gender Audit is an attempt to study whether Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya has good gender balance. It tries to see out whether college follows University's rules, policies and actions. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Girls' Hostel in this college always takes safety measurements. Adequate facilities are provided to the girls. The NSS unit has 110 strength of girls. The NSS unit has 150 intake capacities out of which 73% is of girls. The unit always motivates girls for their social responsibilities. Special Girls Common room is provided for the girls. They are also given self-defense trainings,

Yoga, Meditation, Personality Development Training, Soft Skills Training, etc. Lectures of eminent personalities are organised on various topics to develop their personalities. By organizing Workshops the girls are made aware of savings and investments, “Women and Human Rights” and Women and Laws to make the girls aware of their rights and responsibilities. Resource persons expressed their views on social, political, economical and moral rights of women and various laws and by-laws made for security of them. Girls are made aware of laws and by-laws by organizing lectures. “Women’s Cell”, “Anti-ragging Committee”, “Women Redressal Cell” and “Internal Complaints Committee” exists in college. These committees arrange lectures to awake the girls for their privileges and duties.

### **Objectives**

The Gender Audit has the following objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.
- To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- Suggest measures for bridging the gender gap.
- Foster gender equality in all aspects of college life and throughout the college community.
- To see the work and capacity for prevention of sexual harassment at the college.

## **GENDER SENSITIVE FEATURES**

Gender sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to girls, gender equality is kept upright in the college.

### **Girls' Hostel:**

As the girl students belong to rural and remote area, the college provided the facility of Girls Hostel. The Hostel was established in 12/09/2010 and having 150 students' in-take capacity. Every room has 3 beds. There is an independent mess for girls hostel. All the measures of cleanliness are taken. The girls are provided with healthy food at two times and breakfast and tea for two times. Water purifiers, coolers are also available in the mess.

For the safety and security of the girls, care has been taken by the management. There are various programmes in hostel for girls like Health awareness, girls safety, hygiene, save girls etc.

### **Facilities for Girls:**

Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

#### **1. Ladies Room:**

Provision is made for girls' resting mode in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.

#### **2. Girls Washroom:**

At four different places girls' washrooms are situated in the college with ample supply of water and regular cleaning.

### **3. Health Camp for Ladies:-**

Every year, the Health Camp is organized for ladies. In 2018-19 the camp has taken in association with MG Institute of Medical, Sewagram. Almost 43 girl-students have been checked with their Blood Group, Hemoglobin and Blood Pressure, Actual Weight, Ideal Weight and Height.

### **4. Anti-Ragging Committee and Discipline:-**

As the college forms a constituent part of the RTM Nagpur University, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The students in distress owing to ragging related incidents can access the committee. The committee has one female and one male and the Principal of the college is the chair person.

### **5. Earn while learn**

Total 7 girl students were participated in earn while learn scheme in 2018-19. They prepare Puni Har from row cotton. Its preparation, record management and sell etc. all activities are managed by the girls.

### 3. GENDER BALANCE FOR THE YEAR (2018-19)

#### I. Gender Classification for the year 2018-19:-

Class	Year	Male	Female	Total	%M	%F
B.A(I –III)	2018-19	105	133	238	44.11%	55.88%
M.A I & II (Mar)	2018-19	09	12	21	42.85%	57.14%

The above tabular data shows the gender classification of male and female for the year 2018-19, the percentage of students and the total students admitted to the college. It has been observed that female percentage is higher than male percentage in both the stream the gender classification of male and female is almost the same.

#### Gender difference in various social categories:-

##### ● 2018-19:-

##### Class: - BA ( Rural Service ) Part-I, II & III

Sr.no	Category	M	F	Total	% M	% F
1	SC	14	16	30	5.88	6.72
2	ST	09	11	20	3.78	4.62
3	NT-B	19	25	44	7.98	10.50
4	OBC	51	55	106	21.43	23.11
5	SBC	06	17	23	2.52	7.14
6	OPEN	06	09	15	2.52	3.78
Total		105	133	238	44.12	55.88

The above table shows percentage of the gender difference in various social categories in the year 2018-19. The social category includes SC, ST, NT-B, OBC and OPEN. It is quite apparent that the total number of students admitted to BA Part-I, II & III is 238, out of which 105 are male and 133 are female students.

**Class:- M.A (Part-I & Part-II)**

Sr.no	Category	M	F	Total	% M	% F
1	SC	02	01	03	9.52	4.76
2	ST	00	02	02	0.00	9.52
3	NT-B	05	03	08	23.81	14.29
4	OBC	02	05	07	9.52	23.81
5	SBC	00	01	01	0.00	4.76
Total		09	12	21	42.86	57.14

In the above given table, it is quite evident that the gender differences in various social categories in 2018-19 is found to be more or less the same. The total number of students admitted to MA –I & II is 21, out of which 9 are male students and 12 are female

**II. GENDER DIFFERENCE IN TEACHING AND NON-TEACHING FACULTY:-**

• **Gender classification Teaching staff:-**

Year	M	F	% M	% F	Total
2018-19	9	1	90%	10%	100

The above table gives information about the total number of teaching staff in the year 2018-19. The total number of male faculty is 9 whereas the number of female faculty is just 1. It clearly shows that the number of male faculty is much higher than the female.

• **Gender classification- Non- teaching staff:-**

Year	M	F	% M	% F	Total
2018-19	4	2	66.66	33.37	100

The given tabular data shows the gender classification of male and female non-teaching staff in the year 2018-19. The total number of male staff is 66.66% and the number of female staff is 33.37%, which is much above the number of female staff. A difference of half exists between male and female staff.



### III. FACULTY WISE GENDER DIFFERENCE IN THE STUDENTS:-

●2018-19

Faculty	M	F	Total	% M	% F
B.A(I –III)	105	133	238	44.11	55.88
M.A(Mar)	09	12	21	42.85	57.14

The above table gives information about the total faculties in the year 2018-19. It is quite visible from the table that the female students outnumber the male students in the faculties of (B.A I -III) and MA (Part I & II).

### IV. GENDER DIFFERENCE IN ENROLLMENT AS NSS VOLUNTEERS:

Year	M	F	% M	% F	Total Students admitted
2018-19	55	98	52.38	73.68	238

The above table shows the gender classification of NSS volunteers in the year 2018-19. The data clearly points out that number of female students (73.68) are much greater than the male students (52.38)

### V. Gender Difference in Rashtrasant Tukdoji Maharaj, Nagpur University Faculty, Rank & Merit Subject Holders:

Year	Male	Female	% M	% F	Total Students admitted
2018-19	-	03	-	10.34	21

The given table provides information about general classification of Rashtrasant Tukdoji Maharaj, Nagpur University Faculty, Rank & Merit Holders in the year 2018-19. The figures show that only girls have managed to emerge as merit holders.

#### **VI. Gender differences in Sports Participants:**

Year	M	F	% M	% F	Total Students admitted
2018-19	44	32	41.90	24.06	238

From the above table it is evident that Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya has emerged in sports and given outstanding performance in District level, State level, National level and even International level. As compared to the male participants (41.90) the female participants (24.06) are less in number.

#### **VII. Gender Classification in Cultural Events:-**

Year	Male	Female	% M	% F	Total Students admitted
2018-19	17	82	16.19	61.65	238

The above tabular data provides information about the gender classification in cultural events in the year 2018-19. The given data shows that the female students (61.65) have outnumbered the male students (16.19).

#### **Prevention of sexual harassment:-**

It is an act which was passed by Lok Sabha on 3 September 2012 to ensure the safety of women from sexual harassment at their workplace. It has come into existence to emphasize the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry any profession or to carry on any occupation, trade or business which involves the woman's rights to a safe environment from sexual harassment.

In order to uphold & maintain gender equality, the college has adopted various methods to ensure safety of women.

#### **Internal Complaints Committee:**

As per the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013, the college has formed an Internal Complaints Committee which also engages in research and extension work. It conducts various women related programs, workshops, street plays, self defense workshop, yoga & meditation workshop, health camps, counseling

session for women empowerment and gender sensitization. Till now the committee has not received any complaints of sexual harrasment.

**SALIENT FEATURES AND RECOMMENDATIONS:-**

**Strengths and Gender Sensitive Initiatives in Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya:-**

The gender balance, strengths and the gender sensitive methods adopted in Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya is as mentioned below:

- The gender balance in student enrolment is due to facilities given to the girls as well as the efforts taken by our teachers to enroll larger number of girls from the rural areas.
- The college employs Earn and Learn Scheme for economically weaker students.
- The college Internal Complaints Committee is empowered and organizes awareness various programs from time to time.
- Internal Complaints Committee is enabled to create a safe environment for women where no unlawful intolerance and harassment is permitted.
- The college encourages all the members to realize their potential and restrain from any kind of discrimination against women.
- The college scrutinizes the students' progress through CDC & Staff Council meetings. It encourages the overall participation of students in various aspects of their college life. It further creates a strong ambience where no gender discrimination is permitted.
- The college consents to resources utilized for co-curricular & extra-curricular student activities on a gender neutral ground.
- All the staff members are encouraged from time to time to undertake training and professional development in their career. Such opportunities are availed to them.
- The students', staff and visitors' responses are regularly sought out in formal as well as informal ways which are then audited for gender balance and issues related to such is reported to the administration for immediate action.
- Health check-up camps give precise information about the number of girls and women who are anaemic and underweight.

## **RECOMMENDATIONS FOR MAKING SHRIKRISHNADAS JAJOO GRAMEEN SEVA MAHAVIDYALAYA A GENDER SENSITIVE COLLEGE:-**

### **Women's representation in Local Management Council:**

There are no women's representatives in College Development Committee of the college. The college needs to appoint more women in the council.

- The college should aim towards including more women in the decision making process taken in the college.
- It is high time for the authorities to appoint more female staff in the teaching and Non-teaching Faculty.
- The college should permit to initiate a Women Study Centre to research in Gender equality.
- In order to avoid discrimination, there should be an appointment of balanced number of conveners in various internal committees of the college.

### **• INTEGRATION OF GENDER STUDIES IN CURRICULUM IN SHRIKRISHNADAS JAJOO GRAMEEN SEVA MAHAVIDYALAYA:-**

The college is affiliated to Rashtrasant Tukdoji Maharaj Nagpur University and follows semester pattern instigated by the university. The curriculum has various gender perspectives included.

### **•GENDER COMPLAINTS AND GENDER PERSPECTIVE IN VARIOUS COURSES:**

#### **> Arts:-**

The course in BA ( Rural Services) involves modules on Problems of rural women, family, society and depiction of women in literature.

#### **➤ Department of social sciences:-**

Social science involves the study of rural and urban society and family, understanding of human society. The department of social sciences aims to enlighten the students about the economic role of women and their contribution to National Economy and the resultant effect of gender bias in society.

Such courses have been introduced with the purpose of achieving capable citizens who are empowered with knowledge, skills and attitudes to make wise decisions in a diverse world. The faculties also regularly participate in workshops, seminars and conferences on 'Gender equality organized by the university.

**Conclusions:**

It has been observed that Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya has lots of strength but slight weaknesses. The weakness is considerably low and can be overcome with proficiency and hard work. Its strength is an added advantage to make the college a gender sensitive institution. With strong determination and dedication towards gender fairness, Shrikrishnadas Jajoo Grameen Seva Mahavidyalaya aspires to carve a niche for itself in areas needing improvements.

Date : 26/04/2019

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(Roko moon)

Shubh



**PRINCIPAL**  
Shrikrishnadas Jajoo  
Grameen Seva Mahavidyalaya  
PIPRI (WARDHA)