

# GENDER AUDIT

STUDY PERIOD (ONE YEAR) 2023 - 2024

## **Social study** **AUDIT REPORT**

### **Studied for**

Rayat Shikshan Sanstha's,  
**Annasaheb Awate Arts, Commerce and**  
**Hutatma Babu Genu Science College, Manchar**  
Post-Manchar, Tal. Ambegaon, Dist. Pune.  
Pin code- 410 503, Maharashtra



**Studied by**

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# Disclaimer

The Audit Team has prepared this report for **Rayat Shikshan Sanstha's Annasaheb Awate Arts, Commerce and Hutatma Babu Genu Science College, Manchar** located at Post-Manchar, Tal. Ambegaon, Dist. Pune Pin code- 410 503, Maharashtra based on input data submitted by the Institute analysed by the team to the best of their abilities.

The details have been consolidated and thoroughly studied as per the various guidelines for Green Buildings available in National and International Standards; the report has been generated based on comparative analysis of the existing facilities and the prerequisites formulated by various standards. The inputs derived are a result of the inspection and research. These will further enhance and develop a Healthy and Sustainable Institution.

These can be implemented phase wise or as a whole depending on the decision taken by the internal team. The warranty or undertaking, expressed or implied is made and no responsibility is accepted by Audit Team in this report or for any direct or consequential loss arising from any use of the information, statements or forecasts in the report.

The audit is a thorough study based on the inspection and investigation of data collected over a period of time and should not be used for any legal action. This is the property of Greenvio Solutions and should not be copied or regenerated in any form.

The Report is prepared by the Team of Greenvio Solutions under their brand and department – Sustainable Academe as Consultancy firm with the Project Head - Ar. Nahida Shaikh who is as an Accredited and Certified Green Building Professional-Architect. Green Building consultancy is her forte and she is one of the most sought after names when it comes to providing excellent quality services within the stipulated time frame.

The Study is conducted in capacity of Accredited & Certified Green Building Professional with extensive experience.

  
**Ar. Nahida Abdulla**

**Greenvio Solutions**

*Developing Healthy and Sustainable Environments*

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## Acknowledgement

The Audit Assessment Team extends its appreciation to **Rayat Shikshan Sanstha's Annasaheb Awate Arts, Commerce and Hutatma Babu Genu Science College, Manchar, Maharashtra** for assigning this important work of Gender Audit. We appreciate the cooperation extended to our team during the entire process.

Our special thanks are extended are due to everyone from the Management.

We are also thankful to Institute's Task force who have played a major role in data collection.

### **Sustainable Academe**

Brand of Greenvio Solutions, Palghar District, Maharashtra- 401208

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# 1. Introduction

## 1.1 About the Institution

### 1.1.1 Vision

The Institute proposes "Education for masses is principal instrument and the tool for eradication of all pervasive social evils and desirable effective social change. Education through self-help is a significant and chief drive of social change to achieve different tasks of nation building by establishing social equality and social justice."

### 1.1.2 Mission

The Institute's information includes:

- To import higher Education through the University formal courses and non-traditional self financing and short term courses
- By imparting higher education for the upliftment of the backward, the depressed, and the underprivileged and tribal communities of the region
- To inculcate values and virtues among the students as mentioned the aims and the objectives of the college.

# 2. Overview

## 2.1 Summarised Populace analysis for 2023-24

### 2.1.1 Students data

The data (shared by Institute) shows there were 645 male; 930 female and thus 1,584 students.

### 2.1.2 Staff data

Sl. No.	Particulars	Male	Female	Total
1	Admin Staff	06	04	10
2	Teaching Staff	50	30	80
3	Non-teaching Staff	14	02	16
<b>Total</b>		<b>70</b>	<b>36</b>	<b>106</b>

*Table 1: Staff data of the Institution for 2023-2024*

Above data documents 106 staff members.

**Thus, total populace stands at 1,690 nos.**

### 3. Observation

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#### Evidence documents for Site visit of external audit team

Audit team headed by external expert - Ar. Nahida Abdulla  
Accredited & Certified Green Building Professional, ISO IA (IMS)  
Audit objective: Green Building up gradation of the premises

Audits covered: ☒ Green audit ☒ Environment audit ☒ Gender Audit ☒ Environment audit

Institute: Annasaheb Awarde Arts, Commerce & Hotelma Babu Green Science College. Date: 16-12-2024

Document objective: Inferences of the Site visit

Observations (Positive aspects)	Suggestions (Improvement aspects)
<b>Green Audit</b>	
- Cleanliness (Hygiene); 'No plastic' & vermi-compost for (waste); 3 types of rain water harvesting (landscape-tank & pit)	- Undertake Unnat Bhasat Abhiyan project - Document facilities & display same
<b>Gender-Energy Audit</b>	
- Posh & Vidyaarthi Manch doing initiatives	- Newsletter - Magazine - Undertake SDG 5,10,16
<b>Environment Audit</b>	
- AQI levels around 57 ppm - Good green cover (oxygen hub, medicinal, botanical, organic farm & Miyawaki)	- Undertake carbon sequestration study on Institute level

  
Signature & round seal  
Name: Ar. Nahida Abdulla  
Designation: IAAC Co-ordinator

For the said Institute

  
Signature & round seal  
Name: Mrs. F. A. Shaikh  
Designation: Project Coordinator

For The Greenvio Solutions

Website: [thegreenviosolutions.co.in](http://thegreenviosolutions.co.in) Email: [greenviosolutions@gmail.com](mailto:greenviosolutions@gmail.com)



Plate 1: Evidence files related to inferences



2 | Page

### Evidence documents for Site visit of external audit team

Audit team headed by external expert - Ar. Nahida Abdulla  
Accredited & Certified Green Building Professional, ISO 1A (IIA's)  
Audit objective: Green Building up gradation of the premises.

Audits covered: ☒ Green audit ☒ Energy audit ☒ Environment audit

Institute: Annasaheb Aypate Arts, Commerce & Science College. Date: 16-12-2024  
Hutatma Babu Genu Science College.

Document objective: Proof of the Site visit



Meeting with the core team



Investigation of the systems

Signature & round seal  
Name: Ms. H. J. Gawit  
Designation: IQAC Co-ordinator  
For the said Institute

Signature & round seal  
Name: Manoj K. Sakh  
Designation: Project Coordinator  
For The Greenvio Solutions

Website: thegreenviosolutions.co.in Email: greenviosolutions@gmail.com

Greenvio

Plate 2: Evidence files related to proof




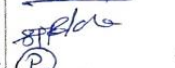



### Evidence documents for Site visit of external audit team

Audit team headed by external expert - Ar. Nahida Abdulla  
Accredited & Certified Green Building Professional, ISO IA (IMS)  
Audit objective: Green Building up gradation of the premises

Audits covered: ☒ Green audit ☒ <sup>Gender</sup> Energy audit ☒ Environment audit

Institute: Annasaheb Awate Arts, Commerce & Hutatma Babu Genu Science College Date: 16-12-2024

Document objective: Induction Meeting attendance sheet

S. No.	Name	Committee	Designation	Signature
1.	Mrs. F. A. Shaikh	External	Project Coordinator	
2.	Ar. Nahida Abdulla	External	Project Head	
3.	Ms. H. J. Gavil	Internal	IQAC - Co-ordinator	
4.	Dr. S. C. Mahatakal	Internal	POSH Committee	
5.	Prof. P. K. Kale S. T	Internal	Chairman.	
6.	Ms. P. Z. Pawar	Internal	Member	
			Student Representative	

Signature & round seal

Name: Ms. H. J. Gavil

Designation: IQAC Co-ordinator

For the said Institute

Signature & round seal

Name: Mrs. F. A. Shaikh

Designation: Project Coordinator

For The Greenvio Solutions

Website: thegreenviosolutions.co.in Email: greenviosolutions@gmail.com



Plate 3: Evidence files related to induction



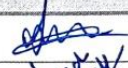



### Evidence documents for Site visit of external audit team

Audit team headed by external expert - Ar. Nahida Abdulla  
Accredited & Certified Green Building Professional, ISO IA (IMS)  
Audit objective: Green Building up gradation of the premises

Audits covered: ☒ Green audit ☒ Energy audit ☒ Environment audit

Institute: Amruteshwar Shree Arts Commerce & Hattatma Babu Genu Science College. Date: 16-12-2024

Document objective: Exit Meeting attendance sheet

S. No.	Name	Committee	Designation	Signature
1.	Mrs. F. A. Shaikh	External	Project Coordinator	
2.	Ar. Nahida Abdulla	External	Project Head	
3.	Ms. H. J. Gavil	Internal	IQAC Co-ordinator	
4.	Mr. S. T. Pokale	Internal	Member	



Signature & round seal

Name: Ms. H. J. Gavil

Designation: IQAC Co-ordinator

For the said Institute



Signature & round seal

Name: Mrs. F. A. Shaikh

Designation: Project Coordinator

For The Greenvio Solutions

Website: [thegreenviosolutions.co.in](http://thegreenviosolutions.co.in) Email: [greenviosolutions@gmail.com](mailto:greenviosolutions@gmail.com)



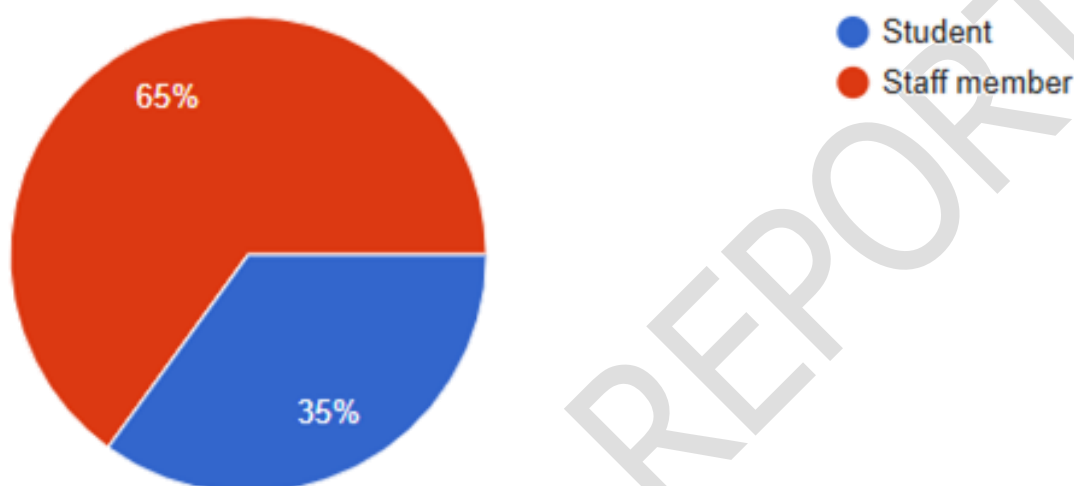
Plate 4: Evidence files related to discussion

## 4. Sampling

### Survey Results

An online survey was conducted to analyse the student and staff views about the Energy management practices adopted in College, following is the result received.

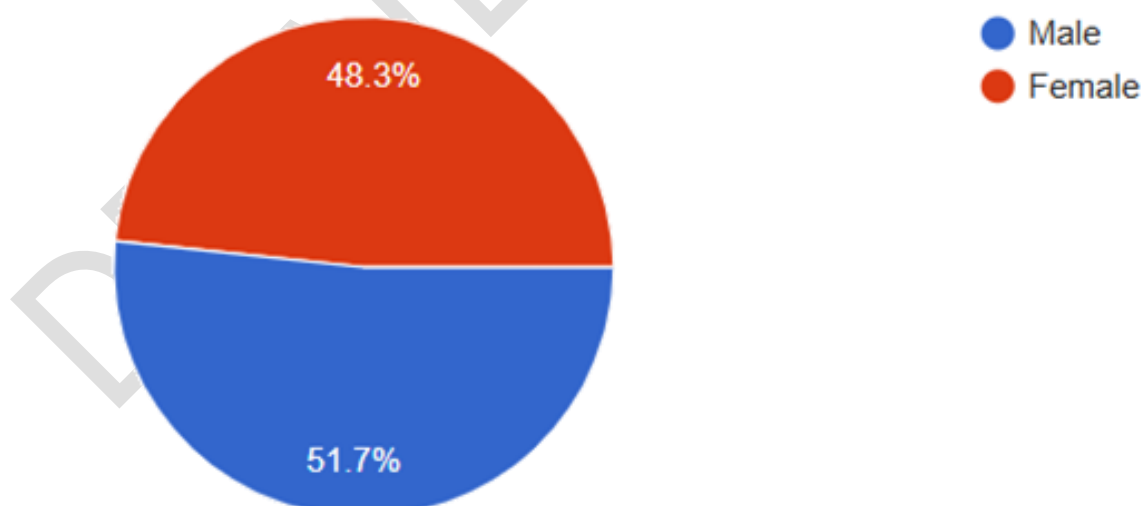
#### Participation



*Figure 1: Participation analysis in the survey*

A total of **60 responses** were received out of which 35% were students.

#### Gender ratio



*Figure 2: Participation analysis in the survey*

Around **52% responses** were male participants and **48% female participants**

## Note

The Participants were asked to review the practice on a scale of 1-5 with scale components as follows:

- ➡ Scale 1 – Poor
- ➡ Scale 2 – Satisfactory
- ➡ Scale 3 – Good
- ➡ Scale 4 – Very good
- ➡ Scale 5 – Excellent

The figures in each of the columns of graph depict the Number of participants responses in numerical (Percentage of the participant response) – For example 101 responses (44.5%)

## Disaplys



*Plate 5: Suggestion box and complain panel*



*Plate 6: Various cells in the premises*

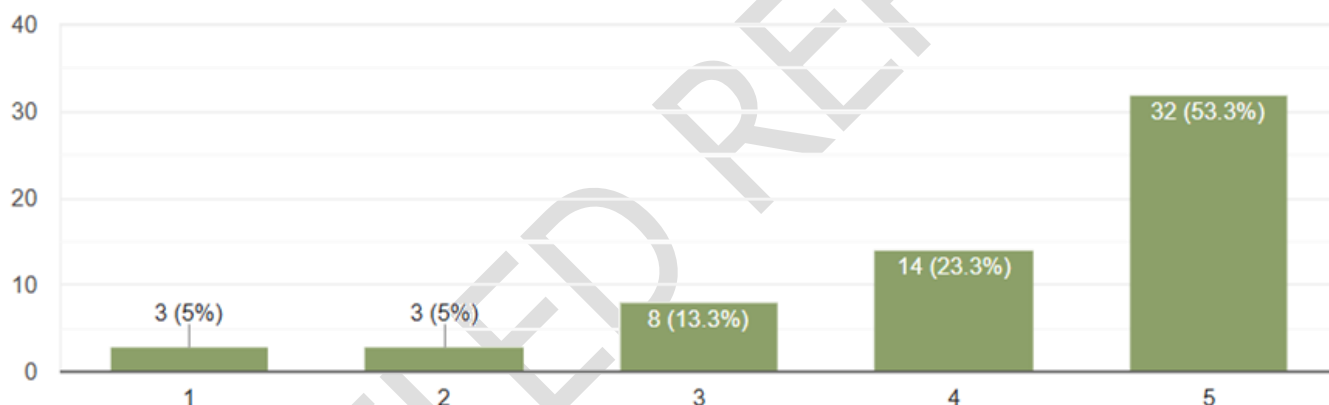
## 4.1 Gender equality goals and objectives

### 4.1.1 Context

The Sustainable Development Goals or Global Goals are a collection of 17 interlinked global goals designed to be a "shared blueprint for peace and prosperity for people and the planet, now and into the future". The SDGs were set up in 2015 by the United Nations General Assembly. **The SDGs identifies 'Gender Equality' as SDG- 5.**

### 4.1.2 Survey

#### 4.1.2.1 Gender equality goals and objectives practiced in Institute



*Figure 3: Gender equality goals and objectives practiced in Institute*

**Observation:** The students and staff almost 53% of the respondents found practices to be Excellent (Rating of 5); whereas almost 23% of the respondents found practices to be Very Good (Rating of 4); and 13% of the respondents found practices to be Good (Rating of 3).

**Inference:** Though the majority responses are for 'Excellent – Rating 5' is more than 50% thus this shows that the said section 'DOES NOT' require any improvement.



## 4.2 Gender-wise skill enhancement

### 4.2.1 Context

The section focuses on the improvement in the contextual framework of the steps undertaken at present and their scope for betterment in future.

### 4.2.2 Survey

#### 4.2.2.1 Activities that strengthen skills and provide WOMEN/ GIRLS with equal access to services and training

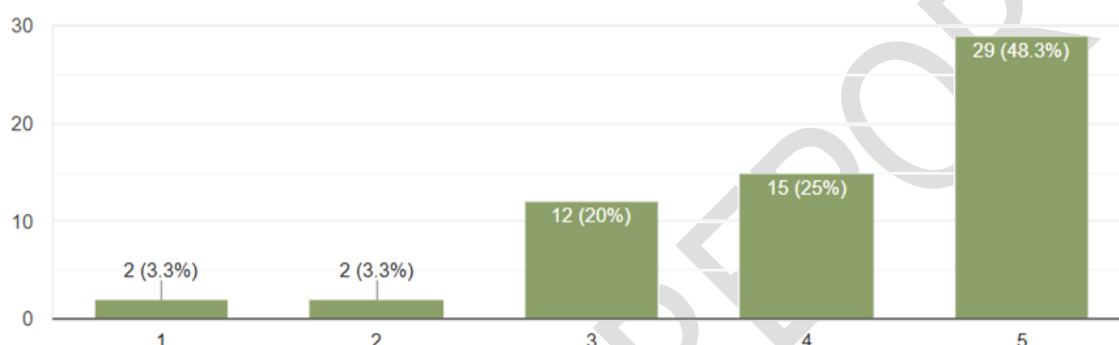


Figure 4: Activities that strengthen skills and provide WOMEN/ GIRLS with equal access to services and training

**Observation:** The students and staff almost 48% of the respondents found practices to be Excellent (Rating of 5); whereas almost 25% of the respondents found practices to be Very Good (Rating of 4)

**Inference:** Since the majority responses are for 'Excellent – Rating 5' is less than 50% thus this shows that the said section requires improvement.

#### 4.2.2.2 Activities that specifically strengthen skills and provide MEN/ BOYS with equal access to services and training

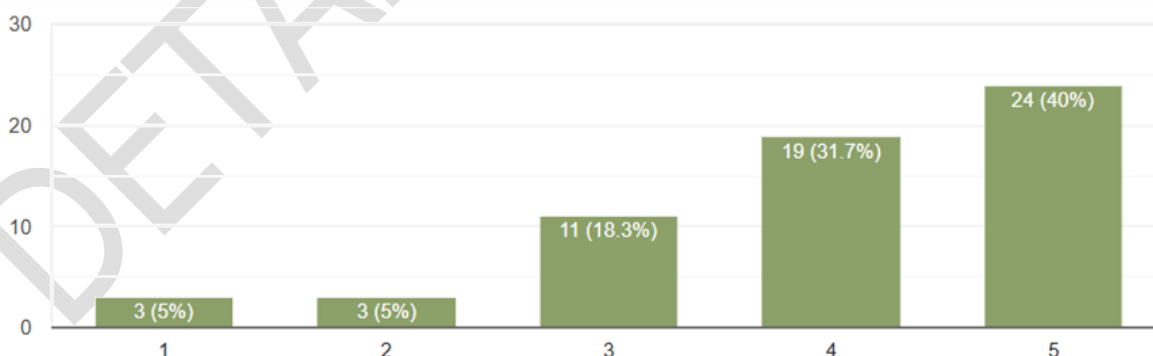


Figure 5: Activities that specifically strengthen skills and provide MEN/ BOYS with equal access to services and training

**Observation:** The students and staff almost 40% of the respondents found practices to be Excellent (Rating of 5); whereas almost 32% of the respondents found practices to be Very Good (Rating of 4)

**Inference:** Since the majority responses are for 'Excellent – Rating 5' is less than 50% thus this shows that the said section requires improvement.

## 4.3 Gender mainstreaming

### 4.3.1 Context

The section focuses on the appropriate measures adopted towards 'Gender Planning' it was studied through multiple contexts and the details are summarised below.

### 4.3.2 Survey

#### 4.3.2.1 Measures taken w.r.t. Anti-ragging in the premises

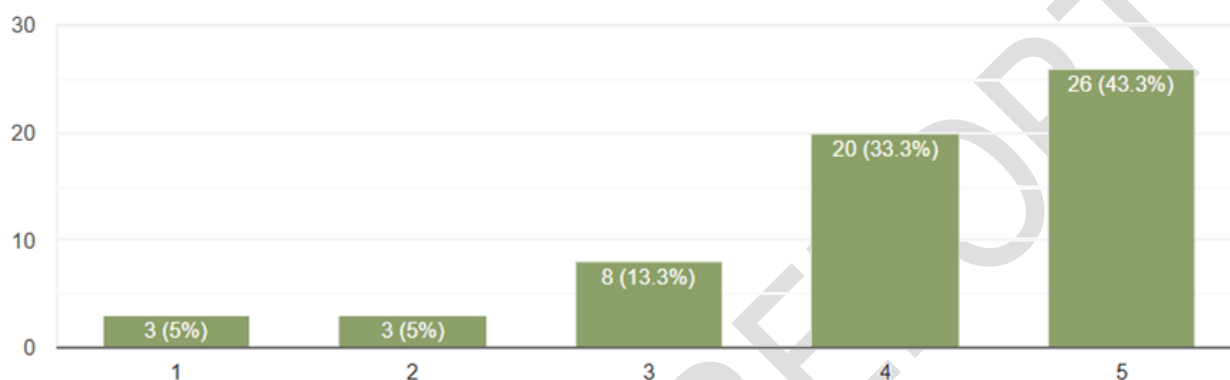


Figure 6: Measures taken w.r.t. Anti-ragging in the premise

**Observation:** The students and staff almost 43% of the respondents found practices to be Excellent (Rating of 5); whereas almost 33% of the respondents found practices to be Very Good (Rating of 4)

**Inference:** Since the majority responses are for 'Excellent – Rating 5' is less than 50% thus this shows that the said section requires improvement.

#### 4.3.2.2 Functioning of Internal Complaint Committee (ICC) in the premises

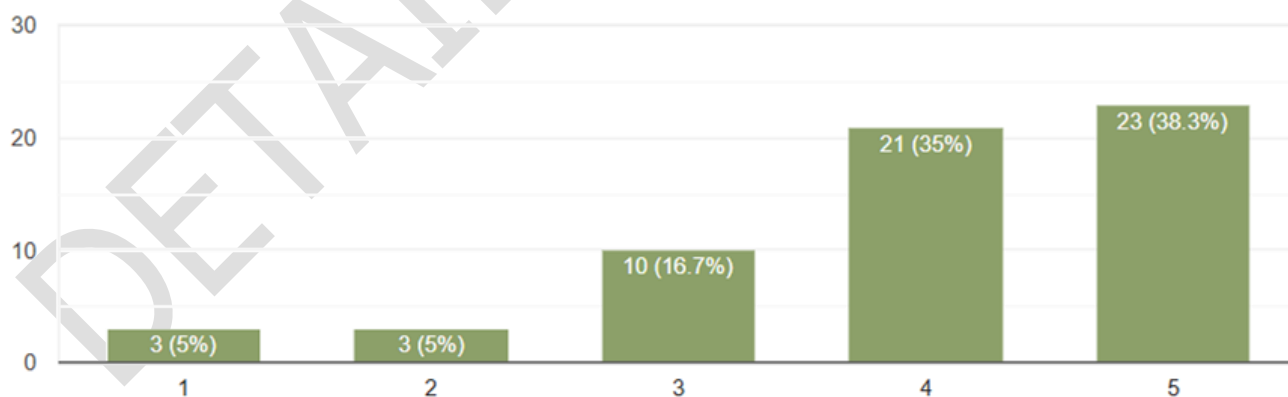


Figure 7: Functioning of the Internal Complaint Committee (ICC) in the premises

**Observation:** The students and staff almost 38% of the respondents found practices to be Excellent (Rating of 5); whereas almost 35% of the respondents found practices to be Very Good (Rating of 4)

**Inference:** Since the majority responses are for 'Excellent – Rating 5' are less than 50% thus the said section 'REQUIRES' improvement.

## 4.4 Gender Balance

### 4.4.1 Context

The section focuses on the current scenario of the administrative and similar aspects which deal with the gender balance in the premises. Though the SDG 10 focuses on Reduced Inequalities on a macro level, the study focuses on reducing inequalities on a micro level.

### 4.4.2 Survey

#### 4.4.2.1 Faculties ratio - Male to Female

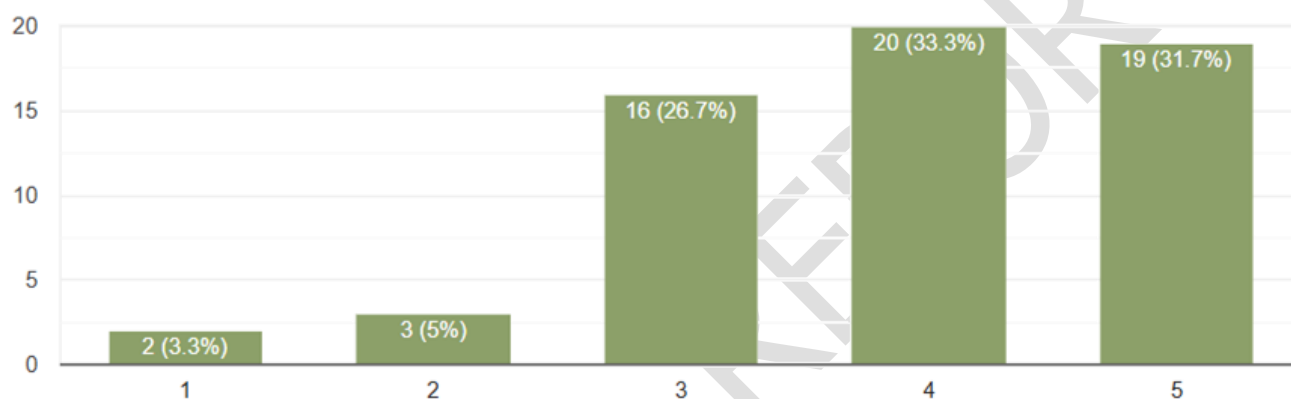


Figure 8: Faculties ratio - Male to Female

**Observation:** The students and staff almost 32% of the respondents found practices to be Excellent (Rating of 5); whereas almost 33% of the respondents found practices to be Very Good (Rating of 4); and 27% of the respondents found practices to be Good (Rating of 3).

**Inference:** Since the majority responses are for 'Excellent – Rating 5' are less than 50% thus the said section 'REQUIRES' improvement.

#### 4.4.2.2 Do you think the number of Female Faculties should be increased?

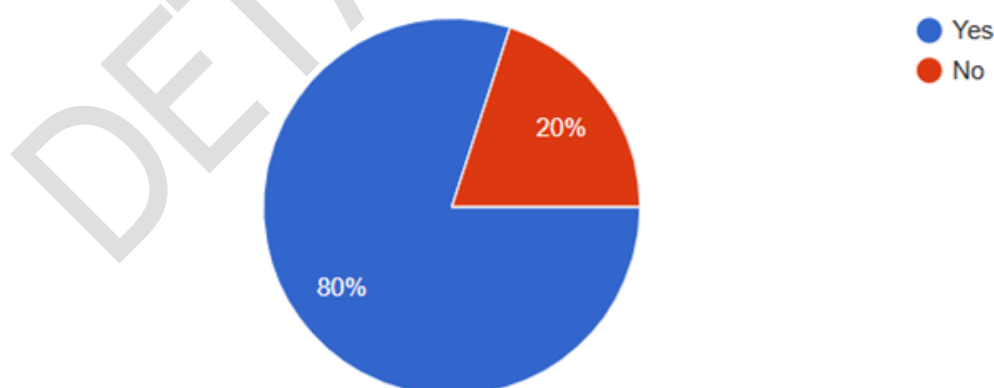


Figure 9: Do you think the number of Female Faculties should be increased?

**Observation:** The students and staff almost 71% of the respondents said 'NO'

**Inference:** Since majority responses are 'YES' thus said section 'REQUIRES' improvement.

## 5. Suggestion

The suggestion (inference) would act as a 'PLAN OF ACTION' for implementation.

- ➔ Conduct the 'Before' and 'After' study with photos
- ➔ Document the same in 'Action taken report'

S. No.	Aspect	Suggestion/ Sample for reference
1.	<b>External and Participant response</b>	<ul style="list-style-type: none"> <li>➔ Emphasize given towards males education on <b>how to treat women with responsibility and maturity and not as an object</b></li> <li>➔ Expand communication <b>skill related to everyday sexism</b></li> <li>➔ Self-defence training and physical strengthening classes like <b>karate</b></li> </ul>
2.	Participant response as part of the survey – <b>Programs</b>	<ul style="list-style-type: none"> <li>➔ More programs/ activities on <b>gender equality &amp; women empowerment have to be conducted.</b></li> <li>➔ Encourage <b>student and staff clubs to host events and campaigns</b> promoting gender equality.</li> <li>➔ Institute should increase the gender equality programmes/activities in the college, in <b>which students participation is mandatory.</b> Because if we know their thoughts about gender equality and their actual problems then we find the correct path/solutions towards gender equality.</li> </ul>
3.	<b>Participant response</b> as part of the survey	<ul style="list-style-type: none"> <li>➔ Start school bus service for women and girls students</li> <li>➔ Increase female staff</li> <li>➔ Need the proactive programs for self-defense</li> </ul>
4.	<b>External response</b>	<ul style="list-style-type: none"> <li>➔ Newsletter every three months related to gender activities</li> <li>➔ Introduce SDG 5, 16 and 10</li> <li>➔ Include details about gender sensitization in Annual magazine</li> </ul>

*Table 2: Suggestion study of the campus*

## 6. Compilation

The Gender Audit Handbook, Washington as a reference (partially) only for formal survey.

<https://reliefweb.int/report/lebanon/guide-note-gender-sensitive-communication-guidelines>

### References:

- ➔ <https://www.isglobal.org/en/-/sdg-5-achieve-gender-equality-and-empower-all-women-and-girls>
- ➔ UN Women Asia and Pacific
- ➔ <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-institutional-transformation/step-9-developing-gender-equality-competence>
- ➔ <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>
- ➔ <https://guardian.ng/saturday-magazine/youth-magazine/global-goals-5/>
- ➔ <https://www.isglobal.org/en/-/sdg-10-reduce-inequality-within-and-among-countries>



