



Maratha Vidya Prasarak Samaj's

# Arts, Commerce & Science College, Dindori

Gut No.836, Umrade Road, Near Government ITI, Dindori Shivar,  
Tal. Dindori, Dist. Nashik-422202.

## GENDER AUDIT REPORT



Academic Year: 2019-20

### Prepared by

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## PREFACE

Gender Audit is an innovative tool to unearth the inequalities in gender that exist in work places and to create a healthy work culture. Though it was developed in the United States, the successful implementation of the tool led to its popularity and it is used in almost every different work places where people of different genders work together. As far as educational institution is concerned, it looks into each and every aspect related to gender such as male-female ratio in admission, equal participation of male and female students in academic and cultural activities, and in various committees that have been formed for the wellbeing of students.

The chief objective is to provide a safe and friendly environment for students both girls and boys to hone their skills to be competent in their future endeavors. It instills in them confidence to play significant contribution in the advancement of the college and society at large. It also studies the facilities provided to staff irrespective of gender. It helps to improve these facilities for better comfort and convenience. Gender audit is necessity in modern society as it creates an environment of self-respect and mutual respect. Changing demands of modern society have taken a toll on the working class, so gender audit provides a room to voice in various matters related to their area of work. It intends to siphon off their pent up feelings so that a healthy relationship is maintained at all levels in the work place. It is an umbrella term to assess and analyses the facilities provided for staff and students, their participation, contribution and improvement needed. The process employed in our college was identifying the areas to be audited, data to be collected and formatted into tabular forms and graphical representations for finding the right balance in gender. Survey was carried out for both for students and staff and analysis have been made.

## INTRODUCTION

Maratha Vidya Prasarak Samaj's Arts, Commerce & Science College, Dindori, Tal-Dindori, Dist-Nashik was established in 2001 and is permanently affiliated to the University of Pune. It receives grants-in-aid. It is situated in Gut No.836, Umrare Road, Near Government ITI, Dindori (Maharashtra) 422202 is located in tribal area committed to provide higher educational opportunities to socially under-privileged and financially weaker sections of the society. The vision, mission and objectives of the College are well communicated to students and stakeholders.

The percentage of the examination results is very good, some students are University rankers. The College does its best and most to contribute to National Development through serving the cause of social justice and ensuring equity by providing access to education to socially and economically backward students. Thanks to their education, the students' standard of living is enhanced.

The college does sincere efforts to develop life skills and core competencies among the students which are on par with their counterparts elsewhere, so that they can face the requirements and challenges in the liberalized, privatized and globalized world.

Through appropriate NSS, curricular and extra-curricular (cultural) activities, the College imbibes appropriate value systems among the students emphasizing universal values like truth righteousness, cooperation, mutual understanding, sense of justice and equity, etc.

We are aware that we live in the era of science, technology and commerce in which traditional methods of delivering education and governance have become less effective and less motivating for the stakeholders in the College. Therefore, through the Information and Communication Technology (ICT) department, internet, intercom, telephone, services the College spreads ICT literacy among the students, teachers and supporting staff and makes them use ICT in all their activities.

We also facilitate distance education through our study center of YCMOU (Yeshwantrao Chavan Maharashtra Open University), Nashik for the students who cannot do regular courses of the Pune University because of their own reasons. Thanks to this study center these students' dream of becoming graduates is realized. In short, this college does whatever it can to develop itself into a center of excellence. In other words, we quest for excellence in all that we do in and off the college.

The National Assessment and Accreditation Council, Bangalore, accredited the College in March 2015 and awarded it with B grade. The College is very soon undergoing the second cycle of NAAC re-accreditation process.

## **Executive Summary**

There was a continuous demand from the management to assess the status of gender on the campus. The management feels a safe campus that promotes a happy learning.

The purpose of the audit is to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the Departments are in compliance with the applicable regulations, policies and standards.

During the initial planning of the audit, an analysis was conducted in order to identify, evaluate and prioritize the risks associated with Gender issues. The analysis was based upon an examination of the policies, manuals and standards that govern the gender sustainability, on data analysis, and on the results of preliminary interviews with personnel. The criteria and methods used in the audit were based on the identified risks.

The methodology used included physical inspection of the campus, review of the relevant documentation, and interviews.

## **Summary of Findings**

The main findings of the audit show that, in general, all the departments and students are aware about the need for gender sensitization at a general level. It was also observed that a number of best practices such as, awareness programs, campaign, hemoglobin checkup camp, gender sensitization, Value education program, women entrepreneurship development program , etc. are followed in the campus.

However, on detailed review, it was observed that, as the college is implementing Gender Policy for the first time, many of the practices followed in the institution are not in compliance with the Gender Policy of the institution, and the applicable standards. In addition, certain processes could benefit from further review in order to improve their efficiency, fairness and consistency.

## Data Inputs

**Facilities for Girls:** Arts, Commerce & Science College, Dindori is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

**1. Girls Washroom:** Girl washrooms are situated at different places in the college with ample supply of water and regular cleaning. Separate washrooms for College staff, office staff, girls and boys are available. The response of the staff and students as inferred from the questionnaire is that they are satisfied with the hygienic condition of lavatories

**2. Waste management:** College is concerned about creating environmental awareness among students so Vermicompost units have been set up for solid waste management in our college. It is an initiative to teach students to manage waste in a scientific manner.

**3. CCTV:** Cameras at different points cover whole campus. It is a safety measure and also helps to scrutinize all activities in the college. They have been placed near stairs, corridors, gates, reading rooms, office entrance and other major points so that the campus is safe zone for everyone.

**4. Drinking Water:** Reverse osmosis supplemented separate drinking water points are placed for girls. Water Coolers are also available. One cooler is placed near the main lounge so that it is accessible to all.

**5. Suggestion Box:** There is a common suggestion boxes on both floors which are regularly checked and improvisations are made based on the suggestion received.

**6. SMS alert system:** Students and staff are provided with SMS alert system for quick dissemination of information. The results of the exams, admission and college commencement dates are alerted through SMS. It is quite effective to share information with the shortest span.

**7. Unique ID number:** Unique ID numbers are provided to all the students for their identification. Identity cards are provided even to staff; students of different years are given different colored tags so it is easy to differentiate them.

**8. Ramp:** Separate ramp is made for physically challenged students. Education is the right of every individual. Even physically constraints should not be an obstacle in one's pathway to success. The college has made separate ramp for the physically challenged at the main entrance.



**9. Notice Boards:** Notice Boards are available on ground floor and first floor for effective communication. Departmental notice boards are also available. Important information is displayed on Notice boards. A White board is also placed in the main lounge in addition to the blackboards on either side of the main entrance to disseminate information.

**10. Central library:** The library has a wide range of text books/reference books/e-literature in each subject along with a research information centre. Separate reading rooms are available for boys and girls. It is an updated library and every year the staff can give a new list according to the syllabus. There are also national and international journals, books for competitive exam and free internet facility for students. Once in a year library celebrates reading festival which is intended to acquaint all voracious readers to the rare and new books available in the library.

**11. Sports facilities:** College takes keen interest to promote sports. Various types of medals in national and state level competitions itself unveils the encouragement given to students. Even students from the farthest corners are allured to college because of sports. Indoor Games in the college are - Chess, table tennis, weightlifting, power lifting and shooting. Outdoor games are-Kabbadi, volleyball, basketball, kho-kho and hockey. The college has well equipped gym for boys and girls.



**Drinking Water**



**Sanitary Napkin in Girls washroom**



**Solid waste management**



**E-waste management**



Suggestion Box



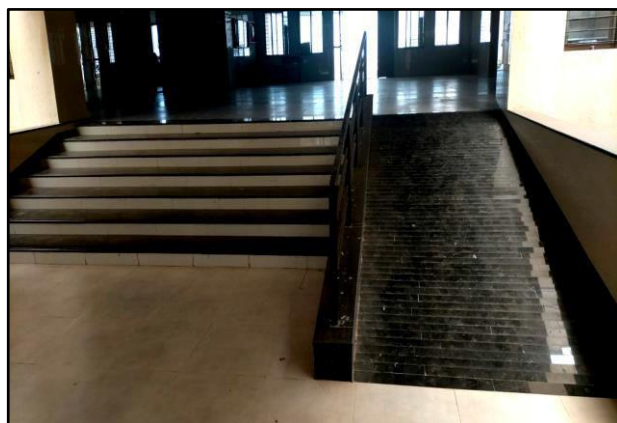
SMS alert



Notice Board



Ramp at College Entrance



Ramp inside college



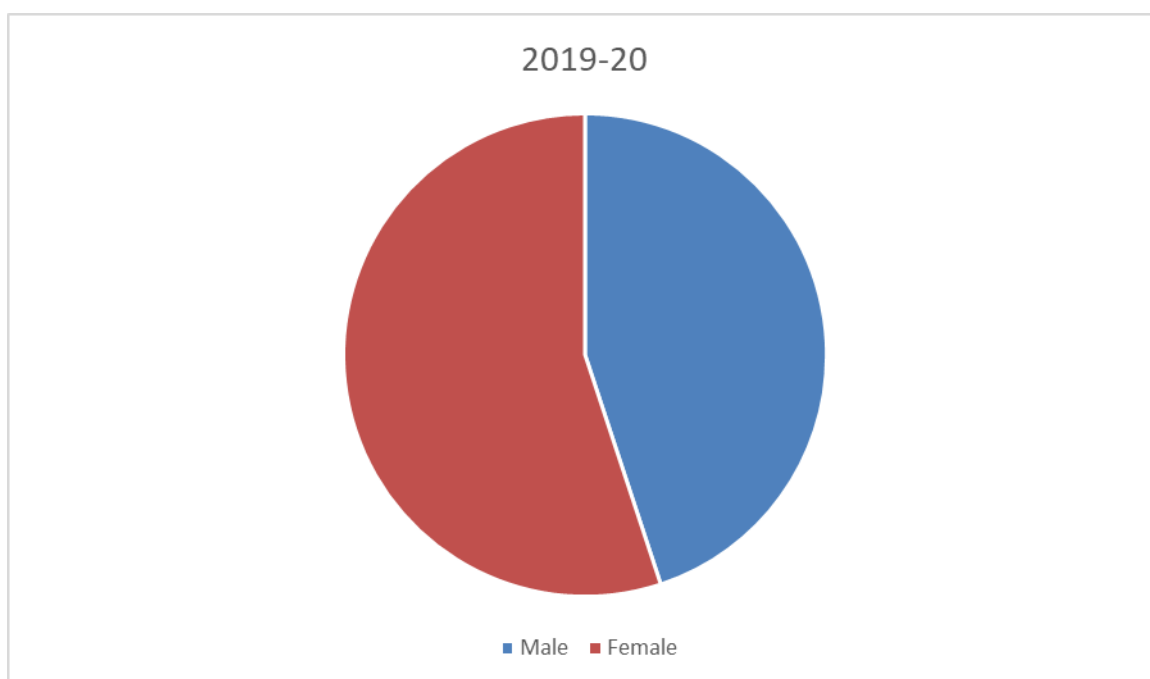
CCTV surveillance



## Student Strength

### Gender Balance in Enrollment at Graduation Level

Year	Male	Female	Total	Male%	Female%
2019-20	647	793	1440	44.93	55.06

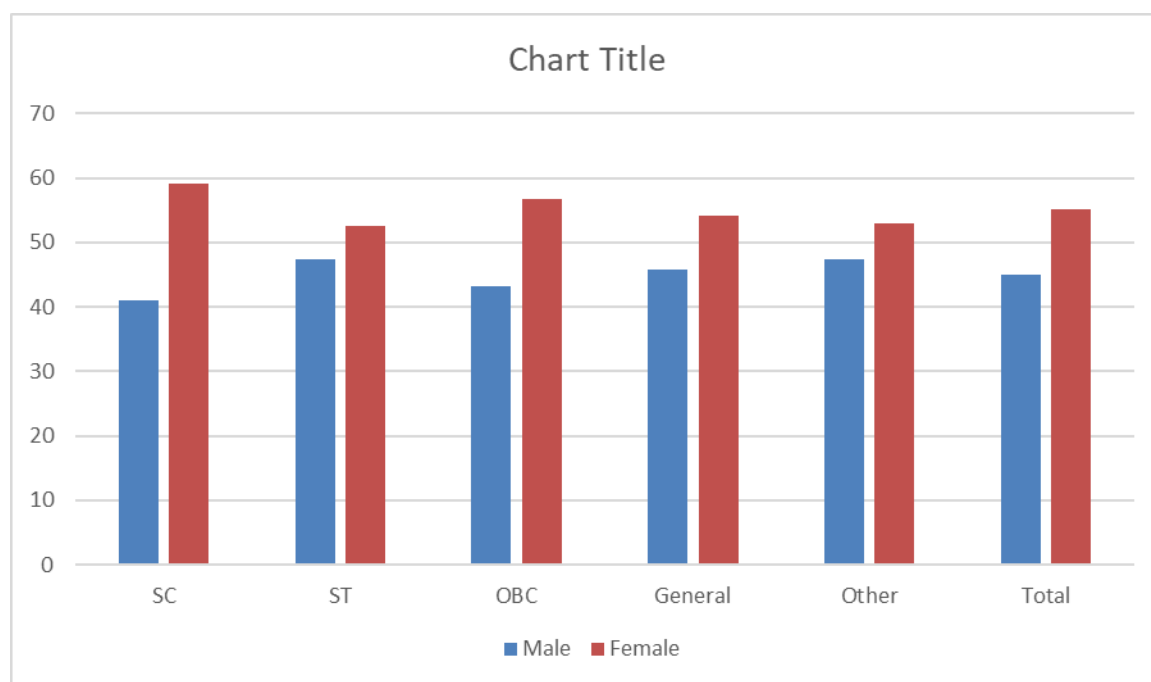


The above Table and Pie chart show that the percentage of the admission of the female students is higher than that of the male students during all five academic years.

### Gender Difference in Various Social Categories

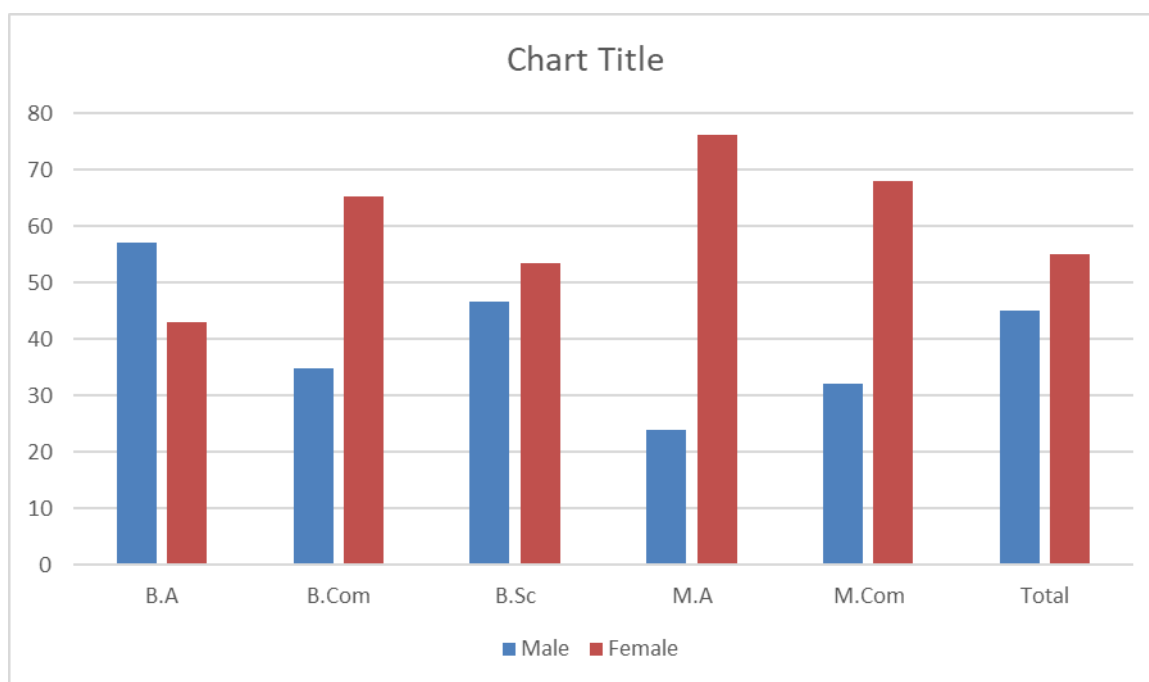
Sr. No	Category	Male	Female	Total	Male%	Female %
1	SC	52	75	127	40.94	59.05
2	ST	168	186	354	47.45	52.54
3	OBC	221	290	511	43.24	56.75
4	General	173	205	378	45.76	54.23
5	Other	33	37	70	47.44	52.85
6	Total	647	793	1440	44.93	55.06

The above Table and Histogram show that the percentage of the female students of OBC, ST and General Categories is higher than SC and Other categories in this academic year.



## Gender Difference in Various Programs

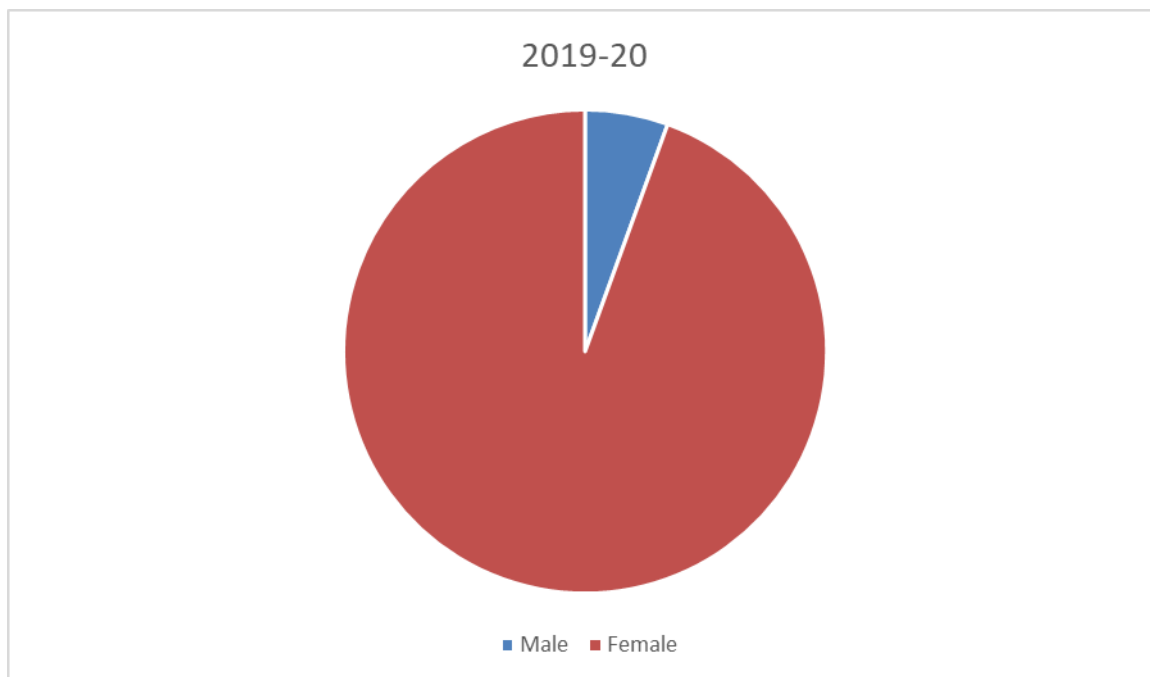
Faculty	Male	Female	Total	Male%	Female%
<b>B.A.</b>	269	202	471	57.11	42.88
<b>B.COM.</b>	168	316	484	34.71	65.28
<b>B.SC.</b>	181	208	389	46.52	53.47
<b>M.A.</b>	05	16	21	23.80	76.19
<b>M.COM</b>	24	51	75	32	68
<b>TOTAL</b>	647	793	1440	44.93	55.06



The above Table and Histogram show that the percentage of the female students of only M.A and M.Com Programme is lower than B.A., B.Com. and B.Sc. Programmes in this academic year.

**Gender wise Classification in Student Council**

Year	Male	Female	Total	Male%	Female %
2019-20	01	17	18	5.55	94.44

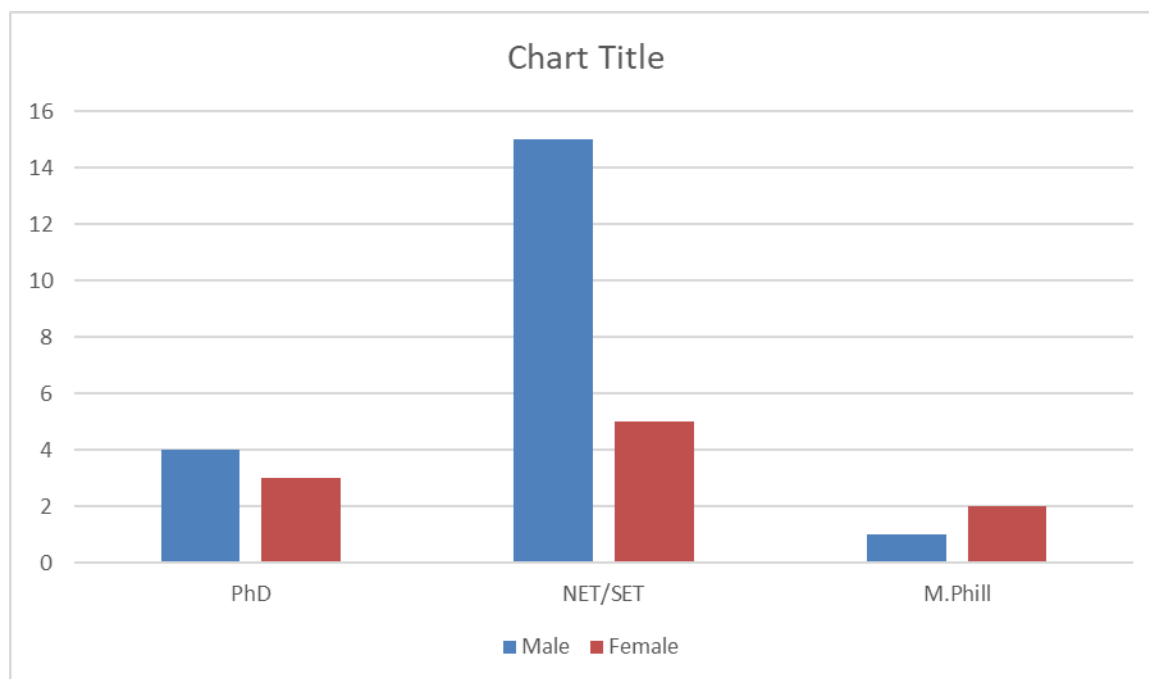


The above Table and Pie chart show that during academic years the percentage of female student representative is higher than male student representative in the Student Council.

## Gender classification of Teaching Faculty and Non-teaching Staff

### Gender classification-permanent And Non-grant teaching faculty with qualification:

Year	Male	Ph.D.	M. Phil.	NET/ SET	Female	Ph.D.	M. Phil.	NET/ SET	Total
2019-20	20	04	01	15	10	03	02	05	30

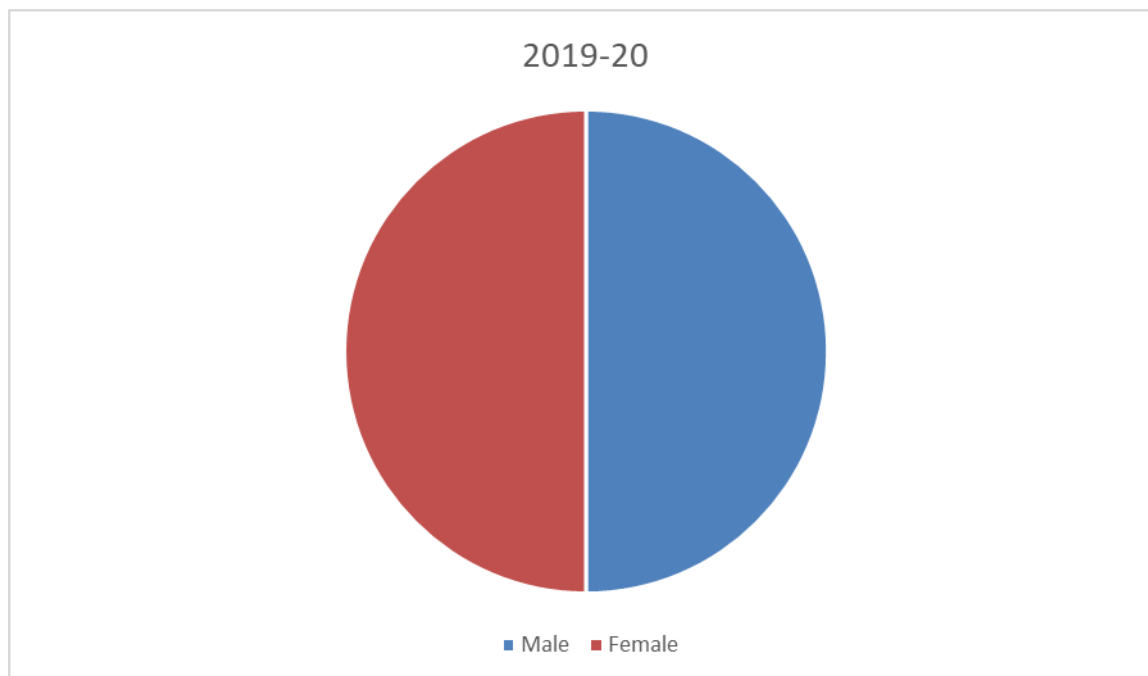


The above table indicates the gender disparity of the permanent teaching faculty with qualification. During the academic year 2019-20 male teaching staff is 71.42% and it is highest percentage academic year.



**Non-Grantable C.H.B. Teaching Faculty**

Year	Male	Female	Total	% Male	% Female
2019-20	11	11	22	50	50

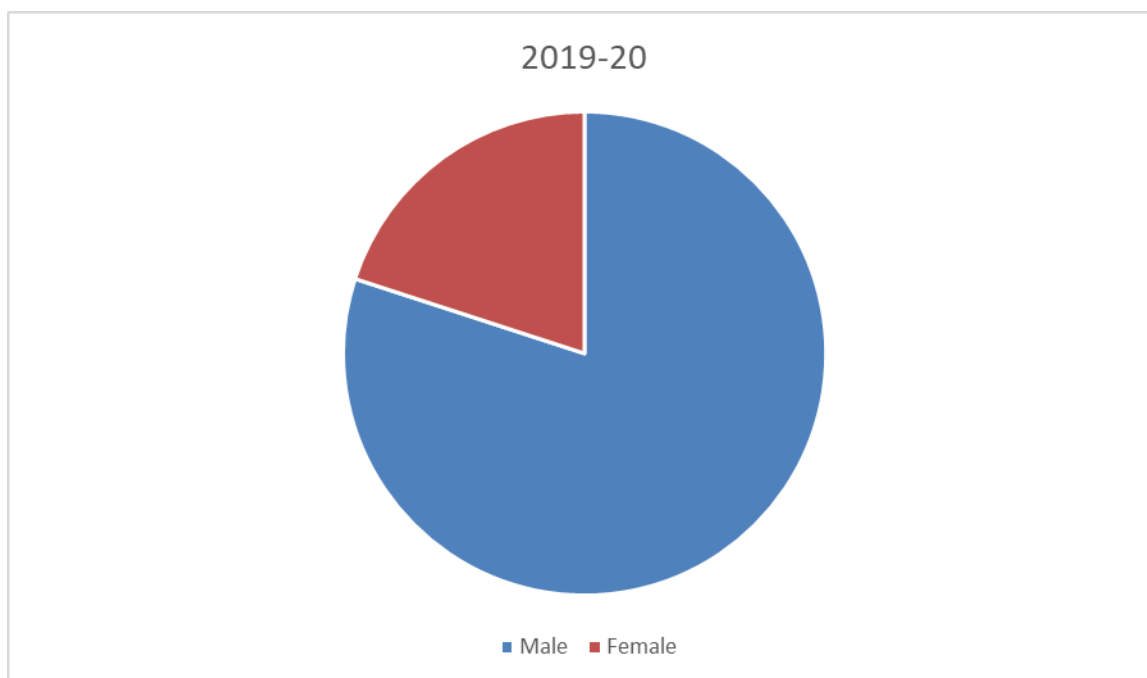


The above table and Pie chart indicate the gender disparity of the Non- Grantable C.H.B. Teaching Faculty. During the academic year 2019-20 female teaching staff is 55 % and it is highest percentage academic year.

**Gender Classification of Non-Teaching Staff**

<b>Designation</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Head Clark</b>	01	00	01
<b>Sr. Clark</b>	00	00	00
<b>Jr. Clark</b>	03	01	04
<b>Lib. Assistant</b>	00	00	00
<b>Lib. Clark</b>	00	01	01
<b>Lab. Assistant</b>	02	00	02
<b>Lab. Attendant</b>	00	00	00
<b>Lib. Attendant</b>	03	00	03
<b>Peon</b>	07	02	09
<b>Total</b>	16	04	20

<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>% Male</b>	<b>% Female</b>
<b>2019-20</b>	16	04	20	80	20



The above table and Pie chart indicate the gender disparity of the **Non-Teaching Staff**. During academic year 2019-20 Two female was appointed as non-teaching staff.

**Prevention of Sexual Harassment:** An act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which include a right to a safe environment free from sexual harassment. Whereas the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all forms of discrimination against Women, which has been ratified on the 25<sup>th</sup> June 1993 by the Government of India.

**Medical assistance to students (Health Centre, Health Insurance, Health programs):** A General Insurance Policy is available for students where Rs. 154 as premium for insurance is collected from each student. VAT charges are paid by the Government; the college has a tie up with New India Health Insurance Co. The insurance policy covers students, teaching and non-teaching staff. It covers even the family members of teaching and non-teaching staff with a minimal premium.

**Anti-Ragging and Discipline Committee:** As the college forms a part of the MVP Samaj, 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 has an Anti-Ragging and Discipline Committee especially to look into the ragging issues. The students in distress owing to ragging related incidents can access the committee. The committee has a female and male members and the Principal of the college is the chair person. The committee makes sure that each student has to fill in the details in anti-ragging form during the time of admission and No ragging case has been reported in our college premises till date.

**Awareness Programme for Girl -Students:** The Institute has an active Committee to monitor 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 ensures upholding the Vishakha Guidelines within the college premises. Gender sensitization and empowerment of the students are other primary issues that deal with the committee. Women Cell comprises Vidyarthini Manch, Vishakha, Grievance Cell, Sexual Harassment Cell.

**Vidyarthini Manch:** Vidyarthini Manch is a part of student welfare program that deals with the users of female students of under graduate and post-graduate programs. Female students have to rope

with various issues in different fields namely social, political, environmental, health issues in an endocentric society. Even they have various evidences in educational field. Vidyarthini Manch solely focuses on girls, it tries to make them self-confident and helps them to teach the obstacles that deviates them from achieving their goals. It aims to empower them so that they will be successful in the competitive era.

The association organizes different seminars and guest lecturers of experts. The topic includes personality development, women health, women and law etc. Female students have actively participation in the programs and it has helped them to develop an optimistic outlook and to go forward confidently in this journey of life.

**Sexual Harassment Prevention Committee:** Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The above act provides protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which include a right to a safe environment free from sexual harassment.

**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 3 senior staff members who are involved in addressing complaints. The committee works in close association with the Principal of the college. The members look into each and every issue of students especially girls. Major complaints have not been reported yet.

**National Service Scheme (NSS):** The motto of NSS 'Not Me but You' reflects the essence of democratic living and upholds the need for self-less service. The NSS helps the students to develop appreciation to other person point of view and also show consideration to other living being. The philosophy of NSS is well doctrine in this motto, which underlines on the belief that welfare of an individual, is ultimately dependent on the welfare of the society on the whole and therefore the NSS volunteers shall strive for the well-being of the society.

The Motto of NSS 'Not Me but You' develops a feeling of unity, integrity, leadership and confidence in Girls. It helps in fostering women empowerment and develops gender sensitization.

The institution promotes the participation of students and faculty in NSS by addressing benefits of the scheme for the society and for themselves. The NSS cell was established at college in 1984 with the objective of personality development of the students and faculty through community service. The National Social Service unit of the college is having 250 volunteers. Every year many Outreach and

extension Programmes are organized for the benefits of the community. Special camps and other Programmes have been organized every year to undertake various activities.

**ACHIVEMENT OF NSS:** Our College is awarded Best College Unit and Best Programme Officer of NSS (Innovative Programmes) in 2013-14 by Savitribai Phule Pune University. We have received appreciation letters from different bodies. Last five year our NSS Volunteers participated in SRD/NRD various camps as well as National Level and State Level Workshops/ Camps. Since last Five years, our college has been organizing Blood Donation Camp and maximum students participate in the same.

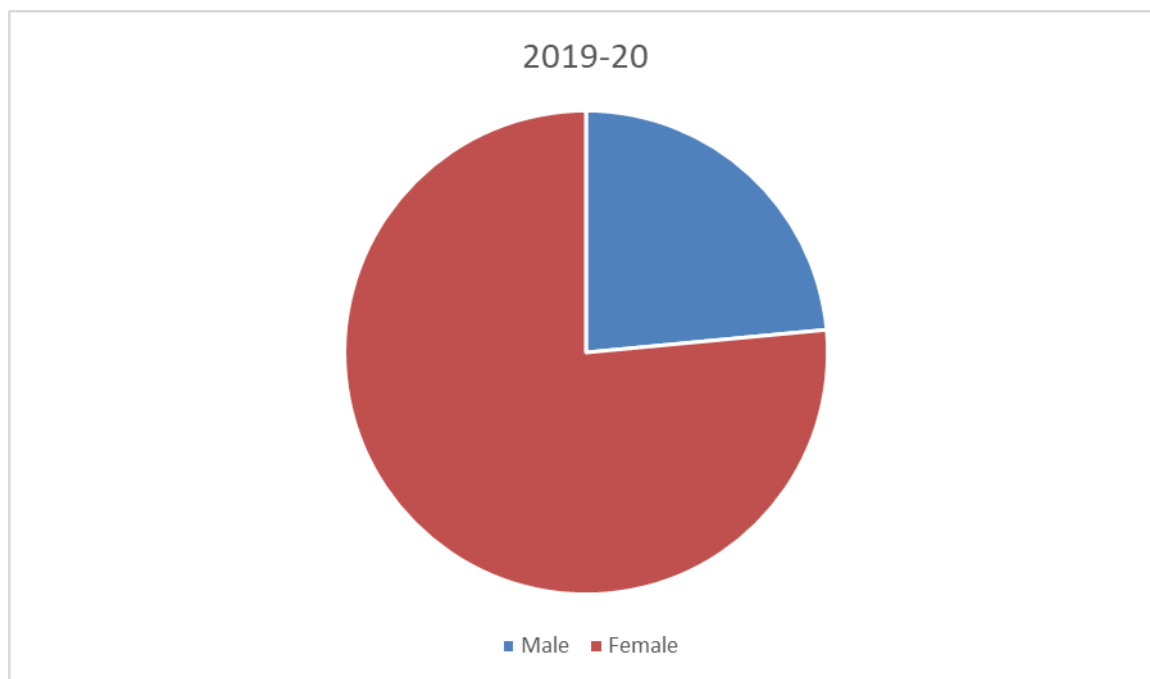
**Regular activities of NSS:** It includes Blood Donation Camps, Tree Plantation Programs, Campus Cleaning programs, Voter Registration and Awareness Campaign, National Pulse Polio Immunization Campaign, Rally, Health Check-up and H.B. Check -Up Camp, Swachha Bharat Abhiyan, Socio-Economic Survey, One day district level Voter Awareness Camp, Workshop on Value Education and Women Self Defense, Disaster Management, Activities of Special Camp.

It includes Cleaning Camp for the Village, Road Repairing and Construction, Digging of the Soak pits, Tree plantation (Tress census at adopted village), Need based lectures to the villagers, Help to needy people, Record of Local History, Women Empowerment, Plastic Free Campus.



**Gender wise Classification in enrolment of NSS Volunteers:**

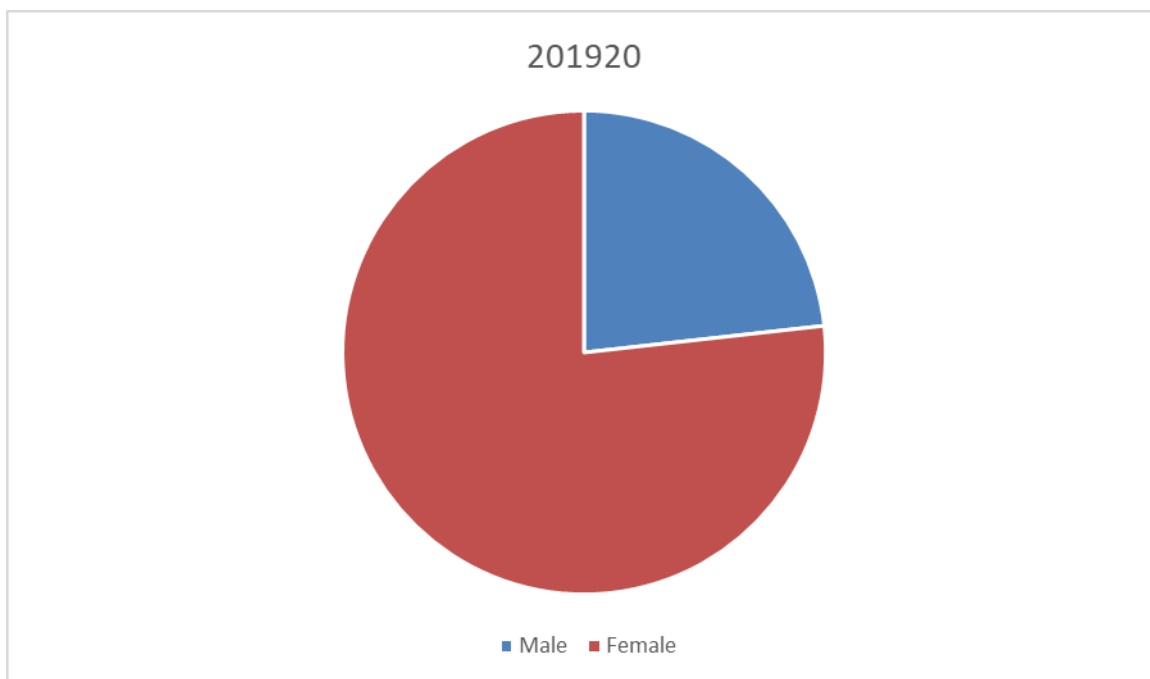
Year	Male	Female	Total	%Male	%Female
2019-20	47	153	200	23.5	76.5



The above Table and Pie chart show that during academic years 2019-20 the percentage of female student volunteers is higher than male student volunteers in the enrollment of NSS.

**Gender Difference of Special Camp Volunteer strength**

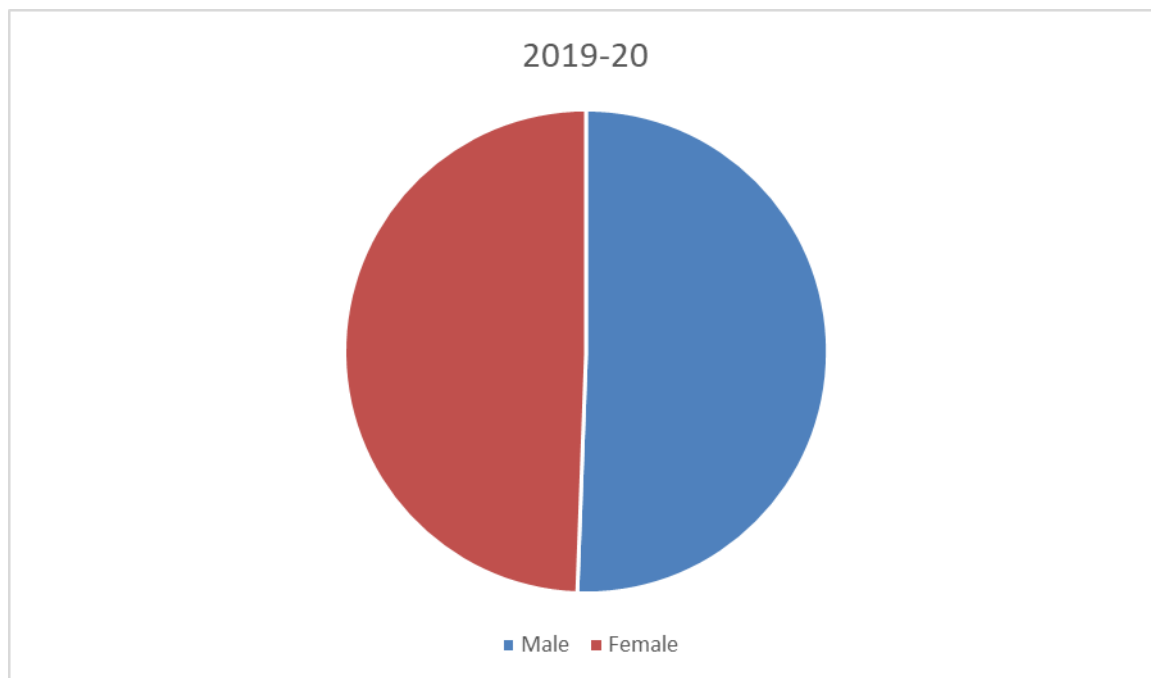
Year	Allocation	Male	Female	Total
2019-20	100	23	76	99



The above Table and Pie chart show that during academic years 2019-20 the percentage of female student volunteers is higher than male student volunteers in the NSS Special Camps.

**Participation of Students in Various Sports Tournaments**

Year	Male	Female	Total	%Male	%Female
2019-20	391	382	773	50.32	49.16

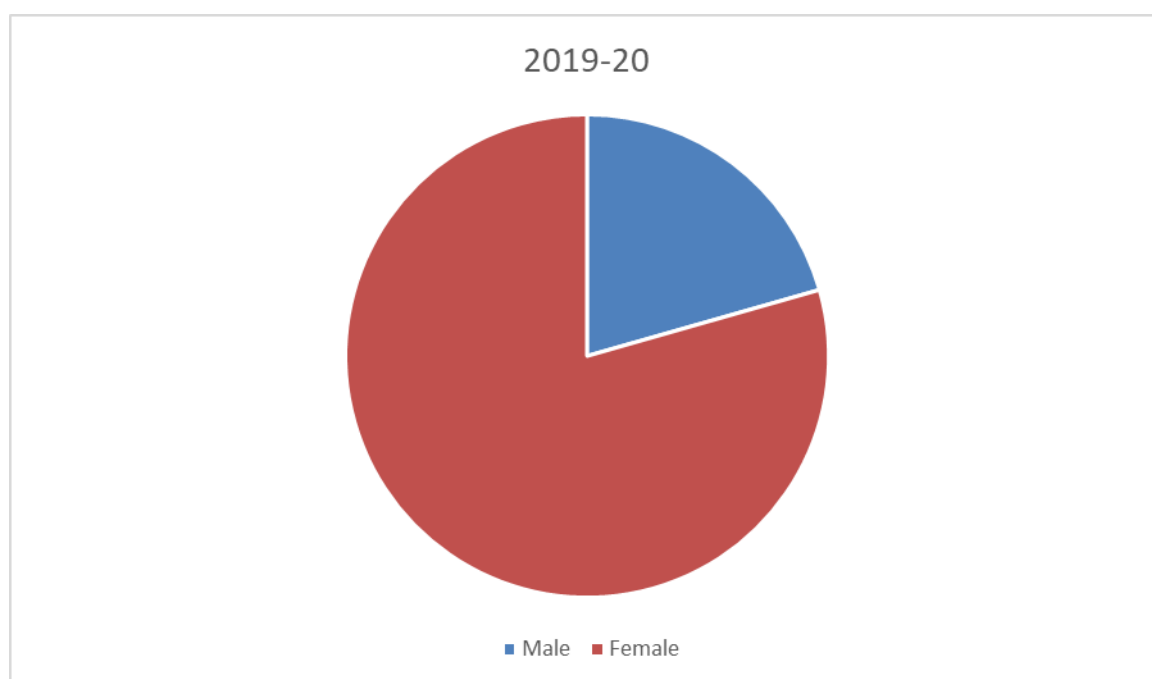


The above Table and Pie chart indicate that during academic year 2019-20 the percentage of female students' participation in various sports tournaments is lower than male students.

**Student's participations in Earn and Learn Scheme:** The College enthusiastically provides student oriented schemes for their upliftment and empowerment. "The Earn and Learn Scheme" was started from 2001-2002, keeping gender equality in view. The students are selected on the basis of economic conditions and their needs. The selection is made through proper procedure. The payment is given as per clock hour basis.

### Gender wise classification in Enrollment of Earn and Learn Scheme

Year	Male	Female	Total	%Male	%Female
2019-20	07	27	34	20.58	79.41



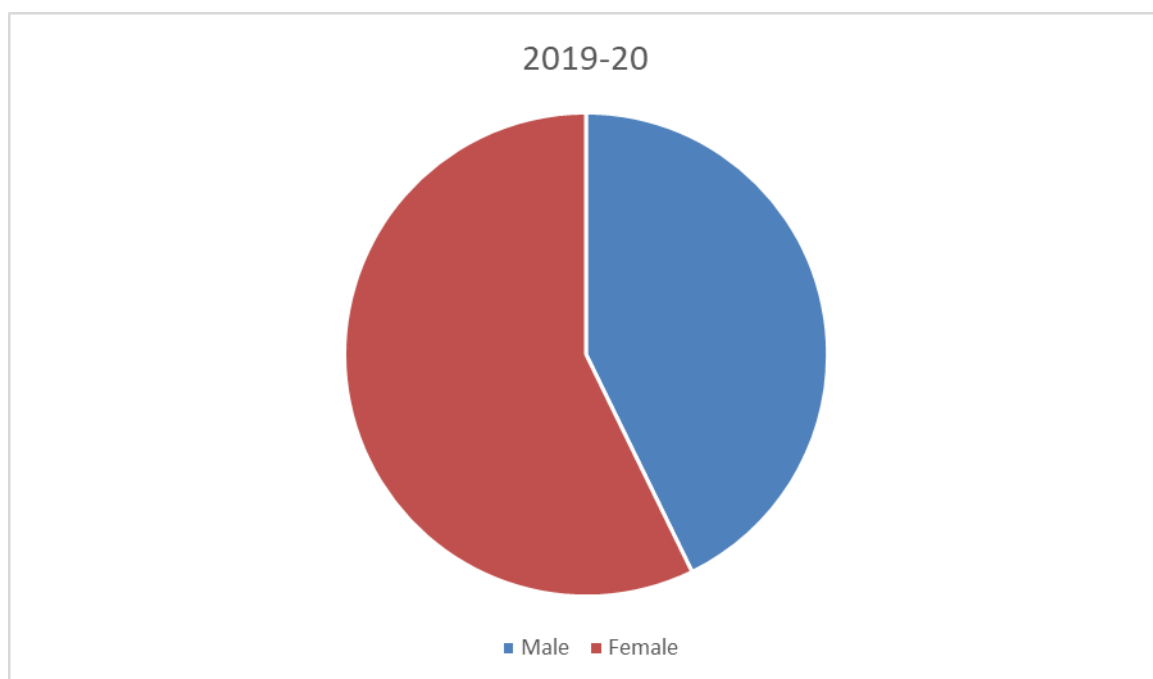
The above Table and Pie chart indicate that during academic years the percentage of female students' participation in Earn and Learn Scheme is more than male in the scheme.

**Gender Ratio of Cultural Activities:** Arts, Commerce & Science College, Dindori, organize cultural programs every year. One day Annual Cultural stage Program is organized for the students at the end of every academic year in which they exhibit their skills and compete for the best.

The students perform and participate in various cultural skills like dance, music, drama, singing, one act play etc. throughout the academic year on different occasions and competitions. Dr.Mrs.J.D.Pawar is the coordinator of cultural programme committee.

### Gender Ratio of College Annual Cultural Programme

Year	Male	Female	Total	Male%	Female%
2019-20	71	95	166	42.77	57.22



The above Table and Pie chart show that academic year 2019-20 the percentage of female performers is higher than the male performers in the annual cultural programmes and competitions.

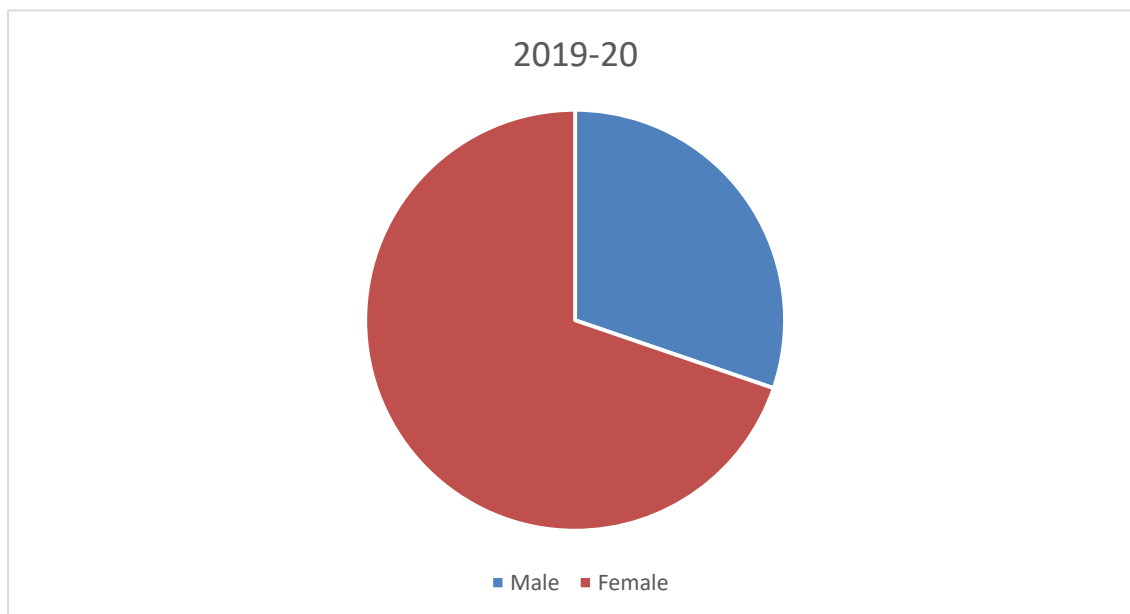
**Gender Ratio of Cultural Activities District Level yuvaspandan competition organized by Maratha vidya prasarak samaj nashik :** Arts, Commerce & Science College, Dindori, organize cultural programs every year. One day Annual Cultural stage Program is organized for the students at the end of every academic year in which they exhibit their skills and compete for the best.

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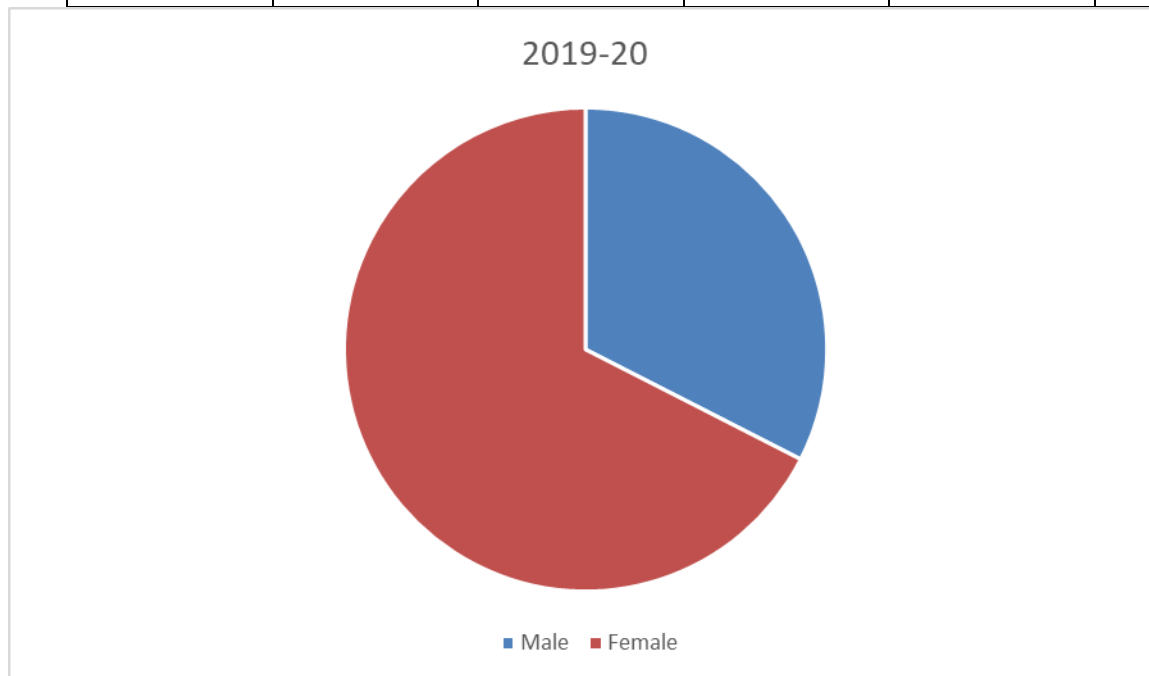
### Gender Ratio of Cultural Programme District Level yuvaspandan competition organized by Maratha vidya prasarak samaj nashik

Year	Male	Female	Total	Male%	Female%
2019-20	13	30	43	30.23	69.76



**Gender Ratio of College Yuvak mahostav Cultural Programme**

Year	Male	Female	Total	Male%	Female%
2019-20	13	27	40	32.5	67.5

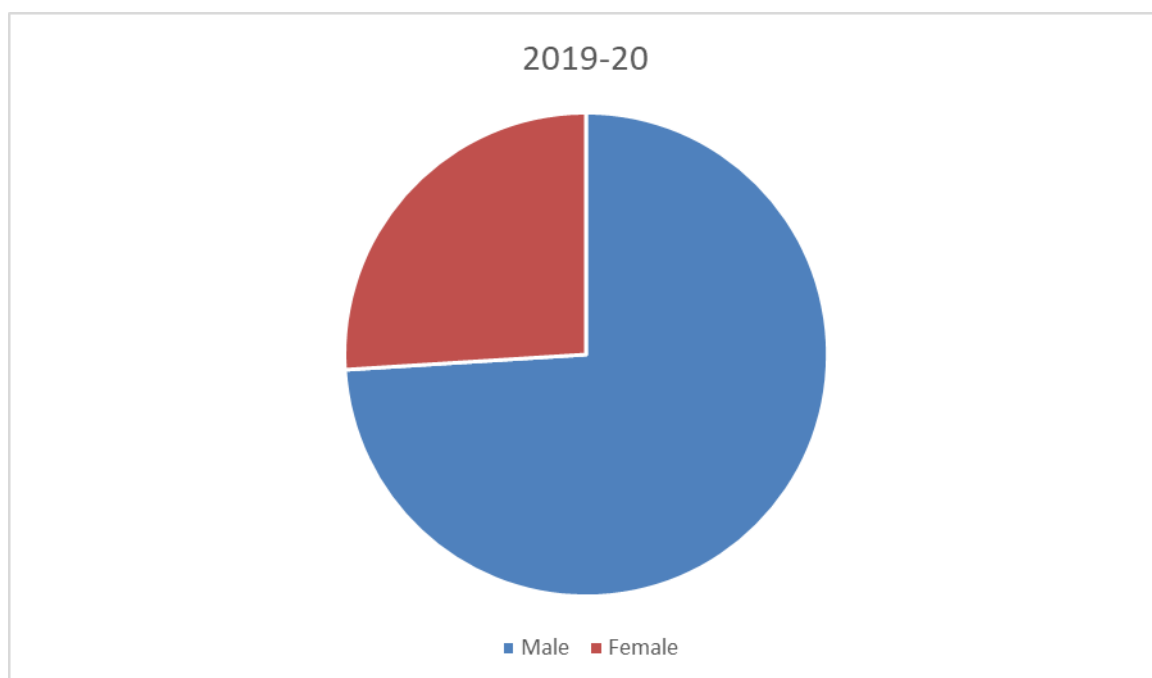


The above Table and Pie chart show that academic year 2019-20 the percentage of female performers is higher than the male performers in the annual cultural programmes and competitions.

**Soft Skills Development Programme:** Lectures and interactive sessions on problem solving Skills, Time management, Emotional intelligence, Stress Management, Communication Skills, Transactional Analysis, SWOC Analysis, Body Language, Career Guidance, and Goal Setting etc. are arranged for students. Experts are invited for the sessions and students glean hands- on experience. More than 60% girls Participated in these programmes. The details of Soft Skills development Programme Organized In the 2019-20 are as follows.

### Soft Skills Development Programme

Year	Male	Female	Total	Male %	Female %
2019-20	205	72	277	74	26





Gender equality program in Dindori college''



निर्भय कन्या अभियान (हेमा पटवर्धन, डॉ गौरी पिंगळ, नायब तहसिलदार पल्लवी जगताप, डॉ. मीनाक्षी गवळी)



जागतिक महिला दिन प्रसंगी मार्गदर्शन करतांना जिल्हा सत्र न्यायालयाचे न्यायाधीश





**Tree plantation in College Campus**



**Swaccha Bharat Abhiyan**



**Solar Demonstration and Bank Visit for**





गोळाफेक मुली स्पर्धेतील रोमाण्चक क्षण



5KM Run



Girl Cricket Tournament





सांस्कृतिक कार्यक्रम

**Maratha Vidya Prasarak Samaj's**  
**Arts, Commerce & Science College, Dindori**

Gut No.836, Umrare Road, Near Government ITI,  
Dindori Shivar, Tal. Dindori, Dist. Nashik

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**Gender Audit Committee Report**

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Analysis of the inputs of gender issues procured to assess reveal that the institution has successfully created a healthy atmosphere for the overall development of staff and students. 100% of staff is involved in different committees of the college and they actively participate in all activities of the college. The female staff is actively involved in the activities related with gender issues and overall development of students through the committees like of the Nirbhay Kanya Abhiyan, Girls Personality Development and Counseling Committee, Grievance Redressal Cell and Prevention of Ragging and Sexual Harassment Committee

There is no any Grievance related to the opposite gender reported as reflected in the analysis. College has also maintained a hygienic environment with proper sanitation facilities. Library with separate book counters for girls and boys, reading rooms with closed circuits television create a safe haven for students.

**Salient Findings**

- Student strength particularly girls' strength is increasing continuously in both UG and PG programmes.
- Students of backward classes enjoy a major share in admission.
- Girl enrolment is more than that of boys in PG classes.
- Success rate of girl students is higher than that of boys.
- The participations of Girls in cultural activities is higher than that of boys. The participations of boys are more than that of girls.
- The college has Earn and Learn Scheme for economically marginalized students. The participation of girl students is higher than that of boys.
- The college staff is encouraged to undertake professional training through-out their career.
- Health check-up camps are arranged to monitor the physical condition of girls regularly.
- Annual meeting are arranged to find out the lacunae in gender balance.



## Conclusions

Gender audit of the college has revealed that the college has many strengths and a few limitations. Steps are already in the pipeline to overcome the limitations. The findings reveal that the institute plays a key role in uplifting socially, economically marginalized students. Gender biased practices do not exist and curtailed with an iron hand so that both girls and boys could co-exist harmoniously in a congenial environment. Many programmes 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 contribute to create a gender sensitive society.

## Recommendations

The Committee has observed that the College has maintained proper gender balance in all its academic and administrative activities. Still the college needs to improve in some areas. Hence,

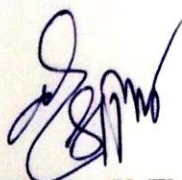
- We recommend that more gender sensitivity programmes should be organized.
- Special competitive examination coaching for students should be organized.
- Vocational Course for girls started by the college last year should be enhanced to attract more students.



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