

*Gender Audit Report
(2023-24)*

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Acknowledgments

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I also acknowledge my great indebtedness to the committee members Mr. G. K. Tadvi , of Gender Audit Committee for helping me in the collection of data and its analysis. The entire work is an inculcation of eventual execution into constructive work. I extend my gratitude towards the Teaching and Non-Teaching staff of our college for their wholehearted co-operation.

Ms. Priyanka J. Gare

Convener

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From The Desk of Hon. Principal Dr. K. N. Gaikwad

Today, we are in 21st century. Still we find that female fetocides are killed & the ratio of girls in India is declining. This is a matter worry & concern. So we strive for the overall development of the students. As women account one half the world's population, balanced sex ratio is desirable. Today, India is progressing in all the fields & has given opportunities to women to participate in all activities. We do find women taking part in different activities, but this is just a smaller number of independent women on which we cannot bask our glory. Women are at the lowest strata of society & we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated & empowered. The decline of female sex ratio is matter of concern that college strives hard to face these challenges. We have given importance to programs & activities that will for sure foster women empowerment in campus & off campus. Statistics show that women are playing an important role in the development of the country & in the process of societies but still rural area like Dindori need to give attention about this issue. Worldwide most countries recognized that equal rights exist between men, women & transgender. Many have produced regulations for avoiding discrimination among all sex about health, economic, political, social & cultural rights & treat as a human being to all. Our college makes an effort to bridge the gaps between inequalities & sustain with peace & harmony.

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Preface

Our Arts Commerce and Science College, Dindori recognizes the importance of Gender Audit for College Development and has been taking different measures and interventions. For the mainstreaming process to be effective, it necessitates to conduct Gender Audit in order to assess gaps and to come up with appropriate actions accordingly Gender Audit is a process and a tool for identifying challenges to integrating gender in the organization's systems and operations.

Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programs, organizational structures and proceedings. Globalization has presented new challenges for the realization of the goal of women's equality. This global issue related to women's liberation can be solved by creating gender awareness that will allow women to become more confident and move beyond other conventional gender stereotypes and rigid gender role definitions. It also documents good practices towards the achievement of gender equality. Gender Audit is in general an internal audit from a gender perspective. Ultimate goal is to achieve Gender equality.

The Gender Audit was conducted to analyze and evaluate the steps taken to make college campus safer for women .as the awareness of gender issues increase, women spontaneously take action against women's subjugation. The audit process involved was collection of data, choosing the sites to be audited, analyzing, evaluating, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

INTRODUCTION

1.2 About Our Mother Institute



- The Maratha Vidya Prasarak Samaj, Nashik is one of the most prestigious centers of learning in the State of Maharashtra. It has been over 105 years that it has stood the test of time to become legend of unparalleled stature.
- M.V.P. Samaj is registered under Bombay Public Trust Act.
- MVP Samaj has established 451 educational & professional institutions. The spectrum of education institution encompasses Primary Schools, Secondary Schools, High-schools, Graduate & Postgraduate Colleges, Professional & Vocational Colleges like Engineering, Medical, Pharmacy, Agricultural, Law, B.Ed., M.Ed., Bio-Technology, Architecture, Computer Science, Polytechnic etc. The total strength of students is over 2,06,578 and has overall 8647 staff members.

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About the College



New College Building

Mission

“Bahujan Hitay Bahujan Sukhay”

“Mass Education for the Welfare of Masses”

To bring all the students in the near vicinity in the mainstream by disseminating quality education among rural and tribal students to acquire maximum in their future and to explore more and more in creating and grabbing future opportunities of nation building.

Vision

To promote education for people in rural, tribal and backward area and prepare them to improve their own lives, communities, social awareness, inculcating moral and social ethical values amongst the society.

Objectives of the College

To provide dynamic and creative academic environment to enhance the natural talent of rural youth.

- To promote higher education for the economically weaker and socially backward section of the society.
- To inculcate good moral values and sense of humanity.
- To create social awareness, social commitment and patriotism among the students.

The Vision and Mission statement are communicated to other stakeholders through:

1. College website
2. Prospectus
3. College magazine
4. Display of it at several places in the college campus.

2. Concept of Gender Audit



❖ Gender

- Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.
- Gender equity requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equity does not mean that women and men become the same, but that their opportunities and life chances are equal.
- Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. The state of being male or female (typically used with reference to social and cultural differences rather than biological ones).
- Gender Analysis takes into account social and economic differences between women and men at each stage of policy development for the purpose of:
 - Revealing potential different impact of policy, program and law on women and men; ensuring equal results for women and men, boys and girls, in measures design and implementation.
 - Gender mainstreaming in relation to water is defined by the World Water Vision as follows:

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“It (the gender approach) includes addressing practical and gender needs such as improving women’s conditions through the provision of water and sanitation closer to their houses as well as strategic gender needs: improving women’s position in society by increasing her awareness of her situation and her capacity to take decisions and influence change. A gender approach also seeks to prevent further overburdening of women and stresses the importance of not automatically reinforcing and perpetuating traditional roles. This implies the needs to address men as well as women, since men are required to change their attitude and behavior to support this”. [World Water Vision, 1999]

❖ Gender Audit

- A gender audit assesses the extent to which gender equality is effectively institutionalized in the policies, programs, organizational structures and proceedings (including decision-making processes)
- A gender audit is essentially a “social audit”, and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audits”. It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed.
- It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality.
- It also documents good practices towards the achievement of gender equality. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.
- A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender.

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➤ **To do the Gender Audit:**

- It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed;
 - monitors and assesses the relative progress made in gender mainstreaming;
 - establishes a baseline;
 - identifies critical gaps and challenges;
 - recommends ways of addressing them and -suggests new and more effective strategies;
 - documents good practices towards the achievement of gender equality
- A participatory gender audit is a tool and a process based on a participatory methodology to promote organizational learning on how to practically and effectively mainstream gender in policies, programmes and structures and assess the extent to which policies have been institutionalized at the level of the organization.
- The Gender audit in our College was conducted to identify ways to make college campus safer for women. The audit process involved was collection of data , choosing the sites to be audited, analyzing, evaluating, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations

3. Need of Gender Audit

➤ Today India is progressing in all fields and has given opportunities to women to participate in different activities. We do find women taking part in different activities but this is just a small number of independent women on which we cannot bask our glory. Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered.

➤ Women have primary roles in the collection, transport, use, and management of water and the promotion of sanitary practices, and yet are hardly involved in decision making in the sector.

➤ **Sex Ratio of World Population:**

The **sex ratio** at birth worldwide is commonly thought to be 107 boys to 100 girls, although this value is subject to debate in the scientific community. The **sex ratio** for the entire **world** population is 101 males to 100 females.

➤ **Sex Ratio of Indian Population:**

The rise in sex selection is alarming as it reflects the persistent low status of women and girls. The resulting gender imbalance also has a damaging effect on societies. Instances of increased sexual violence and trafficking have already been linked to the phenomenon. - It is seen that the number of girls is decreasing day by day and this is evident through the census taken after every ten years. The sex ratio of India is 945 showing the decline in the number of girls

➤ **Sex Ratio of Maharashtra:**

Even in Maharashtra we find the number of girls decreasing in comparison with boys. This surely needs attention to work on the problems leading to such decline. The sex ratio of Maharashtra is 838

➤ **Sex Ratio of Nashik Population:**

Nashik is now developing due to industries and educational institutions but if we consider the sex ratio of Nashik which is 865 this shows the same detreating conditions of females.

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➤ **Sex Ratio of Dindori Tehsil Population:**

Dindori Taluka of Nashik district has a total population of 315,709 as per the Census 2011. Out of which 161,500 are males while 154,209 are females. In 2011 there were a total 58,271 families residing in Dindori Taluka. The Average Sex Ratio of Dindori Taluka is 955. As per Census 2011, all of the population of Dindori Taluka lives in urban areas. The average literacy rate in urban area is 77.5% and the sex ratio of Dindori Taluka is 955. The population of Children of age 0-6 years in Dindori Taluka is 43567 which is 14% of the total population. There are 22866 male children and 20701 female children between the age 0-6 years. Thus as per the Census 2011 the Child Sex Ratio of Dindori Taluka is 905 which is less than Average Sex Ratio (955) of Dindori Taluka. The total literacy rate of Dindori Taluka is 77.52%. The male literacy rate is 73.03% and the female literacy rate is 60.33% in Dindori Taluka.

➤ **Present Scenario of Women:**

- There is a ban of sex determination test but still at some places it is done secretly. Girls are burnt for dowry, forced into prostitution, raped, abused, murdered, face acid attacks, kept away from all facilities, exploited at work places, paid less wages compared to males are the problems prevalent in every area. Girls from rural and tribal area face more problems than the urban due to less exposure and knowledge about the developing world, lack of facilities like internet, awareness about laws and health, stereotypes responsibilities and lack of confidence.
- Taking into consideration all the problems the college felt need for gender sensitization and has taken measures to ensure the safety of females in the campus. College has emphasized more on gender balance by conducting various programmes for gender sensitization in our College.
- College has introduced various schemes introduced for Scheduled Castes (SC), Scheduled Tribes (ST), Minorities, Differently-disabled Persons and participation of women.
- The outcome of these touched different levels the college has plans to bring about conducive environment for girls and women for their overall development.

Objectives of Gender Audit

Main objectives includes:-

- To enhance self -esteem and self-confidence among our tribal and hilly area women students and staff;
- To create a feeling of empathy among the youth towards their fellow beings;
- To suggest measures for bridging the gender gap;
- To foster gender equality in all aspects of college community;
- To suggest measures for bridging the gender gap;
- To foster gender equality in all aspects of college community;
- To explore their innate talents and utilize them to the maximum for the betterment of the society;
- To increase awareness of women related social issues, health, employment and gender related matter;
- To realize the role of women in building up of a healthy society;
- To considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed;
- To monitor and assess the relative progress made in gender mainstreaming;
- To establish a baseline;
- To identify critical gaps and challenges;
- To recommend ways of addressing them and -suggests new and more effective strategies;
- To document good practices towards the achievement of gender equality

Gender Sensitization in College

5.1 Women Empowerment through Women's Cell:

Women Empowerment refers to increasing and improving the social, economic, political, cultural and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as:

- Freely live their life with a sense of self-worth, respect and dignity,
- have complete control of their life, both within and outside of their home and workplace,
- to make their own choices and decisions,
- have equal rights to participate in social, religious and public activities,
- have equal social status in the society,
- have equal rights for social and economic justice,
- determine financial and economic choices,
- get equal opportunity for education,
- get equal employment opportunity without any gender bias,
- get safe and comfortable working environment,

5.2 Women's Cell

"I alone cannot change the world, but I can cast a stone across the water to create many ripples." -Mother Teresa

"I think the most important thing people can do to save our planet and the human race is to empower women!" – Robert Ballard

Prevention, Prohibition and Redressal of Sexual Harassment

There are overall 32 committees which look into the issues of gender sensitization in College regularly. Especially the following committees given below emphasize over the issues of girls & women.

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❖ Women Cell:

- This Cell strives to create awareness building among girl student about self-protection.
- It actively engages in motivating girl students about their strengths and weaknesses.
Protection of girls students is the main objective of this committee
- Women students are encouraged to share their views. Any member of the committee can be contacted for any kind of problems faced by woman students in the campus.

❖ Woman Grievance Redressal Cell

- This committee is formed to address issues under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.
- The institute has constituted the Woman Grievance Redressal Cell to look into the grievances related to female students in the institute. The committee has been formed to take cognizance of the grievances related to the physical or mental harassment, if any, reported by girl students of the institute. The objective is also to look into the redressal of such complaints and to put a stop to any such undesirable activities.
- The Committee serves to present girl students with a forum to share grievances of a sensitive nature and support and counsel them. Seminars are conducted through various committees to sensitize them on security of women and enhance their awareness on such issues.
- The campus is adequately equipped with close circuit cameras at many locations (including all classrooms and common areas) which not only act as deterrents to misbehavior but also enable authorities to identify offenders, if any. The presence of female security guards on every floor and on many locations on the campus is also a positive step taken by the institute in this direction to avoid any untoward incidents.

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❖ **Prevention, Prohibition and Redressal of Sexual Harassment**

➤ For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell was established under the Act No. 20 of 1990 of Govt. of India under the vigilant surveillance of then Principal Dr. K. N. Gaikwad in **2023-24** in Arts, science & Commerce College in Dindori.

➤ These various committees take care to see that all the facilities are provided to girls and maintain gender balance. The Women Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at college.

According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:

- Physical contact and advances
- Demand or request for sexual favors
- Sexually Colored remarks
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature

➤ The Institution, in order to heighten the awareness and sensitivity to this important issue amongst all the female and male students and staff, organizes motivational and developmental activities, which include Guest lectures, Awareness drives, Community services, competitions, observing women related days and events, ***BetiBachaoBetiPadhaoAbhiyan*** etc.

➤ The functions of the cell are to purely safeguard the rights of female students, faculty and staff members of women and also to provide a platform for listening to complaints. The Cell also tries to incorporate hygiene habits and ensure a healthy atmosphere in and around the college. It tries to equip them with the knowledge of their legal rights and redressal of their grievances.

➤ To facilitate speedy delivery of justice, meetings are organized regularly. The counseling cell processes oral and written complaints. Time to time the cell conducts seminars and lectures by specialists and eminent personalities to stop violence against women, sexual harassment at work and about health, hygiene etc.

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❖ **Objectives:**

- To sensitize students about the various angles of gender issues.
- To conduct guest lectures on gender issues for developing right perspective towards them.
- To provide opportunities to extend services towards resolving gender related issues.
- To develop empathetic outlook towards women issues.
- To resolve any gender related issues arising in the Institution.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.
- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

➤ **Complaint Procedure:**

- Students report their grievance to the class Mentor.
- A member who feels that he or she has been harassed approaches the HOD and then the women cell's members

➤ **Discipline:**

Any member found to have harassed another member or guest is subject to appropriate disciplinary procedure action, including reprimands, suspension or termination of membership.

➤ **Complaint and Redressal mechanism:**

- After knowing grievance of students, class Mentor discusses it with the HoD and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the Principal and legal advisor.
- The complainant shall be summoned to hear complaints (if necessary)

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- After hearing of complaints, the committee shall take appropriate decision.
- Current Body of this Cell is-

Women Empowerment Cell (college Committee)

Sr. No	Name	Designation
1	Dr. K.N. Gaikwad	Principal
2	Ms. P.J. Gare	Convener
3	Dr. S. M. Magdum	Member
4	Mrs. B. T. Thakare	Member
5	Mrs .P. S. Ashtekar	Member

Vishakha Committee

Sr. No	Name	Designation
1	Dr. K.N. Gaikwad	Principal
2	Ms. P.J. Gare	Convener
3	Dr. S. M. Magdum	Member
4	Mrs. P.D. Garud	Member
5	Mrs . S.R. Jadhav	Member
6	Mrs. Y.D. Gaikwad	Member
7	Mrs .P. S. Ashtekar	Member

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❖ Anti-Ragging and Discipline Committee

Sr. No	Name	Designation
1	Dr. K.N. Gaikwad	Principal
2	Mr.D. H. Dudhmal	Convener
3	Mr. G.K.Tadavi	Member
4	Mr. P. D. Deshmukh	Member
5	Ms. L.S. Avhad	Member
6	Mr. B. R. Gaikwad	Member

In order to ensure implementation of the policy of "Zero Tolerance" for ragging of any kind within and outside the University, the **Anti-Ragging Committee** has been constituted. Ragging has ruined countless innocent lives and careers. In order to eradicate it, Honorable Supreme Court in Civil Appeal No. 887 of 2009, passed the judgment wherein guidelines were issued for setting up of a Central Crisis Hotline and Anti- Ragging database. The aim of the portal is to eliminate ragging in the entire campus. This will be achieved by preventing its occurrence and punishing those who indulge in ragging in accordance to the Supreme Court Regulations. If any person indulging in such type of an activity as Ragging, abusing, violent behavior, they should be reprimanded and immediately be reported by the witness to the respective numbers of the Anti-Ragging and Discipline Committee.

- Following activities have been organized for creating awareness and contributing towards the cause of gender issues:
- Awareness programme was organized for the students with speeches and video Presentations. Students also took an oath to extend their services to eradicate the Problems of Sexual Harassment.
- College follows "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and takes efforts to create awareness among the parents.

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Gender Balance in our College

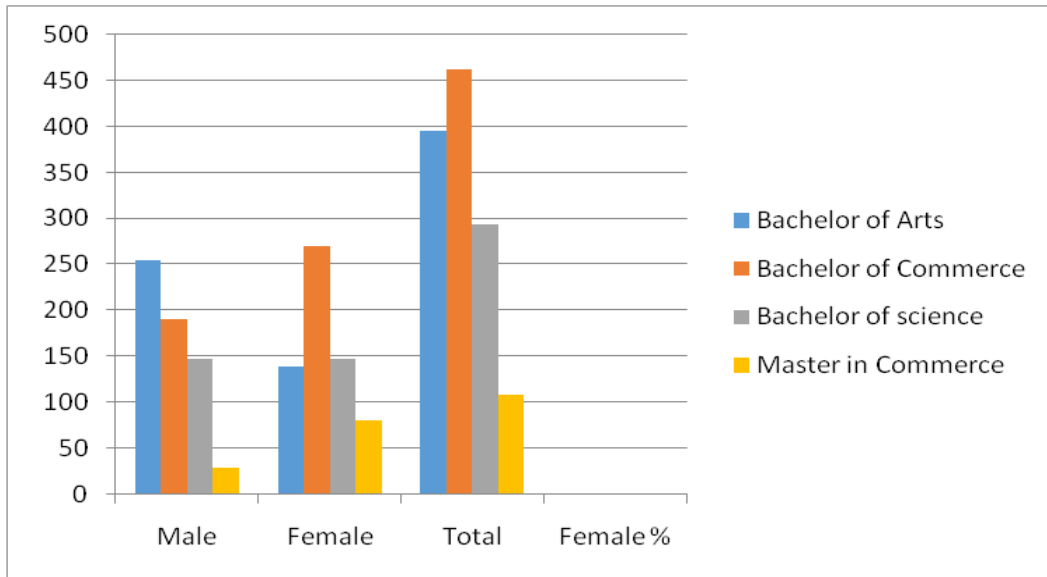
Students' Data

Curricular Aspects

Table 1: Students' enrolment

	Faculty	Male	Female	Total	Female %
1	Bachelor of Arts	255	140	395	35.44%
2	Bachelor of Commerce	191	270	462	58.44%
3	Bachelor of science	147	147	294	50.50%
4	Master in Commerce	28	80	108	74.07%
	Total	621	637	1269	50.19%

Student enrollement



The percentage of the girl students in Arts program is 35.44%, in Commerce is 58.44% & in Science is 50.50% in master of M.Com 74.07% Average percentage of the girl students in the college is **50.19%**

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Table 2: Students' enrolment at various social categories

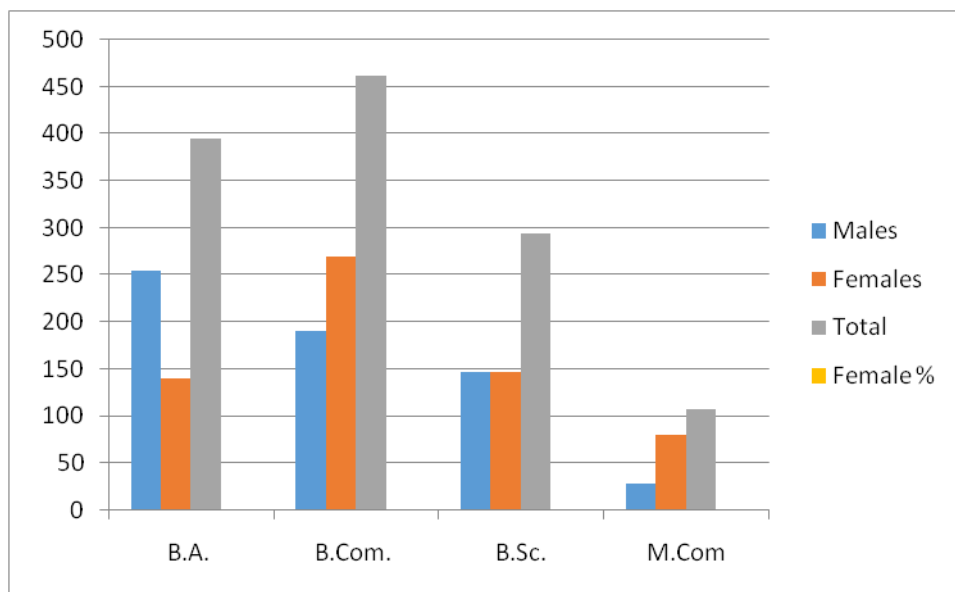
	Categories	Males	Females	Total	Female %
1	SC	16	32	48	66.66%
2	ST	18	14	32	43.75%
3	DTA	05	05	10	100%
4	NT B	04	02	06	33.33%
5	NT C	01	00	01	00%
6	NT D	01	00	01	00%
7	OBC	156	168	324	51.85%
8	SBC	00	01	01	100%
9	Open	32	28	60	46.66%
Total		233	250	483	51.75%

Category wise girls students at understand level in the college is – SC-66.66%, ST-43.75%, DT(A)-100%, NT(B)-33.33%, NT(C)-00,NT(D)00%, OBC- 51.85%, SBC- 100%, OPEN -46.66%.

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Table 3: Gender balance in programme

		Males	Females	Total	Female %
1	B.A.	255	140	395	35.44%
2	B.Com.	191	270	462	58.44%
3	B.Sc.	147	147	294	50.50%
4	M.Com	28	80	108	74.07%
	Total	621	637	1269	50.19%



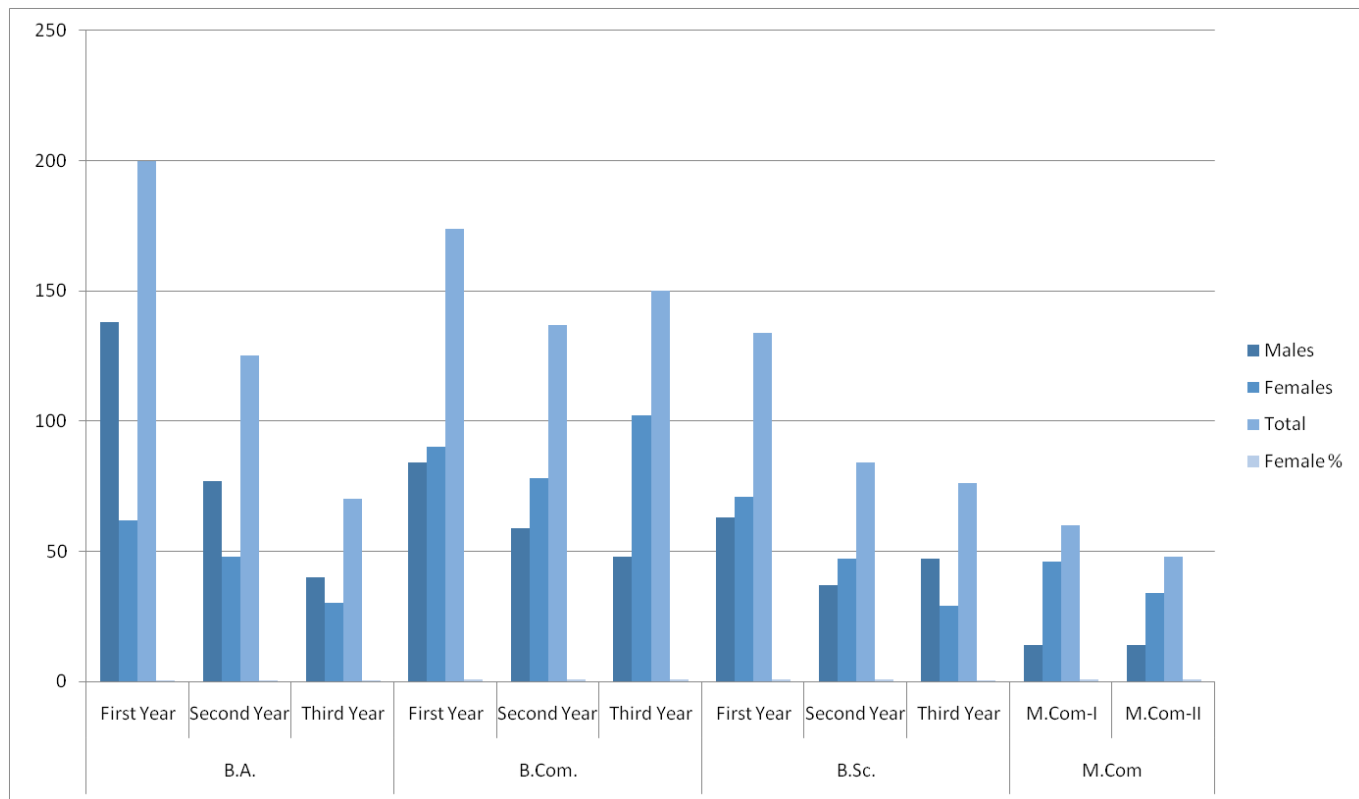
The percentage of the girl students in Arts program is 52.17%, in Commerce is 47.48% & in Science is 55%. Average percentage of the girl students in the college is 51.75%.

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Table 5: Students' performance at FY, SY and TY examination

	Students' Performance	Class	Males	Females	Total	Female %
1	B.A.	First Year	138	62	200	31%
		Second Year	77	48	125	38.40%
		Third Year	40	30	70	42.85%
	Total		255	140	395	35.44%
2	B.Com.	First Year	84	90	174	51.72%
		Second Year	59	78	137	56.93%
		Third Year	48	102	150	68%
	Total		191	270	461	58.56%
3	B.Sc.	First Year	63	71	134	52.98%
		Second Year	37	47	84	55.95%
		Third Year	47	29	76	38.15%
	Total		147	147	294	50%
4	M.Com	M.Com-I	14	46	60	76.66%
		M.Com-II	14	34	48	70.83%
	Total		28	80	108	74.07%
	Total		621	637	1258	50.63%

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The percentage of the result of the programs is – BA- 35.44%, B.Com.58.56%, B.Sc 50%., & M.com– 74.07% The percentage of the college result is 50.63%.

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Table 7: Usage of library by students

S.N.	Library books	Males	Females	Total	Female %
1	No of Student	347	231	578	39.96
2	Issue of library books	323	202	525	38.47

Table 8: Scholarships' availed by students

S.N.	Scholarships	Males	Females	Total	Female %
1	No. of scholarships awarded to the students	531	549	1080	54.53%
2	Amount of scholarship awarded to students			10001265.50/-	

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Extracurricular Activities

S.N.	Activities	Name of the event	Males	Females	Total	Female Percentage
1	NSS	Winter Camp	35	40	75	53.33%
		Swachha Bharat ABhiyan	70	80	150	53.33%
		Tree Plantation Programme	12	39	51	76.47%
		national service anniversary day	32	57	89	64.04%
		HIV Day	16	17	33	51.51%
		Days at SanthGhaghe Baba Pundiayati	18	22	40	55%
		Youth Day	10	19	29	65.51%
		College Campus Cleaning program	12	19	31	61.29%
		World's Women's day	19	15	34	44.11%
2	Sport Activity /Game	Short put game	15	18	33	54.54%
		Discus Throw	11	05	16	31%
		Ground Game 100 mm	25	00	25	00%
		Ground Game 100 mm	00	08	08	100%
		Cricket	16	16	18	88%
		Cricket	16	16	32	50%
		International Yoga Day	30	30	60	50%
	Cultural Activity	Group Dance	07	10	17	58.82%
4		Song	00	01	01	100%
		Fancy dress competition	03	03	06	50%
	Yuvasapnda competition Inter College Level	Classical Dance	01	13	14	92.85%
		Mime Act	04	03	07	42.85%
5	SDO	KarmveerBhauraoPati	03	10	13	76.92%

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		I Earn & Learn Scheme					
		NirbhayakanyaAbhiyan	00	53	53	100%	
6	Political Science	National Voter day	30	28	58	48.27%	
7	Marathi	Marathibhasha Gaurav din	20	26	46	56.52%	
		Vachanprerna din	08	10	18	55.55%	
8	History	Mahatma Gandhi Jayanti	14	12	26	46.15%	
		Poster pardarshan	12	14	26	53.84%	
9	Geography	Geography Day	15	16	31	51.61%	
10	Commerce	Commerce Day	17	12	29	41.37%	
		Economical Literacy	18	16	34	47.05%	
11	Science	Field visit	22	10	32	31.25%	
		Total-	32				

Out of 32 activities conducted by 11 Departments and associations in the college, it was observed that overall girl student's participation is more than boy students.

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Staff Data

Table 10: Staff in various academic and administrative positions

S.N.	Particulars	Position	External/ Internal	Males	Females	Total	Female %
1	Number of teaching staff			28	14	42	33.33%
2	Number of non-teaching staff and support staff			21	03	24	12.5%
3	Administrative position in the institution			01	00	01	00%
4	Teaching position in the institution	Associate Professor		02	00	02	00%
		Assistant Professor		07	02	09	22.22%
		Total		59	19	78	24.35%
5	Approved and unapproved teachers in the institution	Approved		06	03	09	00%
		Unapproved		10	11	21	52.38%
6	Qualifications of teaching staff	Post graduate		28	14	42	33.33%
		M.Phil.		00	00	00	00%
		Ph.D.		05	03	08	37.5%
		N.E.T./S.E.T.		18	06	24	25%
		Professional		00	00	00	00
		Total		51	23	74	31.08%

The percentage of Female Staff is 33.33% in our Institute and All Female Staff is Post- graduate.

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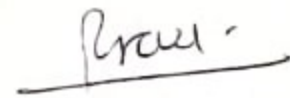
9. Conclusion

Our Parent Institute is very much committed towards gender equality and gender sensitization. It has also strived hard to bring gender sensitization in all the units. This audit will contribute more to the process of mainstreaming gender, ensuring gender equity in education. It is found that our college has taken unremitting efforts to make the college campus more gender sensitive. The college being located in purely tribal and hilly area, this kind of initiation was genuinely required to give justice to our girl students coming from remote tribal and hilly area and from diverse socio-economic background. Our college is doing the best and feels proud in maintaining our entire college atmosphere a gender sensitive with deep respect towards girl students and women staff. In view of the SWOT ANALYSIS, there are lot of strengths of the girl students and female teaching and non-teaching staff of our college. The weaknesses can be overcome with meticulous planning. With the strong determination and power our college would certainly look into the recommendation and implement accordingly in future.



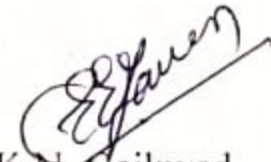
Mr. A. A. Nikam

IQAC



Ms. P.J. Gare

Co-Ordinator



Dr. K.N. Gaikwad

Principal



Dr. P M Kamble

Head of Dept. Sociology

KRT College Vani

Head

Department of Sociology
MVP's Arts and Commerce College
Vani, Tal Dindori, Dist. Nashik.



Dr. D. H. Shinde

Head of Dept. Sociology & Anthropology

K.T.H.M. College Nashik

Head

Department Of Sociology
K.T.H.M College, Nashik - 422 013

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Declaration

This is to certify that, the Gender Audit Report prepared by the college and database used in the report is truthful and validated by IQAC and AAA committee during the visit.

Place: Dindori

*Gender Audit Report
(2023-24)*

Declaration

I agree with all the recommendations and observation mentioned in this report.