

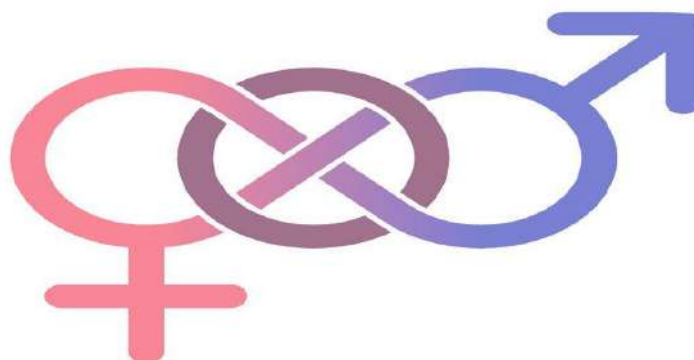


M.V.P. SAMAJ's

**Karmaveer Shantarambapu Kondaji Wavare Arts,
Science and Commerce College, CIDCO, Nashik**

NAAC Accredited "A" grade with CGPA 3.20

(Internal Quality Assurance Cell)



Gender Audit Report

(2020–21)

Dr. Ashalata D. Sonawane

Coordinator

Dr. Jyotsna D. Sonkhaskar

Principal



Gender Audit Report (2020-2021)



CONTENT

Sr.No.	Content	Page No.
	Acknowledgment	03
	From the Desk of the Sarchitnis	05
	From the Desk of the Principal	06
	Preface	07
1.	Introduction	08
	Vision & Mission	11
	Objectives of Gender Audit	11
2.	Gender Sensitive Features of the College	16
3.	Features and Initiatives by College for Gender Sensitization	19
4.	Findings	46
5.	Conclusion	47
	Declaration	48
	Remark & Signature of External Gender Audit Committee	50
	References	51



Acknowledgment

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I also acknowledge my indebtedness to the committee members Dr. Pratibha Loke, Mr. S.T. Ghule, Dr. Shubhangi Gosavi, Ms. Yogita Phapale, Ms. Yogita Karanjkar, for helping me in collecting data and preparing report. I express special thanks to Mr. Ganpat Gadakh and Mr. Prakash Dhondge for assisting me in analysis of data and computer work. I extend my gratitude towards all the heads of respective departments, teaching and non-teaching staff of our college for their cooperation in preparing the report. Thanks to all for their direct and indirect help and motivational support.

Dr. Ashalata D. Sonawane
Coordinator



Dnyanjyoti Krantijyoti Savitribai Phule



Savitribai Phule was a social reformer and poet who championed the cause of women windows and Dalit in 19th century India, playing significant role in improving women's rights. Savitribai Phule, **'first female teacher and head mistress of the first Indian women's school in India'**. It is her struggle and story that marks the beginning of modern Indian women's' public life in India. She strongly spoke against the discriminatory boundaries imposed on women, which led to their oppression. The Pune University is named after Savitribai Phule Pune University. Who was worked as a social reformer and known for her contribution towards empowerment of women through education. Kantijyoti Savitribai Phule Women Studies Centre established in 1987 in University of Pune, is one of the foremost centres in the discipline of Women's Studies in the Country. So she is the pioneer of Women's Empowerment of our India.

We are proud to say that all branches of Maratha Vidya Prasarak Samaj are affiliated to Savitribai Phule Pune University. We are truly inspired by the great personalities like Savitribai Phule who paved way to women's education. We are also blessed to have a woman as a Sarchitnis Hon. Neelimatai Pawar, who takes utmost care to see that there is a gender balance and equality at institutional level. Savitribai Phule Pune University has honoured Smt. Neelimatai Pawar with '*Jeevansadhana Gaurav Puskarak*' for her devotion and passion for work. It is also proud feeling to work under Principal Dr. Jyotsna D. Sonkhaskar, an inspiring personality who motivates and guides all to work for students' community and society at large.



From the Desk of Hon. Sarchitnis Neelimatai Pawar



“Education is not preparation for life; Education is life itself.”

The beautiful and profound statement encapsulates the value of education. Nothing can quite uplift our spirit in quite the same manner as education does. Education plays the role of a "catalyst" in gender sensitization. Maratha Vidya Prasarak Samaj, Nashik is committed to gender sensitization and believes gender equality. Gender audit is a participatory process and tool for indentifying challenges to integrating gender in the organization's systems and operations in programmes and projects. Gender sensitization is one basic requirement for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender and in some acute cases even him or herself. The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existences, across the globe. But somehow in the recent times, a much stronger need is felt and realized to talk and discuss about this sensitive topic both on a Personal and Professional front. So under the guidance of our Mother Institute, colleges connected to it are taking efforts to create awareness about gender issues to built healthy society. The mother institute has faith in the dignity of women and therefore in sensitizing students about gender issues by way of Curricular, Co-curricular and Extra Curricular activities. I hope, that our vision would be materialized as we are successfully braving all the difficulties.



Gender Audit Report (2020-2021)



From the Desk of Hon. Principal Dr. Jyotsna D. Sonkhaskar



Today we are in 21st century still we find that female foeticides are killed and the ratio of girls in India is declining. This is a matter of worry and concern. So we strive for the overall development of the students. As women account for one-half of the country's population, balanced sex ratio is desirable. Today India is progressing in all fields and 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 and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered. The decline of females according to sex ratio of Nashik (945:1000) is alarming that status of women and girls is low. This is matter of concern that college strives hard to face these challenges. We have given importance to programmes and activities that will for sure foster women empowerment in campus and off campus. Statistics show that women are playing an important role in the development of the country and in the progress of societies but still semi rural areas like CIDCO need to give attention about this issue. Worldwide, most countries recognized that equal rights should exist between men, women and transgender. Many have produced regulations for avoiding discrimination between all sexes about health, education, economical, political, social and cultural rights and treat as a human being to all. Our college makes an effort to bridge the gaps between inequalities and sustain with peace and harmony.



Gender Audit Report (2020-2021)



Preface

Our college KSKW Arts, Science & Commerce College, CIDCO, Nashik recognizes the importance of Gender Audit for college development and has been taking different measures and intervention. For the mainstreaming process to be effective, it necessitates to conduct Gender Audit in order to find out gaps and to come up with appropriate actions accordingly. Gender Audit is a process and a tool for identifying challenges to integrating gender in organization's system and operations.

Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programme's organizational structure and proceedings. Globalization has presented new challenges for the realization of the goals of women's equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role 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. Its ultimate goal is to achieve gender equality.

The audit process involved was collection of data, choosing the criteria's to be audited, analyzing, evaluating, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.



1. Introduction

Pioneers of Maratha Vidya Prasarak Samaj



The Maratha Vidya Prasarak Samaj is one of the most prestigious centres 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. History says that the credit for the birth of MVP Samaj goes to the young, enthusiastic and devoted team of social workers and educationists who were inspired by the lives of Mahatma Jyotiba Phule, Savitribai Phule and Rajashri Shahu Maharaj of Kolhapur. These young leading lights include Karmaveer Raosaheb Thorat, Bhausaheb Hire, Kakasaheb Wagh, Annasaheb Murkute, Ganpat Dada More, D.R. Bhonsale, Kirtiwanrao Nimbalkar and Vithoba Patil Khandalaskar, who laid the foundation of the Samaj. They were the men who envisioned a culture and knowledge centric society. The motto of the Samaj reads for the well being and happiness of the masses to kindle the social cause.



Gender Audit Report (2020-2021)



Mother Institute at a Glance:

Total No. of Branches: 486			
Pre-primary and Primary Schools	173	I.T.I.	8
Secondary Schools	166	Printing Press	1
Higher Secondary Schools	61	Student Hostels	24
Diploma College of Education (D.Ed)	04	Ashram Shalas	5
Degree College of Education (B.Ed)	01	Agricultural Diploma & Degree Colleges	2
Arts, Science & Commerce Colleges	22	College of Fine Art	1
Medical College	1	Medical College Hospital & Research Centre	1
Pharmacy College (D. Pharm)	1	College of Physiotherapy	1
College of Pharmacy (B.Pharm)	1	Architecture College	1
College of Paramedical Courses	1	Training College of Nursing (GNM)	1
Institute of Management Studies	1	Institute of Nursing Education (BSc)	1
Law College	1	College of Social Work	1
College of Engineering	1	Polytechnic College	1
Jan Shikshan Sansthan	1	Civil Health Centre	1
Bachelor of Designing	1	Rural Health Centre	1
MVP's Training and Development Centre	1		



Gender Audit Report (2020-2021)



The Karmaveer Shantarambapu Kondaji Wavare Arts, Science and Commerce College (popularly known as CIDCO College) is one of the leading institute of MVP Samaj and was established in June 1993 and is affiliated to the University of Pune. It is Located at Uttamnagar, CIDCO. The College is housed in two sprawling buildings right in the heart of New Nashik. The College offers degree programs in Arts, Commerce, Science and Computer Science. It is one of the famous colleges in Nasik district. The college has earned a name and fame due to its academic excellence, regularity and punctuality of its rigorous routine, high standard of discipline, administrative control and a progressive outlook to serve the Society. The college provides education in 24 subjects At Degree Level, 8 Subjects at Post Graduate Level.

The college is awarded as a “Best College” in 2013-14. In 2016-17, the college was accredited with “A” grade with CGPA 3.20 by NAAC, Bangalore.

MVP is the institution with all the amenities of education, research and extra-curricular activities. The motto of MVP is “Bahujan Hitay Bahujan Sukhay”. It’s meaning is “Wellbeing of the Masses”. To achieve this Moto college is abide each and every plan must be chalked out for students. The Gender Audit is an attempt to study whether KSKW College has good gender balance. It tries to see out whether college follows University’s rules, policies and actions as it forms a constituent part of Savitribai Phule Pune Univerisity, Pune. The Gender Audit tries to access the impact of its current and proposed policies on gender equality and gender sensitization. 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 college always takes safety measures for all students. Adequate facilities are provided to the girls as well as boys. The college motivates girls and boys for their social responsibilities. Special study room, stair-case, two-wheeler



Gender Audit Report (2020-2021)



parking is provided for the girls. They are also given self-defence trainings like Judo Karate, *Swaymsiddha*, *Lathi-Kathi*, *Talawarbaji*, *Bhala-Fek* etc. The Yoga and Meditation Camps are also organized for students. The lectures of eminent personalities are held on various topics to develop their personalities. Various gender sensitization programmes are organised by different committees in the college to bring out the overall development of girls and boys and thereby to mould a better society with equality.

The objective is not only the equality and empowerment of male and female but transgender also. It also aims to provide a harmonious and fertile environment for all students to excel physically, mentally, intellectually and emotionally upholding ethics and values. The community of the area is mix because all the students are from workers family. The CIDCO is surrounded by industrial area. People are coming here from different regions of Maharashtra as well as different states in search of work. They settled here because small houses are available in CIDCO. Some students are also working in different factories and studying in the college for future job and development. It is necessary to change their perspective about gender and create safe and secure environment where all three genders coexist harmoniously.

Vision:

“To Empower Students with Innovative Life Skills and Social Values for Global Competency”

Mission:

Upholding the motto of MVP Samaj, ‘*Bahujan Hitaya, Bahujan Sukhaya*’, i.e. welfare and happiness of the masses, the College is committed to provide higher educational opportunities to the socially under-privileged and financially weak sections of the society and create dignity of labour and importance of self-reliance.

Objectives of the Institution:

- To provide good academic education to students through a disciplined approach and better quality of teachers
- To inculcate moral, ethical values & national spirit among students by involving them in activities such as NSS/NCC etc. for holistic development



Gender Audit Report (2020-2021)



- To promote higher education, competency and enhancement among teaching fraternity through sensible approach towards environmental awareness and social values
- To pay special attention to women education and to ensure the success of movement of empowerment and emancipation of women
- To make the students computer literate and imbibe soft skills among them grooming their overall personality to cope up with the current challenges of the globalized life
- To provide maximum facilities to minority and under privileged (reserve category) students

The Vision & Mission statements are communicated to Stakeholders through:

- College website
- Prospectus
- College Magazine "*Ekta*"
- Display boards are placed at different places in the college campus

I. Gender

Understandings of gender continually evolve. In the course of a person's life, the interests, activities, clothing and professions that are considered the domain of one gender or another evolve in ways both small and large. This has perhaps never been truer than it is now. The data show that today's young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations and institutions

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.



II. Concept of Gender Audit

A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.

Gender audits allow organisations 'to set their own houses in order, and change aspects of the organisational culture which discriminate against all genders & beneficiaries.

As a method for gender mainstreaming, gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organisational performance and its management on gender equality within the organisation.

Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations

III. To do the Gender Audit:

In gender Audit it is a necessary to find out whether internal practices and policies of the system are working for gender mainstreaming and effective for Gender Equality

- To monitor and access the progress of reducing gender discrimination in the institution
- Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality
- Suggesting new strategies and policies for Gender balance

It is a participatory tool and process base on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution.

In our institution we have conducted Gender Audit to identify the policies of institute are safer for all genders. The audit process involves collection of data, analysing policies, programmes and data to access the extent of Gender Equality and balance.



IV. Need of Gender Audit

In the globalize world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, female but also transgender are also involving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for participating all genders in all activities of the world. All depravities persons must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

- **Sex ratio of World Population:**

The sex ratio – the share of the population that is female – varies across the world. And globally in 2017 the share of women in the world was 49.6%.

- **Sex ratio of Indian Population:**

In the Population Census of 2011, it was revealed that the population ratio of India 2011 is 943 females per 1000 of males. The Sex Ratio 2011 shows an upward trend from the census 2001 data. Census 2001 revealed that there were 933 females to that of 1000 males.

- **Sex ratio of Maharashtra Population:**

Sex Ratio in Maharashtra is 929 i.e., for each 1000 male, which is below national average of 940 as per census 2011. In 2001, the sex ratio of female was 922 per 1000 males in Maharashtra.

- **Sex ratio of Nashik City Population:**

According to the Census of India, 2011, Nashik had a population of 1,486,053. Males constitute 782,517 of the population and females 703,536. Metropolitan Nashik population was 1,561,809 in which 821,921 were males and 739,888 were females.

- **Present Scenario about Gender in India:**

India ranks 132 out of 187 countries on the gender inequality index – lower than Pakistan (123), according to the United Nations Development Program's Human Development Report 2013. The report said all countries in South Asia, with the exception of Afghanistan, were a better place for women than India, with Sri Lanka (75) topping them all. Nepal ranked 102nd and Bangladesh 111th. Gender inequality is especially tragic not only because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of future



Gender Audit Report (2020-2021)



generations. Indian families often prefer boys to girls, and female feticide is tragically common. Only 29% of Indian women above the age of 15 in 2011 were a part of the country's labor force, compared to 80.7% men. In Parliament, only 10.9% of lawmakers are women, while in Pakistan 21.1% are women. In United States which ranks 42nd on the list, 57.5% women and 70.1% men are a part of the labor force. China fared even better, landing 35th. Only 26.6% women above 25 years received a secondary education in 2010, compared to 50.4% of men. Pakistan scored even lower, with 18.3% of women having received secondary education compared to 43.1% of men. In the U.S., 94.7% women have received a secondary education – a figure slightly higher than for men (94.3%). In China, this figure was 54.8% for women and 70.4% for men. In India, 200 women died for every 100,000 childbirths, says the report. In China, the number was considerably lower (37 deaths) and in the U.S. even lower than that (21.)

- **Present Scenario of women in India:**

Although women form nearly half of the human capital, they are still the most deprived and neglected segments of the society despite the constitutional guarantee, and for equal rights and privileges for men and women. Women constitute to be the victims of a process of economic, social, cultural and political marginalization. While a large part of the world countries looks at women's issues in terms of paternalism and well-being, the concept of women empowerment in the social, political, and economic order as a pre-requisite of human development is hardly given the priority that it deserves.

- **Present Scenario of Transgender in India:**

In India, transgender people include hijras/ kinnars (eunuchs), shiv-shaktis, jogappas, Sakhi, jogtas, Aradhis etc. In fact, there are many who do not belong to any of the groups but are transgender persons individually. Transgenders fall under the LGBT group (lesbian, gay, bisexual and transgender). They constitute the marginalised section of the society in India, and thus face legal, social as well as economic difficulties.

The problems faced by the transgender people in India include:

- These people are shunned by family and society alike.
- They have restricted access to education, health services and public spaces.
- Till recently, they were excluded from effectively participating in social and cultural life.
- Politics and decision-making processes have been out of their reach.
- Transgender people have difficulty in exercising their basic civil rights.



Gender Audit Report (2020-2021)



- Reports of harassment, violence, denial of services, and unfair treatment against transgender persons have come to light.
- Sexual activity between two persons of the same sex is criminalised, and is punishable by incarceration.

In a landmark judgement in 2014, the Supreme Court observed that “The transgender community, generally known as “Hijras” in this country, are a section of Indian citizens who are treated by the society as “unnatural and generally as objects of ridicule and even fear on account of superstition”. In its judgement, the Supreme Court passed the ruling that “In view of the constitutional guarantee, the transgender community is entitled to basic rights i.e. Right to Personal Liberty, dignity, Freedom of expression, Right to Education and Empowerment, right against violence, Discrimination and exploitation and right to work. Moreover, every person must have the right to decide his/her gender expression and identity, including transsexuals, transgenders, hijras and should have right to freely express their gender identity and be considered as a third sex.” Thus, today the transgender people in India are considered to be the Third Gender.

V. Objectives of Gender Audit

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

2. Gender Sensitive Features of the College

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



Gender Audit Report (2020-2021)



• Facilities for Students:

KSKW Arts, Science and Commerce College, CIDCO, Nashik is always flourished with students. Even though, our college has faith on coeducation, to avoid rush and other mishaps, separate provisions are made at various places for girls and boys.

1. **Experienced Teachers:** There are highly qualified, experienced teachers for every subject. They are efficient in solving academic problems of students.
2. **Reach Library and Reading Room:** Library is the soul of every educational institute. The library has a wide range of text books/ reference books/ e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also national and international journal, books for competitive exam and free internet facility for students. Reading festivals and book exhibitions are arranged under the initiative of the library. In the year 2018-19 book exhibition on gender sensitization was organized by the library. Our library is reach with reference books and textbooks, as well as it has subscription of many educational journals, periodicals and magazines. Daily newspapers are available to students for reading in reading room. It is fully computerised. Book bank facility is available for students. It has separate reading room for teachers and students. Total 200 students can seat at reading room at same time.
3. **Audio Visual Classroom:** To circulate the latest knowledge among students, college has started audio visual classroom with modern facilities like internet, CDs, LCD, computer, television etc. Students can take benefit of these facilities as per given schedule.
4. **Separate Entrance:** The separate entrance avoids chaotic situation. It is one of the safety measurements for students and to maintain discipline.
5. **Parking Facilities:** A well observed parking of two-wheelers as well as four wheelers for girls, boys and staff is one of the disciplines in this college.
6. **Study Room:** A study room that caters well to the needs of all students as well as the staff.



Gender Audit Report (2020-2021)



7. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library. It marks a discipline.
8. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.
9. **Washroom Facility:** At four different places girls and boys washrooms are situated in the college with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.
10. **Drinking Water:** Three water coolers and water purifiers are placed for students and staff at convenient places.
11. **Ramp:** Keeping in mind the needs of physically handicapped students, ramps have been provided in both buildings to ease accessibility.
12. **Suggestion Box:** Suggestion boxes have been provided to inculcate student feedback in college management in both buildings.
13. **Waste Management:** Keeping in mind the need to manage waste efficiently, vermin composting units that facilitate solid waste management have been provided. Also, student awareness about the same is looked after.
14. **CCTV:** CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading rooms, ground and office and exam department.
15. **Notice Boards:** Notice boards are available on every floor as well as for every department. This is supplemented with electronic notice board at the main entrance that displays important notices applicable to all students.
16. **SMS Alert System:** An SMS Alert System for information dissemination about important dates and notices among the students and the staff is managed.
17. **Unique ID Number:** Unique ID Number is provided to all the students with colour coding according to the faculty of the student. Identity card for staff is also provided.



18. **Sports facilities:** College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and weight lifting. Outdoor games are Kabbadi, athletics, handball, volleyball, canoeing, netball, baseball and softball. This year Hand Ball ground is developed by our institute.
19. **Yoga:** Yoga training is given to students and teachers every year. Basic Yoga certificate course has been started for girl students. In this academic year Basic Yoga course is run for minority women as well as in Kalwan college and Dindori college.
20. **Sanitary Napkin Vending Machine:** Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine is provided.

Different facilities are available for all students. These are helpful not only for educational development but also social, psychological, physical development of all students.

3. Features and Initiative of College for Gender Sensitisation

I. Gender Balance in Enrolment at Graduation and Post-graduation Level:

KSKW College is located in heart of CIDCO. It is reputed for co-education and discipline. Students' strength is increasing continuously. Basically, girl student strength is more than boys.

In the following table gender proportion of graduate students is given.



Gender Audit Report (2020-2021)

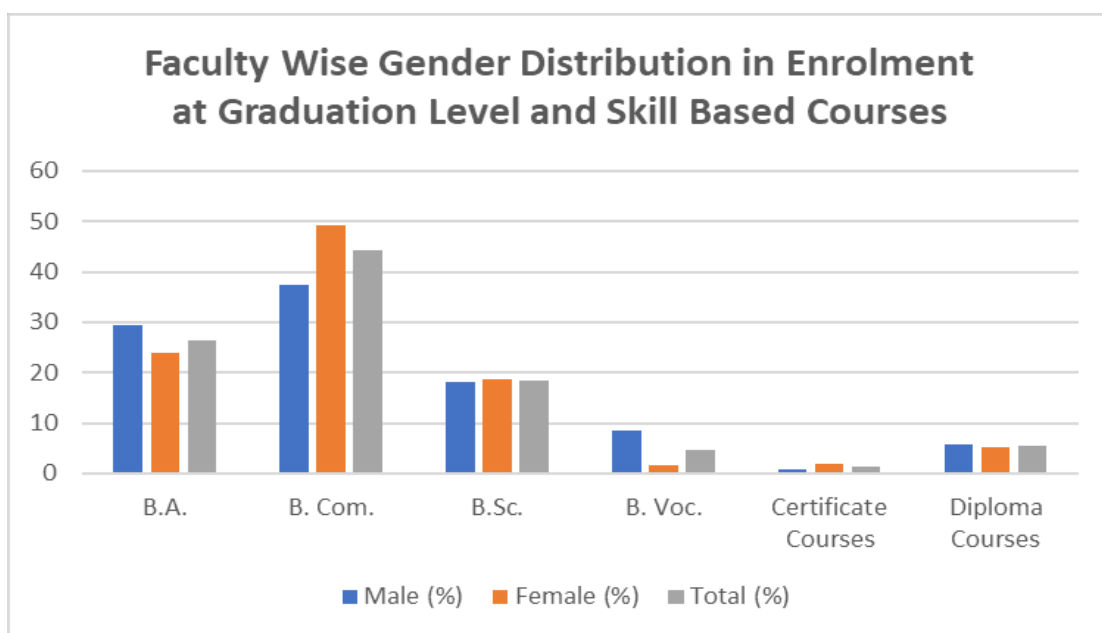


Table No. 1.

Faculty Wise Gender Distribution in Enrolment at Graduation Level and Skill Based Courses

(2020 – 21)

Faculty	Male (%)	Female (%)	Total (%)
B.A.	309 (29.43)	341 (23.82)	650 (26.42)
B. Com.	394 (37.52)	703 (49.13)	1097 (44.21)
B.Sc.	190 (18.10)	262 (18.57)	452 (18.37)
B. Voc.	90 (8.57)	22 (1.56)	112 (4.550)
Certificate Courses	07 (0.67)	28 (1.98)	35 (1.42)
Diploma Courses	61 (5.81)	75 (5.31)	176 (5.52)
Total	1050 (100)	1431 (100)	2481 (100)



In the table no.1 faculty wise enrolment at graduation level is given. Total enrolment at graduation level is 2481. Out of them 1050 (42.32%) are boys and 1431 (57.68%) are girls. Enrolment of girls is greater than boys since continuous four years, because flow of boys is going to take admissions in professional courses, but girls are taking traditional education. Now our university has started



Gender Audit Report (2020-2021)

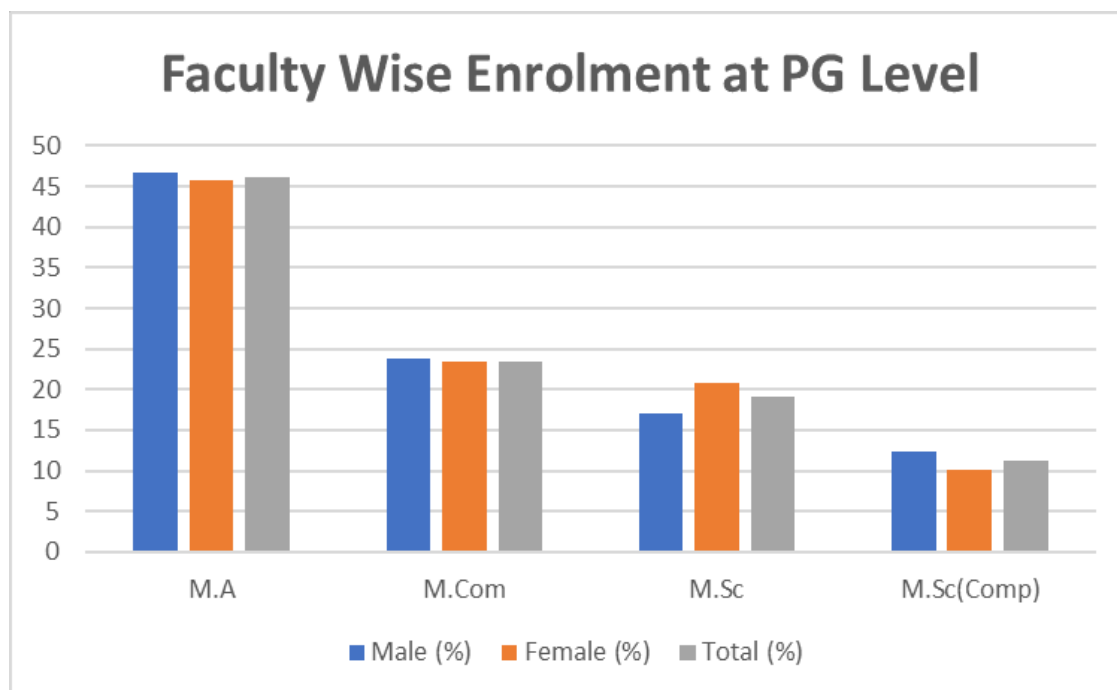


CBCS pattern as per the guidelines given by the UGC from 2019. There are skill-based courses, so admissions of girls and boys can increase in future. We have also started some skill-based courses since last three years.

In table no. 2 faculty wise enrolment of post graduate level is given.

**Table No. 2 Faculty Wise Enrolment at PG Level
(2020 - 21)**

Faculty	Male (%)	Female (%)	Total (%)
M.A	103 (46.79)	123 (45.72)	226 (46.12)
M.Com	52 (23.85)	63 (23.42)	115 (23.47)
M.Sc	37 (16.97)	56 (20.82)	94 (19.18)
M.Sc(Comp)	27 (12.38)	27 (10.04)	55 (11.22)
Total	218 (100)	269 (100)	490 (100)



In table no. 2 total enrolment for post graduate is 490. Out of these 218 (44.48%) are male and 269 (54.90%) are females.



Gender Audit Report (2020-2021)



Enrolment of girl students is greater than boys in total enrolment. In B. Voc. Total enrolment is 112, out of this, males are 90 (80.36%) and females are 22 (19.64%). It is necessary to increase the flow of girls towards skill based education.

II Category Wise Gender Balance in Enrolment at Graduation and Post- Graduation Level:

In the following tables category wise classification of male female at graduation and post-graduation level is given.

Table No. 3
Category Wise Gender Balance at Graduation Level
(2020-21)

Sr. No.	Category	Male (%)	Female (%)	Total
1	SC	202 (19.24)	241(16.84)	443(17.85)
2	ST	58 (5.52)	83 (5.80)	141 (5.68)
3	DT(A)	13 (1.24)	18 (1.25)	31 (1.25)
4	NT(B)	27 (2.57)	33 (2.31)	60 (2.42)
5	NT(C)	15 (1.43)	25 (1.75)	40 (1.61)
6	NT(D)	40 (3.81)	52 (3.63)	92 (3.71)
7	OBC	370 (35.24)	511(35.71)	881(35.51)
8	OPEN	319 (30.38)	445 (31.10)	764 (30.79)
9	SBC	05 (0.48)	21(1.47)	26 (1.05)
10	SEBC	01 (0.09)	02 (0.14)	03 (0.12)
Grand Total		1050 (100)	1431 (100)	2481 (100)



Gender Audit Report (2020-2021)

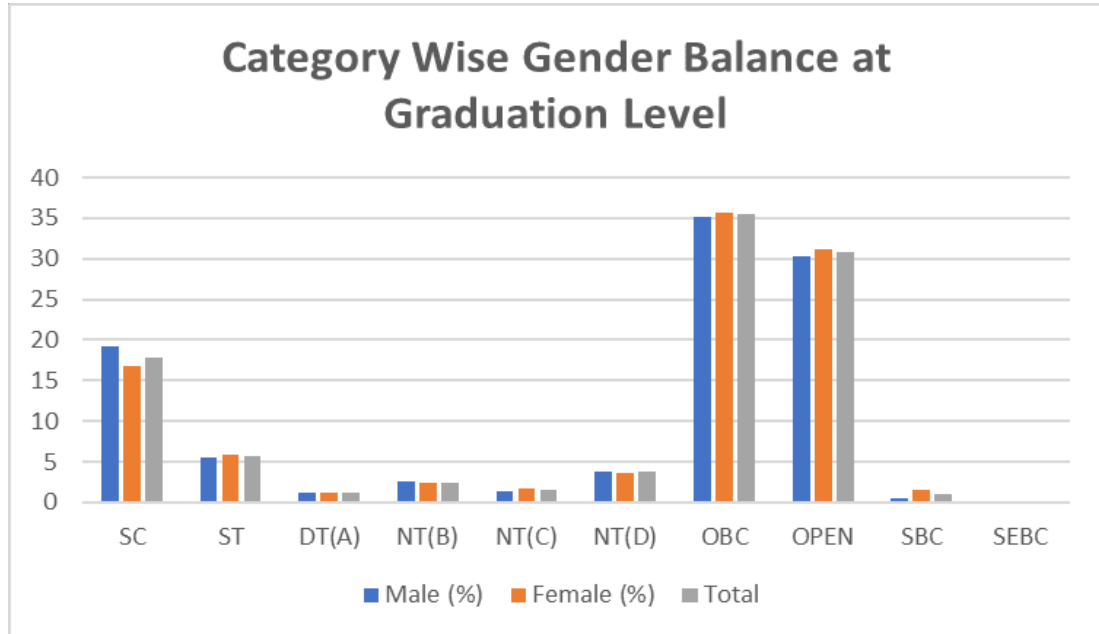
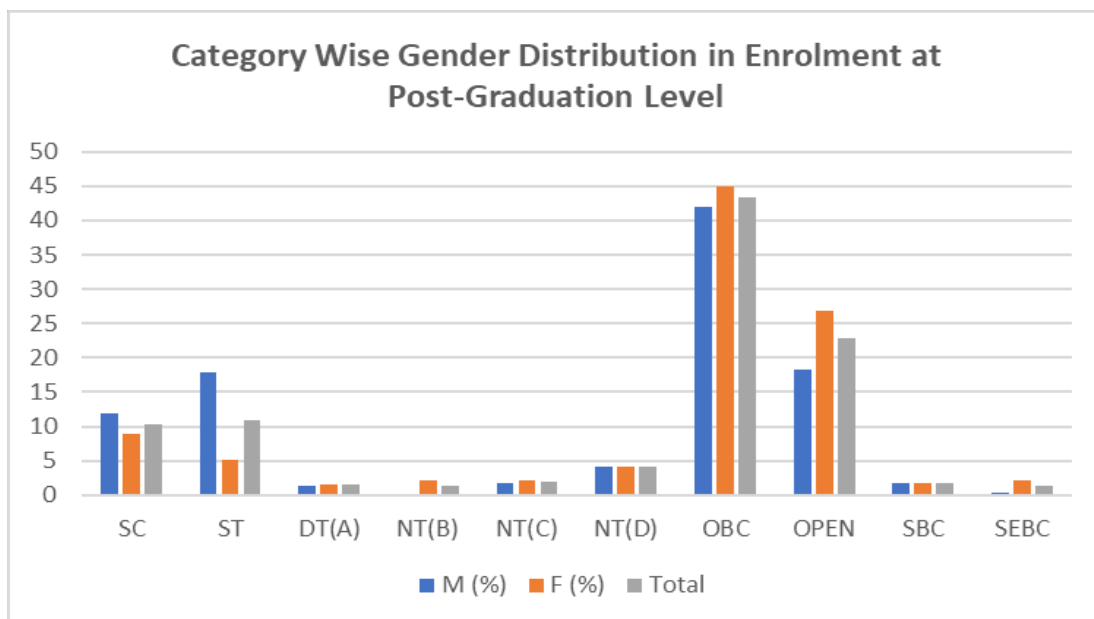


Table No .4
Category Wise Gender Distribution in Enrolment at
Post-Graduation Level
(2020 -21)

Sr. No.	Category	Total		
		M (%)	F (%)	Total
1	SC	26 (11.87)	24 (8.92)	50 (10.24)
2	ST	39 (17.80)	14 (5.20)	53 (10.86)
3	DT(A)	03 (1.36)	04 (1.48)	07 (1.64)
4	NT(B)	01(0.45)	06 (2.20)	07 (1.43)
5	NT(C)	04 (1.82)	06 (2.20)	10 (2.04)
6	NT(D)	09 (4.10)	11 (4.1)	20 (4.10)
7	OBC	93 (42.00)	122 (44.98)	215 (43.44)
8	OPEN	40 (18.26)	73 (26.76)	112 (22.95)
9	SBC	04 (1.82)	05 (1.8)	09 (1.84)
10	SEBC	01 (0.45)	06 (2.20)	07 (1.43)
Grand Total		219 (100)	269(100)	490 (100)



Gender Audit Report (2020-2021)



III. Faculty wise Gender Wise Results of UG and PG:

Results of KSKW Arts, Science and Commerce College, CIDCO, Nashik are always good because all faculties are trying their best for their students. Results of both years are given below-

Table No. 5

Faculty and Gender Wise Results

(2019-20)

Faculty	Class	2020 -21						
		Appear		Pass		Percentage		Total Pass
		M	F	M	F	M	F	
Arts	F.Y.B.A.	101	109	78	97	77.23	88.99	175
	S.Y.B.A.	59	89	55	84	93.22	94.38	139
	T.Y.B.A.	83	97	53	64	63.85	65.98	117
	M.A. II	32	46	31	43	96.87	93.48	74
Commerce	F.Y.B.Com.	159	270	113	241	71.07	89.26	354
	S.Y.B.Com.	83	146	38	92	45.78	63.01	184
	T.Y.B.Com.	77	147	66	125	85.71	85.03	191
	M.Com II	9	26	7	25	77.78	96.15	32



Gender Audit Report (2020-2021)



Faculty	Class	2020 -21						
		Appear		Pass		Percentage		Total Pass
		M	F	M	F	M	F	
Science	F.Y.B.Sc.	44	63	44	63	100	100	107
	S.Y.B.Sc.	46	69	44	65	95.62	94.20	109
	T.Y.B.Sc.	39	61	36	55	92.31	90.16	91
	M.Sc. I							
	M. Sc. II	16	36	16	36	100	100	52
	F.Y.B.Sc. (Comp.)	22	21	22	21	100	100	43
	S.Y.B.Sc. (Comp.)	14	14	14	14	100	100	28
	T.Y.B.Sc. (Comp.)	10	8	8	7	80	87.5	15
	M.Sc.II (Comp.) II	5	6	4	6	80	100	10

(Percentage is calculated with total male and female figures)

Females are more successful than male according to above result.

IV. Health Camp for Students:

Every year health camp is organised for students. It has been carried out in collaboration with MVP's Dr. Vasantrao Pawar Medical College Hospital and Research Centre, Nashik. Almost all students have been checked for blood group, haemoglobin and blood pressure. A free check-up camp has been organised by our college and doctors of various specializations were invited for consultation. In the year 2020 - 21 it is not conducted due to COVID – 19 pandemic and lockdown declared by state to control the situation. But RTPCR checking centre is started with collaboration of MVP's Dr. Vasantrao Pawar Medical College Hospital and Research Centre, Nashik. Online yoga and fitness courses are organised by our Gymkhana for better health of students and society.

V. Medical assistance to students and staff.

An individual and group insurance policy is available for students at very low premium Rs. 171/- by 'New India Insurance'. Every student and his mother and father are insured for accidental death for the sum Rs. 1,00,000/- and he can get expenditure of hospitalization up to 50,000/-. This health insurance facility is also available for staff. It



Gender Audit Report (2020-2021)



covers the family of staff with their parents. Initiative of our institution for health of students, staff and their families is really appreciable.

VI. Anti- Ragging and Discipline Committee:

As the college forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The college displayed its regulations on flex board in the college campus. 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.

Every year college forms Discipline Committee for maintaining Discipline in the campus. The college publishes its rules and regulations in prospectus. Ragging is a criminal offence. Government and UGC has notified regulation for higher education institutes in order to prohibit, prevent and eliminate the ragging. The college has anti-ragging committee, especially to look after the ragging issues. The committee has male and female members and the principal of the college is the chairperson of the committee. Every student has to fill the details in anti-ragging form during the time of admission. No issue has been reported in the college till date.

Committee:

Prin. Dr. J.D.Sonkhaskar	Convener
Dr. A.K. Shinde	Member
Dr. S. K. Kushare	Member
Dr. M A. Nikumbh	Member
Dr. D.F. Nikumbh	Member
Mr. S.T. Ghule	Member
Mr. D.M. Kokate	Member
Dr. M.H. Gavali	Member
Mr. R.A. Vatane	Member
Mr. R.A. Ahire	Member



Gender Audit Report (2020-2021)



VII. Vishakha Committee and Anti Sexual Harassment Cell:

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The college has established a Anti Sexual Harassment Cell as per the guidelines of the Act. No issue has been reported till date.

Committee:

Dr. S. R. Gosavi	Convener
Dr. A.D.Sonawane	Member
Dr. S.V.Patil	Member
Ms. A. D. Bhandare	Member
Ms. S.S.Kendale	Member
Ms. S.V.Thakare	Member
Ms S. S. Gangurde	Member

VIII. Board of Students' Development:

The vision of the Savitribai Phule Pune University, Pune is student centric. The Board of Students' Development (BSD) truly represents this vision that is multidimensional as well as multi-faceted. This vision sees the youth as a source of strength, where their energy is harnessed to nation building and socially relevant activities to build an egalitarian society. The BSD looks after the protection of rights and supervises the development activities of the students of affiliated colleges. BSD promotes and coordinates the different students' activities for better corporate life. BSD tries to nurture students' mental, physical and cultural growth with various activities to improve their overall personality development and to make them civilised Indian citizens to compete in the globalised world. It provides grants for different activities to affiliated colleges to organise workshop, seminars and scheme like 'Karmaveer Bhaurao Patil Earn and Learn Scheme'

KSKW Arts, Science and Commerce College, CIDCO, Nashik runs different activities under BSD. These are Earn and Learn Scheme, *Nirbhay Kanya Abhiyan*, Girl Student Personality Development Programme and Disaster Management Workshop.



Gender Audit Report (2020-2021)



Committee:

Dr. D.M.Kokate	Convener
Ms D S Suryawanshi	Member
Ms K A Morade	Member
Mr S R Nikam	Member
Dr M H Gawali	Member
Ms B S Gangurde	Member
Mr M R Gawale	Member

Vidyarthini Manch:

Vidyarthini Manch is a part of girl student welfare programme of BSD. It is the part of Savitribai Phule Pune University, Pune student welfare programme. It creates awareness among girl student about social, political, economic, environmental, and health issues. It tries to make themselves confident and guide to achieve their goals. It aims to empower them so that they will be successful in the competitive world. It also organises *Nirbhay Kanya Abhiyan* For making girls fearless and confident. But due to COVID – 19 this year no any activity was possible to organize.

Earn and Learn Scheme:

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis.

Board for Student Development organises different seminars, guest lectures, disaster management workshop, *Nirbhay Kanya Abhiyan*, trecks, expert advice on different issues related to personality development, women health and laws every year. Female students have actively participated in the programmes. But in academic year 2020-21, students were not physically present in college. So, this scheme was not run by BSD.



Gender Audit Report (2020-2021)



IX. Women's Cell and Awareness Programme for Girl Students:

The college has an active committee for Girl Student Development named 'Girl Student Forum'. It works in close coordination to look into the concerns of the women staff and students. It creates awareness about Gender Sensitization and Empowerment of students. It also looks after security and personality development of the student for their empowerment.

X. Career Guidance, Training and Placement Cell:

Even though ours' is a traditional college, students' career needs are looked by training and placement cell. Students are equipped with those skills which are necessary for them to be competent in global market. For this purpose, different career guidance activities are organized by our mother institutes MVP and college. Various companies visit college on a regular basis. Dates are informed to students in advance and they are successfully recruited by various firms, but in pandemic situation of COVID 19, this year 2020 -21 no company has visited for placement.

Committee:

Mr.R.D.Zankar	Convener
Dr A H Kategaonkar	Member
Ms S S Ahire	Member
Dr T G Deore	Member
Ms. J P Dhokane	Member



Table No. 6
Career Counselling, Guidance and Placement
(2020 – 21)

Sr.No.	Programme name	Male	Female	Total
1	Online Motivational Lecture & Positive Attitude Testing	171	219	390
2	Pre IAS training in collaboration with the Joint Director, Pune.	08	07	15
3	Online Guest Lecture Guidance about SET, NET & PET Exam.	12	13	25
4	Online lecture series for competitive achievers of college.	31	62	93
5	Certified Programme in Banking, Finance and Insurance (CPBFI) (Bajaj Finserve)	29	62	91
Total		251	363	614

Females are more benefited than males in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among students about their career and self-sufficiency.

XI. Academic Research Centre (ARC):

According to the guidelines of Savitribai Phule Pune University, Pune, ARC is formed by the college to develop the research aptitude among staff and students. This centre is always trying to motivate the students for research activities like *Avishkar*. Students are participating at different level like College, District, Zonal and University.



Gender Audit Report (2020-2021)



Table No. 7
Programmes and Projects by Academic Research Centre
(2020 – 21)

Sr. No.	Programme name	Male	Female	Other	Total
1	Ozone day Celebration	285	183	1	469
2	Ongoing Research Project (Staff)	-	1	-	1

Male participation is more than female in programmes of Academic Research Committee. It is necessary to create awareness among students and staff about importance of research.

XII. Skill Development Programme:

The college established Soft Skills Development Cell in accordance with the scheme of Savitribai Phule Pune University, Pune in 2007. Every year soft skill development programme has been conducted in the college for third year graduation students of all streams. Lectures training and interactive sessions on problem solving skills, Time Management, Inter-personal Skills and Communication Skills are arranged for students. Experts are invited for training. The details of Soft Skill Development Programme is as follow -

Table No. 8
Soft-skill Development Programme
(2020 -21)

Sr. No.	Programme name	Date	Male	Female	Total
1.Dr. M.R. Jaykar Employability Programme					
i	Diet and Health	23 rd March 2021	65	78	143
ii	Goal Setting	22 nd March 2021	68	98	166
iii	Yoga	22 nd March 2021	68	98	166
iv	Presentation Skills	23 rd March 2021	65	78	143
v	Life Skills	24 th March 2021	47	97	144



Gender Audit Report (2020-2021)



Sr. No.	Programme name	Date	Male	Female	Total
1.Dr. M.R. Jaykar Employability Programme					
vi	Self-Awareness and SWOT Analysis	25 th March 2021	52	97	149
vii	Electric Mixer	25 th March 2021	52	97	149
viii	Communication Skill	28 th March 2021	68	98	166
ix	Best practices in Electrical Safety	28 th March 2021	40	55	95
x	Business Plan	29 th March, 2021	37	88	125
xi	Importance of sericulture	24 th March 2021	47	97	144
xii	Searching Data over Internet and Power Point Presentation	30 th March 2021	37	88	125
xiii	Banking, Finance Concepts & Formalities	31 st March, 2021	39	76	115
xiv	Certified Programme in Banking, finance and Insurance	7 th Oct. 2020 to 14 th Oct. 2020	29	62	91
xv	Tally Training Course	1 st May 2021 to 14 th May 2021	124	249	373
Total			838 (38.14%)	1359 (61.86%)	2197 (100%)

Cyber-Security Awareness has also been created among the students because most of the students are using internet and social sites. Cybercrimes are increasing nowadays. So SPPU has introduced a Cyber Security Awareness Programme, Human Right Awareness, and other skill development programs as requirement of subject and society. These skill development programs are compulsory to post-graduation level students and now in CBCS pattern for under graduation students. Every year college is organising training workshop for all UG and PG students. Females are more benefited by soft skills development program.



Gender Audit Report (2020-2021)



XIII. National Cadet Corps Unit for Girls:

The college has NCC unit only for girls. The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always run through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio Campaign. Some adventurous activities are also organized by NCC Battalion of the college, like Mini Treks- Cycle Expedition, Water Activities, Rope Climbing, Rock Climbing in order to develop team spirit and confidence among the cadets. ANO. Ms. Jaya Wagh is a trained officer of this unit. The total strength of girl cadet is 50. The training officer provides training to NCC cadets throughout the year. In last two years cadets participated in different activities are shown in the following table.

Table No. 9

Programmes Undertaken by NCC Academic Year 2020 -21

Sr.No	Name of the Activity	Date	Female
1	Tree Plantation	10/06/2021	26
2	Swachh Bharat Abhiyan	28/07/2020	29
Total			55

NCC Unit is only for female. They are participating in different activities enthusiastically.



Gender Audit Report (2020-2021)



Tree Plantation by NCC Cadets



Participation of NCC Cadets in Swachh Bharat Abhiyan



Gender Audit Report (2020-2021)



XIV. National Service Scheme (NSS):

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of the college is having 250 volunteers. Every year many outreach and extension programmes are organised for the community development. This unit has undertaken following activities:

Table No. 10
Participation of Students in NSS Activities

(Academic Year 2020 -21)

Sr.No.	Name of the Activity	Male	Female	Total
1	Tree Plantation Week	31	43	74
2	Mahatma Gandhi Jayanti (Swachhata High Seva)	78	56	134
3	National Service Scheme Day	37	53	90
4	Constitutional Day Celebration	13	8	21
5	My Family My Responsibility Programme	119	134	253
6	Road Safety Awareness Programme	31	43	74
7	National Unity Day	16	15	31
8	AIDS Day Awareness week	31	23	54
9	Blood Donation Programme	27	-	27
Total		383 (50.53%)	375 (49.47%)	758 (100%)



Gender Audit Report (2020-2021)



- Male participation is greater than female in NSS activities. But participation of female is increased than last academic year. Social awareness is increasing in students by taking participation in NSS activities. In this academic year 2020 - 21 our NSS unit is awarded as best NSS Unit by Savitribai Phule Pune University, Pune. Our NSS officer Dr. R. A. Ahire is awarded as best NSS officer in the academic year 2020-21.

XV. Sports Activities:

Students are participating in various sports activities in college campus as well as out of campus. Our Gymkhana department is very active. It motivates students to participate in various indoor and outdoor games. But due to COVID – 19 pandemic in 2020- 21our students could not participate in sports activities. Our gymkhana department has MoU with Government of Maharashtra District Sports Office Nashik. It organizes different activities of Yoga in association of District Sport Office. These activities are given in the following table.

Table No. 11

Physical Education & Sports (Gymkhana)

**Government of Maharashtra District Sports Office Nashik & K.S.K.W College
CIDCO Nashik**

Jointly Organized

(2020 – 21)

	Month	Program	Male	Female	Number of Participant
1	21/6/2019	Online Common Yoga on International Yoga Day	366	308	674
4	8 th March 2021	Cycle Ride on International Women's Day	179	144	323
5	12-19 January	Participation of Students	31	47	78



Gender Audit Report (2020-2021)



	Month	Program	Male	Female	Number of Participant
	2021	in District Level Youth Day- Youth Week 2020 -21			
6	21 st June	National Essay Writing Competition on 'Yogic Science and COVID – 19'	86	76	162
7	23 rd Feb. – 9 th March 2021	Basic Yoga Certificate Course	28	23	51
8	8 March 2021	Surynamaskar Program on National Women's Day	102	386	488
9	12/8/2020 to 20/8/2020	Basic Yoga Certificate Course Dindori College	42	22	64
10	16 to 23 December 2020	Swayamsiddha Course	--	49	49
11	1/1/2021 to 10/2/2021	Basic Yoga certificate Course for Minority Women	--	30	30
			834 (30.29%)	1919 (69.71%)	2753 (100%)

Participation of girls is greater than boys in fitness program. It means awareness of women is increasing about their health. It is necessary to motivate boys for participating in such programs. It can improve their physical strength and fitness.



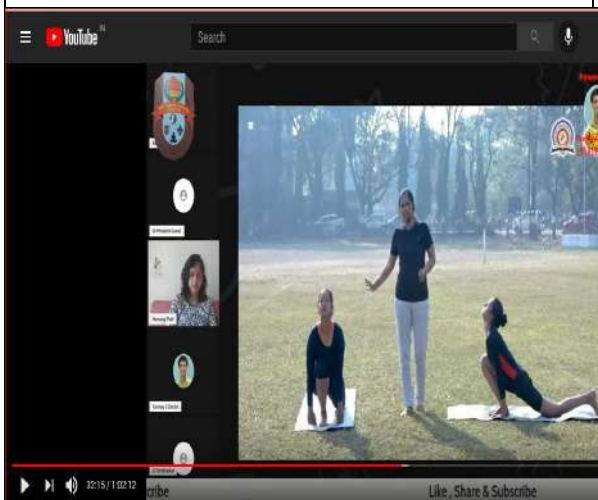
Gender Audit Report (2020-2021)



Basic Yoga Certificate Course in Kalawan College by Gymkhana Department in Association with District Sport Office



Guidance by Principal Dr J D Sonkhaskar on Inauguration of Basic Yoga Certificate Course in Kalawan College.



Online Guidance for Suryanamaskar on Yoga Day by Dr Minakshi Gawali



Guidance by Dr Minakshi Gawali in Indori College.



Gender Audit Report (2020-2021)



 <p>Organization of Cycle Ride on Women's Day by District Sports Officer Nashik & MVP's KSKW College CIDCO Nashik</p>	 <p>Basic Yoga Certificate for Minority Women by District Sports Officer Nashik & MVP's KSKW College CIDCO Nashik</p>
 <p>Sharing of Experience by Minority Woman after Completing the Yoga Course</p>	 <p>Certificate of Swayamsiddha Course organized by District Sports Officer Nashik, MVP's KSKW College CIDCO Nashik & Arts, Commerce and Science college, Dindori, Nashik</p>

XVI. Cultural and other Activities:

KSKW Arts, Science and Commerce College, CIDCO, Nashik annually organises cultural programme for students. It is a one-week programme of different competitions like Poster Presentation, Mehndi, Rangoli, Cooking, Variety Entertainment, etc. At the institute MVP level cultural competition also organised.



Gender Audit Report (2020-2021)



Students also participate in university level singing, Dancing, Debate Competitions. At MVP level, National Debate Competition organised every year. Our students are also participating in these competitions. But due to government's restrictions on social gathering no annual cultural programme is organized to avoid infection of COVID - 19. We have organized different online activities like essay competition, e-quizzes, e-poster making and so on.

Table No. 12
Cultural Activities During the Year
(2020 – 21)

Sr. No.	Programme	Male	Female	Total
1.	Marathi Raj Bhasha din Talk with Eminent Author	3	31	34
2.	Marathi Raj Bhasha din Talk with Journalist	5	8	13
3.	Marathi Bhasha Pandharwada Essay Competition	19	27	46
4.	Marathi Bhasha Pandharwada Online Quiz	63	57	110
5.	International Webinar on “Aakhati Rujate Bij Marathi – UAE Vachan Sanskruti”	27	38	65
6.	E-Poster competition on the occasion of World Food Day 2020	05	05	10
7.	Food Safety Awareness Quiz 2020 on ‘World Food Day’	506	202	708
8.	Values and Spiritual Education	121	254	375
Total		1297(67.59%)	622(32.41%)	1919 (100%)



Gender Audit Report (2020-2021)



All these programmes were organised on online mode due to COVID 19 situation. Participation of boys is greater in different cultural activities. It is necessary to motivate the girls for increasing the participation in cultural activities.

XVII. Counselling Centre:

In our College Department of Psychology is running Counselling Centre for students and staff. They have conducted different tests for students in every year. They are giving counselling for students and staff, who have some Psychological problems.

Table No. 13
Activities Undertaken by Counselling Centre
(2020 -21)

Sr. No	Name of The Test	Male Beneficiaries	Female Beneficiaries	Other Beneficiaries	Total Beneficiaries
1.	Mental Health Survey and Free Telephonic Counselling	372	492	4	868
2.	International and national online survey in lockdown period	1127	1760	4	2891
3.	Arrange Online Motivational Lecture & Positive Attitude Testing for Girls students & Ladies' Staff of Senior College	--	206		206
4.	Arrange Online Motivational Lecture & Positive Attitude Testing for Boys students & Male Staff of Senior College	160	--	--	160
5.	Measuring Positive Attitude And Free Telephonic Counselling	207	168	--	375
6.	World Mental Health Day	50	107	--	157
Total		1916 (41.14%)	2733 (58.69%)	8 (0.17%)	4657 (100%)



Gender Audit Report (2020-2021)



Females are more benefited than male by counselling centre run by psychology department. This department has conducted free online Telephonic Counselling & Mental Health Survey and Online International & National Mental Health survey in lock down period. Beneficiaries of this social activities are given in above table.

It is observed that all three genders are benefited by online survey and counselling. Females are actively participated in this activity

XVIII. Central Library:

The library has a wide range of text books/ reference books/ e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also national and international journal, books for competitive exam and free internet facility for students. Reading festivals and book exhibitions are arranged under the initiative of the library.

Total 2124 books were Circulated to students during the year 2020-21. Gender wise distribution to students is given in the table.

Table No. 14 (A)

Gender Wise Classification of Library Issuing

Year	Gender	Number of Students	Total
2020-21	Male	206	725
	Female	519	

Table No. 14 (B)

Book Bank Details

Year	Male	Female	Total
2020- 21	1	1	2

Females are taking more benefits of library than male.

Library has organized one day workshop on 'Google Scholar' for all teachers. Total participants were 52, among these 24 were male and female were 28.

Library department is celebrated Dr S R Ranganathan Jayanti on 12/8/2021. They also organized book exhibition on the occasion of the 'Library Day' and 'Vachan Prerana Din'.



Gender Audit Report (2020-2021)



Dr. S.R. Ranganathan Birth Anniversary celebration

XIX. Gender Difference in Teaching and Non-teaching staff:

Total senior teaching staff is 78. Out of them, 34 are male and 44 are female. Total non-teaching staff is 56. Out of them, 46 are male and 10 are female.

XX. Glimpses of Our College: (Awards)

Our teachers and students are participating in various educational and social activities. Different agencies like our university, state, nation and NGOs are taking notice of this and given awards and recognition to them. This is very prestigious for us. In the academic year 2020 -21 some students and teachers are awarded or recognised by different organizations. This is given in the following table –

Sr. No.	Name of the faculty/ student	Department	Name of the Award	Awarding Agency	Date of Award
1	Dr.P.B.Birari	Hindi	Yugdhara Sreshth Shikshak Samman	Yugdhara Foundation Lakhnau (U.P) (Reg.No.LUC/06977/201 8)	05/09/2021



Gender Audit Report (2020-2021)



Sr. No.	Name of the faculty/ student	Department	Name of the Award	Awarding Agency	Date of Award
2	Dr. P.B.Birari	Hindi	Rasahtriy Gantantra Hindi Kavya Samman-2021	Antarrashtriy Hindi Parishad (Karnatak Ekai) (Reg.No.IV-190-30-1024)	26/01/2021
3	Dr. R. A. Patil	Marathi	Sahitya Rastna	Aakhil Bharatiy Patrakar Sangh	2/03/2021
4	Dr. R. A. Patil	Marathi	Aadarsh Sahityik Purakskar	Press Sampadak v Patrakar Seva Sangh	6/01/2021
5	Mr.R. A. Ahire	NSS	State level Best Programme Officer	Maharashtra Government	20/01/2021
6	K.S.K.W. Arts, Science & College, CIDCO, College Nashik	NSS	State level Best NSS Unit (College)	Maharashtra Government	20/01/2021
7	Dr. M. H. Gawali	Physical Education & Sports	Adarsh Shikshika Award	Nashik District Shiv Sena	22/01/2021



Gender Audit Report (2020-2021)



Dr.P.B.Birari, Assistant Professor,
Department of Hindi is awarded by
Yugandhar Foundation as Best Teacher.



Dr.P.B.Birari, Assistant Professor,
Department of Hindi is awarded by
International Hindi Parishad.



Dr Rahul Patil, Dept. of Marathi was
awarded as 'Shitya Ratn' by ABPS



Dr Rahul Patil, Dept. of Marathi was
awarded as 'Adarsh Sahityik Puraskar'
by Journalist Association.



4. Findings:

- Different facilities are available for all students. These are helpful not only for educational development but also social, psychological, physical development of all students.
- Enrolment of girl students is greater than boys in total enrolment.
- In B. Voc. Total enrolment is 112, out of this, males are 90 (80.36%) and females are 22 (19.64%). It is necessary to increase the flow of girls towards skill-based education.
- Students of backward classes enjoy a major share in admission.
- Females are more successful than male according to above result.
- An individual and group insurance policy is available for students and staff. It covers the family of staff with their parents. Initiative of our institution for health of students, staff and their families is really appreciable.
- In academic year 2020-21, students were not physically present in college. So, scheme run by BSD were not possible to undertake.
- College has discipline committee, Anti Ragging committee, Anti Sexual Harassment Cell, Vishakha Committee to avoid the misbehaviour and resolve the problems occurred with students and staff.
- Females are more benefited than males in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among students about their career and self-sufficiency.
- Male participation is more than female in programmes of Academic Research Committee. It is necessary to create awareness among students and staff about importance of research.
- These skill development programs are compulsory to post-graduation level students and now in CBCS pattern for under graduation students. Every year college is organising training workshop for all UG and PG students. Females are more benefited by soft skills development program.
- NCC Unit is only for female. They are participating in different activities enthusiastically.
- Male participation is greater than female in NSS activities. But participation of female is increased than last academic year. Social awareness is increasing in students by taking participation in NSS activities.



Gender Audit Report (2020-2021)



- In this academic year 2020 -21 our NSS unit is awarded as best NSS Unit by Savitribai Phule Pune University, Pune.
- Our NSS officer Dr. R. A. Ahire is awarded as best NSS officer in the academic year 2020-21.
- Participation of girls is greater than boys in fitness program. In last academic year girls' participation in sports was less than boys. It means awareness of women is increasing about their health. It is necessary to motivate boys for participating in such programs. It can improve their physical strength and fitness.
- All cultural activities were organised on online mode due to COVID 19 situation. Participation of boys is greater in different cultural activities. It is necessary to motivate the girls for increasing the participation in cultural activities.
- Females are more benefited than male by counselling centre run by psychology department.
- It is observed that all three genders are benefited by online survey and counselling conducted by counselling centre. Females are actively participated in this activity.
- Female participation in co- curricular activities is greater than male. It is necessary for overall personality development.
- Females are more benefited than male by counselling centre run by psychology department.
- Females are taking more benefits of library than male.

5. Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society. The efforts of keeping harmony in all students is really appreciable because 2019 to 2021 the situation was not normal due to covid 19.



Gender Audit Report (2020-2021)



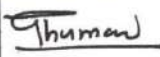

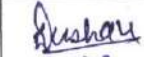
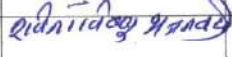
Declaration

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


Principal

Seal

The Peer Team of Gender Audit visited on

Name	Signature	Date
Dr. Sunita S. Ghumare		14.10.21
Dr. Sanjay Savale		
Dr. Kamna Kushare		
Ms. Ravina Gureu		



Gender Audit Report (2020-2021)



Remark & Signature of External Gender Audit Committee

Remark :

The college has participated well in gender sensitization, participation & mainstreaming. Action research, methodology & institutionalization of reflections, debates on gender are recommended for betterment.

Sr.No.	Particulars	Name of the Committee Members	Sign.
1.	Chairperson	Dr. Sunita S. Ghumare	
2.	Member	Dr. Sanjay Savale	
3.	Member	Dr. Komna Kushare	
4.	Member	Ms. Ravina Gure	

Dr. A.D. Sonawane
Coordinator

Dr. J.D. Sonkhaskar
Principal



Action Taken Report – Gender Audit (2020- 21)

Suggestions of External Audit Committee – 2019-20

1. Since it is a college of co-education, a focus needs to be on joint activities which minimize the discrimination & prejudiced at the gender level.
2. Boys domination is less than girls.
3. Compared to enrolment female participation is less than male.

Action taken by the college in the academic year 2020-21

1. Most of the activities are organized for all students.
2. In 2020-21 for NSS activities participation of male students is higher than that of female students.
3. Enrolment of male is slightly increasing than that of female for admission in this Academic Year.
4. With reference to enrolment, female participation in various activities is higher as compared to last academic year.

Dr. A.D. Sonawane
Coordinator

Dr. J.D. Sonkhaskar
Principal



Gender Audit Report (2020-2021)



Reference:

Gender:

<https://www.genderspectrum.org/quick-links/understanding-gender/>

Concept of Gender Audit:

<https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-audit>

Sex ratio World Population:

<https://ourworldindata.org/gender-ratio>

Sex ration India Population:

<https://www.google.co.in/search>

Sex ration Maharashtra Population:

<https://www.census2011.co.in/census/state/maharashtra.html>

Sex ration Nashik City Population:

<https://www.census2011.co.in/census/district/354-nashik.html>

Present Scenario about Gender in India:

<http://www.iosrjournals.org/iosr-jhss/papers/Vol13-issue3/G01334850.pdf?id=3394>

Present Scenario of women in India:

https://shodhganga.inflibnet.ac.in/bitstream/10603/201428/10/10_chapter3.pdf

Present Scenario of Transgender in India:

<https://www.mapsofindia.com/my-india/government/the-life-of-transgenders>

Data collected by office, various departments of college and IQAC.