



**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**

**(2021 - 22)**

**Dr. Ashalata D. Sonawane**  
Coordinator

**Dr. Jyotsna D. Sonkhaskar**  
Principal



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## **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 Purskar*' 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.



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**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.



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**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 (2021-2022)



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### **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 sensitization is our best practice, so we are preparing gender audit report every year since 2017 – 18. 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 (2021-2022)



### Mother Institute at a Glance:

Total No. of Branches: 486			
Pre-primary and Primary Schools	174	I.T.I.	8
Secondary Schools	166	Printing Press	1
Higher Secondary Schools	63	Student Hostels	22
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 (2021-2022)



**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” two times by university, in 2013-14 and in 2021 -22. 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



## Gender Audit Report (2021-2022)



University's rules, policies and actions as it forms a constituent part of Savitribai Phule Pune University, 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 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”



## Gender Audit Report (2021-2022)



### **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
- 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



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## **1. 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.

### **I. 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



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## **II. 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.

## **III. 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 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 look 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.



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- **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.
- 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.

#### **IV.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.



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- **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.



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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.
  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.



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- 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 (2021-2022)

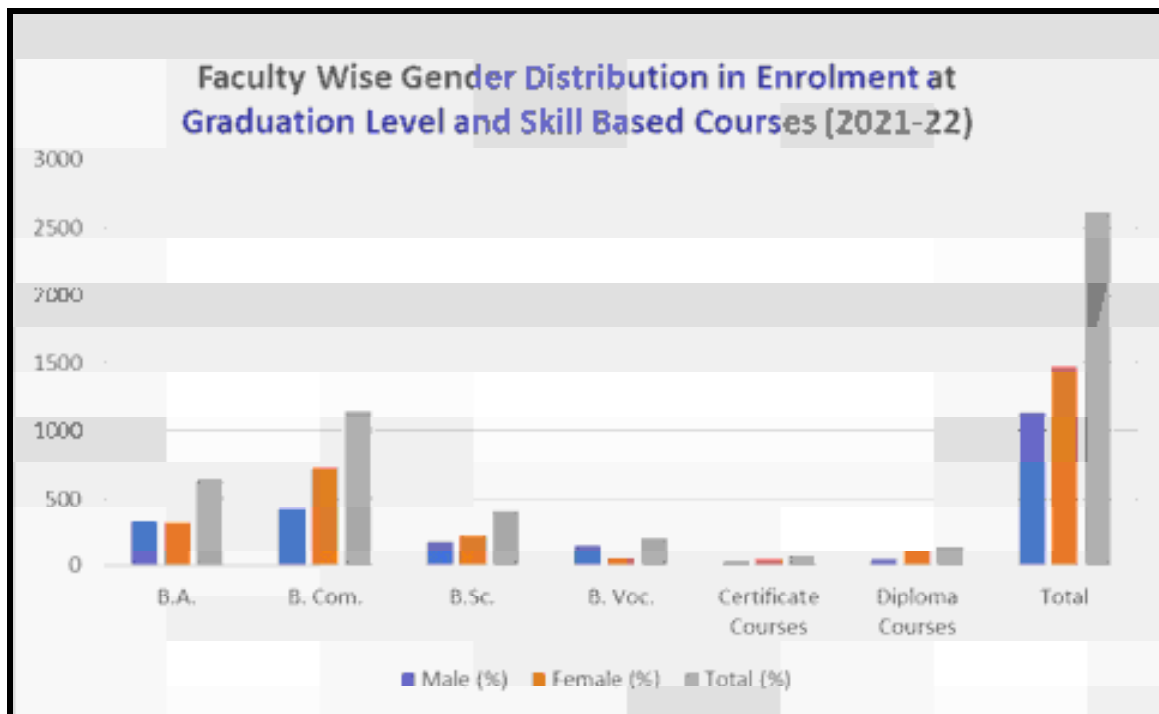


**Table No. 1.**

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

**(2021 - 22)**

Faculty	Male (%)	Female (%)	Total (%)
B.A.	326	320	646
B. Com.	420	724	1144
B.Sc.	173	228	401
B. Voc.	150	59	209
Certificate Courses	26	48	74
Diploma Courses	42	99	141
<b>Total</b>	<b>1137 (43.48%)</b>	<b>1478 (56.52%)</b>	<b>2615 (100%)</b>



In the table no.1 faculty wise enrolment at graduation level is given. Total enrolment at graduation level is 2615. Out of them **1137 (43.48%)** are boys and **1478 (56.52%)** are girls. Enrolment of girls is greater than boys since continuous



## Gender Audit Report (2021-2022)

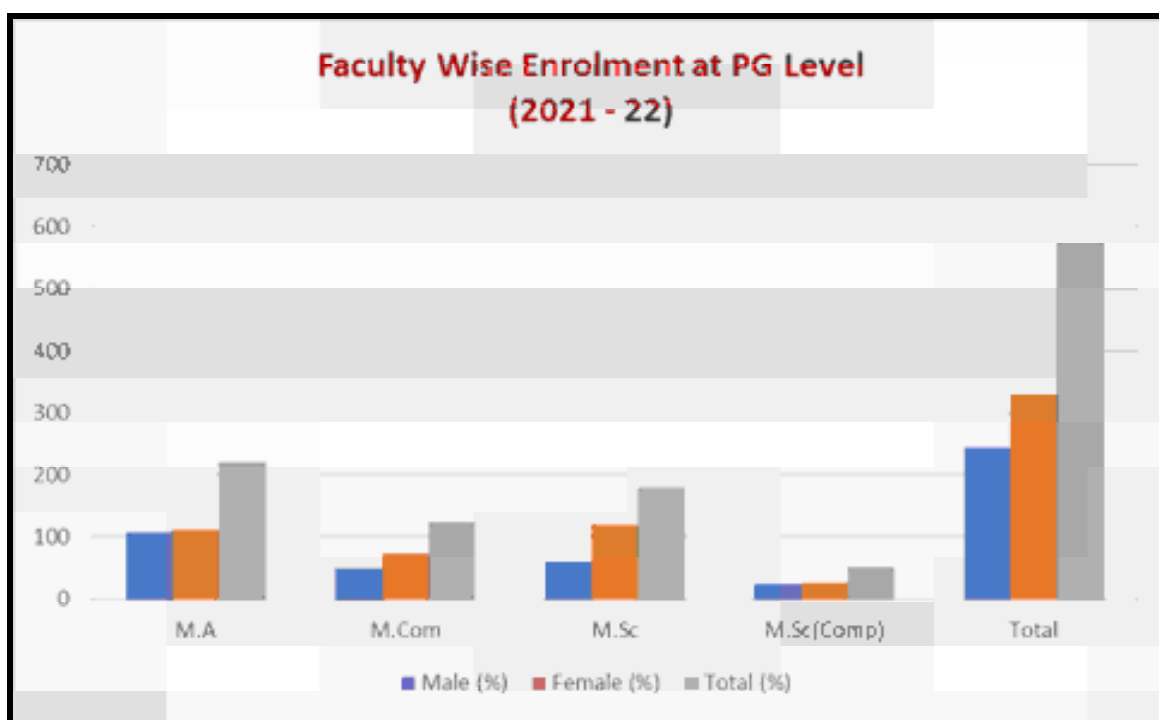


four years, because flow of boys is going to take admissions in professional courses, but girls are taking traditional education. Now our university has started CBCS pattern as per the guidelines given by the UGC from 2019. There are skill-based courses, so admissions of girls and boys can increase in 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  
(2021 - 22)**

Faculty	Male (%)	Female (%)	Total (%)
M.A	108	112	220
M.Com	50	74	124
M.Sc	60	119	179
M.Sc(Comp)	25	26	51
<b>Total</b>	<b>243 (42.33%)</b>	<b>331 (57.67%)</b>	<b>574 (100%)</b>





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In table no. 2 total enrolment for post graduate is **574**. Out of these 243 (42.33%) are male and 331 (57.67%) are females.

Enrolment of girl students is greater than boys in total enrolment. But our admission are more than previous year and percentage of boys is improving. In B. Voc. Total enrolment is 209, out of this, males are 150 (71.77%) and females are 59 (28.23%). We have started 3 certificate courses and 5 diploma courses in this academic year. Many students are taking admission in skill base courses now, because these are generating employment.

### 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.

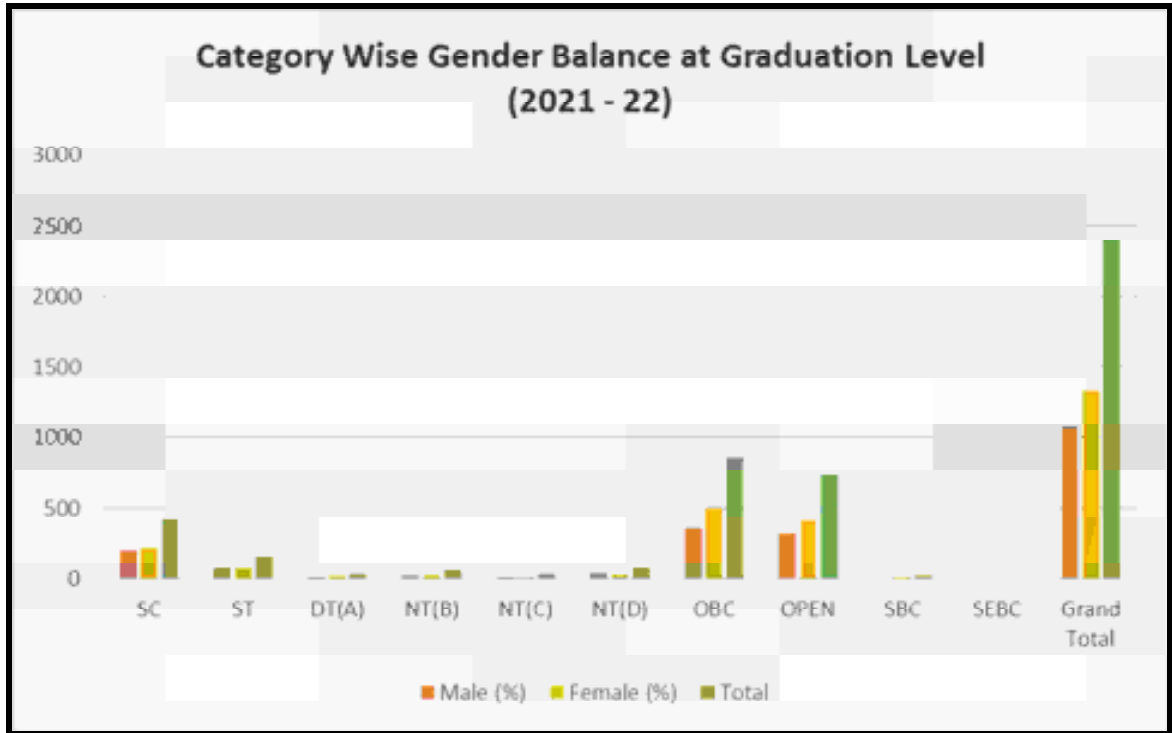
**Table No. 3**

#### Category Wise Gender Balance at Graduation Level (2021 - 22)

Sr. No.	Category	Male (%)	Female (%)	Total
1	SC	200	222	422
2	ST	79	81	160
3	DT(A)	14	19	33
4	NT(B)	24	35	59
5	NT(C)	17	13	30
6	NT(D)	44	34	78
7	OBC	358	502	860
8	OPEN	324	410	734
9	SBC	08	13	21
10	SEBC	01	02	03
Grand Total		1069	1331	2400



## Gender Audit Report (2021-2022)

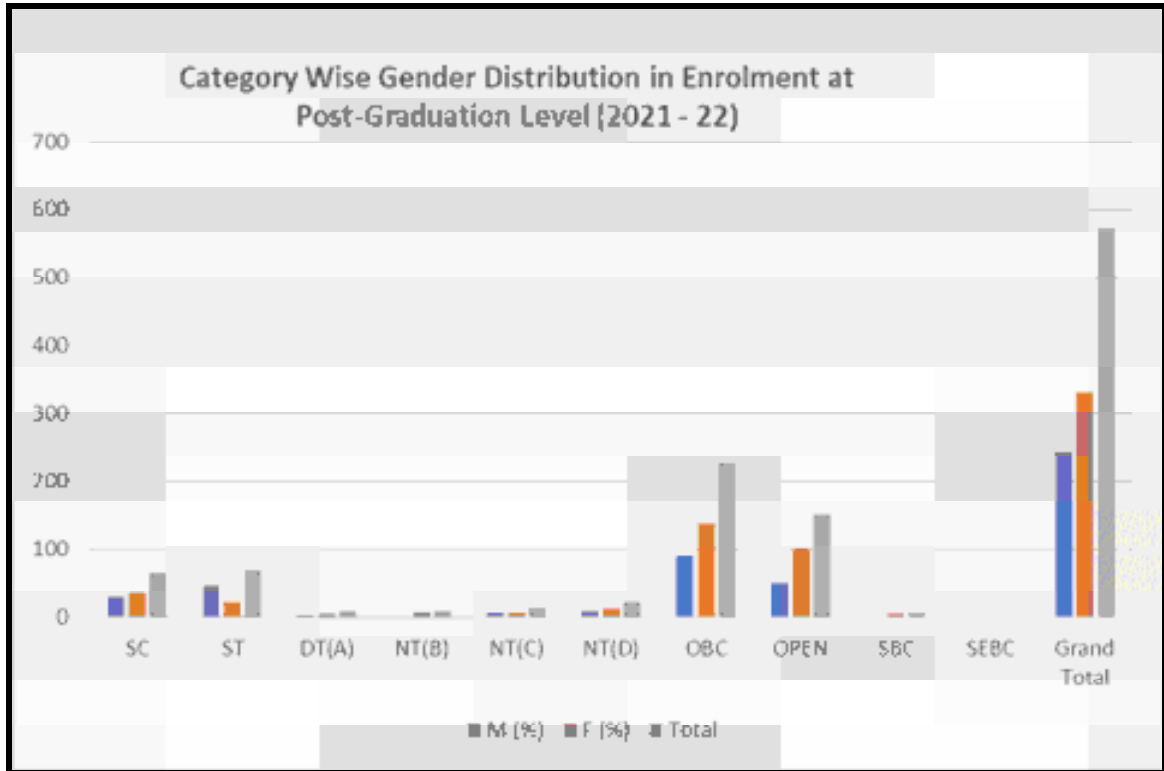


**Table No .4**  
**Category Wise Gender Distribution in Enrolment at**  
**Post-Graduation Level**  
**(2021 - 22)**

Sr. No.	Category	Total		
		M (%)	F (%)	Total
1	SC	30	36	66
2	ST	47	23	70
3	DT(A)	04	05	09
4	NT(B)	02	07	09
5	NT(C)	07	07	14
6	NT(D)	10	12	22
7	OBC	90	137	227
8	OPEN	51	99	150
9	SBC	02	05	07
10	SEBC	00	00	00
<b>Grand Total</b>		<b>243</b>	<b>331</b>	<b>574</b>



## Gender Audit Report (2021-2022)



### 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 (2020 - 21)

Faculty	Class	2020 -21						
		Appear		Pass		Percentage		Total Pass (%)
		M	F	M	F	M	F	
Arts	F.Y.B.A.	89	110	76	98	85.39	89.09	87.43
	S.Y.B.A.	94	87	85	85	90.43	97.70	95.02
	T.Y.B.A.	75	97	61	79	81.33	81.44	81.39
	M.A. II	18	47	16	43	88.89	91.49	90.77
Commerce	F.Y.B.Com.	108	236	99	222	91.67	94.07	93.31
	S.Y.B.Com.	136	246	125	237	91.91	96.34	94.76



## Gender Audit Report (2021-2022)



Faculty	Class	2020 -21						
		Appear		Pass		Percentage		Total
		M	F	M	F	M	F	Pass (%)
	T.Y.B.Com.	102	161	90	142	88.24	88.20	88.21
	M.Com II	17	31	13	27	76.47	87.10	83.33
Science	F.Y.B.Sc.	43	63	42	61	97.67	96.83	97.16
	S.Y.B.Sc.	39	65	39	65	100	100	100
	T.Y.B.Sc.	41	70	41	67	100	95.71	97.30
	M. Sc. II	26	27	23	26	88.46	96.30	92.45
	F.Y.B.Sc. (Comp.)	14	17	14	17	100	100	100
	S.Y.B.Sc. (Comp.)	25	22	25	22	100	100	100
	T.Y.B.Sc. (Comp.)	12	16	11	16	91.67	100	96.041
	M.Sc.II (Comp.) II	10	14	10	14	100	100	100

(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 2021- 22 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 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.





## Gender Audit Report (2021-2022)



### Committee:

Sr.No.	Name of the Member	Designation
1.	Prin. Dr. J.D.Sonkhaskar	Convener
2.	Dr. R. S. Pagar	Member
3.	Dr. S. S. Gadakh	Member
4.	Mr. R. D. Zankar	Member
5.	Dr. M. Sayyad	Member
6.	Mr. S.T. Ghule	Member
7.	Mr. D.M. Kokate	Member
8.	Dr. M.H. Gavali	Member
9.	Mr. S. R. Nikam	Member
10.	Mr. R.A. Ahire	Member

### 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.



## Gender Audit Report (2021-2022)



### Committee:

Sr.No.	Name of the Member	Designation
1.	Dr. S. R. Gosavi	Convener
2.	Dr. A. D. Sonawane	Member
3.	Dr. S.V. Patil	Member
4.	Ms. A. D. Bhandare	Member
5.	Ms. S. S. Kendale	Member
6.	Ms. S.V.Thakare	Member
7.	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'



## Gender Audit Report (2021-2022)



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.

### Committee:

Sr.No.	Name of the Member	Designation
1.	Dr. B. S. Dhoke	Convener
2.	Ms D S Suryawanshi	Member
3.	Ms K A Morade	Member
4.	Mr S R Nikam	Member
5.	Dr M H Gawali	Member
6.	Ms B S Gangurde	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. We are giving 'Mankarnika Award', to the girl students of every department who are taking education in difficult situation to motivate them.



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### **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.

### **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.



## Gender Audit Report (2021-2022)



### Committee:

Sr.No.	Name of the Member	Designation
1.	Mr.R.D.Zankar	Convener
2.	Dr A H Kategaonkar	Member
3.	Ms S S Ahire	Member
4.	Dr T G Deore	Member
5.	Ms. J P Dhokane	Member

**Table No. 6**  
**Career Counselling, Guidance and Placement**  
**(2021 - 22)**

Sr.No.	Programme name	Male	Female	Total
1	State Level Online Workshop on “CSIR/UGC-NET/SET/PET Examination Preparation”	180	257	437
2	Careers in corporate sector	142	377	519
3	B.Voc. Electrical Appliances Maintenance and Repairing	16	04	20
4	Grooming session to develop your personality	64	00	64
5	One Day Online Workshop on Entrepreneurship on the occasion of Birthday of Bharat Ratna JRD Tata	47	95	142
6	Marketing Strategy Programme	51	73	124
7	Bridge Course on Web Technology(PHP)	11	15	26
8	Bridge Course on Andriod Technology	15	17	32
9	Bridge Course on Web Technology(Java Script & CSS)	12	18	30
10	Campus Interview for M.Sc.-II(Comp. Sci.)	5	4	9
11	Modi Lipi Training Course	20	39	59
<b>Total</b>		<b>558</b>	<b>899</b>	<b>1457</b>

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.

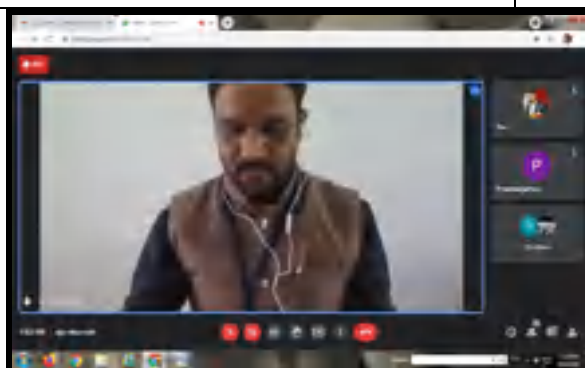


### **XI. Academic Research Centre (ARC):**

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.

**Table No. 7  
Programmes and Projects by Academic Research Centre  
(2021 - 22)**

Sr. No.	Programme name	Male	Female	Total
1	Ozone day Celebration	22	13	35
2	Research Project Methodology And Scientific Writing" (For Post Graduate Students)	274	372	646
3	Ongoing Research Project (Staff)	00	01	01



Dr. Sharad Dhat Expert talk - Ozone day Celebration



Dr. Praveen Saptarshi, UGC Emeritus Professor at Department of Environmental Sciences, Savitribai Phule Pune University, Pune Research Project Methodology And Scientific Writing



## Gender Audit Report (2021-2022)



Female participation is more than male in programmes of Academic Research Committee. It is necessary to create awareness among all 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  
(2021 - 22)**

Sr. No.	Programme name	Male	Female	Total
<b>1.Dr. M.R .Jaykar Employability Programme</b>				
i	Life Skills	10	51	61
ii	Self Awareness & SWOC Analysis	22	71	93
iii	Interview Skills	18	58	76
iv	Cyber Security	13	64	76
v	Presentation Skills	11	58	69
vi	Bank Finance- Concept & Formalities	20	60	80
vii	Communication Skills: Listening & Speaking	15	59	74
viii	Goal Setting	27	66	95
xiv	Certified Programme in Banking, finance and Insurance	55	91	146
<b>Total</b>		<b>191</b>	<b>578</b>	<b>769</b>

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.

### **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**  
**(2021 - 22)**

Sr.No	Name of the Activity	Female
1	Tree Plantation	50
2	Swachh Bharat Abhiyan	50
3	CATC - 527	50
4	YOGA	50
5	CIVIL DEFENCE	50



## Gender Audit Report (2021-2022)



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



Tree Plantation by NCC Cadets



Swachh Bharat Abhiyan



CATC - 527



YOGA



CIVIL DEFENCE



#### **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  
(2021 - 22)**

Sr. No.	Event Name	Male	Female	Total
01	Vaccination Awareness Meeting	30	81	111
02	Mi Jababdar Nashikkar Mohim (Covid - 19 Vaccination Program)	30	81	111
03	Voter Awareness Program (First Voter)	81	30	111
04	District Level NRD Selection Camp	24	20	44
06	Environmental Awareness Program	17	5	22
07	NSS Day Program	18	42	60
08	AIDS Awareness Week	05	40	45
09	Volunteer Participated in National Vijay Diwas Programme	01	00	01
10	District Level Video Making Competition 2021-22	01	00	01
11	Volunteer Participated in NIC	01	00	01
12	Volunteer Participated in State/University Level NRD Selection Camp	01	00	01
13	Road Safety Awareness (Safe Rider)	05	40	45



## Gender Audit Report (2021-2022)



Sr. No.	Event Name	Male	Female	Total
14	Gender Sensitization	05	40	45
15	Volunteer Participated in University Level Environmental Awareness (Nisarg Savardhan) Camp	01	00	01
16	District Level Mask Making Competition 2021-22	01	03	04
17	Volunteer & Programme Officer Participated in NIC	01	00	01
18	Volunteer Participated in University Level Tracking & Biodiversity Camp	01	00	01
19	Election Literacy Board Guidance workshop	00	01	01
20	Volunteer Participated in Save Soil Program	13	15	28
21	Volunteer Participated in National Vijay Diwas Programme	01	00	01



**Covid -19 Vaccination Program**

**AIDS Awareness Week**





### University Level Tracking & Biodiversity Camp



Save Soil Program

Female participation is greater than male in NSS activities this year. 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 2021 -22 our NSS unit is awarded as best NSS Unit by Savitribai Phule Pune University, Pune. Our NSS officer Ms. Varsha Shirore is awarded as best NSS officer in the academic year 2021 -22.

### **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.



## Gender Audit Report (2021-2022)



**Table No. 11**

### **Physical Education & Sports (Gymkhana)**

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

**Jointly Organized**

**(2021 - 22)**

S.N.	Program	Male	Female	Total Number of Participant
1	Yoga Training Programme run by Alumni Physical Education Department	100	236	336
2	Chess Competition	30	35	65
3	Civil Défense Demonstration and Training	22	21	43
4	Health Awareness on the occasion of Cancer Day	11	60	71
5	Inter Collegiate Athletics Competition	413	205	618
6	Inter Collegiate Badminton Competition	57	34	91
7	International Yoga Day	133	255	388
8	Major Dhyanchand- National Sport Day	4	51	55
9	Nirbhay Kanya Abhiyan	00	35	35
10	Eat Right India Walkathon & Yoga thon	900	1400	2300
11	World Surya Namaskar Day	20	62	82
12	Yoga, Sports and Personality Development Summer Camp	51	58	109
<b>Total</b>		<b>1921 (43.93%)</b>	<b>2452 (56.07%)</b>	<b>4373 (100%)</b>





## Gender Audit Report (2021-2022)



**Yoga Training Programme run by  
Alumni Physical Education Department**



**Chess Competition**



**Civil Défense Demonstration and  
Training**



**Health Awareness on the occasion of Cancer  
Day**



**Inter Collegiate Athletics Competition**



**Inter Collegiate Badminton Competition**



## Gender Audit Report (2021-2022)



**International Yoga Day**



**Major Dhyanchand- National Sport Day**



**Nirbhay Kanya Abhiyan**



**Yoga, Sports and Personality Development Summer Camp**



**World Surya Namaskar Day**

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.





### **XVI. Cultural and other Activities:**

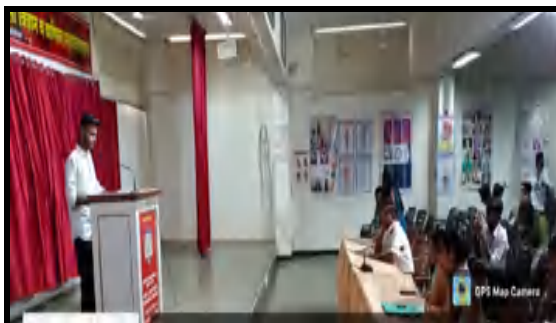
KSKW Arts, Science and Commerce College, CIDCO, Nashik annually organises cultural programme for students. It is a one-week programme of different competitions like Poster Presentation, Mehndi, Rangoli, Cooking, Variety Entertainment, etc. At the institute MVP level cultural competition also organised. 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**  
**(2021 - 22)**

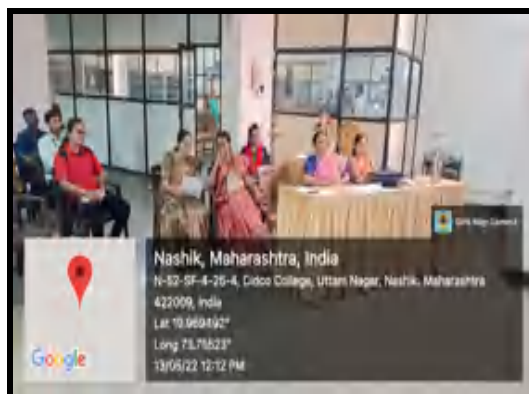
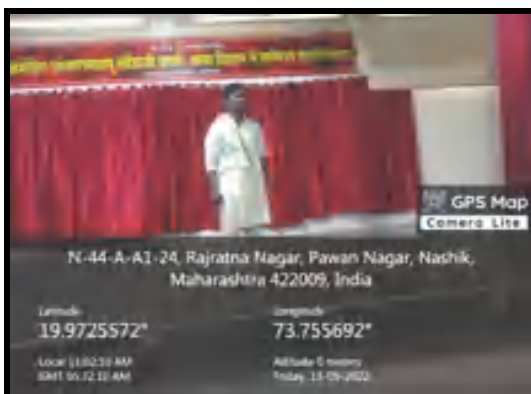
Sr. No.	Programme	Male	Female	Total
1.	Marathi Raj Bhasha din Marathi Swakshari Mohim	95	100	195
2.	Vachan Prerana din Online Quiz for Marathi	79	90	169
3.	Marathi Bhasha Pandharwada Online Quiz	80	90	170
4.	Story Telling Competition	2	3	5
5.	Poetry recitation Competition	11	20	31
6.	Video Making Competition	5	6	5
7.	Poster Making Competition	5	6	3
8.	Solo Acting Competition	1	1	2
9.	One Act Play Competition	2	1	3
10.	Recipe Competition	3	22	25
11.	National E-Poster Making Competition on Sustainable Development	24	24	48
<b>Total</b>		<b>307 (31.75%)</b>	<b>660 (68.25%)</b>	<b>967 (100%)</b>



## Gender Audit Report (2021-2022)



### Poetry Recitation



### Ekpatri Abhinay Spardha Solo Acting Competition



### Video Making and Poster Making Competition

Participation of girls is greater in different cultural activities. It is necessary to motivate the boys 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. In this academic year the counselling cell has handled total 28 cases, out of them 13 male and 15 female cases.

**Table No. 13**  
**Activities Undertaken by Counselling Centre**  
**(2021 - 22)**

Sr. No	Name of The Test	Male	Female	Total
1.	World Mental Health Day	40	44	84
2.	IQ Test	13	10	23
3.	Marriage Attitude Scale	17	18	35
4.	Introversion- Extraversion Scale	10	14	24
5.	Alzheimer's Awareness Quiz	125	216	341
6.	Yoga for Mental Health	48	150	198
7.	Need of Yoga Nidra for relaxation	48	150	198
8.	Benefits of regular aura energy cleansing	48	150	198
<b>Total</b>		<b>349 (31.70%)</b>	<b>752 (68.30%)</b>	<b>1101(100%)</b>

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. 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



## Gender Audit Report (2021-2022)



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
2021 -22	Male	501	1528
	Female	1027	

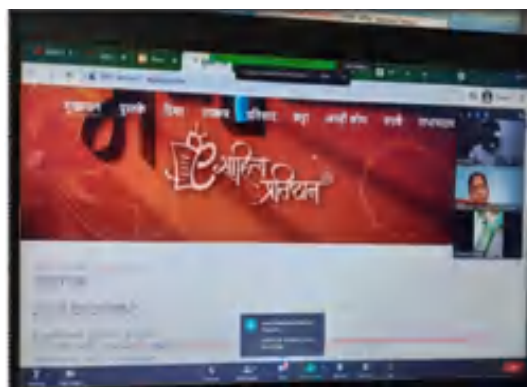
Females are taking more benefits of library than male.

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 12/8/2022. They also organized book exhibition on the occasion of the 'Library Day' and 'Vachan Prerana Din'.



**Seminar on "Awareness about DELNET & Library OPAC"**



**Online Seminar on "Awareness about E Resources for High School Students"**



Book Exhibition on the Occasion of “*Marathi Rajbhashadin*”

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

Total senior teaching staff is 82. Out of them, 29 are male and 53 are female.  
Total non-teaching staff is 55. Out of them, 41 are male and 14 are female.

### **XX. Initiative for Transgender:**

Our institution organizes different programme for Transgender every year. In this academic year we have organize beautician course and Hair style competition for them with cooperation of ‘Janshikshan Sansthan’. Total 20 participants are benefited by this training programme. It can be contributed for their skill development and self-respect because they can start their own business with help of this training.



All participant with their certificate



Performing hair style competition





## Gender Audit Report (2021-2022)



### XXI. 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 2021-22 some and teachers are awarded or recognised by different organizations.



Professor Dr. Manisha Girase is awarded , as best teacher by Kalika Trust, Nashik.



Professor Dr. Manjur Sayyad is awarded as best paper author in international conference.



Prof. Dr. Manjur Sayyad is awarded for his academic contribution by Dnyanodaya bahuuddeshiy Sanstha.



Dr. Manisha Nathe is awarded as 'Nisarg Doot', by Nisarg sanvardhan Mandal.



## Gender Audit Report (2021-2022)



Dr. manisha Nathe is awarded by Gold Medal for her social contribution by Vikasachi Vat Vichar Manch.



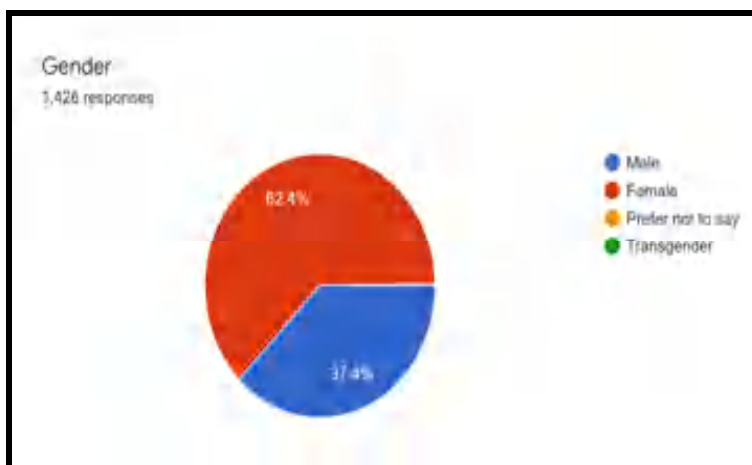
Dr. D. N. Pawar is awarded as a "Best Presenter of the Conference in International Multidisciplinary Conference.

### Gender Survey Analysis Report of Students:

We have collected responses of students by google form to study the awareness of gender sensitisation and to know their opinion about facilities provided to them by our institution.

#### Total Respondant:

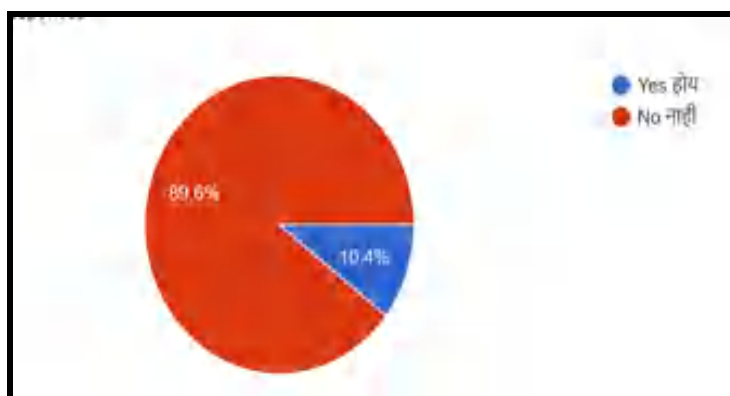
Total 1426 students have responded to this form, out of them 62.4% are female and 37.4 are male. Percentage of female is greater than male because proportion of female is greater in admission than male students.





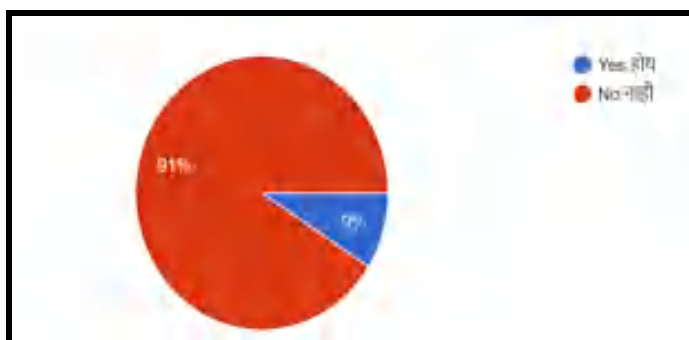
### Facing problem due to gender while taking admission:

We have asked them that, is there any problem they are facing due to gender while taking admission. Total 89.6% responded that there is no problem in admission process due to gender. It means our practices of gender sensitisation are reflecting in admission process.



### Facing problem due to gender while giving exam:

91% students said that there is no problem due to gender while giving examination.



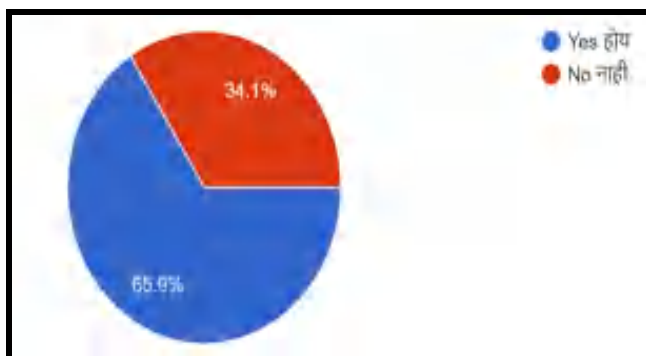
### Awareness about “VISHAKHA Committee”:

1. Out of Total responded students 65.9 % students know about “VISHAKHA Committee”, which is working to solve gender issues of students and staff according to governments rules and regulations. 34.1 % students are not aware about such practice. It is necessary to make them aware about it.

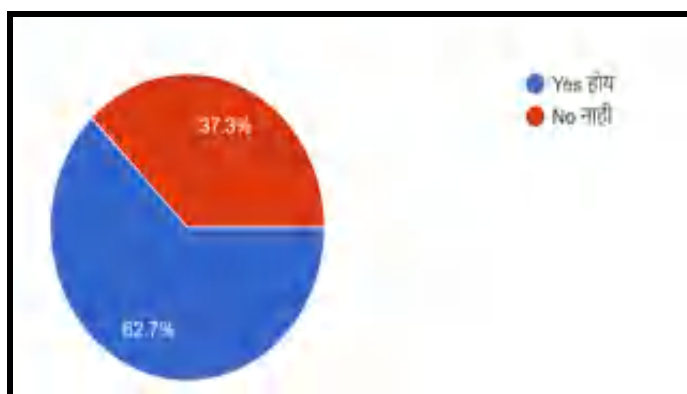




## Gender Audit Report (2021-2022)

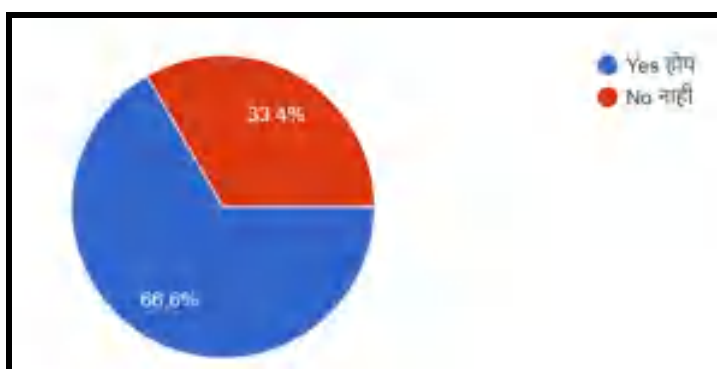


2. Out of total respondent 62.7% students are taken a notice of boards displayed of VISHAKHA committee by college.



### **Awareness about 'Gender Sensitisation' Programme:**

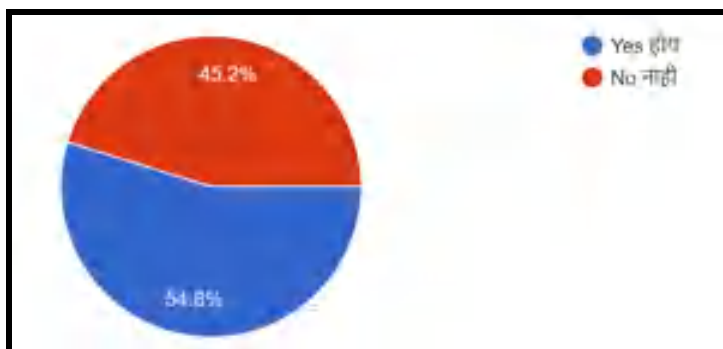
'Gender Sensitisation' is our best practice. We organize different programmes for creating awareness among all stake holders and students about gender issues. 66.6% students are responding positively about the organisation of these programs.





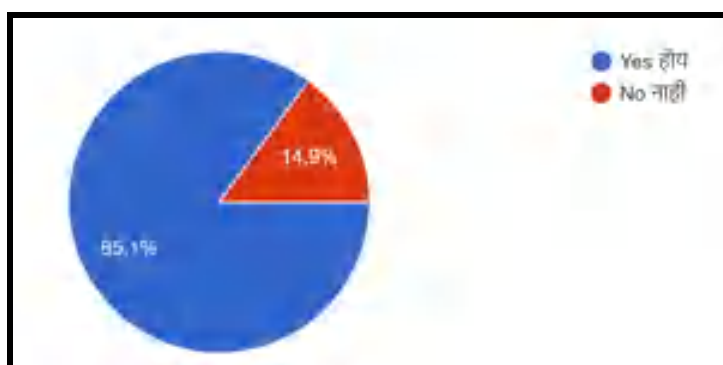
### **Awareness about Girls Student Forum:**

54.8% students are knowing about 'Vidyarthini Manch', which is also known as girl student forum. This forum is working for only girl students to create awareness about their overall development other than education.



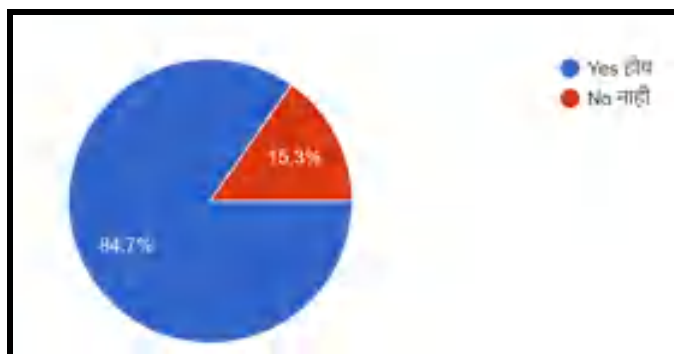
### **Representation in NSS:**

85.1% students are saying that there is proper representation to all in NSS.



### **NCC:**

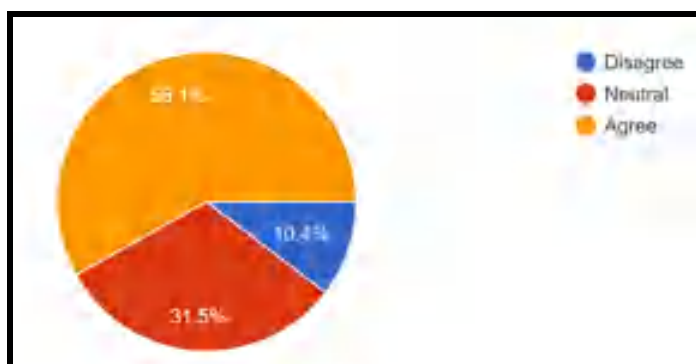
Actually in our college we are running NCC program only for girls. It is necessary to start it for boys also.





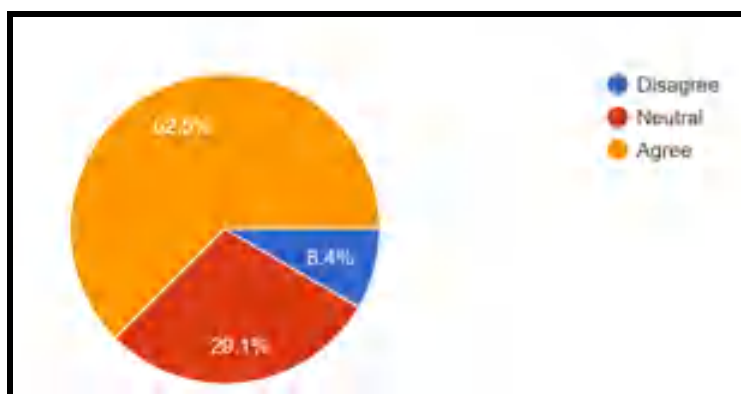
### Representation in Sports:

Our Gymkhana department is very enthusiastic, which is running different activities for students. 58.1% respondents said that there is proper representation to all in sports activities, while 31.5% respondents are saying there is no proper representation to all and 10.4% respondents are neutral about it. It is necessary to increase participation of all girls and boys equally in sports activities.



### Representation in Cultural Activities:

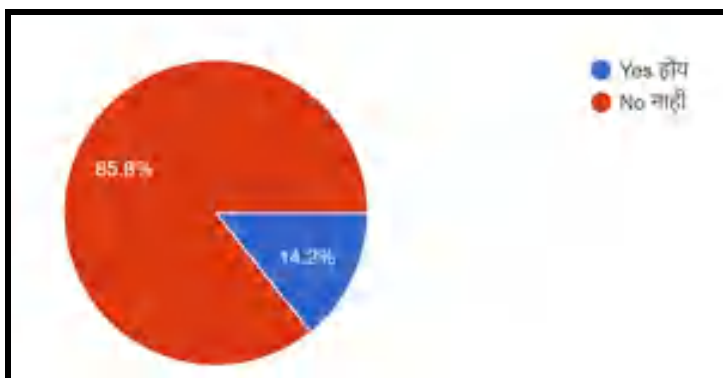
Our cultural committee is organising and motivating all students to participate in different cultural activities and competition. Total 58.1% respondents are saying that there is proper representation of girls and boys in cultural activities. It means there is a scope to improve the participation of girls and boys.





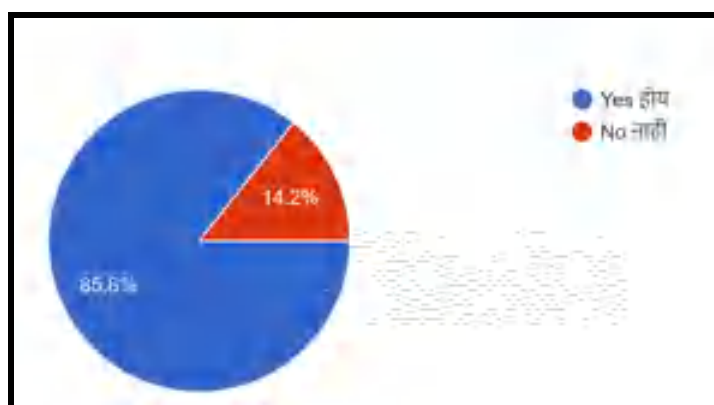
### Facing problem due to gender in Library:

Out of total respondents, 85.8% students are responded that there is a problem in library services because they are girl or boy. There is need of improvement while giving services in library either student is girl or boy.



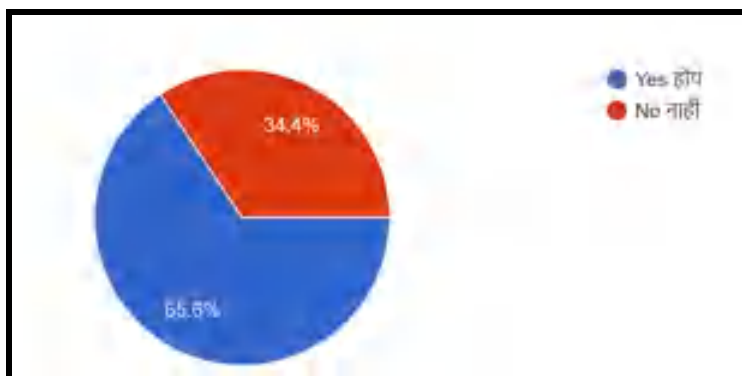
### Responses About Washroom:

We have separate and clean washrooms for all girls and boys, so 85.8% percent respondents said that there are separate washrooms for girls and boys. But it is necessary to keep one washroom reserved for handicap and transgender students.



### Programme related to gender Sensetization:

In our institute we run different programs for girls, boys as well as for transgender. Out of total respondents 65.6% said yes to question about it



#### 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 209, out of this, males are 150 (71.77%) and females are 59(28.23). It is necessary to increase the flow of girls towards skill-based education. Ratio of girl student is increased than last year enrolment. (2020-21 Girl students= 19.64%)
- 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.
- 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.



## Gender Audit Report (2021-2022)



- Female participation is more than male in programmes of Academic Research Committee.
- 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.
- Female participation is greater than male in NSS activities this year. Participation of female is increased than last academic year. Social awareness is increasing in students by taking participation in NSS activities.
- Participation of girls is greater than boys in fitness program. It means awareness of women is increasing about their health.
- Participation of girls is greater in different cultural activities. It is necessary to motivate the boys for increasing the participation in cultural activities.
- Females are more benefited than male by counselling centre run by psychology department.
- Female participation in co- curricular activities is greater than male. It is necessary for overall personality development.
- Females are taking more benefits of library than male.
- In this academic year we have organize beautician course and Hair style competition for them with cooperation of 'Janshikshan Sansthan'. Total 20 participants are benefited by this training programme.
- Total senior teaching staff is 82. Out of them, 29 are male and 53 are female. Total non-teaching staff is 55. Out of them, 41 are male and 14 are female.



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### **Findings of Gender Survey:**

- Total 89.6% responded that there is no problem in admission process due to gender. It means our practices of gender sensitisation are reflecting in admission process.
- 91% students said that there is no problem due to gender while giving examination.
- Out of Total responded students 65.9 % students know about “VISHAKHA Committee”.
- Out of total respondent 62.7% students are taken a notice of boards displayed of VISHAKHA committee by college.
- 66.6% students are responding positively about the organization of gender sensitization programs.
- 54.8% students are knowing about ‘Vidyarthini Manch’, which is also known as girl student forum.
- 85.1% students are saying that there is proper representation to all in NSS.
- 58.1% respondents said that there is proper representation to all in sports activities, while 31.5 respondents are saying there is no proper representation to all and 10.4% respondents are neutral about it
- Total 58.1% respondents are saying that there is proper representation of girls and boys in cultural activities.
- Out of total respondents, 85.8% students are responded that there is a problem in library services because they are girl or boy.
- We have separate and clean washrooms for all girls and boys, so 85.8% percent respondents said that there are separate washrooms for girls and boys.
- In our institute we run different programs for girls, boys as well as for transgender. Out of total respondents 65.6% said yes to question about it



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### **5. Recommendation:**

- It is necessary to create awareness among students and staff about importance of research.
- It is necessary to motivate boys for participating in fitness programs. It can improve their physical strength and fitness.
- .It is necessary to increase participation of all girls and boys equally in sports activities.
- There is a scope to improve the participation of girls and boys in cultural activities.
- There is need of improvement while giving services in library either student is girl or boy.
- It is necessary to keep one washroom reserved for handicap and transgender students.

### **6. 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.





## Gender Audit Report (2021-2022)



### Declaration

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

Principal

The peer team of gender audit visited on-



Name		Signature
Dr. Rajendra Bangle	Chairman	
Dr. Vaishali Balajiwale	Member	
Dr. Seema R. B. B.	Member	
Asawari Deshpande	Member	



## Gender Audit Report (2021-2022)



### Remark and signature of external gender audit committee-

#### Remark-

- ① IC committee should give its policies to students and staff every year.
- ② There is a girl student forum for girls' development but there should be boys student forum also for boys development.
- ③ IC committee board to be displayed at entrance.
- ④ Preventive awareness lecture for male female students to be taken together like 'Gender Equality'.
- ⑤ Post awareness workshop on 'What is sex harassment?' to be arrange for all students and staff.

Sr. No.	Particular	Name	Signature
1	Chairman	Dr. Rajendra Saugle	
2	Member	Dr. Vaishali Balajiwale	
3	Member	Peg. Seema R. Baji	
4	Member	Asawani Deepankar	

Dr. A. D. Sonawane  
Co-ordinator



Dr. J. D. Sonkhaskar  
Principal



## Gender Audit Report (2021-2022)



### 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. Ghurane	
2.	Member	Dr. Sanjay Savale	
3.	Member	Dr. Kamna Kushare	
4.	Member	Mrs. Ravina Gure	

Dr. A.D. Sonawane  
Coordinator

Dr. J.D. Sonkhaskar  
Principal



## Action Taken Report – Gender Audit (2021- 22)

### Suggestions of External Audit Committee – 2020-21

1. Action research methodology must be used for internal audit.
2. Participation of boys in different activities should be improved.
3. Debates on gender recommended for betterment.

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

1. Most of the activities are organized for all students.
2. Gender survey is conducted for students with help of google form to take their responses about different student support services.
3. Enrolment of male is slightly increasing than that of female for admission in this Academic Year.

Dr. A.D. Sonawane  
Coordinator

Dr. J.D. Sonkhaskar  
Principal



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## 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](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.