



*Maratha Vidya Prasarak Samaj's*  
**Arts, Science and Commerce College, Ozar (Mig),**  
**Tal - Niphad, Nashik - 422206, (Maharashtra)**  
*(Affiliated to Savitribai Phule Pune University, Pune)*  
**NAAC Reaccredited with B++ Grade**



**2021-2022**

# Gender audit

## Preface

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

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

### 1. Introduction

Maratha Vidya Prasarak Samaj's Arts, Science & Commerce College, Ozar (MIG), Tal-Niphad, Dist-Nashik was established in 1984. The college is affiliated to Savitribai Phule Pune University, Pune. It has been recognized under 2 (f) and 12 B of the University Grants Commission Act, 1956. It receives grants-in-aid. The College is situated in its own spacious and beautiful building on a magnificent and serene campus. It is 2 kilometers away from the Ozar (MIG) Bus Stand, 3 kms away from Ozar Air Port, 20 kms away from the Nashik City

Central Bus Stand, 27 kms from the Nashik Road Railway Station. The College imparts education leading to Bachelor's Degrees in Arts, Science and Commerce and Master's Degree in Hindi, Physics and Chemistry. It has well-furnished and ventilated classrooms, well-equipped laboratories and a rich library, internet facility, adequate number of clean toilet blocks, play grounds, a health centre, well preserved trees, lawns and landscapes, experienced, qualified and devoted teaching and supporting staff.

Near about 50% of the total strength is female students. The College accommodates students from all over the country due to the employment opportunities in HAL, IAF, Railways, State and Central Govt. offices and the industries around.

The percentage of the examination results is very good, some students are University rankers.

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

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

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

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

We also facilitate distance education through our study centre of YCMOU (Yeshwantrao Chavan Maharashtra Open University), Nashik for the students who cannot do regular courses of the Pune University because of their own reasons. Thanks to this study centre these students' dream of becoming graduates is realized.

In short, this college does whatever it can to develop itself into a centre of excellence. In other words, we quest for excellence in all that we do in and off the college...

The College is accredited in July 2019 with CGPA 2.77 and B++ grade.

## **2. Executive Summary**

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

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

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

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

### **Summary of Findings**

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

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

## **3. Data Inputs**

### **I. Gender Sensitive Features of Arts, Science & Commerce College, Ozar (MIG), Facilities for Girls**

Arts, Science & Commerce College, Ozar (MIG) is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls and boys.

### **Parking Facilities**

A well observed parking of two-wheelers and four wheelers for girls and boys. Parking is one of the disciplines in the college.

### **Reading Room**

Very Spacious and airy reading room is available for students and faculty. Girls have separate reading rooms. They are also provided with umpteen numbers of books that will guide them for various competitive exams. The room is under CCTV surveillance.

### **Girls Washroom**

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

### **Waste management**

College is concerned about creating environmental awareness among students so Vermi-composting Units have been set up for solid waste management in our college. It is an initiative to teach students to manage waste in a scientific manner.

### **CCTV**

CCTVs have been placed such way that it covers whole college campus. CCTVs plays an important role in safety measure and scrutinize various activity. They have been placed near stairs, corridors, gates, reading rooms, office entrance and other major points so that the campus is a safe zone for everyone.

### **Drinking Water**

Clean and Purified drinking water facility available for each and every one. Water Coolers are also available at ground and first floor of building.

### **Suggestion Box**

Suggestion box are made comfortable to everyone who are couldn't feel comfortable to give suggestion regarding any progress of college. There are a common suggestion boxes on both floors which are regularly checked and improvisations are made based on the suggestion received.

### **SMS alert and WhatsApp group system**

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

## Unique ID number

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

## Ramp

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

## Notice Boards

Notice Boards are available on ground floor and first floor for effective communication and provide important information regarding student's progress. Departmental notice boards are also available. A White board is also placed in the main lounge in addition to the blackboards on either side of the main entrance to disseminate information.

## Central library

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



### **Sports facilities**

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

### **VISHAKHA Committee**

<b>Sr. No.</b>	<b>Names</b>	<b>Designation</b>
1	Dr. P.R. Bhadane	President
2	Smt. Ganga Gawali	Secretary
3	Dr. Megha Patil (Medical Advisor)	Member
4	Adv. Manisha Boraste (Legal Advisor)	Member
5	Smt. Triveni Ghosale	Member
6	Sau. Manisha Gosavi	Parent Member
7	Police Inspector Ozar Police station	Member

### **Gender Audit Committee**

<b>Sr. No.</b>	<b>Names</b>	<b>Designation</b>
1	Dr. P.R. Bhadane	Chairperson
2	Prof. M.D. Dugaje	IQAC Co-Ordinator
3	Dr. K.P. Amrutkar	Gender Audit Co-Ordinator
4	Prof. V.S. Shimpankar	Member

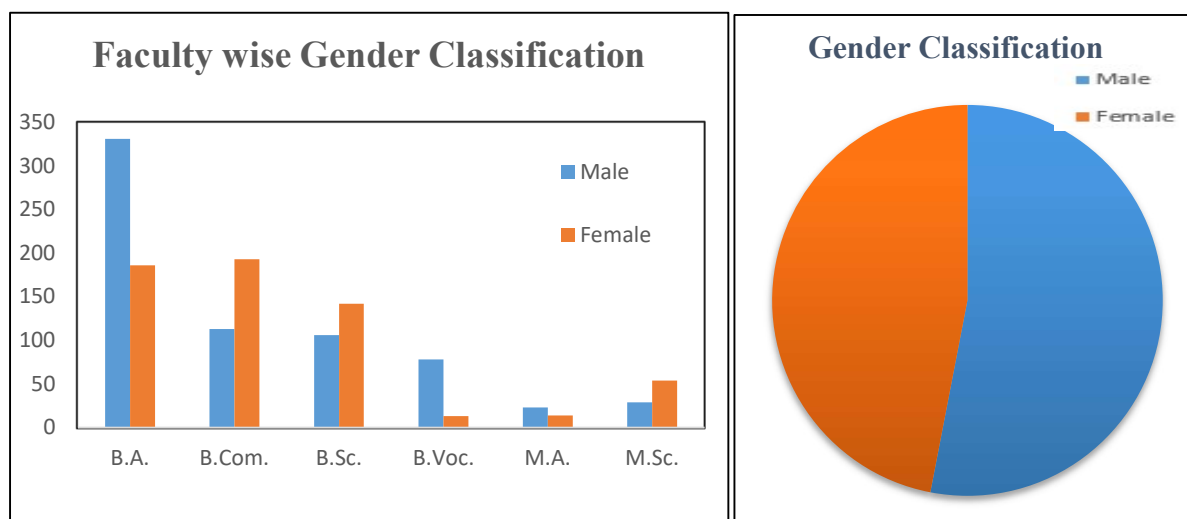
## II. Student Strength Gender Balance in Enrollment at Graduation and PG Level

### Year wise Gender Classification

Year	Male	Female	Total	Male %	Female %
2020-2021	680	602	1282	53.04%	46.96%

### Faculty wise Gender Difference in the students 2021-22

Sr. No.	Faculty	2021-2022				
		Male	Female	Total	Male %	Female %
1	B.A.	331	186	517	64	36
2	B.Com.	113	193	306	37	63
3	B.Sc.	106	142	248	43	57
4	B.Voc.	78	13	91	86	14
5	M.A.	23	14	37	62	38
6	M.Sc.	29	54	83	35	65
	<b>Total</b>	<b>680</b>	<b>602</b>	<b>1282</b>		

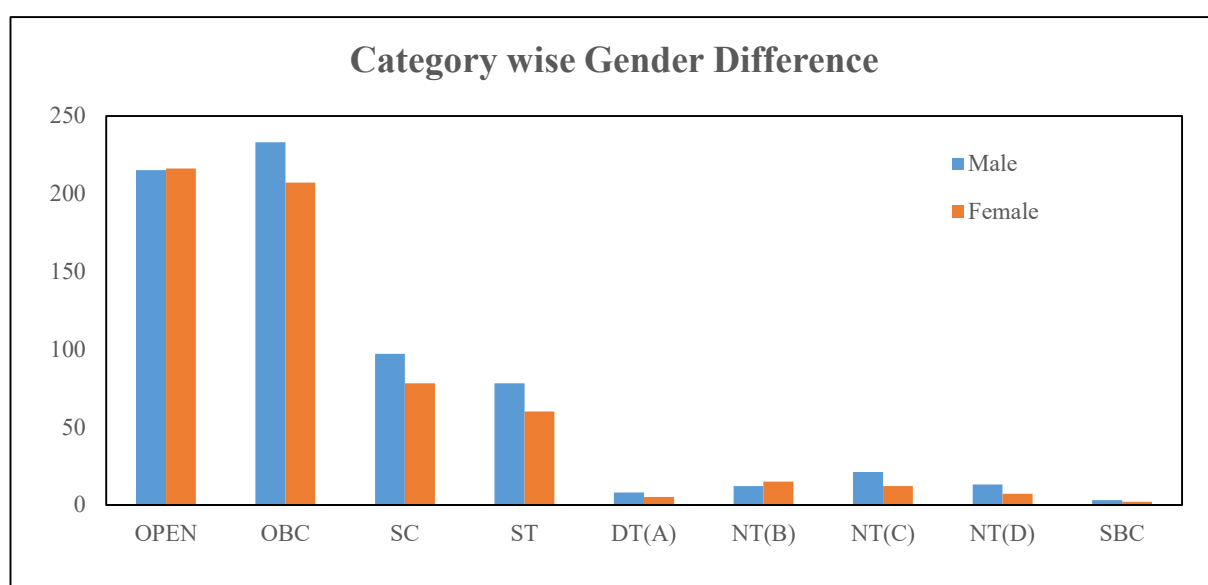


From the above table we can see that B.Com., B.Sc. and M.Sc. classes has girl's student strength is maximum.



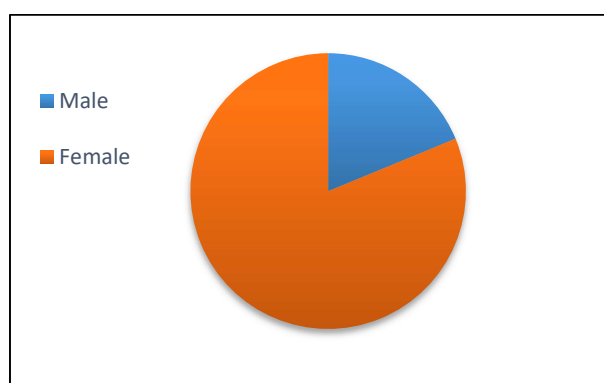
### III. Gender Difference in Various Social Categories (2021-22)

SR. NO.	CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
1	OPEN	215	216	431	50	50
2	OBC	233	207	440	53	47
3	SC	97	78	175	55	45
4	ST	78	60	138	56	44
5	DT(A)	8	5	13	61	39
6	NT(B)	12	15	27	44	56
7	NT(C)	21	12	33	63	37
8	NT(D)	13	7	20	65	35
9	SBC	3	2	5	60	40



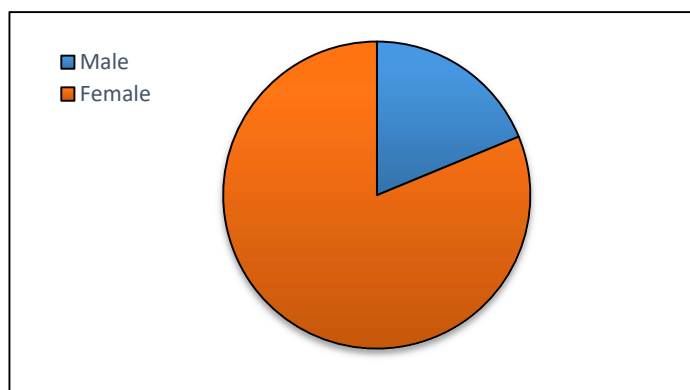
### IV. Gender Difference in enrolment of NCC Cadets (2021-22)

Year	Male	Female	Total	Male%	Female%
2021-22	35	15	50	70	30



## V. Gender Difference in enrolment of NSS (2021-22)

Year	Male	Female	Total	Male%	Female%
2021-22	47	203	250	45.6	54.4



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

### Gender classification-permanent teaching faculty:

Sr. No.	Year	Full Time	Permanent	Male	Female
1	2021-22	45	27	33	12

## VII. Gender Classification of Non-Teaching Staff (2021-22)

Sr. No	Year	Full Time	Permanent	Male	Female
1	2021-22	27	18	24	03

Designation	Registrar	O.S.	Steno	H. Clark	Sr. Clark	Jr. Clark	Lib. Clark	Lab. Asst.	Lab. Att.	Lib. Att.	Peon	Total
2021-2022	M	-	-	01	02	02	01	02	06	03	07	24
	F	-	-	-	-	01	01	01	-	-	-	03
	T	-	-	-	01	02	03	02	03	06	03	27

## VIII. Gender sensitization and equity mechanism/Support System

### a) Prevention of Sexual Harassment:

An act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Whereas sexual harassment results in violation of

the fundamental rights of a woman to equality under articles 14 and 15 of the constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which include a right to a safe environment free from sexual harassment. Whereas, the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all forms of discrimination against Women, which has been ratified on the 25<sup>th</sup> June 1993 by the Government of India.

#### **b) Medical assistance to students: Health Insurance, Health programs**

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

#### **c) Anti-Ragging and Discipline Committee**

As the college forms a part of the M.V.P. Samaj, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college has an Anti-Ragging and Discipline Committee specially to look into the ragging issues. The students in distress owing to ragging related incidents can access the committee. The committee has a female and male member and the Principal of the college is the chair person. The committee makes sure that each student has to fill in the details in anti-ragging form during the time of admission and No ragging case has been reported in our college premises till date.

#### **d) Awareness Programme for Girl - Students**

The Institute has an active Committee to monitor atrocities against women as well as a Women Cell that works in close coordination to look into the concerns of the women staff and students. The Committee ensures upholding the *Vishakha Guidelines* within the college premises. Gender sensitization and empowerment of the students are other primary issues that deal with the committee. Women Cell comprises *Vidyarthini Manch*, *Vishakha*, Grievance Cell, Sexual Harassment Cell.

### e) *Vidyarthini Manch*

*Vidyarthini Manch* is a part of student welfare program that deals with the users of female students of under graduate and post-graduate programs. Female students have to rope with various issues in different fields namely social, political, environmental, health issues in an endocentric society. Even they have various evidences in educational field. *Vidyarthini Manch* solely focuses on girls, it tries to make them self-confident and helps them to teach the obstacles that deviates them from achieving their goals. It aims to empower them so that they will be successful in the competitive era.

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



*Vidyarthini Manch* under Savitribai Phule Jayanti



*Nirbhay Kanya Abhiyan*

## **IX. Sexual Harassment Prevention Committee**

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

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

## **X. Grievance Redressal Cell**

The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents. The committee comprises a Convener and 3 senior staff members who are involved in addressing complaints. The committee works in close association with the Principal of the college. The members look into each and every issue of students especially girls. Major complaints have not been reported yet.

## **XI. National Service Scheme – N.S.S.**

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

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

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

Outreach and extension programmes are organized for the benefits of the community. Special camps and other programmes have been organized every year to

undertake various activities.

## **MOTTO OF NSS**

- NOT ME BUT YOU
- Reflection of the essence of democratic living
- Need for selfless service
- Appreciation of the other's person point of view
- Consideration for fellow human beings
- Inculcation of moral values in students and develop them as responsible citizens of India

## **ACHIVEMENT OF NSS**

Our college is awarded Best College Unit and Best Programme Officer of NSS (Innovative Programmes) in 2013-14 by Savitribai Phule Pune University

- We have received appreciation letters from different bodies
- Last five year our NSS Volunteers participated in SRD/NRD various camps as well as National Level and State Level Workshops/ Camps.
- Since last Five years, our college has been organising Blood Donation Camp and maximum students participate in the same.

- **Regular activities of NSS**

It includes Blood Donation Camps, Tree Plantation Programs, Campus Cleaning programs, Voter Registration and Awareness Campaign, National Pulse Polio Immunization Campaign, Rally, Health Check-up and H.B. Check -Up Camp, *Swachha Bharat Abhiyan*, Socio-Economic Survey, Workshop on Value Education and Women Self Defence, Disaster Management, Female Foeticide Awareness, etc.

- **Activities of Special Camp**

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

## Gender Difference of Special Camp Volunteer strength

Sr. No.	Year	Allocation	Male	Female	Total	% Male	% Female
1	2021-22	125	31	94	125	25	75

From above table we can see that 75% girls are interesting to attend the special camp.



**M.V.P. Samaj's**  
**Arts, Science and Commerce College, Ozar (MIG)**  
**Tal –Niphad, Dist – Nashik- 422 206**

---

**Report of the Gender Audit**

---

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

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

**Salient Finding:**

- Student strength particularly girls' students is increasing continuously in both UG and PG programmes.
- Success rate of girl students is higher than that of boys.
- Participation in various social activities of Girls is more than that of boys.

**Conclusion**

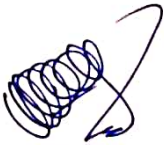
Gender audit of the college has unveiled that the college has many strengths and a few limitations. Steps are already in the pipeline to overcome the limitations. The findings reveal that the institution plays a key role in uplifting socially, economically marginalized students. Gender biased practices do not exist and curtailed with an iron hand so that both girls and boys could co- exist harmoniously in a congenial environment. Many programs are conducted from time specifically for girl students to enhance their confidence building. With



the strong will power and commitment to gender justice, the College would certainly contribute to create a gender sensitive society.

### Recommendation

- Organize more awareness programme on legal rights of women.
- Induction programme, quiz and newsletters on topic of Gender Sensitization and equality.
- Motivate more girls to enroll for sports activity.
- Organize self-defense programme on regular basis.



**Dr. Sambhaji Pagar**  
Assistant Professor,  
K.T.H.M. College, Nashik



*Full 17-4-2023*  
**Dr. R.D. Darekar**  
Principal,  
K.T.H.M. College, Nashik

K.R.T. Arts, B. H. Commerce & A. M  
Science College, Nashik-422002



**Dr. M. D. Dugaje**  
IQAC Co-ordinator,  
ASC College, Ozar (Mig)



*Bhadane*  
**Dr. P.R. Bhadane**  
Incharge Principal,  
ASC College, Ozar (Mig)  
PRINCIPAL

Arts, Science and Commerce College  
Ojhar(Mig), Dist. Nashik-422 208