



*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**



# **GENDER AUDIT**

**Dr. N. V. Khangar**  
Coordinator

**Dr. S.R. Gadakh**  
Principal

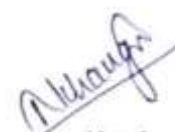
**2023-2024**

## **Acknowledgement**

We, the Gender Audit Assessment Team expresses our deepest gratitude to the Management of Maratha Vidya Prasarak Samaj, Nashik. We express our special thanks our Hon. Principal Dr. S.R. Gadakh, Vice Principal Dr. P.R. Bhadane and Dr. Y.P. Jadhav, IQAC Coordinator Dr. M.D. Dugaje and Dr. P.P. Parmar for their valuable time to time suggestions and guidance for preparing this report.

Being a Gender Audit Co-ordinator, I acknowledge my indebtedness to the committee members Dr. U.V. Sorte, Smt. A.U. Barde and Smt. S.D. Sonawane for helping me in collecting data and preparing report. I also acknowledge Prof. B.P. Bhangale, Dr. S.Y. Sardar, Dr. D.S. Borade for providing us the necessary gender related data, programmes and leading our team with their valuable suggestions while compiling the report.

We extend our gratitude towards the teaching and non-teaching staff of our college. Thanks to all for their direct and indirect help and motivational support.



**Dr. Nutan Vijay Khangar**  
**Gender Audit Co-ordinator**

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## **From the Desk of Hon. Principal Dr. S.R. Gadakh**

In my capacity as College's Principal, I have a strong commitment to creating an inclusive and egalitarian atmosphere where each person feels appreciated, valued, and enabled to realise their full potential. Even though we've come a long way in fostering a friendly and encouraging environment, we still need to face the widespread problem of gender discrimination that still affects our campus community. In order to face and address these issues head-on, this gender audit is an essential first step. According to Indian statistics, women are contributing significantly to the advancement of civilizations and the nation.

By carrying out this audit, we are reiterating our dedication to advancing gender parity and tearing down the obstacles that prevent our teaching, non-teaching staff and students from succeeding. We understand that real equality involves more than words; it necessitates action and a willingness to question the existing quo. The results of this audit will therefore guide the creation of focused actions and programmes meant to promote a more welcoming and equal college environment. Even we have arranged programmes and initiatives that undoubtedly support women's empowerment both on and off campus.

Furthermore, we are aware that everyone in our college community must work together to combat gender discrimination. I implore each and every one of you to get involved in this process, whether it be by sharing your experiences, providing advice and insights, or endorsing the introduction of suggested modifications. By working together, we can establish a college where people of all genders are empowered, safe, and supported to succeed.

Let us, in closing, seize this chance to address the problem of gender discrimination with bravery, empathy, and tenacity. Together, let's create a campus community that upholds equality, embraces diversity, and acts as a ray of hope for coming generations. I appreciate your dedication.

## **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 foremost 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 analyse 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.

## About College

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 accredited in July 2019 with CGPA 2.77 and B++ grade. 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 54% 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. 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 center of Yashwantrao Chavan Maharashtra Open University (YCMOU), Nashik for the students who cannot do regular courses of the Pune University because of their own reasons. Thanks to this study center these students' dream of becoming graduates is realized.

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

# Introduction

## 1. Background and Context of the Gender Audit

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, reports of the programmes and many more.

## 2. Objectives

The objectives of a college gender report usually centre on identifying, evaluating, and mitigating gender inequalities in the academic setting. These are some particular goals:

- To assess and improve gender equality
- To identify gender disparities
- To evaluate campus climate and safety

## 3. Scope

The gender audit has been done for M.V.P.'s Arts, Science and Commerce College, Ozar (Mig), Tal. Niphad for the academic year 2023-24. All students, teaching and non-teaching staffs are considered for this audit report. Enrolment and admissions, curriculum and teaching, campus climate, support services, etc. are examined through this audit.



## **Gender Sensitive Features**

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 Specious 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 is 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 physical 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 center. 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**

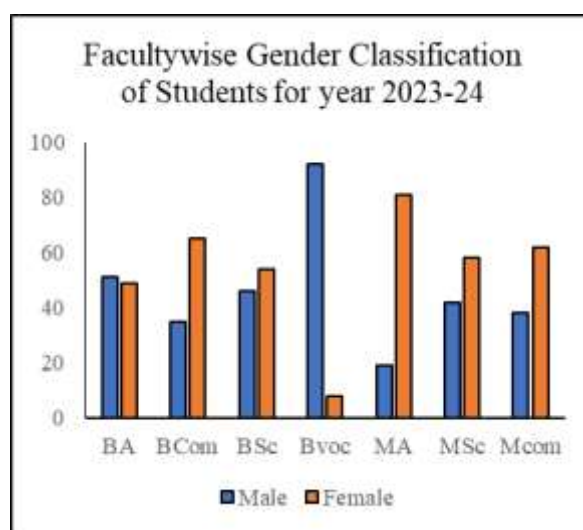
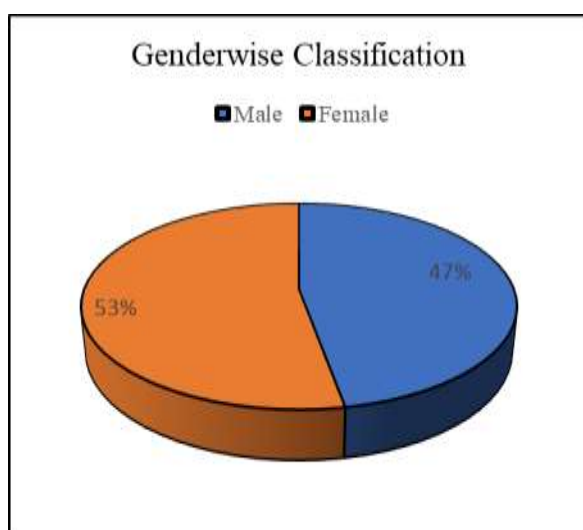
College takes keen interest to promote sports. Various types of medals in National and State level competitions itself unveils the encouragement given to students. Even students from the farthest corners are allured to college because of sports. Indoor Games in the college viz, Chess, table tennis, weightlifting,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

## Gender Representation

Here we have taken overview of gender distribution among students, faculty, and non-teaching staff. It seems that there are 53% girls' students in the academic year 23-24.

### 1. Year wise Gender Classification

Year	Male	Female	Total	Male %	Female %
2023-2024	540	606	1146	47.16	52.84



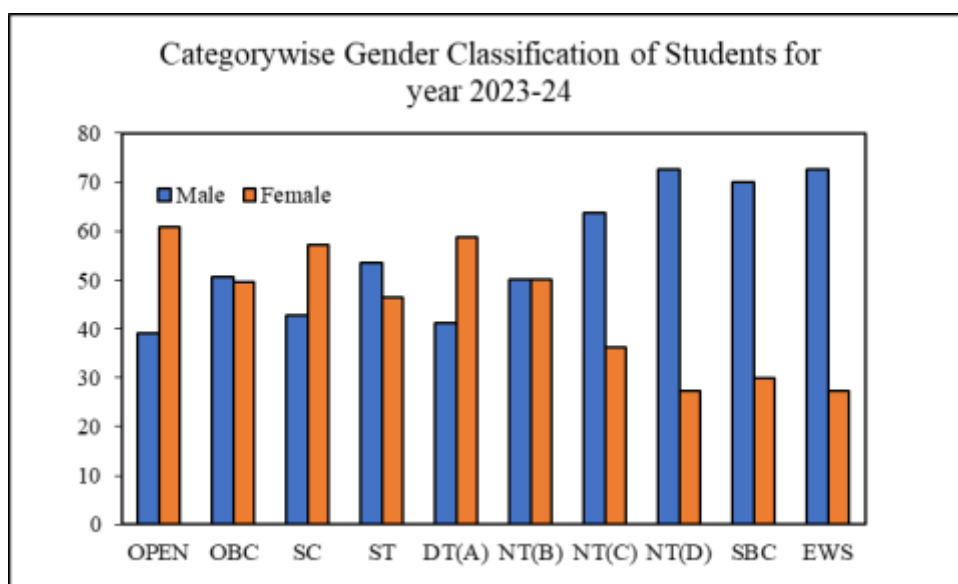
### 2. Faculty wise Gender Classification for the students in a year 2023-24

Sr. No.	Faculty	2023-24				
		Male	Female	Total	Male %	Female %
1	B.A.	229	218	447	51.23	48.77
2	B.Com.	90	165	255	35.29	64.71
3	B.Sc.	94	110	204	46.08	53.92
4	B. Voc.	65	6	70	91.55	8.45
5	M.A.	5	21	26	19.23	80.77
6	M.Sc.	27	38	65	41.54	58.46
7	M.Com.	30	48	78	38.46	61.54
	<b>Total</b>	<b>540</b>	<b>606</b>	<b>1146</b>		

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

### 3. Gender Difference in Various Social Categories (2023-24)

Sr. No.	Category	Male	Female	Total	Male%	Female%
1	OPEN	133	207	339	38.94	61.06
2	OBC	197	193	390	50.51	49.49
3	SC	71	95	166	42.77	57.23
4	ST	82	71	153	53.59	46.41
5	DT(A)	7	10	17	41.18	58.82
6	NT(B)	13	13	26	50.00	50.00
7	NT(C)	14	8	22	63.64	36.36
8	NT(D)	8	3	11	72.73	27.27
9	SBC	7	3	10	70.00	30.00
10	EWS	8	3	11	72.73	27.27



### 4. Gender Classification in enrolment of NCC Cadets (2023-24)

Year	Male	Female	Total	Male%	Female%
2023-24	33	17	50	66	34

### 5. Gender Classification in enrolment of NSS (2023-24)

Year	Male	Female	Total	Male%	Female%
2023-24	125	125	250	50	50

From the above graph, we can observe that for OPEN and SC category percentage of girls students is higher than percentage of boys students. For the other categories

we can observe there is a large difference between the enrolment (percentage of girls students is higher than percentage of students), particularly NT(C and D), SBC and EWS.

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

### Gender classification-permanent teaching faculty:

Year	Full Time	Permanent	Male	Female
2023-24	54	28	32 (59.25%)	22 (40.75%)

### Gender Classification of Non-Teaching Staff:

Year	Full Time	Permanent	Male	Female
2023-24	32	--	29 (90.63%)	03 (9.37%)

Designation		Registrar	O.S.	Steno	H. Clark	Sr. Clark	Jr. Clark	Lib. Clark	Lab. Asst.	Lab. Att.	Lib. Att.	Peon	Total
2023-2024	M	-	-	-	01	03	03	01	03	02	02	12	28
	F	-	-	-	-	-	01	01	01	-	-	-	03
	T	-	-	-	-	-	-	-	-	-	-	-	31

We can observe the large discrepancy within non-teaching staff. Almost 90% non-teaching staff is male.

### 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.

## **Gender sensitization and equity mechanism/ Support System**

### **a) College Committees for Girls:**

College understands that there should be safe and secure climate for girls' students. Hence, our college has form Vishakha Committee, Girls Personal Counselling and Value Education Cell and Gender Sensitization and Women Empowerment Committee.

The Vishakha Committee's primary goals are to protect the rights of female employees and students and to keep the workplace safe and healthy for both groups. The college has formed the VISHAKHA committee and the list of members are enlisted here.

#### **VISHAKHA Committee**

<b>Sr. No.</b>	<b>Names</b>	<b>Designation</b>
1	Dr. S.R. Gadakh	Nodal Officer
2	Smt. B.P. Bhangale	Coordinator
3	Dr. S.Y. Sardar	Member
4	Smt. J.J. Pawar	Member
5	Dr. S.B. Kalnar	Member
6	Dr. D.P. Saudagar	Member
7	Smt. S.D. Sonawane	Member
8	Smt. C.H. Sutar	Member
9	Smt. M.B. Khapare	Member

College has form Girls Personal Counselling and Value Education Cell and Gender Sensitization and Women Empowerment Committee whose member list are listed below. Under Women Empowerment Committee college has taken two programmes. We have celebrated International Women's Day on 07.03.2024 in collaboration with Gender Sensitization and Women Empowerment Committee and almost 60 girl student and 22 female staff were present for the same. The objective of the celebration is to recognize of her work in college and to motive others. Some glimpses of the program which are taken under these committee are given here. College organized lectures of Mrs. Shobhatai Boraste, Director, MVP Samaj, Nashik and Dr. Sunanda T. Wagh, Principal, Makhmalabad College, Nashik for the students under Women Empowerment Committee. The objectives of lectures were to understand and increase awareness of Women Empowerment for college girls and to create awareness about Gender Equality among the Girls, to aware girls about security and health issues and to induct about code of conduct. The main objective was to understand the function of Gender sensitization committee

### Women Empowerment Committee

Sr. No.	Names	Designation
1	Dr. S.Y. Sardar	Coordinator
2	Smt. J.J. Pawar	Member
3	Smt. C.B. Pawar	Member
4	Smt. P.B. Ahire	Member
5	Ms. C.H. Sutar	Member
6	Smt. J.S. Patil	Member

### Girls Personal Counselling and Value Education

Sr. No.	Names	Designation
1	Dr. U.V. Sorte	Coordinator
2	Dr. S.Y. Sardar	Member
3	Smt. S.D. Sonawane	Member



Dr. B.P. Bhangale, Head, ASC College, Ozar (Mig) addressing girl students and all staff members on the occasion of International Woman's Day Celebration



Mrs. Shobhatai Boraste, Director, M.V.P. Samaj, Nashik addressing girl students and all staff members on the occasion of International Woman's Day Celebration



Group Photo on the occasion of International Woman's Day Celebration



Dr. S.T. Wagh, Principal delivering speech on Women Empowerment



Inauguration of Police Data-Didi Phalak at MVP Samaj's ASC College, Ozar (Mig)



**b) 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.



### **c) 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.

### **d) 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 Principal of the college is 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.

One Day Programme on “Anti –Ragging and Sexual Harassment” was organized under ICC cell and Vishakha Committee, on 23.10.2023 at our college. The Chief guest of the programme was Mr. Durgesh Tiwari, Police Inspector, Ozar Police Station who talked on how to report F.I.R. at the Police Station, Role of Police and P.S.I. against violence. Shobhatai Boraste, Director, MVP Samaj, Nashik delivered a talk on Ragging and being a female, how to prevent and save ourselves. Dr. S.R. Gadakh, Principal, MVP’s ASC College, Ozar (Mig) Spoke on Sexual Harassment, Gender Equality, Law and justice. Almost 90 students were present for the Programme.

### **e) 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, and Sexual Harassment Cell.

#### **f) *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.

#### **g) *Sexual Harassment Prevention Committee***

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

The above act provides protection against sexual harassment of women at work place and for the prevention and redress 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.

#### **h) *Grievance Redressal Cell***

The College has a Grievance Redress 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.

## **i) 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.

In this year under NSS, college has organized one-day river conservation and cleaning programme.

### **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	2023-24	125	63	62	125	50.50	49.50

From above table we can see that 50% girls are interesting to attend the special camp.







## **Finding and Conclusion 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 staffs are 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 maintained 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.

### **Relevant 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.
- Female non-teaching staff is comparatively small.

### **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**

- It is desired us to organize a workshop on safety and security exclusively for girls.
- The college may arrange workshop on stress management for female staff.
- The college may distribute iron, folic acid and calcium tablets to girl student.
- The college may organize blood group check-up camp.



**Dr. Nutan V. Khangar**  
Coordinator, Gender Audit,  
ASC College, Ozar (Mig)



**Mr. V.G. Kamankar**  
Assistant Professor,  
Department of Psychology  
ASC College, Ozar (Mig)



**Dr. M. D. Dugaje**  
Co-ordinator  
Internal Quality Assurance Cell  
Arts, Science and Commerce College  
Ozar(Mig), Dist. Nasik-422 206



**Dr. S. R. Gadakh**  
PRINCIPAL  
Arts, Science and Commerce College  
Ojhar(Mig), Dist. Nasik-422 206