

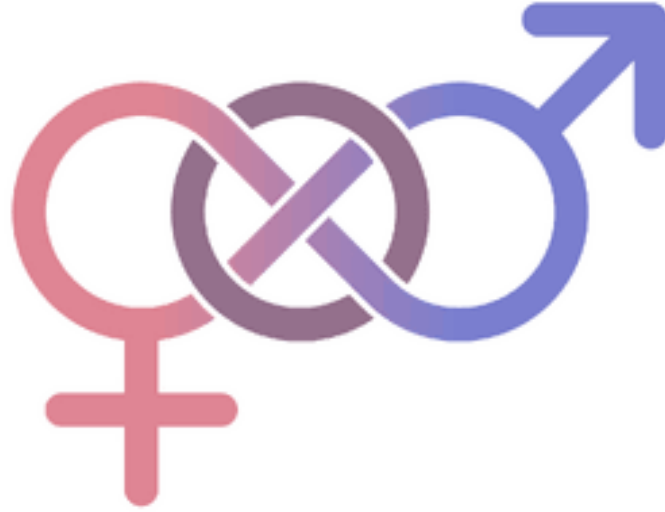


Savitribai Phule
Pune University

M. V. P. Samaj's
Arts, Commerce and Science College, Taharabad
Tal- Baglan, Dist- Nashik, Pin Code- 423302
Affiliated to SavitribaiPhule Pune University, Pune
(Affiliation No. PU/NS/A/51/1997)

NAAC Accredited 'B' Grade with CGPA 2.23, AISHE: C-41305

(Internal Quality Assurance Cell)



GENDER AUDIT REPORT

(2018-19 to 2021-22)

Dr. D. G. Pawar
Coordinator

Dr. J. D. Sonkhaskar
Principal

**M.V. P. SAMAJ'S
ARTS, COMMERCE AND SCIENCE COLLEGE,
TAHARABAD
TAL. BAGLAN DIST. NASHIK**



Gender Audit Report:2018-19 to 2021-22

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

Dr.D.G. Pawar
Convener

First Woman Teacher Savitribai Phule



Born in 1831, Savitribai Phule was a social reformer and poet who championed the cause of women widows and Dalits in 19th century India, playing a significant role in improving women's rights. Savitribai Phule, **first female teacher and head mistress of the first 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, a 19th-century Indian social reformer who is known for her contribution towards empowerment and emancipation of women through education. Krantijyoti Savitribai Phule Women Studies Centre established in 1987 in University of Pune, is one of the foremost centers in the discipline of Women's Studies in the Country. The very name of the center invokes the ideals set out by Savitribai Phule and guides it to deal consciously with interlocking issues. So she is the pioneer of Women's Empowerment of our India.

We are proud to say that all branches of Maratha Vidya Prasarak Samaja 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 Sarchitini Hon. Neelimatai Pawar who takes utmost care to see that there is gender balance and equality at Sanstha level. Savitribai Phule Pune University has honored Hon. Neelimatai Pawar with '*Jeevansadhana Gaurav Puraskar*' for her devotion and passion for work. It is also proud feeling to work under the Hon. Principal Dr. M.L. Sali, an inspiring personality who motivates and guides all to work for students' community and society at large

From the Desk of Hon. SarchitnisNeelimataiPawar



"Education is not preparation for life; Education is life itself"

This 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 in gender equality. Gender Audit is a participatory process and tool for identifying challenges to integrating gender in the organization’s systems and operations and in programs 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 existence, 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 build an egalitarian society. The Mother Institute has the steadfast faith in the dignity of women and therefore in sensitizing students about the gender issues by way of Curricular, Co-curricular and Extra- Curricular Activities. I hope that our vision would materialize as we are successfully braving all the difficulties.

From the Desk of the Hon. Principal



Today we are into 21st Century still we find that female fetocides 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 a country's potential, balanced sex ratio is desirable. Today India is progressing in all fields and has given opportunities to women to participate in different activities. We do find women taking part in different activities but this is just a small number of independent women on which we cannot bask our glory. Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered. The decline of females according to sex ratio of Taharabad is alarming as it reflects the persistent low status of women and girls. This is a matter of concern and the 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 rural areas need attention like Taharabad. Worldwide, most countries recognize that equal rights should exist between men and women. Many have produced regulations intended to fight discrimination and programs granting women access to Health, Educational, Economical Political, and Social, Cultural and Agricultural Rights and treat as a human being. However, the fact remains that women have fewer opportunities than men. Our College makes an effort to bridge the gaps between inequalities and sustain with peace and harmony.

Preface

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

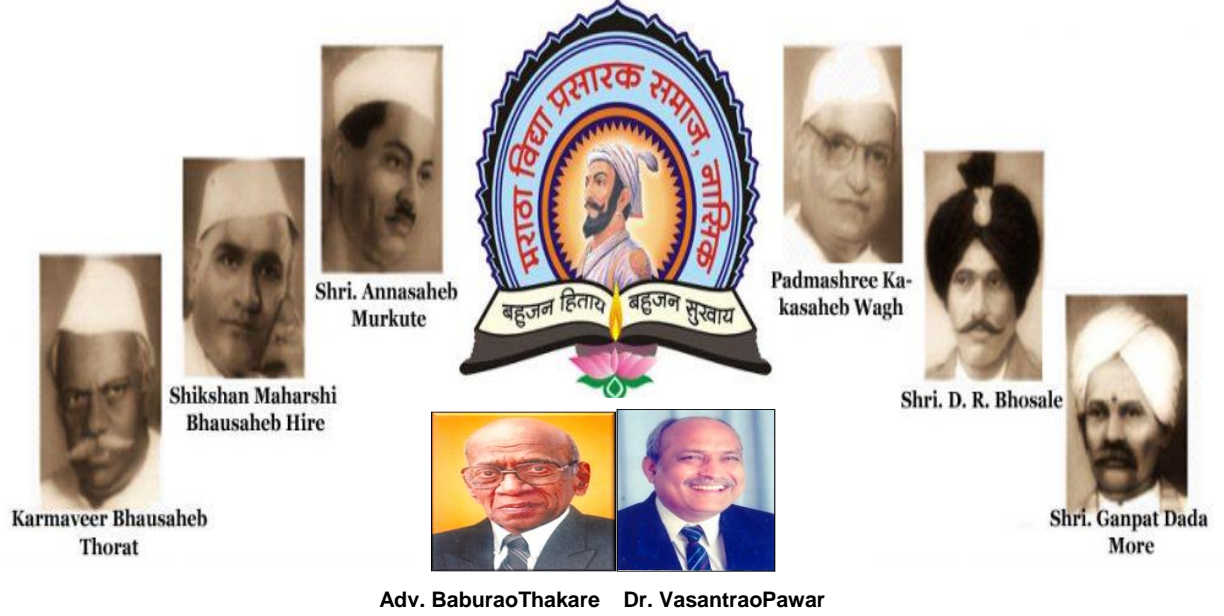
Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structures and proceedings. Globalization has presented new challenges for the realization of the goal of women's equality. This global issue related to women's liberation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

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

INTRODUCTION

1.1. Pioneers of Maratha Vidya Prasarak Samaj

“BahujanHitayaBahujanSukhaya”



- These are the great visionaries who had the insight and they believed that unless and until we open the channels of education from pre-primary to higher level, the light of knowledge will not reach to the doors of the masses in the villages of Nashik district. History says that the credit for the birth of M.V.P.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 RajashriShahuMaharaj of Kolhapur.
- These young leading lights include KarmaveerRaosahebThorat, Bhausaheb Hire, KakasahebWagh, AnnasahebMurkute, Ganpat Dada More, D.R.Bhonsale, KirtiwanraoNimbalkar.
- Adv. BaburaoThakare and Dr. VasantraoPawar are the eminent architect of our Mother Institute.

1.2 About Our Mother Institute



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

- Hon. Smt. Neelimatai Pawar was conferred with “Jeevan Gaurav Puraskar” by Savitribai Phule Pune University (Hon. Sarchitnis of MVP Sanstha) – An Inspiration to all...!



1.3 About the College

❖ Vision

“BahujanHitayBahujanSukhay”

“Mass Education for the Welfare of Masses”

The Arts Commerce and Science College, Taharabad was established in the year 1997. It aimed to be the pioneer among the colleges located in purely rural and hilly area in providing value based quality education and tapping talent potentials hidden in the tribal and rural areas to generate human resource equipped with contemporary skills eventually leading to Nation Building. Our College is one of the best rural colleges of our parent Institute Maratha Vidya Prasarak Samaj.

As already mentioned that our College is situated in a purely rural and Hilly area. The students from this area are socio-economic and educationally backward. Therefore, the vision, mission and objectives of our College are conditioned by the socio-cultural background.

Vision

To adhere the quest for excellence along with value system for upcoming generation by nurturing ethics and human emotions, values to make him/her an ideal citizen of the nation.

Mission Statement of the College

The motto of our parent institution Maratha Vidya Prasarak Samaj, Bahujan Hitay, Bhujan Sukhaya. In view of this motto, our college is committed to provide higher educational opportunity to all sections of society without any discrimination.

Objectives of the College

- To provide higher education to the socio culturally under privileged and economically weaker section of the society.
- To promote our students by inculcating excellent value system in making them an ideal citizen of the country as a good human being.

- In order to sustain our students in competitive world enhancing competency in them.
- To enable the students to achieve their goals and cater to the needs of the society and country in a wider context.

Thus the college aims at making higher education more meaningful and makes sincere efforts to live up to the quality expectations.

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

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

2. Concept of Gender Audit



❖ Gender

- Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.
- Gender equity requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equity does not mean that women and men become the same, but that their opportunities and life chances are equal.
- Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. The state of being male or female (typically used with reference to social and cultural differences rather than biological ones).
- Gender Analysis takes into account social and economical differences between women and men at each stage of policy development for the purpose of:
 - Revealing potential different impact of policy, program and law on women and men; Ensuring equal results for women and men, boys and girls, in measures design and implementation.
 - Gender mainstreaming in relation to water is defined by the World Water Vision as follows: “It (the gender approach) includes addressing practical and gender needs such as improving women’s conditions through the provision of water and sanitation closer to their houses as well as strategic gender needs: improving women’s position in society by increasing her awareness of her situation and her capacity to take decisions and influence change. A gender approach also seeks to prevent further overburdening of women and stresses the importance of not automatically reinforcing and perpetuating traditional roles. This implies the needs to address men as well as women, since men are required to change their attitude and behaviour to support this”. [World Water Vision, 1999]

❖ **Gender Audit**

- A gender audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structures and proceedings (including decision-making processes)
- A gender audit is essentially a “social audit”, and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audits”. It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed.

- It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality.
- It also documents good practices towards the achievement of gender equality. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.
- A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender.
- **To do the Gender Audit:**
 - It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed;
 - monitors and assesses the relative progress made in gender mainstreaming;
 - establishes a baseline;
 - identifies critical gaps and challenges;
 - recommends ways of addressing them and -suggests new and more effective strategies;
 - documents good practices towards the achievement of gender equality
- A participatory gender audit is a tool and a process based on a participatory methodology to promote organizational learning on how to practically and effectively mainstream gender in policies, programmes and structures and assess the extent to which policies have been institutionalized at the level of the organization.
- The Gender audit in our College was conducted to identify ways to make college campus safer for women. The audit process involved was collection of data , choosing the sites to be audited,analyzing, evaluating, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations

3. Need of Gender Audit

- Today India is progressing in all fields and has given opportunities to women to participate in different activities. We do find women taking part in different activities but this is just a small number of independent women on which we cannot bask our glory. Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered.
- Women have primary roles in the collection, transport, use, and management of water and the promotion of sanitary practices, and yet are hardly involved in decision making in the sector.
- **Sex Ratio of World Population:**

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

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

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

Nashik is now developing due to industries and educational institutions but if we consider the sex ratio of Nashik which is 865 this shows the same deteriorating conditions of females.
- **Sex Ratio of Baglan Tehsil Population:**

Baglan Taluka of Nashik district has **total population of 3, 36,734** as per the Census 2011. Out of which 161,500 are males while 154,209 are females. In 2011 there were total 58,271 families residing in Baglan Taluka. The **Average Sex Ratio of Baglan Taluka is 955**. As per Census 2011, all of the population of Baglan Taluka lives in urban areas. The average literacy rate in urban area is 77.5% and the sex ratio of Baglan Taluka is 955. The population of Children of age 0-6 years in Baglan Taluka is 43567 which is 14% of the total population. There are 22866 male children and 20701 female children between the age 0-6 years. Thus as per the Census 2011 the **Child Sex Ratio of Baglan Taluka is 905** which is less than Average Sex Ratio (955) of Baglan Taluka. **The total literacy rate of Baglan Taluka is 77.52%**. The male literacy rate is 73.03% and the female literacy rate is 60.33% in Baglan Taluka.

➤ **Present Scenario of Women:**

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

Objectives of Gender Audit

Main objectives includes:-

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

➤ Gender Sensitization in College

5.1 Women Empowerment through Women's Cell:

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

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

5.2 Women's Cell

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

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



• **Formation of Cell:**

The College Development Committee is one of the most prominent committees in the college. This committee plays an important role in overall development of College. We have women representative from the college and contribute towards the gender sensitization in our college.

Admission Com.	Academic Calendar	Anti-Ragging	Grievance Redressal
Examination	Staff Academy	Gymkhana	N.S.S.
Literary Association	Alumni Association	Library	Medical Inspection
IQAC	Cultural	Career Counseling	CDC
Discipline	Ladies Welfare	Students Council	Research
Students Welfare			

Prevention, Prohibition and Redressal of Sexual Harassment

There are overall 32 committees which look into the issues of gender sensitization in College regularly.

Especially the following committees given below emphasize over the issues of girls & women.

❖ **Women Cell:**

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

❖ **Woman Grievance Redressal Cell**

- This committee is formed to address issues under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.
- The institute has constituted the Woman Grievance Redressal Cell to look into the grievances related to female students in the institute. The committee has been formed to take cognizance of the grievances related to the physical or mental harassment, if any, reported by girl students of the institute. The objective is also to look into the redressal of such complaints and to put a stop to any such undesirable activities.
- The Committee serves to present girl students with a forum to share grievances of a sensitive nature and support and counsel them. Seminars are conducted

through various committees to sensitize them on security of women and enhance their awareness on such issues.

- The campus is adequately equipped with close circuit cameras at many locations (including all classrooms and common areas) which not only act as deterrents to misbehavior but also enable authorities to identify offenders, if any. The presence of female security guards on every floor and on many locations on the campus is also a positive step taken by the institute in this direction to avoid any untoward incidents.

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

- For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell was established under the Act No. 20 of 1990 of Govt. of India under the vigilant surveillance of then Principal Dr. M. L. Sali in **2017** in Arts and Commerce College in Taharabad.
- These various committees take care to see that all the facilities are provided to girls and maintain gender balance. The Women Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at college. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behavior, such as:
 - Physical contact and advances
 - Demand or request for sexual favors
 - Sexually Colored remarks
 - Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature
- The Institution, in order to heighten the awareness and sensitivity to this important issue amongst all the female and male students and staff, organizes motivational and developmental activities, which include Guest lectures, Awareness drives, Community services, competitions, observing women related days and events, *Beti Bachao Beti Padhao Abhiyan* etc.
- The functions of the cell are to purely safeguard the rights of female students, faculty and staff members of women and also to provide a platform for listening to complaints. The Cell also tries to incorporate hygiene habits and ensure a healthy

atmosphere in and around the college. It tries to equip them with the knowledge of their legal rights and redressal of their grievances.

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

❖ **Objectives:**

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

➤ **Complaint Procedure:**

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

➤ **Discipline:**

Any member found to have harassed another member or guest is subject to

appropriate disciplinary procedure action, including reprimands, suspension or termination of membership.

➤ **Complaint and Redressal mechanism:**

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

Sr. No	Name	Designation
1	Mr. S. K. Aware	Co-ordinator
2	Mr. D. D. Bachhav	Member
3	Dr. G. M. Limbole	Member
4	Dr. S. G. Nair	Member
5	Mr. D. G. Bhamare	Member
6	Mr. N. S. Nikam	Member
7	Bagul Trupti Rajendra	Girls Representative
8	Borse Tejasvini Dayaram	Girls Representative
9	Shewale Vishal Nanasahab	Boys Representative

❖ **Anti-Ragging and Discipline Committee**



In order to ensure implementation of the policy of "Zero Tolerance" for ragging of any kind within and outside the University, the **Anti-Ragging Committee** has been constituted. Ragging has ruined countless innocent lives and careers. In order to eradicate it, Honorable Supreme Court in Civil Appeal No. 887 of 2009, passed the

judgment wherein guidelines were issued for setting up of a Central Crisis Hotline and Anti- Ragging database. The aim of the portal is to eliminate ragging in the entire campus. This will be achieved by preventing its occurrence and punishing those who indulge in ragging in accordance to the Supreme Court Regulations. If any person indulging in such type of an activity as Ragging, abusing, violent behavior, they should be reprimanded and immediately be reported by the witness to the respective numbers of the Anti-Ragging and Discipline Committee.

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

5.2. Facilities for Students

- Separate Washrooms for Staff, Boys & Girls (with Wending Machine Facility), Girls Common Room with all basic facilities, 01 Seminar Hall, Canteen, Generator, ICT classroom
- Library facility with separate seating arrangement for Staff, Boys and Girls with separate washrooms, Textbooks, Reference books, e-literature, e-library
- Gymkhana Facility: with jogging track, Sports facilities for Outdoor and Indoor games, and Multi-station.
- CCTV surveillance, information boards, Unique ID number, Suggestion and Complaints box
- Medical check-up facility, Health insurance (University & mother Institute), *Vidyarthi Suraksha Yojana*, Students accident insurance policy, Water purifier
- Online admission, Placement cell, Counselling cell, Women cell, Bar code system
- The needy students are allowed to pay the fees in installments

Dress code: To bring about discipline, equality and integrity, dress code is made compulsory for students for all the units of Mother Institute.

Facilities for Girls:

- **Library Facility**

- Our College has a well-maintained library, having around 5881 books with latest 10 magazines and Journals, and 2 newspapers. Reading room facility is also available with individual study zones for staff members as well as for students separate for boys and girls.
- The Library timings are from 9 a. m. to 4.00 p. m. Library Facility is made available to all students. Independent Study room in the library for girls is made available so that girl students can study in silence.



Separate Library Section for Girls Students to Study in Silence

Gymkhana Facility

Well Equipped Gymkhana facilities are available for girl students for both indoor and outdoor games. Sports equipments are provided to all students. The Gymkhana timings are from 9 a. m. to 5 p. m.

Playground for Outdoor Games for all. The overall sport area is 3 acres.

Outdoor Games

- Running Track- 200mm
- Kho-Kho Court
- Badminton
- Kabaddi court

❖ Sports Activates :



Playground for Outdoor Sports activities



Indoor Games

- Gymnasium Hall
- Yoga
- Multipurpose Gymnasium Hall with Weight-Lifting, Power Lifting and Weight Training Best Physique,.
- Multipurpose Hall-Wrestling, Judo, Boxing, CaromTable,Chess.

Gymnasium Complex for Indoor Games

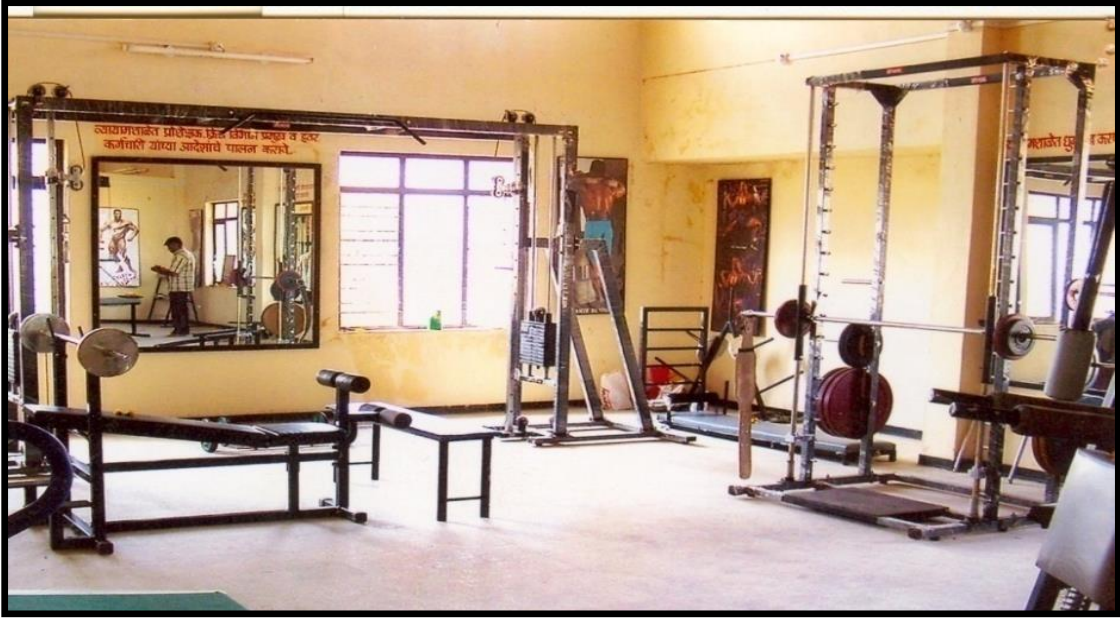


Table describes the Gender Classification of Participation of Female and Male Students in Sports activities at Inter Zonal, Zonal, State, National and All India Level

Inter Zonal Year	Level	Male	Female	Total	% M	% F
2018-2019	Inter-Collegiate	Nil	Nil	Nil	Nil	Nil
	Inter Zonal	Nil	Nil	Nil	Nil	Nil
2019-2020	Inter-Collegiate	Nil	Nil	Nil	Nil	Nil
	Inter Zonal	Nil	Nil	Nil	Nil	Nil
2020-2021	Inter-Collegiate	Nil	Nil	Nil	Nil	Nil
	Inter Zonal	Nil	Nil	Nil	Nil	Nil
2021-2022	Inter-Collegiate	42	18	60	70	30
	Inter Zonal	04	02	06	66.66	33.33

• **Medical Assistance given to students:**

➤ **Health Checkup Camp**

- General insurance policy is available for students i.e. Rs.154/- as premium for insurance is collected from each students (New India Insurance Company)
- General Health Checkup Camps were organized through Mother Institute's Dr. Vasant Rao Medical College & Research Center in our college to maintain good health in students.
- Medical tests like Hemoglobin, Thalassemia etc. were taken during these camps. Health programmes specifically targeting girls in the college are also being organized
- Through counseling cell we conduct sessions regularly on Yoga and Meditation
- Awareness drives conducted by the NSS and BSW on health issues such as Blood Donation, Aids Awareness, First aids, etc to increase awareness among the youth.
- Every year on 29th Aug. our mother institute organizes Blood Donation Camp on account of 'National Sports Day'. Apart from this our College also believes in social activities so Blood donation camps are also organized.
- Water purifier facility is available in the campus

Blood Donation



- Table Showing the participation of the students in General Health checkup camps organized by the College

Year	Male	Female	Total	% Male	% Female
2018-2019	nil	nil	nil	nil	nil
2019-2020	nil	nil	nil	nil	nil
2021-22	40	50	90	44.44	55.55

❖ **Washroom for Staff, Girls and Boys**

- There are 02 washrooms for males and 02 washrooms for females
- Ladies Washrooms are situated at different places in the campus.
- Wending Machine Facility is made available in the washroom.
- Water facility is available.
- Hygiene and cleanliness is maintained.



❖ Scholarships :

Importance of Scholarships

- Scholarships are the instruments of encouragement towards education and research for students.
- They are provided for candidates interested in college education, research and technical expertise
- Importance of scholarships is so high that even educational institutes, governments and also the sponsors are keenly interested due to hidden benefits.
- Scholarships in general encourage students to think of further studies.
- While for an education institute, scholarships provide extra funds and also help students' enrollment.
- For the sponsors, these scholarships brings fame, good will in the public and also tax benefits from the governments.
- Our College takes special efforts to see that students are benefited by scholarships and other schemes that will help them to continue with further education. Students are counseled and the forms and details are provided on the college website for students to avail the facility.

6.Programmes Fostering Gender Empowerment

College strives hard to bring about gender equality in the college campus as well as in the society. It also believes that it has some moral responsibility to instill among students the virtues of gender equality towards building up a gender-balanced society. To foster Gender sensitization and women Empowerment College has taken efforts to run some programmes like Earn and Learn, Personality Development Programme and NSS activities. To make women more self-reliable and confident College has also taken up some skill development based courses like Tally Course

Women empowerment has become the dire need of the hour as women are still backward in certain areas as they lack awareness regarding their rights and duties. So they fail to grab the opportunities that come their way due to ignorance of certain rules and regulations. **Prof. Aware** the of Arts Faculty is the '**Students Development Officer**' and looks into the different programmes that foster women empowerment. If we can have more men supporting women at different levels it will help women to emancipate from the age-old bondages and help to build an egalitarian society, Women just need to be treated as humans and equally be given their rights. Some policies and Programmes help women to build their confidence and become self- reliable. Schemes are made for the betterment of women. The facility is taken by the female students of this college. The IQAC Coordinator Mr. S.B. Mahale and Vice-Principal Mr. D.D. Bachhav also look into these programmes and motivate the staff to conduct such programmes from time to time.





❖ **KarmveerBhaurao Patil Earn and Learn**

The main objective of the scheme is to develop a student as a multifaceted personality with academic excellence and a commitment to an egalitarian society. India lives in her villages and to bridge the gap between rural Bharat and urban India, this scheme is basically undertaken for the benefit of students coming from the rural and hilly areas, who are economically backward, intelligent, and meritorious but cannot afford higher education, needy and financially hard pressed. It inculcates in the student the idea that no work is big or small and develops a work culture with the right aptitude. It is now been announced by our Vice-Chancellor, Dr.NarendraJadhav that the scheme should be flexible to give work to those who demand it. This is a vision of keeping our youth gainfully employed as well as to contribute from civil society. This is a paradigm shift in the way we see higher education. This will make higher education accessible and available to the poor, meritorious and the marginalized. Students will understand the importance of dignity of labour,learn good habits of cleanliness and punctuality. They also will become confident and self-reliable

❖ **Girls Help in Library to organize the Books in Proper Manner**



❖ **National Service Scheme – NSS**
Awareness about gender equality through NSS

Gender wise classification in enrollment of NSS Volunteers:

	Male	Female	Total	%Male	%Female
2018- 19	51	24	75	68	32
		46	75	38.66	61.33
	Nil	Nil	Nil	Nil	Nil
		44	75	41.33	58.66




Fig-12. Gender classification enrollment of NSS Volunteers
 Above table shows gender classification of NSS volunteers from the academic year
 2018-19 to 2021-2022



National Service Scheme

- To understand the community in which they work
- To understand themselves in relation to their community
- To identify the needs and problems of the community and involve them in problem solving process
- To develop among themselves a sense of social and civic responsibility
- To utilize their knowledge in finding practical solution to individual and community problems

Develop competence required for group living and sharing of responsibilities

- Gain skills in mobilizing community participation
- Acquire leadership qualities and democratic attitude

Motto:

Not Me but You

The Motto of NSS “**Not Me But You**”, reflects the essence of democratic living and upholds the need for self-less service. NSS helps the students develop appreciation to other person’s point of view and also show consideration to /other living beings. The philosophy of the NSS is well doctined in this motto, which underlines/on the belief that the 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 Self Confidence in Girls. This helps in fostering women empowerment and develops gender sensitization.

Symbol:

The symbol for the NSS has been based on the giant Rath Wheel of the world famous Konark Sun Temple (The Black Pagoda) situated in Orissa, India. The wheel portrays the cycle of creation, preservation and release and signifies the movement in life across time and space, the symbol thus stands for continuity as well as change and implies the continuous striving of NSS for social change.

The institution promotes the participation of students and faculty in NSS by addressing benefits of the scheme for the society and for themselves. NSS cell was established at College in 1997 with the objective of personality development of the students and faculty through community service. The National Social Service unit of the college is having 150 volunteers.

Every year many outreach and extension programs are organized for the benefit of community. Special camps and other programs have been organized every year to undertake various activities such as,

• Tree Plantation	
• Cleanliness of Village Roads	
• Social, Education, Health and Hygiene related awareness rallies	• Village Survey
• Community health check camp	• <i>SwachhBharat Abhiyan</i>
• Road Safety Rally	• Women Empowerment
• Value Education through Lecture Series	• Environmental Awareness

Involvement of Gender to create Eco Friendly Environment



❖ Swachata Abhiyaan: Girls helping in Cleaning the Campus

- **Swachh Bharat Abhiyan (Clean India Movement)** is a campaign by the Government of India to clean the streets, roads and infrastructure of the country's 4,041 statutory cities and towns. It includes ambassadors and activities such as run, national real-time monitoring or spread of updated NGOs practices.
- The campaign was officially launched on 2 October 2014 at Rajghat, New Delhi, by Honorable Prime Minister NarendraModi. It is India's largest ever cleanliness drive with 3 million government employees, and especially school and college students from all parts of India, participating in the campaign.

- The girl students have also taken part in different activities like cleaning the campus and have also participated in the campaigns organized in Taharabad village and in adopted villages.

Cleaning College Campus



❖ Tree Plantation: Save Nature



Voting Rights in India

With elections under way in many states of India, all Indian citizens who are eligible to vote are given a chance to exercise their franchise and participate in the electoral process. The Indian Constitution has granted the right to vote to all Indian citizens of sound mind above the age of 18, irrespective of an individual's caste, religion, social or economic status. This right is universally granted to all Indians, with a few exceptions.

As a voter, you are entitled to certain rights and privileges as laid down by the Constitution, which safeguards the rights of the voter. It also lays down the conditions under which this privilege is granted to citizens. Voting is not a fundamental right, but is a legal right granted to citizens.

Who Can Vote?

As per the Indian Constitution, all Indian citizens above the age of 18 years who have registered themselves as voters are eligible to vote. These individuals can vote in national, state, district as well as local government body elections. No individual can be detained or prevented from voting, unless they fulfill the criteria for disqualification. Every voter is allowed one vote only. A voter can vote at the constituency where he has registered himself only. Eligible voters have to register themselves in the constituency where they live, upon which they will be issued photo election identity cards (also known as EPIC cards). Individuals are not permitted to participate in the electoral process if they have not registered or do not possess a voter ID card.

Activities on Women Empowerment





Gender wise classification in Student council:

Year	Male	Female	Total
2018- 19	03	06	09

2019- 20	10	03	13
2020-21	05	06	11
2021-22	05	07	12

Fig-14. Gender classification in Student Council

Above table indicates that the female percentage is always higher. As the selection procedure for Student Council is based on merit basis, the girl students are found more meritorious than the boys students.

❖ Awareness Regarding Research

Participation in *Avishkar* Competition

In the last years **14 students** participated in *Avishkar* Research Project presentation Competition organized by Arts, Commerce & Science College Taharabad in collaboration with SPPU Pune University. Out of 14 students 08 girl students participated actively in this competition.

The students were counseled by the Respected Principal





Poster Presentations

Our girl students took active part in Poster Presentations to in AVISHKAR. This gives them a platform to share their innovative ideas and express freely. Students gained confidence and developed interest in research activities.

Guidance on how to prepare for Competitive Exams

Experts are invited to guide students about how to prepare for competitive exams. Girls are equally motivated and take interest in such lectures. The faculty members also guide them from time to time

➤ **Gender Sensitization through College Magazine:**

- The college Magazine gives a platform to students to express their views freely with confidence.
- From 2013-14 College is following the rules of University and is publishing College magazine to help in women empowerment and gender equality.

7. Gender Balance in College

❖ **Admissions**

- **Gender Classification In Enrollment At UG Level**

Year	Male	Female	Total	%M	%F
2018-19	267	211	478	55.85%	44.14%
2019-20	334	223	557	59.96%	40.03%
2020-21	392	282	676	57.98%	41.71%
2021-22	368	246	614	59.93%	40.06%

The Table shows the gender classification of male and female strength from 2018-19 to 2021-22.

Gender comparison in various social categories

Academic Year 2018-19

Year	Class	SC		ST		OBC		Other (NT&SBC)		Category Total		General		Category & General Total	Total
		M	F	M	F	M	F	M	F	M	F	M	F		
2018-19	FYBA(A)	04	05	40	32	01	04	04	01	49	42	11	15	117	479
	FYBA(B)	03	00	60	24	04	01	04	00	71	25	00	02	98	
	SYBA	09	02	80	38	06	06	02	00	97	46	09	07	159	
	TYBA	06	07	51	15	05	04	05	02	67	28	04	06	105	
	FYBCOM	05	00	17	10	09	09	02	00	33	19	21	24	97	171
	SYBCOM	01	02	04	04	04	03	00	02	09	11	15	07	42	
	TYBCOM	02	01	09	03	02	03	00	01	13	08	06	05	32	
		38	19	297	144	49	51	20	07	403	222	78	83	786	786
	Total	57		441		100		27		625		161		786	

Fig-2. Gender comparison in social category 2018- 19

Academic Year 2019-20

Year	Class	SC		ST		OBC		Other (NT&SBC)		Category Total		General		Category & General Total	Total
		M	F	M	F	M	F	M	F	M	F	M	F		
2019-20	FYBA(A)	05	02	54	30	07	01	02	00	68	33	10	13	124	487
	FYBA(B)	05	06	50	36	03	03	01	00	59	45	00	01	105	
	SYBA	02	08	73	42	01	04	01	01	77	56	06	08	147	
	TYBA	07	04	59	22	04	04	01	01	71	31	04	05	111	
	FYBCOM	06	03	13	11	04	12	04	01	27	27	17	20	91	188
	SYBCOM	04	00	13	08	05	08	01	00	23	16	05	20	64	
	TYBCOM	00	02	05	03	02	01	01	03	08	09	09	07	33	
		35	29	304	185	44	53	12	09	395	276	68	87	826	826

Total	64	489	97	21	671	155	826	
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Fig-3. Gender comparison in social category 2019- 20
Academic Year 2021-2022

Year	Class	SC		ST		OBC		Other (NT&SBC)		Category Total		General		Category & General Total	Total
		M	F	M	F	M	F	M	F	M	F	M	F		
2021-22	FYBA(A)	05	11	18	04	35	16	03	00	61	31	09	07	108	214
	FYBA(B)	00	00	00	00	00	00	00	00	00	00	00	00	00	
	SYBA	01	01	02	00	27	20	01	01	31	22	02	02	56	
	TYBA	04	04	07	04	16	09	00	00	27	17	03	03	50	
	FYBCOM	03	05	01	00	24	24	04	01	32	30	05	05	72	349
	SYBCOM	02	00	00	00	23	14	04	00	29	14	06	01	50	
	TYBCOM	01	01	02	00	17	15	00	00	20	16	04	05	45	
	FYBSC	01	02	03	02	35	35	04	01	43	40	07	05	95	
	SYBSC	01	02	03	02	33	34	01	03	38	41	05	02	87	
	Total	18	26	36	12	210	167	17	06	281	211	41	30	563	
	64		489		97		21		671		155		826		

Fig-3. Gender comparison in social category 2020- 21

Gender classification of Teaching Faculty and Non-teaching staff

Gender classification-permanent teaching faculty with qualification:

Year	Male	Ph.D.	M.Phil	NET/SET	Female	Ph.D.	M.Phil	NET/SET	Total
2018-19	11	03	01	07	00	030	-	-	11
2019-20	12	04	01	07	01	01	-	02	13
2020-21	12	02	01	09	01	01	00	00	13
2021-22	11	05	01	05	02	01	00	00	14

Gender classification of Non-teaching staff

Designation	2018-19	2019-20	2020-21	2021-22
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O.S.	-	-	-	-
H. Clark	01	01	01	01
Sr. Clark	01	-	-	01
Jr. Clark	02	02	02	02
Lib. Attendant	01	01	01	-
Peon	05	05	06	06

**Faculty Wise Gender Comparison –
Yashvantarao Chavan Maharashtra Open University**

Distance Education – Study Centre

Academic Year 2018- 19

Male	Female	Total	%Male	% Female
90	87	177	50.00	49.00

Academic Year 2019- 20

Male	Female	Total	%Male	% Female
81	52	133	60	39

Academic Year 2020-21

Male	Female	Total	%Male	% Female
75	65	140	53	46

Academic Year 2021-22

Male	Female	Total	%Male	% Female
70	47	117	59.00	41.00

8. Our Pride

Dr. D. G. Pawar

- Head, Department of History
- Awarded Ph. D. in History in 2018 by Savitribai Phule Pune University Pune,
- Member of Examination Committee
- Member of College Prospectus Committee
- Member of Women Grievance Redressal Cell
- Published research papers in National and International peer reviewed journals
- Presented research papers in state, national, international seminars/workshops

Dr. Smt. S. G. Nair

- Assistant Professor, Department of Economics
- Awarded Ph. D. in Economics in 2018 by Savitribai Phule Pune University Pune,
- Member/Coordinator of Women Cell
- Member/Coordinator of Women Cell
- Member of Anti-Sexual Harassment Committee
- Member of Women Grievance Redressal Cell

Dr.N.R.Nikam

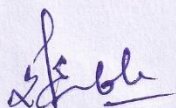
- **Director of Physical Education & Sports**
- **Awarded Ph. D. in 2022 by B.A.M.U**
- CEO
- Published research papers in National and International peer reviewed journals
- Secretary Nashik Zone Sports Committee
- Chairman SPPU Ball Badminton Selection Committee

❖ Girls from our College and their achievements:

Sr No.	Year	Number of Students	Achievements/Events
1	2021-22	Male-07 Female-12	Essay Competition
2	2021-22	Male-02 Female-02	Wrestling
3	2021-22		Wrestling
4	2021-22	Male-01 Female-02	Judo
5	2021-22	Male-01 Female-01	Power Lifting
6		Male-07 Female-12	Poetry Recitation
7	2021-22	Male-02 Female-02	Cross Country
8	2021-22	-----	Cross Country
9		Male-02 Female-02	Kho-Kho
10			Judo

9. Conclusion

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



Dr. S. P. Kamble

IQAC

Co-ordinator

**M.V.P's Arts, Commerce & Science
College Taharabad Tal. Baglan (Nashik)**

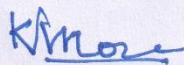


Dr. D. G. Pawar
Coordinator

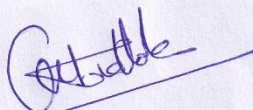


Dr. J. D. Sonkhaskar
Principal

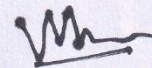
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