

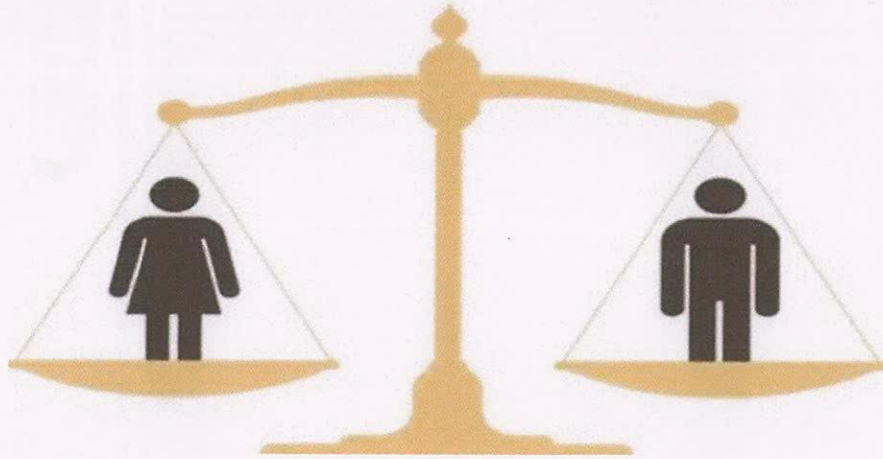


Maratha Vidya Prasarak Samaj's

Arts, Commerce & Science College, Manmad.

Tal. Nandgaon, Dist. Nashik (M.S.) 423104

Gender Audit Report (2017 to 2022)



Prepared By

Internal Quality Assurance Cell

MARATHA VIDYA PRASARAK SAMAJ'S

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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 places 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 instills 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 analyses 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.

ACKNOWLEDGEMENT

We offer my deepest gratitude to the authority of Maratha Vidya Prasarak Samaj especially, the Sarchitnis, Hon. Adv. Nitin Thakare, and President Hon. Dr. Sunil Dhikale & Director Shri. Amit Borse for their constant encouragement and support.

A special vote of thanks to being extended to Hon. Prin. Dattatray Gavhane for his decision to conduct the Gender Audit of Arts, Commerce and Science Commerce College, Manmad. Thanks, him for entrusting my potential for gender audit.

We express my warm thanks to all Teaching and Non Teaching staff for their meticulous assistance to complete the Gender Audit.



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INTRODUCTION

Inspired by work of contemporary social reformers like Mahatma Phule, Savitribai Phule, Rajarshi Shahu Maharaj in the field of education, Late. Karmaveer Raosaheb Thorat and his colleagues established Udoji Maratha Boarding at Nashik in 1914. The Platform laid down by these pioneers was later on used by their followers to build up today's Maratha Vidya Prasarak Samaj. Rajarshi Shahu Maharaj of Kolhapur, Udojirao Pawar of Dhar, and Sayajirao Gaikwad of Baroda generously helped for the establishment of this Institute. Karmaveer Raosaheb Thorat, Karmaveer Annasaheb Murkute, Karmaveer Bhausahab Hire, Karmaveer D. R. Bhosale, Karmaveer Kakasaheb Wagh were responsible for the progressive growth of the institution. The Institution with its motto '**Bahujan Hitaya, Bahujan Sukhaya,**' is constantly working for imparting quality education for the up- liftmen of poor, under privileged, and downtrodden masses of society. Boarding started with 3 students has now culminated into a huge, premier institute of the region imparting education with its 485 primary, secondary schools, and conventional and professional colleges and research centers are wherein more than 2 lakhs students are getting benefited by quality education. More than 9000 staff is working under the realm of the institute. Government of Maharashtra has conferred the coveted "State Award" and Yashwantrao Chavan Maharashtra Open University has bestowed "Dr. Punjabrao Deshmukh Award" on MVP Samaj for Rendering exemplary educational and social services.

Our College is one of the premier colleges in Nandgaon Tehsil of Nasik District, established in 2007 with the perseverance and M.V.P. Samaj's Sarchitnis Hon. Shri. Vasantrao Pawar against heavy odds with a vision to cater to the educational needs of the youth of this rural area. Since then college has made a significant contribution to the socio-economic development in this region. At present, the college is running UG courses in Arts & Commerce. The college is located on the outskirts of the village on Manmad – Yeola road on 9 acre land with a serene ambiance conducive for the pursuit of academic excellence. The college has an imposing and majestic two-floor main building, a well-developed library outdoor sports facility as well as an indoor multi-gym facility. In college building available all fire safety instruments & completed a

fire audit. The college has a dynamic team of dedicated faculty and disciplined non-teaching staff. The college is affiliated to Savitribai Phule Pune University, Pune. College gets ISO 9001:2015 quality management system certification.

Vision

Commitment to provide and avail quality education emphasizing all round development of the students to foster, imbibe and inculcate cultural, ethical and universal human values.

Mission

To provide skill based affordable quality education for the upliftment of under privileged rural socially and economically weaker section.

The Gender Audit has the following objectives:

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

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 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 Sensitive Features in Arts, Commerce and Commerce College Manmad

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

Data Input

Earn and Learn Scheme:

The college enthusiastically provides student-oriented schemes for their upliftment and empowerment. "The Earn and Learn Scheme" was started in 2011, keeping gender equality in view. The students are selected based on economic poverty and their needs. The selection is made through the proper procedure- inviting applications- scrutinizing them - and interview. The payment is given as per the clock hour basis.

Table No. 1.

Year-wise number of enrolled candidates in Earn and Learn Scheme

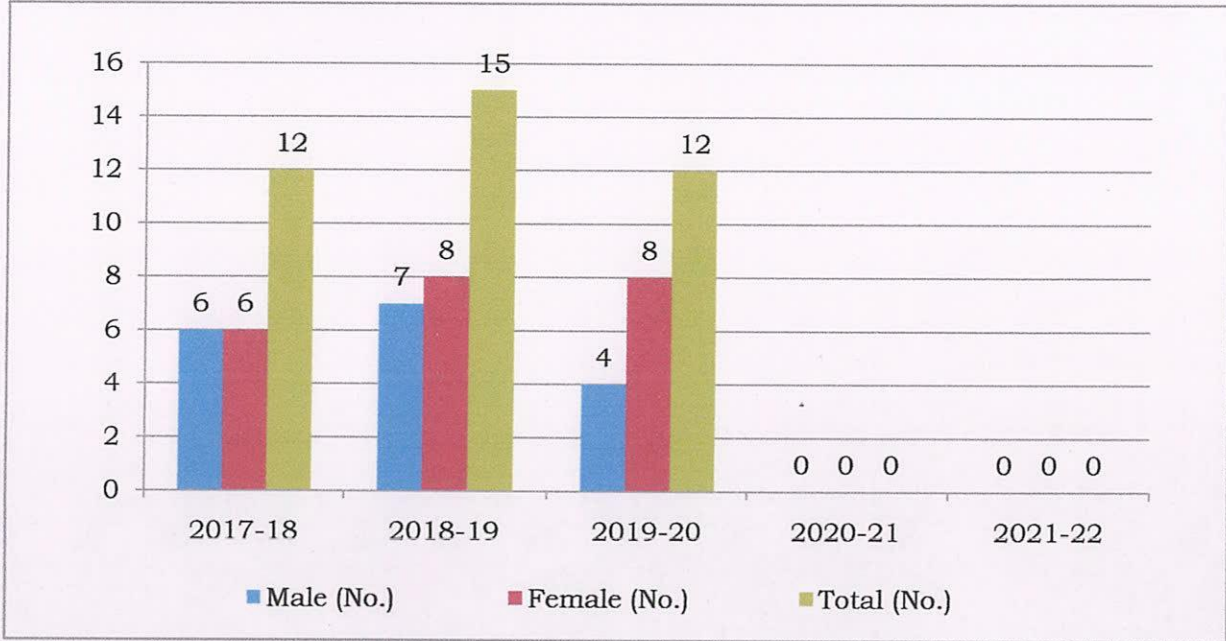
Sr. No	Year	Male (No.)	Female (No.)	Total (No.)	Percentage (%)	
					Male	Female
1.	2017-18	06	06	12	50.00%	50.00%
2.	2018-19	07	08	15	45.00%	55.00%
3.	2019-20	04	08	12	33.33%	66.67%
4.	2020-21	NA	NA	NA	NA	NA
5	2021-22	NA	NA	NA	NA	NA

The above table no 1. indicates year-wise enrolled candidates in Earn and Learn Scheme from academic years 2017-18 to 2021-22. Also, the table shows the year wise gender classification and percentage of students.

Gender Audit 2017-18 to 2021-22

Graph: 1

Year-wise number of enrolled candidates in Earn and Learn Scheme



The above graph shows gender wise enrollment in the Earn and Learn Scheme from 2017-18 to 2021-22.

Table No. 2.

Category wise Analysis of number of candidates enrolled in Earn and Learn Scheme

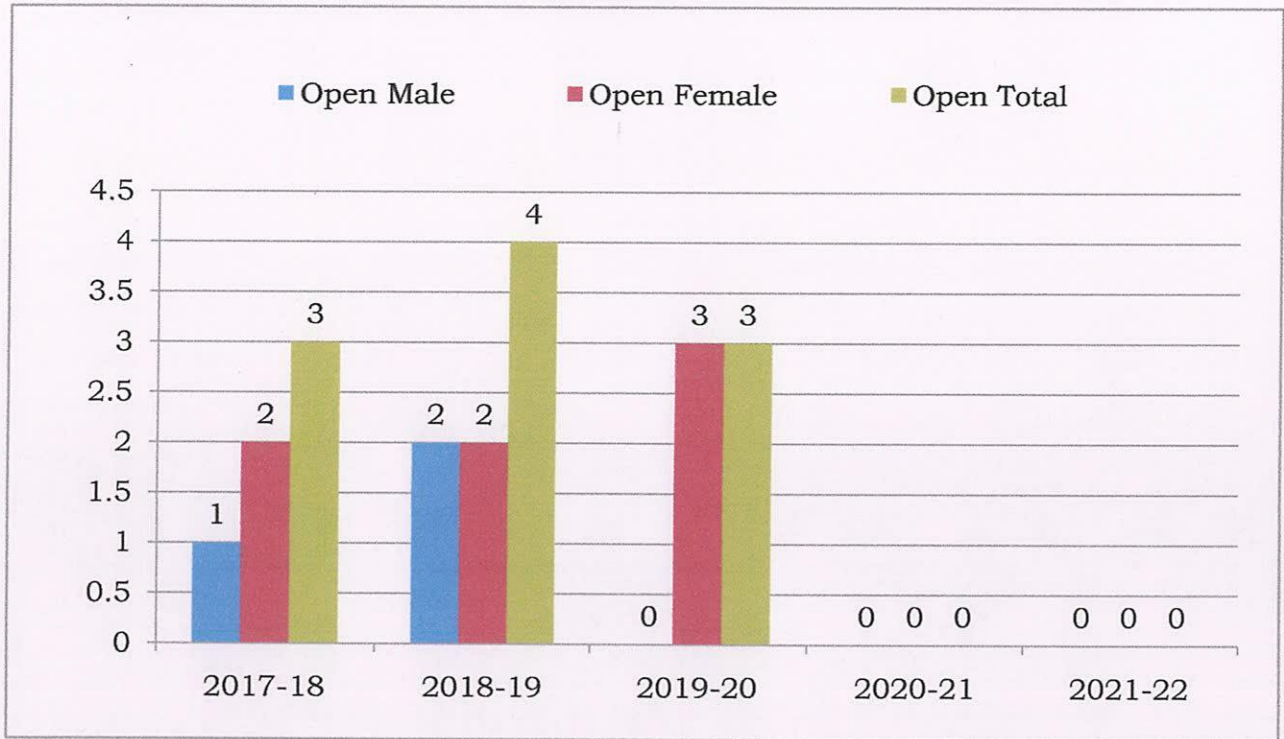
Sr. No	Year	Open (No.)			OBC (No.)			SC (No.)			ST (No.)			NT (No.)		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
1.	2017-18	1	2	3	1	1	2	2	2	4	2	1	3	0	0	0
2.	2018-19	2	2	4	2	2	4	2	2	4	1	2	3	0	0	0
3.	2019-20	0	3	3	1	2	3	1	2	3	1	2	3	0	0	0
4.	2020-21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5.	2021-22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

The above table no 2. indicates category wise analysis of enrolled candidate in Earn and Learn Scheme from academic years 2017-18 to 2021-22.

Gender Audit 2017-18 to 2021-22

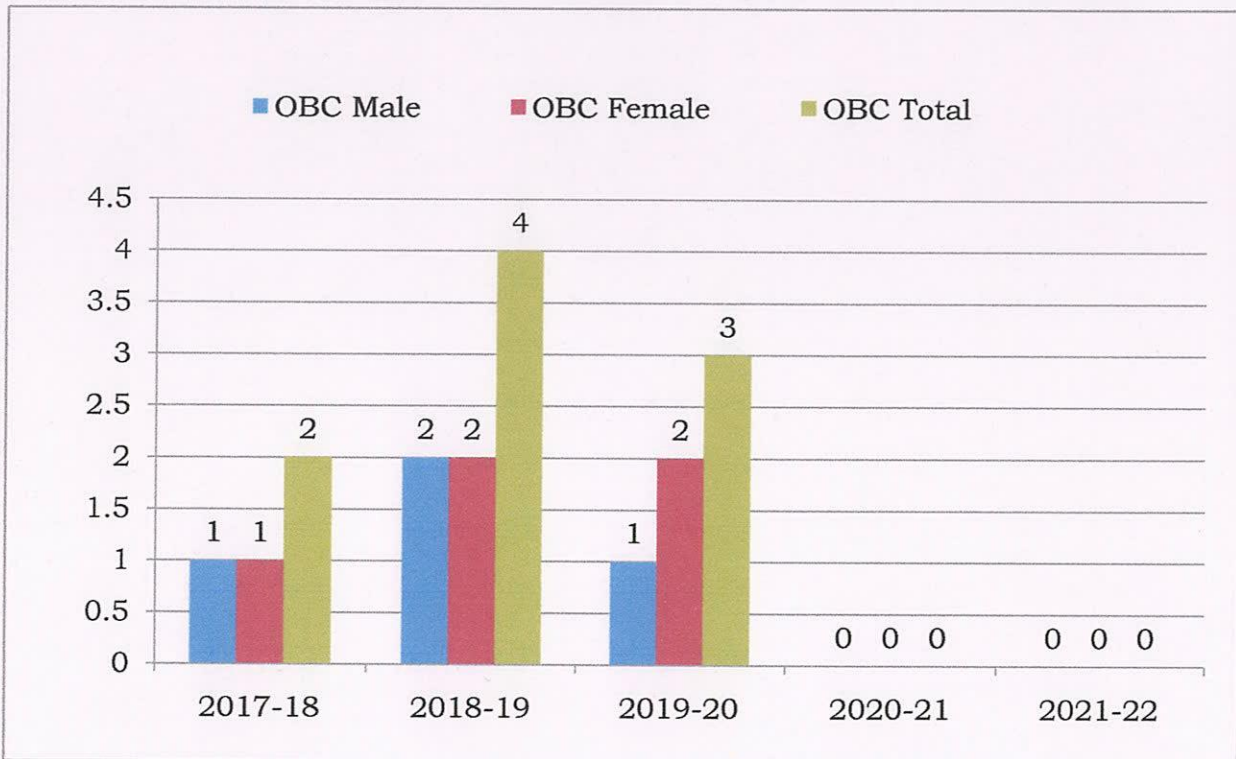
Graph: 2

Open Category enrolled candidate in Earn and Learn Scheme



Graph: 3

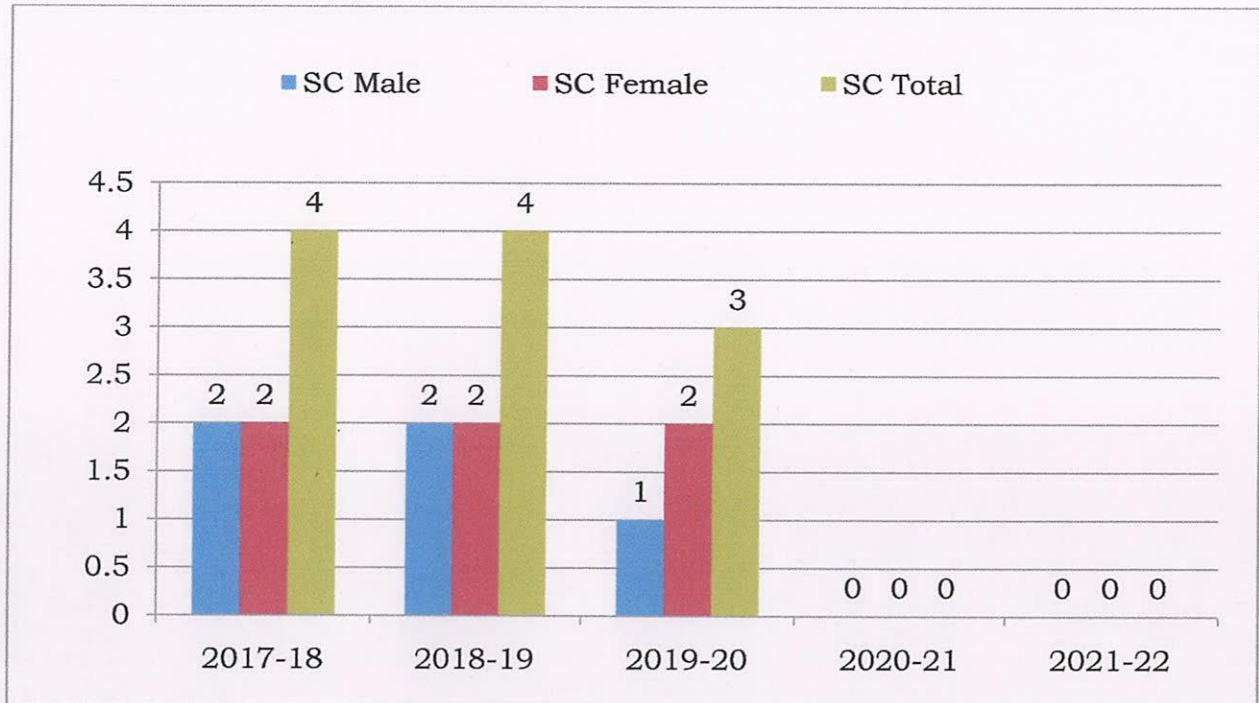
OBC Category enrolled candidate in Earn and Learn Scheme



Gender Audit 2017-18 to 2021-22

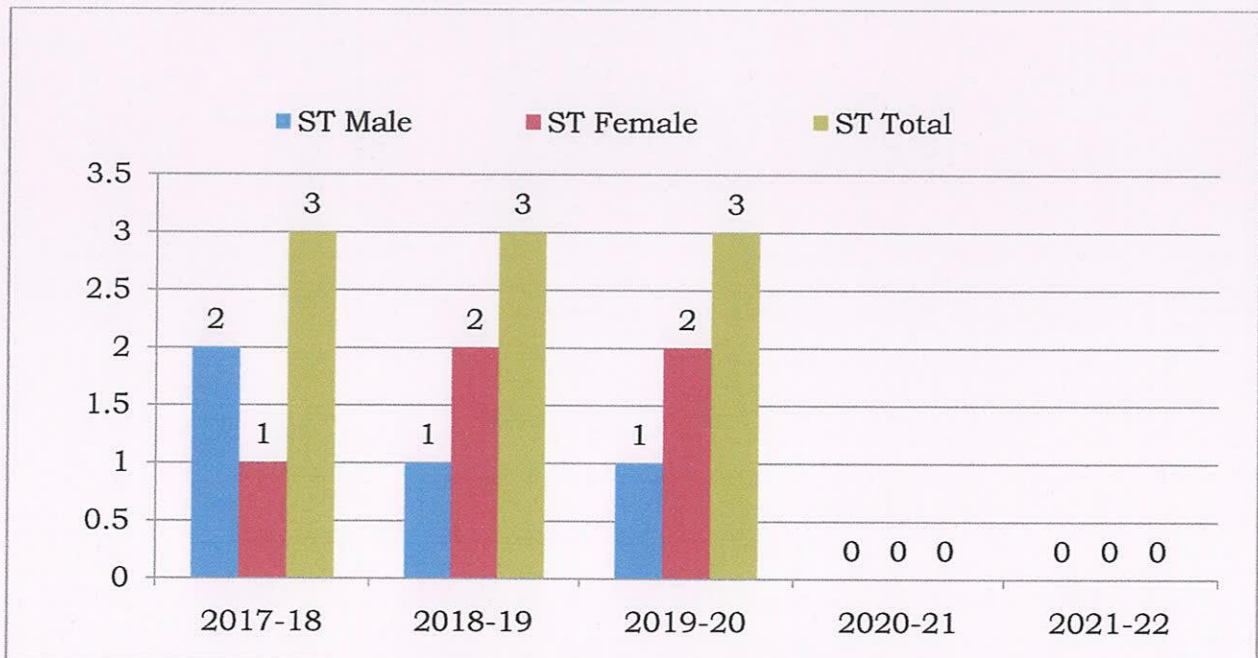
Graph: 4

SC Category enrolled candidate in Earn and Learn Scheme



Graph: 5

ST Category enrolled candidate in Earn and Learn Scheme



The above graphs indicates category wise analysis of enrolled candidate in Earn and Learn Scheme from academic years 2017-18 to 2021-22

Facilities for Girls:

College is always flourished with students. To avoid the rush and other mishaps, separate provisions are made at various places for girls.

I. Bus Facilities:

Bus facility for especially girl students for controlling drop out. The bus is on college time & lowest cost for girls.

II. Study Room:

Reserved study room for girls in the library always leads to the excellent performance of girls.

III. CCTV Survivance:

For girl securities all suspected area undercover in CCTV.

IV. Common Room:

Provision is made for girls resting mode in Common Room. There are an adequate place and silence kept for girls to study. A notice board is also placed in the commonroom. Sanitary Napkinmachines are available in the common room.

V. Girls Washroom:

At three different places, girl's washrooms are situated in the college with & one for ladies staff with a supply of water and regular cleaning.

VI. Canteen:

In the canteen, a separate section is kept for girl's convenience. They have space to enjoy their food and canteen food.

VII. Katta :

In college ground, a separate bench to girls ' there seating and taking another girl like Katta.

Gender Audit 2017-18 to 2021-22

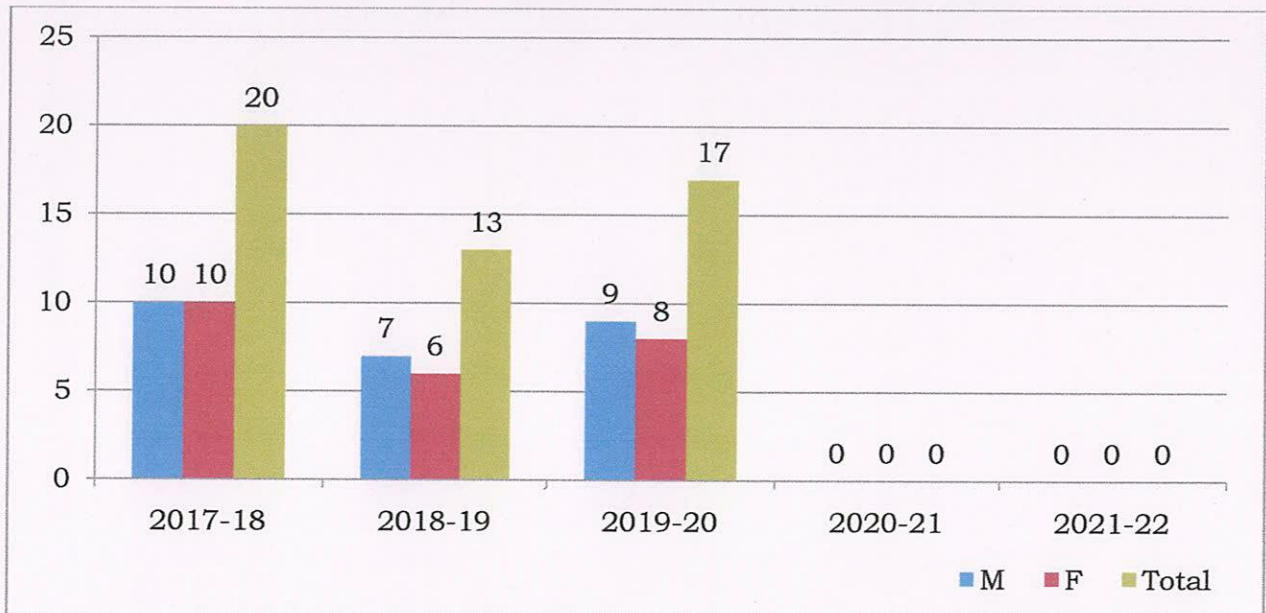
Health Camp for Ladies:

Table No. 3.
Gender wise details of Blood Donation Camp

Sr. No	Year	Month	M	F	Total	M %	F %
1.	2017-18	January 18	10	10	20	50.00%	50.00%
2.	2018-19	January 19	07	06	13	45.00%	55.00%
3.	2019-20	January 20	09	08	17	55.00%	45.00%
4.	2020-21	NA	NA	NA	NA	NA	NA
5	2021-22	NA	NA	NA	NA	NA	NA

Table no 3 indicates the year-wise analysis of participated candidates in Blood Donation Camp from academic years 2017-18 to 2021-22.

Graph:6
Gender wise details of Blood Donation Camp



The bar graph shows gender classifications in the Blood Donation Camp.

Gender Audit 2017-18 to 2021-22

Anti-Ragging Committee and Discipline:

As the college forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The college displayed its regulations on the flex board on the college campus. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions to prohibit, prevent, and eliminate the scourge of ragging. The college forms Anti- Ragging and Discipline Committee.

Activities for the girl students :

Every year under the student welfare scheme we conduct Nirbhay Kanya Abhiyan, a personality development program in our college. The following functions were organized in the college for girls as per the table.

Table No. 4.

Various activates for girl students.

Sr. No	Name of Conference/Seminar	Sponsored By	Period	Type
1.	MVP Elocation Karandak	MVP Samaj	2019-20	College Level
2.	Nirbhay Kanya Scheme	SPPU	2019-20	College Level
3.	Karate Training	MVP Samaj	2019-20	College Level

Table No. 5.

Gender Difference in enrollment as NSS Volunteers

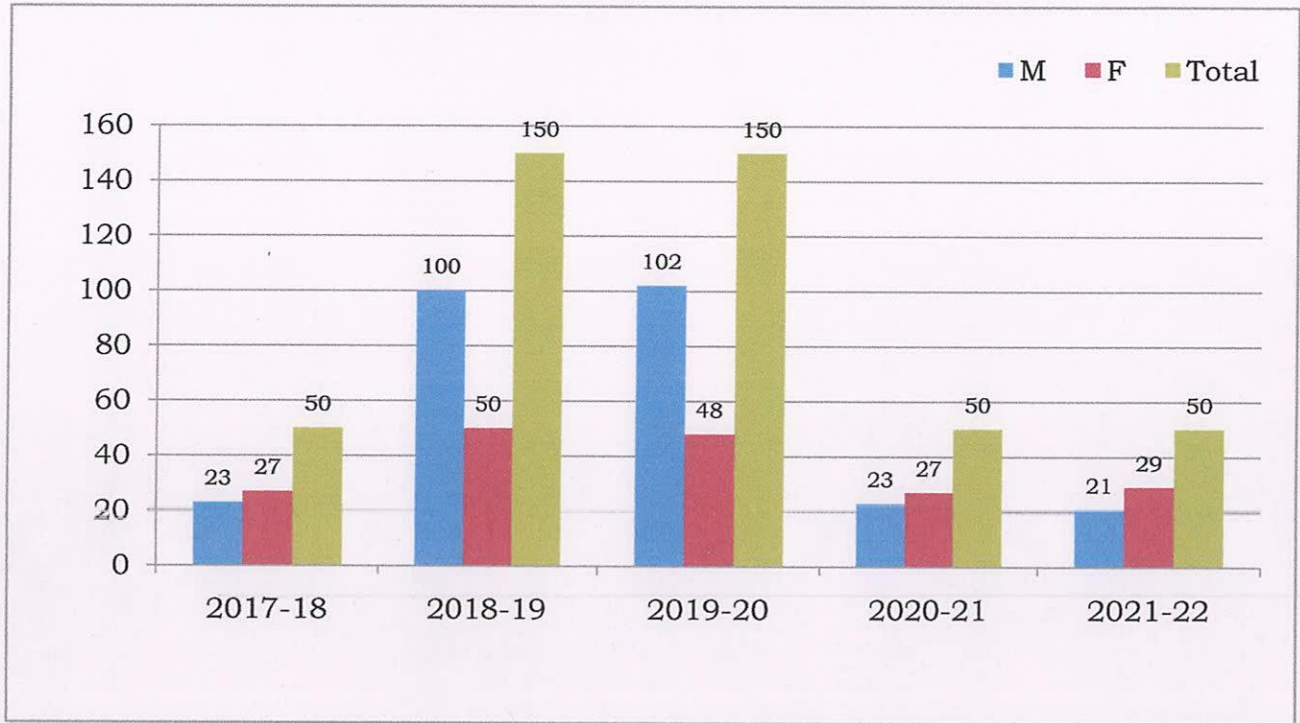
Sr. No	Year	M	F	Total	M %	F %
1	2017-18	23	27	50	46.00%	54.00%
2	2018-19	100	50	150	66.66%	33.33%
3	2019-20	102	48	150	68.00%	32.00%
4	2020-21	23	27	50	46.00%	54.00%
5	2021-22	21	29	50	42.00%	58.00%

The above table no 5 indicates year-wise gender analysis of enrolled candidates as NSS volunteers in the college from academic years 2017-18 to 2021-22.

Gender Audit 2017-18 to 2021-22

Graph: 7

Gender Difference in enrollment as NSS Volunteers



The bar graph shows the gender classifications of enrolled candidates in NSS.

GENDER ENROLLMENT AT GRADUATION LEVEL

Table No.6.

Year-wise Gender Classification

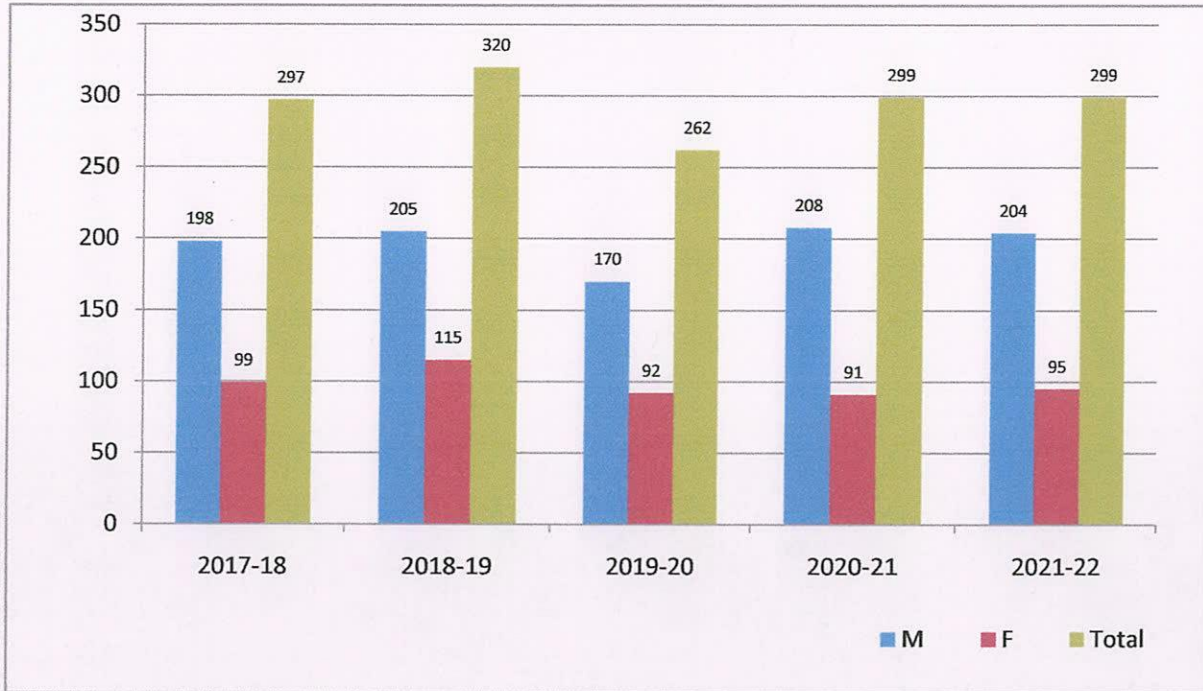
Sr. No	Year	M	F	Total	M %	F %
1	2017-18	198	99	297	66.67%	33.33%
2	2018-19	205	115	320	64.06%	35.94%
3	2019-20	170	92	262	64.89%	35.11%
4	2020-21	208	91	299	69.57%	30.43%
5	2021-22	204	95	299	68.23%	31.77%

The above table no.6 indicates the year-wise analysis of enrolled candidates in college from the academic years 2017-18 to 2021-22.

Gender Audit 2017-18 to 2021-22

Graph:8

Year-wise Gender Classification



The bar graph shows the gender classifications of enrolled candidates in the college.

Table No. 7.

Gender Difference in Various Social Categories

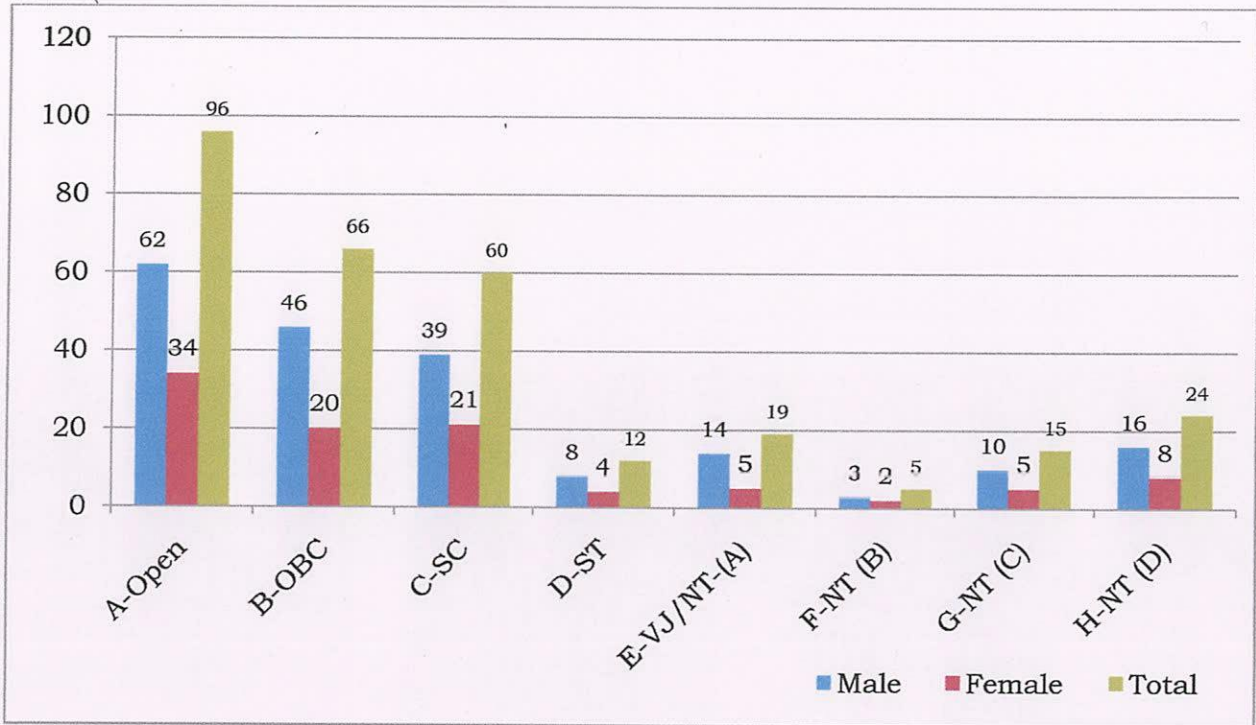
Academic Year - 2017-18

S.N.	Category	Male	Female	Total	Male%	Female%
1	A-Open	62	34	96	64.58%	35.42%
2	B-OBC	46	20	66	69.70%	30.30%
3	C-SC	39	21	60	65.00%	35.00%
4	D-ST	8	4	12	66.67%	33.33%
5	E-VJ/NT-(A)	14	5	19	73.68%	26.32%
6	F-NT (B)	3	2	5	60.00%	40.00%
7	G-NT (C)	10	5	15	66.67%	33.33%
8	H-NT (D)	16	8	24	66.67%	33.33%
Total		198	99	297	66.67%	33.33%

Gender Audit 2017-18 to 2021-22

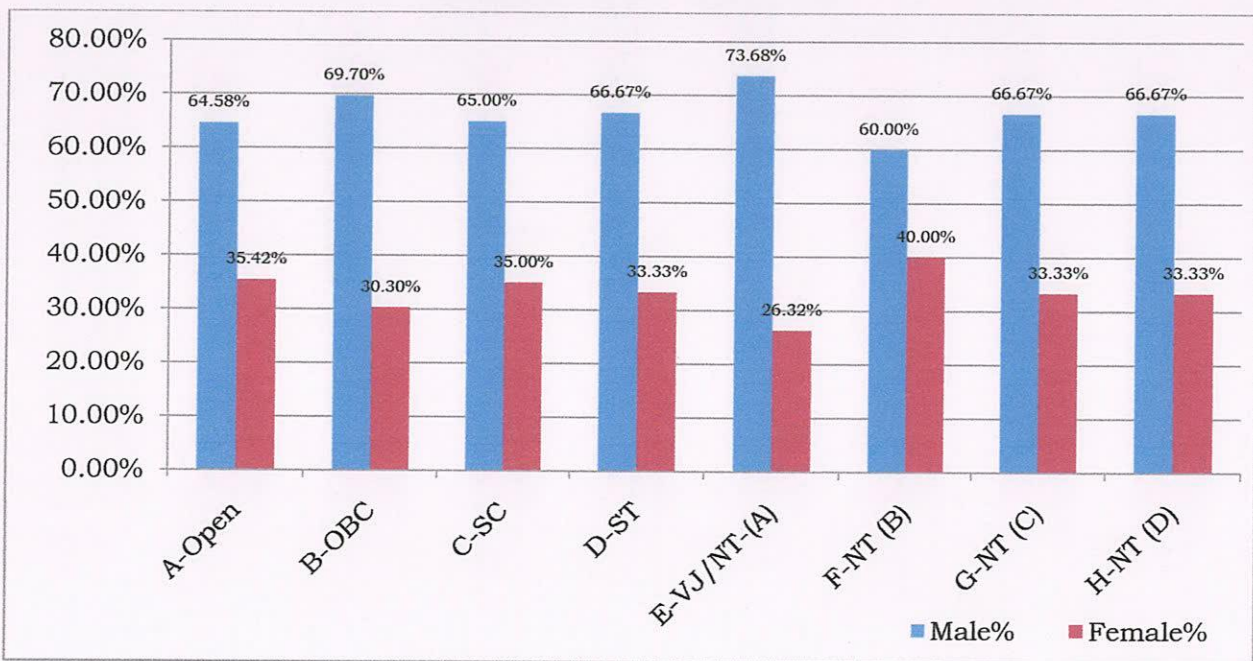
Graph: 9

**Gender Difference in Various Social Categories
Academic Year - 2017-18**



Graph:10

**% of Gender Difference in Various Social Categories
Academic Year - 2017-18**



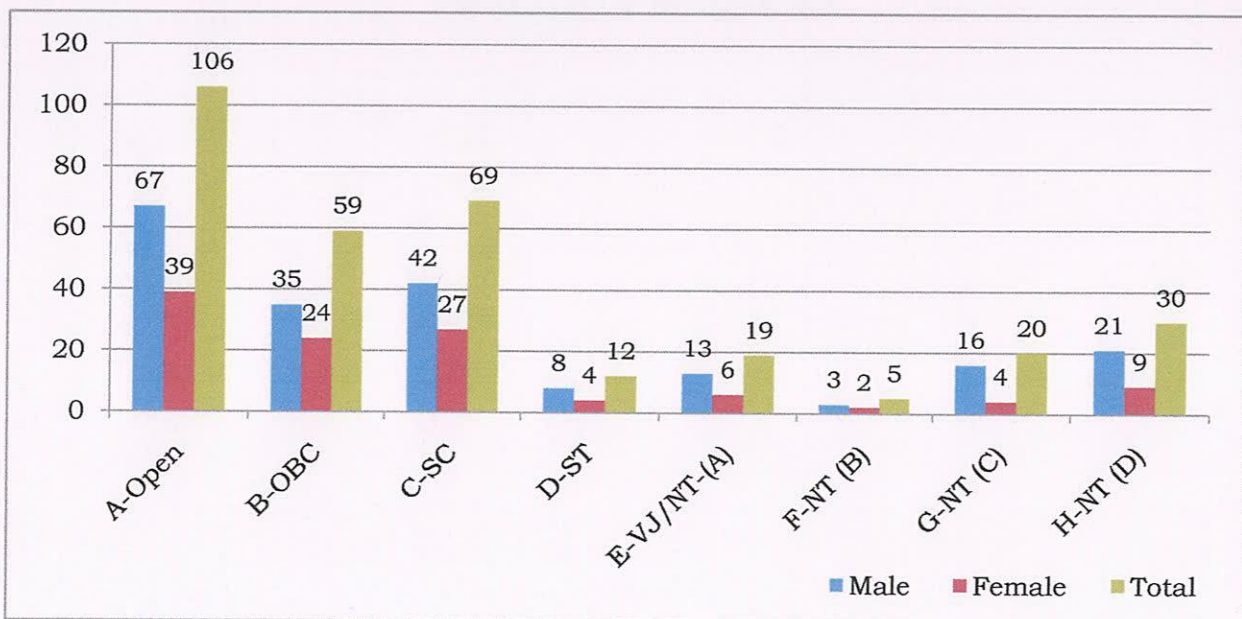
Gender Audit 2017-18 to 2021-22

The above table and graph shows the information regarding the number and percentage of admissions of male and female students in the college, having various categories in the academic year 2017-18. The number of female students in the Open category is highest than in others.

Table No. 8.
Gender Difference in Various Social Categories
Academic Year 2018-19

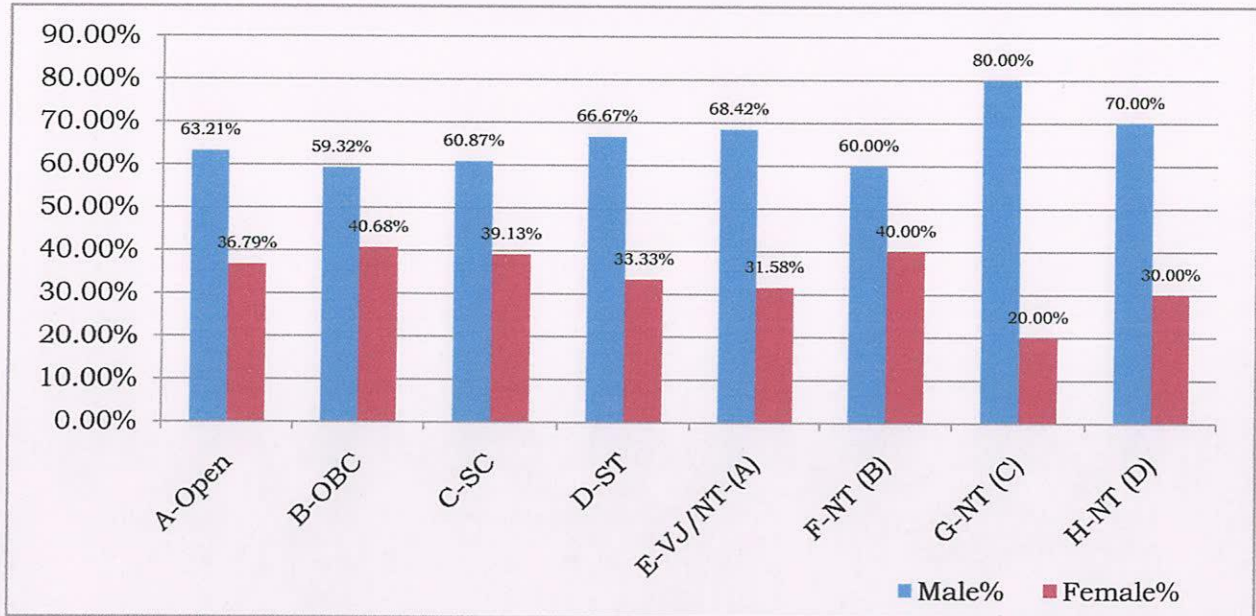
S.N.	Category	Male	Female	Total	Male%	Female%
1	A-Open	67	39	106	63.21%	36.79%
2	B-OBC	35	24	59	59.32%	40.68%
3	C-SC	42	27	69	60.87%	39.13%
4	D-ST	8	4	12	66.67%	33.33%
5	E-VJ/NT-(A)	13	6	19	68.42%	31.58%
6	F-NT (B)	3	2	5	60.00%	40.00%
7	G-NT (C)	16	4	20	80.00%	20.00%
8	H-NT (D)	21	9	30	70.00%	30.00%
Total		205	115	320	64.06%	35.94%

Graph:11
Gender Difference in Various Social Categories
Academic Year 2018-19



Graph:12

**% of Gender Difference in Various Social Categories
Academic Year 2018-19**



The above table and graph show the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2018-19. The number of female students in the Open category is highest than in others.

Table No. 9.

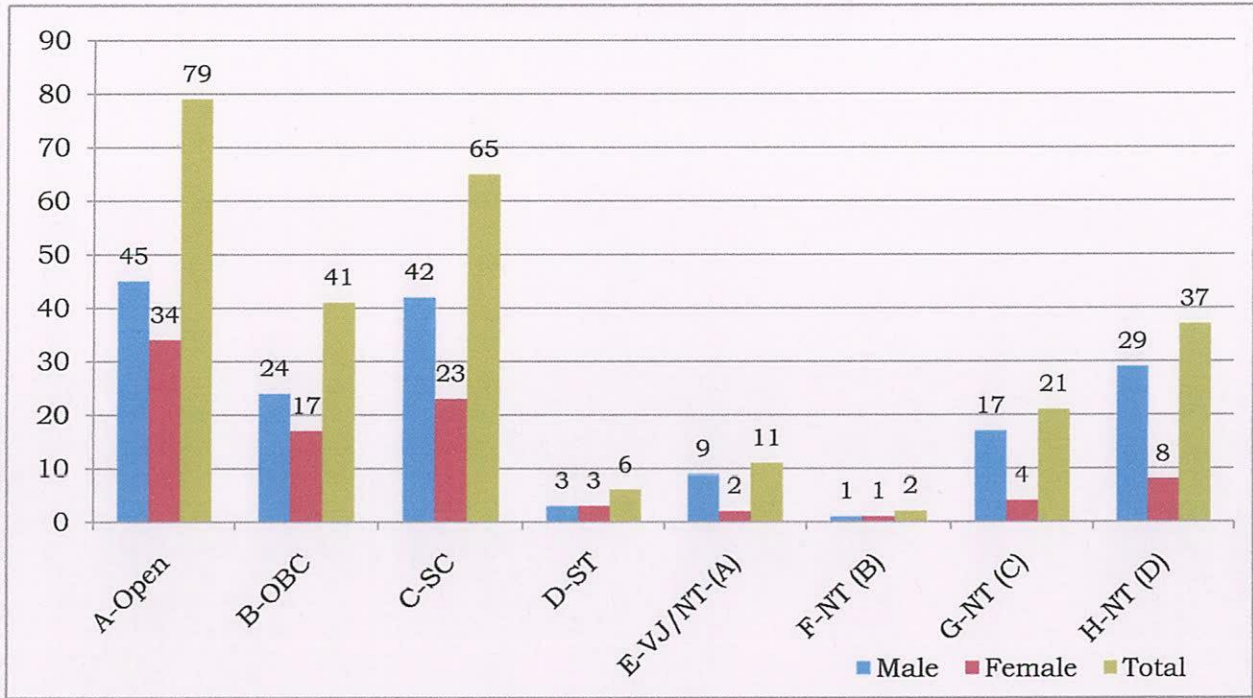
**Gender Difference in Various Social Categories
Academic Year-2019-20**

S.N.	Category	Male	Female	Total	Male%	Female%
1	A-Open	45	34	79	56.96%	43.04%
2	B-OBC	24	17	41	58.54%	41.46%
3	C-SC	42	23	65	64.62%	35.38%
4	D-ST	3	3	6	50.00%	50.00%
5	E-VJ/NT-(A)	9	2	11	81.82%	18.18%
6	F-NT (B)	1	1	2	50.00%	50.00%
7	G-NT (C)	17	4	21	80.95%	19.05%
8	H-NT (D)	29	8	37	78.38%	21.62%
Total		170	92	262	64.89%	35.11%

Gender Audit 2017-18 to 2021-22

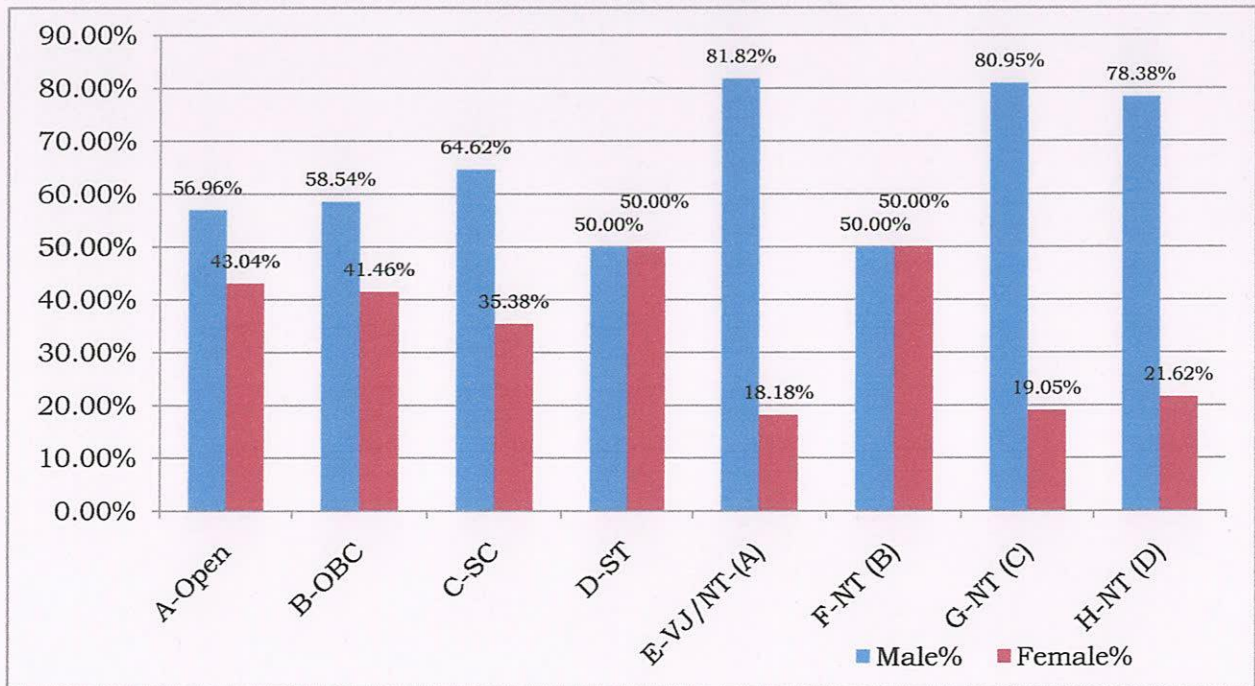
Graph:13

**Gender Difference in Various Social Categories
Academic Year-2019-20**



Graph:14

**% of Gender Difference in Various Social Categories
Academic Year-2019-20**



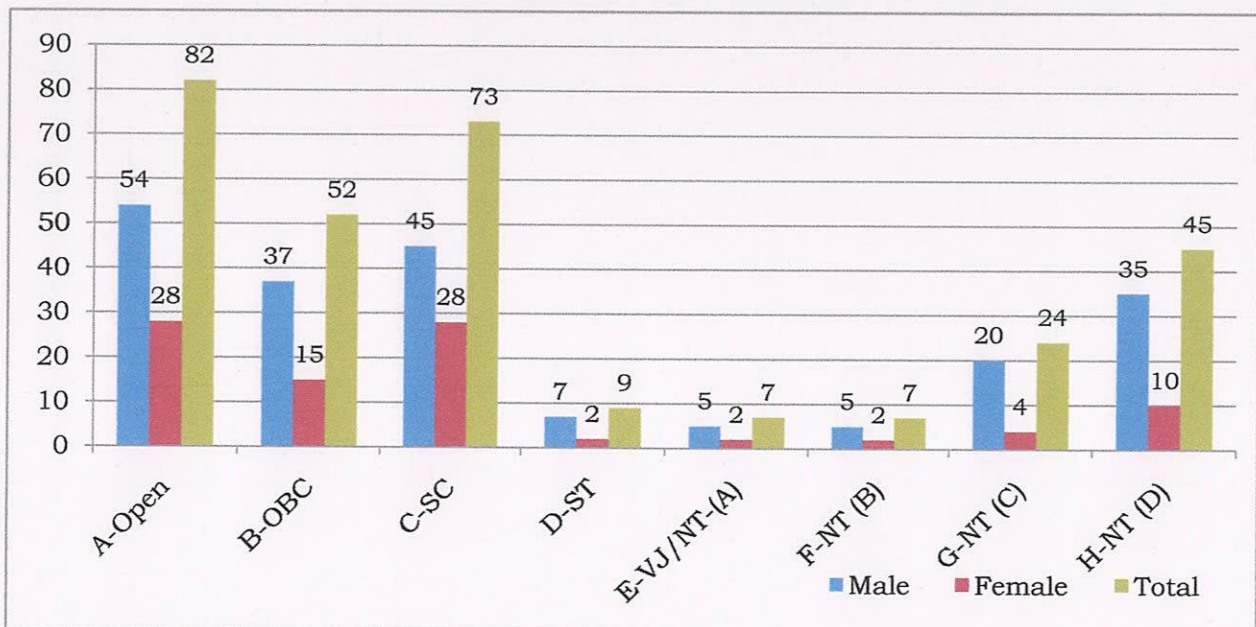
Gender Audit 2017-18 to 2021-22

The table shows the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2019-20. The number of female students in the Open category is highest than in others.

Table No. 10.
Gender Difference in Various Social Categories
Academic Year- 2020-21

S.N.	Category	Male	Female	Total	Male%	Female%
1	A-Open	54	28	82	65.85%	34.15%
2	B-OBC	37	15	52	71.15%	28.85%
3	C-SC	45	28	73	61.64%	38.36%
4	D-ST	7	2	9	77.78%	22.22%
5	E-VJ/NT-(A)	5	2	7	71.43%	28.57%
6	F-NT (B)	5	2	7	71.43%	28.57%
7	G-NT (C)	20	4	24	83.33%	16.67%
8	H-NT (D)	35	10	45	77.78%	22.22%
Total		208	91	299	69.57%	30.43%

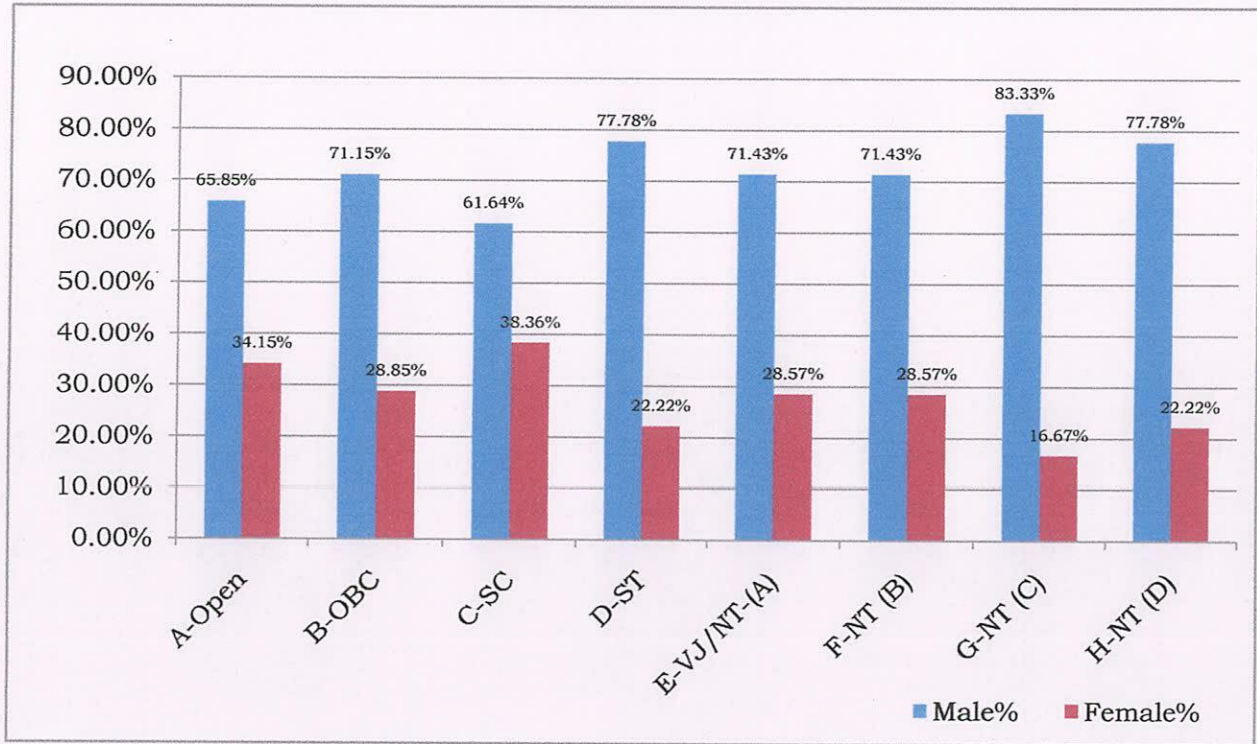
Graph:15
Gender Difference in Various Social Categories
Academic Year- 2020-21



Gender Audit 2017-18 to 2021-22

Graph:16

**% of Gender Difference in Various Social Categories
Academic Year- 2020-21**



The above table and graph show the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2020-21. The number of female students in the Open category is highest than in others.

Table No. 11.

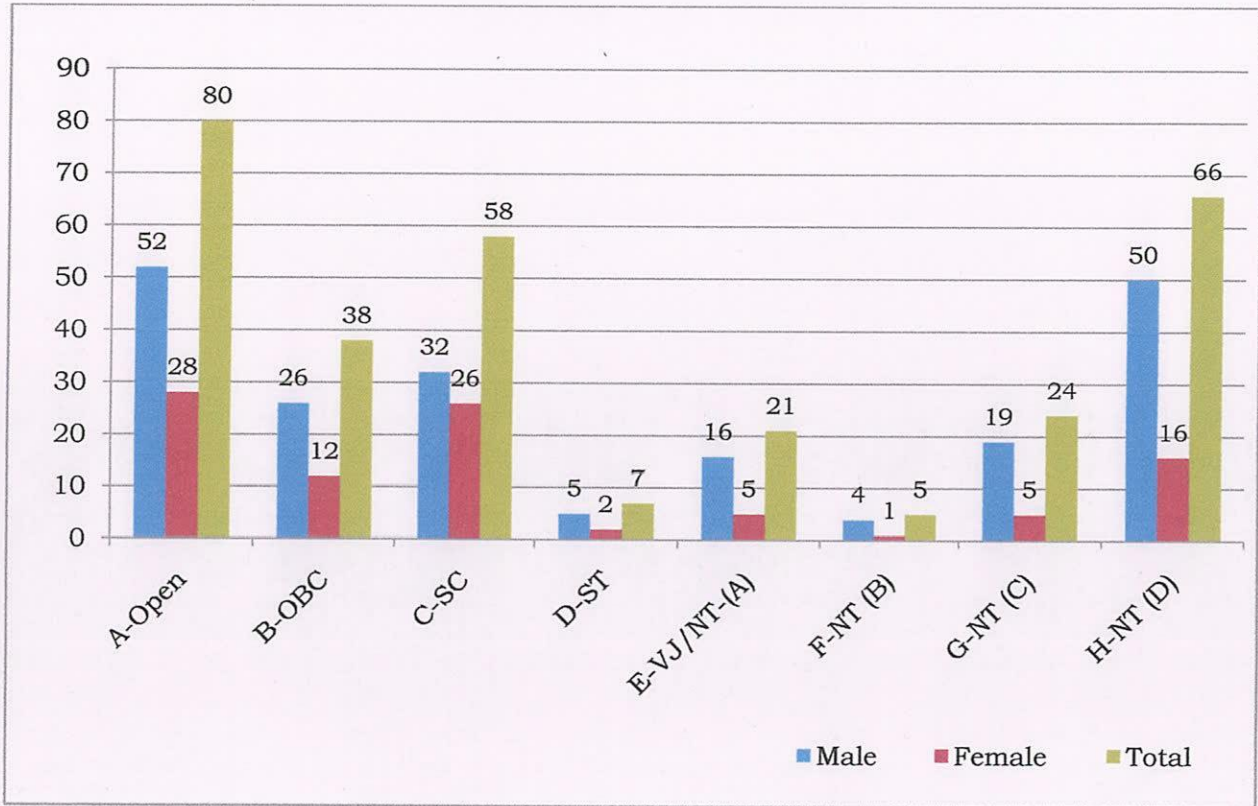
**Gender Difference in Various Social Categories
Academic Year- 2021-22**

S.N.	Category	Male	Female	Total	Male%	Female%
1	A-Open	52	28	80	65.00%	35.00%
2	B-OBC	26	12	38	68.42%	31.58%
3	C-SC	32	26	58	55.17%	44.83%
4	D-ST	5	2	7	71.43%	28.57%
5	E-VJ/NT-(A)	16	5	21	76.19%	23.81%
6	F-NT (B)	4	1	5	80.00%	20.00%
7	G-NT (C)	19	5	24	79.17%	20.83%
8	H-NT (D)	50	16	66	75.76%	24.24%
Total		204	95	299	68.23%	31.77%

Gender Audit 2017-18 to 2021-22

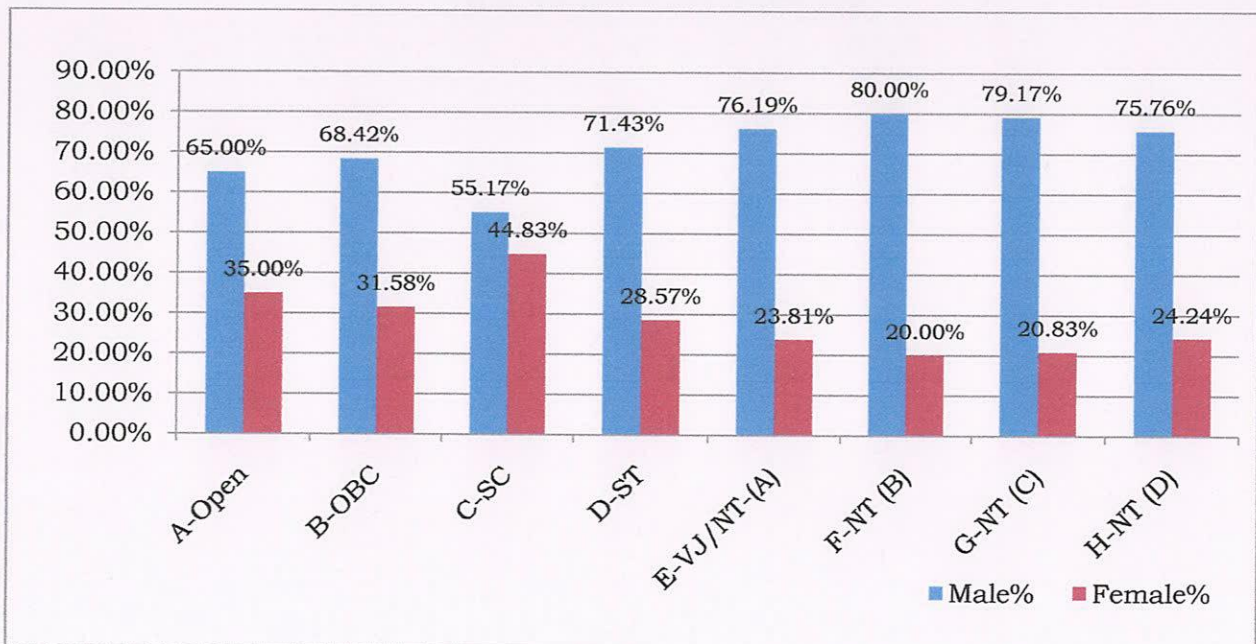
Graph: 17

**Gender Difference in Various Social Categories
Academic Year- 2021-22**



Graph:18

**% of Gender Difference in Various Social Categories
Academic Year- 2021-22**



Gender Audit 2017-18 to 2021-22

The above table and graph show the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2021-22. The number of female students in the Open category is highest than in others.

Table No. 12.

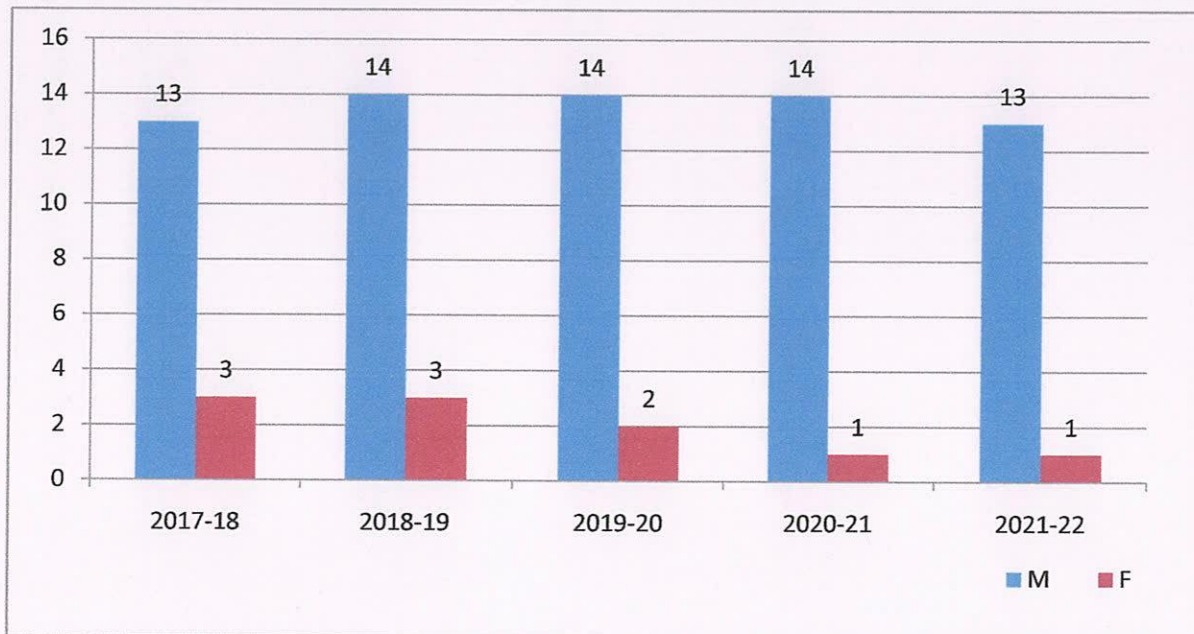
Gender Difference in Teaching Faculty

Sr. No	Year	M	F	Total	M %	F %
1	2017-18	13	3	16	81%	19%
2	2018-19	14	3	17	82%	18%
3	2019-20	14	2	16	88%	13%
4	2020-21	14	1	15	93%	7%
5	2021-22	13	1	14	93%	7%

The above table no.12 indicates year-wise gender analysis of teaching faculty from academic years 2017-18 to 2021-22.

Graph:19

Gender Difference in Teaching Faculty



Gender Audit 2017-18 to 2021-22

The graph shows gender classifications of year wise gender analysis of teaching faculty from academic years 2017-18 to 2021-22.

Table No. 13.

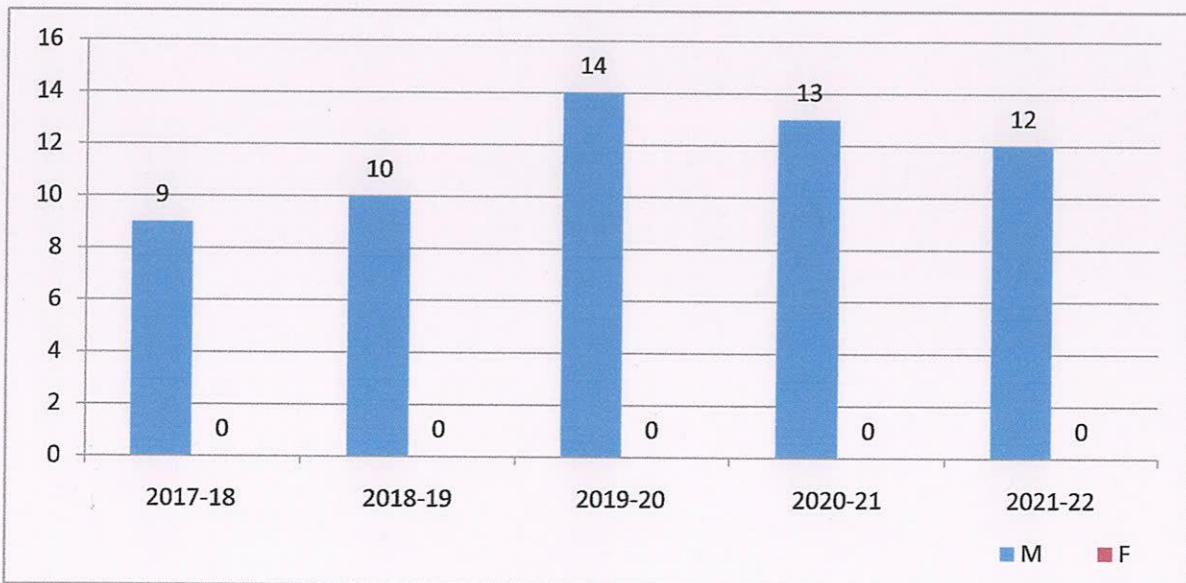
Gender classification in Non- teaching faculty

Sr. No	Year	M	F	Total	M %	F %
1	2017-18	9	0	9	100%	0%
2	2018-19	10	0	10	100%	0%
3	2019-20	14	0	14	100%	0%
4	2020-21	13	0	13	100%	0%
5	2021-22	12	0	12	100%	0%

The above table no 13 indicates year-wise gender analysis of non-teaching staff of the college from academic years 2017-18 to 2021-22.

Graph:20

Gender Difference in non-teaching Faculty



The bar graph shows the gender classifications of the year-wise gender analysis of Non-teaching staff.

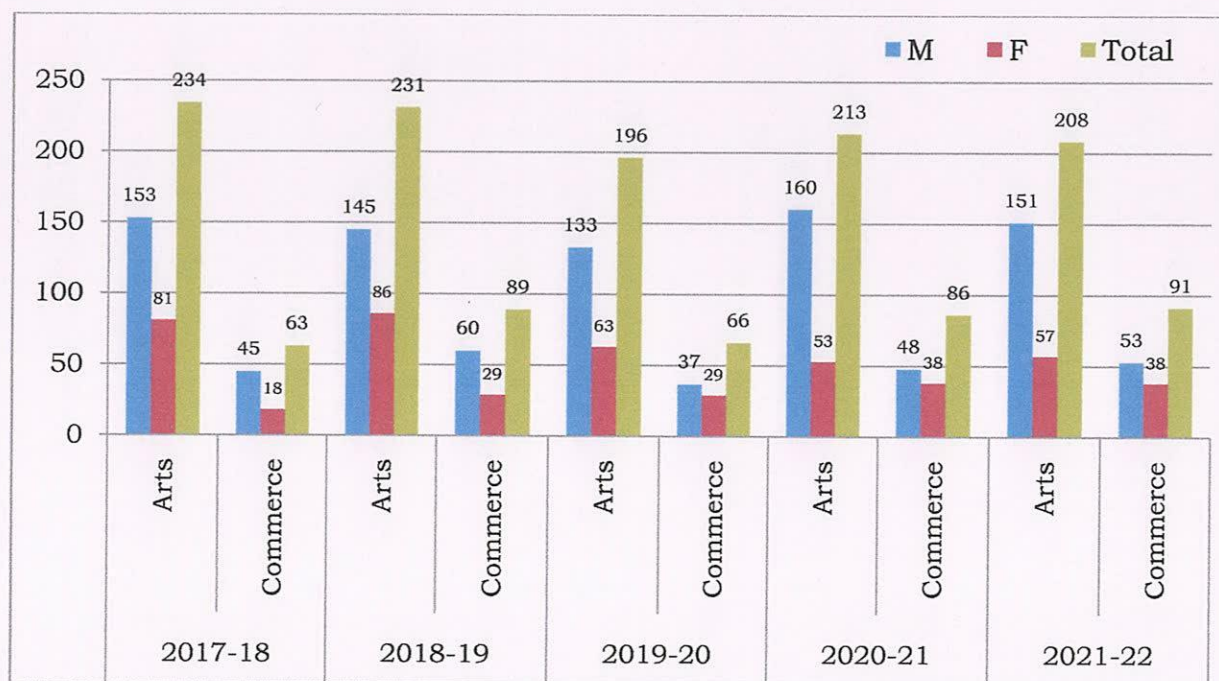
Gender Audit 2017-18 to 2021-22

**Table No. 14. Programm wise Gender Difference of the students:
2017-18 to 2021-22**

Year	Programm	M	F	Total	M %	F %
2017-18	Arts	153	81	234	65.38%	34.62%
	Commerce	45	18	63	71.43%	28.57%
2018-19	Arts	145	86	231	62.77%	37.23%
	Commerce	60	29	89	67.42%	32.58%
2019-20	Arts	133	63	196	67.86%	32.14%
	Commerce	37	29	66	56.06%	43.94%
2020-21	Arts	160	53	213	75.12%	24.88%
	Commerce	48	38	86	55.81%	44.19%
2021-22	Arts	151	57	208	72.60%	27.40%
	Commerce	53	38	91	58.24%	41.76%

The above table shows the information regarding the programm wise percentage of male and female students in the college in the academic year 2017-18 to 2021-22.

Graph:21



The graph shows gender classifications of faculty wise analysis of students in college.

Conclusion:

In the above gender analysis, the institution strictly follows gender Equality on campus. We follow gender equality in admissions, scholarships, library facilities, teaching-learning process, practical, and at all other required levels. The institution strictly observes the modus operandi in the implementation of gender issues in the college facilities. In nation-building, gender equality plays an important role hence for the institutional growth college is in a position to follow and implement gender equality in the institution.

Blood Donation Camp in the College



Nirbhay Kanya Abhiyan



Girls Participation in Personality Development Programme



Girls Participation in Annual Social Gathering



Industrial Visits





Tree Plantation



NSS Camp



Recommendation :

1. Boy's common Room -
- 2) Increase Girls Admission -
- 3) Develop Business scheme in girl student



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Smt. P. D. Madhe

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