

**ADIVASI SEVA SAMITTEE NASHIK
ARTS, COMMERCE AND SCIENCE COLLEGE, MANUR,
TAL- KALWAN NASHIK 423501**

GENDER AUDIT REPORT

2017-2022



Gender Audit: An Introduction

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Introduction of the Institution

Arts, Commerce and Science College was established on 20th August 2013 providing higher education to the Adivasi(Tribal) and educationally deprived students. It is run by Adivasi Seva Samittee, Nashik under the able of Hon. General Secretary Prashant Hiray, Hon. Coordinator Dr. Apoorva Hiray, Hon. Joint Secretary Rajeshji Shinde, all Management Representative with Academic leadership of Hon. Principal Dr. R. P. Bhamare. The College has been completing 9 years of service to the cause of higher education for tribals. Arts, Commerce and Science College Manur holds the distinction of being the only institution providing higher education to the tribal students in the surrounding region. The Motto of the institution is 'Bahujan Hitay Bahujan Sukhay'. Accordingly, the college continues to impart higher education to the tribal students who live in a remote, unapproachable area of the Nashik District. The Majority of the students are who economically and socially deprived. Along with facilitating the participation of tribal students in higher education, its efforts are directed at providing a holistic education that encourages critical and independent thinking.

What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

An internal audit:

This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

An external audit:

This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyse how gender is main streamed into the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality

Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
1	Prin. Dr. Bhamare R.P.	Chairperson	Principal, ASSN. Arts, Commerce & Science College, Manur, Tal- Kalwan
2	Prof. Dr. Deore S.B.	IQAC Co-ordinator	ASSN. Arts, Commerce & Science College, Manur, Tal- Kalwan
3	Prof. Smt. Suryawanshi P. S.	Assistant Professor (Internal Member)	ASSN. Arts, Commerce & Science College, Manur, Tal- Kalwan
4	Prof. Smt. Kota D.N.	Assistant Professor (Internal Member)	ASSN. Arts, Commerce & Science College, Manur, Tal- Kalwan
5	Prof. Shirsath V.K.	Assistant Professor (Internal Member)	ASSN. Arts, Commerce & Science College, Manur, Tal- Kalwan
6	Prof. Smt. Ingle V. S.	External Expert	KES Arts, Commerce & Science College, Manur, Tal- Kalwan
7	Dr. Kharat A. J.	External Expert	MGV L. V. H. College, Panchvati, Nashik

Objectives of the Gender Audit:

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

Objectives of the Gender Audit exercise:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell.
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- A certified consultant to be invited to take care of personal development and confidence building among students.
- Organizing programs to build confidence and in still leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture. The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender,

position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college. Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes. Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures. Organizational Culture: Norms, customs, beliefs and codes of behaviour in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviours are rewarded.

Gender Wise Distribution of Staff:

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on out dated views. The institution was established in the early sixties when the issue of gender was not much of a concern especially in a remote region like ours. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided in the main building.
- There are CCTV monitoring devices installed at different locations within the campus.
- There is a Women's Forum that conducts Gender Sensitization programmes regularly for the students.

Gender Balance within the Institution:

Table: Gender wise Details of Students in the College

Sr. No	Year	Total	Male	Female	% of Male	% of Female
1	2021-22	719	453	266	63.00	37.99
2	2020-21	730	432	298	59.17	40.83
3	2019-20	827	476	351	57.55	42.44
4	2018-19	811	483	328	59.55	40.44
5	2017-18	837	495	342	59.13	40.86

Gender wise Details of Students in the College

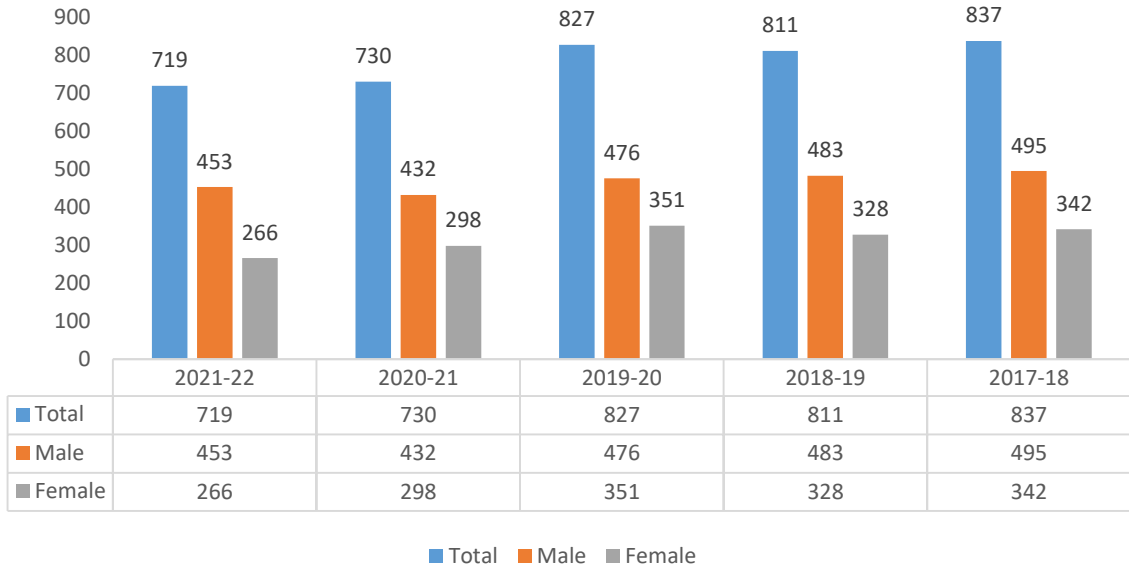


Table: Gender wise Details of Total Teaching Faculties in the College

Sr. No	Year	Total	Male	Female	% of Male	% of Female
1	2021-22	24	18	06	75	25
2	2020-21	21	16	05	76	24
3	2019-20	22	16	06	73	27
4	2018-19	24	18	06	75	25
5	2017-18	25	15	10	60	40

Gender wise Details of Total Teaching Faculties in the College

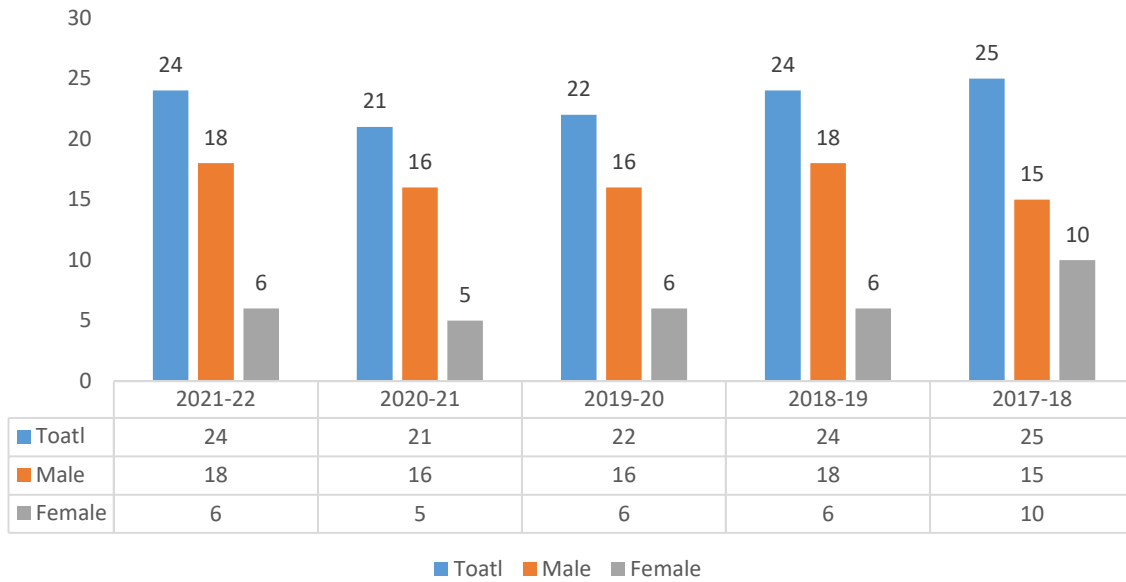
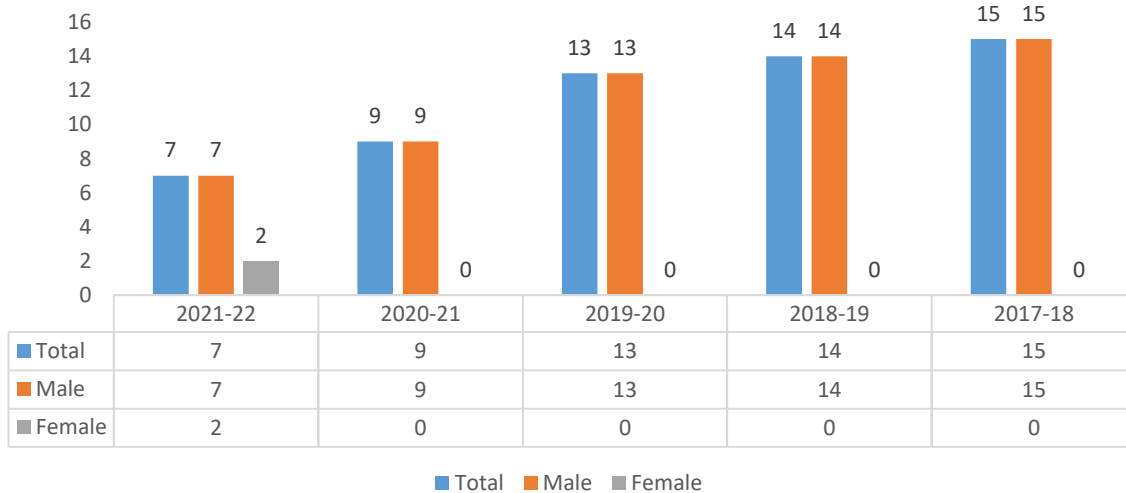


Table: Gender wise Details of Total Non-Teaching Staff in the College

Sr. No	Year	Total	Male	Female	% of Male	% of Female
1	2022-23	10	09	01	90	10
2	2021-22	07	07	00	100	00
3	2020-21	09	09	00	100	00
4	2019-20	13	13	00	100	00
5	2018-19	14	14	00	100	00
6	2017-18	15	15	00	100	00

Gender wise Details of Total Non-Teaching Staff in the College



Gender Sensitization Initiatives

- Ladies Room: There is adequate space in the Ladies Room and silence is maintained for girls to study.
- Girls Washroom: Girls' washrooms are situated at two different places in the college with sanitary napkin vending machine, ample water supply and proper maintenance.
- Study Room: Study room is available in the library students.
- Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.

Discipline Committee:

As the college forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has 14 members and 1 Chairperson. The Principal of the College is the Chairperson of the Discipline Committee.

Sr. No	Name	Designation
1	Dr. Bhamare R.P.	Chairman
2	Prof. D. K. Chavan (Marathi)	Member
3	Dr. S. B. Deore (Hindi)	Member
4	Prof. V. T. Jadhav (English)	Member
5	Prof. Dr. K. K. Khairnar (History)	Member
6	Prof. V.S. Sable (Geography)	Member
7	Prof. R.K. Bhoje (Economics)	Member
8	Prof. S. L. Pawar (Commerce)	Member
9	Prof. Kokani C.S. (Chemistry)	Member
10	Prof. Smt. Suryvanshi. P.S(Zoology)	Member
11	Prof. Dr. D. N. Kota (political science)	Member
12	Prof. Gavit S.T. (Mathematics)	Member
13	Prof. Thakare B.G. (Physics)	Member
14	Prof. Sable S.B. (Botany)	Member
15	Shri. Gangurde K.G.	Administrative Member

Role of Discipline Committee

- To develop & maintain education friendly environment in the college campus.
- To maintain discipline during admission process, cultural activities and extracurricular activities conducted by the college.
- To maintain discipline during the examinations conducted in college & University OR Gove Exam.
- To maintain and enforce strict discipline within the college campus.
- Participating in quality reviews.
- To assist the college anti-ragging committee in preventing ragging in the college.
- Meeting should be held in the first week of each month.

Anti-Ragging Committee:

Sr. No	Name	Designation
1	Prof. Dr. Deore S.B.	Chairman
2	Prof. Smt. Pawar H.D.	Member
3	Shri. Pawar N.G	Member

Role of Anti-Ragging Committee

- To monitor behaviour of the students in the college campus.
- To aware students about rules, regulation. Punishment etc. as per Govt. Resolution of Maharashtra State.
- To publicize to all students and prevalent directives and the actions that can be taken against those indulging in ragging.
- To take all necessary measures for prevention of ragging inside the campus.
- Meeting should be held in the regularly.

Women's Redressal Committee:

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. Women's Redressal Committee has both the faculty and Non-teaching of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.

Number of gender equity promotion programs organized by the institution during the last few years:

Sr. No	Title of the programme	No of participant	Date of programme
1	World Women's Day	90	08/03/2022
2	Nirbhay Kanya Abhiyaan	85	26/02/2022
3	World Women's Day	65	08/03/2021
4	Health Awareness on Occasion of World Women's Day	44	09/03/2020
5	Health Check-up Camp	61	21/02/2020
6	World Women's Day	80	08/03/2019
7	Nirbhay Kanya Abhiyaan	128	29/01/2019
8	World Women's Day	100	08/03/2018
9	Nirbhay Kanya Abhiyaan	101	27/02/2018

Photos of gender equity promotion programs organized by the institution:





Vishakha Committee:

Sr. No	Name	Designation
1	Prof. Smt. Suryvanshi P. S	Chairman
2	Prof. Smt. Dr. Kota D.N.	Member
3	Prof. Smt. Pawar H. D.	Member
4	Prof. Smt. Borase V.K.	Member

Role of Vishakha Committee

- To purely safeguard the rights of female students and female staff.
- To maintaining the healthy and safe environment for girls and women employees in the campus.
- To prevent any sexual invectives and abuses towards girl students and female staff.
- To provide a platform for listening to complaints.
- To meet evidence, and take indispensable action against the guilty.
- To prevent any kind of sexual harassment by using secret.

Vidyarthini Suraksha Committee:

Sr. No	Name	Designation
1	Prof. Smt. Dr. Kota D.N.	Chairman
2	Prof. Smt. Pawar H.D.	Member
3	Prof. Shirsath V.K.	Member

Role of Vishakha Committee

- To create and maintain safe, healthy and supportive environment for women and girl students in the campus.
- To aware students about rules, regulations, punishment etc. as per Gove. Resolution of Maharashtra State.

- Meeting should be held in regularly.

NSS for Girls:

Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

Progress towards Gender Equity:

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” The college constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in college. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no

gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

Recommendations:

In the future, we have decided to,

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.

Prepared by:



Prof. Smt. Kota D. N.

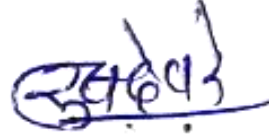


Prof. Shirsath V. K.



Prof. Smt. Suryawanshi P. S.

Checked by:



Prof. Dr. Deore S. B.
IQAC Co-ordinator

Verified by:



Prof. Smt. Kharat A. J.
L. V. H. College, Panchwati, Nashik



Prof. Smt. Ingle V. S.
Arts, Commerce & Science College, Kalwan

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