



M.V.P. Samaj's

Arts, Science and Commerce College, Ozar (MIG)

Tal – Niphad, Dist – Nashik.



Gender Audit

2013-14 to 2017-2018

Preface

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

1. Introduction

Maratha VidyaPrasarakSamaj's Arts, Science & Commerce College, Ozar (MIG), Tal-Niphad, Dist-Nashik was established in 1984 and is permanently affiliated to the University of Pune. It has been recognized under 2 (f) and 12 B of the University Grants Commission Act, 1956. It receives grants-in-aid. The College is situated in its own spacious and beautiful building on a magnificent and serene campus. It is 2 kilometers away from the Ozar (MIG) Bus Stand, 3 kms away from Ozar Air Port, 20 kms away from the Nashik City Central Bus Stand, 27 kms from the Nashik Road Railway Station. The College imparts education leading to Bachelor's Degrees in Arts, Humanities, Science and Commerce and Master's Degree in Arts (i.e. Hindi). It has well furnished and ventilated classrooms, well-equipped laboratories and a rich library, internet facility, adequate number of clean toilet blocks, play grounds, a health centre, well preserved trees, lawns and landscapes, experienced, qualified and devoted teaching and supporting staff.

Nearly 50% of the total strength is female students; nearly 50% of the total strength is backward cast and class students. The College accommodates students from all over the country due to the employment opportunities in HAL, IAF, Railways, State and Central Govt. offices and the Industries around.

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

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

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

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

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

We also facilitate distance education through our study centre of YCMOU (YeshwantraoChavan Maharashtra Open University), Nashik for the students who cannot do regular courses of the Pune University because of their own reasons. Thanks to this study centre these students' dream of becoming graduates is realized. In short, this college does whatever it can to develop itself into a centre of excellence. In other words, we quest for excellence in all that we do in and off the college...

The National Assessment and Accreditation Council, Bengaluru, accredited the College in March 2012 and awarded it with B grade. The College is very soon undergoing the third cycle of NAAC re-accreditation process.

2. Executive Summary

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

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

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

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

Summary of Findings

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

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

3. Data Inputs

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

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

Parking Facilities

A well observed parking of two-wheelers for girls is one of the disciplines in the college. Four -wheeler parking facility is also available especially for ladies.

Reading Room

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

Girls Washroom

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

Waste management

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

CCTV

Cameras at different points cover whole campus. It is a safety measure and also helps to scrutinize all activities in the college. They have been placed near stairs, corridors, gates, reading rooms, office entrance and other major points so that the campus is a

safe zone for everyone.

Drinking Water

Reverse osmosis supplemented separate drinking water points are placed for girls. Water Coolers are also available. One cooler is placed near the main lounge so that it is accessible to all.

Suggestion Box

There is a common suggestion boxes on both floors which are regularly checked and improvisations are made based on the suggestion received.

SMS alert system

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

Unique ID number

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

Ramp

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

Notice Boards

Notice Boards are available on ground floor and first floor for effective communication. Departmental notice boards are also available. Important information is displayed on Notice boards. A White board is also placed in the main lounge in addition to the blackboards on either side of the main entrance to disseminate information.

Central library

The library has a wide range of text books/reference books/e-literature in each subject along with a research information centre. Separate reading rooms are available for boys and girls. It is an updated library and every year the staff can give

a new list according to the syllabus. There are also national and international journals, books for competitive exam and free internet facility for students. Once in a year library celebrates reading festival which is intended to acquaint all voracious readers to the rare and new books available in the library.

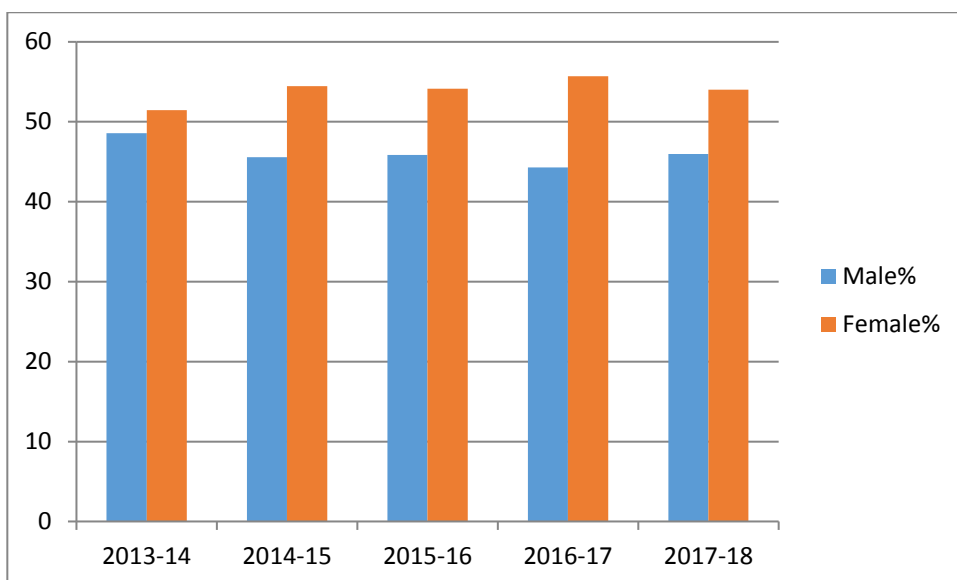
Sports facilities

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

II. Student Strength Gender Balance in Enrollment at Graduation Level (2013-18)

Year wise Gender Comparison

Year	Male	Female	Total	Male%	Female%
2013-14	525	556	1081	48.56	51.44
2014-15	473	565	1038	45.56	54.44
2015-16	487	575	1062	45.85	54.15
2016-17	532	669	1201	44.29	55.71
2017-18	563	661	1224	45.99	54.01

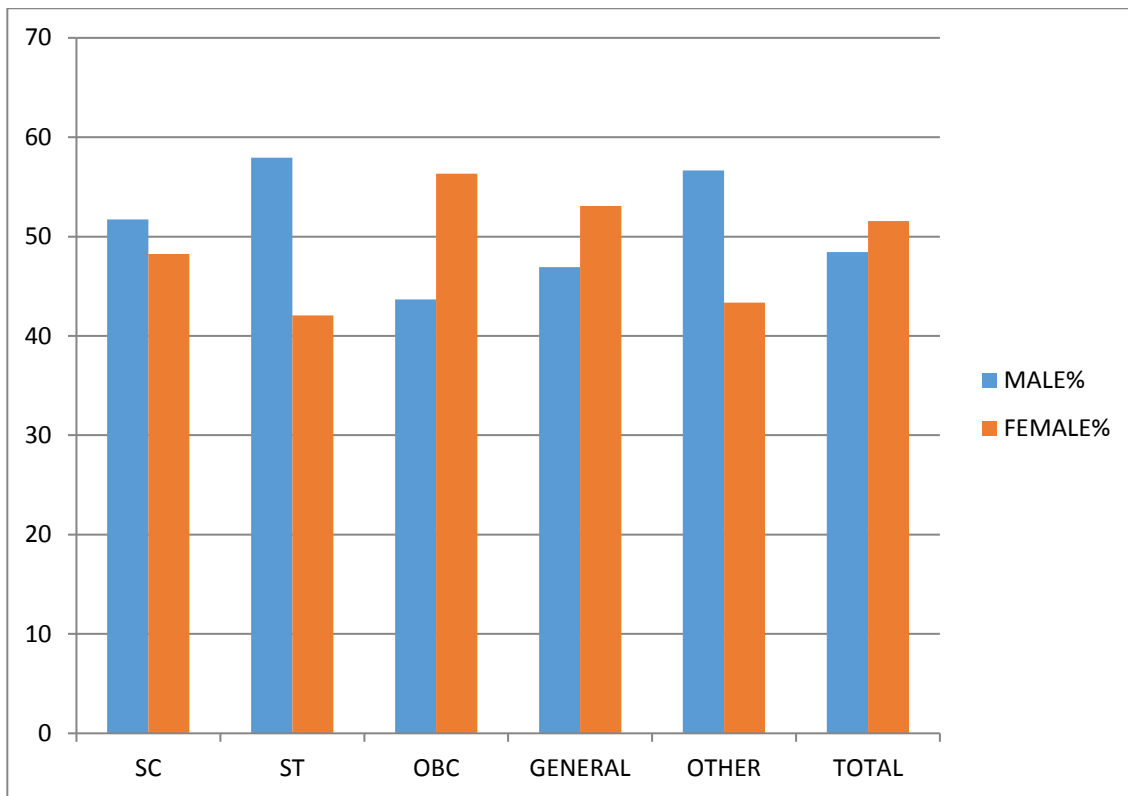


The above Table and Histogram show that the percentage of the admission of the female students is higher than that of the male students during all five academic years.

III. Gender Difference in Various Social Categories

YEAR 2013-14

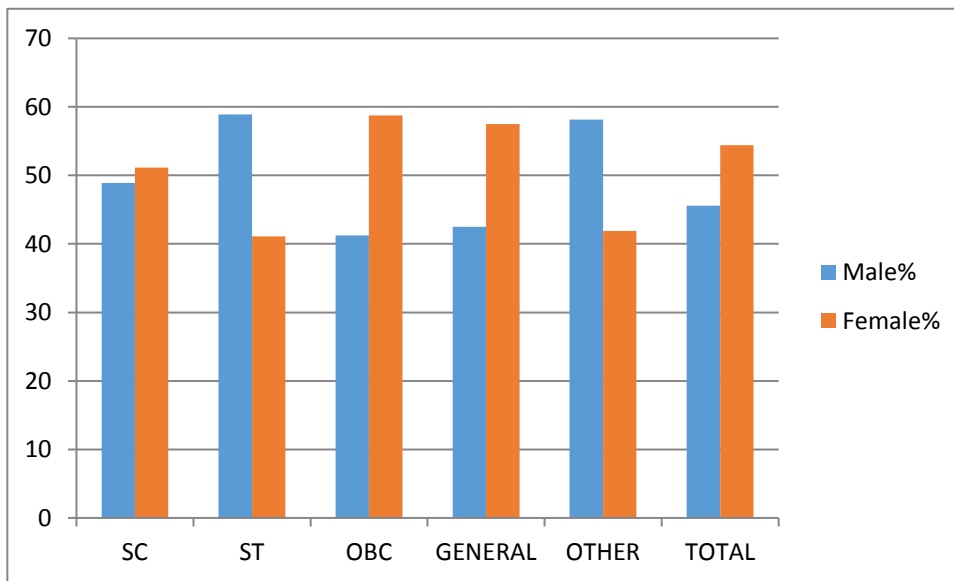
SR. NO.	CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
1	SC	74	69	143	51.74	48.26
2	ST	73	53	126	57.93	42.07
3	OBC	131	169	300	43.66	56.34
4	GENERAL	229	259	488	46.92	53.08
5	OTHER	34	26	60	56.66	43.34
6	TOTAL	541	576	1117	48.43	51.57



The above Table and Histogram show that the percentage of the female students of OBC and General Categories is higher than SC, ST and Other categories in this academic year.

YEAR 2014-15

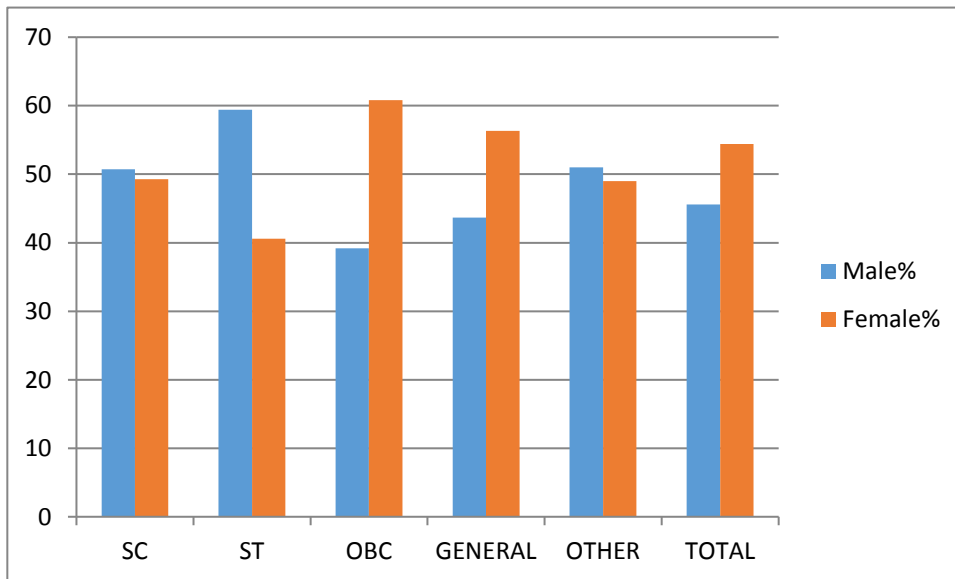
SR. NO.	CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
1	SC	66	69	135	48.88	51.12
2	ST	76	53	129	58.91	41.09
3	OBC	125	178	303	41.25	58.76
4	GENERAL	193	261	454	42.51	57.49
5	OTHER	25	18	43	58.13	41.87
6	TOTAL	485	579	1064	45.58	54.42



The above Table and Histogram show that the percentage of the female students of SC, OBC and General Categories is higher than ST and Other categories in this academic year.

YEAR 2015-16

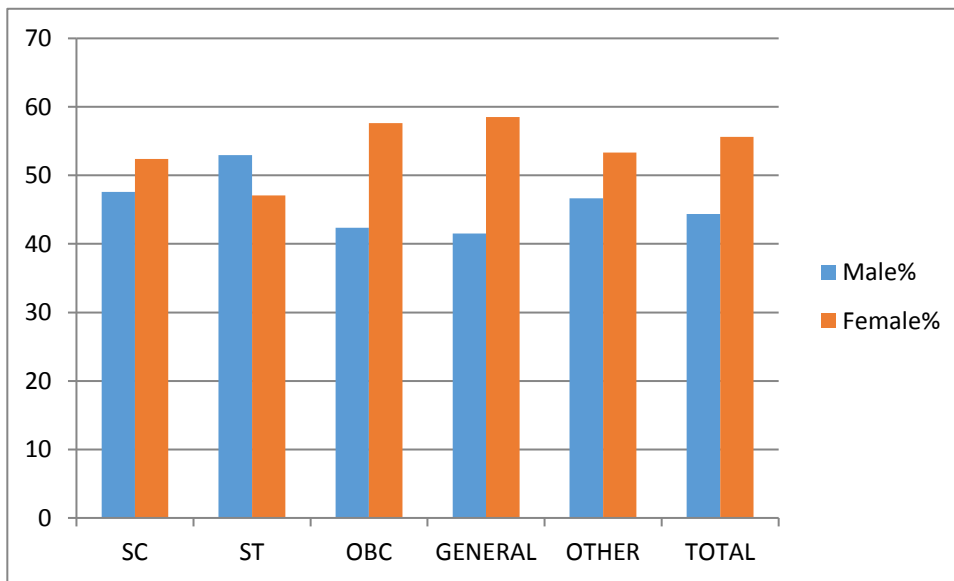
SR. NO.	CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
1	SC	69	67	136	50.73	49.27
2	ST	82	56	138	59.42	40.58
3	OBC	125	194	319	39.18	60.82
4	GENERAL	193	249	442	43.66	56.34
5	OTHER	25	24	49	51.02	48.98
6	TOTAL	494	590	1084	45.57	54.43



The above Table and Histogram show that the percentage of the female students of OBC and General Categories is higher than SC, ST and Other categories in this academic year.

YEAR 2016-17

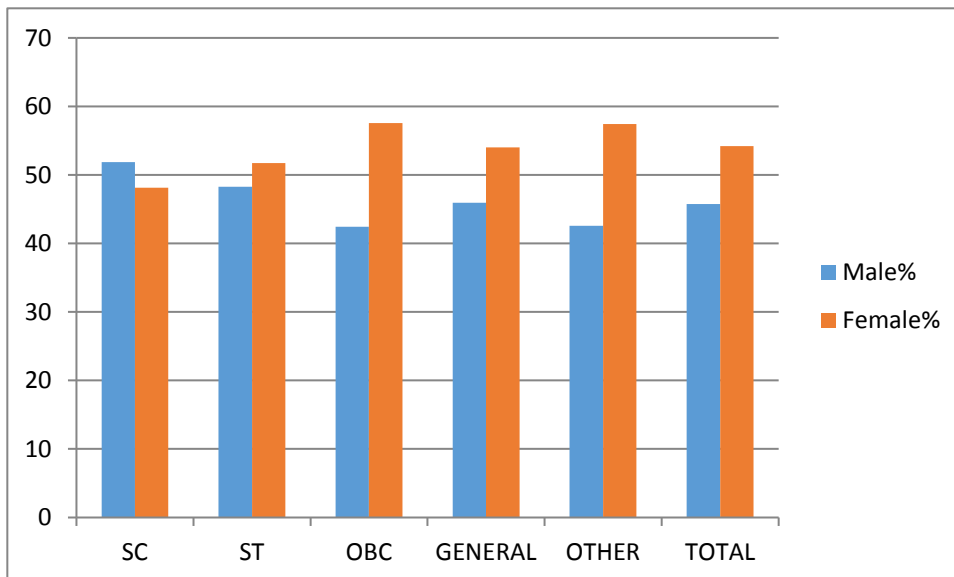
SR. NO.	CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
1	SC	70	77	147	47.61	52.39
2	ST	90	80	170	52.94	47.06
3	OBC	167	227	394	42.38	57.62
4	GENERAL	188	265	453	41.50	58.50
5	OTHER	28	32	60	46.66	53.34
6	TOTAL	543	681	1224	44.36	55.64



The above Table and Histogram show that the percentage of the female students of ST Category is lower than SC, OBC, General and Other categories in this academic year.

YEAR 2017-18

SR. NO.	CATEGORY	MALE	FEMALE	TOTAL	MALE%	FEMALE%
1	SC	83	77	160	51.87	48.13
2	ST	84	90	174	48.27	51.73
3	OBC	168	228	396	42.42	57.58
4	GENERAL	211	248	459	45.96	54.04
5	OTHER	23	31	54	42.59	57.41
6	TOTAL	569	674	1243	45.77	54.23

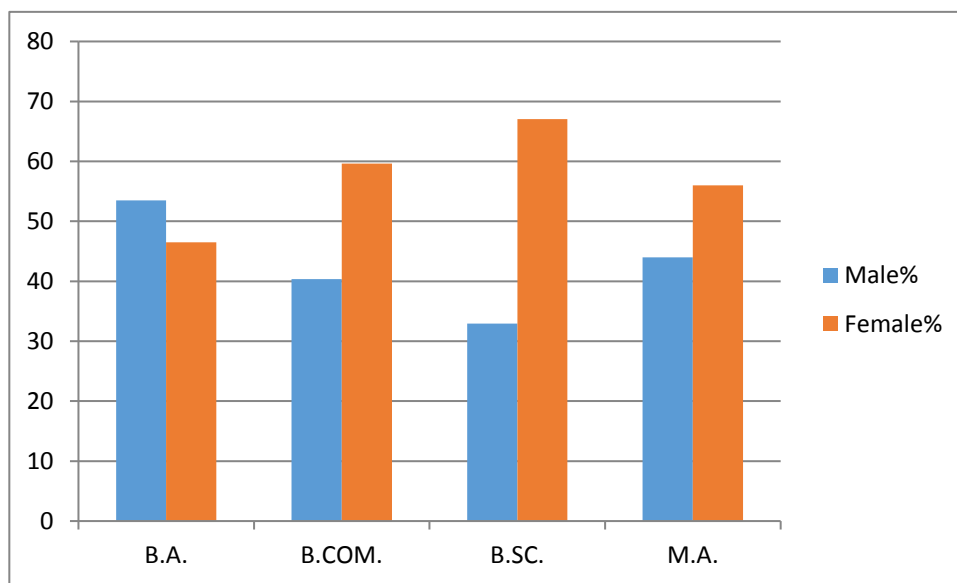


The above Table and Histogram show that the percentage of the female students of SC Category is lower than ST, OBC, General and Other categories in this academic year.

IV. Gender Difference in Various Programs

Year: 2013-14

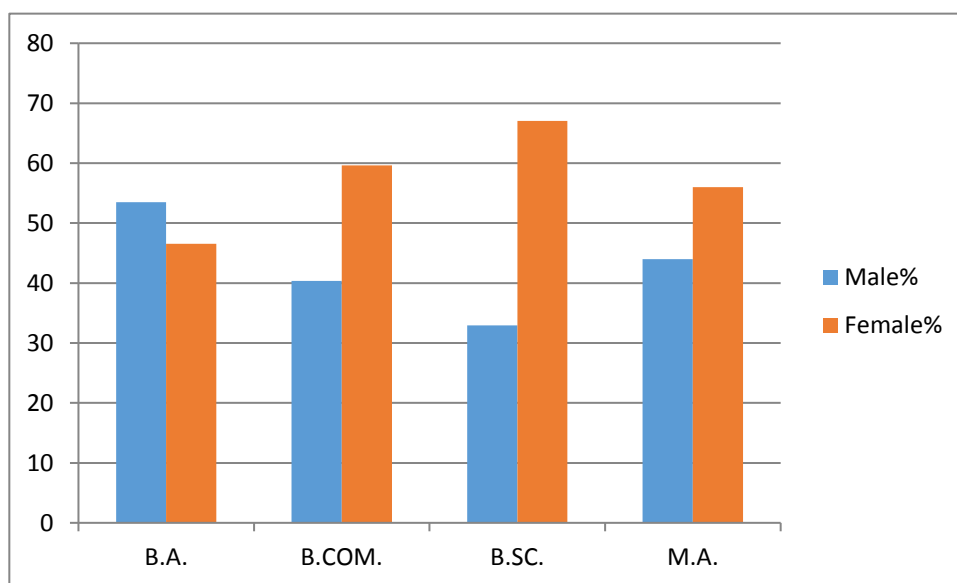
Faculty	Male	Female	Total	Male%	Female%
B.A.	334	286	620	53.87	46.12
B.COM.	94	123	217	43.31	56.68
B.SC.	97	147	244	39.75	60.24
M.A.	16	20	36	44.44	55.55



The above Table and Histogram show that the percentage of the female students of only BA Programme is lower than B.Com, B.Sc and M.A. Programmes in this academic year.

Year: 2014-15

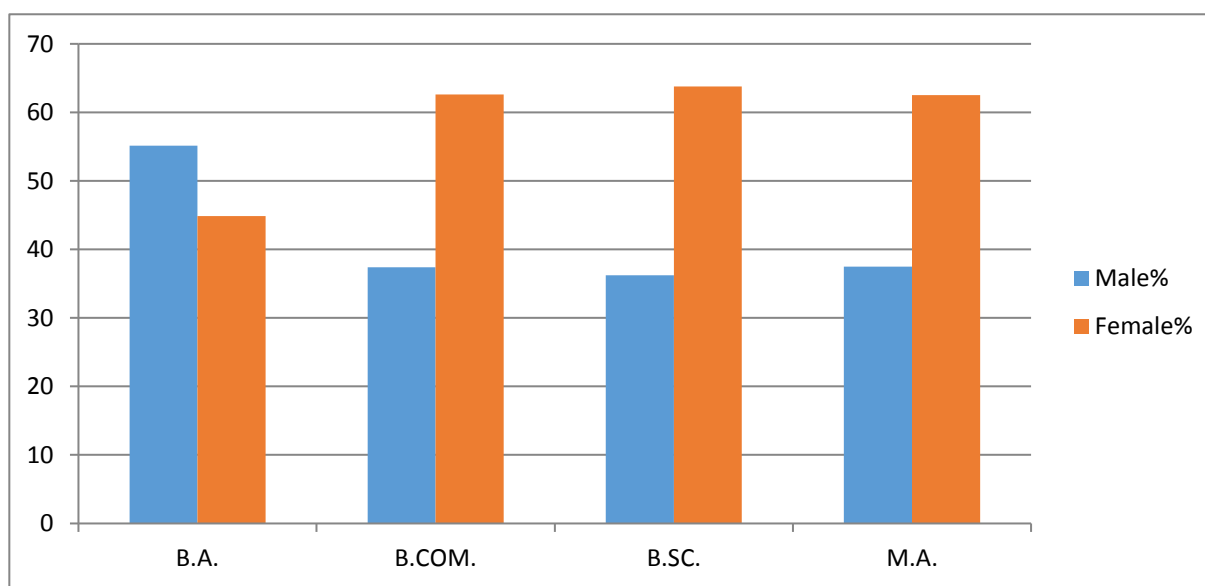
Faculty	Male	Female	Total	Male%	Female%
B.A.	299	260	559	53.48	46.52
B.COM.	88	130	218	40.36	59.64
B.SC.	86	175	261	32.95	67.04
M.A.	11	14	25	44.00	56.00



The above Table and Histogram show that the percentage of the female students of only BA Programme is lower than B.Com, B.Sc and M.A. Programmes in this academic year.

Year: 2015-16

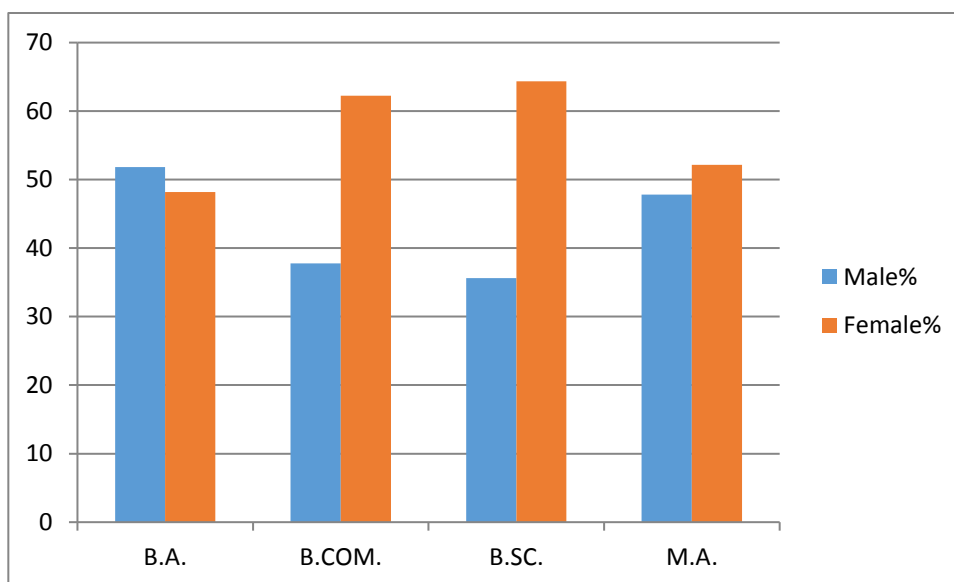
Faculty	Male	Female	Total	Male%	Female%
B.A.	290	236	526	55.13	44.87
B.COM.	89	149	238	37.39	62.61
B.SC.	108	190	298	36.24	63.76
M.A.	09	15	24	37.50	62.50



The above Table and Histogram show that the percentage of the female students of B.Com, B.Sc and M.A. Programmes is higher than B.A. in this academic year.

Year: 2016-17

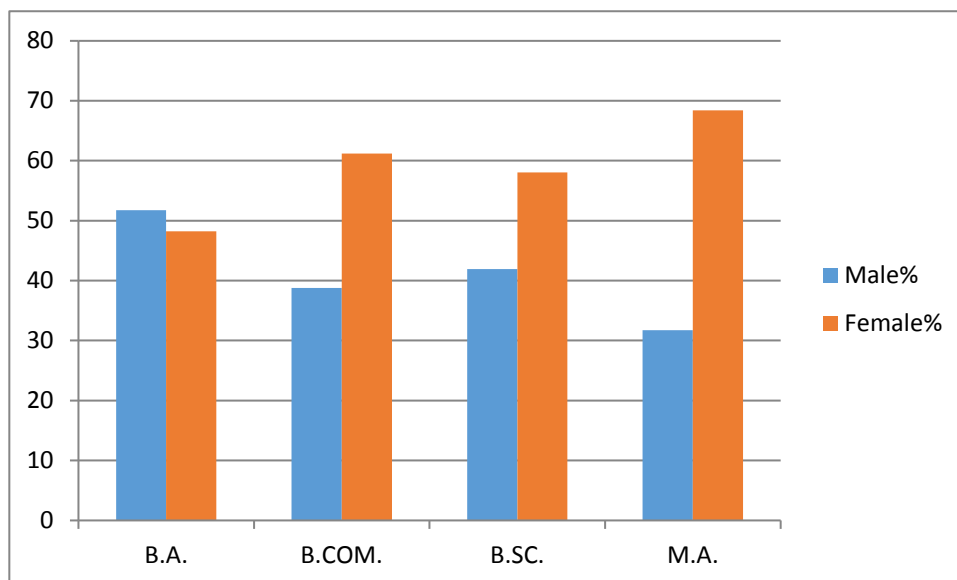
Faculty	Male	Female	Total	Male%	Female%
B.A.	313	291	604	51.82	48.18
B.COM.	111	183	294	37.75	62.26
B.SC.	108	195	303	35.64	64.35
M.A.	11	12	23	47.82	52.17



The above Table and Histogram show that the percentage of the female students of B.Com and B.Sc Programmes is higher than B.A. and M.A. in this academic year.

Year: 2017-18

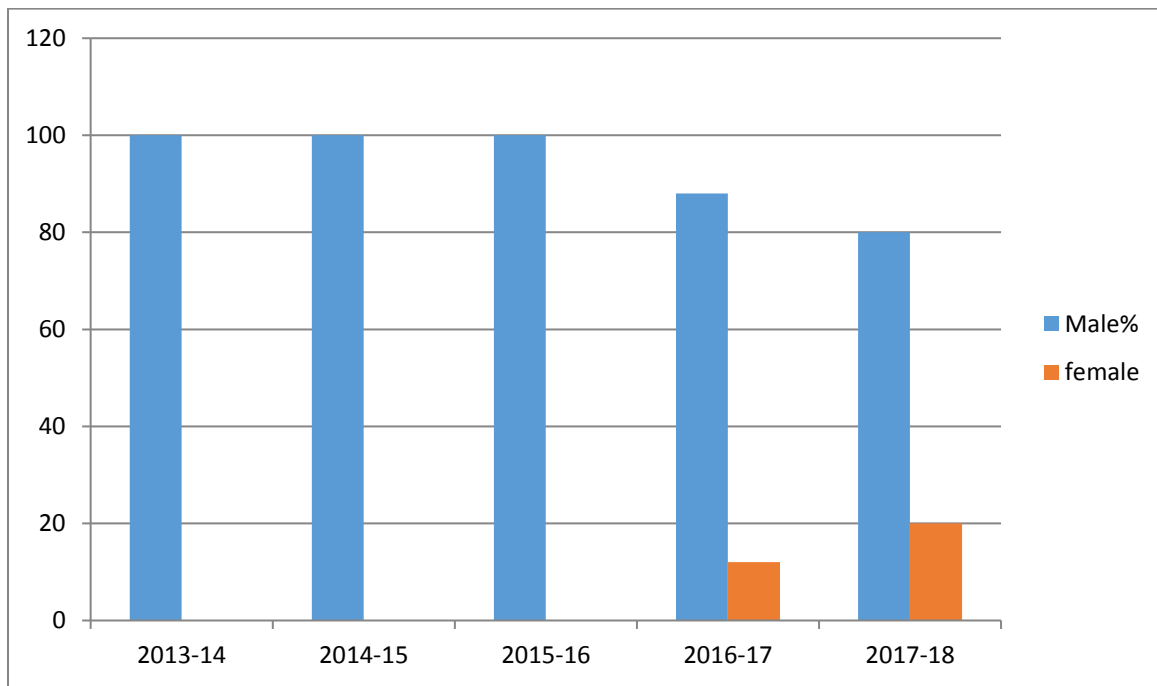
Faculty	Male	Female	Total	Male%	Female%
B.A.	312	291	603	51.74	48.25
B.COM.	116	183	299	38.79	61.21
B.SC.	135	187	322	41.92	58.07
M.A.	06	13	19	31.75	68.42



The above Table and Histogram show that the percentage of the female students of M.A. is the highest among all programs in this academic year.

V. Gender Difference in enrolment of NCC Cadets(2013-14 to2017-18)

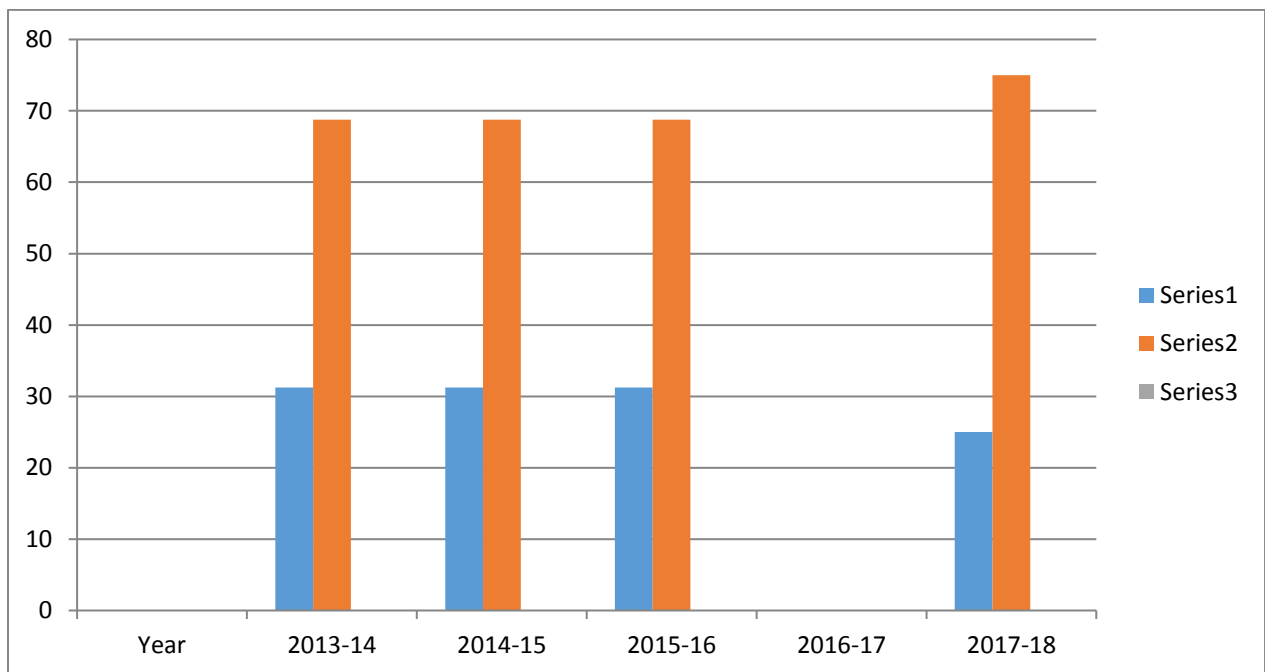
Year	Male	Female	Total	Male%	Female%
2013-14	50	-	50	100%	-
2014-15	50	-	50	100%	-
2015-16	50	-	50	100%	-
2016-17	44	06	50	88.00	12.00
2017-18	40	10	50	80.00	20.00



The above Table and Histogram show that during three academic years there was no special NCC unit for female students but during 2016-17 and 2017-18 there was an enrollment of female cadets in the NCC unit.

VI. Gender wise Classification in Student Council

Year	Male	Female	Total	Male%	Female%
2013-14	05	11	16	31.25	68.75
2014-15	05	11	16	31.25	68.75
2015-16	05	11	16	31.25	68.75
2016-17	No Election Conducted				
2017-18	04	12	16	25	75



The above Table and Histogram show that during all four academic years the percentage of female student representative is higher than male student representative in the Student Council.

VII. Gender difference in SavitribaiPhule Pune University Faculty, Rank & Merit Subject Holders

Year	Male	Female	Total	Male%	Female%
2013-14	-	-	-	-	-
2014-15	-	01	01	00%	100%
2015-16	-	-	-	-	-
2016-17	-	-	-	-	-
2017-18	-	-	-	-	-

In the academic Year2014-15 only one female student, Miss Shayesta Shabnam,, Mathematics Department,is a SPP University Rank holder , who obtained 94.26% marks and became a Third Rank Holder in Mathematics. Thus during all five years the Female University Rank Holder percentage is 100%.

VIII. Gender classification of Teaching Faculty and Non-teaching Staff

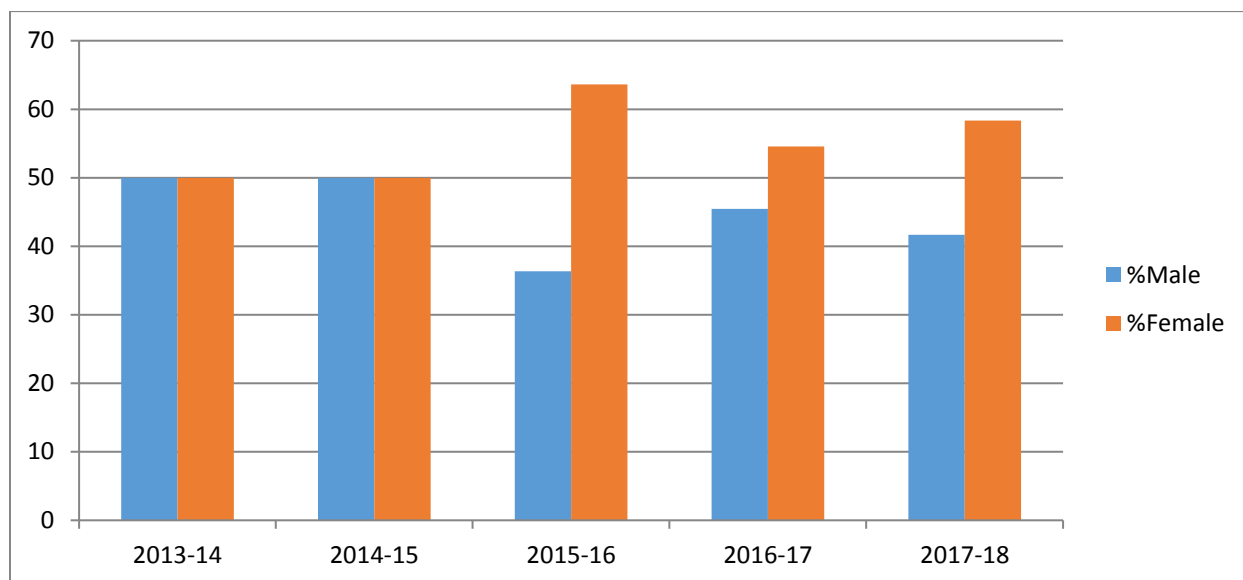
Gender classification-permanent teaching faculty with qualification:

Year	Male	Ph. D.	M.P hil	NE T/ SE T	Female	Ph. D.	M.P hil	NE T/ SE T	Total
2013-14	27	04	05	03	06	03	02	-	33
2014-15	25	06	02	03	08	06	01	-	33
2015-16	22	04	04	03	11	06	01	-	33
2016-17	25	05	04	04	07	03	01	01	32
2017-18	25	06	03	04	07	03	01	01	32

The above table indicates the gender disparity of the permanent teaching faculty with qualification. During the academic year 2015-16 female teaching staff is 33% and it is highest percentage among all five academic year

Non-Grantable C.H.B. Teaching Faculty

Year	Male	Female	Total	%Male	%Female
2013-14	04	04	08	50.00	50.00
2014-15	04	04	08	50.00	50.00
2015-16	04	07	11	36.36	63.64
2016-17	05	06	11	45.45	54.55
2017-18	05	07	12	41.66	58.34



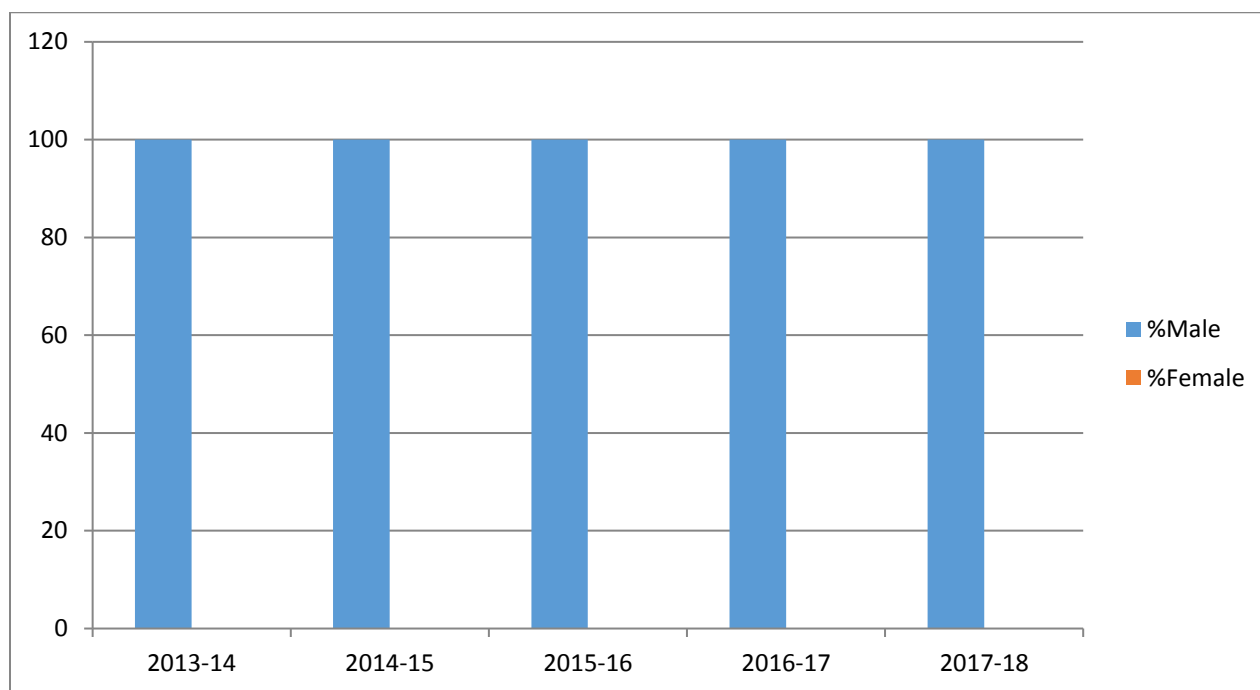
The above table and histogram indicate the gender disparity of the **Non-Grantable C.H.B. Teaching Faculty**. During the academic year 2015-16 female teaching staff is **63.64 %** and it is highest percentage among all five academic years

IX. Gender Classification of Non-Teaching Staff

Designation	2013-14			2014-15			2015-16			2016-17			2017-18		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Registrar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O.S.	01	-	01	01	-	01	01	-	01	01	-	01	-	-	-
Steno	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
H. Clark	01	-	01	01	-	01	01	-	01	01	-	01	-	-	-
Sr. Clark	02	-	02	02	-	02	02	-	02	02	-	02	02	-	02
Jr. Clark	02	-	02	02	-	02	02	-	02	02	-	02	03	-	03

Lib.Assista nt	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lib. Clark	01	-	01	01	-	01	01	-	01	01	-	01	01	-	01
Lab. Assistant	02	-	02	01	-	01	-	-	-	01	-	01	01	-	01
Lab. Attedent	07	-	07	07	-	07	10	-	10	08	-	08	07	-	07
Lib. Attedent	03	-	03	03	-	03	-	-	-	-	-	-	02	-	02
Peon	05	-	05	05	-	05	05	-	05	06	-	06	06	-	06
Total	24	-	24	23	-	23	22	-	22	22	-	22	22	-	22

Year	Male	Female	Total	%Male	%Female
2013-14	24	00	24	100	00
2014-15	23	00	23	100	00
2015-16	22	00	22	100	00
2016-17	22	00	22	100	00
2017-18	22	00	22	100	00



The above table and histogram indicate the gender disparity of the **Non-Teaching Staff**. During all academic years not a single female was appointed as non-teaching staff.

XI.Prevention of Sexual Harassment:

An act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which include a right to a safe environment free from sexual harassment. Whereas the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all forms of discrimination against Women, which has been ratified on the 25th June 1993 by the Government of India.

XII. Medical assistance to students: Health Centre, Health Insurance, Health programs

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

XIII. Anti-Ragging and Discipline Committee

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

XIV. Awareness Programme for Girl - Students

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

that deal with the committee. Women Cell comprises Vidyarthini Manch, Vishakha, Grievance Cell, Sexual Harassment Cell.

XV. VidyarthiniManch

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

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

XVI. Sexual Harassment Prevention Committee

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

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

XVII. Grievance Redressal Cell

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

XVIII. National Service Scheme – N.S.S.

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

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

The institution promotes the participation of students and faculty in NSS by addressing benefits of the scheme for the society and for themselves. The NSS cell was established at college in 1984 with the objective of personality development of the students and faculty through community service. The National Social Service unit of the college is having 250 volunteers. Every year many Outreach and extension programmes are organized for the benefits of the community. Special camps and other programmes have been organized every year to undertake various activities.

MOTTO OF NSS

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

ACHIVEMENT OF NSS

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

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

- **Regular activities of NSS**

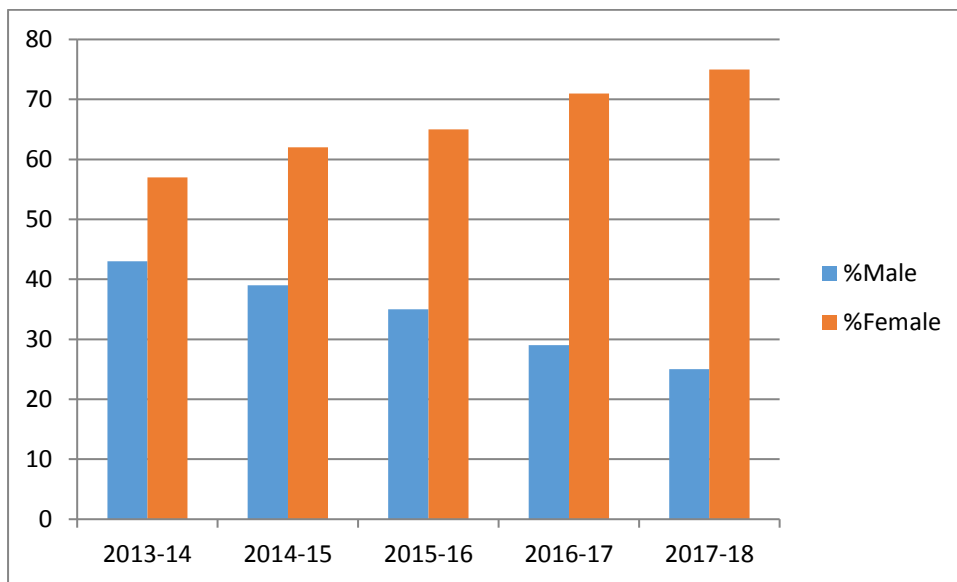
It includes Blood Donation Camps, Tree Plantation Programs, Campus Cleaning programs, Tsunami and Drought relief Fund (Rs.27,221), Voter Registration and Awareness Campaign, National Pulse Polio Immunization Campaign, Rally, Health Check-up and H.B. Check -Up Camp, Swachha Bharat Abhiyan, Socio-Economic Survey, One day district level Voter Awareness Camp, Workshop on Value Education and Women Self Defence, Disaster Management, Female Foeticide Awareness.

- **Activities of Special Camp**

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

Gender wise Classification in enrolment of NSS Volunteers:

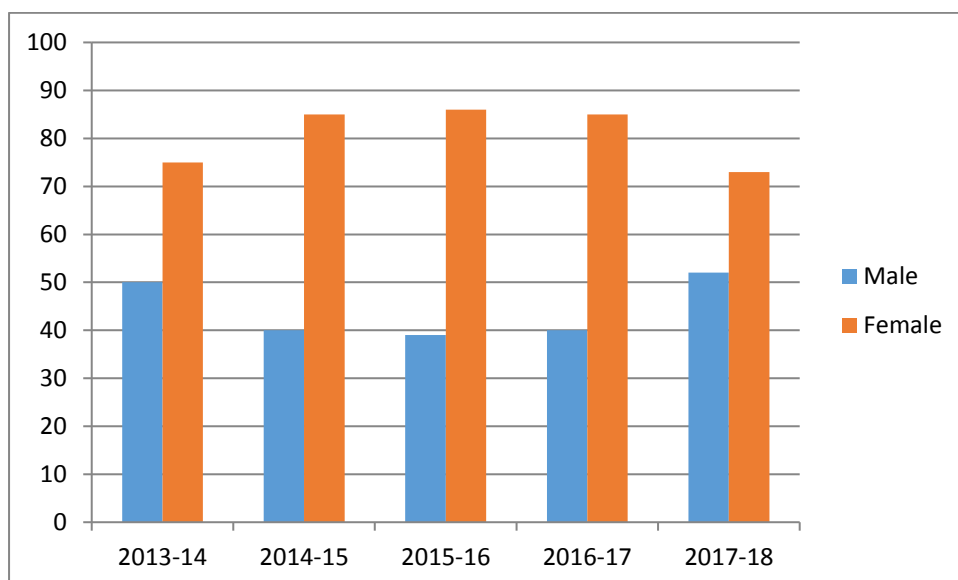
Year	Male	Female	Total	%Male	%Female
2013-14	107	143	250	43.00	57.00
2014-15	97	157	254	39.00	62.00
2015-16	88	162	250	35.00	65.00
2016-17	72	178	250	29.00	71.00
2017-18	62	188	250	25.00	75.00



The above Table and Histogram show that during all five academic years the percentage of female student volunteers is higher than male student volunteers in the enrollment of NSS .

Gender Difference of Special Camp Volunteer strength

Sr.No.	Year	Allocation	Male	Female	Total
1	2013-14	125	50	75	125
2	2014-15	125	40	85	125
3	2015-16	125	39	86	125
4	2016-17	125	40	85	125
5	2017-18	125	52	73	125



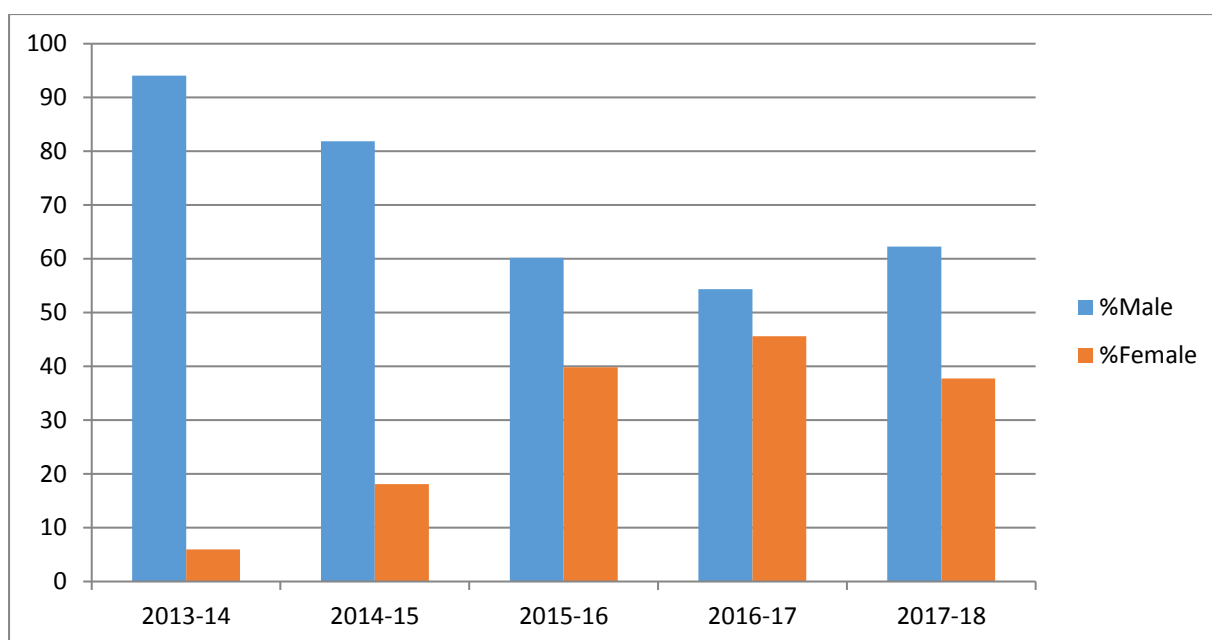
The above Table and Histogram show that during all five academic years the percentage of female student volunteers is higher than male student volunteers in the NSS Special Camps.

Workshops organized from 2012-18

Sr. No.	Title	Date	Male	Female	Male %	Female %	Total
01	One Day District Level Workshop on NRD/SRD Parade	02/09/2013	50	70	41.66	58.34	120
02	One Day District Level Workshop on Disaster Management	05/08/2017	32	88	26.66	73.34	120
3	Zonal Level Workshop on Voter Awareness	17/03/2017	40	75	34.78	65.22	115
4	District Level Workshop on Female Foeticide	04/03/2017	50	250	16.66	83.34	300

XIX. Participation of Students in Various Sports Tournaments

Year	Male	Female	Total	%Male	%Female
2013-14	79	05	84	94.04	05.96
2014-15	104	23	127	81.88	18.12
2015-16	65	43	108	60.18	39.82
2016-17	56	47	103	54.36	45.64
2017-18	99	60	159	62.26	37.74



The above Table and Histogram indicate that during all five academic years the percentage of female students' participation in various sports tournaments is lower than male students.

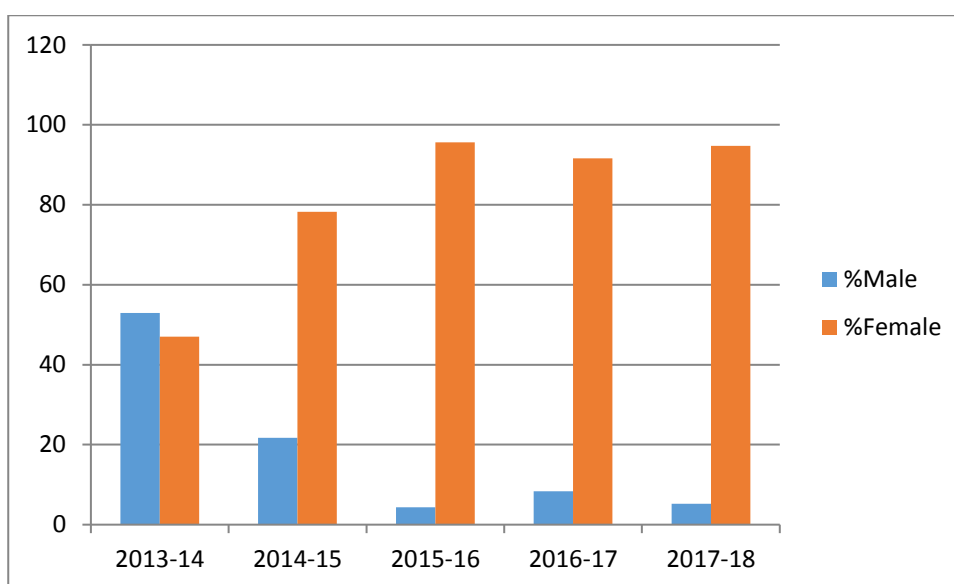
XX. Student's participations in Earn and Learn Scheme 2013-14 to 2017-18

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. "The Earn and Learn Scheme" was started from 2000-2001, keeping gender equality in view. The students are selected on the basis of economic conditions and their needs. The selection is made through proper procedure. The

payment is given as per clock hour basis.

Gender wise classification in Enrollment of Earn and Learn Scheme:

Year	Male	Female	Total	%Male	%Female
2013-14	09	08	17	52.94	47.05
2014-15	05	18	23	21.73	78.26
2015-16	01	22	23	04.34	95.65
2016-17	02	22	24	08.33	91.66
2017-18	01	18	19	05.26	94.73



The above Table and Histogram indicate that during all five academic years the percentage of female students' participation in Earn and Learn Scheme is more than male in the scheme. During last three academic years the percentage of female students crossed 90% .

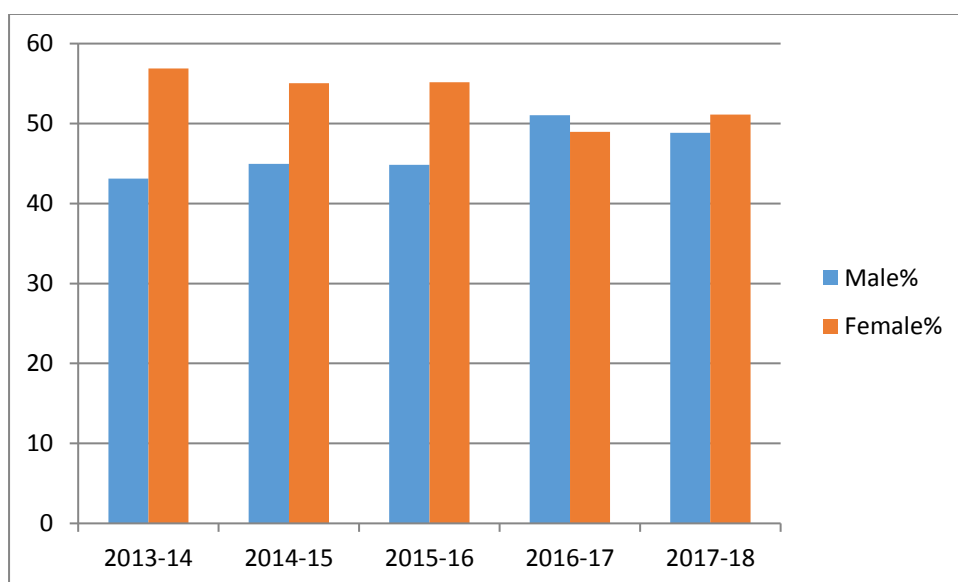
XXI. Gender Ratio of Cultural Activities

Arts, Science & Commerce College, Ozar (MIG), organize cultural programs every year. One day Annual Cultural stage Program is organized for the students at the end of every academic year in which they exhibit their skills and compete for the best. The students perform and participate in various cultural skills like dance, music, drama, singing, one act play etc. throughout the academic year on different

occasions and competitions. Mr. Rajendra B. Shinde is the coordinator of cultural programme committee and Dr. Ms. D.D. Kuchekar, Dr. R. D. Patil are the members of this committee.

a. Gender Ratio of College Annual Cultural Programme

Year	Male	Female	Total	Male%	Female%
2013-14	47	62	109	43.12	56.88
2014-15	49	60	109	44.95	55.05
2015-16	48	53	107	44.85	55.15
2016-17	49	47	96	51.05	48.95
2017-18	43	45	88	48.86	51.14

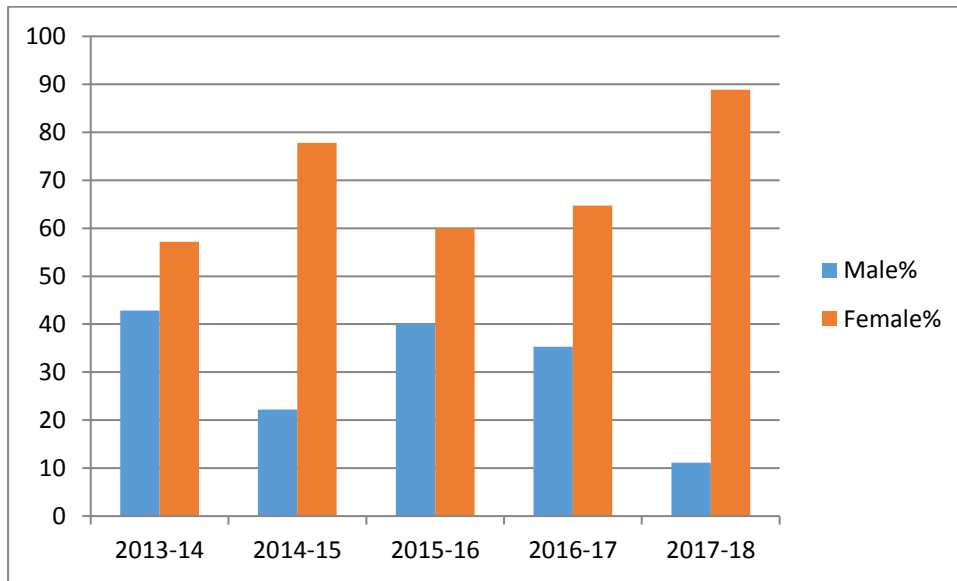


The above Table and Histogram show that except academic year 2016-17 remaining all four years the percentage of female performers is higher than the male performers in the annual cultural programmes and competitions.

b. Gender Ratio of District Level YuvaSpandan Competition organized by Maratha VidyaPrasarakSamaj, Nashik.

Year	Male	Female	Total	Male%	Female%
2013-14	03	04	07	42.85	57.15
2014-15	04	14	18	22.22	77.78

2015-16	06	09	15	40.00	60.00
2016-17	06	11	17	35.29	64.71
2017-18	01	08	09	11.11	88.89



The above Table and Histogram indicate that during all five academic years the percentage of female performers' participation in cultural programme Yuva Spandan is more than the male performers.

Success in Yuva Spandan Competitions

Maratha VidyaPrasarakSamaj, Nashik arranges YuvaSpandan District Level Competition every year. It was started in 2013-14 which includes Solo & Group Dance, Solo & Group Singing , One Act Play, Mime, Mimicry etc. Arts, Science & Commerce College,Ozar (MIG), won the following prizes.

Year	Event	Prize
2013-14	Group Singing	Second
	Solo Singing	Consolation
2015-16	Solo Singing	First
	Group Singing	Second
	Group Dance	Third
2016-17	Solo Singing	First
	Group Singing	First
	Classical Singing	Second
	One Act Play	Consolation
	Classical Indian	First

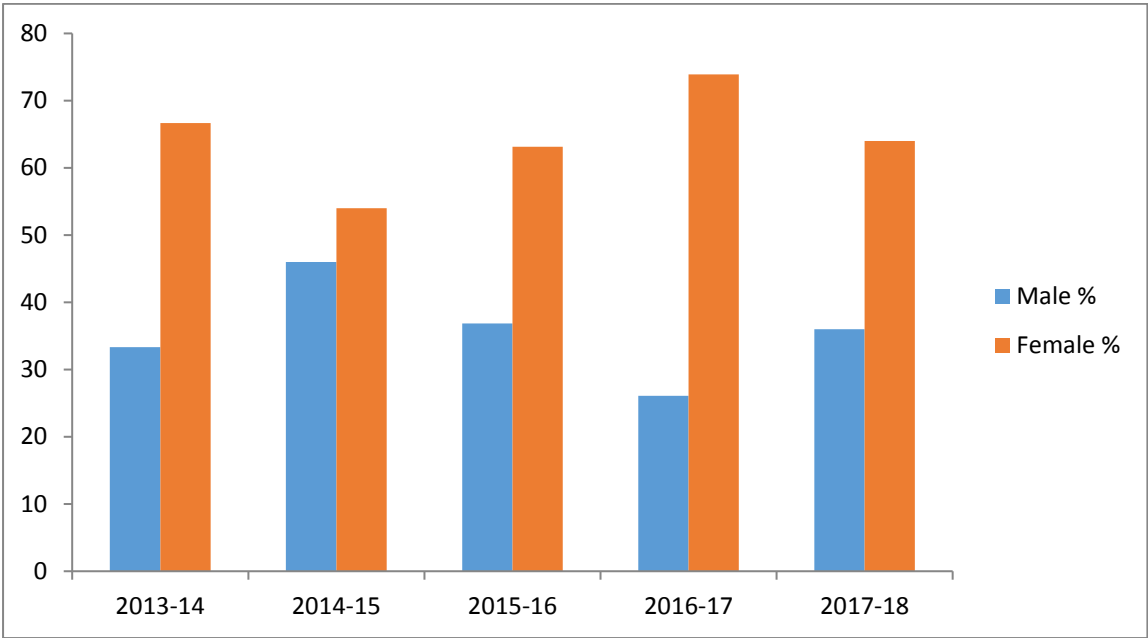
2017-18	Instrument	
	Solo Singing	Second
	Classical vocal solo singing	Second
	Group Singing	Consolation

XII. Soft Skills Development Programme

The college established Soft Skills development cell in accordance with the scheme of SavitribaiPhule Pune University, Pune in 2007. Every year one batch of Soft Skills Development Programme has been conducted in the college. Students from third year graduation from all streams, Arts, Science and commerce participate in this programme. Mr. P. V. Ransure is the coordinator and Ms. S.A. Raravikar, Mr. V.K. Chavan are other members of this programme. Lectures and interactive sessions on problem solving Skills, Time management, Emotional intelligence, Stress Management, Communication Skills, Transactional Analysis, SWOC Analysis, Body Language, Career Guidance, and Goal Setting etc. are arranged for students. Experts are invited for the sessions and students glean hands- on experience. More than 80% girls Participated in these programmes. The details of Soft Skills development Programme Organized In the last five years are as follows.

Soft Skills Development Programme

Year	Male	Female	Total	Male %	Female %
2013-14	14	28	42	33.33	66.67
2014-15	23	27	50	46.00	54.00
2015-16	14	24	38	36.84	63.16
2016-17	12	34	46	26.08	73.92
2017-18	18	32	50	36.00	64.00





Organised Workshop on Women's Entrepreneurship



Smt. J.D. Pawar delivering lecture on " Kali Umaltana" on 10th January 2015



Performance of Girl students in cultural programs



One Day District Level Workshop on Female Foeticide on 17th March 2017



Dr. S.T.Wagh Delevering Lecture on "World International AIDS Day" on 1st Dec. 2015



Female Volunteers are actively participated in Swaccha Bharat Abhiyan and Rally Awareness Special winter Camp.2016-17



Soham Shirish Kulthe (SYBCOM) has Participated in NSCC National Level Shooting (M) Tournament held at- Pune, Year: 2016-2017
Also Participated M.A.W.C. State Level Shooting (M) Tournament held at- NASHIK, Year: 2016-2017, Won- 01 Bronze & 01 Silver Medal

मानाचा "घाटाचा राजा" किताबाचा मानकरी
अरविंद मंडलिक

२३ मिनिटे
 १५ सेकंदात अंतर
 केले पार

५१ हजार
 रुपयांचे मिळविले
 पारितोषिक

कसारा घाटातील अवघड चढणीचे पेलले आव्हान

Arvind Balasaheb Mandlik (SYBA) Participated in Nashik Festival Road Race Cycling Competition Nashik to Kasara (Ghatacha Raja) Distance- 125 Km. Timing: 03 hrs.45 Min.



Ashwini Dattatray Gaikwad (FYBA) has Participated in Maharashtra State Inter- University Ashwamedh Kabaddi (W) Tournament held at- Krushi Vidyapith, Dapoli. Won- Team Silver Medal Year: Dec2017



Yuva Spandan Group Dance 2014-15



Annual Gathering 2015-16



Annual Gathering 2016-17



Participation of Girl students in Yuva Spandan 2017-18



Value education Program 2013-14



Value education Program2014-15



Value education Program2016-17



Oath for De-addiction 2016-2017



Tree Plantation by NCC Female Cadets- 2017-18



M.V.P. Samaj's

**Arts, Science and Commerce College, Ozar (MIG) Tal –Niphad,
Dist – Nashik.**

Report of the Gender Audit Committee

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

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

Salient Findings

- ❖ Student strength particularly girls' strength is increasing continuously in both UG and PG programmes.
- ❖ Students of backward classes enjoy a major share in admission.
- ❖ Girl enrolment is more than that of boys in PG classes.
- ❖ Success rate of girl students is higher than that of boys.
- ❖ The participations of Girls in cultural activities is higher than that of boys.
- ❖ The participations of boys is more than that of girls.
- ❖ The college has Earn and Learn Scheme for economically marginalized students. The participation of girl students is higher than that of boys.
- ❖ The college staff is encouraged to undertake professional training through-out their career.
- ❖ Health check-up camps are arranged to monitor the physical condition of girls regularly.
- ❖ Annual meeting are arranged to find out the lacunae in gender balance.

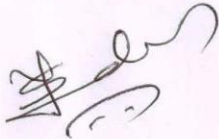
Conclusions

Gender audit of the college has revealed that the college has many strengths and a few limitations. Steps are already in the pipeline to overcome the limitations. The findings reveal that the institute plays a key role in uplifting socially, economically marginalized students. Gender biased practices do not exist and curtailed with an iron hand so that both girls and boys could co-exist harmoniously in a congenial environment. Many programmes are conducted from time to time specifically for girls students to enhance their confidence building. With the strong will power and commitment to gender justice, the college would certainly contribute to create a gender sensitive society.

Recommendations:

The Committee has observed that the College has maintained proper gender balance in all its academic and administrative activities. Still the college needs to improve in some areas. Hence,

- We recommend that more gender sensitivity programmes should be organized.
- Sanitary vending machine should be installed for better sanitation in the common room for girls.
- Special competitive examination coaching for girl students should be organized.
- Vocational Course for girls started by the college last year should be enhanced to attract more students.



Dr. S.Y. Sardar
(Chairperson)
Assistant Professor
Arts, Commerce and Science
College, Dindori



Dr. Pawan J. Tambade
Assistant Professor
Arts, Commerce and Science College,
Nandgaon.

Report submitted to:



Dr. Ravindrakumar D. Patil

Co-Ordinator
Internal Quality Assurance Cr
Arts, Science and Commerce
Ozar (Mig) Tal. Niphad Dist.



Dr. Sambhaji V. Patil

PRINCIPAL
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