

Gender Audit Report (2017)
NAAC Accredited with "B" CGPA 2.51



**Krantiveer Vasant Rao Narayan Rao Naik Shikshan Prasarak Sanstha's
Arts and Commerce College, Dindori**

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(Internal Quality Assurance Cell)



Gender Audit Report (2017)





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ACKNOWLEDGEMENT

I offer my deepest gratitude to the authority of Kr.Vasantrao Narayanrao Naik Shikshan Prasarak Sanstha Nashik especially, the President, Hon'Kondajimama Avhad, and the Secretary Hon' Hemant Dhattrak for their constant encouragement and support.

Special vote of thanks to be extended to Hon. Prin. Dr. Sanjay Sanap for his decision of conducting Gender Audit of Kr. Vasantrao Narayanrao Naik Shikshan Prasarak Sanstha's Art's and Commerce College Dindori. I thank him for entrusting my potential for gender audit.

I express my warm thanks to Prin. Dr. Vedashri Thigale, Dr. Aswini Boraste, Mrs. Dipali Chandak & all my colleagues for their meticulous assistance to complete the Gender Audit.

Thanks are due to the office staff of Kr.Vasantrao Narayanrao Naik Shikshan Prasarak Sanstha's Art's and Commerce College Dindori.

December, 2017

Prof. Rupali Sanap.

Co-ordinator, Gender Audit Report





CERTIFICATE

*This is to certify that **Krantiveer Vsantaro Narayanrao Naik Shikshan Prasarak Sanstha's Arts and Commerce College, Dindori, Tal. Dindori, Dist. Nashik** has conducted detailed Gender Audit of their campus and has submitted necessary data and credentials for scrutiny. The activities and measures carried out by the college have been verified based on the report submitted and was found to be satisfactory. The efforts taken by the faculty and the students towards Gender Sensitization is highly appreciated and commendable.*

Gender Audit Committee



Dr. Ashwini Boraste
External Member

[Signature]

Dr. Sunil Ugale
IQAC Co-ordinator

IQAC Coordinator
K.V.N.NAIK Art & Commerce College
DINDORI, Tal. Dindori, Dist. Nashik.

[Signature]
Dr. Vedashri Thigale

Chairman
Principal
Arts, Comm. & Sci. College, Dindori
Tal. Dindori, Dist. Nashik

[Signature]
Mrs. Dipali Chadak
External Member

[Signature]
Prof. Rupali Sanap
Co-ordinator

[Signature]
Dr. Sanjay Sanap

Principal
Principal
K.V.N. Naik Shikshan Prasarak Sanstha's
Arts and Commerce College,
Dindori, Tal. Dindori, Dist. Nashik.

Date:

Place: **Dindori**



1. INTRODUCTION

Genesis

In the beginning of the 20th century when the thought of enlightenment of the masses was pervading in all spheres of life “Krantiveer Vasantao Narayanrao Naik Shikshan Prasarak Sanstha” shouldered the responsibility of imparting education to the people. This institution was founded in 1969 to give tribute to the herculean efforts of late Krantiveer Vasantao Narayanrao Naik made for the struggle for Independence of India. The founders of the institution had dreamt of providing quality based knowledge of various fields to uplift the masses. They had the only aim of leading the downtrodden, backward and tribal masses from the darkness to light, from illiteracy to higher education.

At present nearly 20000 students are enrolled in various units and disciplines of the institution. Nearly 700 teachers and over 250 non-teaching employees are associated with the institution.

About the college

Kr. V. N. Naik Shikshan Prasarak Sanstha’s Art’s & Commerce College, Dindori started in June 2001 with barely 50 students. Since then it has been undergoing a quantitative and qualitative growth since last 18 years. Our college has now come a long way since its inception. Presently, more than 1200 students are taking education in the college. The college offers various courses from junior college to graduation in B.A., B.com, M.com, and postgraduate courses in Economics, Marathi and Commerce.

The college also provide skill based courses in Accounting & Taxation, Computer Application & IIT, and Travel & Tourism under NSQF, UGC, and New Delhi.



Objectives

- **Collaborate** with National and State level government agencies as well as Non-Government Agencies;
- **Conduct** training programs, workshops, seminars and conferences;
- **Involve** actively in advocacy and interactive programs;
- **Impart training and conduct interventions;**
- **Engage** in carrying out research studies;
- **Organize State and National Level Seminar ;**
- **Build resources** which will facilitate teaching, consultancy, extension and research.

Kr. Vasantrao Narayanrao Naik Shikshan Prasarak Sanstha's Art's and Commerce College Dindori is one of the quality colleges in Maharashtra. The college established in 2001, run by the society of K. V. N. Naik Shikshak Sanstha, and affiliated to Savitribai Phule University, Pune. Its mission is to provide quality education to all by means of sheer hard work, dedication and devotion. The Gender Audit is an attempt to study whether K. V. N. Naik College Dindori, has good gender balance. It tries to see out whether college follows University's rules, policies and actions as it forms a constituent part of Savitribai Phule Pune University. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

Adequate facilities are provided to the girls. The girls concentrate in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. The NSS unit has 150 intake capacities out of which 50% is of girls. The unit always motivates girls for their social



responsibilities. Special study room, stair-case, two-wheeler parking are provided

for the girls. They are also given self-defense trainings like *Lathi-Kathi, Talawarbaji, and Bhala-Fek* etc.

The “Judo- Karate Camps”, Yoga and Meditation Camps are also organized. The lectures of eminent personalities are held on various topics to develop their personalities. By organizing “Financial Education Workshop” the girls are made aware of savings and investments. Through such workshops girls are cautioned of pseudo-advertisements. Seminar are held on “Women empowerment through Economic Development.” Workshops are held on “Women and Human Rights”, “Competition on Women Law” “Legal Awareness Programme” and “Women and Laws” to make the girls aware of their rights and responsibilities. More than twenty resource persons expressed their views on social, political, Economic and moral rights of women and various laws and by-laws made for security of them. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers etc. “Prevention Committee”, “Anti-ragging Committee” and “Internal Complaints Committee” are formed in the college. These committees arrange lectures of lawyers, social workers to awake the girls for their privileges and duties.

In the Departments of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both- to our college and to themselves.

Objectives

The Gender Audit of K. V. N. Naik College Dindori, has the following objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.



- To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- Suggest measures for bridging the gender gap.
- Foster gender equality in all aspects of college life and throughout the college community.
- To see the work and capacity for prevention of sexual harassment at the college.

2. GENDER SENSITIVE FEATURES IN K. V. N. NAIK COLLEGE

Gender sensitive features are carefully observed in every corner of the 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.

➤ **Earn and Learn Scheme:**

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started from 2001-02, keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis. At present there are more female candidates than male.

➤ **Facilities for Girls:**

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

➤ **Separate Entrance:**



The separate entrance avoids chaotic situation. It is one of the safety measurements for girls.

➤ **Parking Facilities:**

A well observed parking of two-wheelers for girls is one of the disciplines in this college.

➤ **Study Room:**

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

➤ **Separate Book-giving Centre:**

The separate book-giving center marks a discipline.

➤ **Stair Case:**

The college has separate stair case for girls contributing to disciplined management.

➤ **Ladies Room:**

Provision is made for girls' resting mode in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.

➤ **Girls Washroom:**

At two different places girls' washrooms are situated in the college with ample supply of water and regular cleaning.

➤ **Drinking Water:**

Separate water coolers and water purifiers are placed for girls.

➤ **Canteen:**

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

➤ **Anti-Ragging Committee and Discipline:-**

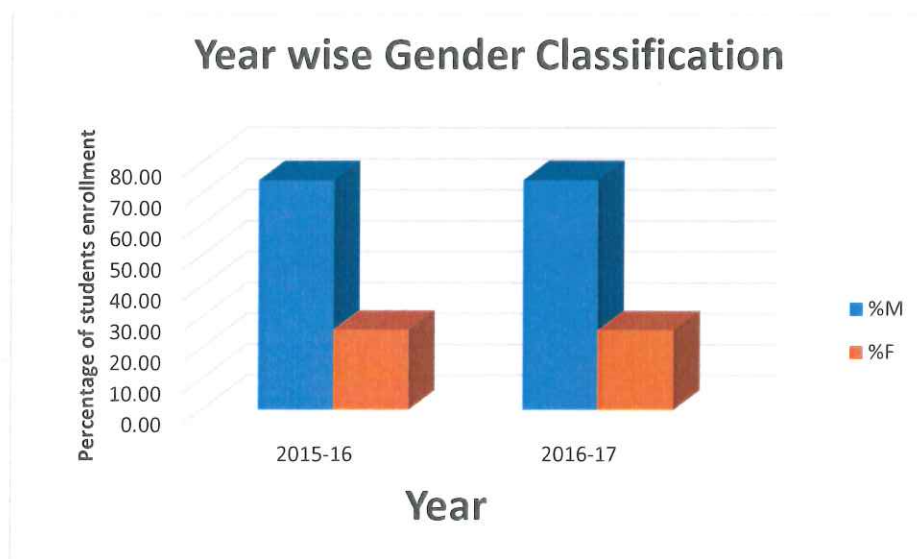
As the college forms a constituent part of the Savitribai Phule Pune University, some of its responsibilities are shared and covered by joint

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 forms Anti-Ragging and Discipline Committee. The students in distress owing to ragging related incidents can access the committee. The committee has one female and one male and the Principal of the college is the chair person.

3. GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2015-17)

I. Year wise Gender Classification:-

Year	M	F	Total	%M	%F
2015-16	692	242	934	74.09	25.91
2016-17	651	226	877	74.23	25.77



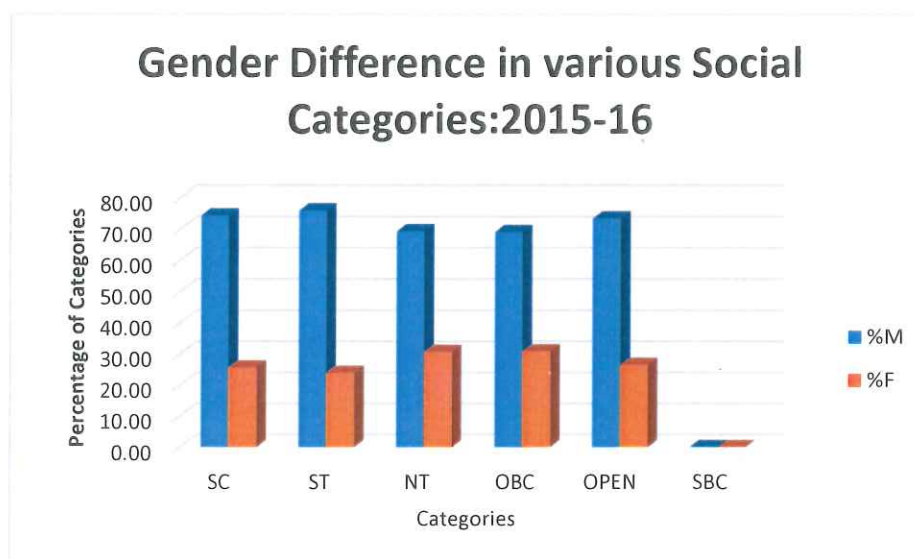
The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2015-16 to 2017-18 the percentage of gender classification concerning the male and female students is less than

the male student. The bar graph and tabular form vividly give important data of year wise gender classification. The percentage of male and female students can be easily viewed at a glance with the help of graph and table.

II. Gender Difference in Various Social Categories:-

Academic Year 2015-16 :-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	55	19	74	74.32	25.68
2	ST	358	113	471	76.01	23.99
3	NT	52	23	75	69.33	30.67
4	OBC	56	25	81	69.14	30.86
5	OPEN	171	62	233	73.39	26.61
6	SBC	0	0	0	0	0

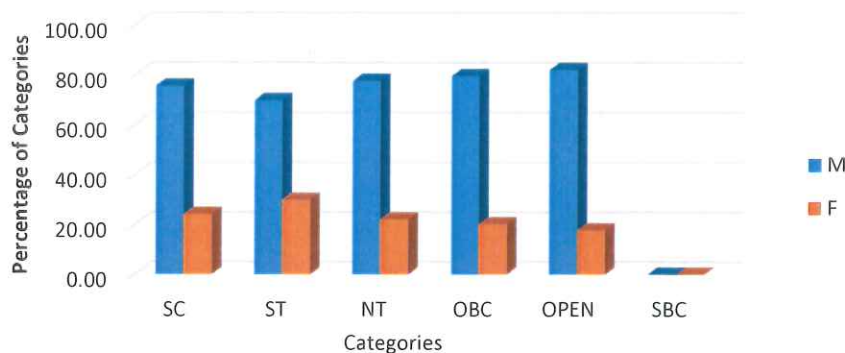


Academic Year 2015-16 :-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	50	16	66	75.76	24.24
2	ST	350	150	500	70.00	30.00
3	NT	49	14	63	77.78	22.22

4	OBC	59	15	74	79.73	20.27
5	OPEN	143	31	174	82.18	17.82
6	SBC	0	0	0	0.00	0.00

Gender Difference in various Social Categories:2016-17

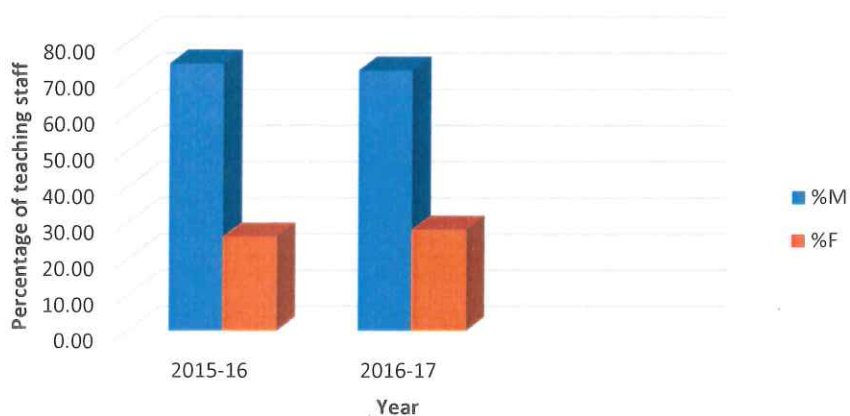


III. Gender Difference in Teaching and Non-Teaching Faculty:-

Gender classification – senior teaching staff:

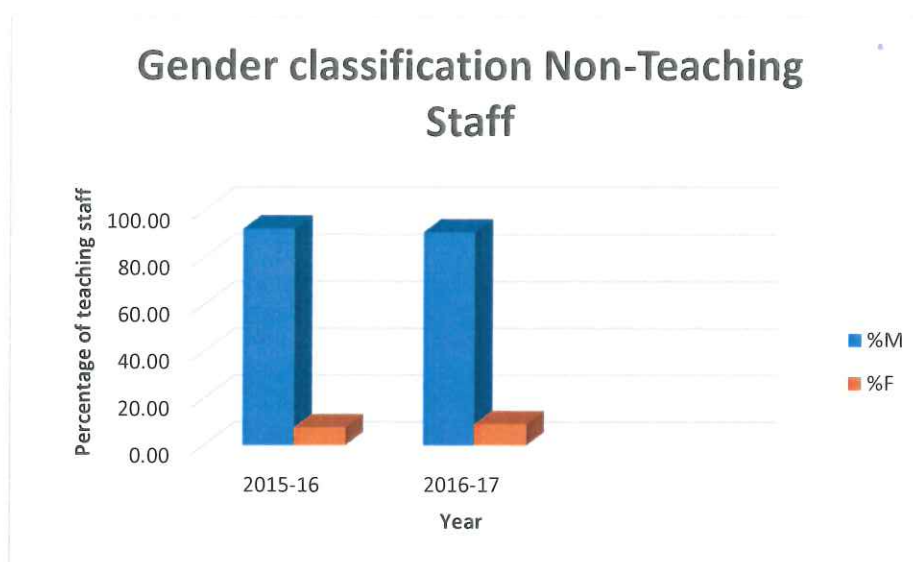
Year	M	F	%M	%F	Total
2015-16	17	6	73.91	26.09	23
2016-17	18	7	72.00	28.00	25

Gender classification- Teaching Staff



Gender classification – Senior Non -teaching Staff:

Year	M	F	%M	%F	Total
2015-16	12	1	92.31	7.69	13
2016-17	10	1	90.91	9.09	11

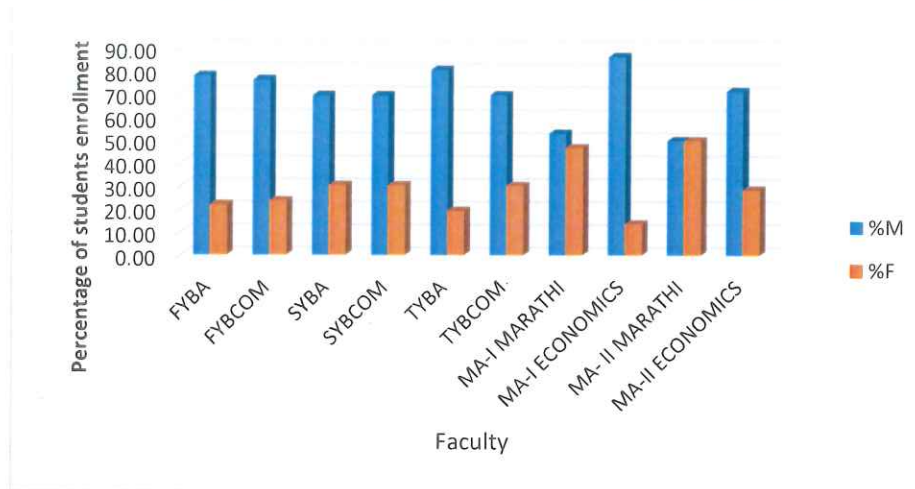


IV. Faculty wise Gender Difference in the students:-

Academic year 2015-16 :-

Faculty	M	F	Total	%M	%F
FYBA	210	59	269	78.07	21.93
FYBCOM	103	32	135	76.30	23.70
SYBA	130	57	187	69.52	30.48
SYBCOM	48	21	69	69.57	30.43
TYBA	121	29	150	80.67	19.33
TYBCOM	23	10	33	69.70	30.30
MA-I MARATHI	17	15	32	53.13	46.88
MA-I ECONOMICS	19	3	22	86.36	13.64

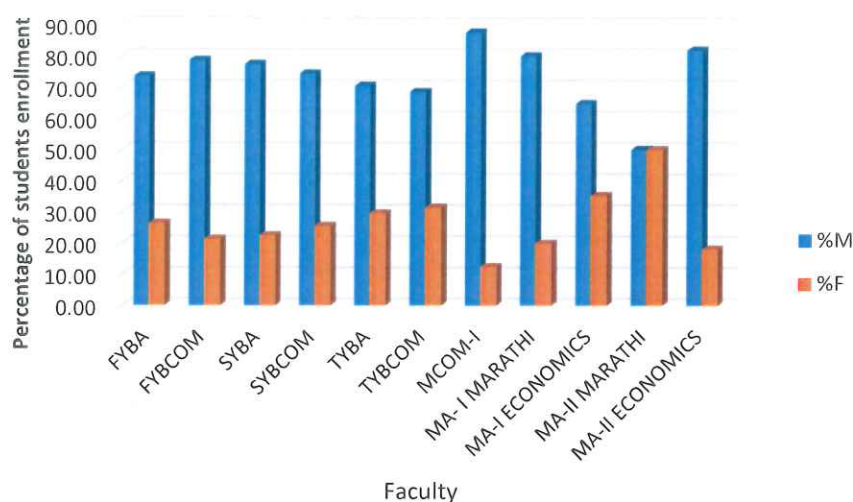
Faculty wise Gender Difference in the students



Academic year 2016-17 :-

Faculty	M	F	Total	%M	%F
FYBA	184	66	250	73.60	26.40
FYBCOM	103	28	131	78.63	21.37
SYBA	120	35	155	77.42	22.58
SYBCOM	61	21	82	74.39	25.61
TYBA	69	29	98	70.41	29.59
TYBCOM	37	17	54	68.52	31.48
MCOM-I	28	4	32	87.50	12.50
MA- I MARATHI	8	2	10	80.00	20.00
MA-I ECONOMICS	22	12	34	64.71	35.29
MA-II MARATHI	10	10	20	50.00	50.00
MA-II ECONOMICS	9	2	11	81.82	18.18

Faculty wise Gender Difference in the students



Anti- Ragging and 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 displayed its regulations on flex board in the college campus. 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 forms Anti Ragging and Discipline Committee. Every year college forms Discipline Committee for maintaining Discipline in the campus. The college publishes its rules and regulations in prospectus. Ragging is a criminal offence. Government and UGC has notified regulation for higher education institutes in order to prohibit, prevent and eliminate the ragging. The college has anti-ragging committee, especially to look after the ragging issues. The committee has male and female members and the principal of the college is the chairperson of the committee. Every student has to fill the details in anti-ragging form during the time of admission. No issue has been reported in the college till date.



Committee:

- Dr. Sanjay Sanap, Chairman, Principal
Mr. Yogesh Ramchandra Mohite, PSI Dindori
Mr. Sharad Laxman Bodake, Sanstha Representative
Prof. Nana S. Chavan, Nodal Officer (S.W.O)
Mr. Kalyanrao Avate, Sub Editor, Gavkari News Paper
Mr. Gautam Kacharu Sonawane, Parents Representative
Smt. Manakshi Marathe, NGO Representative
Prof. Smt. Rupali K. Sanap, Secretary, Women Welfare Cell
Mr. Manik Gopal Waghere, Students Representative
Miss. Rohini Tukaram Charoskar, Girls Students Representative

Vishakha Committee and Anti Sexual Harassment Cell:

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The college has established an Anti-Sexual Harassment Cell as per the guidelines of the Act. No issue has been reported till date.

Committee:

- Dr. Sanjay Sanap. Chairman, Principal
Prof. Smt. Rupali K. Sanap, Secretary, Women Welfare Cell
Prof. Smt. Vaishali Gangurde, Member
Prof. Nana S. Chavan, Member
Mr. Yogesh Ramchandra Mohite, PSI Dindori, External Member
Mr. Somnath Dhattrak, Member (Office)
Smt. Pratibha Sangle, Member (Office)
Mr. Manik Gopal Waghere, Students Representative
Miss. Rohini Tukaram Charoskar, Girls Students Representative

Vidyarthini Manch:

Vidyarthini Manch is a part of girl student welfare programme of BSD. It is the part of Savitribai Phule Pune University, Pune student welfare programme. It creates awareness among girl student about social, political, economic, environmental, and health issues. It tries to make themselves confident and guide to achieve their goals. It aims to empower them so that they will be successful in the competitive world.

Committee:

Prof. Smt. Rupali K. Sanap, Secretary, Women Welfare Cell

Prof. Smt. Vaishali Gangurde, Member

Prof. Smt. Varsha Shewale, Member

Prof. Smt. Sunita Bagul, Member

Smt. Pratibha Sangle, Member (Office)

Vidyarthini Manch Activity 2015-17

Sr no.	Programme	Date
1.	Inaugural function of Vidyarthini Manch	05 th August 2015
2.	Personality Development Workshop	27 th January 2016
3.	Inaugural function of Vidyarthini Manch	12 th August 2016
4.	Symposium	17 th December 2016
5.	Elocution competition	31 st December 2016
6.	Personality Development Workshop	27 th February 2017





Earn and Learn Scheme:

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis. Board for Student Development organises different seminars, guest lectures, and disaster management workshop, expert advice on different issues related to personality development, women health and laws every year. Female students have actively participated in the programmes in successful two years. In the year 2017- 18 and 2018-19 following activities have been organised by BSD

Committee:

Prof. Nana S. Chavan, Nodal Officer (S. W. O)

Year wise Gender Classification:-

Year	Male	Female	Total	M%	F%
2015-16	19	20	39	48.72	51.28
2016-17	12	14	26	46.15	53.85



National Service Scheme (NSS):

The motto of NSS is ‘Not me, but you’ reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person’s point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the wellbeing of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of the college is



having 250 volunteers. Every year many outreach and extension programmes are organised for the community development.

Students are participating in various sports activities in college campus as well as out of campus. Our Gymkhana department is very active. It motivates students to participate in various indoor and outdoor games.

Committee:

Prof. Smt. Vaishali Gangurde, Programme Officer

Prof. Mr. Balasaheb Chakor, Programme Officer

Prof. Mr. Yogesh Dambale, Member

In the following table in campus and out campus participation of girls and boys is given-

This unit has undertaken following activities:

NSS Activity 2015-17

Sr no.	Programme	Date
1.	Annabhau Sathe Jayanti and Lokmanya Tilak Punyatithi	01/08/2015
2.	Sickle cell Testing and Guidance	14/08/2015
3.	Independence Day celebration	15/08/2015
4.	Teacher Day	05/09/2015
5.	NSS Day (Road Safety Campaign Rally)	24/09/2015
6.	Mahatma Gandhi Jayanti	02/10/2015
7.	Constitution Day	26/11/2015
8.	Dr. Babasaheb Ambedkar Mahaparinirwan Din	06/12/2015
9.	Winter Camp at Jambutke Tal. Dindori. Dist. Nashik	17/12/2015 to 23/12/2015
10.	Out of School Children Survey	14/01/2016 to 31/01/2016
11.	Republic Day celebration	26/01/2016
12.	Maharashtra din	01/05/2016
13.	Annabhau Sathe Jayanti and Lokmanya Tilak Punyatithi	01/08/2016
14.	Independence Day celebration	15/08/2016

15.	Organ Donation Awareness rally in Dindori Tahsil	31 st Aug. 2016
16.	Lecture on 'Importance of Organ Donation'	1 st Sept. 2016
17.	Teacher Day	05/09/2016
18.	NSS Day	24/09/2016
19.	Mahatma Gandhi Jayanti	02/10/2016
20.	Constitution Day	26/11/2016
21.	Dr. Babasaheb Ambedkar Mahaparinirwan Din	06/12/2016
22.	Winter Camp At. Umralre, Tal. Dindori Dist. Nashik	20/12/2016 to 26/12/2016
23.	Savitribai phule Jayanti	03/01/2017
24.	A Lecture on Road Safety Campaign	12/01/2017
25.	Republic Day celebration	26/01/2017





4. 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 includes 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. The same act of parliament received the assent of the President on 22nd April, 2013 and is hereby published for general



information —THE SEXUAL HARASSMENT OF WOMEN AT WORK PLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013 (No.140 of 2013) As per rules and regulations the —Internal complaint committee is formed to solve the problems of girl student and women at work place under the title —The Sexual Harassment of women at work place (prevention, prohibition and redressal) under the guidance of Principal Dr. Sanjay Sanap. The work of committee involves counselling, research and extension. The committee conducts various programs counselling on self-defence, yoga, pre-marriage precautions, women empowerment, gender sensation etc.

5. Salient Features and Recommendations

Features

Special awareness programmes are organized for girls by women welfare cell and Vidyarthini Manch.

Male participation is greater than female in NSS activities. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.

Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.

Female participation in co-curricular activities is greater than male. It is necessary for overall personality development.

Females are taking more benefits of library than male.

Internal Complaint Committee aims to foster an environment in which unlawful discrimination and harassment are not tolerated. Whereas all college community members are encouraged to achieve their full potential.



Recommendations

- Inclusion of Women in decision-making college practices.
- Arrange workshops, seminars on Gender Sensitivity
- Arrange Awareness programme for women rights and laws
- Conduct Health Check-up camps
- Arrange awareness programm on cyber security & Human rights
- Authority should be considered to increase female staff in non-teaching category especially in clerical level.
- It is necessary to start —Women Study Centre in the college to convey information about past honorable women in India and abroad.

Conclusion

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society.

Name and Signature of Gender Audit Committee

Sr. No.	Name	Designation	Signature
1.	Dr. Vedashri Thigale Principal MVP's Art's, Science & Commerce college Dindori.	Chairman	 Principal Arts, Comm. & Sci. College, Dindori Tal. Dindori, Dist. Nashik
2.	Dr. Ashwini Boraste	Member	 _____
3.	Mrs. Dipali Chandak	Member	 _____



Prof. Rupali Sanap
Co-ordinator



Dr. Sanjay Sanap
Principal
K.V.N. Naik Shikshan Prasarak Sanstha's
Arts and Commerce College,
Dindori, Tal. Dindori, Dist. Nashik.