



**M.V.P. SAMAJ'S**

**Karmaveer Kakasaheb Wagh Art's, Science  
and Commerce College Pimpalgaon Baswant  
Tal – Niphad, Dist – Nashik (2012-2018)**



**Gender Audit**

## **Gender audit**

### **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 an 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 endeavours. It instils in them confidence to play significant contribution in the advancement of 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 a 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 their say 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 and contribution and improvements 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 staff and students and analysis have been made.



## Introduction

K.K. Wagh Arts, Science & Commerce College, established in 1968, is nestled in Pimpalgaon around 35kms away from Nashik city. The college is affiliated to Savitribai Phule Pune University. It is one of the most sought after colleges under the aegis of Maratha Vidya Prasarak Samaj. The institution with all the amenities of an urban college creates a congenial environment for education, research and extra-curricular activities.

The motto of MVP, *Wellbeing of the masses* is abided by the college in each and every plan chalked out for students. Various gender equity programmes are organized by different committees in the college to bring out the overall development of boys and girls and thereby to mould a better society where both the genders are on an equal footing.

The objective is to empower the fair sex; simultaneously to provide a harmonious and fertile environment for them to excel physically, mentally, intellectually and emotionally upholding ethics and values. Being an agrarian economy the area is quite traditional but even then the college has played a pivotal role to change their perspectives as it is reflected in the larger number of girls than boys' in the institute. Egalitarian measures initiated by the college have paved way to create a safe and secure environment where both genders co-exist harmoniously.

## Objectives

- To find out the areas where gender balance exist and favourable factors behind gender balance
- To initiate active steps to establish healthy gender balance in decision making in various activities of the college
- To examine the policies of the college towards the needs and interest of both genders
- To suggest measures for bridging the gender gap.

- To foster gender equality in all aspects of college life
- To ensure a healthy environment for the flourish of education, research and extra-curricular activities.

### **Gender Sensitive Features of K K Wagh College Pimpalgaon (B) Facilities for Girls**

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

#### **Separate Entrance**

Separate entrance is provided for both boys and girls. As more than 4000 students are currently pursuing education in the college, separate entrances are provided to avoid chaotic situation. It is one of the safety measures for girls and also helps to save time.

#### **Parking Facilities**

A well observed parking for two-wheelers of girls is one of the disciplines in the college. Four -wheeler parking facility is also available especially for ladies. Members of the staff even opt for car pooling and this itself underlines the healthy relationship that exists between them.

#### **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. Assistant librarian is a lady staff; she specifically takes care of the issues of girls in the library.

#### **Separate Book Counter for girls**

The separate book-issuing countermarks a discipline. Since many of them



are from rural areas, buses are not frequently available so a long wait at the book counter may discourage them to borrow books from the library. Separate counters for girls and boys is again an attempt to create a care-free environment for girls and .it is less time consuming.

### **Stair Case**

The college has separate stair case for girls contributing to disciplined management. It helps to avoid unnecessary rush near the stairs. Separate stairs are available at different points. CCTVs are also placed near the stairs so they always under the surveillance of authority.

### **Girls Washroom**

Washrooms for girls 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. Wash rooms are available in the library too. The response of the staff and students as inferred from the questionnaire is that they are satisfied with the hygienic condition of lavatories.

### **Drinking Water**

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

### **Ramp**

Separate ramps are constructed 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 constructed separate ramps for the physically challenged at the main entrance and for the library.

### **Suggestion Box**

There is one common suggestion box and suggestion boxes are also available in each and every department. Suggestion box is regularly checked and improvisations are made based on the suggestions received.

### **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, and gates, reading rooms, office entrance and other major points so that the campus is a safe zone for everyone.

### **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 board. 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.

### **SMS alert system**

Students and staff are provided with SMS alert system for quick dissemination of information. Results, 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 number is provided to all students for their identification. Identity card is provided even to staff. Students of different years are given different coloured tags so it is easy to differentiate them.

### **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 journal, 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. Gold medals in various 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 and weightlifting. Outdoor Games are *Kabaddi*, athletics, handball, volleyball, canoeing, netball baseball and softball. Swimming training is also given to girls. Members of staff also easily participate in swimming training meted out by college.

### **Yoga**

Yoga training is given to students and teachers. One month Yoga Training is given to students and teachers in the month of May. It begins early morning and lasts for two hours. It is not a compulsion but all eagerly participate in the programme.

## **Girls Hostel**

The consistent qualitative performance of college in various fields has attracted the students from every nook and cranny of Maharashtra. Considering the qualitative performance of the college, the students from remote places in Maharashtra demanded the special facility for girls. As per their demand, the college provided Girls' Hostel. The first building of Girls' Hostel was established in 1985 having 196 students' in-take capacities. Every room has 4 beds. The new building of Girls Hostel was established in 2016 having 72 in-take capacities. Overall there are 270 in-take capacities. There is an independent mess for girls. All the measures of cleanliness are taken. The girls are provided with healthy food at two times and breakfast and tea for two times. Water purifiers, coolers are also available in the mess. Separate wash rooms for girls and staff. There are in total 26 wash rooms. For the safety and security of the girls, care has been taken by the management. Medical check-up is also arranged for them. There are various programmes in hostel for girls like Health Camp, and Entertainment.

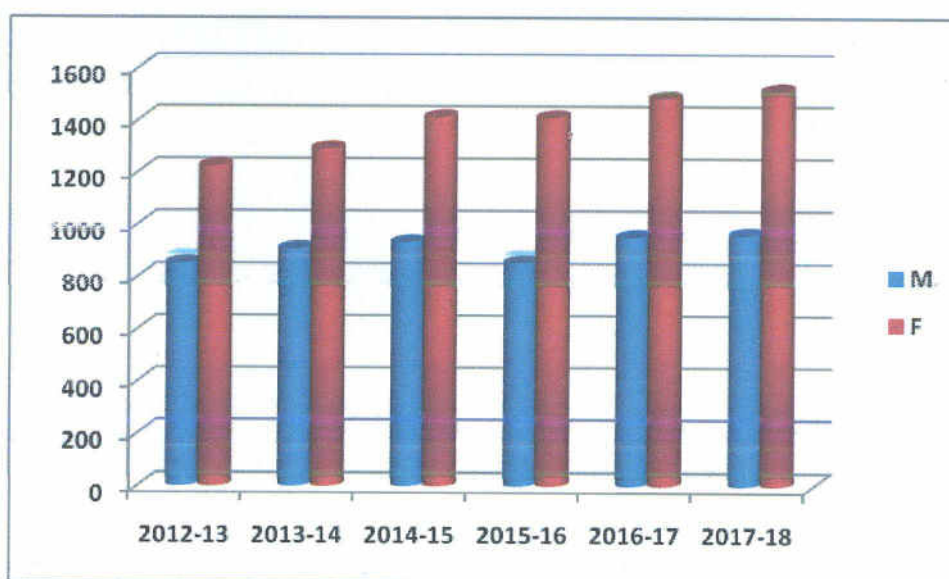


## Student Strength

### Gender Balance In Enrollement At Graduation Level (2012-18)

#### I. Year wise Gender Classification:-

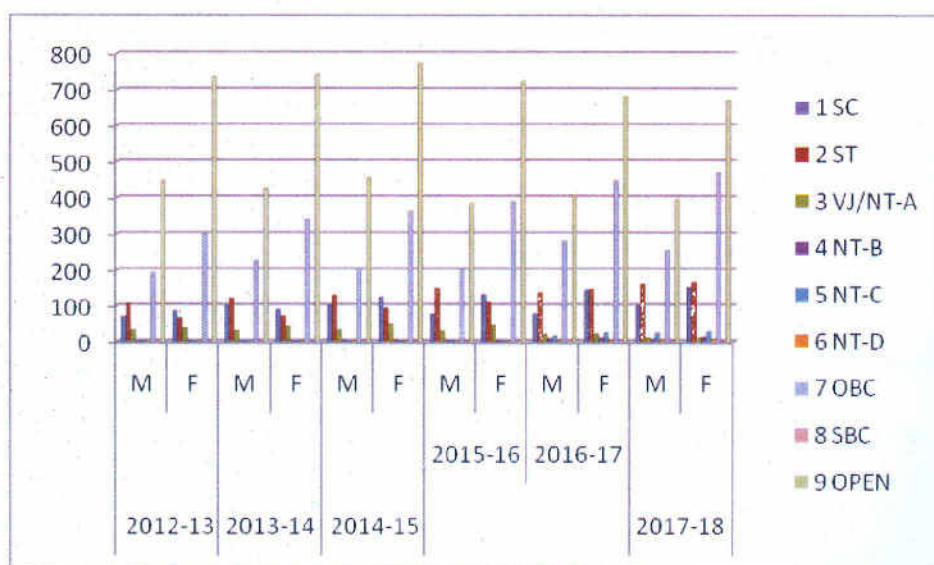
Year	Male	Female	Total	Male %	Female %
2012-13	854	1224	2078	41.09	58.90
2013-14	909	1291	2200	41.31	58.68
2014-15	934	1412	2346	39.81	60.18
2015-16	856	1410	2266	37.77	62.22
2016-17	953	1485	2438	39.08	60.91
2017-18	961	1514	2475	38.82	61.17



The table and Histogram show that there is a hike in the admission of girls from 2012-2018.

## II. Gender Difference in Various Social Categories (2012-2018)

Sr. No.	Category	2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
		M	F	M	F	M	F	M	F	M	F	M	F
1	SC	69	87	100	90	101	124	77	131	78	144	99	151
2	ST	106	65	120	70	129	93	147	108	136	145	160	165
3	VJ/NT-A	33	39	32	43	34	49	31	46	20	21	11	11
4	NT-B	00	00	00	00	04	04	02	02	09	10	07	12
5	NT-C	00	01	02	02	01	02	05	04	16	25	24	30
6	NT-D	00	00	00	01	02	00	01	00	03	03	05	07
7	OBC	194	301	227	342	205	363	202	390	280	448	255	469
8	SBC	04	02	03	00	03	02	01	03	04	04	03	01
9	OPEN	447	736	425	743	455	773	385	723	407	680	395	670
Total		853	1231	909	1291	934	1410	851	1407	953	1480	959	1516

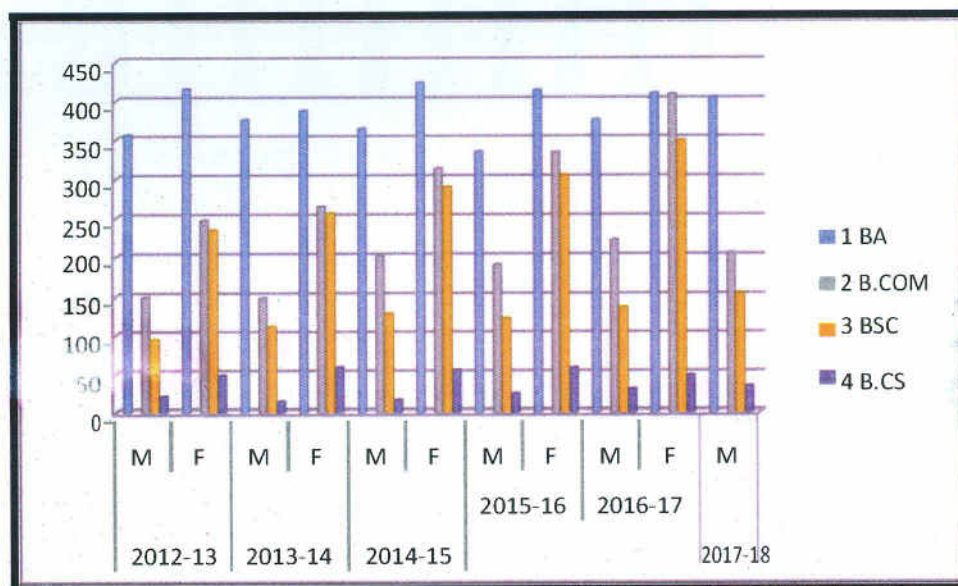


The above table shows information regarding the number of admissions of male and female students in the college, having various categories from the academic year 2012-18. The number of female students in Open category is highest than others.



## Faculty wise Gender Difference in the students:-UG 2012-18

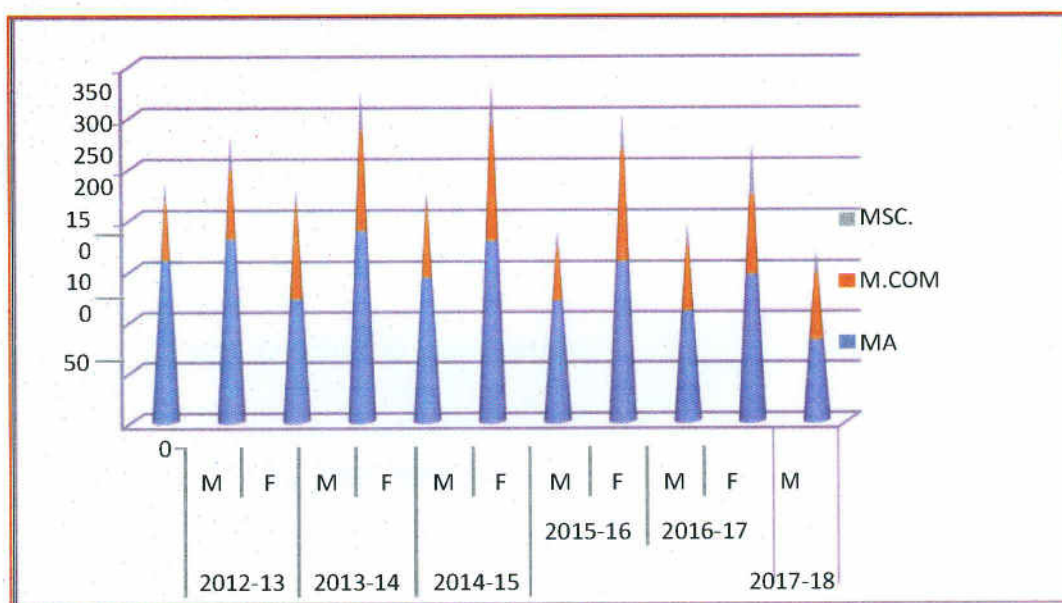
Sr. No.	Faculty	2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
		M	F	M	F	M	F	M	F	M	F	M	F
1	BA	356	415	375	387	364	423	334	413	375	409	404	385
2	B.COM	149	247	148	265	201	313	190	333	222	408	205	399
3	BSC	93	234	110	255	127	289	121	304	135	348	152	344
4	B.CS	21	48	14	59	16	55	24	58	30	48	34	61
Total		619	944	647	966	708	1080	669	1108	762	1213	795	1189



The table and graph show the distribution of students in various faculties. Admission of girl's is the highest in every faculty.

## Faculty wise Gender Difference in the students:-PG 2012-18

Sr. No.	Faculty	2012-13		2013-14		2014-15		2015-16		2016-17		2017-18	
		M	F	M	F	M	F	M	F	M	F	M	F
1	MA	160	181	122	189	143	179	120	159	110	146	81	165
2	M.COM	59	68	97	97	77	112	56	108	67	76	66	99
3	MSC.	16	31	10	39	06	41	11	35	16	50	20	66
Total		235	280	229	325	226	332	187	302	193	272	167	235



The table and graph show the distribution of students in various faculties.

Admission of girls is the highest in every faculty in P.G.

## Health Camp for Ladies

Health Camp is organized for ladies every year. In 2012-13 the camp has been carried out in collaboration with M.V.P's Dr. Vasantrao Pawar Medical College Hospital and Research centre, Nashik. Almost 150 girl-students have been checked for Blood Group, Haemoglobin and Blood Pressure. In 2013-14, a free Health Camp has been organized for working women and girls students. Around 50 working women participated in the camp. A free check-up camp has been organized by our college and doctors of various specialities were invited and medical check-up was carried out. In 2014-15, Department of Zoology has



organized a Health Camp. Blood Group, Haemoglobin, Calcium, Blood Pressure, Actual Weight, Ideal Weight and Height of One hundred and sixty girls have been monitored.

### **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 Health India Insurance. 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.

### **Anti-Ragging and Discipline Committee**

As the college forms a part of the MVP, 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 member and the Principal of the college is the chair person. The committee make 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.

### **Women cell and awareness program for girls' 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 students are other primary issues dealt with by the committee. Women cell comprises Vidyarthinimanch, Vishaka, Grievance cell, Sexual Harassment cell. **Vishaka**, an innovative concept works for the security of girls. It is an endeavour by Savitribai Phule Pune University. Ladies staff from local Police Station visits college premises on a daily basis. They look into the safety and security of girls.

### **Vidyarthini Manch**

Vidyarthinimanch is a part of student welfare program that deals with the users of female student of under graduate and post-graduate programs. Female student have to rope with various issues in different fields namely social, political, environmental, health issues in an endocentric society. Even they have various evidences in educational field. Vidyarthini manch 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 lectures of experts. The topic includes personality development, women health, women and law etc. Female student have active participation in the programs and it has helped them to develop an optimistic outlook and to go forward confidently in this journey of life.



### Lectures organized under Vidhyarthini Manch

Sr.No	Topic of the Lecture	Date
01	Lecture on Problems of Women in an androcentric World by Smt.Anita Borkar	20/08/12
02	Lecture on Positive Psychology by Dr.Mrunal Bhardwaj	27/02/13
03	Lecture on need to acquire Social Skills by Smt.Vidhya Bal, renowned social worker	24/09/2013
04	Lecture on Personality Development by Prof.ManishaBhamare	03/01/2014
05	Lecture on BachatGhatSmt.AshwiniBoraste, Corporator	25/08/2014
06	Lecture on Women Empowerment by Prof Dr.SunandaWagh	08/03/2015
07	Cyber Crime & Woman by RajashriShinde	28/09/2015
08	Health Issues of Girls by Dr.NiveditaPawar	02/02/2016
09	Identity Crisis &Deverlopment of Self by Pri.Dr.VedashriTigale	16/08/2016
10	Yoga Therapy by Smt.MalathiAher	16/01/2017
11	Laughter Therapy by Smt.AditiWagh	18/09/2017
12	Mata Melawa	31/01/2018

**Sexual harassment Prevention Committee**

An act to provide 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 includes a right to a safe environment free from sexual harassment.

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

### **Internal Complaints Committee**

The committee looks into the complaints against girls. The committee conducts various programs, workshops, street play, workshops, self –defence training, pre-marital counselling, Yoga etc.

The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. It intends to eliminate unlawful discrimination and harassment; Internal Complaints Committee“ is also formed in the college. The policy of this committee is to create zero tolerance to harassment. No police complaints were raised during the period.



**Lectures organized by Sexual harassment & Prevention Committee ( 2012-2018)**

Sr.no	Name of resource person	Topic	Year
01	Shri.D.J .Kohinkar,Police Inspector	Security of Women in Public Places	2012-13
02	Adv. Rajendra Thete	Cyber Law	2013-14
03	Adv.Dighe Patil	Law and Islam Woman	2014-15
04	Ad. Nitin Thakare	Woman Empowerment	2014-15
05	Adv. Madhukar shinde	Dowry	2015-16
06	Adv. RajendraThete	Sexual Harrasment	2015-16
07	Avinash Andhale ,Sub-Inspector	Legal Rights of Woman	2016-17
08	Bharat kalaskar Dysp	Opportunities for Women in Police Department	2016-17
09	Vasudev Desale	Gender Inequality	2017-18

**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.

**Training and Placement cell**

Students' career needs are looked into by Training and Placement cell students are equipped with those skills that are necessary for them to be competent in global market .various companies Visit College on a regular basis, dates are informed to students in advance and they are successfully recruited by various firms.

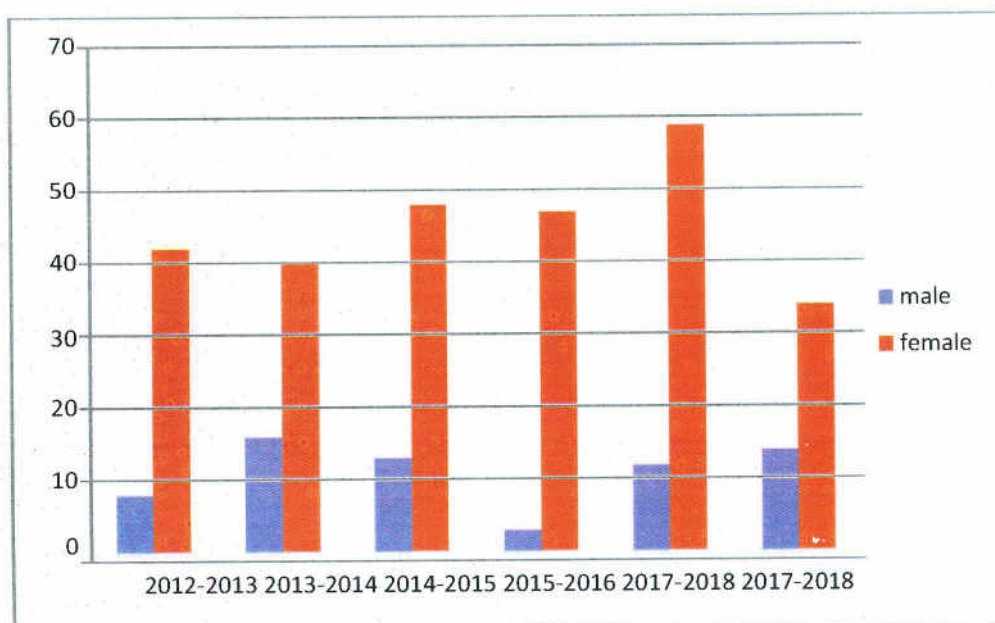
### **Karmaveer Bhaurav Patil Earn Learn Scheme**

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 conditions and their needs. The selection is made through proper procedure. The payment is given as per clock hour basis. At present there are more female candidates than males.

#### **Students Participation in Earn & Learn Scheme 2012-13 to 2017-18**

<b>Sr. no.</b>	<b>Year</b>	<b>Male Student</b>	<b>Female Student</b>	<b>Male %</b>	<b>Female %</b>	<b>Total Student</b>
<b>01</b>	<b>2012-2013</b>	<b>08</b>	<b>42</b>	<b>16</b>	<b>84</b>	<b>50</b>
<b>02</b>	<b>2013-2014</b>	<b>16</b>	<b>40</b>	<b>28.57</b>	<b>71.42</b>	<b>56</b>
<b>03</b>	<b>2014-2015</b>	<b>13</b>	<b>48</b>	<b>23.31</b>	<b>78.68</b>	<b>61</b>
<b>04</b>	<b>2015-2016</b>	<b>03</b>	<b>47</b>	<b>06</b>	<b>94</b>	<b>50</b>
<b>05</b>	<b>2016-2017</b>	<b>12</b>	<b>59</b>	<b>16.90</b>	<b>83.09</b>	<b>71</b>
<b>06</b>	<b>2017-2018</b>	<b>14</b>	<b>34</b>	<b>29.16</b>	<b>78.83</b>	<b>48</b>





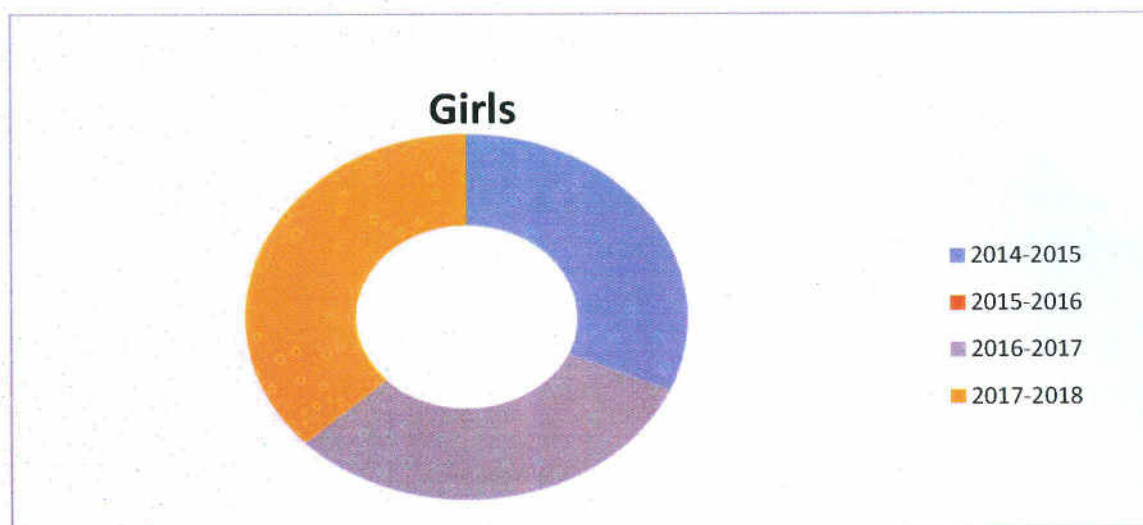
The table and graph show higher participation of girls in comparison to boys in Earn and Learn Scheme.

### Nirbhay Kanya Abhiyan (Only For Girls Students)

It is a scheme of SSPU to enhance the adaptability of girl students in a male oriented professional world. There is a hike in the participation of girls in Nirbhay Kanya Abhiyan during the last five years.

### Participation of Students in Nirbhay Kanya Abhiyan 2012-13 to 2017-18

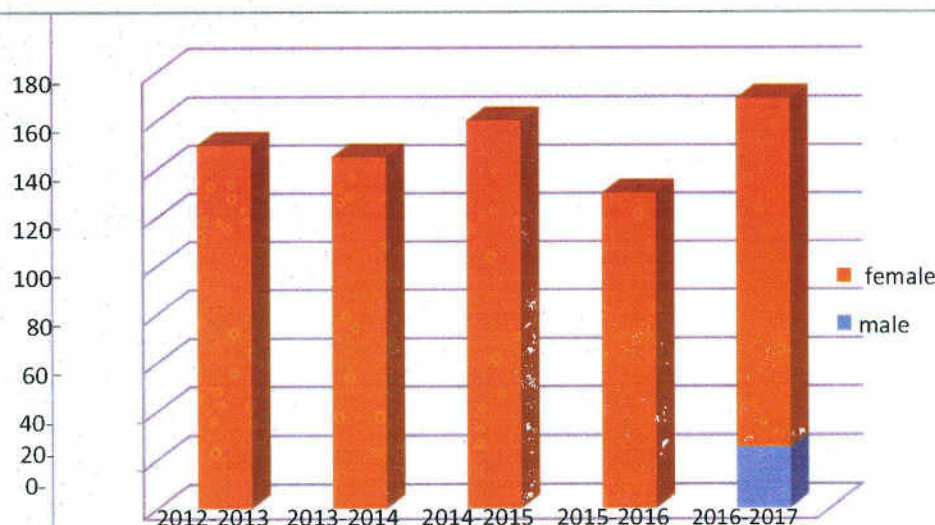
Sr. no.	Year	Female Student
01	2012-2013	-
02	2013-2014	-
03	2014-2015	145
04	2015-2016	-
05	2016-2017	145
06	2017-2018	170



### Personality Development Program

The college is in the rural belt so special focus has been given to improve the personality of girls as it helps to develop their confidence in the technocratic world.

Sr. no.	Year	Male Student	Female Student	%M	%F	Total Student
01	2012-2013	00	150	00	100	150
02	2013-2014	00	145	00	100	145
03	2014-2015	00	160	00	100	160
04	2015-2016	00	130	00	100	130
05	2016-2017	25	144	14.79	85.20	169

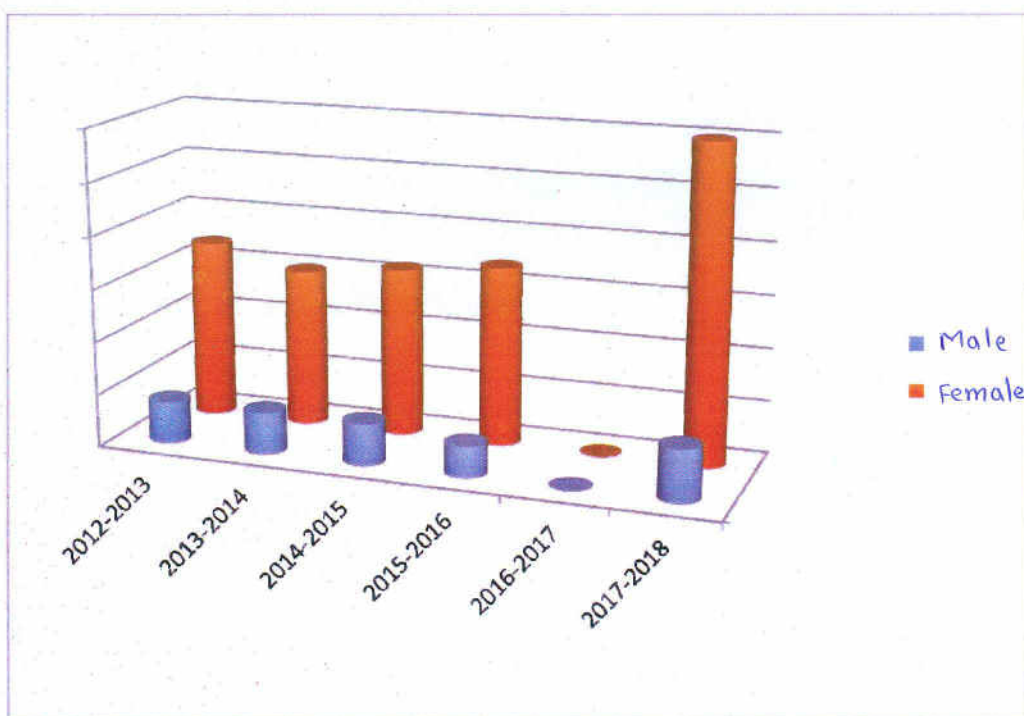


The table and graph show higher participation of girls than boys in Personality Development Programme during the last five years.



### Student Council

Sr. no.	Year	Male Student	Female Student	%M	%F	Total Student
01	2012-2013	04	17	19.04	80.95	21
02	2013-2014	04	15	21.05	78.94	19
03	2014-2015	04	16	20	80	20
04	2015-2016	03	17	15	85	20
05	2016-2017	Nil	Nil	Nil	Nil	Nil
06	2017-2018	05	30	14.28	85.71	35



The above table gives the information about year wise gender difference in Students Council from 2012-2018. It appears that the number of female in Students Council is higher than male students

### Soft Skill Programme:

The college established Soft Skills Development Cell in accordance with the scheme of Savitribai Phule Pune University, Pune in 2007. Every year two or three batches of Soft Skills Development Programme have been conducted in the college. Students from third year graduation from all streams, Arts, Science, Commerce and Computer Science participate in this programme. Dr. S. K. Binnor is the co-ordinator of the Soft Skills Development Cell. Dr. S. D. Dahale, Dr. Y. R. Baste and Prof. V. G. Gaikwad are other members of the cell. Lectures and interactive sessions on Problem Solving Skills, Time Management, Interpersonal Skills and Communication Skills are arranged for students. Experts are invited for lectures and students glean hands-on experience. More than 80 % girls participate in these programmes. The details of the Soft Skills Development Programme organized in the last five years are as follows

### Soft Skills Development Programme

Name of the Capability enhancement Scheme	Year of Implementation	Number of Students enrolled	Name of the agencies
Soft Skills Development Programme	2012-13	120	Savitribai Phule Pune University, Pune Dr. S. K. Binnor, Co-ordinator, 9850100253
Soft Skills Development Programme	2013-14	120	Savitribai Phule Pune University, Pune Dr. S. K. Binnor, Co-ordinator, 9850100253
Soft Skills Development Programme	2014-15	118	Savitribai Phule Pune University, Pune Dr. S. K. Binnor, Co-ordinator, 9850100253



Soft Skills Development Programme	2015-16	181	Savitribai Phule Pune University, Pune Dr. S. K. Binnor, Co-ordinator, 9850100253
Soft Skills Development Programme	2016-17	121	Savitribai Phule Pune University, Pune Dr. S. K. Binnor, Co-ordinator, 9850100253
Soft Skills Development Programme	2017-18	129	Savitribai Phule Pune University, Pune Dr. S. K. Binnor, Co-ordinator, 9850100253
Soft Skills Development Programme	2017-18	255	Mahindra Pride School and Nandi Foundation, Mr. Yogesh Nikam Contact: 996703212



## NCC

The college has two NCC units, 1 Maharashtra Battalion NCC Mumbai only for girls and 7 Maharashtra Battalion NCC Nashik for boys and girls also. **Lt. (Mrs.) Jayshree Kushare** is a trained officer of 1 Maharashtra Battalion NCC, Mumbai for girls. The total strength of Girls cadets is 50.

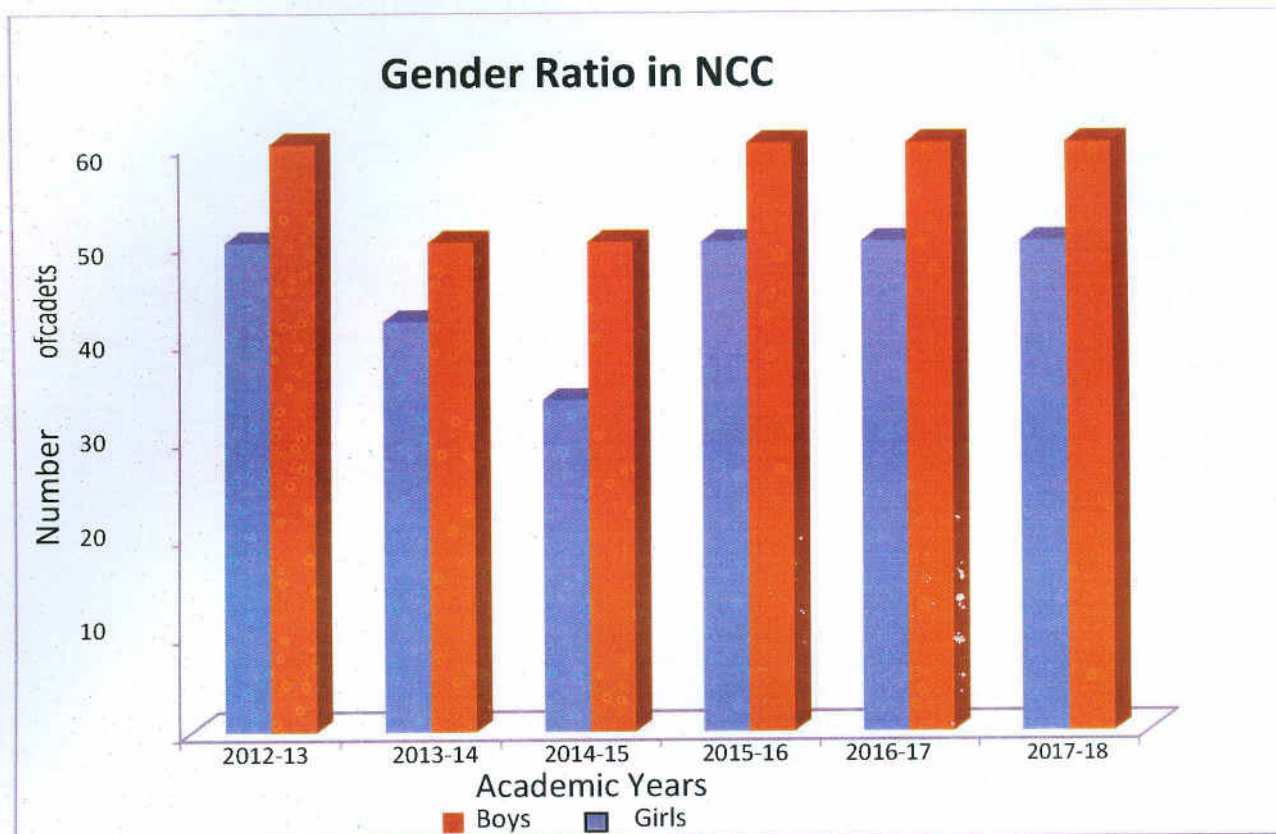
**Prof. Sandeep B. Bhise** has played a role as Care Taker Officer (CTO) of 7 Maharashtra Battalion NCC, Nashik for Boys since 17<sup>th</sup> May 2017. The total strength of Boys cadets is 60. Both officers provide and operate the NCC training to cadets throughout year with the help of both battalions PI staff members.

Sr.No.	Name of Battalion	Intake Capacity
1	7 MAH BN NCC, NASHIK (Boys)	60
2	1 MAH BN NCC, MUMBAI 'B' (Girls)	50

### Enrolment of Boys and Girls in both battalion NCC units

Name of Battalion	Academic Year 2012-13	Academic Year 2013-14	Academic Year 2014-15	Academic Year 2015-16	Academic Year 2016-17	Academic Year 2017-18
1 Mah. Bn. Mumbai (Girls)	50	42	34	50	50	50
7 Mah. Bn. NCC, Nashik (Boys)	60	50	50	60	60	60





The table and graph show Gender Ratio in N.C.C. Enrollment of girls' is more than that of boys

**PLACEMENT OF NCC CADETS (7 Mah BN NCC Nashik)**  
**(2012-13 to 2017-18)**

Sr.No.	Regiment No. Mah/Sd/A/	Name Of Cadet	Service Place	Institution	Academic Year
1	10/129863	Doifode Kishor Bajirao	J & K	Indian Army	2012-13
2	10/129871	Kale Amol Nivrutti		Indian Army	2012-13
3	11/129834	Holgade Madhav Bhimrao	Assam	Indian Army	2012-13
4	11/129835	Lagad Rahul Vasant	Mes	Indian Army	2012-13
5	11/129845	Chopade Ketan Dattatray	Belgam	Indian Army	2013-14
6	12/129855	Pawar Jitendra Indal	Rajasthan	Indian Army	2013-14
7	12/129853	Mahale Mangesh Ganpat	J&K	Indian Army	2013-14
8	12/129839	Kadale Sandip Kantilal	Assam	Indian Army	2014-15
9	13/129803	Lonari Mahesh Sheshrao	J & K	Indian Army	2014-15
10	13/129821	Sarode Sandip Bhausaheb	Saudi Arabia	Merchant Navy	2014-15
11	13/129832	Aute Saurabh Balkrushan	Mes	Indian Army	2014-15
12	13/129833	Athare Ajay Yashwant	Mes	Indian Army	2014-15
13	13/129864	More Keshav Bapu	J & K	Indian Army	2014-15
14	13/129869	Lilake Vishal Bhima	Mumbai	Mah. Police	2014-15
15	13/129834	Gangurde Sandip Subhash	Mes, Mumbai	Indian Army Engineer Div.	2015-16
16	13/129808	Jadhav Dhananjay Shankar	Deolali Camp, Artillery Nashik Rd	Indian Army	2015-16
17	14/129880	Gawali Viki Prabhakar	Deolali Camp, Artillery Nashik Rd	Indian Army	2015-16
18	13/129811	Jadhav Arun Roshan	Deolali Camp, Artillery Nashik	Indian Army	
19	15/129822	Hire Sachin Rajendra	Belgaum	Indian Army	2016-17
20	15/129837	Medhane Sagar Dnyaneshwar	Belgaum	Indian Army	2016-17
21	15/129841	Purkar Manoj Ramnath	Deolali Camp, Artillery Nashik Rd	Indian Army	2017-18
22	15/129829	Mahale Kiran Suresh	Deolali Camp, Artillery Nashik Rd	Indian Army	2017-18



## **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. 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. NSS cell was established at college in 1976 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 programme are organized for the benefits of community. Special camps and other programme have been organized every year to undertake various activities.

### **MOTTO OF NSS**

- NOT ME BUT YOU
- This reflects the essence of democratic living
- Upholds the need for selfless service.
- Appreciation of the other's person point of view
- Also shows consideration for fellow human beings.
- To inculcate 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 Savitribai Phule Pune University

- We have received appreciation letters from different bodies
- Our college is awarded Best college Unit and Best Programme Officer of NSS) in 2015-16 by Savitribai Phule Pune University
- Last six year our NSS Volunteer Participated in SRD/NRD various campus as well as National Level and state Level.
- Since last Five years, our college is winning MVP Award for Maximum Blood Donation Camps

**Regular activities of NSS** include Blood Donation Camps, Tree Plantation Programs, Campus Cleaning programs, Tsunami and Drought relief Fund (Rs.46,651), Voter registration and awareness campaign, National Pulse Polio Immunization campaign, Street Play and rally, Health Check-up and H.B. Camp, Swacha Bharat Abhiyan , Socio-economic Survey, Workshop on Value Education and Women Self Defense, Disaster Management,

**Activities of Special Camp** are Cleaning Of 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 (Training Programme of Mehendi and Rangoli



**VOLUNTEERS STRENGTH**  
**Regular Activity**

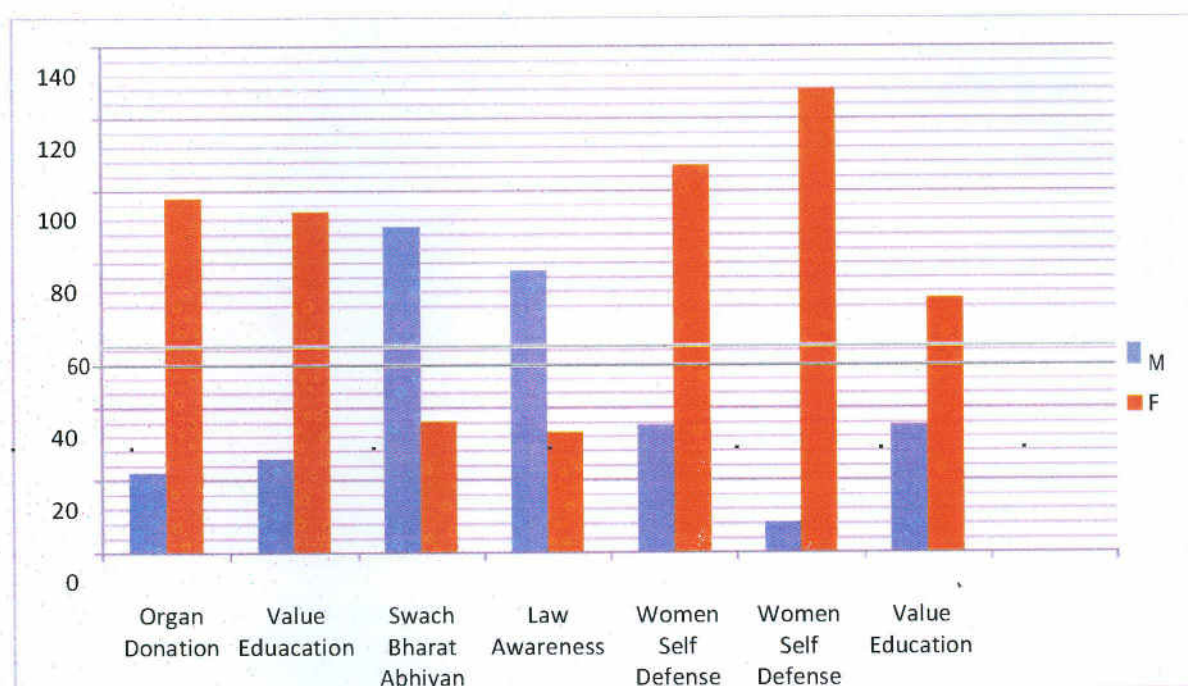
Sr. No	Year	Allocation	Actual Enrolment		
			Male	Female	Total
1	2017-18	250	63	187	250
2	2016-17	250	116	134	250
3	2015-2016	250	105	145	250
4	2014-2015	250	102	148	250
5	2013-2014	250	120	130	250
6	2012-2013	250	103	147	250

**Special Camp Volunteer strength**

Sr. No	Year	Allocation	Actual Enrolment		
			Male	Female	Total
1	2017-18	250	22	103	125
2	2016-17	250	52	73	125
3	2015-2016	125	37	88	125
4	2014-2015	125	46	79	125
5	2013-2014	125	58	67	125
6	2012-2013	125	60	65	125

**Workshops organized from 2012-18**

Sr.No	Title	Date	Male	Female	Male %	Female %	Total
1	Organ Donation	7 March 2017	22	98	18.33	81.66	120
2	Value Education	9 March 2017	26	94	21.66	78.33	120
3	Swach Bharat Abhiyan	10 March 2016	90	36	71.42	28.57	126
4	Law Awareness	23 Sept 2014	78	33	70.27	29.72	111
5	Women Self Defense	3 March 2015	35	107	25.00	75.35	142
6	Women Self Defense	10 February 2014	08	128	05.8	94.11	136
7	Value Education	18 December 2013	35	70	33.33	66.66	105



The table and graph show in all the workshops organized from 2012-18 female students and teachers have given significant contribution

### Sports

Participation of students in Inter college sports competition in Nashik District from 2012-2018

Year	M ale	Female	Total
2012-2013	79	14	93
2013-2014	98	14	112
2014-2015	88	02	90
2015-2016	92	04	96
2016-2017	85	07	92
2017-2018	54	21	75



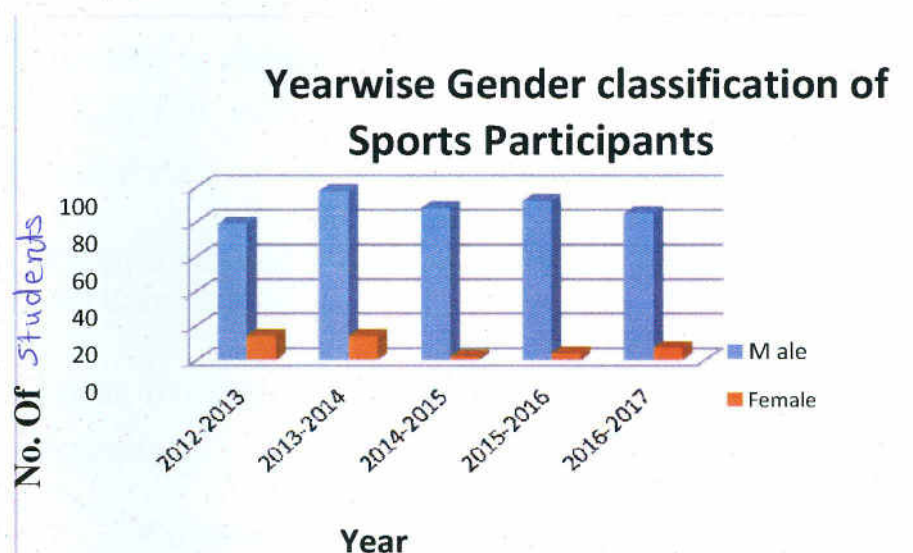
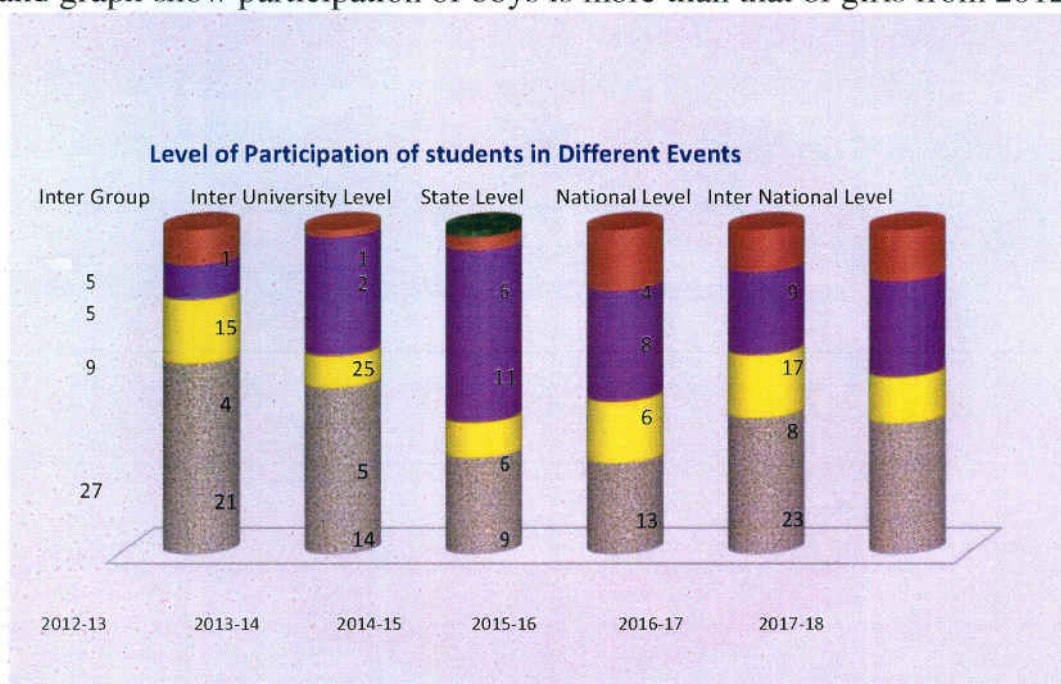


Table and graph show participation of boys is more than that of girls from 2012-17



## Girls Achievements

Year	2016	2018
State Level	02	00
National Level	01	04
Medal won	02+02 (gold+bronze)	

- Guidance to players helped them to receive sports scholarship worth Rs. 7,26,000/- from the State and Central Government. Rs. 2,25,000 /- from S.P.Pune university.
- Our boys received 6 Gold, 18 Silver and 36 Bronze Medals in National Level Competitions
- 7 gold, 10 silver and 26 bronze medals in t all India inter university competition.

### **Cultural Gender Audit (2012-13 to 2017-18)**

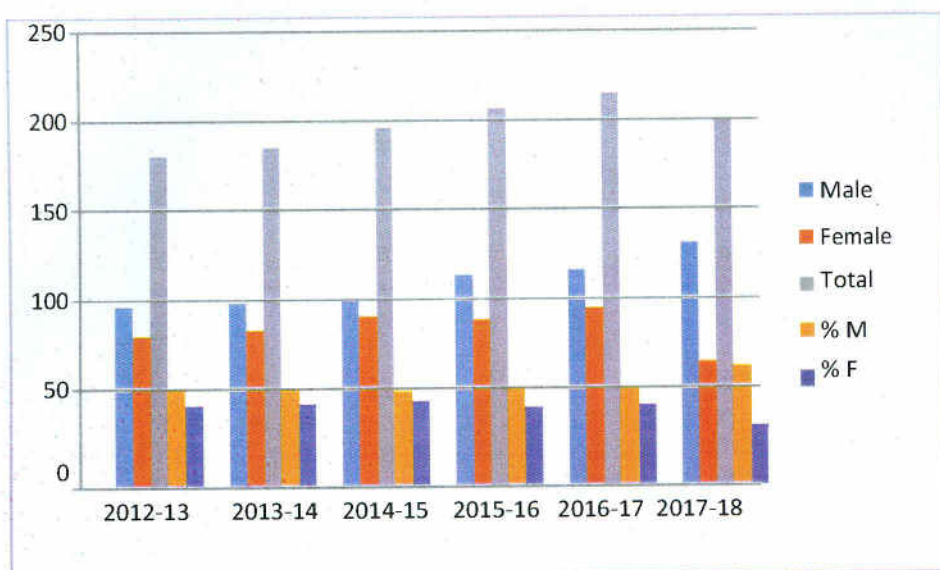
#### **Gender Ratio of Cultural Activity**

K.K.Wagh College annually arranges cultural program every year. It is a one day program for the students who exhibit their skills and compete for the best. Students presents dance, music, drama, singing, one act play.

#### **1. Gender Ratio of College Annual Cultural Programme**

Year	Male	Female	Total	% M	% F
2012-13	101	84	185	54.59	45.40
2013-14	103	87	190	54.21	45.78
2014-15	106	95	201	52.73	47.26
2015-16	118	93	211	53.39	44.07
2016-17	121	99	220	54.75	44.79
2017-18	136	69	205	66.34	33.65



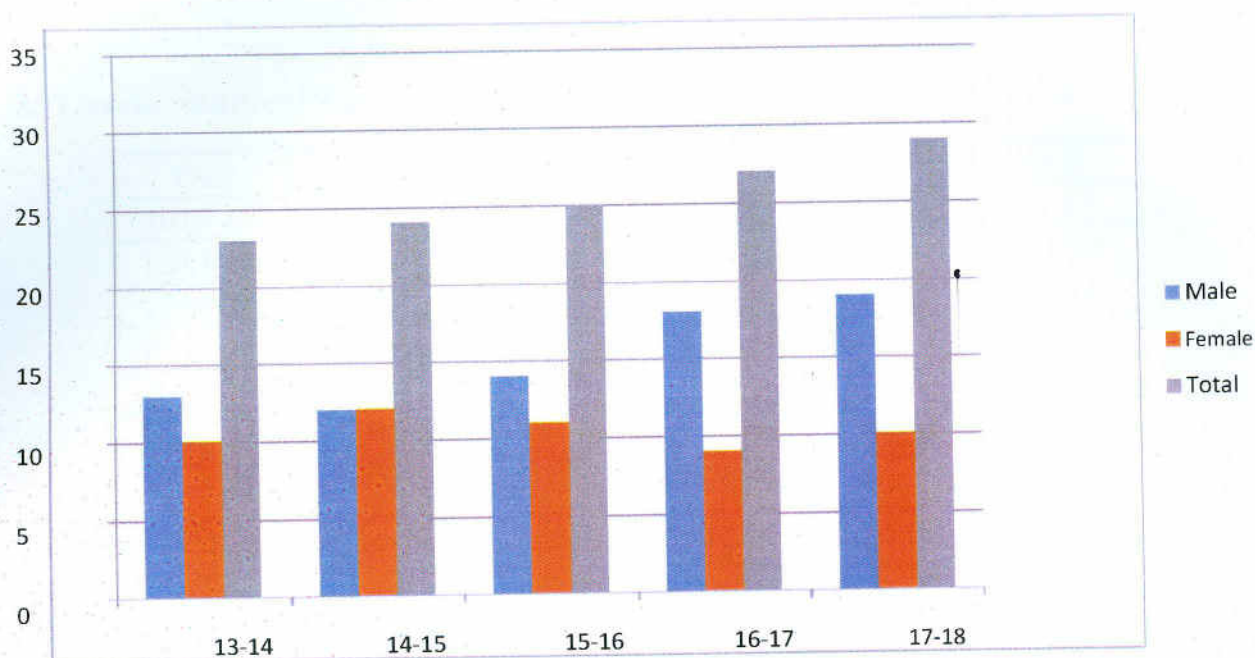


Above diagram shows year wise gender classification of cultural events during 2012-18. It shows that the number of male students is higher than female students.

#### **Gender Ratio of Yuva Spandan Competition hosted by K.K W College & organized by MVP**

Year	Male	Female	Total	% M	% F
2012-13	Nil	Nil	Nil	Nil	Nil
2013-14	13	10	23	56.52	43.47
2014-15	12	12	24	50.00	50.00
2015-16	14	11	25	56	44
2016-17	18	09	27	66.66	33.33
2017-18	19	10	29	65.51	52.63

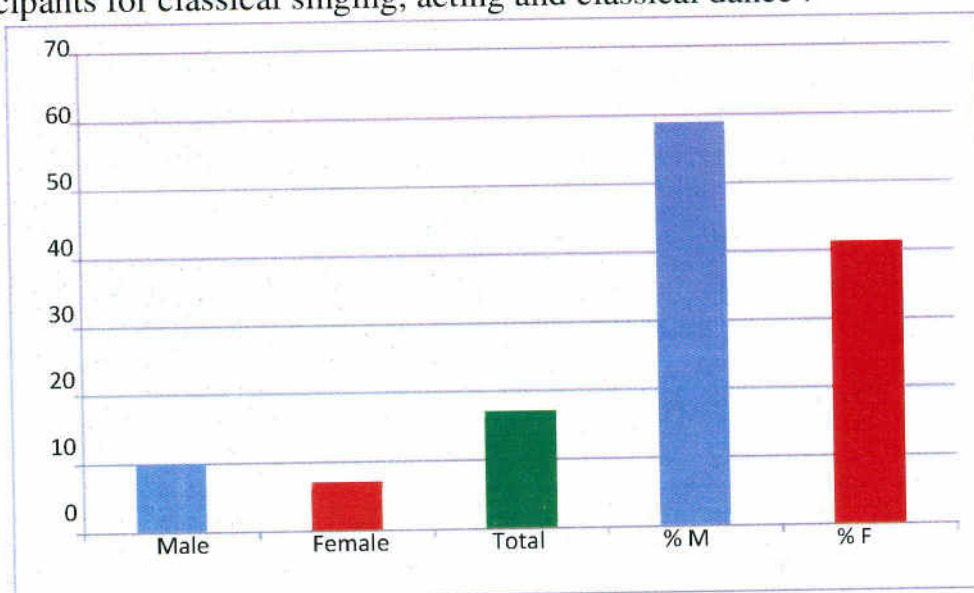
M.V.P., Nashik arranges Yuva Spandan District level cultural competition every year. It was started in 2013-14 which includes Solo & Group Dance, Solo & Group song, One Act Play, Mime, Mimicry etc. KKW college bagged 5 prizes including first prize in group dance in 2017-18.



## 2. Gender Ratio of Music Workshop Organized by KKW in 2017-18

Category	Male	Female	Total	% M	% F
Dance	61	98	159	39	60

Cultural Department of the college arranged Music workshop on 18<sup>th</sup> & 19<sup>th</sup> Jan.2018. It was an unique event that got excellent response. Experts gave tips to all participants for classical singing, acting and classical dance .



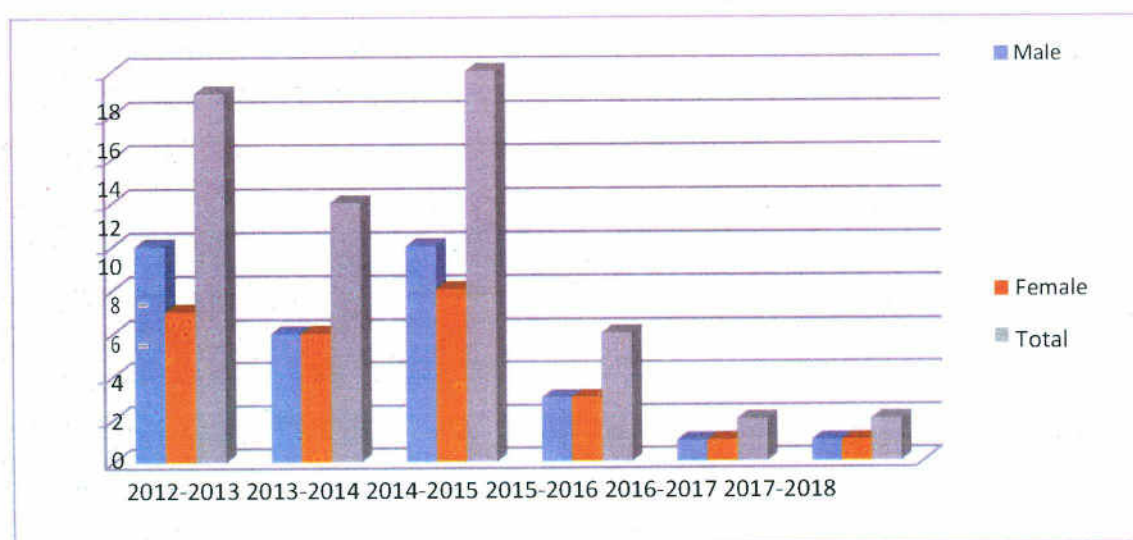
Above diagram shows gender classification in Music workshop in 2017-18. It shows that the number of male students is higher than female students.



### 3. Gender Ratio of Participation Indra Dhanush Competition

Year	Male	Female	Total	% M	% F
2012-13	10	07	17	58.82	41.17
2013-14	06	06	12	50.00	50.00
2014-15	10	08	18	55.55	44.44
2015-16	03	03	06	50.00	50.00
2016-17	01	01	02	50.00	50.00
2017-18	01	01	02	50.00	50.00

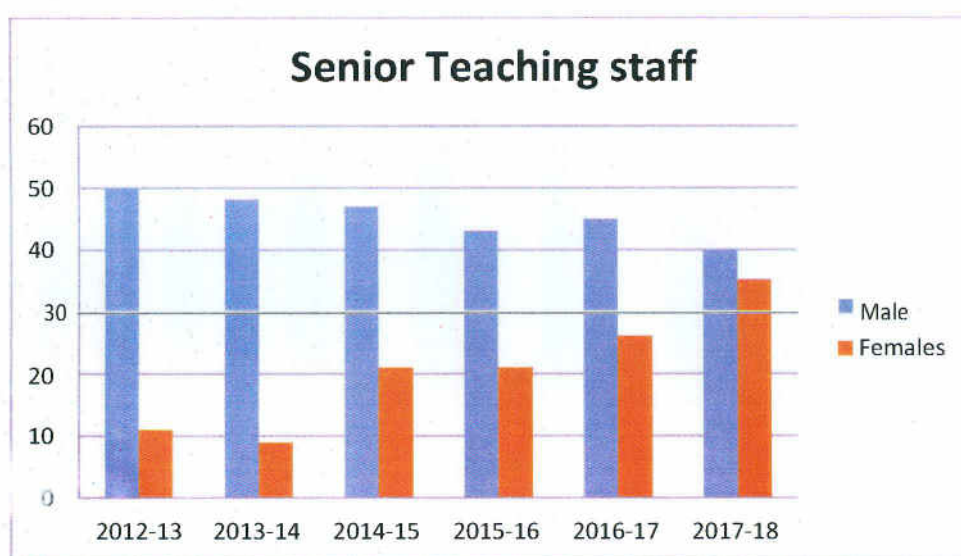
Indra Dhanush is the cultural competition organized every year by the Savitribai Phule Pune University. The college ranked first in group dance at district and university level in the year 2012-13. In the same year, college participated in Inter University Youth Festival. In the year 2013-14, college reached till University Level. At this round, two students of K.K.W. College were selected for Inter University Youth Festival held at Raigarh. In the year 2014-15, K.K.W. College participated in the Indra Dhanush Competition held at Ness Wadia College, Pune.



## Gender Difference in Teaching and Non-Teaching faculty-

### Gender classification –Senior Teaching staff--

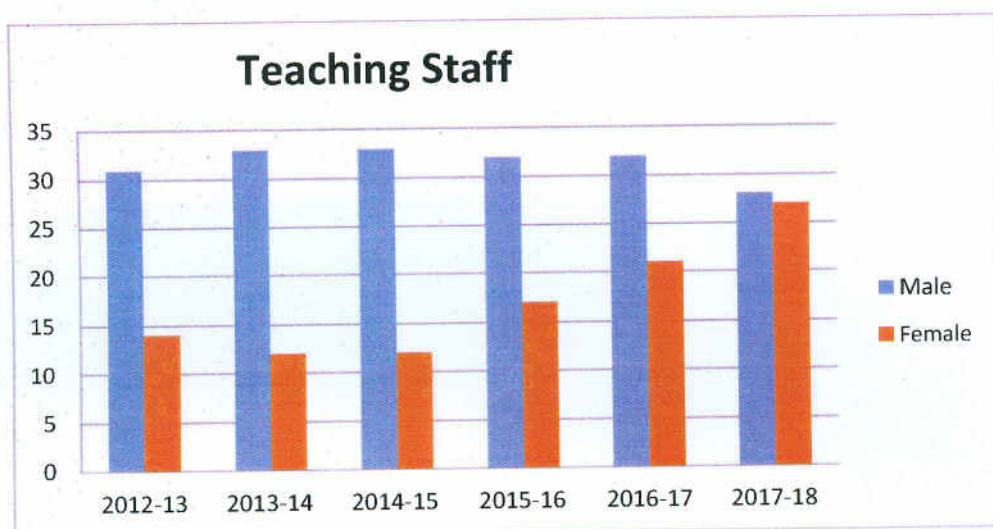
Year	M	F	%M	%F	Total
2012-13	50	11	81.96%	18.04%	61
2013-14	48	09	84.21%	15.78%	57
2014-15	47	21	69.11%	30.88%	68
2015-16	43	21	67.18%	32.81%	64
2016-17	45	26	63.38%	36.61%	71
2017-18	40	35	53.33%	46.66%	75





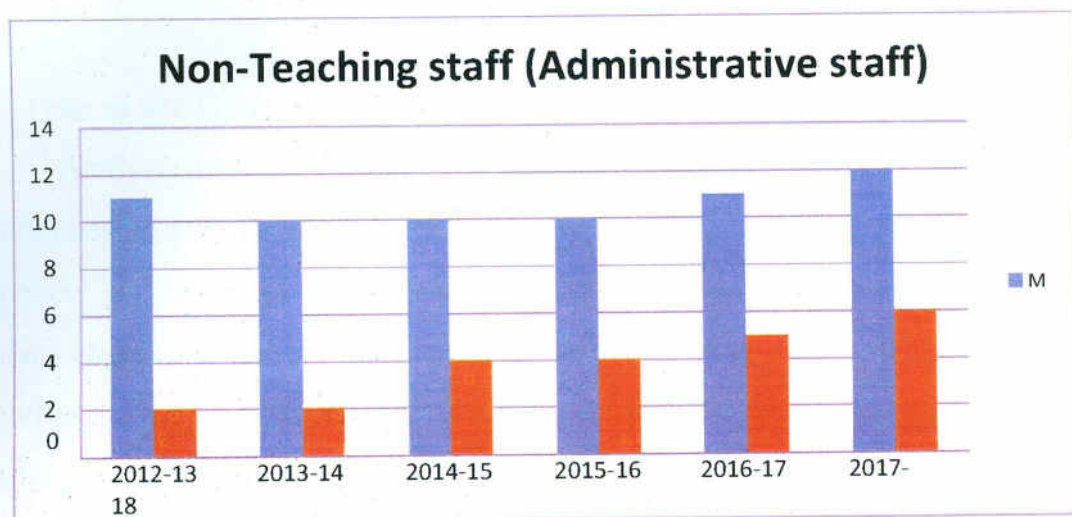
### Gender classification- teaching staff--

Year	M	F	%M	%F	Total
2012-13	31	14	68.88%	31.11%	45
2013-14	33	12	73.33%	26.66%	45
2014-15	33	12	73.33%	26.66%	45
2015-16	32	17	65.30%	34.69%	49
2016-17	32	21	60.37%	49.62%	53
2017-18	28	27	50.90%	49.09%	55



### Gender classification- Non-Teaching staff (Administrative staff)--

Year	M	F	%M	%F	Total
2012-13	11	02	84.61%	15.38 %	13
2013-14	10	02	83.33 %	16.66 %	12
2014-15	10	04	71.42 %	28.57 %	14
2015-16	10	04	71.42%	28.57 %	14
2016-17	11	05	68.75%	31.25 %	16
2017-18	12	06	66.66%	33.33 %	18



Above table gives the information about the gender classification of male and female non-teaching staff of the year 2012 to 2018. The data represents that male staff is more than the female staff.



## **Analysis of the Questionnaire of Gender Audit**

Analysis reveals 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 are actively participating in all activities of the college. The female staff is satisfied with the activities of the women cell and no untoward activities by the opposite gender is 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 creates a safe haven for students.

## **Salient Findings**

- Students 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 participation of boys in cultural activities is higher than that of girls
- The participation of boys is more than that of girls In sports.
- The college has Earn and Learn Scheme for economically marginalized students.
- The Internal Complaints Committee” at workplace is strengthened by organizing various activities. It aims to foster an environment in which unlawful discrimination and harassment is not tolerated so that everyone can contribute completely to the development of the college and society in large
- The college staff is encouraged to undertake professional training through- out their career.

Health check-up camps are arranged regularly to monitor the physical condition of girls

- Annual meetings are arranged to find out the lacunae in gender balance.

### **Conclusion**

Gender audit of the college has unveiled 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 institution 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 programs are conducted from time specifically for girl 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.

### **Our Pride**

#### **➤ MVP KARANDAK**

Shubhangi Dhomse and Sonali Jamdhade bagged Trophy in 'Akhila

Bharatiya M.V.P Karandak Vaktrutwa Sparda' in 2018.

#### **➤ Avishkar Research Project Competition**

Ahire Suvarna and Deshmukh Dhanshree got selected for Research Project Presentation at University Level in 2018

#### **➤ Sports**

Our boys received 6 Gold, 18 Silver and 36 Bronze Medals in the National Level competitions and 7 gold 10 silver and 26 bronze medals at all India inter university competition.

- Ms. Priti Prabhakar Wankhede & Sarita Argade, Bronze Medalist in National Level, Canoeing and Polo, Water Sports in 2016 at Khargone (M.P)



- Ms. Priti Prabhakar Wankhede, Gold Medalist in State Level Water Sports in 2016
- Ms. Snehal. E.Gare ,Gold Medalist in State Level Water Sports in 2016 and participated in National Level Water Sports Competition at Bhopal
- Ms.Vidya Khaje participated in All India Inter University Championship held at Himachal Pradesh
- Ms. Rakhi H .Ghealot, Priti P. Wankhede & VidyaKhaje participated in National Level Water Sports Competition at Bhopal in 2018.
- It is our pride to mention that our college is effectively administered helmed by our efficient Principal. Dr. Sunita. S Ghumare. The appointment of a woman as Principal itself underlines the fact that gender discrimination does not exist in the College.
- Besides, the parent Institute Maratha Vidya Prasarak Samaj, Nashik is also being headed by Shrimati Nileematai Pawar.

### **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 organised
- Sanitary vending machine should be installed for better sanitation in the common room provided to 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. Kalpana M. Ahire**  
(Member)  
Senate Member,  
Savitribai Phule Pune  
University, Pune



**Dr. P. R. Bhabad**  
(Member)  
Principal  
Arts and Sci. College,  
Saikheda



**Dr. Kavita Sonawane**  
(Chairperson)  
M. B. B. S., D. G. O.



**Dr. Mrs. S. S. Ghumare,**  
Principal,  
K. K. Wagh Arts, Sci. & Com. College,  
Pimpalgaon



### Questionnaire Template



**M.V.P's K. K. Wagh Arts, Science & Commerce College, Pimpalgaon(B)**  
**Individual Teacher Form for Gender Audit**  
**Female**

1. Name of the Teacher: \_\_\_\_\_
2. Name of the Department:
3. How many female staff members are working in the Depart.?
4. The College conducts gender Sensitization program me as part of its curriculum: **Agree/Disagree/Don't know**
5. Adequate number of toilets are available in the campus for women:  
**Agree/Disagree**
6. Are the toilet blocks safe and clean? **YES/NO**
7. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. **Agree/Disagree**
8. Adequate disposal bins available are available in the toilet.  
**Agree/Disagree**
9. A women cell is set up in the college and students are aware about the women cell. **Yes/No**
10. There are lady faculties available in the women cell. **Yes/No**
11. Have you ever experience indecent treatment from your colleagues?  
**Yes/No**
12. If yes, have you reported the incident to Women Cell? **Yes/No**
13. What action had the Cell taken with regard to your complaint:  
\_\_\_\_\_
14. Was the action satisfactory? **Yes/No**
15. The library offers equal opportunities to all genders. **Yes/No**
16. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.: **Yes/No**
17. Are all female colleagues treated equal in the Department and college?  
**Yes/No**
18. Does the college have adequate provision for Women Security and Safety? **Yes/No**
19. Is the maternity leave granted? Yes/No . If yes, for how long \_\_\_\_\_
20. Are you member of any committee? Yes/No
21. If yes, in what capacity: Chairman/Member
22. Is the maternity leave paid or paid?
23. Suggestions: \_\_\_\_\_

**SIGN OF TEACHER**

### Questionnaire Template



**M.V.P's K. K. Wagh Arts, Science & Commerce College, Pimpalgaon(B)**  
**Individual Teacher Form for Gender Audit**  
**Female**

1. Name of the Teacher: \_\_\_\_\_
2. Name of the Department:
3. How many female staff members are working in the Depart.?
4. The College conducts gender Sensitization program me as part of its curriculum: **Agree/Disagree/Don't know**
5. Adequate number of toilets are available in the campus for women: **Agree/Disagree**
6. Are the toilet blocks safe and clean? **YES/NO**
7. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. **Agree/Disagree**
8. Adequate disposal bins available are available in the toilet. **Agree/Disagree**
9. A women cell is set up in the college and students are aware about the women cell. **Yes/No**
10. There are lady faculties available in the women cell. **Yes/No**
11. Have you ever experience indecent treatment from your colleagues? **Yes/No**
12. If yes, have you reported the incident to Women Cell? **Yes/No**
13. What action had the Cell taken with regard to your complaint: \_\_\_\_\_
14. Was the action satisfactory? **Yes/No**
15. The library offers equal opportunities to all genders. **Yes/No**
16. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.: **Yes/No**
17. Are all female colleagues treated equal in the Department and college? **Yes/No**
18. Does the college have adequate provision for Women Security and Safety? **Yes/No**
19. Is the maternity leave granted? Yes/No . If yes, for how long \_\_\_\_\_
20. Are you member of any committee? Yes/No
21. If yes, in what capacity: Chairman/Member
22. Is the maternity leave paid or paid?
23. Suggestions: \_\_\_\_\_

**SIGN OF TEACHER**





**M.V.P's K.K. Wagh Arts, Science & Commerce College, Pimpalgaon(B)**  
**Individual Teacher Form for Gender Audit**  
**Male**

1. Name of Teacher: \_\_\_\_\_
2. Name of Department:
3. How many male staff members in the Department?
4. The College conducts gender Sensitization programme as part of its curriculum: **Agree/Disagree/Don't know**
5. Adequate number of toilets are available in the campus for male:  
**Agree/Disagree**
6. Are the toilet blocks safe and clean? **YES/NO**
7. Adequate tabs, wash basins, hand wash sets are available in the toilet.  
**Agree/Disagree**
8. The library offers equal opportunities to all genders. **Yes/No**
9. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.: **Yes/No**
10. Are all male & female colleagues treated equal in the Department and college? **Yes/No**
11. Does the college have adequate parking for men? **Yes/No**
12. Are you member of any committee? **Yes/No**
13. If yes, in what capacity: Chairman/Member
14. Is there any suggestion box for the complaint of male? **Yes/know**
15. Is there Redressal committee for male to solve their problems
16. Suggestions: \_\_\_\_\_

**SIGN OF TEACHER**





**M.V.P's K.K. Wagh Arts, Science & Commerce College, Pimpalgaon(B)**  
**Individual Teacher Form for Gender Audit**  
**Boys**

1. NAME: -----
2. CLASS:-----
3. Are there adequate number of toilets in the campus? Yes/No-----
4. Are the toilets blocks, safe & clean? Yes/No-----
5. Are there adequate tabs, wash basins, hand wash sets are available in the toilet. Agree/Disagree-----
6. Are all male & female classmates treated equal in the class and college?  
Yes/No-----
7. Does the college have adequate parking for men? Yes/No-----  
-----
8. Do you behave appropriate with girls student? Yes/No-----
9. Does library offer equal opportunities to all genders? Yes/No-----
10. Does the college have adequate provision for male security & safety?  
Yes/No.-----
11. Is the medical help provided immediately to boys? Yes/No-----
12. Adequate lighting is available inside the campus in all areas: Yes/No.-----
13. Are there CCTV cameras for student safety? Yes/No.-----
14. There are travelling services: Agree/Disagree.-----
15. Extracurricular activities are organized for the male students:  
Agree/Disagree.
- Suggestions :-----  
-----

**SIGN OF STUDENT**



**M.V.P's K.K. Wagh Arts, Science & Commerce College, Pimpalgaon(B)**  
**Individual Teacher Form for Gender Audit**  
**Questionnaire for Girls.**

1. NAME: -----
2. CLASS:-----
3. Are there adequate number of toilets in the campus? Yes/No-----
4. Are the toilets blocks, safe & clean? Yes/No-----
5. There are adequate facilities available inside the toilet keeping in mind the need of girls Students: Agree/Disagree.-----
6. Are there adequate disposal bins available in the toilet? Yes/No-----
7. A women cell is setup in the college & girls are aware about the women cell:  
Agree/Disagree.-----
8. There are lady faculties in the women cell? Yes/No-----
9. Have you ever experience in decent treatment from gents teacher or male students?  
Yes/No.-----
10. If yes, have you reported the incident to women cell? Yes/No-----
11. What action had the cell taken with regard to your complaints?-----
12. Was the action satisfactory? Yes /No-----
13. Are the boys & girls treated equal in the class? Yes/No-----
14. Does library offer equal opportunities to all genders?Yes/No-----
15. Does the college have adequate provision for women security & safety?  
Yes/No.-----
16. Is the medical help provided immediately to girls? Yes/No-----
17. Adequate lighting is available inside the campus in all areas:Yes/No.-----
18. Are there CCTV cameras for girls student safety?Yes/No.-----
19. There are travelling services: Agree/Disagree.-----
- 20.Extracurricular activities are organized for the girls students:Agree/Disagree.
- Suggestions :-----

**SIGN OF STUDENT**



## Photo Gallery



Smt. Vidya Bal, social worker delivers a lecture on Need to acquire social skills



Students listening in rapt attention



Speaker - Dr. Kavita Sonawane



Dr. Sunita Patil interacts with mothers of students during "Mata Melawa"





Self-defence training for girls organized under Nirbhay Kanya Programme



Matal Melava (Female Parent Meet)



## Lectures during Personality Development Programme



Speaker Smt. Anita Arbuj



Speaker Smt. Manisha  
Kshemkalyani



Speaker Arch. Amrutatai Pawar

**Special Achievements**  
**Rahul Anna Pawar Srd Parade**  
**Participation, Mumbai**  
**January 16-26, 2014**

**Saraswati Ukharam Jadhav**  
**National Advanture Camp**  
**Participation, Navkhanda,**  
**Shimla, Himachal Pradesh 28<sup>th</sup>**  
**February To 9th March 2015**





## Best Unit Award for NSS in 2015 -16 by Savitribai Phule Pune University



## Activities of Soft skill Development Programme





# Certificate of Gender Audit

## Gender Audit Committee

duly formed to conduct Gender Audit  
for the period of 2012-2018

This is to certify that the **Gender Audit of K. K. Wagh Arts, Science & Commerce College, Pimpalgaon (B) Tal. Niphad, Dist. Nashik for the period of 2012-2018** has been successfully conducted on 24/07/2018.



**Dr. Kalpana M. Ahire**

(Member)

Senate Member,  
Savitribai Phule Pune  
University, Pune



**Dr. P. R. Bhabad**

(Member)

Principal  
Arts & Sci. College,  
Saikheda



**Dr. Kavita Sonwane**

(Chairperson)

M. B. B. S., D. G. O.