



M.V.P. SAMAJ'S

Karmaveer Kakasaheb Wagh Art's, Science and Commerce College

Pimpalgaon (B)

Tal- Niphad, Dist- Nashik, 2020-2021



Gender Audit

2020-2021

Gender audit

Preface

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.

1.0 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 promotes a happy learning.

The purpose of the audit was 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.

2.0 Statement of Assurance

This audit has been conducted in accordance with the *International Standards for the Professional Practice of Internal Auditing*.

In our professional judgement, sufficient and appropriate audit procedures were completed and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit with the established criteria.

3.0 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 sensitisation at a general level. It was also observed that a number of best practices such as, awareness programs 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.

4.0 Gender Policy

Education is a vehicle of Development. The gender policy of K. K. Wagh College is gender unbiased and promotes the educational and social development of men and women .to be better oriented to the community.

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.

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. 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.

Girls Washroom

Girls 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. 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.

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

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.

Girls Hostel

The consistent qualitative performance of college in various fields has attracted e 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 Enrolment at Graduation Level (2020-21)

Year wise Gender Classification

Year	Male	Female	Total	Male %	Female %
2020-2021	964	1607	2571	37.49%	62.50%

Faculty wise Gender Difference in the students:-UG 2020-21

Sr. No.	Faculty	2020-2021		
		Male	Female	Total
1	BA	385	329	714
2	B.Com	245	399	644
3	B.Sc	136	390	526
4	B.Sc. (Computer Science)	198	489	687
	Total	964	1607	2571

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

Sr. No.	Faculty	2020-2021		
		Male	Female	Total
1	M.A.	107	164	271
2	M.Com	78	152	230
3	M.Sc	38	122	160
4	M.Sc. (Computer Science)	11	12	23
	Total	234	450	684

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 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.

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.

Female Students Forum

Vidyarthini Manch

Women's empowerment is a part to encourage women to feel strong by telling them that they can do everything that they want to do. Empowering women is to give women the right. Women can have equal right to participate in education, society, economy and politically. Vidyarthini Manch is a forum that helps to stimulate the confidence in women by providing to them everything that in their capacity to help them see the skills that they contain and are dormant within them. A proper nurturing, polishing and sharpening of those skills is only made possible through better education, awareness and a space to freely express oneself.

In this academic year our college organised a lecture on 8th March 2021, which is conducted by expert dignitary, Arch Amrutatai Pawar and Sarpanch Mrs. Mandakinitai Bankar, Arch. Amrutatai delivered a lecture on 'Women Empowerment'. She explained that, it is important for girls to be strong and alert. One must learn to resist without enduring injustice. She also explained the importance of health in the pandemic situation. She advises that every female student must be conscious about her health. She also discussed about various and latest career opportunities for female students of our college.

Introductory speech of the programme is delivered by Prof. Chitralekha Jondhale. The Principal of our college Dr D.B. Shinde also shared his views on woman empowerment on this occasion. He said that there are 605 female students in the college and more than 50% of them are women professors. Today, we are very proud that women are becoming capable and aware. Women's Day was not just a one-day celebration, he said, adding that it was important to have a constant sense of respect for women.

The program was moderated by Prof. Dr. Pranali Jadhav, Dr. Chhaya Bhoj expressed Vote of thanks. Principal, Vice-Principal, Associate Professors, students were present in the program of the forum.

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.



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.’

Achievements 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, Swachha 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 Mehandi and Rangoli).

Volunteers Strength

Regular Activity

Sr. No	Year	Allocation	Actual Enrolment		
			Male	Female	Total
1	2020-21	250	74	176	250

Workshops / Seminar / Webinar organized in 2020-21

Sr. No.	Title	Date	Male	Female	Total
1	Yoga Training Programme	1 to 21 June 2021	52 (40.65%)	76 (59.37%)	128
2	Value Education	20 to 25 July 2020	118 (47.20%)	132 (52.80%)	250
3	Webinar on Effective ways to develop e-content for Teaching using Microsoft PowerPoint.	10 th to 11 th July 2020	21 (40.38%)	31 (59.61%)	52
4	A One Day workshop on Intellectual Property Rights for the Faculty and PG	24 th Jan 2021	54 (46.15%)	63 (53.84%)	117

Sports Department

In the academic year 2020-2021 was affected due to the COVID-19 Pandemic in all over the world so there is less frequency of various Inter College and Inter University Sports Competitions and Tournaments.

Athlete **Miss. Vedika Amol Kadam** FYBCom Secured Fourth Place at the Junior National Canning Championship held at Bhopal

Year	Male	Female	Total
2020-2021		01	01

Girls Achievements

Year	2020	2021
State Level	-	-
National Level	-	01
Medal won	-	01

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.

Photo Gallery

Female Students Forum (Vidhyarthini Munch)

Women's Day Celebration



Sports Department

Athlete **Miss. Vedika Amol Kadam FYBcom** Secured Fourth Place at the Junior National Canninging Championship held at Bhopal



नाशिक : अनुष्का आंबेकर व वेदिका कदम यांचा सत्कार करताना प्राचार्य डॉ. दिलीप शिंदे. शेजारी प्राध्यापक वृंद.

राष्ट्रीय स्पर्धेतील कामगिरीबद्दल अनुष्का, वेदिकाचा सत्कार

नाशिक : भोपाळ (मध्य प्रदेश) येथे झालेल्या ३१ व्या राष्ट्रीय कॅनोस्प्रिंट अर्जिक्यपद स्पर्धेत कनिष्ठ विभागात महाराष्ट्र संघाचे प्रतिनिधित्व पिंपळगाव महाविद्यालयाच्या अनुष्का आंबेकर व वेदिका कदम यांनी केले. स्पर्धेत सहभागी होताना या जोडीने सी-टू या प्रकारात पाचशे मीटर अंतराच्या गटातून २ मिनिटे ३८.२० सेकंद अशी वेळ नोंदवताना चौथा क्रमांक पटकावला. या गटात यजमान मध्य प्रदेशच्या सरजूदेवी व शिवानी शर्मा यांनी २ मिनिटे १६.१८ सेकंद वेळ नोंदवत सुवर्णपदक पटकाविले. स्पर्धेत सर्वसाधारण विजेतेपद मध्य प्रदेश संघाने पटकाविले. अनुष्का व वेदिकाचे अभिनंदन मविप्र संस्थेचे अध्यक्ष डॉ. तुषार शेवाळे, सरचिटणीस नीलिमाताई पवार, सभापती माणिकराव बोरस्ते, चिटणीस डॉ. सुनील छिक्ले, उपसभापती राघोनाथ अहिरे, शिक्षणाधिकारी डॉ. डी. डी. काजळे यांनी केले आहे. प्राचार्य डॉ. दिलीप शिंदे यांच्या हस्ते दोन्ही नौकायनपटूंचा सत्कार झाला. याप्रसंगी उपप्राचार्य डॉ. एस. एन. आहरे, प्रा. ज्ञानोबा ढगे, प्रशिक्षक प्रा. हेमंक पाटील, डॉ. एन. ए. वानखेडे, प्रा. बी. एन. कडलग आदी उपस्थित होते.



Visit of NCC Officers- Sports activity of Canninging Practice

NSS Department



Making Seed balls by NSS

Raksha Bandhan Celebration with Trees



NSS Volunteers Performing various activities i.e., tree plantation and conservation, making seed balls, etc.

NCC Department

