



AGASTI ARTS, COMMERCE AND
DADASAHEB RUPAWATE SCIENCE,
AKOLE, DISTRICT-AHMEDNAGAR,
Maharashtra (INDIA)

GENDER AUDIT REPORT
2021-22

PREPARED BY
GENDER AUDIT COMMITTEE



“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.”

- United Nations Educational, Scientific and Cultural Organization (UNESDOC).



I Savitribai Phule Pune University Best College Award - 2007

I NAAC Accredited 'A' Grade

Dr. Bhaskar Shelke

Principal

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Gender Audit Committee

This to certify that the committee appointed for 'Gender Audit' has been gone through the information available in the office and responses received from the students, analyzed and reported. The committee assures that the remarks and suggestions given in the report would be helpful for the college for maintaining gender equability.

Sr. No.	Member	Designation	Signature
1	Dr. Bhaskar Shelke	Principal and Chairman	
2	Dr. Vijay Bhagat	Member	
3	Dr. Kiran Jadhav	Member	
4	Mrs. Surekha Gunjal	Member	
5	Dr. Mahejabin Sayyad	Member and IQAC Coordinator	
6	Dr. Ranjana Kadam	Member Secretary	

(Bhaskar Shelke)

**AGASTI ARTS, COMMERCE & DADASAHEB
RUPWATE SCIENCE COLLEGE, AKOLE
TAL. AKOLE, DIST. AHMEDNAGAR - 422 601**



1. General

Akole Taluka Education Society (ATES), Akole is a premier educational institute situated in the Tribal area of Sahyadri ranges since 1972. Vision of the institution is to educate each and every student living in the remote corners of tribal areas, especially girls who are deprived of education. Tribal students from such socioeconomic backgrounds like remoteness, no access to progressive world, poverty and lack of resources had been forced to drop out. The condition of the girls was worse. ATES is providing education to around 8000 students of economically weaker sections through 18 units including Pre-primary schools, primary schools, higher education institutes including colleges, technical institutes, management institute, ITI, etc. The institute provides employment to nearly-600 plus employees in the rural and tribal areas of Akole Tahsil.

Agasti Arts, Commerce and Dadasaheb Rupwate Science College, Akole is an educational institute established in 1974. It is affiliated to Savitribai Phule Pune University and has UGC certification under Section 2(f) and 12(B), UGC Act 1956. It has competent and experienced teaching staff, good infrastructure, computer labs, studio, rich libraries, a beautiful campus, hostels, a guest house, botanical garden and playgrounds with good facilities for students and staff. It provides quality education in the form of 22 programs, 10 courses and 37 certificate courses. NAAC has accredited our college with an A grade in its 2nd cycle and 3.06 CGPA. College is undertaking new innovative best practices in order to facilitate the learning of students. It is devoted towards implementing the objectives of NEP 2020.

The faculties are involved in research activities and are achieving excellent publications and patents. Alumni of the college have excelled, and offered their services to various organizations in the capacity of prominent leaders. This is committed to national sovereignty, unity, integrity, equality and social justice.

2. Vision and Mission of the Society

Vision of the HEI is to provide higher education facilities to all the students from rural and tribal areas and to the girl students especially. Vision and goal of the institution is not only to provide higher education but also generate courage in them to face the worst situations.



The Vision statement is **'To educate each and every student and girls living in the remote corners of the tribal area.'**

The institution has a broad vision to provide education to all the deprived classes including rural, tribal and girl students. The institution intends to impart up to date knowledge of the disciplines chosen by the students for their study and instill in them a sense of commitment to excellence for the service of the society and the nation. The institution aims at generating courage among these students to give their best performance despite all adversities- hence the motto of the institution is 'साहसेश्री: प्रतिवसति' meaning 'Fortune favors the Brave'.

The aims and objectives of the college are well-documented in the Constitution of Akole Taluka Education Society. It is mentioned in the documents that providing education to the girls from rural and tribal communities is one of the focussed objectives of the society and the college. The college is conducting different courses for this purpose. Therefore, the gender audit was performed to assess the fulfillment of objectives of the institute and the college with gender equality.

3. Gender Audit

The committee having senior professors and women teachers constituted for Gender Audit of the college. The policies, code of conduct, courses and programs, facilities available on campus, etc. have been considered during the audit. The women friendliness was checked in the assessments of the information procured from office records and responses collected from the students. The objectives have been defined before the data collection and assessments. These assessments would help to find gender gap in the policies, code of conduct, curriculum design and facilities available on the campus.

4. Objectives

- a) To assess the gender equalities in the college.
- b) To find the specific areas showing gender gaps.
- c) To suggest the remedies to bridge the gender gap observed in the report.

5. Methodology

The committee for Gender Audit has been constituted accordingly. The statistical information was collected from sources like office records available at central office, different activity centers, etc. The student satisfaction survey was conducted, responses collected, analyzed and reported. The remarks and suggestions given at the end of the report for implementation of programs for gender balance.

6. Analysis

6.1 Teachers and Administrative Staff

Approximately, the proportion of women teachers is 34-37% observed during the assessment period whereas administrative staff is 9-14%. Therefore, it is suggested that the institute should endeavor to recruit women in teaching and administrative staff for gender balancing.

Table 1. Teaching and Administrative Staff

Particulars	2021-22			2020-21			2019-20			2018-19			2017-18		
	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)
Teachers	95	63	36	89	62	37	99	63	36	94	62	37	92	65	34
Administrative Staff	50	86	14	49	90	10	47	89	11	46	89	11	45	91	9
Total	111	66	34	103	67	33	108	66	34	110	66	34	107	69	31

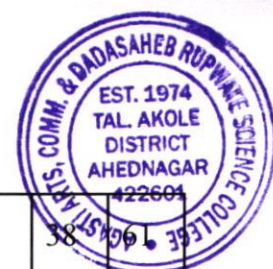


6.2 The Students Enrolled

Approximately, the ratio of girls to the boys students admitted in the college is 50%. The proportion of girl students to boys admitted in science and commerce faculty is more than the arts and post-graduate courses. The dropout of girl students is observed during graduation due to marriage and the number decreasing at postgraduate level.

Table 2. Student Additions

Programs	2021-22			2020-21			2019-20			2018-19			2017-18		
	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)
B.A.	742	54	45	964	52	47	960	53	46	970	52	47	1045	53	46
B.B.A.	147	53	46	184	50	50	166	53	46	117	48	51	127	55	44
B.B.A. (C.A.)	199	51	48	225	48	51	211	44	55	200	42	57	186	51	48
B.C.S.	234	43	56	232	39	60	223	32	67	209	36	63	181	37	62
B.Sc.	375	40	59	486	41	58	444	40	59	490	37	62	521	35	64
B.Com.	346	30	69	367	29	68	356	29	70	349	31	68	370	33	66
B.Sc.(Win e Tech)	61	83	16	70	91	8	72	91	8	90	95	4	79	94	5
M.A.	289	50	49	228	53	46	172	51	48	158	50	49	179	54	45
M.Sc.	48	54	45	48	50	50	48	37	62	47	36	63	49	36	63



M.Com.	114	47	52	108	37	62	112	31	68	114	38	61	108	38	61
Ph.D	09	67	33	7	85	14	09	88	11	9	88	11	08	100	00

6.3 Participation of Girl Student in Activities

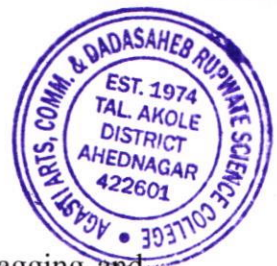
The girl students have actively participated in different activities conducted for personality development of the students. The activities like NCC, NSS, Sports and different cultural activities were organized during the assessment period. About 50% of the participants were girls. They have participated in all activities organized during the period. NCC unit for girl students has started during 2018-19 and the proportion of girl students increases from the beginning. This activity boosts confidence and employability in security services for girl students.

Table 3. Student Participation in different Schemes

Schemes	2021-22			2020-21			2019-20			2018-19			2017-18		
	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)	Total	Male (%)	Female (%)
NCC	83	57	43	83	61	39	83	78	22	83	71	29	53	100	0
NSS	250	40	59	250	48	51	250	53	47	250	51	49	250	55	45
Sports	300	53	56	—	—	—	184	60	40	170	47	53	181	59	41
Cultural activities	05	40	60	—	—	—	134	50	50	118	46	54	74	55	45

6.4 Committees for Prevention of Women from Harassments

The college authorities have appointed different committees for maintenance of gender equality in the college.



a) Ragging Prohibition Committee

- HEI established the ragging prohibition committee to address the issue of ragging and ensure a safe and conducive learning environment for students.
- The primary objective of the committee is to prevent and eliminate any form of ragging and harassment within the college.
- The committee works towards creating awareness among students about consequences of ragging.

b) Sexual Harassment Prohibition Committee

- The committee is formed as per the guidelines and the regulations set by the governing authorities and relevant laws for prevention of women teachers and girl students from sexual harassment.
- The committee is responsible for developing and implementing comprehensive policies and guidelines to prevent women from sexual harassment within the college.
- The committee serve as primary point of contact for reporting and addressing complaints of sexual harassment. It ensures that individuals have a safe and confidential platform to report incidence, respecting their privacy and dignity.

C) Discipline Committee

- The discipline committee is established as per guidelines and regulations set by the regulating authorities for discipline in the campus.
- The committee plays a key role in developing and implementing disciplinary policies and regulation for conduct of students within the college.
- The committee is responsible for enforcing disciplinary standards and maintaining order within the college.

D) Grievance Redressal Committee:

- Grievance Redressal Committee is constituted for the redressal of the complaints reported by the student/ parent/employee of the HEI with the following objectives.



- To provide the students access to immediate, hassle free resources to have their grievances redressed.
- To uphold the dignity of the HEI by promoting cordial student- student/ student- teacher/ Teacher-Teacher relationship.
- To ensure that the views of grievance and respondent are respected and that any party to a grievance is not discriminated against or victimized.

6.5 Women centric programs and activities conducted

a) NariManch:

NariManch is a unique association that was founded with the purpose of promoting the importance of gender parity. This association strives to educate women about their rights in the legal system. It also assists them in combating social issues such as killing of female infants, dowry practices, sexual discrimination, abuse, etc.

b) NirbhayKannyaAbhiyan:

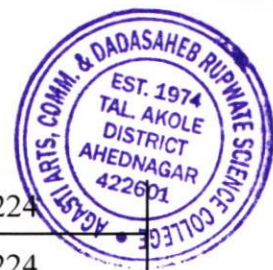
This activity is useful to develop courage, confidence and defensive skills among the girl students.

c) Tanishka:

Tanishka's activity aimed at women liberation and empowerment. In this activity, women teachers adopt girl students for regular interactions and continuous counseling. Various activities like singing, dancing, healthy diet plan, etc. are also conducted for girl students in this activity.

Table 2. Participation of Girl Student in Various Activities

Sr. No	Date	Name of the Activity	Girl students
1	11/10/2021	Personality Development and Communication Skills	108
2	20-05-2021	Stree Shakti and Entrepreneurship Development	123
3	18-02-2022	Gender Sensitization (Men Against Violence and Abuse)	56
4	30-04-2022	Gender Sensitization Program/ Girl Student Personality Development	122



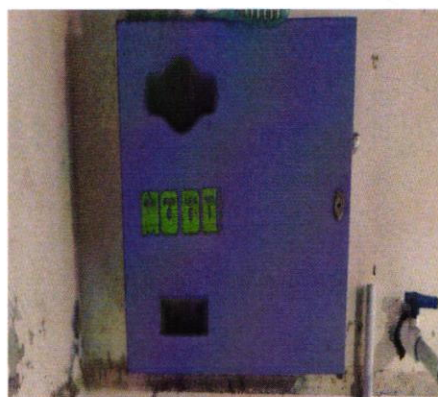
5	28-02-2022	Laws for women safety and security	224
6	28-02-2022	Health is wealth (AarogyamDhansampada)	224
7	28-02-2022	YogMallakhamb training	224
8	28-02-2022	Your rights and responsibility as Indian citizens	224
9	8/3/2022	International Women's Day	153
10	7/1/2022	Rangoli Competition	12
11	11/2/2022	Dance and singing	21
12	20-01-2022	Yoga Training	8
13	10/3/2022	Makeup and Hairstyle	3
14	25-09-2021	Mehndi Competition	3
15	15-10-2021	Flower Decoration	10
16	29-10-2021	Drawing Competition	6
17	29-03-2022	Introduction to Tanishka Lecture	42
18	9/4/2022	Why to Shy to talk about periods	49
19	13-04-2022	InteriorDecoration& Crafting	22
20	18-04-2022	Healthy Diet Activity	22
21	25-04-2022	Change in Life due to the Marriage During Corona Pandemic	22
22	23-07-2021	Singing Competition	12
23	7-1-2022	Rangoli Competition	12
24	6-9-2021	Woolen Stitching	20
25	7-9-2021	Self-Défense	20
26	3-2-2022	Website Development	20
27	4-2-2022	Medical Camp	20
28	11-11-2022	Mehndi Activity	30
29	14-11-2022	Basic Parlour Activity	20
30	4-3-2022	Dance Competition	64
31	4-3-2022	Singing Competition	64
32	25-03-2022	PPT Making	20
33	20-12-2021	Geodetic Survey Training	20

6.6 Facilities Exclusively Available for Girls:

The authorities have made available different facilities exclusively for girl students on the campus.



Girls Washroom



Sanitary Napkin Vending Machine



Student Facility Center



Drinking Water



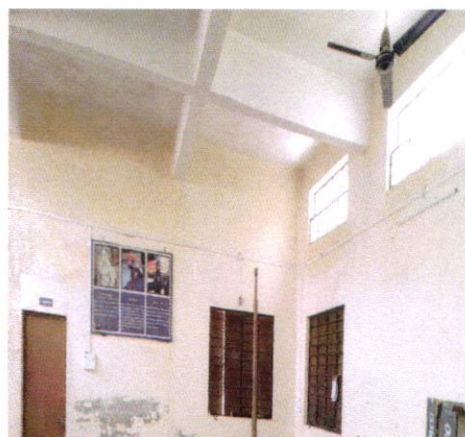
Wheelchair for Handicapped students



Separate section in the canteen for girls



Reading room for girls



Common room for girls

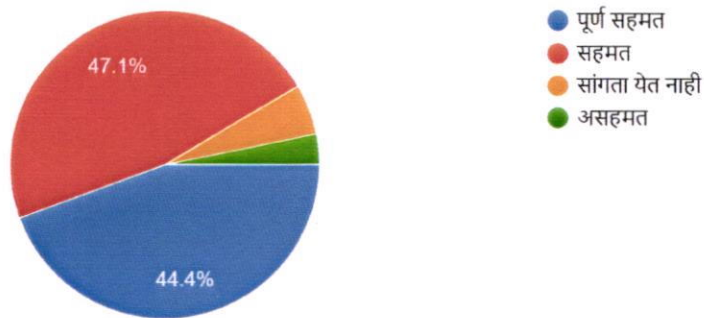
7. Student responses

The feedback responses have been gathered from students admitted in the college for different courses and faculties using structure questionnaires. The google form was structured and sent to the students through Whatsapp Groups and responses have been collected in spreadsheet for analyses. The data was analyzed and interpreted according to the objectives of the gender audit. The questions asked in the questionnaire cover gender sensitization in curriculum, gender equality in classrooms and programs conducted for the students, gender friendly policies and campus, securities and facilities available for women on the campus, etc. The responses of the students have been structured in four sequential options: Strongly Agree, Agree, Neutral and Disagree using 'radio button' in Google form.

1. Gender sensitization through curriculum conduct

The curriculum framed for different classes has included a gender equality approach in different sections. The student responses show satisfaction about the gender sensitization approach included in the curriculum. About 44% students strongly agree and 47% agree with the curriculum.

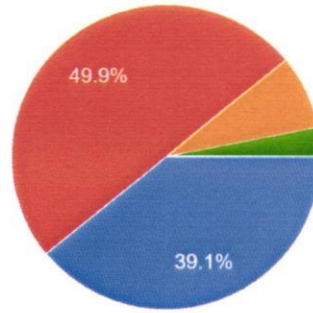
847 responses



2. Inculcation of gender awareness through different programs

About 39% students reported strong satisfaction and 49% satisfaction with approach adopted during conduction of different student program.

847 responses

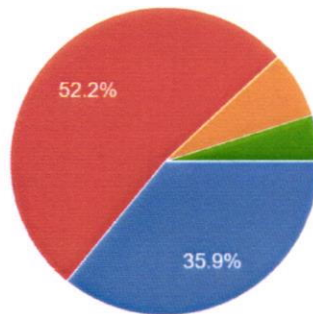


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सहमत
सांगता येत नाही
असहमत

3. Availability of toilet facilities

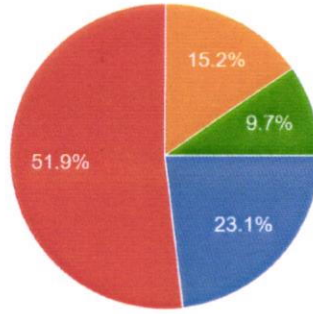
About 36% students are fully satisfied and 52% are satisfied about toilet facilities available in the college. Further, 23% students strongly agree and 23% agree with quality of the toilet facilities.

847 responses



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847 responses

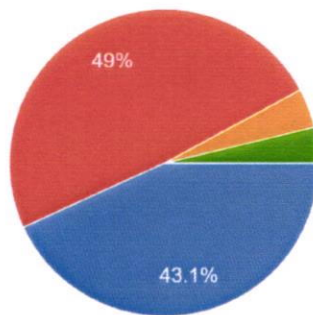


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4. Lighting on the campus

The campus is fully lightened with good quality for the security of girl students. About 43% students strongly agree and 49% are agree with quality of lightning on the campus.

847 responses

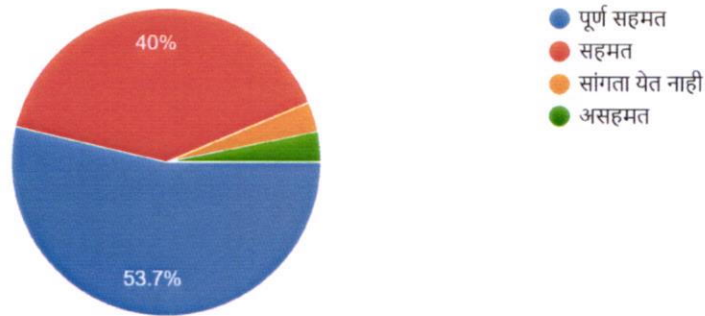


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5. Adequate security arrangements

The campus is fully covered by CCTV cameras, compound walls and security guards. About 54% students strongly agree and 40% are agree with arrangements of securities on the campus.

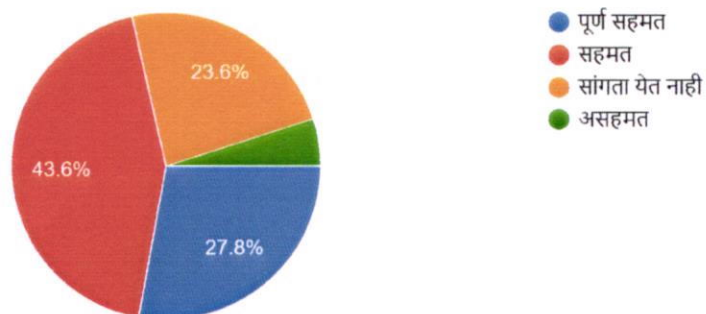
848 responses



6. Grievance Cells for Women

The cells have been established to address and solve the grievances of women teachers and girl students. About 27% students are well known and 44% known about these cell available on the campus to solve the grievances.

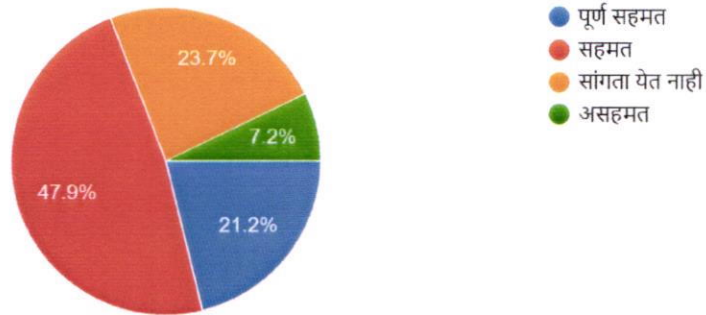
848 responses



7. Awareness about Women Grievance Cell

About 21% students are strongly aware and 47% are aware about the 'Women Grievance Cell' available on the campus to solve the grievances.

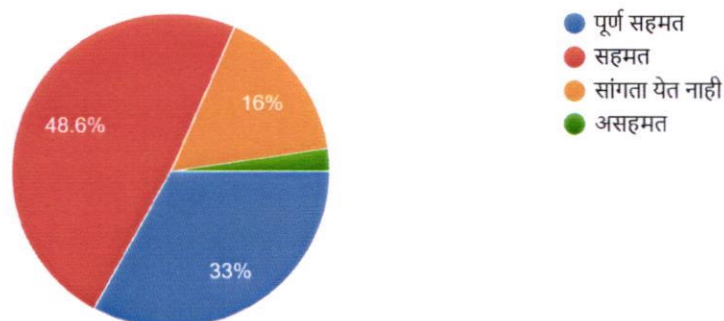
849 responses



8. Programs on Women Empowerment

The college has organized different programs for empowerment of women students and teachers. About 33% students strongly agree and 49% agree with programs organized in the college.

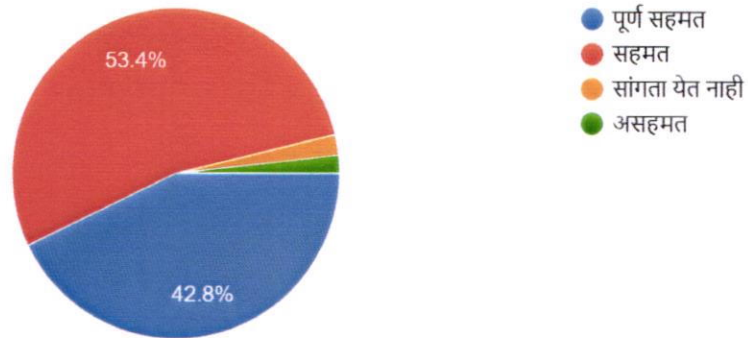
848 responses



9. Awareness about women discrimination and harassment

About 43% students are strongly aware and 53% are aware about the discrimination and harassment observed in the society.

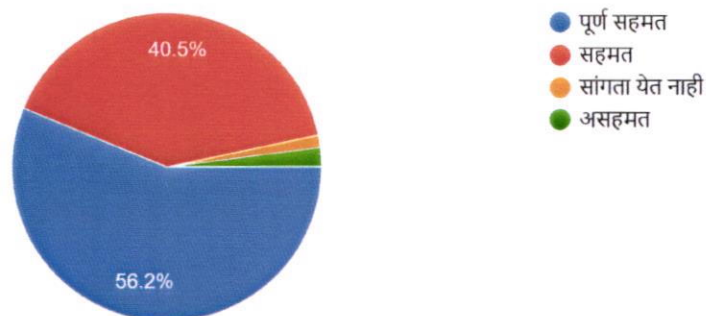
848 responses



10. Equalities in classroom teaching

About 56% students are strongly satisfied and 40% are satisfied about the gender equalities maintained during the classroom teaching in the college.

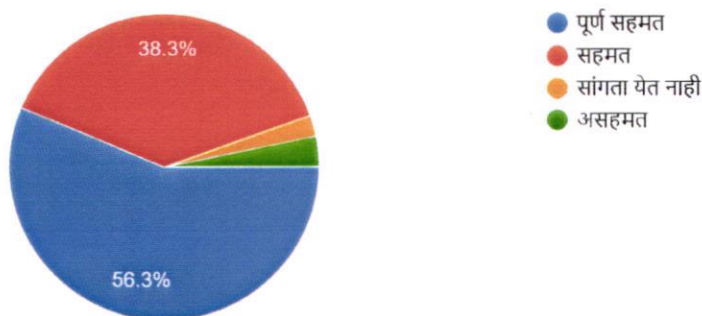
849 responses



11. Equalities in different co-curricular and extra-curricular activities

About 56% students are strongly satisfied and 38% are satisfied about the gender equalities maintained during the organization of different co-curricular and extra-curricular activities.

849 responses



8. Findings and Remarks

The committee reached to final comments and remarks on gender balance based reported data and analyses:

1. The focus on girl's education is clearly stated in the documents of the society.
2. The women friendly fallacies of the institute and college framed well.
3. Out of admitted students, 50% are girls studding in different classes and gating higher education.
4. Around 34-37% teachers and only 9-14% administrative staff are women.
5. About 50% participants of various scheme and programs are girl students.
6. The authorities have appointed various committees for prevention from harassments of girl students and women staff.
7. These committees are constituted according to rules and regulations and functioning well.



8. The college has organized women centric activities and programs for empowerment and overall development of girl students.
9. The facilities are made available for women to develop women friendly atmosphere in the college.
10. The majority of students studding in the college are satisfied about gender friendly curriculum, gender awareness programs, available facilities on the campus, security arrangements, fictions of different cells, etc.
11. The committee has suggested fallowing measures to improve gender balance in the college:
 - a) The institute should take care of recruiting more women as teacher as well as administrative staff.
 - b) The college should focus on women empowerment through organizing various programs.
 - c) The college promote girls to improve employability skills for better opportunities.

Appendix-I

Structured questionnaire used for collecting the student responses

अ.क्र.		पर्याय
१	महाविद्यालयात शिकविल्या जाणाऱ्या अभ्यासक्रमात स्त्री-पुरुष समानता या घटकाचा समावेश आहे.	पूर्ण सहमत सहमत सांगता येत नाही असहमत
२	महाविद्यालयात स्त्री-पुरुष समानता जागृतीसाठी कार्यक्रम राबविले जातात.	पूर्ण सहमत सहमत सांगता येत नाही असहमत
३	महाविद्यालयात मुलींसाठी पुरेशी स्वतंत्र प्रसाधनगृहे आहेत.	पूर्ण सहमत सहमत



		सांगतायेत नाही असहमत
४	महाविद्यालयातील मुलींसाठी उपलब्ध असलेल्या प्रसाधनगृहां मध्ये पुरेशा सुविधा आहेत.	पूर्ण सहमत सहमत सांगतायेत नाही असहमत
५	महाविद्यालय परिसरात पुरेशी प्रकाश व्यवस्था आहे.	पूर्ण सहमत सहमत सांगतायेत नाही असहमत
६	महाविद्यालय परिसरात सुरक्षिततेच्या दृष्टीने सुरक्षारक्षक, CCTV कॅमेरे, ई. आहेत.	पूर्ण सहमत सहमत सांगतायेत नाही असहमत
७	महाविद्यालयात 'महिलातक्रारनिवारण समिती' आहे.	पूर्ण सहमत सहमत सांगतायेत नाही असहमत
८	महाविद्यालयात 'महिला सबलीकरण' उपक्रमाबबिले जातात.	पूर्ण सहमत सहमत सांगतायेत नाही असहमत
९	समाजात होणाऱ्या महिलांचे शोषण- पिडणयांच्या संबंधी तुम्ही जागृत आहात.	पूर्ण सहमत सहमत सांगतायेत नाही असहमत
१०	महाविद्यालयातील 'महिलातक्रारनिवारण समिती'	पूर्ण सहमत



	च्याकामकाजाबद्दलमाहितीआहे.	सहमत सांगतायेतनाही असहमत
११	वर्गअध्यापनातमुलीआणिमुलेयांनासमानसंधीदिलीजाते.	पूर्णसहमत सहमत सांगतायेतनाही असहमत
१२	सांस्कृतिककार्यक्रम, खेळ, विविधयोजनावउपक्रमराबवतानामुलीआणिमुलेयांनासमान संधीदिलीजाते.	पूर्णसहमत सहमत सांगतायेतनाही असहमत

M. K. Jain

Co-ordinator

Internal Quality Assurance Cell*
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PRINCIPAL

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