

University of Pune



Maratha Vidya Prasarak Samaj
Karmaveer Raosaheb Thorat
Arts & Commerce College, Vani
Tal. Dindori, Dist. Nashik, Maharashtra State

Gender Audit Report
Academic Year - 2021-2022



Dr. P. M. Kamble
Head, Dept. of Sociology

Dr. R. D. Darekar
Principal



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Dr. Pravin M. Kamble
Convener



Dnyanjoyoti Krantijyoti Savitribai Phule



Born in 1831, Savitribai Phule was a social reformer and poet who championed the cause of women widows and Dalits in 19th century India, playing a significant role in improving women's rights. Savitribai Phule, first female teacher and head mistress of the first women's school in India. It is her struggle and story that marks the beginning of modern Indian women's' public life in India. She strongly spoke against the discriminatory boundaries imposed on women, which led to their oppression. The Pune University is named after Savitribai Phule, a 19th-century Indian social reformer who is known for her contribution towards empowerment and emancipation of women through education. Krantijyoti Savitribai Phule Women Studies Centre established in 1987 in University of Pune, is one of the foremost centers in the discipline of Women's Studies in the Country. The very name of the center invokes the ideals set out by Savitribai Phule and guides it to deal consciously with interlocking issues. So she is the pioneer of Women's Empowerment of our India.

We are proud to say that all branches of Maratha Vidya Prasarak Samaj are affiliated to Savitribai Phule Pune University. We are truly inspired by the Great personalities like Savitribai Phule who paved way to women's education. We are also blessed to have a woman as a Sarchitinis Hon. Nitin Thakre who takes utmost care to see that there is gender balance and equality at Sanstha level. It is also proud feeling to work under the Hon. Principal Dr.R D Darekar, an inspiring personality who motivates and guides all to work for students' community and society at large.



From the Desk of Hon. Adv. Nitin Thakre. MVP Samaj Nashik.



"Education is not preparation for life; Education is life itself"

This beautiful and profound statement encapsulates the value of education. Nothing can quite uplift our spirit in quite the same manner as education does. Education plays the role of a “catalyst” in gender sensitization. Maratha Vidya Prasarak Samaj, Nashik is committed to gender sensitization and believes in gender equality. Gender Audit is a participatory process and tool for identifying challenges to integrating gender in the organization’s systems and operations and in programs and projects. Gender Sensitization is one basic requirement for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender and in some acute cases even him or herself. The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existence, across the globe. But somehow in the recent times, a much stronger need is felt and realized to talk and discuss about this sensitive topic both on a Personal and Professional front. So under the guidance of our Mother Institute, colleges connected to it are taking efforts to create awareness about gender issues to build an egalitarian society. The Mother Institute has the steadfast faith in the dignity of women and therefore in sensitizing students about the gender issues by way of Curricular, Co-curricular and Extra- Curricular Activities. I hope that our vision would materialize as we are successfully braving all the difficulties.

The Maratha Vidya Prasarak Samaj is one of the most prestigious centers of learning in the State of Maharashtra. It has been over 108 years that it has stood the test of time to become a legend of unparalleled stature.

The motto of the Samaj is “Well-being and Happiness of the masses” which is fulfilled by all the healthcare institutions of the Samaj.



From the Desk of the Hon. Principal Dr.R D Darekar



Today we are in 21st Century still we find that female foeticides are killed and the ratio of girls in India is declining. This is a matter of worry and concern. So we strive for the overall development of the students. As women account for one-half of a country's potential, balanced sex ratio is desirable. Today India is progressing in all fields and has given opportunities to women to participate in different activities. We do find women taking part in different activities but this is just a small number of independent women on which we cannot bask our glory. Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered. The decline of females according to sex ratio of Vani is alarming as it reflects the persistent low status of women and girls. This is a matter of concern and the College strives hard to face these challenges. We have given importance to programmes and activities that will for sure foster women empowerment in campus and off campus. Statistics show that women are playing an important role in the development of the country and in the progress of societies but still rural areas need attention like Vani. Worldwide, most countries recognize that equal rights should exist between men and women. Many have produced regulations intended to fight discrimination and programs granting women access to Health, Educational, Economical Political, Social, Cultural and Agricultural Rights and treat as a human being. However, the fact remains that women have fewer opportunities than men. Our College makes an effort to bridge the gaps between inequalities and sustain with peace and harmony.



Preface

Our K.R.T. Arts and Commerce College, Vani recognizes the importance of Gender Audit for College Development and has been taking different measures and interventions. For the mainstreaming process to be effective, it necessitates to conduct Gender Audit in order to assess gaps and to come up with appropriate actions accordingly Gender Audit is a process and a tool for identifying challenges to integrating gender in the organization's systems and operations.

Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structures and proceedings. Globalization has presented new challenges for the realization of the goal of women's equality. This global issue related to women's liberation can be solved by creating gender awareness that will allow women to become more confident and move beyond other conventional gender stereotypes and rigid gender role definitions. It also documents good practices towards the achievement of gender equality. Gender Audit is in general an internal audit from a gender perspective. Ultimate goal is to achieve Gender equality.

The Gender Audit was conducted to analyze and evaluate the steps taken to make college campus safer for women. As the awareness of gender issues increase, women spontaneously take action against women's subjugation. The audit process involved was collection of data, choosing the sites to be audited, analyzing, evaluating, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

INTRODUCTION:

1.1. Pioneers of Maratha Vidya Prasarak Samaj



“Bahujan Hitaya Bahujan Sukhaya”



- These are the great visionaries who had the insight and they believed that unless and until we open the channels of education from pre-primary to higher level, the light of knowledge will not reach to the doors of the masses in the villages of Nashik district. History says that the credit for the birth of M.V.P.Samaj goes to the young, enthusiastic and devoted team of social workers and educationists who were inspired by the lives of Mahatma Jyotiba Phule, Savitribai Phule and RajashriShahuMaharaj of Kolhapur.
- These young leading lights include Karmaveer Raosaheb Thorat, Bhausaheb Hire, KakasahebWagh, Annasaheb Murkute, Ganpat Dada More, D.R.Bhosle, Kirtiwanrao Nimbalkar.
- Adv. BaburaoThakare and Dr.Vasantrao Pawar are the eminent architect of our Mother Institute.

1.2 About Our Parent Institute:



- The Maratha Vidya Prasarak Samaj, Nashik is one of the most prestigious centers of learning in the State of Maharashtra. It has been over 107 years that it has stood the test of time to become legend of unparalleled stature.
- M.V.P. Samaj is registered under Bombay Public Trust Act.
- MVP Samaj has established 487 educational & professional institutions. The spectrum of education institution encompasses Primary Schools, Secondary Schools, High-schools, Graduate & Postgraduate Colleges, Professional & Vocational Colleges like Engineering, Medical, Pharmacy, Agricultural, Law, B.Ed., M.Ed., Bio-Technology, Architecture, Computer Science, Polytechnic etc. The total strength of students is over 2,12,543 and has overall 9,374 staff members.



1.3 About the College



❖ Vision

“Bahujan Hitay Bahujan Sukhay”

“Mass Education for the Welfare of Masses”

The Kamaveer Raosaheb Thorat Arts and Commerce College, Vani was established in the year 1972. It aimed to be the pioneer among the colleges located in purely tribal and hilly area in providing value based quality education and tapping talent potentials hidden in the tribal and rural areas to generate human resource equipped with contemporary skills eventually leading to Nation Building. Our College is one of the best tribal colleges of our parent Institute Maratha Vidya Prasarak Samaj.



As mentioned earlier, our College is situated in a purely Tribal and Hilly area. The students from this area are socio-economic and educationally backward. Therefore, the vision, mission and objectives of our College are conditioned by the socio-cultural background.

Vision

Commitment to cater the educational, social, cultural and economic needs of the tribal and hilly area students and the Nation to create a humanitarian Society.

Mission Statement of the College

To impart and develop a culture of value based high quality teaching-learning by encouraging, generating and promoting excellence in curricular, extra-curricular, extension and research activities.

Objectives of the College

- To make relentless efforts to proliferate the higher education among the masses i.e. those who are socially, economically and educationally deprived in remote tribal and hilly area.
- To make special provision for growth of skill, knowledge and promote the art and culture in our tribal area.
- To motivate the students to develop their academic excellence with social responsibilities and values.
- To encourage and promote the study in current trends with innovative techniques and varied instructional strategies in the faculty of Arts and Commerce to keep pace with the global changing scenario.



- To provide opportunities to the students community to reach his/her highest personal and professional capability.
- To make our tribal students employable and financially self reliance by way ofingraining entrepreneur skills among them.
- To develop the personality and character of students by value education.

Thus the college aims at making higher education more meaningful and makes sincere efforts to live up to the quality expectations.

The Vision and Mission statement are communicated to other stakeholders through:

1. College website
2. Prospectus
3. College magazine
4. Display of it at several places in the college campus.



1. Concept of Gender Audit



❖ Gender

- Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.
- Gender equity requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equity does not mean that women and men become the same, but that their opportunities and life chances are equal.
- Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity. The state of being male or female (typically used with reference to social and cultural differences rather than biological ones).



- Gender Analysis takes into account social and economical differences between women and men at each stage of policy development for the purpose of:
- Revealing potential different impact of policy, program and law on women and men; Ensuring equal results for women and men, boys and girls, in measures design and implementation.
- Gender mainstreaming in relation to water is defined by the World Water Vision as follows:

“It (the gender approach) includes addressing practical and gender needs such as improving women’s conditions through the provision of water and sanitation closer to their houses as well as strategic gender needs: improving women’s position in society by increasing her awareness of her situation and her capacity to take decisions and influence change. A gender approach also seeks to prevent further overburdening of women and stresses the importance of not automatically reinforcing and perpetuating traditional roles. This implies the needs to address men as well as women, since men are required to change their attitude and behaviour to support this”. [World Water Vision, 1999]

❖ **Gender Audit**

- A gender audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structures and proceedings (including decision-making processes)
- A gender audit is essentially a “social audit”, and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audits”. It considers whether internal practices and related support systems for



gender mainstreaming are effective and reinforce each other and whether they are being followed.

- It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality.
- It also documents good practices towards the achievement of gender equality. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.
- A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender.
- **To do the Gender Audit:**
 - It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed;
 - monitors and assesses the relative progress made in gender mainstreaming;
 - establishes a baseline;
 - identifies critical gaps and challenges;
 - recommends ways of addressing them and -suggests new and more effective strategies;



- documents good practices towards the achievement of gender equality
- A participatory gender audit is a tool and a process based on a participatory methodology to promote organizational learning on how to practically and effectively mainstream gender in policies, programmes and structures and assess the extent to which policies have been institutionalized at the level of the organization.
- The Gender audit in our College was conducted to identify ways to make college campus safer for women. The audit process involved was collection of data , choosing the sites to be audited,analyzing, evaluating , writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations

3. Need of Gender Audit

- Today India is progressing in all fields and has given opportunities to women to participate in different activities. We do find women taking part in different activities but this is just a small number of independent women on which we cannot bask our glory. Women are at the lowest strata of society and we need to help them to face challenges by making them confident, self-reliable, independent, self-motivated and empowered.
- Women have primary roles in the collection, transport, use, and management of water and the promotion of sanitary practices, and yet are hardly involved in decision making in the sector.



➤ **Sex Ratio of World Population:**

The **sex ratio** at birth worldwide is commonly thought to be 101.68 boys to 100 girls, although this value is subject to debate in the scientific community. The **sex ratio** for the entire **world** population is 101.68 males to 100 females.

➤ **Sex Ratio of Indian Population:**

The rise in sex selection is alarming as it reflects the persistent low status of women and girls. The resulting gender imbalance also has a damaging effect on societies. Instances of increased sexual violence and trafficking have already been linked to the phenomenon. - It is seen that the number of girls is decreasing day by day and this is evident through the census taken after every ten years. The sex ratio of India is 1020 showing the increase the birth rate of girls.

➤ **Sex Ratio of Maharashtra:**

Even in Maharashtra we find the number of girls decreasing in comparison with boys. This surely needs attention to work on the problems leading to such decline. The sex ratio of Maharashtra is 906.

➤ **Sex Ratio of Nashik Population:**

Nashik is now developing due to industries and educational institutions but if we consider the sex ratio of Nashik which is 934 this shows the same deteriorating conditions of females.



➤ **Sex Ratio of Dindori Tehsil Population:**

Dindori Taluka of Nashik district has **total population of 315,709** as per the Census 2011. Out of which 161,500 are males while 154,209 are females. In 2011 there were total 58,271 families residing in Dindori Taluka. The **Average Sex Ratio of Dindori Taluka is 955**. As per Census 2011, all of the population of Dindori Taluka lives in urban areas. The average literacy rate in urban area is 77.5% and the sex ratio of Dindori Taluka is 955. The population of Children of age 0-6 years in Dindori Taluka is 43567 which is 14% of the total population. There are 22866 male children and 20701 female children between the age 0-6 years. Thus as per the Census 2011 the **Child Sex Ratio of Dindori Taluka is 905** which is less than Average Sex Ratio (955) of Dindori Taluka. **The total literacy rate of Dindori Taluka is 77.52%**. The male literacy rate is 73.03% and the female literacy rate is 60.33% in Dindori Taluka.

➤ **Present Scenario of Women:**

- There is a ban of sex determination test but still at some places it is done secretly. Girls are burnt for dowry, forced into prostitution, raped, abused, murdered, face acid attacks, kept away from all facilities, exploited at work places, paid less wages compared to males are the problems prevalent in every area. Girls from rural and tribal area face more problems than the urban due to less exposure and knowledge about the developing world, lack of facilities like internet, awareness about laws and health, stereotypes responsibilities and lack of confidence.
- Taking into consideration all the problems the college felt need for gender sensitization and has taken measures to ensure the safety of



females in the campus. College has emphasized more on gender balance by conducting various programmes for gender sensitization in our College.

- College has introduced various schemes introduced for Scheduled Castes (SC), Scheduled Tribes (ST), Minorities, Differently-disabled Persons and participation of women.
- The outcome of these touched different levels the college has plans to bring about conducive environment for girls and women for their overall development.

Objectives of Gender Audit

Main objectives include:

- To enhance self -esteem and self-confidence among our tribal and hilly area women students and staff;
- To create a feeling of empathy among the youth towards their fellow beings;
- To suggest measures for bridging the gender gap;
- To foster gender equality in all aspects of college community;
- To suggest measures for bridging the gender gap;
- To foster gender equality in all aspects of college community;
- To explore their innate talents and utilize them to the maximum for the betterment of the society;
- To increase awareness of women related social issues, health, employment and gender related matter;



- To realize the role of women in building up of a healthy society;
- To considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed;
- To monitor and assess the relative progress made in gender mainstreaming;
- To establish a baseline;
- To identify critical gaps and challenges;
- To recommend ways of addressing them and -suggests new and more effective strategies;
- To document good practices towards the achievement of gender equality.
-

4. Gender Sensitization in College

5.1 Women Empowerment through Women's Cell:

Women Empowerment refers to increasing and improving the social, economic, political, cultural and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as:

- To enable women to live their life with a sense of self-worth, respect and dignity,
- To have complete control of their life, both within and outside of their home and workplace,
- To make their own choices and decisions,



- To have equal rights to participate in social, religious and public activities,
- To have equal social status in the society,
- To have equal rights for social and economic justice,
- To determine financial and economic choices,
- To get equal opportunity for education,
- To get equal employment opportunity without any gender bias,
- To get safe and comfortable working environment,

5.2 Women's Cell

“I alone cannot change the world, but I can cast a stone across the water to create many ripples.” -Mother Teresa

“I think the most important thing people can do to save our planet and the human race is to empower women!” – Robert Ballard



• Formation of Cell:

The College Development Committee is one of the most prominent committees in the college. This committee plays an important role in overall



development of the College. We have women representative from the college and contribute towards the gender sensitization in our college.

Admission Com. Academic Calendar, Anti-Ragging Grievance Redressal Cell, Examination, Staff Academy, Gymkhana, N.S.S., Literary Association, Alumni Association, Library, Medical Inspection, IQAC, Cultural Career Counselling, CDC, Discipline Ladies, Welfare Students Council, Research Committee, Students Welfare Website Design P.G. Committee Magazine Committee, Student Council Debating & Elocution, Planning board Placement Support Cell, Gender Equity Annual Budget I.C.T. Infrastructure College Website, NAAC SSR University And UGC Nirbhay Kanya Commerce Association, Schemes Abhiyaan,. Anti Ragging, Annual Maintenance Committee,

Prevention, Prohibition and Redressal of Sexual Harassment

There are overall 50 committees which look into the issues of gender sensitization in College regularly.

Especially the following committees given below emphasize over the issues of girls & women.

❖ Women Cell:

- This Cell strives to create awareness building among girl student about self-protection.
- It actively engages in motivating girl students about their strengths and weaknesses. Protection of girls students is the main objective of this committee



- Women students are encouraged to share their views. Any member of the committee can be contacted for any kind of problems faced by woman students in the campus.

❖ **Woman Grievance Redressal Cell**

- This committee is formed to address issues under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013.
- The institute has constituted the Woman Grievance Redressal Cell to look into the grievances related to female students in the institute. The committee has been formed to take cognizance of the grievances related to the physical or mental harassment, if any, reported by girl students of the institute. The objective is also to look into the redressal of such complaints and to put a stop to any such undesirable activities.
- The Committee serves to present girl students with a forum to share grievances of a sensitive nature and support and counsel them. Seminars are conducted through various committees to sensitize them on security of women and enhance their awareness on such issues.
- The campus is adequately equipped with close circuit cameras at many locations (including all classrooms and common areas) which not only act as deterrents to misbehavior but also enable authorities to identify offenders, if any. The presence of female security guards on every floor and on many locations on the campus is also a positive step taken by the institute in this direction to avoid any untoward incidents.



❖ Prevention, Prohibition and Redressal of Sexual Harassment

- For gender equality & gender justice in all its intervention & practices Woman Grievance Redressal Cell was established under the Act No. 20 of 1990 of Govt. of India under the vigilant surveillance of then Principal Dr.R.D.Darekar in 2020 in K.R.T. Arts and Commerce College in Vani.
- These various committees take care to see that all the facilities are provided to girls and maintain gender balance. The Women Cell is responsible for looking into any complaints filed by students & staff about Woman Grievances at college. According to the Hon. Supreme Court of India definition of sexual harassment is any unwelcome sexually determined behaviour, such as:
 - Physical contact and advances
 - Demand or request for sexual favors
 - Sexually Colored remarks
 - Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature
- The Institution, in order to heighten the awareness and sensitivity to this important issue amongst all the female and male students and staff, organizes motivational and developmental activities, which include Guest lectures, Awareness drives, Community services, competitions, observing women related days and events, *Beti Bachao Beti Padhao* Abhiyan etc.



- The functions of the cell are to purely safeguard the rights of female students, faculty and staff members of women and also to provide a platform for listening to complaints. The Cell also tries to incorporate hygiene habits and ensure a healthy atmosphere in and around the college. It tries to equip them with the knowledge of their legal rights and redressal of their grievances.
- To facilitate speedy delivery of justice, meetings are organized regularly. The counseling cell processes oral and written complaints. Time to time the cell conducts seminars and lectures by specialists and eminent personalities to stop violence against women, sexual harassment at work and about health, hygiene etc.

❖ Objectives:

- To sensitize students about the various angles of gender issues.
- To conduct guest lectures on gender issues for developing right perspective towards them.
- To provide opportunities to extend services towards resolving gender related issues.
- To develop empathetic outlook towards women issues.
- To resolve any gender related issues arising in the Institution.
- To Women's Grievance Redressal Cell has been formed to resolve issues
- To equip the female students, faculty and staff members with knowledge of their legal rights.
- To safeguard the rights of female students, faculty and staff members.



- To provide a platform for listening to complaints and redressal of grievances.
- To incorporate hygiene habits and ensure a healthy atmosphere in and around the college.
- To ensure personality along with academic development of students.

➤ **Complaint Procedure:**

- Students report their grievance to the class Mentor.
- A member who feels that he or she has been harassed approaches the HOD and then the women cell's members

➤ **Discipline:**

Any member found to have harassed another member or guest is subject to appropriate disciplinary procedure action, including reprimands, suspension or termination of membership.

➤ **Complaint and Redressal mechanism:**

- After knowing grievance of students, class Mentor discusses it with the HoD and then an appropriate solution is found out. If not solved at this level then grievance is taken up to the Principal and legal advisor.
- The complainant shall be summoned to hear complaints (if necessary)
- After hearing of complaints, the committee shall take appropriate decision.
- The Women Cell comprises following members:



Sr. No	Name	Designation
1	Prin. Dr.R D Darekar	Chairman
2	Dr. Pravin M. Kamble	Coordinator
3	Smt. P. H. Gangode	Member
4	Smt. M L Shinde	Member
5	Smt. AshviniPagare	Member
6	Smt. I. S. Chavan	Member
7	Bharsat Shevantilahu	Girls Representative
8	Boke Maya Sanjay	Girls Representative
9	Valvi Roshan Rangnath	Boys Representative

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



In order to ensure implementation of the policy of "Zero Tolerance" for ragging of any kind within and outside the University, the **Anti-Ragging Committee** has been constituted Ragging has ruined countless innocent



lives and careers. In order to eradicate it, Honorable Supreme Court in Civil Appeal No. 887 of 2009, passed the judgment wherein guidelines were issued for setting up of a Central Crisis Hotline and Anti- Ragging database. The aim of the portal is to eliminate ragging in the entire campus. This will be achieved by preventing its occurrence and punishing those who indulge in ragging in accordance to the Supreme Court Regulations. If any person indulging in such type of an activity as Ragging, abusing, violent behavior, they should be reprimanded and immediately be reported by the witness to the respective numbers of the Anti-Ragging and Discipline Committee.

Following activities have been organized for creating awareness and contributing towards the cause of gender issues:

- Awareness programme was organized for the students with speeches and video Presentations. Students also took an oath to extend their services to eradicate the Problems of Sexual Harassment.
- College follows “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and takes efforts to create awareness among the parents.

5.2. Facilities for Students

- Separate Washrooms for Staff, Boys & Girls (with Wending Machine Facility), Girls Common Room with all basic facilities,
- 01 Seminar Hall, Canteen, Generator, ICT classroom



- Library facility with separate seating arrangement for Staff, Boys and Girls with separate washrooms, Textbooks, Reference books, e-literature, e-library
- Gymkhana Facility: with jogging track, Sports facilities for Outdoor and Indoor games, and Multi-station.
- CCTV surveillance, information boards, Unique ID number, Suggestion and Complaints box
- Medical check-up facility, Health insurance (University & mother Institute), *Vidyarthi Suraksha Yojana*, Students accident insurance policy, Water purifier
- Online admission, Placement cell, Counselling Cell, WomenCell, Bar Code System
- The needy students are allowed to pay the fees in installments

Dress code: To bring about discipline, equality and integrity, dress code is made compulsory for students for all the units of Mother Institute

➤ **Library Facility**

- Our College has a well-maintained library, having around 19,065 books with latest 30 magazines and Journals, and 5 newspapers. Reading room facility is also available with individual study zones for staff members as well as for students separate for boys and girls.
- The library is well equipped and computerized.



- Our College library has subscribed N-List INFLIBNET facility since 2012. Under N-LIST Programme an access to 6000+ E-Journals and 31,35,000+E-Books are made available to readers. This facility is being provided to research scholars, students and academicians.
- The Library timings are from 9 a. m. to 5.00 p. m. Library Facility is made available to all students. Independent Study room in the library for girls is made available so that girl students can study in silence.

❖ **Gymkhana Facility**

Well Equipped Gymkhana facilities are available for girl students for both indoor and outdoor games. Sports equipments are provided to all students. The Gymkhana timings are from 9 a. m. to 5 p. m.

Playground for Outdoor Games for all. The overall sport area is 3 acres.

Sports Activities :

Outdoor Games

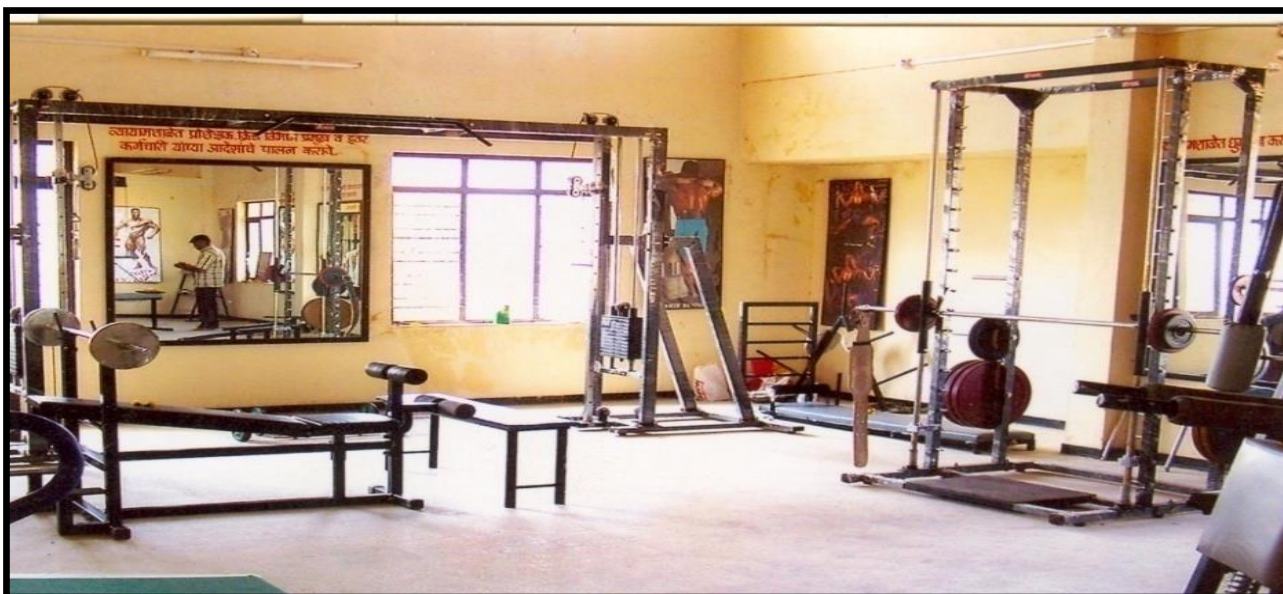
- Volley ball court
- Kho-Kho Court
- Badminton
- Handball court
- Kabaddi court

➤ **Indoor Games:**

- Gymnasium Hall
- Yoga
- Multipurpose Gymnasium Hall with Weight-Lifting, Power Lifting and Weight Training Best Physique, 6 Station Machine.

- Multipurpose Hall-Wrestling, Judo, Boxing, CaromTable,Chess.

Gymnasium Complex for Indoor Games



❖ Table describes the Gender Classification of Participation of Female and Male Students in Sports activities at Inter Zonal, Zonal, State, National and All India Level

Year	Level	Male	Female	Total	% M	% F
2021-22	Inter-Collegiate	65	37	102	63.72	36.27
	Inter Zonal	01	03	04	25.00	75.00



- Intercollegiate competition participation -55 students
- All India Inter University Yogasana Competition and National Khelo India Participation -01, Female 13
- **Medical Assistance given to students:**
 - **Health Checkup Camp**
 - General insurance policy is available for students i.e.Rs.165- as premium for insurance is collected from each students (New India Insurance Company)
 - General Health Check up Camps were organized through Mother Institute's Dr.Vasantrao Medical College & Research Center in our college to maintain good health in students.



- Medical tests like Hemoglobin, Thalassemia etc. were taken during these camps. Health programmes specifically targeting girls in the college are also being organized
- Through counseling cell we conduct sessions regularly on Yoga and Meditation
- Awareness drives conducted by the NSS and BSW on health issues such as Blood Donation, Aids Awareness, First aids, etc to increase awareness among the youth.
- Every year on 29th Aug. our mother institute organizes Blood Donation Camp on account of 'National Sports Day'. Apart from this our College also believes in social activities so Blood donation camps are also organized.
- Water purifier facility is available in the campus

❖ Blood Donation

➤ Table Showing the participation of the students in General Health checkup camps organized by the College

Table showing the Gender Classification of Participation of Males and Females in General Health Checkup Camp

Year	Male	Female	Total	% Male	% Female
2020-21	35	10	45	77.77%	22.22%

- There are 02 washrooms for males and 02 washrooms for females
- Ladies Washrooms are situated at different places in the campus.
- Wending Machine Facility is made available in the washroom.
- Water facility is available.
- Hygiene and cleanliness is maintained.





❖ Scholarships :

Importance of Scholarships

- Scholarships are the instruments of encouragement towards education and research for students.
- They are provided for candidates interested in college education, research and technical expertise
- Importance of scholarships is so high that even educational institutes, governments and also the sponsors are keenly interested due to hidden benefits.
- Scholarships in general encourage students to think of further studies.
- While for an education institute, scholarships provide extra funds and also help students' enrollment.
- For the sponsors, these scholarships brings fame, good will in the public and also tax benefits from the governments.
- Our College takes special efforts to see that students are benefited by scholarships and other schemes that will help them to continue with further education. Students are counseled and the forms and details are provided on the college website for students to avail the facility.

Provided Scholarships for students

<u>Name Of Scholarship</u>	<u>Category</u>	<u>Total Students Male /Female</u>		<u>M/ F Total</u>
1. Post Matric	S.C	27	36	63



Scholarship (Government Scholarship)				
	S.T	150	210	360
	O.B.C	20	27	47
	Other (N.T & S.B.C)	04	04	08
Total				478
2. The Youth Dreamers Foundation Scholarship	Open	00	10	10
Total				10

6. Programmes Fostering Gender Empowerment

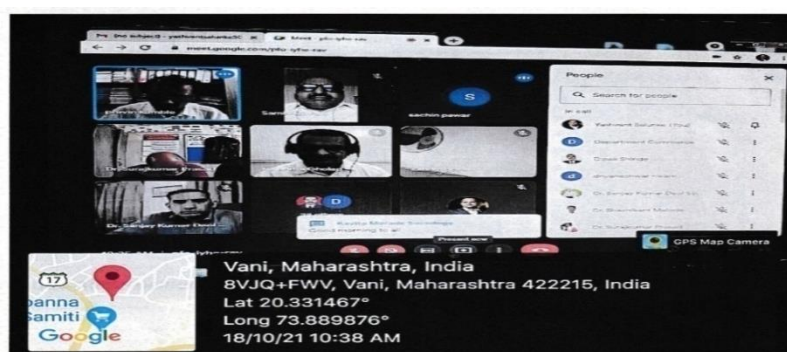
- College strives hard to bring about gender equality in the college campus as well as in the society. It also believes that it has some moral responsibility to instil among students the virtues of gender equality towards building up a gender-balanced society. To foster Gender sensitization and women Empowerment College has taken efforts to run some programmes like Earn and Learn, Personality Development Programme and NSS activities. To make women more self-reliable and confident College has also taken up some skill development based courses like Tally Course.
- **1. Organised Dept. of sociology webinar on 18th October 2021 topic on Effects of the Covid Pandemic on students of higher education.**



Year	Male	Female	Total	%Male	%Female
2020-21	104	66	170	61.17	38.82

❖ Gender sensitization under the Students Welfare Scheme

Women empowerment has become the dire need of the hour as women are still backward in certain areas as they lack awareness regarding their rights and duties. So they fail to grab the opportunities that come their way due to ignorance of certain rules and regulations. Prof. Sachin Lokhandethe of Arts Faculty is the ‘Students Development Officer’ and looks into the different programmes that foster women empowerment. If we can have more men supporting women at different levels it will help women to emancipate from the age old bondages and help to build an egalitarian society, Women just need to be treated as humans and equally be given their rights. Some policies and Programmes help women to build their confidence and become self- reliable. Schemes are made for the betterment of women. The facility is taken by the female students of this college. The IQAC Coordinator Dr. R. D. Gholap and Vice-Principal Dr. Y. M. Salunke also look into these programmes and motivate the staff to conduct such programmes from time to time.





Karmveer Bhaurao Patil Earn and Learn Scheme:

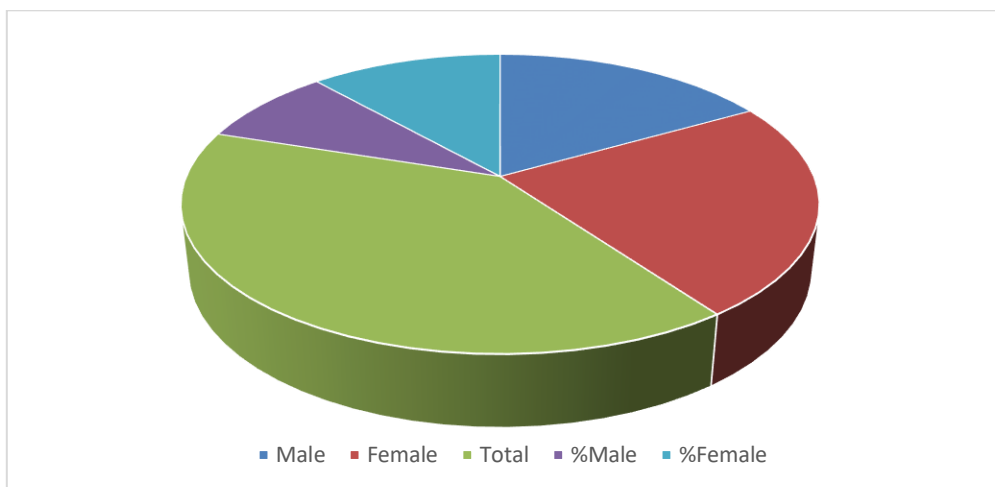
The main objective of the scheme is to develop a student as a multifaceted personality with academic excellence and a commitment to an egalitarian society. India lives in her villages and to bridge the gap between rural/tribal Bharat and urban India, this scheme is basically undertaken for the benefit of students coming from the tribal and hilly areas, who are economically backward, intelligent, and meritorious but cannot afford higher education, needy and financially hard pressed. It inculcates in the student the idea that no work is big or small and develops a work culture with the right aptitude. It is now been announced by our Vice-Chancellor, Dr. Narendra Jadhav that the scheme should be flexible to give work to those who demand it. This is a vision of keeping our youth gainfully employed as well as to contribute from civil society. This is a paradigm shift in the way we see higher education. This will make higher education accessible and available to the poor, meritorious and the marginalized. Students will understand the importance of dignity of labour, learn good habits of cleanliness and punctuality. They also will become confident and self-reliable

❖ National Service Scheme – NSS

Awareness about gender equality through NSS

Gender wise classification in enrollment of NSS Volunteers:

Year	Male	Female	Total	%Male	%Female
2020-21	84	116	200	42	58



\Fig-12. Gender classification enrollment of NSS Volunteers

Above table shows gender classification of NSS volunteers from the academic year 2020-21.

National Service Scheme Objective

- To understand the community in which they work
- To understand themselves in relation to their community
- To identify the needs and problems of the community and involve them in problem solving process
- To develop among themselves a sense of social and civic responsibility
- To utilize their knowledge in finding practical solution to individual and community problems
- Develop competence required for group living and sharing of responsibilities
- Gain skills in mobilizing community participation
- Acquire leadership qualities and democratic attitude

Motto - Not Me but You

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 develop appreciation to other person’s point of view and also show consideration to ‘/other living beings. The philosophy of the NSS is well



doctrined in this motto, which underlines/on the belief that the 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 Self Confidence in Girls. This helps in fostering women empowerment and develops gender sensitization.

Symbol:



The symbol for the NSS has been based on the giant Rath Wheel of the world famous Konark Sun Temple (The Black Pagoda) situated in Orissa, India. The wheel portrays the cycle of creation, preservation and release and signifies the movement in life across time and space, the symbol thus stands for continuity as well as change and implies the continuous striving of NSS for social change.

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 1972 with the objective of personality development of the students and faculty through community service. The National Social Service unit of the college is having 200 volunteers. Every year many outreach and extension programs are organized for the benefit of community. Special camps and other programs have been organized every year to undertake various activities such as,



• Tree Plantation	• Blood Donation Camps
• World Yoga Day(Online)	• Campus Cleaning programs
• Social, Education, Health and Hygiene related awareness rallies	• Communication on COVID-19 Vaccine Awareness Program
• Road safety week	• <i>Word Tribal Day</i>
• YuvaSuptha	• Women Empowerment program
• Value Education through Lecture Series	• Environmental Awareness, Constitution Day, AIDS Day

Involvement of Gender to create Eco Friendly Environment





❖ **Swachata Abhiyaan: Girls helping in Cleaning the Campus**

- **Swachh Bharat Abhiyan** (Clean India Movement) is a campaign by the Government of India to clean the streets, roads and infrastructure of the country's 4,041 statutory cities and towns. It includes ambassadors and activities such as run, national real-time monitoring or spread of updated NGOs practices.
- The campaign was officially launched on 2 October 2014 at Rajghat, New Delhi, by Honorable Prime Minister Narendra Modi. It is India's largest ever cleanliness drive with 3 million government employees, and especially school and college students from all parts of India, participating in the campaign.
- The girl students have also taken part in different activities like cleaning the campus and have also participated in the campaigns organized in Vani village and in adopted villages.

❖ **Constitution Day (26-11-2021)**

Celebrated Constitution Day Under The Programme Of Board Of Student And N.S.S.

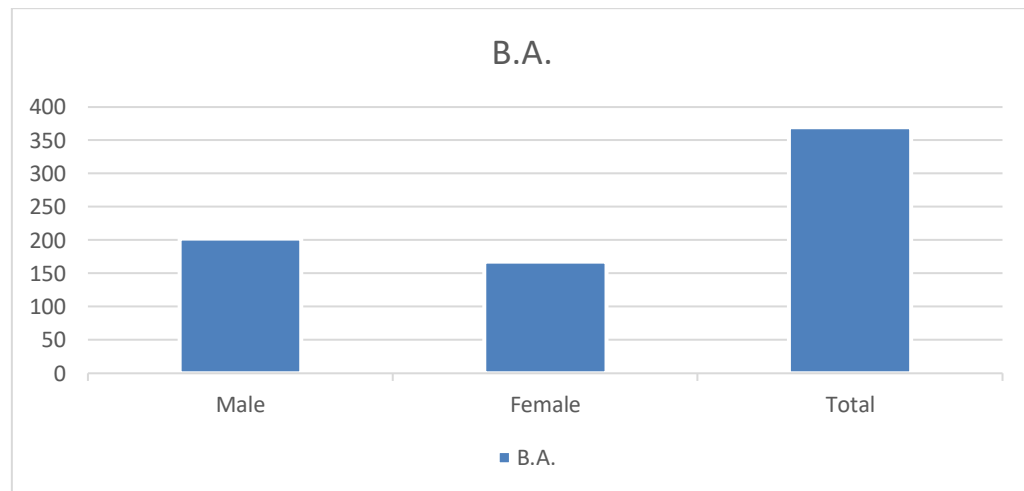
In This Occasion College Staff, Village Women's Students Taken The Oath Of Constitution.





Percentage Of Participated Students

Total	Male	Female	total
Students	35	40	75



❖ Marathi Bhasha Sanvardhan Pandharwada (From 14-01-2021 To 28-01-2021)



❖ Under The Programme Of Marathi Bhasha Sanvardhan Pandharwada
Department Of Marathi Conduct Following Programme :-

1.Participation In Poetry Reading Competition

2 Organize Books Exhibition

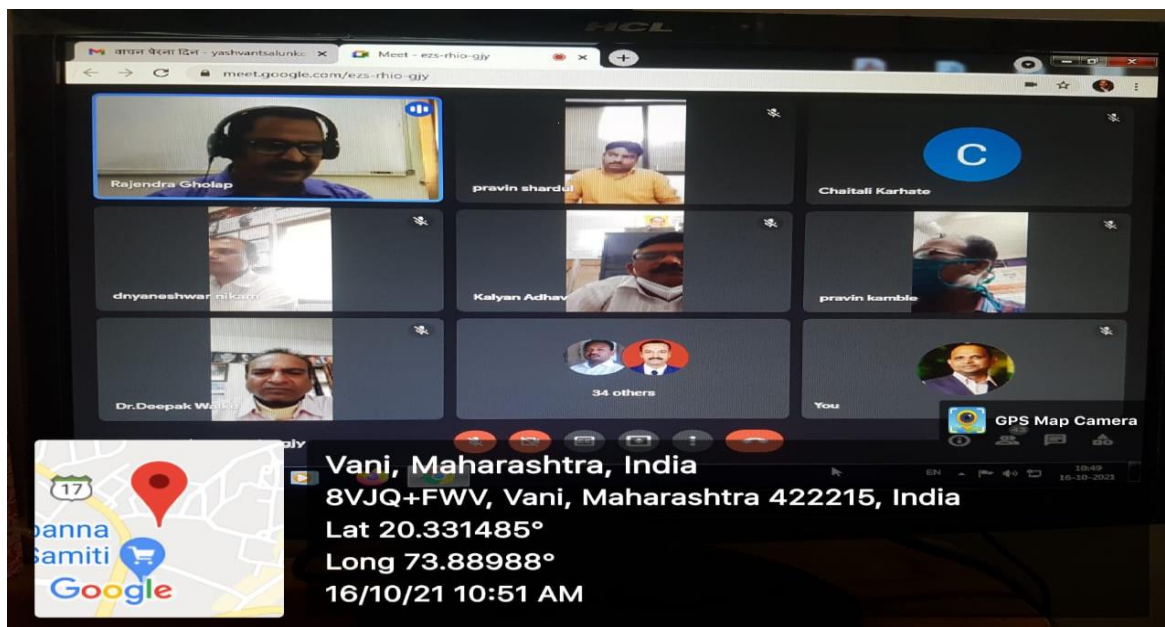


Percentage Of Participation Students Of Marathi Bhasha Sanvardhan Pandharwada

Total Students	Male	Female	Total
	29	32	61



On 15th October and 16th October 2021, Lectures were organized for Vachan Prerna Day



Percentage Of Participation Students Of Reading Inspiration Day

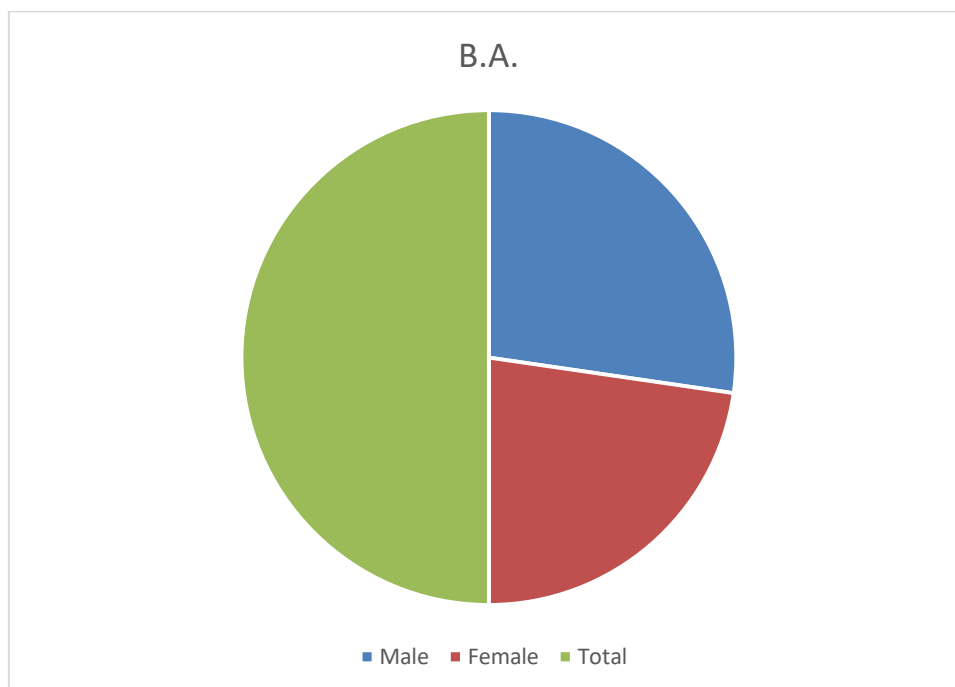
Total Students	Male	Female	Total
	21	20	41



Under The Programme Of N.S.S Department celebrating 'voters day'.

Total students Participations

Total students	Male	female	total
	60	65	125



❖ **Social, Education, Health and Hygiene related awareness rallies:**



❖ **(Yuva Week) (12-01-2022)**



Under The Programme Of N.S.S Department Celebrating Birth Anniversary Of Swami Vivekanand And Jijamata Jayanti And Various Programe.



Placement Cell Report (2021-22)

Due to Covid-19, pandemic, classes were through online mode. As less number of working days was available due to lock down, very few offline programmes were conducted.

Motivational talks 16-11-2021

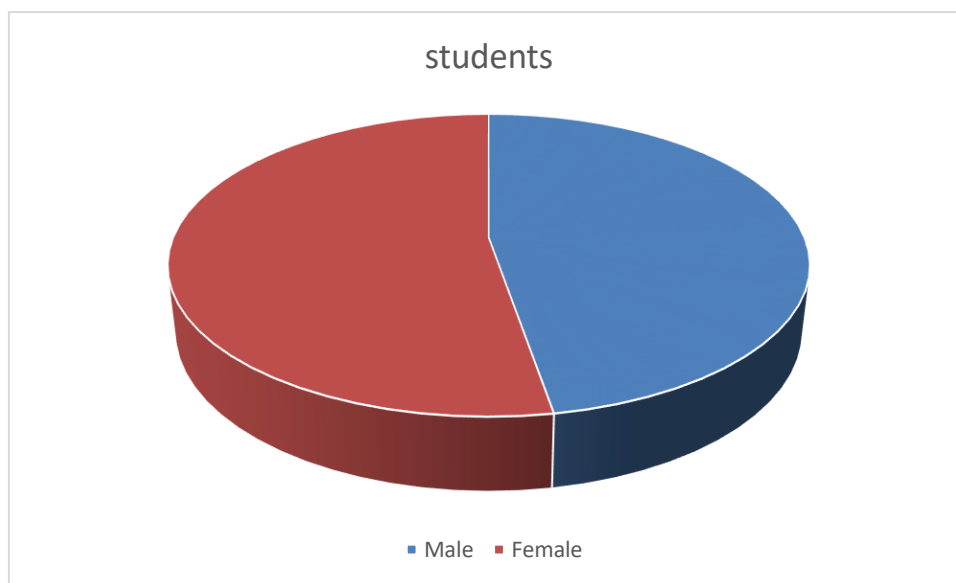
On 16-11-2021, from MVP's KRT Art's & Commerce College, Vani. Dr.Y.M.Salunke, Vice-Principale of the college and Dr. D. D. Walke Head of the Commerce Department, delivered lecture on the topic "Self-employment for unemployment". He said, enlightened as to, how to utilise the opportunities of self-employment. Entrepreneurship guidance bureaus, challenges of self-employment, openings and opportunities available for self-employment were explained in detail, to bring awareness about ways to overcome unemployment situations. Later on, during interaction session, along with the staff present during the programme, shared their experiences about self-employment. Students were benefited with the inputs provided by the experts. The programme was a grand success. In this programme 60 beneficiary students participated actively.

Gender Sensitization through College Magazine:

- The college Magazine gives a platform to students to express their views freely with confidence.
- From 2013-14 College is following the rules of University and is publishing College magazine to help in women empowerment and gender equality



Total Students	Male	Female	Total
	35	39	74



World Woman Day (8 March 2021)



Vani, Maharashtra, India
8VJQ+FWV, Vani, Maharashtra 422215, India
Lat 20.331427°
Long 73.889763°
08/03/22 10:56 AM

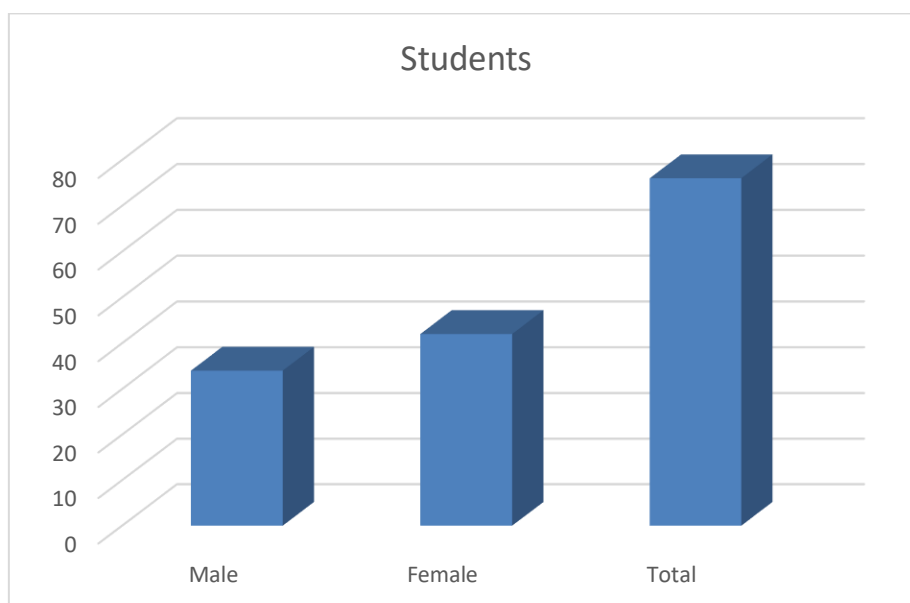


Celebrated World Woman Day Under The Programme Of Board Of Students Development And N.S.S

Participated and Performance Girls Students

Percentage Of Participation Students

Total Students	Male	Female	Total
	34	42	76



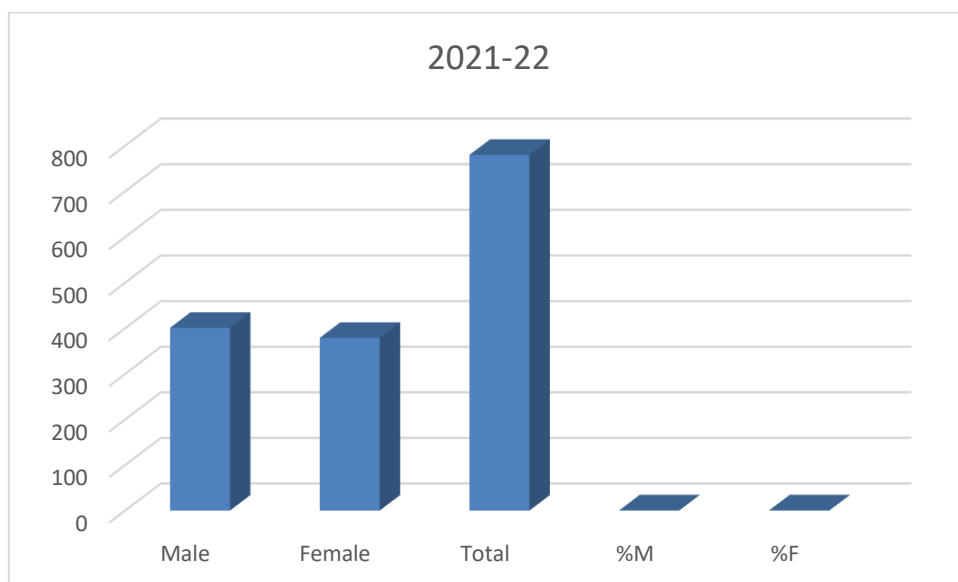


7. Gender Balance in College

❖ Admissions

- Gender Classification in Enrolment At UG & PG Level

Year	Male	Female	Total	%M	%F
2021-22	401	379	780	51.41%	48.58%



The Table and Graph shows the gender classification of males and female strength from 2021-22



Number of seats filled against seats reserved for various categories
(SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year)

Year	Class	SC		ST		OBC		Other (NT&SB C)		Category Total		General		Category & General Total	Total
2021 - 2022		M	F	M	F	M	F	M	F	M	F	M	F		
	FYBA(A)	10	05	35	56	02	01	02	00	49	62	04	05	120	412
	FYBA(B)	13	02	48	25	01	01	03	00	65	28	04	01	98	
	SYBA	02	02	41	39	02	00	02	00	47	41	00	03	91	
	TYBA	05	09	42	32	03	01	01	03	51	45	05	02	103	
	FYBCOM	09	03	25	19	08	07	02	04	44	33	14	10	101	237
	SYBCOM	02	03	12	21	09	12	02	02	25	38	04	08	75	
	TYBCOM	05	02	12	17	05	04	01	00	23	23	04	11	61	
	MA Part I Marathi	00	00	01	02	03	00	00	00	02	02	00	00	06	06
	MA Part II Marathi	01	01	03	00	00	00	00	00	04	01	02	00	07	07
	MA Part I Economics	01	02	04	05	00	02	00	00	05	09	00	04	18	28
	MA Part II Economics	02	00	04	01	00	00	00	00	06	01	01	02	10	
	MCOM I	03	04	05	08	04	08	02	01	14	21	07	06	48	90
	MCOM II	02	05	05	09	07	03	01	00	15	17	05	05	42	
Total		55	38	23	23	42	39	16	10	35	32	51	58	780	780
		93		471		81		26		671		109		780	

Field visit

Visit to school of Manali Mentally retarded children at vilholi Nashik on 13.04 .2022





Faculty Wise Gender Comparison: Academic Year 2020-21

Faculty	Male	Female	Total	%Male	% Female
B.A.	202	168	370	54.59%	45.40%
B.COM	75	136	211	35.54%	64.45%
M.A.	17	16	33	51.51%	48.48%
M.Com	33	39	72	45.83%	54.16%

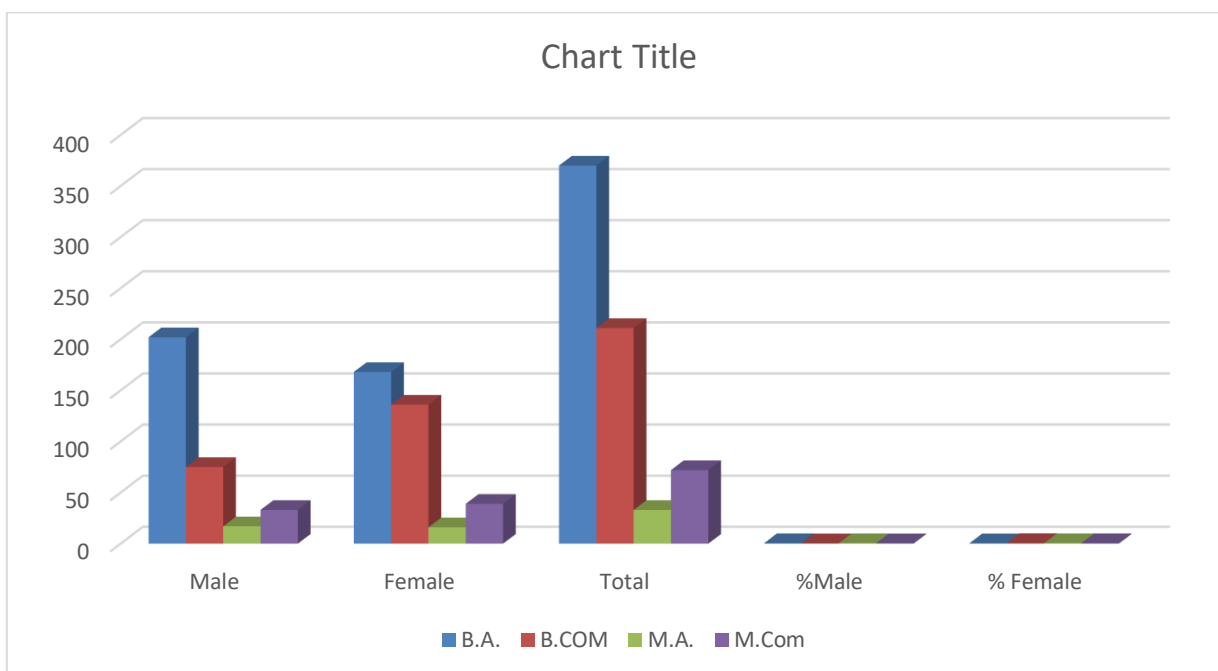


Fig show Faculty wise gender comparison 2020-21

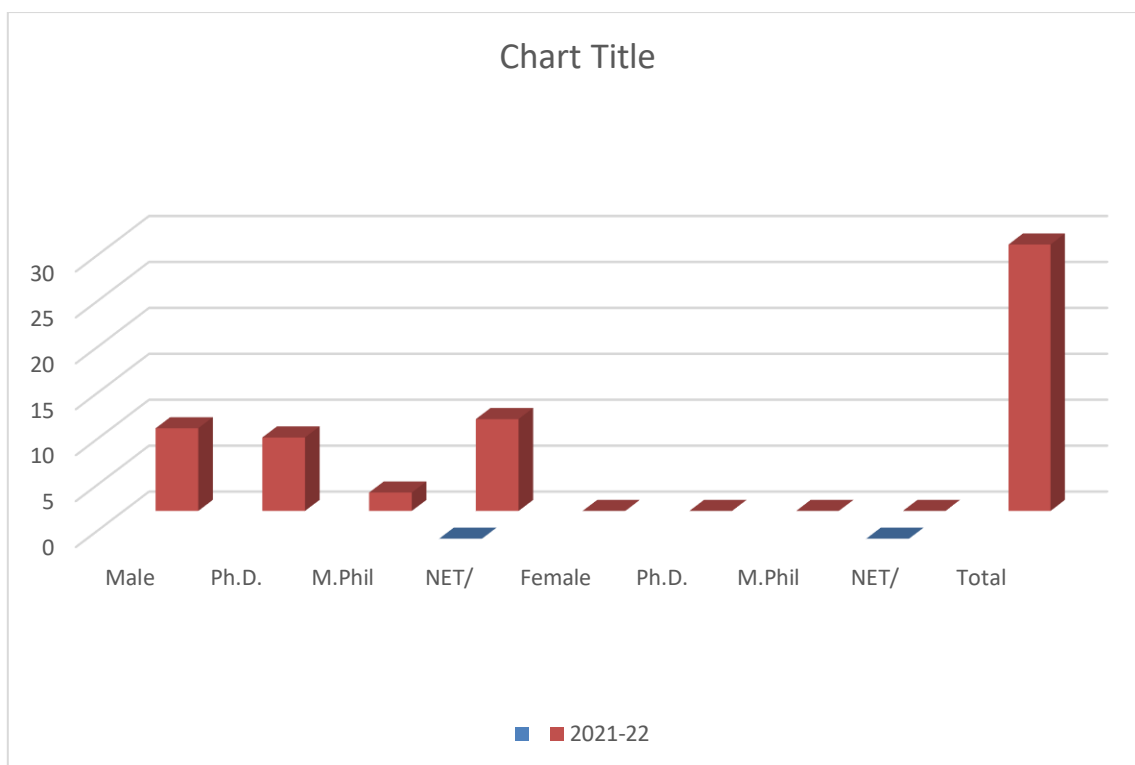
Gender classification of Teaching Faculty and Non-teaching staff

Gender classification-permanent teaching faculty with qualification:

Year	Male	Ph.D.	M.Phil	NET/ SET	Female	Ph.D.	M.Phil	NET/ SET	Total
2021- 22	09	08	02	10	-	-	-	-	29



Fig shows Gender classification-permanent teaching faculty with qualification

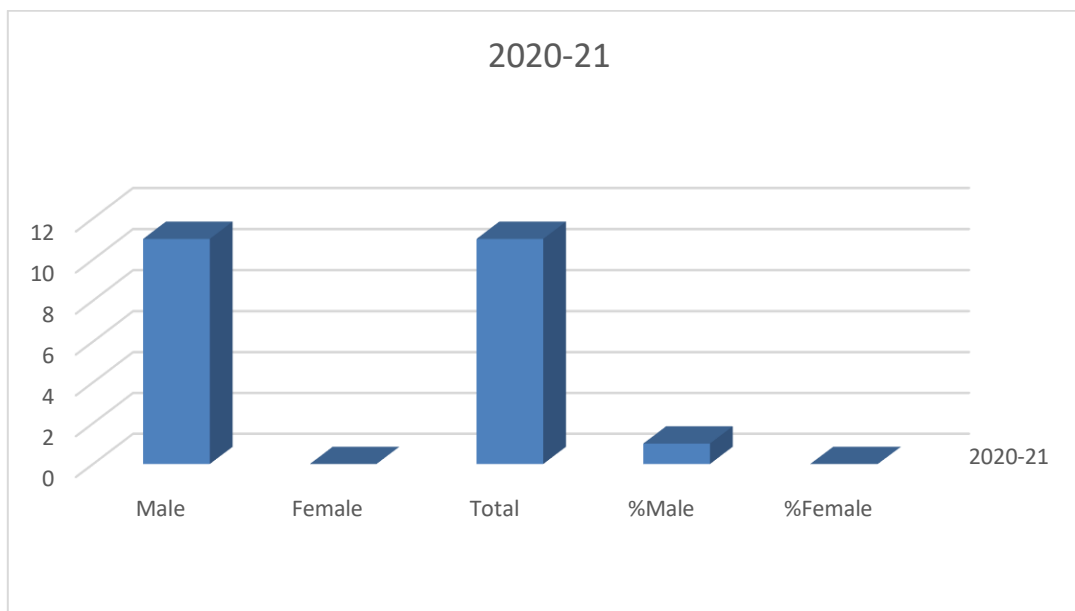


Gender difference permanent teaching faculty

Year	Male	Female	Total	%Male	%Female
2021-22	11	00	11	100%	0%

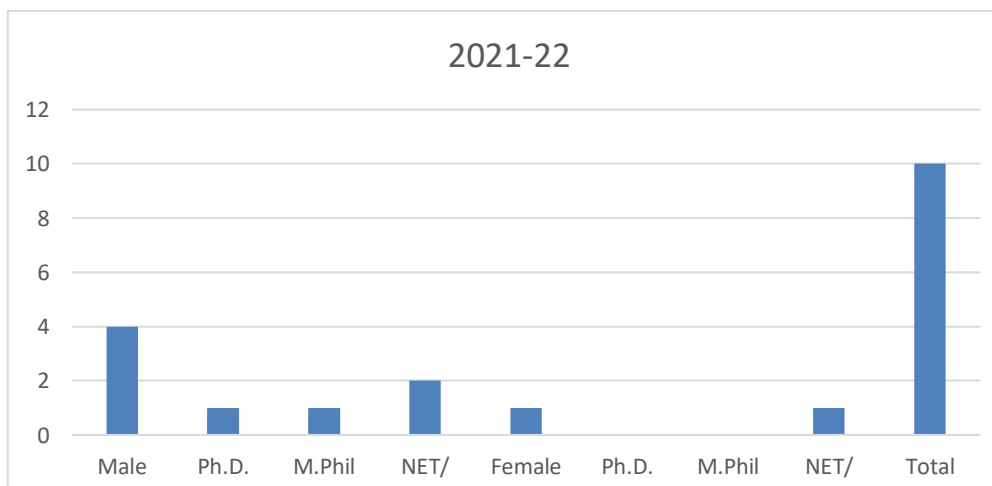


Fig-16. Gender difference permanent teaching faculty



Gender classification –C.H.B. Teaching faculty with qualification

Year	Male	Ph.D.	M.Phil	NET/ SET	Female	Ph.D.	M.Phil	NET/ SET	Total
2021-22	04	01	01	02	01	-	-	01	10

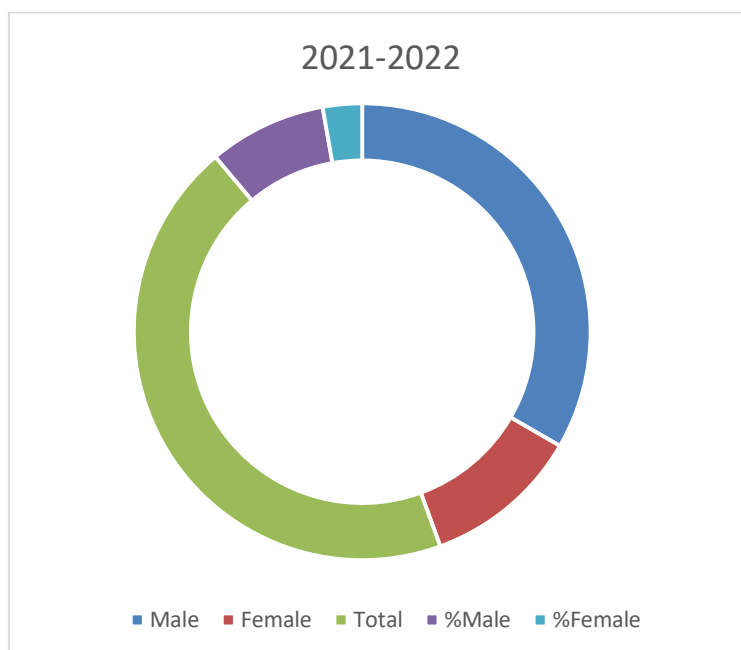




Gender difference Non-Grant teaching faculty

Year	Male	Female	Total	%Male	%Female
2021-2022	03	01	04	75%	25%

Fig-17. Gender difference Non-Grant teaching faculty





Gender classification of Non-teaching staff

Designation	2021-2022
O.S.	01
H. Clerk	01
Sr. Clerk	01
Jr. Clerk	03
Lib. Attendant	03
Peon	03

Faculty Wise Gender Comparison –

Yashvantarao Chavan Maharashtra Open University Distance Education –
Study Centre

2020-21

Faculty	Male	Female	Total	%Male	% Female
Preparatory	04	05	09	44.44%	55.56%
F.Y.B.A	26	20	46	56.52%	43.47%
S.Y.B.A	30	11	41	73.17%	26.82%
T.Y.B.A	40	17	57	70.17%	29.82%



Motivational lecture by Smt. Manjyot Patil, Saptshringi Niwasani Trust Trustee on the occasion of International Women's Day.



Motivational lecture delivered by Dr. Y.M. Salunke & Dr. D.D. Walke.



8. Our Pride

Faculty

Smt. M I Shinde

- Assistant Professor, Department of Sociology
- Member/Coordinator of Women Cell
- Member/Coordinator of Women Redressal Cell
- Member of Anti-Sexual Harassment Committee
- Member of Women Grievance Redressal Cell
- Published research papers in National and International peer reviewed journals
- Presented research papers in state, national, international seminars/workshops

Smt. P. H. Gangode

- Assistant Professor, Department of Sociology
- Member/Coordinator of Women Cell
- Member/Coordinator of Women Redressal Cell
- Member of Anti-Sexual Harassment Committee
- Member of Women Grievance Redressal Cell
- Published research papers in National and International peer reviewed journals
- Presented research papers in state, national, international seminars/workshops

Student Pragati Deshmukh

- Divisional Level Selection in Inter-College Yoga Competition
- Won gold medal in Khelo India national yoga competition.



सकाळ

‘खेलो इंडिया’साठी प्रगतीची घोडदौड वणी महाविद्यालयाच्या इतिहासात प्रथमच निवड

सकाळ वृत्तसेवा

वणी, ता. २० : जिद, चिकाटी व मेहनत या त्रिसुत्रीच्या जोरावर कोणत्याही क्षेत्रात एकना एक दिवस नक्कीच यश संपादन करता येते. हे शक्य करून दाखविले आहे शेतकरी कुटुंबातील प्रगती देशमुख या वणीच्या कर्मवीर रावसाहेब शिरात महाविद्यालयाच्या विद्यार्थीने. प्रगतीची खेलो इंडिया या राष्ट्रीय स्तरावरील स्पर्धेत योगा या क्रीडा प्रकारात निवड झाली आहे.

प्रगतीने डिसेंबर २०२१ मध्ये केआयटी भुवनेश्वर येथे झालेल्या अखिल भारतीय आंतरविद्यापीठ योगा राष्ट्रीय स्पर्धेत उल्लेखनीय कामगिरी बजावली होती. यातूनच सावित्रीबाई फुले पुणे विद्यापीठाच्या क्रीडा व शारीरिक शिक्षण मंडळाने प्रगतीची दुसऱ्या रीत खेळो इंडिया विद्यापीठ स्पर्धा-२०२१ योगा (मुली) संघात निवड करण्यात आली आहे. ही राष्ट्रीय स्पर्धा २९ एप्रिल ते १ मे २०२२ दरम्यान जैन विद्यापीठ बंगलोर येथे होणार आहे. प्रगतीने पहिल्याच प्रयत्नात हे यश मिळवले आहे. ती सध्या अर्थशास्त्र पान २ वर »



वणी : प्रगती देशमुखचा सत्कार करताना प्राचार्य डॉ. आर. डी. दरेकर, उपप्राचार्य प्रा. डॉ. यशवंत सालुंखे, प्रशिक्षक रवींद्र चव्हाण आदी.

“ प्रगती देशमुखने प्रथमच राष्ट्रीय स्पर्धेत सहभागाने महाविद्यालयाचे नाव राष्ट्रीय स्तरावर पोहचले आहे. प्रगतीच्या योगा स्पर्धेतील ऐतिहासिक कामगिरीने इतर विद्यार्थ्यांनाही प्रेरणा मिळाली आहे. सर्वच खेळात सहभागी होणाऱ्या खेळाडूंना आवश्यक प्रशिक्षण व सुविधा देऊन प्रोत्साहन देत आहोत. - डॉ. आर. डी. दरेकर, प्राचार्य वणी महाविद्यालय

“ मीदेखील राष्ट्रीय स्पर्धेत सहभागी झालेलो आहे. माझे विद्यार्थ्यांनीही राष्ट्रीय स्पर्धेत खेळून यश संपादन करावे अशी इच्छा होती. ती प्रगती देशमुखच्या रुपाने पूर्ण होत असल्याचा मनस्वी आनंद आहे. प्रगतीकडून पुरेपूर सराव करून घेत आहे. - रवींद्र चव्हाण, क्रीडा संचालक व प्रशिक्षक, वणी महाविद्यालय

“ मी अनेक स्पर्धांमध्ये सहभाग नोंदवला, परंतु खेळो इंडियासारख्या राष्ट्रीय पातळीवर सहभाग घ्यावा ही इच्छा आज पूर्ण झाली. त्यामुळे खूप आनंद झाला. स्पर्धेच्या दृष्टीने आवश्यक सराव करीत आहेत. - प्रगती देशमुख, विद्यार्थीनी वणी महाविद्यालय

Nashik, Sinnar
21/04/2022 Page No. 1

Namrata Shirsath

- Mahatma Gandhi Research Foundation, Jalgaon, got the first rank in Gandhi Thought Examination and achieved the gold medal.



सक्राळ



वणी : वणी महाविद्यालयाच्या नम्रता शिरसाठ हिचा सुवर्णपदक देऊन सत्कार करताना प्राचार्य डॉ. आर. डी. दरेकर, उपप्राचार्य प्रा. डॉ. यशवंत साळुंखे, शेजारी नम्रताचे पालक.

वणीच्या नम्रता शिरसाटला सुवर्णपदक

वणी : जळगावच्या गांधी रिसर्च फाउंडेशनद्वारे आयोजित गांधी विचार परीक्षेत कर्मवीर रावसाहेब थोरात कला आणि वाणिज्य महाविद्यालय वणी येथील नम्रता धनंजय शिरसाठ या विद्यार्थिनीचा जिल्ह्यात प्रथम क्रमांक आला, तिला सुवर्णपदक मिळाले आहे. प्राचार्य डॉ. आर. डी. दरेकर यांनी प्रमाणपत्र आणि सुवर्णपदक देऊन तिचा गौरव केला. अशा विद्यार्थ्यांमुळे महाविद्यालयाच्या नावलौकिकात भर पडत असते असे प्राचार्य दरेकर म्हणाले. या परीक्षेसाठी संपूर्ण जिल्ह्यातून अनेक विद्यार्थी प्रविष्ट होत असतात. त्यामुळे या विद्यार्थिनीला मिळालेले यश हे उल्लेखनीय आहे. उपप्राचार्य डॉ. वाय. एम. साळुंके, डॉ. आर. डी. घोलप, डॉ. सुरजकुमार प्रसाद, डॉ. प्रवीण कांबळे, प्रा. प्रवीण शार्दूल, डॉ. विजय गायकवाड उपस्थित होते.



9. Conclusion

Our Parent Institute is very much committed towards gender equality and gender sensitization. It has also strived hard to bring gender sensitization in all the units. This audit will contribute more to the process of mainstreaming gender, ensuring gender equity in education. It is found that our college has taken unremitting efforts to make the college campus more gender sensitive. The college being located in purely tribal and hilly area, this kind of initiation was genuinely required to give justice to our girl students coming from remote tribal and hilly area and from diverse socio-economic background. Our college is doing the best and feels proud in maintaining our entire college atmosphere a gender sensitive with deep respect towards girl students and women staff. In view of the SWOT ANALYSIS, there are lot of strengths of the girl students and female teaching and non-teaching staff of our college. The weaknesses can be overcome with meticulous planning. With the strong determination and power our college would certainly look into the recommendation and implement accordingly in future.



Maratha vidya Prasarak Samaj's

Karmaveer Raosaheb Throat

Arts and Commerce College, vani

Tal- Dindori. Dist-Nashik, Maharashtra -422215

Gender Audit Committee:

We, the undersigned have done the gender Audit of Maratha Vidya Prasarak samaj's

Karmaveer Raosaheb Throat Arts and Commerce College, vani. Tal- Dindori. Dist-Nashik, Maharashtra -
42221. On Thursday 10 March 2022. For the Academic year 2021-22

Mrs. Harshala Suryavanshi

Assistant professor. Department of Sociology. K.S.K.W.Arts. commerce and science College cidco Nashik

Mrs. Jijabai Gosavi

Assistant professor. Department of Sociology. K.S.K.W.Arts. commerce and science College cidco Nashik

Dr. R.D. Darekar

Principal

Maratha vidya Prasarak Samaj's

Karmaveer Raosaheb Throat Arts and Commerce College, vani

Dr. R.D. Gholap

IQAC Coordinator

Maratha vidya Prasarak Samaj's

Karmaveer Raosaheb Throat Arts and Commerce College, vani

Dr. P.M. Kamble

Department of Sociology

Maratha vidya Prasarak Samaj's

Karmaveer Raosaheb Throat Arts and Commerce College, vani