

Maratha Vidya Prasarak Samaj's K.R.T College of Arts and Commerce College Vani, Tal. -Dindori, Dist. -Nashik. Annual gender sensitization action plan 2023-24

Introduction

The Annual Gender Sensitization Action Plan aims to create a safe, inclusive, and equitable environment for all students, faculty, and staff at M.V.P. Samaj's Karmaveer Raosaheb Thorat Arts, Commerce and Science College, Vani. This plan outlines initiatives to raise awareness about gender equity, prevent discrimination, and provide support for women on campus.

Objectives

- To promote awareness of gender equality and sensitization among all stakeholders.
- · To ensure a safe and inclusive environment for women on campus.
- · To strengthen mechanisms for addressing gender-related issues.
- · To empower women through various activities and initiatives.

Key Components and Activities

- 1. Nirbhay Kanya Yojana:
 - Empower female students through self-defense training programs.
 - Conduct sessions to boost self-confidence and awareness about safety.

2. Workshops and Seminars:

- Organize lectures on gender equality, women's rights, and anti-harassment policies to mark International Women's Day.
- · Conduct workshops focusing on gender sensitization for students and staff.

3. International Women's Day Celebration:

• Host special programs, poster exhibitions, and cultural events to celebrate women's achievements and promote gender equity.

4. Facilities for Women:

- · Ensure the availability of clean and separate restrooms for women.
- Provide women-friendly infrastructure such as restrooms and health facilities.

5. Women's Cells and Committees:

• Women's Cell: Actively address the academic and social concerns of female students.

- Women Grievance Redressal Cell: Resolve complaints and support female students and staff.
- Prevention of Sexual Harassment Cell: Implement measures to prevent harassment and create awareness.
- 6. Feedback Mechanism and Gender Audit:
 - Conduct Gender Audits to evaluate the effectiveness of gender equity initiatives.
 - Develop feedback systems to monitor progress and identify areas for improvement.

Expected Outcomes

- Increased awareness of gender equity among students, faculty, and staff.
- Creation of a safe and inclusive campus environment.
- Enhanced participation of women in academic and extracurricular activities.
- Strengthened institutional framework for addressing gender-related issues.

The Annual Gender Sensitization Action Plan of Karmaveer Raosaheb Thorat College, Vani, reflects a strong commitment to empowering women and fostering a culture of gender equality. Collective efforts from all stakeholders are essential to achieve these goals and build a truly inclusive campus.



Prof. N. B. Borse Coordinator Internal Quality Assurance Cell KRT Arts and Commerce College, Vani. Tal. Dindori, Dist. Nashik

Maratha Vidya Prasarak Samaj's Karmaveer Raosaheb Thorat Arts, Commerce and Science College, Vani Tal: Dindori, Dist: Nashik (Maharashtra- 422215) International Women's Day



Name of Programme : International Women's Day

Date : 05/03/2024

Objective : To know the importance of International Women's Day To create public awareness on women's law To make known information about Cyber Security Act

Programme Information : On the occasion of International Women's Day, a program was organized for the students of the college on the topic of Women's Law Awareness. On this occasion, the keynote speaker Smt. S.R Bandal, Associate Civil Judge, Dindori Court guided the students of the college on the topic of Women's Law Awareness. He addressed that women should be aware of the law and strives to get legal justice without suffering injustice against them. And. Shirish Walke gave a detailed guide on Indian Women's Law about what laws should be known to women in India. Mr. Patil, API, Vani Police Station addressed that under the topic of cyber security, students should use information and technology properly and create public awareness about cyber security. While introducing this program, Adv. Shashikant Kshirsagar explained the purpose of creating awareness among college students about women's law and the importance of International Women's Day. Principal Dr. R.N.Bhavare as the president of the program while teaching the students of the college guides various subjects apart from the syllabus. Students should be aware about law in the college life. Said that such programs are organized regularly in the college to create awareness about the law in the society. On the occasion of this event, Adv. Shamrao Gatkal, Adv. Vikram Singh Raje, Adv. Devkar, Adv. Jagdish Ghumre, Adv. Kailas Gaikwad, Mr. Ramesh. Raut, Vice Principal Dr. Y. M. Salunke, IQAC Coordinator Dr. D. D. Walke. Prof.U.B.Deshmukh, Prof. Mrs. M.L Shinde, Prof. Mrs. N.K Khandve, college professors and 70 students were present.

Outcomes: 1)Students' understood the importance of International Women's Day.

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2) Awareness was created among the students about the Women's Act.3) Students were informed about Cyber Security Act.

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Snapshot of International Women's Day Programme



Smt. S.R. Bandal, Associate Civil Judge, Dindori Court while delivering a lecture on Women's Law Awareness on the occasion of International Women's Day.



Snapshot of International Women's Day Programme



Adv. Shirish Walke delivering a lecture on Indian Women's Law on the occasion of International Women's Day



Shri Patil Sir, API Vani Police Station delivering a lecture on Cyber Security on the occasion of International Women's Day



Snapshot of International Women's Day Programme



Prin. Dr. R.N. Bhavare while guiding on the occasion of International Women's Day



Adv. Shashikant Kshirsagar while introducing the program on the occasion of International Women's Day

Maratha Vidya Prasarak Samaj's

Karmaveer Raosaheb Thorat Arts and Commerce College, Va

Tal. - Dindori, Dist. - Nashik

Student Attendance Sheet

Title of the Activity: International Women's Day Day & Date of the Activity: Tuesday 05/03/2024

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Name & Signature of the Head/Coordinator/Members:

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Maratha Vidya Prasarak Samaj's Karmaveer Raosaheb Thorat Arts, Commerce and Science, College Vani, Tal-Dindori, Dist-Nashik.

Nirbhaya Kanya Abhiyan

Academic Year - 2023 -24

Dated 28/02/2024, Wednesday

In the academic year 2023-24, under Savitribai Phule Pune University and Student Development Board. Nirbhaya Kanya Abhiyan was organised On 28 February 2024 in Karmaveer Raosaheb Thorat, Arts, Commerce And Science College, Vani.

Dr. R. N. Bhavare, principal of the college, gave an introduction to the Nirbhaya Kanya Abhiyan program and explained its purpose. Vice Principal Dr. Y. M. Salunkhe and Head of Marathi Department Dr. Adhaav expressed their thoughts about this program. In a similar manner, Prof. M. L. Shinde questions what Nirbhay Kanya is? Student answered and also expressed their thoughts on how they should be physically, mentally, and intellectually empowered.

In the first session Prof. V.D.Bhusal gave a lecture on "Girls' Health" and guided the students on how to take care of their health.

In the second session, Prof. N.B. Kapadnis gave a lecture on the topic of women's rights and how students should be aware of their rights. Guided on how to become competent and fearless.

In the third session, Prof. N.K.Khandave explained how to develop personality. And gave tips on "Personality development", she gave an example of Dr. A. P. J. Abdul kalam, Sunita William, Sudha Murti and many more and states the point that how their personality helps them to become a confident person.

This program was moderated by Prof. D.A. Pawar. Madhuri Hire gave vote of thanks as a representative of students community. Vice principal Dr. Y.M Salunkhe, Head of the Marathi department Dr. Adhaav sir and all the professors and students were present in large numbers for this occasion. The number of students participants were 70.

Prof. M. L. Shinde Coordinator

Dr. R. N

PRINCIPAL K.R.T. Arts, Commerce & Science College VANI, Tal. Dindori, Dist. Nashik.

Principal

Commerce Maratha Vidya Prasarak Samaj's Karmaveer Raosaheb Thorat Arts and Commerce College, Vani Tal. - Dindori, Dist. - Nashik Student Attendance Sheet 2023-2024 Title of the Activity: Nirbhaya Kanya Abhiyan 28-02-2024 Day & Date of the Activity: Wednesday Mobile Number Signature Class Name of the Beneficiary Sr. No. 96734012.01 T.Y.B.O Haild Vishnul 15 Topole Belcer 9075637797 Shelake Alkita vilas TYBA 2 Admuste TYBA =6==3==96= Dipak chaitali Sonawane (R Bregwan 35 8866860787 Bagwan, Umme Roman SYBA 4 Hai 8010860216 3JB.A chaudhar Yogita Ashok 5 Rhub 9850060011 5.4.B.A Praikta Vilas 6) Deshmukh astro 9923421545 5. Y.B.A Hshok Bhoye 7 Yoghta Angal 8275728860 F-Y-B.GOM 3 Sampa Snehal Valal P.N.ShigETh f.7.B.A 9022525901 Nand 5 Puldi Shingth 4 965+016423 -. YOBA m Jadhav Jayshri Bhalchandre 10 9405139202 1.7.BH Somahath 11 Mdhdle Kisti 902/045132 5.4. BA Hashavant 121 Chhava Gavitt Baul 7499779142 SYBA Manik Kavezi 131 Gaikand Detulher 7666086925 F.Y.A.A Fulet 14 Durgel a 6 Marineron 9322121523 F-Y-B.A Mohar Sonal 15 Gai Ale 8830643568 T.Y.B.Com DIPali Ramesh 16 maugher audhari Vaishali Manohar 9356148580 T. 4. B. Com 14 01 8888121880 The full com kailas Sonala 18 FOR Sohn 7419819601 F.Y. Rcom Suni Sweets 19 ABchick 8208015164 F.Y.BCOM Aciditi Kailas Bahizeit 201 76666012116 Build Devider T.Y. B.Com 21 vidya Bagu 8263018848 22 T.U. Brom Salkh Mahale Adili 9146541736 Gaikwad Rekho Bhagwant T.V. A COM 231 Tunel 9890398167 S.Y.B. lom Gwari Shruti Santosh 247 Ahauktor 8669061537 5. BOM Balu Chaudhari ADJali 25 bonchale 808045142R G.V. D. com Mahale Rupali Devidas 26 5. J. B. Com 8767 33 9659 5. Y B com 98074 98091 Setelo Satule Storieli Charabakant 211 Vinod 28 Desai (Jayahi 8010517126 Mahake Jayashi Ramesh 5.4.B.A 29) Chappe 9834198769 That are toola Jagan I.B.A 30 Broti 9309930519 Suryvanshi Swati Gorakh S.V. B.A 31) 8922311821 05 Jadhar Gauri Ranghath S-V.BA 32) S.Y.G.A 7767887368 ABangurde Gangurde Admidpallo 331 Stadakhe 9921999807 P.Y.B.A Shrult Shive 34 adathe

Name & Signature of the Head/Coordinator/Members:

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Maratha Vidya Prasarak Samaj's

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Maratha Vidya Prasarak Samaj's Karmaveer Raosaheb Thorat Arts and Commerce College, Vani Tal. - Dindori, Dist. - Nashik <u>Student Attendance Sheet</u> 2023 - 2024 Title of the Activity: <u>Nirbhaya Kanya Abhiyan</u> Day & Date of the Activity: <u>Wednesday</u> 28-02-7075

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Maratha Vidya Prasarak Samaj's

Karmaveer Raosaheb Thorat Arts, Commerce and Science, College Vani,

Tal-Dindori, Dist-Nashik.

Academic Year - 2023 -24

Nirbhaya Kanya Abhiyan



Inaguration function speech by prof. M.L.Shinde and Chief Guest.



First Session Smt.V.D.Bhusal delivered lecture on Women's health.







Second session Prof. N.B. Kapdanis delivered lecture on Women's right.



Third session prof. N.K. Khandave delivered lecture on Personality development.



University of Pune



Maratha Vidya Prasarak Samaj, Nashik Karmaveer Raosaheb Thorat Arts andCommerceCollege, Vani

Tal. Dindori, Dist. Nashik, Maharashtra State

Gender Audit Report

2023-24

Prof. R.A. Indrekar

Dr. P. M. Kamble

Convener

Dr. R.N.Bhavare Principal

Co-convener

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Preface

K.R.T. Arts and Commerce College, Vani recognizes the importance of Gender Audit for college development and has taken different measures and interventions. For the mainstreaming process to be effective, it necessitates conducting Gender Audit to assess gaps and develop 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, programs, 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. The ultimate goal is to achieve Gender equality.

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

Acknowledgments

I acknowledge my deepest gratitude to all the members of Executive Committee of Maratha Vidya Prasarak Samaj, Hon. Sarchitnis Nitin Thakare and the Director, Hon. Pravin Nana Jadhav for their continuous guidance and encouragement. I render my special thanks to our Principal Dr. R. N. Bhavare, Vice-Principal, Dr. Y. M. Salunke, IQAC and NAAC Coordinator Dr. D. D. Walke, NSS Programme Officer Dr. S. S. Prasad, Student Development Officer Mr. S. B. Lokhande, Coordinator of Woman Cell Smt. M.L. Shinde , Director of Physical Education Mr. R. R. Chavan, Head Department. of Sociology Dr. P. M. Kamble, Head of Economics Dept. Dr. S. S. Prasad, Head of Marathi Department Dr. K. R. Adhav, Head of Geography Dept. Dr.P.S.Kudnar, Head of Commerce Dept. Dr. D. D. Walke and all the faculties CEO Dr. R. T. Ahire, Mr. U. B. Deshmukh, Mr.Y.S.Jadhav, Mr. A. M. Medhane, Mr. R. A. Indrekar. Mr. S. D. Watpade Mr. V. N. Mapari. Mr. K.R.Dere. Mr.S.D.Fugat, Smt.M.L.Shinde, Smt.S.H.Pawar, Smt.K.B.Pawar, for their valuable suggestions and guidance given to me from time to time in preparing GENDER AUDIT REPORT of Maratha Vidya Prasarak Samaj's Karmaveer Raosaheb Thorat Arts and Commerce College, Vani.

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Dr. Pravin M. Kamble Convener

Introduction About the College



"Bahujan Hitay Bahujan Sukhay"

"Mass Education for the Welfare of Masses"

The Karmaveer 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.

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 about, and differentiating between, masculinity and femininity. The state of being male or female (typically used concerning social and cultural differences rather than biological ones).
- Gender Analysis takes into account social and economic differences between women and men at each stage of policy development for:
- Revealing potential impacts 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 about 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 need to address men and women since men must 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 decisionmaking 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, analysing, evaluating, writing down the findings and sharing the results with the principle of the college for implementation of the recommendations

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, selfreliable, 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 sex ratio in India, which is the number of females per 1,000 males, was 1,020 in 2022, according to the National Family Health Survey (NFHS-5). This is a rise from previous years, such as 2013–2015, when the sex ratio was 900.

The sex ratio in India also varies by location, with 1,037 females per 1,000 males in rural areas and 985 females per 1,000 males in urban areas.

The government of India has taken several initiatives to improve the sex ratio, including the Beti Bachao Beti Padhao (BBBP) scheme. The BBBP scheme aims to prevent gender-biased sex selection, ensure the survival and protection of girls, and ensure their education and participation.

Sex Ratio of Maharashtra:

In 2020, the sex ratio at birth in urban Maharashtra was 870 females per 1,000 males. This was a decrease from 877 in 2019.

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 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 ages 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 workplaces, 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 abled Persons and participation of women.
- The outcome of these touched different levels the college has plans to bring about conductive 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.
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- > 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

Gender Sensitization in College

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,

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 Committee, 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, 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, Colleges Website, NAAC SSR University and UGC Nirbhay Kanya Abhiyaan, Commerce Association, Schemes. Anti Ragging Committee, Annual Maintenance Committee.

Prevention, Prohibition and Redressal of Sexual Harassment

There are overall 36 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 girl 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 investigate 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 at the institute. The objective is also to investigate 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 misbehaviour 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 interventions& practices Woman Grievance Redressal Cell was established under Act No. 20 of 1990 of Govt. of India under the vigilant surveillance of then Principal Dr. R. N. Bhavare in 2023 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's Cell is responsible for looking into any complaints filed by students & staff about Women.
- Grievance sat 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 favours
 - Sexually Coloured remarks
 - Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature
- The Institution, 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 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 counselling 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. N. Bhavre	Chairman
2	Asst. Prof. Smt. D. A. Pawar	Co-ordinator
3	Asst. Prof. Smt. M. L. Shinde	Member
4	Asst. Prof. Smt. K. B. Pawar	Member
5	Asst. Prof. Smt. H. S. Pawar	Member
6	Smt. Ashvini Pagare	Member
7	Gore Sonali Kailash	Girls Representative
8	Bodhare Gayatri Sanjay	Girls Representative
9	Jadhav Gauri Ranganath	Girls 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, Honourable 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 with the Supreme Court Regulations. If any person indulging in such type of an activity as Ragging, abusing,

violent behaviour, they should be reprimanded and immediately be reported by the witness to the respective numbers of the Anti-Ragging and Discipline Committee.

- The following activities have been organized to create awareness and contribute towards the cause of gender issues:
- Awareness program 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.
- The college follows "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and makes efforts to create awareness among the parents.

Women Grievance Redressal Cell, Prevention of Sexual Harassment & Anti Ragging Committee,

Sr. No	Name	Designation
1	Asst. Prof. Smt. M. L. Shinde	Co-ordinator
2	Asst. Prof. Smt. D. A. Pawar	Member
3	Asst. Prof. Smt. K. B. Pawar	Member
4	Asst. Prof. Smt. H. S. Pawar	Member

Facilities for Students

The Karmaveer Raosaheb Thorat Arts and Commerce College, Vani is always flourished with students. To avoid the rush and other mishaps, separate provisions are made at various places for girls.

- I. **Study Room:** A study room that caters well to the needs of all students as well as the staff.
- II. Separate Circulation Counters and Reading Rooms: Girls and boys have separate circulation counters as well as reading rooms in the library. It marks a discipline.
- III. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.

- IV. **Separate Book-issuing Centre:** There is a separate book-giving centre for lady students" which marks a discipline.
- V. **The Earn and Learn Scheme:** "The Earn and Learn Scheme" keeps gender equality in sight. The payment is given as per clock hour basis.
- VI. **Washroom Facility:** Girls and boys washrooms are situated in the College with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.
- VII. **Vending Machine:** Vending machine for Sanitary napkins and sanitary napkins disposal machine are which is placed in appropriate place with Instruction display in the college for proper utilization.
- VIII. Suggestion & Complaint Box: A suggestion box is provided for students which is opened on regular intervals and corrective actions are taken on the same.
- IX. **CCTV:** 08 CCTV cameras have been installed to look after the security aspect as well as management of the College. These have been installed in corridors, library, reading rooms, ground and office and exam department.
- X. Notice Boards: Notice boards are available on every floor as well as for every department.
- XI. **The facility of Gym: The** College has a spacious gym for girls and boys. In which all the students are encouraged to work out and be fit.
- XII. Medical check-up facility: General Health Checkup Camps were organized through Mother Institute's Dr. Vasantrao Medical College & Research Centre in our college to maintain good health in students.
- XIII. **Mentor Machine:** The teachers have proportionately distributed mentees for mentoring. They regularly mentor the students regarding the scope of their education, the career opportunities available and in general about leading a healthy stress-free life with confidence in anything they pursue.
- XIV. **Dress code:** To bring about discipline, equality and integrity, the dress code is made compulsory for students for all the units of Mother Institute.
- XV. Fees instalments: The needy students are allowed to pay the fees in instalments.

GENDER RATIO AT ALL LEVELS

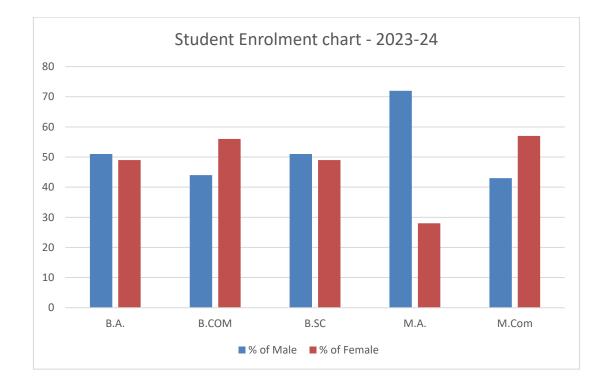
Number of seats filled against seats reserved for various categories. (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats

The Table and graphs show the gender classification of males and females' strength in 2023-24

	Class	SC		ST		OBC	2	Oth	er	Cate	gory	Gen	eral		Tot
								(NT	&	Tota	I			Total	al
								SBC	C)						
2023 -		М	F	М	F	M	F	M	F	M	F	M	F		
2024	FYBA(A)	07	04	46	49	04	02	01	00	58	55	02	03	118	306
	FYBA(B)	04	01	25	09	00	00	02	00	31	10	06	02	49	
	SYBA	03	03	21	36	00	05	00	00	24	44	03	01	72	
	ТҮВА	07	04	24	25	01	02	00	00	32	31	03	01	67	
	FYBCOM	07	03	13	15	06	11	00	01	26	30	09	07	72	182
	SYBCOM	02	00	07	15	03	05	01	02	13	22	05	08	48	-
	ТҮВСОМ	08	02	14	15	04	06	00	03	26	26	02	08	62	
	F.Y.B.Sc	03	03	15	05	04	05	00	01	22	14	02	02	40	68
	S.Y.B.Sc	00	03	04	09	04	03	00	00	08	15	03	02	28	
	MA Part I	00	02	01	00	01	00	00	00	02	02	01	00	05	09
	Marathi														
	MA Part II	00	01	00	02	01	00	00	00	01	03	00	00	04	
	Marathi														
	MA Part I	00	00	00	02	01	00	00	00	01	02	00	00	03	13
	Economics														
	MA Part II	05	00	01	01	01	00	00	00	07	01	02	00	10	
	Economics														
	MCOM I	00	01	00	01	07	06	00	00	07	08	02	01	18	37
	MCOM II	01	02	03	02	02	04	00	00	06	08	00	05	19	1
		47	29	174	186	39	49	04	07	264	271	40	40	615	615
	Total	76	1	360	1	88	1	11		535	1	80	1	615	1

The Graph show the gender classification of males and females' strength in 2023-24

	Male	Female	Total	% of Male	% of Female
B.A.	159	147	306	51	49
B.COM	81	101	182	44	56
B.SC	35	33	68	51	49
M.A.	16	06	22	72	28
M.Com	16	21	37	43	57



Gender classification of Teaching and Non-teaching staff

Year	Male	Female	Total	Ratio	
				Male	Female
2023-24	19	04	23	83	17

Gender classification of teaching faculty:

Gender classification of Non-teaching staff

Year	Male	Female	Total	Ratio	
				Male	Female
2023-24	21	01	22	95	05

GENDER RATIO IN SPORTS ACTIVITIES

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
	Inter-Collegiate	30	39	69	44	56
2023-24	Inter Zonal	03	00	03	100	00
	All India Level (National)	02	00	02	100	00



Dhanurasana, Shalabhasana in All India Yogasana National (Boys) Competition



Dignitaries while inaugurating various competitions held on the occasion of National Sports Day

GENDER RATIO IN ENROLLMENT IN HEALTH CHECKUP

• 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 student (New India Insurance Company)
- General Health Checkup Camps were organized through Mother Institute's Dr.Vasantrao Medical College & Research Centre in our college to maintain good health in students.
- Medical tests like Hemoglobin, Thalassemiaetc. were taken during these camps. Health programmes specifically targeting girls in the college are also being organized.
- Through counselling 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.
- Table showing the participation of the students in General Health checkup camps organized by the College.

Year	Male	Female	Total	% Male	% Female
2023-24	97	153	250	39	61



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 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 help students' enrolment.
- For the sponsors, these scholarships bring fame, good will in the public and 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 counselled and the forms and details are provided on the college website for students to avail the facility.

Following scholarship schemes are provided to students in the college

- 1. Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojna (EBC)
- 2. Rajarshi Chhatrapati Shahu Maharaj Merit Scholarship for VJNT & SBC Category
- 3. Tuition Fees and Examination Fees to SBC/OBC/SC/VJNT Students
- 4. Post-Matric Scholarship for SC Students
- 5. Post-Matric Scholarship for OBC Students
- 6. Post-Matric Scholarship for VJNT Students
- 7. Post-Matric Scholarship for SBC Students

Provided Scholarships for students.

Department	Scheme	Approved By Institute	Approved By Department	Alloted
Directorate of Higher Education		54	54	54
OBC, SEBC, VJNT & SBC Welfare Department	Post Matric Scholarship to OBC Students	70	70	70
	Post Matric Scholarship to VJNT Students	10	10	10
	Tuition Fees and Examination Fees to OBC Students	2	2	2
OBC, SEBC, VJNT & SBC Welfare Department Total		82	82	82
Social Justice and Special Assistance Department		59	58	58
Tribal Development Department		295	295	295
Grand Total		490	489	489

Programmes Fostering Gender Empowerment

College strives hard to bring about gender equality in the college campus as well as in the 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.

* Gender sensitization under the Students Welfare Scheme

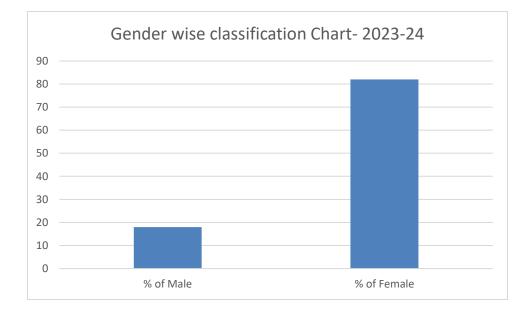
Women empowerment has become the dire need of the hour as women are still backward in certain areas as they lack awareness regarding their rights and duties. So, they fail to grab the opportunities that come their way due to ignorance of certain rules and regulations. Prof. Sachin Lokhandeof Arts Faculty is the 'Students Development Officer' and investigates the different programmes that foster women empowerment. 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 at 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.

Karmaveer 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 has 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.

Gender wise classification

Year	Male	Female	Total	%Male	%Female
2023-24	03	14	17	18	82







GENDER RATIO IN ENROLLMENT IN NSS

National Service Scheme – NSS

Awareness about gender equality through NSS

Gender wise classification in enrolment of NSS Volunteers:

Academic year 2023-24.

Year	Male	Female	Total	% of Male	% of Female
2023-24	85	115	200	42.5	57.5

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.

Involvement of Gender to create Eco Friendly Environment

Swachata Abhiyaan: Girls participation in Cleaning the Campus

- Swachha 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 Honourable 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.

<u>Nirbhaya Kanya Abhiyan</u>

Participated and Performance Girls Students Percentage of Participation Students

Total	Male	Female	Total
Students	00	70	70



GENDER BALANCE IN COLLEGE COMMITTEES

(Participation of Female teachers in various college committees)

Sr.No.	Name of Committee	202	2023-24		
		Male	Female		
01	Student Council (Senior College)	08	01	09	
02	Gender Equity Programme	03	03	06	
03	College Website Development Committee	05	01	06	
04	Women Grievance Redressal Cell, Prevention of Sexual Harassment & Anti Ragging Committee, Nirbhay Kanya Abhiyan	01	03	04	
05	Grievance Redressal Cell	04	01	05	
06	Women Grievance Redressal Cell	02	01	03	

GENDER SENSITIZATION ACTIVITIES

Gender Equity Programs List

Academic Year2023-24

Sr.No.	Title of Activity	Date	Organized	Bene	ficiary	Total
				Male	Female	
1	International Yoga Day	21 st June 2023	Sports	18	14	32
2	Voter Registration Day	02 nd August 2023	Political Science	02	33	35
3	Wildlife Conservation Day	03 rd August 2023	N. S. S	27	30	57
4	World Tribal Day	09 th August 2023	N.S.S	47	39	86
5	Samaj din Program	09 th August 2023	History	55	25	90
6	Meri Matti Mera Desh	27 th September 2023	N. S. S	10	22	32
7	Tree Plantation	31 st Sept. 2023	N.S.S	05	26	31
8	Health Camp Organisation	13 th October 2023	Sports	93	153	250
9	Constitution Day	26 th November 2023	Political Science	02	33	35
10	Gandhi Sanskar Day	12 th October 2023	History	16	16	32
11	Vachan Prerna Din	16 th October 2023	Marathi	19	36	55
12	Rashtriya Ekta Divas	31 st October 2023	N. S. S	02	14	16
13	World Aids Day	01 st December 2023	N. S. S	09	21	30

14	Consumer Day	24 th December 2023	Commerce	16	19	35
15	Vallue Education and	13 th January	Sociology	22	40	62
	Meditation	2024				
	Programme					
16	Marathi Bhasha	22 nd January	Marathi	05	08	13
	Sanvardhan	2024				
17	<u>A Class Seminar on</u>	07 th February	English	04	19	23
	<u>'Nature and Human</u>	2024				
	<u>Beings Relationship'</u>					
18	ShivJayanti Utsav	19 th February	History	18	35	53
		2024				
19	Maharashtra	22 nd February	Sociology	07	28	35
	Superstition	2024				
	Eradication					
	Programme					
20	Marathi Bhasha	27 th February	Marathi	16	22	38
	Gaurav Din	2024				
21	Nirbhaya Kanya	28 th February	Political	00	70	70
	Abhiyan	2024	Science			
22	International	8 th March 2024	Political	29	41	70
	Women's Day		Science			
23	Shahid Din Report	23 March 2024	History	10	19	29
24	Essay Writing	22 nd January	Marathi	01	12	13
	Competition	2024				
25	Hand Writing	23 rd January	Marathi	18	17	35
	Competition	2024				
26	Poem Reading	24 th January	Marathi	25	20	35
	Competition	2024				
27	Oratory Competition	28 th January	Marathi	08	13	21
		2024				

PHOTOGRAPH OF GIRLS STUDENTS PARTICIPATION IN VARIOUS PROGRAM:

Khelo India Sports Photograph



Vending Machine



<u>वाचन प्रेरणा दिन</u>



मराठी भाषा संवर्धन पंधरवडा



A Class Seminar on 'Nature and Human Beings Relationship'





Tree Plantation



World Tribal Day



Consumer Day Photos



Wildlife Conservation Day Photos









SUMMARY AND RECOMMENDATIONS

Summary:

Education plays a vital role in promoting women's economic empowerment, health, and overall well-being. It is also crucial for women's political and civic participation and helps in preventing gender-based violence and insecurity. According to the Global Gender Gap Index Report 2020, India ranks 112 out of 153 countries with a score of 0.668, showing a marginal improvement from its 2018 ranking of 108 out of 149 countries with a score of 0.665. Achieving greater gender equality can enhance productivity, improve development outcomes for future generations, and align colleges with international standards. Therefore, gender sensitization is necessary.

Karmveer Raosaheb Thorat Arts Commerce And Science College Vani is making progress in attaining gender balance, not only in terms of numbers but also in values and principles. The college has established a Women Empowerment Cell, Internal Complaint Committee, NSS, and implemented a Gender Policy. These initiatives have successfully created an atmosphere of gender equality and respect for all genders. Women are also represented in top positions within academic committees. The Internal Complaints Committee aims to create an environment where discrimination and harassment are not tolerated, enabling all members of the college community to reach their full potential. The college conducts annual progress review meetings to monitor the experiences of all students and encourages their participation in all aspects of college life. Intolerance based on gender is considered unacceptable in the college

After auditing the college's gender equity, it is found that the college fully implement its gender policy to achieve genuine gender parity within the institution. This would involve further promoting gender equality and eliminating any remaining gender-based biases or discrimination. The college leads to maintain the inclusive atmosphere for gender mainstreaming. Additionally, the college strives to ensure equal representation and opportunities for women in leadership positions and academic committees. By prioritizing gender sensitization and actively working towards gender equality, the college can create a more inclusive and empowering environment for all its members.

Recommendations:

- 1. The male-female ratio of students should be improved
- 2. The college should ensure equal representation for women in leadership positions and academic committees.
- 3. Gradual engagement of women in different cells and committees of the institution is the urgent need of the hour. It is recommended that the college authority should include more female members in different committees and cells to have a gender-neutral institution.
- 4. The college authority should take initiative to enroll more girls' student in sports, cultural and other activity.
- 5. It is recommended to conduct frequent gender sensitization programs to remove the existing gender gap.
- 6. The number of female staff to decision making bodies may be increased.
- 7. College intends to introduce self-employment trainings in different subjects.

Conclusion

The Analysis shows that gender equality goals and objectives included in all the policies and programs of the college. The college staff also reported that they have no problems related to gender issues. The Gender Audit Team is of the opinion that gender equality and gender sensitivity is encouraged by the management and staff of the college and they do have gender sensitive behaviour.

It is found that the college has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up.



Karmaveer Raosaheb Thorat Arts Commerce and Science College, Vani

Tal. Dindori, Dist. Nashik, 422215

Gender Audit Committee

We, The undersigned have done the Gender Audit of Maratha Vidya Prasarak Samaj Karmaveer Raosaheb Thorat Arts, Commerce and science College Vani Tal. Dindori, Dist. Nashik. Maharashtra. 422215. on Tuesday ,26th March 2024 For the academic year 2023-24

Pride

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Fungawanshi MRS. H. D. SURYAVANSHI

Assistant Professor Department of Sociology KSKW ASC College Cidco Nashik

DR. R. N. BHAVARE

Principal

Maratha Vidya Prasarak samaj's Karmaveer Raosaheb Thorat Arts, Commerce and Science College Vani

DR. D. D. WALKE

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