



**Maratha Vidya Prasarak Samaj's**  
**Arts and Commerce College, Makhamalabad, Nashik**  
**Gender Audit Report**

The following committee has visited Maratha Vidya Prasarak Samaj's Arts and Commerce College, Makhamalabad, Nashik for Gender Audit (2016-2021). The committee has gone through the report and presentation on 6 March 2021.

Dr R B Toche (Chairperson)  
Principal  
Dang Seva Mandal Dadasaheb Bidkar Arts and Commerce College  
Peth

Prof Sonam R Bachho (Member)  
IQAC Coordinator  
Gargi Education Institute's  
Gargi Agriculture Research and Training Institute  
Nashik

Dr Pavan Kakad (Member)  
General Physician  
Lilavati Hospital  
Makhamalabad, Nashik

As per observation and findings regarding Gender Audit, the committee is happy to inform that the college is sensitive about gender equality and women empowerment. The major observations of the committee as follows:

- The enrollment of girl students is more as compared to boys in the college.
- In the NSS, Earn and Learn activities participation of girls is high than the boys.
- In the extra-curricular activities like sports and cultural festivals boys and girls are almost equally involved.

- The involvement of girl students is very low in blood donation.
- The management of the college has appointed male and female faculty members almost in equal proportion.
- Adequate facilities have been provided to girl students on the campus.
- It is observed that the college campus is safe and secure for girl students and female staff.

**Recommendations:**

- The college should try to increase male students participation in the NSS as well as in the Earn and Learn activities.
- The college must undertake activities for increasing girls participation in blood donation. The guidance about health and hygiene should be provided by the college.
- The college must organize separate Gender Sensitization programs for male students.

*P. Kakad.*

Dr Pavan Kakad  
(Member)

लिलावती हॉस्पिटल  
रजि. नं. १०२७  
विद्या नगर, मखमलाबाद रोड,  
पंचवटी, नाशिक - ४२२ ००३.

*Sonam*

Prof Sonam R Bachhao  
(Member)



*R. B. Toche*

Dr R B Toche  
(Chairperson)

PRINCIPAL  
Dadasaheb Bidkar Arts, Science  
& Commerce College, Peth,  
Tal. Peth, Dist. Nashik



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

**Arts and Commerce College, Makhamalabad**

**Nashik**



**Gender Audit**

**2016-17 to 2020-21**

## ACKNOWLEDGEMENT

I offer my deepest gratitude to the authority of Maratha Vidya Prasarak Samaj especially, the Sarchitnis, Hon. Smt. Nilimatai Pawar, and President Hon. Dr. Tushar Shewale & Director Sachinji Pingale for their constant encouragement and support.

A special vote of thanks to being extended to Hon. Prin. Dr. V. S. Kale for his decision of conducting Gender Audit of Arts and Commerce College, Makhamalabad. Thanks, him for entrusting my potential for gender audit.

I express my warm thanks to all my colleagues for their meticulous assistance to complete the Gender Audit.

Thanks are due to the office staff of Arts and Commerce College, Makhamalabad for data collection.



Mrs. Sarika R. Daund  
(Principal Investigator)  
Arts and Commerce College,  
Makhamalabad, Nashik.



### Dnyanjyoti Krantijyoti Savitribai Phule

Savitribai Phule was a social reformer and poet championed the cause of women and Dalit in 19th century India, playing significant role in improving women's rights. Savitribai Phule, **'first female teacher and head mistress of the first Indian 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 Pune University, who was worked as a social reformer and known for her contribution towards empowerment of women through education. Krantijyoti Savitribai Phule Women Studies Centre established in 1987 in University of Pune, is one of the foremost centres in the discipline of Women's Studies in the Country. 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 Sarchitnis Hon. Neelimatai Pawar, who takes utmost care to see that there is a gender balance and equality at institutional level.

Savitribai Phule Pune University has honoured Smt. Neelimatai Pawar with '*Jeevansadhana Gaurav Puskar*' for her devotion and passion for work.



**Hon. Smt. Nileematai Vasant Rao Pawar**

**“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. Yes, there are some exceptions of people attaining greatness without formal education. But for the rest of us, education is the foundation on which to build our dreams into reality. Not long ago, education merely meant the transfer of knowledge from the teacher to the taught.

Today, education is much more than that. It has been estimated that the entire body of knowledge is doubling about every three years. To keep pace with this explosive growth is quite impossible. I firmly believe that the key differentiators that matters are the ethos of the Institute.

We are confident that our students will be meeting your requirements and contribute to your success, as has been our experience over past years. We request you to provide them the opportunity in your esteemed organization to achieve their career goals.

## **Preface**

Our College M.V.P.Samaj's Arts and Commerce College, Makhamalabad, Nashik recognizes the importance of Gender Audit for college development and has been taking different measures and intervention. For the mainstreaming process to be effective, it necessitates to conduct Gender Audit in order to asses' gaps and to come up with appropriate actions accordingly. Gender Audit is a process and a tool for identifying challenges to integrating gender in organization's system and operations. Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes organizational structure and proceedings. Globalization has presented new challenges for the realization of the goals of women's equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role 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. Its ultimate goal is to achieve gender equality.

The audit process involved was collection of data, choosing the criteria's to be audited, analysing, evaluating, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

## INTRODUCTION

Inspired by work of contemporary social reformers like Mahatma Phule, Savitribai Phule, Rajarshi Shahu Maharaj in the field of education, Late. Karmaveer Raosaheb Thorat and his colleagues established Udoji Maratha Boarding at Nashik in 1914. The Platform laid down by these pioneers was later on used by their followers to build up today's Maratha Vidya Prasarak Samaj. Rajarshi Shahu Maharaj of Kolhapur, Udojirao Pawar of Dhar, and Sayajirao Gaikwad of Baroda generously helped for the establishment of this Institute. Karmaveer Raosaheb Thorat, Karmaveer Annasaheb Murkute, Karmaveer Bhausahab Hire, Karmaveer D. R. Bhosale, Karmaveer Kakasaheb Wagh were responsible for the progressive growth of the institution. The Institution with its motto '*Bahujan Hitaya, Bahujan Sukhaya,*' is constantly working for imparting quality education for the up- liftmen of poor, underprivileged, and downtrodden masses of society. Boarding started with students has now culminated into a huge, premier institute of the region imparting education with its 485 primary, secondary schools, and conventional and professional colleges and research centers are wherein about 2,06,553 students are getting benefited by quality education. About 8647 staff is working under the realm of the institute. Government of Maharashtra has conferred the coveted "State Award" and Yashwantrao Chavan Maharashtra Open University has bestowed "Dr. Punjabrao Deshmukh Award" on MVP Samaj for Rendering exemplary educational and social services.

Our College is one of the premier colleges in Nasik Corporation, established in 2008 with the perseverance and M.V.P. Samaj's Sarchitnis Hon. Shri. Vasanttrao Pawar against heavy odds with a vision to cater to the educational needs of the youth of this rural area. Since then college has made a significant contribution to the socio-economic development in this region.

At Present, the college is running UG courses in Arts & Commerce. The college is located in the village Makhmalabad. The college has an imposing and majestic two- floor main building as well as extension of main building known as Annex-I, a well-developed



library, outdoor sports facility as well as an indoor multi-gym facility is made available in the college.

The college has a dynamic team of dedicated faculty and disciplined non-teaching staff. The college is affiliated to Savitribai Phule Pune University, Pune.

**Vision:**

Imparting quality education to the students from rural area and prepare them socially responsible, globally competent and excellent human beings.

**Mission**

- To educate students in the field of humanities, social sciences and commerce.
- To uplift students from weaker section of the society by providing opportunities of higher education and make them self-independent.
- To bring positive change in the society through education and extension activities.

**The Gender Audit has the following objectives:**

- To find out the areas where gender balance exists and the factors behind the gender balance.
- To establish a good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of the college community.
- To see the work and capacity for prevention of sexual harassment at the college.

## **Gender**

Understandings of gender continually evolve. In the course of a person's life, the interests, activities, clothing and professions that are considered the domain of one gender or another evolve in ways both small and large. This has perhaps never been truer than it is now. The data show that today's young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations and institutions

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.

### **Concept of Gender Audit**

- A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.
- Gender audits allow organisations 'to set their own houses in order, and change aspects of the organisational culture which discriminate against all genders & beneficiaries.
- As a method for gender mainstreaming, gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organisational performance and its management on gender equality within the organisation.

## **Need of Gender Audit**

In the globalize world all the citizens are active in different fields of the society. It has given opportunity to participate in different activities to all genders. Not only male, female but also transgender is also involving in the activities of society. Now we are taking steps towards improving the working policies and legal policies for participating all genders in all activities of the world. All depravities persons must get the chance for improving their life and can face the challenges of the society and become confident, self-reliable, independent and empowered.

## **Gender Sensitive Features in MVP's Arts and Commerce College Makhamalabad, Nashik.**

Gender-sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to both girls and boys, gender equality is kept upright in the college.

**Facilities for Girls:** College is always flourished with students. To avoid the rush and other mishaps, separate provisions are made at various places for girls.

- 1. Study Room:** Reserved study room for girls in the library always leads to the excellent performance of girls.
- 2. CCTV Survivance:** CCTV cameras are installed in the college premises which provide 24hrs. surveillance in order to observe the ongoing activities. For girl securities all suspected area undercover in CCTV.
- 3. Wall Compound and security guard:** Wall compound convering the whole campus restricted entry of the outsider without the permission of the security guard.
- 4. I -Card and Uniform:** I - Card and Uniform is compulsory to staff and students on the college campus. I-cards are issued to the students and staff to prevent the entry of outsiders into the college premises.
- 5. Suggestions and Complaint Box:** The campus is set with a Suggestions and Complaint Box which is positioned near the Principal's cabin intended to collect any suggestions or any complaint from staff and students of the campus.
- 6. Common Room:** The College provides separate common rooms and washrooms for girls. Girls Comman room is equipped with facilities like first aid box, and other necessary things. Sanitary pads are available from a vending machine located at the college ladies' room and disposed off through burning in incinerator machines. They help to avoid plastic based sanitary pads. It also prevents the blockages of sanitary pipeline.
- 7. Canteen:** In the canteen, a separate section is kept for girl's convenience. They have space to enjoy their food and canteen food.

**8. Drinking Water:** Water coolers and water purifiers are placed for students and staff at convenient places.

**Participation of Girls and Boys in the various activities:**

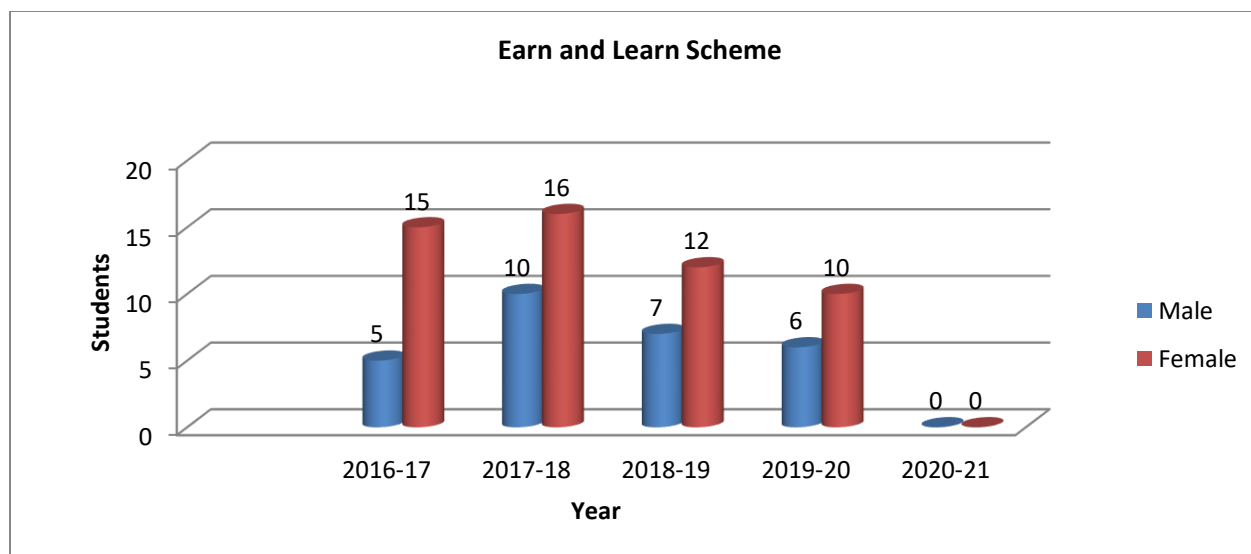
**Earn and Learn Scheme:**

The college enthusiastically provides student-oriented schemes for their up liftmen and empowerment. “The Earn and Learn Scheme” was started in 2009, keeping gender equality in view. The students are selected based on economic poverty and their needs. The selection is made through the proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per the clock hour basis.

**Table No. 1. Year-wise enrolled candidates in Earn and Learn Scheme**

| Sr. No |         | Male | Female | Total | Percentage |        |
|--------|---------|------|--------|-------|------------|--------|
|        |         |      |        |       | Male       | Female |
| 1.     | 2016-17 | 05   | 15     | 20    | 25         | 75     |
| 2.     | 2017-18 | 10   | 16     | 26    | 38.46      | 61.53  |
| 3.     | 2018-19 | 07   | 12     | 19    | 36.84      | 63.15  |
| 4.     | 2019-20 | 06   | 10     | 16    | 37.5       | 62.5   |
| 5      | 2020-21 | -    | -      | -     | -          | -      |

The above table no 1. Indicates year-wise enrolled candidates in Earn and Learn Scheme from academic years 2016-17 to 2020-21. Also, the table shows the year wise gender classification and percentage of students.



The above Graph showing year-wise enrolled candidates in Earn and Learn Scheme from academic years 2016-17 to 2020-21. Also, the table shows the year wise gender classification and percentage

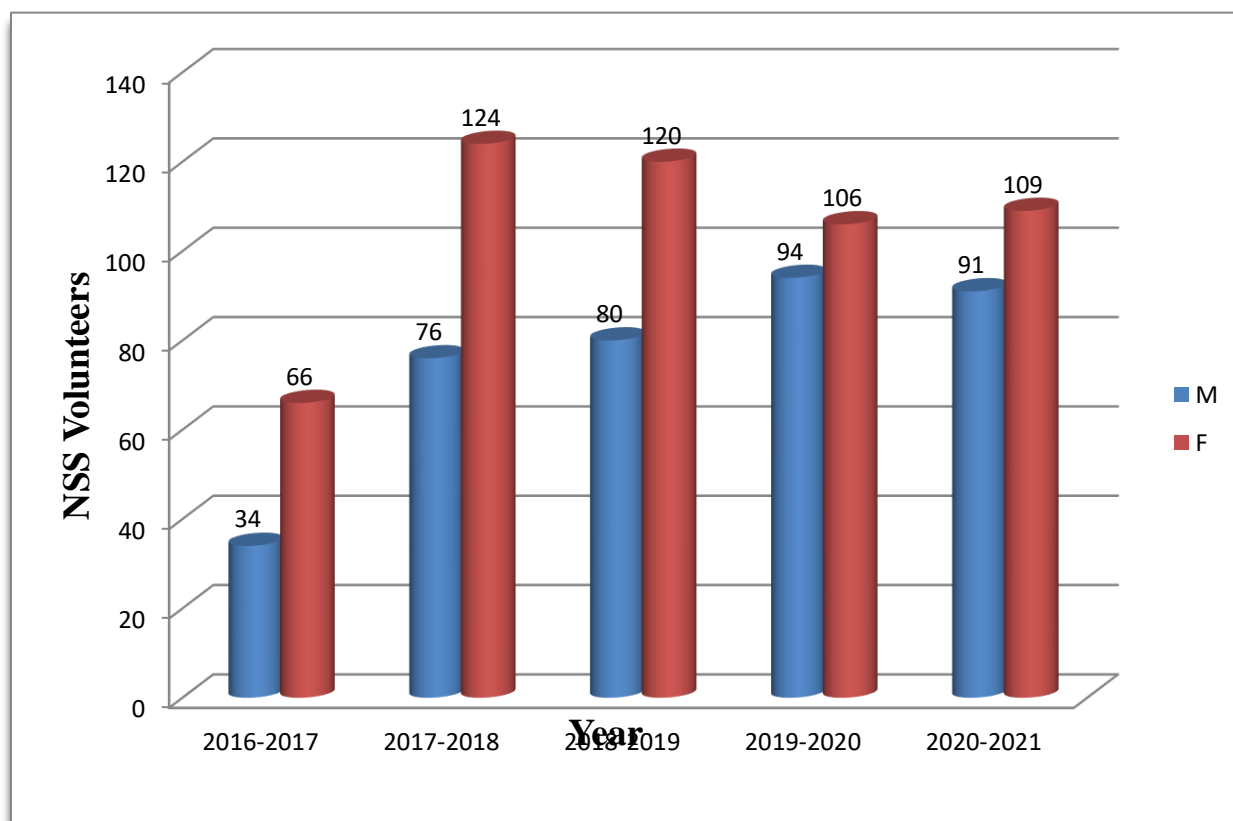
| Sr. no. | Year      | M  | F   | Total | M%   | F%   |
|---------|-----------|----|-----|-------|------|------|
| 1       | 2016-2017 | 34 | 66  | 100   | 34 % | 66 % |
| 2       | 2017-2018 | 76 | 124 | 200   | 38 % | 62 % |
| 3       | 2018-2019 | 80 | 120 | 200   | 40 % | 60 % |
| 4       | 2019-2020 | 94 | 106 | 200   | 47 % | 53 % |
| 5       | 2020-2021 | 91 | 109 | 200   | 45 % | 55 % |

of students.

## NSS

**Table No. 02. Gender Difference in enrollment as NSS Volunteers**

The above table no. 02. Indicates year-wise gender analysis of enrolled candidates as NSS volunteers in the college from academic years 2016-2017 to 2020-2021.



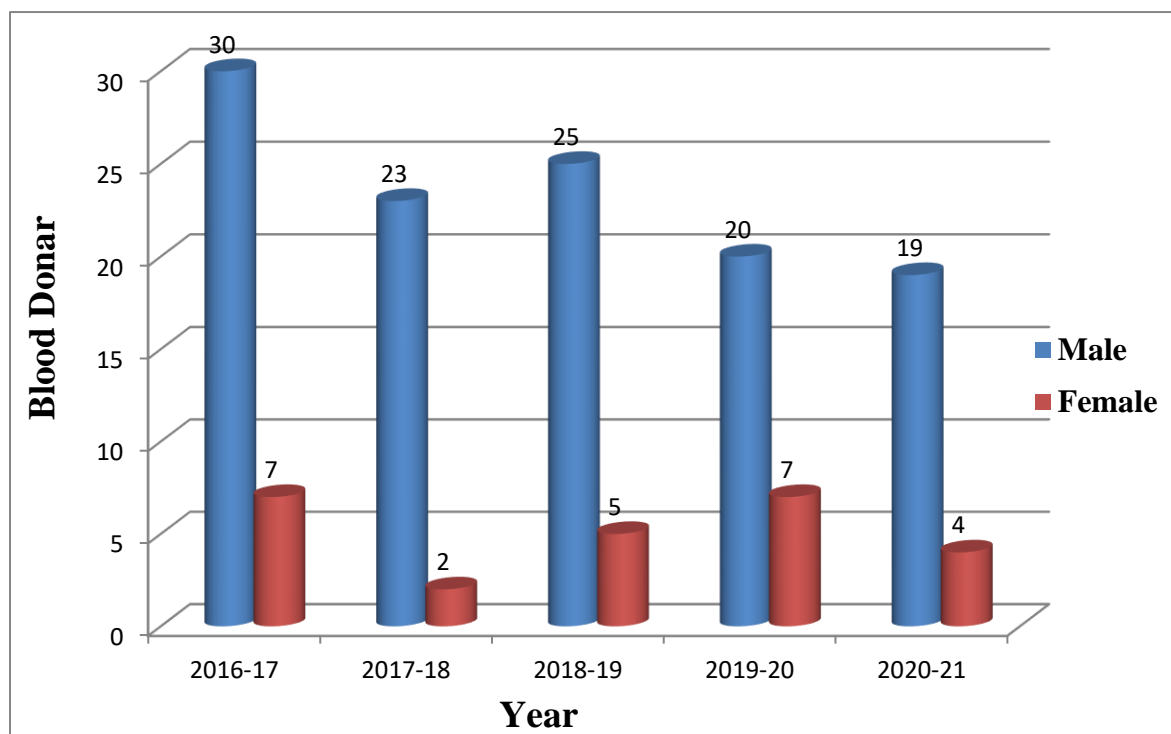
Gender analysis Bar of enrolled candidates as NSS volunteers

### Gender wise details of Blood Donation Camp

| Sr. No. | Year    | Date       | Male | Female | Total | M %     | F %     |
|---------|---------|------------|------|--------|-------|---------|---------|
| 1       | 2016-17 | 02/02/2017 | 30   | 07     | 37    | 81.08 % | 18.91 % |
| 2       | 2017-18 | 01/03/2018 | 23   | 02     | 25    | 92 %    | 8 %     |
| 3       | 2018-19 | 01/03/2019 | 25   | 05     | 30    | 83.33 % | 16.66 % |
| 4       | 2019-20 | 09/08/2019 | 20   | 07     | 27    | 74.07%  | 25.92 % |
| 5       | 2020-21 | 12/12/2020 | 19   | 04     | 23    | 82.60 % | 17.39 % |

**Table No. 03. Indicates the year-wise analysis of participated candidates in Blood Donation Camp from academic years 2016-17 to 2020-21**

### Graph: Gender wise details of Blood Donation Camp



**The bar graph shows gender classifications in the Blood Donation Camp.**

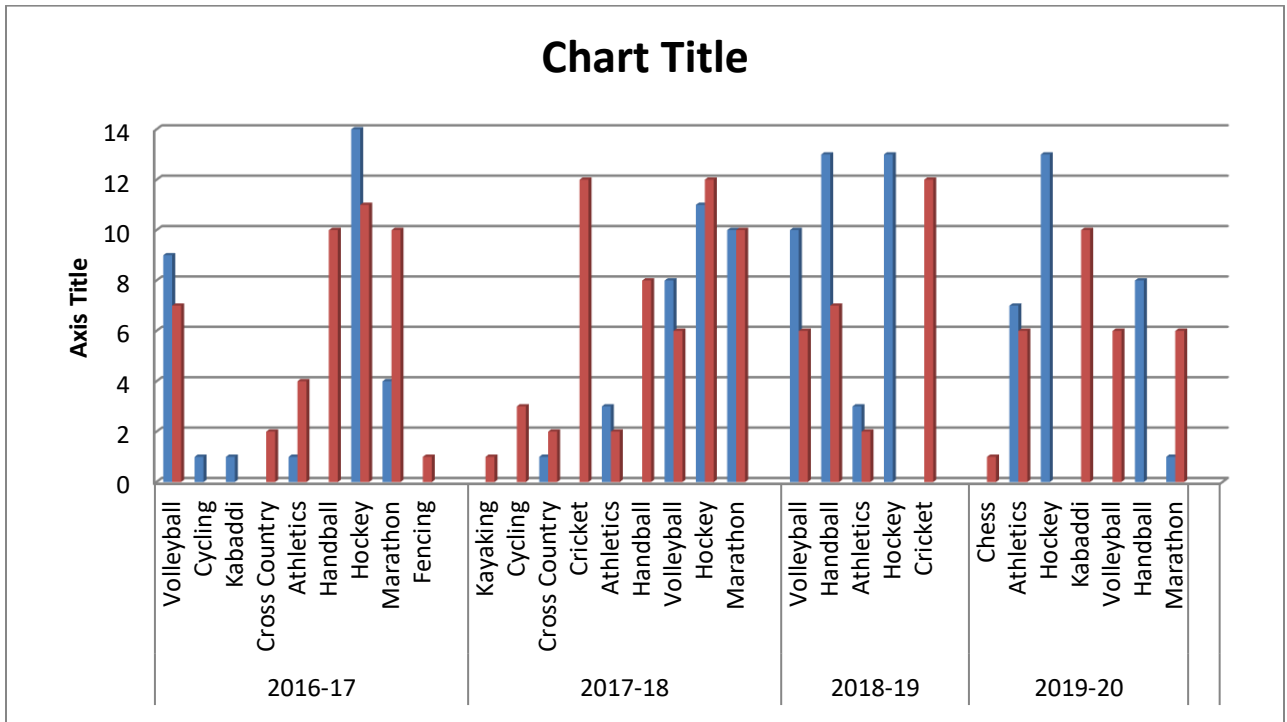
**Table No. 04. Sport Activity: Inter Collegiate**

Students are participating in various sports activities in college campus as well as out of campus. Our Gymkhana department is very active. It motivates students to participate in various indoor and outdoor games. In the following table in campus and out campus participation of girls and boys is given

**Game Activity: Inter Collegiate**

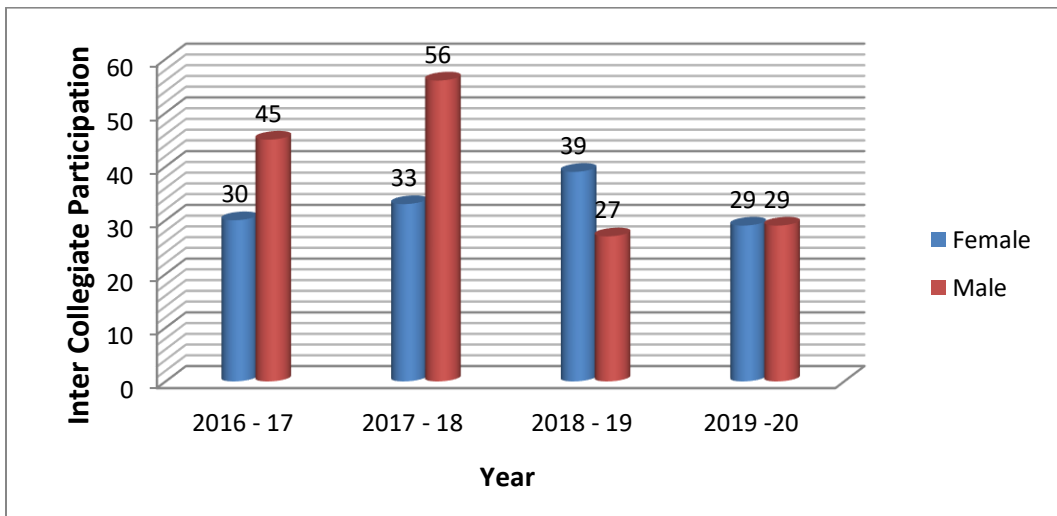
| Sr. No       | Year    | Activity      | Female Participation | Male Participation | Total     |
|--------------|---------|---------------|----------------------|--------------------|-----------|
| 1            | 2016-17 | Volleyball    | 9                    | 7                  | 16        |
|              |         | Cycling       | 1                    |                    | 1         |
|              |         | Kabaddi       | 1                    |                    | 1         |
|              |         | Cross Country |                      | 2                  | 2         |
|              |         | Athletics     | 1                    | 4                  | 5         |
|              |         | Handball      |                      | 10                 | 10        |
|              |         | Hockey        | 14                   | 11                 | 25        |
|              |         | Marathon      | 4                    | 10                 | 14        |
|              |         | Fencing       |                      | 1                  | 1         |
|              |         | <b>Total</b>  |                      | <b>30</b>          | <b>45</b> |
| 2            | 2017-18 | Kayaking      |                      | 1                  | 1         |
|              |         | Cycling       |                      | 3                  | 3         |
|              |         | Cross Country | 1                    | 2                  | 3         |
|              |         | Cricket       |                      | 12                 | 12        |
|              |         | Athletics     | 3                    | 2                  | 5         |
|              |         | Handball      |                      | 8                  | 8         |
|              |         | Volleyball    | 8                    | 6                  | 14        |
|              |         | Hockey        | 11                   | 12                 | 23        |
|              |         | Marathon      | 10                   | 10                 | 20        |
|              |         | <b>Total</b>  |                      | <b>33</b>          | <b>56</b> |
| 3            | 2018-19 | Volleyball    | 10                   | 6                  | 16        |
|              |         | Handball      | 13                   | 7                  | 20        |
|              |         | Athletics     | 3                    | 2                  | 5         |
|              |         | Hockey        | 13                   |                    | 13        |
|              |         | Cricket       |                      | 12                 | 12        |
|              |         | <b>Total</b>  |                      | <b>39</b>          | <b>27</b> |
| 4            | 2019-20 | Chess         |                      | 1                  | 1         |
|              |         | Athletics     | 7                    | 6                  | 13        |
|              |         | Hockey        | 13                   |                    | 13        |
|              |         | Kabaddi       |                      | 10                 | 10        |
|              |         | Volleyball    |                      | 6                  | 6         |
|              |         | Handball      | 8                    |                    | 8         |
|              |         | Marathon      | 1                    | 6                  | 7         |
| <b>Total</b> |         | <b>29</b>     | <b>29</b>            | <b>58</b>          |           |





**Table No. 05. Inter Collegiate Participation**

| Inter Collegiate Participation |           |        |      |       |
|--------------------------------|-----------|--------|------|-------|
| Sr.No                          | Year      | Female | Male | Total |
| 1                              | 2016 - 17 | 30     | 45   | 75    |
| 2                              | 2017 - 18 | 33     | 56   | 89    |
| 3                              | 2018 - 19 | 39     | 27   | 66    |
| 4                              | 2019 -20  | 29     | 29   | 58    |



**GENDER BALANCE IN ENROLLMENT AT GRADUATION LEVEL:**

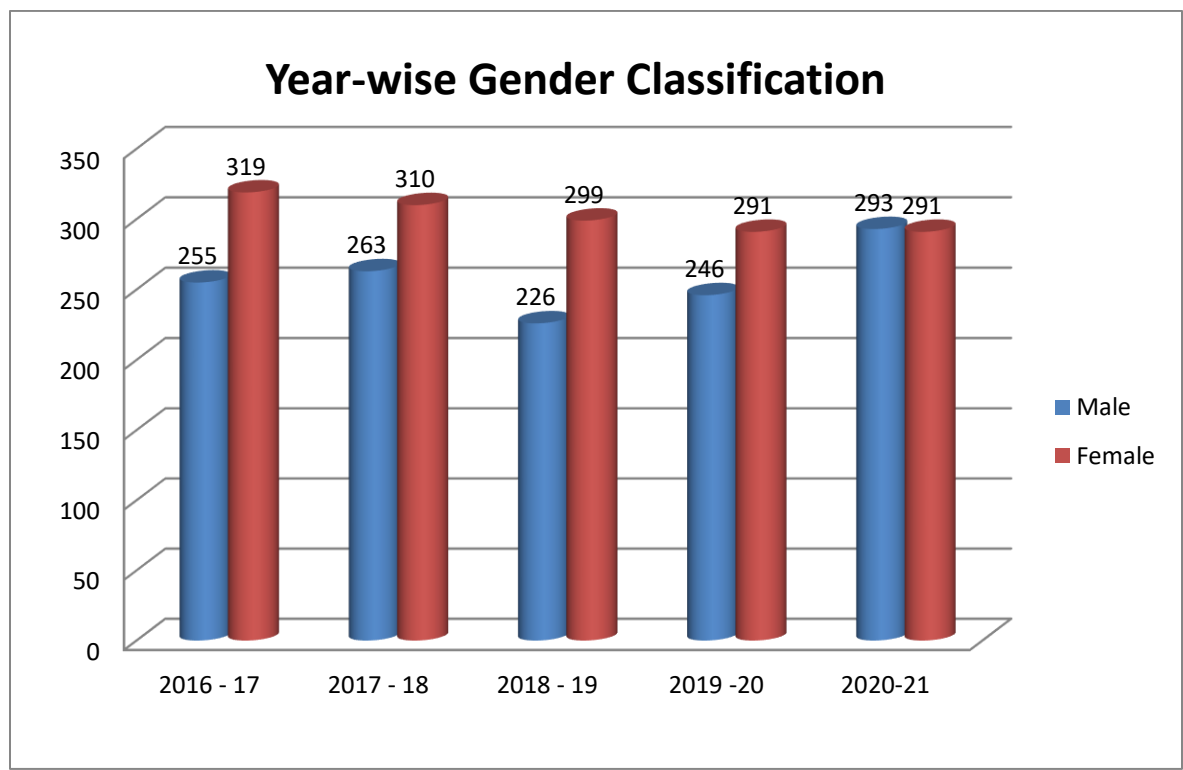
Students' strength is increasing continuously.

In the following table gender proportion of students is given.

**Table no. 06. Year-wise Gender Classification**

| Sr. No. | Year      | Male | Female | Total | Male % | Female % |
|---------|-----------|------|--------|-------|--------|----------|
| 1       | 2016 - 17 | 255  | 319    | 574   | 44.57  | 55.57    |
| 2       | 2017 - 18 | 263  | 310    | 573   | 45.89  | 54.10    |
| 3       | 2018 - 19 | 226  | 299    | 525   | 43.52  | 56.95    |
| 4       | 2019 -20  | 246  | 291    | 537   | 45.81  | 54.18    |
| 5       | 2020-21   | 293  | 291    | 584   | 50.17  | 49.82    |

The above table no.6 indicates the year-wise analysis of enrolled candidates in college from the academic years 2016-17 to 2020-21.



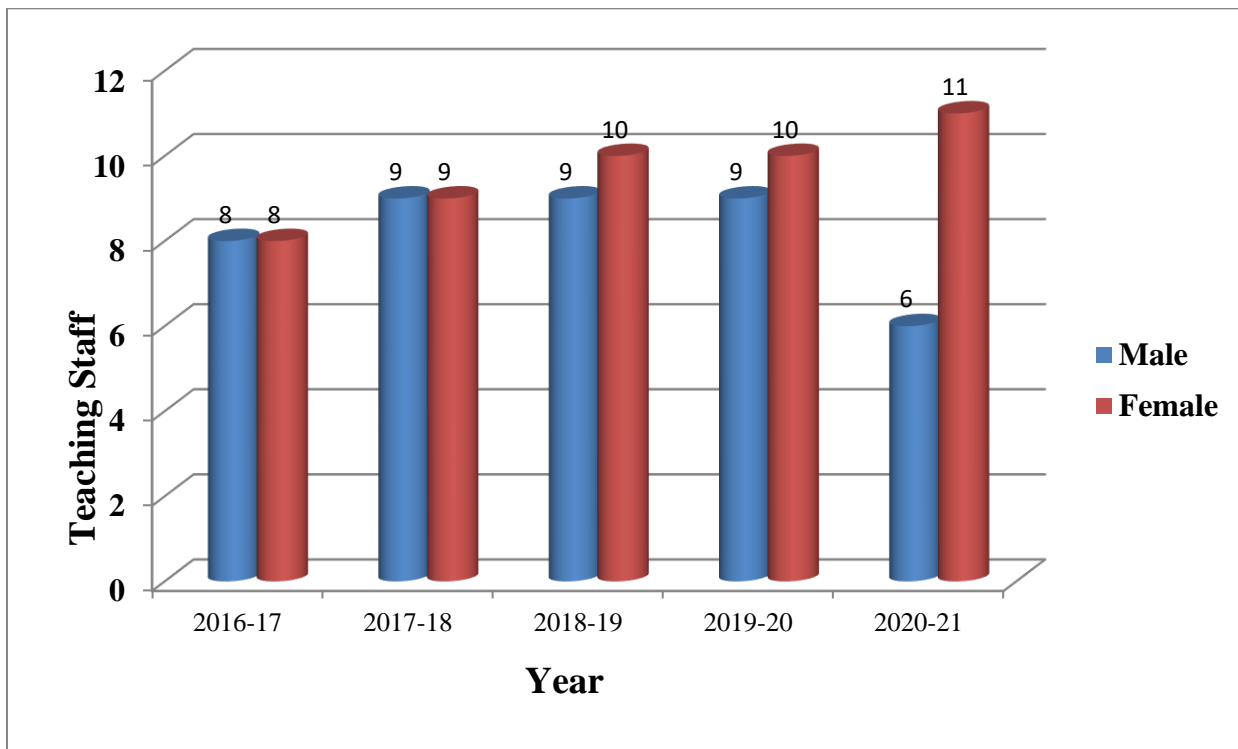
The above Graph indicates the year-wise analysis of enrolled candidates in college from the academic years 2016-17 to 2020-21.

### Gender Difference in Teaching Faculty

| Sr. No. | Year    | Male | Female | Total | M %     | F %     |
|---------|---------|------|--------|-------|---------|---------|
| 1       | 2016-17 | 08   | 08     | 16    | 50%     | 50%     |
| 2       | 2017-18 | 09   | 09     | 18    | 50%     | 50%     |
| 3       | 2018-19 | 09   | 10     | 19    | 47.36 % | 52.63 % |
| 4       | 2019-20 | 09   | 10     | 19    | 47.36 % | 52.63 % |
| 5       | 2020-21 | 06   | 11     | 17    | 35.29 % | 64.70 % |

The above table no.7. Indicates year-wise gender analysis of teaching Faculty from academic years 2016-17 to 2020-21

### Graph: Gender Difference in Teaching Faculty

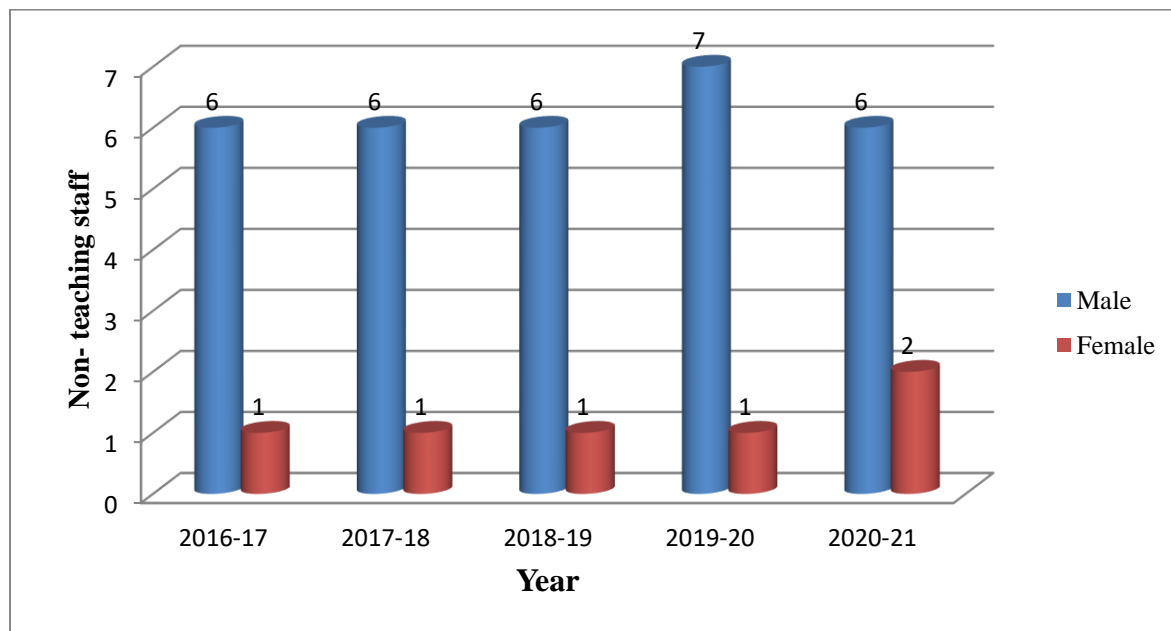


The graph shows gender classifications of year wise gender analysis of Teaching faculty from academic years 2016-17 to 2020-21 As compared to the male faculty the female faculty is greater than male.

### Gender Difference in Non-Teaching Faculty

| Sr. No. | Year    | Male | Female | Total | M %     | F %     |
|---------|---------|------|--------|-------|---------|---------|
| 1       | 2016-17 | 06   | 01     | 07    | 85.71 % | 14.28 % |
| 2       | 2017-18 | 06   | 01     | 07    | 85.71 % | 14.28 % |
| 3       | 2018-19 | 06   | 01     | 07    | 85.71 % | 14.28 % |
| 4       | 2019-20 | 07   | 01     | 08    | 87.5 %  | 12.5 %  |
| 5       | 2020-21 | 06   | 02     | 08    | 75 %    | 25 %    |

The above table no.13 Indicates year-wise gender analysis of Non-teaching Faculty from academic years 2016-17 to 2020-21



The graph shows gender classifications of year wise gender analysis of Non-teaching faculty from academic years 2016-17 to 2020-21

## Glimpses of Women Empowerment and Gender Equality related activities



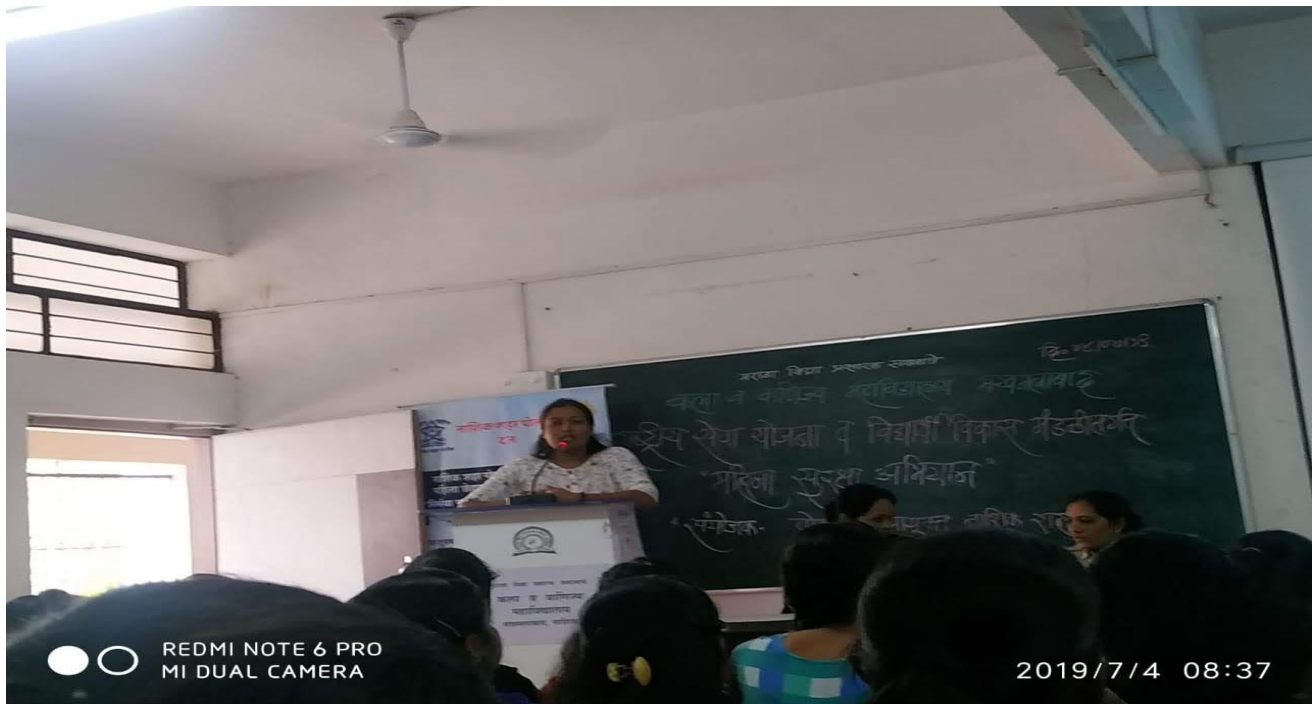
World Women Day Celebration



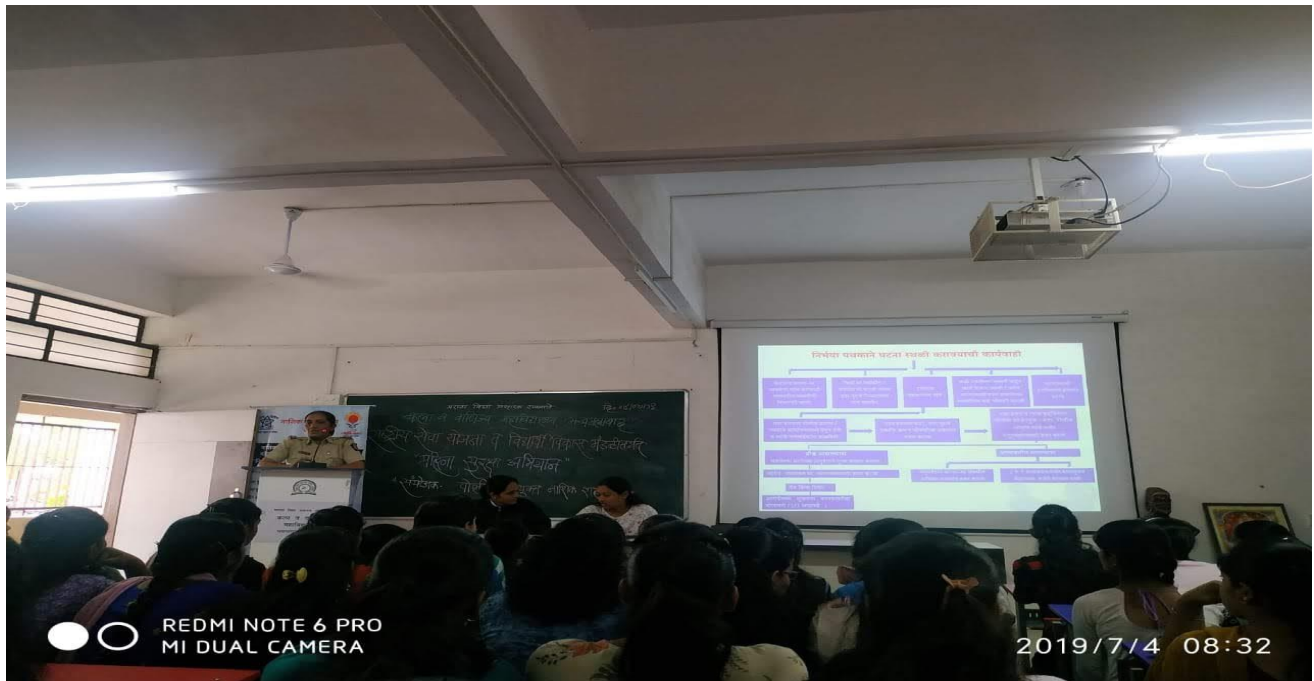
World Women Day Celebration



Women Empowerment lecture



## Mahila Suraksha Abhiyan



## Mahila Suraksha Abhiyan



## Skill Development Program



Skill Development Program



Blood Donation- Male Female Participation





Blood Donation- Male Female Participation



Blood Donation- Female Participation



NSS Camp Female Participation



NSS Camp Male Participation



NSS Camp Male Female Participation



NSS Camp Female Participation



Inter Collegiate Handball Tournament Male Participation



Inter Collegiate Handball Tournament Male Participation



Female Hockey Team



Female Hockey Team



Sports Activity



Sports Activity