

GENDER AUDIT

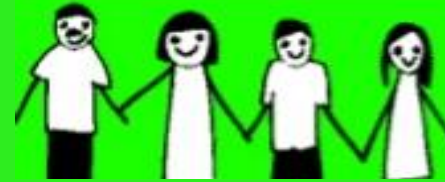
2016-2017

2017-2018

2018-2019



INTERNAL QUALITY ASSURANCE CELL



Kr. Vasant Rao Narayan Rao Naik Shikshan Prasarak Sanstha's
Arts, Commerce and Science College Nashik



Krantiveer Vasantao Narayanrao Naik Shikshan Prasarak Sanstha's
Arts, Commerce and Science College
Nashik

GENDER AUDIT REPORT

Academic year

2016-2017

2017-2018

2018-2019

The Vision & Mission statements are communicated to Stakeholders through:

1. College website
2. Prospectus
3. College Magazine "*Vasant*"
4. Display boards are placed at different places in the college campus

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, men and other sexual preference person like LGBTQ. 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.
- Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations

To do the Gender Audit:

- In gender Audit it is a necessary to find out whether internal practices and policies of the system are working for gender mainstreaming and effective for Gender Equality.
- To monitor and assess the progress of reducing gender discrimination in the institution
- Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality
- Suggesting new strategies and policies for Gender balance
- It is a participatory tool and process base on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution.
- In our institution we have conducted Gender Audit to identify the policies of institute are safer for all genders. The audit process involves collection of data, analysing policies, programmes and data to assess the extent of Gender Equality and balance.

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 are 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.

➤Sex ratio World Population:

The sex ratio – the share of the population that is female – varies across the world. And globally in 2017 the share of women in the world was 49.6%.

➤Sex ratio of Indian Population:

In the Population Census of 2011 it was revealed that the population ratio of India 2011 is 943 females per 1000 of males. The Sex Ratio 2011 shows an upward trend from the census 2001 data. Census 2001 revealed that there were 933 females to that of 1000 males.

➤ **Sex ratio of Maharashtra Population:**

Sex Ratio in Maharashtra is 929 i.e. for each 1000 male, which is below national average of 940 as per census 2011. In 2001, the sex ratio of female was 922 per 1000 males in Maharashtra.

➤ **Sex ratio of Nashik City Population:**

According to the Census of India, 2011, Nashik had a population of 1,486,053. Males constitute 782,517 of the population and females 703,536. Metropolitan Nashik population was 1,561,809 in which 821,921 were males and 739,888 were females.

➤ **Present Scenario about Gender in India:**

India ranks 132 out of 187 countries on the gender inequality index – lower than Pakistan (123), according to the United Nations Development Program's Human Development Report 2013. The report said all countries in South Asia, with the exception of Afghanistan, were a better place for women than India, with Sri Lanka (75) topping them all. Nepal ranked 102nd and Bangladesh 111th. Gender inequality is especially tragic not only because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of future generations. Indian families often prefer boys to girls, and female feticide is tragically common. Only 29% of Indian women above the age of 15 in 2011 were a part of the country's paidlabour force, compared to 80.7% men. In Parliament, only 10.9% of lawmakers are women, while in Pakistan 21.1% are women. In United States which ranks 42nd on the list, 57.5% women and 70.1% men are a part of the paid labour force. China fared even better, landing 35th. Only 26.6% women above 25years received a secondary education in 2010, compared to 50.4% of men. Pakistan scored even lower, with 18.3% of women having received secondary education compared to 43.1% of men. In the U.S., 94.7% women have received a secondary education – a figure slightly higher than for men (94.3%). In China, this figure was 54.8% for women and 70.4% for men. In India, 200 women died for every 1,00,000 childbirths, says the report. In China, the number was considerably lower (37 deaths) and in the U.S. even lower than that (21.)

➤ **Present Scenario of women in India:**

Although women form nearly half of the human capital, they are still the most deprived and neglected segments of the society despite the constitutional guarantee, and for equal rights and privileges for men and women. Women constitute to be the victims

of a process of economic, social, cultural and political marginalization. While a large part of the world countries look at women's issues in terms of paternalism and well-being, the concept of women empowerment in the social, political, and economic order as a pre-requisite of human development is hardly given the priority that it deserves.

➤ **Present Scenario of Transgender in India:**

In India, transgender people include hijras / kinnars (eunuchs), shiv-shaktis, jogappas, Sakhi, jogtas, Aradhis etc. In fact, there are many who do not belong to any of the groups but are transgender persons individually. Transgender fall under the LGBT group (lesbian, gay, bisexual and transgender). They constitute the marginalised section of the society in India, and thus face legal, social as well as economic difficulties.

The problems faced by the transgender people in India include:

- These people are shunned by family and society alike.
- They have restricted access to education, health services and public spaces.
- Till recently, they were excluded from effectively participating in social and cultural life.
- Politics and decision-making processes have been out of their reach.
- Transgender people have difficulty in exercising their basic civil rights.
- Reports of harassment, violence, denial of services, and unfair treatment against transgender persons have come to light.

In a landmark judgement in 2014, the Supreme Court observed that “The transgender community, generally known as “Hijras” in this country, are a section of Indian citizens who are treated by the society as “unnatural and generally as objects of ridicule and even fear on account of superstition”. In its judgement, the Supreme Court passed the ruling that “In view of the constitutional guarantee, the transgender community is entitled to basic rights i.e. Right to Personal Liberty, dignity, Freedom of expression, Right to Education and Empowerment, Right against violence, Discrimination and exploitation and Right to work. Moreover, every person must have the right to decide his/her gender expression and identity, including transsexuals, transgenders, hijras and should have right to freely express their gender identity and be considered as a one moresex.” Thus, today the transgender people in India are considered to be the Third Gender.

➤ Objectives of Gender Audit

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- To establish 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 college community.
- To see the work and capacity for prevention of sexual harassment at the college

Gender Sensitive Features of the College

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

Facilities for Students:

K.V.NAIK Arts, Commerce and Science college Canada corner, Nashik is always Flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

- ❖ Parking Facilities: A well observed parking of two-wheelers as well as four wheelers for girls, boys and staff is one of the disciplines in this college.
- ❖ Study Room: A study room that caters well to the needs of all students as well as the staff.
- ❖ 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.
- ❖ Washroom Facility: At four different places 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.
- ❖ Drinking Water: Three water coolers and water purifiers are placed for students and staff at convenient places.
- ❖ Ramp: Keeping in mind the needs of physically handicapped students, ramps have been provided in both buildings to ease accessibility.
- ❖ Suggestion Box: Suggestion boxes have been provided to inculcate student feedback in college management in both buildings.

- ❖ Waste Management: Keeping in mind the need to manage waste efficiently, vermin composting units that facilitate solid waste management have been provided. Also, student awareness about the same is looked after.
- ❖ CCTV: CCTV cameras have been installed on every floor and in each class 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.
- ❖ Notice Boards: Notice boards are available on every floor as well as for every department. This is supplemented with electronic notice board at the main entrance that displays important notices applicable to all students.
- ❖ SMS Alert System: An SMS Alert System for information dissemination about important dates and notices among the students and the staff is managed.
- ❖ Central Library: The library has a wide range of text books/ reference books/ e-literature in each subject along with a research information centre. It is an updated library and every year the books are updated according to the syllabus provided by the staff. There are also national and international journal, books for competitive exam and free internet facility for students. Reading festivals and book exhibitions are arranged under the initiative of the library. In the year 2018-19 book exhibition on gender sensitization was organized by the library.
- ❖ Sports facilities: College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and weight lifting. Outdoor games are Kabbadi, athletics, handball, volleyball, canoeing, netball, baseball and softball.
- ❖ Yoga: Yoga training is given to students and teachers every year.
- ❖ Sanitary Napkin Vending Machine: Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine with pad burner is provided.

Features and Initiative of College for Gender Sensitisation

I. Gender Balance in Enrolment at Graduation and Post-Graduation Level:

K.V.N.NAIK College is located at the centre place of Nashik city. It is reputed for co-education and discipline. Students' strength is increasing continuously. Basically girl student strength is more than boys.

In the following table gender proportion of students is given.

Table No. 1.
Faculty Wise Gender Status in Enrolment at Graduation Level
Academic year: 2016-2017

Class	Boys	Girls	Total	% Boys	%Girls
FYBA	175	95	270	64.81	35.19
SYBA	109	56	165	66.06	33.94
TYBA	68	48	116	58.62	41.38
FYBCOM	158	117	275	57.45	42.55
SYBCOM	119	58	177	67.23	32.77
TYBCOM	74	43	117	63.24	36.75
FYBSC	187	78	265	70.56	29.43
SYBSC	100	48	148	67.56	32.43
TYBSC	60	57	117	51.28	48.72
FYBCS	43	14	57	75.44	24.56
SYBCS	12	8	20	60	40
TYBCS	10	4	14	71.43	28.57
FYBBA	47	24	71	66.20	33.80
SYBBA	18	18	36	50	50
TYBBA	9	10	19	47.37	52.63
FYBCA	24	8	32	75	25
SYBCA	16	6	22	72.73	27.27
TYBCA	13	7	20	65	35

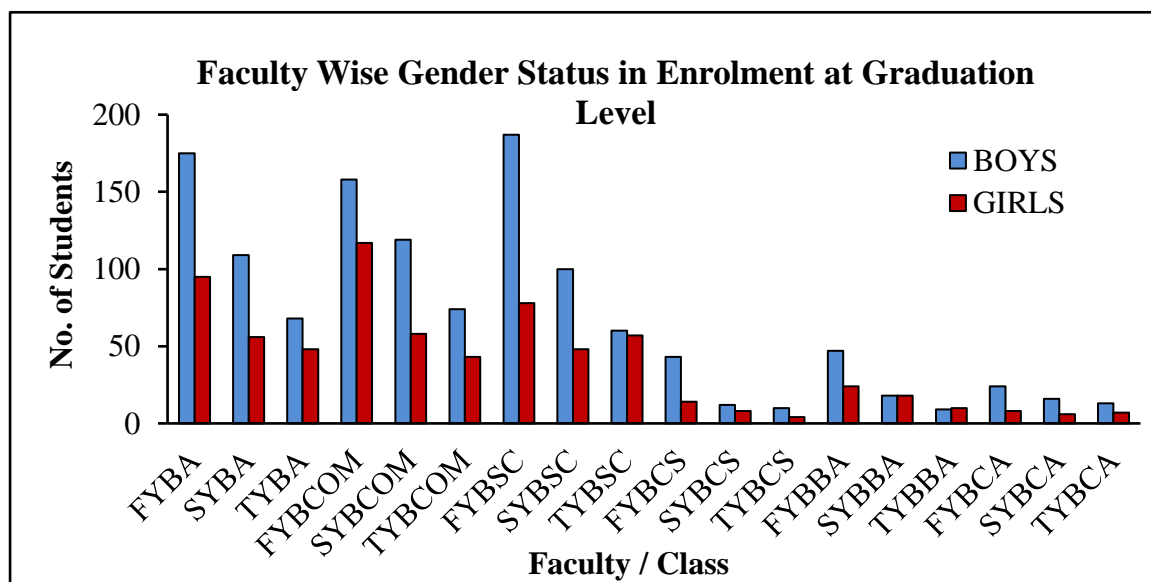


Table No. 2.
Faculty Wise Gender Statusin Enrolment at Post Graduation Level
Academic year: 2016-2017

Class	Boys	Girls	Total	% Boys	%Girls
M A I & II	223	95	318	70.13	29.87
MCOM I & II	43	38	81	53.09	46.91
MSC Zoo I&II	9	15	24	37.5	62.5
MSC Phy I&II	10	14	24	41.67	58.33
MSC Chem I&II	29	18	47	61.70	38.30

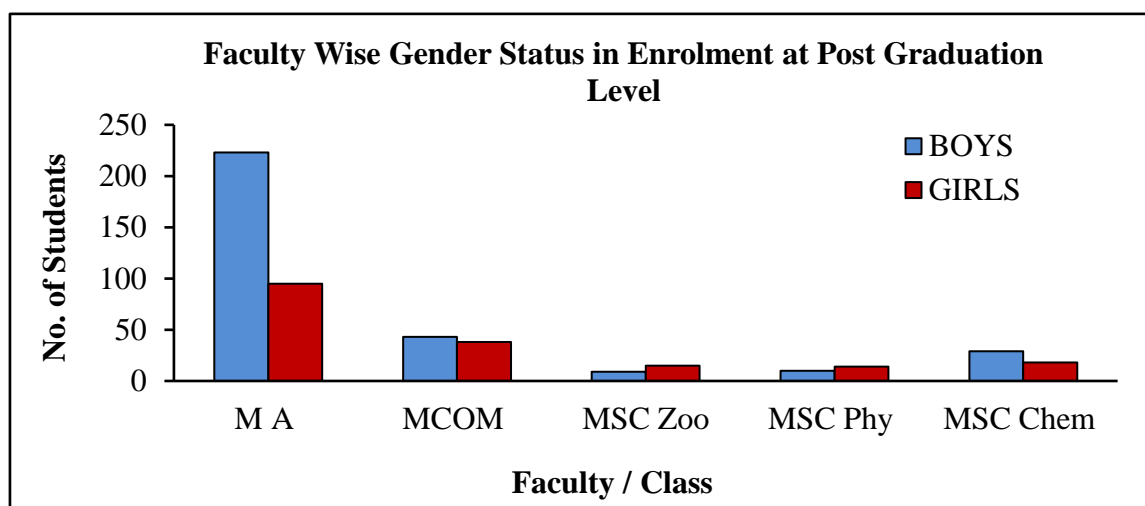


Table No. 3.
Faculty Wise Gender Status in Enrolment at Graduation Level Academic year: 2017-2018

Class	Grant Total		Final Total	% Boys	%Girls
	Boys	Girl			
FYBA	177	106	283	62.54	37.46
SYBA	79	56	135	58.52	41.48
TYBA	58	32	90	64.44	35.56
FYBCOM	188	100	288	65.28	34.72
SYBCOM	107	89	196	54.59	45.41
TYBCOM	101	54	155	65.16	34.84
FYBSC	175	110	285	61.40	38.60
SYBSC	113	56	169	66.86	33.14
TYBSC	88	44	132	66.67	33.33
FYBCS	67	19	86	77.91	22.09
SYBCS	35	12	47	74.47	25.53
TYBCS	9	9	18	50.00	50.00
FYBBA	82	6	88	93.18	6.82
SYBBA	33	20	53	62.26	37.74
TYBBA	14	16	30	46.67	53.33
FYBCA	46	19	65	70.77	29.23
SYBCA	23	8	31	74.19	25.81
TYBCA	6	6	12	50.00	50.00

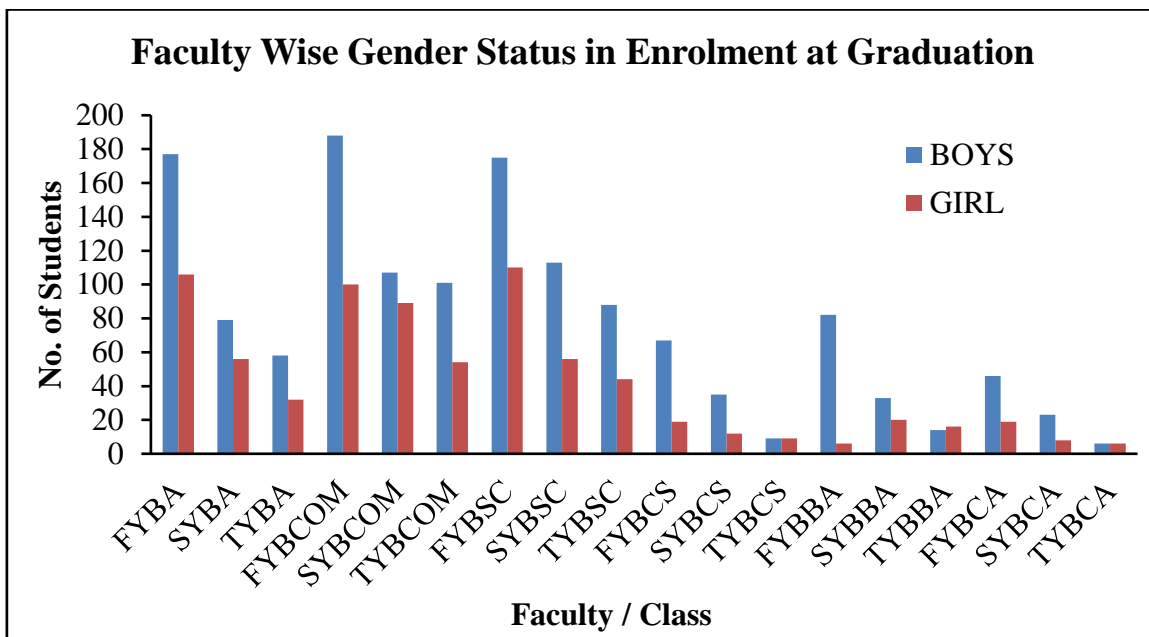
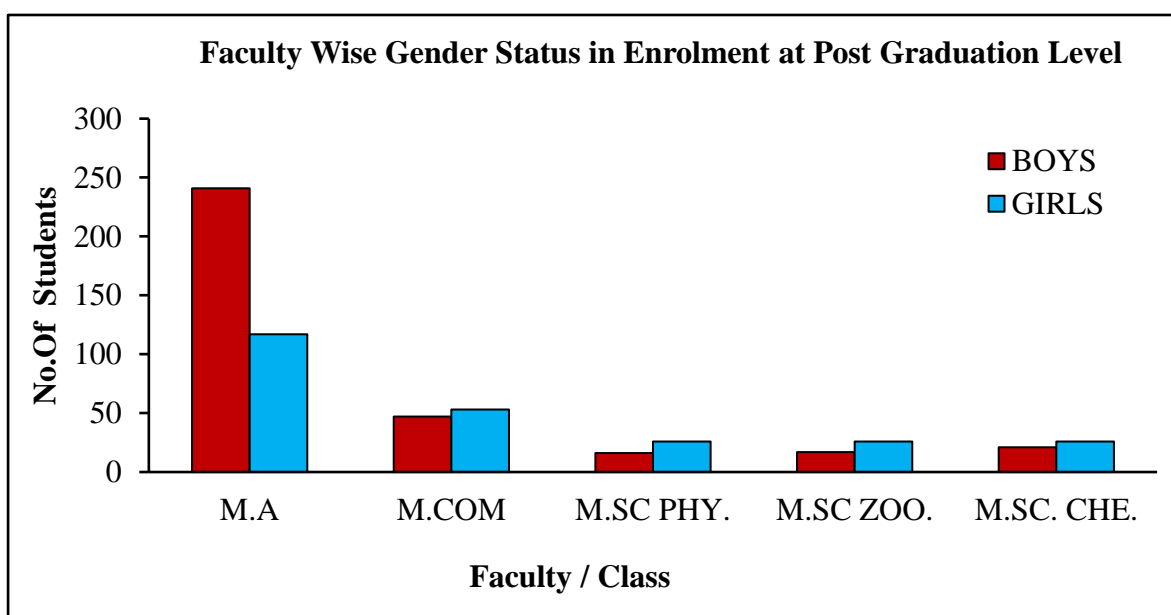


Table No. 4.
Faculty Wise Gender Status in Enrolment at Post Graduation Level
Academic year: 2017-2018

CLASS	BOYS	GIRLS	TOTAL	% BOYS	% GIRLS
M.A	241	117	358	67.32	32.68
M.COM	47	53	100	47.00	53.00
M.SC PHY.	16	26	42	38.10	61.90
M.SC ZOO.	17	26	43	39.53	60.47
M.SC. CHE.	21	26	47	44.68	55.32



II. Category Wise Gender Status in Enrolment at Graduation and Post- Graduation Level:

In the following table's category wise classification of male female at graduation and post - graduation level is given-

Table No. 5
Category Wise Gender Status at Graduation Level
Academic year 2016-2017

CATEGORY	BOYS	GIRLS	TOTAL	% BOYS	%GIRLS
SC	145	109	254	57.09	42.91
ST	195	94	289	67.47	32.53
OBC	298	153	451	66.08	33.92
NT	329	188	517	63.64	36.36
SBC	7	4	11	63.64	36.36
OPEN	268	151	419	63.97	36.04

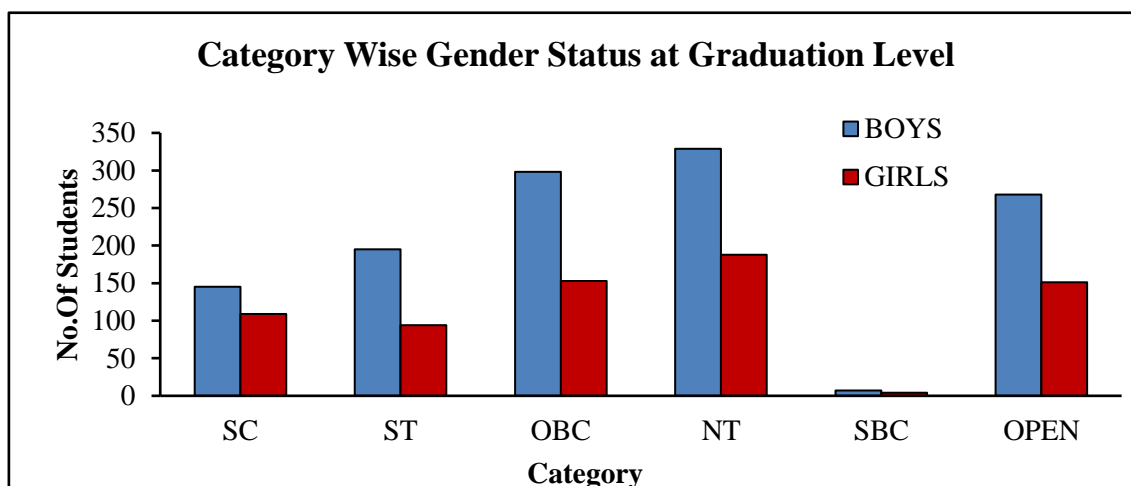


Table No. 6
Category Wise Gender Status at Post Graduation Level
Academic year: 2016-2017

CLASS	BOYS	GIRLS	TOTAL	% BOYS	%GIRLS
M A	223	95	318	70.13	29.87
MCOM	43	38	81	53.09	46.91
MSC Zoo	9	15	24	37.50	62.50
MSC Phy	10	14	24	41.67	58.33
MSC Chem	29	18	47	61.70	38.30

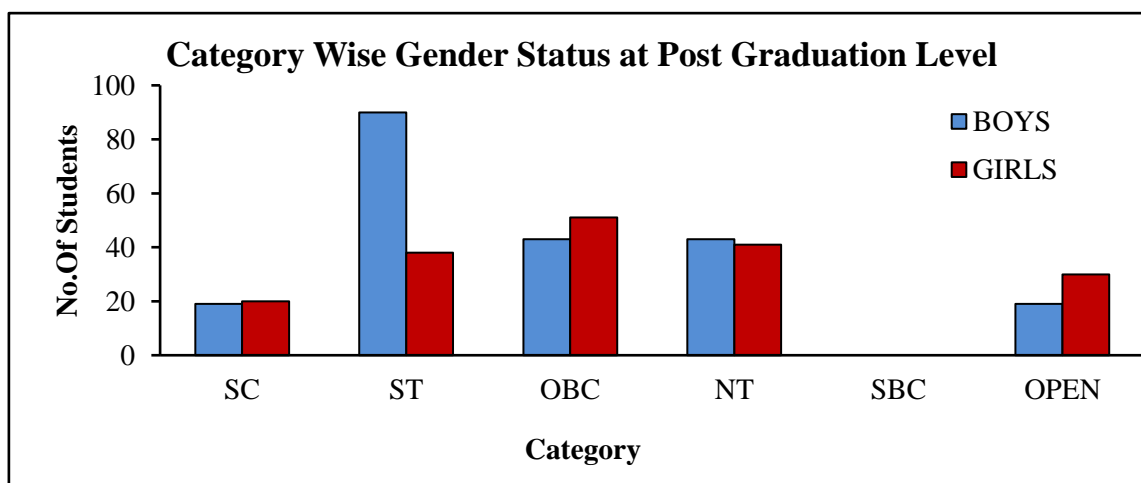


Table No. 7
Category Wise Gender Status at Graduation Level
Academic year 2017-2018

CATEGORY	BOYS	% BOYS	GIRLS	% GIRLS	TOTAL
SC	170	58.22	122	41.78	292
ST	196	62.62	117	37.38	313
OBC	368	68.53	169	31.47	537
NT	356	64.96	192	35.04	548
SBC	8	66.67	4	33.33	12
OPEN	303	65.73	158	34.27	461

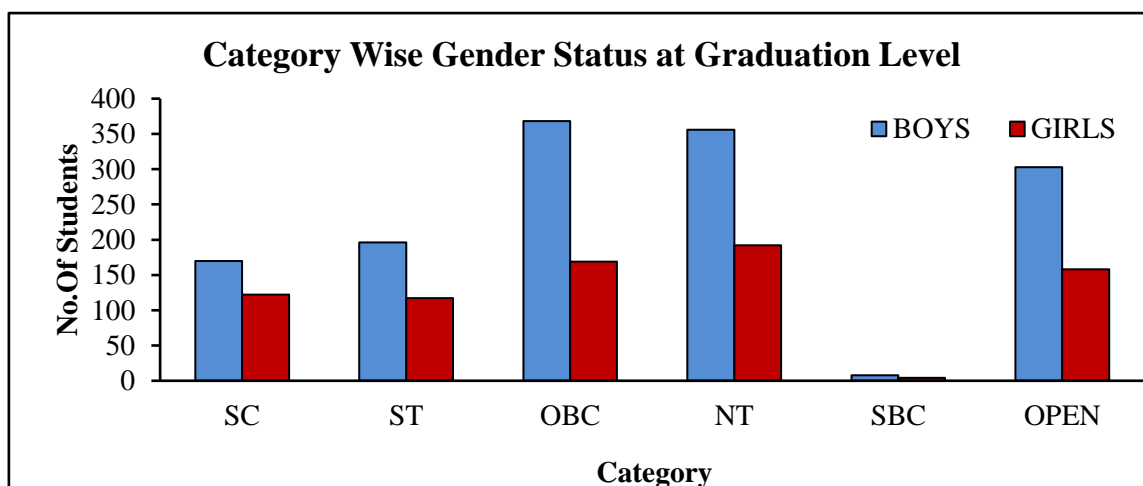


Table No. 8
Category Wise Gender Status at Post Graduation Level
Academic year 2017-2018

CATEGORY	BOYS	% BOYS	GIRLS	% GIRLS	TOTAL
SC	22	47.83	24	52.17	46
ST	224	78.60	61	21.40	285
OBC	41	35.65	74	64.35	115
NT	43	47.25	48	52.75	91
SBC	0	0.00	2	100.00	2
OPEN	12	23.53	39	76.47	51

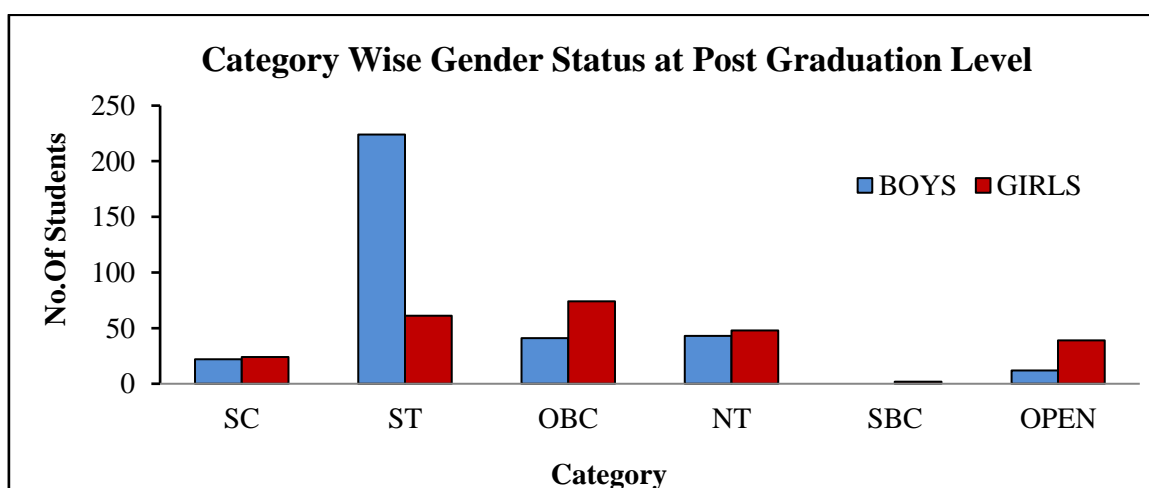


Table No. 9.
Faculty Wise Gender Status in Enrolment at Graduation Level
Academic year: 2018-2019

Class	Boys	Girls	Total	% Boys	%Girls
FYBA	199	99	298	66.78	33.22
SYBA	77	60	137	56.20	43.80
TYBA	54	38	92	58.70	41.30
FYBCOM	192	106	298	64.43	35.57
SYBCOM	128	84	212	60.38	39.62
TYBCOM	64	68	132	48.48	51.52
FYBSC	160	104	264	60.61	39.39
SYBSC	83	80	163	50.92	49.08
TYBSC	99	52	151	65.56	34.44
FYBCS	74	14	88	84.09	15.91
SYBCS	43	18	61	70.49	29.51
TYBCS	27	12	39	69.23	30.77
FYBBA	69	18	87	79.31	20.69
SYBBA	58	4	62	93.55	6.45
TYBBA	21	19	40	52.50	47.50
FYBCA	48	10	58	82.76	17.24
SYBCA	32	15	47	68.09	31.91
TYBCA	10	4	14	71.43	28.57

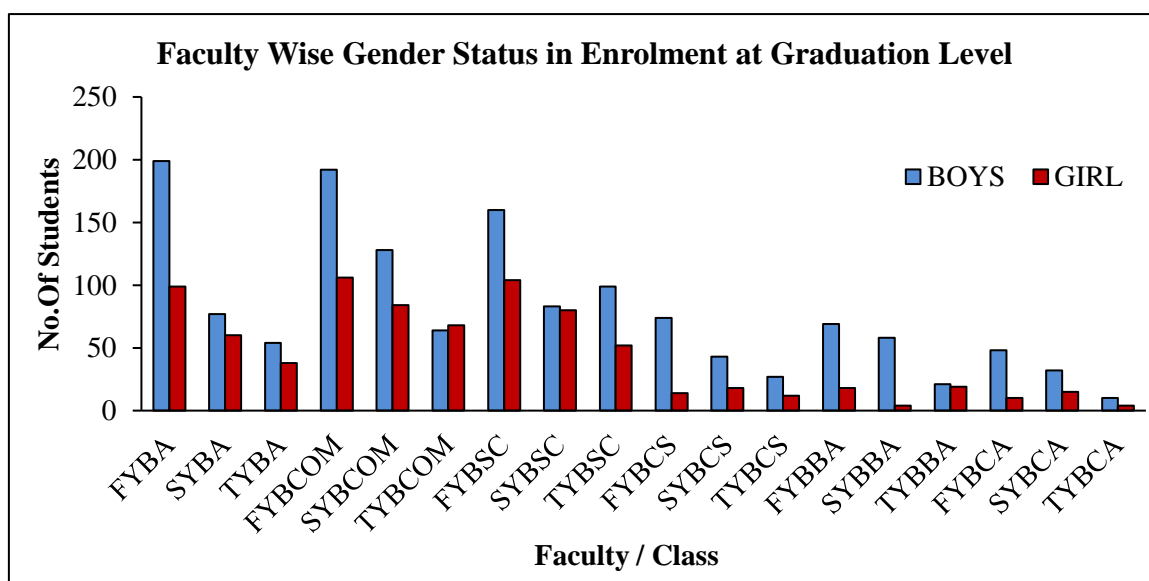


Table No. 10
Category Wise Gender Status at Post Graduation Level
Academic year: 2018-2019

Class	Boys	Girl	Total	% Boys	%Girls
M.A	173	97	270	64.07	35.93
M.COM	42	56	98	42.86	57.14
M.SC PHY.	13	34	47	27.66	72.34
M.SC ZOO.	18	23	41	43.90	56.10
M.SC. CHE.	28	36	64	43.75	56.25

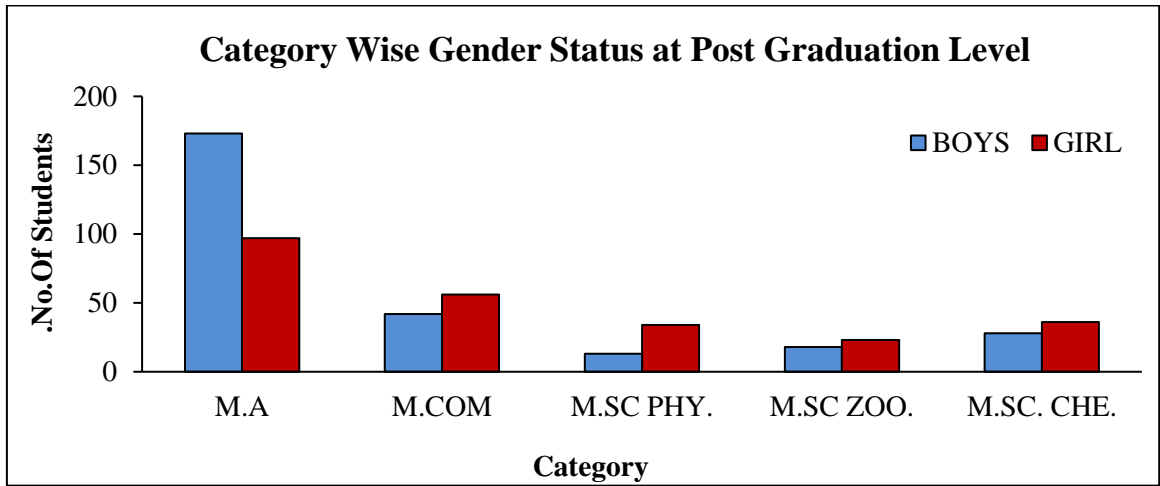
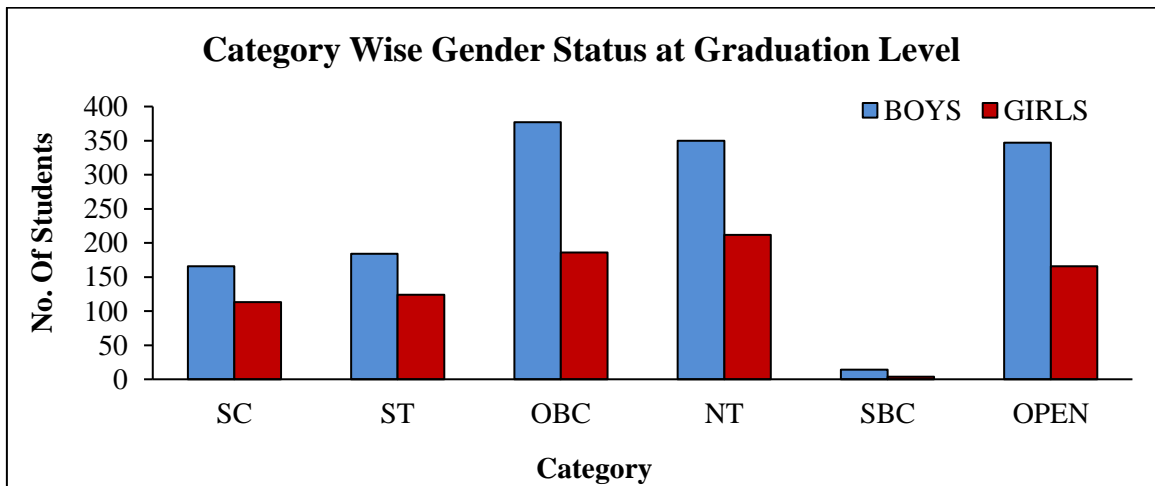


Table No. 11
Category Wise Gender Status at Graduation Level
Academic year : 2018-2019

Category	Boys	% Boys	Girls	% Girls	Total
SC	166	59.50	113	40.50	279
ST	184	59.74	124	40.26	308
OBC	377	67.32	186	33.21	560
NT	350	62.28	212	37.72	562
SBC	14	77.78	4	22.22	18
OPEN	347	67.64	166	32.36	513



III. National Service Scheme (NSS):

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of the college is having 200 volunteers. Every year many outreach and extension programmes are organised for the community development. This unit has undertaken following activities:

Health Camp for Students and Staff:

Every year health camp is organised for students and Staff. It has been carried out in collaboration with Vasani Eye Care Hospital and Research Centre, Six sigma hospital, Arpan Blood Bank Dnyaneshwar Mauli Nityayog Sanstha, Nashik. Almost all students have been checked for blood group, haemoglobin and blood pressure. A free check-up camp has been organised by our college and doctors of various specializations were invited for consultation. In the year 2016-17, 375 students were benefited by free-check up camp. Among them, 209(55.73%) were girls and 166 (44.26%) were boys.

Health Camp

Sr. N.	Date	About Camp	Place	No. Of Girls	No. of Boys	No of Students	Participated Organisations
01	01/09/2016	Eye check up camps" Vasani Eye Care on behalf of their care to diagnosis the problem.	College	41	39	80	Vasani Eye Care
02	23/12/2016	Health Check-up Camp	Adopted Villages Dhakambe & Umrare	48	32	80	Six sigma hospital
03	10/02/2017	Examination of haemoglobin and thelesemiya	College	120	95	200 Volunteers & 15 Teachers	Arpan Blood Bank
04	21/06/2017	Yoga Camp for better health	College	38	42	80 College Staff	Dnyaneshwar Mauli Nityayog Sanstha

05	24/09/2018	Examination of haemoglobin and thelesemiya	College	86	64	150	Arpan Blood Bank
06	15/08/2018	ECG, BCL,BLI & Other Check-ups	College	38	42	80 College Staff	Magnum Institute
07	01/10/2018	Examination of haemoglobin and thalesemiya	College	48	44	92	Nashik Blood Bank
Total				419	358	777	

Health Camp

1) Eye check up camps by " Vasan Eye Care on behalf of College



2) Health check-up Camp



3) Yoga Camp for College Staff for better health



4) Volunteers & **Programme Officer** During Examination Of Haemoglobin And Thalesemiya



Sanitation Campaign: -

Sr.No	Date & Period	Description	Place	Total Activites	No. of girls	No. of boys	Total Students
01	21/08/2016 28/08/2016	Pandavaleni the limelight place plastic litter was cleared trash and grass	Pandavleni	02	40	30	70
02	04/09/2016 To 11/09/2016	reduce water pollution at Godaghata	Godaghat	02	48	32	80
03	02/10/2016	Mahatma Gandhi's birth anniversary celebrated at college. Students clean urban street from college to Ashok Stambh, Visit was organised to anathashram.	College to Ashok-stambh Anath Ashram	01	27	18	45
04	18/12/2016 To 24/12/2018	While cleaning the village and village roads in the pits were filled with stones and soil. And were grown grass and drains are clean.	Dhakambe, Tal : Dindori	05	234	166	80*5 =400
Total				10	349	246	595

Road safety campaign

Growing number of vehicles, the accident rate increases, the efficiency of the vehicle to take runs, helping to create awareness among the students and placing them in front of the Long term program was implemented on a large scale in three years

Sr. No.	Date	Description	No. of girls	No. of boys	Total students	Place
01	29/07/2016	A Workshop Conducted by Mahindra & Mahindra for road safety by showing a video.	72	58	130	College
02	15/08/2016	A big Poster Presentation by Volunteers for road safety at Canada Corner.	85	65	150	College
03	25/09/2016	Road safety campaigns signed by 360 drivers. They read rules & regulation and promise to follow it.	30	25	55	Stambh, College
04	23/12/2016	Rally for Road Safety during winter camp	45	60	105	Dhakambe
05	20/01/2017	road safety campaigns at district level by volunteers	40	37	77	Golf Club Ground
06	09/03/2017	A one day Workshop organised for Road safety.	135	121	256	College & Traffic Park
Total Activities -06					773	

Road safety campaigns signed by volunteers





AIDS Awareness Programme

Sr.No.	Date	Programme	No. of Girls	No. of Boys	Total Students	Place
01	29/09/2016	Poster presentation for AIDS Awareness in College. The officials of Red Ribon Club guides Volunteer.	95	105	200	College
02	09/03/2017	AIDS Awareness rally by Red Ribon Club	20	10	30	A Rural Village 'Kachurli'
Total Activities 02					230	

The Red Ribbon AIDS Awareness Club



Environment

To reduce Water pollution , the Volunteers & **Programme Officer** collects Ganesh Statues & Garbage at Godaghaat every year.

Sr. No.	Date	Collected Ganesh Statue	Collected Sewage	No of students	Place
01	15/09/16	4000	1 Ton Approx	150	Godaghat
02	04/09/2017	4000	1.5 Ton Approx	150	Godaghat
03	23/09/2018	4000	2 Ton Approx	120	Godaghat
Total Activities 03			Ton Approx		Godaghat

Volunteers & **Programme Officer** during Collection of Ganesh Statues & Garbage at Godaghaat





Voting Awareness

Sr.No	Date	Description	No. of Girls	No. of Boys	No of Students	Place	Participated Organisations /Institutes
01	29/09/16	Hon Commissioner of Nashik Municipal Corporation Mr.AbhishekKrushna& Brand Ambassador Namita Oak interact with College Student	114	86	200	College	Nashik Municipal Corporation
02	28/01/17	A Cycle Rally for Voting Awareness in College	47	33	80	College Ashok stambh CBS	-----
03	10/02/17	Voting Awareness Programme by Group	36	24	60	College	Sakal News Paper Young Inspiration Network 9075017508
Total Activities - 03					340		02

Cycle rally voting awareness campaign



IV. Anti- Ragging and Discipline Committee:

As the college forms a constituent a part of the SavitribaiPhule Pune University, Pune a number of its responsibilities are shared and coated by joint arrangements. The college displayed its rules on flex board within the college field. Ragging could be a criminal offence and UGC has notified rules on edge the menace of ragging in extremely instructional establishments so as to ban, forestall and eliminate the scourge of ragging. The school forms Anti- Ragging and Discipline Committee.

Every year college forms Discipline Committee for maintaining Discipline in the campus. The college publishes its rules and regulations in prospectus. Ragging is a criminal offence. Government and UGC has notified regulation for higher education institutes in order to prohibit, prevent and eliminate the ragging. The college has anti-ragging committee, especially to look after the ragging issues. The committee has male and female members and the principal of the college is the chairperson of the committee. Every student has to fill the details in anti-ragging form during the time of admission. No issue has been reported in the college till date.

Committee:

Dr. S. A. Kale

V. Vishakha Committee and Anti Sexual Harassment Cell:

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The college has established a Anti Sexual Harassment Cell as per the guidelines of the Act. No issue has been reported till date.

Committee:

Smt. S.C. Deokar co-ordinator
Dr.S.A.Kale Member

Mr.V.B.Gamane Member
Smt. Kapadnis Member

VI. Board of Students' Development:

The vision of the SavitribaiPhule Pune University, Pune is student centric. The Board of Students' Development (BSD) truly represents this vision that is multidimensional as well as multi-faceted. This vision sees the youth as a source of strength, where their energy is harnessed to nation building and socially relevant activities to build an egalitarian society. The BSD looks after the protection of rights and supervises the development activities of the students of affiliated colleges. BSD promotes and coordinates the different students' activities for better corporate life. BSD tries to nurture students' mental, physical and cultural growth with various activities to improve their overall personality development and to make them civilised Indian citizens to compete in the globalised world. It provides grants for different activities to affiliated colleges to organise workshop, seminars and scheme like ' Earn and Learn Scheme'

K. V. N. NAIK Arts, Commerce and Science College, Nashik, organised different activities under BSD. These are Earn and Learn Scheme, *Nirbhay Kanya Abhiyan*, Personality Development Programme and Disaster Management Workshop.

Committee:

Dr. S. P. Kakad	Co-ordinator
Smt. T. S. Mundhe	Member
Smt. V. S. Raut	Member

Programmes of Board for Students' Development

Vidyarthini Manch:

VidyarthiniManch is a part of girl student welfare programme of BSD. It is the part of SavitribaiPhule Pune University, Pune student welfare programme. It creates awareness among girl student about social, political, economic, environmental, and health issues. It tries to make them confident and guide to achieve their goals. It aims to empower them so that they will be successful in the competitive world. It also organises *NirbhayKanyaAbhiyan* for making girls fearless and confident.

Earn and Learn Scheme:

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

Sr. No.	Year	Girls	Boys	Total Students
1	2017-2018	11	08	19
2	2018-2019	13	12	25

Board for Student Development organises different seminars, guest lectures, and disaster management workshop, expert advice on different issues related to personality development, women health and laws every year. Female students have actively participated in the programmes in successful three years. In the year 2016-2017, 2017-18 and 2018-19 following activities have been organised by BSD





VII. Placement Cell:

Even though ours' is a traditional college, students' career needs are looked by training and placement cell. Students are equipped with those skills which are necessary for them to be competent in global market. For this purpose different career guidance activities are organized by our college. Various companies visit college on a regular basis. Dates are informed to students in advance and they are successfully recruited by various firms.

Committee:

Dr. V.J. Naukudkar co-ordinator
Dr.S.A.Kale Member
Smt. Nehate Member

Career Counselling, Guidance and Placement

Sr. No.	Programme name	Date	Male	Female	Total
1.	Placement camp	25/06/2016	11	13	24
2.	Placement camp	30/7/2016	22	12	34
3.	Orientation for Interview	23/8/2016	71	35	106
4.	Placement camp	9/02/2017	84	63	147
5.	Placement camp	8/09/2017	105	124	229
6.	Orientation programme on "How to write C.V.	14/02/2018	56	81	137
7.	Placement camp	16/02/2018	73	70	143

Participation from male student is more than girl student; we equal try to take participation from girls also.

VIII. Cultural and other Activities:

K. V. N. Naik Arts, Commerce and Science College, Canada Corner, Nashik annually organises cultural programme for students. It is a one week programme of different competitions like Poster Presentation, Mehendi, Rangoli, Cooking, Variety Entertainment, etc. Students also participate in university level Singing, Dancing, Debate Competitions, Diya making, Rakhi making, Lanten making **competition**.



Every year college has organized inter collegiate elocution competition “VASANT KARANDAK” in which participants coming from different districts like Dhule, Pune, Mumbai, Jalgaon, Nandurbar and Nashik. Its details are as follows:

Sr. No.	Date	Participants		
		Boys	Girls	Total
1	22 Dec. 2017	22	18	40
2	23Dec.	20	21	41
3	10 Jan. 2019	22	21	43

IX. Gender Status in Teaching and Non-teaching staff:

Granted Teaching Staff

Sr. No.	Year	Female	Male	Total
1	2016-2017	13	17	30
2	2017-2018	13	17	30
3	2018-2019	13	18	30

Granted Non Teaching Staff

Sr. No.	Year	Female	Male	Total
1	2016-2017	00	19	19
2	2017-2018	00	20	20
3	2018-2019	00	20	20

6. Findings:




- Students strength is increasing and particularly girl strength is increasing continuously in both UG and PG programmes.
- Students of backward classes enjoy a major share in admission
- Total 375 students and staff benefitted by health check upcamp,among them, 209(55.73%) were girls and 166 (44.26%) were boys.
- Special awareness programmes are organized for girls by women cell and *vidyarthinimanch*.
- Males are more benefited than girls in career guidance programmes, training programmes and placement cell. It is necessary to create awareness among girls about their career and self -sufficient.
- Female participation is more than male in programmes of Academic Research Committee. It is necessary to create awareness among boys about importance of research.
- Male participation is greater than female in NSS activities. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.
- Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.

- Female participation in co- curricular activities is greater than male. It is necessary for overall personality development.

7. Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society.

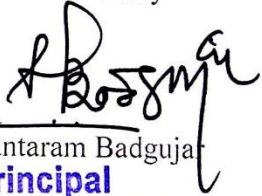
Name and Signatures of the expert committee

01	Anita Pagare (Chairman) Chairman Sangini Mahila Jagruti Mandal, Nashik	Chairman	
02	Kalyani Anita Manohar, (Mamber) Trustee, Sangini Mahila Jagruti Mandal, Nashik	Member	
03	Dr. Jyoti Pathare, (Member) Asst. Professor, Department of Geography HPT Arts and RYK Science College Nashik	Member	


Dr. Rajendra Zolekar
Co-Ordinator
IQAC

Kr. V. N. Naik Shikshan Prasarak Sanstha's
ARTS, COMMERCE & SCIENCE COLLEGE
Nashik-422 002




Dr. Shantaram Badgujar
Principal

Kr. V. N. Naik Shikshan Prasarak Sanstha's
Arts, Commerce & Science College,
Canada Corner, Nashik.