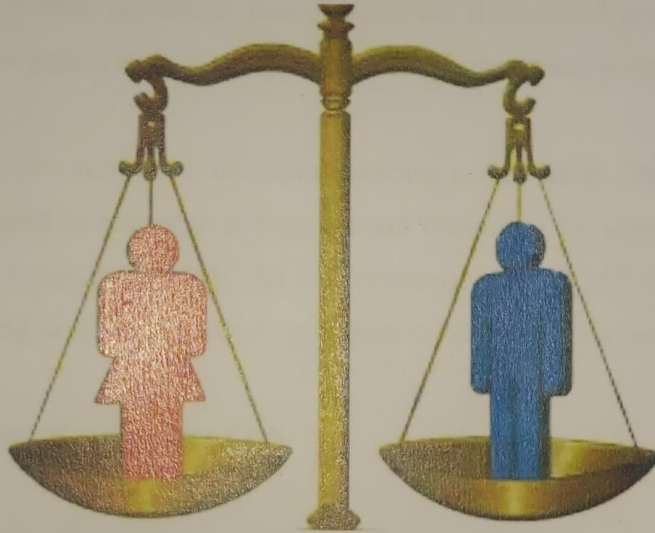




**Jalgaon District Maratha Vidya Prasarak Samaj's  
Shri. S. S. Patil Arts, Shri. Bhausahab T. T. Salunkhe  
Commerce and Shri. G. R. Pandit Science College Jalgaon  
(Nutan Maratha College)**



**GENDER AUDIT 2018-2023**



## Introduction

Jalgaon District Maratha Vidya Prasarak Samaj's Shri. S. S. Patil Arts, Shri. Bhausaheb T. T. Salunkhe Commerce and Shri. G. R. Pandit Science College Jalgaon (M.S.) (Nutan Maratha College), college established in the year 1972 at Jalgaon. and run by Society of Nutan Maratha College affiliated by Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon. The college 'motto is Bahujan Hitaya Bahujan Sukhai i.e. In the Interest of the Masses for the Welfare of the Masses. In 2016, NAAC Bangalore awarded the college with 'B' grade. The purpose of gender audit to study whether college as a good gender balance. It try to see out whether college follows university rules, policies and action as it form constituent part of Kavayitri Bahinabai Chaudhari North Maharashtra University Jalgaon. The gender audit to accept the impact of current and proposed of policies on gender equality.

The Administrative committee decides to conduct gender audit. The IQAC Appreciated and accepted the proposal and forwarded to college concern committee for approval where in thoroughly discuss approved and suggested to IQAC for implementation. The IQAC constituted committee for gender audit considering involvement and contribution in the field of women's development.

The constitutions of committee as follows

- |   |          |
|---|----------|
| 1. Dr.L.P.Deshmukh (Principal)  | Chairman |
| Internal Compliant Committee /Women<br>Complaint & Prevention of Sexual Harassment Cell |          |
| 2. Dr.M.S.Patil   | Member   |
| 3. Dr.J.P.Sontakke  | Member   |
| 4. Dr.L.T.Pawar   | Member   |

## Objectives

The gender audit of Jalgaon District Maratha Vidya Prasarak Samaj's Shri. S. S. Patil Arts, Shri. Bhausaheb T. T. Salunkhe Commerce and Shri. G. R. Pandit Science College Jalgaon (M.S.) (Nutan Maratha College), college has the following objectives

- To find out the area where gender balance exist and the factor behind the gender balance
- Take active step to established good gender balance in decision making process in all areas of the college activity
- Two examine the policies of the college rules and action toward the needs and interest of both male and female
- Suggest measures for bridging the gender gap
- Foster gender equality in all aspect of college life and throughout the college community.
- To see t
- He work and capacity for presentation of sexual harassment at the college

Jalgaon District Maratha Vidya Prasarak Samaj's Shri. S. S. Patil Arts, Shri. Bhausaheb T. T. Salunkhe Commerce and Shri. G. R. Pandit Science College Jalgaon (M.S.) (Nutan Maratha College), college is always tries to avoid rush and other mishaps between students and make a separate provisions at various places for girls.

**1. CCTV:** Keeping in view for safety, co-education is practiced with provision of safety and security to every student. CCTV cameras are installed at various strategic locations. Which makes college premises safe for female students.

1. **Security guard:** At the main entrance of the college security guards are always present. He doesn't permit students without identity card outsiders without proper investigation.
2. **The safety wall:** On the boundary of campus prevent entry of unauthorized person.
3. **Helpline numbers** are displayed at required spots.
4. **Identity card** is mandatory for all students and staff which ensure to maintain discipline and code of conduct.
5. The campus has provision for adequate lighting facility with LED floodlights, fire safety extinguisher, electricity safety by expert electricians, proper earthing wires, stabilizers for safety of heavy duty equipment and appliances.
6. Sexual harassment prevention cell
7. Ramps and adequate toilet facility are provided for differently abled candidates.
8. First aid facility is available in Library, Science Laboratories, NCC and NSS office.
9. Annual health check up is organized for the FY students of UG and PG.

10. Suggestion boxes are placed in various places. The mobile numbers of the Principal, Anti-ragging cell are displayed and grievances, if any, are always resolved peacefully.

11. RO plant provides safe drinking water to the stakeholders.

**Counseling:** Counseling commences from the Mentor who guides the Mentee about the various courses offered, co-curricular and extra-curricular facilities. A student-friendly environment in the college helps the students to approach the staff member for academic and non-academic counseling. The psychology department conducts programs on counseling for the students to build their psychological temperament and the Student's counseling cell is involved in counseling of students with special concern for the girl students.

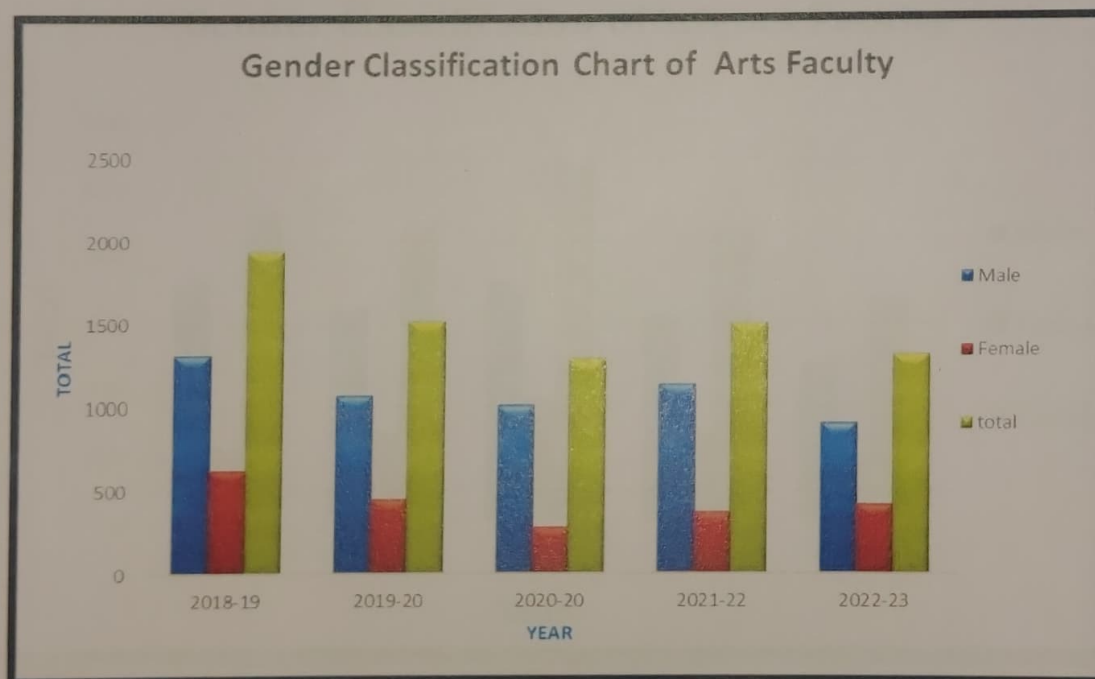
1. Yuvati Sabha has been instrumental for security and needs of the girl students in the college. Programs are run as per the Gender Sensitization Action Plan.
2. Discipline Committee and the Grievance Cell is open for receiving any complains of misbehavior in the campus.
3. The College is open to participation in every activity conducted in the college including sports, irrespective of gender, caste, creed etc. Every student has right to become a Student Representative on merit basis only.
4. Gender Equity is practiced as per the Policy laid down.



# GENDER BALANCE IN ENROLMENT AT GRADUATIONS LEVEL (2018-2022)

## 1. Year wise Gender Classification of Arts Faculty

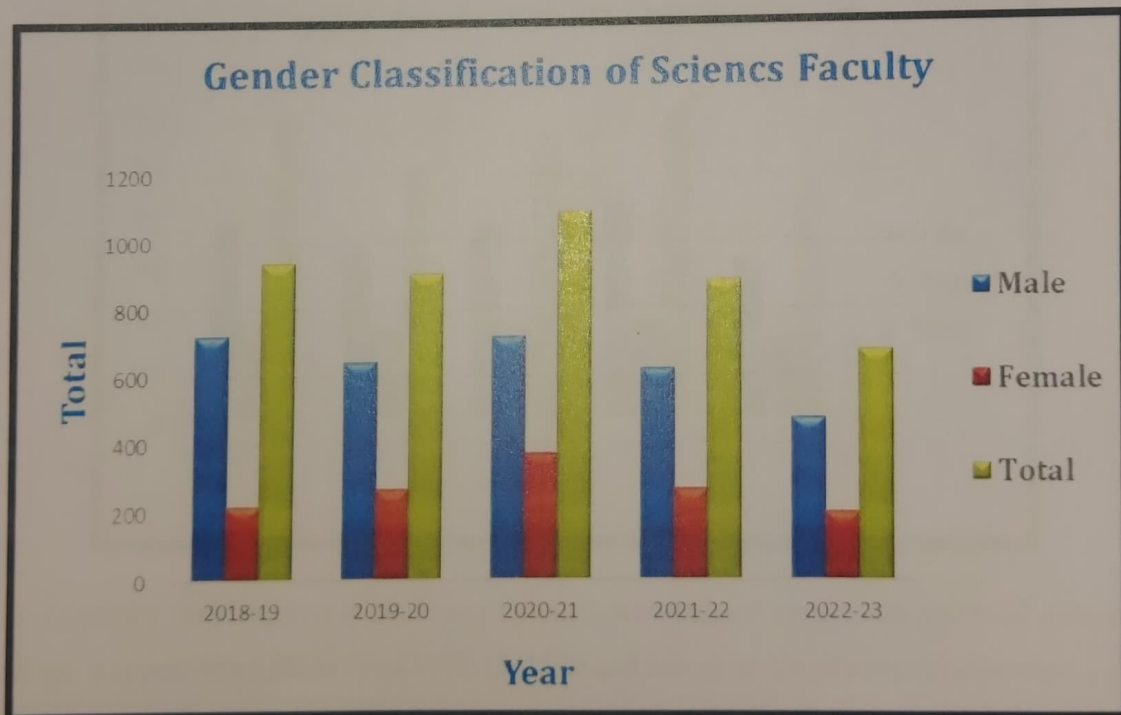
Year	Male	Female	Total	% Male	% Female
2018-19	1314	621	1935	67.90	32.09
2019-20	1067	443	1510	70.66	29.33
2020-21	1007	278	1285	78.36	21.63
2021-22	1134	364	1498	75.70	24.29
2022-23	899	410	1309	68.67	31.32



**Table:** Year wise gender classification of male and female percentage of the student and total admission in the college; it appear since 2018-19 to 2022-23. Male and female graph of admission percentage shows female percentage moderately increasing yearly. The percentage of male and female student can easily reviewed at the glance with the help of table and graph.

## 2. Year wise Gender Classification of Sciences Faculty

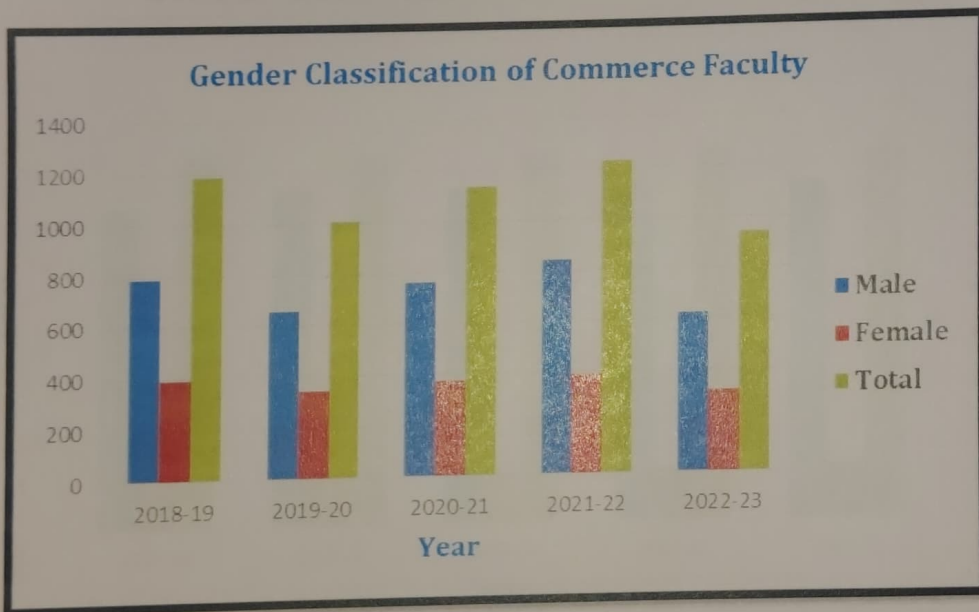
Year	Male	Female	Total	% Male	% Female
2018-19	720	216	936	76.92	23.07
2019-20	641	264	905	70.82	29.17
2020-21	714	370	1084	65.84	34.13
2021-22	617	265	882	69.95	30.04
2022-23	473	200	673	70.28	29.71



**Table:** Year wise gender classification of male and female percentage of the student and total admission in the college it appear that since 2018-19 to 2022-23. Male and female graph of admission percentage shows female percentage moderately increasing yearly. The percentage of male and female student can easily reviewed at the glance with the help of table and graph

### 3. Year wise Gender Classification of Commerce Faculty

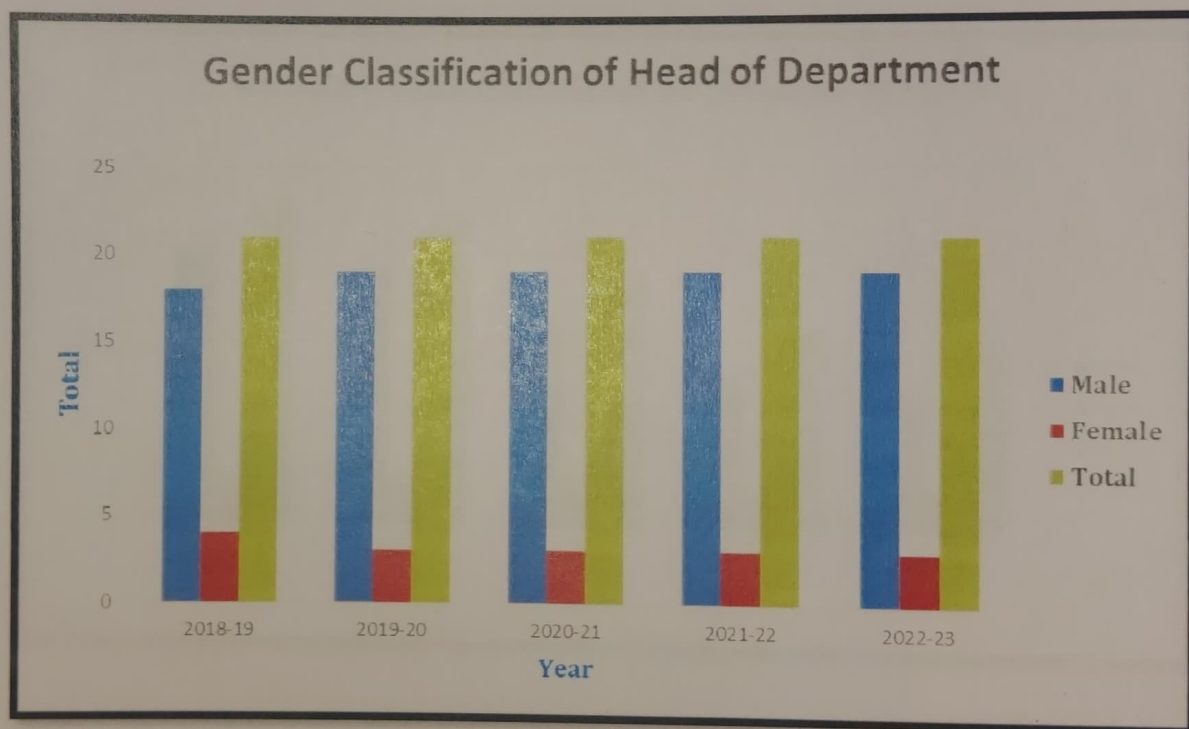
Year	Male	Female	Total	% Male	% Female
2018-19	792	394	1186	66.77	33.22
2019-20	659	346	1005	65.57	34.42
2020-21	760	374	1134	67.01	32.98
2021-22	840	387	1227	68.45	31.54
2022-23	622	317	939	66.24	33.75



Year wise gender classification of male and female percentage of the student and total admission in the college; it appear since 2018-19 to 2022-23. Male and female graph of admission percentage shows female percentage Constant yearly. The percentage of male and female student can easily reviewed at the glance with the help of table and graph.

#### 4. Year wise Gender Classification of Head of Department

Year	Male	Female	Total	% Male	% Female
2018-19	18	04	21	85.71	14.28
2019-20	19	03	21	90.47	9.52
2020-21	19	03	21	90.47	14.28
2021-22	19	03	21	90.47	14.28
2022-23	19	03	21	90.47	14.28

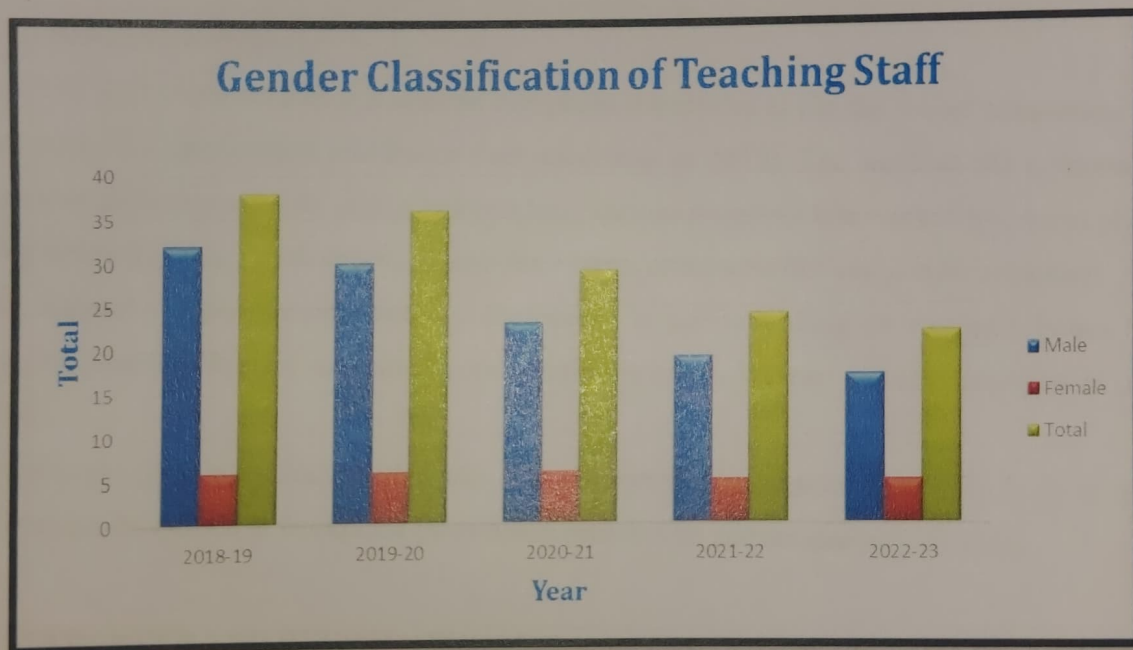


**Table:** Year wise gender classification of male and female percentage of the Head of the Department and total department in the college it appear that since 2018-19 to 2022-23. The table shows the percentage of male head of the department from 2018-19 to 2022-23 is 90%. The percentage of male and female Head of the Department can easily reviewed at the glance with the help of table and graph.



## 5. Year wise Gender Classification of Teaching Staff

Year	Male	Female	Total	% Male	% Female
2018-19	32	06	38	84.21	15.79
2019-20	30	06	36	83.33	16.66
2020-21	23	06	29	79.31	20.69
2021-22	19	05	24	79.16	20.83
2022-23	17	05	22	77.27	22.72



The table shows year wise gender classification of male and female percentage of the Teaching Staff and total department in the college it appear that since 2018-19 to 2022-23. The table shows the percentage of female Teaching Staff from 2018-19 to 2022-23 is 15.19%, 16.66%, 20.69%, 20.83%, and 22.72 respectively. The percentage of male and female Teaching Staff can easily reviewed at the glance with the help of table and graph.

## **5. PREVENTION OF SEXUAL HARASSMENT**

An act to provide protection against sexual harassment of women at workplace and for prevention of redressal of connected here with or incident result in violation of the fundamental right of women to Equality. Under article 14 and 15 of constitutional and right to practice any profession or to carry on any occupation trade or business, which includes a right to a safe environment free from sexual harassment. Violation of the article (5d) of the sexual harassment of women at workplace prevention, prohibition and Redressal act 2013.

The formation of internal complaints committee in the college promotes equalities of opportunity between men and women. To eliminate discrimination and harassment for the purpose, internal complaint committee form in the college.

The college has following mechanism addressing gender concern on the campus. The policy of this committee is to create zero tolerance or to harassment.

### **Internal Complaint Committee**

The college has constituted an internal complaint committee as per the sexual harassment of women at workplace (prevention prohibition and residential at 2013). The work of the committee inverse research and extensions the committee conducts various programs like workshops, street play, self-defense training, yoga, health checkup camp for women empowerment and gender sensation.

The internal complaint committee has contributed to policy making on women's issues by organizing workshop on Women and Law, Woman Empowerment, Women and Human rights in the year of 2015.

The process of enquiry follows the rules and regulation of violation the article 5 (d) of the sexual harassment of women at workplace (prevention prohibition and residential) act 2013.

## **6. SILENT FEATURES AND RECOMMENDATION**

### **Strength and gender sensitive initiative**

It found that the college has attend; gender balance in its system to strength, gender sensitive initiative are as follows.

- The college has earn and learn scheme for economically marginalized students
- The internal complaint committee at workplace is strengthen by organizing various activity.
- Women's are represent in the top rank of academic faculty.
- Internal complaint committee aims to foster and environmental in which unlawful discrimination, harassment is not tolerate, and where all member of the college community is to encourage achieving their full potential.

- College monitors the experience of all students through annual progress review meeting. It encourages the participation of all students in aspect of college life. The college fosters and atmosphere where in tolerance on the ground of gender is unacceptable.
- College staff is encourage to undertake training and professional development throughout their career such opportunities are available to all the members of staff.
- Responses from students, staff and visitors on the college activity, rules and regulatory are regularly sought in formal and informal ways. Such responses are auditing for gender balance and issues raised in this area have reported to the administration for action.
- The college has Women's Development Cell to discuss gender issues every month.
- Health checkup camps show the document of how many women and girls are anemic and underweight.

**Recommendations for Making Jalgaon District Maratha Vidya Prasarak Samaj's Shri. S. S. Patil Arts, Shri. Bhausaheb T. T. Salunkhe Commerce and Shri. G. R. Pandit Science College Jalgaon (M.S.)**

**A Gender Sensitive College:**

- Female student's participant to increase in sport activities.
- The college should be intend to build foundation regarding to ensure that inclusion of more women's are decision-making to be embed in college practices.
- Authority should considering towards increasing number of female in Non-teaching staff.
- We will start Women Study Centre to research in Gender balance equality.
- To avoid inequality care we should take to appoint balanced number of conveners of various internal committees of the college.

**CONCLUSION**

It found that the Jalgaon District Maratha Vidya Prasarak Samaj's Shri. S. S. Patil Arts, Shri. Bhausaheb T. T. Salunkhe Commerce and Shri. G. R. Pandit Science College Jalgaon has many strengths. The weaknesses to overcome with efficient mind set, doubtless, its strengths contribute towards making the college as a gender sensitive institution. With the strong will power and commitment to gender justice, the college would certainly make a mark even in the areas that need some improvements.



**PRINCIPAL**  
**J.D.M.V.P. Samaj's**  
**Shri. S.S. Patil Arts, Shri. Bhausaheb T.T. Salunkhe**  
**Commerce and Shri. G.R. Pandit Science**  
**(Nutan Maratha) College, Jalgaon. (M.S.)**





Re.No.NMCJ/20 -20

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## Action Plan

- Introduce pupils to the concept of gender equity;
- Perform various activities to raise gender awareness among students;
- Conduct activities to enrich students' views and mind-set

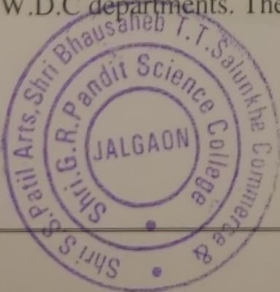
Our constitution's primary premise is equity. As an academic institution, we value, encourage, and incorporate such equity into our daily operations. Our college is known for providing equal opportunity to everybody in numerous ways. By practice, we have a strong focus on gender equity. Our organization has implemented a number of policies and created a number of programs to promote gender equity. Gender equity is demonstrated at our institute through the organization of numerous programs involving male and female students as well as teachers.

Boys and girls are offered equal participation and opportunities in sport, cultural and N.S.S units. Our institute has held a number of programs with this goal in mind, some of which are listed below.

The program's title/activities

- On Women's Day, a presentation on the development of women's entrepreneurship
- NSS with Girl Volunteers In-Charge
- Organize self-defence training program for girls.
- There will be an open discourse on the issue of women's reservations.
- A lecture and open debate on women's rights and laws was organized.
- In the Share Market, give a talk to girls and boys on career opportunities.
- Dowry issue lecture and counselling
- Discussion among students about domestic violence
- An Open Discussion on Sexual Harassment in the Workplace
- Organized lecture and open debate about cybercrime and prevention strategies, with a focus on women who have been victims.

These activities were carried out with the assistance of our institutions' NCC, NSS, Cultural, and W.D.C departments. These efforts aided our pupils in achieving gender parity.



**PRINCIPAL**

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