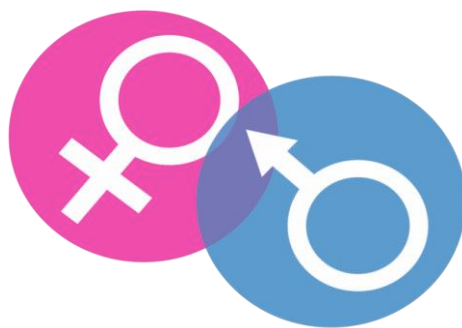


**VINAYAK VIDNYAN MAHAVIDYALAYA,
NANDGAON KH.**



**GENDER AUDIT
(2019-2022)**



VINAYAK VIDNYAN MAHAVIDYALAYA

Nandgaon Khandeshwar, Dist. Amravati

(An Institute run by Pravin Khodke Memorial Trust, Amravati)

Sau. Sulbha Sanjay Khodke
(MLA, Amravati)
President, P.K.M Trust, Amt.

College Code: 197, Ph. No. 07221-222245
Email: vvm197@sgbau.ac.in

Dr. Alka Anant Bhise
(Principal)
Mob.9823526341

Certificate

This is to certify that, the information, reports, true copies of the supporting documents, numerical data and web links furnished in this Gender Audit are verified by I.Q.A.C. and head of the Institution and found correct.

Hence this certificate is issued.



Dr. Suchita Khodke

I.Q.A.C. Co-ordinator
Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh.



Dr. Alka Bhise

PRINCIPAL
Vinayak Vidnyan Mahavidyalaya,
Nandgaon Khan. Dist. Amravati

Gender Audit Committee

Gender Audit for the years-2019-20, 2020-21, 2021-22 has been carryout under the Gender Audit Committee. The names of Gender Audit committee members were suggested by the Hon. Dr. Alka Bhise (Principal) and Dr. Suchita Khodke (IQAC-Coordinator).

Following are the team members:

Name	Designation
1) Dr. Yogesh Gawali	Coordinator
2) Dr. Suchita Khodke	Member
3) Dr. Priti Deshmukh	Member

Declaration by Audit Team

In our professional judgment, sufficient and appropriate audit procedures were completed, and evidence was gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit.

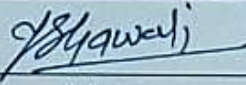
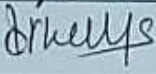

Name	Sign
1) Dr. Yogesh Gawali	
2) Dr. Suchita Khodke	
3) Dr. Priti Deshmukh	

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1.0 Gender Audit

We should embrace the opportunity for continual growth in Diversity, Equity, and Inclusion (DEI). A gender audit enhances the collective capacity of the college to study its activities from a gender point of view and identify strengths and weaknesses in gender equality issues. To educate students about gender issues, as educational institutions play a crucial role, so it is important to measure the impact of society on the mentality of students towards the other gender. To accomplish this task, our college is always trying its best by doing various gender-related activities.

The college will conduct a gender audit from 2019–20 to 2021–22 to raise awareness about respect for all genders and find ways to make the campus safer for women. through a variety of seminars, self-defence workshops, and inspirational lectures about women's empowerment.

In accordance with the guidelines of the Supreme Court, UGC, and the Sexual Harassment of Women at Workplace Prevention, Prohibition, and Redressal Act 2013, the college has established an Internal Grievances Committee and Equal Opportunity Committee with the goal of preventing sexual harassment of any gender at the college. Throughout the year, a variety of seminars, guest lectures, and workshops are held to educate students about their legal rights and to combat sexual harassment.

1.1 Objectives of the Gender Audit

- To find out the areas where gender disparity exists and the factors behind it.
- To establish good gender balance in decision-making processes in all areas of 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.

1.2 Methodology

As part of the gender audit, a questionnaire was specially designed for the teaching and non-teaching staff to procure gender-segregated data on the curriculum. It contains male-female composition across various departments as well as a listing of programs, workshops, and seminars conducted on gender-related issues.

This questionnaire also involves asking questions to the students about their experiences of the environment on the college campus for all genders. These questions focus on the experiences and expectations of every stakeholder. The statistical data provided for the last three academic years (2019-20, 2020-21, and 2021-22).

Link to Questionnaire: <https://forms.gle/naVtKgBLpxRxCFyE7>

2.1 Observations and Findings

As per the methodology adopted, our observations and findings are presented for each specific gender. Sensitive indicators were chosen to ensure the completeness and coverage of all separate yet related components of this audit.

2.1.1 Curricular Aspects

The education of girls affects their future economic security and that of the nation too. Understanding that sensitization programs are an absolute necessity on campus today, various initiatives have been taken. The College is an affiliated institution of Sant Gadge Baba Amravati University, Amravati, where the Departments of English and Marathi has included gender concerns in their syllabus.

Department of English: Eyes are not here, The Gift of Magi, Florence Nightingale, and Mallika Srinivasan

Department of Marathi: लिज्जतचीलज्जत, बाई, लल्लाटरेषा, सावित्रीबाईफुलेआणिताराबाईशिंदे.

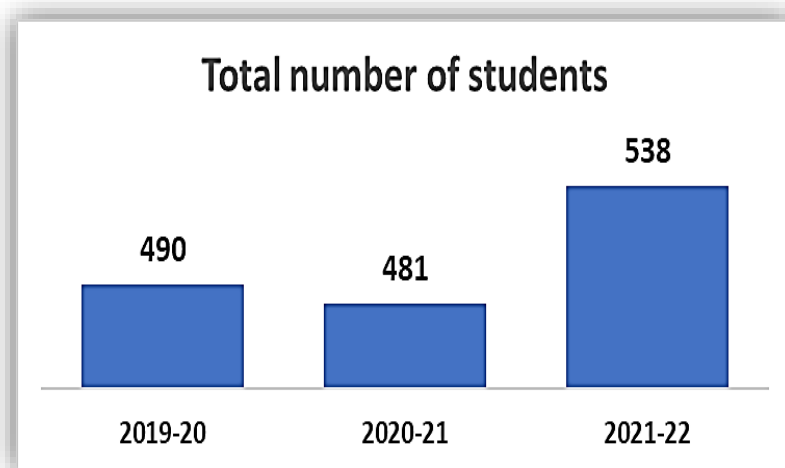
2.1.2 Resources and Infrastructure

- The physical inspection revealed that the following important facilities, particularly those linked to safety and hygiene, are in place, taking into account the significant presence of female students:
- Girls have access to common rooms with proper sanitation.
- The automatic sanitary napkin incinerator machine is placed near the girls' common room.
- CCTV cameras are installed at all the prominent locations on campus.

2.1.3 Gender-segregated data on students and faculty in various departments

Total number of students

Year	2019-20	2020-21	2021-22
Number	490	481	538

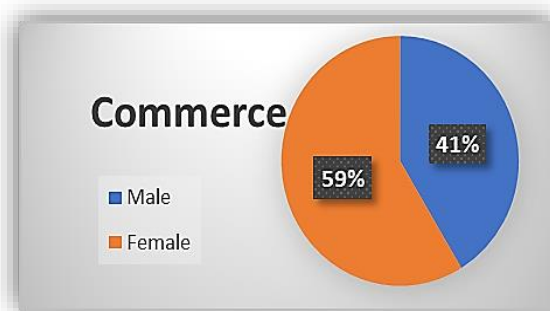
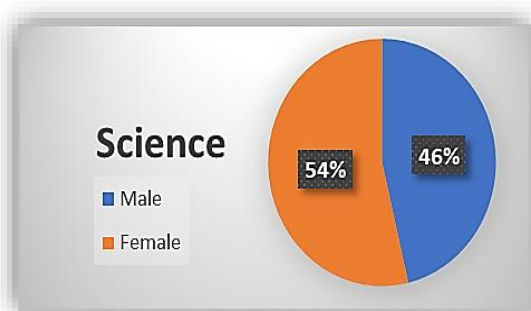


It is observed that there is an increasing trend in admissions except for the pandemic year 2020–21.

Faculty-wise gender distribution in the enrolment of students

Year-2019-2020

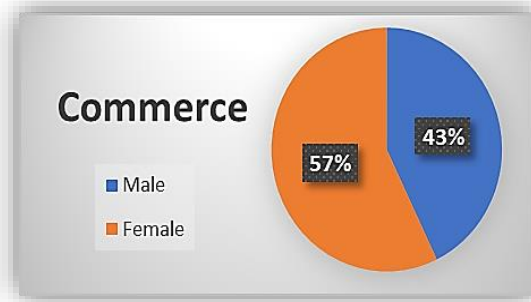
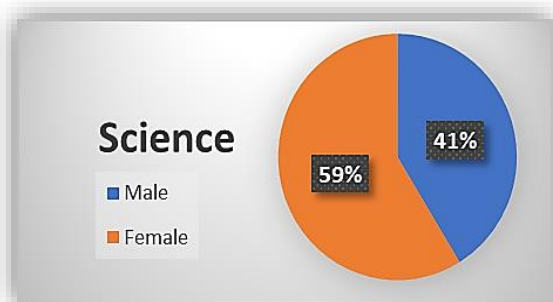
Faculty	Male (%)	Female (%)	Total (%)
Science	125 (46.30%)	145 (53.70%)	270 (100%)
Commerce	91 (41.36%)	129 (58.64%)	220 (100%)
Total	216 (44.08%)	274 (55.91%)	490 (100%)



It has been observed that in the academic year 2019–20, the proportion of female students was higher than the proportion of male students.

Year-2020-2021

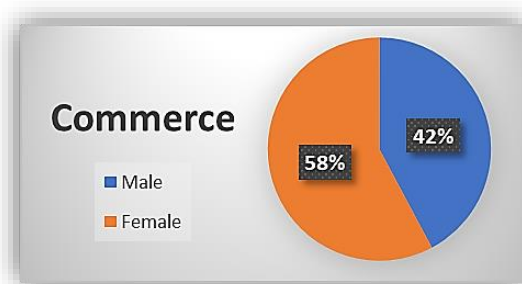
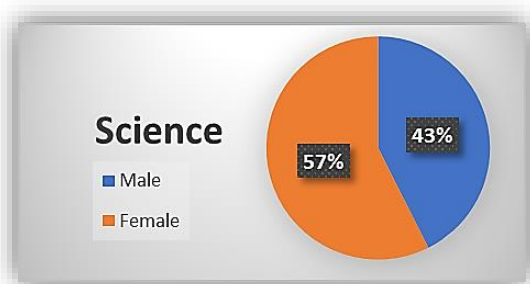
Faculty	Male (%)	Female (%)	Total (%)
Science	109 (41.28%)	155 (58.71%)	264
Commerce	93 (43.31%)	124 (57.14%)	217
Total	202 (42.00%)	279 (58.00%)	481



As this was the pandemic year, the total number of admissions was slightly lower than the previous year, although the number of female students had an increasing trend.

Year-2021-22

Faculty	Male (%)	Female (%)	Total (%)
Science	109 (42.57%)	147 (57.43%)	256
Commerce	119 (42.19%)	163 (57.80%)	282
Total	228 (42.37%)	310 (57.62%)	538(100%)



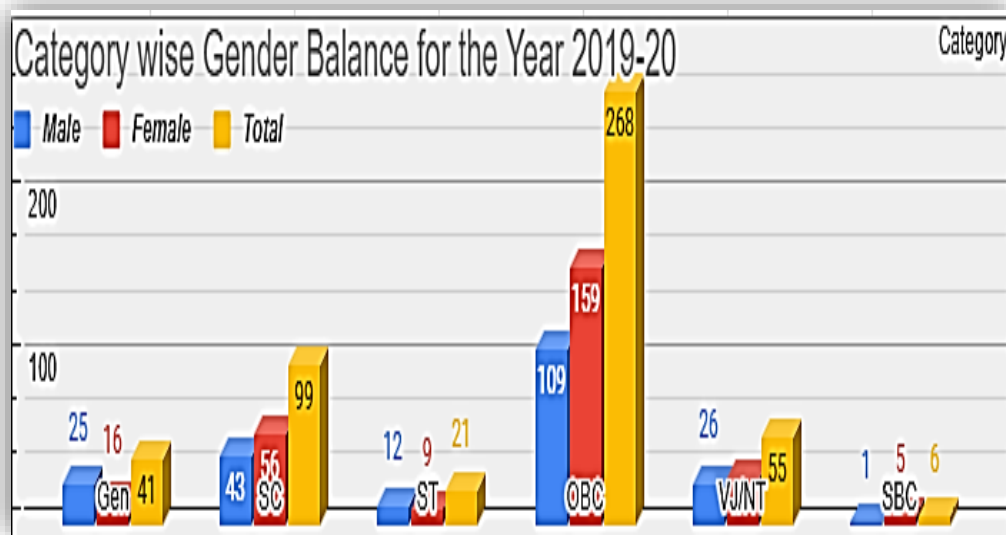
This year, there has been an increase in the number of students admitted, especially girls. Considering all three years as a whole, it is found that the admission graph of students is increasing, especially the percentage of female students, which is maintained at 58% amid the rise in overall student admission.

This represents promotion and easy availability of education for female candidates who have location restrictions because of remote areas and logistics issues. They do not have to travel long distances to get education.

2.1.4 Category-wise gender balance

Year 2019-20

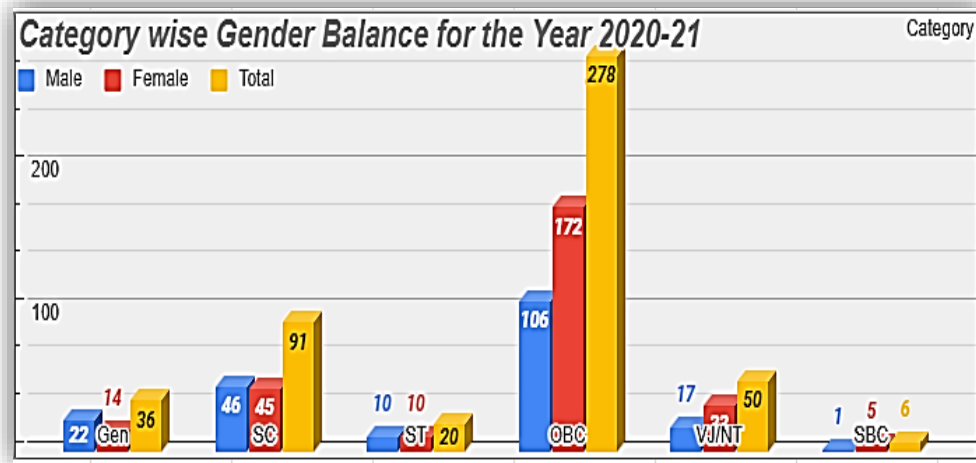
Sr.No	Category	Male	Female	Total	% Male	% Female
1	Gen	25	16	41	61.00%	39.00%
2	SC	43	56	99	43.43%	55.56%
3	ST	12	09	21	57.14%	42.85%
4	OBC	109	159	268	40.67%	59.32%
5	VJ/NT	26	29	55	47.27%	52.72%
6	SBC	01	05	06	16.66%	83.33%



In the year 2019–20, it was observed that the percentage of the OBC category was the highest, followed by SC and NT as the 2nd and 3rd highest, respectively. Also, it has been observed that female representation is the lowest so far in the general category and the highest in the OBC category.

Year 2020-21

Sr.No	Category	Male	Female	Total	% Male	% Female
1	Gen	22	14	36	61.00%	38.88%
2	SC	46	45	91	50.55%	49.45%
3	ST	10	10	20	50.00%	50.00%
4	OBC	106	172	278	38.13%	61.87%
5	VJ/NT	17	33	50	34.00%	66.00%
6	SBC	01	05	06	17.00%	83.33%

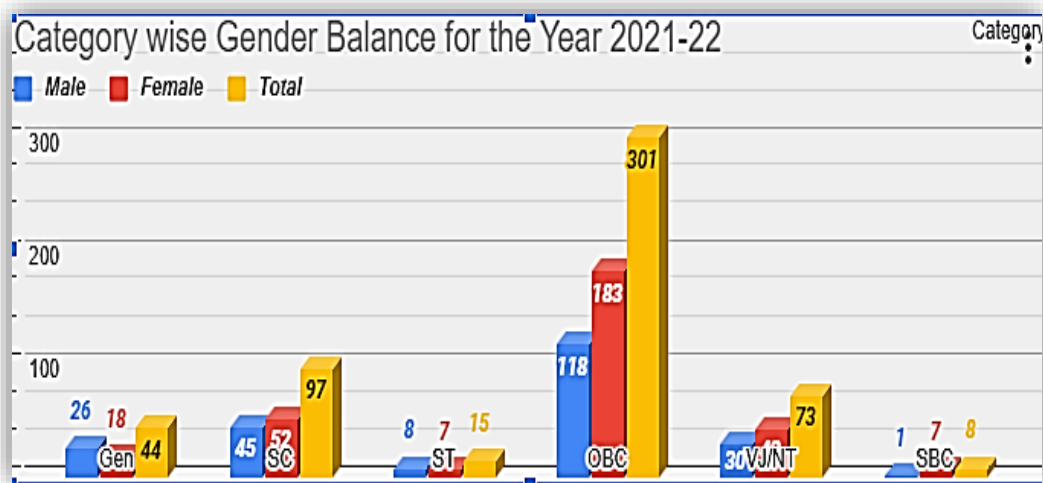


It was observed that in the academic year 2020–21, the percentage of OBC and SC students was relatively higher than the other categories.

It was also observed that the percentage of female students was relatively higher than that of male students.

Year 2021-22

Sr.No	Category	Male	Female	Total	% Male	% Female
1	Gen	26	18	44	59.00%	41.00%
2	SC	45	52	97	46.39%	56.52%
3	ST	08	07	15	53.33%	46.66%
4	OBC	118	183	301	39.20%	60.80%
5	VJ/NT	30	43	73	41.00%	59.00%
6	SBC	01	07	08	12.50%	87.50%

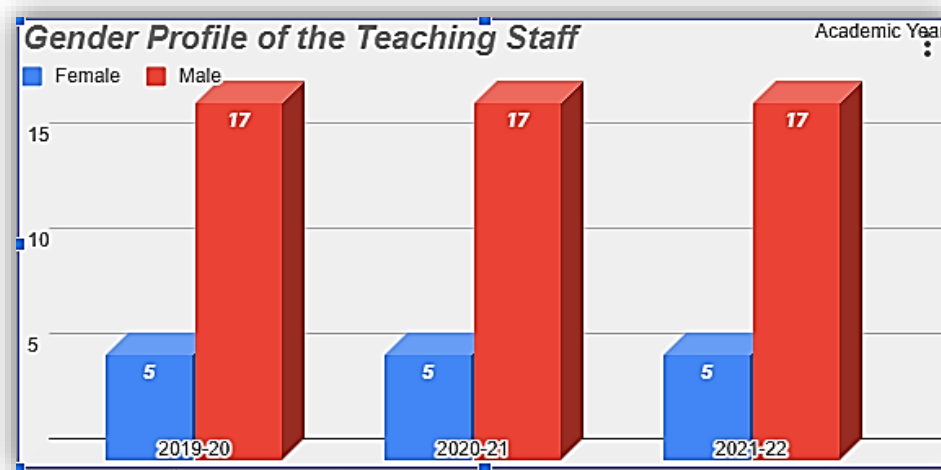


In 2021–22, there was an improvement in the percentage of admitted students in each category, especially in the SC, OBC, and VJNT categories. Also, there is an increase in the percentage of female students.

Considering all three years as a whole, it is found that the admission graph of students in every category is increasing, especially the percentage of female students. It is seen that the college has succeeded in reaching out to the last elements of society about the importance of education.

2.1.5 Gender Profile of the Teaching Staff for 2021–22

Academic Year	Female	Male	Total	Percentage of female staff
2019-20	05	17	22	23%
2020-21	05	17	22	23%
2021-22	05	17	22	23%



There does not seem to be any change in the number of full-time teachers in the college since the new recruitment in the academic years 2019–20 to 2021–22. Also, the proportion of female teachers is seen to be less than the proportion of male teachers.

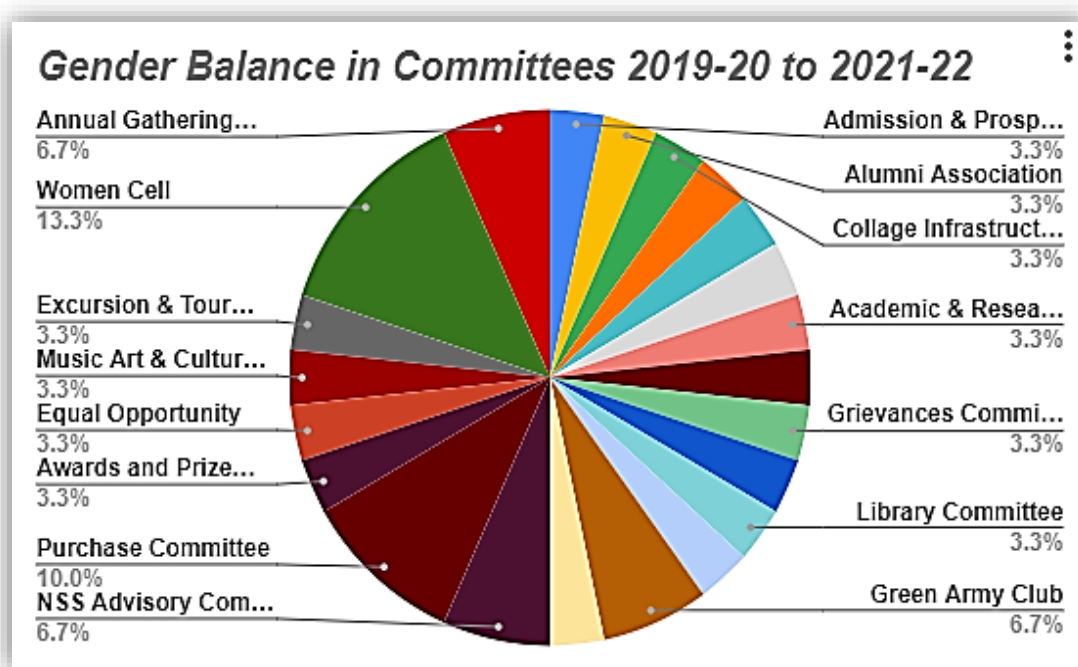
It is also observed that among the five women, there is one woman principal, one-woman IQAC, and two departmental heads.

2.1.6 Gender Balance in Committees 2019–20 to 2021–22

Committee	Female	Male
Admission & Prospectus, Annual Plan Committee	01	04
Attendance Committee	00	03
Alumni Association	01	02
Collage Infrastructure Maintenance and Development Committee	01	02
Discipline Committee	01	02
Anti-Ragging Committee	01	02
Examination and Result Committee	01	05
Academic and Research Committee	01	02
First Aid, Health Watch Club Counselling, and Healthy Practices Committee	01	02
Grievances Committee	01	02
Sports and Student Welfare Committee	01	02
Library Committee	01	03
Magazine Committee	01	05
The Green Army Club	02	04
NSS Committee	01	01
NSS Advisory Committee	02	01
Purchase Committee	03	04
Awards and Prize Committee	01	01
Equal Opportunity Cell	01	02

Vinayak Vidnyan Mahavidyalaya Nandgaon Kh.

Music, art, and cultural cells	01	02
Excursion and Tour Committee	01	03
Women Cell	04	00
Annual Gathering Committee	02	01

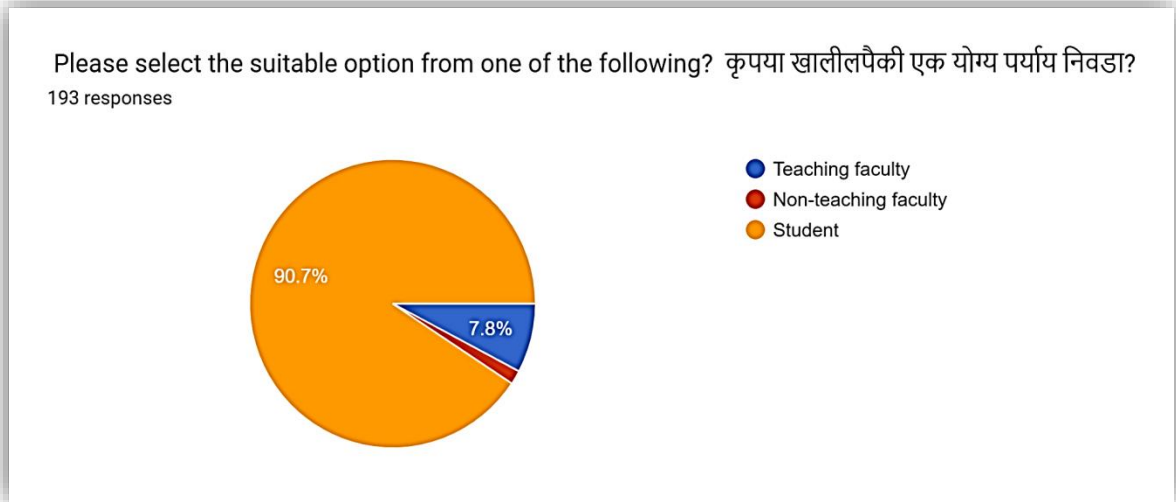


It is observed that for the handling of various issues, the Institute comprises 23 committees. It has been ensured that the proportion of women in every committee should be at least 33% or more.

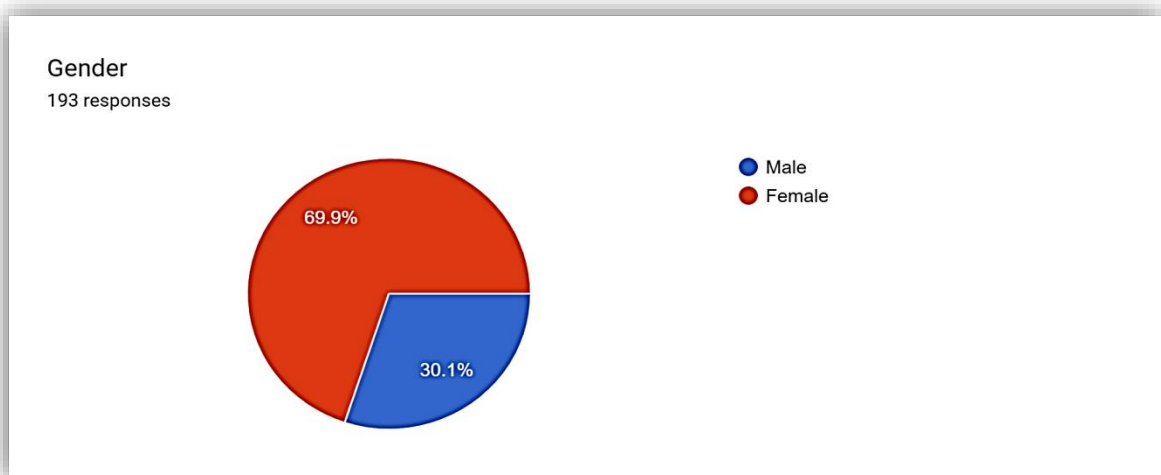
It is also observed that the percentage of women is higher in some of the important committees. Another thing to be mentioned here is that the President of our Management is also a woman and she is also a Member of the Legislative Assembly of Maharashtra and represents the Amravati constituency. The college runs under the leadership of women in the categories of Principal and IQAC coordinator. It has also been observed that 50% of department heads are women.

3.1 Gender Audit Survey and Analysis

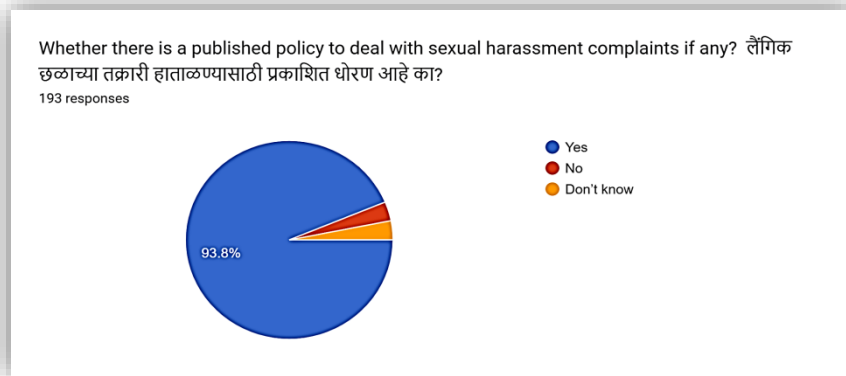
A total of 193 respondents answered this questionnaire, of whom nearly 90% are students, nearly 8% are teachers, and the remaining 2% are non-teaching faculty.



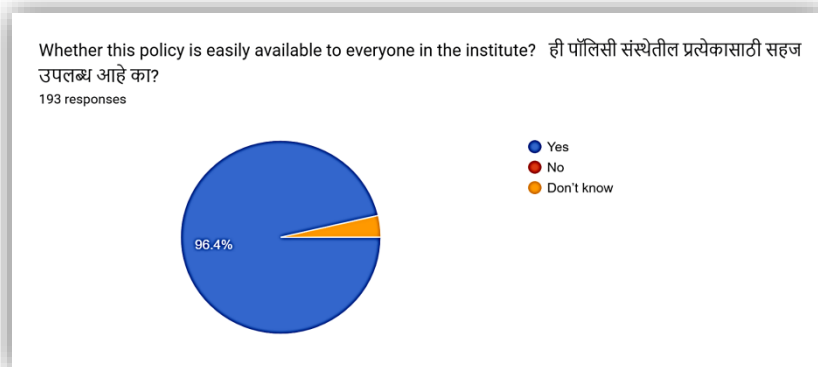
Nearly 70% are female respondents, and the remaining 30% are male respondents.



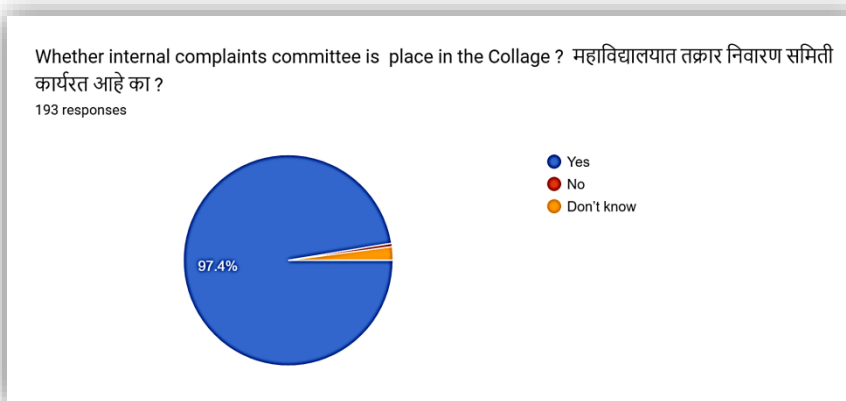
Among the 193 respondents, nearly 94% agreed to have a published policy for dealing with sexual harassment complaints.



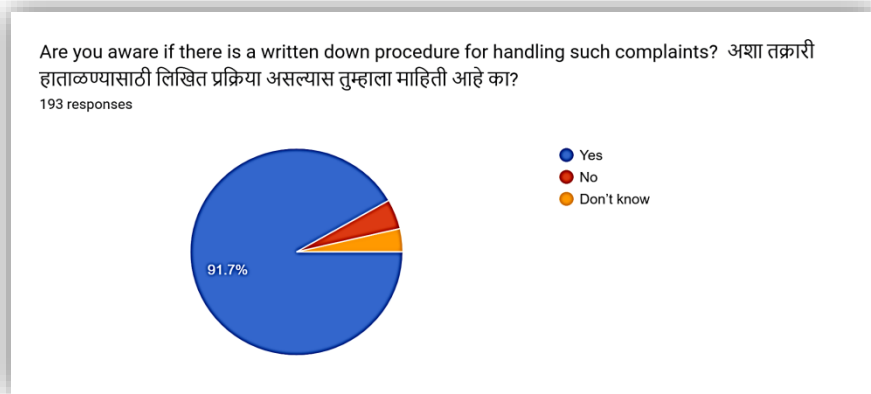
96% of respondents say that policies related to sexual harassment are easily available to everyone in the institute.



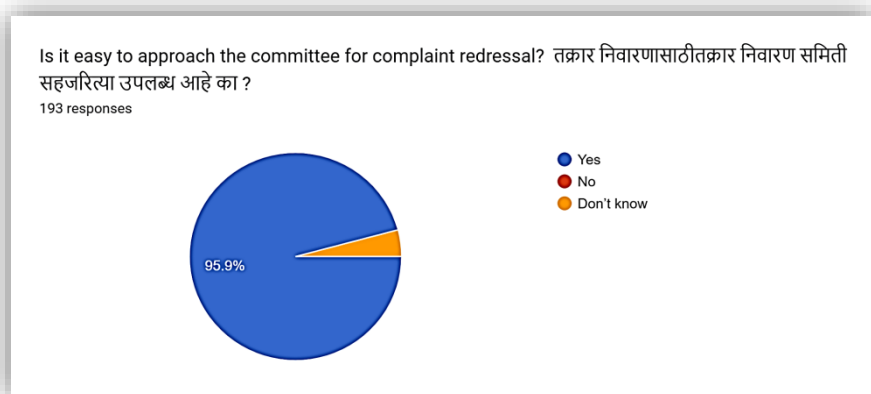
Among the 193 respondents, 97% agreed to have a grievance redressal committee in college.



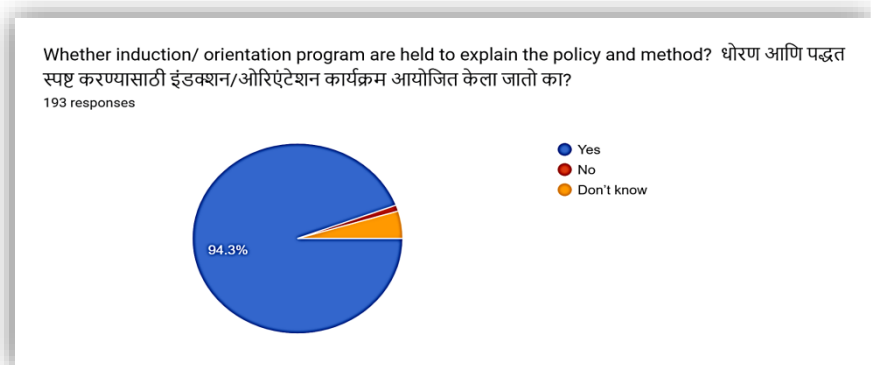
About 91 percent of respondents agreed that there is a written procedure for handling grievances at the Grievance Redressal Committee.



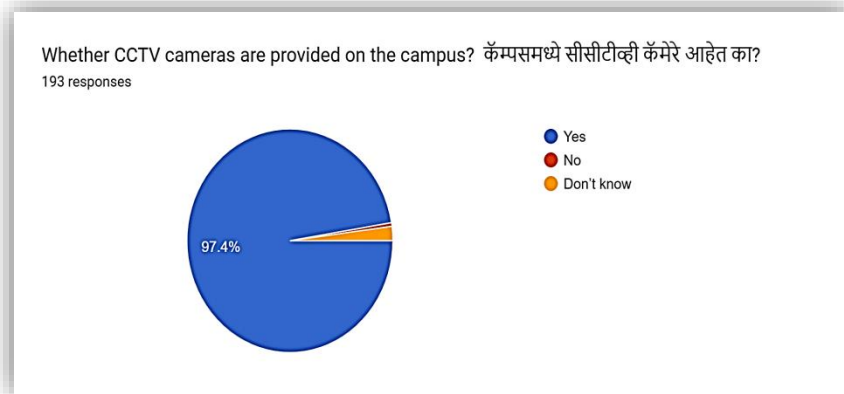
About 96% of respondents say that it is easy to approach the committee for complaint redressal.



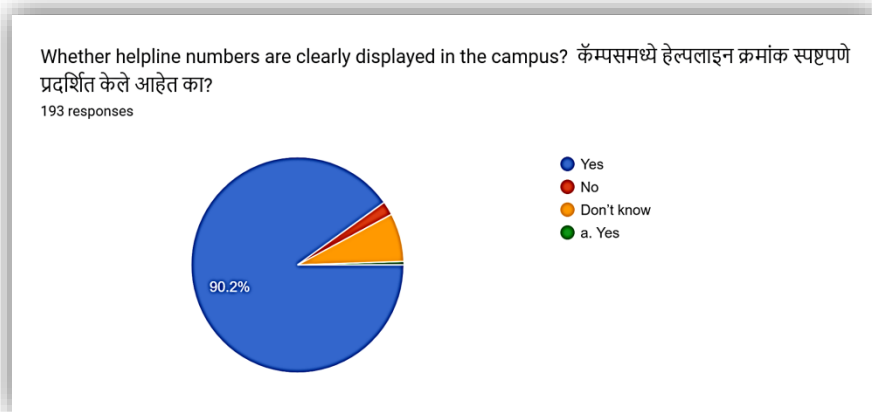
Out of 193 respondents, 94% agreed that the college conducts an induction and orientation program.



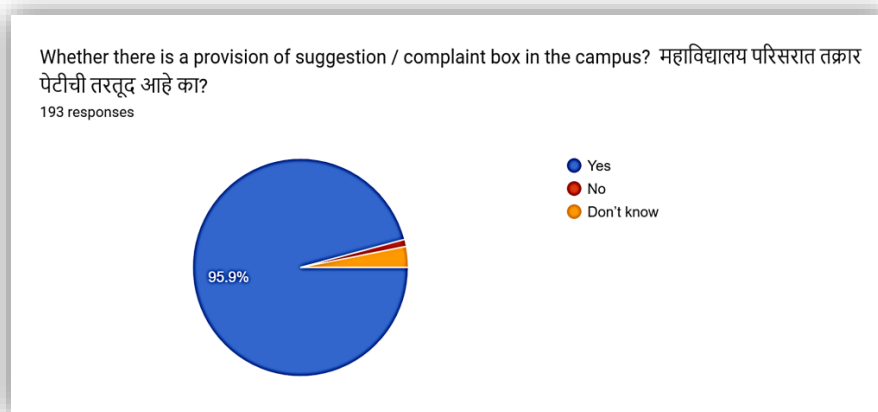
97% of the 193 respondents agreed that the college has CCTV cameras.



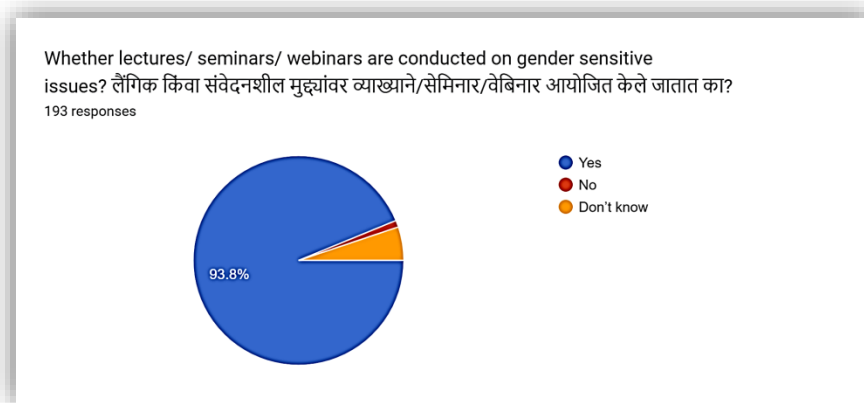
90% of respondents agree that the helpline number is clearly mentioned on the college premises.



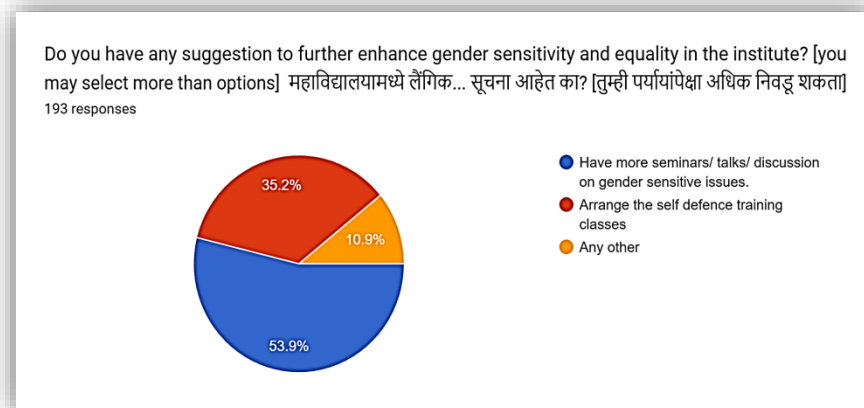
Among the 193 respondents, 96% agreed that there is a complaint box in the college.



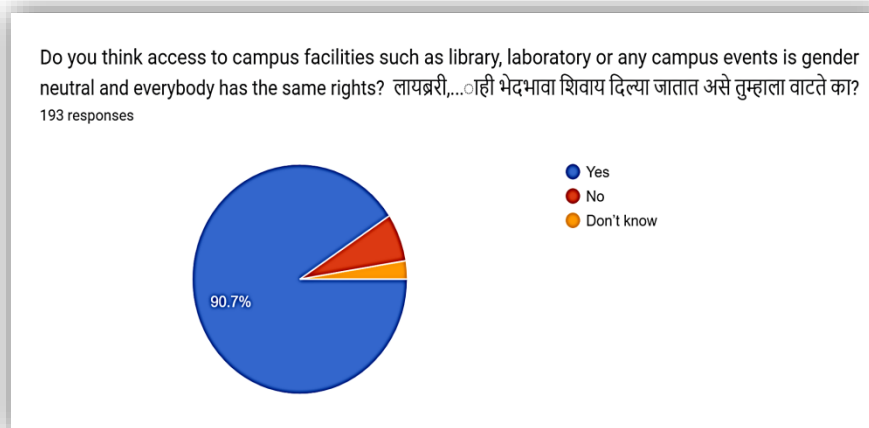
Among the 193 respondents, 94% agreed that the lectures were on sexual or sensitive topics.



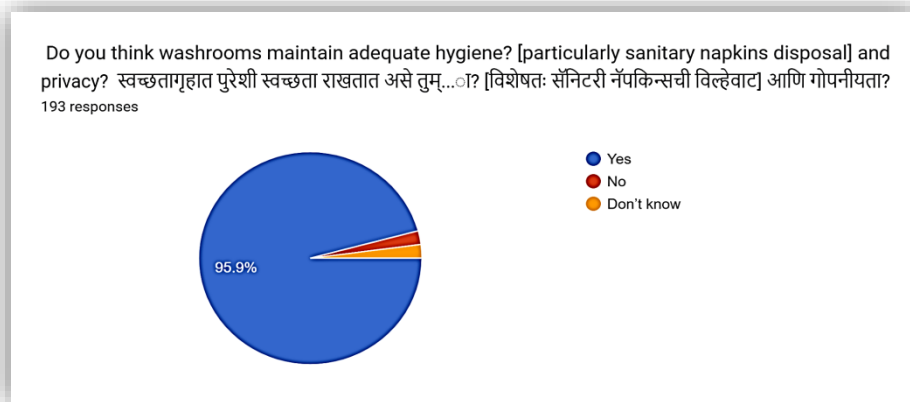
More than 54% of respondents think that there is a need for more seminars and talks on gender sensitivity. Nearly 35% of respondents suggest more arrangements for self-defence training classes.



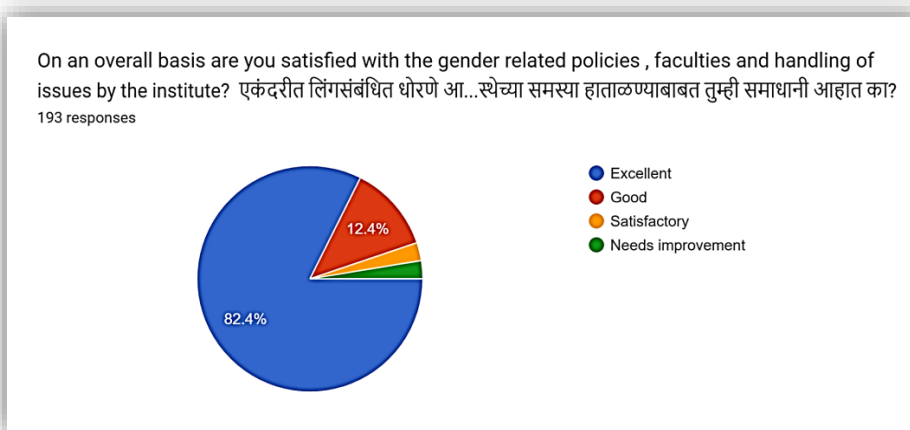
Among the 193 respondents, more than 90% think that there is no gender bias on the college campus.



Out of 193 respondents, 96% opined that adequate hygiene is maintained in the washrooms.



Eighty-two percent of the 193 respondents were highly satisfied with the gender-related policies handled by the institution.



4.0 Recommendations

Taking into account the survey findings, the following practical recommendations are made for increasing awareness of gender equality and showing gender neutral practices with more visibility and outreach in the college's ongoing operations.

- The authority must make attempts to admit female students to NCC.

- Encouraging the dissemination of information on gender sensitivity and equality through induction programs, seminars, debates/quizzes and newsletters.
- The authority should conduct more male-centric activities for gender sensitization.
- There is a need to promote more gender-free activities/competition in cultural activities.

5.0 List of Programs on Gender Sensitization

Academic Year 2019-20

Sr.No	Programs	Dates
1	Guest Lecture on Adolescent: Counselling and Guidance	30 th September 2019
2	Women's Empowerment and Gender Equity	15 th January 2020
3	Elocution competition on the role of women in science	28 th February 2020

Vinayak Vidnyan Mahavidyalaya Nandgaon Kh.

4	Self Defence workshop for Girl Students	8 th March 2020
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Academic Year 2020-21

Sr.No	Programs	Dates
1	Online Elocution Competition on “The Importance of Women's Education for the Progress of the Nation”	4 th Jan 2021
2	Webinar on “The Role of Women in Conservation and Sustainability”	8 th Mar 2021
3	Online workshop on “Personal Grooming and Social Equities”	23 rd Oct 2020

Academic Year 2021-22

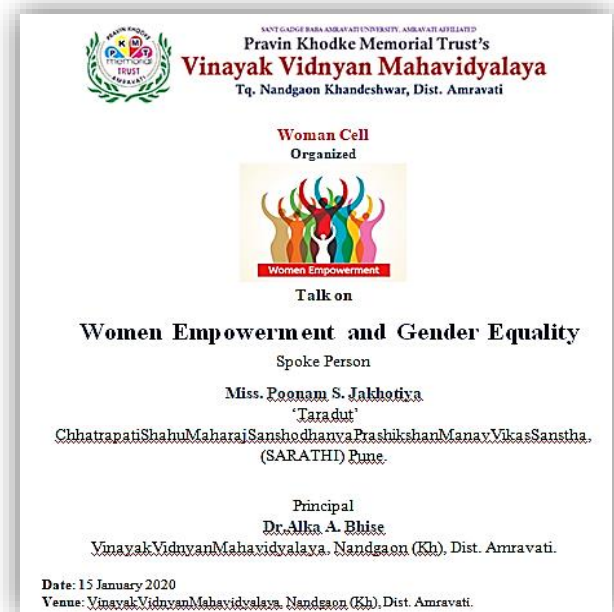
Sr.No	Programs	Dates
1	JagarStriShakticha One Week Awareness Program on different issues underlying with girl students.	7 th – 18 th October 2021
2	Celebration of the Birth Anniversary of Krantijyoti Savitribai Fule	3 rd Jan 2022
3	Udyamita - A Saree Bag Making Project for Girl Students	12 th January 2022
4	National Girls Day	24 th Jan 2022
5	Elocution Competition on “The Contribution of Indian Women in Art, Literature, Environment, Politics, Academic, Scientific Research and Other fields”.	8 th March 2022
6	Certificate course on "Women's Security and Rights”	14 th Match 2022

5.1 Programs on Gender Sensitization 2019-20

1) Guest Lecture on Adolescent: Counselling and Guidance



2) Women's Empowerment and Gender Equity



3) Role of Women in Science, Elocution Competition Report



4) Self Defence Workshop for Girl Students






5.2 Programs on Gender Sensitization 2020-21

1) Online Elocution Competition “The Importance of Women’s Education for the Progress of the Nation”

**Vinayak Vidnyan Mahavidyalaya
Nandgaon Kh.
Women Cell
Organises**

**190th Birth Anniversary of Krantijyoti Savitribai Phule
Online Elocution Competition**



Krantijyoti Savitribai Phule

**THEME
THE IMPORTANCE OF WOMEN'S EDUCATION
FOR THE PROGRESS OF THE NATION**

- Duration will be 5 Min for each participant.
- Language shall be English/Marathi/Hindi

Registration link-<https://forms.gle/pugxtZeRndXKLHkz8>

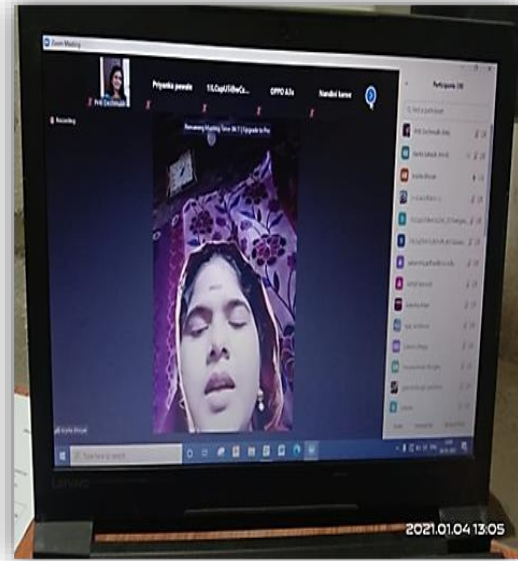
**4th January, 2020
From 12.30pm to 2.00 pm**

**Principal
Dr. Alka Bhisre**

**IQAC Coordinator & Incharge,
Women Cell
Dr. Suchita Khodke**

Prizes
1st Rs.300/-
2nd Rs.200/-
3rd Rs.100/-

Certificate will be provide after event to all participants
Savitribai Phule is known as "Mother of Indian Feminism".




2) Webinar on “The Role of Women in Conservation and Sustainability,”



3) Online workshop on “Personal Grooming and Social Equities”


Pravin Khodke Memorial Trust, Amravati's
Vinayak Vidnyan Mahavidyalaya
Nandgaon (Kh)
Women Cell
Celebrates
Navaratri
By Organizing
Online WORKSHOP ON PERSONAL GROOMING & SOCIAL ETIQUETTES

REGISTRATION LINK
<https://forms.gle/DbeWe1yLbXn1mq34w9>

Speaker

Neeta Adhau
Director
Innovative Minds School
of Excellence

Join Zoom Meeting
<https://us02web.zoom.us/j/2522319009/> Meeting ID: 252 231 9009

Organising Committee
• Dr Suchita Khodke • Dr Pratibha Mahalle • Dr Priti Deshmukh • Dr Kavita Kakade
I.Q.A.C Co-Ordinator Dept. of Zoology Dept. of Maths Dept. of Chemistry

Principal

Dr. Alka A. Bhise
Principal
Vinayak Vidnyan Mahavidyalaya
Nandgaon (Kh)

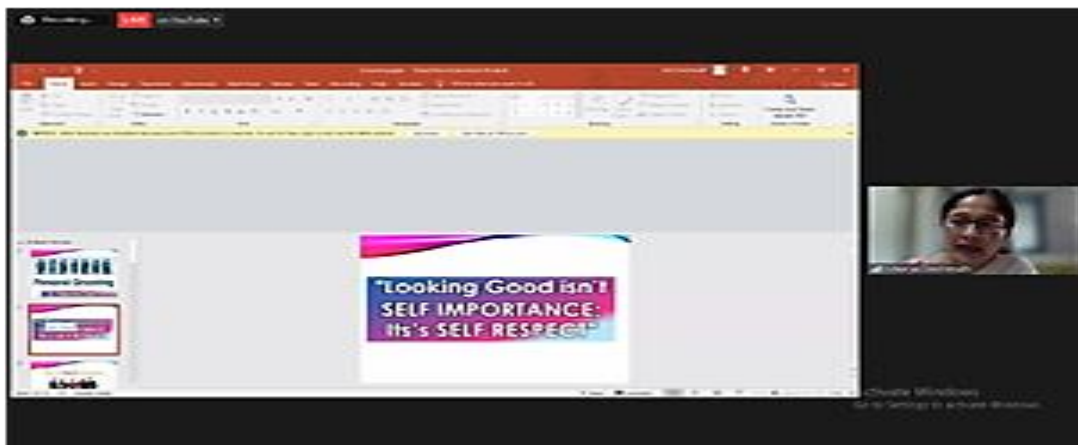
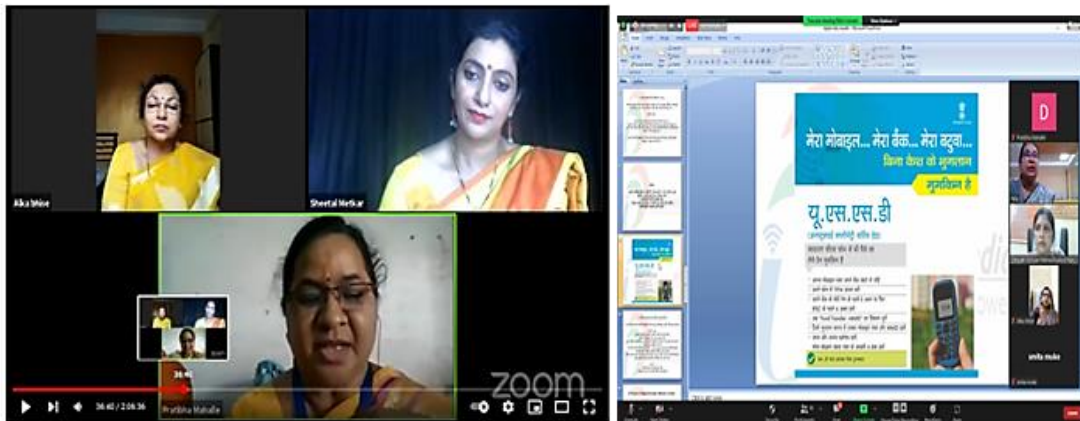
DATE :
23RD OCTOBER
2020
TIME:
1.00 PM ONWARDS



5.3 Programs on Gender Sensitization 2021-22

1) "जागरस्त्रीशक्तीचा ": One Week Awareness Program on Different Issues

Underlying Girl Students.



2) Celebration of the Birth Anniversary of Krantijyoti Savitribai Fule



3) “उद्यमिता”: A Saree Bag Making Project for Girl Students



4) National Girls Day



5) Elocution Competition on “The Contribution of Indian Women in Art, Literature, Environment, Politics, Academic, Scientific Research, and Other Fields”



