

# GENDER AUDIT

2019-21

## AUDIT REPORT

Studied for

**Dr. Babasaheb Ambedkar Memorial Society's**

**Dr. Ambedkar College of  
Arts, Commerce and Science**

Civil Lines, Chandrapur – 442 401

**Analysed by**



**21 December 2021**

# Disclaimer

Gender Audit Team has prepared this report for **Dr. Babasaheb Ambedkar Memorial Society's Dr. Ambedkar College of Arts, Commerce and Science, Civil Lines, Chandrapur – 442 401** based on input data submitted by the College analysed by the team to the best of their abilities.

The details have been consolidated and thoroughly studied as per the various guidelines, the report has thereby been generated based on comparative analysis of the existing facilities and the benchmarks. The suggestions derived as a result of the inspection and research as per inputs which would further enhance and develop a Gender Balanced Institution.

These can be implemented phase wise or as a whole warranty or undertaking, express or implied is made and no responsibility is accepted by Audit Team in this report or for any direct or consequential loss arising from any use of the information, statements or forecasts in the report.

The audit is a thorough study based on the inventory and sampling of data collected over a period of time and should not be used for any legal action. This is the property of Greenvio Solutions and should not be copied.

The Report is prepared by the Team of Greenvio Solutions under their brand and department – Sustainable Academe as Consultancy firm along with Ms. Nahida Shaikh, Project Head (P.G.D.R.D (pursuing)), who has conducted multiple capacity building programs through the organisation – Creative Station where she is Program Coordinator for various stakeholders in MMR and has immense experience in Audits and Report writing.

## Greenvio Solutions

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## Acknowledgement

Gender Audit Assessment Team thanks the **Dr. Babasaheb Ambedkar Memorial Society's Dr. Ambedkar College of Arts, Commerce and Science, Civil Lines, Chandrapur – 442 401** for assigning this important work of Green Audit. We appreciate the cooperation extended to our team during the entire process.

Our special thanks are due to **Hon'ble arun Ghotekar, President; Hon'ble Ashok Ghotekar, Vice President; Hon'ble Waman Modak, Secretary** and everyone from the Management.

Our heartfelt thanks to Chairperson of the entire process **Dr. Rajesh Dahegaonkar, Principal** for his valuable inputs.

We are also thankful to College's Task force the faculty members who have collected data required for green audit **Dr. Amrut Lanje, Associate Professor; Dr. P. H. Munjankar, Associate Professor** and **Dr. Nitin D. Ghugare; Assistant Professor**.

The kind gesture for the inventory and data collection of the **Admin Staff** is quite commendable.

We highly appreciate the assistance of **the entire Teaching and Non-teaching staff** for their support while collecting the data.

### **Sustainable Academe**

Brand of Greenvio Solutions, Palghar District, Maharashtra- 401208

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# 1. Introduction

## 1.1 About the Dr. Babasaheb Ambedkar Memorial Society, Chandrapur

**It was formed on 21 June 1970 by Late Bar. Rajbhau Khobragade.** The Society has implemented the goal of educating the students in the best way possible by uplifting the academic status of the students through quality education and adopting the local village for overall community development. Meticulous joint efforts of the students and staff have made the institution one of the most sustainable premises in the locality.

## 1.2 Vision of the College

To kindle the spirit of learning among the youth, to uplift the lives of downtrodden, Minority communities, eradicate their poverty and make them lead a sustainable life, to consistently pursue excellence preserving the tradition of high reputation while meeting the challenges of globalised world.

## 1.3 Institution and the surrounding premises

The Premises is situated amidst the landscape serene of **Chandrapur district of Maharashtra State** with immense peace and calmness in the surroundings. The College is surrounded by open landscape on North and West side, whereas there are residential areas on the East and South side. There is a broad and open to sky frontal approach which provides quite a beautiful appreciation space while approaching the premise. The location of College is feasible to the nearby essential amenities such as Public Health Center, Fire Station, Civic body-Public administrative buildings, Recreational gardens and Police Station.

Dr. Ambedkar College of Arts, Commerce and Science was established on 21st June 1970 and is run by Dr. Babasaheb Ambedkar Memorial Society, Chandrapur. The College was accorded a Buddhist religious Minority Status in 2012. It is situated in the heart of Chandrapur, known as the city of "Black gold". The founder member of this College, Late Barrister Rajabhau Khobragade was the Vice- President of Rajya Sabha in 1960. The primary aim of establishing this College is to eradicate illiteracy among

Bhahunjan Samaj. The College mainly caters to SC/ST/NT and other backward category students from rural and tribal areas. The College has a vast campus with facilities like boys hostel, girls hostel, spacious playground, gym, sports facility, canteen, auditorium, library, laboratories, Dr. Ambedkar study centre, NCC, NSS, Career Guidance Cell and Women's Cell. The College has Arts, Commerce and Science faculties and PG courses in English, Marathi, Economics, Political Science, History, Sociology, Geography and Commerce. It also successfully runs PG courses in Electronics, Botany, Zoology, Maths and Chemistry.

The Junior Wing of the College has Arts, Commerce and Science. It also runs higher secondary certificate vocational courses. The College functions efficiently under the guidance of the present Principal Dr. Rajesh Dahegaonkar. The College has efficient and scholarly teaching staff. The teaching and the non-teaching staff work for the betterment of the students.

**The College which started with just 420 students has now over 4500 students studying in various courses. The dream of founder members seems to have been fulfilled.**

- **Bachelors Programme**
  - Arts (B.A.)
  - Commerce (B. Com)
  - Science (B. Sc)
- **Master Programme**
  - Arts (M.A. in the following programmes)
    - Economics
    - English
    - Geography
    - History
    - Marathi
    - Political Science
    - Sociology
  - Commerce (M. Com)
  - Science (M. Sc)
    - Botany
    - Chemistry
    - Electronics
    - Mathematics
    - Zoology
- **Ph.D Programme**

**The College aspires at training young women and men to be competent, committed and compassionate and lead in all walks of life. It has the following aim and objectives.**

- To preserve human values of equality, freedom, fraternity, amity, compassion and tolerance among students.
- To provide opportunities to promising students from Minority communities who have been denied progress and prestige by religious, social system for many years.
- To create opportunities of education for the poor students of rural areas.
- To develop the overall personality of students alongwith their educational, physical, mental and intellectual development.
- To inculcate the spirit of service, sense of sacrifice and social commitment among students.
- To exhort the students regularly to give utmost importance to moral principal in their personal and social life.
- To educate the students in order to make them realize the significance of parliamentary democracy, secularism, socialism and supremacy of Indian constitution and the rule of law.
- To enable the students to accept the change in every walk of life and face the challenges that come along with it.
- To develop analytical, intellectual and logical thinking among students.
- To awaken the students to believe it is not caste, religion, sect, language, region or creed but nationalism which is the supreme loyalty of all.

#### **1.4 Assessment of the College**

**Affiliations** - The Institute is affiliated to Gondwana University, Gadchiroli.

**Recognitions** - University Grant Commission (UGC) by 2(f) 12(b)

**Certification** – The Institute has received the following Certifications

- ISO 9001:2015
- NIRF
- AISHE

### Accreditation

The following are details of the reaccreditation of the Institute.

Cycle	First	Second
CGPA	63	2.76
Grade	C+	B++
Year	2004	2017

*Table 1: NAAC Accreditation details of the Institute*

The College is due to enter its Third cycle of NAAC soon.



## 2. Gender Audit

### 2.1 About the Gender Audit

It is a systematic study of the aspects to analyse the steps and initiatives taken by the College to ensure an unbiased Institutional practices adopted.

### 2.2 Analysis for the Gender Audit

The procedure included detailed data collection for the population of students and staff. Additionally, the information about initiatives adopted and practiced was collected.

### 2.3 Strategy adopted for conducting Gender Audit

The strategies included data collection from admin department, discussion and interview with the staff and College authorities, analysis of the data collected and preparation of the Report.

### 2.4 Timeline of the activities for Gender Audit

- 9 September 2021 – Discussion with the College
- 30 November 2021 – Data submitted by College
- 21 December 2021 – Submission of draft Report

## 3. Institution overview

### 3.1 Infrastructure facilities

The following are the facilities which are practiced in the premise.

- **Access** – Common main entrance without bifurcation is provided.
- **Circulation** – Common staircase & passage without bifurcation is provided.
- **Seating arrangement** – All classrooms are provided with adequate seats for girls and boys.
- **Library** – Common book issue window and seating arrangements are provided.
- **Wash room** – Sufficient and separate toilets for Male and Female is provided on all floors, it is well maintained with proper hygiene.
- **Sanitary vending machine** – There are provisions for machines, wheelchair.
- **Drinking water facility** – One water cooler & a huge RO facility is provided.
- **Canteen** – Common canteen seating and access is provided for College students and staff.

### 3.2 Gender equality facilities

- **Anti-ragging** - Ragging is strictly prohibited within and outside the College premises. Students indulging in ragging will be punished as per the Maharashtra Prohibition of Ragging Act, 1999 (Mah. XXXI|I OF 1999) published in Maharashtra Govt. Gazette on 15 May 1999. Such students will also be expelled because of their indulgence in ragging.
- **Women Development Cell (W. D. C)** - The College has established a Women Development Cell which functions as a body which hears grievances (if any) from women staff and students regarding matters of physical and mental safety and well-being. The WDC also engages itself in women empowerment. The College has constituted the Internal Complaints Committee as mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- **Student's council** – The College has a duly constituted student's council. It

organizes, supervises and co-ordinates the activities of various students' associations and societies and also makes recommendations to appropriate authorities regarding matters related to the welfare of the students.

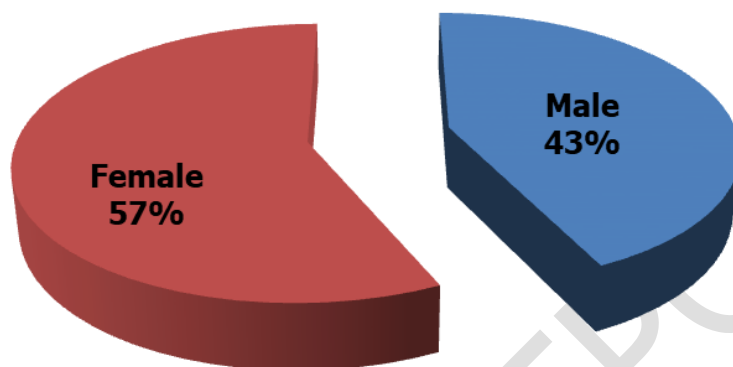
- **Student aid fund** – The College assists deserving students by providing scholarships.
- **Placement cell** – It works at two levels to enable students face the challenges of the competitive world. It also gives guidance regarding the career options available to them. Seminars, talks and guest lectures are organized to help students understand the current market scenario.
- **Research, consultancy and extension cell** – The Committee encourages research activities amongst teachers and students. Talks are organized to guide teachers and students to write research papers. The committee also encourages students to participate in Annual College functions.
- **Counselling Centre** - The College has appointed a qualified counsellor to help students identify and understand their personal and psychological problems and guide them to find solutions. Students are helped to identify their own potential and to set their goals and adjust better in today's competitive world.

## 4. Population study

### 4.1 Populace study for Academic year 2019-20

#### 4.1.1 Gender wise bifurcation

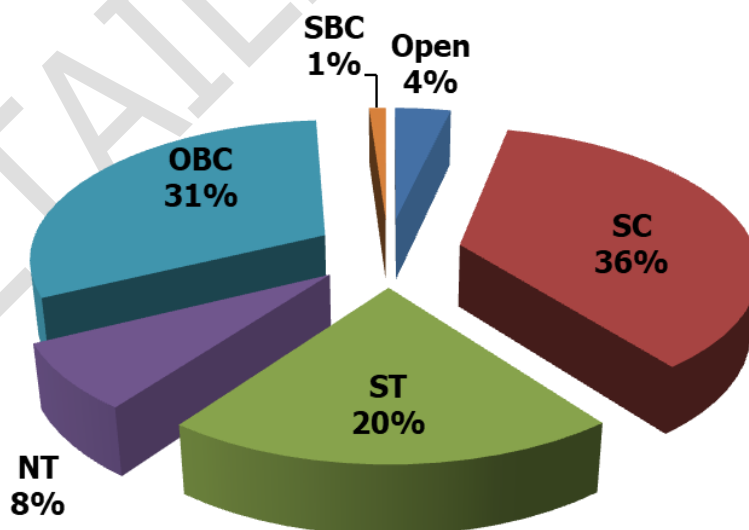
The student data (shared by the College) shows there are total of **2,395** students.



*Figure 1: Summary of the students in Academic year 2019-20*

The above study shows that **Girls included a major share of the population at 57% with a total of 1,365 students** though there is only a minor difference as **Boys form 43% of total population at 1,030 numbers.**

#### 4.1.2 Category wise bifurcation



*Figure 2: Summary of the students in Academic year 2019-20*

The above graph shows **SC students occupied maximum numbers of 863 at 36%** and the least was occupied by **SBC students at only 1% being only 26 in number.**

## Student Population detail study for 2019-20

Particulars		Open		SC		ST		NT		OBC		SBC		TOTAL	
Sr. No.	Course	Year	M	F	M	F	M	F	M	F	M	F	M		F
1	B.A	B.A. Sem -I(G+NG)	12	2	155	79	66	57	32	17	74	42	3	2	541
2	B.A	B.A. Sem -III(G+NG)	1	0	27	35	16	17	7	4	14	29	0	0	150
3	B.A	B.A. Sem -V (G+NG)	1	0	21	17	20	27	5	6	17	14	1	1	130
4	B.COM	B.COM Sem -I(G+NG)	5	2	26	17	14	8	6	6	19	12	5	0	120
5	B.COM	B.COM Sem -III(G+NG)	2	1	11	4	0	2	0	0	8	6	1	1	36
6	B.COM	B.COM Sem -V(G+NG)	5	1	10	8	1	5	1	3	13	9	0	1	57
7	B.SC	B.SC Sem -I(G+NG)	7	6	38	39	10	11	3	5	14	25	0	1	159
8	B.SC	B.SC Sem -III(G+NG)	1	1	10	22	10	7	3	2	8	16	0	1	81
9	B.SC	B.SC Sem -V(G+NG)	2	3	7	8	2	4	2	2	4	9	0	0	43
10	M.A. ECO	M.A. ECONOMICS SEM III	0	0	6	11	5	10	2	3	3	15	0	0	55
11	M.A. ENG	M.A. ENGLISH SEM I	0	2	4	13	2	6	2	1	2	14	0	0	46
12	M.A. ENG	M.A. ENGLISH SEM III	0	1	3	7	0	0	0	3	3	7	0	0	24
13	M.A. GEO	M.A. GEOGRAPHY SEM I	0	0	3	5	2	0	1	0	3	0	0	0	14
14	M.A. GEO	M.A. GEOGRAPHY SEM III	0	0	0	0	0	1	0	0	0	0	0	0	1
15	M.A. HIS	M.A. HISTORY SEM I	0	1	14	15	8	10	1	2	11	18	0	0	80
16	M.A. HIS	M.A. HISTORY SEM III	0	2	8	2	11	9	3	1	6	13	0	1	56
17	MA. MARATHI	MA MARATHI SEM I	0	1	1	24	8	5	2	0	6	18	0	0	65
18	MA. MARATHI	MA MARATHI SEM III	0	1	1	4	1	3	0	2	0	8	0	0	20

19	MA. POL.SCI	MA. POLITICAL SCI SEM I	0	0	6	14	6	18	5	2	13	13	0	1	78
20	MA. POL.SCI	MA. POLITICAL SCI SEM III	0	0	3	10	9	13	2	1	2	8	0	0	48
21	MA. SOCIOLOGY	MA. SOCIOLOGY SEM I	0	1	10	16	6	11	4	5	8	18	0	1	80
22	MA. SOCIOLOGY	MA. SOCIOLOGY SEM III	0	1	2	9	12	12	1	4	2	17	0	1	61
23	M.COM	M.COM SEM I	0	6	13	21	5	13	5	10	14	68	2	2	159
24	M.COM	M.COM SEM III	2	5	12	31	6	9	1	6	8	54	0	1	135
25	MSC BOT	MSC. BOTANY SEM.I	0	0	0	10	0	3	0	1	1	9	0	0	24
26	MSC. BOT	MSC. BOTANY SEM.III	0	1	0	1	2	1	0	0	1	5	0	0	11
27	MSC. CHE	MSC. CHEMISTRY SEM.I	0	1	1	4	2	0	0	3	2	9	0	0	22
28	MSC. CHE	MSC. CHEMISTRY SEM.III	0	3	0	5	0	1	0	0	2	5	0	0	16
29	MSC. ELE	MSC. ELECTRONIC SEM .I	0	0	1	1	0	0	0	0	2	1	0	0	5
30	MSC. ELE	MSC. ELECTRONIC SEM .III	0	0	2	1	0	0	0	0	0	0	0	0	3
31	MSC. MATH	MSC. MATHEMATIC SEM .I	0	1	2	7	0	0	0	2	0	10	0	0	22
32	MSC. MATH	MSC. MATHEMATIC SEM .III	2	1	0	3	0	0	0	0	1	3	0	0	10
33	MSC. ZOO	MSC. ZOOLOGY SEM .I	0	1	4	7	0	2	0	2	1	7	0	0	24
34	MSC. ZOO	MSC. ZOOLOGY SEM .I	0	1	3	9	0	2	0	0	0	4	0	0	19
<b>Total</b>			<b>40</b>	<b>46</b>	<b>404</b>	<b>459</b>	<b>224</b>	<b>267</b>	<b>88</b>	<b>93</b>	<b>262</b>	<b>486</b>	<b>12</b>	<b>14</b>	<b>2,395</b>

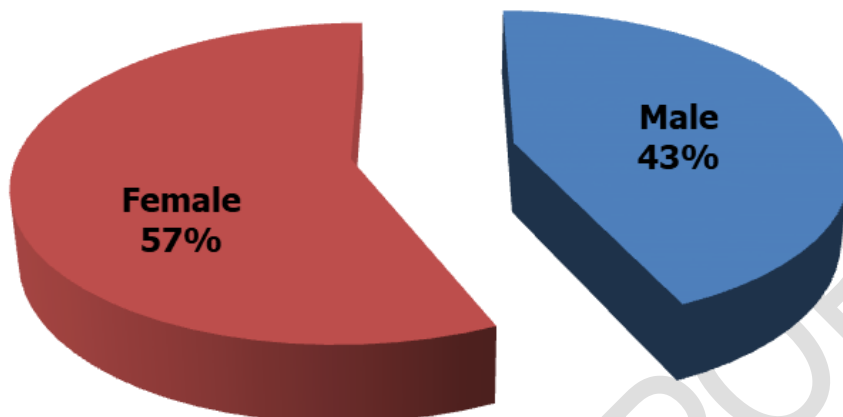
*Table 2: Student data for 2019-20*

The above table shows a detailed study of gender and category based bifurcation of students in 2019-20.

## 4.2 Populace study for Academic year 2020-21

### 4.2.1 Gender wise bifurcation

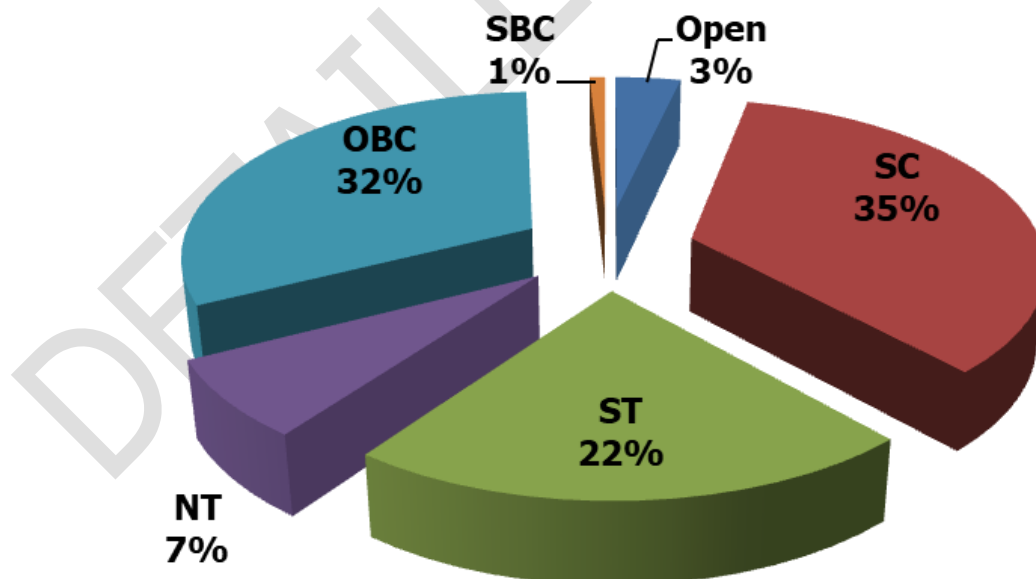
The student data (shared by the College) shows there are total of **2,763** students.



*Figure 3: Summary of the students in Academic year 2020-21*

The above study shows that **Girls included a major share of the population at 57% with a total of 1,566 students** though there is only a minor difference as **Boys form 43% of total population at 1,197 numbers.**

### 4.2.2 Category wise bifurcation



*Figure 4: Summary of the students in Academic year 2020-21*

The above graph shows **SC students occupied maximum numbers of 960 at 35%** and the least was occupied by **SBC students at only 1% being only 23 in number.**

## Student Population detail study for 2020-21

Particulars		Open		SC		ST		NT		OBC		SBC		TOTAL	
Sr. No.	Course	Year	M	F	M	F	M	F	M	F	M	F	M		F
1	B.A	B.A. Sem -I	3	2	77	51	65	46	22	11	63	26	0	0	366
2		B.A. Sem -III(G+NG)	3	3	62	52	34	38	12	11	32	27	2	1	277
3		B.A. Sem -V	1	1	26	38	16	17	6	4	17	25	0	0	151
4	B.COM	B.COM Sem -I(G+NG)	1	1	15	16	6	3	5	2	11	10	0	0	70
5		B.COM Sem -III(G+NG)	3	1	15	16	10	4	5	4	11	12	4	0	85
6		B.COM Sem -V(G+NG)	3	1	16	5	0	3	0	1	10	10	1	0	50
7	B.SC	B.SC Sem -I(G+NG)	6	9	47	44	17	21	8	4	21	19	2	1	199
8		B.SC Sem -III(G+NG)	5	4	28	32	4	14	3	3	12	24	1	0	130
9		B.SC Sem -V(G+NG)	5	3	23	32	12	14	4	3	14	34	1	1	146
10	M.A.	M.A. ECO -I	0	0	4	14	11	14	5	3	11	16	0	0	78
11		M.A. ECO-II	0	0	9	8	6	12	1	3	5	14	0	0	58
12		M.A. ENG-I	0	2	6	8	0	4	0	2	5	9	0	0	36
13		M.E. ENG-III	0	2	3	12	1	5	2	2	0	13	0	0	40
14		M.A. GEO-I	1	0	1	4	4	0	0	0	2	1	0	0	13
15		M.A. GEO-II	0	0	2	4	2	0	0	0	1	0	0	0	9
16		M.A HIS-I	1	0	7	7	14	8	3	2	11	4	0	0	57
17		M.A. HIS-II	0	1	12	14	4	10	0	2	10	14	0	0	67
18		M.A. MAR-I	0	1	7	7	5	5	1	3	4	12	0	0	45



<b>19</b>		M.A. MAR-II	0	1	1	14	6	4	1	0	0	16	0	0	43
<b>20</b>		M.A. POL-I	2	0	9	7	9	17	4	5	8	18	0	0	79
<b>21</b>		M.A. POL-II	0	0	5	13	8	16	4	2	7	13	0	0	68
<b>22</b>		M.A. SOC-I	0	1	11	13	12	10	3	2	10	18	0	0	80
<b>23</b>		M.A. SOC-II	0	1	6	15	5	10	1	5	7	15	0	1	66
<b>24</b>	M.COM	M.COM-I	7	8	9	22	11	25	5	7	25	56	0	0	175
<b>25</b>		M.COM-II	1	5	10	22	4	12	4	7	16	65	2	2	150
<b>26</b>	M.SC.	M.SC. BOT-I	0	0	4	6	1	4	1	1	1	5	0	1	24
<b>27</b>		M.SC. BOT-II	0	0	1	10	0	2	0	0	1	9	0	0	23
<b>28</b>		M.SC. ZOO-I	0	2	4	5	1	1	0	1	0	10	0	0	24
<b>29</b>		M.SC. ZOO-II	0	1	2	8	0	2	0	2	1	9	0	0	25
<b>30</b>		M.SC. ELE-I	1	1	1	2	1	1	2	0	3	4	1	0	17
<b>31</b>		M.SC. ELE-II	0	0	1	1	0	0	0	0	2	1	0	0	5
<b>32</b>		M.SC.-MATH-I	0	0	2	4	0	2	0	3	1	10	0	2	24
<b>33</b>		M.SC. MATH-II	0	3	2	11	0	1	1	2	1	12	0	0	33
<b>34</b>		M.SC. CHEM-I	0	0	3	5	2	3	1	0	3	7	0	0	24
<b>35</b>		M.SC. CHEM-II	0	1	2	5	2	0	1	3	3	9	0	0	26
<b>Total</b>			<b>43</b>	<b>55</b>	<b>433</b>	<b>527</b>	<b>273</b>	<b>328</b>	<b>105</b>	<b>100</b>	<b>329</b>	<b>547</b>	<b>14</b>	<b>9</b>	<b>2,763</b>

*Table 3: Student data for 2019-20*

The above table shows a detailed study of gender and category based bifurcation of students in 2020-21.

### 4.3 Staff data for 2019-21

Type	Male	Female	Total
Admin staff	1	0	1
Teaching staff	27	8	35
Non-Teaching staff	12	2	14
<b>Total</b>	<b>40</b>	<b>10</b>	<b>50</b>

Table 4: Staff data of the Institution

The staff data shows the premise has a total of **50** staff members.

### 4.4 Staff data for 2020-21

Type	Male	Female	Total
Admin staff	1	0	1
Teaching staff	28	6	34
Non-Teaching staff	11	2	13
<b>Total</b>	<b>40</b>	<b>8</b>	<b>48</b>

Table 5: Staff data of the Institution

The staff data shows the premise has a total of **48** staff members.

### 4.5 Committee wise population study

S. No.	Particulars	Staff Member		Students		Any important information or special feature
		Male	Female	Male	Female	
1	Students Council	7	2	0	0	In last Two Year Any Election not to be conducted by University
2	N.C.C.	1	-	46	6	NCC Attached with 21 MAH. BN. Wardha
3	N.S.S.	5	2	75	75	"N.S.S. having a total of 150
4	Sports Team	3	-	170	60	volunteers have been allotted by Gondwana University Gadchiroli to

						provide opportunities to the students for Social Services in
5	Ladies Council	-	4	0	171	Various fields like blood donation, plantation, cleanliness etc. However a total of more than 150 volunteers
6	Students grievance redressal	4	1	0	0	are enrolled in NSS in the each academic year NSS Team Affiliated to Gondwana University Gadchiroli and Funded by Govt. of India to our 150 NSS Volunteers, We Received the most Valuable Award by the Government i.e. Best Volunteer Award, Best Programme Officer Award, Best NSS College Award, in University & State Level Also the Government of Maharashtra has to Awarded to Our NSS Team Best Team of NSS for Collection of Blood and Plasma."
7	Library Team	6	-	439	625	Our College Sports team Achieved various rank in various sports i.e. Woman Hockey Team Place 2nd Rank in University Level, Boys Team achieved 2nd Place in Circle Kabbadi in University Level at Dr. Ambedkar College Chandrapur
8	Anti-Ragging Committee	3	-	158	104	Our Ladies Council has to Conducted most valuable programme for in adopted village in Dewada for proper sanitation and woman empowerment programme effectively in last two year

**Table 6: Committee wise population study**

It was informed that due to COVID-19 pandemic Sports Competition are not organized and Specific Ladies Council is not available at the moment except previous committees.

## 5. Gender equality initiatives practiced

The following information was collected from **the Staff** through an official survey.

### 5.1 Schemes/ Programs undertaken by College for all Students

These are related to studies and jobs. Programme are undertaken in NSS, NCC, Cultural, Sports, Learn & Earn Scheme and many more.

### 5.2 Special schemes/ programs only for Girl Students

The College has established **Women Cell** for College students.

### 5.3 List of Scholarships provided to students

- Government of India (GoI) Scholarship
- Hindustan Petroleum Corporation Limited (HPCL) Scholarship
- DTHE Scholarship

### 5.4 Details of Alumni group and functioning

The College has a registered alumni established in College. Regi. No: 176/17 (MAH)

### 5.5 Any programs for especially for girls

Conducts the following programme every year in addition to more programs.

- Mi Savitri Bolte Drama
- Self Defence Programme

### 5.6 Details about the Counselling facility if any

Yes.

## 5.7 Initiatives undertaken by the Institute.

- Gender Action Plan
- Posters/ signages encouraging Save girl child/ Beti Bachao Beti Padhao
- Tie-up with any local rural area for undertaking awareness activities.
- Committee for Harassment
- Gender awareness programs
- Women Development Group
- IQAC department
- Staff who are assigned responsibility for gender integration in different departments throughout your organization.
- Organization has the necessary knowledge, skills and attitude to carry out their work to include gender balance.
- Adequate training in gender planning provided for Project and Program Staff.
- Gender awareness is included in job descriptions and/or in job performance criteria for Students and Staff.
- There has been an increase in the representation of women on your College Board in the past few years.
- College has an Anti-ragging Committee.
  - Chairman of The Committee - Dr. Rajesh R. Dahegaonkar
  - Coordinator - Dr. Milind Bhagat, Members: Dr. V. Y Gedam, Dr. N. S. Ramteke, Dr. Bina Moon, Prof. D. J Ramteke
- NCC Participation – 52 Cadre
- NSS Participation
  - A total of 150 volunteers have been allotted by Gondwana University Gadchiroli to provide opportunities to the students for Social Services in various fields like blood donation, plantation, cleanliness.
  - However a total of more than 150 volunteers are enrolled in NSS in the each academic year NSS Team Affiliated to Gondwana University

Gadchiroli and Funded by Govt. of India to our 150 NSS Volunteers

- College has received the most Valuable Award by the Government i.e. Best Volunteer Award, Best Programme Officer Award, Best NSS College Award, in University & State Level
- It has also received the Government of Maharashtra has to Awarded to Our NSS Team Best Team of NSS for Collection of Blood and Plazma.

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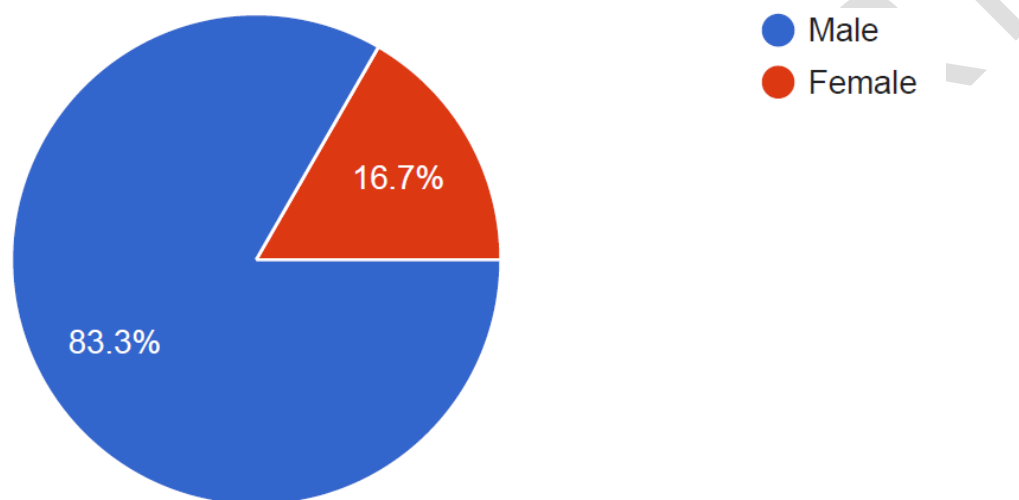
## 6. Sampling results

An online formal survey was conducted and the results received are as follows:

### 6.1 Staff survey

We received 12 staff member responses. The staffs that were part of the survey had been part of Institution from many years and from various committees.

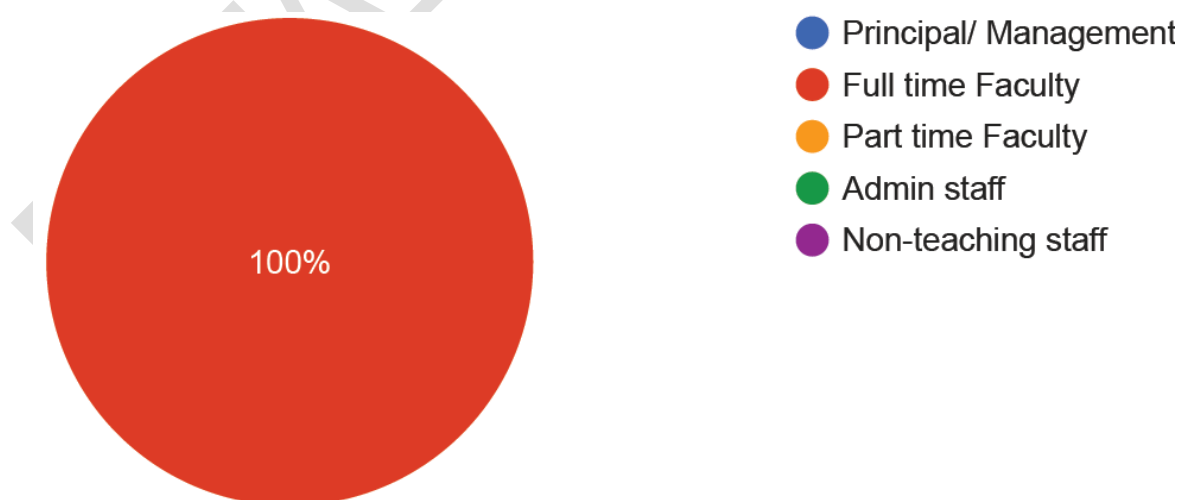
#### 6.1.1 Gender



*Figure 5: Staff participation in the survey*

The above chart shows there were more **Male staff member participants at 83%** as compared to Female staff member's participation.

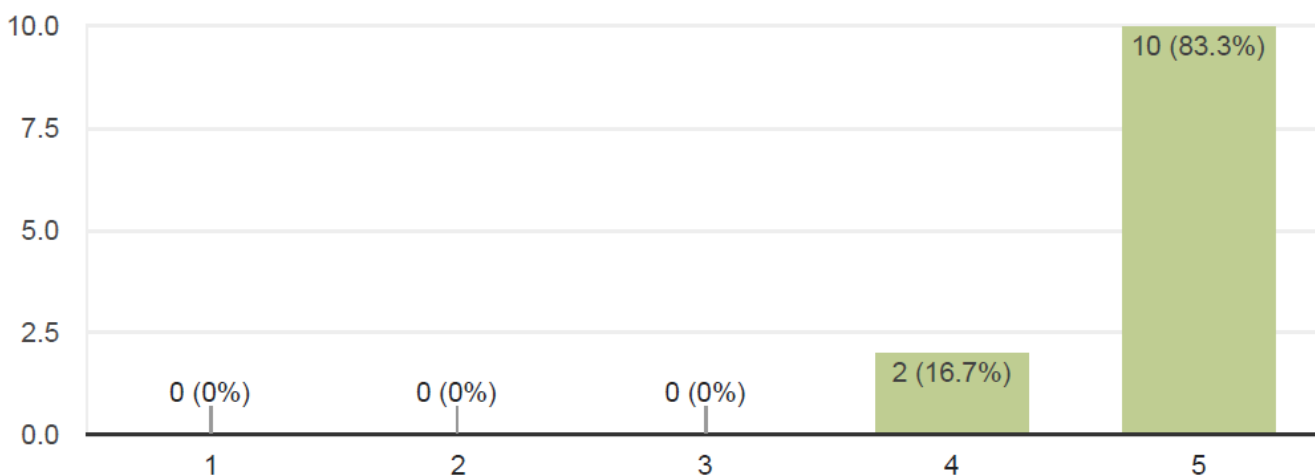
#### 6.1.2 Program



*Figure 6: Program the staff member is part of*

The maximum responses were from **Full time Faculty at 100%**

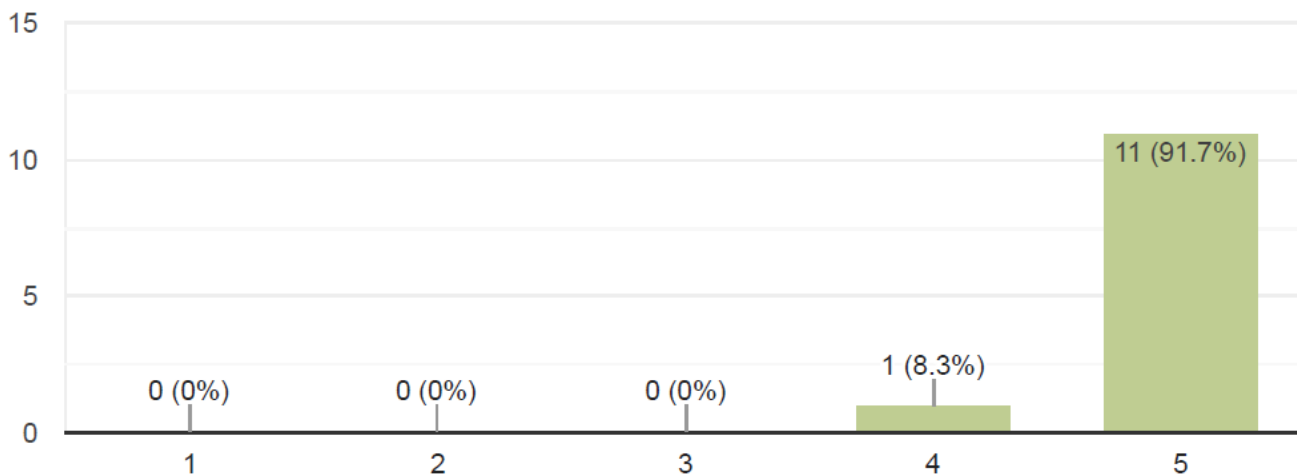
### 6.1.3 Gender equality goals and objectives practiced in College



*Figure 7: Gender equality goals and objectives practiced in College (Staff)*

Around **10 staff members (83%)** selected the response as excellent.

### 6.1.4 Activities that specifically strengthen skills and provide women/girls with equal access to services and training

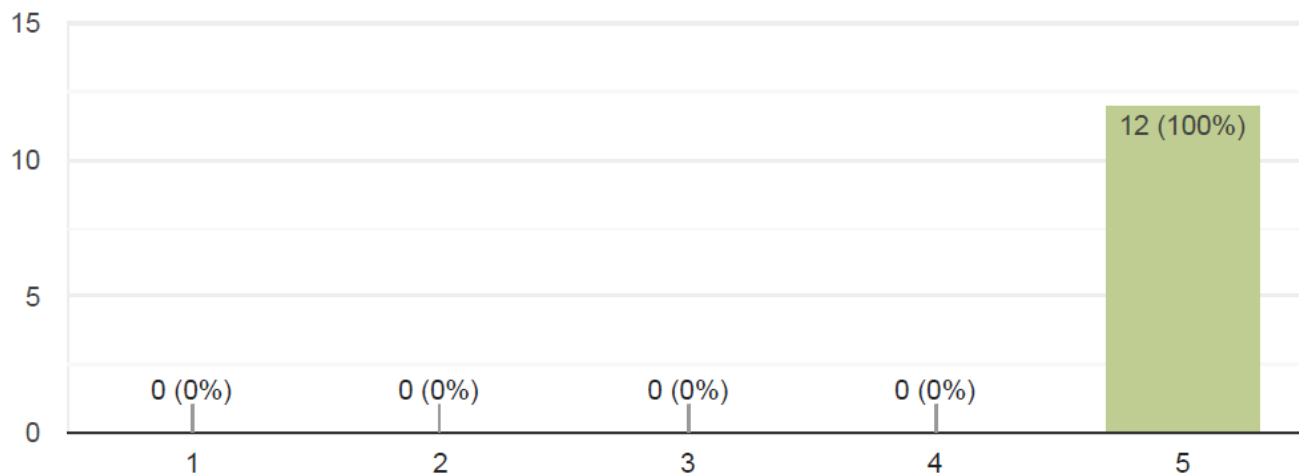


*Figure 8: Activities that specifically strengthen skills and provide women/girls with equal access to services and training (Staff)*

Around **11 staff members (92%)** selected the response as excellent.



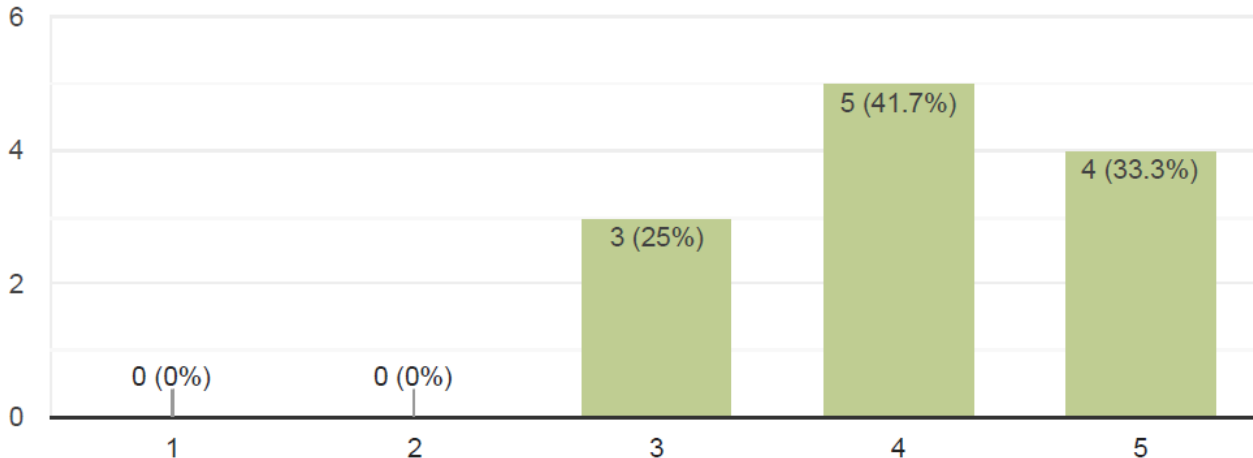
### 6.1.5 Activities that specifically strengthen skills and provide men/boys with equal access to services and training



*Figure 9: Activities that specifically strengthen skills and provide men/boys with equal access to services and training (Staff)*

All the **12 staff members (100%)** selected the response as excellent.

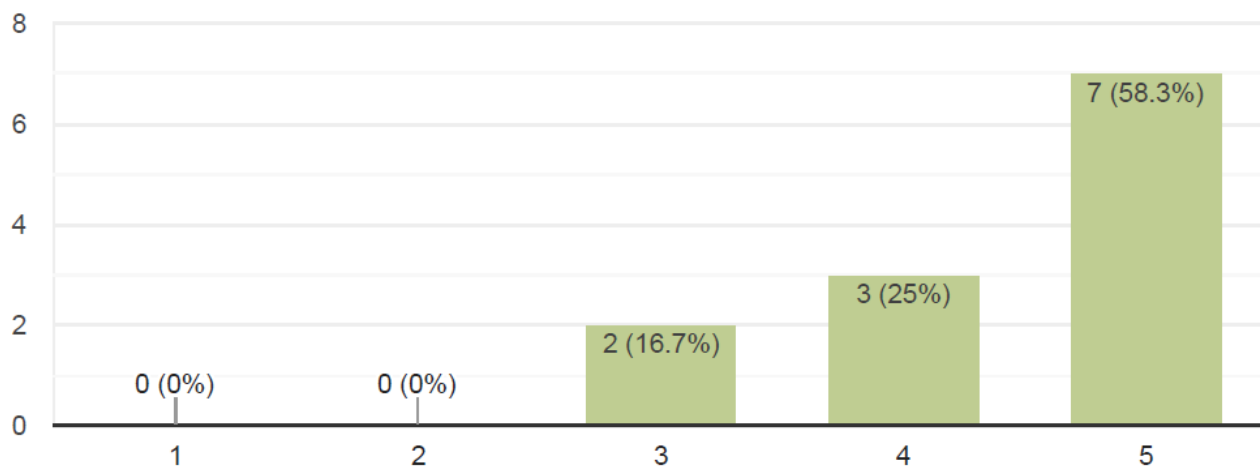
### 6.1.6 Faculties ratio - Male to Female



*Figure 10: Faculties ratio - Male to Female (Staff)*

The highest was 5 responses with unequal responses for others.

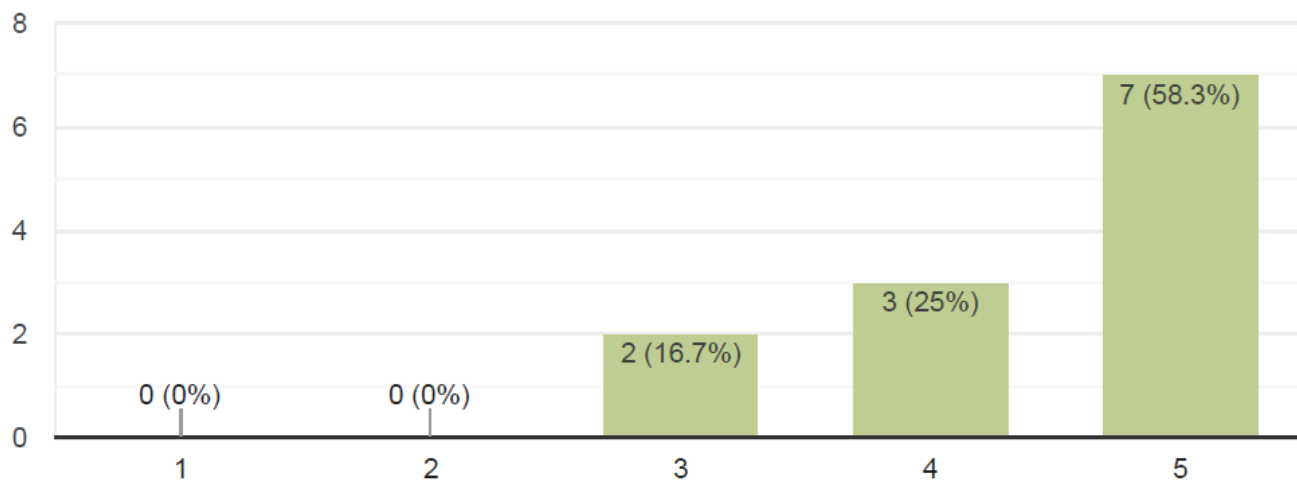
### 6.1.7 Is staff encouraged to take advantage of flexible work arrangements (alternate work hours, working from home)



*Figure 11: Staff encouraged to take advantage of flexible work arrangements (alternate work hours, working from home)*

Around **7 staff members (58%)** selected the response as excellent.

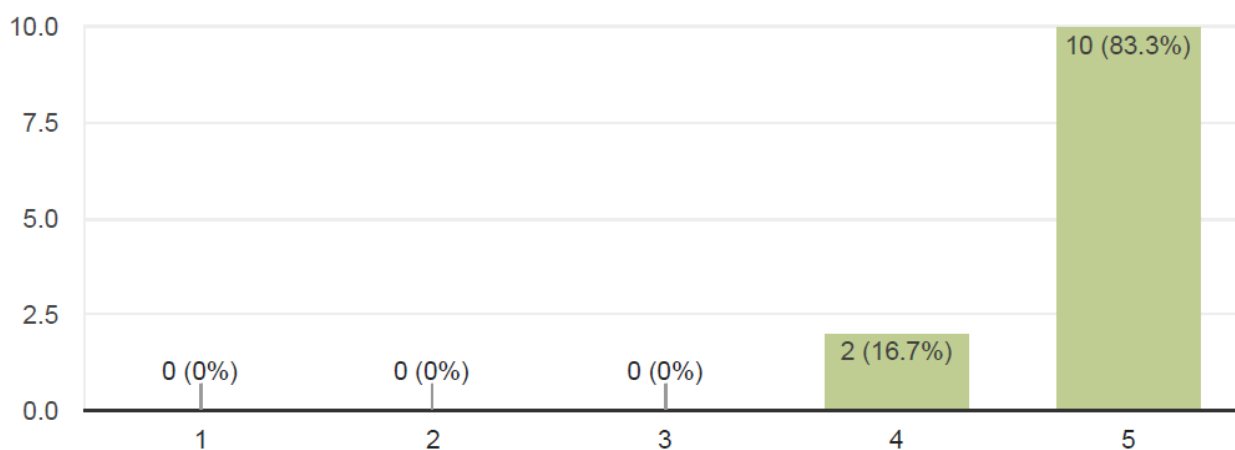
### 6.1.8 Safety w.r.t. Lights and similar amenities



*Figure 12: Safety w.r.t. Lights and similar amenities (Staff)*

Around **7 staff members (58%)** selected the response as excellent.

### 6.1.9 Infrastructure facilities for Girls



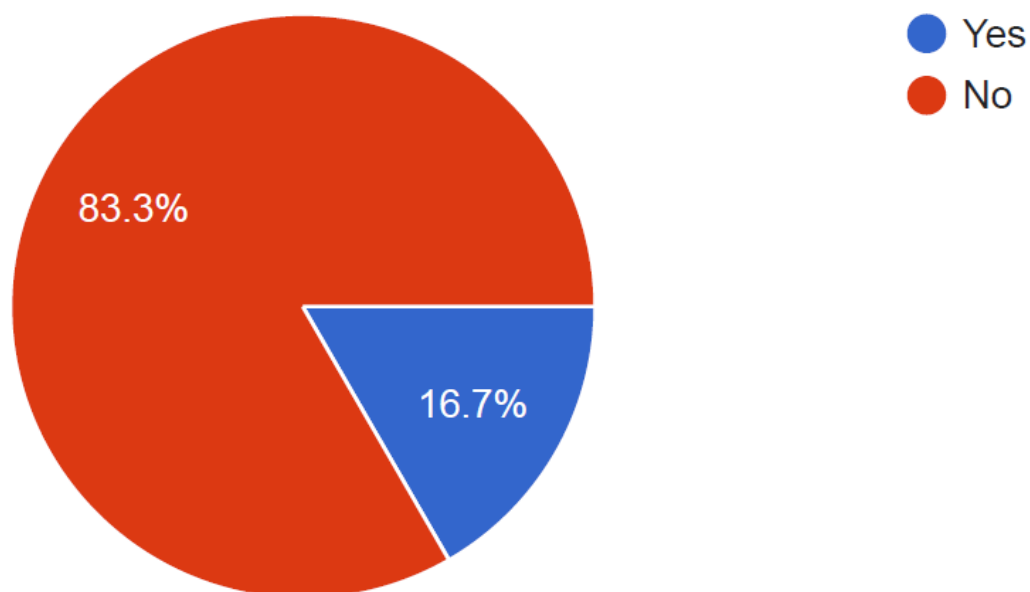
*Figure 13: Infrastructure facilities for Girls (Staff)*

Around **10 staff members (83%)** selected the response as excellent.

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## 6.1.10 Experience

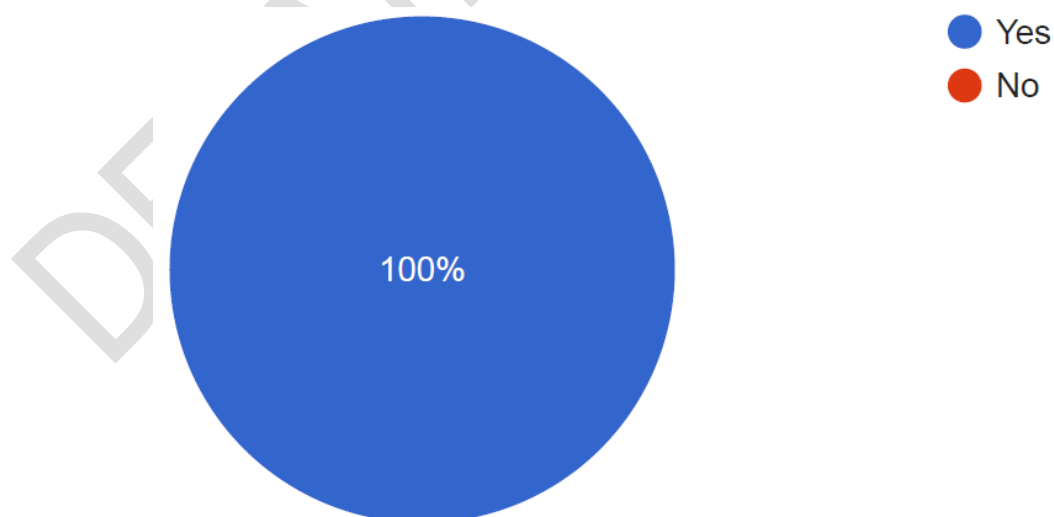
### 6.1.10.1 Are there equal number of Male and Female faculties in College?



*Figure 14: Are there equal number of Male and Female faculties in College?*

Around **staff members (83%)** selected the response as No which is needs improvement.

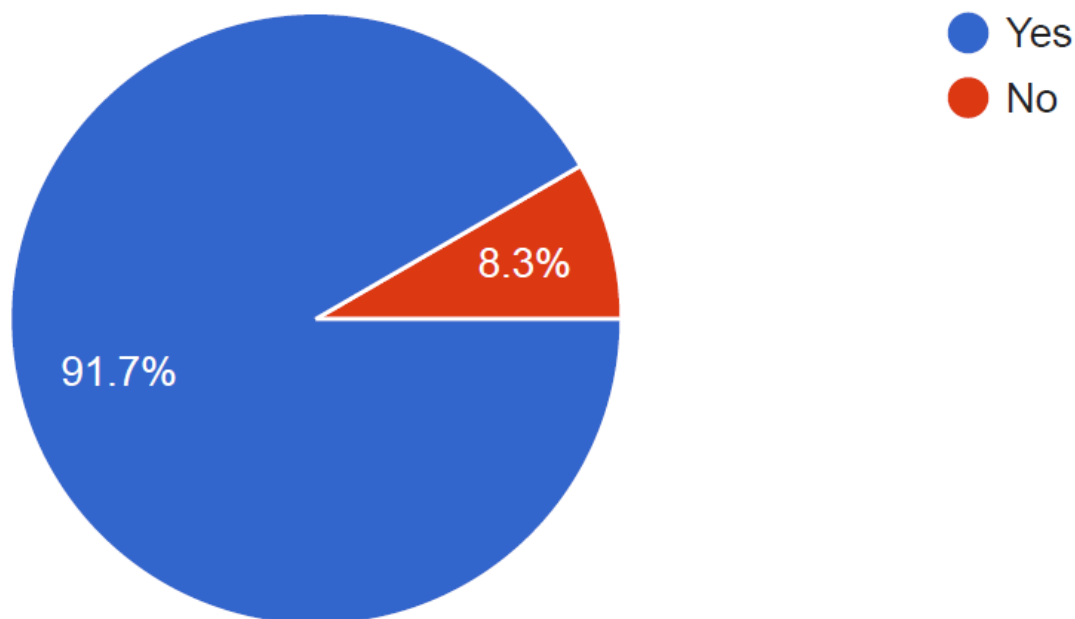
### 6.1.10.2 Do you think the number of Female Faculties should be increased?



*Figure 15: Do you think the number of Female Faculties should be increased?*

All **staff members (100%)** selected the response as yes, this needs to be taken up.

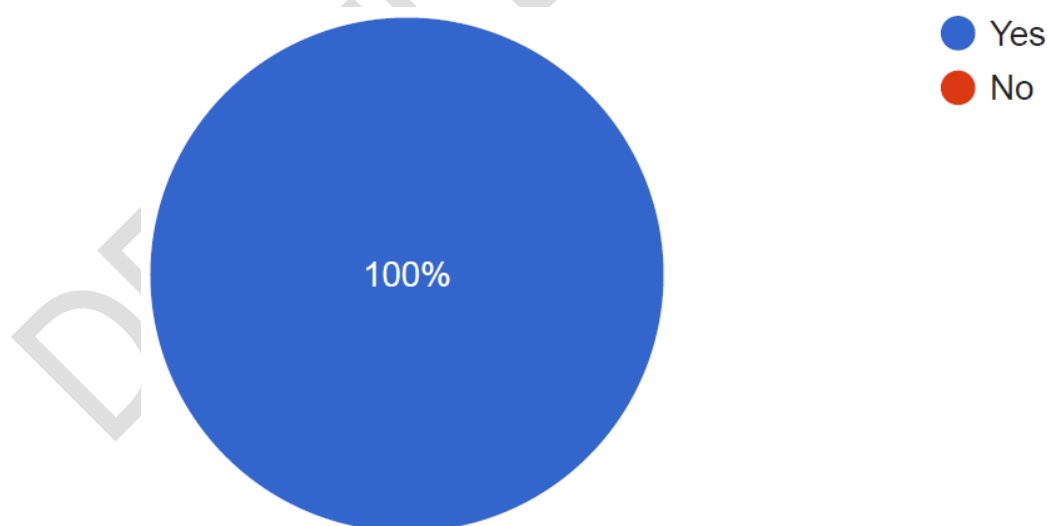
### 6.1.10.3 Does your organization reinforce gender sensitive behavior and procedures to prevent and address harassment?



*Figure 16: Does your organization reinforce gender sensitive behavior and procedures to prevent and address harassment?*

Around **92% Staff members** selected the response as yes.

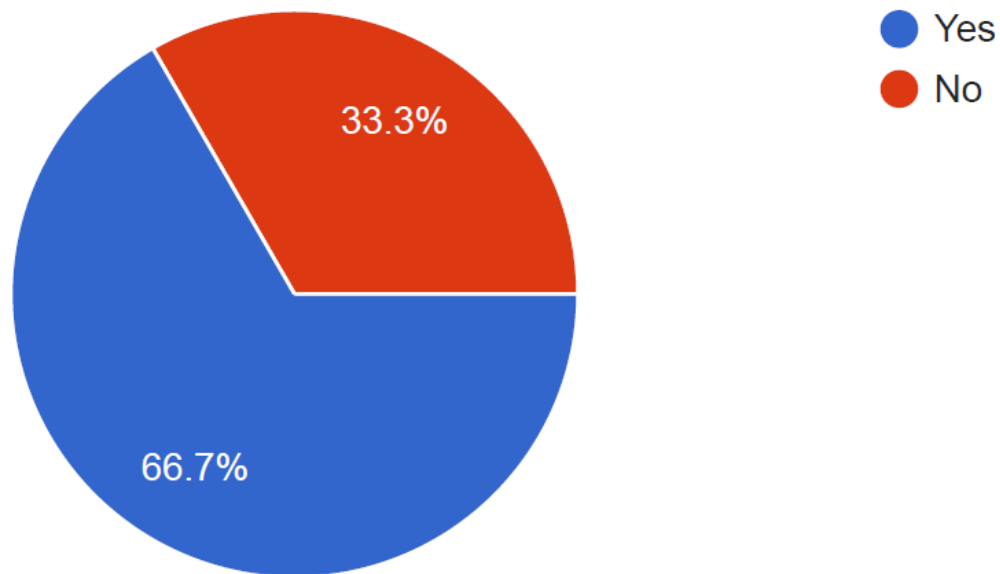
### 6.1.10.4 Do you think the Staff has the necessary knowledge, skills and attitude to carry out their work with gender awareness?



*Figure 17: Do you think the Staff has the necessary knowledge, skills and attitude to carry out their work with gender awareness?*

All **Staff members (100%)** selected the response as yes.

#### 6.1.10.5 Does your organization provide training and tools on gender planning, analysis, and evaluation to partner or local NGO affiliate staff?



*Figure 18: Does your organization provide training and tools on gender planning, analysis, and evaluation to partner or local NGO affiliate staff?*

Around **67% Staff members** selected the response as yes.

#### 6.1.10.6 Your views about the College culture/environment w.r.t to Gender balance?

We have listed some of the key responses as follows:

- **Our College always has girl student's more than Male students. In spite of this staff always encourages girls.**
- Equal treatment is given to the boys and girls.
- Our College always tries to maintain equality among the staffs and also give the opportunity to women for their sustainable development.
- We treat equally to both boys and girls. We have a friendly environment.
- There are number of activities done for the same.
- College is very positive about gender equality and awareness.
- Excellent
- Needs some improvement.
- **College always try to make gender balance in cultural environment.**

#### 6.1.10.7 What according to you are the positive steps taken by the Institute towards Gender balance?

We have listed some of the key responses as follows:

- Some more efforts are required.
- There is no differentiation among boys and girls.
- Equal opportunity
- Taking different programmes on the same; on occasion of Savitribai Phule Jayanti is one of the positive aspects towards Gender equality.
- Institute tries to provide necessary knowledge and awareness.
- Various Programs are arranged on Gender equality and Balance.
- Organised programme from women cell regarding Gender balance
- Institute has provided equal facilities and equal work to both male and female staff.

#### 6.1.11 Suggestions - What changes according to you can be undertaken for gender balance improvement in College premise and activity?

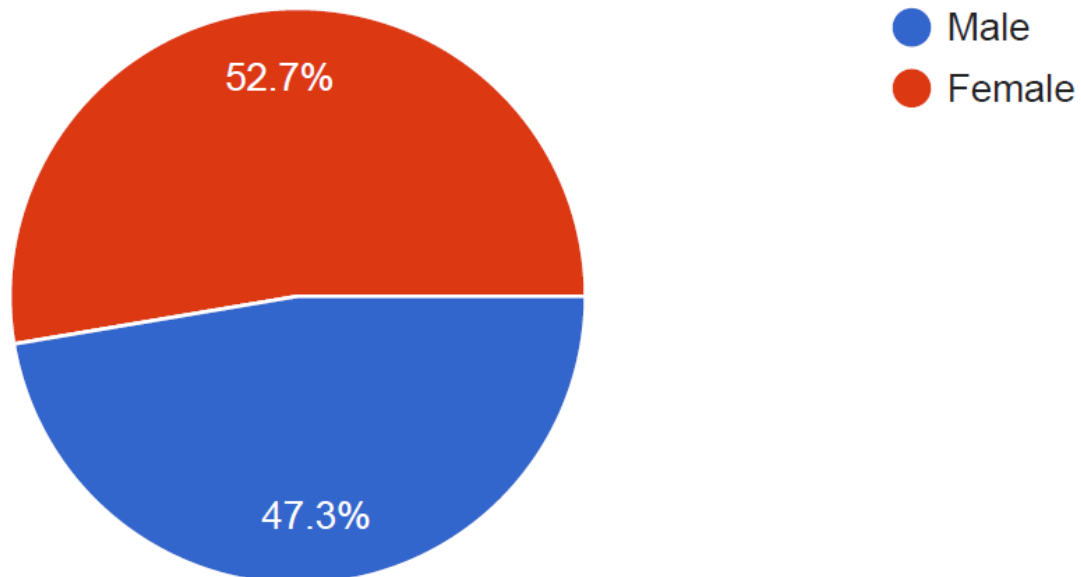
We have listed some of the key responses as follows:

- Equal treatment or chance to one and all.
- Use equal ratio of admission.
- **No suggestions.**
- College should give equal chance of admission to both girls and boys and provide all the facilities to girls.
- To guide girls for take higher education
- **Our College has already worked on it.**
- More appointment of women staff in College.
- To conduct Mass Counselling session for mental revolution.

## 6.2 Student survey

We received 265 Student responses. They are part of various committees such as NSS, Sports council. Overall they had a positive review.

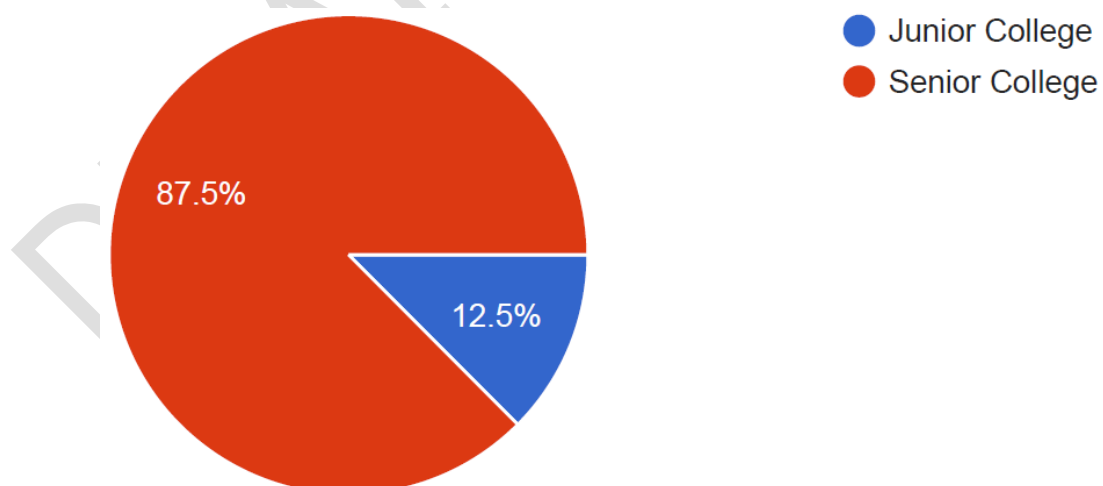
### 6.2.1 Gender



*Figure 19: Student participation in the survey*

The above chart shows there were more **Female student participants at 53%** as compared to Male student member's participation.

### 6.2.2 Program

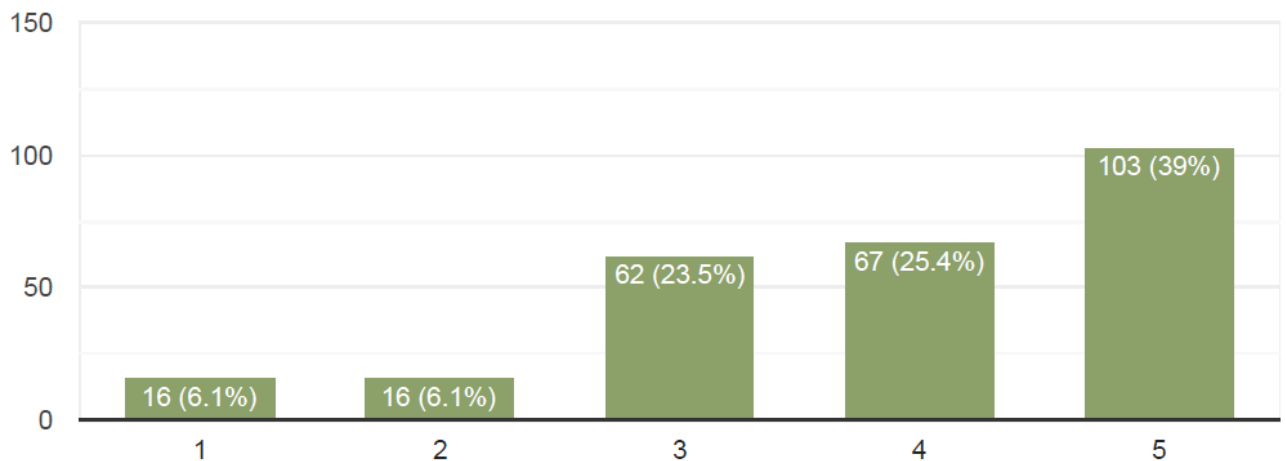


*Figure 20: Program the Students are from*

The maximum responses were from **Senior College at 88%** and **Junior College at only 12%**



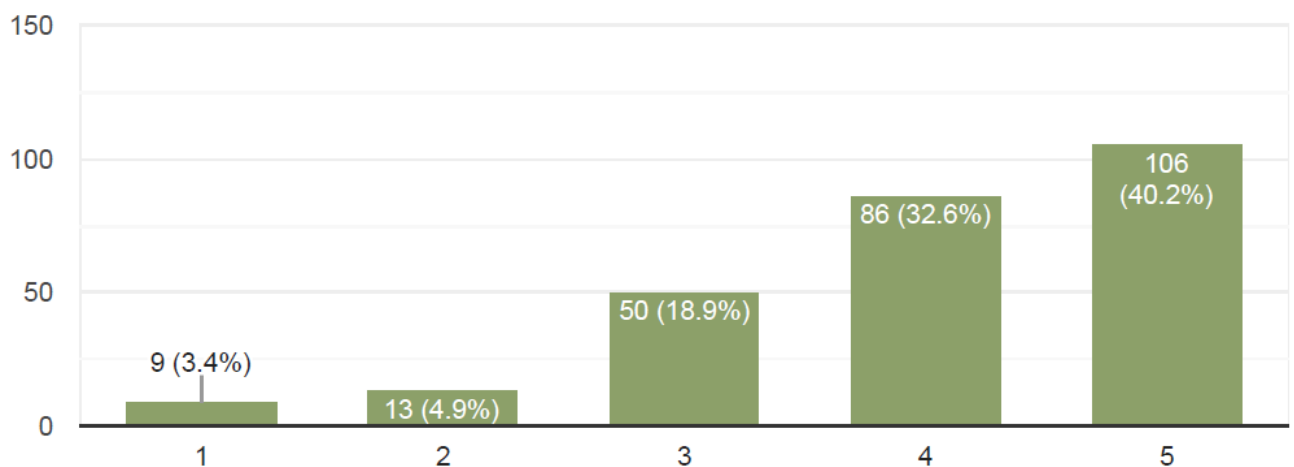
### 6.2.3 Gender equality goals and objectives practiced in College



*Figure 21: Gender equality goals and objectives practiced in College (Student)*

Around **103 Students (39%)** selected the response as excellent.

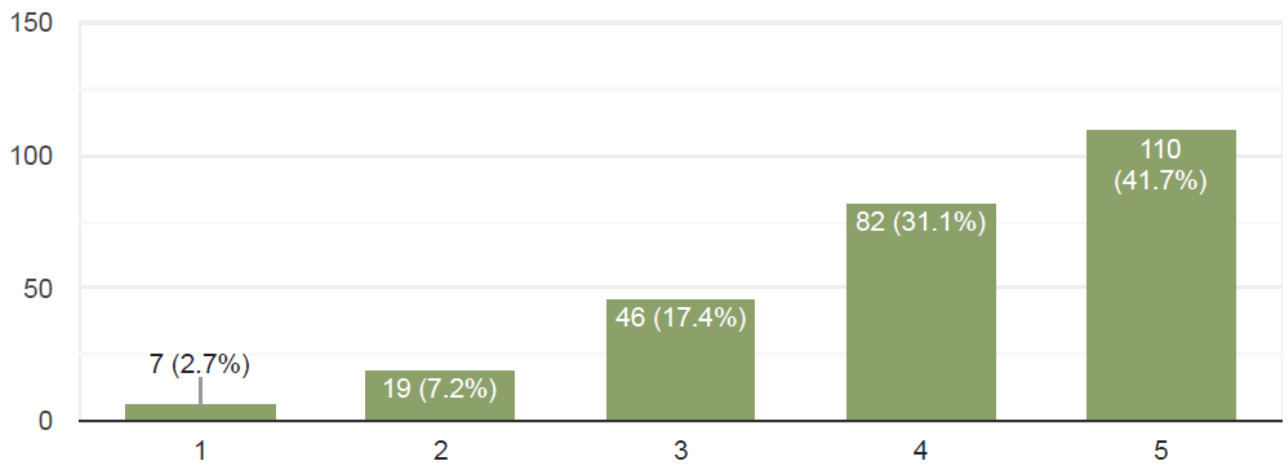
### 6.2.4 Activities that specifically strengthen skills and provide women/girls with equal access to services and training



*Figure 22: Activities that specifically strengthen skills and provide women/girls with equal access to services and training (Student)*

Around **106 Students (40%)** selected the response as excellent.

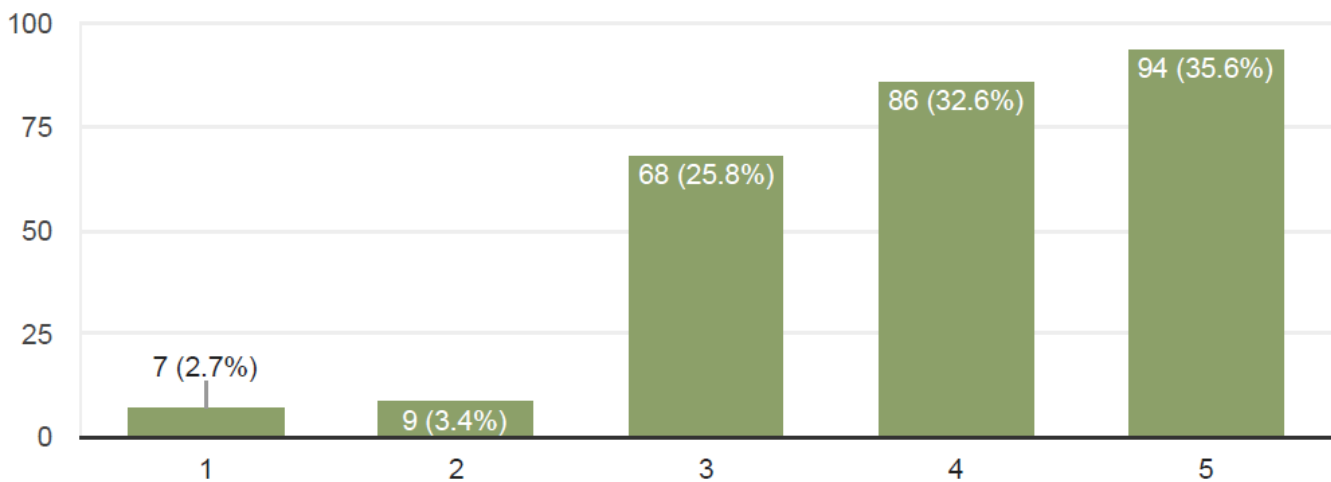
### 6.2.5 Activities that specifically strengthen skills and provide men/boys with equal access to services and training



*Figure 23: Activities that specifically strengthen skills and provide men/boys with equal access to services and training (Student)*

Around **110 Students (42%)** selected the response as excellent.

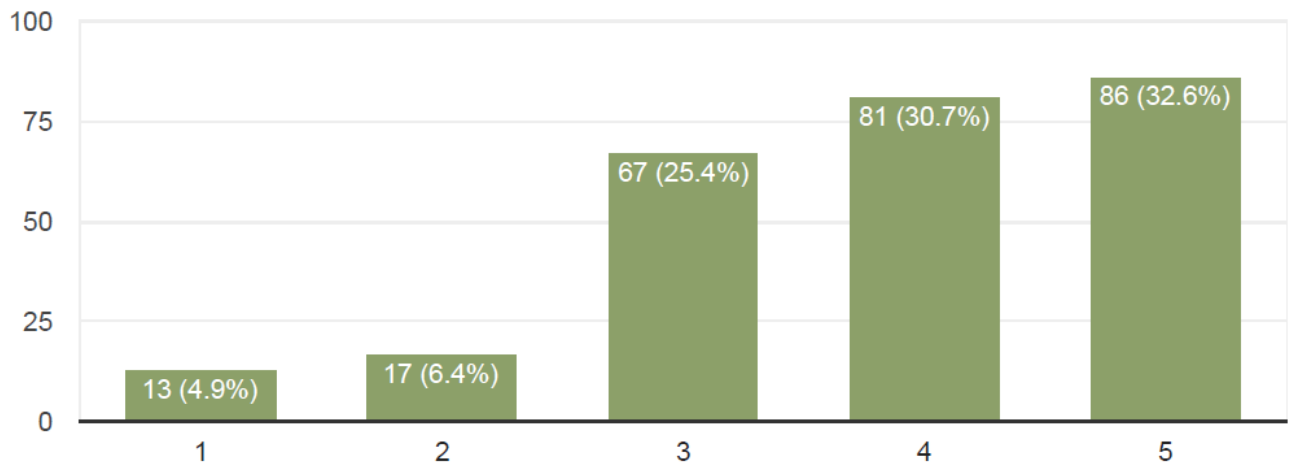
### 6.2.6 Faculties ratio - Male to Female



*Figure 24: Faculties ratio - Male to Female (Student)*

Around **94 Students (36%)** selected the response as excellent.

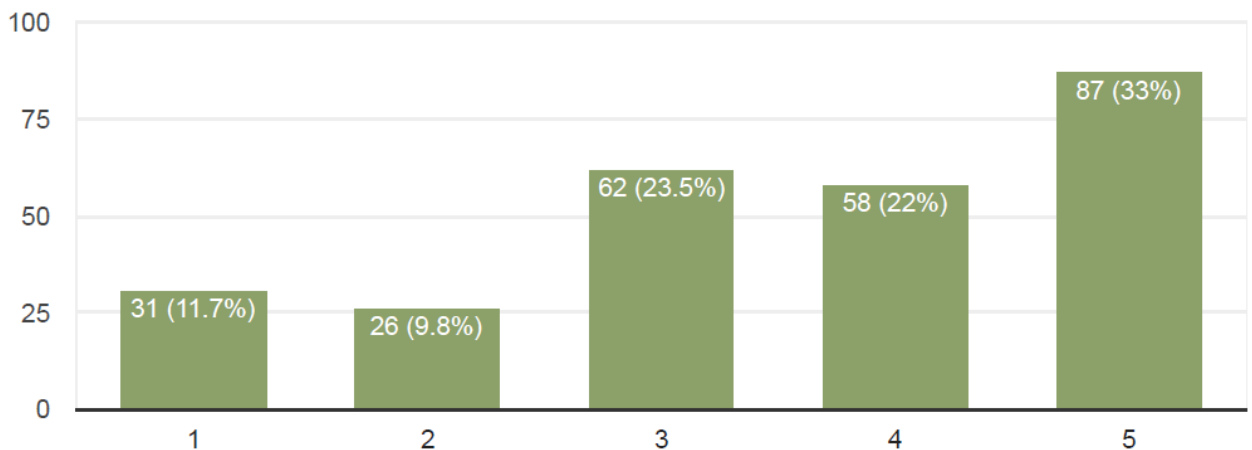
### 6.2.7 Safety w.r.t. Lights and similar amenities



*Figure 25: Safety w.r.t. Lights and similar amenities (Student)*

Around **86 Students (33%)** selected the response as excellent.

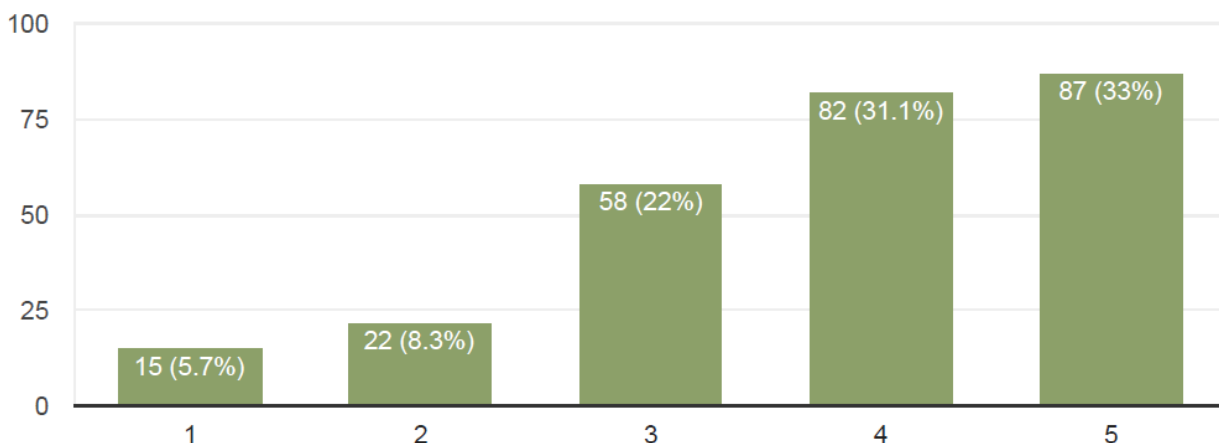
### 6.2.8 Measures taken w.r.t. Anti-ragging in the premise



*Figure 26: Measures taken w.r.t. Anti-ragging in the premise (Student)*

Around **87 Students (33%)** selected the response as excellent.

## 6.2.9 Functioning of the Internal Complaint Committee (ICC)

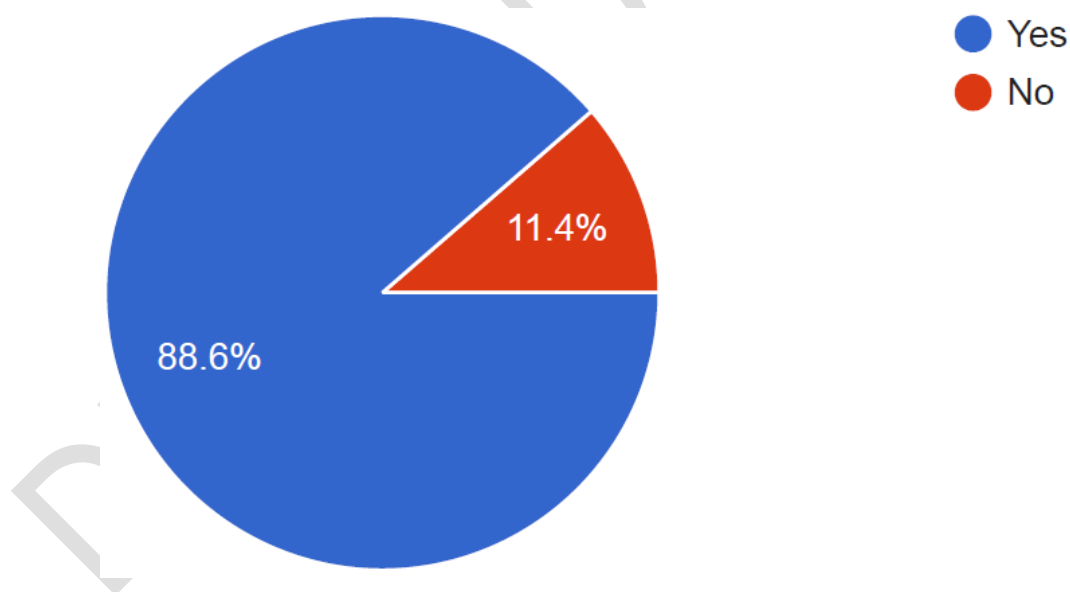


*Figure 27: Functioning of the Internal Complaint Committee (ICC) (Staff)*

Around **87 Students (33%)** selected the response as excellent.

## 6.2.10 Experience

### 6.2.10.1 Do you think the number of Female Faculties should be increased?



*Figure 28: Experience w.r.t the number of Female Faculties should be increased?*

Around **89% Students** selected the response as yes.

## 6.2.11 Suggestions

### 6.2.11.1 What according to you are the positive steps taken by the Institute towards Gender balance?

We have listed some of the key responses as follows:

- Some basic Rules
- Female representative in every sector to represent their problems.
- **Our college gives equal opportunity to both boy and girls in education actives as well as in sport.**
- Our teachers encourage every student regardless of their gender for studies and different activities. Positive is just that we never felt them making differentiation between any gender for whom should do what. Each student have equal opportunities to take part in anything like sports NCC NSS etc. Whole institution seems to be very gender balanced. But female faculties need to increase.
- No partiality in Gender.
- We conduct regular awareness-raising activities on everyday gender equality.
- Institutes organises more sports events for girls.
- 

### 6.2.11.2 What changes according to you can be undertaken for gender balance improvement in College premise and activity?

We have listed some of the key responses as follows:

- Nothing every think is good in College.
- For each faculty there should be at least one female in the form of lab assistant or lecturer.
- I don't think college needs to do anything for gender balance, for premise and activity because the difference of gender balance is not too much.

## 7. Village adoption scheme the community development approach

*The College has done highly commendable work in terms of rural and overall development. The concept of Community development was undertaken as part of the "Village Adoption Scheme" to create awareness about Education, Health and Environment among the stakeholders of the College by adopting their villages. Through this scheme each faculty including Respected Principal Sir has adopted Titane village Sakri Taluka wherein once in a while activities related to economy, recent trends in market, education, remedial coaching classes, bridge course, awareness about demonetization, Cashless India, Digital Payment System, GST; General Awareness about Health and Hygiene as well as also creating awareness about seasonal health issue like Malaria, typhoid, cold, flu, COVID, etc. and in case of Environment education many faculty members have even planted trees in their adopted villages and also creating awareness about environment conservation such activities are implemented since 2017-18.*

*The various community development programmes conducted are as follows:*

- 1. Village Adoption Scheme*
- 2. Tree Adoption Scheme*
- 3. Life Learning, Employability Skill programme introduced for the youth*
- 4. Blood Donation Camp*
- 5. Food Kit Distribution Programme to the neighbourhood community*
- 6. Financial Aid given to the students of economically weaker section.*

## 8. Conclusion

Based on the analysis of the study of premises it can be said the College has appropriate facilities with gender bias for students and staff alike. These are well maintained with appropriate measures to keep campus clean and safe at all times. The College has adopted appropriate measures such as Women Development Cell, anti-ragging, counselling, student council and more thereby ensuring student progress on personal and educational front. It is clearly evident that the College is quite supportive towards all students and believes in all-round development.

DETAILED REPORT

## 9. References

1. The Gender Audit Handbook, Washington as a reference (partially) only for the formal survey.
2. Used only for understanding Universal design - Universal accessibility Guidelines for Pedestrian, Non-motorized vehicle and Public Transport Infrastructure – Report guidelines by Samarthyam (National centre for Accessible Environments) – an initiative supported by Shakti Sustainable Energy Foundation.

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