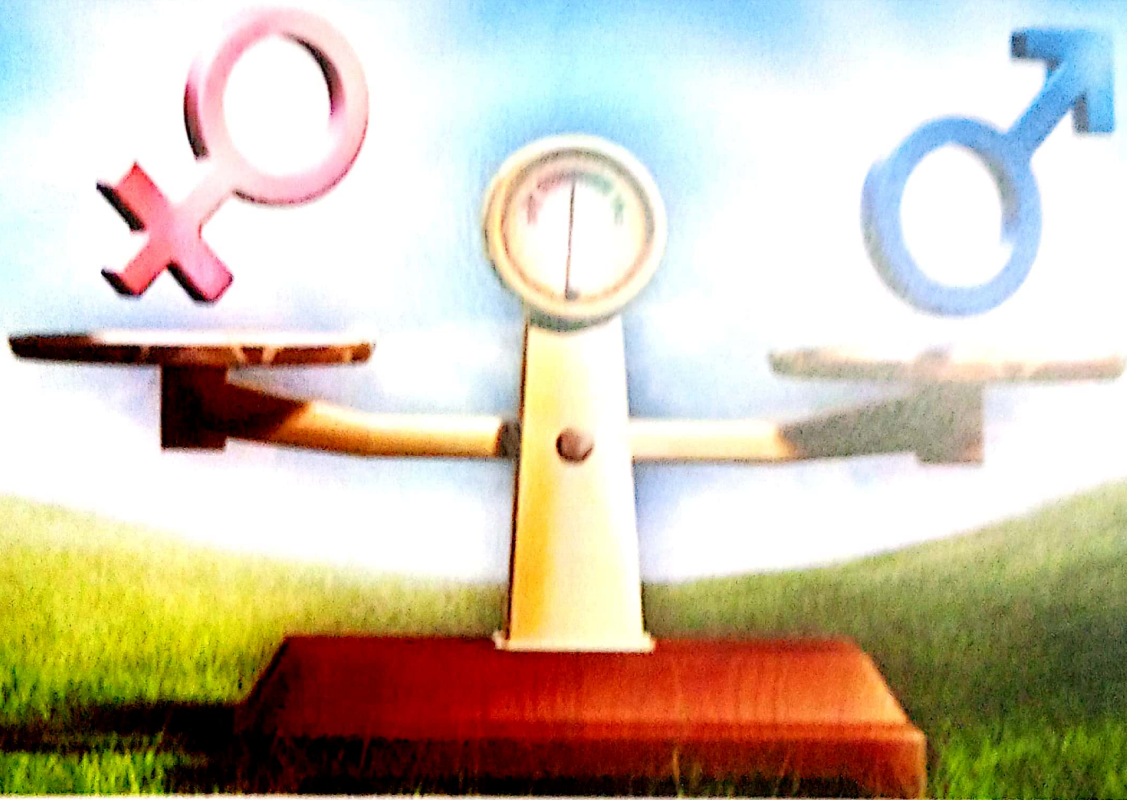




*Ahmednagar Jilha Marathi Vidya Prasarak Samaj*

**SRI DHOKESHWAR COLLEGE, TAKALI DHOKESHWAR,  
TAL. PARNER, DIST. AHMEDNAGAR, -414304**

**GENDER -AUDIT**



**DR.V.M.GANGOTRI**



### Declaration

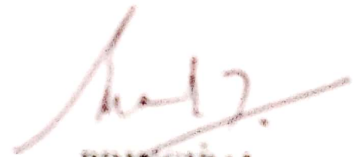
This is to certify that, Gender Audit Report prepared by the college & database used in report is truthful and will be validated by IQAC & Gender Audit Committee During the visit.

Place: Takali Dhokeshwar

Date:



**IQAC COORDINATOR**  
Internal Quality Assurance Cell  
Sri Dhokeshwar College, Tal. Dhokeshwar, Dist. Parner  
Tal. Parner, Dist. Ahmednagar



**PRINCIPAL**  
PRINCIPAL  
Sri Dhokeshwar College  
Takali Dhokeshwar  
Tal. Parner, Dist. Ahmednagar



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## **Acknowledgment**

I acknowledge my deepest gratitude to the management of Ahmednagar Jilha Matratha Vidya Prasark Samaj's. Hon. President Nandkumar Zaware, Secretary G. D. Khandeshe, advocate V. D. Athare, Hon. R. H. Dare, Dr. V. P. Bhapkar for their continuous encouragement and guidance. I express my special thanks to our principal Dr. L.S. Matkar, faculty incharge Dr. V.N. Suroshi, NAAC coordinator Prof. Anil Kale for their valuable suggestions and guidance time to time during preparing gender audit report of Shri Dhokeshwar college, Takali Dhokeshwar. I also grateful to External committee members of Gender audit for helping me in collecting data and preparing report. I extend my gratitude towards the teaching and non-teaching staff of our college. Thanks to all for their direct and indirect help and motivational support.

Dr.V.M.GANGOTRI

Principal Investigator

## Preface

Our college Shri Dhokeshwar College, Takali Dhokeshwar, Tal- Paner, Dist- Ahmednagar recognizes the importance of Gender-audit for college development and has been taking different measures and intervention. For the mainstreaming process to be effective, it necessitates to conduct Gender Audit in order to assess gaps and to come up with appropriate actions accordingly. Gender audit is a process and tool for identifying challenges to integrating gender in organizations system and operations. Gender audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structure and proceedings. Globalization introduced new challenges for the realization of the goals of women equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident. It is an internal audit with ultimate goal is to achieve gender equality. The audit process involved was collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down findings, comparisons, interpretation on findings. Lastly findings and results shared by principal of college for recommendation and implementations.

## Preface

Our college Shri Dhokeshwar College, Takali Dhokeshwar, Tal- Paner, Dist- Ahmednagar recognizes the importance of Gender-audit for college development and has been taking different measures and intervention. For the mainstreaming process to be effective, it necessitates to conduct Gender Audit in order to assess gaps and to come up with appropriate actions accordingly. Gender audit is a process and tool for identifying challenges to integrating gender in organizations system and operations. Gender audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structure and proceedings. Globalization introduced new challenges for the realization of the goals of women equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident. It is an internal audit with ultimate goal is to achieve gender equality. The audit process involved was collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down findings, comparisons, interpretation on findings. Lastly findings and results shared by principal of college for recommendation and implementations.

## **ABOUT THE COLLEGE**

Shri Dhokeshwar college, Takali Dhokeshwar was established in 1994. It is affiliated to Savitribai Phule Pune University. College is recognized under 2(f) and 12(b) by University Grants Commission, New Delhi. The College re-accredited with "B" grade by NACC. The College has arts, commerce and science faculties. The college access to the higher education especially for the students who are economically backward and hilly remote area. College is compatible to meet local needs and challenges for students that they have to face in future. College structure with a total of 5400 square meters constructed area. The classrooms, laboratories, library, girls-hostel are spacious and well-ventilated providing the right atmosphere for learning. The college library well equipped and provides adequate number of infra-books, journals, periodicals. The college office is well furnished and adequately appointed staff with complete automation for admission process and record generation. The college makes extraordinary efforts in all round development of students by supporting students at all possible levels. The cell for Prevention Of Sexual harassment of Girls Students and Women Staff Members have built mechanism to address the issues. Cultural activities for students provide grounds for development of hidden talents. The college taking efforts to ensure social justice and equality by providing remedial teaching to students from backward classes and slow learners, efforts are taken for computer literacy of students, ICT resources are used by most of faculties. College have separate girl reading room and boys reading rooms, ladies common-room. Toilet facility for students is on first and second floor. Ladies faculty and gents faculty also have toilet facility.

Drinking water facility present on ground floor and second floor. Girls hostel in college campus is with fifteen rooms including rectors room, capacity of hostel rooms is about forty-two girl students in fourteen rooms with well sanitation and drinking water facility and security. Activities like NSS and NCC etc useful to develop national spirit and holistic development.

**Motto of Parent Institute :- “TEJO SI TEJO ME DEHI”(तेजो सि: तेजो मे देही)**

**“Let Thy Wisdom Enlighten Me”**

**VISION :-**To transform college into full-fledged learning center by providing a quality of higher education with equal opportunity to rural, hilly, unprivileged, draught prone, remote students, especially the girls.

➤ **Objectives :-**

- 1.To empower girls education of hilly, rural and draught prone-remote area.
- 2.To create global competence through standard and updated sources.
- 3.To strengthen national democratic and social values among students.
- 4.To develop effective competitive aptitude and skills among students.
- 5.To equip students with need based knowledge and employability skills.

6.To inoculate moral, ethical values, national spirit among students by involving them in NSS and NCC activities.

7.To make students computer literate and imbibe soft-skills among them for development of their overall personality development.

➤ **The vision & Mission Statements are communicated to stakeholders through:-**

- 1.College information brochure.
- 2.College website, What's app, SMS, Mails.
- 3.Student counseling and Student council.
- 4.Banners,flex boards, Notice-boards in college.
- 5.Academic calendar and by various extension activities.
- 6.College Magzine "Dnyanjyot".

## C.GENDER

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

- **C.GENDER** is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of men and women) 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.

Gender refers to the characteristics of men, women, girls and boys that are socially constructed. This includes norms, roles, and behaviours associated with being of male or female, as well as relationships with each other. According to social construct gender varies from society to society and can change over time.

## Concept of Gender-Audit

- *Gender audit* is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programs, projects and provision of services, structures ,proceedings and budgets.
- Gender audit allow organizations to set their own houses in order and change aspects of the organizational culture which discriminate against all genders and beneficiaries.
- Gender audit helps organizations to identify and understand gender patterns within their composition, structures, processes, management of human resources and in design of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organization.
- Gender audit establish a baseline against which progress can be measured overtime, identifying critical gender gap and challenges and making recommendations of how they can be addressed through improvements and innovations.

## Need of Gender-Audit

In the globalized 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 males, females but also transgenders are also involving 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 of World Population** :-In Anthropology & Demography human sex ratio studied.In 2021, Sex ratio of entire world population is 101males :100males
- **Sex-Ratio of Indian Popln** :-In 2021 sex ratio of India is 108 males:100 females.
- In gender audit it is necessary to find out whether internal practices and policies of system are working for gender mainstreaming and effective for gender equality.
- To monitor and access the progress of reducing gender discrimination in the college.
- 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 college to promote healthy and harmonious environment about gender in the policies of college are safer for all genders. The audit process involves collection of data, analyzing policies, programs and data to access the extent of gender equality and balance.

### **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 identify area of gender imbalance and to recognize their cause.
- To examine gender policies of college and to understand needs and interest of both male and female.
- To take active step to establish gender balance in decision making processes in all areas of college activities
- To suggest a bridging in gender gap if exists.
- To adopt measures for prevention of sexual harassment at the college.
- To promote growth of gender equality in all aspects of college campus life.

### **Gender Sensitive Features of The College**

Gender sensitive features are carefully observed in every corner of the college System. By establishment of different committees like woman grievance committee, Anti-ragging committees sexual harassment prevented. By providing adequate facilities to boys and girls students gender equality kept in balanced state in college.

### **Facilities For Students :-**

- Everyday discipline committee guides students at the starting time of college lectures so students enters in college in disciplined way. Girl students feels safe in college campus.

- Parking of vehicles of boys /girl students and staff are one of the disciplines in college parking.
- Study room or reading rooms separate for boys and girl students.
- Provision is made for girls to rest in ladies room. There is adequate place and silence for study.
- Girls and boys having separate washrooms on each floor, ladies faculty also have separate washroom with ample supply of water and regular cleaning.
- Water purifiers provided for students and staff on ground floor and second floor drinking water purposes.
- CCTV cameras have been installed on every floor, and in each class to look after the security aspect as well as management of college. These also installed in corridors, library, reading rooms, exam department, laboratories, office.
- Notice boards are available on every floor, outside exam. department and outside office .Electronic noticeboard available at main entrance for displaying important notices.
- Central library has a wide range of books, reference books and e-literature in each subject. The books are updated according to new syllabus provided by university. There are national ,international journals, competitive exam books and free internet facility available.
- Sports Facility:- Gymkhana department very active to promote students to participate in sports both outdoor and indoor games.

- National yoga day celebrated by N.S.S. department every year.
- Every year tree plantation program and winter camp of N.S.S also arranged by college.
- In prize distribution program and N.S.S. camp various cultural activities presented by students on stage.
- Anti-ragging committee in college working for discipline involved.
  - Principal Dr. L. S. Matkar
  - Dr. D. M. Lokhande
  - Prof. S. A. Tingare

Women grievance Cell for controlling sexual harassment of girl students

includes,

- Chairperson-Dr. L. S. Matkar
- Member-Prof. Shanta Gadge
- Member-Dr. V. M. Gangotri
- Advocate-Shrikant Walunj
- Social-Worker-Dr. Swati Khilari

**FINDINGS:-**Girl Strength increasing in all programmes, Girl students selecting commerce stream is remarkable in college.

- Students of backward classes and hilly areas now increasing in number.
- Special programmes arranged by vidyarthini manch for girl students.
- Nirbhay Kanya Abhiyan also useful to encourage girls.
- Females participated more in numbers in earn and learn scheme, N.S.S., N.C.C, cultural activities.
- Different workshops conducted by student development board all these activities are useful for their personality development.
- N.S.S and N.C.C are useful to develop social awareness in students.
- Library, reading room also used more by girl students than boys.

**Following Programs conducted by college for development of students**

Sr.No.	Name Of Program
1	International Yoga Day
2	Vangmay mandal udghatan
3	Mararhi Bhasha Gaurav Divas
4	Hindi Bhasha Divas
5	Modi lipi Workshop
6	Personality Development workshop
7	Vidyarthini Manch programmes
8	Nirbhay Kanya Abhiyan workshop
9	Disaster management workshop
10	Beekeeping workshop 2019&2020
11	Softskill Development Program
12	GSTworkshop(district level, commerce department)

	2017-18
13	Workshop on patent 2017-18
14	Financial planning Workshop-2016-17
15	Commerce Festival from 2017 regularly
16	Intellectual Property Rights and Patent Workshop-2019
17	Gender Champions Program by UGC
18	Marathi Bhasha Gauravdin(Kusumagraj Birthday)
20	Shetkari Pani Parishad ...chief guest-Popatrao Pawar...2019
21	Convocation program

**CONCLUSION** :-Gender audit of 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 programmes were conducted for both male and female students. Some programmes are only for 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. All departments and students are aware about the gender sensitization at general level. introduction of gender equality schemes helpful in elimination of sex discrimination in the coming years.

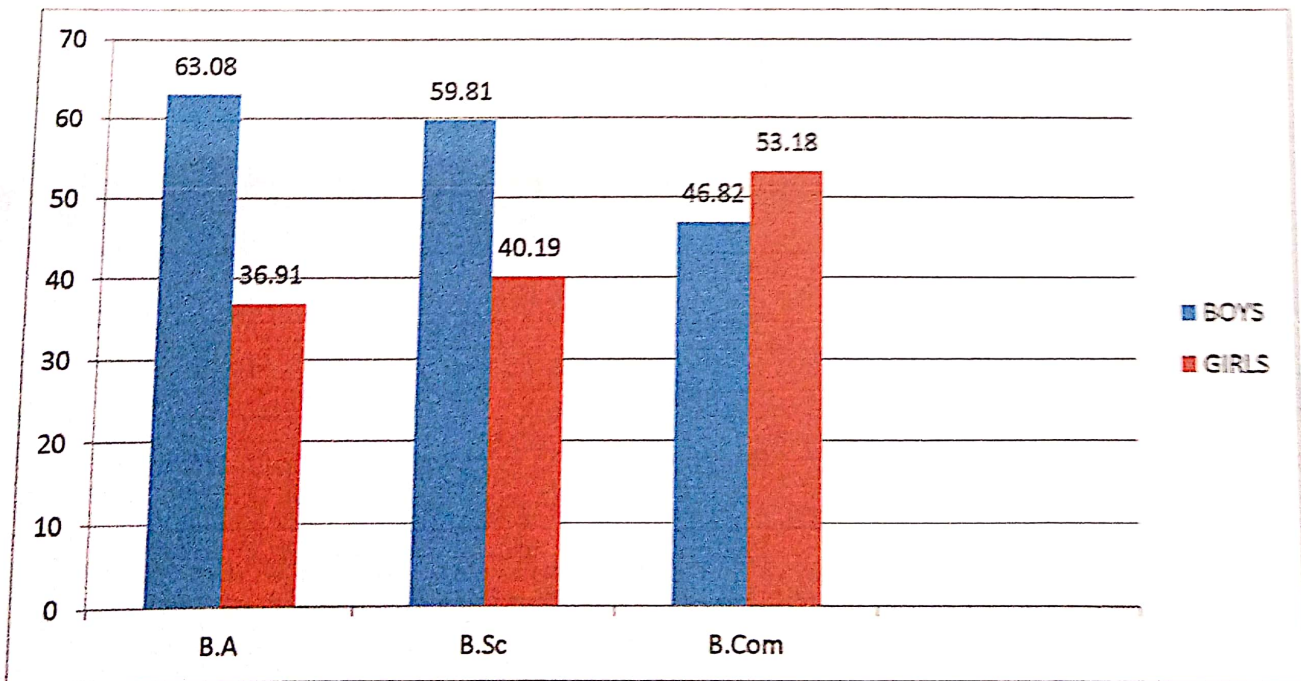
## FEATURES AND INITIATIVE FOR GENDER SENSITISATION

### I. Gender Difference In Enrolment At Graduation Level :-

#### I. Students In Year 2017-18

Sr. No	Stream	Boys	%	Girls	%	Total	%
1	F.Y.B.A	170		74		244	
2	S.Y.B.A	95		72		167	
3	T.Y.B.A	70		50		120	
B.A. Total		335	63.08	196	36.91	531	100
1	F. Y. B. Sc	68		40		108	
2	S. Y. B. Sc	52		55		107	
3	T. Y. B. Sc	69		32		101	
B.Sc. Total		189	59.81	127	40.19	316	100
1	F.Y.B.Com	48		55		103	
2	S.Y.B.Com	42		37		79	
3	T.Y.B.Com	13		25		38	
B.Com Total		103	46.82	117	53.18	220	100
B.A+B.Sc+B.Com		627	58.76	440	41.24	1067	100

### Gender Difference In Enrolment At Graduation Level (Streamwise):- 1) YEAR 2017-18

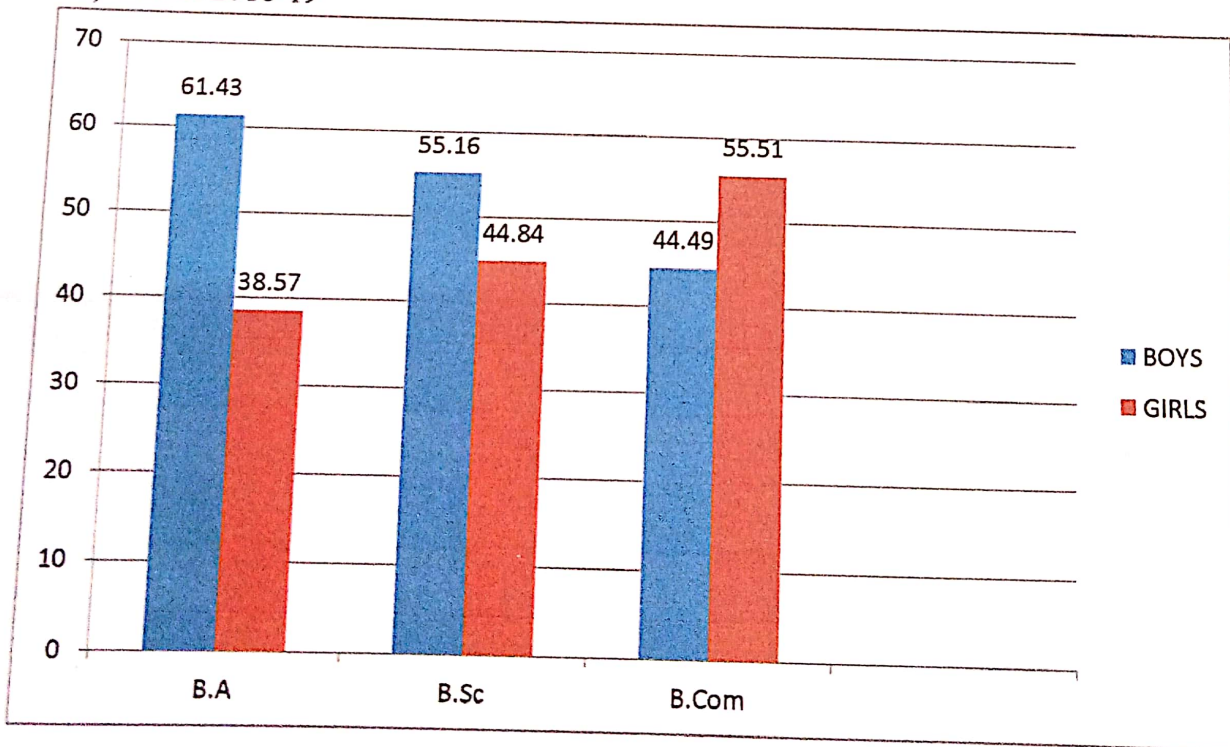


2. Gender Difference In Students of Year 2018-2019

Sr. No	Stream	Boys	%	Girls	%	Total	%
1	F.Y.B.A	156		87		243	
2	S.Y.B.A	82		53		135	
3	T.Y.B.A	63		49		112	
<b>B.A. Total</b>		<b>301</b>	<b>61.43</b>	<b>189</b>	<b>38.57</b>	<b>490</b>	<b>100</b>
1	F.Y.B.Sc	64		44		108	
2	S.Y.B.Sc	42		34		76	
3	T.Y.B.Sc	49		48		97	
<b>B.Sc Total</b>		<b>155</b>	<b>55.16</b>	<b>126</b>	<b>44.84</b>	<b>281</b>	<b>100</b>
1	F.Y.B.Com	50		56		106	
2	S.Y.B.Com	22		49		71	
3	T.Y.B.Com	37		31		68	
<b>B.Com. Total</b>		<b>109</b>	<b>44.49</b>	<b>136</b>	<b>55.51</b>	<b>245</b>	<b>100</b>
<b>B.A+B.Sc+B.Com</b>		<b>565</b>	<b>55.61</b>	<b>451</b>	<b>44.34</b>	<b>1016</b>	<b>100</b>

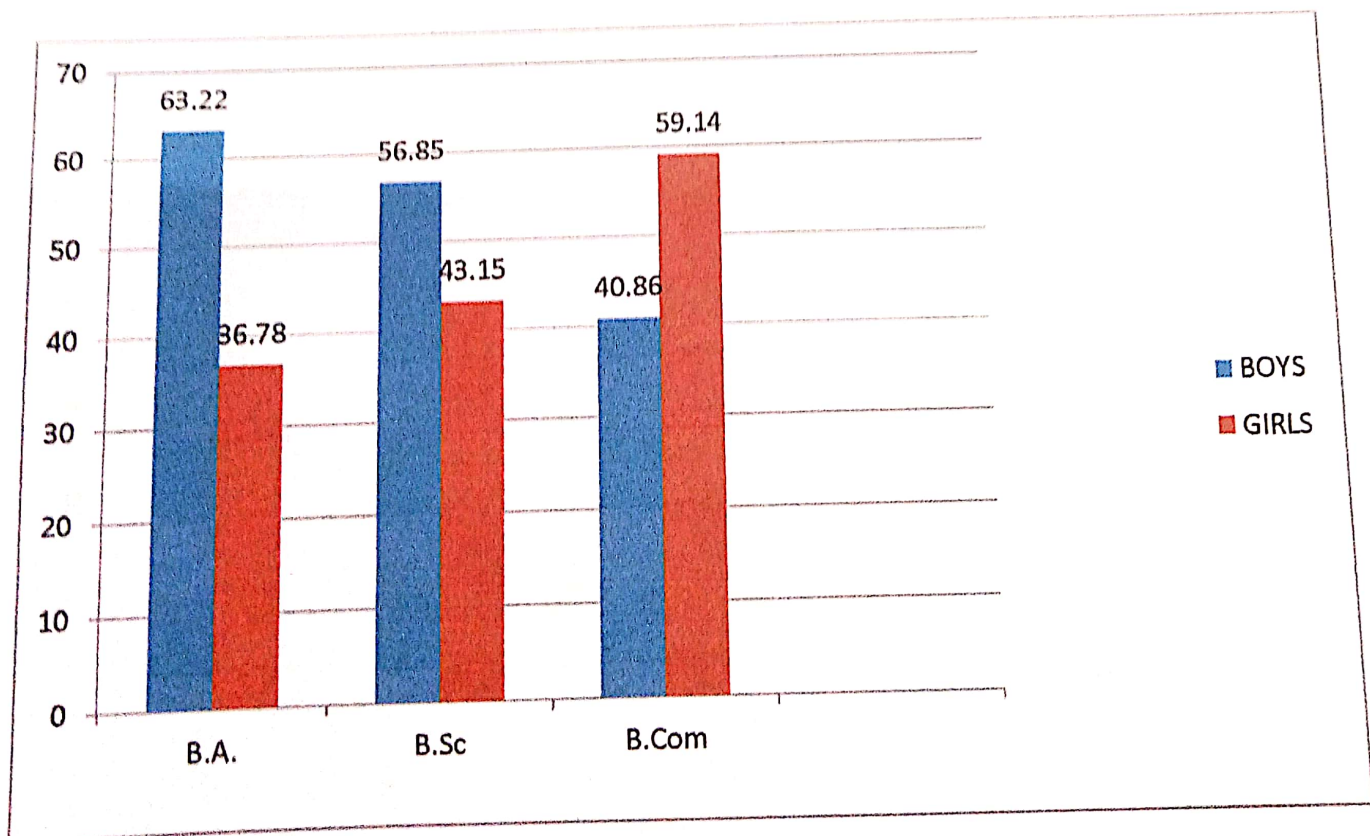
Gender Difference In Enrolment At Graduation Level (Streamwise):-

2) YEAR 2018-19



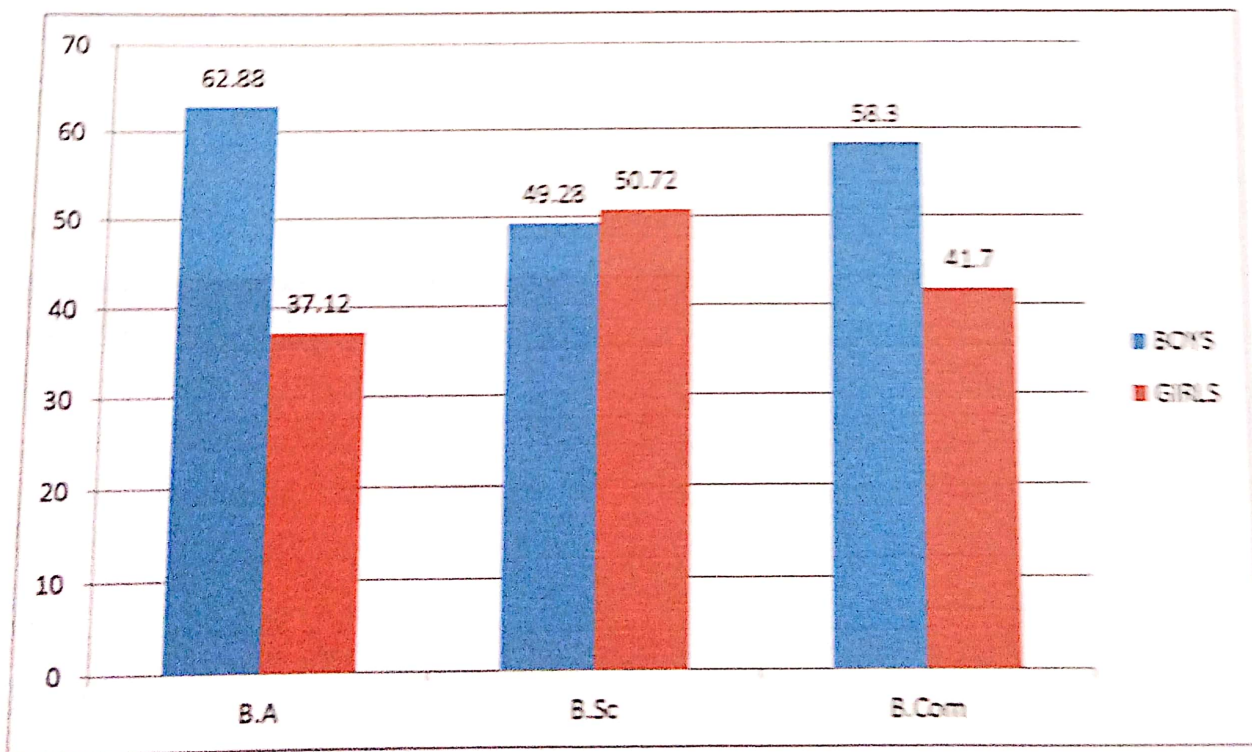
### 3. Gender Difference In Students of Year 2019-2020

Sr. No	Stream	Boys	%	Girls	%	Total	%
1	F.Y.B.A	134		79		213	
2	S.Y.B.A	98		54		152	
3	T.Y.B.A	55		34		89	
	<b>Total</b>	<b>287</b>	<b>63.22</b>	<b>167</b>	<b>36.78</b>	<b>454</b>	<b>100</b>
1	F.Y.B.Sc	58		38		96	
2	S.Y.B.Sc	43		33		76	
3	T.Y.B.Sc	36		33		69	
	<b>Total</b>	<b>137</b>	<b>56.85</b>	<b>104</b>	<b>43.15</b>	<b>241</b>	<b>100</b>
1	F.Y.B.Com	33		32		65	
2	S.Y.B.Com	29		44		73	
3	T.Y.B.Com	14		34		48	
	<b>Total</b>	<b>76</b>	<b>40.86</b>	<b>110</b>	<b>59.14</b>	<b>186</b>	<b>100</b>
	<b>B.A+ B.Sc+ B.Com</b>	<b>500</b>	<b>56.75</b>	<b>381</b>	<b>43.25</b>	<b>881</b>	<b>100</b>

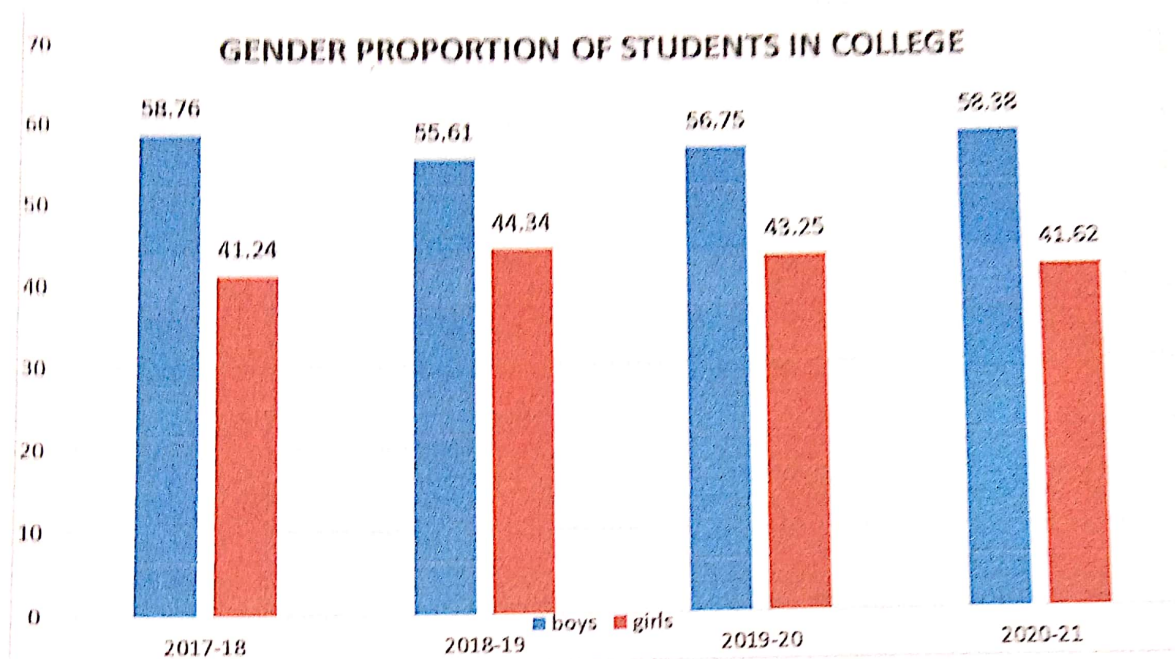


#### 4. Gender Difference In Students of Year 2020-2021

Sr.No	Stream	Boys	%	Girls	%	Total	%
1	F.Y.B.A	122		59		181	
2	S.Y.B.A	73		57		130	
3	T.Y.B.A	71		41		112	
	Total	266	62.28	157	37.12	423	100
1	F.Y.B.Sc	43		34		77	
2	S.Y.B.Sc	35		27		62	
3	T.Y.B.Sc	24		44		68	
	Total	102	49.28	105	50.72	207	100
1	F.Y.B.Com	59		39		98	
2	S.Y.B.Com	45		34		79	
3	T.Y.B.Com	40		30		70	
	Total	144	58.30	103	41.70	247	100
	<b>B.A+B.Sc+B.Com</b>	<b>512</b>	<b>58.38</b>	<b>365</b>	<b>41.62</b>	<b>877</b>	<b>100</b>



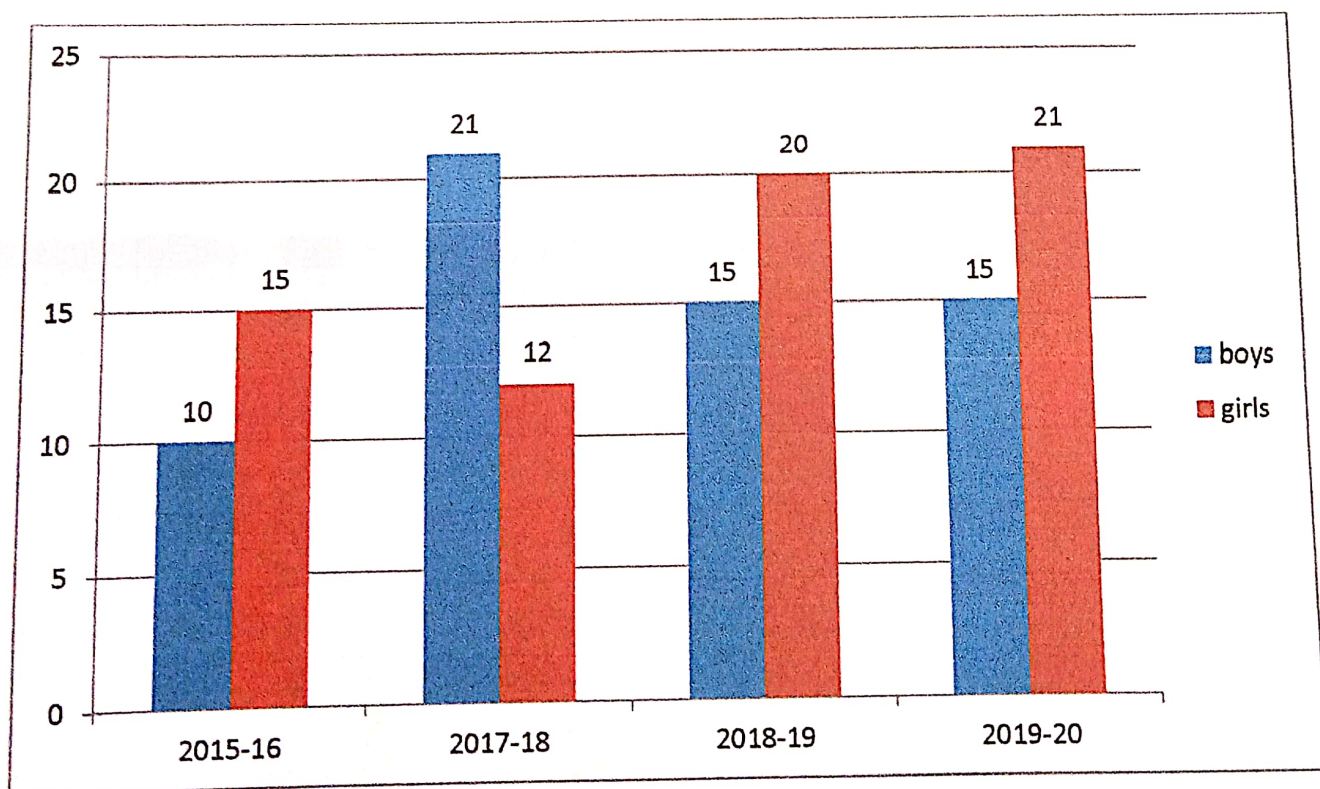
**GENDER PROPORTION OF STUDENTS FROM 2017-2021 :-**



GENDER	Year 2017-18	Year 2018-19	Year 2019-20	Year 2020-2021
BOYS%	58.76	55.61	56.75	58.38
GIRLS%	41.24	44.34	43.25	41.62
TOTAL%	100	100	100	100

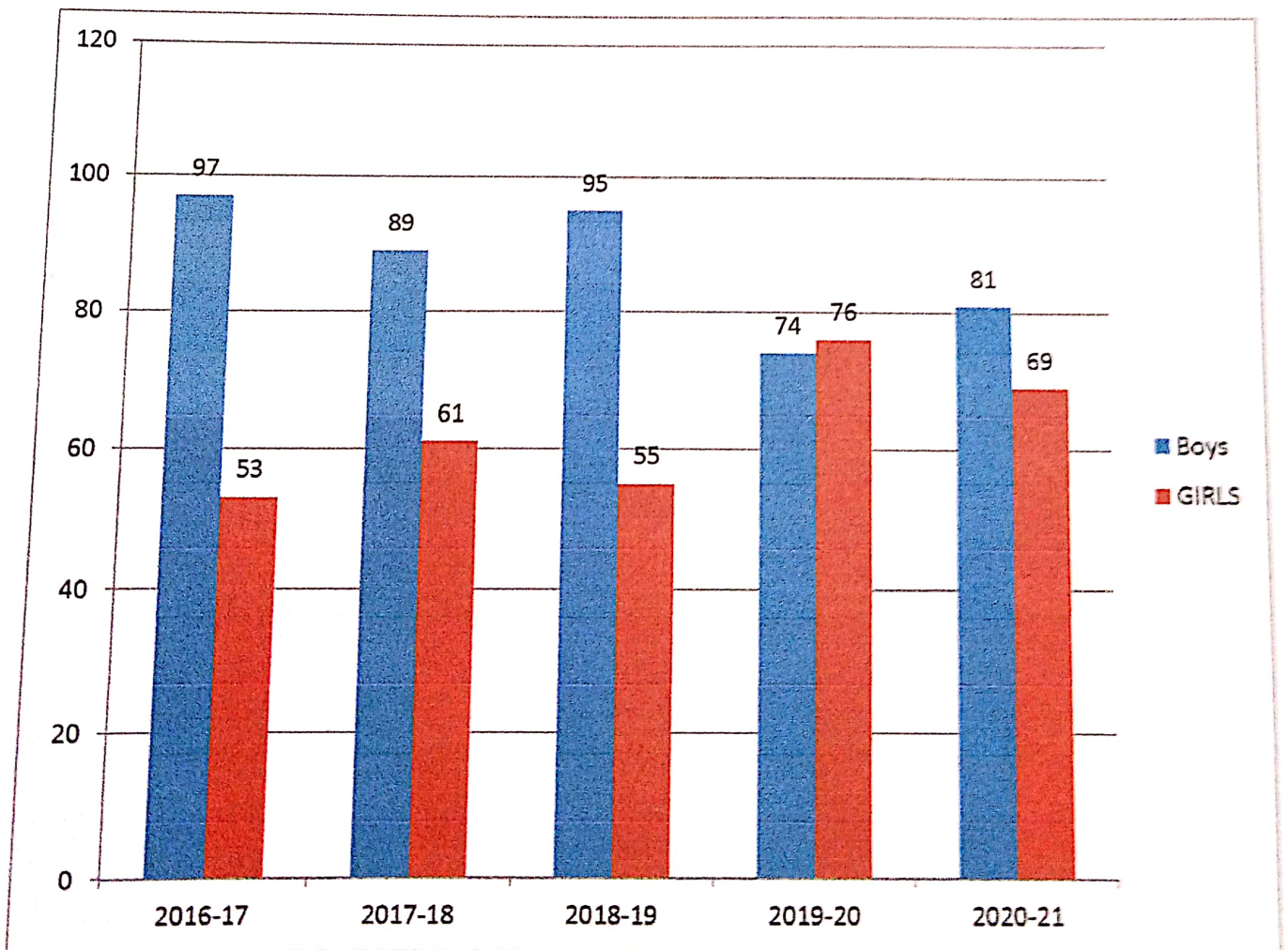
**II. GENDER DIFFERENCE OF STUDENTS IN EARN & LEARN SCHEME :-**

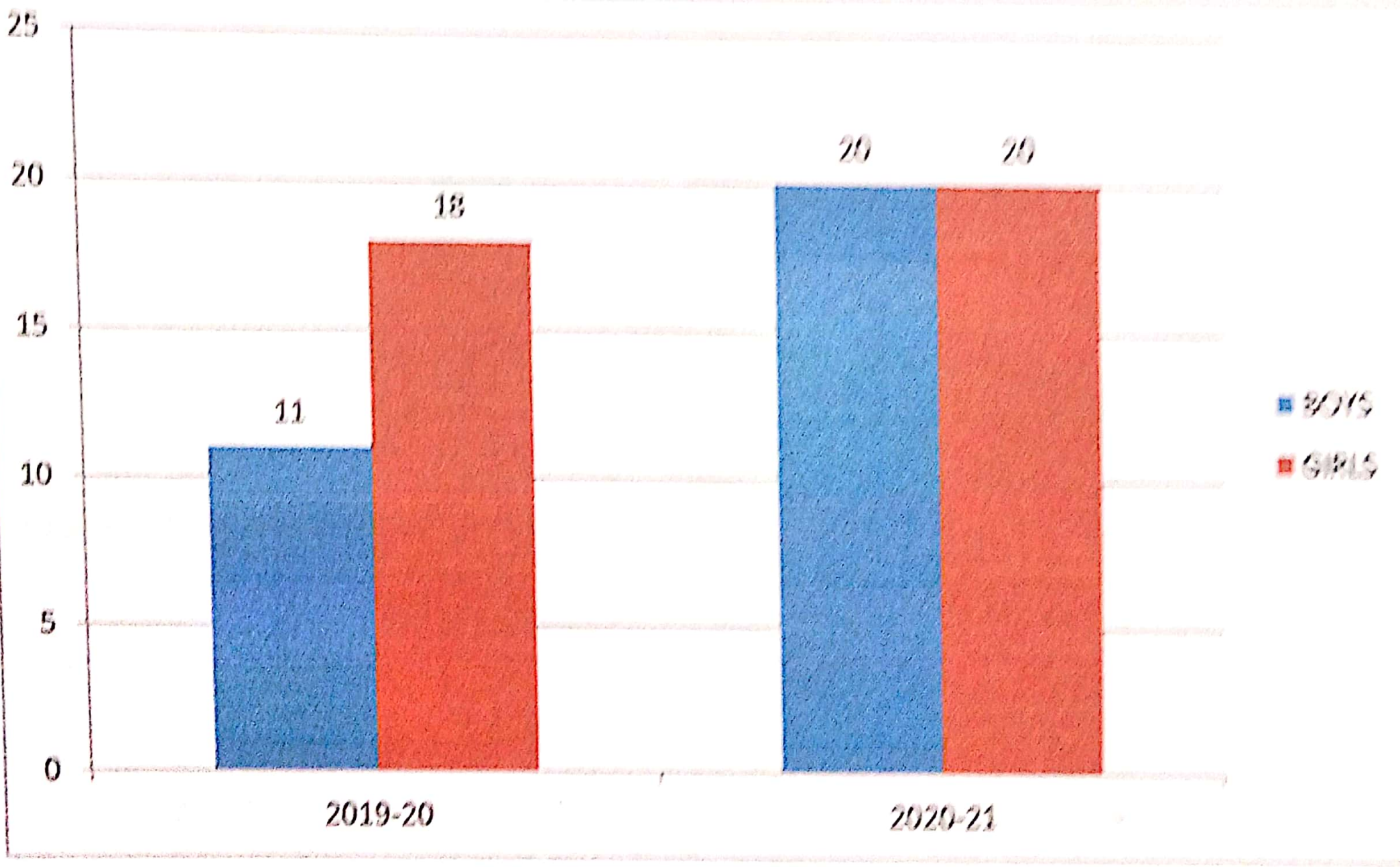
SR.NO	YEAR	BOYS	GIRLS	TOTAL
1	2015-16	10	15	25
2	2017-18	21	12	33
3	2018-19	15	20	35
4	2019-20	15	21	36
5	2020-21	CORONA	-----	Lockdown



**III. GENDER DIFFERENCE IN N.S.S. SCHEME PARTICIPANTS :-**

Sr.No	YEAR	BOYS	GIRLS	TOTAL
1	2016-17	97	53	150
2	2017-18	89	61	150
3	2018-19	95	55	150
4	2019-20	74	76	150
5	2020-21	81	69	150





V.GENDER BALANCE IN TEACHING FACULTY :-

Sr.No.	YEAR	MALE FACULTY	FEMALE FACULTY
1	2017-18	19	16
2	2018-19	19	16
3	2019-20	19	16
4	2020-21	18	17

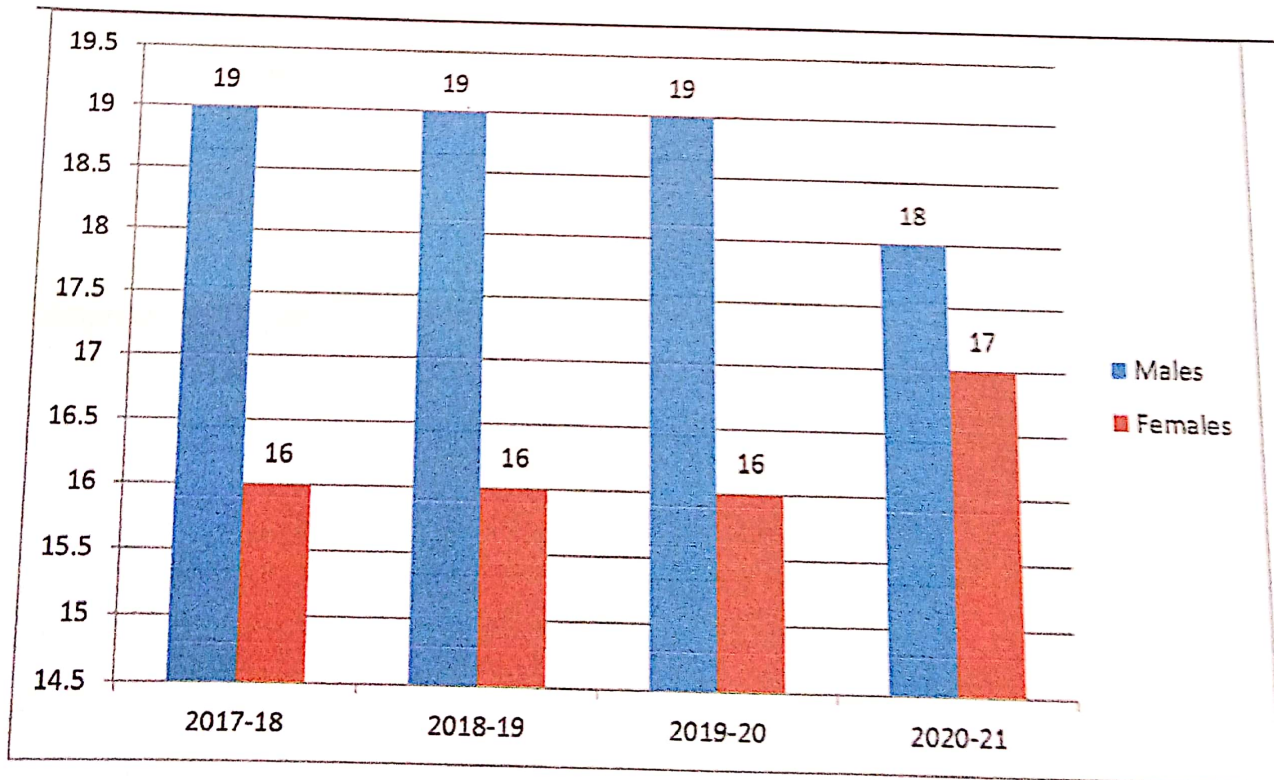
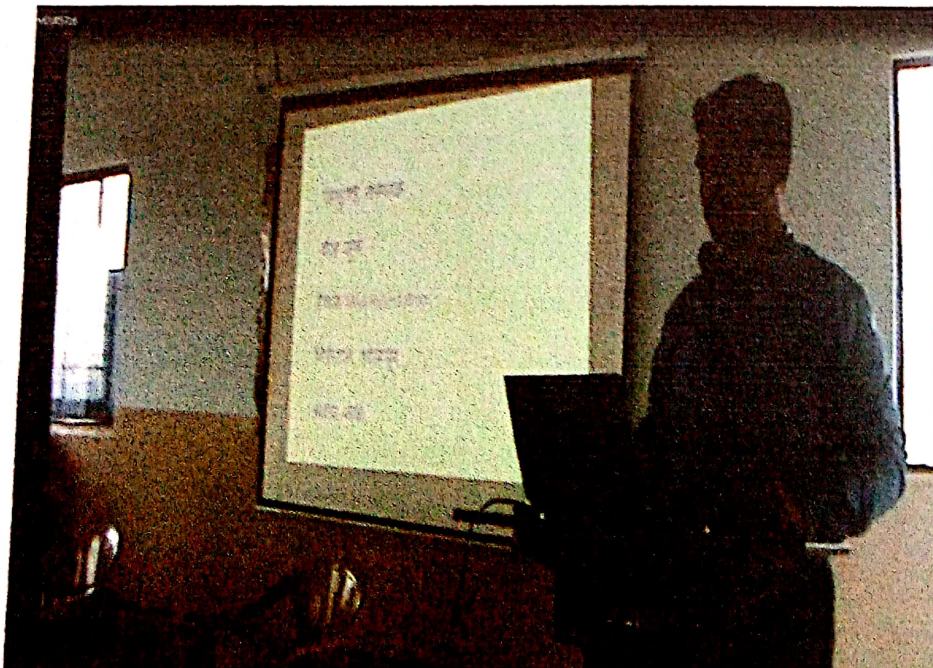


PHOTO SNAPS OF ACTIVITIES:- 1. Vidyarthini Manch Activity







4. SCIENCE ASSOCIATION ACTIVITY







Ahmednagar Jilha Maratha Vidya Prasarak Samaj's  
**SHRI DHOKESHWAR COLLEGE,**  
 TAKALI DHOKESHWAR  
 Tal:-Parner, Dist. :- Ahmednagar. 414304 (M.S.)

### Remarks & Signature of External Gender Audit Committee

- Highly satisfactory steps have been taken towards gender sensitivization.
- There is good participation of girls in extra curricular activities.
- Increased efforts to improve girls enrollment is recommended

Sr.No	Particulars	Name of Committee Member	Signature
1	Chair person	Desouza Ashita R. Ahmednagar College	
2	Member	Dr. Swati B. Khilari	
3	Member	Ass. Prof. Cragge's R.	
4	Member	Dr. V.M. Gogoi	



PRINCIPAL  
 Shri Dhokeshwar College  
 Takali Dhokeshwar College  
 Takali Dhokeshwar  
 Tal. Parner, Dist. Ahmednagar

### Declaration

This is to certify that, Gender Audit Report prepared by the college & database used in report is truthful and will be validated by IQAC & Gender Audit Committee During the visit.

Place: Takali Dhokeshwar

Date:



**IQAC COORDINATOR**  
**Internal Quality Assurance Cell**  
Shri Dhokeshwar College, Takali Dhokeshwar,  
Tal. Parner, Dist. Ahmednagar (431 001)



**PRINCIPAL**  
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