



Gender Audit Report 2023-24

Submitted by

Gender Audit Committee

Sr. No	Name	Signature
1	Mrs, Snehlata Jagdih Rane Headmaster Zhilla Parishad Purn Prathmik Shaala, Sangulwadi, Tal: Vaibhavwadi, Disrtict:Sindhudurg	 मुख्याध्यापक पूर्ण प्राथमिक शाळा सांगुळवाडी नं. १ ता. वैभववाडी, जि. सिंधुदुर्ग.
2	Mrs. Vijayarani Vinodsinh Patil Secretary Sindhudurg Zhilla ASHA Workers Union At/Po. Phondaghat, Tal: Kankavli, District: Sindhudurg	✓  सचिव सिंधुदुर्ग जिल्हा आशा वर्कर्स युनियन (सीटू समान) अध्यक्ष

Submitted to

Arts and Commerce College, Phondaghat

Tal: Kankavli, Dist:Sindhudurg

Phondaghat Education Society's,
Arts and Commerce College, Phondaghat.

Tal: Kankavli, Dist: Sindhudurg. 416601.
Phone: 02367245060. Mail: accp1995@yahoo.com;

Gender Audit Report 2023-24
(Internal Quality Assurance Cell)

- A. Introduction of the Institution:
- B. What is a Gender Audit?
- C. Constitution of Gender Audit Committee:
- D. Objectives of the Gender Audit Exercise:
- E. Gender Audit Methods:

A. Introduction of the Institution

Having the motto "Let's all Enlightened and Meritorious, Nobody be Ignorant and Weak", the Phondaghat Education Society (PES) has started Arts and Commerce College in 1995, with the vision of providing quality higher education to the students from diverse backgrounds, irrespective of region, religion, caste, economic strata and academic performance. It is permanently affiliated to the University of Mumbai and having 2f and 12b recognition from the UGC. It has been accredited with 'B' grade in 2016 by NAAC. Further, the college has achieved ISO 9001:2015. At present the College offers B.A. and B.Com. under-graduate degree courses of three years duration each. The Commerce wing is under non-grant basis since 2012. The College sensitizes its students on gender and environmental issues through celebrating national / international days, organizing awareness / sensitizing lectures, street plays, quiz competitions etc.

The developing library of the college has adequate number of text and reference books and offers common internet access for all. The college publishes not only its annual magazine 'Viveksindhu' with substantial contribution from the students but also the wall papers of the departments of the college. Further, the college library operates 'Book Bank Scheme for SC/ST' students, through the university grants. In addition, Shri Siddhivinayak Ganpati Mandir Trust, Mumbai has also donated Text Books to the library. In addition, the



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college library offers Gold Cards facility to meritorious students in curricular, co-curricular and extra-curricular activities.

Taking into consideration the skills and inclination of the students and the local needs of the time for job opportunities, various certificate courses (career-based add-on courses such as Beauty Parlor, Tailoring, Mehndi Designing, etc.) are run by the college, in collaboration with Janshikshan Sansthan Sindhudurg, which are helpful for the students' employability in future. The faculty takes several efforts to nurture creative and critical thinking and to develop the scientific temper among the students through extra-curricular activities by participating in National Service Scheme, National Cadet Corps, Department of Lifelong Learning and Extension, Sports, Cultural Activities, and Savitribai Phule Women Development Cell etc. to entertain and inculcate social awareness among the students. Majority of the inhabitants are from BPL and EBC families, and are experiencing several social problems like sanitation, poor education and health related issues. The NSS, NCC, DLLE and WDC units organize annual residential camp, voluntary blood donation camp, health check- up camp, various workshops, discussions, awareness programmes, sensitizing programmes, legal literacy programmes around the year. Many NSS volunteers and NCC cadets have actively participated in the state level camps. The students are encouraged to organize cultural programmes celebrating national and international days. The institute provides opportunities to students for participation in co-curricular and extra-curricular activities at university /state/national level such as sports and cultural events. The students actively participate in events as group dance, one act play, singing, poster making, rangoli etc. events every year.

The College has a regular Principal, a Librarian and twelve faculty members. Out of these four faculties have passed NET/SET, seven have completed their Ph. D. research, five teachers have completed M. Phil degree. The faculty members are continuously engaged in individual research work. Five faculty members have completed minor research projects. Majority of faculty members have published and presented more than 70 research papers in different international journals and books. Six teachers have published their own books; two teachers are editors of academic journals. The College organizes university level seminars/ workshops/ invited guest lectures for imbibing research culture among the staff and the students.


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The Excellent Achievements of the College:

The college has won the First Prize in 'Jagar Janivancha Abhiyan 2013 & 2014' (Gender Sensitization Mission) at Sindhudurg District and Mumbai University level, awarded by the State Government of Maharashtra, for excellent efforts for empowerment of women.

The college has organized four National Seminars by Geography, Economics, History, Marathi and IQAC departments.

The college always tries to invite opportunities of financial scholarships for the needy students, from various funding agencies. students of the college have received scholarship from Alumni of New English School, Hindustan Petroleum Company Ltd. and Association of Non Govt. Colleges.

Thus, the PES has developed the campus providing education from Primary to Higher level. A fine number of students from this campus are serving the nation at various places, as well as many students are at abroad.

The College prides itself by possessing a rare distinction of having a highly qualified, dedicated and enthusiastic staff with doctorates constituting a half while a quarter as M.Phil. qualified. In addition to conventional teaching, more stress is laid on imbining moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NCC, NSS and Sports.

B. What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:


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C. Constitution of Gender Audit Committee:

List of Members:

The Gender Audit undertaken by the IQAC, Arts and Commerce College, Phondaghat along with External and Internal Committee Members. External Committee Member, Vice Chairman and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. Objectives of the Gender Audit exercise: •

The Institute shall take effective measures for the safety and security of all genders. • There must be an accessible, active, unbiased and confidential Grievance Redressal Cell • There shall not be any kind of discrimination on the basis of gender. • To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college. • Overall personality development programs shall be organized, which will develop confidence in the members of the institution. • Organizing programs to build confidence and instill leadership qualities in the girl students. • To join hands with IQAC, Anti-ragging Committee, Discipline Committee and Internal Complaint Committee for creation of gender sensitization. • To create social awareness about the problems of women and gender discrimination in particular. • The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa. The following are the main objectives of the Gender Audit: a) To know about the gender balance in the college. b) To know about gender perception in the campus. c) To reflect and sketch out a road map for gender action.

E. Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture. The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for


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and commitment to working toward gender equality in the college. Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes. Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures. Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded. 1. Gender Wise Distribution of Staff Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality. An audit of gender sensitive features in the Institution yielded the following notable points: • Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. • There is a Ladies Common Room provided. • There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates. • There is a Women Development Cell that conducts Gender Sensitization programmes regularly for the students. A. Gender Balance within the Institution: Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives. Gender Audit Team reviewed and analyzed the operating environment of Arts and Commerce College, Phondaghat From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates


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on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurel and fame to them as well as the College. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Table 2.1: Gender wise Details of Students in the College

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2023-24	453	168	285	37.08	62.91

Table 2.2: Gender wise Details of Total Teaching Faculties in the College

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2023-24	14	03	11	21.42	78.57

The table on gender wise details of total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2018-19, out of 14 staff 09 (64.28%) were males and 05 (35.71%) were females. In the year 2022-23, out of 14 total teaching staff 11(78.57%) were males and 03 (21.42%) were females.

Table 2.2: Gender wise Details of Total Non Teaching Staff in the College

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2023-24	06	01	05	16.66	83.33


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The table on Gender wise Details of Total Non-Teaching staff in the College provides the information and growth of non-teaching staff in last five years. In the year 2018-19, out of 06 staff 64 (83.33%) were males and 01(16.66%) were females. In the year 2022-2023, out of 06 total non-teaching staff 05 (83.33%) were males and 01 (16.66%) were females.

1. Gender Sensitization Initiatives By forming various committees like Anti-ragging, s, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students: Poona College of Arts, Commerce and Science Camp, Pune is always full of students. To avoid rush and other mishaps, separate provisions have been made at various places for girls. 1. Study Room: Independent study room in the library provides girl students undistracted study time. 2. Ladies Common Room: There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls Separately 3. Girls Washroom: Girls' washroom is situated in the college with ample water supply and proper maintenance. 5. Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.

Number of gender equity promotion programs organized by the institution during the last five years:

Sr. No.	Programme	Date		No. of Participants		
		From	To	Female	Male	Total
1	Self-Defence (guest lecture)	18/10/2023	18/10/2023	18	11	29
2	Savitribai-Fule Programme	03/01/2024	03/01/2024	17	08	25
3	Mother-Parent Meet	12/01/2024	12/01/2024	36	12	48
4	World Women Day	11/03/2024	11/03/2024	35	16	51

WOMEN'S DEVELOPMENT CELL (WDC) Instituted more than a decade ago, the Women's Development Cell (WDC) of Arts and Commerce College, Phondaghat is


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committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality. Human resource development, and awareness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell. As I could assess, the Cell endeavours to involve both male and female students in its information dissemination and sensitization activities. I interviewed the President and the Vice President of the Cell – two highly involved female students who apprised me about the activities of the Cell and also showed photographs of their activities (some of these photographs are included in this report).

Cultural Activities

Female students are very active in the co-curricular activities and are holding key leadership roles in them. Girl students form a significant portion of the core leadership positions of most activities as well as departments. They are generally not contesting for these posts. The College authorities are motivated towards increasing their participation as well. However, girls are keen to head departmental activities and contest these elections willingly and enthusiastically. Many of them are holding the offices of President and Vice-President of departmental and co-curricular activities.

Sports

The College provides facilities to its students for many sports. The students can play Kabbadi, volley ball and chess on the college premises. The girls play along with the boys in most of these sports. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to encourage girls in sport.

Infrastructural Facilities

After taking a round of the college premises, it was found that most facilities like class rooms, toilets and library are adequate for both boys and girls. It also provides space for sports, gym and cultural activities and has provision for a library. The Girls' Common Room too is clean, well-ventilated, spacious. It provides a welcome space for girl students in the college premises.


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Gender Ratio in NSS

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2023-24	200	82	118	41	59

Gender Ratio in NCC

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2023-24	53	24	29	45.28	54.71

Gender Ratio in DLLE

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2023-24	102	40	62	39.21	60.78

Suggestions and Recommendations:

- It is our suggestion that the college continue its reputation of being a safe environment for women and retain its gender sensitive culture.
- We suggest that some relaxation facilities for female staff be added to the new up-coming common room.
- Women need some rest facilities at certain sensitive periods as well as some support to sustain long hours of physically strenuous work.
- We also suggest that more female students be encouraged to participate in sports and to contest for college-level leadership positions.
- College should introduce self-employment training in different subjects.
- Students strength particularly girls strength is increasing continuously in both UG programmes.


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- Students of backward classes have bigger share in admission.
- Girl enrolment is more than that of boys.
- Success rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.

Concluding Remarks

The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls students to enhance their confidence building. 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.

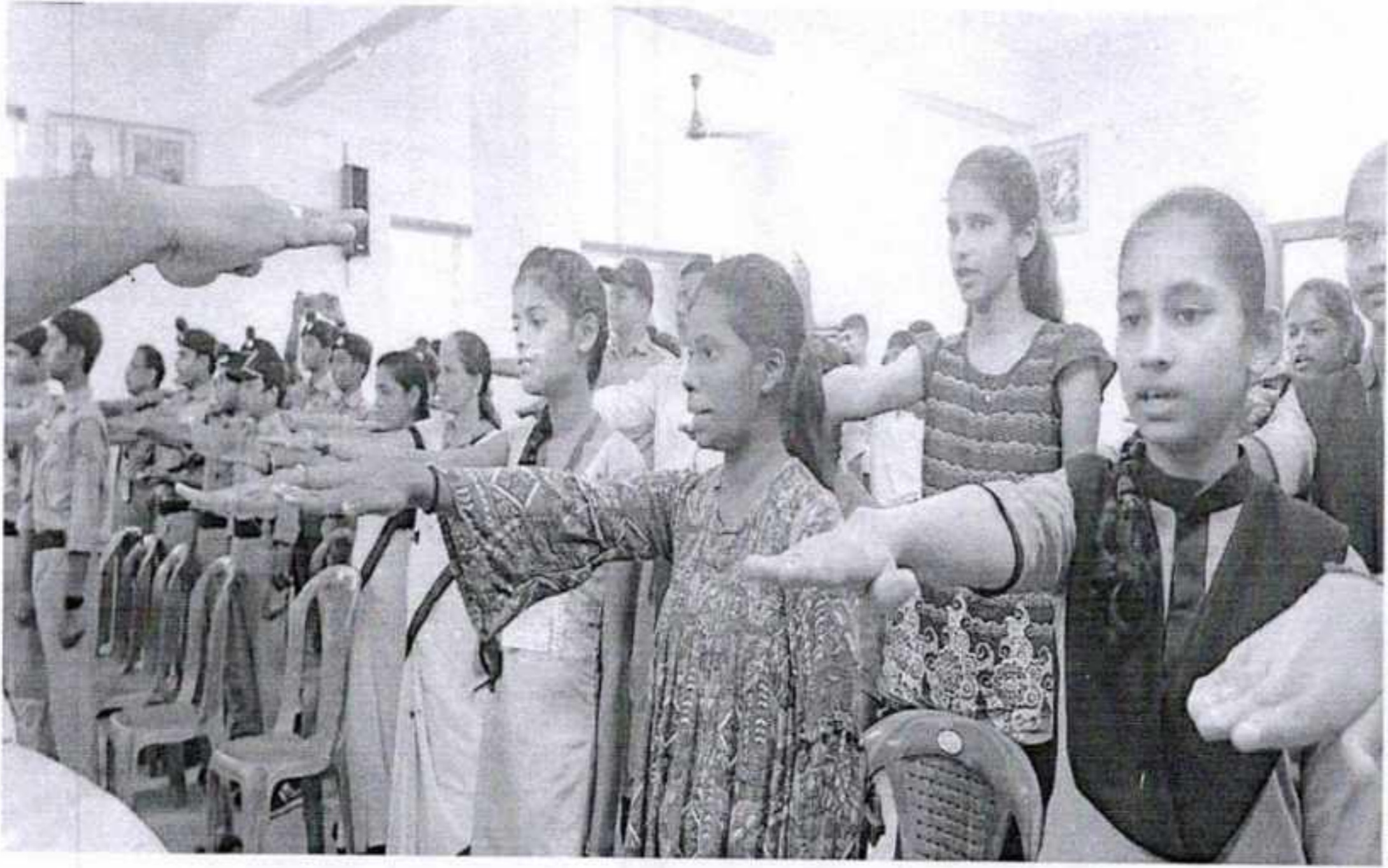

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लोकमत

बुधवार १३.३.२०२४

स्त्रियांनी बाईपणाच्या कोशातून बाहेर पडणे आवश्यक : कामत

लोकमत न्यूज नेटवर्क
कणकवली : स्त्रियांची समाजातील स्थिती सर्वांनाच परिचित आहे. त्यामुळे आजची स्त्रीमुक्ती हे त्याचे फलित आहे. पूर्वी स्त्रियांचा जन्म म्हणजे नरकाचा सहवास हा विचार स्त्रीबाबत होता. वरकरणी हे सगळे बदलले असे जरी वाटत असले तरी खरी स्थिती काय आहे याचा विचार प्रत्येकाने करणे गरजेचे आहे. स्त्रियांनी बाईपणाच्या कोशातून बाहेर पडणे आवश्यक आहे, असे मत प्रभारी प्राचार्य डॉ. सतीश कामत यांनी व्यक्त केले.

फोंडाघाट येथील कला आणि वाणिज्य महाविद्यालय येथे जागतिक महिला दिन साजरा करण्यात आला. महाविद्यालयाच्या सावित्रीबाई फुले महिला विकास कक्षाच्यावतीने या कार्यक्रमाचे आयोजन करण्यात आले होते. यावेळी ते बोलत होते.

यावेळी प्रा. कीर्ती पाटील म्हणाल्या, मानवी जातीच्या मनातील स्त्रियांचे स्थान सुधारावे, तसेच स्त्रियांचे कौटुंबिक व सामाजिक स्थान सुधारावे याच उद्देशाने या दिनाचे दरवर्षी आयोजन केले जाते. इतिहास विभागप्रमुख डॉ. राज ताडेरारव म्हणाले, स्त्रियांना समान संधी ही काळाची गरज आहे. राजाराम मोहन रॉय यांनी सतीची चाल बंद केली. त्यानंतर स्त्रियांच्या व्यक्तिमत्त्वाचा विकास झाला तो स्त्री शिक्षणामुळे. ज्योतिराव फुले व सावित्रीबाई फुले यांनी पहिली स्त्रियांची शाळा सुरू केली.


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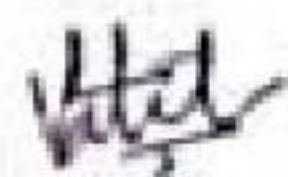

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COMMITTEE

Sr. No.	Name	Signature
1	Mrs. Nehlata Jagdish Rane Headmaster Zilla Parishad Purn Prathamik Shaala Sagulwaadi, Kramank 1 Taluka: Vaibhavwadi, District: Sindhudurg	 मुख्याध्यापक पूर्ण प्राथमिक शाळा सांगुळवाडी नं. १ ता. वैभववाडी, जि. सिंधुदुर्ग.
2	Mrs. Vijayarani Vinodsinh Patil Secretary Sindhudurg Zilla ASHA Workers Union, AI/Post. Phondaghat, Taluka: Kankavli, District : Sindhudurg	 सचिव सिंधुदुर्ग जिल्हा आशा कार्यकर्त्यांच्या संघाने (सीटू सल्लम) अध्यक्ष (सीटू सल्लम)



Phondaghat Education Society's,
Arts and Commerce College, Phondaghat.

Tal: Kankavli, Dist: Sindhudurg, 416601.
Phone: 02367245060. Mail: accp1995@yahoo.com;

Internal Quality Assurance Cell

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A. Introduction of the Institution

Having the motto "Let's all Enlightened and Meritorious, Nobody be Ignorant and Weak", the Phondaghat Education Society (PES) has started Arts and Commerce College in 1995, with the vision of providing quality higher education to the students from diverse backgrounds, irrespective of region, religion, caste, economic strata and academic performance. It is permanently affiliated to the University of Mumbai and having 2f and 12b recognition from the UGC. It has been accredited with 'B' grade in 2016 by NAAC. Further, the college has achieved ISO 9001:2015. At present the College offers B.A. and B.Com. under-graduate degree courses of three years duration each. The Commerce wing is under non-grant basis since 2012. The College sensitizes its students on gender and environmental issues through celebrating national / international days, organizing awareness / sensitizing lectures, street plays, quiz competitions etc.

The developing library of the college has adequate number of text and reference books and offers common internet access for all. The college publishes not only its annual magazine 'Viveksindhu' with substantial contribution from the students but also the wall papers of the departments of the college. Further, the college library operates 'Book Bank Scheme for SC/ST' students, through the university grants. In addition, Shri Siddhivinayak


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Ganpati Mandir Trust, Mumbai has also donated Text Books to the library. In addition, the college library offers Gold Cards facility to meritorious students in curricular, co-curricular and extra-curricular activities.

Taking into consideration the skills and inclination of the students and the local needs of the time for job opportunities, various certificate courses (career-based add-on courses such as Beauty Parlor, Tailoring, Mehndi Designing, etc.) are run by the college, in collaboration with Janshikshan Sansthan Sindhudurg, which are helpful for the students' employability in future. The faculty takes several efforts to nurture creative and critical thinking and to develop the scientific temper among the students through extra-curricular activities by participating in National Service Scheme, National Cadet Corps, Department of Lifelong Learning and Extension, Sports, Cultural Activities, and Savitribai Phule Women Development Cell etc. to entertain and inculcate social awareness among the students. Majority of the inhabitants are from BPL and EBC families, and are experiencing several social problems like sanitation, poor education and health related issues. The NSS, NCC, DLLE and WDC units organize annual residential camp, voluntary blood donation camp, health check- up camp, various workshops, discussions, awareness programmes, sensitizing programmes, legal literacy programmes around the year. Many NSS volunteers and NCC cadets have actively participated in the state level camps. The students are encouraged to organize cultural programmes celebrating national and international days. The institute provides opportunities to students for participation in co-curricular and extra-curricular activities at university /state/national level such as sports and cultural events. The students actively participate in events as group dance, one act play, singing, poster making, rangoli etc. events every year.

The College has a regular Principal, a Librarian and twelve faculty members. Out of these four faculties have passed NET/SET, seven have completed their Ph. D. research, five teachers have completed M. Phil degree. The faculty members are continuously engaged in individual research work. Five faculty members have completed minor research projects. Majority of faculty members have published and presented more than 70 research papers in different international journals and books. Six teachers have published their own books; two teachers are editors of academic journals. The College organizes university level seminars/ workshops/ invited guest lectures for imbibing research culture among the staff and the students.


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The Excellent Achievements of the College:

The college has won the First Prize in 'Jagar Janivancha Abhiyan 2013 & 2014' (Gender Sensitization Mission) at Sindhudurg District and Mumbai University level, awarded by the State Government of Maharashtra, for excellent efforts for empowerment of women.

The college has organized four National Seminars by Geography, Economics, History, Marathi and IQAC departments.

The college always tries to invite opportunities of financial scholarships for the needy students, from various funding agencies. students of the college have received scholarship from Alumni of New English School, Hindustan Petroleum Company Ltd. and Association of Non Govt. Colleges.


Thus, the PES has developed the campus providing education from Primary to Higher level. A fine number of students from this campus are serving the nation at various places, as well as many students are at abroad.

The College prides itself by possessing a rare distinction of having a highly qualified, dedicated and enthusiastic staff with doctorates constituting a half while a quarter as M.Phil. qualified. In addition to conventional teaching, more stress is laid on imbining moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NCC, NSS and Sports.

B. What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:


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C. Constitution of Gender Audit Committee:

List of Members:

The Gender Audit undertaken by the IQAC, Arts and Commerce College, Phondaghat along with External and Internal Committee Members. External Committee Member, Vice Chairman and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. Objectives of the Gender Audit exercise: •

The Institute shall take effective measures for the safety and security of all genders. • There must be an accessible, active, unbiased and confidential Grievance Redressal Cell • There shall not be any kind of discrimination on the basis of gender. • To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college. • Overall personality development programs shall be organized, which will develop confidence in the members of the institution. • Organizing programs to build confidence and instill leadership qualities in the girl students. • To join hands with IQAC, Anti-ragging Committee, Discipline Committee and Internal Complaint Committee for creation of gender sensitization. • To create social awareness about the problems of women and gender discrimination in particular. • The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa. The following are the main objectives of the Gender Audit: a) To know about the gender balance in the college. b) To know about gender perception in the campus. c) To reflect and sketch out a road map for gender action.

E. Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture. The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college. Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the


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practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes. Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures. Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded. 1. Gender Wise Distribution of Staff Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality. An audit of gender sensitive features in the Institution yielded the following notable points: • Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. • There is a Ladies Common Room provided. • There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates. • There is a Women Development Cell that conducts Gender Sensitization programmes regularly for the students. A. Gender Balance within the Institution: Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives. Gender Audit Team reviewed and analyzed the operating environment of Arts and Commerce College, Phondaghat From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit for


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boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurel and fame to them as well as the College. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Table 2.1: Gender wise Details of Students in the College

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2018-19	353	139	214	39.37	60.62
2	2019-20	345	125	220	36.23	63.76
3	2020-21	352	136	216	38.63	61.36
4	2021-22	367	128	239	34.87	65.12
5	2022-23	441	153	288	34.69	65.30


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Table 2.2: Gender wise Details of Total Teaching Faculties in the College

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2018-19	14	05	09	35.71	64.28
2	2019-20	14	05	09	35.71	64.28
3	2020-21	14	04	10	28.57	71.42
4	2021-22	14	04	10	28.57	71.42
5	2022-23	14	03	11	21.42	78.57

The table on gender wise details of total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2018-19, out of 14 staff 09 (64.28%) were males and 05 (35.71%) were females. In the year 2022-23, out of 14 total teaching staff 11 (78.57%) were males and 03 (21.42%) were females.

Table 2.2: Gender wise Details of Total Non Teaching Staff in the College

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2018-19	06	01	05	16.66	83.33
2	2019-20	06	01	05	16.66	83.33
3	2020-21	06	01	05	16.66	83.33
4	2021-22	06	01	05	16.66	83.33
5	2022-23	06	01	05	16.66	83.33


The table on Gender wise Details of Total Non-Teaching staff in the College provides the information and growth of non-teaching staff in last five years. In the year 2018-19, out of 06


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staff 64 (83.33%) were males and 01(16.66%) were females. In the year 2022-2023, out of 06 total non-teaching staff 05 (83.33%) were males and 01 (16.66%) were females.

1. Gender Sensitization Initiatives By forming various committees like Anti-ragging, s, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students: 1. Study Room: Independent study room in the library provides girl students undistracted study time. 2. Ladies Common Room: There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls Separately. 3. Girls Washroom: Girls' washroom is situated in the college with ample water supply and proper maintenance. 5. Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.


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Number of gender equity promotion programs organized by the institution during the last five years:

Sr. No.	Programme	Date		No. of Participants		
		From	To	Female	Male	Total
1	Distribution of Sanitary Napkins	01/01/2022	01/01/2022	16	-	16
2	Health Awareness of Girls Students	01/07/2022	01/07/2022	21	-	21
3	Social Media and Today's Youth	07/10/2022	07/10/2022	34	36	70
4	Economical Development of Women through Employment	29/11/2023	29/11/2023	25	21	46
5	Birth Anniversary of Savitribai Phule	03/01/2023	03/01/2023	35	33	68
6	International Women's Day	08/03/2023	08/03/2023	20	15	35
7	Importance of Self Defence	18/10/2023	18/10/2023	18	11	29
8	Challenges Infront of Today's Women	12/01/2024	12/01/2024	65	13	78
9	International Women's Day	11/03/2024	11/03/2024	35	16	51


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Women's Development Cell (SPWDC)

Instituted more than a decade ago, the Women's Development Cell (WDC) of Arts and Commerce College, Phondaghat is committed to nurture the strength of female students as well as to create a sensitized environment leading to gender equality. Human resource development, and awareness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell. As I could assess, the Cell endeavours to involve both male and female students in its information dissemination and sensitization activities. I interviewed the President and the Vice President of the Cell – two highly involved female students who apprised me about the activities of the Cell and also showed photographs of their activities (some of these photographs are included in this report).

Cultural Activities

Female students are very active in the co-curricular activities and are holding key leadership roles in them. Girl students form a significant portion of the core leadership positions of most activities as well as departments. They are generally not contesting for these posts. The College authorities are motivated towards increasing their participation as well. However, girls are keen to head departmental activities and contest these elections willingly and enthusiastically. Many of them are holding the offices of President and Vice-President of departmental and co-curricular activities.

Sports

The College provides facilities to its students for many sports. The students can play Kabbadi, volley ball and chess on the college premises. The girls play along with the boys in most of these sports. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to encase girls in sport.


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Infrastructural Facilities

After taking a round of the college premises, it was found that most facilities like class rooms, toilets and library are adequate for both boys and girls. It also provides space for sports, gym and cultural activities and has provision for a library. The Girls' Common Room too is clean, well-ventilated, spacious. It provides a welcome space for girl students in the college premises.


Gender Ratio in NSS

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2018-19	150	64	86	42.66	57.33
2	2019-20	150	68	82	45.33	54.66
3	2020-21	150	65	85	43.33	56.66
4	2021-22	150	76	74	50.66	49.33
5	2022-23	200	75	125	37.5	62.5

Gender Ratio in NCC

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2019-20	18	09	09	50.00	50.00
2	2020-21	23	10	13	43.47	56.52
3	2021-22	17	09	08	52.94	47.05
4	2022-23	24	08	16	33.33	66.66


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Gender Ratio in DLLE

Sr. No.	Year	Total	Female	Male	% Female	% Male
1	2018-19	80	38	42	47.5	52.5
2	2019-20	95	40	55	42.10	57.89
3	2020-21	101	51	50	50.49	49.50
4	2021-22	98	44	54	44.89	55.10
5	2022-23	100	66	34	66.00	34.00

Suggestions and Recommendations:

- It is my suggestion that the college continue its reputation of being a safe environment for women and retain its gender sensitive culture.
- I suggest that some relaxation facilities for female staff be added to the new up-coming common room.
- Women need some rest facilities at certain sensitive periods as well as some support to sustain long hours of physically strenuous work.
- I also suggest that more female students be encouraged to participate in sports and to contest for college-level leadership positions.
- College should introduce self-employment training in different subjects.
- Students strength particularly girls strength is increasing continuously in both UG programmes
- Students of backward classes have bigger share in admission.
- Girl enrolment is more than that of boys.


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- Success rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.

Concluding Remarks

The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls students to enhance their confidence building. 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.

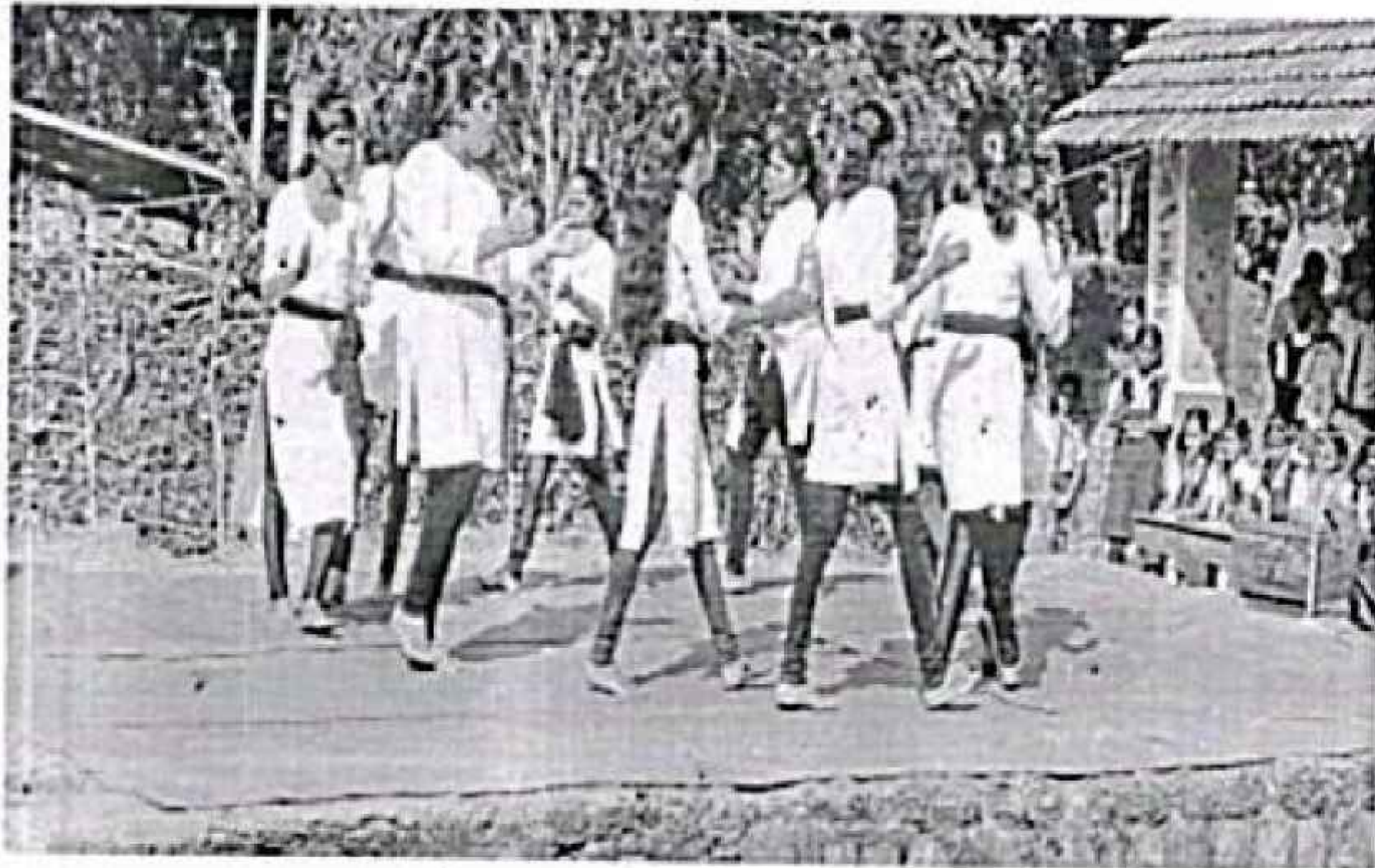
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