

# GENDER AUDIT

2019-21

## AUDIT REPORT

Studied for

Nijampur-Jaitane Shikshan Prasarak Mandal's

**Jagannath Kadwadas Shah Adarsh College**

Nijampur-Jaitane-424305, Tal-Sakri, Dist-Dhule, Maharashtra

Analysed by



**18 November 2021**

## Disclaimer

Gender Audit Team has prepared this report for **Nijampur-Jaitane Shikshan Prasarak Mandal's Jagannath Kadwadas Shah Adarsh College, Nijampur-Jaitane-424305, Tal-Sakri, Dist-Dhule, Maharashtra** 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.

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## Acknowledgement

Gender Audit Assessment Team thanks the **Nijampur-Jaitane Shikshan Prasarak Mandal's Jagannath Kadwadas Shah Adarsh College, Nijampur-Jaitane** 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 **Adv.Sharadchandra Jagannath Shah Sir**, President, J.K.Shah Adarsh College,Nijampur-Jaitane and everyone from the Management.

Our heartfelt thanks to **Prin. Dr.Ashok Pitambar Khairnar** for the valuable inputs.

We are also thankful to College's Task force the faculty members who have collected data required for green audit **Mr. Atish Meshram**, IQAC, Coordinator for the inventory and data collection.

We highly appreciate the assistance of Office Superintendent, Accountant and the entire 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 Nijampur Jaitane Shikshan Prasarak Mandal

The base of the establishment is to provide knowledge to the underprivileged and ignorant. It is one of the premier Educational Societies (Mandal) in the country including some of the most distinguished and eminent Institutions and providing quality education with best state of the art facility and Infrastructure to the students.

## 1.2 Vision and Mission Statement of College

**Our Vision** - To make available the best facilities of higher education for the all-around development of the students of hilly area.

**Our Mission** - Empower the rural and tribal students through value based and life oriented quality education.

**Aim** – To empower the students from weaker and neglected sections of society

**Motto** – **Save Tree Save Environment** and **Each One Plant One.**

## 1.3 Institutions in the premises

The Premises is situated in the rural location of Jaitane amidst the local hilly areas with close proximity recreational and amenities such Hospital and much more. During the entire day schedule with smooth transition of internal student traffic management which is highly commendable.

The Building houses the following Institutes which are recognised by the prominent organizations such as Govt. of Maharashtra. The college has courses such as Bachelor of Arts, Bachelor of Commerce and Bachelor of Science. All of these degrees are affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon thus helping students excel in profession and career with focus on appropriate skill based learning.

The objective of the college is to continuously enhance the teaching methods in order to provide students with an opportunity for their all-round development. It also strives for excellence in academics and makes an effort to induce passion for learning along

with the inspiration for decisive thinking and assessment. Thereby helping them to become the best professionals in their chosen careers. Following are the specific objectives of the Institute.

- To educate the first generation learner.
- To widen the vision of a youth through academic programme .
- To develop the personality of students through extra-curricular activities.
- To impart value based and moral education.
- To make the students dynamic, skilled nation loving and visionary citizens.
- To develop communication skill among the students.
- To build confidence for life.

The College aims at training young women and men to be competent, committed and compassionate, and lead in all walks of life.

## 1.4 Assessment of the College

**University** - The institution is affiliated to Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon. The College has got Government Recognition in 2013, permanent affiliation from North Maharashtra University in the year 2014.

**NAAC** - The following are details of the Nijampur-Jaitane Shikshan Prasarak Mandal's Jagannath Kadwadas Shah Adarsh College.

Cycle	Grade	CGPA	Year
First	C	1.67	2009
Second	C	1.75	2016

*Table 1: Details of Accreditation of the Institute*

**UGC** - The College has received from North Maharashtra University Jalgaon 2(f) Status from UGC, New Delhi in 2012 and 12(B) status in 2014.

**ISO** – The College is ISO 9001:2008 Certified in 2021.



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद  
 विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान  
**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**  
 An Autonomous Institution of the University Grants Commission

## *Certificate of Accreditation*

*The Executive Committee of the  
 National Assessment and Accreditation Council  
 on the recommendation of the duly appointed  
 Peer Team is pleased to declare the  
 Nijampur-Jaitane Shikshan Prasarak Mandal's  
 Adarsh College of Arts  
 Nijampur, Sakri, Dhule, affiliated to North Maharashtra University,  
 Maharashtra as  
 Accredited  
 with CGPA of 1.75 on seven point scale  
 at C grade  
 valid up to September 15, 2021*

*Date : September 16, 2016*



*[Signature]*  
 Director

EC(SC)/17/A&A/63.2

## 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

- 8 October 2021 – Initiation by the College to conduct Audit
- 23 October 2021 – Data collection submitted by college
- 28 October 2021 – Survey completed
- 18 November 2021 – Submission of 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 is provision for 2 machines.
- **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.

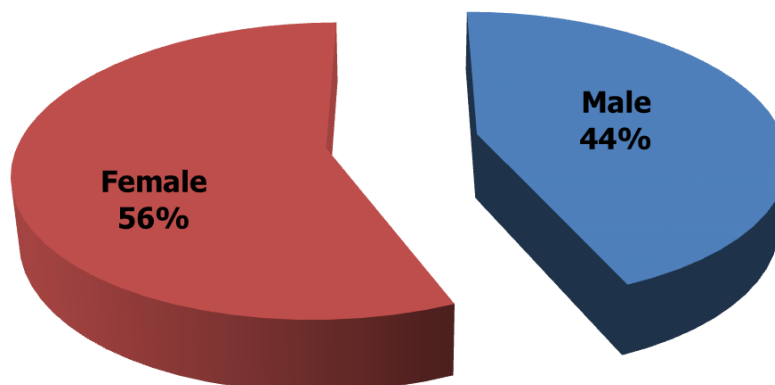
- **Student aid fund** – The College assists deserving students by providing scholarships.
- **Placement cell** – It works at two levels to enable the students to face the challenges of the competitive world. It also gives guidance regarding the career options available to them. Seminars, webinars, talks 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

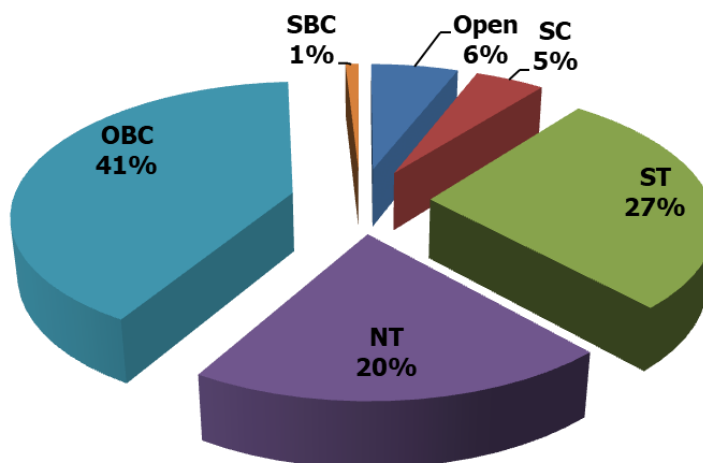
The student data (shared by the College) shows that there are total of **337** students.



*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 56% with a total of 190 students** though there is only a minor difference as **Boys form 44% of total population at 147 numbers.**

#### 4.1.2 Category wise bifurcation



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

The above graph shows **OBC students occupied maximum numbers of 137 at 41%** and the least was occupied by **SBC students at only 20% being only 3 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	BA	FYBA	7	6	0	1	31	15	21	14	26	33	0	1	155
2		SYBA	2	4	1	4	9	12	9	9	13	36	1	1	101
3		TYBA	0	1	2	8	13	13	8	7	4	25	0	0	81
<b>Total</b>			<b>9</b>	<b>11</b>	<b>3</b>	<b>13</b>	<b>53</b>	<b>40</b>	<b>38</b>	<b>30</b>	<b>43</b>	<b>94</b>	<b>1</b>	<b>2</b>	<b>337</b>

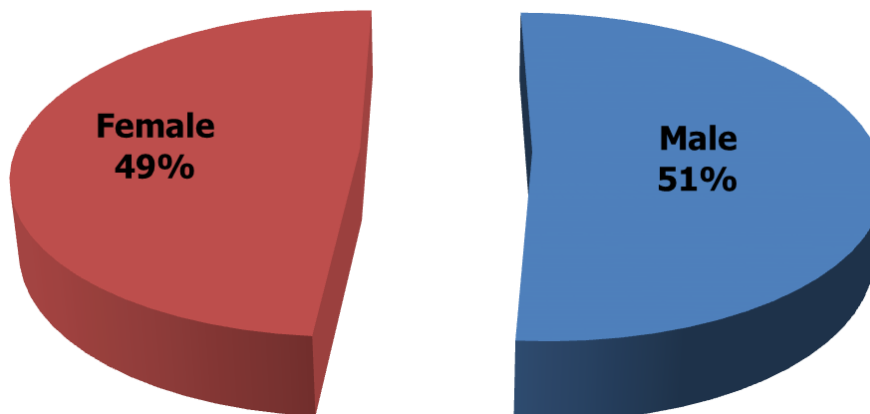
*Table 2: Student data for 2019-20*

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

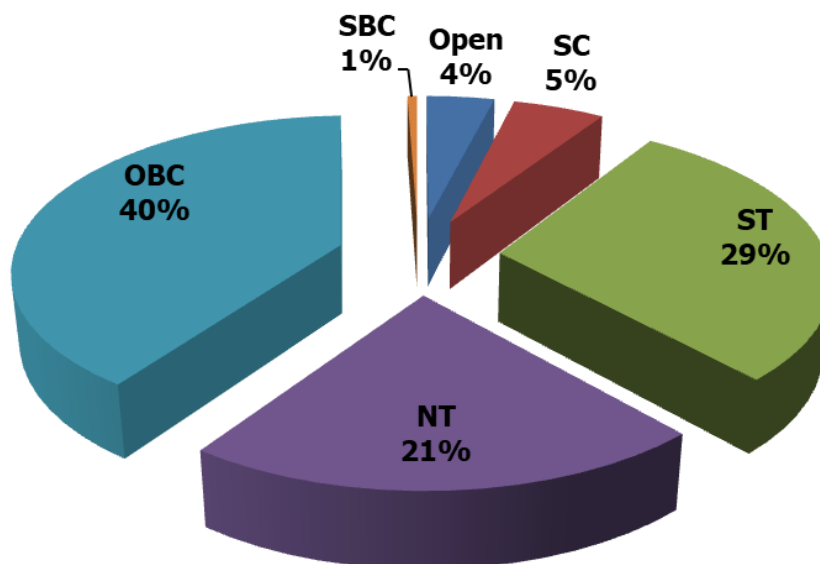
The student data (shared by the College) shows that there are total of **355** students.



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

The above study shows that **Boys included a major share of the population at 51% with a total of 182 students** though there is only a minor difference as **Girls form 49% of total population at 173 numbers**.

### 4.2.2 Category wise bifurcation



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

The above graph shows **OBC students occupied maximum numbers of 141 at 40%** and the least was occupied by **SBC students at only 1% being only 2 in number**.

Student Population 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	BA	FYBA	2	2	6	6	28	8	22	12	22	35	0	0	143
2		SYBA	2	3	1	1	28	17	16	9	20	25			122
3		TYBA	0	5	2	3	11	11	10	7	10	29	1	1	90
<b>Total</b>			<b>4</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>67</b>	<b>36</b>	<b>48</b>	<b>28</b>	<b>52</b>	<b>89</b>	<b>1</b>	<b>1</b>	<b>355</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
<b>Admin staff</b>	1	0	<b>1</b>
<b>Teaching staff</b>	15	1	<b>16</b>
<b>Non-Teaching staff</b>	7	0	<b>7</b>
<b>Total</b>	23	1	<b>24</b>

*Table 4: Staff data of the Institution*

The staff data shows the premise has a total of **24** staff members.

### 4.4 Staff data for 2020-21

Type	Male	Female	Total
<b>Admin staff</b>	1	0	<b>1</b>
<b>Teaching staff</b>	15	1	<b>16</b>
<b>Non-Teaching staff</b>	7	0	<b>7</b>
<b>Total</b>	23	1	<b>24</b>

*Table 5: Staff data of the Institution*

The staff data shows the premise has a total of **24** staff members.

### 4.5 Committee wise population study

S. No.	Particulars	Staff Member		Students	
		Male	Female	Male	Female
<b>1</b>	Students Council	5	1	182	173
<b>2</b>	N.C.C.	0	0	0	0
<b>3</b>	N.S.S.	3	1	74	76
<b>4</b>	Sports Team	4	1	182	173
<b>5</b>	Ladies Council	4	5	182	173
<b>6</b>	Students grievance redressal	4	1	182	173

<b>7</b>	Library Team	6	1	182	173
<b>8</b>	Anti-Ragging Committee	5	2	182	173
<b>9</b>	Sexual Harassment Cell	1	3	182	173
<b>10</b>	Grievance Redressal Cell	4	1	182	173
<b>11</b>	Student Development Section	4	1	182	173
<b>12</b>	Cultural Committee	5	1	35	15

*Table 6: Committee wise population study*

It was informed that due to COVID-19 pandemic Sports Competition were not organized but few online competition were organized Specific Ladies Council is not available at the moment except previous committees.



## 5. Gender equality initiatives practiced

The following information was collected from **Prof. Atish Meshram Sir** through an official survey.

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

These are related to studies and jobs. Details of the programmes are as follows:

- **Soft Skill and Communication Skills Development Activity** - The college conducted University Level Workshop on Soft Skills, Communication Skills and Employability Skills in order to enhance employability skills among students. This workshop helped in developing Soft and Communication skills among rural and tribal students.
- **Essay Competition, Debate and Elocution Competition** - Our college students Ms. Gaytri Jagdev and Ms. Bharti Mohane obtained motivational prize in university level essay competition organized by GTP College, Nandurbar. Ms. Bharti Saindane (T.Y.B.A obtained first district level prize on Gandhi's Thoughts in essay competition.) Our students actively participated in essay, debate and elocution competition organized by other colleges affiliated to KBCNMU, Jalgaon
- **Celebration of Hindi Day** - The College celebrates Hindi Day every year to promote Hindi as national language. The eminent scholars in Hindi are invited to deliver lecture on the occasion of the day. It enlightens students on Hindi language and makes them understand the relevance of national language in their life. This is one the innovative practices of our college.
- **Research Paper Publication** - Our Senior students also published research paper in peer reviewed or Referred journal in UGC listed national and international refereed journals with Good Impact Factor.
- **Students Corner** - To develop creative genius the poems, stories, articles are displayed on special board reserved for students. This activity gives scopes for students' creative task and other students gets motivates from this. It also develops reading and writing skills among the students.
- **Essay Competition Organized** - University Level Essay competition was organized on 'Save Girl Child'. The girls from various colleges of North Maharashtra University,

Jalgaon participated in the essay competition. The Prize was of rupees one thousand, the prize was of rupees five hundred and the third prize of rupees two hundred and fifty were given to girls who stood first, second and third in competition.

- **Display of Newspaper Coverage of College Activities on Display Board** - The College has constituted publicity committee to bring the activities of college before the society. The publicity committee prepares the news on the conducted activity and sends it to different newspapers promptly. Then the newspaper cutting is displayed on notice board. This activity created an image of college in the society. This is our one of the innovative practices.
- **A Social Survey of Tribal Pada by NSS students** - Our NSS unit adopted Titane village of Sakri Taluka for special winter camp. The NSS camp was inaugurated at the hand of Differently-abled girl students of Mahatma Gandhi Vidyalaya and Z. P. School, Titane to promote gender equality. The students are exposed the real life of people in Pada or Village. In seven day residential camp students get close and study to day to day life of tribal people. NSS volunteers conduct a social and linguistic survey of the tribal and submit that report to college. This is the innovative activity of our NSS unit.
- **Life Long Learning Centre** - The College has established Life Long Learning Centre to inculcate the thought of learning from different events and objects continuously. This centre inculcates moral, ethical, patriotic and nation loving thoughts among the students.
- **Vidyarthi Vikas Manch Centre** - The College has established Vidyarthi Vikas Manch Centre to prepare and train the students for competitive examination. The center organizes expert lectures of eminent personalities working in different government departments who have passed competitive examinations. The students of hilly and tribal area are highly benefited by this centre. Our five students succeeded in last two academic years seizing the jobs through various examinations.
- **English Communication Certificate Course** - The College conducts English Communication Certificate Course in English every year for hilly and tribal students who are weak in English Communication. This courses helps students to master their spoken and written communication in English. This is the innovative practice of

our college.

- **Mahatma Gandhi Examination** - Our College conducts Mahatma Gandhi examination on 2 October to inculcate moral values among the students. The books on Mahatma Gandhi are provided to them before a month for study then the examination is conducted. This is purely value based examination so it is the innovative practice of our college.
- **Participation in Avishkar** - The teachers and students of Nijampur Jaitane Shikshan Prasarak Mandal Adarsh College of Arts, Nijampur-Jaitane, Tal-Sakri, Dist-Dhule were participated in District level Avishkar Competition in the academic year 2018-19 and 2019-20 sponsored by Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgoan. In academic year 2019-20 the Avishkar competition organized by S.G.Patil Arts, Commerce and Science College, Sakri. The Principal of the college Dr. Ashok Pitambar Khairnar guided and motivate to more and more students and teachers to actively participate in Avishkar competition. There were 18 students and 09 teachers participated in Avishkar in the academic year 2019-20. There were four students and three teachers have been selected in the district level for the university level round in Avishkar competition. Participated students and teachers have presented innovative fundamental research in Avishkar. Registrar, Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgoan. Hon'ble Prof. B. V. Pawar visited in our college and the awards were given by his auspicious hand to the students. In academic year 2018-19 the college students and teachers were participated in Avishkar competition organized by SPDM college, Shirpur
- **Research Articles of Students** - Students of college are encouraged and motivated for writing the Articles. Their creativity is being published in the college Dyandeeep Magazine. There are special 'Student Corners' at the notice board for exposing students literacy talent, good thoughts, motivational lines and their newspaper cutting of published article are shown to other students.

## 5.2 Special schemes/ Programme only for Girl Students

- Yuwati Sabha Programme sponsored by Kavayitri Bahinabai Chaudhari North

Maharashtra University, Jalgaon

- Swayam Siddha Shibir Programme sponsored by Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon
- Gender Equality and Digital Literacy for Women Empowerment sponsored by Maharashtra State Commission for Women, Mumbai
- Certificate Course on Yoga and Wellness of Women in collaboration with Maharashtra State Yoga Association, Mumbai and Olympic Awareness Committee

### 5.3 List of Scholarships provided to students

- Government Scholarship
- J. M. Sethia Private Scholarship
- Financial Support for Economically Weaker Students
- Financial Support from Management
- Financial Support from Teaching and Non-teaching Staff

### 5.4 Details of Alumni group and functioning

**Adarsh College of Arts Alumni Association** -The college has functional of Registered Alumni Association for former students. An Alumni is association of the graduates who are former students of the college. The Alumni Association of J. K. Shah Adarsh Arts College is playing active role in the development of college. The association holds two meetings in a year presided by Hon'ble President of Association. Various activities are organized by association. Alumni maintain a connection to their fellow graduates by guiding them for competitive examination and other examinations. It plays a significant role in contributing donation for the development of college.

The office bearers of the association as follows

1. Chhaya Baliram Ahire – President
2. Manoj Daglu Patil – Vice President
3. Chhagan Vasant Sonawane –Secretary
4. Pushplata Pundlik Namdas – Treasurer

5. Jayesh Namdeo Jadhao – Member
6. Mahesh Raosaheb Suryavanshi – Member
7. Kavita Sahebrao Khairnar – Member
8. Pankaj Laxman Sonar – Member
9. Harshal Ramesh Ahire – Member

**The above association is registered on 17/07/2021 as per the Institution Registration Act 1960.**

### 5.5 Any programmes for especially for girls

**Personality Development of Yuwati** - The college conducted University Level Seminar on Personality Development of Yuwati for empowering the girls. It helps in developing the confidence of girls in their life and job opportunities. This seminar enhanced their communicative abilities. The following events are below

S. No	Academic Year	Organized Seminar	Date & Place
1.	2011-2012	University Level Seminar on Yuwati Personality Development	12/02/2012
2.	2012-2013	University Level Seminar on Stribhrunhattya	13/02/2013
3	2013-2014	University Level Seminar on Yuwati Personality Development	19/01/2014
4	2014-2015	University Level Seminar on Yuwati Personality Development	02/02/2015
5	2015-2016	University Level Seminar on Yuwati Personality Development	23/06/2016
6	2016-2017	University Level Seminar on Yuwati Personality Development	09/02/2017
7	2017-2018	University Level Seminar on Yuwati Personality Development	04/10/2017
8	2018-2019	University Level Seminar on Yuwati Personality Development	05/01/2019
9	2019-2020	University Level Seminar on Yuwati Personality Development	31/01/2020
10	2020-2021	University Level Seminar on Yuwati Personality Development	12/05/2021

*Table 7: Details of the seminars in the premise*

**Karate Swayamsiddha Shibir** - The college conducts Swayamsiddha Shibir for physical empowerment of girls every year. There is a need to make them physically strong therefore

karate training is given to them for a week under the guidance of expert Karate Master. He teaches them very scientifically. Swayamsiddha Shibir gives them unique confidence in their life. It is Karate training to girls. It teaches different techniques of self-protection. It removes the fear of insecurity of girls and empowers them physically. This training gives them confidence of moving around the World without fear.

S. No	Academic Year	Organized Shibir	Date & Place
1.	2012-2013	Swyamsidha Shibir for Empowering Girls	20/02/2013 to 27/02/2013
2.	2013-2014	Swyamsidha Shibir for Empowering Girls	21/01/2014 to 27/01/2014
3	2014-2015	Swyamsidha Shibir for Empowering Girls	21/01/2015 to 28/01/2015
4	2015-2016	Swyamsidha Shibir for Empowering Girls	31/01/2016
5	2016-2017	Swyamsidha Shibir for Empowering Girls	15/02/2017 to 22/02/2017
6	2018-2019	Swyamsidha Shibir for Empowering Girls	22/01/2019 to 29/01/2019
7	2019-2020	Swyamsidha Shibir for Empowering Girls	17/10/2019 to 24/10/2019

*Table 8: Details of the Shibir organized*

- **Digital Literacy Workshop** - Nowadays computer knowledge is highly essential therefore the college conducts Digital Literacy Workshop for women, students and staff every year. The students and women of hilly and tribal area do not have computer knowledge. In order to equip them with computer and internet Knowledge, the college organizes digital literacy programme to students and women. The advanced computer knowledge skills are developed of teaching and non-teaching staff through this workshop. The events conducted are listed below.
  - College conducted One month Pradhan Mantri Gramin Digital Saksharta Abhiyan sponsored by Ministry of Electronics and Information Technology, Government of India
  - One Day National level Workshop on Digital Literacy for Women Empowerment on 28 October 2019
  - One Day National Level Webinar on Digital Stree Shakti and Women Empowerment on 12 May 2021
- **World Women Day** - World Women Day is celebrated every year. The programme

is organized in offline and online mode for the girls about their rights and duties. It discusses equality between men and women, women rights and opportunity in various fields. The events conducted are listed below.

- Program Organized on Majhi Aai Majhe Mahavidyalay
- Certificate Course on Yoga - The college conducted online two week certificate course on Yoga for women fitness from 07 June 2021 to 21 June 2021. The girls and women are actively participated in the certificate course. The course proved very beneficial and valuable for them.
- Certificate Course on Yoga for Women Wellness - The college organized certificate course on Yoga for women wellness on 20-26 October 2021. The gives priority to women health therefore the college conducted such types of courses for women from the society and girls students.

## 5.6 Details about the Counselling facility if any

Jagannath Kadwadas Shah Adarsh College, Nijampur-Jaitane has counselling cell. The college is situated in the rural, hilly and tribal area therefore students face numerous problems regarding their educational, career and health. Our college gave high properties to well-being of the students and their holistic development. The purpose of the cell is to promote personal growth and prepare students into responsible citizens. Developing among the students the skills of self-understanding and self-analysis is the objectives of the cell. The members of the cell find out student's problems. The students are widely benefited from this cell. After receiving the counselling from the cell the students achieved their optimal level of personal happiness which is very important for social usefulness. In every academic year 80 to 90 students including girls and boys are personally counselling by the cell. Prof. A. R. Ingle is in charge of the guidance and counselling cell.

## 5.7 List of all activities undertaken in past two years including special programs for student benefits.

S. No.	Name of Activities
1.	Celebrating International Yoga Day

<b>2.</b>	Tree Plantation
<b>3.</b>	Swacha Bharat Abhiyan
<b>4.</b>	Guest Lecture on side effect of Drug Addiction
<b>5.</b>	Martyrs Tribute on the Occasion of Kranti Din
<b>6.</b>	Celebrating Adivasi Din
<b>7.</b>	Flood Rally
<b>8.</b>	Cleanliness of Campus
<b>9.</b>	Independence Day
<b>10.</b>	Celebrating Raksha Bandhan in Police Station
<b>11.</b>	Guest Lecture on Yuva Mahiti Dut
<b>12.</b>	Programme arranged on Red Rebin Club
<b>13.</b>	Physical Fitness Camp
<b>14.</b>	Blood Group Checking & Blood Donation Camp
<b>15.</b>	Celebrated Teachers Day
<b>16.</b>	Celebrated Hindi Din
<b>17.</b>	Celebrated N.S.S.Day and Swachhata Rally
<b>18.</b>	Anti Tobacco Rally and Collection of Plastic Waste on the Occasion of Mahatma Gandhi
<b>19.</b>	Mahatma Gandhi Day
<b>20.</b>	One Day Shibir and Cleanliness of Titane
<b>21.</b>	Celebrated Swami Vevekanand Jayanti
<b>22.</b>	Gandhi Vichar Sanskar Exam
<b>23.</b>	Swayamsiddha Karate Shibir
<b>24.</b>	Pledge on Constitutional Day
<b>25.</b>	Organized Programme on AIDS Day
<b>26.</b>	Conducted Digital Literacy Training Certificate Programme
<b>27.</b>	Participated and Filling Information on NIRF Portal



<b>28.</b>	Participation in District level Avishkar
<b>29.</b>	Celebrated National Youth Day
<b>30.</b>	Participated in University Level Youth Festival at KBCNMU, Jalgaon
<b>31.</b>	Starting of Swachhata Pakhwada and Swachhata Pledge
<b>32.</b>	College Campus Cleaning Campaign
<b>33.</b>	Seminar on Swachhata
<b>34.</b>	Poster Presentation on Hygiene
<b>35.</b>	Guest Lecture on Swachhata, Hygiene Cultural Program & Price Distribution
<b>36.</b>	Hostel Cleaning Campaign on the Occasion of Republic Day
<b>37.</b>	Competition of Best out of West
<b>38.</b>	Cleanliness Campus on the Occasion of Hutatma Din
<b>39.</b>	Lecture on Road Security
<b>40.</b>	Opening of Training Camp for Slow Learner
<b>41.</b>	Online Quiz on Sports
<b>42.</b>	Celebrated National Women Day Majhi Aai Majhe Mahavidyalay
<b>43.</b>	English Literary Association Programme
<b>44.</b>	English Club
<b>45.</b>	Sports Day celebration
<b>46.</b>	Live Telecast of Pariksha Par Charcha 2.0
<b>47.</b>	Cultural & Prize distribution Programme
<b>48.</b>	Celebrate Marathi Din
<b>49.</b>	Intramural Competition
<b>50.</b>	Celebrated Vachan Prerana Divas
<b>51.</b>	Moral Values and Environmental Awareness
<b>52.</b>	Awareness Campaign on Personality Development
<b>53.</b>	Mask Distribution during COVID-19 Pandemic Period
<b>54.</b>	Pledge on COVID-19

<b>55.</b>	Awareness Campaign on COVID-19 and COVID Vaccination
<b>56.</b>	Training on Emergency Management
<b>57.</b>	Workshop on Research Methodology
<b>58.</b>	Adivasi Vidyarthi Vaykmatva Vikas Shibir
<b>59.</b>	Guidance and Guest Lecture on Competitive Examination
<b>60.</b>	Workshop on Employment
<b>61.</b>	ICT Training
<b>62.</b>	Celebrated Teachers Day

*Table 9: Details of the activities undertaken for benefit of the Students*

### **5.8 Does the College have a Gender Action Plan?**

Yes, the college has prepared Gender Action Plan is prepared by our college. It helps ineffective gender mainstreaming and integration of a consistent gender perspective. It benefits both men as well as women. Gender Action plan is designed to implement, monitor, evaluate policies and programmes in academic, extra-curricular and co-curricular activities that equally benefit for men and women. It helps in ensuring equality between girls and boys in college.

### **5.9 Are there any posters/ signages encouraging Save girl child/ *Beti Bachao Beti Padhao*?**

Yes there are many poster designed and available regarding Save girl child/ *Beti Bachao Beti Padhao* in the college. The poster is designed though digital banners and displayed in college premises. The university also provides the digital poster and displays it in the premises. The college organized rallies on 'Beti Bachao Beti Padhao' as well as 'Save Girl Child' at Nijampur-Jaitane village and adopted villages. Some slogans are designed by the students for the said rallies.

### **5.10 Has College tied up with any local rural area and undertaken similar activities?**

The college has linkages with following institute for the activities:

1. Uttamrao Arts and Science College, Dahivel
2. Pimpalner Education Society's Karmveer. A.M. Patil Arts, Commerce and Kai. N.K. Patil Science College, Pimpalner, Dist-Dhule (M.S.)
3. Vidya Vikas Mandal's Sitaram Govind Patil Arts, Science and Commerce College, Sakri, TalSakri,Dist-Dhule
4. Trimurti Education Society's Smt.Vimalbai Patil Arts and Late Dr.B.S.Desale Science College, Sakri,Tal-Sakri, Dist-Dhule (M.S.)

### **5.11 Any Committee for Harassment that has been set up - Provide details.**

Yes, the college has formed the Sexual Harassment Committee. There are two meeting conducted in every academic year for prevention of girls. College organized one day workshop on Sexual Harassment at Workplace on 27 February, 2017 sponsored Maharashtra State Commission for Women, Mumbai, Maharashtra

### **5.12 Are Gender awareness programs undertaken?**

1. Raksha Bandhan celebrated with Police Staff at Nijampur Police Station
2. National Level Workshop on Digital Literacy for Women Empowerment
3. Guest Lecture on Beti Bachhav Beti Padhav
4. State Level Seminar on Confidence Building and Interview Techniques
5. Soft Skills, Communication Skills and Employability Skills

### 5.13 Does College have a Women Development Group?

Yes, the college has established a committee for girls and women development. The members of the committee are Prin. Dr. A. P. Khairnar, Dr. P. P. Sulakhe, Dr. K. D. Sonawane, Ms. Chhaya Ahire and Ms. Jayshree Patil.

### 5.14 Does College have an IQAC department, what are the activities and functions?

- Student Satisfaction Survey and Feedback
- Conducted Digital Literacy Certificate Training Programme
- Organized online lecture series and online quizzes
- College Dyandeep Magazine
- Participated in National Institutional Ranking Framework (NIRF)
- ISO Certification work
- Filled Report on All India Survey of Higher Education (AISHE)
- Online Meetings arranged for the academic planning and work in COVID-19 Period
- Organized Seminars, Workshops and Webinars
- Online Survey on ICT Literacy
- Organized National level workshop on Revised Assessment and Accreditation Framework of NAAC on 20 Jan 2018
- Organized Online One Day National Level Webinar on Intellectual Property Rights and E-content: Issues and Challenges on 20 August 2020
- Organized Online Webinar on E-Waste Management on 25 October 2021
- Organized Online National Webinar on Human Rights and Society on 27 October 2021
- Organized Workshops and Webinars on Soft Skills Based
- Organized Seminars and Webinars on Women Empowerment Based
- Quality enhancement initiatives

### **5.15 Is there a person or department responsible for gender in your organization?**

Yes, Prin Dr. Ashok Pitambar Khairnar looks after gender equality in college. The Students Development Department, National Service Schemes (NSS), Department of Sports and entire college is responsible for gender discrimination.

### **5.16 Are there Staff who are assigned responsibility for gender integration in different departments throughout your organization?**

Yes there are different departments involved for gender integration

- Internal Quality Assurance Cell (IQAC) - Prof. Atish S. Meshram
- Student Development Section- Dr. Kantilal D.Sonawane
- National Service Scheme- Prof. Pranav G. Garud
- Sport Department- Dr. Priyanka P. Sulakhe

### **5.17 Does your organization consistently draw upon a person or division within the organization who is responsible for gender programming?**

Our college organizes a number of programmes for girls and boys equality. The programmes are organized in collaboration with Maharashtra State Commission for Women, Mumbai and Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon. Prin.Dr.A.P.Khairnar designs the programme and the same are implemented by the committee.

### **5.18 Does Staff in your organization have the necessary knowledge, skills and attitude to carry out their work to include gender?**

Yes, our teaching and non-teaching staff are well familiar with concept of gender equality. They are trained through lectures and workshops on gender awareness. That is why they have enough knowledge regarding gender equality.

### **5.19 Is adequate training in gender planning and analysis provided for Project and Program Staff?**

Yes, the project and programmes for staff have been provided adequate training and special workshop was organized on gender equality to plan, execute and evaluate the programme and policies of gender planning. These are organized in collaboration with Maharashtra state Commission for Women, Mumbai.

### **5.20 Gender awareness is included in job descriptions and/or in job performance criteria for Students and Staff?**

Gender awareness programmes is organized for staffs and students. There is special notice board, display board and digital banner for gender awareness where different descriptions, photographs, laws and rights are displayed and this is used for gender awareness webinars and conferences are organized to make gender equality.

### **5.21 Has there been an increase in the representation of women on your College board in the past few years?**

The college has College Development Committee (CDC) for the academic extracurricular and infrastructure development of the college. It also works for quality and excellence in education. This committee has two women members one is Dr. P.P. Sulakhe and second one is Ms. Chhaya Ahire along with girls representative. The girls are included in all committees of the college.

### **5.22 Does College have Gender related newsletter? If not has the College planned to do so?**

Yes the college prepares and publishes gender related newsletter in every academic year

### **5.23 Does College have Anti-ragging committee?**

The college has constituted Anti-ragging committee. The information regarding anti-ragging

displayed time to time to prevent the ragging in the campus. At the time of admission the anti-ragging data of students filled online to University Grant Commission (UGC) Anti-ragging portal.

#### **5.24 NCC Participation?**

No the College does not have any NCC Participation at present.

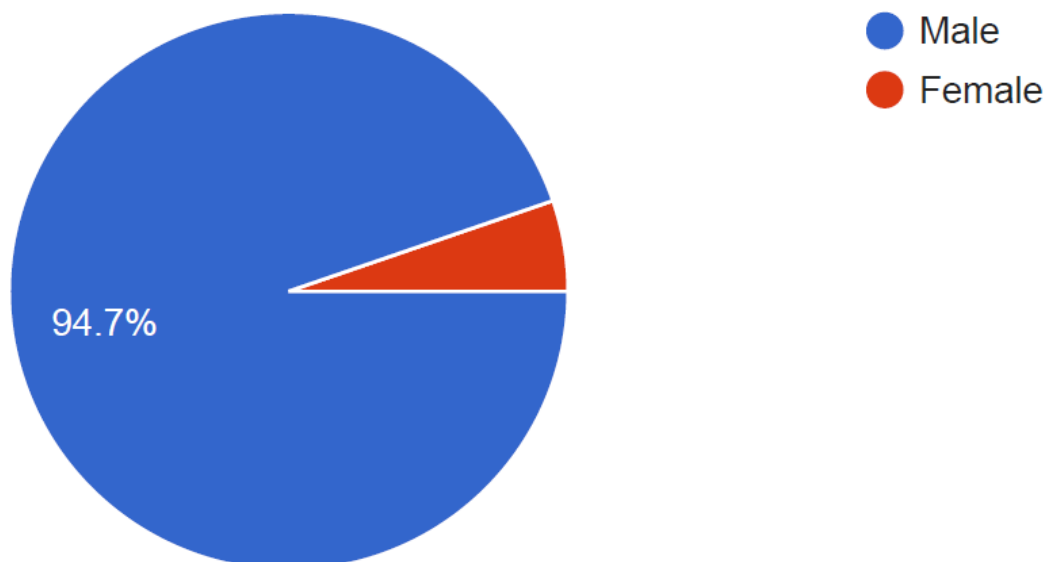
## 6. Sampling results

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

### 6.1 Staff survey

We received 187 staff member responses. The staffs that were part of the survey had been part of Institution from 1 month to a career spanning 32 years. They are part of various committees and designations such as IQAC, Sports, Library, Student Development Officer, Member of College Development Committee, Assistant Lady Development officer, Coordinator Yuvati Sabha, NSS, Anti Ragging, Library Advisory Committee (LAC). Overall they had a positive review. There were a total of 19 responses received.

#### 6.1.1 Gender

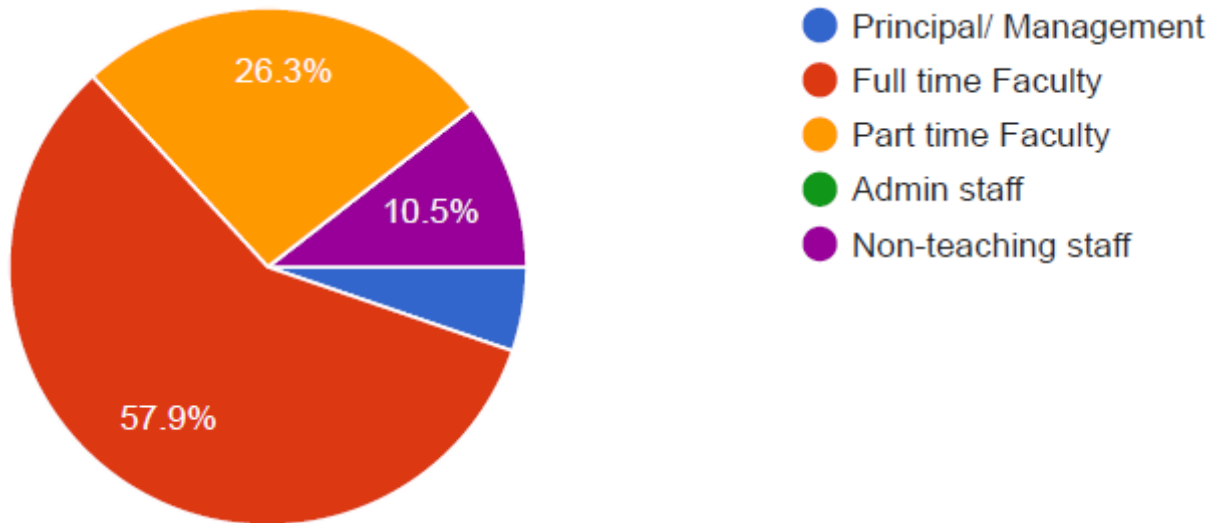


*Figure 5: Staff participation in the survey*

The above chart shows there were more **Male staff member participants at 95%** as compared to Female staff member's participation.



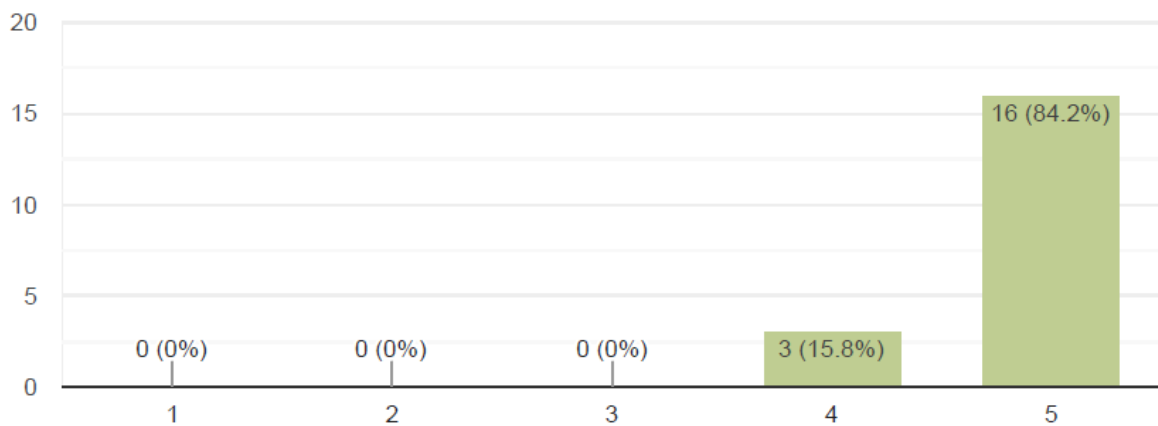
### 6.1.2 Program



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

The maximum responses were from **Full time Faculty at 58%** and there was no response from Admin staff.

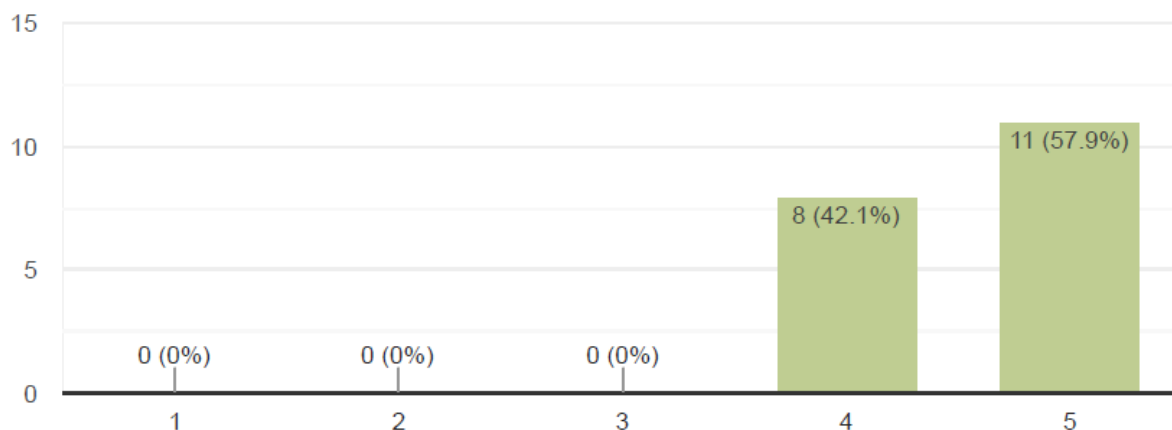
### 6.1.3 Gender equality goals and objectives practiced in College



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

Around **16 staff members (84%)** selected the response as excellent.

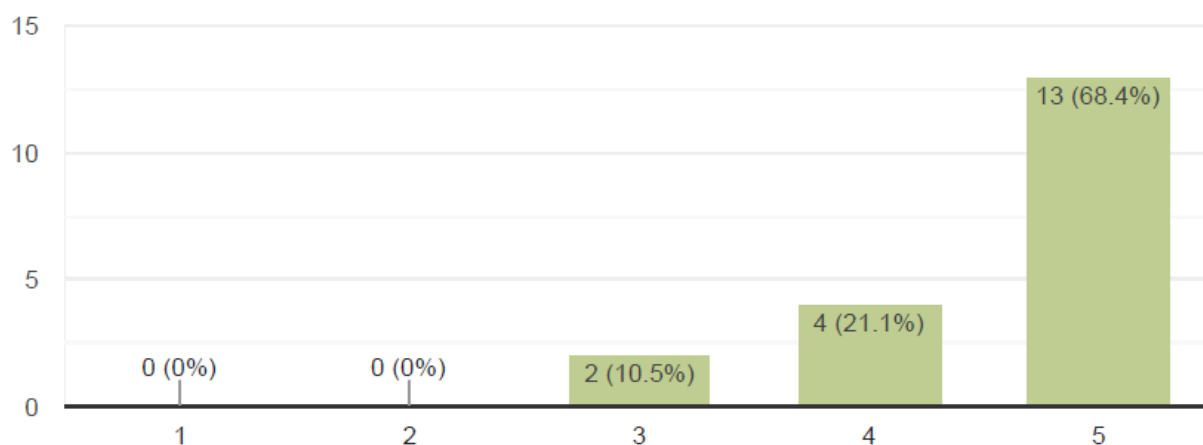
### 6.1.4 Activities that specifically strengthen skills and provide women/girls with equal access to services and training



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

Around **11 staff members (58%)** selected the response as excellent.

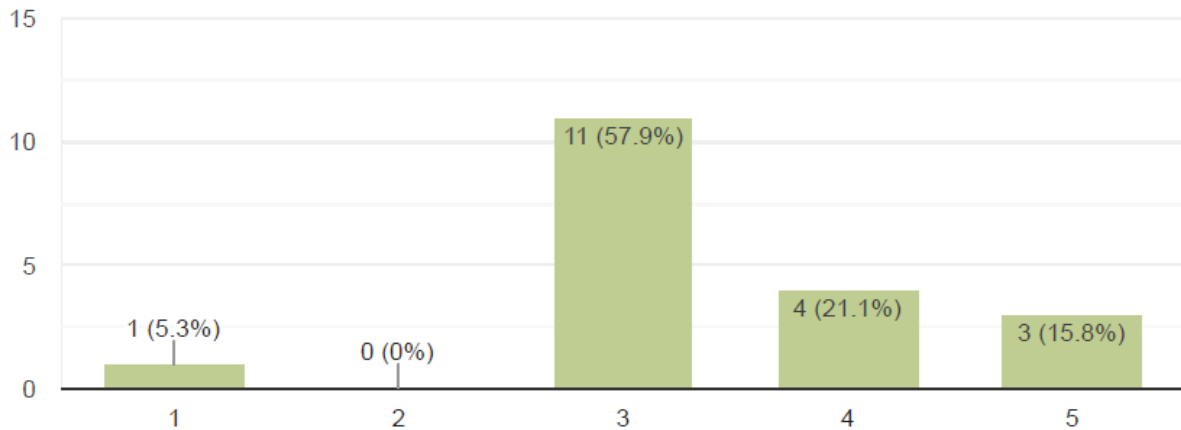
### 6.1.5 Activities that specifically strengthen skills and provide men/boys with equal access to services and training



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

Around **13 staff members (69%)** selected the response as excellent.

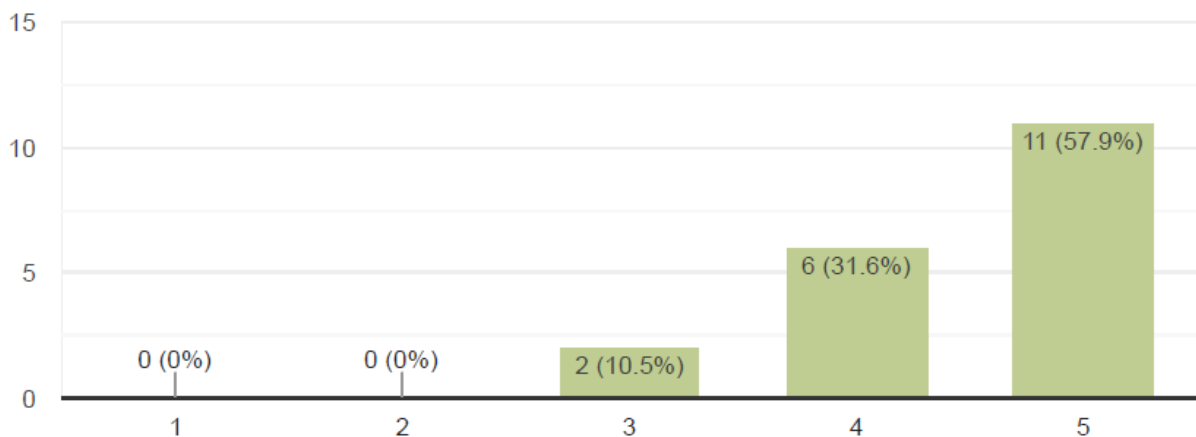
### 6.1.6 Faculties ratio - Male to Female



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

The highest was 11 responses with unequal responses for others.

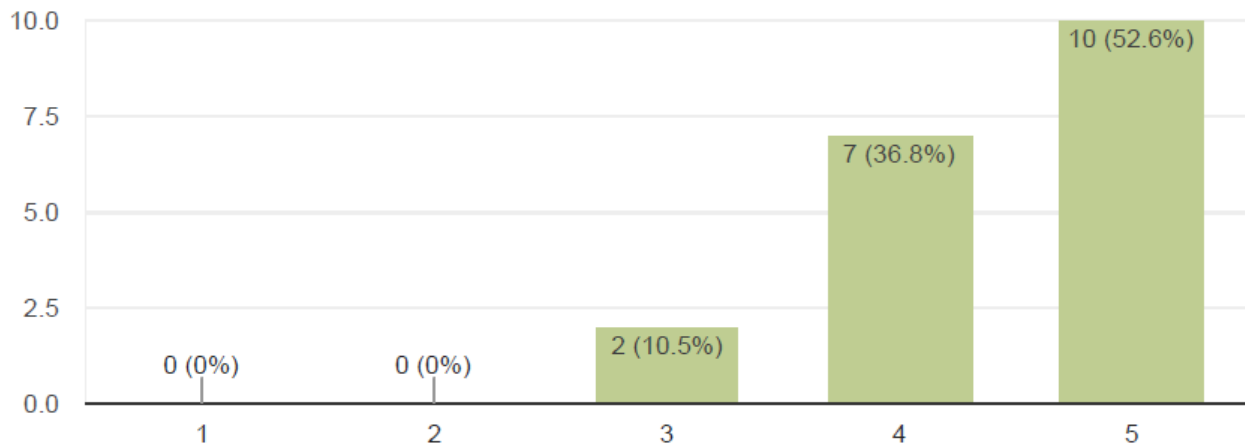
### 6.1.7 Is staff encouraged to take advantage of flexible work arrangements (alternate work hours, working from home)



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

Around **11 staff members (58%)** selected the response as excellent.

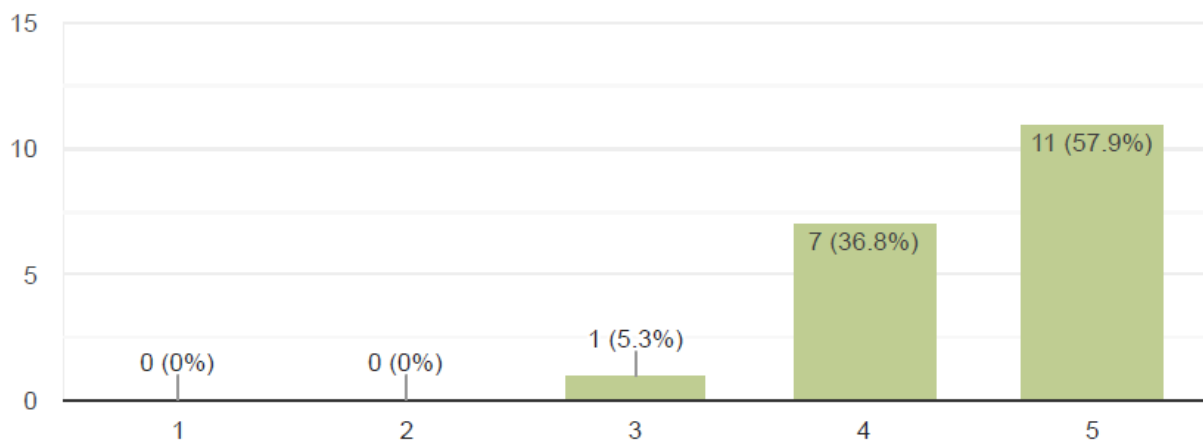
### 6.1.8 Safety w.r.t. Lights and similar amenities



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

Around **10 staff members (53%)** selected the response as excellent.

### 6.1.9 Infrastructure facilities for Girls

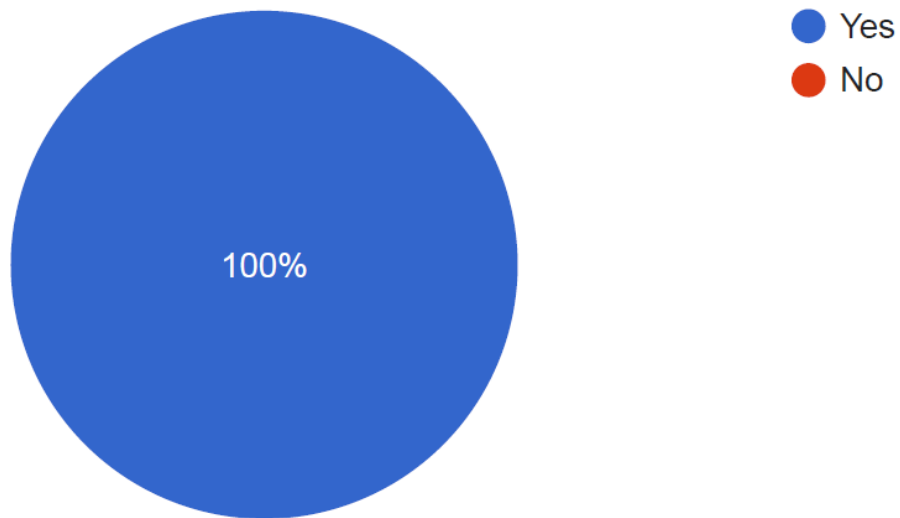


*Figure 13: Infrastructure facilities for Girls (Staff)*

Around **11 staff members (58%)** selected the response as excellent.

## 6.1.10 Experience

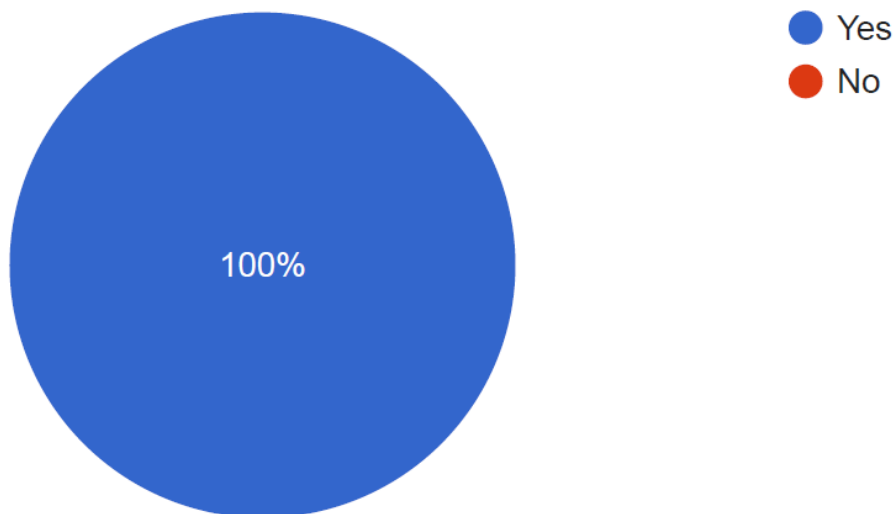
### 6.1.10.1 Are there equal number of Male and Female faculties in College?



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

All **staff members (100%)** selected the response as yes which is excellent.

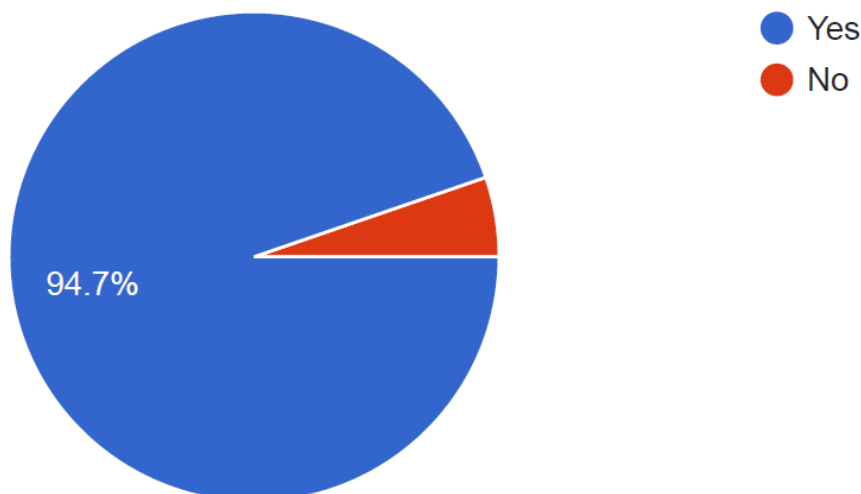
### 6.1.10.2 Do you think the number of Female Faculties should be increased?



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

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

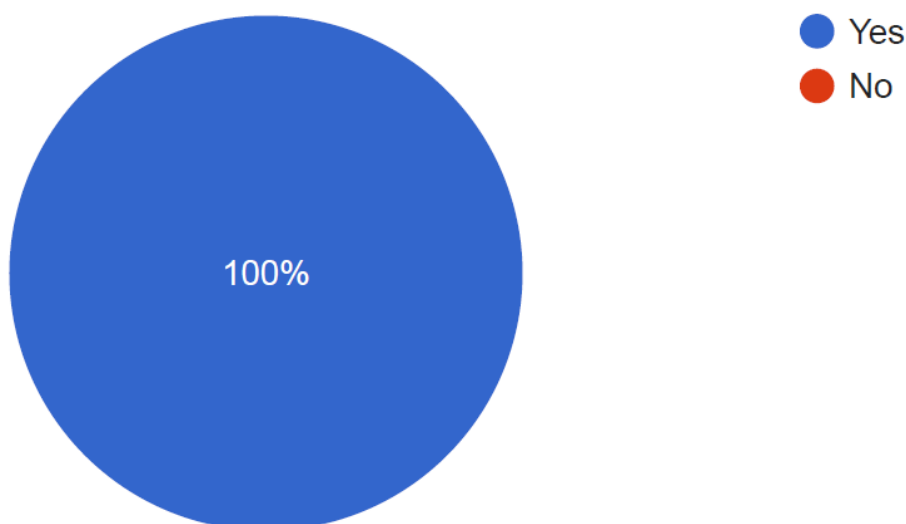
### 6.1.10.3 Does your organization reinforce gender sensitive behavior and procedures to prevent and address harassment?



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

Around **95% Staff members** selected the response as yes.

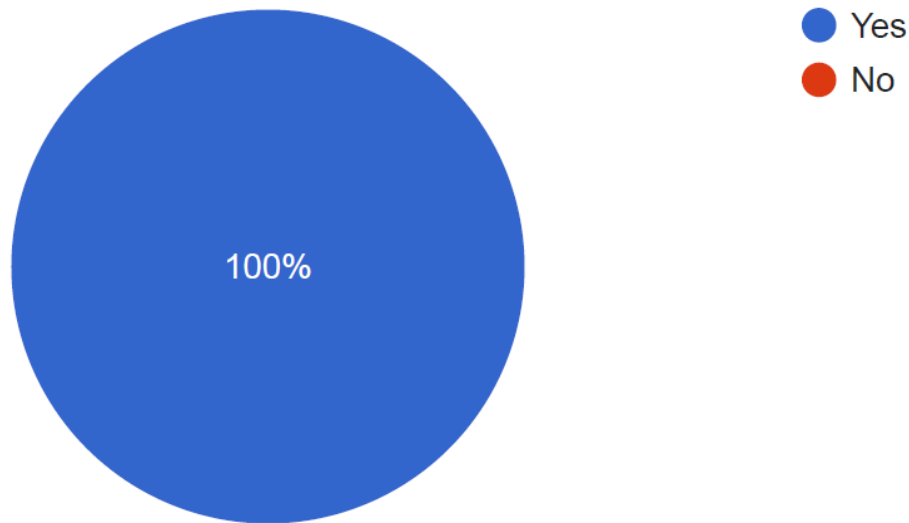
### 6.1.10.4 Do you think the Staff has the necessary knowledge, skills and attitude to carry out their work with gender awareness?



*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?*

All **Staff members (100%)** 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:

- Excellent
- Very good
- Very nice
- Nice
- Our college environment is very good. In our College all are treated equally.
- Initiatives and support towards exclusive development of female students and faculty.
- Our college culture and environment are very good for gender equality.

#### **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:

- Gender Equality
- Organized lots of Gender Equality and Women Related programme and activities.
- Organized 'n' number of gender quality and women related programmes.
- Organized workshop, seminars regarding gender equality, rally on gender equality
- Initiative taken on Women activities and gender equality workshops.
- Organising gender, women equality activity.
- Organized many types of gender and women related activities.
- All members of the institute take positive steps for gender equality.
- Organized number of activities towards girls and women's empowerment.
- Girls awareness about gender equality

#### **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:

- Through Awareness Programme of Gender Equality and Women Related activities
- Awareness programmes, Rally for women and girls
- Organize sports activity, fitness activity, awareness programme
- To aware girl students and their parents regarding importance of scope of academic education in further career development.
- Through awareness campaign for girls students to explain the importance of involvement in extracurricular activities for future career development.
- Conference on gender equality, workshops for women empowerment.
- Initiatives taken by the college for awareness of empowering the girls and boys.

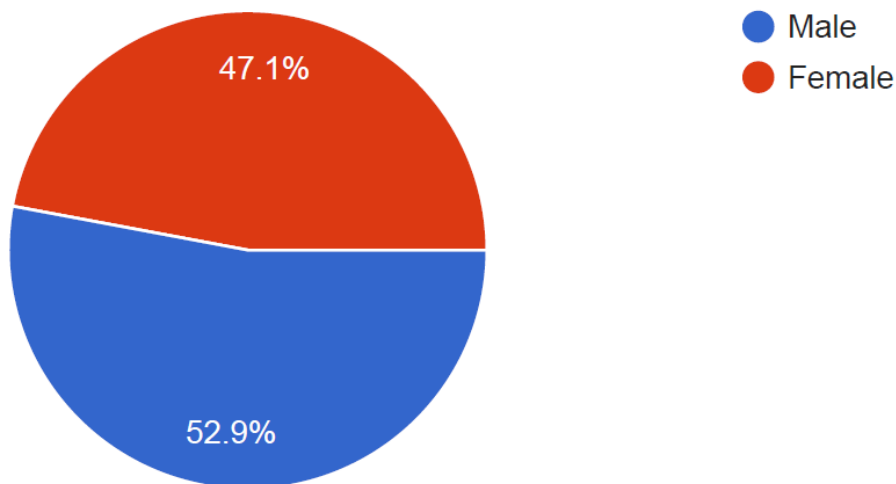


## 6.2 Student survey

### 6.2.1 Number

We received 187 students member responses. They are part of various committees such as NSS, Sports council. Overall they had a positive review.

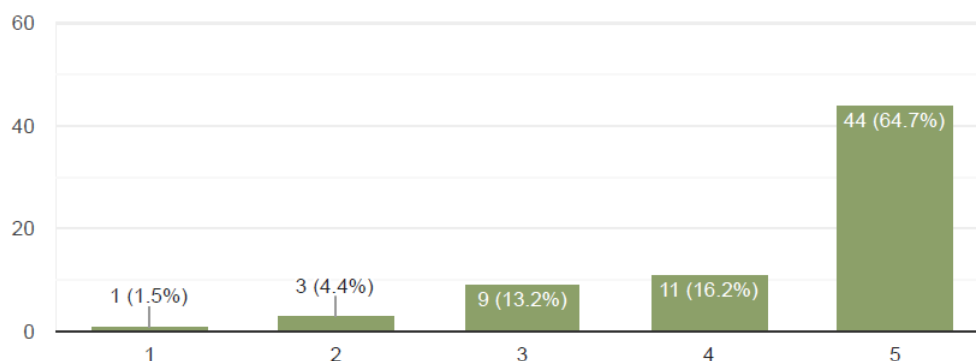
### 6.2.2 Gender



*Figure 19: Student participation in the survey*

The above chart shows there were more **Female student participants at 59.4%** as compared to Male student member's participation.

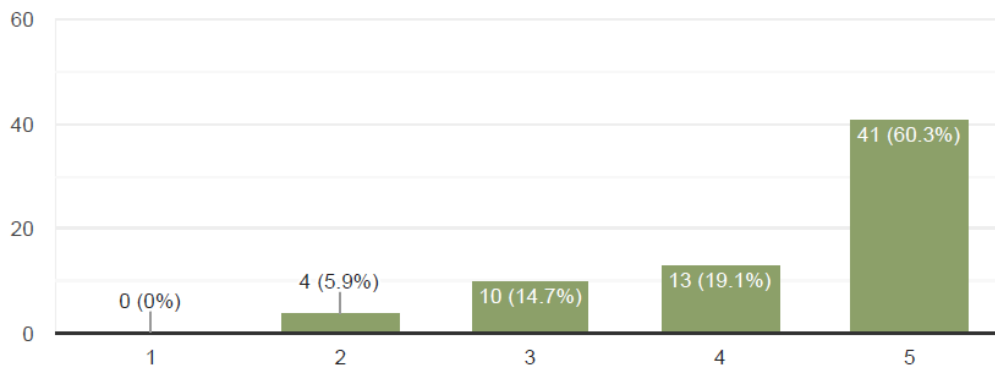
### 6.2.3 Gender equality goals and objectives practiced in College



*Figure 20: Gender equality goals and objectives practiced in College (Student)*

Around **44 Students (65%)** selected the response as excellent.

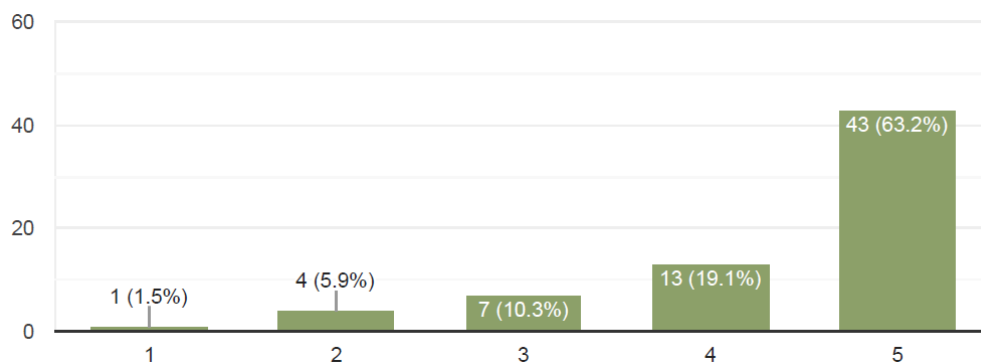
### 6.2.4 Activities that specifically strengthen skills and provide women/girls with equal access to services and training



*Figure 21: Activities that specifically strengthen skills and provide women/girls with equal access to services and training (Student)*

Around **41 Students (60%)** selected the response as excellent.

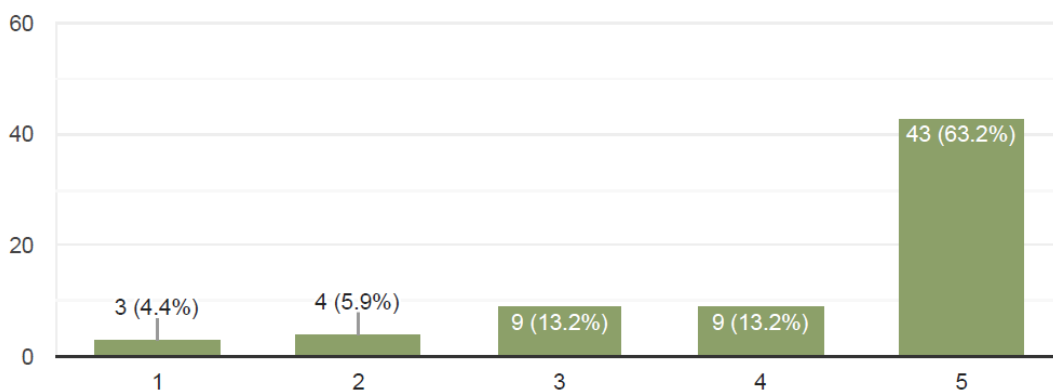
### 6.2.5 Activities that specifically strengthen skills and provide men/boys with equal access to services and training



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

Around **43 Students (63%)** selected the response as excellent.

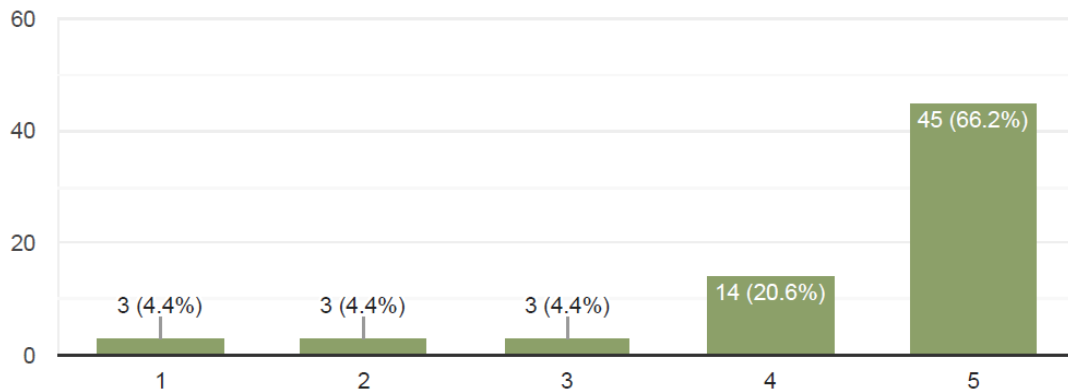
### 6.2.6 Faculties ratio - Male to Female



*Figure 23: Faculties ratio - Male to Female (Student)*

Around **43 Students (63%)** selected the response as excellent.

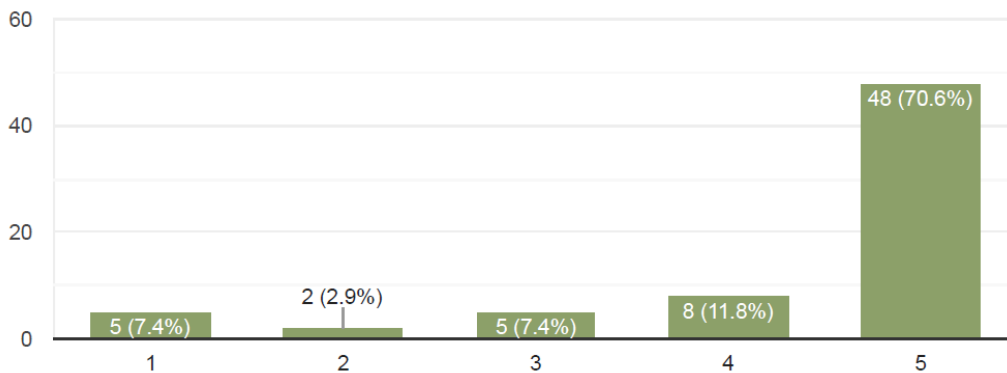
### 6.2.7 Safety w.r.t. Lights and similar amenities



*Figure 24: Safety w.r.t. Lights and similar amenities (Student)*

Around **45 Students (66%)** selected the response as excellent.

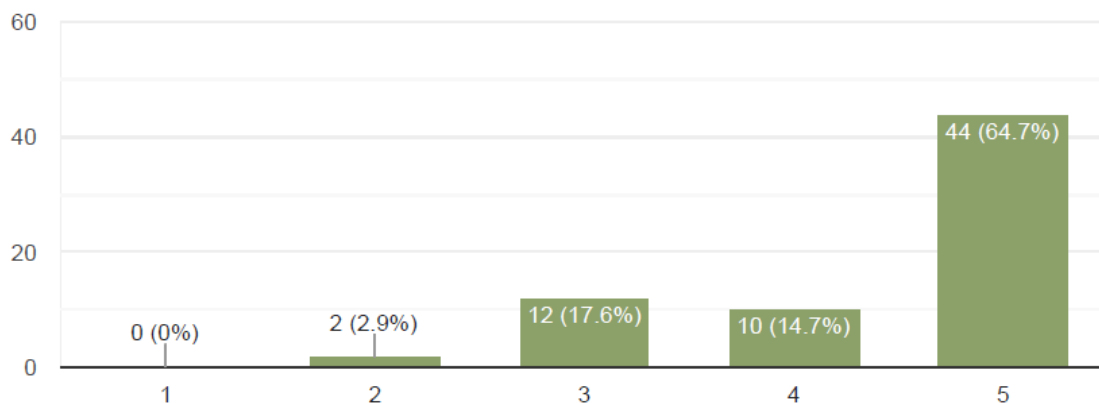
### 6.2.8 Measures taken w.r.t. Anti-ragging in the premise



*Figure 25: Measures taken w.r.t. Anti-ragging in the premise (Student)*

Around **48 Students (71%)** selected the response as excellent.

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

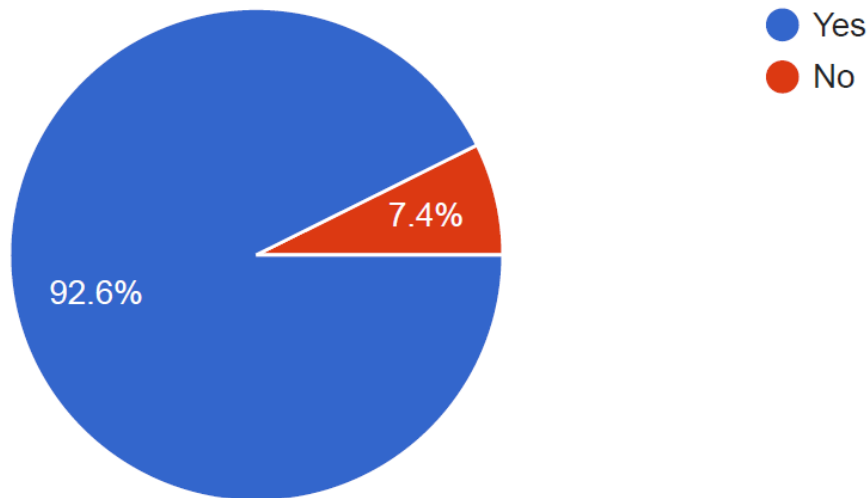


*Figure 26: Functioning of the Internal Complaint Committee (ICC) (Staff)*

Around **44 Students (65%)** 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 27: Experience w.r.t the number of Female Faculties should be increased?*

Around **93% 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:

- Empowerment of girl through awareness campaign.
- Gender balance programmes should be organized.
- Women Empowerment programmes, conference on gender equality
- Rally awareness, poster presentation, workshop organized.
- Organized conference on gender equality.

### 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:

- To explain the girls importance of education in career development.
- Workshops for gender equality
- Soft Skills
- Work from gender balance equality

## 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, these were organized by Dr. Ashok Pitambar Khairnar.*

- 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.*
- 7. Mask and essentials distribution during COVID-19 Pandemic*
- 8. COVID-19 Vaccination Campaign and Camp*

## 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.

## 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.

## 10. Annexure



# Data investigation and physical verification

Gender-friendly activities undertaken by the Institute





# Data investigation and physical verification

Gender-friendly activities undertaken by the Institute



