



Navgan Shikshan Sanstha Rajuri (N.)

**Mrs. Kesharbai Soanjirao Kshirsagar**  
**Alias Kaku Arts, Sci. & Comm. College,**  
**Beed-431122**



I/c Principal  
Dr. S.V. Kshirsagar



ISO- 21001:2018



NAAC reaccredited -A Grade  
[ 3.18 CGPA as per New RAF]



Green audit

Secretary  
Dr. Bharatbhushan  
Kshirsagar

COLLEGE HTE SEVERTH ID- 06310100113

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Ref :kskcb/2022-2023

Date :- 07/12/2022

**Action Plan for Women cell 2021-22**

- 1) To organize "One day online webinar on "Personality development of girl student & stress"
- 2) To organize " National level quiz competition on Gender Equity in India"
- 3) To organize " Wall Paper Presentation on the topic Save Girl Child "
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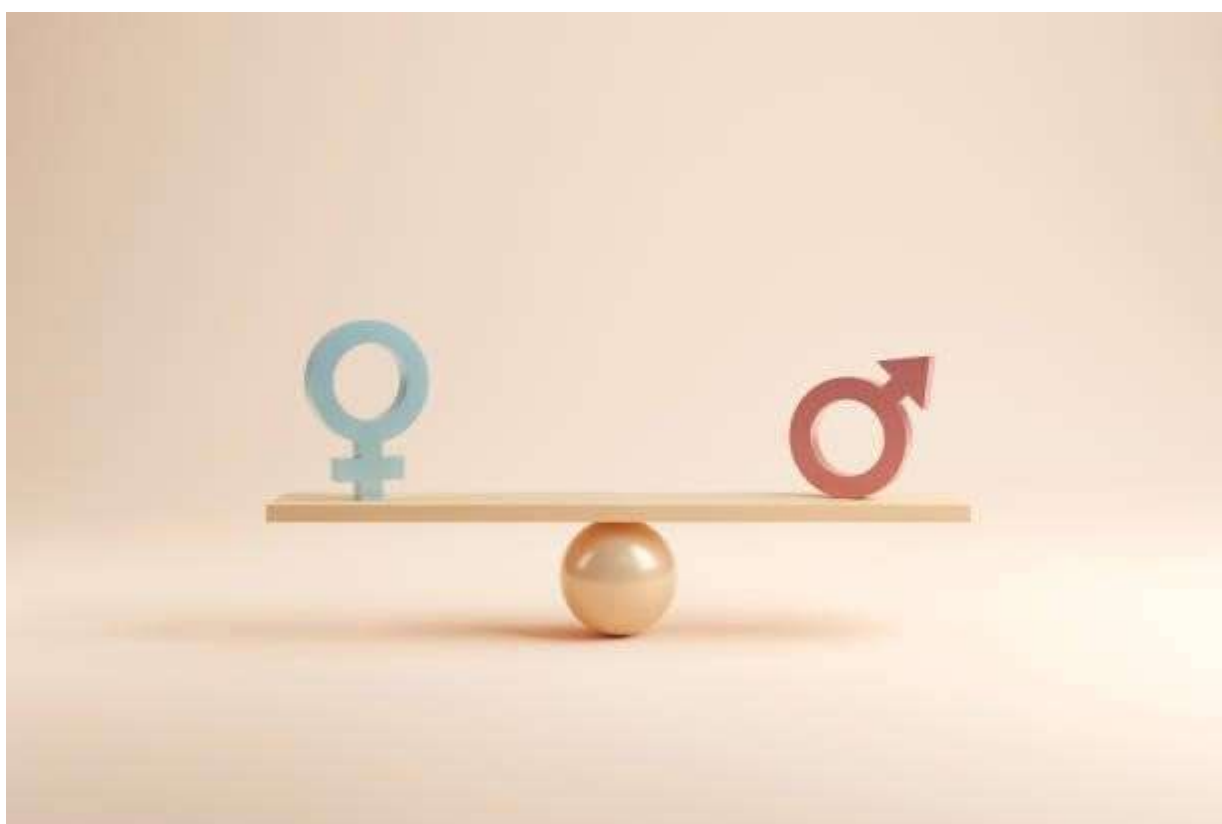
*Prof. Khandat M.S.*  
Chairman  
Women Cell,  
Mrs. K. S. K. College, Beed-

*Principal*  
Principal  
Mrs. K. S. K. Alias Kaku Arts,  
Science & Commerce College  
Beed-431122

# **GENDER AUDIT Report 2021 – 22**

**MRS. K.S.K. COLLEGE, BEED**

**Internal Complaint Committee**



# **MRS. K.S.K. COLLEGE, BEED**

## **Internal Complaint Committee**

### **About College:**

The college is one of the reputed Institutions in Marathwada region run by Navagan Education Society Rajuri, Beed. The Society was founded by former, member of parliament, Late. Sau. Kesharbai Sonajirao Kshirsagar with the aim of imparting education to the rural State of Maharashtra region. Late Sou. Kesharbai Kshirsagar was a women of masses who donate her mind and heart to the cause of education of the downtrodden, poor and ignorant that really forms the major bulk of society. The college is affiliated to Dr. Babasaheb Ambedkar Marathawada University, Aurangabad. At present there are 4 undergraduate programs, 12 post graduate programs, 3 UGC Certificate courses and 4 University aided Certificate courses and One University aided Diploma Course is running in the College. The College is ISO 9001-2015 certified and reaccredited by NAAC at A grade with CGPA 3.18 in November 2018 for its meritorious academic records and overall infrastructure development.

Principal Dr. Deepa Kshirsagar is a Student-centered personality with a highly intellectual and unbiased vision. She is well known to Maharashtra State as a good writer. Her books are a part of Post graduate Syllabus. Under her administration College is continuously progressing. IQAC Cell of our College is keen for students progress and comfort in the College. Present Gender Audit is as per the guidelines of the Incharge Principal Dr. Shivanand Kshirsagar and IQAC Coordinator Dr. S. V. Gayakwad.

Green Audit Certification is received by the College for a cause of pollution free environment. There are 38 committees to administer the College functioning and to help students for their activities. Gender Audit report for College is conducted by Women Cell for the year 2021-22, as it is an essential component of the assessment and accreditation of higher education institutes as suggested by UGC.

### **Gender Audit:**

A gender audit is a tool to assess and check the institute for gender equality in organizations representing in their policies & programs. By identifying critical gender gaps and challenges the audit also establish a base line against which progress can be measured over time, and recommendations made of how they can be addressed through improvements. There is no standard approach for carrying out gender audit. Self analysis of the college is carried out reviewing the existing infrastructure and available data. Gender equality is human right. Each human being regardless of gender is entitled to live in dignity and freedom, without any fear. Women and other marginalized genders are still backward in economic, social and cultural fields. Gender equality is important to achieve human progress.

### **Gender Policy of College:**

1. No discrimination on the basis of Gender
2. Equal opportunity to all.
3. Freedom to all to express free opinion

4. Easy to access functional, confidential grievance redressal cell.
5. Arrangement for the safety and security of all.

#### **Objectives of Gender Audit:**

1. To find out areas where gender balance exists.
2. To establish good gender balance in decision making processes in all areas of the college activities
3. To suggest measures for bridging gender gap.
4. To Foster gender equality in all aspects of college community.
5. To see the work and capacity for prevention of sexual harassment at the college.

#### **Methodology:**

The list of collected information –

1. The status of teaching, non-teaching staff
2. Enrolment of students
3. Representation of girls in NSS/NCC
4. Overall review of representation in cultural events\ Science Competitions

#### **Services & Infrastructure:**

1. Access to library/ sports
2. Hostel facility
3. Toilets for women/ availability of sanitary napkin
4. Drinking water, Health care facilities
5. Anti- ragging measures
6. Support facilities

#### **Duties of College Management and Administration:**

College management is keeping an eye to provide a safe working environment at the work place, in the classroom & in the laboratories. College management and administration shoulder on the responsibility of prevention of sexual harassment in following ways:

#### **Prevention of sexual harassment:**

#### **1) Awareness creation, constitution of Internal Complaints Committee**

##### **INTERNAL COMPLAINT COMMITTEE-**

The Internal Complaint Committee has been formulated as per the government guidelines, the same is reported to the Maharashtra State, Joint Director (Higher education), Aurangabad Division, from time to time. The display board containing Internal Complaint Committee members with their mobile numbers & department is placed near the ladies room of the college.

##### **Revised Official order dated 17.06.2019 of ICC Committee-**

1	Dr. Khandat M.S.	Chairman
2	Dr.Joshi S.M.	Member
3	Dr.Jogdand S.K.	Member

4	Mrs. Radkar J.B.	Member
5	Mrs. Vaidya A.V.	Member
6	Mrs. Sayyad Afrin	Member
7	Mrs. Deshmukh H.B.	Non-teaching Member
8	Mrs. Vidhate Jayshree	NGO Member
9	Adv. Doiphode D.S.	NGO Member

## 2) Awareness of about functioning of ICC

Separate office room is provided for ICC in college campus to maintain confidentiality. Annual plan is prepared in the very first meeting at the start of academic year. It is then submitted to IQAC Office for approval and review.

In each Semester two meetings are conducted by ICC. Yearly Four meetings are conducted. For each meeting, meeting notice is circulated among the members. Agenda of the meeting is decided. According to agenda ICC members express their views and opinion. During meeting minutes of the meeting are written down in the register. There is a discussion about future activities. The responsibilities of future programs is distributed among members for the success of program. Prior to execute each actual program plan, the program plan is discussed with Hon. Principal and vice principal. Mostly the programs are centered towards sensitizing students about sexual harassment and gender balance.

- At the end of each semester the activity report of ICC is monitored by the Principal, vice principal & IQAC.

Prior to program, the notice about venue, time and program date is circulated among staff members and students whatsapp group. During program the participants are allowed to ask their doubts about the topic. For each activity the event report is prepared in a format with the GPS photo for a proof. Number of the participants present for the program were listed with their signatures. The activity report of all the activities is submitted to the IQAC at the end of the academic year. It is then uploaded on the College website.

There is no any serious gender issue till now. Sometimes miscellaneous verbal complaints do take place, but it is resolved by present faculty members over there.

**Procedure for Sexual Complaint:** Written complaint of sexual harassment at workplace is obtained by ICC, within a period of three months from the date of the incident. If needed any member of ICC shall render all reasonable assistance to the woman or girl for making the complaint in writing.

ICC, before initiating an inquiry under Section 11 and at the request of the sufferer woman or girl take steps to settle the matter between her and the respondents. If settlement is arrived at under Sub-Section (1), the ICC shall record the settlement so far arrived and forward the same to the Principal to take action as specified in the recommendation. ICC, then provide the copies of settlement as recorded under Sub Section(1), no further inquiry shall be conducted by the ICC closing the issue henceforth.

**Inquiry into Complaint:** Subject to the provisions of Section 10, the ICC, proceed to make inquiry into the complaint in accordance with the provisions of the service rules applicable to the respondent, where the respondent is an employee.

Provided further that where both the practices are employees, the parties shall during the course of inquiry, be given an opportunity of being heard and a copy of the findings shall be made available to both the parties enabling them to make representation against the findings before the committee. Further procedure will be followed as per the legal

provisions recommendations stated in the Gazette of India, Government of India about the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013, published by Legislative Department of Ministry of Law and Justice.

The enquiry shall be completed within a period of ninety days, is mandatory.

**Other good practices to promote gender equity-**

**Gender Sensitive Activities organized in the college:**

Special Measures College has taken for safety of students like appointing women staff for college hostel, CCTV surveillance facility, four complaint boxes are situated for students to drop written complaint in it. College has good connecting roads within the campus and outside the campus too. Satisfactory light arrangement is available during night time also. College building has four male toilets and three female toilets with disposable bins. College also has following committees for safeguarding the interests of students as well as male & female staff.

1. Student's grievance redressal committee.
2. Anti- ragging committee.
3. Discipline committee.

The college concentrates on student's qualitative performance & there by overall personality development. Equal opportunity is offered to male and female in Class room, library and laboratory. The NSS unit in college motivates male & female students for their social responsibilities. Special reading room, parking area and sports training is provided for the girls. Also, separate queues are followed. On administrative counters during admission period. Girls are given self-defence training in college campus.

The lectures of eminent personalities are held on various topics to develop their personalities. Self-defence training is organized with the help of District Martial Art Association Beed. (List of various activities is presented in **Annexure**)

The college conducts orientation program for the first year students at the start of first semester Workshops & webinars are held on "Women & Laws" to make girls aware of their rights & responsibilities. Regular lectures & programs are organized on different women related issues. Special lectures are organized to deal with dietary needs during adolescence. Women cell & social forum arrange lectures of lawyers, social workers to aware the girls for their privileges and duties.

In the field of cultural activities girls have achieved great success. Their participation in various competitions gives fame both to college & to the departments. Pratiksha Gore and Jyoti Gore ranked first prize in M. A. Home Science Examination conducted by Dr. B. A. M. U. Examination.

**Data Analysis:**

Self-analysis of the college is carried out by ICC, reviewing the existing infrastructure and available data under the guidance of IQAC. The observed data is analyzed, tabulated and graphically represented as follows:

**Table No 1**  
**Gender wise Senior Teaching Staff in the college in the year 2021-22**

<b>Total Number</b>	<b>Male number</b>	<b>Male percentage</b>	<b>Female number</b>	<b>Female percentage</b>
40	33	82.50	7	17.50

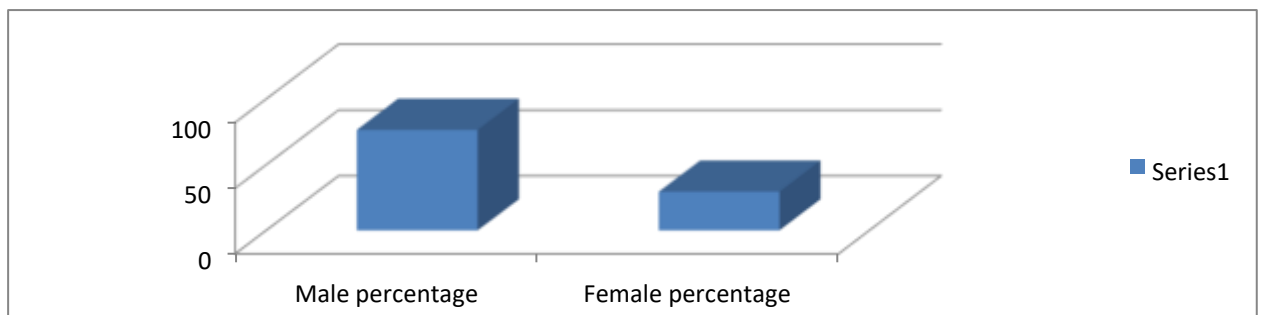


**Figure No. 1**  
**Gender wise Senior Teaching Staff in the college in the year 2021-22**

The total number of Female teaching staff is less as compared to Male Staff. This proves that still there is a need of female empowerment in the field of education, though government and social workers are focusing on this crucial issue in independent India.

**Table No 2**  
**Gender wise details of total HODs' in college**

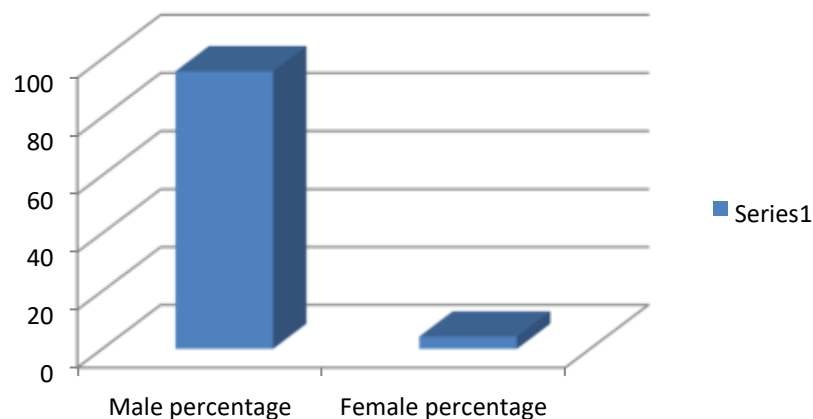
Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
1	18	14	77.78	4	22.22



**Figure No. 2 Gender wise details of total HODs' in college**  
The ratio is showing gender imbalance

**Table No 3**

Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
1	43	41	95.34	2	4.66

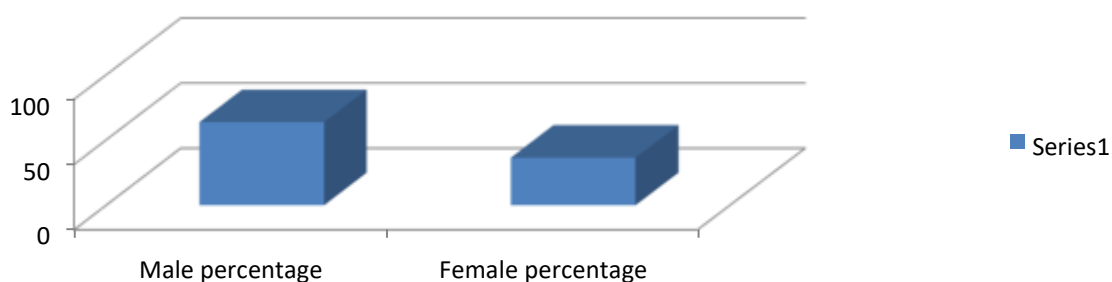


**Figure No. 3**  
**Gender wise details of Non-Teaching staff in college**

The gender imbalance is noticed from the existing data. More number of qualified he scene. Women should come forward to take a job to become financially independent to change.

**Table No. 4**  
**Gender wise UG Students (B.A. B.Sc. B.Com. and B. Voc.)**

Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
1	1042	618	59.30	424	40.70



**Figure No. 4**  
**Gender wise UG Students (B.A. B.Sc. B.Com.and B. Voc.)**

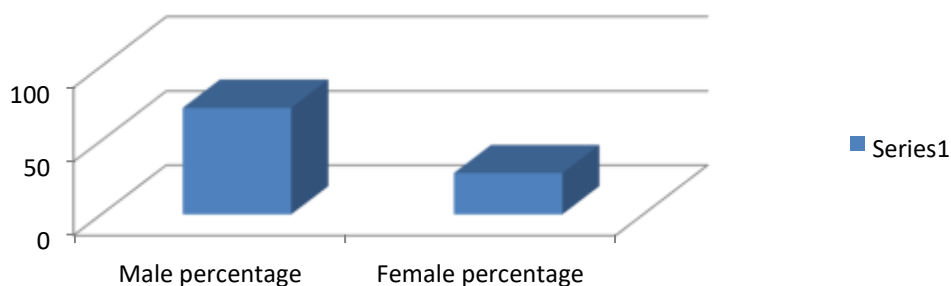
Gender wise total Undergraduate Students admitted in the college in the academic year 2021-22 are noticed from the above table. It can be concluded that less number of girls coming forward for education.

Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
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1	520	396	68.94	239	45.97
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**Table No. 5**  
**Gender wise details of Arts Faculty (B.A.)**

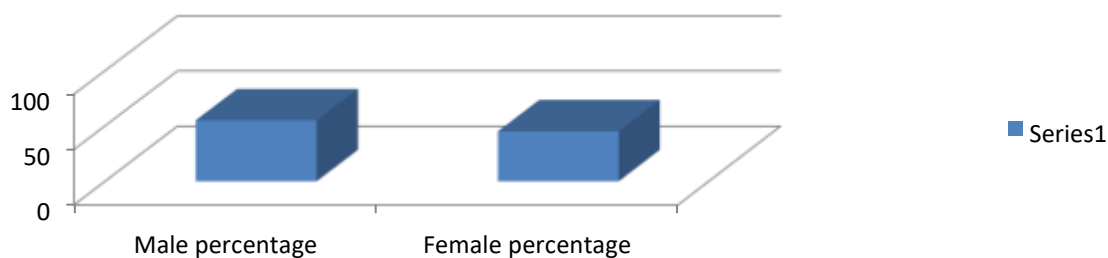


**Figure No.5**  
**Gender wise details of Arts Faculty (B.A.)**

It is observed from above Table that, 68.94 Percentage of boys studying in Arts faculty is more than girls (31.06%). Boys opt for Arts Faculty for the purpose of attending classes for competitive examination or computer class etc.

Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
1	613	337	54.97	276	45.02

**Table No. 6**  
**Gender wise details of Science Faculty (B.Sc.)**



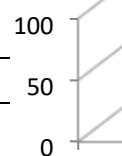
**Figure No.6**  
**Gender wise details of Science Faculty (B.Sc.)**

It seen from the Table no. 6 that though less number of girl students are admitted in science faculty but the number is slightly nearer to the male students than the earlier data. This is a good sign.

**Table No. 7**  
**Gender wise details of Commerce Faculty (B.Com.)**

Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
1	202	117	57.92	85	42.38

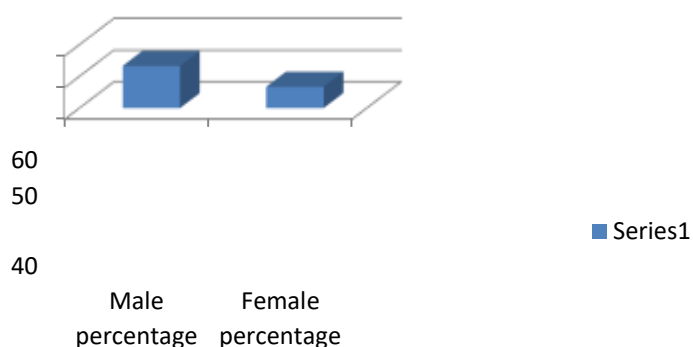
Sr. No.	Total	Male number	Male percentage	Female number	Female percent
1	413	225	54.47	188	45.13



**Figure No. 7**  
**Gender wise details of Commerce Faculty (B.Com.)**

From the Table no 7 it can be stated that 66.3 percent male students are studying in commerce faculty. Male students these days are more interested in banking sector, marketing and business world.

**Table No. 8**  
**Gender wise details of PG Students 2021-22 (M.A. M.Sc. M.Com)**



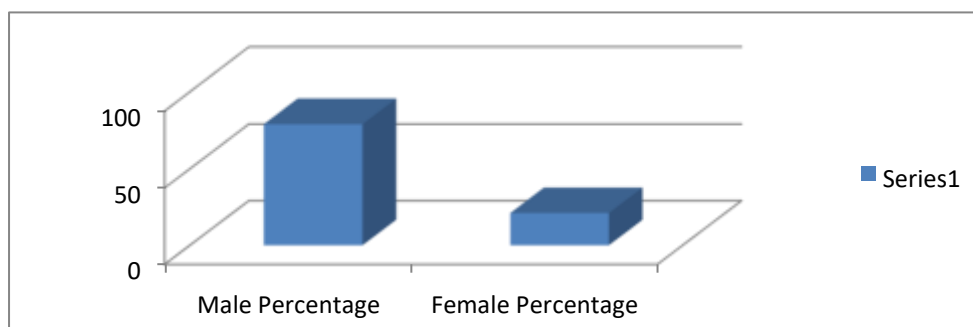
**Figure No. 8**

Above figure shows that 46.73 % female students are admitted for PG courses and 53.26% male students are admitted for PG courses in the academic year 2020-21.

**Table No. 9**  
**Total Committees in Senior College**

Total Committees in Sr. College	Headed by male	Male Percentage	Female in Numbers	Females in percentage
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<b>38</b>	<b>30</b>	<b>78.94</b>	<b>8</b>	<b>21.06</b>
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**Figure No. 9**

There are total 38 committees functioning in the College for proper administration. Out of them only 8 committees are headed by women. But then the number of female employees is also less as compared to male staff members. It is reflected in the above Table No.9.

**Table No. 10**

**Gender wise distribution of N.C.C. Students**

<b>S. No</b>	<b>Total students</b>	<b>No. of Male</b>	<b>Percentage</b>	<b>No. of Female</b>	<b>Percentage</b>
1	54	43	79.62 %	11	20.38 %

**Figure No. 10**

**Table No. 11**

**Gender wise Distribution of NSS students**

<b>Sr.No.</b>	<b>Total Students</b>	<b>No. of Male</b>	<b>% age of male</b>	<b>No. of Female</b>	<b>% age of Female</b>
1	300	182	60.66 %	118	39.34 %

### **Sau. Kesharbai Sonajirao Kshirsagar Girls' Hostel :**

One more major asset is ladies hostel within the college campus since 2010. It is three floors building with 45 rooms having capacity of residence of 2-3 girls in the same room's i.e total intake of 100 girls and 60 girls students are residing in the hostel in year 2021-22.

#### **Salient features of Ladies Hostel :**

1. Presence of 24 hour security guard.
2. Except unavoidable circumstances no body is allowed to enter after 7p.m.
3. Daily movement register is maintained.
4. It consists of 21 toilet & 21 bathrooms and 24 hr water supply is observed . Two attendants are looking after it's cleanliness daily.
5. Invertor facility is present during no electricity supply due to load shading or other reasons some times it is not working.

6. Prof. Anita Shinde is residing in the hostel with her family as a Hostel Warden . During her working hours in the college Ms. Sonali Shahane has been appointed during day time.
7. RO Water purifier system is available for safe drinking water purpose.
8. Solar water heating system is also available for girls.
9. In door entertainment hall is available in the ground floor facilitating TV, Carom, chess & Badminton court as a outdoor facility.
10. For each floor one i.e. 3 CCTV units& 2CCTV units for ground floor i.e. total 5 CCTV cameras are present & functioning to avoid any nuisance one complain box is situated.
11. Good quality local mess is present to maintain food hygiene of hostellers.
12. First aid box & medical officers are appointed for medical service to the residing girls.
13. College Management principal, college anti ragging committee, College advisory committee is keeping eye on activities of ladies hostel so, till today no major issue has occurred in this hostel except some miscellaneous complains which were sorted out at that time.

### **Boys Hostel:**

Boy's hostel building is present with the capacity of 25 boy's residence.

### **Library:**

Our library is one of the best educational library in Marathwada region. There is separate well equipped reading hall for 50 girls. It is facilitated with daily newspaper, reading books & journals. It has one toilet & bathroom in the building itself with 24 by 7 water supply. It has 24 hour guard security, inverter back up availability & CCTV Surveillance for safety purpose. Separate queue is strictly followed for male & female students during issuing books.

### **RECOMMENDATIONS:**

1. To introduce self-employment trainings in different subjects.
2. Number of ladies washrooms should be increased in the College.

### **Conclusion:**

It is found that College has lots of strengths and some weaknesses which can overcome easily. There is no gender issue complaint due to the adoption of proper safety and security measures and awareness of all faculty members, the miscellaneous complaints of students are resolved on the spot.

(Dr.M.S.Khandat)  
**Chairman**  
**Women cell**

(Dr.Sonaji Gayakwad)  
**IQAC Coordinator**  
**Mrs.K.S.K.College**  
**Beed**

(Dr. S. V. Kshirsagar)  
**Incharge Principal**  
**Mrs .K.S.K.College**  
**Beed**

**Annexure-1**



## Action Plan for Women cell 2021-22

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