



Navgan Shikshan Sanstha Rajuri's(N)
MRS.KESHARBAI SONAJIRAO KSHIRSAGAR ALIAS KAKU
Arts, Science And Commerce College, Beed.

NAAC reaccredited with "A" grade (3.15 CGPA as per new RAF) & ISO 21001:2018 certified



Criterion VII: Institutional Values and social Responsibilities

7.1.1 (2) Gender Audit Reports.

ASSURE QUALITY

MANAGEMENT CERTIFICATION SERVICES PVT. LTD.

COMPLIANCE VERIFICATION

This is to certify that



Navgan Shikshan Sanstha Rajuri (N.)

MRS. KESHARBAI SONAJIRAO KSHIRSAGAR

ALIAS KAKU ARTS, SCIENCE & COMMERCE COLLEGE

Beed - 431122 - Maharashtra

India

Has been assessed and found to be in accordance with the requirements of detailed below

GENDER EQUALITY

To Evolve and Impart Comprehensive Higher Education to the Students of Under Graduation, Post-Graduation, Diploma Courses, Certificate Courses & Doctoral Degrees in Arts, Commerce & Science

Certificate Number: AB00AB/00AC:0222

Originally Registered: 02 Feb. 2022 Latest Issue: 02 Feb. 2022 Originally Expiry Date: 01 Feb. 2025

Validity of this certificate is subject to annual surveillance audit to be done successfully on or before of 22 Jan. 2023 & 22 Jan. 2024 respectively. In case if surveillance audit is not allowed to be conducted; this certificate shall be suspended/withdrawn.



Jagdish Chaudhary
For AQMCS PVT LTD

Validity of this certificate can be checked at www.aqmcs.com at registration status. The validity of certificate is subject to continuous compliance the requirement of concerned standard & relevant provision of AQMCS customer contract & schema of registration A004 (latest version) available at www.aqmcs.com. This certificate remains the property of AQMCS & shall be returned immediately at the request to AQMCS headquarters: #1172, Sector-11, Panchkula-134109, Tricity Chandigarh-India



Date : 02 Feb. 2022

To,

M/s Navgan Shikshan Sanstha Rajuri (N.)
Mrs. Kesharbai Sonajirao Kshirsagar
Alias Kaku Arts, Science & Commerce College,
Beed-431122, Maharashtra, India

Sub : Release of registration certificate w.r.t **Gender Equality**

Kind Attn. Dr. Kshirsagar

Dear Sir,

We are pleased to inform you that upon verification of assessment reports as submitted by audit team w.r.t **Gender Equality** AQMCS checklist and your corrective action plan, AQMCS certification committee have declared that your Educational Organizations System comply **Gender Equality** requirement as per Scope of registration "**To Evolve and Impart Comprehensive Higher Education to the Students of Under Graduation, Post-Graduation, Diploma Courses, Certificate Courses & Doctoral Degrees in Arts, Commerce & Science**". Please accept our hearty wishes and congratulations on this achievement.

Certificate will remain valid for next 3 years commencing from the date of the certificate. Validity of the certificate is subjected to satisfactory maintenance and conformance requirements during period of three years. AQMCS Pvt. Ltd. reserves the rights to conduct annual surveillance audit at your organization at 12 months interval.

Thanks and warm regards,


Executive Officer
AQMCS Pvt. Ltd.

Assure Quality Management Certification Services Private Limited

1172 Sector -11 Panchkula-134109, Tricity Chandigarh -India
+91-9216183238, 9216283238, email- aqmcs@aqmcs.com, www.aqmcs.com

GENDER AUDIT REPORT 2023 – 2024

MRS. K.S.K. COLLEGE, BEED

Internal Complaint Committee



GENDER AUDIT 2023 – 24
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 District of 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.

Hon. Dr. Deepa Kshirsagar was former Principal and at present she is a Vice President of Navgan Shikshan Sanstha Rajuri, Beed. From time to time she gives her valuable suggestions for progressive path of the Institution. Principal Dr. S.V. Kshirsagar is a Student-centre personality with a highly intellectual and unbiased vision. Under his Administration College is continuously progressing. IQAC Cell of our College is keen for student's progress and comfort in the College. Present Gender Audit is as per the guidelines of the statutory and regulatory bodies of Government of India, UGC and IQAC Coordinator Dr. S. V. Gayakwad.

Green Audit Certification is received by the College for a cause of pollution free environment. There are various 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 2023-24, 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

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 Complain 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 08.09.2022 of ICC Committee-

1	Dr. Khandat M.S.	Chairman
2	Dr.Joshi S.M.	Member
3	Dr.Jogdand S.K.	Member
4	Mrs. Patel K.F..	Member
5	Dr. Vaidya A.V.	Member
7	Mrs. Deshmukh H.B.	Non-teaching Member
8	Mrs. Vidhate Jayshree	NGO Member
9	Adv. Doiphode D.S.	NGO Member

1) 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 centred 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 what's app 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.

It is mandatory that the enquiry shall be completed within a period of ninety days.

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 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.

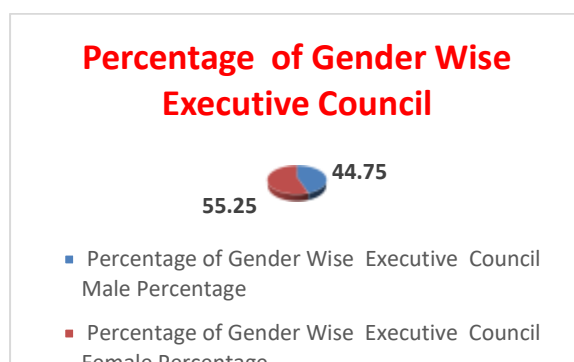
In the field of cultural activities girls have achieved great success. Their participation in various competitions gives fame both to college & to the departments. Anjali Katale (2021-22) and Anjali Darade (2022-23) ranked first prize in M. A. Home Science Examination conducted by Dr. B. A. M. U. Examination.

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 Executive Council of the college in the year 2023-24

Total Number	Male number	Male percentage	Female number	Female percentage
09	04	44.45	05	55.55

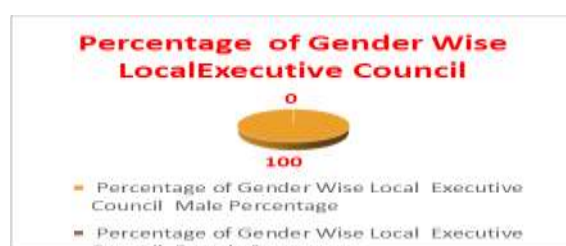


Percentage of Gender wise Executive Council is recorded in Table number no 1 It can be stated that Female Percentage is more i.e. 55.55 than male percentage 44.45. It is good Indication that more female participation in executive council is responsible equally for progress & development of Institution.

Table No. 2

Gender wise Local Executive Council of the college in the year 2023-24

Total Number	Male number	Male percentage	Female number	Female percentage
05	05	100.00	0	0.00



Gender wise Local Executive Council is observed in Table No.2. It is noticed that not even Single Women is present in it. 100 percent males are involved in the local executive council,

Female participation is in local executive Council.

Table No.3
Gender wise IQAC Member of the college in the year 2023-24

Total Number	Male number	Male percentage	Female number	Female percentage
17	13	76.47	04	23.53



Gender wise IQAC Member of the college is recorded in Table No. 3. It is noticed that male member's percentage is 76.47 % & Female percentage is 23.53. IQAC is an important committee of College, but number of Female staff is less so it is reflected in above Table.

Table No 4

Gender wise Teaching Staff of the college in the year 2023-24

Particular	Total Number	Male Number	Male percentage	Female Number	Female percentage
Sr. Teaching Staff	41	32	78.05	09	21.95
H.O.D.	14	09	64.28	05	35.72
U.G (C.H.B.)	18	15	83.33	03	16.67
P.G. (C.H.B.)	23	17	73.91	06	26.09
Jr.Teaching Staff	31	25	80.64	06	19.36
Jr.Teaching (Non Granted)	09	04	44.44	05	55.56
M.C.V.C.	03	01	33.33	02	66.67
Non-Teaching Staff	14	09	64.28	05	35.72

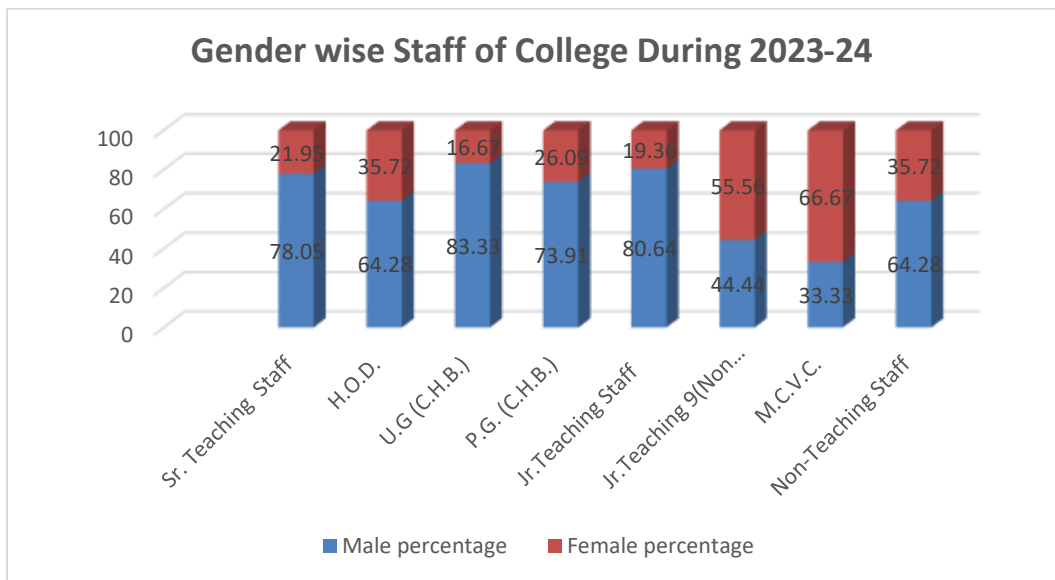


Figure No. 4

Gender wise Teaching Staff & Non-Teaching staff in the college in the year 2023-24 is recorded in Table number 4.

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. Thus, achieving qualification is must for everybody without gender bias, and which is lacking in female.

Table No. 5
Gender wise UG Students (B. A. B.Sc. B.Com. and B. Voc.)
2023-24

Sr. No.	Total	Male number	Male percentage	Female number	Female percentage
1	1227	715	58.27	512	41.73

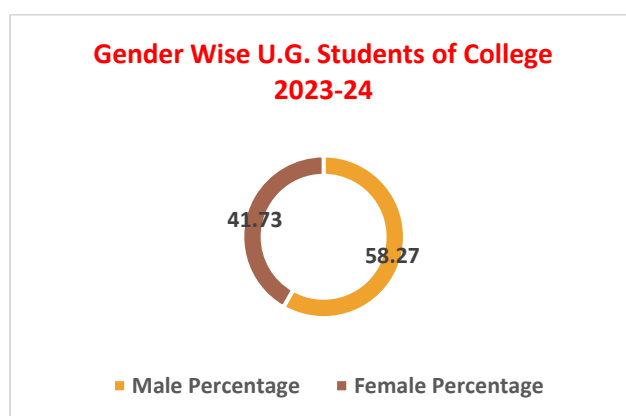


Figure No. 5

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 2023-24 are noticed from the above table. It can be concluded that less number of girls i.e. 41.73% coming forward for education than boys i.e. 58.27%.

Table No. 6

Gender wise Students details of Faculty B.A., B.Com. B.Sc.

Particular	Total Number	Male Number	Male percentage	Female Number	Female percentage
B.A	430	270	62.79	160	37.21
B.Com.	228	153	67.10	75	32.90
B.SC.	569	292	51.32	277	48.68

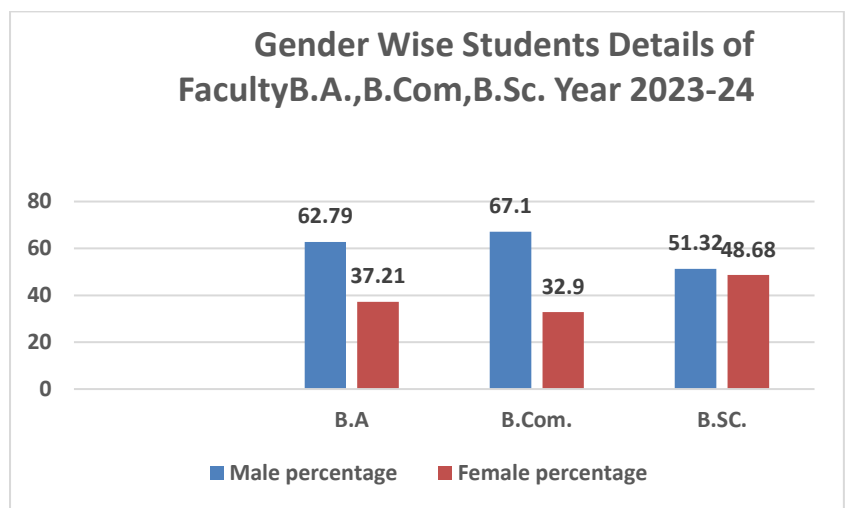


Figure No.6

It is noticed from above Table number 6, that decreasing number and percentage of girl students is observed in Arts, Science and Commerce faculty than boys, Whereas, in Science faculty more number of girls are enrolled than other faculty. As compared to remaining faculty, Arts side graduate syllabus is preferred by more percentage of girls (37.21%) than Commerce side (32.9%).

Table No. 7

Gender wise details of PG Students 2023-24 (M.A. M.Sc. M.Com)

Sr. No.	Total Number	Male Number	Male percentage	Female Number	Female percentage
1	598	308	56.09	191	43.91

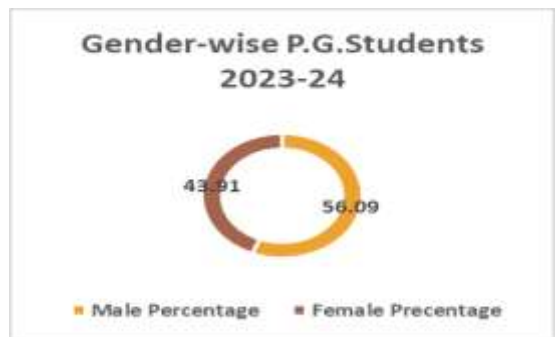


Figure No. 8

Above figure shows that 43.91% female students are admitted for PG courses and 56.01% male students are admitted for PG courses in the academic year 2023-24. It is rather good sign that difference of percentage is not resembling as percentage difference of undergraduate girls and boys. But still it is not positively acceptable. Majority area of Beed District being rural and agriculture base district of Marathwada region of Maharashtra State, but these days girls' education is becoming important issue for parents.

Table No. 9
Total Committees in Senior College

Total Committees in Sr. College	Headed by male	Male Percentage	Female in Numbers	Females in percentage
44	38	86.37	6	13.63

There are total 44 committees functioning in the College for proper administration. Out of them only 6 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.

Table No. 10
Gender wise distribution of N.C.C. Students

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

Gender wise distribution of N.C.C. Students is observed in the Table number 10. Less number of girl students are interested in National Cadet Corps than boys.

Table No. 11
Gender wise Distribution of NSS students

Sr.No.	Total Students	No. of Male	% age of male	No. of Female	% age of Female
1	300	155	51.66	145	48.33

Table No.12

It can be observed from Table number 11 that more number of boys are enrolled for National Service Scheme than girls. The main objective of NSS is to develop among themselves a sense of social and civic responsibility.

Table No. 12
Successive Increase in College Admission of Girls Student
From Year 2020-21 to 2023-24

Year	Total U.G Students		Total P.G. Students	
2020-21	63.44	36.35	53.26	46.73
2021-22	59.3	40.7	56.09	43.91
2022-23	59.16	40.84	53.91	46.09
2023-24	58.27	41.73	56.09	43.91

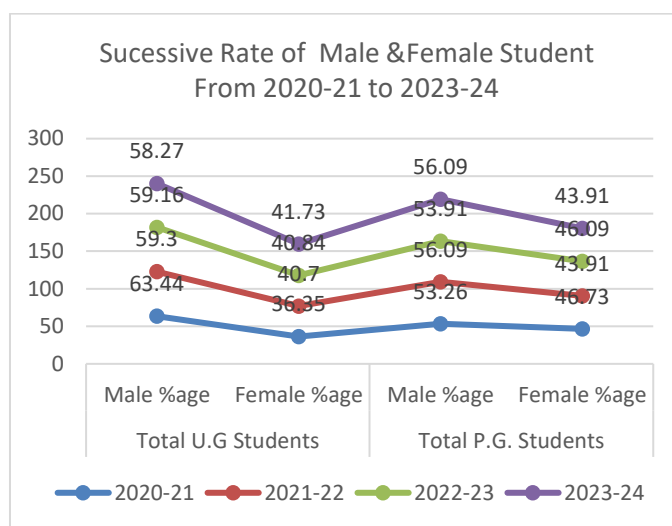


Figure No.12

From above Figure it is seen that efforts of Govt. Guidelines & College Management, undergraduate Female student percentage is increasing from year to year i.e. from year 2020-21 (36.35%), 2021-22(40.7%), 2022-23(40.84%) and for the academic year 2023-24(41.73%). It can be observed from the present data that female post graduate students strength is also continuously rising from academic year 2020-2021(46.73%) to 43.91% in the year 2021-22 and 46.09% in the academic year 2022-23 except in the year 2023-24(43.91%) .

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 girl's students are residing in the hostel in year 2023

Salient features of Ladies Hostel:

1. Presence of 24 hour security guard.
2. Except unavoidable circumstances nobody 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. Inverter facility is present during no electricity supply due to load shading or other reasons sometimes it is not working.
5. 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.
6. RO Water purifier system is available for safe drinking water purpose.
7. Solar water heating system is also available for girls.
8. In door entertainment hall is available in the ground floor facilitating TV, Carom, chess & Badminton court as a outdoor facility.
9. For each floor & for ground floor CCTV cameras are present & functioning to avoid any nuisance one complain box is situated.
10. Good quality local mess is present to maintain food hygiene of hostellers.
11. First aid box & medical officers are appointed for medical service to the residing girls.
12. College Management, Principal, IQAC, College anti ragging committee, College advisory committee is keeping an eye on activities of ladies hostel so, till today no major issue has occurred in this hostel except some miscellaneous complaints which were sorted out at that time.

Boys Hostel:

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

Library:

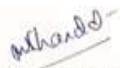
Our library is one of the best educational library in Marathwada region. There is separate well equipped reading hall for 50 girls. It is facilitated with daily newspaper, reading books & journals. It has one toilet & bathroom in the building itself with 24 by 7 water supply. It has 24 hour guard security,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


RECOMMENDATIONS:


1. To introduce digital/online complaint procedure for sexual harassment or any other grievances from College website.

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.

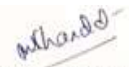

(Dr. M. S. Khandat)
Chairman
Women cell


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


(Dr. Shivanand Kshirsagar)
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WOMEN CELL
20/06/2023

1. Workshop on Yoga/stress management.
2. Guest lecture on safety measures at home & outside home.
3. Poster Exhibition / Essay Competition on rights of women.
4. Work shop on Women entrepreneurship Development.
5. Program for awareness of cyber security & various laws for women.
6. Celebration of Krantijyoti Savitribai Phule's birth anniversary - Hemoglobin & blood checkup camp.
7. Organizing Competition to celebrate IWD- Talks on Women Empowerment by eminent lawyer.

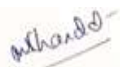

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**REPORT OF WOMEN CELL 2023`-2024
(upto JAN.2024)**

Sr. Number	Title of Activities	Organising Unit/ Agency/ Collaborating agency	No. of teachers coordinated such Activities	No. of the Students participated in such activities	Date
1	Meeting of College Ladies Staff	Women cell	All ladies staff	---	09.08.2023
2	Shrawan Geete and womens related songs	Music Dept.	04	24-(5 male and 19 female)	12.08.2023
3	Self-defence workshop for college girls	Self-defence Martial Arts, Beed	5	18	31.08.2023
4	Eco-friendly Ganesh idol preparation	Women cell	02	18	16.09.2023
5	Essay Competition	Women cell	03	29	2.01.2024
6	Krantijyoti Savitribai Phule Jayanti	Women cell	04		03.01.2024
7	Guest lecture on topic "Sexual crisis and awareness"	Women cell	04	8M +14 F	11.01.2024


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