

**SAMAJ SHIKSHAN MANDAL, VINZAR'S
AMRUTESHWAR ARTS, COMMERCE AND SCIENCE COLLEGE,
Vinzar, Tal. – Velhe, Dist. – Pune- 412 213**

NAAC Re-accreditation Grade – 'B'

GRIEVANCE REDRESSAL POLICY



2020-2021



Policy Objective :-

To provide a mechanism for students to air out their grievances and to provide Redressal mechanism for the same so that they have smooth span at the college from the day of admission to their graduation. The objectives of Students Grievance Redressal Cell include the following:

- i. To support students who are deprived from the services offered by the College for which they are entitled.
- ii. To ensure effective solution to the students' grievances with an impartial and fair approach.

Definition :-

"Aggrieved student" means a student who has any complaint in the matters concerned with the grievances defined under these guidelines and includes a person seeking or has taken admission to the college.

Grievances :- Grievances include the following complaints of the aggrieved students viz. :

The Students' Grievance Cell desires to promote and maintain a conducive and unprejudiced educational environment.

Scope :- The Committee deals with Grievances received in writing, orally or with any communication media from the students about any of the following matters:-

- **Academic Matters:** Related to timely issue of Mark-sheets, Transfer Certificates, Bonafied Certificates or other examination related matters.
- **Financial Matters:** Related to dues and payments for various items from library, Physical education and laboratory etc.
- **Discipline matters:** Related to rules, regulations and code of conduct of college
- **Other Matters :** Related to certain conditions of sanitation, safe drinking water etc.,
- **Gender Sensitivity Related:** Sexual harassment, Comments and sexual behaviour
- **Ragging - Any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or a junior student**
- **'Zero Tolerance Policy' :** No act of ragging, major or minor, shall go unnoticed.

Functions :- The cases of grievances are attended promptly even though received in any form e.g. written, oral or any other communication media from the students. The Committee formally meets twice in the year and even in between if necessary to review, verify, evaluate and validate all grievances. If necessary directions and guidance from the higher authorities are taken.

Procedure :-

- Wide publicity is made among students about Grievance Redressal Committee. Names and phone numbers are made available to all the students.
- The students may feel free to put up a grievance in the format attached and drop it in boxes placed at conspicuous locations. Students can even call, meet and communicate in any other media which they feel comfortable.

- The GRC will act upon those cases with the necessary documents and forward the case to related committee further.
- The Committee is requested to Contribute effectively to dispose the grievances at the earliest.
- The Committee will meet periodically or on the happening of the event. An aggrieved Student may appear in person to present his/her case.
- In the case, the complainant not satisfied with the decision of the Committee, they may send their appeals to the "OMBUDSMAN" appointed by the Affiliating University.
- The OMBUDSMAN will fix a date for hearing the Complainant which shall be communicated to the Institute and the aggrieved person.
- The Institution shall comply with the order of the ombudsman. Any order of the OMBUDSMAN not complied with by the Institution, will be reported to UGC for appropriate action.
- In case of any false Complaint, the ombudsman may order appropriate action against Complaint

Frequency of meeting : Once in six months and whenever needed

Establishment of a Grievance Redressal Committee.:

SSM's Amruteshwar Arts, Commerce & Science College has constituted its Grievance Redressal Committee in order to comply with the UGC Regulation. Experienced senior faculty and lady Staff were designated as a member of the committee to enquire the nature and extent of grievance.

CONSTITUTION OF GRIEVANCE REDRESSAL COMMITTEE :

Sr. No.	Designation
1	Chairman
2	IQAC Coordinator
3	Experienced Senior Faculty Member
4	Experienced Senior Faculty Member
5	Lady Faculty Member
6	Lady Faculty Member



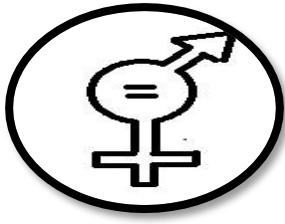
G.R.C. Co-coordinator

IQAC Co-coordinator

Principal

I.Q.A.C.
Amruteshwar Arts, Commerce
& Science College, Vinzar,
Tal. Velhe, Dist. Pune.

Principle
Amruteshwar Arts, Commerce
& Science College, Vinzar,
Tal-Velhe, Dist-Pune-412213



SAMAJ SHIKSAHN MANDAL'S

***AMRUTESHWAR ARTS ,COMMERCE AND SCIENCE
COLLEGE***

NAAC Accredited with "B" grade

Affiliated to Savitribai Phule Pune University

Internal Quality Assurance Cell and

Women's Grievance Redressal Cell

**Gender Audit Report
2021-22**

**Gender Audit Report
(2021-2022)**

Index

Sr. No.	Particulars	Page No
1	Acknowledgment	03
2	From the Desk of the President	04
3	From the Desk of the Principal	05
4	Preface	06
5	Introduction	07
	Vision & Mission	
	Objectives of Gender Audit	
6	Gender Sensitive Features of the College	10
7	Features and Initiatives by College for Gender Sensitization	14
8	Findings	28
9	Conclusion	29
10	Declaration	30

Acknowledgement

I acknowledge my deepest gratitude to the Management of Samaj Shikshan Mandal, for their continuous encouragement and guidance. I express my special thanks to our Hon. Principal Dr. Sanjeev Late, and IQAC Co-ordinator Dr. Mahadev Dongare for their valuable suggestions and guidance time to time for preparing Gender Audit Report of Amruteshawar Arts, Commerce and Science college, Vinzar.

I express special thanks to Dr. Ritesh Wangwad, Dr. Rahul Kamble and Mr. Vilas Gaikwad for assisting me in analysis of data and computer work. I also acknowledge my indebtedness to the committee members Dr. Balasaheb Kendale, Dr. Sheetal Shendkar, Mr. Sujitkumar Mane for helping me in collecting data and preparing report. I extend my gratitude towards all the heads of respective departments, teaching and non-teaching staff of our college for their cooperation in preparing the report. Thanks to all for their direct and indirect help and motivational support.

Dr. Jyoti T. Bhate

Coordinator

From The Desk of Hon. Exec. President Shri. Pradip S. Phadake



In the 21st century on the one side we can see the progression of females in many areas including education, health, science and technology, defense service, politics etc. Mainly in the education; girl students are performing very well as compare to the boys. On the other side, apart from the law and order, girl ratio in India is continuously decreasing. Cases like Nirbhaya indicate the need to work for women's safety, women's empowerment and social awareness.

Youth is the backbone and a seed for the prosperous future of any society. We feel that it is the moral duty of all education institutes to create social awareness among the youth regarding life values. We bind our self for this responsibility.

We are located in the hilly and remote area of Pune district. All the students coming to our institute are from rural areas of the Velhe tehsil. In our area girl students are supposed to take many household responsibility. Their education is not at the top of their family priorities. Our job is to provide them a good environment so that girls can take their education along with their duties at home. We motivate our students for opting the education. As a result the number of girl students actively participating in all college activities is comparatively more than the boys.

We have a faith in the dignity of women and therefore we work for sensitizing students about gender issues by way of Curricular, Co-curricular and Extra Curricular activities.

From The Desk of Principal Dr. Sanjeev Late



Education plays the role of a "catalyst" in many social issues. So we feel that educational institutes should work like a social institute. We work for creating social awareness among the students. We believe that the fearless, confident and happy women are true indicator to measure the growth of the society. Gender sensitization is most common topic that needs to be work on. We are committed to gender sensitization and believe gender equality. We work for overall growth of our students. We make them aware to many avenues that are open to them. Our goal is to inculcate rationality in them which help them to choose benefiting faculty and more importantly benefiting college that can transmit their academic dreams into reality.

We believe that the three great principles Trust, Goodness and Beauty nourish the entire social life. Amruteshwar Arts, Commerce & Science College is committed for quality education and for helping our students to prepare themselves to achieve the best in their lives.

We strive to help our students for harmonious development of physical, mental and social power. We anticipate sincerely that students learning in this college shall develop their personality; career and character taking maximum benefit of the facilities provided to them by the college. Our goal is to produce cultured citizens and glorify the reputation of this college.

Preface

In recent years, Gender equality is becoming a global issue and it is at the front line of many formal and informal movements worldwide. As guided by UNESDOC (United Nations Educational, Scientific and Cultural Organization) Gender equality, equality between men and women does not merely mean that both men and women are same, but that their rights, opportunities and responsibilities are independent of their gender. Gender equity means fairness of treatment for both men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Many measures and campaigns are seen to be arranged at all work places to increase awareness in this regard. Gender Audit is one of such tool to identify flaws in the system. Because of which one overcome them with write plan of action.

Amruteshwar Arts, Commerce and Science College, Vinzar understand the necessity of Gender Audit for the college in overall growth and taking different measures to achieve gender equality. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations

5 Introduction



Amruteshwar Arts, Commerce and Science College, Vinzar was established in the year **August 1997** with noble motto “**Sarva Shreshtha Dan Vidya Dan**” i.e. ‘Imparting education is the best donation’. This motto is being fulfilled by imparting the higher education to the students of Velha Tehsil, the most backward and remote tehsil in Pune district. Since 1997, 18 batches have been graduated from our college. Past students are now serving in various private/public sector organizations and companies. Some of them have pursued for higher studies in various disciplines. The college has fully qualified competent teaching faculty. They are not only engaging the classroom teaching but also they are on the forefront of social, cultural and extension activities of the college.

Our mission is to provide higher education to students in rural and remote area like Velhe tehsil. Establishment of this college has brought metamorphosis in the lives of students in hilly and remote area. Before establishment of this college in August 1997, seeking higher education was very time and money consuming process for the students and specially dream far away from reach for girls students. The level of literacy was very low due to inaccessibility of higher educational facilities. Establishment of this college has contributed a lot in development of percentage of higher education. Girls got avenue to complete their education which was otherwise very difficult. So as the rate of higher education increased, the doors of the world opened for them. Many students admitted for PG in their respective subjects, many opted for B.Ed, B.PEd, B.Lib

courses. Many students became computer literate. Samaj Shikshan Mandal, Vinzar and Amruteshwar Arts, Commerce & Science College is committed for continuous upliftment and progress of the unprivileged and underprivileged students.

By understanding the fact that college is operating in one of the most backward thesis of the state Maharashtra, upliftment of the village people, inculcating learning habits and spreading the light of education up to the last family of the village is deeply convinced idea of the institution.

Vision

Elimination of the darkness of ignorance and spreading light of education up to the grass root level.

Fulfill the needs of the society located in hilly area through the holistic development of the future performers.

Mission

By Providing quality education and transform the students coming from rural and hilly area into enlightened citizens through regular creative and innovative activities.

Objectives of the Institute

- To focus on all round development of the students from hilly and rural area to face the challenges of globalized world.
- To spread the light of education to unprivileged and underprivileged class of the society.
- To develop positive attitude, moral and social values.
- To maintain conducive environment for educational activities.
- To develop national and global awareness for creating responsible citizen.
- To work on gender sensitization and inculcate gender equality.

We have succeeded in creating educational awareness especially the importance of higher education of girls among the residents of Velha Tehsil. As a result Number of girl students is continuously increasing. We work for overall development of them and provide all possible support for their growth. Various scholarships and free-ships are made available to needy students. They are financially supported. Consciousness towards social responsibilities is raised through NSS Regular and Special Camping activities and other extension activities. We motivate our girl student to participate in it.

Girl students are given a chance to develop their personality through participating in various social, cultural, sports competitions etc. which are organized by different institutions and colleges. Our organizers take care of providing them a healthy environment so that girls can participate in any such activity. As a result almost all our girl student participate in various excursion tours, science exhibitions, seminars and various quiz competitions in and outside the college. Many of our girl students are enthusiastically participating in sports like reselling, jumping and archery.

We also motivate girl students to continue their higher education even after they leave our college. Our faculty members often provide counseling to their parents in this regard. This has a fruitful outcome, as many of have our girl students have pursued for M.Sc. in Microbiology, Botany, Chemistry, Mathematics and Physics in reputed colleges in Pune.

Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures of lawyers, social workers to aware the girls for their privileges and duties.

I. Gender

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life

II. Concept of Gender Audit

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.

Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

III. Objectives of Gender Audit

- To find out the areas of gender imbalance and the factors behind the gender imbalance. To suggest measures for bridging the gender gap.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To cultivate gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college
- To survey the facilities available for females in the institute and look for the updating in it if require.

6. Gender Sensitive Features of the College

Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to both girls and boys, gender equality is kept upright in the college.

Facilities provided to the Students:

Amruteshwar Arts, Commerce and Science College, Vinzar, which is affiliated to Savitribai Phule Pune University is run by Samaj Shikshan madal for the

students in rural areas of velhe tehsil. This organization is purely govern by the villagers of vinzar village. We do not get any funds from the university or the government except the salary grants. The college building is built up by the funds raised by the villagers. As we have extended with science faculty, current building is becoming inadequate in last few years. Samaj shikshan madal is planning for new building and rigorously working on the implementation. Apart from this we provide the following facilities for overall growth of the students.

1. Experienced Teachers:

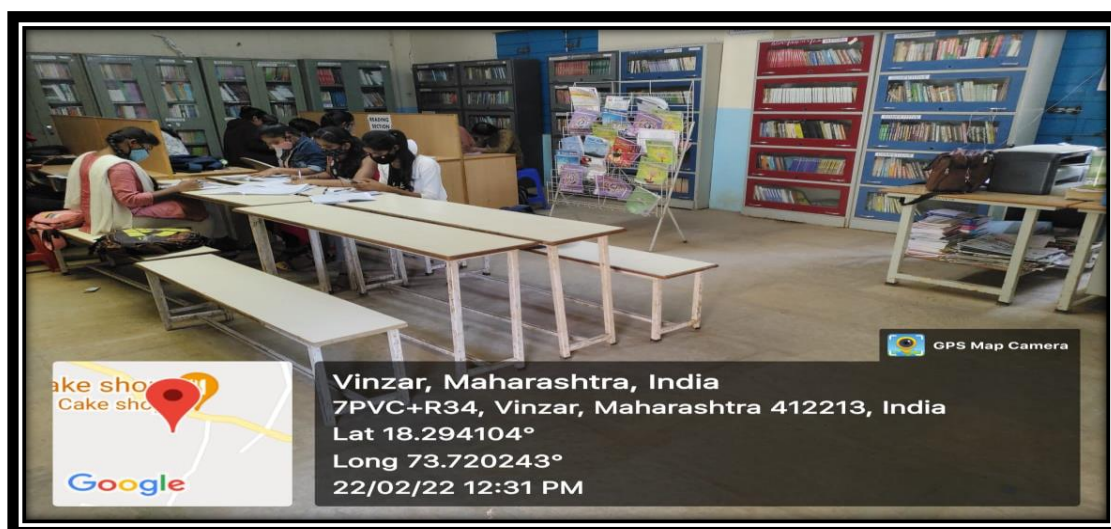
Highly qualified and well experienced teachers are there for each subject. They are efficient in solving academic problems of students. The total number of teachers is 20. Out of which 16 are male and four are females. Hundred percent female staffs are awarded with Ph.D. Degree. 81 percent of male teachers are also awarded with Ph.D. degree.

2. Free Transport Facility for the girls' students:

Velhe tehsil is remote and hilly area of the Pune district. Catchment area of our students is widely spread within the tehsil. Many villages are far from the main road and not having public transport to reach the main road. So the students can reach main road only by walk of at least 4-5 km. Thus there is an issue of safety and distance of the girl students. So college provides completely free transport facility to the girls on some of these routes.

3. Library and Reading Room:

Library is the soul of every educational institute. The library has a wide range of text books/ reference books/ e-literature in each subject. It is an updated library and every year the books are updated according to the syllabus provided by the staff. Library has plenty of books useful for competitive exam and carrier guidance. Our library is reach with reference books and textbooks. Reading space to the students is available in the library. Daily newspapers are available to students for reading. Library also provides identity cards for both students and the teachers.



Library with reading room

Particulars of books in the library are given below.

Particulars	Total Number of Books
Books In the Library	7862
Text Books	5210
Reference Books	959
No of Titles	3368
Other Books	1174

4. Audio Visual Classroom: To circulate the latest knowledge among students, college has started audio visual classroom with internet, LCD projector and computer etc. Students can take benefit of these facilities.

5. Ladies Room: Provision is made for girls to rest in Ladies Room. Room has to be enlarged as the number of girl students regularly attaining the college is much more.

6. Washroom Facility: At four different places girls and boys washrooms are situated in the college with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.

7. Drinking Water: Drinking water facility is available for the students and staff. Water purifier is installed in college premises.

8. Ramp: Keeping in mind the needs of physically handicapped students, ramps have been provided at the entrance to ease accessibility.

9. Suggestion Box: Suggestion box have been provided to inculcate student feedback in college administration.

10. CCTV: CCTV cameras have been installed in appropriate places to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading room, office, staff room, Principal cabin and exam department.

11. Notice Boards: Notice boards are available in both the wings of the college and also at the entrance.

12. Sports facilities: College takes special efforts to promote sports among the students. Indoor games in the college are weight lifting, power lifting, Wrestling, Boxing and archery. Outdoor games are Kabbadi, Kho-Kho, Ball Badminton and volleyball. Physical education department runs various programmes for the students and organize various university and district level competitions. Yoga awareness programmes are also organized frequently

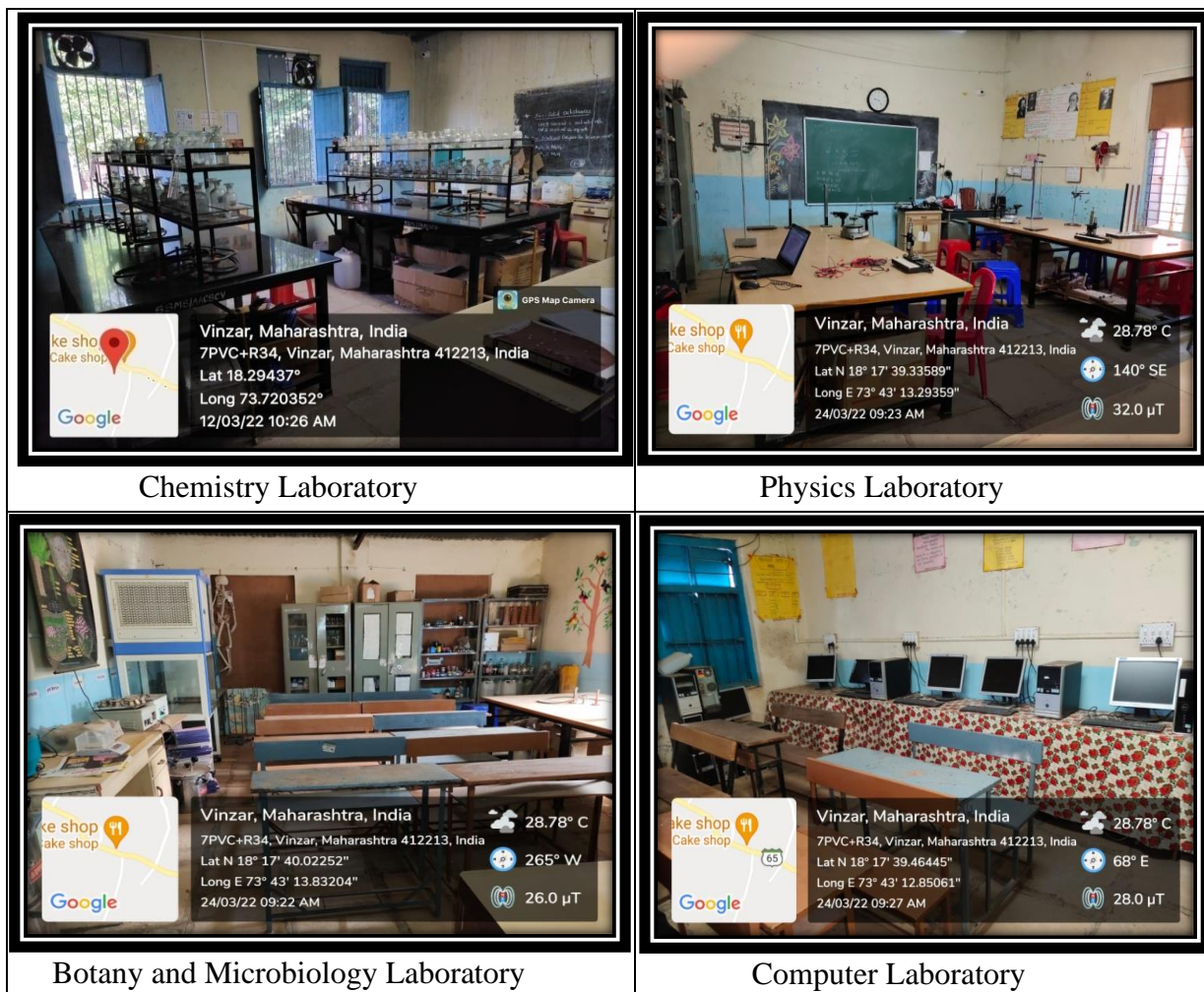


Indoor Games and Gym



Outdoor Games and Ground

13. Science Laboratory Facility: We have started science stream in year 2013 to provide science education for the students in Velhe tehsil. We provide laboratory facilities to give experiential learning to the students. We have well equipped laboratory for Chemistry, Physics, Botany and Microbiology.



Various such facilities are provided to the students. These are helpful not only for educational development but also social, psychological, physical development of all students. We understand the need of many more such facilities in large extent. We hope in future we could do this with the availability of good infrastructure.

7. Features and Initiative of College for Gender Sensitization

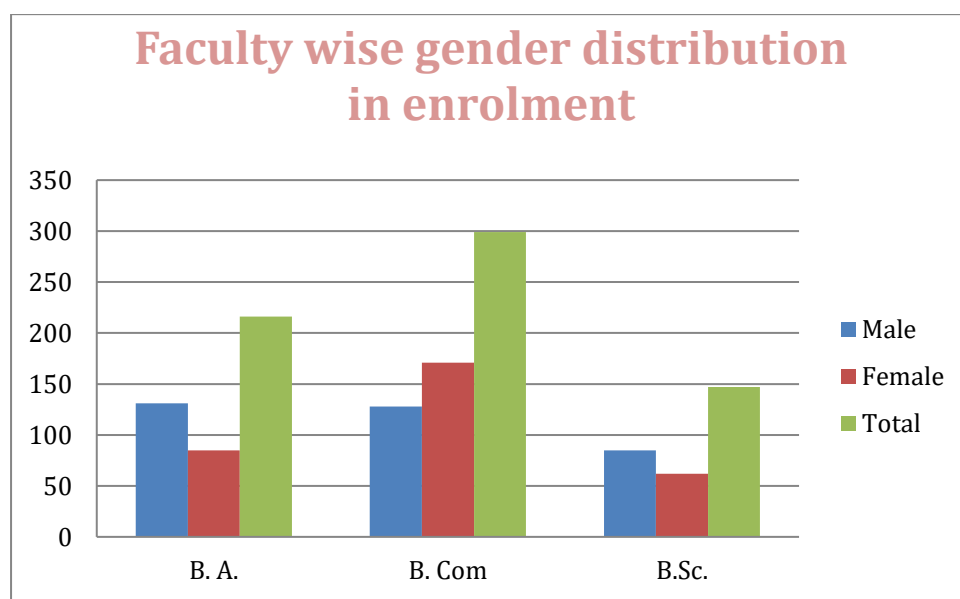
I. Gender Balance in Enrolment:

Students' strength at our college is increasing continuously. In the following table gender proportion of graduate students is given.

Table No 1
Faculty Wise Gender Distribution in Enrolment

Faculty	Male (%)	Female (%)	Total (%)
B. A.	131(60.64)	85(39.35)	216
B.Com.	128(42.80)	171(57.19)	299
B.Sc.	85(57.82)	62(42.17)	147
Total	344(51.96)	318(48.03)	662

In the table no.1 faculty wise gender distribution in enrolment is given. Total enrolment at is 662. Out of them 344 (51.96%) are boys and 318 (48.03%) are girls. This difference is comparatively very less. This is due to in general good sex ration in velhe tehsil as per Census Report. We can still reduce this by educating the people on gender equality and make them aware with different facilities provided by the government and different social agencies for the females.



III. Faculty wise Gender Wise Results:

All faculties are trying their best to enrich the students with knowledge. Girls are doing very well in academics. Following table provide the comparisons in the result.

GENDER AUDIT REPORT 2021-22

Faculty	Class	Appear		Pass		Percentage		Total Pass
		Male	Female	Male	Female	Male	Female	
Arts	F. Y. B.A.	60	40	58	39	96.66	97.5	97
	S. Y. B.A.	39	13	33	10	84.61	76.92	43
	T. Y. B. A.	22	20	22	19	100	95	41
Commerce	F. Y. B.Com.	61	56	57	55	93.44	98.21	112
	S. Y. B.Com.	43	63	36	60	83.72	95.23	96
	T. Y. B. Com.	30	31	24	30	80	96.77	54
Science	F. Y. B.Sc.	29	21	28	20	96.55	95.23	48
	S. Y. B.Sc.	21	16	20	16	95.23	100	36
	T. Y. B.Sc.	27	24	23	19	85.18	79.16	42

In most of the streams females are more successful than males according to above result.

IV. Health Camp for Students:

Every year compulsory health camp is organized for first year student as per rules and regulations of Savitribai Phule Pune University. Health check up is carried out in coordination with local practitioner Dr. Sachin Mule and Dr. Rashmi Mule. A free check-up camp has been organized by our college.

V. Anti- Ragging and Discipline Committee:

Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The committee has male and female members and the principal of the college is the chairperson of the committee. No issue has been reported in the college till date. In this academic year we have designed and approved Student Grievance Redressal policy in college development committee.

Committee:

Anti-Ragging Committee	Prof. Mokashi R.M	Chairmen
	Prof. Kadam	Member
	Prof. Bhate J.T.	Member
	Prof. Gawade A.V	Member
	Prof. Dr. Shelke D.B	Member
Discipline Committee	Prof. Dr. Shendkar S.L	Chairmen
	Prof. Kadam V.B	Member
	Prof. Dr. Wangwad R.V	Member
	Prof. Mane S.T	Member

VI. Vishakha Committee and Anti Sexual Harassment Cell:

The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were formulated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The college has established an Anti Sexual Harassment Cell as per the guidelines of the Act. No issue has been reported till date. In this academic year we have designed and approved Student Grievance Redressal policy in college development committee.

Committee:

Prof. Bhate J.T.	Chairmen
Prof. Dr. Shendkar S.L	Member
Prof. Dr. Kendale B.M	Member
Prof. Mane S.T	Member

Programmes by Vishakha Committee

During this year Vishakha committee conducted various programmes for over all development of the students. Main focus is on the female students. At the beginning of the year due Covid-19 Precautions couple of programmes were conducted online one of which is state level seminar and got huge response from all over the Maharashtra. Remaining programmes were conducted offline mode. Students actively participated in all the activities and discussion during workshop and seminars

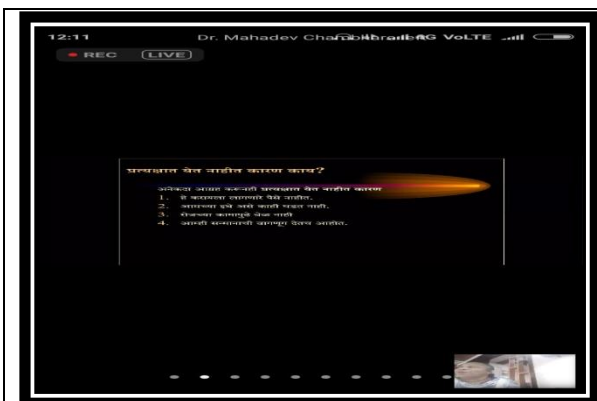
List of the Programmes:

Sr. No.	Programme	Date	No of Participant		
			M	F	Total
1	Guidelines of Women's Grievance Redressal Cell	12/08/2021	65	15	80
2	Webinar on Gender Equality	29/09/2021	60	35	25
3	One day workshop on Personal Hygiene	05/01/2022	--	102	102
4	One day workshop on Yoga for Mental and Physical Health	80/03/2022	30	16	46

Girl participation seen to be more in this activity. Females from all over the Maharashtra are participated for the state level webinar and we receive more demand for such a lectures in future. Apart from this committee meets regularly. Suggestion box were regularly checked. No complaint is registered during this year and Redressal is nil.

In this year we started new initiative. We decided to work collaboratively with experts. Jana Parbodhini is well established organization in Pune working in various sectors of the society including women, child care, hygiene etc. We decided to work together and agree upon the mutual terms and conditions of MOU. Our target area is gender equality, health and hygiene, skill base learning etc. All the above programmes are conducted under this MOU. We expect all-round development of all the students and want to inculcate gender sensitization of the society with the Jana prabodhini and our students.

Photographs of the programme:



Mrs Suvarna Gokhale Addressing on “Vishakha Guidlines”



Mrs Suvarna Gokhale Addressing on “Vishakha Guidlines”



Mrs. Gauri Kapare Addressing on “Gender Equality”



Dr. Sangita Jog addressing on “Personal Hygiene”



Ms. Priyanka Garje Addressing on Yoga for mental and Physical Health



Principal Dr. Sanjeev Late Addressing the students on the occasion of International Womens Day

VII. Board of Students' Development:

The vision of the Savitribai Phule Pune University, Pune is student centric. The Board of Students' Development (BSD) truly represents this vision that is multidimensional as well as multi-faceted. This vision sees the youth as a source of strength, where their energy is harnessed to nation building and socially relevant activities to build an egalitarian society.

The BSD looks after the protection of rights and supervises the development activities of the students of affiliated colleges. BSD promotes and coordinates the different students' activities for better corporate life. BSD tries to nurture students' mental, physical and cultural growth with various activities to improve their overall personality development and to make them civilized Indian citizens to compete in the globalised world. It provides grants for different activities to affiliated colleges to organize workshop, seminars and scheme like 'Karmaveer Bhaurao Patil Earn and Learn Scheme.'

Following is the team of our college working to implement these programmes.

Committee:

Prof. Dr. Bagul S.A	Chairmen
Prof. Dr. Dongare M. D.	Member
Prof. Kadam V.B.	Member
Prof. Dr. Muluk S.S.	Member
Prof. Mane S.T	Member

Amruteshwar Arts, Commerce and Science College run different activities under BSD. These are Earn and Learn Scheme, Nirbhay Kanya Abhiyan, Girl Student Personality Development Programme and Disaster Management Workshop.

Earn and Learn Scheme: The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications scrutinizing them – and interview. The payment is given as per clock hour basis.

Board for Student Development organizes different seminars, guest lectures, disaster management workshop, Nirbhay Kanya Abhiyan, trecks, expert advice on different issues related to personality development, women health and laws every year. Female students have actively participated in the programmes.

Programme conducted under Nirbhay Kanya:

Sr. No.	Programme	Date	No of Participant		
			M	F	Total
1	Two days workshop on “Premarital Counseling, personality development and self-empowerment”	17/02/2022 to 18/02/2022	04	89	93

Girl participation more we need to encourage boys to participate in such programmes.

VIII. Career Guidance, Training and Placement Cell:

Even though ours’ is a traditional college, students’ career needs are looked by training and placement cell. Students are equipped with those skills which are necessary for them to be competent in global market. For this purpose, different career guidance activities and trainings are organized by our college. But this year 2020 -21 due to COVID 19, no trainings are conducted.

Committee:

Prof. Chikte P.B	Chairmen
Prof. Dr. Kamble R. D.	Member
Prof. Dr. Shelke D. B.	Member
Prof. Gawde A.V.	Member

IX. Academic Research Centre (ARC):

According to the guidelines of Savitribai Phule Pune University, Pune, ARC is formed by the college to develop the research aptitude among staff and students. This centre is always trying to motivate the students for research activities like Avishkar. Students are participating at different level like College, District, Zonal and University. We have a separate team to look after it.

Committee:

Prof. Dr. Bagul S. A	Chairman
Prof. Dr. Dongare M.D.	Member
Prof. Dr. Shelke D.B	Member
Prof. Dr. Kamble R.D.	Member
Prof. Dr. Shandkar S.L	Member

Our Achievements:

1. During this academic year the following of our faculty members awarded with Ph.D.

Sr. No.	Name of the Teacher	Subject
1	Dr. Jyoti Bhate	Mathematics
2	Dr. Vijay Kadam	Commerce

2. During this academic year the one international patent was granted to our faculty member Dr. Deepak Shelke. Details are as follows.

Sr. No.	Title of the patent	Date
1	A powered food preservative composition and method of preparation	19/01/2022

X. National Service Scheme (NSS):

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services.

The national social service unit of the college is having 150 volunteers. Every year many outreach and extension programmes are organized for the community development. This unit has undertaken following activities:

Sr. No.	Activity	Date	Participant/ Volunteers
1	Tree plantation Activities	18 June 2021	18
2	International Yoga Day	21 June 2021	45
3	Sadbhavana Diwas	20 August 2021	50
4	Teachers day	5 September 2021	94
5	NSS Day	24 September 2021	65
6	Rajgad Swachata Abhiyan	27 September 2021	25
7	Mahatma Gandhi Jayanti	4 October 2021	73

GENDER AUDIT REPORT 2021-22

8	Torana Swachata Abhiyan	10 October 2021	29
9	Health Awareness Programme	21 December 2021	69
10	Savitribai Phule Jayanti	3 January 2022	38
11	National Youth Day	12 January 2022	39
12	Visit and Survey to Pimpri village	21 February 2022	26
13	Jal pe Charcha	24 February 2022	69
14	Intenational Womens day	8 March 2022	79

The following teachers are working with NSS unit.

Prof. Dr. Gadkar P. S.	Programme officer
Prof. Dr. Wangwad R.V	Programme officer
Prof. Gawade A.V.	Member
Prof. Tapre M.R	Member
Prof. Prof. Mane S.T.	Member
Prof. Dr. Shelke D.B	Member

The NSS unit organizes a special camp of 7 days' duration. This camp is an integral part of NSS.

For this camp college has adopted a village Pimpri in taluka velhe, district Pune for last five years.

During this year Camp was conducted at Pimpri Village during 13/12/2021 to 19/12/2012. Around 75 volunteers are participated for the camp. Out of the total

participants 26 are boys and 26 were girls. Girls are very active and enthusiastic in such activities.

Our volunteers work in many projects such as, campus cleaning, Tree plantation, awareness program on drug abuse, AIDS, Population education, tree plantation, ground development for schools etc. which are useful for the villagers.

NSS Activities Photographs



Rally through Pimpri Village



Field work in NSS Camp



Field work in NSS Camp



Activities During NSS Camp

NSS Department is also working in collaboration with “Maharashtra Patrakar Sangh, Velha.” Both of the departments agreed to work on mutual terms and conditions mentioned in the MOU. The following activities are conducted under this MOU.

Sr. No.	Programme	No of Participant
1	Chiplun Flood Relief	20
2	Vidharthini Dattak Yojana	01

XI. Sports Activities:

Students are participating in various sports activities in college campus as well as out of campus. Our Gymkhana department is very active. It motivates students to participate in various indoor and outdoor games.

Gymkhana department is mutually working with Tennis Volleyball Federation of India. Both of the institute decided to work mutually under terms and conditions mentioned in the MOU

XII. Cultural and other Activities:

Amruteshwar arts, Commerce and Science college, Vinzar annually organizes cultural programme for students. It is a one-week programme of different competitions like Poster Presentation, Mehndi, Rangoli, Cooking, Variety Entertainment, etc. Including this cultural department is engage in different artistic activities throughout the year, like one act play, street dramas for villagers and social awareness, speech competitions. Annual Gathering is the most rocking event done every year which is been experience and enjoyed by the villagers of all age group. In this year our team is participated in state level Drama Purshottam Competition held at Pune.

XIII. Department of Science:

We have started with science faculty in 2013. The percentage of science students enrolled in this institution from Velhe tehsil is not up to satisfactory because of rural background, poor economical condition and weak science awareness among students and parents. In order to make increase in science awareness among students and parents throughout the Velhe tehsil, Department of science organizes various activities throughout the year. During year 2021-22 department conducted various programme of the students.

Programmes by Department of Science

Sr. No.	Programme	Date	No of Participant		
			Male	Female	Total
1	One day workshop on “Intellectual Property Rights”	06 January 2022	11	69	80
2	Science Toys: Preparation, Fun	08 September	39	43	82

GENDER AUDIT REPORT 2021-22

	and Learn	2021			
3	Industrial training scope and opportunities	3 December 2021	40	42	82
4	Science Day Celebration	28 February 2000	45	43	88

Girl Participation is more than the boys.

Photographs of the programme:



Dr. Hiralal Sonavane in “Intellectual property rights”



“Science Toys: Preparation, Fun and Learn”



“Industrial training scope and opportunities”



Prof. Prakash Chikte Addressing the students on the occasion of “Science Day”

IX. Gender Difference in Teaching and Non-teaching staff:

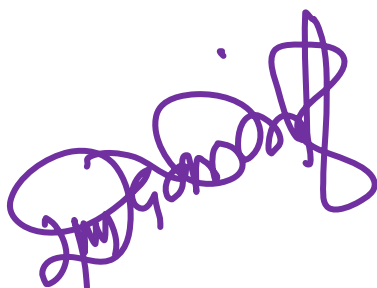
Total senior teaching staff is 20. Out of them, 16 are male and 4 are female. Total non-teaching staff is 6 all of them are male. We will definitely reduce this gap through new recruitment once granted by the government.

8. Findings

- Different facilities are available for all students. These are helpful not only for educational development but also social, psychological, physical development of all students.
- Enrolment of girl students is little less than boys in total enrolment. It is necessary to increase the flow of girls in the higher education. As compare to previous year enrolment of girl students is increased.
- Many areas of the Velhe tehsil are too remote and hilly. There is no public transport facility to these areas. We provide completely free transport facility to girl students coming from the remote areas of the tehsil. This is really a good initiative of the college.
- More girls than the boys are active participant in many co-curricular activities. Boys needs to be motivated for the participation.
- Females are more successful than male according to above result.
- College has discipline committee, Anti Ragging committee, Anti Sexual Harassment Cell, Vishakha Committee to avoid the misbehavior and resolve the problems occurred with students and staff. We have approved Student Grievance Redressal policy.
- It is necessary to create awareness among students about their career and self –sufficiency.
- Males and females are actively participating in academics and Research. It is necessary to create awareness among students and staff about importance of research.
- The skill development programs are compulsory to students in CBCS pattern which are helpful for skill enhancement and career advancement.
- Female participation is greater than male in NSS activities. Social awareness is increasing in students by taking participation in NSS activities.
- Participation of girls is greater than boys in all the activities conducted by Science forum. It is necessary to motivate boys for science education.
- Female participation in co-curricular activities is greater than male. It is necessary for overall personality development.

9. Conclusion:

Gender audit of the college makes clear that the college has much strength and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society.



Dr. Mahadev Dongare
(IQAC Head)



Dr. Jyoti Bhate
(WGRC Head)

Declaration

I agree with all the recommendations and observation mentioned in this report.



Dr. Sanjeev Late
Principal



SAMAJ SHIKSAHN MANDAL'S

***AMRUTESHWAR ARTS ,COMMERCE AND SCIENCE
COLLEGE***

NAAC Accredited with "B" grade

Affiliated to Savitribai Phule Pune University

Internal Quality Assurance Cell and

Women's Grievance redressal Cell

**Gender Audit Report
2020-21**



**Gender Audit Report
(2020-2021)**

Index

Sr. No.	Particulars	Page No
1	Acknowledgment	03
2	From the Desk of the President	04
3	From the Desk of the Principal	05
4	Preface	06
5	Introduction	07
	Vision & Mission	
	Objectives of Gender Audit	
6	Gender Sensitive Features of the College	11
7	Features and Initiatives by College for Gender Sensitization	13
8	Findings	23
9	Conclusion	24
10	Declaration	25

Acknowledgement

I acknowledge my deepest gratitude to the Management of Samaj Shikshan Mandal, for their continuous encouragement and guidance. I express my special thanks to our Hon. Principal Dr. Sanjeev Late, and IQAC Co-ordinator Dr.M.D.Dongare for their valuable suggestions and guidance time to time for preparing Gender Audit Report of the college Amruteshawar Arts, Commerce and Science college, Vinzar.

I also acknowledge my indebtedness to the committee members Dr. Balasaheb Kendale, Dr. Sheetal Shendkar, Mr. Sujitkumar Mane for helping me in collecting data and preparing report. I express special thanks to Dr. Ritesh Wangwad and Dr. Rahul Kamble for assisting me in analysis of data and computer work. I extend my gratitude towards all the heads of respective departments, teaching and non-teaching staff of our college for their cooperation in preparing the report. Thanks to all for their direct and indirect help and motivational support.

Dr. Jyoti T. Bhate

Coordinator

From The Desk of Hon. Exec. President Shri. Pradip S. Phadake



In the 21st century on the one side we can see the progression of females in many areas including education, health, science and technology, defense service, politics etc. Mainly in the education girl students are performing very well as compare to the boys. On the other side, apart from the law and order, girl ratio in India is continuously decreasing. Cases like Nirbhaya indicate the need to work for women's safety, women's empowerment and social awareness.

Youth is the backbone and a seed for the prosperous future any society. We fill that it is the moral duties of all education institutes to create social awareness among the youth regarding life values. We bind our self for this responsibility.

We are located in the hilly and remote area of Pune district. All the students coming to our institute are from rural areas of the Velhe tahasil. In our area girl students are supposed to take many household responsibility. Their education is not at the top of their family priorities. Our job is to provide them a good environment so that girls can take their education along with their duties at home. We motivate our students for opting the education. As a result the number of girl students actively participating in all college activities is comparatively more than the boys.

We have a faith in the dignity of women and therefore we work for sensitizing students about gender issues by way of Curricular, Co-curricular and Extra Curricular activities.

From The Desk of Principal Dr. Sanjeev Late



We feel that education plays the role of a "catalyst" in many social issues. So we fill that educational institute should work like a social institute. We fill that fearless, confident and happy women are true indicator to measure the growth of the society. Gender sensitization is most common topic that needs to be work on. We are committed to gender sensitization and believe gender equality. We work for overall growth of our students. We work for creating social awareness among the students. We make them aware to many avenues that are open to them. Our goal is to inculcate rationality in them which help them to choose benefiting faculty and more importantly benefiting college that can transmit their academic dreams into reality.

We believe that the three great principles Trust, Goodness and Beauty nourish the entire social life. Amruteshwar Arts, Commerce & Science College is committed for quality education and for helping our students to prepare themselves to achieve the best in their lives.

We strive to help our students for harmonious development of physical mental and social power. We anticipate sincerely that students learning in this college shall develop their personality; career and character taking maximum benefit of the facilities provided to them by the college. Be the best cultured citizens and glorify the reputation of this college.

Preface

In recent years, Gender equality is becoming a global issue and it is at the front line of many formal and informal movements world wide. As guided by UNESDOC (United Nations Educational, Scientific and Cultural Organization) Gender equality, equality between men and women, does not merely mean that both men and women are same, but that their rights, opportunities and responsibilities are independent their gender. Gender equity means fairness of treatment for both men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Many measures and campaigns are seen to be arranged at all work places to increase awareness in this regard. Gender Audit is one of such tool to identify false in the system. Because of which one overcome them with write plan of action.

Amruteshwar Arts, Commerce and Science, Vinzar understand the necessity of Gender Audit for the college in order to in overall growth and taking different measures to achieve gender equality. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations

5 Introduction



Amruteshwar Arts, Commerce and Science College, Vinzar was established in the year **August 1997** with noble motto “**SARVA SHRESHTHA DAN VIDYA DAN**” i.e. ‘Imparting education is the best donation’. This motto is being fulfilled by imparting the higher education to the students of Velha Tehsil, the most backward and remote tehsil in Pune district. Since 1997, **18 batches** have been graduated from our college. Past students are now serving in various private/public sector organizations and companies. Some of them have pursued for higher studies in various disciplines. The college has fully qualified competent teaching faculty. They are not only engaging the classroom teaching but also they are on the forefront of social, cultural and extension activities of the college.

Our mission is to provide higher education to students in rural and remote area like Velhe taluka. Establishment of this college has brought metamorphosis in the lives of students in hilly and remote area. Before establishment of this college in August 1997, seeking higher education was very time and money consuming process for the students and specially dream far away from reach for girls students. The level of literacy was very low due to inaccessibility of higher educational facilities. Establishment of this college has contributed a lot in development of percentage of higher education. Girls got avenue to complete their education which was otherwise very difficult. So as the rate of higher education increased, the doors of the world opened for them. Many students admitted for PG in their respective subjects, many opted for B.Ed, B.PEd, B.Lib courses. Many students became

computer literate. Samaj Shikshan Mandal, Vinzar and Amruteshwar Arts, Commerce & Science College is committed for continuous upliftment and progress of the unprivileged and underprivileged students from remote area.

By understanding the fact that college is operating in one of the most backward thesis of the state Maharashtra, upliftment of the village people, inculcating learning habits and spreading the light of education up to the last family of the village is deeply convinced idea of the institution.

Vision

Elimination of the darkness of ignorance and spreading light of education up to the grass root level.

Fulfill the needs of the society located in hilly area through the holistic development of the future performers.

Mission

By Providing quality education and transform the students coming from rural and hilly area into enlightened citizens through regular creative and innovative activities.

Objectives of the Institute

- To focus on all round development of the students from hilly and rural area to face the challenges of globalized world.
- To spread the light of education to unprivileged and underprivileged class of the society.
- To develop positive attitude, moral and social values.
- To maintain conducive environment for educational activities.
- To develop national and global awareness for creating responsible citizen.
- To work on gender sensitization and inculcate gender equality.

We have succeeded in creating educational awareness especially the importance of higher education of girls among the residents of Velha Tehsil. As a result Number of girl students is continuously increasing. We work for overall development of them and provide all possible support for their growth. Various scholarships and free ships are made available to needy students .They are financially supported also .Consciousness towards social responsibilities is raised through NSS Regular and Special Camping activities and other extension activities. We motivate our girl student to participate in it.

Girl students are given a chance to develop their personality through participating in various social, cultural, sports competitions etc. which are organized by different institutions and colleges. Our organizers take care of providing them a healthy environment so that girls can participate in any such activity. As a result almost all our girl student participate in various excursion tours, Science exhibitions, seminars and various quiz competitions in and outside the college. Many of our girl students are enthusiastically participating in sports like reselling, jumping and archery.

We also motivate girl students to continue their higher education even after they leave our college. Our faculty members often provide counseling to their parents in this regard. This has a fruitful outcome, as many of have our girl students have pursued for M.Sc. in Microbiology, Botany, Chemistry and Physics in reputed colleges in Pune.

Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures of lawyers, social workers to aware the girls for their privileges and duties.

I. Gender

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life

II. Concept of Gender Audit

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.

Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

III. Objectives of Gender Audit

- To find out the areas of gender imbalance and the factors behind the gender imbalance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To cultivate gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college
- To survey the facilities available for females in the institute and look for the updating in it if require.

6. Gender Sensitive Features of the College

Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to both girls and boys, gender equality is kept upright in the college.

Facilities provided to the Students:

Amruteshwar arts, commerce and science college, vinzar, which is affiliated to Savitribai Phle pune university is run by Samaj Shikshan madal for the students in rural areas of velhe tahasil. This organization is purely govern by the villagers of vinzar village. We does not get any funds from the university or the government except the salary grants. The college building is built up by the funds raised by the villagers. As we have extended with science faculty, current building is becoming inadequate in last few years. Sammaj shikskan madal is planning for new building and rigorously working on the implementation. Apart from this we provide the following facilities for overall growth of the students.

1. Experienced Teachers: Highly qualified and well experienced teachers are there for each subject. They are efficient in solving academic problems of students. Total number of teachers are 20. Out of which 16 are male and four are females. 75 percent female staff is awarded with Ph.D. Degree. 69 percent of male teachers are also awarded with Ph.D. degree.

2. Free Transport Facility for the girls students: Velhe tasil is remote and hilly area of the pune district. Catchment area of our students is widely spread with in the tehsil. Many villages are far from the main road and not having public transport to reach the main road. So the students can reach main road only by walk of at least 4-5 km. Thus there is an issue of safety and distance of the girls students. So college provides completely free transport facility to the girls on some routs.

3. Library and Reading Room: Library is the soul of every educational institute. The library has a wide range of text books/ reference books/ e-literature in each subject along with a research information centre. It is an

updated library and every year the books are updated according to the syllabus provided by the staff. Library has plenty of books useful for competitive exam and carrier guidance. Our library is reach with reference books and textbooks. Reading space to the students is available in the library. Daily newspapers are available to students for reading. Library also provides identity cards for both students and the teachers. Particulars of books in the library are given below.

Particulars	Total Number of Books
Books In the Library	7424
Text Books	4772
Reference Books	959
No of Titles	3368
Other Books	1174

4. Audio Visual Classroom: To circulate the latest knowledge among students, college has started audio visual classroom with like internet, LCD projector and computer etc. Students can take benefit of these facilities.

5. Ladies Room: Provision is made for girls to rest in Ladies Room. Room has to be enlarged as the number of girl students regularly attaining the college is much more.

6. Washroom Facility: At four different places girls and boys washrooms are situated in the college with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.

7. Drinking Water: Drinking water facility is available for the students and staff. Water purifier is installed in college premises.

8. Ramp: Keeping in mind the needs of physically handicapped students, ramps have been provided at the entrance to ease accessibility.

9. Suggestion Box: Suggestion box have been provided to inculcate student feedback in college administration.

10. CCTV: CCTV cameras have been installed in appropriate places to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading room, office, staff room, Principal cabin and exam department.

11. Notice Boards: Notice boards are available in both the wings of the college and also at the entrance.

12. Sports facilities: College takes special efforts to promote sports among the students. Indoor games in the college are weight lifting, power lifting, Wrestling, Boxing and archery. Outdoor games are Kabbadi, Kho-Kho, Ball Badminton and volleyball. Physical education department runs various programmes for the students and organize various university and district level competitions. Yoga awareness programmes are also organized frequently.

13. Science Laboratory Facility: We have started science stream in year 2013 to provide science education for the students in Velhe tahasil. We provide laboratory facilities to give experiential learning to the students. We have well equipped laboratory for Chemistry, Physics, Botany and Microbiology.

Various such facilities are provided to the students. These are helpful not only for educational development but also social, psychological, physical development of all students. We understand the need of many more such facilities in large extent. We hope in future we could do this with the availability of good infrastructure.

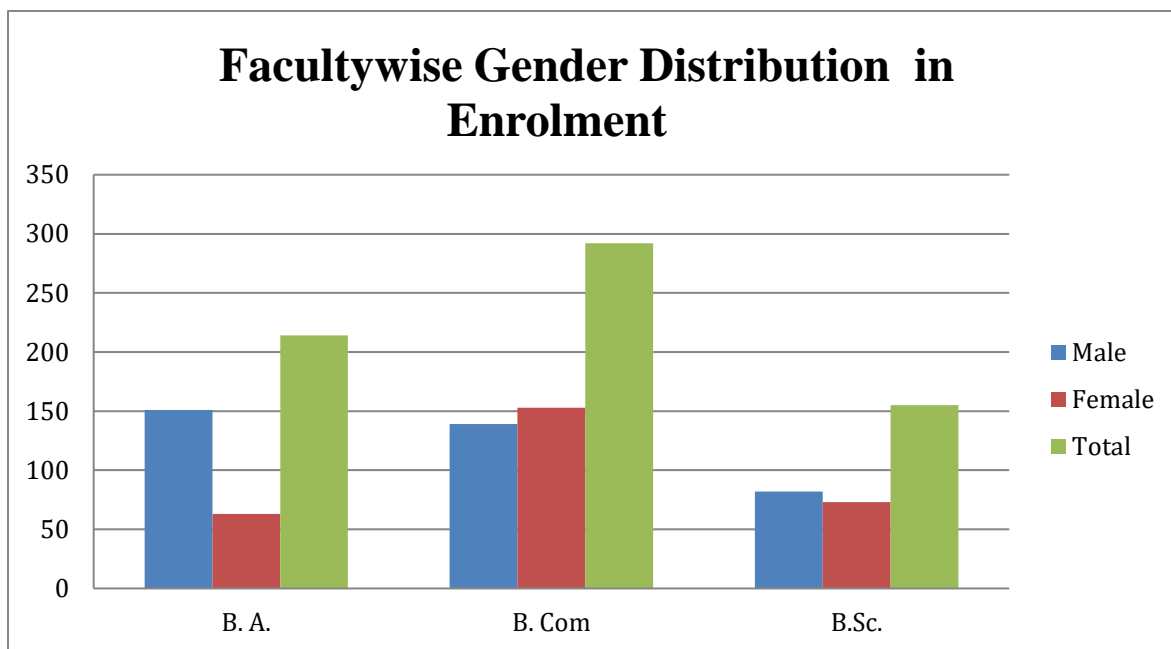
7. Features and Initiative of College for Gender Sensitization

I. Gender Balance in Enrolment:

Students' strength at our college is increasing continuously. In the following table gender proportion of graduate students is given.

Table No 1
Faculty Wise Gender Distribution in Enrolment

Faculty	Male (%)	Female (%)	Total (%)
B. A.	151 (70.56)	63 (29.44)	214 (32.4)
B.Com.	139 (47.6)	153 (52.4)	292 (44.2)
B.Sc.	82 (52.9)	73 (47.1)	155 (23.4)
Total	372 (100)	289 (100)	661 (100)



In the table no.1 faculty wise gender distribution in enrolment. Total enrolment at is 661. Out of them 372 (56.29%) are boys and 289 (43.72%) are girls. This difference is comparatively very less. This is due to in general good sex ration in velhe tahasil as per Census Report. We can still reduce this by educating the people on gender equality and make them aware with different facilities provided by the government and different social agencies for the females.

III. Faculty wise Gender Wise Results:

All faculties are trying their best to enrich the students with knowledge. Girls are doing very well in academics. Following table provide the comparisons in the result.

GENDER AUDIT REPORT 2020-21

Faculty	Class	Appear		Pass		Percentage		Total Pass
		Male	Female	Male	Female	Male	Female	
Arts	F. Y. B.A.	72	24	54	19	75	79.17	73
	S. Y. B.A.	38	20	34	20	89.47	100	54
	T. Y. B. A.	41	19	32	16	78.05	84.21	48
Commerce	F. Y. B.Com.	57	68	42	55	73.68	80.88	97
	S. Y. B.Com.	38	36	38	35	100	97.22	73
	T.Y. B. Com.	44	49	36	47	81.82	95.91	83
Science	F. Y. B.Sc.	25	27	19	15	76	55.55	34
	S. Y. B.Sc.	31	26	30	26	96.77	100	56
	T. Y. B.Sc.	26	20	24	19	92.31	95	43

In most of the streams females are more successful than male according to above result.

IV. Health Camp for Students:

Every year compulsory health camp is organized for first year student as per rules and regulations of Savitirbai Phule Pune University. Health check up is carried out in coordination with local practitioner Dr. Sachin Mule and Dr. Rashmi Mule. A free check-up camp has been organized by our college. In the year 2020 - 21 it is not conducted due to COVID – 19 pandemic and lockdown declared by state to control the situation. Online yoga and fitness programme are organized by our Gymkhana for better health of students and society.

V. Anti- Ragging and Discipline Committee:

- Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The committee has male and female members and the principal of the college is the chairperson of the committee. No issue has been reported in the college till date. In this academic year we have designed and approved Student Grievance Redressal policy in college development committee.

Committee:

Anti-Ragging Committee	Prof. Mokashi R.M	Chairmen
	Prof. Kadam	Member
	Prof. Bhate J.T.	Member
	Prof. Gawade A.V	Member
	Prof. Dr. Shelke D.B	Member
Discipline Committee	Prof. Dr. Shendkar S.L	Chairmen
	Prof. Kadam V.B	Member
	Prof. Dr. Wangwad R.V	Member
	Prof. Mane S.T	Member

VI. Vishakha Committee and Anti Sexual Harassment Cell:

- The Vishakha Guidelines were a set of procedural guidelines for use in India in cases of sexual harassment. They were formulated by the Indian Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

GENDER AUDIT REPORT 2020-21

The college has established an Anti Sexual Harassment Cell as per the guidelines of the Act. No issue has been reported till date. In this academic year we have designed and approved Student Grievance Redressal policy in college development committee.

Committee:

Prof. Bhate J.T.	Chairmen
Prof. Dr. Shendkar S.L	Member
Prof. Dr. Kendale B.M	Member
Prof. Mane S.T	Member

Programmes by Vishakha Committe (2020-21)

On the occasion International women's day the department organized a state level webinar on "Women's day: A step towards women empowerment." Due to Covid-19 restriction programme is conducted in ONLINE mode on ZOOM platform.

Sr. No.	Programme	Date	No of Participant
1	Women's day and relevant references	08/03/2021	136
2	A law for the Indian Women	08/03/2021	100

Girls participation seen to be more in this activity. Females from all over the Maharashtra are participated for this seminar.

VII. Board of Students' Development:

The vision of the Savitribai Phule Pune University, Pune is student centric. The Board of Students' Development (BSD) truly represents this vision that is multidimensional as well as multi-faceted. This vision sees the youth as a source of strength, where their energy is harnessed to nation building and socially relevant activities to build an egalitarian society.

The BSD looks after the protection of rights and supervises the development activities of the students of affiliated colleges. BSD promotes and coordinates the different students' activities for better corporate life. BSD tries to nurture students' mental, physical and cultural growth with various activities to improve their overall personality development and to make them civilized Indian citizens to compete in the globalised world. It provides grants for different activities to affiliated colleges to organize workshop, seminars and scheme like 'Karmaveer Bhaurao Patil Earn and Learn Scheme.'

Following is the team of our college working to implement these programmes.

Committee:

Prof. Dr. Bagul S.A	Chairmen
Prof. Dr. Dongare M. D.	Member
Prof. Kadam V.B.	Member
Prof. Dr. Muluk S.S.	Member
Prof. Mane S.T	Member

Amruteshwar Arts, Commerce and Science college runs different activities under BSD. These are Earn and Learn Scheme, Nirbhay Kanya Abhiyan, Girl Student Personality Development Programme and Disaster Management Workshop.

Earn and Learn Scheme: The college enthusiastically provides student oriented schemes for their upliftment and empowerment. "The Earn and Learn Scheme" was started keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications scrutinizing them – and interview. The payment is given as per clock hour basis.

Board for Student Development organizes different seminars, guest lectures, disaster management workshop, Nirbhay Kanya Abhiyan, trecks, expert advice on different issues related to personality development, women health and laws every year. Female students have actively participated in the programmes. But in academic year 2020-21, students were not physically present in college. So, this scheme was not run by BSD.

VIII. Career Guidance, Training and Placement Cell:

Even though ours' is a traditional college, students' career needs are looked by training and placement cell. Students are equipped with those skills which are necessary for them to be competent in global market. For this purpose, different career guidance activities and trainings are organized by our college. But this year 2020 -21 due to COVID 19, no trainings are conducted.

Committee:

Prof. Chikte P.B	Chairmen
Prof. Dr. Kamble R.D	Member
Prof. Dr. Shelke D.B	Member
Prof. Gawde A.V	Member

IX. Academic Research Centre (ARC):

According to the guidelines of Savitribai Phule Pune University, Pune, ARC is formed by the college to develop the research aptitude among staff and students. This centre is always trying to motivate the students for research activities like Avishkar. Students are participating at different level like College, District, Zonal and University. We have a separate team to look after it.

Committee:

Prof. Dr. Bagul S. A	Chairman
Prof. Dr. Dongare M.D.	Member
Prof. Dr. Shelke D.B	Member

GENDER AUDIT REPORT 2020-21

Prof. Dr. Kamble R.D.	Member
Prof. Dr. Shandkar S.L	Member

Due to Covid 19 students cannot be participated in any completion or any other activity. Many of our teachers are active researcher.

During this academic year one female staff member Mrs. Anuja Gavade has awared with Ph. D. degree in Commerce.

One of our faculties Dr. Rahul Kamble is working on a research project in chemistry funded by UGC.

X. National Service Scheme (NSS):

The motto of NSS is 'Not me, but you' reflects the different activities of NSS unit. NSS helps the student to develop appreciation to other person's point of view and show consideration to other living being. The philosophy of NSS is well doctrine in its motto. It shows the welfare of the individual is dependent on the welfare of the society. So, the volunteers of NSS are serving for the well being of the society. It develops the feeling of unity, integrity, leadership and confidence among students. It also creates gender sensitization between volunteers. Its objective is to create social awareness and personality development of students through community services. The national social service unit of the college is having 150 volunteers. Every year many outreach and extension programmes are organized for the community development.

This unit has undertaken following activities:

Sr. No.	Activity	Date	Participant/ Volunteers
1	Tree plantation Activities	18 June 2020	13
2	Yoga training on the occasion of International Yoga Day	21 June 2020	34
3	Teachers Day	05 September 2020	50
4	Webinar on NSS Day	24 September	63

GENDER AUDIT REPORT 2020-21

		2020	
5	Webinar on International Women's day	8 March 2020	78
6	Tree plantation on the occasion of women' day	9 March 2020	21

The following teachers are working with NSS unit.

Prof. Dr. Gadkar P. S.	Programme officer
Prof. Dr. Wangwad R.V	Programme officer
Prof. Gawade A.V.	Member
Prof. Tapre M.R	Member
Prof. Prof. Mane S.T.	Member
Prof. Dr. Shelke D.B	Member

The NSS unit organizes a special camp of 7 days' duration. This camp is an integral part of NSS. **For this camp college has adopted a village Pimpri in taluka velhe, district Pune for last five years.** Our volunteers work in many projects such as , campus cleaning, Tree plantation, awareness program on drug abuse, AIDS, Population education, tree plantation, ground development for schools etc. which are useful for the villagers. Due to COVID 19 restrictions we could not conduct NSS camp this year.

This year our programme officer Dr. Gadakar P. S. is appreciated for his work by the Savitribai Phule Pune University. He is appointed as district area coordinator of Pune district.

1. Our work Acknowledge in daily Sakal



2. NSS rally through village



XI. Sports Activities:

Students are participating in various sports activities in college campus as well as out of campus. Our Gymkhana department is very active. It motivates students to participate in various indoor and outdoor games. But due to COVID – 19 pandemic in 2020- 21our students could not participate in sports activities. Gymkhana department organize various activities in ONLINE Mode

Table

XII. Cultural and other Activities:

Amruteshwar arts, Commerce and Science college, Vinzar annually organizes cultural programme for students. It is a one-week programme of different competitions like Poster Presentation, Mehndi, Rangoli, Cooking, Variety Entertainment, etc. Including this cultural department is engage in different artistic activities throughout the year , like one act play , street drams for villagers and social awareness, speech competitions. Annual Gathering is the most rocking event done every year which is been experience and enjoyed by the villagers of all age group. But due to government's restrictions on social gathering no annual cultural programme is organized to avoid infection of COVID - 19.

XIII. Gender Difference in Teaching and Non-teaching staff:

Total senior teaching staff is 20. Out of them, 16 are male and 4 are female. Total non-teaching staff is 6 all of them are male. We will definitely reduce this gap through new recruitment once granted by the government.

8. Findings

- Different facilities are available for all students. These are helpful not only for educational development but also social, psychological, physical development of all students.
- Enrolment of girl students is less than boys in total enrolment. It is necessary to increase the flow of girls in the higher education.
- Many areas of the Velhe tahasil are too remote and hilly. There is no public transport facility to these areas. We provide completely free transport facility to girl students coming from the remote areas of the tehsil. This is really a good initiative of the college.
- More girls than the boys are active participant in many co-curricular activities. Boys needs to be motivated for the participation.
- Females are more successful than male according to above result.
- In academic year 2020-21, students were not physically present in college. So, scheme run by Board of student development were not possible to undertake.
- College has discipline committee, Anti Ragging committee, Anti Sexual Harassment Cell, Vishakha Committee to avoid the misbehavior and resolve the problems occurred with students and staff. We have approved Student Grievance Redressal policy.
- It is necessary to create awareness among students about their career and self –sufficiency.
- Males and females are actively participating in academics and Research. It is necessary to create awareness among students and staff about importance of research.

- The skill development programs are compulsory to students in CBCS pattern which are helpful for skill enhancement and career advancement.
- Female participation is greater than male in NSS activities. Social awareness is increasing in students by taking participation in NSS activities.
- This year our NSS officer Dr. Parmeshwar Gadkar is appointed as district area coordinator for Pune district.
- Participation of girls is greater than boys in fitness program. It means awareness about the health is increasing among females.
- It is necessary to motivate boys for participating in sport programs. It can improve their physical strength and fitness.
- Cultural activities could not be organized due to COVID 19 situation.
- Female participation in co-curricular activities is greater than male. It is necessary for overall personality development.

9. Conclusion:

Gender audit of the college makes clear that the college has much strength and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and female. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society. The efforts of keeping harmony in all students is really appreciable because 2019 to 2021 the situation was not normal due to COVID-19.

Declaration

I agree with all the recommendations and observation mentioned in this report.

Principal

Seal