



SHRI SHIVAJI EDUCATION SOCIETY, AMRAVATI'S

SHRI SHIVAJI ARTS, COMMERCE AND SCIENCE COLLEGE, MOTALA, DIST. BULDHANA

(NAAC Re-accredited with C Grade with CGPA 1.86)

ISO 9001: 2015 Certified College



REACCREDITATION BY NAAC
3rd Cycle

CRITERION – VII INSTITUTIONAL VALUES AND BEST PRACTICES

QIM – 7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.



Shri Shivaji Education Society Amravati's
**SHRI SHIVAJI ARTS, COMMERCE & SCIENCE COLLEGE,
MOTALA, DIST. BULDHANA (M.S.)**



(NAAC Re-accredited with C Grade with CGPA 1.86)

○ College Code : 317 ○ E-mail : ssacscm317@gmail.com ○ Website : www.sscmotala.ac.in ○ Cell No. : 9422945519 ○

Shri. Harshvardhan P. Deshmukh
President
Shri. Shivaji Education Society, Amravati

Dr. Gajanan N. Jadhao
M.A., Ph.D., B.Ed.
Principal

Outward No. SSACSCM/.....

Date: 20/05/2023

Declaration

This is to certify that the information, reports, true copies of the supporting documents, numerical data, etc. furnished in this file have been verified by the IQAC and the Head of the Institution. The data is found correct.

Hence the certificate.


IQAC CO-ORDINATOR
Shri Shivaji Arts, Commerce
and Science College, Motala



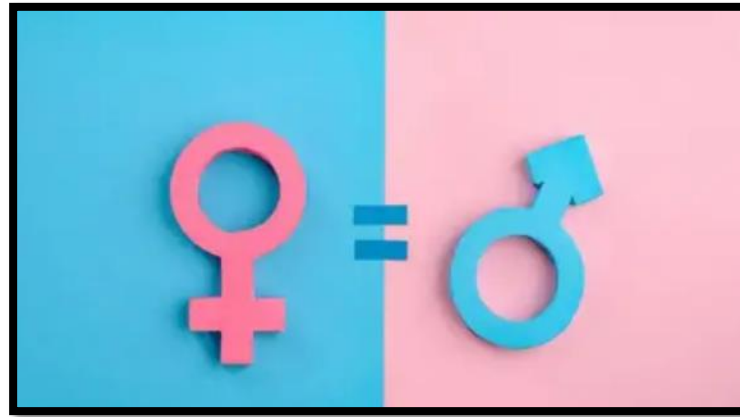

Principal
Shri Shivaji Arts, Commerce
& Science College Motala,
Distt. Buldana

7.1.1: Gender Audit:

CONTENT	Page No
Institution has initiated the Gender Audit and measures for the promotion of gender equity during last five years.	
Front Page	1
Gender Audit Committee	2
Acknowledgment	3
Introduction of College	4
Objectives of Gender Audit.	5
Data Analysis	6
Gender balance in student enrolment (2017-18 to 2021-22).	6-8
Gender Difference in Teaching Staff.	9-11
Gender Difference in Non-Teaching Staff.	12-14
Strength and gender-sensitive initiation in SSACSC Motala.	15
Conclusion & Suggestions	16



Shri Shivaji Education Society Amravati's
**Shri Shivaji Arts, Commerce & Science College,
Motala, Dist. – Buldana.**



Gender equality will only be reached if we are able to empower Women

-Michelle Bachelet

Gender Audit Of

Shri Shivaji Arts, Commerce and Science College Motala Dist. Buldhana

(2017-18 to 2021-22)



Shri Shivaji Education Society Amravati's

Shri Shivaji Arts, Commerce and Science College,
Motala Dist. Buldhana.



Gender Audit Committee

1. Dr. S. W. Mamalkar (Chairperson, Gender Audit Committee)
2. Prof N. N. Maskar (Presiding Officer, ICC)
3. Dr. C. D. Morey (Member, ICC)
4. Dr. S. S. Behere (Member, ICC)




Omshir
Principal

Principal
Shri Shivaji Arts, Commerce
& Science College Motala
Distt. Buldana

Acknowledgments

The team responsible for this audit, comprised of Prof. N. N. Maskar and Dr. C. D. Morey under the supervision and direction of Dr. S. W. Mamalkar, Chairperson Gender Audit Committee would like to thank everyone who helped with this initiative, especially the individuals who offered their opinions and thoughts during the audit.


Dr. S. W. Mamalkar
Chairperson,
Gender Audit Committee


Dr. G. N. Jadhao
Principal
Principal
Shri Shivaji Arts, Commerce
& Science College Motala
Distt. Buldana



Introduction of College:

Arts & Commerce was established in 1990 under the guidance of a great visionary, academician, and first agriculture central minister of independent India Dr. Panjabrao alias Bhausaheb Deshmukh. In the beginning, it was provided only for male education in the faculty of Arts and Commerce. With a view to the importance of science and technology, the faculty of science was introduced in 2009 and in the same year, the name of Arts and Commerce College was changed to Shri Shivaji Arts, Commerce, and Science College Motala. Since the inception of the science stream, we started continuously taking serious efforts to provide education through science faculty to the poor and deprived students.

It has very competent teaching staff in all departments as well as well-equipped science laboratories, a computer department, a rich and Central library, a very beautiful neat, and clean campus, a women's hostel, a well-developed oxygen park, a botanical garden, and 200m track for morning Walkers. The NCC and NSS unit imparts a sense of social responsibility among all the students and also have Y.C.M.O.U. center. It always attempts to provide quality education to students who are coming from all walks of life. Today it is the premier and multi-faculty educational center affiliated with Sant Gadge Baba Amravati University, Amravati.

Vision: To develop the institute as a center of higher learning ever abreast with the expanding horizon of knowledge in the field of Arts, Commerce & Science to facilitate the transformation of students into good human beings, responsible citizens & competent professionals.

Mission: Shri Shivaji Arts, Commerce & Science College, Motala is committed to the mission of the parent body "Tamso- ma- Jyotirgamaya." The college has full faith in its mission which will be to produce intelligent, noble, tolerant, confident, courageous, and self-radiant students who may prove themselves to be better and courteous countrymen of prosperous India.

Objectives of Gender Audit:

- To promote gender equality within the campus.
- To generate a gender-segregated database of students and staff of the institution.
- To examine the gender discrepancies at the College level.
- To propose comprehensive strategies to minimize the gender gap.
- To identify the gender gaps and challenges.
- To execute the policies, rules, and actions of the Institution in promoting gender equality and equity keeping the need and interests of all genders.
- To eliminate gender discrimination in any form including sexual harassment within the Campus premises.
- To examine gender-based issues that affect, students, Teaching staff, and non-teaching staff.

Policy:

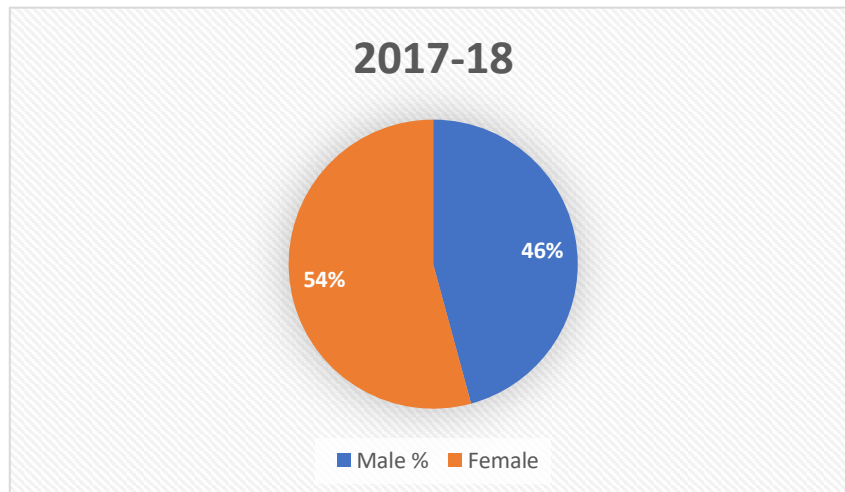
A gender audit committee was constituted comprising the experienced expert faculties of the college to undertake a Gender Audit. The Gender-based information and data were collected in standard format from the administrative department of the college. The final results of the data analysis have been categorized into three different sections. Student's profiles for UG and PG programs include in Section I, section II is about the profile of Teaching staff and Section III is about the profile of Non- teaching staff.

Data Analysis:

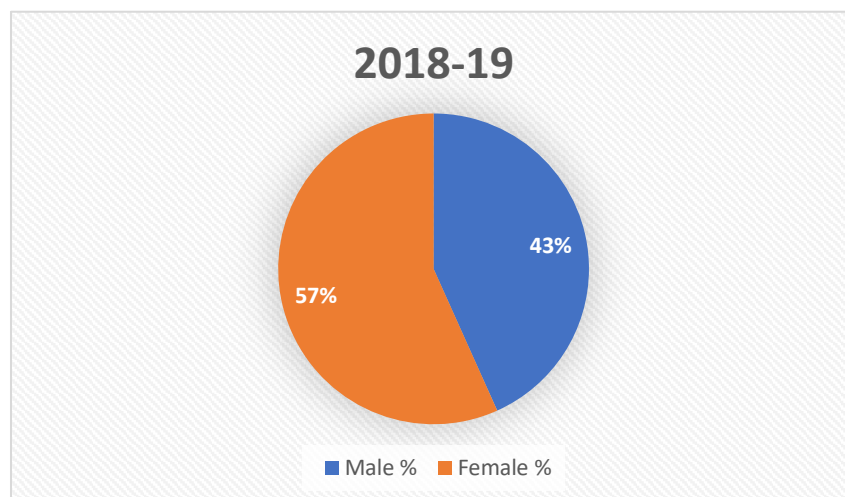
SECTION I

Details of total Students ratio in the college.

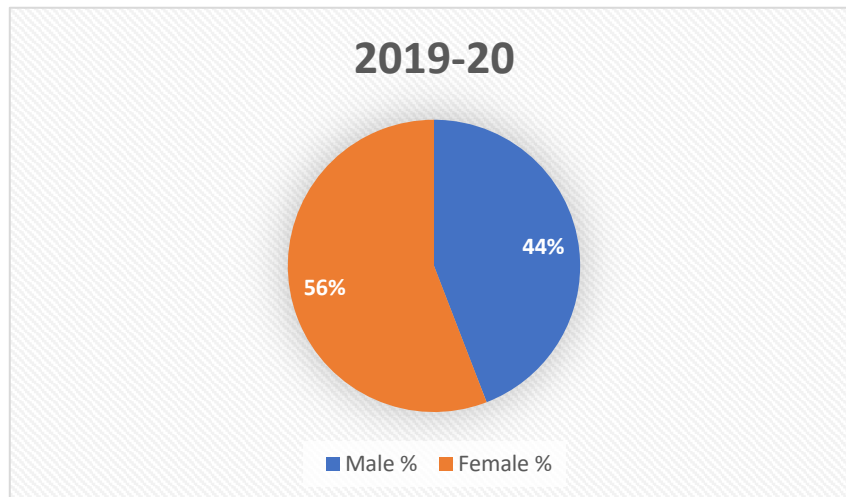
Academic Year	Male	Female	Male%	Female %	Total
2017-18	553	655	45.77	54.22	1208



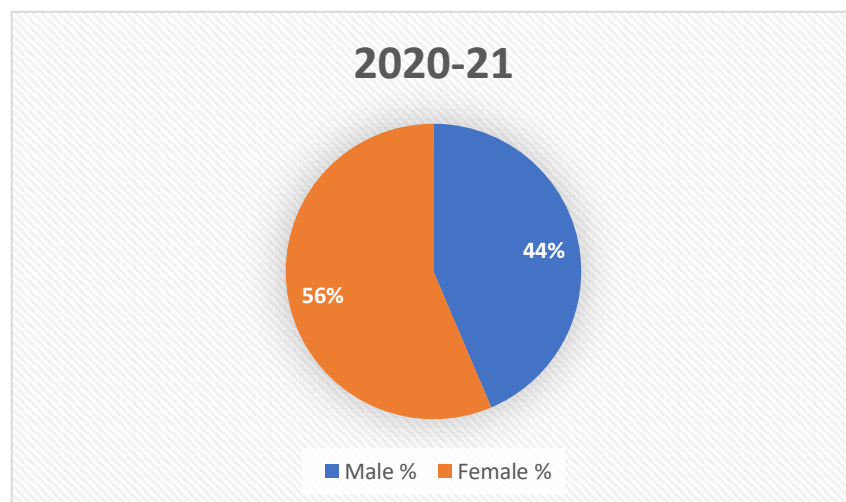
Academic Year	Male	Female	Male%	Female %	Total
2018-19	535	701	43.28	56.71	1236



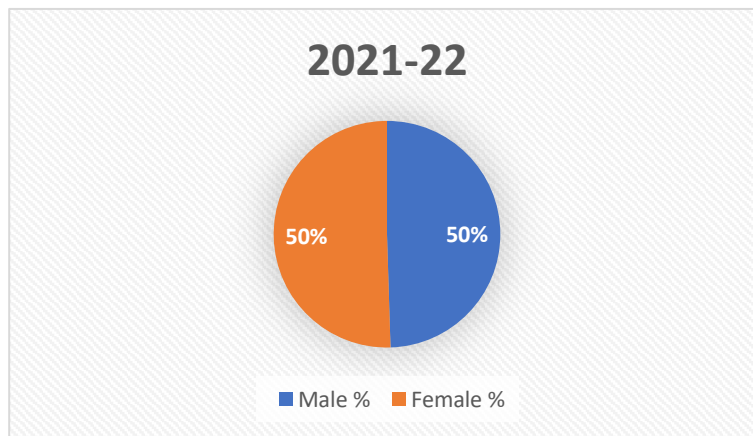
Academic Year	Male	Female	Male%	Female %	Total
2019-20	406	514	44.13	55.86	920



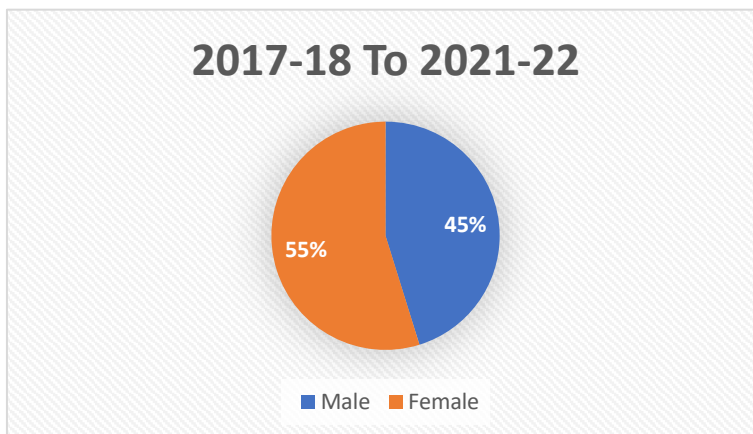
Academic Year	Male	Female	Male%	Female %	Total
2020-21	453	586	43.59	56.40	1039



Academic Year	Male	Female	Male%	Female %	Total
2021-22	496	506	49.50	50.49	1002



Academic Year	Male	Female	Male%	Female %	Total
2017-18 To 2021-22	2443	2962	45.19	54.80	5405

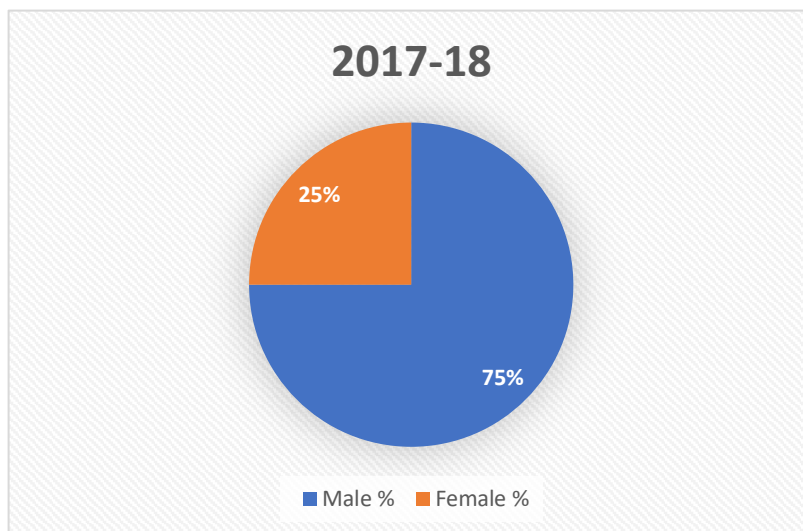


The above graph indicates the ratio of male and female admissions. It can be easily analyzed that the ratio of male students (27%) was very low in the last five years when it was compared to the admitted female students. The ratio of male and female students' admissions in the last five years is slightly fluctuating. In the analysis for the academic year 2017-18 to 2021-22, the percentage of male students is on average 45%, whereas the female ratio is 55%. The percentage of girl students was about 10% high, it is was observed that college provides facilities and gender promotion activity-based education.

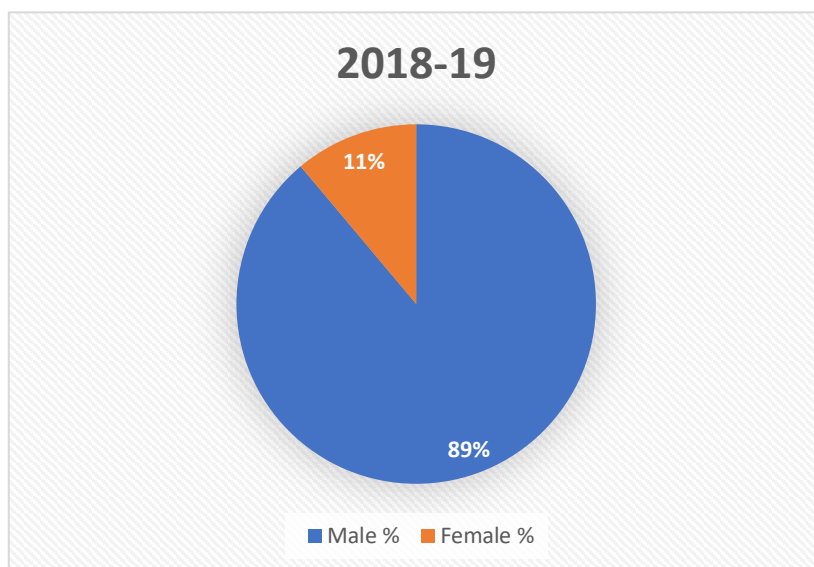
SECTION II

Gender Statistics of Teaching Staff

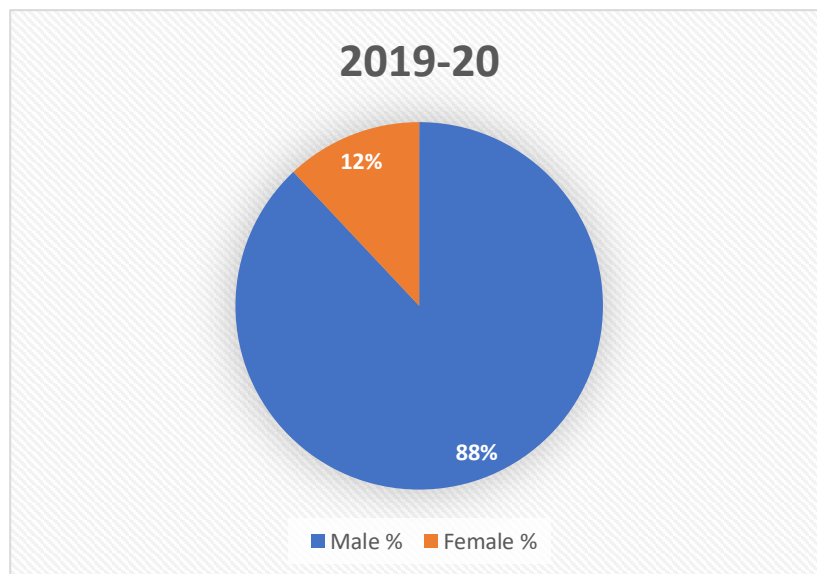
Academic Year	Male	Female	Male%	Female %	Total
2017-18	09	03	75	25	12



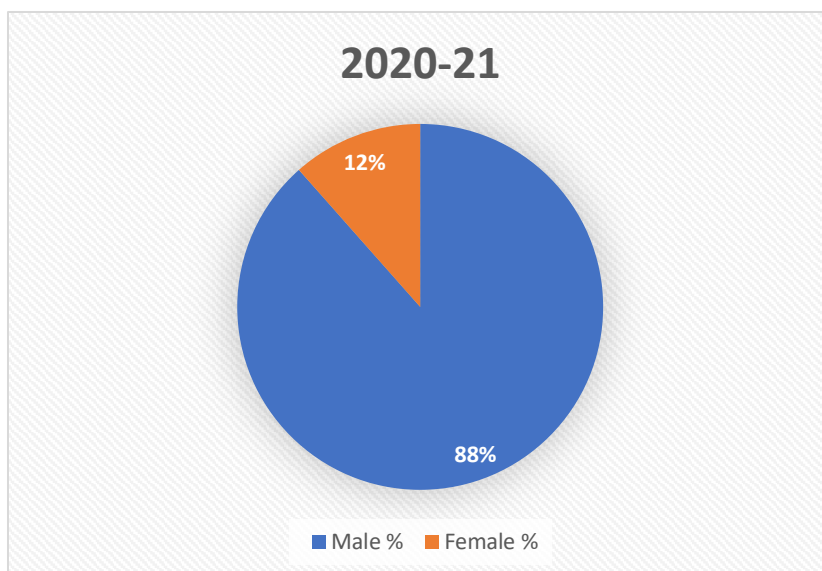
Academic Year	Male	Female	Male%	Female %	Total
2018-19	08	01	88.88	11.11	09



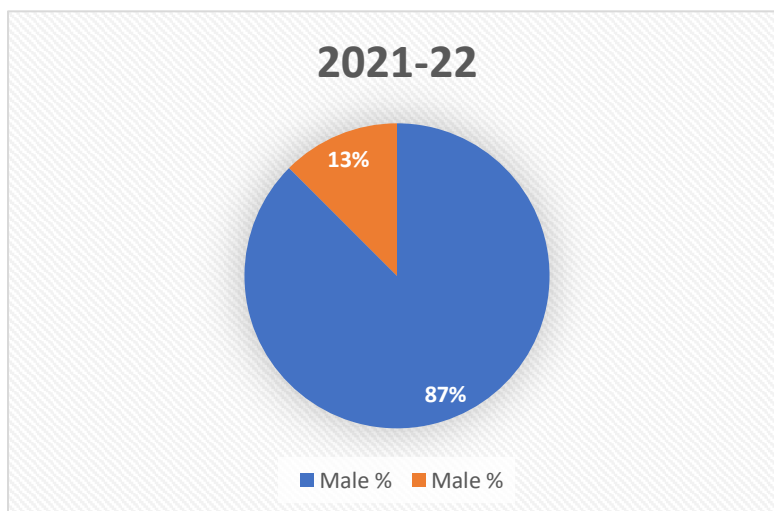
Academic Year	Male	Female	Male%	Female %	Total
2019-20	22	03	88	12	25



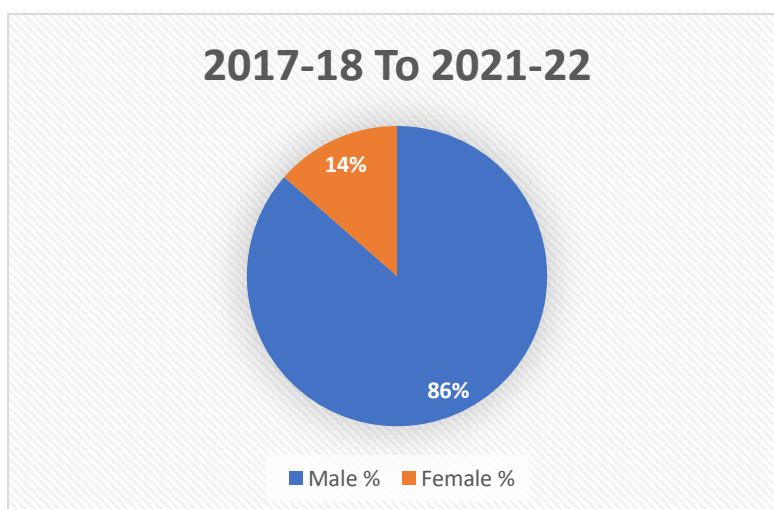
Academic Year	Male	Female	Male%	Female %	Total
2020-21	23	03	88.46	11.53	26



Academic Year	Male	Female	Male%	Female %	Total
2021-22	21	03	87.5	12.5	24



Academic Year	Male	Female	Male%	Female %	Total
2017-18 To 2021-22	83	13	86.45	13.54	96

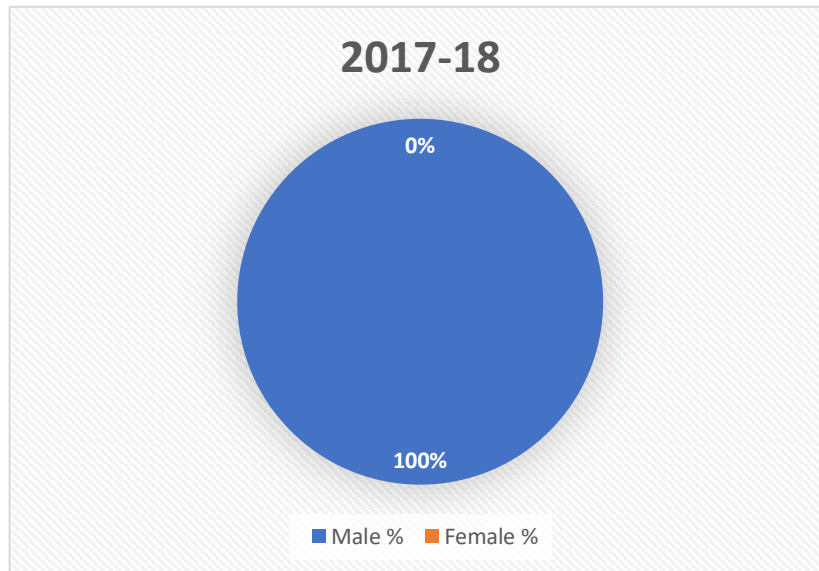


The gender statistics ratio shows the proportion of Teaching Staff from the academic year 2017-18 to 2021-22. Data analysis of the ratio of teaching staff (Permanent) from the academic year 2017-18 to 2021-22. In the academic year, 2017- 18 to 2021-22 the ratio of male teaching staff was 86% and female teaching staff was 14%.

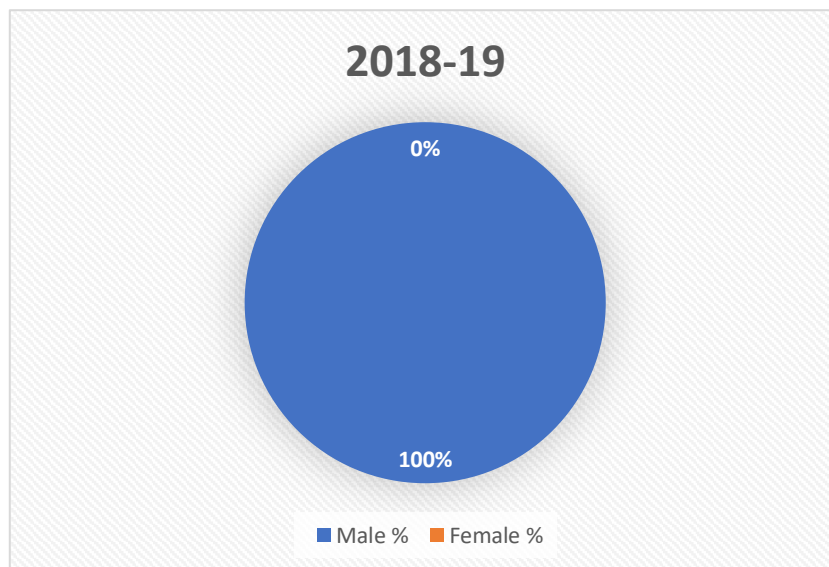
SECTION III

Gender Statistics of Non-Teaching Staff

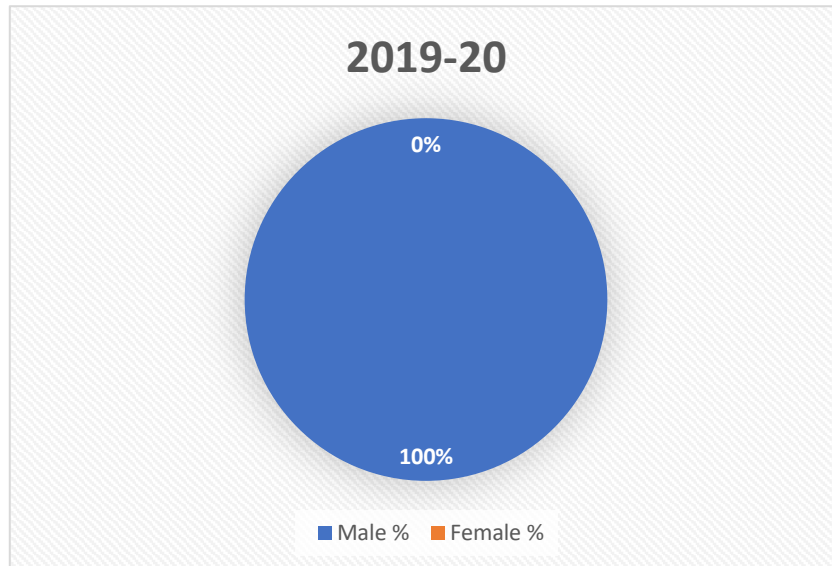
Academic Year	Male	Female	Male%	Female %	Total
2017-18	07	0	100	0	07



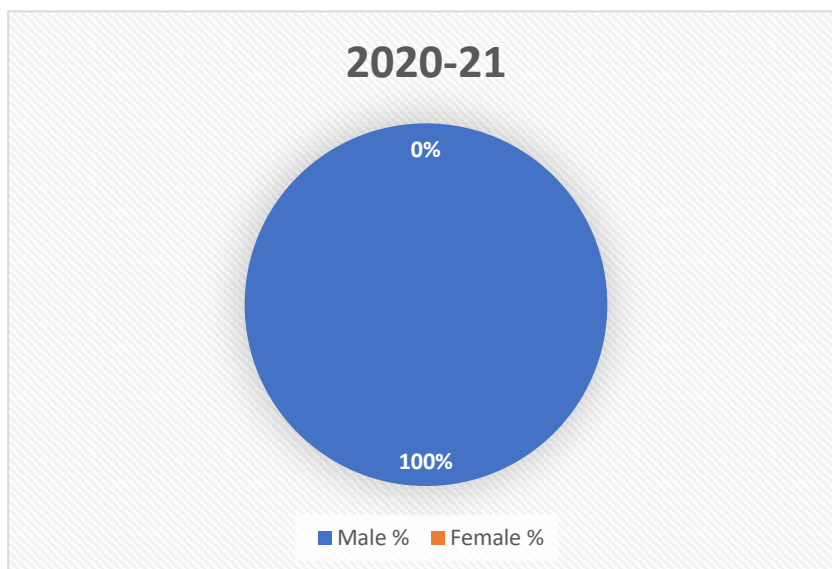
Academic Year	Male	Female	Male%	Female %	Total
2018-19	07	0	100	0	07



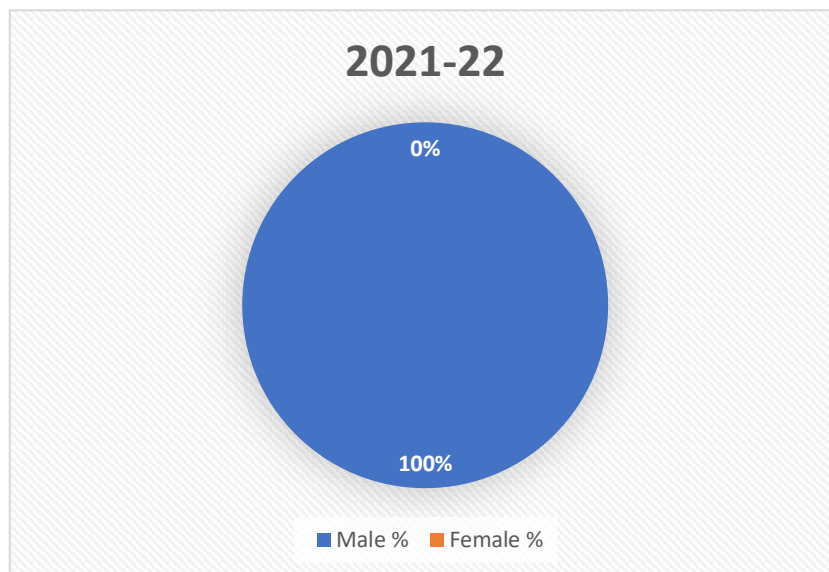
Academic Year	Male	Female	Male%	Female %	Total
2019-20	07	0	100	0	07



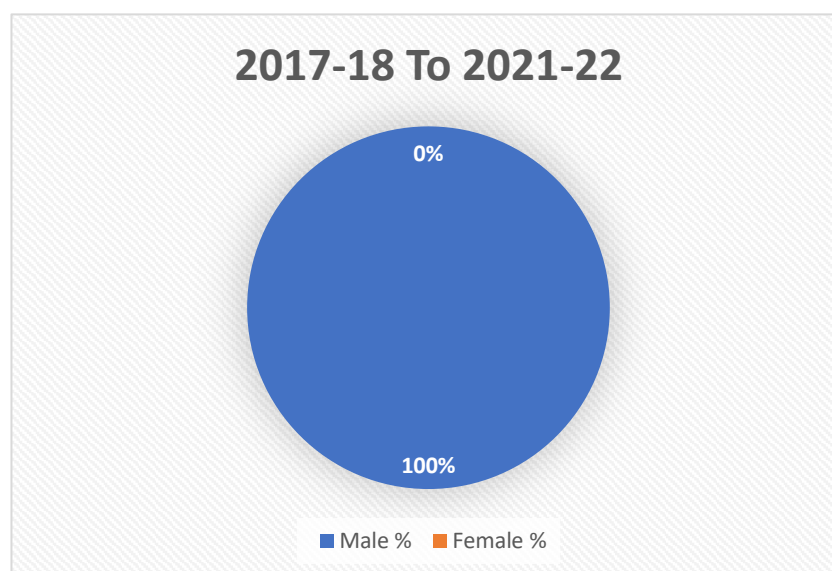
Academic Year	Male	Female	Male%	Female %	Total
2020-21	07	0	100	0	07



Academic Year	Male	Female	Male%	Female %	Total
2021-22	06	0	100	0	06



Academic Year	Male	Female	Male%	Female %	Total
2017-18 to 2021-22	34	0	100	0	34



Gender Statistics ratio of Non-Teaching Staff from the academic year 2017-18 to 2021-22. The percentage of males and females in the last five years is the same (100%).

Strength and Gender Sensitization:

- Women are represented in the highest ranks of curricular as well as extracurricular activities.
- Internal Complaint committee sensitizes the campus at regular intervals and organizes several outreach programs on gender issues.
- ‘Women Grievance redressal cell aims to deal with all types of grievances, complaints, and malpractices including those received from Students, Faculty, and staff.
- The college adopts an environment of zero tolerance for gender discrimination.
- The College committee allows resources for extracurricular activities on a gender-neutral basis.
- The college monitors the experiences of all the students through a feedback system
- The college encouraged equally to both faculty women and men to participate in training, refresher, orientation, and professional development programs throughout their careers. Such opportunities are provided to all faculty members and staff.

Conclusion:

The preceding auditing gender situation on the campus clearly indicates that the college stands out in having a good gender equilibrium. It was also observed that a number of practices such as empowerment programs and awareness drives are conducted on the college campus. It is a gender-sensitive campus and the gender balance is well maintained. The overall academic performance of girls is better than boys both at UG and PG levels.

Suggestions:

- 1) The toilets should be made women-friendly keeping in view the increase in the number of girl students.
- 2) Awareness programs on legal rights should organize regularly after intervals.
- 3) There should be a sanitary napkin vending machine and disposal machine installed on the college campus.


IQAC CO-ORDINATOR
Shri Shivaji Arts, Commerce
and Science College, Motala




Principal
Shri Shivaji Arts, Commerce
& Science College,
Motala, Dist-Buldana