

PUNE DISTRICT EDUCATION ASSOCIATION'S
**Waghire College of Arts Commerce and Science,
Saswad, Tal-Purandar, Dist-Pune**

Gender Audit Report

Member

Ms. Amrapali Aurangabadkar

(Shri Siddhivinayak Mahila Mahavidyalaya,
Karve Nagar, Pune)

Chair Person

Dr. Lalita Kangude

(Sanskar Mandir santha's Arts & Commerce
College, Warje Pune)

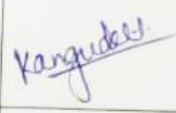


Basic Information of the College
IQAC CLUSTER INDIA
FOR WAGHIRE COLLEGE


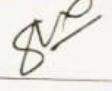
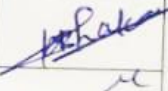


The Gender Audit Committee visited **Waghire College, Saswad** of Savitribai Phule Pune University on:

Day: Wednesday	Date: 21/06/2023	Time- 10 am onwards
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The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:


No	Name	Designation	Address	Signature
1.	Dr. Lalita Kangude	Chairman	Sanskar Mandir santha's Arts & Commerce College, Warje Pune	
2.	Ms. Amrapali Aurangabadkar	Member	Shri Siddhivinayak Mahila Mahavidyalaya, Karve Nagar, Pune	

Authorities of the organization who interacted with the Gender Audit team are:

No	Name	Designation	Address	Signature
1.	Dr. Pandit Shelke	Management representative	Waghire College, Saswad	
2.	Dr. Subhash S. Wavhal	Vice Principal	Waghire College, Saswad	
3.	Dr. R. Dhakane	CDC member	Waghire College, Saswad	
4.	Dr. Sanjay H. Zagade	IQAC In charge	Dept. of English, Waghire College, Saswad	
5.		Registrar or equivalent		
6.	Dr. V. V. Patankar	Teacher representative		

The Gender Audit report has been submitted by IQAC Cluster India on:
21/6/2023

Committee Chairman


PRINCIPAL
Waghire College, Saswad
Tal. Purandar, Dist. Pune,

Section I: Basic Details of the Organization:

I	Name of the Trust/ Society Address Phone no: E-mail Year of Establishment:	Pune District Education Association 48/1A, Erandwana, Paud road, Pune, Maharashtra, 411038. 020-25434570, 25437341,25458327 pdeahead@vsnl.net 1941
II	Name of the College/ Institute:	PDEA's Waghire College of Arts, Commerce and Science, Saswad
	Address:	A/p –Saswad, Tal. Purandar, Dist. Pune, Maharashtra. 412301
	Year of Establishment	1972
	Authority Name& phone No.:	Dr. Pandit Shelke 8552917007
	Coordinators name & Phone no	Dr. Vidya V. Patankar 7387140511
	Contact Details: 1. Telephone no with STD code 2. Fax no: 3. Mobile no of the organization 4. Organizational email:	02115-222524 02115-222472 Nil wc_saswad@pdeapune.org

	5. Website address:	www.pdea-wcs.org
III.	Institutional Status 1. Affiliating University: 2. Affiliation Status: 3. UGC Approval 4. Financial Status:	Savitribai Phule Pune University, Pune Permanent 2f & 12B , Date : Aided : <ul style="list-style-type: none"> ● Grant in Aid
IV.	Type of College:	a) Affiliated b) Co-ed College. c) Rural
V.	Type of Faculty/Programme	Multi faculty Arts/ Commerce/ Science/ BBA/ BCA/ B. Voc/ Community College
VI.	Special status conferred UGC-Special Assistance Programme	UGC/CSIR/DST/DBT/ICMR DST Star Scheme UGC-CPE Any other (<i>Specify</i>)



Gender Audit Format for College



Part I

Organization Information on gender Aspects

(Brief precise information needed. Please use charts/ bullet points/ in shorts for description.)

Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, nonteaching faculty.
(Data of at least last three years).

	Teaching	Non-teaching	Students	Total
2019 - 2020	108	48	3520	3676
Male	53	40	1631	1741
Female	55	08	1889	1933
Others	-	-	-	-
2020 – 2021	79	48	3559	3686
Male	50	40	1691	1781
Female	29	08	1868	1905
Others	-	-	-	-
2021 – 2022	95	48	3806	3949
Male	50	40	1833	1923
Female	45	08	1973	2026
Others	-	-	-	-

2. Whether banners about respect of all genders is showcased on campus on website and in prospectus?

Location of the banners/ boards	Main gate/ entrance/ prime location/ notice board/ library/ canteen/ departments/ washrooms/ website/ prospectus/ any other.		
Viewership of the banners/ boards (possible	No of banners with prime location (viewership 100%):	One Banner at the	

% viewership each day)	No of Banners at other	entrance of office porch 100% viewership
	locations (viewership: 60 to 80%)	100%
Year of posting the banners/ boards.	2018	
Banner link on college website	No, however Link related to helpline is provided below the board. Also, ICC related information is available on the following college website- http://www.pdeawcsaswad.edu.in/InternalComplianceCommittees.jsp	

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges/ office in-charge and governing body).

	Governing / Apex body	Principal/ Vice Principals/ In charges/ Heads of Department/ IQAC in-charge	Office/ Admin incharge/ Accounts head/ other office authority	Total
2019 – 2020				
Male	Administrative staff/ Management staff	<ul style="list-style-type: none"> •2 Vice Principals •18 HODs •1 IQAC Coordinator 	<ul style="list-style-type: none"> •1 O.S •1 Accounts head •1 Senior Clerk •2 Cashiers •2 Junior Clerks 	28
Female		<ul style="list-style-type: none"> •Principal •04 HODs 	<ul style="list-style-type: none"> •Steno •Consumer society Head 	11

			•4 Junior Clerks	
Others	-	-	-	
2020 - 2021				
Male		<ul style="list-style-type: none"> •2 Vice Principals •18 HODs •1 IQAC Coordinator 	<ul style="list-style-type: none"> •1 O.S •1 Accounts head •1Senior Clerk •2 Cashiers •2 Junior Clerks 	28
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Others	-	-	-	
2021 - 2022				
Male		<ul style="list-style-type: none"> •2 Vice Principals •18 HODs •1 IQAC Coordinator 	<ul style="list-style-type: none"> •1 O.S •1 Accounts head •1Senior Clerk •2 Cashiers •2 Junior Clerks 	28
Female		<ul style="list-style-type: none"> •Principal •04 HODs 	<ul style="list-style-type: none"> •Steno •Consumer society Head •4 Junior Clerks 	11
Others	-	-	-	

4. Student council representation Gender wise:

Committee not formed since 2019-2020 as per information received from Students Welfare Committee in-charge Dr. R. Dhakane. However, in 2021-22 a committee was formed.

Year	Male	Female	Total
2019-20	-	-	-
2020-21	-	-	-
2021 -22	-	02	02

5. No of single parent children and their genders (details of the year of auditing to be given).

	2019-20	2020-21	2021-22
No of students with mother as single parent	13	6	42
No of students with father as single parent	-	-	-
No of students with neither parent	-	-	-
Students who have lost their one/ both parents in Covid.	-	-	-
Total number of such students	-	-	-

6. Gender Policy on website.

Gender Policy Link:	http://www.pdeawcsaswad.edu.in/InternalComplianceCommittees.jsp
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7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

- Number and nature of cases received (brief description) (names not expected) - **NIL**

File name, file no and ownership of file:	-
Link of the committee details on website:	http://www.pdeawcsaswad.edu.in/InternalComplianceCommittees.jsp

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

Yes, Booklet provided by Maharashtra State Commission for Women available with ICC committee

File name, file no and ownership of file:	-
Link of the committee details on website:	http://www.pdeawcsaswad.edu.in/InternalComplianceCommittees.jsp

9. The grievance redressal cell has a time bound action program displayed on the website. **(Data of three years needed)**

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.)-
<http://www.pdeawcsaswad.edu.in/InternalComplianceCommittees.jsp>
- Link of above details on the website.-
<http://www.pdeawcsaswad.edu.in/InternalComplianceCommittees.jsp>
- Grievance redressal policy on the website.-

Part A: Standard grievances: NIL

No.	Type of grievance	Duration of redressal	Authority of responsibility for the grievance.
1.	Student grievances redressal	One month	Student grievance redressal committee

Part B: Specific grievances and action taken (not to be showcased on the website).
Nil

10. Gender sensitization plan and nature of activities included as per the plan (three-year work to be showcased year wise).

N o.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos

	Awareness programme on ICC and Gender equality	Awareness programme	3 rd January, 2020 Friday 10.30am - 12.30 noon	163	
2.	Online questionnaire on Prevention, Prohibition and Redressal of Sexual Harassment of students and women in colleges and university workplace	Awareness programme	8 th March, 2022 Tuesday 10.15 am onwards link was kept open	356 participants	
3.	Lecture on 'Gender Equality'	Lecture	8 th March, 2022 Tuesday 11.30 am - 1.30 pm	83 staff members	
4.	Nirbhaya Kanya Abhiyan-2022	Workshop	18 th February, 2022 organised by Students development cell of Sadhu Vaswani Institute of Management Studies, Pune	12 girls and 1 faculty member	

11. Facilities provided to genders: (at least 4)

- Rest rooms- **Two -1, Near Ladies staff washroom and 2. Near Girls Washroom**
- Medical facilities.- **One - Common for all**
- Gender counseling.- **Nil**

- Separate washrooms.- **Seven, (1- Female Office staff, 1- Male Office staff,1- Principal,1- Ladies Teaching/ Non- teaching staff, 1- Gents teaching/ Non-teaching staff, 1- Boys and 1- Girls.)**
 - Women's washrooms with sanitary pad dispensers and sanitary pad incinerators- **Two, (Girls washroom and Girls Hostel washroom.)**
- Separate dining spaces for women in canteen.- **No.**

12.Safety features provided for genders.

- Male and female guards at gate – **Two, 1 male guard at College entrance gate and 1 male guard at Girls hostel entrance gate. No female guard appointed.**
- CCTV cameras -20
In College (Ground floor -4, First floor-4, Second floor-3, Office-1, Principal's cabin and waiting room-2, Library -5 and Hostel-1)
- Any other.

13.Gender based participation in NSS/ Sports/ performing arts, etc.

No	Activity	Male participants			Female participants		
		19-20	20-21	21-22	19-20	20-21	21-22
	NSS	111	91	101	189	209	199
	Sports	-	-	52	-	-	35
	Performing arts	10	-	10	29	-	16

(Though only numbers has been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A three-year data for average necessary.)

- 14.Initiatives taken for genders (make a list): **01 lecture on gender equality**
Lecture on Gender equality organized on 08/03/2022 (Males-16, females- 67)
 Male:16
 Female: 67
 Others:- NA

15.The duties of the employer are available with the organization as per the UGC act 2013.

Yes

16. Any other features to be added.

Though the report will be prepared for one year the data of at least three years is necessary for averages.



Part II

Gender Recruitment, Career Progression and Retention:

Total recruitments done in last three years (2019-2022):

Year	Existing number	Teaching	Administration	Non-teaching	Total
2019-2020	153	03(2 F+1 M)	Nil	Nil	156
2020-2021	122	05(2F+3M)	Nil	Nil	127
2021 - 2022	143	Nil	Nil	Nil	143

(Details to be available in the file)

Student recruitments (gender wise in last three years):

Year	Male	Female	Total
2019-2020	40	53	93
2020-2021	08	03	11
2021-2022	10	07	17

- Prior to 2020-21, the student recruitments were seen to be higher with more female students being recruited than males. However, due to the Corona pandemic, overall recruitment seems to be less. Also, female recruitments seem lesser than male recruitments from 2020 to 2022.

Career progressions gender wise:

- Due to Corona Pandemic, many girl students were married out which could be one of the reasons for the less number seen in career progression. Due to the lockdown many industries were also seen to be affected, hence no recruitments were made but many cutoffs in labour was seen.



Part III: How is the Gender dimension in curriculum?

(A statement needed from the Principal/ Director in 500 words)

The incorporation of a gender dimension is evident within the curriculum at both undergraduate and postgraduate levels. The faculty of Arts, encompassing Bachelor's and Master's degrees, systematically integrates gender-related considerations using instructional materials and pedagogical approaches. This integration occurs not only within specialized gender-focused subjects but also extends to skill-oriented modules conducted in classrooms. The overarching focus on gender sensitization aligns with the core principles of the gender strategy. This strategy encompasses a comprehensive exploration of gender relations, the division of labor based on gender, prevailing gender norms, equitable access to resources and privileges, and inclusive decision-making processes.

Within the curriculum of social sciences, particularly in disciplines such as Economics and Geography, there is a deliberate reflection of global gender-related concerns. Literary works in languages like Marathi, Hindi, and English play a pivotal role in empowering students to recognize and address gender-based societal issues. Fields like Psychology and Politics not only recognize but actively engage with the global imperative to provide equal educational opportunities to all children, irrespective of gender differences. These fields also emphasize the importance of integrating human rights principles, values, knowledge, skills, and social justice within robust democratic frameworks.

The curriculum offered by B. Com, M. Com, and B. Voc programs, which pertain to managerial and commercial skills, sheds light on the lifelong opportunities and challenges associated with gender studies. Courses aligned with the National Skills Qualifications Framework (NSQF) effectively tackle entrepreneurial skills training, facilitating an understanding of the numerous hurdles that females often encounter in vocational training and the labor market. Gender considerations integrated into these curricula play a pivotal role in shaping policies that create a more supportive environment for female participation, thereby addressing socio-economic and institutional barriers while fostering the acquisition of essential life skills.

Programs such as B.B.A (C.A) and B.Sc. in Computer Science focus on both professional competencies and ethical conduct. In parallel, community college courses including Agro-tourism, GST and Tally, as well as B.Voc. offerings like Tourism and Hotel Management, Retail Management, and Food Processing and Technology, interweave pertinent issues like sustainable development, business ethics, human values, interpersonal skills, social justice, motivation, and soft skills.

The curriculum of B.Sc. and MSc. programs integrate a range of cross-cutting themes such as environmental awareness, sustainability, professional ethics, gender sensitivity, empowerment of women, employability skills, and alternative energy sources. This approach extends beyond binary notions of male and female roles, encompassing students' diverse gender identities. By incorporating the dimension of sex and gender, the curriculum acknowledges and accommodates both biological and societal differences in its research and instructional methods. Recognizing that the knowledge we generate today shapes the future, it is of paramount importance that the educational and research endeavors we undertake are free from gender biases.



Student recruitments (gender wise in last three years):

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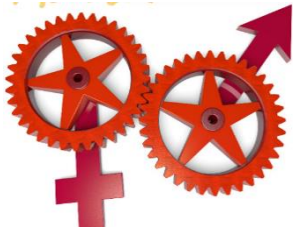
Part IV

Survey (Gender Equality & Gender Perspective)

(Student/ Teacher/ Administrative staff/ non-teaching)

No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	19-20	96.8% 3.2%
		20-21	98 2
		21-22	95 5
2.	The admission form clearly asks about the gender of the prospective student.	19-20	100 -
		20-21	94 6
		21-22	96.7 3.3
3.	The college conducts gender sensitization programs as a part of its curriculum.	19-20	93.5 6.5
		20-21	86 12.8
		21-22	87.2 12.8
4.	The college conducts gender awareness program each year.	19-20	84.7 15.3
		20-21	84 16
		21-22	96.8 3.2
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.	19-20	96.8 3.2
		20-21	96 4
		21-22	80.6 19.4
6.	The women empowerment committee is setup in the college and displayed on the college website.	19-20	96.8 3.2
		20-21	96 4
		21-22	88 12
7.	Lady faculty members are appointed in the women empowerment committee	19-20	100 -
		20-21	98 2
		21-22	88.4 11.6
8.	The organization takes initiatives to work out on gender related issues proactively.	19-20	96.8 3.2
		20-21	92 8
		21-22	85.5 14.5
9.	The organization has a sexual harassment cell.	19-20	90.3 9.7
		20-21	92 8
		21-22	90.3 9.7

10.	The organization has a grievance redressal cell. Its working is time bound.	19-20	96.8	3.2
		20-21	94	6
		21-22	83.9	16.1
11.	The college has adequate security personnel and technological support/ surveillance.	19-20	96.8	3.27
		20-21	96	4
		21-22	90.5	9.5
12.	Safety guards employed on the gate also have women guards	19-20	58.1	41.9
		20-21	60	40
		21-22	72.31	27.7
13.	The remote areas on the campus are well protected and safe.	19-20	87.1	12.9
		20-21	90	10
		21-22	89.7	10.3
14.	There is a mechanism to assess the entry of strangers on the campus.	19-20	87.19	12.9
		20-21	94	6
		21-22	81	19
15.	There are adequate number of toilets on the campus for men and women.	19-20	83.9	16.9
		20-21	88	12
		21-22	90.5	9.5
16.	The toilets are hygienic, clean, and well maintained.	19-20	83.9	16.1
		20-21	92	8
		21-22	74.8	25.2
17.	The women's toilets have sanitary pad vending machines at convenient places.	19-20	69.2	30.8
		20-21	87	13
		21-22	73.6	26.4
18.	Sanitary incinerating machinery is available in the women's washrooms. .	19-20	68	32
		20-21	73.3	26.7
		21-22	75	25
19.	The classrooms / Library offers equal opportunities to all genders.	19-20	96.8	3.2
		20-21	94	6
		21-22	94.2	5.8
20.	Common rooms are available to boys and girls.	19-20	71	29
		20-21	76	24
		21-22	86.4	13.6
21.	Healthcare section of the organization takes special care in gender related illnesses.	19-20	96.8	3.2
		20-21	88	12
		21-22	84.7	15.3
22.	The University/ College has an insurance for the students in case of death/ emergency?	19-20	90.3	9.7
		20-21	76	24
		21-22	76	24
23.	Gender related counselling facility exists in the organization.	19-20	90.3	9.7
		20-21	87.6	12.4
		21-22	92	8
24.	Transportation by the organization is safe and efficient	19-20	71	29
		20-21	78	22
		21-22	84.3	15.7
25.	Three suggestions by students on gender related issues of the campus: 1. Cleanliness of toilets. 2. Appointment of Lady guards. 3. More vending machines need to be placed in washrooms.			



Part V: Actual one to one interaction with cross section of stakeholders.

For Authorities?

1. Facilities specific for genders. (Health, counseling, career, training, jobs)
2. Is there a counseling center in the college?
3. What are the mechanisms of Prevention of physical/ psychological/ Sexual Abuse?
4. Complaint mechanisms existing within and outside the organization?
5. Methods to improve the working conditions of the employees in the organization
6. Workplace level policies to curb violence and exploitation?
7. Methods to protect students from outside sources
8. Methods to protect students from the people working within the organization.

For employees:

1. Is there any physical violence?
2. Psychological?
3. sexual violence experienced?
4. How?
5. Was it complained?
6. Was any action taken?
7. Do you think it is related to gender discrimination?
8. Leave for pregnancy is available?
9. Facilities available with the organization.
10. Is counselling available?

For students?

1. Are the opportunities equal for you as a boy/ girl on the campus?
2. Facilities and freedom on the campus? (In case of hostel also on hostel)
3. Were you threatened physically on the campus?
4. Is there ragging on the campus?
5. Are your complaints taken seriously by the authorities?
6. Have you availed the facility of the counseling centre in the organization
7. Gender related awareness programs are conducted by the organization?
8. Any other?

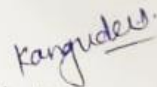
Gender Audit Report

Recommendations.

1. Gender policy should be written & disseminated across all the important places in the campus.
2. Display boards creating gender sensitivity awareness should be disseminated across the campus.
3. A cleanliness should be maintained in Girls rest room as well as wash rooms on daily basis.
4. A lady security staff should be made available at the gate & hostel.
5. Taking into consideration the increasing number of girl students' number of washrooms for the girl students should be increased.
6. Code of Conduct for the teachers highlighting Gender Equity should be written and displayed at the faculty rooms.
7. Appointment of the Gender Champion should be done according to the recent guidelines set by UGC.



Ms. Amrapali Aurangabadkar
Member



Dr. Lalita Kangude
Chair Person



Internal Quality Assurance Cell Cluster Gender Audit

Date of Visit:
21/06/2023

CERTIFICATE

Date of Issue:
22/06/2023

Certificate ID: WI6379

Being Awarded To

Waghire College Of Arts, Commerce And Science, Saswad

As per NAAC Gender equality and Sensitization guidelines the Gender Audit was administered by IQAC Cluster's Gender Cell

FOR THE YEAR 2021-22 & 2022-23

Valid Till: 21/06/2024

Dr. Ayub Shaikh
Co-ordinator, Audit Cell, IQAC Cluster



Mr. Peeyush Pahade
President, IQAC Cluster