

IQAC CLUSTER INDIA
(Reg.No.MAH/236/2021/PUNE)

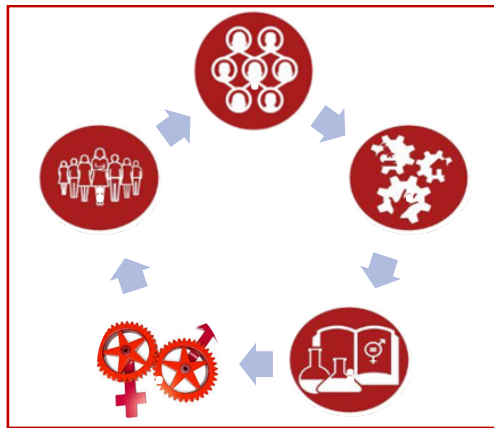
Inspection Committee Report

Gender Audit

Framed under Sections 90(2) Read with 5(25), 14 (14), And 28 (dd) of The Act)



For Pune District Education Association's
Annasaheb Magar Mahavidyalaya, Hadapsar, Pune -411028
Year: 2021-2022 and 2022-2023





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The **GENDER AUDIT** Committee visited **Annasaheb Magar Mahavidyalaya Hadapsar** on:

Day: Tuesday	Date: 11th April 2023	Time: 11am
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The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:

Sr. No	Name	Designation	Address	Signature
1.	Dr. Lalita Nawale	Chairman	Sanskar Education Society's Arts and Commerce College Warje, Pune	<i>Kangudkar</i>
2.	Dr. Ayub Shaikh	Member	ICS College, Khed, Dist. Ratnagiri.	<i>Ayub Shaikh</i>

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

Sr. No	Name	Designation	Address	Signature
1.	Adv. Mohanrao Deshmukh	Management representative	Pune District Education Association, Erandwane, Pune - 411038	<i>[Signature]</i>
2.	Dr. Ghorpade Nitin Laxman	Principal	PDEAs Annasaheb Magar Mahavidyalaya	<i>[Signature]</i>
3.	Dr. Mulay Prashant P.	CDC member	PDEAs Annasaheb Magar Mahavidyalaya	<i>[Signature]</i>
4.	Dr. Joshi Ramakant Prabhakar	IQAC In charge	PDEAs Annasaheb Magar Mahavidyalaya	<i>[Signature]</i>
5.	Mr. Ganesh Shankar Sable	Registrar or equivalent	PDEAs Annasaheb Magar Mahavidyalaya	<i>[Signature]</i>
6.	Dr. Shubhangi R. Shinde	Teacher representative	PDEAs Annasaheb Magar Mahavidyalaya	<i>[Signature]</i>

Gender Audit report has been submitted by IQAC Cluster India on: -----

Kangudkar
Dr. Lalita Nawale
Chairman of Committee

[Signature]
Dr. Nitin L. Ghorpade
PRINCIPAL
Annasaheb Magar Mahavidyalaya
Hadapsar, Pune-411028

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, Erandwane, Paud Road, Pune, Taluka: Haveli, District: Pune 020-26990376 Plasma_amm@yahoo.co.in 1971
II	Name of the College/ Institute:	Annasaheb Magar Mahavidyalaya, Hadapsar
	Address:	Mahadev Nagar, Hadapsar, Pune
	Year of Establishment	1971
	Authority Name & phone No.:	Dr. Nitin Laxman Ghorpade
	Coordinators name & Phone no	Dr. Ramakant Prabhakar Joshi
	Contact Details: Telephone no with STD code Fax no: Mobile no of the organization Organizational email: Website address:	020-26990376 020-26990353 020-26990376 Plasma_amm@yahoo.co.in http://www.pdeaamcollege.edu.in/
III.	Institutional Status Affiliating University: Affiliation Status: UGC Approval Financial Status:	Savitribai Phule Pune University, Pune Permanent 2f and 12B, Date: 03/01/1985 Aided : <ul style="list-style-type: none">● Grant in Aid● Grant in Aid + self-financing.● Self-financing only
IV.	Type of College:	a) Affiliated b) Co-ed College. c) Urban
V.	Type of Faculty/Programme	Multi faculty Arts/ Commerce/ Science/ BBA/ BBA(CA)/ BBA(IB)/ BCA (SCI)/ BVOC/ DTL/ MA/ M Com/ MSC/ Ph. D
VI.	Special status conferred UGC-Special Assistance Programme	NA Any other (<i>Specify</i>)



Gender Audit Format for College

Part I



Organization Information on gender Aspects

Governance Bodies, Key Actors & Decision makers:

- Gender Ratio & category wise data of students, teaching, nonteaching faculty.**
(Data of last TWO completed Academic years).

	Teaching	Non-teaching	students	Total
Academic Year 1	2021-2022			
Male	55	44	3027	3126
Female	76	11	2014	2101
Others	00	00	00	00
Academic Year 2	2022-2023			
Male	49	44	2793	2886
Female	84	11	1909	2004
Others	00	00	00	00

- 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 % viewership each day)	No of banners with prime location (viewership 100%):	10
	No of Banners at other locations (viewership: 60 to 80%)	2
Year of posting the banners/ boards.	10 Years	
Banner link on college website	NIL	

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

	Governin g / Apex body	Principal/ Vice Principals/ In charges/ Heads of Department/ IQAC incharge	Office/ Admin incharge/ Accounts head/ other office authority	Total
Academic Year 1	2021-2022			
Male	19	13	06	38
Female	02	10	03	15
Others	00	00	00	00
Academic Year 2	2022-2023			
Male	19	13	08	40
Female	02	10	03	15
Others	00	00	00	00

4. Student council representation Gender wise:

Year	Male	Female	Other
(2021-22)	01	01	00
(2022-23)	01	01	00

5. No of single parent children and their genders (details of the last two completed Academic years to be given).

No of students with mother as single parent	-
No of students with father as single parent	-
No of students with neither parent	-
Students who have lost their one/ both parents in Covid.	22
Total number of such students	22

6. Gender Policy on website.

Gender Policy Link:	https://pdeaamcollege.s3.us-east-2.amazonaws.com/NaacSSRCriaDoc/465_Gender%20Policy%20AMM%20College%2010072023.pdf
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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)

File name, file no. <i>Composition, Minutes of meeting, Cases received and resolved, awareness programs</i>)	Internal Complaints Committee
Link of the committee details on website:	ammicc2023@gmail.com

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

Objectives: As per the guidelines of UGC, NAAC and the Supreme Court an Anti-Sexual Harassment Cell has been established at Annasaheb Magar Mahavidyalaya to provide a healthy and free atmosphere for the staff members and students of the College under the guidance of Principal Dr. Nitin Ghorpade. The cell was constituted to meet the following basic objectives:

- 1) To develop guidelines and norms for policies against sexual harassment.
2. To develop principles and procedures to combat sexual harassment.
3. To work out details for the implementation of these policies.
4. To prepare a detailed plan of actions, both short and long termed.
5. To organize a gender sensitization awareness programme.
6. To create a secure physical and social environment this will deter acts of sexual harassment.
7. To promote a social and psychological environment that will raise awareness about sexual Harassment in its various forms.
8. To provide an environment free of gender-based discrimination.
9. To facilitate a safe environment that is free of sexual harassment.

Counselling – Confidential counselling service is an important service as it provides a safe space to speak about the incident and how it has affected the victim because sexual harassment cases are rarely reported and is a sensitive issue.

Roles and Responsibilities of the Committee:

- Organize awareness programmes and campaigns for the benefit of all members of the College on sexual harassment and gender-based discrimination.
- Conduct formal inquiry, investigation and take decisions upon each complaint and recommend appropriate punishment or action to be taken, by the appropriate authority, in each instance.
- Receive and redress complaints received from any member of the College (including students, research scholars, staff, on college premises) alleging sexual harassment by other member(s) of the College.
- Ensure that all information pertaining either to complaints registered and the proceedings and findings of any inquiries and/or investigations are kept strictly confidential.

Procedure to file/report a complaint:

- The complainant will have to submit a written and signed complaint addressed to the Head of the Cell.
- The counsellor will call the complainant for a personal meeting, usually within a week from the submission of the written complaint.
- The members of the Cell will discuss the complaint.
- If the case falls outside the purview of the Cell, the complainant will be informed about the same by the appropriate authority.
- If the case comes under the purview of the Cell, an enquiry committee will be set up. The Committee will submit a report and recommend the nature of action to be taken at the earliest by the appropriate authority. Life at Campus: Under this committee we outset a complaint box in the college, which is helpful to the women staff and girl students to make complaint against any kind of sexual harassment in college arena. This complaint box is checked weekly and yet no such complaint is detected. Hence, we can say that the college environment/atmosphere is healthy and safe for all the girl students, Women Staff in the college.

File name, file no:	Cell for prevention for sexual Harassment
Link of act hosted on college website:	https://forms.gle/mGPyQRha5vLafKLEA

9. The grievance redressal cell has a time bound action program displayed on the website.

(Data of last two completed Academic years needed)

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings)File Number-G1---
- Link of above details on the website:
<http://www.pdeaamcollege.edu.in/StudentDevelopment?type=Anti%20Harassment&pnm=StudentDevelopmentAntiHarassment>
- Grievance redressal policy on the website
P.D.E.A's AnnasahebMagar Mahavidyalaya Hadapsar, Pune – 411028
Cell for prevention of sexualharassment. Internal Complaints Committee (ICC).<https://forms.gle/herduA2DY4Pvj5pRA>
- P.D.E.As Annasaheb Magar Mahavidyalaya Hadapsar, Pune -411028
Ant ragging Cell: <https://forms.gle/5ahZpvqsmRfpseq56>

Part A: Standard grievances:

	Type of grievance	Duration of redressal	Authority of responsibility for the grievance.
	NIL	NIL	NIL

Part B: Specific grievances and action taken (not to be showcased on the website).**10. Gender sensitization plan and nature of activities included as per the plan**

(Last two years work to be showcased year wise).

Nature of activities 2019-2020

Sr. No.	Name of Activity	Date	Total students		
			Male	Female	Total
1	Women and Development	13/01/2020	30	55	85
2	International Day of Women and Girls in Science	11/02/2020	14	38	52
3	Women Education and Gender Equity	11/02/2020	24	54	78
4	Street play	3/01/2023	06	09	15
5	National Youth Day	12/01/2023	26	46	72
6	Self Defense	12/9/2023 to 25/09/2023	14	26	40

Nature of activities 2021-2022

Sr. No.	Name of Activity	Date	Total students		
			Male	Female	Total
1	Youth day	12/01/2021	24	16	40
2	International Day for Women and Girls in Science	11/02/2021	13	34	47
3	International Women Day	8/3/2021	00	76	76

Nature of activities 2022-2023

Sr. No.	Name of Activity	Date	Total students		
			Male	Female	Total
1	Health Checkup Programme for Girls and Women	2 nd and 4 th Saturday of every month	19	38	57
2	Bhondla Tradition for Girls and Women	3/10/2022	00	43	43
3	Guest Lecture on Research and Fellowship	19/10/2022	29	15	44
4	Financial Literacy Survey	13/2/2022 to 27/12/2023	27	28	55
5	Journalism workshop	9/8/2023	16	21	37
6	International Women Day	8/3/2023	20	43	63
7	Lingabhav Sanvedan Shilta	30/3/2023	06	23	29
8	Workshop on Laboratory Safety	12/5/2023	23	07	30
9	Yoga	11/12/2023	38	24	62
10	Cyber security	11/5/2023	30	43	73

Facilities provided to genders:(at least 4)YES

(verified by Auditor during physical visit)

- Rest rooms.Yes
- Medical facilities.....Yes
- Gender counseling.Yes
- Separate washrooms...Yes
- Women's washrooms with sanitary pad dispensersYes
- and sanitary pad incinerators:
- Separate dining spaces for women in canteen.....Yes

Specific Facilities Provided for Women:

- The institution has provided several specific facilities for girl students and teaching staff; they are as follows:
- In terms of safety and security, the institution has “Anti Sexual Harassment Committee”, “Anti Ragging Committee” and “Student Grievance Redressal Cell”. All these committees aim at solving the issues related to girl students as soon as possible and thus give justice to them.
- Apart from this the institution has installed the CCTV cameras in all college premises to keep watch on the activities of the students.
- A Grievance Redressal Box for the students
- Separate washrooms for the Boys and Girls

- Separate washrooms for the male and female teaching and non-teaching Staff.
- Separate waiting corner for the visitors.
- Separate seating arrangement for ladies' staff.
- Vending machines in washrooms.

11. Safety features provided for genders. YES

(verified by Auditor during physical visit)

- Male and female guards at gate.Yes
- CCTV cameras.Yes
- Counselling /Counselor appointed.Yes
- Any other NA

12. Gender based participation in NSS/NCC/ Sports/Cultural.(Last two years)

Sr. No.	Activity	Male participants		Female participants	
	Year	2021-22		2022-23	
		Male	Female	Male	Female
1	NSS	154	146	183	167
2	NCC	41	13	39	15
3	Sport	219	42	228	28
4	Cultural	14	13	7	10

(Though only numbers have been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A two-year data for average necessary)File Number **G 1**

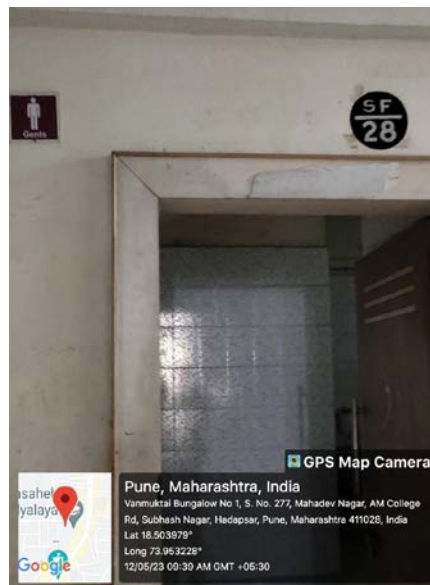
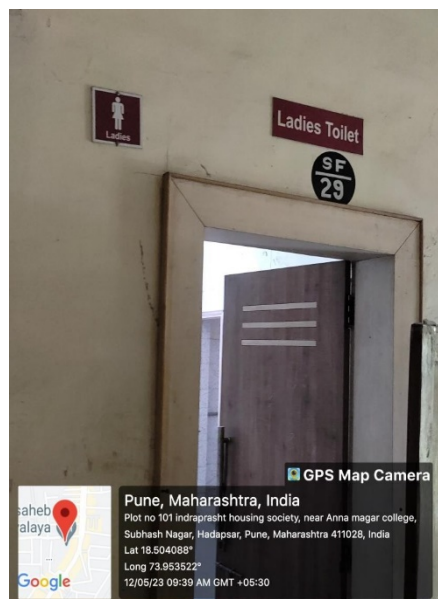
13. Initiatives taken for gender equity (make a list):

Sr.No.	Particulars	Male	Female
1.	Health checkup programs for girls and women	14	36
2.	Bhondla- Our Tradition for girls and Women	-	122
3.	Guest lecture on Area of research and fellowship	16	28
4.	Financial Literacy survey	15	40
5.	Journalism Workshop	10	27
6.	Guest lecture on "Healthful Diet and Physical activity" on 'International Women's day'.	5	58
7.	A guest lecture on "LingabhavSanvedanshilta"	12	17
8.	Workshop on Lab Safety and Maintenance	16	14
9.	Life skill activity –Yoga session on the occasion of Honorable SharadPawar birth anniversary	23	45
10.	Financial Literacy program on account of National technologyday –Cyber Security	25	48

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

File Number-G 1-----

15. Any other features to be added. (make a list):



Ladies and Gents Washroom and Toilets



Vending Machine



Suggestion Box



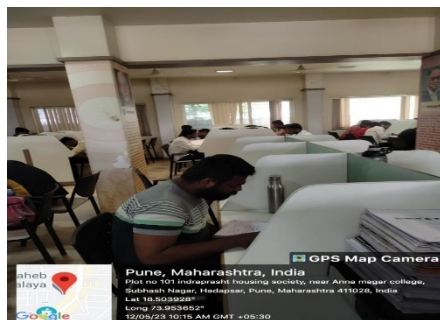
Sexual Harassment Prevention Cell



Separate Waiting zone for girls and Boys



Separate Gate Entry for boys and girls



Separate Reading hall for Girls and Boys



Separate Girls Parking



Part II

Gender Recruitment, Career Progression and Retention:

A) Total recruitments done in last two years:

Year	Existing number	Teaching	Administration	Non-teaching	Total
(2021-22)	00	21	02	00	23
(2022-23)	00	27	00	00	27

(Details to be available in the file) File NumberG 1

B) Gender wise Student recruitments/Placement File Number G 2

(Last Two years data)

Sr. No	Activity	Male participants	
	Year	2020-21	
1	Placement	MALE	FEMALE
		109	90
	TOTAL	199	

C) Gender wise progressions to higher education: FILE NUMBER-----

(Last Two years data)

Sr. No.	Activity	Male participants		Female participants	
	YEAR	2020-21		2021-22	
1	Progressions	Male	Female	Male	Female
		41	31	263	208
	Total	72		471	



Part III: How is the Gender dimension in curriculum?

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

The institution is very keen on identifying the desires and aspirations of the new generation and the measures to enrich the abilities and professional skills of both boys and girls, without any discrimination. The institution has initiated several measures in gender equity & sensitization.

The institute ensures gender equity to provide a safe atmosphere for girl students. Anti-ragging Committee to root out ragging by prohibiting it by law, preventing its occurrence and punishing who indulge in it and Discipline committee to inculcate the atmosphere of self-discipline in the college campus and to create awareness of the code of conduct.

The institution sensitizes the students and staff with respect to gender equity and women empowerment through various facilities and special attention is provided to girl students to promote gender justice and the sense of harmony among them. The institution is committed to providing a safe and conducive work and academic environment to students, employees and is extremely alert to matters pertaining to any kind of harassment and gender sensitivity.

A legitimate Gender policy is formulated and implemented in academic and administrative processes for the promotion of gender equity. Gender audit report is prepared to interpret the gender ratio, Gender equity and sensitization is motivated in the campus by various curricular and co-curricular activities such as-

Following curricular and co-curricular activities are organized which includes:

- a) Conduction of Certificate Course: Mahila ani Vikas
- b) Poster presentation on drug awareness, Gender sensitization 'Chedchad' Poster Exhibition, Poster making Competition on 'Save the Girl Child from Rape'
- c) Self defense training workshops, Science exhibition, Financial Literacy programme for houseworkers of Manjari area.
- d) Lectures are organized on Stree Purush Samanata, Babasaheb Ambedkar, view on women, reform, Gender equality, Stree Shikshache Nave Aayam, Women Empowerment, women Health, Women's rights, AIDS awareness, , Drug Awareness, Personality development, Woman Education and Gender equity, Essay competition, Poems, Slogans etc
- e) Research Article writing Competition on Indian Women and Hindu Code Bill.
- f) College Conducts Competitive Examinations focusing on Women's law, and or Gender sensitization orientation programme for newly admitted students.

- g) Co-Memorative days celebrations include: Savitribai Phule Birth Anniversary, International Population Day, Women's Day celebration for all ladies staff and girls
- h) Gender equity programme: WASH (Water and Sanitation Hygiene) and Nirbhaya Kanya Abhiyan (Judo and Karate Training and Beauty and health development).

Facilities for women in campus:

The following facilities are provided in this regard:

1. By providing necessary infrastructure:

- a) Availability of girl's hostel, separate girl's common room for recreation and rest for the girl students and a canteen with three dedicated and demarcated areas for seating of boys, girls and staff separately.
- b) Installed sanitary napkin vending machine and destroyer in ladies common room and hostel.
- c) Neat and clean toilet facilities for girl students on each floor.
- d) Separate reading halls for girls in the library.
- e) Free Health Center facility.
- f) 24X7 security guards and CCTV surveillances.
- g) Complaint / Suggestion boxes on each floor.

2. By providing safety and security:

- a) Police-Women helpline numbers are displayed on strategic locations. ID-Cards are checked at the main entrance gate of the college to prevent the entry of unscrupulous elements.
- b) The discipline and anti-ragging committee is established to monitor the security practices in the campus.
- c) The institute takes active steps to establish good gender balance in decision-making processes in all the activities.
- d) The institute organizes training sessions of self-defense for the girl students.
- e) All the committees formed in the college contain student representatives which includes girl students and female staff member, ensuring female representation in all aspects.

3. By providing counseling:

- a) Teachers from the Psychology department organize counseling sessions for the girl students.
- b) Mentor provides counseling to students in personal problems along with career, studies etc.
- c) Institute organizes continuous counseling programmes such as- Cyber Security Awareness, Gender Awareness, Woman Rights, workshops on self-defense, Health and Hygiene, Employability Skill, Training Programs, Workshops on Sexual harassment on women at workplace (prohibition, Prevention and redressal) etc.



Part IV

Survey (Gender Equality & Gender Perspective) (Student/ Teacher/ Administrative staff/ non-teaching)

Sr. No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.	Yes	
2.	The admission form clearly asks about the gender of the prospective student.	Yes	
3.	The college conducts gender sensitization programs as a part of its curriculum.	Yes	
4.	The college conducts gender awareness program each year.	Yes	
5.	You are aware of the Internal Complaints Committee and VishakhaSamiti is present in the college.	Yes	
6.	The women empowerment committee is setup in the college and displayed on the college website.	Yes	
7.	Lady faculty members are appointed in the women empowerment committee	Yes	
8.	The organization takes initiatives to work out on gender related issues proactively.	Yes	
9.	The organization has a sexual harassment cell.	Yes	
10.	The organization has a grievance redressal cell. Its working is time bound.	Yes	
11.	The college has adequate security personnel and technological support/ surveillance.	Yes	
12.	Safety guards employed on the gate also have women guards	Yes	
13.	The remote areas on the campus are well protected and safe.	Yes	
14.	There is a mechanism to assess the entry of strangers on the campus.	Yes	
15.	There are adequate number of toilets on the campus for men and women.	Yes	
16.	The toilets are hygienic, clean, and well maintained.	Yes	
17.	The women's toilets have sanitary pad vending machines at convenient places.	Yes	
18.	Sanitary incinerating machinery is available in the women's washrooms. .	Yes	
19.	The classrooms / Library offers equal opportunities to all genders.	Yes	
20.	Common rooms are available to boys and girls.	Yes	
21.	Healthcare section of the organization takes special care in gender related illnesses.	Yes	
22.	The University/ College has an insurance for the students in case of death/ emergency?	Yes	
23.	Gender related counselling facility exists in the organization.	Yes	

24.	Transportation by the organization is safe and efficient	Yes	
25.	Three suggestions by students on gender related issues of the campus: i. Parents and alumni should be involved in workshops and activities. ii. Need to increase awareness about diet and Proper exercise for all students. iii. More vending Machines are needed in the college.		



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

(Conducted by Auditor during physical visit)

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 recommendations:

1. College has a written gender policy document; it needs to be published implemented.
2. Gender sensitization activities and programs should be organized on a regular basis.
3. The management should prepare a policy to offer partial freeship to needed girl students so as to increase the admission percentage of girl students.
4. The count of sanitary napkin vending machines and Incinerator should be installed.
5. Fundraising events activities should be organized for girl students monetary help.
6. The hygiene of washrooms should be given attention.
7. Awareness has to be created among students about the gender policy, the statutory bodies related to the same and their role and the gender sensitization programs. The teaching staff can take a lead in this aspect.
8. A health care section may be initiated. This should include a gender related counseling facility.
9. Quite a few survey participants have suggested having mixed groups (boys and girls) for various curricular and co-curricular activities. This will help to develop a sense of gender equity among the stake.
10. A gender focused learning which involves group learning can help reduce the divide.
11. Ensure that all faculty members/employees are equipped to talk about and implement institutional commitments to gender equity.
12. Health care checkup camps and awareness workshops can be organized every year.
13. Strengthening the counseling center is required.

Dr. Ayub Shaikh
Member, Gender Audit team

Dr. Lalita Nawale
Chairman, Gender Audit team