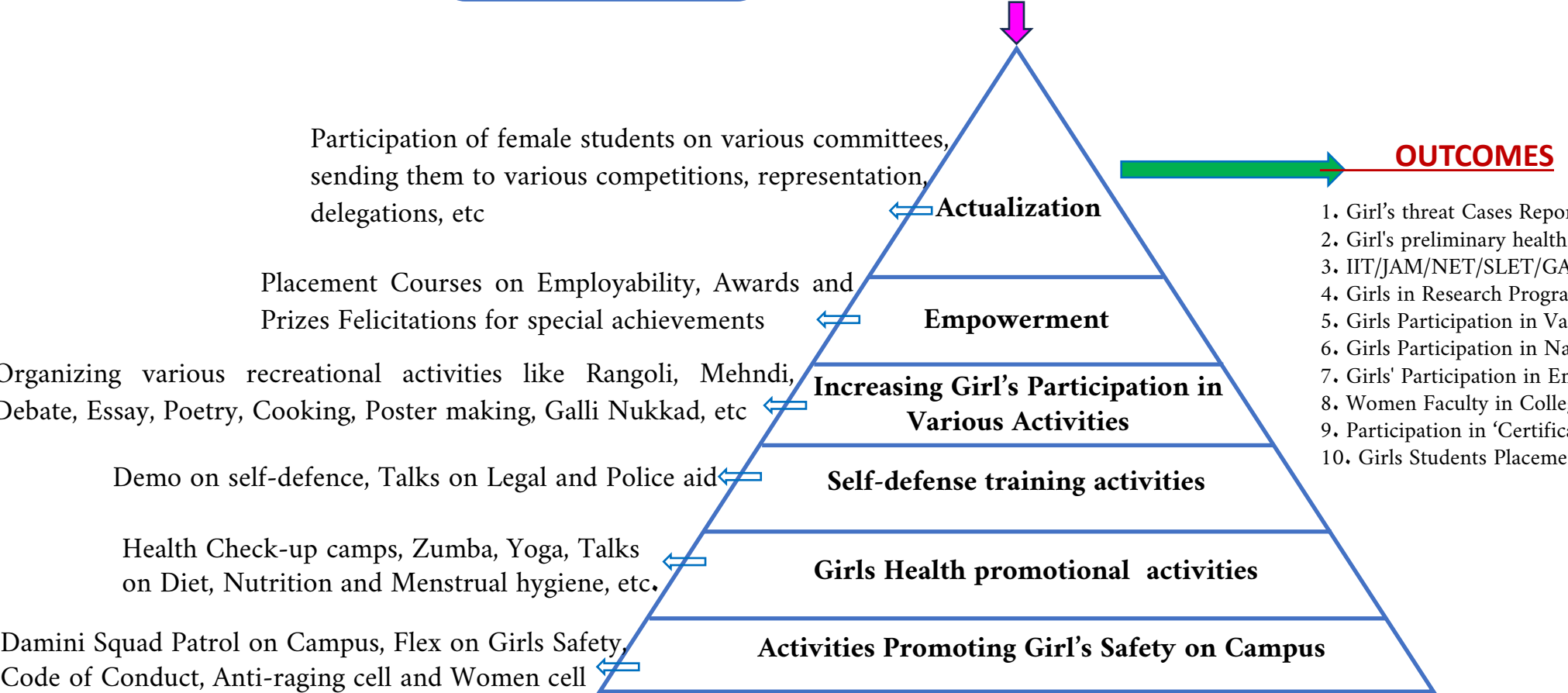
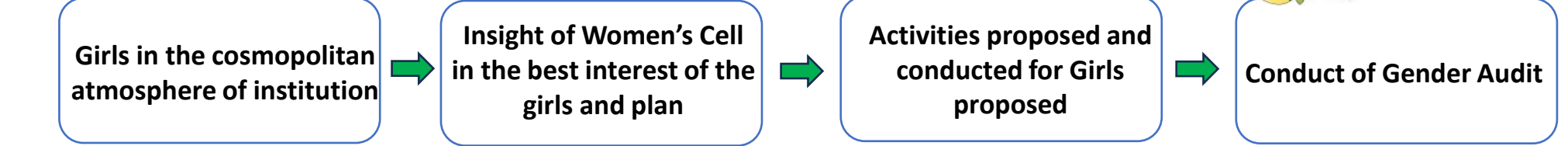


# COMMUNICATION MECHANISM



## OUTCOMES

1. Girl's threat Cases Reported (00)
2. Girl's preliminary health checkup (130)
3. IIT/JAM/NET/SLET/GATE/GMAT/CAT/ GRE etc. (59)
4. Girls in Research Program (Ph.D., 92)
5. Girls Participation in Various Committees (09 Committees)
6. Girls Participation in National Events (07)
7. Girls' Participation in Employability Training (51)
8. Women Faculty in College Committees (Most of the Committees)
9. Participation in 'Certification course -Women Empowerment' (51)
10. Girls Students Placements (176)

Theoretical Base: 'Abraham Maslow's Model of Individual Development'



**Dr. R.J. Barnabas**  
Principal

B. P. H. E. SOCIETY'S  
**AHMEDNAGAR COLLEGE, AHMEDNAGAR**

A Christian Minority Institution

Affiliated to Savitribai Phule Pune University. Id No. PU/AN/ASC/01/1947

- 'B++' Grade Accreditation by NAAC, Bangalore
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- 'Educational Excellence Award' by the Brands Academy, New Delhi
- 'Most Promising Educational Institute in Maharashtra' by Worldwide Achievers, New Delhi
- 'International Quality Award for Excellence in Higher Education' by Brands Impact
- 'Best College in Maharashtra for Innovative Educational Programs' by APS Research and Media
- 'The Most Promising Degree College in West India' by Prime Time Research Media Pvt. Ltd.
- A.I.S.H.E. Code : C-41242

## **GENDER AUDIT REPORT 2018-19 to 2022-23**

### **INTRODUCTION:**

#### **1.0 ABOUT BPHE SOCIETY, AHMEDNAGAR COLLEGE:**

The B.P.H.E Society's Ahmednagar College is a Christian minority institution, situated on a 32.9-acre campus at the heart of Ahmednagar city. The College was the first to be established in Ahmednagar district in 1947. It is a multi-faculty institution, consisting of the faculties of Arts, Science, and Commerce, affiliated with the Savitribai Phule Pune University. The Founder of the College, Dr. B.P. Hivale, believed that the primary aim of the College "is to provide higher education for the students who for various reasons would not otherwise be able to have it." Today on average 4375 students enrolled themselves for undergraduate to postgraduate courses. Among these average female students are 1937 (total Girls 9688) The institute functions adhering to its three mottos, *Not Things but Men, I Dare You* and *Yeh Shall Know the Truth*. Ahmednagar College has come to be known for its pioneering projects, the most notable among them being students' involvement in community development which grew into the NSS; 'Self Study' of the College undertaken in 1967, the postgraduate course in Drug -Chemistry and in the recent past the Resource Centre for the Differently-abled. The Institution is committed to being a pioneer in the field of career-focused quality education through its strong teaching-learning process.

Since its establishment, the institute focused on

1. *Preservation of Green Campus.*
2. *Research-oriented atmosphere on the campus and,*
3. *Women's safety and Security.*

Since the inception and during this assessment period i.e., from 2018-19 to 2022-23 the institute planned, executed, and mapped various activities in the interest of women's security.

The present audit is an example of mapping the effectiveness of women-centric activities carried out by the college during this assessment period.

## **1.2 GENDER AUDIT:**

A Gender Audit is a systematic and in-depth assessment process employed to scrutinize the state of gender equality within the institution. This multifaceted evaluation delves into various facets of the organization's operations to identify and rectify gender biases and inequalities that may exist. This process is a critical step towards fostering a more inclusive and equitable environment for all members of the organization.

The primary objective of a Gender Audit is to gain a holistic understanding of the status of gender equality within the organization. This entails a comprehensive examination of numerous elements, encompassing the organizational culture and procedures, policies, decision-making structures, and the actual decision-making processes in place. Additionally, it seeks to gauge employee perceptions, understandings, and behaviors surrounding gender-related issues within the organization. In essence, a Gender Audit serves as a powerful tool to unveil the hidden intricacies of gender dynamics within the college.

Furthermore, a Gender Audit extends its scope to assess how effectively the gender perspective is integrated into various aspects of the organization, including academic policies, programs, research initiatives, study curricula, and the administration of work and staff well-being in Organizations. In doing so, it ascertains whether these institutions are aligning their practices with principles of gender equality and inclusivity.

Importantly, a Gender Audit serves as a mechanism for evaluating and verifying the extent to which gender equality is institutionalized within an organization. It takes into account a range of dimensions, such as policies, programs, projects, service delivery mechanisms, structural configurations, operational procedures, and financial allocations. This comprehensive examination allows organizations to not only identify areas where gender discrimination may exist but also to take corrective measures.

The activity of the gender audit has gone through various stages:

1. *To assess the staff male-female ratio.*
2. *To assess the student male-female ratio.*
3. *To analyze the activities conducted in the interest of gender sensitization.*
4. *To assess Ph.D. research scholars on the campus pursuing higher education.*

## **FORMATION OF GENDER AUDIT COMMITTEE:**

The formation of the College External Gender Audit Committee at Ahmednagar College will play a crucial role in insisting on gender equality, inclusivity, and safety within our institution. This committee consists of dedicated individuals who are committed to the promotion of a social environment free from discrimination and harassment and facilitating empowerment.

The External Gender Audit Committee comprised three distinguished professionals, each bringing a unique perspective and expertise from diverse sectors of society. The committee was led by the esteemed **HON. ADV. NALINI GAIKWAD**, who served as the Chairperson. Adv. Gaikwad holds a prominent position as a Mahila Dakshata Member in the Maharashtra Police, showcasing her commitment to gender empowerment and justice. Additionally, she serves as the Chairperson of Niwar Smajik Sevabhavi Sanstha, based in Ahmednagar, Maharashtra, underlining her dedication to social service.

The committee further included **ADV. MANISHA KELGANDRE**, a Special Public Prosecutor at the District Court in Ahmednagar, Maharashtra. Adv. Kelgandre's legal expertise added a valuable dimension to the committee's composition, ensuring a comprehensive understanding of legal aspects related to gender issues. Her role as a Special Public Prosecutor demonstrated a commitment to upholding justice within the legal framework.

Complementing the legal perspective, the committee benefited from the insights of **Mrs. KAJAL RAUT**, a successful entrepreneur and Director of Saitech Corporation in Ahmednagar, Maharashtra. Mrs. Raut's presence on the committee brought a business and entrepreneurial viewpoint, offering valuable insights into the private sector's role in promoting gender equality. Her leadership in Saitech Corporation showcased a commitment to fostering diversity and inclusivity in the corporate realm.

Together, the members of the External Gender Audit Committee brought a rich blend of experiences, encompassing law enforcement, legal advocacy, and entrepreneurship. This diversity of expertise ensured a comprehensive and well-rounded approach to the gender audit, fostering a thorough examination of relevant issues and the formulation of informed recommendations.

The following members have been appointed to serve on the External Gender Audit Committee:

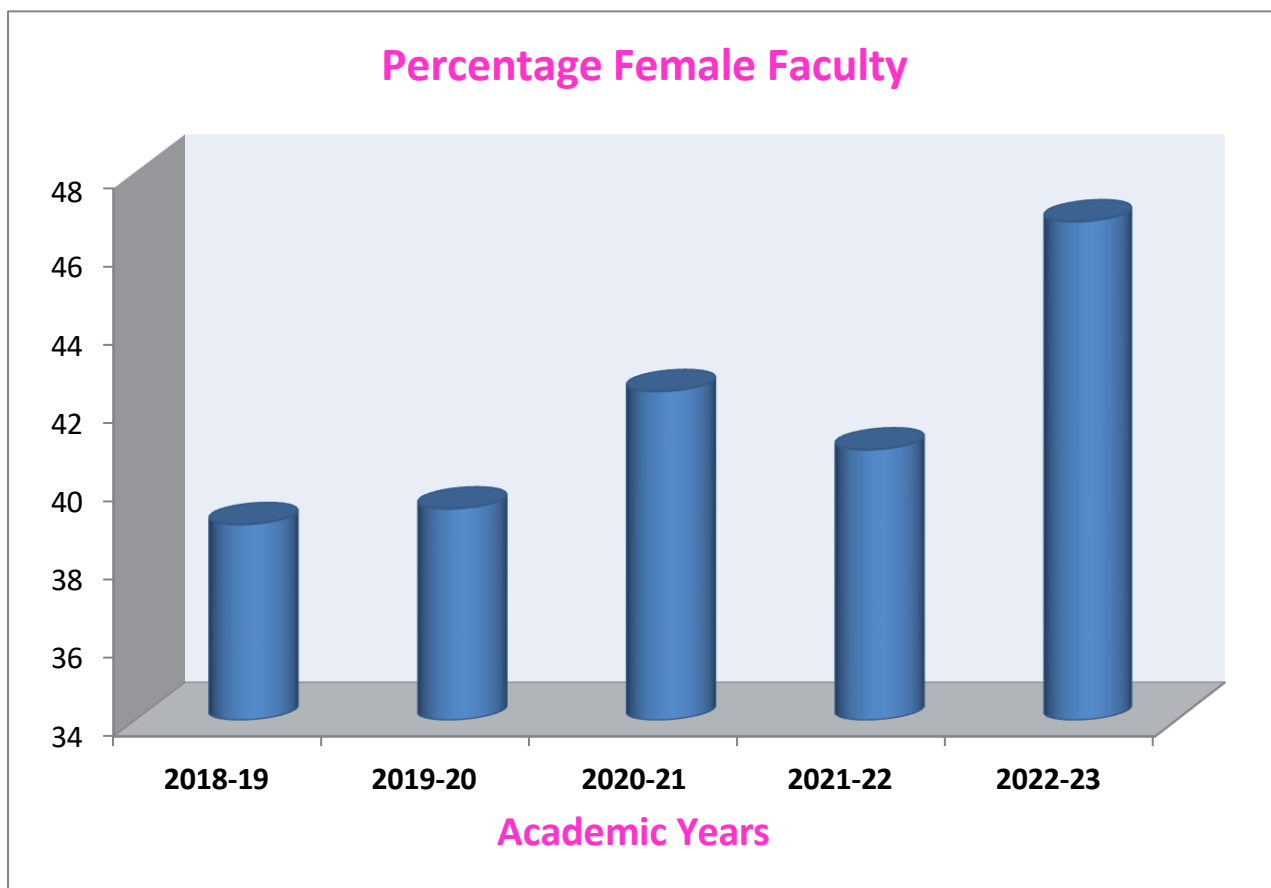
1	<b>HON. ADV. NALINI GAIKWAD</b> Maharashtra Police Mahila Dakshata Member, Chairperson of Niwar Smajik Sevabhavi Sanstha, Ahmednagar, Maharashtra.	<b>CHAIRPERSON</b>
2	<b>ADV. MANISHA KELGANDRE</b> Special Public Prosecutor District Court, Ahmednagar, (MS).	<b>MEMBER</b>
3	<b>MRS. KAJAL RAUT</b> Director, Saitech Corporation, Ahmednagar, (MS).	<b>MEMBER</b>

### 1.2.1. GENDER WISE DISTRIBUTION:

#### 1.1 Gender-wise Distribution of the Faculty of the College

**Table 1. Gender-wise Distribution of Male and Female Teaching Staff in the College Across Academic Years 2018-19 to 2022-23.**

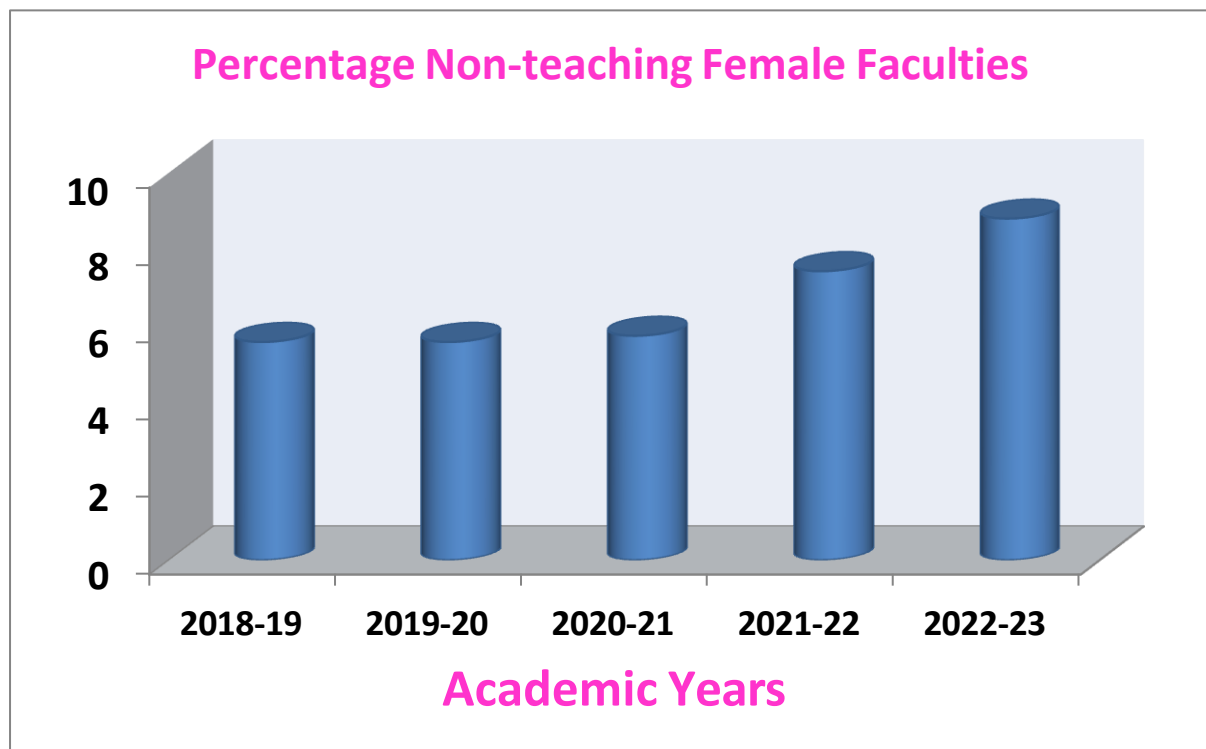
1. Teaching Staff					
Academic year	Total	Male	Female	Male %	Female %
2018-19	159	97	62	61.0	39.0
2019-20	160	97	63	60.6	39.4
2020-21	151	87	64	57.6	42.4
2021-22	154	91	63	59.09	40.91
2022-23	169	90	79	53.25	46.74



**Figure 1: Female teaching faculty of the college**

**Table 2. Gender-wise Distribution of Male and Female Non-Teaching Staff in the College Across Academic Years 2018-19 to 2022-23.**

1.2.3 Non-Teaching Staff					
Academic year	Total	Male	Female	Male %	Female %
2018-19	71	67	4	94.36	5.63
2019-20	71	67	4	94.36	5.63
2020-21	69	65	4	94.20	5.79
2021-22	67	62	5	92.53	7.46
2022-23	68	62	6	91.17	8.82



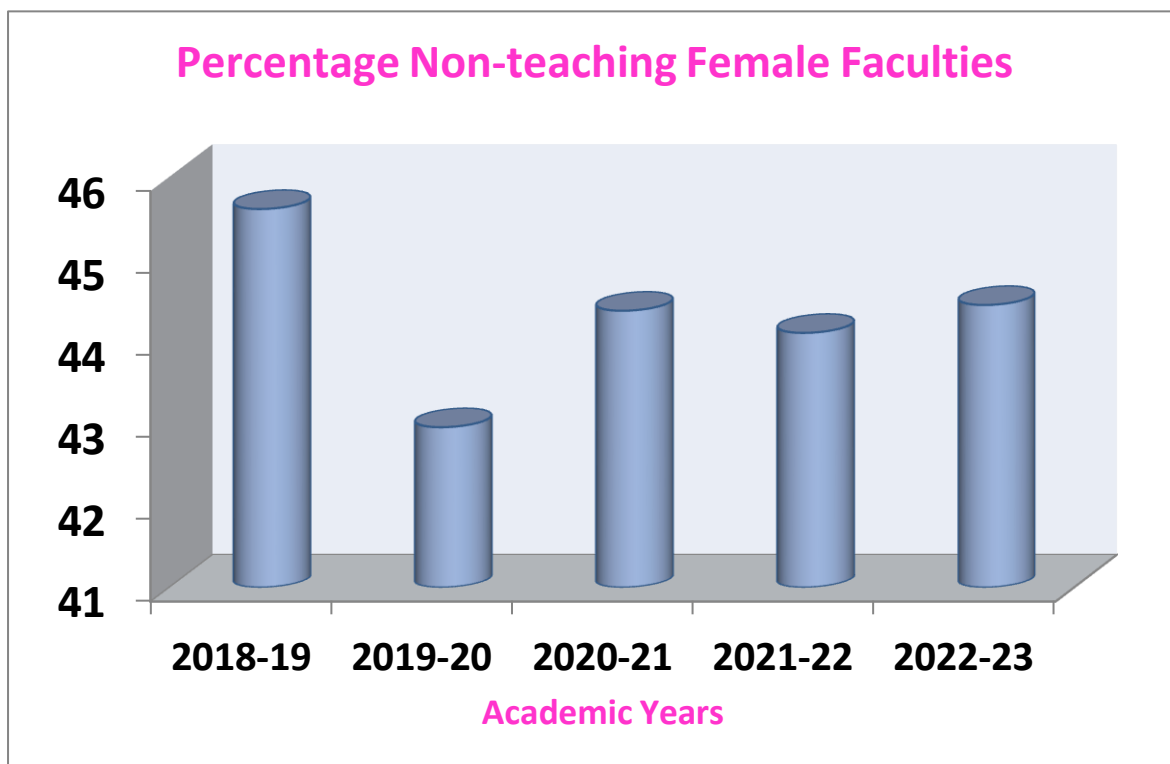
**Figure 2: Female non-teaching faculty of the College**

### 1.2. 3. Gender-wise Distribution of the Students

**Table 3. Gender-wise Distribution of Male and Female Students in the College Across Academic Years 2018-19 to 2022-23.**

Academic year	Total	Male	Female	Male %	Female %
<b>2018-19</b>	4433	2411	2022	54.38	45.61
<b>2019-20</b>	4574	2610	1964	57.04	42.95
<b>2020-21</b>	4313	2399	1914	55.62	44.37
<b>2021-22</b>	4294	2400	1894	55.89	44.10
<b>2022-23</b>	4261	2367	1894	55.55	44.44





**Figure 3: Female Students' Strengths of the College**

### 1.3.0. GENDER SENSITIZATION ACTIVITIES:

**Table 3. Gender Sensitization Activities in the College Across Academic Years 2018-19 to 2022-23 and total number of beneficiaries of the activities.**

Academic year	One Day/One Session		Workshop		Total Beneficiaries
	One Day	No of benefitted	Workshop	No of benefitted	
2018-19	006	342	001	016	0358
2019-20	009	411	000	000	0411
2020-21	006	122+	000	000	0122+
2021-22	007	105+	000	000	0105+
2022-23	010	746	001	264	1010
<b>Total</b>	<b>038</b>	<b>1726</b>	<b>002</b>	<b>280</b>	<b>2006</b>

### **1.2.3. The activities towards gender sensitivity, equality, and co-education participative ness:**

The activities carried out on the campus towards gender sensitivity, equality, and co-education participative Ness can be given as follows.

**(a) Syllabus:** The education of girls holds significant implications for both their financial well-being and the future of the nation. Recognizing the vital need for awareness programs on our campus, we have taken a range of measures to ensure that gender equity and equality are deeply ingrained in every facet of our institution.

At the undergraduate level, departments such as English, Hindi, Sociology, Economics, and Political Science have incorporated courses that specifically address gender-related issues in their curricula. These courses explore themes of gender sensitivity and equity through prose, poetry, and short stories as part of the Language Foundation Course.

However, it is worth noting that courses within the Science faculty currently lack a substantial focus on gender-related topics, which is an area for potential improvement. To further enhance gender sensitization, we conduct various seminars, workshops, and expert sessions. Students are actively encouraged to write reports and articles on pressing gender issues, and these contributions hold significance within their Continuous Comprehensive Evaluation (CCE) assessments. This comprehensive approach ensures that our institution remains committed to promoting gender awareness and fostering a more inclusive educational environment.

#### ***(b) Activities toward gender sensitivity, equality, and co-education:***

The activities were planned focusing on awareness, participativeness, sensitivity, and inculcation of the values towards gender fairness. The activities conducted during 2018-19 to 2022-23 are given below.

**Table 4. Activities toward gender sensitivity, equality, and co-education in the College Across Academic Years 2018-19 to 2022-23.**

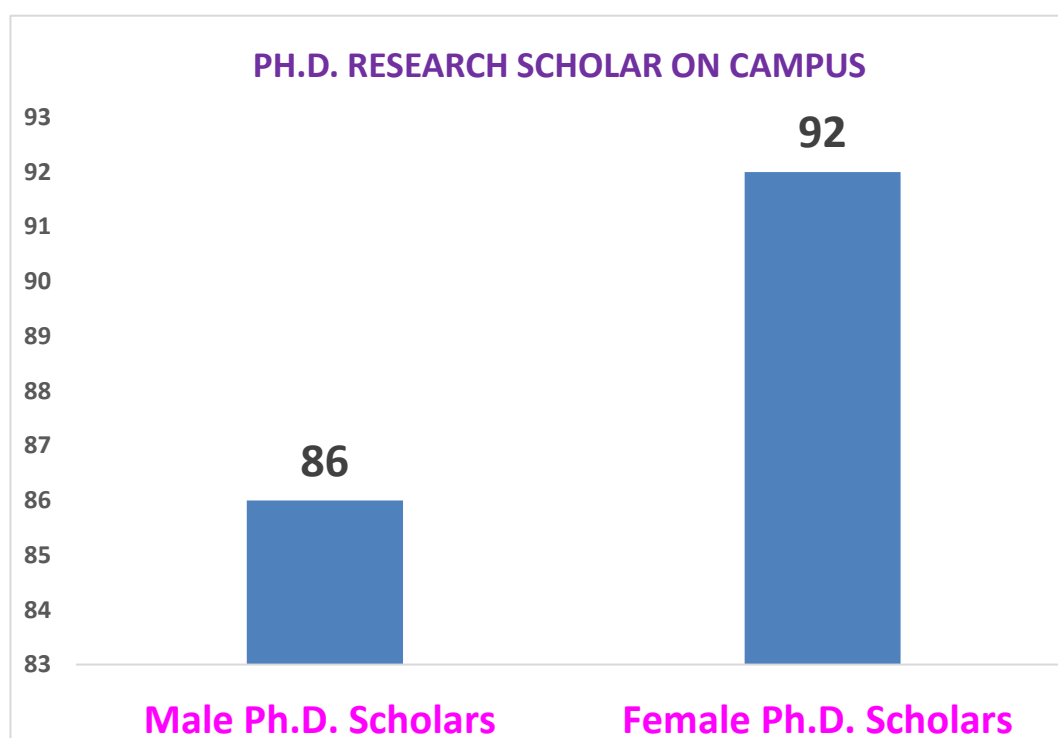
<b>Aca. Year</b>	<b>Sr No</b>	<b>Date</b>	<b>Title of the Activity</b>	<b>No of Beneficiaries</b>
<b>2018-19</b>	1	08 August 2018	Learners Market	100 Female 020 Male
	2	18 August 2018	Rakshabandhan	27 Students 03 Teachers
	3	02 October 2019	Street Play on <i>Swachha Bharat-Sunder Bharat</i>	Info not available
	4	25 and 26 October 2018	Women Expo with NGOs	16 students
	5	03 November 2019	Donation Drive	02 Teachers
	6	08 March 2019	Cultural Program Activity	75 Female 80 Male
	7	08 March 2019	International Women Day	29 Student 06 Teacher
<b>2019-20</b>	8	07 August 2019	Self-Protection Move every should practice	29 Female 37 Male
	9	23 August 2019	Self Defence Techniques Workshop	72 Female 23 Male
	10	17 October 2019	Guidance for Creative Writing	13 Female 08 Male
	11	03 January 2020	Birth Anniversary of Krantijyoti Savitribai Phule	32 Students 04 Teachers
	12	24 January 2020	Celebration of Rashtriya Balika Din	Info not available
	13	29 January 2020	Women Empowerment Program	28 Female
	14	07 February 2020	Guest lecture on Vermi-Composting	44 females 12 males 14 staff
	15	28 February 2020	Sports Day Activities for Girl Students	33 girls
	16	06 March 2020	Health and Hygiene	40 Female 08Male 14 Staff
<b>2020-21</b>	17	12 February 2021	National Webinar on ' <i>Nirasha aur tanav ko kaise dur kare</i> '	Info not available
	18	04 January 2021	Krantijyoti Savitribai Phule Javanti & Balika din	45 Students 04 Teachers

	19	03 March 2021	Mehendi Competition	18 Students 07 Teachers
	21	10 March 2021	Covid and Women's Health (Online)	Info not available
	22	30 March 2021	Workshop on Pranayam –Taan Tanavala Purn Viram	Info not available
	23	15 November 2022	Mehendi Competition	48
<b>2021-22</b>	24	26 February 2022	Nirbhay Kanya Abhiyan (One Day)	24 students
	25	06 October 2021	Contribution of women in the field of literature	32 Students 04 Teachers
	26	11 February 2022	Gender Sensitivity	19 Students 04 Teachers
	27	04 March 2022	Rangoli Competition on the Occasion of Women's Day	22 Participant
	28	08 March 2021	Internal Women Day (Online)	Info not available
	29	11 March 2022	Women's Day Special-short story and documentary	Info not available
	30	14 February 2022	Guest Talk: Savitribai Phule: Jeevan Kaarya	Info not available
<b>2022-23</b>	31	24 November 2022	Face Yoga Workshop with Meditation	Info not available
	32	22 September 2022	Counselling on Health	130
	33	15 September 2022	Health Check-Up Camp for girls	130
	34	8 March to 15 March 2023	Women Empowerment Week	213 Students 051 Staff
	35	06 March 2023	Women Safety	121 students 050 staff
	36	04 March 2023	International Women's Day	65 students
	37	11 November 2022	Rangoli Competition	10
	38	02 September 2022 to 07 September 2022	Certificate Course in Developing Women Empowerment	51 girls
	39	24 November 2022	Cooking Competition	23 Students
	30	03 January 2023	Birth Anniversary of	19 Teachers

			Savitribai Phule	07 Students
	31	16 January 2023	Workshop on Nirbhay Kanya Abhiyan	11 Girls 03 faculties
	32	08 March 2023	Guest Talk on Gender Equity	126 students
<b>Total One day: 38; Total Workshops: 02 Total Participants: 2006</b>				

#### 1.2.4. Ph.D. Research Scholar on campus:

As of November 30, 2023, Ahmednagar College boasts a total of 178 PhD Research Scholars. Within this cohort, there are 86 male research scholars and 92 female research scholars. It is noteworthy that the female population of Ph.D. research scholars surpasses their male counterparts, indicating a notable encouragement and support for women pursuing higher education on campus. This numerical evidence underscores the college's commitment to fostering a gender-inclusive academic environment. The data suggests a positive trend in empowering and promoting female scholars in the pursuit of advanced academic endeavors at Ahmednagar College.



**Figure 4: Male and Female Research Scholars in the College**

### **3.0 SUMMARY AND CONCLUSION:**

The gender audit data for Ahmednagar College reveals a comprehensive picture of the gender distribution within the institution. It highlights the percentages of male and female representation among both the teaching and non-teaching staff, as well as the student population.

**Teaching Staff:** The college's teaching staff consists of approximately 60% males and 40% females. This indicates a relatively balanced representation, with a slight male majority.

**Non-Teaching Staff:** The non-teaching staff category shows a significant gender disparity. About 93% of the non-teaching staff are male, while only 7% are female. This suggests a noteworthy gender imbalance within the administrative and support roles of the college.

**Student Population:** The gender distribution among students reflects a similar trend to the teaching staff, with around 56% male students and 44% female students. This signifies a predominantly male presence among the student body, albeit not as pronounced as the non-teaching staff.

**Ph.D. Research Scholars:** The gender ratio presented in the report on Ahmednagar College's PhD Research Scholars, as of November 30, 2023, reflects a significant and positive trend toward gender inclusivity in higher education. With 92 female research scholars out of a total of 178, the campus demonstrates a commendable commitment to encouraging and supporting women in pursuing advanced academic degrees. The fact that female PhD research scholars outnumber their male counterparts is particularly noteworthy. This indicates a proactive effort by Ahmednagar College to address gender imbalances in higher education and create an environment where both male and female scholars can thrive.

The campus's endeavors toward fostering gender sensitivity, promoting equity, and advancing coeducation have demonstrated noteworthy progress in recent years. In the academic year 2018-19, seven activities were conducted, benefiting approximately 230 female participants. During the academic year 2019-20, the commitment to these initiatives grew stronger, with nine activities carried out, impacting about 280 female beneficiaries. In 2020-21, despite challenges, six significant activities were implemented, benefiting 100 female participants. The academic year 2021-22 saw a continuation of these efforts, with seven activities conducted and 90 female participants positively impacted. In the most recent year, 2022-23, a remarkable surge in activities was observed, with 12 activities benefiting an impressive 650 female student participants.

In Gender sensitization activities the campus organized 38 one-day sessions and two workshops, engaging a cumulative total of 2006 participants. These efforts signify a commitment to creating an inclusive and equitable educational environment.

The progressive growth in these activities demonstrates dedication to promoting gender sensitivity, equity, and coeducation on campus. The impact of these initiatives reflects a collective commitment to fostering a more inclusive and respectful academic community.

Overall, the data underscores the need for further examination and potential actions to address gender imbalances, particularly in the non-teaching staff category, and to promote greater diversity and inclusivity within Ahmednagar College. Additionally, it raises questions about the factors contributing to the differences in gender representation among different roles and positions within the institution.

Gender audits serve as a strategic tool for gender mainstreaming, a process that aims to ensure that gender considerations are integrated into all aspects of an organization's operations. Through gender audits, organizations gain valuable insights into gender trends in human resource management, organizational culture, structural composition, operational procedures, and policy design. This allows them to not only identify existing disparities but also to devise strategies for mitigating these challenges through improvements and innovations. Gender Audits are an indispensable instrument for organizations striving to promote gender equality and inclusivity. They offer a comprehensive examination of an organization's gender-related practices and serve as a foundation upon which progress toward gender equality can be measured over time. Ultimately, Gender Audits are pivotal in advancing the cause of gender equality within institutions and fostering environments where all individuals, regardless of their gender, can thrive and contribute to their full potential.

This gender audit spanned a comprehensive analysis over a five-year period, scrutinizing three primary facets of Ahmednagar College: student enrollment, the composition of the teaching faculty, and the ratio of non-teaching staff. The committee delved into a meticulous review of gender sensitization initiatives, evaluating both the scope and impact on beneficiaries. Additionally, an examination was conducted on the college's endeavors concerning gender sensitivity, equality promotion, and the cultivation of a co-educational environment within the campus. The audit aimed to provide a thorough understanding of the gender dynamics within the college community, offering insights into areas of progress and potential areas for improvement in fostering a more inclusive and equitable educational setting.

## **Recommendations:**

- *The institute should make efforts to increase the number of female students in higher education.*
- *The institute may take the initiative to increase the girls' participation in women-centric programs.*
- *There should be ample girls initiated and run activities on the campus.*
- *The college should plan and offer some activities promoting girls from the challenging atmosphere in higher education.*
- *Plan some programs to strengthen the girls' capacity so that they can stand competently in family, occupation, and social atmosphere.*
- *Design and offer some programs through which girls will ask for transparency in selection, opportunity, exercising their rights, and leadership.*



## SIGNATURE OF THE COMMITTEE MEMBERS


1). **Hon. Adv. Nalini Gaikwad,**  
Maharashtra Police Mahila Dakshata Member,  
Chairperson of Niwar Smajik Sevabhavi Sanstha,  
Ahmednagar

  
**CHAIRPERSON**

निवारा सामाजिक सेवाभावी संस्था  
संस्थापिका  
नलिनी गायकवाड

2). **Adv. Manisha Kelgandre,**  
Special Public Prosecutor District Court,  
Ahmednagar, (MS).

  
**MEMBER**  
**Asst. Govt. Pleader &**  
**Addl. Public Prosecutor**  
**Ahmednagar**

  
3). **Mrs. Kajal Raut**  
Director,  
Saitech Corporation,  
Ahmednagar, (MS).



**MEMBER**



# B.P.H.E. SOCIETY'S AHMEDNAGAR COLLEGE, AHMEDNAGAR

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- A.I.S.H.E. Code : C-41242

F ACA/2023.24/Compliance Report-Gender Audit

01/12/2023

## REPORT ON COMPLIANCE AND ACTION PLAN FOLLOWING GENDER AUDIT RECOMMENDATIONS

A comprehensive examination of gender-related aspects at Ahmednagar College was conducted by the External Gender Audit Committee, consisting of three distinguished professionals hailing from diverse sectors. The committee, spearheaded by the esteemed **Mrs. NALINI GAIKWAD**, an Advocate and Mahila Dakshata Member in the Maharashtra Police, included **ADV. MANISHA KELGANDRE**, a Special Public Prosecutor at the District Court in Ahmednagar, Maharashtra, and **Mrs. KAJAL RAUT**, a successful entrepreneur and Director of Saitech Corporation in Ahmednagar, Maharashtra.

The audit committee presented six pivotal recommendations aimed at fostering a more balanced gender ratio within the college campus. These recommendations predominantly centered around ensuring equal opportunities, implementing additional gender sensitization initiatives, and empowering women within the campus environment.

Of notable mention was the committee's acknowledgment of the commendable data concerning Ph.D. research scholars, where female scholars surpassed their male counterparts. This trend highlighted the preference for higher education among female students at Ahmednagar College.

All six recommendations provided by the audit committee have been given serious consideration, with detailed action plans and guidelines undergoing thorough discussion. Ahmednagar College reaffirms its commitment to delivering equal opportunities and extends special preference to female students on the campus. The institution ensures a secure and female-friendly environment through robust security and surveillance measures, reinforcing its dedication to fostering a safe and inclusive educational space.



**Principal**  
Ahmednagar College  
Ahmednagar

