

BHARATIYA JAIN SANGHTANA'S
Arts, Science and Commerce College,
Wagholi, Pune-412207



BJS'S ASC College
Gender Audit
Report (2014-2019)

2014-15 to 2018-19



Gender Audit Report (2014-15 to 2018-19)

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CERTIFICATE

This is to certify that,

Bharatiya Jain Sanghatana's

Arts, Science and Commerce College, Wagholi, Pune has conducted "**Gender Audit**" in **April 2019** to identify the gender balance, to examine the infrastructural facilities provided optimally as per the requirements of both the genders and Steps taken to keep the harmonious relationship between both the genders.

Place: Wagholi

Date: 24 .04.2019

Name	Designation	Sign
Ms. Pournima Gadiya	External Auditor	
Dr Ramesh Gaikwad	Member	
Ms. Kasturi Mate	Member	
Mr. Shivaji Sonawane	Member	
Mr. Shashikant Keskar	Member	
Mrs. Savita Aute	Member	
Mr. Mahsku Shingade	Member	
Mrs. Manisha Bora	Coordinator	

Acknowledgements

To begin with, I would like to offer my gratitude towards the authority of Bharatiya Jain Sanghata (BJS), its founder Hon. Mr. Shantilal Muttha. My sincere appreciation goes to Principal, Major Dr. Ashok Giri and Vice-principal, Dr Kishor Desarda for their constant encouragement and support during conduction of Gender Audit at BJS'S ASC College, Wagholi, Pune. I express my gratefulness towards Social activist and founder of NGO Disha Institute, Ms. Pournima Gadiya, Librarian and coordinator of Sexual Harassment Committee, Ms. Kasturi Mate and coordinator of anti-ragging committee, Dr. Ramesh Gaikwad. I also appreciate the support extended by the Department of English, specially, Dr. Monika Jain and Ms. Maina Aute. My special thanks to IQAC, teaching and non-teaching staff, office staff for constant support, assistance, and help in collection of data for Gender Audit Report (2014-19).

Mrs. Manisha A. Bora
(Coordinator)
BJS'S ASC College, Pune

Gender Audit Committee

Sr. No.	Member	Designation	Organization / Institute	Sign
1	Mrs. Manisha Bora	Principal Investigator	BJS's Arts, Science & Commerce College, Wagholi, Pune.	
2	Ms. Pournima Gadiya	External Auditor	Founder, Disha Institute (NGO), Member, Child Welfare Committee	
3	Dr Ramesh Gaikwad	Member	Chairman, Anti ragging Committee BJS's ASC College, Wagholi, Pune	
4	Ms. Kasturi Mate	Member	Chairperson, Sexual Harassment Committee, BJS's ASC College, Wagholi, Pune	
5	Mr. Shivaji Sonawane	Member	Chairman, NCC, BJS's ASC College, Wagholi, Pune	
6	Mr. Shashikant Keskar	Member	O.S., BJS's ASC College, Wagholi, Pune	
7	Mrs. Savita Aute	Member	Rector, Women Hostel, BJS's ASC College, Wagholi, Pune	
8	Mr. Mahsku Shingade	Member	Non teaching staff, BJS's ASC College, Wagholi, Pune	

About BJS:

Established in the year 1985, Bharatiya Jain Sanghatana (BJS) has been in the forefront of addressing national concerns in the areas of Disaster Response, Social Development and Educational Initiatives. Having its head office in Pune, BJS is a non-political, non-profit, professionally managed Non-Governmental Organization (NGO) with a nationwide footprint working towards the benefit of all. Over the years of its existence, BJS has practiced and perfected its approach and processes in the chosen areas of its work. It has rich and multi-dimensional experience of working at the grassroots as well as contributing to policy-level thought processes and decision making. BJS has worked with Central and many State governments and NGOs to implement many of its projects. BJS works in progression steps to achieve optimum and lasting impact - identifying issues, researching the needs, developing solutions based on practical experiences, implementing them sizable pilot projects to validate scalability, after analyzing the pilot results, and taking the modules countrywide roll-out and implementation. The foundation of Bharatiya Jain Sanghatana is the Volunteers' Network that is built very meticulously since day one. BJS has a nation-wide network of volunteers actively carrying out BJS responsibilities with relentless commitment. This volunteers' network is the real strength of the organization. Having such a committed network till grass-root level serving for the social cause, BJS demonstrated the power of executing projects or many seemingly uphill tasks with speed and scale. BJS focused on educational rehabilitation of disaster affected children since 1993 earthquake.

About BJS'S ASC College:

The college is a part of Wagholi Educational Rehabilitation Center (WERC) that runs houses and hostels, schools and colleges. The college began with 49 students in 1995 and we are proud to have admitted 2371 students during the academic year 2018 – 2019. The college has shown continuous increase in student strength and the number of girl students has been increasing continuously. The college runs UG, PG courses and has a Research Centre in Commerce. We not only aim at achieving academic excellence but also want to inculcate value education, physical training and mental wellbeing in our students.

Our Vision:

“Exploring Youth Capabilities for Social Service”

Our Mission:

“Persuasion of studies in arts, science & commerce with vocational training based on the concept of earn-as- you learn principles and plethora of extracurricular activities to ensure all round growth”

- To provide a safe, friendly, accessible environment where all students can optimize their academic career cultural experience.
- To foster a comprehensive and enriching program of extracurricular activities required for developing global perspective
- To conduct community education programs that encourages learning at every stage of life.
- To participate in the social, cultural, environment and economic development of the communities served by the college.
- To provide Holistic education for self – reliance.
- To generate social consciousness by igniting young minds.

**Gender Audit Report
(2014-19)**

Executive Summary

In accordance with the Risk-Based Audit and Evaluation Plan of BJS'S ASC College for 2014-19, the Gender Audit was conducted of the college in April 2019. The purpose of the audit was to ensure that the practices followed on the campus are in accordance with the Gender Equity measures adopted by the institution. During the initial planning of the audit, an analysis was conducted in order to identify, evaluate and prioritize the risks associated with Gender issues. The analysis was based upon an examination of the various facilities, awareness and standards that govern the gender sustainability, on data analysis, and preliminary interviews with personnel. The methodology used included physical inspection of the college campus, and review of the relevant documentation done by the college.

Ms. Pournima Gadiya
Founder, Disha Institute, Pune
Member, Child Welfare Committee

Major Dr. Ashok Giri
Principal

Gender Audit
(2014-19)

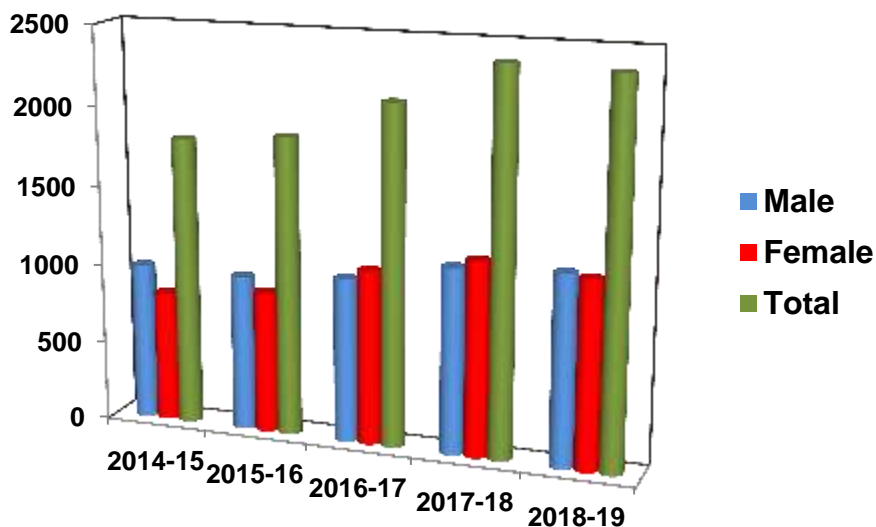
Objectives:

- To observe the gender balance
- To examine the infrastructural facilities provided optimally as per the requirements of both the genders.
- Steps taken to keep the harmonious relationship between the genders
- To encourage female students to participate in various college activities and empower them.
- Initiatives taken towards the prevention and prohibition of sexual harassment, ragging, etc.
- To establish good gender balance in decision-making processes during regular working and various college activities.
- To suggest measures for bridging the gender gap, if in existence.
- To foster gender equality in all aspects of college community.

BJS'S ASC College Gender Audit Report (2014-2019)

Student Strength: Academic year 2014-15 to 2018-19

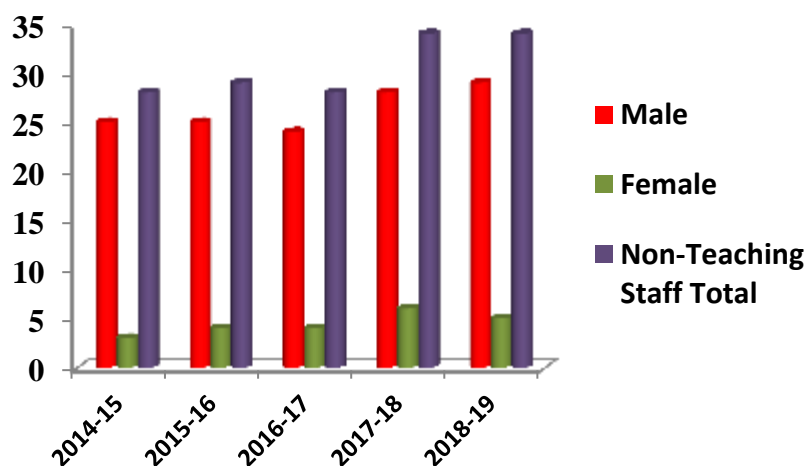
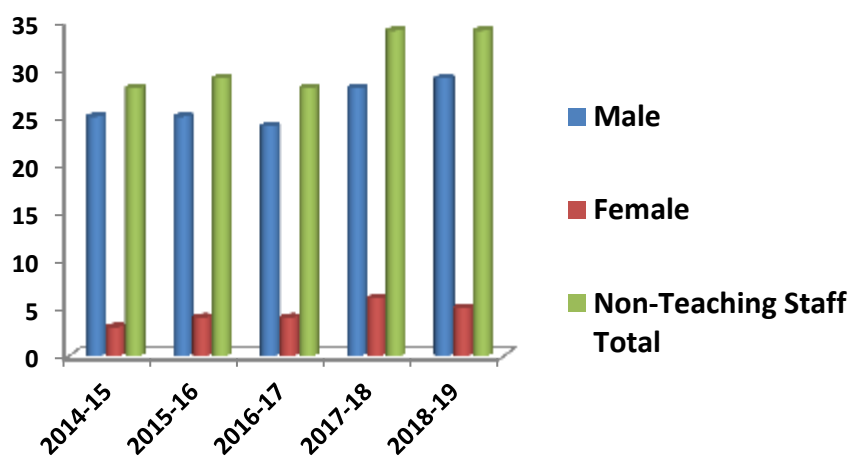
Sr. No.	Academic Year	Level	Male	Female	Total Students
1	2014-15	UG	885	740	1625
		PG	103	81	184
		Ph. D.	00	00	00
		Total	988	821	1809
2	2015-16	UG	859	826	1685
		PG	118	66	184
		Ph. D.	01	00	01
		Total	978	892	1870
3	2016-17	UG	878	1001	1879
		PG	143	88	231
		Ph. D.	08	04	12
		Total	1029	1093	2122
4	2017-18	UG	994	1106	2100
		PG	163	113	276
		Ph. D.	8	4	12
		Total	1165	1223	2388
5	2018-19	UG	1036	1038	2074
		PG	159	138	297
		Ph. D.	00	00	00
		Total	1195	1176	2371



BJS'S ASC College Gender Audit Report (2014-2019)

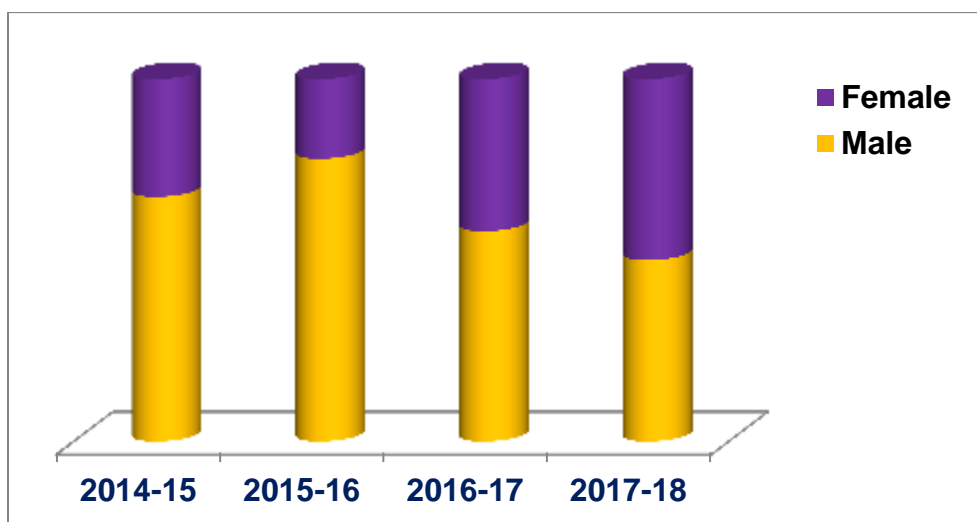
Gender Wise Staff Profile (Academic year 2014-15 to 2018-19)

Sr. No.	Year	Male	Female	Teaching Staff Total	Male	Female	Non-Teaching Staff Total
1	2014-15	27	21	48	25	03	28
2	2015-16	26	21	47	25	04	29
3	2016-17	29	22	51	24	04	28
4	2017-18	31	26	57	28	06	34
5	2018-19	26	32	58	29	05	34



**UGC Sponsored
Community College Scheme
Diploma In Hospitality & Tourism
Annexure VIII
Category wise student Profile
2014-15 to 2017-18**

Year	General	SC	ST	OBC	Minority	Women	Total Student
2014-15	28	03	00	06	00	13	50
2015-16	24	03	00	12	00	11	50
2016-17	23	00	00	06	00	21	50
2017-18	14	03	00	08	00	25	50



Introduction

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

Infrastructural Facilities on College Campus

Sr. No.	Particular
	Ground Floor
01A	Principal Office
01B	IQAC Room/ NAAC room
02	College Office
03	Student Facility Center/YCMOU
04	Vice-principal Office
05	Exam
	Toilet/ Washrooms
06	Ladies common room
07	Library
08	Students Reading Room
09	Computer Lab
10	BJS Auditorium

BJS'S ASC College Gender Audit Report (2014-2019)

	First Floor
11 to 15	Classrooms
16A	Classrooms
16B	Commerce Teacher Staff Room
17	BCA Computer Lab
18	Dark Room
19	H. O. D. English/Political Science
20	Physics H.O.D/ Laboratory
21	H. O. D. Marathi
22	H. O. D. Maths /BCA Staff Room
23	Zoology H.O.D/ Laboratory
	Second Floor
24 to 28	Class Rooms
29A	Class Room
29B	Class Room
30	Chemistry Laboratory
31	HOD Hindi dept.
32	Geo dept/laboratory
33	M.Sc Chemistry Lab
34	H.O.D. History Dept
35	H. O. D. Economics
36	H.O.D Botany Laboratory

BJS'S ASC College Gender Audit Report (2014-2019)

	Third Floor
37 to 41	Class Rooms
42A	Class Room
42B	Class Room
43	Chemistry/H.O.D Research Chemistry Lab
44	Physical Chemistry Lab
45	Org. Chemistry Lab
46	Separation Room
47	Chemistry Store
48	Inorg. Chemistry Lab
49	Gymkhana
50	NSS Room
51	NCC Room
52	Gymkhana Hall

- **Girls' Hostel:**

Considering the qualitative performance of the college, the students from remote places in Maharashtra demanded the special facilities for girls. As per their demand, the college provides Girls' Hostel. The Girls' Hostel in the College was established in 2012-13 having 38 rooms and 90 students in-take capacity. The hostel has 1 bed (04 rooms) 2 beds (14 rooms), 3 beds (9 rooms, Guest rooms (08) with attached washroom. For the safety and security of the girls, precautions are taken by the management. There is a doctor, a lady rector, and a lady housekeeping staff. Girls' hostel is equipped with solar heater system, study hall, kitchen and office, floor wise washrooms, floor wise intercom facility, indoor games facility, and internet facility.

- **Gymkhana:**

The indoor and outdoor games and sports facilities are available in the college campus including a playground (approximately 2000m). The college has Gymkhana of around 96 sq.m with latest equipment added to the gymnasium.

Gymnasium Facilities

- 16 station Gym Machine.
- Cross Over Machine.
- Weight lifting set
- Boxing ring
- Table Tennis Table
- Badminton Court
- Volley Ball Court
- Kabaddi Court
- Kho-Kho Court
- 200 mts Track
- Base Ball Equipment
- Soft Ball Equipment
- Wrestling / Judo mats
- Fencing Equipment
- Athletics equipment
- Gymkhana Hall

BJ'S ASC College Gender Audit Report (2014-2019)

- **Library facilities and services:**

The well ventilated college library has books, journals, magazines, newspapers, monographs, audio-video material, etc. available along with book bank facility. Reading room has separate seating facility for female students.

Salient Features:

- Fully Computerized
- Separate Reading room Facility for Boys and girls
- Reading Room Capacity for 72 students
- Special Services to Competitive and NET/SET Examinations
- Internet Facility
- List of new books is circulated to concerned Departments of College
- Departmental Library facility for Department of Chemistry
- Catalogue of back Volumes of Periodicals and Books available in the Library
- News Paper cuttings of the College News, Parent Institution and special occasion
- Book Exhibitions for students and teachers

Other Infrastructural Facilities for Girls:

Along with basic facilities, BJS'S ASC College provides some other facilities:

- **Common Ladies' Room:** Independent common room is made available for girls. A notice board has also been placed in Ladies' Room.
- **Pure Drinking Water:** Water coolers and water purifiers are placed for students.
- **Mess:** A separate section is kept for girl's convenience.
- **CCTV cameras:** Cameras are installed at different points covering whole campus for safety and security.
- **LCD notice Board display:** LCD notice board has been installed for effective communication.

Internal Complaint Committee (ICC)

(Sexual Harassment at Workplace Act 2013)

Committee Members:

- **Prof. Mate Kasturi S.** – Presiding Officer, College Librarian,
Mobile No. 9423576696 Email- kmate0061@gmail.com
- **Prof.Dr. Deshmukh Madhuri V.** - Member,
Mobile No. 9850555766, Email- madhurdes10@gmail.com
- **Prof. Dr. Phadtare Bhushan G.** – Member
Mobile No.9423237730 Email-bhushan.phadtare12@gmail.com
- **Prof. Jamdade Rajabhau N.** – Member
Mobile No.9422517820 Email-jamdaderajabhau@gmail.com
- **Adv. More Prajka B.** - Member, Law Adviser ,Counselor Family Court, Pune
Mobile No. 9850900919 , Email-adv.bharatmore@yahoo.in

Objectives

- To create an environment of gender equity where men and women work together with a sense of personal security and dignity.
- To create awareness amongst students about the issues related to the youth, girls in particular.
- To create awareness amongst students about the problems faced by women due to gender issues.
- To disseminate knowledge about rights and laws related to women.
- To encourage the self-esteem and self-confidence of girl students, women faculty and staff.
- To Bring-up decision making ability in girl students for making informed choices in areas like education, employment and health.

**Sexual Harassment of Women at Workplace- Act 2013
The Disciplinary Action Will Be Commensurate With the Nature of the
Violation**

**विद्यार्थिनीबाबत लैंगिक अत्याचाराची घटना आढळल्यास दोषी व्यक्तीवर पुढील
कारवाई करण्याचा अधिकार अंतर्गत तक्रार समितीस राहिल.**

Vision

Promoting Gender Equality and Women Empowerment

Mission

**Create awareness amongst students about the problems faced by
women due to gender issues**

Mechanism of Internal Complaints Committee

- 1) Complaint Redressal: As per act The Sexual Harassment at workplace (Prevention, Prohibition and Redressal) Act 2013, appropriate action will be taken once the complaint is filed.
- 2) Awareness Workshops: For students, teaching-non teaching staff with an aim to develop no threatening and non-intimidating atmosphere of mutual learning.
- 3) Counseling: Confidential counseling service provides a safe space to speak about the incident.
- 4) Meetings : Committee members meet with the girl students of all classes in the Last Week of every month. Members conduct meetings in every month.

Holistic Development, Empowerment and Personality Development of students through various college committees and programs

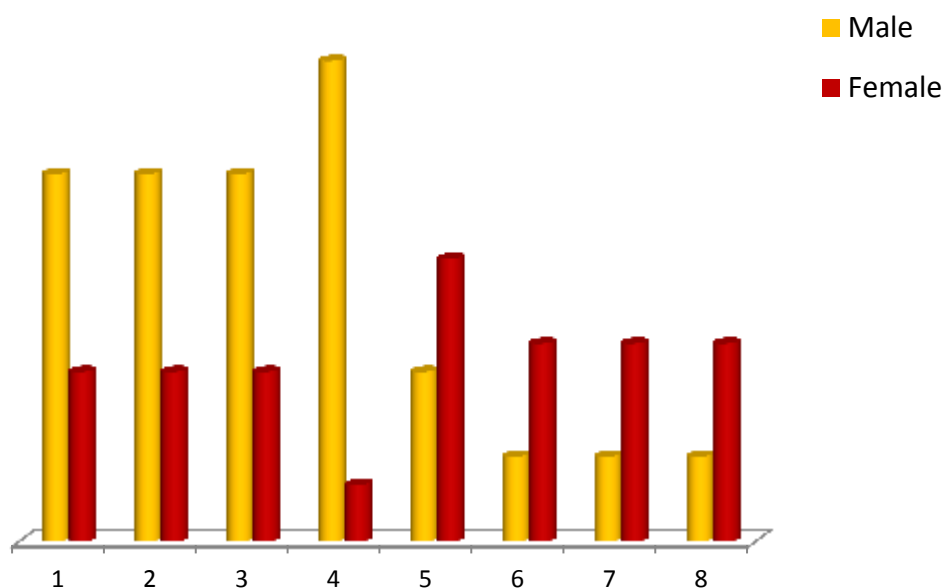
- Student Welfare committee
- Earn and Learn Scheme
- Personality Development
- Nirbhya Kanya Abhiyan
- Competitive Exam Committee
- C.O.P.
- Cultural Committee
- Career counseling and Placement Cell
- NSS
- Save girl child movement
- NCC
- Cultural committee
- Skill Development through COP courses
- M R Jayakar Employability and skills development
- Soft-Skills development
- Anti-Ragging Committee and discipline
- Committee against women harassment
- Community College Scheme
- Study Tours and visits
- Organization of seminar, workshop, tours, camps, quiz, poster competitions etc. through departments

BJS'S ASC College Gender Audit Report (2014-2019)

Gender wise NCC Participation and Achievements

(2014-2018)

Year	Activity	Male	Female	Total
2014-15	All India Girl Annual Training Camp, Kerala	13	06	19
	Participation in RDC CAMP Delhi	13	06	19
	Republic day parad 26 th Jan	13	06	19
2015-16	List of selected students for Army and Navy	17	02	19
2016-17	AIVS CAMP, Jodhpur, IGC Camp ,Nagpur, ATC Camp , Enrollment in Navy Wing	06	10	16
2018-19	Pre- RDC Camp,	03	07	10
	ATC Camp, Pune	03	07	10
	CATC Camp	03	07	10

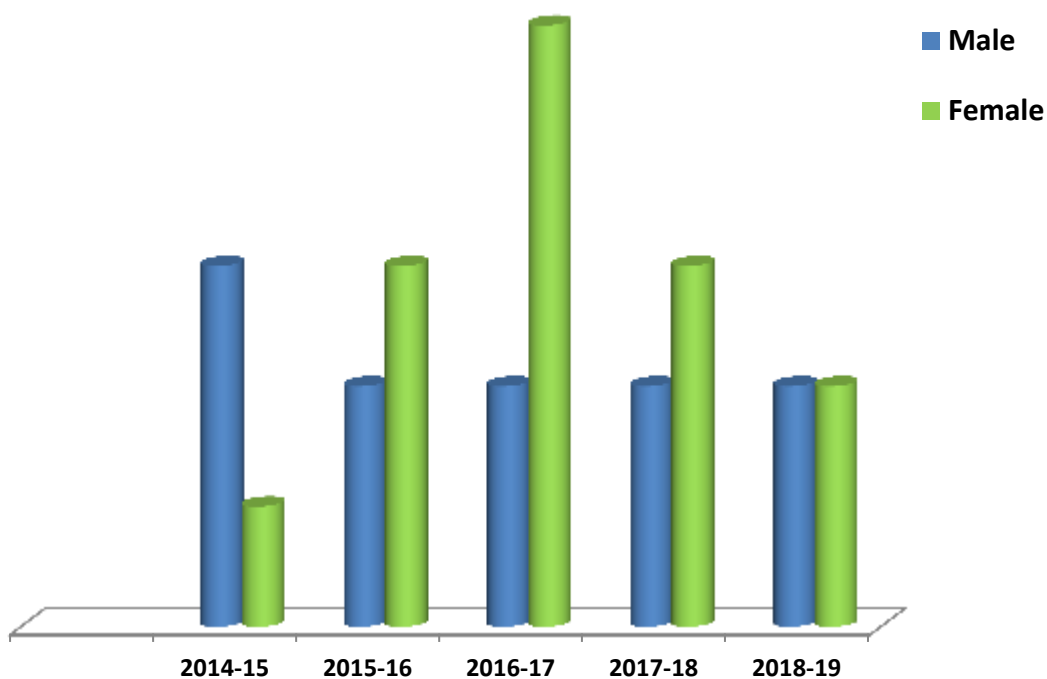


BJS'S ASC College Gender Audit Report (2014-2019)

Gender Wise Sports Participation and National level Achievements

(2014-2018)

Year	Name of the Game	Male	Female	Total
2014-15	Boxing , Judo	03	01	04
2015-16	Judo, Football, Kabbai Homeless World Cup Football	02	03	05
2016-17	Football , Boxing , Kabbadi Kurash , Judo	02	05	07
2017-18	Kabbadi, Football , Talwar baji	02	03	05
2018-19	Judo, Cross-country, Football, Karate	02	02	04



BJS'S ASC College Gender Audit Report (2014-2019)

Programs/Activities conducted by College for Empowerment of students						
Year	Activity	Speaker	Topic	Male	Female	Total
2018-19	Nirbhay kanya Abhiyan	Ms. Swati Mahajan	How to defend from injustice and harassment	30	32	62
		Ms Shamal Thorat	Practical of How to defend from injustice and harassment	30	32	62
		Ms. Vrushali Bhagwat	Practical about how to become mentally strong	30	32	62
	Disaster management Training program	National Disaster Response Force	Practical and guidance regarding Disaster Management	30	20	50
		Mr. Ashok Pawar	Study of Disaster Management Field	30	20	50
	Smart Girl Workshop	Dr. Monika Jain	Empowerment of Girls	--	55	55
	Competitive Exam Preparation	Various lectures organized	MPSC/UPSC/ STI/PSI/ Assistant Workshop and seminar	18	32	50
2017-18	Workshop on personality development of students	Dr. Monika Jain	Personality Development	58	90	148
		Dr. Prakash Shinde	Psychology of students	58	90	148
		Dr. Ujwal Tayade	Goal Setting	58	90	148
		Dr. Vijay Setiya	Lecture on First Aid	58	90	148
	Workshop on NET/ SET Exam.			47	50	108
	Competitive Exam	Various lectures organized	MPSC/UPSC/ STI/PSI/ Assistant Workshop and seminar	21	05	26
2016-17	Workshop on personality development of Girl students	Ms.vaishali Kadukar (PSI),	Training about self Defense ,self-Care	--	83	83

BJS'S ASC College Gender Audit Report (2014-2019)

Year	Activity	Speaker	Topic	Male	Female	Total
		Ms Shilpa Chillal	Judo, Karate workshop	--	83	83
		Mr.Ravindra Pardeshi	Safety of Girls	--	83	83
	Competitive Exam Preparation	Various lectures organized	MPSC/UPSC/ STI/PSI/ Assistant Workshop and seminar	17	05	22
2015-16	Workshop on personality development of Girl students	Dr. Bijal Javeri	Health and Diet of Girls	--	92	92
		Dr. Vilina Inamdar	Beauty of Body and Mind	--	92	92
		Dr.Sharmila Oswal	Personality Development	--	92	92
	Competitive Exam Preparation	Various lectures organized	MPSC/UPSC/ STI/PSI/ Assistant Workshop and seminar	30	34	64
2014-15	Workshop on personality development of Girl students	Dr Kusum Thamane	Women Health Issues	-	150	150
		PSI Ravindrasih PArdeshi	Training about self Defense ,self-Care	-	150	150
		Ms Manaswni Prabhune	Career Opportunities of Employment In Media	-	150	150
	Competitive Exam Preparation	Various lectures organized	MPSC/UPSC/ STI/PSI/ Assistant Workshop and seminar	37	32	69

Recommendations by Gender Audit Report Committee

- Canteen Facility should be made available
- Floor wise Girls washrooms needed as the number of girl students is increasing
- Girls common room should be well equipped
- Proper installation and regular maintenance of sanitary napkin vending machine and disposal machine is required
- Workshop on Sexual Education and diseases should be organized regularly
- Student and staff awareness program on Gender Equity should be organized

Conclusions:

- In the above gender analysis it is observed that the institution strictly follows gender equality on campus.
- The institute follows gender equality in admissions, scholarships, library and other facilities, teaching learning process and at all other required levels.
- The institution strictly prohibits the sexual harassments and ragging against all students.
- In nation building gender equality plays an important role, hence, for the institutional growth college is in position to follow and implement gender equality in the institution.

Photo Gallery



Encouragement of College Achievers through Felicitation by Principal Major Dr Ashok Giri and delegates



NCC Students (2018-19)

Photo Gallery



Winners of Boxing team



Winners of Athletics events



Participation of students in NSS Camp at Ashtapur



'Best Out of Waste' competition at Botany Dept.



COP course students at Chemistry Dept.

Photo Gallery



Hindi Department Student activities



History Department COP Course



M. R. Jaykar employability Program



BCA. (Sci.) Power Point Presentation Comptition



T. Y. B. Sc students donated books to library



Organization of International seminar by commerce

Photo Gallery



Organization of Raksha bandhan program for hostel boys by NSS



Student participation in Blood donation camp organized by NSS

Study tours for students



Graduation Ceremony (2018-19)