



Guru Vishanmbhar Krupa Bahuudeshiy Shikshan prasarak mandal Lakadjawalga,

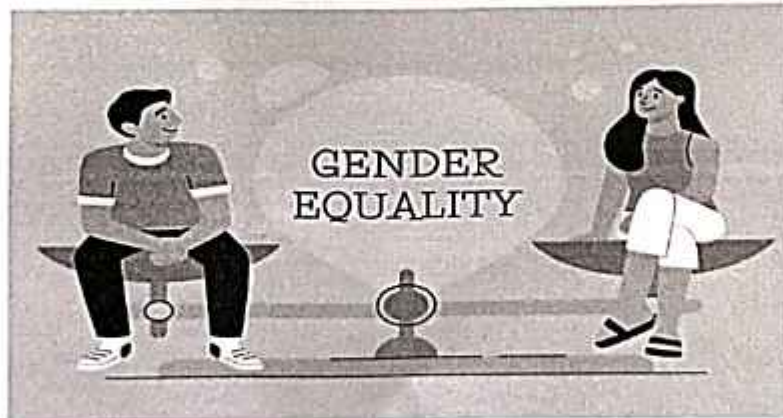
**Shivneri Mahavidyalay, Shirur Anandpal
Dist. Latur-413544**

Gender Audit Report

Duration 2018-2023

Submitted to

Internal Quality Assurance Cell (IQAC)



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Gender Audit: An Introduction



Shivneri Mahavidyalaya is a well-known educational institution dedicated to provide excellent instruction in a variety of subjects. It was founded in 2000. The college, which is affiliated with Swami Ramanand Teerth Marathwada University, Nanded, and accredited by NAAC received recognition. The institution has demonstrated its dedication to research and academic excellence with grants of 2f and 12B.

The college has three faculties: arts, commerce, and science. Each faculty offers a wide choice of disciplines, giving students a well-rounded education. In the Arts faculty, students can study English, Marathi, Hindi, Geography, Sociology, Public Administration, Political Science, History, and Economics. Meanwhile, the Science faculty offers a variety of courses, including Physics, Chemistry, Mathematics, Zoology, Botany, Dairy Science, Environmental Science, and Microbiology. In the Commerce faculty, students can study Tally, Business Management, Business Economics, Advance Account and Audit, Computer for Business and more.

Shivneri Mahavidyalaya utilizes a dedicated and highly skilled staff. All faculty members have earned degrees such as SET, NET, M.Phil, and Ph.D., exhibiting their dedication to scholarly pursuits and rigorous coursework. The focus on highly skilled staff demonstrates the institution's commitment to providing students with a learning environment that promotes knowledge and critical thinking.

This introduction presents an overview of Shivneri Mahavidyalaya's academic programs, its establishment in 2000, affiliation with Swami Ramanand Teerth Marathwada University, and the commitment to quality shown in the qualifications of its professors. The subsequent gender audit aims to analyze and improve the institution's gender inclusion, ensuring that Shivneri Mahavidyalaya remains a progressive and equitable learning environment.

What is gender audit?

A gender audit is a comprehensive assessment and analysis of an organization's policies, practices, and procedures to identify and address gender-related issues and promote gender equality. This strategic process examines the impact of these aspects on both men and women within the organization, aiming to create an inclusive and equitable environment. The primary goal is to uncover disparities, promote diversity, and implement changes that foster equal opportunities for all individuals, irrespective of their gender.



The process of conducting a gender audit involves several key components. First and foremost, it requires a thorough examination of the organization's structure, policies, and practices to identify any existing gender biases or discriminatory practices. This includes scrutinizing recruitment and promotion processes, salary structures, work assignments, and access to professional development opportunities. By closely analyzing these aspects, the audit seeks to uncover any systemic barriers that may hinder the advancement of one gender over another.

Moreover, a gender audit involves assessing the organizational culture to understand the prevailing attitudes, beliefs, and stereotypes regarding gender roles. This includes evaluating the presence of gender-sensitive communication, the existence of a supportive work environment, and the extent to which decision-making processes consider diverse perspectives. Identifying and challenging ingrained stereotypes and cultural norms is crucial to creating a workplace that values diversity and promotes equal participation.

In addition to internal policies and practices, a gender audit may also examine external relationships, partnerships, and engagement with stakeholders. This broader perspective helps organizations ensure that their commitment to gender equality extends beyond internal operations to the broader community. This may involve assessing whether the organization supports initiatives that empower women in the community or if it engages in activities that challenge gender stereotypes more broadly.

Data collection is a fundamental aspect of a gender audit. Organizations gather quantitative and qualitative data to measure and analyze gender-specific patterns and trends within the workplace. This includes data on recruitment and retention rates, salary differentials, and representation at different organizational levels. Through surveys, interviews, and focus group discussions, organizations can capture qualitative insights into employees' experiences, perceptions, and challenges related to gender. Once the audit is complete, the next step is to develop and implement an action plan based on the findings. This plan outlines specific strategies and interventions to address identified gender disparities and promote a more inclusive environment. It may involve revising policies, implementing training programs, or creating mentorship initiatives to support the professional development of underrepresented genders.



In conclusion, a gender audit is a proactive and systematic approach to assessing and improving gender equality within an organization. By examining policies, practices, and cultural dynamics, organizations can identify areas for improvement and implement strategic initiatives that contribute to a more inclusive and equitable workplace. A successful gender audit not only benefits individual employees but also enhances organizational performance, innovation, and overall success.

Internal Audit:

Internal audit is a systematic evaluation of an organization's activities, conducted by an independent and objective internal audit function. It aims to provide assurance to management and stakeholders regarding the effectiveness of internal controls, risk management, and governance processes. The internal audit process encompasses various aspects, including financial controls, operational efficiency, compliance with laws and regulations, and risk assessment.

Internal auditors operate independently within the organization, ensuring an unbiased and objective evaluation of processes. They assess risks, prioritize areas for examination, and develop audit plans accordingly. The scope of internal audit can cover a wide range of organizational activities, such as financial audits to ensure the accuracy of financial information, compliance audits to assess adherence to laws and regulations, and operational audits to enhance efficiency.

Communication of audit findings is a crucial step, allowing management and relevant stakeholders to understand areas requiring improvement and corrective actions. Internal audit is an ongoing and iterative process, contributing to continuous improvement by identifying weaknesses in internal controls and recommending enhancements. Quality Assurance and Improvement Programs (QAIPs) are often in place to assess and enhance the overall effectiveness of the internal audit function, ensuring alignment with professional standards and best practices. In essence, internal audit serves as a vital tool for organizational accountability, risk management, and sustained improvement.

External Audit

External audit is a vital process that involves an independent examination of an organization's financial statements and operations by external auditors. These auditors, separate from the



organization, ensure an impartial and objective evaluation to verify the accuracy and reliability of financial information. Mandated by regulatory authorities, shareholders, or lenders, external audits play a crucial role in enhancing transparency and fostering confidence in an entity's financial reporting. The audit process includes a meticulous review of financial statements, assessing compliance with accounting standards, and conducting risk assessments to identify potential material misstatements. The external auditors provide an audit opinion at the conclusion of the process, expressing their professional judgment on the fairness of the financial statements. This opinion serves as a key indicator for stakeholders regarding the reliability of financial information. Additionally, external auditors communicate their findings to various stakeholders, contributing to trust and credibility in the organization's financial reporting. The audit process not only validates financial accuracy but may also lead to recommendations for continuous improvement in internal controls and financial reporting processes, thereby enhancing overall governance and risk management within the organization.

The gender audit undertaken by the IQAC, Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur along with IQAC committee members intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives.

The objectives of a gender audit exercise are to systematically assess and enhance gender equality within an organization or a specific context. The key goals include:

Identifying Gender Disparities: The primary objective is to identify and understand existing gender disparities within the organization. This includes disparities in recruitment, promotion, remuneration, access to opportunities, and representation in decision-making roles.

Promoting Equal Opportunities: A gender audit aims to ensure that individuals, irrespective of their gender, have equal opportunities for professional growth, development, and participation in various organizational activities. This involves examining policies and practices to remove any barriers that may hinder equal access to opportunities.

Enhancing Diversity and Inclusion: By assessing the organization's culture and practices, a gender audit seeks to promote a more inclusive and diverse environment. This involves



challenging stereotypes, biases, and fostering an organizational culture that values and respects differences.

Ensuring Compliance with Gender Equality Policies: Organizations often have policies in place to promote gender equality. A gender audit verifies whether these policies are effectively implemented and identifies areas where improvements or adjustments are needed to ensure compliance.

Improving Work-Life Balance: Gender audits may address issues related to work-life balance, including flexible work arrangements, parental leave policies, and other factors that impact employees differently based on their gender. The goal is to create a supportive environment that accommodates diverse needs.

Enhancing Organizational Performance: Research suggests that gender diversity positively impacts organizational performance. Therefore, a gender audit aims to leverage the talents and perspectives of all employees to improve overall performance, innovation, and productivity.

Mitigating Legal and Reputational Risks: Ensuring compliance with gender equality laws and regulations is a critical objective. By identifying and addressing potential legal and reputational risks associated with gender disparities, organizations can safeguard their standing in the community and mitigate legal challenges.

Creating a Gender-Responsive Workplace: A gender audit works towards making the workplace more responsive to the needs and aspirations of all genders. This includes evaluating policies related to harassment prevention, equal pay, and creating an overall environment that respects and values diversity.

Encouraging Employee Engagement: Fostering a gender-inclusive workplace contributes to higher levels of employee satisfaction and engagement. A gender audit aims to create a positive work environment where all employees feel valued and supported.

In summary, the objectives of a gender audit are multifaceted, ranging from addressing specific gender disparities to fostering a broader culture of diversity and inclusion within an organization. The ultimate goal is to create an equitable and supportive environment where all individuals can thrive and contribute to the organization's success.



The following are main objectives of the gender audit

- To know the students gender balance in the college
- To know the total staff gender balance in the college
- To know the teaching staff gender balance in the college
- To know the non-teaching staff gender balance in the college
- To know the NSS students gender balance in the college

Gender Audit Method

Conducting a gender audit involves a methodical approach to evaluating an organization's commitment to gender equality. The process begins with clearly defined objectives and scope, outlining the specific areas of focus, such as recruitment, promotions, or work-life balance. Stakeholder engagement is crucial, as input from employees, management, and external parties provides diverse perspectives.

The audit encompasses a review of policies, procedures, and documentation to identify gender-specific language, biases, or gaps. Quantitative and qualitative data are collected and analyzed, including employee records, surveys, and performance evaluations, to reveal patterns and disparities. Interviews and focus groups further provide nuanced insights into employees' experiences and challenges related to gender dynamics within the organization.

Examination of recruitment and promotion processes ensures fairness, while assessing the work environment includes a review of facilities, flexible work arrangements, and work-life balance policies. Training and development programs are scrutinized to guarantee equal opportunities for professional growth.

Legal compliance is essential, verifying alignment with gender-related laws and regulations. The audit concludes with comprehensive feedback and recommendations, highlighting strengths and areas for improvement. The implementation of suggested changes, along with a monitoring system to track progress, ensures that gender equality initiatives are not only initiated but also sustained over time. Through this systematic process, a gender audit becomes a powerful tool for organizations committed to fostering an inclusive and equitable workplace.

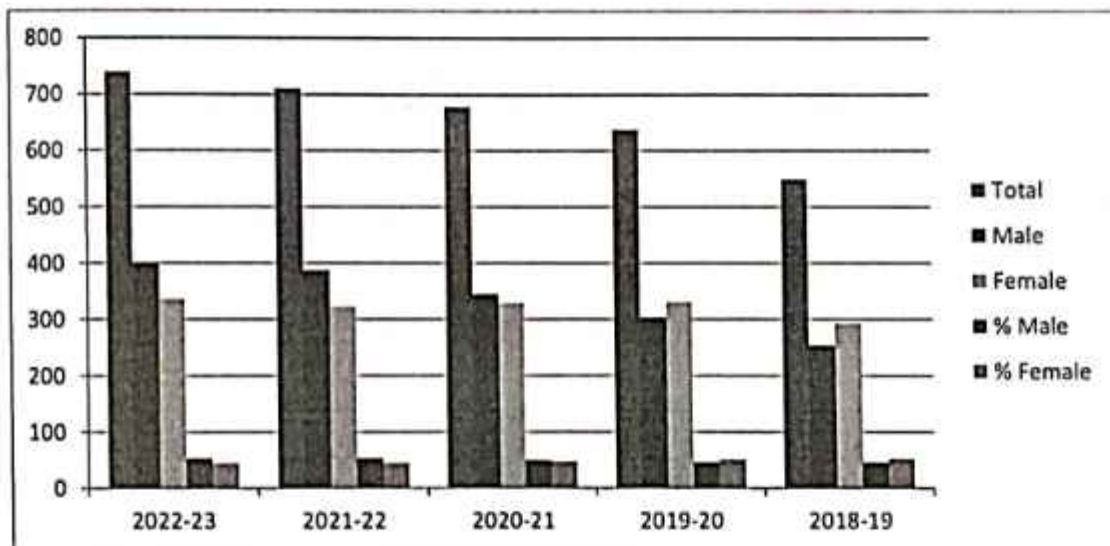
Gender wise details of Students



Based on the provided data, here is the gender-wise distribution of students at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur:

Student Distribution:

Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur						
Gender wise details of Students						
Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	740	403	337	54.46	45.54
2	2021-22	711	388	323	54.57	45.43
3	2020-21	677	346	331	51.11	48.89
4	2019-20	637	305	332	47.88	52.12
5	2018-19	549	255	294	46.45	53.55



In the academic year 2022-23, there were a total of 740 students, with 403 males and 337 females. This represents 54.46% male students and 45.54% female students.

In the academic year 2021-22, there were a total of 711 students, with 388 males and 323 females. This represents 54.57% male students and 45.43% female students.

In the academic year 2020-21, there were a total of 677 students, with 346 males and 331 females. This represents 51.11% male students and 48.89% female students.



In the academic year 2019-20, there were a total of 637 students, with 305 males and 332 females. This represents 47.88% male students and 52.12% female students.

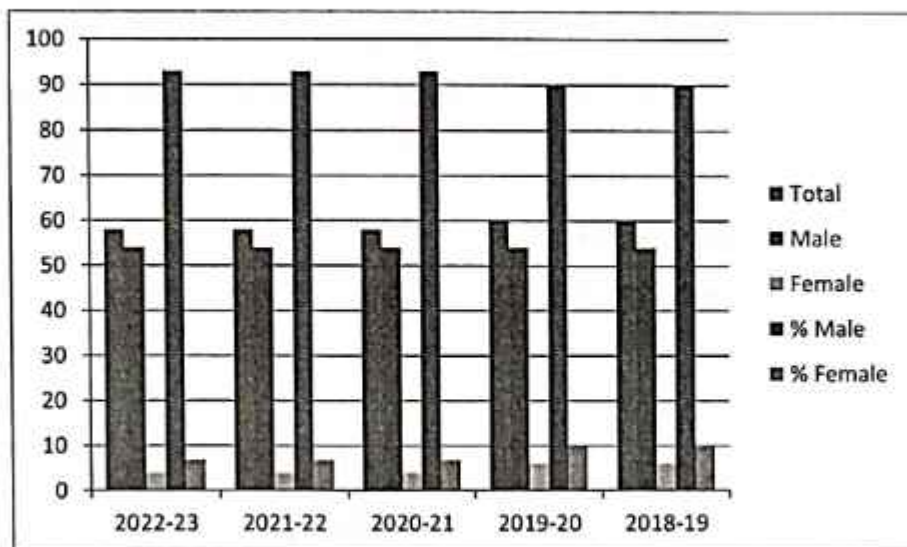
In the academic year 2018-19, there were a total of 549 students, with 255 males and 294 females. This represents 46.45% male students and 53.55% female students.

Overall, the data shows variations in the gender distribution of students over the years, with fluctuations in the percentages of male and female students. However, specific information regarding the gender-wise distribution of staff is not provided in the data.

Gender wise details of Total Staff in the College

Based on the provided data, here is the gender-wise distribution of total staff at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur:

Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur						
Gender wise details of Total Staff in the College						
Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	58	54	4	93.10	6.90
2	2021-22	58	54	4	93.10	6.90
3	2020-21	58	54	4	93.10	6.90
4	2019-20	60	54	6	90.00	10.00
5	2018-19	60	54	6	90.00	10.00



In the academic year 2022-23, there were a total of 58 staff members, with 54 males and 4 females. This represents 93.10% male staff and 6.90% female staff.

In the academic year 2021-22, there were also a total of 58 staff members, with 54 males and 4 females, representing 93.10% male staff and 6.90% female staff.

In the academic year 2020-21, there were again a total of 58 staff members, with 54 males and 4 females, accounting for 93.10% male staff and 6.90% female staff.

In the academic year 2019-20, there were 60 staff members, with 54 males and 6 females, representing 90.00% male staff and 10.00% female staff.

In the academic year 2018-19, there were also 60 staff members, with 54 males and 6 females, accounting for 90.00% male staff and 10.00% female staff.

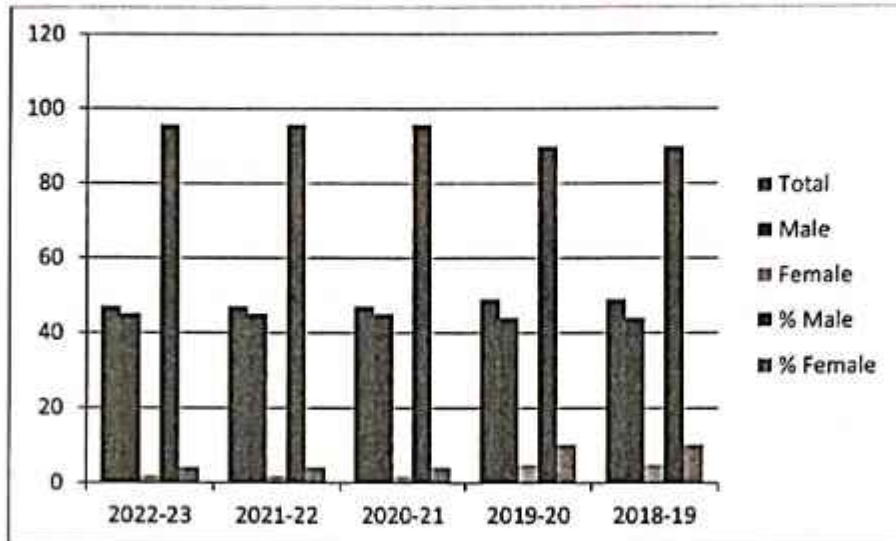
Overall, the data shows consistency in the gender distribution of staff over the years, with the majority being male staff members. The percentage of female staff members remains relatively low compared to male staff members in each academic year.

Gender wise details of total teaching faculties in the college

Based on the provided data, here is the gender-wise distribution of teaching staff at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur:

Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur						
Gender wise details of total teaching faculties in the college						
Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	47	45	2	95.74	4.26
2	2021-22	47	45	2	95.74	4.26
3	2020-21	47	45	2	95.74	4.26
4	2019-20	49	44	5	89.80	10.20
5	2018-19	49	44	5	89.80	10.20





Based on the provided data, here is the gender-wise distribution of staff at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur:

In the academic year 2022-23, there were a total of 58 staff members, with 54 males and 4 females. This represents 93.10% male staff and 6.90% female staff.

In the academic year 2021-22, there were also a total of 58 staff members, with 54 males and 4 females, representing 93.10% male staff and 6.90% female staff.

In the academic year 2020-21, there were again a total of 58 staff members, with 54 males and 4 females, accounting for 93.10% male staff and 6.90% female staff.

In the academic year 2019-20, there were 60 staff members, with 54 males and 6 females, representing 90.00% male staff and 10.00% female staff.

In the academic year 2018-19, there were also 60 staff members, with 54 males and 6 females, accounting for 90.00% male staff and 10.00% female staff.

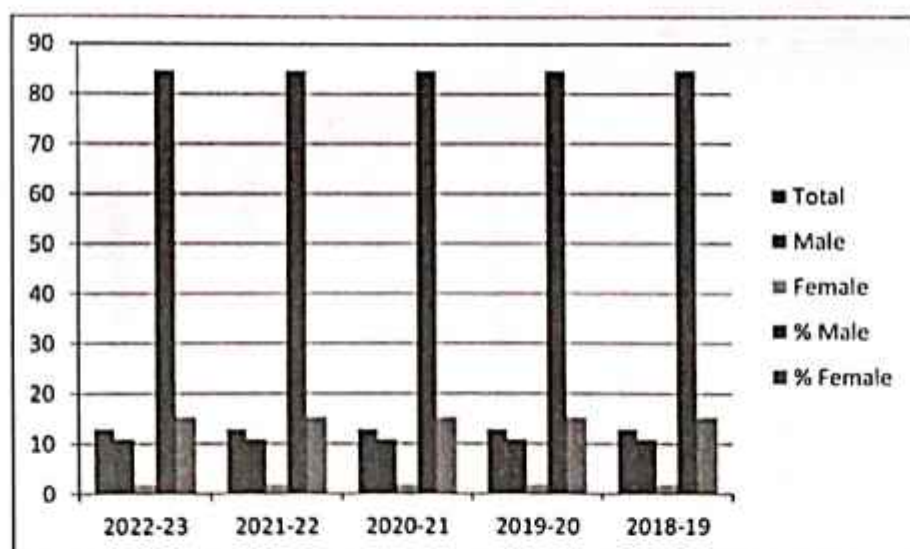
Overall, the data shows consistency in the gender distribution of staff over the years, with the majority being male staff members. The percentage of female staff members remains relatively low compared to male staff members in each academic year.



Gender wise details of total non-teaching staff in the college

Based on the provided data, here is the gender-wise distribution of non-teaching staff at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur:

Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur						
Gender wise details of total non-teaching staff in the college						
Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	13	11	2	84.62	15.38
2	2021-22	13	11	2	84.62	15.38
3	2020-21	13	11	2	84.62	15.38
4	2019-20	13	11	2	84.62	15.38
5	2018-19	13	11	2	84.62	15.38



In the academic years 2022-23, 2021-22, 2020-21, 2019-20, and 2018-19, there were a total of 13 non-teaching staff members each year.

Among these staff members, 11 were male, and 2 were female in each academic year, representing 84.62% male staff and 15.38% female staff consistently across all years.

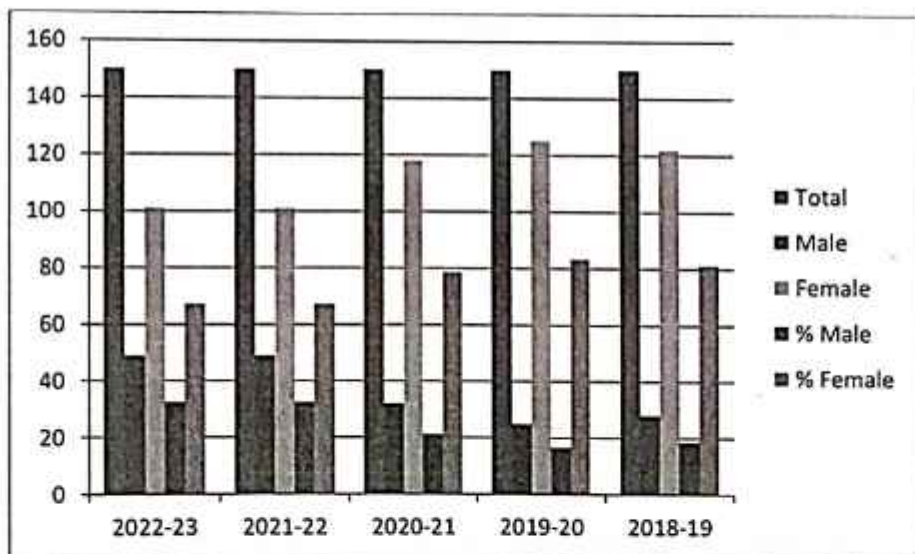


Overall, the data indicates a consistent gender distribution among non-teaching staff at Shivneri Mahavidyalaya, with a majority of male staff members and a smaller percentage of female staff members.

Gender wise details of NSS students in the college

Based on the provided data, here is the gender-wise distribution of NSS (National Service Scheme) students at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur:

Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur						
Gender wise details of NSS students in the college						
Sr. No.	Year	Total	Male	Female	%M	%F
1	2022-23	150	49	101	32.67	67.33
2	2021-22	150	49	101	32.67	67.33
3	2020-21	150	32	118	21.33	78.67
4	2019-20	150	25	125	16.67	83.33
5	2018-19	150	28	122	18.67	81.33



In the academic year 2022-23, there were a total of 150 NSS students, with 49 males and 101 females. This represents 32.67% male NSS students and 67.33% female NSS students.

In the academic year 2021-22, there were also 150 NSS students, with 49 males and 101 females, accounting for 32.67% male NSS students and 67.33% female NSS students.



In the academic year 2020-21, there were again 150 NSS students, with 32 males and 118 females, representing 21.33% male NSS students and 78.67% female NSS students.

In the academic year 2019-20, there were 150 NSS students, with 25 males and 125 females, accounting for 16.67% male NSS students and 83.33% female NSS students.

In the academic year 2018-19, there were also 150 NSS students, with 28 males and 122 females, representing 18.67% male NSS students and 81.33% female NSS students.

Overall, the data shows variations in the gender distribution of NSS students over the years, with fluctuations in the percentages of male and female NSS students. However, there is a consistent trend of a higher percentage of female NSS students compared to male NSS students across all years.

Gender Sensitization Initiatives

By forming various committees like Anti-ragging and Internal Complaints/Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students:

Shivneri Mahavidyalaya Shirur Anantpal Dist. Latur is always full of students. To avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. **Separate Entrance:** The separate entrance avoids chaotic situations. It is one of the safety measures for girls.
2. **Study Room:** Independent study room in the library provides girl students undistracted study time.
3. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
4. **Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
5. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.



6. Canteen: There is a separate section in the canteen for girls so that they can comfortably consume their own food of canteen food.

The college has established a number of committees to aid girl students and ladies staff. These committees include:

Anti-Ragging Committee

The Anti-Ragging Committee of Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur, operates in accordance with the constitution of Swami Ramanand Teerth Marathwada University, Nanded, and adheres to the regulations set forth by the University Grants Commission (UGC). Ragging is strictly prohibited on campus, and the Anti-Ragging Committee is tasked with enforcing these regulations to ensure a safe and respectful learning environment for all students.

As per UGC guidelines, the Anti-Ragging Committee is responsible for implementing preventive measures, conducting awareness programs, and taking disciplinary action against any instances of ragging reported on campus. The committee comprises faculty members, administrative staff, student representatives, and other relevant stakeholders.

To effectively communicate the prohibition of ragging, the Anti-Ragging Committee ensures the prominent display of information regarding anti-ragging measures and relevant sections of the law. Display boards with relevant sections of the UGC regulations and other pertinent legal provisions are strategically placed around the campus to inform students about the consequences of engaging in ragging activities.

The committee also collaborates with campus security personnel, local authorities, and other institutions to monitor and prevent incidents of ragging. Additionally, students are encouraged to report any instances of ragging or harassment to designated committee members or through anonymous complaint mechanisms.

By upholding the UGC regulations and maintaining a zero-tolerance policy towards ragging, the Anti-Ragging Committee at Shivneri Mahavidyalaya strives to create a conducive and safe learning environment that promotes the well-being and dignity of all students.

Discipline Committee



The Discipline Committee of Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur, operates under the college's constitution with a gender-balanced composition of six members, including two female and four male staff. Chaired by a senior faculty member, the committee is responsible for addressing disciplinary issues, ensuring adherence to college policies, and promoting a safe learning environment. Its duties encompass investigating complaints, conducting hearings, and recommending appropriate disciplinary actions. Upholding principles of fairness and impartiality, the committee conducts proceedings confidentially, respecting the rights and privacy of all parties involved. Additionally, it proactively fosters positive behavior, conflict resolution, and mutual respect through awareness campaigns and workshops. By enforcing disciplinary standards equitably, the Discipline Committee contributes to maintaining a conducive atmosphere for academic and personal growth within the college community.\

NSS for girls

The NSS for girls at Shivneri Mahavidyalaya in Shirur Anantpal, Dist. Latur, engages around 100 out of 150 participants in various community service activities focused on social issues. These initiatives, driven by the students, encompass health camps, environmental conservation, education support, women empowerment, community outreach, and social awareness campaigns. Through these activities, the NSS aims to address local challenges and contribute to community development while empowering girls and women. The students actively participate in organizing events, conducting workshops, and providing support to underprivileged communities, demonstrating their commitment to social responsibility and civic engagement. These initiatives not only benefit the community but also provide valuable learning experiences and personal growth opportunities for the participating students, fostering a sense of empathy, leadership, and social consciousness.

Administrative Committee and Girl Students Representative

The Administrative Committee at Shivneri Mahavidyalaya oversees administrative functions, comprising faculty and staff members responsible for decision-making and policy implementation. Conversely, the Girl Student Representative Council represents the interests of female students, facilitating communication between students and college administration, organizing events, and advocating for gender-specific issues within the college community. Both entities play crucial



roles in promoting effective governance and addressing the needs of students, ensuring a conducive learning environment for all.

Internal Complaint Committee

The Internal Complaint Committee (ICC) at Shivneri Mahavidyalaya serves as a grievance redressal mechanism, ensuring a safe and harassment-free environment for all members of the college community. Comprising faculty, staff, and student representatives, the ICC is responsible for addressing complaints related to sexual harassment, discrimination, or any form of misconduct. The committee conducts fair and impartial investigations, maintains confidentiality, and takes appropriate disciplinary action against perpetrators. It also conducts awareness programs, workshops, and training sessions to educate the college community about prevention and redressal of harassment. The ICC plays a crucial role in upholding the dignity and rights of individuals, promoting gender equality, and fostering a culture of respect and inclusivity within the college.

Constitution of Internal Complaint Committee

ICC Designation	Name	Designation
Chairman*	Dr. A. B. Dhalgade	Principal
Co-cordinator	Dr. (Mrs) J. U. Shinde	Assistant Professor
Member	Mrs. V. B. Kharobe	Assistant Professor
Member	Mrs. S. T. Jadhav	Jr. Clerk
Member	Dr. H. D. Wagalgave	Associate Professor
Member	Dr. N. B. Suryawanshi	Associate Professor
Member	Dr. A. R. Ingle	Associate Professor

Since its establishment, no complaints have been reported to the Committee by any of staff members or students



Number of gender equity promotion programs organized by the institution during the last five years:

Academic Year 2022-23

Sr. No.	Title of the program	Date of the program	Female participants	Male participants	Total participants
1	Guidance program on Regulation and rules for Sexual harassment on the workplaces	27.07.2022	60	10	70
2	Guest lecture on Contribution of Savitri Bai Phule in Indian Education	03.01.2023	40	18	58
3	Guest lecture on Woman's Education and Woman's Employments	08.03.2023	58	5	63

Academic Year 2021-22

Sr. No.	Title of the program	Date of the program	Female participants	Male participants	Total participants
1	Awareness of girls students about the	07.12.2021	60	10	70



	government launched schemes / programs				
2	Best Teaching computation on the occasion of Savitri Bai Phule Jayanti	03.01.2020	25	2	27
3	Debate computation on role of woman's in society	12.01.2020	45	4	49
4	Online awareness program on Woman's Freedom and Social Mentality on the occasion of woman's day	08.03.2020	62	03	65

Academic Year 2020-21

Sr. No.	Title of the program	Date of the program	Female participants	Male participants	Total participants
1	Online Law awareness program	13.10.2020	25	3	28
2	Online orientation program on Covid-19	25.02.2021	32	6	38
3	Guest lecture on Awareness of Sexual Harassment of Women at workplace by Police Inspector Sri. Kadam Saheb	08.03.2021	50	6	56

Academic Year 2019-20

Sr. No.	Title of the program	Date of the program	Female participants	Male participants	Total participants
1	Regulation and rules for Sexual harassment in work place by Adv. Shushma Shinde	05.07.2019	41	4	45
2	Girls Awareness Program	03.01.2020	50	8	58



3	Rangoli computation	12.01.2020	45	4	49
4	Reading of Handbook on Sexual Harassment of Women at workplace Prevention, Prohibition and Redressed Act. 2013	08.03.2020	60	04	64

Academic Year 2018-19

Sr. No.	Title of the program	Date of the program	Female participants	Male participants	Total participants
1	Girl Students Personality Development Program	27.09.2018	50	12	62
2	A guest Lecture by Dr. Devangre Madam Awareness Drive on Health and Hygiene	03.01.2019	60	08	68
3	Role of woman's in village to international level on the occasion of International Woman's Day by Principal Madumati Patil Madam M. S. Jr. College Shirur Anantpal	08.03.2019	60	04	64

Summary

The Gender Audit at Shivneri Mahavidyalaya aims to systematically assess and enhance gender equality within the institution. Established in 2000, the college offers diverse subjects across arts,



commerce, and science faculties, with a fully qualified staff. The audit examines various aspects, including recruitment, promotion, work-life balance, and compliance with gender equality policies. By analyzing data, conducting interviews, and reviewing policies, the audit identifies gender disparities and promotes equal opportunities for all genders. The audit's objectives include enhancing diversity, ensuring compliance with gender equality regulations, and improving organizational performance. Through gender sensitization initiatives and inclusive policies, Shivneri Mahavidyalaya aims to create a supportive and equitable environment for students, faculty, and staff.

Conclusion:

In conclusion, the Gender Audit at Shivneri Mahavidyalaya represents a proactive effort towards fostering a more inclusive and equitable educational environment. By systematically assessing various aspects of gender equality within the institution, including recruitment, promotion, and work-life balance, the audit provides valuable insights into existing disparities and areas for improvement. Through the audit process, Shivneri Mahavidyalaya demonstrates its commitment to promoting diversity, ensuring compliance with gender equality regulations, and enhancing organizational performance.

The audit's findings serve as a foundation for implementing targeted interventions and policies aimed at addressing gender disparities and promoting equal opportunities for all members of the college community. By embracing gender sensitization initiatives and inclusive practices, the college strives to create a supportive and respectful atmosphere where individuals of all genders can thrive and contribute effectively.

Moving forward, Shivneri Mahavidyalaya must continue to prioritize gender equality efforts, actively engaging stakeholders and fostering a culture of inclusivity. By sustaining momentum and implementing recommendations from the Gender Audit, the college can further advance its



commitment to promoting gender equality and creating a more just and equitable educational environment for all

Recommendations:

- Implement gender-sensitive recruitment and promotion practices to ensure equal opportunities for all genders.
- Develop and enforce policies to prevent gender-based discrimination and harassment on campus.
- Offer gender sensitization training programs for staff and students to raise awareness and promote understanding of gender issues.
- Create support networks and resources specifically tailored to address the needs of marginalized genders.
- Establish mechanisms for reporting and addressing gender-related grievances in a confidential and supportive manner.
- Foster a culture of inclusivity and respect by promoting gender diversity in all aspects of college life, including curriculum, events, and leadership positions.

