

# DAYANAND COLLEGE OF COMMERCE, LATUR

Basic Information of the College

IQAC Cluster India for

The Gender Audit Committee Visited Dayanand College of Commerce, Latur



Day :	Date : 16 Feb.2023	Time : 11.00 AM
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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. Poonam Nathani	Principal	Dayanand College of Law, Latur	
2.	Dr. Sachin Prayag	Asst. Professor	GKJoshi Night Commerce College, Latur.	

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

Sr. No.	Name	Designation	Address	Signature
1.	Dr. R. S. Pawar	Principal	Dayanand College of Commerce, Latur	
2.	Dr. B. G. Kamble	IQAC, Coordinator	Dayanand College of Commerce, Latur	
3.	Dr. Manisha Ashtekar	Committee In charge	Dayanand College of Commerce, Latur	

The Gender Audit report is submitted to IQAC by:

Committee Chairman

I/C. PRINCIPAL  
Dayanand College of Commerce,  
LATUR.

Section I: Basic Details of the Organization:

I	Name of the Trust / Society Address: Phone no: E-mail Year of Establishment:	Dayanand Education Society, Latur Barshi Road, Latur  <a href="mailto:dcomm@rediffmail.com">dcomm@rediffmail.com</a> 1961
II	Name of the College / Institute: Address: Year of Establishment	Dayanand College of Commerce, Latur Barshi Road, latur 1963
	Authority Name & Phone No. :	Dr. R. S. Pawar 9421510381
	Coordinators name & Phone No.:	Dr. Manisha Ashtekar 750765924
	Contact Details:	

	1. Telephone no with STD Code. 2. Fax No.: 3. Mobile no of the organization 4. Organizational email: 5. Website address:	02382-222602  8956381297 <a href="mailto:dcomm@rediffmail.com">dcomm@rediffmail.com</a> <a href="http://www.docmm.org">www.docmm.org</a> .
III	Institutional Status 1. Affiliating University: 2. Affiliation Status: 3. UGC Approval 4. Financial Status:	Swami Ramanand Teerth Marathwada, University, Nanded Permanent 2f, 12 (B) Grant in Aid
IV	Type of College:	a) Affiliated
V.	Type of Faculty / Programme	Single Faculty

### Gender Audit Format for College

#### Part I

#### Organization Information on Gender Aspects

(Brief precise information needed. Please use Charts / Bullet Points / in Shorts for description)

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

Gender	Teaching	Non-Teaching	Students	Total
<b>2018-19</b>				
Male	34	39	1187	<b>1260</b>
Female	17	06	1435	<b>1458</b>
Other	--	--	--	--
<b>2019-20</b>				
Male	34	33	1209	<b>1276</b>
Female	19	06	1468	<b>1493</b>
Other	--	--	--	--
<b>2020-21</b>				
Male	26	30	1476	<b>1532</b>
Female	15	06	1517	<b>1538</b>
Other	--	--	--	--
<b>2021-22</b>				

Male	25	31	1752	<b>1808</b>
Female	12	06	1732	<b>1750</b>
Other	--	--	--	--
<b>2022-23</b>				
Male	33	43	1558	<b>1634</b>
Female	27	06	1720	<b>1753</b>
Other	--	--	--	--

2. Gender based participation in NSS/NCC/ Sports/ Cultural etc.

Year	Activity	Male Participants	Female Participants	Total Participants
2018-19	NSS	59	41	100
	NCC	38	16	54
	Sports	44	25	69
	Cultural	130	120	250
2019-20	NSS	51	49	100
	NCC	38	16	54
	Sports	41	22	63
	Cultural	52	58	110
2020-21	NSS	43	57	100
	NCC	38	16	54
	Sports	-	-	-
	Cultural	-	-	-
2021-22	NSS	50	50	100
	NCC	38	16	54
	Sports	43	23	66
	Cultural	-	-	-
2022-23	NSS	64	61	125
	NCC	38	16	54
	Sports	40	18	58
	Cultural	42	46	88

3. Genders wise students representation in different committees

**Commerce Association**

Year	Male	Female
2018-19	10	11
2019-20	07	11
2020-21	--	--
2021-22	10	07
2022-23	09	10

**Placement**

Year	Male	Female
2018-19	49	19
2019-20	20	18
2020-21	06	09
2021-22	15	33
2022-23	57	82

### Scholarship

Year	Male	Female
2018-19	972	1304
2019-20	900	1291
2020-21	828	1084
2021-22	979	1121
2022-23	828	1115

4. Gender Policy on website

Gender Policy Link:	<a href="https://dcomm.org/wp-content/uploads/2024/09/Gender-Audit-Policy.pdf">https://dcomm.org/wp-content/uploads/2024/09/Gender-Audit-Policy.pdf</a>
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5. Internal complaints committee & Vishakha committee (objectives and composition, meeting minutes)

- Number and nature of cases received (brief description)

File name, file no and ownership of file:	Internal Complaints Committee
Link of the committee details on website:	<a href="https://dcomm.org/committees-councils/">https://dcomm.org/committees-councils/</a>

6. Grievance Rederessal Committee with the college for reference.

File name, file no and ownership of file:	Grievance Rederessal Committee
Link of the committee details on website:	<a href="https://dcomm.org/committees-councils/">https://dcomm.org/committees-councils/</a>

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

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.
- Link of above details on the website.
- Grievance redressal policy on the website

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

Sr. no.	Action / Responsibility	Action By	Time Line	weblink
1	Provide staff advisor level/Psychological/ Career counseling for students.	Class teachers (Mentor), Personal Counseling cell, placement cell, Career Katta & Competitive Exam Cell	Continuous Process	<p><b>2018-19</b>  <a href="https://dcomm.org/wp-content/uploads/2022/03/ATR-2018-19-CAREER-COUNSELLING-1.pdf">https://dcomm.org/wp-content/uploads/2022/03/ATR-2018-19-CAREER-COUNSELLING-1.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/03/ATR-2018-19-PLACEMENT-CELL.pdf">https://dcomm.org/wp-content/uploads/2022/03/ATR-2018-19-PLACEMENT-CELL.pdf</a></p> <p><b>2019-20</b>  <a href="https://dcomm.org/wp-content/uploads/2022/03/ATR-CAREER-COUNSELLING-2019-20-1.pdf">https://dcomm.org/wp-content/uploads/2022/03/ATR-CAREER-COUNSELLING-2019-20-1.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/03/ATR-PLACEMENT-CELL-2019-20-1.pdf">https://dcomm.org/wp-content/uploads/2022/03/ATR-PLACEMENT-CELL-2019-20-1.pdf</a></p> <p><b>2020-21</b>  <a href="https://dcomm.org/wp-content/uploads/2022/03/ATR-CAREER-COUNSELLING-2020-21.pdf">https://dcomm.org/wp-content/uploads/2022/03/ATR-CAREER-COUNSELLING-2020-21.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/03/01-BAJAJ-CPBFI-MOU-ATR.pdf">https://dcomm.org/wp-content/uploads/2022/03/01-BAJAJ-CPBFI-MOU-ATR.pdf</a>  <a href="https://dcomm.org/wp-content/uploads/2022/03/ATR-PLACEMENT-CELL-2020-21.pdf">https://dcomm.org/wp-content/uploads/2022/03/ATR-PLACEMENT-CELL-2020-21.pdf</a></p> <p><b>2021-22</b>  <a href="https://dcomm.org/wp-content/uploads/2023/10/10-ATR-CAREER-COUNSELLING-2021-22.pdf">https://dcomm.org/wp-content/uploads/2023/10/10-ATR-CAREER-COUNSELLING-2021-22.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/12/11-IBM-COMPANY-ATR-21-22.pdf">https://dcomm.org/wp-content/uploads/2022/12/11-IBM-COMPANY-ATR-21-22.pdf</a></p>

				<p><b>2022-23</b>  <a href="https://dcomm.org/wp-content/uploads/2023/08/CARE-ER-COUNSELLING-ATR-2022-23.pdf">https://dcomm.org/wp-content/uploads/2023/08/CARE-ER-COUNSELLING-ATR-2022-23.pdf</a></p>
2	<p>Have regular meeting of Women empowerment cell, Vishakha Committee, Discipline Committee, Student and staff grievance Redressal committee and class teachers system for monitoring and evaluation of gender equality in the institution.</p>	<p>Co-coordinators of the concern Committee</p>	<p>Minimum two meetings annually</p>	<p><b>2018-19</b>  <a href="http://dcomm.org/wp-content/uploads/2019/04/2018-19.pdf">http://dcomm.org/wp-content/uploads/2019/04/2018-19.pdf</a>  <b>2022-23</b>  <a href="https://dcomm.org/wp-content/uploads/2023/10/ATR-of-dandiya-event..pdf">https://dcomm.org/wp-content/uploads/2023/10/ATR-of-dandiya-event..pdf</a>  <a href="https://dcomm.org/wp-content/uploads/2023/10/ATR-on-women-empowerment.pdf">https://dcomm.org/wp-content/uploads/2023/10/ATR-on-women-empowerment.pdf</a>  <b>Class Teacher system</b>  <a href="https://dcomm.org/wp-content/uploads/2021/12/class-teachers-list-2020-21.jpeg">https://dcomm.org/wp-content/uploads/2021/12/class-teachers-list-2020-21.jpeg</a>  <a href="https://dcomm.org/wp-content/uploads/2021/12/Class-Teacher-List-2021-22.jpeg">https://dcomm.org/wp-content/uploads/2021/12/Class-Teacher-List-2021-22.jpeg</a></p>
3	<p>Organize seminars/ Webinar on gender related issues</p>	<p>Women Empowerment Cell, NSS and NCC</p>	<p>Minimum one in a year</p>	<p><a href="https://dcomm.org/wp-content/uploads/2023/10/ATR-on-women-empowerment.pdf">https://dcomm.org/wp-content/uploads/2023/10/ATR-on-women-empowerment.pdf</a>  <a href="http://dcomm.org/wp-content/uploads/2019/05/ATR2018-19.pdf">http://dcomm.org/wp-content/uploads/2019/05/ATR2018-19.pdf</a>  <b>NSS</b>  <a href="https://dcomm.org/wp-content/uploads/2023/07/Regular-Activity-NSS-ATR-19-20.pdf">https://dcomm.org/wp-content/uploads/2023/07/Regular-Activity-NSS-ATR-19-20.pdf</a>  <a href="https://dcomm.org/wp-content/uploads/2023/07/Special-Camp-Activity-NSS-ATR-19-20.pdf">https://dcomm.org/wp-content/uploads/2023/07/Special-Camp-Activity-NSS-ATR-19-20.pdf</a>  <a href="https://dcomm.org/wp-content/uploads/2023/07/Special-Camp-Activity-NSS-ATR-19-20.pdf">https://dcomm.org/wp-content/uploads/2023/07/Special-Camp-Activity-NSS-ATR-19-20.pdf</a></p>

			<p><a href="https://dcomm.org/wp-content/uploads/2022/08/NSSATR-2020-21.pdf">content/uploads/2022/08/NSSATR-2020-21.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/09/REGULAR-ACTIVITY-REPORT-NSS-2021-22.pdf">https://dcomm.org/wp-content/uploads/2022/09/REGULAR-ACTIVITY-REPORT-NSS-2021-22.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/09/Special-Camp-2021-22.pdf">https://dcomm.org/wp-content/uploads/2022/09/Special-Camp-2021-22.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/09/NSS-ATR-21-22-Repaired.pdf">https://dcomm.org/wp-content/uploads/2022/09/NSS-ATR-21-22-Repaired.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2024/01/Rakshin Project By Sakshi 26-Nov-2022.pdf">https://dcomm.org/wp-content/uploads/2024/01/Rakshin Project By Sakshi 26-Nov-2022.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2024/01/Human Right Day 10-dec 2022.pdf">https://dcomm.org/wp-content/uploads/2024/01/Human Right Day 10-dec 2022.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2024/01/Student Electoral Camp 30nov-1dec-6-8-dec-2022.pdf">https://dcomm.org/wp-content/uploads/2024/01/Student Electoral Camp 30nov-1dec-6-8-dec-2022.pdf</a></p> <p><b>NCC</b></p> <p><a href="http://dcomm.org/wp-content/uploads/2019/05/NCC-2018-19-ATR-final.pdf">http://dcomm.org/wp-content/uploads/2019/05/NCC-2018-19-ATR-final.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/03/NCC-2019-20-ATR-upload.pdf">https://dcomm.org/wp-content/uploads/2022/03/NCC-2019-20-ATR-upload.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2022/03/NCC-2020-21-ATR-upload.pdf">https://dcomm.org/wp-content/uploads/2022/03/NCC-2020-21-ATR-upload.pdf</a></p> <p><a href="https://dcomm.org/wp-content/uploads/2023/09/NCC-ATR-2021-22-EDITING.pdf">https://dcomm.org/wp-content/uploads/2023/09/NCC-ATR-2021-22-EDITING.pdf</a></p> <p><a href="https://dcomm.org/wp-">https://dcomm.org/wp-</a></p>
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				<a href="https://dcomm.org/wp-content/uploads/2024/04/Final-ATR-NCC-2022-2023.pdf">content/uploads/2024/04/Final-ATR-NCC-2022-2023.pdf</a>
4	Celebrate the international Women's Day	Principal, Women Empowerment Cell	8 <sup>th</sup> March (Every Year)	<a href="https://dcomm.org/wp-content/uploads/2023/10/ATR-on-women-empowerment.pdf">https://dcomm.org/wp-content/uploads/2023/10/ATR-on-women-empowerment.pdf</a>
5	Celebration of Birth Anniversaries of various Feminist Icons.	Jayanti Committee	As per the Schedule	<a href="https://dcomm.org/wp-content/uploads/2024/09/Birth-Anniversary-of-Women-Icon.pdf">https://dcomm.org/wp-content/uploads/2024/09/Birth-Anniversary-of-Women-Icon.pdf</a>
6	Encouraging girl students applying for scholarship schemes and fund especially for women provided through various central/State Government Schemes	Scholarship Department	Continuous process	<a href="https://assessmentonline.naac.gov.in/storage/app/hei/SSR/103584/5.1.1_1726728004_15783.pdf">https://assessmentonline.naac.gov.in/storage/app/hei/SSR/103584/5.1.1_1726728004_15783.pdf</a>
7	Provide maternity and medical leave for women staff members as per the existing state/central Government rules.	Management/ Principal	As per the rule	<a href="https://dcomm.org/wp-content/uploads/2024/09/Maternity-Leave-1.pdf">https://dcomm.org/wp-content/uploads/2024/09/Maternity-Leave-1.pdf</a>



8	Participation of girl students in various Extracurricular and extension activities of social importance	NSS, NCC, Women empowerment Cell	Continuous process	<a href="https://dcomm.org/wp-content/uploads/2022/03/NCC-2019-20-ATR-upload.pdf">https://dcomm.org/wp-content/uploads/2022/03/NCC-2019-20-ATR-upload.pdf</a> <a href="https://dcomm.org/wp-content/uploads/2023/09/NCC-ATR-2021-22-EDITING.pdf">https://dcomm.org/wp-content/uploads/2023/09/NCC-ATR-2021-22-EDITING.pdf</a> <a href="https://dcomm.org/wp-content/uploads/2024/04/Final-ATR-NCC-2022-2023.pdf">https://dcomm.org/wp-content/uploads/2024/04/Final-ATR-NCC-2022-2023.pdf</a> <b>NSS</b> <a href="https://dcomm.org/wp-content/uploads/2023/07/Regular-Activity-NSS-ATR-19-20.pdf">https://dcomm.org/wp-content/uploads/2023/07/Regular-Activity-NSS-ATR-19-20.pdf</a> <a href="https://dcomm.org/wp-content/uploads/2023/07/Special-Camp-Activity-NSS-ATR-19-20.pdf">https://dcomm.org/wp-content/uploads/2023/07/Special-Camp-Activity-NSS-ATR-19-20.pdf</a> <a href="https://dcomm.org/wp-content/uploads/2024/01/Nss Annual Camp at Samangaon 16-22 Jan-2023.pdf">https://dcomm.org/wp-content/uploads/2024/01/Nss Annual Camp at Samangaon 16-22 Jan-2023.pdf</a>
9	Have value education Cell which works for the value inculcation within students. Awareness can be created through various social lectures and special talks	Value Education Cell	Minimum two programme in a Year	<a href="https://dcomm.org/wp-content/uploads/2024/04/Value Education 13.01.2023 Final.pdf">https://dcomm.org/wp-content/uploads/2024/04/Value Education 13.01.2023 Final.pdf</a> <a href="https://dcomm.org/wp-content/uploads/2024/04/Value Education 27.01.2023.pdf">https://dcomm.org/wp-content/uploads/2024/04/Value Education 27.01.2023.pdf</a> <a href="https://dcomm.org/wp-content/uploads/2024/05/ATR-Value-Education-Certificate-Course-2023-24.pdf">https://dcomm.org/wp-content/uploads/2024/05/ATR-Value-Education-Certificate-Course-2023-24.pdf</a>

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

- Medical facilities.
- Gender counselling.
- Separate washrooms.
- Women's washrooms with sanitary pad dispensers and sanitary pad incinerators

10. Safety features provided for genders.

- Male and female guards at gate
- CCTV cameras
- Fire extinguishers
- Complain Box
- Committee to Monitor and Address safety and security
- Discipline and supervision committee
- First Aid Box

(Though only numbers has 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.)

11. Initiatives taken for genders (make a list):

**Male:**

1. Guidance for Competitive Exams.
2. Lectures on various contemporary issues
3. International Yoga Day

**Female:**

1. International Women's Day
2. Free HB & Health check-up camp
3. Rangoli & poster competition
4. International Yoga Days

**Questionnaire 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 counselling centre in the organization
7. Gender related awareness programs are conducted by the organization?
8. Any other?

**Dayanand Education Society**  
**Dayanand College of Commerce, Latur**  
**Survey ( Gender Equality & Gender Perspective)**

**For Students**

Name & Designation : Bulbule Samaludhi Giridhar

Class: M. Com. Sy

1. Are the opportunities equal for you as a boy / girl on the campus?  
yes
2. Facilities and freedom on the campus? (In case of hostel also on hostel)  
yes
3. Were you threatened physically on the campus?  
No
4. Is there ragging on the campus?  
Not at all.
5. Are your complaints taken seriously by the authorities?  
yes.
6. Have you availed the facility of the counselling centre in the organization  
yes we have.
7. Gender related awareness programs are conducted by the organization ?  
yes. It was conducted.
8. Any Other ?  
.....  
.....

Date: 15/04/2024

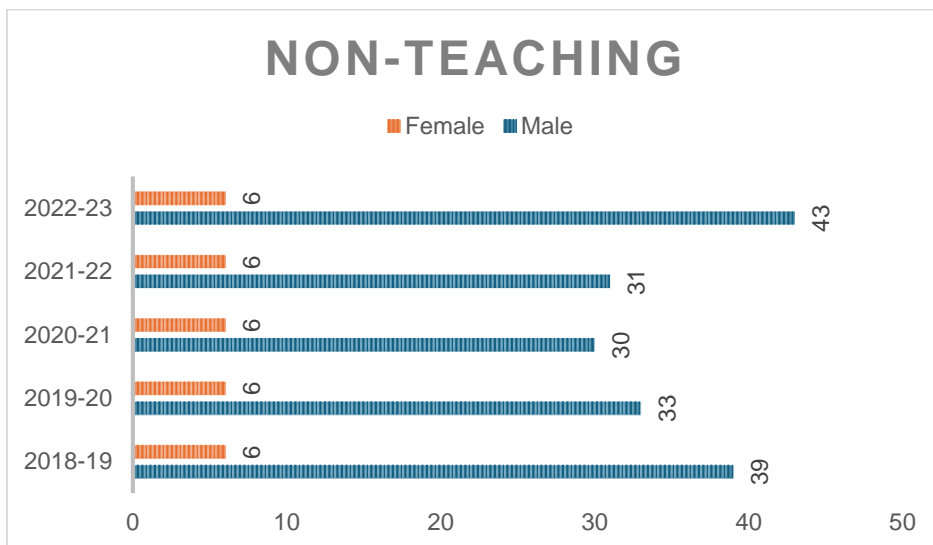
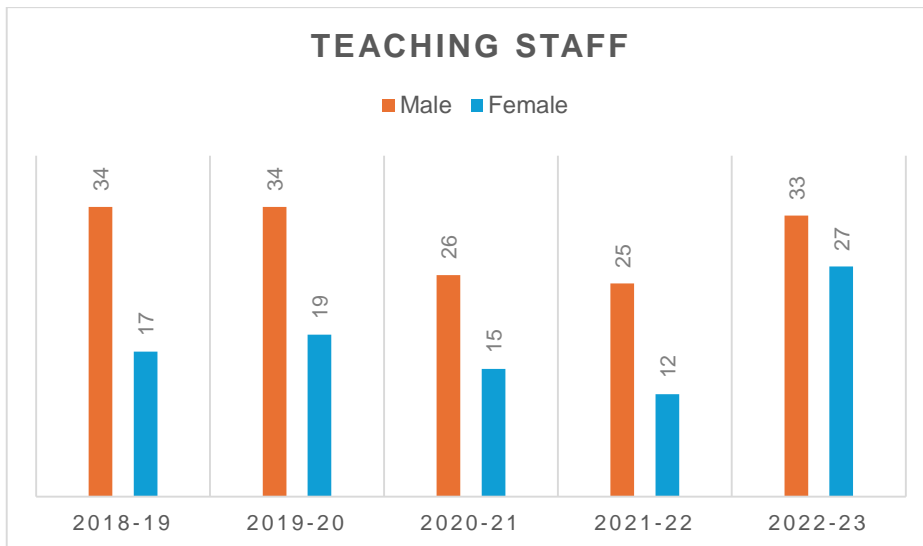
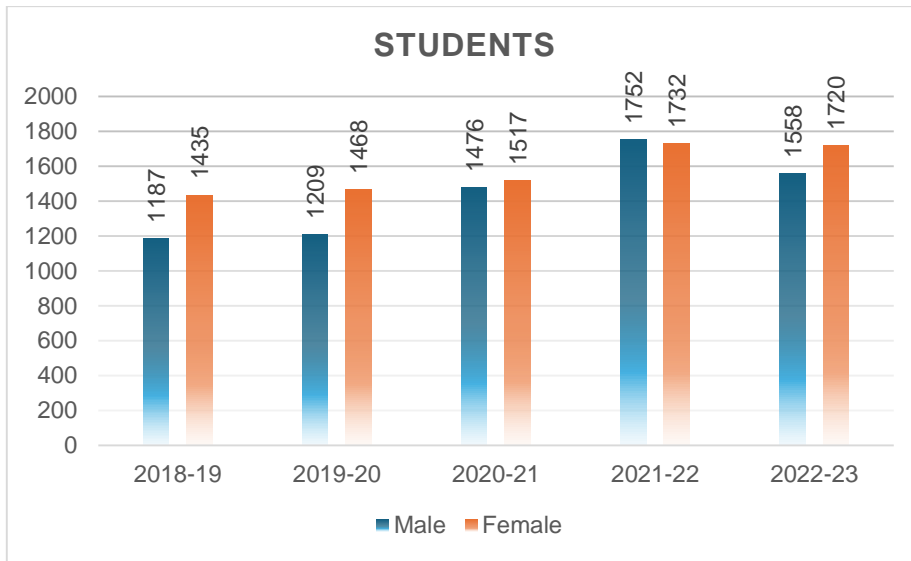
Samaludhi  
Signature

## **Recommendations**

### **Gender Audit**

- 1) Initiative should be taken to participate more female employees in decision making as a 'participative management'.
- 2) Establishment of Internal Complaints Cell as per guidelines of UGC & an active functioning
- 3) Girls Common Room should be provided with all required amenities.
- 4) More CCTV should be installed in campus as safety and security of female students.
- 5) Gender Sensitization Action Plan should be prepared at the beginning of academic year and effectively implemented.
- 6) 'Girls counselling' is recommended through female counsellor on sensitive issues.
- 7) Suggested collaboration with nearby hospital to improve health and hygiene status of girl students.
- 8) Awareness of 'Gender Initiatives' is recommended through awareness programmes, banners, posters, etc. in campus.
- 9) Introduce special scholarship for Girl students under various categories.
- 10) Establish 'Gender Cell' which will work to for overall development and progression of girl's students and employees.

## Graphical Presentation of Gender Ratio



**Genders wise student's representation in different committees**

