

“Dissemination of Education for Knowledge, Science and Culture”
-Shikshanmaharshi Dr. Bapuji Salunkhe

Shri Swami Vivekanand Shikshan Sanstha Kolhapur's

RAJE RAMRAO MAHAVIDYALAYA, JATH
Dist- Sangli (Maharashtra) 416 404

GENDER AUDIT REPORT



SUBMITTED BY

GENDER AUDIT COMMITTEE

TO

INTERNAL QUALITY ASSURANCE CELL (IQAC)

2018 – 19

Gender Audit committee

Miss. Sangeeta B. Deshmukh - Chairman

M. Sc, B.Ed.

Assistant Professor in Zoology,
Raje Ramrao Mahavidyalaya, Jath

Miss. Jayashri I. Balikai - Coordinator

M. C. A.

Assistant Professor in B. C. A.
Raje Ramrao Mahavidyalaya, Jath

Mr. Ramdas S. Banasode - Member

MA, NET, SET

Assistant Professor in English
Raje Ramrao Mahavidyalaya, Jath

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ACKNOWLEDGEMENT



I offer my deepest gratitude and special vote of thanks to management of Shri Swami Vivekanand Shikshan Sanstha, Kolhapur.

Executive President Hon. Prin. Shri Abhayakumarji Salunkhe and the Secretary Hon. Smt. Shubhangi Gawade for their continuous guidance and encouragement.

I express my warm thanks to Hon'ble Principal Prof. (Dr.) Suresh. S. Patil and Dr. Shivaji R. Kulal, IQAC Coordinator for their guidance, valuable suggestion while making this report and entrusting my potential for gender audit.

I also express my special thanks to all the committee members for their timely help during data collection.

I would like to present my special appreciation for all the faculty members and non-teaching staff members of our college for maintain and providing the data related and required for gender audit.

The entire work is an inculcation of eventual exculpation into constructive work.

Place: Jath

Date: 30-04-2019

Introduction to the Institution

Our college is established in 1969, run by Shri Swami Vivekanand Shikshan Sanstha, Kolhapur and affiliated to Shivaji University, Kolhapur. Our Sanstha Shri Sami Vivekanand Shikshan Sanstha is founded by educationist and social reformer Shikshanmaharshi Dr. Bapuji Salunkhe. The motto of our Sanstha is “Dissemination of education through Knowledge, Science and Culture.” Main objective is to educate the rural and economically weaker section. Twolakh students are studying in over 372 educational units, including 21 senior colleges, 66 Junior colleges, and 8 training centers, 3 B.Ed. colleges, 170 High schools and 1 Ashramshala.

Raje Ramrao Mahavidyalaya, Jath is affiliated to Shivaji University, Kolhapur. It is in remote, rural and drought prone area of Sangli district in the state of Maharashtra in India. The college, right from its inception has shown academic excellence and student have won meritorious awards and have maintained top ranks in the university examinations as well as in extracurricular activities.

Raje Ramrao Mahavidyalaya, Jath is having graduate departments of full – fledged Arts, Science and Commerce and B.C.A. The college started M.Sc (Physics) from the academic year 2016-17 and M.Sc (Chemistry) from the academic year 2017-18.

Gender sensitive features are carefully observed in every corner of the college system. Prevention of illegal acts and providing adequate facilities by forming various committees like anti ragging, internal complaints and Sexual harassment in both girls and boys, gender equality is kept upright in the college.

Gender Audit Concept and Policy

About 30 years ago, in 1993, the Australian parliament made a precedent-setting decision. At the initiative of democrats, the Labor Party, the political party then in power, a resolution was passed to look into how the nation budget of Australia was likely to affect the status of women in the country.

Gender Audit is a tool to assess and check the institutionalization of gender equality into organizations. Including in their politics, programmes, projects and /or provision of services, structures, proceedings and budgets (<http://rm.coe.int/1680599885>).

- Policy: The institution shall provide equal opportunity for all gender.
- There shall not be any kind of discrimination on the basis of gender.
- The institute shall arrange effective measures for the safety and security of all gender

➤ **Vision**

The college vision of college is to become a dynamic center of educational and cultural movement as a vehicle of social change.

➤ **Mission**

The mission of college is for the future development in education, the goals of education were modified by giving emphasis on science and other course. Our prime aim is fully equipping the students to become modern global citizens.

Objectives

- To identify gender policies of the college and to understand the needs and interest of both male and female.
- To find out the areas where gender balance and the factors behind the gender balance exist.
- To identify the areas of gender imbalance and to recognize their causes.
- To foster gender equality in all aspects of college community.
- To establish good gender balance in decision making process in all areas of the college activities.
- To adopt measures for prevention of sexual harassment at the college.
- To suggest measures for bridging the gender gap, if any.
- To promote growth of gender equality in all aspects of college campus life.

Findings and Observations

After a thorough analysis of the facts provided by Raje Ramrao College, it is observed that the college institutionalizes gender equality through various means and mechanisms.

There is significant representation of lady staff in the total strength of the employees.

The gender policy and Internal Complaints Committee (Sexual Harassment) is in place.

The grievances are resolved in a confidential and timely manner.

Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus.

The college has been regularly organizing special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large.

College maintained gender segregated data on most of the issues.

The College has Students' Council for gender sensitization which is working on all related issues. College Women Development Cell is highly active and works whole year for students and staff.

The college supports research related to women concerns as seen in their publications.

The college supports and strengthens the faculty in organizing seminar, workshops and lectures on women's issues.

Faculty is easily approachable not only during the classes but on call too for students in case of exigencies.

The institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues.

It can be concluded that the environment of the college is fully gender friendly.

Common Facilities for Students:

- **Entrance:** The average strength of the college is only about 3000. The college runs in two shifts, The college has two large entrance gates and it never pose any inconvenience for girls.
- **Parking Facility:** The college is located on 21.27 acres of land and it is ample space to accommodate all the vehicles of student. A well observed parking of two wheelers as well as four wheelers for girls, female faculty of college, boys and staff is ones of the discipline in our college.
- **Staircase:** A staircase has enough width making possible for convenient passage of students. The college provides separate staircase for girls to maintain discipline.
- **Study Room:** An independent study room is made available for all the students in the central library of the college. Separate seating arrangement is provided for both boys and girls in the reading room of the library.
- **Separate Book Issuing Window:** Separate book issuing window is provided for girl students as the number of girl students than boys students.
- **Ladies common room and washroom:** Ladies room provision is made for girls. The room serves to provide the essential privacy to all female students. A notice board is also placed in ladies room. The ladies common room is equipped with all the basic necessities like tables, chairs, mirror, dust bin etc. Women faculty provide sanitary napkins if necessary. A separate washroom is provided to women faculty members.
- **Drinking water:** A separate drinking water facility is there for girls.

- **Canteen:** The college has a canteen of its own that serves the hunger need of the students. Girls are provided with separate seating arrangement with the canteen which gives them a comfort zone.
- **CCTV:** CCTV cameras have been installed on every floor and each class to look after the security aspects as well as management of the college. These have been installed in corridors, library, reading room, ground and office.
- **Suggestion box:** Suggestion boxes have been provided to inculcate student feedback in college management.

- 🌈 **Anti-Ragging and Discipline committee:** The college constitutes Anti-Ragging and Discipline Committee as a part of the UGC mandatory committee. The ragging is a criminal offence and UGC has notified regulation on curbing the menace of ragging in higher education institution in order to prohibit, prevent the scourge of ragging. The college prospectus clearly states about the anti-ragging policy of the college.
- 🌈 **National Cadet Corps:** NCC unit provides a suitable environment for the girls which trains the girls to serve the nation for unity and discipline. Apart from regular parades and camps cadets participate in social activities like blood donation camp, tree plantation program.
- 🌈 **National Service Scheme:** The college has a very active NSS unit that is again dominated by female students. The NSS unit participates through socially needed activities like cleanliness drive, blood donation camp, various awareness programs, yoga day, flood helping hand and plantation.
- 🌈 **Sports:** Our Sport department encourages the girl students to participate in the various sport competitions organized at college levels and at

university, state level and national level. Many of girls have achieved medals in various games successfully.


 **Girl's hostel:** The college provides two girl hostels that can accommodate. Almost 60 students from various courses can stay in a hostel. A number of cultural activities are organized such as *Hadga*, Hostel Day, Women's Day, *Makar Sankranti* for hostel students to get acquainted with our culture and traditions.

PHOTO GALLERY: 1

First / Front Entrance Gate



Second Entrance Gate





Parking Facility

Staircase No. 1



Staircase No. 2



Study Room



Separate Book Issuing Window



Ladies Washroom



Drinking Water for Girls



Canteen



Front View through CCTV



View of Corridor through CCTV



Indoor Sports Hall



Girl Hostel No.1



Girl Hostel No. 2



Gender Proportion

1. Enrolment at undergraduate Level

Table: Number of male and female students at undergraduate level

Male	Female	Total	% Male	% Female
1046	885	1931	54.16	45.84

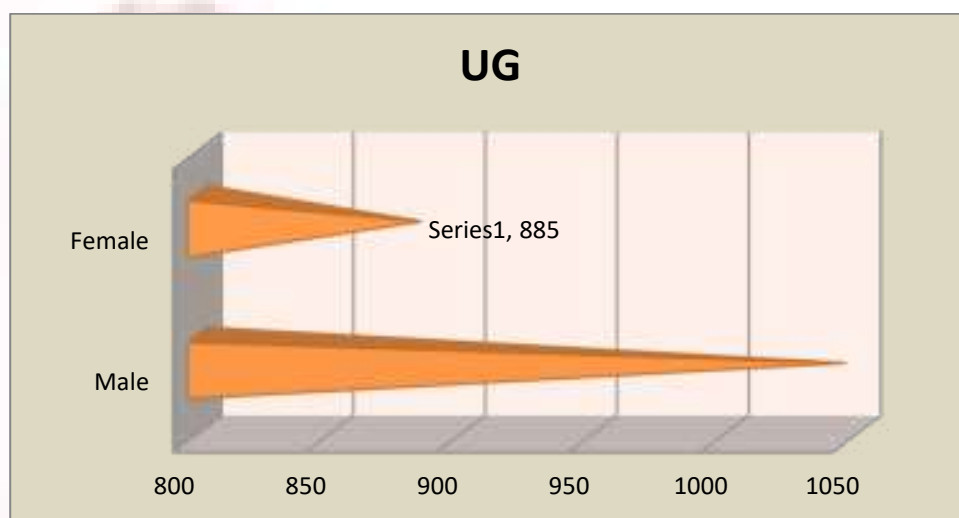


Fig. 1: Diagram showing male and female proportion at UG enrolment level

From table 1: and fig. 1. It is observed that at undergraduate level male and female proportion is Male is higher than female.

2. Enrolment at post-graduate level

Table 2: Number of male and female students at postgraduate level

Male	Female	Total	% Male	% Female
29	47	76	38.15	61.85

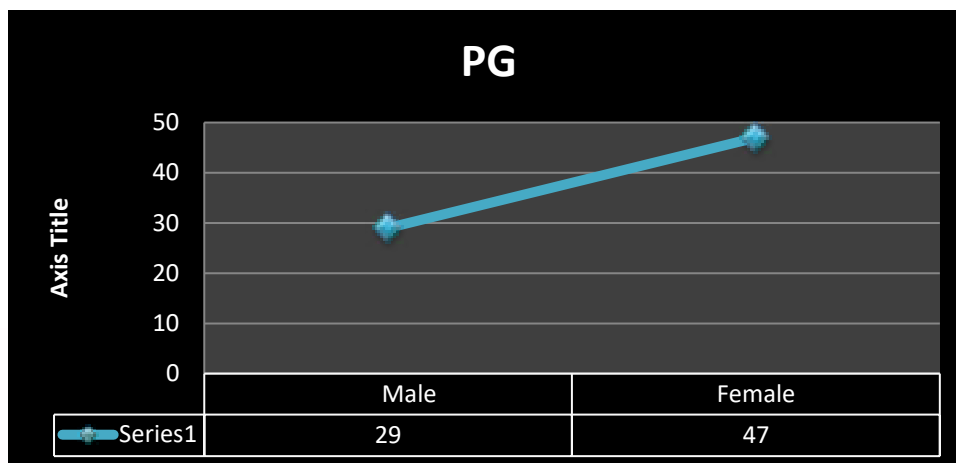


Figure PG Enrolment

Fig. 2 Diagram showing male and female proportion at PG enrolment level

From the table 2 and Fig. 2, it is observed that at postgraduate level female enrolment percentage is higher than the male students.

3. Faculty wise Gender Difference in the students

Table 3: Number of faculty wise male and female students

Sr. No.	Faculty	Male	Female	Total	% Male	% Female
1	B.A.	476	356	832	57.40	42.60
2	B. Com	135	137	272	49.81	50.19
3	B. Sc	328	305	633	51.97	48.03
4	BCA	107	87	194	55.15	44.85
5	M.Sc.	29	47	76	40.75	59.25
6	Total	1,075	932	2007	49.75	50.25

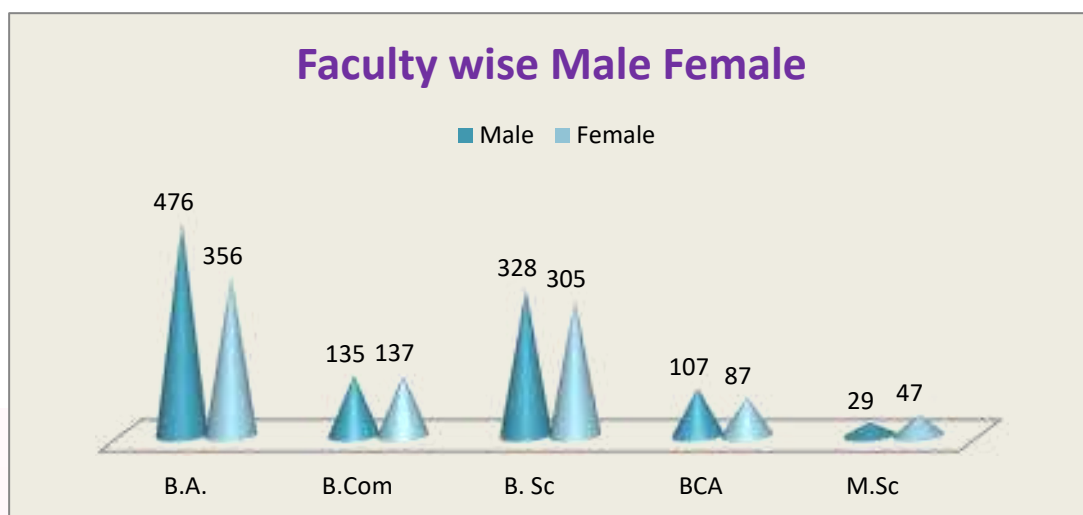


Fig.3: Diagram showing faculty wise male and female proportion

From the table 3 and fig. 3, we can see in most of the faculties male percentage is higher than female percentage. B. Com female faculty has a higher percentage.

4. Gender Difference in various Social Categories

Table 4: Number of male and female students in social categories

Sr.No.	Category	Male	Female	Total	% Male	% Female
1	SC	143	124	267	53.73	46.27
2	ST	08	11	19	42.10	57.90
3	VJA	27	22	49	55.10	44.90
4	NTB	17	7	24	70.83	29.17
5	NTC	247	155	402	61.53	38.47
6	NTD	00	02	02	00	100
7	OBC	157	119	276	57.20	42.80
8	SEBC	35	35	70	50	50
9	X-army	2	1	3	66.66	33.33
10	NTA	4	3	7	57.15	42.85
11	OPEN	435	453	888	42.88	57.11
12	TOTAL	1075	932	2007	53.56	46.43

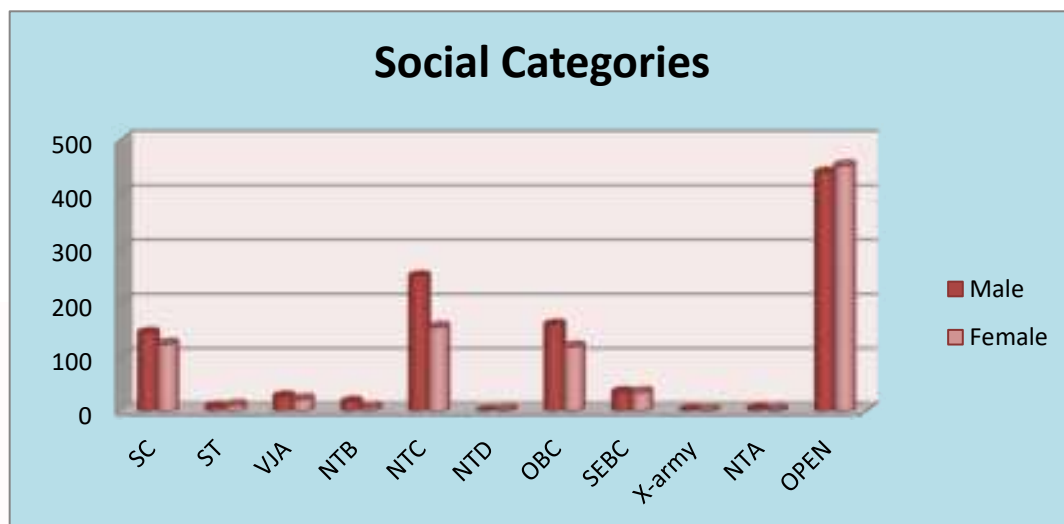


Fig. 4: Diagram showing male and female proportion in social categories

The table 4 and fig. 4 shows male is higher percentage than female in **social categories**. Only NTD, OPEN and ST category has high percentage of female

Gender Difference in Teaching and Non- Teaching Faculty

Permanent Teaching Faculty

Table 5.1: Number of male and female Permanent Teaching Faculty

Male	Female	Total	% Male	% Female
28	01	29	96.55	03.44

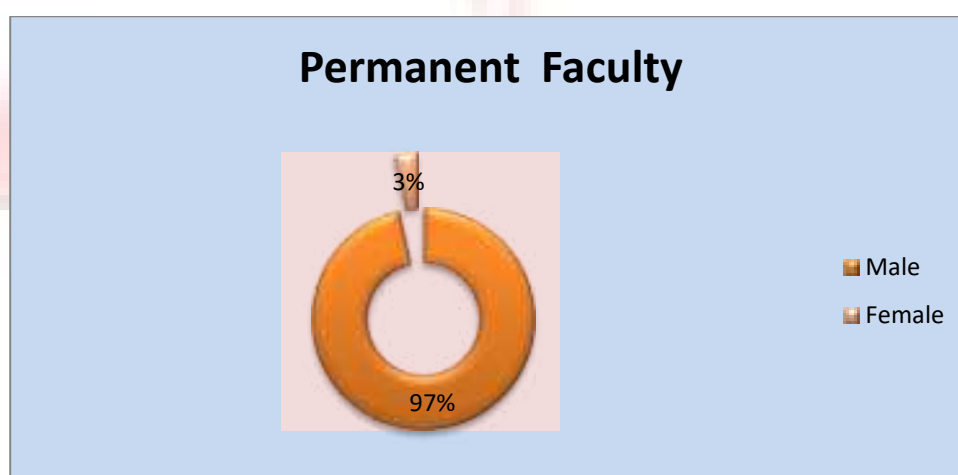


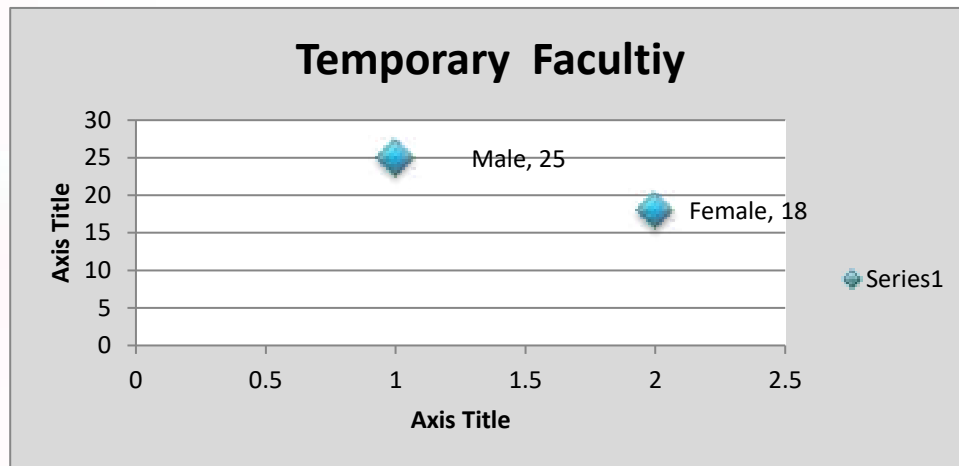
Fig. 5.1: Diagram showing male and female proportion in permanent Teaching faculty

The table 5.1 and fig. 5.1 show lower percentage of female faculty (3.44%) to the male faculty.

Temporary Teaching Faculty

Table 5.2: Number of male and female Temporary teaching Faculty

Male	Female	Total	% Male	% Female
24	17	41	58.13	41.87



The table 5.2 and fig. 5.2 Higher percentage of male faculty as compared to the female faculty.

Senior Non-teaching Faculty

Table 5.3: Number of male and female Senior Nonteaching Faculty

Male	Female	Total	% Male	% Female
20	00	20	100	00

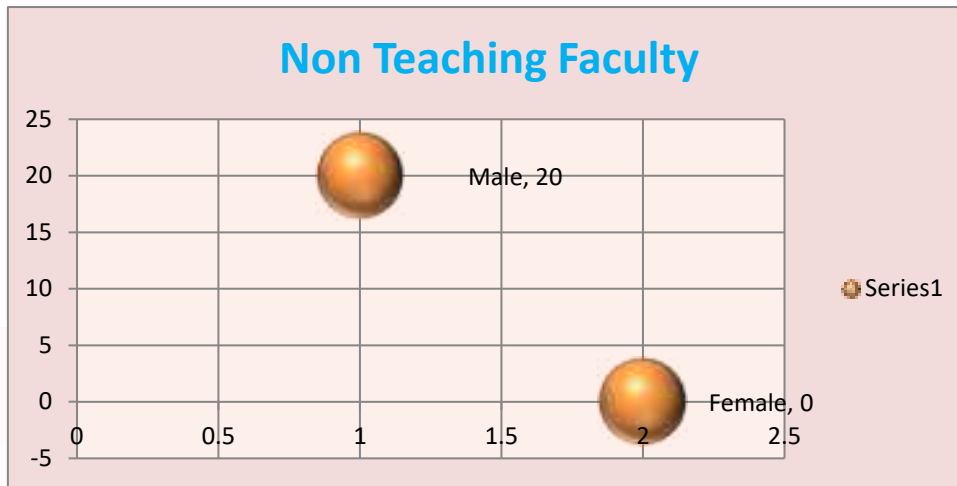


Fig. 5.3: Diagram showing male and female proportion in senior Non-teaching staff
 The table 5.3 and fig. 5.3 show considerably male 100% faculty and no one female non-teaching faculty.

NSS Volunteers

Table 6: Number of male and female NSS Volunteers

Male	Female	Total	% Male	% Female
137	113	250	54.80	45.20

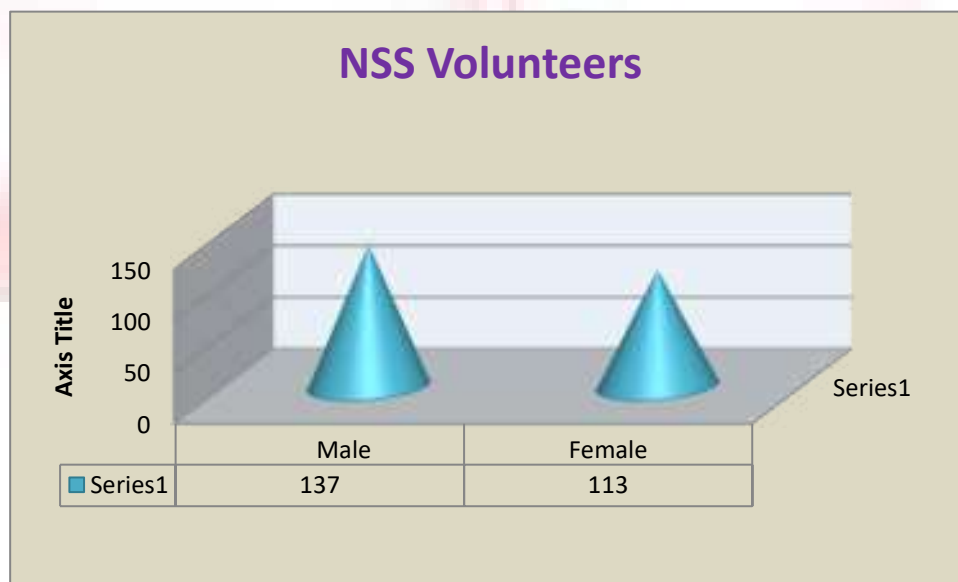


Fig.6: Diagram showing male and female proportion of NSS Volunteer

Table 6. 1 Programmes undertaken by NSS

Sr. No.	Name of the Activity	Male Participant	Female Participant
1	International Yoga Day	89	71
2	Tree plantation	58	74
3	Inauguration-Social Awareness	78	72
4	Swachh Bharat Abhiyan	61	73
5	Yuva Bhushan Competition	08	12
6	Jath Dut Prashikshan	25	27
7	Voters Awareness	62	71

The table 6 and Fig. 6 show considerably higher male percentage as compared to the female. Cultural activities participations female is higher than male.

Table 7: Number of male and female NCC Cadets

Male	Female	Total	% Male	% Female
56	25	81	69.13	30.96

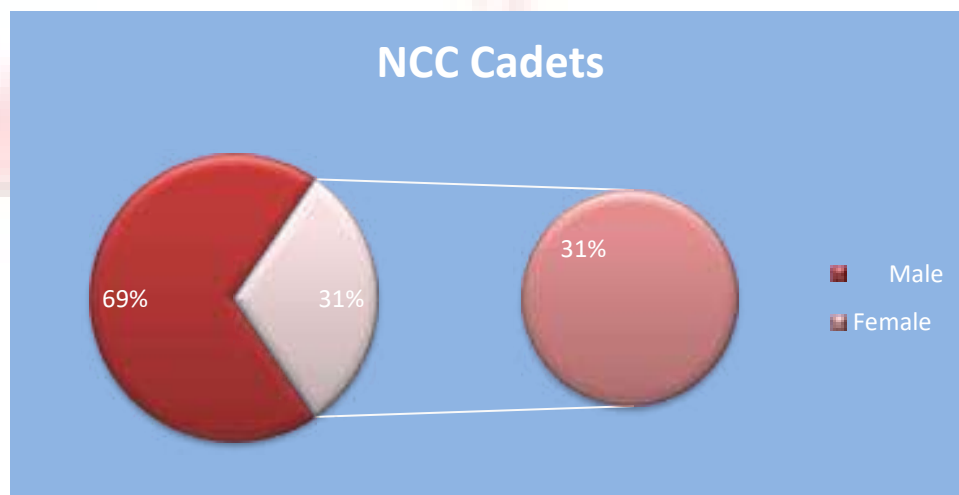


Fig.6: Diagram showing male and female proportion of NCC Volunteer

Table 7: 1 Programmes undertaken by NCC

Sr.No	Name of the Activity	Male Participant	Female Participant
1	“TREE PLANTATION AND AWARENESS RALLY”	50	25
2	National Seminar on CELEBRATION OF SURGICAL STRIKE DAY”	45	24

The Table 7 and Fig. 7 show higher percentage of male cadets as compared to the Female cadets as well as the participation in programs undertaken by the NCC is also higher than that of female cadets.

8. Sports

Table 8: Participant of numbers of male and female students in sports activities

Male	Female	Total	% Male	% Female
16	20	36	44.44	55.56

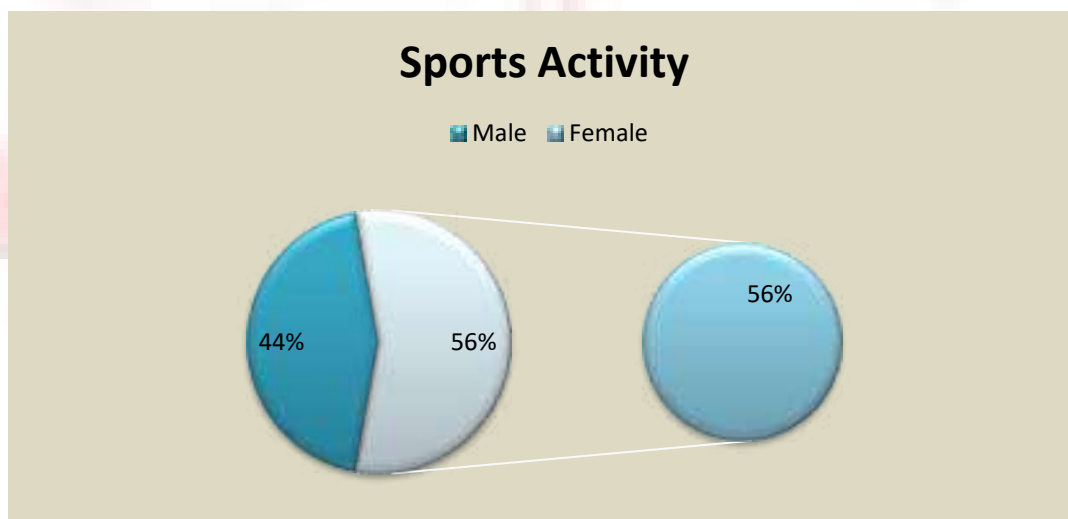


Fig 8.1: Number shows the Male and female participated in sports activities

Table 8.1: Number of Male and Female Students Participated in Various Sport Activities

Sr.No.	Sport Activities	Male	Female	Total	%male	%Female
1	100 mtr running	25	15	40	62.50	37.50
2	200 mtr running	20	11	31	64.51	35.48
3	400 mtr running	12	10	22	54.54	45.45
4	1500 mtr running	15	13	28	53.57	46.42
5	100x04	15	10	25	60.00	40.00
6	400x4	20	16	36	55.55	44.45
7	Discuss throw	15	9	24	62.50	37.50
8	Athletic shot put for	16	11	27	59.25	40.70
9	Long jump	12	10	22	54.54	45.45
10	Kabbaddi	36	24	60	60.00	40.00
11	Kho-Kho	36	36	72	50.00	50.00
12	Volley ball	20	20	40	50.00	50.00
13	Cross-country	15	12	27	55.55	44.44

Fig: 8: Number of male and female Participated in the sport activities



Fig 8.1: Number shows the Male and female participated in various sports activities

Table no. 8 & Fig 8 represent the male and female proportional in sports the total number of male and Female are proportion the male are nearly equal.

Tableno.8.1 & Fig 8 represents the male and female participation in various sport activities in 2018 – 2019

Table 9. Gender classification in cultural activities

Table 9: Number of male and female students in cultural groups

Male	Female	Total	% Male	% Female
20	15	35	54.63	45.61

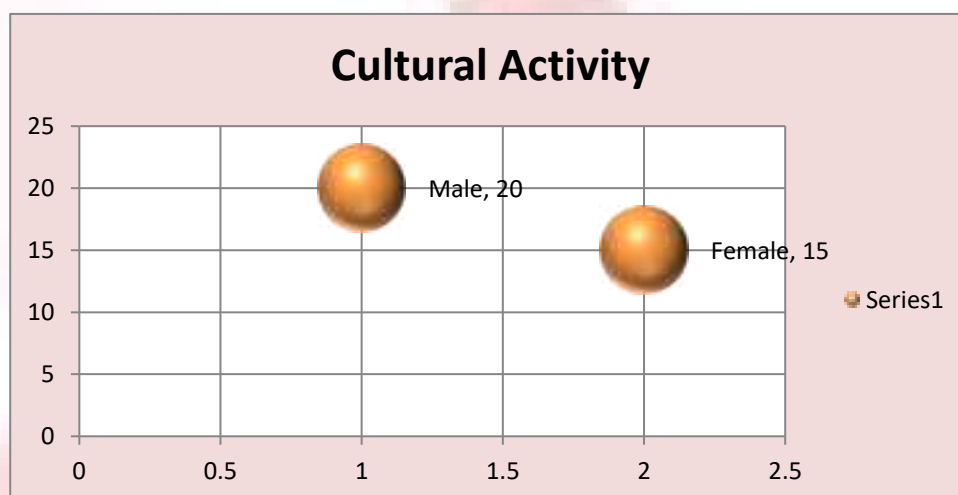


Fig 9 shows the male and female proportion of student in cultural activities

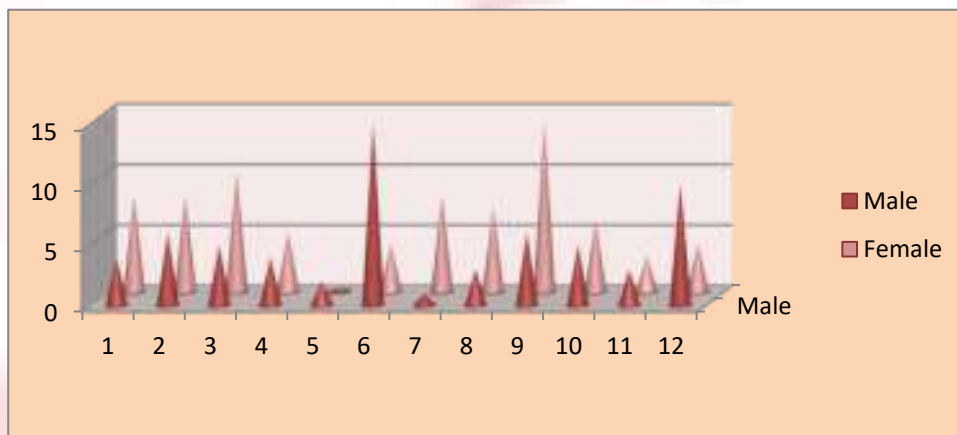
The table no. 9. & fig no. 9 shows the male and female proportional in cultural activities. Female participates are less than the male student.

Table 9.1: Various cultural activities participation

Sr.No.	Title of Program	Date	Male	Female	Total Participant
1	Folk Dance	29 Oct. 2018	04	08	12
2	Short Drama.	29 Oct. 2018	06	08	14

3	Music Competition	29 Oct. 2018	05	10	12
4	Speech Competition (Marathi, Hindi and English)	29 Oct. 2018	04	05	09
5	Debate competition	29 Oct. 2018	02	00	02
6	Quizzes	30 Oct. 2018	15	04	19
7	Essay competition	8 Jan. 2019	01	08	09
8	Folk art	02 Jan.2019	03	07	10
10	Elocution competition	10 Jan.2019	06	14	20
11	Essay competition	15 Jan.2019	05	06	11
12	Drawing competition	15 Jan.2019	03	03	06
13	Prose and Poetry	05 Jan. 2010	10	04	14

The table 9.1 shows the Female participation in cultural activities is more than that of male student.



10. Gender Classification in Shivaji University Rankers

Table 10: Number of male and female students in University Results

Sr. No.	Faculty	Male	Female	Total	% Male	% Female
1	BA	06	14	20	22.72	77.27
2	BCOM	01	02	03	40.00	60.00
3	B.Sc.	03	09	12	21.42	78.57
4	BCA	01	02	03	33.33	66.66
6	M.Sc.	02	04	06	00	100
	Total	13	39	50	22	78



: NSP Scholarship Recipients

Sr. No.	Male	Female	Total	% Male	% Female
1	351	376	727	48.28	51.72

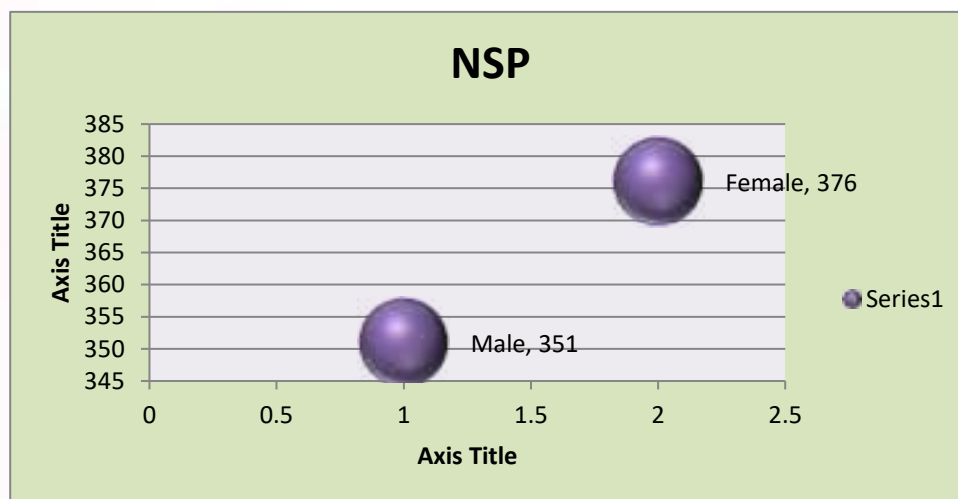




Fig.10.1: Student Obtaining NSP Scholarship

The table 10, 10.1 and 10.1 Fig. Shows the University rankers and NSP Scholarship Obtaining Students, female are more in proportion than the male.

Prevention of Sexual Harassment

As an institution engaged in teaching, research and better knowledge, the college takes its responsibility in sensitizing its students about all forms of discrimination and harassment, especially the evil of sexual harassment on college campus. Sexual harassment results in violation of the fundamental rights of a woman. Law gives her the right of equality under articles 14 and 15 of the constitution of India and her rights to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which includes a right to a safe environment free from sexual harassment. Raje Ramrao Mahavidyalaya's guidelines is a set of procedural guidelines for use in India in cases of sexual harassment. They were promulgated by the India Supreme Court in 1997 and were superseded in 2013 by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The college has established the Anti-Sexual Harassment Cell as per the guidelines of the Act. No. Issue has been reported till date.

 **Internal Complaints Committee** – Counseling of students is done whenever required by the committee as well as teacher by personally as well as 'Mentor-Mentee' system. The college has constituted an internal complaints committee as per sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act 2013. The Process of inquiry followed by this committee which includes the rules and regulations of violation of the Article 5 (d). The committee endeavors to create zero tolerance to issues of sexual harassment in campus.

 **Anti-Ragging committee:** The college follows the direction and guidelines proposed by Shivaji University, Kolhapur being a constituent of the Shivaji University, Kolhapur.

Ragging and criminal offence and UGC has notified regulation non curbing the menace of ragging in higher educational institution in order to prohibit, prevent and eliminate the scourge of ragging. The college and Anti-Ragging and Discipline committee strictly work on the constitution and access the work smoothly, perfectly.

Women Empowerment Cell and Awareness Program for Girl students:

The college has an active committee. The committee creates awareness about Gender Sensitization and Empowerment of Girl students by arranging various programs. It also works after security and personally development of the student for self-security empowerment. Students actively participate in the various programs arranged by the committee.

Apart from its task at redressal the committee attempts at maintaining a healthy and friendly environment within the college campus. An effort is taken by the committee by communicating personally also. The college organizes lectures by inspiration of women achievers so as to motivate the girls students in college.

Women Empowerment Cell Activity Participation

Sr.No.	Title Of Program	Date	Female Participation	Male Participation	Total
1	Ladies Soppo	04/09/2018	55	30	85
2	Beauty Parlor	22/10/2018	51	11	62
3	Women's Day	08/03.2019	84	36	120

PHOTO GALLERY: 2

NCC Activities



➤ NCC CADETS ATTENDED THE NATIONAL SEMINAR ON SURGICAL STRIKE

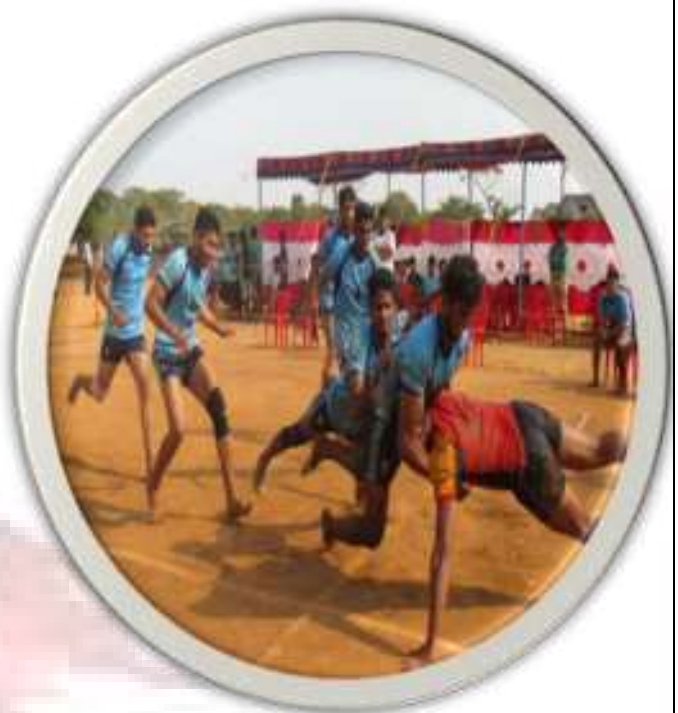


• TREE PLANTATION AND AWARENESS RALLY IN JATH CITY NCC CADETS

Sports



Inauguration of Sanstha state level Athletics Meet



Sanstha state level Kabaddi Tournament



Sanstha State Level Athletics Meet



Victory Ceremony of Sanstha State Level Athletics Meet

NSS ACTIVITY

Yoga Day



Swachhata Pandharawada

Women Empowerment Cell Activity



Salient Features and Recommendations

Education is a prerequisite for promoting women's economic empowerment, health and well-being. Education is important for women's political and civic participation and in preventing gender-based violence and insecurity. It is found that Raje Ramrao Mahavidyalaya, Jath attained the gender sensitive initiatives.

- Gender balance in teaching faculty is poor but in the temporary teaching faculty is good.
- Girl's enrollment is larger than boys.
- Gender balance in student's enrolment in open category is good but less enrollment is from ST category.
- Undergraduate and post-graduate girl's enrollment is more than the boys.
- Gender balance in university examination ranking is inclined towards female.
- In non-teaching faculty all are males, gender equality is not seen in non-teaching staff.
- Gender balance in NSS is remarkable towards female.
- NCC Cadet girls are less than the male cadets. Cultural program and sports are towards equality between girls and boys.
- Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports.

Recommendation:

The management should consider about increasing female staff in teaching as well as non-teaching category.

- More initiative for the awareness of the rights of women and gender sensitive should be taken up centrally by IQAC.

Conclusions

The analysis shows that gender equality goals and objectives are included in all the policies. Programs of the college and staff also reported that they have no problem related to gender criterion. It is found that the Raje Ramrao Mahavidyalaya has a lot of strength and some weakness. The weakness can be overcome with gradual changes in value set up. Doubtlessly, the enrollment of girls from all section of society is increasing and there are not gender issue complaints. In very next future, the strength would definitely contribute towards making the institution gender sensitive institution. The college would certainly make a mark even in the areas that need some improvements with the strong will power and commitment pertaining to gender justice.