

“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

**INTERNAL ASSURANCE CELL (IQAC)**

**GENDER AUDIT REPORT**

**2019-2020**



**SUBMITTED BY**

**GENDER AUDIT COMMITTEE**

To

**INTERNAL ASSURANCE CELL (IQAC)**

**Gender Audit committee**

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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 Abhayakumar Salunkhe and the Secretary Hon. Smt. Shubhangi Gawade for their continuous guidance and encouragement.**

**I express my warm thanks to our Principal Dr. Suresh. S. Patil and Prof. Dr. Shivaji R. Kulal, IQAC Coordinator for their guidance and valuable suggestions 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 execution into constructive work.**

**Place: Jath**

**Date: 14-05-2020**



## **Introduction to the institution**

Our college is established in 1962, run by Shri Swami Vivekanand Shiskhan Sanstha, Kolhapur and affiliated to Shivaji University, Kolhapur. Our Sanstha Shri Sami Vivekanand Shiskhan Sanstha is founded by educationist and social reformer Shiskhanmaharshi 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 poor people. Two lakh students are studying in more than 372 educational units, including 21 senior colleges, 66 Junior colleges, 8 training centre, 3 B. Ed colleges, 170 High schools and 1 Ashramshala.

Raje Ramrao Mahavidyalaya, Jath is one of the greatest educational sections affiliated to Shivaji University, Kolhapur though it is in remote, rural and drought prone area of Sangli district, Maharashtra, India. The college right from its establishment has been showing academic excellence. In the same way, our 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, Sciences 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. By forming various committees like anti-ragging, internal complaints and sexual harassment prevention and providing adequate facilities 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 Labour 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 institutionalisation of gender equality into organisations. 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 centre 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 college 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 exists and the factors behind the gender balance.
- To identify the areas of gender imbalance and to recognise their cause.
- 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 exists.
- To promote growth of gender equality in all aspects of college campus life.

## **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 gate and it never pose any inconvenience for girl's students.
- **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 one of the disciplines in our college.
- **Stair case:** A stair cases have a enough width making possible for convenient passage of students. The college has separate stair case for girls to maintain discipline.
- **Study Room:** A 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 wash room:** Ladies room provision is made for girls for resting. 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 wash room 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. The girls are provided with separate seating arrangement with the canteen which gives them a feeling of privacy.
- **CCTV:** CCTV cameras have been installed on every floor and each class to look after the security aspects as whole as management of the college. They 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 has constituted Anti-Ragging and discipline committee as 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 courage of ragging. The college prospectus clearly states about the anti-ragging policy of the college.
- **National cadet core:** The NCC unit provides a suitable environment for the girls, which trained the girls to serve the nation, for unity and discipline. Apart from regular parades and camps, Cadets participated in social Activities like blood donation camp, tree plantation programme
- **National service Scheme:** The College has a very active NSS unit that is again dominated by female's students. The NSS unit participate through cleaning villages, blood donation camp, various awareness programmes, Yoga Day, flood helping hand, plantation like social needed activities.
- **Sports:** Our Sport department encourages the girl's students to participate in the various sports competition organised at college levels

and at University, State level and National level. Many of girls achieved medal in different games successfully.

 **Girl's hostel:** The college has a two girls' hostel buildings that can accommodate. In one hostel the 60 students from various programmes. To know the culture the different activities are organised for hostel student such as *Hadga*, Hostel Day, Women's Day, Makar Sankranti as cultural activities.

## Women Empowerment members

Sr. no.	Members
1	Mrs. N. V. More (Chairman)
2	Miss. S. B. Deshmukh
3	Miss. L. P. Saptal
4	Miss. J. I. Balekai
5	Miss. V. C. Mali
6	Dr. (Mrs.) N. M. Desai



## PHOTO GALLERY: 1

**Front entrance gate**



**Second entrance gate**



## Parking Facility



## Stair case No. 1





## Stair case No. 2



## Study room



## Separate book issuing window



## Ladies wash room



## Drinking water for girls



## Canteen







**Front side CCTV**



**Corridor CCTV**

## Indoor sport 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
872	918	1790	48.71%	51.28%



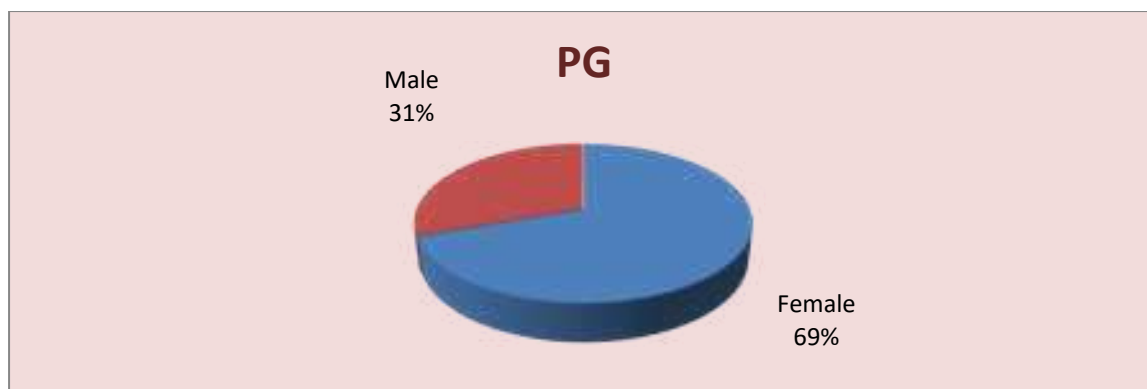
**Fig. 1: Diagram showing male and female proportion at UG enrolment level**

From table 1 and fig. 1. It is observed that at undergraduate level male and female proportion is nearly equal.

### 2. Enrolment at postgraduate level

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

Male	Female	Total	% Male	% Female
18	41	59	30.50%	69.49%



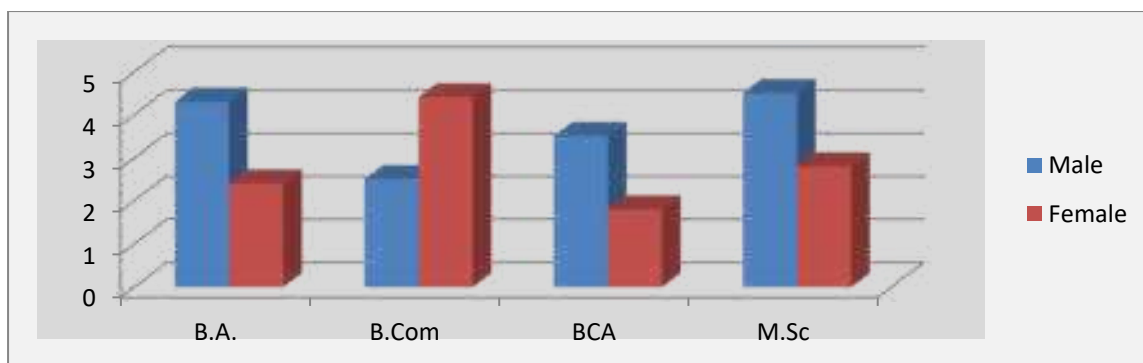
**Fig. 2 Diagram showing male and female proportion at PG enrolment level**

From the table 2 and Fig. 2, it is observed that at postgraduate level female enrolment percentage is nearly double 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>B.A.</b>	414	387	801	51.68	48.31
2	<b>B. Com</b>	105	165	270	63.63	61.11
3	<b>B. Sc</b>	239	274	513	46.58	53.41
4	<b>BCA</b>	114	92	206	55.33	44.66
5	<b>M.Sc.</b>	18	41	59	30.90	69.49
6	<b>Total</b>	890	959	1849	48.13	51.86



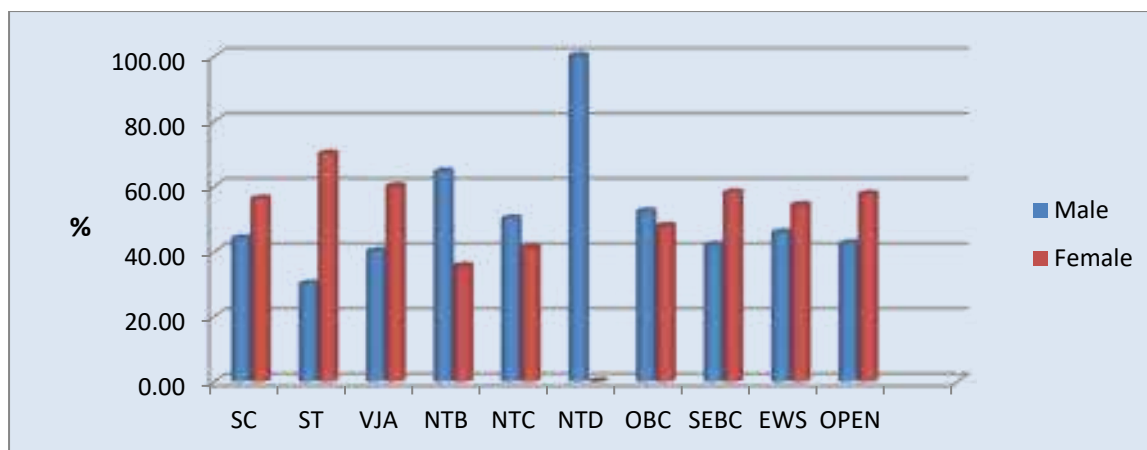
**Fig.3: Diagram showing faculty wise male and female proportion**

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	109	139	248	43.95%	56.09%
2	ST	03	07	10	30%	70.00%
3	VJA	04	06	10	40.00%	60.00%
4	NTB	20	11	31	64.51%	35.48%
5	NTC	239	166	405	50.01%	40.98%
6	NTD	01	00	01	100%	00%
7	OBC	141	129	270	52.22%	47.77%
8	SEBC	156	216	372	41.93%	58.06%
9	EWS	27	32	59	45.76%	54.23%
10	OPEN	188	255	443	42.43%	57.56%
	<b>TOTAL</b>	<b>888</b>	<b>961</b>	<b>1849</b>	<b>48.09%</b>	<b>51.97%</b>



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

The table 4 and fig. 4 show nearly equal percentage of male and female with somewhat higher for females. Only NTD and ST category has less percentage of female

## 5. Gender Difference in Teaching and Non- Teaching Faculty

### 5.1 Permanent Teaching Faculty

**Table 5.1: Number of male and female Permanent Teaching Faculty**

Male	Female	Total	% Male	% Female
27	01	28	96.42%	3.57%

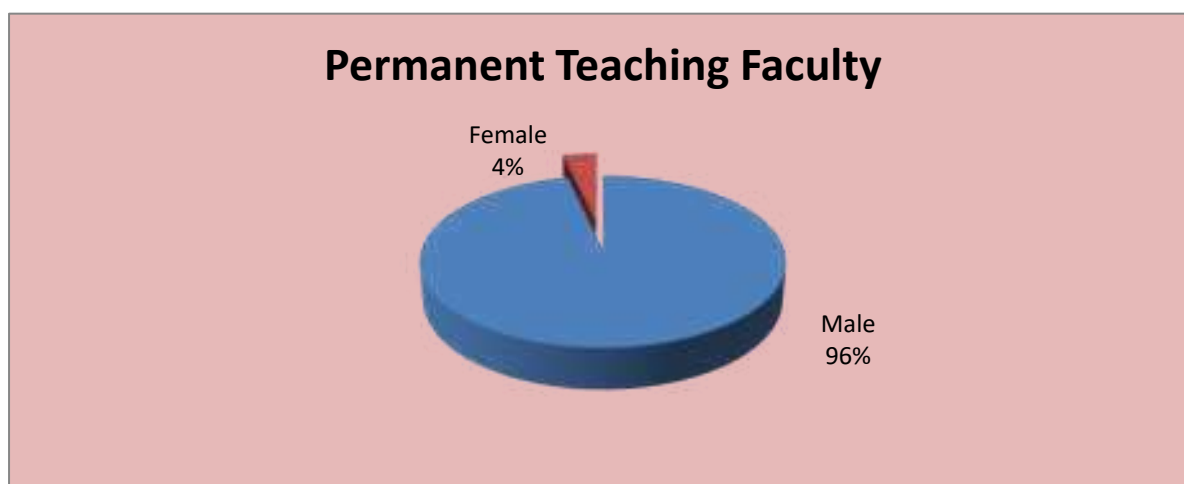


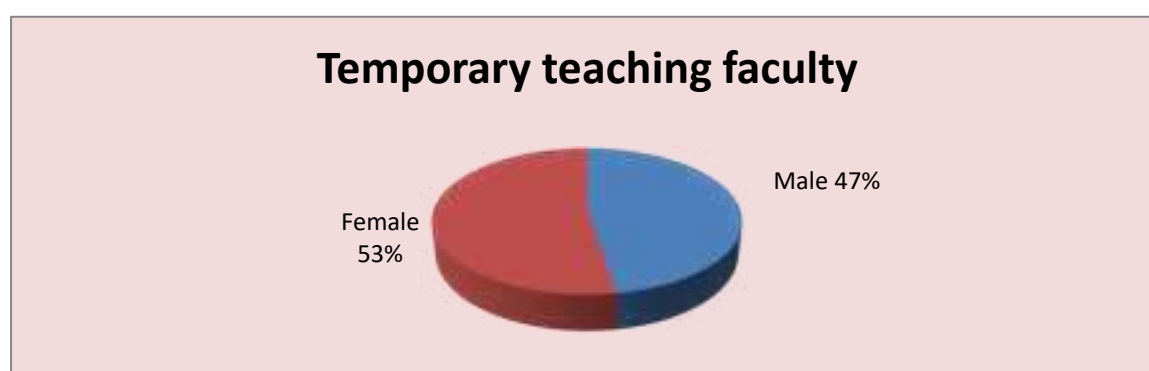
Fig. 5.1: Diagram showing male and female proportion in permanent Teaching faculty

The table 5.1 and fig. 5.1 show lower percentage of female faculty (6%) as compared to the male faculty.

## 5.2 Temporary Teaching Faculty

Table 5.2: Number of male and female Temporary teaching Faculty

Male	Female	Total	% Male	% Female
16	18	34	47.05%	52.94%



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

## 5.3 Senior Non-teaching Faculty

Table 5.3: Number of male and female Senior Nonteaching Faculty

Male	Female	Total	% Male	% Female
25	00	25	100%	00





Fig. 5.3: Diagram showing male and female proportion in senior Nonteaching staff

The table 5.3 and fig. 5.3 show considerably male 100% faculty and no one female non-teaching faculty.

## 6. NSS Volunteers

Table 6: Number of male and female NSS Volunteers

Male	Female	Total	% Male	% Female
114	127	241	47.30%	52.69%

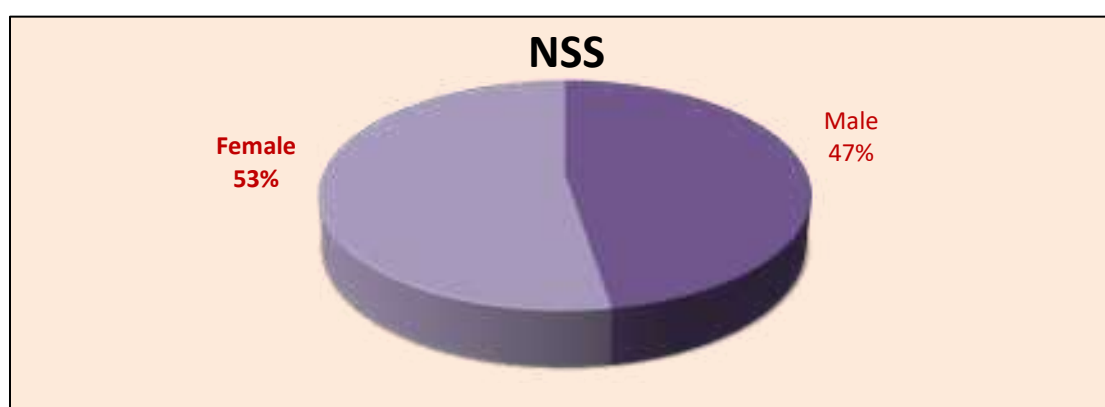


Fig.6: Diagram showing male and female proportion of NSS Volunteer



**Table. 6. 1 Programmes undertaken by NSS**

<b>Sr. No.</b>	<b>Name of the Activity</b>	<b>Male Participant</b>	<b>Female Participant</b>
1	International Yoga Day	110	120
2	Tree plantation	109	120
3	Moujae Ddhavala Flood area shramdaan	110	101
4	Blood donation camp	90	10
5	Street Rally (National polling day)	114	127
6	Road Safety week	114	125
7	Reading on occasion of Constitution Day	110	1101
8	Vishesh Shramsamskar Shibhir	110	102

The table 6 and Fig. 6 show considerably higher female percentage as compared to male in Not only NSS but cultural activities participations.

**Table 7: Number of male and female NCC Cadets**

<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>% Male</b>	<b>% Female</b>
64	30	94	68.08%	31.91%



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

**Table. 7. 1 Programmes undertaken by NCC**

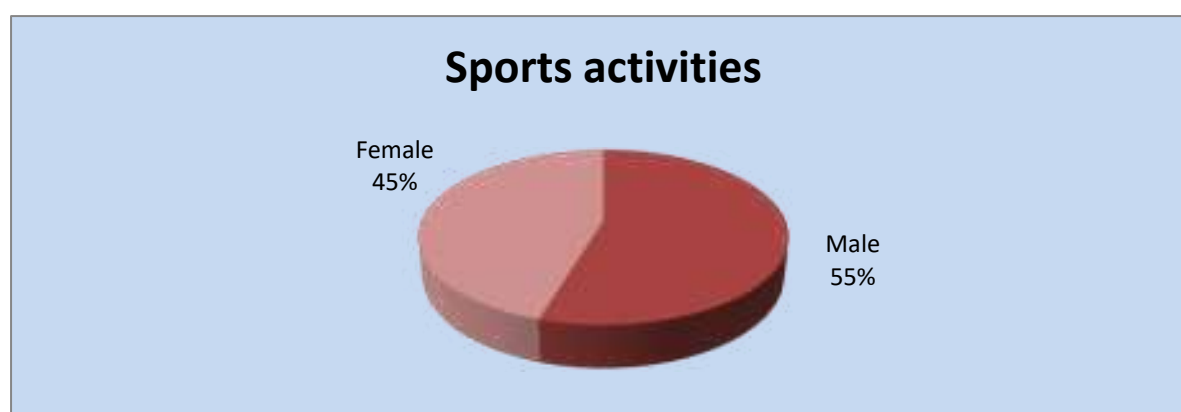
Sr. No.	Name of the Activity	Male participant	Female Participant
1	International Yoga Day	63	30
2	Independence Day	64	30
3	Computer literacy & Digital Awareness	64	30
4	Tree Plantation Day	60	30
5	ATC Training ATC Training (Tripura	01	00
6	“One India Shrashet Bharat”Tranining	01	01
7	Thal sena Camp, Delhi	00	01

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

## 8. Sports

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

Male	Female	Total	% Male	% Female
58	48	106	54.71%	45.28%



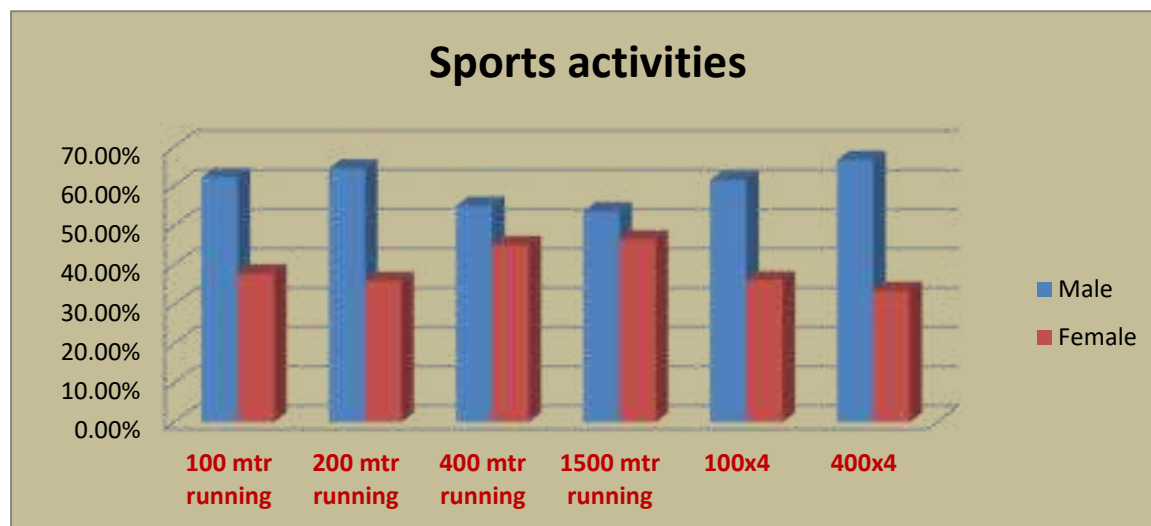
**Fig 8.1: Number shows the male and female participated in sports activities**

**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	28	17	45	62.22%	37.77%
2	200 mtr running	20	11	31	64.51%	35.48%

3	400 mtr running	22	18	40	55%	45%
4	1500 mtr running	15	13	28	53.57%	46.42%
5	100x04	32	18	50	61.52%	36%
6	400x4	32	16	48	66.66%	33.33%
7	Discuss throw	15	9	24	62.05%	37.5%
8	Athletic shot put for	16	11	27	59.25%	40.7%
9	Long jump	20	15	35	57.14%	42.85%
10	Kabaddi	48	48	96	50%	50%
11	Kho-Kho	48	48	96	50%	50%
12	Volleyball	48	48	96	50%	50%
13	Cross-country	23	9	38	60.5%	23.68%

**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.**

**Table no. 8.1 & Fig 8** represents the male and female participation in various sport activities in 2019 - 2020

**Table 9. Gender classification in cultural activities**

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

Male	Female	Total	% Male	% Female
17	14	31	54.63%	45.61%



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

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

**Table 9.1: Various cultural activities participation**

Sr. No.	Title of Programme	Date	Male	Female	Total Participant
1	Song competition	16 Sept. 2019	03	09	12
2	Prose & Poetry	17 Sept. 2019	06	12	18
3	Gazal competition	20 Sept. 2019	03	19	12

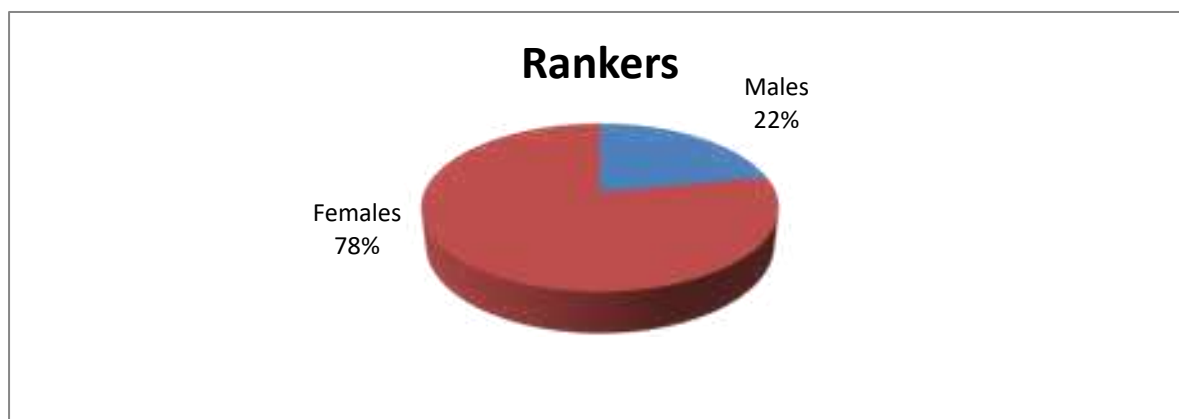
4	Handwriting (Hindi) competition	18 Sept. 2019	01	03	04
5	Elocution and Debate competition	20 Sept. 2019	02	00	02
6	Poetry Recitation competition	21.Dec. 2019	15	04	19
7	Essay competition	8 Jan. 2020	01	08	09
8	Handwriting (Marathi) competition	02 Jan.2020	00	11	11
9	Elocution competition	10 Jan.2020	02	04	06
10	Elocution competition	15 Jan.2020	06	14	20
11	Essay competition	15 Jan.2020	00	08	08
12	Drawing competition	15 Jan.2020	00	06	06
13	Prose & Poetry	04Jan. 2020	14	00	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

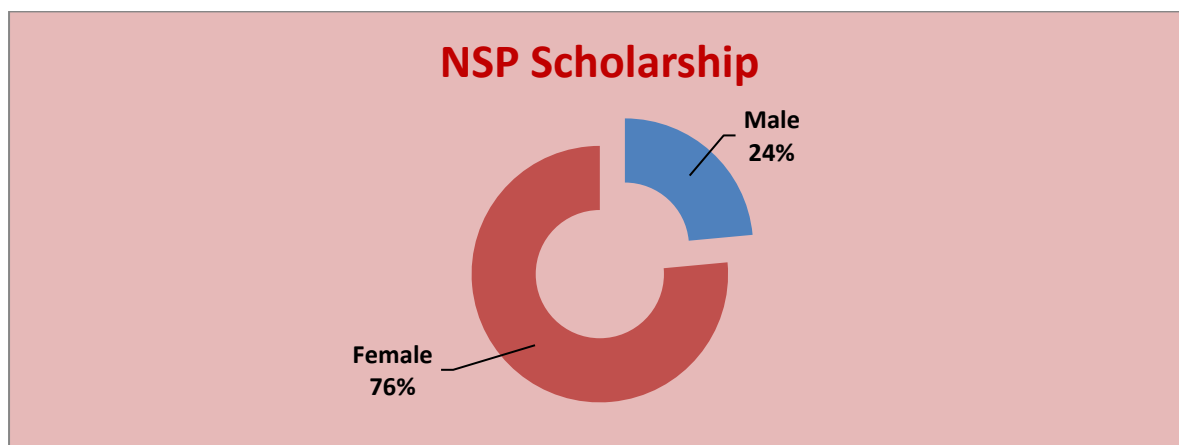
**Table 10: Number of male and female students in University Results**

Sr. No	Faculty	Male	Female	Total	% Male	% Female
1	BA	05	17	22	22.72%	77.27%
2	BCOM	02	03	05	40%	60%
3	BSc	03	11	14	21.42%	78.57%
4	BCA	01	02	03	33.33%	66.66%
6	MSc	00	06	06	00%	100%
	Total	11	39	50	22	78



### 10.1: NSP Scholarship Recipients

Sr. no	Male	Female	Total	% Male	% Female
1	16	52	68	23.52%	76.47%




**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 proportional 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. Whereas sexual harassment results in violation of the fundamental rights of a woman to 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. The R.R College Guidelines were 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 a Anti sexual Harassment cell as per the guidelines of the Act. No. Issue has been reported till date.

 **Internal Complaints committee** – Counselling 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 includes the rules and regulations of violation of the Article 5 (d). The committee endeavours 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 anti ragging and Discipline committee strictly work on the constitution and access the work smoothly, perfectly.

## **WOMEN EMPOWERMENT CELL AND AWARENESS PROGRAMME FOR GIRL STUDENTS:**

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

Apart from its task at redressals the committee attempts at maintaining a healthy friendly environment within the college campus. Efforts are taken by the committee by communication personally also, the college also organises lectures by inspiration women's achievers so as to motivate the girls students in college.

<b>Sr. No.</b>	<b>Title of Programme</b>	<b>Date</b>	<b>Female Participation</b>
<b>1</b>	Women Health	03/01/2020	176
<b>2</b>	Women Empowerment Today's need	08/03/2020	213
<b>3</b>	Laws on Protection of Women's	22/12/2019	221

## PHOTO GALLERY: 2

# NCC ACTIVITIES



**NCC cadet cleaning the college campus**



**Blood Donation camp**



# Sports



Shivaji University Inter zones KHO-KHO Competition team



College district level Kho-Kho competition 3<sup>rd</sup> rank winning team

# NSS Activities



Girls decorating the campus during various functions



Field work by NSS Volunteers in college campus





**Field work by NSS Volunteers during Swacchata Abhaiyan working under college area**



**Participant of NSS Volunteers in NSS special camp**



## 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 enrolment is large than boys.
- Gender balance in student enrolment in Open category is good but poor is ST category enrolment.
- Undergraduate and post- graduate girl's enrolments are 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 faculty
- Gender balance in NSS is remarkable towards female.
- NCC Cadet Females are less than the male cadets, Cultural programme and sports is towards equality.
- 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. Programmes 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 lot of strength and some weakness. The weakness can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there are not gender issue complaints. In future the strength would definitely contribute towards making the institution Gender sensitive Institution. With the strong will power and commitment to gender justice, the college would certainly make a mark even in the areas that need some improvements.