

Gender Audit
of
Dr. Patangrao Kadam Mahavidyalaya, Sangli
(2017-19)



Prin. Dr. Pooja Narwadkar

Principal Investigator
Gender Audit
Dr. Patangrao Kadam Mahavidyalaya,
Sangli



INDEX

Sr. No.	Contents	
1	Acknowledgement	
2	Introduction	
3	Objectives of Gender Audit	
4	Gender Sensitive Features	
5	Tables of Gender Balance	
6	Programs Conducted	
7	Our Pride	
8	Conclusions of Gender Audit for 2017-2019	
9	Expert Committee Recommendation on Gender Audit	
10	Annexure and Photo Gallery	



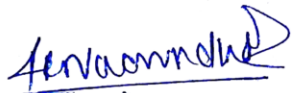
ACKNOWLEDGEMENT

I offer my deepest gratitude to Hon. Prin. Dr. D. G. Kanase, for his decision of conducting Gender Audit of Dr. Patangrao Kadam Mahavidyalaya, Sangli.

I thank him for entrusting me the responsibility of conducting gender audit of Dr. Patangrao Kadam Mahavidyalaya, Sangli recognizing my potential.

I express my warm thanks to NAAC coordinator Dr. Amit Supale and Convener, Internal Complaint Committee for Sexual Harassment prevention, Ms. Bharati Bhavikatti for their meticulous assistance in completing the Gender Audit.




Dr. P. P. Narwadkar
I/C. Principal,
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(I/C Principal, Bharati Vidyapeeth's New Law College, Sangli)
Counselling Expert Abhay' Helpline for Victims of Domestic Violence.

Introduction

A) Brief History of College

Name of the College:

Dr. Patangrao Kadam Mahavidyalaya, Sangli, Sangliwadi, Sangli - 416416

Status of the College:-

Affiliated to Shivaji University, Kolhapur, (Grant-in aid College)

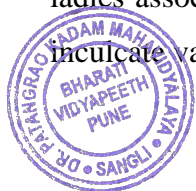
• Introduction

BharatiVidyapeeth Institution was established in 1964, by Indian politician and educationist Hon. Dr. Patangraoji Kadam. Dr. Patangrao Kadam Mahavidyalaya, Sangli was established on 16th September 1985, as Arts, Science and Commerce College, Sangli and it was renamed Dr.Patangrao Kadam Mahavidyalaya, Sangli on 8th January 1999. It imparts education in Arts, Science and Commerce faculty.

This college is affiliated to Shivaji University, Kolhapur. The mission is to educate the rural youth and make them capable of taking active participation in the development of our country. Our college is accredited by NAAC in January 2013 and was awarded 'A' grade.

The Gender Audit is an attempt to study good gender balance, similarly to study whether the college follows all the University rules, policies and actions because it forms a constituent part of the University. This Gender Audit tries to check the impact of its current and proposed policies on Gender equality.

The college provides all opportunities for overall personally development of all students. To maintain gender equality, the girls are provided various facilities and special attention is given to girl students. To involve and to increase the sense of social responsibilities of girl students, the college has a N.S.S. unit, in which every year 200 students are enrolled, 45% of whom are girl students. To make the girl students aware of their rights and to impart knowledge of laws, counseling by legal advisers is arranged by the Internal Complaints Committee for the sexual harassment prevention, prohibition and redressal. To guide and inspire the students, various co-curricular activities are carried out in the college. In sports and cultural activities, girl students achieve grand success. Their active participation in youth festival and various competitions shows their ability and potential. The college organizes various programs through ladies association committee for girl students to provide a platform for their hidden talents and inculcate values, skills and boost their confidence.



Objectives of Gender Audit

- 1) To provide qualitative and fruitful teaching related to gender equality and to motivate the girl students for higher education.
- 2) To help in the development of a higher moral character through value education.
- 3) To promote academic excellence in teaching learning and research.
- 4) To involve students in social action and social responsibility through N.S.S.
- 5) To let the students discover their talents through co-curricular and extra-curricular activities, sports, literary and cultural events.
- 6) To provide opportunities for leadership through competition, co-operation and confidence building.
- 7) To help in the development of skills needed to keep up with modern technology in professional world.
- 8) To inculcate moral and ethical values.
- 9) To create gender equality and equity in education system.
- 10) To plan welfare measures for students and staff, in relation to gender sensitization.
- 11) To create awareness, regarding health sanitation and other issues.



Gender Sensitive Features

A gender audit assesses the extent to which gender equality is effectively institutionalized in the policies, programs, organizational structures and proceedings of the college. This Audit is to assess the impact of gender quality policy and its implementation in our college. In every corner of the system, gender sensitive features are carefully observed by forming committees like Internal Complaint Committee Antiragging committee, Personal counseling committee, Student Redressal committee etc. not only these committees but other committees also have been represented by girl students adequately. Providing adequate facilities to girl students gender equality is kept upright in the college.

1) Earn and Learn scheme: For the upliftment and empowerment, our college provides students, oriented schemes like 'Earn and Learn Scheme', for which poor and needy students are selected. This selection is through proper procedure. The payment is given as per clock hour basis. Mostly girl students are working in the Library. Every year 1 to 2 girl students are getting benefit of this scheme.

2) Other Facilities

A. Entrance: For safety measures of girls and to avoid chaotic situation, a separate entrance is made available, for girls and boys. Boys enter from the back entrance while girls enter from the front porch entrance.

B. Parking facility: Separate parking facility is available for two wheelers and bicycles for girls.

C. Stair case: A separate stair case for girls and women staff is provided.

D. Study Room: In the study room, one row is reserved for girl students.

E. Separate book issuing window: Separate book issuing window is available in the library, for girl students.

F. Ladies Room and Wash Room: Ladies Room provision is available for girls. A notice board is placed in the Ladies Room, for all important issues concerning them. Wash rooms are provided with sufficient water supply and daily cleaning. Women faculty members take care of girls, whenever necessary. Women faculty provides sanitary napkins, if necessary. Sanitary Napkin Vending and destruction machine is installed in the college wash rooms. A

separate wash room is provided to women faculty members.



G. Canteen: In the canteen, provision of separate sitting arrangement is available for girl students.

3) Prevention of Sexual Harassment: An act to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, is implemented in college. Sexual harassment results in violation of the fundamental rights which includes a right to a safe environment free from sexual harassment.

‘Internal Complaints Committee’

The college has constituted an internal complaints committee as per the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013. The work of the committee involves gender related research and extension. The committee conducts various programs, workshops, street plays, self defense training, yoga, health check up camps, pre marriage counseling for women empowerment and gender sensitization.

4) Anti-Ragging and Discipline Committee: As our college is affiliated to Shivaji University, Kolhapur, the college is a constituent part of Shivaji University, Kolhapur. Some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in prospectus. Ragging is criminal offence and UGC has notified regulations on curbing the evil of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging, hence, the college has constituted anti-ragging and discipline committee.

5) Personal Counseling Committee (PCC): Personal Counseling Committee is available in the college, to solve psychological and physiological problems of girls students and to enhance well-being and positive feelings among students.

Students who are struggling with academics or personal life and need assistance, are encouraged to sign up for counseling sessions as needed. The typical problems that are seen range from relationship issues to adjustment and academic pressure. Students are guided and counseled in a supportive manner with the goal that they can become independent in facing struggles and stress with resilience in the future.



6) **Ladies Association:** To inculcate hidden talent of shy girls students and to provide a platform for talented girl students, various programs are organized like Cultural events, Gouri Jagar, Mahahadga, MahaDandiya etc.

Ladies Association in college is a platform for all ladies to come together and share their feelings and experiences. Through this committee we plan pleasure trips to places of natural beauty and spend time together.

7) **NSS Unit:** There are two NSS units in which about 50 % are girl participants. Through NSS, girl students participate in various activities like survey of various parameters in the adopted village, Raksha Bandhan, Cultural program, Haldi-Kumkum etc.

8) **Participation in institutional programs:** College provides opportunities for girl students to participate in the organization of the programs of parent institute like “‘Tee’ che Vyaspeeth and Krishnai Mahosatva”.

9) **Organization of Bharatiyam Kala Mahosatva in collaboration with Bharati Kala Academy:** College provides an opportunity for girl students in the organization of Bhartiya Kala Mahostava. Girl students of our college participate in these competitions under the categories like solo song, folk dance and Bharatiyam Karandak. Mrs.Prabha Mohan Patil was the sole coordinator of the Bhartiya Kala Mahostav. She was assisted by all female faculty in the college.

10) **Women Leaders:** Honorable Vijaymala Kadam, wife of Chancellor Dr. Patangraoji Kadam and President, School Education Committee, plays the role of a care taker in our colleges, for college ladies staff and girl students. She is a mentor, philosopher and guide for all ladies staff and students in college.

11) **Women Representation in college and University:** In our college, women represent and play a pivotal role in almost all important committees like College Development Committee / Local Management Council, IQAC, NAAC, Career Oriented Courses, Sexual Harassment Prevention, Prohibition and grievance Redressal, Antiragging, Internal Squad, Cultural, NSS, Placement, Wall Paper Display, Sports, Yoga training, Debating and Elocution Committees. Ladies members function as LIC committee members of the university and represent college.

12) Ladies accompany girl students on excursion tours arranged by various centers.



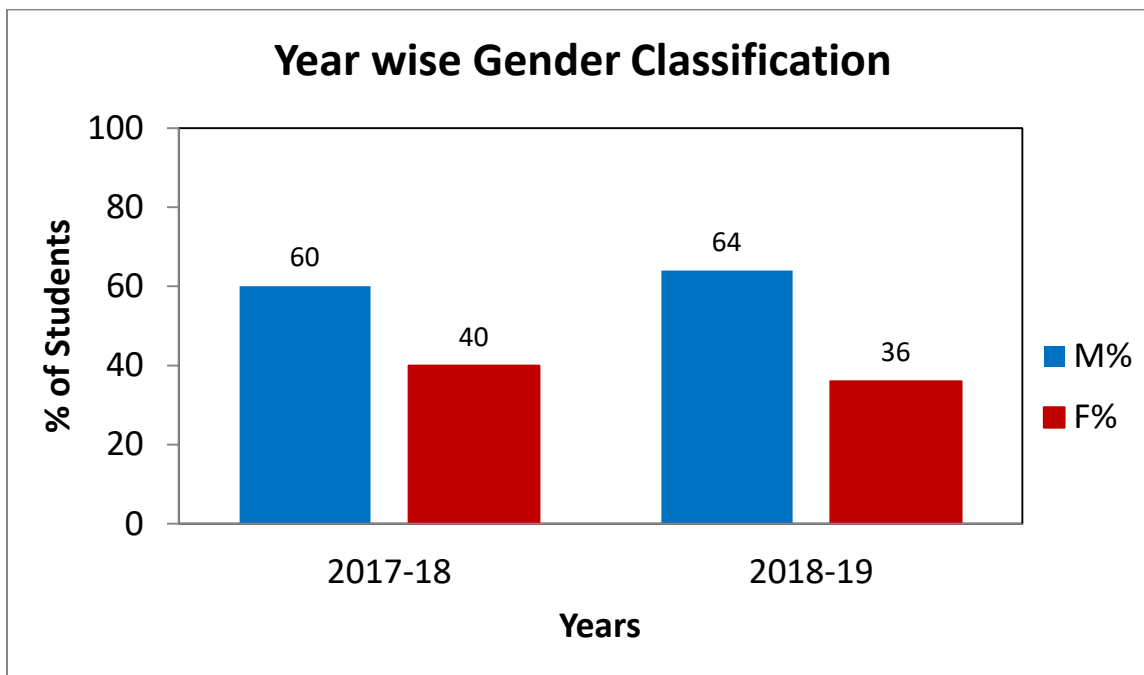
- 13) A Health Center exists in college, run by Dr. Anand Sapkal, MBBS. Any problems related to their health and menstrual cycle is solved, in college, whenever required.
- 14) Ladies faculty is invited as resource persons to other colleges and schools.
- 15) Ladies faculty members motivate the girl students in other colleges to take admission in this college, spreading the message regarding different facilities and activities in college.
- 16) A Suggestion Box is provided in an obvious place in the college office, visible to the students, so that they can easily post comments/suggestions/ complaints without fear.
- 17) Boards of important statutory committees are put up in college premises, with mobile numbers, addresses of concerned teachers, as well as the police station number.
- 18) A Vigilance Committee exists in college, for each floor, which has one lady member and one girl student.



3. Gender Balance In Enrollment At Graduation Level (2018-19)

1. Year wise Gender Classification:

Year	M	F	Total	%M	%F
2017-18	658	429	1087	60%	40%
2018-19	692	388	1080	64%	36%



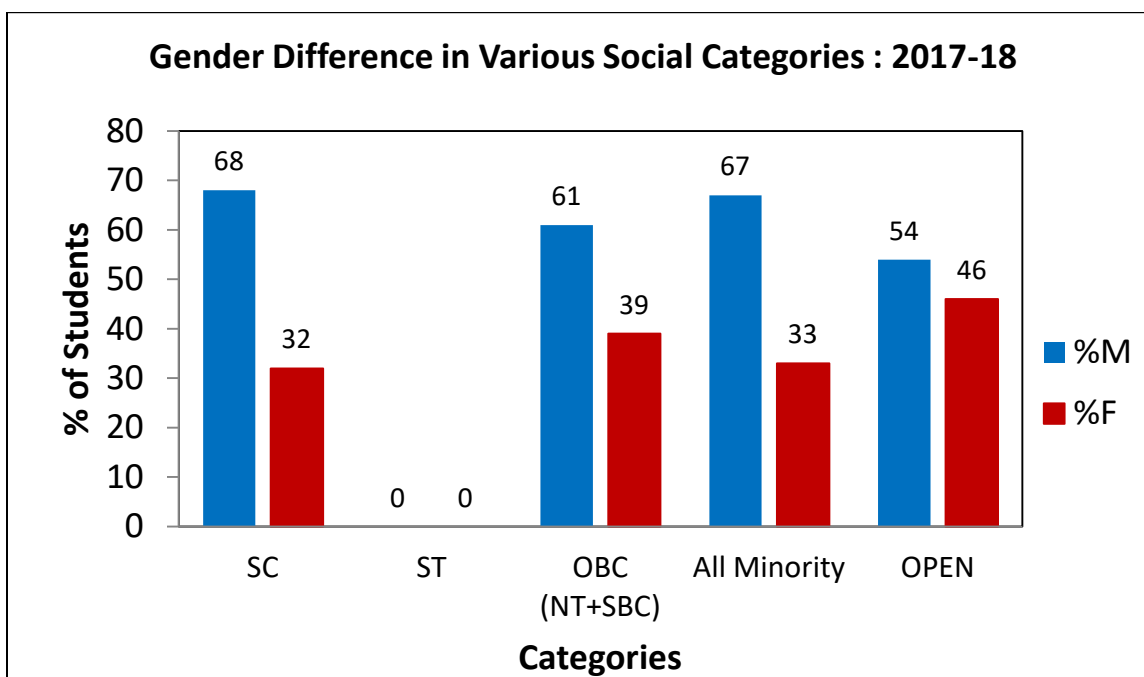
This table shows year wise gender classification of male and female percentage of students as compared to the total number of admissions in the college. It appears that since 2018-19 the percentage concerning the male and female students is more or less the same. The bar graph and tabular form vividly gives important data of year wise gender classification, which can be easily viewed at a glance.



Gender Difference in Various Social Categories:

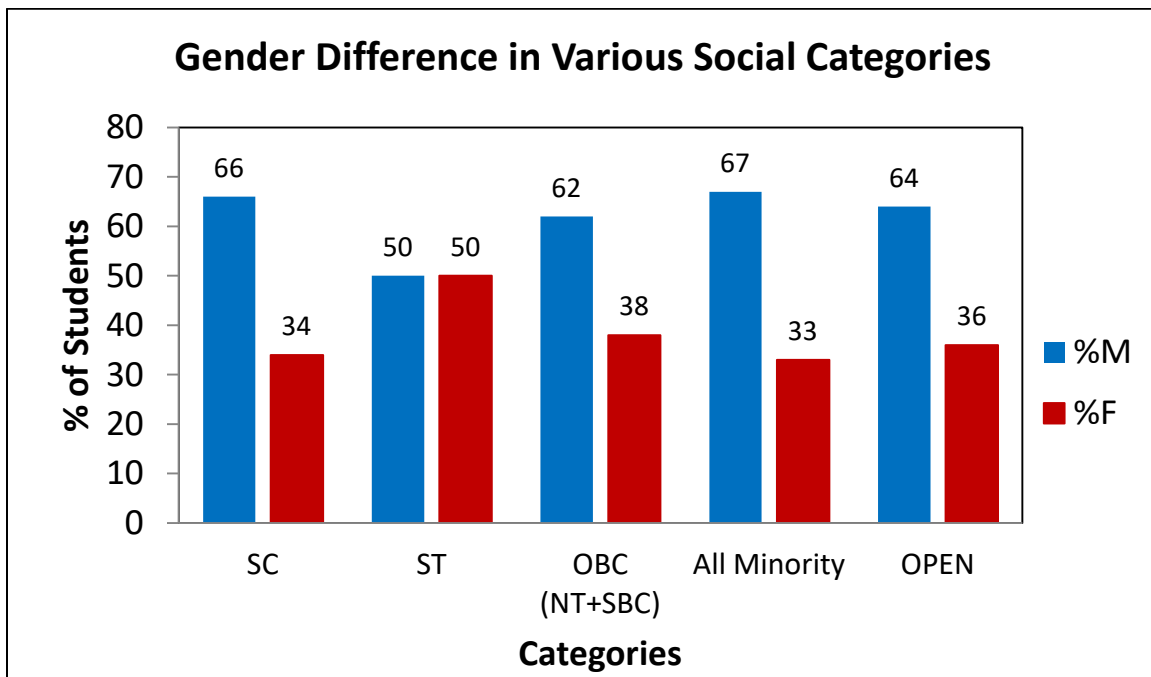
Year : 2017-18

Sr. No.	Category	M	F	Total	%M	%F
1	SC	79	37	116	68%	32%
2	ST	-	-	-	-	-
3	OBC (NT + SBC)	187	117	304	61%	39%
4	All Minority	76	37	113	67%	33%
5	OPEN	316	238	554	54%	46%
TOTAL		692	388	1080	60	40



Year : 2018-19

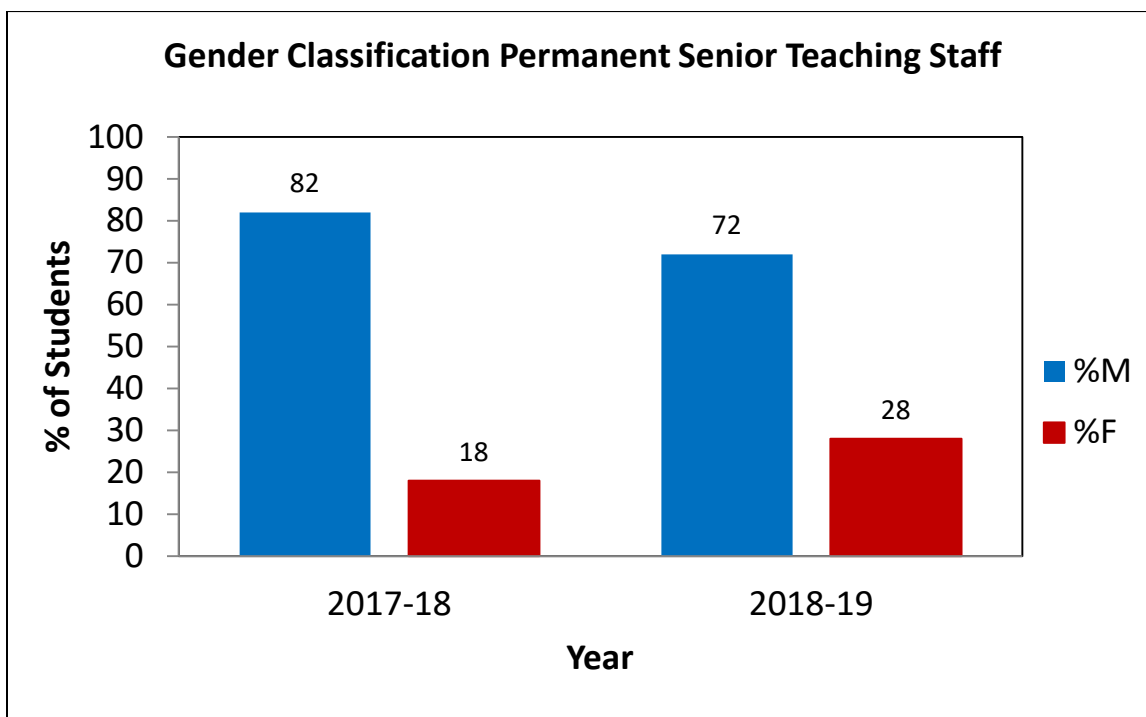
Sr. No.	Category	M	F	Total	%M	%F
1	SC	80	41	121	66%	34%
2	ST	02	02	04	50%	50%
3	OBC (NT + SBC)	189	115	304	62%	38%
4	All Minority	72	35	107	67%	33%
5	OPEN	349	195	544	64%	36%
TOTAL		692	388	1080		



III. Gender Difference in Teaching and Non-Teaching Faculty:-

- Gender Classification Permanent senior Teaching Staff

Year	M	F	Total	%M	%F
2017-18	28	6	34	82	18
2018-19	16	06	22	72	28

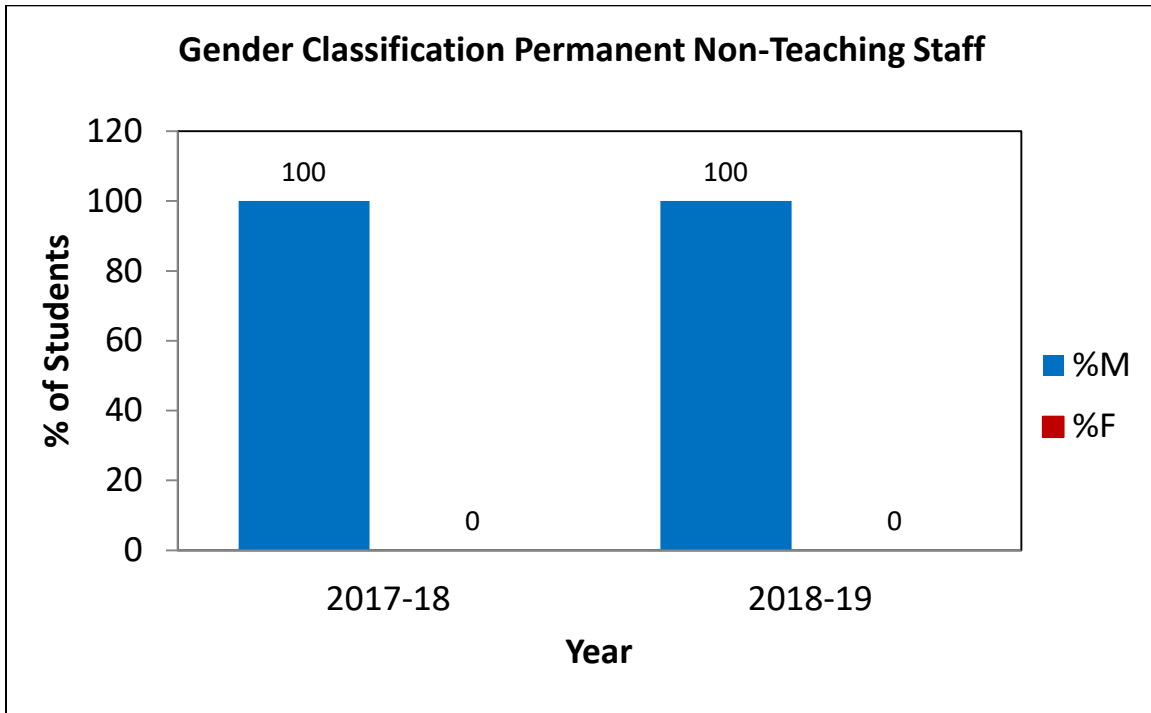


The table shows the year wise classification of Permanent Teaching Staff of Senior wing during the academic year 2017-2019. The total number of Male teachers is 82.35 % which is greater than the female teacher 17.65 %, during 2016-17.



- **Gender classification: Permanent Non- teaching staff:-**

Year	M	F	Total	%M	%F
2017-18	9	0	9	100%	0%
2018-19	10	-	10	100%	0%



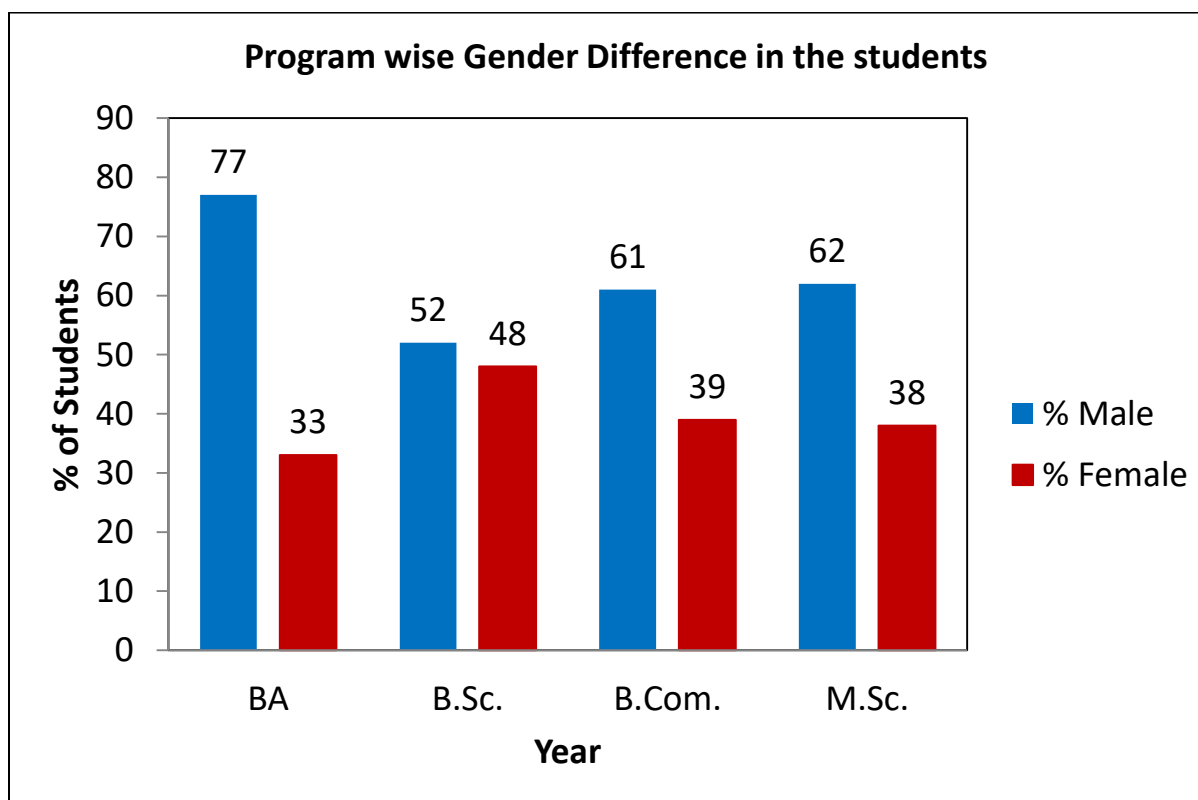
Above table gives the information about the gender classification of male and female non-teaching staff of the year 2017 to 2019.



IV. Program wise Gender Difference in the students:-

- 2017-18

Program	Male	Female	Total	% Male	% Female
BA	222	67	289	77%	33
B.Sc.	299	274	573	52%	48
B.Com.	137	88	225	61%	39
M.Sc.	26	16	42	62%	38
Total	684	445	1129	60%	40%

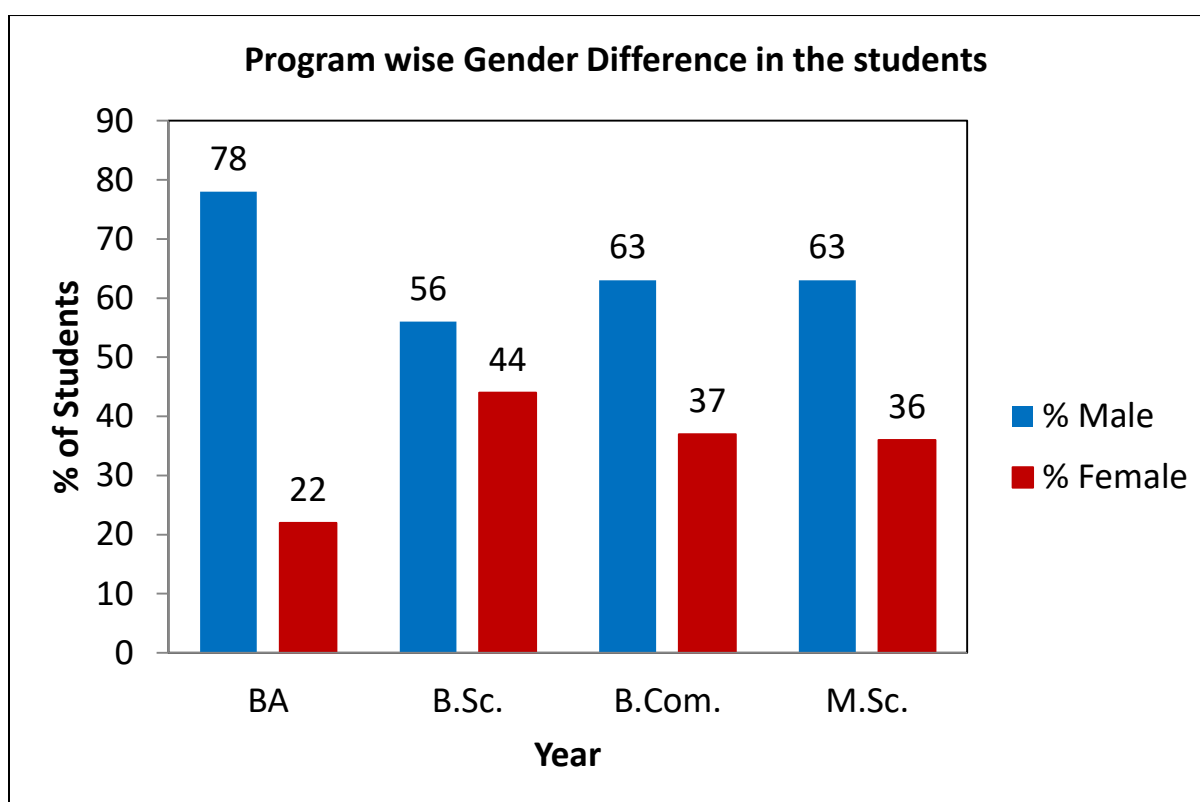


The above table gives information about program wise gender differences in students for the academic year 2017-18. As here in above chart shows figures of female students as well as number of male students in the faculties of B.A., B.Sc., B.Com. and M.Sc.

- 2018-19



Program	Male	Female	Total	% Male	% Female
BA	241	67	308	78%	22%
B.Sc.	306	236	542	56%	44%
B.Com.	117	69	186	63%	37%
M.Sc.	28	16	44	63%	36%
Total	692	388	1080	64%	36%



The above table gives information about program wise gender differences in students for the academic year 2018-19. As here in above chart shows figures of female students as well as number of male students in the faculties of B.A., B.Sc., B.Com. and M.Sc.



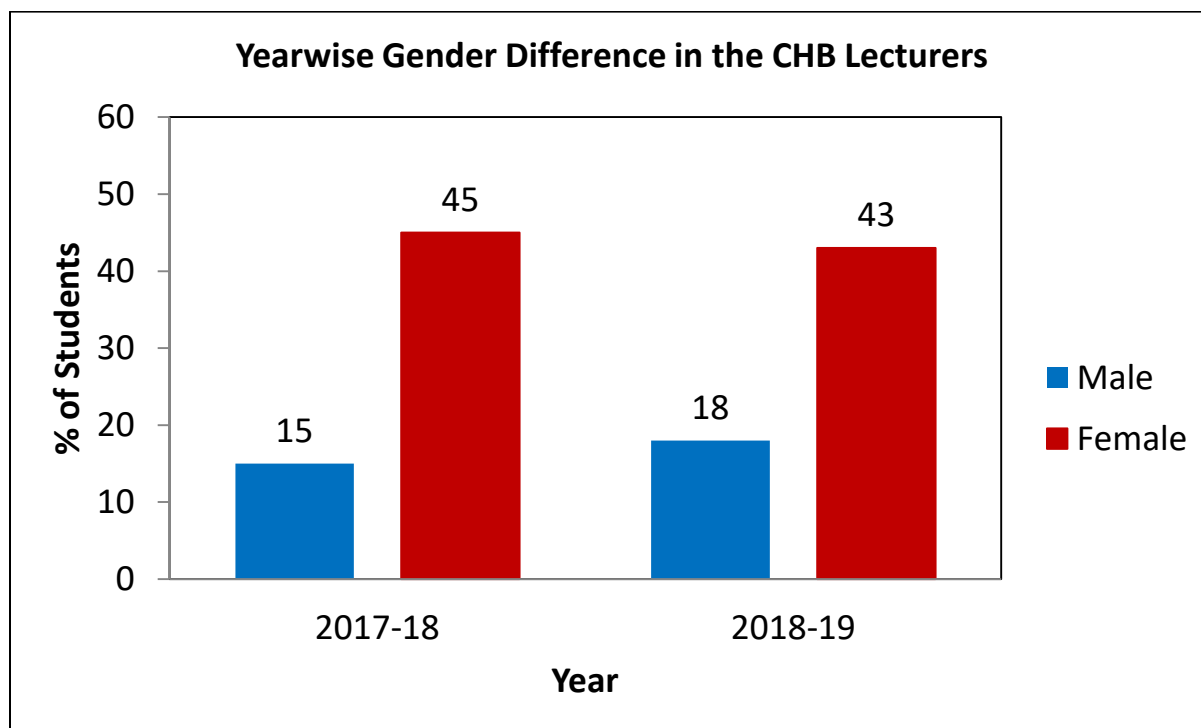
V. Gender Difference in University Rankers:-

Year	Male	Female	Total	% Male	% Female
2017-18	03	15	18	17%	83%
2018-19	-	-	-	-	-
Total	03	15	18	17%	83%

The above table gives information about University rankers students. It shows that all the rank holders are girl students.

CHB Lecturers

Year	Male	Female	Total
2017-18	15	45	60
2018-19	18	43	61



The above table gives information about the dominance of female teachers amongst CHBs.

Programs Conducted during 2017-2019, creating gender equity

Programs



Sanitary Napkin & Vending Machine Installation



Tree Plantation





Poster Exhibition





Lecture on Menstrual Hygiene





Self Defense Program





Traditional day - various cultural events





Rangoli Competition





Prize Distribution of Rangoli Competition



Mahilamelawa





AI OPPO F7
Karnal

'Haldi-Kumkum'



AI OPPO F7
Maharashtra

Singing Competitions





Prize Distribution of Singing Competition



Ukhana Competitions





Karate Training





Yoga Prashikshan



Health check up camp





Gram Swachata at Karnal Village



Environment Protection Rally





Lecture on Health Awareness - Mr.Mohan Jagtap



Cultural Program - Students





Lecture on Breast Cancer at village Karnal – Dr.Yugandhara Kadam



Lecture on Human Rights by Adv. Amol Dombe.



Principal Dr. Pooja Prashant Narwadkar,
B.A., L.L.M., Net Ph.D. in Law
Principal I/C, Bharati Vidyapeeth's New Law College, Sangli
Counseling Expert 'Abhay' Helpline for Victims of Domestic Violence.

Gender Audit Committee Observations:

Committee has evaluated the report prepared by the college from 2017 to 2019 for the purpose of Gender Audit. It is observed that the college has maintained gender equality and gender balance in student enrollments. Although, the admissions of girl students are less in numbers, a lot of attention is given to their well being and to enhance their potential, through various activities. The college management have provided all necessary requirements and facilitated to make the environment most conducive to grow sense of gender equality. There is adequate number of Ladies toilet blocks, Ladies common room etc.

The college has constituted Internal Complaints Committee to prevent and protect women and girl students against sexual harassment. The provision is also made for Anti Ragging Committee and Grievance Redressal Cell, which are functioning satisfactorily.

Committee Recommendations:

College may;

1. Organize training program for college girl students in Marshal Art training, in addition to Karate.
2. Organize more awareness programs for Women related Laws and make them aware about their Rights.
3. Provide additional facilities of Ladies Toilet Blocks in the college campus.
4. Considering the increasing number of girl students additional women security needs to be provided.
5. In various tables the ratio of girl students, faculty members is less than male students and faculty members, which can be increased in future.
6. Few career oriented, skill based courses can be started to attract girl students.
7. Conduct more frequent Health Checkup camps and conduct counseling of the girl students for Hygiene and Nutritional Diet.



College Declaration

I agree with all the recommendations and observations mentioned in this Gender Audit Report for the period of 2018-19. All the information provided for this audit is true and correct.

(Dr. D. G. Kanase)
Principal

Bharati Vidyapeeth's
Dr. Patangrao Kadam Mahavidyalaya, Sangli



CERTIFIED BY:

Prin. Dr. P. P. Narwadkar
Principal Investigator

(Principal I/C, Bharati Vidyapeeth's
New Law College, Sangli)
Counseling Expert 'Abhay' Helpline
for Victims of Domestic Violence.

PREPARED BY,

- 1) Mrs. Prabha Patil — Head, Department of Zoology, Dr. Patangrao Kadam Mahavidyalaya, Sangli and Convener, Sexual harassment prevention committee
- 2) Mrs. Bharati Bhavikatti— Member -Department of Microbiology, Dr. Patangrao Kadam Mahavidyalaya, Sangli
- 3) VERIFIED BY;
 - 1) Dr. Ujwala Gavali, Past President, Innerwheel Club of sangli Midtown, Sunrise, Sangli.