

**GENDER AUDIT OF
VIVEKANAND COLLEGE (AUTONOMOUS),
KOLHAPUR
2018-19**



Dr. Mrs. Shinde S.D.

Principal Investigator

Gender Audit

VivekanandCollege (Autonomous), Kolhapur

ACKNOWLEDGEMENT

I have great pleasure to express my immense gratitude to the authority of Shri Swami Vivekanand ShikshanSanstha, Kolhapur especially, the Chairman, Hon. Prin. AbhaykumarSalunkhe and the Secretary, Hon. Prin. ShubhangiGawade for their moral support, incessant encouragement and kind cooperation.

I am immensely pleased to place on record my profound gratitude and heartfelt thanks to Hon. Prin. Dr. S. Y. Hongekar for his affectionate encouragement, foretelling guidance and judgment of conducting Gender Audit of Vivekanand College, Kolhapur. I ever remain grateful to him for entrusting my potential for gender audit.

I am very much thankful to Dr. Shruti Joshi & Dr. S. D. Shirke Mam & all my colleagues for their helping hands, suggestions and kind cooperation at all phases of this work.

I express special thanks to the office staff of Vivekanand College (Autonomous), Kolhapur for providing me data assortment to complete this work.

April 13, 2019

Dr. Mrs. Shinde S. D.

(Principal Investigator)

Vivekanand College (Autonomous), Kolhapur

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Origin:

Vivekanand College is one of the excellence colleges in Maharashtra. The college established in 1964, run by the society of Shri Swami Vivekanand ShikshanSanstha and affiliated to Shivaji University, Kolhapur. Its task is to offer eminence education to all by resources of steep hard work, commitment and affection. In 2009, the college was accorded with “A” status by NAAC, Bangalore. The college is reckoned as college with potential for excellence by UGC and it is recognized as a “Star College” by DBT, Govt. of India in 2012. The college got Autonomy in the year 2018.

The Gender Audit is an effort to study whether Vivekanand College (Autonomous), has good gender equilibrium. It tries to observe out whether college follows University’s rules, policies and actions as it forms a constituent part of Shivaji University. The Gender Audit strives to access the impact of its current and proposed policies on gender equality.

The college always gives attention to student’s qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Girls Hostel in this college always takes safety measurements. Adequate facilities are provided to the girls. The NCC unit for girls concentrates in mounting their characters and qualities like comradeship, discipline, leadership, secular outlook and courage of adventure. This unit focuses on stupendous achievements of the girls. The unit has strength of 50 girls. The NSS unit has 200 intake capacities out of which 49% is of girls. The unit always stimulates girls for their communal responsibilities. Special study room, stair-case, two-wheeler parking are provided for the girls. They are also given self-defense trainings like Lathi-Kathi, Talawarbaji and Bhala-Fek etc. by Mr. Anil Banne of B.A.III who delivers his complimentary services for these Mardani Khel. The Yoga and Meditation Camps are also organized. The lectures of prominent personalities are held on various topics to develop their

personalities.

By arranging “Financial Education Workshop” the girls are made aware of savings and investments. Through such workshops girls are cautioned of pretend advertisements. Workshops are held on “Women safety”, “Media and Women” and “Sexual harassment and Laws” to make the girls conscious of their rights and responsibilities. The resource persons expressed their views on social, political, economic and moral rights of women and various laws and by-laws made for security of them. They also spotlight on defense of women at workplace, social places etc.

The Department of Home Science also runs the Certificate Courses in Dress Designing, Cookery and Warli Painting. These courses are inspired to the students for self-employability and their training centers. Ms. Shreyasi Hirkude and Ms. Archana Karpe always provide their services to guide the students on gratis.

Girls are made attentive for their privileges, duties, laws and by-laws, health problems, yoga by arranging lectures of renowned judges, lawyers, doctors, teachers, social workers etc. by “Anti-ragging Committee”, “Women Empowerment Cell” and “Internal Complaints Committee” are created in the college.

The fields like Cultural activities, academics, NSS, NCC and Sports, girls have achieved magnificent success. Their participation in Youth Festival, social services and various competitions gives name and fame to our college and to themselves.

Objectives:

The Gender Audit of Vivekanand College has the following objectives:

- To come across the areas where gender stability exists and the aspects behind the gender balance.
- Take vigorous steps to launch good gender balance in decision-making processes in all regions of the college activities.
- To scrutinize the policies of the college rules / actions toward the requirements and benefits of both males and females.

- Recommend procedures for bridging the gender gap.
- Cultivate gender equality in all aspects of college life and throughout the college community.
- To observe the effort and capability for prevention of sexual harassment at the college.

**GENDER SENSITIVE FEATURES IN VIVEKANAND
COLLEGE**

Gender sensitive features are carefully perceived in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, Women Empowerment Cell and Sexual Harassment Prevention and providing adequate facilities to girls, gender equality is kept erect in the college.

A. Girls' Hostel:

Considering the qualitative performance of the college, the students from remote places in Maharashtra insisted the special facility for girls. As per their demand, the college provided Girls' Hostel. The first building of Girls' Hostel was established in 2001 having 140 students intake capacity. Every room has 3 beds. The new building of Girls' Hostel was established in 2010 having 60 intake capacities. Overall there are 200 intake capacities.

There is an independent mess for girls. All the actions of cleanliness are taken. The girls are provided with healthy food at two times and breakfast and tea for two times. Water purifiers, coolers are also available in the mess.

For the safety and security of the girls, concern has been taken by the management. There is a weekly visit of the doctor. Girls are provided with separate study hall, an auditorium and indoor-outdoor games etc.

There are various programs are arranged in hostel for girls like Health Camp, Picnic, Trekking, Welcome Function and Entertainment.

B. Earn and Learn Scheme:

The college excitedly provides student oriented schemes for their upliftment and empowerment. "The Earn and Learn Scheme" was started from 2001-02, keeping gender equality in sight. The students are elected on the basis of financial poverty and their needs. The selection is completed through suitable process: a) inviting applications b) scrutinizing them and c) interview. The payment is given as per clock hour basis. At present there are more female candidates than male.

C. The Day Care Centre:

As per the letter of UGC No. F 11- 19/07 MS (WRO) dated 6th February 2010; grants-in-aid were released for development assistance to college. One lac amount was allocated for the Day Care Centre. The Day Care Centre assists the women and working parents having their children during working hours. Toys and other play amenities are offered in Day Care Centre. A caretaker is also prearranged for the safety of kids.

D. Facilities for Girls:

Vivekanand College is always blossom with students. To avoid rush and other accidents, separate necessities are made at a variety of places for girls.

1. Separate Entrance:

The separate entrance avoids untidy situation. It is one of the wellbeing measurements for girls.

2. Parking Facilities:

A well observed parking of two-wheelers for girls is one of the regulation in this college.

3. Study Room:

Independent study room in the library always directs to the admirable performance of girls.

4. Separate Book-giving Centre:

The separate book-giving centre marks a discipline.

5. Stair Case:

The college has detached stair case for girls contributing to disciplined management.

6. Ladies Room:

Prerequisite is made for girls resting mode in Ladies Room. There is an ample place and calm reserved for girls to study. A notice board is also located in Ladies Room.

7. Girls Washroom:

At four different places girls washrooms are situated in the college with plentiful supply of water and regular cleaning.

8. Drinking Water:

Separate water coolers and water purifiers are placed for girls.

9. Canteen:

In canteen, a detach section is kept for girl's ease. They have a freedom to enjoy their food as well as canteen food.

• Anti-Ragging Committee and Discipline:-

As the college structures a constituent part of the Shivaji University, some of its responsibilities are united and protected by joint arrangements. The college publishes its guidelines in prospectus. Ragging is a criminal offence and UGC has notified regulations on reduction the hazard of ragging in highly educational institutions in order to forbid, inhibit and abolish the curse of ragging. The college forms Anti-Ragging and Discipline Committee. The students in misery owing to ragging related incidents can access the committee. The committee has one female and four male professors of the college as a member and one of them as a convener.

• NCC for Girls:-

The NCC unit for girls offers a proper environment for taking up a career in the armed forces. The girls are skilled and inspired for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, Yoga day, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio etc.

Some adventurous activities are also planned by NCC Battalion of the college like Mini Treks-Cycle Expedition, Water Activities, Rope Climbing, Mountaineering and Rock Climbing in order to cultivate team spirit and confidence among the cadets.

The outstanding achievements of our NCC Unit of Girls are:-

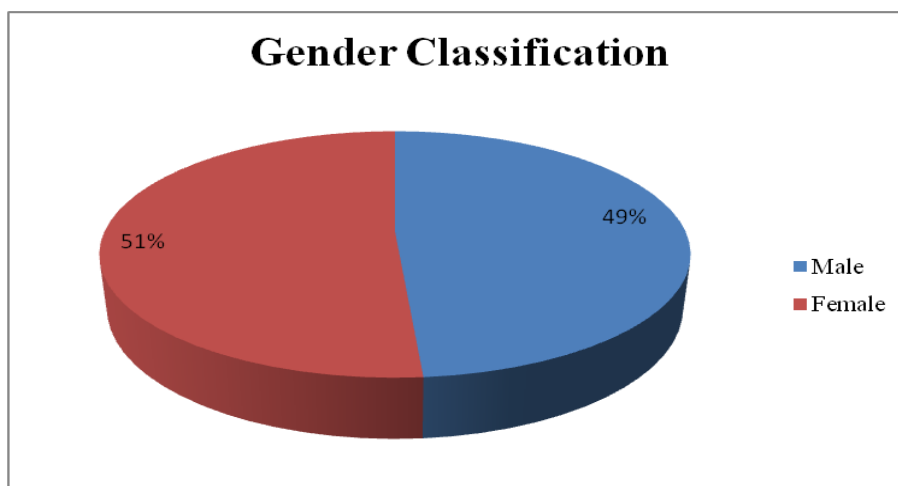
Sr. No.	Rank	Name of the Cadets	Achievements	Year
1	CDT	Devyani Joshi	Republic Day RD Parade, Delhi	2019
2	SGT	Apeksha Patil	TSC, Delhi	2018
3	CDT	Pratiksha Patil	TSC, Delhi	2018
4	CDT	Supriya Sankapal	TSC, Delhi	2018
5	SUO	Manasi Soude	Para Basic Course	2018
6	CDT	Runali Nandrekar	Scuba Diving	2018
7	CDT	Priti Manwadkar	RDC CAT III	2018
8	JUO	Simran Makandar	RDC CAT II	2018
9	SGT	Snehal Patil	ALC, Aasam	2018
10	JUO	Nopoor Kadam	BLC, Amaravati	2018
11	L/CPL	Archana More	BLC, Amaravati & C. M. Scholarship	2018
12	CDT	Sujata Patil	BLC, Amaravati & C. M. Scholarship	2018

THREE

GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2018-19)

I. Gender Classification in the Year 2018-19:-

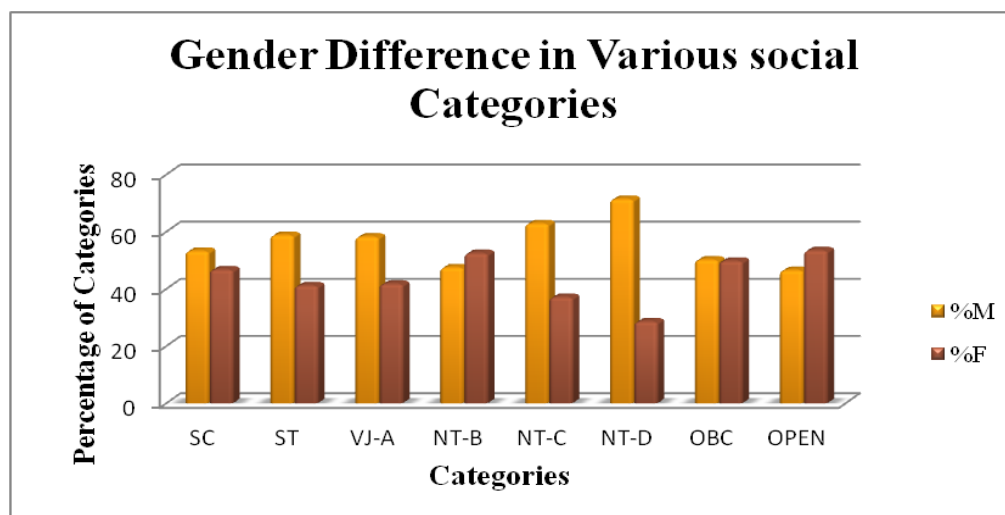
Year	M	F	Total	%M	%F
2018-19	2152	2264	4416	48.73	51.27



The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that in the year 2018-19 the percentage of gender classification regarding the male and female students is closely same. The pie chart and tabular form intensely give important data of gender classification. The percentage of male and female students can be simply observed at a glimpse with the help of chart and table.

II. Gender Difference in Various Social Categories :-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	294	258	552	53.26	46.74
2	ST	10	07	17	58.82	41.18
3	VJ-A	60	43	103	58.25	41.75
4	NT-B	38	42	80	47.50	52.50
5	NT-C	61	36	97	62.89	37.11
6	NT-D	10	04	14	71.43	28.57
7	OBC	354	351	705	50.21	49.79
8	OPEN	1325	1523	2848	46.52	53.48
TOTAL		2152	2264	4416		

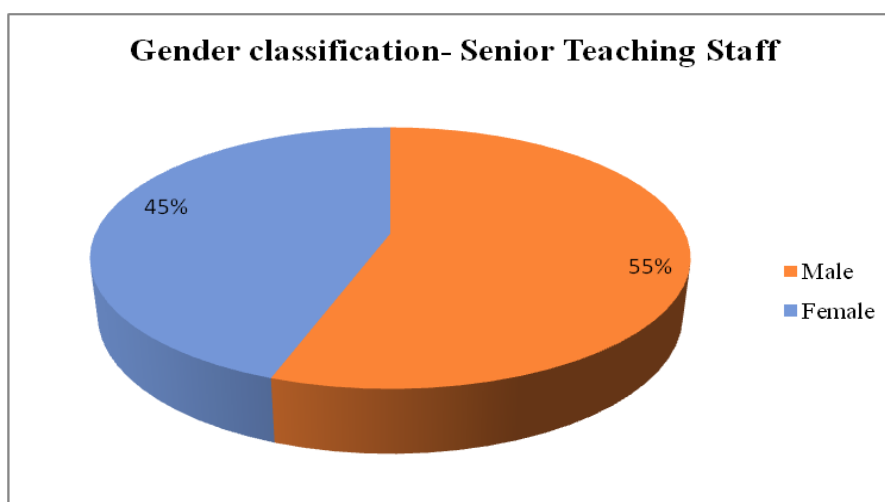


The table clearly spectacles percentage of the gender difference in various social categories in the year 2018-19. The social category involves SC, ST, VJ-A, NT-B, NT-C, NT-D, OBC and OPEN. In the year 2018-19 total numbers of admitted students is 4416, which includes 2152 male and 2264 female students. The maximum percentage of NT-D male students is 72, while the minimum percentage of NT-D female students is 30.

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

❖ Gender classification – senior teaching staff:

Year	M	F	%M	%F	Total
2018-19	77	62	55.40	44.60	139

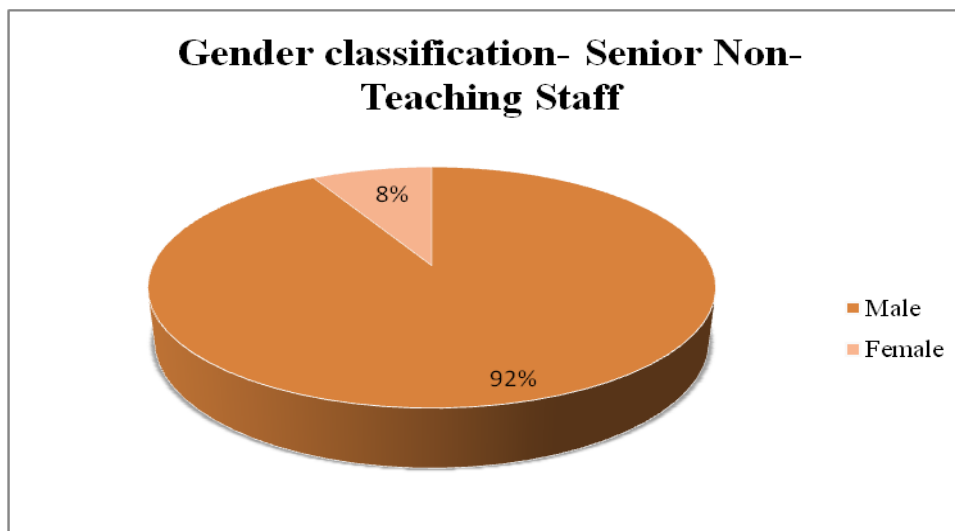


The table shows the classification of Teaching Staff of Senior wing during

the academic year 2018-2019. The average number of male teacher is 55.40% and that of female teacher is 44.60%.

❖ **Gender classification – Senior Non Teaching Staff:**

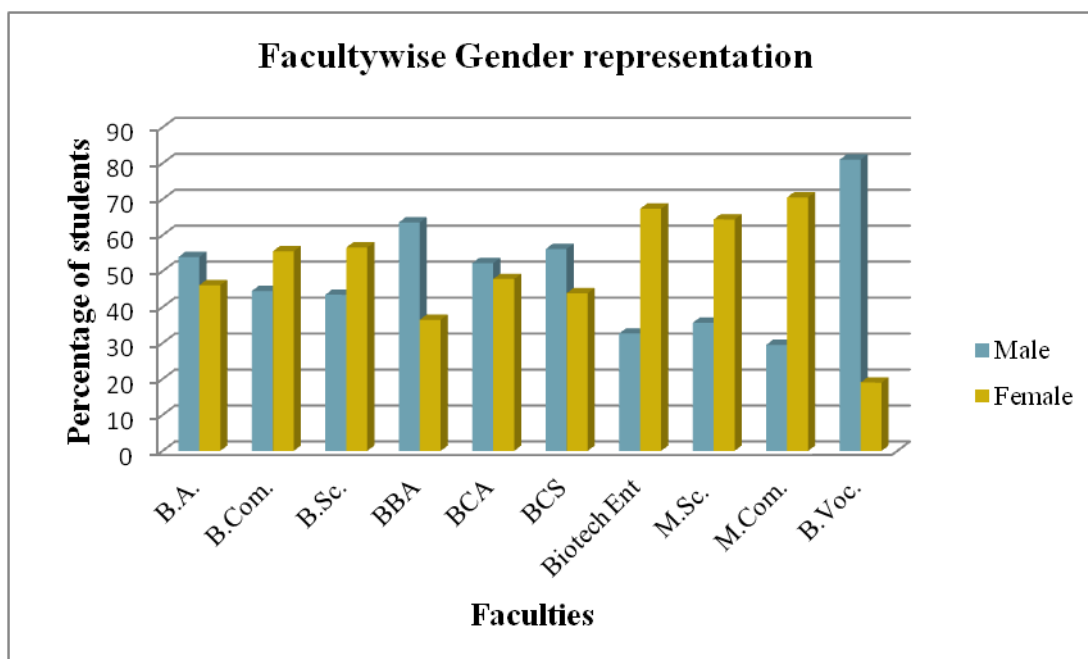
Year	M	F	%M	%F	Total
2018-19	90	8	91.84	8.16	98



Above table gives the information about the gender classification of male and female non-teaching staff of the year 2018-19. The avg. number of male is higher than the female i.e. of 91.84% and the avg. number of female is 8.16%. The data represents that male staff is more than the female staff.

IV. Faculty wise Gender Difference in the students:-

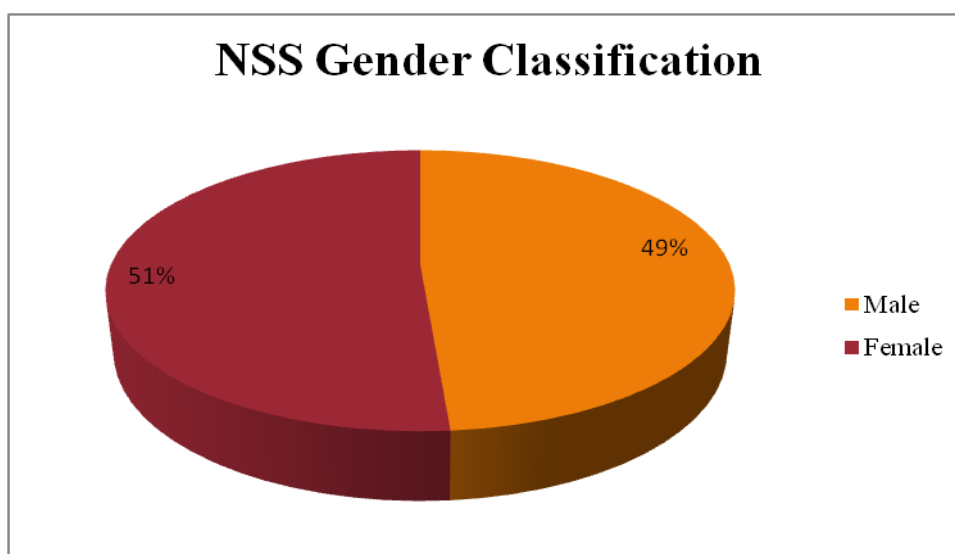
Faculty	M	F	Total	%M	%F
B. A.	476	407	883	53.91	46.09
B. Com.	496	619	1115	44.48	55.52
B. Sc.	499	650	1149	43.43	56.57
BBA	129	74	203	63.55	36.45
BCA	107	98	205	52.20	47.80
BCS	128	100	228	56.14	43.86
Biotech Ent.	32	66	98	32.65	67.35
M. Sc.	78	141	219	35.62	64.38
M. Com.	28	67	95	29.47	70.53
B. Voc.	179	42	221	81.00	19.00



The above table gives information about faculties for the academic year 2018-19. As above chart shows female students are higher in number than male students in the faculties of B. Com., B.Sc., M. Sc., M. Com. and Biotech Ent. The total student strength is remained same in the faculties of B.A. and B.C.A. while strength of female students is very less in B. Voc.

A. Gender Difference in enrollment as NSS Volunteers:-

Year	M	F	%M	%F	Total
2018-19	101	99	50.50	49.50	200

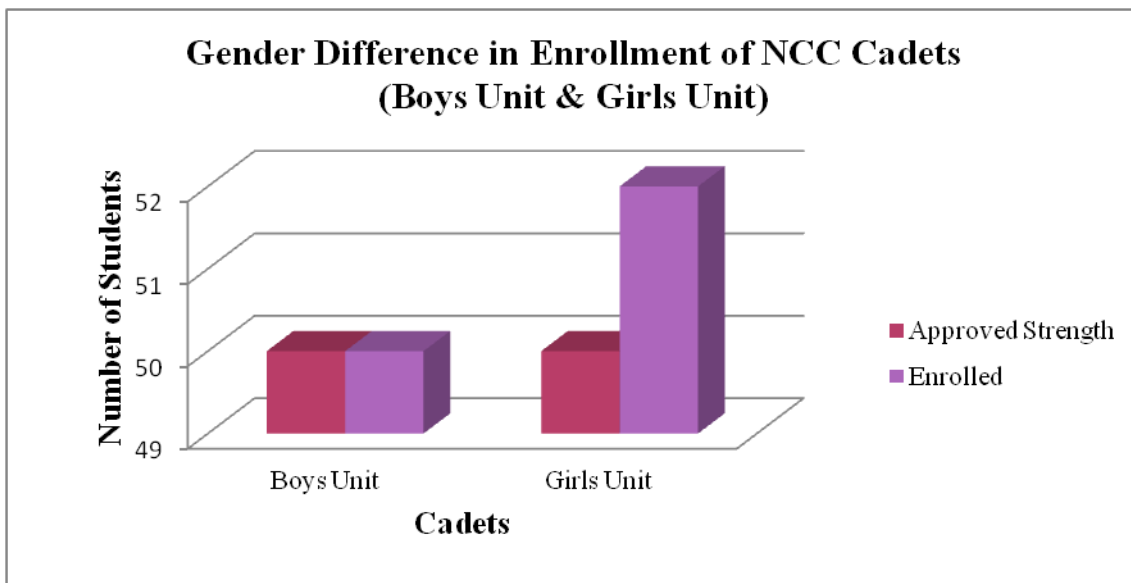


As above table shows that gender classification of NSS volunteers during the year 2018-19. From this general trend shown, it clears that the avg. number of males (50.50%) is nearly same with the avg. number of females (49.50%)

B. Gender Difference in enrollment as NCC Cadets:-

NCC (Boys Unit):- NCC (Girls Unit):-

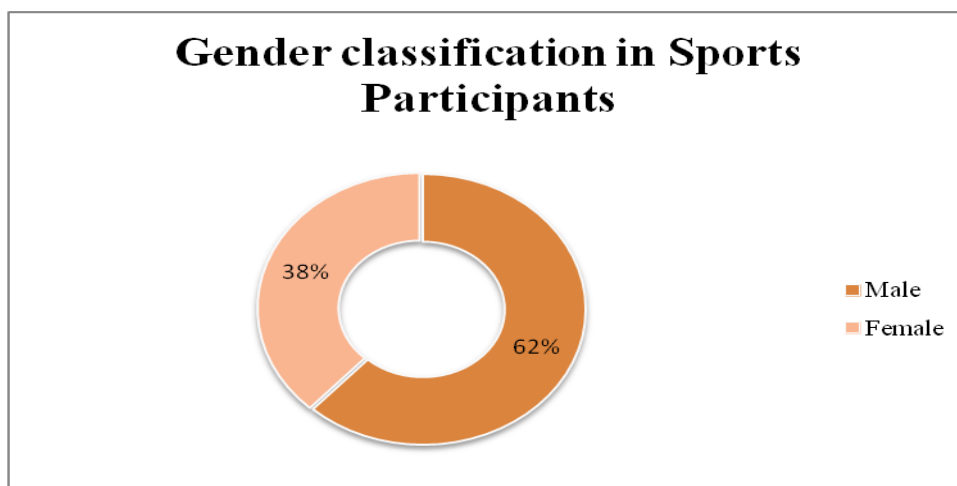
Sr. No.	Year	Approved strength	Enrolled	Sr. No.	Year	Capacity	Enrolled
1	2018-2019	50	50	1	2018-2019	50	52



The above table and bar chart show this year enrollment of students in NCC. The male student's gender representation is remains constant while female students have large for this year.

C. Gender Difference in Sports Participants:-

Year	M	F	%M	%F	Total
2018-19	94	58	61.84	38.16	152



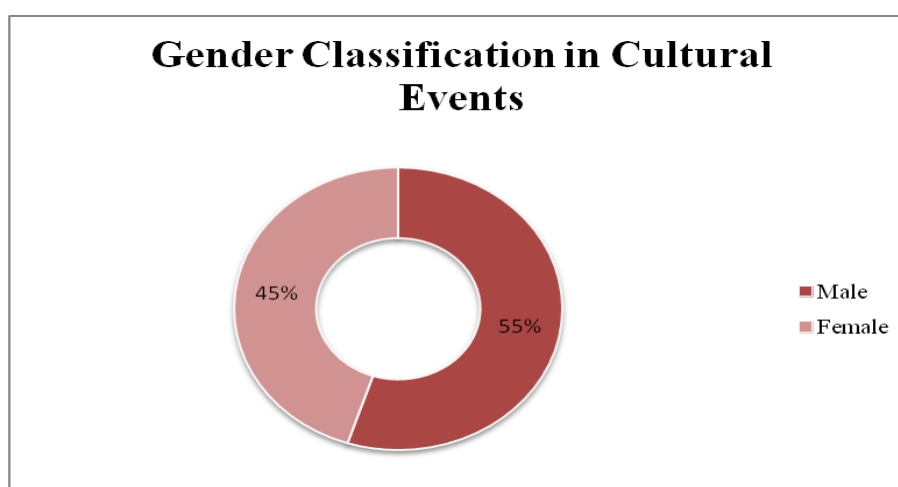
In the sports area the Vivekanand College boosts in terms of the outstanding performance in Olympics, Youth Asian Games, Zonal, Interzonal, Inter University and Commonwealth Games.

D. Gender Difference in Shivaji University Faculty, Rank & Merit Subject Holders:-

The information about general classification of Shivaji University Faculty, Rank and Subject Merit Holders, during the year 2018-19 is still not disclosed by university.

E. Gender Classification in Cultural Events:-

Year	M	F	%M	%F	Total
2018-19	22	18	55	45	40

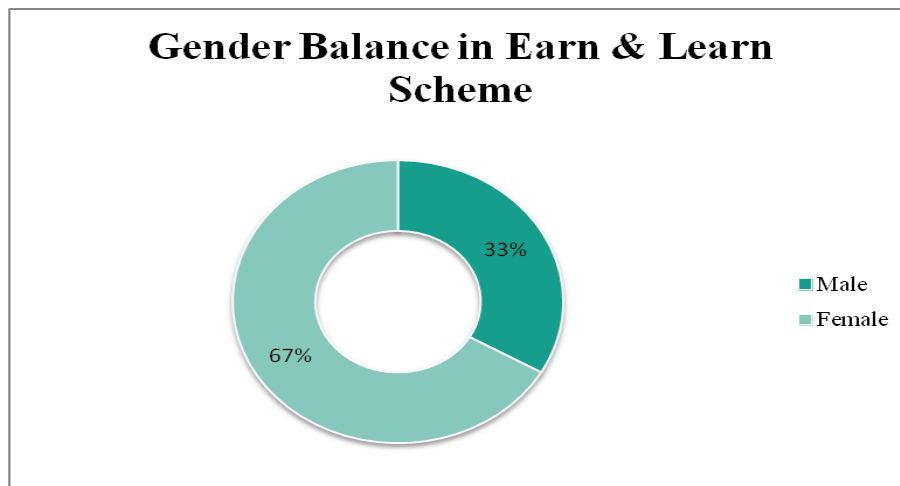


Above diagram shows year wise gender classification of cultural events

during 2018-19. It shows that the number of male students is higher than female students.

F. Gender Balance in Earn & Learn Scheme:-

Year	M	F	%M	%F	Total
2018-2019	1	2	33.33	66.67	03

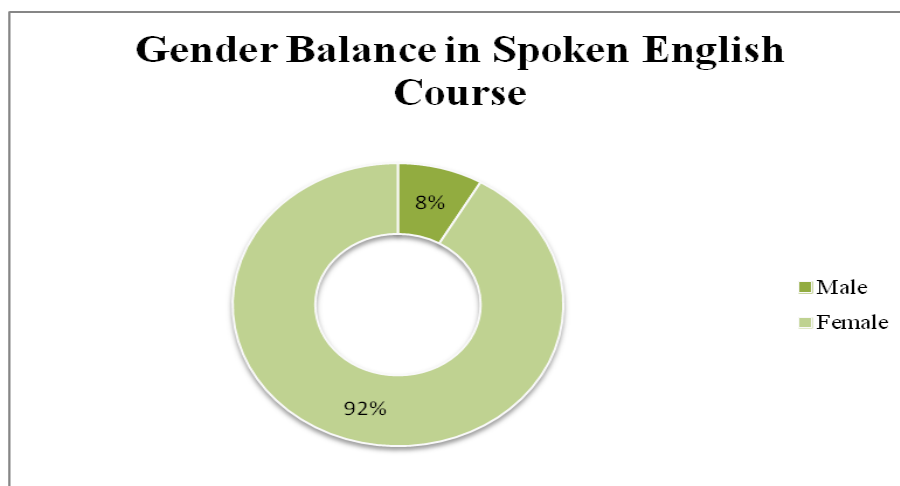


On the poor Socio-economic background, Earn-Learn Scheme plays the vital role to self empowerment in educational career. The above chart shows the female are in highest number in this scheme.

G. Gender Balance among C.O.C. Courses:-

❖ **Spoken English Course:-**

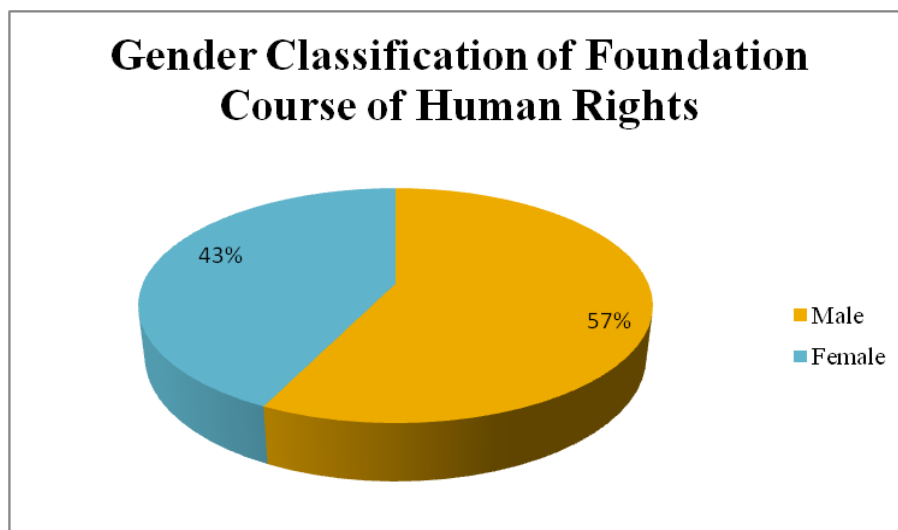
Year	M	F	%M	%F	Total
2018-2019	1	11	8.33	91.67	12



The above chart shows the gender classification in Spoken English Course. It represents that the number of female students are high in the year 2018-19.

❖ **Foundation Course of Human Rights:-**

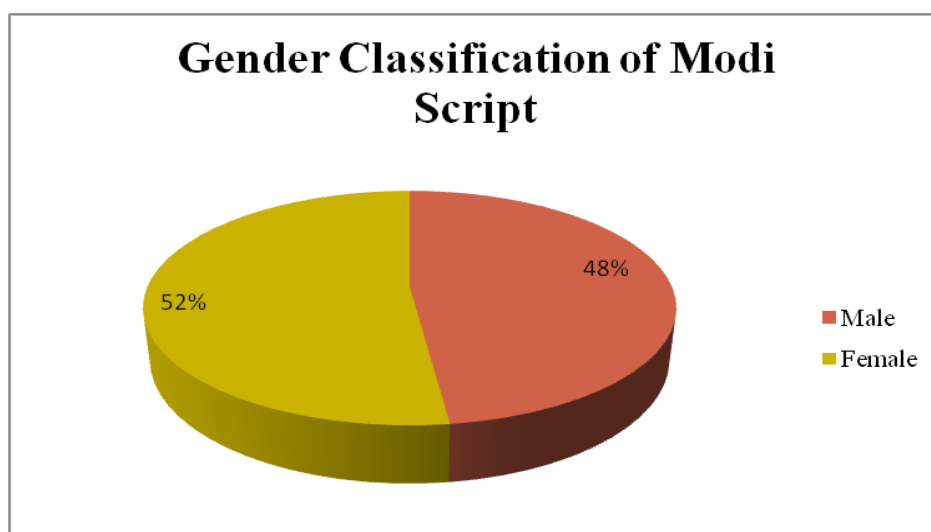
Year	M	F	%M	%F	Total
2018-2019	12	09	57.14	42.86	21



It observed that involvement of female students is less as compared to male students in the year 2018-19.

❖ **Modi Script:-**

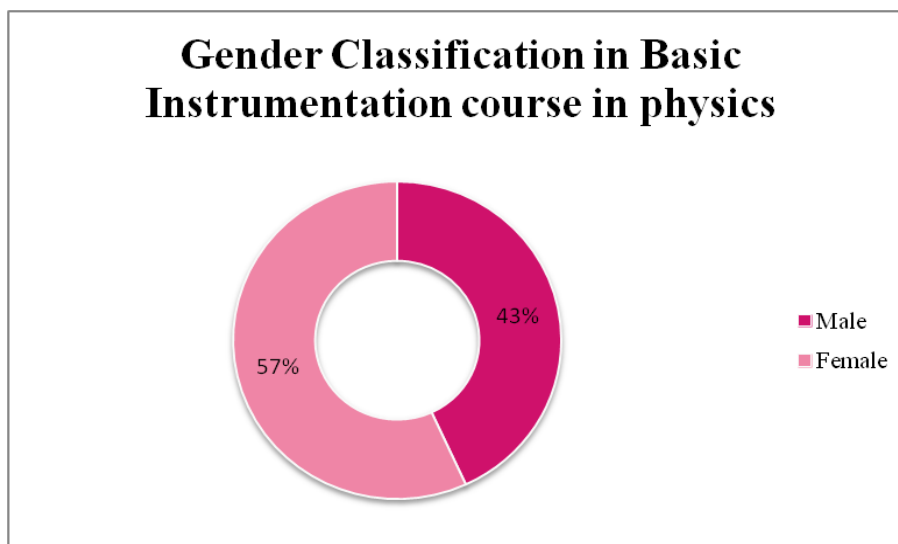
Year	M	F	%M	%F	Total
2018-2019	12	13	48.00	52.00	25



The table and the pie chart show involvement of female students is more with respect to male students in the year 2018-19.

❖ **Basic Instrumentation Course in Physics:-**

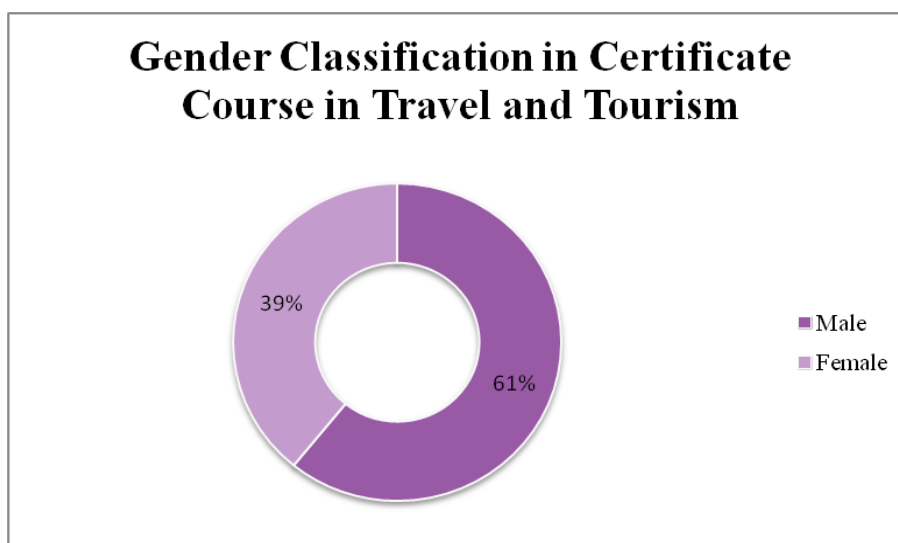
Year	M	F	%M	%F	Total
2018-2019	22	29	43.14	56.86	51



The above chart shows the gender classification in Basic Instrumentation Course in Physics. It represents that the number of female students are high in the year 2018-19.

❖ **Certificate Course in Travel and Tourism:-**

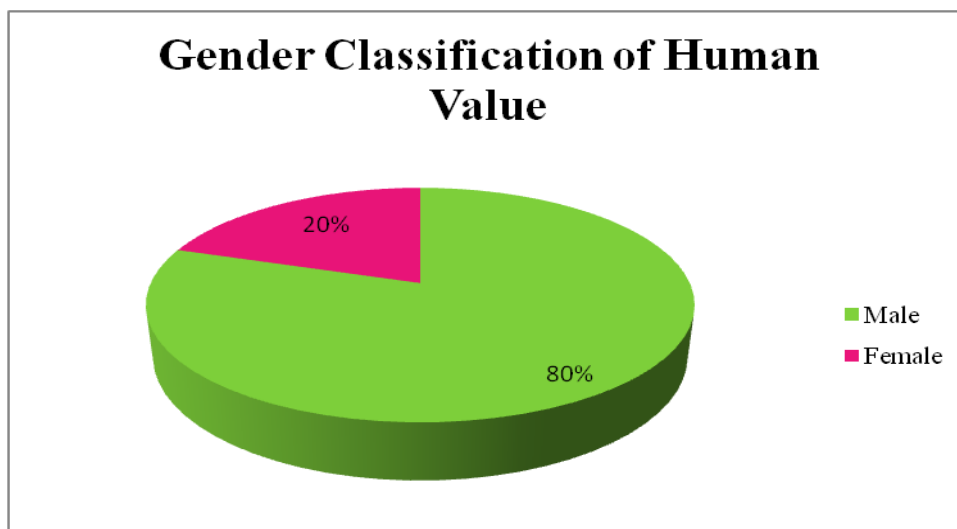
Year	M	F	%M	%F	Total
2018-2019	14	09	60.87	39.13	23



The table and the pie chart show involvement of male students is more with respect to female students in the year 2018-19.

❖ **Human Value:-**

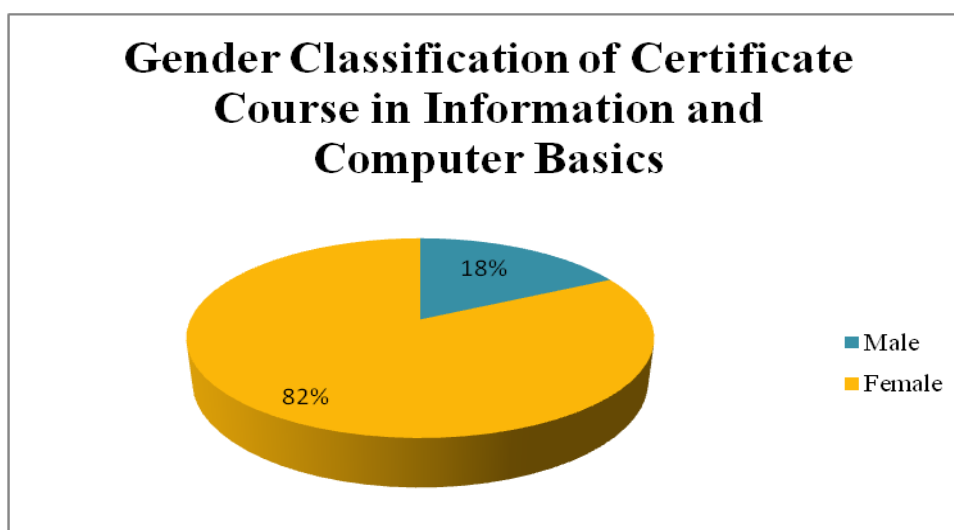
Year	M	F	%M	%F	Total
2018-2019	8	2	80.00	20.00	10



The table and the pie chart show involvement of male students is more to female students in the year 2018-19.

❖ **Certificate Course in Information and Computer Basics:-**

Year	M	F	%M	%F	Total
2018-2019	3	14	17.65	82.35	17



It observed that involvement of female students is more as compared to male students in the year 2018-19.

- ❖ Industrial Pollution and waste treatment technology
- ❖ Apiculture
- ❖ Health and Wellness Course
- ❖ Securities Market & Investment Management
- ❖ Add on Course- Basics of Plant Tissue Culture
- ❖ Retail Marketing
- ❖ Certificate Programme in Banking, Finance and Insurance
- ❖ Certified GST Expert
- ❖ Integrated Software Development Course
- ❖ RangabhoomiParichayaaniVaaniKoushalya

An act to provide protection against sexual harassment of women at work place and for the prevention and redressed of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. To eliminate unlawful discrimination and harassment Internal Complaints Committee is also formed in the college.

The college has following mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to 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 research and extension. The committee conducts various programs, workshops, street play, Self-defense training, yoga, health check-up camp, pre marriage counseling for women empowerment and gender sensation.

The "Internal Complaints Committee" has contributed to policy making on Women's issues by organizing workshop on Women and Law, Women's Empowerment, Women and Human Rights in the year 2013.

The committee received two complaints of sexual harassment in the college came from the “especially vulnerable groups”. The committee without disclosing the name, address, has kept the information confidential. The process of inquiry follows the rules and regulations of Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act 2013.

Our Activities:



Fig.Chief Guest Dr. Neeta Narke madam deliver lecture on Health and Beauty



Fig. Prof. Sadhana Zadbuke conveying lecture on Sexual Harassment and Laws



Fig. Celebration of Women's Day

• Strengths and Gender Sensitive Initiatives in Vivekanand College-:

It is found that the Vivekanand College has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in Vivekanand College are followings:

- The gender balance in student enrollment is the outcome of hostel accommodation to the girls as well as counseling of our teachers in slum are
- The college has Earn and Learn Scheme for economically marginalized students.
- The Day Care facility for the children of women as well as men employees shows that childcare is not the responsibility of woman alone.
- In the award of merit scholarships 95% students are female.
- The Internal Complaints Committee At workplace is strengthened by organizing various activities. Women are represented in the top ranks of academic faculty.
- Internal Complaints Committee Aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.
- The college monitors the experience of all students through annual Progress Review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The college committees allow resources for non-academic student activities on a gender –neutral basis.
- The college staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to

all members of staff.

- Responses from students, staff and visitors to the college are regularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in this area are reported to the administration for action.
- The college has Sansthamata Shrimati Sushiladevi Salunkhe Sanvedana Manch (forum) to discuss gender issues every month.
- Health check-up camps show the document of how many women and girls are anemic and underweight.

RECOMMENDATIONS FOR MAKING VIVEKANAND COLLEGE A GENDER SENSITIVE COLLEGE:-

Women's representation in Local Management Council:- No women's representation is found in Local Management Council of the college. The college authorities may consider appointing more women in the council.

- The college should be intended to build on this foundation to ensure that the inclusion of more women in decision-making be embedded in college practices.
- Authority should be considered to increase female staff in the Non-teaching Faculty.
- Permission should be given to start Women Study Centre to research in Gender balance equality.
- The Hostel area may be notified on the area marked for the use of the students staying on the Campus. One watchman should be appointed in the Hostel area.
- To avoid inequality care should be taken to appoint balanced number of conveners of the various internal committees of the college.

INTEGRATION OF GENDER STUDIES IN CURRICULA IN VIVEKANAND COLLEGE:-

The college is affiliated to the Shivaji University, Kolhapur and follows semester introduced by the University. There are several ways of integrating gender perspective in Curricula.

GENDER COMPLAINTS AND GENDER PERSPECTIVE INVARIOUS COURSES:-

Arts, Commerce and Management, Science:-

The B.A., B.Com. B.Sc. has components on feminism, family and society on Indian writing in literature.

Department of Social-sciences:-

The course contents on rural and urban society and family, caste, class and studies of women. The various programmes under these departments aim at providing students an understanding of women's economic role and their contribution to National Economy and how gender biases have resulted in persistent gender inequalities.

These courses are executed with the aim of attaining the best possible realization of the purposes with which they have been introduced. The teachers have also been regular in attending workshops, seminars and conferences on Gender equality organized by the parent university as well as other universities.

OUR PRIDE

- + Ms. RahiJivanSarnobat, B.B.A. Dept. (Deputy Collector, Pune)
International Gold Medalist (Shooting Event)
- + ShriVeerdhawalVikramKhade, B.Com.III, “Golden Boy”, and
“ArjunPurskar Awardee-2012” is an International Swimming Champion.
- + Ms.Snehankita B. Varute, B.A.III, Shiv Chatrapati Award, International
Weight Lifting and Power Lifting Player.
- + Ms. ShwetaKishorPatil, B.A.III, elected as National Hockey Player.
- + Mr. MrudulShrikantShinde, B.A.II, elected as International Football
Player.
- + Ms. AnuradhaKhude, B.A.I., Gold Medalist in Open National
Championship at Delhi, Second in Asian Youth Games.
- + Mr.SamratFarakate, B.A.III., represented Shivaji University for All India
Inter-University Boxing Tournament.
- + Mr. AshleshMhasakar, Athletics.
- + Ms. Monika Kshirsagar, B.Sc. II.,AniketShingare, B.Sc. I., Ms. Akshya
Pimple, B.Sc. I and Mr. SatyjeetPatil, B.Sc. I. are selected for “Young
Inspiration Network” whose Chief Inspiration is Amir Khan.
- + Ms. UshaJadhav, Cine Actress won National Award in Acting.
- + Ms. PrachiLolage, Cine Actress is a renowned personality in her field.
- + Ms. BhagyashriBhidkar, achieved her name and fame in Acting.
- + Ms. SevaMore, is awarded with PurushottamKarandak for her best
Acting.
- + Ms. NehaKulkarni, is awarded for her excellence in Acting.

It is found that Vivekanand College has lots of potency. The limitations can be conquering with proficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, Vivekanand College would certainly make a mark even in the areas that need some improvements.

Principal
Vivekanand College (Autonomous),
Kolhapur