

"Dissemination of Education for Knowledge Science & Culture"

-Shikshanmaharshi Dr. Bapuji Salunkhe



VIVEKANAND COLLEGE,

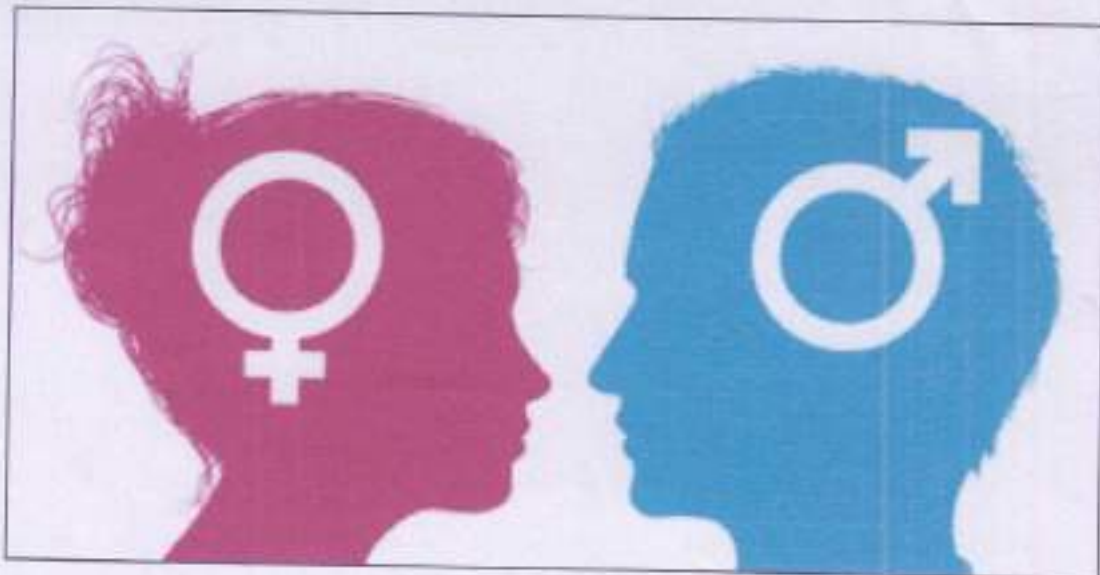
KOLHAPUR

(AUTONOMOUS)



Internal Quality Assurance Cell

GENDER AUDIT REPORT



2022-2023

“Education for Knowledge, Science and Culture”

-Shikshanmaharshi Dr. Bapuji Salunkhe



VIVEKANAND COLLEGE, KOLHAPUR
(AUTONOMOUS)

Gender Audit Report Committee

Academic Year 2022-23

For the process of Gender Audit and Certification following committee were appointed

<u>Sr No</u>	<u>Name of the Member</u>	<u>Current Position</u>	<u>Designation</u>
1	Prin. Dr. Trishala Kadam	Principal – Smt. A. R. Patil Kanya Mahavidyalaya Ichalkaranji	Chairman
2	Prof. Varsha Potdar	Asst. Professor and head-Dept. of Pol. Science Smt. A. R. Patil Kanya Mahavidyalaya Ichalkaranji	Member
3	Prof. Minaj Naikawadi	Librarian – Smt. A. R. Patil Kanya Mahavidyalaya Ichalkaranji	Member
4	Dr. Santosh Borate	Asst. Professor- Dept of Commerce Smt. A. R. Patil Kanya Mahavidyalaya Ichalkaranji	Member



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PRINCIPAL,
Smt. Akkatal Ramgonda Patil
Kanya Mahavidyalaya, ICHALKARANJI

GENDER AUDIT REPORT

2022-23

"Some women think being arrogant, selfish, bitter and looking down on others are qualities of being an Independent, strong, powerful and successful business woman. No matter how high you are in life. Never look down on others and never forget humanity."

- De Philosopher D.J.Kyos

Introduction

Gender audit is a "Management and planning tool". Gender audit evaluates the gender responsiveness of an organization's culture and how well the organization is integrating the gender perspective into its work. The audit outcome aims to assist the organization to become more gender responsive. It is also a kind of impact evaluation that assesses the impact intervention on gender equality and women empowerment... UNESCO

Institutions of higher education in India today are at a critical juncture in relation to the basic ideals of equality enshrined in the constitution. The recent expansion in higher education has made universities more demographically democratic than ever before, with growing diversity and heterogeneity among social groups. Women constitute 42% of all students in higher education in India today. At the same time the closing gender gap hides on-going inequalities and disparities among women and men, which can only be approached with an inter- sectoral analysis that combines gender with region, class, caste, ability and sexuality among others.

Promoting equity with higher education has always been at the very heart of the agenda of the UGC and reflects its commitment to nurture and preserve democracy within spaces of learning. As per the mandate of the universities, colleges/Institutes have to conduct a gender audit in their campuses to ensure the safety of women on campuses and progression for gender sensitization.

Origin

Vivekanand College is one of the excellent colleges in Maharashtra. The college was established in 1964, run by the institution, Shri Swami Vivekanand Shikshan Sanstha and affiliated to Shivaji University, Kolhapur. Its task is to offer eminent 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 whether the college follows University's rules, policies and

actions regarding gender equality as it forms a constituent part of Shivaji University. The Gender Audit strives to assess the impact of its current and proposed policies on gender equality.

Objectives of Gender Audit

The Gender Audit of Vivekanand College, Kolhapur (Autonomous) was carried on with the following objectives:

- Recommend procedures for bridging the gender gap.
- To examine the college policies, rules laid and actions taken towards the needs and interest of both the male and the female and assess the extent of gender mainstreaming in terms of development.
- To scrutinize the policies of the college rules/actions towards the requirements and benefits of both the males and the female.
- Take vigorous steps to launch good gender balance in decision-making processes in all regions of the college activities.

Vision and Mission Statement of Vivekanand College

Vision

Our College Will Be an Educational Centre Devoted to The Dissemination Of "Education For Knowledge, Science And Culture."

Mission

Our mission is to strive hard to realize the vision of our founder Dr. Bapuji Salunkhe that is to make education accessible to the masses, and to mould responsible citizens by inculcating noble values and a thirst for knowledge.

Objectives of the College

1. To provide equal opportunity of quality education to all by means of sheer hard work, dedication and devotion.
2. To promote scientific attitude and inculcate cultural values into the students.
3. To enhance the commitment of faculty, staff and students towards diversity, social justice, truth, honesty, character and democratic citizenship.
4. To aim at overall personality development through various activities.
5. To provide a platform to develop skills necessary to grab new opportunities and face challenges in the ever-changing society.
6. To provide a substantive, supportive, safe, affordable and accessible teaching-learning environment.
7. To motivate the teachers and students to attain community and social development through various activities.

The vision and mission statements of the college are clearly indicative of the objectives of the National Policy on Education demanding that centres of higher education should perform multiple roles

like creating new knowledge, acquiring new capabilities and producing an intelligent human resource pool, through teaching, research and extension activities. The college plans and executes its curricular, co-curricular and extracurricular activities to transform the vision and mission statements into reality.

Gender Sensitive Features of the College

Gender Sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints and Sexual harassment prevention and providing adequate facilities to girls, gender equality is kept upright in the college. The following committees have been formed and they are actively working

Internal Complaint Committee

Sr. No	Name of Member	Representation Category	Contact No
1	Dr. Urmila Khot	Presiding Officer	9552572013
2	Ms. Varsha Pawar	Faculty Member	9823717300
3	Dr. Kavita Tiwade	Faculty Member	9049507535
4	Dr. Neeta Patil	Faculty Member	9595911284
5	Mr Satish Upalavikar	Faculty Member	9890027651
6	Mr. Dhanvde S.K.	Office Superintendent	9588641743
7	Ms. Tanuja Shipurkar	NGO Member	7370323032
8	Ms. Pooja Patil	Student Representative (PG)	9075058033
9	Ms. Rutika Kamble	Student Representative (UG)	9273053052

Grievance Redressal Committee

Sr No	Name of the Faculty	Signature
1	Dr. R. R. Kumbhar	Chairman
2	Dr. G J Navathe	Convener
3	Mrs S D Shirke	Member
4	Mr. Chandrakant Kamble	Member
5	Dr. B T Dangat	Member
6	Mr C B Dodmani	Registrar
7	Mr. R G Chougule	Non-teaching Staff



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Anti Ragging Committee

Anti-Ragging Committee (2022-23)

Sr. No.	Name of Faculty	Designation	Contact Number
1.	Dr. R. R. Kumbhar	Chairman	9822664082
2.	Dr. S. S. Ankushrao	Faculty representative member	9096070345
3.	Dr. G. K. Sontakke	Faculty representative member	8830326943
4.	Dr. S. I. Inamdar	Faculty representative member	9923275507
5.	Mr. P. R. Bagade	Faculty representative member	9890063936
6.	Dr. B. T. Dangat	Faculty representative member	9890962424
7.	Mr. Mangesh Khole	Faculty representative member	9370814090
8.	Mr. Sagar S. Kamble	Non-teaching representative member	9822581450
9.	Mrs. Manisha Pralish Patil	Parent representative member	9834997785
10.	Miss. Siddhi Bipinkumar Mane	Senior Student representative member	7058319999
11.	Mr. Omkar Sunil Misal	Fresher Student representative member	8459767040



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Discipline Committee

Sr No	Name	Mobile Number
1	Mr. N. R. Sangar	8378083434
2	Mrs. U. S. Khot	9552572013
3	Mr. H. V. Chame	9021201936
4	Dr. S. M. Joshi	9421128497
5	Mr. Sunny Kale	8149689235
6	Dr. S. R. Kattimani	9860090689
7	Mr. A. B. Wasekar	9011787006
8	Mr. S. P. Thorat	9970929595
9	Ms. V. V. Pawar	9823717300
10	Dr. S. S. Ankushrao	9096070345
11	Mr. Rahul Ingawale	8237098112
12	Ms. Pallavi Desai	9422075431
13	Mr. V. B. Pujari	8669032554



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GENDER BALANCE IN ENROLLEMENT

I. Gender Classification in the Year 2022-23:-

M	F	Total	%M	%F
2501	2698	5199	48.10	51.9

II. Gender Difference in Various Social Categories for 2022-23 at UG and PG level:

Sr.No.	Category	M	F	Total	%M	%F
1	SC	356	308	664	53.61	46.39
2	ST	10	06	16	62.5	37.5
3	VJ-A	51	38	89	57.30	42.70
4	NT-B	60	67	127	47.24	52.76
5	NT-C	80	65	145	55.17	44.83
6	NT-D	13	12	25	52	48
7	OBC+SB C	450	499	949	47.41	52.59
8	OPEN	1351	1569	2920	46.26	53.74
9	SEBC	40	40	80	50	50
10	EWS	90	94	184	48.91	51.09
TOTAL		2501	2698	5199	48.10	51.90



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Gender Difference in Teaching and Non Teaching Staff:

Gender Classification-Senior teaching staff:

Year	M	F	%M	%F	Total
Senior Teaching	54	33	62.06	37.94	87
Senior Non-teaching Staff	97	08	92.38	7.62	105

◆ Faculty wise Gender Difference in the students:-

Faculty	M	F	Total	%M	%F
B.A.	337	346	683	49.34	50.66
B.Com.	544	760	1304	42.48	57.52
B.Sc.	1279	1668	2947	43.40	56.60
BBA	169	126	295	57.28	42.71
BCA	270	191	461	58.56	41.44
BCS	204	159	363	56.19	43.80
Biotech Ent.	44	155	199	27.67	72.33
M.Sc.	128	203	331	38.67	61.33
M.Com.	104	118	222	46.01	53.99
MA	33	19	52	63.46	36.54
B.Voc.	237	86	323	73.37	26.62
PG Diploma	33	13	46	71.73	28.27



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A. Gender Difference in enrolment as NSS Volunteers: -

M	F	%M	%F	Total
107	124	46.32	53.67	231

Gender Difference in enrolment as NCC Cadets: -

M	F	%M	%F	Total
35	72	32.71	67.28	107

Gender Difference in Sports Participants

M	F	%M	%F	Total
12	26	31.5	68.42	38



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FACILITIES PROVIDED FOR GIRLS STUDENT AND STAFF

Vivekanand College, Kolhapur (Autonomous) promotes and strives for gender-sensitivity that improve understanding of various gender representations and related problems. **Sansthamata Sushiladevi Salunkhe Centre of Women's Studies** was established in 2020 to institutionalize these efforts. Our college adheres to the vision of women empowerment. Every year gender Sensitization plan was prepared and implemented with full sincerity. Various practices in the college are either gender neutral or all inclusive. Facilities are provided that aim at gender equity and sensitization. Going a step ahead the college has included eligible and efficient LGBTQIA members in the faculty.

Part -I Safety and security facility

1. Related to safety and security

The College has a code of conduct which is in alignment with to safety and security of girls and lady faculty of the college. On Each gate of the college a security guard is appointed who adds to the safety and security. The College has collaborated with the police department of this area to enhance and strengthen the security of girl students and women faculty of our college. The flying squad of police department "**Nirbhaya Pathak**" visits the campus regularly and even on demand. They handle the goon's creating nuisance outside the college. The girls' can inform their complaints through phone calls, messages, emails and other social media either directly or through teachers to this Pathak. College regularly organize guest lecture for girls to make them understand the mechanism of "Nirbhaya Pathak

2. Related to Counselling

Girls are made aware of their rights and responsibilities through various programs organized by the college of experts in the field of medicine, law, social activism, man-woman relationship, health, banking etc. the college has certain mechanisms which continuously mentor the girls and lady faculty in the college.

A. **Sansthamata Sushiladevi Salunkhe Women's Study Centre (SSSCWS)**

The Centre was established in 2020 with the motto of establishing gender equity in the campus and too for its implementation in the day-to-day practices of the college. Besides, the Centre also works towards women empowerment and enhancing the inclusiveness of the college campus and sensitizing the space to include other gender minorities like LGBTQIA. In 2021-22 many fruitful and effective programs were organized in the college by the center.

B. Internal Complaint Committee The Internal Complaints Committee of the college was formed as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The Committee is committed to handle the cases of sexual harassment with complete adherence to the law. The college takes actions in order to prevent such cases. The committee also mentors girls regarding many issues related to their health and welfare.



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Part-II Infrastructure facility provided

1. Common rooms

There is a spacious Girls' Room/ Ladies Room in the college. The place is pleasant, airy and with proper ventilation assuring their rest and relaxation. There is an ample place and calm reserved for girls to study. A notice board is also located in the Ladies Room. Besides common room, there are girls' washrooms at different four places which are convenient for girls are situated in the college with good supply of water and regular cleaning.





3. Ladies Hostel: The College has provided two ladies Hostel with intake capacities for 200 ladies. The first building of Girls' Hostel was established in 2001 having 140 student's intake capacity. Every room has 3beds. The new building of ladies Hostel was established in 2010 having 60 intake capacities. There is an **independent and clean mess** for girls. The girls are provided with healthy food and breakfast along with tea for two times. Water purifiers, coolers are also available in the mess. There is a weekly visit of the doctor for the health, safety and security of the girls. Girls are provided with separate study hall, an auditorium and indoor-outdoor games etc. Various programs are arranged in the hostel for girls like Health Camp, Picnic, Trekking, Welcome Function and Entertainment.

whenever required.

There is a renowned English Medium School named New Model English School in the vicinity which is a part of the same Mother Organization, Shri Swami Vivekanand Shikshan Sansha. The school has classes from Kindergarten till HSC. It is one of the best schools in Kolhapur. Almost all faculty, both teaching and non-teaching, of our college admit their children in this school. In this way they can look after their younger children and reach them easily whenever required.

2. Day Care Centre for young children



Clean Mess for Girls





24x7 Purified water supply in Indies Hostel



Water Filter will cooler in Mess





5. **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 Yoga day, AIDS Awareness Rally, Blood Donation Camp, Swachha Bharat Abhyan, Tree Plantation and Pulse Polio etc.

All campus covered with CCTV Cameras for safety and security



6. **CCTV Surveillance in campus:**

6. Sanitary Pad Wending Machine and Burner

There are four Sanitary Pad Wending machines and Burners situated in the four Girls' Washrooms in the college. It saves girls from the inconvenience caused during menstrual periods in case if there is lack of sanitary pads. Besides, the burners promote proper disposal of the used pads



Sanitary Pad Burner in the Girls' Washroom



7. Separate Study room for girl's student:

To creating study environment for girls there is separate ladies study room on first floor of central library having capacity of over 100 seats.



8. **Separate Stairs for girls:** for avoid rush and security purpose there is separate stairs for girls. This create safety environment while mobilizing Croud.



9. **Separate Parking for Girls:**

Heavy number of scotty and bikes creates traffic. To avoid this the separate area is allocated for safe parking for scotty. It creates safety environment for girls.





10. Separate space in College Canteen for girls:





11. Health centre for girls: Every Saturday the health centre remains open for girls' students, the Gynaecologist regularly do orientation regarding health issues of girls.



Activities Conducted During 2022-23 regarding Gender Issues

Sr No	Name of the activity	Organiser	Beneficiaries
1	Workshop- Chilly production	BBA & SSSCWS	200
2	Workshop – Gender Diversity	Sociology	60
3	Guest lecture- Gender Diversity	Sociology	39
4	Open Interview – Lokniyukt Sarpanch	Pol- Science	43
5	Birth Anniversary Calibration- Savitribai Phule	History	20
6	Navratri Mohotsav	SSSCWS	269
7	One week training program on life skill for girl students-Nandi Foundation (Mahindra Pride Classroom)	Training and Placement Cell	35
8	One week employment enhancement program - Nandi Foundation (Mahindra Pride Classroom)	Training and Placement Cell	133
9	Employability Skill Training for Girl Students Nandi Foundation (Mahindra Pride Classroom)	Training and Placement Cell	42



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Activity Photos

Open Interview – Loknityuk Sarpanch- Mrs. Shital Farakate and Shri Prabhakar Patil



Birth Anniversary Calibration- Savitribai Phule



Group Photographs (03/03/2023)



Group Photographs (Saturday, 15/10/2022)





GPS Map Camera



Kolhapur, Maharashtra, India
P67Q+88F, Tarabai Park, Kolhapur, Maharashtra
416003, India
Lat 16.713025°
Long 74.238373°
13/10/22 04:27 PM GMT +05:30

Training on Thursday, 16/03/2023



GPS Map Camera



Kolhapur, Maharashtra, India
2130, E Ward, Tarabai Park, Kolhapur, Maharashtra
416003, India
Lat 16.712748°
Long 74.238713°
16/03/23 11:37 AM GMT +05:30



Prize Distribution Function (Saturday, 18/03/2023)



Group Photographs (Saturday, 18/03/2023)



The following are the Observations made by the Committee

1. Lectures are organised for addressing various issues of Gender Equality and Women Empowerment.
2. The prevention committee, the anti-ragging committee and internal complaint committee are formed according to the rules.
3. Verius workshop organised for employment generation for women's.
4. Adequate facility available for female students.
5. Effective training program ware arranged through Placement Cell

Salient Features & Recommendations

It is found that Vivekanand College, Kolhapur has attained gender balance in its system. Strengths & Gender sensitive initiatives in Vivekanand College, Kolhapur There has been an overall gender balance in enrolment.

- Shrimati Sushiladevi Salunkhe women Study Centre and Internal Complaints Committee' works efficiently with various initiatives.
- Women are represented in the top ranks of academic and administrative positions.
- Internal complaints committee aims to foster an environment in which unlawful discrimination & harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential
- There appears to be a gender balance among the workers.
- The college faculty is encouraged to undertake innovation to aiming for professional development throughout their career and provides opportunities.
- Girls participation in NCC, NSS and Sport is remarkable.

The recommendations made are as follows:

1. Need to create additional washrooms for Girls.
2. Need to Arrange more activities related to women employment generation.
3. Need to Arrange more self-defence activities.
4. Need to increase in the number of participation of girls in various activities.
5. Need to appoint Counsellor for girls students.

Kesh

Prin. Dr. Trishala Kadam.

Chairman.

Gender Audit Committee

Minaj

Prof. Minaj Naikawadi

Member

Varsha

Prof. Varsha Potdar

Member

Abate

Dr Santoshi Borate

Member



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