

GENDER AUDIT REPORT

for

Shri Shivaji Shikshan Prasarak Mandal Barshi's
Shri Shivaji Mahavidyalaya, BARSHI, Dist: Solapur



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Executive Summary

Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. This report aims at making a gender audit after studying the various aspects to check the impact of its current and proposed policies on gender equality. The purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution.

An analysis was conducted so as to study, identify, evaluate and validate the aspects associated with gender issues. Preliminary interviews with the students, staff and personnel was conducted, a review of the relevant documentation was carried out. The criteria and the methodology of gender audit were based on the identified risks.



Acknowledgements

We are most thankful to Dr. B. Y. Yadav, Chairman, Shri Shivaji Shikshan Prasarak Mandal, Barshi for giving us an opportunity to perform this gender audit. We express our deep sense of gratitude to Prin. Dr. P. R. Thorat, Shri Shivaji Mahavidyalaya, Barshi for his constant support and encouragement.

We thank Dr. S. D. Pawar, NAAC Coordinator, Dr. V. M. Gurame, DBT Star College and NIRF Coordinator for their kind cooperation. We also thank the chairmen of NAAC criteria, all the Heads of departments for providing the valuable information and data as and when required. We also thank the teaching and nonteaching staff of Physics department. We are highly indebted to the Office Staff, Shri Shivaji Mahavidyalaya, Barshi for providing the relevant data.

The entire work is an outcome of eventual execution and constructive efforts.

Place: Barshi

Date:



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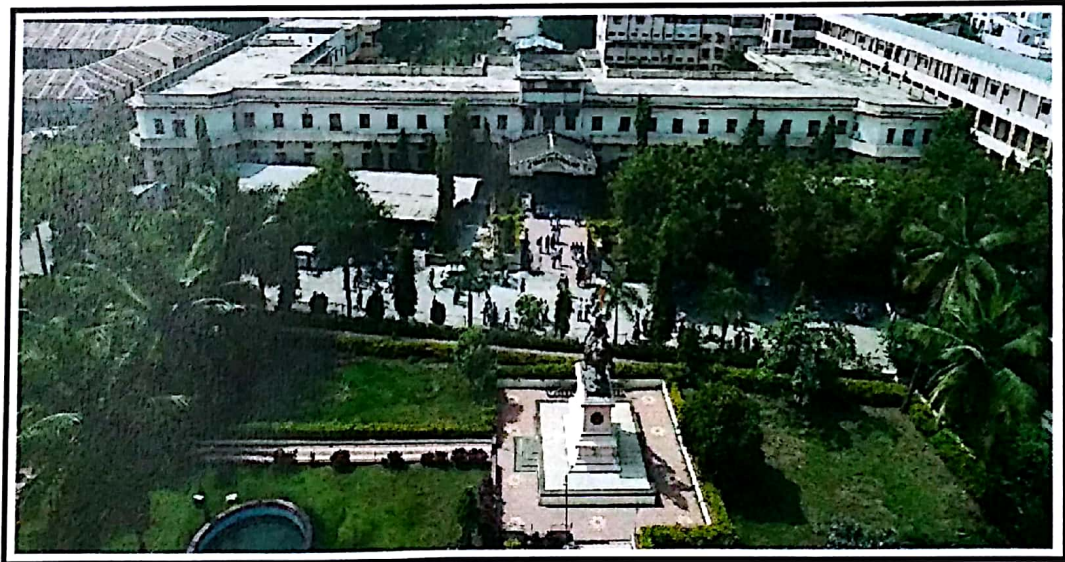
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1.0 Introduction

Dr. Mamasahab Jagdale, was the great and renowned founder of Shri Shivaji Shikshan Prasarak Mandal , Barshi which was established in 1934. The sanstha aims at imparting liberal and vocational education up to university level embodying social, cultural, agricultural, scientific, commercial, industrial education to the downtrodden and rising generation of India irrespective of religion, caste and creed, gender etc. The sanstha runs seven colleges, 14 High Schools, 4 Primary and 2 Pre Primary Schools including two boarding and well equipped hospital with 300 beds. Shri Shivaji Shikshan Prasarak Mandal Barshi is awarded with “BEST INSTITUTION AWARDS” by Bramhadeo Mane Trust Solapur, State Government and Yashwantrao Chavan Maharashtra Open University, Nashik. The sanstha aims at imparting liberal and vocational education up to university level embodying social , cultural , agricultural , scientific , commercial , industrial education to the downtrodden and rising generation of India irrespective of religion, caste and creed, gender etc. The sanstha runs seven colleges, 14 High Schools, 4 Primary and 2 Pre Primary Schools including two boarding and well equipped hospital with 250 beds.



Shri Shivaji Mahavidyalaya, Barshi at a glance



Shri Shivaji Mahavidyalaya, Barshi was established in 1960. The area of the college premises is 10.67 acres. Earlier it was a multifaculty college. But in the year 1969, Commerce faculty was separated from this college. Thereafter it is a two faculty college imparting education to the students of arts and science faculties. It is recognized under 2F in the year 1971 and 12B in 1995. In the year 1995 we got permanent affiliation.

The gender audit is aimed to study fair gender balance. It also encompasses to observe whether the rules, policies and action plans are followed and implemented in accordance with the University rules and regulations. The gender audit is focused on gender equality. The college always concentrates on the overall personality development of all students. There is always emphasis on the rule that girls are made aware of their social responsibilities and empowerment via gender equality is the main aim.

The girls hostel in this college takes adequate care and safety measurements. There is NCC unit for girls which is always on the forefront to make an attempt to develop and nurture qualities like comradeship, discipline, leadership, secular output and adventure spirit.

The girls are made aware of their rights by imparting lectures on laws and bylaws ,counseling cells are arranged through renowned counsellors and legal advisers.

Website: <http://www.ssmbarshi.org.in>

Ph. No. (02184) 222 382

Teaching Staff and Non-teaching Staff:

130 (Permanent) + 61 (Temporary).

Students: 2458

- **Features of the college**
- 1.0 lakh square foot of area is occupied by the college
- Sufficient classrooms are available for the classes
- Well furnished laboratories for science departments
- Language laboratory for Arts students



- Adequate number of sanitary facilities for boys and girls and staff are provided
- Staff rooms and study rooms are provided
- Central library is equipped with 1,18,000 reference and text books, journals and periodicals.
- Fully furnished and adequately built ladies hostel with basic amenities
- Parking lots for staff, girls and boys
- Ladies room with facilities
- Fully equipped playground with track facilities, indoor stadium
- NSS unit for girls
- NCC unit for girls
- Department of cultural activities
- Department of Sports and Yoga studies

2.0 Scope of gender audit

The purpose of the gender audit is to ensure that the gender policy is followed and implemented in the college campus, all the departments, ladies hostel, canteen, administrative bodies and related areas. Based on gender equality the girls are always made to feel secure and free to perform their academic and extra curricular activities.

3.0 Objectives of gender audit

The Objectives of the gender audit can be summarized as follows:

- To examine and confirm whether there is gender balance in different areas and factors affecting the gender balance
- To examine the policies of the college and thereby the implementation of the rules which can meet the interests of girls at large
- To establish good gender balance in decision making
- To make recommendations for bridging the gap if any
- To promote gender equality in all aspects



- To prevent and prohibit sexual harassment at the work place
- To provide better facilities and amenities at the girls hostel
- To make the girls aware of basic health and hygiene by arranging guest lectures and counseling sessions
- To provide a platform for internal complaints which arise at the work and dwelling places
- To provide platform for the girls in debating so as to render their views

4.0 Methodology

In the right pursue of gender audit an attempt is made to analyze, check and detect any gender bias in aspects of girls and women at the workplace and dwelling and also to eliminate the same so as to create a socially healthy community. A gender policy is followed in the campus, across all departments, administrative bodies and students.

In order to meet the objectives, the gender audit carried out physical inspection , there was a review of relevant documentation, also discussions/interactions were conducted with the girls on the campus and ladies hostel

- **Physical inspection:** The audit team conducted an inspection in the college The discipline committee is always on the lookout for good behavior and good environment for boys and girls to make the campus a better place for study and work.
- **Review of documentation:** To make an analysis of the gender policies, the documents and standards were studied and the relevant data was analysed.
- **Discussions/interactions:** The students including boys with more emphasis on girls were interviewed verbally for the purpose of gender bias and adopted policies.
- **NAAC guidelines:** The NAAC guidelines are followed
- **Best gender balance norms:** The existing norms and regulations of government, legislation, semi-government bodies etc are taken into account.



5.0 Gender sensitive features in Shri Shivaji Mahavidyalaya, Barshi and related recommendations

With the view in mind of gender audit, based on the various methods of observations and analysis, gender sensitive features are observed in every corner of the system. Various aspects starting from the enrolment of students at the graduate level, category-wise admissions, anti-ragging committee, internal complaints committee, sexual harassment prevention act, girls hostel, etc are discussed here.

5.1 Girls hostel

“A girl should be two things: who and what she wants”, the right place where a girl can be given the chance to blossom and conquer the world is at home and school.

Girls' Hostel is one type of residential care service which provides out-of-home care for the youth either at school or at work. The objectives of Girls' Hostel are:

- to provide substitute care for the youth in a stable and group living environment to provide a residential programme with supervised living, guidance and supportive counseling services on residents' problems while undertaking education.
- to take care in the form of small group living within the hostel to facilitate individual contact, attention and closer relationship between residents in the hostels
- to provide guidance and supportive counselling to the residents on their personal problem
- to provide social and recreational activities
- to provide better food, health related amenities
- to provide better energy resources like solar water heaters, LED sources etc.

Considering the qualitative performance of the college, the students from remote and rural places around Barshi in the surrounding vicinities, demanded special accommodative facility for girls. Aided by the UGC funds the college has a well built girls hostel which has an intake capacity of 300 students. Every room has 3 beds.

There is an independent mess for the girls. All measures of cleanliness are taken.



The girls are provided with healthy food along with breakfast. Water coolers and purifiers are also provided in the hostel premises.

Solar panels are installed as nonconventional energy source when the world is at the verge of energy crisis.



Solar panels of 20 KWH/month



Maximum Power Point Tracking (MPPT) Solar Charge Controller





Solar control panel

Institute has installed solar systems of capacity 20 KW which generate power 2400 KWH/Month. Institute has installed 62 Nos of PV panels of 320 W, 2 Nos of MMPTs & 1 No of Inverter of capacity 20 KW.



Girls studying in their rooms of the hostel

There are various programmes in the hostel for girls like health camp, picnics, trekking, welcome function, entertainment sessions. Counselling camps and

awareness of health and hygiene for girls to take care during menstrual periods, etc are provided.



Dr. Meenakshi patil counselling the girls on health and hygiene on 5/12/2014

Eminent lady doctors are called for guest lectures so that the girls can interact



and freely ask queries so as to meet their personal needs and demands. Any sexual transmitted disease is easily made to be understood by the girls so as to make a socially healthy atmosphere to dwell in. Dr. Meenakshi Patil gave a beautiful lecture on problems related to menstrual periods and the importance of health and hygiene on 5th December 2014.

A police security cell and van is posted at the entrance of the campus so that the girls feel secure and free to move around the campus, without any disturbance from the boys at large.

• **Recommendations**

- there is need to increase the intake capacity of the girls taking into consideration the increase in the girls enrollment at graduation level
- there is a need to increase the solar energy panels
- Periodic energy audits need to be planned to have enough data on savings and contribution through use of solar energy
- Need to shut down light during day time to save electricity
- there is need to increase study room facility for the girls

5.2 Gender balance in enrollment at graduation level

The enrolment of girls and boys at the graduation level is accomplished as per the guidelines of the government and UGC.

- **Year-wise gender comparison of enrollment of students (2013-14)**

Year	Male	Female	Total	% Male	% Female
2013-14	1326	1016	2342	56.6	43.4
2014-15	1511	1232	2743	55	45
2015-16	1611	1239	2850	56.53	43.47
2016-17	1440	1226	2666	54	46
2017-18	1344	1232	2576	52	48

The maximum female enrollment of 48 % is observed during 2017-18 and minimum of 43.4 % is observed during 2013-14.



• Recommendations

In the college, enrollment of students is done according to the norms of government and UGC guidelines. Various social categories are given priority so that girls are enrolled in that social community category. It is observed from the above tabulated data that for SC, ST, NT-A, NT-B, NT-C, NT-D categories the percentage of girls enrolled is averaged between 30-40 % which is comparatively low.

- Special emphasis can be given by creating social awareness, counseling to the girls as well as parents
- International women's day is scheduled on 9th March, awareness programmes can be arranged for the importance of education of girls
- teaching women and men explicitly and directly about gender equality issues involving families, men and boys, and helping girls and women address equality
- concerns involving NGO's and local governing bodies
- involving policy makers and educational leaders
- ensuring that schools develop pedagogies that acknowledge and critically analyse how traditional, religious and familial cultures might support or undermine gender equality

5.3. Prevention of Sexual harassment

Our Constitution provide the fundamental rights of woman equality under articles 14 and 15, the right to life and to live with dignity under article 21 , right to practice any profession or to carry any occupation, trade or business which also includes a right to a safe environment free from sexual harassment.

“The Sexual harassment of women at work place (Prevention, prohibition and redressal) Act”, 22nd April 2013

As per the rules and regulations “Students Grievance Redressal Committee” is set up in the college under the chairmanship of Prin. Dr. P.R. Thorat. The work of this committee involves counselling, research and extension. The committee conducts various programs such as counseling on self-defence, yoga, pre-marriage precautions, women empowerment, gender equality etc. An “Internal



complaint Committee" is also set up. A complaint box is set up which maintains utmost confidentiality of any type of issue which is raised and which is to be resolved in tandem with the rules and regulations of violation of the article 5(d) of the Sexual Harassment of Women at Work place (prevention, prohibition and redressal) Act.

The Committee also made the following amendments and also improvements in the campus so as to make gender sensitive environment for the girls to live and learn on the premises.

- Independent study room for girls and boys were set up
- Strict discipline to be followed at the entrance and also moving places in the campus
- Provide cycle facility for the girls separately
- Provide separate staircase for the girls



Shri Mansavale, Police dept, Barshi addressing about sexual harassment and preventions to be taken

- The students should wear collar identity cards so as to identify the college students and control outsiders to enter the premises
- Security guards are posted at key points of the college premises
- CCTV's are installed for round the clock surveillance



- Provide karate training for girls



Girls at the counter in the office

- Arrange counseling lectures by police on various gender sensitive issues
- Create awareness amongst the girls about Nirbhaya squad.
- **Recommendations**

Lot of care is taken in the college to make it a socially secure and homely environment for the girls and female working staff . however a few measures can be improved.

- Provide study room and also sanitary facilities for the girls

5.4. Jagar Janivancha Abhiyan

A Government Resolution No. 2012/296/12/9 dated 23/10/2012 was published for the upliftment and empowerment of women. Accordingly the college implemented various programmes for the empowerment of women so as to seek gender equality

On 14th August 2013, a lecture was arranged, Dr. Bharat Gaikwad delivered a memorable talk on social, public and self cleanliness. On 4th February, a public rally was arranged, girls and women staff took part with zest and enthusiasm.





Girls in the rally for women empowerment



Women staff cheering the participants

5.5. Women Seminar on Gender equity

A National Seminar was held on "Women Empowerment and Gender Equity" (WEGE – 2018) was held on 27th February 2018 which was jointly organized by





**Inauguration of the seminar by Dr. B.Y.Yadav, Chairman,
Shri Shivaji Shikshan Prasarak Mandal, Barshi**



Audience with enthusiasm



Maharashtra State Commission for Women, Mumbai and Shri Shivaji Mahavidyalaya, Barshi.

5.6. NCC for girls

There is NCC unit which provides a suitable environment for taking a career in armed forces for the desiring girls. The girls are given training in every aspect and motivated in all walks of life. They are given an idea of service to nation and the spirit to dedicate their skill to the nation. Unity and discipline are the part and parcel of NCC. These qualities are made to be inculcated to the students. There are regular parades and camps, cadets are given an awareness and motivated to participate in social activities like blood donation camp, tree plantation, Swachatha abhiyan, pulse polio campaign, various rallies on themes like women empowerment.

Adventurous and sportive activities like mini-treks, cycle expedition,, rope climbing, rock climbing, mountaineering are arranged, so that the physical and communal strength of the girl cadets can also be enhanced.

5.7. NSS for girls

The NSS unit for girls consists of about more than 50 % of the total students. The NSS units are very active with the girl candidates taking active part in various activities like health awareness camp, blood donation camp, plantation camps etc. There is intense step taken to see that girls take part in social activities and rallies so as to create awareness like Swachatha Abhiyaan, Beti bachaoo andolan etc.

5.8. Parking facilities

A well allocated parking facility is provided for girls to park two wheelers and cycles, this creates an awareness of security and also a disciplines atmosphere is maintained in the college campus.

5.9. Study room

Independent study room in the library with full fledged facilities is provided so that girls can study and also make use of the book and journal facilities in the library.



5.10. Stair case

The college has provided separate stair cases for girls at the sensitive spots so as to keep a good clearance and also discipline.

5.11. Ladies room

The college has provided girls resting room, it provides privacy and also a secure place for the girls to spend their leisure time.

5.12 Drinking water

Separate water coolers and water purifiers are provided for the girls so as to provide the basic requirements.

5.13 Canteen

In the canteen, a separate section is provided for girls so that a space is provided so that they can conveniently enjoy their food and drinks.

6.0 Our pride

- 1) Prof. Dr. B. S. Revadkar appointed as Professor under CAS (Career Advancement Scheme) during 2014-15
- 2) Smt. S. M. Kabbur, M.Sc. (Physics-Spectroscopy), Karnataka University, Dharwar, Head and Asso. Prof. Department of Physics, working as out of state staff since 1986.
- 3) Smt. Aasavari Fartade was awarded Ph.D. degree in Zoology on 7/3/2013
- 4) Smt. Usha Gavhane was awarded Ph.D. degree in Zoology on 24/2/2014
- 5) Smt. Sandhya Salunkhe was awarded Ph.D. degree in Zoology on 17/2/2018
- 6) Dr. Aasavari Fartade was awarded WOS-DST Doctoral fellowship during the period 2016-2018.
- 7) Miss Choudhari Namrata Kalyan B.Sc III Physics was selected at the National Science Olympiad
- 8) Miss Choudhari Namrata Kalyan B.Sc. III Physics was selected at the National Mathematics Olympiad
- 9) Miss Aswini Masaji Kharatmol passed SET exam in Microbiology during 2017-2018
- 10) Miss Samarin Faruk Inamdar passed SET exam in Microbiology during 2017-2018



- 11) Smt. Kanyakumari Shinde was awarded Ph.D. in Microbiology during 2014-15
- 12) Smt. Rubina Abdulsatar Shertate was awarded Ph.D. in Microbiology during 2015-16
- 13) Miss Priyanka Bhagvan Jadhavar was selected at state level Avishkar and Anveshan at west zone during 2016-2017
- 14) Miss Priyanka Bhagvan Jadhavar was selected at state level Avishkar during 2018-2019
- 15) Miss Amrita Abhiman Kade was selected at state level Avishkar during 2018-2019
- 16) Miss Prajakta Patil was selected for DST Inspire scholarship during 2017-2018 from B.Sc.III (Physics)
- 17) Miss Jyoti Balasaheb Jagtap (Chemistry) was awarded Kai. Vasant Rao Baburao Garad Gold medal, Solapur University, Solapur, 2018-2019
- 18) Miss Jyoti Balasaheb Jagtap stood overall University rank II in B.Sc. II course 2017-2018
- 19) Miss Jyoti Balasaheb Jagtap was awarded Malhotra Weak Field Foundation scholarship 2017-2018
- 20) Miss Sheetal Thonge passed SET exam in Chemistry 2018-2019
- 21) Miss Gauri Govindrao Jadhav was selected for DST Inspire scholarship 2017-2018 B.Sc. III Chemistry
- 22) Miss Sanyogita Gokul Jadhav was selected for Inspire scholarship 2017-2018 B.Sc. III Chemistry
- 23) Miss Akshata Harichand Dhumal was awarded Best User Award of Yashwantrao Chavan Central Library, Shri Shivaji Mahavidyalaya, Barshi 2017-2018 from Zoology department.
- 24) Miss Bhagyashree Santosh Verma passed NCC B Certificate exam B.Sc III Zoology 2017-2018
- 25) Dr. Asawari Madhukar Fartade, Post Doc Fellow, Zoology was awarded Impact of Women's National Award-2018 by Universal Research Ground/Golden Steps Public School, Ahmadnagar, Nanded
- 26) Miss Akshata Harischandra Dhumal was awarded Kai. Prin. Dr. Madhukar Fartade gold medal in Zoology, Solapur University, Solapur 2018-2019



- 27) Miss Supriya Subhashrao Nimbalkar passed UGC-NET exam 2013 in Electronic Science
- 28) Miss Uma Uttam Patil, B.Sc III Electronics was awarded Central Sector Scheme of scholarships for College & University students 2018-2019
- 29) Miss Gokula Nana Pawar, B.Sc III Electronics was awarded Central Sector Scheme of scholarships for College & University students 2018-2019
- 30) Miss Renuka Fulchand Bhosale B.Sc II Physics and Electronics was awarded Mime & Installation Group Event Award in 15th Youth Festival 2018-2019, Solapur University, solapur
- 31) Miss Pranjali Rajaram Kadam stood III in merit list, B.Sc. III Mathematics 2014-2015
- 32) Miss Rohini Ramachandra Doifode stood V in merit list B.Sc. III mathematics 2017-2018
- 33) Miss Sonal Suryakant Patmas stood I in M.A. Economics merit list Solapur University, Solapur
- 34) Miss Arati Anil Khare was awarded Kai. Dr. Ishwara Narayan Rachkar Gold Medal in M. A. Geography, Solapur University, Solapur.
- 35) Miss Tejaswita Avinash Ranshringare was awarded Rajiv Gandhi National Fellowship for SC/ST candidates to pursue M.Phil./Ph.D. in Political science 2013-2014
- 36) Miss Tejaswita Avinash Ranshringare was awarded Kai. R.S. Ranshringare gold medal in M.A. Political Science 2013-2014
- 37) Miss Vijaya Suryabhan Shinde passed UGC-NET exam in Music during 2017-2018
- 38) Miss Vaishnavi Vishnu Janrao was awarded Golden Girl award in Youth festival, Solapur University, Solapur 2017-2018
- 39) Miss Akanksha Anandkumar Deshpande was awarded Golden Girl award in Youth festival, Solapur University, Solapur 2018-2019



7.0 Salient features and Recommendations

• Salient features

It is found that Shri Shivaji Mahavidyalaya, Barshi has attained gender balance in its system. The gender sensitive areas are as under:

- Gender balance in student enrolment is good in open category but poor in SC and ST categories.
- Gender balance in ranking and merit scholarships is inclined towards female.
- Gender balance in student enrolment is due to girls hostel facilities and also counseling for the girls in rural areas.
- Internal complaint box and sexual harassment cell aim to create unlawful discrimination and harassment towards girls, the girls are encouraged to achieve their full potential.
- There is an atmosphere in the college where intolerance on gender ground is unacceptable.
- Gender balance in cultural activities and sports is clearly observed, there is overall encouragement for the girls to achieve their fullest in all activities.
- The college committees allow resources for student activities on a gender-neutral basis.
- The college faculty female members are encouraged to undertake training and professional development throughout their career.
- Responses of students, staff, parents and visitors clearly help to improve issues in the areas regarding to gender balance.

• Recommendations

- Women's representation on LMC can be improved.
- Female staff in nonteaching category especially in clerical level can be enhanced.
- "Women's Study Centre" can be established in the college to teach the girls about women strength and history of women in India and abroad in the vast fields of patriotism, education, sports, culture, scientific world etc.



- Women strength can be enhanced in decision-making areas of the college.
- Health facilities and counseling sessions can be given more emphasis for the general upliftment of the girls.
- Inequality can be reduced by taking balanced number of female members in various internal committees of the college so that there can be gender balance.

8.0 Conclusions

Gender balance is maintained in every field of educational aspect of this college. The college has lot of strengths, the weaknesses can also be overcome with the proper mindset. There is an intention of strong will power and commitment to gender justice. Shri Shivaji Mahavidyalaya, Barshi is always on the strive to become one of the best institutions with gender equality where women are respected and encouraged for what they deserve to be.

Smt. Kabbur (Audit Coordinator)
(Smt. S.M. Kabbur)

Head

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Shri Shivaji Mahavidyalaya, Barshi



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