



“Dissemination of Education for Knowledge, Science and Culture”
-Shikshanmaharshi Dr. Bapuji Salunkhe

Shri Swami Vivekanand Shikshan Sanstha Kolhapur's
SHIKSHANMAHARSHI DR. BAPUJI SALUNKHE COLLEGE,
MIRAJ
Tal. Miraj, Dist. Sangli


Criterion-VII- Institutional Values and Best Practices


Key Indicator-7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Gender Audit Report

(2018 -2019 to 2022-2023)


(Dr. P.G. Pabil)
Gender Audit
Co-ordinator


Dr. Sunil P. Kamble
IQAC Co-Ordinator
SMDRC College, Miraj


Principal,
Shikshan Maharshi Dr. Bapuji Salunkhe College,
MIRAJ, (Sangli)



**SHIKSHANMAHARSHI DR. BAPUJI SALUNKHE
COLLEGE, MIRAJ**

Gender Audit Committee

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Principal,
Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj

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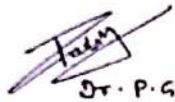



Declaration


The Gender Audit presented here is an attempt to analyze whether the college bears a fair gender balance. This also is an attempt to assess the impact of the policies on gender equality followed by college. The college always has the student centric policies in academic and co-academic as well as special measures for girl's students. This Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

This Gender Audit report prepared by the college and database used in the report is truthful.

Place: Miraj


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Acknowledgement


I offer my deepest gratitude and special vote of thanks to management of Shri Swami Vivekanand Shikshan Sanstha, Kolhapur. Executive President Hon. Shri Abhaykumarji Salunkhe and the Secretary Hon. Smt. Shubhangi Gavade for their continuous guidance and encouragement.

I express my warm thanks to our Principal Prof. Dr. Anil Patil and Dr. Sunil Kamble, IQAC Coordinator for their guidance and valuable suggestions while making this report and entrusting my potential for gender audit.

I also express my special thanks to all the committee Members for their timely help during data collection. I would like to present my special appreciations for all the faculty members and non-teaching staff members of our college for providing the data related and required for gender audit.

Place: Miraj


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Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj

Gender Audit Report (2018-19 to 2022-23)

Introduction:

The Gender Audit is a type of analysis to find out whether the Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj has good gender balance. The College always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. This gender audit tries to assess the impact of its current and proposed policies on Gender Equality.

The College has NCC unit it provides a suitable environment for the girls, which trained the girls to serve the nation, a part from regular parades and camps, cadets participated in social activities like blood donation, tree plantation program for unity and discipline NSS unit with 200 intake capacity, out of which 50% volunteers are girls. The unit always motivates girls for their social responsibilities. Lectures of eminent personalities are organized on various topics to develop their personalities. By organizing Financial Education Workshop, the girls are made aware of savings and investments through such workshops. Workshops are held on Women and Human Rights and Women and Laws in order to make the girls aware of their rights and responsibilities

Women Empowerment Cell, Internal Complaints Committees and Anti- Ragging Committee are formed by the College. These committees arranges National Seminar, Workshop, Legal awareness, Health awareness, social awareness programs and training programs like Nail Arts, Karate and Yoga these activities helps to awaken the girls for their privileges and duties. In the Department of NCC and Sports, girls have achieved good success.

Objectives:

The institute shall take effective measures for the safety and security of all genders. There shall not be any kind of discrimination of the basis of gender. To develop and enhance the self-confidence and self-esteem of girl students and staff in the college, overall personality development programs shall be organized, which will develop confidence in the members of the institution.

- Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.



- To create social awareness about the problems of women and gender discrimination in particular.
- Organizing programs to build confidence and instill leadership qualities in the girl students.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

1. Common Facilities for Students:

The following common facilities for the convenience of girl students:

Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj, campus is always full of students. Particular provisions have been made to avoid rush and other mishaps at various places for girls.

- **Entrance:** The average strength of the college is near about 2500. The college runs in two shifts. The college has two large entrance gates and it never pose any inconvenience for girl students.
- **Parking Facility:** The College is an ample space to accommodate the entire vehicles of student. A well observed parking of two wheelers and four wheelers for girls, female faculty of college, boys and staff shows a discipline in our college.
- **Study Room:** An independent study room is made available for all the students in the central library of the college, separate seating arrangement is provided for both boys and girls in the reading room of the library.
- **Ladies Common Room and Wash Room:** Ladies room provision is made for girls for resting. The room serves to provide the essential privacy to all female students. A notice board is also placed in ladies' room. Ladies common room is equipped with all the basic necessities like tables, chairs, mirror, dust bin etc. Women faculty provide sanitary napkins if necessary. As separate wash room is provided to women faculty members.
- **CCTV:** CCTV cameras have been installed on every floor and classrooms to look after the security aspects as well as management of the college. These have been installed in corridors, library, reading room, ground and office.



2. The college has established a number of committees to support girl students and ladies staff. The committees are as below:

- **National Cadet Corps:** The NCC unit provides a suitable environment for the girls, which trained the girls to serve the nation, for unity and discipline. A part from regular parades and camps, Cadets participated in social Activities like blood donation camp, tree plantation program.
- **National Service Scheme:** The College has a very active NSS unit that is again dominated by female students. The NSS unit participate through cleaning villages, blood donation camp, various awareness programs, Yoga Day, flood helping hand, plantation like social needed activities.
- **Internal Complaint Committee:** The college has constituted an Internal Complaint Committee (ICC) as per the sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were given to institutions to meet that standard namely – Prohibition, Prevention and Redress.
- **Women Empowerment Cell:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj, a strong kernel of gender sensitization. The forum has the faculty of the college as its members and work with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancements, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of the gender equality in society through the college students.
- **Anti-Ragging:** The College has constituted Anti-Ragging and Discipline committee as part of the UGC mandatory committee. The ragging is a criminal offence and UGC has notified regulation on curbing the menace of ragging in higher education institution in order to prohibit, prevent the scourge of ragging. The college prospectus clearly states about the anti-ragging policy of the college.

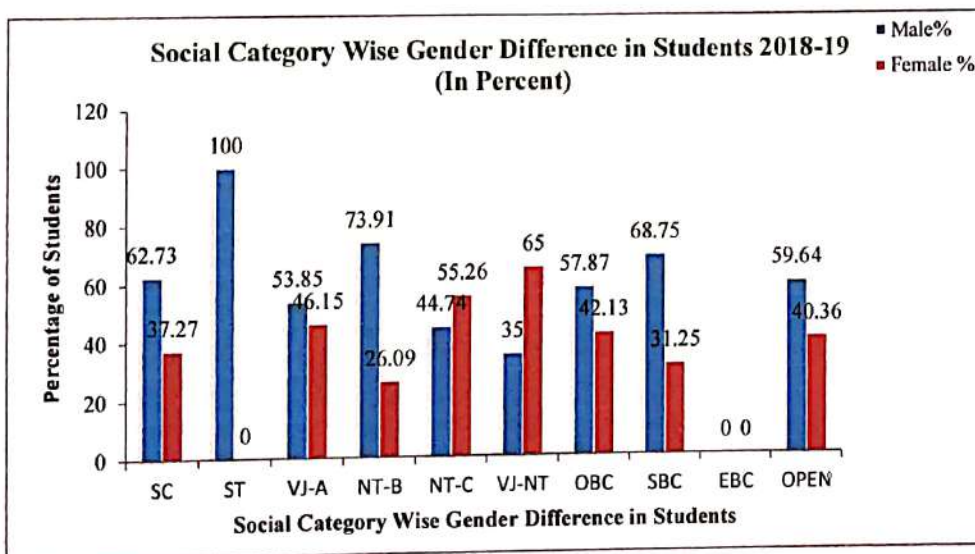
II. Social Category Wise Gender Difference in Students:

a. Social Category Wise Gender Difference in Students (2018-19)

Table No. 2

Sr. No.	Category	Male	Female	Total	M%	F%
1	SC	138	82	220	62.73	37.27
2	ST	3	-	3	100.00	0.00
3	VJ-A	14	12	26	53.85	46.15
4	NT-B	34	12	46	73.91	26.09
5	NT-C	68	84	152	44.74	55.26
3	VJ-NT	7	13	20	35.00	65.00
4	OBC	147	107	254	57.87	42.13
5	SBC	11	5	16	68.75	31.25
6	EBC	-	-	-	-	-
7	OPEN	498	337	835	59.64	40.36
Total		920	652	1572	58.52	41.48

Figure No. 2



Observation:

The table shows vividly the percentage of gender difference in various social categories in the academic year 2018-19; it appears from the table that the percentage of admissions of ST male category is 100%, which is at its most in comparison with other male students. On the other hand, the lowest percentage of

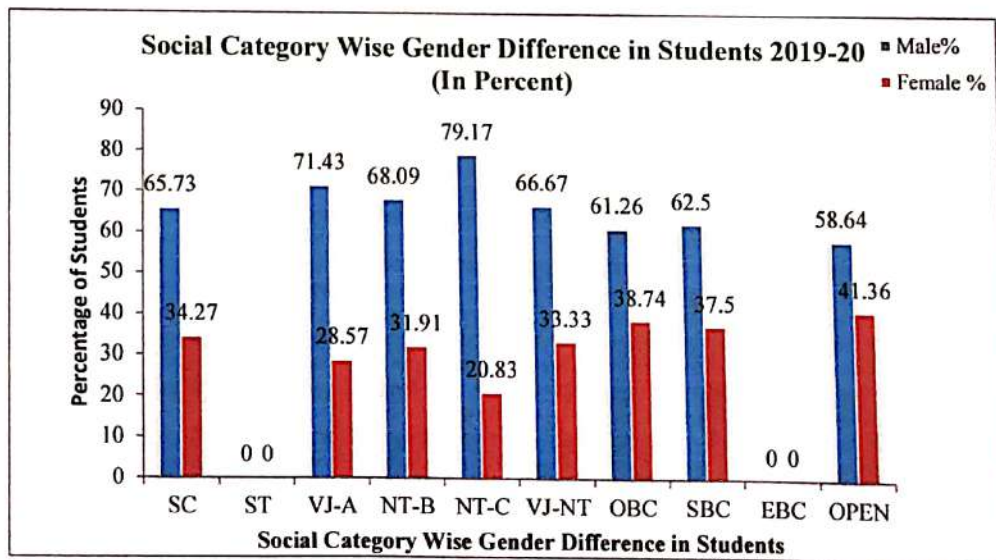
NT-B students is 26.09%, which is the lowest as compared to the other female students.

b. Social Category Wise Gender Difference in students (2019-20)

Table No. 3

Sr. No.	Category	Male	Female	Total	M%	F %
1	SC	140	73	213	65.73	34.27
2	ST	-	-	-	-	-
3	VJ-A	10	4	14	71.43	28.57
4	NT-B	32	15	47	68.09	31.91
5	NT-C	114	30	144	79.17	20.83
3	VJ-NT	16	8	24	66.67	33.33
4	OBC	136	86	222	61.26	38.74
5	SBC	10	6	16	62.50	37.50
6	EBC	-	-	-	-	-
7	OPEN	526	371	897	58.64	41.36
Total		984	593	1577	62.40	37.60

Figure No. 3



Observation:

The table shows vividly the percentage of gender difference in the admissions of male and female students in the academic year 2019-20. The percentage NT-C and VJ-A male students is higher than any other male social

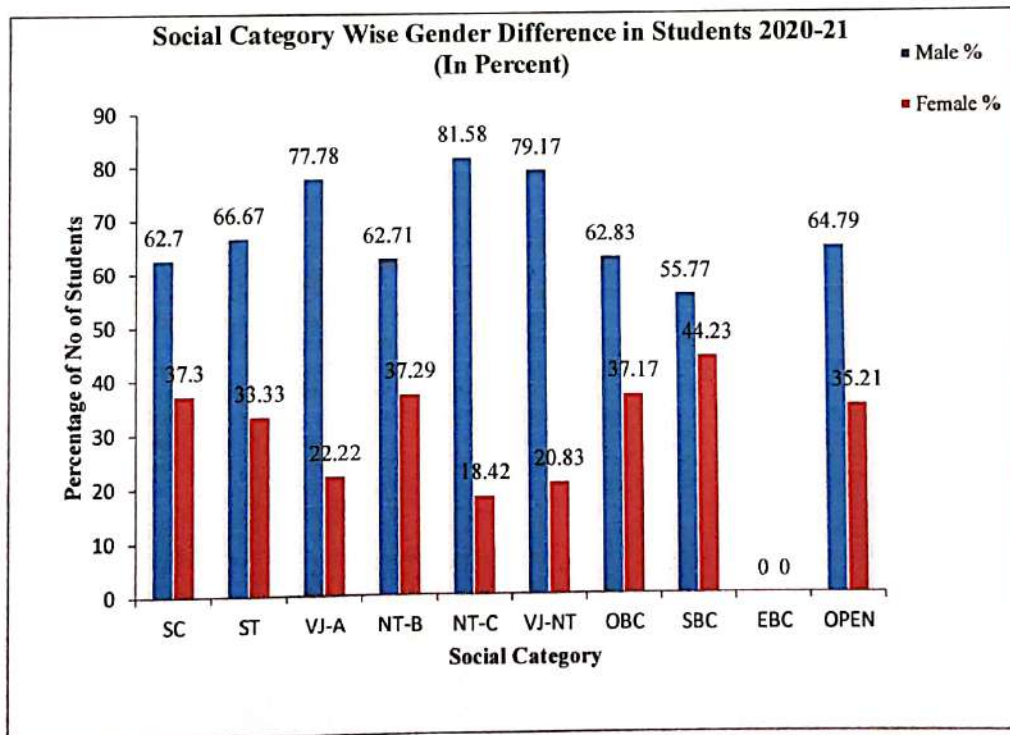
categories. However, the percentage of NT-C and VJ-A female students is the lowest as compared to other female students.

c. Social Category Wise Gender Difference in Students (2020-21)

Table No. 4

Sr. No.	Category	Male	Female	Total	M%	F%
1	SC	153	91	244	62.70	37.30
2	ST	2	1	3	66.67	33.33
3	VJ-A	14	4	18	77.78	22.22
4	NT-B	37	22	59	62.71	37.29
5	NT-C	124	28	152	81.58	18.42
3	VJ-NT	19	5	24	79.17	20.83
4	OBC	142	84	226	62.83	37.17
5	SBC	29	23	52	55.77	44.23
6	EBC	-	-	-	-	-
7	OPEN	530	288	818	64.79	35.21
Total		1050	546	1596	65.79	34.21

Figure No. 4



Observation:

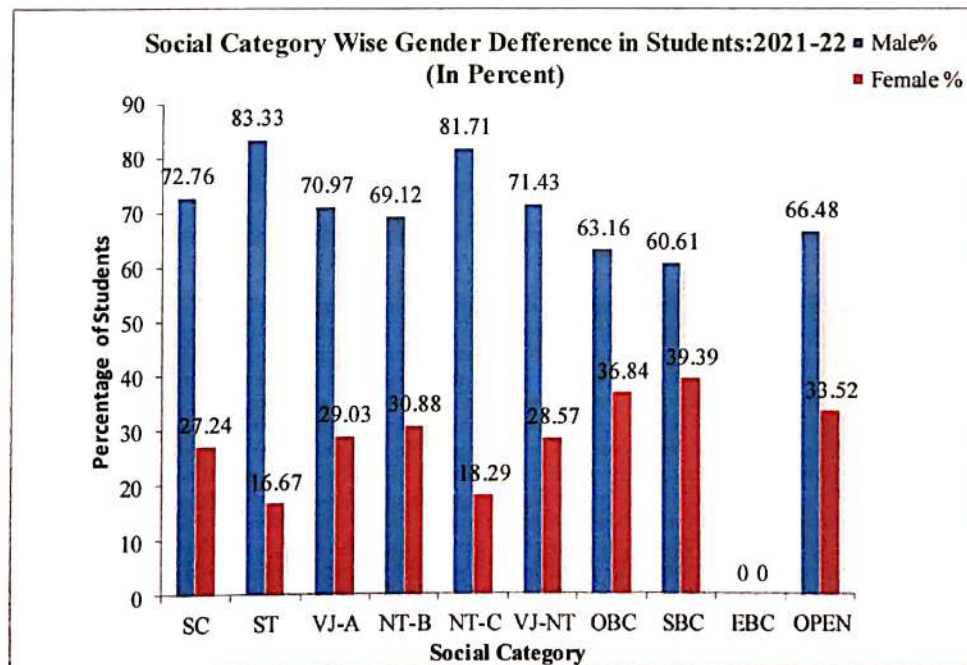
As the table shows all details regarding the percentage of admissions of male and female students in the College in association with various social categories in the academic year 2020-21, the percentage of male students in the category of NT-C & VJ-NT is the highest as compared to other social categories of male students.

d. Social Category Wise Gender Difference in Students (2021-22)

Table No. 5

Sr. No.	Category	Male	Female	Total	M%	F%
1	SC	219	82	301	72.76	27.24
2	ST	5	1	6	83.33	16.67
3	VJ-A	22	9	31	70.97	29.03
4	NT-B	47	21	68	69.12	30.88
5	NT-C	134	30	164	81.71	18.29
3	VJ-NT	15	6	21	71.43	28.57
4	OBC	168	98	266	63.16	36.84
5	SBC	20	13	33	60.61	39.39
6	EBC	-	-	-	-	-
7	OPEN	730	368	1098	66.48	33.52
Total		1360	628	1988	68.41	31.59

Figure No. 5



Observation:

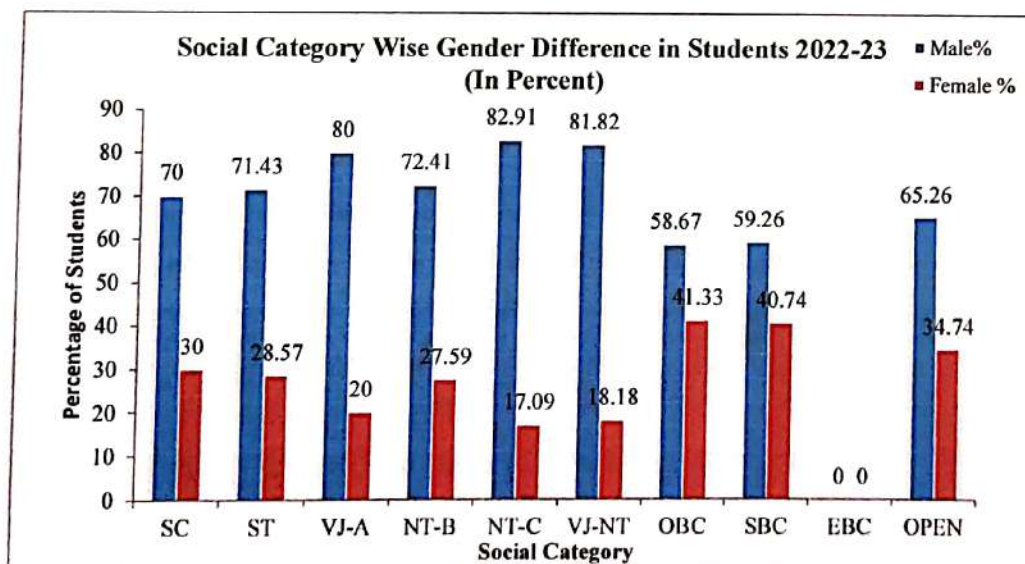
The above table shows the information regarding the percentage of admissions of male and female students in the College, having various categories in the academic year 2021-22. The percentage of female students in SBC category is highest than others.

e. Social Category Wise Gender Difference in Students (2022-23)

Table No. 6

Sr. No.	Category	Male	Female	Total	M%	F%
1	SC	189	81	270	70.00	30.00
2	ST	5	2	7	71.43	28.57
3	VJ-A	16	4	20	80.00	20.00
4	NT-B	42	16	58	72.41	27.59
5	NT-C	97	20	117	82.91	17.09
3	VJ-NT	9	2	11	81.82	18.18
4	OBC	176	124	300	58.67	41.33
5	SBC	16	11	27	59.26	40.74
6	EBC	-	-	-	-	-
7	OPEN	571	304	875	65.26	34.74
Total		1121	564	1685	66.53	33.47

Figure No. 6



Observation:

The above table shows the information regarding the percentage of admissions of male and female students in the College, having various categories



in the academic year 2022-23. The percentage of male students i.e. 82.91% in NT-C category is highest than others.

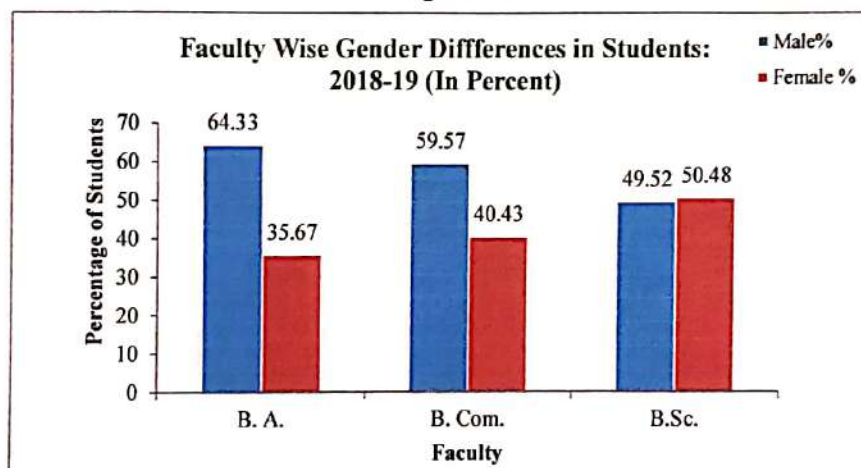
III. Faculty Wise Gender Differences in Students:

a. Faculty Wise Gender Difference in Students: 2018-19

Table No. 7

Faculty	Male	Female	Total	M%	F %
B. A.	350	194	544	64.33	35.67
B. Com.	361	245	606	59.57	40.43
B.Sc.	209	213	422	49.52	50.48
Total	920	652	1572	58.52	41.48

Figure No. 7



Observation:

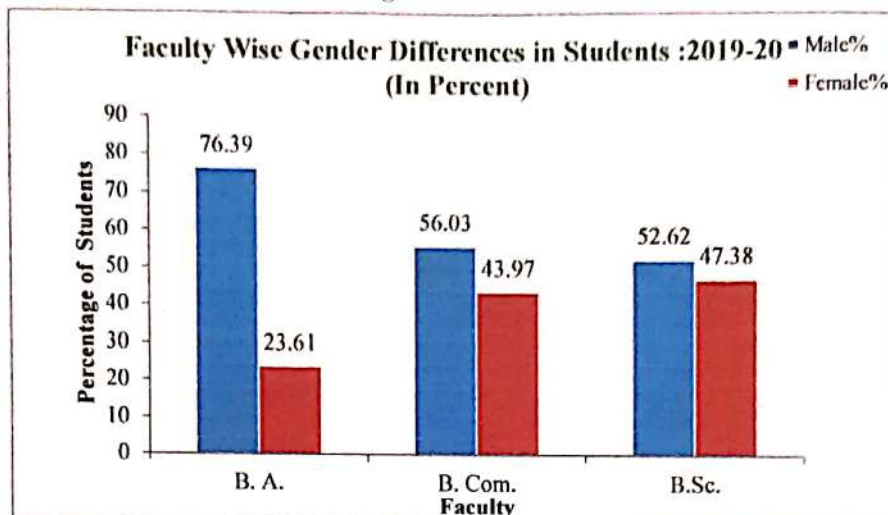
The above table shows faculty wise gender difference in the students during the year 2018-19. It shows that the number of male students is greater than female students in B. A. and B. Com. Programs. However the number of female students is greater than male students in B. Sc. Program.

b. Faculty Wise Gender Difference in Students: 2019-20

Table No. 8

Faculty	Male	Female	Total	M%	F %
B. A.	424	131	555	76.39	23.61
B. Com.	362	284	646	56.03	43.97
B.Sc.	198	178	376	52.62	47.38
Total	984	593	1577	62.40	37.60

Figure No. 8



Observation:

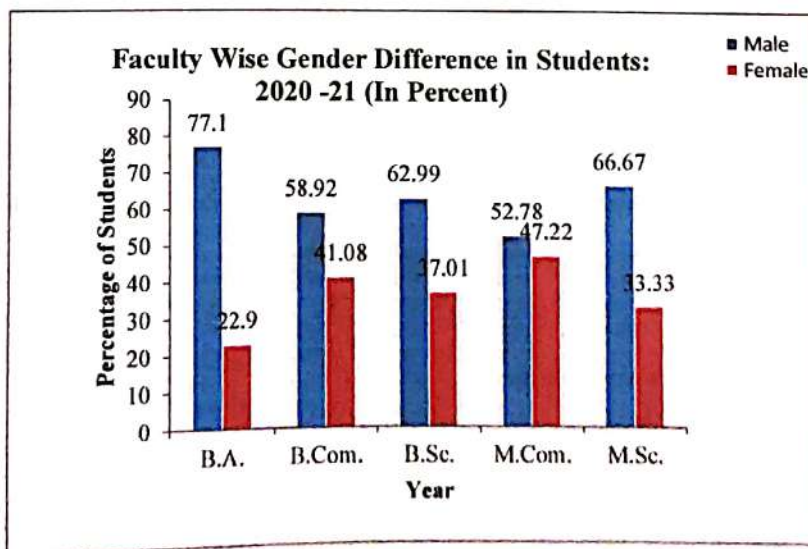
The above table shows faculty wise gender difference in the students during the year 2019-20. It shows that the number of male students is greater than female students in B. A., B. Com. and B. Sc. Programs.

c. Faculty Wise Gender Difference in Students: 2020-21

Table No. 9

Faculty	Male	Female	Total	M%	F%
B. A.	441	131	572	77.10	22.90
B. Com.	479	334	813	58.92	41.08
B. Sc.	97	57	154	62.99	37.01
M. Com	19	17	36	52.78	47.22
M. Sc.	14	7	21	66.67	33.33
Total	1050	546	1596	65.79	34.21

Figure No. 9



Observation:

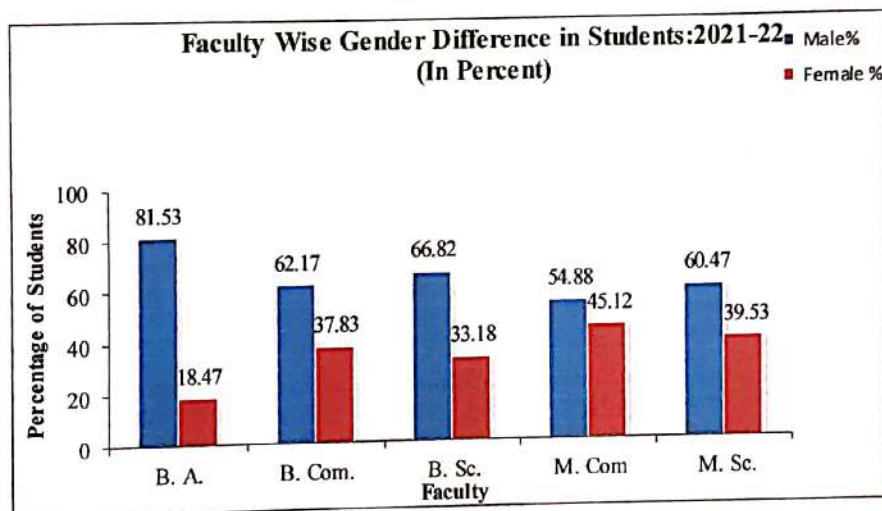
The above table represents faculty wise gender difference for the academic year 2020-21. It shows that the number of male students is greater than female students in B. A., B. Com., B. Sc., M. Com. and M. Sc. Programs.

d. Faculty Wise Gender Difference in Students: 2021-22

Table No. 10

Faculty	Male	Female	Total	M%	F%
B. A.	468	106	574	81.53	18.47
B. Com.	539	328	867	62.17	37.83
B. Sc.	282	140	422	66.82	33.18
M. Com	45	37	82	54.88	45.12
M. Sc.	26	17	43	60.47	39.53
Total	1360	628	1988	68.41	31.59

Figure No.10



Observation:

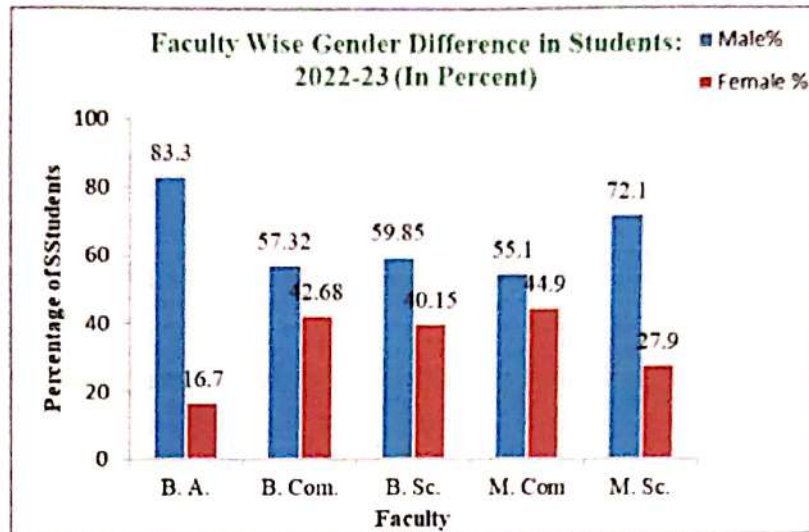
The above table represents faculty wise gender difference for the academic year 2021-22. It shows that the number of male students is greater than female students in B. A., B. Com., B. Sc., M. Com. and M. Sc. Programs.

e. Faculty Wise Gender Difference in Students: 2022-23

Table No. 11

Faculty	Male	Female	Total	M%	F%
B. A.	449	90	539	83.30	16.70
B. Com.	380	283	663	57.32	42.68
B. Sc.	234	157	391	59.85	40.15
M. Com	27	22	49	55.10	44.90
M. Sc.	31	12	43	72.10	27.90
Total	1121	564	1685	66.53	33.47

Figure No. 11



Observation:

The above table represents faculty wise gender difference for the academic year 2022-23. It shows that the number of male students is greater than female students in B. A., B. Com., B. Sc., M. Com. and M. Sc. Programs.

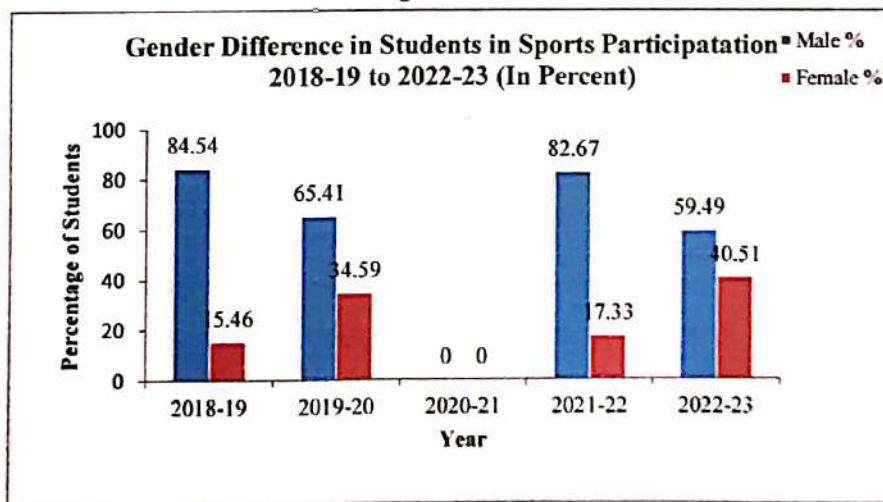
4. Gender Difference in Students in Sports Participants:

Inter College / Zonal / Inter Zonal / State / University / National

Table No. 12

Year	Male	Female	Total	M%	F%
2018-19	82	15	97	84.54	15.46
2019-20	87	46	133	65.41	34.59
2020-21	-	-	-	-	-
2021-22	62	13	75	82.67	17.33
2022-23	47	32	79	59.49	40.51

Figure No. 12



Observation:

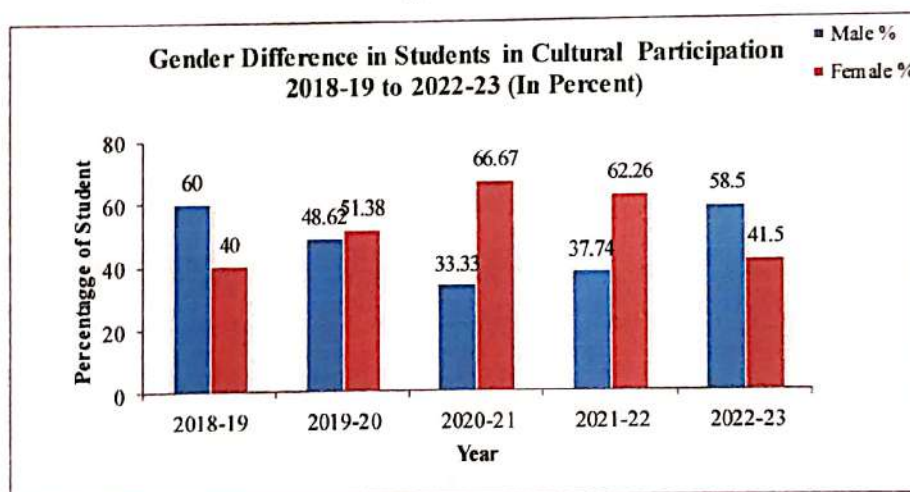
The above table represents gender difference in the students in sports participants at Inter College / Zonal / Inter Zonal / State / University / National level for the academic year 2018-19 to 2022-23. It shows that the number of male students is greater than female students participated in sports at Inter College / Zonal / Inter Zonal / State / University / National level.

**5. Gender Difference in Students in Cultural Participants:
Inter College State / University / National**

Table No. 13

Year	Male	Female	Total	M%	F%
2018-19	21	14	35	60.00	40.00
2019-20	53	56	109	48.62	51.38
2020-21	5	10	15	33.33	66.67
2021-22	20	33	53	37.74	62.26
2022-23	117	83	200	58.50	41.50

Figure No. 13



Observation:

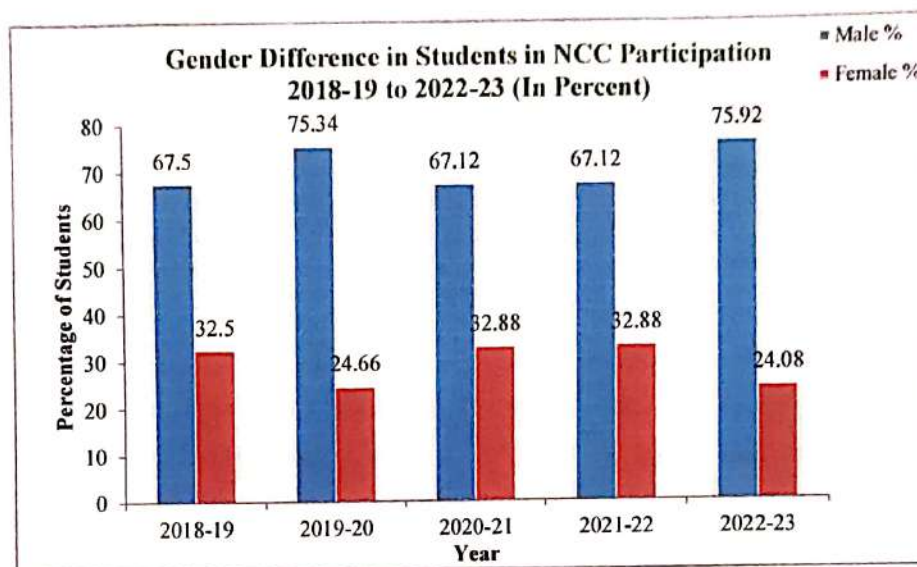
The above table represents gender difference in the students in cultural participants for the academic year 2018-19 to 2022-23. It shows that the number of male students is greater than female students participated in cultural for the academic year 2018-19 and 2022-23.

6. Gender Difference in Students in NCC Participants:

Table No. 14

Year	Male	Female	Total	M%	F%
2018-19	54	26	80	67.50	32.50
2019-20	55	18	73	75.34	24.66
2020-21	49	24	73	67.12	32.88
2021-22	49	24	73	67.12	32.88
2022-23	41	13	54	75.92	24.08

Figure No. 14



Observation:

The above table represents gender difference in the students in NCC for the academic year 2018-19 to 2022-23. It shows that the number of male students is greater than female students participated in NCC.

7. Gender Difference in Teaching and Non-Teaching Faculty

a. Gender Difference in Teaching Staff: 2018-19 to 2022-23

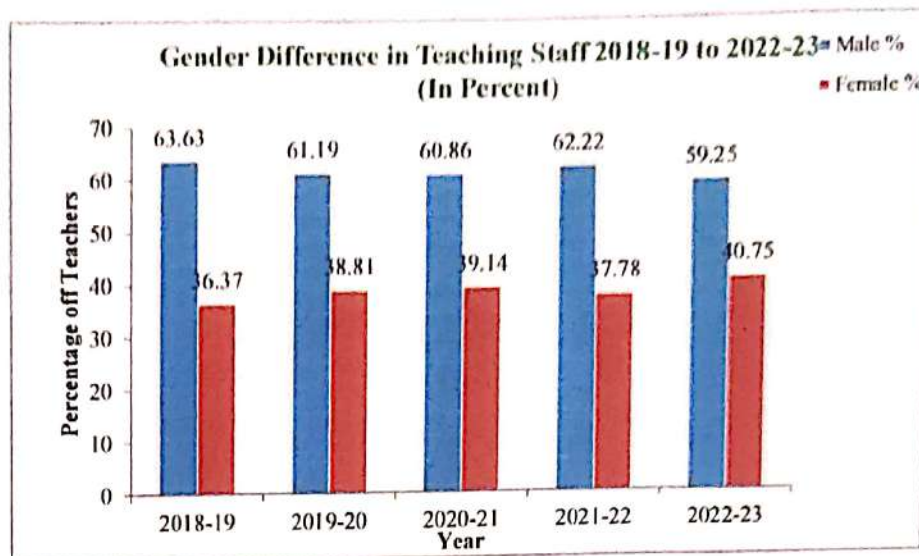
Table No. 15

Year	Male	Female	Total	M%	F%
2018-19	42	24	66	63.63	36.37
2019-20	41	26	67	61.19	38.81
2020-21	28	18	46	60.86	39.14
2021-22	28	17	45	62.22	37.78

Continue....

Year	Male	Female	Total	M%	F%
2022-23	32	22	54	59.25	40.75
Total	171	107	278	61.51	38.49

Figure No.15



Observation:

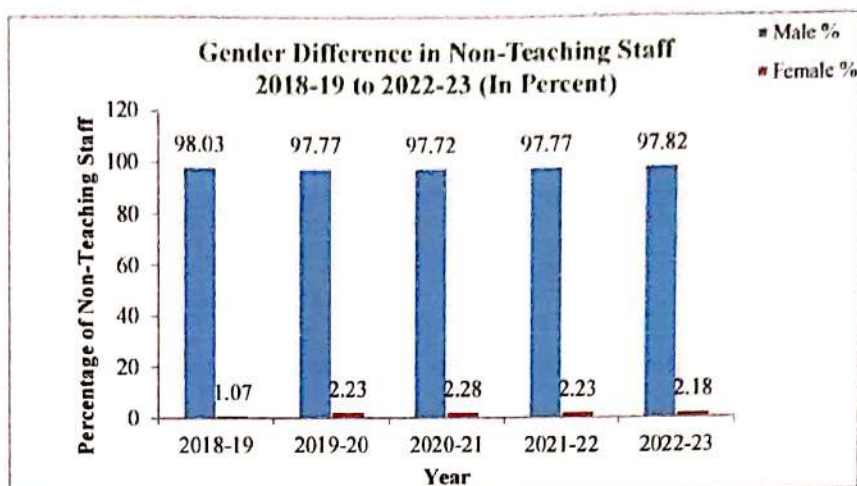
The above table shows Male-Female ratio of the teaching staff of last five years in the College. The ratio is 61.51: 38.49 i.e. there is dominance of male teaching staff.

b. Gender Difference in Non- Teaching Staff: 2018-19 to 2022-23

Table No. 16

Year	Male	Female	Total	M%	F%
2018-19	50	01	51	98.03	1.07
2019-20	44	01	45	97.77	2.23
2020-21	43	01	44	97.72	2.28
2021-22	44	01	45	97.77	2.23
2022-23	45	01	46	97.82	2.18
Total	226	05	231	97.83	2.17

Figure No.16



Observation:

The above data shows non-teaching Male-Female ratio of last five years in the College. The ratio is 97.83: 2.17 and thus it shows that there is male dominance in the non-teaching staff.

Salient Features and Recommendations:

A. Salient Features:

It is found that the Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj are as follows:

- The gender balance in student enrolment is the outcome of counseling of our teachers in Rural, urban and slum areas.
- The College has Earn and Learn Scheme for economically weaker students.
- The Women Empowerment Cell and Internal Complaints Committee at workplace is strengthened by organizing various activities. 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 staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to all members of staff.


B. Recommendations:

- The College should be intended to build on this foundation to ensure that the inclusion of more female students in admission, sport, cultural and NCC participation.
- 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.
- To avoid inequality, care should be taken to appoint balanced number of conveners of the various internal committees of the College.

Conclusion:

It is found that Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj has lots of strengths. The weaknesses can be overcome with efficient 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, Shikshanmaharshi Dr. Bapuji Salunkhe College, Miraj would certainly make a mark even in the areas that need some improvements. College campus is secure and safe, CCTV cameras and wall compound around the campus makes it safe and secure. This ensures security of women stakeholders. The College campus has ladies toilets, ramp, addressing the needs of women and Divyangjan. This is really creditable.


Dr. P.G. Pati)


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