

Loknete Dr. Balasaheb Vikhe Patil

(Padmabhushan awardee)

Pravara Rural Education Society's

**Arts, Commerce, Science and Computer Science College, Ashwi
Kd.**

Affiliated to Savitribai Phule Pune University, Pune



Gender Equity

Specific facilities provided for women in terms of

- a) Safety and security
- b) Counseling
- c) Common Rooms

Specific facilities provided for women in terms of Safety and Security, Counseling and Common Rooms

The institution has always given priority to give attention on gender equity in curricular as well as co-curricular activities. Furthermore, various facilities for women are employed in the campus. Focus has been also given to arrange various events in the campus regarding safety issues.

Institute established various committees for women's as enlisted below.

Women Empowerment cell

Grievance Redressal Cell

Internal Complain Committee (**Protection and Prevention from Sexual Harassment**)

Safety and Security

Complain box is available for suggestions. Institution has **Grievance Redressal Cell** to monitor & take actions related to safety, security and any other related issues.

Women of college address the problems regarding girl's harassments or molestation. **CCTV cameras** are installed to provide 24/7 surveillance to prevent any inappropriate incident.

One **lady guard** is appointed for full time round in the college campus to observe any kind of misbehavior.

Counseling:

A well-defined mentor-mentee scheme practiced in the Institution to solve the students' academic and personal problem.

Women empowerment cell organizes special talks on social values, viz. gender equality, gender sensitivity, women safety, and women health. To boost the confidence of the girl students the institute organizes various programs such as karate training program, beauty parlor training, International women's, yoga and meditation, Nirbhay Kanya Abhiyan. NSS organizes health and Hygiene campaign regularly for students, staff as well as community. Women's Day is celebrated by organizing competitions to bring girls and boys on the same platform to ensure gender equality. Faculty counsels the girl students' parents for their higher education under the motto Beti Bachav Beti Padhao Mohim.

Common Room Facility:

The institute has separate common rooms for girls, boys and lady staff.

Institute has a sick room having basic health care facilities.

Sanitary Napkin Vending machine has been installed in girls' common room.

Institution has separate ladies staff room with attached toilet.



Complaint Box



CCTV cameras installed to provide 24/7 surveillance



Security Guard



Special Talk on Social Counseling



Women's Day Celebration



Girls Common Room



Boy's Common Room



Sick room having basic health care facilities



Sanitary Vending Machine



Dable
for Principal
Pravara Rural Education Society's
Arts, Commerce, Science & Computer
Science College, Ashvi Kd.
Tal. Sangamner, Dist. A. Nagar, Pin- 413738

Pravara Rural Education Society's
Arts, Commerce, Science and Computer Science College Ashvi kd.
Internal Quality Assurance Cell
Gender Audit Report- 2023-24

About the Institution:

Loknete Balasaheb Vikhe Patil (Padmabhushan Awardee) Pravara Rural Education Society, Pravaranagar, is one of the most reputed education societies in Maharashtra. It was established in 1964 by Late Padmashri Dr. Vitthalrao Vikhe Patil, the founder father of sugar co-operative movement in India, to cater to the higher educational needs of the rural masses. Under the leadership of Late Dr. Balasaheb Vikhe Patil (Padmabhushan Awardee), Arts, Commerce, Science and Computer Science College, Ashvi kd was established in 2001. Presently, Hon'ble Namdar Radhakrushnan Vikhe Patil, (Minister of Revenue, Animal Husbandry & Dairy Government of Maharashtra) and Chairman, Loknete Dr. Balasaheb Vikhe Patil (Padmabhushan Awardee) Pravara Rural Education Society, Pravaranagar has shouldered the responsibility of providing the best facilities for the all-round development of students from rural background.

The institute is permanently affiliated to the Savitribai Phule Pune University, Pune and is approved 2(f) of the UGC act. It is accredited by NAAC at 'B++' Accredited with CGPA-2.89 in Feb 2022. The college has 2.5 acres green campus with infrastructural and physical facilities for teaching, learning and fulfill the educational needs of students. It offers 3 undergraduate programs, in B.A. (English, Marathi, Hindi, Geography, and Economics), in B. Com (Banking and finance, Business Administration) and in B. Sc (Chemistry), 02 post graduate M.Sc. and M.Com. besides this institute run 12 Certificate courses.

Gender Audit: An Overview

A gender audit is a tool to assess and ensure the institutionalization of gender equality in any organizations, including in their policies, programmes, projects or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is to find out impact of public policies on men and women. It is also an attempt to investigate whether the institute has maintained a good gender balance. It tries to see whether institute follows government rules, policies and actions formulated for up-gradation of women in society. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Without gender audit is done, one cannot answer the question: whether the Institution is taking efforts for improvement of the status of women in general and giving adequate representation to women in particular?

The second reason for doing gender audit is that institute conducts women's awareness programs on women's rights and claims and also their access to resources and

opportunities. Gender audit allows institution to set its own houses in order to change aspects of the organizational culture which discriminate against women staff and women beneficiaries.

Though there is no specific method for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

An internal audit: It refers to how an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

An external audit: It evaluates to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, gender audit goes on to analyze how gender is mainstreamed in to the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

Internal Quality Assurance Cell of Arts, Commerce, Science and Computer Science College, Ashvi kd is conducted Gender audit by forming committee of internal and external members. The audit was conducted in 25th Aug 2023.

Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
1.	Dr. J. R. Singer	Chairman (External)	Principal, ACS College, Satral
2.	Dr. R.A. Pawar	External Member	P. V. P. College, Pravaranagar.
3.	Dr. M. N. Kharde	External Member	Campus Director, Shirdi Sai Rural Institute, Rahata
4.	Mr. Dabhade D. D	Internal Member	Principal, ACS and CS College, Ashvi kd
5.	Dr. Bhumkar S. D	Internal Member	IQAC Coordinator
6.	Dr. S. R. Thete	Internal Member	ACS and CS College, Ashvi kd

The Committee intended to scrutinize the gender balance within the institution and its

practices and focused on the following objectives:

Objectives of the Gender Audit:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To conduct self-defense programs for girl
- Organizing programs to build confidence and instill leadership qualities among the girl students.
- To join hands with IQAC, Anti-ragging Committee, Anti-Sexual harassment Committee, Discipline Committee and Women Empowerment Cell for creation of gender sensitization.
- 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.
- To know about the gender balance in the college.
- To know about gender perception in the campus.
- To reflect and etch out a road map for gender action.

Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

Gender Sensitive Features:

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. Gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a Ladies Common Room provided on the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library, classroom and major gates.
- There is a Women's Empowerment Cell that conducts Gender Sensitization programmes regularly for the students.

Gender Balance in the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the overall function of the institute. Based on analysis, committee appreciated the overall operating of the institute which provides equal opportunities to both gender in all spheres like academic, administration and governance. Gender equity requires that girls and women be provided with a full range of activities and programs choices that meet their needs, interests and experiences. The institute always focuses on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The lectures of eminent personalities are organized on various topics to develop overall personality. Various program are held on Health and Hygiene, Gender Sensitization, Awareness & Legal Aspects of Sexual Abuse, Sexual Harassment of Women at Workplace etc. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee, Anti-Sexual Harassment Committee and Grievance Redressal Committee have been formed in the college.

- **Anti-Ragging Committee 2023-24**

Sr. No.	Name of the Members	
1.	Ms. Khaladkar P. N	Chairman
2.	Mr. Dabhade D. D (Principal)	Member
3.	Dr. Gholap S. B	Member
4.	Mr. Bhosale A.G (Local Resident)	Member
5.	API, Ashvi Police Station (Member)	Member
6.	Mr. Gaikwad S. S (Media Member)	Member
7.	Ms. Tambe D. D	Member
8.	Dr. Vikhe P.M	Member
9.	Dr. Thete S. R	Member
10.	Ms. Aher A. B	Member
11.	Mr. Shinde S. K.	Member

- **Sexual Harassment Prevention Committee 2023-24**

Sr. No.	Name of the Members	
1.	Ms. Khaladkar P. N	Chairman
2.	Mr. Dabhade D. D (Principal)	Member
3.	Dr. Gholap S. B	Member
4.	Ms. Tambe D. D	Member
5.	Dr. Vikhe P.M	Member
6.	Dr. Thete S. R	Member
7.	Ms. Aher A. B	Member
8.	Mr. Shinde S. K.	Member

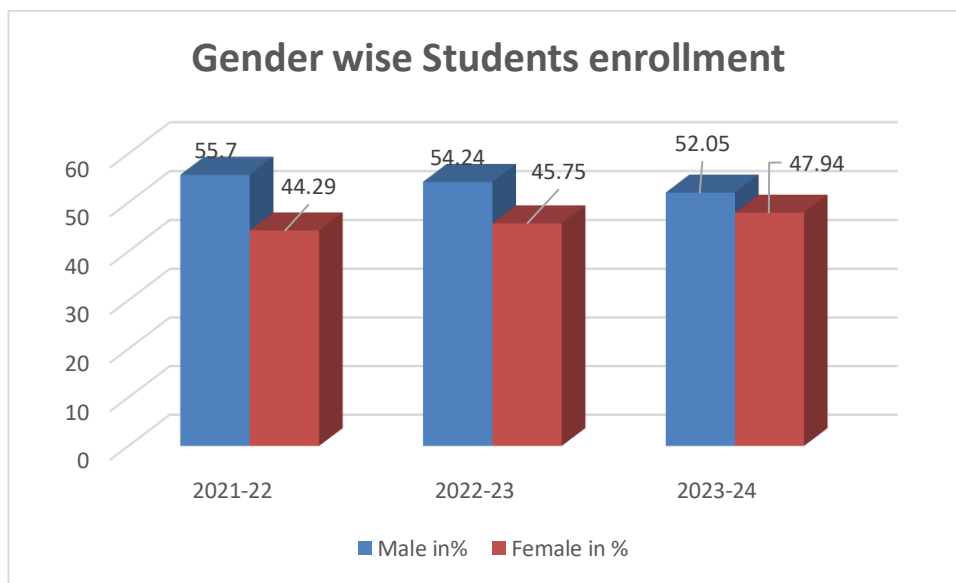
- **Grievance Redressal Committee 2023-24**

Sr. No.	Name of the Members	
1.	Ms. Khaladkar P. N	Chairman
2.	Mr. Dabhade D. D (Principal)	Member
3.	Ms. Tambe D. D	Member
4.	Dr. Vikhe P.M	Member
5.	Dr. Thete S. R	Member
6.	Ms. Aher A. B	Member
7.	Mr. Shinde S. K.	Member

Gender wise Data Analysis

Table 1. Gender wise Details of Students enrolled in the institute during last 3 years

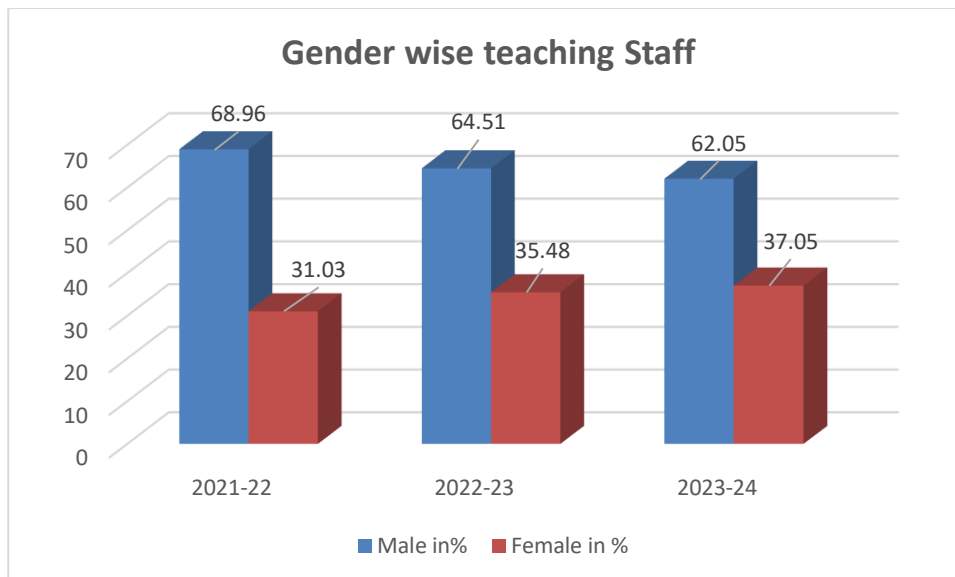
Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2021-22	596	332	264	55.70	44.29
2.	2022-23	577	313	264	54.24	45.75
3.	2023-24	511	266	245	52.05	47.94



The above table and graph giving gender wise details of enrolled students in the institute provides the information of students' strength in the last three years. In the year 2021-22, out of 596 total enrolled students 44.29% were female students as compared to 55.70% male students. In next two years, figures of enrolled students show that the female students are around 50% and male students are around 55 %. It also reflects that average number of male and female proportion of admitted students is constantly same in the last three years.

Table 2. Gender wise Details of teaching faculty in the institute during last 3 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2021-22	29	20	09	68.96	31.03
2.	2022-23	31	20	11	64.51	35.48
3.	2023-24	32	20	12	62.05	37.05

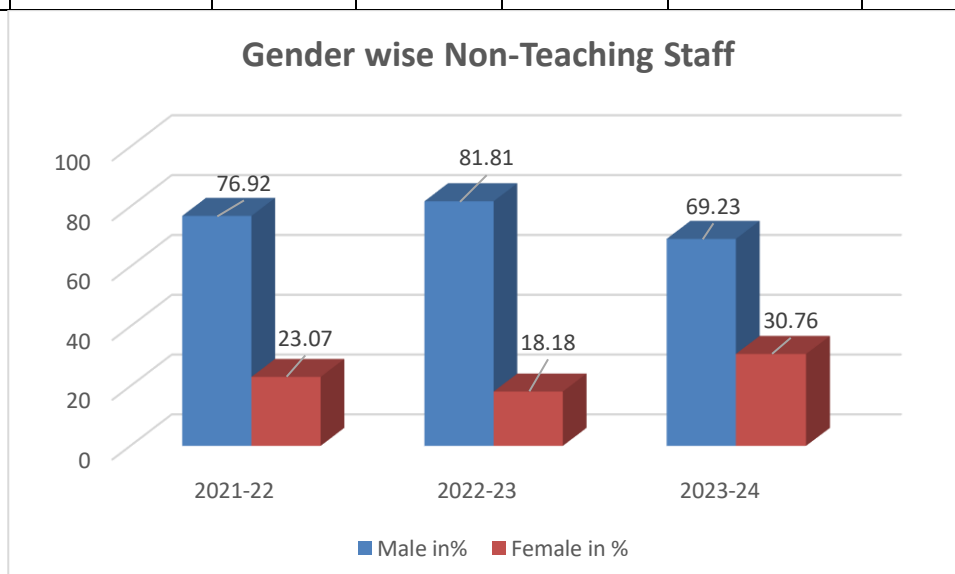


The above table and graph giving gender wise details of Teaching Faculty in the institute provides the information of teaching faculty strength in the last three years.

In the academic year 2021-22, out of 29 teaching staff 20 were males and 09 were females. In the next academic years the percentage of male were 68.96% out of 29 and the percentage of Female were 31.03 out of 29. In the academic year 2023-24 out of 31 teaching staff 20 were males and 12 were females. It reflects that the institute maintained the gender balance while recruiting teaching faculties.

Table 3. Gender wise Details of Non-Teaching and Supporting Staff in the institute during last 3 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2021-22	13	10	03	76.92	23.07
2.	2022-23	11	09	02	81.81	18.18
3.	2023-24	13	09	04	69.23	30.76



The graph of gender wise percentage of total Non-teaching and supporting staff in the institute provides the statistical details of Non- teaching staff in the last three years. In the academic year 2021-22, out of 13 Non-teaching staff 10 (76.92 %) were males and 23.07% were females staff. In the next academic years the percentage of male were 76.92% out of 10 and the percentage of Female were 23.07% out of 03. In academic year 2023-24 total 13 Non-teaching staff 09 were males and 04 were females.

It reflects that there is less female staff employed in the institute as far as non- teaching and supporting staff is concerned.

Gender Sensitization Initiatives of Institution:

The institution has formed various committees and cell to maintain gender equity in the campus. These committees include Anti-ragging, Anti Sexual Harassment cell, women empowerment cell, Students council, equal opportunity cell. Apart from this, the institute nominates students representative on various academic and administrative committees. It also provides adequate physical and infrastructural facilities to girls and boys to maintain gender equality.

The following initiatives have been undertaken by the institute for the convenience of girl students:

- Study Room: Girls have been provided separate section in study room in the library.
- Girls Common Room: The institute has separate common room with adequate facilities viz. washroom attached with sanitary vending machine.
- Girls Washroom: there are separate washrooms constructed for girl students and lady staff in the campus.
- Lady Security Guard: For protection of girls in the campus, the institute has appointed a lady security guard.

The college has formed various committees by maintaining gender balance. These committees are as follows:

1. Anti-Ragging and Grievance Redressal Committee: In order to prohibit, prevent and eliminate the scourge of ragging and solve the grievances of students, the institute has formed an Anti-Ragging Committee.
2. Women's Empowerment and Anti Sexual Harassment Cell: the cell has both the faculty and students of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society.
3. Pravara Police Academy: It provides a suitable environment for taking up a career in the police and armed forces.
4. NSS Committee: The institute has NSS unit with 100 volunteers having equal numbers of male and female students. The committee has 2 female and 4 male representatives

including staff and students.

Apart from these committees, the institute has provided equal opportunities and representations of male and female staff and students in other academic and administrative committees to maintain the gender balance.

Number of gender equity promotion programs organized by the institution during the last three years:

The institute prepare gender sensitization action plan and organizes various activities and programs accordingly. Some of the programs are enlisted below:

Sr. No.	Date	Programe	Name of the Guest	No. of Participant
1.	11 th Oct. 2023	Inaugural Function Guest Lecture on Cyber Crime and Securities	Mr. Santosh D. Gujar (P.V.P. College, Loni)	50
2.	25 th Oct. 2023	Nirbhay Kanya- Karate Training Program	Mr. Ravindra Bangaiyya	68
3.	17 th Nov. 2023	Girls Alumni Meets	Prof. Shital Dive (Vagad Global School, Virar, Mumbai)	112
4.	29 th Dec. 2023	Hemoglobin Check-Up Camp	Dr. Manasi Madane Ms. Sonali Gholap, Mayuri Gite, Amol Gadekar (Lab Technician Pravara Medical Trust Ashvi kd.)	80
5.	3 rd Jan. 2024	Kranti Jyoti Savitribai Phule Birth Anniversary- Guest Lecture	Ms. Dipali Tambe (ACS & CS, College, Ashvi Kd.)	34
6.	9 th Mar. 2024	International Woman's Day Celebration Guest Lecture about "Stress Management"	BrahmaKumari Padmavati Didi Brahma Kumar Surendra Bhai	70

A number of activities and awareness programs were organized to empower women by women empowerment cell and NSS department. These programs include gender sensitizing activities, awareness about gender equality. The cell organized guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

Snapshots of Program

Inaugural Function Guest Lecture on Cyber Crime and Securities

Mr. Santosh D. Gujar (P.V.P. College, Loni)



Nirbhay Kanya- Karate Training Program

Mr. Ravindra Bangaiyya



Girls Alumni Meets

Prof. Shital Dive (Vagad Global School, Virar, Mumbai)



Hemoglobin Check-Up Camp

Dr. Manasi Madane

Ms. Sonali Gholap, Mayuri Gite, Amol Gadekar (Lab Technician Pravara Medical Trust Ashvi kd.)



Kranti Jyoti Savitribai Phule Birth Anniversary- Guest Lecture

Ms. Dipali Tambe(ACS & CS, College, Ashvi Kd.)



International Woman's Day Celebration Guest Lecture about "Stress Management"

BrahmaKumari Padmavati Didi Brahma Kumar Surendra Bhai








Observation:

The institute constantly strives to work for the benefit of female staff and students. The institution recognizes that women and men have different needs and power. These differences should be identified and addressed in a manner that rectifies the imbalances between the genders. It may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The institute not only conducts activities to make the female students and staff aware about gender sensitization but motivates them to live in a dignified manner and due self-respect. It is observed that representation of girls is reflecting in academics and governance. Though the strength of girl students is less compared to male but they are actively involved in overall functioning of the institute. Though located in rural area, girls are enrolling for higher education. Further it has been observed that the success rate among girl students is more than boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes, sport organized by the institution. It is also notable that the percentage of female teaching faculty has been increasing. The analysis shows that gender equity goals and objectives are included in all the policies and overall function of the institute. While communicating with female staff and students, it is observed that there is no gender discrimination in the campus. The committee pointed out that gender equality and gender sensitivity is encouraged by management and staff of the institute and the behavior of staff were cordial. It is found that the institute has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up.

Recommendations:

- The institute should conduct more co-curricular and extra-curricular activities for students and staff including males and females.
- The institute should increase the number of female non-teaching staff.
- Institute should take efforts to increase enrollment of girls in future.
- Self-defense activities should be conducted for girl students.
- Introduce self-employment training and personality development programs for girl

Dr. J. R. Singar (Chairman)	
Dr. R. A. Pawar (External Member)	
Dr. M. N. Kharde (External Member)	
Mr. D.D. Dabhade (Principal)	
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(Chairman Women Empowerment Cell)


for Principal
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