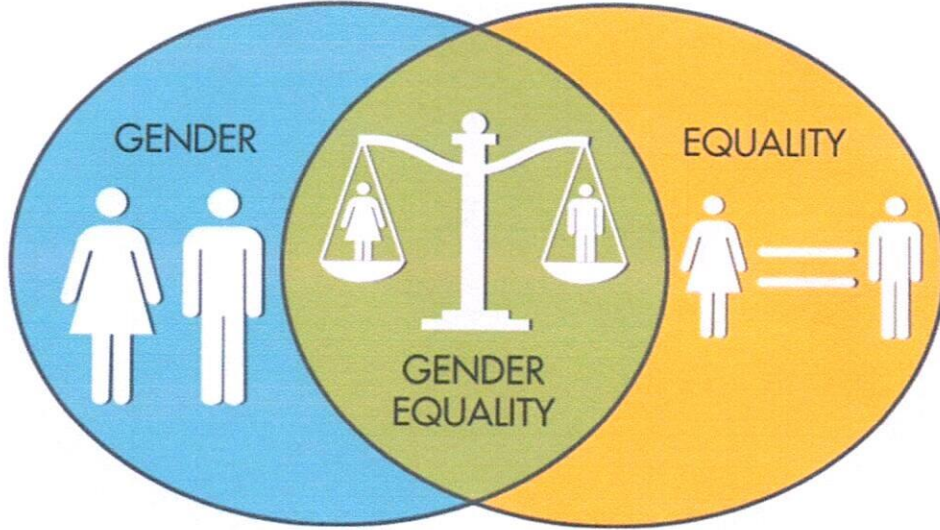




NAAC "A++" Grade
with CGPA 3.52 (2021)

SHIVAJI UNIVERSITY, KOLHAPUR

**LATE SMT. SHARADABAI GOVINDRAO PAWAR
ADHYASAN**



Five Years

GENDER AUDIT REPORT

Submitted by

DAHIWADI COLLEGE, DAHIWADI, DISTRICT SATARA,

Dated: 21 Jan, 2023

Prof. Dr. Bharati Patil

Coordinator

Late Smt. Sharadabai Govindrao Pawar Adhyasan
Shivaji University, Kolhapur

**GENDER AUDIT OF DAHIWADI COLLEGE, DAHIWADI, DISTRICT
SATARA,**

(2017-18 TO 2021-22)

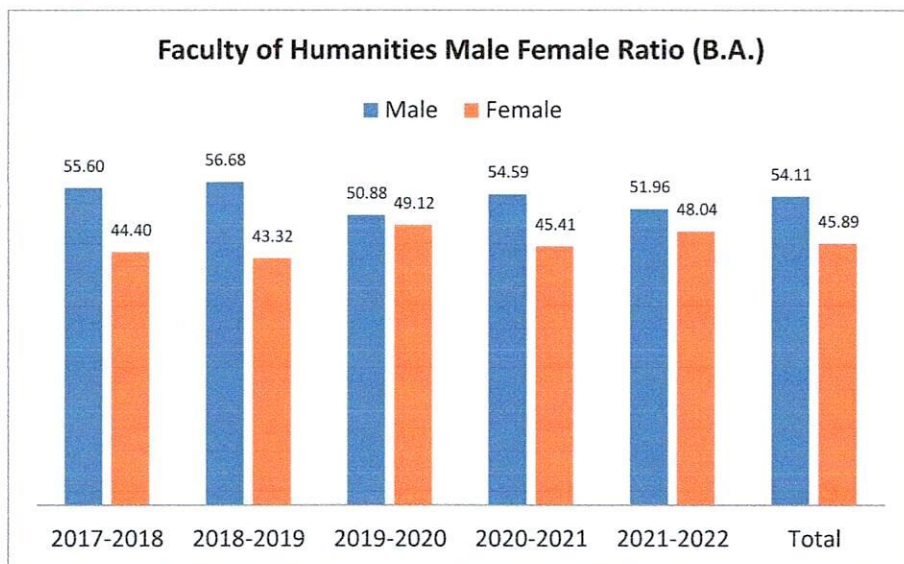
Dahiwadi College, Dahiwadi, District Satara, submitted duly filled proforma of gender audit prepared by Late Smt. Sharadabai Govindrao Pawar Adhyasan, Shivaji University. The audit period is 2017-18 to 2021-22. Dahiwadi College located in a remote village in Satara district is governed by Rayat Shikshan Sanstha, one of the premier educational institutes of Maharashtra. The college has provided an avenue for the education of rural students. It has three faculties: Arts, Commerce and Science. The college presently offers 17 UG programs and 5 PG programs. College has also started BCA, B Voc, along with 7 COC, 16 skill and 30 short term courses. The college is located in a beautiful campus with a college building, ladies' hostel and a playground. College offers both NSS and NCC. The College is currently led by Principal Dr. S. T. Salunkhe.

Part A: General and Personnel Information

1. Faculty wise Students: Male Female Ratio:

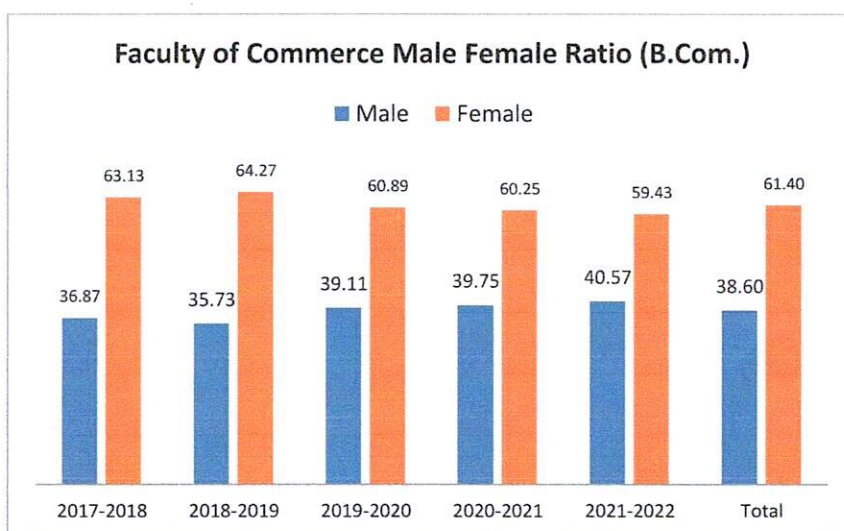
Dahiwadi College, Dahiwadi, offers programmes such as B. A., B. Com., B. Sc., B.C.A., B. Voc., Bank Management, PG Diploma and Defense Study. Following is the programme wise male female student's ratio for assessment period

Faculty of Humanities Male Female Ratio (B.A.)					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2017-2018	531	424	955	55.60	44.40
2018-2019	560	428	988	56.68	43.32
2019-2020	435	420	855	50.88	49.12
2020-2021	464	386	850	54.59	45.41
2021-2022	384	355	739	51.96	48.04
Total	2374	2013	4387	54.11	45.89

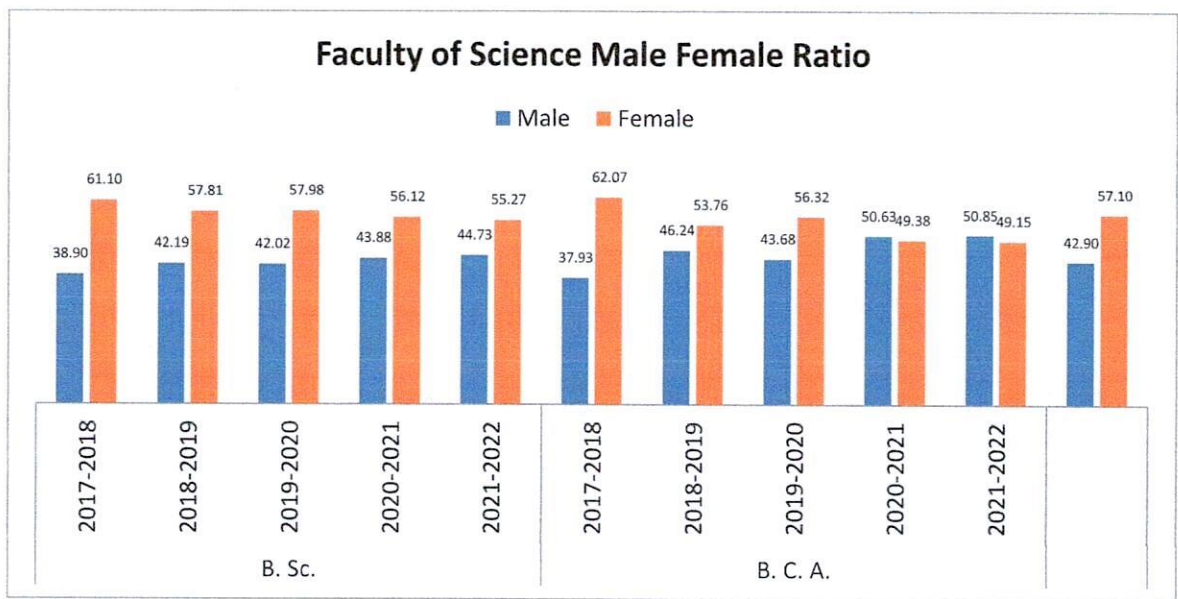


Faculty of Commerce Male Female Ratio (B.Com.)

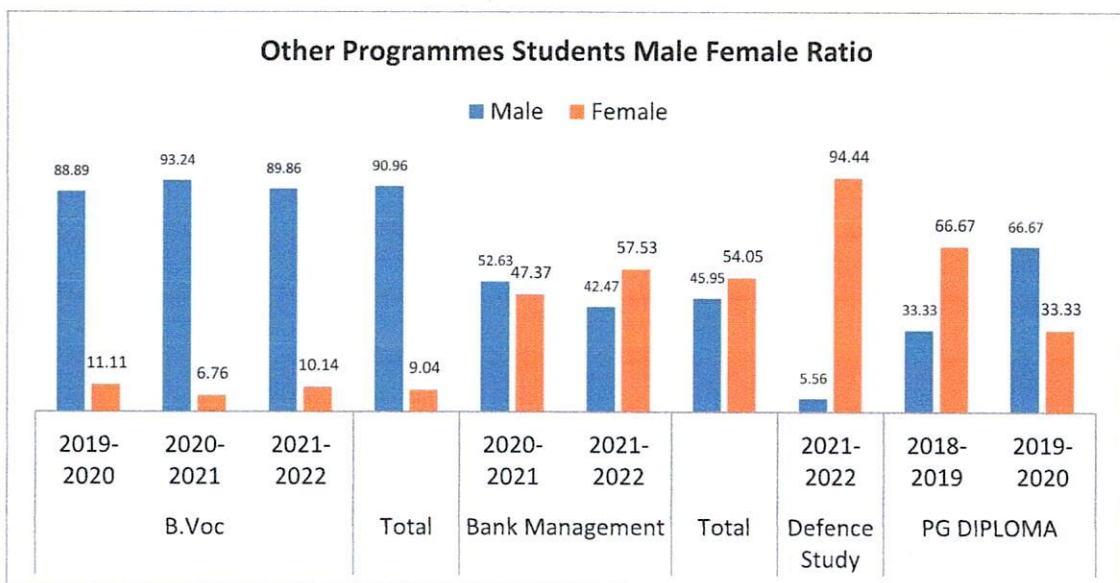
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2017-2018	184	315	499	36.87	63.13
2018-2019	184	331	515	35.73	64.27
2019-2020	228	355	583	39.11	60.89
2020-2021	256	388	644	39.75	60.25
2021-2022	271	397	668	40.57	59.43
Total	1123	1786	2909	38.60	61.40



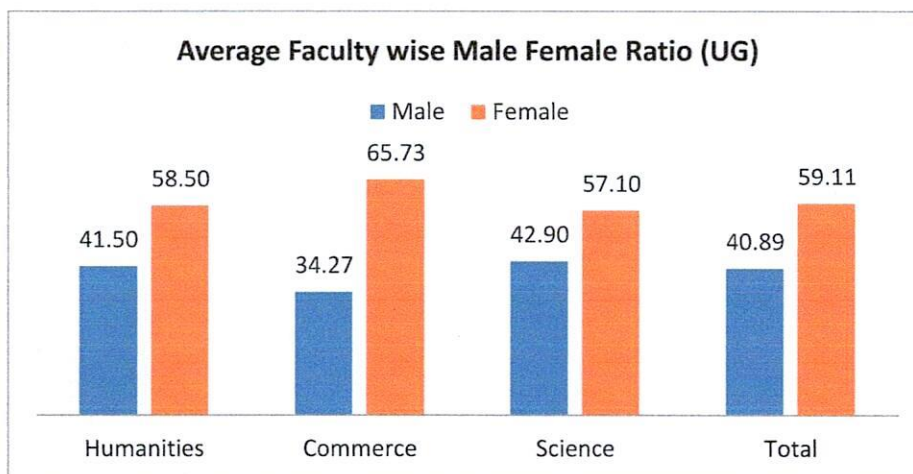
Programme	Faculty of Science Male Female Ratio (B. Sc. & B. C. A.)					
	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B. Sc.	2017-2018	347	545	892	38.90	61.10
	2018-2019	351	481	832	42.19	57.81
	2019-2020	329	454	783	42.02	57.98
	2020-2021	294	376	670	43.88	56.12
	2021-2022	297	367	664	44.73	55.27
B. C. A.	2017-2018	66	108	174	37.93	62.07
	2018-2019	80	93	173	46.24	53.76
	2019-2020	83	107	190	43.68	56.32
	2020-2021	81	79	160	50.63	49.38
	2021-2022	120	116	236	50.85	49.15
Total		2048	2726	4774	42.90	57.10



Programme	Other Programmes Students Male Female Ratio					
	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B.Voc.	2019-2020	40	5	45	88.89	11.11
	2020-2021	69	5	74	93.24	6.76
	2021-2022	62	7	69	89.86	10.14
Total		171	17	188	90.96	9.04
Bank Management	2020-2021	20	18	38	52.63	47.37
	2021-2022	31	42	73	42.47	57.53
Total		51	60	111	45.95	54.05
Defence Study	2021-2022	1	17	18	5.56	94.44
PG DIPLOMA	2018-2019	3	6	9	33.33	66.67
	2019-2020	2	1	3	66.67	33.33



Average Faculty wise Male Female Ratio					
Faculty	Number of Students			Ratio	
	Male	Female	Total	Male	Female
Humanities	527	743	1270	41.50	58.50
Commerce	536	1028	1564	34.27	65.73
Science	2048	2726	4774	42.90	57.10
Total	3111	4497	7608	40.89	59.11

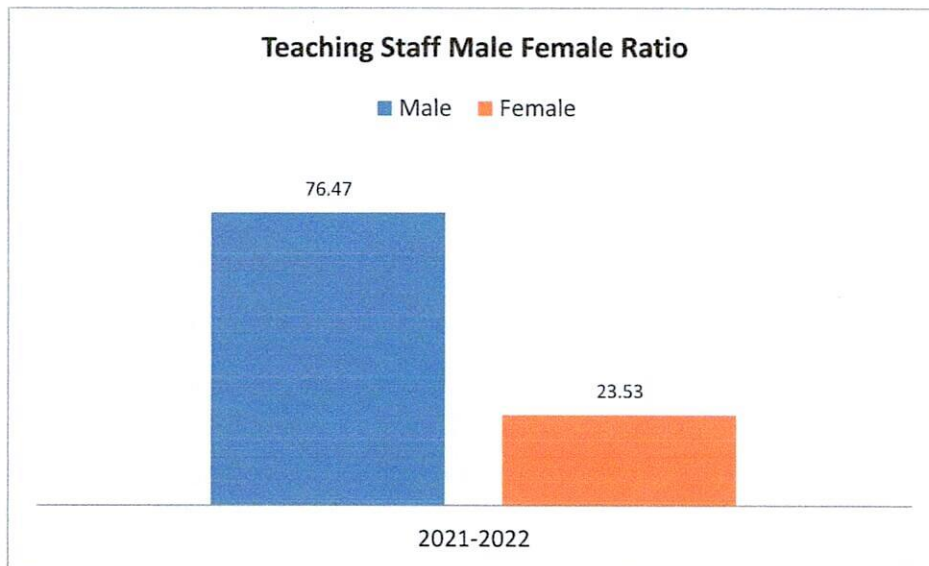


The above statistics show faculty wise classification of male and female students for academic years 2017-2018 to 2021-2022 for Under Graduate programmes. The male female ratio of students for the assessment period for Humanities is 54.11 : 45.89, for Commerce it is 38.60 : 61.40. For Science Faculty it is 42.90 : 57.10. The average ratio for the assessment period is 40.89 : 59.11. It shows there is domination of female students in all the three faculties and more importantly in commerce which is very outstanding.

College also runs some other programmes in which the presence of female students is considerable especially for the programme in Defence studies girls outnumber the boys which is very wonderful. College further has the scope to make avail more and more students with such variety of programmes.

2. Teaching Staff: Male Female Ratio

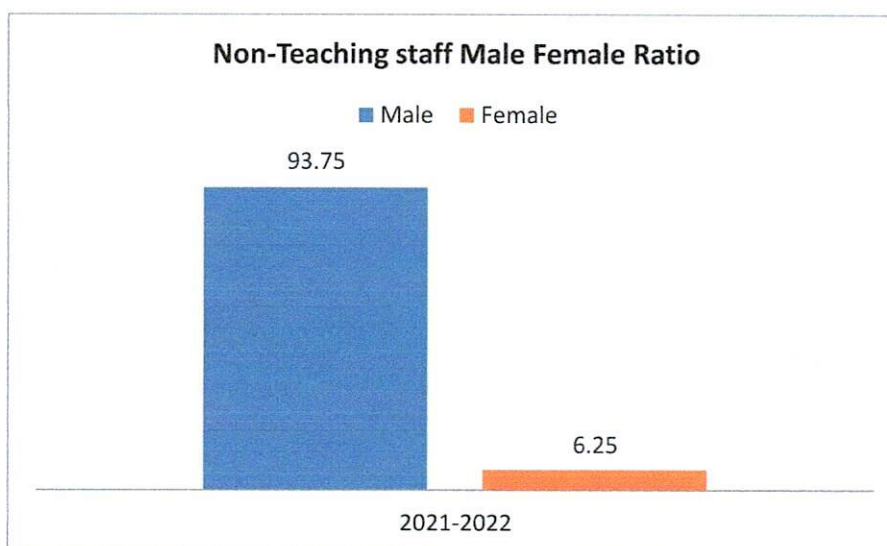
Teaching Staff Male Female Ratio					
Year	Number of Staff			Ratio	
	Male	Female	Total	Male	Female
2021-2022	26	8	34	76.47	23.53



The above statistics show the male female ratio of non teaching staff. The ratio is 76.47 : 23.53 which shows male dominance. The college needs to take efforts and make policy changes to get more and more female staff recruited in order to achieve parity.

3. Non-Teaching Staff: Male Female Ratio

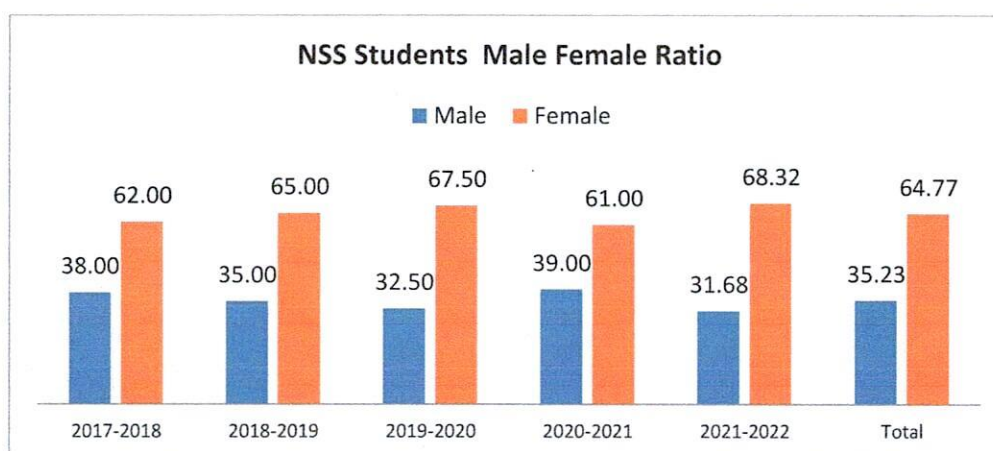
Non-Teaching staff Male Female Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2021-2022	15	1	16	93.75	6.25



The above statistics show the male female ratio of non teaching staff. The ratio is 93.75 : 6.25 which shows very grave disparities. The college has to make a sea change in its recruitment policy.

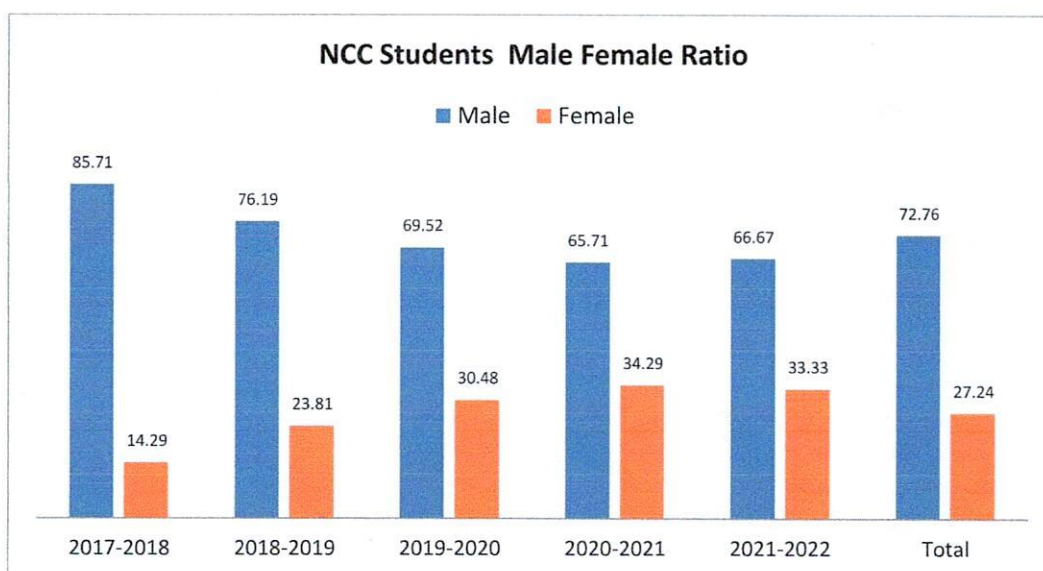
4. NSS and NCC Male female Ratio:

NSS Students Male Female Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2017-2018	76	124	200	38.00	62.00
2018-2019	70	130	200	35.00	65.00
2019-2020	65	135	200	32.50	67.50
2020-2021	78	122	200	39.00	61.00
2021-2022	64	138	202	31.68	68.32
Total	353	649	1002	35.23	64.77



The Above Statistics show NSS Students Male Female Ratio. It shows that the number of girls participating in NSS has been always remained higher than male students. The Average male female ratio for assessment period is 35.23 : 64.77. It shows the female dominance. However all over observation is that college needs make efforts to encourage boys for participating in NSS and cultivate sense of social responsibility among male students.

NCC Students Male Female Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2017-2018	90	15	105	85.71	14.29
2018-2019	80	25	105	76.19	23.81
2019-2020	73	32	105	69.52	30.48
2020-2021	69	36	105	65.71	34.29
2021-2022	70	35	105	66.67	33.33
Total	382	143	525	72.76	27.24



Average ratio of male female students for NCC is 72.76 : 27.24. This shows dominance of male students. There is scope for college to encourage more and girls to participate in NCC and create awareness about careers in the defense forces.

Part B: College Infrastructure:

1. The College building is two storeyed and has 5 wings. The 5th wing is that of library. On the second floor of C wing there is ladies toilet block of 234sq. ft. The college has 15 Toilet units and 15 sanitary units for girls in college and 14 Toilet units in the Girls Hostel, and a women common room, with attached toilet block, constructed under UGC XI plan.
2. As the campus of college is big there is separate Ladies Corner near women common room. There is also a separate seating space for girls, separate parking space for girls, gym for girls and security at the entrance.

The playground of the college is used for police recruitment training program for girls.

3. The college has facilities like pure drinking water and complaint box mechanism.
4. College has two security guards. It are 56 CCTV cameras in the college. However, it is not clear if Nirbhaya Pathak visits the College. This is very essential for the security of the girls.
5. The college Helpline numbers are displayed on the walls.
6. College provides indoor and outdoor games such as carom, table tennis, Taekwondo, volleyball, handball, kho-kho, badminton, kabaddi, baseball, cricket, etc.

Part C: Hostel Infrastructure

1. Dahiwadi College provides hostel facility for the girl students to cater the needs of female students in the region. The hostel is constructed under UGC's scheme of Construction of Women's hostel. Following is the strength of the girls staying in the girls' hostel.

Academic Year	No. of girl students
2017-2018	91
2018-2019	72
2019-2020	60
2020-2021	88
2021-2022	79

2. The hostel is administered by a hostel committee and a rector. The rules of the hostel are displayed on the walls of hostel. A register is maintained by the hostel for the record of the students which is very essential and healthy practice. However, mention of caste against students seems to be unwarranted as it may hamper healthy atmosphere of the hostel The girl students in the hostel are provided quality food, clean drinking water, solar system for hot water, reading hall, TV unit, a small library, 24*7 electricity, inverter for uninterrupted power supply, clean toilet blocks, vending machines etc. The college has started two courses; sewing and beauty parlour with all necessary equipment and machines for girl students especially residing in girls' hostel.

3. Programs such as lectures, health check-ups and self-defence courses are organised for girls. Similarly various competitions like elocution, rangoli, quiz, essay, poetry recitation, dance, singing etc. are conducted in the hostel. Prize distribution of all these competitions is done at the hostel day function. Hostel day is also a festival for cultural programs.
4. The girl's hostel of Dahiwadi College is providing important facility to the rural girls' for seeking education. Hostel administration can organize outdoor games for girls' students, which will help them to develop strength and endurance. It is not clear if there is 24*7 security facility available at the hostel. This is very essential for the security of the girls.

Part D: Gender Policy:

1. Gender Policy is the tool for ensuring equality of all opportunities between women and men, girls and boys so that efforts, policies and programs have an equal impact on all gender. Having Gender Policy facilitates Colleges to march on the path of gender equality. In Indian society where women are discriminated to a larger extent Gender Policy may help them to have more access and opportunities. On this background Dahiwadi College having gender Policy is very heartening. However, Gender Policy needs to be approved by the Governing Council of the College. Similarly, it should be given wide publicity.
2. Dahiwadi College has very positive and encouraging approach towards female teachers. Therefore, it has deputed 34 female teachers for faculty development programs and similar capacity building programs during the assessment period. One female teacher was sanctioned maternal leave during assessment period. Both these decisions need to be appreciated

Part E: Institutional Mechanism

1. Internal Complaints Committee (ICC) plays a very crucial role in any institute / organization, in creating safe and healthy atmosphere in the institute. Dahiwadi College has Internal Complaints Committee, but in the title of the Committee, the word 'sexual' is unjustified, as act itself has dropped this word. The ICC of Dahiwadi College is constituted as per act and meetings of the committee are organised on a regular basis. The Boards of the Committees are displayed on the walls of college. No complaint of sexual harassment was lodged during assessment period,

which is very good. But this may be because the committee had limitations in publicising itself. Also, the decisions taken by the Committee seems to be very good but these were not implemented. For e.g., decisions were taken regarding organising lectures on Sexual harassment prevention Act, legal literacy etc., but except one lecture on 'Safety and Empowerment of Women' other programs are not organised. In fact, as far as sexual harassment is concerned prevention is the best option, hence it is necessary to conscientize students is very important. Hence the Committee should organize preventive programs focusing on gender equality. It is also suggested that autonomy of ICC need to be maintained, hence Principal's cabin cannot be the venue of the meeting. Maintaining secrecy is also crucial and utmost care need to be taken for that.

2. Anti-ragging Committee is at place in Dahiwadi College. Regular meetings of the committee are conducted and decisions of enlightening students regarding anti-ragging is taken. However, one fails to understand through proforma, whether actually such programs were conducted. It is very encouraging that no case of anti-ragging is found during assessment period.
3. Dahiwadi College has Women Empowerment Committee, which has organised many gender specific activities. These activities include lectures on 'physical and psychological problems of adolescent girls, Mental health of Women, *beti bacho - beti padhao*, Womens' Safety Acts, Womanhood: She Doesn't walk only Beauty. Every year college girls participate in the *Swayamsiddha Sammelan*. A street play on *porinchshikshan* was organised. Health camps are organised by college. On the occasion of International Women's Day 15 women were felicitated. An Online seminar on Women Empowerment: Social and Economic was also organised by the College. The Women Empowerment Committee seems to be very active.
4. Mentor- Mentee scheme is in place at the Dahiwadi College. The students (mentees) were classified in groups and distributed to the mentors. Mentor-Mentee meetings were conducted, especially during pandemic period online meetings were conducted, to discuss the issue of learning and hurdles in onlineteaching. The mentors have kept a summary report of the meetings conducted, difficulties discussed and issues resolved.

5. Female Counsellor is appointed by the college to deal with the issues of the girls. But it seems that no record is maintained as to what is the timing, how many girls actually visited the counsellor, how many girls benefitted, etc. Henceforth the college must maintain the record. Also, this facility needs to be publicised more so that a greater number of girls can make use of this facility.
6. Training and Skill development programs that are offered by the college includes, Taekwondo short term course, Beauty parlour and hair therapy course, Health and nutrition certificate course, Yoga, health and nutrition certificate course, tailoring skill development course, soft skill development course. The college needs to be commended for starting these courses for the girl students. Yet another course offered for the girls is the Pre competitive exams and personality development. This course is offered by Mandeshi Foundation Mhaswad, one of the eminent NGO in the sector. The college should move ahead strongly with this course, as it will benefit the girls to a greater extent.

Part F: Performance and Incentives

1. Participation of students in academic, cultural and sports activities is an important part of college life of students. It is therefore essential that college encourage students to participate in these events and equally important is to felicitate them.
2. Besides governmental scholarships, Dahiwadi College offers Yashwantrao Chavanscholarship for meritorious male students and Venutai Chavan scholarship for meritorious female students. This is in the name of eminent leader and former chairperson of Rayat Shikshan Sanstha, Yashwantrao Chavan and his wife Venutai Chavan. Every year students are given Rs. 500 as scholarship. During the year 2017-2018, 20 students received this scholarship. Among 20, 19 were girls. During the year 2021-2022, 43 girls received Venutai Chavan scholarship. In the same year 40 students received Yashwantrao Chavan scholarship. This data reveals that the female students outnumber the male students in receiving scholarship offered by the college. The scholarship scheme started by the college is really praiseworthy and the girls need to be congratulated for their meritorious performance.

3. A novel scheme introduced by Dahiwadi College is 'Cycle Bank', in the year 2012-13. Under this scheme college gives cycle to those students who have difficulties in transportation. There are around 20 to 30 cycles available with college. These cycles are not only used by college students but also by schools in the vicinity. Highschool girls have used this facility to a larger extend.
4. Every year female students of Dahiwadi College attend *Swayamsiddha Yuvati Sammelan*, organised by Sharadabai Pawar Mahila College, Baramati.
5. Dahiwadi College; Gymkhana section, organises *Krida Mahotsav* every year. During this *mahotsav* many competitions such as marathon, volleyball, handball, cricket, kho-kho, badminton, kabaddi, baseball etc. are conducted. In these events many female students participated. Separate competitions for female students are organised in the events of volleyball, kabaddi, badminton, carrom, etc. Interestingly marathon is also organised for male and female teachers separately. In the annual prize distribution ceremony winners are felicitated.
6. Female students of Dahiwadi College are also active in sports. During 2017 -18, a team of 12 female students participated in the Shivaji University Zonal Volleyball competition. Whereas at the Volleyball competition organised by Maharashtra Volleyball Association 5 female participated. Similarly, during 2018 -19, a team of 12 female students participated in the Shivaji University Inter Zonal Volleyball competition and 3 female students participated in the athletic event in the Shivaji University Zonal competition. During 2019-2020a team of 12 female students participated in the Shivaji University Zonal Volleyball competition. During 2021-2022 one female student participated in the taekwondo competition of Shivaji University Inter Zonal Competition.
7. Large number of female students participated the district level, University level and State level Youth festivals during assessment period. Their participation was in the following events: rangoli, spot photography, cartooning, mehndi, folk dance, folk orchestra, folk art, mime, quiz, street play, classical singing, group singing etc. In few events they also bagged prizes.
8. Many female students along with male students also participated in the hand craft workshop, paper craft workshop, clay art, *bharatkam*, *vinkam*

workshop, photography workshop, painting workshop, *katarkam* workshop, *kalachitru* *bodhan* workshop.

9. NSS wing of Dahiwadi College is very strong and many activities are conducted by it. Participation of female students in all activities is praiseworthy. Activities related to women include yoga day, testing haemoglobin, health camp etc. In the *Raigad parikrama* conducted during 2021-22, out of 20 students 4 were female students. This shows that college encourages female students to participate in the tough task.
10. Four female teachers have received Best Teacher Award given by an NGO, while Dr. S. B. Waghmode received Best Teacher Award given by Dahiwadi College. Some female teachers have contributed research articles in the international journals.
11. Female teachers of Dahiwadi College have also worked at higher positions in educational institutes. There are two women; Dr. Sulochana Waghmode and Chetana Sinha, on the College development Committee. Ms. Meera Dethé has worked as editor of college magazine. Ms. Bhakti Patil is member of Board of Studies of Political Science of Shivaji College, Dr. S. B. Waghmode is the member of IQAC of the college.

Commendations

1. There is female domination in all the faculties which is very appreciable.
2. A novel scheme introduced by Dahiwadi College is 'Cycle Bank', in the year 2012-13 which is still continued is a very commendable feature.
3. Female students have given outstanding performance in sports and cultural activities.
4. Ms. Meera Dethé has worked as editor of college magazine which shows women's representation at higher positions.
5. Training and Skill development programs that are offered by the college includes, Taekwondo short term course, Beauty parlour and hair therapy course, Health and nutrition certificate course, Yoga, health and nutrition certificate course, tailoring skill development course, soft skill development course. Another course offered for the girls is the Pre competitive exams and personality development. This course is offered by Mandeshi Foundation Mhaswad, one of the eminent NGO in the sector. The college should move ahead strongly with this course, as it will benefit the girls to a greater extent. The college needs to be commended for starting these courses for the girl students.

Recommendations

1. It is not clear that whether college provides facilities for differently abled female students or not. Therefore college should pay attention to this and provide facilities accordingly.
2. College should make sea change in its recruitment policy and make efforts to recruited female teaching and non teaching staff in order to achieve parity.
3. College should subscribe magazines like Milun Saryajani, Saksham Samiksha, Sammelan Patrika etc.

Thus on the basis of above observations and examination of the documents and proforma for Gender Audit Report submitted by the Dahiwadi College, Dahiwadi, District Satara the College has scored 128 marks out of 200 i.e. **College has secured 64%.**

Date : 21/01/2023

Place: Kolhapur



Prof. Dr. Bharati Patil

Co-ordinator

Late Smt. Sharadabai Govindrao Pawar Chair
Shivaji University, Kolhapur.