

2.11-(b)

23/11/2021

S.B.Khade Mahavidyalaya, Koparde

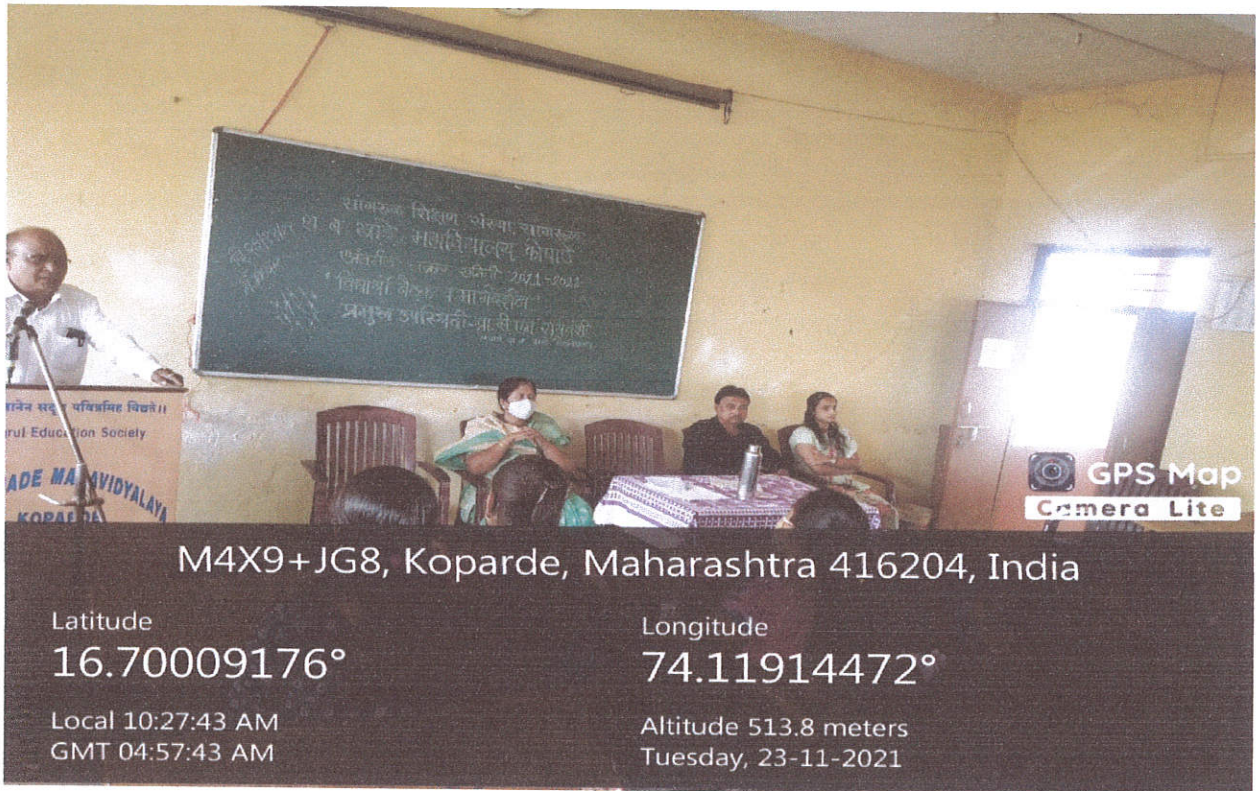
**Internal Complaint Committee**

A meeting of the students was conducted on Tuesday, 23rd November, 2021 to make the students aware about the Sexual Harassment and also to make them aware about the provision laid down in the act.

Prof. D. B. Mane welcomed the members of the Internal Complaint Committee and students. Prof. Dr. Savita Patil explained the concept of Sexual Harassment and the provision of punishment laid down for the offense. She also gave the student the names and phone numbers of the members of the Internal Complaint Committee. She also advised the students regarding keeping decent behavior at the bus stops as well as in the college campus. Further she appealed the students to refrain from any type of misbehavior.

I/C Principal Prof. V. M. Suryawanshi appealed the students to observe strict discipline in the college and in their day to day life. He also explained the motto of establishment of the college that is to give opportunity of higher education to the girl students.

Prof. Nanda Mole appealed the students to observe good behavior and maintain the reputation of the college. She expressed a vote of thanks.



*S. B. Khade*  
**PRINCIPAL**  
S. B. Khade Mahavidyalaya,  
Tal. Karveer, Dist. Kolhapur



S.B.Khade Mahavidyalaya, Koparde  
Internal Complaint Committee (ICC)

A Guest Lecture

12<sup>th</sup> April 2022.

Report

Internal Complaint Committee organized a lecture of Adv. Raviraj Biraje on 'Laws to Prevent Sexual Harassment at work places' on 12<sup>th</sup> April 2022. The chairperson of committee Dr. Mrs. S. K. Patil introduced and welcomed the programme. Then Adv. Sandeep Patil introduced the Chief Guest.

In this speech Adv. Raviraj Biraje gave a very simple definition of Act. He said that the general rules use of living are Act. He emphasized that common sense means Act, He told that we need the Acts at every steps and at every minute. Law always sides with truth.

Next he spoke about gender discrimination. Said that discrimination begins at birth and through the process of practice, this discrimination internalized various rituals and traditions impose wrong practices on the womenfolk and people wait used to it. They find nothing wrong in the applications of these traditions and that is how the exploitation of women continues.

The president of the programme Mr. Y. L. Khade appealed to the girl students to be fearless and dashing. He asked the girl students to raise their voice against the unjust treatment meted out to them. At the sometime, he said that they should devote themselves to study and acquire the important positions in the society.

The programme was graced by Prin. V. M. Suryavanshi's presence. Vote of thanks given by Dr. D. B. Mane the other members of committee extended their help to make this programme successful.



*Suryavanshi*  
**PRINCIPAL**  
S. B. Khade Mahavidyalaya, Koparde  
Tal. Karveer, Dist. Kolhapur



23<sup>rd</sup> November,2021

S.B.Khade Mahavidyalaya, Koparde

**Women's Counseling Cell**

A special meeting of girl students in the college was organized on the behalf of women's counseling cell on 23<sup>rd</sup> November,2021. In the session the students were informed about various co-curricular and extra-curricular activities undertaken in the college for the overall development of the girl students. Prof. Shilpa Kamble welcomed the members of the Women's Counseling Cell and girl students. She guided the girl students that how to cope up with your stress and live happy life. Prof. Dr. Savita Patil explained the girl students various activities for them. She told girl students to avoid stirring manner of dress and hair style. Prof. Savita Kamble introduced various courses for girls. She appealed them to enroll their names and take benefit of it. Prof. Dr. Rachana Mane created awareness about their health problems. She made them conscious about their diet and cleanliness during the menstrual cycle. She also appealed the girl students to maintain the cleanliness in the ladies room.

Prof. Nanda Mole gave a vote of thanks. Prof. Dr. Laxmi Bhosale compeered the meeting.



*S. B. Khade*  
**PRINCIPAL**  
S. B. Khade Mahavidyalaya, Koparde  
Tal. Karveer, Dist. Kolhapur

## PREFACE

Gender Equality is at the forefront of many worldwide formal and informal campaigns. As the awareness is seemed to be increased to some extent, women spontaneously take action against women's oppression and exploitation. Gender equality is the foremost issue because it is the way ahead to inclusive growth and a harmonious society.

Our College S. B. Khade Mahavidyalaya, Koparde recognizes the importance of Gender Audit for College development and has been taking different measures and interventions. For the mainstreaming process to be effective, it necessitates conducting a Gender Audit in order to assess gaps and to come up with appropriate actions accordingly. Gender Audit is a process and a tool for identifying challenges to integrating gender in an organization's system and operations.

Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. Globalization has presented new challenges for the realization of the goals of women's equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role gender role definitions. It also documents good practices towards the achievement of gender equality. Gender Audit is in general an internal audit from a gender perspective. Its ultimate goal is to achieve gender equality.

The gender audit was conducted to identify ways to make College campus safer for women, to create more opportunities for women.



*S. B. Khade*  
PRINCIPAL

S. B. Khade Mahavidyalaya, Koparde  
Tal. Narveer, Dist. Solapur



# INTRODUCTION

S. B. Khade Mahavidyalaya, Koparde is one of the best rural Colleges in west Maharashtra. The College is accredited 'B' grade with 2.24 CGPA in the third cycle of NAAC and going to welcome the fourth cycle of NAAC in the upcoming year. The College has opportunities to get quality higher education at minimum expenses and accessible commutation.

The Gender audit is an attempt to study whether the College has a good gender balance. It tries to see whether College follows all government rules, policies, and actions formulated for the up-gradation of women in society. The gender Audit tries to assess the impact of its current and proposed policies on gender equality.

The College has always concentrated on students' qualitative performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities and special attention.

The NSS unit always motivates girls for their social responsibilities. In the special study room, the lectures of eminent personalities are held on various topics to develop their personalities. Anti-ragging Committee and Internal Complaints Committee are in place. These committees arrange lectures of social workers, experts, advocates to make aware the girls of their privileges and duties.

In the field of cultural activities and sports, girls are encouraged to participate. Girls have achieved success also.

## OBJECTIVES

1. Expansion and extension of higher education among the students; especially, girls of weaker sections of the rural society in the area of Karveer, Panahala, and Gaganbavada Talukas.
2. To offer quality education through faculty and knowledge resources.
3. To bring the students in the mainstream of education besides their financial constrains.
4. To develop the scientific views among the students.
5. To seek all round development of the students by encouraging them to participate in co-curricular, extra-curricular and sports activities.
6. To offer coaching for competitive examinations.
7. To make students responsible citizens by creating civic awareness among them.



# GENDER

In the course of a person's life, the interests, activities, clothing and professions that are considered the domain of one gender or another evolve in ways both small and large. This has perhaps never been truer than it is now. The data show that today's young people have significantly different understandings of gender than previous generations, with consequences for all children, families, organizations, and institutions.

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions, and roles attributed to women and men in society and public and private life.

## CONCEPT OF GENDER AUDIT

- A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including their policies, programs, projects, and/or provision of services, structures, proceedings, and budgets.
- Gender audits allow organizations to set their own houses in order, and change aspects of the organizational culture which discriminate against all genders & beneficiaries.
- Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovation.



## NEED OF THE GENDER AUDIT

Gender Sensitization is one of the basic requirements for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender. The need for this sensitivity has been felt and realized through times immemorial and in almost all kinds of human existence, across the globe. To overcome various gender disparities existing in society, individuals need to be more open- minded, rational and unbiased in their thoughts and actions, need to shatter a load of orthodox Beliefs and Biased Values.

Surely both the genders are a creation of Nature and equally essential for the sustainable development of any society. Any sort of gap or inequality with respect to the survival rate, individual count, literacy, health, safety, respect and freedom will damage the sanctity and the authentication of human existence.

Gender Audit considers the need to sensitize gender issues on campus as it believes that education is the catalyst for change. Educational spaces instill thought and make one have a perception that they believe.



# GENDER-SENSITIVE FEATURES OF THE COLLEGE

Gender Sensitive features of the College are observed at all the corners of the College. S. B. Khade Mahavidyalaya, Koparde is situated in a rural area that requires greater awareness regarding gender equality.

## **Facilities for the students:**

To avoid the rush and other mishaps separate provisions are made at various places for girls.

- I. **Study Room:** A study room that caters well to the needs of all students as well as the staff.
- II. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library. It marks a discipline.
- III. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.
- IV. **Washroom Facility:** Girls and boys washrooms are situated in the College with ample supply of water and regular cleaning. There is a separate facility for the staff.
- V. **Suggestion Box:** Suggestion boxes have been kept to collect student feedback.
- VI. **Drinking Water:** The college has drinking water facility.
- VII. **CCTV:** 8 CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the College. These have been installed in corridors, library, reading rooms, ground and office and exam department.

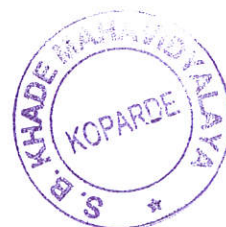




VIII. **Notice Boards:** Notice boards are available.

IX. **Anti-Ragging and Discipline Committee:** The College has constituted Anti Ragging and Discipline Committee as part of the UGC mandatory committee. The College prospectus clearly states the anti-ragging policy of the College. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging-related incidents can access the committee. The committee has two female and four male members and the Principal of the College is its chairperson.

X. **NSS Unit:** The College has a very active NSS unit that is again dominated by female students. The NSS unit through its practical participation in social issues provides them the most needed social awareness. It also gives them the first-hand opportunity to serve society with selfless desire. As such it prepares them with knowledge of burning social issues and the social action as a remedy for the social evils. Students also learn the importance and benefits of pro-social behaviors like volunteering, mentoring, civic responsibilities, and environmentally responsible behaviors.



## GENDER RATIO AT ALL LEVELS

The girls outnumber every year. This presents a healthy combination of the gender composition of students in the College. Girls from rural areas are benefitted as it is providing higher education at an accessible place around their home.

### Gender Ratio In Academic Enrollment:

Sr. No.	Class	Male	Female	Total
1.	B. A.	143	245	388
2.	B. Com.	117	281	398
3.	B. Sc.	06	11	17
4.	M. A.	40	21	61
5.	M. Com	09	08	17

### Gender Ratio in Enrollment in NSS Unit

Sr. No.	Year	Male	Female	Total
1.	2021-22	36	64	100

### Girl Students Sports Achievements

Sr. No.	Name of the student	Name of the competition	Prize
1.	Miss Gauri Patil	Interzonal Judo	Second
2.	Miss Anuradha Gule	University	Participation
3.	Miss Gauri Shinde	University	Participation
4.	Miss Shambala Mane	Boxing Interzonal	Participation

All the winners rewarded with Cash Prizes and Certificates.

From the data given in the above tables, it becomes clear that the girl students are doing excellent work than the boys.





## OTHER ACTIVITIES

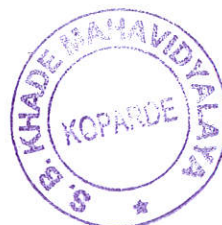
### Certificate Courses

S. B. Khade Mahavidyalaya, Koparde introduces various certificate courses for skill development. In these courses, College always tries to include skill development courses especially considering the need of the girls coming from rural and remote areas. The skills that can be utilized at the very local level at their residence and can form the self-employment for them. Below given the list of such courses introduced by the College in the academic year 2021-22

Sr. No.	Name of Add on /Certificate programs offered	Duration of course	Number of students enrolled in the year
1	Proof Reading	30 Hours	40
2	Beauty Parlour	30 Hours	32
3	Soft Skill	30 Hours	29

### Internal Complaints Committee

The College has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The process of inquiry followed by this Committee includes the rules and regulations of Violation of Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The committee endeavors to create zero tolerance to issues of sexual harassment on campus.



## **Anti-Ragging Committee and Discipline**

Being a constituent part of the Shivaji University, the College follows the directions and guidelines proposed by Shivaji University with regard to discipline in the academic institutions. The College publishes its rules and regulations in the prospectus. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The College has a Discipline Committee that looks into issues of ragging including cross-gender ragging. The students in distress owing to ragging-related incidents can have access to the committee. The committee has one female and one male student member and a senior faculty of the College is the chairperson of this committee.

## **PROPOSED PLAN**

The College has many proposed plans to be implemented in the coming years to ensure gender equity at the campus as well as needed facilities for girls. The College has decided to install Sanitary Napkin Burning Machine at the College washroom which will ensure the hygienic space for the girl students of the College and female teaching and non-teaching staff as well.

College has planned that there will be an NCC unit for girls with the boys. NCC unit always helps to bring out the discipline from the students as well as it helps to build a great confidence and personality of the cadet.

S. B. Khade Mahavidyalaya, Koparde will always keep alive the quest of gender sensitization at the campus with the necessary approach and implementation policy.





## SUMMARY AND RECOMMENDATIONS

Education is a crucial criterion for promoting women's economic empowerment, health and wellbeing. Education is important for women's political and civic participation, and in preventing gender-based violence and insecurity. As per the Global Gender Gap Index Report 2020 published by the World Economic Forum, India ranks 112 out of 153 countries with a score of 0.668 out of 1. India ranked 108 out of 149 countries with a score of 0.665 as per the Global Gender Gap Index Report 2018. Thus, India's performance has marginally improved from 0.665 in 2018 to 0.668 in 2020.

It also provides broad policy guidelines, strategies, and institutional frameworks to operationalize the government's commitments for achieving gender equality and women's empowerment targets. Greater gender equality can enhance productivity, improve development outcomes for the next generation, and make Colleges more representatives in conformity with world standards. Hence there is a need for gender sensitization.

It is found that S. B. Khade Mahavidyalaya, Koparde is on its way to attaining gender balance in its system that not only in number but also in the values and principles. The main strengths of the College are its Women Development Cell, Internal Complaint Committee, and its Gender Policy. Gender-Sensitive Initiatives undertaken by these Committees have borne their fruit by creating an atmosphere of gender equality and respect for members of the opposite gender. Women are represented in the top ranks of academic committees. 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 monitors the experience of all students through annual progress review meetings. It encourages the participation of all students in all aspects of College life. The College fosters an atmosphere where intolerance on the ground of gender is unacceptable. The Gender Audit recommends the College should implement its Gender. Policy in its true spirit to bring about gender parity in the institution.

