



**GOVAVARI MANAR CHARITABLE TRUST's**

**SHRI MADHUKARRAO BAPURAO PATIL  
KHATGAONKAR COLLEGE, SHANKARNAGAR**



**Internal Quality Assurance Cell (IQAC) & WOMEN  
CELL**

# **GENDER AUDIT REPORT**

**Website-<https://acscollegeshankarnagar.edu.in>**

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## **A. Introduction of the Institution**

**Shri Madhukarrao Bapurao Patil Khatgaonkar College** began its noble journey in 1991, when it was founded by the Godavari Manar Charitable Trust, which recognized the urgent need for an educational renaissance—particularly among the underprivileged and educationally deprived sections of society.

From the very beginning, the President, **Hon. Bhaskarraoji Patil Khatgaonkar**, made it clear that the primary objective of establishing the college was to provide access to higher education for girls from rural areas.

Over the past 34 years, the college has steadily progressed, gaining significant momentum and establishing itself as a respected center of learning.

The College is affiliated to Swami Ramanand University, and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also Re-accredited by the National Accreditation and Assessment Council (NAAC), Bangalore.

The College offers full-fledged three years Government-aided degree courses namely B. A., B.Sc. & B.Com. The college also offers two certificate courses in English namely Grammar & Writing and Spoken communication in collaboration with Sharadchandra College, Naigaon.

The College prides itself by possessing a rare distinction of having a highly qualified, dedicated and enthusiastic staff with 20 doctorates, 10 faculties as professors. In addition to conventional teaching, more stress is laid on imbining moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NSS and Sports.

## **B. What is a gender audit?**

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

Although there is no standard approach 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:

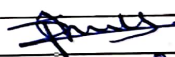
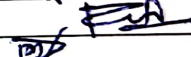

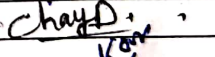
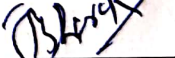

**1. An internal audit:** This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit



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:** This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate 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, a gender audit goes on to analyze how gender is mainstreamed into 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.

#### C. Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Signatures
1	Dr. S. R. Patode	Professor/In-Principal	
2	Dr. Hingole R. G.	Professor/Women Cell	
3	Dr. Dhekle N. M.	Professor/Women Cell	
4	Dr. Borse Vivek	Primary Health Center	
5	Dr. Dhuppekar Chaya	Prem Joyti Hospital	
6	Dr. Cherekar J. S.	Asso. Prof./IQAC Coordinator	

The Gender Audit undertaken by the IQAC, Shri Madhukarrao Bapurao Patil College of Arts, Science and Commerce, Shankarnagar along with external and internal Committee Members. External Committee Member, -02--to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

#### **D. Objectives of the Gender Audit exercise:**

1. The institute shall take effective measures for the safety and security of all genders.
  2. There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
  3. There shall not be any kind of discrimination on the basis of gender.
  4. To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
  5. Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
  6. To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- A certified consultant to be invited to take care of personal development and confidence building among students.
  - Organizing programs to build confidence and instil leadership qualities in the girl students.
  - To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
  - To create social awareness about the problems of women and gender discrimination in particular.
  - 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.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

#### **D. 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.

## **1. Gender Wise Distribution of Staff**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on out dated views.

The institution was established in the nineties when the issue of gender was not much of a concern especially in a remote region like ours. When 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 1st Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates.

- There is a Women's Forum that conducts Gender Sensitization
- programmes regularly for the students.

#### **A. Gender Balance within 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 operating environment of SMBPK College of Arts Commerce and Science, Shankarnagar. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NSS unit for boys and girls has been meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Discussions are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene,' Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal), etc. 15 such programs were organized in the last 5 years to make the girls aware of their rights and responsibilities. Girls are made aware of gender sensitization by arrangement of gender sensitization programme; visit to nearby NGO Gramvikas Sankalp Prakalp working for women empowerment, participation of girls in Voter Awareness Rally, Blood Donation etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the College. In the public societal action the College provides classes for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and

design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

**Table 2.1: Gender wise Details of Students in the College**

The above table giving gender wise details of students in the College provides the information regarding growth of students' strength in the last five years. In the year 2018-19, out of 603 total students -38.64 % were female students as compared to 61.35% male students. The further years shows continuous increase in female students like of 43.20 % in the year 2019-20. The difference in the % of female students is just of 10 to 15% during 2019-20 to 2022-23. But the same difference is totally contrary regarding the regularity of the students in the college and participation in various curricular, co-curricular and extracurricular activities. The regularity of the female students in the college has been proportionally increased as compared to the male students.

Sr. No.	Year	Total	Male	Female	%M	%F
1	2018-19	603	370	233	61.35%	38.64%
2	2019-20	574	326	248	56.79%	43.20%
3	2020-21	514	280	234	54.47%	45.52%
4	2021-22	549	321	228	58.46%	41.53%
5	2022-23	606	360	256	58.44%	41.55%

#### 1. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

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

Shri MadhukarraoBapurao Patil Khatgaonkar College of Arts, Commerce and Science, Shankarnagar is always full of students. To avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. Study Room: Independent study room in the library provides girl students undistracted study time.
2. Ladies Common Room: There is added quitespacein the Ladies Common Room and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room.
4. Drinking Water: Water coolers and water purifiers have been providedfor boys and girls in the College campus.



## **2. Committees for Gender Sensitisation Initiatives**

The college has established a number of committees to aid girl students and ladies staff. These committees include:

**A. Anti-Ragging Committee:** As the college forms a constituent part of the Savitribai Phule

Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 2 females, 2 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

**B. Discipline Committee:** As the college forms a constituent part of the Swami Ramanand Teerth Marathwada University, Nanded. Some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. The college has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has 2 females, 2 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Discipline Committee.

**C. Women Cell:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. The forum has both the faculty and nonteaching 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, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.

**D. NSS for Girls:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

**E. Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.

**F. 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 work places, 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 imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the work place has the right to take recourse of both civil and criminal proceedings.

### **Institutional Distinctiveness**

Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Shri Madhukarrao Bapurao Patil Khatgaonkar College a strong kernel of gender sensitization, the Women Development Cell (WDC) was constituted in December 2017 under the convener ship of Dr. Rekha Hingole. The Cell has the faculty and College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing varied academic, technical, medical, cultural and social events for the upliftment of women and spread the real importance of gender equality in the society through College students.

### **Personal Counseling:**

The main objective of the Women Development Cell has been to make girl students strong, self-reliant and aware of their self respect and dignity. The ever increasing strength and the regularity of the girl students has enabled the women cell to be always in contact with the girl

students having discussion over varied aspects related to the women world. It is through these discussion the cell always attempts to instill positive self-esteem and confidence in the female students so that they can take the right decision in and for-their lives. These discussions often result in spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender. The cell often tries to make females cognizant about different kinds of violence: sexual, physical and mental and to further equip them with the knowledge and strength to fight against them.

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



## **Gender Sensitization Programme: A Report**

Date: 30-08-2018

Total Students: 182

In the academic year 2018-19, Dr. R. G. Hingole (Associate Professor Political Science) took initiative in the arrangement of gender sensitization programme. The Women Empowerment Cell of the college invited Dr. Kishor Atnurkar, a famous gynecologist as a Chief Guest for the programme organized on "Gender Sensitization". The programme was chaired by the Secretary, GMCT Dr. Minaltai Patil Khatgaonkar.

The coordinator of the cell in her address talked about the main motto behind the organization of the programme. In her talk she elaborately explained the functioning of the cell in the college and pointed out that today's girls are now no more shy and shabby, they are open and are able to empower themselves. Today's girls are taking initiative in the various programmes and the competitions that have been taking place in college from time to time.

Dr. Kishor Atnurkar in his speech elaborately discussed about various issues and cited an example of JNU University, New Delhi. He pointed out that the Gender Sensitization Committee in the JNU University has Sexual Harassment (GSCASH) which is organizing orientation programme for the students. He also said that many central schools are offering courses on gender issues. He further said that sensitizing and awareness building on gender equity and role of the GS CASH is one of the prime activities of GS CASH, which is only legal measure for prevention of sexual harassment on campus.

Dr. Minaltai Patil Khatgaonkar in her address talked about her own experiences and gave some tips to the girl students to develop fighting spirit in such situations. She advised the Women Cell coordinator to remain in touch with students in order to feel them at home in the college campus. She advised the students to follow discipline in the college campus.

The programme came to an end with the vote of thanks by the coordinator Women Cell.

## **Programme on Male-Female gender sensitization**



**Dr.Atnurkar on Male Female Gender Sensitization**

**Dr. Meenaltai Khatgaonkar on Male-Female Gender  
Sensitization**



## **Contribution to Local NGO**

In his remark Dr. Bawa sir, Chairman IQAC for NAAC cycle-2 appreciated the work of local NGO 'Gramvikas Sankalp Prkalp' and suggested that Women Development Cell of the college must contribute to local NGO. As a part of it the IQAC and WDC often visited the local NGO and discussed over the various issues related to women world from the socio-economically backward sections of the society.



Dr.Rekha Hingole observing the working of local NGO



## Summary and Conclusion

### A. Progress towards Gender Equity

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO) The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in UG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.



### B. Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

### Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.

### Internal Members

1. ~~Prof~~ Dr. Hingole R.G.
2. ~~Dr~~ Dr. N.M. Dakele.

IQAC Co-ordinator

*(Signature)*

### External Members

1. ~~Dr~~ Dr. Borse Vivek
2. ~~Dr~~ Dr. Duppelkar.

*(Signature)*  
Principal

**I/C PRINCIPAL**  
Shri Madhukarrao Bapurao Patil  
Khatgaonkar College, Shankarnagar  
Tq. Biloli Dist. Nanded.



Gender Audit Committee  
SMBPK College, Shankarnagar