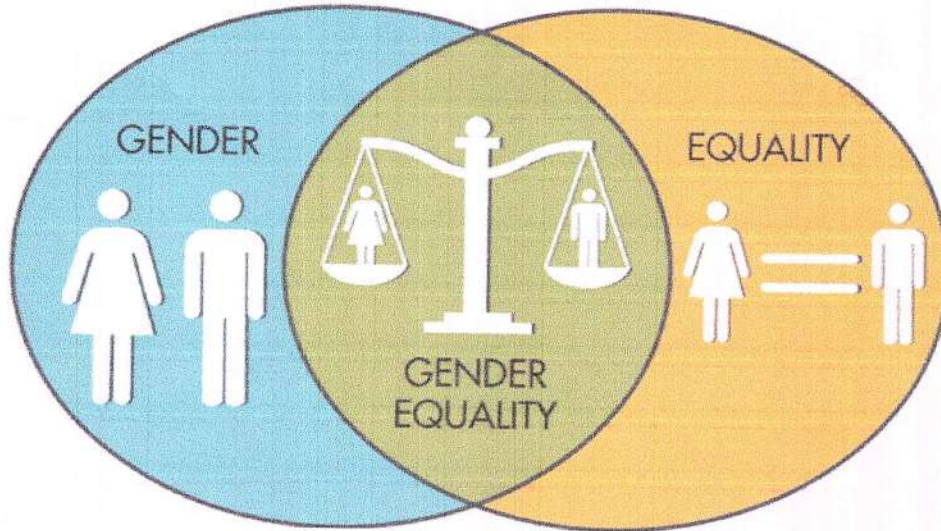




NAAC "A++" Grade
with CGPA 3.52 (2021)

SHIVAJI UNIVERSITY, KOLHAPUR

LATE. SMT. SHARADABAI GOVINDRAO PAWAR ADHYASAN



Five Years

GENDER AUDIT REPORT

Submitted by

**RAYAT SHIKSHAN SANSTHA'S RAJARSHI CHHATRAPATI SHAHU
COLLEGE, KOLHAPUR**

Dated: 01 April 2022

Prof. Dr. BharatiPatil

Coordinator

**Late. Smt. Sharadabai Govindrao Pawar Adhyasan
Shivaji University, Kolhapur**

**RAYAT SHIKSHAN SANSTHA'S RAJARSHI CHHATRAPATI SHAHU
COLLEGE, KOLHAPUR**

Rayat Shikshan Sanstha's Rajarshi Chhatrapati Shahu College, Kolhapur, is led by Principal Maj. Dr. R.S. Dubal (M. Sc., Ph. D). The college filled the proforma of Gender Audit given by Late Smt. Sharadabai Pawar Chair for the period 2018-2021. After analysing the information provided by the College following observations can be made.

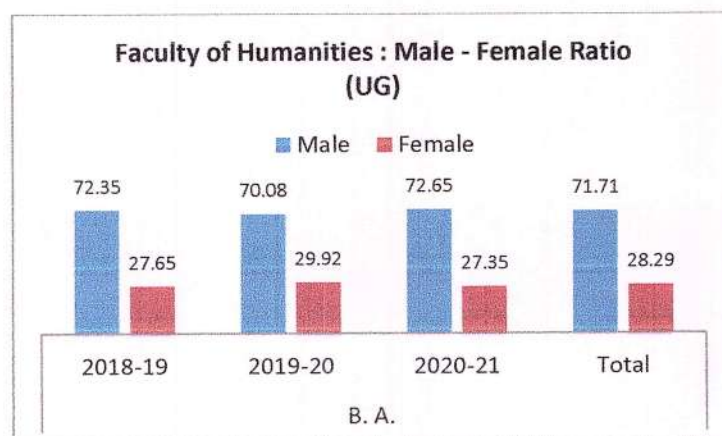
Part A: General and Personnel Information

1. Faculty wise students: Male - Female Ratio:

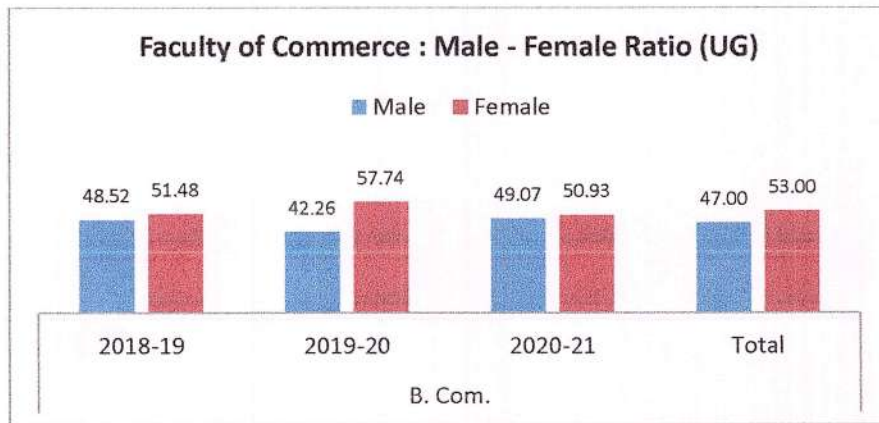
The College has three faculties and offers varied programmes such as B.A., M.A, B.Com, B.Sc., M.Sc., and B.C.S.

Following is the faculty wise and programme wise male - female students ratio for three years.

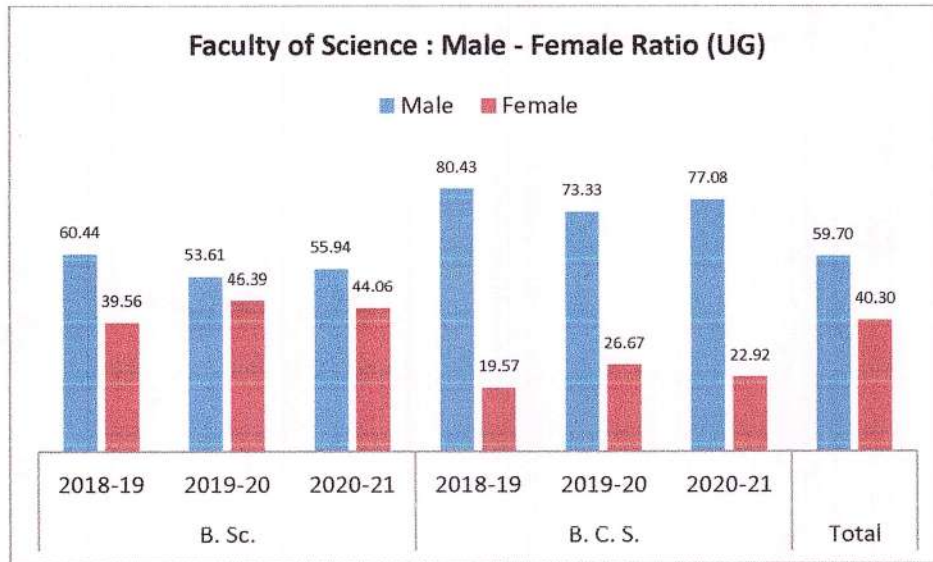
Faculty of Humanities : Male - Female Ratio (UG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B. A.	2018-19	280	107	387	72.35	27.65
	2019-20	253	108	361	70.08	29.92
	2020-21	263	99	362	72.65	27.35
	Total	796	314	1110	71.71	28.29



Faculty of Commerce : Male - Female Ratio (UG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B. Com.	2018-19	148	157	305	48.52	51.48
	2019-20	101	138	239	42.26	57.74
	2020-21	159	165	324	49.07	50.93
	Total	408	460	868	47.00	53.00

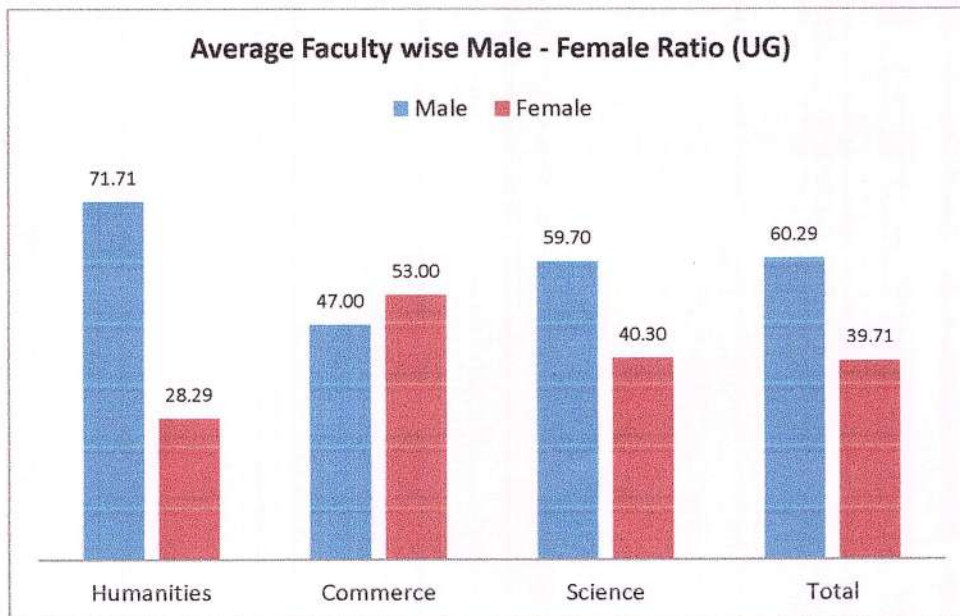


Faculty of Science : Male - Female Ratio (UG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B. Sc.	2018-19	680	445	1125	60.44	39.56
	2019-20	171	148	319	53.61	46.39
	2020-21	193	152	345	55.94	44.06
B. C. S.	2018-19	37	9	46	80.43	19.57
	2019-20	33	12	45	73.33	26.67
	2020-21	37	11	48	77.08	22.92
Total		1151	777	1928	59.70	40.30



Average Faculty wise Male - Female Ratio (UG)

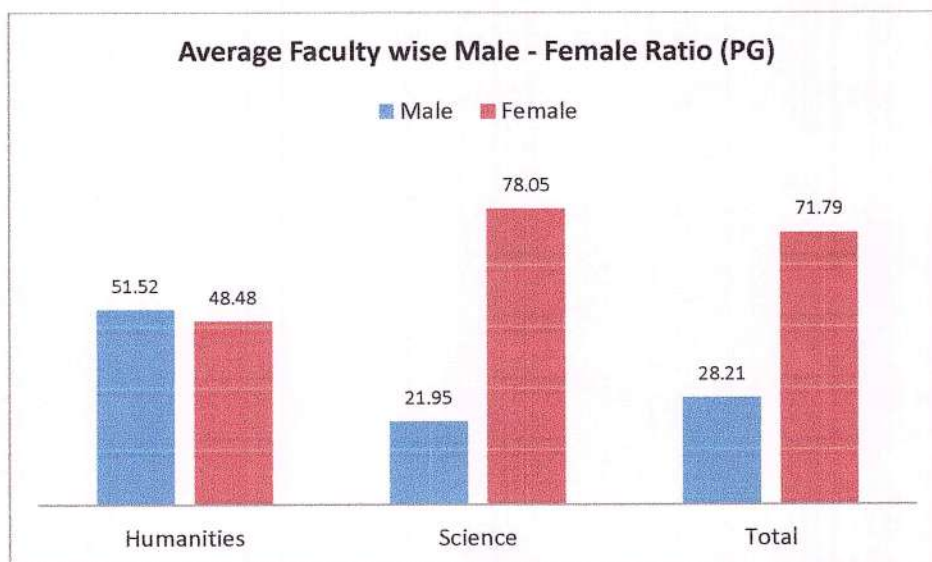
Faculty	Number of Students			Ratio	
	Male	Female	Total	Male	Female
Humanities	796	314	1110	71.71	28.29
Commerce	408	460	868	47.00	53.00
Science	1151	777	1928	59.70	40.30
Total	2355	1551	3906	60.29	39.71



Faculty of Humanities : Male - Female Ratio (PG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
M. A.	2018-19	0	0	0	0	0
	2019-20	3	7	10	30.00	70.00
	2020-21	14	9	23	60.87	39.13
Total		17	16	33	51.52	48.48

Faculty of Science : Male - Female Ratio (PG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
M. Sc.	2018-19	8	33	41	19.51	80.49
	2019-20	8	30	38	21.05	78.95
	2020-21	11	33	44	25.00	75.00
Total		27	96	123	21.95	78.05

Average Faculty wise Male - Female Ratio (PG)					
Faculty	Number of Students			Ratio	
	Male	Female	Total	Male	Female
Humanities	17	16	33	51.52	48.48
Science	27	96	123	21.95	78.05
Total	44	112	156	28.21	71.79



The above statistics show faculty wise classification of male and female students for academic years 2018-2019 to 2020-2021 for Under Graduate and Post Graduate programmes. The male female ratio of students for the assessment period for UG for Humanities is 71.71 : 28.29, for Commerce it is 47.00 : 53.00 and for Science the ratio is 59.70 : 40.30. The average ratio for the assessment period for UG is 60.29 : 39.71. It shows that there is little more flow of Girls for Science faculty and less to arts faculty; there is domination of male students in all faculties for UG programmes.

The male female ratio for PG programmes show exactly opposite trends in all the faculties. The male female ratio of students for the assessment period for PG for Humanities is 51.52 : 48.48, and for Science the ratio is 21.95 : 78.05. The average ratio for the assessment period for PG is 28.21 : 71.79. It shows average number of female students admitted for PG programmes outnumber male students which is admirable.

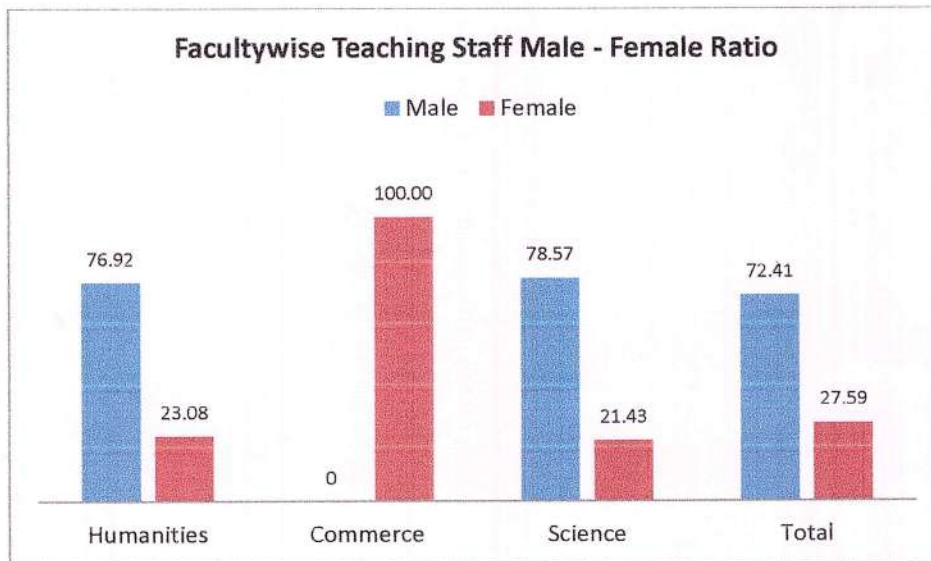
2. Teaching Staff: Male Female Ratio

Faculty of Humanities : Teaching staff : Male - Female Ratio					
Year	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
2018-19	8	5	13	61.54	38.46
2019-20	7	5	12	58.33	41.67
2020-21	10	3	13	76.92	23.08

Faculty of Commerce : Teaching staff : Male - Female Ratio					
Year	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
2018-19	1	2	3	33.33	66.67
2019-20	0	2	2	0	100.00
2020-21	0	2	2	0	100.00

Faculty of Science : Teaching staff Male - Female Ratio					
Year	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
2018-19	9	0	9	100.00	0
2019-20	8	0	8	100.00	0
2020-21	11	3	14	78.57	21.43

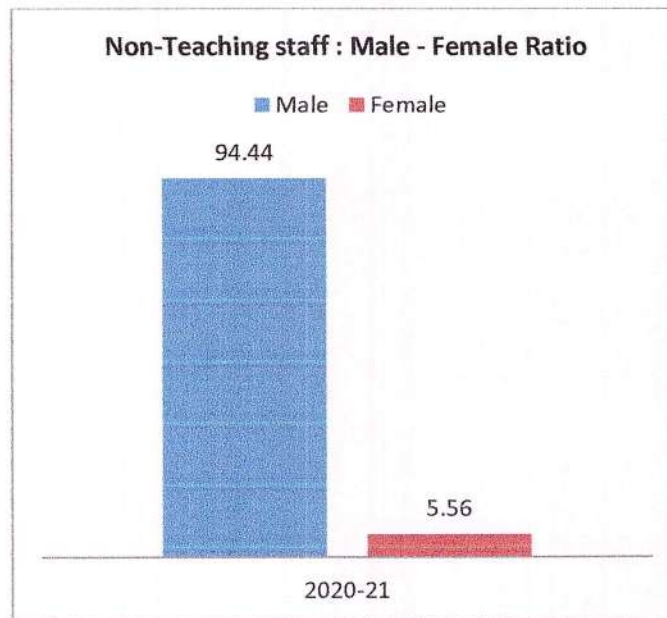
Faculty wise Teaching Staff : Male - Female Ratio					
Faculty	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
Humanities	10	3	13	76.92	23.08
Commerce	0	2	2	0	100.00
Science	11	3	14	78.57	21.43
Total	21	8	29	72.41	27.59



The above statistics shows faculty wise male female ratio of teachers. For Humanities it is 76.92 : 23.08, for Commerce it is 0 : 100 and for science it is 78.57 : 21.43. The average ratio for all faculties is 72.41 : 27.59 which shows male dominance. Of course in the commerce faculty all the teachers are female teachers.

3. Non-Teaching Staff: Male Female Ratio

Non-Teaching staff : Male Female Ratio					
Year	Number of Staff			Ratio	
	Male	Female	Total	Male	Female
2018-19	18	0	18	100	0
2019-20	18	0	18	100	0
2020-21	17	1	18	94.44	5.56



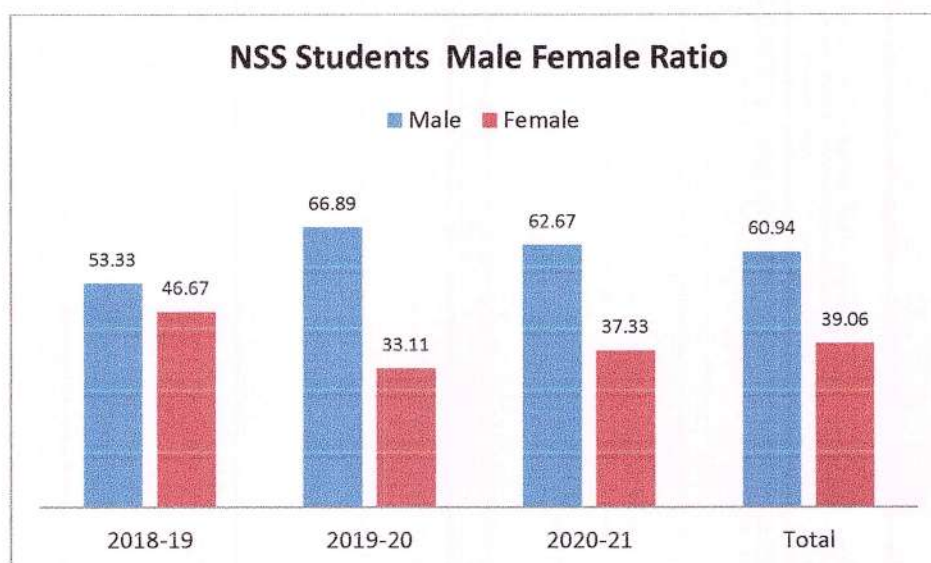
The above statistics shows that the male female ratio of non-teaching staff. The ratio is 94.44 : 5.56, which shows male dominance in non-teaching staff also.

The institute needs to make a sea change in the recruitment policy to bring about parity.

4. NSS and NCC Male female Ratio:

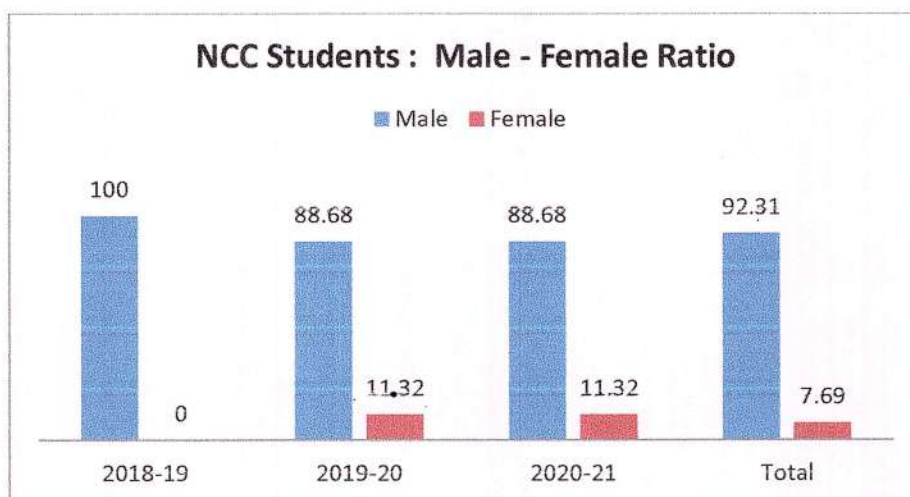
The college has both NSS and NCC programmes. The male - female ratio for these programmes is as follows

Year	NSS Students Male Female Ratio				
	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2018-19	80	70	150	53.33	46.67
2019-20	99	49	148	66.89	33.11
2020-21	94	56	150	62.67	37.33
Total	273	175	448	60.94	39.06



The Above Statistics shows that NSS Students Male - Female Ratio. It shows 53.33 : 46.67 for the year 2018, 66.89 : 33.11 for the year 2019-20 and 62.67 : 37.33 for 2020-21 and an average ratio of 60.94 : 39.06 for the whole assessment period. It shows the male dominance on the one hand and decline of girls' participation in the year 2019-20 and again some rise. However all over observation is that college needs to make efforts to encourage girls for participating in NSS and cultivate sense of social responsibility among girl students.

NCC Students : Male - Female Ratio					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2018-19	50	0	50	100	0
2019-20	47	6	53	88.68	11.32
2020-21	47	6	53	88.68	11.32
Total	144	12	156	92.31	7.69



The above statistics show NCC Students Male Female Ratio. It shows 100 : 0 for the year 2018, 88.68 : 11.32 for the year 2019-20 and 88.68 : 11.32 for 2020-21 and an average ratio of 92.31 : 7.69 for the whole assessment period.

The College should encourage girls to participate in NCC in order to create awareness about careers in the defense forces.

Part B: College Infrastructure:

1. The college has three buildings in which all above mentioned programmes are conducted. The college has one ladies common room, having 77.69 sq. ft. area and attached toilets.
2. There are twelve blocks of toilets for girl students, with twenty four hour (24*7) water availability and daily frequency of cleaning.
3. The college has facilities like pure drinking water, vending machine and disposal machine etc.

4. College has complaint box mechanism and also a Students Grievance and Redressal Cell which meets frequently to redress the grievances.
5. College has one security guard. College has 11 CCTV cameras at different locations for security purpose. Fire Extinguisher for the the time of emergency is at place. College has frequent visits of Nirbhaya Pathak in order to maintain healthy atmosphere within the campus.
6. The college Helpline numbers are displayed on the walls.
7. College provides ramp facility for differently abled students. Girl students make use of it.
8. College provides indoor and outdoor games such as Kabbdi, Kho-Kho, Wrestling, Cricket, Badminton, Swimming and Athletics etc.
9. College has developed a swimming tank and provides students opportunity for getting trained and participate in swimming competitions at various levels.
10. College library has 144 books especially on women which include autobiographies, success stories of women legends. It also subscribes gender specific magazine Milun Saryajani.

Part C: Hostel Infrastructure

1. Shahu College has a girls' hostel with capacity of 52 girls with admission of 41 girls. There are six toilets and six bathrooms with 24*7 hr. water and daily cleaning facility.
2. It provides facilities like Solar system for hot water, pure drinking water, Gym and newspapers etc.
3. The hostel has a full time warden and the rules of the hostel are displayed on notice board. It has CCTV cameras. It provides quality food for the students.
4. Health checkup and other programmes like health awareness are arranged at the hostel.

Part D: Gender Policy

1. The college does not have a gender policy, however it follows the Government Service rules.
2. Staff and teachers both are encouraged to take maternity leave and paternity leave and similarly they enjoy all other facilities. However there was no demand for such leaves during the assessment period.
3. Male and Female teachers are provided leave facility for faculty development programmes, refresher courses, orientations, as participant or resource person, etc. according to their need.
4. There is no separate budgetary provision for Gender Equity Programmes. However the college spends a good amount on the organization of such programmes.

Part E: Institutional Mechanism

1. College has an Internal Complaints Committee for prevention of sexual harassment. Committee meets frequently and also organizes lectures on sensitization about sexual harassment.
2. No complaints were received during the assessment period. However if the complaints are received those are resolved with mutual understanding and actions wherever needed.
3. The college has an Anti-ragging committee which takes care of making the college campus ragging free. One female personal counselor is appointed for counseling the girl students. Awareness and Sensitization programmes are organized by the committee regularly.
4. The college has displayed Helpline Numbers on the walls of college in case of emergencies.
5. The college has women empowerment cell. It conducts various activities such as *Beti Bachao Abhiyan*, Gender Equity Workshops and Lectures etc. The college won the award of best performance on *Beti bachao Abhiyan* by Shivaji University, Kolhapur in 2018-19.
6. College has mentoring scheme for all the students. The students are divided among the teachers for mentoring.
7. College also has organized activities, training programmes like workshop on Prohibition of Domestic Violence and Recent Reality, Personality development & Skill Development Program, lecture on women health issues like 'Breast Cancer', workshop on Yoga etc.

Part F: Performance and Incentives

1. The College provides scholarships granted by the Government.
2. Girl students have participated and achieved higher ranks in sports at the University Zonal, inter-zonal, national and International levels. They always participate and have achieved success in cultural activities at various levels. Miss. Afrid Mukhtar Attar had participated in IWAS world Games 2019 at Sharjah, Miss. Sabiya Mullani has got selected in Para Olympics which is to be held at Japan.
3. Prof. Dr. Sindhu Awale is working as Chief Editor of College Magazine. Dr. Smt. S. A. Faras, Prof. Smt. S. S. Lavekar, Smt. J. M. Jadhav, Smt. S. S. Chikhalkar are members of the editorial board. Some female teaching staff have got opportunity to work at various College and University committees. Smt. Mulani S. P. is working as member of Philosophy BOS and sub Committee chairperson for B. A. Part I. She is also member for the sub committee of subject Philosophy B. A. II & B. A. III. Smt. Dr. Kannada M. K. is BOS member for Sociology. Two female teachers Smt. Kannade M. K. and Smt. Patil A. R. have completed their Ph. D. degrees in Sociology and Physics respectively.

Part G: any other efforts of college to create gender equity and healthy atmosphere

College has organizes various programmes on gender sensitization and gender equity to create healthy atmosphere in college.

Commendations:

1. The college provides various facilities of sports including swimming tank and encourages students to get trained and participate in sports competitions at various levels. Many students especially female students are participating even at international levels.
2. College has been organizing programs on large scale which highlight gender perspective.
3. The female teaching staff is very vibrant and is active in academic and extension activities.

Recommendations:

1. The college has to make sea change in recruitment policy to get female teaching and non-teaching staff recruited.
2. The college should increase number of security guards for security of girls.
3. College should organize entrepreneur training programmes for girl students to equip them with various skills.
4. The college should organize self-defense training programmes for girl students so as to make them self-sufficient in securing themselves.
5. College can subscribe some more gender specific journals

Thus on the basis of above observations and examination of the documents and proforma for Gender Audit submitted by the Rayat Shikshan Sanstha's Rajarshi Chhatrapati Shahu College, Kolhapur, the College has scored 109 marks out of 200 i.e. **College has secured 55 %.**

Date : 01/ 04 /2022

Place: Kolhapur



Prof. Dr. Bharati Patil

Co-ordinator

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