



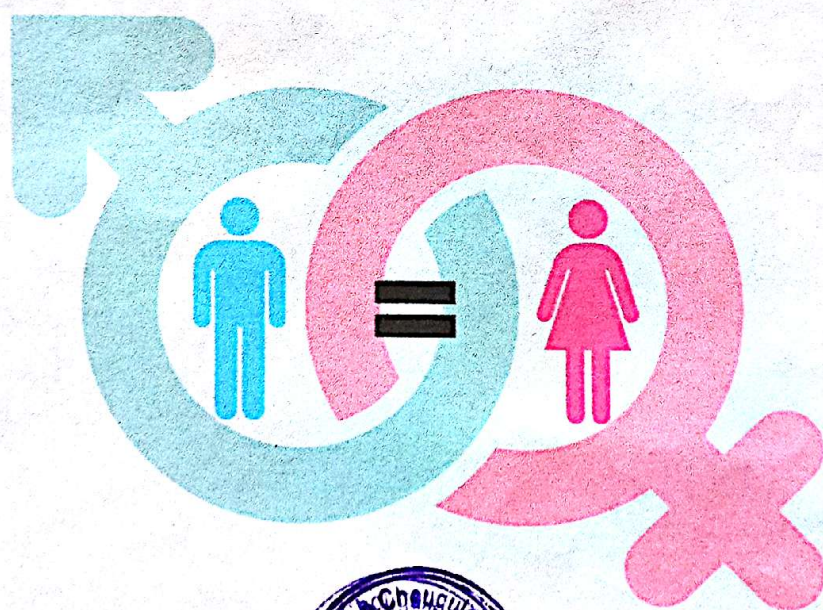
Dnyanganga Shikshan Prasarak Mandal, Malwadi Kotoli



SHRIPATRAO CHOUGULE ARTS AND SCIENCE COLLEGE MALWADI-KOTOLI

2019-20 TO 2023-24

GENDER AUDIT REPORT



2024-25

IQAC and Gender Audit Committee

ACKNOWLEDGEMENT

I extend my deepest gratitude to the Management of Dnyanganga Shikshan Prasarak Mandal, Malwadi, with special appreciation to our esteemed Executive President, Hon. Dr. K.S. Chougule, and the Secretary, Hon. Shri S.S. Patil, for their invaluable and ongoing guidance, unwavering support, and consistent encouragement throughout the process. Their leadership and vision have been instrumental in fostering an environment that prioritizes excellence and inclusivity, enabling the successful completion of this report.

I also wish to extend my sincere appreciation to the dedicated faculty members and administrative staff of our college. Their tireless efforts, collaborative spirit, and unwavering commitment were key in the preparation and completion of this important document. Their contributions have been crucial in ensuring that the report reflects the collective efforts of our institution.

Moreover, I acknowledge with great indebtedness the diligent efforts of the members of the Gender Audit Committee. Their meticulous work in gathering and analyzing the data required for this gender audit has been exemplary, and their insights have greatly enriched the findings of this report. Their dedication to ensuring the accuracy and integrity of the data has played a vital role in the successful execution of this project.

This entire work is a culmination of dedicated efforts and collaborative endeavours, resulting in a constructive and meaningful document that will serve as a valuable resource for promoting gender equity and inclusivity within our institution. The process has been a testament to the power of teamwork, commitment, and shared vision in achieving significant and impactful outcomes.

Place: Kotoli

Date: 16/08/2024



Mrs. Manisha H. Patil

Convener
Gender Audit Committee
SCAS College Malwadi-Kotoli



Prin. Dr. Vijaykumar A. Patil
Shripatrao Chougule Arts and
Science College Malwadi-Kotoli,
SCAS College Malwadi-Kotoli



1) INTRODUCTION

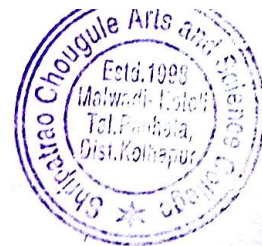
Hon'ble Dr. K.S.Chougule Founder President of Dnyanganga Shikshan Prasarak Mandal, Malwadi. Tal-Panhala, Dist-Kolhapur, established Shripatrao Chougule Arts and Commerce College Malwadi-Kotoli, on 1st June 1998 to open the door of higher education for rural youth specially for girls. Due to need of the Science wing the institution started science wing in the year 2016, hence the name of the college is changed into Shripatrao Chougule Arts and Science College Malwadi-Kotoli. During the assessment Period Institute started 6 PG and 07 B. Voc. courses.

This college is affiliated to Shivaji University, Kolhapur. The mission and goals of the college is to educate the rural youth in adjacent villages of Kotoli and to develop their personality to take active participation in developing India. College was reaccruited by NAAC in July 2019 and was awarded 'B+' Grade with CGPA 2.73.

The Gender Audit is an attempt to study good gender balance, the college follows all the University rules and policies. The Gender Audit tries to check the impact of its current and proposed policies on gender equality.

The college tries to create a safe, social and physical environment that helps all students to learn and succeed in healthy atmosphere. The college plays an important role in the career and personality development of all students and promotes sustained quality education to make the students courageous and competent.

The college provides various facilities to the girl students for gender equality. The NSS unit has 200 intake capacity out of which average percentage is 48.50% are girls. To motivate students to join defence, our college has been granted NCC unit under 56 MAH Btn Kolhapur. The NSS Unit always motivates the girls for their social responsibilities and their empowerment. The college provides separate study room, rest room, drinking water facility and separate toilet to the girls. To make the girls aware of their rights and to impart knowledge of by-laws, lectures of legal experts (lawyers) are arranged. These lectures are arranged every year by Internal Complaints Committee, Redressal Grievance Committee and Anti-Ragging Committee. In the cultural activities and sports students have achieved grand success. H.B. checkup camp is arranged for girls. Their active participation in cultural programmes, participation in Youth Festival of Shivaji University and 1st Prize in Classical Dance Competition, various competitions show their ability and achievement. In order to give girl students, the information about the development in different areas regarding women, we have subscribed to "Milun Saryajani" magazine.



2) OBJECTIVE OF GENDER AUDIT

1. **Assess Gender Equality:** To evaluate the extent to which gender equality is being implemented within the institution or organization, identifying gaps in policies, practices, and culture.
2. **Promote Gender Awareness:** To increase awareness among staff, faculty, and students about gender issues, ensuring that gender sensitivity is integrated into daily activities and decision-making processes.
3. **Evaluate Policies and Practices:** To review existing policies, procedures, and practices to determine their effectiveness in promoting gender equality, and to identify areas for improvement.
4. **Ensure Compliance with Gender Laws:** To ensure that the institution is in compliance with national and international laws and regulations related to gender equality, including anti-discrimination laws.
5. **Identify Gender-Based Challenges:** To identify specific challenges faced by different genders within the institution, including barriers to participation, leadership, and access to resources.
6. **Enhance Institutional Accountability:** To enhance the institution's accountability in promoting and achieving gender equality, ensuring that commitments to gender equity are being met.
7. **Develop Action Plans:** To provide recommendations and develop action plans aimed at addressing identified gender disparities and promoting a more gender-inclusive environment.
8. **Support Gender-Sensitive Planning:** To support the integration of gender-sensitive approaches in planning, budgeting, and implementation of programs and initiatives within the institution.
9. **Monitor and Evaluate Progress:** To establish mechanisms for monitoring and evaluating progress towards gender equality, ensuring that improvements are sustained over time.

3) GENDER SENSITIVE FEATURE

- 1) **Study Room:** A separate study room near the library has been designated for female students, contributing to their excellent academic performance.
- 2) **Ladies Room and Washroom:** A designated ladies' room is provided for female students to rest, equipped with a washroom that has ample water supply and is cleaned daily. A separate notice board is placed in the ladies' room. Women faculty members are available to address issues related to female students, including the provision of sanitary napkins when necessary. Additionally, a separate washroom is available for women faculty members.



- 3) **Canteen Facility:** The canteen offers services to both faculty members and students, with a separate seating arrangement available for female students.
- 4) **Drinking Water:** A dedicated drinking water facility is provided exclusively for female students.
- 5) **Health Camp:** Health camps are regularly organized to monitor hemoglobin (HB) levels in female students, and blood donation camps are conducted by the NSS unit in collaboration with the Gender Audit Committee.
- 6) **Discipline Committee:** The college has established a Discipline Committee comprising five members, including two female representatives.
- 7) **Anti-Ragging Committee:** The college is affiliated with Shivaji University, Kolhapur, upholds the university's regulations on anti-ragging. Ragging is recognized as a criminal offense, and the college has formed an Anti-Ragging Committee as per UGC guidelines.
- 8) **NSS Unit:** The college NSS unit consists of 200 volunteers, with 48.50% being female volunteers every year. The NSS unit organizes a seven-day campaign in various villages. The NSS unit also organized a rally for the "Lek Vachava-Abhiyan" campaign in Kotoli, as well as a tree plantation program. Additionally, a health check-up camp was held at the Bajar Bhogav.
- 9) **NCC Unit:** The NCC unit of our college enrolls 18 cadets annually, with an average of 53.70% being female cadets. The unit organizes various programs on social and environmental topics, such as tree plantation and cleanliness drives.

SHRIPATRAO CHOUGULE ARTS AND SCIENCE COLLEGE MALWADI-KOTOLI



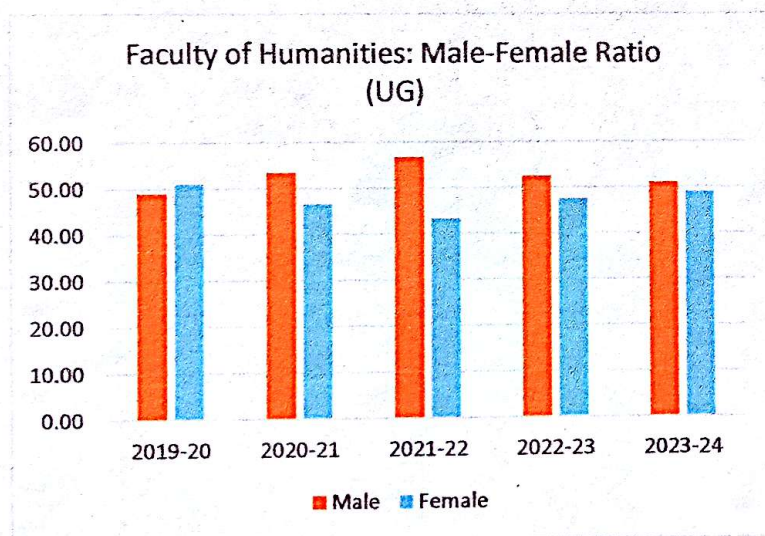
Part A: General and Personal Information

1. Faculty wise students: Male-Female Ratio:

The College offers B. A., B.Sc., B. voc., M.A and M.Sc. Programmes

Following is the faculty wise and programme wise male female student's ratio of five years

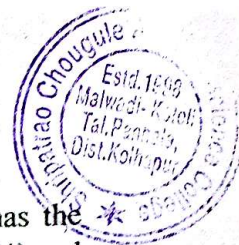
Faculty of Humanities: Male-Female Ratio (UG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B.A.	2019-20	254	265	519	48.94	51.06
	2020-21	228	199	427	53.40	46.60
	2021-22	282	215	497	56.74	43.26
	2022-23	266	241	507	52.47	47.53
	2023-24	259	249	508	50.98	49.02
	Total	1289	1169	2458	52.44	47.56



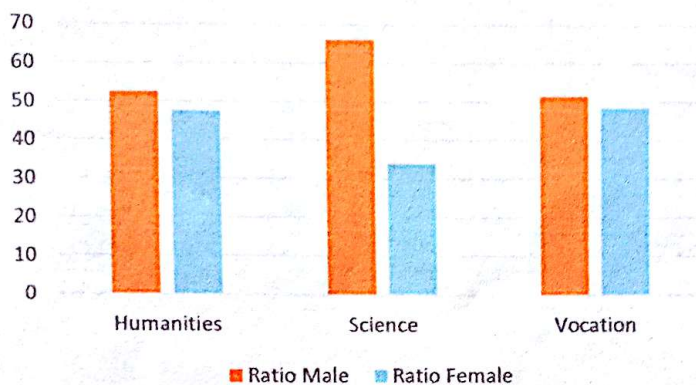
The male-female ratio has remained relatively stable over the five years, with slight fluctuations. The male ratio ranges between 48.94% to 52.47%, while the female ratio ranges between 47.53% to 51.06%. The data suggests that while there is a slight predominance of male students in the Faculty of Humanities, the difference is not significantly large, indicating

relatively balanced gender representation.

Faculty of Science: Male-Female Ratio (UG)						
Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
B. Sc.	2019-20	279	110	389	71.72	28.28
	2020-21	188	100	288	65.28	34.72
	2021-22	256	130	386	66.32	33.68
	2022-23	310	152	462	67.10	32.90
	2023-24	341	212	553	61.66	38.34
	Total	1374	704	2078	66.12	33.88



Average Faculty wise Male-Female Ratio (UG)



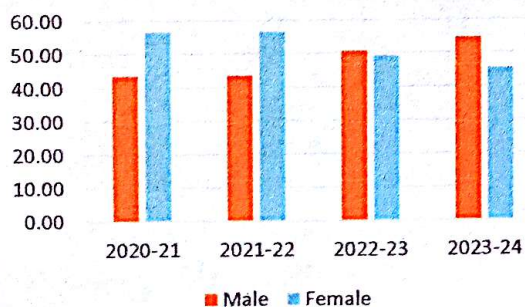
Science Faculty has the highest male ratio (66.12%) and the lowest female ratio (33.88%), indicating a significant gender imbalance. Humanities Faculty shows a more balanced gender distribution compared to other faculties. Vocation Faculty has a nearly equal gender distribution, which is closer to gender parity. The overall data suggests that there are more male students

than female students in the undergraduate programs, with a male ratio of 57.97% and a female ratio of 42.03%.

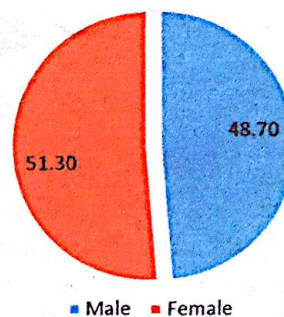
Faculty of Humanities: Male-Female Ratio (PG)

Programme	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
M. A.	2020-21	63	82	145	43.45	56.55
	2021-22	63	82	145	43.45	56.55
	2022-23	108	105	213	50.70	49.30
	2023-24	103	86	189	54.50	45.50
	Total	337	355	692	48.70	51.30

Faculty of Humanities: Male-Female Ratio (PG)



Faculty of Humanities: Male-Female Ratio (PG) Aggregate



The Faculty of Humanities has shown a relatively balanced gender ratio over the years, with slight fluctuations. The male ratio has increased slightly over the years, while the female ratio has decreased correspondingly.

The male-to-female ratio has become more balanced in recent years, with the male ratio surpassing the female ratio in the 2022-23 academic year.

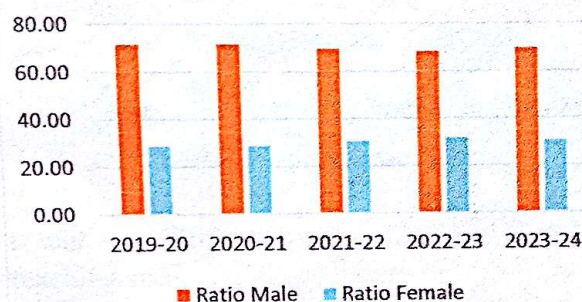


2. Teaching Staff: Male Female Ratio

Faculty of Humanities: Teaching Staff: Male-Female Ratio

Year	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
2019-20	15	06	21	71.43	28.57
2020-21	15	06	21	71.43	28.57
2021-22	16	07	23	69.57	30.43
2022-23	15	07	22	68.18	31.82
2023-24	16	07	23	69.57	30.43
Total	77	33	110	70.00	30.00

Faculty of Humanities: Teaching Staff:
Male-Female Ratio



Across all five academic years, the number of male teaching staff has consistently been higher than the number of female teaching staff. The male ratio has remained around 70%, while the female ratio has been around 30%.

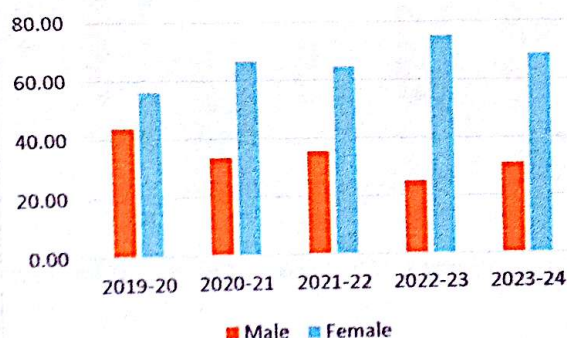
There have been slight variations in the number of male and female staff each year, but the overall trend shows a stable male dominance in the teaching staff. The data indicates a significant gender imbalance in the teaching staff of

the Faculty of Humanities, with males making up the majority.

Faculty of Science: Teaching Staff: Male-Female Ratio

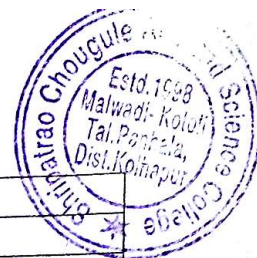
Year	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
2019-20	07	09	16	43.75	56.25
2020-21	06	12	18	33.33	66.67
2021-22	06	11	17	35.29	64.71
2022-23	04	12	16	25.00	75.00
2023-24	05	11	16	31.25	68.75
Total	28	55	83	33.73	66.27

Faculty of Science: Teaching Staff:
Male-Female Ratio



Over the years, the number of female teaching staff has consistently been higher than the number of male teaching staff. The female ratio has increased, reaching its highest point (68%) in the 2022-23 academic year.

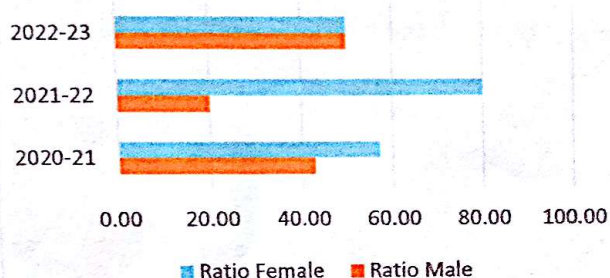
The overall trend shows a significant female dominance in the teaching staff of the Faculty of Science, with females making up nearly 60.49% of the total teaching staff.



Faculty of B. Voc.: Teaching Staff: Male-Female Ratio

Year	Number of Teachers			Ratio	
	Male	Female	Total	Male	Female
2020-21	03	04	07	42.86	57.14
2021-22	01	04	05	20.00	80.00
2022-23	01	01	02	50.00	50.00
Total	05	09	14	35.71	64.29

Faculty of B. Voc.: Teaching Staff: Male-Female Ratio



Over the years, the number of female teaching staff has consistently been higher than the number of male teaching staff. The female ratio reached its highest point (80%) in the 2021-22 academic year.

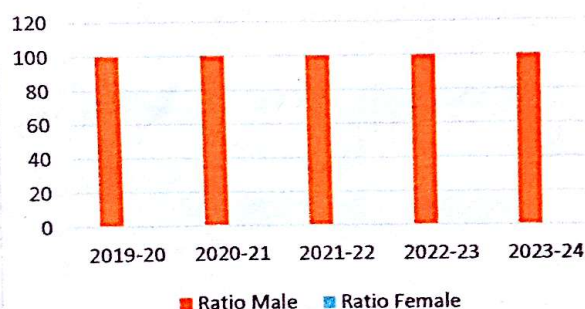
The 2022-23 academic year saw an equal number of male and female teaching staff, with a 50% ratio for both genders. The overall trend shows a significant female dominance in the

teaching staff of the Faculty of B. Voc., with females making up nearly 64.29% of the total teaching staff.

3. Non-Teaching Staff: Male Female Ratio

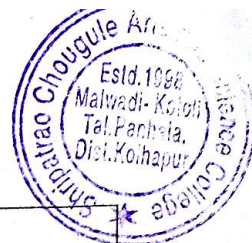
Non-Teaching Staff: Male-Female Ratio					
Year	Number of Staff			Ratio	
	Male	Female	Total	Male	Female
2019-20	19	0	19	100	0
2020-21	21	0	21	100	0
2021-22	21	0	21	100	0
2022-23	21	0	21	100	0
2023-24	21	0	21	100	0

Non-Teaching Staff: Male-Female Ratio



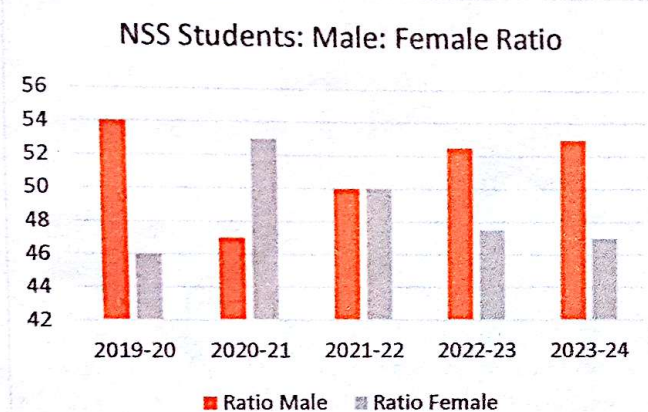
Over the past five academic years, the non-teaching staff has been entirely male, with no female staff members recorded. This results in a consistent 100% male ratio and 0% female ratio each year. The data highlights a significant lack of gender diversity within the non-teaching staff. The absence of female staff members suggests potential issues in hiring practices or workplace culture that

may not be conducive to gender diversity.



4. NSS and NCC male Female Ratio

Year	NSS Students: Male: Female Ratio				
	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2019-20	54	46	100	54	46
2020-21	47	53	100	47	53
2021-22	100	100	200	50	50
2022-23	105	95	200	52.5	47.5
2023-24	106	94	200	53	47
Total	412	388	800	51.5	48.5

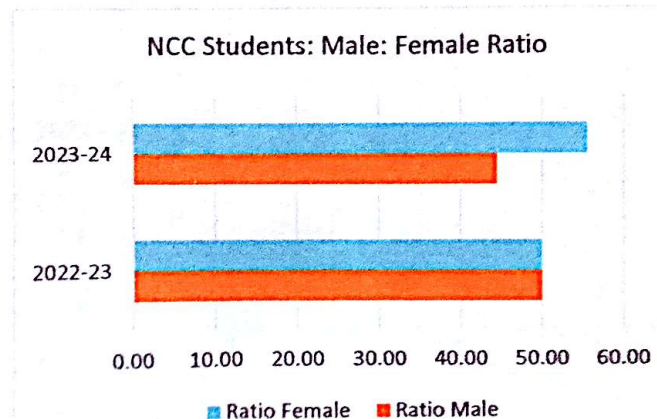


The ratio of male students has fluctuated slightly over the years but has generally remained close to 50%. The year 2020-21 saw a reverse trend where female students outnumbered males. The subsequent years have seen a gradual increase in the proportion of male students.

The data shows a relatively balanced gender representation among NSS students over the years, with a slight

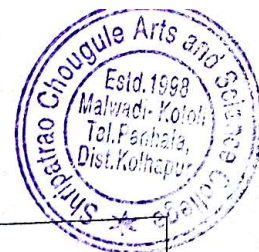
predominance of male students in most years. The 2020-21 academic year stands out as an exception, where female students were in the majority. Overall, the male-to-female ratio remains close to equilibrium, reflecting a healthy gender balance in NSS participation.

Year	NCC Students: Male: Female Ratio				
	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2022-23	09	09	18	50.00	50.00
2023-24	16	20	36	44.44	55.56
Total	25	29	54	46.30	53.70



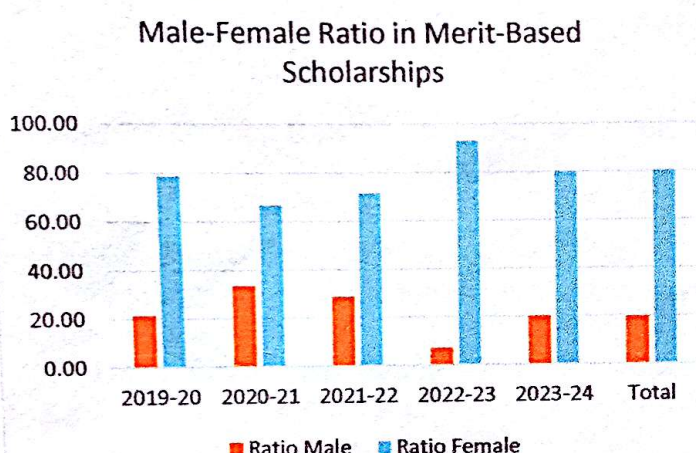
The data indicates a shift in gender representation within NCC students between the two academic years. While the ratio was balanced in 2022-23, the 2023-24 academic year saw a notable increase in the proportion of female students. The cumulative analysis further shows that over these two years, female students slightly outnumbered male students, reflecting a trend toward increased female

participation in NCC.



5. Achievement Metrics: Comparing Male and Female Ratios

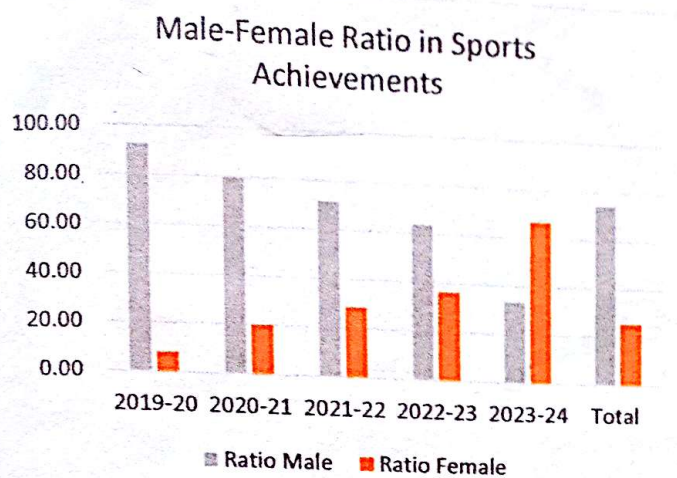
Male-Female Ratio in Merit-Based Scholarships					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2019-20	3	11	14	21.43	78.57
2020-21	2	4	6	33.33	66.67
2021-22	2	5	7	28.57	71.43
2022-23	1	13	14	7.14	92.86
2023-24	1	4	5	20.00	80.00
Total	9	37	46	19.57	80.43



The data indicates a pronounced gender disparity in merit-based scholarship awards, with female students consistently receiving a much larger share of scholarships compared to male students across all five academic years. The overall trend shows a substantial and persistent gap, with female students making up over 80% of the total scholarship recipients during this period. This suggests that either female

students are outperforming their male counterparts in merit-based criteria or there may be other factors contributing to this significant imbalance.

Male-Female Ratio in Sports Achievements												
Year	Number of Students								Total		Ratio	
	International		National		State		University		Male	Female	Male	Female
	M	F	M	F	M	F	M	F				
2019-20	4	0	0	0	0	0	8	1	12	1	92.31	7.69
2020-21	0	0	2	1	1	0	1	0	4	1	80.00	20.00
2021-22	1	0	2	1	2	0	0	1	5	2	71.43	28.57
2022-23	0	0	1	1	1	1	5	2	7	4	63.64	36.36
2023-24	0	0	1	2	0	0	0	0	1	2	33.33	66.67
Total	5	0	6	5	4	1	14	4	29	10	74.36	25.64



The data indicates a predominant male presence in sports achievements, particularly in the earlier years. However, there is a noticeable trend of increasing female participation and success in sports over time. By the 2023-24 academic year, female students outperformed male students in sports achievements, reflecting a significant positive shift in gender balance.

Despite the overall dominance of male students in sports achievements, the

data suggests growing female participation, especially at the national and university levels.

CONCLUSION

The Gender Audit Report of Shripatrao Chougule Arts and Science College provides an insightful analysis of gender representation across various faculties, programs, and activities over the years.

1. Gender Representation in Student Enrollment:

- **Humanities Faculty** shows a relatively balanced gender ratio, with slight variations across the years, indicating a good level of gender parity.
- **Science Faculty** has a noticeable gender imbalance, with a significantly higher proportion of male students compared to female students, suggesting potential barriers to female participation in science.
- **B. Voc. Faculty** shows fluctuations, but overall presents a trend towards a balanced gender ratio, with the female ratio even surpassing the male ratio in some years.

2. Gender Representation among Teaching Staff:

- **Humanities** consistently has a higher number of male teaching staff, indicating a significant gender imbalance favoring males.
- **Science** has a higher number of female teaching staff, showing female dominance in this faculty.
- **B. Voc.** also shows a female majority in teaching staff, although the difference is not as pronounced as in the Science Faculty.

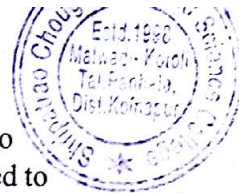
3. Non-Teaching Staff:

- There is a complete absence of female representation among non-teaching staff, with all positions held by males, highlighting a significant gender imbalance in this area.

4. Participation in NSS and NCC:

- **NSS** shows a relatively balanced gender ratio with slight fluctuations, indicating an overall healthy gender balance.
- **NCC** presents a trend of increasing female participation, with females slightly outnumbering males in recent years.

5. Merit-Based Scholarships:



- There is a pronounced gender disparity in favor of female students, who consistently receive a larger share of merit-based scholarships compared to male students. This suggests that female students may be outperforming their male counterparts academically.

6. Sports Achievements:


- Historically, male students have dominated sports achievements, but there is a noticeable increase in female participation and success in recent years, indicating a positive shift towards gender balance in sports.

Overall Implications:

The report reveals areas of both progress and concern regarding gender equality within the college. While there are faculties and activities with balanced or improving gender ratios, the significant gender imbalances in other areas, particularly in the Science Faculty, non-teaching staff, and certain extracurricular activities, suggest a need for targeted interventions to promote greater gender equity. The strong performance of female students in academics, as reflected in scholarship awards, highlights their potential and the importance of supporting their participation across all areas.

RECOMMENDATION

- 1. Increase Female Enrollment in Science Programs:** Implement initiatives to encourage more female students to enroll in science programs. This could include outreach programs, scholarships, and mentorship opportunities specifically targeting female students to address the significant gender imbalance in the Faculty of Science.
- 2. Promote Gender Diversity in Non-Teaching Staff:** Develop recruitment and retention strategies to attract more female candidates to non-teaching staff positions. Given the current 100% male representation, it's crucial to create a more inclusive work environment that supports gender diversity.
- 3. Enhance Female Participation in Sports:** While there is a growing trend of female participation in sports, additional resources and support should be provided to further encourage this trend. This could include the establishment of female-specific sports programs and facilities.
- 4. Leverage Scholarship Programs to Promote Gender Equity:** The significant success of female students in obtaining merit-based scholarships suggests a need to continue and expand such programs. However, efforts should also be made to ensure that male students receive adequate support to achieve academic success.
- 5. Strengthen Gender Balance in Extracurricular Activities:** Given the balanced gender ratio in NSS to increase the number of female students, similar efforts should be made across all extracurricular activities to ensure equitable participation and representation.
- 6. Conduct Regular Gender Sensitization Workshops:** Organize workshops and training sessions on gender sensitization for both staff and students. These should aim to create awareness about gender biases and promote a culture of equality and respect within the college community.


Mrs. Manisha H. Patil
Convener
Gender Audit Committee
SCAS College Malwadi-Kotoli




PRINCIPAL
Shripatrao Chougule Art's and
Science College Malwadi-Kotoli,
Tal. Panhala, Dist. Kolhapur.

Various Activities for Girl Students



विद्यार्थिनींनी समाजातील स्त्रियांचे प्रबोधन करावे

अॅड. एल.बी. पाटील; कोतोली येथील चौगुले महाविद्यालयात 'महिलांचे कायदे' विषयावर व्याख्यान

कोतोली/महान कार्य वृत्तसेवा :

कायद्याद्वारे शिकारी महिलांच्या बरोबर मेरठमजकूर केली जाते यासाठी शासनाने कायद्याद्वारे शिकारी महिलांच्या लिंगीय छेड (प्रतिबंध, मनाई व निषेध) अधिनियम २०१३ हा कायदा केला आहे. लिंगीय छेड शिकारी महिलांच्या लिंगीय छेड अधिनियम २००५, ह्या प्रतिबंधक कायदा, समान वजन कायदा केलेला आहे या कायदाद्वारे महिला समाजातील सर्व स्तरातील स्त्रियांना दोन तरांचे आहे यासाठी



अध्यक्षस्थानी प्र.ग्राधर्षी डॉ. श्रीमती एल.बी. पाटील ह्यांचा प्रात्यक्षिक व स्वागत डॉ. श्रीमती एल.बी. पाटील यांनी केले. याद्वारे डॉ. श्रीमती एल.बी. पाटील यांनी केले.

कार्यक्रमास सुरुवात सविन शिकारीरक्षक पाटील, डॉ. बी.एल. रावण यांच्यासह सर्व विद्यार्थी - विद्यार्थिनी, शिक्षक, कर्मचारी उपस्थित होते. अखेर डॉ. एल.बी. पाटील यांनी आपले स्वर सुजनेवाले डॉ. बी. पाटील यांनी केले.

