

**GENDER AUDIT REPORT**  
of  
**RAJARAM COLLEGE,**  
**Vidyanagar, Kolhapur 416 004**



**Year: 2021-22**

**Submitted by:**

**NAAC Criterion VII Committee members**

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### 1. INTRODUCTION

Rajaram College offers graduation courses in Bachelor of Arts, Bachelor of Commerce and Bachelor of Science, Master's degree in selected subjects like Chemistry, Psychology, Home science etc. In the year of 2015, additional courses have been started,

such as, Bachelor of Science with Nanotechnology, Bachelor of Science with industrial Microbiology, and Bachelor of Science with Astrophysics etc. In addition to the regular courses, On 4th August 1949 independent unit of NCC was started in Rajaram College and was inaugurated by CAPT F. N. Entee (Rajputana Rifles) Called 5 MAH Unit which was then converted to present Kolhapur Group NCC. Rajaram College is one of the cherished institutes of Government of Maharashtra.

The College being the one of the best and oldest educational institute in Maharashtra State catering to the needs of poor and needy folks dwelling in this rural, hilly and backward area. Right from inception the college has devoutly done its duty of educating the masses and has played a key role in the Socio-Economic transformation of Kolhapur district. At present the College imparts quality education to nearly 2000 students. To Create a gender sensitive atmosphere in the college premises, the college has set up the various committees like VIDYARTHINI MANDAL, Discipline, redressal and grievances committee to address concerns of gender discrimination and recommend measures and policies for gender parity with in the College. In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (ICC) is constituted to deal with the complaints relating to Sexual harassment at work place.

### **Rationale for Gender Audit**

Institutions of higher education in India today are at a critical juncture in relation to the basic ideals of equality enshrined in the Constitution. The recent expansion in higher education has made universities more demographically democratic than ever before, with growing diversity and heterogeneity among social groups. Women constitute 42 per cent of all students in higher education in India today. At the same time this closing gender gap hides on-going inequalities and disparities among women and men, which can only be approached with an intersectional analysis that combines gender with region, class, caste, religion and sexuality among others.

Promoting equity through higher education has always been at the very heart of the agenda of the UGC and reflects its commitment to nurture and preserve democracy within spaces of learning. As per the mandate of the UGC, all Institutes of Higher Education have to conduct a gender audit in their campuses to ensure the Safety of Women on Campuses and Programs for Gender Sensitization. In view of the above the Principal Prof. A.S. Khemnar and Chairperson of IQAC constituted a committee for Gender Audit.

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**2. Dr. V.M. Deshmukh,.....Member**

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**2. OBJECTIVES:**

- To identify the areas of gender imbalance and to recognize their cause.
- To examine the gender policies of the college and to understand the needs and interest of both male and female.

- To take active steps to establish a gender balance in decision making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap, if any exists.
- To adopt measures for prevention of sexual harassment at the college.
- To promote growth of gender equality in all aspects of college campus life.

For fulfilling the above objectives, the Gender Audit Committee combined physical inspection with a review of relevant documentation. The committee also undertook the task of reviewing all the relevant documents including Gender Policy Document. Other relevant documents and standards were also reviewed. The committee also conducted brief interviews with students and staff of the college.

### 3. SENSITIVE LANDSCAPES

As part of physical verification and the Gender Audit Committee during its visit to College surveyed several amenities that College makes available keeping in mind the specific needs of both male and female members of its campus. The gender sensitive features were verified on the three main factors, Common facilities, NSS and NCC Unit, Anti-Ragging and Discipline Committee, Internal Complaint Committee, Seating arrangement in class rooms and laboratories, Girl's hostel, Girls wash room, Ladies common room, Ladies club etc.

#### 3.1 Common Facilities:

• **Entrance:** The average strength of the college is only about~ 2000 students. The college runs in two shifts leaving not more than~1000 students in its premises at any given time. The college has large entrance gate and it never pose any inconvenience for girls students.

• **Parking facility:** The College is located on 70 acres of land and it has ample space to accommodate all the vehicles of students. Less than 10 percent students use their vehicles to commute to college and that leaves the abundant space for all student vehicles.

• **Stair case:** The original design of the College was prepared by the Australian donor

who generously constructed the building according to design of educational institutes in Australia. The stair cases have a width of about three meters making it possible for convenient passage of students.

- **Separate book issuing Window:** No separate book issuing window is provided for girl students as the number of girl students is approximately equal to boy students.

- **Ladies Common Room and Wash Room:** The College has made a provision for a Ladies Common Room. This room serves to provide the essential privacy to all female students. The ladies' common room is equipped with all the basic necessities for female students like tables, chairs, large mirror, dust bin and wash room enclosed. A coin operated sanitary napkin wending machine is also made available in the ladies common room.

- **Drinking Water:** Drinking water facility is provided at all three locations near to the girls wash room making it convenient for girl students reach for it.

- **Canteen:** The College has a canteen of its own that serves the hunger need of the students. The girl students are provided with separate seating arrangement within the canteen which gives them a feeling of privacy.

### **3.2 Discipline, Redressal and grievances committee:**

The College has constitutes Discipline, redressal and grievances committee and Anti ragging committee as part of the UGC mandatory committee. The College prospectus clearly states about the anti-ragging policy of the college. Ragging is a criminal offence 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.

### **3.3 NSS and NCC Unit:**

The College has a very active NSS and NCC unit. The ratio of male to female is 1:1, in both units. A female program officer is regularly made part of the NSS and NCC unit of the college. The NSS and NCC 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 the 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.

### **3.4 Seating arrangement in class rooms and laboratories:**

Separate seating arrangements are provided for both girl and boy students taking into consideration of the numerical strength of both male and female students.

### **3.5 Girl's hostel:**

The College has a Girl's Hostel that can accommodate 48 girl students in its 12 rooms. The hostel was established in 1985 with the financial support from UGC. The hostel was built essentially for the sake of those girl students who have difficulty in commuting to college because of scarce transport facilities. The hostel could further provide safety and security to girl students who otherwise have to take the trouble of daily travel hassles.

### **3.6 Girls wash room:**

At all seven different buildings of the College wash room facility is provided separately for girl students and female staff in the college campus. The wash rooms are provided with sufficient water supply and are maintained hygienically.

## **4. GENDER BALANCE AT ALL LEVELS**

The tables presented below gives the gender ratio both in count and in percentages for year 2020-21.

**Table 1: Gender Classification**

<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male Percentage</b>	<b>Female Percentage</b>
2021-22	1217	944	2161	56.31	43.68

Table 1 describes the year wise classification of male and female students of the college for the year 2021 - 2022. There is near equal strength of both girls and boys. The percentage of difference is approximately 1:1. This presents a healthy combination of gender composition of students in the college. Table 2 demonstrates the gender difference in all streams (arts, commerce and science etc) available in the college. From figures for male and female streamwise it is observed that, arts and commerce stream have healthy male strength i.e. nearly 2: 1 (male: female) whereas for science have female strength more than male which is nearly 1: 2 ratio.

**Table 2: Gender Difference in Various Class wise for Academic Year: 2021-22**

Class	Male	Female	Total	Male Percentage	Female Percentage
BA I	99	65	164	60.36	39.63
BA II	139	69	208	66.82	33.17
BA III	98	55	153	64.05	35.94
B Com I	66	33	99	66.66	33.33
B Com II	80	62	142	56.33	43.66
B Com III	62	46	108	57.40	42.59
B. Sc. I	125	158	283	44.16	55.83
B. Sc. II	145	168	313	46.32	53.67
B. Sc. III	109	140	249	43.77	56.22
M.A. I (Psy.)	03	12	15	20.00	80.00
M. A. II(Psy.)	03	05	08	37.50	62.50
M.A. I (H. Sci.)	01	00	01	100	00.00
M.A.II (H. Sci.)	00	01	01	00.00	100
M Sc I (Chem.)	18	07	25	72.00	28.00
M Sc II (Chem.)	16	09	25	64.00	36.00
<b>Total</b>	<b>964</b>	<b>830</b>	<b>1794</b>	<b>53.73</b>	<b>46.26</b>

**Table 3. A. Gender Classification: Teaching Faculty**

Year	Male	Female	Total	Male Percentage	Female Percentage
2021-22	29	18	47	61.70	38.29

The male female representation among the faculty members of the college remained more or less the same for 2021 - 2022. By ratio, for every one male teacher there is one female teacher in the college. By percentage on average 53 percent of male and 46 percent of females are found in the college in this year.

#### **B. Gender Classification: Non-Teaching Faculty**

Year	Male	Female	Total	Male Percentage	Female Percentage
2021-22	38	07	45	84.44	15.55

The trend of male-female representation in the non-teaching staff of the college is just a reflection of its counterparts in the faculty. Here also the female representation is smaller in comparison to male representation. For every single female staff there are 4 male staff. On average males constitute 83 percent and females constitute 17 percent for all the six

years in aggregate. There is a clear need for increasing the strength of female staff of the college.

**Table 4: Gender Difference in Enrolment in NSS Volunteers**

Year	Male	Female	Total	Male Percentage	Female Percentage
2021-22	67	33	100	67.00	33.00

There is a steady increase in the figures for females for the enrollment as NSS volunteers. The students coming from conservative families' very initial years were very reluctant to participate in NSS activities which often takes them to community. However, the present trends indicates that there is greater willingness among female students to participate and experience the community voluntary service.

**Table 5: Gender Difference in Enrolment in NCC 1 Mah. Arty. Bty. Cadets**

Year	Male	Female	Total	Male Percentage	Female Percentage
2021-22	67	33	100	67.00	33.00

**Table 6: Gender Difference in Enrolment in NCC 5 Mah. Bty. Cadets**

Year	Male	Female	Total	Male Percentage	Female Percentage
2020-21	37	13	50	74.00	26.00

**Table 7: Gender Difference in Enrolment in Sports Participation**

Year	Male	Female	Total	Male Percentage	Female Percentage
2021-22	04	01	05	80.00	20.00

Sports appears to be dominated by males in comparison to the representation of the females during the year 2021-22. The figures on table 6 clearly indicates that male students hold predominant representation to females in the field of sports. The Rajaram College essentially caters to students that come from conservative families. This is also because the college is situated in the backward rural locality that is dominated by Agri who still mostly practice the traditional occupations such as agriculture. It is this conservative family background that discourages girl student's active participation in activities such as sports

as because sports are to a great extent considered to be male's arena. However, such gender bias towards girls is slowly declining and girl's participation in sports is steadily increasing over the past few years. It is expected that we will soon see equal gender participation in sports soon.

**Table 8: Gender Difference in Enrolment in Cultural Activities**

Year	Male	Female	Total	Male Percentage	Female Percentage
2020-21	15	10	25	60.00	40.00

Females have been traditionally more active in cultural activities than in sports. Females representation has been much higher than males. As noticed in table 8 in 2021 - 22 male female ratio was 1:2 (male: female) that is for every single male student there were 2 females participating in the cultural activities. This is a healthy sign indicating the path towards gender balance in cultural activities. There is no doubt to believe that in future also there will be good gender equality will be brought in cultural participation.

## 5. Prevention of Sexual Harassment

As an institution of higher education engaged in teaching, research and promotion of knowledge, the College takes its responsibility in sensitizing its students about all forms of discrimination and harassment, especially the evil of sexual harassment on College campus. Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which includes a right to a safe environment free from sexual harassment. Whereas the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of all forms of discrimination against Women, which has been ratified on the 25th June 1993 by the Government of India. The same act of parliament received the assent of the President on 22nd April, 2013 and is hereby published for general information —The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 (No.140 of 2013).

## Anti-Ragging Committee and Discipline:

Being 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 prospectus. Ragging is a criminal offence 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 Discipline Committee that looks in to issues of ragging including cross gender ragging. The students in distress owing to ragging related incidents can give access to the committee. The committee has one female and one male student members and a senior faculty of the college is the chairperson of this committee.

### **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 the 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 in campus.

## **6. Summary and Recommendations**

Education is a prerequisite for promoting women's economic empowerment, health and well-being. Education is important for women's political and civic participation, and in preventing gender based violence and insecurity. The World Development Report 2012 placed emphasis on Gender Equality and Development, —Gender equality is a core development objective in its own right.

The National Gender Policy (2015), provides broad policy guidelines, strategies and institutional framework to operationalize government's commitments for achieving gender equality and women's empowerment targets.

Greater gender equality can enhance productivity, improved development outcomes for the next generation, and make colleges more representative in conformity with world standards. Hence there is a need for gender sensitization. 'Gender Sensitisation' in higher education finds a

mention in the ‘Draft National Policy for Women - 2016’ and it also forms an important recommendation of ‘Saksham’– Measures for ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses’ report released by the University Grants Commission (UGC) in 2013.

It is found that the Rajaram College is on its way to attain near gender balance in its system. The main strengths of the College are its Internal Complaint Committee and its Policy. Gender Sensitive Initiatives undertaken by these Committees have bearing their fruit by creating atmosphere of gender equality and respect to members of opposite sex. Women are represented in the top ranks of academic faculty.

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 grounds of gender is unacceptable.

The Gender Audit Committee recommends the College to implement its Gender Policy in its true spirit to bring about gender parity in the institution.

## 5. CONCLUSIONS

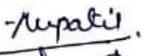
The main findings of the audit show that, in general, all the departments and students are aware of the need for gender sensitization at a general level. It was also observed that a number of best practices such as, awareness programs etc. are followed in the campus. This committee appreciates the efforts taken by the College in bringing out gender parity in all walks of College life. The Committee specially appreciates the vision of the College in designing its Gender Policy Document that aims to achieve high levels of gender balance in the College campus.

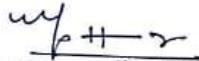
The Committee is of the view that the Gender Equality schemes introduced will support the College as it strives to meet the requirement to promote gender equality and eliminate sex discrimination through the action plan which it sets to implement in the

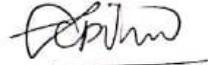
coming years.

NAAC criteria Committee members

Herewith we are submitting report of Genderaudit conducted at Rajaram College, Kolhapur Campus 2021-22.

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# **RAJARAM COLLEGE, KOLHAPUR**

## **ANNUAL GENDER SENSITIZATION ACTION PLAN**

The institution functions with focus to creating dynamic understandings of gender, and has instilled in its policies measures for gender sensitization. Gender sensitization is treated as a basic requirement and initiatives are made to go beyond normalized understandings of gender, rejecting traditional binaries, resulting in an inclusive campus. The policy of the institution regarding gender equity and its promotion is implemented through the conduction of various programmes in each academic year with focus on ensuring gender justice on campus, and creating support structures. As an institution that caters to the educational needs to a large number of women students, who are a majority on the campus, awareness programmes and classes are provided, and a women-friendly campus is ensured by way of practices that guarantee equal access to facilities, adopting proper measures for security at the same time. Significantly, the institution also focuses on acknowledging gender as a component, along with caste/class in academic and other discussions on social parameters, and highlights intersectionality.

The concepts of gender equity and justice require more than creating gender-just environment, and it is important to sensitise the students to the needs and issues of gender and sexual minorities. Our policy for gender inclusivity on campus offers scope for organising sensitization programmes that would convey the concept of inclusive structures to the student community. With this purpose, the institution has hosted events that articulate the rights of LGBTQI communities, thereby declaring our stand on gender equity.