

**GENDER AUDIT OF
VIVEKANAND COLLEGE,
KOLHAPUR
2010-11 TO 2014-15**



**Dr. Madhavi S. Jadhav
Principal Investigator
Gender Audit
Vivekanand College, Kolhapur**

GENDER AUDIT OF VIVEKANAND COLLEGE

TABLE OF CONTENTS

| Sr. No. | Contents | Pages | |
|--------------------|--|--------------|-----------|
| | | From | To |
| | Acknowledgement | 3 | 3 |
| 1 | Introduction | 4 | 6 |
| 2 | Gender Sensitive Features in Vivekanand College, Kolhapur | 7 | 13 |
| 3 | Gender Balance Among the Students | 14 | 36 |
| 4 | Prevention of Sexual Harassment in Vivekanand College, Kolhapur | 37 | 38 |
| 5 | Salient Features and Recommendations | 38 | 43 |
| 6 | Conclusions | 43 | 43 |

ACKNOWLEDGEMENT

I offer my deepest gratitude to the authority of Shri Swami Vivekanand Shikshan Sanstha, Kolhapur especially, the Chairman, Hon. Prin. Abhaykumar Salunkhe, and the Secretary, Hon. Prin. Shubhangi Gawade for their constant encouragement and support.

Special vote of thanks to be extended to Hon. Prin. Dr. Hindurao Patil for his decision of conducting Gender Audit of Vivekanand College, Kolhapur. Thanks him for entrusting my potential for gender audit.

I express my warm thanks to Dr. Kavita Tiwade, Prof. Varsha Powar, Dr. Prabha Patil, Dr. Archana Jadhav, Prof. Shubhangi Kale, Prof. Madhuri Pawar, and all my colleagues for their meticulous assistance to complete the Gender Audit.

Thanks are due to the office staff of Vivekanand College, Kolhapur for data collection.

January 16, 2015

Dr. Madhavi Jadhav

(Principal Investigator)

Vivekanand College, Kolhapur

1. INTRODUCTION

Genesis

Vivekanand College is one of the quality colleges in Maharashtra. The college established in 1964, run by the society of Shri Swami Vivekanand Shikshan Sanstha, and affiliated to Shivaji University, Kolhapur. Its mission is to provide quality education to all by means of sheer hard work, dedication and devotion. In 2009, the college was accorded with 'A' status by NAAC, Bangalore. The college is reckoned as college with potential for excellence by UGC and it is recognized as a 'Star College' by DBT, Govt. of India in 2012.

The Gender Audit is an attempt to study whether Vivekanand College has good gender balance. It tries to see out whether college follows University's rules, policies and actions as it forms a constituent part of Shivaji University. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Girls' Hostel in this college always takes safety measurements. Adequate facilities are provided to the girls. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The unit has 50 strength of girls. The NSS unit has 200 intake capacities out of which 45% is of girls. The unit always

motivates girls for their social responsibilities. Special study room, stair-case, two-wheeler parking are provided for the girls. They are also given self-defense trainings like *Lathi-Kathi*, *Talawarbaji*, *Bhala-Fek* etc. Mr. Anil Banne of B.A.III renders his complimentary services for these *Mardani Khel*. The ‘Judo-Karate Camps’, ‘Yoga and Meditation Camps’ are also organized. The lectures of eminent personalities are held on various topics to develop their personalities.

By organizing ‘Financial Education Workshop’ the girls are made aware of savings and investments. Through such workshops girls are cautioned of pseudo-advertisements. Workshops are held on “Women and Human Rights” and “Women and Laws” to make the girls aware of their rights and responsibilities. More than six resource persons expressed their views on social, political, economical and moral rights of women and various laws and by-laws made for security of them.

The Department of Home Science also runs the Certificate Course in Dress Designing, the Certificate Course in Cookery, and the Certificate Course in *Warli Painting*. These courses motivate for self-employability. The ex-students started their training centres. Ms. Shreyasi Hirkude and Ms. Archana Karpe always render their services to train the students on gratis.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers etc. ‘Prevention Committee’, ‘Anti-ragging Committee’ and ‘Internal Complaints Committee’ are formed in the college. These committees arrange lectures of lawyers, social workers to awake the girls for their privileges and duties.

In the Departments of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both- to our college and to themselves.

Objectives

The Gender Audit of Vivekanand College has the following objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.
- To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- Suggest measures for bridging the gender gap.
- Foster gender equality in all aspects of college life and throughout the college community.
- To see the work and capacity for prevention of sexual harassment at the college.

2. GENDER SENSITIVE FEATURES IN VIVEKANAND COLLEGE

Gender sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to girls, gender equality is kept upright in the college.

Girls' Hostel:

Considering the qualitative performance of the college, the students from remote places in Maharashtra demanded the special facility for girls. As per their demand, the college provided Girls' Hostel. The first building of Girls' Hostel was established in 2001 having 140 students' in-take capacity. Every room has 3 beds. The new building of Girls' Hostel was established in 2010 having 60 in-take capacities. Overall there are 200 in-take capacities.

There is an independent mess for girls. All the measures of cleanliness are taken. The girls are provided with healthy food at two times and breakfast and tea for two times. Water purifiers, coolers are also available in the mess.

For the safety and security of the girls, care has been taken by the management. There is a weekly visit of the doctor. Girls are provided with separate study hall, an auditorium, and indoor-outdoor games etc.

There are various programmes in hostel for girls like Health Camp, Picnic, Trekking, Welcome Function and Entertainment.

Earn and Learn Scheme:

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started from 2001-02, keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis. At present there are more female candidates than male.

The Day Care Centre:

As per the letter of UGC No. F 11- 19/07 MS (WRO) dated 6th February 2010, grants-in-aid were released for development assistance to college. One lac amount was allocated for the Day Care Centre. The Day Care Centre helps the women and working parents having their children during working hours. Toys and other play amenities are provided in Day Care Centre. A care taker is also appointed for the security of kids.

Facilities for Girls:

Vivekanand College is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

1. Separate Entrance:

The separate entrance avoids chaotic situation. It is one of the safety measurements for girls.

2. Parking Facilities:

A well observed parking of two-wheelers for girls is one of the disciplines in this college.

3. Study Room:

Independent study room in the library always leads to the excellent performance of girls.

4. Separate Book-giving Centre:

The separate book-giving centre marks a discipline.

5. Stair Case:

The college has separate stair case for girls contributing to disciplined management.

6. Ladies Room:

Provision is made for girls' resting mode in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.

7. Girls Washroom:

At four different places girls' washrooms are situated in the college with ample supply of water and regular cleaning.

8. Drinking Water:

Separate water coolers and water purifiers are placed for girls.

9. Canteen:

In canteen, a separate section is kept for girls' convenience. They have a space to enjoy their food and canteen food.

10. Health Camp for Ladies:-

Every year, the Health Camp is organized for ladies. In 2012-13 the camp has taken in collaboration with D.Y.Patil College, Hospital and Research centre, Kadamwadi. Almost 150 girl-students have been checked with their Blood Group, Hemoglobin and Blood Pressure.

In 2013-14, a free Health Camp has organized for working women. Dr. Chandrakant Patil of Siddhivinayak Hospital has taken the lipid profile of seventy-five working ladies.

In 2014-15, Department of Home science and Department of Zoology have organized the Health Camp. One hundred and sixty girls have been checked with their Blood Group, Hemoglobin, Calcium, Blood Pressure, Actual Weight, Ideal Weight and Height.

Jagar Janivancha Abhiyan:-

As per Government Resolution No.2012/296/12/9 dated 23/10/2012, the college launched “Jagar Janivancha Abhiyan”. The college implemented various programmes for the empowerment of women. The college always seeks the gender equality.

In 2012-13 the college stood first at district and university level. It is a proud to note that the college got Rs. 2,00,000/- , a trophy for “Jagar Janivancha Abhiyan”.

In 2013-14, the college got second prize at district level and got Rs.50,000/- along with trophy. Now the work of “Jagar Janivancha Abhiyan” is on the

highest peak. The efforts are taken to participate and achieve grand success in the forthcoming competition.

By working under various channels like ‘Anti-Ragging’, ‘Sexual Harassment Prohibition’ and ‘Internal Complaints Committee’ “Jagar Janivancha Abhiyan” reached at its absolute destination of women empowerment.

Anti-Ragging Committee and Discipline:-

As the college forms a constituent part of the Shivaji University, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The students in distress owing to ragging related incidents can access the committee. The committee has one female and one male and the Principal of the college is the chair person.

NCC for Girls:-

The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets

participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio.

Some adventurous activities are also organized by NCC Battalion of the college, like Mini Treks- Cycle Expedition, Water Activities, Rope Climbing, Mountaineering, Rock Climbing in order to develop team spirit and confidence among the cadets.

NCC cadets in our college are positioned on the various posts:-

| Sr. No. | Name of the Cadets | Achievements |
|----------------|---------------------------|------------------------------|
| 1 | Tanuja Sawant | Auditor Edn. Dept. (MPSC) |
| 2 | Snehal Joshi | Deputy Collector |
| 3 | Vaishali Ingawale | Sales Tax Officer (MPSC) |
| 4 | Neelima Borvankar | Police Sub Inspector |
| 5 | Sugandha Krishnan | Flying Officer (Air Force) |
| 6 | Rashmi Narayan | Army Officer |
| 7 | Deepa Patil | Army Officer |
| 8 | Girija Moholkar | Army Officer |
| 9 | Priyanka Khobare | Army Officer |
| 10 | Tejashri Patil | Army Officer |
| 11 | Nilima Bedekar | Sub. Inspector CISF |
| 12 | Namrata Talekar | Officer Cadet (Army Officer) |

Our associate NCC officer Lt. Sunita Bhosale is awarded Bharat Sarkar's Defence Secretary Commendation Card in 2013-14.

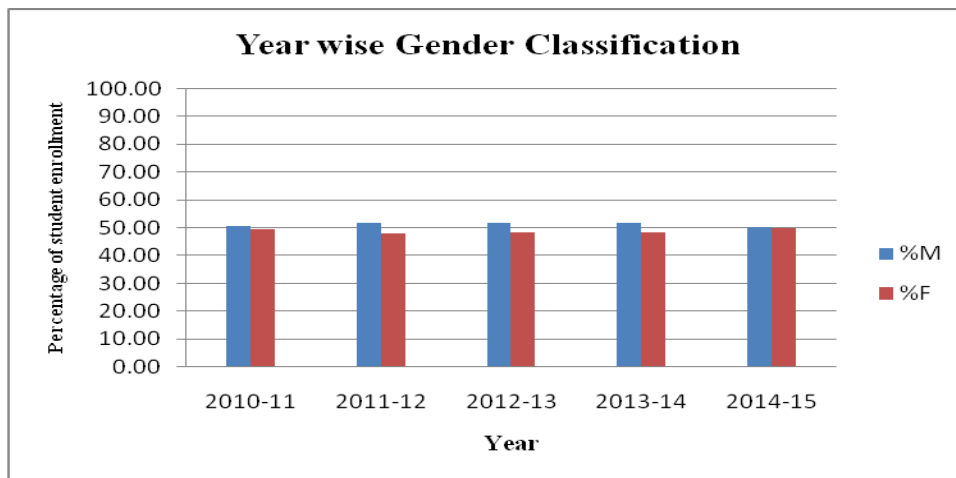
The outstanding achievements of our NCC Unit of Girls are:-

| Sr. No | Rank | Name of the Cadets | Achievements | Year |
|--------|-------|--------------------|--|--------------|
| 1 | JUO | Devika Ghatage | Basic Mountaineering - Uttar Kashi, OTA-Chennai (3Gold medals) | 2010 |
| 2 | SGT | Sonal Sawant | TSC, Delhi | 2010 |
| 3 | CPL | Rajashree Magdum | TSC, Delhi | 2010 |
| 4 | CPL | Amrapali Kamble | TSC, Delhi | 2010 |
| 5 | SGT | Prachi Patil | TSC, Delhi | 2010 |
| 6 | JUO | Jaya Shaikh | GVM Shooting, Jalandhar | 2010 |
| 7 | JUO | Rachana Rupe | TSC, Delhi Silver Medal IDC Cultural, Delhi | 2011 |
| 8 | JUO | Navina Saldhana | Mountaineering, Darjiling TSC, Delhi | 2011 |
| 9 | SGT | Snehal Jadhav | TSC, Delhi | 2011 |
| 10 | L/CPL | Monika Kamble | TSC, Delhi | 2011 |
| 11 | JUO | Trupti Pandit | TSC, Delhi (Silver Medal) | 2011 |
| 12 | JUO | Namrata Talekar | TSC, Delhi, Basic Mountaineering-Uttar Kashi DG-Commendation Card, Delhi | 2011 2012 |
| 13 | JUO | Snehankita Bhosale | TSC, Delhi | 2012 |
| 14 | CDT | Dhanshri Salonkhe | National Games, Hockey | 2012 |
| 15 | SUO | Yogita Khandekar | RDC, Delhi | 2013 |
| 16 | CPL | Chetana Patil | IDC Cultural, Delhi | 2013 |
| 17 | CDT | Pooja Patil | IDC Cultural, Delhi | 2013 |
| 18 | CPL | Priyanka Gavade | TSC Cultural Delhi | 2013 |
| 19 | SUO | Nisha Talekar | RDC, Delhi, Guard of Honor | 2014 |

3. GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2010-15)

I. Year wise Gender Classification:-

| Year | M | F | Total | %M | %F |
|---------|------|------|-------|-------|-------|
| 2010-11 | 1664 | 1622 | 3286 | 50.64 | 49.36 |
| 2011-12 | 1789 | 1658 | 3447 | 51.90 | 48.10 |
| 2012-13 | 1876 | 1741 | 3617 | 51.87 | 48.13 |
| 2013-14 | 1838 | 1719 | 3557 | 51.67 | 48.33 |
| 2014-15 | 1936 | 1914 | 3850 | 50.29 | 49.71 |

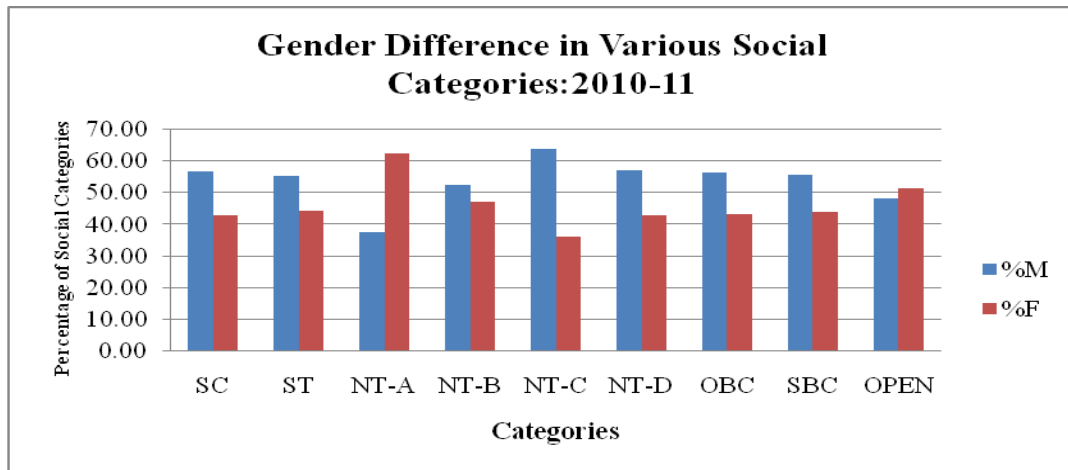


The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2010-11 to 2014-15 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give important data of year wise gender classification. The percentage of male and female students can be easily viewed at a glance with the help of graph and table.

II. Gender Difference in Various Social Categories:-

➤ 2010-11:-

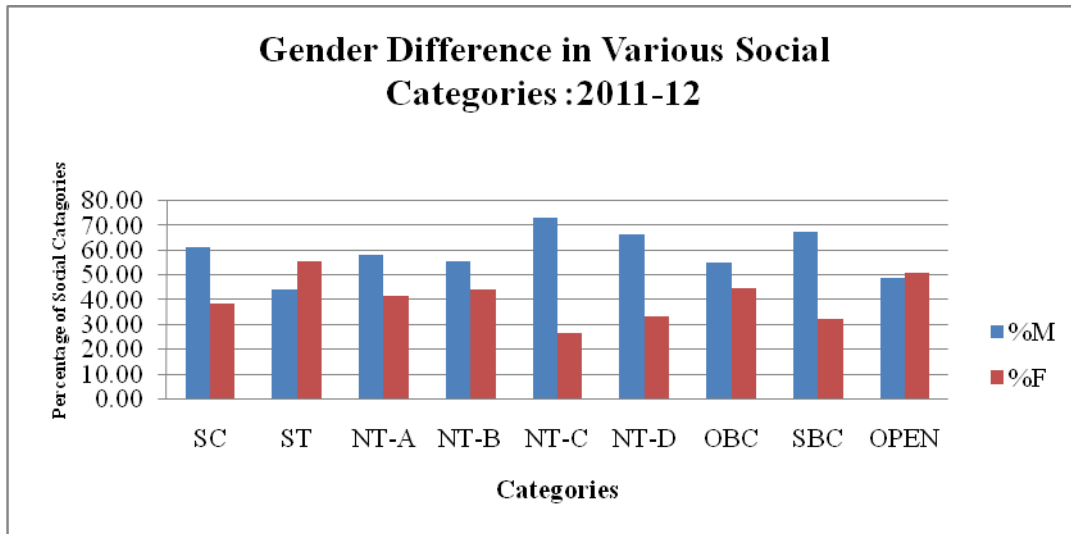
| Sr. No. | Category | M | F | Total | %M | %F |
|---------|----------|------|------|-------|-------|-------|
| 1 | SC | 180 | 136 | 316 | 56.96 | 43.04 |
| 2 | ST | 5 | 4 | 9 | 55.56 | 44.44 |
| 3 | NT-A | 6 | 10 | 16 | 37.50 | 62.50 |
| 4 | NT-B | 40 | 36 | 76 | 52.63 | 47.37 |
| 5 | NT-C | 53 | 30 | 83 | 63.86 | 36.14 |
| 6 | NT-D | 4 | 3 | 7 | 57.14 | 42.86 |
| 7 | OBC | 209 | 161 | 370 | 56.49 | 43.51 |
| 8 | SBC | 19 | 15 | 34 | 55.88 | 44.12 |
| 9 | OPEN | 1148 | 1227 | 2375 | 48.34 | 51.66 |
| TOTAL | | 1664 | 1622 | 3286 | | |



The table very clearly shows percentage of the gender difference in various social categories in the year 2010-11. The social category comprises SC, ST, NT-A, HT-B, NT-C, NT-D, OBC, SBC and OPEN. In the year 2010-11 total numbers of admitted students is 3286, which includes 1664 male and 1622 female students. The maximum percentage of NT-C male students is 63.86, while the minimum percentage of NT-C female students is 36.14.

➤ **2011-12:-**

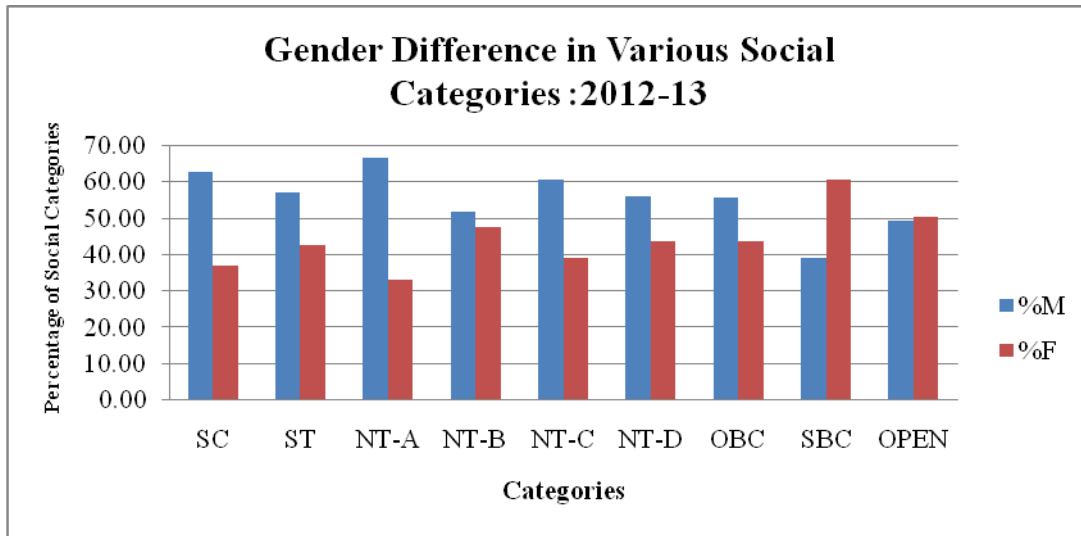
| Sr. No. | Category | M | F | Total | %M | %F |
|--------------|----------|-------------|-------------|-------------|-------|-------|
| 1 | SC | 201 | 127 | 328 | 61.28 | 38.72 |
| 2 | ST | 4 | 5 | 9 | 44.44 | 55.56 |
| 3 | NT-A | 14 | 10 | 24 | 58.33 | 41.67 |
| 4 | NT-B | 43 | 34 | 77 | 55.84 | 44.16 |
| 5 | NT-C | 57 | 21 | 78 | 73.08 | 26.92 |
| 6 | NT-D | 4 | 2 | 6 | 66.67 | 33.33 |
| 7 | OBC | 205 | 167 | 372 | 55.11 | 44.89 |
| 8 | SBC | 23 | 11 | 34 | 67.65 | 32.35 |
| 9 | OPEN | 1238 | 1281 | 2519 | 49.15 | 50.85 |
| TOTAL | | 1789 | 1658 | 3447 | | |



As the table shows vividly the percentage of gender difference in various social categories in the academic year 2011-12, it appears from the table that the percentage of admissions of NT-C male category is 73.8, which is utmost in comparison with other male students. On the other hand the lowest percentage of NT-C female students is 26.92, which is the lowest as compared with other female students.

➤ **2012-13:-**

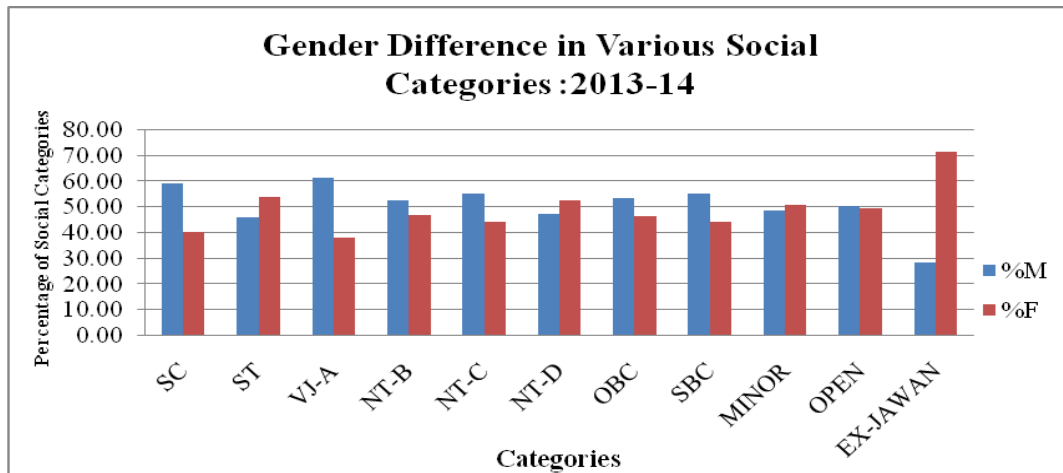
| Sr. No. | Category | M | F | Total | %M | %F |
|--------------|----------|------|------|-------|-------|-------|
| 1 | SC | 228 | 135 | 363 | 62.81 | 37.19 |
| 2 | ST | 4 | 3 | 7 | 57.14 | 42.86 |
| 3 | NT-A | 14 | 7 | 21 | 66.67 | 33.33 |
| 4 | NT-B | 37 | 34 | 71 | 52.11 | 47.89 |
| 5 | NT-C | 53 | 34 | 87 | 60.92 | 39.08 |
| 6 | NT-D | 9 | 7 | 16 | 56.25 | 43.75 |
| 7 | OBC | 228 | 179 | 407 | 56.02 | 43.98 |
| 8 | SBC | 9 | 14 | 23 | 39.13 | 60.87 |
| 9 | OPEN | 1294 | 1328 | 2622 | 49.35 | 50.65 |
| TOTAL | | 1876 | 1741 | 3617 | | |



As these table shows vividly the percentage of gender difference in the admissions of male and female students in the academic year 2012-13. The percentage NT-A male students is higher than any other male social categories and it is 66.67 %. However, the percentage of NT-A female students is the lowest as compared to other female students and it is 33.33%.

➤ **2013-14:-**

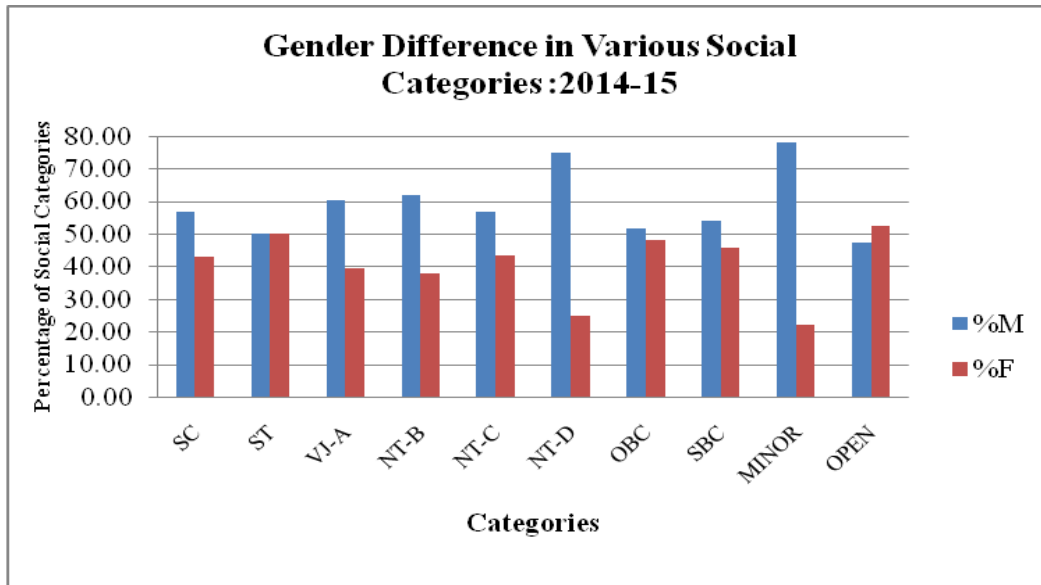
| Sr. No. | Category | M | F | Total | %M | %F |
|---------|----------|------|------|-------|-------|-------|
| 1 | SC | 202 | 138 | 340 | 59.41 | 40.59 |
| 2 | ST | 6 | 7 | 13 | 46.15 | 53.85 |
| 3 | VJ-A | 16 | 10 | 26 | 61.54 | 38.46 |
| 4 | NT-B | 36 | 32 | 68 | 52.94 | 47.06 |
| 5 | NT-C | 46 | 37 | 83 | 55.42 | 44.58 |
| 6 | NT-D | 9 | 10 | 19 | 47.37 | 52.63 |
| 7 | OBC | 219 | 190 | 409 | 53.55 | 46.45 |
| 8 | SBC | 20 | 16 | 36 | 55.56 | 44.44 |
| 9 | MINOR | 153 | 160 | 313 | 48.88 | 51.12 |
| 10 | OPEN | 1127 | 1109 | 2236 | 50.40 | 49.60 |
| 11 | EX-JAWAN | 4 | 10 | 14 | 28.57 | 71.43 |
| TOTAL | | 1838 | 1719 | 3557 | | |



As the table shows all details regarding the percentage of admissions of male and female in the college in association with various social categories in the academic year 2013-14, the percentage of female students in the category of *Ex-Jawan* is the highest as compared to other social categories of female students.

➤ **2014-15:-**

| Sr. No. | Category | M | F | Total | %M | %F |
|---------|----------|------|------|-------|-------|-------|
| 1 | SC | 242 | 184 | 426 | 59.41 | 40.59 |
| 2 | ST | 07 | 07 | 14 | 46.15 | 53.85 |
| 3 | VJ-A | 23 | 15 | 38 | 61.54 | 38.46 |
| 4 | NT-B | 69 | 42 | 111 | 52.94 | 47.06 |
| 5 | NT-C | 51 | 39 | 90 | 55.42 | 44.58 |
| 6 | NT-D | 06 | 02 | 08 | 47.37 | 52.63 |
| 7 | OBC | 232 | 215 | 447 | 53.55 | 46.45 |
| 8 | SBC | 27 | 23 | 50 | 55.56 | 44.44 |
| 9 | MINOR | 39 | 11 | 50 | 48.88 | 51.12 |
| 10 | OPEN | 1240 | 1376 | 2616 | 50.40 | 49.60 |
| TOTAL | | 1936 | 1914 | 3850 | | |

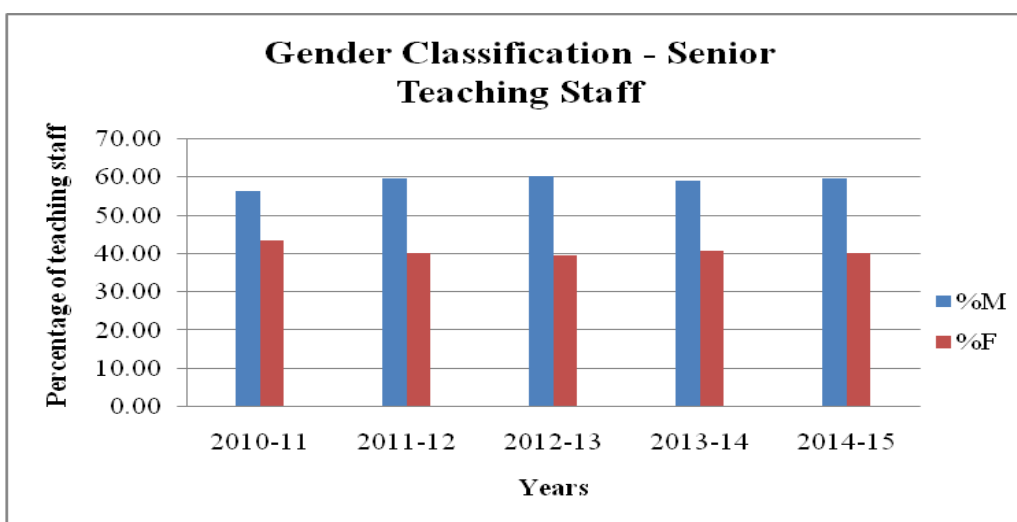


The above table shows the information regarding the percentage of admissions of male and female students in the college, having various categories in the academic year 2014-15. The number of female students in OPEN category is highest than others.

III. Gender Difference in Teaching and Non-Teaching Faculty:-

➤ Gender classification - Senior teaching staff:-

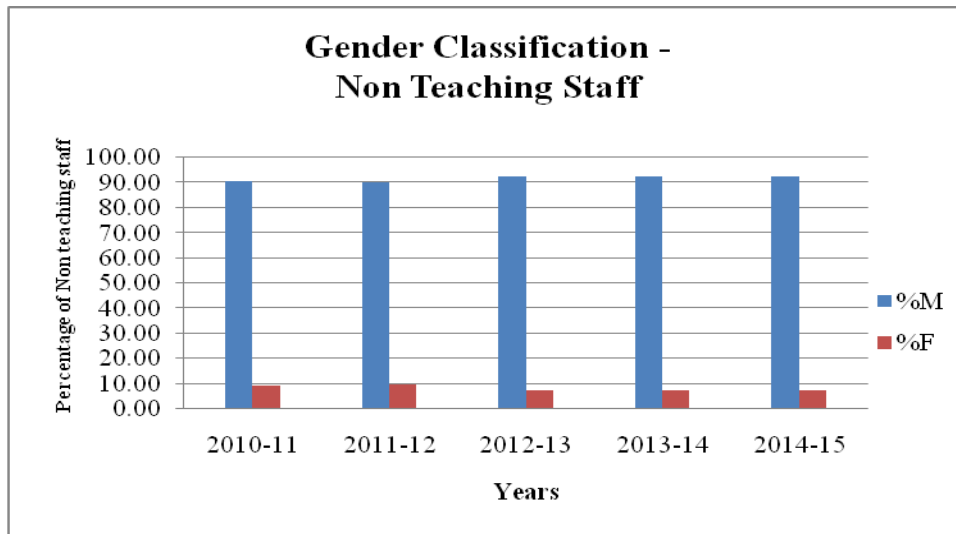
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2010-11 | 66 | 51 | 56.41 | 43.59 | 117 |
| 2011-12 | 77 | 52 | 59.69 | 40.31 | 129 |
| 2012-13 | 64 | 42 | 60.38 | 39.62 | 106 |
| 2013-14 | 64 | 44 | 59.26 | 40.74 | 108 |
| 2014-15 | 64 | 43 | 59.81 | 40.19 | 107 |



The table shows the year wise classification of Teaching Staff of Senior wing during the academic year 2010-2015. The total number of male teachers is 59.10 % which is greater than the female teacher (40.88%). And the number of male is remained same in the following years i.e. average 60% and that of female teacher is 40%.

➤ **Gender classification: Non- teaching staff:-**

| Year | M | F | %M | %F | Total |
|---------|----|---|-------|------|-------|
| 2010-11 | 85 | 9 | 90.43 | 9.57 | 94 |
| 2011-12 | 84 | 9 | 90.32 | 9.68 | 93 |
| 2012-13 | 87 | 7 | 92.55 | 7.45 | 94 |
| 2013-14 | 86 | 7 | 92.47 | 7.53 | 93 |
| 2014-15 | 86 | 7 | 92.47 | 7.53 | 93 |

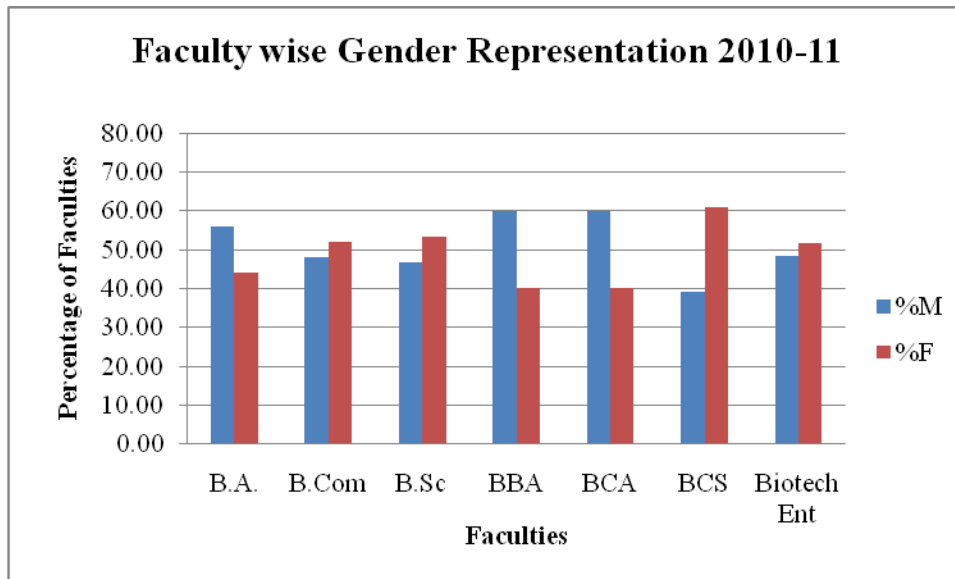


Above table gives the information about the gender classification of male and female non-teaching staff of the year 2010 to 2014. The number of male is higher than the female i.e. of 91.64% and the female number is 8.34%. The data represents that male staff is more than the female staff.

IV. Faculty wise Gender Difference in the students:-

➤ 2010-11:-

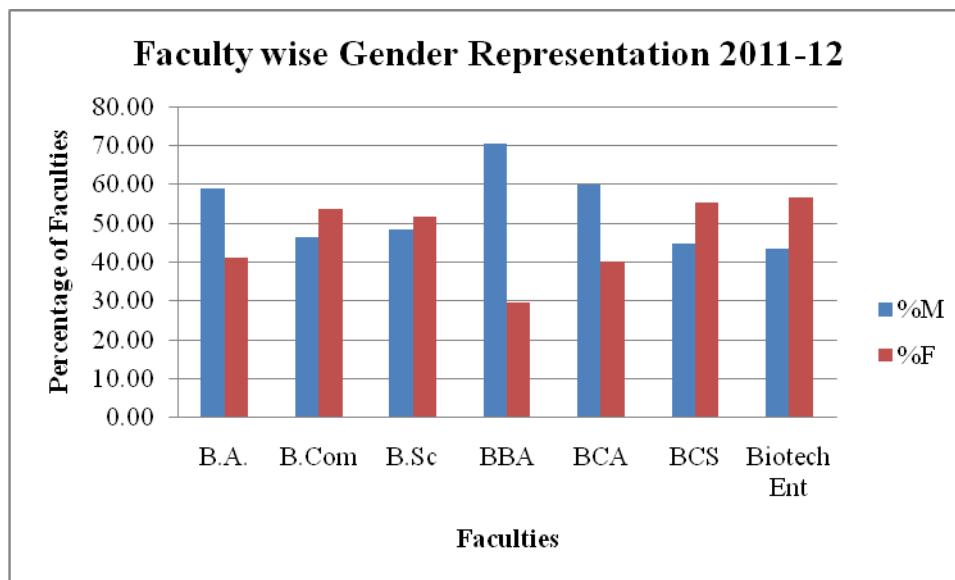
| Faculty | M | F | Total | %M | %F |
|-------------|-----|-----|-------|-------|-------|
| B.A. | 517 | 409 | 926 | 55.83 | 44.17 |
| B.Com | 457 | 495 | 952 | 48.00 | 52.00 |
| B.Sc | 387 | 440 | 827 | 46.80 | 53.20 |
| BBA | 100 | 67 | 167 | 59.88 | 40.12 |
| BCA | 103 | 69 | 172 | 59.88 | 40.12 |
| BCS | 72 | 112 | 184 | 39.13 | 60.87 |
| Biotech Ent | 28 | 30 | 58 | 48.28 | 51.72 |



The above table gives information about faculties for the academic year 2010-11. As herein above chart shows female students outnumber male students in the faculties of B. Com., B.Sc., and B.C.S. & Biotech Ent. The total student strength is remained same in the faculties of B.B.A and B.C.A.

➤ **2011-12:-**

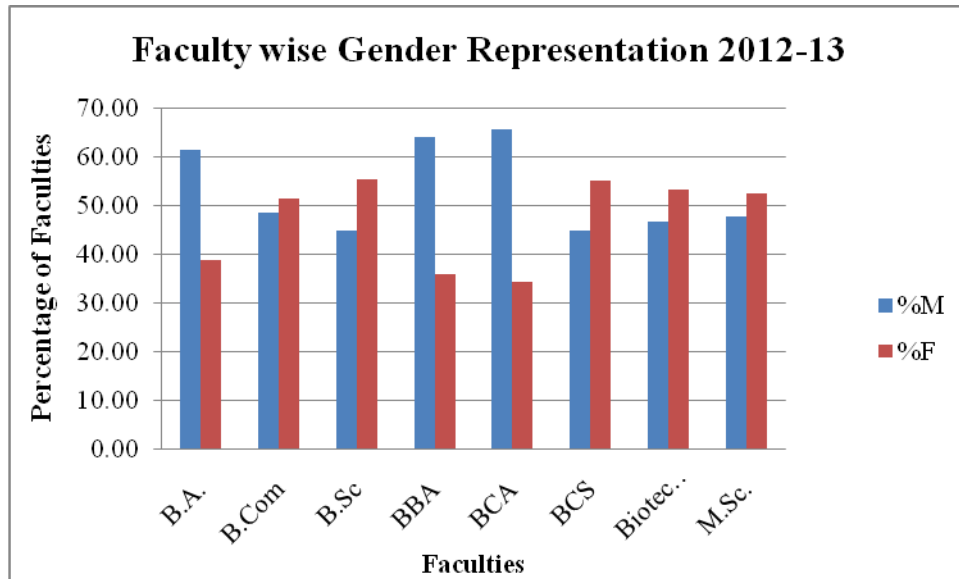
| Faculty | M | F | Total | %M | %F |
|-------------|-----|-----|-------|-------|-------|
| B.A. | 528 | 367 | 895 | 58.99 | 41.01 |
| B.Com | 455 | 526 | 981 | 46.38 | 53.62 |
| B.Sc | 467 | 501 | 968 | 48.24 | 51.76 |
| BBA | 121 | 51 | 172 | 70.35 | 29.65 |
| BCA | 104 | 70 | 174 | 59.77 | 40.23 |
| BCS | 84 | 104 | 188 | 44.68 | 55.32 |
| Biotech Ent | 30 | 39 | 69 | 43.48 | 56.52 |



Similar trend continuous in case of B.Com., B.Sc., B.C.S., and Biotech Ent. in 2011-12. The above table shows that gender gap is wider at B.B.A. level and female students constitute merely one third of the total student's strength to the same faculty. Remaining faculties are having more or less uniformity in gender difference.

➤ **2012-13:-**

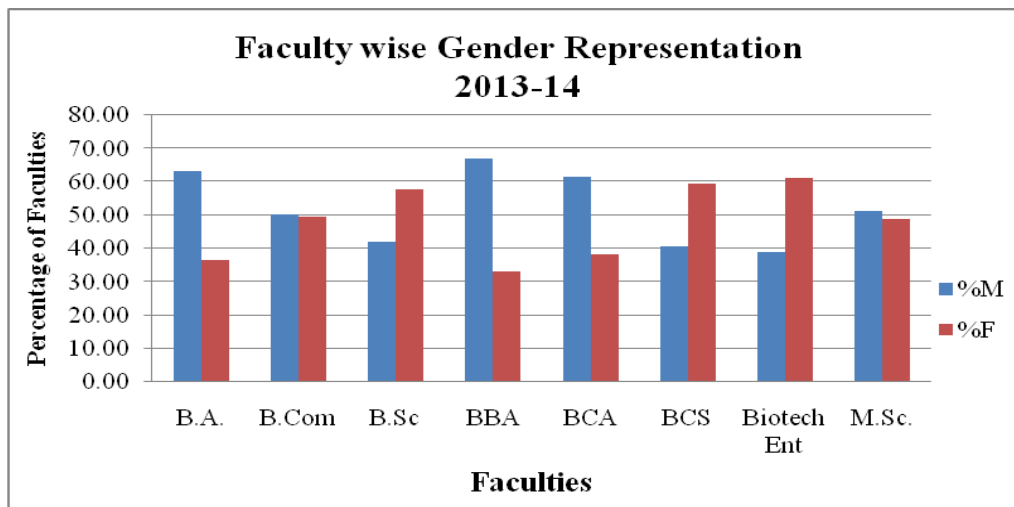
| Faculty | M | F | Total | %M | %F |
|-------------|-----|-----|-------|-------|-------|
| B.A. | 536 | 339 | 875 | 61.26 | 38.74 |
| B.Com | 502 | 531 | 1033 | 48.60 | 51.40 |
| B.Sc | 466 | 576 | 1042 | 44.72 | 55.28 |
| BBA | 114 | 64 | 178 | 64.04 | 35.96 |
| BCA | 116 | 61 | 177 | 65.54 | 34.46 |
| BCS | 96 | 118 | 214 | 44.86 | 55.14 |
| Biotech Ent | 36 | 41 | 77 | 46.75 | 53.25 |
| M.Sc. | 10 | 11 | 21 | 47.62 | 52.38 |



In the above chart consistently female students have been outperforming male students for last three faculties. Likewise results have come in front of us for the faculties of B.Com. and B.Sc. too. This indicates that after having struggled for getting an opportunity of higher education, the involvement of female students is increasing.

➤ **2013-14:-**

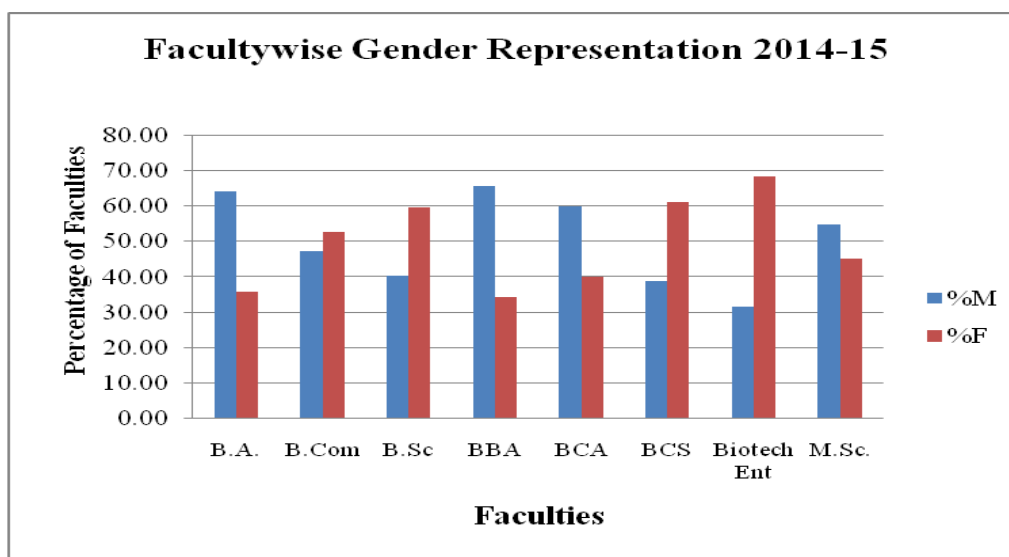
| Faculty | M | F | Total | %M | %F |
|-------------|-----|-----|-------|-------|-------|
| B.A. | 584 | 337 | 921 | 63.41 | 36.59 |
| B.Com | 494 | 488 | 982 | 50.31 | 49.69 |
| B.Sc | 436 | 600 | 1036 | 42.08 | 57.92 |
| BBA | 91 | 45 | 136 | 66.91 | 33.09 |
| BCA | 101 | 63 | 164 | 61.59 | 38.41 |
| BCS | 86 | 126 | 212 | 40.57 | 59.43 |
| Biotech Ent | 26 | 41 | 67 | 38.81 | 61.19 |
| M.Sc. | 20 | 19 | 39 | 51.28 | 48.72 |



The above diagram shows faculty wise gender difference in the students during the year 2013-14. As per data, it shows that the number of male students is greater than female students in B.A., B.Com. B.B.A., B.C.A. and M.Sc. whereas the number of female students is higher than male students in B.Sc., B.C.S., and Biotech Ent. faculty.

➤ **2014-15:-**

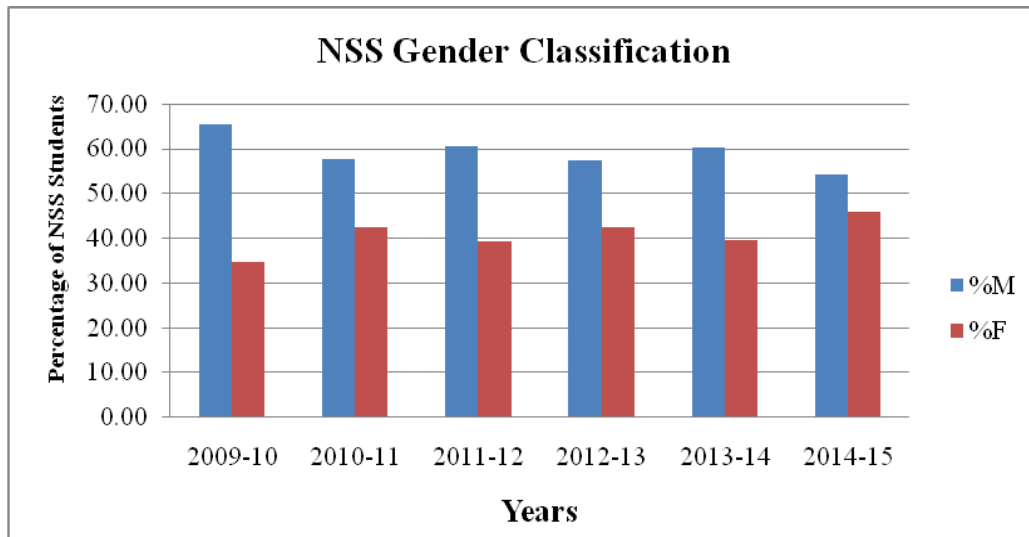
| Faculty | M | F | Total | %M | %F |
|-------------|-----|-----|-------|-------|-------|
| B.A. | 636 | 355 | 991 | 64.18 | 35.82 |
| B.Com | 501 | 558 | 1059 | 47.31 | 52.69 |
| B.Sc | 447 | 663 | 1110 | 40.27 | 59.73 |
| BBA | 101 | 53 | 154 | 65.58 | 34.42 |
| BCA | 118 | 79 | 197 | 59.90 | 40.10 |
| BCS | 87 | 137 | 224 | 38.84 | 61.16 |
| Biotech Ent | 23 | 50 | 73 | 31.51 | 68.49 |
| M.Sc. | 23 | 19 | 42 | 54.76 | 45.24 |



The above diagram represents facultywise gender difference for the academic year 2014-15, which provides strength of students in various faculties of college. The faculties B.Com, B.Sc. B.C.S. and Biotech Entire indicates that the number of female students is larger than others.

I. Gender Difference in enrollment as NSS Volunteers:-

| Year | M | F | %M | %F | Total |
|---------|-----|----|-------|-------|-------|
| 2009-10 | 132 | 70 | 65.35 | 34.65 | 202 |
| 2010-11 | 117 | 86 | 57.64 | 42.36 | 203 |
| 2011-12 | 126 | 82 | 60.58 | 39.42 | 208 |
| 2012-13 | 119 | 88 | 57.49 | 42.51 | 207 |
| 2013-14 | 131 | 86 | 60.37 | 39.63 | 217 |
| 2014-15 | 111 | 94 | 54.15 | 45.85 | 205 |



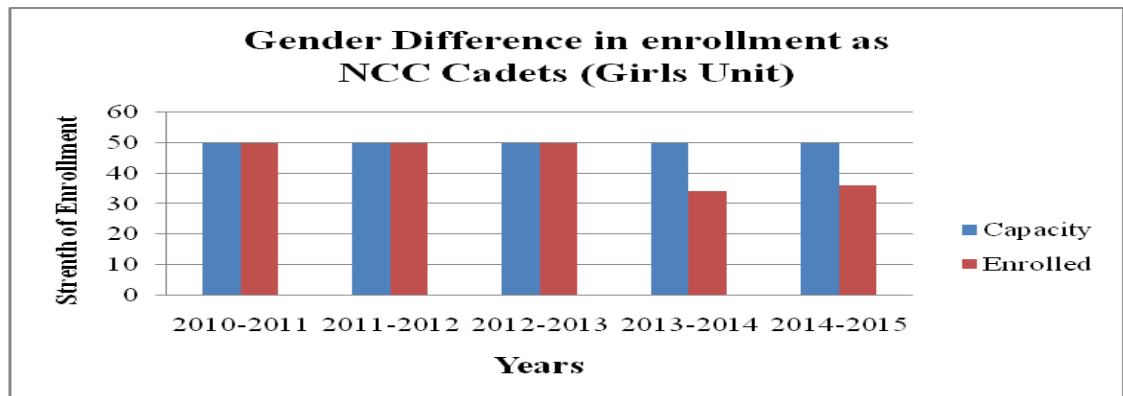
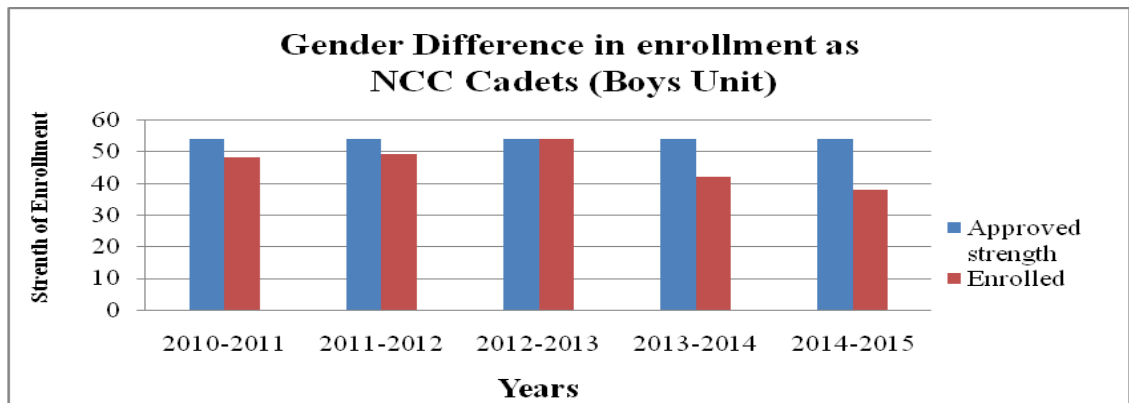
As above table shows that gender classification of NSS volunteers during the year 2009-2015. From this general trend shown, it appears that the total number of male is greater that is 59.26% than female (40.73%)

II. Gender Difference in enrollment as NCC Cadets:-

NCC (Boys Unit):-

NCC (Girls Unit):-

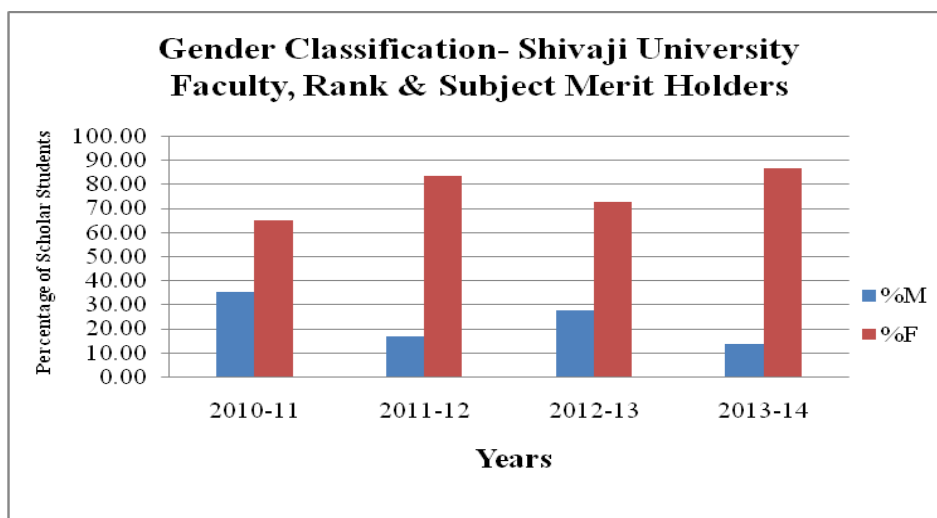
| Sr. No. | Year | Approved strength | Enrolled | Sr. No. | Year | Capacity | Enrolled |
|---------|-----------|-------------------|----------|---------|-----------|----------|----------|
| 1 | 2010-2011 | 54 | 48 | 1 | 2010-2011 | 50 | 50 |
| 2 | 2011-2012 | 54 | 49 | 2 | 2011-2012 | 50 | 50 |
| 3 | 2012-2013 | 54 | 54 | 3 | 2012-2013 | 50 | 50 |
| 4 | 2013-2014 | 54 | 42 | 4 | 2013-2014 | 50 | 34 |
| 5 | 2014-2015 | 54 | 38 | 5 | 2014-2015 | 50 | 36 |



The above tables and bar charts show the year wise enrollment of students in NCC. The female student's gender representation is decreased for the last two years.

III. Gender Difference in Shivaji University Faculty, Rank & Merit Subject Holders:-

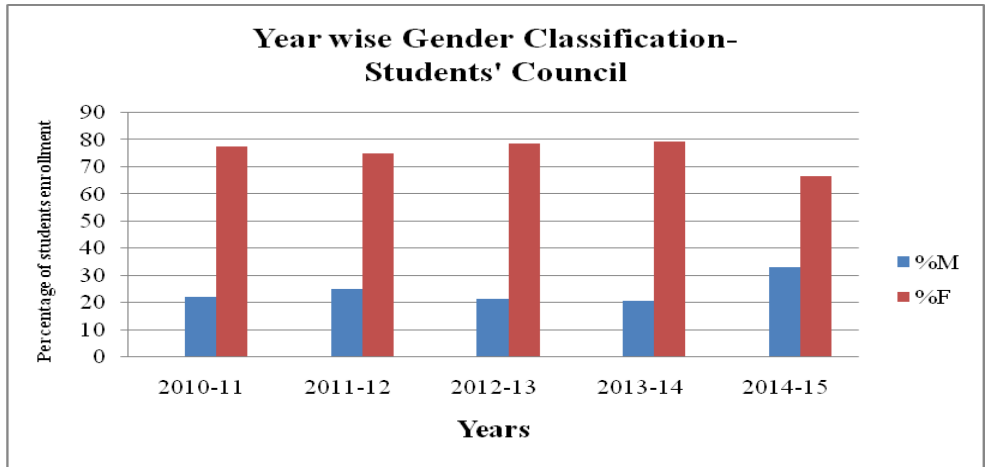
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2010-11 | 12 | 22 | 35.29 | 64.71 | 34 |
| 2011-12 | 5 | 25 | 16.67 | 83.33 | 30 |
| 2012-13 | 9 | 24 | 27.27 | 72.73 | 33 |
| 2013-14 | 2 | 13 | 13.33 | 86.67 | 15 |



The above diagram gives the information about general classification of Shivaji University Faculty, Rank and Subject Merit Holders, during the year 2010-13. It is notified that the girls are having glorious success in achieving Scholarships in all academic years.

IV. Gender Difference in Students' Council:-

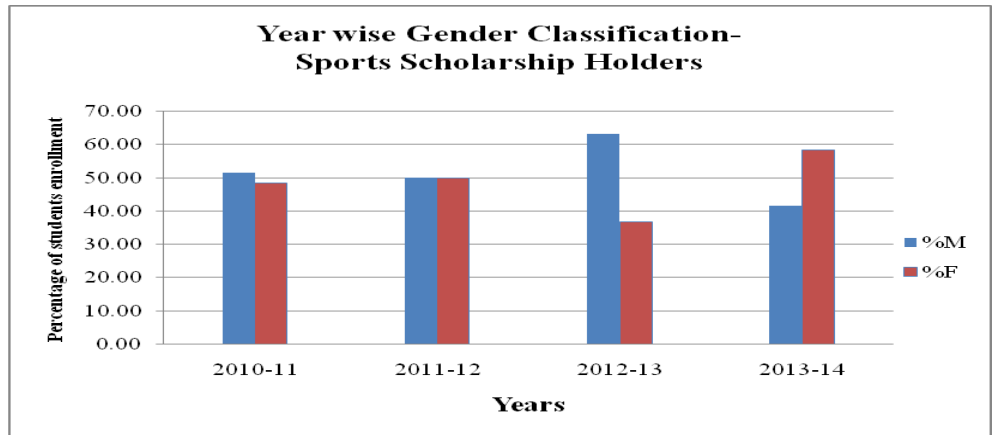
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2010-11 | 6 | 21 | 22.22 | 77.78 | 27 |
| 2011-12 | 7 | 21 | 25.00 | 75.00 | 28 |
| 2012-13 | 6 | 22 | 21.43 | 78.57 | 28 |
| 2013-14 | 6 | 23 | 20.69 | 79.31 | 29 |
| 2014-15 | 10 | 20 | 33.33 | 66.67 | 30 |



The above table gives the information about year wise gender difference in Students Council during the years 2010-15. It appears that the number of female in Students Council is higher than male students.

V. Gender Difference in Sports Scholarship Holders:-

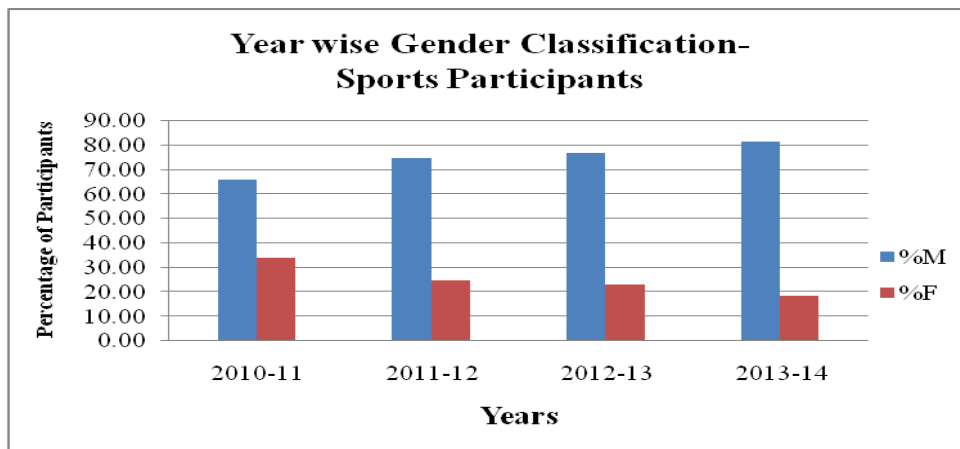
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2010-11 | 17 | 16 | 51.52 | 48.48 | 33 |
| 2011-12 | 15 | 15 | 50.00 | 50.00 | 30 |
| 2012-13 | 19 | 11 | 63.33 | 36.67 | 30 |
| 2013-14 | 10 | 14 | 41.67 | 58.33 | 24 |



As the above table and bar diagram presents the year wise gender classification of scholarship holders during 2010-14. The percentage of female is fluctuating.

VI. Gender Difference in Sports Participants:-

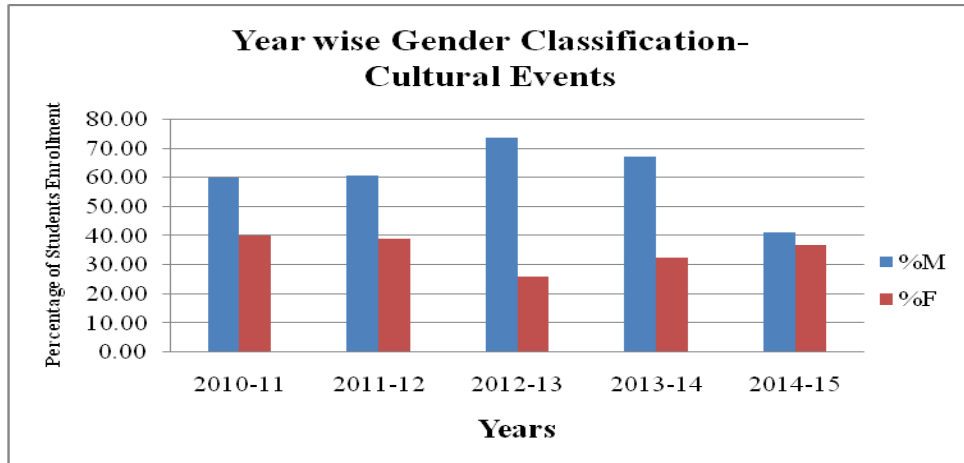
| Year | M | F | %M | %F | Total |
|---------|-----|----|-------|-------|-------|
| 2010-11 | 109 | 56 | 66.06 | 33.94 | 165 |
| 2011-12 | 108 | 36 | 75.00 | 25.00 | 144 |
| 2012-13 | 154 | 46 | 77.00 | 23.00 | 200 |
| 2013-14 | 123 | 28 | 81.46 | 18.54 | 151 |



The sports is an area that Vivekanand College boasts of in terms of the outstanding performance in Olympics, Youth Asian Games and Commonwealth Games.

VII. Gender Classification in Cultural Events:-

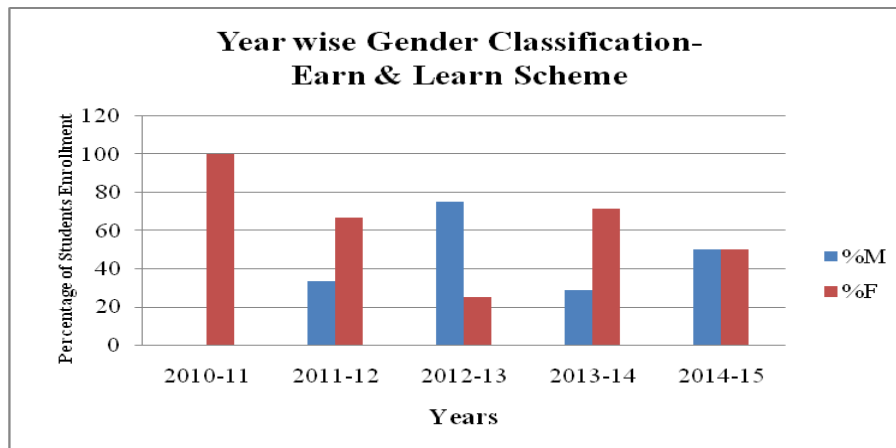
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2010-11 | 24 | 16 | 60.00 | 40.00 | 40 |
| 2011-12 | 25 | 16 | 60.98 | 39.02 | 41 |
| 2012-13 | 31 | 11 | 73.81 | 26.19 | 42 |
| 2013-14 | 27 | 13 | 67.50 | 32.50 | 40 |
| 2014-15 | 25 | 17 | 54.35 | 45.65 | 46 |



Above diagram shows year wise gender classification of cultural events during 2010-15. It shows that the number of male students is higher than female students.

VIII. Gender Balance in Earn & Learn Scheme:-

| Year | M | F | %M | %F | Total |
|---------|---|---|-------|--------|-------|
| 2010-11 | 0 | 7 | 0.00 | 100.00 | 7 |
| 2011-12 | 2 | 4 | 33.33 | 66.67 | 6 |
| 2012-13 | 3 | 1 | 75.00 | 25.00 | 4 |
| 2013-14 | 2 | 5 | 28.57 | 71.43 | 7 |
| 2014-15 | 3 | 3 | 50.00 | 50.00 | 6 |

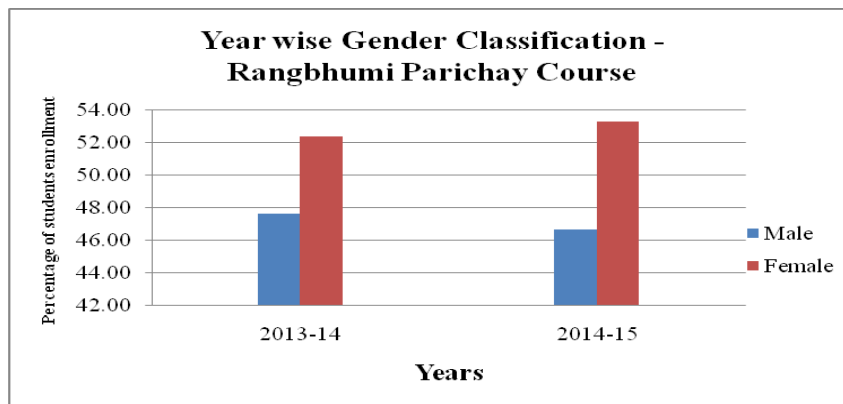


On the poor Socio-economic background, Earn-Learn Scheme plays the vital role to self empowerment in educational career. The above graph shows the female are in highest number in this scheme. In this academic year percentage of both male- female students is equivalent.

IX. Gender Balance among C.O.C. Courses:-

➤ Rangbhumi (Theatre) Parichay Course:-

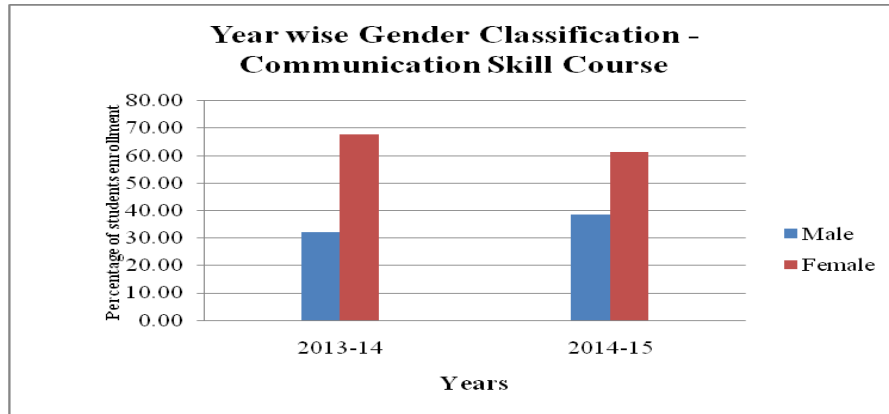
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2013-14 | 10 | 11 | 47.62 | 52.38 | 21 |
| 2014-15 | 7 | 8 | 46.67 | 53.33 | 15 |



The tabel and the bar chart show involvement of female students is always higher than male. It is also increasing in following years. The mind set of female students is a full of freedom and compassion that is the positive aspect for them.

➤ Communication Skill Course:-

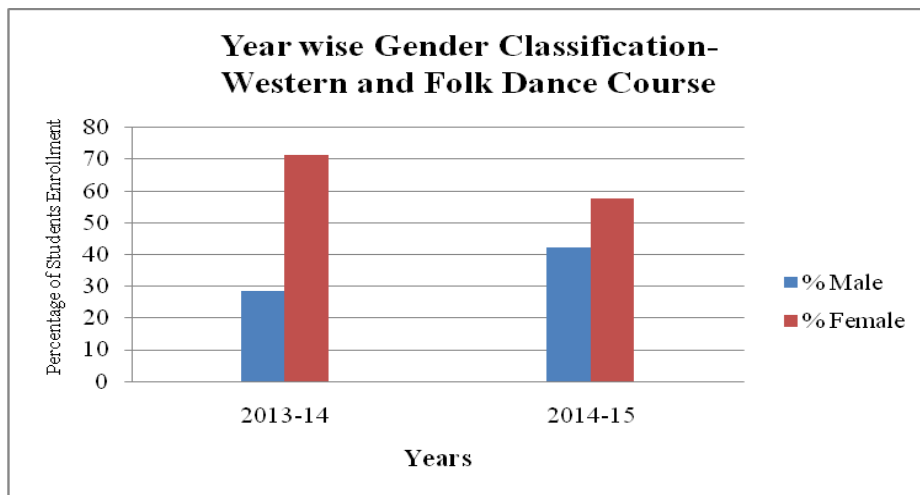
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2013-14 | 9 | 19 | 32.14 | 67.86 | 28 |
| 2014-15 | 12 | 19 | 38.71 | 61.29 | 31 |



The above table represents gender classification in communication skill. In 2013-14 there were 32.14% male students and 67.86% female students. In the year 2014-15 there was 38.71% male students and 61.29% female students, which is obviously showing that female students' participation is more than male students.

➤ **Western and Folk Dance Course:-**

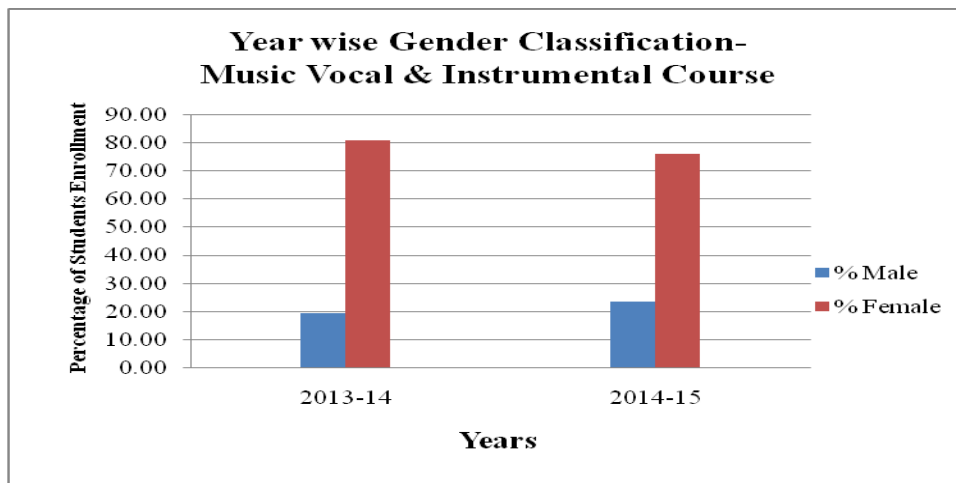
| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2013-14 | 8 | 20 | 28.57 | 71.43 | 28 |
| 2014-15 | 11 | 15 | 42.31 | 57.69 | 26 |



The figures and bar diagram indicate that girls are very nicely representing the various courses. Above is one of it. Female students constitute larger proportion of their participation in 2013-14 than male students. And this number of female students remained positive in the following year 2014-15.

➤ **Music Vocal and Instrumental Course:-**

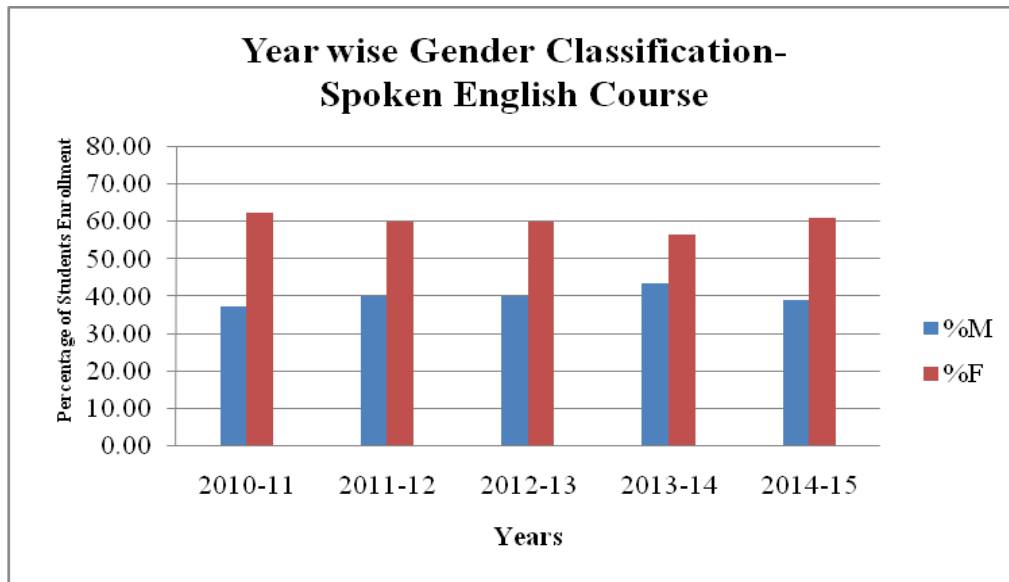
| Year | Male | Female | % M | % F | Total |
|---------|------|--------|-------|-------|-------|
| 2013-14 | 6 | 25 | 19.35 | 80.65 | 31 |
| 2014-15 | 7 | 22 | 24.14 | 75.86 | 29 |



The above data gives the information about the gender classification in Music Vocal and Instrumental Course during the year 2012-14. It represents that in both years the percentage of female students is more than that of male students.

➤ **Spoken English Course:-**

| Year | M | F | %M | %F | Total |
|---------|----|----|-------|-------|-------|
| 2010-11 | 15 | 25 | 37.50 | 62.50 | 40 |
| 2011-12 | 16 | 24 | 40.00 | 60.00 | 40 |
| 2012-13 | 16 | 24 | 40.00 | 60.00 | 40 |
| 2013-14 | 20 | 26 | 43.48 | 56.52 | 46 |
| 2014-15 | 09 | 14 | 39.13 | 60.87 | 23 |



The above chart shows the year wise gender classification in Spoken English Course. It represents that the numbers of female students are continuously high from 2010-11 to 2014-15.

4. PREVENTION OF SEXUAL HARASSMENT:-

An act to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. To eliminate unlawful discrimination and harassment 'Internal Complaints Committee' is also formed in the college.

The college has following mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to harassment.

'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 work of the committee involves research and extension. The committee conducts various programs, workshops, street play,

self-defense training, yoga, health check-up camp, pre marriage counseling for women empowerment and gender sensation.

The 'Internal Complaints Committee' has contributed to policy making on Women's issues by organizing workshop on Women and Law, Women's Empowerment, Women and Human Rights in the year 2013.

The committee received two complaints of sexual harassment in the college came from the 'especially vulnerable groups'. The committee without disclosing the name, address, has kept the information confidential. The process of inquiry follows 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.

5. SALIENT FEATURES AND RECOMMENDATIONS:-

✓ STRENGTHS AND GENDER SENSITIVE INITIATIVES IN VIVEKANAND COLLEGE:-

It is found that the Vivekanand College has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in Vivekanand College are followings:

- The gender balance in student enrollment is the outcome of hostel accommodation to the girls as well as counseling of our teachers in slum areas.

- The college has Earn and Learn Scheme for economically marginalized students.
- The Day Care facility for the children of women as well as men employees shows that childcare is not the responsibility of woman alone.
- In the award of merit scholarships 95% students are female.
- The ‘Internal Complaints Committee’ at workplace is strengthened by organizing various activities.
- 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 college committees allow resources for non-academic student activities on a gender –neutral basis.

- The college staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to all members of staff.
- Responses from students, staff and visitors to the college are regularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in this area are reported to the administration for action.
- The college has **Sansthamata Shrimati Sushiladevi Salunkhe Sanvedana Manch** (forum) to discuss gender issues every month.
- Health check-up camps show the document of how many women and girls are anemic and underweight.

✓ **RECOMMENDATIONS FOR MAKING VIVEKANAND COLLEGE A GENDER SENSITIVE COLLEGE:-**

- **Women's representation in Local Management Council:-** No women's representation is found in Local Management Council of the college. The college authorities may consider appointing more women in the council.
- The college should be intended to build on this foundation to ensure that the inclusion of more women in decision-making be embedded in college practices.
- Authority should be considered to increase female staff in the Non-teaching Faculty.

- Permission should be given to start Women Study Centre to research in Gender balance equality.
- The Hostel area may be notified on the area marked for the use of the students staying on the Campus. One watchman should be appointed in the Hostel area.
- To avoid inequality care should be taken to appoint balanced number of conveners of the various internal committees of the college.

✓ **INTEGRATION OF GENDER STUDIES IN CURRICULA IN VIVEKANAND COLLEGE:-**

The college is affiliated to the Shivaji University, Kolhapur and follows semester introduced by the University. There are several ways of integrating gender perspective in Curricula.

✓ **GENDER COMPLAINTS AND GENDER PERSPECTIVE IN VARIOUS COURSES:-**

Arts, Commerce and Management, Science:-

The B.A., B.Com. B.Sc. has components on feminism, family and society on Indian writing in literature.

Department of Social-sciences:-

The course contents on rural and urban society and family, caste, class and studies of women. The various programmes under these departments aim at providing students an understanding of women's economic role and their contribution to National Economy and how gender biases have resulted in persistent gender inequalities.

These courses are executed with the aim of attaining the best possible realization of the purposes with which they have been introduced. The teachers have also been regular in attending workshops, seminars and conferences on Gender equality organized by the parent university as well as other universities.

OUR PRIDE

- Ms. Rahi Jivan Sarnobat, B.B.A. Dept. (Deputy Collector, Pune) International Gold Medalist (Shooting Event)
- Shri Veerdhawal Vikram Khade, B.Com.III, “Golden Boy”, and “Arjun Purskar Awardee-2012” is an International Swimming Champion.
- Ms. Snehankita B. Varute, B.A.III, Shiv Chatrapati Award, International Weight Lifting and Power Lifting Player.
- Ms. Shweta Kishor Patil, B.A.III, elected as National Hockey Player.
- Mr. Mrudul Shrikant Shinde, B.A.II, elected as International Football Player.
- Ms. Anuradha Khude, B.A.I. , Gold Medalist in Open National Championship at Delhi., Second in Asian Youth Games.
- Mr.Samrat Farakate, B.A.III., represented Shivaji University for All India Inter-University Boxing Tournament.
- Mr. Ashlesh Mhasakar, Athletics.

- Ms. Monika Kshirsagar, B.Sc. II., Aniket Shingare, B.Sc. I., Ms. Akshya Pimple, B.Sc. I and Mr. Satyjeet Patil, B.Sc. I. are selected for ‘Young Inspirator Network’ whose Chief Inspirator is Amir Khan.
- Ms. Usha Jadhav, Cine Actress won National Award in Acting.
- Ms. Prachi Lolage, Cine Actress is a renowned personality in her field.
- Ms. Bhagyashri Bhidkar, achieved her name and fame in Acting.
- Ms. Seva More, is awarded with ‘Purushottam Karandak for her best Acting.
- Ms. Neha Kulkarni, is awarded for her excellence in Acting.

6. CONCLUSIONS:-

It is found that Vivekanand College has lots of strengths. The weaknesses can be overcome with efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, Vivekanand College would certainly make a mark even in the areas that need some improvements.