

**Smt. Akkatai Ramgonda Patil  
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(Affiliated to Shivaji University, Kolhapur) - Re-accredited by NAAC B+



• Founder •

**Shikshanmaharshi Dr. Bapuji Salunkhe**  
B.A., B.T., D.Lit.

• President •

**Hon. Chandrakant (Dada) Patil**  
Ex. Minister of Revenue, Rehabilitation and  
Public Works, Government of Maharashtra

• Executive Chairman •

**Prin. Abhaykumar Salunkhe**  
M.A.

• Secretary •

**Prin. Mrs. Shubhangi M. Gavade**  
M.Sc., B.Ed.**Criterion 7 - Institutional Values and Best Practices****7.1.1 The Institution Has Facilities and Initiatives****Gender  
Audit**

ESTD 1984



ज्ञान, विज्ञान आणि सुसंस्कार यांचाच शिक्षण प्रसार - शिक्षणमंत्राली डॉ. बापूजी साबुळे

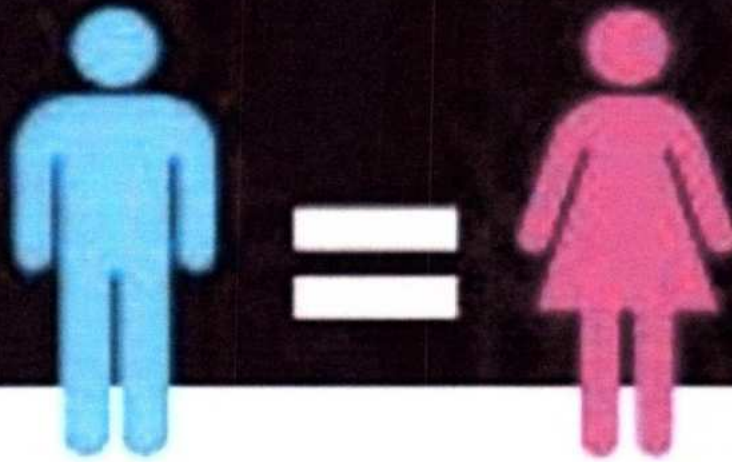
Shri Swami Vivekanand Shikshan Sanstha Kolhapur's

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**Internal Quality Assurance Cell  
(IQAC)**

# *Gender Audit Report*

Prepared by:

**GENDER AUDIT COMMITTEE**

**2023-2024**



# A GENDER AUDIT REPORT

**Smt. Akkatai Ramgonada Patil Kanya  
Mahavidyalaya, Ichalkaranji**

Affiliated to

**Shivaji University, Kolhapur**

**(2023-2024)**



## ACKNOWLEDGEMENTS

*I am grateful to all those who have contributed to the successful completion of this gender audit report. This undertaking would not have been possible without the collective efforts, insights, and dedication of various individuals and committees.*

*First and foremost, I extend my sincere gratitude to the members of the internal committee members. Your commitment, thorough analysis, and in-depth understanding of our institution have been invaluable. Your active participation and cooperation throughout the process have been instrumental in providing a comprehensive overview of the current gender dynamics within our college.*

*I am equally thankful to the external committee members whose expertise, objectivity, and fresh perspectives have greatly enriched this report. Your professional insights and recommendations are highly appreciated and will undoubtedly contribute to fostering a more inclusive and equitable environment at our institution.*

*I also wish to acknowledge the support and guidance provided by the, faculty, and staff. Your openness and willingness to engage with this process have been critical in ensuring the success of this audit.*

*Lastly, we would like to thank the student body for their active involvement and honest feedback.*

*Together, we have taken a significant step towards promoting gender equity and inclusion in our college. We look forward to implementing the recommendations outlined in this report and continuing our efforts to create a supportive and empowering environment for all.*

**Dr. Babasaheb G. Dudhale (Principal)**  
Chairperson,  
Internal Gender Audit Committee  
SARPK Mahavidyalaya, Ichalkaranji



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# I INTRODUCTION



## **1. GENDER AUDIT: AN INTRODUCTION:**

### **1.1 Principal's Desk:**

Welcome to the Gender Audit Report of Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji. As the Principal, I am proud to present this comprehensive review, which reflects our commitment to fostering an inclusive and equitable environment for all members of our college community.

In today's evolving educational landscape, it is imperative that we not only acknowledge but actively address gender disparities. This audit is a crucial step towards understanding and rectifying imbalances, ensuring that every student, faculty member, and staff member feels valued and supported.

This report delves into various aspects of campus life, including admission policies, classroom dynamics, faculty representation, and extracurricular activities. It highlights both our achievements and areas needing improvement, guided by data and insights gathered from surveys, interviews, and institutional records.

The findings of this audit will serve as a foundation for implementing targeted initiatives and policies aimed at promoting gender equality. It is our goal to create a campus where everyone, regardless of gender, can thrive and achieve their fullest potential.

I extend my gratitude to the dedicated team (both External and Internal Committee members) who conducted this audit and to the entire college community for their cooperation and input. Together, we will continue to build a more inclusive and equitable institution.

Thank you for your commitment to this important cause.

Sincerely,



**Dr. Babasaheb G. Dudhale.**  
Principal,  
SARPK Mahavidyalaya,  
Ichalkaranji.



## 1.2 Introduction of the Institution:

Dr. Bapuji Salunkhe alias Govindrao Dnyanojirao Salunkhe, the great visionary educationalist founded Shri Swami Vivekanand Shikshan Sanstha, Kolhapur in 1954 which is catering to the education needs of students belonging to 11 districts of the State of Maharashtra. Presently, it is functioning through its 330 educational and cultural centers which include 170 high schools, 8 training colleges, 18 arts, commerce and science colleges, 66 junior colleges, 3 B.Ed colleges, one law college, multipurpose high schools, 19 hostels, and one asharamashala (residential school). Most of these education centers are situated in the rural, backward, hilly, drought-hit and remote parts of the state of Maharashtra. Nearly, more than two lakhs of students are receiving their lessons in the Sanstha's different centres. All these centres of the Sanstha are manned with well-qualified, experienced and dedicated faculty, administrative and menial staff.

Swami Vivekananda is a role model of India Culture. He is a representative of truth, character, glory, sacrifice, devotion, generosity, anticipation and hard work. This education trust works respecting the philosophy and teachings of the great Saint Shri Swami Vivekananda. So this institution is named after him. It is Shri Swami Vivekananda Shikshan Sanstha, Kolhapur (Maharashtra), India.

Smt Akkatai Ramgonda Patil Kanya Mahavidyalaya, Ichalkaranji is part of the Shri Swami Vivekanand Shikshan Sanstha Kolhapur system of which include 170 high schools, 8 training colleges, 18 Senior colleges in Arts, Commerce & Science, 66 junior colleges, 3 B.Ed colleges, 01 law college, multipurpose high schools, 19 hostels, and 01 asharama shala (residential school) that serve over a lakh students in Maharashtra.

Smt Akkatai Ramgonda Patil's charity contribution, which generously donated 2.5 acres of land for the college's construction, enabled the institution to create a functional infrastructure. As a result, Smt. Akkatai Ramgonda Patil is the name of the college. The college is located at Lat 16.691053, Long 74.450326 in Pujari Mala, Vivekanand Colony Ichalkaranji.

The college is permanently affiliated to Shivaji University Kolhapur. The college is included under the sections of 12(b) 2(f) of UGC Act 1956 & reaccruited for 3rd cycle with B+ by NAAC. Currently, the college offers 9 undergraduate courses in Arts and Commerce and one postgraduate course in Commerce. Each year, the college accommodated approximately 900-1200 students on campus. The institution serves the educational needs of students from rural areas in and around Ichalkaranji who are economically and socially disadvantaged.

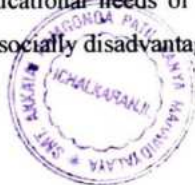




Figure1: Front view of the College from Main Road side

#### GEOGRAPHICAL LOCATION:

Ichalkaranji is located at 16.7°N 74.47°E. It has an average elevation of 538 metres (1768 ft). Ichalkaranji (Hatkanangale T.; 16° 40' N; 74° 25' E; p. 27,423; an 8.7 square miles), lies in the Panchganga valley about eighteen miles (29 km) east of Kolhapur and half a mile north of the river. It is six miles (10 km) south-east of Hatkanangale railway station. The town is formed of seven hamlets.

Ichalkaranji is one of the fastest-growing industrial areas in Maharashtra and has even been termed the "Manchester of Maharashtra". Having mixed community from all parts of India this is a cosmopolitan town by true means. The city's economy is driven predominantly by the textile industry. Engineering is the second largest industry in the city. There is much progressive agriculture in the area surrounding the city. Almost all banks in India have a branch in the city. Textile goods manufactured in the city are sold all over India as well as exported to various parts of the world. Traders use Centralized Online Real-time Exchange Core Banking facility for financial transactions. Indian Settlement Systems such as Real-time gross settlement RTGS and National Electronic Funds Transfer NEFT System is also available in almost all branches of banks in the city. Despite all these Bankers clearing house processes approximately 12000 Cheques on each





working day. Clearing house is managed by the State Bank of India. CTS clearing has been started. Most of the Insurance and companies in India have offices in the city.

### 1.3 Gender Audit: An Introduction

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether the college follows government rules, policies and actions formulated for up gradation of women in society. The Gender Audit tries to assess and predict the impact of the current and proposed policies of the college on gender equality. The audit is conducted by two committees: Internal and External committees. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

### 1.4 Objectives of Gender Audit:

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it.
- To establish good gender balance in decision-making processes in all areas of college activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects amongst the college community.
- To assess the extent of prevention of sexual harassment at the college.
- To understand the perception and experiences of students regarding gender equality in the college.
- To assess the effectiveness of existing gender-related policies and practices.
- To identify areas of improvement to further promote gender equality.
- To provide recommendations for future actions to enhance gender equality





### 1.5 Gender Audit Committee:

#### Internal members of Gender Audit Committee

| Sr. No. | Name of the Students     | Designation                           |
|---------|--------------------------|---------------------------------------|
| 1       | Dr. Babasaheb G. Dudhale | Principal and Chairperson             |
| 2       | Dr. Sudhakar K. Indi     | Coordinator, IQAC                     |
| 3       | Dr. Trishala Kadam       | Convener, Grievance Redressal Cell    |
| 4       | Dr. Pramila A. Surve     | Convener, Women Empowerment Cell      |
| 5       | Smt. Sangita P. Patil    | Convener, ICC                         |
| 6       | Smt. V. M. Potadar       | Convener, Anti-Sexual Harassment Cell |
| 7       | Dr. Dhiraj Shinde        | Teaching Staff Secretary              |

#### External Committee of Gender Audit

| Sr. No. | Name of the Students | Designation                                                  |
|---------|----------------------|--------------------------------------------------------------|
| 1       | Dr. S. M. Maner      | Principal, Dattajirao Kadam<br>A.S.&C. College, Ichalkaranji |
| 2       | Dr. Anita Ghare      | Dattajirao Kadam A.S. & C. College,<br>Ichalkaranji          |
| 3       | Smt. Sushma Kole     | Head, Padmavati Mahila Bachat<br>Gath, Kabnur                |





## 2 ANALYSIS



## **2.A.Quantitative**

### **2.1. Gender balance within the Institution:**

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programme as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

The Audit was initiated keeping in mind that the college is an all-girls college with male members present among staff and teachers. This layered gender representation among the stakeholders of the institution created an opportunity to assess the gender equity initiatives among both the sections. In case of the staff and teachers the Audit team investigated the conventional methods of analyzing gender equity, whereas for the students the team tried to assess the various opportunities, guidance and infrastructure provided by the institution to the students, belonging largely to first generation minority community families from poor economic background. The audit highlights how conception of their gender identity is created and shaped in the institution with the goal of achieving gender equity beyond the college campus.

Gender Audit Team reviewed and analyzed the operating environment of Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

After a thorough analysis of the facts provided by Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji, it is observed that the College institutionalizes gender equality through various means and mechanisms. There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions /workshops/webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large. College maintained



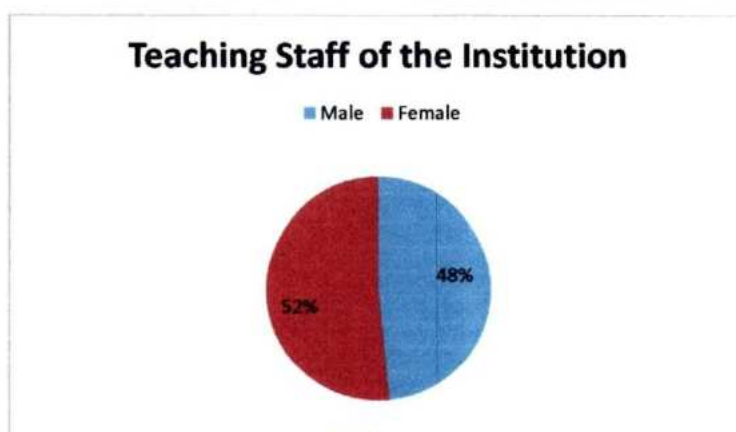


gender segregated data on most of the issues. The College has Students' Council for gender sensitization which is working on all related issues. College Women Development Cell is highly active and work whole year for students and staff. The College supports research related to women concerns as seen in their publications. The College has supported and strengthened the faculty in organizing seminar, workshops, and lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji is a reputed Institute of women education in Ichalkaranji serving for last 40 years. Hence, Gender audit of number of male female students is not necessary. Therefore, gender ratio among teaching and non-teaching staff of the college is presented in the following diagrams.

### 2.1. Gender-wise distribution of Teaching-staff:

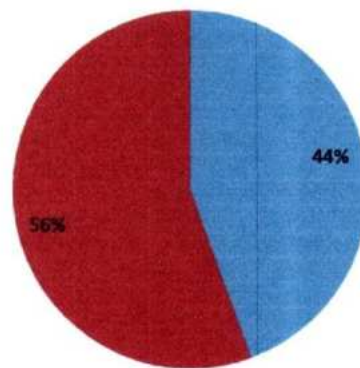
|                                                              | Male | Female |
|--------------------------------------------------------------|------|--------|
| Teaching Staff of the Institution                            | 16   | 17     |
| Teacher's role as HoD of the Institution                     | 04   | 05     |
| Conveners of different College Committees of the Institution | 17   | 28     |
| Members of the Statutory Committees of the Institution       | 01   | 06     |





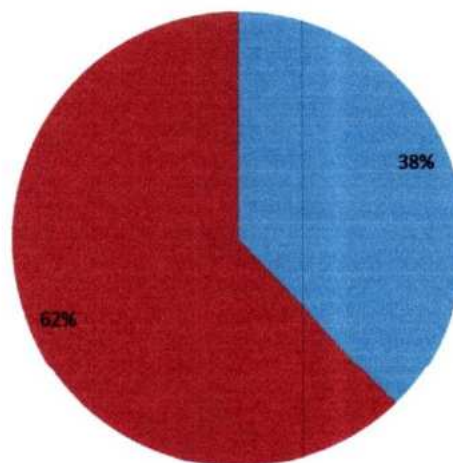
### Teacher's role as HoD of the Institution

Male Female



### Conveners of different College Committees of the Institution

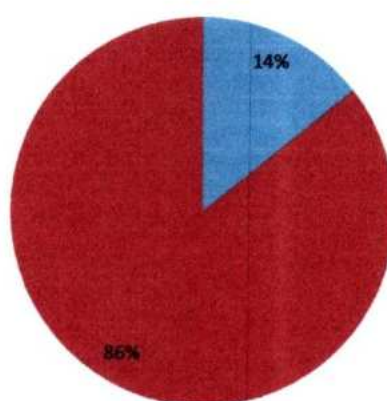
Male Female





### Members of the Statutory Committees of the Institution

Male Female

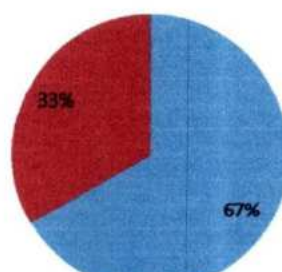


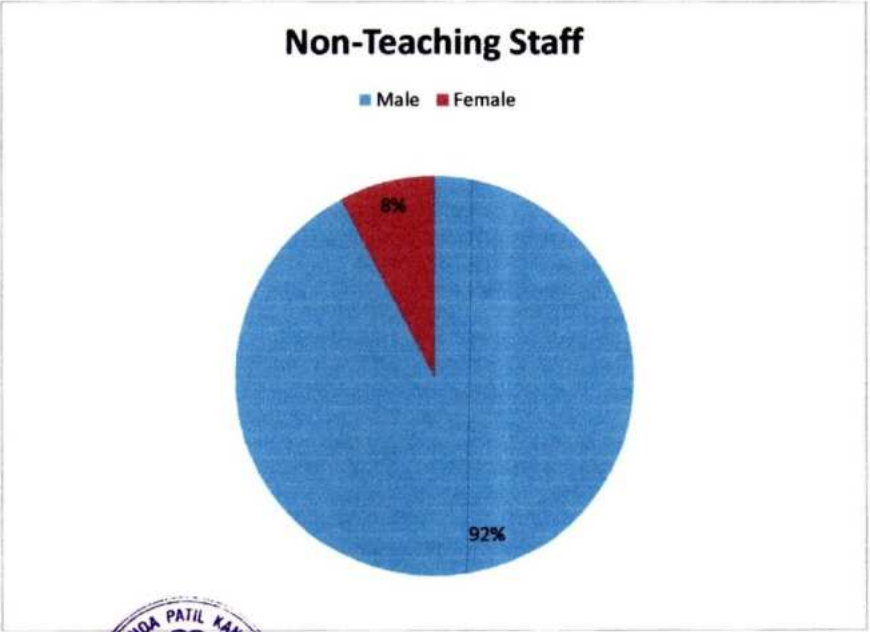
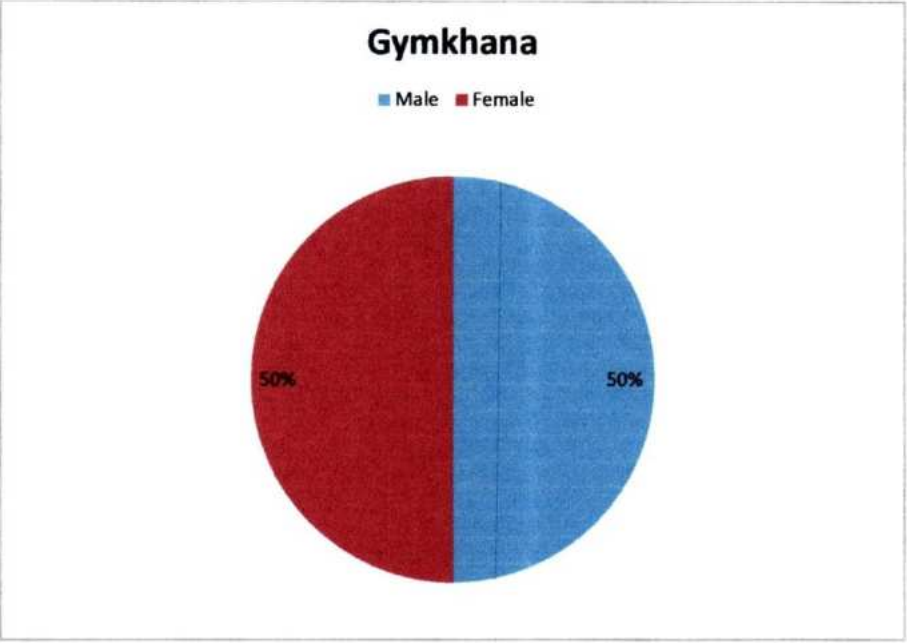
### 2.2. Gender-wise distribution of non-teaching-staff:

| Library Staff |        | Gymkhana |        | Non-Teaching Staff |        |
|---------------|--------|----------|--------|--------------------|--------|
| Male          | Female | Male     | Female | Male               | Female |
| 2             | 1      | 1        | 1      | 12                 | 1      |

### Library Staff

Male Female







## B. Qualitative

### Gender Sensitization Initiatives:

In every corner of system gender sensitive features are carefully observed. Gender equality has been kept updated by forming the committees like 1) Anti-ragging, 2) Woman Empowerment and Grievance Committee 3) Anti-sexual Harassment and 4) ICC and providing adequate facilities for girls.

ज्ञान, विज्ञान आणि सुसज्जित संस्कृती शिक्षणसंस्था

विद्यार्थ्यांच्या विकासासाठी

श्री. अक्काई रामगोदा पाटील कन्या महाविद्यालय, इचलकरंजी

श्रीमती आक्काताई रामगोदा पाटील कन्या महाविद्यालय, इचलकरंजी

निवेदन

दि. १२/०९/२०२३

अन्तर्गत तक्रार निवारण समितीची बैठक दि. १२/०९/२०२३ रोजी या प्राचार्यांच्या  
कैबिनेटमध्ये एकत्र बैठक दि. १०.०९.२३ रोजी आयोजित केली आहे. यांनी सदस्यांची बैठक  
उपस्थित राहिली.

१. प्रा. सी. सु. एस. सोल
२. प्रा. एस. सी. पाटील
३. प्रा. पी. ए. सुर्वे
४. श्री. सी. एस. विदि. देसाई
५. श्री. एस. एस. मुलगा
६. श्री. दिलीपदास मुलगा
७. कु. सी. एस. पाटील

प्राचार्या  
श्रीमती आक्काताई रामगोदा पाटील  
कन्या महाविद्यालय, इचलकरंजी

ज्ञान, विज्ञान आणि सुसज्जित संस्कृती शिक्षणसंस्था

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निवेदन

दि. १२/०९/२०२३

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### 3.2. Gender Equity promotion programmes organized by the institution:

#### 1) Earn and Learn scheme: -

The SARPKM is to provide hands on experience to the students with their regular study and also with some financial incentive. It aims to prepare the students for jobs in future as well as to involve them in management and development of the University. The scheme also enables the meritorious and needy students to earn a reasonable amount every month to meet out some part of their academic expenditure and exploit the immense potential of the students as a valuable human resource. The main objective of the scheme is to develop a student as a multifaceted personality with academic excellence and a commitment to an egalitarian society. Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji also encourages the students to earn something during their student life. For the purpose, college organizes exhibitions of handicrafts, food-stalls where, students can sell their products to college teaching, non-teaching staff and alumni members.

#### 2) Safety Facilities:

##### A| Entrance:

For students' security, Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji security guards are posted at the entrance gate. The guards, hired from a reliable security agency, make themselves available in alternate shifts.

##### B| CCTV:

24 hours CCTV surveillance is available in the whole campus of the college. All together 14 active CCTV cameras and 1 surveillance screens are there. CCTV cameras are installed in the entrance of college. Other places like entrance of office, Principal's office and stairs, IQAC, library is under CCTV surveillance.





**C| Parking facility:**

College arranged a garage for two-wheeler parking for students and four-wheeler parking for teaching and non-teaching staff.



**D| Ladies Common Room and Wash Room:**

Ladies Common Room provision is made for girls. A notice board is placed in Ladies Common Room which displays notices specific for female students. Clean wash rooms are available with ample water supply. Women faculty members take care of girls wherever necessary.

**E| Canteen:**

Canteen facility is available in campus where the students and staff can get healthy and hygienic foods. The college takes care of the good health and nutrition of girls.





**F] Physical and mental wellbeing:**

Every year doctors come for medical check-up of students. 2019 onwards, Doctors in Primary Public Hospital Tambemal use to visit regularly. They provide multivitamin tablets and required treatment for the students. Hemoglobin checkup is regularly done by the same doctors.

Along with physical well-being, mental counselling sessions were also arranged by the college for the students by Dr. Pramila Surve, Head of Psychology Department.

**G] Sanitary Pad Vending Machine:**

Sanitary Napkin Vending Machines with incinerators are also installed in students' washrooms. Students can purchase a sanitary napkin at just Rs. 5. A separate wash room is provided for female faculty members.



**H] I] Seminars/Lectures/Workshops on Gender Issues:**

The college organizes regular talks, lectures, seminars, and workshops on women's issues to enrich the students' understanding of their gender identities, gender roles, and notions of gender equity in every sphere of their lives. Regular lectures are also organized on women's health issues for the students:





| DATE                     | TOPIC                                                                 |
|--------------------------|-----------------------------------------------------------------------|
| 12/9/2023                | One Day National Seminar on Women empowerment Schemes in 21st Century |
| 01/08/2023 to 15/08/2023 | Physical Fitness Camp                                                 |
| Yearly Award             | Kanya Sukanya Award for outstanding Performance                       |
| 04/01/2024               | Lectures on Women Laws                                                |
| 15/01/2024 to 15/02/2024 | Karate Training Class                                                 |





# 3

## OBSERVATIONS



Upon careful examination of the data presented by Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji, it becomes evident that the College institutionalizes gender equality using a number of strategies and techniques.

Out of the entire workforce, women constitute a sizable portion of the staff. There is an Internal Complaints Committee for addressing sexual harassment complaints. The grievances are promptly and discreetly addressed and resolved. Priority is given to gender equality, and equal opportunities are offered for participation in extracurricular, educational, cultural, athletic, and group activities both inside and outside the campus. To promote gender equality in the perspectives of students and the society at large, the college has been regularly holding special sessions, workshops, webinars, and gender sensitization programmes on women-related issues.

The majority of the concerned data are kept separately gender-wise by the college. Seminars/Special lectures on issues pertaining to women is given priority and preference by the college. The college helps the faculty members organize seminars, workshops, lectures, and other events centered on women's problems. The institution works to inspire students to inculcate self-respect and financial independence, in addition to planning various events to raise awareness of gender sensitization. All such co-curricular and extracurricular activities, including the institution's cultural programmes attract students. Their involvement in sports and physical fitness programmes is also admirable. In addition to being readily available to students during class, faculty members are also available during any kind of emergency.

Regarding maternity or child care leave, the College has consistently provided support for the well-being of its female employees. The Institute has a functioning Internal Complaints Committee that handles complaints about matters that are sensitive to gender. The college has been successful in creating and maintaining a gender-friendly environment.





# 4

## SUMMARY AND CONCLUSION



#### 4.1. Progress towards Gender Equity:

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO).

The college works tirelessly to support female employees and all students. The organization acknowledges that there are needs and power differentials between men and women, and that these differences should be recognised and treated in a way that balances the power disparities between the sexes. Either equal treatment or treatment that differs but is deemed comparable in terms of rights, rewards, obligations, and opportunities might be examples of this. The organisation has created and improved inclusive policies that support diversity, inclusion, and gender equality inside the organisation. In order to draw and keep transgender students, teachers, and staff, it is possible to provide an inclusive environment and support networks.

Additionally, gender sensitization and awareness initiatives can be carried out for all members of the institution to promote an atmosphere of mutual respect and understanding. The institute has the capacity to carry out additional campaigns and initiatives with a specific focus on increasing public awareness of women's issues and gender inequality. It is important to maintain the availability of a certified counsellor to assist pupils in developing their personal growth and self-confidence. To evaluate and address the effects of gender dynamics on the institution's culture, procedures, initiatives, and overall performance, keep up your regular gender audits. All of these have already demonstrated the college's impressive progress towards gender equity, and they ought to keep going.

#### 4.2 Conclusion:

According to the report, the college has successfully incorporated goals and objectives related to gender equity in each of its policies and programmes. No gender related issues have yet been identified by staff members. Each stake-holder of the college enthusiastically promotes and supports gender equality and sensitisation. The college exhibits a balanced number of advantages and opportunities for promoting gender

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representation. Gradual adjustments to value systems can be made to remedy any shortcomings that are found. Notably, there have been no complaints about gender issues from girls in the past years. With its strong resolve and dedication towards gender equity, the college will undoubtedly leave its impact on the nation.

### Declaration

This is hereby to declare that; Smt. Akkatai Ramgonada Patil Kanya Mahavidyalaya, Ichalkaranji has successfully completed the Gender Audit of the institution.

| Sr.No. | Members                       | Signature                                                                          |
|--------|-------------------------------|------------------------------------------------------------------------------------|
| 1      | Dr. Babasaheb Ganpat Dudhale  | <br>PRINCIPAL<br>Smt. Akkatai Ramgonada Patil<br>Kanya Mahavidyalaya, ICHALKARANJI |
| 2      | Dr. Sudhakar Kallapa Indi     |                                                                                    |
| 3      | Dr. Trishala Vasant Kadam     |                                                                                    |
| 4      | Dr. Pramila Adhikrao Surve    |                                                                                    |
| 5      | Smt. Sangita Pramod Patil     |                                                                                    |
| 6      | Smt. Varsha Murlidhar Potadar |                                                                                    |
| 7      | Dr. Dhiraj Suresh Shinde      |                                                                                    |



Smt. Sushma Kole  
(External Committee  
Member)

Dr. Sunil Bhosale  
(External Committee  
Member)

Dr. S.M. Maner  
(External Committee  
Member)

**HEAD**  
Department of Geography  
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