



Rayat Shikshan Sanstha's

Dr. Babasaheb Ambedkar Mahavidyalaya, Aundh, Pune-67

2022-23

Criteria 7

Key Indicator –

7.1

**Institutional Values
and Social
Responsibilities**



Criterion 7-Institutional Values and Best Practices (100)

Key Indicator - 7.1 Institutional Values and Social Responsibilities (50)

Metric No. 7.1.1. Weightage (10)

Institution has initiated the Gender Audit and measures for the QIM promotion of gender equity during the 2022-2023.

Describe the gender equity & sensitization in curricular and co- curricular activities, facilities for women on campus etc., within 500 words

The College is working efficiently under the leadership of Hon'ble Principal Dr. Arun Anhale of Dr. Babasaheb Ambedkar Mahavidyalaya Aundh, Pune 67. The college is one of the premier institutions that organize various programmes/events regarding gender equity. The college focuses on fairness and justice to ensure equal participation and representation of both men and women at all levels of academic and administrative pursuits. The college has a total of **41.02%** female teachers and most of them have been given the administrative and other responsibilities. Better discipline and safe environment have led to increase the number of girl students every year and the college is becoming a choice for girls. Girls study centers and Gender committee are working efficiently. Girls' liberties are not curtailed in any way. There is no sexism or bias among the college faculty or personnel.

- **Safety and security**

Security is the priority of the university for everyone residing in the campus especially for women and girls. The university ensures safety and security in the college, hostel etc. through its efficiently working **Anti-Ragging Cell**, **Internal Complaint Committee**, Prevention of **Women Development Cell** and **Student Grievance Redressal Cell**. The **CCTV** cameras have been installed for round the clock surveillance in the constituent units (college, hostel) and important places in the university campus. Identity cards are being issued to the students and staff to prevent the entry of outsiders into the college premises, libraries etc. Girls' students are allowed to leave the hostel for classes and other important work from 8.00 am to 7.30 pm and encouraged for their presence in the college campus. In emergency/ urgent situation, hostel warden or any female teaching staff assists the girl students. Any engagement before or after the prescribed time is strictly prohibited. During study tours or the college fests, at least one lady staff accompanies girl students. We care each and every student and staff regarding safety and security.



- **Counselling**

Orientation programmes bridges the gap between the teachers and the students, ensuring a smooth communication between the two. To ensure the gender equity, the college conducts orientation programmes for all the students regularly especially for newly admitted first year students. Advisor/Mentor is allotted to every student for regular counseling on this aspect. A women study center has been established in the college for Regular Counselling of the women on different issues. Invited guest lectures are also delivered by the resource female experts to the different fields. Every girl in the college is medically examined.

- **Common room**

Most of the offices of the college have **common room facilities** for girl students and women staff. These rooms are provided with basic amenities such as **bathroom Sanitary Napkin (Pad) Vending Machine**, sitting and resting furniture fans and lights. Administrative building, all constituent units' buildings, departmental blocks seminar and conference halls, auditoriums, and sports complexes have separate toilet blocks for ladies and gents.

- **Daycare center for young children**

The **daycare center** for young children has been established in the constituent units for wards of the college women employees.




PRINCIPAL
Dr. Babasaheb Ambedkar College
Aundh, Pune-67



Rayat Shikshan Sanstha's

**Dr. Babasaheb Ambedkar Mahavidyalaya
Aundh, Pune – 411067.**

Gender Audit Report

2022-23



Rayat Shikshan Sanstha's
Dr. Babasaheb Ambedkar Mahavidyalaya
Aundh, Pune – 411067.

Gender Policy

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

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 the college activities.
- To Suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

Key Steps in Gender Audit

- Planning
- Field work
- Draft Report
- Final Report



Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves. In the public societal action the college provides classes for parents on parenting issues and also women and Laws. Girls were actively engaged in all the actions taken by college in flood relief actions such as collection and proper distribution of clothes, medicines and utensils. Helps the *kudumbasree* ladies to sell their organic vegetables.

The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Data Analysis

Table 1: Gender wise Details of Total Students in the College

Sr. No.	Year	Total	Male	Female
1	2022-23	1165	658	507

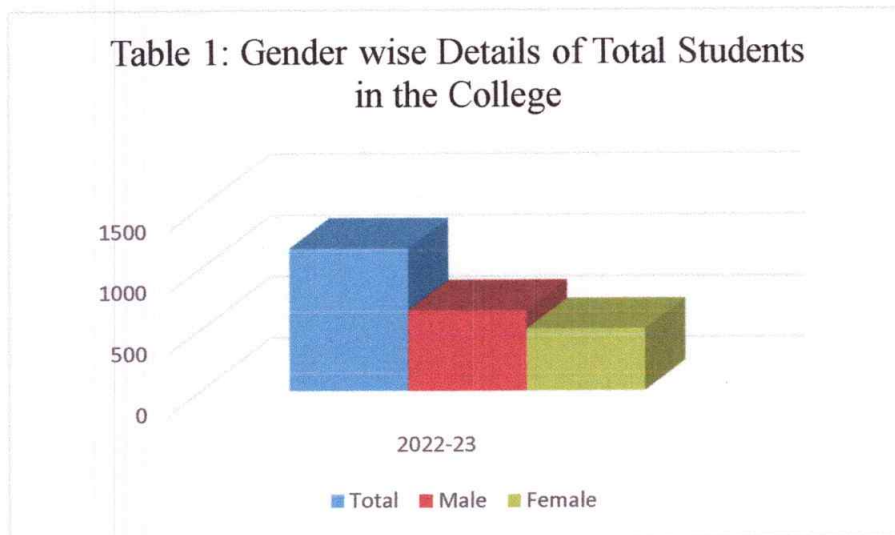


Figure 1: Gender wise Details of Total Students in the College

The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2022-23 so there is a slight increase of 2% is found to be there with girls's population as compared to previous year



Table: 2 Gender wise Details of Total Students in Arts Subjects

Sr. No.	Year	Total	Male	Female
1	2021-22	350	207	143

Table: 2 Gender wise Details of Total Students in Arts Subjects

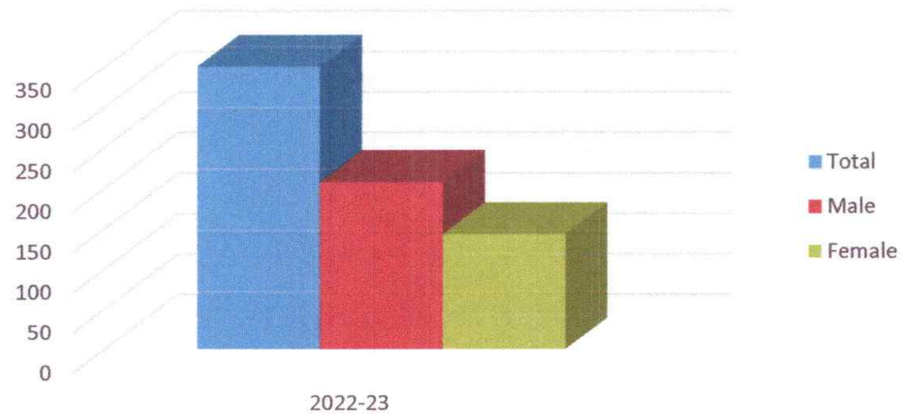


Figure: 2 Gender wise Details of Total Students in Arts Subjects

The slight increase found in total number of students reflected here also. The number of boys in arts subjects such as Economics, Marathi, Hindi etc. slightly increased as compared to previous years.

Table: 3 Gender wise Details of total students in BBA(CA)

Sr. No.	Year	Total	Male	Female
1	2022-23	146	74	72

Table: 3 Gender wise Details of total students in BBA(CA)

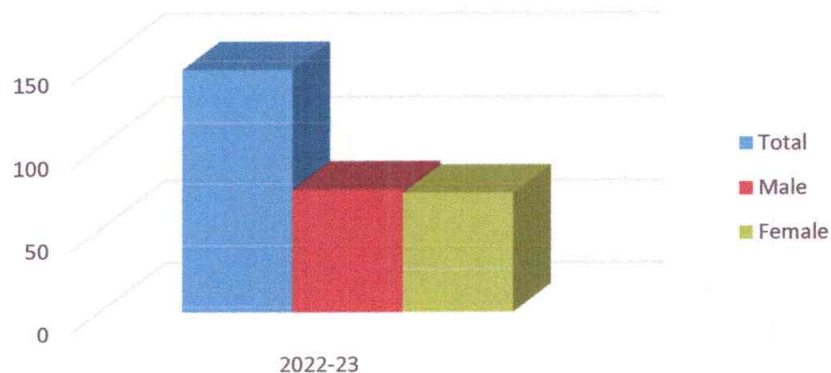


Figure3: Gender wise Details of total students in BBA (CA)



In BBA (CA) though the number of girls are still more but a increase is found as compared to previous years.

Table: 4 Gender wise Details of total students Commerce

Sr. No.	Year	Total	Male	Female
1	2022-23	481	269	212

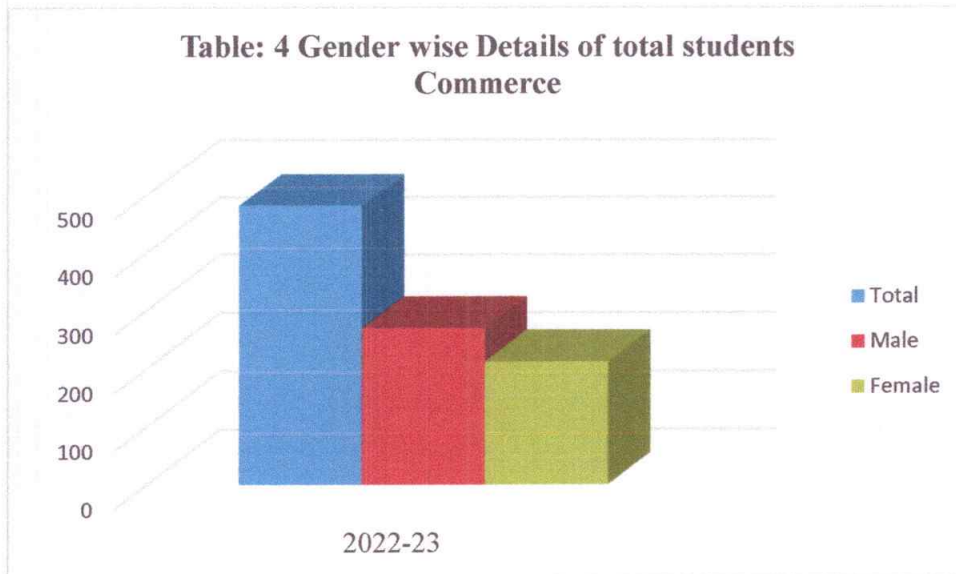


Figure: 4 Gender wise Details of total students in commerce

In commerce the total number students slightly decreased. Due to Covid – 19 pandemic the exam was held in late period.

Table: 5 Gender wise Details of total students Post Graduate

Sr. No.	Year	Total	Male	Female
1	2022-23	136	73	63



Table: 5 Gender wise Details of total students Post Graduate

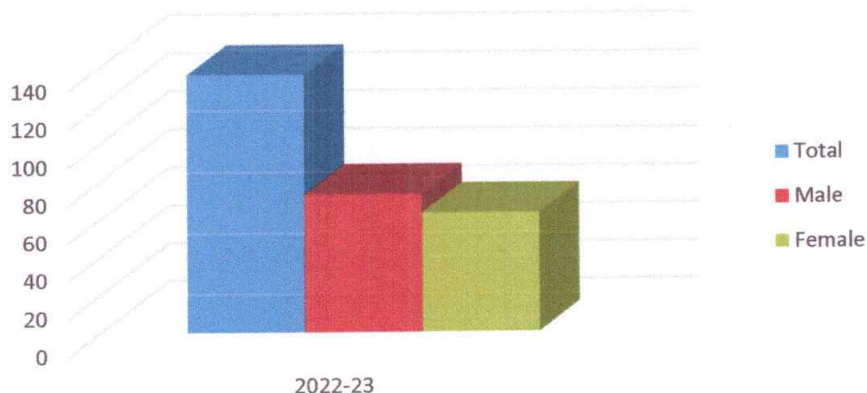


Figure: 5 Gender wise Details of total students in Post-Graduation

Table: 6 Gender wise Details of Student's in College B. Voc.

Sr. No.	Year	Total	Male	Female
1	2022-23	50	34	16

Table: 6 Gender wise Details of Student's in College B. Voc.

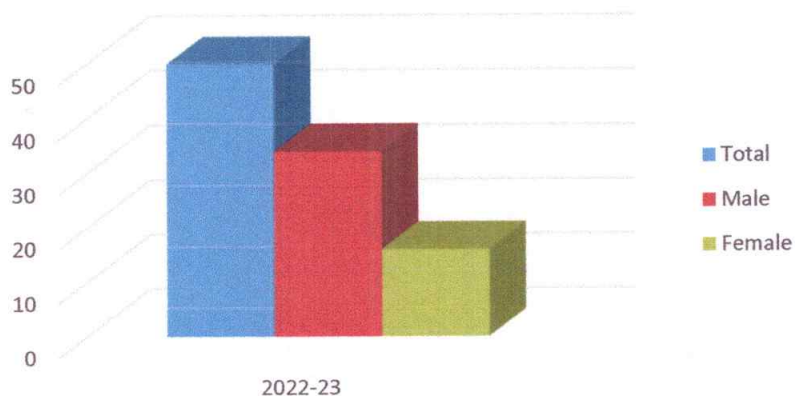


Figure: 6 Gender wise Details of total students in B. Voc.



Table: 7 Gender wise Details of Teaching staff in College

Sr. No.	Year	Total	Male	Female
1	2022-23	29	19	10

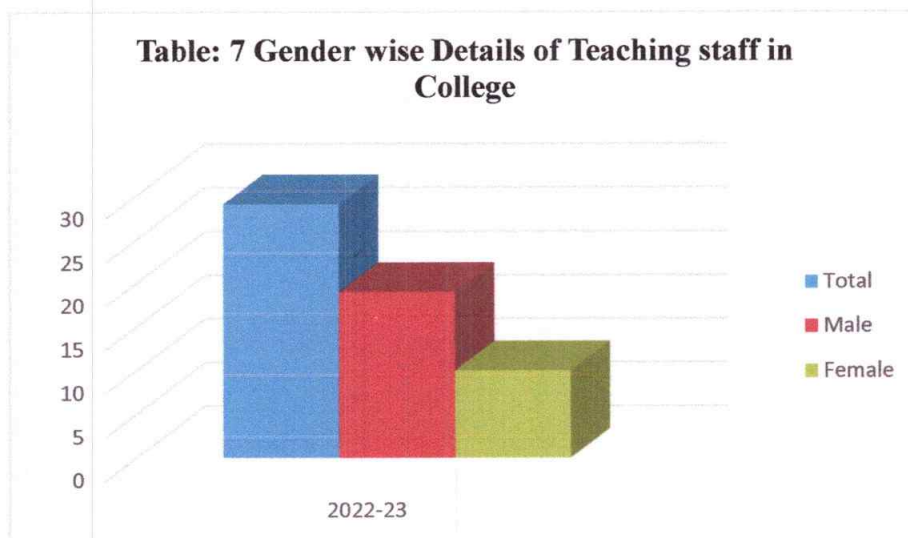


Figure: 7 Gender wise Details of Teaching Staff in College

The total number of female teaching staff is more as compares to male. This proves that Kerala women are empowering as time travels. It's also a need of Institution to have more female teachers with more girl students.

Table: 8 Gender wise Details of total HODs in College

Sr. No.	Year	Total	Male	Female
1	2022-23	13	9	4

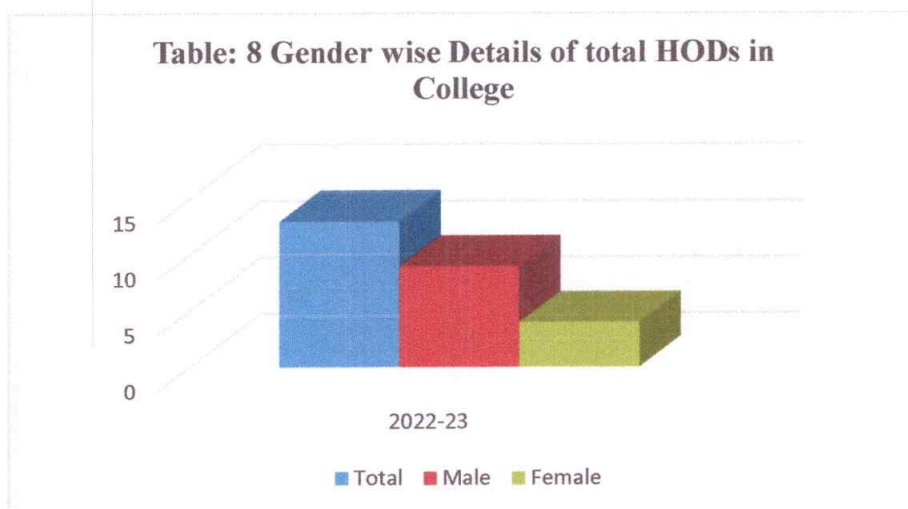


Figure: 8 Gender wise Details of total HODs in College

Since two years the ratio is fixed.



Table: 9 Gender wise Details of Non-Teaching staff in College

Sr. No.	Year	Total	Male	Female
1	2022-23	10	6	4

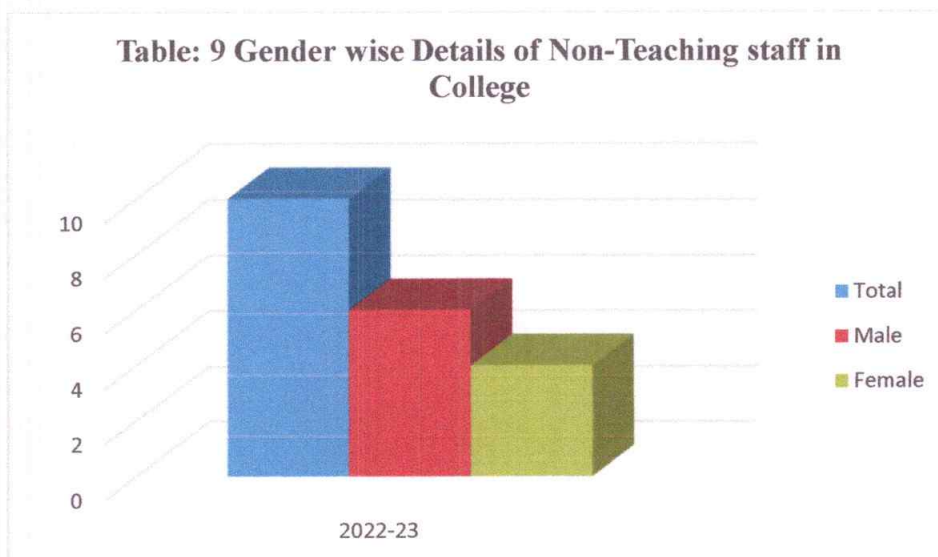


Figure: 9 Gender wise Details of Non-Teaching staff in College

Since two years the ratio is fixed.

Table: 10 Gender wise Details of total students in NSS

Sr. No.	Year	Total	male	Female
1	2022-23	150	83	67

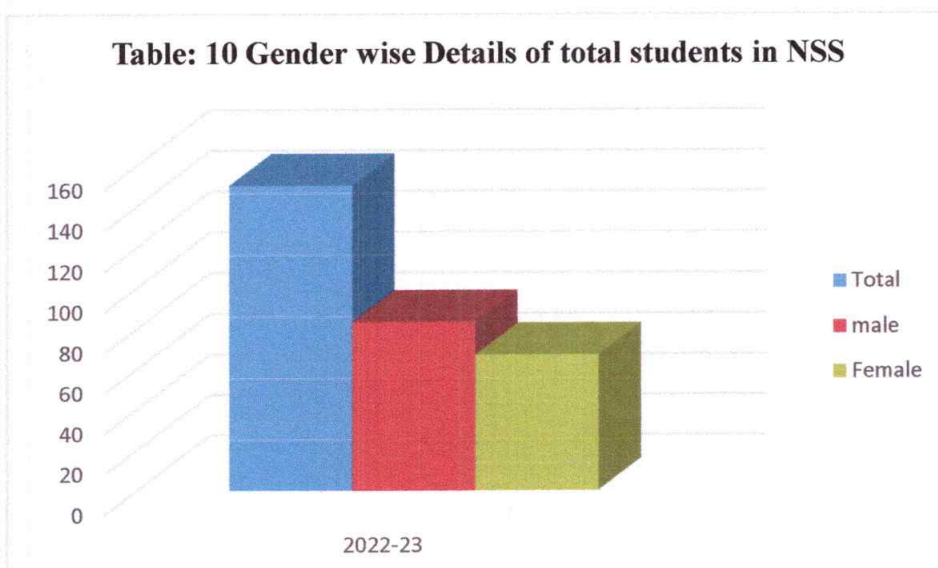


Figure: 10 Gender wise Details of total students in NSS.



The number of students in NSS is fixed and it is always full

The number of students are fixed at 150 for each year. The degree first year students are focused specifically. The selection of NSS volunteers are on the basis of their attitude towards selfless service to societal actions and also the ability to work in group is also considered. Its a matter of pride to see girls always excel in these activities.

Table: 11 Gender wise Details of total students in Competitive Examination

Sr. No.	Year	Male	Female	Total
1	2022-23	14	28	42

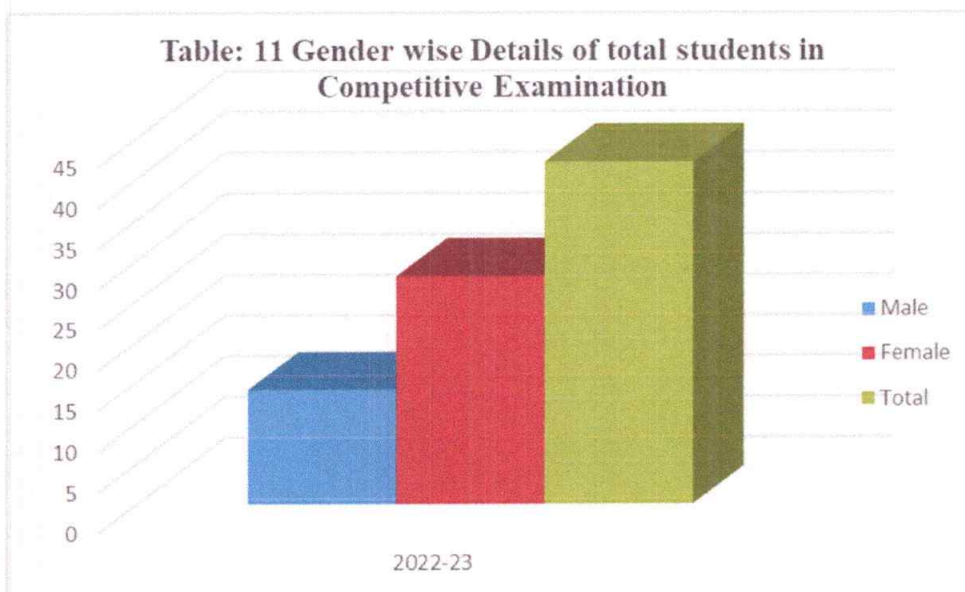


Figure: 11 Gender wise Details of total students in Competitive Exam.

Table:12 Gender wise Details of total Participants in Research Project

Sr. No.	Year	Male	Female	Total
1	2022-23	2	1	3



Table:12 Gender wise Details of total Participants in Research Project

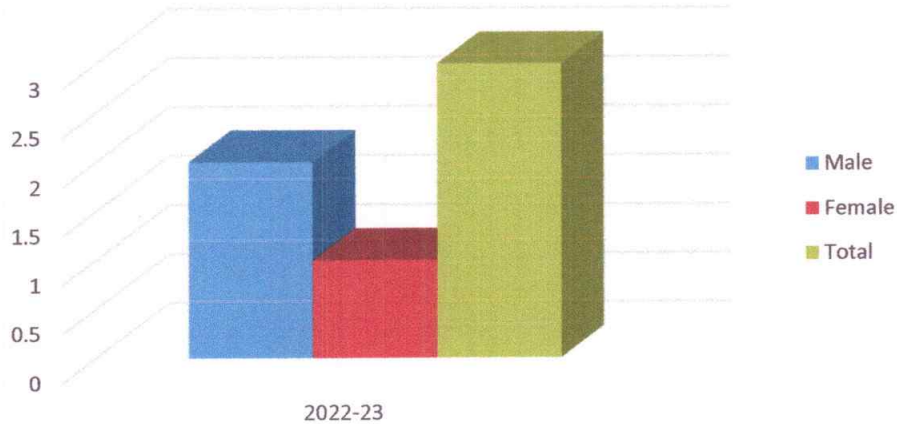


Figure: 12 Gender wise Details of total Participants in Research Project

Table : 13 Gender wise Details of total Participants in College Sports

Sr. No.	Year	Male	Female	Total
1	2022-23	38	13	51

Table : 13 Gender wise Details of total Participants in College Sports

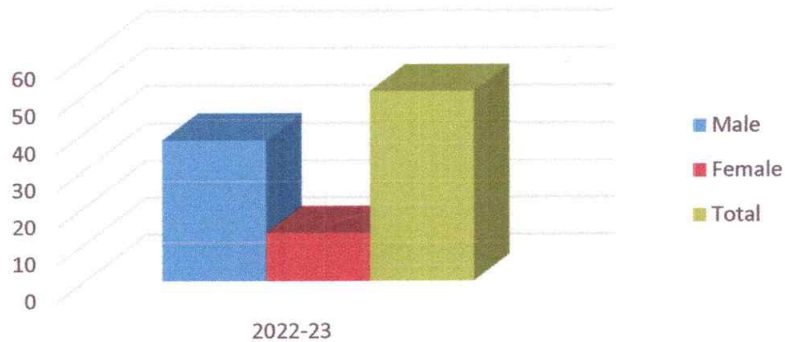


Figure: 13 Gender wise Details of total Participants in College Sports

The sports competitions are male dominating. Girls concentrate more on athletics but boys are involved both in athletics and other games too

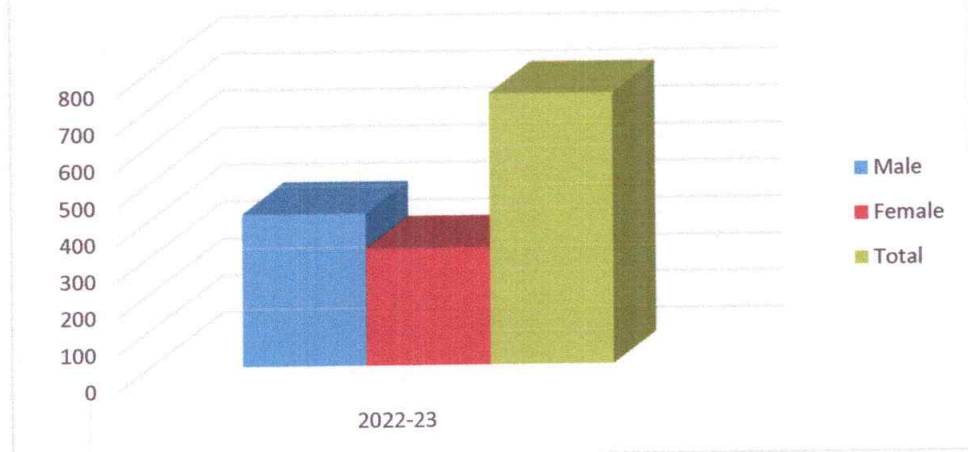
Table: 14. Gender wise Details of total students in Cultural Program

Sr. No.	Year	Male	Female	Total
1	2022-23	415	320	735



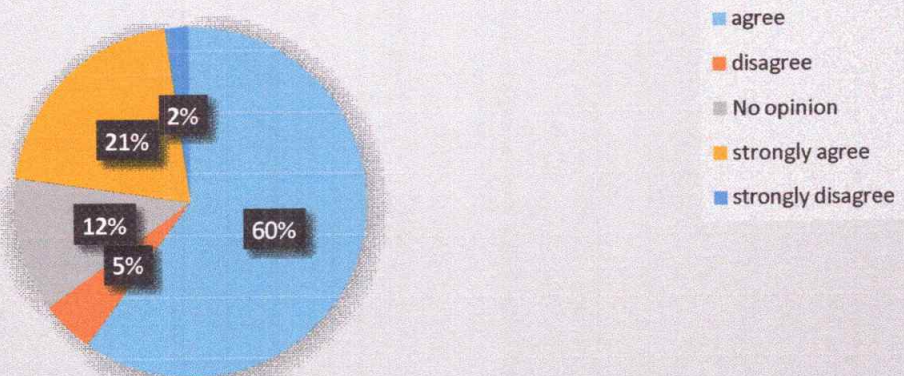
Figure: 14. Gender wise Details of total students in Cultural

Table: 14. Gender wise Details of total students in Cultural Program

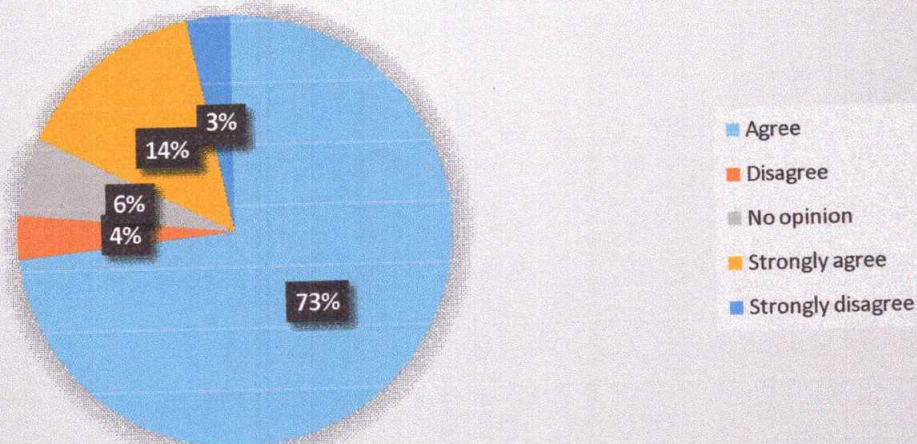


Number of Survey participants-550

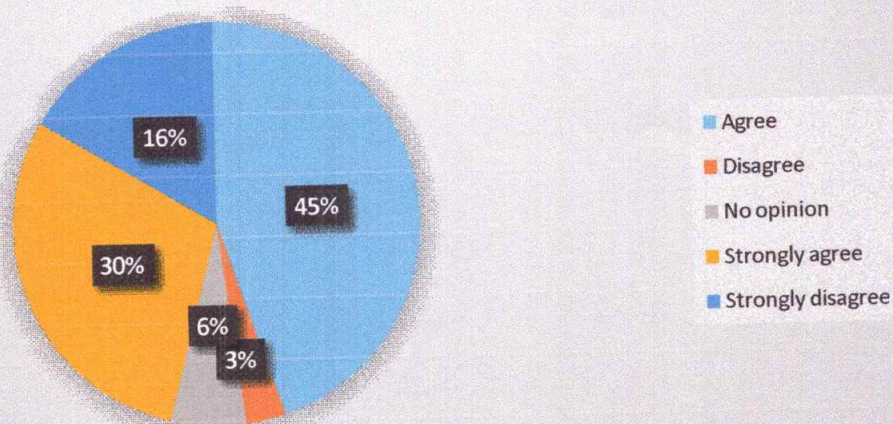
The college conducts gender awareness programs as a part of its curriculum



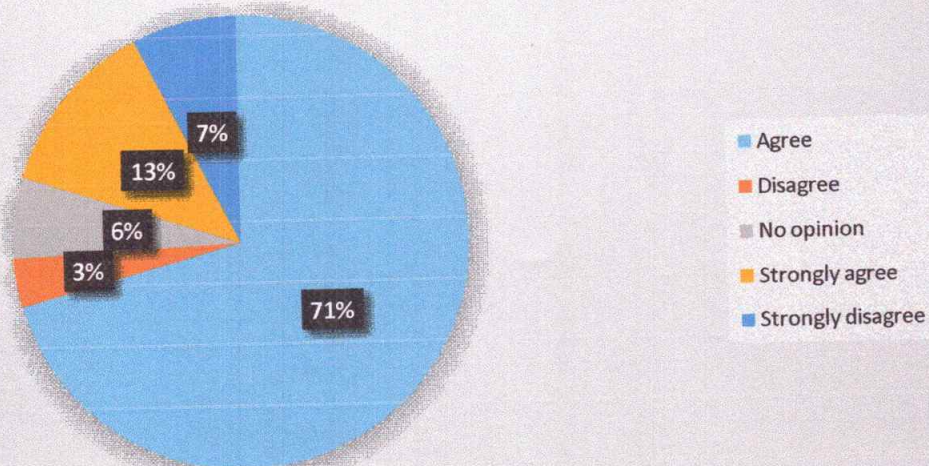
A grievance redresses cell has been set up



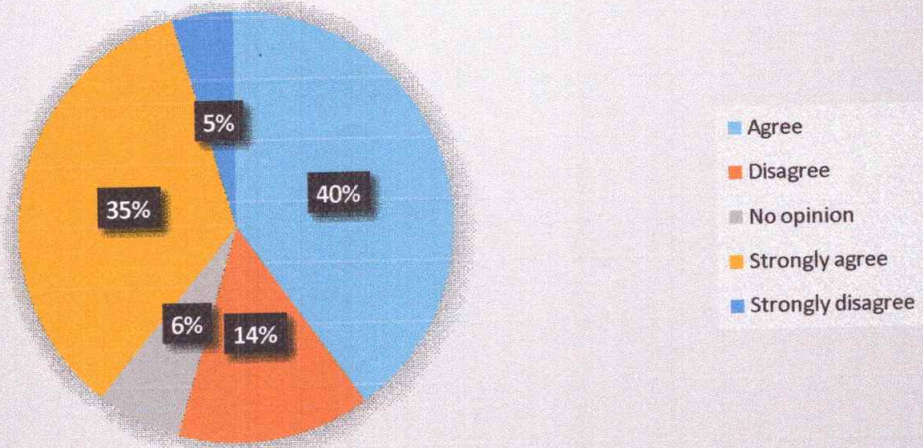
The equal opportunity to all genders to work with various clubs and forums



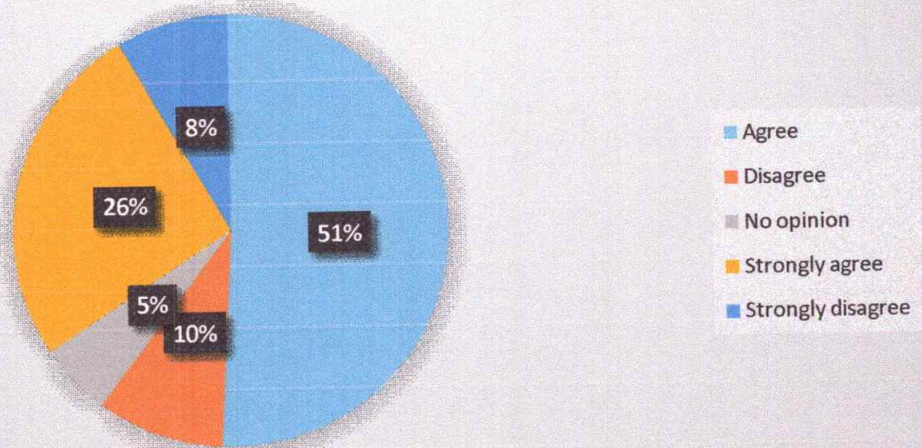
The equal opportunity to all genders for free and fair expression of ideas



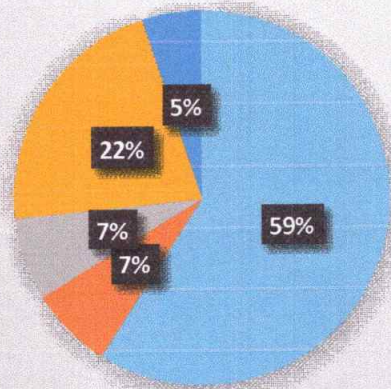
Awareness of Students about Women Cell



The classroom offers equal opportunities to all

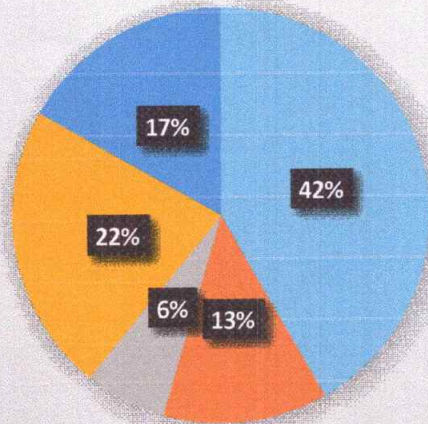


Adequate disposal bins are available in the toilet



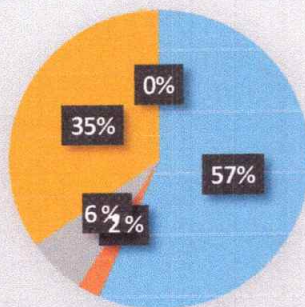
- Agree
- Disagree
- No Opinion
- Strongly Agree
- Strongly Disagree

The college conducts gender sensitization program as a part of its curriculum



- agree
- disagree
- No opinion
- strongly agree
- strongly disagree

Adequate lighting is available inside the campus during night



- Agree
- Disagree
- No opinion
- Strongly agree
- Strongly disagree

Format of Questionnaire



	Control objective	Option
1	The college conducts gender sensitization program as a part of its curriculum	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
3	Adequate number of toilets are available in the campus for girls.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
4	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
5	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
7	Options for flexible timing is available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.	Strongly agree
		Agree
		no opinion
		Disagree
		Strongly disagree
8	A women cell is set up in the college and students are aware about the women cell.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
9	There are lady faculties available in the women cell.	Strongly agree
		Agree
		no opinion
		Disagree
		Disagree



		Strongly disagree
10	Do you reach out to women's cell?	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
11	A grievance redresses cell has been set up.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
12	The classroom offers equal opportunities to all genders.	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
13	The college offers equal opportunities to all genders on sports	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
14	There is equal opportunity to all genders to work with various clubs and forums	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree
15	There is equal opportunity to all genders for free and fair expression of ideas	Strongly agree
		Agree
		No opinion
		Disagree
		Strongly disagree




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Dr. Babasaheb Ambedkar College
Aundh, Pune-67




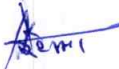
Rayat Shikshan Sanstha's
Dr. Babasaheb Ambedkar Mahavidyalaya
Aundh, Pune-411067.




Dr. Arun Andhale
Principal,


Dr. Savita Patil
IQAC-Cordinator


Dr. Ramesh Randive.
Vice-Principal


Dr. Reshma Divekar
Chairman, Internal Grievance Committee


Dr. Balasaheb Kalhapure
Asst. Professor, Dept. of Commerce


Dr. Devaki Rathod
Student Development Board


Prof. Asawari Shewale
Women Development Cell



Salient Findings

- Students strength particularly girl's strength is high in both arts and science UG and PG programmes
- Girls enrolment is more than that of boys in most of the classes.
- Success rate of girl students is higher than that of boys.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls.
- In regular teaching staff the strength of females are higher than male
- Nonteaching staff have an equal male and female ratio.

Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities
- The number of female staff to decision making bodies may be increased
- Organise more sports programmes on a regular basis.
- More awareness program on Legal rights
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students

Conclusion

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issues complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.





Photographs: 7.1.1

College Campus: Women Development Cell

**RAYAT SHIKSHAN SANSTHA'S
DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA
AUNDH, PUNE - 411067**

WOMEN DEVELOPMENT CELL

* COMMITTEE MEMBERS *

Name of the Committee Members	Position
Mrs. Asawari Shewale	Chairman
Dr. Savita Patil	Member
Dr. Reahma Divekar	Member
Dr. Devaki Rajford	Member
Miss. Sayali Gosavi	Member
Miss Shubhangi Shinde	Student Representative

OBJECTIVES :

- To promote a culture of respect and equality for female gender.
- To conduct Guest lectures, Seminars, Workshop to impart knowledge of opportunities and tools available and train the women.
- To create a conducive counselling environment for students to share their problems.
- To sensitize the college community on the need for empowerment of women.
- To enable the college community, understand the role of everyone in empowering women and students.
- To help women and men students understand their strength and potential.
- To educate girl students on women specific health issues and measures to be taken.
- The cell is also responsible to undertake the awareness programs on gender sensitization, women rights and women empowerment.

OUTCOMES :

- WDC aims to help students to become more sensitive towards gender issues and treat each other with mutual respect and equality.
- Spread awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender.
- Provide equal career opportunities to all the gender.
- Women's economic participation and their ownership and control of productive assets speeds up development, helps overcome poverty, reduce inequalities and improve students nutrition and health.

College Campus: Internal Complaint Committee

**DR. BABASAHEB AMBEDKAR MAHAVIDYALAYA
INTERNAL COMPLAINT COMMITTEE (ICC)**

Name	Position
Dr. Savita Patil	Chairman
Dr. Reahma Divekar	Member
Dr. Devaki Rajford	Member
Miss. Sayali Gosavi	Member
Miss Shubhangi Shinde	Student Representative

GPS Map Camera
Pune, Maharashtra, India
80/20, Gurudwara Rd, Sarkar Wada, Ward No. 8, Aundh Gaon, Aundh, Pune, Maharashtra 411007, India
Lat 18.566129°
Long 73.810117°
01/02/24 08:36 AM GMT +05:30

College Campus: Anti Ragging Cell

RAGGING FREE CAMPUS

GPS Map Camera
Pune, Maharashtra, India
80/20, Gurudwara Rd, Sarkar Wada, Ward No. 8, Aundh Gaon, Aundh, Pune, Maharashtra 411007, India
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Long 73.810203°
17/01/24 09:27 AM GMT +05:30

College Campus: CCTV Cameras

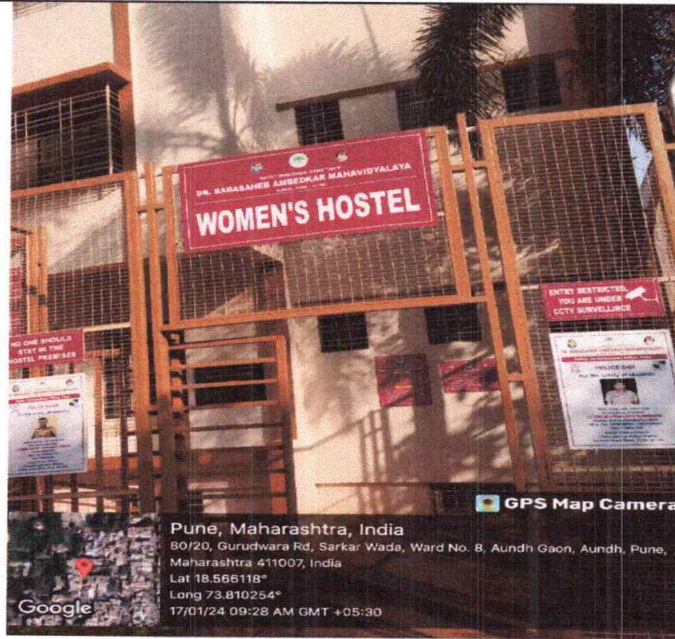
KEEP SILENCE

GPS Map Camera
Pune, Maharashtra, India
80/20, Gurudwara Rd, Sarkar Wada, Ward No. 8, Aundh Gaon, Aundh, Pune, Maharashtra 411007, India
Lat 18.566116°
Long 73.816109°
24/01/24 09:29 AM GMT +05:30

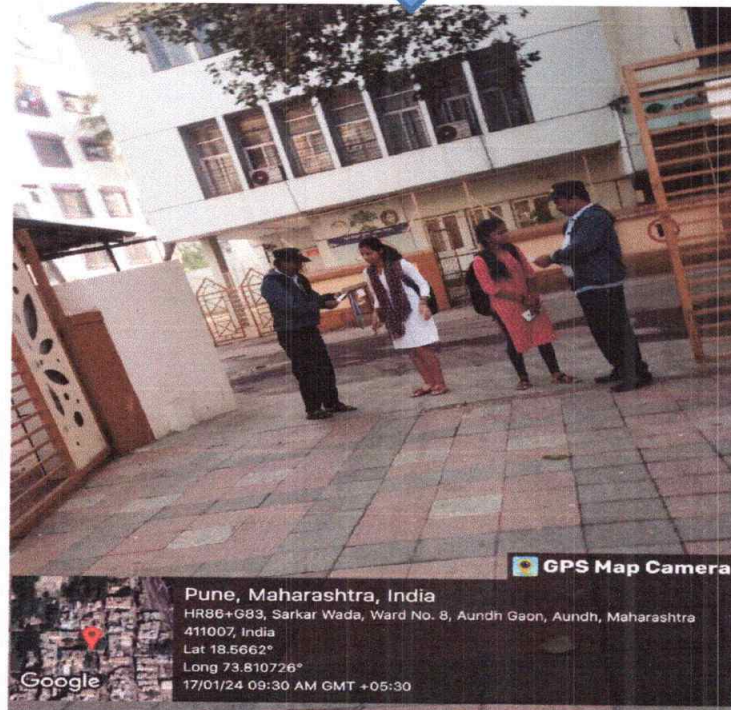


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College Campus Women Hostel



College Campus Women Security

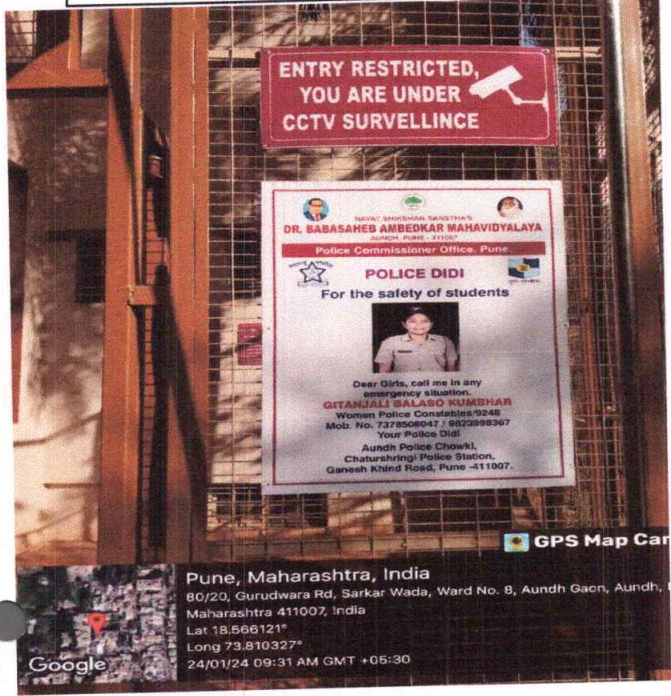


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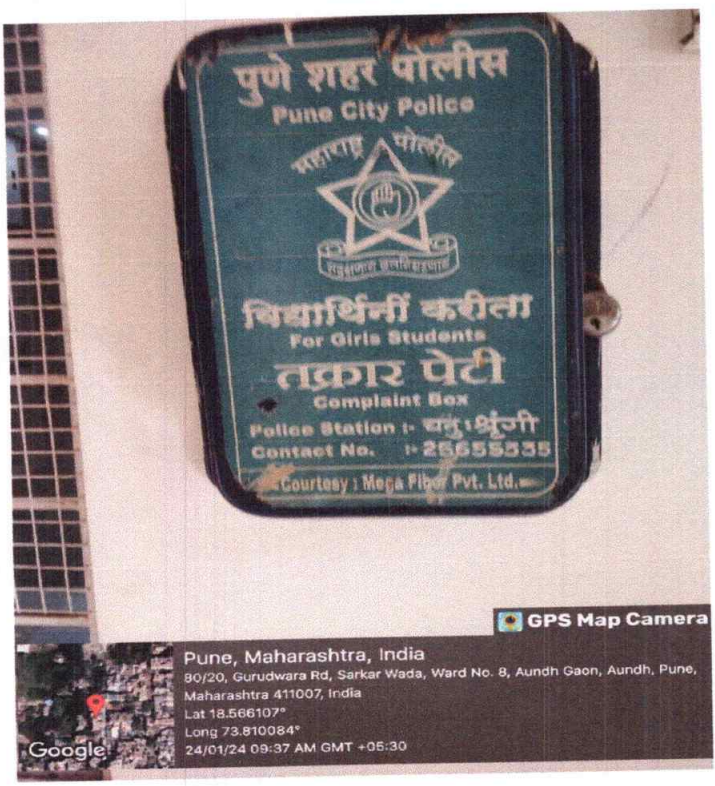


College Campus: Police Didi

College Campus: Police Kaka



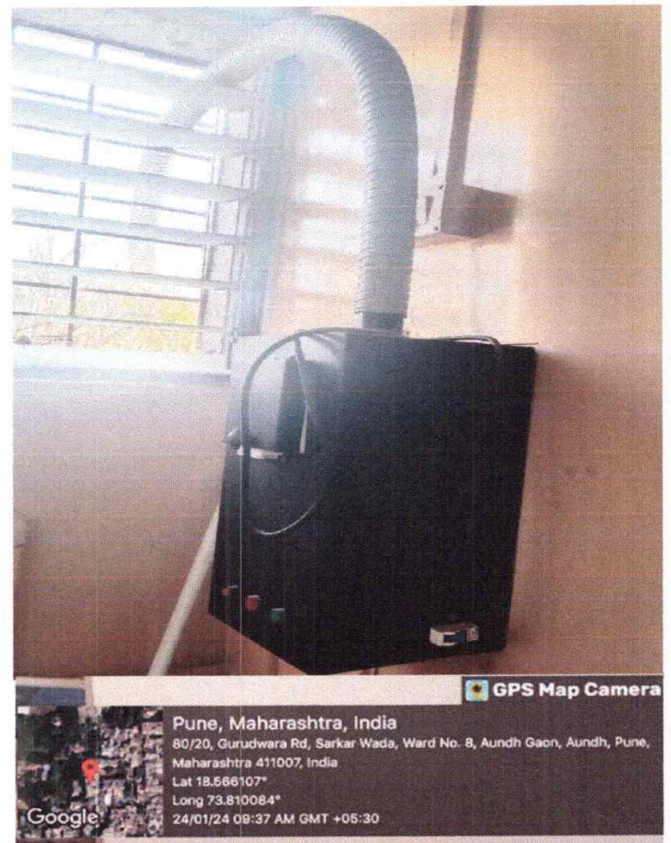
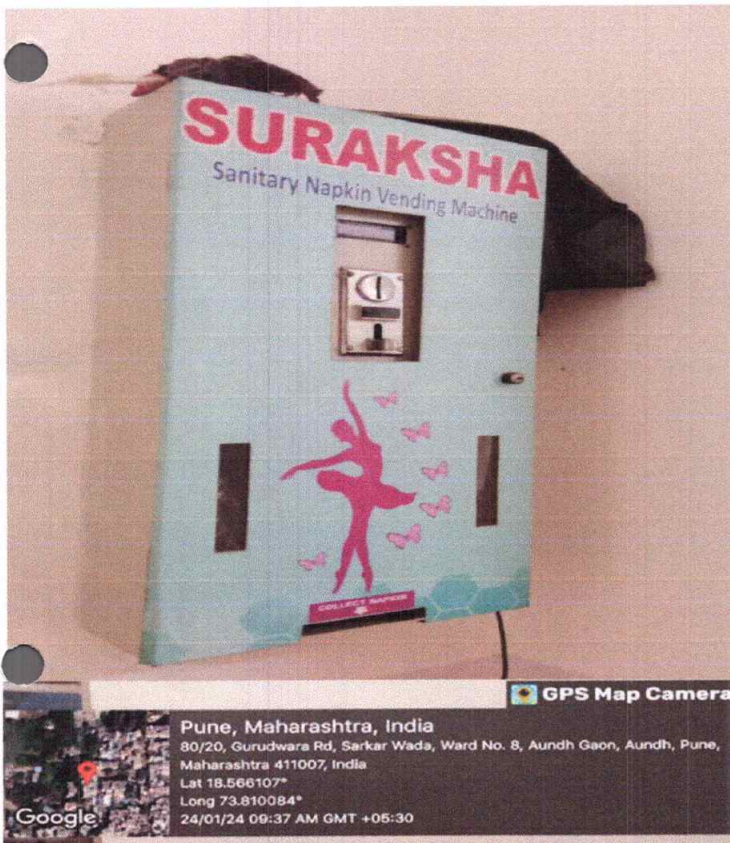
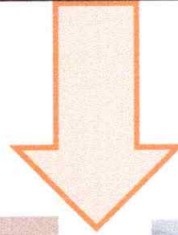
College Campus: Girls Students Complaint Box



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Dr. Babasaheb Ambedkar College
Aundh, Pune-67.



Women Hostel and College bathroom Sanitary Napkin (Pad) Vending Machine and Sanitary Napkin (Pad) Disposal Machine



[Handwritten Signature]
PRINCIPAL
Dr. Babasaheb Ambedkar College
Aundh, Pune-67





Gender Audit Report Summary

2022-23

Rayat Shikshan Sanstha's

Dr. Babasaheb Ambedkar Mahavidyalaya

Aundh, Pune-411067.

Prepared by

Women Development Cell

PREFACE

“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 (UNESDOC)

Gender equity means fairness of treatment for women and men, 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.

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Sr.No.	Date	Name of the Program	Chief Guest	Benefitiaries
1	7/23/2022	Workshop on "Gender and Education Program"	Hon. Ms. Sohani Harshi (Communication heaead nirantar and The Third Eye) Hon. Ms. Astha Bamba (Resercher and Field Felicitor the Third Eye) Hon. Mrs. Suman Parmar (Associate Editor The Third Eye Hindi)	58 Girl Students
2	10/4/2022	Bhondala and Garaba Program	Hon. Prin. Dr. Arun Andhale	125 Students
3	16 to 19/11/2022	Participation of Swayamsiddha Sanmmelan	Sharadabai Pawar Mahila Arts, Commerceand Science, College, Baramati, Pune.	06 Girl Students
4	11/19/2022	Free Health Education Workshop on "Dysmenorhea Awareness"	Hon. Mr. Sohan Desarda (RSM, in Blue Cross Labs Ltd, Mumbai.) Hon. Mr. Santosh Powar (Ariya Business anager in Blue Cross Ltd.)	79 Girl Students
5	9/22/2022	Workshop on "Self Defence"	Hon. Prof. Shaileja Sangale (Lion Club Pune.) Hon. Dr. Sangeeta Dhamdhare (Founder President of Hridhayam Social Welfare Society, Pune.) Hon. Ms. Manisha Tikhe (Social Workar and Activist)	114 Girl Students
6	12/15/2022	Poster Making Competition	Hon. Dr. Rohidas Dhakane (Assi. Professor of English, Waghire College, Pune.) Hon. Dr. Pandurang Bhosale (HOD, Department of Marathi, M. P. College, Pimpri. Pune.)	76 Students



7	1/3/2023	Kranti Jyoti Savitribai Phule, Jayanti		
8	23rd to 30th/ 01/2023	One week " Soft Skill, Employability Skills Development Program"	Hon. Ms. Kanchan Auti (Trainer, Mahindra [Pride School])	44 Girl Students
9	6th to 7th/ 02/2023	Two Day's "Employability Preparation Workshop"	Hon. Ms. Jas Johari (Light House) Hon. Mr. Vijay Wavage (Light House)	36 Girl Students
10	3/8/2023	Lecture on "Health and Fitness for Women"	Hon. Ms. Sweta Kulkarni (Fonder and Health Coach at Masterful Services, Pune.) Hon. Ms. Shambhavi Sale (District Coordinator, Student Development)	67 Students
11	4/1/2023	Lecture on Rayat Mauli Laxmibai Bhaurao Patil	Hon. Prin. Pradip Kadam	



PRINCIPAL
Dr. Babasaheb Ambedkar College
Aundh, Pune-67