



Shree Santkrupa Shikshan Sanstha's
**Shree Santkrupa Institute of Engineering
& Technology (B.Tech)**
Ghogaon-Karad



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT

SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY

(B.Tech)



A

Report on

Gender Audit

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1. Introduction of the Institution:

Shree Santkrupa Shikshan Sanstha (SSSS) is a public charitable trust operating in Karad, district Satara of Maharashtra, India. Established in 1996, the organization today is one of the leading & most respected centers of learning in the district. The institute is approved by All India Council for Technical Education (AICTE), New Delhi, Director of Technical Education, Mumbai, affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere. The institute offers four branches of Engineering – Civil, Mechanical, Electrical and Computer Science with intake capacity of 60 each. The college campus is at village Ghogaon, situated around 25 Km from and well-connected from Sangli, Kolhapur and Satara cities. Our sanstha has established own transport facility for students of surrounding area. The campus is spread over an area of 10 acres in pollution free environment and refreshing ambience, surrounded by greenery.

The qualified and well experienced staff has been appointed to provide guidance of professional technical education to the students in college. To promote and enhance the technical capabilities of students we organize project exhibition, state level technical paper presentation competition. We celebrate Engineers day on 15th September every year to motivate the students. By organizing technical event on Engineers day, the opportunities are given to students to present their innovative ideas on various technical and current issues. To maintain physical fitness of students, we encourage students for various sports activities. The playgrounds for cricket, volleyball, kabaddi, kho-kho etc are provided in college campus. On every year zonal sport competitions are organized in our college campus. The facility for indoor games such as chess, carom is also provided. The platform for cultural activities is provided through annual social gathering program.

Due to good academic career and versatile development of students, numbers of students are being placed in reputed industries through campus as well as through pool campus interviews. The rest of students prefer for higher education and research. We are really proud of our management for their continuous support in the progress of our college.

2. What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework.

An internal audit: This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. 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.

Internal committee members:

The Gender Audit undertaken by the following members of Shree Santkrupa Institute of Engineering & Technology,

1. Dr. Kulkarni S.B.
2. Mr. Patange S.P.
3. Mr. Bhosale B.Y.
4. Mr. Mali S.H.
5. Mr. Kumbhar A.N.
6. Mr. Sadaware A.B.
7. Mr. Kanse A.B

3. Objectives of the Gender Audit exercise:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell.
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from sexual harassment.
- To join hands with IQAC, Anti-ragging committee, and Discipline committee and Internal complaint committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance.

The following are the three main objectives of the Gender Audit committee:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.

4. Gender Audit:

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on out dated views. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- There is a ladies common room provided in main building.
- There is CCTV monitoring devices installed at different locations within the campus.
- There is a women's cell that conducts gender sensitization programmes regularly for the students.

4.1. 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 programmes as well as within the staff structure. 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.

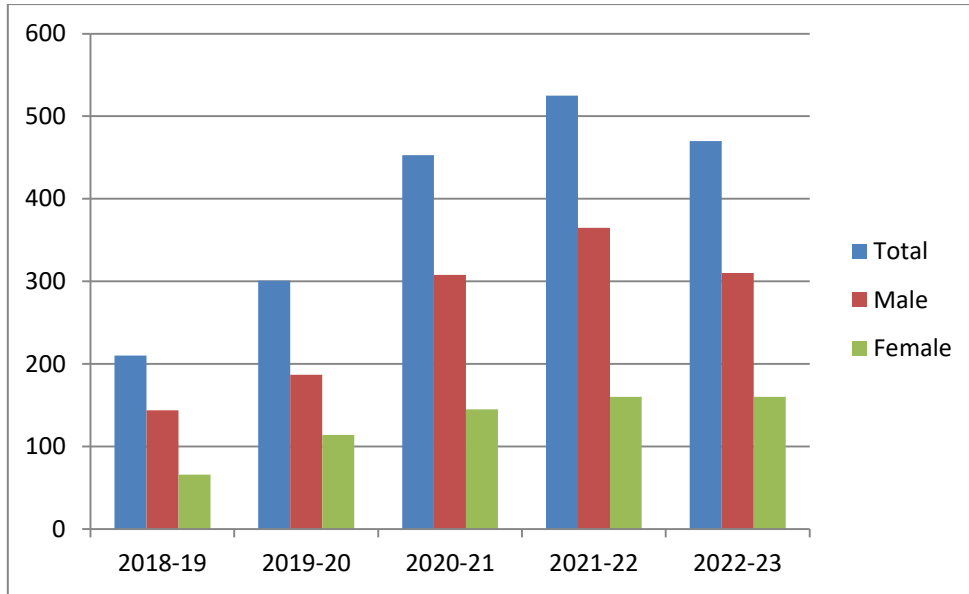
Gender Audit Team reviewed and analysed the operating environment of Shree Santkrupa Institute of Engineering & Technology, Ghogaon. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, 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.

Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of sexual abuse and safety of girls students', 'Health and Hygiene & legal aspects of sexual abuse', 'Sexual harassment of women at workplace (prohibition, prevention and redressal) etc.

Numbers of programs were organized in the last 5 years to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging committee and Internal complaints committee have been formed in the college. Our girl students have achieved grand success in the field of cultural activities and sports. In the public societal action the college provides classes for parents on parenting issues and also women and laws. 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.

Table 2.1: Gender wise details of students in the college

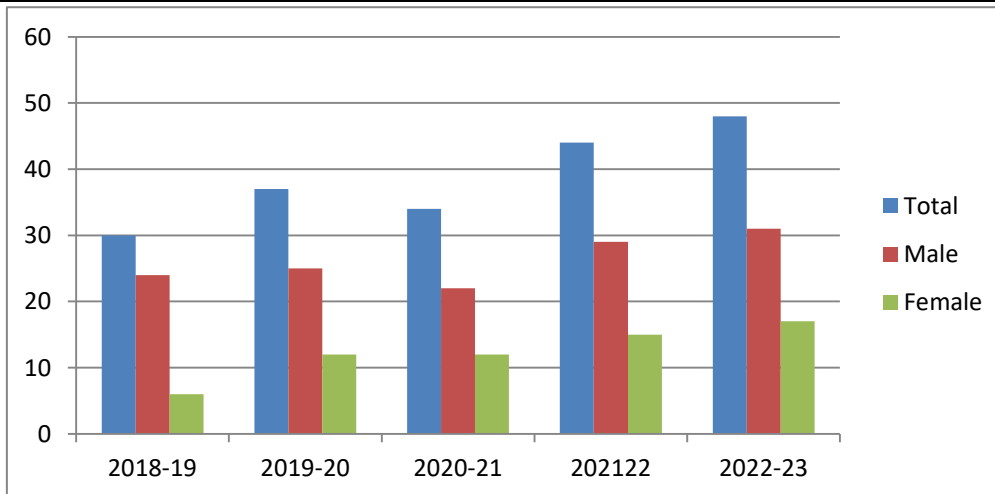
Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	210	144	66	68%	32%
2	2019-20	301	187	114	62%	38%
3	2020-21	453	308	145	68%	32%
4	2021-22	525	365	160	69%	31%
5	2022-23	470	310	160	66%	34%



The above table giving gender wise details of students in the college provides the information regarding growth of students' strength in the last five years. In the year 2018-19, out of 210 total students 32.00 % were female students as compared to 68% male students. The further years shows percentage of female student's details.

Table 2.2: Gender wise details of total teaching faculties in the college

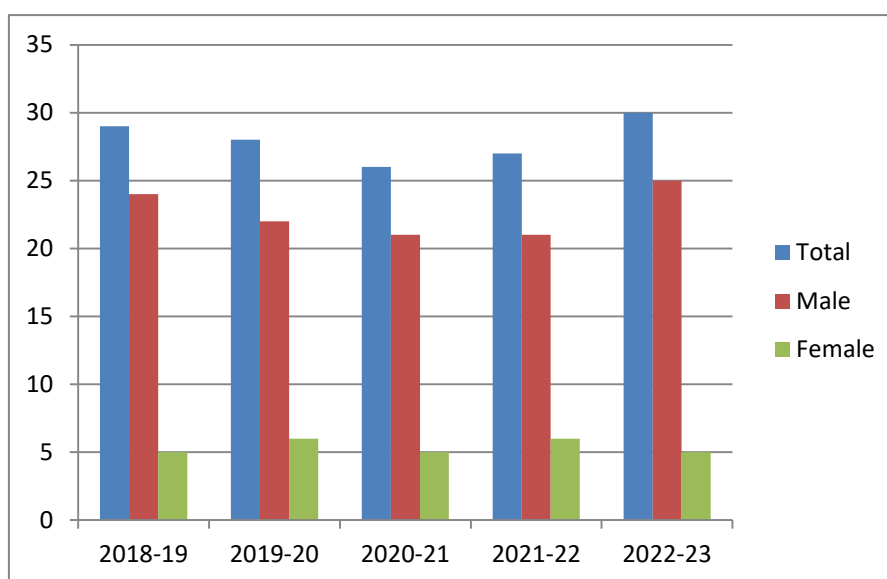
Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	30	24	06	80%	20%
2	2019-20	37	25	12	67%	33%
3	2020-21	34	22	12	65%	35%
4	2021-22	44	29	15	66%	34%
5	2022-23	48	31	17	65%	35%



The table on gender wise details of total teaching faculty in the college provides the information and growth of teaching faculty in the last five years. In the year 2018-19, out of 30 staff 24 (80%) were males and 06 (20%) were females. In the year 2022-23, out of 48 total teaching staff 31(65%) were males and 17 (35%) were females.

Table 2.3: Gender wise details of total non-teaching staff in the college

Sr. No.	Year	Total	Male	Female	% Male	% Female
1	2018-19	29	24	05	83%	17%
2	2019-20	28	22	06	78%	22%
3	2020-21	26	21	05	80%	20%
4	2021-22	27	21	06	77%	23%
5	2022-23	30	25	05	83%	17%



The table on gender wise details of total non-teaching staff in the college provides the information and growth of non-teaching staff in last five years. In the year 2018-19, out of 29 staff 24(83%) were males and 05(17%) were females. In the year 2022-23, out of 30 total non-teachings staff 25 (83%) were males and 05 (17%) were females.

4.2. Gender sensitization initiatives:

By forming various committees like anti-ragging, internal complaints, and sexual harassment prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the college for the convenience of girl students to avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. Entrance: The big & number of entrances avoids chaotic situations. It is one of the safety measures for girls.

2. Study Room: Study room in the library provides girl students undistracted study time.

3. Ladies Common Room: There is adequate space in the ladies common room and silence is maintained for girls to study. Washroom provision has also been made for girls in the ladies room.

4. Girls Washroom: Girls' washrooms are situated at every floor in the college with ample water supply and proper maintenance.

5. Drinking Water: RO water purifiers have been provided for boys and girls in the college campus.

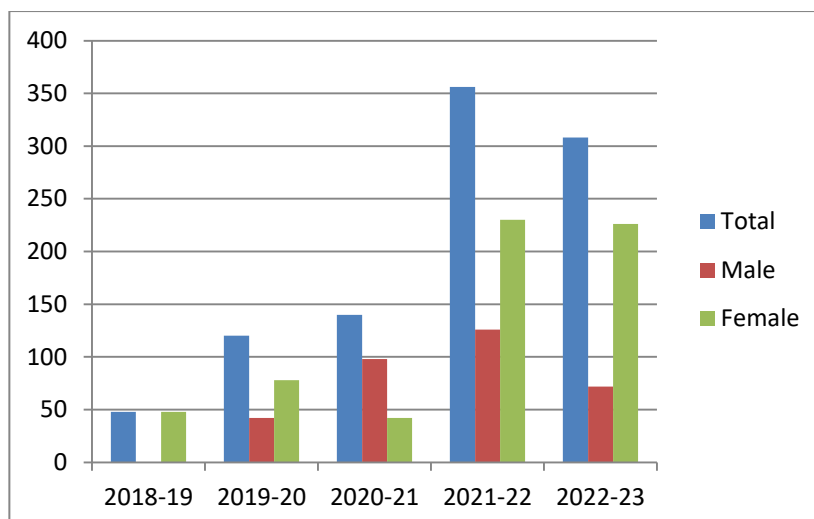
6. Canteen: There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

4.3. Gender equity promotion programs:

A number of activities were organized to empower women at college; these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the college organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, technocrats, entrepreneurs and scientists.

1. Guest lecture/ webinar activity organized by the institution during the last five years:

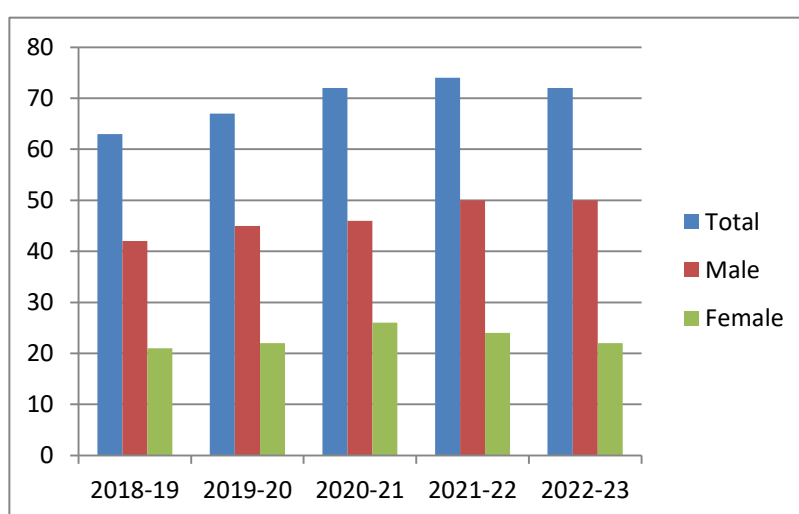
Sr No	Webinar/Guest Lecture Title	Date	Guest Name	Total Participate	Male	Female
1	Guest lecture on women health awareness	12-09-2018	Dr. Vaishali Mahadik	48	00	48
2	Guest lecture on health awareness	27-08-2019	Dr. Uday Patil	68	42	26
3	Health awareness workshop for girls	18-10-2019	Dr. Vaishali Mahadik	52	00	52
4	Guest lecture on student grievances	12-09-2020	Adv.Suryakant Miraje	72	51	21
5	Women empowerment workshop	2020	Nirbhaya Pathak, Karad	68	47	21
6	Webinar on ' Vayat Yetana' for girls online	12-05-2021	Ms. Rajashree Sakale	64	00	64
7	Guest lecture on women safety	28-10-2021	Mrs. Tejswini Shah (Dream Classes, Karad)	62	00	62
8	Guest lecture on student grievances & anti ragging	08-03-2021	Adv.Suryakant Miraje	114	64	50
9	Guest lecture on student grievances & anti ragging	22-04-2022	Adv.Suryakant Miraje & Adv. Amruta Yadav	116	62	54
11	Guest lecture on women harassment & laws	27-12-2022	P.I. Mrs Amruta Menkar	74	00	74
12	Celebrate international women day	08-03-2023	Ladies staff	112	00	112
13	Guest lecture on student grievances & anti ragging	21-04-2023	Adv.Suryakant Miraje & Adv. Amruta Yadav	122	72	40



The table provides the information on gender wise details of programme organized in the college.

2. Cultural activity organized by the institution during the last five years:

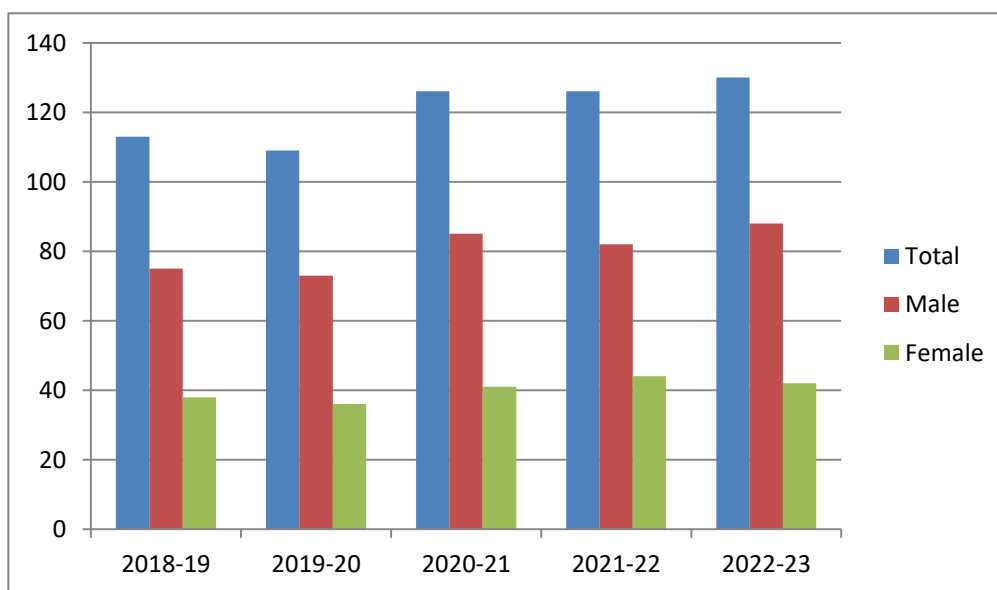
Sr No	Title of program	Year	No of Participants	Male	Female
1	Cultural programmes	2018-19	63	42	21
2		2019-20	67	45	22
3		2020-21	72	46	26
4		2021-22	74	50	24
5		2022-23	72	50	22



The table on gender wise details of cultural programme organized in the college provides the information. In the year 2018-19, out of 63 students 41 were males and 21 were female's students. In the year 2022-23, out of 72 students 50 were males and 22 were female's students.

3. Sports activities organized by the institution during the last five years:

Sr No	Title of program	Year	No of Participants	Male	Female
1	Annual Sports	218-19	113	75	38
2		2019-20	109	73	36
3		2020-21	126	85	41
4		2021-22	126	82	44
5		2022-23	130	88	42



The table on gender wise details of annual sport organized in the college provides the information. In the year 2018-19, out of 113 students 75 were males and 38 were female's students. . In the year 2022-23, out of 130 students 88 were males and 42 were female's students.

5. Summary:

“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.”

The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among teaching staff the strength of females is remarkable than that of males.

6. Conclusion:



The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance.

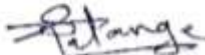
7. Recommendations:


In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on legal rights of women.

IQAC Audit Team:

1. Mr. Bhosale B.Y. 
2. Mr. Mali S.H. 
3. Mr. Kumbhar A.N. 
4. Mr. Kanse A.B. 
5. Mr. Sadaware A.B. 

IQAC committee coordinator: Mr. Patange S.P. 

Principal: Dr. Kulkarni S.B. 

Principal

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