Yashwant Shikshan Sanstha's Miraj Mahavidyalaya, Miraj

## Criterion-VII

## Institutional Values and Best Practices

### 7.1 Institutional Values and Social <br> Responsibilities



## Gender Audit Report 2021-22

## Miraj Mahavidyalaya Miraj

## Gender Audit: 2021-22

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# Miraj Mahavidyalaya Miraj Gender Audit: 2021-22 

Miraj Mahavidyalaya, Miraj is a premier education institute, which was established on $15^{\text {th }}$ July 1993. It was the need of students coming from rural and drought prone eastern part of Miraj Tahsil. There were only two colleges imparting traditional education in Miraj municipal area. Besides those, there were colleges which were distantly located from Miraj in Sangli municipal area. Hon'ble Prof. Sharad Patil, then seating MLA of Miraj constituency, felt need to establish the college in order to cater the need of such students and established Miraj Mahavidyalaya, Miraj to impart exclusively traditional education for the overall development of the students. Initially the college was hosted in a rental building known as "Hindu Dharmashala and Sanatorium", with meager strength of one hundred twenty students under two faculties, Arts and Science. As the student strength went on increasing, the institution felt the need of expansion. Taking into consideration the need, management purchased a piece of land admeasuring 13552.37 sq.mts.at the heart of city. Management constructed a three storeyed building with built up area 3175 sq mts, which fulfilled then the need of institution. Institution started receiving full grants from the Government in 2004 and received permanent affiliation from Shivaji University, Kolhapur and UGC in 2005. This Institution has a tradition of academic excellence proven through University ranks and high placement.

Gender audit presented in here is an attempt to analze whether our college bears a fair gender balance. This also is an attempt to assess the impact of policies on gender equality followed by college. The college always has the student centric policies in academics and co-academics as well and special measures for girl students.

The gender audit has identified the areas of gender balance and the segments lacking it. Considering the statistics, active steps, rules, policies to establish good gender balance will be framed. The requirements and interests of both males and females will be taken into account while framing the policies for future. Also, this gender audit would help to prevent sexual harassment at the college and will provide safe and encouraging work environment. The present report is based on the data collected through documents, interactive sections with key personnel, faculty and students from different streams.

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## PURPOSE

$>$ To assess the gender status of girls
$>$ To assess the differential aspects of gender equality in the campus
$>$ To know whether campus is women friendly
$>$ To know whether there is any discrimination to the girls of the marginalized sector including SC/ST.
> Internal Committees for wellbeing of students
$>$ Training and Placement cell: Specific committees are formed to monitor the personal enhancement measures such as the Training and Placement Cell that keeps students informed about job opportunities, career identification and helps students find proper employment opportunities.
> Skill Development Scheme Committee has been established to ensure planned efforts at skill enhancement amongst students.
> Grievance Redressal Cell: The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents. The committee comprises a Convener and 3 senior staff members who are involved in addressing complaints. The Committee works in close association with the Principal of the college.
> Training and Placement Cell: This cell monitors activities related to job notifications and opportunities, Interview preparation, development of entrepreneurial skills, organizing of campus Interviews besides ensuring maximum participation in campus recruitments and interview.

## Report about gender comparison for students admitted in Mahavidyalaya:

## 1. Students

Gender classification of male, female students and the total number of admissions in the institute is as mentioned in below table. It can be seen that in academic year 2021-22, the total 1367 students admitted for bachelor course and 60 students admitted for PG. In all there was 1427 students admitted in Mahavidyalaya. Among this strength gender classification indicate that there are $53 \%$ male students and $47 \%$ students are female. The following mentioned table indicates that male students are higher in strength compared with female students.

The following graph shows year wise gender classification of male and female strength of students and the total number of admissions to the college. The bar graph and tabular form vividly give the idea that girls students strength is nearly equal and not lagging behind when compared to boy students. The Graph show important data of gender classification.
> Table 1:Total Student Strength- Graphical Presentation

| Student strength | Grand Total | Male | Female |
| :--- | ---: | ---: | ---: |
|  | 1427 | 758 | 669 |

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Percentage of Male-Female toral Student Strength


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Student Strength for Reservation Category: As shown in following graph there is nearly equal male \& female student strength which conclude that institute premises had gender bias environment. Institute has strictly abide with all reservation rules.

| SC | ST | VJA | NTB | NTC | NTD | OBC | SBC MARATHA |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| 181 | 3 | 25 | 21 | 60 | 16 | 169 | 11 | 93 |

Table 1. Cast wise Distribution of students admitted in 21-22



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Above graph shows total student strength admitted in grantable, non-grantable, BCA \& PG programme in the Institute. It shows that for grantable, non-grantable \& BCA course, male strength is greater than female strength. But at PG level female strength is higher than male strength. A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. The table and graph shows vividly the strength of girls from various social categories in the academic year 2021-22, it appears that the enrolment of female in each category is nearly equal with male category.

Student Strength Grantable Division (Arts \& Science ) :

| Programme Name | Total Student <br> Strength | Male | Female |
| :--- | :--- | :--- | :--- |
|  |  |  |  |
| Grantable | 703 | 367 | 336 |
| Non-Grantable | 538 | 298 | 240 |
| BCA | 126 | 77 | 49 |
| PG | 60 | 16 | 44 |

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Pictorial presentation of students


Above graph indicates that female students admitted for B. Sc. \& B. A. Grantable division have greater percentage compared with Male student's.

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| MIRAJ MAHAVIDYALAYA, MIRAJ Gender Audit 21-22 Non Grantable Student |  |  |  |
| :---: | :---: | :---: | :---: |
| Class | Female Students | Male Students | Total Student Strength |
| B.A.I (NG) | 9 | 28 | 37 |
| B.A.II (NG) | 1 | 0 | 1 |
| B.A.III (NG) | 18 | 13 | 31 |
| B.SC. I (NG) | 19 | 16 | 35 |
| B.Sc. II (NG) | 3 | 6 | 9 |
| B.SC. III (NG) | 52 | 66 | 118 |
| B.Com. I (NG) | 50 | 53 | 103 |
| B.Com. II (NG) | 44 | 45 | 89 |
| B.Com. III (NG) | 44 | 71 | 115 |

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Above graph indicates that for non-grantable division there is less female student strength compared with male students.


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## 1. Teaching Staff: Aided teaching staff:

| Senior <br> Faculty | Permanent Faculty |  | CHB: <br> Grantable |  | CHB: NonGrantable |  | Non-Teaching |  | Contract Basis NonTeaching |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
|  | 23 | 08 | 04 | 03 | 11 | 19 | 30 | 0 | 3 | 1 |
| Percentage | 75\% | 24\% | 57\% | 43\% | 37\% | 63\% | 100\% | 0\% | 75\% | 25\% |
| Total | 31 |  | 07 |  | 30 |  | 30 |  | 4 |  |

Tabularized data of fulltime permanent teaching staff working for Grantable \& Non-Grantable faculties is seen in the above table. It shows remarkable increase in male percentage compared with female. It seems gender equality unquestionably lacks.

## Non-Grantable teaching staff:

The unaided teaching staff have greater number of males working similar to aided faculty. A few general conclusions from the trends in employment trend:

1. Women often opt for occupations (because of socio-cultural factors) which are at the inferior end of the pay scale.
2. Women's contribute more in family responsibilities which demand the job that put forward a better work-life balance.
3. Even the job at academic institute is white collar and considered as well suited for women, women paucity has been observed.

## FACILITIES FOR GIRLS STUDENTS:

## Ladies Hostel:

In the campus we have ladies Hostel facility having built up area of the ground floor is 478.44 sq . m. First Floor and second floor each has built up area of 468.91 sq. m. Yashwant Shikshan Sanstha's Miraj Mahavidyalaya, Miraj ladies hostel named as "Women's Hostel" is started with all facilities like well furnished rooms, mess, store, facility etc. These Facilities provide Environment like home to all girls.

## Women's Hostel Facilities

- Based on Eco-friendly concept
- Separate study table, bed for every girl
- 24 hours water is available, For Hot water Solar system is available
- Clean and pure vegetarian Mess Facility
- Seminars on Career development and Yoga is available
- Separate Cultural Hall
- Good Parking Facility
- Good location
- Well equipped reading room and Library
- 24 hours Security


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National Service Scheme for students admitted in Bachelor Programme:

| Total Student Strength | Male Students | Female Students |
| :--- | :--- | :--- |
| 200 | 97 | 103 |

The above table indicates that nearly equal male and female strength admitted for NSS activity. NSS unit of our college has been very pro-active in conducting different extension activities not only on the college premises but also in our city and adopted village. College has taken initiative in Clean India Project tree plantation. Green campus of our college is an indication of environmental consciousness.

## Sports Gymkhana

Gymkhana Department is established in July 1993. The Gymkhana Department has two international players and Hundred and Five National / Inter university players. Constantly our Basketball team is winner in Sangli Zonal Sports. A construction for Indoor sports Facility Centre is in progress. The Director of Physical Education is working as a qualified Referee of Basketball Federation of India.
Ground Facilities: Basketball Trimix Court, Volleyball Court, Kabaddi, Kho-Kho Ground.
Basketball is known as exclusive and special game of our institution. The institution has developed Trimix Basketball court. College students use the basketball court throughout the day and in the evening time, sportspersons and children from Mirajtown and nearby villages take advantage of this basketball

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court. Flood light system for the Basketball court is also made available. Outdoor games such as baseball, kho-kho, kabaddi and volleyball are played on the available open space. For other outdoor games such as athletics, cricket and softball, District Sports Complex ground, Miraj is used by our students. The institution has developed a gymnasium facility. At present the institution has no indoor and Yoga Centre facilities. At the same time, our institution also provides sports services to City Gymkhana.

## Participation in Zonal and Inter Zonal Sports:

| Sr. No. | Event | Zone | Inter Zone |  |  |
| :---: | :--- | :--- | :--- | :--- | :--- |
|  |  | Male | Female | Male | Female |
| 1. | Swimming | 0 | 01 | 0 | 01 |
| 2. | Mallakhamb | 01 | 00 | 01 | 00 |
| 3. | Basketball | 11 | 00 | 11 | 01 |
| 4. | Football | 14 | 00 | 14 | 00 |
| 5. | Volleyball | 10 | 00 | 10 | 00 |
| 6. | Athletic | 06 | 00 | 00 | 00 |
| 7. | Kabaddi | 10 | 00 | 00 | 00 |
| 8. | Cricket | 11 | 00 | 00 | 00 |
| 9. | Cycling | 00 | 00 | 00 | 01 |
| 10. | Taekwende | 01 | 03 | 00 | 02 |
| 11. | Baseball | 16 | 00 | 16 | 00 |
| 12. | Annual Sport | 00 | 00 | 00 | 00 |
| 13. | National <br> Sports day | 30 | 08 | 00 | 00 |
| 14. | International <br> day of Yoga | 60 | 20 | 00 | 00 |
|  |  |  |  |  |  |

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## Gym:

Gym Equipment's


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A well-equipped Gymnasium and Fitness Machine is available and also a Basketball Trimix court with glass board and dunking ring.

Ladies Room: Ladies common room with adequate place and sufficient number of chairs is available for girls. Also, a sanitary pad vending machine has recently been installed. Library and common study hall: Spacious study room with high speed internet as well as inflibinet library facility is available. Separate and regularly maintained washrooms for ladies and gents staff.

Anti-Ragging Committee: As per the UGC and university regulations, various committees of the staff have been formed to observe discipline and to ensure a safe and healthy work environment to every individual of the college. Also, the college publishes its regulations in prospectus stating that ragging is a criminal offence and UGC notifications regarding the regulations on curbing the menace of ragging in educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging related incidents can access the committee. `With the collaboration of 'District Police Administration' Nirbhaya Abhiyaan, Damini Pathak visit the College Campus regularly. Also, every year workshops are held on Women and Human Rights and Women Laws to make the girls aware of their rights and responsibilities. As a regular practice, every year, short films/ documentary and a lecture on anti-ragging and gender sensitization is organized. Workshops on self-defences, yoga practice etc. have been regularly conducted.

## Internal Complaints committee:

The College is committed to maintaining an academic and work environment free of sexual harassment for its students, teachers and non-teaching staff. In accordance with section 4(1) of 'Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (No. 14 of 2013)', College has instituted Women Welfare Committee (WWC) in place to address complaints related to sexual harassment. For any such complaint, the Principal or Teacher In-Charge may be contacted. The composition of the committee is from the teaching and non-teaching staff and students representatives. Besides that guidance and counselling for women students under lady teachers on various socio-economic and cultural barriers faced by women.

## Women Cell:

Women are considered to be the strength of the family and the nation, and we are greatly concerned about their growth and contribution. So we must recognize the enormous potential of half of the world's population - women. To enable them to reach their full potential, women must be free from discrimination, including the gender-based violence. It is necessary that the University/Institute/College must have a separate committee to deal with issues of gender based violence and gender sensitization programs. Women's Welfare Committee (WWC) of our college is established to enhance understanding of academic/non academic issues related to women and to make the college campus a safe place for women students and staff.

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## Women Cell Report <br> vellowant shisshan Sanethai a <br> Miraj Mahavicivalaya Mira! <br> Wamen Call convenor 2021-72 Report

Or- Mars. Mundagervur v. D.
The college women cell committee organizies the acthaty to peomote gender positive environment in colloge. All the staft members are to be einen equas participation in differemt ectinuties performed throughout the ypiar.
3) On $5^{\text {in }}$ and $7^{\text {th }}$ samusry 2022 arganise a onsine webinar for all gifl studerts on The topic "Menstrual beath and hrgetve managenemi" In association with Globel hurt foundation Banglote unichamer India and laAC and N.S.S. committee on zoom platform. The guest lecturer are Mrs. Nira Choudhary C3R Emecutive unicharm india beneficiary student Number is 265.
2) Organize Nathonal levpl Ferter competition on occaston of Nutional Girl child day. On the topic "Stop temale foelicide and save girl" in association with NAC and N.5.S. committea on $8^{\text {vh }}$ February 2022. Total mamber of participants are 86 on excel link. The prize money distribution dane online on their account hemaining participant provide o-certilicate.

3) International women Day celebrated on $8^{\text {th }}$ March 2022 in association whith $10 A C$
 समानत्य" सन 702 F

Lecture delivered by Dr. Mrs. Sunada Shelke. Head of the English Department, ovsingpur colicgie jeyringepur presence of Advocate NrS. Valsholi Clewarshi und Dr. Mrs Suprima Admute.
Beneficiary suodent qumber is 130 and 16 tetuchers
Voluable eudance given by the Principal Dr. P. A. Patit, Computet Science department provided valuable support. Mrs. 5. P. Pati hanc condinator Dr. R.S. Yaldualre M.S.5 and all commitice members hetped. antivity.

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## Gender Sensitization Action Plan: Women Cell

Dr. Mrs. Y. D. Mundaganur, 28/03/2022
10.

The Prexipal. Miral Mahawioyalira. A/p Miral Dist Sangl.

Sub, - Sender uensitigatien astida Men_2021-22.
Ref: - MMM / $946-1 / 2021$ - 22. Betier pated - 19/92/2022.
Sir,
The colloge womsn cell cormmittee enganizes the actionty to promote gender positive enviroement in cellige.

Our kendet sensitiation action plan 2021-22 is 4 follows

1. For this "Ne Dstcrimination Policy" has to be strictly followed by all means.
2. All saff members are to be given equal participations in eifferent activites performed throuehout the year.
3. Sensitiation by the elements of education in the curriculum to be strictly monitpred
Different activities and topics releated to gonder senstisation to be performed under the curriculum.
4. Arrange lecture on gender sensitization and legal mwareness-
5. To conduct awareness programme for sately and secariay on regular basis.
6. To create wareness programmes through lectures seminars, Poster Exhibition slogans.
7. Uife skill that will assist their development into womenhood.

Comerrei, Women cell. (Dr.Mes.Y.D.Mundaganur)

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Celebration of 'International Women Day- 8 March 2022:

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International Women day had been celebrated on $8^{\text {th }}$ March 2022 in our Mahavidyalaya. Dr. Mrs. Sunanda Shelke was chief guest of this ceremony and Adv. Mrs. Supriya Addmuthe was the president of this ceremony. In chief guest address she noted the importance of "Women Day Celebration'. She also noticed the importance of gender bias environment in the premises.


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## Conclusion:

* Students' strength is increasing and particularly girl strength is increasing continuously in both UG and PG programmes.
* Students of backward classes enjoy a major share in admission.
* Success rate of girl student is higher than boys.
* Female participation is greater than male in NSS activities. It is necessary to motivate boys to participate in NSS activities because it can create social awareness among them.
\& Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.


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* Female participation in co- curricular activities is greater than male. It is necessary for overall personality development.
* Females are taking more benefits of library than male.



Dr. A. R. Jadhav, Principal Miraj Mahavidyalaya, Miraj


