



**PADMABHUSHANVASANTRAODADAPATILMAHAVIDYALAYA**

KAVATHE MAHANKAL, Dist. Sangli (Maharashtra) Pin- 416 405

**Principal Prof.(Dr.)M.K.Patil**M.Sc.,M.Phil.,Ph.D.

Mob. 9421185277

Phone-02341-295220 Email: kmpvp@rediffmail.com Website: www.pvpkm.ac.in

**Jr. College Index No. J 22.04.002**

RefNo.PVPMKM/

Date:

## **Criterion-VII: Institutional Values and Best Practices**

### **Key Indicator 7.1.1 Institutional Values and Social responsibilities**

**7.1.1 Institution has initiated the Gender Audit and measures for the Promotion of gender equity during the last five years.  
Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.,**

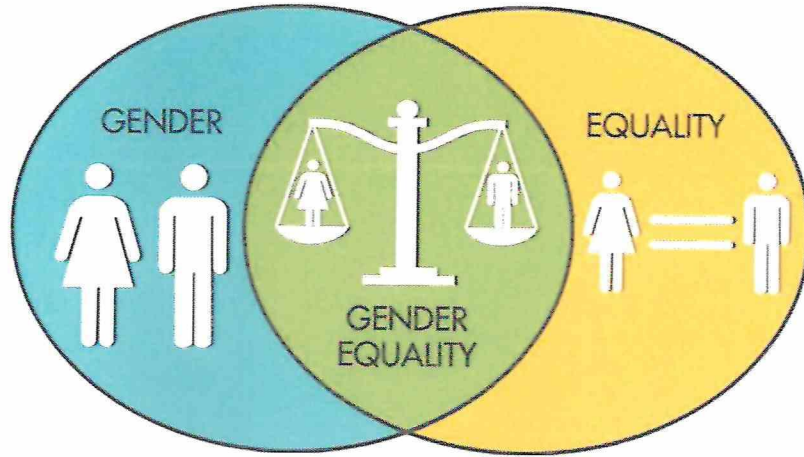
### **1. Gender Audit Report (From the period 2019-20 to 2023-24)**



NAAC "A++" Grade  
with CGPA 3.52 (2021)



**SHIVAJI UNIVERSITY, KOLHAPUR**  
**LATE SMT. SHARADABAI GOVINDRAO PAWAR ADHYASAN**



**Five Years**

(2019-20 to 2023-24)

**GENDER AUDIT REPORT**

Submitted by

**PADMABHUSHAN VASANTRAODADA PATIL MAHAVIDYALAYA,**  
**KAVATHE MAHANKAL**  
**DISTRICT SANGALI**

**Assessed by**

**Prof. Dr. Bharati Patil**  
**Coordinator**

**Late Smt. Sharadabai Govindrao Pawar Adhyasan**  
**Shivaji University, Kolhapur**

**19<sup>th</sup> March 2024**

**GENDER AUDIT OF  
PADMABHUSHAN VASANTRAODADA PATIL  
MAHAVIDYALAYA, KAVATHE MAHANKAL  
(2019 -20 TO 2023 - 24)**

Education plays very pivotal role in promoting egalitarian values enshrined in the Constitution of India. University Grants Commission has stressed the need of analyzing educational institutes in the context of its reach to the marginalized and disadvantaged groups. Women and third gender, are two such groups, which are disadvantaged and needs special attention. Gender Equality, therefore should be the goal towards which all educational institutes must strive. Gender Audit can help them to cherish the goal of gender equality. Gender Audit of an educational institute/college helps it to assess and check the institutionalization of gender equality in their college/ institutions, including their policies, programs, proceedings, budget, etc. Once the gender audit is done, it helps colleges/ institutions to improve and fill the gaps to achieve the goal of Gender Equality.

Padmabhushan Vasantryadada Patil Mahavidyalaya, Kavathe Mahankal, Dist. Sangli submitted duly filled proforma of gender audit prepared by Late Smt. Sharadabai Govindrao Pawar Adhyasan. Shivaji University ,Kolhapur. The audit period is 2019 – 20 to 2023-24. The College caters to the student's needs, especially from rural areas. The college has three faculties: Humanities, Commerce and Management, Science and Technology. The College provides undergraduate programs such as B. A., B.Com. and B.Sc. The College is led by Principal Dr. Maruti Krishna Patil.

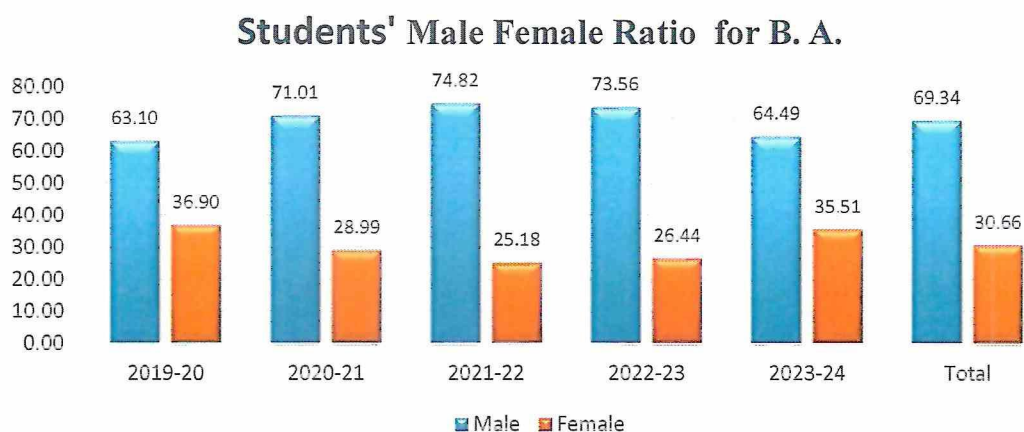
**Part A: General and Personnel Information**

**1. Faculty wise Students: Male Female Ratio :**

Padmabhushan Vasantryadada Patil Mahavidyalaya, Kavathe Mahankal, Dist. Sangli offers programs such as B. A., B.Com. and

B.Sc. Following is the program wise male female students' ratio for assessment period.

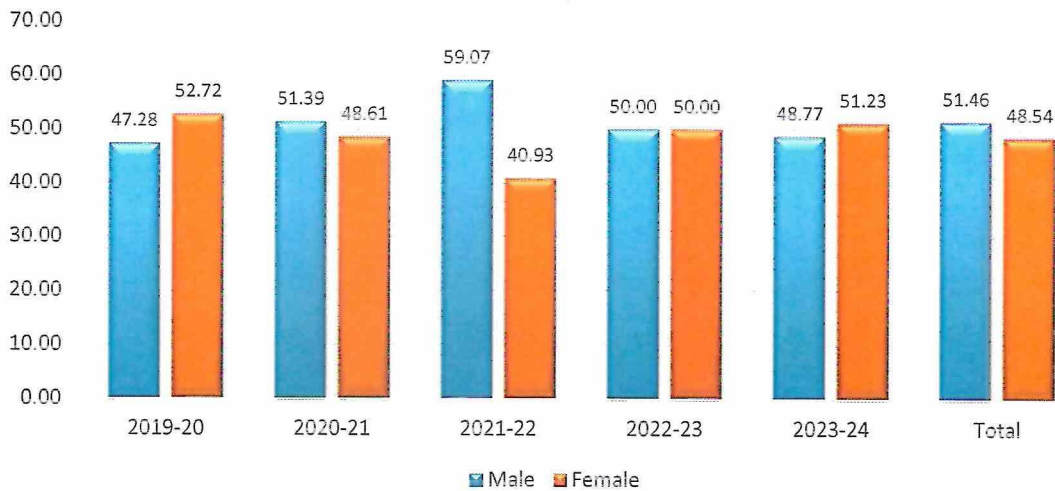
<b>Students' Male Female Ratio for B. A.</b>					
<b>Year</b>	<b>Number of Students</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	626	366	992	63.10	36.90
2020-21	671	274	945	71.01	28.99
2021-22	639	215	854	74.82	25.18
2022-23	626	225	851	73.56	26.44
2023-24	485	267	752	64.49	35.51
<b>Total</b>	<b>3047</b>	<b>1347</b>	<b>4394</b>	<b>69.34</b>	<b>30.66</b>



The average male-female ratio for the Arts faculty is 69.34:30.66. This ratio shows that there exists a significant gender disparity, with male students consistently outnumbering female students in the Arts faculty.

<b>Students' Male Female Ratio for B. Com</b>					
<b>Year</b>	<b>Number of Students</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	235	262	497	47.28	52.72
2020-21	258	244	502	51.39	48.61
2021-22	280	194	474	59.07	40.93
2022-23	215	215	430	50.00	50.00
2023-24	159	167	326	48.77	51.23
<b>Total</b>	<b>1147</b>	<b>1082</b>	<b>2229</b>	<b>51.46</b>	<b>48.54</b>

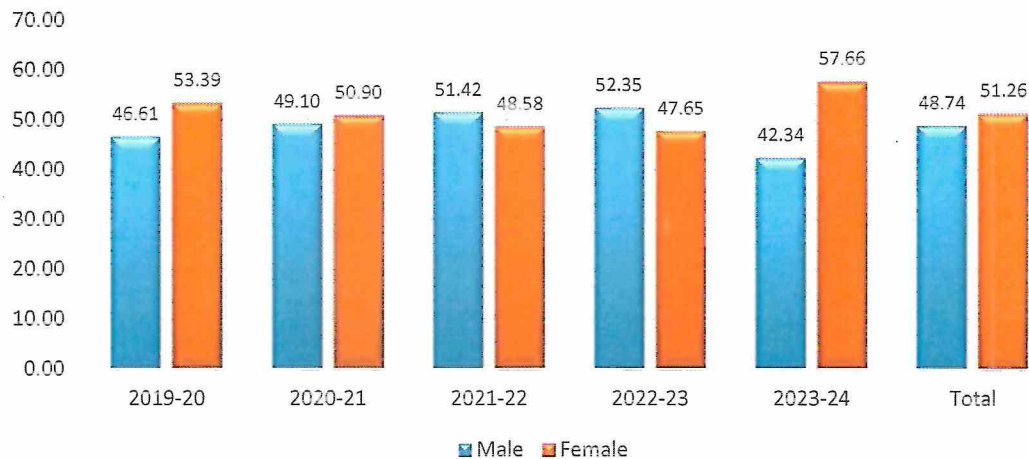
**Students' Male Female Ratio for B. Com**



Unlike the Arts faculty, the Commerce faculty demonstrates a relatively balanced male-female ratio, with fluctuations around the 50% mark. Over the five years, a total of 2229 students were enrolled, with a male-female ratio averaging at 51.46% to 48.54%. The balanced gender ratio within the Commerce faculty suggests a relatively equitable enrollment pattern compared to the Arts faculty.

Students' Male Female Ratio for B. Sc.					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2019-20	213	244	457	46.61	53.39
2020-21	246	255	501	49.10	50.90
2021-22	253	239	492	51.42	48.58
2022-23	234	213	447	52.35	47.65
2023-24	141	192	333	42.34	57.66
<b>Total</b>	<b>1087</b>	<b>1143</b>	<b>2230</b>	<b>48.74</b>	<b>51.26</b>

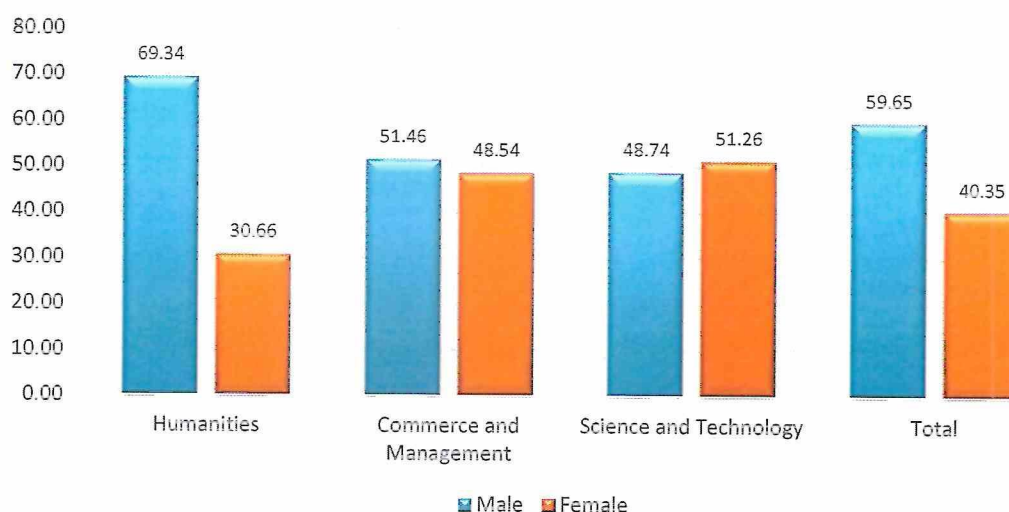
**Students' Male Female Ratio for B. Sc.**



The data shows a slight skew towards female students in the Science faculty, with the female proportion consistently higher than the male proportion over the five-year period. Over the five years, a total of 2230 students were enrolled in the Science faculty, with a male-female ratio averaging at 48.74% to 51.26%. Despite slight variations from year to year, the Science faculty generally maintains a higher proportion of female students compared to male students.

Average Male Female Ratio (UG)					
Faculty (Programs)	Number of Students			Ratio	
	Male	Female	Total	Male	Female
Humanities (B. A.)	3047	1347	4394	69.34	30.66
Commerce and Management (B. Com.)	1147	1082	2229	51.46	48.54
Science and Technology (B. Sc.)	1087	1143	2230	48.74	51.26
<b>Total</b>	<b>5281</b>	<b>3572</b>	<b>8853</b>	<b>59.65</b>	<b>40.35</b>

Average Male Female Ratio of students



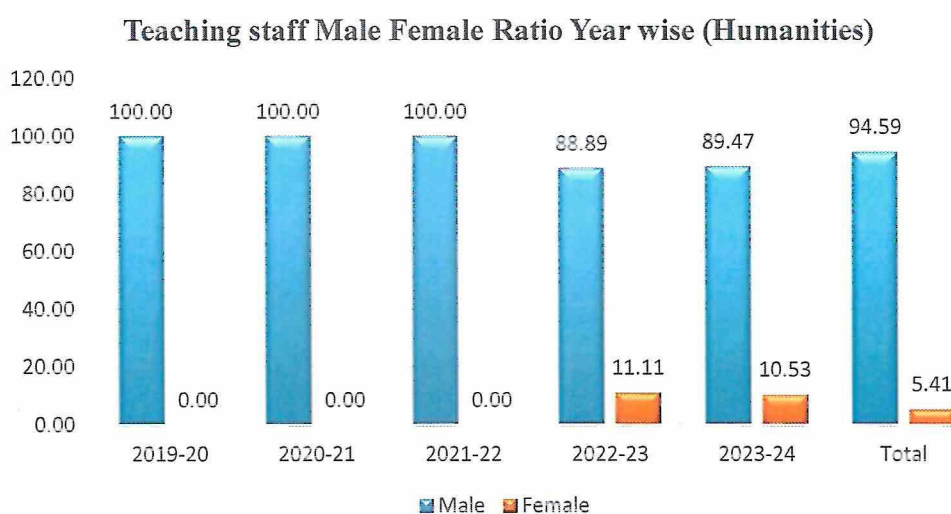
This data shows the distribution of male and female students across different faculties at the undergraduate level. There are a total of 4394 undergraduate students in the Humanities faculty, with 69.34% being male and 30.66% being female. In Commerce faculty, there are 2229 undergraduate students, with a slight majority of 51.46% being male and 48.54% being female. Among the 2230 undergraduate students in science faculty, 48.74% are male and 51.26% are female. Considering all faculties together, there's a notable overall disparity,

with male students comprising 59.65% of the total undergraduate population, while female students make up 40.35%.

Addressing these disparities requires concerted efforts to challenge stereotypes, promote inclusivity, and create supportive environment that encourage all students to pursue their academic interests irrespective of gender.

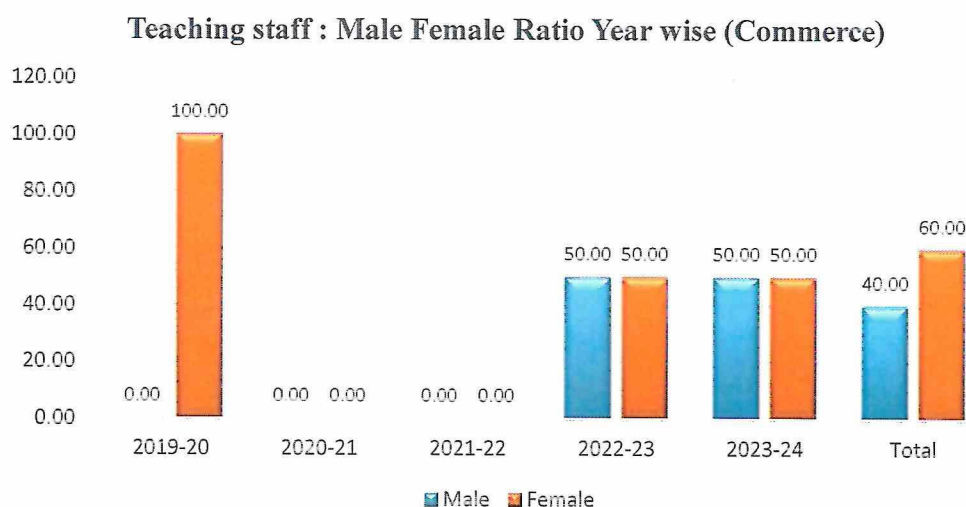
## 2)Teaching staff ( permanent): male female ratio

Teaching staff : Male Female Ratio Year wise (Humanities)					
Year	Number of Teaching Staff			Ratio	
	Male	Female	Total	Male	Female
2019-20	16	0	16	100.00	0.00
2020-21	11	0	11	100.00	0.00
2021-22	10	0	10	100.00	0.00
2022-23	16	2	18	88.89	11.11
2023-24	17	2	19	89.47	10.53
<b>Total</b>	<b>70</b>	<b>4</b>	<b>74</b>	<b>94.59</b>	<b>5.41</b>



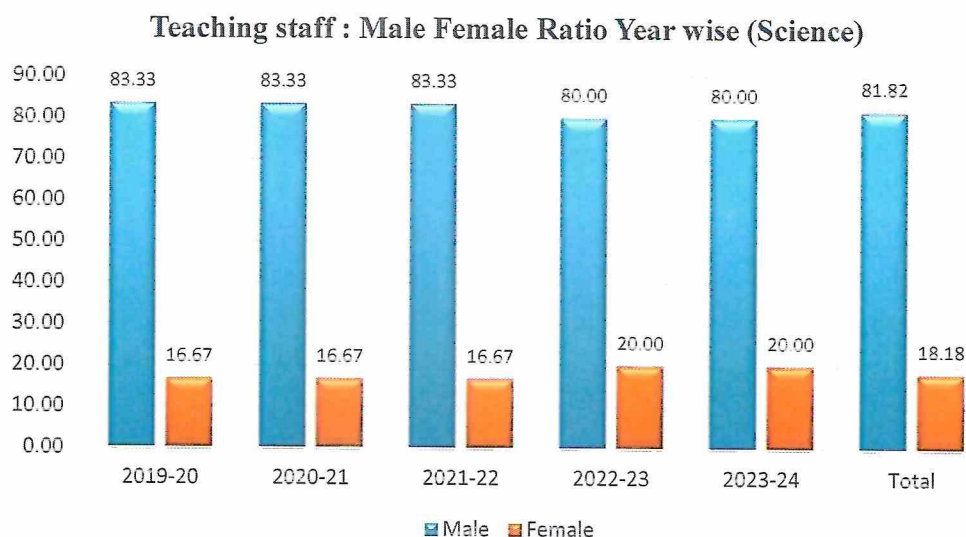
There is a significant gender disparity among teaching staff, with male representation dominating throughout the five-year period. The data highlights a stark gender disparity, with male teaching staff significantly outnumbering female teaching staff. Promoting gender diversity among teaching staff can lead to a more inclusive and representative academic environment. Efforts should be made to address this disparity by implementing strategies to attract, retain, and support female faculty members.

<b>Teaching staff : Male Female Ratio Year wise (Commerce)</b>					
<b>Year</b>	<b>Number of Teaching</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	0	1	1	0.00	100.00
2020-21	0	0	0	0.00	0.00
2021-22	0	0	0	0.00	0.00
2022-23	1	1	2	50.00	50.00
2023-24	1	1	2	50.00	50.00
<b>Total</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>40.00</b>	<b>60.00</b>



The presence of female teaching staff members indicates progress towards gender diversity and inclusivity within the Commerce department. There is a more balanced gender distribution among teaching staff compared to the faculty of Humanities , with female representation present in all years except 2019-20.

<b>Teaching staff : Male Female Ratio Year wise (Science)</b>					
<b>Year</b>	<b>Number of Teaching</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	10	2	12	83.33	16.67
2020-21	10	2	12	83.33	16.67
2021-22	10	2	12	83.33	16.67
2022-23	12	3	15	80.00	20.00
2023-24	12	3	15	80.00	20.00
<b>Total</b>	<b>54</b>	<b>12</b>	<b>66</b>	<b>81.82</b>	<b>18.18</b>

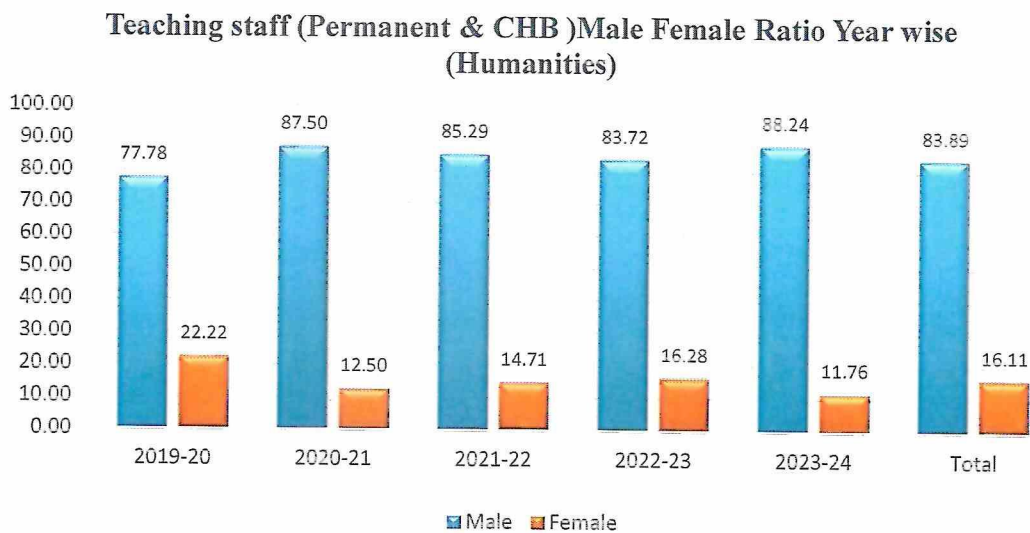


The average ratio of teaching staff in the faculty of Science is 81.82:18.18. The teaching staff in the Science department demonstrate a predominant presence of male members, with female representation consistently lower across all years. Strategies focusing on recruitment, retention, and advancement of female faculty members, as well as

creating a supportive and inclusive work environment, is essential to address this imbalance.

### 3) Teaching Staff (Permanent and C. H. B) male female ratio

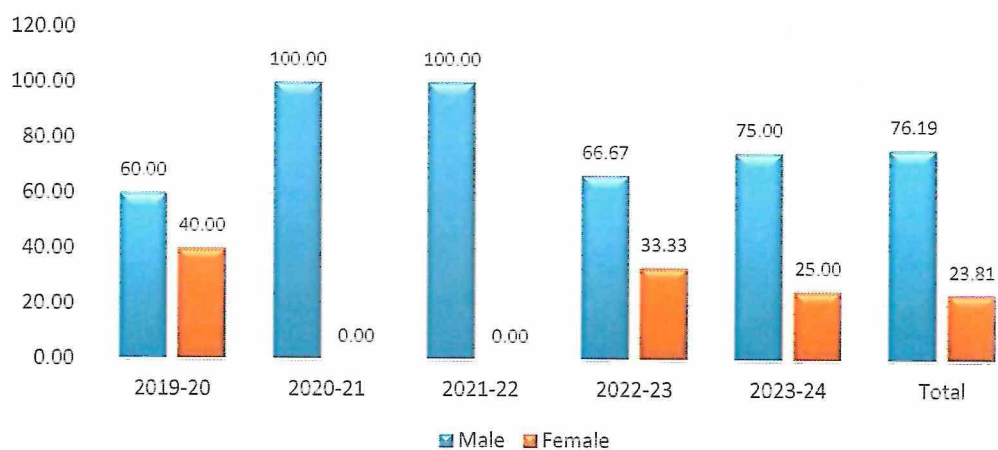
Teaching staff (Permanent & CHB Male Female Ratio Year wise (Humanities))					
Year	Number of Teaching			Ratio	
	Male	Female	Total	Male	Female
2019-20	35	10	45	77.78	22.22
2020-21	21	3	24	87.50	12.50
2021-22	29	5	34	85.29	14.71
2022-23	36	7	43	83.72	16.28
2023-24	30	4	34	88.24	11.76
<b>Total</b>	<b>151</b>	<b>29</b>	<b>180</b>	<b>83.89</b>	<b>16.11</b>



The data highlights the need for targeted efforts to address gender inequality in humanities teaching staff, particularly in recruitment, promotion, and retention practices.

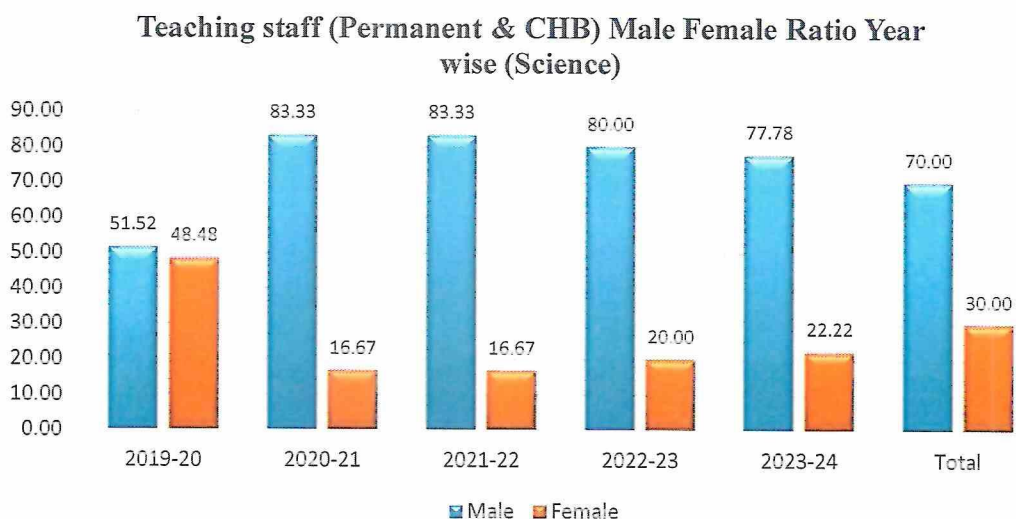
<b>Teaching staff (Permanent &amp; CHB) Male Female Ratio Year wise (Commerce)</b>					
<b>Year</b>	<b>Number of Teaching</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	3	2	5	60.00	40.00
2020-21	3	0	3	100.00	0.00
2021-22	3	0	3	100.00	0.00
2022-23	4	2	6	66.67	33.33
2023-24	3	1	4	75.00	25.00
<b>Total</b>	<b>16</b>	<b>5</b>	<b>21</b>	<b>76.19</b>	<b>23.81</b>

**Teaching staff Permanent & CHB Male Female Ratio Year wise (Commerce)**



Across the years, male teaching staff members consistently outnumber female teaching staff members in both permanent and CHB positions.

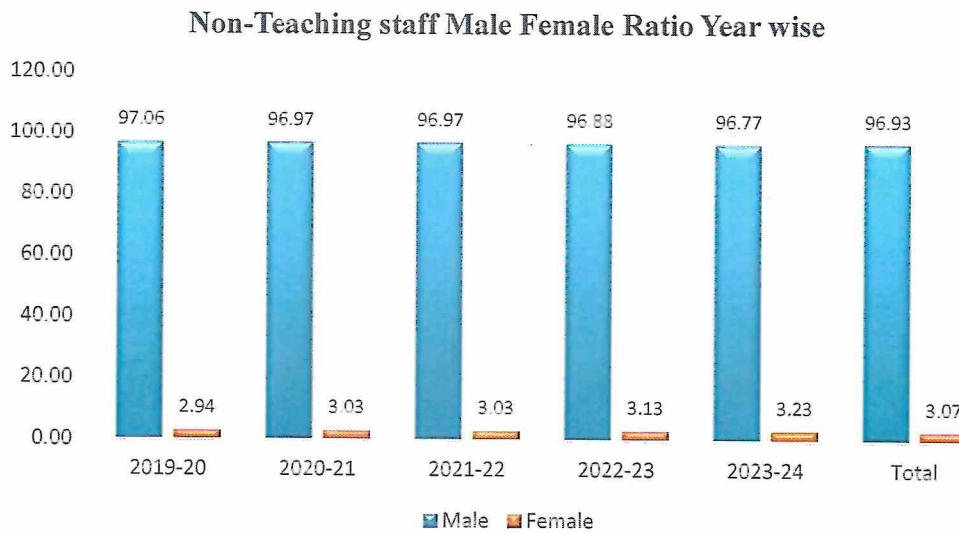
<b>Teaching staff (Permanent &amp; CHB )Male Female Ratio Year wise (Science)</b>					
<b>Year</b>	<b>Number of Teaching</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	17	16	33	51.52	48.48
2020-21	10	2	12	83.33	16.67
2021-22	10	2	12	83.33	16.67
2022-23	12	3	15	80.00	20.00
2023-24	14	4	18	77.78	22.22
<b>Total</b>	<b>63</b>	<b>27</b>	<b>90</b>	<b>70.00</b>	<b>30.00</b>



The data indicates a gender disparity among teaching staff members, with males constituting the majority in both permanent and CHB positions.

#### 4) Non Teaching Staff : Male Female ratio

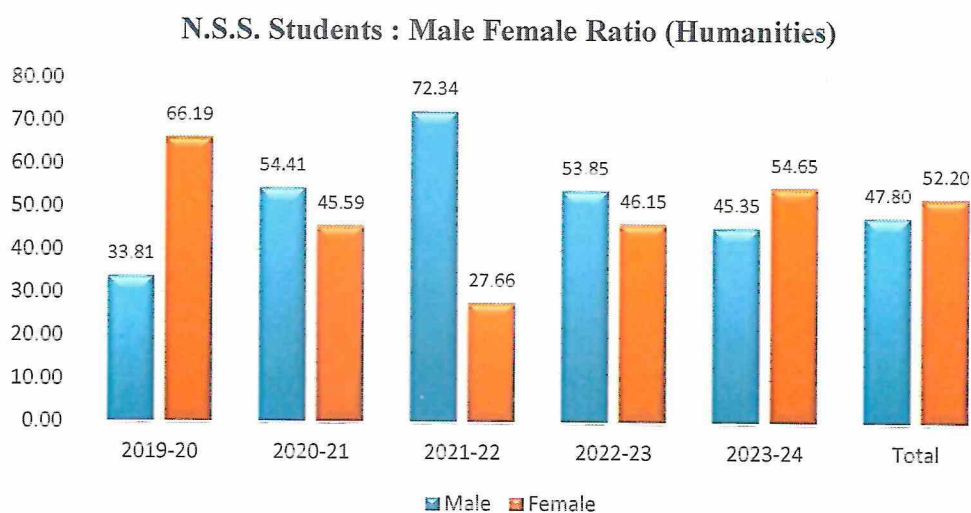
Non-Teaching staff Male Female Ratio Year wise					
Year	Number of Teaching			Ratio	
	Male	Female	Total	Male	Female
2019-20	33	1	34	97.06	2.94
2020-21	32	1	33	96.97	3.03
2021-22	32	1	33	96.97	3.03
2022-23	31	1	32	96.88	3.13
2023-24	30	1	31	96.77	3.23
<b>Total</b>	<b>158</b>	<b>5</b>	<b>163</b>	<b>96.93</b>	<b>3.07</b>



In each year from 2019-20 to 2023-24, there were substantially more male non-teaching staff members compared to female non-teaching staff members. The male-female ratio remained consistently high, with males comprising over 96% of the total non-teaching staff in each year.

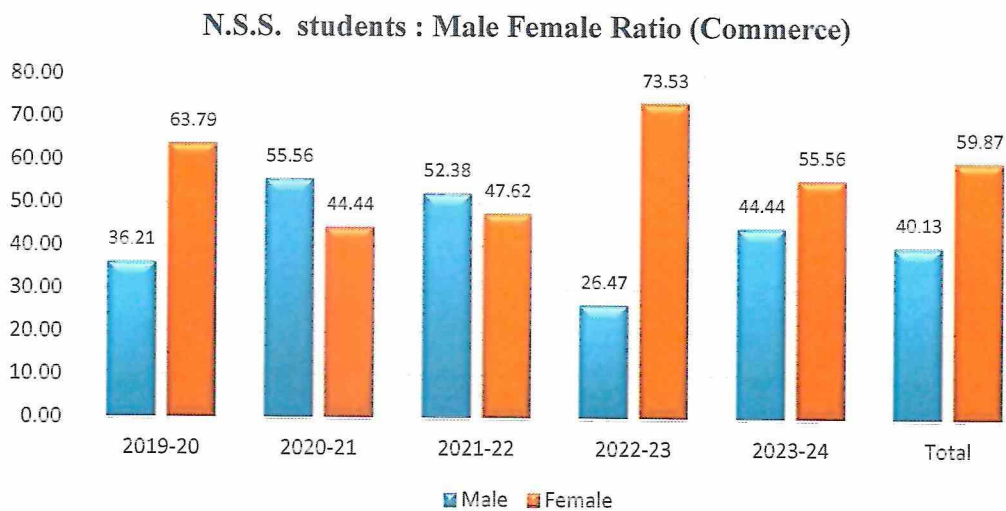
### 5)NSS students : male female ratio

N.S.S. students :Male Female Ratio (Humanities)					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2019-20	47	92	139	33.81	66.19
2020-21	37	31	68	54.41	45.59
2021-22	34	13	47	72.34	27.66
2022-23	49	42	91	53.85	46.15
2023-24	39	47	86	45.35	54.65
<b>Total</b>	<b>206</b>	<b>225</b>	<b>431</b>	<b>47.80</b>	<b>52.20</b>



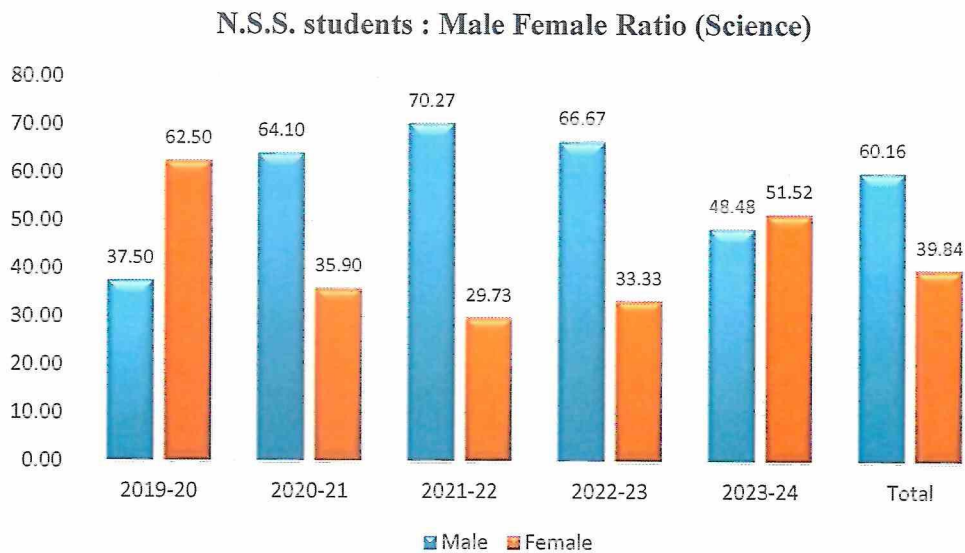
There is a fluctuating but relatively balanced gender distribution among students in the N.S.S., with female students slightly outnumbering male students in most years. The data indicates a relatively balanced gender distribution.

N.S.S. students : Male Female Ratio (Commerce)					
Year	Number of Students			Ratio	
	Male	Female	Total	Male	Female
2019-20	21	37	58	36.21	63.79
2020-21	25	20	45	55.56	44.44
2021-22	33	30	63	52.38	47.62
2022-23	27	75	102	26.47	73.53
2023-24	16	20	36	44.44	55.56
<b>Total</b>	<b>122</b>	<b>182</b>	<b>304</b>	<b>40.13</b>	<b>59.87</b>



Over the five years, a total of 304 students were enrolled for N.S.S., with a male-female ratio averaging at 40.13% to 59.87%. The data indicates a consistent trend of female students outnumbering male students within the N.S.S. program in the Commerce faculty.

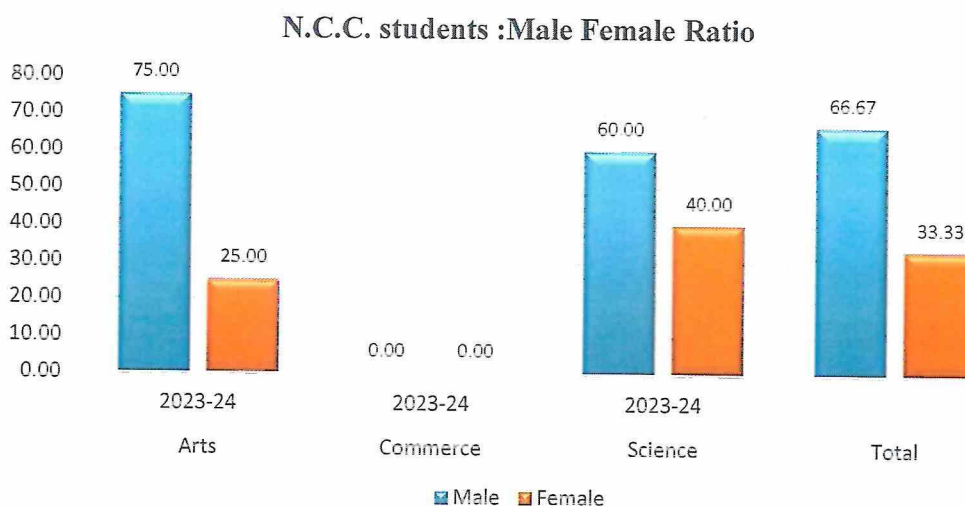
<b>N.S.S. students : Male Female Ratio (Science)</b>					
<b>Year</b>	<b>Number of Students</b>			<b>Ratio</b>	
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
2019-20	3	5	8	37.50	62.50
2020-21	25	14	39	64.10	35.90
2021-22	26	11	37	70.27	29.73
2022-23	4	2	6	66.67	33.33
2023-24	16	17	33	48.48	51.52
<b>Total</b>	<b>74</b>	<b>49</b>	<b>123</b>	<b>60.16</b>	<b>39.84</b>



Over the five years, a total of 123 students were enrolled for N.S.S. within Science faculty, with a male-female ratio averaging at 60.16% to 39.84%. The data indicates fluctuating gender ratios within the N.S.S. in the Science faculty, with no consistent trend towards male or female dominance.

## 6) NCC students : male female ratio

N.C.C. students :Male Female Ratio						
Faculty	Year	Number of Students			Ratio	
		Male	Female	Total	Male	Female
Humanities	2023-24	6	2	8.00	75.00	25.00
Commerce	2023-24	0	0	0.00	0.00	0.00
Science	2023-24	6	4	10.00	60.00	40.00
<b>Total</b>		<b>12</b>	<b>6</b>	<b>18.00</b>	<b>66.67</b>	<b>33.33</b>



In the faculty of Humanities, there were 6 male and 2 female students, resulting in a male-female ratio of 75.00% to 25.00%. No students were reported in the Commerce faculty for the N.C.C. program in the specified year. In the Science faculty, there were 6 male and 4 female students, resulting in a male-female ratio of 60.00% to 40.00%. Across all faculties, a total of 18 students were enrolled for the N.C.C. program, with a male-female ratio averaging at 66.67% to 33.33%.

## **Part B: College Infrastructure**

1. The total area of College is 10.32 Acre and the college has a good infrastructure.
2. It has one ladies common room measuring 880 sq. ft. The college has 60 Urinals and 04 toilet units for girls, with 24 hour water facility and daily once cleanliness frequency.
3. The college provides a range of amenities to cater the needs of female student which include Vending Machine in the ladies bathroom,
4. College provides Women Specific Journals like *Milun Saryajani*, *Amhi Udyojika*, etc. as well as provides special facilities like different abled software-based computer facility for differently abled girls.
5. The college has facilities like pure drinking water and sufficient water storage at the washrooms.
6. College has a complaint box, Redressal Committee, Women Recreation Centre and Gym for the Girls,
7. There are 27 CCTV cameras in the college and two security guards available 24/7 hrs. The college has regular visits of Nirbhaya Pathak.
8. The college has a helpline number for Sexual Harassment Prevention and Additional Support i.e. 8208694806.
9. College has a playground. College provides Indoor Sports Activities (Table Tennis, Chess, Carom, etc.), Outdoor Sports (Handball, Cricket, Athletics, Volleyball, etc.).

## **Part C: Hostel Infrastructure**

The Hostel Facility is not available at the Padmabhushan Vasantraodada Patil Mahavidyalya, Kavathe Mahankal.

### **Part D: Gender Policy**

1. The college has an extensive and proactive gender policy and it is exhibited on the college website.
2. The college follows government rules and regulations regarding recruitment.
3. The college encourages female staff for their academic development by sanctioning leaves whenever requested.
4. College staff/teachers are encouraged to take maternity and paternity leaves however, there was no request during the assessment period.
5. The College spends approximate 1, 46,733/- Rs. on the sports development of the girl students.

### **Part E: Institutional Mechanism**

1. Internal Complaints Committee (ICC) plays a very crucial role in any institute/organization, in creating safe and healthy atmosphere in the institute. Padmabhushan Vasantodada Patil Mahavidyalya, Kavathe Mahankal has an Internal Complaint Committee. The meetings of the committee are organised twice a year. The college has displayed board of the committee. There seems to be complaint of sexual harassment during assessment period.
2. The college has a Women Empowerment Cell. The Cell is playing very active role in bringing awareness of gender equality
3. Women Empowerment Cell and Internal Complaints Committee has organised many programs. These include a guest lecture on the topic “Women’s Health and Nutrition”, program on the occasion of Savitribai Phule Jayanti, International Women’s day. Workshops on Women Safety, Women’s Health, Women laws including CIBER Crimes, POSCO Act, Prevention of Sexual

harassment. They have also organised Health Check-up camps and entrepreneurship development and training programmes for girls, rangoli competition, cleanliness campaign, etc.

4. The College has Anti ragging committee. The meetings are conducted regularly. The committee has organized two sensitisation programmes. The committee has not received any complaint during the assessment period.
5. College has mentoring scheme under which the students are equally divided into the number teachers available.
6. College does not have a counsellor for students. However, college provides a Helpline number, which may help students in distress.

#### **Part F: Performance and Incentives**

1. Participation of students in academic, cultural and sports activities is an important part of college life of students. It is therefore essential that college encourage students to participate in these events and equally important is to felicitate them.

Considerable number of female students of Padmabhushan Vasantdada Patil College have participated in sports and academic activities.

2. Female students have shown outstanding performance in sports like Shooting ball, Handball, Kabbadi, Relay, Walking, Running, Hurdles, Athletics, Taekwondo, and Chess etc. The female students have played in the inter-University, Zonal and State level matches and competitions . The Women team of college was runner up in Zonal Shooting ball competition. The star sports women of the college are :Ms. Geetanjali Koli, Sonali Mane, Komal Shinde, Supriya Mane , Jasmin Tamboli, Namrata Mali, Akshada Halkar, Monika Subhedar, Manasi

Bansode, Prajakta Salunkhe, Sanika Bhosale, Shruti Sabale, Yogita Pawar, Namrata Mali, Akshada Holkar.

3. It is very heartening to note that the college gives Sports Scholarship to the students. The scholarship was given for the Academic Year 2021-22, 2022-23, 2023-24. Approximately 70 female students benefitted under this scheme.
4. The female students have also shown excellent performance in academics. Every year the female students have ranked in a Shivaji University Merit List. Out of total 23 students who ranked in University Merit List, 20 were female students during assessment period. This is really appreciable that girls outnumber the boys in receiving merit scholarships.
5. The College had organised Udyojikata Vikas Yatra, to imbibe entrepreneurship skill among students. Around 53 female students and 31 male students participated in it.
6. Few gender subjects are discussed in the College magazine and NSS camps.

### **Commendations**

1. Padmabhushan Vasantdada Patil College has an extensive written Gender Policy.
2. Internal Complaints Committee and Women Development Cell are very active and have organised many women specific programs this is an outstanding feature of the college.

3. The students especially female students have shown commendable performance in sports. College needs to be congratulated for this.
4. Similarly, College giving Sports Scholarships is really praiseworthy.

### **Recommendations:**

1. College may take initiatives to avail the Girls hostel to female students, so that girls from remote areas can avail education. Similarly, their commutation time can be saved and can be used for their overall development.
2. The number of female students in the college compared to male students is slightly less . College needs to encourage female students to seek admission.
3. College has to make efforts to get female Teaching and Non-teaching staff recruited
4. More number of female students need to be encouraged to participate in N. S. S. so that the value of social service can be imbibed among them .
5. Participation of students in cultural activities, is very essential. The college need to encourage students; both male and female. to participate in the cultural activities organised by the College and University.
6. College need to imbibe soft skills and vocational training to the students. Similarly a Self Defence program can also be organised

7. All teachers need to contribute to the development of the college. They need to excel in research and academics, through publishing research articles, making presentations in the Seminars and organising Seminars and Workshops .
8. Women's participation in the administration of college is equally important. College needs to involve female teachers in important committees of governance. Like wise they need to encourage to participate in university governance like BOS, Senate etc.

Thus, on the basis of above observations and examination of the documents and proforma for Gender Audit submitted by the Padmabhushan Vasantraodada Patil College, Kavathe Mahankal, Dist.– Sangli, the College has scored 134 marks out of 200, i.e. **College has secured 67.00 %**

Date : 19<sup>th</sup> March 2024

Place : Kolhapur



**Prof. Dr. Bharati Patil**

**Co-ordinator**

**Late Smt. Sharadabai Govindrao Pawar Chair  
Shivaji University, Kolhapur.**

