



Ms. Rashmi Joshi
Gender Equality Activist

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GENDER AUDIT

of

**Sahyadri Parisar Shikshan Prasarak
Mandal Pachal's
Shri. Manohar Hari Khapane College of
Arts and Commerce, Pachal,
Tal - Rajapur, Dist - Ratnagiri**

For the year 2023-2024

Conducted by

**Ms. Rashmi Joshi
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7.1.1

Gender Equity and Sensitization

Gender Equality is a Human Right and is vital for a Peaceful, Prosperous World.



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

Specific Facilities Provided For Women

Index

Sr. No.	Particulars
01	Gender Audit Reports.
02	Anti-ragging Committee Board
03	Structure of Anti-ragging committee.
04	CCTV Surveillance
05	Girls Common room
06	Provision of Compliant box
07	Sanitary Napkins Vending Machine



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08	Female teacher/s accompany during out station activities
09	Grievance Redressal Cell
10	Counselling and Placement Cell
11	Women development Cell

About the College

Shri Manohar Hari Khapane College of Arts and Commerce, Pachal is situated on the outskirts of the village Pachal in the very backward, remote and hilly area of the Ratnagiri district. Sahyadri Parisar Shikshan Prasarak Mandal was established on 01/02/1994 to provide higher education to the students of the region. There were 17 high schools and 7 junior colleges. Students of the poor and weaker sections of the society were remaining away from the college education. These students find it very difficult to go to district for higher education. To provide higher education to the students the Institution started Shri Manohar Hari Khapane College of Arts and Commerce, Pachal.

Vision

The college has a strong conviction that, it is responsibility as well as privilege to render a high quality service to the students' community and the society at large in the field of education and its development.

Mission

To motivate the youth of remote and backward area by developing their talents and preparing them for employment and self-employment by means of higher education and striving for development of Konkan and ultimately the nation.

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Objectives of the College

- To create social awareness among the students in order to equip their minds for the feeling of secularism and uplift the underprivileged culturally and socially.
- To impart higher education to the students of economically weak and backward sections of society.
- To create the sense of discipline in terms of regularity, sincerity and punctuality among the students and make them responsible and respectable citizens of India.
- To aim at overall personality development of the students through various co-curricular and extra-curricular activities.
- To prepare the students to face the challenges created by the emerging global situation.
- To create the feeling of corporate life among the students.

The college is committed to continuous improvement of our programs, services and professional development of our staff to pursuit institutional excellence.

Courses taught and total strength of students. Academic Year 2022-2023

Course	Class	Total No. of Students		
		Male	Female	Total
B. A.	F.Y.B.A.	29	16	45
	S.Y.B.A.	26	16	42
	T.Y.B.A.	19	15	34
B.Com	F.Y.B.Com	36	22	58
	S.Y.B.Com	25	14	39
	T.Y.B. Com	29	18	47



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Courses taught and total strength of students Academic Year 2021-22

Course	Class	Total No. of Students		
		Male	Female	Total
B. A.				
	F. Y. B. A.	40	20	60
	S. Y. B. A.	19	17	36
	T. Y. B. A.	20	09	29
B. Com	F. Y. B. Com	34	21	55
	S. Y. B. Com	31	20	51
	T. Y. B. Com	22	18	40

Courses taught and total strength of students Academic Year 2020-21

Course	Class	Total No. of Students		
		Male	Female	Total
B. A.				
	F. Y. B. A.	23	23	46
	S. Y. B. A.	20	10	30
	T. Y. B. A.	13	13	26
B. Com	F. Y. B. Com	38	25	63
	S. Y. B. Com	22	19	41
	T. Y. B. Com	27	18	45



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Courses taught and total strength of students Academic Year 2019-20

Course	Class	Total No. of Students		
		Male	Female	Total
B. A.				
	F.Y.B.A.	30	15	45
	S.Y.B.A.	18	13	31
	T.Y.B.A.	14	14	28
B.Com	F.Y.B.Com	25	20	45
	S.Y.B.Com	27	18	45
	T.Y.B. Com	19	26	45

Courses taught and total strength of students Academic Year 2018-19

Course	Class	Total No. of Students		
		Male	Female	Total
B. A.				
	F.Y.B.A.	33	18	51
	S.Y.B.A.	13	15	28
	T.Y.B.A.	20	09	29
B.Com	F.Y.B.Com	36	22	58
	S.Y.B.Com	25	26	51
	T.Y.B. Com	27	39	66



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Need for Gender Audit

- ❖ To find out gender balance in the institution.
- ❖ To take active steps in curbing gender related issues.
- ❖ To promote gender equality.
- ❖ To provide equal opportunities to both of gender.
- ❖ To tackle problems of sexual harassment through timely redressal of complaint.

Gender Sensitive features of the College

- **A activities /Programmes conducted for Gender related Issue**
NSS Unit and Women's Development Cell of the College had organized the following programs for gender related issues.

Date	Name of the event	Number of Participants		
		Male	Female	Total
21/06/2021	Celebration of International Yoga Day Trainer : Nandkumar Devan	40	24	64
12/09/2022	Hemoglobin and blood group Checkup Camp	22	30	52
03/01/2021	Celebration of Savitribai Fule Jayanti	22	25	47
08/03/2021	Celebration of International Women's Day	20	30	50

B. Achievement of Women in the College

1. Miss. Ashiya Shabir Faras T. Y. B. Com class won Third Prize in University level Mehendi Designing Competition organized by University of Mumbai on 10/09/2018.
2. Miss. Ankita Chandrakant Narkar of F. Y. B. Com Class won Incentive Prize in Nana Vanjare Inter-collegiate Elocution competition organized by Arts, Commerce and Science College, Lanja on 26/09/2018.



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C. Other Facilities

Entrance: One

Study Room: Yes

Safety Measures: CCTV Cameras are installed in the college premises.

Redressal of gender issues: Yes

Ladies Common Room: Yes

Wash Room: Yes

Rest Room: Yes

Sanitary Napkins Vending Machine: One

Curricular Aspects of Gender Equality

Gender Related Cross Cutting Issues in Course Curriculum

Class	Content
FYBA/ B.Com F.C. I	Overview of Indian Society
TYBA िहंदी	िहंदी कथा सािह्य िवमर्
TYBA History	Society under Peshwa
TYBA History	Women's Liberation Movement

Women Related issues in Curriculum/ Subject

In the subject of Foundation Course, topics related to gender inequality and violence against women are discussed

- Explore the disparities arising out of gender with special reference to violence against women, female feticide (declining sex ratio), and portrayal of women in media.
- Role and significance of women in politics.
- Students are also taught about the remedies to overcome them.



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Gender Equality

A. Number of teaching and non-teaching staff in the college.

Staff	Male	Female	Total
Teaching	09	02	11
Non-Teaching	06	01	07

B. Students' Ratio:

Year	Male	Female	Student's Ratio (Male : Female)
2022-2023	164	101	1:0.6

C. Number of final year students passed in the Year: 2022-23

Faculty	Number of final year Students passed in the Year 2022-2023		
	Male	Female	Total
Arts	7	2	9
Commerce	13	11	24

D. Number of teachers provided with financial support to attend conference/workshops and towards membership fee of professional bodies.

Male 08 Female 02

E. Number of teachers recognized as Ph. D.

Male 05 Female 00

F. Number of teachers recognized as Ph. D. guide

Male 01 Female 00

G. Number of teachers who have published research paper in the journals notified on UGC website



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Male 07 Female 00

H. Numbers of teachers who have published books and chapters in edited volume

Male 07 Female 00

I. Number of students benefited by scholarship and free-ship provided by government as well as besides government schemes.

Year 2022-2023

Category	Scholarship		Freeship		Total
	Male	Female	Male	Female	
SC	06	03	00	00	09
OPEN	01	01	00	00	02
NT	01	00	00	00	01
OBC	06	03	00	00	09
SBC	00	00	00	00	00
Total	14	07	00	00	21

Women's Development Cell

Sr. No	Name of the Member	Designation
01	Dr. Pramod S. Meshram	Chairperson
02	Mugdha Devrukhakar	Convener
03	Adv. Sunaina Desai	Legal Representative
04	Snehal G. Chavan	Teaching Faculty Member
05	Pawan P. Rathod	Teaching Faculty Member
06	Sneha V. Kolate	Non-Teaching Member
07	Yojna Gurav	Students' Representative
08	Tanuja Patekar	Students' Representative



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Internal Complaint Committee

Sr. No.	Name of the Member	Designation
01	Dr. Pramod S. Meshram	Chairperson
02	Mugdha Devrukhakar	Teaching Faculty Member
03	Sneha V. Kolate	Non-teaching Member
04	Shradha Kalmbate	NGO Representative
05	Ad. Sunaina S. Desai	Legal Advisor
06	Miss. Ankita P. Dhulap	Member
07	Miss. Punam B. Jadhav	Member
08	Miss. Swati V. Surve	Member

Best Practices about Gender Sensitivity

Best Practice

Title: Women Empowerment

2. Objectives:

- Women empowerment.
- To provide platform to girl students to improve their skills.
- To maintain and strengthen the status of women.
- To give values of gender equity to male students.

3. **Context:** The women empowerment is the need of the society and overall development of any nation. The institution takes initiative, organizes activities and programmes to inculcate these values among students and various stakeholders of society.



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4. The Practice: The institute has Women Development Cell (WDC) to fulfil above objective. WDC organizes various activities throughout the year. The activities conducted by WDC, NSS and other departments and committees are as follow:

- Financial support to girl students for S. T. Bus pass.
- Rangoli competition on female foeticide topics and other social issues.
- Celebration of Birth Anniversary of Krantijyoti Savitribai Phule and International Women's Day by organizing motivational sessions for girl students to pursue for higher education.
- Organization of various competitions to provide a platform and to give motivation to learn various skills.
- Guidance sessions and workshops on Health, Hygiene and security.
- Celebration of Girl Child Day by organizing awareness programme.
- HB checking camp as a yearly practice.
- Celebration of International Women's Day.
- Lecture on "Women's Empowerment".
- Lectures on Female Foeticide.

5. Evidence of Success:

- 38.11% girl students' population.

6. Problems Encountered and Resources Required:

- The WDC is unable to organize more programmes due to lack of financial resources.

I have conducted a study of various organized by Sahyadri Parisar Shikshan Prasarak Mandal's Pachal Ta Rajapur Dist Ratnagiri Maharashtra during the period 2022-23 to 2021-22 in order to provide equal opportunities to its women Student's

I conclude that the following recommendations:

- A. Self Defense
- B. Prevention and Protection against sexual harassment
- C. Women related health issues
- D. Awareness on problems less discussed such as menstruation



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Photo Gallery

Hemoglobin and Blood Group Checking Camp



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Savitribai Phule Jayanti 2023-2024



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Lat 16.713475°

Long 73.716187°

03/01/24 10:49 AM GMT +05:30

GPS Map Camera

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Mahila Takrar Nivaran Samiti - Lecture



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Khana- Khajana (Food Festival)



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I have conducted a study of various activities organized by Shri Manohar Hari Khapane College of Arts and Commerce, Pachal during the period 2018-19 to 2024 in order to provide equal opportunities to its women students.

I conclude that the college has taken various initiatives to protect and promote the interests of its women students.

However, I suggest the following recommendations:

- a. Self Defense
- b. Prevention and Protection against sexual harassment
- c. Women related health issues
- d. Vocational courses suitable to women
- e. Laws enacted for the betterment of women
- f. Awareness on problems less discussed such as menstruation

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