# Gender Audit Report (2011~12 то 2015~16) 



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# Gender Audit Report 

# Dattajirao Kadam Arts, Science \& Commerce College Ichalkaranji 

(2011~12 to 2015~16)

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The entire work is an inculcation of eventual execution into constructive work

Place: Ichalkaranji
Date: 1stJune, 2016

# Mrs. Prabodhini M. Patil 

Convener
Gender Audit Committee
D. K. A. S. C. College, Ichalkaranji

## * INTRODUCTION

Founder of our Shri Swami Vivekanand Shikshan Sanstha, Kolhapur established Arts Science \&Commerce College, at Ichalkaranji on 15/06/1962 to open the doors of higher education for rural youth \& industrial town, Ichalkaranji.This college is affiliated to Shivaji University, Kolhapur. The mission is to educate the rural youth \&make them reliable to take active participation in development of India.
Our college is accredited by NAAC in October,2010 \& awarded 'B' grade with points

The Gender Audit is an attempt to study good gender balance. Similarlyto study whether college follows all the University rules, policies \& action because it forms a constituent part of the University. This Gender Audit tries to check the impact of its current \& proposed policies on Gender equality.

The college always concentrates on the overall personality development of all students. Observing the Gender equality the girls are provided various facilities and special attention. The NCC unit for girls is run through Smt. AkkataiRamgondaPatil Kanya Mahavidyalaya, Ichalkaranji. The NSS unit has 200 intake capacity out of which about $45 \%$ girls. The unit always motivates the girls for their social responsibilities and their empowerment. For safety,separate entrance, stair case, two wheeler parking, cycle stand and study room are provided to girls. To make the girls aware of their rights and to impart knowledge of bylaws counseling through lectures by legal advisers are arranged. These lectures are arranged every year by internal complaint committee for women, Sexual Harassment Prevention, Prohibition and Redressal at workplace committee\& anti~ragging committee. In the department of cultural activities \& sports girls achieved grand success. Their active participation in Youth Festival and various competitions shows their ability and achievements.

## * Objectives of Gender Audit

Gender Audit of D. K. A. S. C. College Ichalkaranji has the following objectives:

1. To find out the gender balance existence in different areas and factors behind gender balance.
2. To examine the policies of the college rules/actions towards needs and interest of both male and female.
3. Take active steps to establish good gender balance in decision making processes in all areas of the college activities.
4. To suggest measures for bridging the gender gap if any.
5. To promote growth of gender equality in all aspects.
6. To look after the work and capacity for prevention and prohibition of sexual harassment at work place.

इचलकरंजी

* Gender Sensitive Features in D. K. A. S. C. College, Ichalkaranji

In every corner of system gender sensitive features are carefully observed. Gender equality is kept update by forming various committees like Anti~ ragging, Internal Women Complaint Committee, Sexual Harassment (Prevention, Prohibition and Redressal) of women at work place and providing adequate facilities for girls.
1)Earn and Learn scheme: ~ For the uplift and empowerment our college provides student oriented schemes like Earn and Learn scheme.The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure stepwise: Applications-scrutinyinterviews keeping gender equality in view. The payment is given as per clock hour basis. Mostly girls are working in library. Dr. S.A. Patil from Commerce faculty always makes jobs available to the students in Co~ operative banks to earn and learn.

## 2) Other Facilities:

A] Entrance: For safety measurements for girls and to avoid chaotic situation a separate entrance is made available.

B] Parking facility: A well observed separate parking for two wheelers and bicycles for girls is one of the discipline in our college.
C] Stair case: A separate stair case for girls and women staff is there in our college.
D] Study Room: Independent study room in the library leads to excellent performance of girls.
El Separate book issuing Window: Separate book issuing window marks discipline.
Fl Ladies Room and Wash Room: Ladies Room provision is made for girls for resting.A notice board is also placed in Ladies Room. Wash Rooms are there with ample water supply and daily cleaning. Women faculty members take care of girls wherever necessary. Women faculty provide sanitary napkins if necessary. A separate wash room is provided to women faculty members
GlDrinking Water: A separate drinking Water facility is there for girls.

H] Canteen: No Canteen is in campus but outside of college there is Canteen made available for students where a separate compartment is for girls.
I] Health Camp: Every year Health camps \& Blood donation camps are arranged by NSS \& NCC departments
3) Anti-Ragging and Discipline Committee:~ As our college is affiliated to Shivaji University, Kolhapur. The college is constituent part of Shivaji University, Kolhapur some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in prospectus. Ragging is criminal offence and UGC has notified Regulations on curbing the means of Ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti~ Ragging and Discipline committee. The committee has one female, one male, one parent, one LMC member, one social worker and The Principal of the college is Chair person.
4) NCC for girls:No separate unit is in the college but a facility is made available for willing girls in our sister branch Smt. AkkataiRamgonda Patil Kanya Mahavidyalaya, Ichalkaranji.
5) NSS Unit: There are two NSS units in which about 40 to $50 \%$ girls are NSS volunteers. In 2015~16 achievements are Mr. Omkar Magdum (S.R.D. Pared selection,Mr. Sanjay Mane \& Mr. AbhayBhosale (National integration Camp ,Karnataka),Miss Namrata Chavan (Prerana State level Camp, Dr. B.R. Ambedkar Marathwada University, Aurangabad), Mr. Pravin Jadhav(State level Camp, Nagpur), Miss SwetaChougule(Avhan Camp, Himachal Pradesh).
4. TABLES OF GENDER BALANCE2011~12 TO 2015~16

A] GENDER BALANCE IN ENROLLMENT AT GRADUATION LEVEL (2011~12 TO2015~16)

## 1] Year wise Gender Comparison

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~12 | 1373 | 1072 | 2445 | $56.16 \%$ | $43.84 \%$ |
| 2012~13 | 1367 | 1165 | 2532 | $53.99 \%$ | $46.01 \%$ |
| 2013~14 | 1559 | 1265 | 2824 | $55.20 \%$ | $44.80 \%$ |
| 2014~15 | 1724 | 1130 | 2854 | $60.41 \%$ | $39.59 \%$ |
| 2015~16 | 1517 | 1355 | 2872 | $52.82 \%$ | $47.18 \%$ |



Fig~1.Year wise Gender Comparison
The table shows year wise gender comparison of male and female, percentage of students and total admissions in the college. A table shows female percentage is somewhat increased in the 2015~16 year.

## 2] Gender comparison in various social categories

## 2011~12

| Sr. No. | Category | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | SC | 130 | 54 | 184 | 70.65 | 29.35 |
| 2 | ST | 02 | 00 | 02 | 100 | 00 |
| 3 | NT | 49 | 37 | 86 | 56.98 | 43.02 |
| 4 | SBC | 79 | 65 | 144 | 54.86 | 45.14 |
| 5 | OBC | 64 | 33 | 97 | 65.98 | 34.04 |
| 6 | X~JAVN | 01 | 00 | 01 | 100 | 00 |
| 7 | STC | 02 | 00 | 02 | 100 | 00 |
| 8 | PTC | 01 | 01 | 02 | 50 | 50 |
| 9 | OPEN | 731 | 573 | 1304 | 56.06 | 43.94 |



Fig~2. Gender comparison in social category 2011~12
The table shows gender comparison in various social categories in year 2011~12. It indicates maximum percentage of male SCstudents as compare to other category i.e. $70.65 \%$ but SBC category shows nearly equal $\%$.

| Sr. No. | Category | Male | Female | Total | \%Male | \%Female |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | SC | 132 | 72 | 204 | 64.70 | 35.30 |
| 2 | ST | 01 | 00 | 01 | 100 | 00 |
| 3 | NT | 77 | 43 | 120 | 64.16 | 35.84 |
| 4 | SBC | 87 | 67 | 154 | 56.49 | 43.51 |
| 5 | OBC | 123 | 62 | 185 | 66.48 | 33.52 |
| 6 | X-JAVN | 00 | 00 | 00 | 00 | 00 |
| 7 | STC | 05 | 00 | 05 | 100 | 00 |
| 8 | PTC | 01 | 00 | 01 | 100 | 00 |
| 9 | OPEN | 557 | 468 | 1025 | 54.34 | 45.66 |



Fig 3. Gender comparison in social category 2012~13
The table shows gender comparison in various social categories in year 2012~13. It indicates higher percentage of male SC, NT and OBC students as compare to other category i.e. $64.70 \%, 64.16 \%$ and $66.48 \%$ but nearly equal percentage in SBC and OPEN category

| Sr. No. | Category | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | SC | 125 | 95 | 220 | 56.82 | 43.18 |
| 2 | ST | 01 | 01 | 02 | 50 | 50 |
| 3 | NT | 77 | 73 | 150 | 51.33 | 48.67 |
| 4 | SBC | 87 | 71 | 158 | 55.03 | 44.97 |
| 5 | OBC | 110 | 97 | 207 | 53.14 | 46.86 |
| 6 | X-JAVN | 00 | 02 | 02 | 00 | 100 |
| 7 | STC | 01 | 03 | 04 | 25 | 75 |
| 8 | PTC | 01 | 01 | 02 | 50 | 50 |
| 9 | OPEN | 323 | 355 | 678 | 47.64 | 52.36 |



Fig 4. Gender comparison in social category 2013~14
The table shows gender comparison in various social categories in year 2013~14. It indicates nearly equal percentage of male students and female students in every category. But higher percentage of female in open category i.e. 52.36 as compare to mal

| Sr. No. | Category | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | SC | 194 | 166 | 360 | 53.89 | 46.11 |
| 2 | ST | 00 | 02 | 02 | 00 | 100 |
| 3 | NT | 102 | 87 | 189 | 53.97 | 46.03 |
| 4 | SBC | 83 | 86 | 169 | 49.11 | 50.89 |
| 5 | OBC | 142 | 128 | 270 | 52.59 | 47.41 |
| 6 | X JAVN | 00 | 00 | 00 | 00 | 00 |
| 7 | STC | 00 | 00 | 00 | 00 | 00 |
| 8 | PTC | 00 | 04 | 04 | 00 | 100 |
| 9 | OPEN | 606 | 534 | 1140 | 53.15 | 46.85 |



Fig-5. Gender comparison in social category 2014~15
The table shows gender comparison in various social categories in year 2014~15. It indicates nearly equal percentage of male and female students but slightly higher percentage of female in OBC category i.e. $50.89 \%$.

2015~16

| Sr. No. | Category | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 | SC | 231 | 169 | 400 | 57.75 | 42.25 |
| 2 | ST | 01 | 01 | 02 | 50 | 50 |
| 3 | NT | 153 | 110 | 263 | 58.17 | 41.83 |
| 4 | SBC | 134 | 115 | 249 | 53.81 | 46.19 |
| 5 | OBC | 188 | 217 | 405 | 46.20 | 53.80 |
| 6 | X JAVN | 00 | 00 | 00 | 00 | 00 |
| 7 | STC | 00 | 00 | 00 | 00 | 00 |
| 8 | PTC | 00 | 00 | 00 | 00 | 00 |
| 9 | OPEN | 810 | 735 | 1545 | 52.42 | 47.58 |



Fig~6. Gender comparison in social category 2015~16
The table shows gender comparison in various social categories in year 2015~16. It indicates nearly equal percentage of male and female students but slightly higher percentage of female in OBC category i.e. $53.80 \%$

## 3]Faculty Wise Gender Comparison

2011~12

| Faculty | Male | Female | Total | \%Male | \% Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| B.A. | 516 | 340 | 856 | 60.28 | 39.72 |
| B.COM | 543 | 287 | 830 | 65.42 | 34.58 |
| B. Sc | 197 | 294 | 491 | 40.12 | 59.88 |
| M.A. | 28 | 82 | 110 | 25.45 | 74.55 |
| B.C.A. | 47 | 53 | 100 | 47 | 53 |
| B.B.A. | 42 | 16 | 58 | 72.41 | 27.59 |



Fig-7. Faculty wise gender comparison 2011~12
Above table gives information about gender wise percentage. It indicates female percentage is higher in M.A., B.Sc. \& B.C.A.

* 2012~13

| Faculty | Male | Female | Total | \%Male | \% Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| B.A. | 469 | 353 | 822 | 57.05 | 42.95 |
| B.COM | 577 | 307 | 884 | 65.27 | 34.73 |
| B. Sc | 208 | 374 | 582 | 35.74 | 64.26 |
| M.A. | 26 | 53 | 79 | 32.91 | 67.09 |
| B.C.A. | 46 | 52 | 98 | 46.94 | 53.06 |
| B.B.A. | 41 | 26 | 67 | 61.19 | 38.81 |



Fig 8. Faculty wise gender comparison 2012~13
Above table informs the gender wise percentage. It indicates higher percentage of female in M.A., B.Sc. \& B.C.A.

* 2013~14

| Faculty | Male | Female | Total | \%Male | \% Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| B.A. | 489 | 372 | 861 | 56.79 | 43.21 |
| B.COM | 555 | 294 | 849 | 65.37 | 34.63 |
| B. Sc | 326 | 419 | 745 | 43.76 | 56.24 |
| M.A. | 66 | 95 | 161 | 40.99 | 59.01 |
| B.C.A. | 82 | 61 | 143 | 57.34 | 42.66 |
| B.B.A. | 41 | 24 | 65 | 63.08 | 36.92 |



Fig~9. Faculty wise gender comparison 2013~14
Above table gives information about gender wise percentage. It indicates that the higher percentage of female in M.A. \& B.Sc.

* 2014~15

| Faculty | Male | Female | Total | \%Male | \% Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| B.A. | 573 | 347 | 920 | 62.28 | 37.72 |
| B.COM | 526 | 314 | 840 | 62.62 | 37.38 |
| B. Sc. | 490 | 325 | 815 | 60.12 | 39.88 |
| M.A. | 55 | 47 | 102 | 53.92 | 46.08 |
| B.C.A. | 74 | 92 | 166 | 44.58 | 55.42 |
| B.B.A. | 06 | 05 | 011 | 54.54 | 45.46 |



Fig~10. Faculty wise gender comparison 2015~16
Above table gives information about higher percentage of female in only B.C.A.

| Faculty | Male | Female | Total | \%Male | \% Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| B.A. | 589 | 311 | 900 | 65.44 | 34.56 |
| B.COM | 484 | 364 | 848 | 57.07 | 42.93 |
| B. Sc | 346 | 525 | 871 | 39.72 | 60.28 |
| M.A. | 25 | 55 | 80 | 31.25 | 68.75 |
| B.C.A. | 73 | 100 | 173 | 42.19 | 57.81 |
| B.B.A. | 00 | 00 | 00 | 00 | 00 |



Fig~11. Faculty wise gender comparison 2015~16
Above table gives information about gender percentage. It indicates higher percentage of female in M.A., B. Sc. \& B.C.A.

4] Gender wise classification in enrollment of NSS Volunteers:

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~12 | 109 | 91 | 200 | 54.5 | 45.5 |
| 2012~13 | 123 | 73 | 200 | 61.5 | 38.5 |
| 2013~14 | 170 | 66 | 236 | 72.03 | 27.97 |
| $\mathbf{2 0 1 4 \sim 1 5}$ | 107 | 93 | 200 | 53.5 | 46.5 |
| 2015~16 | 120 | 80 | 200 | 60 | 40 |



Fig - 12. Gender classificationenrollment of NSS Volunteers
Above table shows gender classification of NSS volunteers from 2011~12 to 2015~16. It shows male volunteers are more than female.

5] Gender wise classification in enrollment of NCC Cadets:

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~12 | 56 | $\sim \sim$ | 56 | 100 | 00 |
| $2012 \sim 13$ | 56 | $\sim \sim$ | 56 | 100 | 00 |
| $2013 \sim 14$ | 41 | 03 | 44 | 93.18 | 6.82 |
| $2014 \sim 15$ | 38 | 05 | 43 | 88.37 | 11.63 |
| $2015 \sim 16$ | 57 | 07 | 64 | 89.06 | 10.94 |



Fig 13. Gender classificationenrollment of NCC Cadet
Above table shows that the college girls NCC unit is not available.However,from 2013~14 NCC unithas been available in our nearest sister branch Smt. AkkataiRamgonda Patil Kanya Mahavidyalaya, Ichalkaranji and every year these girl cadet number increases.

## 6]Gender wise classification in Student council

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~12 | 10 | 15 | 25 | 40 | 60 |
| 2012~13 | 06 | 19 | 25 | 24 | 76 |
| 2013~14 | 08 | 17 | 25 | 32 | 68 |
| $2014 \sim 15$ | 07 | 14 | 21 | 33.33 | 66.67 |
| $2015 \sim 16$ | $\sim \sim$ | $\sim \sim$ | $\sim \sim$ | $\sim \sim$ | $\sim \sim$ |



Fig~14. Gender classificationin Student Council
Above table indicates that the female percentage is always higher, due to selection method depends on merit basis in student council. So it indicates girls are meritorious.

## 7] Gender difference in Shivaji University Faculty, Rank \& Merit Subject Holders

| Year | Male | Female | Total | \%Male | \%Female |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2012~13 | 02 | 13 | 15 | 13.33 | 86.67 |
| $2015 \sim 16$ | 00 | 05 | 05 | 00 | 100 |



Fig-15. Gender difference in Rank and Merit holders

B] Gender classification of Teaching Faculty and Non~teaching staff Gender classification~permanent teaching faculty with qualification:

| Year | Male | Ph.D. | M.Phil | NET/ <br> SET | Female | Ph.D. | M.Phil | NET/ <br> SET | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~ <br> 12 | 35 | 14 | 02 | 00 | 06 | 01 | 01 | 00 | 41 |
| 2012~ <br> 13 | 34 | 11 | 10 | 03 | 06 | 01 | 04 | 00 | 40 |
| 2013~ <br> 14 | 36 | 13 | 10 | 05 | 08 | 02 | 04 | 01 | 44 |
| 2014~ <br> 15 | 40 | 16 | 11 | 06 | 08 | 02 | 04 | 01 | 48 |
| 2015~ <br> 16 | 34 | 13 | 02 | 02 | 08 | 03 | 01 | 01 | 42 |


| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~12 | 35 | 06 | 41 | 85.36 | 14.64 |
| $2012 \sim 13$ | 34 | 06 | 40 | 85.00 | 15.00 |
| $2013 \sim 14$ | 36 | 08 | 44 | 81.81 | 18.19 |
| $2014 \sim 15$ | 40 | 08 | 48 | 83.33 | 16.67 |
| $2015 \sim 16$ | 34 | 08 | 42 | 80.95 | 19.05 |



Fig 16. Gender difference permanent teaching faculty

Gender classification-Grantable C.H.B. Teaching faculty with qualification

| Year <br> 2011~ <br> 12 | Male | Ph.D. | M.Phil | NET/ <br> SET | Female | Ph.D. | M.Phil | NET/ <br> SET | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2012~ <br> 13 |  |  |  |  |  | 18 |  |  |  |
| 2013~ <br> $\mathbf{1 4}$ | 08 |  |  |  | 15 |  |  | 30 |  |
| 2014~ <br> 15 | 11 |  |  |  | 15 |  |  |  |  |
| 2015~ <br> $\mathbf{1 6}$ | 14 |  |  | 1 | 13 |  |  |  | 23 |

Non-Grantable C.H.B. Teaching faculty:
(Arts, Science \& Commerce)

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2011~12 | 01 | 05 | 06 | 16.66 | 83.34 |
| 2012~13 | 01 | 04 | 05 | 20 | 80 |
| 2013~14 | 01 | 04 | 05 | 20 | 80 |
| $2014 \sim 15$ | 10 | 11 | 21 | 47.62 | 52.38 |
| $2015 \sim 16$ | 13 | 19 | 32 | 40.62 | 59.38 |



Fig 17. Gender difference Non-Grant teaching faculty

Non~Grantable C.H.B. Teaching faculty for B.B.A.\& B.C.A.:

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| $2011 \sim 12$ | 05 | 08 | 13 | 38.46 | 61.64 |
| $2012 \sim 13$ | 10 | 02 | 12 | 83.33 | 16.67 |
| $2013 \sim 14$ | 06 | 03 | 09 | 66.66 | 33.34 |
| $2014 \sim 15$ | 06 | 03 | 09 | 66.66 | 33.34 |
| $2015 \sim 16$ | 06 | 04 | 10 | 60 | 40 |



Fig 18. Gender difference permanent teaching B.B.A. \& B.C.A. teaching faculty

## Gender classification of Non-teaching staff

| Year | Male | Female | Total | \%Male | \%Female |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2012 | 52 | 03 | 55 | 95.54 | 4.46 |
| 2013 | 44 | 03 | 47 | 93.61 | 6.39 |
| 2014 | 48 | 03 | 51 | 94.12 | 5.88 |
| 2015 | 45 | 04 | 49 | 91.83 | 8.17 |
| 2016 | 39 | 04 | 42 | 92.86 | 7.14 |



Fig~19.Gender classification of non~teaching staff.
D.K.A.S.C COLLEGE, ICHALKARANJI.

Gender classification of Non~teaching staff

| Designation | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Registrar | 01 | 01 | 00 | 01 | 01 | 01 |
| O.S. | 01 | 01 | 01 | 01 | 01 | 01 |
| Steno | 01 | 01 | 01 | 01 | 01 | 01 |
| H. Clark | 01 | 01 | 01 | 01 | 01 | 00 |
| Sr. Clark | 01 | 02 | 02 | 02 | 02 | 02 |
| Jr. Clark | 04 | 04 | 03 | 03 | 03 | 03 |
| Assistant Lib. | 01 | 01 | 01 | 01 | 01 | 01 |
| Lib. Clark | 02 | 02 | 01 | 01 | 01 | 01 |
| Lab. Assistant | 06 | 06 | 05 | 06 | 05 | 05 |
| Lab. Attedent | 26 | 22 | 21 | 21 | 21 | 18 |
| Lib. Attedent | 05 | 09 | 08 | 08 | 06 | 06 |
| Peon | 05 | 05 | 05 | 05 | 06 | 04 |

## 5) Prevention of Sexual Harassment:

An act to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. Whereas sexual harassment results in violation of the fundamental rights of a woman to equality under articles 14 and 15 of the constitution of India and her right to life and to live with dignity under article 21 of the constitution and right to practice any profession or to carry any occupation, trade or business which includes a right to a safe environment free from sexual harassment. Whereas the protection against sexual harassment and the right to work with dignity are universally recognized human rights by international conventions and instruments such as Convention on the Elimination of allforms of discrimination against Women, which has been ratified on the $25^{\text {th }}$ June 1993 by the Government of India.
The same act of parliament received the assent of the President on $22^{\text {nd }}$ April, 2013 and is hereby published for general information

## "THE SEXUAL HARASSMENT OF WOMEN AT WORK PLACE (PREVENTION, PROHIBITIONANDREDRESSAL)ACT, 2013"(No.14Of 2013)

As per rules and regulations the "Internal complaint committee" is formed to solve the problems of girl student and women at work place under the title "The Sexual Harassment of women at work place(prevention, prohibition and redressal)under the guidance of President Mrs. Prabodhini M. Patil and legal advisor Advt. DilshadMujawar.The work of committee involves counseling, research and extension. The committee conducts various programs suchas counseling on self-defense, yoga, pre-marriage precautions, women empowerment, gender sensation etc.

The committee received some complaints but resolved on counseling. So no any police complain raised during the period. The committee without disclosing names, address has kept the information confidential. The process of inquiry follows the rules and regulations of violation of the article 5(d)of the Sexual Harassment of Women at Work place (prevention, prohibition and redressal)Act 2013

## 6) SALIENT FEATURES AND RECOMMENDATION:

## * Salient Features:

It is found that the D.K.A.S.C.College, Ichalkaranji, attained gender balance in its system. Strengths and weaknesses are as follows:
$\checkmark$ Gender balance in student enrollment is good in open category but poor in ST category, it must be improved.
$\checkmark$ Gender balance in ranking and merit scholarships is inclined toward female.
$\checkmark$ Gender balance in student council is inclined towards female.
$\checkmark$ Gender balance in Cultural program and sports is towards equality.
$\checkmark$ Internal Complaint Committee aims to foster an environment in which unlawful discrimination and harassment are not tolerated. Whereas all college community members are encouraged to achieve their full potential.
$\checkmark$ The college fosters an atmosphere where intolerance on gender ground is unacceptable.
$\checkmark$ The college committees allow resources for non-academic student activities on a gender-neutral basis.
$\checkmark$ The college faculty members and staff members are encouraged to undertake training and professional development throughout their carrier.
$\checkmark$ Responses of students, faculty, staff parent and visitors are regularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in the areas are reported to the administration.

## RECOMMENDATIOS FOR MAKING DKASC COLLEGE AS A GENDER SENSITIVE COLLEGE:

$\checkmark$ Women's representation on LMC is must.
$\checkmark$ Inclusion of Women in decision~making college practices.
$\checkmark$ Authority should be considered to increase female staff in non~teaching category especially in clerical level.
$\checkmark$ It is necessary to start "Women Study Centre" in the college to convey information about past honorable women in India and abroad.
$\checkmark$ In Science departments laboratory space is insufficient management should consider the need and look into the matter to comply.

## 7) OUR PRIDE

## College:

The Principal, D. K. A. S. C. College Ichalkaranji
Rashtriyasevayojanapurskar 2015~16 Shivaji University Kolhapur~ excellent programs

## FACULTY:

## 2011~16

1. Miss. ChaitaliBagade (Chemistry studentof this college) awarded Ph.D (2014~15)
2. Vikas Shinde CHB Assistant professor(Chemistry student of this college) passed NET and SET (2015~16)
3. PoojaParishwarCHB Assistant Professor passed NET \& SET(2013~14)
4. Associate Prof. MrsChangundi S.A. \&Associate Prof Mrs.Velhal S.J. (English Dept) teacher fellow under FIP (2012~14)
5. Associate Prof. Shri Patil C.B. (Electronics Dept.) \& Associate Prof. Shri Shinde D.S. (History Dept)teacher fellow under FIP (2016~18)
6. Assistant Prof. Dr. Ingale S.T.(Botany Dept.) completed 3year LLB (2015~16)
7. Assistant Prof. Shri D.A. Yadav(Electronics Dept)Rashtriyasevayojanapurskar 2015~16 Shivaji University Kolhapur excellent program officer

## Students:

University Rank Holders\& Scholars:

## 2012~13:

1. Miss DoshiAditi B.Com.II2 ${ }^{\text {nd }}$ in University got 9 prizes.
2. Miss RajpurohitUshkumariB.Com II University Scholarship holder
3. Miss Jain Priyanka B.Sc. III (Chemistry) $\underline{6}^{\text {th }}$ in University subject merit list University Scholarship holder.
4. Miss DagaDivya B.Com I University Scholarship holder
5. Miss BohraPrachi B.Com. I University Scholarship holder
6. Miss BhokareShilpaB.Sc.I University Scholarship holder \&state open merit Scholarshp.
7. Miss GhadageShubhangi B.Sc. II University Scholarship holder.
8. Miss Shaikh RaisaB.Sc.I1 $1^{\text {st }}$ in mathematics list\& University Scholarship holder.
9. Miss Jadhav TejaswiniB.Sc.III University Scholarship holder.
10. Mr. KambalePrashant (Botany) University Scholarship holder.
11. Miss BannawarSavitaB.Sc.I State open merit Scholarship.
12. TelsingIrshadB.Sc.III(Mathematics) $\underline{6}^{\text {th }}$ in University subject list\&University Scholarship holder.
13. Miss Patil Naina (Mathematics) 10 thin University Subject merit list \& University Scholarship holder

## 2013~14

1. Miss Shaikh RaisaB.Sc.II $1^{\text {st }}$ rank in University merit list
2. Miss KhotSupriya M.A.(Entire Hindi) awarded 4 prizes : Dr. ChandulalDubay Prize (Rs.900/~),Dr. R.V.Chitnis Prize (Rs.220/~ ),MahakaviBhushan Hindi AkademyPuraskar(Rs.1300/~),The Late.GuruvaryaKallappaGhateGurujiParitoshik(Rs.700/~)
3. Miss DoshiAditiB.Com.IIIFaculty Merit Scholarship \&University Scholarship holder
4. Mr. Patil Akshaykumar B.A.I Faculty Merit Scholarship\& University Scholarship holder
5. Miss RajpurohitUshakumariB.Com.III University Scholarship holder
6. Mr.HanimnaleRakesh B.A.III Principal Barrister P.G. Patil \& Principal Sumatibai Patil Scholarship of Rs. 2000/~
7. Miss PujariPooja B.A.II Principal Barrister P.G. Patil \& Principal Sumatibai Patil Scholarship of Rs. 2000/~
8. Mr. ShingeAtishB.A.IPrincipal Barrister P.G. Patil \& Principal Sumatibai Patil Scholarship of Rs. 2000/~

इचलकरंजी
2014~15

1. Miss Shaikh RaisaB.Sc.III(Mathematics) $1^{\text {st }}$ in Science Faculty

## 2015~16

2. Miss NikamAratiB.Sc I University Scholarship holder (Rs.5000/~)
3. MissNikamPurvaB.Sc.I University Scholarship holder (Rs.5000/~)
4. Miss Kadam Priyanka B.Sc. I University Scholarship holder (Rs. 5000/~)
5. Miss BohraVasudhaB.Sc.II University Scholarship holder (Rs.5000/~)
6. Miss ZapateSaiB.A.I University Scholarship holder (Rs.5000/~)

## NCC PRID:

1. $2013 \sim 14$
2. 1 Cadet selected for RD Pared
3. 1 Cadet selected for TSC Camp
4. 1 Cadet selected for NTC Camp
5. Prof. Virkar M.G.: DG commendation Card award Director General N.C.C. New Dehli
6. Municipal Corporation Republic Day Pared $1^{\text {st }}$ prize
7. 14 Cadets achieved ' B ' Certificate

2014~15

1. Cadet selected for RD Pared
2. 1 Cadet selected for TSC Camp
3. 1 Cadet selected for NTC Camp
4. 4 Cadet selected for Army attachment camp

## SPORTS PRIDE:

2013~14

1. State level Kho~Kho Male :2gold Medals
2. State level Volly Ball Female :3Silver Medals
3. Interuniversity Kho~Kho :1 gold Medal
4. Inter~regional Judo Female $: 1$ gold Medal
5. Inter~regional Wrestling Female :1 gold Medal
6. Inter~regional Weight lifting Male ( 10.5 Kg ): 1 gold Medal \& 1 Bronze Medal
7. Inter~ regionalAthletics Triple Jumps: 1 gold Medal
8. Inter~regional Volly Ball Female :3rd Bronze Medal
9. Regional Kho~Kho Male: $2^{\text {nd }}$

## 2014~15

1. Miss CavanPriyanka\& Miss More Maya :Shivaji University selection in VollyBall Team
2. Volly Ball Female TeamInterzonal1 ${ }^{\text {st }}$
3. DatarDhanashriTaikonda: $1^{\text {st }}$
4. Barge Mayuriinterzonal Weight lifting: $2^{\text {nd }}$
5. Mr. SatheDilipInterzonal Weight lifting: $3^{\text {rd }}$
6. Mr. MokoteAkash Body $\sim$ Building : $2^{\text {nd }}$
7. Mr. ThombareThakubharad Body Building: $3^{\text {rd }}$

## CULTURAL PRIDE:

## 2013~14

1. National group solo dance: $1^{\text {st }}$ prize
2. Central youth festival Shivaji University:Painting $1^{\text {st }}$ prize
3. State level drama competition group dance: $2^{\text {nd }}$ Runnerup
4. Indian government cultural Mantralaya: $1^{\text {st } \& ~ b e s t ~ d a n c e r ~ a w a r d ~}$

## 2014~15

1. Ad.act and poster presentation: $1^{\text {st }}$ prize
2. Sport Dance Association competition 1st gold Medal
3. Shikshan Maharshi Dr. BapujiSalunkhecompititions: Drawing $1^{\text {st }} \& 3^{\text {rd }}$ prize, Essay $1^{\text {st }}$
4. Awishkar: Runner championship
5. SUSTA Statistics Quize Competition~2015: district level $1^{\text {st }}$ prize gold Medal
6. Group Solo Dance: $1^{\text {st }}$ prize
7. Intercollegiate Elocution competition $1^{\text {st }}$ prize

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8. Lokbiradari: 1700 joda clothes,sugar 2 bags of 100 Kg Medicines presented to "Hemakasa~ Dr.Prakash Baba Amate"

2015~16

1. District level \& State level sport Dance competition "Pawara Dance": $1^{\text {st }}$ prize \& selected for international sport dance competition in Europe.
2. NIM Competition: $2^{\text {nd }}$ prize and Mr. Mahesh Gawandiselected as college idol
3. Rahul Todkar selected as Examiner in regional level Maharashtra state Dance.
4. Singing competition Group song $2^{\text {nd }}$ prize
5. Classical Bharatnatyum competition~ District level and State level :1 $1^{\text {st }}$ prize \& selected for National level

## 8) CONCLUSION:

It is found that D. K. A. S.C. College, Ichalkaranji has lots of strengths. The weaknesses can be overcome with efficient mindset up. Firmly in future its strengths contribute towards "GENDER SENSITIVE COLLEGE AND INSTITUTION". With strong "will power" and commitment to gender justice our college would certainly make a benchmark even in areas that need some improvements.

