



“Dissemination of Education through Knowledge, Science and Culture”.
– Shikshanmaharshi Dr. Bapuji Salunkhe



Shri Swami Vivekanand Shikshan Sanstha, Kolhapur

**Dattajirao Kadam Arts, Science &
Commerce College, Ichalkaranji**

Gender Audit Report

2017-2023

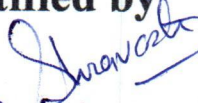
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Certificate

This is to certify that **Gender Audit Report** for the academic year 2017 – 18 to 2022 – 23 of '**Dattajirao Kadam Arts, Science and Commerce College, Ichalakranji**' is prepared by **Dr. R. S. Rodriques** on the basis of data and documents provided by the college authorities.

Report Certified by



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PREFACE

Gender Equality is at the forefront of many worldwide formal and informal campaigns. As the awareness is seemed to be increased to some extent, women spontaneously take action against women's oppression and exploitation. Gender equality is the foremost issue because it is the way ahead to inclusive growth and a harmonious society.

Dattajirao Kadam Arts, Science &Commerce College, Ichalkaranji recognizes the importance of gender audit for college development and has been taking different measures and interventions. For the effective mainstreaming process, it is necessary to conduct the Gender Audit. In order to assess gaps and to come up with appropriate actions accordingly, the college initiates for audit. Gender audit is a process and a tool for identifying challenges to integrating gender in an organization's system and operations.

Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. globalization has presented new challenges for the realization of the goals of women's equality. This global issue related to gender liberation can be solved by creating a gender awareness that will allow all to become more confident and move beyond other conventional gender stereotypes and rigid role gender role definitions. It also documents good practices towards the achievement of gender equality.

The gender audit is conducted to identify ways to make college campus safer for women, to create more opportunities for women. The audit process involved choosing the sites to be audited, selecting the participation, orientation to the participants, preparing the checklist and the walkabout writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

ACKNOWLEDGMENT

I offer my deepest gratitude to the authority of Shri Swami Vivekanand Shikshan Sanstha, Kolhapur especially, Chairman, Hon. Chandrakantdada Patil, Minister of Maharashtra, the Executive Chairman, Hon. Prin. AbhaykumarSalunkhe, and the Secretary, Hon. Prin. Shubhangi Gawade and Hon. Kastubh Gawade, CEO, Shree Swami Vivekanand Shikshan Sastha, Kolhapur for their constant encouragement and support.

I am thankful to Hon. Prin. Dr. A. N. Patil for his motivation to complete the audit in time. I thank him for entrusting my potential for carrying out a gender audit.

A special vote of thanks to be extended to Hon. I/C Prin. Dr V.S. Dhekale for his decision of conducting a Gender Audit of D.K.A.S.C.College, Ichalkaranji.

I express my warm thanks to Dr. V. V. Ganbawale, IQAC Coordinator for his timely help and all my colleagues for their meticulous assistance to complete the Gender Audit.

I also express my gratitude towards the office staff of D.K.A.S.C. College Ichalkaranji for their kind cooperation in data collection.

Dr Rita Rodriques
Chief Investigator, Gender Audit,
D.K.A.S.C. College, Ichalkaranji

INTRODUCTION

Dattajirao Kadam Arts, Science and Commerce College, Ichalkaranji was established in 1962 by Shri Swami Vivekanand Shikshan Sanstha Kolhapur, founded by Shikshanmaharshi Dr. Bapuji Salunkhe with a motto “Dissemination of Education for Knowledge Science & Culture”. The college celebrated its Golden Jubilee year in 2012-13. The College is located in industrial city of Ichalkaranji well known as Manchester of Maharashtra. Presently the Strength of Senior College is 2943 having approximately equal percentage of male & female students. The total number of teaching & staff is 90 (41 permanent, 49 temporary) & 42 respectively & student teacher ratio is 31:1

The college is reaccredited with ‘A’ grade by NAAC. During the last six years the college has tried its level best to comply with suggestions made by NAAC peer team during second cycle of accreditation. The college is recognized as one of the old & best colleges in university, not only in academics but also in the fields of sports, cultural and extension activities.

A gender audit is a process of examining the policies, practices, and procedures of an organization or institution to identify gender biases and inequalities. The purpose of a gender audit is to identify areas where gender equality is lacking and to make recommendations for improving gender mainstreaming, gender balance and gender sensitivity. The gender audit can help organizations to identify and address gender inequalities in the workplace, ensure that policies and practices are gender-responsive, and promote gender equality in all areas of operation. Additionally, the gender audit can provide insights into the organization's progress towards achieving gender equality and highlight areas where further action is needed. Ultimately, the purpose of a gender audit is to create a more equitable and inclusive organization that values and promotes gender equality.

CONCEPT OF GENDER AUDIT

Gender audit is a process of evaluating organizations or institution's policies, practices, and procedures to identify gender biases and inequalities and develop strategies to address them. The goal of a gender audit is to assess the extent to which the organization is meeting its gender equality commitments, identify areas where gender biases and inequalities exist, and develop recommendations for strategies to promote gender equality.

A gender audit involves a comprehensive review of an organization's policies, practices, and procedures to identify any biases or barriers that may exist. This can include reviewing hiring practices, promotion policies, job descriptions, and performance evaluation systems, among others. It also involves assessing the organization's culture and values and identifying any attitudes or behaviours that may contribute to gender inequality.

The process of conducting a gender audit typically involves gathering data and information through surveys, focus groups, interviews, and document analysis. The data is then analyzed to identify patterns and trends related to gender bias and inequality. The findings of the gender audit are used to develop recommendations for action to address the identified gaps and promote gender equality.

Gender audits are important because they can help organizations identify and address gender biases and inequalities that may exist within their policies and practices. They can also help organizations develop strategies to promote gender equality and create a more inclusive and equitable workplace culture. Ultimately, gender audits can help organizations ensure that they are meeting their commitments to gender equality and creating an environment where all individuals, regardless of gender, can thrive.

NEED OF THE GENDER AUDIT

Gender audit is important for several reasons. Here are some of the key reasons why organizations and institutions may choose to conduct a gender audit:

1. **Identify and address gender biases and inequalities:** Gender audit can help organizations identify areas where gender biases and inequalities exist in their policies, practices, and procedures. This information can then be used to develop strategies to address these biases and promote gender equality.
2. **Meet gender equality commitments:** Many organizations and institutions have commitments to gender equality, whether through policies, laws, or social norms. Gender audits can help organizations assess whether they are meeting these commitments and identify areas for improvement.
3. **Improve organizational performance:** Gender equality is not only a matter of social justice, but it can also have practical benefits for organizations. Gender audits can help organizations identify ways to create a more inclusive and diverse workplace, which can lead to better performance, increased productivity, and enhanced innovation.
4. **Address legal requirements:** In some cases, organizations and institutions may be required by law to conduct gender audits. For example, some countries have laws that require companies to conduct gender pay gap audits to identify and address disparities in pay between men and women.
5. **Create a more inclusive workplace culture:** Gender audits can help organizations create a more inclusive workplace culture by raising awareness among staff and stakeholders about the importance of gender equality and promoting a culture of gender sensitivity and inclusion.
6. **Create a more inclusive culture of togetherness for girls and boys:** Gender audits can contribute to fostering a culture of togetherness for girls and boys by identifying and addressing gender biases, promoting equality, and encouraging collaboration and mutual understanding between genders.

Overall, gender audits are an important tool for organizations and institutions to promote gender equality, identify and address gender biases and inequalities, and create a more inclusive and diverse workplace culture.

GENDER AUDIT OBJECTIVES

The main objective of a gender audit is to assess college policies, practices and procedures to identify gender biases and inequalities and develop strategies to address them.

1. To identify areas where gender biases and inequalities exist in the organization's policies, procedures and practices.
2. To assess the extent to which the college is meeting its gender equality goals and commitments.
3. To evaluate the effectiveness of existing gender-related initiatives and programs.
4. To develop recommendations for strategies to address gender biases and promote gender equality in the college.
5. To raise awareness among staff and stakeholders about the importance of gender equality and promote a culture of gender sensitivity and inclusion.
6. To monitor progress towards gender equality goals over time and identify areas for improvement.

The ultimate objective of a gender audit is to promote gender equality and ensure that all individuals, regardless of their gender, have equal opportunities and access to resources, and that gender biases and inequalities are eliminated from the college policies, procedures, and practices

GENDER-SENSITIVE FEATURES OF THE COLLEGE

Gender sensitive features of the college are observed at all the corners of the college. Dattajirao Kadam Arts Science and Commerce College, Ichalkaranji is situated in a semi-urban space that requires greater awareness regarding gender equality.

Facilities for the students:

Dattajirao Kadam Arts Science and Commerce College, Ichalkaranji is always flourished with students. To avoid the rush and other mishaps, separate provisions are made at various places for girls.

- I. **Study Room:** A study room that caters well to the needs of all students as well as the staff.
- II. **Separate Circulation Counters and Reading Rooms:** Girls and boys have separate circulation counters as well as reading rooms in the library. It marks a discipline.
- III. **Ladies Room:** Provision is made for girls to rest in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.
- IV. **Special Facilities for Girls:** D.K.A.S.C. college is always blossom with students. To avoid rush and other accidents, separate necessities are made at a variety of places for girls.
- V. **Separate Entrance:** The separate entrance avoids untidy situation. It is one of the wellbeing measurements for girls.
- VI. **Parking Facilities:** A well observed parking of two-wheelers for girls is one of the regulations in this college.
- VII. **Separate Book-giving Centre:** There is separate book-giving centre for lady student's marks a discipline.
- VIII. **The Earn and Learn Scheme:** "The Earn and Learn Scheme" keeps gender equality in sight. The payment is given as per clock hour basis.
- IX. **Washroom Facility:** Girls and boys washrooms are situated in the College with ample supply of water and regular cleaning. It is supplemented with a separate facility for the staff.
- X. **Toilets:**

Number of toilets in Campus

Sr.	No. Of WCs + Urinals	Total
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No.	Male	Female	
1.	23 urinals+4 Toilets	14Urinals+11 Toilets+1 Bathroom	43

- XI. **Vending Machine:** Vending machine for Sanitary napkins and sanitary napkins disposal machine are provided by Rotary Club of Ichalkaranji Textile City which is placed in appropriate place with Instruction display in the college for proper utilization.
- XII. **Suggestion & Complaint Box:** A suggestion box is provided for students which is opened on regular intervals and corrective actions are taken on the same.
- XIII. **CCTV:** 14 CCTV cameras have been installed to look after the security aspect as well as management of the College. These have been installed in corridors, library, reading rooms, ground and office and exam department.
- XIV. **Notice Boards:** Notice boards are available on every floor as well as for every department.
- XV. **The facility of Gym:** College has a spacious gym for girls and boys. In which all the students are encouraged to work out and be fit.
- XVI. **Security Guard:** One security guard is appointed in the college premises for security purpose of girls
- XVII. **Doctor for visiting and counselling:** An on-call doctor facility is provided to the girl students. The lady doctor is a local resident who is available for medical check-ups as well as counselling of health related issues. She regularly visits the girl residents of the hostel as per requirements. She is also invited as resource person for the lecture arranged on medical health issues where she contributes through her expert guidance
- XVIII. **Nirbhaya Pathak:** The Nirbhaya Pathak , Ichalkaranji collaboration between a NGO and police department had visited college twice a month and conducted various activity to promote awareness of women safety and women rights.
- XIX. **Mentor Machine:** The teacher have proportionately distributed of mentees for the purpose of mentoring. They regularly mentor the students regarding the scope of their education, the career opportunities available and in general about leading a healthy stress free life with confidence in anything they pursue.
- XX. **Sachetana Mandal:**The establishment of Sachetana Mandal has gone a long way in the development of sense of women empowerment. Under this committee they have arranged various programmes for the orientation of ladies regarding health and medical,

social awareness and honing of cultural, social and artistic activities suitable to overall development.

XXI. **Saman Sandhi:** A committee named Saman Sandhi has been functional which maintains gender equality and provides equal opportunities to girl students in all aspects of college life.

XXII. **Women Empowerment Committee and Internal Complaints Committee (ICC):**

The College has women Empowerment Committee (WEC) which helps in boosting the status of women through literacy, education, training and awareness creation which is essential for overall development of families, communities and nation. Woman empowerment Committee works to promote gender equality and produce harmonious atmosphere on the college campus.

Also the college has Internal Complaints Committee (ICC) which plays critical role in prevention, prohibition and Redressal of sexual harassment at the workplace and make the college campus a safe place for women faculty, staff and students. Both these committees are active in our college for empowerment of ladies staff and girl students.

XXIII. **Anti-Ragging and Discipline Committee:** The College has constituted Anti Ragging and Discipline Committee as part of the UGC mandatory committee. The College prospectus clearly states the anti-ragging policy of the College. Ragging is a criminal offense and UGC has notified Regulations on curbing the menace of ragging in higher 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. The committee has one female and one male member and the Principal of the College is its chairperson.

XXIV. **NSS Unit:** The College has a very active NSS unit that is again dominated by female students. A female program officer is regularly made part of the NSS unit of the College. The NSS unit through its practical participation in social issues provides them the most needed social awareness. It also gives them the first-hand opportunity to serve society with selfless desire. As such it prepares them with knowledge of burning social issues and the social action as a remedy for the social evils. Students also learn the importance and benefits of pro-social behaviours like volunteering, mentoring, civic responsibilities, and environmentally responsible behaviours.

XXV. **NCC for Girls:** The NCC unit for girls offers a proper environment for taking up a career in the armed forces. The girls are skilled and inspired for leadership in all walks of life. They are made to serve the nation. Apart from regular parades and camps, cadets

participated in social activities like Blood Donation Camp, Yoga day, AIDS Rally, Blood Donation Camp, Common Tree Plantation and Pulse Polio etc.

Workshops are held on “Women safety”, “Women and Health” and “Sexual harassment and Laws” to make the girls conscious of their rights and responsibilities. Girls are made attentive for their privileges, duties, laws and by-laws, health problems, yoga by arranging lectures of renowned judges, lawyers, doctors, teachers, social workers etc. The fields like Cultural activities, academics, NSS, NCC and Sports, girls have achieved magnificent success. Their participation in Youth Festival, social services and various competitions gives name and fame to our college and to themselves. In sports this college boosts in terms of the outstanding performance in Zonal, Inter zonal and Inter University.

GENDER RATIO AT ALL LEVELS

The College offers Programmes like B.A., B.Sc., B.Com., B.C.A., M.A., M.Sc., Number of students year wise enrolled during the last six years: (2017-18 to 2022-23) is given in the following table

Table No.1 : Number of students enrolled during 2017-18

Faculty	Male	Female	Total	Ratio	
				Male	Female
B.A	621	226	847	73.32	26.68
B.Com	497	369	866	57.39	42.61
B.Sc	419	594	1013	41.36	58.64
B.C.A	84	85	169	49.70	50.30
Total	1621	1274	2895	55.99	44.01

Table No.2 : Number of students enrolled during 2018-19

Faculty	Male	Female	Total	Ratio	
				Male	Female
B.A	653	231	884	73.87	26.13
B.Com	469	367	836	56.1	43.9
B.Sc	440	594	1034	42.55	57.45
B.C.A	100	95	195	51.28	48.72
Total	1662	1287	2949	56.36	43.64

Table No.3 : Number of students enrolled during 2019-20

Faculty	Male	Female	Total	Ratio	
				Male	Female
B.A	555	206	761	72.93	27.07
B.Com	432	352	784	55.10	44.90
B.Sc	408	574	982	41.55	58.45
B.C.A	103	108	211	48.82	51.18
M.A	26	48	74	35.14	64.86
Total	1531	1310	2841	53.89	46.11

Table No.4 : Number of students enrolled during 2020-21

Faculty	Male	Female	Total	Ratio	
				Male	Female
B.A	458	216	674	67.95	32.05
B.Com	492	377	869	56.62	43.38
B.Sc	445	537	982	45.32	54.68
B.C.A	108	105	213	50.7	49.3
M.A	31	42	73	42.47	57.53
M.Sc	15	22	37	40.54	59.46
Total	1549	1299	2848	54.39	45.61

Table No.5 : Number of students enrolled during 2021-22

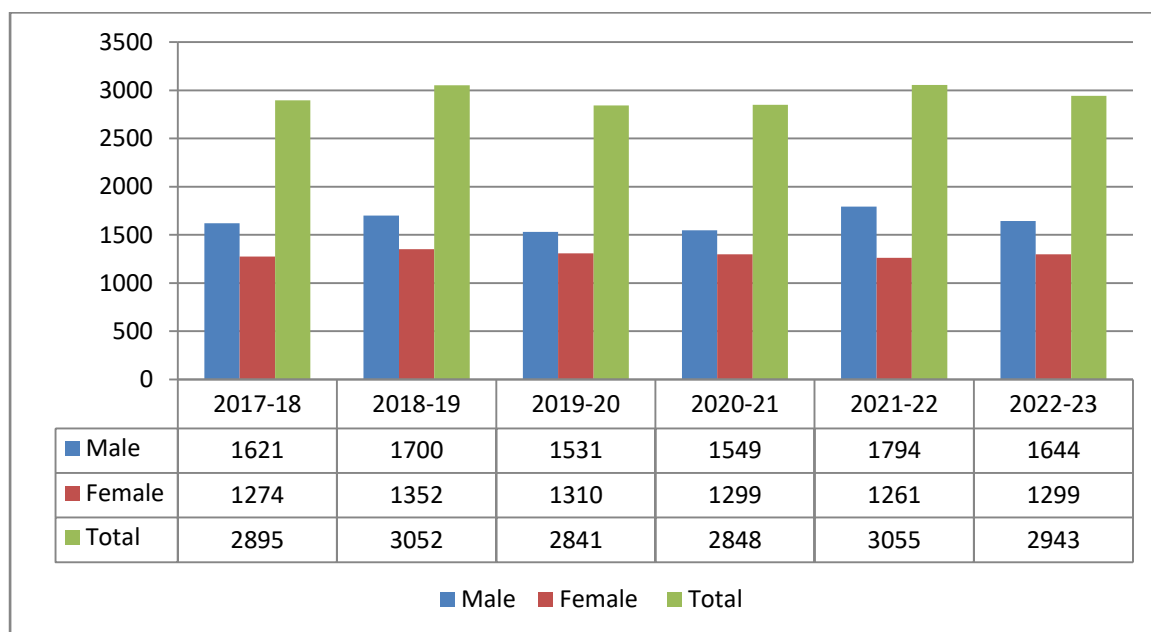
Faculty	Male	Female	Total	Ratio	
				Male	Female
B.A	535	204	739	72.4	27.6
B.Com	643	407	1050	61.24	38.76
B.Com IT	23	08	31	74.19	25.81
B.Sc	395	453	848	46.58	53.42
B.C.A	141	100	241	58.51	41.49
M.A	42	48	90	46.67	53.33
M.Sc	15	41	56	26.79	73.21
Total	1794	1261	3055	58.72	41.28

Table No.6 : Number of students enrolled during 2022-23

Faculty	Male	Female	Total	Ratio	
				Male	Female
B.A	521	240	761	68.46	31.54
B.Com	536	358	894	59.96	40.04
B.Com IT	27	26	53	50.94	49.06
B.Sc	326	403	729	44.72	55.28
B.C.A	177	163	340	52.06	47.94
M.A	35	62	97	36.08	63.92
M.Sc	22	47	69	31.88	68.12
Total	1644	1299	2943	55.86	44.14

Table No.7 : Student strength during last six years(2017-18 to 2022-23)

The table presented below give the gender ratio both in the count for last 6 years 2017-18 to 2022-23.

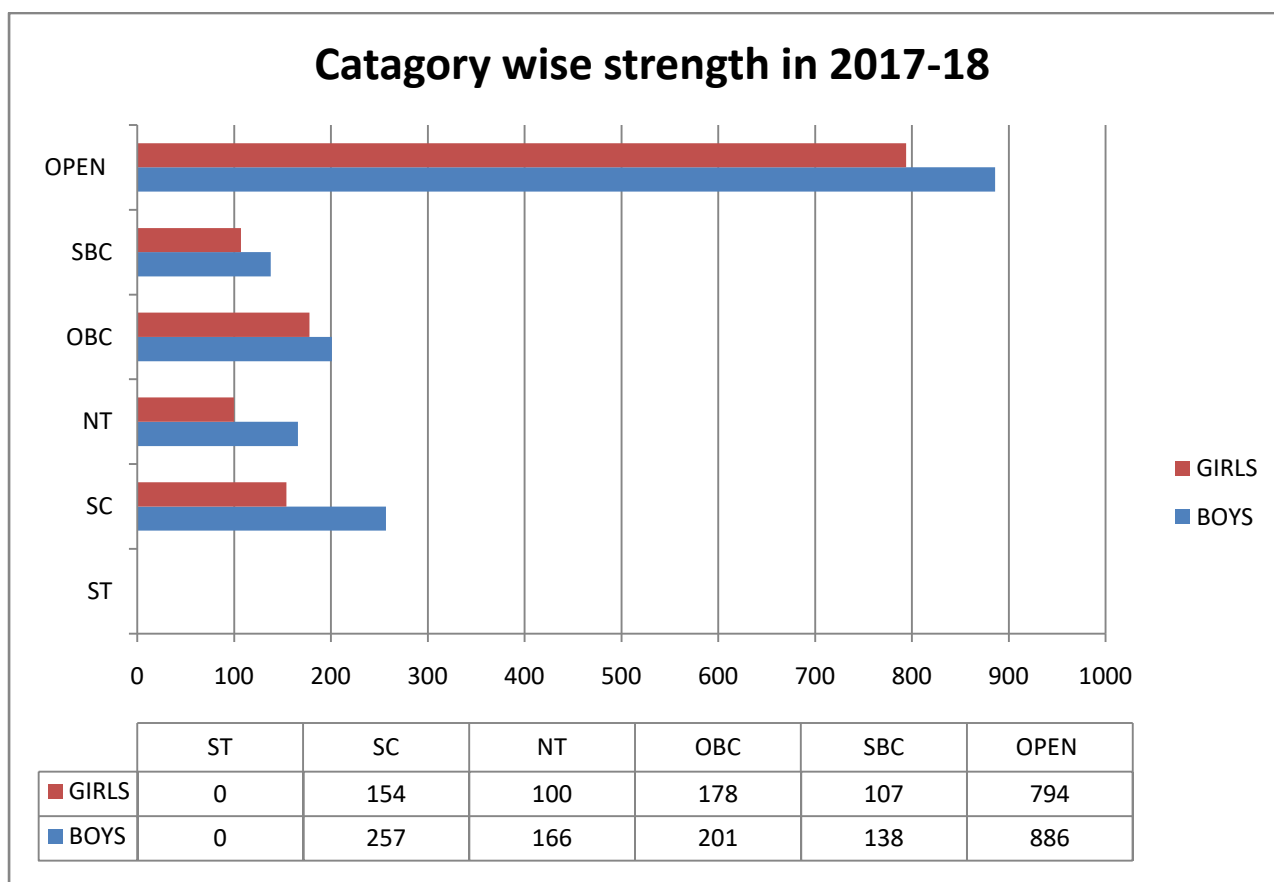


The above chart describes the year-wise classification of male and female students of the college for the past six years from 2017 till 2023. The data shows there marginal increase in admission during 2018-19, 2021-22 and rest of the years. Interested girls from rural areas are benefitted from the college as it is providing higher education at an accessible place around their home.

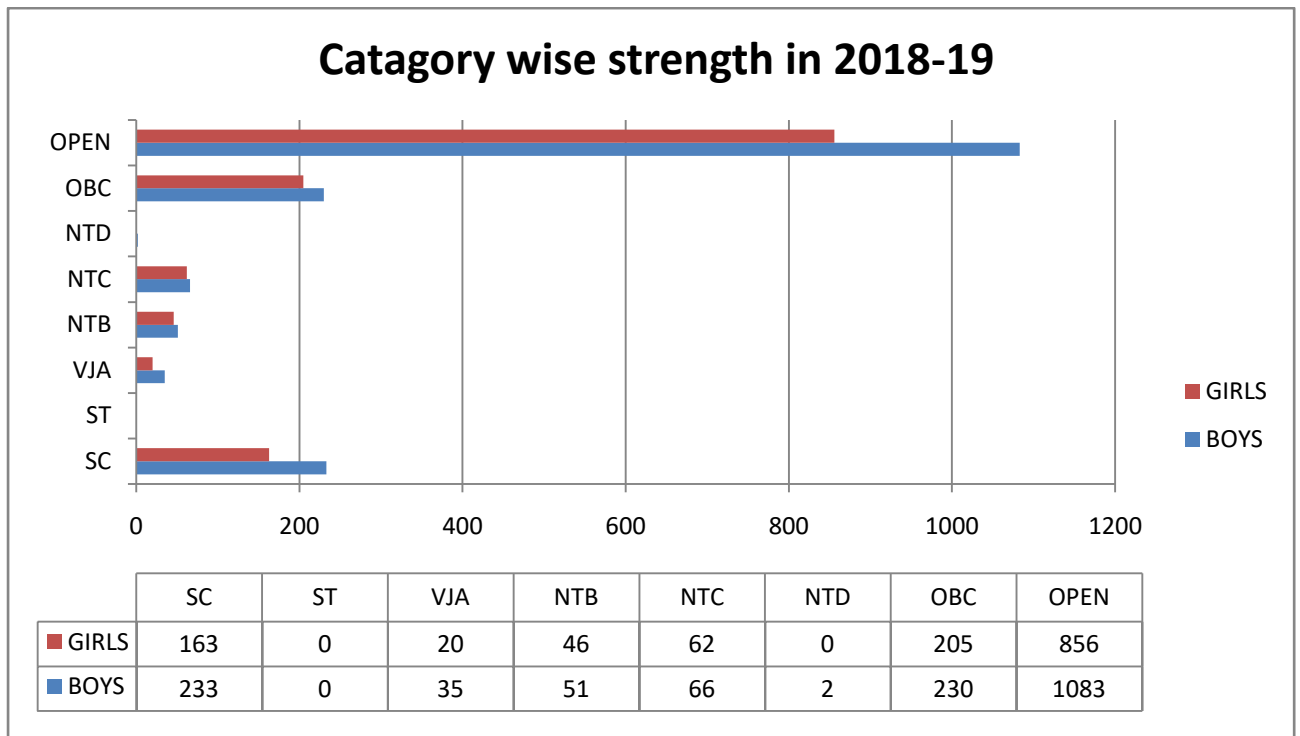
GENDER DIFFERENCE IN VARIOUS SOCIAL CATEGORIES

The tables given below show gender comparison in various social categories in the year from 2017-18 to 2022-23. It indicates a higher percentage of females in almost all categories including SC, NT, and OBC students.

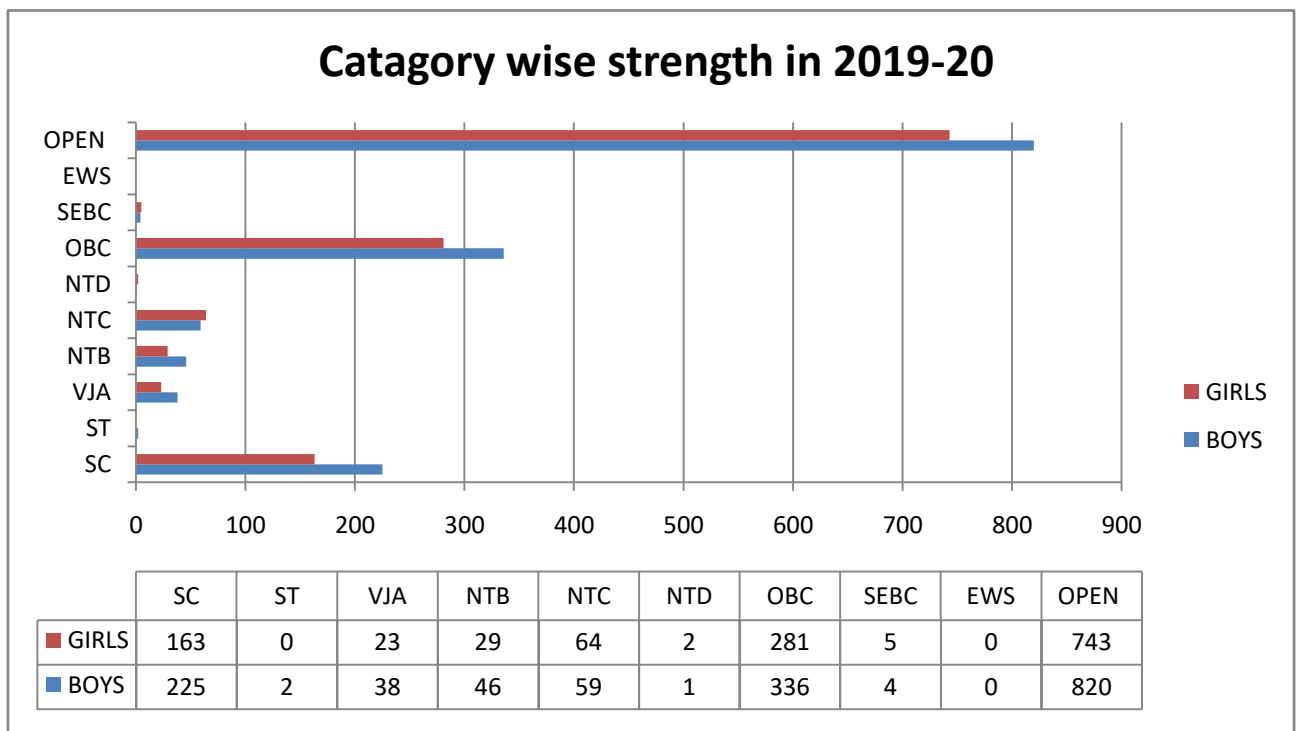
1.2017-18



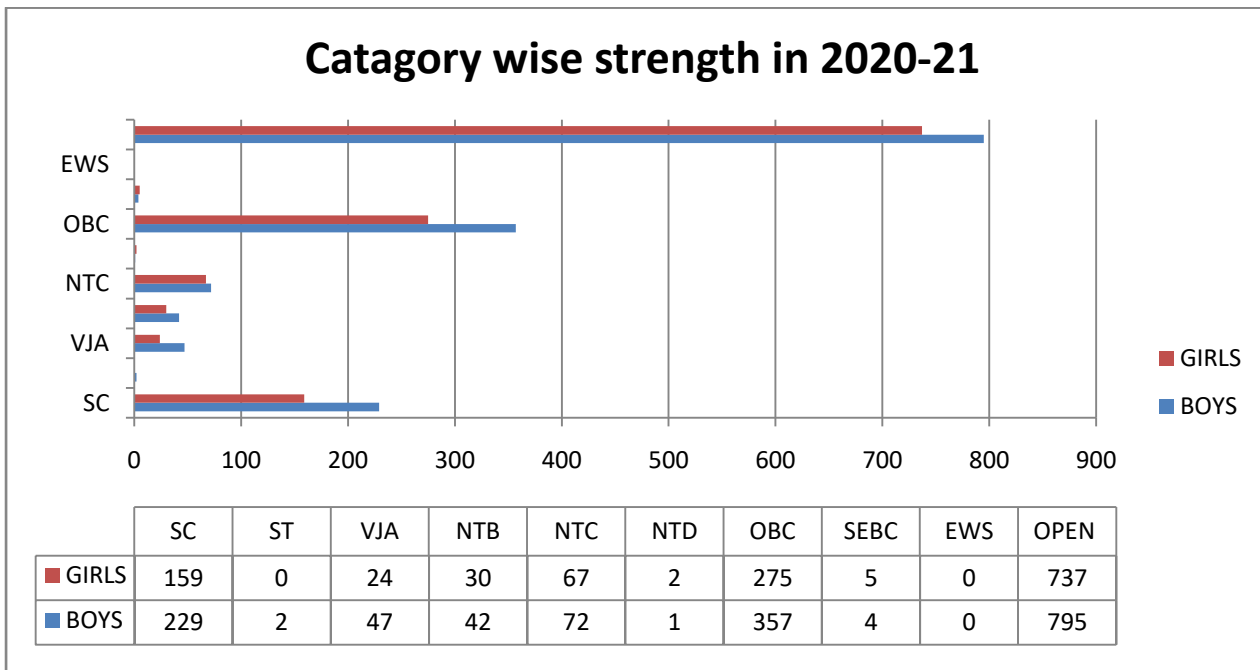
2. 2018-19



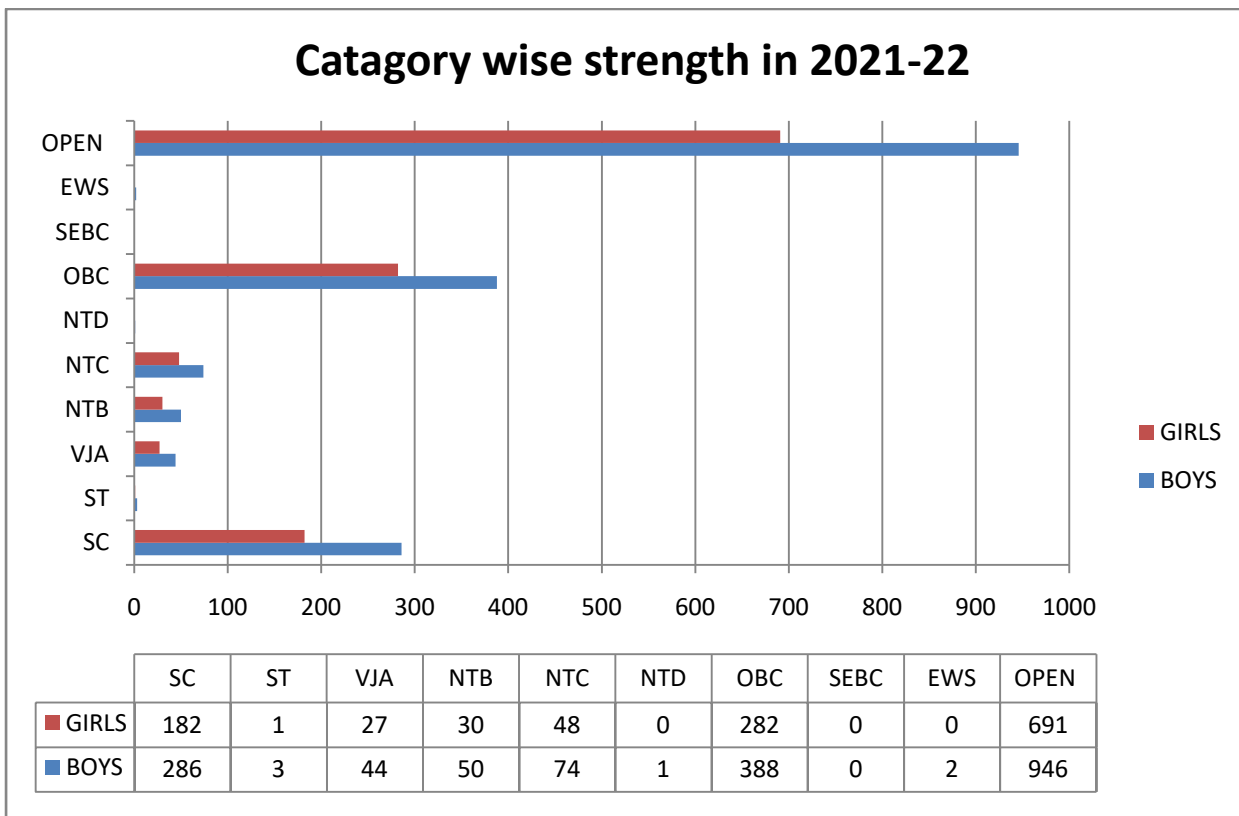
3.2019-20



4. 2020-21

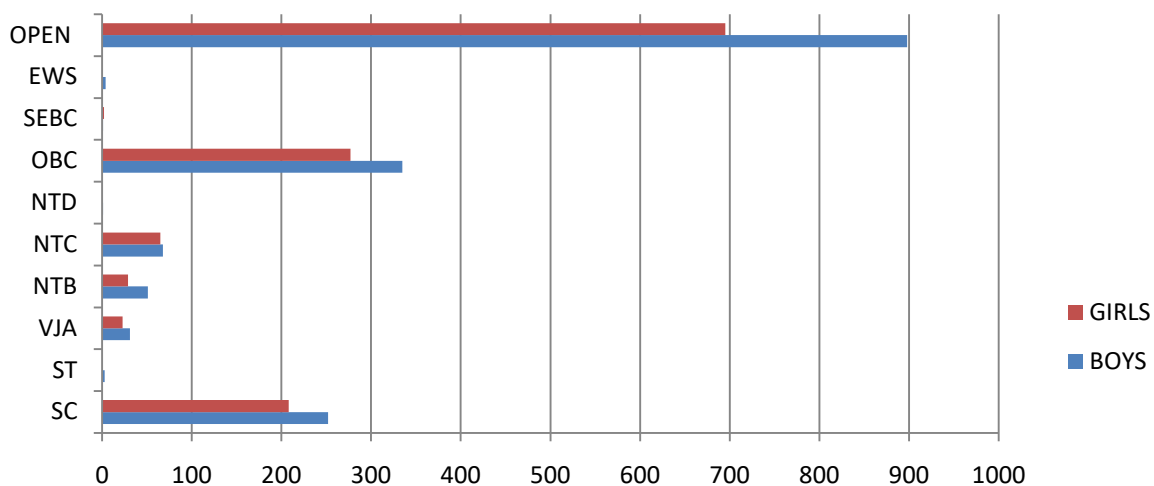


5. 2021-22



7. 2022-23

Catagory wise strength in 2022-23



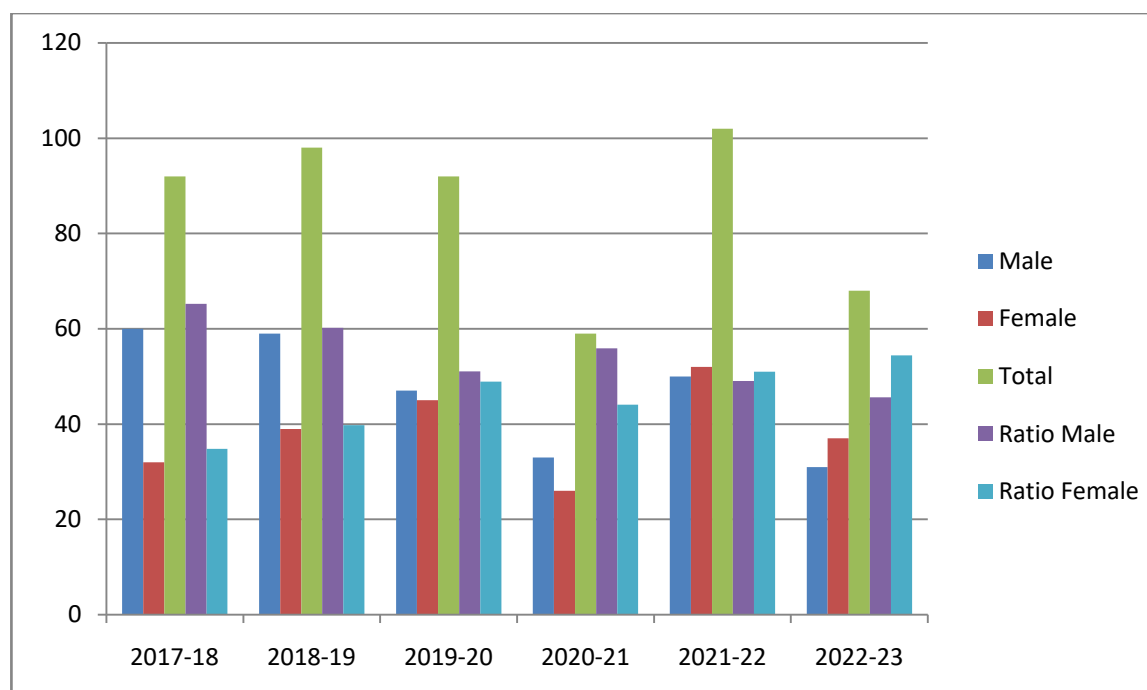
	SC	ST	VJA	NTB	NTC	NTD	OBC	SEBC	EWS	OPEN
■ GIRLS	208	0	23	29	65	0	277	2	0	695
■ BOYS	252	3	31	51	68	1	335	1	4	898

GENDER WISE TEACHING STAFF

Following table shows year wise number of teaching staff during the last six years(2017-18 to 2022-23)

Table No.8 : Number of Teaching staff

Year	Male	Female	Total	Ratio	
				Male	Female
2017-18	60	32	92	65.22	34.78
2018-19	59	39	98	60.21	39.79
2019-20	47	45	92	51.09	48.91
2020-21	33	26	59	55.93	44.07
2021-22	50	52	102	49.02	50.98
2022-23	31	37	68	45.59	54.41

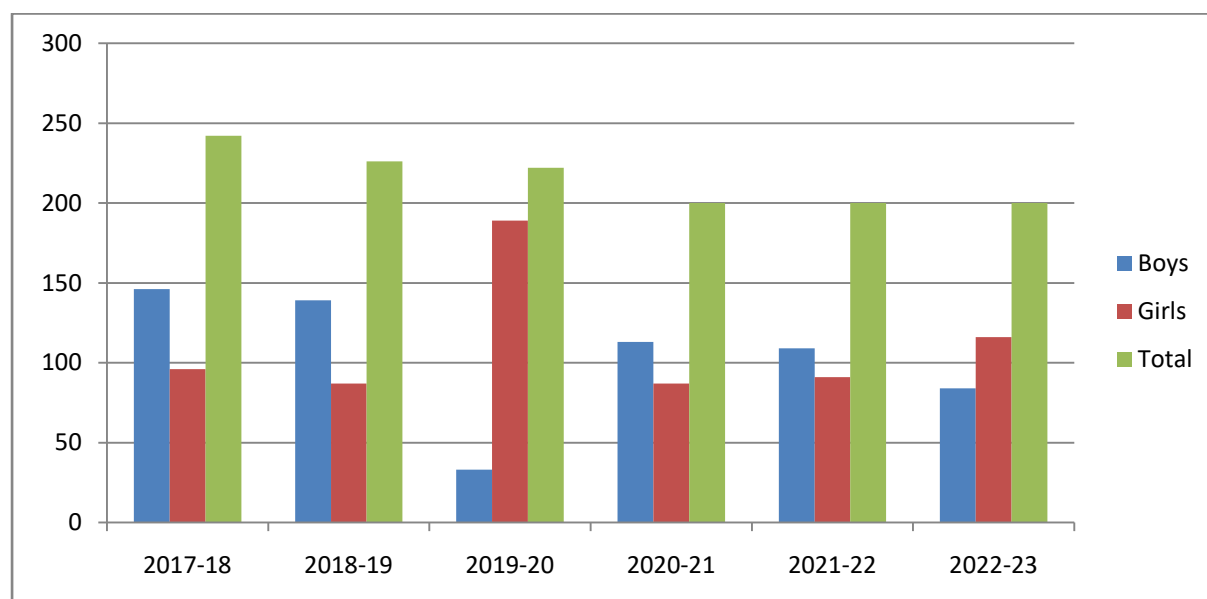


GENDER RATIO IN ENROLLMENT IN NSS

Like in all other units of the college, NSS also adds value into gender equity by promoting girls to participate in various activities under National Service Scheme. In the year 2019-20, there was higher enrolment / participation of girl students (189)

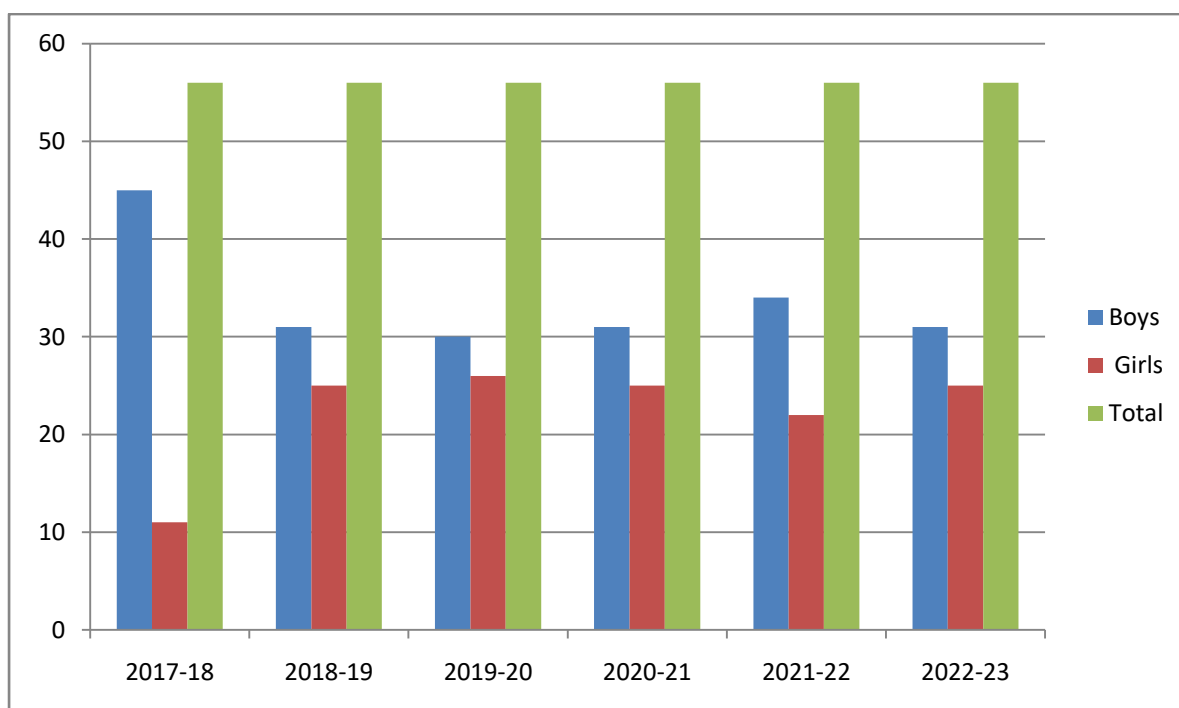
The following table reflects the gender ratio in enrolment in NSS Volunteer. It is followed by the Bar Diagram of the same.

Year	Boys	Girls	Total
2017-18	146	96	242
2018-19	139	87	226
2019-20	33	189	222
2020-21	113	87	200
2021-22	109	91	200
2022-23	84	116	200



GENDER RATIO IN ENROLLMENT IN NCC

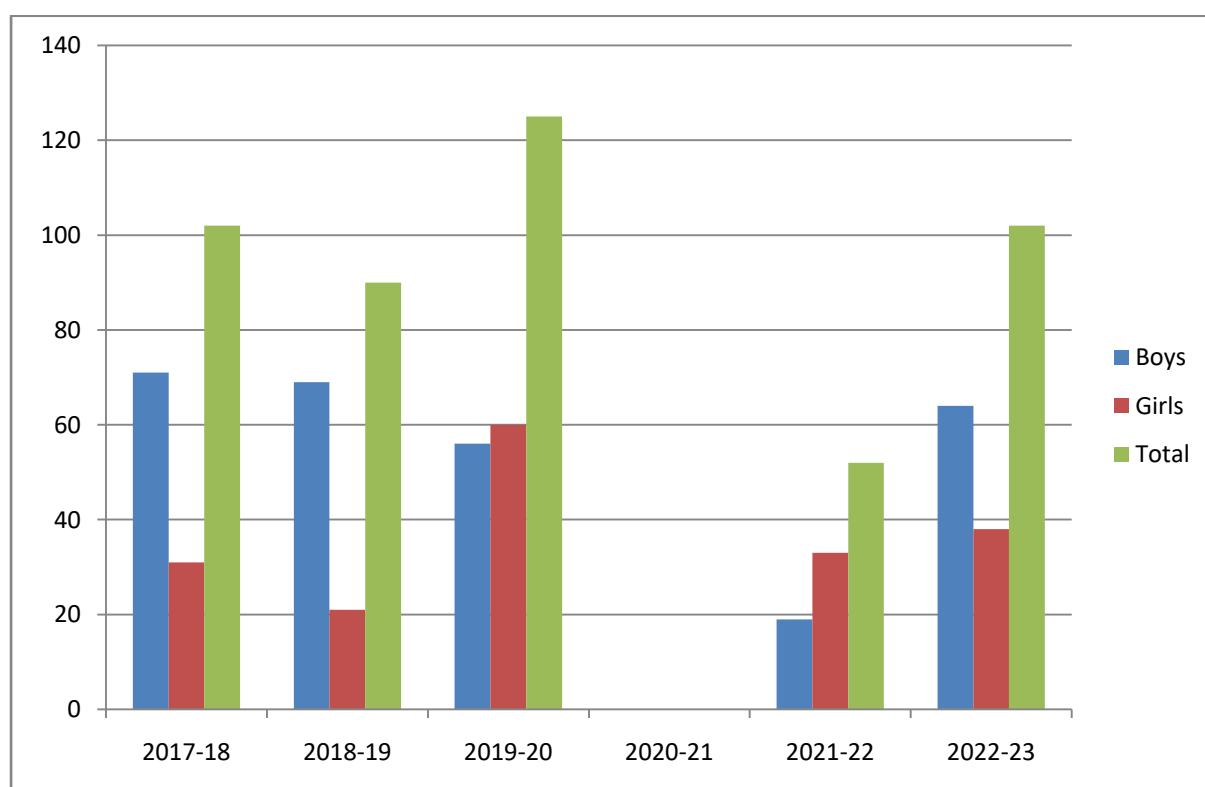
Year	Boys	Girls	Total
2017-18	45	11	56
2018-19	31	25	56
2019-20	30	26	56
2020-21	31	25	56
2021-22	34	22	56
2022-23	31	25	56



GENDER RATIO IN ENROLLMENT IN SPORTS

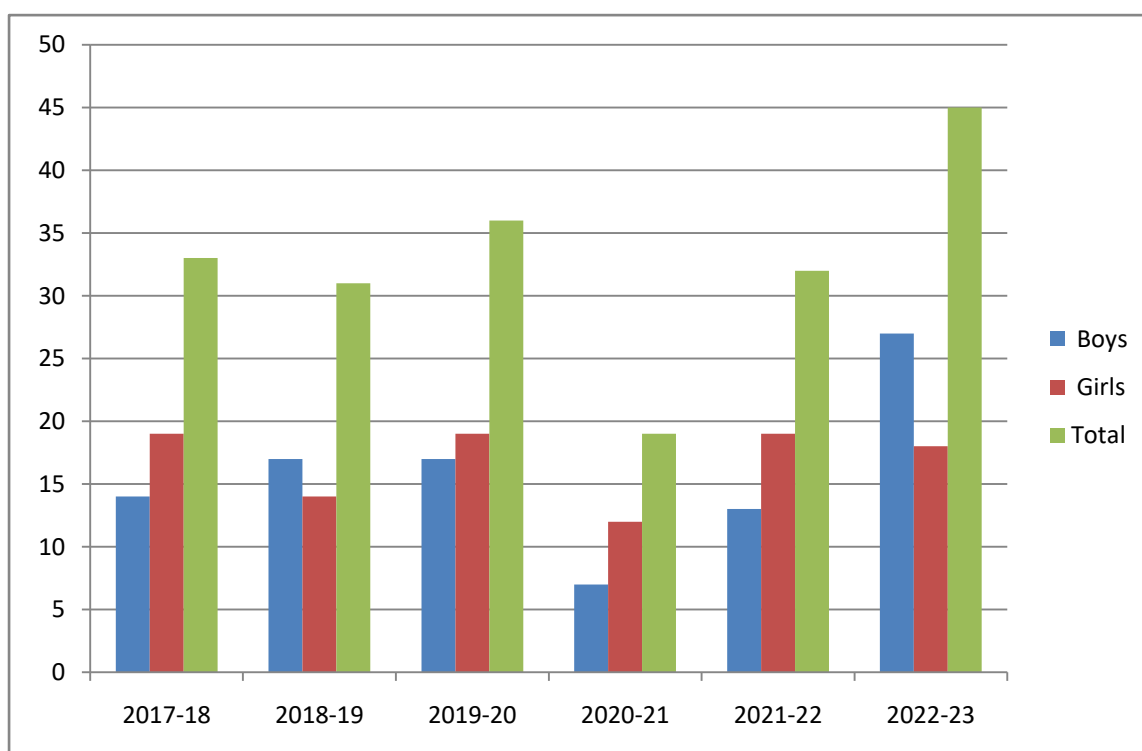
Year	Boys	Girls	Total
2017-18	71	31	102
2018-19	69	21	90
2019-20	56	60	125
2020-21	NIL	NIL	NIL
2021-22	19	33	52
2022-23	64	38	102

*No sports activities were conducted during covid period due to social distancing and lock-down.



GENDER RATIO OF WINNERS IN CULTURAL EVENTS AT UNIVERSITY/STATE/NATIONAL/INTERNATIONAL LEVEL

Year	Boys	Girl	Total
2017-18	14	19	33
2018-19	17	14	31
2019-20	17	19	36
2020-21	07	12	19
2021-22	13	19	32
2022-23	27	18	45



GENDER BALANCE IN COLLEGE COMMITTEES

These are major committees in the college. Female faculty members, by and large represent about 50% of these functional committees.

Sr. No	Name of Committee	2017-18			2018-19			2019-20			2020-21			2021-22			2022-23		
		M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
1	Discipline Committee	16	1	17	8	1	9	8	2	10	11	2	13	10	1	11	09	01	10
2	Anti Ragging Committee	6	1	7	6	1	7	2	2	4	2	2	4	3	2	5	01	03	04
3	Gymkhana Committee	2	0	2	2	0	2	2	0	2	2	0	2	2	1	3	02	03	05
4	Standing Committee (Special Cell)	4	0	4	4	0	4	3	2	5	3	2	5	2	2	4	01	02	03
5	Internal Complaint Committee & Woman Empowerment Cell	1	19	20	1	20	21	1	17	18	1	16	17	1	4	5	04	02	06
6	Student Development Cell	-	-	-	-	-	-	6	1	7	6	1	7	4	1	5	-	04	04
7	Students Grievances Redressal Committee	7	1	8	8	1	9	5	2	7	3	2	5	5	0	5	-	04	04
8	Cultural & Youth Festival Activities	12	6	18	4	3	7	4	3	7	5	2	7	4	3	7	03	03	06

Sr. No	Name of Committee	2017-18			2018-19			2019-20			2020-21			2021-22			2022-23		
		M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
9	N.S.S Committee	9	3	12	4	2	6	2	2	4	4	2	6	5	3	8	02	03	05
10	Research Promotion & Monitoring Cell	3	3	6	4	3	7	4	3	7	3	3	6	4	1	5	01	04	05
11	Internal quality assurance cell	6	3	9	14	6	20	13	7	20	14	6	20	15	4	19	03	10	15
12	Staff academy	4	0	4	3	1	4	2	1	3	2	1	3	3	0	3	-	02	02
13	Maharashtra vivekvahini committee	4	0	4	3	1	4	3	1	4	3	1	4	3	0	3	3	1	4
14	Sachetanamandal	6	0	6	3	0	3	2	1	3	2	1	3	2	1	3	-	-	-
15	Vigilance cell (code of conduct) (NAAC)	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	01	01	02

CERTIFICATE COURSES

DKASC College offers a range of certificate courses aimed at skill development, with a particular focus on meeting the needs of girls from rural and remote areas. These courses emphasize skills that can be applied at the local level, empowering students to pursue self-employment opportunities within their communities. Below given the list of such courses introduced by the College in the last six years (2017-18 to 2022-23)

Sr. No.	Name of the COCs/ STC
1	Proof Reading
2	Agriculture and Allied Activities
3	Arduino Programming
4	Awareness of fundamental Rights Among Youth
5	Basic terms in Industrial Training
6	Biodiversity Conservations
7	Bonsai Technique
8	Certifiacte course in Tavel and Turism
9	C-Language Programming
10	Developing English Writing Skills
11	Digital Marketing
12	Diploma in Travel & Tourism (CoC)
13	E-Banking
14	E-Commerce
15	Employability Enhancement and Youth Livelihood Programme
16	Gramin Patrakarita
17	Historical Travel and Tourism
18	Introduction of LaTeX Typesetting
19	Laboratory Safety and Good Laboratory Practices
20	Maintenance and Repairs of Domestic Appliances
21	Mathematical softwares C++ and Scilab

22	Medicinal Plants
23	Micro Finance
24	Mudrit Shodhan Pramanpatra Abhyaskram (COC)
25	Nursery Technique
26	Political Campaigns & Development of Political Leadership
27	Preparation of Household Chemicals
28	Proof Reading
29	Repair and maintains of electric home appliance
30	Sales and Marketing training
31	Social Movements and Activism
32	Agriculture & Allied Activities
33	Software project Management
34	Soil And Water Analysis
35	Spoken English
36	Statistic using MS Excel
37	Vermi-composting
38	Web Designing technologies by using HTML5, CSS2 and CSS3
39	Yoga Physical and Management Skill

SCHOLARSHIPS

Government of Maharashtra offered scholarship schemes to help the needed students financial so that they can continue their studies without any barrier. This is a golden chance for those candidates who find themselves eligible for the scheme. The scheme is released and announced by the Social Justice and Special Assistance Department, Government of Maharashtra. Candidates can apply online for all the schemes, whether it is for Post-matric Student or Pre-matric Students. But before applying for the scholarship first check the eligibility criteria prescribes can fill online application form for the scholarship., application process and condition. It provides a great opportunity to the students who need financial support to precede their education. The candidate who fills all the eligibility

Following scholarship schemes are provided to students in the college:

1. Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojna (EBC)
2. Rajarshi Chhatrapati Shahu Maharaj Merit Scholarship for VJNT & SBC Category
3. Tuition Fees and Examination Fees to SBC/OBC/SC/VJNT Students
4. Post-Matric Scholarship for SC Students
5. Post-Matric Scholarship for OBC Students
6. Post-Matric Scholarship for VJNT Students
7. Post-Matric Scholarship for SBC Students

GENDER SENSITIZATION ACTIVITIES

Gender Equity Programs List

Academic Year 2022-2023

Sr.No.	Date	Title of Activity	Organized	Beneficiary students
1	16/09/2022	Chitrkala Pratiyogita (Stri Brunhatya, Saksharta Abhiyan)	Hindi	13
2	20/09/2022	Rangoli Pratiyogita (Beti Bachav)	Hindi	13
3	03/01/2023	Krantijyoti Savtribai Phule Jayanti	History	16
4	12/01/2023	Youth Day (Jijabai jayanti, Swami Vivekananda Birthday)	History	18
5	08/03/2023	Essay Competition-On occasion of International Womens Day	Chemistry	40
6	08/03/2023	Talent Show: Fancy Dress Competition	English and Women Empowerment Cell	137
7	08/03/2023	Online Quiz competition on Women's day https://forms.gle/a1T12Nishs7mFbqu7	Sociology	340
8	19/03/2023	Joint activity on 20/05/2023 Equal opportunities & gender equity	Commerce	64
9	23/03/2023	Poster Presentation on Women Botanist	Botony	33
10	25/03/2023	Poster Presentation	Zoology	18
11	25/03/2023	Fancy Dress Competition	Zoology	17
12	30/03/2023	'Gender Equality & Womens Reservation'- (Brain Storming-BAI)	Political Science	26

Academic Year2021-2022

Sr.No.	Date	Title of Activity	Organized	Beneficiary students
1	22/10/2021	Guest Lecture on Women Health and Hygiene	Women Empowerment Cell	94
2	06/12/2021	Lecture on Arogyachi Kalaji	Women Empowerment Cell	109
3	18/12/2021	Gender media and culture	Sociology	52
4	30/12/2021	Symposium on Girls Marriage Age 21 right or wrong	Sociology	61
5	03/01/2022	Health and hygiene Program	NCC	
6	03/01/2022	Lecture on Gender Equality Guest: Swati Krushnant	History	70
7	03/01/2022	Celebration of Savitribai Phule Birth anniversary	Zoology	31
8	03/01/2022	Celebration of Savitribai Phule Birth anniversary- Poster Presentation	Botany	35
9	08/03/2022	Lecture on Woman rights and legal provision	Women Empowerment Cell	93
10	08/03/2022	Celebration of International Women's Day- Mehandi Competition Poster Making Competition	Zoology	07 15
11	30/03/2022	'Gender Equality & Women's Reservation' - (Brain Storming-BA I)	Political Science	26
12	08/04/2022	Trade fair- Entrepreneurship Development	Commerce	All college students
13	13/04/2022	Boating training for Girls	NCC	23
14	19/05/2022	One Day Workshop on "Defend Yourself"	Women Empowerment Cell	104
15	09/05/2022	Debate on women's safety at work place	Commerce	70

Gender Equity Programs List

Academic Year2020-2021

Sr. No.	Date	Title of Activity	Organized	Beneficiary students
1	04/10/2020	Contribution of Women to the Science	Physics	19
2	18/01/2021	Karate Guidance	NCC	30
3	08/03/2021	No Means No : Awareness about Girls Protection	Women Empowerment Cell	F-153 M-29
4	08/03/2021	International Woman's Day-Group Discussion Activity	Chemistry	126
5	08/03/2021	International Women's Day	Botany	18
6	30/03/2021	Group Discussion - 'Human Rights & Gender Equality'	Political Science	15

Gender Equity Programs List

Academic Year2019-2020

Sr. No.	Date	Title of Activity	Organized	Beneficiary students
1	14/09/2019	Pre Marriage Counselling	Women Empowerment Cell	
2	14/09/2019	Poster presentation based on Gender Equality	History	06
3	14/09/2019	Poster presentation based on Gender Equality	English	30
4	20/09/2019	Organization of ROAD SHOW on 'Mulagi Zali Ho' & Free dialogue concerning Selection of Life Partner through ICC & WC	English and Women Empowerment Cell	All Students
5	10/12/2019	College level Guest lecture-Human Rights of Citizen	Political Science	23
6	17/12/2019	Participation in Research Project Poster Presentation Competition	English	30
7	23/12/2019	Rally Against Women's Sexual Harassment	Economics/NSS	130
8	03/01/2020	Savitribai Phule Birth Anniversary	Zoology	65
9	03/01/2020	Guest lecture on BetiBachao	History	13
10	13/01/2020	Invited Guest lecture - Political & Social Empowerment of Women - Guest. Adv.Ashwini Hinge (Devchand College Arjun Nagar)	Sociology and Political Science	55
11	02/02/2020	On occasion of Savitribai Phule Jayanti, organized poster presentation contest on " Women	Chemistry	108

		Empowerment”		
12	14/02/2020	Gust Lecture on ‘LekVachava’	Marathi	12
13	22/02/2020	Debate on Gender Equality	Commerce	57

Gender Equity Programs List

Academic Year2018-2019

Sr. No.	Date	Title of Activity	Organized	Beneficiary students
1	07/08/2018	Lecture on Self Defence	Women Empowerment Cell	
2	20/12/2018	Group Discussion on Gender Equality	Zoology	21
3	24/12/2018	Sexual harassment	NCC	40
4	27/12/2018	Debate on Gender Equality	Commerce	41
5	01/01/2019	Poster Exhibition on Contribution of Women scientist in Mycology	Zoology	40
6	03/01/2019	Beti Bachao Abhiyan	Zoology	18
7	23/01/2019	Debate on Gender Equality	Zoology	26
8	20/02/2019	Speech Competition on Gender Equity	Zoology	13
9	20/02/2019	Rangoli Competition on gender equality	Zoology	12
10	08/03/2019	International Womens Day- Special Lecture. on "Gender Equality & International Womens Day"	Political Science	
11	08/03/2019	Essay writing competition on Beti Bachao Abhiyan	Zoology	10

Gender Equity Programs List

Academic Year2017-2018

Sr. No.	Date	Title of Activity	Organized	Beneficiary students
1	05/08/2017	Guest Lecture on Women Health and Hygiene	Zoology	76
2	03/10/2017	Health care counselling for students	Women Empowerment Cell	94
3	22/11/2017	“Beti Bachav”Rally	NCC	37
4	20/02/2018	Speech on ‘Legal Awareness’	Women Empowerment Cell	31
5	08/03/2018	International Women Day Poster Presentation	Zoology	24

SUMMARY AND RECOMMENDATIONS

Summary:

Education plays a vital role in promoting women's economic empowerment, health, and overall well-being. It is also crucial for women's political and civic participation and helps in preventing gender-based violence and insecurity. According to the Global Gender Gap Index Report 2020, India ranks 112 out of 153 countries with a score of 0.668, showing a marginal improvement from its 2018 ranking of 108 out of 149 countries with a score of 0.665. Achieving greater gender equality can enhance productivity, improve development outcomes for future generations, and align colleges with international standards. Therefore, gender sensitization is necessary.

Dattajirao Kadam Arts, Science and Commerce College, Ichalkaranji is making progress in attaining gender balance, not only in terms of numbers but also in values and principles. The college has established a Women Empowerment Cell, Internal Complaint Committee, NSS, NCC and implemented a Gender Policy. These initiatives have successfully created an atmosphere of gender equality and respect for all genders. Women are also represented in top positions within academic committees. The Internal Complaints Committee aims to create an environment where discrimination and harassment are not tolerated, enabling all members of the college community to reach their full potential. The college conducts annual progress review meetings to monitor the experiences of all students and encourages their participation in all aspects of college life. Intolerance based on gender is considered unacceptable in the college.

After auditing the college's gender equity, it is found that the college fully implement its gender policy to achieve genuine gender parity within the institution. This would involve further promoting gender equality and eliminating any remaining gender-based biases or discrimination. The college leads to maintain the inclusive atmosphere for gender mainstreaming. Additionally, the college strives to ensure equal representation and opportunities for women in leadership positions and academic committees. By prioritizing gender sensitization and actively working towards gender equality, the college can create a more inclusive and empowering environment for all its members.

Recommendations:

1. The male-female ratio of students should be improved
2. The college should ensure equal representation for women in leadership positions and academic committees.