



Shetakari Shikashan Prasarak Mandal's
**Krishna Mahavidyalaya,
Rethare Bk.**

Tal. Karad Dist. Satara



Affiliated to the Shivaji University, Kolhapur

ESTD: 1978

NAAC Reaccredited 'B+' Grade with CGPA- 2.65



Gender Audit Report
2017-18 to 2021-22



Shetakri Shikshan Prasarak Mandal's

KRISHNA MAHAVIDYALAYA, RETHARE BK.
Tal. Karad, Dist Satara - 415108 (Maharashtra)

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Internal Quality Assurance Cell ((IQAC)
GENDER AUDIT
2017-18 to 2021-22

Coordinator
(Dr. S.M. Rajhans)

IQAC, Coordinator
(Dr. D. S. Dalavi)

Principal
(Dr. C.B. Salunkhe)

GENDER AUDIT

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1. Preamble:

The present document is prepared for good and effective functioning of the Krishna Mahavidyalaya through proper and efficient use of the available resources in the campus. It ensures the quality of teaching - learning process with effective and transparent administration. The institute has a unique vision to create positive environment for fundamental development and to provide quality education to empower knowledge of rural students to serve the society by their all-round development. This document incorporates organizational structure of various administrative level of the mahavidyalaya which enhance the quality and quantity of education. It also contents information of various department, various administrative committee and service rules, regulations and code of conducts to be followed by every faculty and student.

2. About KMR

The Krishna Mahavidyalaya is founded by Late. Hon. Jaywantaraoji Bhosale (Appa) which is situated on the offshoot of Mahadev hill ranges named Machindranath Dongar. The Mahavidyalaya is established on 6th June 1978 by Shetkari Shikshan Prasarak Mandal, Rethare Bk. and is one of the leading colleges in Western Maharashtra. The college is included under UGC section 2(f) and 12(B). It is located in rural area on the boundary of Satara and Sangli district and is affiliated to Shivaji University, Kolhapur. The college successfully continues to attract attention of students from Sangli, Satara and Kolhapur district. The college runs under graduate courses in Science, Art's and commerce and having post graduate course in Hindi. The college has a Shivaji University approved research center for M.Sc. (T&D), M.Phil. and Ph.D. in Botany. In addition to this, college also runs student-oriented programmes like NCC and NSS. Library and Gymkhana are

the assets of institute serves faculty and students 24/7. All opportunities are provided to the students. The experienced and PG recognized faculty always inspires the students to get admitted in UG, PG courses, appear for competitive examinations and to do basic research. Our college is reaccredited by NAAC (National Assessment and Accreditation Council, Bengaluru) with B+ (2.65) score.

3. Gender Audit

A gender audit in a college is related to the assessment of various issues of gender equity. College prepares a policy for various activities and the overall environment to evaluate how they influences gender equity. The purpose of a gender audit is to find out the gender balances in the campus.

4. Objective of Gender Audit

- The main objective of this programme is to create and develop a gender sensitive campus and equality oriented culture.
- To find out and assess the gender inequality in the staff and students.
- To take care of gender balance in all the stake holders of college.
- To suggest the way to bridge the gender gap.
- To prevent the sexual harassment.

5. Annual Gender Sensitization Action Plan

Gender equality is also known as equality of sexes, which is the state of equal ease of exes to resources and opportunity regardless of gender or sex. It also include an equality of economic participation, design making, human behavior, aspirations and needs. Gender equality is not only the fundamental human right, but also a necessary foundation for a peaceful, prosperous and sustainable work.

- Objective – The objective of this programme is to create and develop a gender sensitive campus and equality oriented culture.

- Area – Students, staff and society in and around the college campus.
- Statement – Gender equality is a responsibility of college even on the background of Covid 19 pandemic, which will ensure and provide a sense of connectedness and dialog.
- Proposed Activities - It was discussed and decided that for the sake of Gender equality celebration of Birth and death anniversaries of Eminent Women’s in the various fields, organization of seminars and special celebration of World Women’s Day.

6. Gender Audit Committee

Gender audit has been conducted to provide equal opportunity to all the students in the college and to create gender equality among the students.

Sr. No.	Name	ICC Designation	
1	Dr. Salunkhe Chandrakant Baburao	Chairman	Principal
2	Dr. Dalavi Dhanaji Suresh	Faculty Member	IQAC Coordinator
3	Dr. Rajhans Snehal Makarand	Faculty Member	Associate Professor
4	Dr. Bhakare Pravinchandra Dinkar	Faculty Member	Assistant Professor
5	Mr. Jambhale Santosh Maruti	Office Member	Clerk

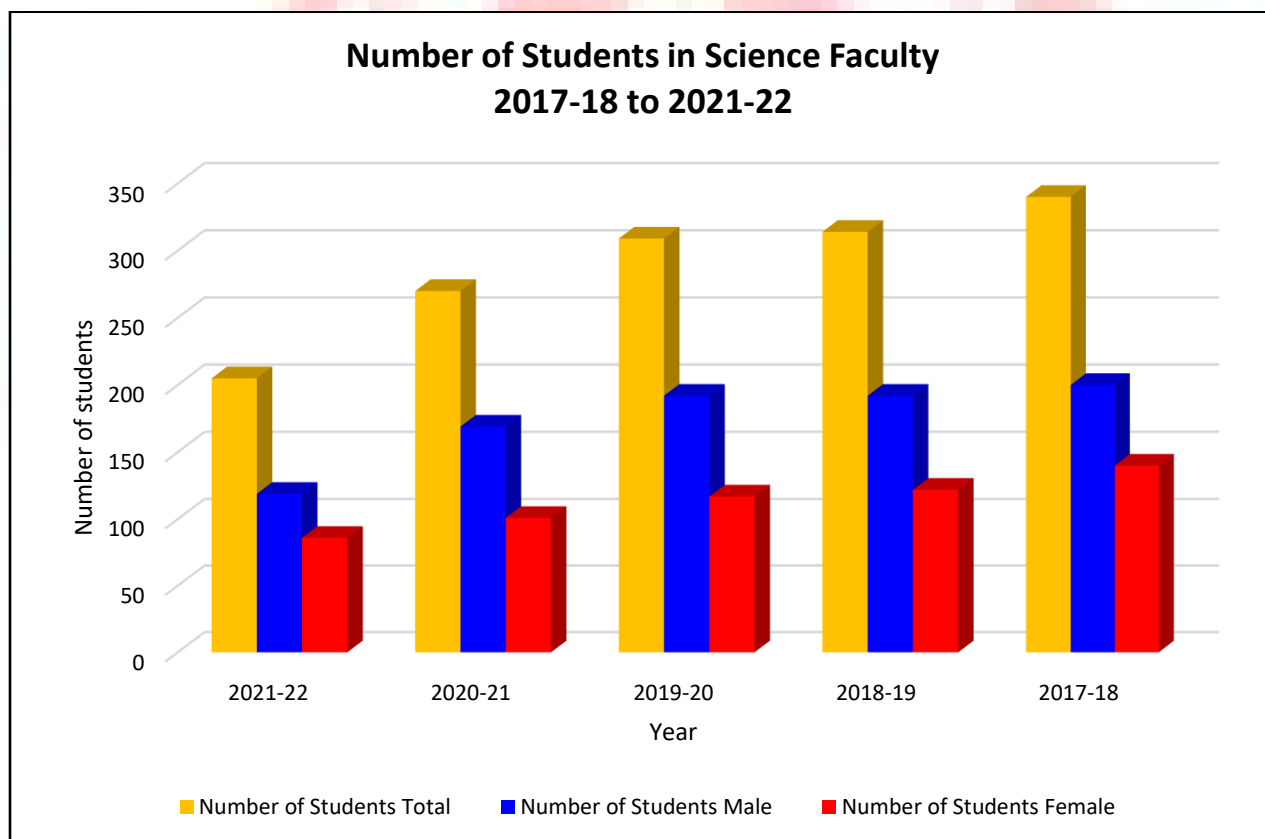
7. Profile of Gender Composition

1. Students of Science Faculty

Honorable Jaywantraoji Bhosle Appasaheb, founder president of Shetkari Shikshan Prasarak Mandal, started the science faculty in 1978 to inculcate and develop

a scientific approach in the rural students of farmers and workers. The number of students of the Science faculty with the male female ration is shown below with table and graphical form.

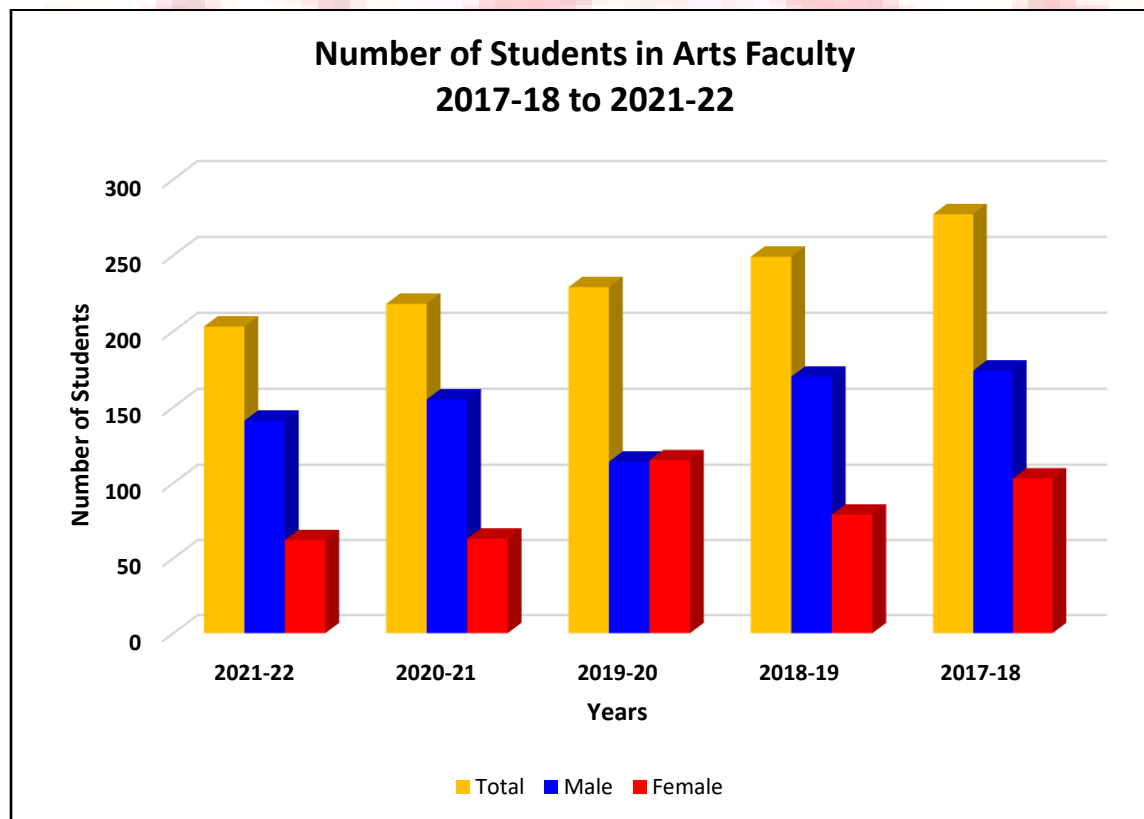
Year	Number of Students			Ratio	
	Total	Male	Female	Male	Female
2021-22	205	119	86	58.04	41.95
2020-21	270	169	101	62.59	37.41
2019-20	309	192	117	62.13	37.86
2018-19	314	192	122	61.14	38.85
2017-18	340	200	140	58.82	41.17



2 Students of Arts Faculty

Apart from the scientific approach to boost the students of artistic base and with identifying the need of the region, the faculty of Arts was started in 1995. The number of students of the Arts faculty with the male female ration is shown below with table and graphical form.

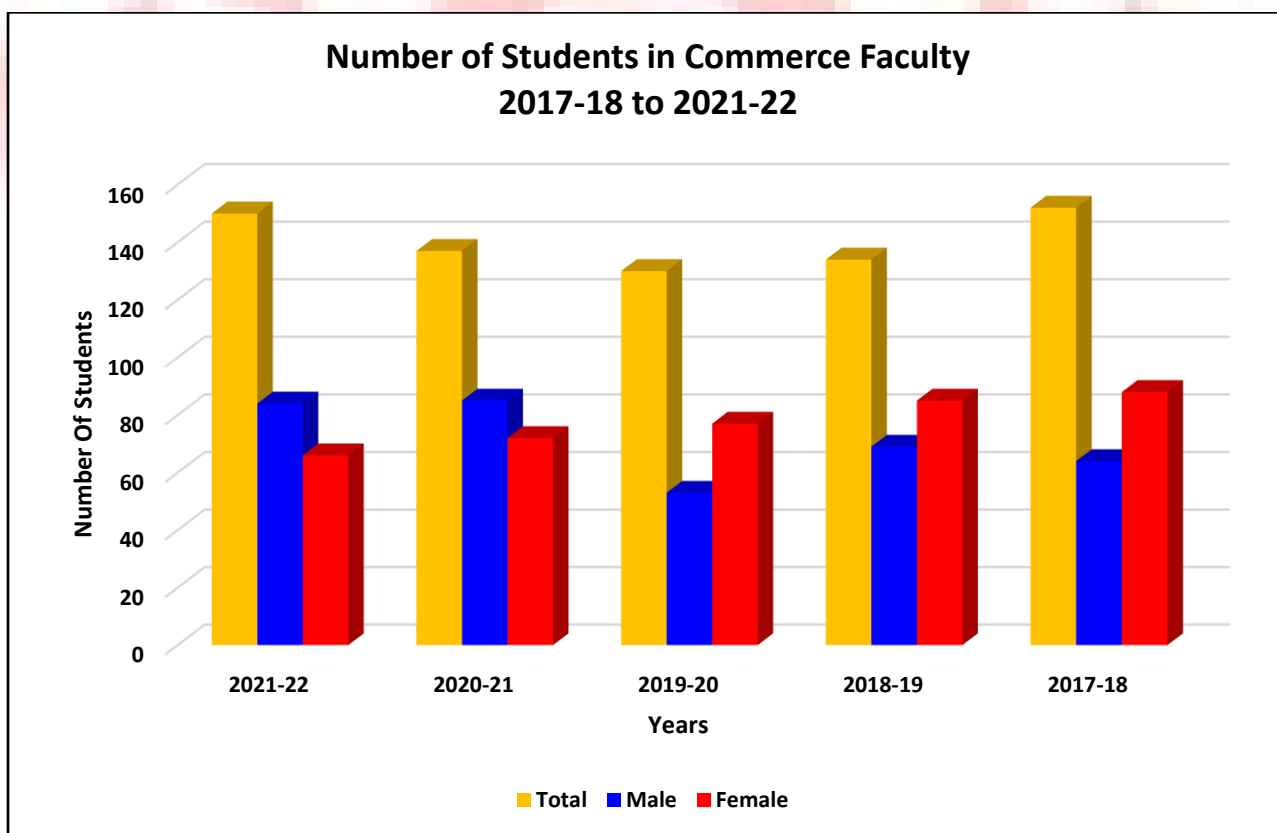
Year	Number of Students			Ratio	
	Total	Male	Female	Male	Female
2021-22	203	141	62	69.45	30.54
2020-21	218	155	63	71.10	28.89
2019-20	229	114	115	49.78	50.21
2018-19	249	170	79	68.2	31.72
2017-18	277	174	103	62.81	37.18



3 Students of Commerce Faculty

To develop the economic and commercial base of the students the Chairman of Shetakari Shikashan Prasarak mandal's Rethare bk. has started the faculty of commerce in July 2007. The number of students of the Commerce faculty with the male female ration is shown below with table and graphical form.

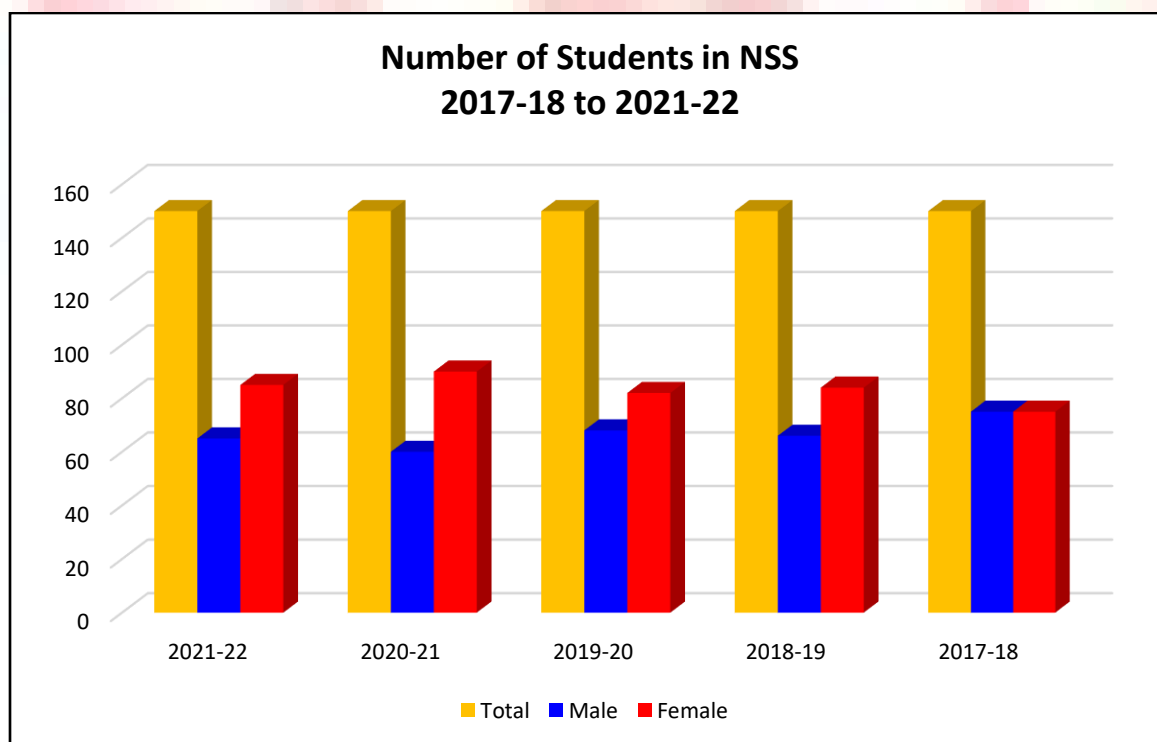
Year	Number of Students			Ratio	
	Total	Male	Female	Male	Female
2021-22	150	84	66	56.00	44.00
2020-21	137	85	72	62.04	37.95
2019-20	130	53	77	40.76	59.23
2018-19	134	69	85	51.49	48.50
2017-18	152	64	88	42.10	57.89



4 Volunteers of National Service Scheme (NSS)

To enhance social approach to perform social activities, college has run NSS activity from 1978 under the guidance of Shivaji University, Kolhapur. At the initiation unit of 100 volunteers was approved by the University and in academic year 2013-14 additional self-finance unit of 50 volunteers approved by the university. The number of students of the NSS Volunteers with the male female ration is shown below with table and graphical form.

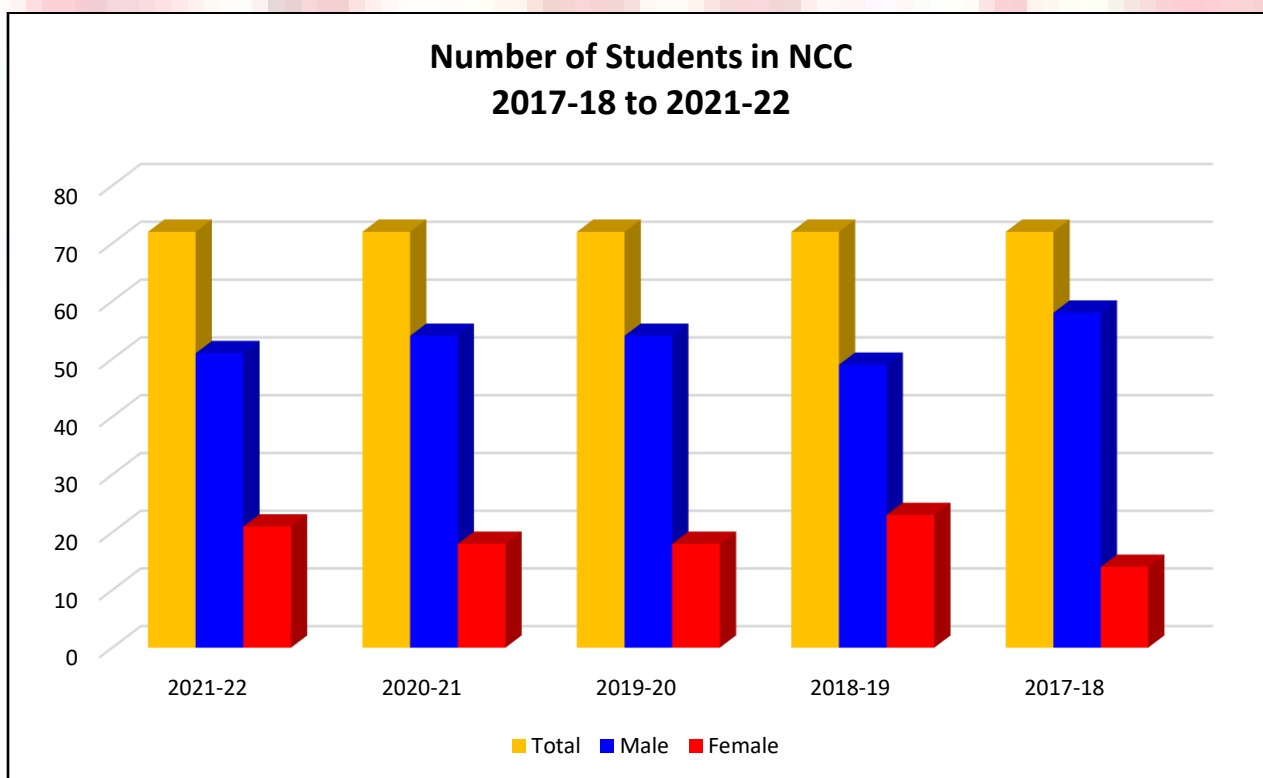
Year	Number of Students			Ratio	
	Total	Male	Female	Male	Female
2021-22	150	65	85	43.33	56.66
2020-21	150	60	90	40.00	60.00
2019-20	150	68	82	45.33	54.66
2018-19	150	66	84	44.00	56.00
2017-18	150	75	75	50.00	50.00



5 Cadets of National Cadet Core (NCC)

To develop a thought of nationality and love for nation, santha has started NCC unit from starting the college with the approval of 106 cadets. In 2015 the girls are allowed to recruit by the NCC battalion, 30 % girls cadets. The number of students of the NCC cadet with the male female ration is shown below with table and graphical form.

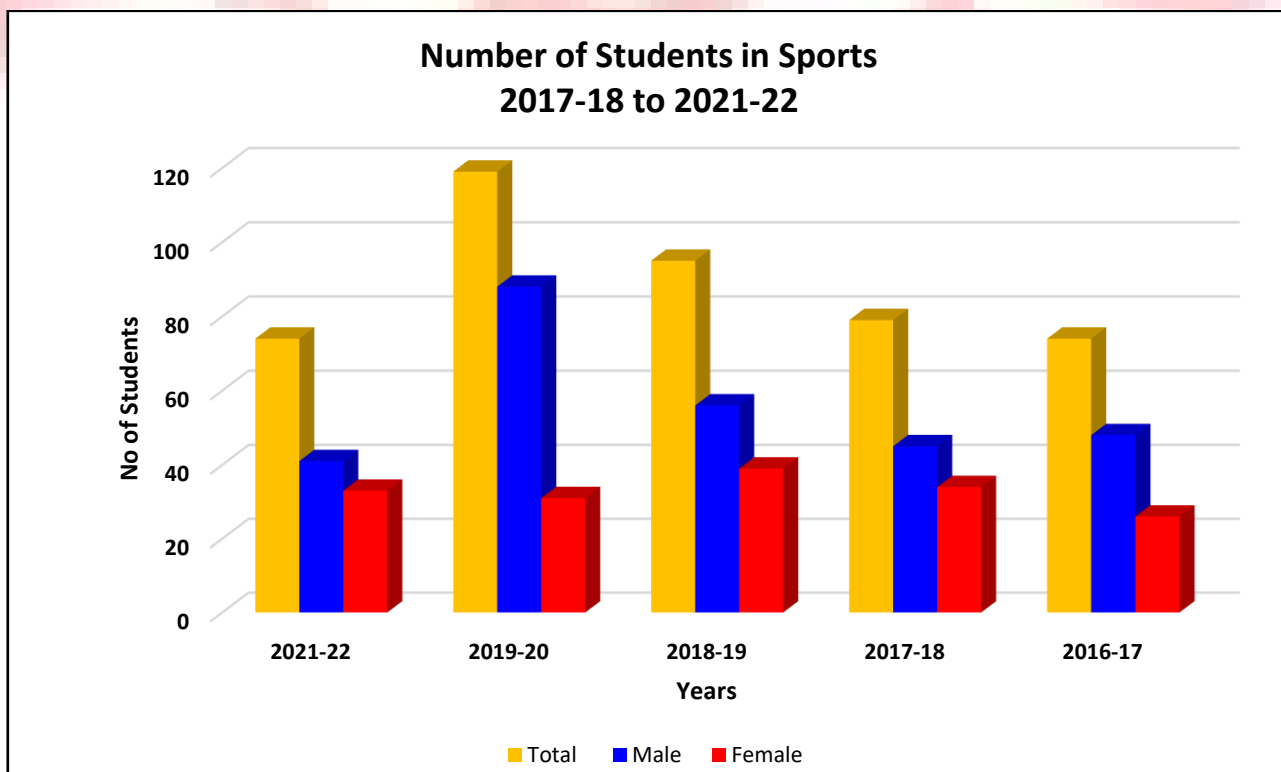
Year	Number of Students			Ratio	
	Total	Male	Female	Male	Female
2021-22	72	51	21	70.83	29.16
2020-21	72	54	18	75.00	25.00
2019-20	72	54	18	75.00	25.00
2018-19	72	49	23	68.05	31.94
2017-18	72	58	14	80.55	19.44



6 Gymkhana / Sport Department

In the Gymkhana department all sport activities was conducted. The students are involved in various games like Kabbadi, decathlon, athletics, swimming and so on

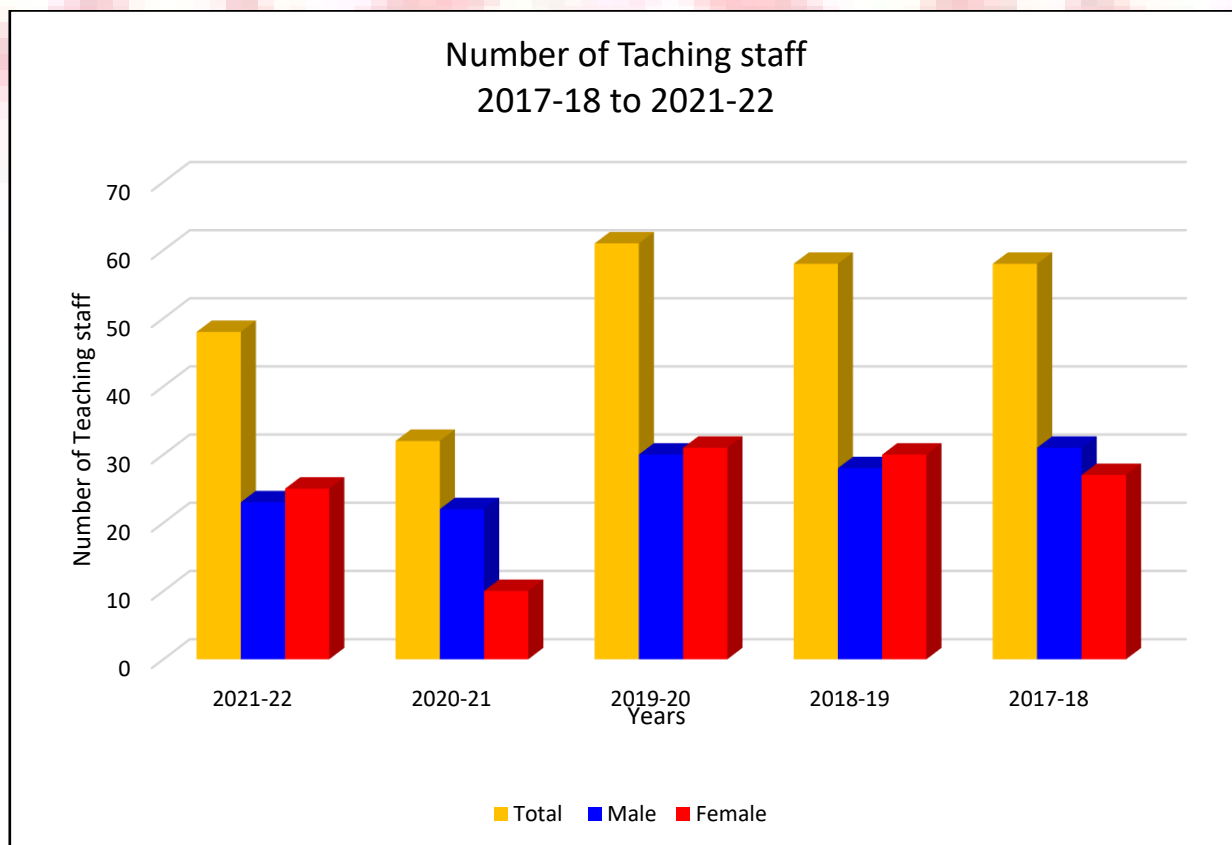
Year	Number of Students			Ratio	
	Total	Male	Female	Male	Female
2021-22	74	41	33	55.40	44.59
2020-21	Due to covid situation no participation				
2019-20	119	88	31	73.94	36.05
2018-19	95	56	39	58.94	41.05
2017-18	79	45	34	56.96	43.03
2016-17	74	48	26	64.86	35.13



7 Teaching Staff

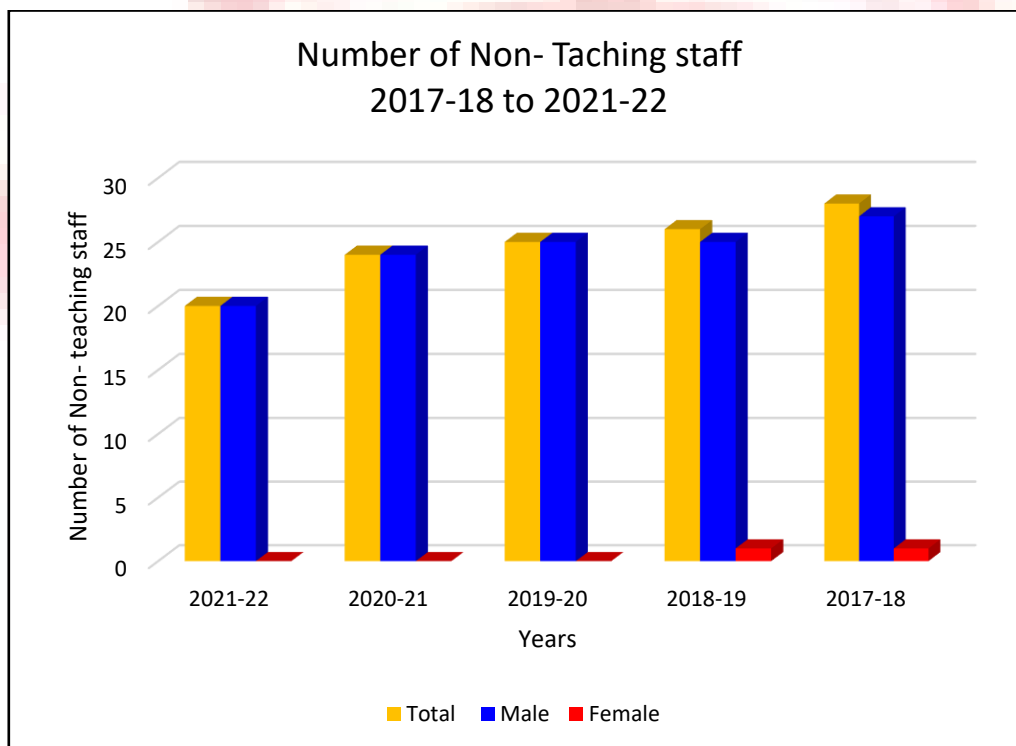
In our college, the male and female staff are appointed. Some staff member are permanent, some are appointed as Clock Hour Basis and some are on non-grant

Year	Number of Teaching Staff			Ratio	
	Total	Male	Female	Male	Female
2021-22	48	23	25	47.91	52.08
2020-21	32	22	10	68.75	31.25
2019-20	61	30	31	49.18	50.81
2018-19	58	28	30	48.27	51.72
2017-18	58	31	27	53.44	46.55



8 Non-Teaching Staff

Year	Number of Teaching Staff			Ratio	
	Total	Male	Female	Male	Female
2021-22	20	20	00	100	00
2020-21	24	24	00	100	00
2019-20	25	25	00	100	00
2018-19	26	25	01	96.15	3.84
2017-18	28	27	01	96.42	3.57



8. Facilities -

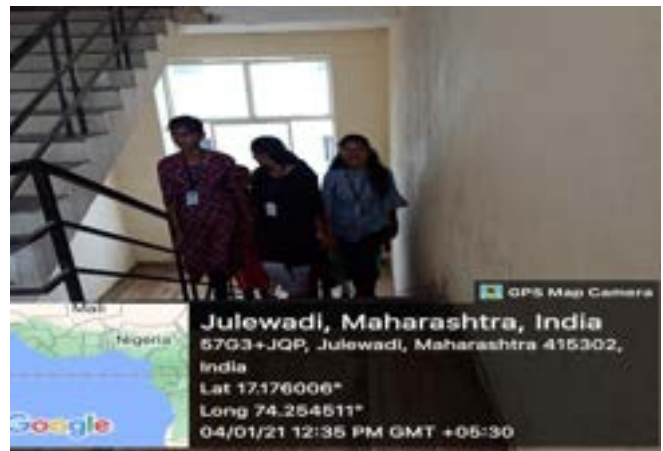
Boys and girls are treated equally in the college. Some special service facilities have been created for girls. Some of the service facilities for girls are as follows

1) Security Guard





2) Separate stairs



Stairs for girl's





Stairs for boy's



3) Sanitary pad Vending machine



4) Sanitary pad disposal Machine



5) Ladies Room -



6) Ladies Toilet -



7) Ladies Hostel -





9. Committees

For the smooth administration and working various committees are formed. The list of committees is as below.

Sr. No.	Committee Name		Member Name
1	Discipline Committee	i)	Mr. Patil S. R. (Chair Person)
		ii)	Mr. Chavan C. Y.
		iii)	Dr. Bhakare P. D.
		iv)	Dr. Rajhans S. M.
		v)	Dr. Sonavane V. K.
		vi)	Mr. Salunkhe V. U.
		vii)	Mr. Thorat A. A.
2	College Examination Committee	i)	Mr. Gaikwad N. V. (Chair Person)
		ii)	Mr. Mane B. S.
		iii)	Miss. Jadhav S. M.

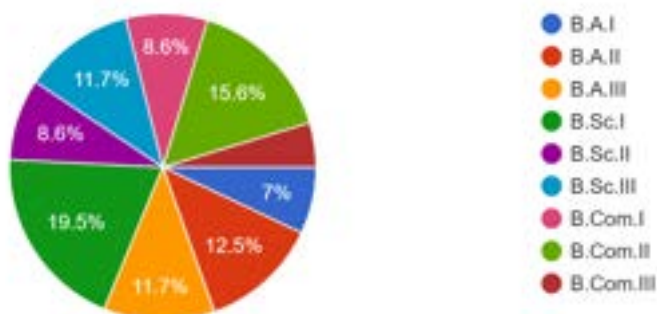
3	Attendance Committee	i)	Mr. Telvekar S. T. (Chair Person)
		ii)	Miss. Kamble V. L.
		ii)	Mrs. Karande V. I.
4	Student Adoption Committee	i)	Dr. Kumbhar D. R. (Chair Person)
		ii)	Mr. Patil H. V.
		ii)	Miss. Jadhav S. M.
5	N. S. S. Committee	i)	Dr. Kamble M. V. (Chair Person)
		ii)	Dr. Mrs. Kurane M. V.
		iii)	Mr. Patil S. R.
6	N. C. C. Committee	i)	Dr. Sonavane V. K. (Chair Person)
		ii)	Dr. Mrs. Rajhans S. M.
7	Anti Sexual Harassment Committee	i)	Dr. Salunkhe C. B. (Principal)
		ii)	Dr. Mrs. Rajhans S. M.
		iii)	Dr. Mrs. Nikam R. D.
8	Grievance Redressal Cell/ Committee	i)	Dr. Salunkhe C. B. (Principal)
		ii)	Dr. Patil S. S.
		iii)	Mr. Salunkhe V. U.
9	Cultural Activities Committee	i)	Dr. Mrs. Rajhans S. M. (Chair Person)
		ii)	Mr. Mane B. S.
		iii)	Mr. Patil S. R.
		iv)	Miss. Pawar M. S.
10	Staff Academy Committee	i)	Dr. Mane D. N. (Chair Person)
		ii)	Miss. Kanase D. B.
		ii)	Miss. Pawar M. S.
		iii)	Mr. Jambhale S. M.
11	M. P. S. C./ Competitive Examination Committee	i)	Miss. Pawar M. S.
		ii)	Dr. Bhakare P. D.
		iii)	Dr. Dalavi D. S.
12	Yuvak Mahostav Committee	i)	Dr. Mrs. Rajhans S. M. (Chair Person)
		ii)	Mr. Patil S. R.

		iii)	Miss. Pawar M. S.
13	Ladies Hostel Committee	i)	Dr. Nikam R. D. (Chair Person)
		ii)	Dr. Jadhav S. H.
		iii)	Dr. Kurane M. V.
14	Standing Committee	i)	Dr. Salunkhe C. B. (Principal)
		ii)	Dr. Bansode M. S.
		iii)	Dr. Mane D. N.
		iv)	Miss. Kamble V. L.
		v)	Mr. Waydande B. B.
15	Anti-Ragging Committee	i)	Mr. Patil H. V. (Chair Person)
		ii)	Dr. Mane D. N.
		iii)	Miss. Jadhav S. M.

10. Data analysis-

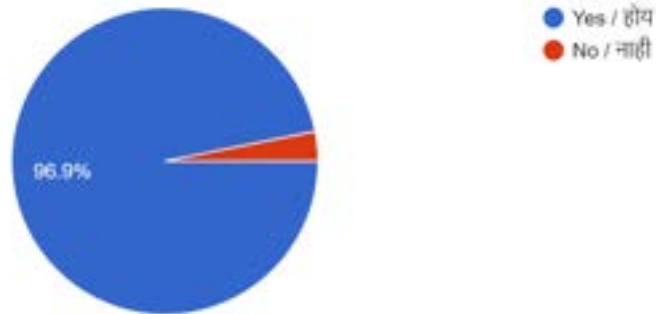
For the analysis of gender balance, we prepared a questionnaire related to gender equality. 149 students participated in this survey and the compiled data is analyzed.

Class / वर्ग
128 responses



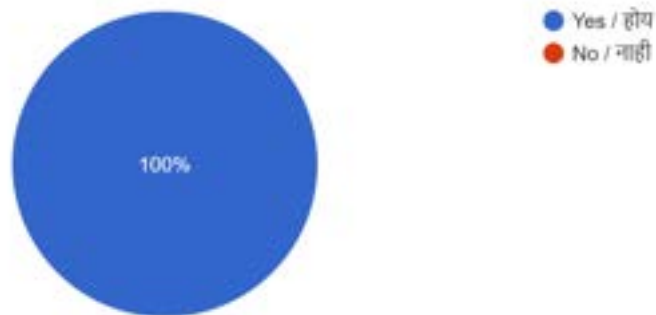
1. A grievance redressal cell has been set up ? तक्रार निवारण कक्ष स्थापन करण्यात आला आहे का ?

128 responses



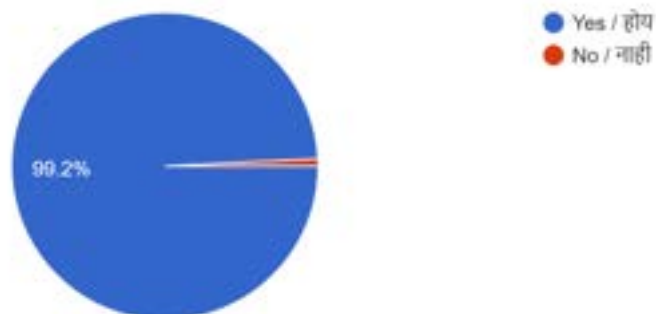
2. The classroom offers equal opportunities to all genders? वर्गामध्ये सर्व मुला मुलींना समान संधी देण्यात येते का ?

128 responses



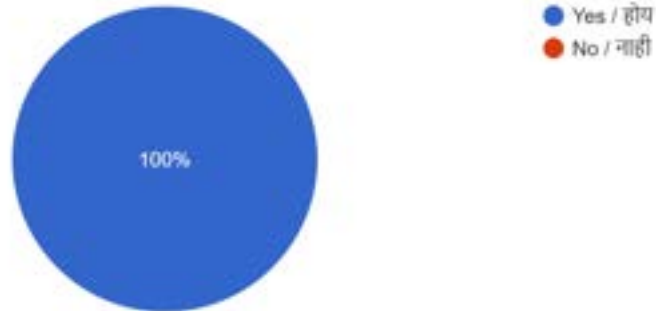
3. The library offers equal opportunities to all genders? ग्रंथालया मध्ये सर्व मुला मुलींना समान संधी देण्यात येते का ?

128 responses



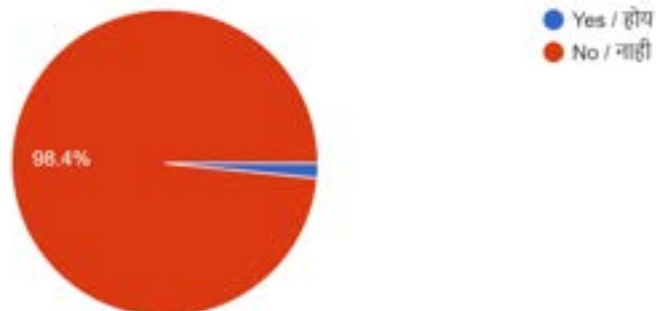
4. Safe environment is available for all girl students in the campus ? कॅम्पसमध्ये सर्व विद्यार्थिनींसाठी सुरक्षित वातावरण उपलब्ध आहे का ?

128 responses



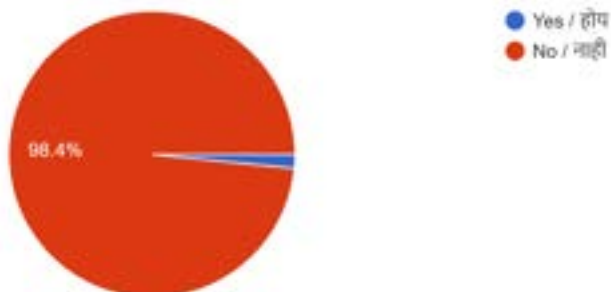
5. You have been a victim of sexual harassment in class by faculty members or fellow students ? शिक्षक किंवा सहकारी विद्यार्थी यांच्या कडून तुम्ही वर्गात लैंगिक छळाचा बळी झाला आहात का ?

128 responses



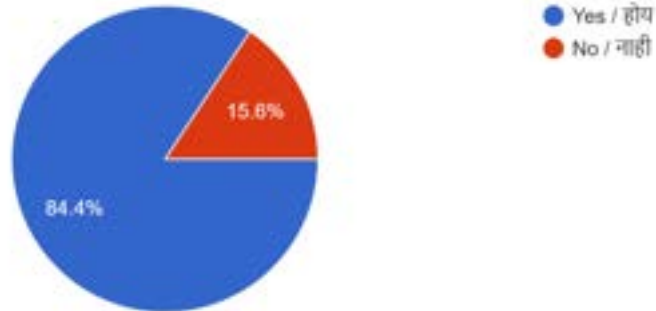
6. Did you report this to the concerned committee? तुम्ही याची तक्रार संबंधित कमिटीकडे केली होती का ?

128 responses



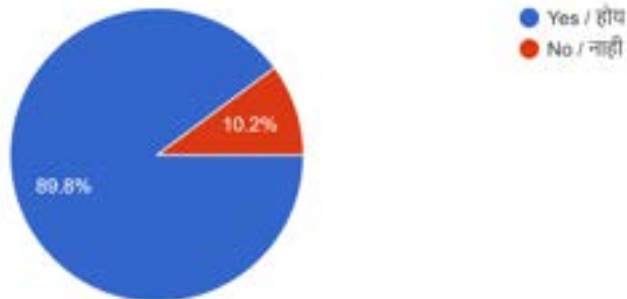
7. If you reported the incident, was it resolved to your satisfaction ? जर तुम्ही घटनेची तक्रार केली, तर तुमचे समाधान झाले का?

128 responses



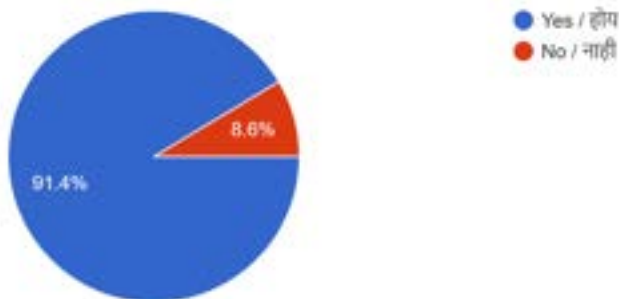
8. A committee has been set up to redress all complaints related to sexual harassment in a timely manner? लैंगिक छळाशी संबंधित सर्व तक्रारींचे वेळेत न...महाविद्यालयात एक समिती स्थापन करण्यात आली आहे का ?

128 responses



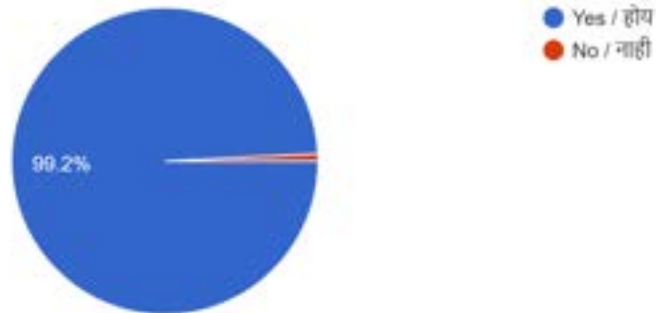
9. You are aware about the process and believe that the process is appropriate ? तुम्हाला प्रक्रियेबद्दल माहिती आहे का ? आणि तुम्हाला विश्वास आहे की प्रक्रिया योग्य आहे?

128 responses



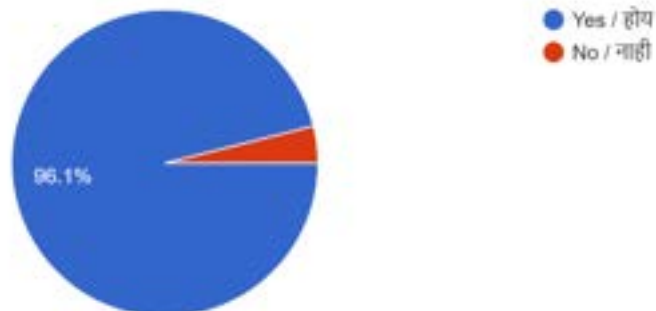
10. A fair inquiry is conducted by the committee, in case of a complaint ? तक्रार आल्यास समितीमार्फत निष्पक्ष चौकशी केली जाते का ?

128 responses



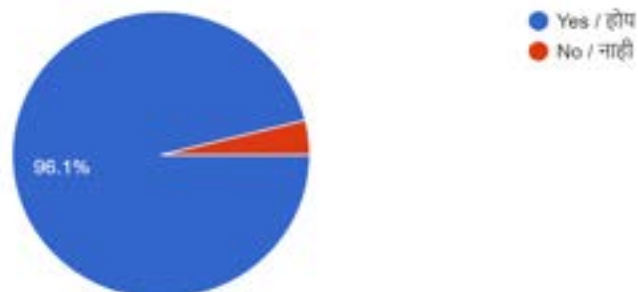
11. Confidentially is maintained during the inquiry process ? चौकशी प्रक्रियेदरम्यान गुप्तता पाळली जाते का ?

128 responses



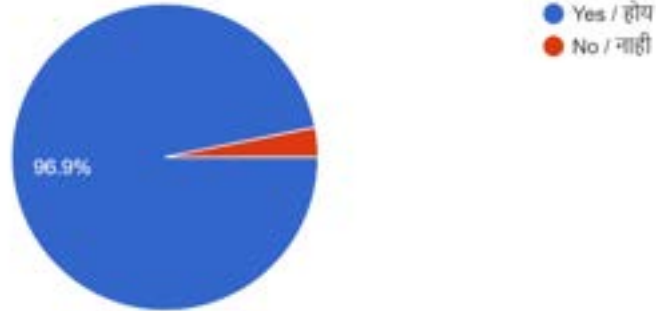
12. Adequate number of toilets are available in the college for boys and girls ? मुला मुलींसाठी महाविद्यालयात पुरेशा प्रमाणात स्वच्छतागृहे उपलब्ध आहेत का ?

128 responses



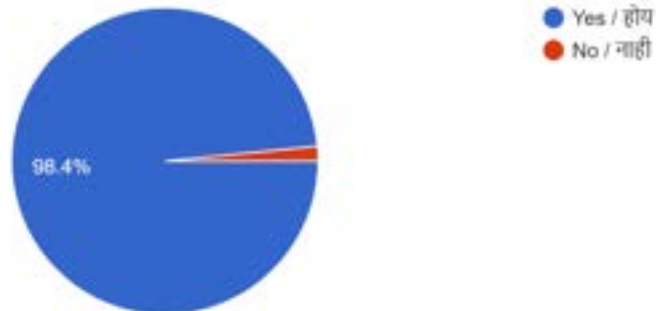
13. Adequate facilities are available inside the toilet, keeping in mind the need of the boys and girls students ? विद्यार्थी विद्यार्थिनींची गरज लक्षात घेऊन प्रसाधनगृहाच्या आत पुरेशा सुविधा उपलब्ध आहेत का ?

128 responses



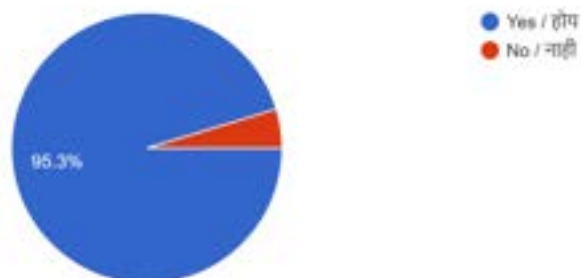
14. Adequate light is available inside the Campus Corridor, class rooms, common areas, toilets etc ? कॅम्पस कॉरिडॉर, वर्ग खोल्या, सामान्य क्षेत्रे, शौचालये इत्यादीं मध्ये पुरेशी प्रकाश व्यवस्था उपलब्ध आहे का ?

128 responses



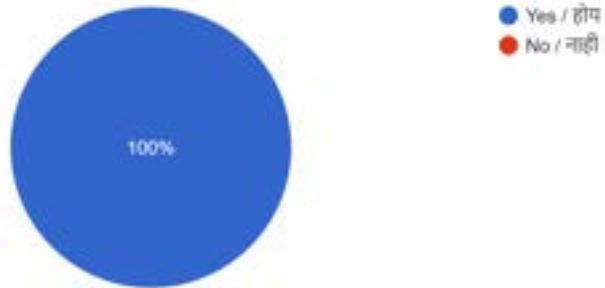
15 Entry and exit timing of the College / hostel are appropriate ? कॉलेज/वसतिगृहात प्रवेश आणि बाहेर पडण्याची वेळ योग्य आहे का ?

128 responses



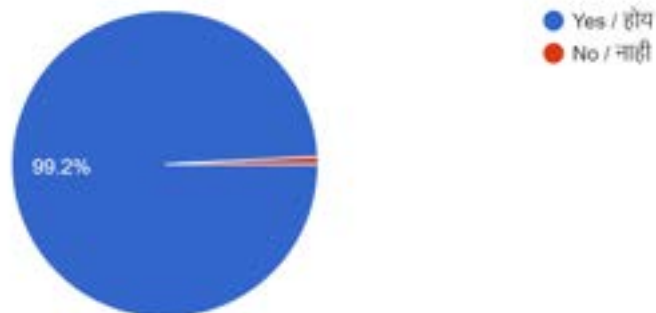
16 . Laboratory infrastructure is appropriate for safety of students ? विद्यार्थ्यांच्या सुरक्षेसाठी प्रयोगशाळेत पायाभूत सुविधा योग्य आहेत का ?

128 responses



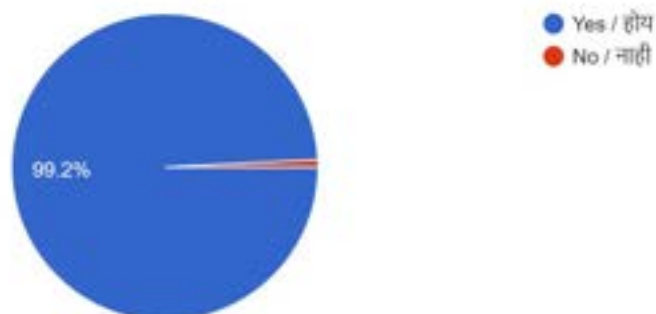
17 . Attitude of laboratory staff is appropriate ? प्रयोगशाळेतील कर्मचाऱ्यांचा दृष्टिकोन योग्य आहे का ?

128 responses



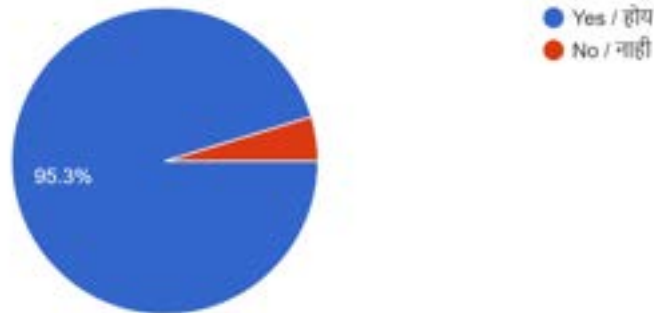
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128 responses



11. Conclusion

A- Findings

- In all the programmes the boys, students are higher than the girl's student.
- In NSS activity, the enrollment of girl volunteers is high.
- In NCC department the involvement of girl cadets is very low because the enrollment capacity of girls is only 30% .
- Teaching staff is almost equal sex ratio.
- There is negligible number of females in non-teaching staff.
- There are equal facilities available for boys and girls.
- Well organized various programmes for students.
- Internal Compliant Committee is established in the college.
- College committee prepared gender Audit.

B. Suggestion

- Increase the involvement of female staff in decision making.
- Organize more number of sport, cultural and other extracurricular activities.

- Motivate the girl students to involve in NCC course .
- Organize various programmes for girl students awareness.
- Organize programmes of anti-ragging for students.



A handwritten signature in blue ink, appearing to read "G. S. Kulkarni".

PRINCIPAL
KRISHNA MAHAVIDYALAYA
RETHARE (BK.), TAL. KARAD

Questioner of Gender Audit

1. A grievance redressal cell has been set up ? तक्रार निवारण कक्ष स्थापन करण्यात आला आहे का ?

A- Yes / होय

B- No / नाही

2. The classroom offers equal opportunities to all genders? वर्गामध्ये सर्व मुला मुलींना समान संधी देण्यात येते का ?

A- Yes / होय

B- No / नाही

3. The library offers equal opportunities to all genders? ग्रंथालया मध्ये सर्व मुला मुलींना समान संधी देण्यात येते का ?

A- Yes / होय

B- No / नाही

4. Safe environment is available for all girl students in the campus ? कॅम्पसमध्ये सर्व विद्यार्थिनींसाठी सुरक्षित वातावरण उपलब्ध आहे का ?

A- Yes / होय

B- No / नाही

5. You have been a victim of sexual harassment in class by faculty members or fellow students ? शिक्षक किंवा सहकारी विद्यार्थी यांच्या कडून तुम्ही वर्गात लैंगिक छळाचा बळी झाला आहात का ?

A- Yes / होय

B- No / नाही

6. Did you report this to the concerned committee? तुम्ही याची तक्रार संबंधित कमिटीकडे केली होती का ?

A- Yes / होय

B- No / नाही

7. If you reported the incident, was it resolved to your satisfaction ? जर तुम्ही घटनेची तक्रार केली, तर तुमचे समाधान झाले का ?

A- Yes / होय

B- No / नाही

8. A committee has been set up to redress all complaints related to sexual harassment in a timely manner? लैंगिक छळाशी संबंधित सर्व तक्रारींचे वेळेत निराकरण करण्यासाठी महाविद्यालयात एक समिती स्थापन करण्यात आली आहे का ?
- A- Yes / होय B- No / नाही
9. You are aware about the process and believe that the process is appropriate ? तुम्हाला प्रक्रियेबद्दल माहिती आहे का ? आणि तुम्हाला विश्वास आहे की प्रक्रिया योग्य आहे?
- A- Yes / होय B- No / नाही
10. A fair inquiry is conducted by the committee, in case of a complaint ? तक्रार आल्यास समितीमार्फत निष्पक्ष चौकशी केली जाते का ?
- A- Yes / होय B- No / नाही
11. Confidentially is maintained during the inquiry process ? चौकशी प्रक्रियेदरम्यान गुप्तता पाळली जाते का ?
- A- Yes / होय B- No / नाही
12. Adequate number of toilets are available in the college for boys and girls ? मुला मुलींसाठी महाविद्यालयात पुरेशा प्रमाणात स्वच्छतागृहे उपलब्ध आहेत का ?
- A- Yes / होय B- No / नाही
13. Adequate facilities are available inside the toilet, keeping in mind the need of the boys and girls students ? विद्यार्थी विद्यार्थिनींची गरज लक्षात घेऊन प्रसाधनगृहाच्या आत पुरेशा सुविधा उपलब्ध आहेत का ?
- A- Yes / होय B- No / नाही
14. Adequate light is available inside the Campus Corridor, class rooms, common areas, toilets etc ? कॅम्पस कॉरिडॉर, वर्ग खोल्या, सामान्य क्षेत्रे, शौचालये इत्यादीं मध्ये पुरेशी प्रकाश व्यवस्था उपलब्ध आहे का ?
- A- Yes / होय B- No / नाही

15 Entry and exit timing of the College / hostel are appropriate ? कॉलेज/वसतिगृहात प्रवेश आणि बाहेर पडण्याची वेळ योग्य आहे का ?

A- Yes / होय

B- No / नाही

16 . Laboratory infrastructure is appropriate for safety of students ? विद्यार्थ्यांच्या सुरक्षेसाठी प्रयोगशाळेत पायाभूत सुविधा योग्य आहेत का ?

A- Yes / होय

B- No / नाही

17 . Attitude of laboratory staff is appropriate ? प्रयोगशाळेतील कर्मचाऱ्यांचा दृष्टिकोन योग्य आहे का ?

A- Yes / होय

B- No / नाही

18. Timing of the laboratory is appropriate ? प्रयोगशाळेची वेळ योग्य आहे का ?

A- Yes / होय

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19 .There is a separate queue for boys and girls in office ? ऑफिस मध्ये मुला मुलींसाठी वेगळी रांग असते का ?

A- Yes / होय

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Principal
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 KRISHNA MAHAVIDYALAYA
 RETHARE (BK.), TAL. KARAD