



॥ ज्ञान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार ॥  
- शिक्षणमहर्षी डॉ. बापूजी साळुंखे



Shri Swami Vivekanand Shikshan Sanstha, Kolhapur's

**Smt. Meenalben Mehta  
College, Panchgani**

(Arts, Commerce and Science)

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Affiliated to Shivaji University, Kolhapur

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**GENDER AUDIT**

**2013-18**





**GENDER AUDIT  
OF  
SMT. MEENALBEN MEHTA COLLEGE,  
PANCHGANI  
TABLE OF CONTENTS**

<b>Sr. No.</b>		<b>Contents</b>	<b>Pages</b>
		<b>From</b>	<b>To</b>
Acknowledgement		3	3
1	Introduction	4	5
2	Gender Sensitive Features in Smt. Meenalben Mehta College, Panchgani	6	7
3	Gender Balance Among the Students	8	24
4	Prevention of Sexual Harassment in Smt. Meenalben Mehta College, Panchgani	25	25
5	Salient Features and Recommendations	26	27
6	Conclusion	28	28

## ACKNOWLEDGEMENT

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Special vote of thanks to be extended to Hon. Prin. Dr. Arun Gade for his visionary decision of conducting Gender Audit of Smt. Meenalben Mehta College, Panchgani. I express my warm thanks to all the head of departments from Arts, Commerce and Science faculties. I also express gratitude towards my colleagues Dr. Patil, Dr. Kudale, Mr. Kamble, Mr. Nilakhe, Dr. Shinde, Dr. Mrs. Gitte, Mrs. Kasurde, Mr. Mohite, Mr. Khandait, and Mrs. Chikane for their meticulous assistance to complete the Gender Audit. Thanks are also due to the office staff of Smt. Meenalben Mehta College, Panchgani for data collection.

January 10, 2019



Dr. Priyadarshani Baliram Kamble  
(Principal Investigator)  
Smt. Meenalben Mehta College, Panchgani

## 1. INTRODUCTION

- Smt. Meenalben Mehta College, Panchgani is one of the quality colleges in Western Maharashtra, run by Shri Swami Vivekanand Shikshan Sanstha, Kolhapur and is affiliated to Shivaji University, Kolhapur.. The college established in 1990 with mission is To spread higher education in the hilly, rural and neglected area of the Jaoli and Mahabaleshwar Valley.
- In 2013 the college was recredited with B status by NAAC, Bangalore.

An attempt has been made to study whether Smt. Meenalben Mehta College, Panchgani has good gender balance with this Gender Audit. In this is attempt we tried to focus whether college follows University's rules, policies and actions as it forms a constituent part of Shivaji University. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

Number of gender equity promotion programs organized by the institution year-wise during the last five years

Year	2013-14	2014-15	2015-16	2016-17	2017-18
Number of gender equity promotion programs	4	5	5	3	4

The college always concentrates on student's academic performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions like Special study room, two-wheeler parking etc. Yoga and Meditation Camps were also organized for the girl students. The lectures of eminent personalities were also organized on various topics to develop their personalities.

For the counseling of the students, various experts in the fields of law, police, social work, etc. are invited to deliver lectures and conduct one day workshop/seminar on the pertinent issues of gender sensitivity concerning the students, both girls and boys.

More than six resource persons expressed their views on social, political, economical and moral rights of women and various laws and by-laws made for security of them. For the safety and security of the students various measures are taken by the College. The College has also installed 10 CCTV cameras and appointed a guard at the entrance to safeguard the safety and security of the girl students. The College has a functional Internal Complaints Committee which was earlier known as Sexual Harassment Prevention Committee. The Committee organizes various programmes for the orientation of the girl students, teaching and non-teaching staff regarding the self-defense, various laws for the safety of women, laws regarding domestic violence, and the role of women in the family. Even the Principal and the teachers also interact with the students regarding the issues related to the gender sensitivity.

There is a separate common room for the girl students. There is a well-equipped a “Ladies room” as leisure place for girl students.

### **Cultural Activities:**

In the Departments of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both- to our college and to themselves.

### **Objectives:**

1. To find out the areas of gender balance and various factors affecting the gender balance.
2. Establish good gender balance by taking active steps in decision-making processes in various areas of the college activities.
3. Explore the policies of the college rules / actions toward the needs and interests of both male and female candidates.
4. Recommend remedies for join the gender gap.
5. Encourage gender equality in all aspects of college community.
6. Check the potential for prevention of sexual harassment at the college.

## **2. GENDER SENSITIVE FEATURES IN SMT. MEENALBEN MEHTA COLLEGE, PANCHAGANI**

Gender sensitive features are precisely inspected in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention etc as well as by providing adequate facilities to girls, gender equality is kept upright in the college.

### **Facilities for Girls:**

**1. Parking Facilities:** A well observed parking of two-wheelers for girls is one of the disciplines in this college.

**2. Study Room:** Separate seating arrangement in the study room of library always leads to the excellent performance of girls as they can concentrate more.

**3. Ladies Room:** Provision is made for girls resting mode in Ladies Room. This room is for girls of the college. The room has seating facilities and toilets for girls. The entry of girls is only allowed. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room. Ladies room is

**4. Girls Washroom:** There is adequate number of clean washrooms for girl students in the college. These are with ample supply of water and regularly cleaned.

**5. Drinking Water:** Separate water coolers and water purifiers are placed for girls.

**6. Health Camp for Ladies:-** Every year college is organizing health camp for girl students in collaboration with local doctors and health centers. These camps are very helpful in maintaining awareness of health among girl students. In these camps free medical checkup, Hemoglobin checkup as well as counseling regarding health issues is done.

**“मलापण काही सांगायचय”:** It is the special program of College which provides platform to lady students to express and share their views about various issues. They express freely and the topic was then kept open for discussion among other participants girls.

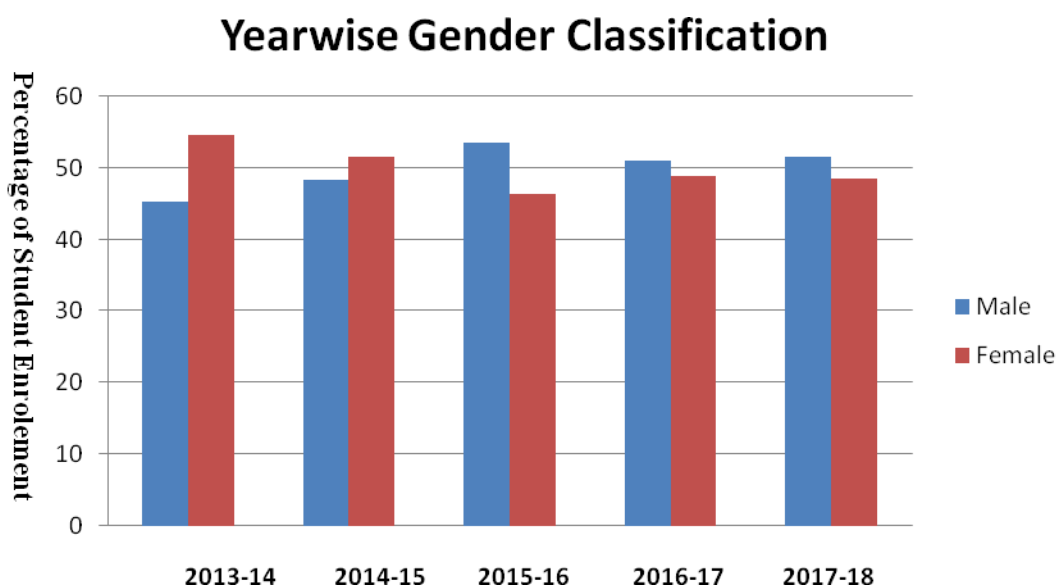
**Anti-Ragging Committee and Discipline:-**

As the college forms a constituent part of the Shivaji University, some of its responsibilities are shared and covered by joint arrangements. College is strictly following the rules and regulations as per guidelines of Shivaji University, Kolhapur. The college publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace 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 students in distress owing to ragging related incidents can access the committee.

### 3. GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2013-18)

#### I. Year wise Gender Classification:-

Year	M	F	Total	%M	%F
2013-14	304	366	670	45.37	54.63
2014-15	388	414	802	48.38	51.62
2015-16	468	405	873	53.61	46.39
2016-17	431	413	844	51.06	48.94
2017-18	465	438	903	51.50	48.50



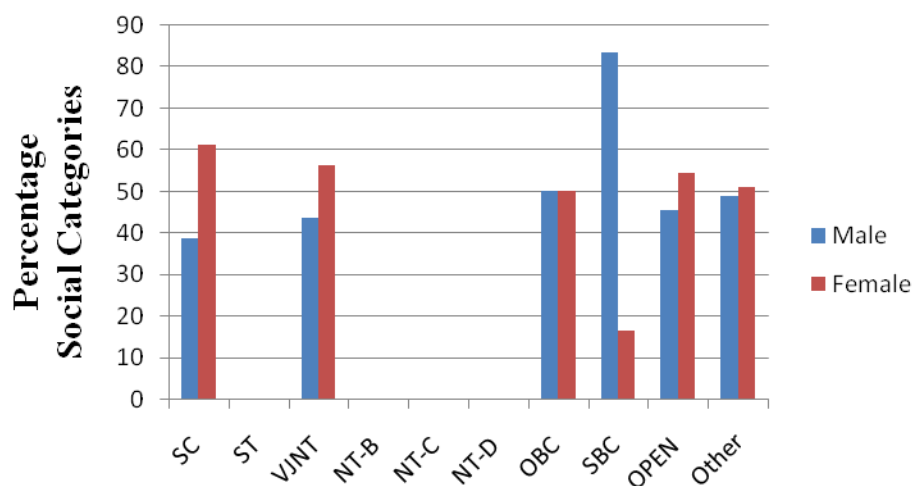
The bar graph and tabular form vividly give important data of year wise gender classification. The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2013-14 to 2017-18 the percentage of gender classification concerning the male and female students is more or less the same. The percentage of male and female students can be easily viewed at a glance with the help of graph and table.



## II. Gender Difference in Various Social Categories:- Year 2013-14:-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	31	49	80	38.75	61.25
2	ST	00	00	00	00	00
3	VJNT	07	09	16	43.75	56.25
4	NT-B	00	00	00	00	00
5	NT-C	00	00	00	00	00
6	NT-D	00	00	00	00	00
7	OBC	10	10	20	50	50
8	SBC	05	01	06	83.33	16.67
9	OPEN	229	274	503	45.52	54.48
10	Other	22	23	45	48.88	51.12
TOTAL		304	366	670		

### Gender Difference in Various Social Categories 2013-14

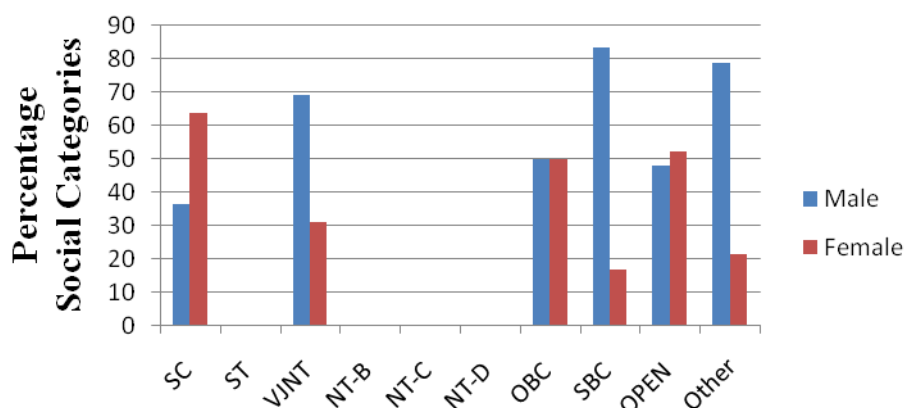


The table very clearly shows percentage of the gender difference in various social categories in the year 2013-14. The social category comprises SC, ST, VJNT, NT-B, NT-C, NT-D, OBC, SBC, Open and other. There is no admission in NT-B, NT-C, NT-D categories. In the year 2013-14 total numbers of admitted students is 670, which includes 304 male and 366 female students. The maximum percentage of male students is 83.33% from category SBC, with the minimum percentage of female students is 16.67. Maximum percentage of girl students is recorded in SC category i.e. 61.25%.

### Year 2014-15:-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	42	65	107	36.25	63.75
2	ST	00	00	00	00	00
3	VJNT	18	08	26	69.23	30.77
4	NT-B	00	00	00	00	00
5	NT-C	00	00	00	00	00
6	NT-D	00	00	00	00	00
7	OBC	13	13	26	50	50
8	SBC	05	01	06	83.33	16.67
9	OPEN	295	323	618	47.73	52.27
10	Other	15	04	19	78.94	21.06
TOTAL		388	414	802		

### Gender Difference in Various Social Categories 2014-15

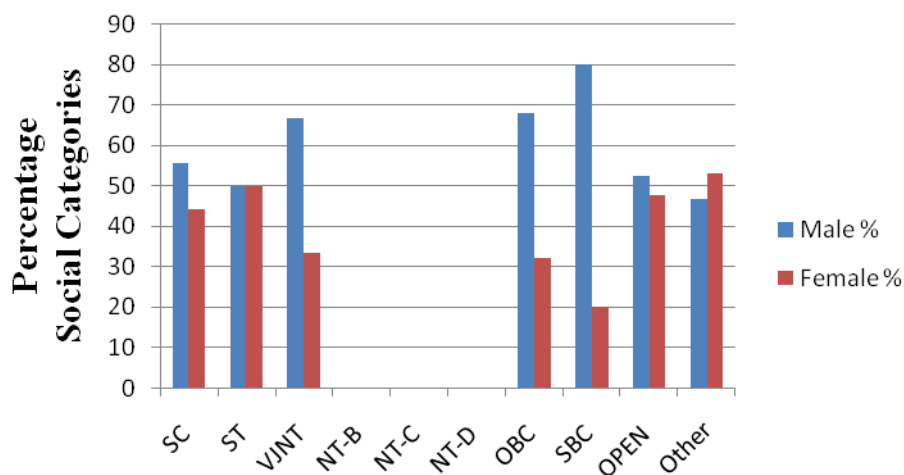


The table shows vividly the percentage of gender difference in various social categories in the academic year 2014-15. The social category comprises SC, ST, VJNT, NT-B, NT-C, NT-D, OBC, SBC, Open and other. There is no admission in NT-B, NT-C, NT-D categories. In the year 2014-15 total numbers of admitted students is 802, which includes 388 male and 414 female students. Maximum percentage of girl student is recorded in SC category i. e. 63.75% while minimum is recorded in SBC category i.e. 16.67%.

### Year 2015-16:-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	58	46	104	55.76	44.24
2	ST	01	01	02	50	50
3	VJNT	22	11	33	66.66	33.34
4	NT-B	00	00	00	00	00
5	NT-C	00	00	00	00	00
6	NT-D	00	00	00	00	00
7	OBC	17	08	25	68	32
8	SBC	04	01	05	80	20
9	OPEN	344	313	657	52.35	47.65
10	Other	22	25	47	46.80	53.20
TOTAL		468	405	823		

### Gender Difference in Various Social Categories 2015-16

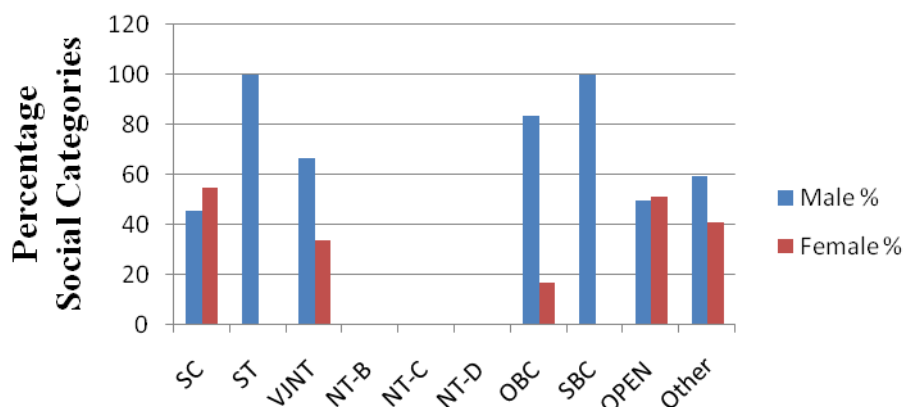


The table shows percentage of gender difference in various social categories in the academic year 2015-16. The social category comprises SC, ST, VJNT, NT-B, NT-C, NT-D, OBC, SBC, Open and other. There is no admission in NT-B, NT-C, NT-D categories. In the year 2015-16 total numbers of admitted students is 823, which includes 468 male and 405 female students. Maximum percentage of girl student is recorded in other category i. e. 53.20% while minimum is recorded in SBC category i.e. 20% .

## 2016-17:-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	58	70	128	45.31	54.69
2	ST	01	00	01	100	00
3	VJNT	28	14	42	66.66	33.34
4	NT-B	00	00	00	00	00
5	NT-C	00	00	00	00	00
6	NT-D	00	00	00	00	00
7	OBC	18	09	27	83.33	16.67
8	SBC	04	01	05	100	00
9	OPEN	283	292	575	49.21	50.79
10	Other	39	27	66	59.09	40.91
TOTAL		431	413	844		

### Gender Difference in Various Social Categories 2016-17

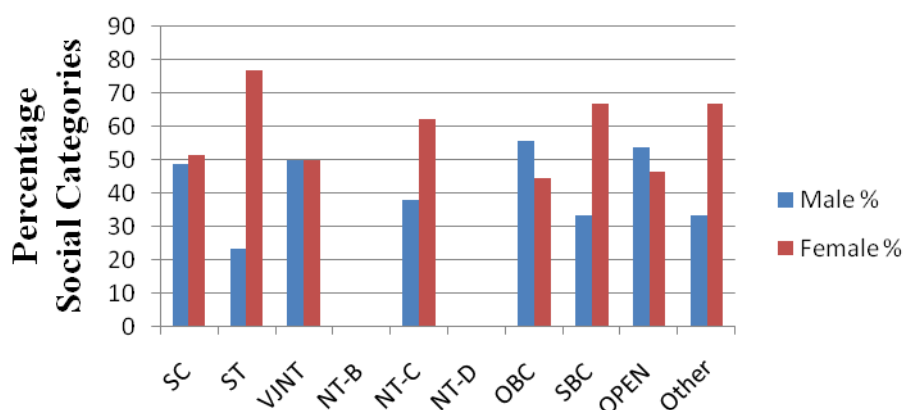


The table shows percentage of gender difference in various social categories in the academic year 2016-17. The social category comprises SC, ST, VJNT, NT-B, NT-C, NT-D, OBC, SBC, Open and other. There is no admission in NT-B, NT-C, NT-D categories. In the year 2016-17 total numbers of admitted students is 844, which includes 431 male and 413 female students. Maximum percentage of girl student is recorded in SC category i. e. 54.69% while minimum is recorded in ST category where 100% students are male.

### Year 2017-18:-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	82	86	168	48.80	51.20
2	ST	03	10	13	23.07	76.93
3	VJNT	01	01	02	50	50
4	NT-B	00	00	00	00	00
5	NT-C	17	28	45	37.77	62.23
6	NT-D	00	00	00	00	00
7	OBC	25	20	45	55.55	44.45
8	SBC	01	02	03	33.33	66.67
9	OPEN	336	288	624	53.84	46.16
10	Other	01	02	03	33.33	66.67
TOTAL		465	438	903		

### Gender Difference in Various Social Categories 2017-18

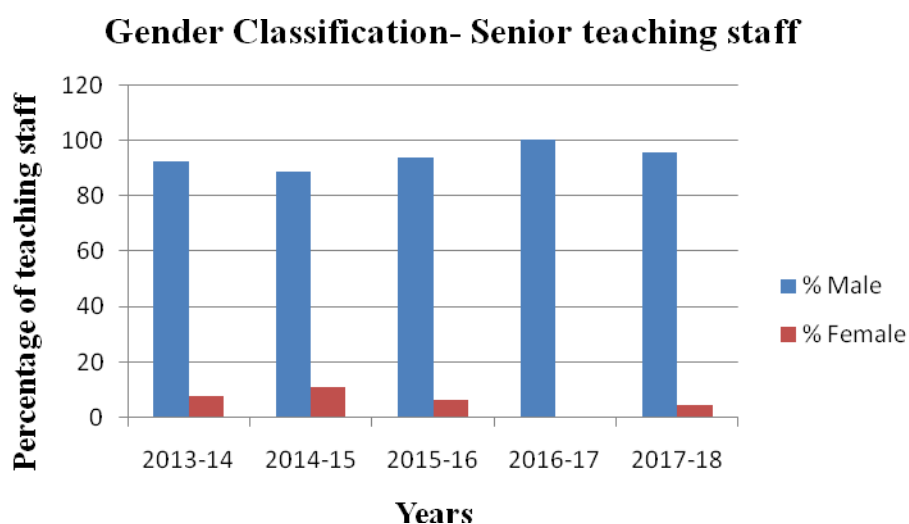


The table shows percentage of gender difference in various social categories in the academic year 2017-18. The social category comprises SC, ST, VJNT, NT-B, NT-C, NT-D, OBC, SBC, Open and other. There is no admission in NT-B and NT-D categories. In the year 2017-18 total numbers of admitted students is 903, which includes 465 male and 438 female students. Maximum percentage of girl student is recorded in ST category i. e. 76.93% while minimum is recorded in OBC category where 44.45 % students are male.

### III. Gender Difference in Teaching and Non-Teaching Faculty:-

#### i) Gender classification - senior teaching staff:-

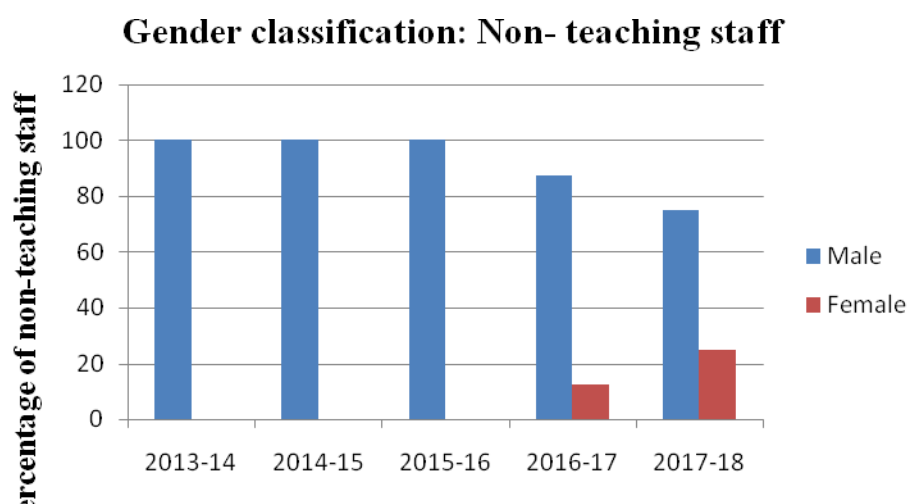
Year	Male	Female	%Male	%Female	Total
2013-14	12	01	92.30	07.70	13
2014-15	16	02	88.88	11.12	18
2015-16	15	01	93.75	06.25	16
2016-17	22	00	100	00	22
2017-18	21	01	95.45	04.55	22



The table shows the year wise classification of Teaching Staff of Senior wing during the academic year 2013-2018. The total number of male teachers is always more than the number of female teacher. In the year 2016-17 there are no female teachers in the teaching staff. In 2014-15 percentage of female teachers is more i.e. 11.12% than other years. The number of male is remained same in the following years i.e. average 94% and that of female teacher is 6%.

## ii) Gender classification: Non- teaching staff:-

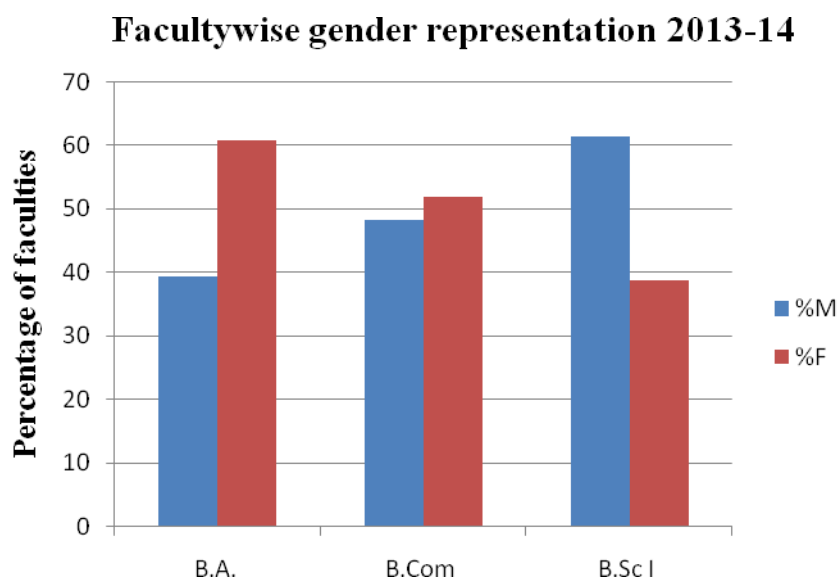
Year	Male	Female	%Male	%Female	Total
2013-14	06	00	100	00	06
2014-15	06	00	100	00	06
2015-16	07	00	100	00	07
2016-17	07	01	87.50	12.50	07
2017-18	06	02	75	25	08



Above table gives the information about the gender classification of male and female non-teaching staff of the year 2013 to 2018. Till 2016 there are no female candidates in the non-teaching staff. From the year 2016-17 number of female is started. Highest percentage of female is 25% in 2017-18.

#### IV. Faculty wise Gender Difference in the students:- Year 2013-14:-

Faculty	M	F	Total	%M	%F
B.A.	109	168	277	39.35	60.65
B.Com	168	181	349	48.13	51.87
B.Sc I.	27	17	44	61.36	38.64

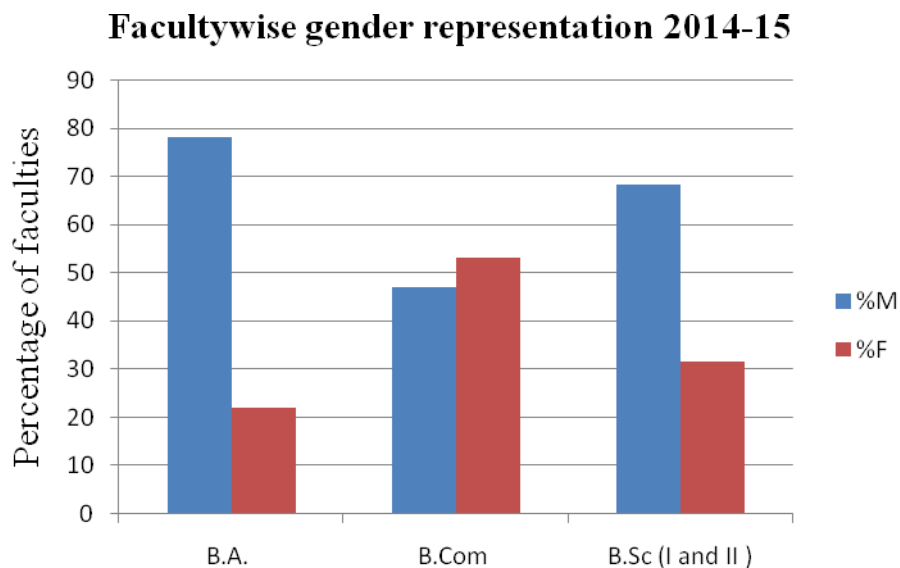


The above table gives information about faculties for the academic year 2013-14. As herein above chart shows female students outnumber male students in the faculties of B. A. and B. Com. In faculty of B. Sc. male students are more than the girls.



### Year 2014-15:-

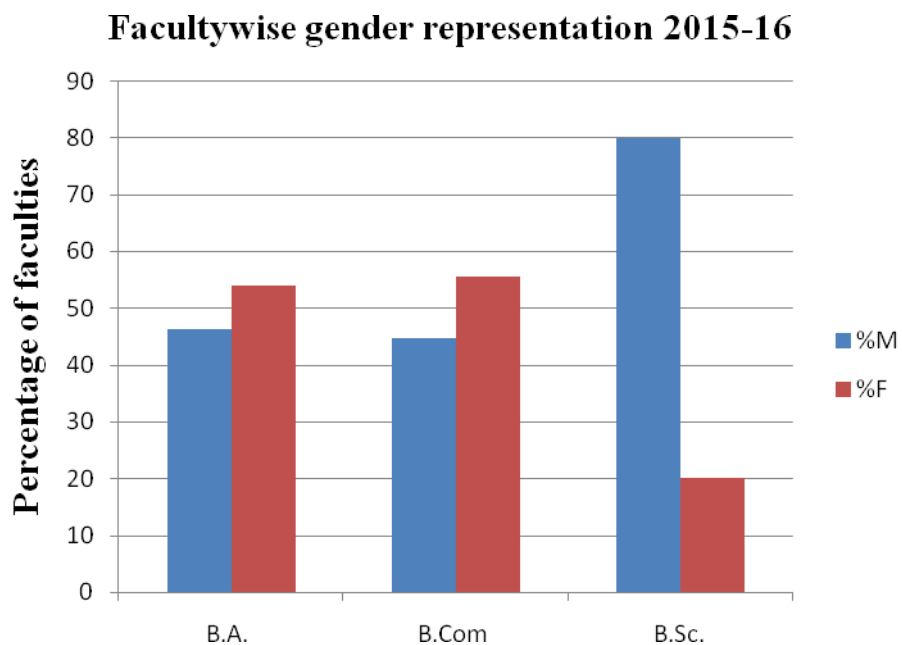
Faculty	M	F	Total	%M	%F
B.A.	145	186	331	77.95	22.05
B.Com	174	196	370	47.02	52.98
B. Sc I and II	69	32	101	68.31	31.69



Different trend is seen in the year 204-15. In B. Com. number of female student is more than male i. e. 52.98%. While Faculty of B. A. is with dominated by male students i.e. 77.95%. Faculty of B. Sc. also shows mere number of males than the females. The above table shows that gender gap is wider at B. A. level and female students constitute less than one fourth of the total student's strength to the same faculty.

## 2015-16:-

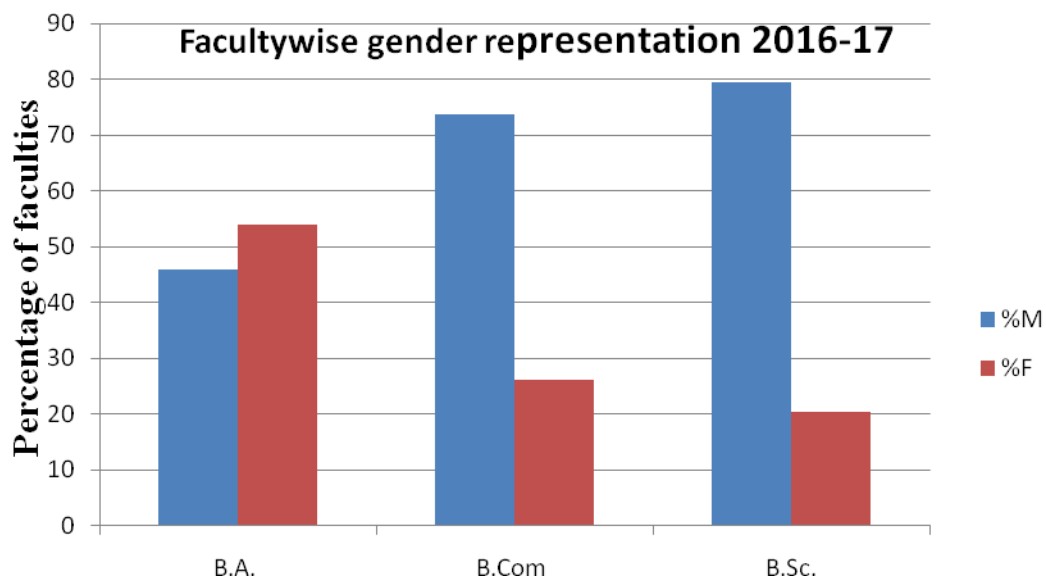
Faculty	M	F	Total	%M	%F
B.A.	145	169	314	46.17	53.83
B.Com.	156	194	350	44.57	55.43
B.Sc.	167	42	209	79.90	20.10



The above diagram shows faculty wise gender difference in the students during the year 2015-16. As per data, it shows that the number of female students is greater than male students in B.A. and B.Com. whereas the number of female students is less than male students in B.Sc. faculty.

## 2016-17:-

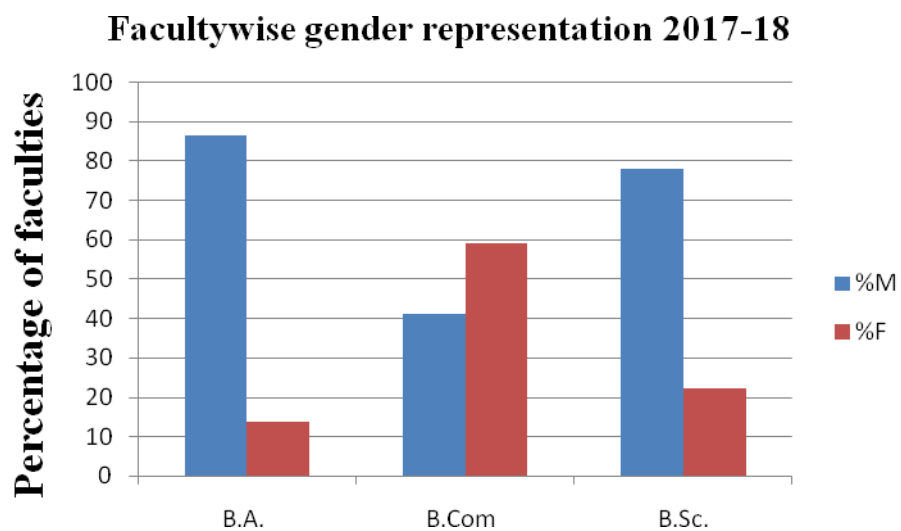
Faculty	M	F	Total	%M	%F
B.A.	144	169	313	46.00	54.00
B.Com.	155	210	365	73.80	26.20
B.Sc.	132	34	166	79.51	20.49



The above diagram represents faculty wise gender difference for the academic year 2016-17, which provides strength of students in various faculties of college. The faculties B.Com. and B.Sc. shows more number of boys than the girls. Faculty of B. A. shows more girls.

## 2017-18:-

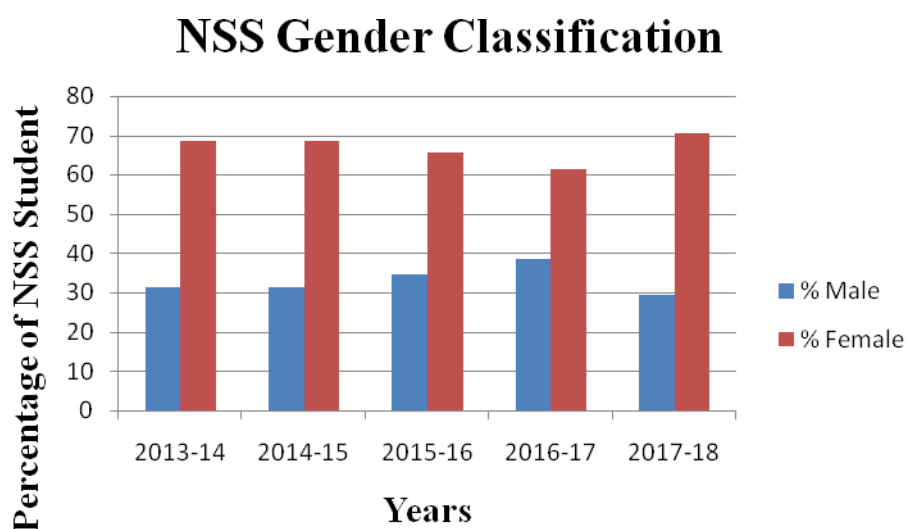
Faculty	M	F	Total	%M	%F
B.A.	146	169	315	86.39	13.61
B.Com.	155	222	377	41.11	58.89
B.Sc.	164	47	211	77.72	22.28



In the above chart number of girl student is less than male in B. A. and B. Sc. Faculties. While faculty of B. Com shows more number of girls i.e. 58.89%.

## V. Gender Difference in enrollment as NSS Volunteers:-

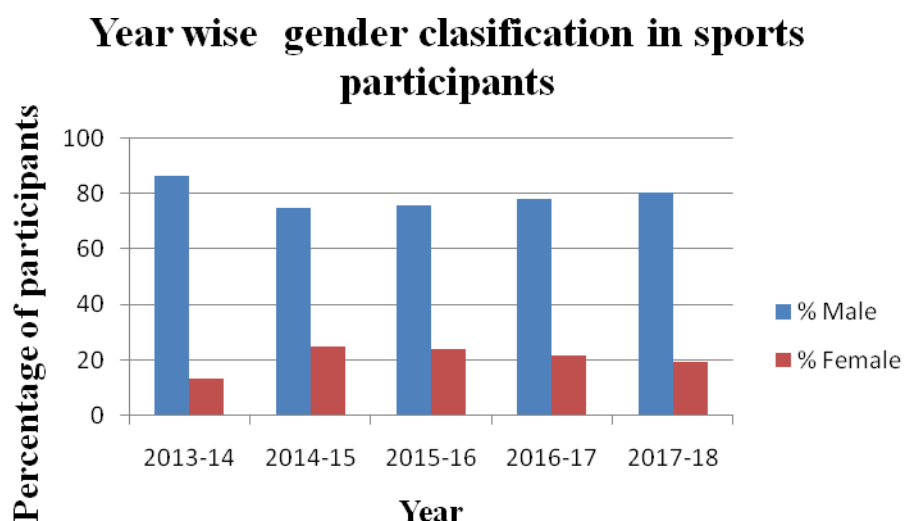
Year	Male	Female	%Male	%Female	Total
2013-14	63	137	31.5	68.5	200
2014-15	63	137	31.5	68.5	200
2015-16	69	131	34.5	65.5	200
2016-17	77	123	38.5	61.5	200
2017-18	59	141	29.5	70.5	200



Above diagram shows that gender classification of NSS volunteers during the year 2013-2018. From this general trend shown, it appears that the total number of female is greater than male that is more than 60%. Girls students active participation in NSS is appreciable and proves their awareness about social responsibility.

## VI. Gender Difference in participation of Sport activities:

Year	M	F	%M	%F	Total
2013-14	39	06	86.66	13.34	45
2014-15	30	10	75	25	40
2015-16	25	08	75.75	24.25	33
2016-17	29	08	78.37	21.63	37
2017-18	63	15	80.76	19.24	78

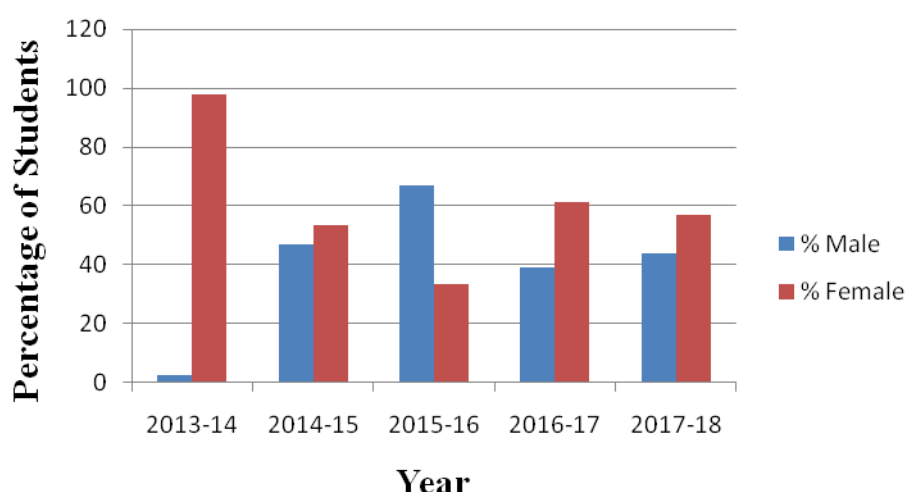


The sports is another area assessed for gender equality. From the year 2013 to 2018 students of Smt. Meenalben Mehta College, Panchgani has participated in various sports activities. Amongst these students more than 75% students are male students.

## VII. Gender Classification in Cultural Events:-

Year	M	F	%M	%F	Total
2013-14	01	43	2.27	97.73	44
2014-15	27	31	46.55	53.45	58
2015-16	16	08	66.66	33.34	24
2016-17	24	38	38.70	61.30	62
2017-18	20	26	43.47	56.52	46

### Year wise gender clasification in Cultural events

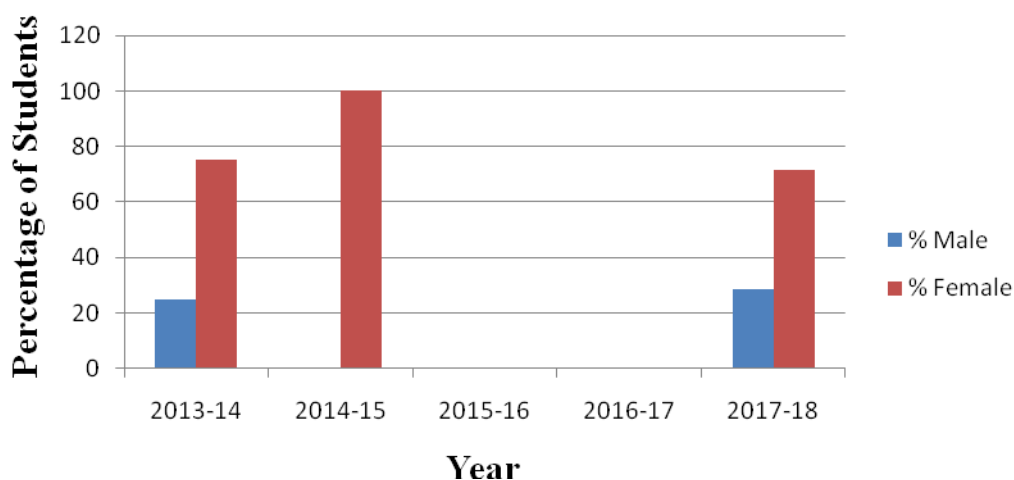


Above diagram shows year wise gender classification of cultural events during 2013-18. It shows that the number of female students is higher than male students except the year 2015-16 where number of male students is more than the female students.

### VIII. Gender Difference in Students' Council:-

Year	M	F	%M	%F	Total
2013-14	03	09	25	75	12
2014-15	00	13	00	100	13
2015-16	--	--	--	--	--
2016-17	--	--	--	--	--
2017-18	04	10	28.57	71.43	14

#### Year wise gender clasification in Student Council



The above table gives the information about year wise gender difference in Students Council during the years 2013-18. In the year 2015-16 and 2016-17 there is no formation of student council in this college. In the year 2014-15 there is no any male student in the student council. It appears that the number of female in Students Council is always higher than male students.



#### **4. PREVENTION OF SEXUAL HARASSMENT:-**

An act to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment. Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. To eliminate unlawful discrimination and harassment “Internal Complaints Committee” is also formed in the college. The college has following mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to harassment.

##### **Internal Complaints Committee:**

The college has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The work of the committee involves research and extension. The committee conducts various programs, workshops, street play self-defense training, yoga, health check-up camp, counseling for women empowerment and gender sensation. The “Internal Complaints Committee” has contributed to policy making on Women’s issues by organizing workshop on Women and Law, Women’s Empowerment, Women and Human Rights in the year 2013. The committee received two complaints of sexual harassment in the college came from the especially vulnerable groups. The committee without disclosing the name, 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 Workplace (Prevention, Prohibition and Redressal) Act 2013.

## **5. SALIENT FEATURES AND RECOMMENDATIONS:-**

### **STRENGTHS AND GENDER SENSITIVE INITIATIVES:**

It is found that the Smt. Meenalben Mehta College has attained gender balance in its system.

Strengths and Gender Sensitive Initiatives in Smt. Meenalben Mehta College are followings:

- The gender balance in student enrollment is the outcome of counseling of our teachers in nearby hilly and rural areas.
- The Internal Complaints Committee at workplace is strengthened by organizing various activities.
- Women are represented in the top ranks of academic faculty.
- “Internal Complaints Committee” aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.
- The College monitors the experience of all students through annual Progress Review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The college committees allow resources for non-academic student activities on a gender –neutral basis.
- The college staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to all members of staff.

## **Recommendations For Making Smt. Meenalben Mehta College A Gender Sensitive College:-**

- Women's representation in Local Management Council:- Less women's representation is found in Local Management Council of the college. The college authorities may consider appointing more women in the council.
- The college should be intended to build on this foundation to ensure that the inclusion of more women in decision-making be embedded in college practices.
- Authority should be considered to increase female staff in the Non-teaching Faculty.
- There must be Hostel facility for girls coming from rural areas.
- To avoid inequality care should be taken to appoint balanced number of conveners of the various internal committees of the college.

## **INTEGRATION OF GENDER STUDIES IN CURRICULA IN SMT.**

### **MEENALBEN MEHTA COLLEGE:-**

The college is affiliated to the Shivaji University, Kolhapur and follows semester introduced by the University. There are several ways of integrating gender perspective in Curricula.

## 7. CONCLUSION:-

It is found that Smt. Meenalben Mehta College has lots of strengths. The weaknesses can be overcome with efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, Smt. Meenalben Mehta College would certainly make a mark even in the areas that need some improvements.



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