

**GENDER AUDIT OF
VIVEKANAND COLLEGE,
KOLHAPUR
2015-16 TO 2017-18**



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GENDER AUDIT OF VIVEKANAND COLLEGE

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I express my warm thanks to Dr. Shruti Joshi & Ms. Pooja Patil (DSO) & all my colleagues for their meticulous assistance to complete the Gender Audit.

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January 16, 2018

Dr. Madhavi Charanakar

(Principal Investigator)

Vivekanand College, Kolhapur

1. INTRODUCTION

Genesis

Vivekanand College is one of the quality colleges in Maharashtra. The college established in 1964, run by the society of Shri Swami Vivekanand Shikshan Sanstha, and affiliated to Shivaji University, Kolhapur. Its mission is to provide quality education to all by means of sheer hard work, dedication and devotion. In 2009, the college was accorded with “A” status by NAAC, Bangalore. The college is reckoned as college with potential for excellence by UGC and it is recognized as a “Star College” by DBT, Govt. of India in 2012.

The Gender Audit is an attempt to study whether Vivekanand College has good gender balance. It tries to see out 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.

The college always concentrates on students’ qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Girls’ Hostel in this college always takes safety measurements. Adequate facilities are provided to the girls. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The unit has 50 strength of girls. The NSS unit has 200 intake capacities out of which 45% is of girls. The unit always

Motivates girls for their social responsibilities. Special study room, stair-case, two-wheeler parking are provided for the girls. They are also given self-defense trainings like *Lathi-Kathi*, *Talawarbaji*, and *Bhala-Fek* etc. Mr. Anil Banne of B.A.III renders his complimentary services for these *MardaniKhel*. The “Judo-Karate Camps”, Yoga and Meditation Camps are also organized. The lectures of eminent personalities are held on various topics to develop their personalities.

By organizing “Financial Education Workshop” the girls are made aware of savings and investments. Through such workshops girls are cautioned of pseudo-advertisements. Workshops are held on “Women and Human Rights” and “Women and Laws” to make the girls aware of their rights and responsibilities. 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.

The Department of Home Science also runs the Certificate Course in Dress Designing, the Certificate Course in Cookery, and the Certificate Course in *Warli Painting*. These courses motivate for self-employability. The ex-students started their training centers. Ms. Shreyasi Hirkude and Ms. Archana Karpe always render their services to train the students on gratis.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers etc. “Prevention Committee”, “Anti-ragging Committee” and “Internal Complaints Committee” are formed in the college. These committees arrange lectures of lawyers, social workers to awake the girls for their privileges and duties.

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

The Gender Audit of Vivekanand College has the following objectives:

- § To find out the areas where gender balance exists and the factors behind the gender balance.
- § Take active steps to establish good gender balance in decision-making processes in all areas of the college activities.
- § To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- § Suggest measures for bridging the gender gap.
- § Foster gender equality in all aspects of college life and throughout the college community.
- § To see the work and capacity for prevention of sexual harassment at the college.

2. GENDER SENSITIVE FEATURES IN VIVEKANAND COLLEGE

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

- **Girls' Hostel:**

Considering the qualitative performance of the college, the students from remote places in Maharashtra demanded the special facility for girls. As per their demand, the college provided Girls' Hostel. The first building of Girls' Hostel was established in 2001 having 140 students' in-take capacities. Every room has 3 beds. The new building of Girls' Hostel was established in 2010 having 60 in-take capacities. Overall there are 200 in-take capacities.

There is an independent mess for girls. All the measures of cleanliness are taken. The girls are provided with healthy food at two times and breakfast and tea for two times. Water purifiers, coolers are also available in the mess.

For the safety and security of the girls, care has been taken by the management. There is a weekly visit of the doctor. Girls are provided with separate study hall, an auditorium, and indoor-outdoor games etc.

There are various programmes in hostel for girls like Health Camp, Picnic, Trekking, Welcome Function and Entertainment.

- **Earn and Learn Scheme:**

The college enthusiastically provides student oriented schemes for their upliftment and empowerment. “The Earn and Learn Scheme” was started from 2001-02, keeping gender equality in view. The students are selected on the basis of economic poverty and their needs. The selection is made through proper procedure- inviting applications- scrutinizing them – and interview. The payment is given as per clock hour basis. At present there are more female candidates than male.

- **The Day Care Centre:**

As per the letter of UGC No. F 11- 19/07 MS (WRO) dated 6th February 2010; grants-in-aid were released for development assistance to college. One lac amount was allocated for the Day Care Centre. The Day Care Centre helps the women and working parents having their children during working hours. Toys and other play amenities are provided in Day Care Centre. A care taker is also appointed for the security of kids.

- **Facilities for Girls:**

Vivekanand College is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

1. Separate Entrance:

The separate entrance avoids chaotic situation. It is one of the safety measurements for girls.

2. Parking Facilities:

A well observed parking of two-wheelers for girls is one of the disciplines in this college.

3. Study Room:

Independent study room in the library always leads to the excellent performance of girls.

4. Separate Book-giving Centre:

The separate book-giving centre marks a discipline.

5. Stair Case:

The college has separate stair case for girls contributing to disciplined management.

6. Ladies Room:

Provision is made for girls' resting mode in Ladies Room. There is an adequate place and silence kept for girls to study. A notice board is also placed in Ladies Room.

7. Girls Washroom:

At four different places girls' washrooms are situated in the college with ample supply of water and regular cleaning.

8. Drinking Water:

Separate water coolers and water purifiers are placed for girls.

9. Canteen:

In canteen, a separate section is kept for girls' convenience. They have a space to enjoy their food and canteen food.

- **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. 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. The committee has one female and one male and the Principal of the college is the chair person.

- **NCC for Girls:-**

The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets Participated in social activities like Blood Donation Camp, AIDS Rally, Blood Donation Rally, Common Tree Plantation and Pulse Polio.

Some adventurous activities are also organized by NCC Battalion of the college, like Mini Treks- Cycle Expedition, Water Activities, Rope Climbing, Mountaineering, Rock Climbing in order to develop team spirit and confidence among the cadets.

- **NCC cadets in our college are positioned on the various posts:-**

Sr. No.	Name of the Cadets	Achievements
1	Tanuja Sawant	Auditor Edn. Dept. (MPSC)
2	Snehal Joshi	Deputy Collector
3	Vaishali Ingawale	Sales Tax Officer (MPSC)
4	Neelima Borvankar	Police Sub Inspector
5	Sugandha Krishnan	Flying Officer (Air Force)
6	Rashmi Narayan	Army Officer
7	Deepa Patil	Army Officer
8	Girija Moholkar	Army Officer
9	Priyanka Khobare	Army Officer
10	Tejashri Patil	Army Officer
11	Nilima Bedekar	Sub. Inspector CISF
12	Namrata Talekar	Officer Cadet (Army Officer)

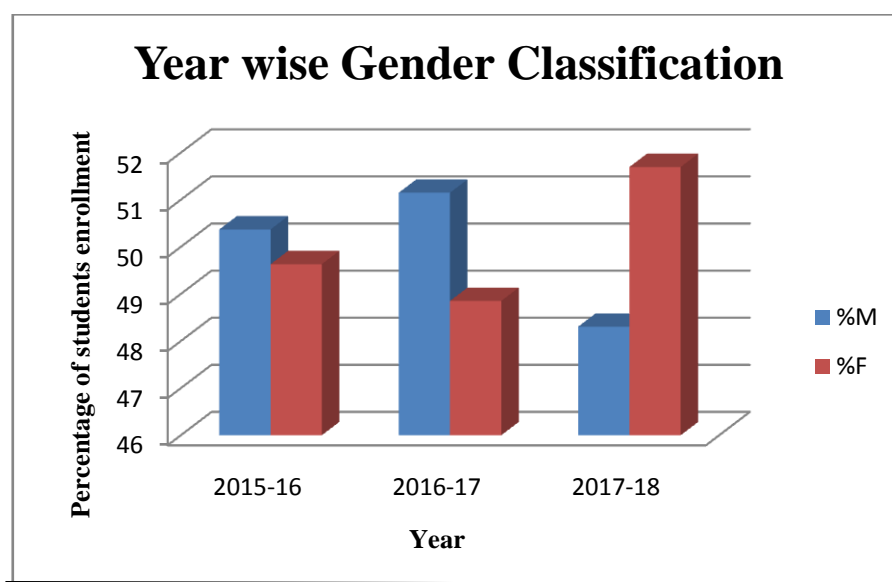
The outstanding achievements of our NCC Unit of Girls are:-

Sr. No	Rank	Name of the Cadets	Achievements	Year
1	CDT	Mrunal Alase	IDCC, Delhi	2015
2	CDT	Shrutika Mali	IDCC, Delhi	2015
3	CDT	Priyanka Sarang	IDCC, Delhi	2015
4	CDT	Gayatri Bhosale	TSC, Delhi	2015
5	CDT	Dipali Kamble	TSC, Delhi	2015
6	SUO	Akshaya Pimpale	Youth Exchange Programme, Bhutan Republic Day RD Parade ,Delhi	2016
7	SUO	Dhiraj Satpute	Republic Day RD Parade ,Delhi	2016
8	SUO	Rahul Chavan	Republic Day RD Parade ,Delhi	2016
9	SUO	Charul Chavan	Republic Day RD Parade ,Delhi	2017
10	SGT	Priti More	Republic Day RD Parade ,Delhi	2017
11	CPL	Aishwarya Rane	Youth Exchange Programme, Bhutan Republic Day RD Parade ,Delhi	2017
12	CDT	Manasi Patil	TSC, Delhi	2017

3. GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2015-18)

I. Year wise Gender Classification:-

Year	M	F	Total	%M	%F
2015-16	2049	2019	4068	50.37	49.63
2016-17	2183	2085	4268	51.15	48.85
2017-18	2109	2257	4366	48.3050847	51.695

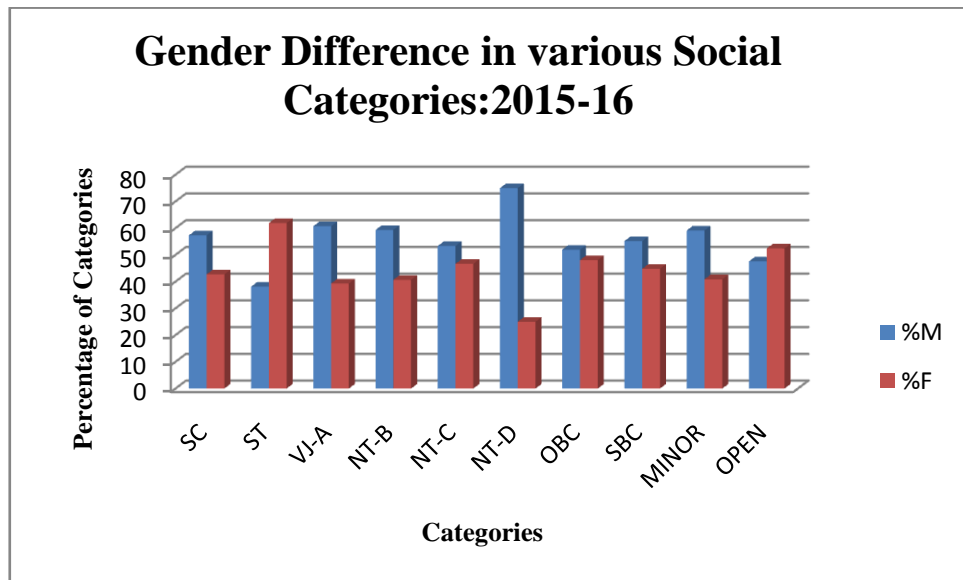


The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2015-16 to 2017-18 the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give important data of year wise gender classification. 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:-

- 2015-16 :-

Sr. No.	Category	M	F	Total	%M	%F
1	SC	275	205	480	57.29	42.708
2	ST	8	13	21	38.1	61.905
3	VJ-A	34	22	56	60.71	39.286
4	NT-B	70	48	118	59.32	40.678
5	NT-C	48	42	90	53.33	46.667
6	NT-D	6	2	8	75	25
7	OBC	267	247	514	51.95	48.054
8	SBC	32	26	58	55.17	44.828
9	MINOR	68	47	115	59.13	40.87
10	OPEN	1241	1367	2608	47.58	52.416
TOTAL		2049	2019	4068		

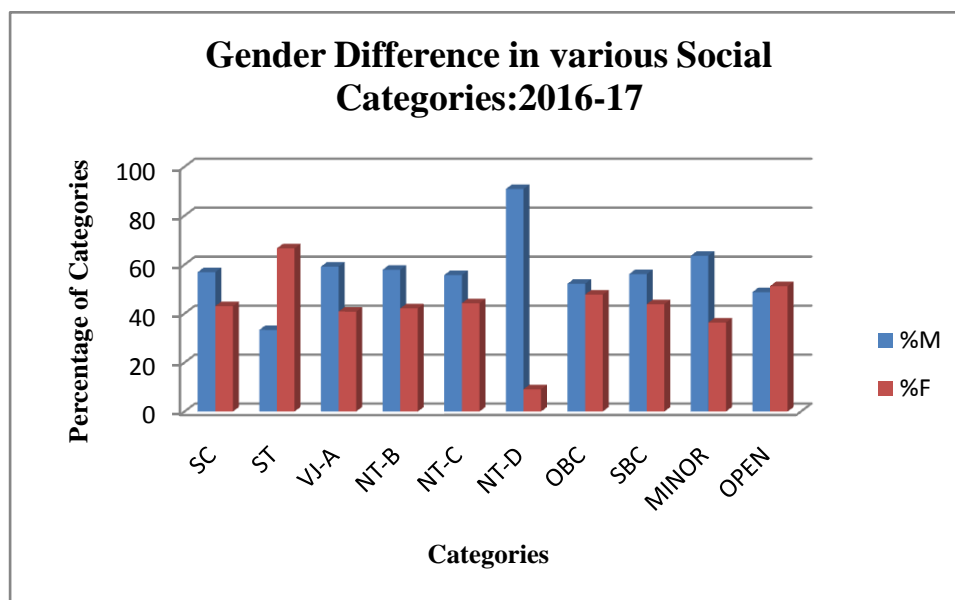


The table very clearly shows percentage of the gender difference in various social categories in the year 2015-16. The social category comprises SC, ST, VJ-A, NT-B, NT-C, NT-D, OBC, and SBC, MINOR and OPEN. In the year 2015-16 total numbers of admitted students is 4068, which includes 2049 male and 2019 female

students. The maximum percentage of NT-D male students is 75, while the minimum percentage of NT-D female students is 25.

- 2016-17 -:

Sr. No.	Category	M	F	Total	%M	%F
1	SC	291	220	511	56.95	43.053
2	ST	6	12	18	33.33	66.667
3	VJ-A	29	20	49	59.18	40.816
4	NT-B	66	48	114	57.89	42.105
5	NT-C	63	50	113	55.75	44.248
6	NT-D	10	1	11	90.91	9.0909
7	OBC	330	302	632	52.22	47.785
8	SBC	32	25	57	56.14	43.86
9	MINOR	35	20	55	63.64	36.364
10	OPEN	1321	1387	2708	48.78	51.219
TOTAL		2183	2085	4268		

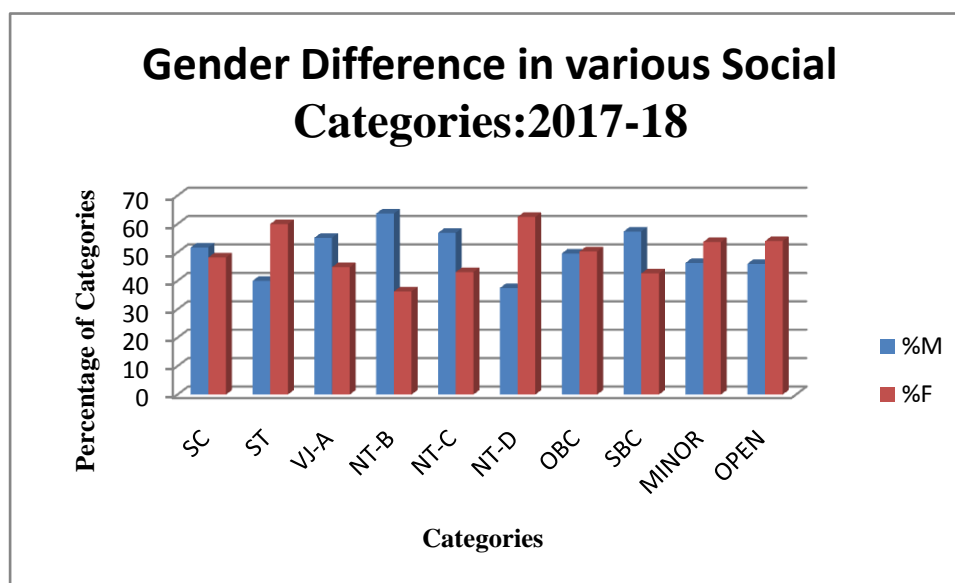


As the table shows vividly the percentage of gender difference in various social categories in the academic year 2016-17, it appears from the table that the percentage of admissions of NT-D male category is 90.91, which is high in

comparison with other male students. On the other hand the lowest percentage of NT-D female students is 9.09, which is the lowest as compared with other female students.

- **2017-18 :-**

Sr. No.	Category	M	F	Total	%M	%F
1	SC	278	259	537	51.77	48.231
2	ST	10	15	25	40	60
3	VJ-A	32	26	58	55.17	44.828
4	NT-B	72	41	113	63.72	36.283
5	NT-C	66	50	116	56.9	43.103
6	NT-D	3	5	8	37.5	62.5
7	OBC	357	362	719	49.65	50.348
8	SBC	35	26	61	57.38	42.623
9	MINOR	82	95	177	46.33	53.672
10	OPEN	1174	1378	2552	46	53.997
TOTAL		2109	2257	4366		



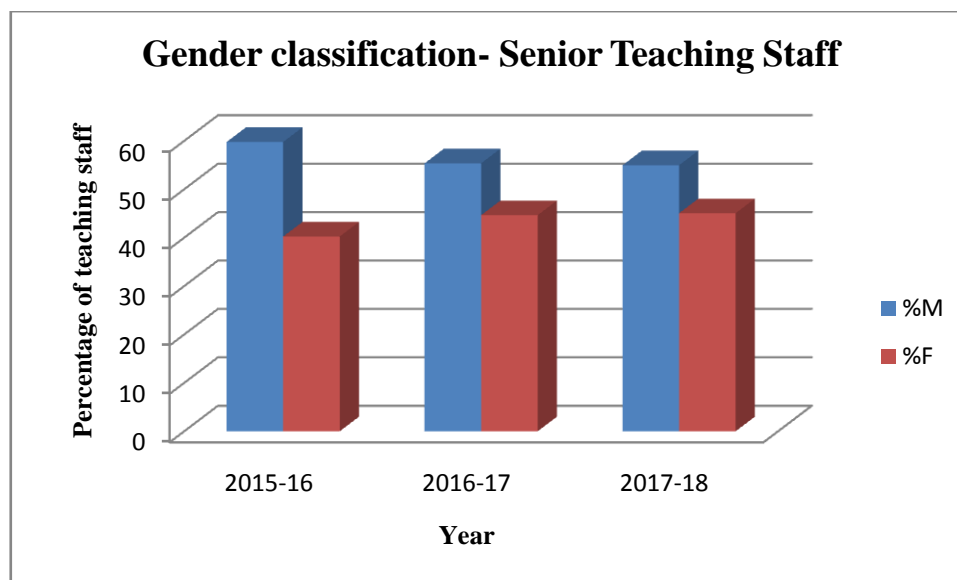
As these table shows vividly the percentage of gender difference in the admissions of male and female students in the academic year 2017-18. The percentage NT-B male students are higher than any other male social categories

and it is 63.72 %. However, the percentage of NT-B female students is the lowest as compared to other female students and it is 36.283%.

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

- **Gender classification – senior teaching staff :**

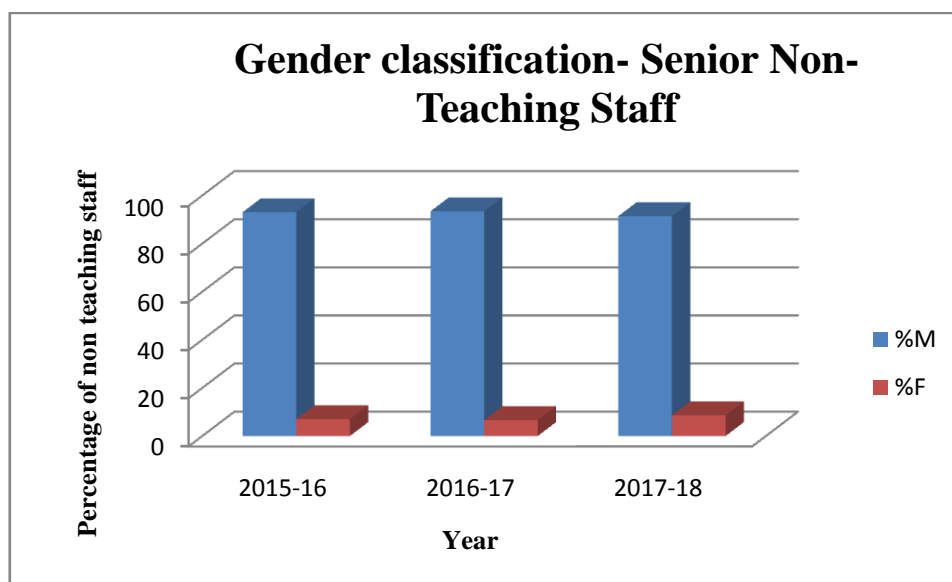
Year	M	F	%M	%F	Total
2015-16	52	35	59.77	40.23	87
2016-17	62	50	55.36	44.64	112
2017-18	61	50	54.95	45.05	111



The table shows the year wise classification of Teaching Staff of Senior wing during the academic year 2015-2018. The average number of male teacher is 56.69% and that of female teacher is 43.30%.

- **Gender classification – Senior Non Teaching Staff :**

Year	M	F	%M	%F	Total
2015-16	80	6	93.02	6.98	86
2016-17	85	6	93.41	6.59	91
2017-18	85	8	91.4	8.6	93

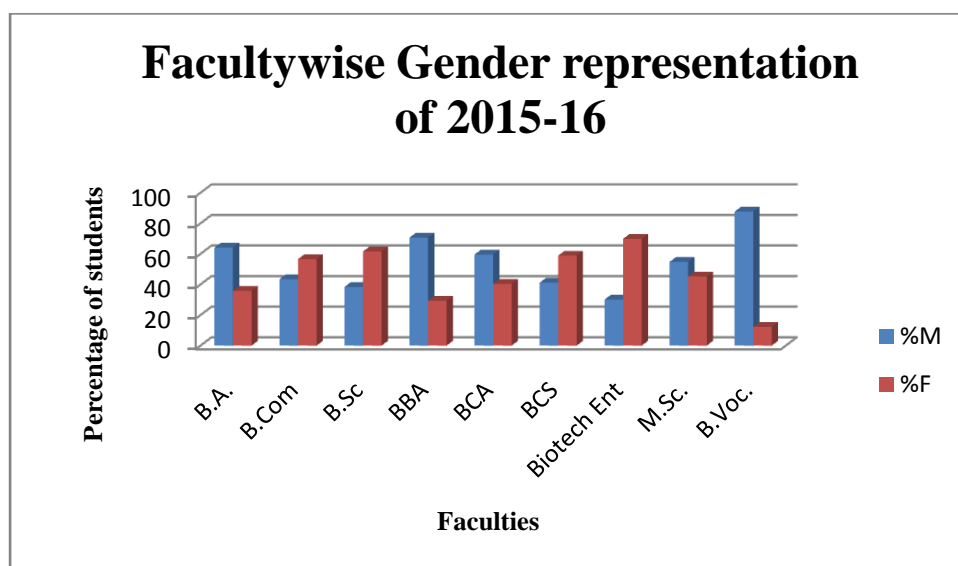


Above table gives the information about the gender classification of male and female non-teaching staff of the year 2015 to 2018. The avg. number of male is higher than the female i.e. of 92.60% and the avg. number of female is 7.39%. The data represents that male staff is more than the female staff.

IV. Faculty wise Gender Difference in the students:-

- **2015-16 :-**

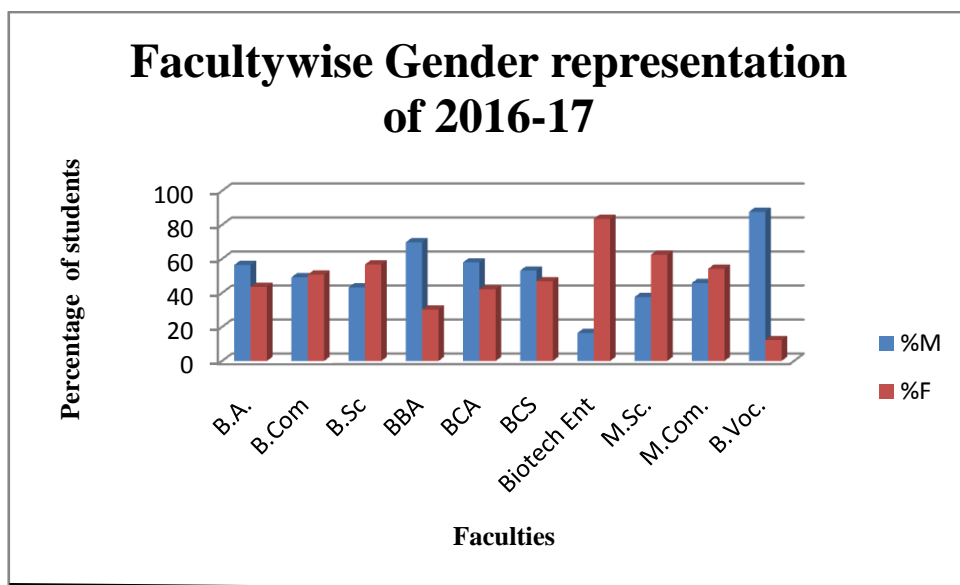
Faculty	M	F	Total	%M	%F
B.A.	634	355	989	64.11	35.895
B.Com	472	615	1087	43.42	56.578
B.Sc	438	703	1141	38.39	61.613
BBA	135	56	191	70.68	29.319
BCA	118	80	198	59.6	40.404
BCS	86	123	209	41.15	58.852
Biotech Ent	22	51	73	30.14	69.863
M.Sc.	23	19	42	54.76	45.238
B.Voc.	121	17	138	87.68	12.319



The above table gives information about faculties for the academic year 2015-18. As above chart shows female students are higher in number than male students in the faculties of B. Com., B.Sc., and B.C.S. & Biotech Ent. The total student strength is remained same in the faculties of B.Sc. and B.C.S.

- **2016-17 :-**

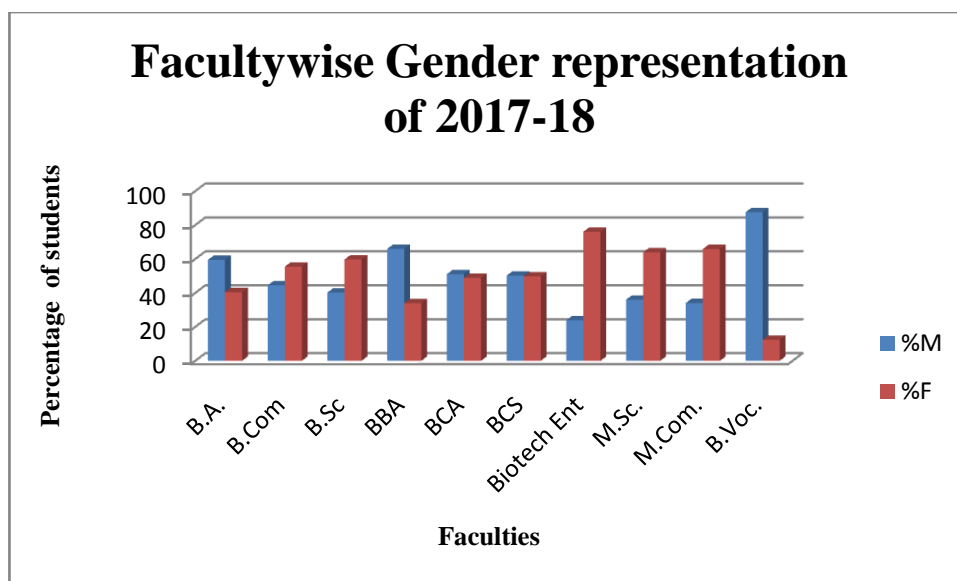
Faculty	M	F	Total	%M	%F
B.A.	559	431	990	56.46	43.535
B.Com	562	580	1142	49.21	50.788
B.Sc	492	645	1137	43.27	56.728
BBA	141	61	202	69.8	30.198
BCA	113	82	195	57.95	42.051
BCS	118	104	222	53.15	46.847
Biotech Ent	14	71	85	16.47	83.529
M.Sc.	41	68	109	37.61	62.385
M.Com.	22	26	48	45.83	54.167
B.Voc.	121	17	138	87.68	12.319



Similar trend continuous in case of B.Com. B.Sc., B.C.S., and Biotech ENT. in 2016-17. The above table shows that gender gap is wider at B.Voc. level and female students constitute merely one third of the total student's strength to the same faculty. Remaining faculties are having more or less uniformity in gender difference.

- **2017-18 -:**

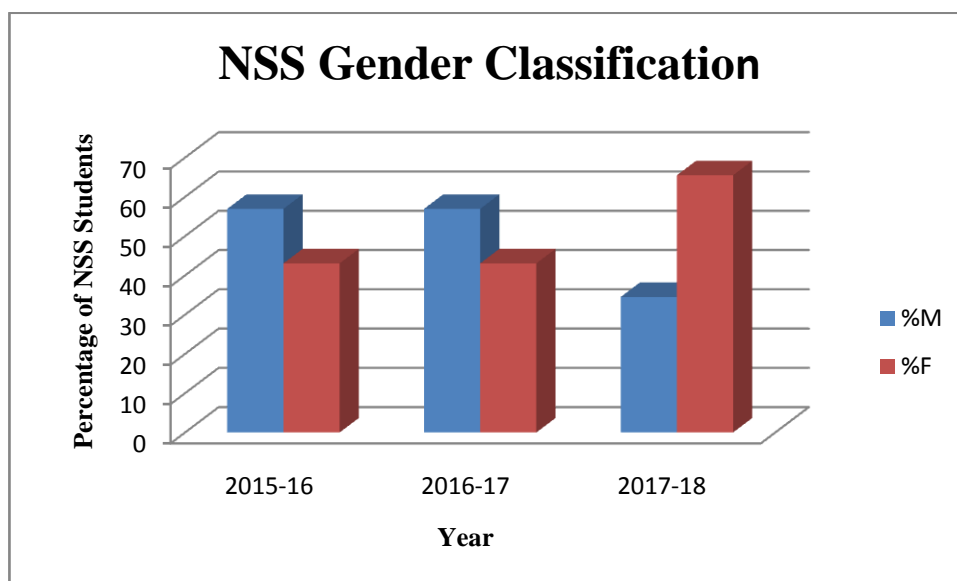
Faculty	M	F	Total	%M	%F
B.A.	543	369	912	59.54	40.461
B.Com	509	635	1144	44.49	55.507
B.Sc	500	742	1242	40.26	59.742
BBA	128	66	194	65.98	34.021
BCA	94	90	184	51.09	48.913
BCS	101	100	201	50.25	49.751
Biotech Ent	22	70	92	23.91	76.087
M.Sc.	62	110	172	36.05	63.953
M.Com.	30	58	88	34.09	65.909
B.Voc.	120	17	137	87.59	12.409



In the above chart consistently female students have been outperforming male students for last three faculties. Likewise results have come in front of us for the faculties of B.Com. and B.Sc. too. This indicates that after having struggled for getting an opportunity of higher education, the involvement of female students is increasing.

I. Gender Difference in enrollment as NSS Volunteers:-

Year	M	F	%M	%F	Total
2015-16	119	90	56.938	43.062	209
2016-17	119	90	56.938	43.062	209
2017-18	69	131	34.5	65.5	200



As above table shows that gender classification of NSS volunteers during the year 2015-2018. From this general trend shown, it clears that the avg. number of males (49.4585%) is less than that the avg. number of females (50.5415%)

II. Gender Difference in enrollment as NCC Cadets:-

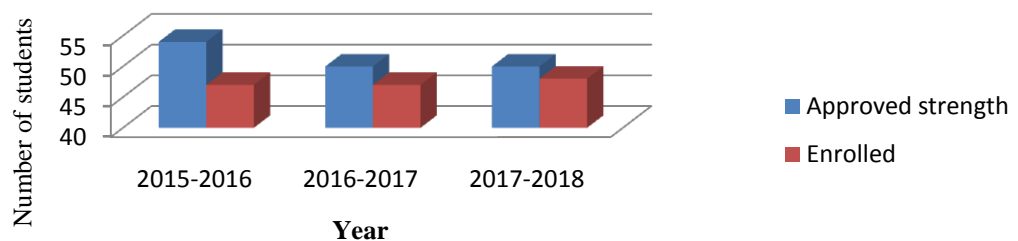
NCC (Boys Unit):-

Sr. No.	Year	Approved strength	Enrolled
1	2015-2016	54	47
2	2016-2017	50	47
3	2017-2018	50	48

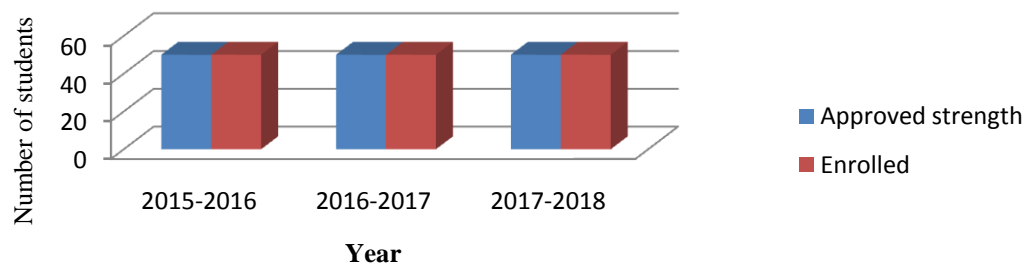
NCC (Girls Unit):-

Sr. No.	Year	Capacity	Enrolled
1	2015-2016	50	50
2	2016-2017	50	50
3	2017-2018	50	50

**Gender Difference in Enrollment of NCC Cadets
(Boys Unit)**



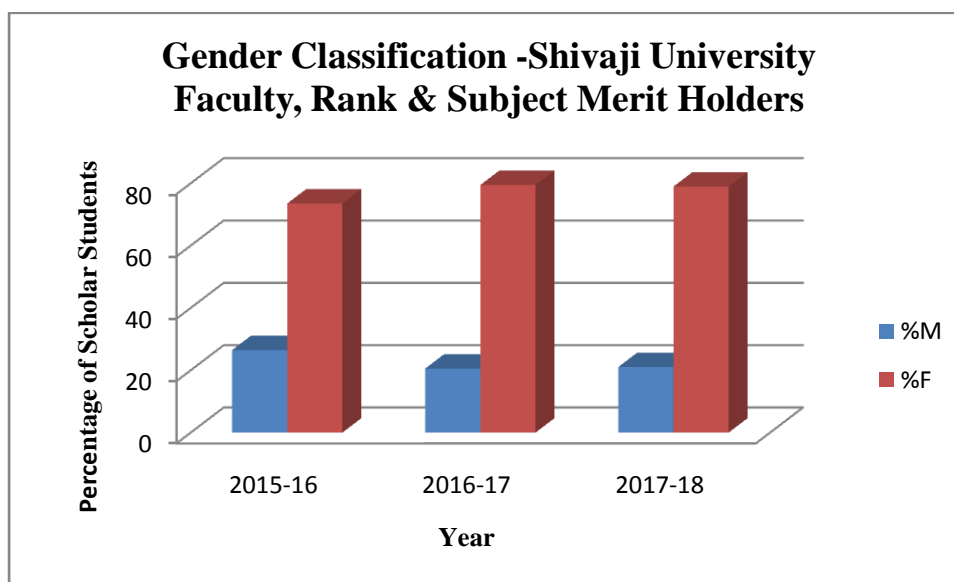
**Gender Difference in Enrollment of NCC Cadets
(Girls Unit)**



The above tables and bar charts show the year wise enrollment of students in NCC. The female student's gender representation is remains constant for the last three years.

III. Gender Difference in Shivaji University Faculty, Rank & Merit Subject Holders:-

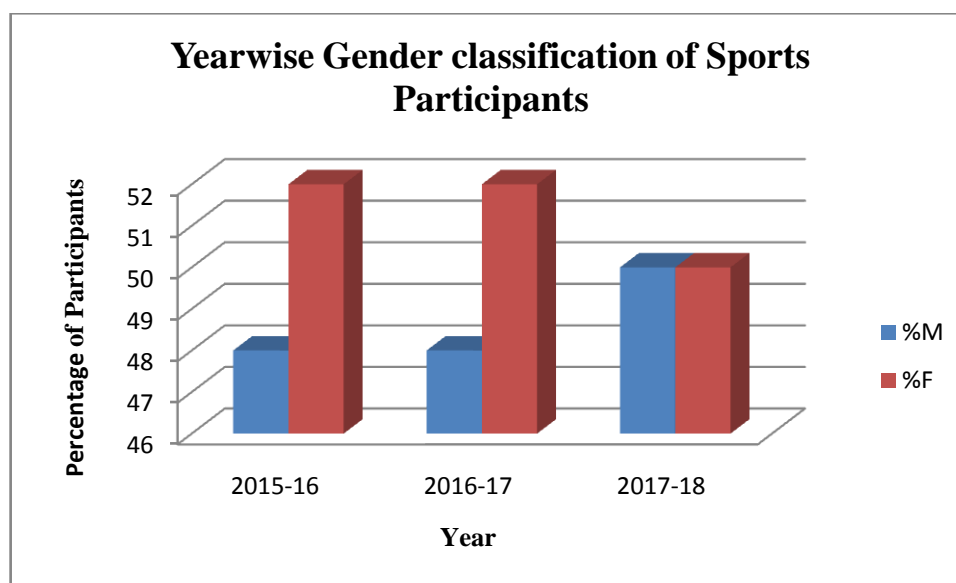
Year	M	F	%M	%F	Total
2015-16	18	50	26.47	73.53	68
2016-17	15	58	20.55	79.45	73
2017-18	16	60	21.05	78.95	76



The above diagram gives the information about general classification of Shivaji University Faculty, Rank and Subject Merit Holders, during the year 2015-18. It is notified that the girls are having glorious success in achieving Scholarships in all academic years.

IV. Gender Difference in Sports Participants:-

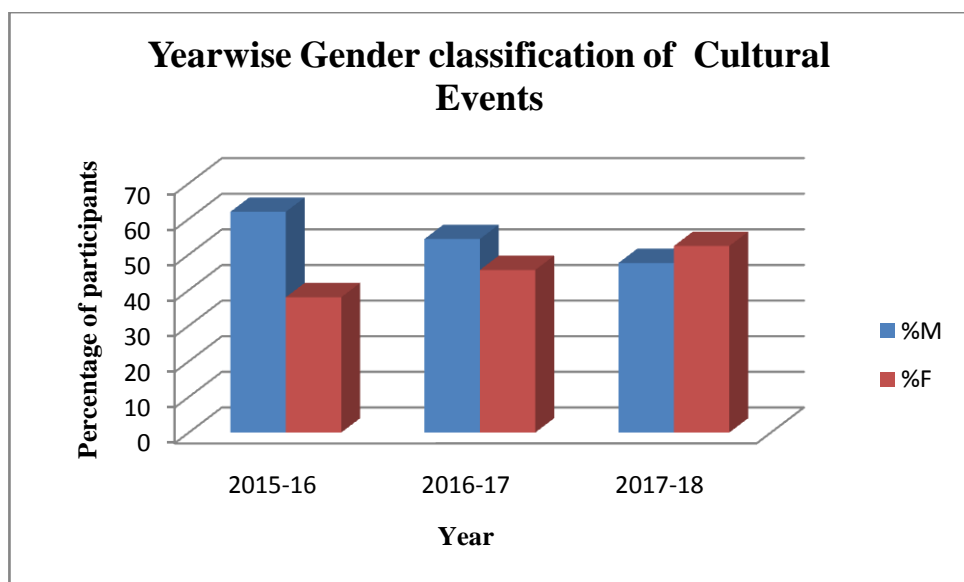
Year	M	F	%M	%F	Total
2015-16	12	13	48	52	25
2016-17	12	13	48	52	25
2017-18	13	13	50	50	26



In the sports area the Vivekanand College boosts in terms of the outstanding performance in Olympics, Youth Asian Games and Commonwealth Games.

V. Gender Classification in Cultural Events:-

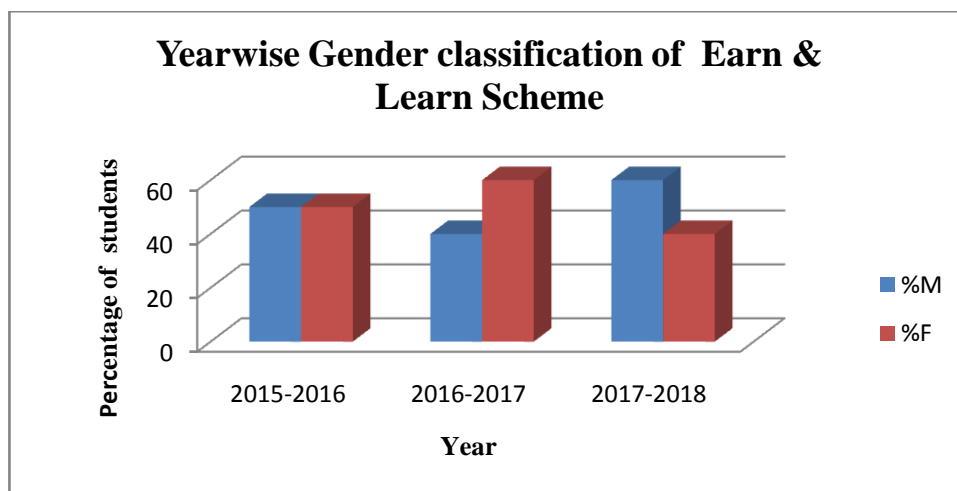
Year	M	F	%M	%F	Total
2015-16	31	19	62	38	50
2016-17	25	21	54.35	45.65	46
2017-18	20	22	47.62	52.38	42



Above diagram shows year wise gender classification of cultural events during 2015-18. It shows that the number of male students is higher than female students in 2015-16 & 2016-17 but the number of male students is less than female students in 2017-18.

VI. Gender Balance in Earn & Learn Scheme:-

Year	M	F	%M	%F	Total
2015-2016	3	3	50	50	6
2016-2017	2	3	40	60	5
2017-2018	3	2	60	40	5

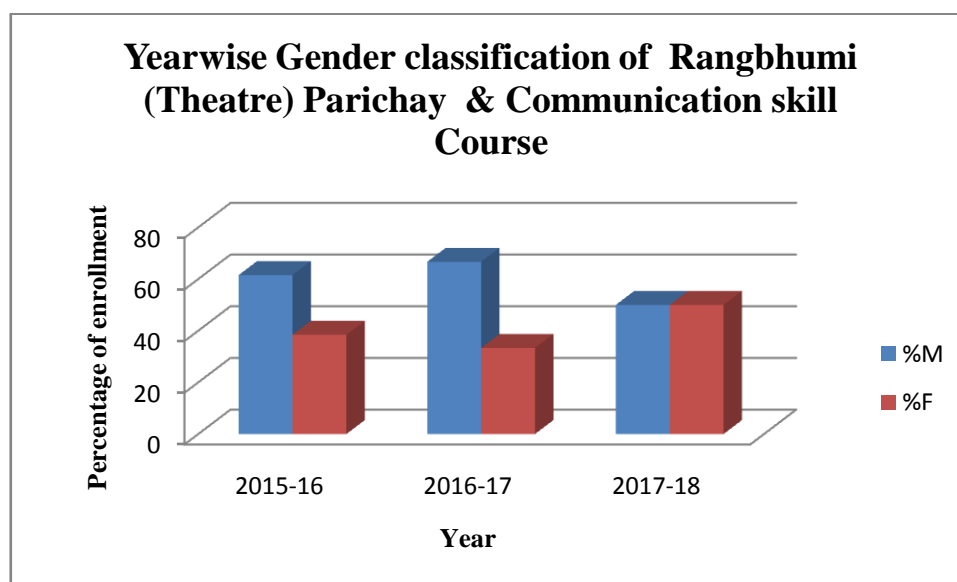


On the poor Socio-economic background, Earn-Learn Scheme plays the vital role to self empowerment in educational career. The above graph shows the female are in highest number in this scheme for 2016-17 & the male are in highest number in this scheme for 2017-18. In 2015-16(academic year) percentage of both male- female students is equivalent.

VII. Gender Balance among C.O.C. Courses:-

- **Rangbhumi (Theatre) Parichay & Communication skill course:-**

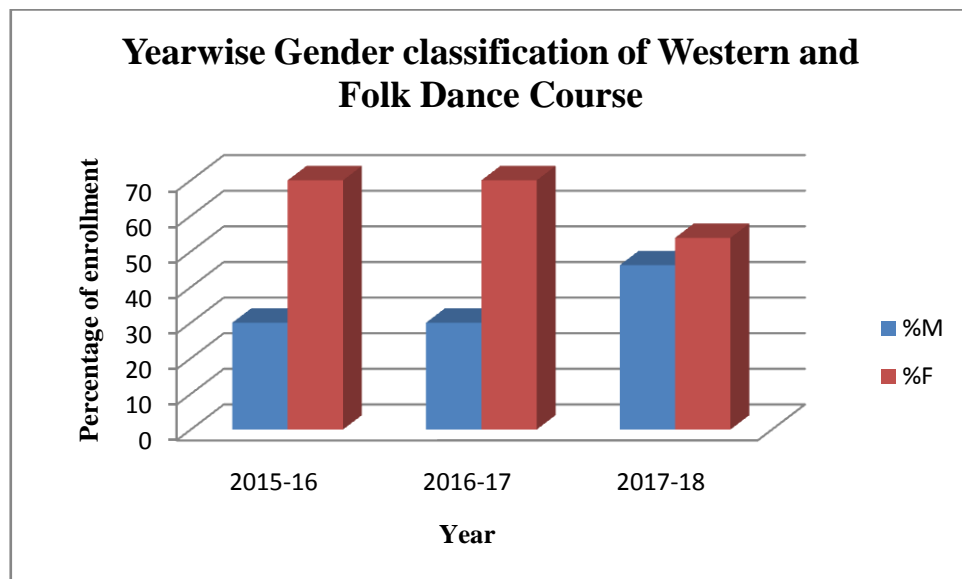
Year	M	F	%M	%F	Total
2015-16	8	5	61.54	38.46	13
2016-17	8	4	66.67	33.33	12
2017-18	7	7	50	50	14



The table and the bar chart show involvement of female students is equal with respect to male students in the year 2017-18. It observed that involvement of female students is less as compared to male students in the years 2015-17.

- Western and Folk Dance Course:-

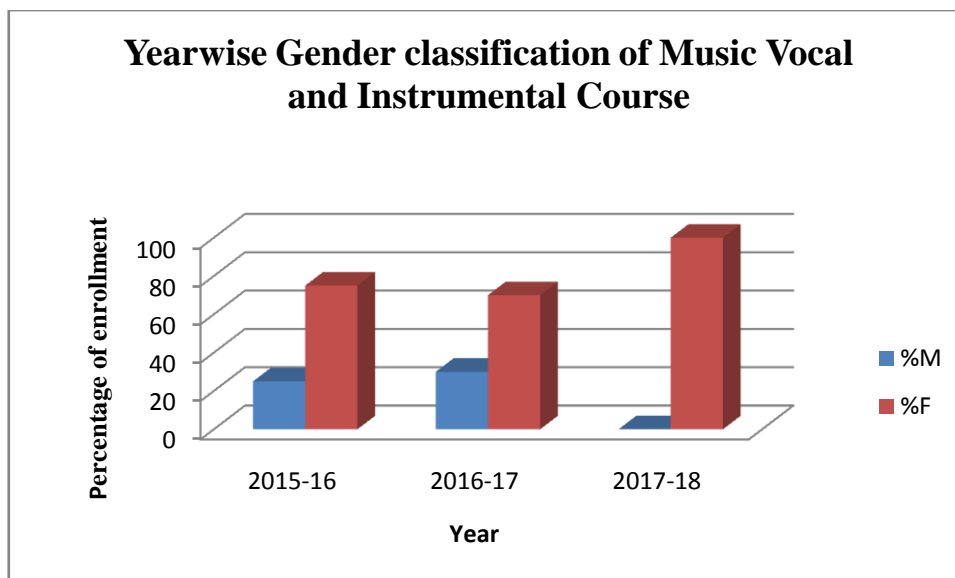
Year	M	F	%M	%F	Total
2015-16	06	14	30	70	20
2016-17	06	14	30	70	20
2017-18	12	14	46.15	53.85	26



The figures and bar diagram indicate that girls are very nicely representing the various courses. Above is one of it. Female students constitute larger proportion of their participation in 2015-18 than male students.

➤ **Music Vocal and Instrumental Course:-**

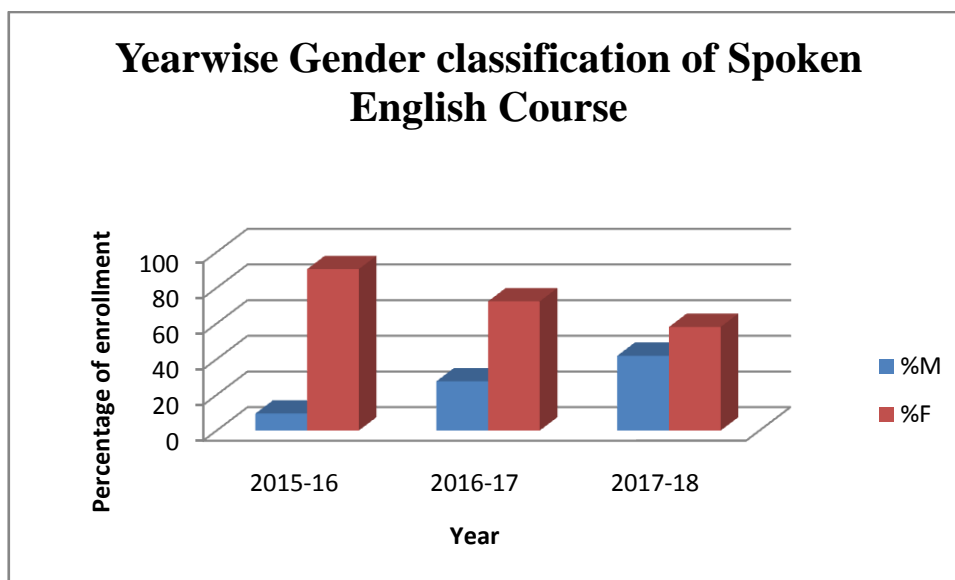
Year	M	F	%M	%F	Total
2015-16	2	6	25	75	8
2016-17	3	7	30	70	10
2017-18	0	12	0	100	12



The above data gives the information about the gender classification in Music Vocal and Instrumental Course during the year 2015-18. It represents that in each year the percentage of female students is more than that of male students.

➤ **Spoken English Course:-**

Year	M	F	%M	%F	Total
2015-16	2	19	9.52	90.48	21
2016-17	8	21	27.6	72.41	29
2017-18	13	18	41.9	58.06	31



The above chart shows the year wise gender classification in Spoken English Course. It represents that the numbers of female students are continuously high from 2015-16 to 2017-18.

4. PREVENTION OF SEXUAL HARASSMENT:-

An act to provide protection against sexual harassment of women at work place and for the prevention and redressed 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, pre marriage 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 Redressed) Act 2013.

Our Activities:

" कामाख्या ठिकाणी महिलांचा लैंगिक छळ - अधिनियम कार्यशाळेचे रोपाम पाणी घालून उद्घाटन. -2013 "



भंतर्गत तक्रार समिती - विवेकानंद कॉलेज व
महाराष्ट्र राज्य महिला आयोग (PUSH) यांच्या
संयुक्त विद्यमाने आयोजित कार्यशाळा - 20 फेब्रु.
2013
प्रास्ताविक - डॉ. डी. ए. देसाई सर.



"महिलांचे आरोग्य व हार्मोन्स बदल" या विषयावर आयोजित व्याख्यान - PCOS & Hormonal

Imbale
NCE



प्रमुख वक्त्या डॉ. रुपा नांजावकर यांचे प्राचार्य डॉ. होनगेकर यांच्याकडून स्वागत.



डॉ. रुपा नांजावकर- व्याख्यान "स्त्रियांचे आरोग्य व हार्मोन्स बदल"

Self Defense -:



5. SALIENT FEATURES AND RECOMMENDATIONS:-

• Strengths and Gender Sensitive Initiatives in Vivekanand Collage-:

It is found that the Vivekanand College has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in Vivekanand College are followings:

§ The gender balance in student enrollment is the outcome of hostel accommodation to the girls as well as counseling of our teachers in slum are

§ The college has Earn and Learn Scheme for economically marginalized students.

§ The Day Care facility for the children of women as well as men employees shows that childcare is not the responsibility of woman alone. In the award of merit scholarships 95% students are female.

§ 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.

§ Responses from students, staff and visitors to the college are regularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in this area are reported to the administration for action.

§ The college has **Sansthamata Shrimati Sushiladevi Salunkhe Sanvedana Manch**(forum) to discuss gender issues every month.

§ Health check-up camps show the document of how many women and girls are anemic and underweight.

RECOMMENDATIONS FOR MAKING VIVEKANAND COLLEGE A GENDER SENSITIVE COLLEGE:-

Women's representation in Local Management Council:- No 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.

§ Permission should be given to start Women Study Centre to research in Gender balance equality.

§ The Hostel area may be notified on the area marked for the use of the students staying on the Campus. One watchman should be appointed in the Hostel area.

§ 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 VIVEKANAND 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.

GENDER COMPLAINTS AND GENDER PERSPECTIVE IN VARIOUS COURSES:-

Arts, Commerce and Management, Science:-

The B.A., B.Com. B.Sc. has components on feminism, family and society on Indian writing in literature.

Department of Social-sciences:-

The course contents on rural and urban society and family, caste, class and studies of women. The various programmes under these departments aim at providing students an understanding of women's economic role and their contribution to National Economy and how gender biases have resulted in persistent gender inequalities.

These courses are executed with the aim of attaining the best possible realization of the purposes with which they have been introduced. The teachers have also been regular in attending workshops, seminars and conferences on Gender equality organized by the parent university as well as other universities.

OUR PRIDE

§ Ms. RahiJivan Sarnobat, B.B.A. Dept. (Deputy Collector, Pune) International Gold Medalist (Shooting Event)

§ Shri Veerdhawal VikramKhade, B.Com.III, “Golden Boy”, and “Arjun Purskar Awardee-2012” is an International Swimming Champion.

§ Ms.Snehankita B. Varute, B.A.III, Shiv Chatrapati Award, International Weight Lifting and Power Lifting Player.

§ Ms. Shweta Kishor Patil, B.A.III, elected as National Hockey Player.

§ Mr. Mrudul Shrikant Shinde, B.A.II, elected as International Football Player.

§ Ms. Anuradha Khude, B.A.I. , Gold Medalist in Open National Championship at Delhi., Second in Asian Youth Games.

§ Mr.Samrat Farakate, B.A.III., represented Shivaji University for All India Inter-University Boxing Tournament.

§ Mr. Ashlesh Mhasakar, Atheletics.

§ Ms. Monika Kshirsagar, B.Sc. II.,Aniket Shingare, B.Sc. I., Ms. Akshya Pimple, B.Sc. I and Mr. Satyjeet Patil, B.Sc. I. are selected for “Young Inspiration Network” whose Chief Inspiration is Amir Khan.

§ Ms. Usha Jadhav, Cine Actress won National Award in Acting.

§ Ms. Prachi Lolage, Cine Actress is a renowned personality in her field.

§ Ms. Bhagyashri Bhidkar, achieved her name and fame in Acting.

§ Ms. Seva More, is awarded with Purushottam Karandak for her best Acting.

§ Ms. Neha Kulkarni, is awarded for her excellence in Acting.

6. CONCLUSIONS:-

It is found that Vivekanand 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, Vivekanand College would certainly make a mark even in the areas that need some improvements.

