



PADMASHALI SHIKSHAN SANSTHA'S

A. R. BURLA MAHILA MAHAVIDYALAYA, SOLAPUR

NAAC Reaccredited with B++ Grade CGPA (2.76)

CERTIFICATE OF GENDER AUDIT

THIS IS TO CERTIFY THAT THE COLLEGE SUCCESSFULLY COMPLETED
THE GENDER AUDIT AS PER THE NAAC GUIDELINES FOR THE YEAR
2017-18, 2018-19 & 2019-20.

Dr. Anuradha Kshirsagar

Member

Dr. T. N. Kolekar

Chairman

PADMASHALI SHIKSHAN SANSTHA'S

A. R. Burla Mahila Varishtha Mahavidyalaya,
Solapur



Gender Audit



2017-18

2018-19

2019-20

Padmashali Shikshan Sanstha's

A. R. Burla Mahila Varishtha Mahavidyalaya, Solapur

Report of the Gender Audit

(2017 - 18, 2018 - 19, 2019 - 20)

Gender audit report:

1. Executive Summary:

The purpose of this audit is to ensure that the practices followed in the campus are in accordance with the general policy adopted by the institution. Keeping this in mind, the specific objectives of the audit was to evaluate the adequacy of the management control framework as well as to the extent it is complied with the applicable regulations, policies and standards.

During the planning of the audit, an analysis was conducted to identify, evaluate and priorities the risks associated with the gender issues. The analysis is based upon an examination of the policies, manuals and standards that govern the gender sustainability, on data analysis, and on the results of preliminary interviews with personnel.

The methodology used included inspection of the campus, review of the relevant documentation, talks with the students, and talks with teaching and non-teaching staff. Sufficient and appropriate audit procedures were completed and evidence gathered to support the accuracy of the conclusions reached and contained in this report.

2. Summary of the findings:

The main findings of the audit reveal that the teacher staff, administrative staff and students in general are aware about the need for gender sensitization. It was observed that number of innovative and best practices in addition to awareness programs is followed in the campus. It was also observed that certain processes could benefit from further review in order to improve the efficiency and consistency of the college.

About Us

Padmashali Shikshan Sanstha, established in the year 1912, is one of the oldest educational institutions in Solapur. The Institution caters to the academic needs of the underprivileged students. A. R. Burla Mahila Varishta Mahavidyalaya was started in 1990.

To cater to the higher educational needs of the girls, especially those belonging to the Padmashali Community. Although we started with 34 students, we have created a name and niche for ourselves in P. A. H Solapur University, Solapur.

Currently we have B. A., B. Com, B.C.A and M. Com streams, along with research place in Commerce. We have a visionary management, a committed principal, efficient teaching faculty and a very hardworking administrative staff.

PREFACE:

Gender equality being a Global issue deals with women's rights, equal opportunities, emancipation from suppression and doing away with discrimination. Gender awareness helps women to beyond conventional gender stereotypes and rigid gender role definition. As the awareness of gender issue increases, women take action against women's exploitation and oppression.

Although ours is a Women's College, we decided to conduct the gender audit so as to help create awareness among the girl students regarding the importance of gender audit.

The gender audit was conducted chiefly to identify ways to make the college campus a safer place for women. The audit process involved choosing the sites to be audited, selecting the participants, preparing the checklist, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Objectives:

The gender audit has the following objectives:

1. To focus on the areas where gender discrimination exists and workout to bring about a gender balance
2. To establish good gender balance in decision making processes in all the areas of the college activities
3. To Foster gender equality in all aspects of the college community
4. To work towards the prevention of sexual harassment at college.
5. Suggest measures for bridging the gender gap

FACILITIES FOR STAFF AND STUDENTS:

All basic amenities are available in the college

- Information boards
- R. O drinking water
- Waste management bins
- Medical checkup facilities with first aid
- Canteen for staff and students
- parking zones
- CCTV camera at different points
- Girls common room
- Ramp and wheelchair for differently abled students
- WhatsApp group of students for quick dissemination of information
- Identity cards provided to all students for their identification
- Online admission examination form and submission system available
- sports facilities for both outdoor and indoor games, coaching facilities for sports activities
- Washrooms with necessary facilities for ladies staff and students
- Washrooms: Ladies staff - 01
- Gents staff - 03
- Students - 04
- Differently Abled - 01
- Central library and departmental library with a wide range of text books, reference books along with books and material on research
- Smart classrooms
- Suggestion / complaint box

SPORTS FACILITIES:

- Multipurpose Gymnasium
- Indoor Games: Table Tennis, Badminton, Judo, Taekwondo
- Outdoor Games: Kabbadi, Kho Kho, Baseball, Softball, Weight lifting, Rope jump, Cricket, Fencing, Archery, Handball, Baseball, Swimming, Yogasana.

Internal committee for the well-being of the students

1. Training and Placement Cell:

This cell caters to the needs of the students such as higher education, career guidance, placement etc. Students are informed about job opportunities, career identification and finding proper employment. Expert lectures are conducted and planned efforts are made in the same direction.

2. Grievance Redressal Cell:

The college has a grievance redressal cell to deal with the concerns of all the stakeholders including staff students and parents. Committee members work relentlessly in addressing the complaint, in close association with the principal of the college.

3. Women Study Centre:

Small scale industry training programs are organized for the students in collaboration with other institutions. Expert lectures on Women Empowerment, Career Opportunities, and Literacy etc. are conducted on a regular basis.

We organize lectures by eminent personalities like Advocates, Collectors, Police officers, Doctors, Govt. Officials, alumnus etc. in order to motivate the students.

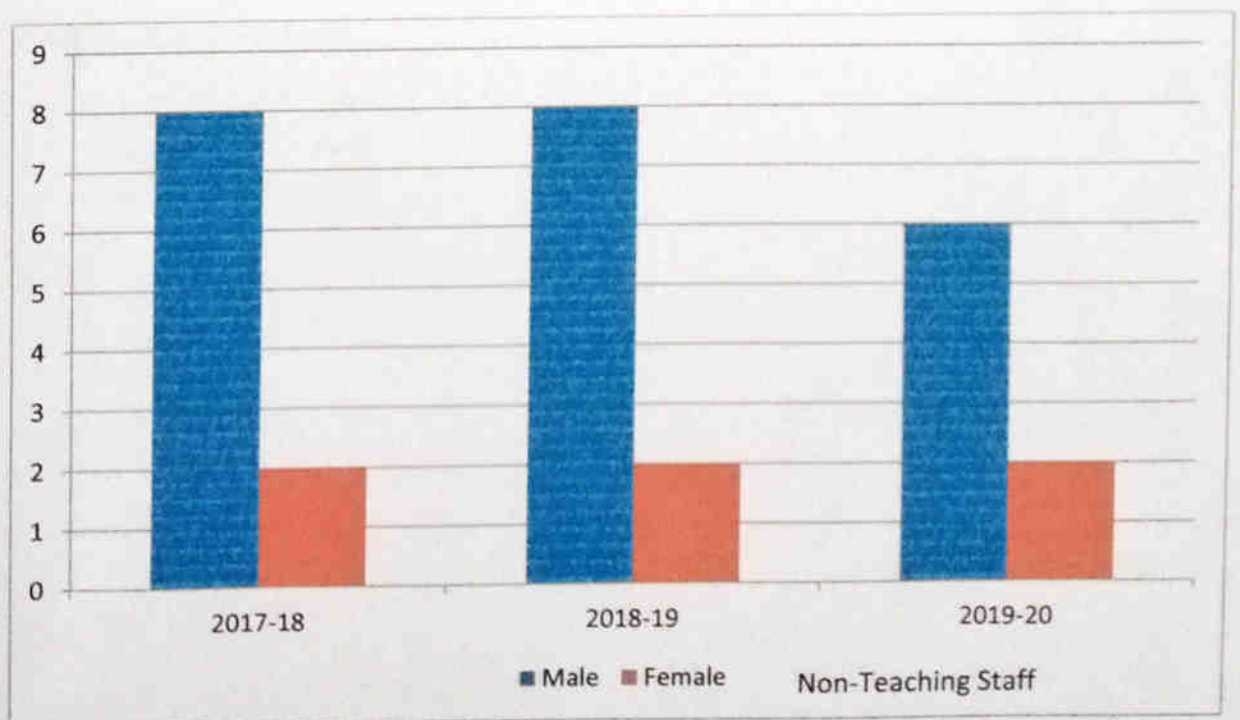
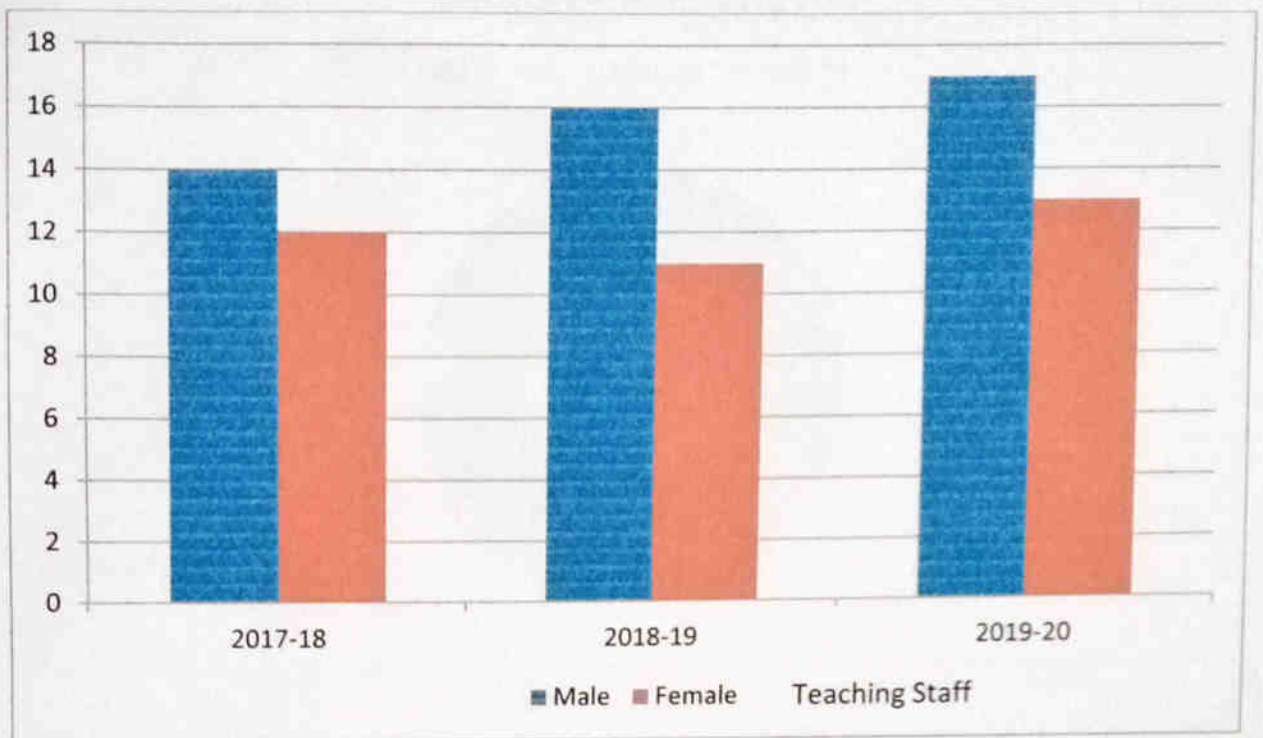
Awareness programs organized specially for students:

- Awareness programmes on legal rights
- Health talks on hygiene, cleanliness, diet, nutrition, dental care, *mental wellbeing etc*
- Training programs organized for generating awareness for *self-employment*
(Beauty parlor course, dress designing, small scale and cottage industry training)
- Environmental awareness programs
- Celebration of National days, celebrating National heroes
- Observing Yoga day
- Participation in rallies and campaigns
- Village adoption and residential camps
- Personality development programs
- Programs on self-defense, awareness of Damini Patak

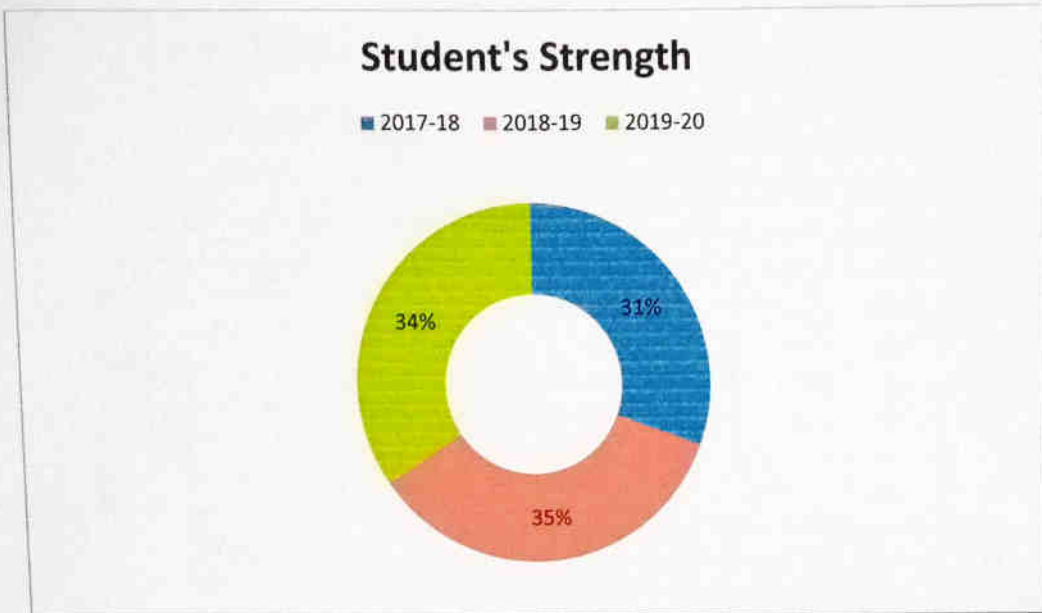
STUDENTS ACHIEVEMENT

- Participation in Sports/ Games at National, State and District levels
- Prize winners at various Sports and Games
- Participation in RD camps through NSS
- Wholehearted participation in NSS programs
- Participation in cultural events at youth festivals
- Prize winners in youth festival for one act play, acting etc.

FACULTY AT A GLANCE:



Student's Strength:



Total Number of Students:

1. 2017-2018 – 998
2. 2018-2019 – 1147
3. 2019-2020 - 1119

A.R.BURLA MAHILAVARISHTHA MAHAVIDYALAYA, SOLAPUR.

STUDENT STRENGTH CLASS WISE WITH RESPECT TO CAST 2017-18

Sr.No	Class	SC	ST	VJNT	SBC	OBC	OPEN	TOTAL
1	B.A.I	6	1	21	30	14	47	119
2	B.A.I (NG)	7	1	6	3	1	9	27
3	B.A.II	10	1	16	27	18	18	90
4	B.A.III	5	0	11	21	8	23	68
5	B.COM.I	6	0	7	75	22	43	153
6	B.COM.I (NG)	4	0	4	89	44	12	153
7	B.COM.II	7	0	3	65	26	19	120
8	B.COM.II (NG)	1	0	1	45	15	9	71
9	B.COM.III	1	0	3	84	23	9	120
10	B.COM.III (NG)	1	0	1	30	4	3	39
11	B.C.A.I (NG)	3	0	2	18	11	4	38
	TOTAL	51	3	75	487	186	196	998

A.R.BURLA MAHILAVARISHTHA MAHAVIDYALAYA, SOLAPUR.

STUDENT STRENGTH CLASS WISE WITH RESPECT TO CAST 2018-19

Sr.No	Class	SC	ST	VJ A	NT B	NT C	SBC	OBC	OPEN	TOTAL
1	B.A.I	10	0	11	7	3	31	23	35	120
2	B.A.I (NG)	1	0	2	2	0	6	2	4	17
	TOTAL 'A'	11	0	13	9	3	37	25	39	137
3	B.A.II	10	1	8	3	2	30	10	25	89
4	B.A.III	10	1	8	4	3	23	17	13	79
5	B.COM.I	8	0	2	2	3	77	29	33	154
6	B.COM.I (NG)	6	0	2	3	1	88	13	40	153
	TOTAL 'B'	14	0	4	5	4	165	42	73	307
7	B.COM.II	4	0	3	2	2	78	21	28	138
8	B.COM.II (NG)	4	0	1	1	2	64	34	16	122
	TOTAL 'C'	8	0	4	3	4	142	55	44	260
9	B.COM.III	7	0	2	1	1	68	28	13	120
10	B.COM.III (NG)	1	0	1	0	0	34	12	7	55
	TOTAL 'D'	8	0	3	1	1	102	40	20	175
11	B.C.A.I (NG)	2	0	3	1	2	27	17	20	72
12	B.C.A.II (NG)	3	0	2	0	0	14	6	3	28
		5	0	5	1	2	41	23	23	100
	TOTAL	66	2	45	26	19	540	212	237	1147

Dr. Rajendra N. Shendage
Principal

A.R.BURLA MAHILAVARISHTHA MAHAVIDYALAYA, SOLAPUR.

STUDENT STRENGTH CLASS WISE WITH RESPECT TO CAST 2019-20

Sr.No	Class	SC	ST	VJ A	NT B	NT C	SBC	OBC	OPEN	TOTAL
1	B.A.I	9	0	8	4	3	24	13	53	114
2	B.A.I (NG)	0	0	0	0	0	0	0	0	0
	TOTAL 'A'	9	0	8	4	3	24	13	53	114
3	B.A.II	9	0	6	3	0	19	16	26	79
4	B.A.III	9	0	6	3	2	25	8	15	68
5	B.COM.I	6	0	5	3	2	71	15	42	144
6	B.COM.I (NG)	1	0	2	0	1	82	23	34	143
	TOTAL 'B'	7	0	7	3	3	153	38	76	287
7	B.COM.II	6	0	1	1	2	66	28	16	120
8	B.COM.II (NG)	4	0	1	1	1	64	16	14	101
	TOTAL 'C'	10	0	2	2	3	130	44	30	221
9	B.COM.III	3	0	2	1	1	75	18	20	120
10	B.COM.III (NG)	3	0	1	1	0	60	25	13	103
	TOTAL 'D'	6	0	3	2	1	135	43	33	223
11	B.C.A.I (NG)	1	0	3	0	2	28	9	12	55
12	B.C.A.II (NG)	0	0	2	0	2	21	15	9	49
13	B.C.A.III (NG)	2	0	1	0	0	13	5	2	23
	TOTAL 'E'	3	0	6	0	4	62	29	23	127
	TOTAL	53	0	38	17	16	548	191	256	1119

Dr. Rajendra N. Shendage
Principal

Audit framework and detailed findings:

Sr. No.	Control Objective	Yes	No
1.	The college conduct a gender sensitization program as a part of its curriculum	✓	
2.	Gender awareness program are conducted by the college as a part of its curriculum	✓	
3.	Adequate numbers of washrooms are available for the students.		✓
4.	Adequate facilities and disposable bins are available in the toilets	✓	
5.	Adequate lights are available inside the campus during night, lights in corridor, classrooms, common areas, toilets etc.	✓	
6.	Adequate security arrangements have been made in the campus during day and night. Attitude of the security personnel is appropriate.	✓	
7.	The campus and core areas of the college is under CCTV surveillance	✓	
8.	Safe environment is available for the students in the campus	✓	
9.	Flexible timing is maintained by the library for the convenience of the students.	✓	
10.	A Women cell is set up in the college and students are aware about the women cell	✓	
11.	A Grievance redressal cell has been set up	✓	
12.	A Committee has been setup to redress all complaints related to sexual harassment in a timely manner. Staff and students are aware about the process.	✓	
13.	A fair enquiry is conducted by the committee in case of a complaint.	✓	
14.	Confidentiality is maintained during the enquiry process	✓	
15.	Health Care facilities are available for the students in the campus		
16.	Doctor visits the campus and tie up with nearby hospitals	✓	
17.	Attitude of the doctor/ medical personnel is appropriate	✓	
18.	Laboratory Infrastructure is appropriate and safe for the female staff and students	✓	
19.	Library Infrastructure is appropriate and safe for the female staff and students	✓	
20.	Attitude of the male staff towards female staff and students is appropriate	✓	
21.	Adequate and safe transportation are available for the students	✓	
22.	Gender sensitization programs are organized in the college for the benefit of the girls	✓	
23.	The students are made to realize their potentials and skills through various programs and workshops.	✓	
24.	The female Staff and students are made aware of their fundamental rights and responsibilities through various awareness programs	✓	
25.	A Counseling Cell to cater to the physical, emotional and academic well-being of the students.	✓	
26.	The Staff members treated equally without any discrimination	✓	
27.	Any complaints received so far by the female staff regarding harassment or discrimination		✓
28.	Staff members provided equal opportunities for academic up gradation and other facilities	✓	

Checked
M.H.T.
(Dr. T.N. Kolekar)

Amdevi
(Prof. A.D. Kshirsagar)

Calling audit framework news for conducting gender audit report. The framework also lists the findings and observations of the committee members

SALIENT FINDINGS, SUGGESTIONS & CONCLUSION

SALIENT FINDINGS:

- Student strength increasing continuously particularly in Commerce and Computer Science stream
- Students of economically deprived classes have bigger share in admission
- Good participation of students in sports and cultural activities
- Wholehearted participation of students in NSS activities
- Gender strength in regular teaching staff is higher than male, but the exact opposite is seen in non-teaching staff where the male outnumber females
- Good number of students seen participating in small scale industry program
- No gender discrimination found among the teaching and non-teaching staff
- Equal opportunities provided to all the members of the teaching and non-teaching staff
- Equal opportunities provided to all the students, and no discrimination made on the basis of religion and caste
- Good opportunities provided to the students to help them realize their potentials and skills
- Good opportunities provided to the students and care taken for their holistic development

SUGGESTIONS:

1. To organize self-defense programs for the benefit of the girls on a regular basis
2. Try to introduce self-employment trainings in different subjects
3. Try for more placements in different job spheres

CONCLUSION:

It is observed that the college is making every effort to create gender awareness among the students through various programs. Further, efforts are also made towards the all-around personality development of the girls. Steps are taken towards personality enhancement and confidence building. While doing this the college adheres to values and ethics so as to instill the same among the students. Challenges can be overcome with the strong will power and commitment of the committed staff. With the

relentless devotion and dedication of all the teaching staff, non-teaching staff and students, the college will definitely make a mark in the arena of gender justice and equality.

Gender Audit:

Committee Members:

1. Dr. T. N. Kolekar


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2. Dr. Anuradha Kshirsagar



Declaration:

I agree with all the recommendation and observation mentioned in this report.


Dr. Rajendra Shendage
Principal
PRINCIPAL
A. R. Buris Mahila Varishtha
Mahavidyalaya, Solapur

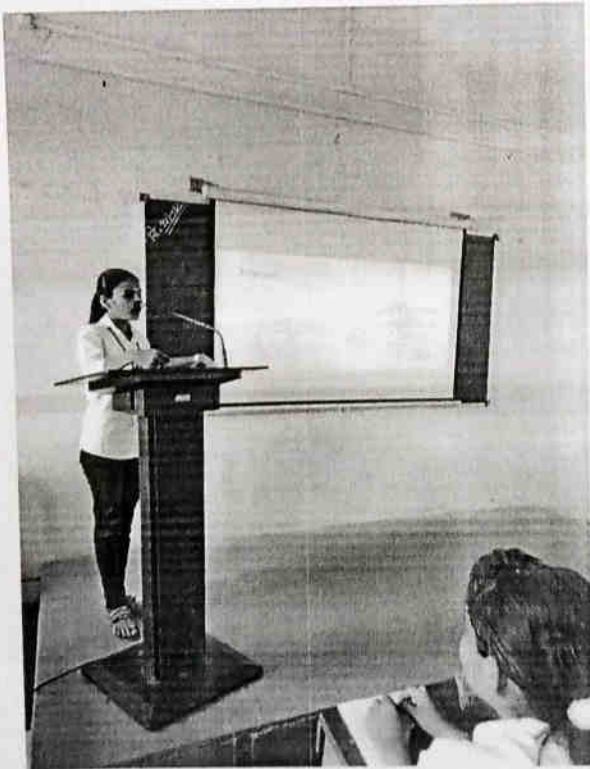
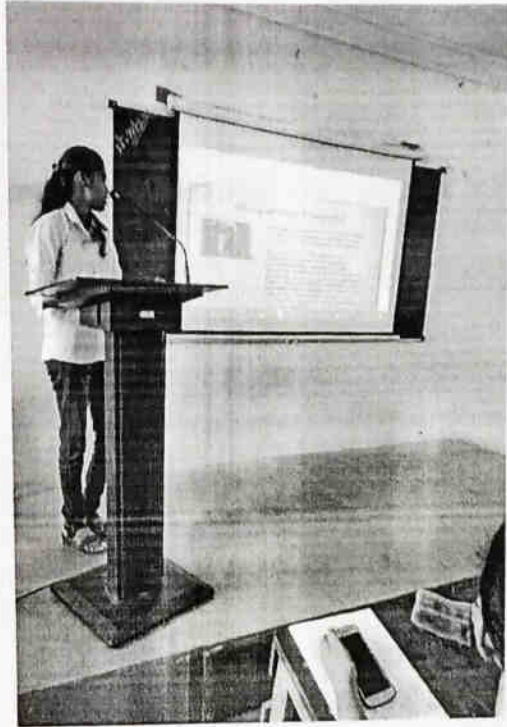
NSS Camp



Blood Donation Camp

Lecture by Alumni











Annie John

Dr. Annie John
 Co-ordinator, IQAC
 A. R. Burla Mahila Varishtha
 Mahavidyalaya, Solapur.

Rajendra Shendage

Dr. Rajendra Shendage
 PRINCIPAL
 A. R. Burla Mahila Varishtha
 Mahavidyalaya, Solapur