



**DR. D.Y. PATIL PRATISTHAN'S COLLEGE
OF ENGINEERING SALOKHENAGAR,
KOLHAPUR**



GENDER AUDIT REPORT

ACADEMIC YEAR 2022-23





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1. Executive Summary

The Gender Audit conducted at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, for the academic year 2022-23 is aimed to assess the institution's progress in promoting gender equality and inclusivity. The audit involved data collection and surveys, with faculty, staff, and students. Key findings include a balanced gender distribution among students, increased female faculty representation, and positive perceptions regarding gender equality within the college culture. This report provides a detailed analysis of the audit results and offers recommendations for further enhancing gender equality initiatives. The percentage of women teachers has increased from 23 % in 2020-21 to 45 % in 2022-23 clearly indicating 2X improvement in 3 years which is a good development. The survey conducted among 187 students, teachers and staff reflect that 78% respondents agree with the gender equality, 79% are satisfied with the infrastructure for women, 79% respondents are happy with the security arrangements for women, 75% are happy with the functioning of ICC and Women Development committee, 79 % agree that the class offers equal opportunities, 74 % agree that they have access to sports facilities, 77 % respondents are happy that they have good working conditions, and 76 % respondents agree that they have free and fair opportunities to express their opinions.

2. Introduction

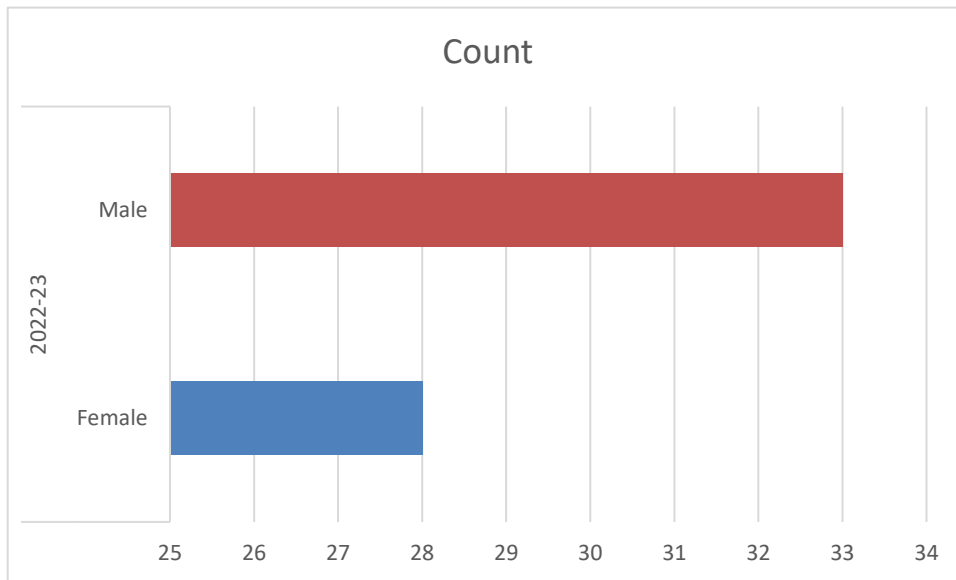
UN sustainable Development Goal No 5 Gender Equality is being taken up in right earnest by this institution. Gender bias is undermining our social fabric and devalues all of us. It is not just a human rights issue; it is a tremendous waste of the world's human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic and social equality for women will benefit all the world's citizens. Together as an institution, organisation and nation, we can eradicate prejudice and work for equal rights and respect for all. Gender equality is a core principle in creating a conducive and inclusive educational environment. Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, is committed to fostering a campus where all individuals can thrive, irrespective of their gender. The Gender Audit for the academic year 2022-23 aimed to evaluate the institution's progress in achieving gender equality and identify areas for improvement.

3. Methodology

The Gender Audit employed a mixed-methods approach, combining quantitative and qualitative research methods. Data collection method includes survey conducted with faculty, staff, and students. The collected data was subsequently analysed to gain insights into perceptions and experiences related to gender equality within the college.

4. Gender Distribution

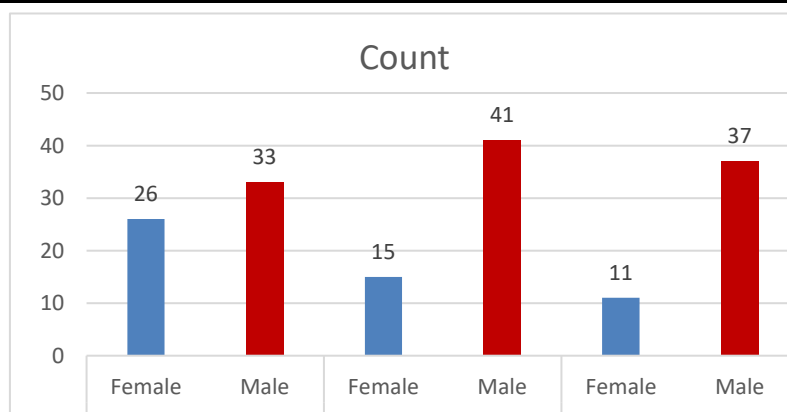
Faculty Gender Distribution:



Academic Year	Gender	Count	Percentage
2022-23	Female	28	45 %
	Male	33	55 %

- Comparison with previous three years:

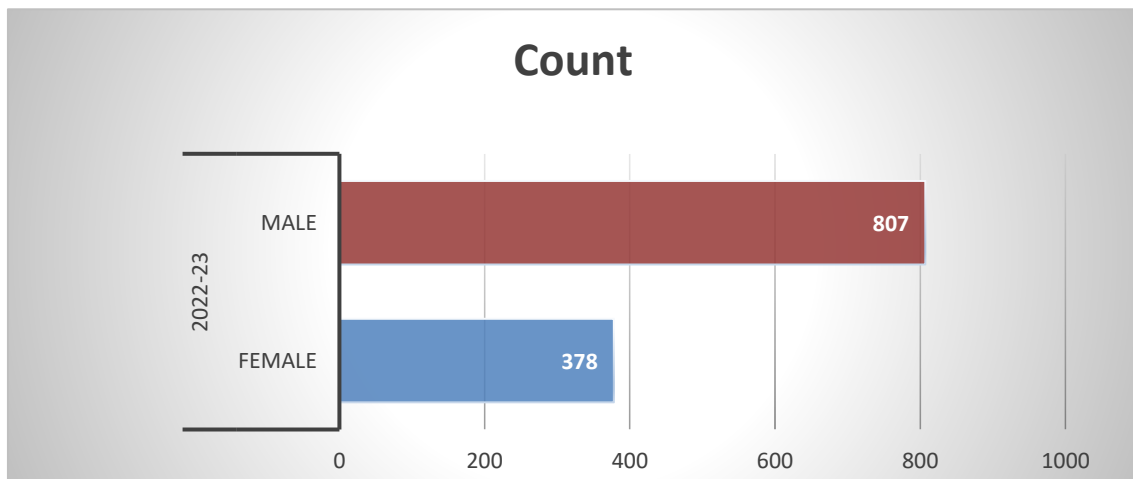
Academic Year	Gender	Count	Percentage
2022-23	Female	26	44 %
	Male	33	56 %
2021-22	Female	15	27 %
	Male	41	73 %
2020-21	Female	11	23 %
	Male	37	77 %



In terms of faculty gender distribution, the current academic year, 2022-23, records 33 male faculty members and 26 female faculty members, with no representation from other genders. A comparative analysis with the preceding academic years demonstrates significant trends. In the academic year 2021-22, the college had 41 male faculty members and 15 female faculty members, with no representation from other genders. Meanwhile, in the academic year 2020-21, there were 37 male faculty members and only 11 female faculty members, again with no other gender representation. These figures indicate that while the total faculty count (combining male and female) has shown growth over the years, there have been noteworthy efforts to bolster gender equity by gradually increasing the number of female faculty members, which is evident in the transition from 9 in 2020-21 to 26 in 2022-23. This positive trajectory reflects the institution's commitment to fostering a more inclusive and diverse faculty community.

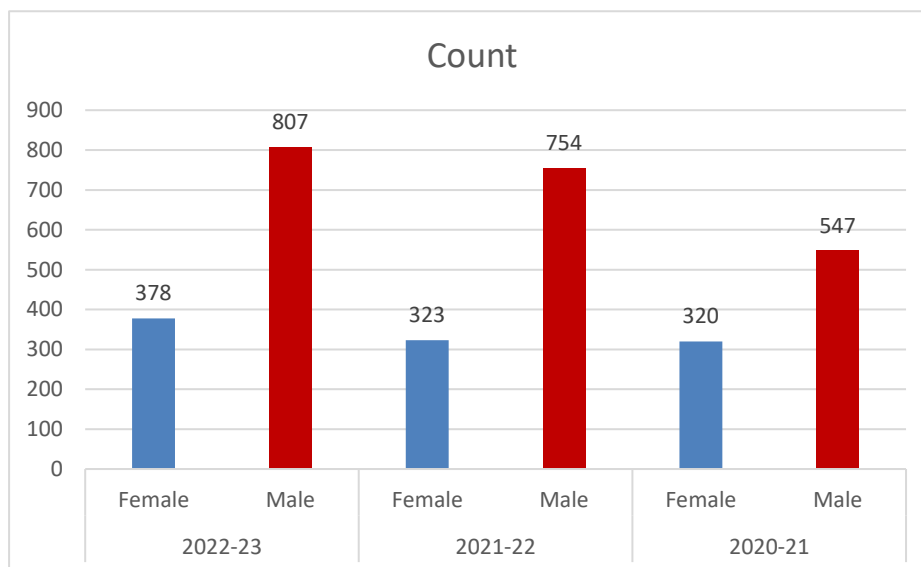
- **Student Gender Distribution:**

Academic Year	Gender	Count	Percentage
2022-23	Female	378	32 %
	Male	807	68 %



Comparison with previous three years

Academic Year	Gender	Count	Percentage
2022-23	Female	378	32 %
	Male	807	68 %
2021-22	Female	323	30 %
	Male	754	70 %
2020-21	Female	320	37 %
	Male	547	63 %



In the current academic year, 2022-23, the college registers a student gender distribution with 807 male students and 378 female students, without representation from other genders. When comparing these figures with the preceding academic years, distinctive patterns emerge. For the academic year 2021-22, the college had 754 male students and 323 female students, with no representation from other genders. Similarly, in the academic year 2020-21, the numbers stood at 547 male students and 320 female students, again with no inclusion of other genders. These figures illustrate that the total student count (including both male and female students) has demonstrated variations over the years, while efforts have been made to maintain or slightly increase the number of female students. The steady presence of female students reflects the institution's commitment to providing equitable educational opportunities to all, fostering a balanced and inclusive learning environment.



- **Female Faculty Members in Key Positions:**

The following female faculty members hold key leadership positions within the college:

Sr. No	Name of the Faculty	Post
1	Dr. Shivaleela Arlimatti	Professor & Head of the Department, Computer Science & Engineering
2	Dr. Rashmi Jadhav	Professor & Head of the Department of Civil Engineering
3	Dr. Shivani Kalle	Dean Research
4	Mrs. Vidya Abdulpur	Head of the Department, Electrical Engineering
5	Mrs. Preeti Bhosale	Training & Placement Officer
6	Mrs. Leena Jadhav	Librarian

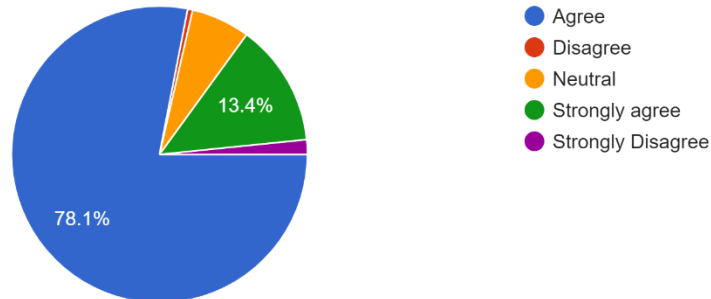
The presence of female faculty members in key leadership positions within the college underscores the institution's commitment to gender diversity and inclusivity in leadership roles. Also, the presence of these accomplished women in leadership positions not only serves as an inspiration to students but also contributes to a diverse and inclusive decision-making process within the college, fostering an environment that values and promotes the contributions of individuals irrespective of their gender.

5. Gender Audit Survey and Analysis

The Gender Audit survey conducted within Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, encompassed both students and staff, with a sample size of 187 participants. The survey consisted of a total of 10 questions designed to assess perceptions of gender equality within the college culture. Responses to these questions were structured on a five-point scale, ranging from "Strongly Agree" to "Strongly Disagree".

Do you feel that the college culture promotes gender equality?

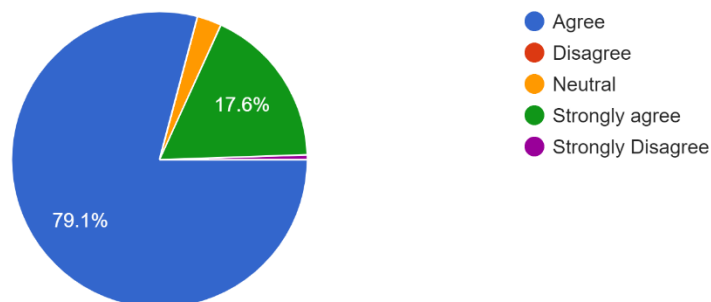
187 responses



Agree=146 , Disagree=01, Neutral=12,Strongly agree=25,Strongly disagree=03

Adequate number of toilets are available on each floor of the college campus for students and staff?

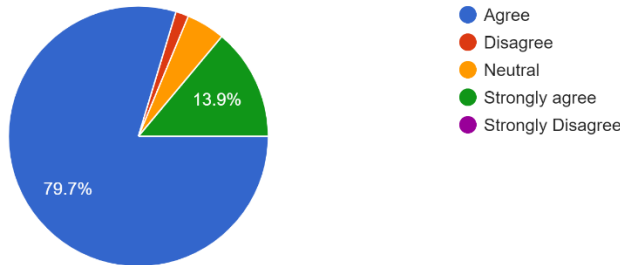
187 responses



Agree=148 , Disagree=01, Neutral=12,Strongly agree=25,Strongly disagree=03

Adequate security arrangements have been made in the campus and common areas during day and night?

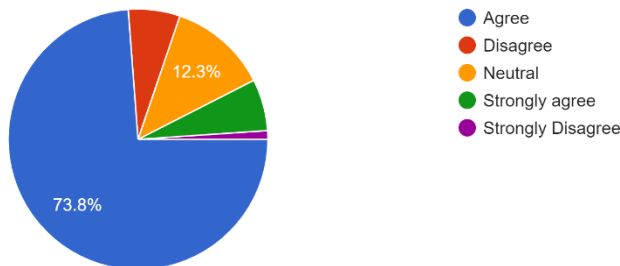
187 responses



Agree=149 , Disagree=3, Neutral=9,Strongly agree=26,Strongly disagree=0

Women Development Cell and Internal Complaints Committee is setup in the college and students are aware about it?

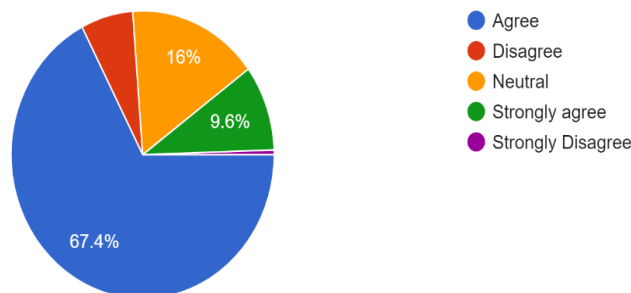
187 responses



Agree=138 , Disagree=12, Neutral=23,Strongly agree=12,Strongly disagree=2

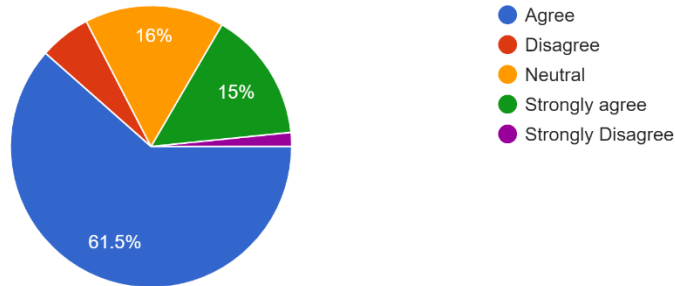
Are you aware about Internal Complaints Committee, that deals with sexual harassment issues in the college?

187 responses



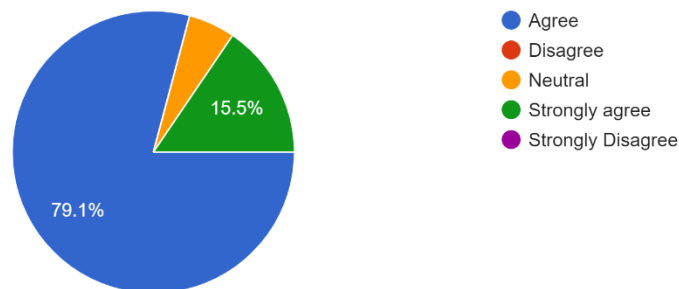
Agree=126 , Disagree=12, Neutral=30,Strongly agree=18,Strongly disagree=0

Can you reach out to Internal Complaints Committee, for sexual harassment issues , if any?
 187 responses



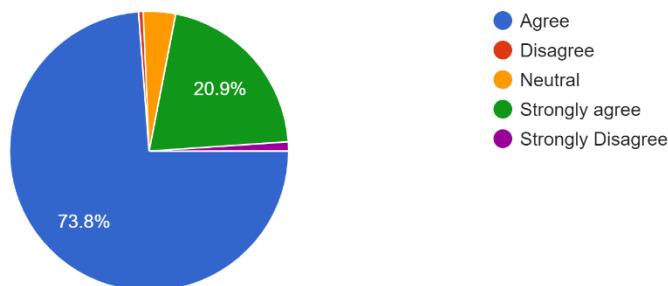
Agree=115 , Disagree=11, Neutral=30,Strongly agree=28,Strongly disagree=3

The Classroom offers equal opportunities to all genders
 187 responses



Agree=148 , Disagree=0, Neutral=10,Strongly agree=29,Strongly disagree=0

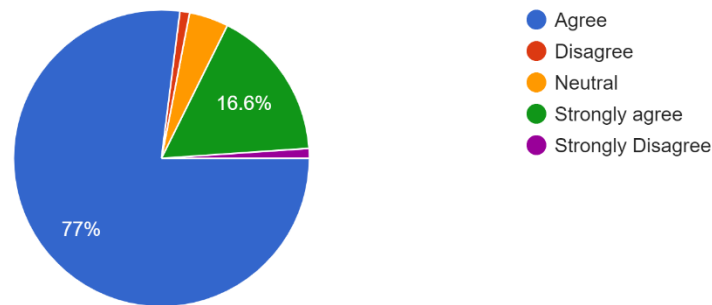
The College offers equal opportunities to all genders on Sports
 187 responses



Agree=138 , Disagree=1, Neutral=7,Strongly agree=39,Strongly disagree=2

There is equal opportunities to all genders to work with various committees, events and clubs in the college.

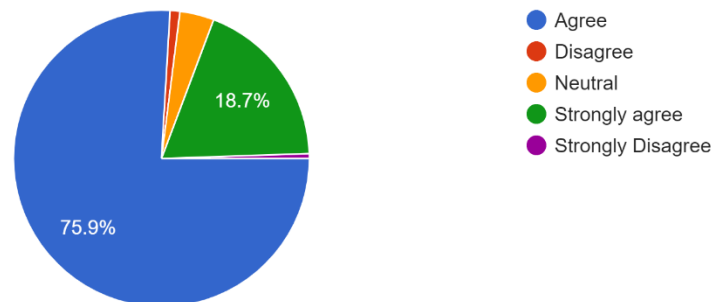
187 responses



Agree=144 , Disagree=2, Neutral=8,Strongly agree=31,Strongly disagree=2

There is equal opportunity to all genders for free and fair expressions of ideas

187 responses



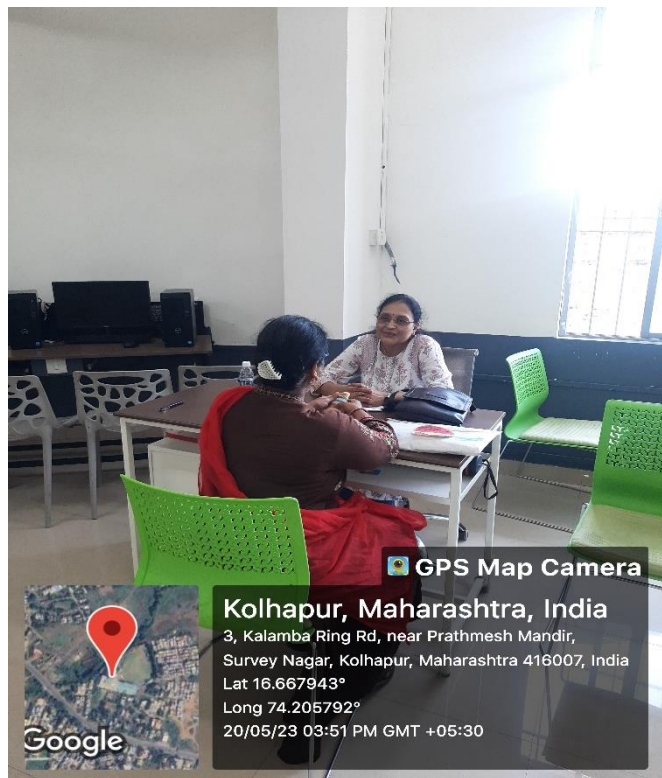
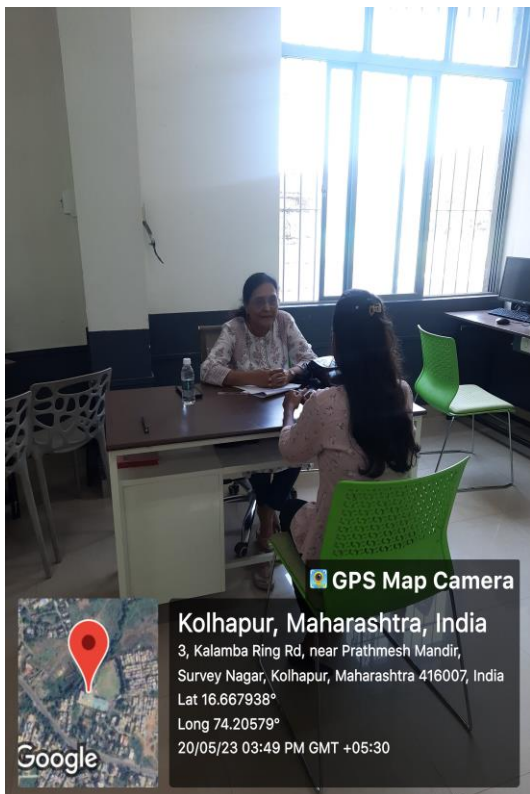
Agree=142 , Disagree=2, Neutral=7,Strongly agree=358,Strongly disagree=1

The survey revealed a positive perception of gender equality, with satisfaction in infrastructure, awareness of support mechanisms, and a belief in equal opportunities, highlighting the college's progress in fostering an inclusive and equitable environment.

Girls Common Room



Counselling



Woman's Day Celebration



6. Observations and Key Findings.

Key Findings:

- Satisfaction with Infrastructure: Responses related to the availability and quality of facilities, such as toilets and security, indicated a high level of satisfaction with the existing infrastructure. This suggests that both students and staff are content with the facilities provided within the college.
- Awareness of Support Mechanisms: The survey revealed that there is a significant level of awareness among respondents regarding the presence of the Women Development Cell and Internal Complaints Committee within the college. The majority of participants indicated agreement with their existence, signaling that these support mechanisms are well-recognized within the college community.
- Positive Perceptions on Equal Opportunities: Survey questions aimed at evaluating equal opportunities in various aspects of college life, including classrooms, sports, committee participation, and free expression of ideas, received overwhelmingly positive responses. This indicates that respondents perceive a fair and equal environment within these domains, demonstrating a culture of inclusivity and equal access to opportunities for all genders.

Observations:

Based on the data collected and analysed, the following observations can be made:

- The college has made progress in achieving gender balance among students.
- The representation of female faculty members has improved over the years, although more efforts can be made.
- Perceptions regarding gender equality in the college culture are generally positive.
- The existence of support mechanisms like the Women Development Cell and Internal Complaints Committee is well-recognized.
- Equal opportunities for participation in various activities are perceived positively.

Overall, the survey findings reflect a positive outlook on gender equality within Dr. D. Y. Patil Pratisthan's College of Engineering, Salokhenagar. The institution appears to have fostered a culture where students and staff feel satisfied with the facilities, are aware of support mechanisms, and perceive equal opportunities across various aspects of college life. These findings can serve as a foundation for further strengthening the institution's commitment to gender equality and inclusivity.



7. Recommendations

In light of the observations, the following recommendations are made to further enhance gender equality at Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar:

- Continue efforts to increase the representation of female faculty.
- Strengthen awareness programs related to the Women Development Cell and Internal Complaints Committee.
- Foster an environment that encourages active participation of all genders in committees, sports, and free expression of ideas.
- Regularly review and update gender policies and initiatives to align with best practices.
- Improve the ration of girl students in the campus

8. Conclusion

This Gender Audit Report reflects the commitment of Dr. D. Y. Patil Pratishthan's College of Engineering, Salokhenagar, to promote gender equality and inclusivity. While positive strides have been made, ongoing efforts are necessary to further enhance gender equality within the college culture. The recommendations provided serve as a roadmap for continuous improvement in this regard. The college remains dedicated to creating an environment where all individuals can excel, regardless of their gender.

Mr Ganesh Rathod
(Dean Accreditation)



Dr. Suresh D. Mane
(Principal)