

# GENDER AUDIT CERTIFICATE

BEING AWARDED TO

**PADMABHOOSHAN VASANTRAODADA  
PATIL INSTITUTE OF  
TECHNOLOGY, SANGLI (BUDHGAON)**

As per NAAC Gender Equality and Sensitization guidelines the Gender Audit  
was administered by ECS

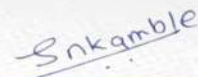
FOR THE ACADEMIC YEAR 2017-2024



**NIKHIL KAMBLE**  
AUDITOR, ECS



**ENVIRONMENTAL & CIVIL  
ENGINEERING SOLUTIONS**  
ISO 9001: 2015, IEC 17025: 2017

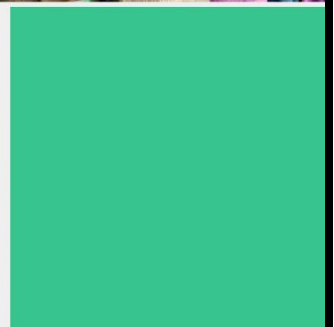


**SEEMA KAMBLE**  
DIRECTOR, ECS

Certificate No: ECS/GA/2425/03

Padmabhooshan Vasanthaodada Patil  
Institute of Technology, Sangli (Budhgaon)

# Gender Audit Report 2017-2024



**ENVIRONMENTAL & CIVIL  
ENGINEERING SOLUTIONS**  
ISO 9001: 2015, IEC 17025: 2017



## Preamble

Gender Audit of educational institutions is a process for organisational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a 'safe and secure' ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities.

Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues. According to an ILO Manifesto gender auditing helps institutions to focus on such areas as:

- Mainstreaming gender as a cross-cutting concern within the unit's objectives, programmes and budget.
- Existing gender expertise and competence
- Information and knowledge management on gender issues.
- Systems and instruments in use for accountability, evaluating and monitoring on gender equality.
- Staffing and human resources concerning balance between women and men, as well as gender-friendly policies.
- Organisational culture and its effects on gender equality.

## What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

**An internal audit:** This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to

capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

**An external audit:** This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyse how gender is main streamed into the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

### **.Objectives of the Gender Audit exercise:**

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- A certified consultant to be invited to take care of personal development and confidence building among students.

- Organizing programs to build confidence and instil leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

**The following are the main objectives of the Gender Audit:**

1. To know about the gender balance in the college.
2. To know about gender perception in the campus.
3. To reflect and etch out a road map for gender action.

**Gender Sensitization Policy:**

1. To conduct Gender equality program.
2. To conduct Nirbhaya Abhiyan.
3. To organise self-defence training for Women.
4. To conduct programs under women's study centre.
5. To organise primary health programs for girl students.



## INITIATIVES TAKEN BY PVPIT COLLEGE

### Women's Study Centre

Women's Studies Centre has been established in PVPIT College, Sangli in 2017-2024 with the aim to develop the capacities and potential in the girl students of PVPIT College. The Centre organizes various collaborative and social activities to generate awareness and sensitivity towards women's issues such as gender equity, economic self-reliance, women rights, laws, etc. Women's Studies Centre PVPIT College has signed the Memorandum of Understanding (MoU) with various industries in the academic year 2021-24. The centre has organized Collaborative activities such as blood check-up camp, workshop on financial literacy and various programmes on personality developments, promoting social sensitivity and awareness, developing leadership skills etc. The Centre has also conducted lectures for providing guidance to the students on the topics of Health, Hygiene, Psychological and Legal Counselling. The programmes have been conducted for students as well as teaching & non-teaching staff of the college.

### Objectives

- To organize workshops, seminars, debates discussions, film shows and exhibitions that display the creative acumen of the students.
- To conduct need-based gender sensitization programmes.
- To create awareness among the students on women's rights status and to critically analyse women's issues.
- To study /research for women empowerment.

### Anti-ragging Committee

The Anti-Ragging Committee is responsible for inculcating a culture of Ragging Free Environment on Campus. The Anti-Ragging Committee is involved in designing strategies and action plan for curbing the menace of ragging in the college by adopting an array of activities.

### Objectives:

- To protect students from ragging incidents.
- To bring awareness among the students about the ill effects of ragging, its impact on human life and consequences.

## Zero Tolerance Policy

What is 'Zero tolerance' policy? No act of ragging, major or minor, shall go unnoticed. No ragger, male or female, student or non-student, shall go unpunished. No institution that fails to take action against ragging are allowed to operate are the UGC guidelines and these are strictly followed by the PVPIT.

Acts regarding Violation of Zero tolerance Policy followed by PVPIT

- Any disorderly conduct to an employee or student whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness.
- Indulging in a rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or Psychological harm or to raise fear or apprehension thereof in an employee or student.
- Asking the employee or students to do any act which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or Psyche of an employee or student.

## Disciplinary Actions:

Employee and students who are found to be in violation of the zero tolerance policy may face a variety of disciplinary actions, up to and including immediate termination and rustication. Disciplinary action is recommended to the respective committee according to the misbehave act. The Disciplinary action depends upon the type of misconduct.

## Internal Complaints Committee:

Internal Complaints Committee (ICC) is a mandatory committee that every institute and is required to constitute within his departments. In the scenario where the employer has branch offices, he needs to have an ICC as each such branch office to address the issues of sexual harassment.

## Objectives:

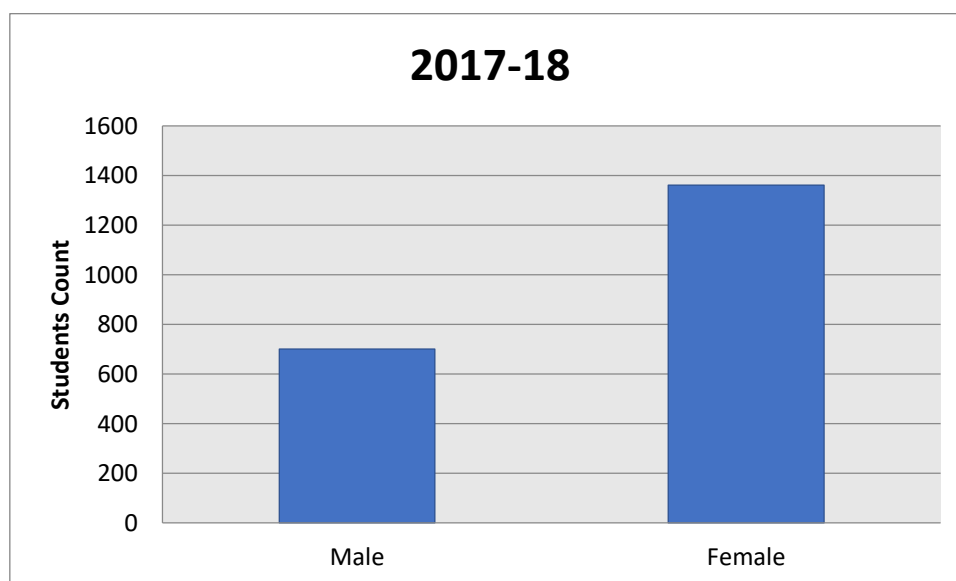
- To ensure the implementation of the policy and letter and spirit through proper reporting of the complaints and their follow up procedures.
- To promote a social and psychological environment that will raise awareness about sexual harassment. Recommend appropriate punitive action against the guilty.
- This cell aims at sensitizing the students and staff to work diligently to prevent sexual harassment in the college.

## GENDER DISTRIBUTIONS FOR VARIOUS SECTIONS

### Student ratio for PVPIT

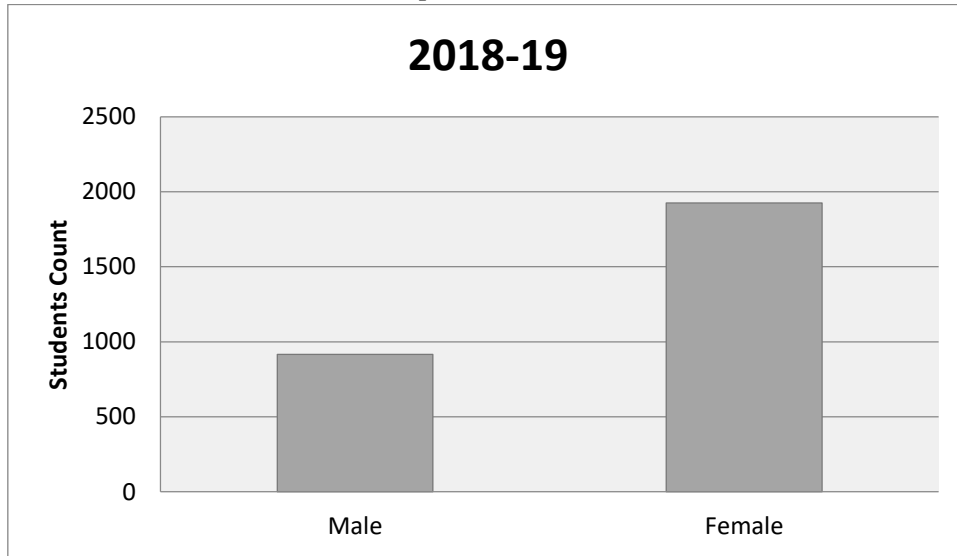
<b>Student Ratio at PVPIT, Sangli</b>			
<b>Year</b>	<b>Number of Students</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2017-18</b>	700	1361	2061
<b>2018-19</b>	916	1925	2841
<b>2019-20</b>	827	1571	2398
<b>2020-21</b>	811	2030	2841
<b>2021-22</b>	737	1688	2425
<b>2022-23</b>	741	1689	2430
<b>2023-24</b>	791	1672	2463
<b>Total</b>	<b>5523</b>	<b>11936</b>	

Graph for 2017-2018

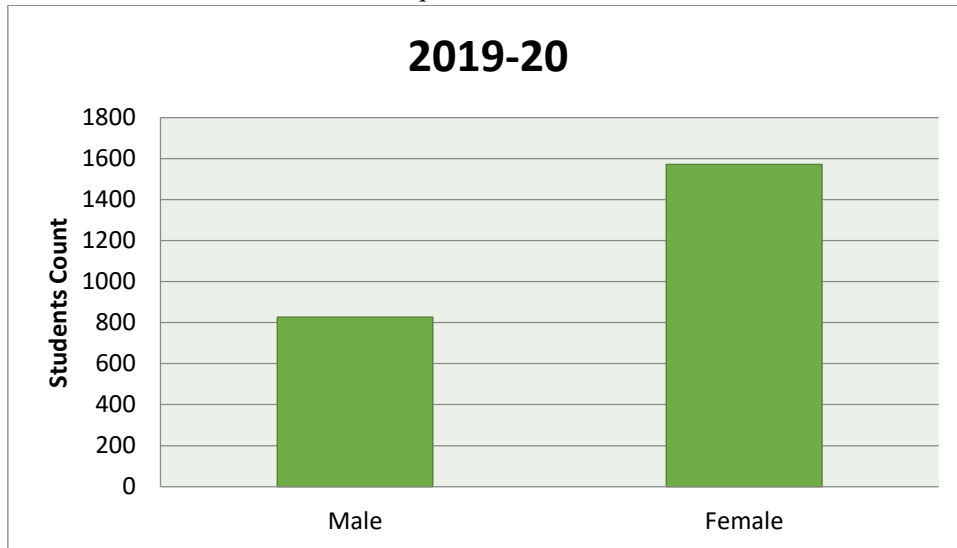




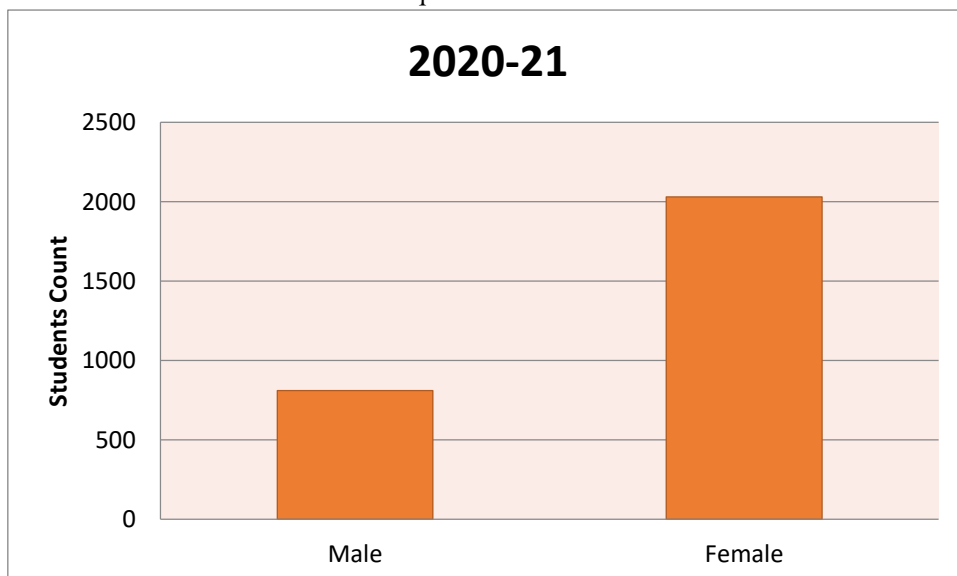
Graph for 2018-19



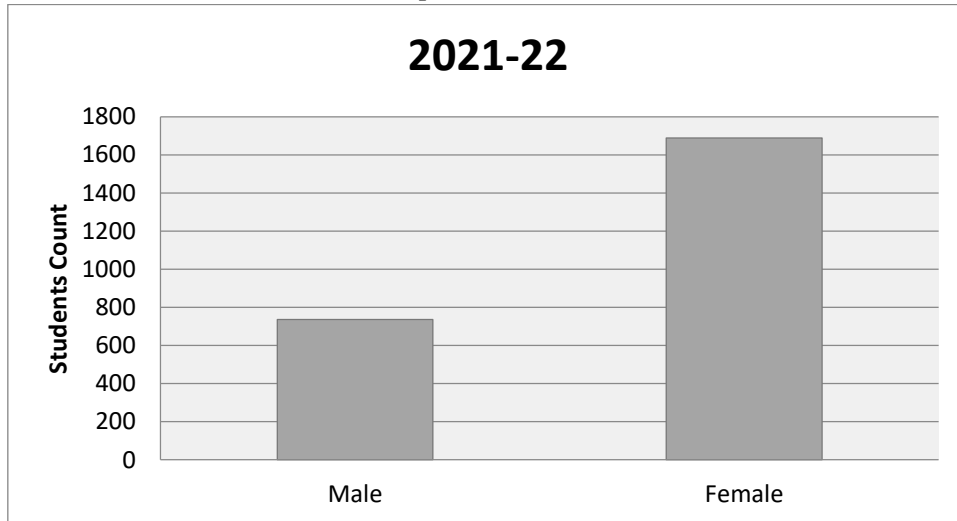
Graph for 2019-20



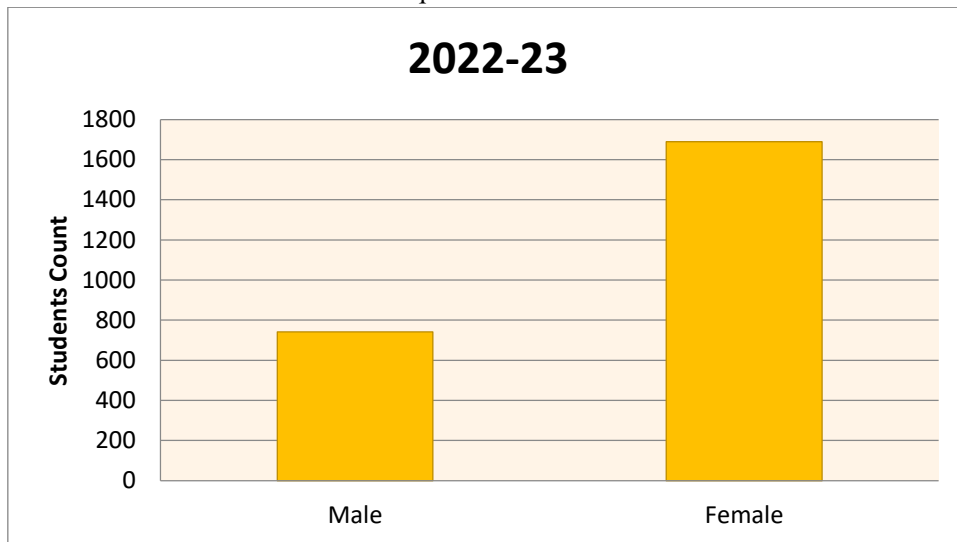
Graph for 2020-21



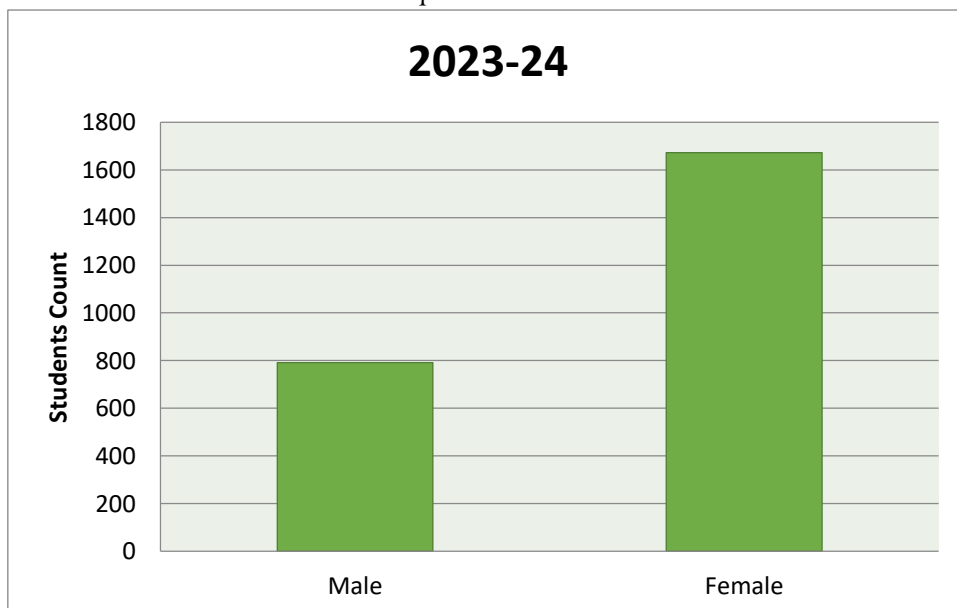
Graph for 2021-22



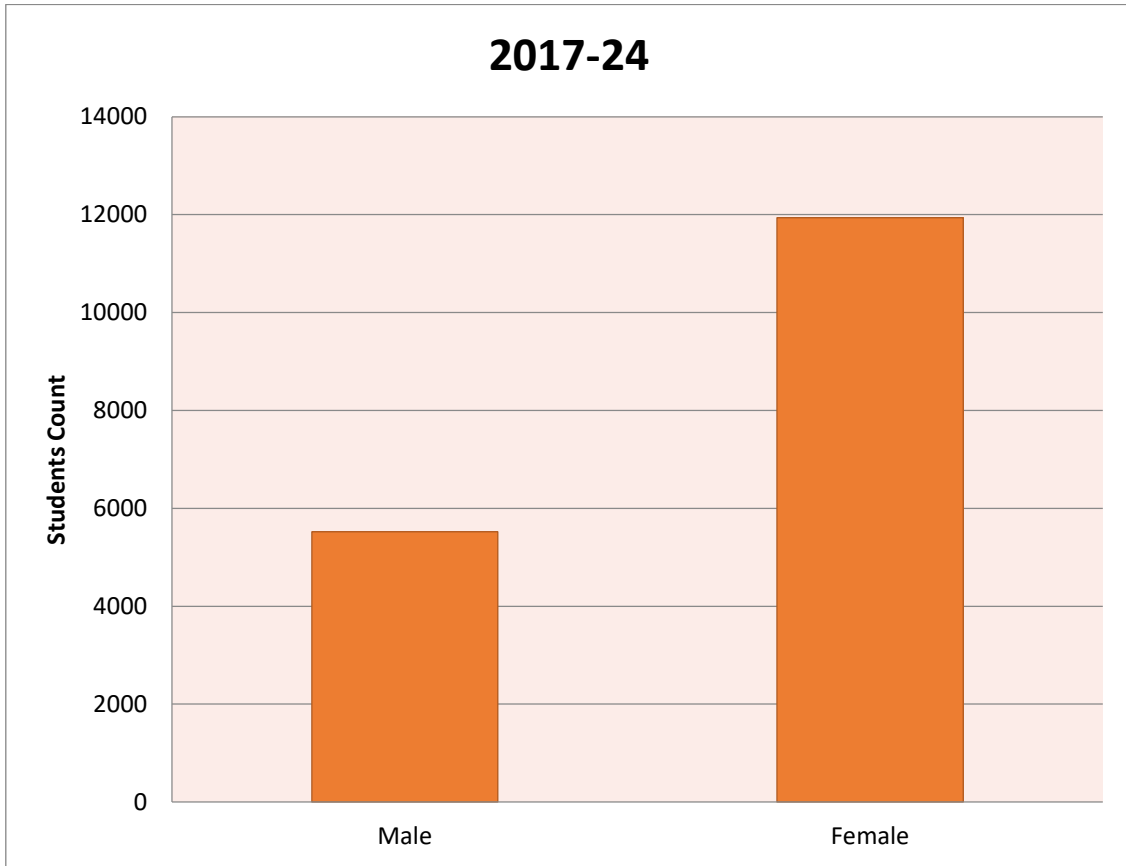
Graph for 2022-23



Graph for 2023-24



Overall Gender Ratio for 2017-2024 at PVPIT



# GENDER AUDIT CERTIFICATE

BEING AWARDED TO

**PADMABHOOSHAN VASANTRAODADA  
PATIL INSTITUTE OF  
TECHNOLOGY, SANGLI (BUDHGAON)**

As per NAAC Gender Equality and Sensitization guidelines the Gender Audit  
was administrated by ECS

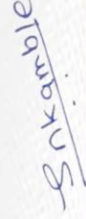
FOR THE ACADEMIC YEAR 2017 - 2024



**NIKHIL KAMBLE**  
AUDITOR, ECS



**ENVIRONMENTAL & CIVIL  
ENGINEERING SOLUTIONS**  
ISO 9001: 2015, IEC 17025: 2017



**SEEMA KAMBLE**  
DIRECTOR, ECS

Certificate No: ECS/GA/2425/03