

Sant Dnyaneshwar Shikshan Sanstha's

**ANNASAHEB DANGE COLLEGE OF
ENGINEERING AND TECHNOLOGY,
ASHTA – 416301 (M.S.)**



Gender Audit Report

2022-23

Acknowledgement

Annasaheb Dange College of Engineering & Technology, Ashta hereby expresses its gratitude to the Management of the institute, all the students and employees of the institute, all the members of ICC and WEC for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit.



Prof. Kiran J. Burle

Dean, Quality Assurance



Dr. Vikram S. Patil

Director
DIRECTOR,
Annasaheb Dange College of
Engineering & Technology, Ashta.
Tal. Walwa, Dist. Sangli. 416 301



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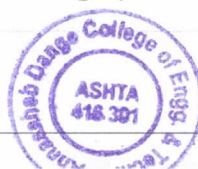




About the college...

The Annasaheb Dange College of Engineering and Technology (ADCET), Ashta is one of the iconic public institutions of higher technical education in Western Maharashtra, distinguished by its compassion to produce engineers with competence for improving the human condition and building the nation. Established in 1999, ADCET, Ashta is an Autonomous institute affiliated to Shivaji University, Kolhapur, Maharashtra and approved by AICTE, New Delhi. The institute is NAAC accredited with “A” grade, ISO 9001:2015 certified and runs programmes accredited by NBA, New Delhi. The community and culture of ADCET, Ashta are enriched by active bright students, dedicated teachers, and commitment to impart quality education in Engineering.

ADCET's campus is spread over 25 acres in the heart of the city of Ashtha, Sangli, where 3000 undergraduate students build their lifelong friendships and connections while enjoying their educational journey. The College is a leader in academic excellence, with a particular focus on outcome-based education by setting clear and unambiguous framework for curriculum planning along with clear standards for observable, measurable outcomes. We are continuously emphasizing on restructuring of curriculum, assessment, and reporting practices in education to reflect the



achievement of high order learning and mastery rather than the accumulation of course credits. College is focusing on “Student Centric Learning” by fostering close working relationships between faculty and students.

We, at ADCET, Ashta incline our students towards learning through conversation and collaboration, micro, mini and mega projects, community and social justice engagement, internships in industry, original research, and experimentation. Our cooperative relationship with IITs, NITs, and research organizations enlarges the academic opportunities for our students and their social community. Our active ties to engineering and allied industries further extend the employment opportunities available at ADCET, Ashta. At ADCET, Ashta, we certainly believe with full confidence that we can prepare the next generation for future.

ADCET community rich in diversity offers every member an equal respect and provides an equal opportunity of academic excellence and employment. We offer robust student scholarship support while protecting against excessive student debt – because we believe a quality higher education should be affordable to all. We provide 100% support for availing educational loan through all nationalized banks, especially through IDBI Bank, Ashta branch.

So we emphasize the 4 C's: COMPETENCE | CONFIDENCE | COMMITMENT | COMPASSION



Vision

To be a Leader in producing professionally competent engineers.

Mission: -

We, Annasaheb Dange College of Engineering & Technology, Ashta, are committed to achieve our vision by,

- M1. Imparting effective outcome-based education.
- M2. Preparing students through skill-oriented courses to excel in their profession with ethical values.
- M3. Promoting research to benefit the society.
- M4. Strengthening relationship with all the stakeholders.

Our Quality Policy

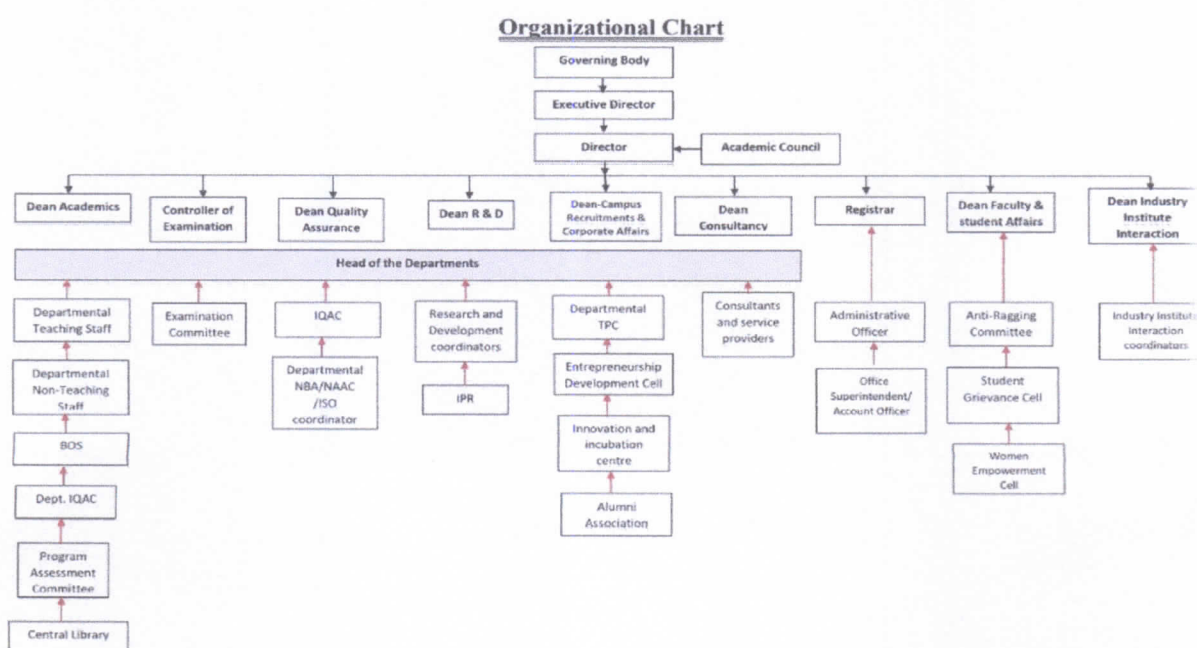
We intend to continually enhance performance of our institute through,

- Functioning in structured, organized & co-ordinated manner.
- Trying to be conscious about our responsibilities and authorities at formal & informal levels.
- Taking every possible initiative in the role assigned.



Organization Contact Details	
Name of the Institution	Annasaheb Dange College of Engineering & Technology, Ashta
Name of the Head of the institution	Dr. Vikram S. Patil
Designation	Director
Does the institution function from its own campus?	Yes
Phone No. of the Principal	8600600700
Alternate phone No.	8600600700
Mobile No. (Principal)	8600106350
Registered e-mail ID (Principal)	director@adcet.in
Address	Annasaheb Dange College of Engineering & Technology, Ashta, Maharashtra-416 301

Organization Structure: -



Objectives of the Gender Audit Report

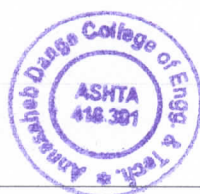
Gender Equality is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminant place of education is a prerequisite for effective dissemination of knowledge and learning. Constitution of India enshrines the proposition of gender parity in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. In order to promote gender equality and non-discrimination on grounds of gender, as ensured by Article 14 that requires 'equality before law' and ensures universal rights for all regardless of birth, ethnicity, gender or race. Article 15 (1) authorizes the state not to isolate any person based on sex, race, nationality, caste, ethnicity or any of them. Article 15 (3) mandates the state to prepare special arrangements to benefit women. Article 15 (3) also promotes women and children by laws such as Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, Amendment to the Hindu Succession Act etc. Likewise, Article 16 mandated equal opportunity for all, Article 39 (a) supports for governments aim its policies towards right to a decent medium of living for women and men. Article 39 (d) ensure 'equal wages for equal work' for all and Article 42 mandates governments for fair and reasonable working conditions and maternity assistance. Article 243 D (3), (4), T (3) supports one-third of the total number of seats reserved for women in Panchayats and Municipality. Hence Indian Constitution provides provisions to reduce Gender Inequality. Article 15 (1) of the Indian Constitution, particularly in the institutes of Higher education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing & monitoring specific policies and procedures that question inequalities and foster equal opportunity across genders. Societies that value all genders as equal are safer and healthier. Gender equality is the precondition for an equitable society. Ensuring that all can live up



to their full potential, regardless of gender identity or other factors, is not only a moral imperative. It is a strategic imperative—a continuation of journey toward justice, opportunity, and equality. To ensure women are treated properly and their dignity is not harmed at working places 'Vishaka Guidelines' the Sexual Harassment at Workplace Act, 2013 are instituted to protect employees of the college. UGC has also recognized equality and justice enshrined in the Indian Constitution, Saksham guidelines were passed in 2014 that mandate measures for gender sensitization, workings of Annasaheb Dange College of Engineering & Technology, Ashta of institutional redress mechanisms, requirements of specific facilities on and near campuses and special requirements of women students and staff. Thus, College envisions a society where everyone has equal opportunities. With the objective to ensure gender equality at their campus, Annasaheb Dange College of Engineering & Technology, Ashta placed a request to conduct Gender Audit. The objective of this audit report is to produce the major findings of the Gender audit conducted for Annasaheb Dange College of Engineering & Technology, Ashta, which we at Sant Dnyaneshwar Shikshan Sanstha's have performed as per the Work order issued by the management of the Institute.

Methodology

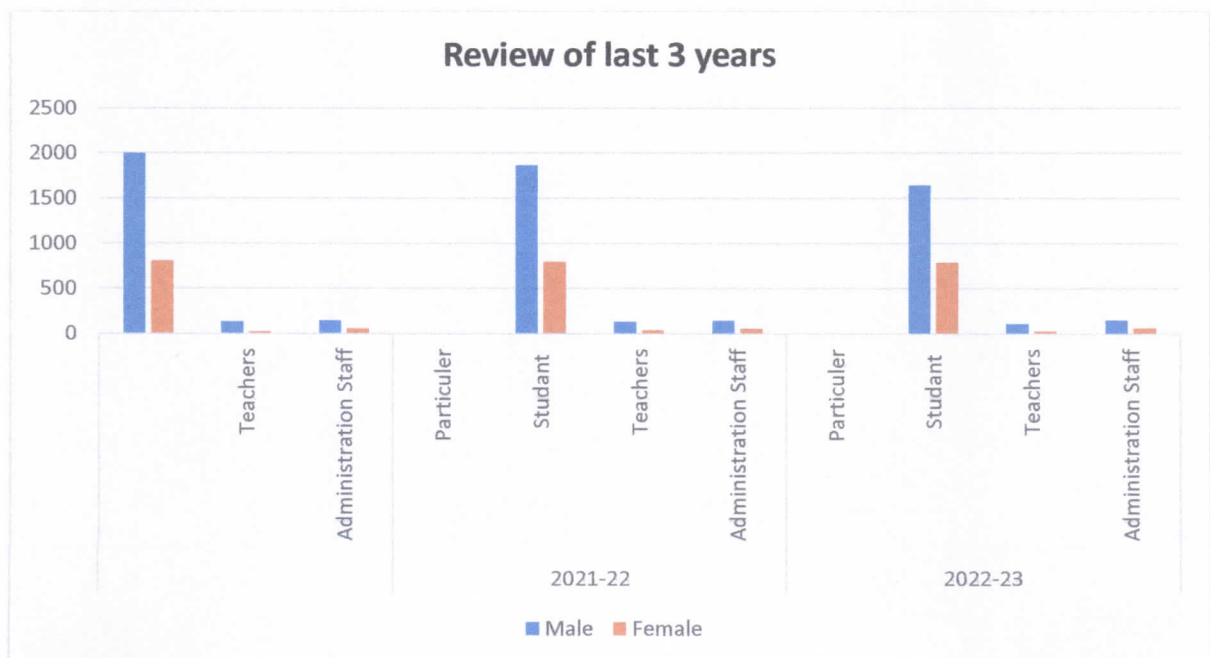
As part of the Audit, a questionnaire was specially designed for the Higher Education Authorities to procure gender segregated data on the curriculum, male –female composition across various departments as well as listing of program /workshops /Seminars conducted on Gender related issues. The statistical data provided for the last three academic years together with the finding of the online meeting has been analysed.



The broad gender sensitive indicators which have been studied in detail include the following:

- ✓ Curricular Aspects
- ✓ Learning and Evaluation
- ✓ Gender balance in Teaching & Non-Teaching Staff – male and female
- ✓ Research, Consultancy and Extension
- ✓ Resources & Infrastructure
- ✓ Student Support and Progression
- ✓ Gender Sensitization Policy and Practices
- ✓ Gender Issues - Mechanisms and Methods

Annasaheb Dange College of Engineering & Technology, Ashta, hopes to create, attract and retain gender sensitive staff who in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country.



Organization Gender Policy:

1. To put in place affirmative action at the recruitment level to support an increased number of female employees in academic and administrative positions by defining female and male target percent levels
2. To establish mechanism accountability for managing and monitoring the extent to which each unit (college, faculty, department etc.) adopts and implements gender responsive plans for moving to the set target of 50/50 percentage ratio
3. To speed up the preparation of the operational policy of the Annasaheb Dange College of Engineering & Technology, Ashta. Staff Training and Development and make it implementable
4. To establish gender disaggregated data showing the actual number of employees at all levels in order to provide equal opportunity in staff recruitment, development and training.
5. Ensure equitable distribution of Annasaheb Dange College of Engineering & Technology, Ashta. resources, benefits, and opportunities
6. To continue to promote gender equality and gender equity in Annasaheb Dange College of Engineering & Technology, Ashta. vision and mission and all key policies.
7. To provide accountability mechanisms for the implementation of gender mainstreaming in any newly established policies, Programs, plans and functions



Organization under ongoing Committees for Gender Awareness

1. Women Empowerment Cell:

Women Development committee The Women Development Committee was established in the Annasaheb Dange College of Engineering & Technology, Ashta. It was done by the then hon. Director of College . The establishment of the WEC is indeed a landmark achievement of the college in pursuance of the policies of women empowerment within the university ambit. The aim is to build a gender sensitive campus. The college has set up the WEC to address concerns of

gender discrimination and recommend measures and policies for gender parity at the college. After the Sexual Harassment Act of 2013 and the UGC Guidelines of 2015, the college has set up the Campus Internal Committee to address complaints of Sexual Harassment. Further, the college has directed its to set up College Internal Committees. The college as per the Maharashtra Public Universities Act is preparing a comprehensive Ordinance for Gender Discrimination and Sexual Harassment.

The aim and objective of the WEC is to prevent sexual harassment at workplace (colleges campuses) and to promote general wellbeing of female students teaching and non-teaching women staff on the colleges. The WEC is also responsible to undertake the awareness programs on gender sensitization, women rights and women empowerment in college campuses.

WEC is accountable for awareness of gender sensitization, women's rights and promoting general wellbeing of students, teaching staff, and support staff. WEC is liable to create a dignified and inclusive environment for all genders in and around the college and equip them in controlling their personal and professional lives.



WEC will continue to strive in creating equitable opportunities to empower women to attain their full potential, enriching organizational and social life in the process which has mutual benefits to the genders and society.

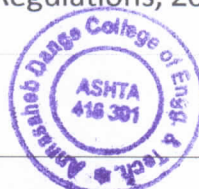
Objectives of WEC

- ✓ To create and develop a congenial environment for women employees (including teaching, support staff, and contractual as well as daily wages employees) and students (rural, urban, specially-abled, underprivileged, marginalized), allowing them to reach their full potential.
- ✓ To undertake the awareness programmes on gender sensitization, women's rights and women empowerment in colleges campuses.
- ✓ To sensitize the students towards the special needs of all genders
- ✓ To develop equitable opportunities for the educational avenues for women
- ✓ To build a gender sensitive and inclusive campus
- ✓ To address concerns of gender discrimination and recommend measures and policies for gender parity at the College.
- ✓ To prevent sexual harassment at workplace (colleges campuses)
- ✓ To undertake surveys or action research projects, if necessary, pertaining to women (rural, urban, specially-abled, underprivileged, marginalised) in the society.
- ✓ To conduct gender audit / safety audit on regular basis

2. Internal Complaints Committee

In response to the Vishaka Judgment passed by the Supreme Court in 1997 and as per a circular received from university, all affiliated Institutions and Colleges must comply with requirements as per the „The Sexual Harassment of Women at

Workplace (Prevention, Prohibition and Redressal) Act, 2013 and (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and students in higher educational institutions) Regulations, 2015 To comply with provisions under the



above-mentioned Act, we have an Internal Complaints Committee under the above Act. In fact, as regards to the Corporate, the POSH Act, as of now, applies to the complaints of women, the UGC and AICTE Regulations apply to the male students also.

The regulations issued by UGC are gender neutral so far as students are concerned. Even the male, trans-sexual or third gender students can also file a complaint under these regulations, in case they face sexual harassment at campuses (as defined below).

In compliance of this directive of the University, the Internal Complaints Committee of College was set up. staff members and students of college, and functions with an aim to prevent sexual harassment, to provide a healthy and congenial atmosphere to the staff and students of the College and create a gender sensitized community within campus as well as in the society.

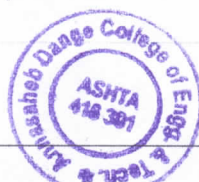
Purpose

As an employer of Annasaheb Dange College of Engineering & Technology, Ashta, we intend to provide and promote a safe work place for all the women working in this Institution. This policy is framed to meet the requirements of the enactment „The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013“ (“Act”) and to extend the applicability of the provisions of the Act to all employees of Annasaheb Dange College of Engineering & Technology, Ashta

Objectives

The aim of this Policy is to promote a social, physical, and psychological environment through the following objectives.

- ✓ To create awareness among all employees
- ✓ To prohibit the unwelcome behaviour that constitutes workplace sexual harassment or acts amounting to sexual harassment of any employee
- ✓ To ensure that all individuals are treated with equal respect and no discriminatory treatment is meted out to anyone on grounds of gender alone
- ✓ To provide unbiased yet empathetic redress process



Gender Audit Survey and Analysis

1. The College conducts gender sensitization programs as a part of its curriculum?

2022-23				
Particular		Male	Female	Prefer not to say
Student, Teachers, Administration Staff	Agree	960	324	50
	Disagree	10	5	
	Neutral	126	48	
	Strongly agree	764	500	
	Strongly Disagree	0	1	
Total		1860	878	50

2. The college conducts gender awareness programs?

2022-23				
Particular		Male	Female	Prefer not to say
Student, Teachers, Administration Staff	Agree	960	324	50
	Disagree	10	5	
	Neutral	126	48	
	Strongly agree	764	500	
	Strongly Disagree	0	1	
Total		1860	878	50

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

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	850	360
	Disagree	5	10
	Neutral	140	60
	Strongly agree	860	430
	Strongly Disagree	15	4
	Prefer not to say	40	14
Total		1910	878



4. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet?? (Only for girls student and woman staff)

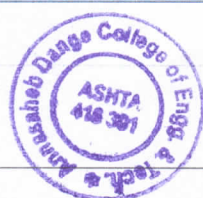
2022-23		
Particular		Female
Student, Teachers, Administration Staff	Agree	478
	Disagree	4
	Neutral	40
	Strongly agree	348
	Strongly Disagree	0
	Prefer not to say	8
Total		878

5. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc ?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1000	385
	Disagree	0	0
	Neutral	15	8
	Strongly agree	890	483
	Strongly Disagree	0	0
	Prefer not to say	5	2
Total		1910	878

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

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	996	393
	Disagree	0	0
	Neutral	2	0
	Strongly agree	910	484
	Strongly Disagree	0	0
	Prefer not to say	2	1
Total		1910	878



7. Woman Development Committee is set up in the college and students are aware about this women committee?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1400	460
	Disagree	0	0
	Neutral	10	0
	Strongly agree	500	418
	Strongly Disagree	0	0
	Prefer not to say	0	0
Total		1910	878

8. The Women Development Cell and Internal Complaints Committee conduct Gender sensitization events?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1300	600
	Disagree	10	1
	Neutral	15	4
	Strongly agree	573	271
	Strongly Disagree	2	1
	Prefer not to say	10	1
Total		1910	878

9. Are you aware about Internal Complaints Committee that deals with sexual harassment issues in your college?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1300	600
	Disagree	10	1
	Neutral	15	4
	Strongly agree	573	271
	Strongly Disagree	2	1
	Prefer not to say	10	1
Total		1910	878



10. Can you reach out to Internal Complaints Committee for sexual harassment related grievances, if any?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1300	600
	Disagree	10	1
	Neutral	15	4
	Strongly agree	573	271
	Strongly Disagree	2	1
	Prefer not to say	10	1
Total		1910	878

11. Are you aware of the College Grievance and Redressal Cell in your College?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1300	600
	Disagree	10	1
	Neutral	15	4
	Strongly agree	573	271
	Strongly Disagree	2	1
	Prefer not to say	10	1
Total		1910	878

12. The classroom offers equal opportunities to all genders?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1590	700
	Disagree	0	0
	Neutral	8	3
	Strongly agree	310	175
	Strongly Disagree	0	0
	Prefer not to say	2	0
Total		1910	878



13. The College offers equal opportunities to all genders on sport?

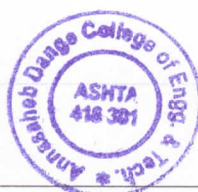
2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1589	703
	Disagree	0	0
	Neutral	15	0
	Strongly agree	304	175
	Strongly Disagree	1	0
	Prefer not to say	1	0
Total		1910	878

14. There is equal opportunity to all genders to work with various clubs and forums in the college?

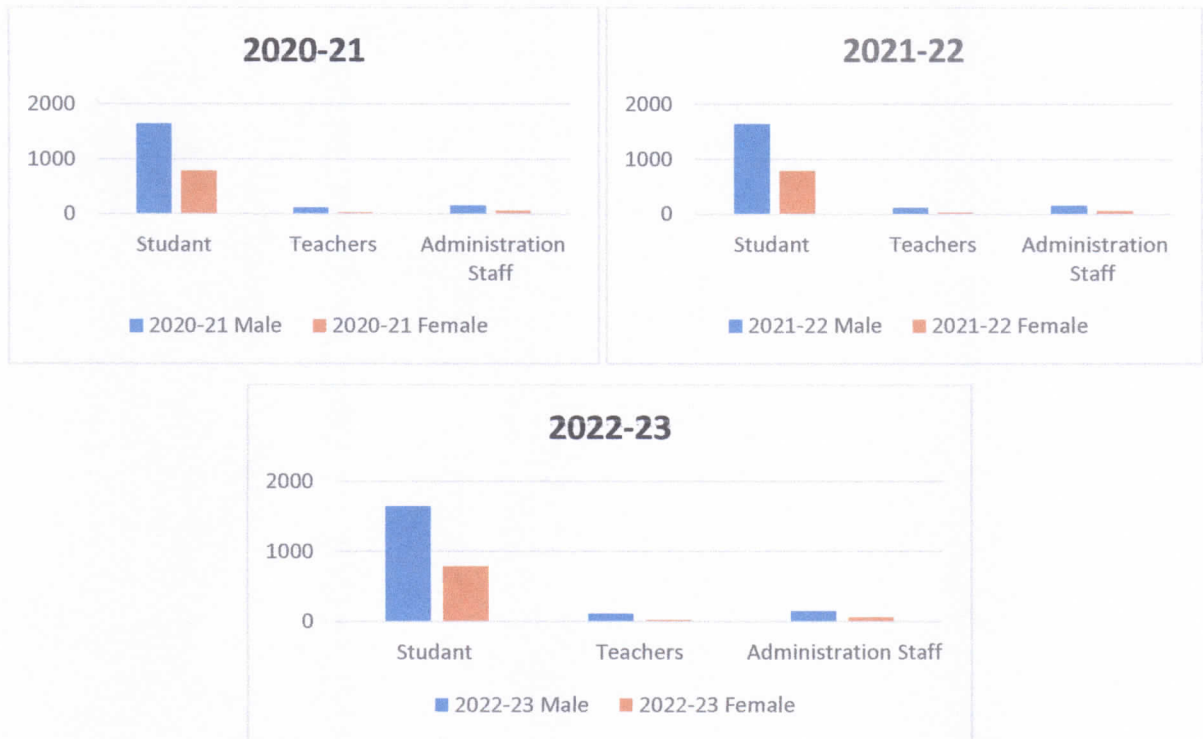
2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1489	703
	Disagree	10	1
	Neutral	9	10
	Strongly agree	400	175
	Strongly Disagree	1	4
	Prefer not to say	1	3
Total		1910	896

15. There is equal opportunity to all genders for free and fair expression of ideas?

2022-23			
Particular		Male	Female
Student, Teachers, Administration Staff	Agree	1502	702
	Disagree	3	1
	Neutral	4	8
	Strongly agree	395	166
	Strongly Disagree	1	0
	Prefer not to say	5	1
Total		1910	878



Finding & Observation: -

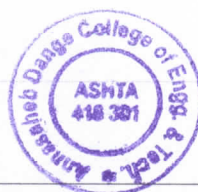


After a thorough analysis of the facts provided by Annasaheb Dange College of Engineering & Technology, Ashta, it is observed that the College institutionalizes gender equality through various means and mechanisms. Although the proportion of women is significantly less in the total strength of employees and students, efforts are being made to increase their representation.

The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular, and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality in the mindsets of the students and community at large. College maintained gender segregated data on most of the issues. The College has Students' Council for gender



sensitization which is working on all related issues. College Women Development Committee I is highly active and work whole year for students and staff. The College supports research related to women concerns as seen in their publications. The College has supported and strengthened the faculty in organising seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.



Recommendations:

Since its inception, the College has not only made substantial progress in the field of education, but also contributed immensely to nation building. Many of its students and alumni have reached great heights and achieved national and international recognition. The College aims at being a leader in creating unique and exclusive learning opportunities in all disciplines of study that ultimately lead to the advancement of learning and creation of a sustainable society and environment.

A sustainable society can only be created with the appropriate and equitable representation of both genders. It is observed that the adequacy of facilities, policies as well handling capabilities of the

administration is very high, but at the same time there is scope for enhancing the same to a much higher level. This can be attained by dissemination of gender related data at prominent places; and Display of 'Gender Policy' on the website. It is suggested to sensitize the students and the teaching community through newsletters, regular communication, seminars, and self-defence classes. It is recommended to conduct frequent awareness drives to cover the existing communication gap. To ensure the safety of the youth, it is proposed to appoint more lady guards. As the College is always under CCTV surveillance, it is suggested to make the students aware of this information. The faculty and students may jointly publish research articles pertaining to gender sensitive issues. There is a need of separate gymnasium for girls to prevent any untoward incident in the future.





Ladies Hostel



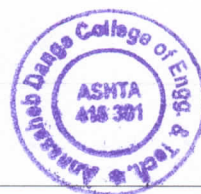
Ladies Hostel



Ladies Hostel Mess



Facility provided to girls





CCTV inLadies hosted building



CCTV inLadies hosted building



Ladies Security Guard



Sanitary Napkin Vending Machine





Suggestion Box



Suggestion Box

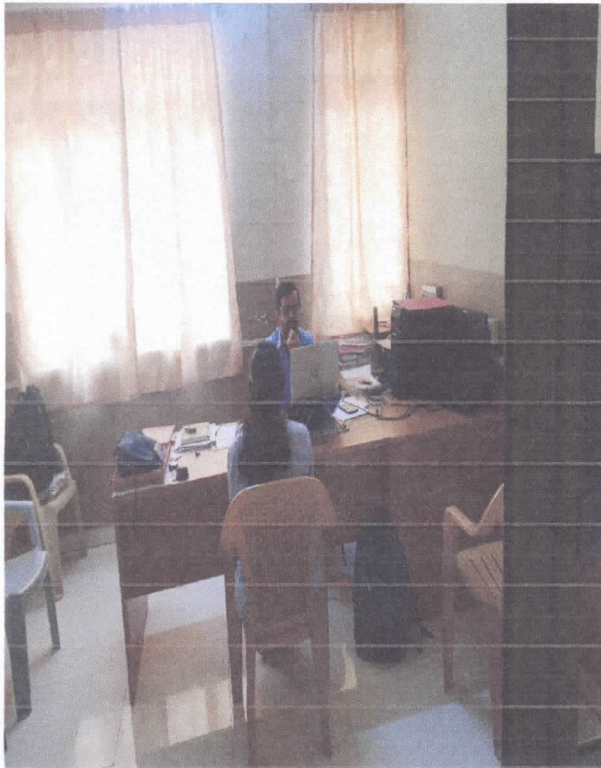


Girls Common Room



Counsellor's Office





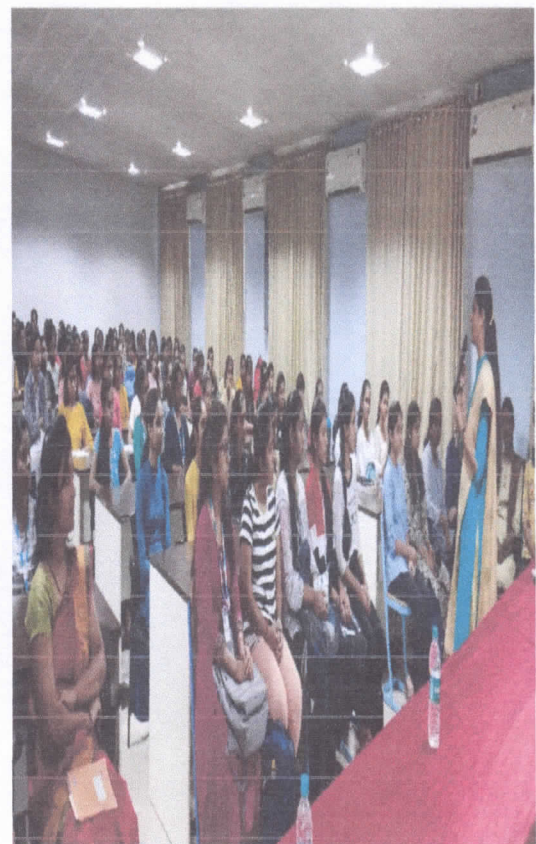
Ongoing Counselling Session



Reading Room for Girls



Women Empwerment Cell Meeting



Women's Day Guest Lecture





Women's Day Celebration



Women's Day Celebration

