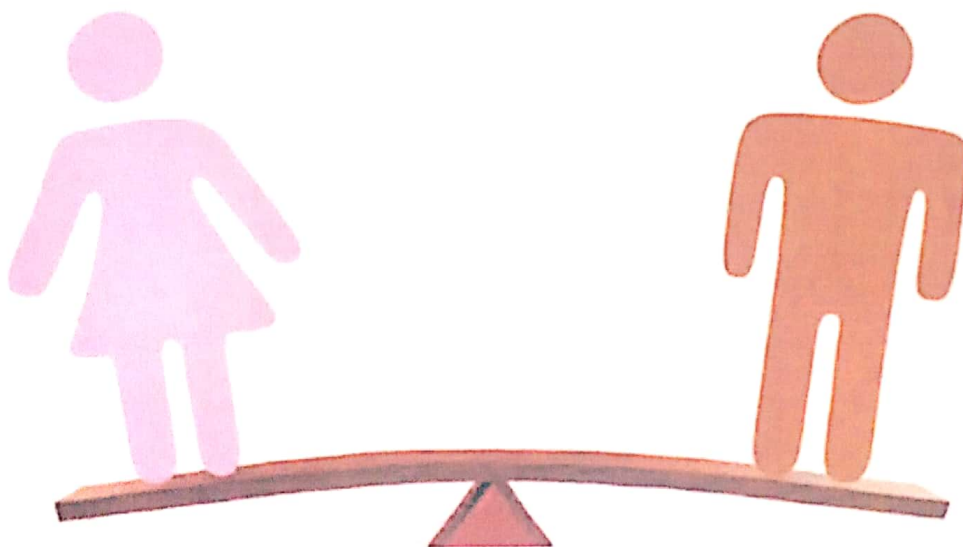


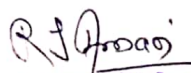
# GENDER AUDIT REPORT 2024



College of Social Work,  
Kamptee

  
IQAC Coordinator  
College of Social Work  
Kamptee



  
Dr. Rubeena J. Ansari  
Officiating Principal  
College of Social Work, Kamptee

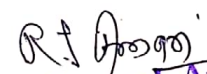
## From the Desk of the Hon'ble Principal

College of Social Work, Kamptee plays a critical role in realising the constitutional vision of equality. As college grows increasingly diverse and heterogeneous, they serve as windows to the diverse Indian demographical landscape for students, staff, and faculty members. It is at this juncture of their lives that the students particularly get exposure to the intersectional ties of gender, class, caste, language, religion, region, etc., and come across the profound impact of these factors. It becomes paramount that institutions promote equity in its true sense. Gender audit is a significant step in this direction. A gender audit is a quality audit that assesses the institutionalisation of gender equality in all facets of an organisation including the structures, rules, policies, programmes, projects, and proceedings.

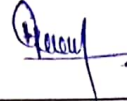




College of Social Work, Kamptee strives for inclusive development of students, teachers and staff and is committed to ensure equal opportunity for all without discrimination. Our College is committed to gender inclusive development and provide facilities and services to female students, faculty and staff. The College has a functional Internal Committee (ICC) with committed members with deep concern for gender justice and rights. As part of our ongoing commitment to foster an environment that respects and values diversity, inclusivity, and equity, I am pleased to announce the completion of our Gender Audit Report. This comprehensive report provides valuable insights into the current state of gender dynamics within our academic and administrative structures. It sheds light on areas where we excel and areas where improvement is needed. While we have made strides in promoting gender equality, there are undoubtedly areas where we can do better. The Gender Audit Report will serve as a roadmap for our future initiatives, guiding us towards creating a more inclusive and supportive environment for all members of our College.

  
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College of Social Work  
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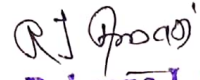
  
Dr. Rubeena Ansari

  
**Dr. Rubeena J. Ansari**  
Officiating Principal  
College of Social Work, Kamptee

Members of the Gender Audit Committee,  
College of Social Work, Kamptee

1	Dr. Rashtupal Meshram Head of the Department, Marathi Language, College of Social Work, Kamptee	
2	Ms. Ujwala Sukhdeve Academic In-Charge & Assistant Professor in Social Work, College of Social Work, Kamptee	
3	Dr. Savita Chiwande Head of the Department, Sociology, College of Social Work, Kamptee	
4	Dr. Harshal Gajbhiye Head of the Department, English Language, College of Social Work, Kamptee	
5	Mr. Aveshkharni K. Shaikh IQAC Co-coordinator, Assistant Professor in Social Work, College of Social Work, Kamptee	

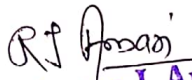
  
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## Chapter 1

### INTRODUCTION

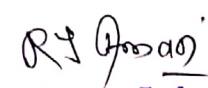
College of Social Work, Kamptee came into existence on the year of 1995 at Kamptee. College recognises the need for and importance of fostering a gender equal and just academic space for its members including students, faculty members as well the non-teaching staff. The College in its everyday working tries to ensure that ideas of gender equality are put into practice. The idea is not only to ensure equality in terms of numbers but also to provide fertile ground for the intellectual, physical, emotional development of students from all genders.

College of Social Work commitment to fostering and promoting gender equality is reflected in the significant achievements that female students have made within the domain of sports and academics. Both in academics and sports female students have surpassed male students in winning medals.

The gender audit is a method for gender mainstreaming, Gender audits help institutions identify and understand gender patterns within their composition, structures, processes, work and organisational culture and management, and in the design and delivery of policies and services. It is an attempt to study whether a university 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 access the impact of its current and proposed policies on gender equality. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. The purpose of a gender audit is two-fold – one to assess whether the institution recognises and addresses women's voices and concerns and, two, to increase women's awareness about their rights and claims and also their access to resources and opportunities.

In the following sections, a detailed reporting of the same has been done. The colleges have a significant presence of female students, faculty, and non-teaching staff members and in the present days the university is working towards ensuring gender development and equality in the campus.

  
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## Chapter 2 Gender Policy

### PREAMBLE

College of Social Work, Kamptee is committed to promote gender equity and eliminate all forms of discrimination based on gender, sexual orientation, difference of ability, class, caste and religious or ethnic affiliation in all its domains. As a long-term commitment towards gender equity and in pursuance of the guidelines of the Supreme Court of India on the matter, a formally written and approved Gender Policy that would ensure the rights and safety of all women and girls within the jurisdiction of Social Work College has been adopted. This Gender Policy of College of Social Work, Kamptee will govern the College officers, teaching faculty, non-teaching staff, and students.

### GOAL

College of Social work, Kamptee will strive to create a gender sensitive and conducive working environment, ensure fairness and equity, and promote equality among all human beings within its jurisdiction.

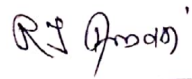
### PRINCIPLES

- Discrimination or inequity based on gender, sexual orientation, difference of ability, ethnicity, class, caste, or religious affiliation is never acceptable within any of the policies, initiatives, and activities of College of Social Work, Kamptee
- The promotion of gender equity is an integral part of College programmes and projects.
- Sexual or gender-based violence or harassment of any kind will not be tolerated in the College campus.

### OBJECTIVES

- To promote equal opportunities for all and to create a gender-sensitive working environment at the workplace.
- To combat and stop the presence of any form of discrimination or inequity based on gender as well as sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation.

  
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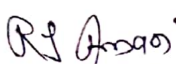
- To promote the equal participation of women (faculty members, staff, research scholars and students) in all the activities of college as decision-makers in shaping the development of the College.
- To engage in programmes and initiatives to reduce gender inequities in access to and control over the resources of College and in the process promote and ensure gender equity and equality (in terms of rights and access to resources, responses, and services) in strategies, projects and programmes.
- To ensure increased enrolment of women in the college.
- To improve the quality of education to facilitate life-long learning as well as development of occupational, vocational and technical skills in women students.
- Developing gender sensitive curriculum to address gender stereotyping as one of the causes of gender discrimination.

## IMPLEMENTATION

To achieve the above-mentioned goal and objectives, College of Social Work, Kamptee takes the following decisions for the implementation of the policy:

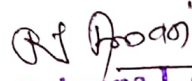
- Language used (spoken and written) will be gender-neutral and respectful.
- Gender equity will be maintained explicitly in all the decisions concerning College programmes, projects, awards, and other initiatives.
- The College will ensure equitable representation and participation of men and women in all the committees and councils of the College.
- Training for gender equity will be provided to the student representatives, faculty members, and staff of College.
- Gender sensitization programmes will be made available to all the students, teaching and non-teaching staff at regular intervals.

  
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- The College will ensure equal opportunities to female staff, equal wages for both women and men, safe working conditions, promotion benefits and training for personal growth.
- An Internal Committee will be there to investigate all the complaints of sexual harassment. Any complaint of gender-based discrimination shall be addressed to the Chairman of the Internal Committee of the College. The constitution of Women's Grievance Cell will be made mandatory for all the academic departments.
- Information regarding the Internal Committee and its functions shall be given to all in order to deter and prevent sexual harassment.
- Appropriate working conditions shall be provided in terms of leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplace and no woman employee will have any reasonable grounds to believe that she is disadvantaged.

  
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## Chapter 3

### Gender-Wise Student Composition

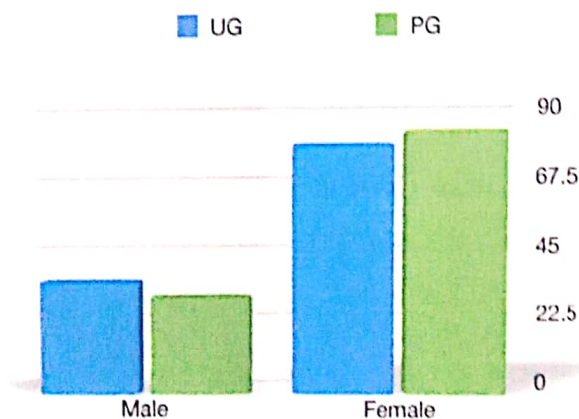
College of Social Work, Kamptee has a special focus in promoting women's/girls' education. Keeping this objective in mind every year the College has prioritised admission of female students.

This is evidenced in the current composition of students enrolled at the university. Among the total of 223 students currently enrolled at the College, 71 percent of are female students while the rest i.e., 29 percent are male students (See Table 1.2). The 2023-24 academic session witnessed a high intake of students at 223 of which 159 are female students.

Table 1.1: Students on roll:

Batch		2023-2024
Male	UG	35
	PG	30
Female	UG	77
	PG	81
Total		223

As is evidenced from figure 1, the total number of female enrolments has seen an upward trend in the session 2023-2024. The upward trend is also visible for male students leading to an overall increase in the number of student enrolments.



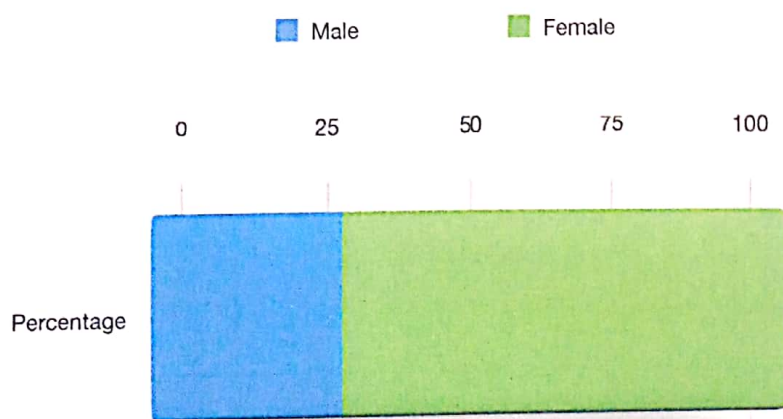
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Kamptee

*[Signature]*  
Dr. Rubeena J. Ansari  
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Table 1.2: Percentage of Male and Female students enrolled in the University.

Session	2023-24
Male	29%
Female	71%
Total	100%

A further session-wise breakdown also indicates the greater number of female students as compared to male students. In the 2023-2024 session the percentage of male and female students are 29 percent and 71 percent respectively. This is the result of the commitment and dedicated work of the College officials and faculty towards female education and gender empowerment.



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## Chapter 4

### Gender-Wise Faculty Composition

The number of women within the teaching faculty is four in college out of fifteen. At present there are a total of 4 permanent female teachers as compared to a total of 11 male teachers (Table 2.1).

In terms of percentage, the female teachers comprise 27 percent, of the Assistant Professors and Associate Professors respectively, currently teaching at College of Social Work, Kamptee (Table 2.2). The percentage of female Associate Professors is higher than male Associate Professors.

Table 2.1: Faculty Composition:

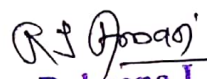
	Males	Females	Total
Professors	0	0	0
Associate Professors	0	1	1
Assistant Professors	11	3	14
<b>Total</b>	<b>11</b>	<b>4</b>	<b>15</b>

Table 2.2: Designation-wise gender composition of Faculty members

Designation	Males	Females	Total
Professor	0%	0%	0%
Associate Professor	0%	7%	7%
Assistant Professor	73%	20%	93%
<b>Total</b>	<b>73%</b>	<b>27%</b>	<b>100%</b>

Figures 3, 4, and 5 pictorially represent the percentage of female and female faculty members at the level of Professors, Associate Professors and Assistant Professors respectively.

  
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## Chapter 5

### Achievements of Female Students

In the past year we have witnessed the academic growth and excellence achieved by the female students at the college. The academic performance female students reflects College of Social Work, Kamptee's goal for gender equality.

In the recent list of university merit list' female students namely Ms. Sneha Ghode got II Merits and Ms. Madhuri Sahare got 10th merit in university Examination.



**माधुरी सहारे**  
10<sup>th</sup> Merit in BSW  
SUMMER 2023



**स्नेहा घोडे**  
2<sup>nd</sup> Merit in MSW  
SUMMER 2023

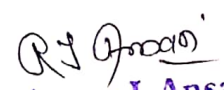
#### WOMEN'S SAFETY MEASURES TAKEN BY THE COLLEGE OF SOCIAL WORK, KAMPTÉE

The College has taken several measures for the safety of women such as deployment of security. The students, staff and faculty can file complaints with the Internal Committee. Focusing on women's safety on campus we ensure the college has employed guards and deputed at different location within the college premises.

#### PARTICIPATION OF WOMEN IN SPORTS AND OTHER EXTRA-CURRICULAR ACTIVITIES

Throughout the years, College of Social Work, Kamptee has witnessed a robust team of female sportspersons and athletes. Some of the girl students have represented India at different international athletic and sports events. Students play various games on college ground including cricket, football, badminton and kho-kho. They also engaged in cultural programmes, debates, drama and art activities.

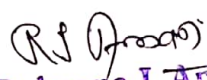
  
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#### INFRASTRUCTURAL FACILITIES

Besides providing equal access to male and female students to all spaces in the college such as in the classrooms, libraries etc. the college has taken special care to make the campus safe and women friendly. All departments at the college provide separate toilets/washrooms for female students. The female common room also have sanitary vending machines installed in them.

  
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## Chapter 6

### Female Faculty as Ph. D. Supervisors

A significant number of Ph.D.s awarded in the recent years have been supervised by female supervisors. In the year 2023 out of a total Ph.D.s 45 were supervised by female supervisors. 18 have been under the supervision of female guides.

Year	Total Ph.D's	Ph.D's Under female Supervisors
2023	10	9

Table 3: Number of Ph.D. 's under female supervisors

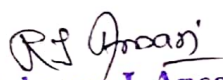
#### ADMINISTRATIVE POSITIONS HELD BY WOMEN.

Some of the key administrative positions of College of Social Work, Kamptee are held by women. Women are also members of some of the important administrative, reach-out, cultural, and other co-curricular committees.

In addition to this, women hold some of the important administrative positions in the college, which are as follows:

- Officiating Principal
- Head of Department, Social Work
- Head of Department, Psychology
- Head of Department, Sociology
- Academic In-Charge

  
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## Chapter 7

### GENDER SENSITIVE FEATURES

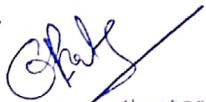
Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women specific interests without any presumption based on outdated views.

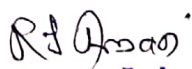
The College of Social Work, Kamptee was established at a time in the year of 1995. Obviously when gender became a major parameter for institutional governance, the institutional leadership stepped forward. An Audit of gender sensitive features in the College of Social Work, Kamptee yielded the following notable points. A physical verification was made about the nature of the gender sensitive features within the Campus. The following features were found present.

- ✓ Basic sanitation facility in the form of separate toilets for the students and staff is provided in the administrative office and the Departments. Although in some Departments separate toilets for male and female faculty was not there.
- ✓ There is an Anti - sexual harassment cell located in the college.
- ✓ There are adequate lighting and CCTV monitoring devices installed at different locations within the campus especially within the library and gates.
- ✓ There is a Day care Centre for the children of the employees with attendants to take care of the children.
- ✓ College conducts Gender Sensitisation programmes regularly for the students.

#### Counselling Centre:

The counselling centre, was established to make provision for psychological support. The cell provides assistance to students on a referral basis. Awareness programmes are also organized from time to time to discuss mental health issues for students in general. The counselling centre is situated within the college premises making it easier for the students to access the centre. A quiet room and basic stationeries necessary for such sessions are allocated by the college. Confidentiality and comfort of the students are assured.

  
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## Chapter 8

### INTERNAL COMPLAINT COMMITTEE

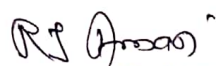
College of Social Work, Kamptee is committed for creating a healthy working environment that enables everyone to work without fear of prejudice, gender bias, and in a harassment free environment. The college also believes that all employees and students have the right to be treated with dignity. College of is committed for zero tolerance policy towards sexual harassment at workplace. We have imbibed a gender-neutral policy and philosophy of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with UGC (Prevention Prohibition of Sexual Harassment of Women Employees and Students in Higher Education Institutions) Regulations, 2015.

Internal Complaint Committee, previously known as Women's Grievance Redressal Cell, has been working with the objective of redressing the grievances of the women teaching and non-teaching staff and students. The committee has been dealing with the cases complaints of sexual harassment and any other type of harassment of the women students, teaching and non-teaching staff in the colleges. The committee has been considering all the individual complaints and taking suitable action in accordance with the UGC guidelines. Several gender sensitization programs such as meeting, seminars, workshops, and rallies are being organised on a regular basis in the college. The days of national and international importance related to gender issues are also celebrated in the College. In compliance with the University Grants Commission's (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and Students in HEIs) Regulation, 2015 directive the college has an internal committee in place to deal with issues of sexual harassment and provide a safe and healthy working environment for all female members of Social Work College. The committee comprises of seven members and the members hold a term of three years. The members belong the teaching staff, non-teaching staff and there is also an external member.

The following are the members of the committee:

1. Dr. Rubeena Ansari- Presiding Officer  
Head of the Department Psychology & Officiating Principal,  
College of Social Work, Kamptee
2. Dr. Pranali Patil- Member (Teaching)  
Head of the Department Social Work  
College of Social Work, Kamptee

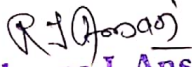
  
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3. Dr. Shahela Jamal - External Member  
Medical Officer, Kamptee
4. Miss Ujwala Sukhdeve, Member (Teaching)  
College of Social Work, Kamptee
5. Dr. Savita Chiwande, Head of the Department Sociology  
College of Social Work, Kamptee
6. Ms. Ujwala Meshram, Member (Non-teaching)  
Library Assistant, College of Social Work, Kamptee
7. Ku. Deepmala Sharma, UG-Student Representative  
College of Social Work, Kamptee
8. Ku. Ashima Tete, UG-Student Representative  
College of Social Work, Kamptee
9. Ms. Rohini Chinchulkar, PG-Student Representative  
College of Social Work, Kamptee
10. Ms. Manisha Gajbhiye, PG-Student Representative  
College of Social Work, Kamptee
11. Ms. Rajshree Dhengre, PG-Student Representative  
College of Social Work, Kamptee

The students and employees of the college can contact the ICC or file complaints using the email address **icccellcswk@gmail.com**

  
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## Chapter 9

### CONCLUSION

College of Social Work Kamptee's goal and commitment towards sustainable gender development can be witnessed through the different initiatives undertaken in the academics and co-curricular activities. The college aspires to achieve this goal through sustained efforts in the days to come. The conclusion of the gender audit report for the university underscores the imperative for comprehensive and sustained efforts towards gender equity and inclusivity within the institution. Through the audit process, key findings have been identified, shedding light on areas of strength as well as areas requiring improvement. It is evident that while progress has been made in certain aspects, there remains considerable work to be done to address disparities and ensure equal opportunities for all genders within the college community.

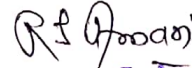
Moving forward, it is essential for the college to prioritise the implementation of these recommendations, accompanied by robust policies, resources, and ongoing evaluation mechanisms. Collaboration among stakeholders, including faculty, staff, students, and administration, will be vital in driving meaningful change and cultivating a culture of respect, fairness, and empowerment for individuals of all genders. Ultimately, by embracing a commitment to gender equity and inclusivity, the college cannot only enhance its academic and organisational excellence but also contribute to broader societal progress towards equality and social justice. To fulfil its mission for gender equity, College of Social Work, Kamptee resolves to:

- Promote research on themes around gender and gender development.
- Provide a conducive environment for dialogue and discussion on gender equality in the college.
- Ensure development of gender sensitive curriculums.
- To ensure increased enrolment of women students in the College.

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. The gender audit was conducted to achieve these goals and objectives and to identify ways to make the college campus safer for women.

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