



## GENDER AUDIT

Conducted by

**IQAC CLUSTER INDIA**

(Reg.No.MAH/236/2021/PUNE)

**FOR Gokhale Institute of Politics and Economics**

The Gender Audit Committee visited College/ University on:

Day Thrusday	Date:17/08/2023	Time: 9:30 am
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The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:

No	Name	Designation	Address	Signature
1.	Dr Latita Kangude	Chairman	Dept of English, SankarMandirSans tha'sArt'sCommer ce, Warje, Pune	
2.	Dr Ayub M. Shaikh	Member	Professor and Head of Department, Zoology, ICS College	

Authorities of the organization who interacted with the Gender Audit team are:

No	Name	Designation	Address	Signature
1.	Dr Ajit Ranade	Vice Chancellor	Gokahle Instiute of Politics and Economics,Pune	
2.	Jayanti Kojak	Professor	"	
3.	Prashant Bansode	Professor	"	
4.	Anjali Radkar	professor	"	
5.	Anurag Asawa	Asso. Prof.	"	

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The Gender Audit report has been submitted by IQAC Cluster India on:  
17/08/2023

Vice Chancellor.

*Kangudal*  
Chairman of Committee



	5. Website address:	<a href="http://www.gipe.ac.in">www.gipe.ac.in</a>
<b>III.</b>	<b>Institutional Status</b>	
	1. Affiliating University:	Permanent
	2. Affiliation Status:	only 12b
	3. UGC Approval	Date : 2019
	4. Financial Status:	Grant in Aid + self-financing.
<b>IV.</b>	<b>Type of College:</b>	a) Not Application
<b>V.</b>	<b>Type of Faculty/Programme</b>	Single Faculty Economics (Humanities and Social Science)
<b>VI.</b>	<b>Special status conferred</b>  <b>UGC-Special Assistance Programme</b>	UGC

### Gender Audit Format for College

#### Part I

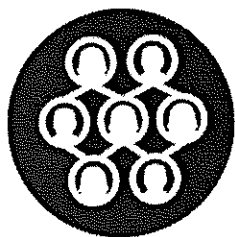
#### Organization Information on gender Aspects

(Brief precise information needed. Please use charts/ bullet points/ in shorts for description.)

#### Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, nonteaching faculty. (*Data of last TWO completed Academic years*).

	Teaching	Non-teaching	students	Total



<b>Academic Year 1</b>				
Male	17	42	346	405
Female	13	25	441	479
Others	0	0	0	0
<b>Academic Year 2</b>				
Male	21	64	409	494
Female	15	36	540	591
Others	0	0	0	0

2. Whether banners about respect of all genders is showcased on campus on website and in prospectus?

Location of the banners/ boards	Not available on campus		
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%):	0	
	No of Banners at other locations (viewership: 60 to 80%)	0	
Year of posting the banners/ boards.	NA		
Banner link on college website	NA		

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges/ office in-charge and governing body).

	Governing / Apex body	Principal/ Vice Principals/ In charges/ Heads of	Office/ Admin incharge/ Accounts head/ other	Total

		Department/ IQAC incharge	office authority	
<b>Academic Year 1</b>				
Male	13	10	3	26
Female	1	9	3	13
Others	0	0	0	0
<b>Academic Year 2</b>				
Male	13	10	3	26
Female	1	9	3	13
Others	0	0	0	0

4. Student council representation Gender wise:

Year	Male	Female	Other
<b>Academic Year 1</b>	-	-	-
<b>Academic Year 2</b>	7	2	0

5. No of single parent children and their genders (details of the last two completed Academic years to be given).

No of students with mother as single parent	We do not collect such information
No of students with father as single parent	We do not collect such information
No of students with neither parent	We do not collect such information
Students who have lost their one/ both parents in Covid.	We do not collect such information
Total number of such students	We do not collect such information

6. Gender Policy on website.

Gender Policy Link:

7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

- Number and nature of cases received (brief description) (names not expected)

File name, file no. ( <i>Composition, Minutes of meeting, Cases received and resolved, awareness programs</i> )	
Link of the committee details on website:	

Sr.	Name of the Member	Designation	Period
1	Prof. Anjali Radkar	Chairperson	01-08-2021 to 31-07-2023
2	Dr. Lalitagauri Kulkarni	Member	01-08-2021 to 31-07-2023
3	Dr. Atreyee Sinha Chakraborty	Member	01-08-2021 to 31-07-2023
4	Dr. Anurag Asawa	Member	01-08-2021 to 31-07-2023
5	Dr. Manasi Phadke	Member	01-08-2021 to 31-07-2023
6	Smt. Mrinalini Phatak	Member	01-08-2021 to 31-07-2023
7	Smt. A. A. Joglekar	Member	01-08-2021 to 31-07-2023
8	Smt. Svati Waghmare	Member	01-08-2021 to 31-07-2023
9	Smt. Manisha Shinde	Member	01-08-2021 to 31-07-2023

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

File name, file no :	
Link of act hosted on College website:	

9. The grievance redressal cell has a time bound action program displayed on the website. **(Data of last two completed Academic years needed)**

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.) **FILE NUMBER----**

- Link of above details on the website... **PASTE LINK-----**
- Grievance redressal policy on the website... **PASTE LINK-----**

**Part A: Standard grievances:**

No.	Type of grievance	Duration of redressal	Authority of responsibility for the grievance.
	No grievances raised.		
Composition	Committee Status	Name of the Member	Period
Joint Director or a Professor of the Institute to be nominated by the Vice Chancellor in the absence of Joint Director	Chairman (3 years)	Prof. Deepak Shah Pune – 411004	01-02-2021 to 31-01-2024
	Member (3 years)		01-02-2021 to 31-01-2024



One member nominated by the Board of Management		Prof. Avadhoot Nadkarni	
One member from Academic Council nominated by the BoM	Member (3 years)	Prof. S. Sriraman	01-02-2021 to 31-01-2024
Registrar (Secretary)	Ex-Officio	Col Kapil Jodh	01-08-2022 to

**Part B: Specific grievances and action taken (not to be showcased on the website).**

NA

**10. Gender sensitization plan and nature of activities included as per the plan (Last two years work to be showcased year wise).**

No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
<b>Year 1(2021-22)</b>					
1	Selfie with girl child	NSS	Jan-22	39	
2	Gender awareness	NSS & MAVA	Mar-22	82	
3	International Women's Day	NSS & IQAC	Mar-22	70	
<b>Year 2(2022-23)</b>					
4	Selfie with girl child	NSS	Jan-23	28	
5	Guest lecture on women empowerment by Prof. Jayanti Kajale	NSS	Jan-23	58	

6	International Women's Day	NSS & IQAC	Mar-23	75	
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11. Facilities provided to genders:(at least 4) YES/NO

*(verified by Auditor during physical visit)*

- Rest rooms. Yes
- Medical facilities. Yes
- Gender counseling. Yes
- Separate washrooms. Yes
- Women's washrooms with sanitary pad dispensers and sanitary pad incinerators Yes
- Separate dining spaces for women in canteen. No

12. Safety features provided for genders. YES/NO

*(verified by Auditor during physical visit)*

- Male and female guards at gate Yes
- CCTV cameras Yes
- Counselling /Counselor appointed Yes
- Any other. Yes

- |   |
|---|
| <ul style="list-style-type: none"> <li>● 24X7 security</li> <li>● Female Warden in Hostel</li> <li>● Female campus secretary</li> </ul> |
|---|

13. Gender based participation in NSS/NCC/ Sports/Cultural. (Last two years)

No	Activity	Male participants	Female participants
	Year 1 and 2(2021-2022 and 2022-23)		
1	NSS (Total=340)	145	195
2	Sport (Total=754)	534	220
3	Cultural (Total=300)	120	180

(Though only numbers have been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A two-year data for average necessary.) ...

**FILE NUMBER-----**

14. Initiatives taken for gender equity (make a list):

- Percentage of girl students' and
- Percentage of girl students' getting placement opportunities are higher than that of boys.
- Higher percentage of hostel accommodation has been reserved for females
- Female rector appointed for girl's hostel

15. The duties of the employer are available with the organization as per the UGC act 2013.....

**FILE NUMBER-----**

16. Any other features to be added. (make a list):

- Female specific prizes for Academic toppers
- No bias in Awards of Prize, Scholarships and inclusion in Earn While You Learn Program
- Separate Space for Ladies staff and Students



## Part II

### Gender Recruitment, Career Progression and Retention:

#### A) Total recruitments done in last two years:

Year	Existing number	Teaching	Administration	Non-teaching	total
Academic Year 1	79	3	-	15	97
Academic Year 2	97	7	-	32	136

(Details to be available in the file) ...

FILE NUMBER-----

#### B) Gender wise Student recruitments/Placement FILE NUMBER-----

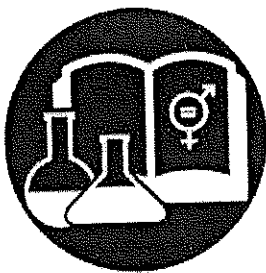
2022-23: Girls 60% Boys 40%

2021-22: Girls 54% Boys 46%

#### C) Gender wise progressions to higher education: FILE NUMBER-----

2022-23: Data not available

2021-22: Girls 3 Boys 1



## Part III: How is the Gender dimension in curriculum?

(A statement needed from the Principal/ Director in 500 words)

As part of the curriculum in the under-graduation studies at Gokhale Institute, the composition and nature of sex structure are introduced to students in the Demography course. For graduate studies, the MA programme in Economics has components and exposure to gender structure in the Economic Growth and Development course, International Relations course and as a part of the Social

Exclusion and Inclusion studies. For the masters programmes, in addition to the above courses, adequate knowledge is provided through courses like the Economics of Sociology, Population Studies and the Economics of Labour.

While studying the development aspects of an economy through a gender perspective in the Economic Growth and Development course, journal articles explaining whether discrimination in food access rates have any impact in explaining child mortality rates are discussed in the course. Similarly, in the Economics of Labour course, reasons for wage differentials in gender are analysed. Economic and social developmental aspects have one more issue in that the under-developed parts of a developing nation like ours have more disparity towards opportunity for women and, argued from a 'capabilities approach' perspective, one can learn how capability deprived women are – which gets translated into low overall (including both women and men) developmental outcomes leading to a vicious cycle, namely, low development leading to more gender inequality, which in turn leading to even more lower developmental outcomes. The background behind whether a developed nation contributes to a better state of the world for women is again a contentious issue. Women in rural areas lose out on many fronts, namely, economic (women work in low-wage jobs or often disguised as employed in household work), social (women don't get negative as well as positive freedom in interacting with society and in societal aspects as much as men do), cultural (stigma associated with women being at work) and even political (adult franchise is low in rural areas). Students are well informed about these aspects through various readings and discussions in classroom activities.

Though the Demography course introduces students to various factors causing and affecting sex ratios and sex differentials, the Population Studies course introduces students to the Political Economy dimensions of missing women, North-South disparities etc. A coherent understanding of gender components of

the population, both within India and of the world, is obtained. Exposure to gender issues is there for students of MSc. in Population Studies and Health Economics through courses like Health Policies and Health Programmes, to name a few. Aspects of gender budgeting and gender responsive budgeting as highlighted by the Economic Surveys in recent years are evaluated in the overall development as reflected by gender sensitive mortality and morbidity rates and various other measures and parameters. By the end of the programme, students are able to form their view on the state of women in the growth and development of an economy.

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**RECOMMENDATIONS OF THE  
GENDER AUDIT  
FOR 2021 -2022 & 2022-23.**

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1.	The University should write and disseminate its Gender Equity Policy for all stakeholders.
2.	The formation of the WDC (Women Development Cell) should be done as a priority according to the guidelines set by UGC and Government of Maharashtra.
3.	The data as well as the records of the various activities done for the female students should be organised in a required format.
4.	Awareness programmes for gender sensitization should be organised across the year as part of extension activities.
5.	A few display boards promoting gender equity should be placed across the campus.
6.	A sanitary vending machine and an incinerator should be placed in all the ladies washrooms.
7.	A Gender champion should be appointed as per the UGC mandate to promote gender sensitization and equality on campus.

Dr. Ayub Shaikh  
Member

Dr. Lalita Kangude  
Chairman

Date : 17<sup>th</sup> August 2023

Place : Gokhale Institute of Politics and Economics.