

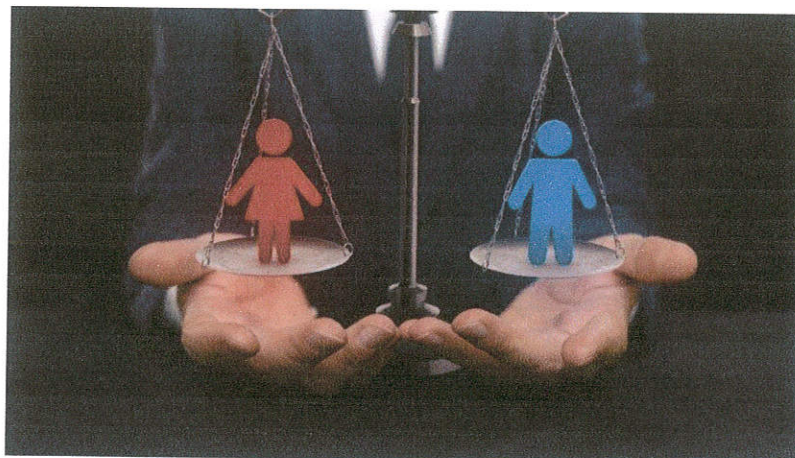


Sinhgad Institutes

SINHGAD LAW COLLEGE

S.No.10/1, Ambegaon (Bk.), Pune-411041.

Approved by Bar Council of India,
Recognized by Govt. of Maharashtra
And Affiliated to Savitribai Phule Pune
University.



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT

2017-2018 To 2021-2022



INDEX

| Sr. No | Content | Page No. |
|--------|---|----------|
| 1. | Gender Audit: An Introduction A. Introduction of the Institution B. What is a gender audit? C. Constitution of Gender Audit Committee D. Objectives of the Gender Audit E. Gender Audit Methods | 3-6 |
| 2. | Gender Wise Distribution of Staff A. Gender Balance within the institution: Table 2.1: Gender wise Details of Total Students in the College Table 2.2: Gender wise Details of Total Teaching Faculties in the College Table 2.3: Gender wise Details of Total Non-Teaching Staff in the College | 7-9 |
| 3. | Gender Sensitization Initiatives A. Gender Sensitization initiatives B. Number of gender equity promotion programs organized by the institution during the last five years | 10-16 |
| 4. | Summary and Conclusion A. Progress towards Gender Equity B. Conclusion C. Recommendation | 17-18 |



1. Gender Audit: An Introduction

A. Introduction of the Institution

Sinhgad Technical Education Society's Sinhgad Law College, Ambegaon (Bk.), Pune 411041 is one of the premier legal educational institutions in Maharashtra situated in Ambegaon (Bk.), Pune 411041, established in 2003. Sinhgad Law College has carved a niche for itself. Sinhgad Law College is affiliated to the Savitribai Phule Pune University, recognized by the Bar Council of India, recognised by SPPU with ID.NO.: - PU/PN/LAW/188/2003; and accredited by NAAC Bengaluru. The College stands as one of the best law colleges in Pune.

All the courses are approved by Savitribai Phule Pune University, which include LL.B. (3 years), B.A. LL. B, along with various Diploma programs and Certificate programs.

Academic excellence is manifested in the results of the students of Sinhgad Law College. The college has also shown significant progress in sports and co-curricular activities. The students have won diverse laurels for the college in various State and National level competitions.

Sinhgad Law College also accommodates several students from North Eastern states with special attention to their orientation, counselling, and problems faced in studies.

B. What is a gender audit?

Gender Audit is an effort to determine whether the college has a healthy gender balance. It examines whether colleges adhere to government regulations, policies, and activities designed for the advancement of women in society. The purpose of the Gender Audit is to assess the effect of existing and prospective policies on gender equality.

Despite the absence of a standard method for conducting a gender audit, international organisations use two primary methods: participation in gender audit and the gender integration framework. A gender audit typically comprises the following two dimensions:

1. Internal Audit:

This dimension relates to the extent to which an organisation promotes gender equality internally within its organisational, management, and internal work structures, and if these factors contribute to gender equality inside the company. An internal gender audit monitors and evaluates the relative progress achieved in gender mainstreaming, contributes to capacity development and organisational buy-in for gender equality programmes, and sharpens organisational learning on gender.



2 External Audit:

This dimension assesses the degree to which an organisation mainstreams gender in its policies, programmes, initiatives, and services in terms of their content, delivery, and assessment. External gender audits assess the degree to which gender integration promotes women's and men's participation in and benefits from the organization's policies, programmes, initiatives, and services. When applied to policies, programmes, projects, or services, a gender audit first examines the extent to which gender equality is integrated into high-level policy objectives and priorities, and then assesses the extent to which policy intentions are implemented in specific initiatives (e.g. programmes, projects, services). At the level of planning, a gender audit examines whether there are gender-specific objectives or if gender is mainstreamed into the general objectives of the policy to ensure that they contribute to closing gender gaps, ensuring that women and men benefit equally or in accordance with their gender needs, and preventing the perpetuation of inequalities.

Similarly, a gender audit analyses how gender is integrated into the policy, programme, or project's execution. Lastly, a gender audit of the monitoring and evaluation phase examines whether objectives and indicators include a gender perspective in terms of both sex-disaggregated data and progress toward gender equality.

C. Constitution of Gender Audit Committee

| Sr. No. | Name | Designation | Institution |
|---------|-------------------------|--|--|
| 1. | Dr. Sopan R. Ivare | Chairman | Sinhgad Law College |
| 2. | Dr. Sunita Adhav | External Committee Member, Principal | Shri. Navalmal Firodia Law College, Pune |
| 3. | Dr. Prachi Pargaonkar | External Committee Member, Director | SKNSSBM, Pune |
| 4 | Dr. Shilpa Gaikwad | Internal Committee Member, IQAC, Coordinator | Sinhgad Law College |
| 4. | Mrs. Manjusha Mudgalkar | Internal Committee Member | Sinhgad Law College |
| 5. | Dr. Asha Suratkal | Internal Committee Member | Sinhgad Law College |



D. Objectives of the Gender Audits:

1. The institute shall take effective measures for the safety and security of all genders.
2. There must be an accessible, active, unbiased and confidential Grievance Redressal Cell.
3. There shall not be any kind of discrimination on the basis of gender.
4. To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
5. Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
6. To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
7. A certified consultant to be invited to take care of personal development and confidence building among students.
8. Organizing programs to build confidence and instil leadership qualities in the girl students.
9. To Join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization
10. To create social awareness about the problems of women and gender discrimination in particular.
11. To sensitize the women issues by organising the programmes like street play, legal aid camps, social awareness, seminars etc.

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:

- a) To know about the gender balance in the college.
- b). To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

E. Gender Audit Methods:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.



The Political Will means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behaviour in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviours are rewarded.

A. Gender Balance within the Institution: Gender balance refers to the presence of an equitable ratio of male and female representation within the institution, both in terms of the number of students enrolled in the different programmes and within the staff structure. Due to societal institutions that operate as barriers to access, women have historically had limited access to resources and opportunities. This diminishes women's capabilities, which has a snowball effect on their empowerment and access to development programmes.

Gender Audit Team investigated and assessed Sinhgad Law College functioning environment. The team deduced from the data that the college operates in an atmosphere where everyone has access to a wide variety of possibilities to get the social, psychological, and physical advantages that result from participating in and leading sports and physical exercise. Gender equality necessitates that girls and women have access to a variety of activities and programmes that fit their needs, interests, and life experiences.

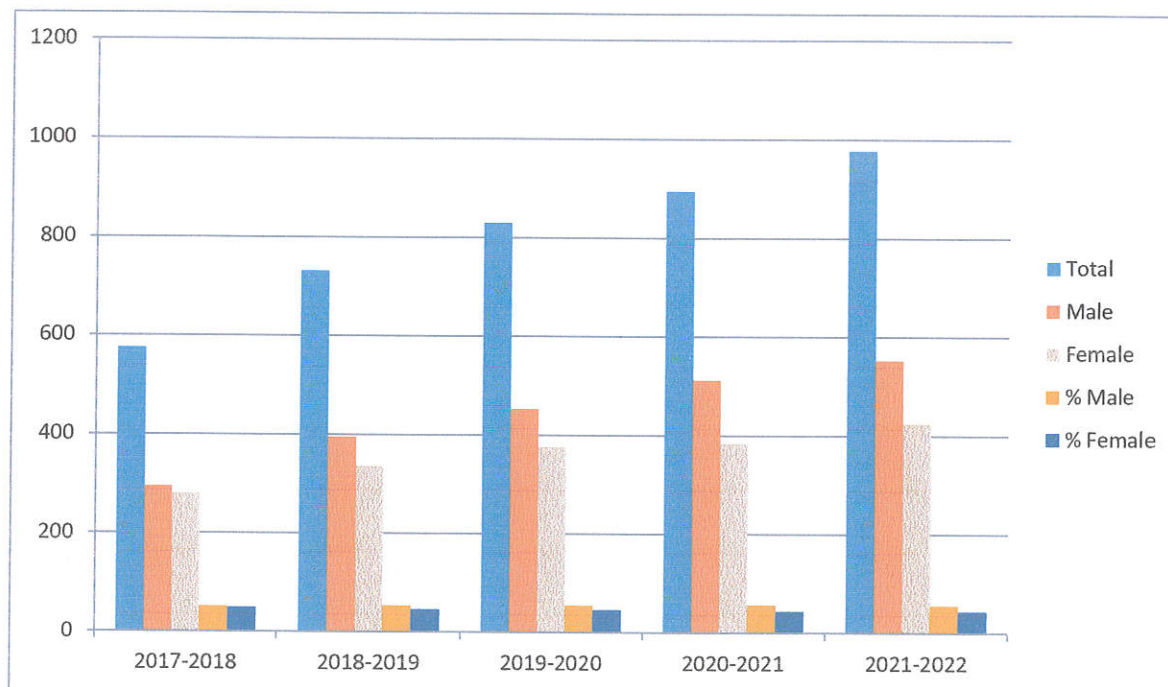
Therefore, certain activities may be identical to those given to men and women, while others may be modified or entirely different. The institution places equal emphasis on students' academic success and total personality development. In accordance with the principle of gender equality, the girls are supplied with a variety of amenities. To enhance their personality, prominent figures provide lectures on a variety of subjects. Various workshops, seminars, lectures have been conducted in promotion of Gender Equality in the college. In the college, the Internal Complaints Committee has been established. Many female students have excelled in the realms of Cultural Activities called Karandak and other programmes like street play, legal aid camps, social awareness, seminars, sports etc. Their involvement in Youth Festival and numerous events has earned them and the College accolades and recognition. As part of its public social activity, the college offers participation of women and law courses. The majority of students believe that the gender balance in the college's policies and programmes is sufficient, according to an examination of their replies to questions about the planning and design of college programmes and activities.



1. Gender Wise Distribution of Students and Staff

Table 2.1: Gender wise Details of Students in the College

| Sr.No. | Year | Total | Male | Female | %Male | %Female |
|--------|-----------|-------|------|--------|-------|---------|
| 1. | 2017-2018 | 574 | 294 | 280 | 51.21 | 48.74 |
| 2. | 2018-2019 | 731 | 395 | 336 | 54.03 | 45.96 |
| 3. | 2019-2020 | 829 | 452 | 377 | 54.52 | 45.47 |
| 4. | 2020-2021 | 895 | 512 | 383 | 57.20 | 42.79 |
| 5. | 2021-2022 | 977 | 552 | 425 | 56.49 | 43.50 |

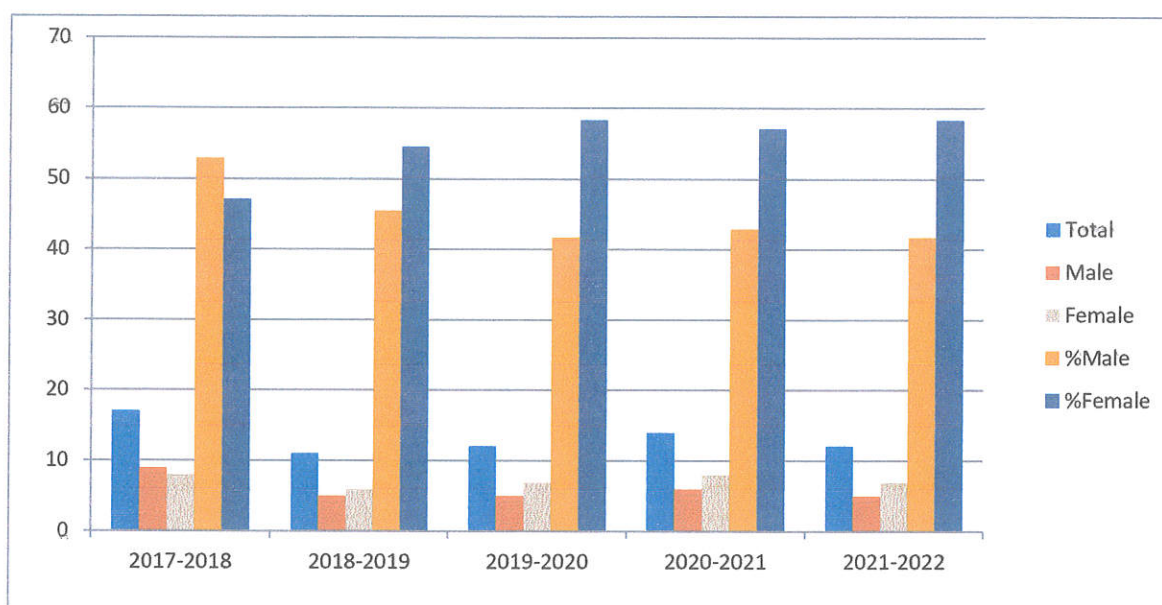


Gender wise Details of Students in the College



Table2.2: Gender wise Details of Total Teaching Faculties in the College

| Sr.No. | Year | Total | Male | Female | %Male | %Female |
|--------|-----------|-------|------|--------|-------|---------|
| 1. | 2017-2018 | 17 | 9 | 8 | 52.94 | 47.05 |
| 2. | 2018-2019 | 11 | 5 | 6 | 45.45 | 54.54 |
| 3. | 2019-2020 | 12 | 5 | 7 | 41.66 | 58.33 |
| 4. | 2020-2021 | 14 | 6 | 8 | 42.85 | 57.14 |
| 5. | 2021-2022 | 12 | 5 | 7 | 41.66 | 58.33 |

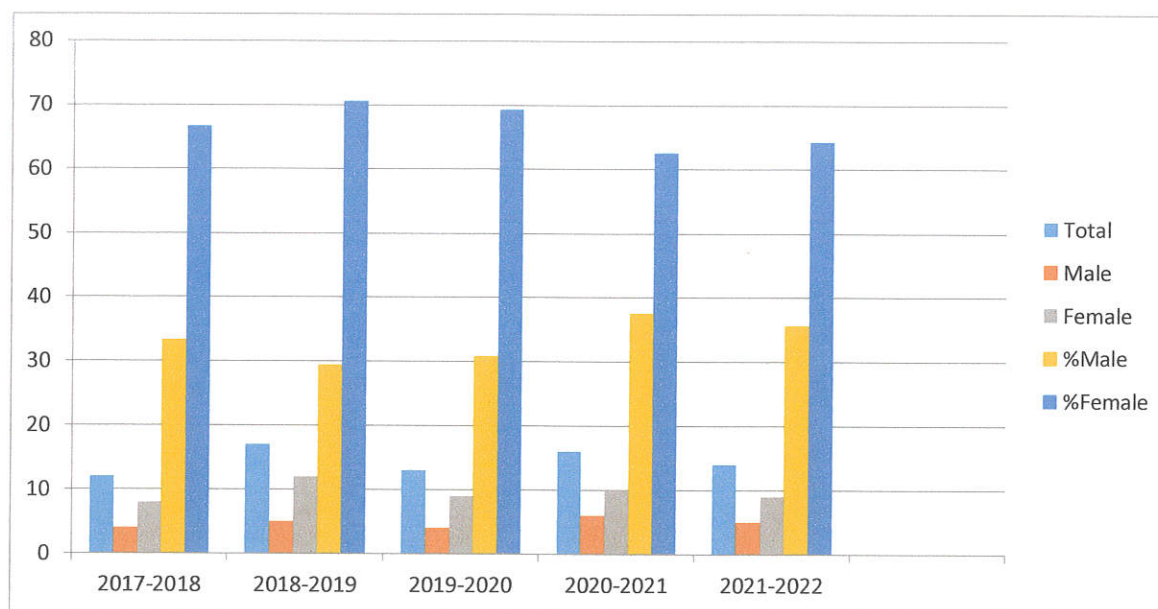


Gender wise Details of Total Teaching Faculties in the College

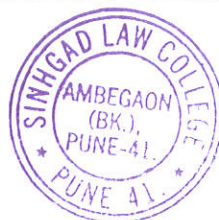


Table 2.3: Gender wise Details of total Non-Teaching Staff in the College

| Sr.No. | Year | Total | Male | Female | %Male | %Female |
|--------|-----------|-------|------|--------|-------|---------|
| 1. | 2017-2018 | 12 | 4 | 8 | 33.33 | 66.66 |
| 2. | 2018-2019 | 17 | 5 | 12 | 29.41 | 70.58 |
| 3. | 2019-2020 | 13 | 4 | 9 | 30.76 | 69.23 |
| 4. | 2020-2021 | 16 | 6 | 10 | 37.50 | 62.50 |
| 5. | 2021-2022 | 14 | 5 | 9 | 35.71 | 64.28 |



Gender wise Details of total Non-Teaching Staff in the College



3. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

Sinhgad Law College, Pune is always full of students. To avoid the rush and other mishaps, separate provisions have been made at various places for girls.

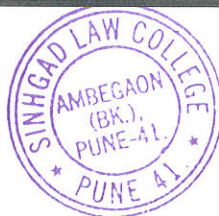
1. **Ladies Common Room:** There is adequate space in the Ladies Common Rooms and silence is maintained for girls to study. Washroom provision has also been made for girls in the Ladies Room. A separate Wi-Fi facility is provided to the ladies.
2. **Girls Washroom:** Girl's washrooms are situated at two different places in the college with ample water supply and proper maintenance.
3. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.
4. Sanitary napkin dispenser and Sanivend machine is available in the girl's washroom.

The college has established a number of committees to aid girl students and ladies' staff. These committees include:

1. **Anti-Ragging Committee:** As the college forms a constituent part of the Savitribai Phule Pune University, Pune, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

2. **NSS Unit:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit provides a suitable environment for taking up a career in social services. The girls and boys are trained and motivated for all kinds of social work in the field equally. They are motivated to serve society.

3. **Internal Complaint Committee:** The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on



workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, Namely-Prohibition, Prevention and Redress.

In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

Constitution of Internal Complaint Committee for Prevention of Sexual Harassment at Work Place

The Internal Complaints Committee for Prevention of Sexual Harassment at Work Place has been established in the College to provide protection against sexual harassment of women at and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith at the College. The following shall be the composition of the Internal Complaints Committee for the period of three academic years i.e. academic years 2021-22.

| Sr. No. | Name | Designation` | Mobile No. |
|---------|--------------------------------|----------------------|------------|
| 1. | Dr. Sopan Ivare | Presiding Officer | 9420195293 |
| 2. | Asst. Prof. Manjusha Mudgalkar | Member | 8668797088 |
| 3. | Dr. Shilpa Gaikwad | Member | 9130424653 |
| 4. | Asst. Prof. Kirti Kamble | Member | 7083003779 |
| 5. | Ms. Anita Bangale | External Member | 9422188221 |



**NUMBER OF GENDER EQUITY PROMOTION PROGRAMME ORGANIZED BY
THE INSTITUTION DURING THE LAST FIVE YEAR:**

Academic Year 2017-2018

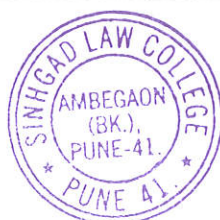
| Sr. No. | Title of the Program | Date (From-to) | | Female | Male | No. of Participants |
|---------|--|-------------------|------------|--------|------|---------------------|
| 1. | Poster competition on Gender Inequality on International Women's Day | 23/08/2017 | 23/08/2017 | 30 | 20 | 50 |
| 2. | Health Check-up for Girls | 20/01/2018 | 20/01/2018 | 45 | 0 | 45 |
| 3. | Workshop on Sexual Harassment Prevention -Training | 27/02/2018 | 27/02/2018 | 37 | 30 | 67 |
| 4. | International Women's Day | 08/03/2018 | 08/03/2018 | 50 | 40 | 90 |
| 5. | Poster competition on Gender Inequality on International Women's Day | 08/03/2018 | 08/03/2018 | 12 | 15 | 27 |

Academic Year 2018-2019

| Sr. No. | Title of the Program | Date (From-to) | | Female | Male | No. of Participants |
|---------|--|-------------------|------------|--------|------|---------------------|
| 1. | Paper Presentation on Women's Movement | 07/08/2018 | 07/08/2018 | 20 | 28 | 48 |



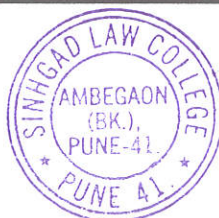
| | | | | | | |
|----|---|-------------------|-------------------|-----------|-----------|-----------|
| | in India | | | | | |
| 2. | Elocution Competition on The Protection of Women from Domestic Violence Act 2005 | 13/08/2018 | 13/08/2018 | 25 | 35 | 60 |
| 3. | One Day Workshop On Self-awareness and Orientation of rights of Women under various laws | 11/10/2018 | 11/10/2018 | 30 | 50 | 80 |
| 4. | Training program on Self-Defense for girls | 20/10/2018 | 20/10/2018 | 30 | 20 | 50 |
| 5. | One Act Play-"Me Savitribai Bolte" on Birth Anniversary of Smt. Savitribai Phule | 03/01/2019 | 03/01/2019 | 25 | 55 | 80 |
| 6. | Menstrual Hygiene and Demo of making handmade Re-usable Sanitary napkins | 08/01/2019 | 08/01/2019 | 40 | 20 | 60 |
| 7. | Stage Play on Women Empowerment-Gender Equality at Primary School | 02/03/2019 | 02/03/2019 | 25 | 20 | 45 |
| 8. | Female Student Welfare and Training Programme on Women's International Day | 08/03/2019 | 08/03/2019 | 22 | 60 | 82 |



| | | | | | | |
|-----|--|------------|------------|-----|-----|-----|
| 9. | Research on Closing the Gender Gap on Wiki with Sweden Consulate | 08/03/2019 | 08/03/2019 | 10 | 10 | 20 |
| 10. | Best Womanhood Award given to successful Women in the Society | 23/03/2019 | 23/03/2019 | 100 | 135 | 235 |

Academic Year 2019-2020

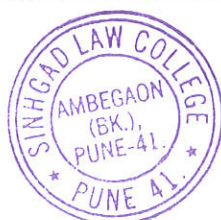
| Sr. No. | Title of the Program | Date (From-to) | | Female | Male | No. of Participants |
|---------|---|-------------------|------------|--------|------|---------------------|
| 1. | Workshop on "Laws related to Women-Historical Perspective" | 15/10/2019 | 15/10/2019 | 42 | 50 | 92 |
| 2. | Rally conducted on Women Empowerment | 27/12/2019 | 27/12/2019 | 15 | 15 | 30 |
| 3. | National Women's Day on Smt. Savitribai Phule Birth Anniversary | 03/01/2020 | 03/01/2020 | 36 | 42 | 78 |
| 4. | Street Play on issues related to Women (Stree Shakti) | 25/01/2020 | 25/01/2020 | 6 | 7 | 13 |
| 5. | National Girl Child Day | 26/01/2020 | 26/01/2020 | 40 | 20 | 60 |
| 6. | Transgender Right | 26/2/2020 | 26/2/2020 | 45 | 20 | 65 |



| | | | | | | |
|-----|--|------------|------------|----|----|----|
| 7. | National Women's Day on Savitribai Phule Birth Anniversary | 03/03/2020 | 03/03/2020 | 45 | 20 | 65 |
| 8. | Elocution Competition International Women's Day | 08/03/2020 | 08/03/2020 | 45 | 20 | 65 |
| 9. | International Women's Day | 08/03/2020 | 08/03/2020 | 28 | 39 | 67 |
| 10. | Best Womanhood Award | 11/04/2020 | 11/04/2020 | 14 | 34 | 48 |

Academic Year 2020-2021

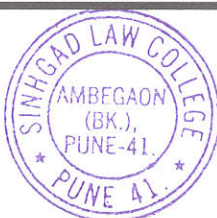
| Sr. No. | Title of the Program | Date (From-to) | | Female | Male | No. of Participants |
|---------|---|-------------------|------------|--------|------|---------------------|
| 1. | National Webinar Gender Equality and Gender Justice | 26/09/2020 | 26/09/2020 | 40 | 20 | 60 |
| 2. | Immunity booster medicine distribution to transgender people | 07/01/2021 | 07/01/2021 | 20 | 15 | 35 |
| 3. | Financial Literacy Workshop for Women | 07/01/2021 | 07/01/2021 | 15 | 12 | 27 |
| 4. | National Women's Day -Birth Anniversary of Savitribai Phule | 03/03/2021 | 03/03/2021 | 30 | 20 | 50 |
| 5. | International Women's Day Webinar on Women in leadership achieving an equal future in COVID -19 World | 08/03/2021 | 08/03/2021 | 40 | 20 | 60 |



| | | | | | | |
|----|--|--------------------------------|--------------------------------|----|----|----|
| 6. | Workshop on Menstrual Hygiene for Slum Dwellers | 09/03/2021 | 09/03/2021 | 60 | 25 | 85 |
| 7. | Participation in Period Revolution | 28/04/2021 to 28/05/2021 | 28/04/2021 to 28/05/2021 | 30 | 15 | 45 |
| 8. | Video making competition to Mark World Menstrual Hygiene Day | 28/05/2021 | 28/05/2021 | 20 | 10 | 30 |

Academic Year 2021-2022

| Sr. No. | Title of the Program | Date (From-to) | | Female | Male | No. of Participants |
|---------|---|-------------------|------------|--------|------|---------------------|
| 1. | National Webinar Gender Equality and Gender Justice | 26/9/2021 | 26/9/2021 | 30 | 20 | 50 |
| 2. | Cloth donation to women during COVID pandemic | 24/10/2021 | 24/10/2021 | 15 | 20 | 35 |
| 3. | Birth anniversary of Smt. Savitribai Phule | 3/1/2022 | 3/1/2022 | 50 | 43 | 93 |
| 4. | Women Empowerment Webinar | 3/01/2022 | 3/01/2022 | 60 | 33 | 93 |
| 5. | Health awareness programme for staff members | 04/03/2022 | 04/03/2022 | 15 | 13 | 28 |
| 6. | International Women's Day | 8/3/2022 | 8/3/2022 | 35 | 20 | 55 |
| 7. | Workshop on Safety at Kitchen while using LPG | 27/4/2022 | 27/4/2022 | 20 | 8 | 28 |



4. Summary and Conclusion

A. Progress towards Gender Equity

"Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities" - United Nations Educational, Scientific and Cultural Organization (UNESDOC).


The College constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in both UG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males

B. Conclusion:

The research reveals that gender equity goals and objectives are included into all of the college's policies and programmes. The personnel also stated that they had no issues with the gender criteria. The Gender Audit Team determined that gender equality and gender sensitivity are fostered by the college's administration and personnel, and that they exhibit gender sensitive conduct.

It has been discovered that the college has several assets and potential to establish strong gender balance. The flaws can be solved by making modest adjustments to the value setup. Without a doubt, registration of females from all walks of life is rising, and there are no concerns about gender issues with its strong will and dedication to gender equity, the College would undoubtedly have an impact.





Asst Prof Mrs. Manjusha Mudgalkar

(Internal member)

Gender Audit Committee

Sinhgad Law College, Pune




Dr. Asha Suratkhal

(Internal member)

Gender Audit Committee

Sinhgad Law College, Pune



Dr. Sunita Adhav

(External Member)

Gender Audit Committee

Principal,

Shri. Navalmal Firodia Law College,



Dr. Prachi Pargaonkar

(External Member)

Gender Audit Committee

Director,

Pune SKNSSBM, Pune



Dr. Shilpa Gaikwad

IQAC, Coordinator and Internal member

Sinhgad Law College, Pune



Dr. Sopan R. Ivare

Principal,

Chairman, Gender Audit Committee

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