



Pravara Rural Education Society's,

PRAVARA RURAL COLLEGE OF ARCHITECTURE

Sadatpur Road, Loni Kd, Tal.: Rahata, Dist.: Ahmednagar 413 736, (M.S.)

Affiliated to Savitribai Phule Pune University, Pune Id No. PU/AN/ARCH/51/1996
& Council of Architecture, New Delhi

GENDER AUDIT REPORT 2022-23



2018-2023

Pravara Rural Education Society's Pravara rural college of Architecture, Loni Gender Audit Report 2022-23

About the Institution

Loknete Balasaheb Vikhe Patil (Padmabhushan Awardee) Pravara Rural Education Society, Pravaranagar, is one of the most reputed education societies in Maharashtra. It was established in 1964 by Late Padmashri Dr. Vitthalrao Vikhe Patil, the founder father of sugar co-operative movement in India, to cater to the higher educational needs of the rural masses. Under the leadership of Late Dr. Balasaheb Vikhe Patil (Padmabhushan Awardee), Pravara Rural College of Architecture, Loni College was established in 1996.

Pravara Rural College of Architecture, located in Loni, Maharashtra, is an educational institution dedicated to providing architectural education and fostering the development of aspiring architects. It was established under the Loknete Dr. Balasaheb Vikhe Patil Pravara Rural Education Society, which has a history of delivering quality education to rural communities. Hon'ble Namdar Radhakrushna Vikhe Patil is currently the Minister for Revenue, in the Government of Maharashtra and Late Chairman, Loknete Dr. Balasaheb Vikhe Patil (Padmabhushan Awardee) Pravara Rural Education Society, Pravaranagar has shouldered the responsibility of providing the best facilities for the all-round development of students from rural background.

The college has 13 acres lush green campus equipped with infrastructural and physical facilities for teaching and learning to the educational needs of students. The college offers courses related to architecture, typically including a Bachelor's degree in Architecture (B.Arch). The institute is permanently affiliated to the Savitribai Phule Pune University, Pune.

Guided by experienced and qualified faculty members, the college provides state-of-the-art infrastructure that includes design studios, Classrooms, model-making labs, computer labs equipped with cutting-edge design software, Construction Courtyard, Climatology lab and a well-stocked library. These facilities facilitate hands-on learning and creative exploration, ensuring students receive a holistic education.

Beyond academics, the college encourages a dynamic learning environment through workshops, seminars, design competitions, settlement studies, field trips, and guest lectures by experts. Such activities expose students to real-world practices and emerging trends in architecture.

This institution's commitment to quality education, accredited standards, and holistic growth makes it a compelling choice for individuals seeking a distinguished architectural education in the rural setting of Loni.

Gender Audit: An Overview

A gender audit is a tool to assess and ensure the institutionalization of gender equality in any organizations, including in their policies, programmes, projects or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is to find out impact of public policies on men and women. It is also an attempt to investigate whether the institute has maintained a good gender balance. It tries to see whether institute follows government rules, policies and actions formulated for up-gradation of women in society.

The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Without gender audit is done, one cannot answer the question: whether the Institution is taking efforts for improvement of the status of women in general and giving adequate representation to women in particular?

The second reason for doing gender audit is that institute conducts women's awareness programs on women's rights and claims and also their access to resources and opportunities. Gender audit allows institution to set its own houses in order to change aspects of the organizational culture which discriminate against women staff and women beneficiaries.

Though there is no specific method for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

An internal audit: It refers to how an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

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

Internal Quality Assurance Cell of Pravara Rural College of Architecture, Loni College, conducted Gender audit by forming committee of internal and external members. The audit was conducted in 12th March 2023.

Constitution of Gender Audit Committee:

Sr. No.	Name	Designation	Institution
1.	Ar. Tejashree Thangaokar	Chairman	Principal, Pravara Rural College of Architecture college, Loni
2.	Ar. Kapil Burhade	Vice –Chairman	Vice- Principal, Pravara Rural College of Architecture college, Loni
3.	Dr. R.A. Pawar	External Member	Campus Director, Ashvi College Principal, ASC College, Kolhar
4.	Ar. Sonali Chaskar	Internal Member	Associate Prof. at Pravara Rural College of Architecture college, Loni
5.	Ar. Deepika Arbatti	Internal Member	IQAC Co-Ordinator Assistant Prof. at Pravara Rural College of Architecture college, Loni

The Committee intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

Objectives of the Gender Audit

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To conduct self-defense programs for girl
- Organizing programs to build confidence and instill leadership qualities among the girl students.
- To join hands with Anti-ragging Committee, Anti-Sexual harassment Committee and Women Empowerment Cell for creation of gender sensitization.
- 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.
- To know about the gender balance in the college.
- To know about gender perception in the campus.
- To reflect and etch out a road map for gender action.

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 behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

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 behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. Gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- Girl's toilets are equipped through Sanitary Napkin Vending Machine.
- Institution has separate staffroom for ladies' staff.
- There is a Ladies Common Room provided on the main building.
- Girl's toilets are equipped through Sanitary Napkin Vending Machine.
- Modern electronic gadgets like CCTV cameras are installed in the college premises which cover all passages, classrooms, studios and common areas like library and computer room etc. in order to provide 24 hrs. surveillance to prevent any inappropriate incident.
- The Institute has separate girl's hostel and boys hostel facility with specially appointed ladies and gents guard for full time in the hostel campus for an effective monitoring and permission system for student's safety.
- There is a Women's Empowerment Cell that conducts Gender Sensitization programmes regularly for the students.
- The campus is guarded with compound wall and fencing from all sides.
- The entrance gate provided with security cabin is manned with a watchman in shifts

Gender Balance in the Institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

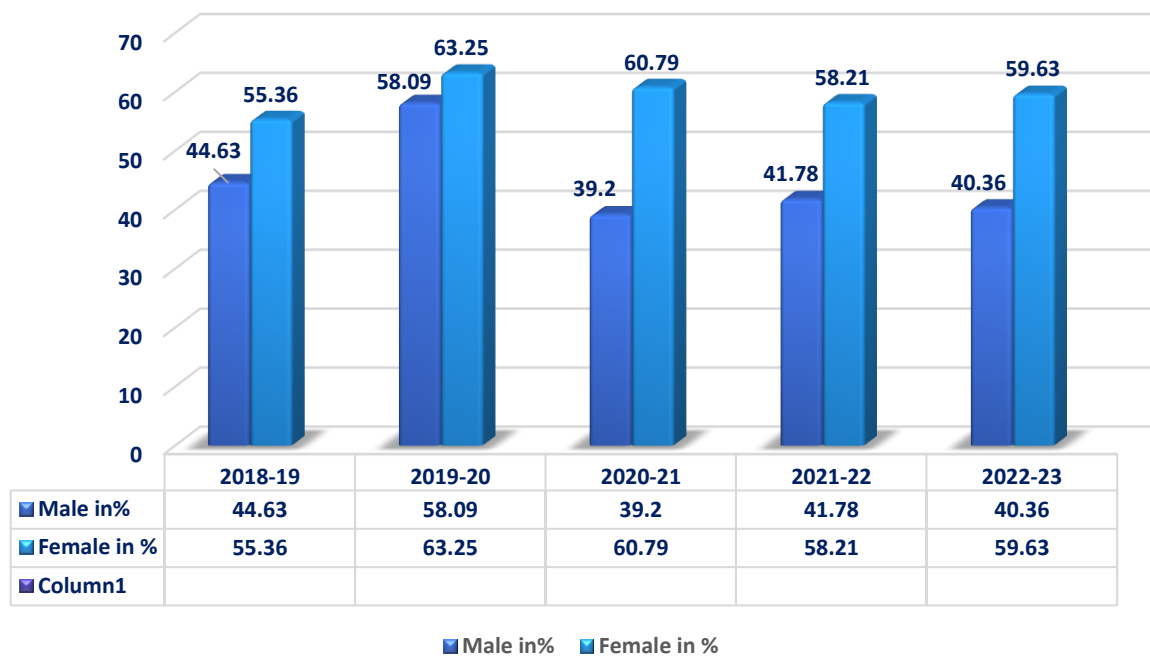
Gender Audit Team reviewed and analyzed the overall function of the institute. Based on analysis, committee appreciated the overall operating of the institute which provides equal opportunities to both gender in all spheres like academic, administration and governance. Gender equity requires that girls and women be provided with a full range of activities and programs choices that meet their needs, interests and experiences. The institute always focuses on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The lectures of eminent personalities are organized on various topics to develop overall personality. Various programs are held on Health and Hygiene, Gender Sensitization, Awareness & Legal Aspects of Sexual Abuse, Sexual Harassment of Women at Workplace etc. Anti-ragging Committee, Anti-Sexual Harassment Committee and Grievance Redressal Committee have been formed in the college.

Gender wise Data Analysis

Table 1. Gender wise Details of Students enrolled in the institute during last 5 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2018-19	177	79	98	44.63	55.36
2.	2019-20	166	61	105	58.09	63.25
3.	2020-21	176	69	107	39.20	60.79
4.	2021-22	146	61	85	41.78	58.21
5.	2022-23	109	44	65	40.36	59.63

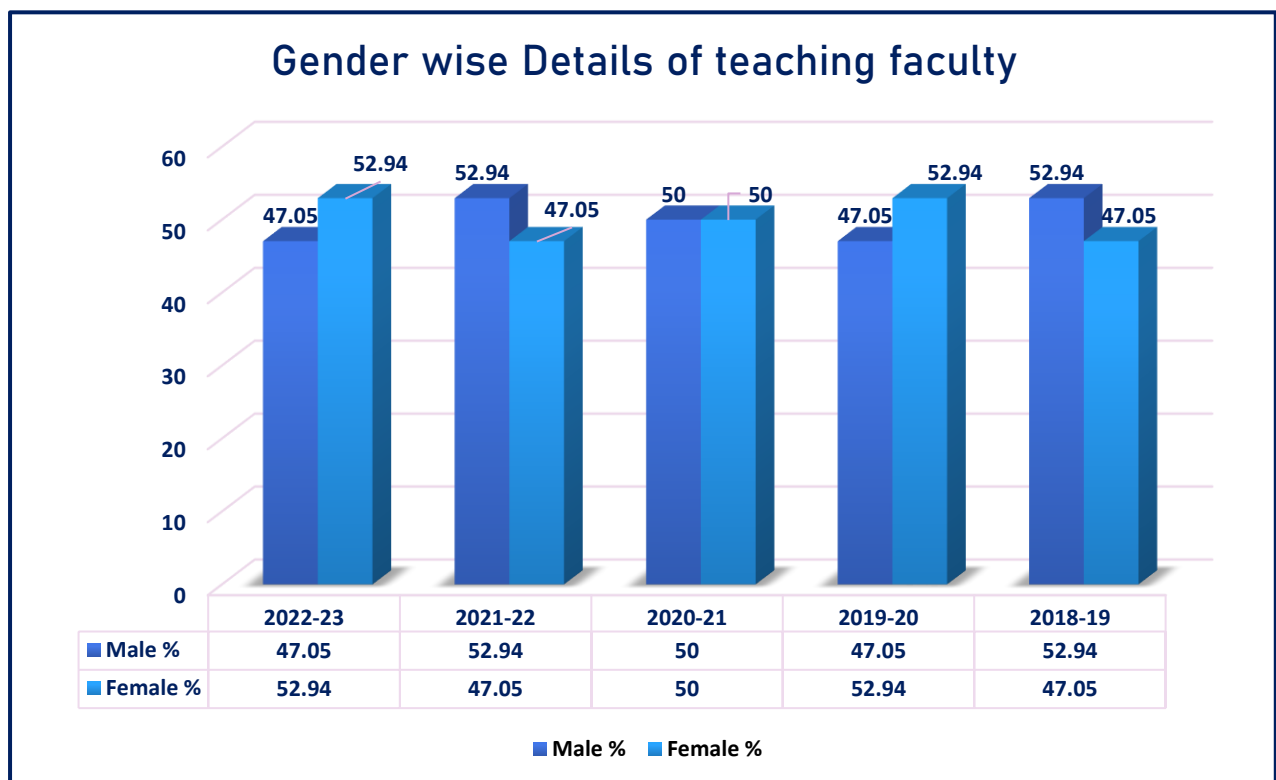
Gender wise Details of Students enrollment



The above table and graph giving gender wise details of enrolled students in the institute provides the information of students' strength in the last five years. In the year 2018-19, out of 177 total enrolled students 55.36 % were female students as compared to 44.63% male students. In next four years, figures of enrolled students show that the female students are around 55% and male students are around 45 %. The gender audit revealed that the number of female students consistently exceeded the number of male students from 2018-19 to 2022-23. This indicates a positive trend in female participation in the Institute's academic programs, potentially attributing to its inclusive environment that fosters female student interest and enrollment.

Table 2. Gender wise Details of teaching faculty in the institute during last 5 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2018-19	17	08	09	47.05	52.94
2.	2019-20	17	09	08	52.94	47.05
3.	2020-21	18	09	09	50	50
4.	2021-22	17	08	09	47.05	52.94
5.	2022-23	17	09	08	52.94	47.05

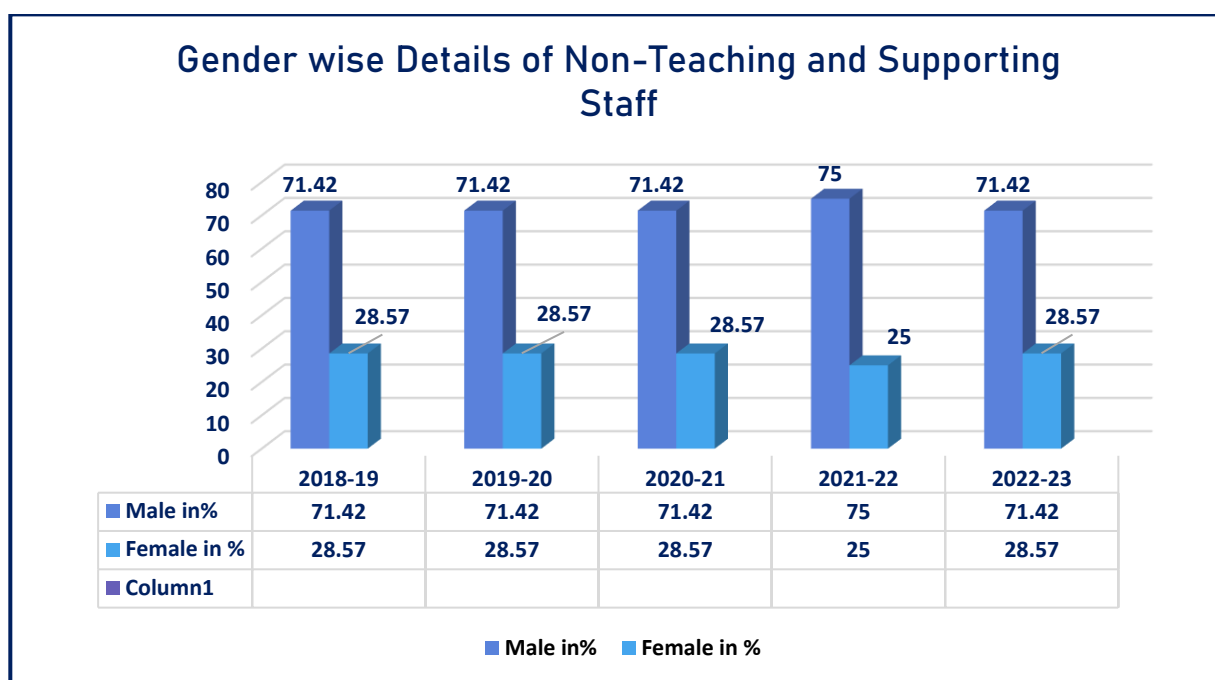


The above table and graph giving gender wise details of Teaching Faculty in the institute provides the information of teaching faculty strength in the last five years.

In the academic year 2018-19, out of 17 teaching staff 08 (47.05 %) were males and 09 (52.94%) were females. In the next academic years, the percentage of male and female were remains same accept the year 2020-21. In 2020-21 out of 17 teaching staff, the Institute successfully maintained an equal number of male and female faculty members. It reflects that the institute maintained the gender balance while recruiting teaching faculties.

Table 3. Gender wise Details of Non-Teaching and Supporting Staff in the institute during last 5 years

Sr. No.	Year	Total	Male	Female	Male in%	Female in %
1.	2018-19	7	5	2	71.42	28.57
2.	2019-20	7	5	2	71.42	28.57
3.	2020-21	7	5	2	71.42	28.57
4.	2021-22	8	6	2	75	25
5.	2022-23	7	5	2	71.42	28.57



The graph of gender wise percentage of total non-teaching and supporting staff in the institute provides the statistical details of non-teaching staff in the last five years. In the academic year 2018-19, out of 07 non-teaching staff 5 (71.42 %) were males and 28.57% were females' staff. In the next two academic years the percentage is same. In the academic years the percentage of male were 75 out of 8 and the percentage of Female were 25%.

It reflects that there is less female staff employed in the institute as far as non- teaching and supporting staff is concerned.

Gender Sensitization Initiatives of Institution

The institution has formed various committees and cell to maintain gender equity in the campus. These committees include Anti-ragging, Anti Sexual Harassment cell, women empowerment cell, the institute nominates student's representative on various academic and administrative committees. It also provides adequate physical and infrastructural facilities to girls and boys to maintain gender equality.

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

- The Institute has girl's hostel facility with specially appointed ladies guard for full time in the hostel campus for an effective monitoring and permission system for girl's safety.

- Study Room: Girls have been provided separate section in study room in the library.
- Girls Common Room: The institute has separate common room with adequate facilities viz. washroom attached with sanitary vending machine.
- Girls Washroom: there are separate washrooms constructed for girl students and lady staff in the campus.
- Institution has separate staffroom for ladies' staff.

The college has formed various committees by maintaining gender balance. These committees are as follows:

1. Anti-Ragging and Grievance Redressal Cell: In order to prohibit, prevent and eliminate the scourge of ragging and solve the grievances of students, the institute has formed an Anti-Ragging Committee.
1. Women's Empowerment and Anti Sexual Harassment Cell: the cell has both the faculty and students of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society.
2. NSS Committee: The institute has NSS unit with 50 volunteers having participation of male and female students. The committee has 3 female and 2 male representatives including staff and students.

Number of gender equity promotion programs organized by the institution during the last Five years:

The institute prepares gender sensitization action plan and organizes various activities and programs accordingly. Some of the programs are enlisted below:

Date	Title of Programs
03 Jan 2023	Savitri bai Phule Jayanti
10 Jan 2023	Diet nutrition and food science
12 Jan 2023	Lecture on Child Mariage and the law under NSS camp Adgaon
:12 Jan 2023	Street play on Female foeticide at Adgaon under NSS
15 June 2022	Poster Competition on Save girl child to create awareness
08 Aug 2022	Cricket and wallyball match for Girls, Cricket and wallyball match for boys
01 Oct 2022	Rangoli competition by "Swarrang 2022-23"
08 March2022	Women's day
08 March2022	Seminar on personal hygiene practices
22 Oct 2022	Rangoli Competition during the pandemic at their home places
21 Aug 2021	Daily Routine to increase humility through the Ayurveda (Online Seminar)
23 Dec 2019	Street play on gender equality
23 Dec 2019	Street play on women empowerment
03 Jan 2019	Savitribai Phule Jayanti
06 March 2019	Mind Power workshop
08 March 2019	Celebration of International Women's Day
06 Jan 2019	Yoga and meditation Course

26 July 2018

Women empowerment and social development program

A number of activities and awareness programs were organized to empower women by women empowerment cell. These programs include gender sensitizing activities, awareness about gender equality. The cell organized guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

Snapshots of Program:



Lecture on Diet nutrition and food science for Girls, boys and pregnant woman- Dr. Kanchan Deshmukh explaining students about the importance of a balanced diet



Dr. Kanchan Deshmukh explaining students about how proper nutrition influences overall health



Lecture on Child Marriage and the law under NSS camp Adgaon - Advo. Ganesh Anarthe sir explaining students, about existing laws and regulations in India related to child marriage



Lecture on Child Marriage and the law under NSS camp Adgaon - Advo. Ganesh Anarthe sir explaining students, about legal measures.



Students presenting street play at grampanchayat chauk at Adgaon



Students presenting street play at grampanchayat chauk at Adgaon



Students' participation in Rangoli Competition



Students' participation in Art Installation



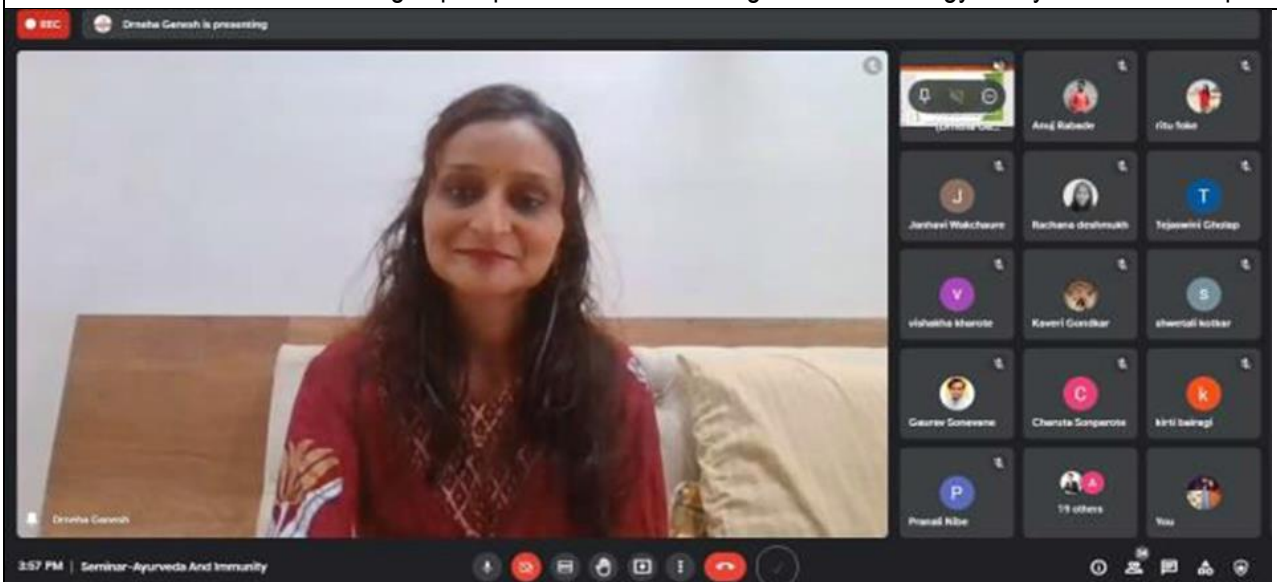
Dr. Varsha ma'am explaining about Cotton pads in seminar Personal hygiene practices



Dr. Varsha ma'am showing how to use menstrual cup



Student coordinator Introducing expert person Dr.Neha Bairagi Director of Arogyam Ayurveda Shirampur



Dr.Neha Bairagi from Arogyam Ayurveda Shirampur delivering speech on Daily routine to increase immunity through Ayurveda.



Student performing street play on the street of village loni to create awareness about gender equality



Students and public enthusiastically watching the play



Students performing in the street play



Mr. Pankaj Bhagde explaining power of subconscious mind



Mr. Pankaj performing activity with student in Mind Power workshop



Ar. Shital Joshi explaining about gender equality in Seminar on women empowerment and social development



PRCA students attending Seminar on women empowerment and social development.




PRINCIPAL
Pravara Rural College of
Architecture, Loni

Observation

The institute constantly strives to work for the benefit of female staff and students. The institution recognizes that women and men have different needs and power. These differences should be identified and addressed in a manner that rectifies the imbalances between the genders. It may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The institute not only conducts activities to make the female students and staff aware about gender sensitization but motivates them to live in a dignified manner and due self- respect.

It is observed that representation of girls is reflecting in academics and governance. Though the strength of boy students is less compared to female. Female students are actively involved in overall functioning of the institute. Though located in rural area, girls are enrolling for course. Further it has been observed that the success rate among girl students is more than boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes, sport organized by the institution. It is also notable that the percentage of female students has been increasing.

The analysis shows that gender equity goals and objectives are included in all the policies and overall function of the institute. While communicating with female staff and students, it is observed that there is no gender discrimination in the campus. The committee pointed out that gender equality and gender sensitivity is encouraged by management and staff of the institute and the behavior of staff were cordial. It is found that the institute has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up.

Recommendations

- The institute should conduct more co-curricular and extra-curricular activities for students and staff including males and females.
- The institute should increase the number of female non-teaching staff.
- Self-defense activities should be conducted for girl students.
- Introduce self-employment training and personality development programs for girls.

Ar. Tejashree Thangaokar
Chairman

Ar. Kapil Burhade
Vice-Chairman

Dr. R.A. Pawar
External Member

Ar. Sonali Chaskar
Internal Member

Ar. Deepika Arbatti
Internal Member

