



**D. Y. PATIL
EDUCATION SOCIETY
DEEMED TO BE UNIVERSITY**
KOLHAPUR

NAAC with 'A⁺⁺' Grade in 3rd Cycle

Diamond: QS I-GAUGE Indian University Ratings

Strategy To Encourage Female Participation in University Programs



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Strategy to Encourage Female Participation in University programs

The strategy to encourage female student to take admission in the D Y Patil Education Society (Deemed to be University) is designed to not merely increase number of applications and students admitted. Implicit in the outcome is the imperative to provide an environment of support and freedom that encourages female student and graduates to be empowered to achieved their fullest potential. It garners strength and actualisation through the other policies and committees constituted within the university as below:

- Policy on Women Access to University Programs
- Policy on Non-Discrimination Against Women
- Gender Sensitization and Women Development Cell
- Internal Complaints Committee
- Anti-Discrimination Cell
- SC/ST Cell
- Anti-Ragging Committee
- Grievance Redressal Committee

Objectives of the Strategy:

1. Achieve gender parity in admissions to the university at all levels
2. Ensure transparent, equality-based admission processes, free of any bias between genders
3. Strengthen participation of all admitted female students in the academic activities, sports, research and governance
4. To support female student progression by facilitating and mentoring them



Current status

The programs offered by the university all fall under the STEM and Health Sciences domains. Women are majorly underrepresented in these fields. These professional programs offer direct career prospects after graduation, and also simultaneously offer avenues of academic progression. In order to monitor the number of female students and outcomes of graduates of the university, it is important to know the present status.

Target Area	Status in 2023-24	Target by 2028-29
Women's share of admissions in UG STEM programmes	42.32% - close to national average of 44.4% reported by AISHE	Sustain parity with rate for men
Women's share of admissions in UG Health & Allied Health Science programmes	54.57%	Sustain parity with rate for men
Women's share of postgraduate and doctoral admissions	55.33%	Sustain parity with rate for men
Women's share of admitted seats, University-wide	49.52%	Sustain parity with rate for men
First-year attrition rate among women students	At parity with the rate for men	At parity with the rate for men
Women's representation in student council and departmental bodies	7 out of 13 members (53.8%) (7/15 in 2024-25)	Sustain parity with rate for men
Women in academic and administrative leadership posts	Increase by 5 percentage points over baseline	Increase by 10 percentage points over baseline



Roadmap to actualization of Objectives

Strategies to achieve gender parity in admissions:

- Promotion of programs (specially STEM group) by female faculty, alumni and senior female students
- “Pipeline Schemes” with focus on girls’ colleges, female interaction and career guidance
- School partnerships through Centre for Social Scientific Responsibility, individual colleges to promote gender equity
- Create awareness on gender-safety and policies within campus and hostels through website, social media and counselling
- Provide campus visits and tours by stakeholders to showcase existing gender-friendly systems
- Showcase Females in leadership roles in each program during promotional events
- Profile female students in promotional materials and on website

Strategies to ensure bias-free admission process

- Ensure site, venue and time of admission and counselling activities are gender-sensitive and safe
- Gender-sensitive counselling efforts during admission
- Parity in documentation, facilities, privileges and offerings amongst male and female students
- Inform students and their parents/guardians about the emphasis and mechanisms of women safety and general safety on campus

Strategies to strengthen female student participation in campus life

- Merit based scholarships and fee concessions that do not discriminate
- Mentoring schemes with regard to gender needs and matching of female students and teachers
- Representation of female students on University Council, Anti-Ragging Committee, IQAC and other pertinent bodies
- Inclusion of interested female students in Students Clubs, NCC, NSS and other social clubs



- Activities to sensitize and support women empowerment, ethics and women safety
- Planned events for female students including and not limited to sports, culture, arts, self-defence

Strategies to promote female student progression and placement

- Mentoring of all advanced learners irrespective of gender
- Remedial classes for slow learners
- Skill development for female students in grooming, workplace gender norms, personal safety
- Safety measures for after-college hours in facilities such as Library, Reading Room, Research Labs

Oversight and Monitoring

The university shall monitor and track gender-related activities, statistics and grievances to ensure periodic review, and upgrades in its endeavours.

Each committee shall present an annual report of its activities to office of Registrar and the IQAC Office.

All grievances reported to the Internal Complaints Committee, Anti-Ragging Committee and the Grievance Redressal Cell shall be carefully studied not merely as a case, but also to explore any systemic measures that need to be instituted or modified.

The IQAC shall track the statistics related to the admissions, promotions and leadership roles of female stakeholders in the university. Insights shall be presented and discussed on appropriate forums.



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