

Report of Gender Audit (2018-19 & 2019-20)

Name and Address of the College	: Patuck-Gala College of Commerce & Management, Patuck Campus, Rustomba Patuck Marg, 100, Nehru Road, Vakola Bridge, Santacruz (East) Mumbai 400 055
External Members of Gender Audit Committee	: 1.Dr. Ancy Jose : Principal Nagisdas Khandwala College of Commerce, Arts and Management Studies, Mumbai 2.Dr. Rashmi Oza : Principal, Chembur Karnataka Law College, Mumbai 3.Mr. Raghvendra L : Registrar, SIES College Mumbai
Date of visit	: 18 th February, 2021
Interaction held with	: Principal, Librarian, all faculties, all administrative staff, Members of Internal Complaints Committee, Women Development Cell and IQAC

On Invitation from the Principal In-Charge of Patuck-Gala College of Commerce & Management, a three members Gender Audit Committee consisting of Principal Ancy Jose, and Principal Rashmi Oza and Registrar Raghvendra L. visited the College on 18th February, 2021. The Committee was provided with relevant information prior to the visit on Seven Key Focus Areas by the Women Development Cell of the college. The Audit Committee was briefed by I/C Principal about the gender related initiatives of the College. After due deliberations with the stake holders of the College on vital areas of institutional functioning from gender perspective in place, the following report is presented for consideration. The draft report was sent to the Principal for her response before finalization.

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Objectives, Terms of reference and Scope of visit:

The objectives of quality gender audit for two Academic years 2018-19 and 2019-20 are:

- To assess compliance of recommendations of the previous Audit Committee for the year 2016-17 and 2017-18 and NAAC Cycle 2 Recommendations
- To assess implementation of gender equality in various programmes, policies and organisational structures across the entire college
- To review of prevailing internal practices and support systems in tune with gender equality practices

Sr. No.	Focus area	Observations
1	Gender sensitive profile of the institution	<ul style="list-style-type: none"> • In all three degree programmes offered by the College, viz... B.Com., BMS, and B.Com. (B&I), the data on student enrolment as compared to the previous year shows that the College maintains by and large gender balance in all programmes. • Staff profile reveals predominant female Faculty (about 70%) but proportion of temporary faculty to regular faculty is high and among administrative staff around 40% are female. • Adequate number of toilets for girls available and efforts taken to arrange facilities in the toilets keeping in mind the need of female students. (sanitary napkin vending machines, disposal bins etc.) • The College is situated in a chronic traffic locality. However, adequate security arrangements are made for safe environment for girl students. A lady security personnel is deputed at the gate. • In classroom activities, in library access and in co-curricular and extracurricular activities equal opportunities given to all gender. • Gender awareness and gender sensitization programmes have been conducted.
2	Teaching Learning & Evaluation	<ul style="list-style-type: none"> • The College teaches gender as cross cutting issue in its curricula as a part of the course contents.

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		<ul style="list-style-type: none"> • There is greater involvement of female faculty in several academic fora • The participation of female students is more in co-curricular activities of the College except in the Department of Management Studies including one-day industrial visit • While proportion of female student participation is larger in academic performance meetings, whereas the male participation is more in case of remedial lectures • The female achievers retain most of academic ranks across programmes • Online Feedback mechanism exists regarding on curriculum and faculty, where there is greater female participation.
3.	Research & Publication	<ul style="list-style-type: none"> • College has an annual research publication and more publication is taken up by female researchers. • The College has a student journal and the number of male students has published more research papers as compared to female students. • There is great scope for undertaking research on women's issues in case of journal for faculty as well as students
4.	Extension & Enrichment Activities	<ul style="list-style-type: none"> • The College has a gender sensitive programme named as "WOMENIA FEST (2017- 2018). In selected co-curricular activities of departments there are women-centric topics deliberated among students (like lecture on laws pertaining to women, Prohibition of Sexual harassment at Work place, Eve teasing as social issue, events on Self Help) • The College is associated with MAJLIS and Bharatiya Stree Shakti for women-related workshops, activities and consultancy. • The College has also sensitized students on third gender by inviting a resource person on HUMSAFAR NGO.(in accordance with judgment by the Apex Court giving due recognition to third gender in case of NALSA v/s Union of India in April,2014) to integrate third gender in all

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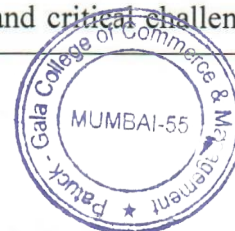


		<p>development programmes)</p> <ul style="list-style-type: none"> • Overwhelming participation of girl students in regular NSS activities but their response in residential camps in not so encouraging. • Girls participated in large number in intra collegiate Cultural events as well as in Sports. • Self-defence workshops are initiated by the College for female students and staff • WDC has conducted session on menstrual hygiene for female students • The Institution has provided its auditorium facility to Vakola ALM to conduct yoga for females who are predominantly home makers in the vicinity
5	Support Services	<ul style="list-style-type: none"> • Proactive WDC and ICC with constant support from external member and NGO officials. • Gender balance exists in Student Council. • Counselling sessions are conducted regularly and more female students are encouraged to avail the counseling facility. • CCTV installed covering entire campus. • The College celebrates International Women's Day every year on 8th March.
6	Overall Observations	<ul style="list-style-type: none"> • Women Development Cell has drafted a Gender Policy for its Institution. • The College has institutionalized its own policy of extending Maternity leave (4 months) and paternity leave (10 days) facility to staff, the same had been availed by some staff. • There are fewer female students availing the benefit of placement facility. • There is a Students Grievance Redressal Committee / Women's Development Cell/Internal Complaints Committee / Anti-ragging Committee and as per UGC norms to prevent gender gaps and critical challenges.(A

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		<p>case of sexual harassment at workplace seemed to have been reported before ICC. However, the same stands disposed off on the basis of Respondent tendering unconditional apology). No other case is reported thereafter before ICC.</p> <ul style="list-style-type: none"> • There are no adverse cases being reported during the period of reference regarding grievances (barring one mentioned hereinabove and the same stands disposed off to the satisfaction of the complainant) and ragging.
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Recommendations:

1. It is necessary to have more regular and compulsory Self Defence course, gender sensitization programmes periodically and imparting continuing education on gender sensitivity.
2. Feedback mechanism to be made more effective by obtaining response from all students with the help of technology and action initiated in response to feedback can be notified to bring confidence in the minds of students;
3. Cleanliness and hygiene in female students wash-rooms needs to be looked into. Clean canteen and good hygiene in canteen cannot be overlooked.
4. Separate space for women non-teaching staff and sweepers needs expansion for changing clothes and relax when needed.
5. Strengthening accountability framework as a measure to promote gender equality.

Signature of External Auditors:

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Dr. Ancy Jose - Convenor

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Dr. Rashmi Oza - Member

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Mr. Raghavendra L. - Member




I/c Principal
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