

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.

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]



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.

Recd.

SSR

H

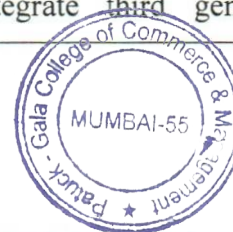


		<ul style="list-style-type: none"> • There is greater involvement of female faculty in several academic fora • The participation of female students is more in co-curricular activities of the College except in the Department of Management Studies including one-day industrial visit • While proportion of 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

Reo

SHD

M

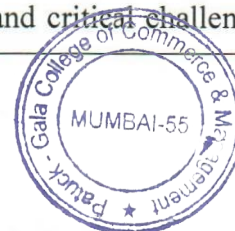


		<p>development programmes)</p> <ul style="list-style-type: none"> • Overwhelming participation of girl students in regular NSS activities but their response in residential camps in not so encouraging. • Girls participated in large number in intra collegiate Cultural events as well as in Sports. • Self-defence 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

Rao

2020

M



		<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.
--	--	---

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:

i  _____

Dr. Ancy Jose - Convenor

ii  _____

Dr. Rashmi Oza - Member

iii  _____

Mr. Raghavendra L. - Member




I/c Principal
 Patuck - Gala College of
 Commerce & Management
 Santacruz (E), Mumbai-400 055

Report of Gender Audit (2016-17 & 2017-18)

Name and Address of the College	: Patuck – Gala College of Commerce And Management, Patuck Campus, Rustomba Pattuck Marg, 100, Nehru Road, Vakola Junction, Santacruz (East), Mumbai - 400055
External Members of Gender Audit Committee	: <ul style="list-style-type: none">• Dr. Parvathi Venkatesh Principal, Mulund College of Commerce, Mumbai• Dr. Rashmi Oza, Prof & Head, Department of Law, University of Mumbai
Date of visit	: 25 th April 2018
Time spent	: 9 a.m. to 1 p. m.
Objectives , Terms of reference and Scope of visit	: A quality audit for the two academic years 2016-17 & 2017-18 <ul style="list-style-type: none">• to assess the collective capacity of the organization to examine its activities from a gender perspective;• to review effective institutionalization of gender equality in the policies, programmes, organizational structures and proceedings (including decision-making processes) across all departments, administrative bodies and students;• to document good practices towards the achievement of gender equality and to review whether prevailing internal practices and related support systems have been effective and reinforcing each other and whether they are being actually followed;• to appraise the adequacy of the management control framework towards gender balance as well as the degree to which the administration and departments are in compliance with the applicable regulations, policies and standards.;• .to identify gender gaps and critical challenges if any and to recommend ways of strengthening the service delivery mechanism• to suggest possible improvements and innovations.



7

Rao

f

Methodology	: In order to meet its objectives, a situational analysis carried out through participatory audit has been conducted combining physical inspection of campus with a review of relevant documentation and conducting interviews with all stakeholders present in the premises.
Interaction held with	: Principal, librarian, all faculty , student representatives, all administrative staff, Members of Women Development Cell and IQAC, external experts from NGO

On Invitation from the Principal In Charge of Patuck Gala College of Commerce and Management, a two members Gender Audit Committee consisting of Principal Parvathi Venkatesh and Prof. Rashmi Oza visited the college on 25th April, 2018. 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 committee was briefed by I/C Principal about the gender mainstreaming 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 has been sent to the Principal for her response before finalization.

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, B.M.S, and Banking and Insurance the data on student enrolment as compared to the previous year shows that the college maintains by and large a gender balance in all courses. • 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)



α Ruo f

		<ul style="list-style-type: none"> • The college is situated in a chronic traffic trouble spot and adequate security arrangements are made for safe environment for girl students. • In class room activities, in library access and in co-curricular and extracurricular activities equal opportunities given to all gender. • Grievance Redressal Mechanism prevails and no untoward incidents of sexual harassment / ragging etc reported in the college. • Gender awareness and gender sensitization programmes have been conducted.
2	Academic Progress	<ul style="list-style-type: none"> • Greater involvement of Female faculty in career advancement programmes • While proportion of female student participation is larger in academic performance meetings, there is a mixed response from gender perspective for advanced learner programme as well as for remedial initiatives. • While female achievers retain most of academic ranks across courses, poor results of examinations in certain courses is a matter of concern. • Online Feedback mechanism exists to a limited extent.
3.	Research activities	<ul style="list-style-type: none"> • College has an annual research publication and lot of scope for young faculty for research on gender issues and Women's studies. • The good initiative to encourage UG research by means of publishing a students' journal once in a year has a lot of scope towards woman empowerment.
4.	Extension & Enrichment Activities	<ul style="list-style-type: none"> • The College has initiated a gender sensitive programme named as "WOMENIA FEST (2017- 2018)". In selected co-curricular activities of departments, (like lecture on laws



α

RCC

l

		<p>pertaining to women, Eve teasing as social issue, events on Self Help, Collaborative women centric competitions with MAJLIS (an NGO working for the cause of Women) on topics of Domestic Violence, Significance of Consent by Women etc) large number of students from both sex participated.</p> <ul style="list-style-type: none"> • The Management of the College finances for the WDC project. However, there is a need to sensitize the staff of third gender viz. Transgender as held by the Apex Court in NALSA v/s Union of India in April,2014 holding that the third gender be integrated into all developmental programmes of the society including Education. • Overwhelming participation of girl students in regular NSS activities but few response for residential camps. • Girls participated in large number in intra collegiate Cultural events as well as in Sports. • Positive initiative of training on self defence technique prevalent till 2015-16 was stopped due to non-availability of trainer.
5	Support Services	<ul style="list-style-type: none"> • Proactive WDC with constant support from external member who is a lawyer and NGO official. • Gender balance exists in Student Council. • Librarian conducts counselling sessions and Very few students of both sex availed the facility extended and activities arranged by of counseling cell. • CCTV installed covering entire campus.



Handwritten marks: a checkmark, a signature, and a blue scribble.

Summary of Findings

- The main findings of the audit show that in general, all the departments and students are aware about the need for gender sensitization at a general level.
- A number of best practices undertaken through NSS and DLLE to make students to understand the social fabric; to name a few, awareness programs, sensitization programmes, Yoga camps, competitions in collaboration with NGO etc.
- Encouraging response from girl students towards enrolment in NSS as well as in DLLE. But the successful completion of the programme has been strikingly low in NSS. (Male 11 out of 92 and female 11 out of 108 for ac year 2017-18)
- College WDC celebrates International Women's Day on 8th March, every year.
- 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.
- Canteen seems to be closed most of the time and is open only for 15 minutes. With few eatable options, the quality of food does not seem satisfactory.
- Interaction with female students revealed that the Sanitary Napkin vending and disposal machines not functioning regularly leading to money loss and hence not of much use to them.
- A formal Counselling Cell has large scope to become proactive. Similarly, number of beneficiary under freeship/Scholarship schemes and placement arrangements had been very few.
- Girl students felt that to make surveillance more effective, all CCTV cameras to be switched on.
- There is a grievance redressal committee / sexual harassment / Anti-ragging Committee and Internal Complaints Committee as per UGC norms to prevent gender gaps and critical challenges and no adverse case had been reported during the period of reference.
- Gender Policy yet to be formalized. On detailed review, it was observed that, some of the practices are yet to be followed in compliance with applicable standards of a Gender Policy.



α

Recd

R

Recommendations:

As the college is keen in implementing effective Gender Policy, the auditors recommend the following with respect to the Gender Audit conducted in the College:

1. The WDC in collaboration with IQAC / College Development Council to formalize a Gender policy for the institution.
2. Taking advantage of encouraging response from female students, advanced learners scheme and remedial coaching measures be made systematic to encourage achievers and to minimize dropouts respectively.
3. Girls to be encouraged to participate in Yoga Wellness Camps for healthy body and mind.
4. It is necessary to conduct regular Self defence courses, gender sensitization programmes periodically and imparting continuing education on gender sensitivity.
5. Feedback mechanism to be made more effective by obtaining response from all students with the help of technology; on the basis of detailed statistical analysis in the IQAC, the actions initiated in response can be notified to bring confidence in the minds of students.
6. Attention needed towards improvement in infrastructural facilities like more space in LCR, cleanliness and hygiene in ladies' wash rooms, improvement in canteen facility etc The space for women nonteaching staff and sweepers (especially for Class IV employees) need to be expanded to enable them to change clothing and relax when needed.
7. Girl students expect more friendly approach from lady support staff and watchmen.
8. Response to grievances recorded in suggestions box be commenced on Regular intervals and action taken within reasonable time period be displayed on notice board to develop faith of girl students on the system.



x

Ruo

f

9. Some of the Gender sensitive Human Resource Policies (e.g. maternity/paternity leave facility, remedial teaching, Counselling etc) if implemented as per applicable standards can prove more effective.
10. Certain processes (e.g. cleanliness, Feedback methodology, CCTV surveillance etc) could benefit from further review in order to improve their efficiency, fairness and consistency from gender perspective.
11. Understanding to be generated among student community of the extent to which gender equality has been internalized and acted upon by staff by identifying and sharing information on mechanisms, practices and attitudes that have made a positive contribution in the college;
12. An ongoing process of benchmarking and accountability framework may be introduced to measure progress in promoting gender equality.



A handwritten signature in blue ink, appearing to be "Rashmi Oza", written over a horizontal line.

Dr. Rashmi Oza
External Auditor

A handwritten signature in blue ink, appearing to be "Parvathi Venkatesh", written over a horizontal line.

Dr. Parvathi Venkatesh
External Auditor