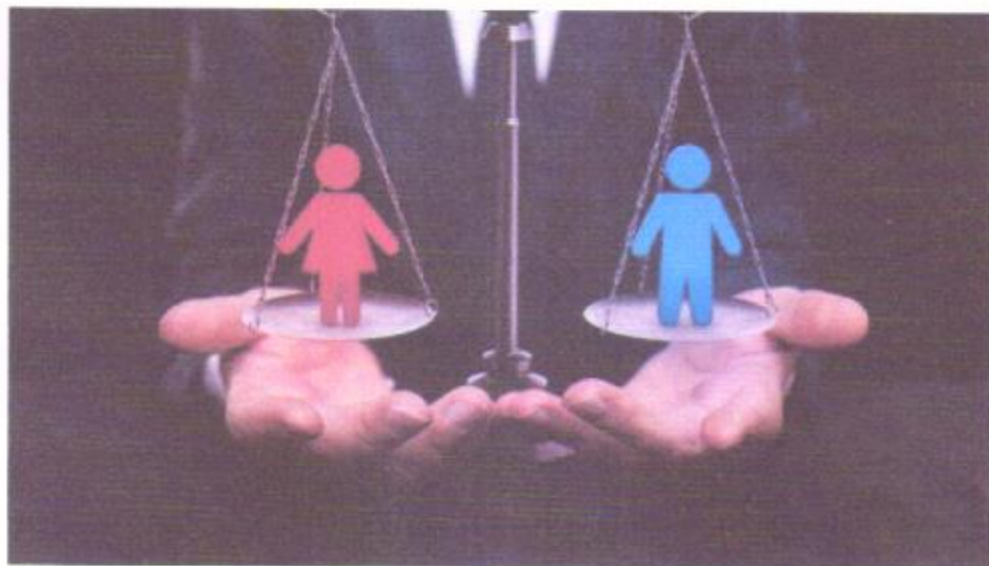




Our Lady of Grace Trust's

St. Gonsalo Garcia College of Arts and Commerce, Vasai.

Gender Audit Report 2022-23



Principal's Message.....

Gender audit of a college is an annual exercise which provides us an opportunity to introspect on various grounds to maintain gender parity in the institute of Higher Education. In our college we try to maintain gender equality in various areas such as opportunities in the field of academics, sports, cultural activities, National Cadet Corps i.e. NCC, National Service Scheme i.e. NSS, Department of Lifelong Learning and Extension i.e. DLLE and other areas. We provide equal opportunities to the staff members to excel in their academic arena. It includes encouragement to participate in various seminars, workshops, conferences at national and international level. For girl students, we have provided adequate infrastructure in terms of separate girl's common rooms in both the buildings of the college which are well equipped with vending machines and required other infrastructure in order to maintain hygiene in both the rooms. They are well lit up and sufficient space for rest is provided in both the common rooms. The college has adopted a policy paper on **"Prevention, Prohibition and Redressal of Sexual Harassment at Workplace"** and it is widely published on the college website. Both the committees viz. the women development committee i.e. WDC and the Internal Committee i.e. IC functional and promotes programs for gender sensitivity among the students. Through this audit we will get recommendations on which we will work and improve for a cordial environment on the campus and promote gender equality for all the stakeholders of this college. I wish all the best to both the WDC and IC a for the gender audit.

Prin. Dr. Somnath S. Vibhute

PREFACE

Gender Equality is a global issue, discussions on women's liberation and her rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.

The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, preparing Gender audit Questionnaire, orientation to the participants, preparing the checklist, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Prof. Evonne Sakhrani

CONVENOR

(WOMEN DEVELOPMENT CELL)

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1. Profile of the College

Our Vision

To provide the rural youth higher education aimed at academic excellence coupled with over all character formation through moral ethical and spiritual values inculcating the spirit of research and discovery, to orient in skills, to ensure employment and self-sufficiency through various courses to enhance essential human resource development for the overall improvement of life which lead to nation building.

Our Mission

St. Gonsalo Garcia College is committed to the integrated development of youth for individual and social transformation.

- To offer Higher education to the needy without the distinction of caste and creed.
- To imbibe students with the culture of decency and dignity enabling them to establish themselves as citizens with educational, moral, spiritual integrity and sincerity.
- To enable training and access to relevant fields of interest and talents.
- To help students access to job opportunities in Vasai and outside.
- To avail opportunity through the syllabus and extra-curricular activities to develop awareness and understanding of the plethora of avenues available.
- To motivate the staff, to develop their creative potential in their respective fields of research and development, to provide maximum opportunity to students to enhance their talents.
- To encourage the staff and students to co-ordinate their skills and abilities for enhancing their creative expression.

About St. Gonsalo Garcia College of Arts and Commerce

The historic place 'Vasai' (Bassein) has been an important landmark from times in the distant past. Surrounded by the Sahyadri Mountains to the east, enriched by the alluvial soil of the Vaitarni river this beautiful green belt is bordered by the boisterous Arabian Sea to the West.

This area speaks volumes about human endeavour, toiling to reap the benefits from

the green agricultural expanse – the hilly dense forests coupled with the wealth from the seas. Our college is ensconced in this secure rustic world which is fast changing into a modern industrial environment and lifestyle.

During the 1980s the Catholic community in and around Vasai felt the need of opening an institution of higher learning. Since 1889 the Roman Catholic Church of Our Lady of Grace, Papdy- Bassein has been involved to cater to the educational needs of the Catholic community.

Although Vasai had many important schools run by different organizations until the recent past, there were not any institutions of higher learning. Students from this area had to commute to Bombay city earlier to meet their educational needs.

This felt need saw the public of Vasai create a college in 1970s, but that was not enough to meet the emerging needs for higher education. In 1975 our college trust (Our Lady of Grace) opened the Thomas Baptista Junior College and in 1984 the St. Gonsalo Garcia College of Arts and Commerce saw the light of existence.

The foundation stone for the institution of higher education and excellence was laid by The Pope John Paul II on 9th Feb, 1986.

Since 1984 the senior college had begun functioning at the premises of the Thomas Baptista Junior College. It was only in 1996 that the entire college administration and teaching shifted to the present campus.

2. Women Development Cell (WDC)

1. **About:** The Women Development Cell was established as per the guidelines of University of Mumbai and University Grants Commission (UGC).

2. Functions of the Cell

- a. To prevent sexual harassment at workplace (college and campus) and to promote general wellbeing of female students, teaching and non-teaching women staff of the college.
- b. The cell is also responsible to undertake the awareness programmes on gender sensitization, women rights and women empowerment in the college and Women Welfare Laws.
- c. To create awareness about health and hygiene among girl students.
- d. To organize various types of training programmes and create awareness about self-employment schemes for the encouragement of self-reliance among girl students and women.

3. Facilities of the Cell

- a. Girls' Common room equipped with Sanitary Napkins Vending Machine.
- b. Complaints Box installed in the Girls' common room.

4. Management of the Cell

Cell Composition - Cell consists of one senior faculty as the in-charge/ coordinator and three faculty members from various departments

5. Committee members

Sr. No.	Name	Designation & Department	Status
1.	Prof. Evonne Sakhrani.	Associate Professor Department of Commerce	Convenor
2.	Prof. Sujata Kulkarni.	Assistant Professor Department of Economics	Member
3.	Prof. Prettyrose Menezes.	Assistant Professor Department of Commerce	Member
4.	Prof. Gunwant Gadbad.	Assistant Professor Department of Economics	Member
5.	Prof. Vikram Trivedi.	Assistant Professor Department of Commerce	Member

6. Role of the In-charge

- To ensure proper coordination amongst committee members and students of the college.
- To plan and conduct the periodic meetings of the committee
- To maintain the minutes of the committee meetings held.
- To recommend to the principal the requirements of the cell.
- To plan various online and in person meetings of stakeholders regarding gender sensitization.
- To submit the report of the Cell to the principal at the end of the academic year.

7. Role of Committee members

- To ensure that the Functions of the Committee are fulfilled.
 - To take active part in committee meetings
 - To suggest various activities for the cell.
-

3. Gender Audit and its Objective

What is a gender audit?

A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets.

The basic assumption of gender audit is that public policy impacts differently on men and women. The variance stems from the different roles of women and men in the family and from the lower economic status of women. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality.

Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular?

The second rationale for doing gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities. Gender audits allow organisations to set their own houses in order, and change aspects of the organisational culture which discriminate against women staff and women "beneficiaries".

As a method for gender mainstreaming, gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organisation.

Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

The Gender Audit undertaken by the Women's Development Cell (WDC), St. Gonsalo Garcia College of Arts and Commerce, intended to enquire into the gender balance within the institution and its practices and focused on the following objectives.

Objectives of Gender Audit

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it.
 - To establish good gender balance in decision-making processes in all areas of the college activities.
 - To suggest measures for bridging the gender gap if any.
 - To foster gender equality in all aspects of college community.
 - To see the work and capacity for prevention of sexual harassment at the college.
-

4. Gender Sensitive Features of the college:

1. Basic sanitation facilities in the form of separate toilets for the students and staff are provided in the administrative office, on each floor of new and old buildings for girls and boys separately and for teaching staff.
 2. Girls' Common room is on the Ground Floor of the old building and new building.
 3. Girls' Common rooms on the Ground Floor of the old building and new building are equipped with Sanitary Napkins Vending Machine.
 4. Complaints Box installed in the Girls' common room.
 5. There is an Internal Committee (IC) which is in place for Redressal of Sexual Harassment cases.
 6. The college has 24 hours security personnel and a full time Lady security staff on duty during day time.
 7. A college premise is under CCTV surveillance 24x7.
-

5. Gender Audit 2022-23

The College conducted Gender Audit in 2022-23 to create awareness about respect for every gender and also to identify ways to make college campus safe for women.

The Women's Development Cell of the College ensures awareness about their objectives throughout the year by conducting various seminars, workshops and motivational lectures about women empowerment.

As per the guidelines of Supreme Court, UGC, Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, an Internal Committee (IC) has been established by the College with an objective to Prevent Sexual Harassment of any gender at the college. Various seminars, Guest Lectures and workshops are organized throughout the year to teach the students about their rights and laws and to fight against any kind of sexual harassment.

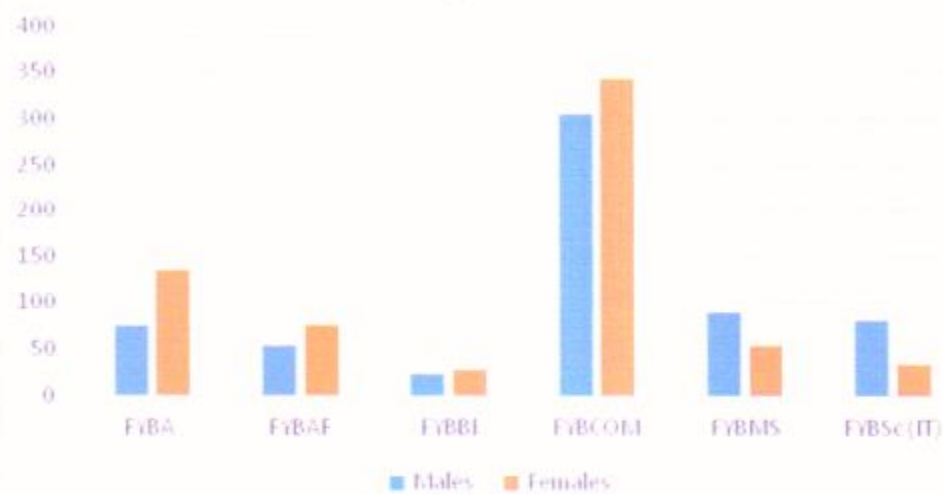
A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. The basic assumption of gender audit in an educational institution is that public policy impacts differently on female and male learners.

The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular?

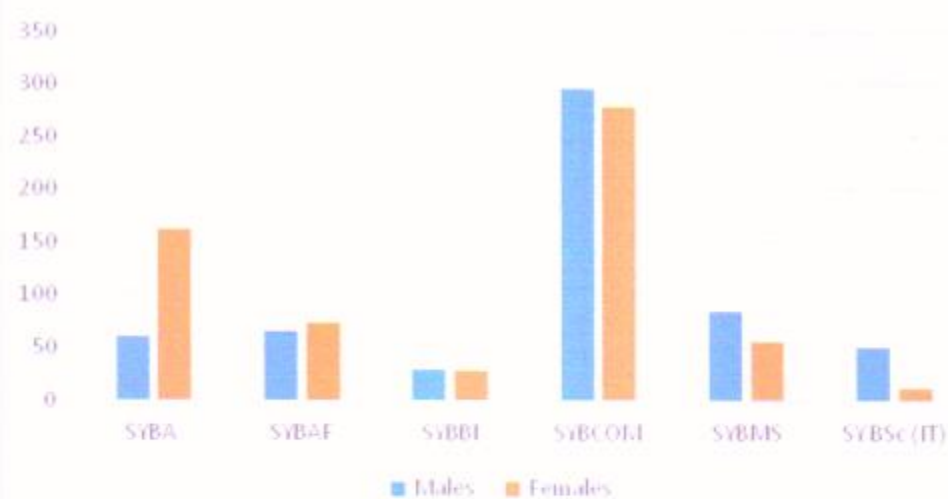
6. Course wise Student's Enrolment 2022-23 (UG & PG)

Sr. No.	Course	Males	Females	Others	Total
1	FYBA	75	135	0	210
2	FYBAF	54	75	0	129
3	FYBBI	23	28	0	51
4	FYBCOM	305	342	0	647
5	FYBMS	89	54	0	143
6	FYBSc (IT)	81	33	0	114
7	SYBA	61	162	0	223
8	SYBAF	66	74	0	140
9	SYBBI	29	28	0	57
10	SYBCOM	296	278	0	574
11	SYBMS	85	56	0	141
12	SY BSc (IT)	51	11	0	62
13	TYBA	32	138	0	170
14	TYBAF	68	75	0	143
15	TYBBI	20	39	0	59
16	TYBCOM	304	288	0	592
17	TYBMS	87	49	0	136
18	TY BSc (IT)	56	14	0	70
19	MCOM I (Accounting)	29	31	0	60
20	MCOM II (Accounting)	19	38	0	57
21	MCOM I (Management)	23	30	0	53
22	MCOM II (Management)	09	09	0	18
23	MA I (ECO)	04	05	0	09
24	MA II (ECO)	03	11	0	14
25	MA I (RD)	12	04	0	16
26	MA II (RD)	07	10	0	17
27	MSC IT I	06	05	0	11
28	MSC IT II	12	06	0	18
TOTAL		1906	2028	0	3934

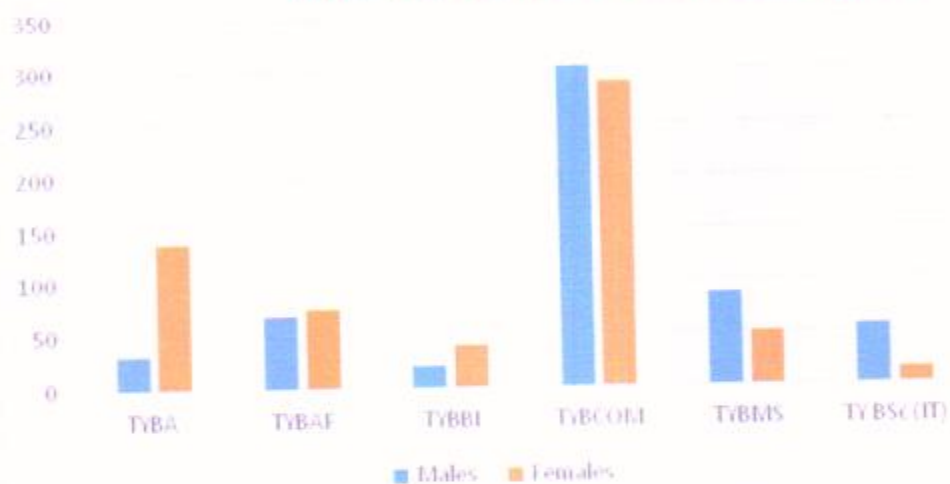
First Year Males / Females Enrollment



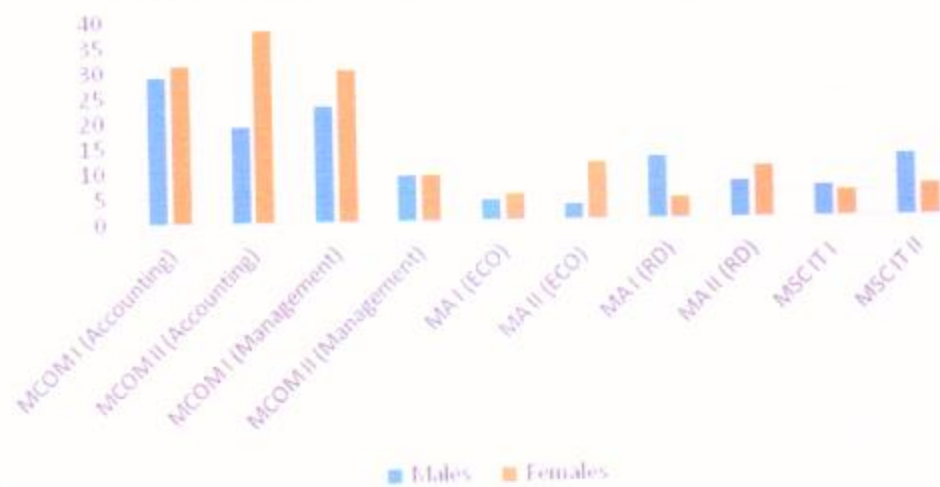
Second Year Males & Females Enrollment



Third Year Males & Females Enrollment



Post Graduation Males & Females Enrollment



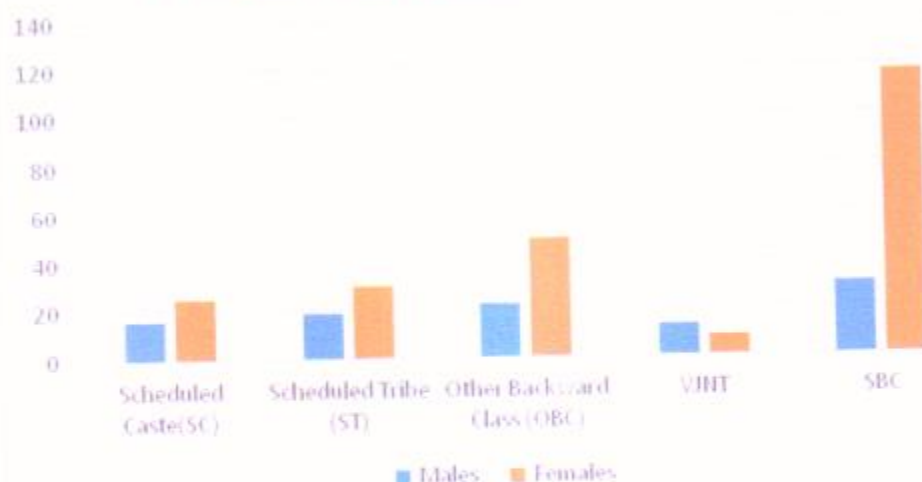
Total Males and Females Enrollment 2022-23



Caste Scholarship Awarded to the students

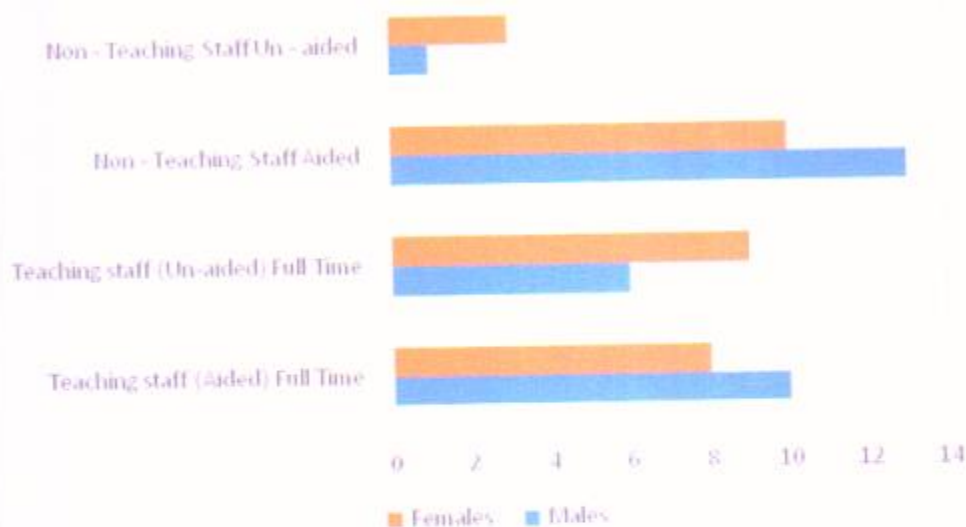
Sr. No.	Caste	Males	Females	Total
1	Scheduled Caste (SC)	16	25	41
2	Scheduled Tribe (ST)	19	30	49
3	Other Backward Class (OBC)	22	49	69
4	VJNT	13	8	21
5	SBC	30	117	147

Caste Scholarship awarded to the students



Teaching and Non-Teaching Staff (Aided and Self-financed Section)

Sr. No.	Course	Males	Females	Total
1	Teaching staff (Aided) Full Time	10	8	18
2	Teaching staff (Self-financed) Full Time	6	9	15
3	Non - Teaching Staff Aided	13	10	23
4	Non - Teaching Staff Self-Financed Section	1	3	4



The Gender Audit was conducted in the following process –

1. Interaction with the students and staff members was done through various activities

and Workshops.

2. We conducted an online survey through Google form specially designed for the Students, Questionnaire was circulated among the students to understand their awareness about women safety in the College premises.

7. Gender Audit Questionnaire

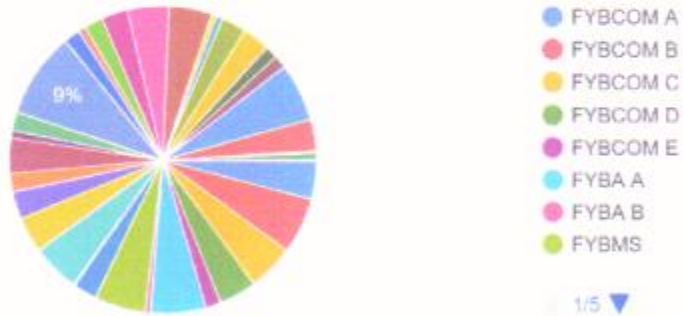
Questions	Response
1. A Women's Development Cell is set up in the college and you are aware about the it. महाविद्यालयात महिला विकास कक्ष स्थापन करण्यात आला आहे आणि तुम्हाला त्याबद्दल माहिती आहे.	YES होय NO नाही
2. Does the classroom offers equal opportunities to all genders? वर्गात सर्व मुले आणि मुली यांना समान संधी दिली जाते का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही
3. Does the library offers equal opportunities to all genders? ग्रंथालयात सर्व मुले आणि मुली यांना समान संधी दिली जाते का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही
4. Is there safe environment available for all girl students in the campus? महाविद्यालय परिसरात सर्व विद्यार्थिनींसाठी सुरक्षित वातावरण उपलब्ध आहे का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही
5. Are there adequate number of toilets are available in the college for girls? महाविद्यालयात मुलींसाठी पुरेशा प्रमाणात स्वच्छतागृहे उपलब्ध आहेत का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही
6. Are there adequate number of security personnel deployed in the campus? महाविद्यालय परिसरात पुरेशा प्रमाणात सुरक्षा कर्मचारी तैनात आहेत का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही
7. Is the Attitude of security personnel appropriate? सुरक्षा कर्मचाऱ्यांचा दृष्टिकोन योग्य आहे का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही
8. Does Gender sensitization program must be conducted for security personnel deployed at the campus? महाविद्यालय परिसरात तैनात असलेल्या सुरक्षा कर्मचाऱ्यांसाठी लिंगभाव संवेदीकरण कार्यक्रम आयोजित करणे आवश्यक आहे का ?	Agree होय Disagree नाही Can't Say सांगू शकत नाही

<p>9. Is there equal opportunity to all for free and fair expression of ideas in the college?</p> <p>महाविद्यालयात विचारांच्या मुक्त आणि निष्पक्ष अभिव्यक्तीसाठी सर्वांना समान संधी आहे का ?</p>	<p>Agree होय</p> <p>Disagree नाही</p> <p>Can't Say सांगू शकत नाही</p>
<p>10. Does the college offers equal opportunities to all in sports, cultural, NSS, DLLE, NCC and other competitions and activities?</p> <p>महाविद्यालय क्रीडा, सांस्कृतिक, NSS, DLLE, NCC, इतर स्पर्धांमध्ये सर्वांना समान संधी देते का ?</p>	<p>Agree होय</p> <p>Disagree नाही</p> <p>Can't Say सांगू शकत नाही</p>
<p>Any Suggestions</p> <p>तुमच्या सूचना</p>	

8. Gender Audit Survey Analysis

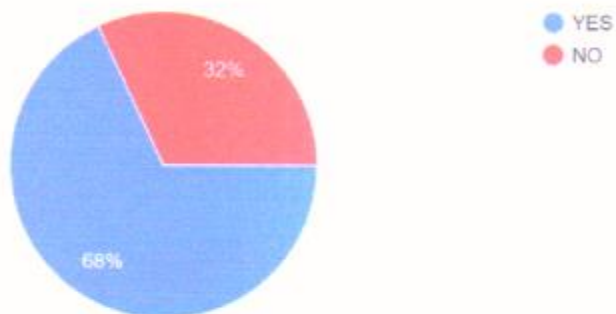
Class and Division

757 responses



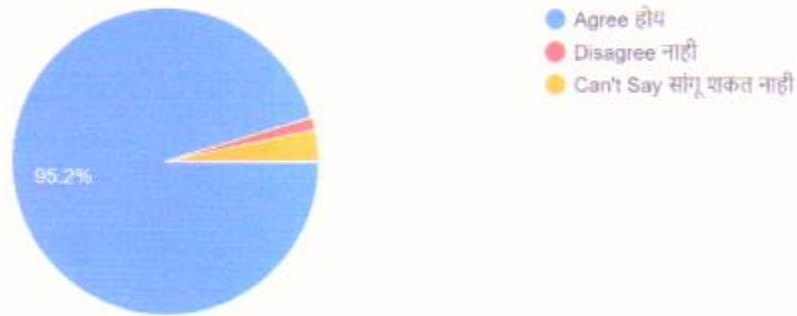
1. A Women's Development Cell is set up in the college and you are aware about the it. महाविद्यालयात महिला विकास कक्ष स्थापन करण्यात आला आहे आणि तुम्हाला त्याबद्दल माहिती आहे.

757 responses



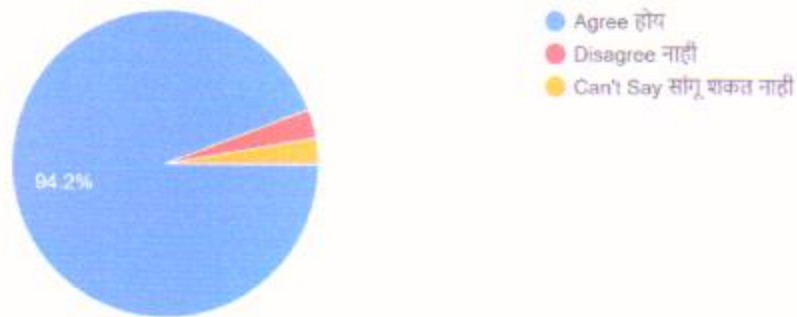
2. Does the classroom offers equal opportunities to all genders? वर्गात सर्व मुले आणि मुली यांना समान संधी दिली जाते का ?

757 responses



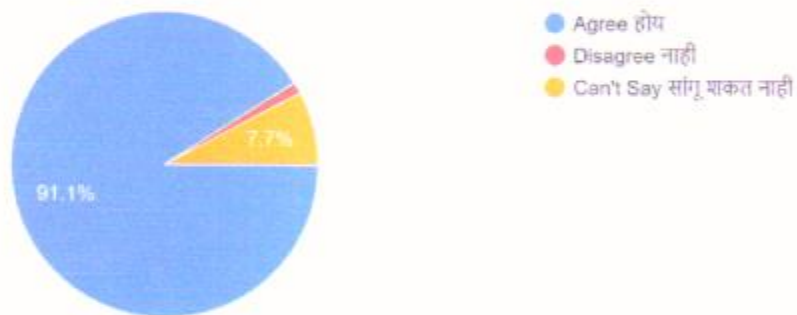
3. Does the library offers equal opportunities to all genders? ग्रंथालयात सर्व मुले आणि मुली यांना समान संधी दिली जाते का ?

757 responses



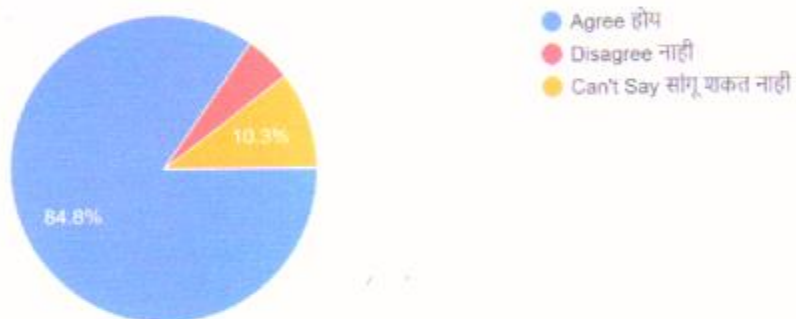
4. Is there safe environment available for all girl students in the campus? महाविद्यालय परिसरात सर्व विद्यार्थिनींसाठी सुरक्षित वातावरण उपलब्ध आहे का ?

749 responses



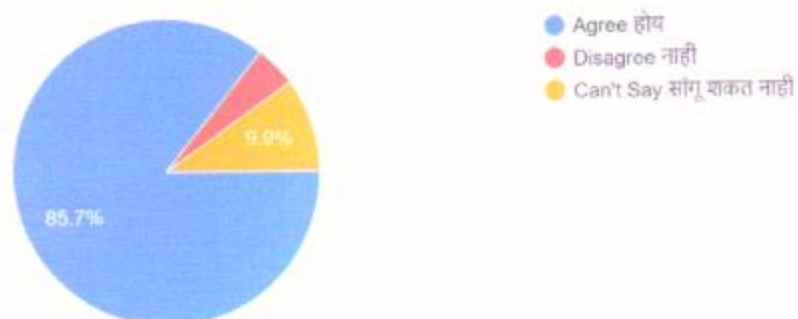
5. Are there adequate number of toilets available in the college for girls? महाविद्यालयात मुलींसाठी पुरेशा प्रमाणात स्वच्छतागृहे उपलब्ध आहेत का ?

750 responses



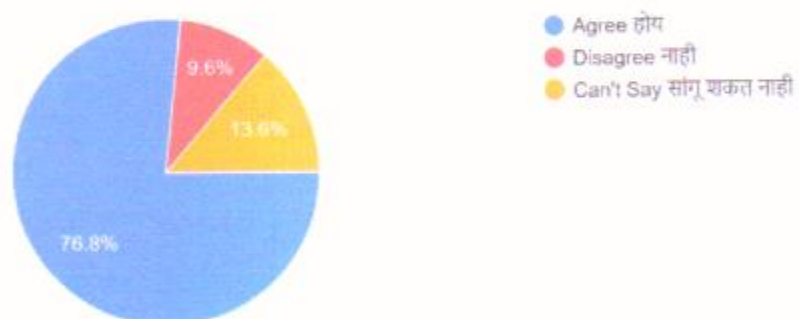
6. Are there adequate number of security personnel deployed in the campus ? महाविद्यालय परिसरात पुरेशा प्रमाणात सुरक्षा कर्मचारी तेनात आहेत का ?

757 responses

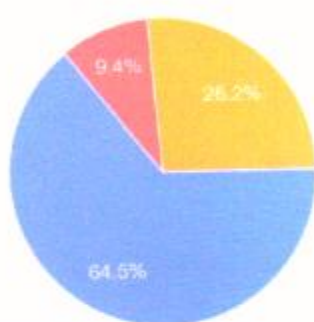


7. Is the Attitude of security personnel appropriate? सुरक्षा कर्मचाऱ्यांचा दृष्टिकोन योग्य आहे का ?

757 responses

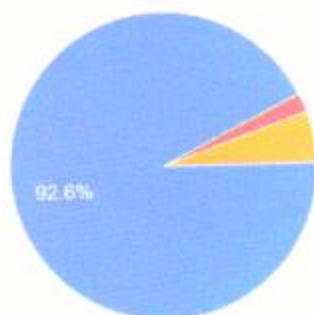


8. Does Gender sensitization program must be conducted for security personnel deployed at the campus? महाविद्यालय परिसरात तैनात असलेल्या सुरक्षा...व संवेदीकरण कार्यक्रम आयोजित करणे आवश्यक आहे का ?
757 responses



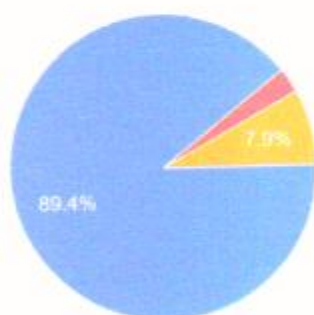
● Agree होय
● Disagree नाही
● Can't Say सांगू शकत नाही

9. Is there equal opportunity to all for free and fair expression of ideas in the college ? महाविद्यालयात विचारांच्या मुक्त आणि निष्पक्ष अभिव्यक्तीसाठी सर्वांना समान संधी आहे का ?
757 responses



● Agree होय
● Disagree नाही
● Can't say सांगू शकत नाही

10. Does the college offers equal opportunities to all in sports, cultural, NSS, DLLE, NCC and other competitions and activities ? महाविद्यालय क्रीडा, सांस्कृत...LE, NCC, इतर स्पर्धांमध्ये सर्वांना समान संधी देते का ?
757 responses



● Agree होय
● Disagree नाही
● Can't Say सांगू शकत नाही

9. Conclusions and observations

1. The analysis shows that gender balance in the student enrolment in various courses has been attained.
 2. Gender balance in the staff employment (Aided and Self-financed Section) is a direct impact of gender sensitive attitude of the management and college authorities.
 3. It is a matter of pride for the college as female enrolment for the academic year 2022-23 has outnumbered the male students.
 4. College offers equal opportunities to all the students in co-curricular and extra – curricular activities on a gender-neutral basis.
 5. 95% of the respondents surveyed are of the opinion that the classroom offers equal opportunities to all genders
 6. 92% of the respondents surveyed are of the opinion that the college offers free and fair expressions of ideas in the college.
 7. Gender Audit Team analysed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.
 8. There are no gender issues complaints reported to Internal committee. With the strong will power and commitment to gender justice, the College would certainly excel in gender equality.
-

10. Photographs of the Events



On 8th March, 2022, on the occasion of International Women's Day, Women Development Cell organised District Level Legal Awareness Programme in association with Higher and Technical Education Department & Vasai Court. Mrs. A.U.Kadam, District and Additional Session Judge presided over the function.



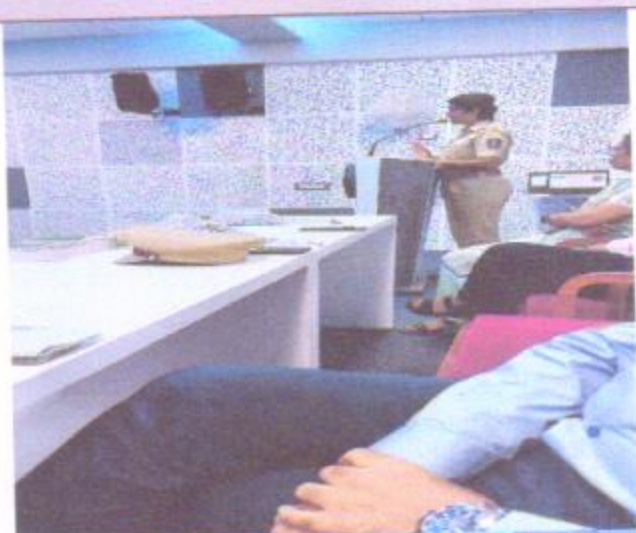
Convenor Prof. Evonne Addressing the Gathering



BLOOD DONATION CAMP ON INTERNATIONAL WOMEN'S DAY

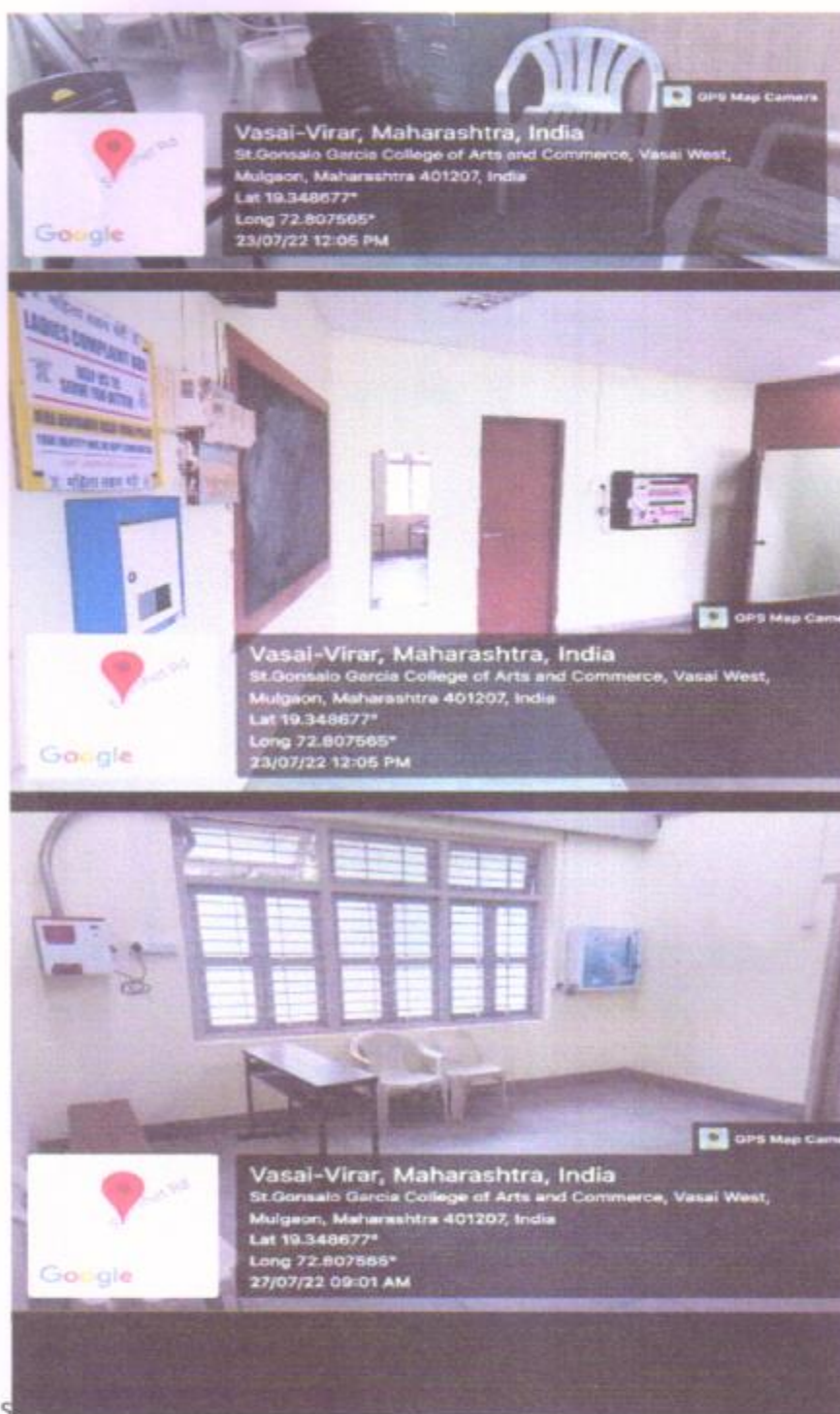


Policy document on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace released at an event held on Women's Day



**An Informative session on Women Rights in collaboration with Service to Humanity, NGO
Speaker Ms. Tejasri Shinde, API, Bharosa Cell, Mira- Bhayander VasaiVirar Police**

API Tejasree Shinde's interactive lecture on Women's Safety



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Girl's Common Room in the Building No. 1 and 2 of the college

Sr. No.	Date	Name of the Programme	Guest Speaker
1	20 Aug. 2022	Women Safety	API Tejashree Shinde
2	8 march 2022	District Level Legal Awareness Programme	Mrs. A.U.Kadam (District and Additional Session Judge)
3	8 march 2022	BLOOD DONATION CAMP	--
4	8 March 2021	Women Empowerment and Gender Equality	Mrs. Anjali Kanitkar (Rtd. Professor University of Mumbai.

Infrastructure Available for Girl Students in the College



Gender Audit

2020-21, 2021-22 & 2022-23

Recommendations:

1. More Gender Sensitisation Programs to be conducted.

2. Sessions on Cyber & Social Media

3. Appointment of Professional Counsellor

4. Sessions for training to Teaching & Non-Teaching Staff.

Signature with Date: 1) Prof. Dr. Aruna Deshpande
Secretary, WEC,
University of Mumbai

09/01/2023

2) Prof. Naina Salve
Alkesh Dinesh Modi Institute of
Financial and Management Studies,
University of Mumbai.

9/1/23

3) Dr. Prakash Dongre
Principal,
St. Joseph College of Arts & Commerce

09/01/2023

4. Prin. Dr. Somnath Vibhute

09/01/2023

5. Prof. Evonne Sakharani
(convenor)

09/01/2023

6. Prof. Sujata Kulkarni

09/01/2023

