

# GENDER AUDIT REPORT

of

Karnataka Sangha's  
Manjunatha College of Commerce,  
Kanchangaon, Khambalpada, Thakurli-(E), 421201,  
Thane District  
(Date to be finalized)  
(2017-2022)

Gender auditing is a process of assessing the approaches and practices in an organization that specially address the issues related to women and their empowerment. The auditing exercise also evaluates the compliance status of the procedures for redressal of women's grievances as per the provisions of the relevant regulations. It aims to identify and also suggest the measures for provision of adequate opportunities for growth and advancement of women in the organization. The task force set up by the University Grants Commission (UGC) to review measures for gender sensitization on campuses has recommended that gender audit of HEIS is an essential component of the assessment and accreditation of higher educational institutions.

Karnataka Sangha's Manjunath College of Commerce, Thakurli carried out the Internal Gender Audit exercise on April 7, 2022, to assess the outcome of its practices and policies towards equality of opportunity and gender justice, ultimately aiming at optimum utilization of women's resources, both students and staff, on its campus. The Internal Gender Audit team (consisted of one member) is pleased to present the report containing its observations on the Gender Positive Initiatives of the institution.

The Gender Audit team wishes to appreciate the commitment of the Manjunatha College of Commerce authorities, teaching staff, administration staff, technical staff, non-teaching staff in completing the gender audit process. The Audit is deeply grateful to the authorities and staff who provided appropriate and pertinent information during the audit process. The Gender Audit team would also like to express their gratitude to Manjunatha College of Commerce, Thakurli for providing an opportunity to carry out such a critically valuable gender audit.

## **Gender Positive Initiatives of Maniunatha College**

The Gender Audit team visited and interacted with members of women development cell, office and infrastructure amenities within the premises of the institution. The team also interacted with the Principal, IQAC Co-ordinator, administrative staff, non-teaching staff, faculty. It also discussed about certain pertinent aspects and activities related to gender sensitization and empowerment with members of the women development cell (WDC). The observations and suggestions stated below are based on the information provided at the Gender Audit presentation, the documents exhibited and Gender Audit team's interactions with various stakeholders.

1. Committed efforts are underway in the institution to comply with all the statutory guidelines for facilitating gender sensitization and equality. At the same time the college has also strived to identify the critical gaps and challenges in its gender equality policy.
2. Measures are being undertaken to promote the safety of women and to pursue the policy of zero tolerance of gender harassment on the campus.
3. The overall distribution of the staff and students shows a balance representation of women belonging to various social categories. Good women ratio in the teaching staff and the students and the various academic and cultural committees of the college.
4. Internal Complaints Committee (ICC) is formed in the institution.
5. The Women Development Cell of the college organizes programmes for gender sensitization each year. The WDC has also carried out activities such as peer to peer sharing related sessions on personal health and hygiene and sanitary pad making.
6. Promoting women empowerment and awareness programmes through poster exhibition, film screening related to saving girl child and promoting education for girls.
7. There are female security personnel on the campus.
8. 250 Girls participated in the workshop organised under UN Development Programme to increase employability and counselling skills.
9. The college campus is well equipped with basic infrastructure and amenities to take care of health, hygiene and safety of women staff and girl students. There are washrooms, girls' common room etc.
10. CCTV cameras are fixed at appropriate places.
11. The college has effective maternity leave facilities in place as per service rules.
12. Alumni involvement is also seen in organising programmes.
13. International women's day is celebrated.
14. Counselling is done when required for both genders.
13. Female teaching staff is more involved in research activities like research paper publications.
14. Self Defense workshops are conducted

### **Recommendations of the Gender Audit Team**

The recommendations made here by the Gender Audit team are based on NAAC assessment updates on Gender Sensitive Quality Indicators as well as recommendations published in the "SAKSHAM" report on "Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses" submitted by the task force set up by the University Grants Commission (UGC).

1. It is suggested that the college prepare its annual gender report as per the various NAAC assessment criterion namely, Curricular Aspects, Teaching, Learning and Evaluation, Research, Consultancy and Extension, Infrastructure and Learning Resource, Student Support and Progression, Organization and Management and Healthy Practices. Further, the Annual Report is required to present information in the form of quantitative data pertaining to above mentioned NAAC assessment criterion.
2. It is being suggested that composition of the WDC & ICC be as per the UGC regulation 2015. All members of ICC be given training and attend orientation session on the provisions and procedures contained in the UGC 'Prevention, Prohibition and Redressal of Sexual O Harassment of Women Employees and students in Higher Education Institutions' regulation, 2015.
3. Women representations in various committees, like statutory committees, LMC. board of examination etc. as well as in research, recruitment & promotions should be presented.
4. Gender balance in Ph D Centre
5. Gender balance (Male female ratio) in participation of short term and certificate courses, conference participation, prize winners/ achieving excellence in sports, cultural and academics
6. Sanitary napkins vending machines and incinerators may be placed in girls' common room for girls.
7. Women based general medical check-up facilities nut)' be provided to women staff. Similarly, few sessions may be organized for girl students to address the issue of low hemoglobin or anemia, the conditions that are often prevalent among young girls.
8. National and international seminars/conferences may be organized on women's issues by various departments of humanities.
9. Minutes & Attendance of the meetings should be maintained in a structural manner.
10. On the Women's Day felicitations of the outsiders like women rikshaw driver, sweeper.
11. Conduct survey to find out awareness of the stakeholders about Internal Complaints Committee and its functions.
12. Gender sensitization survey within campus should be conducted every year
13. More initiatives for the awareness of the rights of women and gender sensitivity should be taken up centrally by the IQAC.

14. The names of the ICC members along with their contact number are to be displayed at appropriate places in the college building along with the details of Police helpline.
15. More programs promoting employability skills need to be undertaken in the future.
16. Attention needs to be given towards the maintenance and upkeep of such facilities.
17. The college has effective maternity leave facilities in place as per service rules. It is to be extended to all the staff irrespective of the aided or unaided sections. The lady staffs (Teaching and Non-Teaching) who wish to adopt a child are given the leave as per the maternity leave provisions.
18. The college can take initiative to a positive policy in favour of girl students in their interventions for awarding scholarships, free ships, book bank facility etc.
19. Keep tracking college web page/ website for gender neutral representation like: gender neutral language, colour and font size, images/ photos shared floated, weightage gender awareness programmes etc.

### Gender Audit Team

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Date: