



MUMBAI PRADESH ARYA VIDYA SABHA'S
GURUKUL COLLEGE OF COMMERCE
(NAAC ACCREDITED 'B' GRADE)
(AFFILIATED TO THE UNIVERSITY OF MUMBAI)
TILAK ROAD, GHATKOPAR (E), MUMBAI-400077

GENDER AUDIT REPORT

Academic Year 2017-2022

ABOUT COLLEGE

The MUMBAI PRADESH ARYA VIDYA SABHA'S GURUKUL COLLEGE OF COMMERCE, affiliated to the University of Mumbai, and was established in July 2001. Under the management of MPAVS, the college instils of rich traditional and cultural values keeping in mind the aspects of changing era. The College was accredited by NAAC in 2017. The college currently runs UG and G Programmes as under

B.Com

B.Com (Accounting and Finance)

B.Com (Banking and Insurance)

B.M.S (Bachelor in Management Studies)

M.Com (Accountancy)

M.Com (Business Management)

This makes us a complete college offering both regular as well as professional courses in the Commerce stream with a total strength of over 2000 students.

The college offers add on certificate programmes approved by the University of Mumbai as well as value based certificate programmes and life skill enhancement courses. This helps learners to equip themselves with adequate skills towards employability and entrepreneurship.

The college organizes numerous activities and provides a wide platform to all its learners to explore their potential and talents in various arenas. Thus, we ensure holistic growth of learners.



VISION

To impart quality education with the commitment to shape career path of learners and inculcate cultural values in such a manner that there is holistic growth of the individual learner in particular and the society at large.

MISSION

To emerge as one of the best College in the central suburbs of Mumbai for studies in the Commerce stream through value based quality education and preparing learners towards nation building.

OBJECTIVES

- To inculcate basic human values, discipline and sincerity amongst students.
- To provide wide opportunities to students and Staff for their holistic growth.
- To develop skill based employable Commerce graduates.
- To promote Indian culture and tradition through education.

QUALITY POLICY

To make available adequate ICT, Physical and Academic Infrastructure and Human Resources to provide quality education and opportunities for holistic growth to the learners at an affordable cost.



WOMEN DEVELOPMENT CELL

The Women Development Cell was established in the University of Mumbai in the year 2001. The establishment of the WDC is indeed a landmark achievement of the university in pursuance of the policies of women empowerment within the university ambit. The aim is to build a gender sensitive campus. The University has set up UWDC to address concerns of gender discrimination and recommend measures and policies for gender parity at the university. After the Sexual Harassment Act of 2013 and UGC guidelines of 2015, the university has set up the campus internal colleges/institutions to set up College Internal Committees. The university as per the Maharashtra Public University as Act is preparing a comprehensive Ordinance of Gender Discrimination and Sexual Harassment.

The aim and objective of UWDC is to prevent sexual harassment at workplace (colleges and university campuses) and to promote general wellbeing of female students teaching and non-teaching women staff in the university and colleges. The cell is also responsible to undertake the awareness on the gender sensitization, women rights and women empowerment in university campuses and colleges.

- **Vision**

A gender-neutral environment that facilities independence, safety, well-being and dignity of womenfolk; empowering them with rights and equitable opportunities ensuring enrichment of their future.

- **Mission**

University Women Development Cell, Mumbai University, is accountable for awareness of gender sensitization, women's rights and promoting general



wellbeing of students, teaching staff, support staff, contractual and daily wages employees of MU.

UWDC is liable to create a dignified and inconclusive environment for all genders in and around the ambit of Mumbai University and equip them in controlling their personal and professional lives.

UWDC will continue to strive in creating equitable opportunities to empower women to attain their full potential, enriching organizational and social life in the process which have mutual benefits to the gender and society.

- **OBJECTIVES OF WDC**

- To create and develop a congenial environment for women employees (including teaching, support staff, and contractual as well as daily wages employees) and students (rural, urban, specially abled, underprivileged, marginalized), allowing them to reach their full potential.
- To undertake the awareness programs on gender sensitization, women's rights and women empowerment in University campuses and colleges
- To sensitize the students towards the special needs of all genders.
- To develop equitable opportunities for the educational avenues for women.
- To build a gender sensitize and inclusive campus.
- To address concerns of gender discrimination and recommend measures and polices for gender parity at the University
- To prevent sexual harassment at workspace(colleges and university campuses)
- To undertake surveys or action research projects, if necessary, pertaining to women (rural, urban, specially abled, underprivileged, marginalized) in the society
- To conduct gender audit / safety audit on regular basis



As per the University of Mumbai guidelines, the Gurukul college of commerce has constituted a women's Development cell (WDC) in the academic year 2012-13 that looks into issues of female students and staff. Though the main purpose of the WDC is to check that there is no discrimination or exploitation of women in the college, we aim to focus inter alia on consistent and steady growth of women-kind and organize seminars, Online sessions during covid-19 and workshop for general awareness on self-defence, health, education, social environment, gender sensitization and Employment Generation courses such as Mehandi and Beautician.

Composition of Women Development Cell in our college

Chair person	Dr. Nandita Roy
Convenor	Ms. Radha Nitin
Faculty Member	Ms. Anagha Kulkarni
Faculty Member	Ms. Varsha Chopda
Legal Representative	Ms. Kanchan Lotale
NGO Representative	Ms. Manisha Patel
Male Representative	Ms. Piyush Anam
Reserved Category	Ms. Archana Avhad
Admin Representative	Ms. Minal Vanjare



GENDER POLICY

The Gender policy of Gurukul College of Commerce aims to promote equality of access and treatment to all genders working and studying at the College. Our college affirms the principles of parity, fairness and justice for all. The College has complete support, commitment and involvement of its management, faculties and staff.

The College works on the following parameters to create an atmosphere of inclusion and respect for all genders on the campus.

- There shall not be any kind of discrimination on the basis of Gender.
- Freedom for all genders to express their free and fair opinion.
- There shall be an accessible, active, unbiased and confidential grievance redressal cell.
- The institute shall arrange effective measures for the safety and security of all Gender.
- There shall be provision for regular communication with the stakeholders about the need to respect human Dignity.
- The college shall conduct guest lectures and talks for students on diversity and sensitivity to various gender as well as changing gender roles.
- There shall be Active Women Development Cell for representation of women.
- Regular activities shall be conducted to make faculties and students aware about gender-based issues.



- The faculties should create a learning environment which encourages participation, discussion and fairness. Students shall be able to approach their mentors to discuss professional as well as personal problems.

Our college shall strive to enhance equity and ensure equality of women in all activities through well planned policy.

OBJECTIVES OF GENDER AUDIT

To identify the areas of gender imbalance and to recognize their cause.

To examine the gender policies of the college and to understand the needs and interest of both male and female.

To take active steps to establish a gender balance in decision making processes in all areas of the college activities.

To suggest measures for bridging the gender gap, if any exists.

To adopt measures for prevention of sexual harassment at the college.

To promote growth of gender equality in all aspects of college campus life.

In order



GENDER SENSITIVE FEATURES

As part of physical verification, the Gender Audit Committee during its visit to College on 8th September 2022 surveyed several amenities that College makes available keeping in mind. The specific needs of both male and female members of its campus.

1) Common Facilities:

A] Entrance: The average strength of the college enrolment is only about 2349 students. The college operates in three shifts, with no more than 1000 students on campus at any given time. The College has a large entrance gate that is never an issue for female students.

B] Stair case: The original design of the College was created by an Australian donor. Generously built the building in accordance with the design of Australian educational institutes having the stairs are approximately three metres allowing for easy passage for a group of students.

C] Study Room: All students have access to an independent study room in the college's Central Library. In the library's reading room, separate seating is provided for both boys and girls.

D] Separate book issuing Window: Girls pupils do not have a separate book issuing window because there are more of them than boys.

E] Ladies Common Room and Wash Room: A ladies common room has been provided for by the college. All female pupils are given the necessary privacy in this room. The women's common area has everything a female student might possibly need, including tables, chairs, a big mirror, a trash can, there is also a sanitary napkin vending machine. It's a coin-operated in the women' communal area.



F] Drinking Water: Drinking water is available at all three locations near the girls' washroom, making it easy for female students to access.

G] Canteen: The College has its own canteen where students can satisfy their hunger. In the canteen, female students have separate seating arrangements, providing them with a feeling of privacy.

H] Health Camp: Annual Health Camps are held specifically for female students, usually at the start of the academic year. During the health camp, all female students receive a complete physical examination as well as blood tests. The Complete Blood Check-up also includes a haemoglobin level count for all female students. All female students receive health and nutrition counselling from the accompanying Doctors at the Health Camp.

2) Anti-Ragging and Discipline Committee: As part of the UGC mandatory committee, the College has formed an Anti-Ragging and Discipline Committee. The college's anti-ragging policy is clearly stated in the prospectus. Ragging is a criminal offense, and the UGC has issued Regulations to combat ragging in higher education institutions in order to prohibit, prevent, and eradicate the scourge of ragging. Students who are distressed as a result of ragging incidents can seek help from the committee. The committee has one female and one male member, and its chairperson is the college's principal.

3) NSS Unit: The College has a very active NSS unit, which is once again dominated by female students. A female programme officer is regularly assigned to the college's NSS unit. The NSS unit, through its practical involvement in social issues, provides them with much-needed social awareness. It also provides them with first-hand experience in serving society with selfless desire. As such, it equips them with knowledge of pressing social issues as well as social action as a remedy for social ills. Students also learn the value and significance of pro-



social behaviors such as volunteering, mentoring, civic responsibilities, and environmental stewardship.

4) Prevention of Sexual Harassment: As a higher education institution dedicated to teaching, research, and the dissemination of knowledge, the College recognises its responsibility to educate its students about all forms of discrimination and harassment, particularly sexual harassment on campus. Whereas sexual harassment violates a woman's fundamental rights to equality under articles 14 and 15 of the Indian constitution, as well as her right to life and to live with dignity under article 21 of the constitution, as well as her right to practice any profession or carry on any occupation, trade, or business, which includes a right to a safe environment free of sexual harassment. Whereas sexual harassment protection and the right to work with dignity are universally recognized human rights by international conventions and treaties, and instruments such as Convention on the Elimination of all forms of Discrimination against Women, which has been ratified on the 25th June 1993 by the Government of India. The same act of parliament received the assent of the President on 22nd April, 2013 and is hereby published for general information —The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (No.140f 2013).

5) Internal Complaint Committee: The Internal Complaint Committee (ICC) is formed according to rules and regulations to solve the problems of female students and women at work. Under the heading The Sexual Harassment of women at work place (prevention, prohibition and redressal). The committee's work includes counselling, research, and extension. The committee runs a variety of programmes, including self-defence, yoga, and pre-marriage counselling. Precautions, women's empowerment, gender sensations, and so on. The



committee received only a few Complaints, but they were resolved through counselling the committee, without naming names, Address has kept the information private. The investigation process adheres to the rules and regulations of violation of the article 5(d) of the Sexual Harassment of Women at Workplace (Prevention, prohibition and redressal) Act 2013.

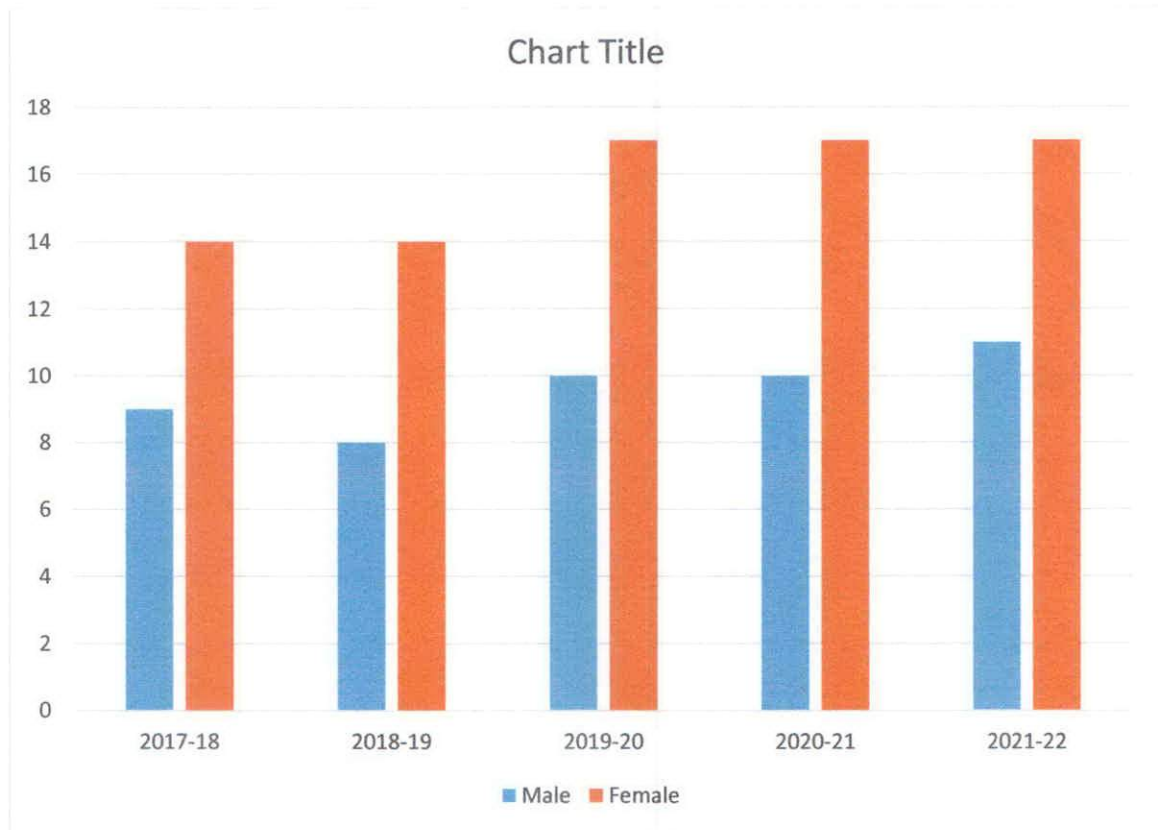
6) Seating arrangement in class rooms and library: Separate seating arrangements are provided for both female and male students, taking into account the numerical strength of both male and female students.

7) Girls wash room: Separate washroom facilities are provided for female students and female staff on the college campus in all three different blocks. The washrooms are provided with a sufficient supply of water and are properly maintained.

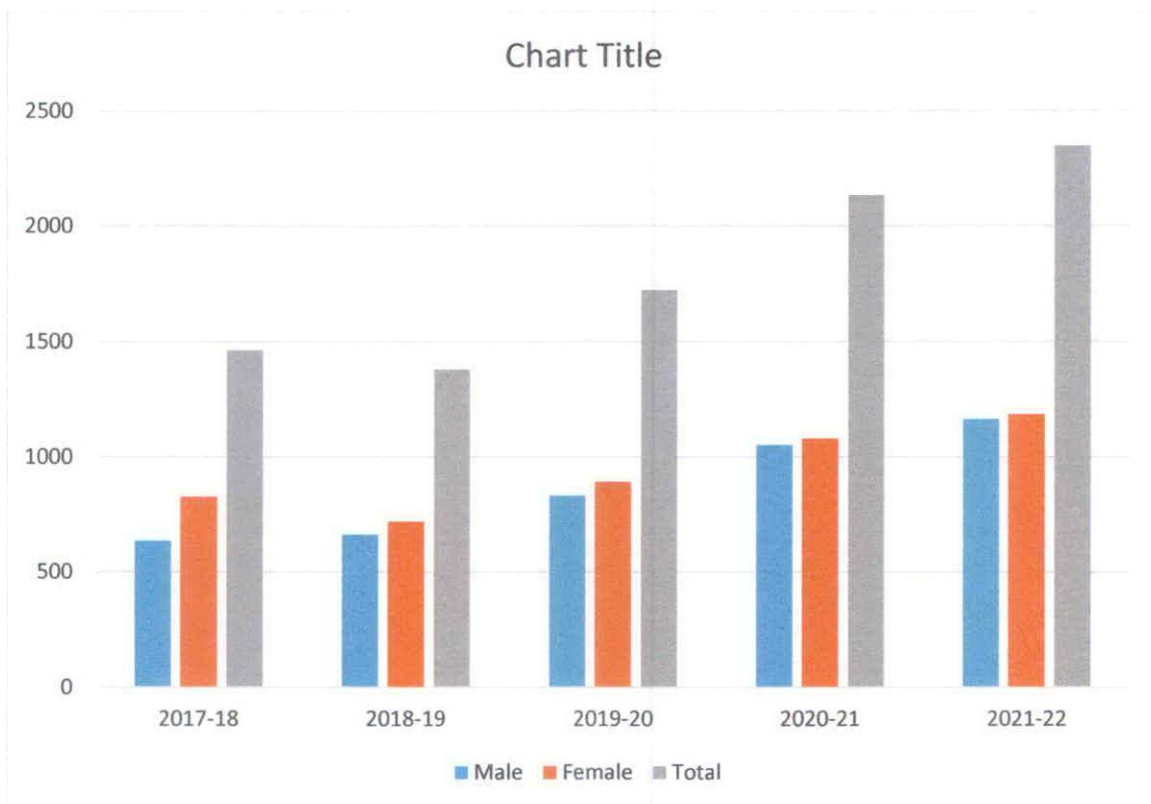


COLLEGE STRENGTH

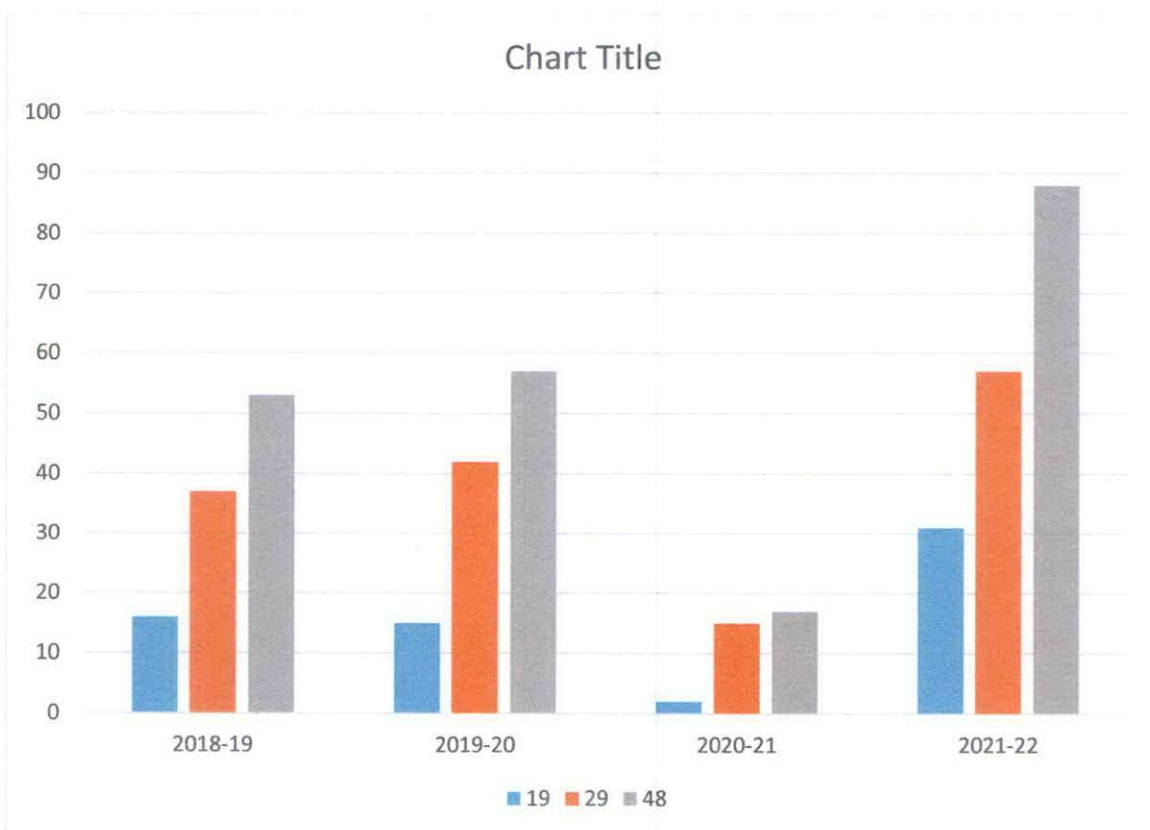
Teaching Staff					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	9	14	23	39.13	60.87
2018-19	8	14	22	36.36	63.64
2019-20	10	17	27	37.04	62.96
2020-21	10	17	27	37.04	62.96
2021-22	11	17	28	39.29	60.71



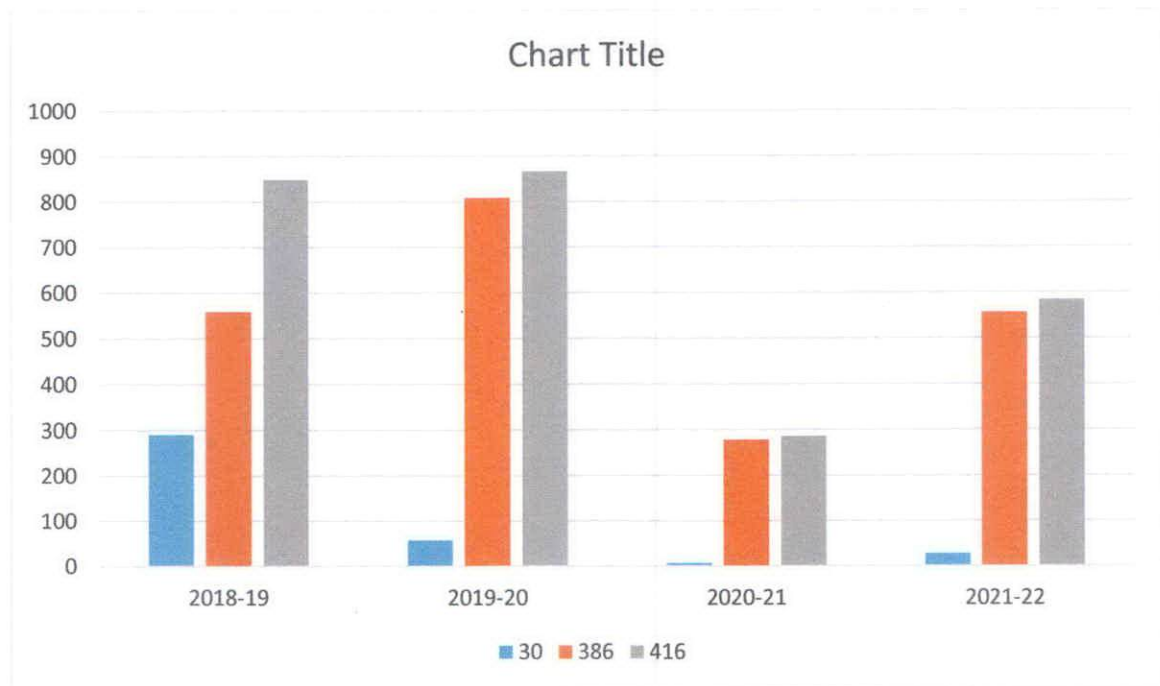
Students Strength					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	635	827	1462	43.43	56.57
2018-19	662	719	1381	47.94	52.06
2019-20	831	892	1723	48.23	51.77
2020-21	1053	1080	2133	49.37	50.63
2021-22	1164	1185	2349	49.55	50.45



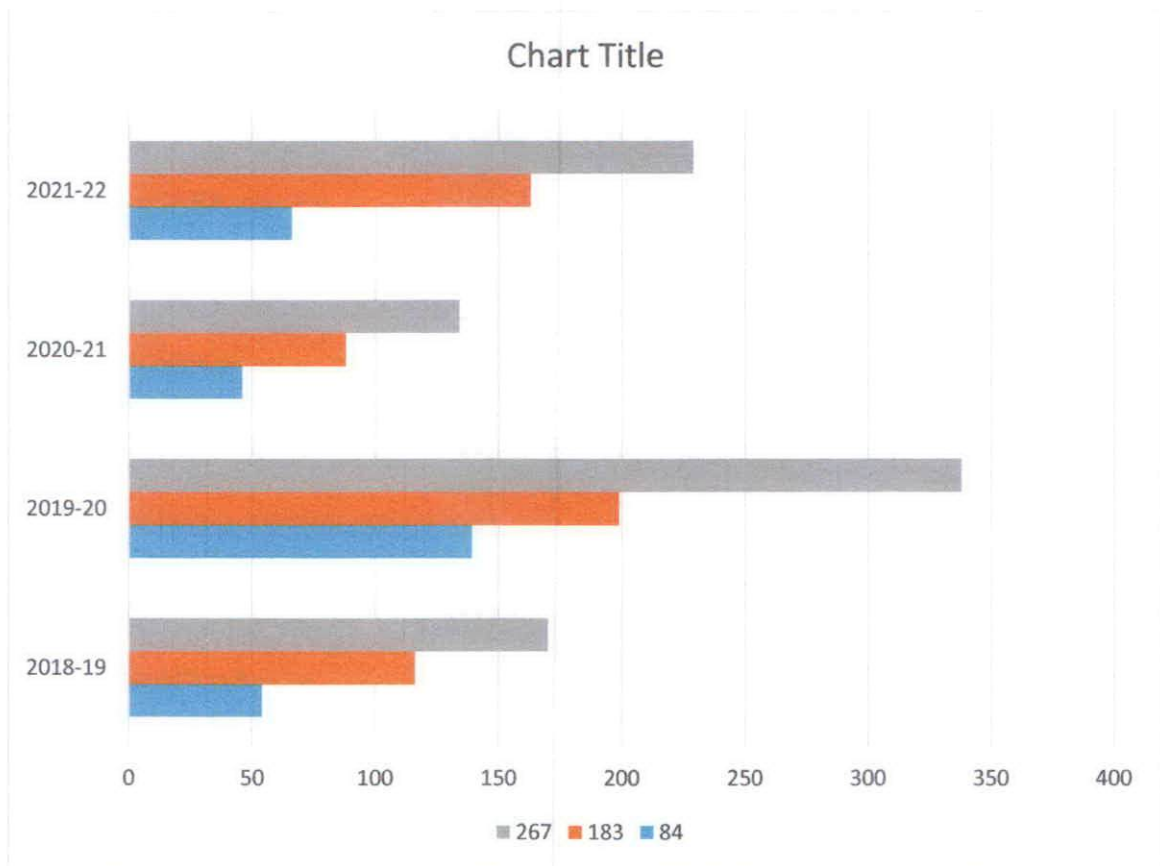
Department of Life Long Learning & Extension (DLLE)					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	19	29	48	39.58	60.42
2018-19	16	37	53	30.19	69.81
2019-20	15	42	57	26.32	73.68
2020-21	2	15	17	11.76	88.24
2021-22	31	57	88	35.23	64.77



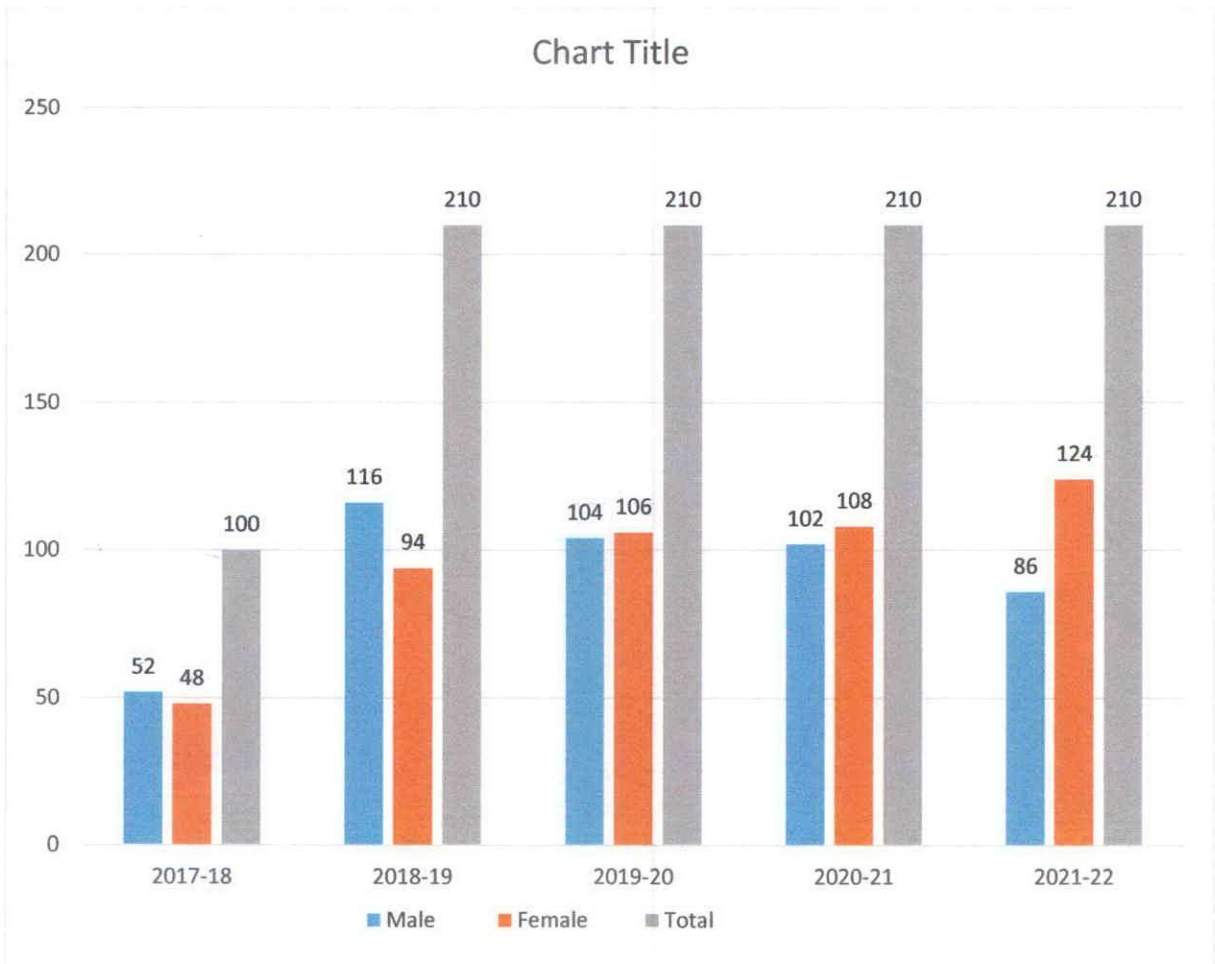
Women Development Cell (WDC)					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	30	386	416	7.21	92.79
2018-19	291	559	850	34.24	65.76
2019-20	58	809	867	6.69	93.31
2020-21	7	279	286	2.45	97.55
2021-22	28	556	584	4.79	95.21



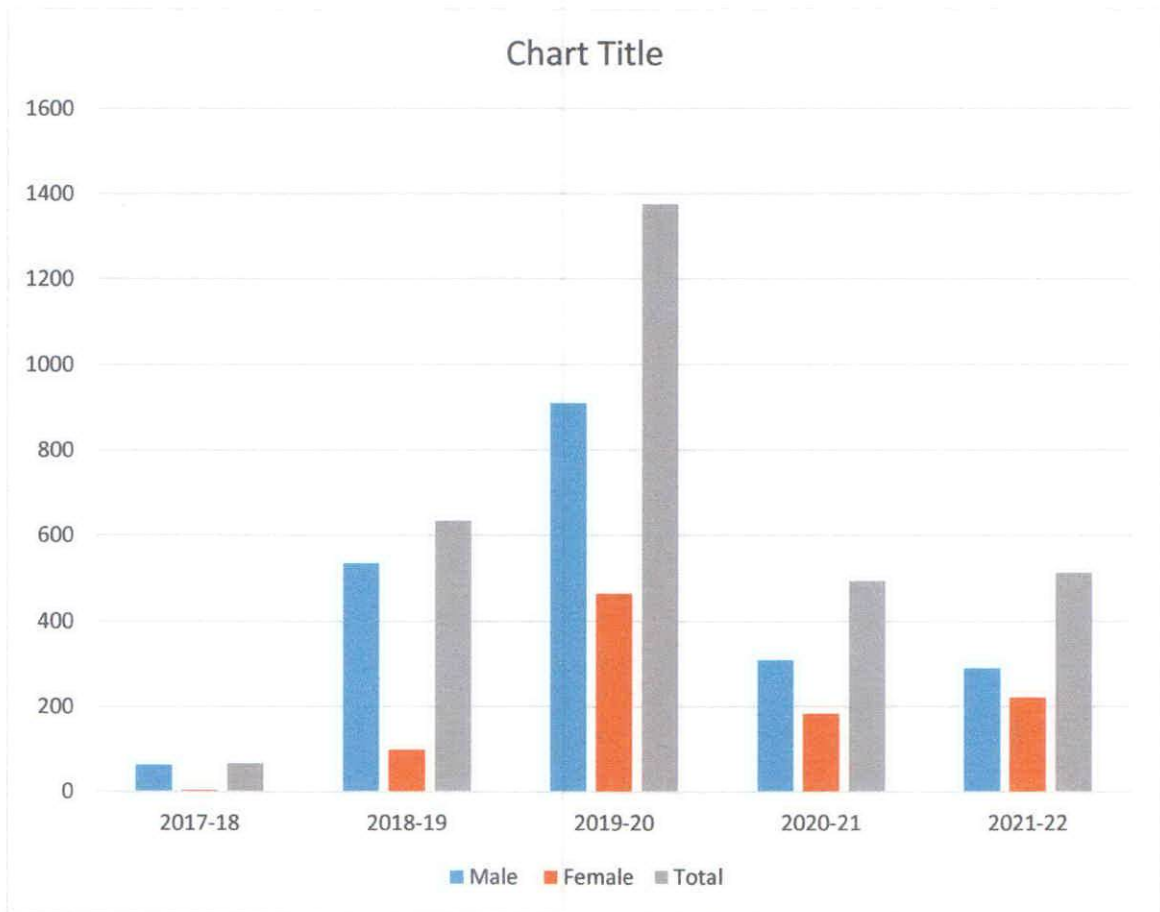
Cultural Committee					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	84	183	267	45.90	68.54
2018-19	54	116	170	46.55	68.24
2019-20	139	199	338	69.85	58.88
2020-21	46	88	134	52.27	65.67
2021-22	66	163	229	40.49	71.18



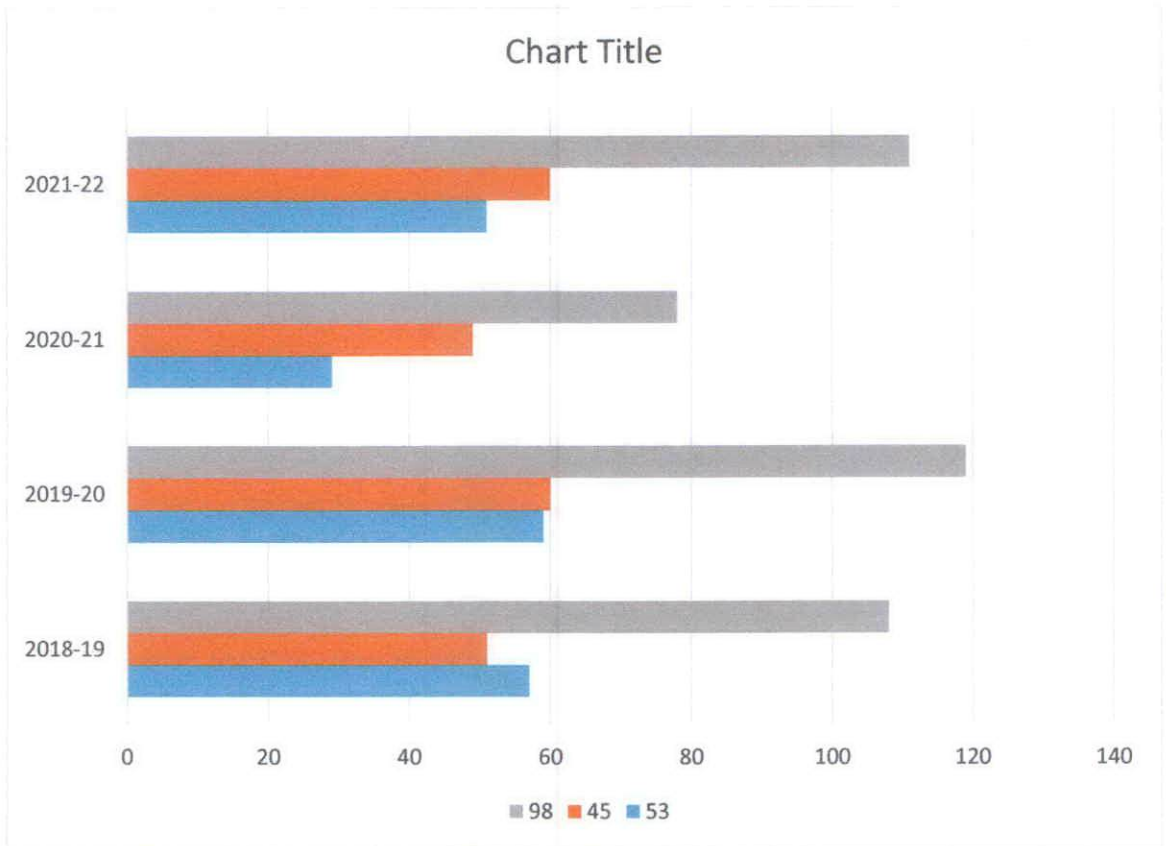
National Service Scheme (NSS)					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	52	48	100	52	48
2018-19	116	94	210	55.24	44.76
2019-20	104	106	210	49.52	50.48
2020-21	102	108	210	48.57	51.43
2021-22	86	124	210	40.95	59.05



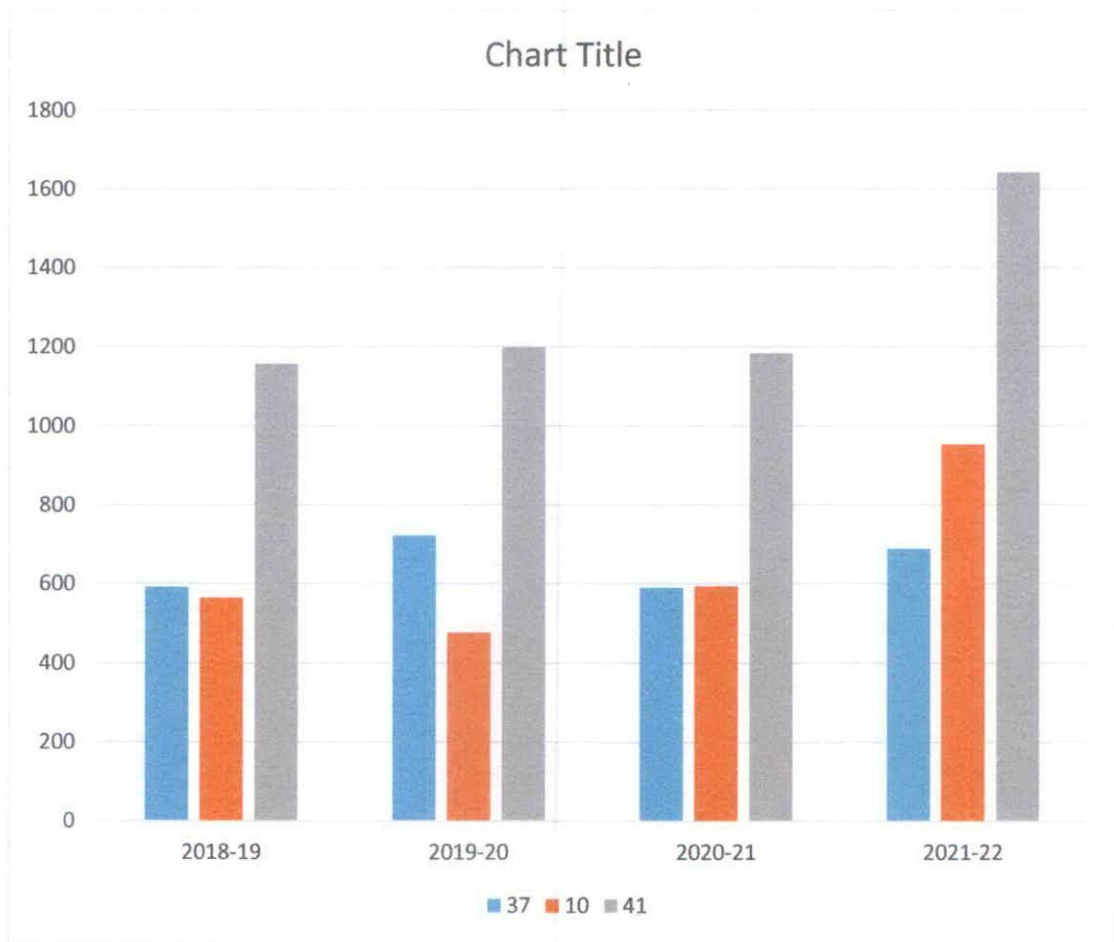
Sports & Gymkhana					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	63	4	67	94.03	5.97
2018-19	535	99	634	84.38	15.62
2019-20	911	465	1376	66.21	33.79
2020-21	310	184	494	62.75	37.25
2021-22	291	222	513	56.73	43.27



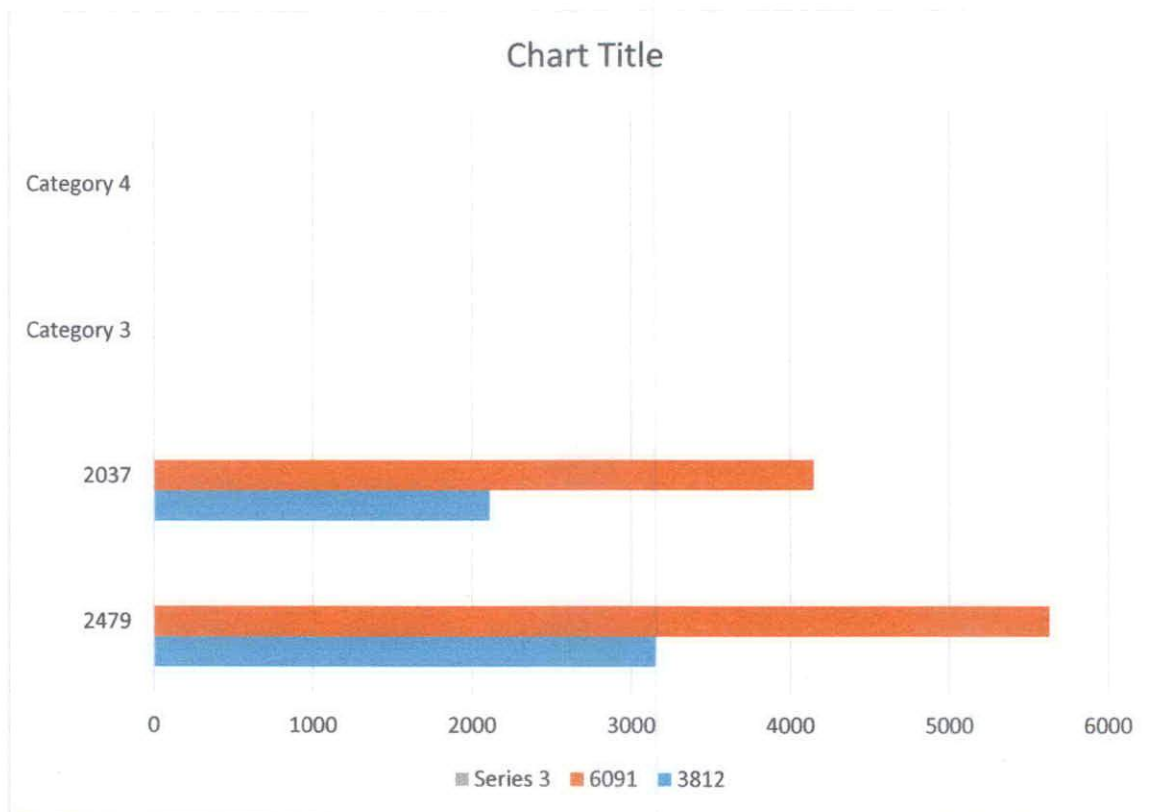
Student Council Committee					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	53	45	98	54.08	45.92
2018-19	57	51	108	52.78	47.22
2019-20	59	60	119	49.58	50.42
2020-21	29	49	78	37.18	62.82
2021-22	51	60	111	45.95	54.05



Add On Courses					
Year	Male	Female	Total	Male Percentage	Female Percentage
2017-18	37	10	41	90.24	24.39
2018-19	592	565	1157	51.17	48.83
2019-20	722	477	1199	60.22	39.78
2020-21	590	594	1184	49.83	50.17
2021-22	689	953	1642	41.96	58.04



Library					
Years	Male	Female	Total	Male Percentage	Female Percentage
2017-18	2279	3812	6091	37.42	62.58
2018-19	2479	3152	5631	44.02	55.98
2019-20	2037	2109	4146	49.13	50.87
2020-21	Pandemic Year				
2021-22					

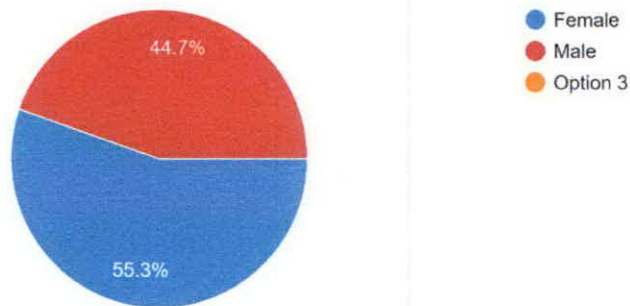


QUESTIONNAIRE ANALYSIS:

Year	Male	Female	Total
2022-23	611	756	1367

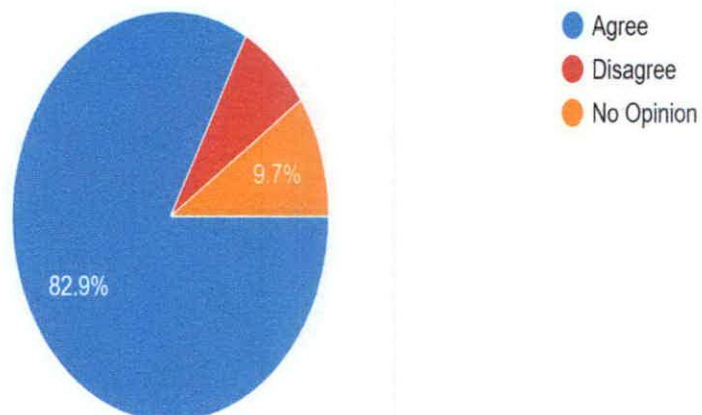
Gender

1,367 responses



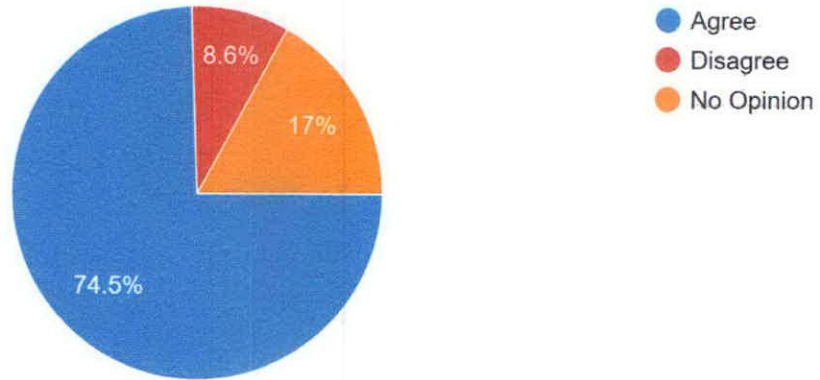
1) Are you aware that Gender Sensitive issues are prevailing in our society?

1,367 responses



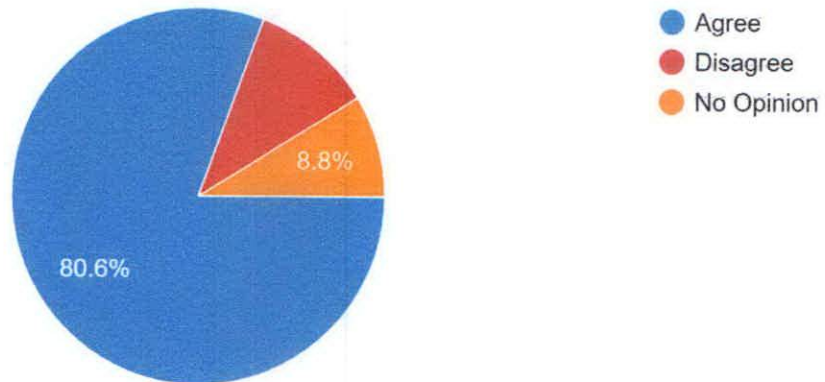
2) Does your College organizes Gender Sensitization Awareness Programmes ?

1,367 responses



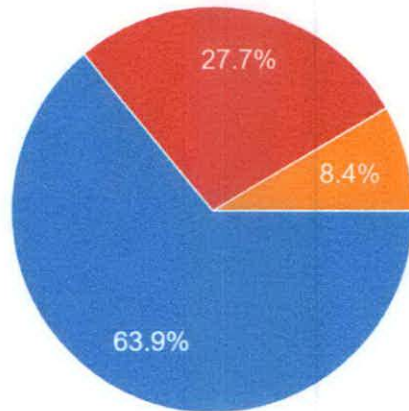
3) Are there adequate number of girls washrooms and boys washrooms in the campus?

1,367 responses



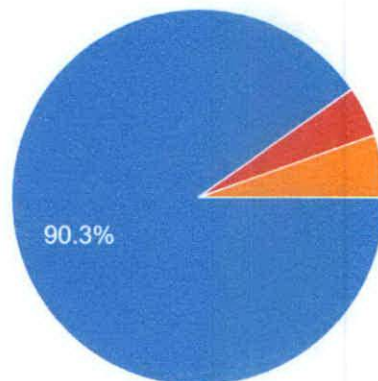
4) Are the washrooms cleaned and hygienic?

1,367 responses



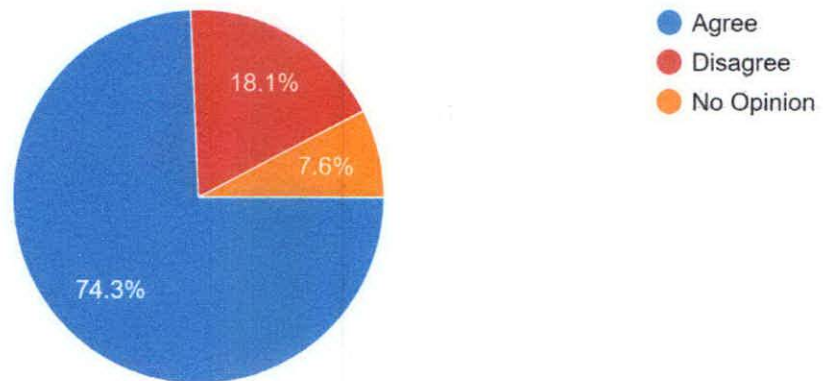
5) Is the campus having adequate security provision to ensure safety on the College Cam

1,367 responses



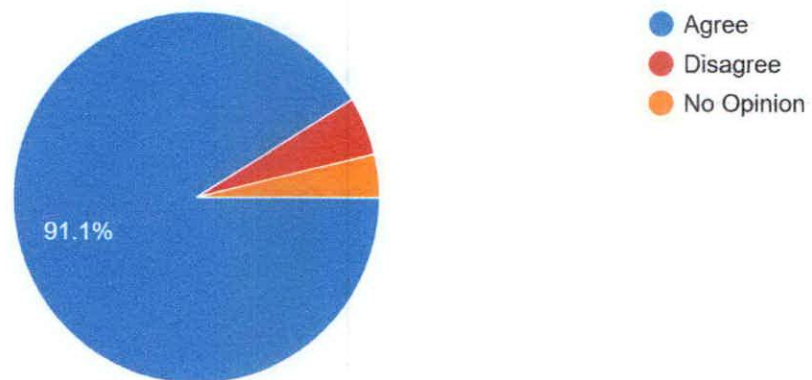
6) Are the washrooms having disposal bins and other required facilities?

1,367 responses



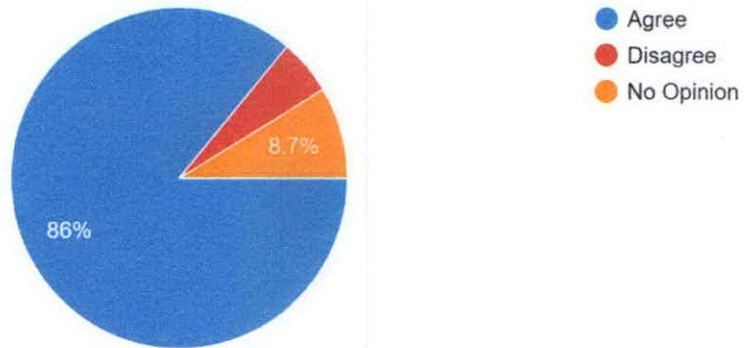
7) Is the Campus having adequate lighting in the corridors, class rooms and common room

1,367 responses



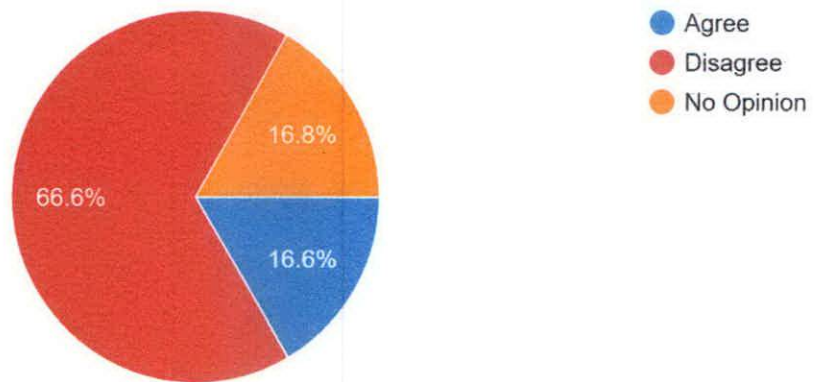
8) Are you aware about the Women Development Cell and Internal Complaint Cell in the College?

1,367 responses



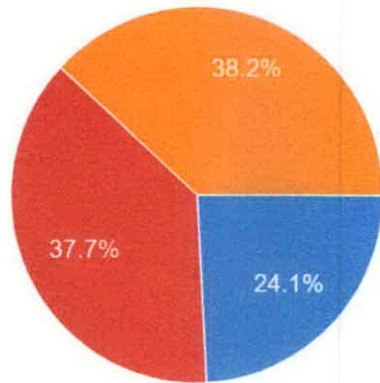
9) Have you been victim of Sexual Harassment by Teaching Faculty / Non - teaching staff / Student?

1,367 responses



10) Did you report the incidence to Internal Complaint Cell?

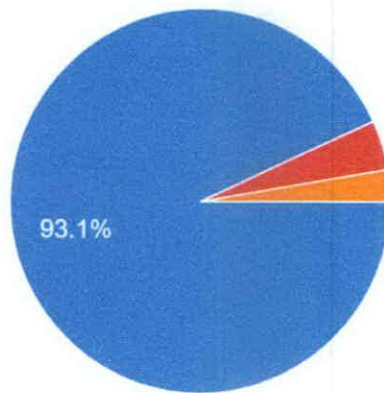
1,367 responses



- Agree
- Disagree
- No Opinion

11) Does your classrooms offer equal opportunities to all?

1,367 responses

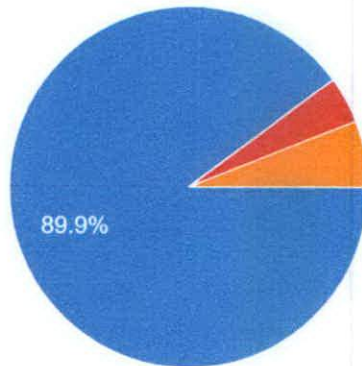


- Agree
- Disagree
- No Opinion



12) Does Library and Laboratory offer equal opportunities to all?

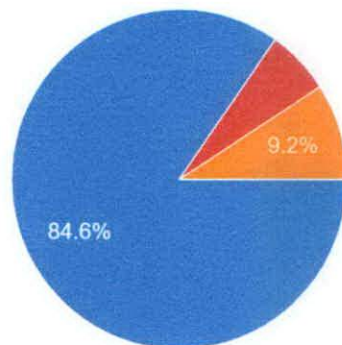
1,367 responses



- Agree
- Disagree
- No Opinion

13) Does College provide Health Care Facilities Like First Aid, Nursing Room, Sanitary Napkins Vending Machine and Disposal Bins?

1,367 responses

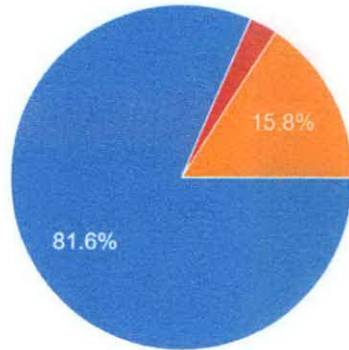


- Agree
- Disagree
- No Opinion



14) Does Women faculty accompany the girl students while going for NSS Residential Camp, Sports and Cultural Events?

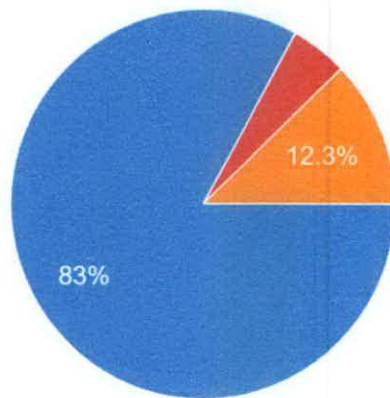
1,367 responses



● Agree
● Disagree
● No Opinion

15) Does the College offer Counselling to the students?

1,367 responses

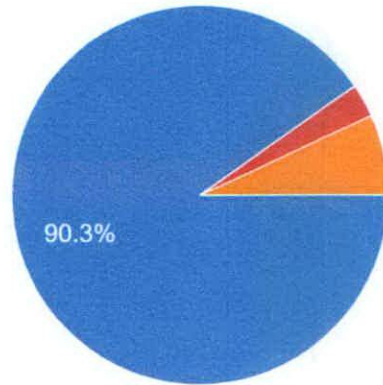


● Agree
● Disagree
● No Opinion



16) Does the College promote Women Empowerment?

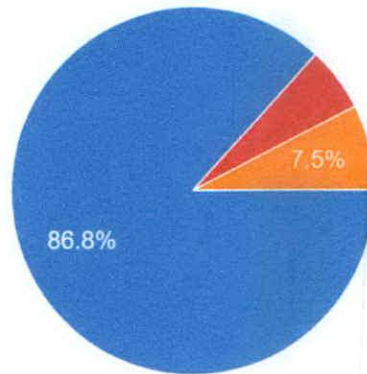
1,367 responses



- Agree
- Disagree
- No Opinion

17) Does the College promote Gender Equality?

1,367 responses

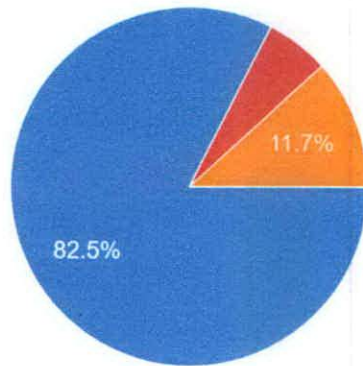


- Agree
- Disagree
- No Opinion



18) Is there Gender Equality in decision making process of the College working, activities and events?

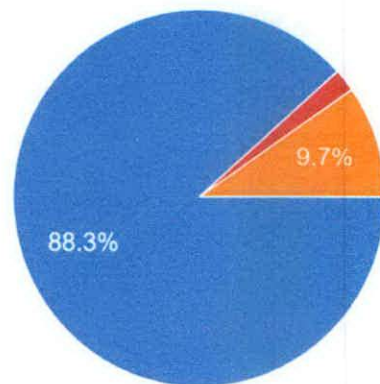
1,367 responses



- Agree
- Disagree
- No Opinion

19) Do girls students feel safe in College premises?

1,367 responses

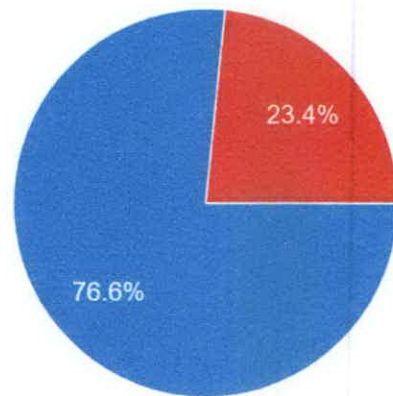


- Agree
- Disagree
- No Opinion



20) Does your college have vending machines in the girls common room?

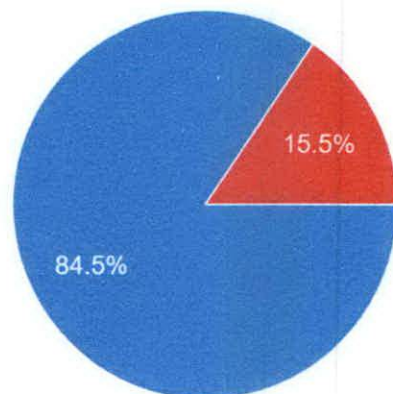
1,367 responses



● Agree
● Disagree

21) Do girls have separate seating area in the library?

1,367 responses



● Agree
● Disagree



Gender Audit Committee Team Recommendation

- 1) The girls should have a platform to get trained for the Competitive examinations in the College level especially for Economically weaker Sections.
- 2) The representation of girls in the sports should be increased in indoor and outdoor games.
- 3) It has been discussed that washrooms should be increased to minimum 10 units, the institution is aware about the issue, they are ready to address the problems.



Chairperson

Adv. Reshma Jagtap

N.G.O. Sneha Member

41/1660, D N Nagar, Andheri West



Member

Ms. Monika Sawant

Law Faculty and WDC
coordinator

KJ Somaiya College of Arts &
Science
Vidhyavihar



Member

Prof. Anjana Verma

WDC, Co-ordinator, Finance and
Mangement – Accounting with

CMA

Patkar Varde College
Goregaon West
Mumbai 400104



Principal
Gurukul College of Commerce
Tilak Road, Ghatkopar (East).
Mumbai - 400 077