



Smt. Shyamapidevi Mishra Educational Trust's

SHRI G.P.M. DEGREE COLLEGE

Affiliated to University of Mumbai www.shrigpmcollegevileparle.org shrigpmvileparle@gmail.com

M.G. Road, Vile Parle (E), Mumbai – 400057. ☎ : 8928387200

CRITERIA 7.1.1

**Institute Has Initiated The
Gender Equity &
Sensitization In Curricular
And Co-curricular
Activities, Facilities for
Women on Campus for Last
Five Years.**



Atul Godse

Principal

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7.1.1. Institute has initiated the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus for last five years.

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7.1.1 Institute has initiated the gender equity & sensitization in curricular and cocurricular activities, facilities for women on campus for last five years.

I- Gender Audit

I-1 Institutional Policy for Gender Audit

I-Gender Audit Institution follows-

“A MANUAL FOR GENDER AUDIT FACILITATOR” by International Labour Organization.

Institute link: -

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_187411.pdf



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7.1.1 - Institute has initiated the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus for last five years

I-GENDER AUDIT

I-2- Gender Audit Report

Prepared By

- 1. Woman Development Committee of Shri G.P.M. Degree College of science & commerce.**

| Women's Development Committee | | |
|--------------------------------------|---------------------|---------------------|
| Staff Name | Designation | Appointed As |
| Mr. Atul Yadav | President | Chairperson |
| Ms. Geeta Yadav | Assistant Professor | Convener |
| Ms. Siddhi Sawant | Assistant Professor | Member |
| Mr. Rajitram Yadav | Assistant Professor | Member |
| Ms. Jainab Khan | Assistant Professor | Member |

Prepared By

- 2. Sexual Harassment Committee of Shri G.P.M. Degree College of science & commerce.**

| Sexual Harassment Committee | | |
|------------------------------------|---------------------|---------------------|
| Staff Name | Designation | Appointed As |
| Mr. Rajkumar Mishra | President | Chairperson |
| Mr. Atul Yadav | Principal | President |
| Ms. Geeta Yadav | Assistant Professor | Member and convener |
| Mr. Suresh Rokkedkatti | Assistant Professor | Member |
| Ms. Anjali Yadav | Assistant Professor | Member |



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Prepared By

3. IQAC of Shri G.P.M. Degree College of science & commerce.

| | | |
|---|---------------------------|-------------------------|
| Chairperson | Mr. Atul Yadav | Head of the Institution |
| Teachers to Represent | Mr. Suresh Rokkedkatti | HOD – Front Office |
| | Ms. Geeta Yadav | Sr. Lecturer |
| | Mr. Rajitram Yadav | Lecturer |
| | Mr. Krishna Mishra | Computer Instructor |
| One member from Management | Mr. Rajkumar Mishra | President |
| Few senior Administrative officers | Ms. Manisha Kumbhar | Accountant |
| | Mr. Pankaj Yadav | Account Assistant |
| | Mr. Ramakant | Sr. Admin Associate |
| One Nominee from each Local Society | | |
| Students | Ashish Ravnang | Student Member |
| Alumni | Arunsankar Shetty | Alumni Student Member |
| One Nominee each for Employers / Industrialist / Stakeholders. | Mr. Dwarika Prasad Mishra | Local Society |
| | Mr. Mohan Joshi | Industrialist |
| | Mr. Anant Mohite | Stakeholder (Parent) |
| IQAC Coordinator | Mr. Ajay Singh | Sr. Lecturer |



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Gender Audit Report

(2022-23)

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| 1 | Introduction to Institution |
| 2 | What is Gender Audit? |
| 3 | Institutional policy for gender audit |
| 4 | Institutional measures for promotion of gender equity |
| 4a | Gender equity in curriculum activities |
| 4b | Gender equity in Co-curriculum activities |
| 4c | Facilities for women on campus |
| 4d | Committees for look after for Gender equity |
| 5 | Gender Audit report of 500 words report |



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1. Introduction to Institution



A. Established in -2010

B. Courses taught in

- B.COM BBI BMS BFM
- BAF BAMMC B.Sc – IT B.Sc - CS

C. Affiliated to University of Mumbai

D. Management/ Governance Body - Smt. Shyampatidevi Mishra Educational Trust

E. Nature of Institution- Self Financed- Unaided

F. Education status- Co-education (male + female students learn together)

G. Minority status - Institution has Hindi Linguistic Minority status

H. Programme content



Atul Joshi

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Shri G.P.M. Degree College
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2. What is Gender Audit?

A- Gender audit is process related to gender equity

It is process of assessing policies, practices and procedures in an organization that especially address the issue related to woman.

It is tool to assess and check the institutionalization of gender equality into organization. It includes its policy/policies, programmes, project and/or provision of securities, structures, proceedings etc.

Importance of Gender Audit

1. To understand the main gender biases
2. Gender equality state of art at an organization analyzed
3. It would pay attention to different issues such as the status of the gender equality in the policy and design making structures, organizational culture and process
4. To understand the different issue towards the gender equality
5. To provide the picture of the present situation from a gender perspective



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Gender Audit Report – (2022-23)

3. Institutional Policy for Gender Audit

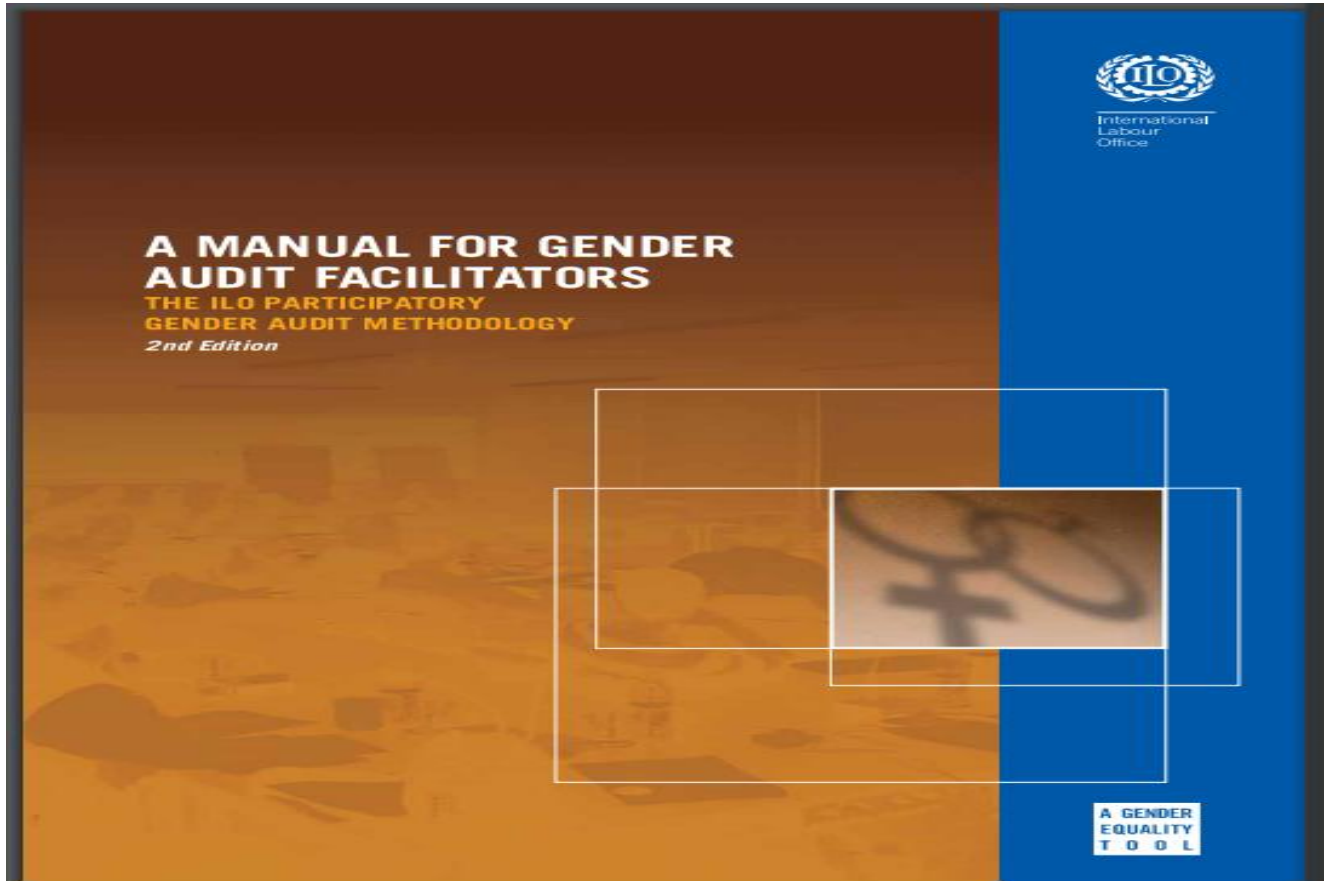


Fig-No-: A Manual for Gender Audit facilitation by International labour organization.

Institute follows policy of Gender Audit as per 'A Manual for Gender Audit facilitation by International labour organization.

- A) HEI and classroom physical environment
- B) HEI and classroom learning environment
- C) Teacher Student- Interaction in curriculum, co-curriculum and extension-evaluation activities.
- D) HEI and facilities provided to girl students preferably.



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity.

4A. Gender Equity in curriculum Activities.

There is gender Equity for practical's in IT LAB Equal and collective efforts of girls' students with boys students



HEI has co-education type of curriculum delivery. Its shows equal right the girl's student to get proper teaching lessons.



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Girl's students are equally involved in project presentation as a part of curriculum.



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity

4B. Gender Equity in curriculum Activities.

Sports Participation



Industrial Visit Participation



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Event Participation



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Cultural Participation



Community Services Participation



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity.

4C. Facilities for women on campus.

1. Sanitary Napkin Vending Machine



2. CCTV for Surveillance



3. Girls Common Room



4. Girls Wash Room



5. Security Guard for protection discipline in order



6. Girls counselling by lady teacher



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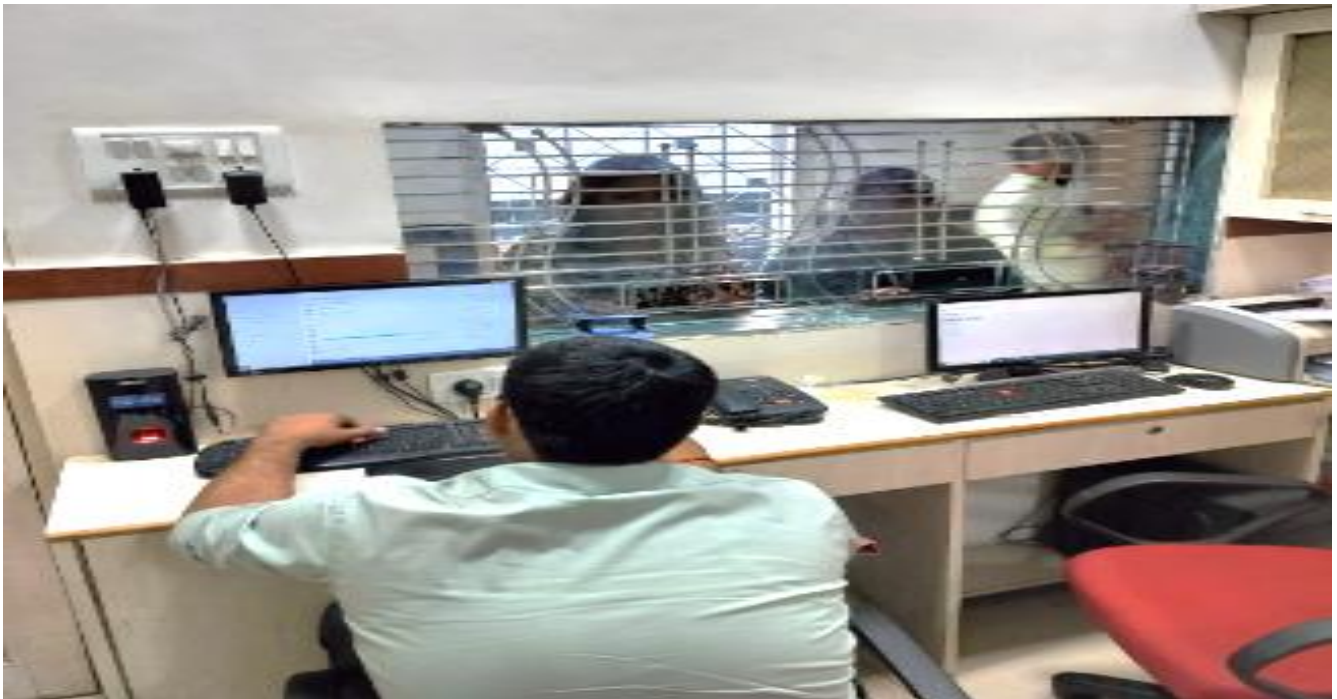
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Preference to girl's students in administrative process.



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity.

4D. Committees for look after for Gender equity.

4D-1. Woman Development Committee of Shri G.P.M. Degree College

| Women's Development Committee | | |
|--------------------------------------|---------------------|---------------------|
| Staff Name | Designation | Appointed As |
| Mr. Atul Yadav | President | Chairperson |
| Ms. Geeta Yadav | Assistant Professor | Convener |
| Ms. Siddhi Sawant | Assistant Professor | Member |
| Mr. Rajitram Yadav | Assistant Professor | Member |
| Ms. Jainab Khan | Assistant Professor | Member |

4D-2. Sexual Harassment Committee of Shri G.P.M. Degree

| Sexual Harassment Committee | | |
|------------------------------------|---------------------|---------------------|
| Staff Name | Designation | Appointed As |
| Mr. Rajkumar Mishra | President | Chairperson |
| Mr. Atul Yadav | Principal | President |
| Ms. Geeta Yadav | Assistant Professor | Member and convener |
| Mr. Suresh Rokkedkatti | Assistant Professor | Member |
| Ms. Anjali Yadav | Assistant Professor | Member |



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4D-3. IQAC of Shri G.P.M. Degree College.

| | | |
|---|---------------------------|-------------------------|
| Chairperson | Mr. Atul Yadav | Head of the Institution |
| Teachers to Represent | Mr. Suresh Rokkedkatti | HOD – Front Office |
| | Ms. Geeta Yadav | Sr. Lecturer |
| | Mr. Rajitram Yadav | Lecturer |
| | Mr. Krishna Mishra | Computer Instructor |
| One member from Management | Mr. Rajkumar Mishra | President |
| Few senior Administrative officers | Ms. Manisha Kumbhar | Accountant |
| | Mr. Pankaj Yadav | Account Assistant |
| | Mr. Ramakant | Sr. Admin Associate |
| One Nominee from each Local Society | | |
| Students | Ashish Ravnang | Student Member |
| Alumni | Arunsankar Shetty | Alumni Student Member |
| One Nominee each for Employers / Industrialist / Stakeholders. | Mr. Dwarika Prasad Mishra | Local Society |
| | Mr. Mohan Joshi | Industrialist |
| | Mr. Anant Mohite | Stakeholder (Parent) |
| IQAC Coordinator | Mr. Ajay Singh | Sr. Lecturer |



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Gender Audit Report

5- Gender Audit Report of 500 Words report:

Gender Audit report is a process for gender equality, gender awareness, gender sensitization. It will minimize the sexual harassment at work places definitely.

Gender audit for 2022-23 is carried out in this HEI. It is carried out by Women Development Cell, IQAC and Sexual Harassment cell of this college.

The report reads as,

- I- Institutional Policy for gender Audit and**
- II- Measures for the promotion of gender equality by college.**

Institutional policy for gender Audit is inspired by 'A MANUAL FOR GENDER AUDIT FACILITATOR' by International Labour Organization it deals with HEI and classroom physical environment; HEI and classroom learning environment; Teachers-student interaction in curriculum; Cocurriculum; extension- community activities along with evaluation - assessments, and HEI facility provided to girls students, preferably.

A measure for the promotions of gender equity by college includes Institutional measures for gender equity in curriculum activities, in co-curriculum activities, promotional activities and facilities for girl woman on campus.



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Gender equity in curriculum activities includes:

- a) HEI has co-education type of curriculum delivery. It shows equal right of girl's students to get proper teaching - learning.
- b) Co-Education while practical's underlines the gender equity.
- c) Project Presentation - girls students are equally involved in project presentation activities.
- d) Training Programme- as part of curriculum, training programme is crucial. Girls' students enthusiastically participated in training in project for academic year. It is positive step towards gender equity.
- e) Learning resource activities - Reading, learning, references to get innovative mind thought though it carried in library as learning resources. Girls students equally involved in these activities.
- f) Crosscutting issues- HEI Considers the importance of the gender equity as crosscutting issues in curriculum enrichment.
- g) Add-on certificate courses- HEI considers the importance of gender equity as curriculum enrichment, curriculum diversion for girl's students including every student.



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Gender equity in Co-curriculum activates –

- A) Sports activities - Girls students equally participate in sport activities.
- B) Cultural activities- Girls students share & lead the cultural activities platform.
- C) Event management- Every event in college is executed by equal participation of boys and girls.
- D) Facilities for woman in campus are:
 - a. Girl's Common room
 - b. Girl's Wash room
 - c. Sanitary Napkin vending machine
 - d. CCTV for surveillance
 - e. Security Guards for protection, discipline and environment
 - f. Girls counselling by lady teacher.
 - g. Preference to girl's students in administrative process.
 - h. Security compound fence for protective environment.



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