

# Jai Bharat College of Commerce (Night)

(AFFILIATED TO UNIVERSITY OF MUMBAI)

O/B. 8(1-10) Mulund Colony, Mulund (W), Mumbai-400 082

Mobile No: 9324880873

E-mail: jaibharatcollege@yahoo.co.in/jaibharatcollegenight@gmail.com

Website: www.jaibharatcollege.org

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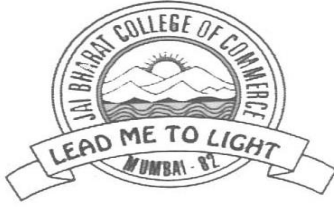
## CRITERIA 7.1.1

### GENDER AUDIT AND MEASURES FOR THE PROMOTION OF GENDER EQUITY



*P. C. Kani tkar*

Principal I/C  
JAI BHARAT COLLEGE OF COMMERCE  
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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.**

## Index

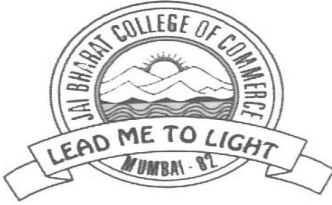
Sr. No	Title
<b>I</b>	<b>Gender Audit</b>
1	Institutional policy for Gender Audit
2	Report of Gender Audit
<b>II</b>	<b>Measure for the promotion of Gender Audit Institutional</b>
1	Gender equity in curriculum activities
2	Gender equity in co-curricular activities
3	Facilities for women on campus
4	Committees for looking after Gender Equity
5	Gender Audit of 500 Words



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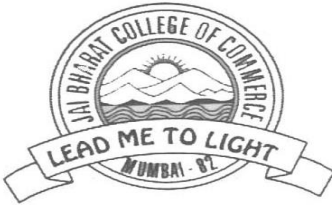
Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years



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## GENDER AUDIT REPORT 2022 - 23

Gender equity to have an equal society

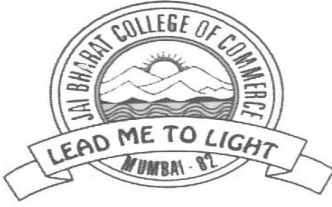


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Principle I/C  
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## Auditor



Dr. Amruta Pawar  
Educationist

(Co-ordinator Thakur  
Shyamnarayan Degree  
College, Kandivali (E))



Ms. Ravina Bhavan Patel  
Assistant Professor

Shri G.P.M. Degree College  
Andheri (E)



Mrs. Preeti Kanitkar  
I/C Principal

Jai Bharat College of  
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Mulund Colony, Mulund-(W)

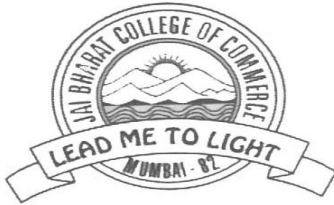


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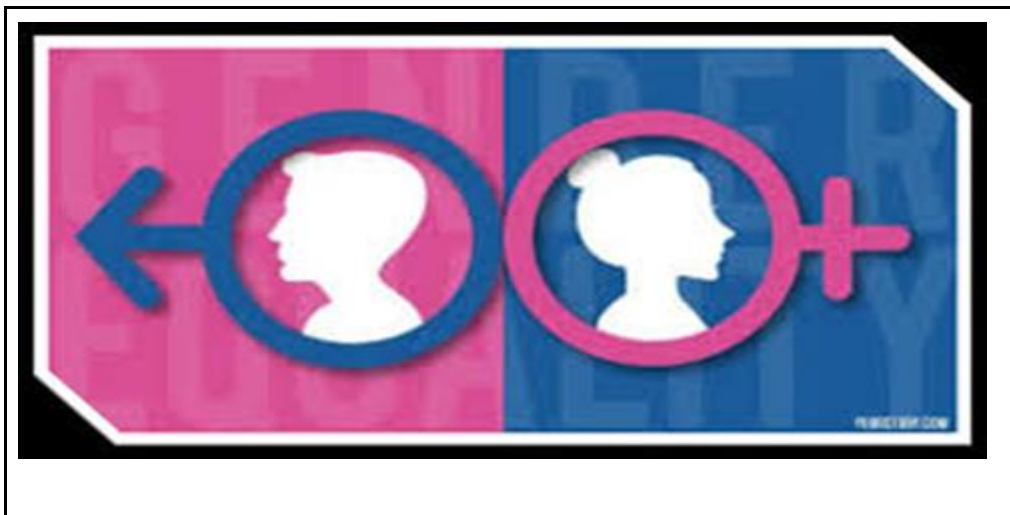
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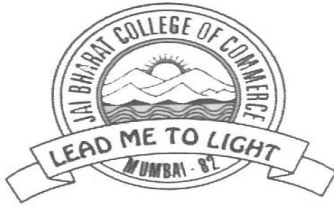
## What is Gender Audit ?

- A gender Audit is essentially a “Social Audit ”
- It belongs to the category of quality audit .
- It distinguishes the need of social harmony , social balance and social progress .
- It is tool to assess and check -
  - The Institutionalism of gender equality into organisations policies
  - The Programme for gender equity
  - Provisions for gender equity
  - Structures for gender equity
  - Proceedings and Budgets for gender equality



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## Importances / Benefits of Gender Audit -

According to an ILO Manifesto gender auditing helps. institutions to focus on–

1. Mainstreaming gender as a cross cutting concern within the unit's objectives , Programmes and budget
2. To identify institutional strengths and challenges to integrating gender, as well as gender equity in the institutions systems and operations and in programmes and activities.
3. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strength and gaps to the system vis - a vis gender related issues .
4. System and Instruments in use for accountability , evaluating and monitoring on gender equality .
5. Staffing and human resources encourage balance between women and men, as well as gender friendly policies .
6. Organisational culture and its effects on gender equity .

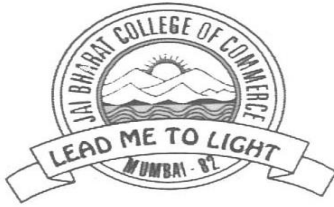
## Gender Audit Policy of College –

- Secure Environment - To provide secure , safe teaching .learning environment to students , faculties ,administrative staff and supporting staff .
- Equal Opportunities - To provide equal opportunities to male and female in every walk of life in the classroom , in the curriculum , in the co - curriculum , in the extension activities and on every platform of the Institution .
- Promotion - Promotion of all students to participate and excel in all dimension in HEI , especially the girl student to motivate so as to participate and prove the abilities
- Encouragement of gender equity through the curriculum activities.
- Encouragement of gender equity through the co-curriculum activities.
- Encouragement of gender equity through the extension activities.
- Counselling - To provide individualised and group assistance with overcome educational,Vocational and personal problems.

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## ● Objectives of Gender Audit

- A. Gender Audit of curriculum activities
- B. Gender Audit of co-curricular activities
- C. Gender Audit of Extension activities
- D. Gender Audit of college Environment

## Methodology of Gender Audit

- A. Physical Inspection
- B. Document Inspection
- C. Direct Feedback from student , parents and faculties by communication in campus
- D. Discussion with college principal and Management
- E. Conclusion

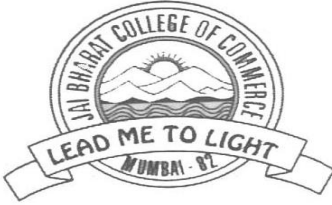


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## **A. Observation of Physical Inspection**

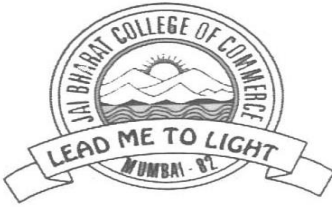
- a. Protective Fence - College has a protective fence , so as to restrict entries to provide a safe secured environment .
- b. Entrance gate - College has an entrance gate where the entrance can be checked , to provide a safe , secured environment .
- c. Security Person - College gate/ entrance is having live vigilance of security person . He/She restricts entrance in college premises by checking valid ID card students . It provides safe secure environment
- d. CCTV Surveillance - College campus has CCTVs at various places , Which keep 'EYE' on everyone groups to minimise untowards incidance in the campus , in the activity areas . The monitoring was made by the college principal and senior staff vigilance securities .



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## Observations of physics Inspections



Protective Fence around college

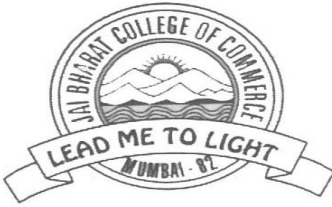
Entrance Gate



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Security persons

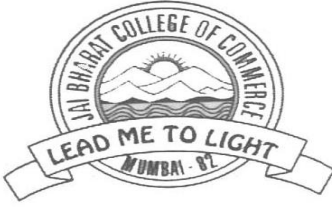
CCTV Surveillance



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## Gender Audit Report 2022-23

### B . Document Inspection

#### B-1 Teaching staff gender reality

Year	Total Staff	Male	Female	% of female
2022 - 23	07	03	04	57.14%

#### B-2 Non - Teaching staff gender reality

Year	Total Staff	Male	Female	% of female
2022 - 23	06	02	04	66%

#### B- Student gender reality

Year	Total Staff	Male	Female	% of female
2022 - 23	244	151	93	38%

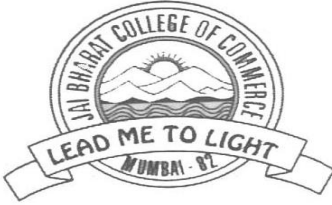


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## B-2 Extension activities participation gender reality

Year	NSS Enrollment	Total Staff	Male	Female	% of female
2022 - 23	2022 - 23	100	50	50	50%

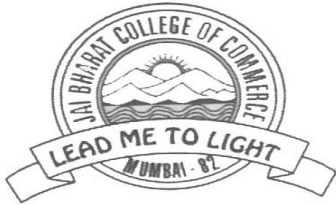


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Gender Audit Report

Methodology of Gender Audit

Direct Feedback form students, parents and faculties by communication in campus

Photo of students



Photo of parents in campus

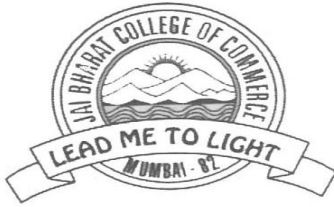


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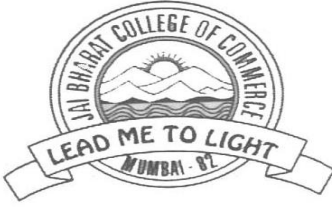
Photo of students in classroom



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## Methodology of Gender Audit

D) Discussion with college principal and Management

College's principal is Mrs.Preeti Kanitkar Madam. She is a woman. She is head of Institution. This itself shows that college is against gender bias.

Colleges always take care of gender equity and women empowerment.



Mrs. Preeti Kanitkar

I/C Principal

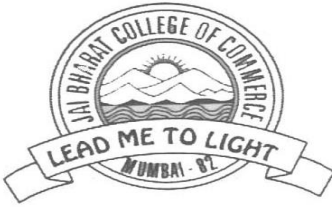
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## Conclusion :

As Per Methodology applied , it has observed that college is keen on gender equity, gender awareness and with for women empowerment

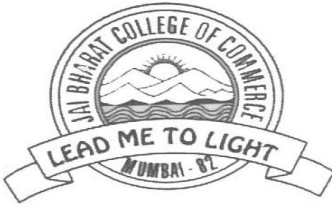
It is night college , even in such odd situations , college and management earned the girl student faith , trust and parental belief that they are in safe hands for their physical , mental , intellectual well being .



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## Report of Objectives of Gender Audit –

### A. Gender Audit of curriculum Activities -

[A-1] Co - education - The College is night college . Even though the girl student enrolled in college because of the trust build in by management, staff and the environment The co - education means itself means equal right of education to girl students along with male students .

Curriculum delivered by co-education is matter of pride for gender equity .



Student interaction with the teacher

[A-2] Curriculum delivery - HEI takes about 20 major steps for curriculum delivery with observing gender equity .

[A-3] Curriculum enrichment - HEI added Add on courses , value added courses certificate courses based on Gender Sensitization , gender equity

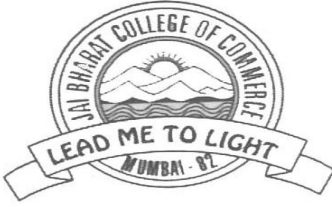


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[A-4] Cross Cutting Issues - HEI carried out cross cutting issues based on curriculum and gender equity .

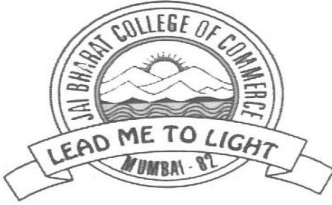
[A-5] Assessment Education - HEI carried out transparent , efficient and time bound assessment evaluation based on gender equity .



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## Report on objective of Gender audit

### B Gender Audit at co - curricular activities

#### [B-1] Gender equity in Research -

College has a Research - Innovation Incubation centre. It is having equal opportunities for both genders for review at literature, experiment, collection of primary data for research paper writing and research paper publication with more than 50 % girl students involved in research activity and National Conference .

[B-2] Project Preparation - There is equal emphasis given for project preparation. The project is based on the syllabus . The students irrespective of gender participation in the project preparation . The Project helps in better understanding of the curriculum .

[B-3] Presentation - Equal opportunities are provided to male students and female students as gender equity .The power point presentation , the use of ICT seminars are part of co - curricular activities , where both genders justify on the same platform .

[B-4] Internship - Learning of Application of college knowledge on the professional scale in initial days of career is internship . Equal opportunities are provided to both genders especially female students motivated for attending Internships within solving their problems if any.

[B-5] Practical Presentation - Performance of practicals , preparation of practicals , especially ICT practicals , Management practicals made compulsory to both the genders. The management practicals mostly related to software base are always made available equally to male students as well as female students .IT justifies the gender equity . It underlines the positive approach of Institute towards the gender equity.



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