

SES'S L.S. Raheja College of Arts and Commerce
Relief Road, Santacruz (West),
Mumbai – 400 054.

Report of College Gender Audit
Conducted By Gender Audit
Committee (GAC)

ON

8th March, 2021

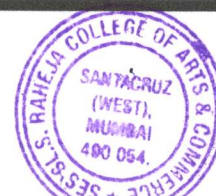


The Gender Audit Committee (GAC) visited the College on 08/03/2021 to conduct **Gender Audit** of SES's L.S. Raheja College of Arts and Commerce for the period of 2016-17 to 2019-20.

Following members of the GAC were present

1. Dr. (Ms.) Chaitali Chakraborty - Chairperson
2. Dr. (Mrs.) Moushumi Dutta - Member
3. Dr (Mr.) Dilip Patil - Member
4. Dr. (Mrs.). Akshata Kulkarni-Member Secretary

The Committee has gone through the Gender Audit Report prepared by the College. On the day of visit to the College the GAC verified various files, registers, documents etc. presented by Dr. (Ms). Akshata Kulkarni as and when asked by the GAC. The GAC interacted with staff and students separately to get first hand information.



A. PROFILE OF THE COLLEGE

SES's L.S. Raheja College of Arts and Commerce

Santacruz (West), Mumbai 400054.

Name of the Office:

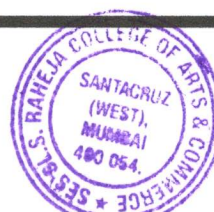
- 1) Management : **SADHANA EDUCATION SOCIETY**
- 2) Head of the Office: **The Principal, is the academic and administrative head of the College.**
- 3) Affiliation : **The University of Mumbai,**
- 4) Government Dept.: **The Higher and Technical Education Department, Government of Maharashtra**
- 5) Administrative Dept: **The Joint Director of Higher Education, Mumbai Region and Government of Maharashtra.**
- 6) Location/Dist: : **Mumbai Suburb (Lats:19.085688N and Longs:72.832838E) (Coordinates 19° 5' 8.4768" N 72° 49' 58.2168"E)**
- 7) Functions : **Academic and Administrative**
- 8) Programmes offered : **Under Graduate level**

i. B.COM –Aided

ii.B.A. Aided

Unaided Programmes

- 1. BSc. IT.**
- 2. BFM**
- 3. BBI**
- 4. BMM**
- 5. BAF**
- 6. BMS**



B. **Ratio of GIRL STUDENTS and WOMEN STAFF:**

	Girl Student Ratio(overall) (Girls : Boys)	Women Ratio-Teaching Staff (Women : Men)	Women Ratio-Non-Teaching Staff (Women : Men)
2016-17	1.33:1	1.8:1	0.2:1
2017-18	0.95:1	1.7:1	0.2:1
2018-19	1.14:1	2.4:1	0.3:1
2019-20	1.21:1	2.4:1	0.4:1

Comments:

C. Efforts taken by the College to encourage education to girl students by following Girl's Reservations circular with University of Mumbai and also encourage them in the following.

1. Admission to NCC (Navy WING)
2. NSS
3. DLLE
4. *Sports facilities in various sports*
5. Allowing the students to participate in various intracollegiate and intercollegiate competitions etc.



Facilities for Girls/Women staff:

- i. *Separate common room and toilets*
- ii. Sanitary pad vending machine for creating awareness for personal hygiene amongst girl students
- iii. Enrolment of Girl Students in NSS, NCC and DLLE

YEAR	NSS	NCC	DLLE
2016-17	53/100	08/25	18/42
2017-18	60/100	07/15	162/291
2018-19	64/100	06/13	195/382
2019-20	70/100	04/12	280/524

- iii. Programmes conducted by college for girl students. Various gender Sensitization activities were organized as follows.
 1. *Multi- focused exhibition consisting of topics like Marital Rape, Transgender, Abused are not just women, Nikah hallal.*
 2. A programme entitled " Jashn-e-Yaariayan, workshop on Toxic Masculinity, and a talk on Gender Galaxy, addressing the concerns jointly with an NGO Akshara were conducted.
 3. A poster competition on Sexual Harassment and Empowerment of women was held for the FYBA students.
 4. Two self Defence workshops for Degree, SFC and Junior college girls were held on 9, 10 13th October and 23rd, 24th and 25th January 2019.
 5. A talk by Advocate Nausheen Yousuf was conducted on the topic of Sexual Harrasment at the workplace.



6. Regular Thalasemia screening was done and also the HIV awareness was conducted by NSS UNIT.
7. A sanitary pad Vending machine and incinerator was installed in the Ladies Common Room for use of female students for creating awareness regarding personal hygiene.
8. Yuvak Yuvati Mela was held in the College premises in December, 2019 and we received 1st prize which was a joint venture with Government of Maharashtra and Akshara.

IV. Complaint Mechanism regarding Sexual Harassment.

In accordance with the Sexual Harassment in the workplace- prevention, prohibition and redressal Act 2013, the Internal Complaints Committee of L.S. Raheja College was constituted for the academic years 1) 2016-17, 2) 2017-18 3)2018-19, and 4) 2019-20.

Aboard displaying the names and telephone numbers of all the ICC members is placed in the main lobby of the college. These names are also uploaded on the college website which is accessible to students.

Similarly a complaint box is kept in a prominent place just below the board. A complaint form is also uploaded on the college website.

The complaints box is opened regularly in the presence of the Principal, Presiding Officer and other member of ICC.

The complaints are analyzed to determine if their content is valid and of a sexual connection. General complaints are distributed to the concerned Faculty and /or department concerned. Complaints if of a sexual nature are analyzed by the committee members and the parties concerned would be called before the committee and the issues understood and acted upon.



V. Participation of girl students in various co-curricular and Extra curricular activities.

Overall many girl students participated in the co-curricular and extra curricular activities in last 3 years. They excelled in academics, sports, NSS, NCC, DLLE and leadership trainings for last 3years.

Ms. Ankita Kathad, the NCC Cadet of Naval Wing of the College represented in the Republic Day parade at Delhi and also represented India in Copenhagen.

VI. Involvement of women staff in college activities.

Women staff is always participated whole heartedly in college development by being either the member or the chairperson of the committees namely CDC (previously known as LMC), Time table, Students Council, Anti- ragging, Admission, Prize Distribution, Annual Day, IQAC, Examination, Unfair Means, College Magazine, UGC, Website, Research cell, NSS, NCC, DLLE, Cap evaluation, Internal Complaints Committee, Placements, Purchase and Library Committee. A survey on creating awareness about sexual harassment was conducted in the college for the women staff where following are the observations after the analysis.

- Only 30% of females are aware about Vishaka judgement.
- About 72% women are aware about the Sexual Harassment of Women at Workplace Prevention, Prohibition and Redressal Act, 2013.
- About 95% Staff is aware about the IC (previously known as ICC).
- About 82 % female students are aware about the committee members of Internal Committee



[Handwritten signature]

[Handwritten signature]

D. i Observations :

1. In the year 2017-18 number of girls is less
2. Number of books on gender issue are satisfactory
3. 90% females feel that the campus is safe. The 10% female requires to be attended.

ii Recommendations

1. Boys achievements should also be included in the report.

1. Dr. (Mrs.) CHAITALI CHAKRABORTY - Chairperson

Chaitali
8/3/21

2. Dr. (Mrs.) MOUSHUMI DUTTA - Member

M Datta
8/3/21

3. Dr. (Mr.) DILIP PATIL - Member

Dilip Patil

Place: Mumbai

Date:08.03.2021

