

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

19th April, 2024

The Gender Audit Committee (GAC) visited the College on 19/04/2024 to conduct **Gender Audit** of SES's L.S. Raheja College of Arts and Commerce for the period of 2022-23

Following members of the GAC were present

1. Dr. Gracy D'Souza – Chairperson
2. Dr. - Maya Hande Chairperson
3. Ms. Snehal Velkar - Member

1. 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. BAMMC**
- 5. BAF**
- 6. BMS**

8

M

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)
2022-23	1:1.02	1:0.40	1:2.2

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
2022-23	59/100	6/19	304/600

- iii. Programmes conducted by college for girl students. Various gender Sensitization activities were organized as follows.

1. Lecture on Menstrual hygiene and personality development

was organized with the Proctor and Gamble and Whisper in the month of July,.

2. A Thematic appreciation Test based on the interview of retired Inspector General of Police Mrs. Meera Borwankar was conducted for Empowerment of women for the SYBA students.
3. In collaboration with Red Dot foundation, a programme entitled "Dealing with street Harassment" was conducted on 20.9.2022 by Pragati Vaishya where 120 students participated.
4. Similarly a programme entitled " Rainbow Circle" was organized by Red Dot Foundation where 6 girls were given training for a week and they later on performed a street play on 18th December on 2022.
5. A talk by Advocate Kamyani Mahabal was conducted on the topic of Sexual Harrasment at the workplace by the Internal Complaints committee.
6. 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. Two sweepers have been trained to help the girls in the emergencies.
7. On 6th March 2023, the Nirbhaya Squad of Santacruz Police station conducted a self Defence workshop for the girls. More than 90 girls participated which was conducted in Upawan by the LIMCA book of records recipient Mr. Mahesh Nawale and his team of 13 members.
8. More than 120 girls participated in a program " Mental Health and Personality Development" on 8th March 2023. The resource person was Adv. Kamayani Mahabal.
9. All women staff of college was felicitated on the International Women's Day on 8.3.2023 by the hands of Principal Dr. Sarkar.

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 helps.

A board displaying the names and telephone numbers of all the ICC and WDC members are 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 . They excelled in academics, sports, NSS, NCC, DLLE and leadership trainings for last year.

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

6
[Handwritten signature and initials]

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.

- About 75 % students are aware about the IC (previously known as ICC).
- About 82 % female students are aware about the committee members of Internal Committee)

. Almost all female students feel safe at various locations in college campus.

Also the survey indicates that the college campus is fairly visible from the various vantage points and the entire college campus is covered by a cc tv cover network.

D. i Observations :

1. Number of books on gender issue are satisfactory.
2. 90% females feel that the campus is safe. The 10% female requires to be attended.

x

~~MM~~
MM

ii Recommendations

1. Gender Audit to be conducted once every three years.
2. Alumni Association should be encouraged to provide Scholarships and awards for girl students.
3. E-Cell should conduct more activities to promote self-employment among the girl students.
4. Non-traditional skill training such as repairing of appliances, driving etc should be organized.
5. Periodic Gender awareness programmes should be conducted.
6. Data regarding girl student's progression to higher studies to be taken into account.
7. Certificate courses on Women Studies can be conducted.

1. Dr. Gracy D'Souza

Chairperson

Gracy 19/4/2024

2. Dr. Maya Hande -

Member

*Maya Hande
19/4/24*

3. Ms. Snehal Velkar

Member

Snehal Velkar

Place: Mumbai

Date: 19.4.2024