

REPORT OF GENDER AUDIT (2018-2019, 2019-2020, 2020-2021 AND 2021-2022) of

Hindi Vidya Prachar Samiti's Ramniranjan Jhunjhunwala College of Arts, Science and Commerce (Autonomous), Opposite Ghatkopar Railway Station, Ghatkopar (W), Mumbai 400 086

Name and Address of the College	Hindi Vidya Prachar Samiti's Ramniranjan Jhunjhunwala College, Opposite Ghatkopar Railway Station, Ghatkopar (W), Mumbai 400 086
External Members of Gender Audit Committee	1. I/C Principal Dr Manali Londhe, S K Somaiya College, Mumbai – Convener 2. I/C Principal Dr Anagha Tendulkar, Sophia College - Member 3. Dr T C Roy, IQAC Coordinator, Sophia College - Member
Date of Visit	30 TH August, 2022
Interaction held with	Principal, management representative, Librarian, faculty members, CDC members, administrative staff, non teaching staff Lab and Library, student council Members of Internal Complaints Committee, CWDC and IQAC

The Principal of Hindi Vidya Prachar Samitis Ramniranjan Jhunjhunwala college of Arts, Science and Commerce (Autonomous) cordially invited a three member Gender Audit committee consisting of I/C Principal Dr Manali Londhe, S K Somaiya College, Mumbai as Convener and I/C Principal Dr Anagha Tendulkar, Sophia College and Dr T C Roy, IQAC Coordinator, Sophia College as members.

They visited the college on 30th August, 2022. The committee was provided by all the relevant documents and statistics pertaining to Gender sensitisation in the college campus prior to the visit. The Principal briefed the committee of the various initiatives related to gender sensitisation taken by the college. He further informed the committee members that the empowered committees meet regularly and conduct programs to maintain a congenial ambience of mutual respect in the premises.

Objectives of the Gender Audit

- To find out areas where gender imbalance exists and factors behind it
- To establish a gender balance
- Suggest corrective measures for bridging the gender gap
- To foster gender equality in the campus
- To prevent sexual harassment in the premises and beyond

On perusal of the report and interaction with various stakeholders the member of the gender audit have made the following observations and a formal report has been prepared by the committee

S.No.	Area	Observations
1.	Organisation level Recruitment	Teaching staff Grant in aid Self financing Non teaching staff Grant in aid class !!!



		Self-financing Class III Grant in aid Class IV Self-financing Class IV
	Prevention of sexual harassment	Minutes of the meeting
	Maternity and Paternity benefit	Records
	Gender Sensitive infrastructure	Security, CCTV, Ladies common room, washrooms for boys and girls, cleanliness and hygiene
	Reading room facilities for our and outside students	Safe and secure reading room facilities for boys and girls
	Equal opportunity	Staff promotions, Participation in co and extracurricular activities
	Capacity building	Gender sensitisation programmes conducted by the college
	Counselling centre	Role of Counsellor
2	Programme Level	Inclusion of cross cutting issues including gender related issues in curriculum
	ICC, CWDC, Gender equity and Gender Champion	Details as mentioned in the Report
3	Extension and other activities for gender sensitisation (NSS, NCC, Rotaract club, DLLE, With NGOS)	
4	Overall Observations & suggestions	Details as mentioned in the Report

AUDIT REPORT

Gender (Audit 2018-19 to 2021-22) on 30th August 2022

R J College of Arts, Science & Commerce (Autonomous)

A Gender Policy: The College has an Inclusive and satisfactory gender policy. It is extensive and covers maximum aspects of gender related issues and concerns.

B Interactions with ICC, CWDC, and Gender Equity Committee

A lucid and comprehensive presentations by members of the respective committees set an encouraging and positive tone to the Gender audit. Complaints received (very few complaints were received, as I understood of the presentations) were handled effectively. The college has effectively executed a range of events and programmes with a clear focus on "Gender". Conferences, talks have been conducted to sensitize students about gender related issues. Special mention of Sanitary napkins vending machines etc.

C Academic, curriculum related observations:

Meticulously formulated syllabi in departments like Economics, Sociology, Commerce and the activities undertaken by faculty of various departments are satisfactorily gender centric.



D Interaction with Gender Equity Committee

The composition of the Gender Equity Committee is promising. The committee has put in considerable efforts to maintain gender balance. The gender sensitive approach is palpably strong. The initiatives taken by the Gender Equity Committee are frequent and robust enough to believe that the college has an extremely focused gender based approach.

E Interaction with IQAC and stake holders

There is clarity of thought and objective in planning and execution of college programmes. At most of the levels like placement cell, E cell, incubation cell a gender balance is consciously maintained, retained and sustained.

The Gender Champions are sufficiently aware of their duties and mission. Safety and security of all the gender specific categories is strategically crafted on college campus.

F Visit to library

The reading room is equipped, safe for both boys and girls alike. It is warm and welcoming place with books, periodicals, journals, text books, reference books stacked with equitable accessibility to all.

Overall impression:

- + The effort to go beyond gender binaries and include the varying degrees of gender spectrum is commendable. Issues of transgender, LGBTQ+ categories are effectively handled
- + Curricular as well as extracurricular activities are conducted to ensure gender specific awareness
- + Galaxy of gender centric programmes, events, workshops, talks are conducted throughout the assessment period to ensure gender consciousness and equity
- + Participation of students as well as staff in striking gender equity is commendable.



Suggestions

- # One could highlight on gender friendly infrastructure in college, including library section
- # A couple (one or two) of gender focus add on courses could be introduced
- # Like 'Student Gender Champion', a department which has a strong gender dimension in the syllabus can lead the academic section of gender presentation.

Signature of External Auditors

1. I/C Principal Dr Manali Londhe,
S K Somaiya College, Mumbai – Convener
2. I/C Principal Dr Anagha Tendulkar,
Sophia College – Member
3. Dr T C Roy, IQAC Coordinator,
Sophia College - Member

Manali Londhe

A.P. Pahl

For *A.P. Pahl*

PLACE: R J College
DATE: 30/08/2022



(Handwritten signature)

PRINCIPAL
RAMNIRANJAN JHUNJHUNWALA COLLEGE
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