

# GENDER AUDIT

STUDY PERIOD (TWO YEARS) 2021 – 2022 AND 2022 – 2023

**Social study**

## **AUDIT REPORT**

**Studied for**

Smt. Durgadevi Sharma Charitable Trust's  
**Chandrabhan Sharma College of Arts,  
Commerce & Science**

Adi Shankaracharya Marg, Powai Vihar Complex,  
Powai, Mumbai – 400076, Maharashtra, India

**Studied in the capacity of**

**ISO Certified (I.A.) IMS**



**Studied by**

**Greenvio**  
Solutions

Website: <https://thegreenviosolutions.co.in/>

Email: [greenviosolutions@gmail.com](mailto:greenviosolutions@gmail.com)

Valid till **April 2024**

# Disclaimer

The Audit Team has prepared this report for the **Smt. Durgadevi Sharma Charitable Trust's Chandrabhan Sharma College of Arts, Commerce & Science** located Adi Shankaracharya Marg, Powai Vihar Complex, Powai, Mumbai – 400076, Maharashtra, India based on input data submitted by the College analysed by the team to the best of their abilities.

The details have been consolidated and thoroughly studied as per the various guidelines for Green Buildings available in National and International Standards; the report has been generated based on comparative analysis of the existing facilities and the prerequisites formulated by various standards. The inputs derived are a result of the inspection and research. These will further enhance and develop a Healthy and Sustainable Institution.

These can be implemented phase wise or as a whole depending on the decision taken by the Hon'ble Management and College. The warranty or undertaking, expressed or implied is made and no responsibility is accepted by Audit Team in this report or for any direct or consequential loss arising from any use of the information, statements or forecasts in the report.

The audit is a thorough study based on the inspection and investigation of data collected over a period of time and should not be used for any legal action. This is the property of Greenvio Solutions and should not be copied or regenerated in any form.

The Report is prepared by the Team of Greenvio Solutions under their brand and department – Sustainable Academe as Consultancy firm along with Ms. Nahida Shaikh, Project Head (P.G.D.R.D (pursuing)), who has conducted multiple capacity building programs through the organisation – Creative Station where she is Program Coordinator for various stakeholders in MMR and has immense experience in Audits and Report writing.

## Greenvio Solutions

*Developing Healthy and Sustainable Environments*

We are an Environmental and Architectural Design Consultancy firm

Sustainable Academe is our department for conducting Audits

Palghar District, Maharashtra- 401208

[sustainableacademe@gmail.com](mailto:sustainableacademe@gmail.com)

## Acknowledgement

The Audit Assessment Team thanks the **Smt. Durgadevi Sharma Charitable Trust's Chandrabhan Sharma College of Arts, Commerce & Science, Maharashtra, India** for assigning this important work of Gender Audit. We appreciate the cooperation extended to our team during the entire process.

Our special thanks are due to **Mr. Prashant G. Sharma**, President; **Mr. Himanshu P. Sharma**, Vice President; **Dr. Manju P. Sharma**, Treasurer; **Mr. Diksthan G. Sharma**, Secretary and everyone from the Management.

Our heartfelt thanks to Chairpersons of the entire process **Dr. Pratima Singh**, Principal for the valuable inputs.

We are also thankful to **College's Task force the faculty members** who have collected data required - **Ms. Manali Naik**, Convenor - Placements & Career Guidance Cell & Cordinator - Department of Multimedia & Mass communication; **Mr. Vicky Kukreja**, Assistant Professor.

We highly appreciate the assistance of **Mr. Sainath Sawant, Technical staff** and the **entire Teaching, Non-teaching and Admin staff** for their support while collecting the data.

### **Sustainable Academe**

Brand of Greenvio Solutions, Palghar District, Maharashtra- 401208

## Contents

<b>Disclaimer</b> .....	<b>1</b>
<b>Acknowledgement</b> .....	<b>2</b>
<b>Contents</b> .....	<b>3</b>
<b>1. Introduction</b> .....	<b>4</b>
<b>2. Overview</b> .....	<b>7</b>
<b>3. Research</b> .....	<b>8</b>
<b>4. Documentation</b> .....	<b>9</b>
<b>5. Suggestions</b> .....	<b>17</b>
<b>6. References</b> .....	<b>18</b>

DETAILED REPORT

# 1. Introduction

## 1.1 About the Trust

*Charitable purpose including relief of poverty, distress, education, medical relief and advancement or other objects of general public utility and on conduct, maintain or assist schools, colleges, dispensaries, hospitals, orphanages, home for destitute and other institutions and activities of charitable nature are undertaken. The works revolve around the following:*

- *Setting up Schools and colleges or other educational institutions and donation to other charitable institution/trust or institution of similar objects/nature*
- *Aid to deprived people*
- *Scholarships to brilliant and deserving students of Mumbai*
- *Medical aid*
- *Donation and contributions to other charitable trust and institution of similar objects*

## 1.2 About the Institution

The Chandrabhan Sharma College of Arts, Science and Commerce was established to serve the ever-growing need for higher education in the vicinity of Powai. The degree College started in 2008 is affiliated to the University of Mumbai and offers various professional courses like B.M.S, B.M.M, BSc. IT, etc. The College got affiliation from YCMOU in 2015 and conducts courses like BCA, BIS etc.

The first successful batch of graduates passed out in the year 2011. The College had a very modest beginning with around 100 students, but with the vision of the Trustees, the Principal and a team of qualified and dedicated staff members it has grown to strength of 2,000+ students.

**The College lays emphasis on building values, nurturing talent and developing the intellectual faculty of the students.**

## 1.3 Statements of the Institution

### 1.3.1 Vision

The College proposes " *To be an academy of excellence, which will provide transformative and empowering educational experiences to generate globally competitive youth.*"

### 1.3.2 Mission

The College adheres and focuses

- ➔ *To provide quality education that aims at preparing students for the challenges of life.*
- ➔ *To bring about an all-round development in the personality of the students.*
- ➔ *To encourage students to participate in inter-collegiate events and help them acquire and hone up their skills through peer learning.*
- ➔ *To assist students in getting suitable placements.*
- ➔ *To promote sports and inculcate discipline amongst the students and help them to be physically and mentally fit.*
- ➔ *To encourage students to go beyond books and to make them globally competent.*

### 1.3.3 Aim

The College has formulated the following aim *To be an academy of excellence, which will provide transformative and empowering educational experiences to generate globally competitive youth.*"

### 1.3.4 Objective

It is the objective of the College

- ➔ *To impart value based education.*
- ➔ *To emphasis on subject to make them responsible of concept to facilitates logical thinking.*
- ➔ *To inculcate discipline among students to make them responsible citizen.*
- ➔ *To promote sport, cultural & fine arts.*

- To develop the personality, confidence & Communication skills of the students.
- To establish industry network.
- To promote welfare by providing relief to the needy and deserving students.
- To Provide a secular outlook to students which will help them adapt globally
- To upgrade infrastructure to compete with global standards

**The commitment of the Institute is towards continuous improvement and democratic functioning,** as is reflected in its vision and mission statements, which in turns become the guiding principles for the governance of the Institute.

## 1.4 Assessment of the Institute

### 1.4.1 Affiliations

The Institute is affiliated to **Mumbai University**, a collegiate state-owned public university in Mumbai and one of the largest university systems in the world.

### 1.4.2 Certification

The College submits its academic records every year to the **All India Survey of Higher Education (AISHE)** Govt. of India through its registered allocated code which is C - 34088.

### 1.4.3 Accreditation

The College received a **B+ Grade with a CGPA 2.57 in the First cycle of accreditation** in the year 2017 awarded by the National Assessment & Accreditation Council (NAAC) to the College.

## 2. Overview

### 2.1 Summarised Populace analysis for 2022-2023

#### 2.1.1 Students data

The data (shared by the Institute) shows there were a total of **950 male and 479 female students.**

#### 2.1.2 Staff data

S. No.	Type	Male	Female	Total
1	Admin staff	05	01	<b>06</b>
2	Teaching staff	14	10	<b>24</b>
3	Non-Teaching staff	22	18	<b>40</b>
<b>Total Staff Members</b>		<b>41</b>	<b>29</b>	<b>70</b>

*Table 1: Staff data of the Institution for 2022-2023*

The staff data shows the College premises had a total of **70 Staff Members.**

### 2.2 Summarised Populace analysis for 2021-2022

#### 2.2.1 Students data

The data (shared by the Institute) shows there were a total of **914 male and 496 female students.**

#### 2.2.2 Staff data

S. No.	Type	Male	Female	Total
1	Admin staff	05	01	<b>06</b>
2	Teaching staff	11	12	<b>23</b>
3	Non-Teaching staff	14	08	<b>22</b>
<b>Total Staff Members</b>		<b>30</b>	<b>21</b>	<b>51</b>

*Table 2: Staff data of the Institution for 2021-2022*

The staff data shows the College premises had a total of **51 Staff Members.**



## 3. Research

### 3.1 About the Gender Audit

It is a systematic study of the aspects to analyse the steps and initiatives taken by the College to ensure an unbiased Institutional practices adopted.

### 3.2 Analysis for the Gender Audit

The procedure included detailed data collection for the population of students and staff. Additionally, the information about initiatives adopted and practiced was collected.

### 3.2 Procedure of the Audit

The procedure included detailed verification as follows:

- Investigation
- Technical discussion with team
- Observations
- Inferences

### 3.4 Activities undertaken for the Green Building Study Audit

- Discussion with the Institute
- Allotment and Initiation by the Institute
- Data collection
- Submission of the files

## 4. Documentation

### 4.1 Gender equality goals and objectives

#### 4.1.1 Context

The Sustainable Development Goals or Global Goals are a collection of 17 interlinked global goals designed to be a "shared blueprint for peace and prosperity for people and the planet, now and into the future". The SDGs were set up in 2015 by the United Nations General Assembly. **The SDGs identifies 'Gender Equality' as SDG- 5.**



*Figure 1: Goal of the SDG goal 5 related to 'Gender Equality'*

Image source: <https://www.isglobal.org/en/-/sdg-5-achieve-gender-equality-and-empower-all-women-and-girls>

#### 4.1.2 Observation

The data shared by the College stated **"Financial support is provided to the students in the form of Scholarships, Free ships from Governmental and Management sources."**

#### 4.1.3 Recommendation

- Introduce the goals and objectives related to Gender Equality as a document which should be published on the website, prospectus and displayed in the premises.
- The Goals and objectives once formulated should be publicised in local newspapers.

## 4.2 Gender-wise skill enhancement

### 4.2.1 Context

The section focuses on the improvement in the contextual framework of the steps undertaken at present and their scope for betterment in future.

### 4.2.2 Observation

The data shared by the College stated **"Programs are conducted in this context"** some of these are documented below:

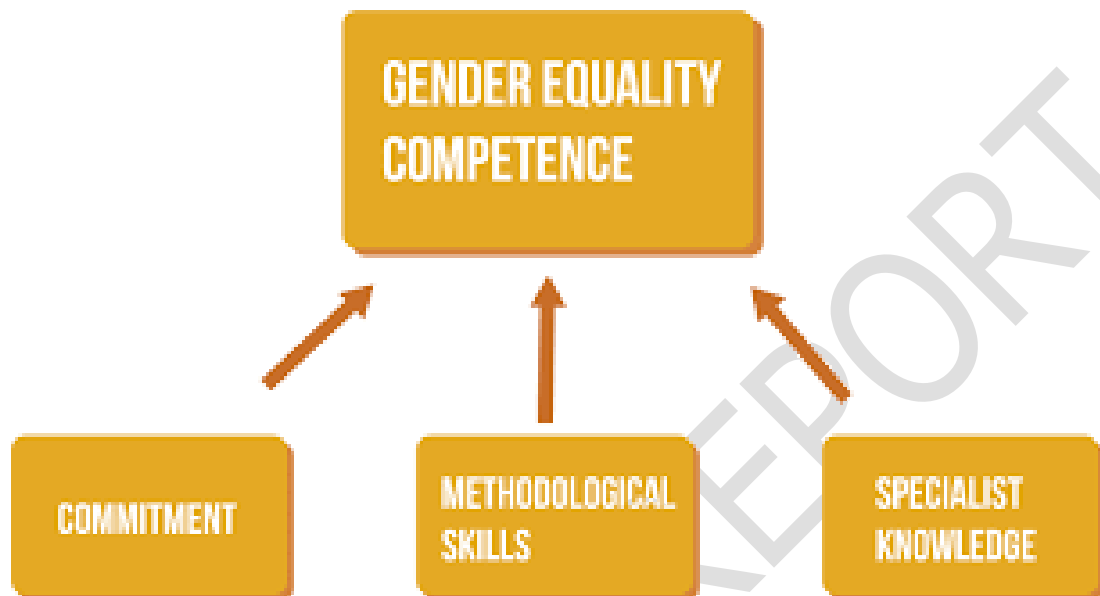
S. No.	Particular	Evidence	Date
1.	Beautician Course - Beauty Treatment		08/03/22 – 20/04/22
2.	Vocational Skill Development course on beauty treatment "Beautician Course"		01/07/22 – 31/08/22

<p>3.</p>	<p>Lecture on "Personality Development and Menstrual Hygiene"</p>	<p><b>CSC</b> Chandrabhan Sharma College Arts, Science &amp; Commerce</p> <p>Smt. Durgadevi Sharma Charitable Trust's Chandrabhan Sharma College of Arts Science &amp; Commerce, Powai (Affiliated to the University of Mumbai) NAAC ACCREDITED 'B' GRADE (FIRST CYCLE)</p> <p><b>Personality development and Menstrual Hygiene for female students.</b></p> <p>16<sup>th</sup> September, 2022</p> <p>Mumbai, Maharashtra, India Ground floor, Chandrabhan Sharma College, Near Oppal Sharma School, Powai Vihar Corporation, Powai, BHAMBHA Colony 20, Powai, Mumbai, Maharashtra 400076, India</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India</p>	<p>16-09-2022</p>
<p>4.</p>	<p>Lecture on "Effective Communication, Grooming Skills and Menstrual Hygiene"</p>	<p><b>CSC</b> Chandrabhan Sharma College Arts, Science &amp; Commerce</p> <p>Smt. Durgadevi Sharma Charitable Trust's Chandrabhan Sharma College of Arts Science &amp; Commerce, Powai (Affiliated to the University of Mumbai) NAAC ACCREDITED 'B' GRADE (FIRST CYCLE)</p> <p>Women Development Cell of our college in association with Millionminds is organising a session on <b>"EFFECTIVE COMMUNICATION, GROOMING SKILLS AND MENSTRUAL HYGIENE"</b></p> <p>10<sup>th</sup> FEB, 2023</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p>	<p>10-02-2023</p>
<p>5.</p>	<p>Lecture on the topic "Happy Go Lucky"</p>	<p><b>CSC</b> Chandrabhan Sharma College Arts, Science &amp; Commerce</p> <p>Smt. Durgadevi Sharma Charitable Trust's Chandrabhan Sharma College of Arts Science &amp; Commerce, Powai (Affiliated to the University of Mumbai) NAAC ACCREDITED 'B' GRADE (FIRST CYCLE)</p> <p>Women Development Cell in association with Sri Sathya Sai International Organisation organizes <b>A GUEST LECTURE FOR GIRLS ON THE TOPIC OF HAPPINESS "HAPPY GO LUCKY"</b></p> <p>25<sup>th</sup> FEB, 2023</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p> <p>Mumbai, Maharashtra, India Chandrabhan Sharma College of Arts, Science and Commerce, Powai Vihar View Garden, IT Area, Powai, Mumbai, Maharashtra 400076, India Lat: 19.070000° Long: 72.890000° © 2022 Google</p>	<p>25-02-2023</p>

Table 3: Details of the skill based programs

### 4.2.3 Recommendation

The current steps adopted by the College are focusing on skill improvement but in a smaller context, we suggest to adopt the following strategy and modulate the skills as framed by the 'European Institute for Gender Equality'



*Figure 2: Development framework of gender equality training*

Image source: <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-institutional-transformation/step-9-developing-gender-equality-competence>

There can be additional programs undertaken in future and each program can be formulated on the basis of above context.

## 4.3 Gender mainstreaming

### 4.3.1 Context

The section focuses on the appropriate measures adopted towards 'Gender Planning' in the Institute. The section was studied through multiple contexts and the details are summarised below.

### 4.3.2 Observation

The data shared by the College stated

- ➔ **The College has formulated a separate Women Development Cell** along with the statutory committees such as Anti-ragging Committee and Internal Complaint Committee for the effective planning and execution of the practice. It is established under the Section 14 (8) of the Maharashtra Universities Act, 1994. The aims and objective of the same are documented below:
  - *To prevent sexual harassment.*
  - *To promote general well-being of female students.*
  - *To create social awareness about the problems of women.*
  - *To encourage participation of NGOs.*
  - *To organize seminars, workshops for creating general awareness.*
  - *To organize various types of training programmes and create awareness about self-employment schemes."*
- ➔ **Internal Complaint Committee (ICC)** of Chandrabhan Sharma College of Arts, Science and Commerce has been formed according to the directives of UGC regulations and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) POSH Act, 2013. The purpose of the committee is to hear and address complaints of sexual harassment in the College.

### 4.3.3 Recommendation

The current steps adopted by the College are extremely wonderful, as a value-addition we would like to propose the upgraded International level module which can be adopted in future for the 'Gender Planning' programmes and initiatives.



## 4.4 Gender Sensitivity





### 4.4.1 Context

The section focuses on recognizing that our language choices have consequences on relating effectively to others. (Source: <https://reliefweb.int/report/lebanon/guide-note-gender-sensitive-communication-guidelines>)

### 4.4.2 Observation

The data shared by the College stated that the following practices have been adopted for betterment and gender sensitization.

S. No.	Particular	Evidence	Date
1.	Webinar on "The Primeras - the young women on the threshold of entering the workforce."		24-06-2021
2.	Essay Competition on "Importance of Education for Girls" 08-09-2021		
3.	'Smart Girl Program - To be Happy! To be Strong!'		22/11/21 – 27/11/21
4.	Breast Cancer And Cervical Cancer Signs & Symptoms		18-02-2022

<p>4.</p>	<p>Smart Girl Program- To be Happy! To be Strong!'</p>		<p>08/02/22 – 13/02/22</p>
<p>5.</p>	<p>Vending machine installation</p>		<p>22-02-2022</p>
<p>6.</p>	<p>Intercollegiate quiz competition in light of International Women's Day, 08-03-2022</p>		
<p>7.</p>	<p>Seminar on 'Menstrual Hygiene and Awareness about Uterus Cancer'</p>		<p>01-08-2022</p>
<p>8.</p>	<p>Lecture on the topic "Happy Go Lucky"</p>		<p>25-02-2023</p>

**Table 4: Details of the sensitization programs for the stakeholders**

### 4.4.3 Recommendation

The current steps adopted by the College are excellent and thus the recommendations are skipped for this section.



## 4.5 Gender Balance

### 4.5.1 Context

The section focuses on the current scenario of the administrative and similar aspects which deal with the gender balance in the premises.



*Figure 3: The SDG Goals related to Gender*

Image source: <https://guardian.ng/saturday-magazine/youth-magazine/global-goals-5/>



*Figure 4: Goal of the SDG goal 5 related to 'Reduced Inequalities'*

Image source: <https://www.isglobal.org/en/-/sdg-10-reduce-inequality-within-and-among-countries>

Though the SDG 10 focuses on Reduced Inequalities on a macro level, the study focuses on reducing inequalities on a micro level.

### 4.5.2 Recommendation

The current steps adopted by the College are excellent and thus the recommendations are skipped for this section.

## 5. Suggestions

As per our analysis the College has undertaken excellent steps towards maintaining a 'Gender Balance' in the premises. At the same time continuous efforts have been undertaken to upgrade the quality initiatives in the premises. Thus, apart from the section-wise recommendations there are a few suggestions for the overall up gradation as follows.

- ➔ **Newsletter** – The College could begin a multi-lingual newsletter through the College website.
- ➔ **Blog** – The College could begin a multi-lingual blog related to 'Gender – its importance in today's time and the steps taken by the Institute towards the same' A weekly post could be edited by the staff and students. The benefit of being bi-lingual will be the awareness and outreach.
- ➔ **Full-time counsellor for the students and staff members** – Mental health is of utmost importance in today's world. We never know what another person is going through, no matter how happy one pretends to be. It is a special step that the College can undertake by appointing a full-time counsellor for students and staff members.
- ➔ **Additional seminars** – The College could arrange additional seminars, symposiums related to Gender Sensitivity.
- ➔ **Courses** – The College could begin a Certificate course/ Diploma program related to Gender Sensitivity for adults and students.

## 6. References

The Gender Audit Handbook, Washington as a reference (partially) only for formal survey.

<https://reliefweb.int/report/lebanon/guide-note-gender-sensitive-communication-guidelines>

### Image sources:

- ➔ <https://www.isglobal.org/en/-/sdg-5-achieve-gender-equality-and-empower-all-women-and-girls>
- ➔ UN Women Asia and Pacific
- ➔ <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-institutional-transformation/step-9-developing-gender-equality-competence>
- ➔ <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>
- ➔ <https://guardian.ng/saturday-magazine/youth-magazine/global-goals-5/>
- ➔ <https://www.isglobal.org/en/-/sdg-10-reduce-inequality-within-and-among-countries>



**UNIVERSITY OF MUMBAI**

**CHANDRABHAN SHARMA COLLEGE OF ARTS, SCIENCE AND  
COMMERCE**

Powai Vihar, Powai, Mumbai - 400 076.

**EMAIL:** cbscollege@gmail.com

**WEBSITE:** www.cbscollege.co.in

**GENDER AUDIT REPORT**

**ACADEMIC YEAR 2020-21**

Gender Audit Committee Team:

**Chairman**

Prin. Dr. Jitendra K. Aherkar

B.L. Amlani College of Commerce And Economics

**Members:**

**I. Prin. Dr. Reni Francis  
Pillai College Of Education**

**II. Mrs. Minoo Mantri  
Social Worker**

**COLLEGE AT A GLANCE**

Chandrabhan Sharma College of Arts, Science and Commerce was started in 2004 to serve the ever-growing need for higher education in the vicinity of Powai. The degree college started in 2008 is affiliated to the University of Mumbai and offers various professional courses like B.M.S, B.M.M , BSc. IT, etc. The College got affiliation from YCMOU in 2015 and conducts courses like BCA, BIS etc.

The first successful batch of graduates passed out in the year 2011. The college had a very modest beginning with around 100 students, but with the vision of the Trustees, the Principal and a team of qualified and dedicated staff members it has grown to strength of 2000+ students. The college lays emphasis on building values, nurturing talent and developing the intellectual faculty of the students.

## GENDER AUDIT REPORT

### ACADEMIC YEAR 2020-21

ITEM NO.1: No. of Teaching, Non-Teaching and Students

PARTICULARS	TOTAL STRENGTH	MEN	WOMEN	% OF WOMEN
<b>TEACHING</b>				
STAFF DEGREE	23	13	10	43.48%
SELF FINANCE	17	10	7	41.18%
VISITING	6	4	2	33.33%
<b>NON-TEACHING</b>	6	5	1	16.67%
<b>STUDENT'S</b>				
F.Y.B.COM	173	121	52	30%
S.Y.B.COM	150	86	64	42.66%
T.Y.B.COM	143	81	62	43.35%
F.Y.BMS	144	97	47	32.64%
S.Y.BMS	115	75	40	34.78%
T.Y.BMS	102	71	31	30.39%
F.Y.BFM	12	9	3	25%
S.Y.BFM	14	10	4	28.57%
T.Y.BFM	22	15	7	31.81%
F.Y.BAMMC	37	29	8	21.62%
S.Y.BAMMC	45	30	15	33.33%
T.Y.BAMMC	54	40	14	25.93%
F.Y.BBI	33	16	17	51.51%
S.Y.BBI	45	15	30	66.67%
T.Y.BBI	29	13	16	55.17%
F.Y.BAF	67	38	29	43.28%
S.Y.BAF	41	23	18	43.90%
T.Y.BAF	58	34	24	41.38%
F.Y.BSC.IT	43	38	5	11.63%
S.Y.BSC.IT	61	51	10	16.39%
T.Y.BSC.IT	54	48	6	11.11%
<b>TOTAL NO. STUDENTS</b>	1442	940	502	

### ACADEMIC YEAR 2019-20

ITEM NO.1: No.of Teaching, Non-Teaching and Students

PARTICULARS	TOTAL STRENGTH	MEN	WOMEN	% OF WOMEN
<b>TEACHING</b>				
STAFF DEGREE	24	11	13	54.16%
SELF FINANCE	18	8	10	55.56%
VISITING	8	2	6	75%
<b>NON-TEACHING</b>	6	5	1	16.67%
<b>STUDENT'S</b>				
F.Y.B.COM	160	94	66	41.25%
S.Y.B.COM	141	77	64	45.39%
T.Y.B.COM	118	60	58	49.15%
F.Y.BMS	120	79	41	34.16%
S.Y.BMS	104	73	31	29.80%
T.Y.BMS	96	54	42	43.75%
F.Y.BFM	15	11	4	26.66%
S.Y.BFM	24	16	8	33.33%
T.Y.BFM	27	17	10	37.04%
F.Y.BAMMC	49	34	15	30.61%
S.Y.BAMMC	58	43	15	25.86%
T.Y.BAMMC	42	33	9	21.43%
F.Y.BBI	45	15	30	66.67%
S.Y.BBI	30	14	16	53.33%
T.Y.BBI	45	17	28	62.22%
F.Y.BAF	42	24	18	42.86%
S.Y.BAF	59	35	24	40.67%
T.Y.BAF	57	35	22	38.59%
F.Y.BSC.IT	60	50	10	16.66%
S.Y.BSC.IT	53	47	6	11.32%
T.Y.BSC.IT	46	33	13	28.26%
<b>TOTAL NO. STUDENTS</b>	1391	861	530	

## ACADEMIC YEAR 2018-19

ITEM NO.1: No.of Teaching, Non-Teaching and Students

PARTICULARS	TOTAL STRENGTH	MEN	WOMEN	% OF WOMEN
<b>TEACHING</b>				
STAFF DEGREE	24	12	12	50%
SELF FINANCE	19	11	8	42.11%
VISITING	13	6	7	53.85%
<b>NON-TEACHING</b>	6	5	1	16.67%
<b>STUDENT'S</b>				
F.Y.B.COM	145	80	65	44.83%
S.Y.B.COM	127	68	59	46.46%
T.Y.B.COM	111	64	47	42.34%
F.Y.BMS	111	77	34	30.63%
S.Y.BMS	91	50	41	45.05%
T.Y.BMS	71	44	27	38.02%
F.Y.BFM	25	17	8	32%
S.Y.BFM	27	17	10	37.04%
T.Y.BFM	46	24	22	47.83%
F.Y.BAMMC	61	46	15	24.59%
S.Y.BAMMC	36	28	8	22.22%
T.Y.BAMMC	55	43	12	21.81%
F.Y.BBI	31	14	17	54.84%
S.Y.BBI	46	18	28	60.87%
T.Y.BBI	56	20	36	64.29%
F.Y.BAF	60	35	25	41.67%
S.Y.BAF	56	34	22	39.29%
T.Y.BAF	62	29	33	53.23%
F.Y.BSC.IT	60	53	7	11.67%
S.Y.BSC.IT	50	39	11	22%
T.Y.BSC.IT	58	38	20	34.48%
<b>TOTAL NO. STUDENTS</b>	1385	838	547	



## ACADEMIC YEAR 2017-18

ITEM NO.1: No.of Teaching, Non-Teaching and Students

PARTICULARS	TOTAL STRENGTH	MEN	WOMEN	% OF WOMEN
<b>TEACHING</b>				
STAFF DEGREE	25	11	14	56%
SELF FINANCE	20	11	9	45%
VISITING	14	4	10	71.43%
<b>NON-TEACHING</b>	8	6	2	25%
<b>STUDENT'S</b>				
F.Y.B.COM	151	81	70	46.36%
S.Y.B.COM	120	66	54	45%
T.Y.B.COM	115	68	47	40.87%
F.Y.BMS	97	54	43	44.33%
S.Y.BMS	78	51	27	34.62%
T.Y.BMS	71	45	26	36.62%
F.Y.BFM	31	20	11	35.48%
S.Y.BFM	54	20	24	44.44%
T.Y.BFM	51	29	22	43.13%
F.Y.BAMMC	48	38	10	20.83%
S.Y.BAMMC	62	50	12	19.35%
T.Y.BAMMC	64	47	17	26.56%
F.Y.BBI	49	21	28	57.14%
S.Y.BBI	62	22	40	64.52%
T.Y.BBI	58	14	44	75.86%
F.Y.BAF	60	36	24	40%
S.Y.BAF	64	31	33	51.56%
T.Y.BAF	67	45	22	32.84%
F.Y.BSC.IT	55	44	11	20%
S.Y.BSC.IT	60	40	20	33.33%
T.Y.BSC.IT	57	37	20	35.09%
<b>TOTAL NO. STUDENTS</b>	1474	859	615	

### Report of WDC

The Women Development Cell is a mandatory body as per the requirements of the University of Mumbai and is constituted as per the guidelines provided by the University of Mumbai.

In compliance of this mandate of the University, the Women Development Cell was formed in our college in the year 2014-15 under the leadership & guidance of Dr. Pratima Singh & Prof. Bharati Sridhara.

The Women Development Cell (WDC) of the University of Mumbai directed all colleges to set up an Internal Complaints Committee (ICC) under their Women's Development Cell. The aim was to have a robust mechanism to address the complaints of female students or faculty members facing harassment. The Women Development Cell organises various events so as to create Awareness amongst the

girl students. (Self defence training and workshops, expert guidance lectures, lectures on women empowerment, lectures on gender sensitisation etc.)

<b>WOMEN DEVELOPMENT CELL (WDC) 2017-18</b>			
<b>SR. NO.</b>	<b>Date</b>	<b>Activity</b>	<b>Description</b>
1	2nd August, 2017	Elocution Competition On Women Empowerment	WDC organized elocution competition on “women empowerment”. 17 students participated in this activity.
2	12th August, 2017	Expert Lecture by Mrs. Asha Gala on “Privacy & Space of Girls.”	Mrs. Asha Gala explained the Importance of Privacy & Personal Space of Girls.
3	18 <sup>th</sup> January, 2018	Lecture on ‘Technology – Sexual Harassment at Workplace’.	WDC organised a lecture on ‘Technology – Sexual Harassment at Workplace’. Ms. Kamyani Mahabal was invited as the guest speaker for the event and addressed the gathering.
4	6 <sup>th</sup> March, 2018	Women Self Defense Training Programme	The Vidyarthi Nidhi & ABVP organized a mega scale women self defense training programme along with Mumbai University named MISSION SAHASI for girls in association with SHISUJI'S MISSION PRAHAR, Which have a major demonstration of nearly 15000 trained girls. This was a five hours training program. Bollywood actress Ravina Tandon also motivated the girls for women safety and getting training for their safety. More than 8000 girls from various colleges across Mumbai were very happy to get such program.
5	8th March, 2018	Women's Day Celebration	8th March is celebrated as international women's day. Chandrabhan Sharma College also celebrated this special day. The special guest of honor was chairperson of the women development cell UNNATI Ms. Minoo Mantri who addressed about 250 young minds and motivated the students.
<b>WOMEN DEVELOPMENT CELL (WDC) 2018-19</b>			
3	14 <sup>th</sup> July, 2018	Self Defence Training	WDC and Gymkhana jointly organized a Self Defence Training program for girls. Two trainers Sayali Borker & Ankita Parab came to train the girls.

4	27 <sup>th</sup> September, 2018	Expert Guidance Lecture (Unnati)	Ms. Minoo Mantri gave a guidance lecture to the students on privacy and space for girls.
5	8 <sup>th</sup> December, 2018	Mission Sahasi	WDC along with Akhil Bharatiya Vishwa Parishad (ABVP) organized 'Mission Sahasi' for girls. The inauguration of the event was done by the trainer Mr. Anup Dehte.
<b>WOMEN DEVELOPMENT CELL (WDC) 2019-20</b>			
6	31 <sup>st</sup> July to 2 <sup>nd</sup> August, 2019	Mission Sahasi	WDC of Chandrabhan Sharma College along with Akhil Bharatiya Vishwa Parishad (ABVP) organized a 3 days Self Defence training workshop 'Mission Sahasi' for girls from 31 <sup>st</sup> July to 2 <sup>nd</sup> August, 2019 from 10.00 am to 12 pm. Around 65 girls participated in the 3 day event and were very motivated by the training.
7	28th January, 2020	Seminar on Sexual Harassment at Workplace (MAJLIS)	Women Development Cell & Internal Complaints Cell in collaboration with MAJLIS organized a one day inter-collegiate seminar on Sexual Harassment at Workplace. They guided the students on the subject prevention of sexual harassment and helped develop in them competence for implementation of the statute.
8	13 <sup>th</sup> March, 2020	Issue of Gender and Human Rights	Women Development Cell of Chandrabhan Sharma College organized a one day guest lecture on 'Issue of Gender and Human Rights' This lecture was conducted by Kamayani Mahabal who is a human rights lawyer, clinical psychologist, journalist, women right activist who sensitized the students on sensitive gender related issues like eve teasing and ways to overcome the same.
<b>WOMEN DEVELOPMENT CELL (WDC) 2020-21</b>			
9	19 <sup>th</sup> August, 2020	Stress Management After COVID	The main motive of this webinar was to equip students in managing stress and keeping themselves free of anxiety issues. In the question and answer session, students shared the challenges they are facing and received various suggestions and strategies to overcome those. Around 83 students from various colleges participated in this webinar.
10	22 <sup>nd</sup> October,	Awareness on	The main motive of this webinar was

	2020	Prevention of cancer and Healthy Life Style	to help people recognize the early signs and symptoms of cancer, thus enabling them to seek treatment at an early stage. The programme encouraged the participants to seek prompt medical attention for symptoms which may include lumps, sores, bleeding, hoarseness, weight loss and persistent indigestion/cough/pain, etc. It gave a complete insight in terms of adopting a healthy lifestyle. Around 75 students participated in this webinar.
--	------	---	--

### OVERALL ANALYSIS

(Restricted to 4 bullet points under each aspect)

Sr. No.	<b>Observation on Key Aspects</b>	
	<p>During the Gender Audit Peer Team Members observed, the practice integration of gender in all dimension including participation, accountability and transparency as well as the role of women and men in equitable service deliver. In the context of educational institution, gender equality is critical as women and men face different challenges in full participation, representation and different work opportunities.</p>	
1	Institutional Strengths	<ul style="list-style-type: none"> <li>• Separate facilities for girls (library &amp; reading room, ladies common room, girls washroom, drinking water, anti ragging committee and discipline, health and counseling, Women Development Cell activities like self defense workshops)</li> <li>• Grievance committee has female members to address grievances of girl students.</li> <li>• Separate teacher's common room with air conditioning, microwave and refrigerator.</li> <li>• Every committee has at least one female faculty as convener or member.</li> <li>• Library has especially bought Femina magazine and women oriented books especially for girls. Also OPEC facility, INFLIBNET – N-List subscription, by which the girls can get access to many books.</li> <li>• Counselling of students is done whenever required by teachers and professional counsellors.</li> </ul>
2	Instructional Weaknesses	<ul style="list-style-type: none"> <li>• Research cell should motivate girls to undertake various research activities.</li> <li>• Organise awareness program on legal rights.</li> </ul>
3	Recommendations	<ul style="list-style-type: none"> <li>• Admission committee should give special preference for girl students.</li> </ul>

		<ul style="list-style-type: none"><li>• More books and magazines related to women should be bought.</li></ul>
--	--	---

**Name & Signature of Gender Audit Members with Date:**

**Signature of IQAC coordinator:**



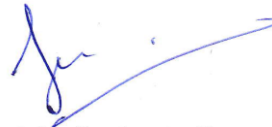
**Signature of Principal:**

**Signature of the Gender Audit committee Members:**

**I. Prin. Dr. Reni Francis  
Pillai College Of Education**



**II. Mrs. Minoo Mantri  
Social Worker**

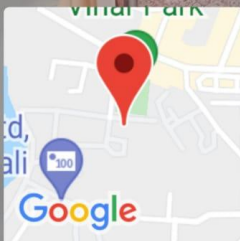
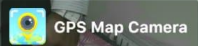


**Signature of the Gender Audit committee Chairman:**

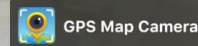
**III. Prin. Dr. Jitendra Aherkar  
B.L. Amlani College of Commerce And Economics**

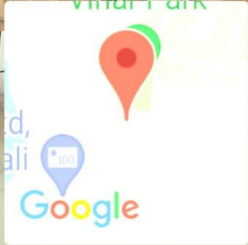


**Mumbai, Maharashtra, India**  
Adi Shankaracharya Marg, Powai Vihar Complex, MHADA Colony 20, Powai,  
Mumbai, Maharashtra 400076, India  
Lat 19.116483°  
Long 72.902893°  
30/11/21 03:44 PM



**Mumbai, Maharashtra, India**  
Ground floor, Chandrabhan Sharma College, Near Gopal Sharma School, Powai Vihar  
Complex, Powai, MHADA Colony 20, Powai, Mumbai, Maharashtra 400076, India  
Lat 19.116585°  
Long 72.90282°  
30/11/21 03:38 PM





## Mumbai, Maharashtra, India

Ground floor, Chandrabhan Sharma College, Near Gopal Sharma School, Powai Vihar Complex, Powai, MHADA Colony 20, Powai, Mumbai, Maharashtra 400076, India  
Lat 19.116581°  
Long 72.90282°  
30/11/21 03:37 PM

