



Gender Mainstreaming

Gender audit

GENDER AUDIT

Date: March 28, 2025

External Audit Team

Dr. Lata Pujari Coordinator Sophia Irene
Heredia Center for women studies
Sophias College For Women
(Empowered Autonomous)

Dr. Prof. Joseph Professor
University of Mumbai

Objectives of the Gender Audit



- To assess gender representation in faculty, administration, and student enrolment.
- To evaluate institutional policies on gender sensitivity, safety, and inclusivity.
- To examine gender dynamics in leadership roles, decision-making processes, and governance structures.
- To identify gaps and challenges in creating an equitable and inclusive learning environment.
- To recommend strategies for promoting gender equity in institutional policies, curriculum, infrastructure, and student support services.

CATEGORIES OF ASSESSMENT

PERSONNEL

Recruitment and Promotion
Work Environment

RESOURCES

Facilities
Financial Support

CURRICULUM & INSTRUCTION

Content
Pedagogy
Subject Specialization

CAMPUS CULTURE

Community Engagement
Grievance Redressal

POLICY AND PROCEDURE

Gender Policy
Internal Review
Training

POLICY AND PROCEDURE

Structured feedback
Students
Non-teaching
Teaching

I. PERSONNEL

FIG 1 Female to Male Ratio Staff

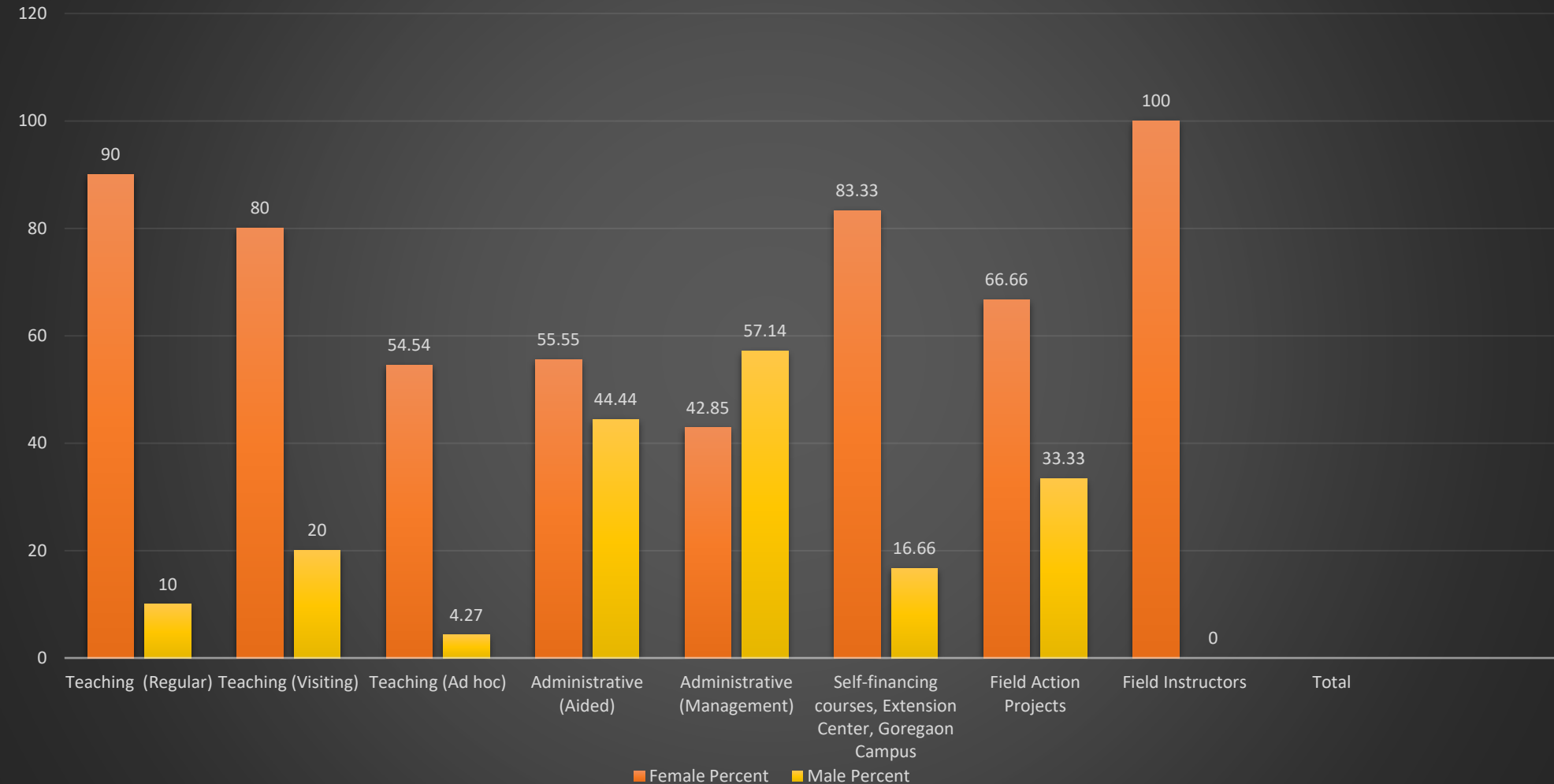


FIG: 2
STATUTORY COMMITTEES

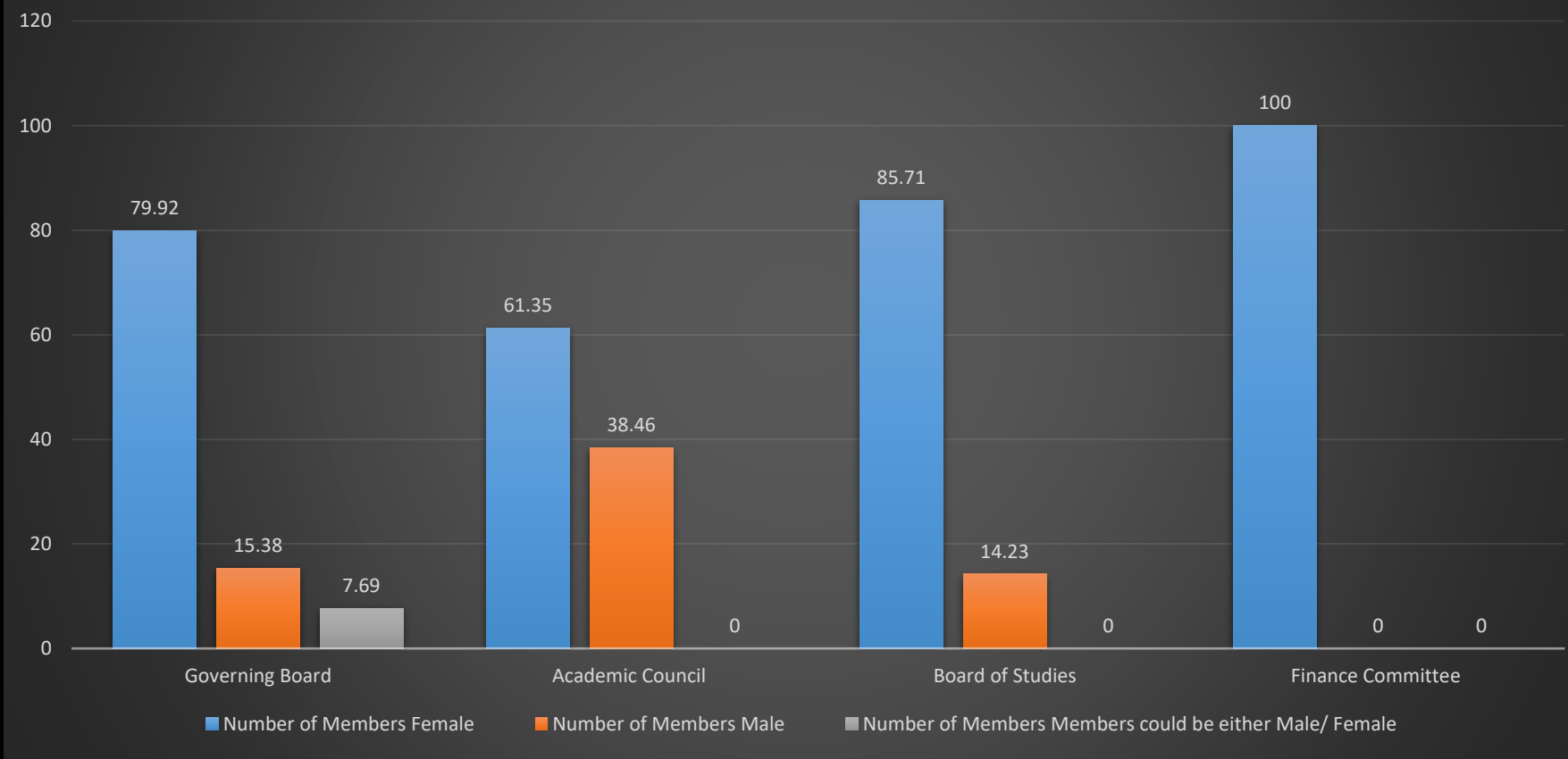
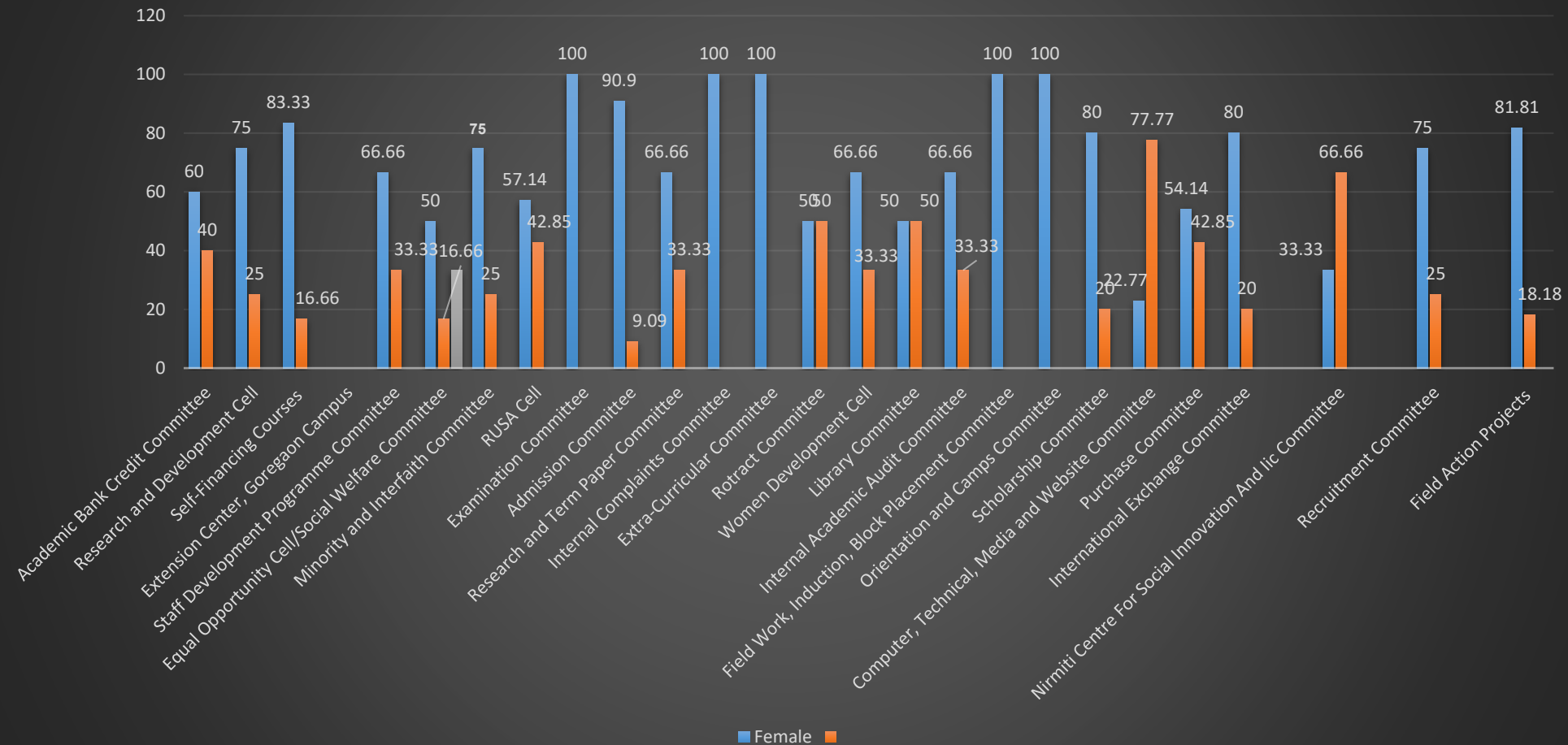


FIG:3 REPRESENTATION OF FEMALE STAFF IN LEADERSHIP POSITIONS



GENDER POLICIES



**PROTECTION
SAFETY POLICY**

Posh

**CODE OF ETHICS AND
CONDUCT
CHILD PROTECTION**



**WELFARE
CHILD CARE LEAVE
MATERNITY LEAVE**



**BEST PRACTICES
FLEXIBLE WORKING
HOURS**



**FRAMEWORKS
GENDER POLICY OF
THE CHURCH**

WORK ENVIRONMENT

- 1. Policies and procedures to address gender discrimination**
- 2. Equal access to opportunities for professional development and advancement**
- 3. Flexible work arrangements .**

PROMOTING RECRUITMENT AND PROMOTION

KEY POINTS:

**CAREER
ADVANCEMENT
UPDATES
CENTRALLY**

**ENCOURAGEMENT
FOR FACULTY
DEVELOPMENT
PROGRAMMES**

**FINANCIAL
SUPPORT FOR
REPRESENTATION
IN NATIONAL/
INTERNATIONAL
CONFERENCES**

II. RESOURCES

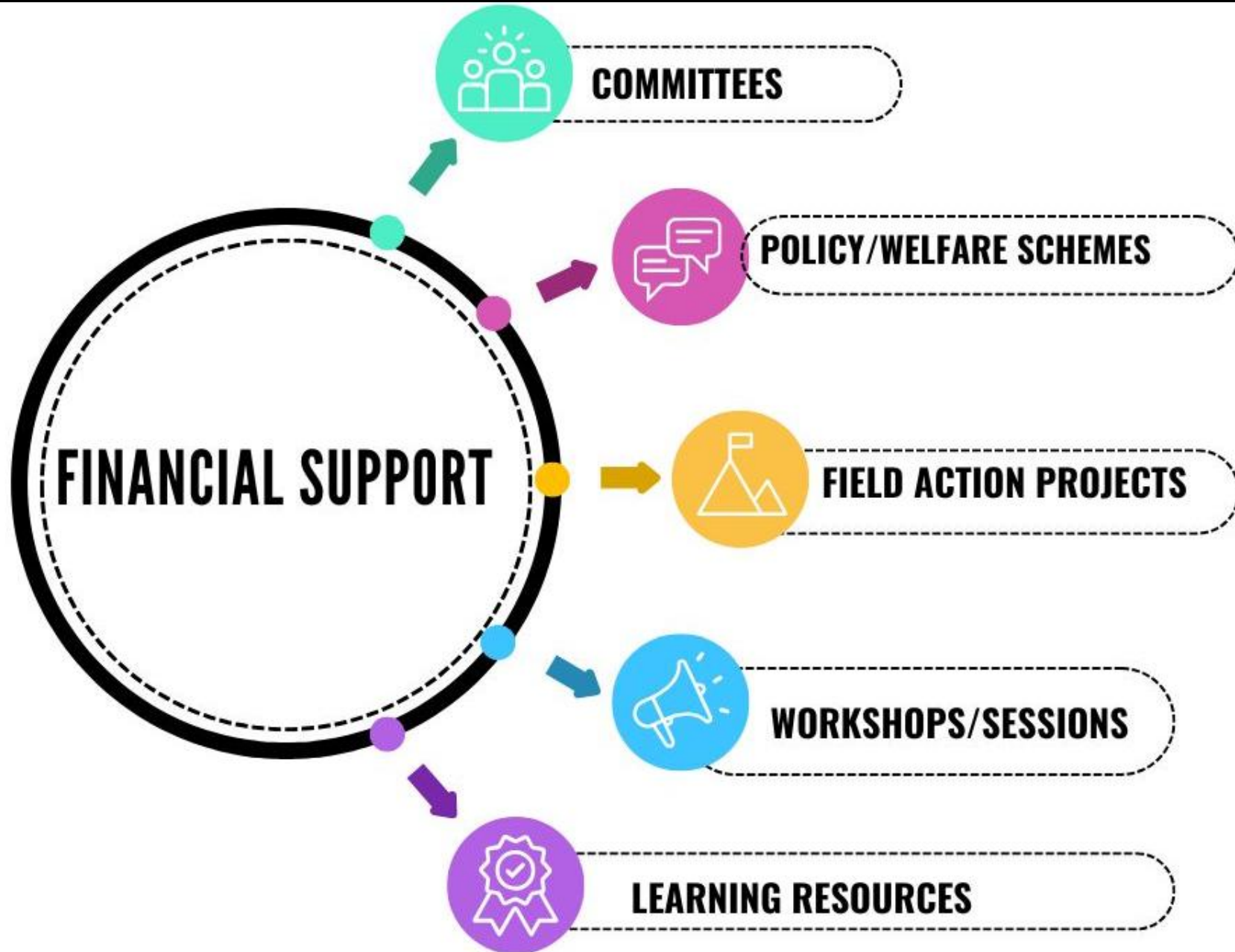
FACILITIES

**.Provision for All –gender accessible facilities
(bathrooms, common rooms)**

Safe and inclusive spaces for students of all genders.

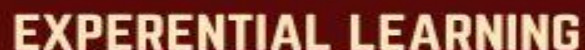
Common room for girls

**Safe and accessible
open spaces**



III. CURRICULUM & INSTRUCTION

CURRICULUM AND INSTRUCTION



IV CAMPUS CULTURE

IV. CAMPUS CULTURE

1. Equal Representation
2. Gendered themes students activities
3. Response to national issues

Session on "Understanding the Issues of Violence Against Women & Standing Against Rape Culture"
21.08.2024



COMMUNITY ENGAGEMENT



SAHAYOGI PROJECT SPANDAN



SATWAHAR PROJECT SPANDAN

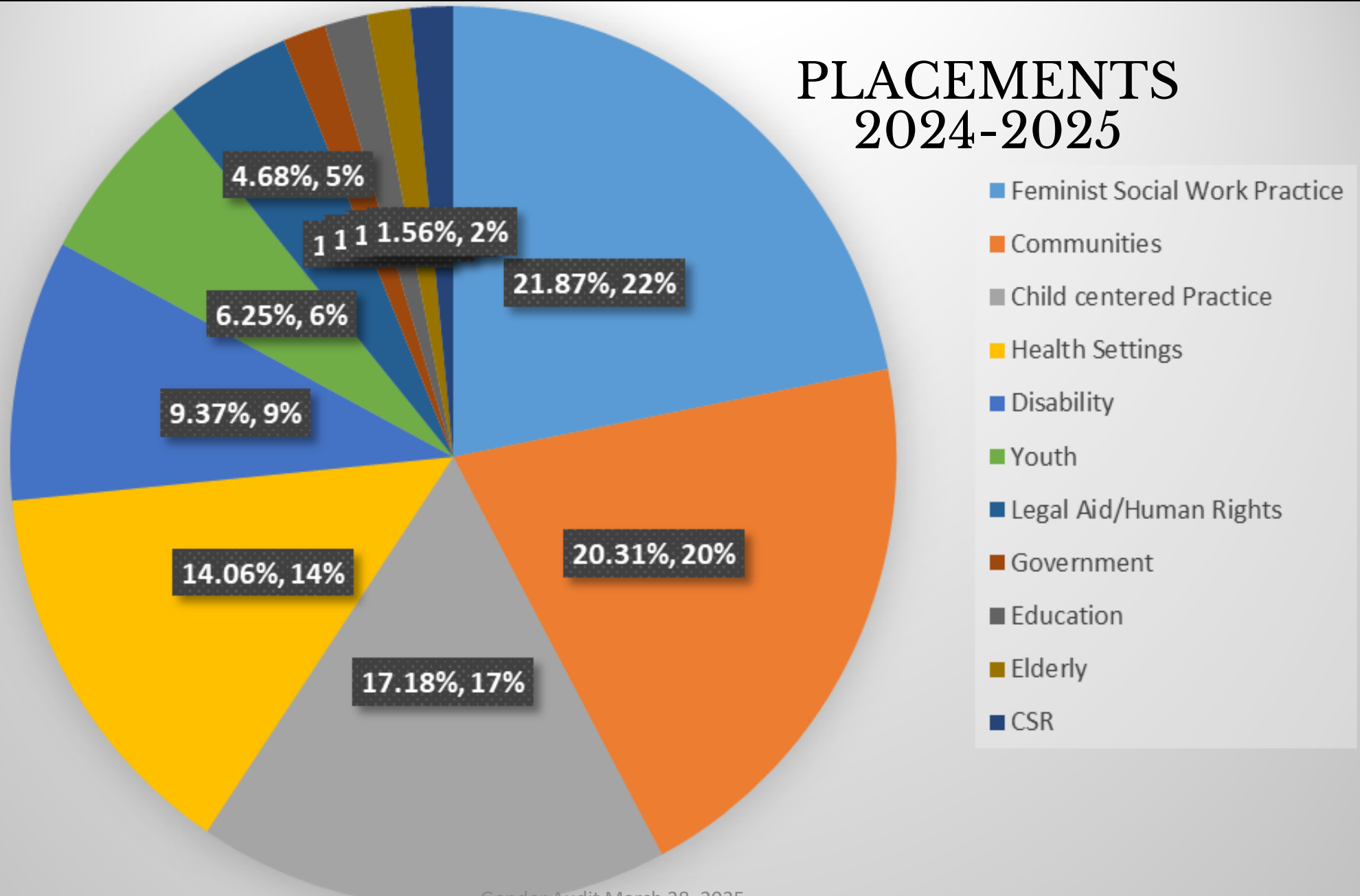


SKILLS DEVELOPMENT PRAVAS



KITCHEN GARDENS SPANDAN

PLACEMENTS 2024-2025



STOP SEXUAL HARASSMENT AT WORKPLACE



**SEXUAL HARASSMENT OF WOMEN AT WORKPLACE
(PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013:**
defines sexual harassment as

PHYSICAL CONTACT OR ADVANCES
A DEMAND OR REQUEST FOR SEXUAL FAVOURS
MAKING SEXUALLY COLOURED REMARKS
SHOWING PORNOGRAPHY
ANY OTHER UNWELCOME PHYSICAL, VERBAL OR
NON-VERBAL CONDUCT OF A SEXUAL NATURE.

**JOIN US IN CREATING A SAFE AND RESPECTFUL ENVIRONMENT AT
WORKPLACE FOR ALL**

**Break the silence. Report
to the Internal Complaints
Committee Members.**

1.

**Pledge Allegiance to the
Prevention of Sexual
Harassment and Safety
Policy and Code of
Conduct**

2.

**Engage in Safety
Assessment of all
workspaces and places**

3.

	INTERNAL COMPLAINTS COMMITTEE MEMBERS
	Dr. Sonia H Rodrigues (Chairperson) M: 9833341835 soniacardoz28@gmail.com
	Dr. Renu Shah (Member, ICC) M: 9320370203 r.renus@gmail.com
	Ms. Shweta Malvankar Member ICC M: 9867814137 shwetanir@gmail.com
	Ms. Swati Karekar (Member, ICC) M: 9820740332 M: swati.cswnn@gmail.com
	Adv Farida Poonawala Tata (External Member) M: 9819006830 faridapt@gmail.com
	iccnnsw2019@gmail.com

Key Highlights ICC 2024-2025

Five Cases

**SIX TRAININGS ON PoSH
in collaboration with
Fieldwork Committee**

Booklet FAQs PoSH

Impact:

- Creating Safe Spaces
- Promoting Awareness
- Protection of Rights

V POLICY AND PROCEDURE

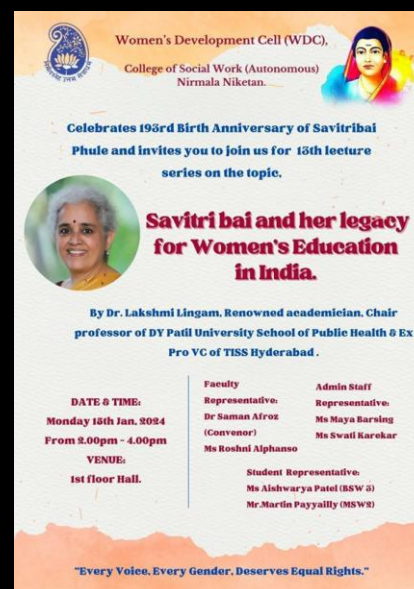
TRAINING AND SENSITISATION

Women's Development Cell Activities (2023-24, 25-26)

Friendship Day program organized on 2nd August, 2023, Chief Guest Mr. Elvis Thomas

13th Kranti Jyoti Saviti Bai Phule Lecture Series on 15th January 2024. Talk by Dr. Laxmi Lingam on "Savitri bai and her legacy for Women's Education in India".

Women's Day on Inspire Inclusion: Week long celebration with events like poster making, cross gender dressing and session on financial inclusion. *Experience sharing on my Journey of Inclusion* by 5 women of various marginalized categories on 9th March 2024.



KRANTIJYOTH SAVITRIBAI PHULE LECTURE SERIES



Womens Development Cell (WDC)
College Of Social Work Nirmala Niketan
(Empowered Autonomous), Mumbai.



Celebrates 194th Birth Anniversary of Savitribai Phule

**Organises Poster Making Competition
on**

"Agar Main Savitri Hoti"

**Submit to Ms. Maya latest by 9.00am on
8th January 2025**



Faculty Representative : Dr.Saman Afroz
(Convenor)
Admin Staff Representative : Ms. Maya Barsing
Ms. Swati Karekar
Student representative : Ms. Savita Hirave (MSW 2)
Ms. Juee Sakpale (Bsw 3)



Womens Development Cell (WDC)
College Of Social Work Nirmala Niketan
(Empowered Autonomous), Mumbai.



**Celebrates 194th Birth Anniversary of Savitribai Phule
and invites you to join us for the 14th Lecture Series on:**

**"Savitribai an Empowered Woman and a Social
Reformer"**

by

Dr.Jalindar Adsule

(Former Principal of Dr. Babasaheb Ambedkar, College of Social Work,
Dhule)

**Followed by a Theatre Performance on Savitribai and
her Life**

by

Navyan Mahajalsa, Shahir Shital Sathe, Sachin Mali and Co-artists

Faculty Representative : Dr.Saman Afroz
(Convenor)
Admin Staff Representative : Ms. Maya Barsing
Ms. Swati Karekar
Student representative : Ms. Savita Hirave (MSW 2)
Ms. Juee Sakpale (Bsw 3)

Dr. Roshani Alphanso
(Co-convenor)

Date and time: Wednesday 8th January 2025
From 2:30pm to 4:30pm

Venue:
Canteen Hall,Ground Flour.

2024-25



- **Friendship Day Celebration, 7th August 2024: Talk by Dr. Harish Shetty on, " Changing Notions of relationships and their impact on the Mental health of Young Adults".**



- **14th Kranti Jyoti Savitri Bai Phule Lecture Series, 8th January 2025:**
- **Talk by Prof. Jalinder Adsule on, "Savitri Bai: An empowered woman and Social Reformer"**
- **Theatre Performance by Shital Sathye and group on Savitri bai and her life story.**



- **International Women's Day Celebration on the UN theme of Rights, Equality and Empwerment, organized in collaboration with MAVA (Men Against Violence and Abuse), 5th March 2025**
- **Reel to Real: engaging screenings of short film on Gender followed by an interactive discussion with MAVA facilitators.**

Besides these events, the WDC cell also organized a session on Sexual and Reproductive health of Girls by Myna Mahila Foundation on 28th August, 2024



Women's Development Cell of CSWNN
celebrates

FRIENDSHIP DAY

Save the Date : 7 August 2024



Dr. Harish Shetty
Psychiatrist , motivational speaker

the Talk
Changing notions of
relationships and its
impact on mental health
of young adults.

WDC TEAM, 24
Dr. Saman Afroz
(Convenor)
Ms Roshni Alphonso,
Ms Swati ,
Ms Maya ,
Ms Juce (BSW Rep)
Ms. Savita (Msw Rep)

Time : 2 : 00 pm - 4: 00
pm
Venue : BSW Hall



Women's Development Cell (WDC),
— College of Social Work (Autonomous)
Nirmala Niketan.

Activities organized are:

- **Poster making competition on the theme - 'Savitribai as per me'.....**
handmade posters to be submitted to the office to Ms. Maya or Swati on 13th January 2025.
- **Quiz on Savitribai where in 4 representatives from each class would participate. CRs to give the names of 5 people from their class latest by 13th January. Points would be added to class points.**
- **Open Mic - each class to showcase one group or solo performance depicting the life of Savitribai Phule.**



Celebrating International Women's Day

Women Development Cell
College of Social Work, Nirmala Niketan

In collaboration with
Men Against Violence and Abuse (MAVA)

PRESENTS

Reel to Real: Exploring Gender Through Cinema

Engaging Screenings of Short Films on Gender
Followed by an Interactive Discussion with MAVA Facilitators
On the UN Theme: 'Rights, Equality, and Empowerment'

5 MARCH 2025

2:00 - 4:00 PM



FEED BACK FROM FACULTY MEMBERS

Teaching Faculty Responses in Gender Audit

- All Faculty staff, (12 in total) participated in the Gender Audit via a google form pertaining to the areas that they may be assessed and they were asked to reflect and provide information for the following-

General information i.e. gender, department and designation (details of faculty)

Institutional environment and work culture (that is suitable for all genders)

Teaching and curriculum (that is gender inclusive)

Policies and grievance redressal (gender specific)

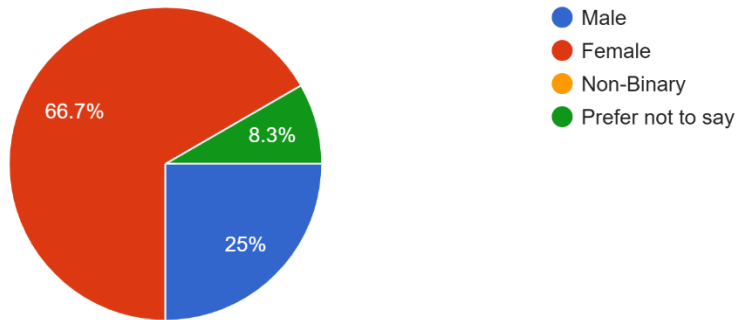
Suggestions (to promote gender equality in workplace)

The charts are presented for at a glance understanding

A. Gender, Dept. and Designation Details

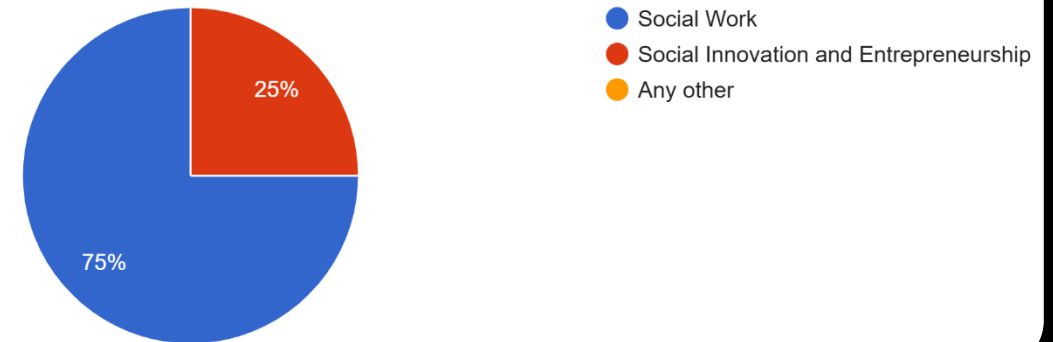
1. Gender

12 responses



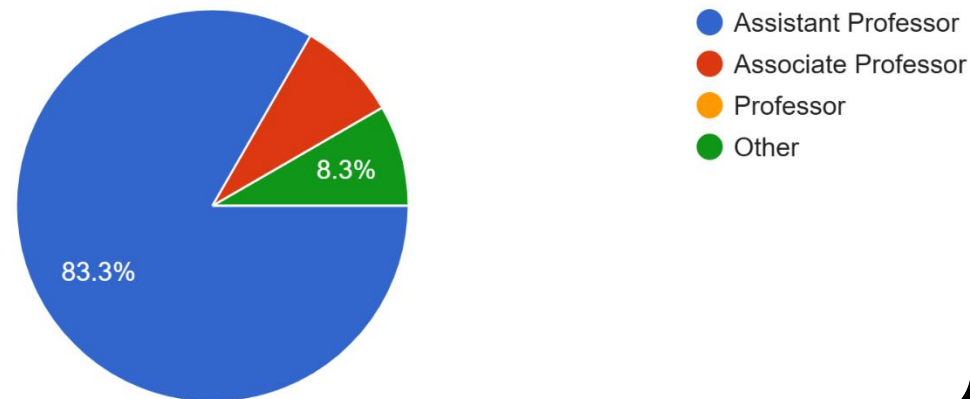
2. Department

12 responses



3. Designation

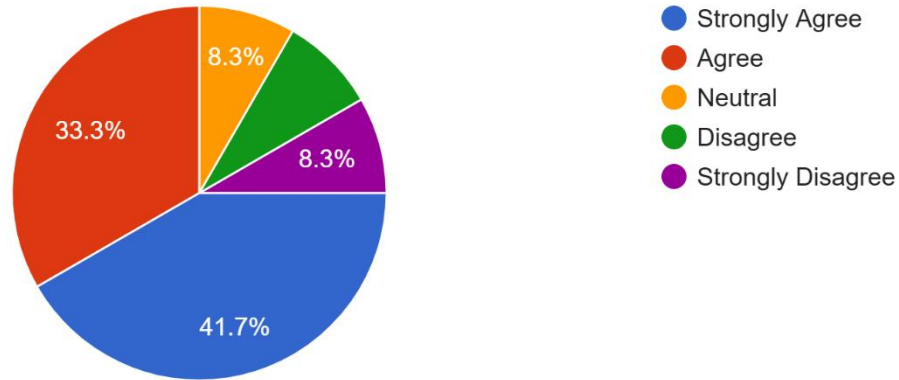
12 responses



B. Gender Sensitive Institutional Environment & Work Culture

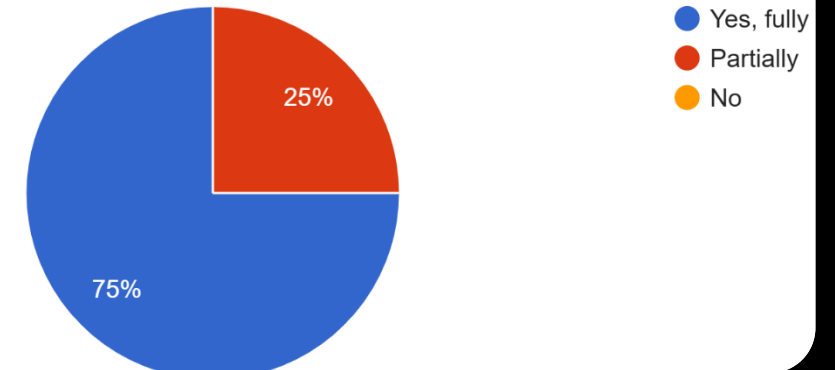
4. Do you feel the institution promotes gender equality among faculty members?

12 responses



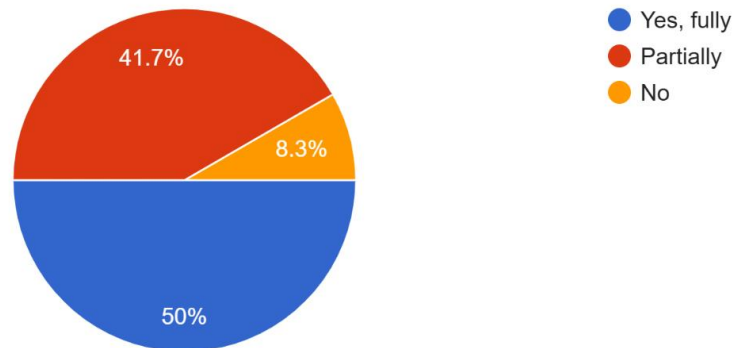
5. Are women adequately represented in leadership positions?

12 responses



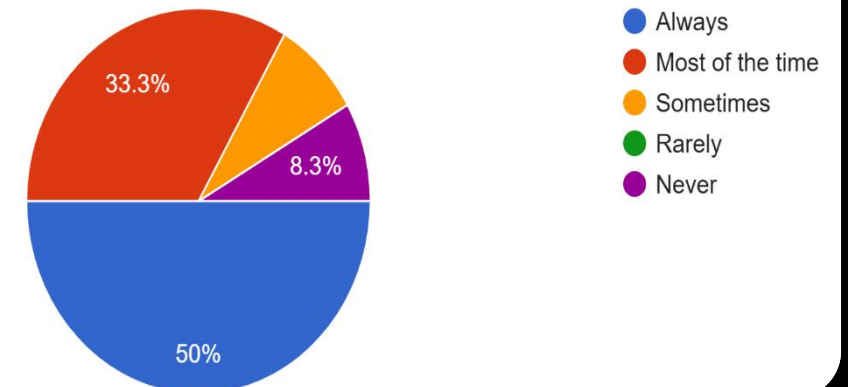
6. Are there proactive measures to promote gender diversity in recruitment and promotions?

12 responses



7. Do you feel safe and respected in the workplace regardless of your gender?

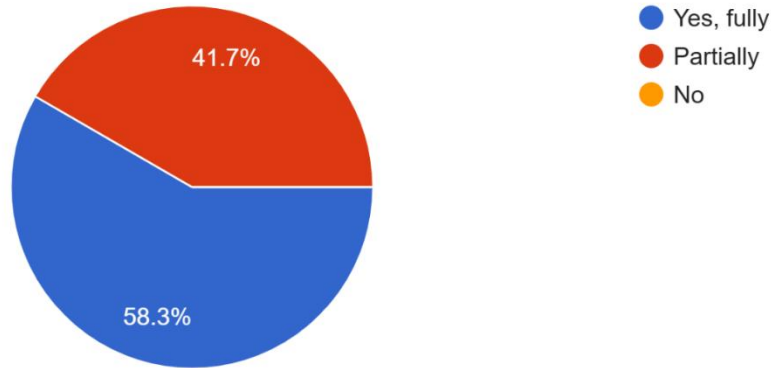
12 responses



B. Gender Sensitive Institutional Environment & Work Culture

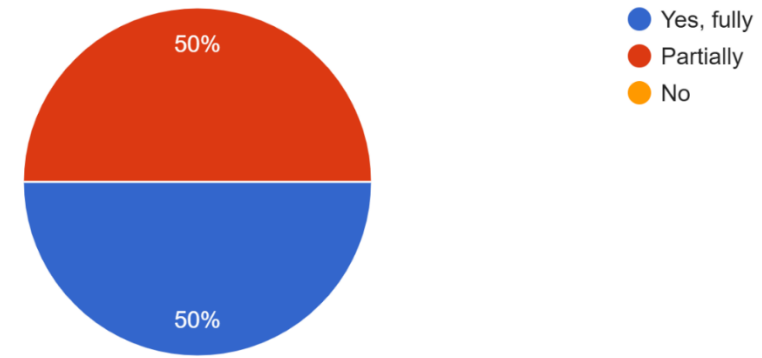
8. Are restrooms and other essential facilities accessible and safe for all genders?

12 responses



9. Is gender sensitive, gender inclusive language, non-violent communication promoted in the college.

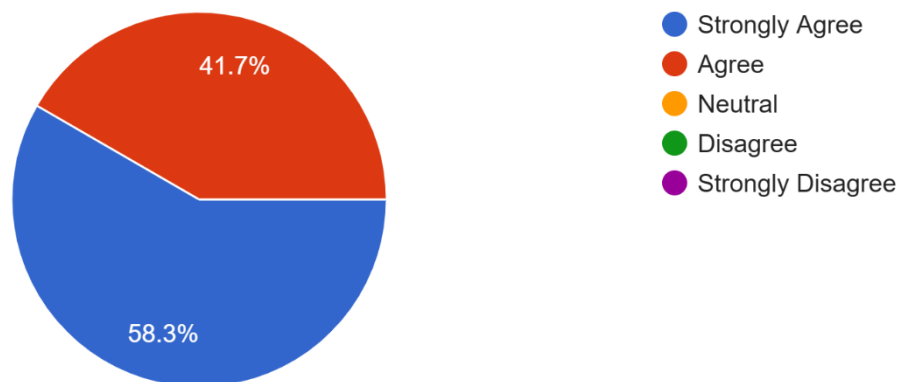
12 responses



C. Gender Inclusive Teaching & Curriculum

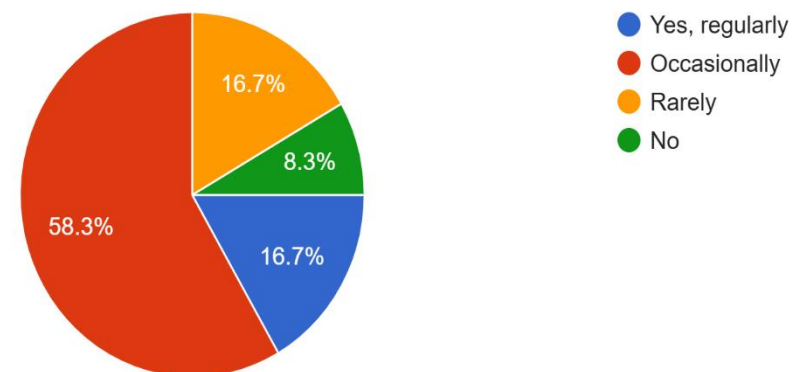
10. Does the curriculum include diverse perspectives and avoid gender biases?

12 responses



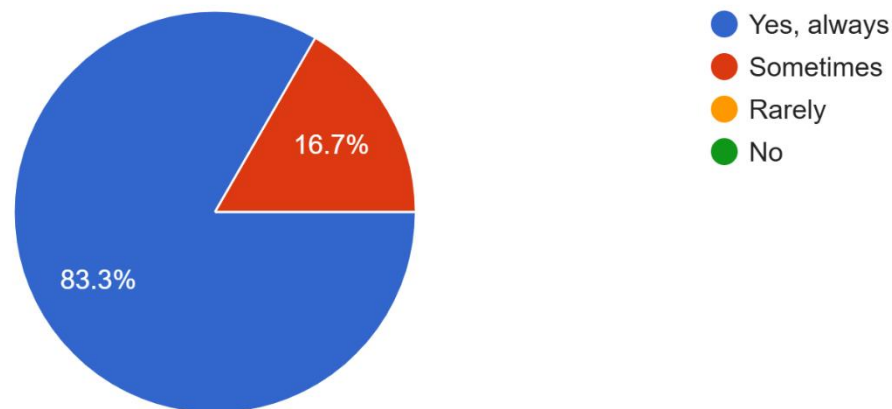
11. Do faculty members receive training or orientation on gender-sensitive teaching methods?

12 responses



12. Are students of all genders encouraged to participate equally in classroom discussions?

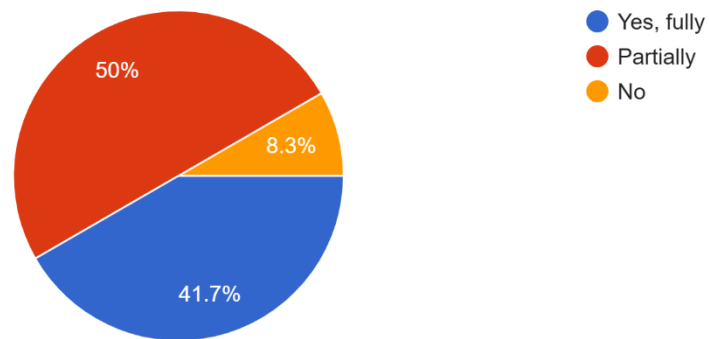
12 responses



D. Gender Equality promoting Policies & Grievance Redressal

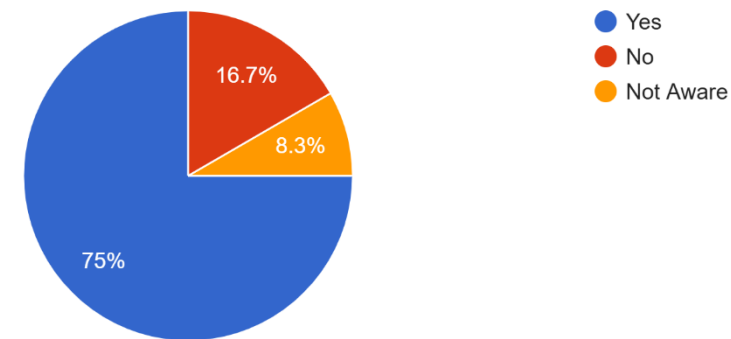
13. Are gender-sensitive policies (e.g. maternity/paternity leave, flexible work arrangements) effectively implemented?

12 responses



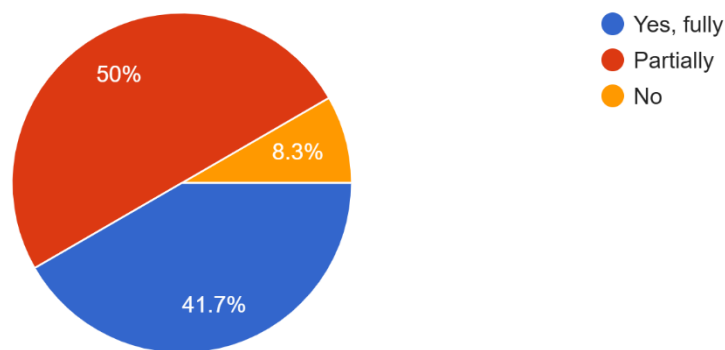
14. Is there an accessible and unbiased grievance redressal mechanism for gender-related concerns?

12 responses



15. Are there flexible work policies to support employees with family responsibilities (e.g., maternity/paternity leave, childcare support)?

12 responses



Suggestions & Comments to make NN Gender Sensitive Workplace

- **POWER** - Subtle power hierarchy trying to bud, this has to be dismantled, to ensure gender friendly work space and professional environment. Encouraging Rotational Leadership
- **Facilities**- Creche facility for the staff's children who are 0 to 4 year olds, more and renovated/clean washrooms for teaching staff, cafeteria for health lunch at subsidy price for teaching staff, sick room/ common room for girls , boys and non binary persons students, rest room for teaching staff, pregnant women, breastfeeding.
- **Policies and Leaves for Women**- Menstrual leave of at least one day for students/staff, Miscarriage leave, exemptions for pregnant women in strenuous activities (standing, invigilating, field visits and travel activities), child care leave, maternity leave granted without hassle
- **Leaves for men**- Paternity leave, child care leave (to plan), Miscarriage of spouse (to plan)

Suggestions & Comments to make NN Gender Sensitive Workplace

- **Mental health-** of women due to PMS, PCOD, Pregnancy, post partum, peri menopause, menopause, work related stress has to be catered to at workplace urgently. Enhancing positive workplace communication & culture.
- **Work- Personal Life Balance** – Men and Women with children who are 0-10 years old , single women, women/ men who are caregivers to older people or sick family members. Flexible Work Arrangements.
- **Periodic Gender sensitivity training for removing bias, stereotypes and discrimination faced by women staff-** for male students, teaching staff and non teaching staff. Lot of re learning to take place. Encourage more open conversation and inter gender dialogues among the students and staff.
- **Career and Salaries-** Timely Career Advancement, Recognition of Past Service for Salary Protection, Regular salary payments for teaching staff.

FEED BACK FROM NON -TEACHING STAFF

Non-Teaching Faculty Responses in Gender Audit

- The Non- Teaching Faculty staff, (28 out of 29) participated in the Gender Audit via a google form pertaining to the areas that they may be assessed and they were asked to reflect and provide information for the following-

General information i.e. gender, department and designation (details of faculty)

Institutional environment and work culture (that is suitable for all genders)

Policies and grievance redressal (gender specific)

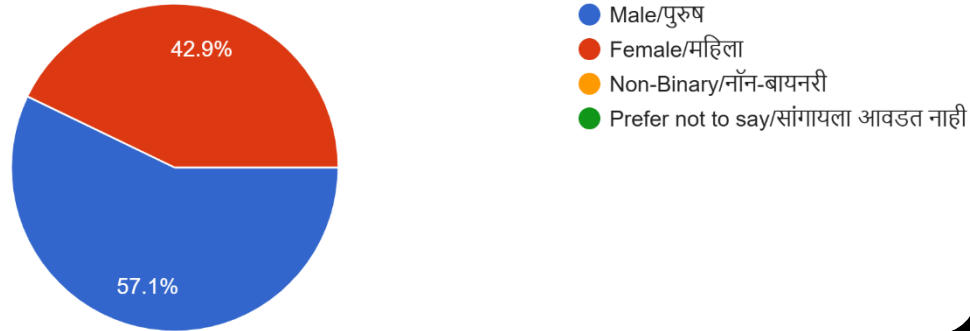
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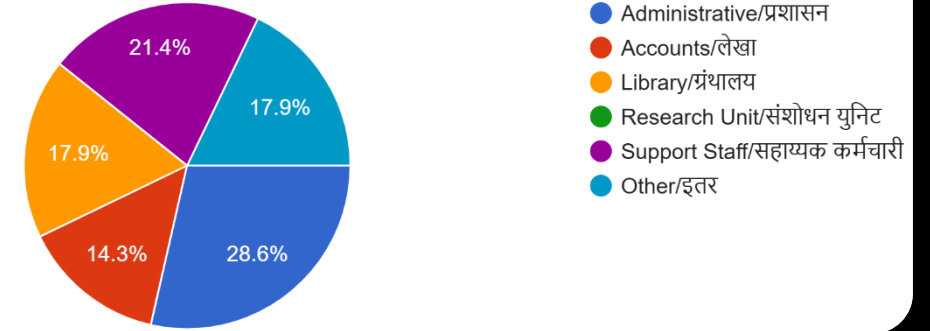
1. Gender/ 1. लिंग

28 responses



2. Department/ २. विभाग

28 responses



Administrator
Assistant Administrator
Office Superintendent

Associate Director
Program Officer (2)

Accountant cum admin
Accounts executive
Accounts Clerk

Librarian
Library Assistant
Library Support Staff (2)
Library clerk/peon (2)
Maintenance officer (2)

Audio Visual In charge
IT COORDINATOR

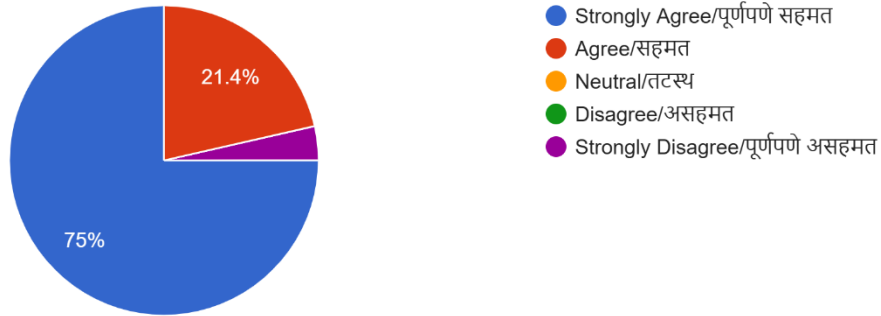
Counsellor
Para social work cum Office
Assistant

Clerk
Support staff (3)

B. Gender Sensitive Institutional Environment & Work Culture

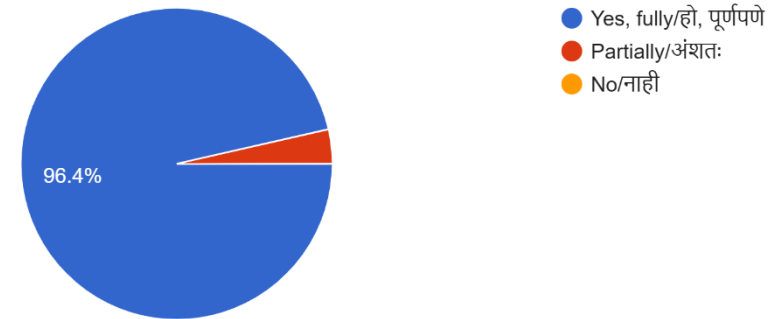
4. Do you feel the institution promotes gender equality among faculty members? / ४. ही संस्था प्राध्यापकांमध्ये लिंग समानतेला प्रोत्साहन देते असे तुम्हाला वाटते का?

28 responses



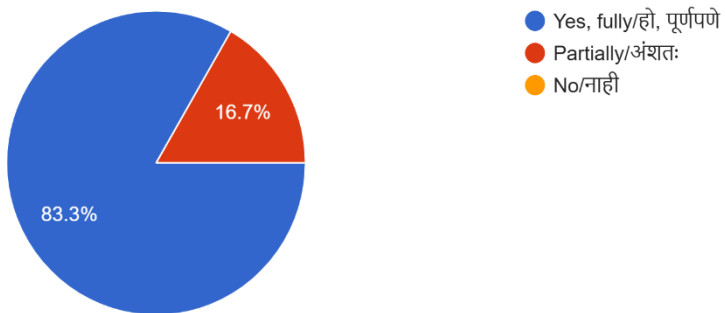
5. Are women adequately represented in leadership positions? / ५. नेतृत्व पदांवर महिलांचे पुरेसे प्रतिनिधित्व आहे का?

28 responses



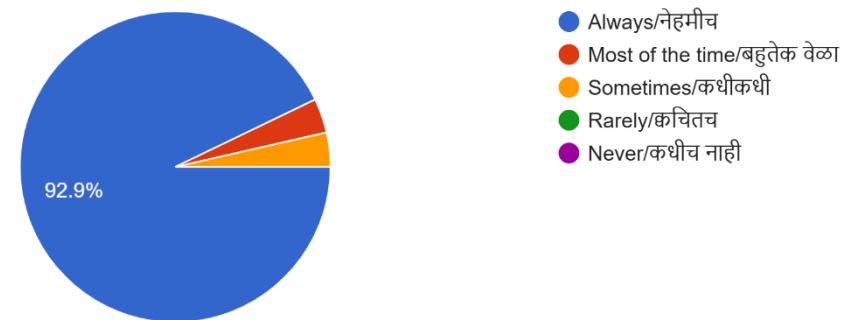
6. Are there proactive measures to promote gender diversity in recruitment and promotions? / ६. भरती आणि पदोन्नतीमध्ये लिंग विविधतेला प्रोत्साहन देण्यासाठी काही सक्रिय उपाययोजना आहेत का?

24 responses



7. Do you feel safe and respected in the workplace regardless of your gender? / ७. तुमचे लिंग काहीही असो, तुम्हाला कामाच्या ठिकाणी सुरक्षित आणि आदरयुक्त वाटते का?

28 responses

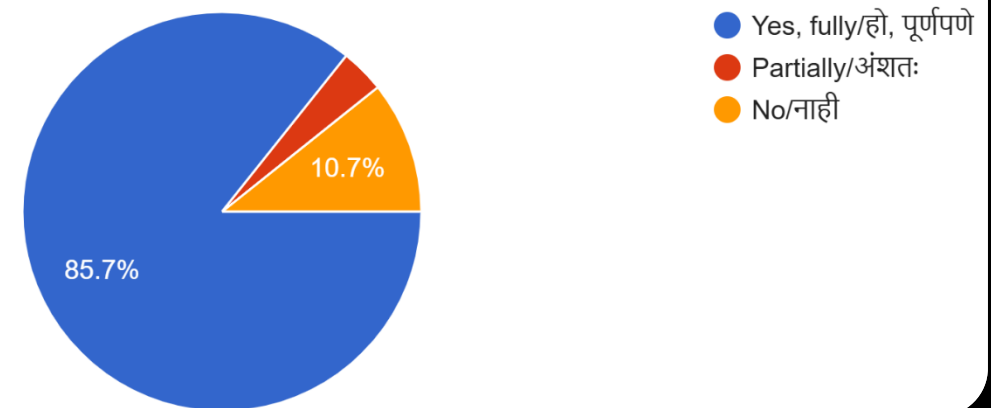


B. Gender Sensitive Institutional Environment & Work Culture

8. Are restrooms and other essential facilities accessible and safe for all genders?/ ८. सर्व लिंगांसाठी स्वच्छतागृहे आणि इतर आवश्यक सुविधा उपलब्ध आणि सुरक्षित आहेत का?
28 responses



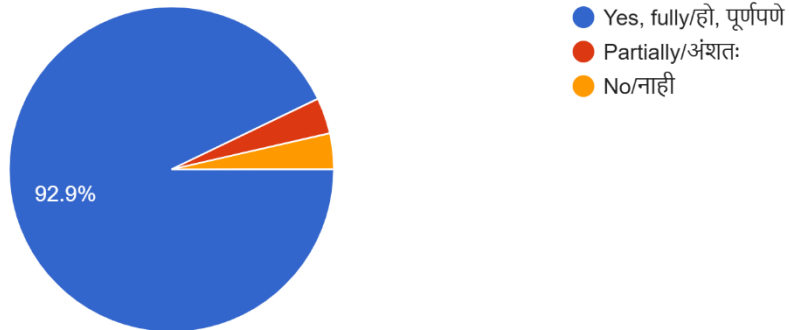
9. Is gender sensitive and gender inclusive language promoted in the college.
28 responses



C. Gender Equality promoting Policies & Grievance Redressal

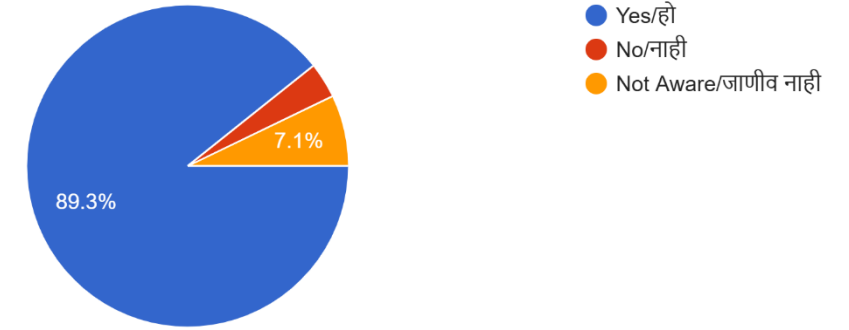
10. Are gender-sensitive policies (e.g. maternity/paternity leave, flexible work arrangements) effectively implemented?/ १०. लिंग-संवेदनशील धोरणे (... कामाच्या व्यवस्था) प्रभावीपणे अंमलात आणली जातात का?

28 responses



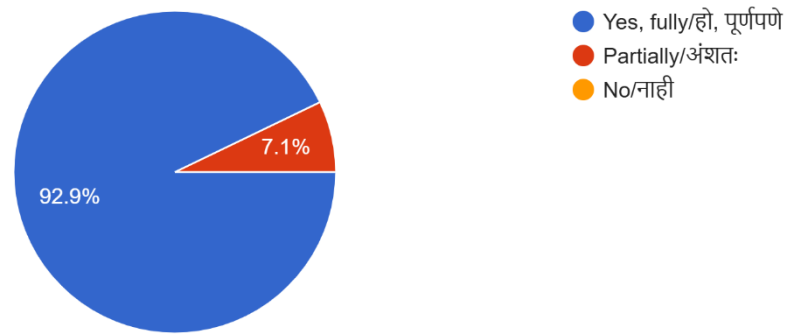
11. Is there an accessible and unbiased grievance redressal mechanism for gender-related concerns?

28 responses



12. Are there flexible work policies to support employees with family responsibilities (e.g., maternity/paternity leave, childcare support)?/ १२.... समर्थन) आधार देण्यासाठी लवचिक काम धोरणे आहेत का?

28 responses



Suggestions & Comments to make NN Gender Sensitive Workplace

- The Institution is already practicing gender equality, smooth and safe environment at the workplace. No recommendations. All perfect.
- Workshop, webinar, sessions and seminar on gender equality.
- Educational material should be free from gender stereotypes. Use gender neutral pronouns like everyone instead of guys, they instead of boys and girls etc. Put in notice board gender equality posters, pictures, photos. Encourage/ make mandatory equal participation in every event etc.
- Departmental classification of work. Don't segregate boys & girls or men & women for any activities.
- More flexibility in the work system, for respectful behavior, need to re work on some existing workplace policies.
- Incorporate feedback from diverse stakeholders, train designated personnel to handle complaints sensitively and effectively, organize regular awareness campaign, provide support.

STUDENT FEED BACK

GENDER AUDIT

Student Feed back

Gender Audit



30-06-2025

The Focus on the Student Feed back

Demographic Table –

Perception of Gender Equality & Safety

Awareness & Implementation of Policies

Inclusivity in Academics & Facilities –

Suggestions & Unsafe Areas

Gender Audit March 28, 2025

Major Inferences from the Quantitative Data



- Majority of students feel safe and acknowledge gender equality on campus.
- A small portion expresses concerns, indicating areas for improvement.

Gender Equality & Safety



- Limited student participation in gender sensitization programs suggests a need for more engagement strategies.

Participation in Gender-Related Events



- While facilities are available, responses indicate that not all needs are met adequately.
- Some students have identified isolated or poorly lit spaces as concerns.

Gender-Sensitive Facilities & Unsafe Spaces



- Many students are not fully aware of existing gender policies.
- The grievance redressal system is not widely recognized as accessible and confidential.

Awareness of Policies & Redressal Mechanisms



STRENGTHS

- Majority of students feel the institution actively promotes gender equality.
- Gender-sensitive policies exist and are recognized by some

Institutional Commitment to Gender Equality



- Most students feel safe and respected on campus.
- Leadership opportunities are encouraged for all genders.

Safe & Respectful Environment



- Restrooms, common rooms, and menstrual hygiene support are available.

Availability of Gender-Sensitive Facilities



- The institution has Policy level initiatives to strengthen Gender initiatives and address gender-specific needs

Infrastructure





Limited Awareness of Gender Policies

- Many students are unaware of policies related to gender sensitivity and grievance redressal. Though Awareness initiatives are provided



Low Participation in Gender Sensitization Programs

- Many students have never engaged in gender-related events. Awareness and engagement strategies need improvement.





Strengthening Awareness Campaigns

- Conduct workshops, orientations, and awareness drives on gender policies and grievance mechanisms.



Infrastructure & Safety Enhancements

- Improve campus security in identified unsafe spaces.
- Upgrade facilities to be more inclusive and gender-sensitive.



Enhancing Student Participation

- Organize gender-related events to ensure broader student engagement.
- Provide leadership training on gender equity.



threat



Unaddressed Safety Concerns

- Some students identified isolated and poorly lit areas as safety risks.
- Delayed action may lead to incidents affecting student well-being.



Resistance to Change

- Institutional and cultural barriers might slow policy improvements.
- Lack of student interest in gender programs may reduce impact.



Consistent Policy Enforcement

- If policies are not actively monitored and enforced, student trust may decline.



Thank You