



NIRF ranking in the band of 100 to 150

NAAC Re-Accredited "A" Grade (3rd Cycle)
with CGPA 3.53 on a Scale of 4 in 2015; and
awarded Autonomy Status by UGC in 2019



**College of Social Work
(Empowered Autonomous), Nirmala
Niketan**



**Gender Audit
2023-2024-2024 2025**

External Audit Team

Dr. Lata Pujari

**Coordinator Sophia Irene Heredia
Center for Women studies
Sophias College For Women
(Empowered Autonomous Institution)**

Dr. Prof. Joseph

**Department of Sociology
University of Mumbai**



**Dr. Lidwin Dias
Principal, College of Social Work
(Empowered Autonomous),
Nirmala Niketan**



N.A.A.C. Re-accredited with CGPA
of 3.53 on four point scale at
Grade 'A' 3rd Cycle (2015)

College of Social Work (Autonomous)

Nirmala Niketan Institute

Affiliated to the University of Mumbai

GENDER AUDIT

A **Gender Audit** was conducted on **March 28, 2025**, at **College of Social Work, Nirmala Niketan (Empowered Autonomous), Mumbai**, to assess gender equity and inclusivity within the institution. The audit aimed to evaluate institutional policies, practices, and structures from a gender perspective. The audit was attended by **Dr. Lata Pujari** – Coordinator **Sophia Irene Heredia Center for women studies** and **Dr. Joseph** – Department of Sociology, 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.

GENDER AUDIT CHECKLIST

Category	Statement	Yes	No	Remarks
I. Personnel	Representation			
	The ratio of male to female staff/faculty at all levels (administrative, teaching, support) is balanced.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	Women hold a fair percentage of leadership positions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Policies and practices are in place to promote diversity and inclusion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Recruitment & Promotion	The institution takes explicit measures to promote a more equal gender balance among staff.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

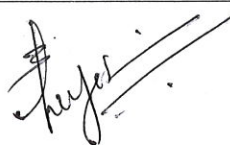

Recruitment & Promotion	Proactive strategies are implemented to recruit or promote women into senior positions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Mentorship programs and training opportunities are provided for women in leadership positions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Work Environment	Policies and procedures exist to prevent and address gender-based harassment and discrimination.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Flexible work arrangements and family leave policies are available.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	All employees have equal access to opportunities for professional development and advancement.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
II. Resources	Facilities			
	All-gender accessible facilities (bathrooms, common rooms) are available.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	Safe and inclusive spaces exist for students of all genders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	A designated girl's common room with basic facilities is provided.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Financial Support	Gender-specific needs (e.g., menstrual products) are addressed in resource allocation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Resources are allocated equitably across all departments and genders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
III. Curriculum & Instruction	Content			
	Educational materials do not promote gender stereotypes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Diverse perspectives and experiences are represented in the curriculum.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	A gender-sensitive approach is integrated into teaching and learning.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Pedagogy	Teachers incorporate gender-responsive teaching methods.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Students of all genders are encouraged to participate actively in class discussions and activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Subject Specialization	Male and female students have equal access to all subjects without restrictions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
IV. Campus Culture	Student Activities			
	Student activities and clubs are inclusive of all genders.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	Women are adequately represented in student leadership positions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Community Engagement	The institution partners with community Organizations that promote gender equality.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Grievance Redressal	An accessible, active, unbiased, and confidential grievance redressal cell is in place.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	There is a clear procedure and timeframe for addressing complaints.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
V. Policy & Procedure	Gender Policy			
	The institution has a formal gender policy and action plan.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Internal Reviews	Regular reviews of policies and procedures are conducted to ensure gender equality.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Training	Staff and faculty receive training on gender sensitivity, diversity, and inclusion.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

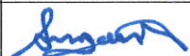




SUGGESTIONS & RECOMMENDATIONS BY THE AUDIT TEAM

Observation	Recommendation
<p>Well presented Audit report with an extensive efforts to cover possible areas for gender equality</p>	<ol style="list-style-type: none"> 1. Seminars / conference to be organised 2. Gender based journal can be started or special issue addressing gender issues. 3. Res. Dev. for other genders 4. More scholarships for gender equality 5. Gender Champions programme to be implemented on campus.

External Audit Team

Name	Designation	Institution/Organization	Signature	Date
Dr. Lata Pujari	Coördinator Sophia Irene Heredia Center for women studies	Sophias College For Women (Empowered Autonomous)		28/03/25
Dr. Joseph	Professor	University of Mumbai		28/3/25

Institution Representatives

Name	Designation/	Institution	Signature	Date
Dr. Lidwin Dias	Principal IQAC Chairperson	College of Social Work, Nirmala Niketan		
Ms. Sabeena Gonsalves	Administrator	College of Social Work, Nirmala Niketan		28/3/25
Dr. Anita Machado	Associate Professor IQAC Coordinator	College of Social Work, Nirmala Niketan		28/3/25
Dr. Sonia Rodrigues	Associate Professor IC Chair Person Faculty Member – Gender Studies	College of Social Work, Nirmala Niketan		28/3/25
Dr. Smita Bammidi	Assistant Professor Faculty Member – Gender Studies	College of Social Work, Nirmala Niketan		28/3/25
Dr. Saman Afroz	Assistant Professor WDC Convenor	College of Social Work, Nirmala Niketan		28/3/25



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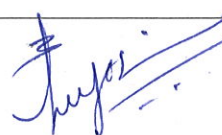
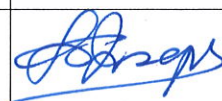
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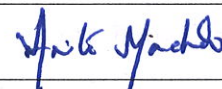
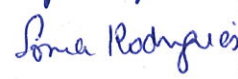
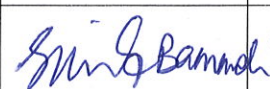
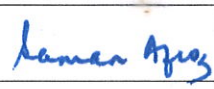
SUGGESTIONS & RECOMMENDATIONS BY THE AUDIT TEAM

Observation	Recommendation
<p>We received a very comprehensive and transparent report.</p> <p>Thank you</p>	<ol style="list-style-type: none"> ① Develop a resource centre at the college for gender based awareness, including documentaries, films, and other digital and printed material ② Conscious attempts need to be made to include women and queer authors and theorists in the syllabi of all courses. ③ In addition to campaigns/ workshops/ programmes addressed to issues of gender, it is very urgent to address issues of masculinity.

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