

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.

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

GENDER AUDIT CHECKLIST

38, New Marine Lines, Mumbai- 400 020. Tel: +91-22-2200 2615, 2206 7345 Email: colsocwk@gmail.com / nn@cswnn.edu.in Website: http://www.cswnn.edu.in

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Recruitment & Promotion	Proactive strategies are implemented to recruit or promote women into senior positions.	Ø	⁸			
	Later the area and training					
	Mentorship programs and training opportunities are provided for women in	ا المحل				
	leadership positions.			·		
Work Environment	Policies and procedures exist to prevent and address gender-based harassment and discrimination.	J			2 1	1 2
	Flexible work arrangements and family leave policies are available.	P				
	All employees have equal access to opportunities for professional development and advancement.	7				
II. Resources	Facilities					
	All-gender accessible facilities (bathrooms, common rooms) are available.		2	· ·		
	Safe and inclusive spaces exist for students of all genders.	9				
	A designated girl's common room with basic facilities is provided.	J				
Financial Support	Gender-specific needs (e.g., menstrual products) are addressed in resource allocation.	J				
	Resources are allocated equitably across all departments and genders.	9				
III. Curriculum & Instruction	Content					
	Educational materials do not promote gender stereotypes.	9			2 2	12
а. 1	Diverse perspectives and experiences are represented in the curriculum.					2.1
	A gender-sensitive approach is integrated into teaching and learning.	7				

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	2		-			
Pedagogy	Teachers incorporate gender-responsive teaching methods.	Ð				
- -						
	Students of all genders are encouraged to	V				
2	participate actively in class discussions and					
	activities.					
Subject	Male and female students have equal access to	V				
Specialization	all subjects without restrictions.			2		
IV. Campus	Student Activities					
Culture						
-	Student activities and clubs are inclusive of all	∇				
	genders.	Y .		18		
-	Women are adequately represented in student	A				
	leadership positions.					
Community	The institution partners with community	.Z				
Engagement	Organizations that promote gender equality.			•		
Grievance	An accessible, active, unbiased, and	9			54	-
Redressal	confidential grievance redressal cell is in place.					
· ·	There is a clear procedure and timeframe for	J			5	
	addressing complaints.			~		
V. Policy &	Gender Policy			-		
Procedure				1		
	The institution has a formal gender policy and	$\overline{\mathbf{v}}$			ajan de la constante de la constante Constante de la constante de la Constante de la constante de la	
	action plan.					
Internal Reviews	Regular reviews of policies and procedures are	F				
	conducted to ensure gender equality.					
Training	Staff and faculty receive training on gender	9			i.	
	sensitivity, diversity, and inclusion.					
		J				

SUGGESTIONS & RECOMMENDATIONS BY THE AUDIT TEAM

Recommendation Observation 1. Seminars / conference la be Well presented Conganisof Aadil Deproj & Gender blæned journal can be glasted or special insue Reith an extensive addressing Geneter issues. Cfforts 6 3. Red Seven for other genelers Corre possille 4. Nore scholarships for gender For Genelic equali Cquality 5. Gender champions programme 16 be implementeel a campos

External Audit Team

Name	Designation	Institution/Organization	Signature	Date
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Dr. Lata Pujari	Coordinator Sophia Irene Heredia Center for women studies	Sophias College For Women (Empowered Autonomous)	Auger .	28/03/24
Dr. Joseph	Professor	University of Mumbai	Ang	20/3/25

Institution Representatives

Name	Designation/	Institution	Signature	Date
Dr. Lidwin Dias	Principal	College of Social Work,		
×	IQAC Chairperson	Nirmala Niketan		
Ms. Sabeena	Administrator	College of Social Work,	Sugar	28/3/25
Gonsalves		Nirmala Niketan		
Dr.Anita Machado	Associate Professor	College of Social Work,	Anile Mardelo	28 3 25
	IQAC Coordinator	Nirmala Niketan	Shund	
Dr. Sonia	Associate Professor	College of Social Work,	0 0	
Rodrigues	IC Chair Person	Nirmala Niketan	Sona Rodya	28/3/25
	Faculty Member –	'		
	Gender Studies	'		
Dr. Smita Bammidi	Assistant Professor	College of Social Work,	0 7 0 .	
	Faculty Member –	Nirmala Niketan	Sung Barning	di 28/3/25
-	Gender Studies			
Dr. Saman Afroz	Assistant Professor	College of Social Work,	1. m.	adal's
19 M	WDC Convenor	Nirmala Niketan	Ramen Thes	2033



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Recruitment &	The institution takes explicit measures to			
Promotion	promote a more equal gender balance among			c d
÷	staff.			

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	Mentorship programs and training			
	opportunities are provided for women in			
	leadership positions.		1.0	
Work	Policies and procedures exist to prevent and			
Environment	address gender-based harassment and			
	discrimination.			
	Flexible work arrangements and family leave			
~	policies are available.			
	All employees have equal access to		Ó	
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II. Resources	Facilities			
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	A gender-sensitive approach is integrated into			
	teaching and learning.	1		14 - 14 - 14 - 14 - 14 - 14 - 14 - 14 -
	Teachers incorporate gender-responsive			
Pedagogy			1	1

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		1	10	
	Students of all genders are encouraged to			· · ·
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Culture		•11		
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Procedure				
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Internal Reviews	Regular reviews of policies and procedures are			
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Training	Staff and faculty receive training on gender			
	sensitivity, diversity, and inclusion.	-		

SUGGESTIONS & RECOMMENDATIONS BY THE AUDIT TEAM

Recommendation Observation We received O Develop a resource centre a very at the college for gender based comprehessive awareness, including documenters and films, and other dupital and transparent printed meterial report @ Conscions attempts need to le made to include women Those you and sucer authors and theomets in the syllabi of all conser -3) In addition to campaigns/ conso/ programmes addressed to iship of gender, it & very urgent to address issues of masculinidy.

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Dr.Anita Machado	Associate Professor IQAC Coordinator	College of Social Work, Nirmala Niketan	Anthe Macho	28/3/25
Dr. Sonia Rodrigues	Associate Professor IC Chair Person Faculty Member – Gender Studies	College of Social Work, Nirmala Niketan	Some Rodrigues	28/3)25
Dr. Smita Bammidi	Assistant Professor Faculty Member – Gender Studies	College of Social Work, Nirmala Niketan	MingBanno	L'28/3/25
Dr. Saman Afroz	Assistant Professor WDC Convenor	College of Social Work, Nirmala Niketan	Laman Aging	28 36 25