

College of Social Work (Empowered Autonomous), Nirmala Niketan

ENERGY, GREEN, GENDER, AND EXAM AUDITS
RECOMMENDED ACTIONS BASED ON ENERGY AND GREEN AUDIT , EXAM
AUDIT AND GENDER AUDIT OBSERVATIONS

SUBMITTED BY THE IQAC CELL

Dates of the Audit:

Green Audit: March 6th 2025

Exam Audit: March 20th, 2025

Gender Audit: March 28th 2025





**COLLEGE OF SOCIAL WORK
(EMPOWERED AUTONOMOUS), NIRMALA NIKETAN**

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I. ENERGY AND GREEN AUDIT

External Audit Team: Power Tech Energy Solutions

A. Summary of Recommendations

- ✓ **E-Waste Management**
 - Promote safe disposal practices.
 - Conduct awareness programs on environmental responsibility and sustainability.
- ✓ **Liquid Waste Management**
 - Install a Sewage Treatment Plant (STP).
 - Comply with hygiene and environmental protection norms.
- ✓ **Sustainable Waste Practices**
 - Implement eco-friendly waste segregation and recycling systems.
- ✓ **Lighting Efficiency**
 - Replace 36W tube lights with 20W LED lights.
 - Introduce motion-sensor lighting systems in common areas.
- ✓ **Ceiling Fans**
 - Gradually transition from 75W fans to 28W BLDC fans.



✓ **Solar Energy**

- Expand usage of solar water heaters and PV systems.
- Monitor energy generation using real-time tracking systems.

✓ **Plastic Awareness**

- Promote alternatives to single-use plastic.

✓ **Rainwater Harvesting and Water Management**

- Install rainwater harvesting systems for reuse in gardening and non-potable applications.

✓ **Smart Energy Solutions**

- Install smart energy meters.
- Implement motion-sensor lighting in classrooms, corridors, and washrooms.

RECOMMENDED ACTIONS BASED ON ENERGY AND GREEN AUDIT OBSERVATIONS

B. POLICY-LEVEL INITIATIVES

- Formulate a comprehensive **Green Campus Policy** to articulate the institution's commitment to sustainability.
- Establish an **Environmental Committee** to function as a regulatory and monitoring body.
- Encourage **student-led green initiatives** as part of the Environmental Studies curriculum and co-curricular activities.

C. RECOMMENDED ACTIONS FOR THE ROTARACT CLUB

1. Waste Management

- Organize regular **e-waste collection drives** in collaboration with certified recyclers.
- Install **paper recycling bins** throughout the campus and promote **double-sided (duplex) printing** practices.

2. Student-Led Campaigns

- Enforce a ban on **single-use plastics** in campus premises such as canteens, hostels, and offices.



- Conduct **tree plantation drives** and **awareness campaigns** to foster sustainable habits and environmental consciousness.

D. RECOMMENDED ACTIONS FOR INFRASTRUCTURE AND ADMINISTRATION

- Install **segregated waste disposal bins** and establish **organic composting units** for food and garden waste.
- Conduct **training sessions for housekeeping staff** on effective waste segregation and disposal practices.
- **Collaborate with solar technology vendors** to conduct feasibility studies for expanding solar PV and water heating systems.
- Replace outdated fixtures with **LED lighting** and **energy-efficient BLDC ceiling fans** to improve energy conservation.



II. GENDER AUDIT

A. External Audit Team Observations

Dr. Joseph (University of Mumbai):

"A comprehensive and transparent report."

Dr. Lata Pujari (Sophia College):

"Well-presented with extensive coverage of gender equality areas."

Recommendation:

1. Develop a resource centre at the college for gender-based awareness, including documentary 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/awareness programs addressing issues of gender, it is very urgent to address issues of masculinity.

Dr. Lata Pujari Observation: *Well-presented audit report with an extensive effort to cover possible areas for gender equality.*

Recommendation:

1. Seminars/Conferences to be organized addressing on all Gender dimensions.
2. Gender-based journal can be started or a special issue addressing gender issues
3. Restroom for other genders.
4. More scholarships for gender equality.
5. Gender champions programme to be implemented on campus.

RECOMMENDED ACTIONS BASED ON GENDER AUDIT OBSERVATIONS

B RECOMMENDED ACTIONS FOR THE WDC CELL

1. Develop a Gender Resource Centre

Recommended Actions

- Establish a Gender Resource Centre equipped with books, research papers, documentary



films, and digital materials.

- Organize monthly discussions, film screenings, and workshops on gender-related topics.
- Conduct seminars and conferences on various gender dimensions.
- Facilitate faculty workshops focused on inclusive curriculum development.

2. Address Issues of Masculinity in Awareness Programs

Recommended Actions

- Conduct gender sensitization workshops specifically addressing masculinity and its social implications.
- Collaborate with psychologists, counselors, and NGOs for expert-led sessions.

3. Implement a Gender Champions Program on Campus

Recommended Actions

- Establish a student-led Gender Champions group to promote inclusivity and gender sensitivity.
- Organize peer education and outreach initiatives focused on gender rights.
- Encourage student volunteers to actively engage in gender advocacy.

C. RECOMMENDED ACTIONS FOR THE SYLLABUS COMMITTEE, LIBRARY COMMITTEE, AND FACULTY MEMBERS HANDLING GENDER STUDIES COURSES

1. Incorporate Women & Queer Authors in the Curriculum

Recommended Actions

- Review existing syllabi to integrate works by women and queer scholars.
- Ensure diverse and inclusive representation in reading lists and academic references.

2. Introduce Women's Studies as a Core Subject

Recommended Actions

- Propose Women's Studies as a mandatory course in relevant academic programs.
- Develop interdisciplinary courses that incorporate gender perspectives.
- Obtain necessary academic approvals for implementing the revised syllabus.

D. RECOMMENDED ACTIONS FOR THE IN-HOUSE JOURNAL

PERSPECTIVES IN SOCIAL WORK



1. Start a Gender-Based Journal / Special Issue

Recommended Actions

- Launch a bi-annual gender studies journal featuring original research, perspectives, and case studies.
- Encourage both students and faculty to contribute scholarly articles.

E. RECOMMENDED ACTIONS FOR THE ADMIN UNIT

1. Establish Restrooms for Other Genders

Recommended Actions

- Identify appropriate campus locations for gender-neutral restrooms.
- Allocate budget and administrative approvals for necessary modifications.
- Ensure proper signage and safe, inclusive accessibility.

2. Offer More Scholarships to Promote Gender Equality

Recommended Actions

- Identify and secure funding sources for scholarships supporting gender equality.
- Partner with corporates and NGOs to sponsor scholarship initiatives.
- Publicize financial assistance opportunities to eligible students through effective outreach.

F. RECOMMENDED ACTIONS FOR THE JOB PLACEMENT CELL

1. Track Job Placement & Dropout Rates for Female Students

Recommended Actions

- Collect data on employment trends of female graduates, particularly in gender-focused organizations.
- Conduct exit surveys to understand workforce-related challenges.
- Implement career counselling and mentorship programs specifically targeting women students.



III EXAM AUDIT

A. Observations by External Auditors

Dr. Saima Khan (St. Xavier's College)

Dr. Sunita Jadhav (Sophia College for Women)

RECOMMENDED ACTIONS BASED ON EXAM AUDIT OBSERVATIONS

B. Recommendations to the Examination Department

1. Transparency & Grievance Redressal

- Show external exam assessed papers to students to reduce grievances.

2. Infrastructure

- Improve the designated Exam Control Room space.

3. System Enhancements

- Ensure confidentiality and security in printing and exam logistics. All exam related processes should be handled in the Exam Control room
- Consolidate exam operations in a single secure space.
- Upload Outcome-Based Education (OBE) data as required.
- Student feedback should be focused to evaluate the fairness, transparency, and efficiency of the examination process, and to address any concerns related to assessment and grievance redressal.
- Document gap analysis reports and action plans.

