

## Basic Information of the College

### IQAC CLUSTER INDIA

### FOR ST PAUL COLLEGE

The Gender Audit Committee visited St Paul college College on:

Day - Saturday	Date: 15/10/2022	Time: 10:30 am
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The External Peer committee members for Gender Audit appointed by IQAC Cluster India are:

No	Name	Designation	Address	Signature
1.	Prof. Smita Chawak	Chairman	Sadhubela College Near Government Dispensary Ulhasnagar 1	
2.	Prof. Dr. Ayub Shaikh	Member	I.C.S. College of Khed, Ratnagiri	

Authorities of the organization who interacted with the Gender Audit team are:

No	Name	Designation	Address	Signature
1.	Dr. Sanjay Kumar Pal	Management representative	406, Dahalia building, Mayflower garden, shiv mandir road, Ambernath - East. Pincode - 421501.	
2.	Dr. Antony Lawrence	Principal	101, B-Wing, Shiv Ganga Park, Punjabi colony, Press Bazar, Ulhasnagar - 421003.	
3.	Mrs. Sharayu Gupte	CDC member	Panchavati 82/401, Vasant Vihar, Thane (W)	
4.	Ms. Amelia Antony	IQAC In charge	101, B-Wing, Shiv Ganga Park, Punjabi colony, Press Bazar, Ulhasnagar - 421003.	
5.	Mrs. Jagruti Chaudhari	Registrar or equivalent	A wing mayflower c.h.s nandivali tekdi dombivli east - 421201.	

6.	Mrs. Muskan Jeswani	Teacher representative	Guru Atman, 1808, D-wing, Gauripada, Kalyan - West.	
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The Gender Audit report has been submitted by IQAC Cluster India on:

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Committee

Chairman  
Principal

Principal

- 1) Prof. Smita Chawak
- 2) Prof. Dr. Ayub Shaikh

### Section I: Basic Details of the Organization:

<b>I</b>	<b>Name of the Trust/ Society</b>	Pal Shikshan Sanstha
	Address	406 Dahalia Building, Mayflower Garden, Shiv Mandir Road, Ambernath east
	Phone no:	8805467777
	E-mail	sanjaypal2013@gmail.com
	Year of Establishment:	1999
<b>II</b>	<b>Name of the College/ Institute:</b>	St Paul College
	<b>Address:</b>	Behind VTC ground, near Ganesh Mandir, Ashelepada, Ulhasnagar-421004
	<b>Year of Establishment</b>	2010
	<b>Authority Name&amp; phone No.:</b>	Dr. Antony Lawrence 9970023164
	<b>Coordinators name &amp; Phone no</b>	Dr. Amelia Antony 7498058500

	<b>Contact Details:</b>  1. Telephone no with STD code  2. Fax no:  3. Mobile no of the organization  4. Organizational email:  5. Website address:	0251-2580396  —  8956632372  <a href="mailto:stpaulcollege1@gmail.com">stpaulcollege1@gmail.com</a>  <a href="https://www.stpaulcollege.co.in/">https://www.stpaulcollege.co.in/</a>
<b>III</b>	<b>Institutional Status</b>  1. Affiliating University:  2. Affiliation Status:  3. UGC Approval  4. Financial Status:	University of Mumbai  Temporary  —  Self-financing only
<b>IV</b>	<b>Type of College:</b>	a) Affiliated  b) Co-ed College.  c) Rural
<b>V.</b>	<b>Type of Faculty/Programme</b>	<b>Single Faculty</b>  Commerce
<b>VI</b>	<b>Special status conferred UGC-Special Assistance Programme</b>	NIL



## Gender Audit Format for College



### Part I

#### Organization Information on gender Aspects

**(Brief precise information needed. Please use charts/ bullet points/ in shorts for description.)**

#### Governance Bodies, Key Actors & Decision makers:

1. Gender Ratio & category wise data of students, teaching, nonteaching faculty. (Data of at least last three years).

	Teaching	Non-teaching	students	Total
<b>2019 - 2020</b>				
Male	7	4	397	408
Female	8	6	136	150
Others	-	-	-	-
<b>2020 - 2021</b>				
Male	7	4	381	392
Female	8	5	130	143
Others	-	-	-	-
<b>2021 - 2022</b>				
Male	7	4	361	372
Female	9	3	175	187
Others	-	-	-	-

2. Whether banners about respect of all genders is showcased on campus on website and in prospectus?

Location of the banners/ boards	Main gate/ entrance/ prime location/ notice board/ library/ canteen/ departments/ washrooms/ website/ prospectus/ any other.	
Viewership of the banners/ boards (possible % viewership each day)	No of banners with prime location (viewership 100%): No of Banners at other	Nil

	locations (viewership: 60 to 80%)	Nil
Year of posting the banners/ boards.	Nil	
Banner link on college website	<a href="https://www.stpaulcollege.co.in/assets/naac/Annual_Gender_Sensitization_Action_Plan.pdf">https://www.stpaulcollege.co.in/assets/naac/Annual_Gender_Sensitization_Action_Plan.pdf</a>	

3. Gender ratio of management staff (Principal/ Vice Principal/ In charges/ office in-charge and governing body).

	Governing / Apex body	Principal/ Vice Principals/ In charges/ Heads of Department/ IQAC incharge	Office/ Admin incharge/ Accounts head/ other office authority	Total
<b>2019 - 2020</b>				
Male	4	2	1	7
Female	3	5	2	10
Others	-	-	-	-
<b>2020 - 2021</b>				
Male	4	2	2	8
Female	3	5	2	10
Others	-	-	-	-
<b>2021 - 2022</b>				
Male	4	1	2	7
Female	3	5	2	10
Others	-	-	-	-

4. Student council representation Gender wise:

Year	Male	Female	Total
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2020 -21	6	11	17
2021 -22	12	9	21

5. No of single parent children and their genders (details of the year of auditing to be given).

No of students with mother as single parent	12
No of students with father as single parent	3
No of students with neither parent	2
Students who have lost their one/ both parents in Covid.	2
Total number of such students	19

6. Gender Policy on website.

Gender Policy Link:	<a href="https://www.stpaulcollege.co.in/assets/naac/Annual_Gender_Sensitization_Action_Plan.pdf">https://www.stpaulcollege.co.in/assets/naac/Annual_Gender_Sensitization_Action_Plan.pdf</a>
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7. Internal Complaints Committee & Vishakha committee (objectives and composition, meeting minutes).

- Number and nature of cases received (brief description) (names not expected)

File name, file no and ownership of file:	Nil
Link of the committee details on website:	ICC: <a href="https://www.stpaulcollege.co.in/assets/PDFs/Internal_Complaint_Committee.pdf">https://www.stpaulcollege.co.in/assets/PDFs/Internal_Complaint_Committee.pdf</a> WDC: <a href="https://www.stpaulcollege.co.in/women-development-cell.php">https://www.stpaulcollege.co.in/women-development-cell.php</a>

8. Sexual harassment act 2013 copy and UGC regulations for sexual harassment are available with the college for reference.

File name, file no and ownership of file:	Nil
Link of the committee details on website:	<a href="https://www.stpaulcollege.co.in/assets/PDFs/Internal_Complaint_Committee.pdf">https://www.stpaulcollege.co.in/assets/PDFs/Internal_Complaint_Committee.pdf</a>

9. The grievance redressal cell has a time bound action program displayed on the website. **(Data of three years needed)**

- File with details of authority name, position, phone numbers, grievance policy, minutes of the meetings.)
- Link of above details on the website.
- Grievance redressal policy on the website.

**Part A: Standard grievances:**

No.	Type of grievance	Duration of redressal	Authority of responsibility for the grievance.
	Nil		

**Part B: Specific grievances and action taken (not to be showcased on the website).**

10. Gender sensitization plan and nature of activities included as per the plan (three-year work to be showcased year wise).

No.	Name of Activity	Nature of the activity	Date, day & duration	Number of participants	Link of the report and photos
<b>2021-22</b>					
1	Celebration of Women's day week: Treasure hunt	WDC	7th March, 2022	25	
2	Celebration of Women's day week: Saree draping	WDC	7th March, 2022	8	
3	Celebration of Women's day week:	WDC	8th March, 2022	26	

	Self defence & safety seminar				
4	Celebration of Women's day week: Poster making(Theme: Women safety)	WDC	8th March, 2022	6	

11. Facilities provided to genders:(at least 4)

- Rest rooms : YES
- Medical facilities : YES
- Gender counseling : YES
- Separate washrooms : YES
  - Women's washrooms with sanitary pad dispensers and sanitary pad incinerators: NO
- Separate dining spaces for women in canteen: YES

12. Safety features provided for genders.

- Male and female guards at gate : YES
- CCTV cameras : YES
- Fire extinguishers : YES

13. Gender based participation in NSS/ Sports/ performing arts, etc.

Year	Activity	Male participants	Female participants
2020-21	NSS	33	17
	Sports	–	–
	Performing arts	–	–
2021-22	NSS	30	18
	Sports	54	6
	Performing arts		

(Though only numbers has been mentioned here the file must showcase the details of students during the visit/ showcase it on the website. A three-year data for average is necessary.)

14. Initiatives taken for genders (make a list):

Male: NIL

Female: Conducting Gender Sensitization Programme



Others:NIL

15.The duties of the employer are available with the organization as per the UGC act 2013.

16.Any other features to be added.

Though the report will be prepared for one year the data of at least three years is necessary for averages.



## Part II

### Gender Recruitment, Career Progression and Retention:

**Total recruitments done in last three years (2018-19):**

Year	Existing number	Teaching Male/Female	Administratio n Male/Female	Non-teaching Male/Female	total
2020 - 2021	24	7/8	2/2	2/3	24
2021 – 2022	23	7/9	2/2	2/1	23

**(Details to be available in the file)**

**Student recruitments (gender wise in last three years)**

**Career progressions gender wise:**



### Part III: How is the Gender dimension in curriculum?

**(A statement needed from the Principal/ Director in 500 words)**



## Part IV

### Survey (Gender Equality & Gender Perspective)

*(Student/ Teacher/ Administrative staff/ non-teaching)*

No	Question	Agree	Disagree
1.	The institution has a gender policy and is clearly visible on the website and at important places.		
2.	The admission form clearly asks about the gender of the prospective student.		
3.	The college conducts gender sensitization programs as a part of its curriculum.		
4.	The college conducts gender awareness program each year.		
5.	You are aware of the Internal Complaints Committee and Vishakha Samiti is present in the college.		
6.	The women empowerment committee is setup in the college and displayed on the college website.		
7.	Lady faculty members are appointed in the women empowerment committee		
8.	The organization takes initiatives to work out on gender related issues proactively.		
9.	The organization has a sexual harassment cell.		
10.	The organization has a grievance redressal cell. Its working is time bound.		
11.	The college has adequate security personnel and technological support/ surveillance.		
12.	Safety guards employed on the gate also have women guards		
13.	The remote areas on the campus are well protected and safe.		
14.	There is a mechanism to assess the entry of strangers on the campus.		
15.	There are adequate number of toilets on the campus for men and women.		
16.	The toilets are hygienic, clean, and well maintained.		
17.	The women's toilets have sanitary pad vending machines at convenient places.		

<b>18.</b>	Sanitary incinerating machinery is available in the women's washrooms. .		
<b>19.</b>	The classrooms / Library offers equal opportunities to all genders.		
<b>20.</b>	Common rooms are available to boys and girls.		
<b>21.</b>	Healthcare section of the organization takes special care in gender related illnesses.		
<b>22.</b>	The University/ College has an insurance for the students in case of death/ emergency?		
<b>23.</b>	Gender related counselling facility exists in the organization.		
<b>24.</b>	Transportation by the organization is safe and efficient		
<b>25.</b>	Three suggestions by students on gender related issues of the campus: 1.  2.  3.		

## **Part V: Actual one to interaction with cross section of stakeholders.**

### **For Authorities?**

1. Facilities specific for genders. (Health, counseling, career, training, jobs)
2. Is there a counseling center in the college?
3. What are the mechanisms of Prevention of physical/ psychological/ Sexual Abuse?
4. Complaint mechanisms existing within and outside the organization?
5. Methods to improvise the working conditions of the employees in the organization
6. Workplace level policies to curb violence and exploitation?
7. Methods to protect students from outside sources
8. Methods to protect students from the people working within the organization.

### **For employees:**

1. Is there any physical violence?
2. Psychological?
3. sexual violence experienced?
4. How?
5. Was it complained?
6. Was any action taken?
7. Do you think it is related to gender discrimination?
8. Leave for pregnancy is available?
9. Facilities available with the organization.
10. Is counselling available?

### **For students?**

1. Are the opportunities equal for you as a boy/ girl on the campus?
2. Facilities and freedom on the campus? (In case of hostel also on hostel)
3. Were you threatened physically on the campus?
4. Is there ragging on the campus?
5. Are your complaints taken seriously by the authorities?
6. Have you availed the facility of the counseling centre in the organization
7. Gender related awareness programs are conducted by the organization?
8. Any other?