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2018-2023

# GENDER AUDIT REPORT



Prabodhan Education Society's

**VIDYA PRABODHINI COLLEGE**  
OF COMMERCE, EDUCATION, COMPUTER & MANAGEMENT  
Vidyanagar, Alto-Parvari, Goa

(Affiliated to Goa University & Approved by NCTE)  
Recognised by U.G.C. under Section 2 (f) and 12 (B) of the UGC Act 1956)

*Excellence Everywhere Everytime*



## **Gender Audit Committee Team**

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Dr. Ramita Gurav  
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Place:

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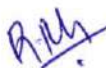
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The purpose of this Gender Audit is to analyse whether the college maintains a fair gender balance. It also aims to evaluate the effectiveness of the college's policies in promoting gender equality. The audit also seeks to investigate whether the college consistently implements student-centric policies in both academic and extracurricular activities, and takes special measures to support female students. This gender audit aims to assess the influence of the college's existing and planned policies on gender equality.



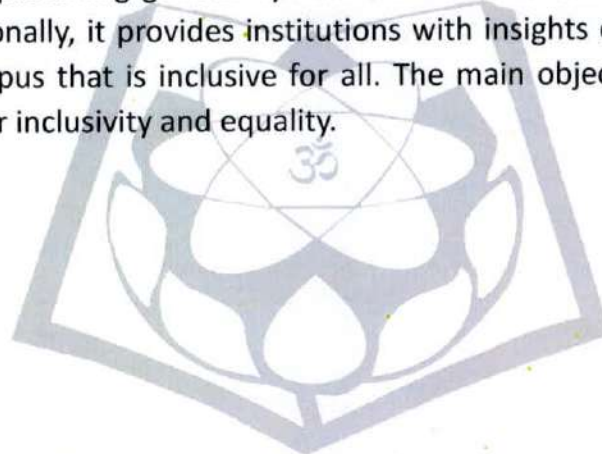




## Introduction

Ensuring gender equality is vital to guaranteeing that all individuals have equal rights and opportunities, regardless of their gender, across various aspects of life such as politics, economics, society, health, and education. A society can only achieve its full potential when individuals are not denied opportunities based on their gender. Hence, discussing and promoting gender equality is crucial and urgently needed.

Gender equality is a global concern, and raising awareness about it helps dismantle gender stereotypes. Conducting a gender audit allows us to comprehend the prevailing gender dynamics within institutions' structures and processes. Additionally, it provides institutions with insights on how to create a safer college campus that is inclusive for all. The main objective of the gender audit was to foster inclusivity and equality.



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## About the Institution

Vidya Prabodhini College of Commerce, Education, Computer, and Management in Parvari, Goa have worked tirelessly and resolutely towards their goal of Excellence Everywhere Everytime. Since its inception in 2012, this institution has been offering exceptional higher education to a learner community in and around Parvari.

The college provides two degree programs in Commerce and Education, garnering recognition and acclaim within the higher education landscape of Goa. Boasting an impressive enrollment of approximately 750 students and a dedicated team of 70 teaching and non-teaching personnel, Vidya Prabodhini College has truly left an indelible mark.

The college is runned under the Prabodhan Education Society, have achieved accreditation with a noteworthy B+ grade by the National Assessment and Accreditation Council (NAAC) in 2018. This recognition further solidifies the institution's commitment to delivering high-quality education.

In line with its guiding principle of connecting the campus to community and the college to village, Vidya Prabodhini College has actively engaged in several socially and environmentally beneficial initiatives. Collaborating with both government and non-government agencies, the college has successfully undertaken various projects that positively impact society and the environment.

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## Gender Audit

### Gender Audit

Gender Audit is a methodical assessment of an educational institution to evaluate its ability to create a safe and inclusive environment for women and girl students, faculty, and administrative staff. It serves as a tool for action planning with a focus on gender equality. The audit involves a critical examination of various aspects, including the institution's policies and decision-making structures, organizational culture and processes.

Additionally, it aims to gather insights into the perceptions, understanding, and behaviours of the staff regarding gender-related issues. The Gender Audit also appraises the extent to which the institution incorporates a gender perspective into its academic policies and programs. By identifying both strengths and challenges, the Gender Audit process aids in the integration of gender considerations within the institution.

### Aims of Gender Audit

The Gender Audit aims to achieve several objectives.

- It seeks to identify areas within which a disparity between genders exists, as well as the underlying factors contributing to this imbalance.
- It strives to promote a fair and equitable gender representation in the decision-making processes across all domains of college activities.
- It aims to foster a sense of gender equality in every aspect of the college community.
- The Gender Audit assesses the effectiveness of existing measures in place to prevent and address instances of sexual harassment within the college.
- It puts forth recommendations and strategies to bridge the existing gender gap.

## Key Areas of Gender Audit

The key areas of focus for conducting a Gender Audit encompass several aspects. These include

- Analyzing the Gender Composition profile within the organization.
- Evaluating the effectiveness of the Institutional Mechanism established to promote Gender Equity.
- Assessing the adequacy of Infrastructure facilities provided.
- Examining the implementation of Safety measures.
- Scrutinizing Students participation and Involvement in gender-related initiatives.
- Evaluating the work carried out by various committees and cells dedicated to gender-related issues.

## Methodology

In the pursuit of conducting a gender audit, our methodology aims to comprehensively analyze, assess, and identify any instances of gender bias pertaining to girls and women in both the workplace and living spaces. The ultimate goal is to eliminate these biases and foster a socially healthy community. To ensure consistency, a gender policy is implemented across all departments, administrative offices.

In order to achieve the desired objectives, the gender audit was conducted through a series of approaches including physical inspections, thorough review of relevant documentation and engaging in discussions and interactions with students.

**Physical inspection :** The physical inspection phase involved a comprehensive assessment of the college premises. It helped to know about conducive environment for both boys and girls, ensuring a harmonious and conducive atmosphere for studying and working.

**Review of documentation :** The review of documentation aimed to analyze the existing gender policies by studying the documents related to various activities organized for the students. This analysis provided valuable insights into the



implementation of these policies, allowing for further evaluation and improvement.

**Feedback from students** : To gather feedback on the awareness and facilities provided within the college campus, students were actively involved in providing their perspectives.

**Discussion/ interaction** : Through verbal interviews with students particular emphasis on girls, were given a platform to express their opinions on gender bias and the effectiveness of the adopted policies.

By following this comprehensive methodology, we strive to create an inclusive and equitable environment for all genders within our college community.

### Terminology

**Gender** - Gender is used to describe those characteristics of women and men. Gender characteristics are socially constructed.

**Sex** - Sex refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men.

**Gender equality** – Gender Equality is the non-existence of discrimination on the basis of a person's sex in opportunities particularly in the allocation of resources and benefits or in access to services.

**Gender equity** - Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power.

**Gender Audit** - A Gender Audit is an assessment process. This audit would pay attention to different issues such as: the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviors towards the issue.









## Members of Gender Audit Committee

The individuals listed below comprise the members of the audit team.

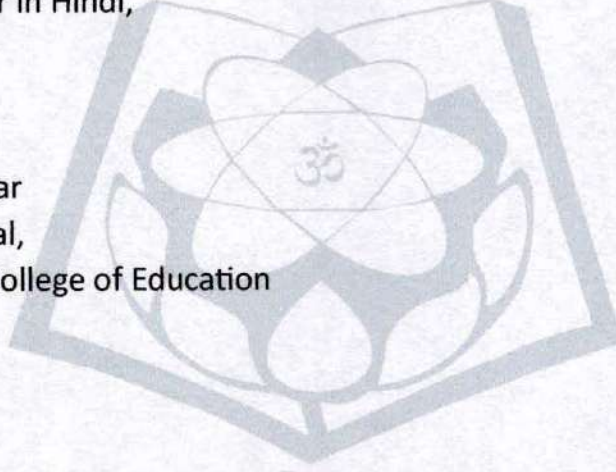
### Chairperson

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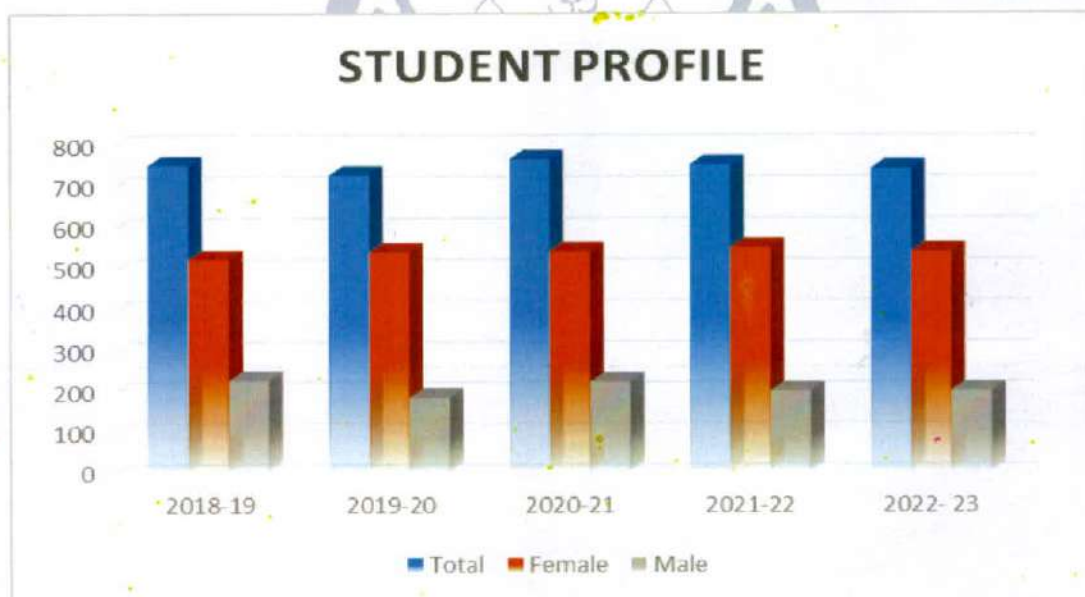
## Gender Balance within the Institution

Gender balance refers to the presence of an equitable proportion of both males and females in an institution, encompassing the number of students in different programs and the composition of the staff.

### Gender Balance among the Students

#### Student Profile

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	750	726	765	751	741
Female	522	539	541	550	540
Male	228	186	224	201	201



Student Profile for the academic years 2018-19, 2019-20, 2020-21, 2021-22, and 2022-23 is as follows:

During the academic year 2018-19, there were a total of 750 students enrolled. In the subsequent year, 726 students were registered, followed by 765 students

in the year 2020-21. In the academic year 2021-22, the total number of students decreased to 751. In the year 2022-23, there were 741 students in total.

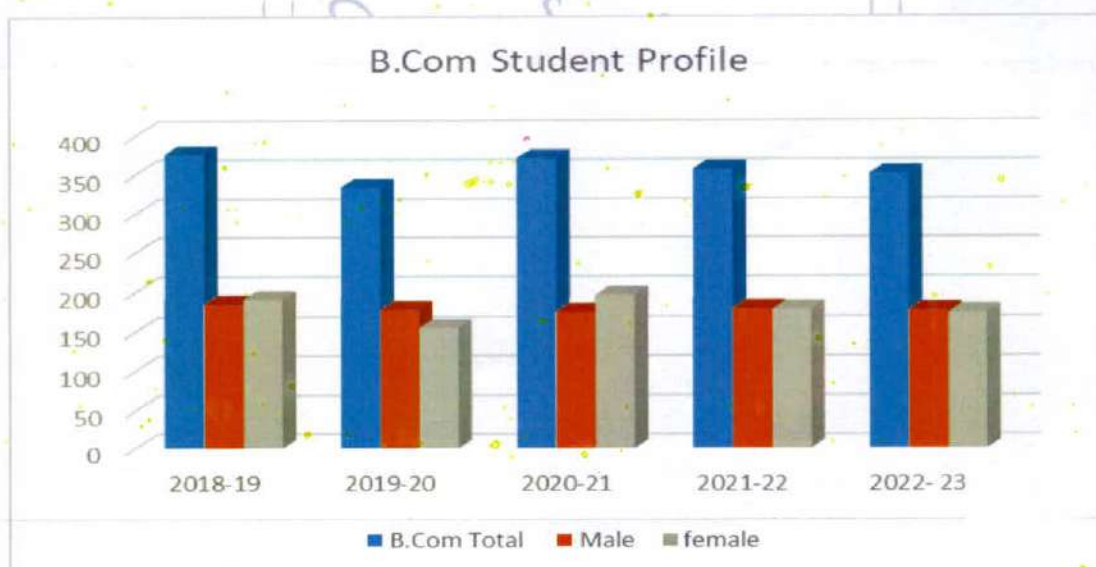
Out of the total number of students, the majority were female. In 2018-19, there were 522 female students, which increased to 539 in the 2019-20 year. The number of female students remained fairly steady in the 2020 - 21 year with 541, in year 2021 – 22 number of female students were 550. The number decreased to 540 in year 2022 - 23

On the other hand, the number of male students enrolled was consistently lower than the female students. In 2018-19, there were 228 male students, which decreased to 186 in the following year. In the academic year 2020-21, the number of male students increased to 224, but then decreased again to 201 in both 2021-22 and 2022-23.

To summarize, the student profile for the mentioned academic years indicates a total enrollment of 750, 726, 765, 751, and 741 students, with the majority being female students.

#### B.Com Student Profile:

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
BCOM	376	334	371	357	351
Female	185	178	175	179	177
Male	191	155	196	178	174





B.Com Student Profile for the years 2018 - 19, 2019 - 20, 2020 - 21, 2021 - 22, and 2022 - 23 showcases the number of students enrolled in the B.Com program, categorized by gender.

In the academic year 2018-2019, there were a total of 376 students pursuing their B.Com degree, with 185 female students and 191 male students.

In year 2019 -20 year, 334 students were enrolled in the program, with 178 female students and 155 male students.

The number of students increased to 371 the year 2020 - 21, consisting of 175 female students and 196 male students.

In the academic year, 2021-22, there were 357 B.Com students, evenly distributed with 179 female students and 178 male students.

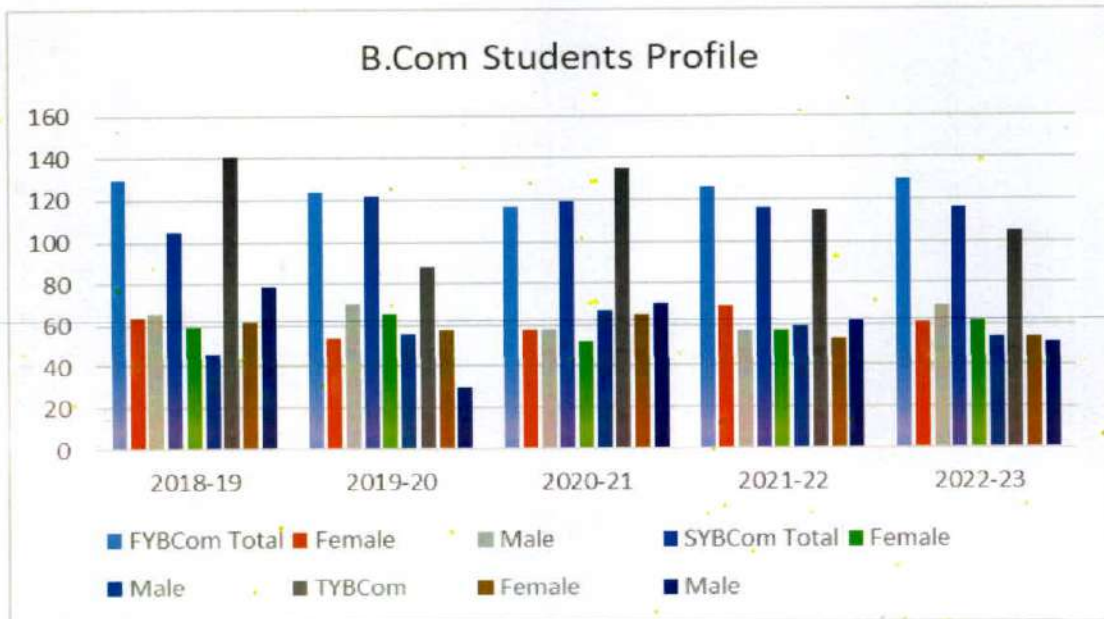
In the year 2022-23, there was a slight decrease in the total number of students, with a total of 351 students enrolled in the B.Com program. Among them 177 were female students and 174 were male students.

For B.Com program number of Male and Female Students are at par.

#### Class wise student profile of B.Com students

Class	2018-19	2019-20	2020-21	2021-22	2022- 23	Total
F.Y.B.Com	130	124	117	126	130	627
Female	65	54	58	69	61	307
Male	66	70	58	57	69	320
S.Y.B.Com	105	122	119	116	116	578
Female	59	66	52	57	62	296
Male	46	56	67	59	54	282
T.Y.B.Com	141	88	135	115	105	584
Female	62	58	65	53	54	292
Male	79	30	70	62	51	292





The graph illustrates the distribution of students across different academic years, namely 2018-19, 2019-20, 2020-21, 2021-22, and 2022-23. It also provides a total count for each year.

For the F.Y.B.Com (First Year Bachelor of Commerce) program, the number of students enrolled was 130 in 2018-19, 124 in 2019-20, 117 in 2020-21, 126 in 2021-22 and 130 in 2022-23. The cumulative count for these five years is 627.

Among these students, there were 65 females and 66 males in 2018-19, 59 females and 66 males in 2019-20, 58 females and 59 males in 2020-21, 69 females and 57 males in 2021-22, and 61 females and 69 males in 2022-23.

For the S.Y.B.Com (Second Year Bachelor of Commerce) program, there were 105 students in 2018-19, 122 students in 2019-20, 119 students in 2020-21, 116 students in 2021-22 and 116 students in 2022-23. The total count for these five years adds up to 578.

Among these students, there were 59 females and 46 males in 2018-19, 66 females and 56 males in 2019-20, 52 females and 67 males in 2020-21, 57 females and 59 males in 2021-22, and 62 females and 54 males in 2022-23.

For the T.Y.B.Com (Third Year Bachelor of Commerce) program there were 141 students in 2018-19, 88 students in 2019-20, 135 students in 2020-21, 115 students in 2021-22 and 105 students in 2022-23. The total count for these five years stands at 584.



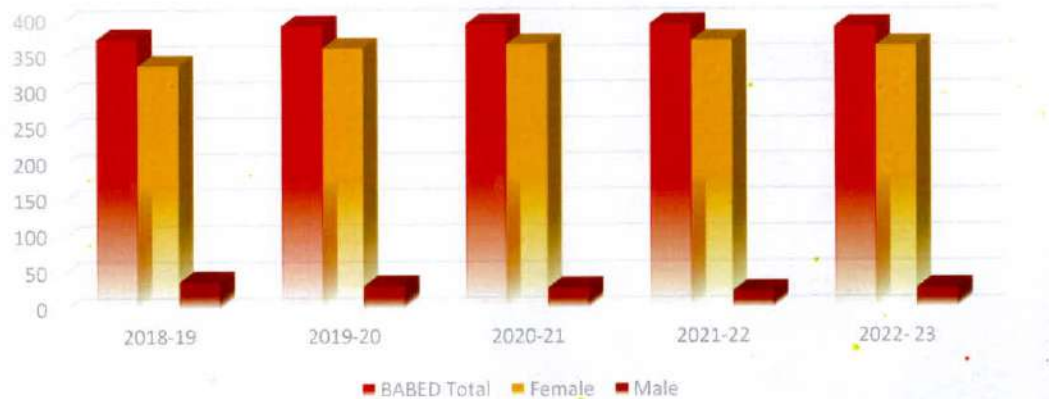
Among these students, there were 62 females and 79 males in 2018-19, 58 females and 30 males in 2019-20, 65 females and 70 males in 2020-21, 53 females and 62 males in 2021-22, and 54 females and 51 males in 2022-23.

Overall, there has been a female and male students at the par.

#### BABED Student Profile :

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
BABED	374	392	394	394	390
Female	337	361	366	371	363
Male	37	31	28	23	27

#### B.A.B.ED. STUDENT PROFILE



The following data represents the student profile for BABED over the span of five academic years: 2018-19, 2019-20, 2020-21, 2021-22, and 2022-23. It showcases the number of students enrolled in BABED during each year, categorized by gender.

In the academic year 2018-19, there were 374 students enrolled in BABED. This number slightly increased to 392 students in the year 2019-20. In the academic year 2020-21, 2021-22 the student count remained relatively stable at 394. 390 students were recorded in the following year 2022-23.

When examining the gender distribution within BABED, it is evident that female students dominate the population. In the year 2018-19, there were 337 female students, surpassing the male count of 37. In 2019-20, the female student count rose to 361, while the male count decreased slightly to 31. The academic year

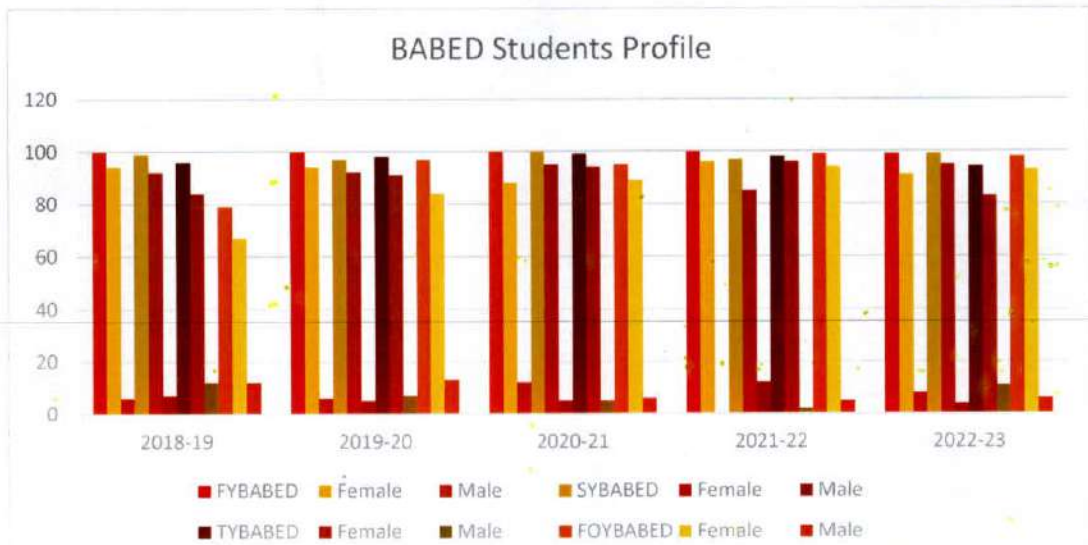
2020-21 saw increase in female students, reaching 366, whereas the male count decreased to 28. In 2021-22, the number of female students rose to 371, while the male count decreased to 23. In the year 2022- 23 the female students were 363 while male students were 27.

In summary, the student profile for BABED during these five academic years indicates a relatively consistent overall student count, with a higher representation of female students compared to males.

#### Class wise student profile of B.A.B.Ed..

Class	2018-19	2019-20	2020-21	2021-22	2022- 23	Total
FYBABEd	100	100	100	100	99	499
Female	94	94	88	96	91	463
Male	06	06	12	04	08	36
SYBABED	99	97	100	97	99	492
Female	92	92	95	85	95	459
Male	07	05	05	12	04	33
TYBABED	96	98	99	98	94	485
Female	84	91	94	96	83	448
Male	12	07	05	02	11	37
FoYBABED	79	97	95	99	98	468
Female	67	84	89	94	93	427
Male	12	13	06	05	05	41





The graph represents the enrollment statistics for the academic years from 2018 to 2023 in the B.A.B.Ed. program.

For the F.Y.B.A.B.Ed. program, a total of 499 students were enrolled over the five-year period. Among them, 463 students were female the remaining 36 students were male. In the year 2018 -19 and 2019 -20 the number of female students were 94 and male students were 06. In year 2020 -21, the number of female students decreased to 88 and male students increased to 12. In year 2021 – 22 the number of female students were 96 and male students were 04. In year 2022 -23 the number of female students were 91 and male students were 08.

For the S.Y.B.A.B.Ed. program, a total of 492 students were enrolled. Out of these, 459 students were female while 33 students were male. In year 2018 – 19 the total number of students 99 out of which 92 were female students and 07 were male. In year 2019 -20 the female students were 92 and male students were 05. 95 female students and 05 male students were enrolled for the year 2020- 21. In year 2021 - 22 number of male students increased to 12 and female students were 85. In the year 2022 -23 female students were 95 and male students were 04.

In the T.Y.B.A.B.Ed. program, there were a total of 485 students. Among them, 448 students were female while 37 students were male. In the year 2018 -19, the number students were 96, out of which 84 were female students and 12 were male students. 91 were female students and 07 were male students in the year

2019 – 20. In the year 2020 – 21 the number of students were 99 among which 94 were female students and 05 were male students. In the year 2021 -22, the total number of students were 98. The female students were 96 and male students were 02. For the academic year 2022 -23, the number of female students were 83 and number of male students increased to 11.

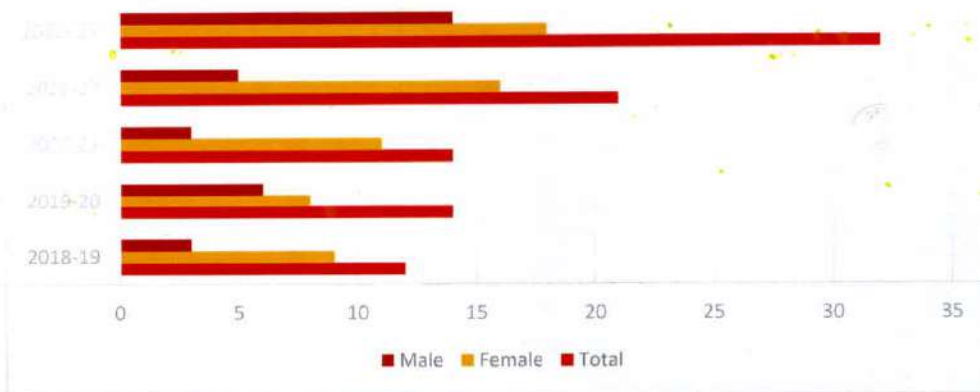
In the Fo.Y.B.A.B.Ed. program, a total of 468 students were enrolled. Of these, 427 students were female while 41 students were male. In the year 2018 -19, the total number of students were 79, out of which 67 were female students and 12 were male students. In the year 2019 -20 the number of students increased to 97, among 84 were female students and 13 were male students. In the year 2020 -21, 95 students enrolled and 89 were female students and 06 were male students. 99 students enrolled in the year 2021- 22, the number of female students were 94 and male students were 05. In year 2022 – 22 the number of male students remain same and number of female students were 93.

Overall, there has been a consistent presence of female students in all the Class programs across the years, with varying percentages. The male student population, although relatively smaller, also shows some fluctuations in enrollment numbers throughout the years.

**Student Council Representation**

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	12	14	14	21	32
Female	09	08	11	16	18
Male	03	06	03	05	14

Student Council Representation



*Handwritten signatures and initials: G.P.E., M, A.M.*



Representation of the Student Council over the years has shown a significant growth and diversification.

During the academic year of 2018-19, the Student Council consisted of a total of 12 members. Among them, 9 were female students, while the remaining 3 were male students. Ms. Trupti Salgaonkar was the General Secretary for the year.

In the year 2019-20, the Council experienced a slight increase in its representation. The total number of members rose to 14, with 8 females and 6 males contributing to the Council's work. Mr. Omkar Govekar served as General Secretary.

The year 2020-21 witnessed a consistent number of 14 members in the Student Council. The gender dynamics shifted slightly, with 11 females and 3 males taking part in the Council's activities. Ms. Shreya Phadte was the General Secretary.

In the academic year of 2021-22, the representation on the Student Council continues its upward trend. The total number of members increased to 21, with 16 females and 5 males actively participating in shaping the Council's agenda. Suvidhya Naik held the position of General Secretary.

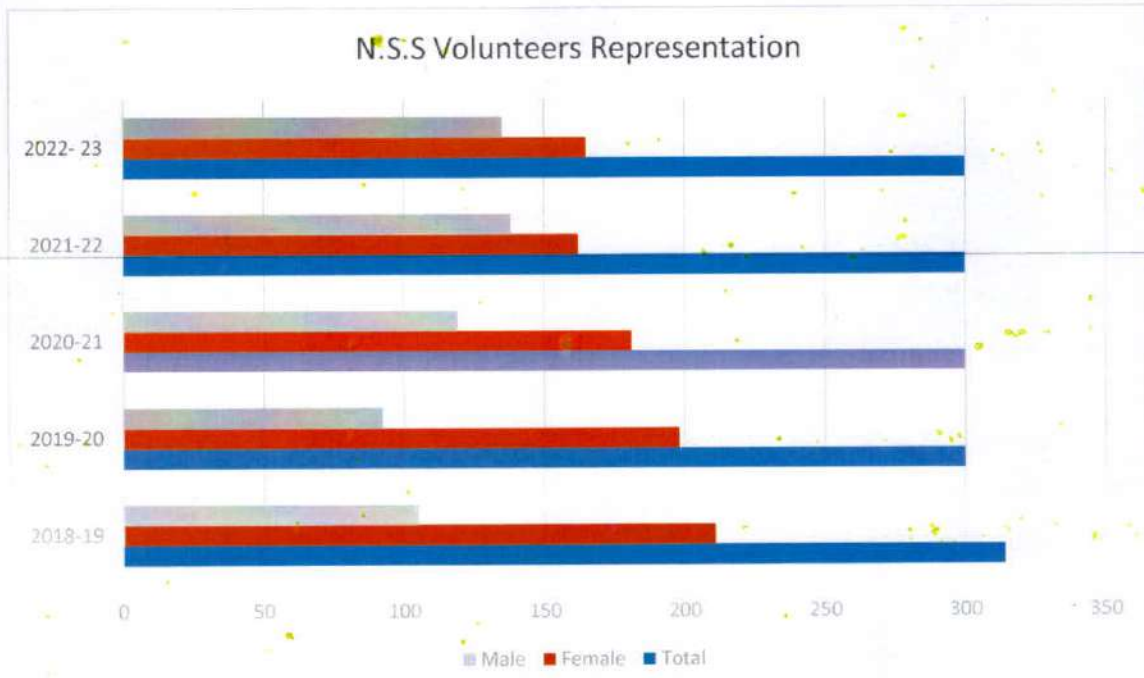
In the year of 2022-23, the Student Council experienced a substantial surge in its membership. The total number of representatives reached an impressive count of 32 individuals. Among them, 18 were female students, while the remaining 14 were male students. Ms. Sudeepa Chodanakar was General Secretary.

Over the past five years, the female held the position of General Secretary for a total of four years.

The Student Council's growth and diversification over the years highlight the increasing engagement and enthusiasm of both female and male students in actively contributing to the betterment of the student community

#### NSS Representation

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	314	300	300	300	300
Female	211	198	181	162	165
Male	105	92	119	138	135



The representation of the NSS (National Service Scheme) for the years mentioned can be summarized as follows:

For the academic year 2018-19, there were a total of 314 participants involved in NSS activities. Out of these, 211 were female and 105 were male. In the year, 2019-20, the total number of participants remained consistent at 300. Among them 198 were female and 92 were male.

In the year 2020-21, the NSS continued to have 300 individuals engaged in its programs. However, the distribution between genders changed slightly, with 181 females and 119 males participating. In the academic year 2021-22, the number of participants remains constant at 300, but the gender distribution shifts further. There were 162 females and 138 males involved in NSS activities.

for the year 2022-23, the total number of participants is expected to be 300. The female representation increases slightly to 165, while the male representation decreases to 135.

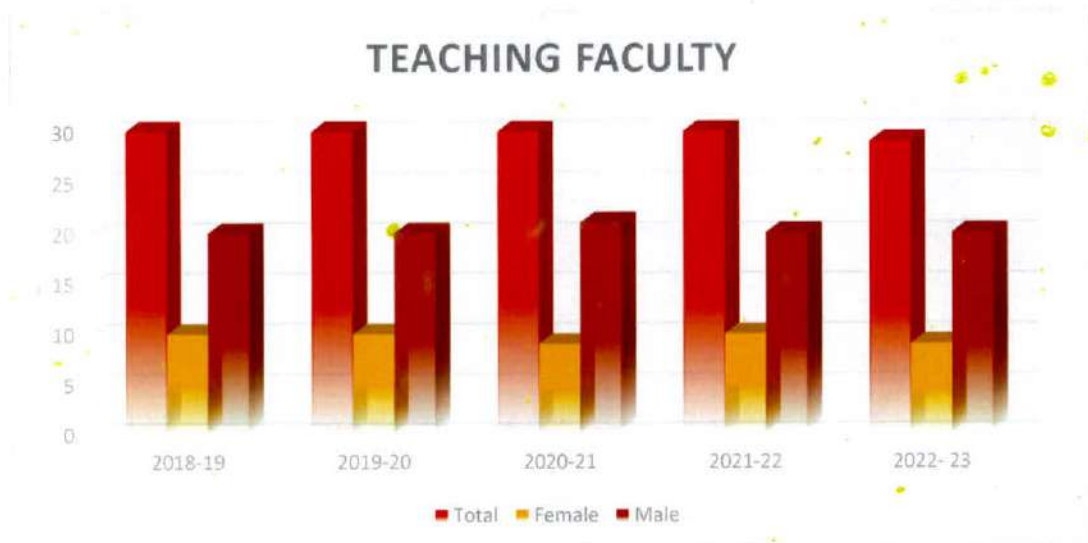
Overall, the NSS has seen a consistent level of engagement over the years, with a higher proportion of female participants in recent times



## Faculty Profile

### Teaching Regular Staff

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	30	30	30	30	29
Female	10	10	09	10	09
Male	20	20	21	20	20



Regular Staff Teaching in Academic Years 2018-19 through 2022-23 displayed consistent numbers as follows: -

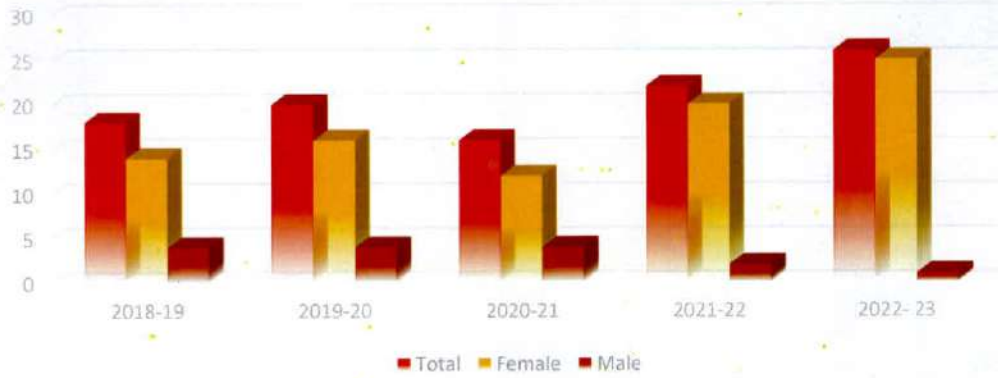
In the year 2018-19, there were a total of 30 regular staff members, comprising 10 females and 20 males. In the academic years of 2019-20 and 2020-21, the total number of regular staff members remained stable at 30, with 10 females and 20 males

In the academic year 2021-22, the number of regular staff members slightly decreased to 29, with 10 females and 19 males. In the academic year of 2022-23, the total count of regular staff members stood at 29, with 9 females and 20 males.

Throughout these academic years, the composition of regular staff members has generally consisted of a higher number of males compared to females.

**Contract and lecture Basis Teaching Staff**

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	18	20	16	22	26
Female	14	16	12	20	25
Male	04	04	04	02	01

**TEACHING FACULTY(CONTRACT AND LECTURE BASIS)**

Teaching Contract and Lecture Basis Staff for the years 2018-19 to 2022-23 are as follows:

In the year 2018-19, there were a total of 18 staff members, including both teaching contract and lecture basis staff. Out of these, 14 were female and 4 were male. In the year 2019-20, the total number of staff members increased to 20. Among them, 16 were female and 4 were male.

In the year 2020-21, there were 16 staff members in total, with 12 being female and 4 being male. For the year 2021-22, the number of staff members rose to 22. Out of these, 20 were female and 2 were male.

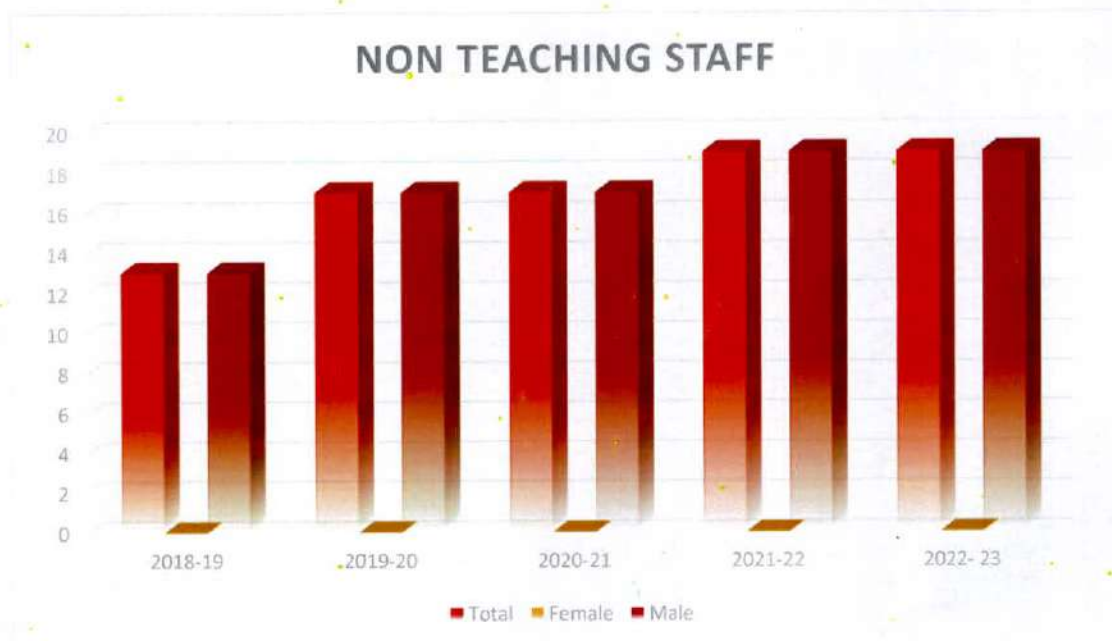
For the year 2022-23, there was increase in the total number of staff members, reaching 26. Among these, 25 were female and only 1 was male.

Female staff members were more than male.



**Non-Teaching Staff**

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	13	17	17	19	19
Female	00	00	00	00	00
Male	13	17	17	19	19



The data provided pertains to the non-teaching staff in different years. For the academic year 2018-19, there were a total of 13 non-teaching staff members. Out of these, none were female, and all 13 were male.

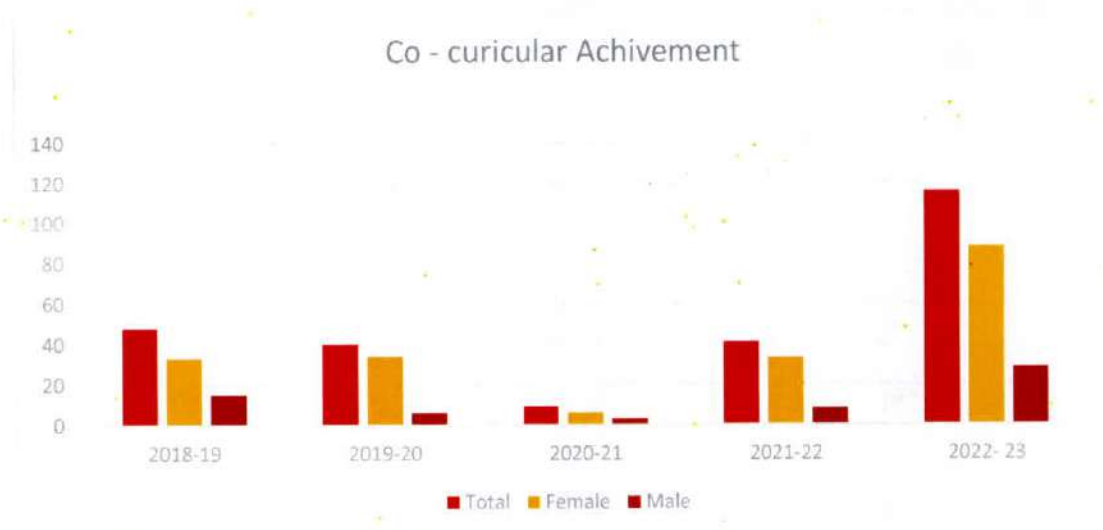
In the year 2019-20 and 2020 – 21 the number of non-teaching staff rose to 17. However, there were still no female staff members, with all 17 being male. In the year 2021-22 and 2022 -23 there was a slight increase in the overall count of non-teaching staff, with a total of 19 individuals and all 19 were male.

In summary, over the span of five years, the number of non-teaching staff remained relatively consistent, with no female staff members recorded in any of the years.

## Student Achievements

### Co – circular Achievements of Students

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	48	40	09	41	116
Female	33	34	06	33	88
Male	15	06	03	08	28



Numerous students enthusiastically engaged in a wide array of cultural events at both the state and national level. Their exceptional skills and abilities in co-curricular activities were aptly demonstrated as they triumphantly secured numerous prizes in various competitions. According to the data, there is information available regarding the quantity of students who have actively engaged in a range of different activities.

During the academic years from 2018 to 2023, a total of 254 students were participated in competitions. The distribution between female and male students varied across these years.

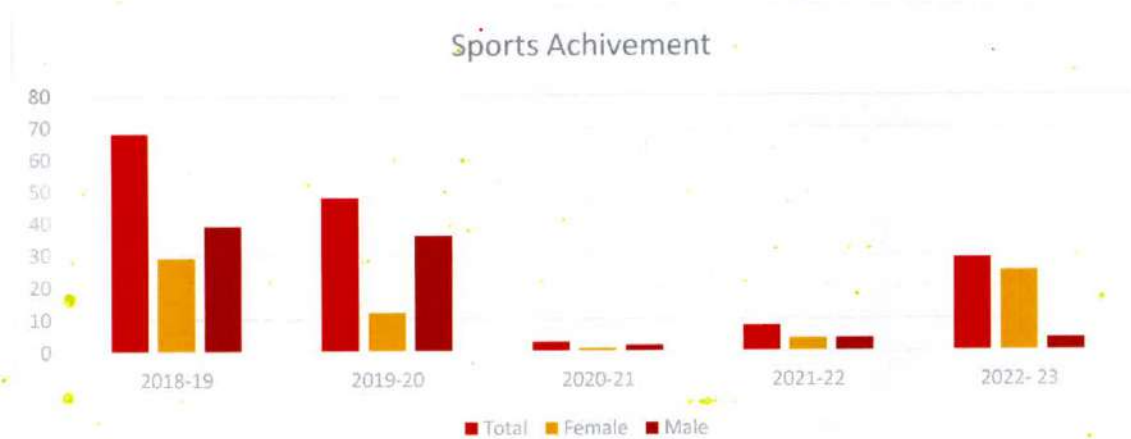
In the academic year 2018-19, there were 48 students, with 33 being female and 15 being male. In the year, 2019-20, there was a decrease in the total number of students to 40, with 34 females and 6 males. In the year 2020-21, there were 9 students in total, consisting of 6 females and 3 males. The academic year, 2021-22, there was increase in the total number of students to 41, with 33 females



and 8 males. In the academic year 2022-23, there were 116 students in total, with 88 females and 28 males.

### Sports Achievements of Students

Year	2018-19	2019-20	2020-21	2021-22	2022- 23
Total	68	48	03	08	29
Female	29	12	01	04	25
Male	39	36	02	04	04



In the years 2018-19 to 2022-23, a total of 156 students achieved medals in sports. Among these 71 were female athletes, while the remaining 85 were male athletes.

Breaking it down further, in the year 2018-19, there were 68 participants in total, with 29 of them were female athletes and 39 were male athletes. In the year 2019-20, a total of 48 student participation were recorded, with only 12 were a female athlete and the remaining 36 were male athletes.

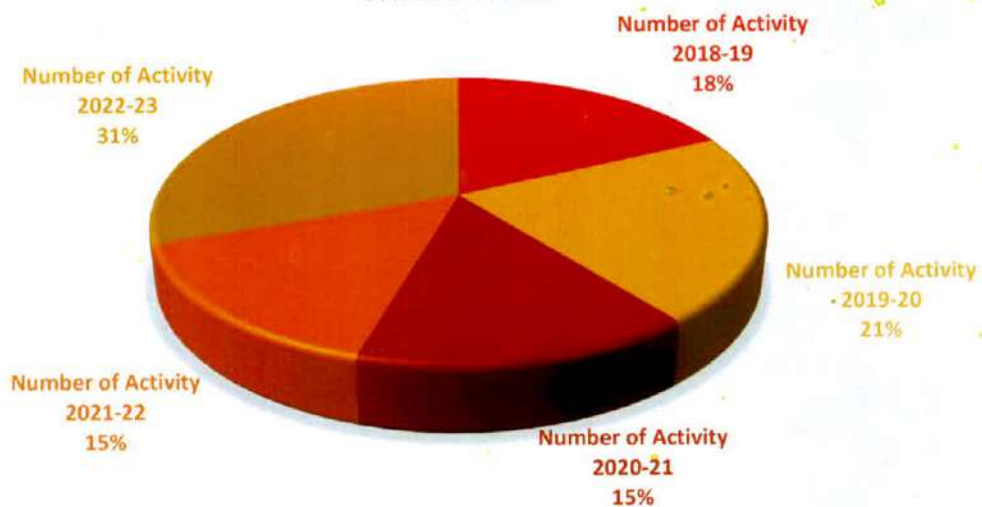
In the year 2020-21, there was a decrease in participation due to Covid, reaching a total of 03. Among these, 01 was female athlete, while the 02 were male athletes. In the year 2021-22, the total number was 08 with 04 female and 04 male athletes. In the year 2022-23, a total of 29 students participated in sports. Among these, 25 were female athletes, while the remaining 04 were male athletes. Overall, these sports achievements showcase the dedication, skill, and perseverance of both female and male athletes across the years

## Initiatives for Gender Sensitization

Number of Activity promoting gender equity

2018-19	2019-20	2020-21	2021-22	2022-23	Total
04	07	05	05	10	33

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Throughout the years 2018-2023, a series of initiatives were implemented to foster gender equality and empowerment. The progress made in this regard can be measured by the number of activities undertaken during each year.

Specifically, in 2018-19, there were six activities organized to promote gender equity. This number slightly increased to seven activities in 2019-20. There was a slight decrease in the 2020 -21 year with five activities. The same number of activities was maintained in the 2021 - 22.

In 2022-23, the number of activities surged to ten, reflecting a significant commitment to promoting gender equity. Altogether, a total of 33 activities have been conducted during this time period, demonstrating a continuous dedication to advancing gender equality.

Various committees organized a multitude of activities on different occasions. These included the Gender Club, Women's Cell, Anti-Ragging Committee, N.S.S. Unit, and the Student Council, all of which successfully coordinated engaging events.



There are diverse categories of activities that encompass a range of subjects. These activities involve engaging discussions on various topics such as health and hygiene, women's rights, and different acts pertaining to women. Additionally, there are awareness programs such as rallies that aim to educate and inform. By incorporating competitive elements, these activities contribute towards enhancing gender sensitivity.

Here is a compilation of activities:

### Measures initiated by the Institution for the promotion of gender equity

<b>2018-19</b>					
<b>(Total No. of Activities: 4)</b>					
	<b>Name of the Activity</b>	<b>Date</b>	<b>No. of Students</b>	<b>Name of faculty in charge</b>	<b>Aims and Objectives</b>
1.	Talk on Gender Issues and Challenges by Dr. Bharati Falari	03-10-2018	90 (80 Female, 10 Male)	Shri Gautam Gaude	To create awareness among students about the issues and challenges faced by women in society
2.	<u>One day Gender Sensitization Workshop by Shri. Ajay Gaude</u>	19-01-2019	49 (39 Female 10 Male)	Shri Gautam Gaude	To sensitize students about the gender issues that plague society as a whole
3.	<u>Series of competitions on Gender Equality and Women Empowerment</u>	28-01-2019	10 (09 Female, 01 Male)	Shri Gautam Gaude	To sensitize students about the necessity of women empowerment and gender equity
5.	International Women's Day Celebration	08-03-2019	15	Ms. Ujvala Hanjunker	To celebrate women empowerment and raise awareness about the need for gender equity
<b>2019-20</b>					
<b>(Total No. of Activities: 7)</b>					
	<b>Name of the Activity</b>	<b>Date</b>	<b>No. of Students</b>	<b>Name of faculty in charge</b>	<b>Aims and Objectives</b>
1.	<u>Screening of Educational Film 'Komal' on Child Abuse</u>	09-12-2020 to 12-12-2020	169 (159 Female 100 Males)	Shri Gautam Gaude	To raise awareness among students about the prevalent issues and challenges confronting women in our society.
2.	<u>Video Series on Gender</u>	06-01-2020	51 (49	Shri Gautam Gaude	To create awareness among students about the pressing



	<u>Issue – Child Sexual Abuse</u>		Female, 02 Male)		issues and challenges that women encounter in today's society.
3.	<u>Video Series on Gender Issue – Female Feticide</u>	13-01-2020	52 (49 Female 03 Males)	Shri Gautam Gaude	To foster awareness among students regarding the hurdles and issues women often confront within our societal framework
4.	<u>Two day workshop on Gender Sensitization and Skilling of Girl Child</u>	17-01-2020 to 18-01-2020	02	Shri Gautam Gaude	To instil awareness among students regarding the obstacles and challenges that women encounter in various spheres of our society.
5.	<u>Video Series on Gender Issue – Alternative Sexualities</u>	20-01-2020	60 (56) Female, 04 Male	Shri Gautam Gaude	To empower students with awareness about the difficulties and issues faced by women, aiming to spark meaningful conversations.
6.	<u>Awareness Rally on Beti Bachavo Beti Padhavo</u>	24-01-2020	47 (40 Female, 07 Male)	Shri. Darshan Gaonkar	To create awareness about Beti Bachavo and Beti Padhavo governmental scheme
7.	<u>International Women's Day Celebration</u>	08-03-2020	18	Ms. Ujvala Hanjunker	To celebrate women empowerment

## 2020-21

(Total No. of Activities: 5)

	<b>Name of the Activity</b>	<b>Date</b>	<b>No. of Students</b>	<b>Name of faculty in charge</b>	<b>Aims and Objectives</b>
1.	<u>Talk on Awareness about Sexual Abuse alongside film screening</u>	02-12-2020	42 (22 Female 20 Males)	Shri Gautam Gaude	To enlighten students about the prevalent issues and challenges women grapple with, encouraging dialogue and advocacy
2.	<u>Talk on Awareness about Sexual Abuse alongside film screening</u>	07-12-2020	69 (42 Female 27 Males)	Shri Gautam Gaude	To raise awareness among students about child abuse and the need to speak out against such atrocities
3.	<u>Talk on Women Empowerment by Ms. Santoshi Narvencar</u>	09-12-2020	61 (59 Female 02 Male)	Shri Gautam Gaude	To raise consciousness among students about the hurdles and issues women endure, fostering a commitment to positive change
4.	<u>Invited lecture on Women Empowerment by Advocate</u>	08-03-2021	50	Ms. Shamal Dessai	To propagate awareness among students about the multifaceted challenges women face in contemporary society

GPE

M. S. Gaude

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	<u>Sona Bhandodkar</u>				
5.	<u>Lecture on Protection of Children from Sexual Offences Act, 2012 (POSCO Act)</u>	22-04-2021	31	Shri. Darshan Gaonkar	To raise awareness among students about the protection of children from sexual offences Act, 2012 (POSCO Act)

## 2021-22

(Total No. of Activities: 6)

	<b>Name of the Activity</b>	<b>Date</b>	<b>No. of Students</b>	<b>Name of faculty in charge</b>	<b>Aims and Objectives</b>
1.	National Women's Parliament	08-11-2021	07	Dr. Ujvala Hanjunker	To raise awareness among students about the prevalent issues and challenges confronting women in our society
2.	<u>Talk on Men's Right by Shri Vivek Deveshwar</u>	19-11-2021	162	Shri Gautam Gaude	To create awareness among students about the pressing issues and challenges that men encounter in today's society
3.	<u>Invited lecture on Personal Health and hygiene by Dr. Pooja Rewankar and Dr. Kannaya Sirsat</u>	10-12-2021	92	Ms. Yogita Gauns	To raise awareness among students about the importance of maintain proper health and hygiene
4.	<u>Talk on Sexual Abuse followed by screening of film 'Komal'</u>	22-12-2021	75 (72 Female 03 Male)	Shri Gautam Gaude	To instil awareness among students regarding the obstacles and challenges that women encounter in various spheres of our society
5.	<u>Talk on Gender Equality at work place by Dr. Radhika Nayak</u>	08-03-2022	67	Dr. Sonali Shankwalkar, Ms. Shamal Dessai	To empowering students with awareness about the difficulties and issues faced by women, aiming to spark meaningful conversations
6.	<u>Talk on Women health and related issue by Dr. Sharmila Prabhudessai</u>	23-04-2022	72 (72 Female)	Dr. Sonali Shankwalkar	To cultivate awareness among students about the diverse challenges women face, promoting understanding and empathy.

<b>2022-23</b>					
<b>(Total No. of Activities: 11)</b>					
	<b>Name of the Activity</b>	<b>Date</b>	<b>No. of Students</b>	<b>Name of faculty in charge</b>	<b>Aims and Objectives</b>
1.	<u>A Feminist Approach in Shashi Deshpande's Writing</u>	29-09-2022	70	Ms. Nikita Shirodkar	To offer fresh insight on feminists' approach in literature
2.	<u>Talk on Awareness on Sexual Harassment</u>	16-01-2023 to 19-01-2023	188	Dr. Manisha V. Kulkarni	To sensitize the students about recognizing behaviors that constitute sexual harassment
3.	<u>Talk on POSH Act, 2013</u>	17-01-2023 to 25-01-2023	73	Dr. Manisha V. Kulkarni	To make students aware about POSH Act, 2013
4.	<u>Talk on POSH Act, 2013</u>	30-01-2023 to 31-01-2023	90	Dr. Manisha V. Kulkarni	To make students aware about POSH Act, 2013
5.	<u>One day state level seminar on The Silent Crises of Women with Disability</u>	17-02-2023	05	Dr. Priya Gosavi	To create awareness of different disabilities among men and women
6.	<u>One Day seminar on Gender Equality and PCPNDT Act</u>	27-02-2023	76	Dr. Priya Gosavi	To create awareness about the PCPNDT Act
7.	<u>Talk on PCOD</u>	28-02-2023	67	Ms. Deeksha Naik Talaulikar and Dr. Shailesh G. Chodankar	To create awareness about PCOD and PCOS
8.	<u>Women's Economic Empowerment</u>	28-02-2023	80	Ms. Sweta Bhagat	To enlighten students about the prevalent issues and challenges women grapple with, encouraging dialogue and advocacy.
9.	<u>One day Seminar on Empowering the Women</u>	08-03-2023	168	Dr. Priya Gosavi	To raise consciousness among students about the hurdles and issues women endure, fostering a commitment to positive change
10.	<u>One Day National Seminar on Empowerment for Women</u>	11-03-2023	102	Dr. Priya Gosavi	To propagate awareness among students about the multifaceted challenges women face in contemporary society.
11.	<u>Talk on Awareness on Sexual Harassment</u>	02-06-2023	120	Dr. Manisha V. Kulkarni	To nurture awareness among students about the issues and challenges that women confront, inspiring a commitment to equality and justice



## Infrastructure Facilities

The college places great importance on the safety and security of its students. It ensures that various infrastructure facilities are in place to guarantee proper care for the students. The college has taken the following measures to address this concern:

### Common Room for Girls

The college offers a shared space exclusively for female students. This room is fully furnished with comfortable chairs, a spacious table, and a bed, all provided for the convenience and comfort of the students.

### Proper Hygiene facilities

The well-being and welfare of the students are carefully attended to, with a strong emphasis on their health and hygiene. Essential amenities are readily available to guarantee their safety and security. These amenities include well-maintained and hygienic restroom facilities, conveniently placed dustbins for waste disposal, easily accessible water sources, and even a sanitary napkin vending machine and sanitary napkin dispensary machine are installed.

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### Safety of students

In order to ensure the safety of students, the campus has implemented a comprehensive security system. Closed-circuit television (CCTV) cameras have been installed throughout the campus, including classrooms, the library, and other areas. To further enhance security, guards are stationed at the college gates, diligently monitoring the surroundings. Additionally, dedicated female staff members are always available in the girl's washroom, offering prompt assistance and support to both students and staff members when needed. Whenever students venture outside the college premises to engage in academic pursuits, sports activities, or co-curricular events, they are always accompanied by female faculty members.

### **Common room for Boys**

The college offers a shared room specifically designated for male students. This room is well furnished with comfortable chairs and a table intended for student utilization.

The college offers clean and well-maintained restroom facilities that prioritize hygiene. There are separate washrooms available for male and female faculty members.

### **Separate washroom for students (Male and Female)**

The college offers well-maintained restroom facilities that prioritize hygiene. There are separate restrooms designated for male and female students. These restrooms undergo thorough cleaning three times a day to ensure cleanliness.

### **Separate washroom for staff (Male and Female)**

The college provides maintained restroom facilities that prioritize hygiene. Dedicated restrooms are available for male and female students respectively. These restrooms undergo thorough cleaning thrice a day to ensure utmost cleanliness.

### **Medical Check-up facilities, first aid facilities**

The college offers medical check-up facilities and first aid services to both students and staff members in case of emergencies. A dedicated medical committee has been established to oversee these medical provisions. As the college is located in Parvari, it is surrounded by numerous private and government hospitals that can be reached within a short span of 5 minutes. The well-being of the students is prioritized, ensuring they receive proper care and attention.

### **Counselling**

College counseling is provided as needed by trained professionals who work within the school. To encourage students to seek assistance and support, a









Mentor-Mentee system has been implemented. This system aims to motivate students to approach mentors for various types of help. In order to ensure ease of access for female students, female counselors are available. Additionally, a dedicated room is designated for counseling purposes.

### Counselling Room

The college offers a dedicated counseling room where students can seek guidance and support from professional counselors. This provision ensures the privacy and confidentiality of students who visit for counseling sessions.

#### Photos of Facility Provided:

- 1) Closed-circuit television (CCTV) cameras:



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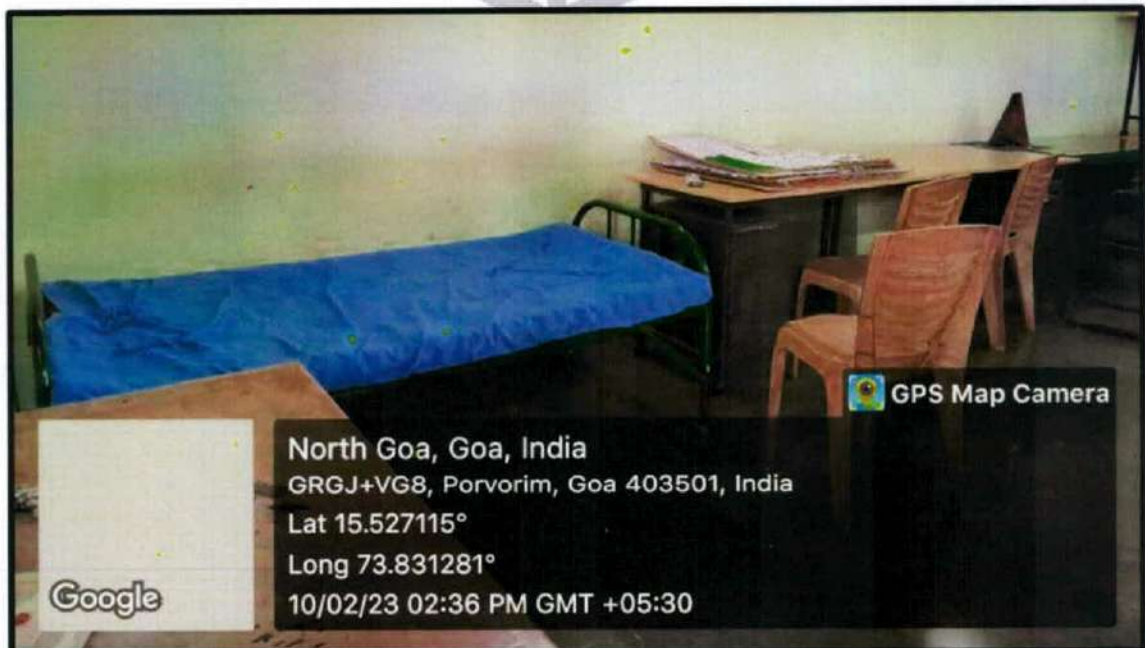
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## 2) Washrooms for staff



## 3) Girls Common Room



#### 4) Sanitary Napkin Vending and Incinerator Machine



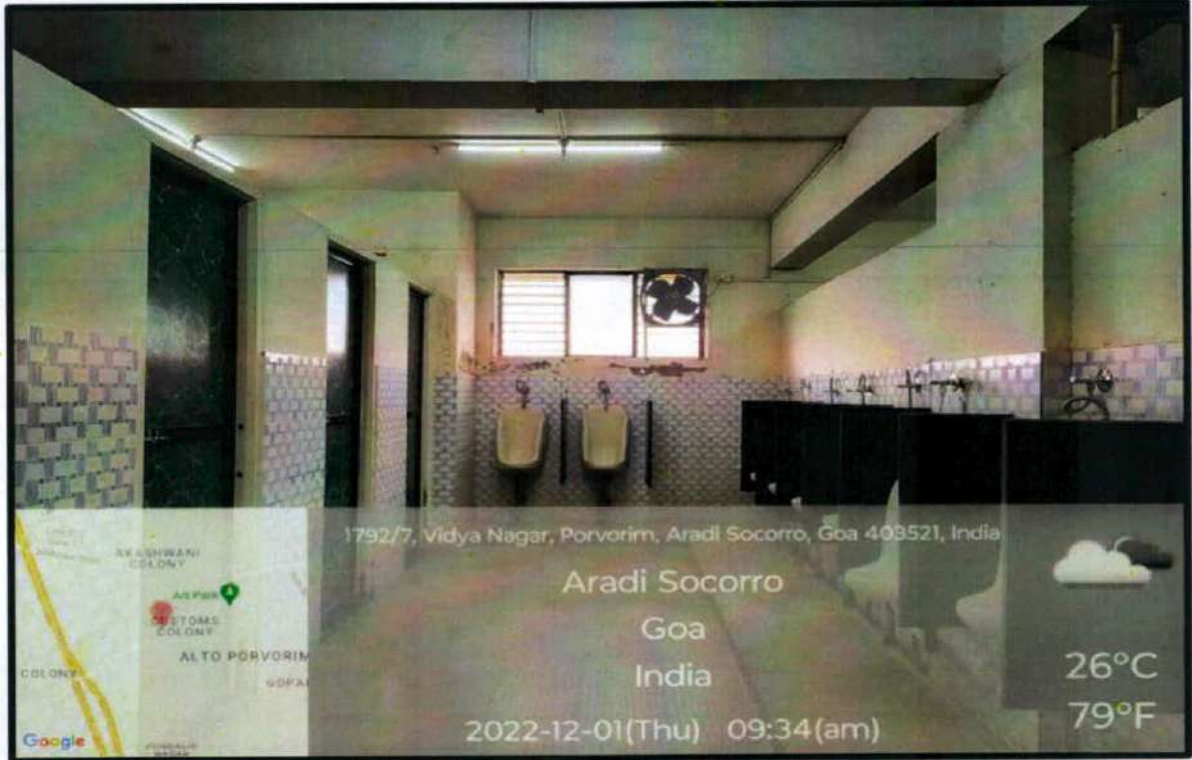
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### 5) Washroom for Boys



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## Committees and Club

The college has established numerous clubs and committees with the aim of guaranteeing the safety of its students. These committees primarily implement precautionary measures to prevent any instances of ragging or gender discrimination. Moreover, they actively strive to raise awareness about gender-related concerns through a variety of means including lectures, competitions, and movie screenings. Here are some of the committees.

### Anti-Ragging Committee

The college has constituted an Anti-Ragging Committee as a part of the UGC mandatory committees. The college prospectus clearly states about the anti-ragging policy of the college. Ragging is considered a criminal act, and the UGC has implemented regulations to address this issue in educational institutions. To combat and eradicate ragging, the college has established an Anti-Ragging Committee. The students in distress owing to ragging related incidents can access the committee.

The Principal of the College serves as the Chairperson of the Anti-Ragging Committee. The committee consists of various individuals who represent different sectors within the organization. These include a representative from the faculty, a representative from the non-teaching staff, the President of the Parent-Teacher Association (PTA), a police inspector, a media representative, and a member from a non-governmental organization (NGO). Additionally, the committee also includes student representatives from both senior and junior classes, ensuring their voices are heard and considered in committee discussions.

The committee convenes monthly to discuss reported incidents of ragging and implement preventive measures. As of today, there have been no reported cases of ragging.

### Discipline Committee

The college is very much concern about the discipline. The regulations of the college are made available to the students through the prospectus. Furthermore, a dedicated Discipline Committee has been established by the college. This



committee is accessible to students who are facing difficulties or distress due to disciplinary incidents.

It consists of Vice Principal and one female member, two male members. The committee addresses matters pertaining to discipline within the college. Proactive steps are implemented to ensure the absence of any disciplinary incidents.

### **Women Cell**

The upliftment and progress of our nation heavily rely on the crucial aspects of women empowerment and gender equality. In order to cultivate a strong foundation of gender sensitivity within the premises of College, the Women cell was established.

This forum aims to foster a community that is highly aware of gender issues not only within the campus but also in society at large. Through the organization of diverse events such as skill enhancement workshops, academic seminars, technical training sessions, medical initiatives, cultural celebrations, and social gatherings, the Women's Forum actively contributes to the advancement of women and advocates for the pivotal role of gender equality within our society.

The committee takes initiative in organizing various events and initiatives geared towards women. Their primary goal is to raise awareness among students about the importance of gender equality.

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### **Internal Complaint Committee**

The Sexual Harassment Internal Complaint Cell aims to achieve several key objectives. Firstly, it endeavors to prevent and prohibit instances of sexual harassment within the workplace. Additionally, it strives to bolster the self-esteem and self-assurance of female students, faculty, and staff within the college community. The cell also serves as a platform for individuals to voice their grievances and have them addressed in relation to sexual harassment matters. Furthermore, it actively promotes awareness regarding women's rights among the college community. The cell is responsible for organizing various programs focusing on health, personality development, and other related topics.

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Lastly, it endeavors to create a secure and gender-sensitive working environment within the college campus.

The Internal Complaint Committee of the college comprises a total of ten members. This committee consists of two faculty members, two representatives from the administrative office. Additionally, the college counsellor also holds a position within this committee. Other members include the General Secretary, a female representative from the student body, and a class representative from the junior class. The committee is chaired by an external member.

The committee convenes regularly to deliberate on cases and devise proactive measures for implementation. Additionally, the committee organizes diverse awareness programs.

### **Medical Team**

The college houses a medical centre. This club primarily aims to foster positive attitudes and behaviors towards health among students. It also strives to ensure a hygienic environment for the students' well-being. The club strives to enhance students understanding of physical well-being and overall health.

The medical center is comprised of a team of five individuals, which includes a female faculty member, a representative from the health center. The medical center team ensures that all essential first aid equipment is maintained and readily available. They offer vital assistance to those in need and take diligent care of patients. The team organizes a variety of programs focused on promoting health and hygiene.

### **Gender Champion Club**

Gender champions are exemplary leaders who foster an inclusive atmosphere within educational institutions, ensuring that everyone is treated equitably and with utmost respect, regardless of their gender. The primary objective of the gender champion club is to cultivate gender sensitivity among young individuals and establish constructive societal standards that uphold the rights and worth of girls.

The Gender Champion Club endeavors to raise awareness among students through a variety of activities. They arrange informative talks on gender-related



topics, screen thought-provoking movies, organize competitions, and actively participate in lectures. These diverse methods are employed by the club to successfully accomplish their mission.

### **Anti-Ragging Squad**

The college is equipped with its own Anti Ragging Squad, which is responsible for taking proactive measures by regularly visiting all areas within the college premises. In the event of any ragging incidents, the squad promptly reports them to the Anti Ragging Committee.

The team comprises of the superintendent and faculty members from the B.A.B.Ed. and B.Com programs.

The above-mentioned committee functions exceptionally well, effectively fulfilling their responsibilities.



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## Recommendation of the Committee

- Efforts can be made to enhance female representation in decision-making bodies
- Need to enhance the abilities of female students through interactive workshops and training programs, focusing on their personal growth and development.
- College can plan to implement self-employment training programs encompassing various subjects.
- Introduce a 30-hour certificate course on Gender Sensitivity.
- Try to enhance gender awareness by organizing additional programs, such as street plays.
- It is important to promote the practice of maintaining gender-segregated data across all departments.
- Effectively execute the process of enhancing faculty training regarding gender sensitivity.
- To ensure fairness and inclusivity, it is essential to provide equal opportunities for everyone when it comes to organizing activities.
- The management should consider about increasing female staff in teaching and non-teaching category.
- All the topics related to gender issues should be prominently featured on the website.
- In order to promote awareness, it is recommended to exhibit banners and posters within the corridors.

  
**Member**

Gender Audit Committee  
Dr. Ramita Gurav  
Assistant Professor in Hindi  
St. Xavier College  
Mapusa – Goa

  
**Member**

Gender Audit Committee  
Shri. Udeshe Natekar  
Officiating Principal  
Ganpat Parsekar College of Education  
Harmal – Goa.

  
**Chairperson**

Dr. M Shanthi  
Associate Professor in English  
Dnyanprasarak Mandal's College and Research Centre,  
Assagao – Goa.