



CHILDREN WELFARE CENTRE
Clara's College of Commerce

(Affiliated to University of Mumbai and NAAC Accredited)

Address - Yari Road, Versova, Mumbai - 400061

Contact No - 7738501168, Website - claracollegeofcommerce.edu.in

GENDER AUDIT REPORT

ACADEMIC YEARS

2018-19 TO 2022-23

**Internal Quality Assurance Cell
(IQAC)**

GENDER AUDIT REPORT

Gender Audit Committee

1. Convener:	1. Dr. ShobhaMenon, Principal, Valia College of Arts and Commerce, D. N. Nagar, Andheri (West), Mumbai-400053.
2. Member:	2. Dr. RatnaprabhaRajmane, Principal, Clara's College of Education, Yari Road, Versova, Andheri West, Mumbai 400061.
3.Member:	3. Dr. Keshav N. Ghorude, Principal, M.K. Sanghavi College of Commerce and Economics, JVPD Scheme, Vile-Parle (West), Mumbai-400059.

To,
The Principal,
Dr. Madhukar R. Gitte,
Clara's College of Commerce, Yari Road,
Andheri(West), Mumbai-400061.

Subject: Report of Gender Audit.

We appreciate the initiative taken by the Clara's College of Commerce for conducting Gender Audit (GA) for the Academic Years 2018-19 to 2022-2023. We are thankful to the Management and Internal Quality Assurance Cell (IQAC) as well as the Principal of the college for inviting us for conducting Gender Audit.

The report is based on observations of the committee members on three aspects.

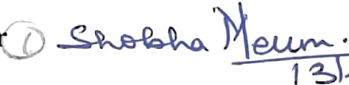


- A) Institute Information
- B) Gender Audit
- C) Other Activities

We are thankful to Management, Principal, Coordinator (IQAC), Coordinators, Teaching and Supporting Staff, Students and stakeholders for their valuable inputs and co-operation during the assessment of Gender Audit.

We are hopeful that the observations/suggestions of the Gender Audit Committee will be helpful in further planning and growth of the college.

Gender Audit Committee:

Signature with Date




- | | | | |
|----------------------------|---|----------|---|
| 1. Dr. Shobha Menon | : | Convenor | 
13/4/2023 |
| 2. Dr. Ratnaprabha Rajmane | : | Member | 
13/4/2023 |
| 3. Dr. Keshav Ghorude | : | Member |  |

FRAMEWORK AND METHODOLOGY ADOPTED FOR GENDER AUDIT

- The external Gender Audit (GA) for the academic years 2018-19 to 2022-2023 of Clara's College of Commerce, Yari Road, Andheri (West), Mumbai-400061 is conducted by the external members as per the request received from the College.
- The purpose of the audit is to ensure that the procedures and practices followed in the campus are in accordance with the Administrative Policies adopted by the institution and the departments.
- The observations of the committee are based on the data available and/or provided by the college authorities and subsequent interactions with respective members of the staff and authorities. Review of the relevant documents is carried out wherever required.
- The audit is conducted in an unbiased and transparent way.
- After the audit, the recommendations are made to the college unanimously by the external Gender Audit members.

Gender Audit Committee:

Signature with Date

- | | | | |
|----------------------------|---|----------|--|
| 1. Dr. Shobha Menon | : | Convenor |  Shobha Menon
13/4/2023. |
| 2. Dr. Ratnaprabha Rajmane | : | Member |  13/4/2023 |
| 3. Dr. Keshav Ghorude | : | Member |  |

INSTITUTE PROFILE

Introduction

Clara's College of Commerce was established in the year 1999 in the memory of Late Smt. Clara Kaul- an eminent educationist, who had a missionary zeal to take learning to every strata of society. Strategically located in the heart of the western suburbs, the college is fully equipped with state-of-art facilities and well qualified teachers. The college is affiliated to the University of Mumbai and has received Hindi Linguistic Minority status.

The aim of the college is to continuously enhance the teaching methods in order to provide students with an opportunity for their all-round development. It also strives for excellence in academics and makes an effort to induce passion for learning along with the inspiration for decisive thinking and assessment, thereby helping them to become the best professionals in their chosen careers.

The institution offers the following courses:

1. Bachelor of Commerce (B.Com)
2. Bachelor of Arts in Mass Media and Communication (BAMMC)
3. Bachelor of Management Studies (BMS)
4. Bachelor of Commerce – Accounting & Finance (B.Com. – A/F)
5. Master of Commerce M.Com (Advanced Accountancy).

The College aims at training young women and men to be competent, committed and compassionate, and lead in all walks of life.

The college is included in the 2F and 12B of the University Grants Commission (UGC).

ESTABLISHMENT INFORMATION

1	Name of the Trust	Children Welfare Centre
2	Registration No. and Year	1981
3	Name of the College	Clara's College of Commerce
4	Address of the College	Yari Road, Versova, Andheri (West) Mumbai-400061
5	Telephone No.	7738501168
6	E-mail ID	cwchs@hotmail.com
7	Website Address	Clarascollegeofcommerce.edu.in
8	Year of Establishment	1999
9	Status of the College	Co-Education
10	Name of the Principal	Dr. MadhukarGitte
11	Affiliation Status	Permanently Affiliated
12	2(f) and 12 (B)	Received
13	NIRF	Yes
14	College Development Committee	Exist and Functional
15	Internal Quality Assurance Cell	21 st June 2016
16	Name of the IQAC Coordinator	Dr. BabitaA.Kanojia
17	Type of College	Unaided and Self Financing

GENDER AUDIT (2018-19 To 2022-23)

About the Gender Audit:

It is a systematic study to ascertain the gender balance of various activities in the college. Gender audit tries to analyze the steps and initiatives taken by the college to ensure an unbiased Gender policy.

Objectives of Gender Audit:

The Gender Audit was carried out with following objectives:

1. To ascertain the gender imbalance in various curricular and co-curricular activities of the college.
2. To suggest measures to remove the gender imbalance in various college activities.
3. To instill a spirit of gender equality in all aspects of college activities.

Analysis for the Gender Audit:

The procedure included detailed data collection for the population of students and staff. Additionally, the information about initiatives adopted and practiced was collected.

Strategy adopted for conducting Gender Audit:

The strategies included data collection from the admin department, discussion and interview with the staff and College authorities, analysis of the data collected and preparation of the Report.

Gender Equality Initiatives, Activities and Practices:

Anti-ragging: Ragging is strictly prohibited within and outside the college premises. Students indulging in ragging will be punished as per the Maharashtra Prohibition of Ragging Act, 1999 (Mah. XXXI OF 1999) published in Maharashtra Govt. Gazette on 15th May 1999. Such students will also be expelled because of their indulgence in ragging.

Women Development Cell (W. D. C):

The college has established a Women Development Cell which functions as a body which hears grievances (if any) from women staff and students regarding matters of physical and mental safety and well-being. The WDC also engages itself in women empowerment. The College has constituted the Internal Complaints Committee as mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Student's Council:

The College has a duly constituted student's council according to the rules of University of Mumbai, with the Principal as chairperson and one lecturer nominated by the Principal, as In-charge. The Council includes one meritorious student from each class, outstanding students from sports and cultural activities as well as two girl students nominated by the Principal. The tenure of the students' council is one academic year. It organizes, supervises and coordinates the activities of various students' associations and societies and also makes recommendations to appropriate authorities regarding matters related to the welfare of the students.

Student Aid:

The College assists deserving students by providing freeships.

Placement Cell:

It works at two levels to enable students ,face the challenges of the competitive world. It also gives guidance regarding the career options available to them. Seminars, talks and guest lectures are organized to help students understand the current market scenario.

Research, Consultancy and Extension Cell:

The cell encourages research activities amongst teachers and students. Talks are organized to guide teachers and students to write research papers. The cell also encourages students to participate in Avishkar - The University Research Festival.

Safety and Security of Girl Students:

Separate provisions are made at various places for girls to ensure their safety and avoid any mishaps

1. Separate Entrance:

The separate entrance is ensured for the students of degree college for the purpose of ensuring discipline and safety .

2. Separate Staircase:

Staircase at both the sides of the building has been provided for the students to ensure discipline.

3. Common Room:

Provision of common room is made for the girl students to take rest in case of any illness or fatigue.

4. Separate Reading Area:

Girls and boys have separate reading spaces in the library for ensuring discipline .

5. Washroom Facility:

On all the floors separate girls and boys washrooms are provided in the college with ample supply of water and regular cleaning. Separate provision of a staff toilet is made in the college staff room.

6. Drinking Water:

Water coolers and water purifiers are placed for students and staff at convenient places.

7. Suggestion Box:

Suggestion boxes have been kept in the library to inculcate student feedback about college management, it is in addition to the regular online feedback taken from students.

8. CCTV:

cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library offices and canteen.

9. Notice Boards: Notice boards are available on every floor as well as for every department.

10.SMS Alert System:

An SMS Alert System for information dissemination about important dates and notices among the students and the staff is used.

11. ID Cards:

are provided to all the students with color coding according to the faculty of the student.

12. Central Library:

The library has a wide range of text books/ reference books/ e-literature in each subject. A Library Card is issued to every student. Every year the books are updated according to the recommendation provided by the staff. There are also national and international journal and books for competitive exam

13. Sports Facilities:

College takes special efforts to promote sports among the students. Indoor games in the college are chess, table tennis and Carrom. Outdoor games are Kabbadi, athletics, handball, volleyball, netball, baseball and softball.

14. Yoga:

Yoga training is given to students and teachers every year.

15. Sanitary Napkin Vending Machine:

Keeping in mind the special hygiene needs of girl students and female staff, a sanitary napkin vending machine is placed in the girls washroom.

I) DATA ANALYSIS

Gender Balance in the college Student Enrollment into various courses:

Course	2018-19			2019-20			2020-21			2021-22			2022-23		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
B.Com FY BCOM	104	75	179	109	63	170	58	37	95	40	38	78	43	39	82
SY BCOM	106	67	173	67	64	131	81	49	130	51	27	78	30	36	66
TY BCOM	111	52	163	83	54	137	63	63	126	82	34	116	48	31	79
BMS FY BMS	88	32	120	73	30	103	56	33	89	30	23	53	41	26	67
SY BMS	62	33	95	74	23	97	65	25	90	54	35	89	24	20	44
TY BMS	70	26	96	59	33	92	72	24	96	66	22	88	50	36	86
BAF FY BAF	30	27	57	19	22	41	16	12	28	6	12	18	6	5	11
SY BAF	27	40	67	31	29	60	15	21	36	19	7	26	5	14	19
TY BAF	31	29	60	26	38	64	30	27	57	18	20	38	15	9	24
FY BMM	19	9	28	16	11	27	8	5	13	6	0	6	0	0	0
SY BMM	14	21	35	15	5	20	13	10	23	9	3	12	6	0	6
TY BMM	18	9	27	12	20	32	10	6	16	16	8	24	7	4	11
MCOM -I	2	13	15	5	4	9	1	3	4	4	5	9	6	1	7
MCOM -II	2	10	12	3	10	13	1	1	2	3	3	6	3	4	7

II) SOCIAL CATEGORY OF STUDENTS IN VARIOUS COURSES

A.Y 2018-19						
Programme Name	Number of students admitted from the reserved category					
	SC	ST	OBC	Divyangjan	Gen	Others
BCOM	7	0	4	1	497	6
BMS	4	1	2	0	300	4
BAF	0	0	1	0	168	15
BA	3	0	1	0	85	1
MCOM	0	0	0	0	27	0
Total	14	1	8	1	1077	26

A.Y 2019-20						
Programme Name	Number of students admitted from the reserved category					
	SC	ST	OBC	Divyangjan	Gen	Others
BCOM	4	4	4	0	420	6
BMS	4	1	4	0	283	5
BAF	0	1	1	0	156	6
BA	2	1	3	0	81	1
MCOM	0	0	0	0	21	0
Total	10	7	12	0	961	18

A.Y 2020-21						
Programme Name	Number of students admitted from the reserved category					
	SC	ST	OBC	Divyangjan	Gen	Others
BCOM	2	0	3	0	120	5
BMS	0	0	0	0	88	0
BAF	0	0	0	0	36	0
BA	0	0	0	0	52	0
MCOM	0	0	0	0	0	6
Total	2	1	3	0	296	11

A.Y 2021-22						
Programme Name	Number of students admitted from the reserved category					
	SC	ST	OBC	Divyangjan	Gen	Others
BCOM	2	0	2	0	246	22
BMS	4	0	1	0	222	3
BAF	0	0	0	0	82	0
BA	0	0	1	0	40	0
MCOM	1	0	0	0	13	1
Total	7	1	4	0	603	26

A.Y 2022-23						
Programme Name	Number of students admitted from the reserved category					
	SC	ST	OBC	Divyangjan	Gen	Others
BCOM	2	0	8	1	197	20
BMS	6	1	3	0	180	7
BAF	1	0	2	0	48	3
BA	0	0	0	0	18	1
MCOM	0	0	0	0	6	0
Total	9	1	13	1	449	31

III) GENDER WISE DETAILS OF TEACHING STAFF OF THE COLLEGE

Academic Year	Male including CHB	Female	Total
2018-19	15	12	27
2019-20	13	11	24
2020-21	11	10	21
2021-22	11	09	20
2022-23	10	09	17

IV) GENDER WISE DETAILS OF THE NON-TEACHING STAFF IN THE COLLEGE

Academic Year	Office Staff			Non-Teaching Staff			Grand Total
	Male	Female	Total	Male	Female	Total	
2018-19	4	4	8	4	-	4	12
2019-20	3	5	8	4	-	4	12
2020-21	3	5	8	4	-	4	12
2021-22	4	3	7	4	-	4	11
2022-23	6	1	7	3	-	3	10

V) DETAILS OF STUDENT BENEFICIARIES OF DIFFERENT ACTIVITIES OF WOMEN DEVELOPMENT CELL (WDC)

Sr. No.	Academic Year	Boys	Girls	Total
1	2018-19	53	444	497
2	2019-20	176	664	840
3	2020-21	-	-	1180
4	2021-22	77	137	214
5	2022-23	77	171	248

VI) GENDER WISE DETAILS OF STUDENT ENROLLMENTS INTO NSS

YEARS	BOYS	GIRLS	TOTAL
2018-19	54	46	100
2019-20	48	52	100
2020-21	6	13	19
2021-22	50	50	100
2022-23	41	59	100

VII) Gender wise details of students beneficiaries of NSS programmes

Sr. No.	Academic Year	Boys	Girls	Total
1	2018-19	347	344	691
2	2019-20	677	727	1404
3	2020-21	66	75	141
4	2021-22	527	646	1173
5	2022-23	816	794	1610

VIII) GENDER WISE DETAILS OF THE STUDENTS PARTICIPATION IN CULTURAL ACTIVITIES

Sr. No.	Academic Year	Boys	Girls	Total
1	2018-19	213	165	378
2	2019-20	243	281	524
3	2020-21	8	21	29
4	2021-22	3	11	14
5	2022-23	28	96	124

IX) GENDER WISE DETAILS OF THE STUDENTS PARTICIPATING IN COLLEGE SPORTS ACTIVITIES

Sr. No.	Academic Year	Boys	Girls	Total
1	2018-19	406	276	682
2	2019-20	393	226	619
3	2020-21	-	-	-
4	2021-22	-	-	-
5	2022-23	196	109	305

X) GENDER WISE DETAILS OF THE STUDENTS PARTICIPATING IN UNIVERSITY SPORTS ACTIVITIES

Sr. No.	Academic Year	Boys	Girls	Total
1	2018-19	74	5	79
2	2019-20	24	-	24
3	2020-21	-	-	-
4	2021-22	-	-	-
5	2022-23	57	-	57

Findings and Suggestions:

- Students' strength has decreased but particularly girl strength has been almost stable continuously in both UG and PG programmes.
- There's equal numbers of male and female Staff members in the degree college.
- Students of minority classes enjoy a major share in admission.
- Success rate of girl students is higher than boys.
- Special awareness programmes are organized for girls by women development cell
- Males are more benefited than girls in career guidance programmes, training programmes and placement cells. It is necessary to create awareness among girls about their career and self-sufficiency.
- Female participation is more than male in programmes of Awareness Rally with Tree plantation drive. It is necessary to create awareness among boys about the importance of research.
- Cultural department has greater female participation and they are participating in different activities enthusiastically.
- Male participation is greater than female participation in NSS activities. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.
- Participation of boys is greater than girls in sports. It is necessary to motivate girls to participate in sports. It can improve their physical strength and fitness.
- Female participation in co-curricular activities is greater than male. It is necessary for overall personality development. Females are taking more benefits of the library than male.

Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken steps to overcome these limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Many programs are conducted for both male and females. Some programs are conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in society.

Committee Members:

Sr. No	Name	Designation	Name of the College
1	Dr. Sobha Menon	Chairperson	Valia College of Art & Commerce
2	Dr. Ratnaprabha Rajmane	Member	Clara's College of Education
3	Dr. Keshav Ghorude	Member	M. K. Sanghavi College of Commerce and Economics
4	Dr. Madhukar Gitte	Member	Clara's College of Commerce
5	Dr. Babita Kanojia	Member	Clara's College of Commerce
6	Mrs. Jisha Varghese	Member and Convener	Women Development Cell Clara's College of Commerce

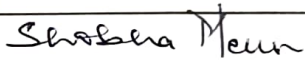





Observations

- (1) The college has counseling facilities for students which are used by girl students.
- (2) Washroom facilities are provided on all floors.
- (3) Separate seating arrangements are provided in the library.

Suggestions

- (1) Facilities for recreation for girls should be provided in the Ladies Common Room.
- (2) Sanitary Napkin vending machine which is available in the washroom be made available in the Ladies Common Room.
- (3) Sanitary Napkin Incinerator may be installed.
- (4) More girl students be encouraged to take up competitive exams.

Committee Members:

Sr. No	Name	Designation	Name of the College	Signature
1	Dr. Sobha Menon	Chairperson	Valia College of Art & Commerce	 13/4/23
2	Dr. Ratnaprabha Rajmane	Member	Clara's College of Education	 13/4/23
3	Dr. Keshav Ghorude	Member	M. K. Sanghavi College of Commerce and Economics	
4	Dr. Madhukar Gitte	Member	Clara's College of Commerce	
5	Dr. Babita Kanojia	Member	Clara's College of Commerce	
6	Mrs. Jisha Varghese	Member and Convener	Women Development Cell Clara's College of Commerce	

Clara's College of Commerce
Yari Road, Versova, Andheri -(W).
MUMBAI-61

7.1.1 Annual gender sensitization action plan

Gender equity refers to "Fairness of treatment for women and men, according to their respective needs", whereas gender equality refers to " when people of all genders have equal rights, responsibilities and opportunities". Women empowerment and gender sensitization are one of the important priorities at Clara's College of Commerce. We try to inculcate the caring, responsible attitude among the stakeholders of the college towards all genders. We have made the gender policy of the College and uploaded it on the College website.

INFRASTRUCTURE	Safety and Security	We have separate stairs for male and female students and to ensure safety provisions we have installed CCTV cameras in all classrooms and prominent areas of our institution.
COMMITTEE	WDC (Women Development Cell)	The Women Development Cell conducts awareness programmes on women empowerment, self-reliant and independent women.
ACTIVITIES	Raising Awareness	Virtual Session on Domestic Violence on 17-09-2021 Women's Day Celebration on 08-03-22 A National Level Online Webinar on 'Moral Values Sustaining Code of Conduct' on 7-04-2022 Virtual Workshop - Being Mindful with Yoga 11-02-2022 National Level Webinar on Branding Yourself 5-03-2022



Principal



Dr. Madhukar Gitte

Principal
Claras College of Commerce
Yari Road, Versova,
Andheri (W), Mumbai-400 061

Clara's College of Commerce
Yari Road, Versova, Andheri -(W),

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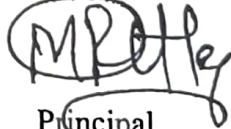
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Annual gender sensitization action plan:

Gender equity refers to "Fairness of treatment for women and men, according to their respective needs", whereas gender equality refers to "when people of all genders have equal rights, responsibilities and opportunities". Women empowerment and gender sensitization are one of the important priorities at Clara's College of Commerce. We try to inculcate the caring, responsible attitude among the stakeholders of the college towards all genders. We have made the gender policy of the College and uploaded it on the College website.

INFRASTRUCTURE	Safety and Security	For safety reasons, we have installed separate staircases for male and female students. The college has developed and posted its gender policy on its website. CCTV cameras installed in all of our school's classrooms and other conspicuous locations.
COMMITTEE	WDC (Women Development Cell)	The Women Development Cell conducts awareness programmes on women empowerment, self-reliant and independent women.
ACTIVITIES	Raising Awareness	International Day for the Elimination of Violence against Women organized on 25-11-22, Workshop on Self Defense organized on 17-01-23 A Visit of girl students to Versova Police station on 08-03-23, Thank You Campaign on the occasion of Women's Day Celebration organized on 08-03-22, Display of books on Women's Day organized on 08-03-23




Principal

Dr. Madhukar Gitte

Principal
Claras College of Commerce
Yari Road, Versova,
Andheri (W), Mumbai-400 061