

**SAKET COLLEGE OF ARTS, SCIENCE AND
COMMERCE, KALYAN (EAST)**
(AFFILIATED TO UNIVERSITY OF MUMBAI)

Report of Gender Audit

2019-22

GENDER AUDIT REPORT
of
Saket College Of Arts, Science and Commerce
Kalyan (East)
(2019-2022)

Saket College of Arts, Science and Commerce, Kalyan carried out the Gender Audit exercise on May5, 2022, to assess the outcome of its practices and policies towards equality of opportunity and gender justice, ultimately aiming at optimum utilization of women's resources, both students and staff, on its campus. The Gender Audit team is pleased to present the report containing its observations on the Gender Positive Initiatives of the institution.

Gender Positive Initiatives at Saket College

Thank you for sharing the gender segregated data for 2019-22 with me. At the outset we would like to congratulate the college and the concerned staff for carrying out this important task. Recognizing that it is important to pay attention to these details is a first step. Getting numbers across years and categories is not an easy task and putting them in order in itself is a huge achievement. Also, it is wonderful to see that there is gender parity in terms of number of students and teaching staff in the college. In fact, there is clearly a larger number of women teaching staff and in some disciplines of students as well.

The observations and suggestions stated below are based on the information provided at the Gender Audit presentation, the documents shared and Gender Audit team's interactions with committee members.

1. Committed efforts are underway in the institution to comply with all the statutory guidelines for facilitating gender sensitization and equality. At the same time the college has also strived to identify the critical gaps and challenges in its gender equality policy.

2. Measures are being undertaken to promote the safety of women and to pursue the policy of zero tolerance of gender harassment on the campus.
3. The overall distribution of the staff and students shows a balance representation of women. Good women ratio in the teaching staff and the students and the various academic and cultural committees of the college.
4. Internal Complaints Committee (ICC) is formed in the institution.
5. The Women Development Cell of the college organizes programmes for gender sensitization each year. The WDC has also carried out activities such as healthy food habits, cervical cancer related awareness, women's day celebration, self-defence training etc. NSS unit of the college is also involved in programmes related to gender equality.
6. CCTV cameras are fixed at appropriate places.
7. College has displayed posters regarding WDC and ICC.
8. The college campus is equipped with basic infrastructure and amenities to take care of health, hygiene and safety of women staff and girl students. There are washrooms, girls' common room etc.

Recommendations of the Gender Audit Team

The recommendations made here by the Gender Audit team are based on NAAC assessment updates on Gender Sensitive Quality Indicators as well as recommendations published in the "SAKSHAM" report on "Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses" submitted by the task force set up by the University Grants Commission (UGC).

1. It is suggested that the college prepare its annual gender report as per the various NAAC assessment criterion namely, Curricular Aspects, Teaching, Learning and Evaluation, Research, Consultancy and Extension, Infrastructure and Learning Resource, Student Support and Progression, Organization and Management and Healthy Practices. Further, the Annual Report is required to present information in the form of quantitative data pertaining to above mentioned NAAC assessment criterion.

2. Since we are looking beyond numbers, list how as authorities of the Institution see as policies and practices of the Institution that have enabled gender parity and equality and also those that have hindered this path.
3. It is being suggested that composition of the WDC & ICC be as per the UGC regulation 2015. All members of ICC be given training and attend orientation session on the provisions and procedures contained in the UGC 'Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Education Institutions' regulation, 2015.
4. Women representations in various committees, like statutory committees, LMC, board of examination etc. as well as in research, recruitment & promotions should be presented.
5. Gender balance (Male female ratio) in participation of short term and certificate courses, conference participation, prize winners/ achieving excellence in sports, cultural and academics
6. Sanitary napkins incinerators may be placed in women's washrooms/ common room.
7. Women based general medical check-up facilities may be provided to women staff. Similarly, few sessions may be organized for girl students to address the issue of low haemoglobin or anaemia, the conditions that are often prevalent among young girls.
8. Have there been any pedagogic or course curriculum interventions that could have helped inculcate notions of gender equality among the students? National and international seminars/conferences may be organized on women's issues by various departments of humanities.
9. Minutes & Attendance of the meetings especially for WDC and ICC should be maintained in a structured manner.
10. On the Women's Day: felicitation of the outsiders like women rikshaw driver, sweeper and similar such are recommended as we wanted to acknowledge their contribution.
11. Conduct survey to find out awareness of the stakeholders about Internal Complaints Committee and its functions.
12. Gender sensitization survey within campus should be conducted every year**
13. More initiatives for the awareness of the rights of women and gender sensitivity should be taken up centrally by the IQAC.

14. The names of the ICC members along with their contact number are to be displayed at appropriate places in the college building along with the details of Police helpline.

15. The college should have effective maternity leave facilities in place as per service rules. It is to be extended to all the staff irrespective of the aided or unaided sections. The lady staffs (Teaching and Non-Teaching) who wish to adopt a child are given the leave as per the maternity leave provisions.

16. The college can take initiative to a positive policy in favour of girl students in their interventions for awarding scholarships, free ships, book bank facility etc.

All the best for the next version of the audit.

Gender Audit Team

Dr. Seema Ketkar

Seema Ketkar. Sketkar

Associate Professor

S.P. Dnyanasadhana College, Thane.

Dr. Kalpana Patankar-Jain.

Vice Principal & Head Department of Chemistry

Bhiwandi NizampurNagarpalika College, Bhiwandi.

Date: July 21, 2022.

Dr. Kalpana Patankar-Jain

Ref. No 12 **

Can conduct survey involving all the stake holders to look further for substantive equality and for that prepare a survey form focusing on the following points:

1. What is the presence of women staff and students in decision making bodies of the college?

2. how many women Principals the college had so far.

What is the gender distribution of the people in the managing committee and the trust?

3. What is the qualitative experience of students with respect to the campus and its policies?

Do they see it gender positive or not?

4. Find out through survey or other methods: is a need for girls' protective measures like separate canteen, separate counter in a library or at administrative office for female student?

Is it a demand that female students are making?

5. Do teachers feel any biases as women on the campus? As men on the campus?

6. Are maternity leaves etc applicable for contract staff?

7. Are there biases in hiring -- unmarried young women (thinking they will leave) or pregnant women or young mothers (because they will need leave)?

8. May be good to do some quantitative survey but also to do a more detailed qualitative study to understand how equality is perceived by the different groups that exist on campus.

9. What are the perceived proactive measures that have helped build gender equality in the Institution?

**SAKET COLLEGE OF ARTS, SCIENCE AND
COMMERCE, KALYAN (EAST)
(AFFILIATED TO UNIVERSITY OF MUMBAI)**

**Report of Academic Audit
Academic Year 2018-2019 to 2021-2022**

SAKET GYANPEETH'S
SAKET COLLEGE OF ARTS, SCIENCE AND COMMERCE,
KALYAN(EAST)

(AFFILIATED TO UNIVERSITY OF MUMBAI)

Academic Audit

Academic Year: 2018-2019 to 2021-2022

1.	Name of the College	Saket Gyanpeeth's Saket College Of Arts, Science And Commerce, Vidyanagari Marg, Kalyan(East) 421304
INSTITUTIONAL DATA		
2.	DATE OF VISIT	5 TH MAY, 2022
	YEAR OF ESTABLISHMENT	2002
3.	ACCREDITATION BY NAAC	YES, 1st ACCREDITATION WITH B GRADE 2.12. Next cycle is due on September 11, 2022
4.	NUMBER OF FULL TIME TEACHERS	27
5.	NUMBER OF TEMPORARY TEACHERS	21
6.		
7.	NUMBER OF PROGRAMMES	12 (10 UG and 03 PG) U.G. Programmes : Bachelor of Arts Bachelor of Commerce. B.M.S. B.A.F

		<p>B.B.I</p> <p>B.I.M</p> <p>B.F.M</p> <p>B.Sc.(I.T.)</p> <p>B.Sc.(C.S.)</p> <p>P.G. Programmes :</p> <p>M.A.(Hindi),</p> <p>M.Com(Advanced Accountancy),</p> <p>M.Sc.(Information Technology)</p>
8.	SPECIAL FEATURES OF THE COLLEGE	<p>A UG and PG linguistic minority college.</p> <p>Catering to the students from middle class and economically backward students.</p> <p>The institution has adequate infrastructure and physical facilities for teaching- learning, sports, and cultural activities.</p>

SR.NO	PEER TEAM REPORT	
1.	<p>ACADEMIC MANAGEMENT (Department wise)</p>	<p>Total courses 12</p> <p>Academic calendar is in place.</p> <p>Delivery of curriculum is effectively done and monitored through Teacher's dairy.</p> <p>Encouragement to teachers for academic & research development.</p> <p>Feedback on curriculum and its transactions from Employers, alumni and parents be analyzed, ATRs be uploaded on website.</p> <p>Feedback mechanism is used for evaluation of performed of teachers by students.</p>
2.	<p>TEACHING-LEARNING AND EVALUATION</p>	<p>Interactive lecture methods are adopted for teaching which is supported by ICT approaches.</p> <p>Monitoring of teaching activities through teachers diary.</p> <p>Enrichment programmes for advanced learners and remedial programmes for slow learners be increased</p> <p>Mentoring activity in place.</p> <p>Passing percentage of students is excellent.</p>
3.	<p>RESEARCH , INNOVATION AND EXTENSION</p>	<p>7 RESEARCH PAPERS in UGC peer reviewed journal and 20 papers in ISSN journal.</p> <p>1 Minor research project of University of Mumbai.</p> <p>More publications in reputed journals are required.</p> <p>Faculty members need to have joint publications with students.</p> <p>Activities inculcating research attitude in UG & PG students are to be conducted.</p> <p>06 functional M.O.U.s</p> <p>2 Units of NSS.</p> <p>Good number of extension activities through N.S.S.</p>

	INFRASTRUCTURE, FINANCIAL & SUPPORT SYSTEM FOR ACADEMICS	<p>The college has a state of art building with good infrastructure facility with proper space management.</p> <p>4 ICT enabled classrooms out of 31 classrooms.</p> <p>01 Computer Lab (total no of computers are 120),</p> <p>1 seminar hall,</p> <p>Central Library with reading room.</p> <p>01 air conditioned auditorium</p> <p>01 open air auditorium,</p> <p>1 Gymkhana playground for outdoor games</p> <p>Library supported by E-granthalaya and OPAC software</p> <p>N-list database</p> <p>Library has good number of text books but lacks reference books and other reading materials.</p>
5.	STUDENT SUPPORT AND PROGRESSION	<p>Alumni association needs to be registered.</p> <p>Active participation of Student Council in Cultural activities.</p> <p>Encourage students through Scholarships from institution</p> <p>Encourage alumni contribution through financial and support services.</p> <p>Capacity building and Skill enhancement initiatives, Placement Cell needs to be strengthened.</p> <p>Yoga Centre in place</p>
6.	ADMINISTRATIVE SERVICES	<p>Administrative record of Government scholarship, enrolment of students, personal files, Salary records, Books of accounts, Service books are in place.</p>
	Best Practices	<p>Installation of Solar panels as renewable energy resource</p> <p>Composting Pit.</p> <p>Rainwater harvesting for water conservation</p>

7.	FUNCTIONING OF IQAC	<p>IQAC needs to be functional and active.</p> <p>IQAC should integrate modern methods of teaching –learning.</p> <p>Plan and monitor the academic and non-academic calendar.</p> <p>Implemented feedback system through a dedicated online mechanism from the stakeholders on curriculum, teaching learning process and overall functioning.</p> <p>Conducted 10 workshops.</p> <p>Strengthening of e-governance</p> <p>Continuation of the process of upgrading and updating college website.</p>
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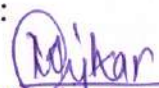
Sr. No.	OVER ALL ANALYSIS	
1.	Institutional Strength	<ul style="list-style-type: none"> • Well qualified faculty • Dynamic leadership, supportive Management • Well – equipped laboratories, good infrastructure
2.	Institutional Weaknesses	<ul style="list-style-type: none"> • Less involvement of teachers in research • Less publications • Few research projects • Limited multidisciplinary research. • Weak placement cell. • Less intercollegiate events. • Less activities of college related with society.
3.	Institutional Challenges	<ul style="list-style-type: none"> • Strengthening collaborative activities. • Strengthening Industrial academia interactions.
4.	Institutional opportunities	<ul style="list-style-type: none"> • Academic flexibility • Certificate and value added courses. • Workshops/Seminars on IPR, Research methodologies • Generation of funds from various funding agencies for research. • Active Incubation Centre
5.	Recommendations	<ul style="list-style-type: none"> • Encouraging faculty for submitting research proposal to various funding agencies. • Implementation of Government Service rules for SFC teachers • Strengthening campus placement activities. • Promoting inter disciplinary research. Language sections can focus on strengthening for employability oriented courses e.g. translator jobs.

		<ul style="list-style-type: none">• Updating the college website.• Encouraging teachers to publish papers in high quality journals.• Provide financial support to needy & deserving students through funds which may be generated through Alumni & Management.• Motivate teachers to be in the statutory bodies of universities & other university activities
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Observation on Key Aspects		
1.	College Management	<ul style="list-style-type: none"> • Management is open- minded and proactive.
3.	Academia	<ul style="list-style-type: none"> • Good planning and execution of all academic activities. • Inter – departmental interaction needs to be strengthened. • Inter disciplinary research to be promoted. • Funds from various agencies to be tapped.
4.	Students	<ul style="list-style-type: none"> • Most of the students are economically disadvantaged. • Encourage students to participate in Avishkar Research convention. • Awards are won by students in various activities.
5.	Other Stakeholders	<ul style="list-style-type: none"> • Develop collaborative programs with academic institutions, industries, Government organizations and NGO's.

Name & Signature of Audit Peer Team Members with Date:

- 1) Dr. Dhananjay Mulajkar :
 IQAC Coordinator
 S.P. Dnyanasadhana College, Thane


 Coordinator IQAC
 S.P. Dnyanasadhana College,
 Thane (M.S., Dist. Thane)

- 2) Dr. Kalpana Patankar-Jain:
 Vice Principal & Head Department of Chemistry
 Bhiwandi Nizampur Nagarpalika College, Bhiwandi


 Dr. Kalpana Patankar - Jain

- 3) Dr. Seema Ketkar :
 Associate Professor
 S.P. Dnyanasadhana College, Thane

 Seema Ketkar.