



The Byramjee Jeejeebhoy College Of Commerce

(Affiliated to University of Mumbai)
33, M. Karve Marg, Opp. Charni Road Rly. Station
Mumbai 400 004.
Tel. 2388 9094 / 2385 1928
Email : byramjee_college@yahoo.com

Public Trust No. : C137

Ref. No. _____

Date _____

7.1.1 Institute has initiated the gender Equity & sensitization in curricular and co-curricular activities, Facilities for women on campus for last five years.



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5	Gender Audit of 500 words

M. Karve

In-Charge Principal
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I – Gender Audit


I – 1 Institutional Policy for Gender Audit

I – Gender Audit

Institution follows –

“A MANUAL FOR GENDER AUDIT FACILITATOR’ by International Labour Organisation. Institute link:-

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_187411.pdf


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I – Gender Audit

I – 2 Gender Audit Report

Prepared By


1. Women Development Committee of SRDC

Women's Development Committee		
Staff Name	Designation	Appointed As
Mrs. Parizad Besania	Principal	In Charge
Mrs. Amita Kulkarni	Asst. Professor	Member
Mrs Mughda Vaidya	Librarian	Member
Dr. Vaishali Nadkarni	Asst. Professor	Member
Miss. Parinaz Masalawalla	Asst. Professor	Member

Prepared By

2. Sexual Harassment Committee of SRDC

Sexual Harassment Committee		
Staff Name	Designation	Appointed As
Mrs. Parizad Besania	Principal	In Charge
Dr. Vaishali Nadkarni	Co-ordinator	Member
Miss. Parinaz Masalawalla	Asst. Professor	Member
	Sr. Accountant	Member
	Student	Member


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3. IQAC of SRDC

Appointed as	Staff name	Designation
Chairperson	Prof. Nilesh M. Ghonasgi	Head of the Institution I/C Principal
IQAC Coordinator	Prof. Jay H. Mamtora	Asst. Professor
Teachers to Represent	Dr. Vaishali Nadkarni	Asst. Professor
	Dr. Balram C. Gowda	Asst. Professor
	Prof. Amita Kulkarni	Asst. Professor
	Prof. Parizad Bhesania	Asst. Professor
One Member from Management	Dr. Dolly S. Mistry	Director – The Byramjee jeejeebhoy college of Commerce
Few Senior Administrative Officer	Mrs. Shruti Kumbhar	Sr. Admin Associate
	Mrs. Kainaz Behramkamdin	Sr. Clerk
	Mr. Vijay Ruke	Jr. Clerk
Students	Ms. Janhvi	Cultural Leader 2023-24
Alumni	Not applicable	2020 Alumni


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Gender Audit Report

(2022 -23)

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2	What is Gender Audit?
3	Institutional Policy for Gender Audit
4	Institution measures for promotion of Gender equity
4a	Gender equity in curriculum activities
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4c	Facilities for women on campus
4d	Committees for look after for Gender equity
5	Gender Audit Report of 500 report

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Gender Audit Report (2022 -23)

1. Introduction to Institution: College Image



A. Established in – 1.06.1998

B. Courses taught in – 1) Bachelor of Commerce (B.com)

2) Bachelor of Commerce in Accounting & Finance (B.A.F)


C. Affiliated to University of Mumbai

D. Management/ Governance Body – Parsee Minority Institution

E. Nature of Institution- Self Financed- Unaided

F. Education status- Co-education (male + female students learn together)

G. Minority status – Parsee Minority (Unaided)


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Gender Audit Report- (2022-23)


2. What is Gender Audit?

A- Gender audit is process related to gender equity It is process of assessing policies, practices and procedures in an organization that especially address the issue related to woman.

It is tool to assess and check the institutionalization of gender equality into organization. It includes its policy/policies, programmes, project and/or provision of securities, structures, proceedings etc.

Importance of Gender Audit

1. To understand the main gender biases
2. Gender equality state of art at an organization analysed
3. It would pay attention to different issues such as the status of the gender equality in the policy and design making structures, organizational culture and process
4. To understand the different issue towards the gender equality
5. To provide the picture of the present situation from a gender perspective


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Gender Audit Report- (2022-23)

4. Institutional Policy of Gender Audit

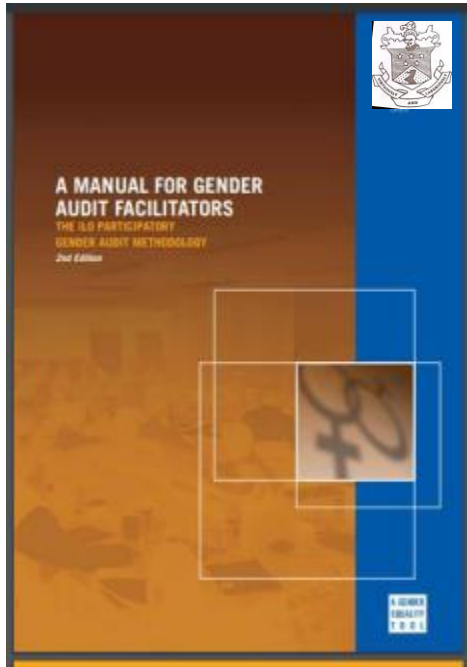



Fig-No-: A Manual for Gender Audit facilitation by International labour organization.

Institute follows policy of Gender Audit as per 'A Manual for Gender Audit facilitation by International labour organization.

- A) HEI and classroom physical environment
- B) HEI and classroom learning environment
- C) Teacher - Student- Interaction in curriculum, co-curriculum and extension evaluation activities.
- D) HEI and facilities provided to girl students preferably


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Gender Audit Report – (2022-23)

4 Institutional measures for promotion of Gender Equity.

4 A. Gender Equity in curriculum Activities



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity.

4 B. Gender Equity in CO - curriculum Activities



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity.

4 C. Facilities for women on campus



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Gender Audit Report – (2022-23)

4. Institutional measures for promotion of Gender Equity.


4 D. Committees to look after Gender Audit

4 D – 1 Women **Development Cell of SRDC**

Women's Development Committee		
Staff Name	Designation	Appointed As
Mrs. Parizad Bhesania	Principal	In Charge
Mrs.Amita Kulkarni	Asst. Professor	Member
Mrs.Manjiri Vaidya	Librarian	Member
Dr. Vaishali Nadkarni	Asst. Professor	Member
Dr. Balram Gowda	Asst. Professor	Member

D - 2. Sexual Harassment Committee of SRDC Sexual Harassment Committee

Women's Development Committee		
Staff Name	Designation	Appointed As
Mrs. Parizad Bhesania	Principal	In Charge
Dr. Balram Gowda	Co-ordinator	Member
Mrs. Amita Kulkarni	Asst. Professor	Member
Mrs. Shruti Kumbhar	Sr. Accountant	Member
Ms. Priyanka Gupta	Student	Member


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4 D - 3. IQAC of SRDC 2022-2023

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	Dr. Balram C. Gowda	Asst. Professor
	Prof. Amita Kulkarni	Asst. Professor
	Prof. Nilesh Ghonasgi	Asst. Professor
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	Mr. Vijay Ruke	Jr. Clerk
Students	Mr. Kunal Chauhan	Cultural Leader 2022-23
Alumni	Not applicable	2020 Alumni-


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Gender Audit Report

5- Gender Audit Report of 500 Words report:

Gender Audit report is a process for gender equality, gender awareness, gender sensitization. It will minimize the sexual harassment at work places definitely.

Gender audit for 2022-23 is carried out in this HEI. It is carried out by Women Development Cell, IQAC and Sexual Harassment cell of this college.

The report reads as,

I- Institutional Policy for gender Audit and


II- Measures for the promotion of gender equality by college.

Institutional policy for gender Audit is inspired by 'A MANUAL FOR GENDER AUDIT FACILITATOR' by International Labour Organization it deals with HEI and classroom physical environment; HEI and classroom learning environment; Teachers-student interaction in curriculum; Co-curriculum; extension- community activities along with evaluation - assessments, and HEI facility provided to girls students, preferably.

Measures for the promotions of gender equity by college include- Institutional measures for gender equity in curriculum activities, in co-curriculum activities, promotional activities and facilities for girl-woman on campus.

Gender equity in curriculum activities includes:

- HEI has co-education type of curriculum delivery. It shows equal right of girl's students to get proper teaching - learning.
- Co-Education while practical's underlines the gender equity.
- Project Presentation - girls students are equally involved in project presentation activities.
- Training Programme- as part of curriculum, training programme is crucial. Girls' students enthusiastically participated in training in project for academic year. It is positive step towards gender equity.
- Learning resource activities – Reading, learning, references to get innovative mind thought though it carried in library as learning resources. Girls students equally involved in these activities.


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f) Crosscutting issues- HEI Considers the importance of the gender equity as crosscutting issues in curriculum enrichment.

g) Add-on certificate courses- HEI considers the importance of gender equity as curriculum enrichment, curriculum diversion for girl's students including every students.

Gender equity in Co-curriculum activates –

a) Sports activities - Girls students equally participate in sport activities.

b) Cultural activities- Girls students share & lead the cultural activities platform.

c) Research activities - All girls' students actively participate in research activities.


d) Event management- Every event in college is executed by equal participation of boys and girls.

e) Facilities for woman in campus are, a. Girl's Common room b. Girl's Wash room c. Sanitary Napkin vending machine d. CCTV for surveillance e. Security Guards for protection, discipline and environment

f. Girls counseling by lady teacher.

g. Preference to girl's students in administrative process.

h. Security compound fence for protective environment.


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