

St. Mira's College for Girls, Pune
Autonomous, Affiliated to Savitribai Phule Pune University
GENDER AUDIT REPORT 2022

Introduction of the Institution:

St. Mira's College was founded in 1962 as an institution imparting higher education exclusively for women. It is a part of the Mira Movement in Education, born out of the vision of revered Sadhu T.L. Vaswani-a philosopher-saint, distinguished Professor and Principal of prestigious institutions and founder of the Sadhu Vaswani Mission- our parent institution.

The Mira Movement in Education aims at the empowerment of women- emotional, intellectual and spiritual. It testifies to the adage: Educate a man and you educate an individual; educate a woman and you enlighten a whole family.

Saint Mira is the patron saint of the Mira Movement in Education since 'Mira' is synonymous with nobility, wisdom, values, courage, purity, service, sacrifice, bhakti, divine love, the courage of conviction and rebellion for the right. She broke the fetters of Indian womanhood and flowered from rebel Queen of Chittor into a Woman Saint, venerated by all. It was Sadhu Vaswani's belief that young women should be inspired by these qualities imbued within Saint Mira.

Our spiritual mentor has been revered Dada J.P. Vaswani. Blessed by Sadhu Vaswani's vision and Dada J.P. Vaswani's guiding light, the College continues to flourish as a Women's' College.

St. Mira's College distinguishes itself as an educational institution that builds competence by default and character by design. The Mission Statement of the College is to empower and equip women students through an integrated education of the Head, the Hand and the Heart, to successfully meet the challenges of competitive work life and inculcate in them the art of True Living, as responsible citizens, well-educated with strong leanings toward social issues.



Jayash
Principal Incharge
St. Mira's College for Girls, Pune.

Objectives:

- To create Gender awareness on campus and review the spirit of equality as practiced

Gender Audit Committee Members:

S. No	Members
1.	Dr. Salma Aziz (Associate Prof., HoD, Dept. of Sociology Abeda Inamdar Senior College)
2.	Dr. Shalini Iyer, Vice Principal Degree College, St. Mira's College for Girls
3.	Ms. Rajni Singh, Faculty Asst. Prof, Dept. of Commerce, St. Mira's College for Girls
4.	Ms. Jyoti Chintan, Faculty Asst. Prof, Dept. of Commerce, St. Mira's College for Girls
5.	Ms. Deepanjali Mazumder, Faculty Asst. Prof, Dept. of Accountancy, St. Mira's College for Girls

Date of Audit: The Gender Audit was conducted on 23rd August, 2022 at St. Mira's College for Girls.

Methods of Gender Audit:

As part of the Audit, the broad gender sensitive indicators which have been studied in detail are as following:

Involving Curriculum aspects relating to gender to create awareness about women for professional competence, Sociology department focusses on the Promotion of Gender Equity as a human right in collaboration with Women's Studies Centre, SPPU. Gender and Culture are interdependent factors and taught to all sections from FY, SY & TY BA classes. The institution has started with the Research Centre to uplift women employees from other institutes, The College has put in place the mandatory grievance redressal procedures for the resolution of all grievances. A centralised Grievance Redressal Committee with various sub-committees responsively redresses every grievance received. Internal Complaints Committee (ICC) in keeping with the guidelines issued by the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Counsellors appointed at the campus can help the students to discuss issues relating to women and mental health.



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Initiatives taken by the institute to promote Gender Sensitisation:

- Entrance check at the gate: To avoid chaotic situations and entry diary is maintained for outsider at the premises.
- Parking space: Parking space are allotted to students so their vehicles are safely taken care.
- Common Rooms: A separate common rooms are provided to the students where they get their space and enjoy themselves.
- CCTV cameras are installed at every classroom and important areas at the premises to make the students alert about their actions and to keep them safe.
- Commando Training is imparted to students for self-defence purpose.
- Career Counselling for the students to help in preparing for Civil Service & Competitive Examinations.

The various committee are formed to gender sensitize the students:

INTERNAL COMPLAINTS COMMITTEE (ICC)

Internal Complaints Committee (ICC): in keeping with the guidelines issued by the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 and as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Anti-Ragging Committee: Ragging is prohibited strictly at St. Mira's College and anyone found guilty of ragging and/or abetting ragging, whether actively or passively, or being a part of a conspiracy to promote ragging, is liable to be punished in accordance with the UGC Regulations 2009 as well as under the provisions of any penal law for the time being in force.

Prevention of Caste-Based Discrimination Committee: Discrimination based on caste is a social malaise constitutionally abolished in India. As per the UGC directive, the College has constituted a Prevention of Caste-based Discrimination Committee to ensure that no official, faculty member or student member of the College indulges in any discrimination based on caste against any community or category of students, faculty or staff members. The composition of the Prevention of Caste-based Discrimination Committee is as follows.

Ethics and Code of Conduct Committee: The institution is committed to creating an environment where all members of its community are respected, treated with dignity and feel safe, as well as ensuring the proper working of the College. All members of the College are responsible for upholding the high ethical and professional standards of this institution. In that spirit, stakeholders must comply with all applicable laws, regulations and policies.

Mental Well-being: The Mental Well-being Program for the students, the Programme is a full-time program addresses mental health needs and concerns of the students. Promotion, Prevention, and Intervention are the three major arms of this program.

Centre for Women Entrepreneurship: Encouraging students in promoting and stimulating the spirit of women entrepreneurship.



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Internal Complaints Committee (ICC-Sexual Harassment):

1	Dr. Vaishali Joshi	Presiding Office
2	Dr. Rama Venkatachalam	Senior Teaching Faculty
3	Dr. Arwah Madan	Senior Teaching Faculty
4	Mrs. Anju Bajaj	Non-teaching Member
5	Mrs. Anandmayi Chounde	Non-teaching Member
6	Ms Uma Mane	Kshitij NGO
7	Umme Salama Karu	Student Representative - UG

Gender Sensitivity by Sociology Department and other Department in raising the awareness:

Guest lecture was organised to discuss on Gender as a social construct. Students were exposed to discussions on taboo subjects like body shaming, menstruation, unsafe sex etc.

Workshop was conducted to highlight the menace of eve teasing through films, followed by a brainstorming session to find possible solutions. Safety at public spaces is very important for women with a condition of safety, equal access to public spaces and equal rights as citizens.

A three months 'Undergraduate Certificate Course in Gender and Culture'. This course emphasised on Gender Perspectives, Studying Cultural Practices, Gender, culture and politics.

In collaboration with AIDWA, TY sociology students conducted a survey on "The Impact of Television Serials on Working Class Women".

A session was dedicated for improved understanding LGBT community, their preferences and support Pride March. This session attempted to remove any preconceived prejudice against the LGBT community.

Another interesting approach implemented by Tathapi Trust was via a story telling session which described the complex relationships of love, relationships and sexuality. They also launched an informal platform called SAMVAAD to create a healthy space for members to come forth and speak and share any bad experiences, both self & others. This open forum encourages students to speak freely about their issues.

Department of Business Studies in collaboration with Internal Complaints Committee conducted a discourse on Prevention of Sexual Harassment for undergraduate students.

On the occasion of International Women's Day, the department organized an online session on "Gender Violence and the Judiciary System in India". A panel discussion was held online on the role of media on gender construction & further marginalization of women during and post pandemic phase.

A guest lecture was organised on the subject "Disposal of Sanitary Pads and its alternatives". The speakers discussed about Sanitary pads and their effects on our health and body, and how



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it is harmful for the environment as well. A national webinar on gender implications of New Education Policy 2020 in India, emphasizing the need for all-inclusive education.

They conducted a guest lecture on Women's movements in the post- 1990's on the online platform. The aim was to understand the changing character of women's movement in the post 1990s liberalization period.

Accounts Department organised a Panel Discussion on "POSH" with a focus on Sexual Harassment. The students were made aware of the powers/provision under the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal Act).

Commerce Department started a Centre for Woman Entrepreneurship with an objective of creating an environment that promotes woman entrepreneurs to start their business and inspires the spirit of entrepreneurship among the students of the College.

English Department conducted a state level seminar on "Reconstructing Perceptions of Womanhood: Myth, Body and Taboo", The aim was to examine past perceptions towards the woman's body particularly with respect to the natural phenomenon of menstruation, the taboos associated and how these perceptions have changed due to corporate, social, religious and cultural interventions.

RECOMMENDATIONS AND SUGGESTIONS:

- The institution should provide more platforms to discuss different gender expressions
- The curriculum across stream shall include topics related to different gender expressions
- The Gender Policy should be visible on website
- A gender focussed learning which involves group learning can help reduce the divide

Conclusion:

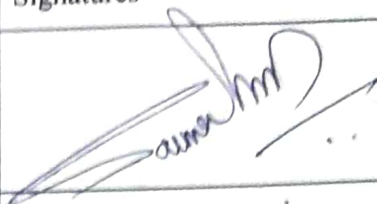
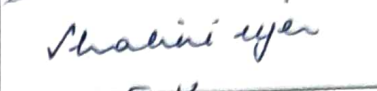
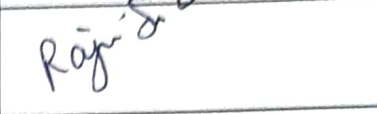
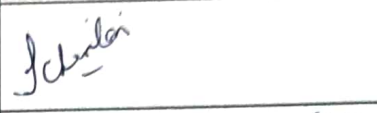
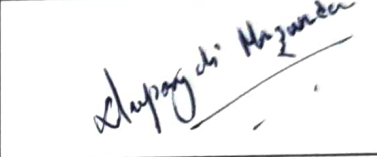
- The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college.
- The staff also reported that they have no problems related to gender criterion.
- Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.
- It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up.
- Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints.



Jayant

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Dr Jaya Rajagopalan
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