

INDIAN EDUCATION SOCIETY'S COLLEGE OF ARCHITECTURE

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Gender Audit & Sensitization Report

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Gender Sensitization at IESCOA

IES's College of Architecture (IESCOA) along with the faculty, staff and students shall annually ensure to implement the following for Gender Sensitization:

- Educate and practice gender sensitization and promote respect for all genders at IESCOA
- Promote adequate representation of men and women in all aspects
- Maintain a workplace that is free from discrimination and bullying
- Prevent and respond to all gender based violence
- Promote a gender inclusive learning environment for the students
- Conduct regular awareness raising activities amongst the staff and students
- Promote a strict 'No Discrimination' policy to ensure equal and unbiased measure for everyone.
- To ensure equal rights to participation to all genders in various curricular, extracurricular and co-curricular activities in the college.
- To conduct regular counselling sessions for women along with female staff member through on board professional counsellor.

About the gender auditing committee

Internal Complaint Committee (ICC): The institute under the directives of the Mumbai University has formed an Internal Complaint committee (ICC). The ICC is, a gender neutral committee comprising members of all the stakeholders of the institute, including student members, teaching and non-teaching faculty of both genders has been formed. This also includes a counsellor on board. This committee is responsible for addressing any complaints received and taking appropriate actions under the meticulously formed guidelines of the parent committee governed by the Mumbai University.

The committee members for the academic year 2023-2024 were:

- Prof Suneeta Samant
- Ms. Raheen Jumani (NGO member)
- Prof Shilpa Chandawarkar
- Prof Himani Tawade
- Prof Tanmayee Wagle
- Ms Sonal Kulkarni (Non teaching staff rep.)
- Ms. Sayali Kuchekar (student rep.)

The committee conducts audit every year. Following were the members who conducted the audit:

- Prof. Suneeta Samant
- Prof. Shilpa Chandawarkar
- Prof. Khudeja Patel

Gender Policy

The institute addresses strict gender policy for the functioning of the college curricular and co-curricular activities. It has penned down some pertinent points under the gender policy that it strictly adheres to.

- There shall not be any kind of discrimination for students or employees on the basis of Gender
- Equal opportunities shall be provided to both genders across the entire cross section
- Freedom for all genders to express of free and fair opinion
- There is an accessible, active, unbiased and confidential grievance redressal committee that comprises of representatives ranging from students to teaching, non-teaching staff and NGO.

- The institute shall arrange effective measures for the safety and security of all gender

Objectives of the Audit Report

The Gender Audit has the following objectives:

- To evaluate out the areas where gender imbalance exists and identify the reasons for the same
- To review if there are good gender balance in decision-making processes in all areas of the college activities.
- To Suggest measures for bridging the gender gap.
- To recommend ways to further foster gender equality in all aspects of college community.
- To suggest appropriate measures to prevent sexual harassment at the college

Methodology

The gender audit consisted of the following:

1. **Statistical data collection:** The committee procured data to evaluate the male female ratio of
 - Students
 - Teaching staff
 - Non-teaching staff
 - Support staff
2. **Infrastructure assessment:** The committee studied the infrastructure provided by the institute to evaluate safety, security, gender sensitivity aspects.
3. **Curricular and co-curricular activities:** The curricular and co-curricular activities related to gender sensitization, safety etc have been studied. A listing of program /workshops /Seminars conducted on Gender related issues is documented.

Findings and objectives

1. Statistical data collection

Ratio of student: There is a good mix of both male and female students and thus promoting a healthy learning environment.

IES'S COLLEGE OF ARCHITECTURE				
[A.Y.2022-23]				
SR NO	SEMESTER	NO OF STUDENTS		
		GIRLS	BOYS	TOTAL
1	I	30	30	60
2	IV	31	32	63
3	VI	39	21	60
4	VII	44	23	67
5	IX	26	17	43

Ratio of teaching staff: There is a good mix of both male and female faculty and thus promoting a healthy learning environment.

PRINCIPAL	PROFESSOR		ASSOCIATE PROFESSOR		ASSISTANT PROFESSOR		TOTAL
Male	Male	Female	Male	Female	Male	Female	
1	1	2	3	2	5	5	19

Ratio of non teaching and support staff: There is a good mix of both male and female students and thus promoting a healthy learning environment.

NON TEACHING 2022-23	
MALE	FEMALE
0	4

SUPPORTING STAFF	
MALE	FEMALE
6	0

Pay Parity of staff: There is no difference in the salaries or other benefits of any employees (including teaching, non teaching and support staff) based on gender.

2. Infrastructure assessment

Safety and wellness: Safety of students is of utmost importance and the institute takes every care for the same. The CCTV cameras installed in every studio and corridors along with other things also help in keeping an eye on any untoward incident from happening, thus helping in an overall surveillance. Mix of both male and female staff members accompany students to every study trip and field visits. Various awareness programs regarding stress management, diet and lifestyle related problems are addressed by arranging various seminar and presentations from experts.

Common room: As per the statutory body guidelines a dedicated girl and boy common room for resting facility for student have been made. Electric sanitary pad vending machine is installed in the wash rooms. Instructions regarding the use has been displayed correctly. Specific cleaning schedule is given to the housekeeping people and followed meticulously.





CCTV cameras installed across the entire college



Room no 405 on the fourth floor is ladies common room



Sanitary napkin disposal machine installed in the ladies toilet

Staffroom: The common staffroom is an open plan and has a mixed seating arrangement. All dining and discussion facilities happen in common.



Open staffroom plan

Administrative Office: All the non-teaching staff members sit in this room and this is an open plan with a mixed seating arrangement. Dining facilities happen in common.



Open admin office plan



3. Curricular and co-curricular activities

Awareness on the importance of hygiene and professional presentation for female students



A seminar on personality development and menstrual hygiene was held on 12th January 2024 for the female staff and students of the college. The speaker Ms Jyoti Gupta highlighted the simple yet efficient ways to conduct yourself in the profession to make a lasting impact. She highlighted the importance of health and menstrual hygiene for overall growth and development of a person. This event was held at IES's College of Architecture, Mumbai (exhibition hall) - 1 hour event.

Womens' Day Celebration

International Women's Day 2024



IMAGINE A GENDER EQUAL WORLD.
A WORLD FREE OF BIAS,
STEREOTYPES, AND DISCRIMINATION.
A WORLD THAT'S DIVERSE,
EQUITABLE, AND INCLUSIVE. A WORLD WHERE
DIFFERENCE IS VALUED AND
CELEBRATED. TOGETHER
WE CAN FORGE WOMEN'S EQUALITY.
COLLECTIVELY WE CAN ALL
#INSPIREINCLUSION.



The International Women's Day was organized by the male staff and students of the college to felicitate the female staff and students. There were short and inspirational talks given by the faculty and a movie on the famous female architect Didi Contractor was shown to all the students and faculty. This event was held at IES's College of Architecture, Mumbai (exhibition hall) - 1 hour event.

Prof. Suneeta Samant

Prof. Shilpa Chandawarkar

Prof. Khudeja Patel