



SOMAIYA
VIDYAVIHAR UNIVERSITY

Report of Gender Audit (Academic Year 2020 to 2023)

Date of Audit : 23rd June, 2023

The details of the expert committee members who carried out the Gender Equality Audit of Somaiya Vidyavihar University on 23/06/2023 for the three academic years 2020 to 2023 are given below.

Sr. No.	Name and affiliation	Telephone No. and email id
1.	Dr Ritu Bhattacharya Professor and Director Sasmira Institute of Management, Mumbai	9867154303 ritubhat05@gmail.com
2.	Dr Vaishali Kohle Associate Professor, Centre of Disability Studies and action, TISS	8850038149 vishali@tiss.edu
3.	Dr Milind Shah Professor and Head, Department of Electronics and Telecommunication Fr. C. Rodrigues Institute of Technology	9869109792 milind.shah@ferit.ac.in

The committee did evaluation of the gender audit which are a benchmark for gender equality development of the university on the following parameters:

- 1) Agree 2) Neutral 3) Disagree

Schedule for the Audit:

Sr. No.	Time	Activity
1.	10.00 am to 10.15am	Welcome & opening remarks
2.	10.15 am to 11.45pm	Execution of Audit
3.	11.45 am to 12.45pm	Report writing
4.	12.45pm to 1.00 pm	Exit meeting

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INTRODUCTION

Somaiya Trust, with over six decades of rich experience in managing educational institutions and imparting quality education, offers numerous opportunities and multi-disciplinary programs to students from all over the world. Nestled in a vast 50-acre green campus, the university caters to 39,000+ students in diverse fields of education, including Design, Engineering, Humanities and Sciences, Library & Information Science, Management, Religion & Culture, Sports and Music.

Somaiya Vidyavihar University, established in 2019, offers students the opportunities to explore a wide range of learning opportunities through the ‘major-minor’ combinations available and brings the ambitious chance to interact with a large pool of global alumni network.

Somaiya Vidyavihar University, with its vast portfolio of programs in various disciplines, offers students the ‘Freedom of Possibilities’ to accelerate excellence, pursue their passion, and above all, discover themselves.

The university also accommodates an advanced incubation center, which serves as a launchpad for entrepreneurs/start-ups. The placement cell facilitates ample employment opportunities for graduates, and the on-campus hostels ensure a comfortable and safe living environment.

About Women Development Cell:

The Women Development Cell (WDC) was established in Somaiya Vidyavihar University (SVU) on 12-08-2022 by the Hon. Vice Chancellor of the University. The establishment of the WDC is indeed a great milestone to pursue policies for women empowerment within the campus.

The University has set up the WDC to address concerns of women specifically related to gender discrimination and recommend measures and policies for gender parity. The cell constitutes of members from various constituent colleges comprising both the teaching and non-teaching staff, both men and women. After the Sexual Harassment Act of 2013 and the UGC Guidelines of 2015, the University has set up the Campus Internal Complaints Committee to address complaints of Sexual Harassment of women at workplace.

The main role of the Somaiya Vidyavihar University Women Development Cell (SVU_WDC) is to create a gender sensitized community within the campus, prevent sexual harassment at workplace (colleges and university campuses) and to promote general wellbeing of female students, teaching and non-teaching staff. The cell is also responsible to conduct activities to

create awareness programs on gender sensitization, women rights and women empowerment in the colleges as well as University.

OBJECTIVE

The Gender Audit of Somaiya Vidyavihar University has the following objectives:

- To identify the areas of gender imbalance and to recognize their cause.
- To examine the gender policies of the college and to understand the needs and interests of both male and female.
- To take active steps to establish a gender balance in decision making processes in all areas of college activities.
- To suggest measures for bridging the gender gap if any exists.
- To adopt measures for prevention of sexual harassment at the college.
- To promote growth of gender equality in all aspects on college campus.

GENDER SENSITIVE FEATURES

Considering the specific needs of both male and female members in the campus, several activities/ programs are undertaken by the university.

1. **Grievance Redressal Cell:** All grievances of students related to the concerned college shall be addressed to University Grievance Redressal Cell (UGRC). The students can register their grievances online through a grievance portal.
2. **Girls' Common Room:** The University has made a provision for a Girls' Common Room in the constituent colleges. This room serves to provide the essential privacy to all female students. The room is equipped with all the basic necessities for female students like tables, chairs, mirror, dust bin and washroom enclosed.
3. **Boys' Common Room:** The University has made a provision for a Boys' Common Room. This room serves to provide the essential privacy to all male students.
4. **Wash Rooms:** The University has made provisions for separate washrooms for male and female students & staff in the buildings as well as outside the buildings.
5. **Internal Complaints Committee (ICC):** In pursuance of UGC (Prevention, prohibition and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Internal Complaints Committee (ICC) is constituted as under to deal with the complaints relating to Sexual harassment at workplace.
6. **CCTV:** The system has been installed by the University with the primary purpose of reducing the threat of crime generally, protecting campus premises and helping to ensure the safety of all staff, students and visitors consistent with respect for the individuals' privacy.
7. **Vending Machines:** There are a few vending machines installed in the campus washrooms and we are in the process of purchasing the new for each constituent college.

All the stakeholders need to be aware of gender equality. The statistics of the male and female members at various levels were gathered. They were made aware of the purpose of gender audit and a survey was conducted and responses were collected.



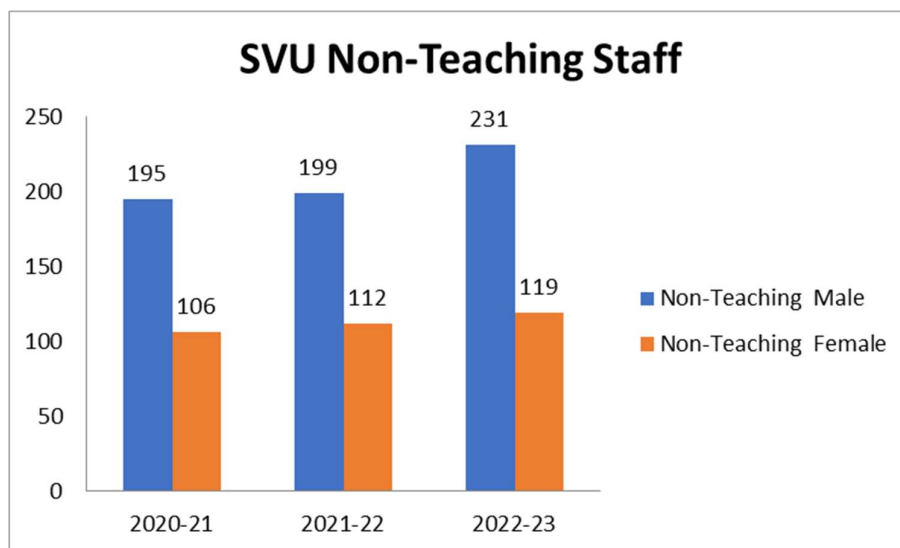
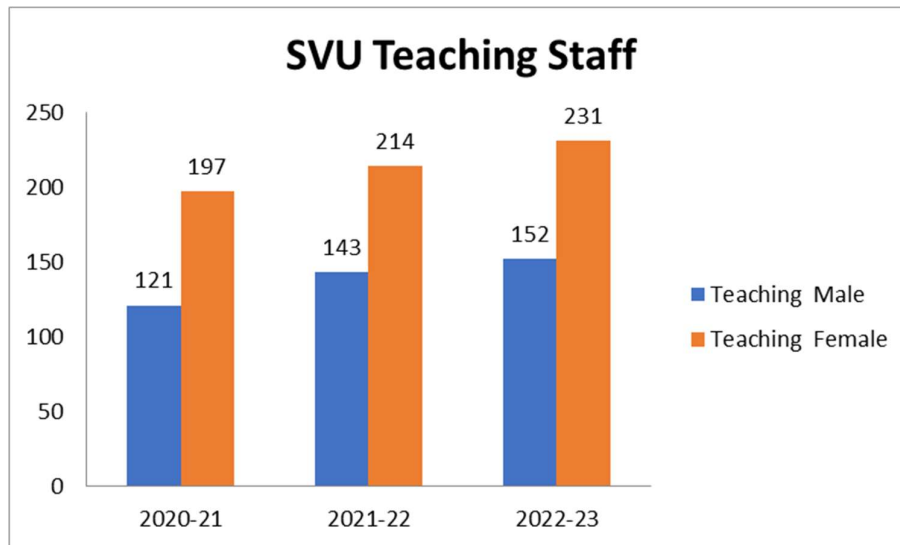
GENDER AUDIT - 2022 -23



GENDER STATISTICS

Gender analysis is an essential first step of collecting and analyzing sex- disaggregated information in order to understand gender differences and how these differences may have an effect on policy effectiveness.

Overall SVU Staff Data Analysis



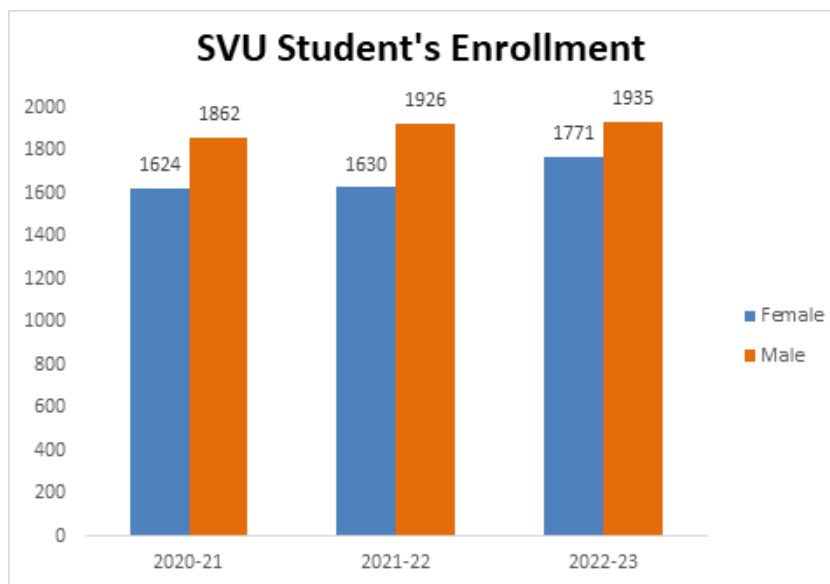
Analyzing the data for gender audit in the teaching and non-teaching staff for three consecutive academic years (2020-21 to 2022-23), the following observations can be made:

1. Gender Ratio: Calculating the gender ratio (female to male) for the total staff members:
 - 2020-21: $301/318 = 0.947$
 - 2021-22: $310/357 = 0.868$
 - 2022-23: $350/383 = 0.913$

The gender ratio indicates that the number of female staff members was generally higher than male staff members, except in 2021-22 where the ratio was slightly lower.

2. Trends:
 - There is an overall increase in the number of both male and female staff members, both in teaching and non-teaching roles, from 2020-21 to 2022-23.
 - The gender representation in the teaching staff appears to be relatively balanced, with the number of female staff members consistently higher than male staff members.
 - In the non-teaching staff, the number of male staff members is higher than female staff members, although the gap appears to be narrowing in 2022-23.

Overall SVU Students' Data Analysis



Based on the given data, we can observe the following trends:

Female Count: The number of females has shown a slight increase over the years. From 1624 in 2020-21, it increased to 1630 in 2021-22, and further to 1771 in 2022-23.

Male Count: The number of males has also exhibited a gradual increase. It rose from 1862 in 2020-21 to 1926 in 2021-22, and then to 1935 in 2022-23.

Gender Ratio: To analyze the gender distribution, we can calculate the gender ratio, which is the ratio of males to females. In 2020-21, the gender ratio was approximately 1.15 (1862 males divided by 1624 females). In 2021-22, it increased to around 1.18 (1926 males divided by 1630 females), and in 2022-23, it was approximately 1.09 (1935 males divided by 1771 females). **This indicates that the number of males is slightly higher than females in each year.**

Overall, the data suggests a gradual increase in both the female and male populations over the specified years, with a slightly higher number of males compared to females.

SURVEY STATISTICS

1. Respondent Distribution

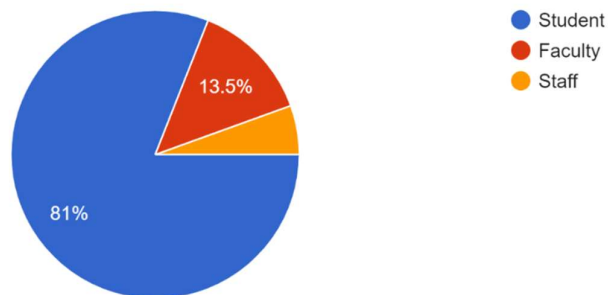
Following is the distribution of the respondent of the online survey

Students:	1103
Teaching faculty:	184
Non-teaching staff:	75

Total no responses: 1362

What is your position in the University

1,362 responses



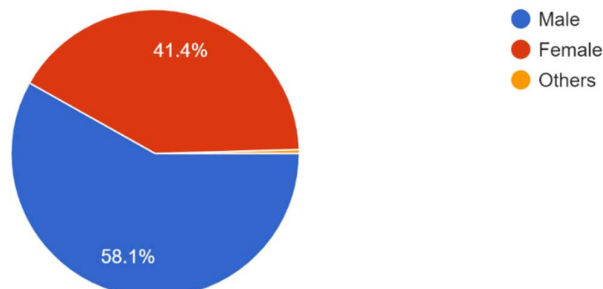
2. Gender distribution

Male: 58.1%

Female: 41.4%

Gender

1,362 responses



College Wise Teaching Faculty Responses Received

Name of the Constituent College	Responses Received		
	Total	Female	Male
K J Somaiya College of Engineering	97	56	41
K J Somaiya Institute of Management	38	27	11
K J Somaiya College of Education	4	4	0
K J Somaiya Institute of Dharma Studies	7	3	4
S K Somaiya College	37	28	9
Somaiya Sports Academy	1	0	1
Somaiya School of Design	0	0	0
Maya Somaiya School of Music and Performing Arts	0	0	0
Department of Library and Information Science	0	0	0
Somaiya Institute For Research and Consultancy	0	0	0
Total	184	118	66

College Wise Non-Teaching Staff Responses Received

Name of the Constituent College	Responses Received		
	Total	Female	Male
K J Somaiya College of Engineering	29	18	11
K J Somaiya Institute of Management	21	13	8
K J Somaiya College of Education	1	0	1
K J Somaiya Institute of Dharma Studies	2	2	0
S K Somaiya College	11	4	7
Somaiya Sports Academy	3	0	3
Somaiya School of Design	1	0	1
Maya Somaiya School of Music and Performing Arts	0	0	0
Department of Library and Information Science	0	0	0
Somaiya Institute For Research and Consultancy	1	1	0
Somaiya Vidyavihar University	6	4	2
Total	75	42	33

College Wise Students' Responses Received

Name of the Constituent College	Responses Received		
	Total	Female	Male
K J Somaiya College of Engineering	617	145	472
K J Somaiya Institute of Management	149	62	87
K J Somaiya College of Education	77	70	07
K J Somaiya Institute of Dharma Studies	55	41	14
S K Somaiya College	205	93	112
Somaiya Sports Academy	0	0	0
Somaiya School of Design	0	0	0
Maya Somaiya School of Music and Performing Arts	0	0	0
Department of Library and Information Science	0	0	0
Somaiya Institute For Research and Consultancy	0	0	0
Total	1103	411	692

3. Summary of Respondent perception in % (Questions for Faculty & Staff Only)

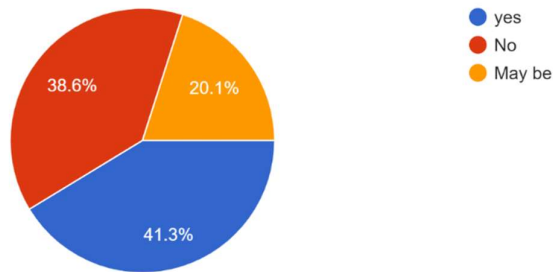
Sr. No	Survey Question	Teaching faculty			Non-Teaching staff		
		Yes	No	Maybe	Yes	No	Maybe
1	Is Faculty/staff encouraged to take advantage of flexible work arrangements (alternate work hours, working from home, etc.)	41.84	38.04	20.11	40	40	20
2	Is there a paternity leave policy?	59.23	9.78	30.98	58.66	16	25.33
3	Is staff encouraged to take advantage of maternity leave?	77.17	5.97	16.84	70.66	6.66	22.66
4	Is staff encouraged to take advantage of paternity leave?	38.04	23.37	38.58	62.66	9.33	28
5	Is gender a measure included in job performance criteria?	4.89	72.28	22.82	12	68	20
6	Is there training of faculty /staff in gender awareness and sensitization?	52.71	23.91	23.37	40	32	28



7	To what extent University provides opportunities for teamwork so as to treat both men and women as equals? (5 is highest and 1 is lowest)	78.80	7.60	13.58	68	1.33	30.66
8	Faculty/Staff has the necessary knowledge, skills and attitude to carry out their work with gender awareness	71.73	6.52	21.73	70.66	1.33	28

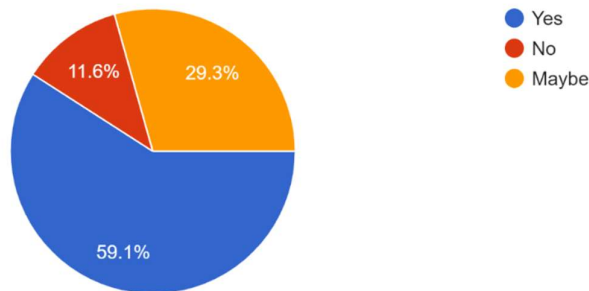
Is Faculty/staff encouraged to take advantage of flexible work arrangements (alternate work hours, working from home, etc.)

259 responses



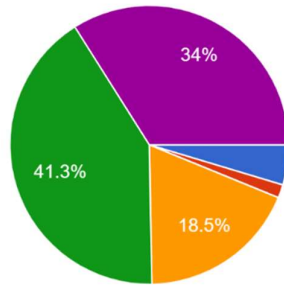
Is there a paternity leave policy?

259 responses



Is staff encouraged to take advantage of maternity leave?

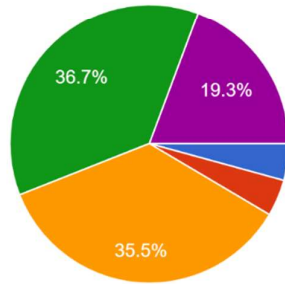
259 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

Is staff encouraged to take advantage of paternity leave?

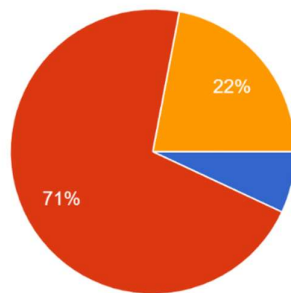
259 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

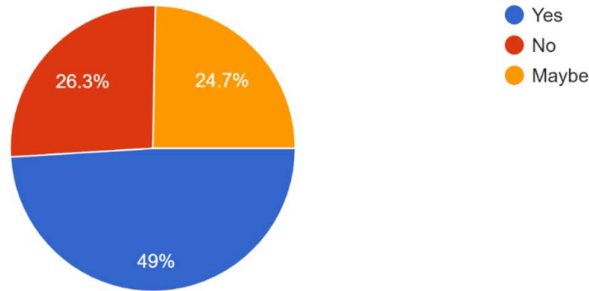
Is gender a measure included in job performance criteria?

259 responses

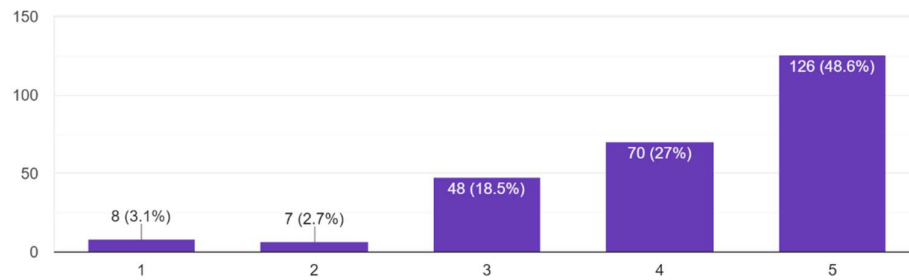


- Yes
- No
- Maybe

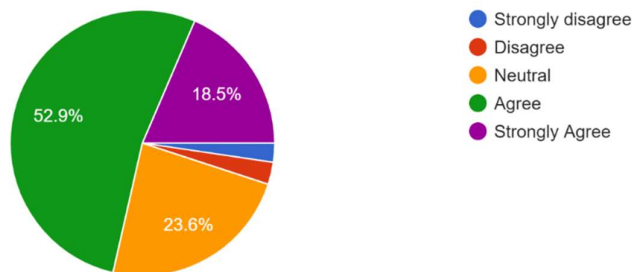
Is there training of faculty /staff in gender awareness and sensitization?
259 responses



To what extent University provides opportunities for teamwork so as to treat both men and women as equals? (5 is highest and 1 is lowest)
259 responses



Faculty/Staff has the necessary knowledge, skills and attitude to carry out their work with gender awareness
259 responses



4. Summary of Respondent perception in % (Common Questions for all)

Sr.No	Survey Question	Student			Teaching faculty			Non-Teaching staff		
		Yes	No	Mayb e	Yes	No	Mayb e	Yes	No	Mayb e
1	Program/project planning, implementation, evaluation, and advisory teams in my University consist of members who are gender-sensitive.	36.1	20.22	43.70	53.80	13.59	32.61	38.66	21.33	45.33
2	Does your University use participatory methods to incorporate the views and preferences of both male and female community members in project design?	60.9	7.80	31.28	59.78	8.70	31.52	49.33	9.33	41.33
3	Is there a Gender sensitization cell in the University?	28.5	16.50	55.03	47.82	14.67	37.50	33.33	16.00	50.66
4	Are there faculty/staff who are assigned responsibility for gender integration in different departments throughout your University ?	25.1	18.40	56.48	36.95	17.39	45.65	20	17.33	62.66
5	Is gender disaggregated data collected for projects and programs?	19.7	22.12	58.20	18.47	21.74	59.78	6.66	21.33	72
6	Program/project planning, monitoring, evaluation, and advisory teams in my University include at least one person with specific expertise and skills in gender issues	29.8	14.87	55.30	35.87	14.13	50.00	46.66	4.00	49.33
7	My University programs/projects contribute to the empowerment of women/girls and the changing of unequal gender relations	50.9	9.25	39.89	65.21	6.52	28.26	65.33	5.33	29.33

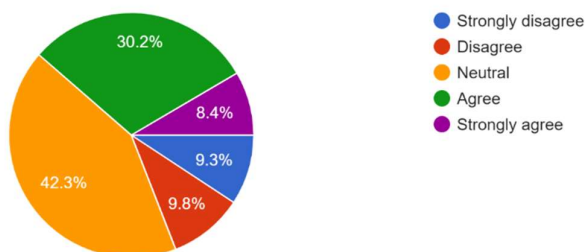
8	Is commitment to gender equality a criterion in your University selection of partner or local NGO affiliates?	24.8	11.88	63.37	18.47	13.04	68.48	16	8.00	76
9	Does your University have a written gender policy that affirms a commitment to gender equality?	26.2	8.98	64.82	23.91	7.61	68.48	18.66	8.00	73.33
10	Does your University gender policy have an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation?	24.8	8.07	67.18	22.82	10.33	66.85	17.33	4.00	78.66
11	Is gender taken into account during strategic planning for University activities?	26.2	16.23	57.57	22.28	27.72	50.00	13.33	18.67	64
12	Everyone in my University feels ownership over the gender policy.	29.6	9.16	61.20	36.95	8.15	54.89	30.66	8.00	61.33
13	Management takes responsibility for the development and implementation of the gender policy.	36.3	7.43	56.30	55.97	4.35	39.67	45.33	2.67	52
14	Is there a good balance of women and men represented in senior management	51.0	7.62	41.34	59.78	11.41	28.80	64	4.00	32
15	Women and men are both strongly represented on my university board (5 is highest and 1 is lowest)	60.7	6.17	33.18	71.19	5.98	22.83	66.66	2.67	30.66
16	Does management show respect for diversity in work and management styles in your University?	56.0	6.07	37.90	73.91	3.80	22.28	72	1.33	26.66
17	Does your University have a written equal opportunity policy?	31.0	5.26	63.74	32.60	7.61	59.78	34.66	2.67	62.66

18	Senior management actively supports and takes responsibility for the implementation of the policy (or for promoting gender equality), if no policy exists	80.5	19.49		83.69	14.67		85.33	14.67	
19	Are your advocacy policies and plans influenced and advised by women's University, networks, and gender experts?	28.2	9.07	62.74	29.34	9.78	60.87	17.33	6.67	76
20	Has your University budgeted adequate financial resources to support its gender integration work?	23.8	7.25	68.99	22.82	7.07	70.11	84	4.00	84
21	Does your University reinforce gender sensitive behavior and procedures to prevent and address sexual harassment?	47.3	6.80	45.87	67.93	2.72	29.35	64	6.67	29.33
22	Access to facilities in Campus (Library, Lab, Canteen, events) is gender neutral and everybody has same rights.	72.1	2.72	24.21	89.13	3.80	7.07	85.33	14.67	
23	To what extent does the university ensure that adequate hygiene is maintained in Campus (5 is highest and 1 is lowest)	67.1	8.88	24.03	83.69	5.43	10.87	80	6.67	13.33
24	There is a provision of Security 24*7 in our Campus	75.3	2.81	21.85	90.21	1.63	8.15	93.33	0.00	6.66
25	Whether CCTV Cameras are provided on Campus	74.2	4.44	21.40	92.39	1.63	5.98	84	4.00	12
26	Whether Female security guards are provided on Campus	77.6	5.80	16.59	91.30	1.63	7.07	88	2.67	4
27	Whether there is a provision for Complaint Box on Campus	57.6	7.52	34.90	66.84	6.52	26.63	65.33	6.67	28

28	Whether helpline numbers are clearly displayed at various places on Campus?	52.0	11.97	35.99	55.43	15.22	29.35	60	9.33	30.66
29	Is there a facility of Ladies common room in your College?	57.8	8.52	32.64	65.76	19.57	14.67	68	17.33	14.66
30	Over all are you satisfied with gender related policies, facilities and issues handling	55.1	8.43	36.45	72.82	8.70	18.48	61.33	4.00	34.66
31	Internal complaint Committee in place	43.2	7.52	49.32	82.06	3.80	14.13	72	6.67	21.33
32	Are any Orientation/Induction program or seminars conducted for gender sensitization?	33.1	17.95	48.96	63.04	10.87	26.09	46.66	12.00	41.33

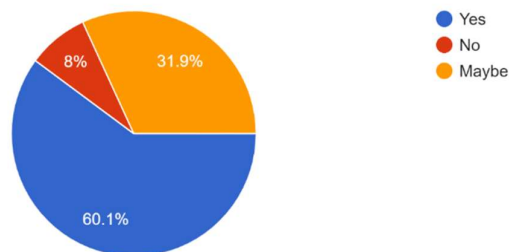
1) Program/project planning, implementation, evaluation, and advisory teams in my University consist of members who are gender-sensitive.

1,362 responses



2) Does your University use participatory methods to incorporate the views and preferences of both male and female community members in project design?

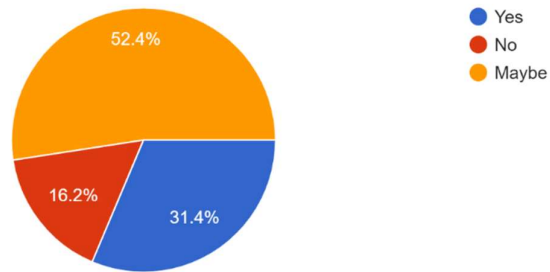
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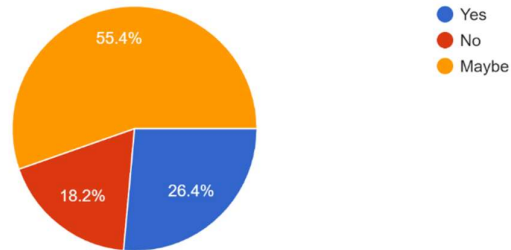
3) Is there a Gender sensitization cell in the University?

1,362 responses



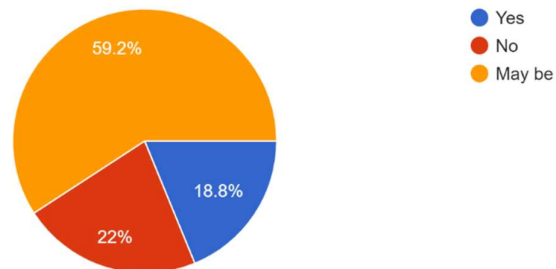
4) Are there faculty/staff who are assigned responsibility for gender integration in different departments throughout your University ?

1,362 responses



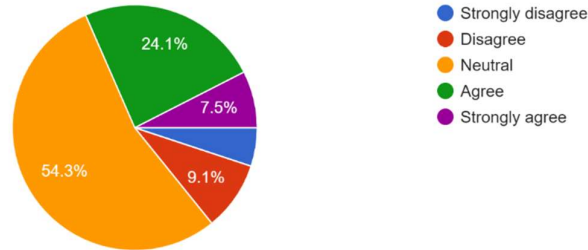
5) Is gender disaggregated data collected for projects and programs?

1,362 responses



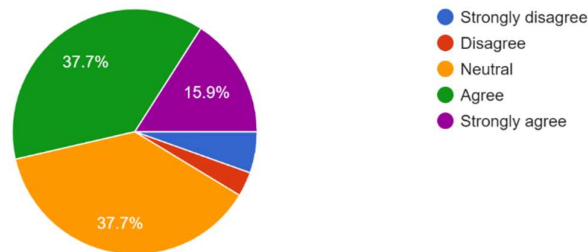
6) Program/project planning, monitoring, evaluation, and advisory teams in my University include at least one person with specific expertise and skills in gender issues

1,362 responses



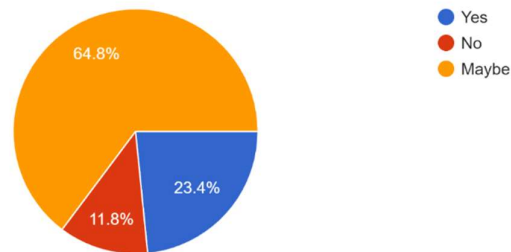
7) My University programs/projects contribute to the empowerment of women/girls and the changing of unequal gender relations

1,362 responses



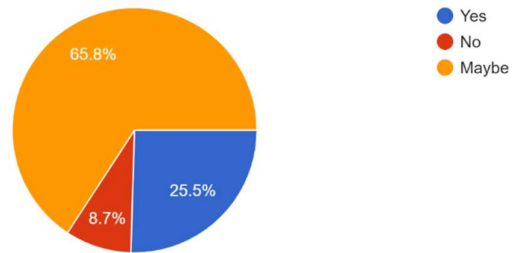
8) Is commitment to gender equality a criterion in your University selection of partner or local NGO affiliates?

1,362 responses



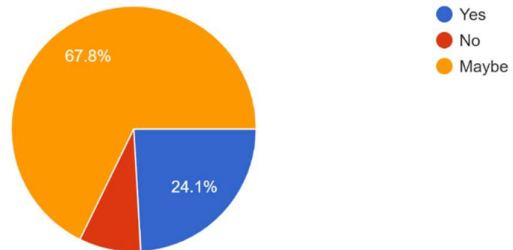
9) Does your University have a written gender policy that affirms a commitment to gender equality?

1,362 responses



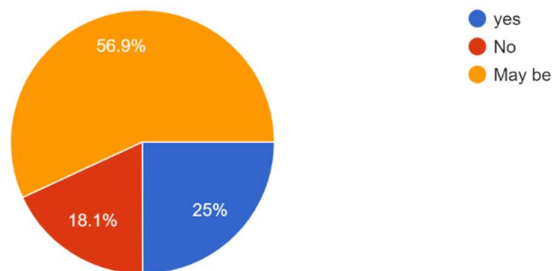
10) Does your University gender policy have an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation?

1,362 responses

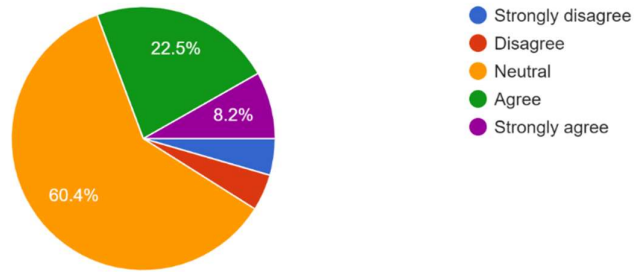


11) Is gender taken into account during strategic planning for University activities?

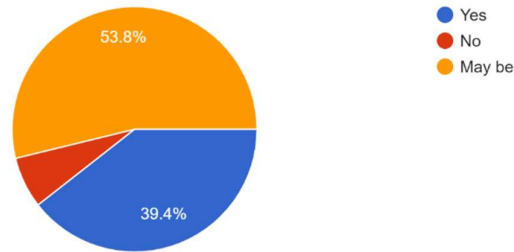
1,362 responses



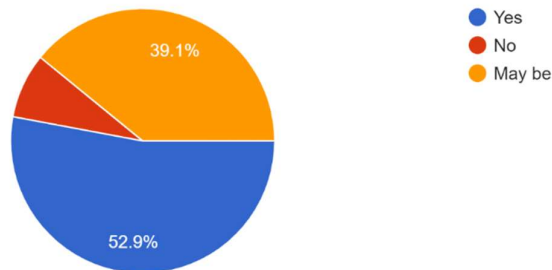
12) Everyone in my University feels ownership over the gender policy.
1,362 responses



13) Management takes responsibility for the development and implementation of the gender policy.
1,362 responses

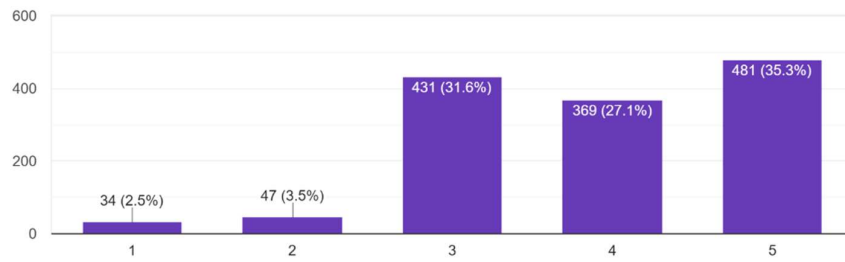


14) Is there a good balance of women and men represented in senior management
1,362 responses



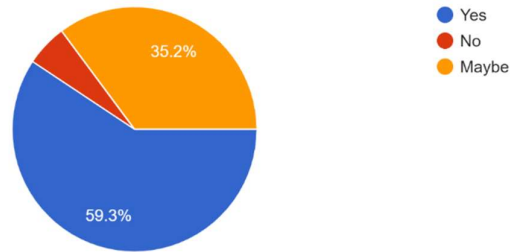
15) Women and men are both strongly represented on my university board (5 is highest and 1 is lowest)

1,362 responses



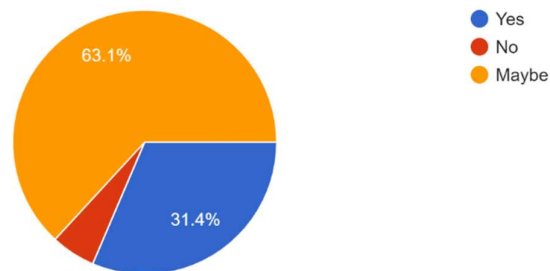
16) Does management show respect for diversity in work and management styles in your University ?

1,362 responses



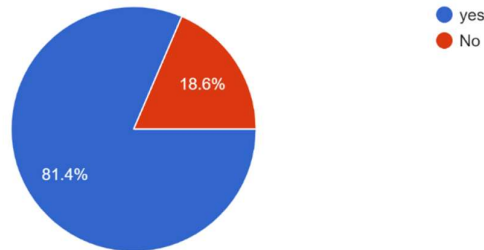
17) Does your University have a written equal opportunity policy?

1,362 responses



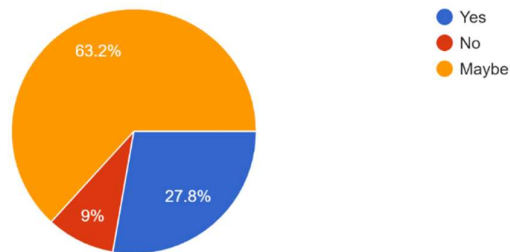
18) Senior management actively support and take responsibility for the implementation of the policy (or for promoting gender equality), if no policy exists

1,362 responses



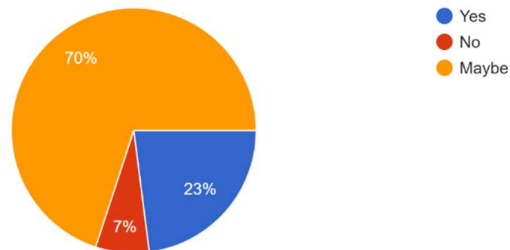
19) Are your advocacy policies and plans influenced and advised by women's University, networks, and gender experts?

1,362 responses



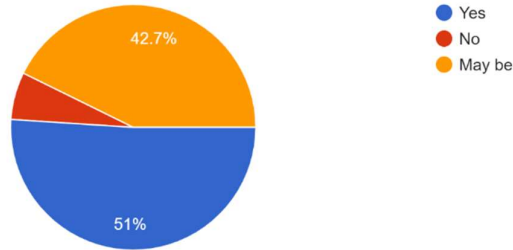
20) Has your University budgeted adequate financial resources to support its gender integration work?

1,362 responses



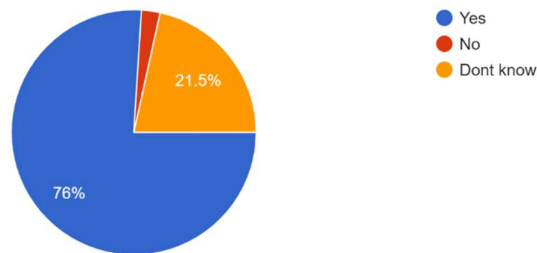
21) Does your University reinforce gender sensitive behaviour and procedures to prevent and address sexual harassment?

1,362 responses



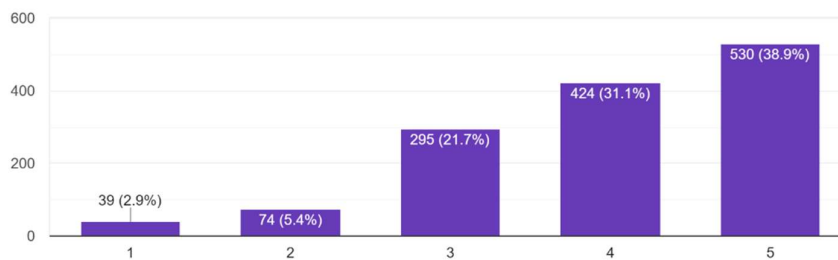
22) Access to facilities in Campus (Library, Lab, Canteen, events) is gender neutral and everybody has same rights.

1,346 responses

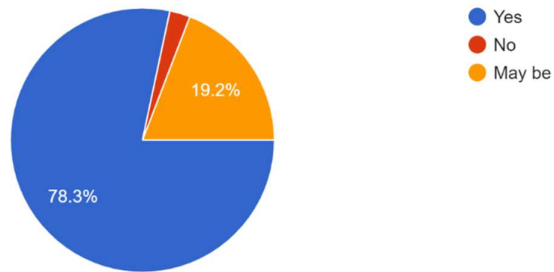


23) To what extent does the university ensure that adequate hygiene is maintained in Campus (5 is highest and 1 is lowest)

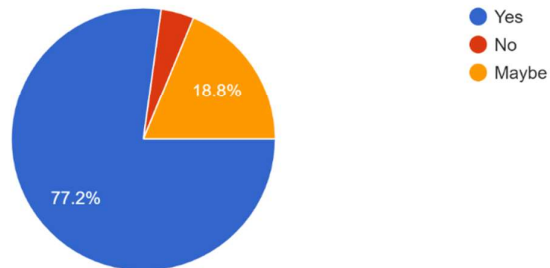
1,362 responses



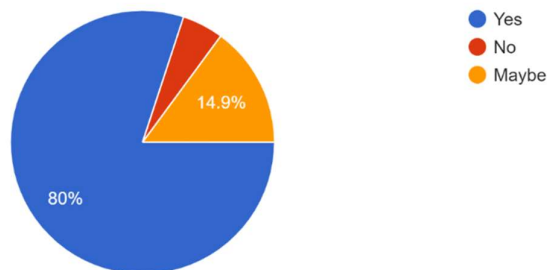
24) There is a provision of Security 24*7 in our Campus
1,362 responses



25) Whether CCTV Cameras are provided on Campus
1,362 responses

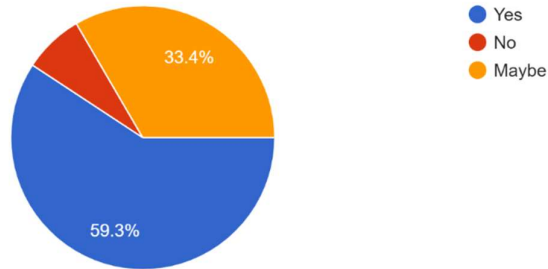


26) Whether Female security guards are provided on Campus
1,362 responses



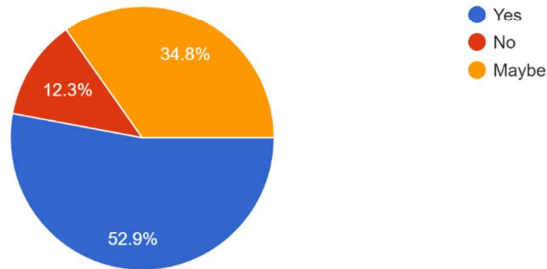
27) Whether there is a provision for Complaint Box on Campus

1,362 responses



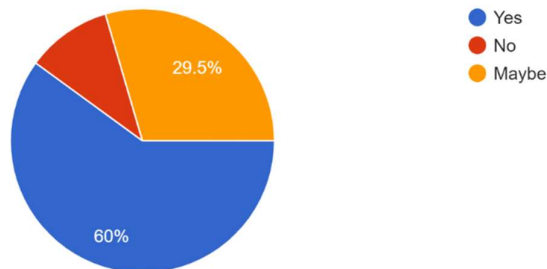
28) Whether helpline numbers are clearly displayed at various places on Campus?

1,362 responses

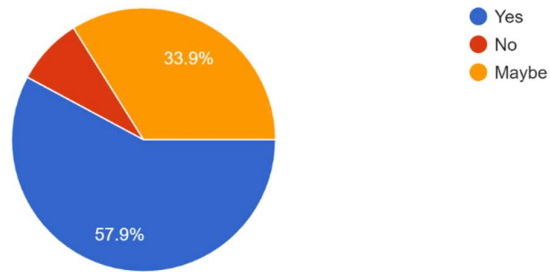


29) Is there a facility of Ladies common room in your College?

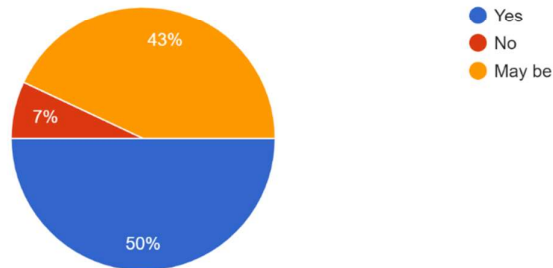
1,348 responses



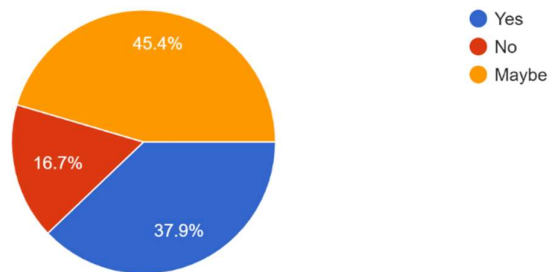
30) Over all are you satisfied with gender related policies, facilities and issues handling
1,362 responses



31) Internal complaint Committee in place
1,362 responses



32) Are any Orientation/Induction program or seminars conducted for gender sensitization?
1,362 responses



OUTPUT OF THE AUDIT

Q. No	Question	Dr. Ritu Bhattacharya			Dr. Milind Shah			Dr. VAISHALI KOLHE		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree
1	Survey questions are adequate to capture gender equality status	✓			✓			✓		
2	The sample size is sufficient to represent the gender equality status	✓				✓		✓		
3	The survey adequately represented all internal stakeholders of the SVU	✓			✓			✓		
4	The survey data was well represented	✓			✓			✓		
5	The survey data was analyzed in an unbiased manner	✓			✓			✓		
6	There is no discrimination against women and girls	✓			✓			✓		
7	There are no violent practices against women and girls	✓			✓			✓		
8	Women's full and effective participation in policy making was at all levels	✓				✓		✓		
9	Women and girls are aware of their rights	✓					✓	✓		



10	Reforms are undertaken to give women equal rights access to resources	✓			✓			✓	
11	Use of enabling technologies, in particular information and communications technology was promoted	✓			✓			✓	
12	There exists sound policies for the promotion of gender equality	✓			✓			✓	

Remarks

1. Gender issues (Key points- technical area, expertise, competence, and capacity building)
 - a. Orientation program, atleast once in a year, on various policies and procedures for Faculty & Staff can be organised.
 - b. No gender issue was officially reported.
 - c. Gender neutral washrooms, hostel facilities and spaces for everyday communication and socialization
2. Gender equality (Key points- policies, budget, and activities)
 - a) The nomenclature 'Gender Equality' in the preamble can be rephrased emphasizing equality for both the genders.
 - b) A calendar of activities planned related to gender equality can be prepared and displayed.
 - c) There is gender equality in policy, budget and activities.
 - d) Gender equality to be promoted at all levels.
3. Decision-making (Key points- HR, balance of women and men, organizational culture)
 - a) Balance of women and men exists in Teaching staff.
 - b) There are more men in Non-Teaching as compared to women. However, this could be due to the job requirement.



- c) Decentralization in decision making process by women participation and formalisation of rules with gendered identity participants (Students, Faculty & Staff)
- d) In the response to the survey conducted for gender audit many respondents have selected 'NO' or 'Maybe' although relevant policies exist. This can be taken care of by creating awareness about existing policies.

Recommendations:

- a) As per the UGC guidelines, Student representation needs to be added in the composition of WDC.
- b) Gender Policy at the university level needs to be framed.
- c) Confidentiality may be maintained regarding gender neutral identities.
- d) Affirmative action facilities for all women staff and other marginalized identities.

Name & Signature of Experts:

1. Dr Ritu Bhattacharya
Professor and Director
Sasmira Institute of Management, Mumbai

Ritu
23/6/23

2. Dr Milind Shah
Professor and Head, Department of Electronics and Telecommunication
Fr. C. Rodrigues Institute of Technology,

SEI 23-6-23

3. Dr Vaishali Kolhe
Associate Professor,
Centre of Disability Studies and action, TISS

V. Kolhe
23/6/2023

Name & Signature of Internal Members:

1. CA Monica Lodha, Director, S. K. Somaiya College

CA Monica Lodha
23/6/23

2. Dr. Preeti Rawat, Director Human Resources

Preeti Rawat
23/6/23

3. Dr. Nandana A. Prabhu, Associate Professor,
K. J. Somaiya College of Engineering (KJSCE)

Nandana A. Prabhu
21/06/23

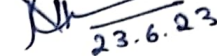
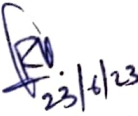
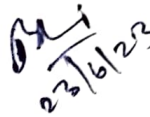
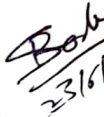



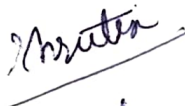
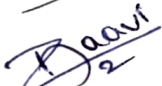
4. Ms Usha Sharma, Assistant Professor,
K. J. Somaiya College of Education

Usha Sharma
23/6

5. Mrs. Jyoti M Varavadekar, Assistant Professor. KJSCE

Jyoti M. Varavadekar
23/06/23



6. Mrs. Nivedita Pradeep Gavas, Lab Assistant, KJSCE 
23.6.23
7. Dr. Bharati Makhijani ,
Assistant Professor, S K Somaiya College (SKSC)
8. Dr. Rupali Gadkari, Assistant Professor,
K. J. Somaiya Institute of Management (KJSIM) 
23/6/23 
23/6/23
9. Dr. Sanjay Rod , Coordinator, Dept of Economics, SKSC 
23/6/23
10. Dr. V.S. Narwane, Associate Professor, KJSCE 
23/06/23
11. Prof. Milind Gawai, Assistant Professor, KJSIM 
12. Ms. Kusum Karande , Junior Office Assistant ,
S K Somaiya College 
K. Karande
13. Dr. Shruti Chavarkar , Coordinator,
Programme of Financial Markets, SKSC 
Shruti
14. Ms. Tehseen Raavi
Assistant to Director (IQAC_SVU) 
Raavi

Date: 23rd June, 2023

Place: Mumbai-400077



SOMAIYA
VIDYAVIHAR UNIVERSITY



SOMAIYA VIDYAVIHAR UNIVERSITY
Women Development Cell(WDC_SVU)

Schedule for Gender Equality Audit 2022-23
June 23, 2023

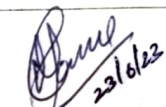
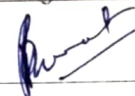

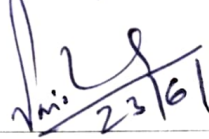

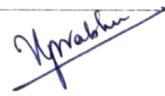

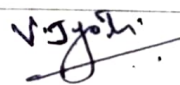
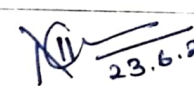


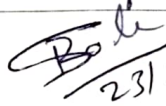
Sr. No.	Time	Activity
1.	10.00 am to 10.15am	Welcome & opening remarks
2.	10.15 am to 11.45pm	Execution of Audit
3.	11.45 am to 12.45pm	Report writing
4.	12.45pm to 1.00 pm	Exit meeting



Day & Date: **Friday 23rd June 2023**
Venue – **SKSC Conference Hall, 4th floor**

Time: **10:00 AM**

Agenda: **Gender Audit for the AY 2021 to 2023**

Sr. No.	Name of the Member	Affiliation	Signature
1.	CA Monica Lodha Director S. K. Somaiya College	Ex-Officio President	 23/6/23
2.	Dr. Preeti Rawat Director Human Resources	Chairperson	 23/6/23
3.	Dr. Ritu Bhattacharya Professor and Director Sasmira Institute of Management, Mumbai	External Auditor	 23/6/23
4.	Dr Vaishali Kohle Associate Professor, Centre of Disability Studies and action, TISS	External Auditor	 23/6/2023
5.	Dr Milind Shah Professor and Head, Department of Electronics and Telcommunication Fr. C. Rodrigues Institute of Technology	External Auditor	 SE
6.	Dr. Nandana A. Prabhu Associate Professor K. J. Somaiya College of Engineering	Secretary	
7.	Ms. Prachi Pathak Assistant Professor K J Somaiya Institute of Dharma Studies	Member	— leave of absence —
8.	Ms Usha Sharma Assistant Professor K J Somaiya College of Education	Member	
9.	Mrs. Jyoti M Varavadekar Assistant Professor K. J. Somaiya College of Engineering	Member	
10.	Mrs. Nivedita Pradeep Gavas Lab Assistant K. J. Somaiya College of Engineering	Member	 23.6.2023.
11.	Dr. Bharati Makhijani Assistant Professor S K Somaiya College	Member	
12.	Dr. Rupali Gadkari Assistant Professor K J Somaiya Institute of Management	Member	
13.	Rajalakshmi Krishnan Assistant Registrar - SVU	Member	— leave of absence —
14.	Dr. Sanjay Rode Coordinator S K Somaiya College	Member	 23/6/23

15.	Dr. Kirti Wankhede Associate Professor K J Somaiya Institute of Management	Member	Leave of Absence
16.	Dr. Rashmi Soni Associate Professor K J Somaiya Institute of Management	Member	Leave of Absence
17.	Dr. V.S. Narwane Associate Professor K. J. Somaiya College of Engineering	Member	<i>[Signature]</i>
18.	Prof. Milind Gawai Assistant Professor K J Somaiya Institute of Management	Member	<i>[Signature]</i>
19.	Ms. Kusum Karande Junior Office Assistant S K Somaiya College	Member	<i>[Signature]</i>
20.	Dr. Shruti Chavarkar Coordinator S K Somaiya College	Member	<i>[Signature]</i>
21.	Mrs. Rupali Pethkar NGO Vacha Charitable Trust	Member	<i>[Signature]</i>
22.	Ms. Harshada Nagare Legal Advisor	Member	<i>[Signature]</i>
23.	Mr.G S Awasthi Legal Advisor	Member	<i>[Signature]</i>
24.	Ms. Tehseen Raavi	Assistant to Director - IQAC	<i>[Signature]</i>
25.			
26.			
27.			
28.			
29.			
30.			



SOMAIYA
VIDYAVIHAR UNIVERSITY

TEHSEEN RAAVI <tehseen@somaiya.edu>

Fwd: Invitation : Gender Equality Audit of SVU

wdc svu <wdc.svu@somaiya.edu>
To: TEHSEEN RAAVI <tehseen@somaiya.edu>

Fri, Jun 23, 2023 at 2:53 PM

----- Forwarded message -----

From: **wdc svu** <wdc.svu@somaiya.edu>
Date: Mon, Jun 19, 2023 at 5:20 PM
Subject: Invitation : Gender Equality Audit of SVU
To: <sanjay.bokade@mctrgit.ac.in>, <vaishali@tiss.edu>
Cc: Director SKSC <director.sksc@somaiya.edu>, Preeti Rawat <preetirawat@somaiya.edu>

Dear All

It's my pleasure on behalf of the Women Development Cell of Somaiya Vidyavihar University(SVU_WDC) to invite you to the Gender Equality Audit (AY 2022-23) of our college, a constituent college of Somaiya Vidyavihar University (SVU) .The Audit is scheduled on Friday,Jun23,2023 in Conference room, 3rd floor, Aurobindo Building of S K Somaiya College .

Details:

Date and day: Friday, June23,2023
Time: 10.00am to1.00PM
Venue: Conference Room, Aurobindo Building,
S K Somaiya College

We intend to start the audit from 10.00am onwards so that we will be able to complete the process along with an exit meeting by 12.45 pm. So request you to reach the venue by 9.50am.

The meeting will be followed by lunch.

Thank you

Regards
Dr Nandana Prabhu
Secretary, SVU_WDC

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Fwd: Invitation as Expert for Gender equality audit:Soma

wdc svu <wdc.svu@somaiya.edu>
To: TEHSEEN RAAVI <tehseen@somaiya.edu>

Fri, Jun 23, 2023 at 2:54 PM

----- Forwarded message -----

From: **wdc svu** <wdc.svu@somaiya.edu>
Date: Tue, Jun 20, 2023 at 10:34 AM
Subject: Invitation as Expert for Gender equality audit:Soma
To: Ritu Bhattacharyya <Ritubhat05@gmail.com>

This is with reference to the proposed Gender Equality Audit of Somaiya Vidyavihar University. This Audit is organised by Women Development Cell of Somaiya Vidyavihar University(SVU_WDC)
It's my pleasure on behalf of the University to invite you as an expert member for the conduction of this activity.

Details:

Date and day: Friday, June23,2023
Time: 10.00am to1.00PM
Venue: Conference Room, Aurobindo Building,
S K Somaiya College

Looking forward to your valuable inputs which will help us to improve upon for our processes/practices

We intend to start the audit from 10.00am onwards so that we will be able to complete the process along with an exit meeting by 12.45PM. So request you to reach the college by 9.50 am.
The schedule for the same is attached with for reference

The meeting will be followed by Lunch.

Thanks and regards

Nandana Prabhu
Secretary, Women Development Cell
Somaiya Vidyavihar University

Vidyavihar East, Mumbai-400077

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 **Schedule_Gender Equality Audit_2022-23.pdf**
272K



SOMAIYA
VIDYAVIHAR UNIVERSITY

TEHSEEN RAAVI <tehseen@somaiya.edu>

Fwd: Invitation as expert for Gender Equality Audit

wdc svu <wdc.svu@somaiya.edu>
To: TEHSEEN RAAVI <tehseen@somaiya.edu>

Fri, Jun 23, 2023 at 2:54 PM

----- Forwarded message -----

From: **wdc svu** <wdc.svu@somaiya.edu>
Date: Wed, Jun 21, 2023 at 2:44 PM
Subject: Invitation as expert for Gender Equality Audit
To: <milind.shah@fcrit.ac.in>
Cc: Director IQAC <director.iqac@somaiya.edu>, Director SKSC <director.sksc@somaiya.edu>, Preeti Rawat <preetirawat@somaiya.edu>

Dear All

It's my pleasure on behalf of the Women Development Cell of Somaiya Vidyavihar University(SVU_WDC) to invite you to the Gender Equality Audit (AY 2022-23) of Somaiya Vidyavihar University (SVU) .The Audit is scheduled on Friday,Jun23,2023 in Conference room, Aurobindo Building of S K Somaiya College .

Details:

Date and day: Friday, June23,2023
Time: 10.00am to1.00PM
Venue: Conference Room, Aurobindo Building,
S K Somaiya College

We intend to start the audit from 10.00am onwards so that we will be able to complete the process along with an exit meeting by 12.45 pm. So request you to reach the venue by 9.50am.

The meeting will be followed by lunch.

Thank you

Regards
Dr Nandana Prabhu
Secretary, SVU_WDC

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SOMAIYA
VIDYAVIHAR UNIVERSITY



Date: June 23, 2023

Dr. Ritu Bhattacharya
Director and Professor,
Sasmira Institute of Management
Mumbai

Respected Madam,

On behalf of Women Development Cell of Somaiya Vidyavihar University, (SVU_WDC), we would like to take the opportunity to express our sincere gratitude for being expert for conducting Gender Audit on June 23, 2023 and giving valuable inputs and guidance

We are very much thankful to you for accepting our invitation.

Thanking You.

CA Monica Lodha

Director, S.K.Somaiya College

Ex-Officio President (WDC-SVU)



SOMAIYA
VIDYAVIHAR UNIVERSITY



Date: June 23, 2023

Dr. Milind Shah

Professor,

FRCIT, Vashi

Navi Mumbai

Respected Sir,

On behalf of Women Development Cell of Somaiya Vidyavihar University, (SVU_WDC), we would like to take the opportunity to express our sincere gratitude for being expert for conducting Gender Audit on June 23, 2023 and giving valuable inputs and guidance

We are very much thankful to you for accepting our invitation.

Thanking You.


23/6/23
CA Monica Lodha

Director, S.K.Somaiya College

Ex-Officio President (WDC-SVU)

Rx
SEI



SOMAIYA
VIDYAVIHAR UNIVERSITY



Date: June 23, 2023

Dr. Vaishali Kolhe
Associate Professor,
Centre of Disability Studies and Action, TISS
Mumbai

Respected Madam,

On behalf of Women Development Cell of Somaiya Vidyavihar University, (SVU_WDC), we would like to take the opportunity to express our sincere gratitude for being expert for conducting Gender Audit on June 23, 2023 and giving valuable inputs and guidance

We are very much thankful to you for accepting our invitation.

Thanking You.


CA Monica Lodha

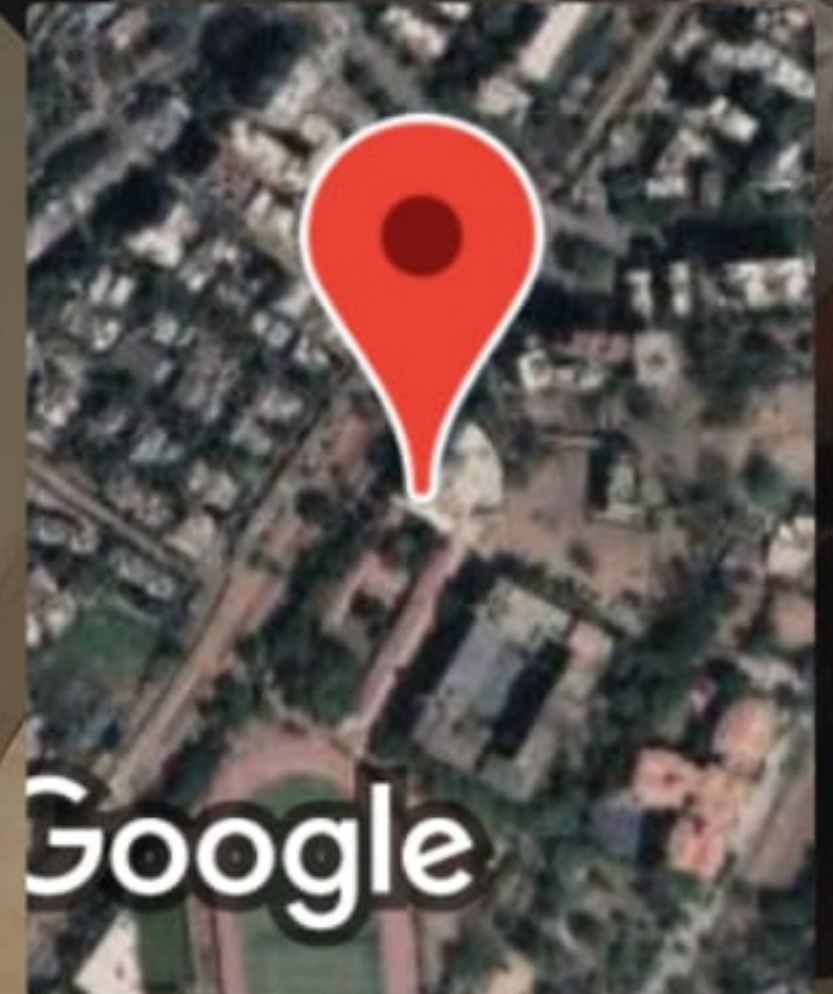
Director, S.K.Somaiya College

Ex-Officio President (WDC-SVU)

Somaiya Vidyavihar University,
Vidyavihar (East), Mumbai - 400 077, India
Web : www.somaiya.edu



 **GPS Map Camera**



Mumbai, Maharashtra, India
3VGX+CM6, Sarvoday Buddh Vihar Marg, Vidyanagar, Vidya Vihar
East, Vidyavihar, Mumbai, Maharashtra 400077, India
Lat 19.075883°
Long 72.898911°
23/06/23 01:20 PM GMT +05:30



GPS Map Camera

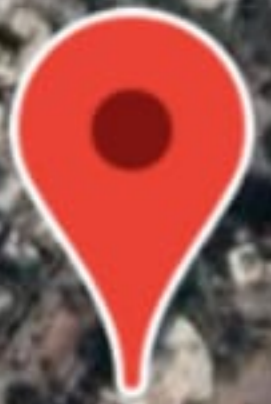
Mumbai, Maharashtra, भारत

3VGX+CM6, Sarvoday Buddh Vihar Marg, Vidyanagar, Vidya Vihar
East, Vidyavihar, Mumbai, Maharashtra 400077, भारत

Lat 19.07588°

Long 72.898907°

23/06/23 12:49 PM GMT +05:30



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