



98195 99851

Ms. Rashmi Joshi
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GENDER AUDIT

of

Aditya Institute of Management Studies and Research,
Borivali (West) Mumbai.

For 2023-2024

Conducted by Ms. Rashmi Joshi

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Introduction:

Shree Ameya Public Charitable Trust, established in 2001, has been providing education since 2011 with Aditya Group of Institutions. They include Aditya Institute of Management Studies & Research, Aditya School of Business Management, Aditya College of Architecture (ACA), Aditya College of Design Studies (ACDS), and Aditya Centre of Excellence (ACE). The trust aims to combine academic knowledge with practical skills for students, implementing quality programs and experiences to foster learning, development, and academic success to improve the world through education, research, and innovation.

There is an extraordinary appetite for leaders anticipating the leadership needs of being with purpose & resilience to change in the VUCA world. Aditya Institute of Management Studies and Research (AIMSR) is **ranked amongst the 4th among the top private B-Schools in Mumbai** according to the **Times B-School Survey, 2023**. The Institute has been accredited with **ISO Certification 21001:2018 by the TUV Certification Body of Rheinland, Germany** for providing professional education in the field of management studies. The AICTE approved PGDM program, and the Mumbai University affiliated MMS program are both known for their excellence in building leadership skills in more than 400 students each year. Very recently the Institute received the Certificate of Accreditation by National Assessment and Accreditation Council (NAAC) as an endorsement of the Institute's commitment towards promoting quality in teaching-learning, research, consultancy, and student development.

Year of Establishment: 2011

Vision:

To be globally recognized as an epitome of learning and innovation, imparting multifaceted management education driven by social sensitivity and supported by state of art infrastructure.



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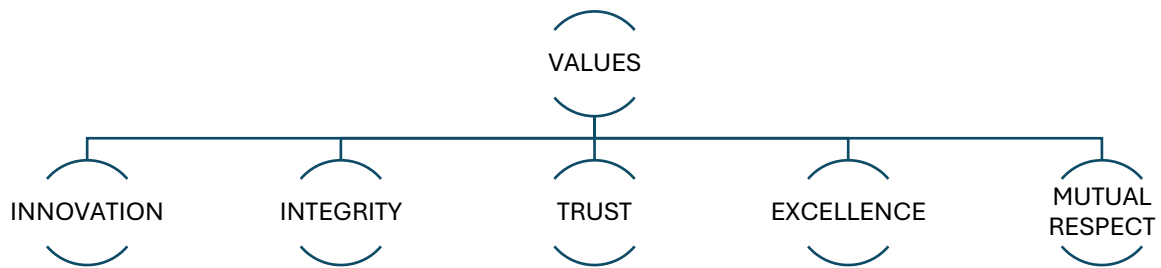
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Mission:

To impart quality education that encourages students to be competent enough for best-fit job roles. To provide faculty members with facilities to research, experiment and implement contemporary learning tools.

Values:



Courses taught and total strength of students:

MMS - Master of Management Studies (Since 2012)

PhD - Doctor of Philosophy in Management (Since 2023)

MCA – Master’s in Computer Applications (Since 2023)

Course	Male	Female	Total
MMS	238	195	433
MCA	42	11	53
PhD	2	2	4
Total	282	208	490

Need For Gender Audit:

- To find out gender balance in the institution.
- To take active steps in curbing gender related issues.
- To promote gender equality.
- To provide equal opportunities to both the genders.
- To tackle problems of sexual harassment through timely redressal of the complaint.



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Gender Sensitive Features of the College:

A. Programmes /Activities conducted for Gender Related Issues:

Aditya Institute of Management Studies and Research had organized the following programs for gender related issues:

Date	Name of the event	Participants (in number)	Remark
9 th March 2023	International Women's Day 2023 – “ DigitALL: Innovation and technology for gender equality ”	All Students (55- Male, 40 – Female) Teaching and NonTeaching Staff of 2023	Dr. Bhaggyashri Kapse – Dy. Municipal Commissioner (Zone VII) Dr. Latha Chari -Professor NISM. Cdr. Prabha Lall (Rtd)
18 th December 2023	Minority Rights Day “ Women Rights to Property ”	35 students	Adv. Ameer Dharmadhikari
9 th March 2024	International Women's Day – “ Invest in Women, Accelerate Progress ”	All Students (54- Male, 89 – Female), Teaching and Non-Teaching Staff of 2023	Ms. Kriti Bhatnagar – IAF Ms. Lalita Misquitta – Founder, Laura's Ms. Mona Shetty Ghosh – Founder, Sound & Vision Studios

B. Achievement of Women in the College

I) On Occasion of **11th International Women's Day 2023, 9th March 2023**, event included the felicitation ceremony where **women achievers from AGI** as a Group celebration were presented awards for their outstanding contributions in their respective fields. The recipients included:

- 1) **Dr. Sunita Srivastava, Dean Management, Director AIMSAR**, as an Innovative Leader in Education for 4 Decades of Contribution in Education,



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- 2) **Dr. Krati Sharma, Associate Professor, AIMSRS**, for 5 years of Contribution in Academics at AIMSRS,
- 3) **Ms. Seema Kedia, Administrative Officer, AGI**, for 10 years of Outstanding Contribution in Academic Administration and
- 4) **Ms. Chitra Padgaonkar, Jr. Clerk, ACA**, for Outstanding Contribution in Examination Management.

II) Topper in Academic in last five years

Batch 2021-2023				
Sr. No	Medal	Name of the Student	Topper/Specialisation	Gender
1	Trophy	Bajaj Kajal Suresh Maya	Overall	Female
2	Gold	Bajaj Kajal Suresh Maya	Finance	Female
3	Gold	Karwat Vrushali Mitesh Sejal	Human Resource	Female
4	Gold	Rathod Janvi Bharat Vandana	Marketing	Female
5	Gold	Sanjay Sadhasivan Sheeba	Operations	Male

C. Other Facilities

Entrance: Three main entrances to the campus.

Staircase: Two Staircase

Lift: Five; Study Room: Library with dedicated Reading room.

Computer Room: 2nd floor, with 100 Computer

Sick Room: In case of Medical Emergency



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Safety Measures: Cameras are installed all over the Institute. Re-addressal of gender issues: a) Women Development Cell

b) Anti Ragging Committee

c) Gender Redressal Committee.

Common Room: Girls Common

Washrooms: Ladies Washroom: equipped with Sanitary napkin dispensers in case required.

Gents Washroom: On each floor.

Sanitary Napkins Vending Machine: in each Ladies Washroom.

D. Curricular Aspects of Gender Equality

Maternity leave in HR policy

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Table "A"
Leaves applicable to Teaching Staff

Kind of Leave	Leaves Per year	Leave with Pay / Without Pay	Accumulation Allowed	Remarks
Casual Leave	05	With Pay	NIL	Maximum 3 days at a time or in a month. Can be availed only on the basis of appropriate medical certificate to be submitted.
Sick Leave	10	With Pay	Sickness leaves will be carried forward to next year. Maximum accumulation allowed is 20 days.	For 3 days or more appropriate medical certificate to be submitted.
Married Leave	20/15 days will be credited in January and 15 will be credited in July	With Pay	Sickness leaves will be carried forward to next year. Maximum accumulation allowed is 40 days.	Maximum 3 days can be availed with prior approval or may be availed at the discretion of the Management.
Maternity Leave	90	With pay	NIL	Maximum leave can be availed.
Paternity Leave	10	With pay	NIL	Maximum leave can be availed.

Maternity leave in HR policy for teaching and Non-teaching staff

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Table "B"
Leaves applicable to Non - Teaching Staff

Kind of Leave	Leaves Per year	Leave with Pay / Without Pay	Accumulation Allowed	Remarks
Casual Leave	05	With Pay	NIL	Maximum 3 days at a time
Sick Leave	10	With Pay	Sickness leaves will be carried forward to next year. Maximum accumulation allowed is 20 days.	For more than 3 days at a time appropriate medical certificate to be submitted.
Married Leave	20/15 days will be credited in January and 15 will be credited in July	With Pay	Sickness leaves will be carried forward to next year. Maximum accumulation allowed is 40 days.	Maximum 3 days can be availed with prior approval or may be availed at the discretion of the Management.
Maternity Leave	90	With pay	NIL	Maximum leave can be availed.
Paternity Leave	10	With pay	NIL	Maximum leave can be availed.

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or Public holidays falling in between EL, CL or SL are sandwiched and to be counted as leaves.

2.5. Maternity Leave:

2.5.1. Married women will be entitled to three months (90 days) maternity leave with full pay for both antenatal and post-natal periods for pregnancy, provided she has already completed her probation period and is a permanent employee of the Institute.

2.5.2. Maternity Leave with pay shall be granted twice during the entire period of service to married women only.

2.5.3. The maternity leave shall be applied at least 3 months in advance to give the institute enough time to arrange for the replacement.

2.5.4. The application should be supported by the appropriate medical documents and certificates.

2.6. Paternity Leave:

2.6.1. Male employees who have completed their probation period are eligible to avail 10 days paid paternity leave, twice in the career with the Institute.

2.7. Compensatory Leave:

2.7.1. An Employee is eligible for a compensatory leave in the case of -
 - Working on scheduled weekly holidays.
 - Working on approved public holidays.

2.7.2. Compensatory leaves will automatically lapse, if not utilized within a period of 3 months after its accrual.

2.7.3. Compensatory leaves cannot be clubbed with any other planned leaves.

2.7.4. One compensatory leave shall be taken at one time with prior approval.

Maternity leave in HR policy



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Women Related issues in Course Curriculum/Subject:

Entrepreneurship Management: Gender bias and Women Entrepreneurs.

Gender Equality

Number of teaching and non-teaching staff in the college:

No. of Teaching Faculty					
Academic Year	Male Faculty	% Faculty	Female Faculty	% Faculty	Total No. of Faculty
2023-24	16	61.54	10	38.46	26
2022-23	7	58.33	5	41.67	12
No. of Non-Teaching Faculty					
2023-24	11	47.83	12	52.17	23
2022-23	15	53.57	13	46.43	28

Students' Ratio

Course	Batch	Male	Female	Ratio
MMS	2023-25	49	40	49:40
MCA	2023-25	42	11	42:11
PhD	2024	2	2	1:1
MMS	2022-24	54	41	54:41
MMS	2021-23	31	28	31:28



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Teacher Student Ratio:

Academic Year	Total Number of enrolled Student	Total Number of Teacher	Ratio
2023-24	245	26	9:1
2022-23	158	17	9:1

- A. Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies. (2023-24)

Male: 6

Female: 9

- B. Number of teachers recognised as PhD. (2023 -24)

Male: 2

Female: 6

- C. Number of teachers recognised as PhD guides. (current year 2024)

Male: 0

Female: 2

- D. Number of teachers who have published research papers in the journals notified on UGC website. (Year 2023-24)

Male: 1

Female: 24

- E. Number of teachers who have published books and chapters in edited volumes. (Year 2023-24)

Male: 1

Female: 9



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Women's Development Cell

1. Women's Grievance Redressal Cell

Chairman : Dr. Sunita Srivastava

Member : Dr. Krati Sharma

Member : Prof. Vrittee Parikh

Member : Prof. Parag Nivsarkar

Member : Ms. Seema Kedia

NGO Member : Dr. Kumud Pandey (GS- All India Citizen Vigilance Committee)

Secretary : Dr. Pinky Bhardwaj

1. Anti-ragging Committee – List of members

Head: Dr. Sunita Srivastava

Member: Dr. Sonali Kale

Member: Dr. Neeta Bhatt

Member: Dr. Krati Sharma

Member: Dr. Vrittee Parikh

Member: Ms. Seema Kedia

2. Grievance Redressal Committee – List of members

Head: Dr. Sunita Srivastava

Member: Dr. Krati Sharma

Member: Dr. Sonali Kale

Member: Dr. Vrittee Parikh

Member: Prof. Rashmi Pathak

Member: Ms. Seema Kedia

3. Internal Complaints Committee (ICC)- List of members of ICC

Head: Dr. Sunita Srivastava.

Member: Dr. Krati Sharma



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Member: Dr. Vrittee Parikh

Member: Dr. Sonali Kale

Member: Prof. Rashmi Pathak

Member: Ms. Seema Kedia

Student Member: Mr. Vedang Khopkar

Student Member: Mr. Pratham Jain

Mr. Keya Sevak, Student

Best Practices About Gender Sensitivity Best Practice 1: Infrastructure Facilities

The institute has following infrastructure for gender equity:

1. Clean and hygienic toilets
2. Girls common room.
3. Sanitary Napkin Dispenser Machine in Girls washroom and 4. Cameras are installed all over the Institute.
5. The Institute is also enabled with both men and women security guards for safety and security in the Institute concerning gender equity.

Best Practice 2: Celebration of International Women's Day

The Institute celebrates “**International Women's Day**” every year on 8th March where eminent speakers are invited for discussions on the Theme as per United Nations year on year basis. Workshops and competitions on gender equality, women's empowerment and women's rights are arranged and women employees of Institute are honoured as a token of appreciation. The Institute has also organised a workshop on self-defence strategies and techniques to raise awareness among students regarding women safety.

Panel discussions have been held to educate students and faculty about the **POSH Act of 2013**, aiming to raise awareness of its key components. Participants engaged in these discussions to



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address any questions or concerns they had about the Act. Additionally, both teaching and non-teaching staff received training on the provisions outlined in the **POSH Act**.

I have conducted a study of various activities organized by Aditya Institute of Management Studies & Research during the period 2023 to 2024 to provide equal opportunities to its women students. I conclude that the college has taken various initiatives to protect and promote the interests of its women students.

However, I suggest the following recommendations:

Self Defence training.

More awareness on Prevention and Protection against sexual harassment.

Awareness on Women related health issues

Vocational courses suitable to women

Awareness regarding laws enacted for the betterment of women.

Awareness on problems less discussed such as menstruation.

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Enclosed: 1) Supporting documents

**2) HANDBOOK ON SEXUAL HARRASMENT OF WOMEN AT WORKPLACE
POSH ACT of 2013**

3) GAZETTE COPY