



## Gender Equity Report

**Organization:** Parvatibai Chowgule College of Arts and Science  
**Academic Year:** 2023-2024

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Parvatibai Chowgule College of Arts and Science, ever since its inception in the year 1962, has always maintained gender equity; not discriminating any individual based on gender, caste or religion.

### 1. Objective & Scope

- **Objective:** To identify and address gender gaps and challenges, creating a baseline for measuring progress over time.
- **Scope:** Analysis include demographics, policies, and workplace culture.

### 2. Key Areas

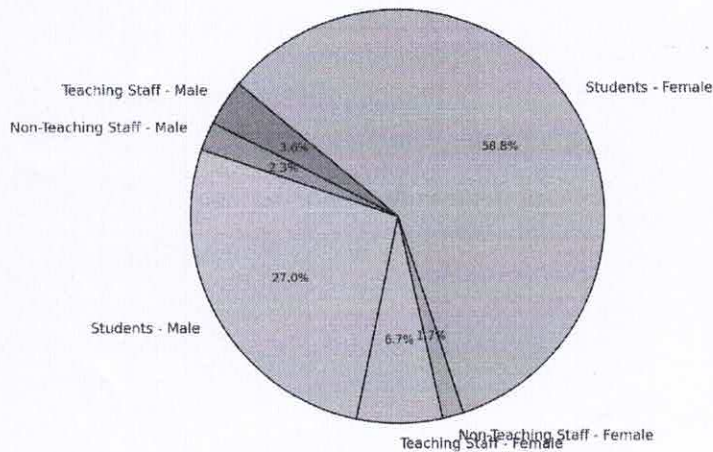
- **Pay Equity:** No pay disparities based on gender across positions.
- **Promotion & Retention:** Gender representation in promotions and turnover is balanced. The leadership role of the principal is held by a female in the college.
- **Faculty Representation:** Female faculty outnumber males, though selection processes ensure equal opportunities.
- **Student Representation:** Female students outnumber male students by a 2:1 ratio, though admission processes ensure equal opportunities.
- **Gender Representation (A.Y. 2023-24): Demographics:**

Overview of gender representation at PCCAS (A.Y. 2023-24) across various levels is illustrated below:

Individuals	Gender		Total
	Male	Female	
Teaching Staff	54	100	154
Non-Teaching Staff	34	25	59
Students	404	879	1283
<b>Total</b>	<b>492</b>	<b>1004</b>	<b>1496</b>



Male-Female Distribution in Each Category



### 3. Workplace Policies & Culture for promoting gender equality

- **Policies and Committees:** Established Internal Committee (IC), Women Welfare & SC/ST Student Welfare, and Grievance Redressal Committees address gender-related concerns.
- **Inclusivity Culture:** A student-friendly environment without restrictions on dress, movement, or facility access. Equal opportunities and motivation are provided for all activities, fostering interaction and collaboration between genders in classrooms and events.

### 4. Gender Equity Initiatives

- Events: Workshops on workplace harassment (POSH Act), menstrual hygiene, and student safety; competitions and plays on gender equality; celebrations like International Women's Day.
- Safety Measures: CCTV cameras are installed campus-wide to enhance student security.
- **Awareness Programs:** Gender Sensitization Programs address pertinent issues. Some of which are as follows:
  - Representation of gender & Sexuality in Literature (BA, English)
  - Women and Society in India (BA, Sociology)
  - *Laingik Samanta* (BA, Marathi)
- The college's Internal Committee is actively engaged in organizing a range of awareness activities aimed at empowering students, that foster a culture of inclusivity, and promote a safe and respectful campus environment. These include events such as:
  - Workshop for Staff and students on 'Prevention of Sexual Harassment at Workplace (POSH Act)'
  - Guest lecture on 'Menstrual Hygiene and Management of Menstrual Waste'




- E-Poster Making Competition' on 'Provide a Safe and Secure Environment to Women at the Workplace' and 'To Safeguard the Health and Rights of Women and Girls'
- Street Play on Men's Mental Health, Gender Equality: Let's Make it a Reality,
- Celebration events such as International Girl Child Day, and International Women Day.
- **Safety Measures:** The college prioritizes the safety of its students through the strategic installation of CCTV cameras across the campus. This proactive measure aims to enhance security by providing surveillance coverage in key locations, contributing to the overall well-being and peace of mind of the college community.

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**Conclusion:** The college's gender audit reaffirms its commitment to inclusivity, equity, and empowerment. With a higher representation of female faculty and students, active initiatives by the Internal Committee, and CCTV installation for safety, the college demonstrates a proactive approach to gender equity.

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