



Pillai

Mahatma Education Society's

PILLAI HOC COLLEGE OF ARCHITECTURE

Pillai HOCL Educational Campus, HOC Colony, Rasayani, Via Panvel, Dist- Raigad, Pin: 410207

Tel: 02192- 669002

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mail: phcoaadmin@mes.ac.in

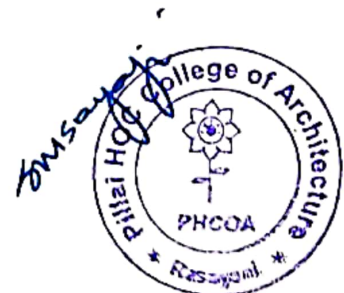
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Criteria 7 – Institutional Values and Best Practices

7.1 – Institutional Values and Social Responsibilities

7.1.1





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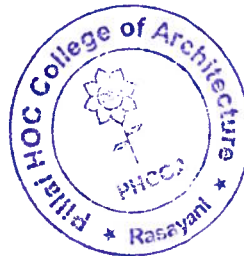
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Criteria 7 – Institutional Values and Best Practices

7.1 – Institutional Values and Social Responsibilities

7.1.1: Measures initiated by the institution for the promotion of gender equity

7.1.1. Annual Gender Sensitization Action Plan





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7.1.1. Annual Gender Sensitization Action Plan

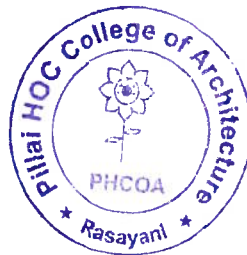
Annual Gender Sensitization Action Plan

Objective:

To create an inclusive environment that promotes gender equality, addresses gender biases, and fosters mutual respect through awareness, training, and actionable measures within the institution

PHCOA has taken number of measures to address gender Sensitization Issues:

- 1. Gender Equity Policy**
- 2. Women's Development Cell (WDC)**
- 3. UGC Saksham Measures for Ensuring the Safety of Women and Programs**





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1) Gender Equity Policy

64. Gender Equity Policy

Gender equality is an international commitment and recognized as a prime Sustainable Development Goal. Gender inequality, violence and discrimination are condemned as a form of human rights violation, a transgression of common dignity and an infringement on life and liberty as defined by the Constitution of India and fundamental rights. India's support for gender equity, sensitivity and equal opportunity are expressed in Articles 14, 15, 19(1)(g), 21 of the Constitution of India. India's ratification of the International Covenant on Economic, Social and Cultural Rights (in 1979) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, ratified in 1993), Resolutions of the Fourth World Conference on Women in Beijing in 1995 confirm the country's commitment to gender equity. This policy will be guided by the provisions in the following:

64.1 International Instruments:

- i. Universal Declaration of Human Rights, 1948
- ii. International Covenant on Economic, Social and Cultural Rights (ICESCR), 1966
- iii. Convention on the Elimination of All Forms of Discrimination against Women, 1979
- iv. Convention on Rights of Persons with Disabilities, 2006

64.2 Indian Legislation:

- i. The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
- ii. The Criminal Law (Amendment) Act, 2013
- iii. Protection of Women from Domestic Violence Act, 2005
- iv. The Indecent Representation of Women (Prohibition) Act, 1986
- v. The Immoral Traffic (Prevention) Act, 1956
- vi. The Indian Penal Code, 1860
- vii. The Indian Evidence Act, 1872

Reference: PHCOA, Employee Policy Document, point no. 64, pg no. 136





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2) Women's Development Cell (WDC)

- a. Constitution of committee (June-July 2023)
- b. Objectives of WDC
- c. Scheduling of meeting
- d. Report on Minutes of meeting

Women Development Cell

Composition

- i. Chairperson - Principal of the College
- ii. Secretary
- iii. Three Full time teaching faculty
- iv. Member (Non-teaching staff)
- v. Member (Student)- Students' council Nominee

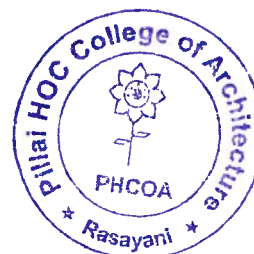
Objective

- i. To create and develop a congenial environment for women employees (including teaching, support staff, and contractual as well as daily wages employees) and students (rural, urban, specially-abled, underprivileged, marginalised), allowing them to reach their full potential.

Reference: PHCOA, Employee Policy Document, point no. 16.19. pg. 36, 39.

Measure:

- i) **Gender Sensitization Workshops and Training**
 - Partner with external experts and NGOs specializing in gender equality and welfare.
 - 2 events per semester
- ii) **Awareness and Self-development seminars**
 - invite experts and conduct seminars





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ii) Celebration and Commemorations

- Use posters, social media, newsletters, and interactive sessions to disseminate messages.
- Celebrate important days like International Women's Day (March 8) and International Day of the Girl Child (October 11) and any other.

iii) Policy Review and Implementation

- Review and update existing policies related to sexual harassment, maternity/paternity leave, and equal pay.
- Ensure grievance redressal mechanisms are accessible and efficient.
- Publicise these policies on college website and notice board to raise awareness.

iv) Gender-Sensitive Curriculum and Practice

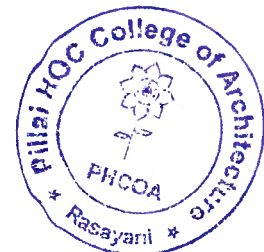
- Integrate gender equality themes into academics for example "*Women Empowerment Centre at Pali, Semester 3, 2023.*"
- Promote inclusive language (Marathi) and teaching methods.

v) Safety and Infrastructure Improvements

- Conduct safety audits to identify gender-specific infrastructure needs (common rooms, transport facility, sanitary needs etc.)
- Improve lighting, surveillance, and security in shared spaces.
- Set up suggestion boxes to gather feedback on safety concerns

vi) Community Engagement and Collaboration

- Host panel discussions with gender rights activists and community leaders, for example collaborating with COA, UGC, NGO(Soroptimist International Bombay Chembur and others) and counsellors.
- Collaborate with local organizations working on gender issues (Rotary Clubs and PHCOA adopted Karade village)





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MAHATMA EDUCATION SOCIETY'S
PILLAI HOC COLLEGE OF ARCHITECTURE, RASAYANI
Pillai HOCL Educational Campus via Panvel, Dist. Raigad - 410207

Date : 06th July 2023

Constitution of Women Development Cell

Women Development Cell of PHCOA is being constituted by following members for the year 2023-24 to ensure that the students understand the social construction of gender thus strengthening the status of Women.

- | | |
|----------------------------|---------------------------------|
| 1. Prof. Suchita M. Sayaji | Chairperson <i>ms sayaji</i> |
| 2. Prof. Rajnigandha C. | Secretary <i>Rajnigandha C.</i> |
| 3. Prof. Sagrika M. | Member <i>Sagrika M.</i> |
| 4. Prof. Pooja Hiremath | Member <i>Pooja Hiremath</i> |
| 5. Ms. Samita Gharat | Member <i>Ms. Samita Gharat</i> |
| 6. Student Council Nominee | Member (Student) <i>Student</i> |

The main objective of this committee is to safeguard women's safety, hygiene problems and protecting women's rights. Women Development Cell of PHCOA plays an important role in voicing opinions on women empowerment. WDC provides a platform where students can comfortably participate and share their views. They actively promote gender equality and mold girls to be independent. If any amendment is to be carried out in the roles and responsibilities of this committee, then it will be carried out by the principle along with the present committee.

ms sayaji

Suchita Sayaji

(Principal, PHCOA)





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PILLAI HOC COLLEGE OF ARCHITECTURE, RASAYANI

Pillai HOCL Educational Campus via Panvel, Dist. Raigad - 410207

Date: 12th July 2023

NOTICE

All the members of the Women Development Cell are hereby informed to attend a meeting which will be held on 24th July 2023 at 1.00 p.m. at the Principal's Meeting room.

1. Planning for the women empowerment activities for academic year 2023-24
2. To discuss the gender equity events for the academic year 2023-24
3. Any other matter.

All the members are requested to attend the meeting on time to discuss above agenda

Member Secretary
(Prof. Rajnigandha C.)





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Agenda no. 2: Gender equity events for the academic year.

Discussion: Prof. Chowdhary and others discussed the celebration of national and international events to promote gender equity. Discussions on events like celebrating Women's day, National Girl Child Day, and inviting guest speakers to address gender issues success.

Agenda no. 3: Any other matter.

Interactive session for women staff and students on maintaining personal hygiene.

Meeting was concluded with a vote of thanks to the Chair.

Member Secretary
(Prof. Rajnigandha C.)

Chairperson
(Prof. Suchita M. Sayaji)





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Date: 29 Jan 2024

NOTICE

All the members of the Women Development Cell are hereby informed to attend a meeting Which will be held on 5th February 2023 at 1.00 p.m. at the Principal's Conference room.

1. To discuss the gender equity events for the academic year 2023-24.
2. Planning for the women empowerment activities for the academic year 2023-24, even Semester
3. Any other matter.

Member Secretary
(Prof. Rajnigandha C.)





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24th July 2023

Minutes of the Meeting of Women Development Cell

A meeting of the Women Development Cell of PHCOA was held on 24th July 2023 at 1.00 p.m. at the Principal's conference room.

The following members were present:

1. Prof. Suchita M. Sayaji
2. Prof. Rajnigandha C.
3. Prof. Sagrika M.
4. Prof. Pooja Hiremath
5. Ms. Samita Gharat
6. Student Council Nominee
4th year B-Arch)

Chairperson

Secretary

Member

Member

Member

Member (Mansi Gharat)

The following agenda items were discussed and accordingly, the decisions were taken in the meeting:

Agenda no. 1: Planning for the women empowerment activities for academic year 2023-24

Discussion: Prof. Sayaji and other members discussed the activities that could be carried out through out the academic year. Activities like Yoga, Meditation, mental health counselling etc.





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Agenda no. 2: Gender equity activities for the academic year 2023-24, even semester.

Discussion: Prof. Chowdhary and others discussed the conducting of seminars/webinar to promote gender equity and awareness against sexual Abuse.

Agenda no. 3: Any other matter.

Interactive session for women staff and students on maintaining personal hygiene.

Meeting was concluded with a vote of thanks to the Chair.

Member Secretary
(Prof. Rajnigandha C.)

Chairperson
(Prof. Suchita M. Sayaji)





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3) Others

UGC Saksham Measures for Ensuring the Safety of Women and programs for Gender Sensitization on Campuses

Objectives of The Policy

- i. To fulfill the National commitment to gender equality.
- ii. To prevent violations of National Acts that prohibit gender injustices, aim to redress any violations of gender-based rights, and to work towards the empowerment of women.
- iii. To create a gender-sensitive environment that respects gender diversity and the intersectionality of other marginalities.
- iv. To ensure equal opportunity to all women without any discrimination.

4) Reference: PHCOA, Employee Policy Document, point no. 64.3, pg. 137.

