



**Anjuman-I-Islam's
Institute of Hospitality Management**
(Affiliated to the University of Mumbai)

92, Dr. Dadabhai Naoroji Road, Opp CSMT, Mumbai - 400 001.
Tel.: +91 22 2265 2272 / 2270 2997 • Website : www.anjumanihm.com
E-mail: principal@anjumanihm.com / rukshana.principal@anjumanihmct.org

7.1.1

Institute has initiated the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus for last five years.



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I- Gender Audit

I-1 Institutional Policy for Gender Audit

I-Gender Audit

Institution follows-

'A MANUAL FOR GENDER AUDIT FACILITATOR' by International Labour Organization.

Institute link: -

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_187411.pdf



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I-GENDER AUDIT

I-2- Gender Audit Report

Prepared By

1. **Woman Development Committee of AII-IHM**

Women's Development Committee		
Staff Name	Designation	Appointed As
Mrs. Sneha Bhandare	Assistant Professor	Ex-Officio President
Mrs. Anjali Chatterton	Assistant Professor	Member & Convener
Mrs. Prachi Morwale	Assistant Professor	Member
Dr. Stephan Almeida	HOD- Front Office	Member
Ms. Sanya Salim Shaikh	Co-Founder & Director Oceanowe Foundation	Member
Ms. Gulnar Khan	Member (Student)	
Ms. Nidhi Parvadi	Member (Student)	

Prepared By

2. **Sexual Harassment Committee of AII-IHM**

Sexual Harassment Committee		
Staff Name	Designation	Appointed As
Mrs. Sneha Bhandare	Assistant Professor	Ex-Officio President
Mrs. Anjali Chatterton	Assistant Professor	Member & Convener
Mrs. Prachi Morwale	Assistant Professor	Member
Dr. Stephan Almeida	HOD- Front Office	Member



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Prepared By

3. IQAC of AII-IHM

Composition of IQAC		
Chairperson	Dr. Rukshana Billimoria	Head of the Institution
Teachers to Represent	Dr. Stephan Almeida	HOD -Front Office
	Mrs. Anjali Chatterton	Sr. Lecturer
	Mr. Rahul Parchure	Lecturer
	Mrs. Kranti Bhangre	Computer Instructor
One Member from Management	Mr. Mushtaq Antulay	Vice President- Anjuman I Islam Trust
Few Senior Administrative Officer	Mr. Javed Mualni	Sr. Admin Associate
	Mrs. Aastha Belekar	Account Assistant
	Mr. Dipak Mahapadi	Jr. Accountant
One Nominee from each local Society		
Students	Mr. Chinmay Khot	General Secretary 2023-24
Alumni	Mr. Biry Mohamed Mohamed Siraj	2014 Alumni Director (Silvertree Hospitality Pvt Ltd)
One Nominee each from Employers/ Industrialists/ Stakeholders	Mr. Tarak Bhattacharya	Executive Director (Mad Over Donuts)
	Mr. Amirali Gadhia	Personnel Manager (Comfort Inn Heritage)
	Ms. Mariam Naeem Kagalwala	Parent of Taher Kagalwala
IQAC Coordinator	Mr. Manojkumar Barbhai	Sr. Lecturer cum Sr. Admin Associate




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Gender Audit Report

(2022-23)

Index page

Sl. No.	Title
1	Introduction to Institution
2	What is Gender Audit?
3	Institutional Policy for gender audit
4	Institutional measures for promotion of gender equity
4a	Gender equity in curriculum activities
4b	Gender equity in Co-curriculum activities
4c	Facilities for women on campus
4d	Committees for look after for Gender equity
5	Gender Audit Report of 500 Words report



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Gender Audit Report- (2022-23)

1. Introduction to Institution:



- A. Established in -1993
- B. Courses taught in
 - a. BSc- HS
 - b. MSc-H&HA
- C. Affiliated to University of Mumbai
- D. Management/ Governance Body - Anjuman-I-Islam
- E. Nature of Institution- Self Financed- Unaided
- F. Education status- Co-education (male + female students learn together)
- G. Minority status - Institution has religious (MSLIMs) Minority status
- H. Programme content
 - a. Basic Training Kitchen (BTK)
 - b. Quantity Training Kitchen (QTK)
 - c. Advance Training Kitchen (ATK)
 - d. Food & Beverages (F&B)
 - I. IT
 - J. Bakery
 - K. Room Division Hose Keeping & Front Office



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Gender Audit Report- (2022-23)

2. What is Gender Audit?

A- Gender audit is process related to gender equity

It is process of assessing policies, practices and procedures in an organization that especially address the issue related to woman.

It is tool to assess and check the institutionalization of gender equality into organization. It includes its policy/policies, programmes, project and / or provision of securities, structures, proceedings etc.

Importance of Gender Audit

1. To understand the main gender biases
2. Gender equality state of art at an organization analysed
3. It would pay attention to different issues such as the status of the gender equality in the policy and design making structures, organizational culture and process
4. To understand the different issue towards the gender equality
5. To provide the picture of the present situation from a gender perspective



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Gender Audit Report- (2022-23)

3. Institutional Policy of Gender Audit

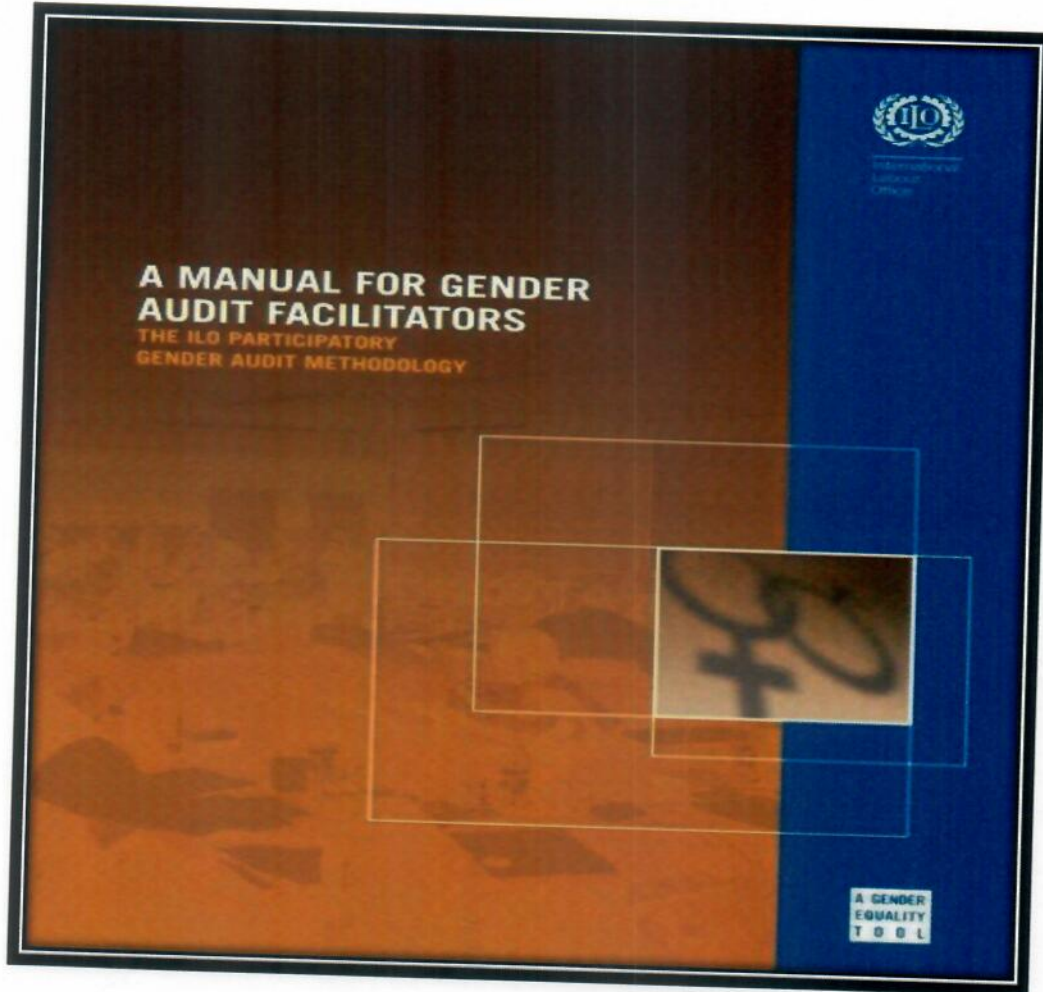


Fig-No-: A Manual for Gender Audit facilitation by International labour organization.

Institute follow policy of Gender Audit as per 'A Manual for Gender Audit facilitation by International labour organization.

- HEI and classroom physical environment
- HEI and classroom learning environment
- Teacher - Student- Interaction in curriculum, co-curriculum and extension-evaluation activities.
- HEI and facilities provided to girl students preferably.



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Gender Audit Report- (2022-23)

4. Institutional measures for promotion of Gender Equity.

4A. Gender Equity in curriculum Activities.



HEI has co-education type of curriculum delivery. Its shows equal right the girl's student to get proper teaching lessons.



There is gender Equity for practical's in lab rotaries Equal and collective efforts of girls' students with boys students in practical's. Skills



Girl's students are equally involved in project presentation as a part of curriculum.



Girl's students enthusiastically participated in training, in project for one academic year. Positive step for Gender Equality.



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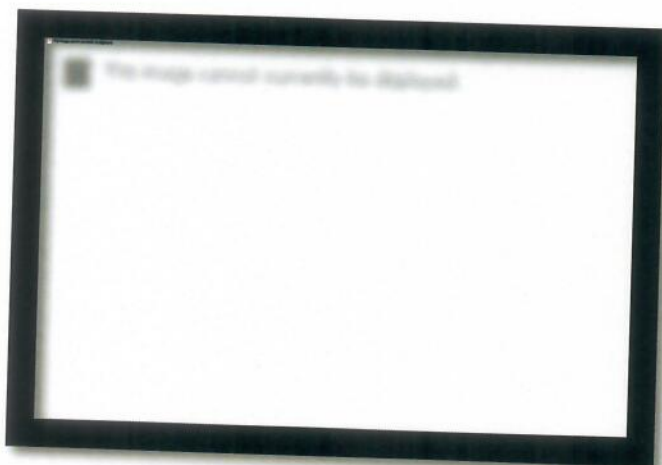
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Gender Audit Report- (2022-23)
4. Institutional measures for promotion of Gender Equity.
4A. Gender Equity in curriculum Activities.



HEI has invitational efforts for reading, e-learning, fully automotive library catering the knowledge.



HEI considers the importance of gender equity as cross-cutting issues in curriculum enrichment.



HEI considers the importance of gender equity as curriculum enrichment, as curriculum discussion for every students.



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Gender Audit Report- (2022-23)

4. Institutional measures for promotion of Gender Equity.

4B. Gender Equity in curriculum Activities.



Sports Participation.



Research Activities



Event Management Industrial Visit Participation



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Community Services



Event Participation



Cultural Participation



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Gender Audit Report- (2022-23)

4. Institutional measures for promotion of Gender Equity.

4C. Facilities for women on campus

Girls Common Room



Girls Wash Room



Sanitary Napkin Vending Machine



CCTV for Surveillance



Security Guard for protection discipline in order.



Girls counselling by lady teacher



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Preference to girl's students in administrative process college office with girl's student.

Security compound force for secure environment



Gender Audit Report- (2022-23)

4. Institutional measures for promotion of Gender Equity.

4D. Committees to look after Gender Audit

4D-1 Woman Development Cell of All-IHM

Women's Development Committee		
STAFF NAME	DESIGNATION	APPOINTED AS
Mrs. Sneha Bhandare	Assistant Professor	Ex-Officio President
Mrs. Anjali Chatterton	Assistant Professor	Member & Convener
Mrs. Prachi Morwale	Assistant Professor	Member
Dr. Stephan Almeida	HOD- Front Office	Member
Ms. Sanya Salim Shaikh	Co-Founder & Director Oceanowe Foundation	Member
Ms. Gulnar Khan	Member (Student)	
Ms. Nidhi Parvadi	Member (Student)	



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4D2- Sexual Harassment Committee of AII-IHM

Sexual Harassment Committee		
STAFF NAME	DESIGNATION	APPOINTED AS
Mrs. Sneha Bhandare	Assistant Professor	Ex-Officio President
Mrs. Anjali Chatterton	Assistant Professor	Member & Convener
Mrs. Prachi Morwale	Assistant Professor	Member
Dr. Stephan Almeida	HOD- Front Office	Member

4D3- IQAC of AII-IHM

Composition of IQAC		
STAFF NAME	DESIGNATION	APPOINTED AS
Chairperson	Dr. Rukshana Billimoria	Head of the Institution
Teachers to Represent	Dr. Stephan Almeida	HOD -Front Office
	Mrs. Anjali Chatterton	Sr. Lecturer
	Mr. Rahul Parchure	Lecturer
	Mrs. Kranti Bhangre	Computer Instructor
One Member from Management	Mr. Mushtaq Antulay	Vice President- Anjuman I Islam Trust
Few Senior Administrative Officer	Mr. Javed Mualni	Sr. Admin Associate
	Mrs. Aastha Belekar	Account Assistant
	Mr. Dipak Mahapadi	Jr. Accountant
One Nominee from each local Society		
Students	Mr. Chinmay Khot	General Secretary 2023-24
Alumni	Mr. Biry Mohamed Mohamed Siraj	2014 Alumni Director (Silvertree Hospitality Pvt Ltd)
One Nominee each from Employers/ Industrialists/ Stakeholders	Mr. Tarak Bhattacharya	Executive Director (Mad Over Donuts)
	Mr. Amirali Gadhia	Personnel Manager (Comfort Inn Heritage)
	Ms. Mariam Naeem Kagalwala	Parent of Taher Kagalwala




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IQAC Coordinator	Mr. Manojkumar Barbhai	Sr. Lecturer cum Sr. Admin Associate
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Gender Audit Report

5- Gender Audit Report of 500 Words report:

Gender Audit report is a process for gender equality, gender awareness, gender sensitization. It will minimise the sexual harassment at work places definitely.

Gender audit for 2022-23 is carried out in this HEI. It is carried out by Women Development Cell, IQAC and Sexual Harassment cell of this college.

The report reads as,

I- Institutional Policy for gender Audit and

II- Measures for the promotion of gender equality by college.

Institutional policy for gender Audit is inspired by 'A MANUAL FOR GENDER AUDIT FACILITATOR' by International Labour Organization it deals with HEI and classroom physical environment; HEI and classroom learning environment; Teachers-student interaction in curriculum; Co-curriculum; extension- community activities along with evaluation - assessments, and HEI facility provided to girls students, preferably.

Measures for the promotions of gender equity by college includes- Institutional measures for gender equity in curriculum activities, in co-curriculum activities, promotional activities and facilities for girl-woman on campus.

Gender equity in curriculum activities includes:

- HEI has co-education type of curriculum delivery. It shows equal right of girl's students to get proper teaching - learning.
- Co-Education while practical's underlines the gender equity.
- Project Presentation - girls students are equally involved in project presentation activities.
- Training Programme- as part of curriculum, training programme is crucial. Girls' students enthusiastically participated in training in project for academic year. It is positive step towards gender equity.
- Learning resource activities - Reading, learning, references to get innovative mind thought though it carried in library as learning resources. Girls students equally involved in these activities.



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- f) Crosscutting issues- HEI Considers the importance of the gender equity as crosscutting issues in curriculum enrichment.
- g) Add-on certificate courses- HEI considers the importance of gender equity as curriculum enrichment, curriculum diversion for girl's students including every students.

Gender equity in Co-curriculum activates -

- a) Sports activities - Girls students equally participate in sport activities.
- b) Cultural activities- Girls students share & lead the cultural activities platform.
- c) Research activities - All girls' students actively participate in research activities.
- d) Event management- Every event in college is executed by equal participation of boys and girls.
- e) Facilities for woman in campus are,
- Girl's Common room
 - Girl's Wash room
 - Sanitary Napkin vending machine
 - CCTV for surveillance
 - Security Guards for protection, discipline and environment
 - Girls counselling by lady teacher.
 - Preference to girl's students in administrative process.
 - Security compound fence for protective environment.



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