

EXHIBIT - 23

PRIN.L.N. WELINGKAR INSTITUTE OF MANAGEMENT
DEVELOPMENT & RESEARCH, MATUNGA, MUMBAI 400 019

GENDER AUDIT REPORT

Academic Year 2016-17

As per the mandate of UGC, all Institutions, autonomous and those desirous of undergoing assessment and accreditation have to conduct a gender audit in their campuses to ensure inclusive participation of women, safety of women on campuses and programmes for gender sensitization.

In line with it and in order to have the assessment on this issue, the Institute has decided to conduct the third party Gender Audit.

In this regard, following Committee was constituted Under Statute 639 on Autonomy with the approval of Academic Council, accorded in its meeting dated 21st November, 2016 and was requested to conduct the bi-annual gender audit of the Institute.

1. Dr. Ancy Jose, Principal, Nagindas Khandwala College of Arts & Science, Malad, Mumbai – Convener
2. Dr. Anushree Lokur, Associate Professor, Ramnarian Ruia Autonomous College, Matunga, Mumbai – Member
3. Prof. K. Venkataramani, Former Registrar, University of Mumbai - Member

Genesis:

WeSchool is a part of Shikshana Prasarak Mandli, Pune, one of the premier educational societies in the State of Maharashtra, established in 1888 and also manages 43 other educational institutions, out of which 12 are in Higher Education. To name a few institutions in Mumbai: Ramnarain Ruia College Autonomous College and Ramniranjan Anandilal Podar College of Commerce &

Economics; apart from the Prin. L. N. Welingkar Institute of Management Development & Research (WeSchool) & in Pune, S.P. College and Prin.Naralkar Institute of Management.

Established in 1977, Prin. L N Welingkar Institute of Management Development & Research (WeSchool) has an educational legacy of over thirty years and features among the premier Business Schools in India. WeSchool has two campuses, one in Mumbai the financial capital of India and another in Bengaluru, the IT capital of India.

With a strong legacy of over 40 years, WeSchool believes in the excellence of quality education catered in relevance to the current times and industry demands; thus giving students a complete educational experience. WeSchool's strategy of responding efficiently and effectively to the needs of the industry and student community brings it in the famous league of Business Schools, across the India and South East Asia. WeSchool has the distinction of launching pioneering programmes such as Business Design & Innovation, E-business, Retail, Healthcare, Rural Management, Business programme for Legal Professionals and recently programme in Media & Entertainment, to name a few. Our focus has been on a multidisciplinary approach by integrating Design thinking and Innovation into mainstream Management education.

WeSchool is distinctive by virtue of several of its pioneering initiatives by way of academic programmes, diversity in its student population, partnerships with International Universities across continents, reach and connects across communities ranging from Corporate India to Rural India and its commitment and action oriented approach in making business and management education inclusive.

Vision...

To nurture thought leaders and practitioners through inventive education.

Mission...

- Focus on inventive education by offering practical, innovative and technology driven program.
- Provide managerial talent with risk managing ability, Passion for learning and Creative thinking and, values in rapidly evolving economic and social environment.
- Contribute significantly to Indian corporate world by preparing management graduates with Global mindset.
- Build intellectual capital through faculty development, research, consultancy and publications.
- Develop alumni network of mutual benefit and keep alumni updated through continuous learning and meetings.

Our Values...

- Breakthrough Thinking
We foster academic rigour in an environment conducive to innovation.
- Result Oriented, Process Driven Work Ethic
We adopt dynamic quality processes to ensure accountability and exceptional performances.
- We Link and Care
We support and collaborate with all our stakeholders through mutual trust and respect.
- Passion
The soul of Welingkar blossoms in our heart, mind and body.

The scope of the audit:

It comprises of gender-based ratio, gender-based facilities, gender-based specific facilities for differently-abled, remuneration, welfare measures, inclusive working

of the Institute, grievance redressal mechanism through Internal Complaint Committee, women in teaching, non-teaching, and contractual appointments and invite suggestions, if any.

The Committee paid a visit to Prin. L.N. Welingkar Institute of Management Development & Research, Matunga, Mumbai 400 019 on 22.9.2017, and the report of which is as below: -

1. Out of the 1874 total effective strength of students, 792 are girl students. Out of the total 80 teaching staff, 51 are female. Out of the total 87 non-teaching staff, 47 are female. Out of the total 46 contractual appointments, 26 are female. **The total Gender ratio of male: female is 1.27:1.**
2. Prof. Sita Ramanan, presented to the Committee members the Gender specific initiatives undertaken by Prin. L.N. Welingkar Institute of Management Development & Research, Matunga, Mumbai 400 019, regarding infrastructure, security policy, workshop/s and CSR initiatives undertaken that make Institute gender sensitive.
3. During the course of physical verification, the Committee observed that the CCTV cameras are in place at every strategic point, including the elevators. Female security guards are deployed at entry/exit point of Institute. Guard is deployed at designated post on each floor in two shifts, who ensures among other things that girls/females studying/working alone provided necessary facilities and help. Rest room, Wash rooms are provided separately on each floor that are equal in numbers with facilities provided to male counterpart. Differently abled girls/women are provided with user friendly facilities. Notices and posters are found to be displayed on gender sanitization issue.
4. On perusing the pay roll system, the Committee observed that equal remuneration is paid across the position/grade, irrespective of sex and across the entire

spectrum of the working class. The record shows that equal opportunities are available to female employees in promotions. The welfare measure of maternity leave benefit is extended to eligible working women, as per Govt. policy.

5. The Institute has constituted the College Internal Complaints Committee (ICC) appropriately, including the representative from NGO and Students. The Committee interacted with the members present during the meeting. The Committee observed that regular meetings are held and proper records of proceedings are maintained.

The Committee finally held an exit meeting with the HoDs and Group Director & members of ICC and expressed satisfaction with the gender specific initiatives taken by the Institute and appreciated the efforts taken towards maintaining the gender equity.

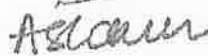
The visit concluded with a suggestion that the institute may depute faculty and staff to various informed workshops & seminars on gender issues that may be arranged in other Colleges and Institutions affiliated to University of Mumbai and other Universities in the State.

Signatures of Committee Members:

Dr. Ancy Jose, Convener

Dr. Anushree Lokur, Member

Dr, K. Venkataramani, Member



Date: 22/9/2017

**PRIN.L.N. WELINGKAR INSTITUTE OF MANAGEMENT
DEVELOPMENT & RESEARCH, MATUNGA, MUMBAI 400 019**

GENDER AUDIT REPORT

Academic Year 2018-19

Backdrop

As per the mandate of UGC, all Institutions, autonomous and those desirous of undergoing assessment and accreditation have to conduct a gender audit in their campuses to ensure inclusive participation of women, safety of women on campuses and programmes for gender sensitization.

The Committee constituted for the said purpose conducted the first Gender Audit of Academic Year 2016-17 on 22nd September, 2017 and the Institute has now requested the constituted Committee to conduct the second gender audit for the Academic Year 2018-19. The Committee members are as below:

Dr. Ancy Jose, Principal, Nagindas Khandwala College of Arts & Science, Malad, Mumbai – Convener

Dr. Anushree Lokur, I/c Principal, Ramnarian Ruia Autonomous College, Matunga, Mumbai - Member

Prof. K. Venkataramani, Former Registrar, University of Mumbai

The scope of the audit:

As mentioned during previous audit, it comprises of gender-based ratio, gender-based facilities, gender-based specific facilities for differently-abled, remuneration, welfare measures, inclusive working of the Institute, grievance redressal mechanism, women in teaching, non-teaching, and contractual appointments and invite suggestions, if any.

The Committee paid a visit to Prin. L.N. Welingkar Institute of Management Development & Research, Matunga, Mumbai 400 019 on 24.10. 2019, and the report of which is as below: -

Ms.Shahnaz Pahalawa, briefed on the Gender specific initiatives undertaken by Prin. L.N. Welingkar Institute of Management Development & Research, Matunga, Mumbai 400 019 to the Committee.

Gender status:

Out of the 2114 total effective strength of students, 974 are girl students. Out of the total 70 teaching staff, 45 are female. Out of the total 87 non-teaching staff, 47 are female. Out of the total 47 contractual appointments, 25 are female. The total Gender ratio of male: female is 1.12:1.

The Committee members took round in the Institute to get the feel of gender specific initiatives undertaken by Institute, and noted following inclusive measures:

Safety measures

- Adequate number of exclusive wash rooms are available on each floor in campus for girl students and female teaching & non-teaching staff and for girl students at hostel premises
- Adequate facilities are available inside the wash-room keeping in mind the need of the female gender. Adequate disposal bins are available in the wash rooms
- Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, wash rooms etc.
- Adequate security arrangements have been made in the campus and common areas during day and night
- No class is arranged in late evening or early morning

- Differently abled girl students and female teaching & non-teaching staff are provided with user friendly facilities

Security measures:

- Safe environment is available for all girl students in the campus and hostels.
- Entry and exist timing of the hostels are appropriate for the hostel
- Adequate number of security personnel, including female security guards are deployed
- Ensured that attitude of security personnel is appropriate
- CCTV cameras are in place at every strategic points, including elevators

Healthcare measures:

- Healthcare facilities are available for girl students at the campus
- Minimum courtesy is extended to the girl students during their visit to the doctor in campus

Equal Opportunity measures:

- Women are represented in the top ranks of academic faculty
- Internal Complaint Committee has been set up and students and female teaching & non-teaching staff are aware of it
- Representation of Lady faculty and Girl students on Internal Complaint Committee
- Classrooms and Library offers equal opportunities to all genders.

Redressal Mechanism measures:

- Lady Representative of NGO available on Internal Complaint Committee
- Lady representative available on College Development Committee

- Facility of lodging of complaint online provided
- In-built mechanism in Internal Complaint Committee to resolve reported incidence, if any, in timely manner and to the satisfaction of victim
- Fair inquiry & confidentiality is maintained of the process
- There is no gender biased artifacts, such as discriminative screen savers, or work tables that are not conveniently located for the girl students.
- No complaint/victim of sexual harassment at class by faculty or fellow students reported in year under review

Welfare measures:

- Equal remuneration is paid across all positions/grades
- Equal opportunities of promotion are available for female employees
- The maternity leave benefit is extended to eligible working women, as per Govt. Statute

Awareness measures

- One Day Seminar on POSH organized on 23.3.2018. Speakers comprised of Lawyers, Clinical Psychologist and other luminaries.
- Seminar on Women Empowerment "Wikipedia edit-a-thon" organized in 2018-19
- Lecture on POSH with the help of NHRDN – Mumbai Chapter organized on 27.2.2019

Findings:

It is evident that special attention is provided to practical gender needs. All the departments are aware about the need for gender sensitization at a general level. Observed that the best practices such as, awareness programmes, lectures, seminar etc. are followed at campus.

As regards the suggestion given during the last Gender Audit that the Institute may depute faculty and staff to various informed workshops & seminars on gender issues, as an awareness measure, the same has been implemented.

The present study of Gender Audit and these findings will guide Institute while planning development programmes, in future. It is an attempt to understand Institute's strengths and weaknesses.

Observations:

Following the audit, no major recommendations were observed and made to the management, except:

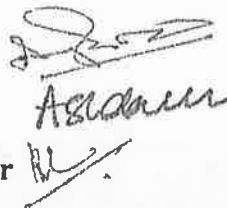
- Gender sensitization programme must be conducted for security personnel deployed at the campus and hostel premises
- Gender Policy be drafted.
- Gender budgeting – allocation of special funds for gender sensitization programmes
- Short-term courses- be designed especially for girls-self defense
- Short film on 'gender issues' to be shown
- Workshop on Internet Safety for Women to be organised
- Poster Competition on 'Status of Women inside and outside families' to be held
- Elocution competition on Gender Issues to be held

Signatures of Committee Members:

Dr. Ancy Jose, Convener

Dr. Anushree Lokur, Member

Prof. K. Venkataramani, Member

The block contains three handwritten signatures in black ink. The first signature is at the top, followed by the second, and the third is at the bottom. They are positioned to the right of the printed names of the committee members.

Date: 24/10/2019