



Achievers College
of Commerce & Management, (Night College)
Kalyan (W)
Women Development Cell
Gender Audit Report



Presented By
Gender Audit Committee

Acknowledgment

We place on record our sincere gratitude to the authorities of Achievers College of Commerce and Management (Night), Kalyan, especially **Principal Dr. (CA). Mahesh Bhiwandikar** for his constant encouragement, guidance, and support.

We express our special thanks to the **IQAC Coordinator and Vice Principal, Asst. Prof. Sana Khan**, and **Vice Principal Ms. Sophia D'Souza**, for their valuable cooperation and guidance throughout the Gender Audit process.

We are also thankful to the **Convener of the College Women Development Cell, Asst. Prof. Siddhi Chavan**, for her careful assistance in the conduct and successful completion of the audit.

We extend our sincere thanks to the **Chairperson of the Institution, Mrs. Rekha Mahesh Bhiwandikar**, for her visionary leadership and the due care and support extended towards the Women Development Cell.

We extend our special thanks to the **Principal Investigators, Dr. Jyoti Pohane and Dr. Anagha Rane**, along with **Social Worker Ms. Meenal Sohoni**, for their valuable guidance, cooperation, and support.

Thanks are also due to all the teaching and support staff of the Achievers family for their timely cooperation, data collection, and compilation, which made the completion of the Gender Audit possible.

Sr No.	Name of the Investigator
1.	Dr. Jyoti Pohane
2.	Dr. Anagha Rane
3.	Asst. Prof. Sana Khan
4.	Ms. Sophia A. D'souza
5.	Ms. Meenal Sohoni
6.	Asst. Prof. Siddhi Chavan
7.	Mrs. Pooja Talekar

Guidance & Support



Mrs. Rekha Bhiwandikar



Asst. Prof. Sana Khan



Ms. Sophia A. D'souza

Leadership & Governance



Asst. Prof. Siddhi Chavan



Mrs. Pooja Talekar

Index

SRN	Particulars
1.	Introduction, Objectives, and Purpose of Gender Audit
2.	Women in Leadership & Committees
3.	Gender-Friendly Infrastructure Audit
4.	Policies & Legal Framework
5.	Analysis of Data
6.	Gender Promotion Activities conducted throughout the years (Last 5 years)
7.	Findings & Analysis
8.	Recommendation & Action Plan
9.	Conclusion

1. Introduction, Objectives, and Purpose of Gender Audit

Achievers College of Commerce and Management (Night College), Kalyan, has been affiliated with the University of Mumbai since 2013 and functions as a self-financing institution. The college was established by Shree Dnyanraj Mauli Shikshan Seva Mandal, Kalyan, under the visionary leadership of Dr. (CA) Mahesh Bhiwandikar. Initially, the institution operated from a small premises at Jai Bhagwan Tower, Murlidhar Aali, Par Naka, Tilak Chowk, Kalyan. Subsequently, on 12th June 2018, the college was relocated to its present campus at Mahallar Nagar, Joshi Baug, Malhar Nagar, Kalyan.

The college currently offers Nine undergraduate programmes, Three postgraduate programme and PhD Programme. It is the first college in Maharashtra State having Ph.D. center recognized under UGC. It has clearly defined its vision, mission, core values, and objectives in alignment with the National Education Policy, emphasizing quality enhancement and sustainable academic practices.

Achievers College of Commerce and Management holds a unique position as a Night College in Kalyan city and its surrounding regions. The institution is ISO 9001:2015 certified and is also recognized under Section 2(f) of the University Grants Commission (UGC).

Being a night college, it primarily caters to the educational needs of working students. The institution actively promotes experiential learning by offering internship opportunities and placement support to deserving students. The college follows the guiding principle of “Earn While You Learn,” enabling students to balance education with practical work experience. A notable feature of the college is its dedicated support to working women students, who strive to manage both family responsibilities and professional aspirations. Special internship and placement opportunities are also extended to needy girl students.

The college fosters a student-friendly and staff-friendly environment. A significant proportion of the teaching and non-teaching staff comprises women, reflecting the institution’s inclusive and supportive ethos. The infrastructure is thoughtfully designed to meet the needs of all stakeholders. Facilities include spacious classrooms with adequate ventilation, whiteboards and blackboards, overhead projectors, and comfortable seating arrangements. Staircases on both sides of each floor ensure smooth movement and accessibility. Additionally, every floor is equipped with staff rooms, washrooms, and notice boards, facilitating easy access and effective communication for both students and staff.

The college offers a wide range of academic and skill-based programmes, including undergraduate and postgraduate courses, skill-oriented programmes, government-approved

computer courses, and add-on certificate courses. To support students' overall development, the institution has established several functional support cells such as the National Service Scheme Unit, Career Counselling Cell, Business Incubator, Campus to Corporate Placement Cell, Women Development Cell, Internal Complaint Committee, Department of Lifelong Learning and Extension, and a Help Desk.

These support systems play a vital role in counselling, guiding, grooming, and motivating students for academic excellence, career readiness, and personal development. Special emphasis is placed on empowering women students through dedicated initiatives and guidance provided by the Women Development Cell.

Safety & Support Mechanisms for Women on Campus

To ensure a safe, secure, and gender-sensitive campus environment, the institution has implemented multiple support and grievance redressal mechanisms for women students, teaching staff, and non-teaching staff.

Sakhi Complaint Box Facility

The college has installed a *Sakhi Box* at an accessible location on campus. This facility allows women to confidentially submit complaints, concerns, or suggestions related to harassment, safety issues, discrimination, or any form of discomfort. The Sakhi Box encourages women to voice their issues without fear, ensuring privacy and dignity. All submissions are periodically reviewed by the Women Development Cell (WDC), and appropriate action is taken in accordance with institutional policies.

Special Helpline – ‘Jatayu’ Helpline Number

In addition to the Sakhi Box, the *Jatayu Helpline Number* is prominently displayed across the campus, operates 24×7 throughout the year. This helpline provides immediate assistance in cases of emergency, distress, or safety threats. The availability of this helpline strengthens the institution's rapid response system and reinforces the college's commitment to women's safety.

The combined implementation of the Sakhi Box and Jatayu Helpline has enhanced awareness regarding women's rights, safety, and grievance redressal mechanisms. These initiatives promote a culture of trust, transparency, and gender equality, contributing positively to the overall well-being of women on campus. The college has a young and enthusiastic team of teaching and support staff, led by a dynamic Principal, who work dedicatedly under able guidance to ensure the safety, well-being, and empowerment of girl students.

Menstrual Hygiene Facilities

Mahila Baal Vikas has generously donated three sanitary napkin vending machines and three sanitary napkin disposal machines to the institution. This initiative aims to promote menstrual hygiene, health awareness, and dignity among female students and staff members. The installation of these machines ensures easy access to essential hygiene products within the campus. Such support significantly strengthens the institution's commitment to gender sensitivity and women's welfare.

Objectives of the Gender Audit

The Gender Audit of the institution has been undertaken with the following objectives:

- To validate the Gender Sensitization Action Plan of the college.
- To study trends in gender balance and the factors influencing gender equity.
- To review the functioning of the Women Development Cell.
- To assess the effectiveness of the Helpline 'JATAYU' & 'SAKHI BOX'
- To examine the participation and involvement of girl students and women staff in decision-making processes across various academic and administrative activities of the college.
- To offer constructive suggestions for reducing the gender gap.
- To promote gender equality within and beyond the college campus.
- To review the functioning of the following statutory and support committees:
 - Anti-Ragging and Prevention of Sexual Harassment Cell
 - Internal Complaints Committee (ICC)
 - Women Development Cell
- To review the working environment for female faculty members and girl students.

2. Women in Leadership & Committees

The institution actively promotes gender equality by ensuring meaningful representation of women in leadership roles and statutory as well as non-statutory committees. Women faculty members play a crucial role in academic administration, decision-making, student welfare, and institutional governance.

Women are represented as **Conveners, Coordinators, Members, and Office Bearers** in various committees, thereby contributing to inclusive leadership and participative management. Their involvement ensures that women-centric perspectives are integrated into policy formulation, planning, and implementation of institutional activities.

Key Areas of Women's Leadership Involvement

- **Women Development Cell (WDC)** – Planning and execution of women empowerment initiatives, gender sensitization programmes, awareness campaigns, and grievance redressal activities.
- **Internal Complaints Committee (ICC)** – Prevention, prohibition, and redressal of sexual harassment at the workplace in accordance with statutory guidelines.
- **Cultural Committee** – Organization and coordination of cultural, social, and community-oriented programmes that encourage student participation and inclusivity.
- **Students' Council** – Mentoring and guiding student leaders, facilitating student representation, and strengthening participative governance.
- **National Service Scheme (NSS)** – Active involvement in community outreach programmes, social responsibility initiatives, and nation-building activities.
- **DLLE (Department of Lifelong Learning and Extension)** – Planning and implementation of extension activities focused on social awareness, skill development, and community engagement.
- **Grievance Redressal Committee** – Addressing student and staff grievances in a fair, transparent, and timely manner.
- **Examination Committee** – Ensuring smooth conduct of examinations, confidentiality, and transparency in evaluation processes.

- **IQAC / Academic Committees** – Contribution towards quality assurance practices, academic planning, curriculum enrichment, and institutional development.
- **Discipline & Anti-Ragging Committee** – Promoting a safe, respectful, and inclusive campus environment through preventive and corrective measures.

The active participation of women in leadership and committees has strengthened institutional governance, encouraged women empowerment, and created a gender-sensitive academic atmosphere. It also serves as a role model for girl students, motivating them to take up leadership positions and actively participate in institutional activities.

3. Gender-Friendly Infrastructure Audit

The institution has developed and maintained a gender-friendly infrastructure to ensure a safe, inclusive, and supportive environment for women students, teaching staff, and non-teaching staff. Periodic reviews are conducted to assess accessibility, safety, hygiene, and comfort from a gender perspective.

Key Gender-Friendly Infrastructure Facilities

- **Separate Washroom Facilities**

Adequate, clean, and well-maintained separate washrooms for women are available on campus. Regular housekeeping ensures hygiene and usability.

- **Sanitary Napkin Vending & Disposal Facilities**

Sanitary napkin vending machines and proper disposal mechanisms are provided to support menstrual hygiene management and women's health needs.

- **Sakhi Box (Complaint/Suggestion Box)**

A Sakhi Box is installed at an accessible location to enable women to submit grievances or concerns confidentially, ensuring privacy and dignity.

- **Jatayu Helpline Number Display**

The Jatayu Helpline number is prominently displayed across the campus to provide immediate support and emergency assistance to women.

- **Well-Lit Campus Areas**

Corridors, staircases, classrooms, and common areas are well-illuminated to enhance safety, especially during evening hours.

- **CCTV Surveillance**

CCTV cameras are installed at strategic locations to monitor campus activities and ensure a secure environment.

- **Common Room for Women**

A dedicated common room or resting space is available for women students and staff, providing a comfortable and secure area.

- **Drinking Water & Seating Facilities**

Safe drinking water points and seating arrangements are provided, keeping in mind the comfort and accessibility needs of women.

- **Barrier-Free Access**

Ramps and accessible pathways support women with disabilities, ensuring inclusivity and ease of movement.

Audit Observations & Impact

The availability of gender-friendly infrastructure has significantly contributed to:

- Enhanced sense of safety and well-being among women
- Increased awareness of institutional support systems
- Promotion of dignity, equality, and inclusivity on campus
- Strengthening of gender-sensitive institutional practices

Scope for Enhancement

The institution continuously strives to strengthen gender-friendly infrastructure by upgrading facilities, increasing awareness, and incorporating feedback received through the Sakhi Box and WDC initiatives.

4. Policies & Legal Framework

The institution is committed to promoting gender equality, safety, and dignity through the implementation of well-defined policies and adherence to statutory legal frameworks. These policies ensure a secure, inclusive, and discrimination-free environment for students and staff.

Institutional Policies

- **Policy Against Sexual Harassment**

In compliance with the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*, the institution has constituted an **Internal Complaints Committee (ICC)** to address complaints in a confidential, fair, and time-bound manner.

- **Grievance Redressal Policy**

A structured grievance redressal mechanism is in place to address academic, administrative, and personal grievances of students and staff.

- **Anti-Ragging Policy**

The institution strictly follows UGC and Supreme Court guidelines on prevention of ragging to ensure a safe and respectful campus environment.

- **Code of Conduct**

A comprehensive Code of Conduct for students and staff promotes ethical behavior, mutual respect, and professional integrity.

Statutory & Legal Compliance

- Compliance with **UGC Regulations** and **University norms** related to gender equity and safety.
- Adherence to the **POSH Act, 2013** through regular awareness programmes and functional ICC.
- Implementation of guidelines issued by the **State Government and University of Mumbai** regarding women's safety and welfare.

Awareness & Implementation

- Regular **gender sensitization programmes**, workshops, and awareness sessions are organized by the Women Development Cell (WDC) and ICC.
- Policies are communicated through notice boards, orientation programmes, college website, and student handbooks.

The effective implementation of policies and legal frameworks has fostered a culture of safety, trust, and inclusivity. It has enhanced awareness of rights and responsibilities among students and staff, thereby strengthening gender-sensitive governance within the institution.

5. Analysis of Data

Academic Year 2020-2021 (Student Strength)

SRN	Program Name	Grand Total		
		M	F	Total
1	F.Y.B.COM	137	71	208
2	S.Y.B.COM	197	38	235
3	T.Y.B.COM	158	48	206
4	F.Y.B.COM (A & F)	15	10	25
5	S.Y.B.COM (A & F)	17	20	37
6	T.Y.B.COM (A & F)	9	9	18
7	F.Y.BMS	22	14	36
8	S.Y.BMS	25	6	31
9	T.Y.BMS	17	10	27
10	F.Y.B.A.MMC	10	8	18
11	S.Y.B.A.MMC	15	4	19
12	F.Y.BSC.(I.T)	11	1	12
13	S.Y.BSC.(I.T)	35	2	37
14	M.Com.-I	33	39	72
15	M.Com.-II	8	18	26
16	F.Y.B.Voc. (HTM)	5	8	13
17	F.Y.B.Voc. (MED)	15	8	23
18	M.Voc.(MED)-I	25	10	35
Total		754	324	1078

Academic Year 2021-2022 (Student Strength)

SRN	Program Name	Grand Total		
		M	F	Total
1	F.Y.B.COM	171	58	229
2	S.Y.B.COM	130	68	198
3	T.Y.B.COM	150	36	186
4	F.Y.B.COM (A & F)	11	21	32
5	S.Y.B.COM (A & F)	13	11	24
6	T.Y.B.COM (A & F)	17	18	35
7	F.Y.BMS	18	29	47
8	S.Y.BMS	22	14	36
9	T.Y.BMS	20	5	25
10	F.Y.B.A.MMC	14	5	19
11	S.Y.B.A.MMC	11	10	21
12	T.Y.B.A.MMC	15	4	19
13	F.Y.BCOM (F.M)	14	0	14
14	F.Y.BSC.(I.T)	20	4	24
15	S.Y.BSC.(I.T)	10	1	11
16	T.Y.BSC.(I.T)	30	1	31
17	M.Com.-I	31	41	72
18	M.Com.-II	31	40	71
19	F.Y.B.Voc. (HTM)	7	10	17
20	S.Y.B.Voc. (HTM)	5	8	13
21	F.Y.B.Voc. (MED)	7	2	9
22	S.Y.B.Voc. (MED)	6	6	12
23	M.Voc.(MED)-I	8	9	17
24	M.Voc.(MED)-II	10	6	16
Total		771	407	1178

Academic Year 2022-2023 (Student Strength)

SRN	Program Name	Grand Total		
		M	F	Total
1	F.Y.B.COM	162	102	264
2	S.Y.B.COM	166	56	222
3	T.Y.B.COM	113	72	185
4	F.Y.B.COM (A & F)	16	25	41
5	S.Y.B.COM (A & F)	25	24	49
6	T.Y.B.COM (A & F)	16	12	28
7	F.Y.BMS	39	31	70
8	S.Y.BMS	30	26	56
9	T.Y.BMS	35	16	51
10	F.Y.B.A.MMC	20	5	25
11	S.Y.B.A.MMC	17	3	20
12	T.Y.B.A.MMC	10	10	20
13	F.Y.BCOM (F.M)	13	8	21
14	S.Y.BCOM (F.M)	13	0	13
15	F.Y.BSC.(I.T)	44	15	59
16	S.Y.BSC.(I.T)	37	7	44
17	T.Y.BSC.(I.T)	30	4	34
18	F.Y.BSC.(C.S)	22	7	29
19	M.Com.-I (Bus. Mgt)	6	14	20
20	M.Com.-I (Adv. Acc)	12	19	31
21	M.Com.-II (Adv. Acc)	20	35	55
22	F.Y.B.Voc. (HTM)	9	4	13
23	S.Y.B.Voc. (HTM)	7	9	16
24	F.Y.B.Voc. (MED)	15	8	23
25	S.Y.B.Voc. (MED)	6	4	10
26	T.Y.B.Voc. (MED)	36	11	47
27	M.Voc.(MED)-I	1	3	4
28	M.Voc.(MED)-II	6	8	14
Total		926	538	1464

Academic Year 2023-2024 (Student Strength)

SRN	Program Name	Grand Total		
		M	F	Total
1	F.Y.B.COM	158	70	228
2	S.Y.B.COM	131	82	213
3	T.Y.B.COM	114	40	154
4	F.Y.B.COM (A & F)	26	14	40
5	S.Y.B.COM (A & F)	19	24	43
6	T.Y.B.COM (A & F)	23	22	45
7	F.Y.BMS	36	22	58
8	S.Y.BMS	35	32	67
9	T.Y.BMS	26	27	53
10	F.Y.B.A.MMC	5	5	10
11	S.Y.B.A.MMC	13	6	19
12	T.Y.B.A.MMC	14	5	19
13	F.Y.BCOM (F.M)	2	7	9
14	S.Y.BCOM (F.M)	11	7	18
15	T.Y.BCOM (F.M)	11	0	11
16	F.Y.BSC.(I.T)	38	19	57
17	S.Y.BSC.(I.T)	41	20	61
18	T.Y.BSC.(I.T)	32	7	39
19	F.Y.BSC.(C.S)	45	6	51
20	S.Y.BSC.(C.S)	29	2	31
21	M.Com.-I (Bus. Mgt)	11	2	13
22	M.Com.-II (Bus. Mgt)	5	4	9
23	M.Com.-I (Adv. Acc)	5	12	17
24	M.Com.-II (Adv. Acc)	5	9	14
25	F.Y.B.Voc. (HTM)	24	10	34
26	S.Y.B.Voc. (HTM)	7	2	9

27	T.Y.B.Voc. (HTM)	3	6	9
28	F.Y.B.Voc. (MED)	10	13	23
29	S.Y.B.Voc. (MED)	25	10	35
30	T.Y.B.Voc. (MED)	6	7	13
31	M.Voc.(MED)-I	1	1	2
32	M.Voc.(MED)-II	0	3	3
Total		911	496	1407

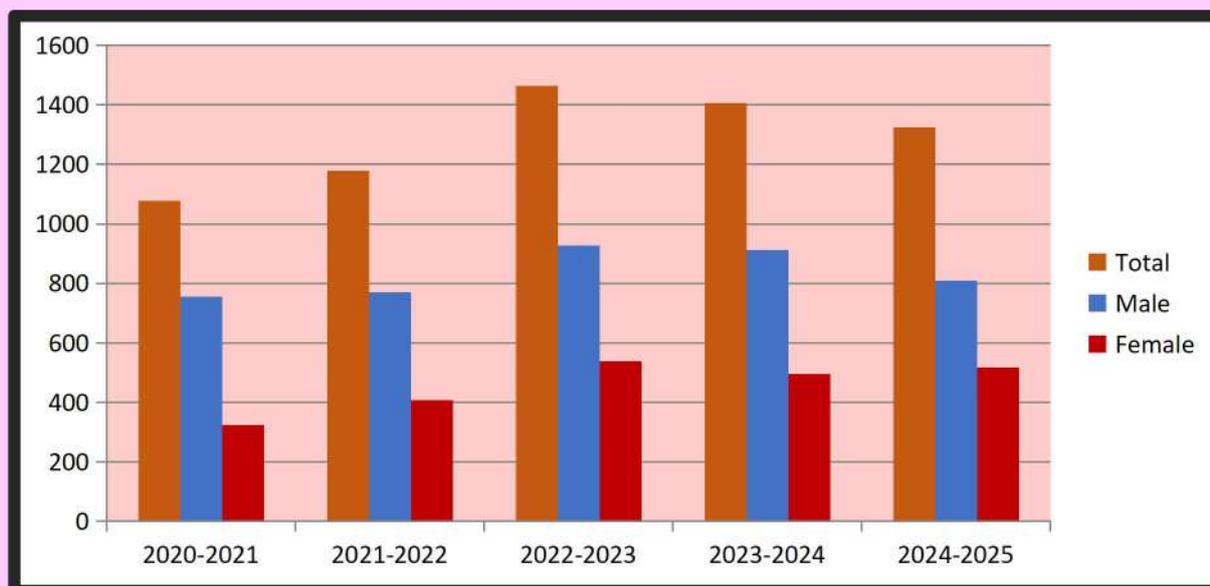
Academic Year 2024-2025 (Student Strength)

SRN	Program Name	Grand Total		
		M	F	Total
1	F.Y.B.COM	78	54	132
2	S.Y.B.COM	103	54	157
3	T.Y.B.COM	85	70	155
4	F.Y.B.COM (A & F)	28	32	60
5	S.Y.B.COM (A & F)	23	9	32
6	T.Y.B.COM (A & F)	13	24	37
7	F.Y.B.COM (M.S)	47	24	71
8	S.Y.BMS	28	21	49
9	T.Y.BMS	34	27	61
10	F.Y.B.A.MMC	16	12	28
11	S.Y.B.A.MMC	5	4	9
12	T.Y.B.A.MMC	15	4	19
13	F.Y.B.COM (F & M)	10	12	22
14	S.Y.B.COM (F & M)	1	6	7
15	T.Y.B.COM (F & M)	10	7	17
16	F.Y.BSC.(I.T)	42	18	60
17	S.Y.BSC.(I.T)	33	16	49

18	T.Y.BSC.(I.T)	37	17	54
19	F.Y.BSC.(C.S)	48	12	60
20	S.Y.BSC.(C.S)	28	5	33
21	T.Y.BSC.(C.S)	17	2	19
22	M.Com.-I (Bus. Mgt)	2	3	5
23	M.Com.-II (Bus. Mgt)	4	0	4
24	M.Com.-I (Adv. Acc)	13	25	38
25	M.Com.-II (Adv. Acc)	2	8	10
26	F.Y.B.Voc. (HTM)	18	11	29
27	S.Y.B.Voc. (HTM)	15	7	22
28	T.Y.B.Voc. (HTM)	7	1	8
29	F.Y.B.Voc. (MED)	11	9	20
30	S.Y.B.Voc. (MED)	7	11	18
31	T.Y.B.Voc. (MED)	27	11	38
32	M.Voc.(MED)-I	0	0	0
33	M.Voc.(MED)-II	1	1	2
Total		808	517	1325

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Total	1078	1178	1464	1407	1325
Male	754	771	926	911	808
Female	324	407	538	496	517

The graphical representation of the Gender Audit is presented below, depicting the year-wise distribution of male and female students



6. Gender Promotion Activities conducted throughout the years (Last 5 years)

Gender Sensitization Activity Organized to Promote Awareness



**Lecture on Hygiene during
Mensuration Hygiene**

**A Seminar on Dignity of
Women**



A Lecture on PCOS Awareness

**Pledge on for the protection of
women's dignity and their rights**



Lecture on Beti Bachao, Beti Padhao

**Lecture on Women Health &
Hygiene**

College Level /Inter-College Level Competition Organized by the College Highlighting Inclusive Participation and Achievements

At College Level



Dandiya and Pot Decoration Competition

Kabbadi Match Competition



Chess Competition

Carrrom Competition



Poster Making and Essay Writing Competition



PPT Presentation Competition

Debate Competition





Elocution and Poetry Competition



Budget Buzz 2024-2025 (Debate, Elocution, PPT Competition, and Wall Magazine Competition



Best Business Idea Competition

At Inter-College Level



First Prize Poster Making Competition



Badged Prize in Book Review Competition



1st Prize in Street Play Competition



2nd Prize in Business Plan Competition



2nd Prize in Street Play Competition



7th National Gatka Championship



2nd Prize in Short Film Competition



First Prize Rangoli Competition



Intercollegiate Boxing Tournament

Participation of Students and Teachers in Cultural Events
Promoting Gender Inclusivity



**Navratri Celebration by
Empowering Girls**

Aashadhi Ekadashi Celebration



Dnyaneshwari Granth Jayanti



Shree Krishna Janmaashtami Utsav





Haldi Kumkum Program



Shiv Jayanti Celebration



Vatpornima Celebration



Faral Distribution at the Adopted Village



Raas Garba



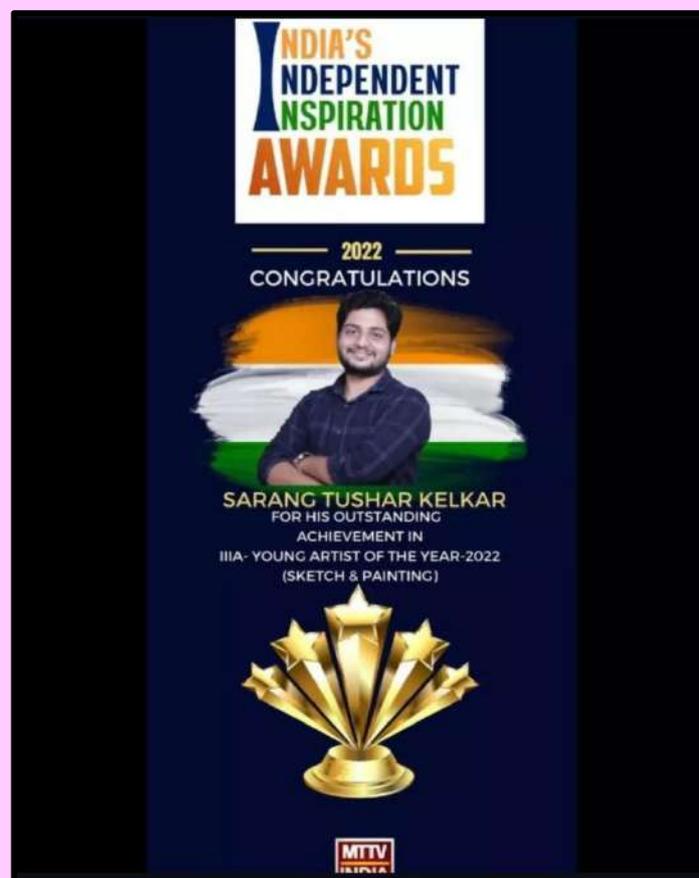
Kite Flying

Badges and Prizes Won by Students at Various Levels: Evidence of Equal Opportunity and Achievement



Excellence Awards in the hands of
the Commissioner

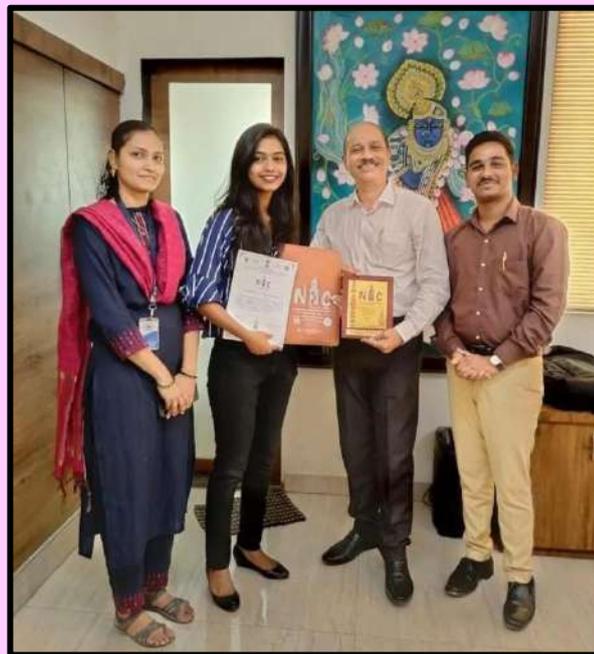
Social Achiever Award



India's Independent Inspiration Award



Attended Five Days District Level Leadership Program



Successfully attended Seven-day National Level Integration Camp



Attended University Level Special Camp

Student-Centric Camps Organized by the College Ensuring Inclusive Participation



Blood Donation Camp



A Pan Card Drive



A Free Medical Check-up and Eye Check-up camp

Celebration of National and International Days Promoting Women's Empowerment



Yoga Asanas and Meditation for Girls and Boys



Celebration of the Birth Anniversary of Rani Laxmi Bai



Paid Tribute to Savitribai Phule



Make-up Grooming Workshop on account of International Girl Child Day



Felicitation of Sweepers of KDMC on account of National Women's Day

Excellence Awards and Badges Achieved by Students in Social, Cultural, and Sports Activities: Gender-Inclusive Achievements



**Won Gold in an International
Tournament in Malaysia**

**Secured Gold in the Men's Chess
Competition organised by University of Mumbai**



**Played Street Play on the Topic Swachh Bharat Sundar Bharat at the
Rotary Club of Kalyan**



**Represented Achievers College at Annual Extension Work Festival
' UDAAN '**



First Rank in Ghatka Championship

Wellness and Safety Initiatives Promoting Gender Equality



Sneh Sammelan and Sanitary Napkin Distribution Program at Adopted Village



Lecture on Beti Bachao, Beti Padhao



Free Dental Check-Up Camp



Self Defence by Expert and Alumni



Lecture on Cyber Crime, Online Fraud, and Drug Addiction



Installation of Sanitary Napkin Vending Machine and Disposable Machine



Civil Defence Certificate Course



A Session Anti-Ragging Awareness Program



Session on Yoga Asanas for Students and Staff

Practical Exposure through Field and Industrial Visits Promoting Gender Sensitization

Field Visits



Practical and Live Experience of the IT industry by Visiting R.U.D.R.A Cyber Security



Visit to the Bombay Stock Exchange

Visit to Reserve Bank of India





Visit to ARMITE COLLEGE OF ENGINEERING



Visit to Sakal News and Saam TV



Field Visit to Small Scale Manufacturing Industry



Visit to Shalimar Hosiery Industry



Visit to CA .M. K. Bhiwandikar Office



Kalyan, Maharashtra, India
64xf+cmr, Adharwadi Rd, Kalyan, Maharashtra 421301, India
Lat 19.248653° Long 73.124255°
17/04/2025 02:19 PM GMT +05:30

GPS Map Camera

Visit to Maharashtra Express Tv News



Ambernath, Maharashtra, India
55PV+285, Amaranth, near by krishna hotel, Anand Nagar, Amaranth east,
Ambernath, Maharashtra 421501, India
Lat 19.184804°
Long 73.193271°
14/12/23 03:03 PM GMT +05:30

GPS Map Camera

Field Visit to Parle G and the National Association of the Blind at MIDC

Industrial Visit



Industrial Visit to Goa Dairy Plant



Industrial Visit to Micro Turner's Plant at Chandigarh

7. Findings & Analysis

1. Overall Student Enrolment Trend:-

The total student enrolment shows a fluctuating but generally stable trend over the five academic years.

Enrolment increased from 1078 in 2020–21 to a peak of 1464 in 2022–23.

A slight decline is observed thereafter, with 1407 in 2023–24 and 1325 in 2024–25.

The initial increase reflects improved admission intake, while the later marginal decline may be attributed to demographic changes, competition, or external academic factors.

Finding: The institution maintains a consistent enrolment strength with minor year-to-year variations.

2. Male Student Enrolment Analysis:-

Male enrolment remains higher than female enrolment throughout the period under review.

Male students increased from 754 (2020–21) to 926 (2022–23).

After 2022–23, a gradual decline is observed, reaching 808 in 2024–25.

Despite the decline, male students continue to form the majority population each year.

Finding: Male enrolment shows growth until 2022–23, followed by a moderate reduction, yet remains dominant overall.

3. Female Student Enrolment Analysis:-

Female enrolment shows a positive and encouraging trend across most years.

Female students increased from 324 (2020–21) to 538 (2022–23).

A minor dip occurred in 2023–24 (496).

Enrolment again improved to 517 in 2024–25, indicating recovery and sustained interest.

Finding: Female enrolment demonstrates consistent participation and resilience, reflecting improved access and inclusivity.

4. Gender-wise Comparative Analysis:-

The gender gap is evident but gradually narrowing, especially from 2020–21 to 2022–23.

Female representation increased significantly during the middle years.

Although males still outnumber females, the female share of total enrolment has improved over time.

Finding: The institution shows progress towards gender balance, though scope for further improvement remains.

5. Interpretation of the Gender Audit Graph:-

The bar graph visually confirms that:

Total enrolment peaks in 2022–23.

Male enrolment bars are consistently higher than female bars.

Female enrolment shows a steady upward pattern, particularly noticeable after 2020–21.

The narrowing difference between male and female bars in recent years highlights increasing gender inclusivity.

Finding: Visual representation supports numerical data, confirming positive gender participation trends.

6. Key Observations:-

The institution has successfully increased female enrolment over the years.

The declining trend after 2022–23 affects both genders, indicating external rather than gender-specific factors.

The data reflect a supportive academic environment for women learners.

8. Recommendation & Action Plan

Based on the observations of the Gender Audit, the following recommendations and action plans are proposed to further strengthen gender equity, safety, and inclusivity within the institution. These measures aim at continuous improvement and alignment with statutory and quality benchmarks.

Sr No.	Area	Recommendation	Proposed Action
1	Safety & Security	Strengthen campus safety mechanisms	Increase awareness of Sakhi Box and Jatayu Helpline through orientation sessions, posters, and digital displays
2	Infrastructure	Enhance gender-friendly infrastructure	Upgrade women's washrooms, common rooms, and sanitary disposal facilities periodically
3	Leadership	Promote women's leadership	Encourage greater participation of women faculty and students in decision-making committees
4	Awareness	Increase gender sensitization	Organize regular workshops, seminars, and expert talks on gender equality and legal rights
5	Policy Implementation	Strengthen policy awareness	Circulate institutional policies through handbooks, website, and notice boards
6	Student Engagement	Empower girl students	Conduct leadership training, self-defense workshops, and career guidance programs
7	Grievance Redressal	Improve accessibility	Ensure timely review of Sakhi Box complaints and ICC proceedings

8	Monitoring	Continuous evaluation	Conduct annual gender audits and feedback-based reviews
9	Community Outreach	Extend gender initiatives	Promote NSS, DLLE, and WDC outreach programs focusing on women empowerment
10	Documentation	Improve record-keeping	Maintain systematic documentation of gender-related activities and outcomes

Expected Outcomes

- Enhanced safety and confidence among women on campus
- Increased participation of women in leadership and governance
- Improved awareness of gender rights and institutional support systems
- Strengthened compliance with NEP, UGC, NAAC, and statutory guidelines

The institution demonstrates a strong commitment towards gender equity and women empowerment. Implementation of the above recommendations will further reinforce a gender-sensitive academic environment and contribute to holistic institutional development.

9. Conclusion

The Gender Audit of the institution indicates a consistent and committed approach towards promoting gender equity, safety, and inclusivity within the campus. The existence of structured policies, statutory committees, women-friendly infrastructure, and active participation of women in leadership and decision-making roles reflects the institution's dedication to gender-sensitive governance.

Initiatives such as the Women Development Cell, Internal Complaints Committee, Sakhi Box, Jatayu Helpline, and gender sensitization programmes have significantly strengthened awareness, safety, and grievance redressal mechanisms. These efforts contribute to building a secure, respectful, and supportive environment for women students, teaching staff, and non-teaching staff.

The gender audit analysis reveals that while male students constitute a larger share of enrolment, female participation has improved steadily, particularly during the last five academic years. The institution demonstrates a commitment to gender equity through sustained female enrolment growth. Continued focus on awareness programs, scholarships, safety measures, and academic support can further strengthen gender balance in future admissions.

The audit also highlights the importance of continuous monitoring, documentation, and capacity-building activities. Implementation of the recommended action plan will further enhance institutional practices and ensure sustained progress towards equality, dignity, and empowerment. Overall, the institution demonstrates a positive trajectory in fostering a gender-responsive academic ecosystem aligned with NEP, UGC, and NAAC guidelines.