



# **Achievers College** **of Commerce & Management (Night College), Kalyan**

## **Gender Audit**



### **Principal Investigators**

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Dr. Varsha Bobade  
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Mrs. Pooja Talekar

## ACKNOWLEDGEMENT

We place on record our sincere gratitude to the authorities of Achievers College of Commerce and Management (Night), Kalyan, especially Prin. Dr. Sangita Naik for her constant encouragement and support.

We express our special thanks to IQAC Coordinator Ms. Sophia D'souza, Convener of College Women Development Cell Ms. Siddhi Chavan for their careful assistance in conduct and completion the Audit.

We are also thankful to the Chairman of the Institution Dr. Mahesh Bhiwandikar for his visionary mission and due care extended to WDC. Thanks are also due to all the Teaching and support staff of Achievers Family for timely data collection and compilation.

Name

Signatures

Ms. Sophia A. D'souza



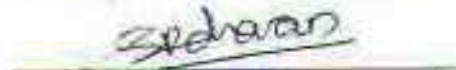
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## PART – I INTRODUCTION

Achievers College of Commerce and Management (Night College), Kalyan, is affiliated to University of Mumbai since the year 2013 and is a self-financing Institution. It was founded by Shree Dnyanraj Mauli Shikshan Seva Mandal, Kalyan, by a visionary educationist Dr. (CA) Mahesh Bhiwandikar. Since the inception the College was being housed and managed in a small building located at Jai bhagwan Tower Murlidhar Aali, Par Naka, Tilak Chowk Kalyan and later from 12<sup>th</sup> June, 2018 it was shifted to its present location at Joshi Baug, Malhar Nagar, Kalyan. The College has five UG and One PG Program. College has framed its own vision, mission, Core Values & objectives, according to the national policy which involves quality promotion and its sustenance.

The College is the only Night College in the city of Kalyan and surrounding region. College is ISO-2009:2015 certified institution and also is recognized under section 2 (f) of University Grants Commission.

Being a night college, it caters to the needs of working class of the students and also offers internship and job placements to needy students. The greed to learn and gain work experience are aligned by the College Mantra ***“Earn While You Learn”***. It has a unique feature of catering to the needs of working class of girls, who strive hard to maintain the balance between family and their career. The College also offers internships and placements to the needy girl students.

College is both Staff and Student friendly. Majority of the staff are women. The infrastructure is designed in the interest of both the staff and students. Spacious classrooms, good ventilation, white boards, blackboards, overhead projectors and comfortable seating system with Stair case on both the sides of the floor makes it convenient for every stakeholder. Each floor is facilitated with staff room, washrooms, notice boards in such a way to have easy access to the students and the staff.

College offers various UG, PG, skilled based, Government approved computer courses and Add-on Certificate courses. College also has NSS Unit, Career Counseling Cell, Business Incubator, Campus to Corporate Placement Cell, Women Development Cell and a Help Desk to counsel, groom and motivate students.



A special help line '**Jatayu**' is available for girl students 24 x 7 x 365.

The College has young and enthusiastic team of Teaching and Support staff headed by the dynamic Principal who dedicatedly work under the able guidance of the Chairman.

**The Gender Audit has the following objectives:**

- To validate Gender sensitization Action Plan
- To study trend in the gender balance and the factors influencing the gender balance.
- To study the working of Women Development Cell.
- To study the effectiveness of the Helpline "**Jatayu**".
- To study the participation or involvement of girls/ Ladies staff in decision-making processes in all areas of the College activities.
- To offer suggestions to improve the gender gap.
- To promote gender equality in and around the college campus.
- To review the workings of :
  - Anti-Ragging and Prevention of Sexual Harassment Cell
  - Internal Complaint Committee
  - Women Development Cell
- To review the working environment for female faculty and students.
- To study role of NSS volunteers in promotion of Gender Equity.

## **PART- II**

### **GENDER SENSITIZATION ACTION PLAN**

1. The Principal of the College under the able guidance from College Development Committee are responsible for overall admissions and safety of girls in the Campus.
2. The admission to the girls to the College shall be granted on priority basis.
3. The College shall have CCTV surveillance throughout the campus for the overall safety and security of the Girls on the campus.
4. The Women Development Cell shall be formed as follows :
  - a. Principal as an Observer
  - b. A Female faculty as Convener
  - c. One Lady Teaching Staff
  - d. One Lady Non-Teaching Staff
  - e. Female Representative of Students Council.
5. The Women Development Cell shall work as per the guidelines framed by the University and UGC.
6. WDC shall organize programs on the following topics:-
  - a. Orientation program in the beginning of the year
  - b. Gender Sensitization
  - c. Blind Faith and drugs addiction
  - d. Pre-marriage Counseling
  - e. Health and Hygiene
  - f. Legal rights of women
  - g. Sensitization workshops on Laws and rules to safeguard Girls
7. The dignity of women shall be maintained on the campus and the complaints in the regard shall be dealt with severely.



8. A special help line number shall be made available with WDC under the title "JATAYU" which shall render the immediate help to the girls facing any unprecedented events. The helpline shall be made available 24x7x365.
9. The Prevention of sexual harassment Cell shall seriously deal with the cases of Sexual harassment on the campus as per the rules and regulations led by University.
10. The class teacher shall act as a personal mentor for the girls and shall carefully look after the mental health of the students. Every minute deviation shall be seriously dealt with.
11. Self- defense workshop shall be conducted twice a year.

### **PART- III**

#### **ANALYSIS OF DATA AND ITS UNIQUE FEATURES**

Total admissions of the students in the college during last five years are as follows: -

<b>Year</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>
<b>Total</b>	<b>268</b>	<b>380</b>	<b>419</b>	<b>503</b>	<b>823</b>
<b>Male</b>	<b>213</b>	<b>305</b>	<b>320</b>	<b>353</b>	<b>620</b>
<b>Female</b>	<b>55</b>	<b>75</b>	<b>99</b>	<b>150</b>	<b>203</b>

#### **ACADEMIC YEAR 2015 – 16 (STUDENTS ROLL)**

<b>SRNO</b>	<b>COURSE NAME</b>	<b>GRAND TOTAL</b>		
		<b>M</b>	<b>F</b>	<b>TOTAL</b>
1	F.Y.B.Com.	112	21	133
2	S.Y.B.Com.	48	11	59
3	T.Y.B.Com.	15	5	20
4	F.Y.B.M.S.	22	7	29
5	S.Y.B.M.S.	14	8	22
6	T.Y.B.M.S.	2	3	5
	<b>Total</b>	<b>213</b>	<b>55</b>	<b>268</b>



### ACADEMIC YEAR 2016 – 17 (STUDENTS ROLL)

SRNO	COURSE NAME	GRAND TOTAL		
		M	F	TOTAL
1	F.Y.B.Com.	135	29	164
2	S.Y.B.Com.	90	19	109
3	T.Y.B.Com.	44	11	55
4	F.Y.B.M.S.	13	5	18
5	S.Y.B.M.S.	14	7	21
6	T.Y.B.M.S.	9	4	13
	Total	305	75	380

### ACADEMIC YEAR 2017 – 18 (STUDENTS ROLL)

SRNO	COURSE NAME	GRAND TOTAL		
		M	F	TOTAL
1	F.Y.B.Com.	105	27	132
2	S.Y.B.Com.	95	30	125
3	T.Y.B.Com.	69	14	83
4	F.Y.B.M.S.	17	13	30
5	S.Y.B.M.S.	9	5	14
6	T.Y.B.M.S.	13	6	19
7	F.Y.B.A.F.	12	4	16
	Total	320	99	419

**ACADEMIC YEAR 2018 – 19 (STUDENTS ROLL)**

SRNO	COURSE NAME	GRAND TOTAL		
		M	F	TOTAL
1	F.Y.B.Com.	136	57	193
2	S.Y.B.Com.	84	24	108
3	T.Y.B.Com.	73	24	97
4	F.Y.B.M.S.	20	13	33
5	S.Y.B.M.S.	12	13	25
6	T.Y.B.M.S.	8	4	12
7	F.Y.B.A.F.	11	10	21
8	S.Y.B.A.F.	9	5	14
	Total	353	150	503

**ACADEMIC YEAR 2019 – 20 (STUDENTS ROLL)**

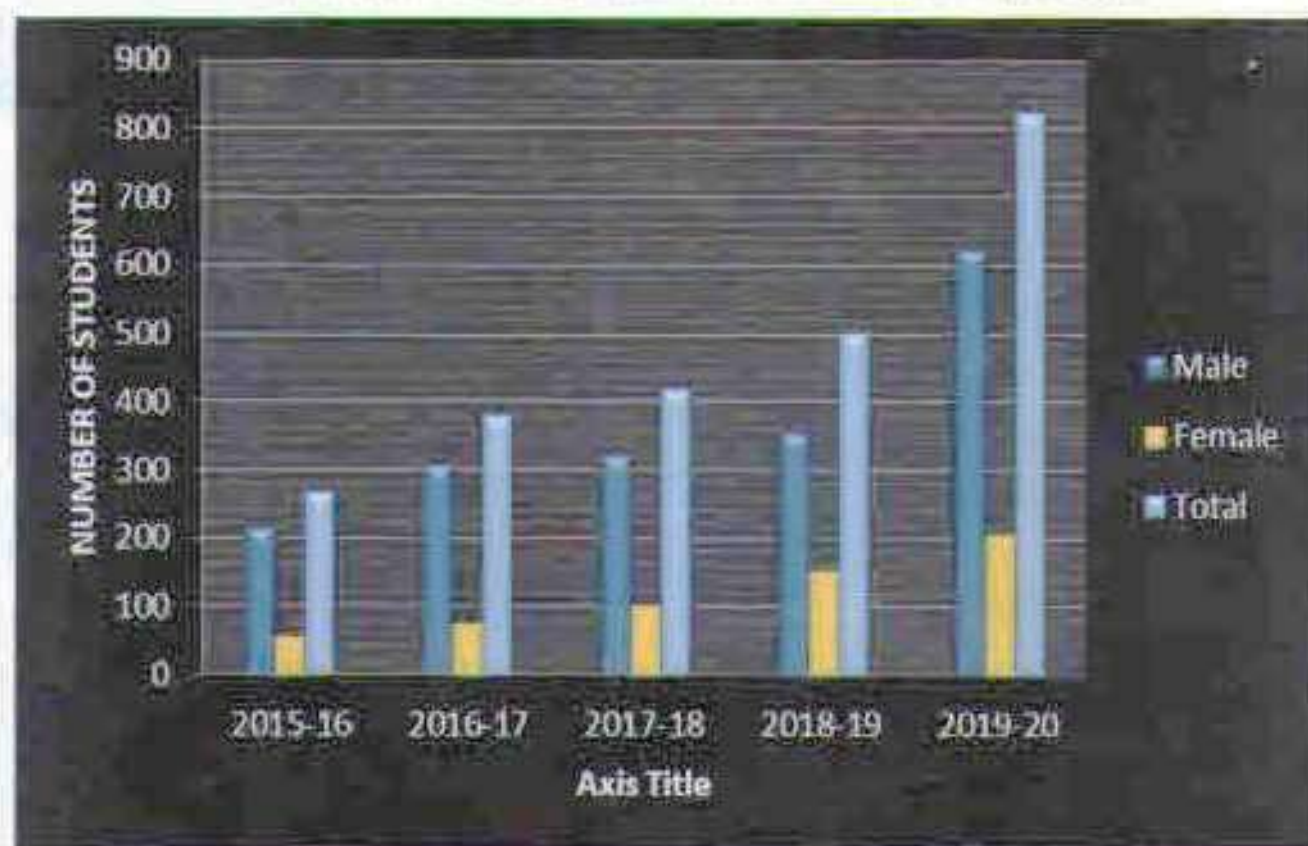
SRNO	COURSE NAME	TOTAL		
		M	F	TOTAL
1	F.Y.B.Com.	219	38	257
2	S.Y.B.Com.	187	53	240
3	T.Y.B.Com.	69	21	90
4	F.Y.B.M.S.	24	8	32
5	S.Y.B.M.S.	18	10	28
6	T.Y.B.M.S.	12	13	25
7	F.Y.B.A.F.	19	23	42
8	S.Y.B.A.F.	10	10	20
9	T.Y.B.A.F.	8	5	13



10	F.Y.B.M.M.	17	4	21
11	F.Y.B.Sc.IT.	29	0	29
12	M.Com.	8	18	26
	Total	620	203	823

The increasing trend in the admissions of girls can be reviewed in the following Graphical View –

#### ACHIVERS COLLEGE STUDENTS STRENGTH

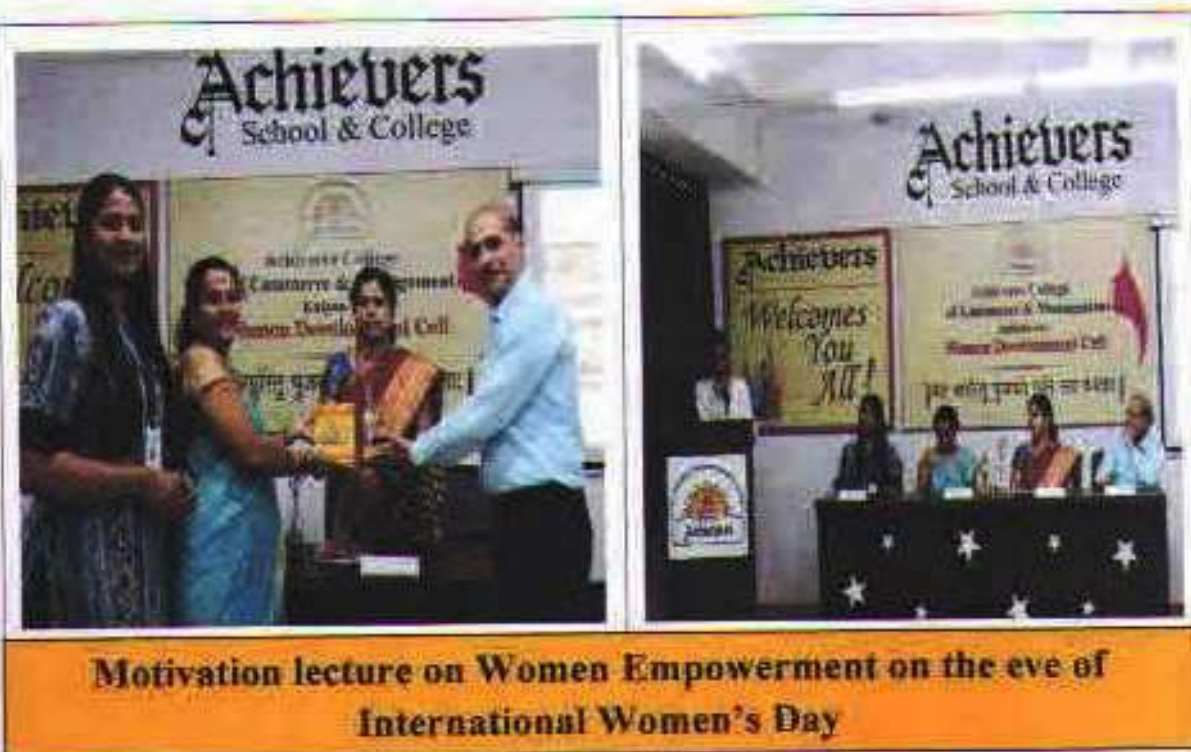


## PART -IV

### GENDER PROMOTION ACTIVITIES

The Woman Development Cell of the College is organizing regular activities for sensitizing college students, anti-sexual harassment and its penal consequences, Internal complaint Committee mechanism, The working of Grievance Redressal Cell and an importance of complaint box to address the issue of Gender equity. Various activities are organized in the college as a measure to promote Gender Equity.

- **Motivation lecture on woman empowerment on the eve of International Woman's Day:** - Mrs. Shraddha Kandalgaonkar, the Chairman of Kalyan Chapter of UDYOGINI, an organization working for woman empowerment was invited to motivate teachers and students on the topic of Utilization of your free time smartly and slowly enter in to a business.







As a mark of respect all the male teachers felicitated female teachers and support staff to honor their dignity of labour and quality of efficiently managing both home and college.



- **INDUSTRIAL VISIT:** - The College organizes study tours in the form of industrial visits in which girls are equally motivated to participate. If required the teachers make home calls to meet the parents and convince them for the participation of their wards in five days Industrial visits out of state.



**College Organized five days Industrial visit at Dainik Bhaskar.**



- **NSS UNIT INITIATIVE:** - The College NSS unit has a good number of girls who work in coordination with male volunteers for the social cause. The participation of girls in the 7 days residential NSS Camps paves satisfactory results for gender equality.



**7 days Residential NSS Camp**



**'Shram Daan' by NSS Volunteers in Camp**

- **INTERCOLLEGIATE COMPETITIONS:** - The entries for the intercollegiate competitions organized at the surrounding colleges are sent for both boys and girls. It is observed the results are satisfactory and students have brought laurels to the college. Thereby the gender equality is achieved to a great extent.



**Students Participation in Various Intercollegiate Competitions**



**Student being awarded**



**2<sup>nd</sup> Prize in Rangoli Competition**



- **COLLEGE ANNUAL SPORTS:** - As a part of Annual sports, the college organizes tournaments and team events of Kabaddi and Cricket for Girls. The outstanding performers are felicitated at annual social.



**College organizes tournaments and team events of Kabaddi and Kho-Kho at Subhash Maidan**



**Participation of Girls in Annual Sports**



**Celebration of Republic day**

- **ANNUAL TALENT HUNT COMPETITION:** - Mr. and Miss Achievers contest is organized every year. In this contest of talent hunt girls are equally motivated to participate along with boys. Miss Achievers and Runners-up are felicitated at the Annual Fair (Annual Social) with a Certificate, Slashes, Crown and a gold medal.



**Achievers Fair Seven- 2019**

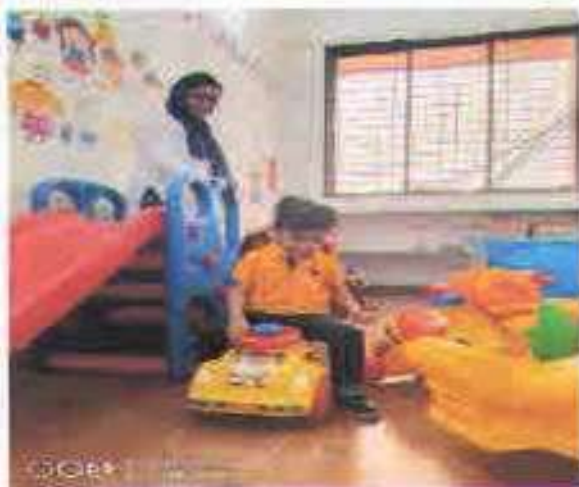


- **UNIQUE INITIATIVE FOR STAFF:** - A baby shower ceremony was organized by the staff for one of the pregnant lady teacher before her proceeding to the long leave for motherhood. It was very memorable event which has paved for the family like atmosphere in the College.



**WDC celebrated a Baby Shower ceremony**

- **V CARE:** - The College has a facility of "V Care" where in babysitting facility is provided for the kids of students and teachers while they are engaged in lectures on the Campus.







**Achievers College Provide babysitting facility for Working Staff**

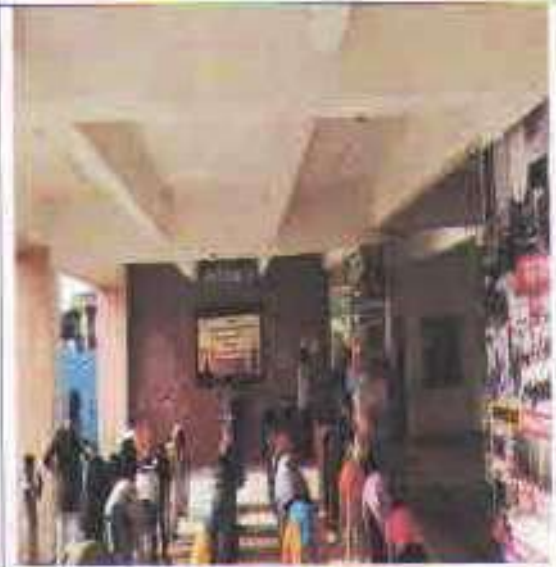
- **HEALTH CHECKUP:** - College organized free Dental and ENT checkup camps inviting lady doctors from the surround region to ensure physical fitness.



**Achievers College organized Free Dental and ENT Checkup Camp**



- **YOGA AND MEDITATION:** - Yoga sessions are regularly organized for students and staff for happy life style.



**YOGA and MEDITATION session**

- **CELEBRATION OF MAKAR SANKRANTI:** - Haldi Kumkum and Kite Flying Program was organized on the eve of Makar Sankranti wherein all the staff and students participated with zeal and enthusiasm.



**Organised Haldi Kumkum on the occasion of Makar Sankranti**



**Kite Flying Program on Makar Sankranti**



- **WORKSHOPS:-** Gender sensitization workshop was organized inviting leading advocate Mrs. Deepali Kulkarni



**WDC organizes Gender Sensitization Workshops**



**Participation of College staff and Students in Gender Sensitization Workshop**

In this Way College offers equal opportunity to all irrespective of the gender. In fact College is more sensitive about girls and ladies teachers which are exhibited by number of programs and initiatives undertaken by the College.

## **INFRASTRUCTURAL FACILITIES PROVIDED**

1. **Separate common room with washroom for girls:** The College have provided separate common rooms with washroom for girls on every alternate floor.
2. **Staff room** on each floor is provided with the attached washrooms.
3. **Sanitary napkins** are provided free of cost on the campus.
4. **Anti ragging, prevention of Sexual Harassment Cell and Discipline committee:** The College has constituted anti ragging committee and code of conduct is displayed at College website.
5. **Skit Plays:** NSS unit organizes skit plays on various events throughout the year on the topics like:-
  - Save Girl Child
  - Girls Speak Out
  - Female Foeticide
  - Gender Equity

In this way College is striving hard to support girls and provide all the possible opportunities and support to maintain congenial atmosphere in the College campus.



## PART -V

### Initiatives of NSS UNIT for Inspiring GIRLS

#### NSS ENROLLMENT:

The enrollment of the girls in National Service Scheme is made equitably. The promotion programs are organized to inform girls the benefits of NSS training. The efforts are taken to develop the overall personality of the girls who are NSS Volunteers:

The girls strength of NSS UNIT for last five years is as follows:-

YEAR	GIRLS	BOYS	TOTAL
2015-16	8	42	50
2016-17	9	41	50
2017-18	10	40	50
2018-19	13	37	50
2019-20	45	55	100



The senior girl's volunteer in NSS promotes activities to attract girls to participate in NSS activities. The NSS unit provides the opportunity for taking up career in Social Work. The students participate in activities conducted in College like Blood Donation Camp, tree Plantation, Drug Addiction, and Road safety. They also participate in 7 days residential Camp organized by the college. Opportunities are also offered to participate in State/ National Level Camps organized by University.

In the past NSS Unit have organized following activities for promotion of Gender sensitization:



**Tree Plantation**



**Independence Day**





**Skit on Drug Addiction**



**Road Safety & Traffic Awareness**



**NSS Residential Camp**

## **PART – VI**

### **CONCLUSIONS AND RECOMMENDATIONS**

The college over a period since inception is showing remarkable progress in promoting gender sensitivity. Gender equality is addressed at all the levels like admissions, scholarships, library facilities, provision of infrastructural facilities and overall teaching learning process. It has organized many events in the interest of girls. College management and staff members are striving hard to nurture the requirements of girls to make them comfortable on the campus.

**In view of future improvements the following recommendations are offered:-**

- 1. More number of extra and co-curricular activities shall be organized especially for girls.**
- 2. Special skill development drives shall be organized for girls.**
- 3. The Internal Complaint Committee shall organize more and more programs for sensitization amongst students.**
- 4. The lecture series of eminent successful woman personalities shall be organized for motivation of girls.**
- 5. Separate program for boys shall be organized for transitional change in their attitude towards women.**
- 6. More number of programs for self-defense shall be organized for girls.**
- 7. Girls common room shall be provided with Sanitary Napkin Pad vending machine.**

Signed sealed and delivered to the College Management on this 25<sup>th</sup> February, 2020.



## Signatures

Ms. Sophia A. D'souza



Dr. Anagha Rane



Dr. Varsha Bobade



Ms. Siddhi Chavan



Mrs. Pooja Talekar

