



JNAN VIKAS MANDAL'S

Mohanlal Raichand Mehta College of Commerce

Diwali Maa College of Science

Amritlal Raichand Mehta College of Arts

Dr. R.T. Doshi College of Computer Science

NAAC Re-Accredited Grade 'A+' (CGPA : 3.31) (3rd Cycle)

Gender Sensitization Action Plan for the year 2023-24

1. A Seminar on Personality Development and hygiene

Objectives:

- To foster a positive self-image and confidence among students.
- To create awareness about the importance of menstrual hygiene and grooming.
- To improve communication skills and body language for personal and professional growth.

Proposed Outcomes:

- Students will develop an understanding of personal hygiene and its impact on health.
- Improved grooming and body language among participants.
- Enhanced self-confidence and positive self-perception among attendees.

2. A Seminar on Women Empowerment on Savitribai Phule's anniversary

Objectives:

- To highlight Savitribai Phule's contributions to education and gender equality.
- To encourage discussions on gender-based violence and social reform.
- To promote awareness of the significance of education in empowering individuals.

Proposed Outcomes:

- Increased understanding of gender equality and the historical context of women's rights.
- Encouraged critical thinking and dialogue on addressing gender-based violence.
- Inspired students to value education as a tool for empowerment.

3. International Women's Day Programme



Objectives:

- To address key issues like gender-based violence, economic disparity, and stereotypes.
- To encourage students to take action toward achieving gender equality.
- To foster an inclusive mindset among students and staff.

Proposed Outcomes:

- Improved awareness of social and economic challenges faced by women.
- Students inspired to challenge stereotypes and advocate for equal opportunities.
- Enhanced understanding of the need for collective efforts in women's empowerment.

4. A Guidance Session on POSH Act**Objectives:**

- To educate students and staff about the POSH Act and its implications.
- To promote a safe and respectful environment in academic and professional settings.
- To create awareness of constitutional rights and legal protections.

Proposed Outcomes:

- Increased awareness of the POSH Act and the consequences of sexual harassment.
- Fostered respectful behavior and attitudes within the campus community.
- Empowered students with the knowledge to address and report harassment.

5. Martial Arts Training Program**Objectives:**

- To equip students with self-defense skills to ensure personal safety.
- To promote equality and mutual respect among genders through practical activities.
- To challenge and break traditional gender stereotypes.

Proposed Outcomes:

- Students will acquire practical self-defense techniques for personal safety.
- Increased confidence and empowerment among participants.
- A more inclusive mindset and breaking of stereotypes related to gender roles.





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Padmashree (Dr.) R.T. Doshi Degree College of Computer Science
Plot no.9, Sector -19, Airoli Navi Mumbai
NAAC Re-Accredited 'A+' Grade (CGPA 3.31) (3- Cycle)

NAME AND ADDRESS OF THE COLLEGE :	Jnan Vikas Mandal's Mehta Degree College, Airoli, Navi Mumbai 4000708
NAME AND DESIGNATION OF AUDITOR :	Dr. Prajakta Kadu Incharge, Zoology Department
DATE OF AUDIT :	24/ 01/ 2024
OBJECTIVES OF THE GENDER AUDIT :	<ul style="list-style-type: none">➤ To conduct a quality gender audit for academic years from 2023-24.➤ To assess the collective capacity of the organization to examine its activities from a gender perspective.➤ To review effective institutionalization of gender equality in the policies, programmes, organizational structures across all departments, administrative bodies and students.➤ To document good practices towards the achievement of gender equality and to review whether prevailing internal practices and related support systems have been effective and reinforcing each other and whether they are being actually followed.➤ To identify gender gaps and critical challenges if any and to recommended ways of strengthening the service delivery mechanism.➤ To suggest possible improvements and innovations.
METHODOLOGY :	In order to meet the objectives of gender audit, to carry out physical inspection of entire college premises, review the relevant documents and reports maintain in the college, holding discussion to all stake holders present in



PREFACE:

The committee was provided with relevant information in advance of the visit, focusing on five key areas identified by the IQAC Cell of the college:

- Demographic profile of students from gender perspective.
- Gender statistics of staff (Teaching & Non-teaching).
- Gender representation in various functional committees of the college during the last years.
- Female participation in Extension activities (including those arranged by NSS, DLLE, WDC)
- Academic achievements of girls.

College on vital areas of institutional functioning from gender perspective in place, the following report is presented for consideration. The audit team was briefed by the Principal about the strategy followed at the college towards realizing gender equality after due deliberations with the stake holders of the college.

Sr. No.	Area	Observation
I	Gender Sensitive demographic Profile of the Institution	<p>Students: In all eight Departments and four Post Graduate Departments are offered by the college. Though gender balance in admission mainly depends on demand ratio for each course the college maintains by and large a gender balance in all courses.</p> <p>The data on student enrolment shows an obvious trend from gender view point in both UG and PG programmes.</p> <p><u>U.G. Programmes :</u></p> <p>The girls percentage is as follows :</p>



- B.Com. - 50%
- B.Sc. - 67%
- B.Sc. (I.T) - 38%
- B.Sc. (C.S) - 37%
- B.A.F - 58%
- B.B.I - 55%
- B.M.S. - 47%
- BAMMC - 38%

P.G.Programmes :

The girls percentage is as follows:

- M.Com - 59%
- M.Sc.(Organic) - 36%
- M.Sc. (Analytical) - 50%
- M.Sc (I.T) - 26%

Faculty: Staff profile reveals predominant appointment of female Faculty.

Percentage of female faculty : 70%

Non-teaching Staff: Among administrative staff around are female.

Percentage of female of non-teaching staff : 33%

II Academic Progress

➤ College follows a healthy practice of felicitating the rankers in each class every year by arranging Prize distribution function and majority of ranks bagged by girls

➤ Girls outweigh boys in overall academic performance as toppers by 62%

III Extension Activites

➤ Gender balance has almost been achieved in NSS extension & enrolment. Girl's enrolment has been higher 51 %

➤ Annual Prizes as NSS outstanding Student of the Year, Best Student



	<p>Volunteer (girls) is given every year to encourage girl's students.</p> <ul style="list-style-type: none"> ➤ Gender balance has almost been achieved in DLLE extension activity in which Girl's enrolment is approximately 50% ➤ Some boys have also been included in Gender Sensitization cell to bring in greater sensitization of gender equality. ➤ Girl students of the college have participated in Intra and inter collegiate University level. There is a large scope for the students to reach National and International level with proper training. ➤ Self-Defense course is conducted for girl's students through trained professionals.
<p>IV Support Services</p>	<ul style="list-style-type: none"> ➤ The college is situated in a prominent place at Airoli and adequate security arrangements are made for safe environment for girl students. ➤ In class room activities and in co-curricular and extracurricular activities equal opportunities given to all gender. ➤ Separate reading place is provided for girls students in library. ➤ Grievance Redressal Mechanism prevails as per UGC norms, there is internal Complaints Committee (ICC), Grievance Redressal Committee / Sexual Harassment / Anti-Ragging Committee as per UGC norms to prevent gender gaps and critical challenges and no adverse case had been reported during the referral period. ➤ Total 49 Committees have been formed to conduct various activities and with faculty consists predominantly of female, 70% of members of committees had been female. ➤ Gender awareness and gender sensitization programmes have been conducted. ➤ Interaction with Non-teaching staff revealed that service records have been properly maintained, maternity/paternity leave facility, PF/Gratuity benefits



etc. extended as per norms, and staff welfare measures like preference to wards of college staff for admission in the institutions run by the college management etc. are availed of by the college staff.

V Physical Infrastructure	<ul style="list-style-type: none">➤ Well-built infrastructure for an urban college but large student intake (especially more girls) demands more facilities.➤ More than 150 number of CCTV cameras for safety and security.➤ Adequate number of toilets for girls available and efforts taken to arrange facilities in the toilets keeping in the minds the need of female students (Sanitary Napkin Vending Machine, Disposal bins etc.)➤ Separate arrangement has been made such as common rooms for Girls with required infrastructure. <p style="text-align: center;">Interaction with students discloses the following requirements:</p> <ul style="list-style-type: none">➤ Canteen facilities to be improved.➤ More arrangement has to be made in girl's common rooms such as a bed for sick students, table, internet connection and Wi-Fi zone, Air conditioning etc.➤ A separate boy's common room should there.
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RECOMMENDATIONS:

The main findings of the audit show that in general, all the departments and students are aware about the need for gender sensitization and equality at a general level. As the college is keen in implementing effective Gender Policy, the auditors, on the basis of their findings, recommend the following with respect to the Gender Audit conducted in the college:


- Gender Sensitization Cell to design an action plan every year and report in the year end to IQAC CDC about gender mainstreaming initiatives taken in the college.
- Collaboration with NGO and various other colleges for organizing more gender




sensitization activities.

- Gender Sensitization Cell along with other committee and Departments should design Certificate course in Gender Studies, life skills and gender empowerment etc.
- Initiatives undertaken by Gender Sensitization Cell on Self Defense Courses, Yoga workshops and Gender Sensitization Programmes and imparting continuing education on gender sensitivity etc. be planned, conducted on regular basis and be recorded.
- Long term Self Defense training programs should be initiated.
- Proactive role of Extension Unit in increasing Gender Equality.
- More students representation to be introduced in various committees like ICC, Grievance Redressal Committee, Anti-ragging Committee.
- Coaches may be appointed in specific sports in which there is scope for participation of girls at national level.
- Due care be taken to instill confidence in the minds of female students by spreading information Grievance Box and importance of CCTV surveillance in the college premises.




I/c. PRINCIPAL
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