

# SHAILENDRA EDUCATION SOCIETY'S ARTS, COMMERCE & SCIENCE COLLEGE

## GENDER AUDIT

YEAR: 2015-16 to 2018-19



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## 1. INTRODUCTION

Shailendra Education Society's Arts, Commerce and Science College was started in September, 1994 to cater to the long- felt need of the students population of Dahisar area of Mumbai, after obtaining permission from the Government of Maharashtra and the University of Mumbai.

The College made a beginning with one division of First Year B.Com class for the academic year 1994-95. The first year B.A. started in 1995-16. The division of first year B.B.I. was started 2004-05 followed by B.M.S. in 2008-09 and B.Sc. (I.T.) in 2010-11. The College has now full-fledged degree courses in B.Com., B.A. B.B.I., B.M.S., B.Sc. (I.T.) and M.Com affiliated to University of Mumbai. The Arts and Commerce faculties are on 100% grant basis and the college has acquired permanent affiliation status and recognition under 2(f) and 12(B) of UGC. The college has two Ph.D. Research Centre under the faculty of Commerce in the subject of Business Economics and Commerce.

Vision of the institute is "Transforming dreams into reality by harnessing potential to create an intellectually aspiring, emotionally and social binding environment" automatically helps college to look for up gradation of women in society. The Gender Audit is an attempt to see whether the college has good gender balance and takes care of women students by formulating and implementing different women upliftment policies. It also helps to access its impact on gender balance environment. The college always focuses on overall development of students with quality enhancement. By keeping a policy of gender balance, the college provides various facilities and special attentions to needs of girl students.



## 2. OBJECTIVES

The main objectives to conduct gender audit are as follows:

1. To adopt a process for the creation of a gender equitable Institution.
2. To find out whether gender equality is effectively institutionalized in the policies, activities and organizational structure of the institution.
3. To identify strengths and weaknesses of the institution in promoting gender equality issues.
4. To find out the gender balance in the institution and the factors behind it.
5. To identify critical gaps and challenges for effective gender mainstreaming.
6. To suggest measures for gender equality initiatives and sharpen institutions learning on gender process.
7. Good practices towards gender equality.





### 3. GENDER SENSITIVE FEATURES

The institution believes in gender equality and has created policies and environment for gender sensitization. Institution has formed various committees like Women Development Cell, Internal Complaints Committee (ICC), and Anti Ragging etc. to give special attention to gender equality. Women Development Cell of College is committed to promote and develop gender sensitization in the institute.

#### A. Programs / Activities conducted for Gender Related Issues

S.N.	Name of the activity	Organizing unit/ agency/ collaborating agency	Year of the activity	Number of students participated in such activities
1	Seminar on Women Commuters Security	WDC of SES & Railway Protection Force , Western and Central Railway Mumbai	2015-16	211
2	Self Defense Workshop	WDC of SES and Commando Self Defense Academy	2015-16	117
3	Guest Lecture on Women Empowerment	Lecture by Ms. Dino Matthew	2015-16	78
4	Survey on Status of Women	Status of Women Study Project taken under DLLE .	2015-16	51
5	Street Play on women issues	DLLE units of College in UDAAN festival	2015-16	16
6	Poster competition on women issues	DLLE units of College in UDAAN festival	2015-16	02
7	Play named "Her Master's Voice"	Drama Club during Annual Day	2015-16	10
8	Yoga Session (International Yoga Day)	NSS & Ambika Yoga Kutir, LIC branch, Borivali (W)	2016-17	47
9	AIDS Awareness Rally	DLLE along with Rashtra Swasthya Prabhodhini	2016-17	150



		(RSP)		
10	AIDS Awareness street Play	DLLE along with RashtraSwasthyaPrabodhini (RSP)	2016-17	100
11	Marathi Folk Bhondla	Marathi VangmayMandal	2016-17	101
12	Lecture on Relationship Management	WDC of SES and an NGO VivekJyotsna	2016-17	132
13	Daily Beauty Home Care	WDC of SES	2016-17	84
14	Yoga Abhyas	NSS/ ShriAmbika Yoga Kutir	2017-18	110
15	Self Defence	WDC of SES	2017-18	140
16	Breast Cancer Prevention and Prevention of PCOD	WDC/ Brahmakumari Global Hospital and Research Centre	2017-18	95
17	Seminar on Personality Development	By Ms. PrachiKesarwari Founder of Chief Image Consultant with WDC	2017-18	112
18	Hygiene among women	WDC/Rotary Club of Mumbai , Goregaon (East)	2017-18	125
19	Lecture on Health Management	WDC of SES	2017-18	86
20	Course on SanskarBhartiRangoli	Value added course	2017-18	24
21	Course on Paper Quelling	Value added course	2017-18	39
22	Course on Diya Painting	Value added course	2017-18	16
23	Course on Gift Box Decoration	Value added course	2017-18	26
24	Mime on section 377	Drama Club at Youth Festival of Mumbai University	2017-18	06



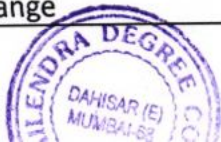


25	Marathi Act on Allegoria – he lady or the Tiger	At Indian National Theatre and various other colleges by Drama Club	2017-18	20
26	Legal Rights of Women	WDC of SES	2018-19	115
27	Verbal & Non verbal competition on “Expression” MY BODY MY CHOICE	WDC of SES	2018-19	39
28	Three days Self Defence workshop in first term of 2018-19	WDC of SES	2018-19	99
29	Students were sent for one day self defense workshop at M.K. College , Borivali	WDC of SES	2018-19	79
30	Two day Self Defense workshop in second term	WDC of SES	2018-19	44
31	Course on SanskarBhartiRangoli	Value added course	2018-19	06
32	Course on Paper Quelling	Value added course	2018-19	07
33	Course on Diya Painting	Value added course	2018-19	06
34	Course on Gift Box Decoration	Value added course	2018-19	07
35	Course on Tailoring	Value added course	2018-19	10
36	Lecture on Gender Justice	NSS of SES	2018-19	50
37	Street Play on Menstruation Problem	NSS of SES	2018-19	15



## B. Women Achievers in the College

S.N.	Name of the Achievers	Year	Achievements
1.	Ms. Jahanvi More SYBA	2015-16	First prize in Marathi Essay Writing Competition conducted by Bhavans College
2.	Ms. AnjuDake TYBA	2015-16	Consolation prize in Book Review competition conducted by J.M.Patel College of Commerce
3.	Ms. NilamSawant Ms. Siddhi Sawant Ms. VanitaWala	2015-16	Team got Second prize in Data Speak Competition conducted by J.M. Patel College Goregoan(E)
4.	Ms. Ankita Sharma	2015-16	Selected to participate in State Level NSS Avahan Camp and University level NSS camp
5.	Ms. DikshaJadhav	2015-16	Won second prize for Quiz Competition on Indian Constitution conducted by Patker College
6.	Ms. DayagauriHirpara	2015-16	Best Student for the Year
7.	Ms. PratikshaKotian	2016-17	Selected to participate in State Level NSS Avahan Camp
8.	Ms. SakshiTakke& Ms. AshwiniKharade	2016-17	Selected for 7days Yoga training at Kalina campus NSS Unit of University of Mumbai
9.	Ms. SayaliHatpale& Ms. RanjanaJadhav	2016-17	Won Best NSS Project competition organized by M.D.CollegeParel
10.	Ms. Neha Gupta	2016-17	Best Student for the Year
11.	MsTamanaMulla&KavitaParithe	2017-18	Won first prize in Nail painting competition conducted by Reena Mehta College , Bhayandar
12.	Ms. Anushka Singh &KalpanaRakshe	2017-18	Selected for 7days Yoga training at Kalina campus NSS Unit of University of Mumbai
13.	Ms. PranitaWarankar	2017-18	Participated in the International World Karate Federation Europe & qualified the International Referee Examination
14.	Ms.NehaShinde	2017-18	First prize at Elocution competition organized by Dept. of Marathi , University of Mumbai
15.	Ms. Subhashree Panda	2017-18	Won third prize at the Quiz competition conducted by Anubhav Mumbai an NGO.
16.	MsNehaShinde	2018-19	First Prize in elocution competition conducted by Nava SamajMandal Degree College
17.	Ms. ShwetaYerapale	2018-19	Third Rank in Athletics Competition Shot Put conducted by Reliance Youth Foundation
18.	Ms. NutanChikhale	2018-19	Second Rank in 400 meter Run by Reliance Youth Foundation
19.	Ms. Kajal Patel	2018-19	Second Rank in Athletics Competition Shot Put conducted by Reliance Youth Foundation
20.	Ms. PoojaGange	2018-19	Selected for State Republic Day Parade



*Signature*  
Principal  
Shailendra Education Society's



21.	Ms. Anjali Shukla	2018-19	First prize in Poetry competition on Women Empowerment conducted by Anubhav Mumbai , an NGO
22.	Ms. DivyaChampanerkar	2018-19	Second prize in Poetry competition on Women Empowerment conducted by Anubhav Mumbai , an NGO
23.	Ms. PratikshaKulal	2018-19	First Prize in Poster making competition conducted in Mudra Festival.
24.	NehaShinde	2018-19	Represented in District Youth Parliament

### C. Facilities for Girls:

1. **Ladies Common Room:** A separate room named Ladies Common Room is allotted where girl students have full privacy and attached washroom with mirrors and other facility.
2. **Girls Washroom:** The college has four different places one at each floor girl's hygienically cleaned washrooms with ample supply of water.
3. **Drinking Water:** Separate water coolers and water purifiers are placed for girls.
4. **Canteen:** In Canteen a separate section is kept for girl's student looking at their convenience. They have their own space to enjoy their food during brakes.
5. **Sanitary Napkin Vending Machine:** Sanitary Napkin Vending Machine with incinerator installed in Ladies Common Room on third floor.
6. **Safety Measures:** For safety college is well equipped with security staff and CCTV- cameras are installed at different points covering entire campus.
7. **Sports:** The College has big sports ground for outdoor games and girls can play indoor games in gymnasium. Sports director is available for sports coaching.
8. **Rifle Shooting Coaching:** College has Rifle shooting range and every year girls take coaching in various batches.
9. **Library:** Separate sitting facilities are available for girls students in the library. Separate rack displays magazines and journals related to women issues are allotted in the library.



#### 4. CURRICULAR ASPECTS OF GENDER EQUALITY

The college is affiliated with the University of Mumbai and follows semester system as per the rule. Various streams have covered gender perspective in curricula.

**ARTS, COMMERCE, MANAGEMENT & SCIENCE:** The Foundation Course is a compulsory subject for all streams of students which covers topics like gender imbalance, women empowerment, violence against women, women in mass-media, declining sex ratio, women in politics etc. in F.Y. B.Com classes commerce subject provides information related to women entrepreneurs.

**DEPARTMENT OF POLITICAL SCIENCE:** Topics like feminism as a political ideology, women participation in Indian and International Politics, gender justice, gender equality, patriarchy and its role in women oppression, social reforms on women issues are discussed. The reforms in British era and post-independence reforms related to women provide students an understanding of women's role and contribution in the society.

**DEPARTMENT OF HISTORY:** History Dept. covers various topics similar to gender related issues and contributions in Indian Society. Topics like role of women in Indian freedom struggle, social reforms in 19<sup>th</sup> and 20<sup>th</sup> century related to women emancipation, interfaces of women group during the modern era, condition of women during various ages (ancient, Vedic, Mauryan, Gupta, Delhi Sultanate and Mughal), condition of women in Indus Valley Civilization and social legislation regarding women empowerment in contemporary India are helping students to get a comprehensive view on women position earlier and now. They also provoke thoughts on gender biased has generated gender inequality in any society.

These courses are executed with the aim of creating potential awareness of the purposes with which they have been introduced for students. The teachers have also been regular in attending refresher work, workshops, seminars and conferences on Gender equality organized by the UGC, Parent University as well as other universities and colleges.





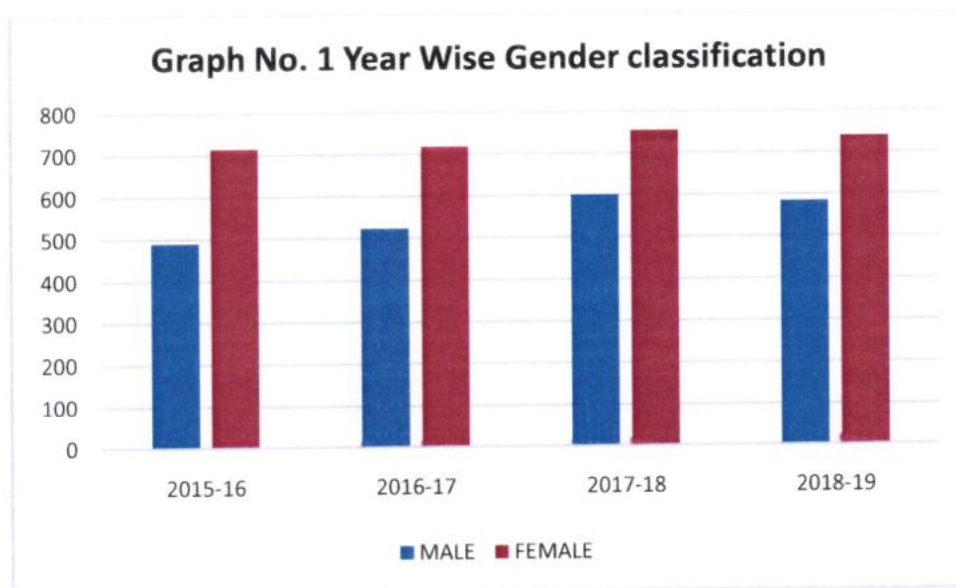
#### 4. GENDER BALANCE : Male –Female Ratio

#### GENDER BALANCE AMONG STUDENTS ENROLLEMENT AT GRADUATION LEVEL (2015-19)

##### I. Year wise Gender Classification:-

Table No. 1: Year Wise Gender Classification

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	489	714	1203	40.65	59.35
2016-17	524	717	1241	42.22	57.78
2017-18	600	754	1354	44.31	55.69
2018-19	588	738	1326	44.34	55.66



The table and graph no. 1 shows year wise gender classification of male and female number of students in the college. It is clearly evident that number of female is always more than number of male since the year 2015-16 to 2018-19.



## II. Gender Difference in Various Social Categories Among Students:-

Table No.2 :Gender Difference in Various Social CategoriesYEAR: 2015-16

Sr. No.	Category	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
1	SC	54	73	127	11.04	10.22
2	ST	6	5	11	1.23	0.70
3	DT	0	2	2	0.0	0.28
4	NT	20	39	59	4.09	5.46
5	OBC	71	95	166	14.52	13.31
6	SBC	4	8	12	0.82	1.12
7	OPEN	334	492	826	68.30	68.91
<b>TOTAL</b>		<b>489</b>	<b>714</b>	<b>1203</b>	<b>40.65</b>	<b>59.35</b>

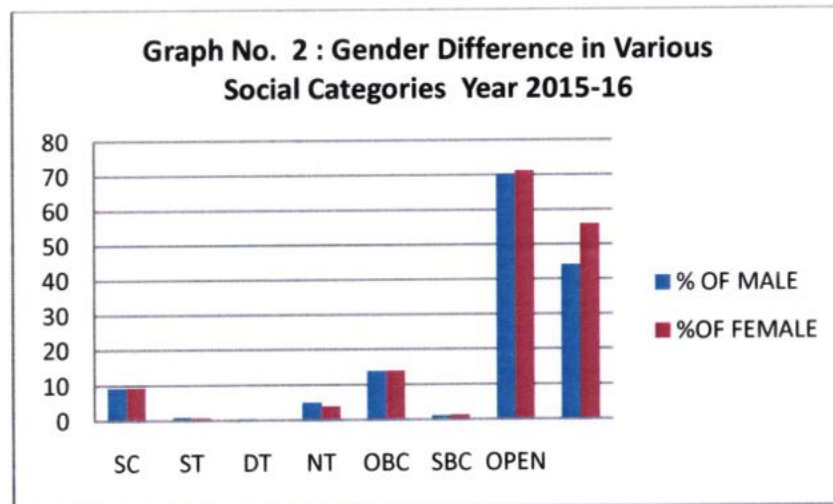
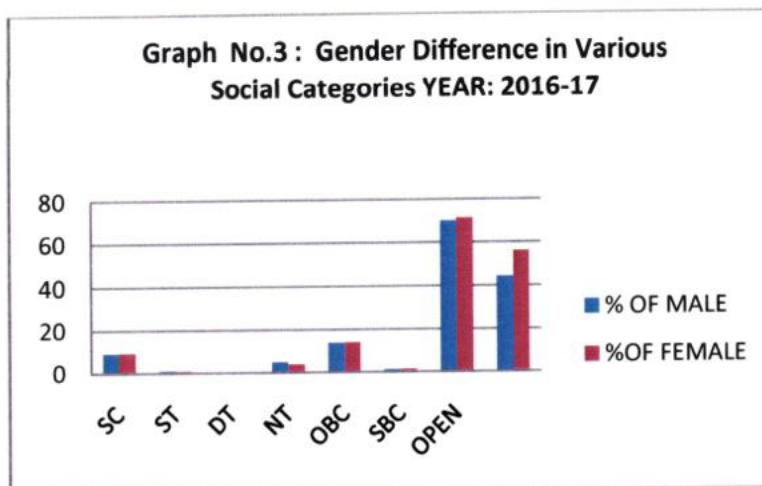


Table No.3 :Gender Difference in Various Social Categories YEAR: 2016-17

Sr. No.	Category	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
1	SC	52	74	126	41.27	58.73
2	ST	6	5	11	54.55	45.45
3	DT	0	0	0	0.00	0.00
4	NT	21	30	51	41.18	58.82
5	OBC	77	116	193	39.90	60.10
6	SBC	1	10	11	9.09	90.91
7	OPEN	367	482	849	43.23	56.77
<b>TOTAL</b>		<b>524</b>	<b>717</b>	<b>1241</b>	<b>42.22</b>	<b>57.78</b>

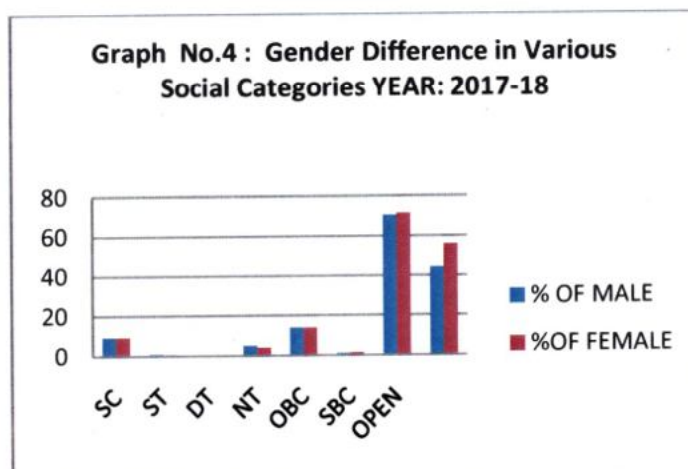






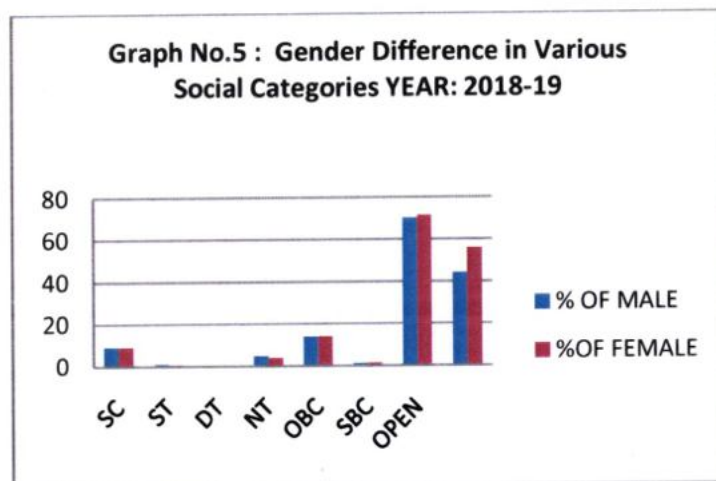
**Table No.4 :Gender Difference in Various Social Categories YEAR: 2017-18**

Sr. No.	Category	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
1	SC	61	76	137	10.17	10.08
2	ST	7	5	12	1.17	0.66
3	DT	0	0	0	0.00	0.00
4	NT	30	30	60	5.00	3.98
5	OBC	80	97	177	13.33	12.86
6	SBC	5	11	16	0.83	1.46
7	OPEN	417	535	952	69.50	70.95
<b>TOTAL</b>		<b>600</b>	<b>754</b>	<b>1354</b>	<b>44.31</b>	<b>55.69</b>



**Table No.5 :Gender Difference in Various Social Categories YEAR: 2018-19**

Sr. No.	Category	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
1	SC	53	68	121	9.09	9.21
2	ST	5	5	10	0.86	0.68
3	DT	2	0	2	0.34	0.00
4	NT	28	28	56	4.80	3.79
5	OBC	80	102	182	13.72	13.82
6	SBC	6	9	15	1.03	1.22
7	OPEN	414	526	940	70.41	71.27
<b>TOTAL</b>		<b>588</b>	<b>738</b>	<b>1326</b>	<b>44.34</b>	<b>55.66</b>



As these tables show the percentage of gender difference in the admissions of male and female students from the academic year 2015-16 to 2018-19. In terms of gender difference in various social category, table no. 2 to 5 clearly indicating admission of female (barring few cases) in all reserve categories are more or less same and total percentage of women is high every year. The college has always fulfilled women reservation policy in admission process.

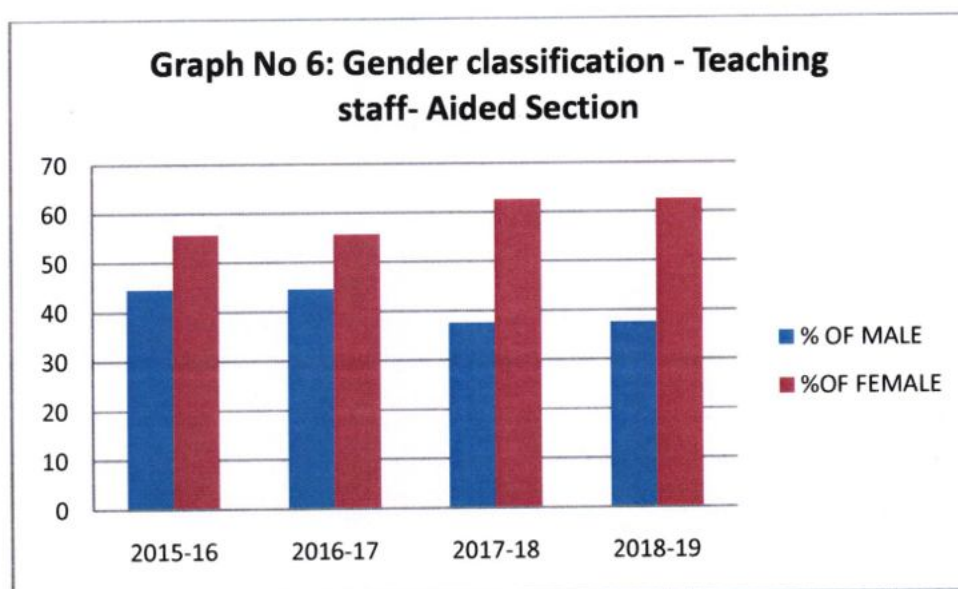




### III. Gender Difference in Teaching and Non-Teaching Faculty:-

Table No. 6: Gender classification - Teaching staff- Aided Section

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	04	05	09	44.44	55.56
2016-17	04	05	09	44.44	55.56
2017-18	03	05	08	37.50	62.50
2018-19	03	05	08	37.53	62.50

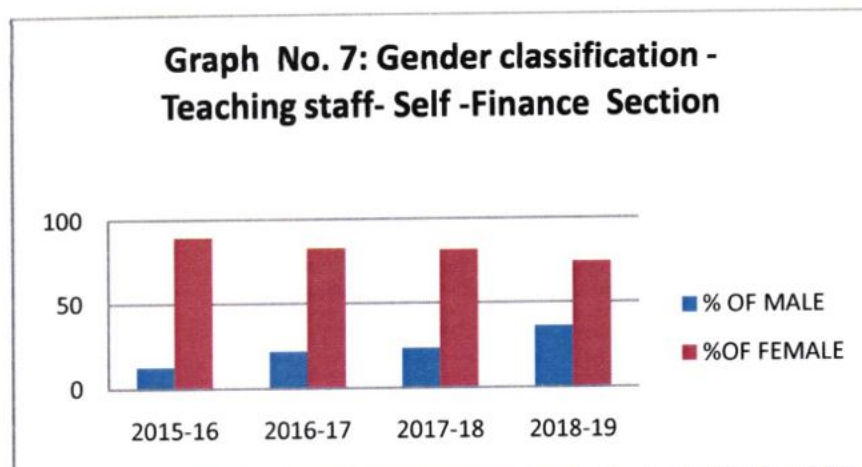


### Teaching staff- Self Finance Section

Table No. 7: Gender classification - Teaching staff- Self -Finance Section

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	02	16	18	12.50	88.89
2016-17	03	14	17	21.43	82.35
2017-18	03	13	16	23.08	81.25
2018-19	05	14	19	35.71	73.68



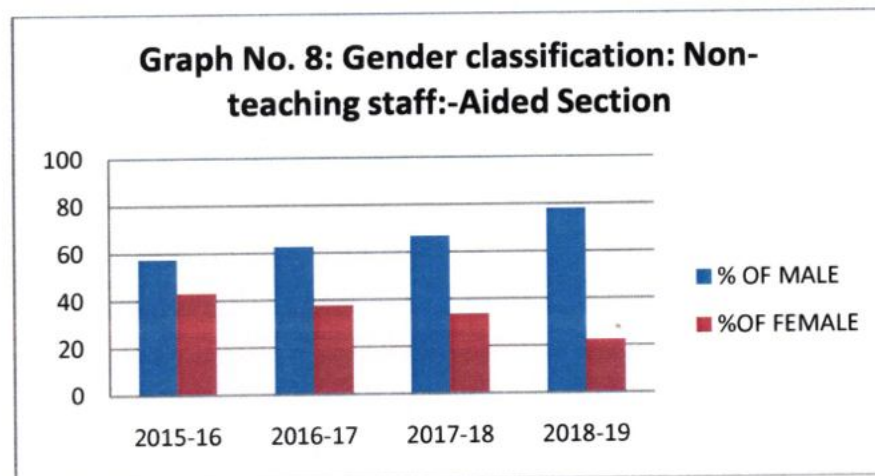


The table no. 6 to 7 shows the year wise classification of Teaching Staff of aided and self finance courses during the academic year 2015-16 to 2018-19. The total number of female teachers is greater than the male teachers in all these years.

#### Gender classification: Non- teaching staff:-Aided Section

**Table No. 8: Gender classification: Non- teaching staff:-Aided Section**

YEAR	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2015-16	08	02	10	80	20
2016-17	08	02	10	80	20
2017-18	08	02	10	80	20
2018-19	08	02	10	80	20

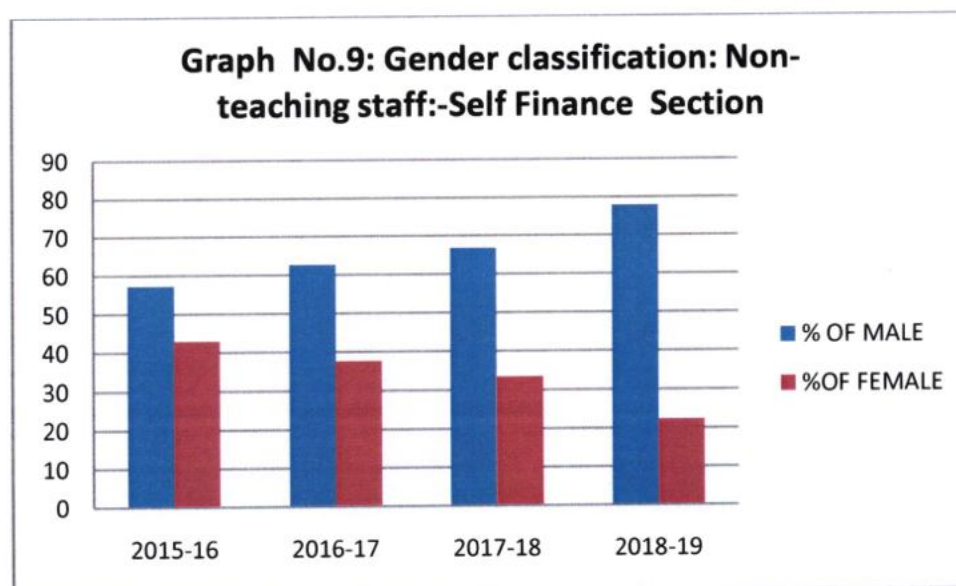




### Gender classification: Non- teaching staff:-Self Finance Section

Table No.9:Gender classification: Non- teaching staff:-Self Finance Section

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	04	03	07	57.14	42.86
2016-17	05	03	08	62.50	37.50
2017-18	06	03	09	66.67	33.33
2018-19	07	02	09	77.78	22.22



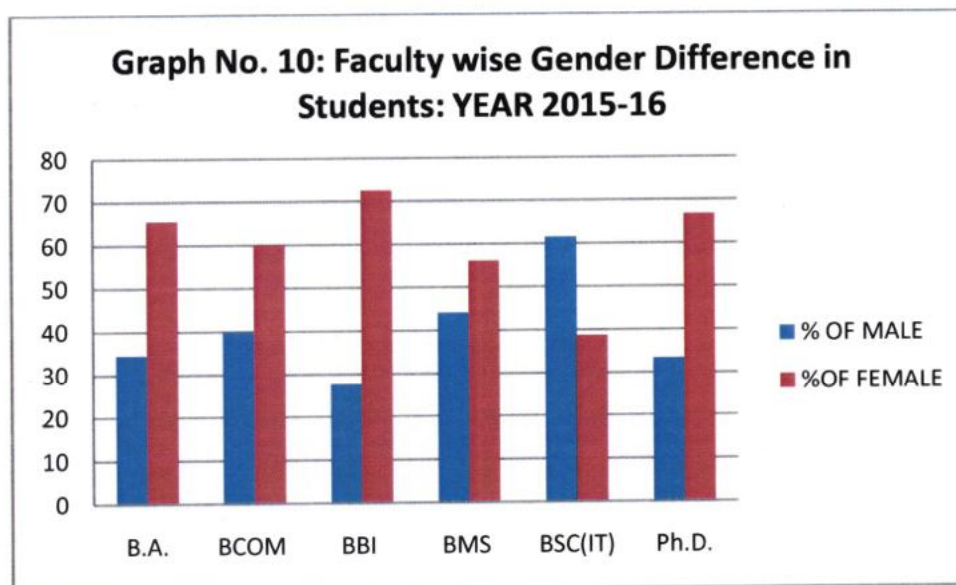
The table and graph no. 8 and 9 gives the information about the gender classification of male and female in non-teaching staff from the academic year 20115-16 to 2018-19. The number of male is higher in all these years than the female in aided and self finance section.



#### IV. Faculty wise Gender Difference in the students:-

Table No. 10: Faculty Wise Gender Difference In Students: YEAR 2015-16:-

FACULTY	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
B.A.(Bachelor of Arts)	88	167	255	34.51	65.49
BCOM (Bachelor of Commerce)	151	227	378	39.95	60.05
BBI (Bachelor of Banking and Insurance)	54	142	196	27.55	72.45
BMS (Bachelor of Management Studies)	81	103	184	44.02	55.98
BSC(IT)(Bachelor of Science in Information Technology)	113	71	184	61.41	38.59
Ph.D.(Doctor of Philosophy )	02	04	06	33.33	66.66

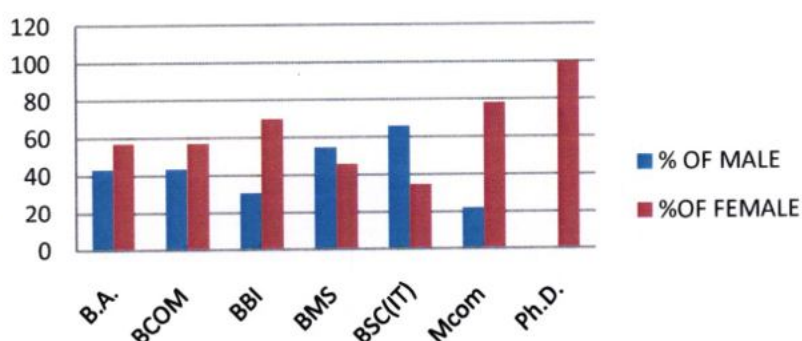




**Table No. 11: Faculty wise Gender Difference in Students: YEAR 2016-17**

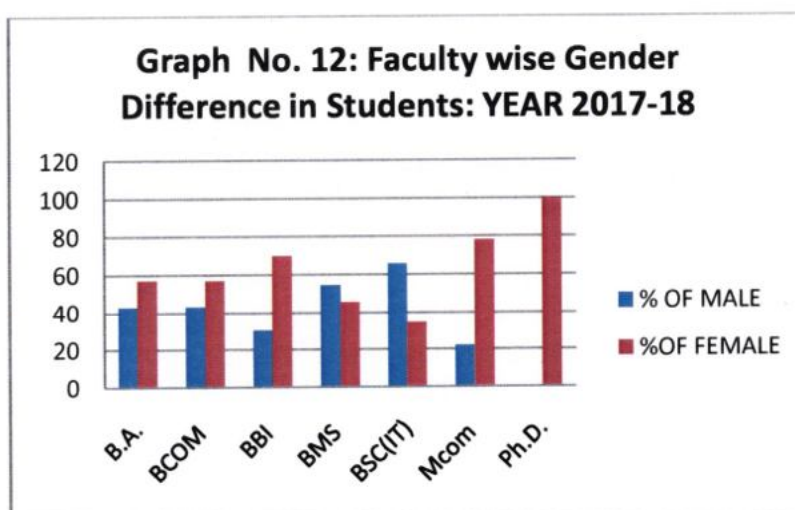
FACULTY	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
B.A.(Bachelor of Arts)	90	139	229	39.30	60.70
BCOM (Bachelor of Commerce)	168	206	374	44.92	55.08
BBI (Bachelor of Banking and Insurance)	60	128	188	31.91	68.09
BMS (Bachelor of Management Studies)	83	116	199	41.71	58.29
BSC(IT)(Bachelor of Science in Information Technology)	107	79	186	57.53	42.47
MCOM (Master of Commerce)	15	45	60	25	75
Ph.D.(Doctor of Philosophy )	01	04	05	25	75

**Graph No. 11: Faculty wise Gender Difference in Students: YEAR 2016- 17**



**Table No. 12: Faculty wise Gender Difference in Students: YEAR 2017-18**

FACULTY	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
B.A.(Bachelor of Arts)	100	172	272	36.76	63.24
BCOM (Bachelor of Commerce)	166	208	374	44.39	55.61
BBi (Bachelor of Banking and Insurance)	67	126	193	34.72	65.28
BMS (Bachelor of Management Studies)	113	93	206	54.85	45.15
BSC(IT)(Bachelor of Science in Information Technology)	118	67	185	63.78	36.22
MCOM (Master of Commerce)	36	84	120	30.00	70.00
Ph.D.(Doctor of Philosophy )	0	04	4	0.00	100.00



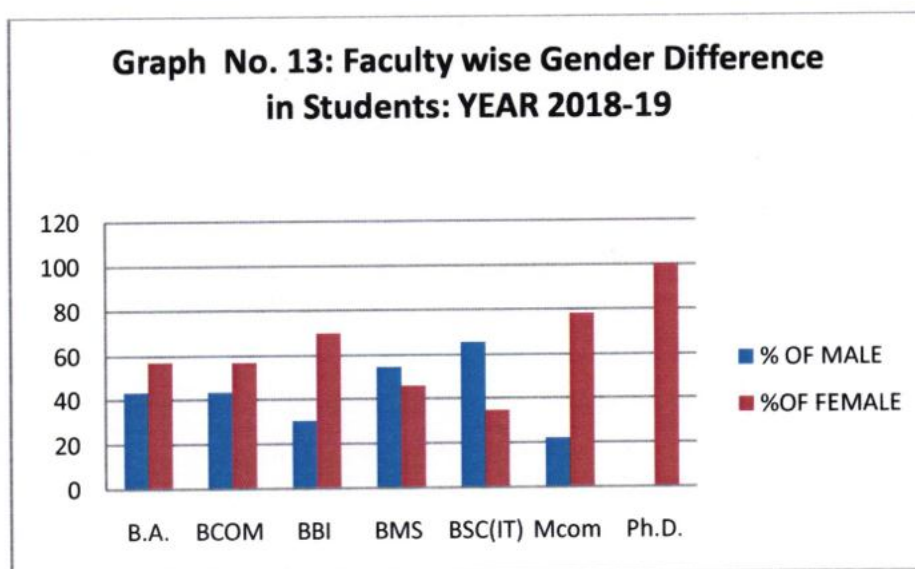
*S. P. Kale*  
Principal  
Shailendra Education Society's  
Arts, Commerce & Science College  
Dahisar (E), Mumbai - 400 068





**Table No. 13: Faculty wise Gender Difference in Students: YEAR 2018-19**

FACULTY	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
B.A.(Bachelor of Arts)	102	135	237	43.04	56.96
BCOM (Bachelor of Commerce)	164	216	380	43.16	56.84
BBI (Bachelor of Banking and Insurance)	56	129	185	30.27	69.73
BMS (Bachelor of Management Studies)	112	94	206	54.37	45.63
BSC(IT)(Bachelor of Science in Information Technology)	122	64	186	65.59	34.41
MCOM (Master of Commerce)	27	96	123	21.95	78.05
Ph.D.(Doctor of Philosophy )	-	04	4	0.00	100.00

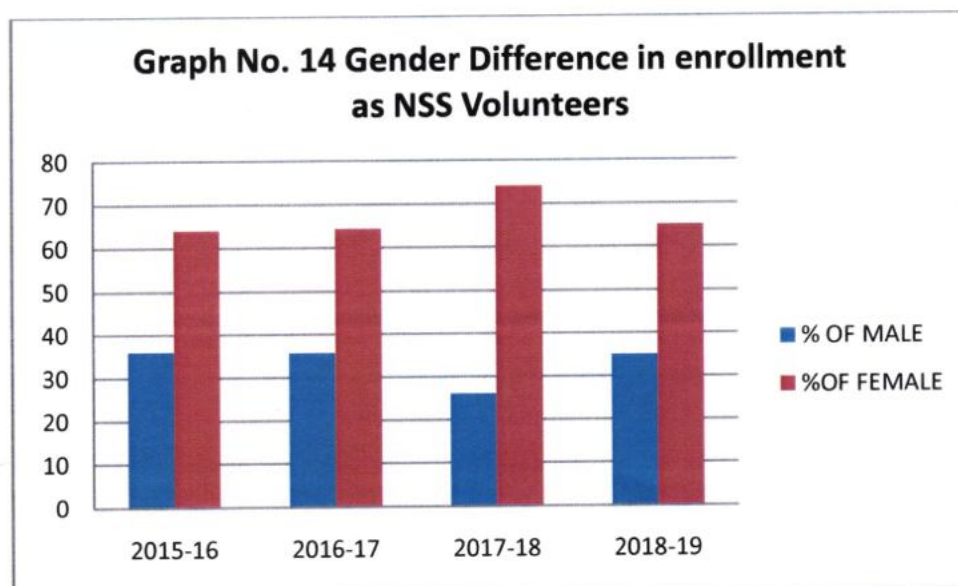


The table no. 10 to 13 indicates faculty wise gender difference in the students during the academic year 2015-16 to 2018-19. As per the tables and diagrams the number of female students are greater than male students in BA, BCOM, BBI, BMS, MCOM & Ph.D courses in all these years. Only in BSC (IT) male students are always greater than female students.

## V. Gender Difference in enrollment as NSS Volunteers:-

Table No.14 Gender Difference in enrollment as NSS Volunteers

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	36	64	100	36.00	64.00
2016-17	30	54	84	35.71	64.29
2017-18	26	74	100	26.00	74.00
2018-19	35	65	100	35.00	65.00



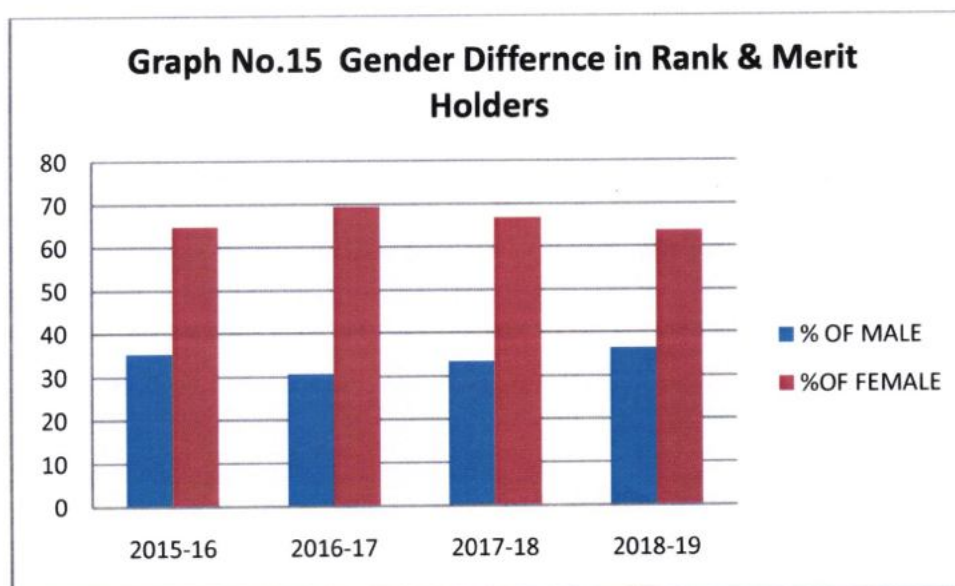
Above table shows that gender difference in enrollment of NSS Volunteers during the academic year 2015 to 19. It is evident that total number of female volunteers is always greater than male volunteers in all these years.



## VI. Gender Difference in Rank & Merit Holders Students :-

Table No. 15 Gender Difference in Rank & Merit Holders Students

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	18	33	51	35.29	64.71
2016-17	15	34	49	30.61	69.39
2017-18	16	32	48	33.33	66.67
2018-19	20	35	55	36.36	63.64



The table and graph no. 15 illustrate about merit holders in various faculties at all three years of degree level in the academic year 2015-19. It is observed that girls are scoring higher and more successful in academics than boys in all these years.



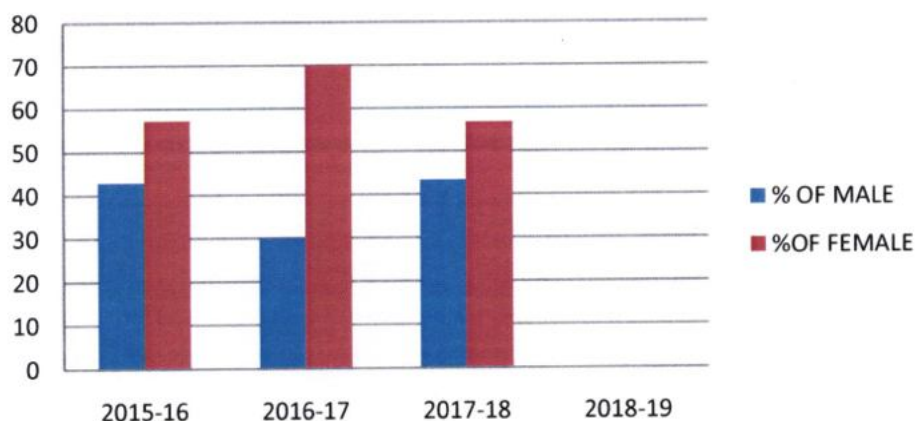


## VII. Number of students benefited by Scholarship and Free-ships provided Besides Government Schemes during last four years

**Table No. 16 Students Benefited By Scholarship and Free-Ships besides Government Schemes**

YEAR	Name of the Scheme	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2015-16	ANGC	15	20	35	42.86	57.14
2016-17	ANGC	06	14	20	30	70
2017-18	ANGC	13	17	30	43.33	56.67
2018-19	ANGC	0	0			

**Graph No. 16 Students Benefited By Scholarship and Free-ships besides Government Schemes**



The above table and graph no. 16 illustrates that more number of female are benefitted with ANGC scholarship than male in the college. Data for the year 2018-19 is not available.

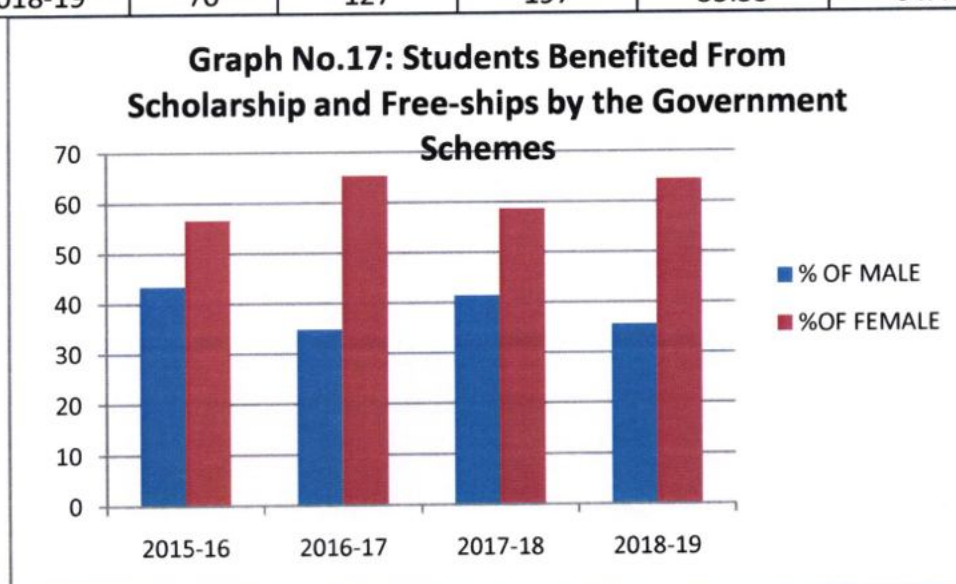


*SP Tale*  
Principal  
Shailendra Education Society's  
Arts, Commerce & Science College  
Dahisar (E), Mumbai - 400 068

## VIII. Number of students benefited by Scholarship and Free-ships provided by the Government during last four years

**Table No.17 Students Benefited by Scholarship and Free-ships by the Government Schemes**

YEAR	MALE	FEMALE	TOTAL	% OF MALE	%OF FEMALE
2015-16	76	99	175	43.42	56.57
2016-17	51	96	147	34.69	65.30
2017-18	12	17	29	41.37	58.62
2018-19	70	127	197	35.53	64.46

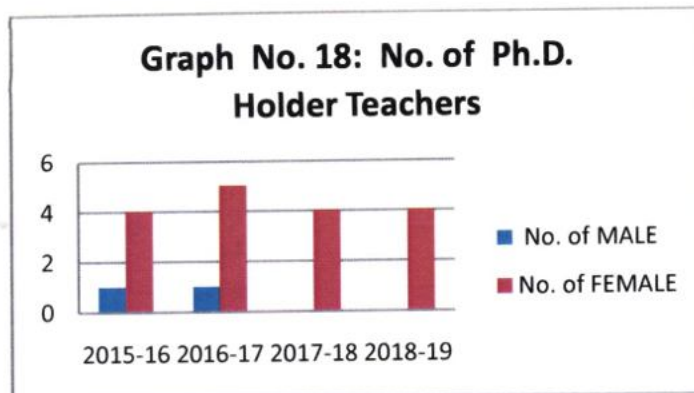


## IX. Number of Ph.D Holder Teachers

**Table No. 18 No. of Ph.D. Holder Teachers**

YEAR	MALE	FEMALE	TOTAL
2015-16	01	04	05
2016-17	01	05	06
2017-18	0	04	04
2018-19	0	04	04



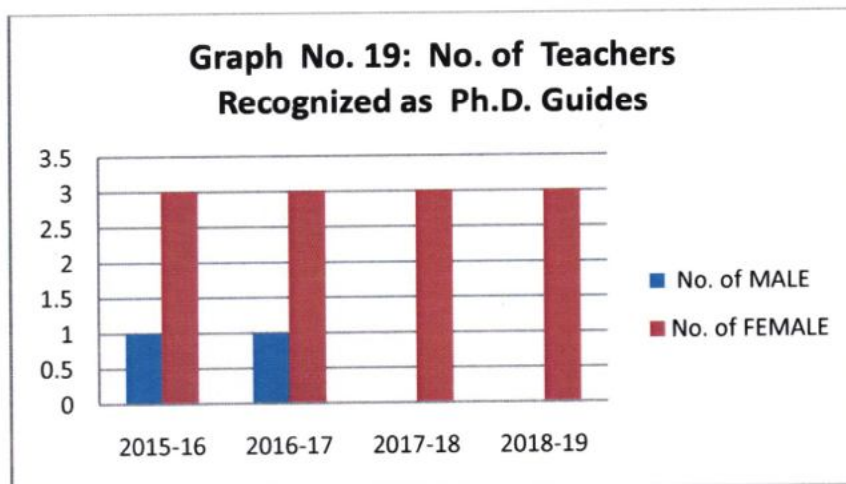


The table and graph no. 18 demonstrates number of Ph.D. holder teachers during academic year 2015-16 to 2018-19. Graph shows that female Ph.D. holder teachers are more in the college than male faculty members.

### X. Number of Teachers Recognized as Ph.D. Guides

**Table No. 19 No. of Teachers Recognized as Ph.D. Guides**

YEAR	MALE	FEMALE	TOTAL
2015-16	01	03	04
2016-17	01	03	04
2017-18	0	03	03
2018-19	0	03	03



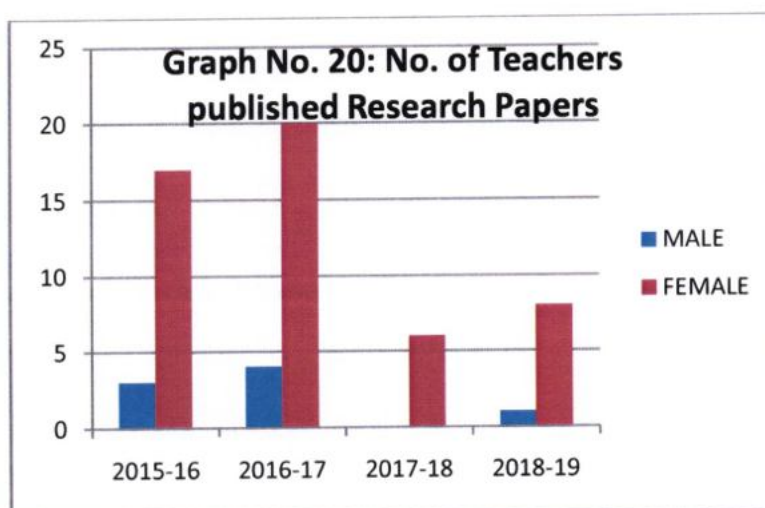
The table and graph no. 19 illustrates number of teachers recognized as Ph.D. guides in the college from 2015-16 to 2018-19. The graph shows that female research guides are more than male research guide and since 2017-18 its only female research guides are guiding Ph.D. students.



## XI. Number of Teachers who have published Research Papers in Journal

**Table No. 20: No. of Teachers published Research Papers**

YEAR	MALE	FEMALE	TOTAL
2015-16	03	17	20
2016-17	04	20	24
2017-18	0	06	06
2018-19	01	08	09



The table and graph no. 20 demonstrates number of teachers published research papers in various journals in the college from 2015-16 to 2018-19. Data indicates that female faculty members have published more papers than male faculty members.

## XII. Number of Teachers Who have published Books and Chapters in Edited Volumes

**Table No.21: No. of Teachers published Books and Chapters**

YEAR	MALE	FEMALE	TOTAL
2015-16	0	04	04
2016-17	0	01	01
2017-18	0	03	03
2018-19	0	03	03



## 5. PREVENTION OF SEXUAL HARASSMENT:-

To provide protection against sexual harassment of women at work place college follows an act of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations act 2015". For this the college has constituted an Internal Complaints Committee and Women Development Cell.

1. **Internal Complaints Committee:** The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. This year Committee has following members in ICC

1. Dr.KanchanDutt
2. Dr. BhavanaTrivedi
3. Mr. Ajay Acharya
4. Dr.ShraddhaShukla
5. Ms.Swati Rane,Member of NGO,Anubhav Mumbai
6. Mr.SaurabhShelar, General Secretary of Student Council

2. **Women Development Cell:** WDC of the college conducts various programs, workshops, street play, self-defense training, yoga, debates, and awareness programs for women empowerment and gender sensation.

This year Committee has following members

1. Dr.BhavanaTrivedi -In Charge
2. Ms. VibhutiBorse - Member
3. Ms. BhagyeshreeYadav- Member

3. **Grievance Redressal Cell:** The College also has a Grievance Redressal Cell which handles any concern of all stakeholders related to the institute. The committee includes a Convener and 3 senior staff members including Principal to address any complaints. This year Committee has following members :

- 1.Dr.KanchanDutt
2. Dr.Swati Pitale
3. Dr.ShraddhaShukla
4. Mr. BhikajiKhetle





## 6. BEST PRACTICES

1. The College has very equitable and inclusive culture for gender sensitization. The number of women students and faculty members are not only equal but always greater than male.
2. Women Development Cell of the college every year organizes Self Defense Workshop for students to empower them.
3. Personal counsellor is appointed for students annually. Girl students are taking advices from counselor to handle their personal problems and issue which they cannot share freely to anyone.
4. Women's Day is celebrated every year and ladies staff usually go for a outing on this day.
5. To address grievances and maintain secrecy, a Sakhi Box has been put in the Ladies Common Room for any kind of complain.
6. Rifle Shooting facilities are provided to women students.
7. Vocational course like Sanskar Bharti Rangoli, Diya Painting, Paper Quelling, Gift Box Decoration, and Tailoring course are run to help women for self empowerment.
8. The college has allocated a special shelf in the library to exhibit publications related to gender issues.
9. In NSS residential camp there is a Woman Programme Officer who accompanies the girls throughout the camp.
10. Larger involvement of women staff members in decision making bodies such as LMC, CDC, Student Development Board. There is a women coordinator in IQAC.

## 7. SALIENT FEATURES AND RECOMMENDATIONS:-

It has been found that the College has maintained a reasonable amount of gender balance in its system and process. Gender Sensitive Initiatives in the College are as followings:

1. The college is successful in achieving objective of gender equitable institute. Students strength particularly girls strength is higher in all U.G., P.G. & Ph.D. level programmes. Faculty wise too female have outnumbered male. Institution is also headed by a female Principal which indicates





women's involvement into decision making and gender equality is institutionalized in the structure of the institute.

2. Maximum scholarship is provided to girl students and success rate of girl students are higher than boys students which shows encouragement provided by the institution.
3. The participation of women at various capacity building programs like NSS, DLLE is higher than males .
4. The college staff is encouraged to undertake training and professional development in gender sensitivity throughout their career. Teachers have done refresher and short term courses on these issues and sharpened their learning on gender process.
5. Ample programmes have been conducted to sensitize gender issues covering traditional to modern topics.

### **RECOMMENDATIONS :**

To institute is always committed for gender equality initiatives and explore other possibilities for effective gender mainstreaming. Following measures the college can adopt:

1. Create separate space in the gymkhana for women students
2. Organizing special workshops for latest development on gender issues.

### **8. CONCLUSIONS:-**

It has been found that Shailendra Education Society's Arts, Commerce & Science College has taken appropriate measures to maintain gender balance and generated gender awareness throughout their policies and programmes. This strength is a step forward for gender sensitive institution. The limitations can be overcome with strong will and commitment and the college has strong urge to do so.



**PHOTO GALLERY**  
**SELF DEFENCE WORKSHOP**





## “EXPRESSION” MY BODY MY CHOICE , Verbal and Non Verbal Competition





## Activities of Women Development Cell

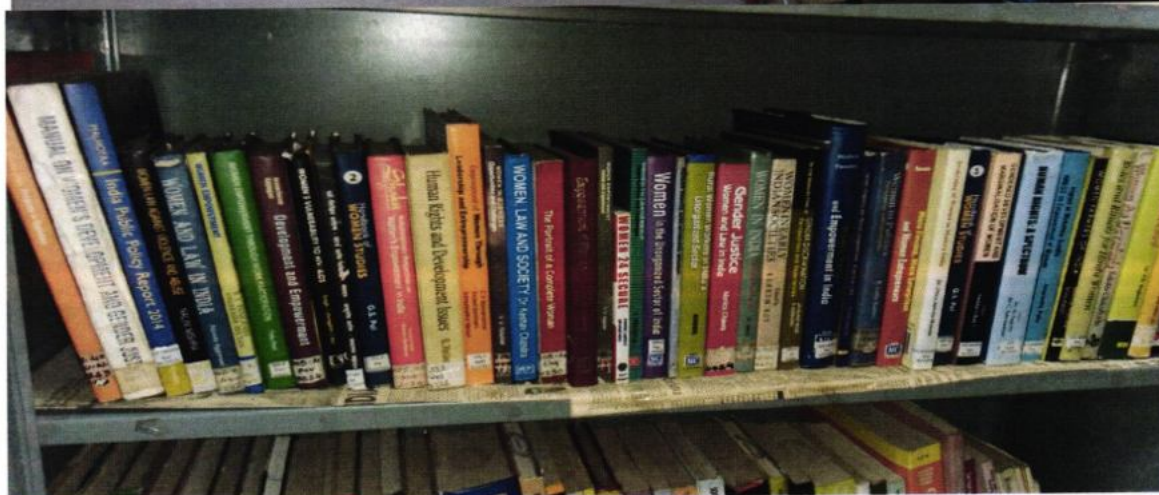




## Women's Day Celebration by Staff Members







Shailendra Education Society's  
Arts, Commerce & Science College



**Ms. SINDHU NAIR :Programme Coordinator Social Support at Majlis NGO**  
**Prof. SEEMA DESHMUKH :SonopatDandekar College , Palghar**

We have conducted a gender related study of the various activities organized by Shailendra Education Society's Arts, Commerce & Science College , Dahisar (E), Mumbai during the period June 2015-16 to April 2018-19, in order to provide equal opportunities to its women students.

We conclude that the college has taken initiatives to promote and protect the interest of its women students . However we suggest that the college should make efforts in implementing following recommendations

**RECOMMENDATIONS :**

- 1) Awareness sessions on POSCO & Sexual Violence.
- 2) Introduction on more vocational course (e.g. Computers, Languages)
- 3) Awareness session for parents as most of students comes out on Domestic Violence issues between parents.

*S. A. Tale*  
Principal

Shailendra Education Society's  
Arts, Commerce & Science College  
Dahisar (E), Mumbai - 400 068

We appreciate the college management and staff for all the initiatives taken by them so far in empowering the women students

Date: *13<sup>th</sup>* May 2019

*S. Nair*  
Ms. Sindhu Nair

*S. Deshmukh*  
Prof Seema Deshmukh

