



DAAR-UL-REHMAT TRUST's  
**A.E. KALSEKAR DEGREE COLLEGE**

KAUSA, MUMBRA

Permanently Affiliated to University of Mumbai

Accredited by NAAC with B++ Grade

ISO certified 9001:2015



**GENDER**  
**AUDIT REPORT**  
**(IQAC & WDC)**

## **About the Trust and College**

### **About the Trust:**

Daar-ul-Rehmat Trust was established in 1986 with the noble object of bringing up orphan girls & looking after their education and proper inhabitation and also with the object of facilitating education at moderate expense to the student specially girls of Muslim Community. In pursuance to the object, the Trust started a number of schools & colleges

### **About the college:**

A. E. Kalsekar Degree College was started in the year 2001 by Daar-ul-Rehmat Trust at Kausa with the faculty of Arts and Commerce. The faculty of Science was introduced in 2004-05. The College has beautiful campus with spacious building and state of the art infrastructure. It is well known for quality education, excellent academic results and social commitments. There was no College in the predominantly Minority Population of Kausa - Mumbra. Students of this area, faced difficulties in getting admissions to the colleges which were mostly situated in Thane-Mumbai region. Moreover, they had to face painful commuting by the overcrowded trains.

Many girl students had to drop out of college due to lack of facilities for higher education in the locality. This lacuna was overcome by the establishment of this college. The commencement of this college in 2001 was the realization of a dream of selfless and dedicated trustees.

## Gender Policy

In India discriminatory attitude towards female has existed for generation and affected the lives of both the genders. Although Indian Constitution has granted equal rights, gender disparity still continuous to exist in every realms of Indian lives. The Indian society has always been a hub of discrimination making women a victim of exploitation. Recent research has revealed that if any of the gender is exploited or discriminated progression will be hampered.

The Women Development Cell of A.E kalsekar college is concerned with the above issue and has been working towards Gender Equality and Sensitization in the college.

As **Simone de Beauvoir** said, “One is not born a woman but becomes one”. So, in order to change this, we must give explicit support to the participation of women, in particular in decision making, so as to achieve women’s empowerment.

The Women Development Cell exists as mandatory body as per section 3.2 (15) of UGC guidelines (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees & students in higher educational institutions) Regulations, 2015. The WDC works in close association with Internal Complaint Committee (ICC) in addressing complaints received regarding sexual harassment within the institute as per the section 4 of the UGC guidelines.

**Mission:** To create an effective framework to ensure equal rights and opportunities for women in the family, community and nation as a whole.

### **Objectives:**

1. To sensitize the students about gender role & gender equality.
2. To educate female students about Women’s Rights & legal provisions.

3. To educate students about importance of Health & self-care.
4. To create awareness and motivate students, to take career opportunities and become financially independent.
5. To build confidence amongst females to face challenges of today's Competitive world.
6. To adopt measures for preventing sexual harassment in the Institute.

### **Facilities for Females:**

**A] Entrance:** The average strength of the college is about 2000 students.

The college has two big entrance gates for easy accessibility of females.

**B] Stair case:** The College has made separate arrangements of staircase for male & female students.

**C] Reading Room:** An independent Reading room facility in the library is made available for women.

**D] Separate book issuing Window:** The College Library has separate book issue counters for male & female students.

**E] Ladies Common Room with attached Washroom:** The College has separate furnished common rooms for Female & Male students, wherein they can relax, pray and indulged in personal activities.

**F] Washrooms:** There is separate floor wise washrooms for male & female students.

**G] Drinking Water:** The college has cool drinking water facilities for female & male students.

**H] Canteen:** The College provides canteen facility for the students.

### **Prevention of Sexual Harassment:**

As an institution of higher education engaged in teaching, research and promotion of knowledge, the College takes its responsibility in sensitizing its students about all forms of discrimination and harassment, especially sexual harassment in College campus

As per the provisions of Mumbai University & Internal Complaint Committee has been created to receive and sort out cases of female violence. The ICC, it formed according the stature provided by the University.

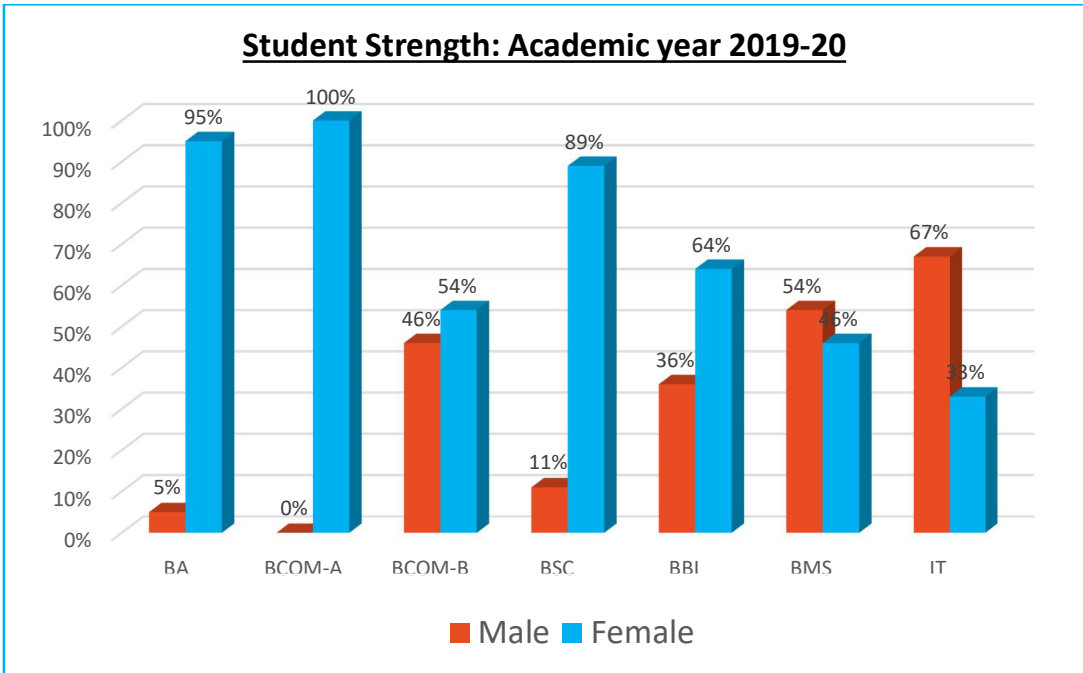
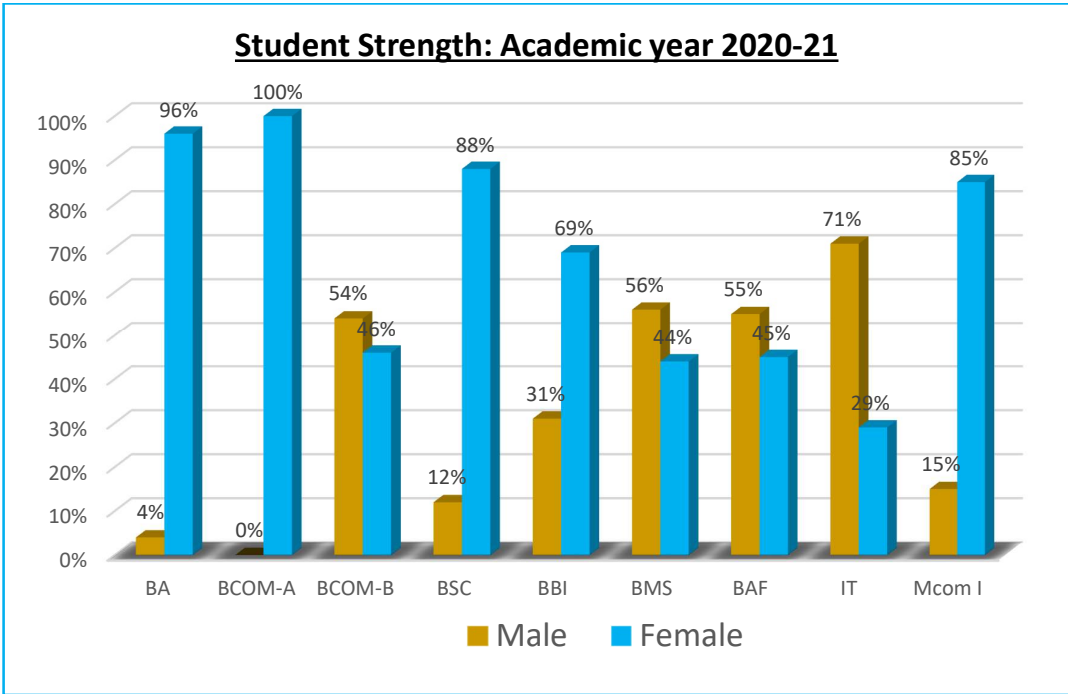
### **Gender Sensitization Programmes & Activities:**

1. The WDC organizes Gender sensitization & equality programmes in collaboration with Majlis (NGO for Women welfare)
2. Guest lectures on legal rights, Health & Hygiene, Mental Well-being of females are regularly organized.
3. Celebration of International Women's Day on 08<sup>th</sup> March is conducted every year to appreciate women empowerment.
4. The WDC collaborates with departments to organize Verbal & Non- Verbal Events on the theme of Women related issues.
5. Workshops on career opportunities are organized to motivate female students to take up high position in offices.
6. The college facilitates female participants in both collegiate and intercollegiate sports.
7. Experts lectures on Respect towards women are organized regularly. With the above Policy, the WDC is leading the college to provide a safe, secure and progressive educational environment for females.

**Analysis of Gender Audit Report of the Academic Year**  
**2019-20 and 2020-21**

**Student Strength: Academic year**

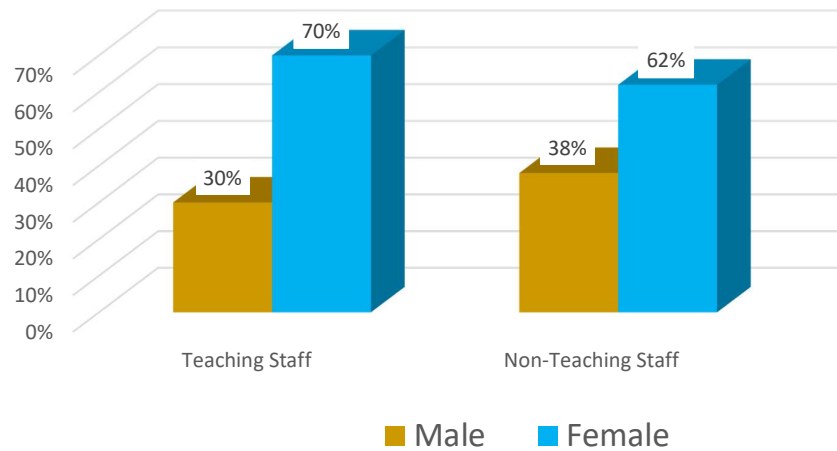
Sr. No.	Course	Male	Female	Total
<b>2020-21</b>				
1)	BA	12	278	<b>290</b>
2)	BCOM-A	0	328	<b>328</b>
3)	BCOM-B	184	157	<b>341</b>
4)	BSC	35	256	<b>291</b>
5)	BBI	25	56	<b>81</b>
6)	BMS	181	140	<b>321</b>
7)	BAF	16	13	<b>29</b>
8)	IT	150	60	<b>210</b>
9)	Mcom I	6	34	<b>40</b>
	<b>Total</b>	<b>609</b>	<b>1322</b>	<b>1931</b>
<b>2019-20</b>				
1)	BA	17	300	<b>317</b>
2)	BCOM-A	0	354	<b>354</b>
3)	BCOM-B	170	199	<b>369</b>
4)	BSC	32	267	<b>299</b>
5)	BBI	40	70	<b>110</b>
6)	BMS	154	133	<b>287</b>
7)	IT	135	66	<b>201</b>
	<b>Total</b>	<b>783</b>	<b>1154</b>	<b>1937</b>



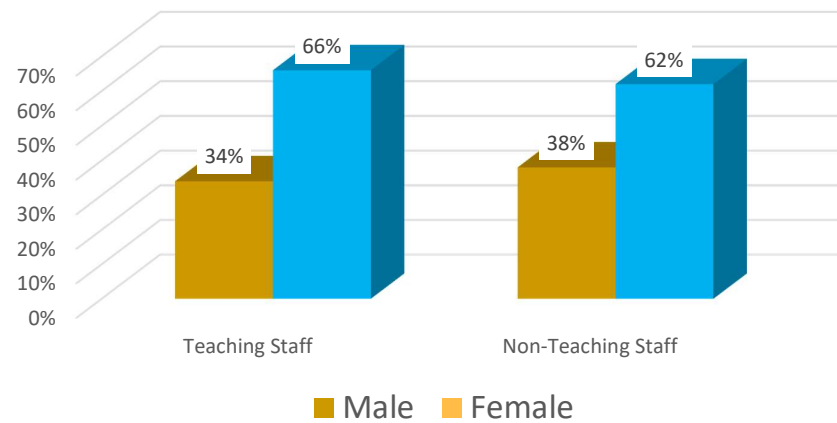
## Gender Wise Staff Profile

Sr. No.	Male	Female	Teaching Staff Total	Male	Female	Non-Teaching Staff Total
<b>2020-21</b>						
1	9	21	30	10	16	26
<b>2019-20</b>						
2	11	21	32	10	16	26

### Gender Wise Staff Profile 2020-21



### Gender Wise Staff Profile 2019-20

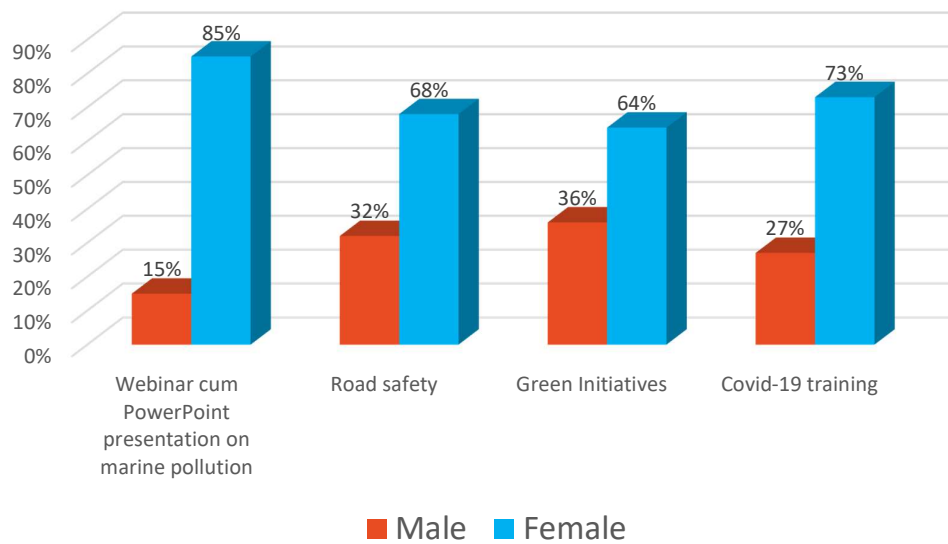




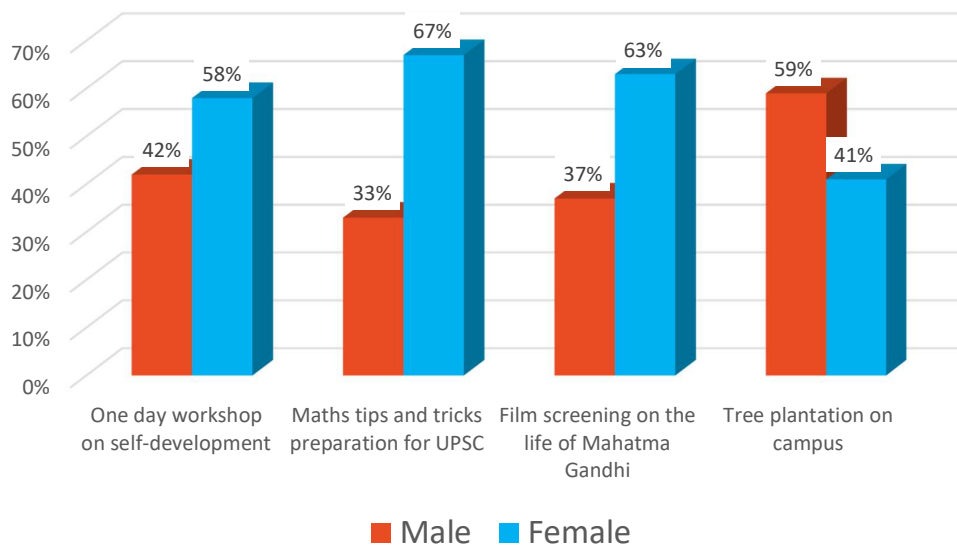
### Gender wise NSS Activities Student Participation

Sr. No.	Activity	Male	Female	Total
<b>2020-21</b>				
1	Webinar cum PowerPoint presentation on marine pollution	12	70	82
2	Road safety	8	17	25
3	Green Initiatives	4	7	11
4	Covid-19 training	8	22	30
<b>2019-20</b>				
1	One day workshop on self-development	33	45	78
2	Maths tips and tricks preparation for UPSC	31	64	95
3	Film screening on the life of Mahatma Gandhi	16	27	43
4	Tree plantation on campus	20	14	34

### Gender wise NSS Activities Student Participation 2020-21



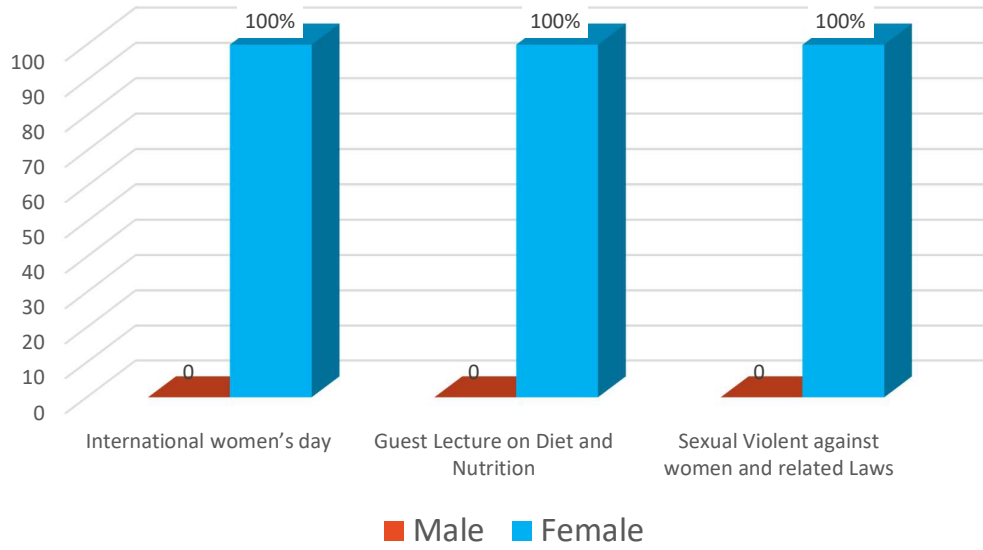
### Gender wise NSS Activities Student Participation 2019-20



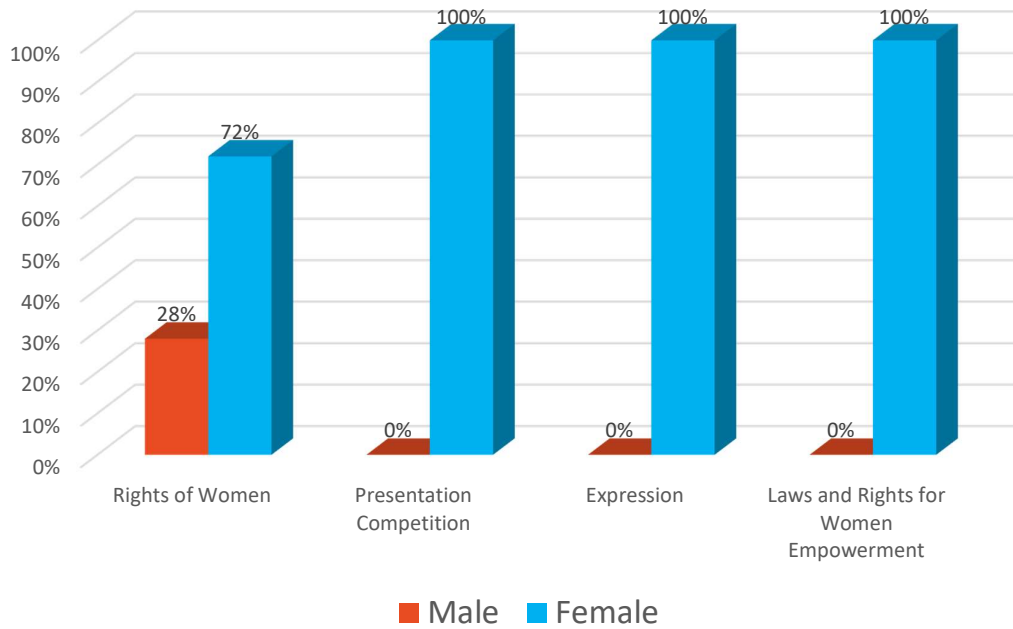
## Gender wise WDC Activities Student Participation

Sr. No.	Name of the Activity	Male	Female	Total
<b>2020-21</b>				
1	International women's day	0	109	109
2	Guest Lecture on Diet and Nutrition	0	74	74
3	Sexual Violent against women and related Laws	0	100	100
<b>2019-20</b>				
1	Rights of Women	10	26	36
2	Presentation Competition	0	16	16
3	Expression	0	35	35
4	Laws and Rights for Women Empowerment	0	57	57

### Gender wise WDC Activities Student Participation 2020-21

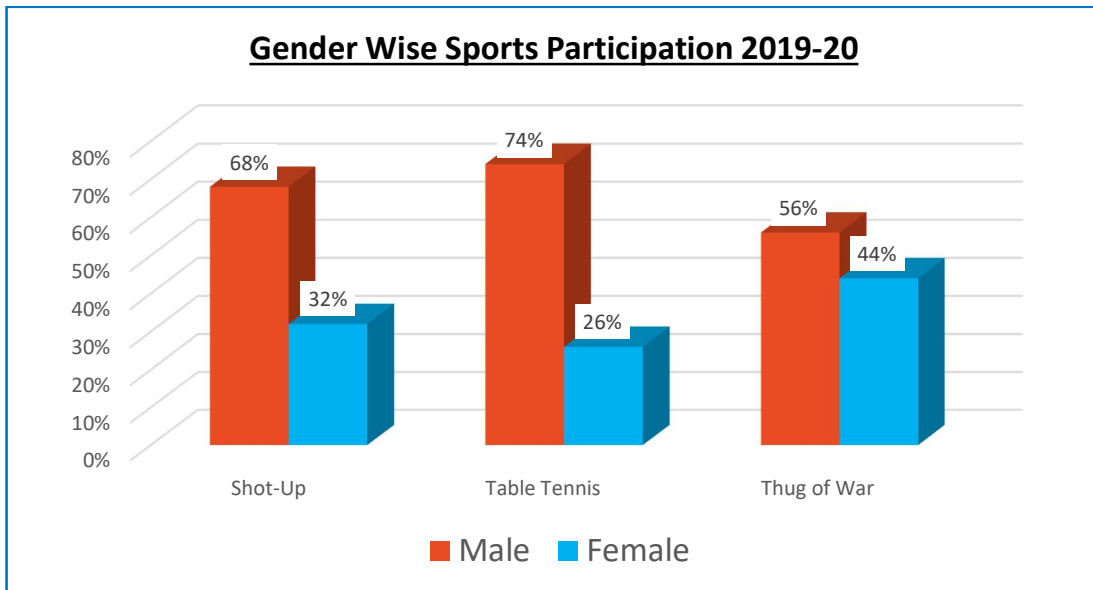


### Gender wise WDC Activities Student Participation 2019-20



## Gender Wise Sports Participation

Sr. No.	Name of the Game	Male	Female	Total
<b>2020-21</b>				
<b>Pandemic Period (Sports Activity Restricted)</b>				
<b>2019-20</b>				
1	Shot-Up	139	66	205
2	Table Tennis	23	8	31
3	Thug of War	100	78	178

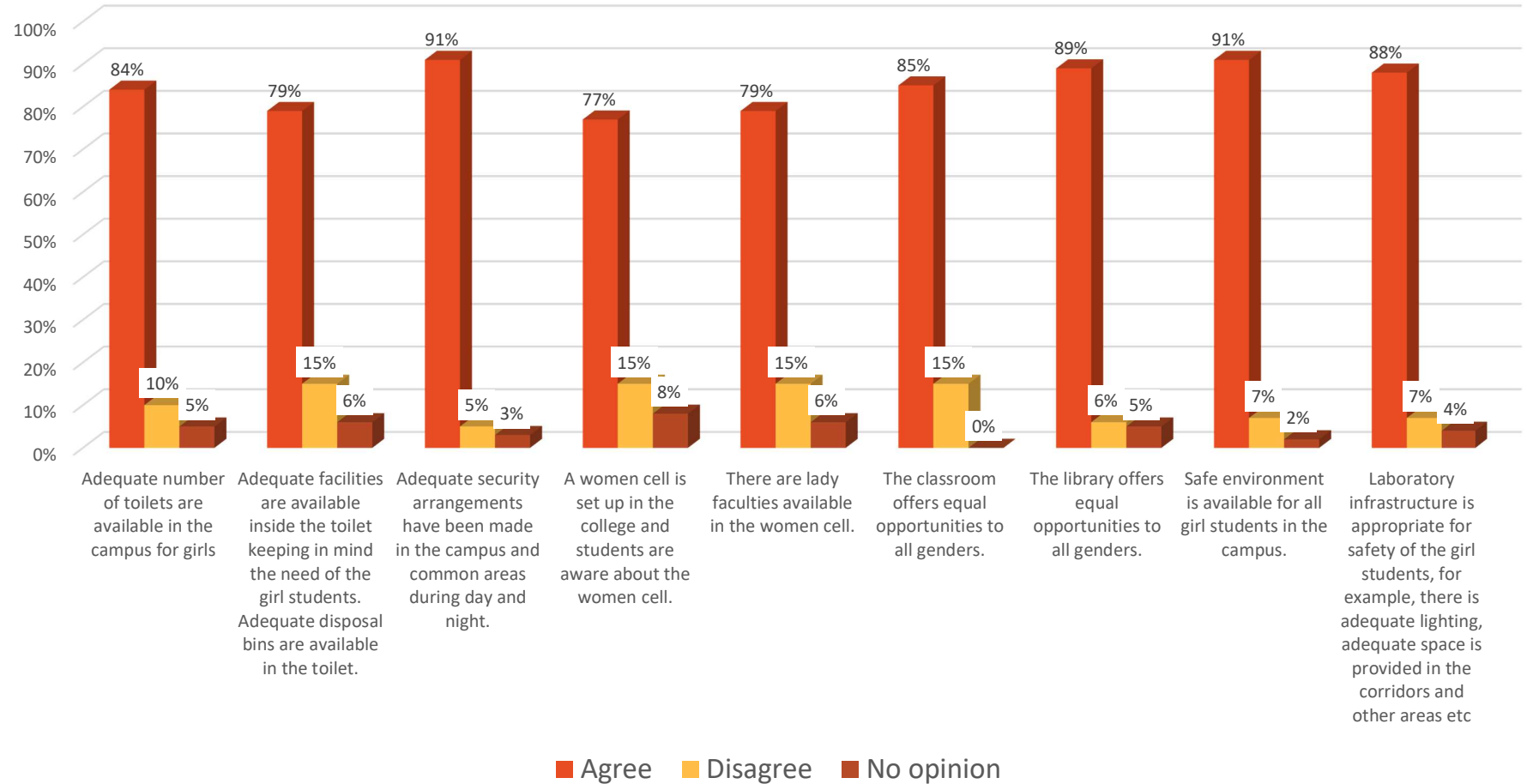


## **Safety, Security and other Facilities Available for Students**

The following framework is used for Safety, Security & Facility measures. The framework also lists the findings and observations for every criterion 2020-21

<b>Sr. No.</b>	<b>Opinion</b>	<b>Agree</b>	<b>Disagree</b>	<b>No opinion</b>
1	Adequate number of toilets are available in the campus for girls	174	21	11
2	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.	163	31	12
3	Adequate security arrangements have been made in the campus and common areas during day and night.	188	11	7
4	A women cell is set up in the college and students are aware about the women cell.	158	31	17
5	There are lady faculties available in the women cell.	163	31	12
6	The classroom offers equal opportunities to all genders.	175	30	1
7	The library offers equal opportunities to all genders.	183	12	11
8	Safe environment is available for all girl students in the campus.	187	15	4
9	Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, adequate space is provided in the corridors and other areas.	182	15	9

### Safety, Security and other Facilities Available for Students 2020-21

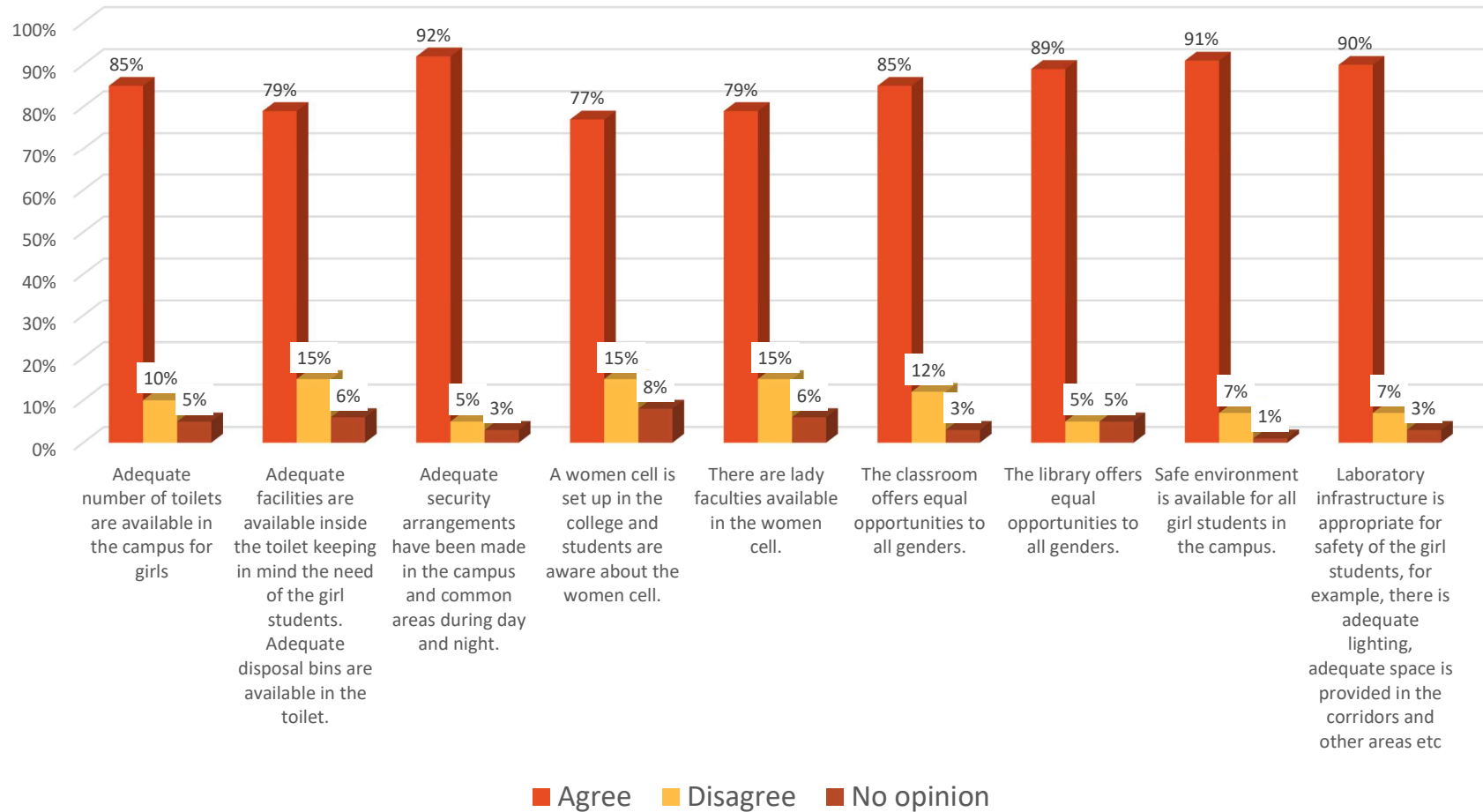


**The following framework is used for Safety, Security & Facility measures. The framework also lists the findings and observations for every criterion 2019-20**

<b>Sr. No.</b>	<b>Opinion</b>	<b>Agree</b>	<b>Disagree</b>	<b>No opinion</b>
1	Adequate number of toilets are available in the campus for girls	171	20	11
2	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.	160	30	12
3	Adequate security arrangements have been made in the campus and common areas during day and night.	185	10	7
4	A women cell is set up in the college and students are aware about the women cell.	155	30	17
5	There are lady faculties available in the women cell.	160	30	12
6	The classroom offers equal opportunities to all genders.	171	25	6
7	The library offers equal opportunities to all genders.	180	11	11
8	Safe environment is available for all girl students in the campus.	184	15	3
9	Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, adequate space is provided in the corridors and other areas etc	182	14	6



## Safety, Security and other Facilities Available for Students 2019-20



### **Silent Findings:**

- Female students admitted percentage is higher than male students in majority of classes.
- Staff ratio exhibit comparative higher numbers of female teaching and non-teaching staff.
- Lady non-teaching staff in the campus provides atmosphere of comfort and security to girl students.
- NSS activities show high percentage of participation which includes active participation of girl volunteers.
- All students are aware about the functioning of Women Development Cell in the campus.
- The Women Development Cell (WDC) works in close association with Internal Complaint Committee (ICC) wherein no complaints had been received as students are well aware about the functioning of WDC and ICC
- Participation of male students is higher as compared to female students in sports activity.
- Majority of students are highly satisfied with the facilities available in the institution to facilitate accessibility, safety and security in campus.
- CCTV's are installed in campus and its surveillance provides security to staff and students.

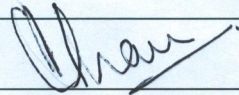
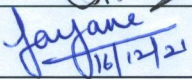
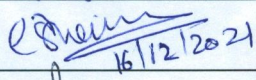
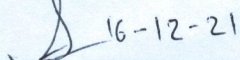
## Suggestions:

- Organize more sports programmes on a regular basis.
- Organize self-defense programmes on a regular basis.
- More awareness program on Legal rights.
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students

## Conclusion:

Gender Audit Team observed that institution strive to fulfill its gender policy objective to sensitize the students about gender role & gender equality through its activity and programmes. Gender policy stated by the institution is strongly implemented by staff. College ensures continuity in promoting gender sensitization through its initiative in future as well.

### Signatures of Gender Audit team Members

Name	Designation	Signature with Date
Dr. Parveen Khan	Principal	
Dr. Farzana Chawre	IQAC Co-ordinator	 16/12/21
Ms. Misbah Shaikh	IQAC Member	 16/12/2021
Dr. Suvarna Chindhe	WDC Member	 16-12-21

