

Karnataka Sangha's
Manjunatha college of commerce and Junior college of commerce.
Khambalpada. Kanchangaon Thakruli (E)

7.1.1 Measures initiated by the Institution for the promotion of Gender Equity during the year.

Activities Related to Gender Equity

Sr. Nos.	Topic	Resource Person	Dates	Participants (Online)
1	Elocution competition - 'Meri Beti Mera Abhiman'	-	11 August 2020	14
2	Peer to peer lecture by students on 'Menstrual Hygiene'	Miss Pooja Kanojiya (TYBCOM) & Miss Parvati Chauhan (TYBBI)	17 November 2020 at 10 am	65
3	'Cyber Security'	Asst. Prof. Priyanka Sakhare	22 September 2020 at 10 am	53
4	"Bole Kishori Corona Ki Kahani"	Vacha Charitable Trust, Dombivli	-	154

Committee List

Women's Development Cell :-	Asst. Prof. Vrunda Yadwad I/C.	
	Asst. Prof. Nisha Deodhar.	Asst. Prof. Suchitra Poojari
	Asst. Prof. Pushkar Deshpande.	Asst. Prof. Prajakta Sapute




Principal
MANJUNATHA COLLEGE
OF COMMERCE
Kanchangaon, Khambalpada,
Thakurli (East) 421 201.

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Discipline Committee: & Anti – Ragging Cell	Chairperson – Prin. Dr. V. S. Adigal	
	Convener - Associate Prof. SushilaVijaykumar I/c	
	Associate Prof. Jayanthi V	Associate Prof. Nazirkar Dilip
	Asst. Prof. Nisha Deodhar	Asst. Prof. Pushkar Deshpande
	Asst. Prof. Shamika Bhagat	Asst. Prof. Landge
	<u>B.COM Degree Course</u>	<u>Self Finance Courses</u>
	FYBCom – A Asst. Preethi Poojary	FYBMS - Asst. Prof. Likhita Shetty
	FYBCom – B Asst. Prof. Aishwarya Nair	SYBMS - Asst. Prof. Pushkar Deshpande
	SYBCom – A Asst. Prof. Nisha Deodhar	TYBMS - Asst. Prof. Suchitra Poojari
	SYBCom – B Associate. Prof. Madhuri Maharao	FYBAF - A – Asst. Prof. Ameya Kulkarni
Academic Advisors & Students' Attendance Committee	TYBCom – A Associate. Prof. Jayanthi Vaikunth	FYBAF - B Asst. Prof. Ranjeeta Bhandary
	TYBCom – B Associate. Prof. Dilip Nazirkar	SYBAF - A Asst. Prof. Shamika Bhagat
		SYBAF - B Asst. Prof. Harshada Jagtap
		TYBAF - A - Asst. Prof. Rashmi Shetty
		TYBAF- B - Asst. Prof. Ashwini Shetty
		FYBBI - Asst. Prof. Shilarani Gaur
		SYBBI - Asst. Prof. Jayashri Gavandi
		TYBBI - Asst. Prof. Vrunda Yadwad
		MCOM-I - Asst. Prof. Priya Pandharpatte
		MCOM-II - Asst. Prof. Jyothi Chand




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Specific facilities provided for women in terms of:

a. Safety and security-

1. Security Staff: College Campus has been provided with 24 Hours Security, which is managed by 'Force Security Services'. A female Security guard and female peons have been appointed for overall security of girls. A separate lady peon is provided near the girl's room.
2. CCTV Surveillance: The campus has 32 CCTV Cameras with 15 days' backup and they are fixed at various places in campus as well as inside the classrooms.
3. Students' Welfare: Academic Advisors/Class Teachers are appointed for solving doubts and counselling students. College has Women Development Cell, Anti-Ragging Cell and Discipline Committee, which play an important role in redressal of problems. Gender Sensitization Programmes are organized and girl topper students are awarded special cash prizes and trophies.

b. Counselling - Oral counselling was given to girl students. Discussions on gender equity was done during lectures, especially in the subject of Foundation Course.

c. Common Rooms - Girls' Common Room is close to the first floor washroom. A female peon monitors the discipline.

d. Day care center for young children— Not Applicable

e. Any other relevant information



महाराष्ट्र MAHARASHTRA

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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made on Monday day of 21st Feb, 2020. - 22

BETWEEN

Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce,
Kanchangaon, Khambalpada, Thakurli (E). Kalyan, Maharashtra, hereinafter referred to as of the
First Part

AND

Vacha Charitable Trust, a registered Trust, located at D-53/1144, Anupam Society, Azad Nagar
Veera Desai Road, Andheri (West), Mumbai 400 058, Maharashtra, (hereinafter referred to as
the "Vacha" which expression shall, unless repugnant to the context thereof, mean and include
its successors and assigns) of the Second Part,

WHEREAS: 1. Karnataka Sangha's Manjunatha College of Commerce & Jr. College of
Commerce offers various Under Graduate & Self Financing Courses in Commerce, Management
Studies, Accountancy and Finance, Banking and Insurance and Post-Graduation in Accountancy
and Research centre in Business Economics.

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Treasury Officer
Kalyan
24 JAN 2022

1. Vacha, a Charitable Trust, functions as Non-Government Organisation, established with a mission to focus on issues of women and girls through educational programmes, resource creation, research, training, campaigns, networking and advocacy. Vacha also visualises and advocates empowerment of girls and women by participating in various networks and campaigns, by organising seminars and conferences and through its publications.

NOW IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS UNDER:

Objective:

Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce, and Vacha are willing to enter into a Memorandum of Understanding (MOU). The objective of this MOU is to continue and expand the collaboration between Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce, and Vacha for various activities and programmes for the welfare of girls and women.

Period of MOU:

This MOU shall come into force and effect from the date of execution and shall remain valid for a period of Five years from such date after which the same may be reviewed by either party. However, if the same is not renewed this arrangement will be deemed terminated on the expiry of the said duration period.

Collaboration between Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce and Vacha:

Intention of this MOU is to collaborate for the following programmes:

1. Women Empowerment
2. Gender Equality
3. Research and Training
4. Library and Resource Centre
5. Paying of fees to students registered in Vacha

Key result areas of the cooperation include creating awareness on social issues, involving student-volunteers in social welfare causes and other activities that promote social welfare.

Hence scope of this collaboration includes any extension activity, social welfare activity and CSR activity initiated by Vacha for welfare of women and girls, apart from mentioned above..

4. Terms & Conditions:

a. Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce, shall nominate one person with adequate accountability and responsibility to coordinate the engagement. The person so appointed would act as the single point of contact (SPOC) for the proposed initiative.

b. Vacha shall nominate one person with adequate accountability and responsibility to coordinate the engagement. The person so appointed would act as the single point of contact (SPOC) for the proposed initiative.

c. Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce shall support and promote various projects undertaken by Vacha for the welfare of girls and women.

Geeta



P. V. Deshpande



d. Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce shall encourage student volunteers to organise and participate in various extension activities and programmes initiated by Vacha for creating awareness on social issues and promotion of social welfare of girls and women.

e. Vacha may conduct seminars, workshops and training programmes for the faculty and students of Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce focusing on gender equality, women empowerment and other social issues related to girls and women.

f. Vacha may provide a platform to Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce students to participate and contribute in various extension and social welfare initiatives taken by them as part of their CSR activities.

g. Vacha may provide internship opportunity to Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce students whenever such an opportunity arises.

h. Vacha may provide research opportunity to Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce students by involving them in various research projects undertaken by Vacha, whenever such an opportunity arises.

5. Commercial:

This collaboration is free of cost. Vacha shall not charge any fees on whatsoever account/name from the students or the College for conducting the aforesaid extension program.


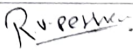


6. Certification:

Vacha shall provide E- certificate to student volunteers at the end of each academic year for their contribution in various projects and activities. Vacha shall also provide Certificate of appreciation at the end of each academic year to Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce on successful completion of purpose of this MOU.

7. Entirety & Amendment:

This MOU contains the entire understanding between the Parties in relation to the extension Program. If during the operation of the MOU, circumstances may arise which call for alteration/modification to this MOU, such alterations/modification shall be mutually discussed and agreed upon in writing. Such changes will be formalized in writing as an 'Addendum' to this MOU. Any changes/amendments to this MOU not in conformance to this section shall be deemed to be void-ab-initio.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as on the day, month and year first hereinabove written:

Karnataka Sangha's Manjunatha College of Commerce & Jr. College of Commerce	For Vacha Charitable Trust
(Authorized Signatory) 	(Authorized Signatory) 
Name: Dr. V. S. Adigal	Name: Rupali V. Pethkar
Designation: Principal	Designation: Chief Project Coordinator
Place: Dombivli	Place: Dombivli
Date: 21 st Feb.	Date: 21 st Feb
Stamp 	Stamp 

GENDER AUDIT REPORT

of

Karnataka Sangha's

Manjunatha College of Commerce and

Junior College of Commerce, Kanchangaon, Khambalpada

Thakurli-(W), Dombivli-421201, Thane District

Gender Positive Initiatives of Manjunath College

The Gender Audit team visited and interacted with members of women development cell, office and infrastructure amenities within the premises of the institution. The team also interacted with the Principal, IQAC co-ordinator, administrative staff, non-teaching staff, faculty. It also discussed about certain pertinent aspects and activities related to gender sensitization and empowerment with members of the women development cell (WDC). The observations and suggestions stated below are based on the information provided at the Gender Audit presentation, the documents exhibited and Gender Audit team's interactions with various stakeholders.

1. Committed efforts are underway in the institution to comply with all the statutory guidelines for facilitating gender sensitization and equality. At the same time the college has also strived to identify the critical gaps and challenges in its gender equality policy.
2. Measures are being undertaken to promote the safety of women and to pursue the policy of zero tolerance of gender harassment on the campus.
3. The overall distribution of the staff and students shows a balance representation of women belonging to various social categories. Good women ratio in the teaching staff and the students and the various academic and cultural committees of the college.
4. Internal Complaints Committee (ICC) is formed in the institution.
5. The Women Development Cell of the college organizes programmes for gender sensitization each year. The WDC has also carried out activities such as peer to peer sharing related sessions on personal health and hygiene and sanitary pad making. Promoting women empowerment and awareness programmes through poster exhibition, film screening related to saving girl child and promoting education for girls.
6. There are female security personnel on the campus.
7. 250 Girls participated in the workshop organised under UN Development Programme to increase employability and counselling skills.
8. The college campus is well equipped with basic infrastructure and amenities to take care of health, hygiene and safety of women staff and girl students. There are washrooms, girls' common room etc.
9. CCTV cameras are fixed at appropriate places.
10. The college has effective maternity leave facilities in place as per service rules.
11. Alumni involvement is also seen in organising programmes.
12. International women's day is celebrated.

13. Counselling is done when required for both genders
14. Female teaching staff is more involved in research activities like research paper publications.
15. Self Defence workshops are conducted

Recommendations of the Gender Audit Team

The recommendations made here by the Gender Audit team are based on NAAC assessment updates on Gender Sensitive Quality Indicators as well as recommendations published in the “SAKSHAM” report on “Measures for Ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses” submitted by the task force set up by the University Grants Commission (UGC).

1. It is suggested that the college prepare its annual gender report as per the various NAAC assessment criterion namely, Curricular Aspects, Teaching, Learning and Evaluation, Research, Consultancy and Extension, Infrastructure and Learning Resource, Student Support and Progression, Organization and Management and Healthy Practices. Further, the Annual Report is required to present information in the form of quantitative data pertaining to above mentioned NAAC assessment criterion.
2. It is being suggested that composition of the WDC & ICC be as per the UGC regulation 2015. All members of ICC be given training and attend orientation session on the provisions and procedures contained in the UGC ‘Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Education Institutions’ regulation, 2015.
3. Women representations in various committees, like statutory committees, LMC, board of examination etc. as well as in research, recruitment & promotions should be presented.
4. Gender balance in Ph D Centre
5. Gender balance (Male female ratio) in participation of short term and certificate courses, conference participation, prize winners/ achieving excellence in sports, cultural and academics
6. Sanitary napkins vending machines and incinerators may be placed in women’s washrooms/ common room for girls.
7. Women based general medical check-up facilities may be provided to women staff. Similarly, few sessions may be organized for girl students to address the issue of low haemoglobin or anaemia, the conditions that are often prevalent among young girls.

8. National and international seminars/conferences may be organized on women's issues by various departments of humanities.
9. Minutes & Attendance of the meetings should be maintained in a structural manner.
10. On the Women's Day felicitations of the outsiders like women rikshaw driver, sweeper.
11. Conduct survey to find out awareness of the stakeholders about Internal Complaints Committee and its functions.
12. Gender sensitization survey within campus should be conducted every year
13. More initiatives for the awareness of the rights of women and gender sensitivity should be taken up centrally by the IQAC.
14. The names of the ICC members along with their contact number are to be displayed at appropriate places in the college building along with the details of Police helpline.
15. More programs promoting employability skills need to be undertaken in the future. Attention needs to be given towards the maintenance and upkeep of such facilities.
16. The college has effective maternity leave facilities in place as per service rules. It is to be extended to all the staff irrespective of the aided or unaided sections. The lady staffs (Teaching and Non-Teaching) who wish to adopt a child are given the leave as per the maternity leave provisions.
17. The college can take initiative to a positive policy in favour of girl students in their interventions for awarding scholarships, free ships, book bank facility etc.
18. Keep tracking college web page website for gender neutral representation like: gender neutral language, colour and font size, images photos shared / floated, weightage gender awareness programmes etc

Gender Audit Team

Seema Ketkar.

Dr. Seema Ketkar

Date: April 7, 2022.

Associate Professor
Satish Pradhan Dnyanashiksha
College, Thane(W)