



**JOGESHWARI EDUCATION SOCIETY'S
COLLEGE OF COMMERCE SCIENCE & INFORMATION TECHNOLOGY
(AFFILIATED TO UNIVERSITY OF MUMBAI)**

JES Education Complex, Caves Road, Arvind Gandbhir Campus, Jogeshwari (East), Mumbai - 400 060.
Tel : 022 2824 5527 / 83568 67783 | Email : jescollegecom@gmail.com | Web : jescollege.edu.in

GENDER AUDIT CERTIFICATE

This is certified that Internal Quality Assurance Cell and Women Development Cell of Jogeshwari Education Society's College of Commerce Science and Information Technology has prepared Gender Audit Report with due co-operation of the Principal and other staff members of the college and has conducted this GENDER AUDIT for the academic year 2022-2023 to assess the gender initiative planning & various efforts and activities organized in the college campus. This Gender Audit is also aimed to assess impact towards a gender sensitive society where solidarity, opportunities and responsibilities are shared by women, men and other in equal measure.

Vaishali
19-7-23

Expert member
Dr. Vaishali Ojha

Ritika Srivastava
19/July/23

Expert member
Ms. Ritika Srivastava

S. M. Michael

Chairperson
Prof. (Dr.) Sebastian M. Michael

19/7/2023



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Assessment of Gender Audit Report by Expert - 2022 – 2023

Name of the Expert: - Prof. (Dr.) Sebastian M. Michael, Chairperson

Gender Sensitive indicators	Highly Satisfied	Satisfied	Moderately Satisfied	Less Satisfied	Not Satisfied
1 JES Management	✓				
2 Non – Teaching Staff		✓			
3 Students in Committees	✓				
4 Students Admission – B.Com.	✓				
5 Students Admission – Self Finance		✓			
6 Students Detention – B.Com.					
7 Students Detention – Self Finance	✓				
8 Students Participation in College Activities	✓				
9 Sports Facilities		✓			
10 Other Facilities		✓			
11 Activity Conducted for Promotion of Gender Equity	✓				

S.M. Michael

Signature of the Expert with Date

19/07/2023



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Assessment of Gender Audit Report by Expert - 2022 – 2023

Name of the Expert: - Dr. Vaishali Ojha, Member

Gender Sensitive indicators	Highly Satisfied	Satisfied	Moderately Satisfied	Less Satisfied	Not Satisfied
1 JES Management	✓				
2 Non – Teaching Staff		✓			
3 Students in Committees		✓			
4 Students Admission – B.Com.		✓			
5 Students Admission – Self Finance		✓			
6 Students Detention – B.Com.					
7 Students Detention – Self Finance					
8 Students Participation in College Activities	✓				
9 Sports Facilities	✓				
10 Other Facilities	✓				
11 Activity Conducted for Promotion of Gender Equity	✓				

Vaishali
19-7-23

Signature of the Expert with Date



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Assessment of Gender Audit Report by Expert - 2022 – 2023

Name of the Expert: - Ms. Ritika Srivastava, Member

Gender Sensitive indicators	Highly Satisfied	Satisfied	Moderately Satisfied	Less Satisfied	Not Satisfied
1 JES Management	✓				
2 Non – Teaching Staff		✓			
3 Students in Committees	✓				
4 Students Admission – B.Com.		✓			
5 Students Admission – Self Finance	✓				
6 Students Detention – B.Com.		✓			
7 Students Detention – Self Finance		✓			
8 Students Participation in College Activities	✓				
9 Sports Facilities		✓			
10 Other Facilities	✓				
11 Activity Conducted for Promotion of Gender Equity	✓				

Ritika
19/ July/2023
Signature of the Expert with Date

RECOMMENDATIONS FOR MAKING JES COLLEGE A GENDER SENSITIVE

COLLEGE: -

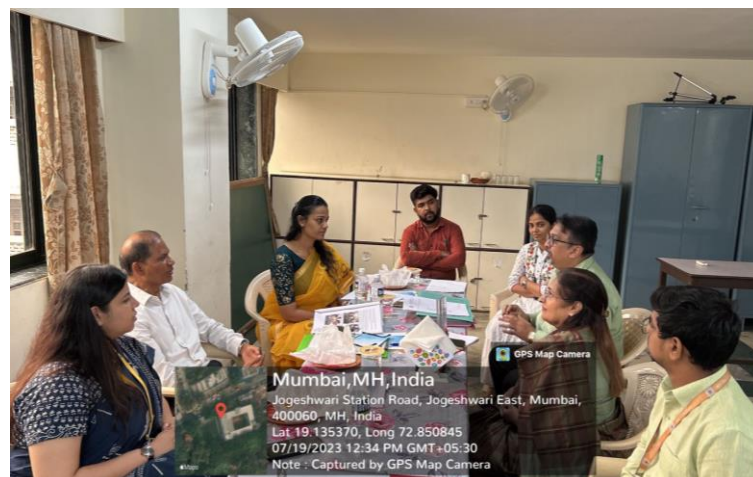
1. It is suggested to appoint a female security guard.
2. Ensure two workshop/training on POSH, gender sensitization and POSCO each year.
3. College is taking appropriate initiatives to make the campus gender inclusive workplace. It is suggested to make an action plan for its better implementation.
4. College is also ensuring the welfare of transgender community, it would be great if a systematic process for their economic empowerment can be ensured through Skill Development.
5. A survey for all the stakeholders should be conducted and should be analysed for this gender audit report.
6. College's one of the innovative practice "Annapurna" deserves a huge round of applause, for it is recommended that each year it should be organised as a Pilot project.
7. An electronic system to calculate the put fall in the library can be one of the addition to library learning resource management.
8. College has one sanitary napkin vending machine, it is suggested to install one more machine.
9. A value added certificate course also can be started for gender studies.

Naishali
19-7-23
Dr. Vaishali Ojha

S.M. Michaelson
19/07/2023
Sebastian M. Michael

Ritika Sivastava
19/July/2023
Ritika Sivastava

Gender Audit – 2022 – 2023 by IQAC and WDC





Jogeshwari Education Society's
College of Commerce Science and Information Technology
(Affiliated to University of Mumbai)

Gender Audit Report 2022 – 2023

R. Shela

PRINCIPAL

JOGESHWARI EDUCATION SOCIETY'S
COLLEGE OF COMMERCE SCIENCE
& INFORMATION TECHNOLOGY
Caves Road, Jogeshwari (E), Mumbai-400 060.



Gender Audit Committee, JES College

1. Dr. Sunita Sharma, Coordinator
2. Mr. Chitrarth Kate, Member
3. Ms. Pragati Yerunkar, Member
4. Mr. Hyder Khan, Member
5. Ms. Archana Dhawade, Member

Gender Audit Expert Committee

1. Prof. (Dr.) Sebastian M. Michael,
Chairperson
2. Dr. Vaishali Ojha, Member
3. Ms. Ritika Srivastava, Member

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INTRODUCTION

Genesis

Jogeshwari Education Society (JES) is one of the oldest, well renowned and greatly respected institution in Jogeshwari (East), Mumbai. The institute was founded more than 90 years ago, as long back as in 1932, by a few dedicated Saraswat's who sowed the seeds of education in a small residential house in Saraswat Baug, Jogeshwari (East). Now the society owns two buildings, housing a primary school (Marathi Medium) aided by the BMC, a secondary school (Marathi Medium & Semi-English Medium) popularly known as 'Arvind Gandbhir High School' aided by the Government of Maharashtra, JES English School, Junior and Degree College.

To meet the demands of the young students in the vicinity JES Jogeshwari Education Society's College of Commerce Science and Information Technology, was established by Jogeshwari Education Society in the year 2009 - 2010. The College is established in a building owned by Jogeshwari Education Society. The organisational management processes followed by JES are transparent and participative. The main idea of introducing various degree courses was also to provide an opportunity to the local community which is financially and academically weak and to create awareness about shaping their future by educating themselves with the courses of their interest and caliber. Our prestigious institution for the past thirteen years is a medium or instrument for dissemination of knowledge, culture and is an epitome of hopes and aspirations for numerous students. Today our institution takes pride in imparting high quality education, integrated with values and technology. It offers B. Com, BMS, BAF and BSc IT streams.

Objectives

The Gender Audit of Jogeshwari Education Society's College of Commerce Science and Information Technology has the following objectives:

- To find out the areas where gender balance exists.
- To examine the policies of the college rules / actions toward the needs and interests of both men and women.
- Suggest measures for bridging the gender gap.



- Foster gender equality in all aspects of college life and throughout the college community.

STATISTICAL DATA OF GENDER AUDIT 2022- 2023

I. MANAGEMENT							
	Men	Women	Other	Total	% Men	% Women	% Other
Management Committee (JES)	9	0	0	9	100.0	0	0
College Development Committee	13	6	0	19	68.42	31.58	0

II. TEACHING							
	Men	Women	Other	Total	% Men	% Women	% Other
Full Time Teaching Staff	8	11	0	19	42.11	57.89	0
Part Time Teaching Staff	2	0	0	2	100.00	0	0
Programme Co-ordinators	1	3	0	4	25.00	75.00	0
Teachers with Ph.D.	1	1	0	2	50.00	50.00	0
Teachers Pursuing Ph.D.	2	5	0	7	28.57	71.43	0
Teachers Qualified with NET/SET	3	1	0	4	75.00	25.00	0
Chairpersons in Committees & Association	7	17	0	24	29.17	70.83	0
Members in Committees & Association	25	30	0	55	45.45	54.55	0

III. NON - TEACHING							
	Men	Women	Other	Total	% Men	% Women	% Other
Library Staff	0	1	0	1	0	100.0	0
Administrative Staff	1	1	0	2	50.00	50.00	0
Support Staff	2	0	0	2	100.0	0	0

IV. STUDENTS							
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	Boys	Girls	Other	Total	% Boys	% Girls	% Other
INTERNAL QUALITY ASSURANCE CELL	2	2	0	4	50	50	0
COLLEGE DEVELOPMENT CELL	2	2	0	4	50	50	0
STUDENT COUNCIL	21	19	0	40	52.5	47.5	0
NSS VOLUNTEERS	54	46	0	100	54	46	0
DLLE VOLUNTEERS	76	101	0	177	42.93	57.06	0
WDC	4	4	0	8	50.00	50.00	0
LIBRARY COMMITTEE	5	5	0	10	50	50	0
TRAINING & PLACEMENT CELL	2	2	0	4	50	50	0
CULTURAL COMMITTEE	5	5	0	10	50.00	50.00	0
SPORTS & GYMKHANA	5	5	0	10	50.00	50.00	0
NATURES CLUB	6	8	0	14	42.85	57.14	0
ALUMNI	2	1	0	3	66.67	33.33	0

Admission B. Com – Regular	Boys	Girls	Other	Total	%Boys	%Gir ls	% Other
FYBCOM	123	117	0	240	51.25	48.75	0
SYBCOM	127	91	0	218	58.25	41.74	0
TYBCOM	111	99	0	210	52.85	47.14	0
TOTAL	361	307	0	668	54.04	45.95	0

Admission Self Finance	Boys	Girls	Other	Total	%Boys	%Girls	% Other
First Year	88	48	0	136	64.70	35.29	0
Second Year	58	49	0	107	54.20	45.79	0
Third Year	59	63	0	122	48.36	51.63	0
TOTAL	205	160	0	365	56.16	43.83	

Student Detention- B. Com Regular	Boys	Girls	Other	Total	%Boys	%Girls	% Other
FYBCOM	32	12	0	44	72.72	27.27	0
SYBCOM	30	11	0	41	73.17	26.82	0
TOTAL							

ACTIVITIES	Boys	Girls	Others	Total	% Boys	% Girls	% Others
NSS							
Blood Donation Camp	9	23	0	32	28.12	71.87	0



Tree Plantation	6	9	0	15	40	60	0
International Yoga Day	7	7	0	14	50	50	0
Tree Plantation	5	16	0	21	23.80	76.19	0
Run up Programme for International Costal Clean up	2	2	0	4	50	50	0
Rakhi Making Competition	4	2	0	6	66.67	33.33	0
College Rally	7	10	0	17	41.17	58.82	0
Har Class Tiranga	10	13	0	23	43.47	56.52	0
Essay Writing	8	5	0	13	61.53	38.46	0
Singing Competition	5	7	0	12	41.67	58.33	0
Mono Acting	2	3	0	5	40	60	0
Azadi ka Amrit Mohatsav Organized by Mumbai University	9	7	0	16	56.25	43.75	0
Poster Making Competition	1	2	0	3	33.33	66.67	0
Har Ghar Tiranga	4	7	0	11	36.36	63.63	0
Video Making	6	3	0	9	66.67	33.33	0
Run up Programme for International Costal Clean up	5	10	0	15	33.33	66.67	0
Health Camp Activity	2	4	0	6	33.33	66.67	0
Anti-Ragging (Street Play)	3	6	0	9	33.33	66.67	0
Job Fair Event for youth with and without Disabilities	10	16	0	26	38.46	61.53	0
Juhu Beach Clean up	43	20	0	63	68.25	31.74	0
Disaster management Lecture	37	39	0	76	48.68	51.31	0
Paper Bag Distribution	20	13	0	33	60.60	39.39	0
NSS Orientation	48	39	0	87	55.17	44.82	0
De-addiction Rally	13	07	0	20	65	35	0
Rapid Chess Tournament	08	0	0	08	100	0	0
Jogeshwari station and College Campus Clean-up	29	20	0	49	59.18	40.81	0
18th Maharashtra State Junior Girls Boxing Championship	29	14	0	43	67.44	32.55	0
Andheri Station Clean up	08	04	0	12	66.67	33.33	0
National unity day	18	10	0	28	64.28	35.71	0
Street play workshop	1	1	0	2	50	50	0
Nrutyavishkar	1	2	0	3	33.33	66.67	0
The Indian Constitution day	77	79	0	156	49.35	50.64	0
Voter ID Registration Camp	5	4	0	9	55.55	44.44	0
World AIDS DAY	12	5	0	17	70.58	29.41	0
Organ Donation Camp	3	1	0	4	75	25	0
Blood Donation Camp	20	12	0	32	62.5	37.5	0
Chess Competition	13	12	0	25	52	48	0
Road Safety Lecture	53	53	0	106	50	50	0
Rally On Road Safety	59	59	0	118	50	50	0
Valentine Day with Old-age Home	17	13	0	30	56.67	43.33	0



Electoral Literacy (poster, GIF Video, Slogans Making competition)	6	2	0	8	75	25	0
Electoral Literacy (Street Play)	11	4	0	15	73.33	26.67	0
WDC							
Poster Making Competition	9	8	0	17	52.94	47.05	0
Orientation Programme	0	77	0	77	0	100	0
Health & Gender Training Program – Day 1	4	26	0	30	13.33	86.67	0
Health & Gender Training Program – Day 2	79	82	0	161	49.06	50.93	0
Samanata – Gender week celebration – Day 1	53	48	0	101	52.47	47.52	0
Samanata – Gender week celebration – Day 2	40	53	0	93	43.01	56.98	0
Samanata – Gender week celebration – Day 3	65	25	0	90	72.22	27.77	0
Samanata – Gender week celebration – Day 4	0	80	0	80	0	100	0
Samanata – Gender week celebration – Day 5	30	44	0	74	40.54	59.45	0
Breast cancer awareness program	0	94	0	94	0	100	0
National girl child day	40	30	0	70	57.14	42.85	0
Career guidance & enhancement of employability skills day 1	0	178	0	178	0	100	0
Career guidance & enhancement of employability skills day 2	0	152	0	152	0	100	0
Library Events							
Book Reading	20	21	0	41	48.78	51.21	0
News Paper Reading	14	5	0	19	73.68	26.31	0
Online Quiz Competition	8	5	0	13	61.53	38.46	0
Story telling	8	5	0	13	61.53	38.46	0
Book Review	12	6	0	18	66.67	33.33	0
Online quiz competition	39	45	0	84	46.42	53.57	0
Nature's club							
Vermi compost making	20	22	0	42	47.61	52.38	0
Organic fertilizer making	14	4	0	18	77.77	22.22	0
Waste management	46	62	0	108	42.59	57.40	0
Photography competition on extinct species	26	24	0	50	52	48	0
Importance of soil for biosphere	7	17	0	24	29.16	70.83	0
Importance of wetland	19	19	0	38	50	50	0
Water conservation drive	2	3	0	5	40	60	0



Energy conservation drive	4	5	0	9	44.44	55.55	0
Mono acting competition	28	32	0	60	46.66	53.33	0
DLLE							
Mask painting competition	14	13	0	27	51.85	48.15	0
Patriotic song competition	34	42	0	76	44.73	55.26	0
Beach clean up	20	22	0	42	47.61	52.38	0
Blood donation camp	5	7	0	12	41.67	58.33	0
Essay writing	14	14	0	28	50	50	0
Make best from waste	8	4	0	12	66.67	33.33	0
Career guidance	16	11	0	27	59.25	40.74	0
Food mela	6	20	0	26	23.07	76.92	0
PLACEMENT CELL							
Career readiness	19	27	0	46	41.30	58.69	0
Insurance training programme	07	14	0	21	33.33	66.67	0
Placement drive	10	8	0	18	55.55	44.44	0
Putting the best foot forward	46	57	0	103	44.66	55.33	0
Career guidance on travel & tourism	55	59	0	114	48.24	51.75	0
How to build your resume?	43	64	0	107	40.18	59.81	0
TOTAL	1520	2099	0	3619	42	57.99	0

I. GENDER BALANCE OF JES MANAGEMENT

A. Management Committee

Men	Women	Other	Total	% Men	% Women	% Other
9	0	0	9	100.0	0	0



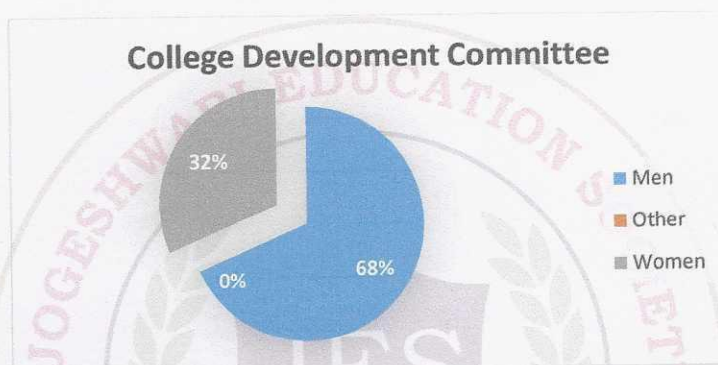
Interpretation: The Number of men members in Management Committee of Jogeshwari Education Society is 09 and no women representation.

B. College Development Committee



It comprises of Chairperson JES, Management Representative, Teachers elected representative, HOD nominated by the Principal, Alumni representatives, Local Member representative, Special invitee, Member IQAC, Member Secretary, Student Representative and Student Council President. All important decisions for the growth of the institution is guided by this committee. The decisions taken are executed through the Principal.

Men	Women	Other	Total	% Men	% Women	% Other
13	6	0	19	68.42	31.58	0

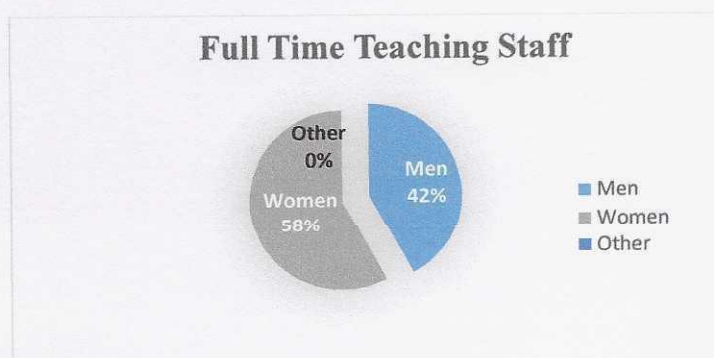


Interpretation: College Development Committee has more men than women.

I. GENDER BALANCE OF JES FACULTY

A. Full Time Teaching Staff

Men	Women	Other	Total	% Men	% Women	% Other
8	11	0	19	42.11	57.89	0

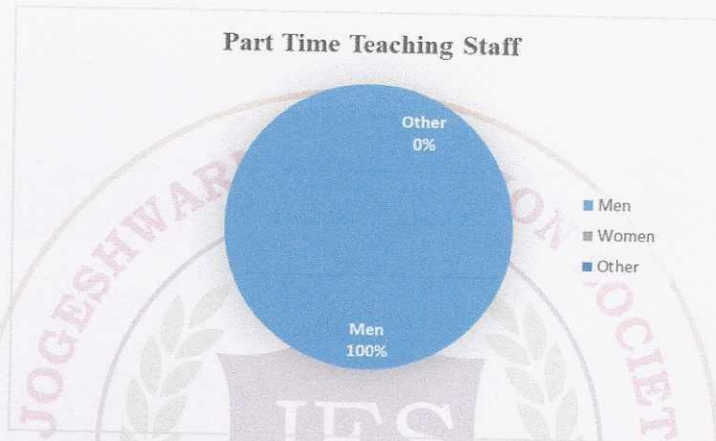


Interpretation: College had 42.11 percent men and 57.89 women as a full time faculty member. Percentage of Women faculty are more than men.



B. Part Time Teaching Staff

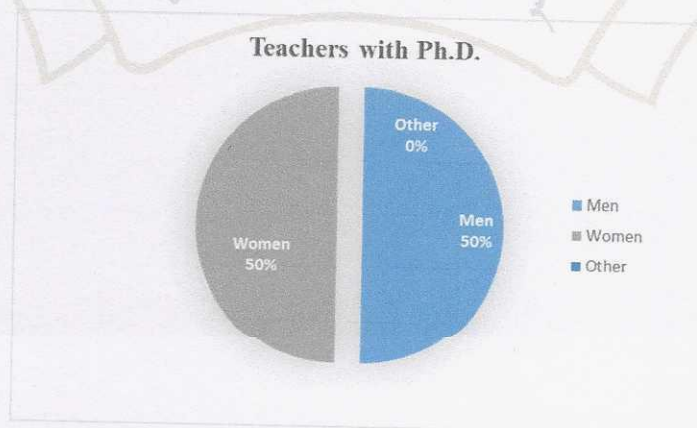
Men	Women	Other	Total	% Men	% Women	% Other
2	0	0	2	100.0	0	0



Interpretation: All Part time faculty members are men.

C. Teachers with Ph.D.

Men	Women	Other	Total	% Men	% Women	% Other
1	1	0	2	50.00	50.00	0

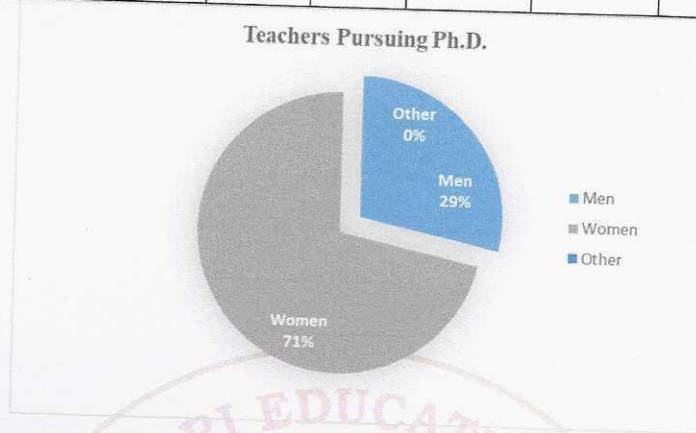


Interpretation: Two faculty members are Ph.D. holder. One is man and one is woman.

D. Teachers Pursuing Ph.D.



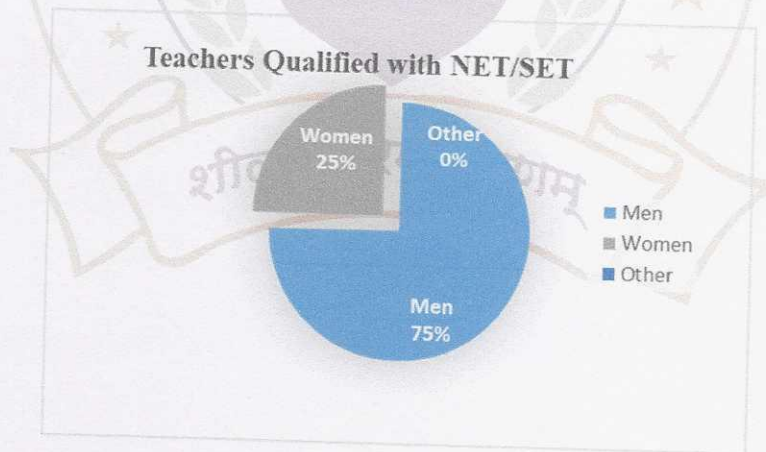
Men	Women	Other	Total	% Men	% Women	% Other
2	5	0	7	28.57	71.43	0



Interpretation: Seven faculty members are pursuing Ph.D. Two are men and Five are woman.

E. Teachers Qualified with NET/SET

Men	Women	Other	Total	% Men	% Women	% Other
3	1	0	4	75.00	25.00	0



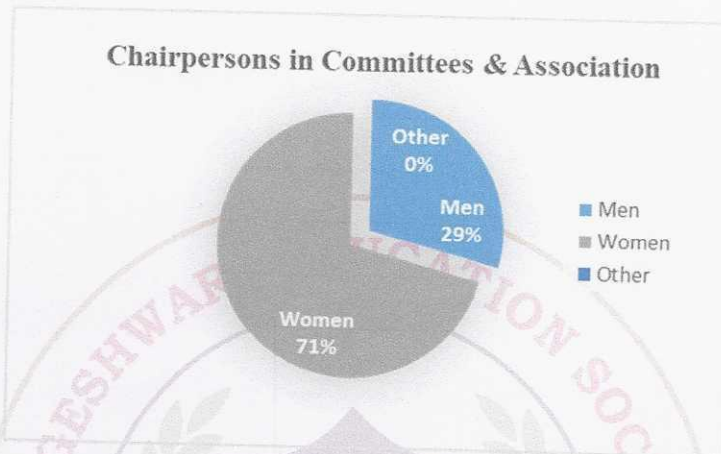
Interpretation: Total four faculty members are NET/SET qualified. One is woman and three are men.

F. Chairpersons in Committees & Association

Men	Women	Other	Total	% Men	% Women	% Other
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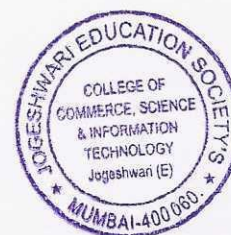
7	17	0	24	29.17	70.83	0
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Interpretation: Of the total Committees & Association 71 percent are women chairperson and 29 percent are men.

G. Members in Committees & Association

Men	Women	Other	Total	% Men	% Women	% Other
25	30	0	55	45.45	54.55	0

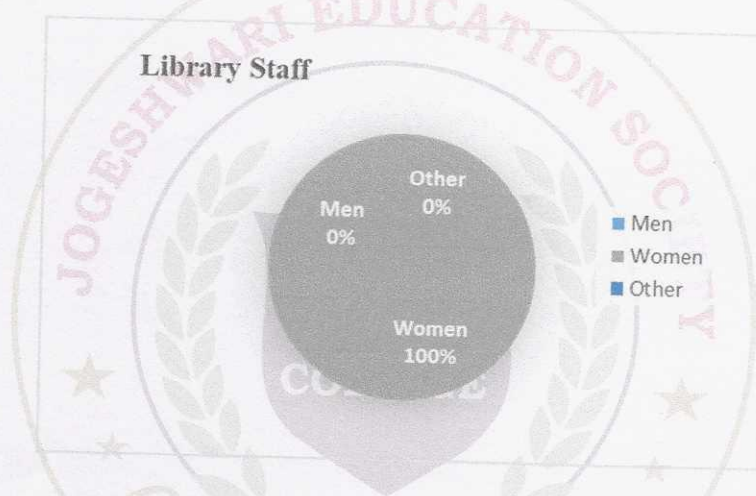


Interpretation: Of the total Committees & Association 55 percent are women member representation and 45 percent are men member representation.
Overall, Women participation is more in Teaching criterion.

III. GENDER BALANCE OF NON TEACHING STAFF

A. Library Staff

Men	Women	Other	Total	% Men	% Women	% Other
0	1	0	1	0	100.0	0

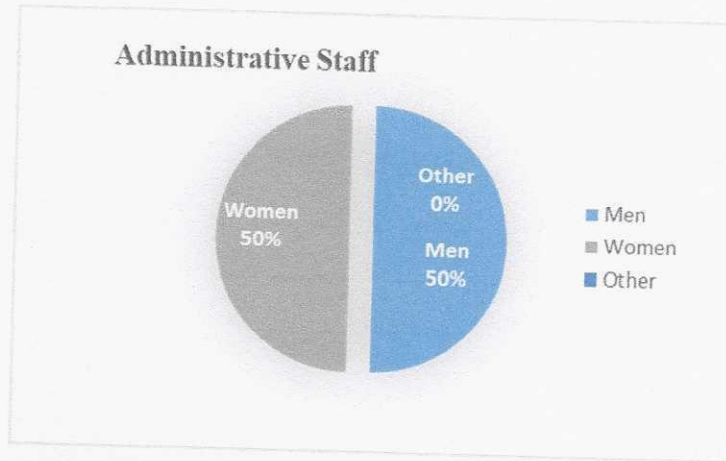


Interpretation: Library has one women staff.

B. Administrative Staff

Men	Women	Other	Total	% Men	% Women	% Other
1	1	0	2	50.00	50.00	0





Interpretation: There are two Administrative staff, one is female and one is male.

C. Support Staff

Men	Women	Other	Total	% Men	% Women	% Other
2	0	0	2	100.0	0	0



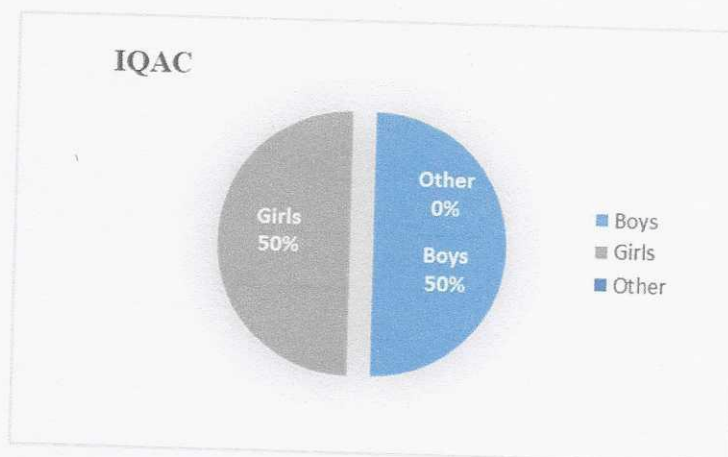
Interpretation: All the support staff are men.

IV. GENDER BALANCE OF STUDENTS'

A. INTERNAL QUALITY ASSURANCE CELL

Boys	Girls	Other	Total	% Boys	% Girls	% Other
2	2	0	4	50	50	0





Interpretation: Two boys students and two girls students are part of IQAC.

B. College Development Cell

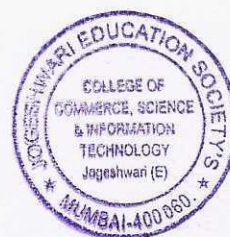
Boys	Girls	Other	Total	% Boys	% Girls	% Other
2	2	0	4	50	50	0

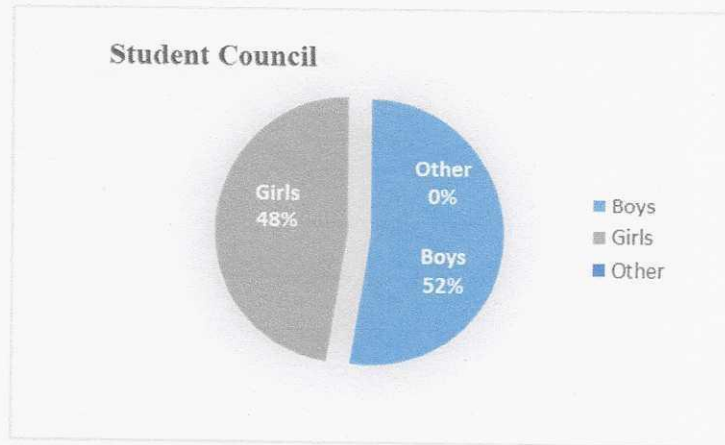


Interpretation: Two boys students and two girls students are part of CDC.

C. Student Council

Boys	Girls	Other	Total	% Boys	% Girls	% Other
21	19	0	40	52.5	47.5	0

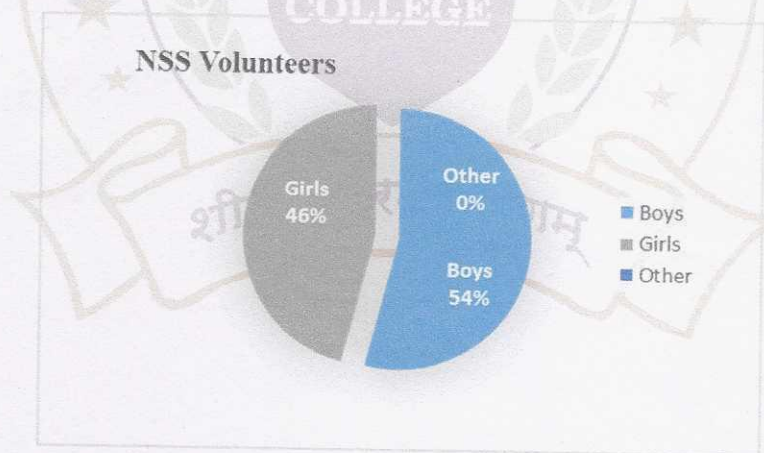




Interpretation: Total 40 students are part of student council, of which 52 percent are boys and 48 percent are girls.

D. NSS Volunteers

Boys	Girls	Other	Total	% Boys	% Girls	% Other
54	46	0	100	54	46	0



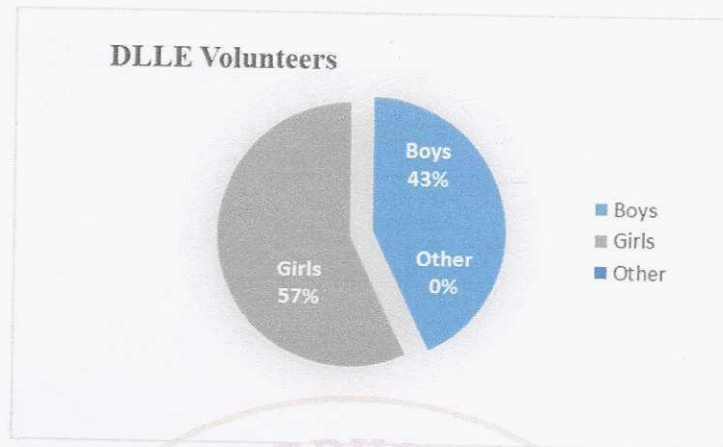
Interpretation: There are total 100 volunteers in NSS. Of all the NSS Volunteers 54 percent are boys and 46 percent are girls.

E. DLLE Volunteers

Boys	Girls	Other	Total	% Boys	% Girls	% Other
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76	101	0	177	42.94	57.06	0
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Interpretation: There are total of 177 volunteers in DLLE. Of all the DLLE Volunteers 43 percent are boys and 57 percent are girls.

F. WDC

Boys	Girls	Other	Total	% Boys	% Girls	% Other
4	4	0	8	50.00	50.00	0

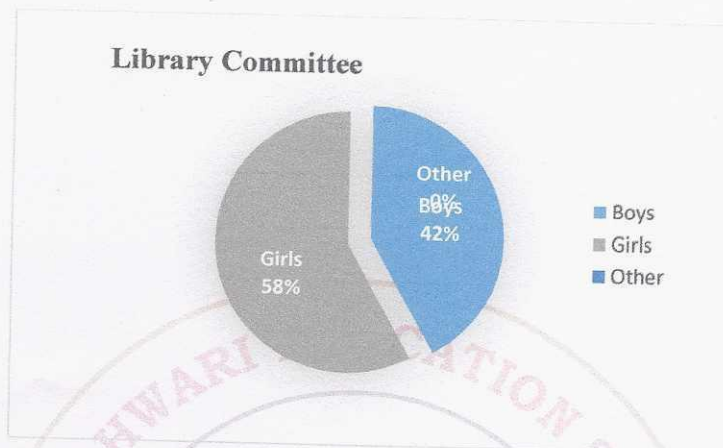


Interpretation: There are equal number of students in terms of Gender.

G. LIBRARY COMMITTEE



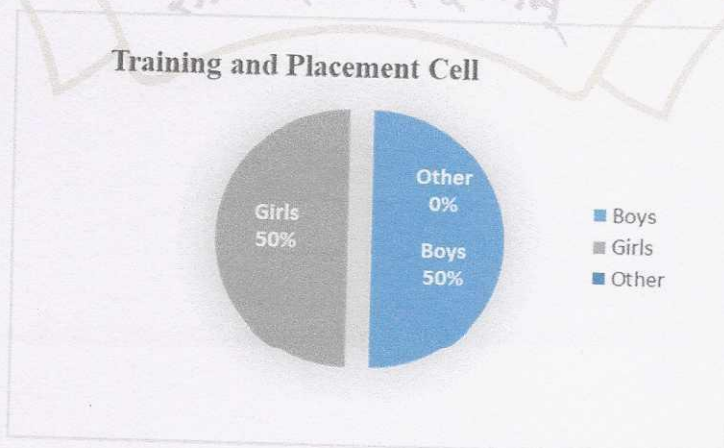
Boys	Girls	Other	Total	% Boys	% Girls	% Other
4	4	0	8	50.00	50.00	0



Interpretation: There are equal no of boys and girls in library committee.

H. TRAINING & PLACEMENT CELL

Boys	Girls	Other	Total	% Boys	% Girls	% Other
2	2	0	4	50.00	50.00	0

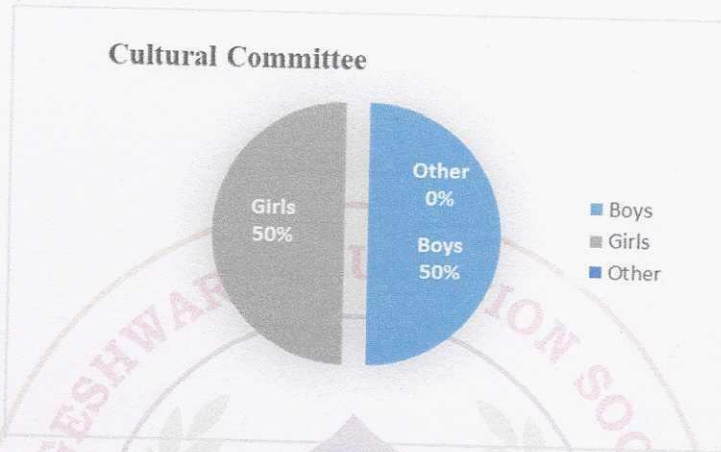


Interpretation: There are equal number of boys and girls member in Training and Placement Cell.



I. CULTURAL COMMITTEE

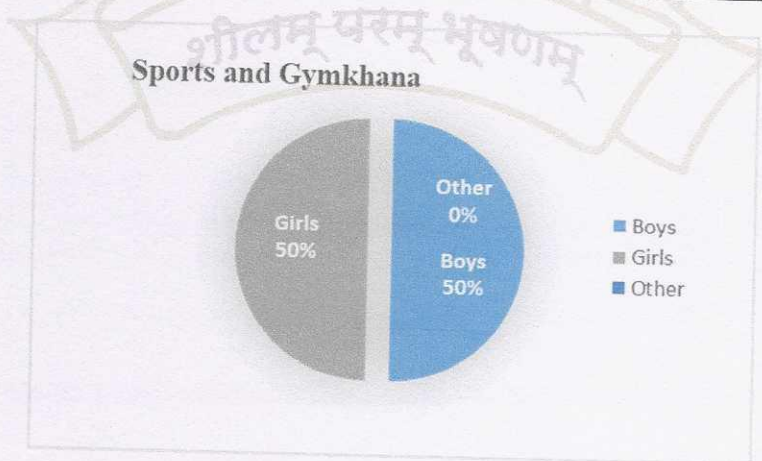
Boys	Girls	Other	Total	% Boys	% Girls	% Other
5	5	0	10	50.00	50.00	0



Interpretation: There are five boys and five girls in the cultural committee.

J. SPORTS AND GYMKHANA

Boys	Girls	Other	Total	% Boys	% Girls	% Other
5	5	0	10	50.00	50.00	0

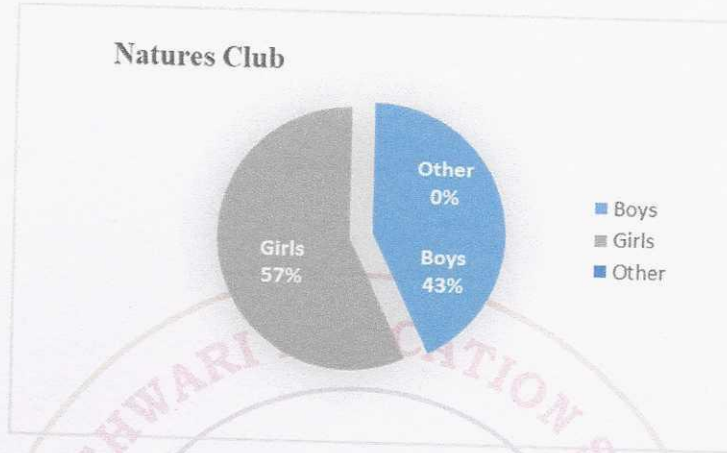


Interpretation: There are five boys and five girls in the sports and gymkhana committee.

K. NATURES CLUB



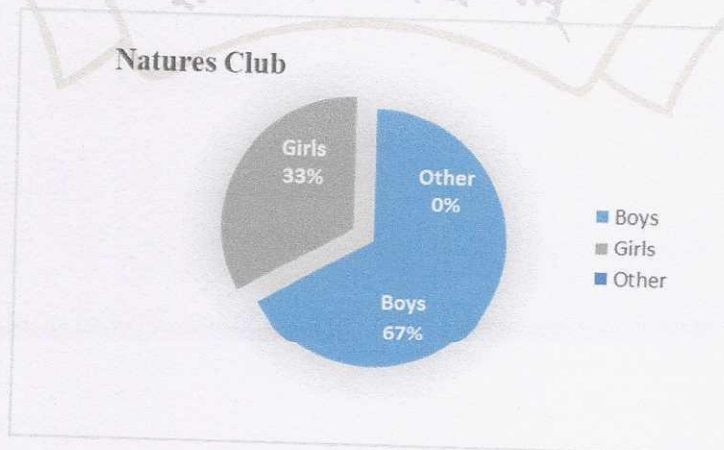
Boys	Girls	Other	Total	% Boys	% Girls	% Other
6	8	0	14	42.85	57.14	0



Interpretation: Of the total fourteen members six are boys and eight are girls.

L. ALUMNI

Boys	Girls	Other	Total	% Boys	% Girls	% Other
2	1	0	3	66.67	33.33	0



Interpretation: Two boys and one girl member are part of Natures Club.

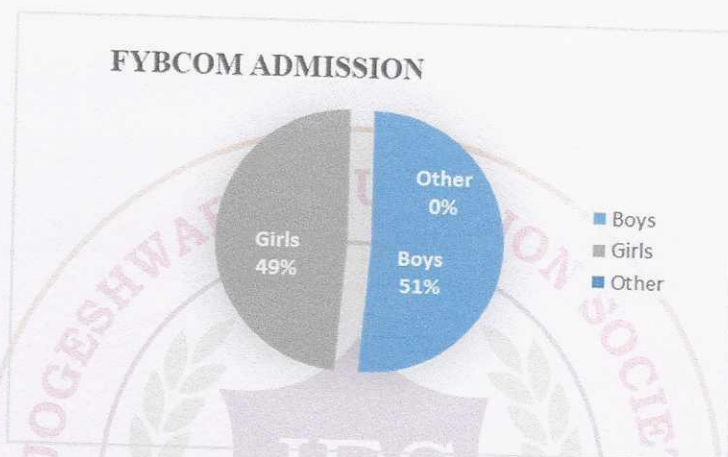


V.A. GENDER BALANCE OF STUDENTS' ADMISSION – B.COM

1. B.COM Programme:

A. FYBCOM

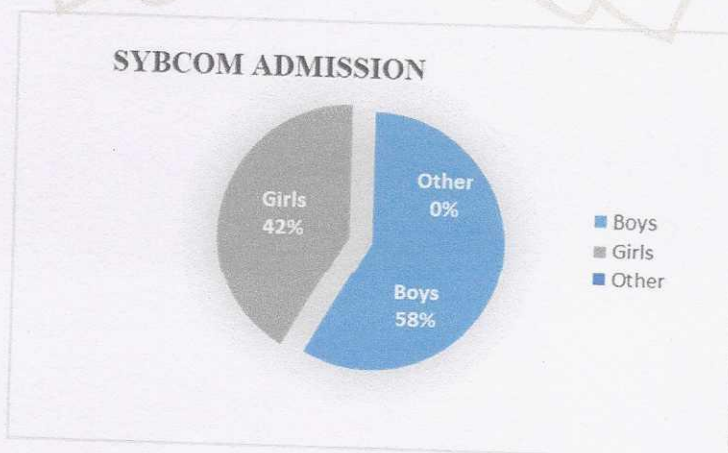
Boys	Girls	Other	Total	% Boys	% Girls	% Other
123	117	0	240	51.25	48.75	0



Interpretation: There are 240 students for the FY BCOM Programme. Of which 49 percent are women and 51 percent are men.

B. SYBCOM

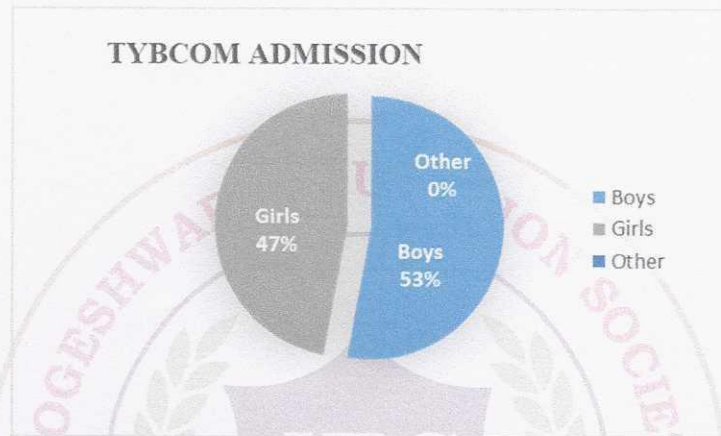
Boys	Girls	Other	Total	% Boys	% Girls	% Other
127	91	0	218	58.25	41.74	0



Interpretation: There are 218 students in SYBCOM programme. Of them 58 percent are boys and 42 percent are girls.

C. TYBCOM

Boys	Girls	Other	Total	% Boys	% Girls	% Other
111	99	0	210	52.85	47.14	0

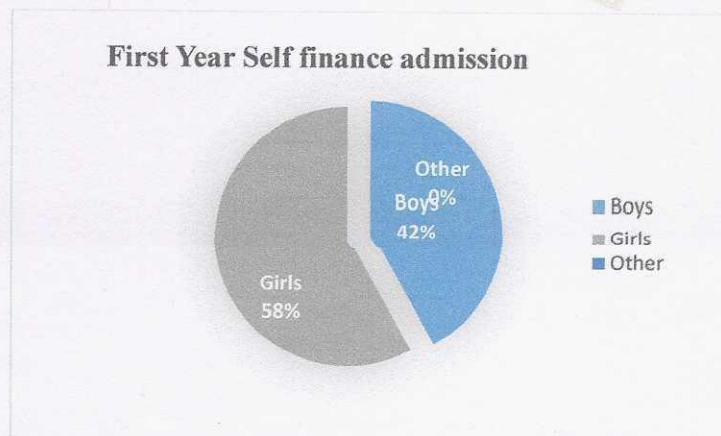


Interpretation: There are 210 students in SYBCOM programme. Of them 53 percent are boys and 47 percent are girls.

V.B. GENDER BALANCE OF STUDENTS' ADMISSION – SELF FINANCE

A. First year

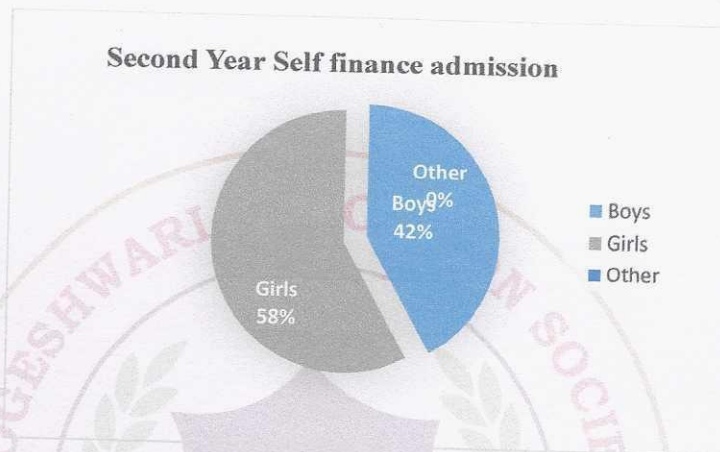
Boys	Girls	Other	Total	% Boys	% Girls	% Other
88	48	0	136	64.70	35.29	0



Interpretation: There are 136 students in First year self-finance programme. Of them 65 percent are boys and 35 percent are girls.

B. Second year

Boys	Girls	Other	Total	% Boys	% Girls	% Other
58	49	0	107	54.20	45.79	0



Interpretation: There are 107 students in second year self-finance programme. Of them 58 percent are boys and 49 percent are girls.

C. Third year

Boys	Girls	Other	Total	% Boys	% Girls	% Other
59	63	0	122	48.36	51.63	0

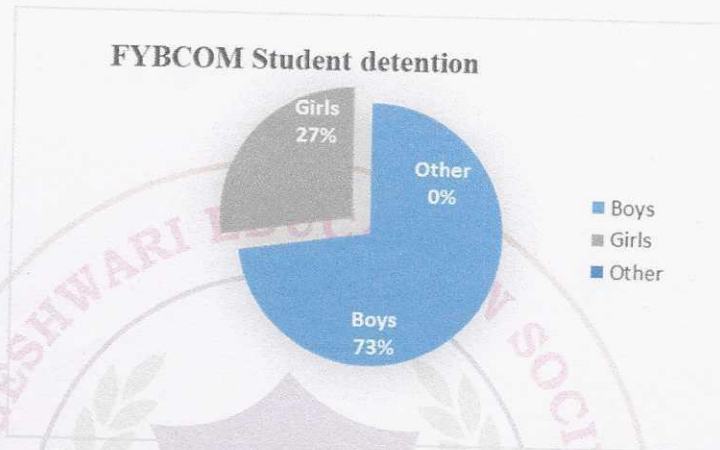


Interpretation: There are 122 students in third year self-finance programme. Of them 52 percent are boys and 48 percent are girls.



V.C. GENDER BALANCE OF STUDENTS' DETENTION – B.COM
A. FYBCOM

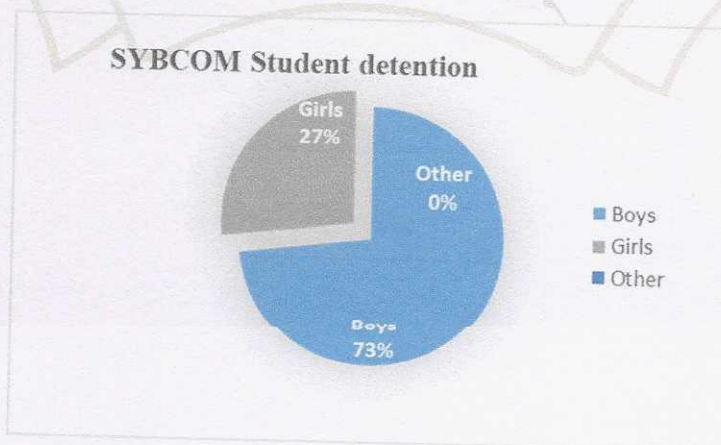
Boys	Girls	Other	Total	% Boys	% Girls	% Other
32	12	0	44	72.72	27.27	0



Interpretation: A total of 44 students got detention. Of them 73 percent are boys and 27 percent are girls.

B. SYBCOM

Boys	Girls	Other	Total	% Boys	% Girls	% Other
30	11	0	41	73.17	26.82	0



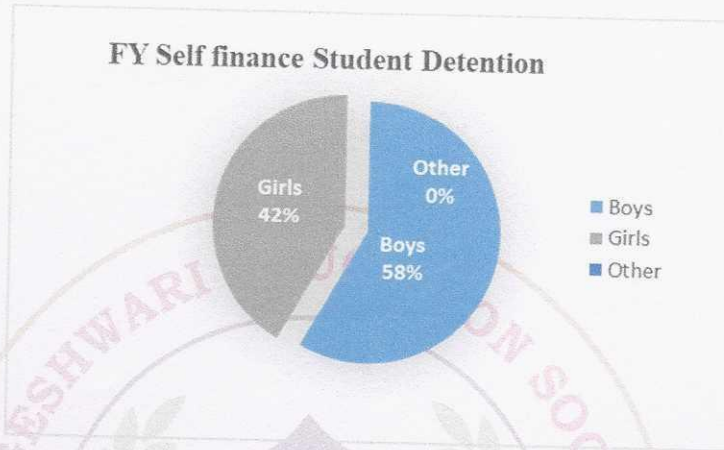
Interpretation: A total of 41 students got detention. Of them 73 percent are boys and 27 percent are girls.



V.D. GENDER BALANCE OF STUDENTS' DETENTION – SELF FINANCE

A. First Year

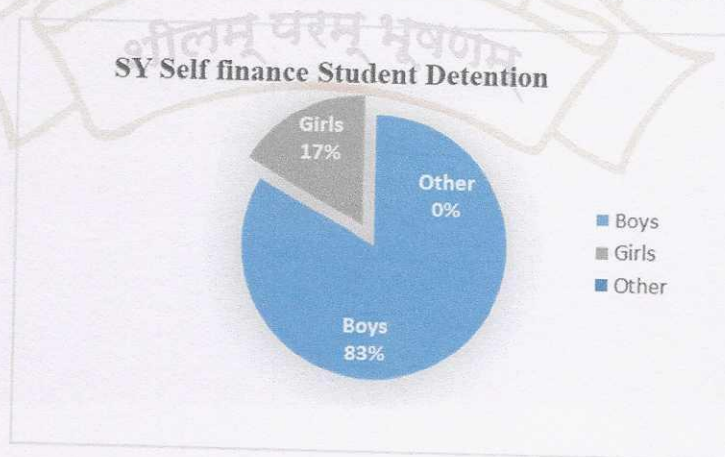
Boys	Girls	Other	Total	% Boys	% Girls	% Other
7	5	0	12	58.33	41.67	0



Interpretation: A total of 14 students got detention. Of them 58 percent are boys and 42 percent are girls.

B. Second Year

Boys	Girls	Other	Total	% Boys	% Girls	% Other
10	2	0	12	83.33	16.67	0

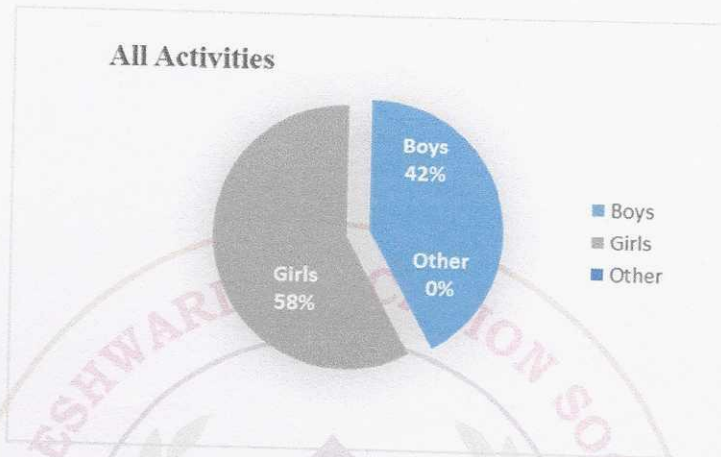


Interpretation: A total of 14 students got detention. Of them 83 percent are boys and 17 percent are girls.



VI. GENDER BALANCE OF STUDENTS' PARTICIPATION IN COLLEGE ACTIVITIES

Boys	Girls	Other	Total	% Boys	% Girls	% Other
1520	2099	0	3619	42	57.99	0



Interpretation: There are 1520 boys and 2099 girls participated in different college activities. Overall, girls participation is more than boys.

VII. GENDER BALANCE IN SPORTS FACILITIES

JES College has various Indoor as well as Outdoor game facilities within the premises for all the genders.

Outdoor games such as Cricket, Kho Kho, Kabaddi, Foot Ball, Badminton etc. are played on Turf and Multipurpose Ground which is used without any discrimination.

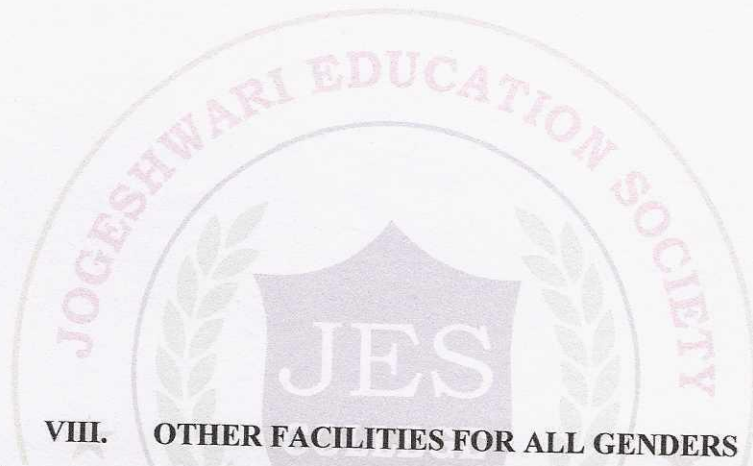
Turf and Multipurpose Ground





Indoor Games are played in Gymkhana which is used without any discrimination.





VIII. OTHER FACILITIES FOR ALL GENDERS

Separate Washrooms are available for each gender on second floor and Sanitary Vending Machine AND Incinerator for females is also available in Ladies Staff Washroom.

Boys Wash Room





Girls Wash Room

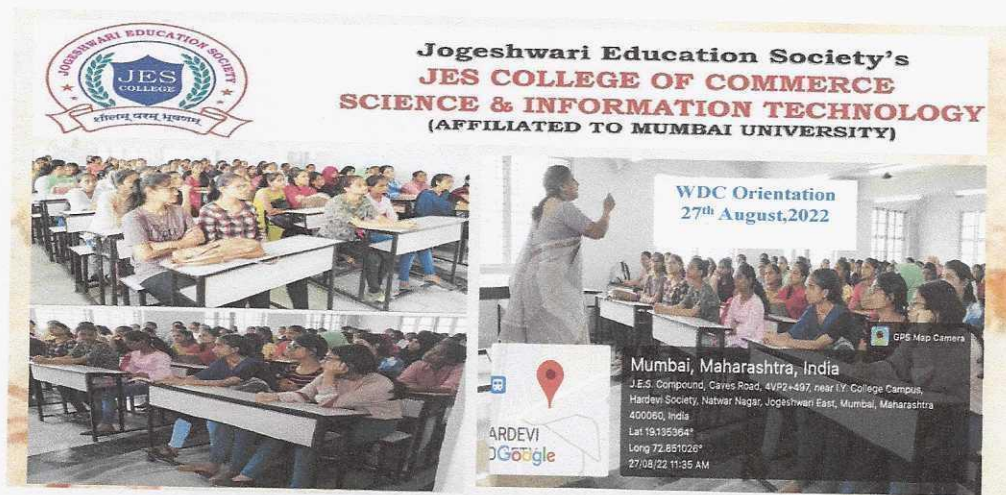




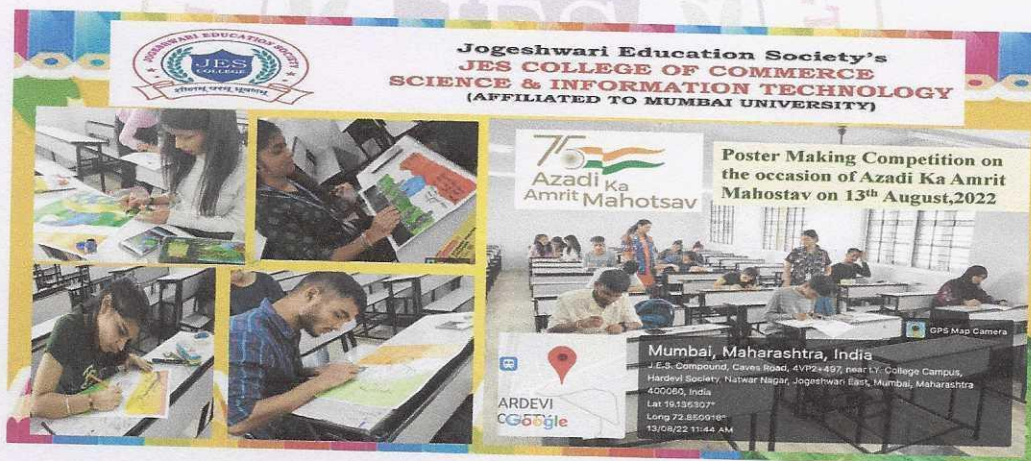
IX. ACTIVITIES ON PROMOTION OF GENDER EQUITY CONDUCTED IN THE INSTITUTION IN ACADEMIC YEAR 2022 -2023

1. The academic year started with Orientation Programme conducted for **First Year Girls**. This included encouragement to girls to improve their participation in various activities conducted by the institute for the students of the institution. The girls were encouraged to come forward to give their names for different posts of different committees. This contributed towards their personality development. (27th August 2022)



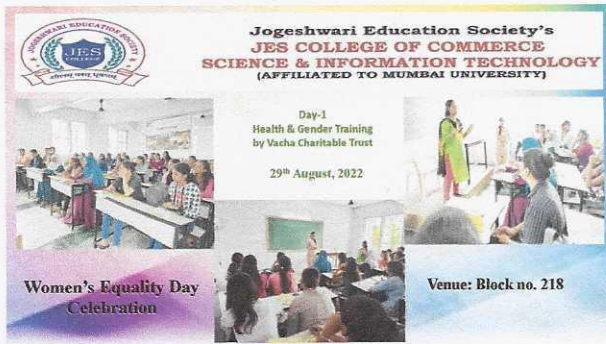


2. **Poster Painting Competition** was organized on “Women and 75 Years of India’s Independence”. This competition was open to all the students and the objective was to sensitize the students about what changes have taken place in the status of women in our Indian society. (13th August, 2022).



3. **Health and Gender Training Programme** to sensitize the students about Gender Equality Laws: conducted by **Vacha Charitable Trust and Friedrich Ebert Stiftung (FES)**. The session trained them about difference between male and female in terms of sex, chromosomes, DNA, Behaviour/Voice, Periods and Puberty on Day 1. Day2 Gender and Health Fair was organized through the medium of games like ring toss, hammer and nails etc and the message given was about gender equality.





4.Samanta: A Gender Week celebration which included Guest Lectures, Workshops, Sensitization Programmes and Training. This was conducted from 20th – 24th September 2022. The outcome was that it changed the outlook of students and they realized that they knowingly and unknowingly do gender discrimination. The total beneficiaries of the program were 443 students. Different programs organized were:

**Jogeshwari Education Society's
JES COLLEGE OF COMMERCE
SCIENCE & INFORMATION TECHNOLOGY
(AFFILIATED TO MUMBAI UNIVERSITY)**

समानता

We cannot all succeed when half of us are held back
- Malala Yousafzai

A GENDER WEEK CELEBRATION

JOIN US FOR:

- Guest Lectures
- Workshops
- Sensitization Programmes
- Training

Organising Committee: -

1. Principal - Dr. Prashant H Shelar
2. IGAC Team
 - a. Dr. Sunita Sharma, Coordinator
 - b. Mr. Chitrarth Kate, Member
 - c. Mr. Haider Khan, Member
3. WDC Head - Ms. Archana Dhawade
4. ICC Head - Ms. Neha Khothari

**20th - 24th
September
2022 @ JES
Campus**

Contact : - 8879288363 / 7887796691
For more information refer detailed schedule



September 20th 2022 (Day1):



The speaker for Day 1 was Mr. Pravin Thote, from NGO Men Against Violence and Abuse (MAVA), working as Gender Educator and Program Coordinator. The topic of discussion was “Toxic to Transformative - Unpacking Masculinity”. He explained when we talk of sex we refer to our body private parts given to us by God. But when we talk of Gender we refer to

the norms defined by the society e.g the girls have to be soft spoken. Different taboos of the society like the boys don't cry, girls have to be doing the housework were thrown open for discussion. Various other issues taken up for discussion were concepts like – masculinity, patriarchy & masculinity and toxic masculinity. The program ended with discussion on effects of masculinity like suicide, mental health disorder etc. and what we should change as young generation to make this society a happy and peaceful place to live in. The session was attended by **105 students**.

September 21st 2022 (Day2):

The speaker for the session was Dr. Vahida Nainar an independent researcher working on issues and spaces of women's rights, gender crimes, international laws, justice etc. She is founder and Director of Women's Research & Action Group, Mumbai. She spoke on the topic “ Women's Movement – Contribution towards advancing Women's Rights”. The women we



see today are different from what they were traditionally. The freedom they have got today is because of struggle of women in the past. The struggle of women's rights can be divided into three phases – 19th century reforms, 20th century freedom struggle and 21st century national level campaigning for violence against women. This has brought a lot of changes in various laws. Different issues discussed were domestic violence, unjust family laws, murder attacks, women





reproductive rights, anti – alcohol movement etc – a journey today’s protection of women rights.

September 23, 2022 (Day3):The speaker for the session was Mr. Altamash Khan, Gender Trainer and Program Coordinator – MAVA. He conducted a discussion session on “ Breaking the Binaries: Gender as a Spectrum”. He started his presentation

by saying that sex is biological while gender is socially produced. Today we have to stand to break the gender stereotypes. The taxonomy needs to be broken. A detailed discussion on LGBTQIA+ community was conducted. We have to be mindful about showing sexual orientation. The session was attended by **92 students**.

September 24, 2022 (Day4):

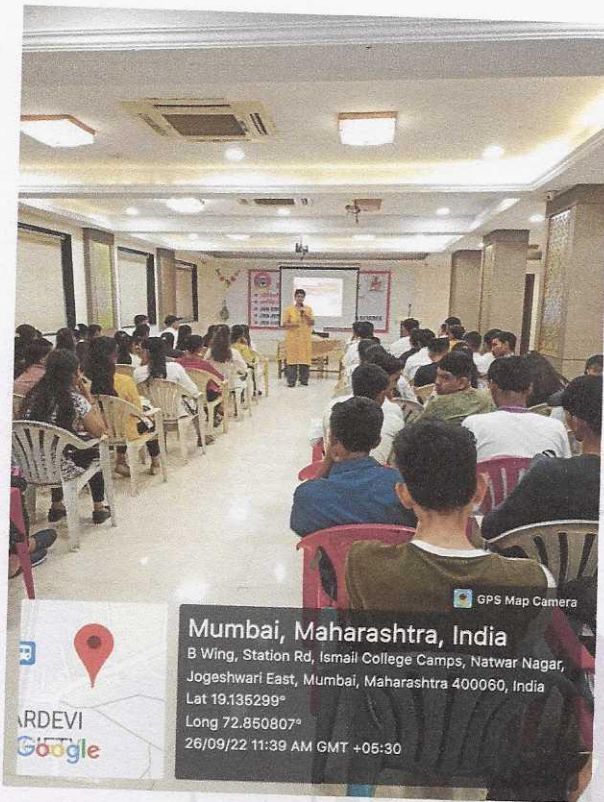


A workshop was conducted by Ms. Shobha Kabra, Faculty Art of Living Coordinator Project Pavitra. She conducted a session for girls on how to maintain mensural hygiene. She said that statistics showed that 23% girls don’t go to school during their cycle, 14% get infected. 3% girls don’t know what to do. She explained at length what to do during periods, what to eat, what changes take place in body and what different yoga exercises have to be done regularly. A demonstration of different yoga exercises and asanas was done. The session concluded by all the **80 girls** promising each other that they would

take care of themselves.



September 26, 2022 (Day 5):



The resource person for the session was Ms Hasina Khan, a women's rights activist. She works for the NGO called " BEBAAK COLLECTIVE" which means being fearless. The topic she spoke on was "Kill the Rape Culture not the Rapist".

She asked many questions to the girls like how many feel that girls should not leave house after 12.00 p.m? the rape of girls takes place during war time, on the border, various religious places, police station in safe custody which is not questioned.

What about rape which takes place at home, and is done by family members. Nobody in the society questions that. The safety of women is her right and she should be given protection.

In order to bring about this change we will have to bring about a change in the patriarchy existing in the society. She concluded her session by saying let us all stand for such society where everyone is treated with respect and dignity. The session was attended by 74 students

5. Breast Cancer Awareness Program:

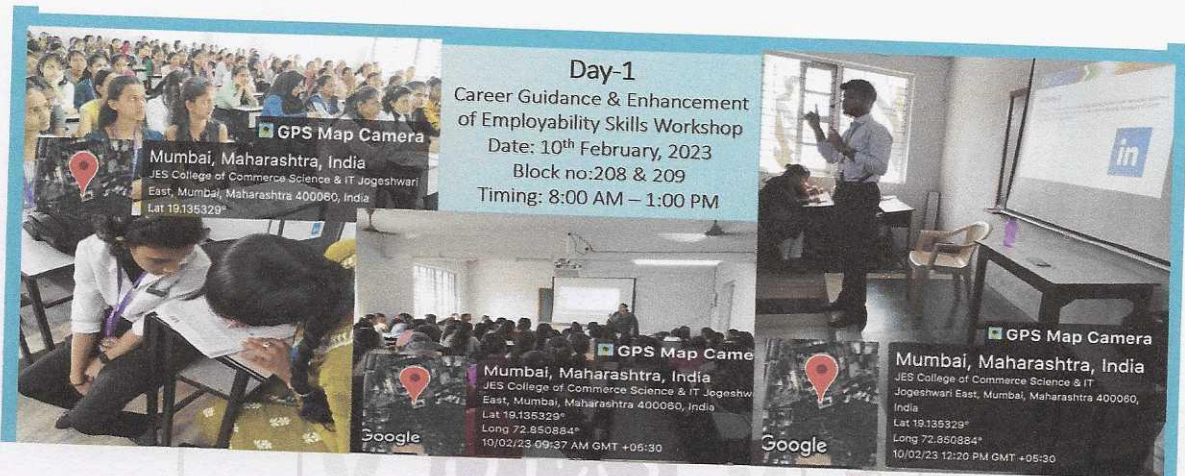


Breast Cancer Awareness Program
Speaker: Dr Uma Sawant, MD(Gynecologist)
Date: 9th November, 2022
Time: 8:30-9:30am
Venue: Block no.208



Dr. Uma Sawant discussed about causes and prevention of Breast Cancer. How to identify breast cancer in the early stages was demonstrated by her. Various precautionary measures like avoiding cholesterol rich food diet, alcohol, reducing obesity, curtailing use of tobacco, proper clothing, breast feeding etc were briefed by her. She advised the girl students to be conservative, follow healthy food habits and eating fibrose rich food with Vitamin A, E and C would be helpful. 94 girl students attended the program.

6. Career Guidance & Enhancement of Employability Skills Workshop:



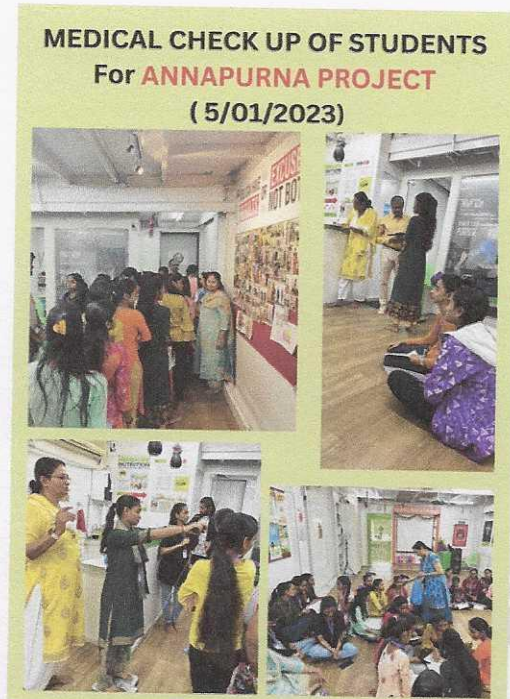
On Day 1, total 178 girls participated and on Day-2, 151 girls participated. The Students spent total 10 hours for this workshop. Students learnt about resources of career. options. They understood how to select career goals. They also learnt the necessity to develop skills in various aspects of employment like professional grooming, facing an interview etc. They also understood professionalism is key to get employed & progress in career.



The entire workshop for two days was to give message to girls that professionalism was the key to get employed & progress in career.

7. ANNAPURNA :BEST PRACTICE

1.Title of the Practice: ANNAPURNA - This has been derived from Sanskrit word meaning the giver of food and nourishment.



2.Objectives of the Practice:

The JES College of Commerce Science and Information Technology, is in the area of Jogeshwari (East). The senior college is extension of Arvind Gandbhir High School.

The Annapurna project was taken up with following objectives:

1. To take small steps and protect GIRL CHILD
2. To provide healthy breakfast to the girls selected for Annapurna Project.
3. To make these girls realize how important it is to take care of their health.
4. To help to bring about a change in the attendance and health parameters of the selected girls for the project.

3. The Context:

The trustees of JES College of Commerce Science and Information Technology are ex - students of Arvind Gandbhir High School who are dedicated to the cause of social upliftment, and providing higher education to the youth.





More than 70 percent of the students of senior college come from the slums in the surrounding areas. Majority of the students coming to the college are underprivileged and come from lower income group families. The background of the project was that Teachers during their regular lectures noticed that many girls come late to the class. On questioning they answered that they had to finish cooking and other household chores at home and only then come to college as their mother's leave very early in the morning for domestic worker job. During mentoring session discussion, they very shyly revealed that as they come to college in hurry, they don't eat anything in the morning. All these discussions about the girl students made the teaching staff put their heads together and with the desire to do something for 'GIRL CHILD' Annapurna project emerged.

4. The Practice:

The practice: With a very strong mission to contribute towards women empowerment by providing healthy, nutritious breakfast to 25 girl students selected from poor families and who looked to be physically undernourished.

The following multi - stage sampling technique was adopted to select the girls for the project.

Stage1: 34 girls were shortlisted on the basis of

Family annual income.

Looking weak and feeble.

Stage2: Body Mass Index Test and check up of general health parameters was conducted for all the 34 girls shortlisted with help of Rtn. Dr. Gopi Menon.

Finally, 25 girls were shortlisted for the Annapurna Project and an active whats app group was created. Regular reminders were given to the girls in the whats app group.



Daily Practice:

Every working day at 10.00 a.m healthy breakfast was provided to these selected girls. Everyday a 10 minutes discussion with these girls about how important it was to take care of their health, and what they should be doing towards the same was discussed. This was done very actively by Prof. Sunita Sharma, Mr. Chitrarth Kate, Mr. Hyder Khan and Ms Pragati Yerunkar, who were regularly co ordinating in relation to the project.

Uniqueness in the context of Indian Higher Education:

In spite of development in the Indian society which is taking place at a rapid pace, girls in our society still continue to be given a secondary status. In the morning, after doing the household chores, the bodies of the girls need to refuel for the day ahead. Their mood and energy gets dropped by midmorning, if they don't eat something for breakfast. Breakfast kick starts the body metabolism, the process by which the body converts the fuel in body to energy. This helps them to do better in college by improving memory, alertness, concentration, college attendance, academic performance and mood.



1st March 2023



11th March 2023



15th March 2023



27th March 2023

All this contributes towards women empowerment.

Constraints:

Ms Pragati Yerunkar, faculty who had taken responsibility for attendance of the girls, use to regularly communicate with the participants selected for Annapurna project. In spite, of her regular communication, many very often did not turn up. The efforts of the organizing team to never give kept the project going.

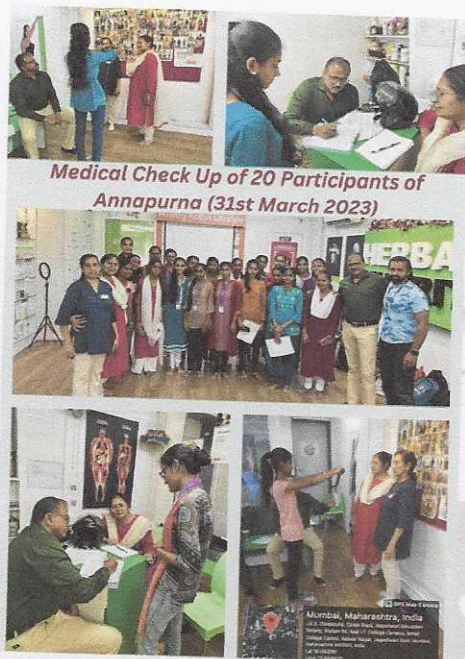
5. Evidence of Success:

The benchmarks set to measure the success of the project were:

- Continuous presence of the girls everyday, who were selected as a part of the project.



- Providing healthy breakfast everyday at 10.00 a.m sharp so that the girls after having breakfast could go back for their lectures at 10.20 a.m.
- Improvement in attendance of the girls who were a part of Annapurna project.
- Improvement in concentration in the class of girls who are participants of Annapurna project.



- Improvement in health parameters which includes weight, visceral fat, body fat, muscle fat, BMI etc

a. In senior college the teachers cannot use force to bring students to the class. The team of teachers in charge of the project tried their best and could keep the girls selected for the project coming regularly for breakfast without changing the original sample selected.

b. Time Management was always followed with the availability of breakfast just in time.

c. In the Table showing analysis of students attendance before and after Annapurna project, we see that there has been an improvement in the attendance of

most of the students.

- d. A discussion was held with the teachers teaching the participants of Annapurna project and all the teachers gave a positive feedback about improving concentration of the girls.
- e. Looking through the various health parameters (medical check up reports) of the participants we see that in general there has been an improvement in the health.

Point a – e point out to the success of the project Annapurna.

6. Problems Encountered and Resources Required:

Problems Encountered:

The problem encountered was, when the sample originally selected of 25 girls were not ready to follow the routine of regularity for three months. All efforts were made by the team of teachers in charge to see that we continue keeping our original sample selected. Yes, where necessary in beginning replacements were made.

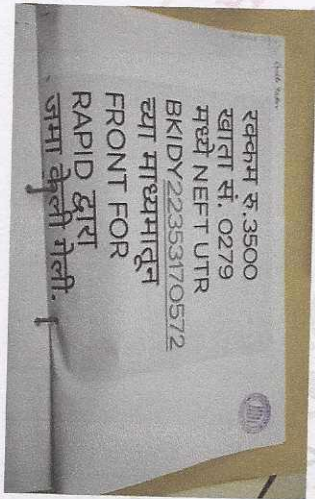


Resources Required:

- A budget was prepared and presented to the management for funds required for the project of Rs. 40,000/- .It was approved by the Management.
- Actual amount spent Rs. 13,456/-
- A talk with Rotary Club of Bombay Mahakali Heights (to conduct medical checkup of girls selected for the project on 5th January and 31st March 2023).

The entire project was initiative of IQAC and the team of teachers who worked for the project were – Prof.(Dr). Sunita Sharma, Mr. Chitrarth Kate, Mr. Hayder Khan and Ms Pragati Yerunkar.

8 Empowering Dream Program by helping needy girls to get scholarship so as to be able to pursue Graduation at JES College:



After a difficult phase of Corona, the students and teachers were back to the campus for offline teaching. The faculties after interacting with students realized that many girl students were facing financial crises at home and were unable to pay their fees. The faculties started exploring charitable institutions who could give helping hand to these girls by providing some financial help. Efforts made them reach AKSHARA CENTRE which is a non-profit organization working to empower young girls from low resource community of Mumbai. As per the instructions got from Akshara Centre the information of 28 low resource girls was forwarded to the center, which after scrutiny shortlisted 18 girls from which 7 girls were finally selected. This effort helped to change life of these 7 girls who could pursue higher education because of financial support provided to them.

9. Efforts towards financial literacy among urban illiterate women by Girls of JES College

A sharing with the students after returning back from a long break of Covid – 19, the faculty through a raise of hands in the class asked the students, how many of them knew how to fill up bank pay slips, cheques, KYC documentation, operation of debit and credit card and opening



of bank account, around 40 percent of the students responded 'No'. This shocked the faculty. This is when the idea of financial literacy project was conceived.

The first step was to 'train the trainers'. Prof Sunita Sharma took the initiative to train these trainers. 30 students were selected for this project.

These 30 students as a first step trained the 60 women who even did not know how to sign. This initiative was to mark the **Women Day celebration on 8th March 2023**. **The efforts bore fruits and the outcome was that these 60 women could now confidently sign.** The next journey was now to explain them the basic documentation for the banking transactions. This was in confirmation with the objective of the institution that is to inspire students to meet the challenges of dynamic society and to fulfil their role as nation builders.

