

THE SOUTH INDIAN EDUCATION SOCIETY
Gender Audit Report (2015-2016 to 2019-2020)

Name and Address of the College	:	SIES Nerul College of Arts, Science & Commerce, Sri Chandrasekarendra Saraswati Vidyapuram, Plot I-C, Sector 5, Nerul, Navi Mumbai, Maharashtra 400706
External Members of Gender Audit Team	:	1. Prin. A.P. Mahajan, former Principal, Pragati College, Dombivli East 2. Dr. Parvathi Venkatesh Principal, Don Bosco College, Mumbai, 400070 3. Dr. Hiren Dand, Head, Department of Information Technology, Mulund College of Commerce, Mumbai 400080
Date of visit	:	6 th March 2020
Time spent	:	11 a. m to 3 p.m.
Objectives, Terms of reference and Scope of visit	:	1. to conduct a quality gender audit for five academic years from 2015-2016 to 2019-2020 2. to assess the collective capacity of the organization to examine its activities from a gender perspective. 3. to review effective institutionalization of gender equality in the policies, programmes, organizational structures and proceedings (including decision-making processes) across all departments, administrative bodies and students. 4. to document good practices towards the achievement of gender equality and to review whether prevailing internal practices and related support systems have been effective and reinforcing each other and whether they are being actually followed. 5. to appraise the adequacy of the management control framework towards gender balance as well as the degree to which the administration and departments are in compliance with the applicable regulations, policies and standards.


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		6. to identify gender gaps and critical challenges if any and to recommend ways of strengthening the service delivery mechanism 7. to suggest possible improvements and innovations.
Interaction held with	:	The audit team met Management Representative Prof. K. Venkataramani, the Principal of the College, Faculty, Administrative Staff, student representatives, Members of IQAC and Women Development Cell
Methodology	:	In order to meet its objectives, a situational analysis was carried out through participatory approach; audit has been conducted combining physical inspection of the entire College with a review of relevant documentation and holding discussions with all stakeholders present in the premises.

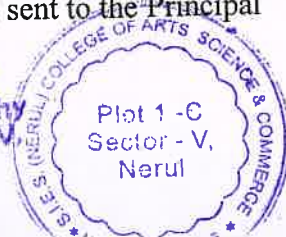
Preface

On Invitation from the Principal of SIES Nerul College of Arts, Science and Commerce, vide letter Ref No: SIES/COMM/DEG 592 of 2020, a three members Gender Audit Team consisting of Principal A.P. Mahajan, Principal Parvathi Venkatesh and Dr. Hiren Dand visited the college on 6th March, 2020. The committee was provided with relevant information prior to the visit on six Key Focus Areas as identified by the IQAC Cell of the college viz...


1. Demographic profile of students from gender perspective
2. Gender statistics of staff (teaching & non-teaching)
3. Gender representation in various functional committees of the college during the last five years (including Statutory committees formed as per UGC and University of Mumbai norms)
4. Female participation in Extension activities (including those arranged by NSS, DLLE and Women Development Cell)
5. Academic and sports achievements of girls
6. Research activities of female faculty

The audit team was briefed by the Principal about the strategy followed at the college towards realising gender equality. After due deliberations with the stake holders of the College on vital areas of institutional functioning from gender perspective in place, the following report is presented for consideration. The draft report has been sent to the Principal for his response before finalization.

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Sr. No	Focus Area	Observations
1.	Gender sensitive demographic profile of the institution	<p>Students: In all eight Under Graduate Degree Programmes and four Post Graduate Degree Programmes are offered by the college. Though gender balance in admission mainly depends on demand ratio for each course the college maintains by and large a gender balance in all courses.</p> <p>The y on y data on student enrolment shows an obvious trend from gender view point in both UG and PG programmes.</p> <p>U.G. Programmes: While admission preference has been more from girls for U.G. programmes in Commerce Faculty (B. Com & B.M.S. around 60 % girls; BAF & BBI 75 % and only in BFM approx. 48.5 % girls), admissions in Science Faculty shows marginally lesser Girls than Boys. (B.Sc. C.S. 42 % and B.Sc. IT 45 % girls). B.M.M. in Arts Faculty too had a tilt in favour of more demand from girls (65: 35). Corresponding trend has also been reflected in social reservations in enrolment.</p> <p>P.G. Programmes: In all Post Graduate programmes, overall admissions of female had been more {<i>M.Sc. Environment science -68 % M.Sc. Computer Science - 60 % as well as for M.Com. - 69% & M.Sc. IT 51 %</i>}</p> <p>Faculty: Staff profile reveals predominant appointment of female Faculty with one male member in Science faculty.</p> <p>Non-teaching Staff: Among administrative staff around 40 % are female with no female staff in Class IV category (10 peons and 2 lab assistants all have been male in all five years of audit period)</p>
2.	Academic	<ul style="list-style-type: none"> • College follows a healthy practice of felicitating the first three


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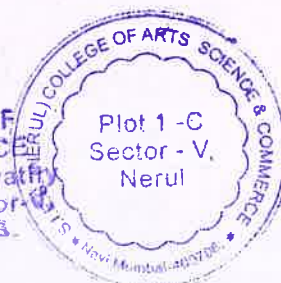
	Progress	<p>rankers in each class every year by arranging Prize distribution function and majority of ranks bagged by girls.</p> <ul style="list-style-type: none"> Girls outweigh boys in overall academic performance as toppers.
3.	Research Activities	<ul style="list-style-type: none"> The report given to the audit team reveals that very few female faculties have published / presented research papers in conferences during the referral period. There had been one major research project undertaken and few minor research projects were funded by the University of Mumbai. Reimbursement facilities are extended by College for attending conferences. The institution being an UG/PG College, has to initiate concerted steps to augment research culture.
4.	Extension & Enrichment Activities	<ul style="list-style-type: none"> While gender balance has almost been achieved in NSS enrolment, girls' enrolment has been much higher (on an average, nearly two third) in DLLE and in Rotract club. Annual Prizes as Outstanding Student of the Year, DLLE Best Student Volunteer etc for academic year 2019-20 were achieved by girls. In addition, the institution has instituted a recognition award for NSS Best Girl volunteer. During last three years, some boys have also been included in WDC to bring in greater sensitization of gender equality. Girl students of the college have participated in inter collegiate University/ inter University level, as well as at District level matches in sports like volley ball, football, martial Arts, athletics, handball, TT etc. There is a large scope for the students to reach national and international level with proper training.


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5.	Support Services	<ul style="list-style-type: none"> • The college is situated in a prominent place at Nerul and adequate security arrangements are made for safe environment for girl students. • In class room activities, in library access and in co-curricular and extracurricular activities equal opportunities given to all gender. • Grievance Redressal Mechanism prevails as per UGC norms; there is Grievance Redressal Committee / Sexual Harassment / Anti-Ragging Committee and Internal Complaints Committee as per UGC norms to prevent gender gaps and critical challenges and no adverse case had been reported during the referral period. • Total 44 committees have been formed to conduct various activities and with faculty consists predominantly of female, 90 % of members of committees had been female. • Gender awareness and gender sensitization programmes have been conducted for male staff. • Specific timings only for girls in College Gymkhana (11.00 a.m. to 1 p.m.). • Separate games arranged for girls. • Interaction with Nonteaching staff revealed that service records have been properly maintained; maternity/paternity leave facility, PF/Gratuity benefits etc. extended as per norms, and staff welfare measures like preference to wards of college staff for admission in the institutions run by the college management etc. are availed of by the college staff.
6.	Physical infrastructure	<ul style="list-style-type: none"> • Well built infrastructure for an urban college but large student intake (especially more girls) demands more facilities. • Adequate number of toilets for girls available and efforts taken to arrange facilities in the toilets keeping in mind the need of female students. (sanitary napkin vending machines,


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		<p>Incinerator, disposal bins etc.).</p> <p>Interaction with students discloses the following requirements:</p> <ul style="list-style-type: none"> • Dust bins are expected to be provided in each class room. • More Suggestion boxes to be placed in prominent places and Action taken to be widely publicized. • Canteen facilities to be improved. • Training sessions may be arranged for staff and students on use of fire extinguishers while refilling as a part of annual maintenance • Availability of First Aid kit in the college office and alternative arrangements in the Gymkhana. • Separate arrangement has been made as common rooms for girls with a bed for sick students, sofa, dining table, bookshelf, internet connection and Wi-Fi zone, Air conditioning with proper lightings etc. A separate boy's common room is also available. • IQAC to address issues regarding regular maintenance of computer lab.
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Recommendations

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




1. WDC to design an action plan every year and report in the year end to IQAC / CDC about gender mainstreaming initiatives taken in the college.
2. Initiatives undertaken by WDC on Self Defence Courses, Yoga workshops and Gender Sensitization Programmes and imparting continuing education on gender sensitivity etc. be planned, conducted on regular basis and be recorded.
3. Proactive role of NSS and DLLE be continued by introducing new practices to understand the social fabric through awareness programs in compliance with University requirements, Gender Policy of the institution, and the applicable standards to produce desirable outcomes.
4. Certain existing processes (e.g. cleanliness, surveillance, ICT facilities, Feedback methodology etc.) could benefit from further review in order to improve their efficiency, fairness and consistency from gender perspective.
5. Yoga Wellness Camps may be arranged and girls to be encouraged to participate for healthy body and mind.
6. The Departments may consider introduction of institution specific & subject related add-on courses for students for life skills and gender empowerment (e.g. short course on Human rights by Law department, gender and environment by environment science dept, relationship management by Commerce Faculty Departments. etc.)
7. Introduction of a Counseling cell (for both career and personal counseling) by qualified counselors has a large scope to become proactive.
8. WDC and / or IQAC to attend students' responses at micro level towards improvement in infrastructural facilities/ maintenance like separate space for LCR, fixtures and cleanliness in ladies' wash rooms, improvement in canteen facility etc.
9. Response to grievances recorded in suggestions box be commenced on Regular intervals and action taken within reasonable time period be displayed on notice board to develop faith of girl students on the system.


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10. More students' representation to be introduced in various committees like ICC, Grievance redressal committee, anti ragging committee.
11. Coach/es may be appointed in specific sports in which there is scope for uplifting participation of girls at national level.
12. Due care be taken to instill confidence in the minds of female students by spreading information on availability of effective CCTV surveillance in the college premises.
13. Understanding to be generated among student community of the extent to which gender equality has been internalized and acted upon by staff by identifying and sharing information on mechanisms, practices and attitudes that have made a positive contribution in the organization.
14. Some of the Gender sensitive Human Resource Policies (remedial teaching, Counseling etc.) when implemented systematically as per applicable standards can prove more effective.
15. An ongoing process of benchmarking and accountability framework may be introduced to measure progress in promoting gender equality.

Name with designation and signature of external members of Gender Audit Team

Sr. No	Name of external expert with designation	Signature
1.	Dr. A. P. Mahajan Former Principal, Pragati College of Arts & Commerce, Dombivli East, Maharashtra.	
2.	Dr. Parvathi Venkatesh Principal, Don Bosco College, Kurla West, Mumbai 400070.	
3.	Dr. Hiren Dand, Head, Dept of IT, Mulund College of Commerce, Mulund (West), Mumbai 400080.	

Place: Nerul, Navi Mumbai.
Date: 6th March, 2020


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SIES (NERUL) COLLEGE OF ARTS, SCIENCE AND COMMERCE

“GENDER SENSITIZATION AT WORKPLACE”

“Gender Sensitization at workplace” was a one day workshop arranged by the B.Com Department in collaboration with the IQAC Committee

The Workshop was held in the A.V. Room on 1st September 2018, 10 am onwards.

The objective was to promote a holistic development, empowerment and gender sensitization through inspiring initiatives impacting women, forging synergy amongst various participants and creating a conducive environment to impact social change.

The facilitator for the workshop was Ms. Shashikala Mugdal - A Project coordinator and Senior Researcher with Advanced Centre of Women's studies at TISS, along with her was a Co-Facilitator Ms. Aishaanyaa Tewari a Mental Health Professional and Social Worker with TISS.


With a view to ensure effective awareness on women's rights, problems, prospects, sensitization, challenges that will transform and inspire overall development and empowerment of woman. There were 25 participants in the seminar and it was held exclusively for the Teaching and Non Teaching staff.

Before the workshop commenced both the Facilitators were felicitated by our Vice Principal Dr. Koel Roy Choudhury

The Workshop started by making everyone sits in a circle, and there were around 80 postcards which were laid in the centre. The participants had to pick 1 or 2 postcards which resonated with their likings, characters and feeling, and say it out aloud, this exercise was done to analyse self, and let other people know a bit more about selves.

Post this exercise, Ms. Shashikala addressed the various issues faced by women in all walks of life. She spoke about how the sex ratio is skewed in favour of the men and said that gender sensitization cannot be complete without sensitizing the men. She said that although women are visible in the grass root levels, their presence is scarce at the top management. She also raised the issue that women are perpetually excluded from decision making at every step of the ladder, starting from the household to the top layers of policy making.

Ms. Aishaanyaa started her session through a wonderful ppt presentation which was very informative in which she touched various issues related to depression faced by men and women throughout their lives. She spoke about the high stress levels of women due to their dual role of care-takers and career managers. She highlighted the need for early identification and intervention of depression in women dealing with such issues. She spoke at length on mental health of both the genders. She emphasized being happy and satisfied is a basic requirement of every human being.


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Post the PPT presentation there was a Tea Break where every participant was encouraged to share their experiences, thoughts, views about discrimination which took place in their day to day lives. Also during this time 10 photographs were displayed in the PPT in which the photographs showed a lot of gender fluidity and people were asked to express their opinion for the photographs.

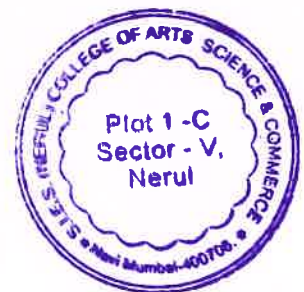
Then the next exercises were the "privilege walks" an experiential activity to highlight how people benefit or are marginalized by systems in our society. There are much iteration of such walks with several focusing on a single issue, such as race, gender, or sexuality. This particular walk is designed with questions spanning many different areas of marginalization, because the goal of this walk is to understand intersectionality. Many people with certain privileges never notice them, because they are so woven into the mainstream that those who have them cannot see them. For everyone, understanding and acknowledging privileges is the key to understand why and how they react and perceive their surroundings.

The last exercise was where 2 groups were made and each and every participant was asked to speak their heart out about the discrimination or the causal sexism faced by them in day to day lives. It was ensured, what was said in the circle stayed in the circle. With this the workshop concluded after 3 hours of intense session and the participants were awarded a certificate of participation.



A handwritten signature in black ink, appearing to be "Bri Chandrasekarendra".

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SIES (NERUL) COLLEGE OF ARTS SCIENCE & COMMERCE

DEPARTMENT : WOMEN DEVELOPMENT CELL

EVENT : LET'S TALK EQUALITY - INTER COLLEGIATE EVENT

DATE : 3 DECEMBER , 2016

PURPOSE : To bring about basic gender sensitization among the students and to make them more aware of its importance. And also to make them realize the issues and problems that are faced by both women as well as men due to discrimination on the basis of gender.

HIGHLIGHTS

VENUE : The college quadrangle and the audio visual room

ORGANIZED BY : The WOMEN DEVELOPMENT CELL (WDC) COMMITTEE
Convenor : Ms Swati Vitkar
Co Convenor : Ms Babita Kakkar
Members : Ms Neelima B , Ms Nisha T & Ms Jyoti K
Student Secretary : Ms Sonali Nikam
Student Members :


ORGANIZED FOR : The undergraduate students of all the streams within the college as well as various colleges in Navi Mumbai & Mumbai

NO OF PARTICIPANTS : 50 – 80 students

NO OF BENEFICIARIES : Undergraduate students within the college & also those belonging to other colleges

DESCRIPTION OF THE EVENT : "LET'S TALK EQUALITY" the first intercollegiate event organized by the Women Development Cell committee was held on 2nd December 2016. As the name suggests the theme of the event was 'Gender Equality'. The event was graced by the Principal of the college Prof. Koel Roychoudhury. It started with lighting of lamp by the teachers and a prayer. Further the event continued with a welcome song and dance. Different competitions like 'Brush Battle' (Poster Making), Dramantra (skit) and 'The Word Wranglers' (Debate) were organized for the students. The events had Dr. Sumathi Gopal, Mrs. Sadhana Ganti, Dr Surekha (guest experts from outside the college) & Ms. Priyadarsini Poddar , and Prof. Vasanti Rajadhyaksha (faculty members from within the college) as esteemed judges.

A self defense workshop was also organized, specially for girls. Students from colleges all over Navi Mumbai actively participated in the event. Further the event continued with prize distribution ceremony where winners were given certificates and prizes by the guest judges. The event came to an end with a speech by the convenor of WDC committee Dr. Swati Vitkar.


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MEDIA COVERAGE : NMTV had worked as our media partner and they have covered the whole event. Also the news is published in various Marathi newspapers.

OUTCOME : The event was a grand success & the feedback was highly positive. Students actively participated in each & every event. Their take away was looking at gender issues in a new light & being more sensitive in the future. Based on the happy response to the event WDC plans to conduct more events, workshop and seminars on various women related issues.




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Women self defence


Muskan Saini

(Reporting Head)

11th December 2017; Monday: on 11th December 2017 Sies (nerul) arts science and commerce conducted day two of women self defence program from 12:30pm in partnership with Iron Wolf207.

It was two day program conducted by trainer YashRambhia. The first batch of 57 students of First year junior college section A arrived at 12:40pm. The second batch of 54 students of First year junior college section B arrived at 1:40 pm. At 2:30pm Awaz News channel interviewed Mr.YashRambhia and at 2:40pm they interviewed chairpersons of sharpshooters Ms.Chandini shah and Mr.Akshaymandal. Third batch of 52 students of second year junior college section B arrived at 2:55pm. At the same time Ms.AnanyaGon HOD of BMS department was interviewed by news channel Awaz. The final batch of 25 students of second year junior college section A arrived at 3:50pm. The training started with warmup exercises, boxing combinations, boxing and karate basics and muaythai. YashRambhia clarified doubts of students by giving real life examples which can take place. The tigeress statue was included in the event to show the power of women self defence.

The Event ended with positive vibes and sharpshooters team thanked YashRambhia for this event and looks forward for more such events.


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session started with warm up exercise followed by Marshall techniques like punches, and kick boxing after that there was karate techniques like side kick and push kick ,it was followed by Muay Thai style which is Thailand code of street fighting. After all the techniques students were showed how to use this techniques in real life ,with real life situations, so every student can use it at right time . Every session ended up by speech of the trainer that where and where not to use the techniques.

Throughout the work shop the students were very much enthusiastic to learn the techniques and enjoyed learning .The principal and the faculty members were happy and satisfied with the workshop. The team of sharpshooters looks forward for such successful event in the future.




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MAVA SKIT AND Seminar


Event : MAVA Workshop and Skit

Date : 20th February, 2020

An overwhelming skit (street play) along with a mind-altering seminar was conducted at S.I.E.S College of Arts, Commerce, & Science in room no. 410 on 20th February, 2020 at 9:30 a.m. The seminar was headed by Mr. Pravin Thote who runs the MAVA (Men Against Violence and Abuse) – an NGO aimed towards educating people about 'Gender Sensitization'. And accordingly, the topic of both the seminar and workshop was – **'Gender Sensitization'**. The Seminar included sub-topics like - Stereotype Gender Bias, Expected role based on gender, Bane of a working woman, Measures that can be undertaken, Probability of combating these stereotypes.

The program began with a wonderful skit which was performed in the ASC College quadrangle by the MAVA Volunteers. It was a tactful effort to deliver the message in a satirical manner which successfully touched the hearts of everyone present. Then, a very open and interactive seminar took place in room no. 410 by Mr. Pravin, who skillfully presented the main topic by initially starting with peeling layer by layer and then explaining the main topic in an understandable manner. He began with creating a sense of introspection among students as to why gender is being looked upon as a huge topic of concern in present India. He elucidated the meaning of 'gender' – biologically – and showed how natural it is for someone to turn out to be a 'Transgender' – who shouldn't be shamed due his biological and physical attribute. Also, he surfed students through the origin of gender dispute and discrimination and gave simple but effective measures which can be implemented right from an individual's home. E.g. To not only help mothers, but also reduce her burden by taking a certain responsibility at home for as long as possible – which would create responsible millennials in the longer run.

It was a wonderful learning experience for students and something, which challenged our age old beliefs and created impact on students' mentality but in a positive way. The Seminar ended after a QnA Round at around 11:30 a.m.


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SIES (NERUL) COLLEGE OF ARTS, SCIENCE AND COMMERCE

NOTICE

12th January 2017

WORKSHOP ON GENDER SENSITIVITY

This is to inform that the NSS Unit is conducting a seminar on gender sensitization and sexual harassment on 13th January 2017 at AV ROOM.

Attendance is mandatory for NSS Volunteers.

Kodak
Principal

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(N.S.S.P.O)

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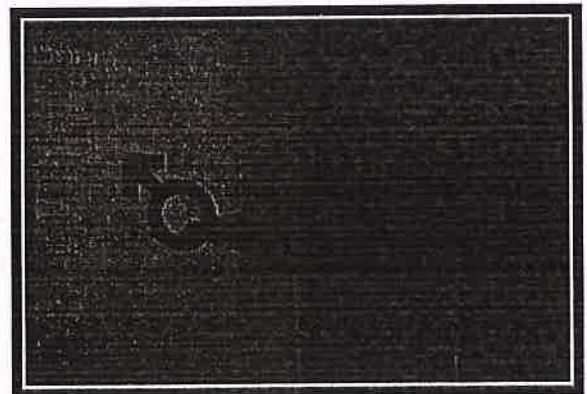
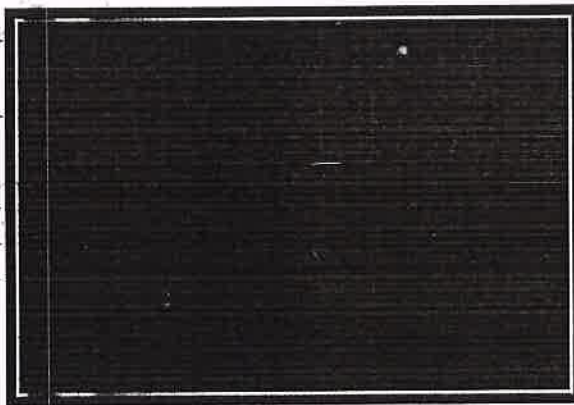
Workshop on Gender Sensitivity and Sexual Harassment

Venue : SIES (Nerul)

Date : 13th , January ,2017

00

A workshop on Gender Sensitivity and Sexual Harassment at Workplace was organised by the NSS unit of SIES (Nerul) college of Arts , Science and commerce . The workshop took place in the college AV room itself from 1:00 to 3:00pm . The NSS volunteers of the college attended the seminar as it briefed about the respective causes . The event was taken with the help of the MAVA unit of NSS committee . This seminar helped the volunteers to understand the problems faced by women at workplace and how to stand against the same . It is very necessary for the youth to understand the importance of standing against this violence and abuse . The seminar covered these delicate topics and then allowed the volunteers to ask any queries regarding the topic .




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WOMEN DEVELOPMENT CELL 2019-20
TALK ON 'Young Adults and Rejection Issues'

11th September 2019

RESOURCE PERSON--Mrs. Tripti Nair" (Profession was Healer, Childcare Specialist.)

Women Development Cell from **SIES College, Nerul** had organised a Talk on , **"Young Adult and Rejection Issues"** which was conducted from 12:00pm to 1:20pm at the AV room of the college.

This event was conducted basically to realise and discuss the issues about rejection, depression, coping up with the issues which are common to today's generation and the speaker for the same was "Mrs. Tripti Nair" (Profession was Healer, Childcare Specialist.)

In today's generation when there is ample of anxiety, depression, rejection and other sorts of issues related to the young generation, we had a great discussion on the same by elaborating and focusing on the topics relating to the Break-ups, Modern relationships, Failures, Broken families, Expectations, Failure; then how to deal with the same how to be Patient, Calm under pressure, Positive etc. Then how not to waste or pass our energy in unnecessary and negative things. She also gave us few known examples of the popular worldwide personalities like JK Rowling, WALT Disney, Amitabh Bachchan, Brian Acton how they overcome their failures into succession

Therefore, the overall solutions for the same given by "Mrs. Tripti Nair" were really worthy for the youths. Some of her mantras or basic principles that she personally believes and follows were:

Be Patient
Love Yourself
Empower Yourself
Forgive and Forget
Relax and Surrender

Overall the session was very good and enriching. Students who attended this session were extremely satisfied and joyous.



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WOMEN DEVELOPMENT CELL 2019-20
TALK ON 'Young Adults and Rejection Issues'

DATE: 11th September 2019
RESOURCE PERSON--Mrs.Tripti Nair" (Profession was Healer, Childcare Specialist.)




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WOMEN DEVELOPMENT CELL 2019-20 DONATION DRIVE' PROGRAMME

The Women Development Cell organized a "**DONATION DRIVE**" which was conducted from **14th August to 24th August, 2019** from 9 am to 3 pm at the college premises (near the area know as Tiger's Den).


The Donation Drive was organized to help those victims of Kolhapur and Sangali districts who have been battling with the unprecedented floods. The WDC even collaborated with *NSS* and *Rotract Committee* for the same. WDC members , students and staff were asked for a minimum donation of Rs.5 or to the extent that they wished to give for the betterment of the flood hit victims. Overall a good amount was collected along with the NSS and the Rotaract Committee Totalling Rs 7841

So also keeping in mind the problems that the needy farmer wives and teenage girls are going with respect to menstrual hygiene, 102 packets of Sanitary Napkins were donated to them along with the othercorresponding necessities.

The mission of Donation Drive was thus fulfilled by the earnest and energetic participation by each and every member who lived up to the expectations.

The highlight - the small efforts made , proving that the contribution of each individual counts and the help received by the flood victims and the women through this initiative.




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WOMEN DEVELOPMENT CELL 2019-20

SESSION: "GENDER DYNAMICS AND BEHAVIOUR"

WOMEN DEVELOPMENT CELL & IQAC CELL of SIES ASCN

DATE: 31st July 2019

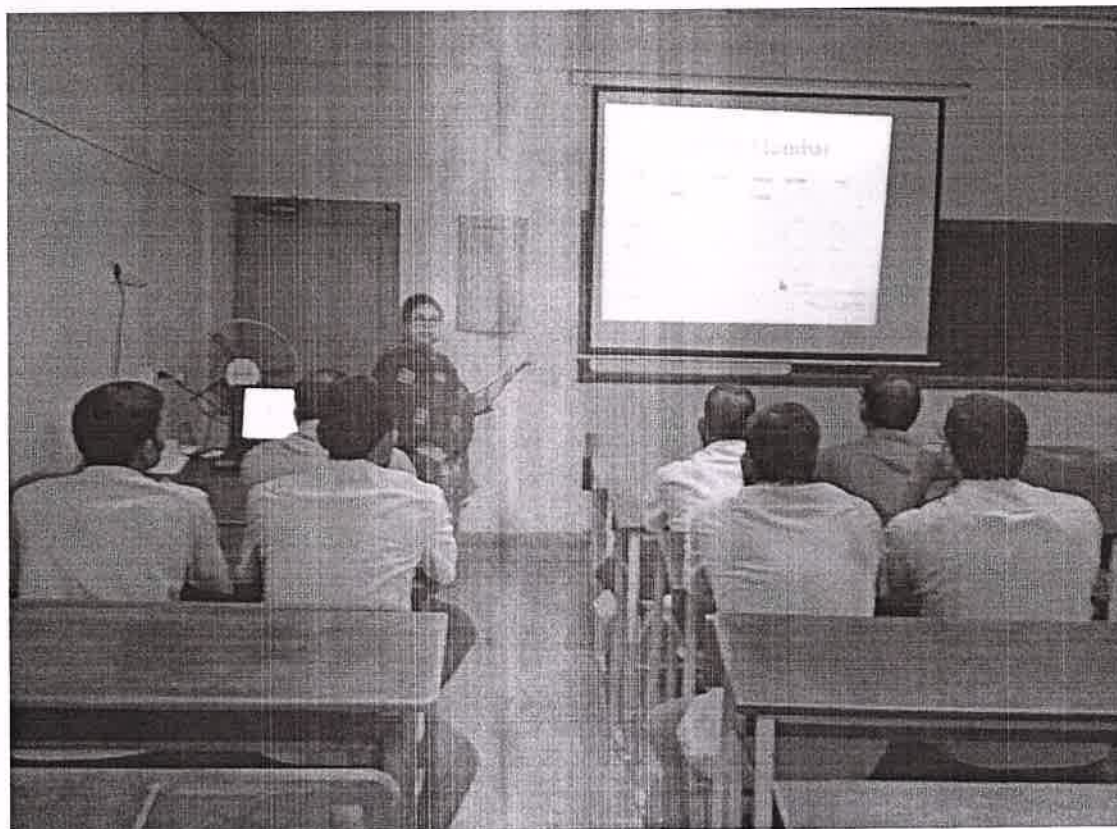
RESOURCE PERSON : Dr. Neera Kumar, Convenor-WDC

Dr. Jyoti Koliyar: Co Convenor-WDC

Mr. R. Perumal: Member-WDC

The RESEARCH COMMITTEE & IQAC CELL of SIES ASCN organized a Session on "GENDER DYNAMICS AND BEHAVIOUR" for Male Teaching and Non Teaching Faculty Members of SIES ASCN. The Resource Persons Dr. Neera Kumar, Convenor-WDC, Dr. Jyoti Koliyar: Co Convenor-WDC & Mr. R. Perumal: Member-WDC explained in detail the guidelines of Harassment at Workplace and Sexual Harassment.

Overall the session was very good and Informative.

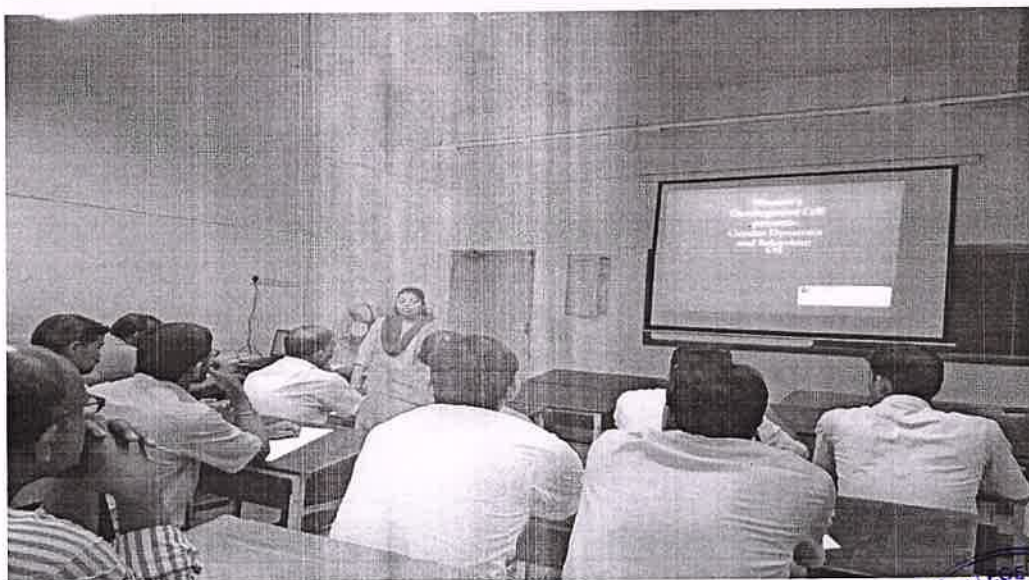





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WOMEN DEVELOPMENT CELL 2019-20

ORIENTATION PROGRAMME/SELF DEFENCE WORKSHOP

DATE: 6/8/2019

CHIEF GUEST: Mrs Netra Shirke

The Women Development Cell organized an orientation programme for the academic year 2019-20 and a self- defence workshop on **6th August from 11 am to 3 pm in the audio visual room of SIESASCN.**

The program started with the lighting of the holy lamp. A brief description of the institute, which included the motto, history and reputation of the college along with recent achievements was given.

The principal Dr.Milind Vaidyathen shared a few words with the volunteers about the importance of self- defence and gender equality.

The vice principal Dr.Koel Roy Choudhury also shared the importance of women development.

The convenor of WDC Dr.Neera Kumar then shared a beautiful message to the volunteers. "Empowered Women Empower Women" and "Behind Every Successful Women It Is She Herself" were some of the beautiful quotes she delivered.


Then the Guest Of Honour Mrs Netra Shirke, a business woman , a Woman Activist and NMMC CORPORATOR shared few words. Her speech encouraged the volunteers to give their 100 percent to empower the women around them.

The volunteers then took an oath thereby promising to give their best in order to achieve the goals of WDC.

The program ended with an inspiring speech by Mrs. Ashwathy Ravindran , the Co-convenor of WDC.

Later the self-defence activity was conducted by the Trainer Mr.Yash Rambhia, BMS Alumni who is also the Founder and Director of Ironwolf - 2017.

Thus the program ended successfully. The highlight being the inputs received by the members and the awareness it created with regards to the role and importance of women in society and the need to empower them.

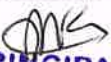

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WOMEN DEVELOPMENT CELL 2019-20

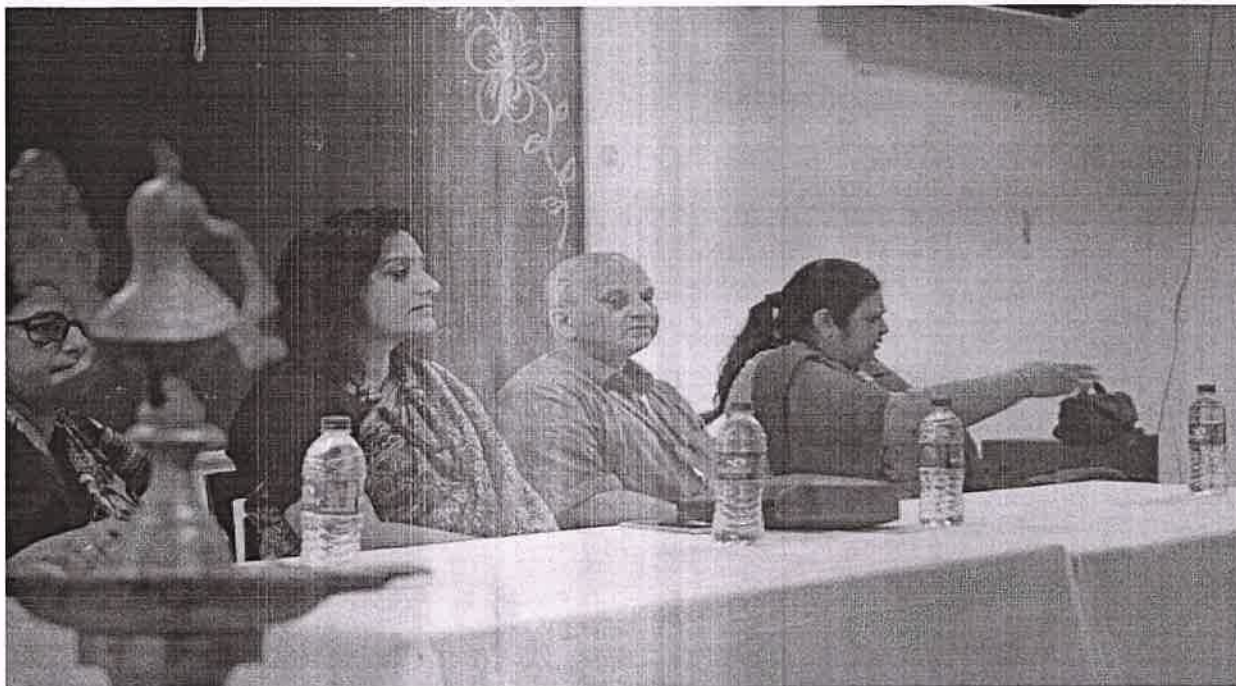
SELF DEFENCE WORKSHOP




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WOMEN DEVELOPMENT CELL 2019-20
ORIENTATION PROGRAMME/SELF DEFENCE WORKSHOP




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SIES (NERUL) COLLEGE OF ARTS, SCIENCE AND COMMERCE **Breast Cancer Awareness Program**

The **Siesons 2020** has taken initiative for creating awareness about breast cancer.

It was the most sensitive term. Breast Cancer has been the 2nd most common in Rural India. It accounts for 25% to 32% of female cancers in all cities across India. In India, one woman is diagnosed with breast cancer every four minutes and one woman Dies every 13 minutes. Helping one person might not change the world. But it could change the world for one person.

A person's most useful asset is not the head full of knowledge , but a heart full of love, an ear ready to listen and a hand willing to help others is the best part in the world. The participants were wearing a Pink Ribbon signifying the support for breast cancer awareness which was the first CSR activity. All doctors and patients were facilities. Iva Athavia (Owner of SUVIDHA FOUNDATION) gave the powerpoint presentation about breast cancer.

The following are the list of doctors who graced the occasion of noble cause and addressed with a positive note towards the breast cancer survivors attending the inauguration of Siesons 2020:

1. Prof (Dr) Shishir Shetty

Head Oncology Services

Apollo Cancer Center


&

Head Surgical Oncology

Dr D y Patil school of medicine

2. Dr. Satish kamath

M.S.,D.N.B,FACRSI


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Cancer Surgeon

3. 2 patients by Dr Satish kamath :

Tapasya mahajan

Usha gavli

4. Iva Athavia (Owner of SUVIDHA FOUNDATION)

Monali Roy

Rohini R.Mhase

5. Dr Safa Murudkar

Junior Surgery Resident (NMMC HOSPITAL)

6. Dr Priyanka Tambe

Senior Surgery Resident (NMMC HOSPITAL)


7. Dr Deepak P Kumar (M.D)

Consultant Radiation Oncologist

Reliance Hospital

Each of the above list of doctors and cancer survivors addressed the program ,speaking about Cancer remedies and motivated the survivors and also created awareness among the faculties about the prevention against this fatal disease of cancer.They put up a powerpoint presentation and encouraged the crowd to go for a regular check up.

And successfully the event came to an end, after that the main intercollegiate events of Siesons 2020 began.


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SIES Nerul College of Arts, Science and Commerce

GENDER DYNAMICS AND BEHAVIOUR

IQAC & The Women Development Cell organized a Session on "GENDER DYNAMICS AND BEHAVIOUR" for the male Teaching and Non Teaching staff members. It was conducted on 31st July 2019 in one of the classrooms.

The dignitary present was principal Dr Milind Vaidya who spoke about the topic.

The Resource persons were Dr. Neera Kumar, Convenor-WDC, Dr. Jyoti Koliyar, faculty member - WDC & Mr. R. Perumal: Member-WDC who explained in detail the guidelines of Harassment at Workplace and Sexual Harassment.

Overall the session was very good and Informative.

The highlight - creating awareness among male staff members about Gender issues.

S. T. O. P (Sure Tactics Of Protection)

The Women Development Cell organized an awareness program S.T.O.P (Sure Tactics Of Protection) which was conducted in the morning (from 9am to 1pm) in each and every class of within the college premises. It was conducted on the 13th of January 2020.

This Awareness Program was conducted basically to provide girls with few safety tips and tactics to tackle various small yet uncomfortable situations faced by plenty of women nowadays.

So that if they are aware then, they can prevent such circumstances from getting worse. It was not a self-defense program as such but more about precautions to be taken by women.

The awareness program was been conducted for both morning and afternoon batches. It was also done for PNS staff and in the library as well. The awareness was in a form of skit and the duration was of 5 minutes in which they demonstrated and showed students how to take up the following precautions in day to life.

The overall tactics demonstrated were worthy especially for today's generations. The following measures were demonstrated :

1. Stay alert and be prepared, so that as and when a situation arises you can run and ask for help.



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2. Don't be materialistic in an Emergency, install a safety app on your mobile – Eye Watch, One Touch Location etc.
3. Whenever alone in lift with a stranger press all the floor buttons so that the guy won't dare to do anything as the lift will stop on each floor.
4. Always run before self defense, if not possible use everyday objects as weapons.
5. As a last resort attack fast. Remember the 3 Critical Strike Zone- Eye, Throat, Groin
6. Inform friends and relatives about auto/cab number while alone travelling or keep talking until you reach your place.

Overall the awareness program was very good and enriching. Students who attended the session were very happy and enjoyed learning. Teachers were also pleased with the program conducted and found it informative. After the program ended, the volunteers of WDC took a feedback from teachers and students. Most of them recommended that this programme be taken to an even higher level.

It highlights - creating a sense of alertness and awareness among all students especially girls regarding their own safety.

RALLY ON 'AWARENESS ON DRUG ABUSE'

The Women Development Cell (WDC) in collaboration with the Department of Life Learning and Extensions committee (DLLE) organized a Rally on 'AWARENESS ON DRUG ABUSE' which was conducted on 13th of February, 2020 in the morning.

The Rally started from the college to Nerul railway station and ended back at the college itself.

The ultimate motive for organizing this rally was to realize and discuss the issues about the consequences and the effects of Drug Abuse by delivering some effective slogans during the rally. As a result of the collaboration, the volunteers from both the committees actively took part in the event to make it a successful one.

The mission of this rally was enhanced by the earnest and energetic participation of each and every member.

The Convenors (DLLE - MS Rajalakshmi, WDC - Dr Neera) and faculty members of both the committees supported the volunteers throughout the event and also gave them a massive opportunity to organise and experience such a fruitful event.

'UJJWALA: The Rising Women'

On account of "International Women's Day", the Women Development Cell organized their flagship event 'UJJWALA: The Rising Women'. It was conducted on 9th March from morning to mid noon in the audio visual room of the college.



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The event started with the lightning of the lamp by all the teachers present. The guests called for the occasion were :

Ms. Sucheta Rege : a liberated modern with traditional values known for her strong views on women. At present, working with Kotak education foundation, an organization that works to educate and empower underprivileged children. Also an active member of Rotary Club for the last 25 years, the Rotary President in 2005-06 and the assistant governor in 2014-15. In addition

a member of Stree Mukti Sangathan and associated with many other social organizations.

Adv. Shamina Sayed : a result-oriented professional with experience in handling legal affairs, well versed with court procedures, conducts consumer dispute matters including drafting of complaints. Has received various appreciation letters and awards. Also advises and gives written opinions to the higher management on legal issues and also provide expert services on legal matters.

Adv. Najmussahar Asadi : an advocate for women, working since 2004 on women rights and, enforcing women rights in the court of law, working with NGO's like Human right law network, Lawyers collective. At present, a consultant with Sneha organization, working on the initiative - prevention of violence against women.

Ms. Shreya Reddy : a transwoman born and brought up in Mumbai, India. Has been working on transgender rights and HIV/AIDS interventions since 2005 in various community-based organizations. Has completed her graduation in commerce from Mumbai University and has a Masters in Social work from Andhra Pradesh.

After the felicitation of the guests, Ms. Sucheta Rege gave a speech on Cyberbullying, ragging, etc. Followed by which, Advt. Sharmina Sayad explained about the basic rights of women and spoke on harassment and its consequences. He also touched upon the relevant sections of IPC. Advt. Najmussahar Asadi elaborated on how women are not aware of their basic rights and how society has now become male-dominated. And last but not the least Ms. Shreya Reddy who shared her journey and her bucket list kept the audience enthralled.

Few volunteers then performed a dance and a short act. The purpose of the event was to spread awareness and make everyone present aware that a woman can do anything she sets her mind upon and also to showcase how strong a woman is.

The programme ended with the vote of thanks especially for the organizers and the chief guests who had kept aside their valuable time and shared their thoughts with everyone. Overall it was very satisfying and enriching. The students who attended were very happy and enjoyed themselves.

Its highlight - inculcating in students the thought that small efforts can definitely make a big change, when it comes to women.


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Roto Flea

Roto Flea was held on 7th March, 2020 from 9 a.m. to 5 p.m. It was a place where games and food stalls were arranged for people to come and have fun. It was dedicated to the 'UNSUNG HEROS: Women and Senior Citizens'.

For promotion of our event we made the countdown jpegs which consisted of different things that roto flea had, food, music, stalls. We planned different games out of which we kept two separately for women and senior citizens. Hit the can and complete the dialogues were two games separately kept for them, and goodies were given to participants.

For student we had Bulls Eye, where they had to throw the ball towards the board such that it rebounds and fall in the basket and the other was castle it up, they had to build the house of cards till level 5.

We had stalls from NGO which put up ear rings and other accessories, Cloth bags, keychains, wall hangings, dream catchers, bracelets. We got a great response from NGOs, they were really cooperative and enjoyed the crowd and the event. The students who put up the food stalls had puran poli, kheer, lemonade, chocolates, canvas paintings, small home décor and etc.

The people who came from outside and our club rotaractors, including our own team was really satisfied for the level the event was held and that was the best and happiest part for us.

We wanted to give a platform for aspiring stand up comedians , singers and poetry people to showcase their talent and also to have an interactive session which was named as "A Stage for all" after , this we wrapped up our event with vote of thanks by the chairpersons and secretariat announcement was done by the joint secretary .

We had a total of 368 audience .

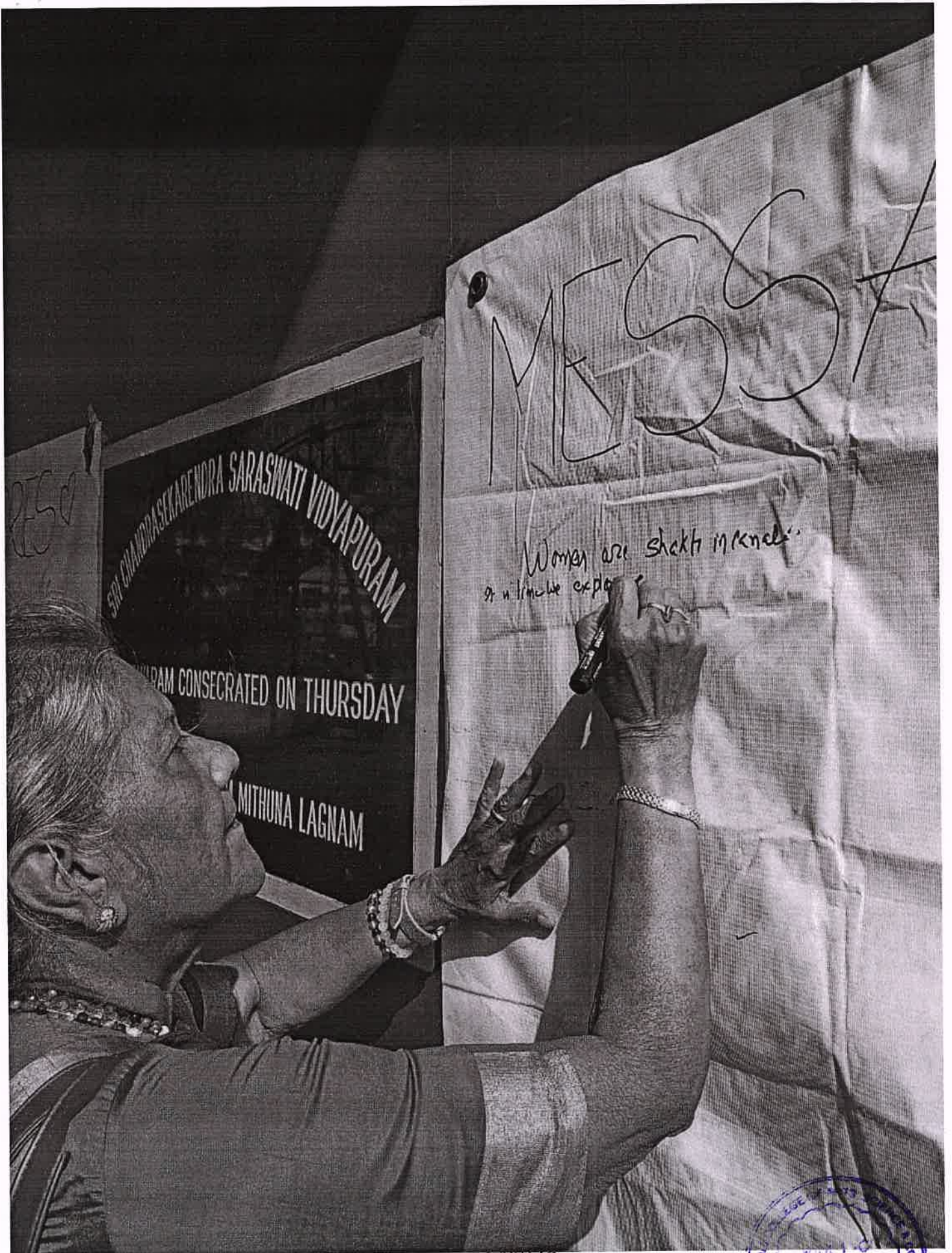


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SIES (Nerul) College of Arts, Science and Commerce

NOTICE

19th August , 2015

This is to inform that the NSS unit is organizing
MAVA (Special camp for students) from 21st August
,2015 to 24th August ,2015 . Three volunteers are
selected


NSS Program Officer


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MAVA


The MAVA(Men against Violence and Abuse of women)Three male NSS volunteers were selected for this movement who will be coordinating the activities of the movement in the college.Student have attended camp from 21st to 24th August 2015 at Sane Guruji Smarak, Vadghar, Mangaon

TANEJA DISHANT RAJKUMAR

SINGH SATBIR

KUMAR MOHIT RAMAN MUKHTY




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EVENT: MANA
(Men Against Violence and Abuse of Women)

DATE: 21st August -
24th August

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