

Report of Internal Gender Audit AY 2023-24

Name and Address of the College : B. K. Birla College of Arts, Science and Commerce (Autonomous), Kalyan

B. K. Birla College Road, Kalyan (West)

Members of Gender Audit Committee : Dr. Vrinda Nishandar
Dr. Chandra Iyer

Date of visit : 30th April 2024

Terms of reference and Scope of audit:

- Internal gender audit for the Academic Year: 2023-24

Preamble

B. K. Birla College of Arts, Science and Commerce (Empowered Autonomous), Kalyan plays a crucial role in shaping the academic and social landscape, ensuring adherence to principles of fairness and equality. BKBCCK fosters an environment where students, irrespective of gender, have access to quality education and opportunities for personal and professional growth. Committed to social progress, B. K. Birla College follows a set of actions formulated to enhance the status of women in society, aligning with broader societal goals.

BKBCCK is a distinguished educational institution offering a range of faculties and courses. With 58% female students, BKBCCK stands as a premier co-educational institution that values diversity and inclusivity. BKBCCK is dedicated to promoting equity and equal opportunities for all its students, exemplified by its commitment to gender balance with most female students. The college is proactive in adhering to government rules and policies aimed at the upliftment and empowerment of women in society.

The institution takes pride in its good gender balance, reflecting its commitment to supplying a conducive and inclusive learning environment. BKBCCK stands out as a beacon of education that not only imparts knowledge but also upholds values of gender equality and inclusiveness. The college's proactive approach towards implementing government initiatives underscores its dedication to the betterment of women's roles in society.

B.K Birla always believe in giving our best to our stakeholders and always instill in them strong values of ownership towards self and environment around us and commitment in all that is done and involve completely in all responsibilities that is entrusted by following the ethical path to reach goals. College gives major significance to the behavioral discipline, moral integrity and cognitive changes of our students. The teaching staff try to teach not only academic programs but also life skills needed for students. With the continued support of all our stakeholders and holders, the college will strive to shape individuals with integrity and responsibility. The college has significantly high number of female teachers in aided and unaided sections. Regardless of gender, teachers serve as mentors and facilitators for all students. The students are always guided and encouraged on equal opportunities through the various courses offered and programs conducted. The college has active Student Council with significant representation for girl students.

The audit was conducted on the following focus areas.

I. Gender sensitization

BKBCK has women development cell, grievance redressal cell and internal complaint committee and other vibrant societies like NCC, NSS etc. BKBCK has also inducted several women NCC cadets to its NCC unit who are regularly recognized for their outstanding contributions.

Women Development Cell

B. K. Birla College, Kalyan, boasts a UGC Sponsored Women's Studies Centre, established in 2011 during the XI Plan, along with a Women Development Cell that was founded in 2005. The 'Women Development Cell' at B. K. Birla College actively conducts various short-term courses and activities aimed at empowering women, enhancing their confidence, and contributing to their overall personality development. Through collaborative efforts with the Internal Complaints Committee, the Women Development Cell and Women's Studies Centre at the college consistently organize programs focused on gender awareness and sensitization. These encompass discussions on critical topics such as sexual harassment, the POSCO ACT, cyber security, legal awareness, eve teasing, mental health awareness, marriage-related issues, partner selection, relationship management, financial management, and more.

B. K. Birla College's Women's Studies Centre, sponsored by the UGC, stands as a testament to its commitment to promoting gender equality and providing a platform for in-depth exploration of women-centric issues. The Women Development Cell plays a pivotal role in fostering a supportive environment by organizing diverse activities and courses that not only empower women but also contribute to their holistic development and self-assurance. The WDC and WSC organizes two credit certificate course in Creative Skills especially for girls to enhance skills which can enable them to engage in self-employment and entrepreneurship.

The cell constitution is as under: -

1.	Dr. Kranti Ozarkar	:	Chairperson
2.	Dr. Archana Singh	:	Member
3.	Dr. Pranjali Mhaskar	:	Member
4.	Mrs. Jyoti Tupe	:	Member
5.	Dr. Madhu Shukrey	:	Member
6.	Mrs. Pritam Kamble	:	Member
7.	Mrs. Drishti Gagaramani	:	Member
8.	Dr. Mugdha Pathak	:	Member
9.	Dr. Dinesh Wanule	:	Member
10.	Mrs. Sarika Patil	:	Member

Internal Complaints Committee

1.	Dr. Meeta Bhot	:	Presiding Officer
2.	Dr. Pranjali Maskar	:	Faculty Members
3.	Ms. Meera Pansare	:	Non-Teaching Members

Collaborating with the Internal Complaints Committee, the Women Development Cell and Women's Studies Centre address a wide spectrum of topics, ranging from legal awareness to mental health, reflecting a comprehensive approach to gender sensitization. The college's initiative to conduct annual pre-marriage counselling sessions for all students underscores its dedication to preparing the student community for important life decisions, promoting a culture of informed decision-making.

Grievance Redressal Cell

Grievance Redressal Cell of the college ensure gender and social equity and provide help, support and guidance whenever required. The constitution is as under

1.	Dr. Avinash G. Patil, Principal	:	Chairman
2.	Sr. Vice Principal / Vice Principal	:	Member
3.	Head of the Concerned Department	:	Member
4.	Mr. K. H. Dongare	:	Member
5.	Dr. Meeta Bhot	:	Member
6.	Dr. Harish Dubey	:	Member

The Women's Studies Centre and Women Development Cell at B. K. Birla College stand as dynamic entities that actively engage students in discussions and activities, fostering awareness and understanding on crucial gender-related issues. Through its Women's Studies Centre and Women Development Cell, B. K. Birla College exemplifies a commitment to not only academic excellence but also the holistic development of students, especially in the context of gender empowerment and awareness. Playing a pivotal role in fostering awareness, these societies actively organize seminars, workshops, debates, street plays, and film screenings to educate and sensitize the College community about pressing issues, including the environment, women's rights, gender parity, and empowerment.

II. Gender Inclusion Details

- 1) The college distinguishes itself with a notably high percentage of female teachers, both in the aided and unaided sections, contributing to a diverse and inclusive academic environment.
- 2) Teachers at the college play the crucial roles of mentors and facilitators, providing guidance to all students, irrespective of gender, fostering an inclusive learning atmosphere.
- 3) The college is dedicated to ensuring equal opportunities for all students, offering guidance and encouragement across various courses and programs, emphasizing a

commitment to fairness and diversity.

- 4) The active Student Council at the college ensures significant representation for girl students, reflecting a commitment to inclusivity and equal participation in student governance.
- 5) Data from BKBCK reveals that approximately 58% of the total student population comprises girls, showcasing a sustained commitment to maintaining a balanced and diverse student body.
- 6) The college adheres rigorously to university rules in its implementation of gender policies, ensuring a consistent and fair approach to fostering an inclusive and supportive academic environment.
- 7) While there is no specific reservation for the admission of female students, the voluntary enrollment of many girls at the college speaks volumes about its reputation for providing a secure and welcoming environment, in accordance with established rules and policies.

III. Learning & Evaluation

- 1) B. K. Birla College, Kalyan has been granted ' Empowered Autonomous Status' by the University Grants Commission and University of Mumbai. Various curricula are therefore designed to focus on the rights and responsibilities of men and women as well as the punishment for crimes against women.
- 2) College creates awareness and understanding of numerous Acts connected to Domestic Exploitation, Sexual Harassment, and Human Rights Violation. It also depicts the government's involvement in the advancement and empowerment of women.
- 3) The Curriculum of Foundation Course in First and Second Year focuses on all these aspects. The focus of the first- and second-year Commerce courses are on women's entrepreneurial skills. This segment's topics include the challenges faced by women entrepreneurs and the government's role in fostering entrepreneurial abilities. The F. Y. B.Sc. course has 2 credits course on Digital literacy and English Language Proficiency to meet the requirements of the students.
- 4) WDC and WSC conduct many programs for girl students for awareness about their rights, health, and future through various workshops, awareness drives and guest lectures.
- 5) The library issues books to students under the Book Bank Scheme.

IV. Gender Audit survey findings

Women Development Cell and Women Study Centre in collaboration with Internal Complaints Committee have been organizing programs on gender awareness and sensitization, which includes discussions on sexual harassment, POSCO ACT, cyber security, legal awareness, eve teasing, mental health awareness, marriage-related issues, partner selection, relationship management, financial management and more. Pre- marriage counselling sessions are organized annually for all the students, irrespective of gender; to orient them on taking important decision of selecting a right life partner at right time.

The college organizes programs on menstrual hygiene, perimenopausal and menopausal syndrome care, and women's and girls' nutrition. This year WDC organized a seminar on Personality Development, Grooming, Hygiene, Body Language, and Communication.

- 1) A special workshop on 'Legal Awareness, Cyber Security and Self-Defense – Rajmata Jijau Yuvati Swasavrakshan Prashikshan' on 10th July and 11th July 2023. The workshop was organized for woman empowerment and to understand importance of self-defense and to prepare girls against any unpleasant situations. 119 girl students were benefited by the workshop.
- 2) Bharat Vikas Parishad, An NGO working in the field of social interest organized a seminar of Sanskar project at Atre Rang mandir, Kalyan (W) especially for girl students. A lecture on "Behen Chod Mat Jaana" by Shri. Sopan Dada Kanerkar, Chief Guest. He gave a very inspirational speech about India, Religion and emphasized importance of parents in lives of their children. There was a speech on "Comparison between role of men and women." A total of 60 girls attended the program.
- 3) Women Development Cell and Women Study Centre, in association with Brand touch & Analytics, Lower Parel, Mumbai organized a seminar on Personality Development, Grooming, Hygiene, Body Language, and Communication as a part of project *Selena* in association with Wisper and Venus, on 25th August, 2023 Two sessions were conducted. A total of 366 girl students were benefited by the program. The resource person Ms. Avani Sommaiya, Certified trainer in Personality Development, Grooming, Body Language, and Communication. She emphasized importance of hygiene for girls. She discussed, how to face interviewers with confidence and gave many tips on personality development, body language and communication.
- 4) Women Development Cell and Women Study Centre organized 'Two Credits Certificate Course on Creative skills' from 5th October to 7th October 2023 and 30th October to 1st November 2023. The following creative skills were taught to the students Mehndi, Artificial Jewelry making, Diya decoration, Pooja Thali Decoration, Wall hangings, greeting cards making, Fabric painting. A total of 37 girl students successfully completed the credit course. The workshop was intended to promote entrepreneurship among girl students.
- 5) On the auspicious occasion of Navratri, Women Development Cell and Women Study Centre organized Navratri Celebration with Bhondla and Garba on 19th October, for all ladies staff of Degree College, junior college and nonteaching staff.
- 6) Guest lectures were organized for understanding the importance of healthy lifestyle and diet for managing today's stressed lifestyle. Dr. sonali Paralikar, leading dietitian and obesity consultant from Kalyan guided ladies on 'Obesity and Diet' whereas Dr. Manjusha Shrivastava, Director, Life Bliss Health Care Centre, Kalyan delivered an informative lecture on 'Empowering women: Navigating Health Challenges through Simple Solutions' Various issues like hormonal imbalance, management of life style and life style diseases, management of obesity etc. were discussed during the lecture. The lectures were well received by the audience. They also asked various questions to the speakers.
- 7) Women Development Cell and Women Study Centre organized 'Art Mela' on 4th November 2023. It was an entrepreneurship initiative, by Women Development Cell and Women Study Centre, B. K. Birla College (Empowered Autonomous), Kalyan. The Art Mela was intended to showcase Handcrafted artifacts by girl students. It also provided platform for students to present their artifacts prepared during Two credits

course on creative skills. The highlights of the Art Mela were Hand painted Diyas, Handcrafted Jewelry, Greeting cards, Fabric painting, Handmade paintings, bookmarks etc. The initiative got overwhelming response from the staff and students at the college. They visited the stalls set up by girl students to support and motivate budding women entrepreneurs.

- 8) Stree Mukti Sanghatana, An NGO working in the field of Gender Equality organized Lokshahi Utsav -26th to 30th January 2024 on Democracy and Equitable Development - WE for विकास.
- 9) The program aimed to know the students understanding about their ideas about development. The WDC& WSC along with NSS unit BKBCK invited students' participation for the same. Students are the future of our thriving nation. It is them who will shape 'Developed India'. Therefore, to appreciate and exercise their constitutional rights and responsibilities, uphold and strengthen the constitutional values Justice, Liberty, Equality and Fraternity. Students were encouraged to present their ideas on what 'Development' means to them.
- 10) Women Development Cell and Women Study Centre, in association with Department of Zoology organized a lecture on "Cancer Awareness" on World Cancer Day. The lecture was organized on Monday 5th February 2024. Dr. Pravin Khandare, MD, DM, Consultant Medical Oncologist, MOC, Thane was the guest speaker. The main objective of the lecture was to create awareness about increasing cases of cancer. The speaker discussed the symptoms and precautions to be undertaken by people. He also discussed role of various triggering factors such as stress, life style, feeding habits and genetics. Dr. Khandare also answered cancer related questions asked by the students and staff.
- 11) On the auspicious occasion of Makarsankranti, Women Development Cell and Women Study Centre organized Haldi-Kumkum Ceremony on 15th February 2024. A total of 112 ladies teaching and non-teaching staff of Degree and Junior College attended the program. Each one of them were greeted with Haldi-kumkum, attar, a rose flower, til-gud ladoo and a small gift.
- 12) Women Development Cell and Women Study Centre organized a seminar on 'Cyber Safety and Legal Awareness' especially for all girl students to celebrate and acknowledge International Women's Day on 9th March 2024. The seminar is organized to create awareness about safe and proper handling of social media sites and achieving woman empowerment through proper legal awareness.

V. Extension & Enrichment activities

I don't have data here

VI. Overall Observations & Suggestions

- 1) Even though the engagement of female students is generally seen as being excellent, more efforts should be made to further boost their participation in sports and extracurricular activities.
- 2) More awareness about equal opportunities among female and male students should be

reinforced.

- 3) To promote financial literacy among female students, the College organizes events like Celebration of Finance Day. However, added sessions may be scheduled to promote their financial independence and literacy.
- 4) Good number of female students have been using the facility of Mpower Counselling Cell for their health care issues.
- 5) The students who excel in cocurricular and extracurricular activities including sports etc. are also supplied financial incentive.
- 6) The college encourages girls to get involved in the Earn and Learn Scheme and Annapurna Yojana by DLLE to increase their entrepreneurial skills. However, more efforts may be started by the college to increase participation of girls in such activities.

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