



ENDUTECH CONSULTANCY SERVICES PVT LTD



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QMS Certification CAB # 118005

Energy Environment Education

ECS/GER/001

Date: 17/1/2024

GENDER AUDIT REPORT

of

NAGAR YUWAK SHIKSHAN SANSTHA

New Horizon College of Commerce



Prepared

By



Janika

PRINCIPAL

New Horizon College of Commerce
Plot # 5, Sector- 13, Airoli,
NAVI MUMBAI 400 708.

Endutech Consultancy Services Pvt Ltd

Navi Mumbai

2022-2023

Caring For Energy Environment Education

ENDUTECH CONSULTANCY SERVICES PRIVATE LIMITED

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Need For Gender Audit

- To find out gender balance in the institution.
- To take active steps in curbing gender related issues.
- To promote gender equality.
- To provide equal opportunities to both the genders.
- To tackle problems of sexual harassment through timely redressal of the complaint.

Gender Sensitive Features of the College

I. Program /Activities conducted for Gender Related Issues

Women's Development Cell had organized the following programs for gender related issues :-

Date	Name of the event	Participants (in number)	
		Male	Female
21st Aug 2018	Gender Equality	57	48
08th March 2019	Self Défense Workshop	00	63
09th March 2020	Self Défense Workshop	00	36
03rd March 2022	Menstrual Hygiene and Nutrition	00	35
09th March 2023	Work Life Balance for Women	00	42



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II. Achievement of Women in the College

1. Ms. Sakshi Visave (TYBAF) Awarded for Best Smile in Miss Navi Mumbai Beauty Pageant (2023)
2. Ms. Tejasvini Shirsat Awarded for Best Smile in Miss Navi Mumbai Beauty Pageant (2018)
3. Ms. Komal Singh, Ms. Shradhha Patil, Ms. Swapnali Dhavale, Ms. Nirja Gharat are placed in Indigo, Akasa, SpiceJet and Qatar Airways as cabin Crew.
4. Ms. Pooja Gurud cleared CMA exam.
5. Ms. Samrudhhi Patil has joined NCC

C. Other Facilities

Separate Entrance. :No

StudyRoom: 7

Safety Measures :CCTV, Security Persons

Re-addressal of gender issues :Grivience Cell and Women Development Cell

Common Room :Yes for both Male and Female

Wash Rooms : Separate for both Male and female

Rest Rooms :No

Sanitary Napkins Vending Machine : Yes

Curricular Aspects of Gender Equality

Gender Related Cross Cutting Issues in Course Curriculum

- 1 Concept of Disparity
- 2 Women Entrepreneurs
- 3 Women Trafficking
- 4 Gender Equity and Sensitiveness
- 5 Human rights violation and redressal



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Women Related issues in Syllabus

In the subject of Management we discuss topics related to gender inequality and violence against women.

- 1 Concept of Disparity
- 2 Women Trafficking

Also we teach them remedies to overcome them.

- 1 Women Entrepreneurship
- 2 Business Ethics
- 3 Significant Aspects of Political Processes

Gender Equality

Number of teaching and non teaching staff in the college (Male and Female)

Male	Female
04	08

Students' Count (Male and Female)

Male	Female
121	87

Number of students passed in the year June 2023

Male	Female
27	25

Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies

Male: 00 Female: 02

Number of teachers recognized as PhD



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Male :00 Female : 01

Number of teachers recognized as PhD guides

Male :00 Female : 00

Number of teachers who have published research papers in the journals notified on UGC website

Male :00 Female : 02

Number of teachers who have published books and chapters in edited volumes

Male :00 Female 00

Number of students benefitted by scholarships and free-ships provided by government as well as besides government schemes:-

Male	Female
08	06

Women's Development Cell

List of members of Women's Development Cell

1. Ms. Pooja Pradhan (In-charge)
2. Ms. Varsha Joshi (Member)
3. Ms. Chhaya Sharma (Member)

Internal Complaints Committee (ICC)

List of members of ICC

1. Ms. Pooja Pradhan (In-charge)
2. Ms. Priya Bennett (Member)
3. Ms. Shilpa Mudbidri (Member)



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Best Practices about Gender Sensitivity

1. Learn more about gender issues
2. Keep an open mind
3. Know the law
4. Stand up against harassment of any kind
5. Be respectful

We have conducted a study of various activities organized by NHCC, Airoli, Navi Mumbai, during the period 2023 To 2024 in order to provide equal opportunities to its women students. I conclude that the college has taken various initiatives to protect and promote the interests of its women students.

However, following recommendations are suggested:

- a. Self Defense
- b. Prevention and Protection against sexual harassment
- c. Women related health issues
- d. Vocational courses suitable to women
- e. Laws enacted for the betterment of women
- f. Awareness on problems less discussed such as menstruation

For,
ENDUTECH Consultancy Services

Director, Endutech Consultancy Services Pvt Ltd.



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