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Anekant Education Society's

TULJARAM CHATURCHAND COLLEGE
of Arts, Science and Commerce, Baramati - 413102.

Dist. Pune. Maharashtra, India.

Empowered Autonomous Status

Religious Minority Institute

NAAC Reaccredited 'A+' Grade, CGPA 3.55

NAAC-SSR

Cycle IV

2019 - 2024

Criterion VII Institutional Values and Best Practices

7.2.1 Describe two best practices successfully implemented by the Institution as per NAAC
Q1 M format provided in the manual

Best Practice-II

Title of the Practice: Women Empowerment

I) Objectives of the Practice:

1. To educate and provide ample opportunities to girls in curricular and extracurricular activities.
2. To give equal opportunities to girls in various committees/clubs/cells/student councils/academic and bodies of the college
3. To instill respect for women and understanding the value of women's empowerment.
4. Providing counseling on health, gender equality, and safety awareness to girls, teachers and women staff of the college.
5. To extend financial help to the needy girls as well as valuing the participation of female workforce in the college.
6. To persuade society to preserve gender equality and save the girl child.
7. To create equality for women and the eradication of gender inequity.
8. To establish a free and healthy environment for ladies on campus.

II) The Context:

Providing quality education and maintaining gender equity are necessary tools for a healthy human society. It is the prime function of every educational institution to contribute to the welfare and the betterment of a society. Empowering women through education is a key to upliftment of a society. An educational institute can contribute to the sustainable development by equipping girl students with more skills and knowledge. Increasing women's access to education frees them from many restrictive social norms such as domestic and sexual harassment, dowry, early marriage, and unwanted pregnancies.

To raise the position and dignity of women, the college has been engaging in a variety of campaigns for women's empowerment. The college also conducts various activities for health and safety of women, personality development and employment of women.

III) The Practice:

Women Empowerment is one of the principal activities carried out in the college with an aim to help girl students to accomplish important goals in their career. It is engaged in enhancing the understanding women's issues and to make the college campus a safe place for girls and women and to address the practical issues related to the welfare and equal opportunities for women faculty, staff, and students. The purpose of Women Empowerment programs organized in the college is to encourage the girl students to actively participate in all the curricular and extra-curricular activities run by the college. The college strives to make them physically, mentally and emotionally strong and sound. The following initiatives are taken by the college for women empowerment.

A) Infrastructural Development Measures:

1. Safety and Security:

The college is committed to the goal of developing a safe and secure environment for women in the campus. The college is well equipped with safety and security facilities through CCTV surveillance. The college has appointed four male and two female security guards in the campus. The institute is fully equipped with fire safety mechanism ensuring the safety and well-being of all individuals in the premises. Fire extinguishers are installed at corridors of all the buildings for safety against fire hazard.

2. Hostels for Girls and Working Women:

The college has five women's hostels on the campus, four for students and one for working women with capacity of 1000 and 30 respectively. All these hostels are well furnished with the facilities like security, well managed and hygienic mess, RO drinking water, recreational hall with television and newspapers, indoor and outdoor sports facility, health center with first aid kit.

3. Health and Hygiene facility: The girls' common room is made available for girl students to take rest and other personal and medical needs. This room is located in on ground floor itself for better and easy access. Availability of washroom, with 24 hour tap water, soap, covered dustbins, 'sanitary pads vending machine' and 'disposal machine' are ensured in the common room. Sanitary female staff is deployed to keep the ladies common rooms and washrooms clean and hygienic. Regulars heath health check-up and screenings are conducted to monitor student well being. The college

maintains a separate sick room equipped with essential first aid and medical assistance.

4. **Sports:** The College values the importance of sports in empowering girls and makes sincere efforts in providing equal opportunities to girls in different sports activities.

5. Women Empowerment Cell:

The college has constituted Women Empowerment Cell to address the issues of girl students and women staff. Through this cell the college has organized various activities for women empowerment

6. **Grievance Redressal and Internal Complaint Committees:** The College ensures to create a safe and empowering environment for women by establishing Grievance Redressal Committee and Internal Complaint Committee.

B) Activities, workshops organized for Women Empowerment:

The college organizes various activities and workshops on health, safety, and financial awareness for female students and staff. Also, activities include street plays, regular medical check-ups, and Women's Day celebration are organized.

IV) Problems Encountered

Problems being faced and resources required in organizing these activities for development of girls' personality are as follows:

- a) Considering, the strength of the girl-students enrolled in the college, it was difficult to get all girl-students involved in these programs.
- b) Orientation programs need to be organized to increase their participation and involvement.
- c) Lack of awareness about the health, safety, rules, regulations and laws among the girl students.
- d) Existing educational infrastructure and quality of education is insufficient in addressing the issue of women empowerment.

V) Resources Needed

Teachers, support personnel, and college management all took part in the entire enterprise in a sincere and active manner. An effort has been made to provide female students the same preference as male students while applying for various courses. There are numerous female professors working in all the college's departments because the institution has a strong anti-discrimination policy. To ensure student safety, the college has installed surveillance cameras across the campus. Another important requirement for the resources was the funding necessary to put in place a variety of programs and amenities for the girl students. A considerable sum of money from the management's corpus must be set aside for this project.

VI) Evidence of Success

The programs organized for women upliftment resulted in the following:

- i. The faculty teachers and non teaching women received award of Best Innovative Teacher, Best Non Teaching Employee from SPPU and Savitribai Phule National Excellence Award, New Delhi.
- ii. Ms. Mayuri Shevate represented her NCC Director at Annual NCC Republic Day Camp 2023, New Delhi. Similarly, a student of NSS, Ms. Kaveri Sutar represented SPPU at State Republic Day parade camp 2023, Mumbai. While another NSS student, Ms. Trupti Jadhav represented SPPU at Utkarsh-2022: State Level Social and Cultural Competition.
- iii. Ms. Arati Bhagat and Ms. Riya Agawane selected in Baseball Indian Team and participated in Women's Baseball Asian Cup at Hong Kong
- iv. The activities conducted for women empowerment benefit girls as there is increase in the admission of girl students.
- v. Programs on gender sensitization, physical wellbeing, women safety workshops etc. help in the overall development of the necessary personal, social, and professional skills of girl students.
- vi. Increase in the awareness of health-related issues and their remedies among the girl students.
- vii. Sharp increase in the girls' participation in sports and cultural activities of the college.
- viii. Heightened awareness on sex education and gender sensitization.

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