



Peoples Empowerment Group

ISB&M

College of Commerce

S. No. 44/1, 44 1/ 2, Nande Village

Pashan Sus Road, Pune 412115

Criteria 7.1.1

**Measures Initiated by the Institution for the
promotion of gender equity**

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**Facilities Provided for
Women**

Safety and Security

The college gives highest priority to safety and security of students, staff and infrastructure of the college. The college has installed CCTV (Closed Circuit Television) cameras at different places inside the campus to supervise and check activities going on inside the campus. Admin staff work in shifts in order to keep track of ongoing activities in the campus. Security guards are available at the campus for 24x7 hours. Entry to unauthorized personnel is restricted in the campus. Records of incoming and outgoing students, staffs and vehicles are maintained thoroughly.

Pick up and drop facility is available for girl students if they are required to stay late night for cultural events or for academic purpose in the institute. Pick-up drop facility is also available to the female staff members whenever it is required.

The college has separate hostels for girls and boys with security guards and CCTV. Female faculty members are given the responsibilities to look after the issues faced by the girl students related to hostel facilities. The college has a well-defined hostel committee to maintain discipline in the hostel.

In case of medical emergency, a dedicated vehicle is available in the campus. Full time doctor is available in the campus for medical care and first aid.

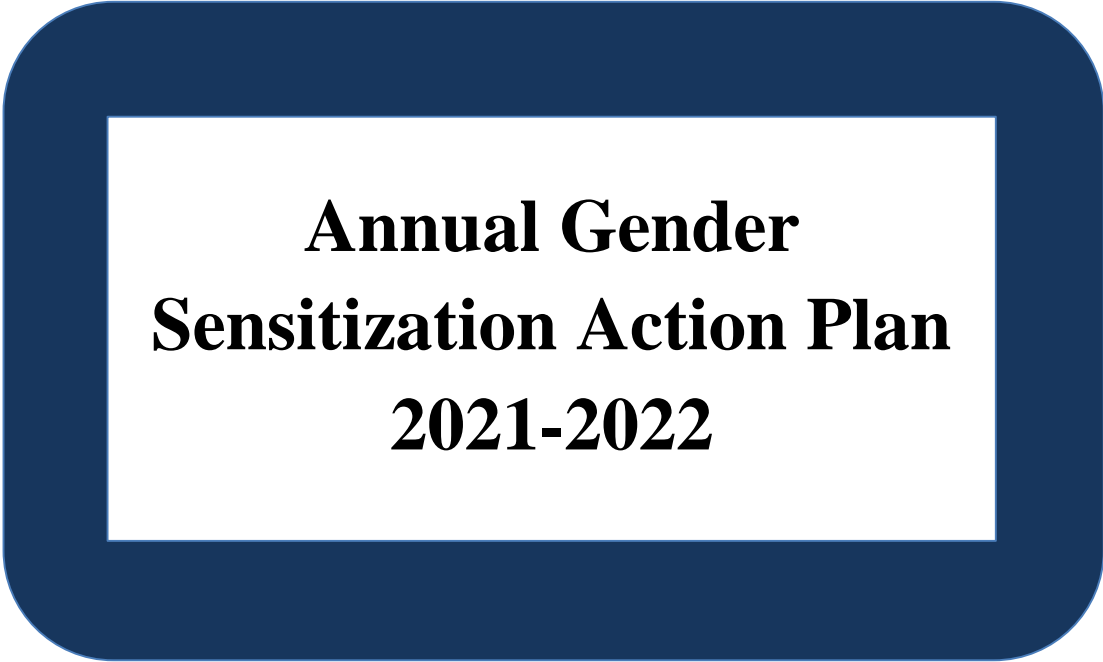


Counseling:

The college has the Mentor-Mentee scheme to provide counselling related to academic, health, financial and any other issues and to solve the problems. The mentors interact with the students to resolve student's issues related to medical, hostel, academic facility etc. Regular follow up of the students who are staying in the hostel is also taken. Any infrastructural problems faced by them are handled by the faculty in charge with the help of admin staff.

Common Room:

The college provides common room facility for girl students. The Girl's Common Room is situated on the ground floor, comprising of a bed for the girls to rest in case of emergency. Basic facilities are available in the girl's common room.



**Annual Gender
Sensitization Action Plan
2021-2022**

Introduction:

ISB&M College of Commerce aims to develop dynamic professionals who lead in a changing global business environment. The college focuses on developing professionals having basic and technical skills so that they can serve the society and industry and face the global challenges. ISB&M always takes a leading role in recognizing and valuing the diversity of its workforce.

ISB&M College of Commerce takes a leading role in valuing the diversity at its workplace. The performance of the college in relation to gender equality in particular shows the inclusion and gender equitable workplace culture for both male and female members of the college. This culture has resulted in more engaged, motivated and productive workforce.

Exploring Institutional Data

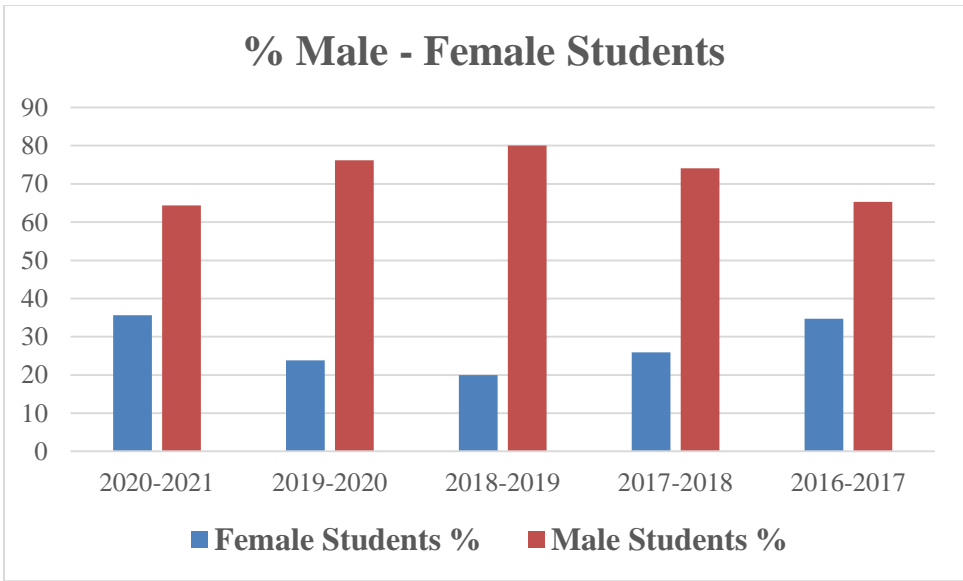
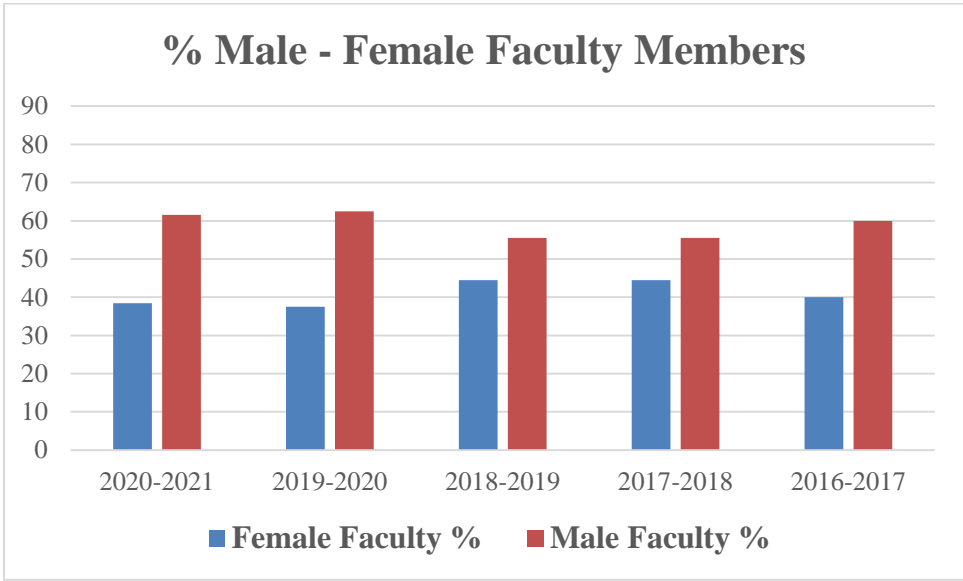
The following table shows the percentage of male and female faculty members in the last four years:

Year	Female Faculty %	Male Faculty %
2020-2021	38.46	61.54
2019-2020	37.50	62.50
2018-2019	44.44	55.56
2017-2018	44.44	55.56
2016-2017	40.00	60.00

The following table shows the percentage of male and female students in the last four years:

Year	Female Students %	Male Students %
2020-2021	35.64	64.36
2019-2020	23.81	76.19
2018-2019	20.00	80.00
2017-2018	25.93	74.07
2016-2017	34.75	65.25

The graphs below show the percentage of male and female students as well as faculty members for the last four years:



Action Plan for the year 2021-2022

ISB&M College of Commerce always tries to ensure respectful behavior and to maintain a standard at the workplace to enhance inclusion for all. Sensitization of all the students and employees is followed up regularly. The objective is to promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff. The college has formulated the Gender Sensitization Action Plan for the academic year 2021-2022 with a variety of activities outlined below:

- Conduct activities like Blood donation Camp, health awareness program, Vaccination Drive etc. dealing with COVID-19 pandemic etc. in order to give back to the society.
- Promoting activities related to health, hygiene, nutrition, self-defense among the female students.
- Conduct guest lectures related to cybercrime, cyber security, safety and security and career enhancements.
- Guidance regarding the financial investment for students and staff.
- Mentorship to be provided to the students
- To ensure equal participation in regular cultural activities, sports, NSS, debate, celebrations.
- Lady faculties and staff are to be given equal opportunities to participate in different activities performed throughout the year.

**Activities Conducted in support of Gender Equity and
Sensitization (2016-2021)**

Year	Title of the Program	Date and Duration
2020-2021	Yoga Day Celebration	21 June 2020
	Demonstration on Self Defense	24 August 2020
	Session on “Stress Elimination” by a psychologist Ms. Pratibha Deshpande	24 August 2020
	Session on “The New Normal – Key Role of Nutrition” by Dr. Avanti Deshpande, Nutritionist and Dietician, Pune	25 August 2020
	Celebration of International Women’s Day	8 March 2021
2019-2020	Yoga Day Celebration	21 June 2019
	Demonstration on Self Defense	16 July 2019
	Nukkad Natak “Ahilya”	30 September 2019
	Interclass Girls Cricket Match	31 January 2020
	Session on “Lifestyle Improvement”	27 February 2020
	Celebration of International Women’s Day	9 March 2020
2018-2019	Yoga Day Celebration	21 June 2018
	Celebration of International Women’s Day	8 March 2018
	Workshop on Self-Defense Techniques	8 March 2018
2017-2018	Celebration of International Women’s Day	8 March 2018
	Workshop on Self-Defense Techniques	18 July 2018
2016-2017	Demonstration on Self Defense	20 July 2016

1. International Yoga Day Celebration

World Yoga Day is celebrated by the students and teachers of ISB&M College of Commerce every year. This day is celebrated to make students understand the importance of Yoga in their life. All students, faculty and staff members participate in this program enthusiastically. The college arranges a session to explain the importance of Yoga to achieve better mental and physical health followed by a Yoga demonstration session. Students and faculty members also perform Yoga Asanas during the session.



2. Demonstration on Self Defense

A demonstration session on Self Defense is organized every year as a part of the Orientation Program. Physical Instructor at ISB&M, Mr. Prasanjeet Bhattacharjee, conducts this session for first year students.



3. Celebration of International Women's Day

International Women's Day is celebrated every year in the college. Male faculty members also join for the celebration. The celebration begins with a cake cutting ceremony. Principal of the college share his thoughts on this special occasion. Snacks and tea arrangements are also done on this occasion. The day is celebrated with great enthusiasm.



4. Nukkad Natak

Students from team “Kaurav” (students performing drama, role play etc.) have performed a Nukkad Natak named “Ahilya” depicting the various ways women and girl child face struggles through history and even in the present via mythological stories as well.



5. Interclass Girls Cricket Match (Annual Sports Event)

ISB&M College of Commerce organizes interclass sports competition. Various competitions like Carom, Chess, Badminton, Cricket, Table Tennis, Volleyball, Basketball etc. are arranged for all the students. Both male and female students participate in these competitions. In the year 2019-2020, we have also arranged cricket match for girl students.



