

#### **Modern Education Society's**

## Ness Wadia College of Commerce

19, Late Prin. V. K. Joag Path, Pune 411001 Maharashtra State (India)



# Assessment & Accreditation Criterion 7 Institutional Values & Best Practices

KI: 7.1 Institutional Values and Social Responsibilities

QIM: 7.1.1 Measures initiated by the Institution for the promotion of gender equity and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years.

#### Measures Initiated by the Institution for the Promotion of gender equity:

The College is committed to provide a conducive environment for girl students. In 2019, it was ranked at No.3 for the "Best Male Female Ratio" at an all-India level by India Today. The College provides all its faculty and students with equal opportunities for participation in all curricular, co-curricular and extracurricular activities.

Gender sensitization events like webinars which encourage discussion, dialogue and address issues such as gender equality are conducted. Vidhyarthani Manch of the College regularly conducts the Nirbhaya Kanya Abhiyan to create awareness about women's safety. Self-defense training and health awareness programs for girl students are conducted under its aegis. Women's Day celebrations are held and expert talks are delivered to sensitize lady teachers and students about their rights and duties.

CCTV Surveillance, gated entry only with identity card verification, a common room for girls and a dedicated NSS program officer for NSS volunteers help to ensure the safety and security of girls on the campus. Medical camps and safety trainings are held from time to time. The College has established a Cell for the Prevention of Sexual Harassment to address concerns of students and teachers.

Some students come from economically backward sections of society and the College ensures that every eligible student applies for various available scholarships. Students belonging to different reserved categories receive scholarships every year.

Through its Academic and Personal Counseling Cell, the institute has a mechanism to counsel students to address personal and professional issues. A physician is available on the campus round the clock.

### The following Initiatives are taken by the college for the promotion of Gender Equity

#### Nirbhay Kanya Abhiyan

The Board of Student Development, SPPU and the Student Development Cell of the Ness Wadia College of Commerce jointly organized NIRBHAYA KANYA ABHIYAN in 2021-2022. It was a 3 day programme. The first session on Self Defense Training, was held on 19<sup>th</sup> February, 2022 in the college premises. Approximately 50 female students participated. Ms. Diksha Randhave

was the trainer who delivered Self Defense training to the students. Through self-defense training, the girls were taught to become psychologically, intellectually and physically strong enough to protect themselves in times of distress.

The second session on "Health Awareness" was conducted online on 21st February, 2022 from 8 AM to 9:30 AM. Approximately 50 female students attended the session and benefitted from the same. The resource person was Dr. Rohini Gaikwad. The objective of the program was to raise awareness among the students regarding women's health and various gynecological problems. It also provided insights regarding ways for managing their body better.

The third and last online session on "Constitutional and Legal Rights of Women" was conducted by Prof. (Dr.) P. N. Chaudhary on 22<sup>nd</sup> February, 2022 from 8 A.M. to 9:30 A.M. Approximately 50 female students attended this enlightening session. The emphasis was not on exposing the participants to complicated and confusing legal provisions contained in various statutes but to interpret legal provisions for tge protection of rights and the provision of simple solutions to personal and professional legal issues encountered faced by women. The objective not this session was to spread legal awareness and provide accurate information about legal rights to women across class and social hierarchies.

#### **CCTV** surveillance

The Institute provides **CCTV** surveillance throughout the campus for safety and security purposes.





The pictures showing the CCTV cameras at different locations

#### **Counseling**

The Academic and Personal Counseling Cell is always available to solve students' problems. The Institute has a mechanism for counseling students to address both personal and career related issues. It helps students to gauge their own strengths including areas of their interest, abilities, aptitudes, opportunities and works towards developing their special abilities and right attitudes.





Counselor Mrs. Amirah Bagwan

#### **Common Rooms:**

Common rooms are available for girls on campus. The common rooms are well ventilated and equipped with facilities like water cooler and sanitary pad vending machines. The students utilize these for having lunch and also for common discussions. They may rest, relax and refresh there. The purpose of a common room facility for girls is to create a stress-free environment.







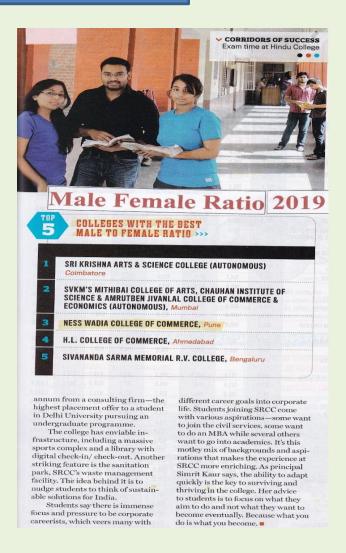
#### **Sanitary Pad Vending Machine**



India Today report on Colleges "The Best Male-Female Ratio" at All India level on 27<sup>th</sup> May 2019 wherein Ness Wadia College of Commerce Pune ranked No. 3.

### **Gender-Wise Distribution of Students, Staff, and Non-Teaching Staff**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. The gender-sensitive approach aims at opening, reconstructing, broadening expectations and behavioral models related to gender. Gender-sensitive structures respond equally to men's and women's specific interests without biases. Following is a statistical analysis of Students, Staff and Non-Teaching Staff.



#### Promotion of various types of Scholarship to Girl Students:

The College sensitizes girls about various schemes like SC Scholarship, SC Freeship, OBC Scholarship, OBC Freeship, VJNT Scholarship, VJNT Freeship, SBC Scholarship, SBC Freeship, ST, Scholarship, ST Freeship, National Scholarship, Rajarshi Shahu Scholarship, STC, PTC, Physically Handicapped Scholarship, Ex. Serviceman Freeship and Central Sector Scholarship. The beneficiaries are as follows:

Beneficiaries of			

Year	Girls	Boys	Total	% of Boys	% of Girls
2017-18	121	200	321	62.31	37.69
2018-19	193	245	438	55.94	44.06

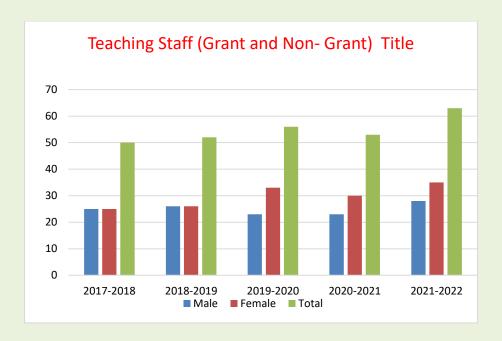
2019-20	210	235	445	52.81	47.19
2020-21	167	185	352	52.56	47.44
2021-22	154	197	351	56.13	43.87



The above table and graph indicate the various types of scholarships awarded to girl students of the college. It is inferred from the above chart that the college constantly sensitizes the girls about various scholarship schemes and helps them to avail the same.

**Gender wise Details of Total Teaching Faculty members in the College** 

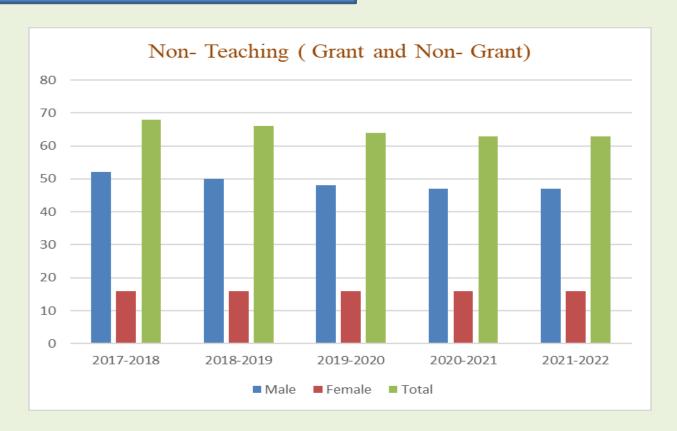
Year	Male	Female	Total	Ratio	Percentage Male	Percentage Female
2017-2018	25	25	50	1	50	50
2018-2019	26	26	52	1	50	50
2019-2020	23	33	56	0.69	41.07	58.92
2020-2021	23	30	53	0.76	43.39	56.6
2021-2022	28	35	63	0.8	44.44	55.55



The above graph and table show male-female ratio of the Teaching Staff of the college, including both the Grant and Non- Grant section over the last five years. It also gives information about the total number of teaching staff in each year.

#### Gender-wise Details of Non-Teaching Staff in the College

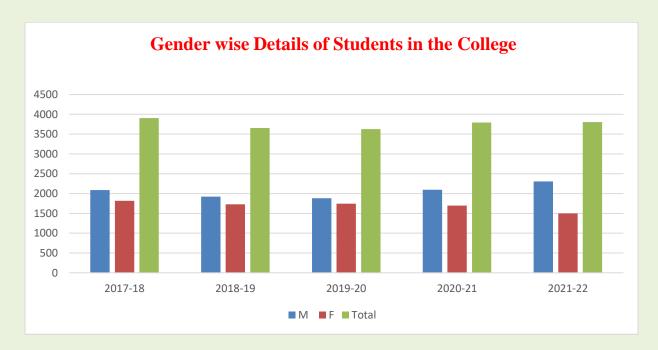
Year	Male	Female	Total	Ratio	Percentage Male	Percentage Female
2017-2018	52	16	68	3.25	76.47	23.53
2018-2019	50	16	66	3.12	75.75	24.24
2019-2020	48	16	64	3	75	25.00
2020-2021	47	16	63	2.93	74.6	25.40
2021-2022	47	16	63	2.93	74.6	25.40



The above chart shows the male-female ratio of the non-teaching staff of the college. It covers the time period from 2017 to 2022. It also gives us the total count of the non-teaching staff of the college of this period.

Gender wise Details of Students in the Colleg
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Year	M	F	Total
2017-18	2087	1819	3906
2018-19	1923	1730	3653
2019-20	1880	1745	3625
2020-21	2097	1694	3791
2021-22	2306	1499	3805



The above table gives the gender-wise details of students in the College. Gender equality has been encouraged by the management and staff of the college. The numbers indicate a gender-sensitive behavior.

### Institutional Initiatives to celebrate/organize National and International Commemorative days, events, and festivals

To inculcate humanitarian values and sensitize students about human, social, and national values, and oneness among students, celebration of National festivals and Commemorative Days play an important role. Such celebrations and observances commemorate the sacrifices of our great

leaders and freedom fighters. This helps to cherish and reflect on the thoughts and ideologies of the great personalities of our nation and while inculcating good values among students.

In this context, the College commemorates the Birth Anniversary of Historical Figures by either inviting experts in the field or appointing an in-house member to deliver a speech.

Dr. B.R. Ambedkar Jayanti, Chhatrapati Shivaji Maharaj Jayanti, Gandhi Jayanti and Lal Bahadur Shastri Jayanti, Sardar Vallabhai Patel Jayanti, Sant Gadge Baba Jayanti, Subhash Chandra Bose Jayanti are commemorated every year to give students and staff members an opportunity to expand their knowledge on the teachings of our leaders.

The College also celebrates National days like Independence Day and Republic Day, Maharashtra Day and Constitution Day. On these occasions, the national flag is hoisted followed by an address by an eminent personality.

Students' youth festival "Infinity", an inter-collegiate event which attracts participants from 30 to 40 city colleges every year across various events is organised every year.

The Red Cross unit of the College conducts various training programs such as Disaster Management, First- aid and CPR Technique Training, Blood Donation Camps for students.

International Yoga Day is celebrated on 21st June every year. Yoga sessions are organized for faculty and students. All staff members and students perform yoga under expert supervision.

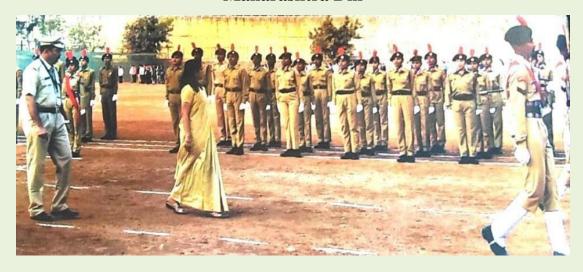
#### Academic Year 2017-18

#### **Maharashtra Din:**

Maharashtra Din was celebrated in College on 1<sup>st</sup> May. Flag hoisting was done by the Principal of the college. This is followed by March-past by NCC Cadets in their khaki uniform. Various programs were organized to mark the importance of Maharashtra Day.



Maharashtra Din



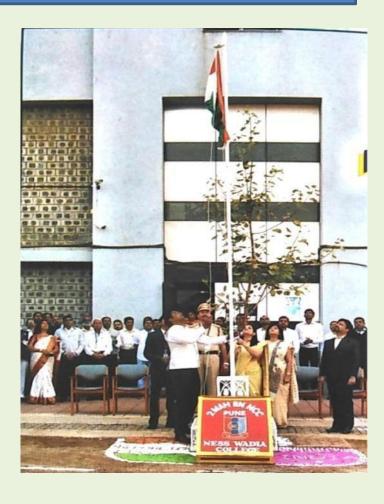
#### **Indian Constitution Day**

Indian Constitution Day or 'SamvidhanDiwas' was celebrated on 26th November, 2017 to commemorate the adoption of the Constitution of India. The students were made aware of the constitutional values and fundamental principles of the Indian Constitution. The significance of

the Preamble to the Constitution of India was further explained with reference to the need for justice, liberty, equality and fraternity in the present world.



**Indian Constitution Day** 



#### **Independence Day**

Independence Day was celebrated by the college on 15<sup>th</sup> August, 2017. Flag hoisting was done by Principal Dr. Girija Shankar. She delivered her address and spoke about the struggles of the freedom fighters. The speech was inspiring and well received by all students and teachers present.

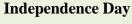
#### **Republic Day**



Republic Day was celebrated by the college on 26<sup>th</sup> January 2018. The flag was hoisted by Principal Dr. Girijia Shankar. It was followed by the Republic Day parade by NCC cadets. The event was graced by dignitaries. It was celebrated to commemorate the adoption of the Constitution of India. This day celebrates the spirit of independent India. This day also marks the importance of the power of every citizen of India to choose their government.

#### Academic Year 2018-19

**Indian Constitution Day** – Indian Constitution Day or 'SamvidhanDiwas' was celebrated on 26th November, 2018 to commemorate the adoption of the Constitution of India. The speech was delivered by Principal Dr. Girija Shankar to highlight the significance of the Indian Constitution Day and shed light on the thoughts and ideas of Dr. Babasaheb Ambedkar who is recognized as the 'Father of the Constitution of India'. Various events were also organized by the college on this day.





Independence Day was celebrated by the college on 15<sup>th</sup> August, 2018. Principal Dr. Girija Shankar hoisted the national flag. All the staff and the students attended the program with enthusiasm. This day reminds every Indian about the dawn of a new beginning. NCC cadets did march-past gracefully in their khaki uniform.

#### **Republic Day**

Republic Day was celebrated by the college on 26<sup>th</sup> January 2018. Principal Dr. Girirja Shankar hoisted the national flag. All the staff and students attended the Republic Day program with immense enthusiasm. This day plays a significant role in marking the dawn of Independent India. NCC cadetsmarch-passed gracefully.



**Republic Day Celebration** 

#### Yoga Day

Yoga Day was celebrated on 21<sup>st</sup> June 2018 to promote the importance of yoga. All the staff members performed yoga under expert supervision. The program was a success with the participation of teachers and students. Yoga Day at college promotes healthy living and positive thinking.





#### Nirbhaya Kanya Abhiyan

A workshop was organized in college to promote the importance of self-defense for women by Vidyarthini Manch. Through self-defense training, the girls were taught to become psychologically, intellectually and physically strong enough to protect themselves in times of distress.



Nirbhaya Kanya Abhiyan

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#### सावित्रीबाई फुले पुणे विद्यापीठ विद्यार्थी विकास मंडळ महाविद्यालयाचा संक्षिप्त अहवाल

दिनांक : 19/03/2019

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विद्यार्थी विकास अधिकारी, स्वाक्षरी व शिक्का प्राचार्य स्वाक्षरी व शिक्का

#### **Waste Paper Recycling Project**

A 'Waste Paper Recycling Project' was undertaken, under which 5260 kgs of old waste papers were given for recycling to the Govt. of Maharashtra Paper Manufacturing Institute. In return, the college got recycled paper and a Certificate of appreciation from the Govt. of Maharashtra (Maharashtra State Khadi & Village Industries Board) for green practices implemented in the

college and reducing carbon and ecological footprint and effectively heading towards sustainable development.



**Waste Paper Recycling Project** 

#### Academic Year 2019-20

#### **Indian Constitution Day**

Indian Constitution Day or 'SamvidhanDiwas' was celebrated on 26th November, 2019 to commemorate the adoption of the Constitution of India. The principal of the college explained the values, fundamental rights and duties of the citizens of India.



**Indian Constitution Day** 

#### Yoga Day

Yoga Day was celebrated on 21st Jan 2019. Yoga training was provided to all participants by Yoga instructor Mrs. Shital Shinde with her assistant Mr. KishanKhandekar and Mr. Kamble. The organization committee members were all NSS officers, NCC officers, SWO and Physical Directors of all colleges in the Wadia College Campus, Pune. All teaching and non-teaching staff members and students from all colleges in the Wadia College Campus participated in this event.



Guidance by Yoga Instructor Mrs. Shital Shinde



Group Photo of Staff and Students with Yoga Instructors Mrs. Shital Shinde and Mr. Kishan Khandekar

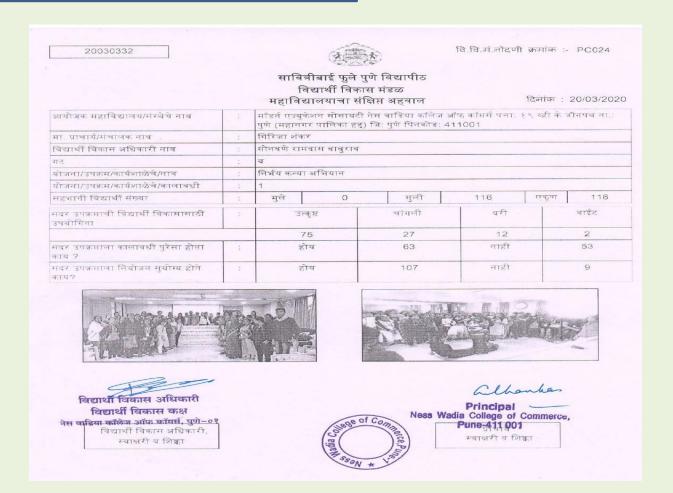
#### Nirbhay Kanya Abhiyan:

Nirbhay Kanya Abhiyan was organized by Vidyarathini Manch on 17<sup>th</sup> January 2020.

A total of 116 girls and 3 boys attended the program. The programme was a huge success as it trained the students in self-defense and empowered them with life skills.



Nirbhay Kanya Abhiyan

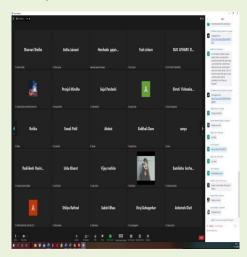


#### Academic Year 2020-21

#### **Gender Sensitization Webinar:**

With the motive to address issues regarding gender equality and to encourage participants to pursue solutions, the NSS Unit of the Ness Wadia College of Commerce organized a webinar on POSCO Act 2012 and Gender Equality on 17th December 2021 virtually on the Zoom platform. The Guest speaker for the webinar was Dr. Ramya Nisal, Senior Mentor of Sakshi Foundation.





**Gender Sensitization Webinar** 

#### Women's Day Celebration:

Ness Wadia Investors Association organized a webinar on the topic "**Health with Wealth**" to celebrate Women's Day on 8th March 2021.

#### **Session 1: Financial Planning tips for women**

#### **Speaker Name: Shruti Gupta**

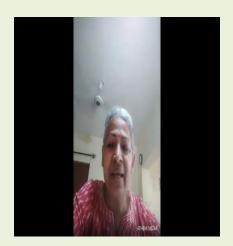
Shruti Gupta is a SEBI resource person and is empanelled as a SEBI securities market trainer for many years. She has over a decade of experience in conducting financial planning workshops and has conducted over 200 training programmes for different targeted groups.

Session 2: Nutrition and health tips for women

#### Speaker name: Kaumudi Moghe

Kaumudi Moghe is a Certified Nutrition Advisor. Her study of nutrition and dietetics began in college. But she embarked on this journey when she was detected with Cancer at a very young age. Since then, she not only pulled herself out and survived but has thrived in attaining optimal health. She believes in sharing her knowledge to help others. Her inspiring talk was well received by students.





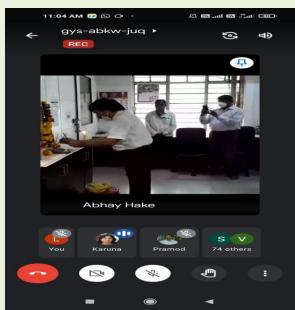
#### Sanyukta Jayanti

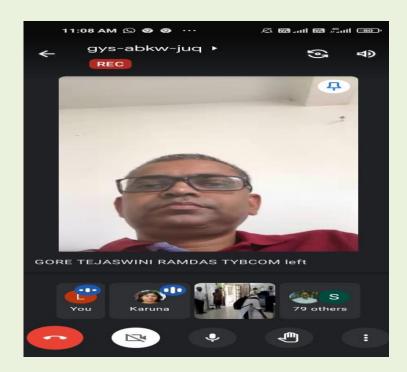
Online Sanyukta Jayanti was celebrated on 14<sup>th</sup> April 2021. Shri Dhiraj Kumar, IAS Officer, Agricultural Commissioner of Maharashtra was the Chief Guest of the event. It was celebrated to pay respect to the social revolutionaries and highlight the significance of Mahatma Phule and Babasaheb Ambedkar's thoughts in the modern world.

#### **Criterion 7: Institutional Values & Best Practices**



#### [QIM-7.1.1]





#### Academic Year 2021-22

#### **Independence Day Celebration (15<sup>th</sup> August, 2021)**

The College celebrated Independence Day on August 15th, 202. The celebrations reminded us about the contributions of freedom fighters and soldiers who keep our borders safe, farmers who grow sufficient food, the scientists working in labs and the engineers working on ground and all those whobuilt the Nation in the last 75 years.

#### Indian Constitution Day (26<sup>th</sup> November, 2021)

Constitution Day or "Sanvidhan Diwas" was celebrated on 26<sup>th</sup> November, 2021 by screening the movie JAYBHIM. This movie depicts the fight of a brave activist-lawyer who fights for the justice of a poor tribal man who was missing from the police custody and was falsely accused of robbery.





#### **Indian Constitution Day**

#### **Republic Day Celebration (26<sup>th</sup> January 2022)**

The NSS units of the Ness Wadia College of Commerce celebrated Republic Day on 26th January 2022 as a day to commemorate the date that the Constitution of India came into effect. The Constitution was adopted by the Indian Constituent Assembly on 26th November 1949 and came into effect on 26th January 1950 with a democratic governance system. The College celebrated this day by hosting our National Flag in our college by our Principal. The NSS volunteers celebrated this auspicious day by giving a speech about RepublicDay.



#### Youth Fest (12<sup>th</sup> to 16<sup>th</sup> January 2022)

The National Youth Festival is an annual gathering for the youth. This fest provides a platform for students to participate in several cultural activities of their interest. It is celebrated every year to commemorate the birth anniversary of Swami Vivekananda. It is organized by the Ministry of Youth Affairs and Sports, and is associated with one of the State Governments. Thus, the festival is held in different states each year during National Youth Week, which is from January 12<sup>th</sup> to 16<sup>th</sup>. The NSS Programme OfficerDr Bharat Rathod and Ms. Afsha Siddique along with a few NSS Student Volunteers participated in the youth fest.



#### Shiv Jayanti

Shiv Jayanti also known as Chhatrapati Shivaji Maharaj Jayanti was celebrated on 18<sup>th</sup> February 2022 by the college. Dr. Shrimant Kokate, eloquent speaker and historian graced the occasion with his auspicious presence. He delivered his talk on Human values and social ethics. He spoke on how Chh. Shivaji Maharaj has protected the society by giving equal justice, respecting

women and doing fair practice in his kingdom.











विववेवाडी : प्रजासत्ताक दिनानिमित्त पंचशील सेवा संघातर्फे पुस्तकांचे वाटप करण्यात आले.

#### स्पर्धा परीक्षेच्या पुस्तकांचे वाटप

बिबवेवाडी : गावठाण व परिसरात प्रजासत्ताक दिन उत्साहात साजरा करण्यात आला. परिसरातील शाळांसह, गणेश मंडळे, रिक्षा स्टॅंड, संस्थामध्ये उत्साहात प्रजासत्ताक दिन साजरा करण्यात आला. अप्पर येथील पंचशील सेवा संघ बुद्धविहार सुपर अप्पर यांच्यावतीने पुस्तके वाटप करण्यात आली. या कार्यक्रमास प्रमुख पाहणे प्रा. डॉ. लक्ष्मण भैसाणे (वाडिया कॉलेज) यांच्या हस्ते ध्वजवंदन करण्यात आले. या वेळी बोलताना त्यांनी संविधानाचे महत्त्व सांगितले. तसेच पंचशील सेवा संघ येथील महात्मा ज्योतीराव फुले अभ्यासिकेला १२ हजार रुपये किमतीची विविध स्पर्धा परीक्षा मार्गदर्शन पुस्तके मोफत दिली. दरम्यान परियंत्ती संडे धम्म स्कूलमधील विद्यार्थ्यांनी राष्ट्रगीत सादर केले. मंडळातर्फे सर्वांना खाऊ वाटप करण्यात आले. या प्रसंगी मंडळाचे अध्यक्ष सतीश जानराव, सेक्रेटरी अनिल ओहोळ, खजिनदार लक्ष्मण गायकवाड, उपाध्यक्ष विनायक सरोवदे, बाबा गायकवाड, राजेश वाघमारे, ॲड रवींद्र गायकवाड, माणिक लोंढे, सागर गायकवाड, दशरथ गरड, अप्पा कांबळे, संदीप जाधव, परियंत्ती संडे धम्म स्कूलचे सर्व विद्यार्थी, नागरिक उपस्थित होते.

#### Sanyukta Jayanti Celebration

Sanyukta Jayanti was celebrated on 14<sup>th</sup> April 2022. Shri Prashant Narnavare, Commissioner of Social Welfare Department, Maharashtra was the Chief Guest of the event. The Chef Guest of

the program spoke on social and ethical values and sensitize students to imitate the thoughts of Mathma Phule and Dr. Babasaheb Ambedkar to be a better citizen.





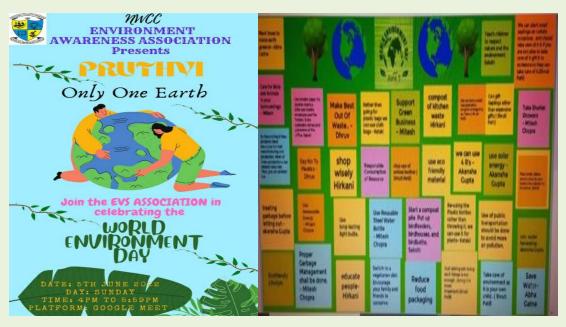
Rang-Ja (Virtual Holi)-was conducted on 20<sup>th</sup> March 2022. Through this program, students developed a perspective on ways and means to celebrate *Holi*in aneco-friendly way. They also understood the significance of colors in various spheres of life from food to nature.



#### Virtual Holi

#### Pruthvi (5th June 2022) is celebrated as World Environment Day:

To mark this day, the Environmental Awareness Association has taken a step forward towards creating awareness about various pressing issues that our Planet is witnessing and discussing ways and means to address them, through our specially curated sessions.



**World Environment Day** 

#### **Indian Red Cross Society / Youth Red Cross Unit (IRCS-YRS)**

The Indian Red Cross Society (IRCS) is a voluntary humanitarian organization to protect human life and health in India. It is a part of the International Red Cross and Red Crescent Movement and shares the Fundamental Principles (Humanity, Impartiality, Neutrality, Independence, Voluntary service and Universality) of the International Red Cross and Red Crescent Movement. The society's mission is to provide relief in times of disasters/emergencies and promote the health and care of vulnerable people and communities. It has a network of over 700 branches throughout India.

**About IRCS-JRC/YRC Pune Branch:** Junior and Youth Red Cross is a branch adopted by the Pune District branch and its activities are based on the principles of *Health, Service, Friendship, and Dissemination*. The movement is specially promoted for inculcating the ideals of *Peace, Service, and Caring* for one's own health and that of others.

#### **YRC- NWCC Unit**

The Indian Red Cross Society- Youth Red Cross (IRCS-YRC) Unit of Ness Wadia College of Commerce is actively working with the Youth Red Cross Pune Branch for the last several years. In the College, the YRC Unit has organized different Medical Checking Camps, First-Aid Training Camps etc. The Volunteers of the NWCC Unit have continuous and active participation in Disaster Management works and other activities organized by JRC/YRC Pune Branch, Pune. Following are the Activities of the YRC, NWCC Unit in the Academic Year- 2021-22.

#### 1. Counselor Tanning Workshop:

Two Faculties (1- Female, 1- Male) of Ness Wadia College of Commerce have successfully completed the "One Day Counselor Training Workshop" organized by the Indian Red Cross Society- Youth Red Cross Pune District and Student Development Centre, Savitribai Phule Pune University, Pune.

#### 2. "World Red Cross Day" Celebration:

On the Occasion of the "World Red Cross Day" and "International Thalassemia Day" YRC/JRC of IRCS, Pune Branch organized a Social Awareness Rally on the 8<sup>th</sup> of May 2022.

As a Representative of the YRC Unit of NWCC, a total of 3 faculty members from different departments and 28 students across streams of the Ness Wadia College of Commerce actively participated in this Rally to deliver very important social messages regarding Blood Donation, Humanity and Awareness about Thalassemia among communities.



Youth Red Cross, NWCC Unit with Prof. Dr. Prakash Chaudhary, Mr. Ramdas Bade (Asst. Prof) and Dr. UjwalKhamkar (Asst. Prof.) at the Social Awareness Rally (08<sup>th</sup> May, 2022)



Youth Red Cross, NWCC Unit at IRCS Office on the occasion of "World Red Cross Day"

#### 3. "PLOGATHON Pune-2022" on "World Environment Day":

Pune Municipal Corporation organized an innovative programme titled "Plog-a-thon" on the occasion of World Environment Day. The intent was to raise awareness of the increasing menace of plastic waste in our cities, mobilizing citizens for keeping Pune clean under Swachh Bharat Mission and making valuable contributions in achieving the goal of Garbage Free City status. The event set a record for the largest plogathon conducted, in the Asia Book of Records.

YRC/JRC Pune Branch is one of the Collaborating Partners in this initiative. 16 Volunteers of the NWCC-YRC Unit represented the college and actively participated in this programme on the occasion of World Environment Day.

#### The objectives of the Red Cross Cell are as follows:

- 1. To organize Standard First-Aid and CPR Technique Training Camps for College Students
- 2. To organize Disaster Management Training Workshops for college students
- 3. To organize Blood Donation Camps for College Students and general public
- 4. To promote maximum and active participation of the NWCC students in the District, State and National Level Training Camps and Activities organized by the Indian Red Cross Society (IRCS)