



**Anjuman-I-Islam's**  
**College of Hotel & Tourism Management Studies & Research**  
**NAAC Accredited B+**  
**(Affiliated to the University of Mumbai)**

92, Dr. D. N. Road, Opp C.S.M.T., Mumbai - 400 001.

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# **CRITERIA 7.1.1**

## **Gender Equity & Sensitization**



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### **7.1.1**

**Measures initiated by the Institution  
for the promotion of gender equity  
during the year.**



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## CRITERIA 7.1.1

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## **Gender Audit Report.**









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## GENDER AUDIT COMMITTEE

COMMITTEE MEMBER NAME	COMMITTEE MEMBER PHOTOGRAPH	MEMBER ORGANIZATION NAME & ADDRESS	MEMBER DESIGNATION	SIGNATURE
Mr. Harish Suvarna		Anjuman - I - Islam's College of Hotel & Tourism Management Studies & Research, 92, Dr. D. N. Road, Opp. Chhatrapati Shivaji Maharaj Terminus, Fort, Mumbai, Maharashtra 400001	Principal	
Dr. Rukshana Billimoria		Anjuman - I - Islam's Institute of Hospitality Management 92, Dr. Dadabhai Naoraji Road, Opp. Chhatrapati Shivaji Maharaj Terminus, Fort, Mumbai, Maharashtra 400001	Principal	
Mrs. Priti Kanitkar		Jai Bharat College of Commerce OB / 8 (1-10) Mulund Colony Mulund (W) Mumbai- 400082	Principal	



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## **GENDER AUDIT**

College very actively promotes gender equality and sensitization. College has an active women Development Committee, sexual harassment committee & Internal Quality Assurance cell who together take lead for Gender Audit of Institution. The Gender Audit Report encompasses gender related initiatives executed by HEI up to satisfactory level.

Gender Audit contains:

- A) Measures for the promotion of gender equity
- B) Facilities for Women on campus.
- C) Sanitation of gender equity through Curriculum
- D) Sensitization of gender equity through Co-curriculum activities.

### **A) Measures for the promotion of gender equity**

A-1) Minority status Management / Governance - Established in 1874- It is dedicated to the cause of education and social service. It promotes girls' education in minority community through 100, of Institution.

A-2) Minority Status Educational Institute – It was established in 2005. It is dedicated to the cause of education and social service. It promotes girls education in coeducation systems.

A-3) Enrolment of girl students - HEI enrolled 16.16 % girl students in last five years. It indicates the college is pro and active. For gender equity in continuous, steady rate.

A-4) Opportunities in professional work place - The girls from deprived society got platform to get professional degree like BSc in HS 16.16%, girl students who passed out from the professional institute during career in professional hospitality industries.

### **B) Facilities for Women on Campus**

B-1) Ratio of Male faculty - Female faculty in campus: It is 7 male faculty as to 6 female faculty. The more number of female staff creates confidence in girl students, secured and homely.

B-2) Girl's common Room - It is the place where girl students may sit, rest and go for recreation.

B-3) counselling of girl students - The women faculties work as counsellor to understand problems of mentally- physically- socially deprived.

B-4) Surveillance cameras - provide secured environment, stress free space for learning & creativity for girl students.

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B-5) Security – HEI has Secured Compound walls, restricted entry through Entrance gate, security guards in campus.

B-6) Hygienic facilities- Women's washrooms, water supply, soap, covered dustbin, Sanitary pad vending machine, incinerator, paper napkins, Hygiene, literature are provided to care women- female-girls in campus.

C) Sensitization of Gender Equity through Curriculum is continuous process in college through cross curing issues, FDPs, add on courses etc.

D) Sensitization of Gender Equity through Co-curriculum - Equal opportunities for girl students in sports, Cultural, library, community works are provided.

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### Enrolment of Girl students in 2023-24.

College campus with students & Girls Boys

	2023-24	%
Total Enrollment	347	12.10 %
No. of Girl Student Enrollment	42	

$$\frac{\text{Total no. of girl's student enrolled in 2023-24}}{\text{Total no of students enrolled in 2023-24}} \times 100$$

$$= 42 \times 100 / 347$$

$$= 12.10 \%$$

Above numbers indicate the positive outcomes of gender equity which is a continuous process in the college affecting enrolment.



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## **A-4**

**A Measures for the Promotion of  
Gender Equity.**



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### Measures for the promotion of Gender Equity



Hospitality Management is a professional programme. It equips students with essential skills for long term success. Course covers both theoretical and practical aspects and has been designed in a manner that equips students with a knowledge and skills set that opens a huge set of career options. Professional careers in these domains may span hotels, cruises, airlines, tourism and more.

Opportunities in professional work place Hospitality Management is the professional course. Professional course means providing students with. Industry specific skills. A professional course provides students with practical skills student become job ready after the course. A professional degree is an advanced education designed to prepare student to work in specific field. Career in hospitality industries is globally professional career spanning many sub sectors like cruises, flights, tourism and more.



  
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**Distinct Professional Career Offered To Girl Students**  
**(In view of gender equity)**  
**(2023-24)**



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### Male Faculties



**Mr. Sayed Suhel**



**Mr. Amit Ghadiyali**



**Mr. Parvez Pagarkar**



**Mr. Sanjay Walve**



**Mr. Pramod Bhavsar**



**Mr. Ajit Mhatre**



**Mr. Shree R Patki**

**Principal**

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**B-2**

**Counselling of Girl Student**



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B-1) Ratio of Male faculty: Women faculty in Campus-

In this college it is **8 Male: 5 Female**

The more women faculty, means the means the Institute and Management itself takes initiative for overcoming gender inequality.

The more number of women staff, creates confidence in girl students, secured and homely. It is step to gender equality.

**Faculties in 2023-24**

**Women Faculties.**



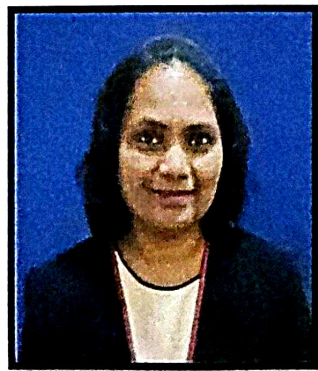
**Mrs. Simoene Dias**



**Mrs. Darshana Gangurde**



**Mrs. Preeti Mahadik**

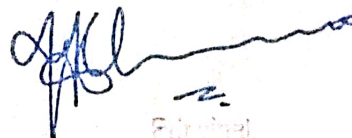


**Mrs. Trupti Patole**



**Mrs. Priyanka Devsaria**



  
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## ON CAMPUS COUNSELLING



### Lady Teacher counselling girl student

Counselling is a process of talk therapy. It is a process where an individual or family meets with a trained professional to talk about issues and problems that they are facing in their lives with an intention of resolving them. It is confidential and non-judgemental.

Trained counsellors at Anjuman – I – Islam's CHTMSR counsellor is aware about specific set of challenges and issues faced by the student's especially female students and then offer rational, neutral, gender unbiased, women supportive solutions. This is important in education.

Girl's students as well as male students are provided counselling by dedicated Women faculties. Therefore, The Women faculties work as counsellor to understand the problems of mentally -socially deprived girls students.

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**B-3**

**Girl's Common Room**





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## **GIRLS COMMON ROOM**



This college has a provision for girl's common room. It is the place where girl's students may sit, rest and go for recreation. Girl students mostly suffers physical health discomfort, especially during the menstruation cycle. The nature itself made female body with change in emotions. Due to change in natural hormones. The swing in moods, the physical discomfort requires space and place to relax for girl students.

To facilitate female students, This HEI campus has established common room exclusively for girls. It is place to female students to relax, to informal discussion for any emergency situation, contact number of women, Development cell members, & Women faculty Mentors has been displayed on the notice board of the common Room.

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**B-4**

**Surveillance Cameras**



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College has a huge network of strategically placed CCTV Camera's. The main aim of this is to provide the secured environment. Free space for learning, confident feminine movement in campus, classroom, Laboratories, work places, HEI has placed CCTVs - Close circuits Televisions for continuous Surveillance.

Advantages of CCTV HEI campus-

- a) Deterring anti-social behaviour
- b) Real time monitoring to control ragging
- c) To control ragging.
- D) To control any type of harassment including sexual harassment.
- e) Evidence gathering
- f) To remote monitoring
- g) To control vandalism
- h) To control trespassing

To provide the secured environment. Free space for learning, confident feminine movement in campus, classroom, Laboratories, work places, HEI has placed CCTVs - Close circuits Televisions for continuous Surveillance.

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**Locations across the College Campus where CCTV's are placed.**



Sr. No.	Place/Position	Sr. No.	Place/Position
1	ATK1	13	DA 1
2	BTK1	14	CLASS ROOM- 401
3	QTK1	15	CLASS ROOM- 402
4	SALEEQUA	16	CLASS ROOM- 501
5	BAKERY 1	17	CLASS ROOM- 502
6	HK LAB 1	18	AUDITORIUM
7	FO LAB 1	19	PRINCIPAL CABIN
8	TRAINING & PLACEMENT ROOM	20	STAFFROOM
9	LIBRARY	21	RECEPTION
10	GUESTROOM	22	ADMIN OFFICE
11	NAAC ROOM	23	ACCOUNTS
12	IT LAB 1		

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#### Maintaining

It is always under monitor of Head of Institution, senior faculties and or admin staff.

#### Recording

The system goes on recording the incidences, which may help to overcome any potential trouble.

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**B- 5**

**Security**



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On campus security is characterized by;

**1) Secured Compound Walls**

The institute has tall protective walls campus for women, girl student and everyone as it has secured compound wall.

**2) Barbed Wire & net fencing on the wall**

Walls have barbed wire net fences as an additional layer of security and entry barrier.

**3) Restricted entry through the Entrance gate**

Entry is monitored by staff and security. Only students with valid ID Cards are granted entry inside.

**4) Security persons at entrance gate.**

There is 24/7 surveillance with a team of security officials deployed at the entrance gates.

**5) Security Guard on Campus Main Gate**

Security guards on campus main gate to track and monitor the visitors.

**6) Security Guards at the Entrance Gate**

Security guards on campus maintain registers to track and monitor the visitors.

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**Restricted entry through & Entrance gate.**



**Security persons at entrance gate.**



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**Security guards deployed on the Campus Main Gate**



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**B- 6**

**Hygiene Facilities**





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In due consideration of female biological requirements. Institution facilitates proper gender care by provision of hygienic facilities on campus.

These women only facilities on campus comprise.

- Clean, well maintained and fully functioning separate washrooms equipped with 24 hours top water supply, soap, covered dustbins, sanitary pad disposal bins and Vending machines.
- Girl's Common Room
- Regular sessions with girls conducted by WDC on women centric topics.
- Well trained female faculties for timely handling and management of any women centric concern.

- a) Women's washrooms
- b) 24/7 Water Supply
- c) Soap-Liquid Soap
- d) Covered Dustbins
- e) Sanitary and Vending
- g) Paper Napkins
- h) Health- Hygiene literature or magazines. Or books or Reading material
- i) Workshops for girl students



Women's Washroom

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Water Supply



Liquid Hand wash Dispenser's

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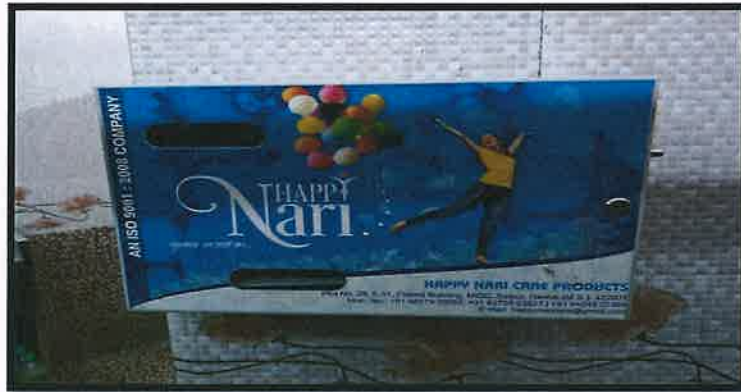
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Covered Dustbins



Sanitary Napkins Vending Machine

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Faculty guiding female students on correct usage of Sanitary Napkins



Self Defense Workshop

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Girls students participating  
in painting competitions



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**C**

**Gender Equity sensitization through Curriculum**



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### Utilisation of curriculum for addressing the Gender Equity



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**D**

**Sensitization of Gender Equity through  
Co-convention**



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Anjuman – I – Islam’s CHTMSR encourages Gender Equity through Co-convention via many on campus events, celebrations, drives, library centric initiatives, annual grand event and more. At Anjuman – I – Islam’s CHTMSR level playing platform is created for both genders. Special set of events are organized for female students alongside celebration of women centric days. This is reflected via huge participation of female students in leadership roles in events like Annual Sports events, cultural events, theme lunch events, celebrations of fests and festivals, community drives like blood donation drive, social cause awareness and more. Female students also participate in library centric initiatives like reading sessions, books ordering, ordering of magazines and more.

At Anjuman – I – Islam’s CHTMSR places its female students in carefully chosen Hotel Properties for mandatory Industrial Training programme. Duration for which is specified by University. Many of our female students have also won accolades for their good performance during Industrial Training.

Magn is Annual signature fest of College which is a dedicated and renowned platform for students to display their talents. Magn has consistently seen active participation of female students in the range of events throughout.

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### Girls actively participating in Annual Sports competition



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### Girls actively participating in Cultural Events



  
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**Female students participating in community work**



**Female students participating in Blood donation drive**



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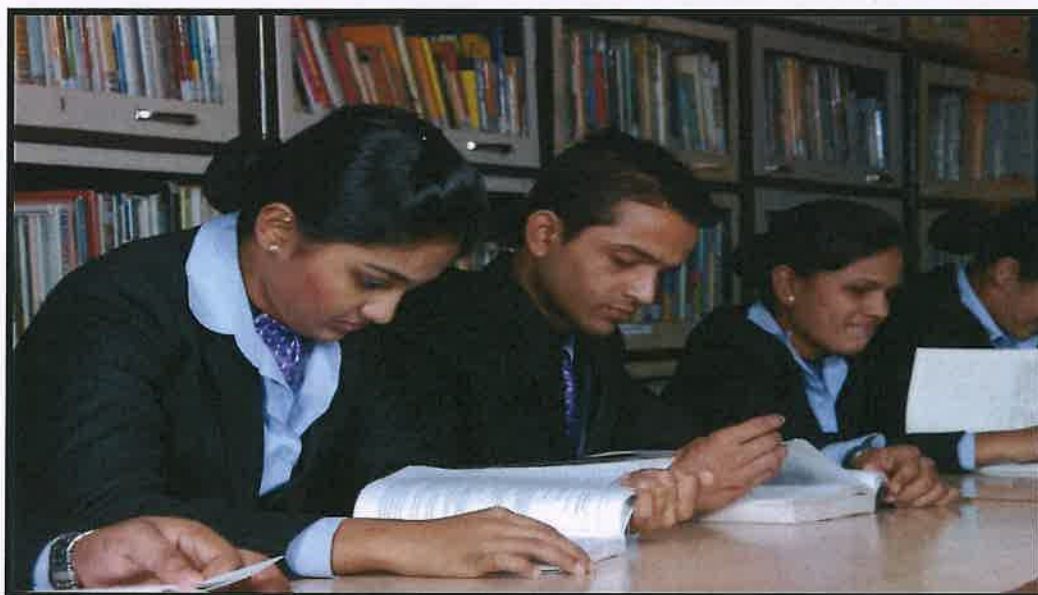
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**Girl's students equally participate in library activities.**



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**Girls Student participating in internship training**



**Girl's student equally participating in Annual Magn Event competitions and cultural events**



  
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## Gender Audit Report Prepared by

### 1) IQAC Team

Composition of IQAC		
	Name of member	Designation
Chairperson	Mr. Harish Suvarna	Head of the Institution
Teachers to Represent	Mr. Amit Ghadiyali	HOD-Food & Beverages
	Mr. Suhel Sayed	HOD-IT
	Mrs. Darshana Gangurde	Asst. Prof.-House keeping
	Dr. Girish Sankpal	Asst. Prof.- Food Production
	Mr. Shree Patki	Asst. Prof.
One Member from Management	Mr. Mushtaq Antulay	Vice President -Anjuman I Islam Trust
Few Senior Administrative Officer	Mrs. Shreyika Ghagare	Account Assistant
	Mrs. Shahida Sayyed	Jr. Accountant
One Nominee from each local Society		
Students	Mr. Parth Mahadik	T.Y.B.Sc (Hospitality Studies)
Alumni	Mr. Aqib Chandiwalla	General Secretary
One Nominee each from Employers/ Industrialists/ Stakeholders	Mr. Mohammed Maqsood	Manager-HR-Hotel Sahara Star
	Mr. Masiullah Shaikh	Parent of Noman Shaikh TYBSc HS Group 2
IQAC Coordinator	Adv. Ananda Hajare	Registrar

  
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### 1) Women Development Committee

Women's Development Committee		
Member Name	Designation	Appointed as
Mrs. Darshana Gangurde	Assistant Professor	Ex-Officio President
Mrs. Trupti Patole	Assistant Professor	Member & Convener
Mrs. Preeti Mahadik	Assistant Professor	Member
Dr. Girish Sankpal	Assistant Professor	Member
Ms. Sanya Salim Shaikh	Co-Founder & Director	Member
Ms. Shifa Shaikh		Member (Student)
Ms. Subritha Mabian		Member (Student)

Principal

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**Gender audit report submitted on August 10<sup>th</sup> 2023 by the undersigned**

MEMBER NAME	DESIGNATION	SIGNATURE
Mr Harish Suvarna	Principal	
Dr Rukshana Billimoria	Principal	
Mrs Preeti Kanitkar	Principal	P C Kanitkar



Principal

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