



**Anjuman-I-Islam's
Institute of Hospitality Management**

NAAC Accredited B+

(Affiliated to the University of Mumbai)

92, Dr. Dadabhai Naoroji Road, Opp CSMT, Mumbai - 400 001.

Tel.: +91 22 2265 2272 / 2270 2997 • Website : www.anjumanihm.com

E-mail: principal@anjumanihm.com / rukshana.principal@anjumanihmct.org

CRITERIA 7.1.1

Gender Equity & Sensitization

Principal
Anjuman-I-Islam
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**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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A	Measures for the promotion of gender equity.
B	Facilities for women on Campus
C	Sensitization of gender equity through curriculum.
D	Sensitization of gender equity through Co- curriculum.
E	Conclusion of gender Audit.

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Gender Audit Report.

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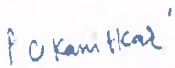
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GENDER AUDIT COMMITTEE

COMMITTEE MEMBER NAME	COMMITTEE MEMBER PHOTOGRAPH	MEMBER ORGANIZATION NAME & ADDRESS	MEMBER DESIGNATION	SIGNATURE
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	
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	
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 4.18 % 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 4.18 girl students who passed out from the professional institute during career in professional hospitality industries.

B) Facilities for Women on Campus

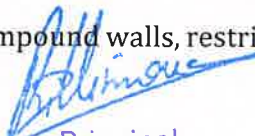
B-1) Ratio of Male faculty - Female faculty on campus: It is 7 female faculty as to 6 male faculty. The number of female staff creates confidence in female students, secured and homely.

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 faculty work as counsellors to understand the problems of mentally, physically, and socially deprived students.

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

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


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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- 2024.

College campus with students & Girls Boys

	2023-24	%
Total Enrollment	693	4.18
No. of Girl Student Enrollment	293	

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

$$= 293/643 \times 100$$

$$= 45.56 \%$$

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

In this college it is **7 Female: 6 Male**

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

	
Mrs Sneha Bhandare	Mrs Kranti Bhangre
	
Mrs. Prachi Morawale	Mrs. Aditi Desai



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Women Faculties



Ms Kainaz Dastoor



Mrs Vinitha Raghuram



Mrs Pooja Pednekar

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Male Faculties



Dr Stephan Almeida



Mr Edricks D'Mello



Mr Manoj Saatve



Mr Rahul Parchure



Mr Dilip Jadhav



Mr Manojkumar Barbhai

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B-2

Counselling of Girl Student

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ON CAMPUS COUNSELLING

Counselling is a form of talk therapy where individuals or families engage with a trained professional to discuss and address challenges or issues they are experiencing, with the goal of finding solutions. It is conducted in a confidential and non-judgmental manner.



At Anjuman-I-Islam's IHM, trained counsellors, especially women faculty, understand the unique challenges faced by students, particularly female students. They provide rational, neutral, and gender-unbiased solutions that are supportive of women. This approach is vital in fostering a positive educational environment.

Both female and male students have access to counselling services, facilitated by dedicated women faculty members. These faculty counsellors work closely with students,

especially those who are mentally or socially deprived, to understand their problems and provide necessary support.

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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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CWDC

		
Mrs. Sneha Bhandare Ex-Officio President	Mrs. Prachi Morawale Member & Convener	Dr. Stephan Almeida Member
		
Dr. Sharad Phulari, President, National NGO, Alibagh		



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On Campus Recreation Facilities for Women



Rukshana

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B-4

Surveillance Cameras

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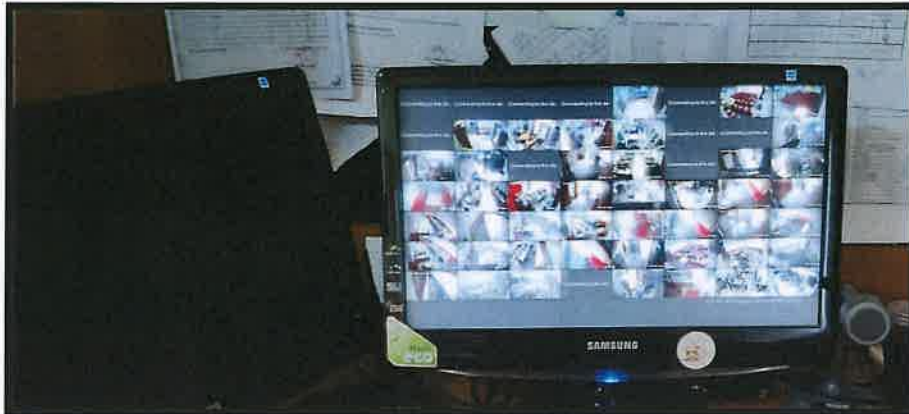
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The college has an extensive network of strategically positioned CCTV cameras designed to ensure a secure environment. This initiative promotes free learning spaces and fosters confidence, particularly among women, across the campus, including classrooms, laboratories, and workplaces. The installation of CCTV systems provides continuous surveillance, contributing to a safer and more secure campus environment.

Advantages of CCTV on Campus:

- a) Deterring anti-social behaviour
- b) Real-time monitoring to prevent ragging
- c) Addressing and controlling incidents of ragging
- d) Preventing and managing any form of harassment, including sexual harassment
- e) Collecting evidence when required
- f) Enabling remote monitoring
- g) Preventing vandalism
- h) Restricting unauthorized access and trespassing

This initiative ensures a protected environment and encourages a safe, confident atmosphere for learning and working

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

Sr. No.	Place/Position	Sr. No.	Place/Position
1	ATK 2	13	DA 1
2	BTK 2	14	CLASSROOM- 502
3	QTK	15	CLASSROOM- 601
4	SAVOUR	16	CLASSROOM- 602
5	BAKERY 2	17	CLASSROOM- 603
6	HK LAB 2	18	AUDITORIUM
7	FO LAB 2	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 2		

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Monitoring

The system is consistently overseen by the Head of Institution, senior faculty members, or administrative staff.

Recording

The system continuously records incidents, which can be instrumental in addressing and resolving potential issues.

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B- 5

Security

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On-Campus Security Features

1. Secured Compound Walls

The campus is enclosed by tall, protective walls to ensure the safety of women, girl students, and all individuals on the premises.

2. Barbed Wire and net fencing

The walls are reinforced with barbed wire and net fencing to provide an additional layer of security and serve as an entry deterrent.

3. Restricted Entry at the Main Gate

Entry to the campus is regulated by security personnel, allowing access only to students with valid ID cards.

4. 24/7 Security Personnel at the Entrance

A dedicated team of security staff is stationed at the entrance gates around the clock for constant surveillance.

5. Security Guard at the Main Gate

Security guards are positioned at the main gate to monitor and record the entry and exit of visitors.

6. Visitor Tracking by Security Guards

Guards stationed at the entrance gates maintain detailed records of visitors through a register system to ensure proper tracking and monitoring.

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PHOTOGRAPHS OF ON CAMPUS SECURITY APPARATUS



Restricted entry through & Entrance gate



Barbed Wire Fences At Key Points On Campus

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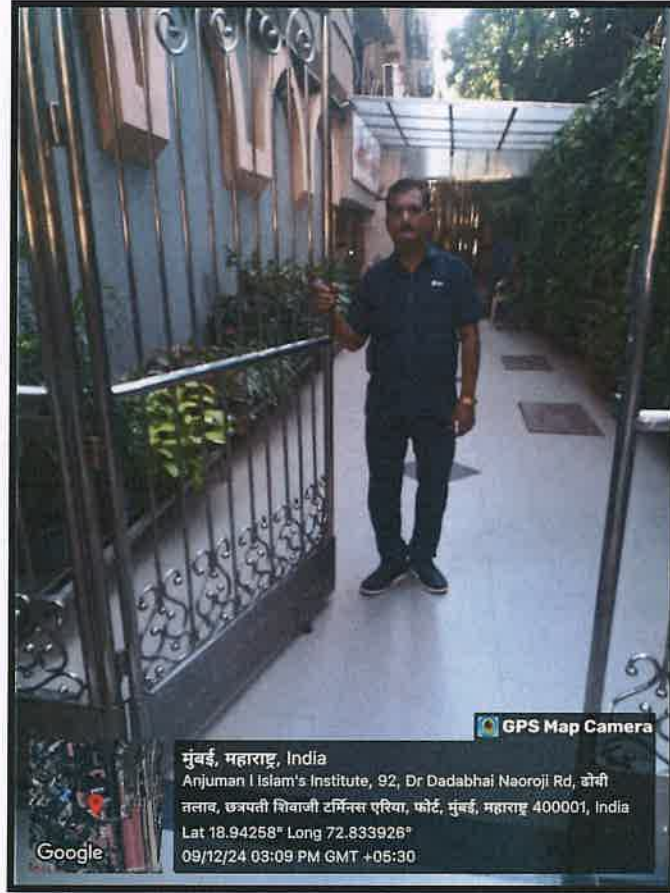
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Security guards at Main Gate



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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



Sanitary Napkin Vending Machine

Spacious and hygienic Women's Washroom

Rukshana

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Workshop on feminine hygiene



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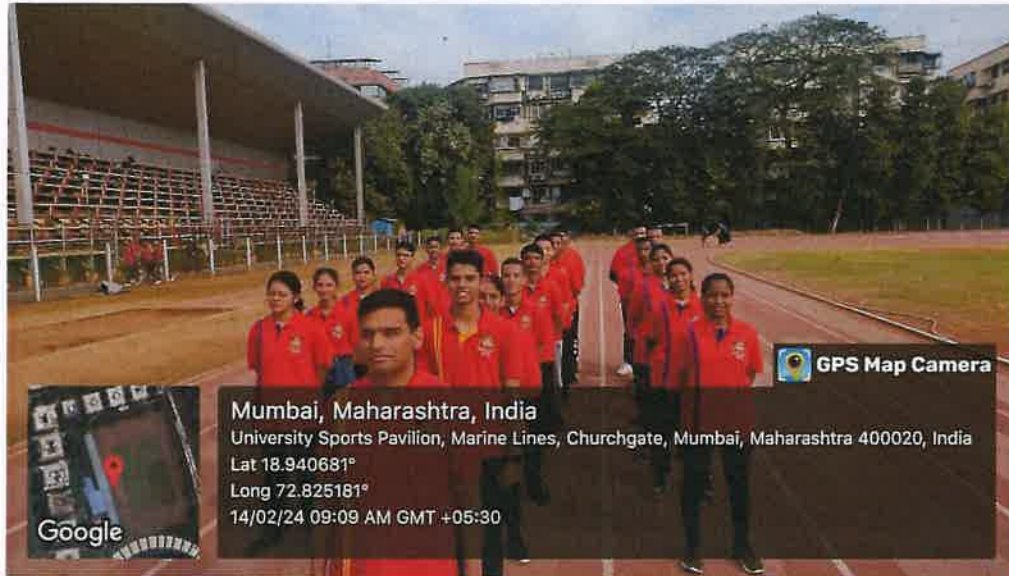




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Equal participation of female students in the annual sporting events



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Female student participating in painting competition.



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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 IHM actively promotes gender equity through collaborative initiatives, on-campus events, celebrations, campaigns, library-focused activities, and its annual grand event. The institution provides an equal platform for both genders, while also organizing special events dedicated to female students and celebrating women-centric occasions.

This commitment is evident in the significant involvement of female students in leadership roles across various activities such as annual sports events, cultural programs, themed lunch events, festivals, and community drives like blood donation and social awareness campaigns. Female students also actively engage in library initiatives, including reading sessions, book and magazine procurement, and more.

Anjuman-I-Islam's IHM ensures its female students receive carefully selected placements in top hotel properties for their mandatory industrial training program, as specified by the university. Many female students have earned accolades for their exceptional performance during these training periods.

The college's annual signature fest, **Magn**, serves as a distinguished platform for showcasing student talent. It consistently witnesses enthusiastic participation from female students across a diverse range of events.

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Girls actively participating in Cultural Events



Rukshana
Principal

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Female students participating in cultural work



Female students participating in Blood donation drive



Rukshana

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Girl's students equally participate in library activities.



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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	Dr Rukshana Billimoria	Principal
Teachers to Represent	Dr Stephan Almeida	HOD-Front Office
	Mrs Kranti Bhangre	HOD-IT
	Mrs. Vinitha Raghuram	Asst. Prof.-House keeping
	Mrs Aditi Desai	Asst. Prof
	Mr. Shree Patki	Asst. Prof.
One Member from Management	Mr. Mushtaq Antulay	Vice President -Anjuman I Islam Trust
Few Senior Administrative Officer	Mrs. Ashtha Belekar	Account Assistant
	Mr Deepak Mahapdi	Jr. Accountant
One Nominee from each local Society		
Students	Mr. Chinmay Khot	T.Y.B.Sc (Hospitality Studies)
Alumni	Mr. Aqib Chandiwal	General Secretary
One Nominee each from Employers/Industrialists/Stakeholders	Mr. Mohammed Maqsood	Manager-HR-Hotel Sahara Star
	Mrs. Mariam Naeem Kagalwala	Parent of Taher Kagalwala
IQAC Coordinator	Mr Manojkumar Barbhai	Registrar

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1) Women Development Committee

Women's Development Committee		
Member Name	Designation	Appointed as
Mrs. Sneha Bhandare	Assistant Professor	Ex-Officio President
Mrs. Prachi Morwale	Assistant Professor	Member & Convener
Dr. Stephan Almeida	Assistant Professor	Member
Dr. Sharad Phulari	President, National NGO, Alibagh	Member
Ms. Farheen Sait		Student Council Member

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**Gender audit report submitted on September 07th 2023 by the
undersigned**

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



Principal
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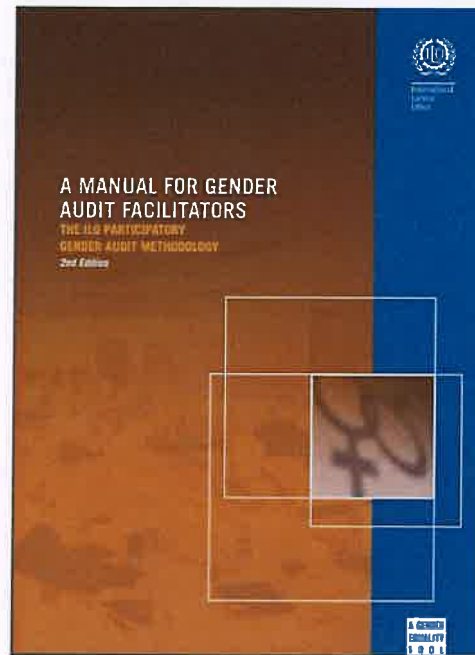
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Institutional policy for gender Audit is inspired by '**A MANUAL FOR GENDER AUDIT FACILITATOR**' by **International Labour Organization** it deals with HEI and classroom physical environment; HEI and classroom learning environment; Teachers-student interaction in curriculum; Co-curriculum; extension- community activities along with evaluation – assessments, and HEI facility provided to girls students, preferably.

Institute link for Gender Audit

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_187411.pdf

Measures for the promotions of gender equity by college includes- Institutional measures for gender equity in curriculum activities, in co-curriculum activities, promotional activities and facilities for girl-woman on campus.

Gender equity in curriculum activities includes:

- HEI has co-education type of curriculum delivery. It shows equal right of girl's students to get proper teaching-learning.
- Co-Education while practical underlines the gender equity.

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- c) Project Presentation – girls students are equally involved in project presentation activities.
- d) Training Programme- as part of the curriculum, the training programme is crucial. Girls' students enthusiastically participated in training in projects for academic year. It is a positive step towards gender equity.
- e) Learning resource activities – Reading, learning, references to get innovative mind thought though it carried in library as learning resources. Girls students equally involved in these activities.
- f) Crosscutting issues- HEI Considers the importance of the gender equity as crosscutting issues in curriculum enrichment.
- g) Add-on certificate courses- HEI considers the importance of gender equity as curriculum enrichment, curriculum diversion for girl's students including every students.

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Gender equity in Co-curriculum activates -

- a) Sports activities - Girls students equally participate in sport activities.
- b) Cultural activities- Girls students share & lead the cultural activities platform.
- c) Research activities – All girls' students actively participate in research activities.
- d) Event management- Every event in college is executed by equal participation of boys and girls.
- e) Facilities for women in campus are,
 - a. Girl's Common room
 - b. Girl's Washroom
 - c. Sanitary Napkin vending machine
 - d. CCTV for surveillance
 - e. Security Guards for protection, discipline, and environment
 - f. Girls counseling by lady teacher.
 - g. Preference to girl's students in the administrative process.
 - h. Security compound fence for a protective environment.

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