



**7.1.1 Measures initiated by Institution for the promotion of gender equality during the year:**

Zibacar feels that the gender sensitisation program will be instrumental in encouraging the talks on gender equality in this regard we have taken various programs like debate was organized on gender equality in zibacar class room . we also have organized world Mensstrual day to spread awareness about Menstrual hygiene and also problems of girls were discussed , again Savitribai Phule jayanti was celebrated in remembrance of the work done by savitribai phule.

Reports :

- 1 ) Savitribai Phule Jayanti.
- 2 ) World Menstrual Day.
- 3 ) Women's Equality Day





File No: ZIBACAR -17-00-4A

Revision:

Date: 5/10 /2022 .

**ACADEMIC YEAR 2022-23**

**CLUB NAME: Antarang Club**

**1. EVENT DETAILS**

Day and Date	26/8/2022.
Event Level	Department Level.
Event Category	Extra Curriculum.
Event Name	Debate .
Event mode	Off line.
Venue	Conference Room.
No. of Participants	Boys : 47    Girls : 50    Total : 97

**2. EXECUTIVE SUMMARY:**

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. As part of gender equality measure Zibacar organized debate on Women's Equality Day on August 26th 2022 ,where students debated on why gender equality is necessary and what are students views on this students were asked for this to prepare in any topic related to gender equality. This activity was orgnised in zibacar A Class room, in presence of prof shwetal . Students discussed on points such as Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office, all remain huge barriers. sexual violence, child marriage, legal protection and remove discriminatory laws etc were discussed.

**Outcome :**

- 1 ) Students made various presentations on gender equality.
- 2 ) Girls were informed about various rights of which even they were not aware.
- 3 ) Girls as well as boys participated in this event enthusiastically.





#### 4.PHOTOGRAPHS



**Debate on gender Equality**







  
Club Chairman

  
Director





File No: ZIBACAR -17-00-4A

Revision:

Date: 29 /05 /2023

**ACADEMIC YEAR 2022-23**

**CLUB NAME: Antarang Club**

**1. EVENT DETAILS**

Day and Date	28/05/2023.
Event Level	Department Level.
Event Category	Commemorative Day.
Event Name	Menstrual Hygiene Day.
Event mode	Off line.
Venue	Conference Room.
No. of Participants	Girls : 45                      Total : 45

**2. EXECUTIVE SUMMARY:**

Menstrual Hygiene Day (MHD, MH Day in short) is an annual awareness day on May 28 to highlight the importance of good menstrual hygiene management (MHM) at a global level. It was initiated by the German-based NGO WASH United in 2013 and observed for the first time in 2014, as we know Menstruation is an inevitable part of life for most girls and women, yet the mindset, customs and institutional biases prevent women from discussing menstruation or menstrual hygiene.

Girls and women hesitate to say menstruation or periods and use different names. The word or its discussion is usually done in private or often avoided. Therefore, spreading awareness about menstruation and menstrual hygiene continues to be one of the most challenging issues. ZIBACAR took the initiative to spread awareness through a presentation on Menstrual Hygiene to disseminate information about menstruation and menstrual hygiene products amongst young girls.



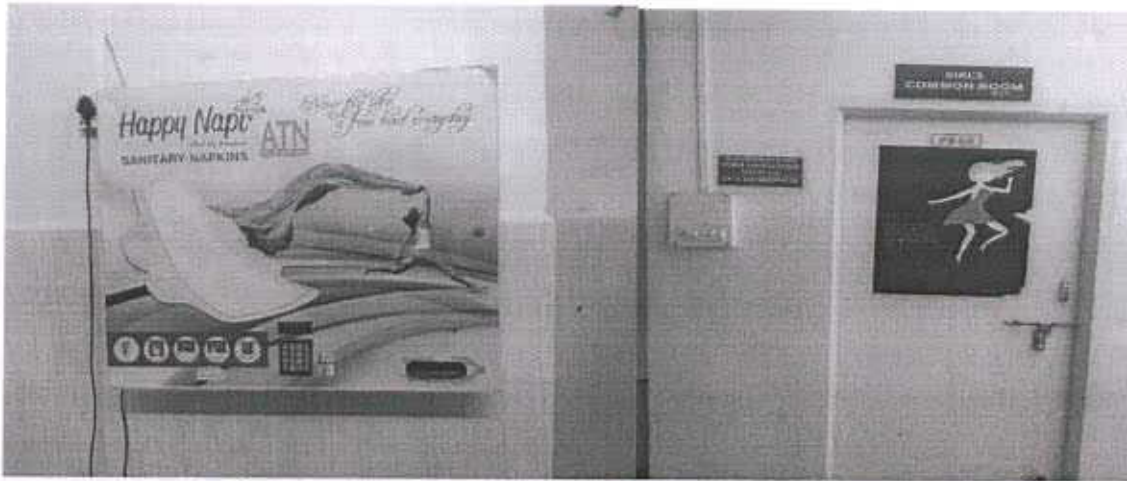


### 3. OUTCOME :

- 1 ) Girls discussed freely about the problems that they are facing during menstruation.
- 2 ) facilities that they expect from the college and any improvements if needed in such facilities.
- 3 ) Girls also appreciated efforts taken by management in providing them Menstruation machines, Common room for resting during this period and also First aid available during such times.
- 4 ) Women teachers also are supportive to girls to provide any help needed during such time.

### 4. PHOTOGRAPHS





**Girls having access to safe and clean menstrual products and rest rooms.**

  
Club Chairman

  
Director







File No: ZIBACAR -17-00-4A

Revision:

Date: 10 /01 /2023

**ACADEMIC YEAR 2022-23**

**CLUB NAME: Antarang Club**

### 1. EVENT DETAILS

Day and Date	3/1/2023
Event Level	Department Level.
Event Category	Commemorative.
Event Name	Celebration of Savitribai Jayanti.
Event mode	Off line.
Venue	Conference Room.
No. of Participants	Boys : 57   Girls : 45   Total : 102

### 2. EXECUTIVE SUMMARY:

Zibacar celebrated Savitribai Phule jayanti in conference room, wherein all zibacar staff was present. Director Prof. Pandurang Patil, expressed his views about Savitribai Phule. He said "Savitribai Phule was the first women, who stand alone for the girl's education, took lots of efforts to make women educated and make available first girl's school in Pune and in the memory of such Honorable women this day is celebrated". Many other staff members also gave speeches on "Contribution of Savitribai Phule". Through this programme director passed message that, country like india need many more such leaders and expected all teacher's to jointly contribute for upliftment of all student's especially girls in the college. For the said program prof Dr. Madhavi Shamkuvar, Prof. Dr Mohite, kirti mam and others were present for the function. She was born on January 3, 1831 and is remembered for her significant contributions towards women's education and the empowerment of women in India.

### 3. OUTCOME :

We celebrated SAVITHRIBAI PHULE JAYANTHI in the college. All the students in the proudly celebrated this on the account of savithribai phule's birthday. As we all know she is a great social reformer. She, with her breath taking personality and character, has brought about many changes and reforms in the society. She is known all over the country for her bravery.





She is also regarded as the first female teacher of india. So on account of her birthday teachers expressed their respect towards her, in the form of speeches. All the students and teachers unitedly celebrated the day with great enthusiasm and It was a very memorable day in the college .

#### 4.PHOTOGRAPHS



  
Club Chairman

  
Director



## Criteria 7: Institutional Values and Best Practices

### 7.1.1 Measures initiated by Institution for the promotion of gender equality during the year:

We ZIBACAR, believe that college should have gender equality initiatives in every college for this purpose, for this purpose we have adopted never differentiate any stakeholder on the basis of his/her gender and provides them with equal rights. In this regard we have Anti-Ragging committee, Common room's for girls and boys to Rest. Awareness programs are conducted regularly, in this regard we have conducted Poster making competitions. We also undertake affidavits from parents if any outdoor campaign, trips are arranged. Strict and Effective Policies against Harassment and Workplace Offence, we also try to increase representation of women in managerial roles. As far as staff is concerned 70 % of our staff is also Women.

#### a) Safety and Security

The ZES Campus has a key strength of having fully security and safety for the faculty and students. To ensure proficient security, the ZES has outsourced security services to professional security service provider. The Institute has number of security and safety measures taken to assure safety and security at 360 degree in the campus:

- By displaying emergency contact numbers at various locations.
- Maintained first aid box at the easily reachable common area at administrative office.
- For staff and students during their sick or not well situation Medical Room is provided.
- The ZES Campus is under CCTV surveillance which covers 360 degrees of institute.
- To ensure a safe and carefree environment from external nuisance, institute has heightened boundary wall and huge entry gate with security guards.
- Non-teaching & Teaching staff ensure safety atmosphere at every corner within and around the campus.
- All Students and staff carry college ID cards at all times and outsiders are crisscross by security staff with gate pass before letting entry in campus.
- In and Out Registers are maintained at the gate, and also at the girls hostels  
We have security and In out records.
- All students and staff are divulged with the awareness of sexual harassment and how they need to perform to steer clear of such misconducts through different sessions.



**b) Counselling :**

To handle and do counseling about personal and professional spheres of students, ZIBACAR has Mentor-Mentee activity (GFM) activity where designated Faculty handle the routine issues pertaining to students if any. Along with this, sub sequential meetings of Mentor & Mentee were conducted to keeps the students connected with their mentors who can keep track on their academic and professional evolution and helping their mentees to achieve their goals. To help students confess themselves and shed baggage to keep striving for greater achievements number of Counselling sessions are provided. Personal grooming tips given by the mentors allow students to get personalized feedback towards improvement.

**c) Common Room**

ZIBACAR has provided Luxurious girls' common room equipped with a bed, washroom, and dressing mirror and other hygienic things placed in the Institute where ladies can take rest when they are sick or unwell. Also in Girl's Hostel, the washrooms are upheld in hygienic condition and also provided sanitary napkin vending machine for needy ones. Like girls students, the institute also has Boy's common room to facilitate both students and faculties to take rest if they feel sick or unwell.

**d) Internal Complaint Cell (ICC) Activities:**

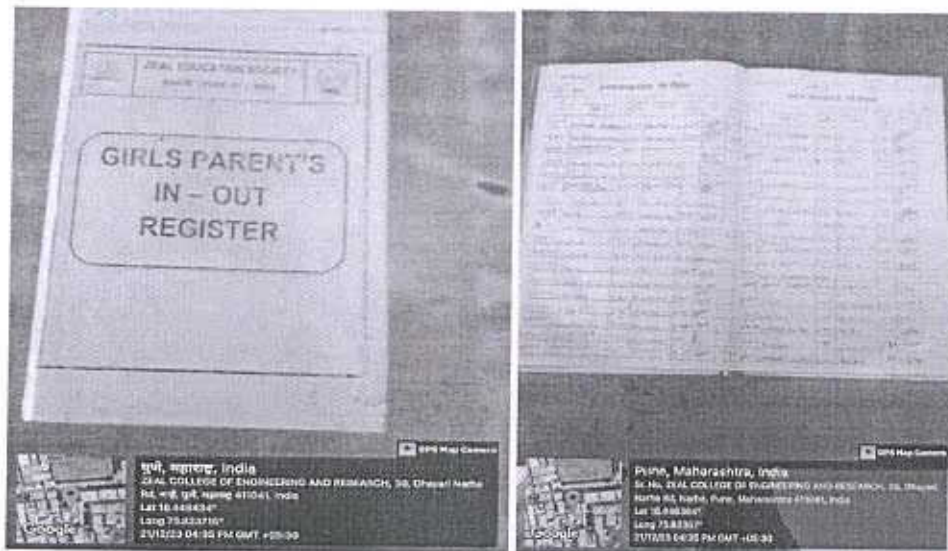
ZIBACAR has established Internal Complaint Cell formerly named as Women Grievance Cell through which institute conducts various awareness programmes and activities for all the stakeholders on gender-sensitivity and gender discrimination. The institute nurtures value-based and holistic development of all stakeholders to create a healthy work environment in the campus. The Internal Complaint Cell conducts one meeting during every semester with female stakeholders of institute and address the issues/grievances if any.

**Report Attached:**

1. International Men's Day .
2. International Women's Day .
3. Forest cleanliness drive on World Environment day.







**Students and In Out Register.**

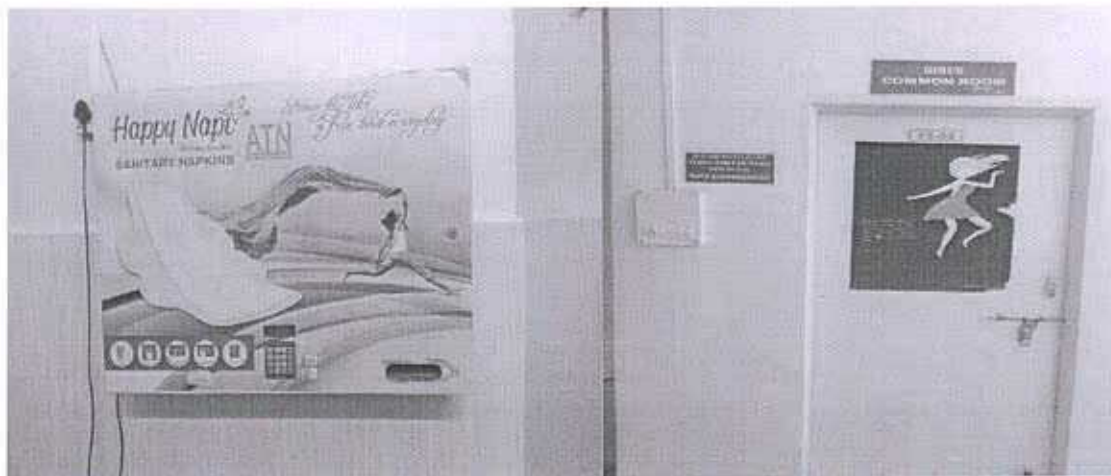


**Security guards at entrance.**





**Safety Measures : Fire Extinguisher and CCTV**



**Girls having access to safe and clean menstrual products and rest rooms.**







**Hostel Health and comfort facilities.**



**Hostel Medical Facilities.**







File No: ZIBACAR- 17-00-7A

Revision:

Date: 24 /11/2022.

ACADEMIC YEAR 2022-23

CLUB NAME: Antrang .

### 1. EVENT DETAILS

Day and Date	Wednesday 08/03/2023.
Event Level	Institute Level.
Event Category	Commemorative.
Event type	Extra Curriculum.
Event Name	International Women's Day.
Event mode	Offline.
Venue	CSMA Auditorium.
No. of Participants	Girls : 44      Men: 58      Total : 102

### 2. EXECUTIVE SUMMARY:

Zeal institute organized International Women's Day on 8 th March 2023, the purpose of this day is to celebrate Woman's success and achievement's , and to share the struggles faced by women in our society , also Being an Educational Institution we need to raise awareness about the status and dignity of women among the students. In this regard our institute organized Painting competition with Women as a theme, in this event girls as well as boys of our college participated in this event .

### 3. OUTCOME:

- 1 ) This event embarked the gender equality in our organization, students participated with great enthusiasm including boys .
- 2 ) Students made painting's portraying the social, economic, cultural and political achievements of women.

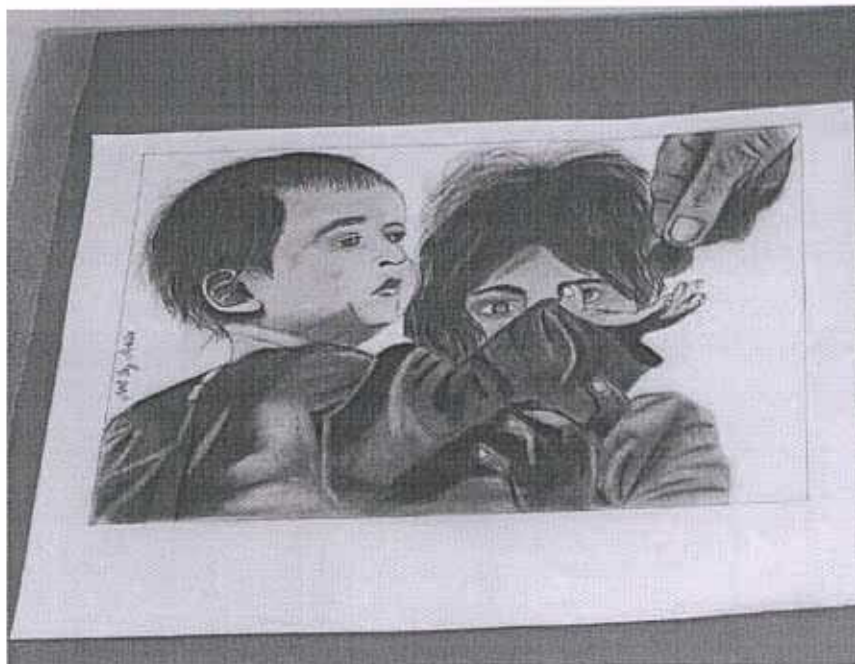


3 ) Students through their paintings tried to portray the difficulties faced by women in our society and what solutions we can have on them because unless women's situation is improved other aspects also cannot be improved.

#### 4. PHOTOGRAPHS



Painting by Harshal Desai and Ankita Suman. (MBA-I)



Painting by Payal Nargade . (MBA-I)







ZEAL EDUCATION SOCIETY'S  
**ZEAL INSTITUTE OF BUSINESS ADMINISTRATION,  
COMPUTER APPLICATION AND RESEARCH (ZIBACAR)**  
NARHE | PUNE | INDIA


PUN CODE: IMMPO13170

DTE CODE: 6152

AISHE CODE: C-41828



  
Club Chairman

  
Director  
Director  
Zeal Education Society's  
Zeal Institute of Business  
Administration Computer Application  
& Research, Pune- 411041.







File No: ZIBACAR- 17-00-7A

Revision:

Date: 24 /11/2022.

**ACADEMIC YEAR 2022-23**

**CLUB NAME: Antrang .**

### 1. EVENT DETAILS

Day and Date	Thursday : 10 Nov 2022 .
Event Level	Institute Level.
Event Category	Commemorative.
Event type	Extra Curriculam.
Event Name	International Men's Day.
Event mode	Offline.
Venue	Conference Room.
No. of Participants	Women : 11      Men: 05      Total:16

### 2. EXECUTIVE SUMMARY:

Zeal institute organized International Men's Day (IMD) ON 19 November 2022 in the conference room, this is an effort to recognize the efforts of Men's staff in our organization as well as it will boosts their morale. International Men's Day (IMD) is a global awareness day for many issues that men face, including parental alienation, abuse, homelessness, suicide, and violence, celebrated annually on November 19, As part of Gender Equality Mens and boy's should also be respected, their contributions in society should be recognized, as we celebrate Women;s day similarly Men's day should also be celebrated in the country and as a token of appreciation we had organized a small appreciation program in conference room to appreciate Men Staff .



### 3. OUTCOME:

1 ) This day is an opportunity to recognize the contributions of Mens's in the society.

We had organized a small get together in the conference room to recognize work of Men's in our organization.

2 ) Men staff were given gifts as token of cheering up for them.

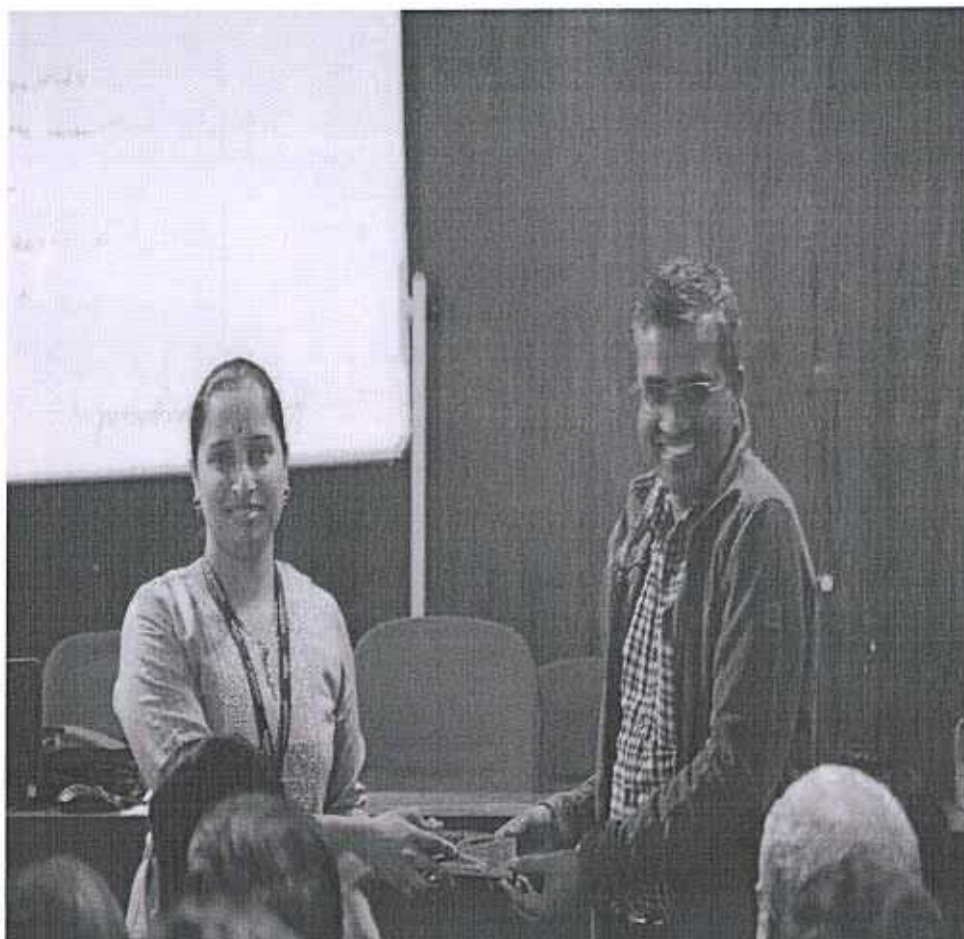
3 ) Contributions made by all the Men staff were discussed in the conferene, whis helps to boost their morale also.

### 4.PHOTOGRAPHS









  
Club Chairman

  
Director



Director  
Zeal Education Society's  
Zeal Institute of Business  
Administration Computer Application  
& Research, Pune- 411041.