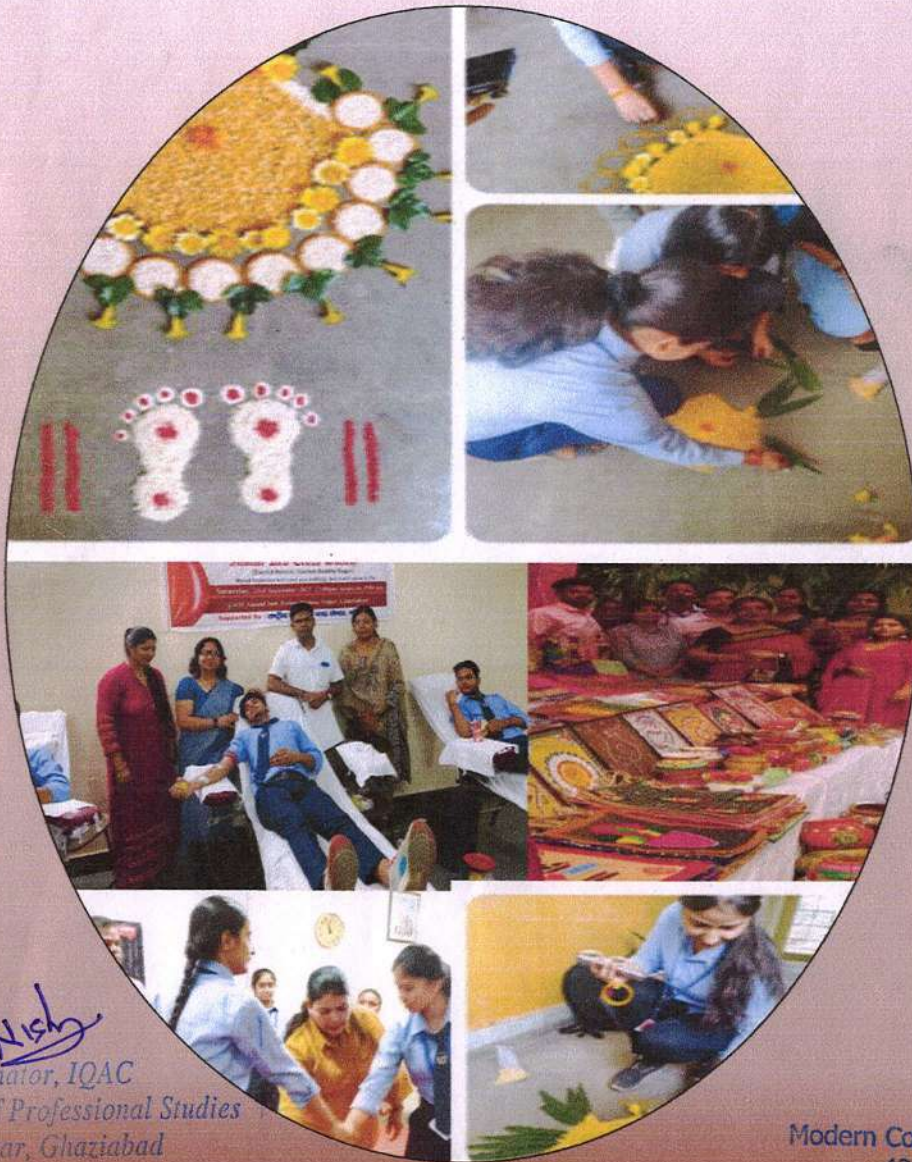




Since: 2003

# GENDER AUDIT REPORT 2023



*Nishu*  
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Mohan Nagar, Ghaziabad

**Modern College of Professional Studies**  
Mohan Nagar, Ghaziabad



Since: 2003

Ph. No. : 0120-4900197, 4981029

Mob. : 97-11149573

# MODERN COLLEGE OF PROFESSIONAL STUDIES

(Approved by NCTE & Affiliated to C.C.S. University, Meerut)

ANAND INDUSTRIAL ESTATE, MOHAN NAGAR, GHAZIABAD-201007 (U.P.)

Email : [info@moderncollege.org](mailto:info@moderncollege.org) | Website : [www.moderncollege.org](http://www.moderncollege.org)

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3	Gender Sensitization Initiatives A. Gender Sensitization initiatives B. Number of gender equity promotion programs organized by the institution during the last five years C. Appreciation Certificate Especially for the Female Faculty Provided by the Institute
4	Summary and Conclusion A. Conclusion B. Recommendation

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## 1. Gender Audit: An Introduction

### A) Introduction of the Institution:

Modern College of Professional Studies, established in 2003 under the auspices of the Ganesh Shiksha Samiti, is a distinguished institution affiliated with Chaudhary Charan Singh University, Meerut, Uttar Pradesh. Accredited with a B+ grade from NAAC, the college has consistently upheld a reputation for academic excellence, becoming a cornerstone of educational advancement.

Our college is dedicated to offering a rich selection of programs within five key areas: Education, Computer Application, Commerce, Management, and Arts & Humanities. We are deeply committed to delivering a high-caliber education, ensuring our students enjoy a comprehensive academic journey that sets the stage for their future success.

Emphasizing innovation, hands-on learning, and comprehensive development, we aim to foster our students' talents and ambitions. By providing the essential tools and insights, we prepare them to excel in the fast-paced and ever-evolving professional world.

At Modern College, our commitment to delivering a top-tier education is unwavering. We strive to provide a holistic academic experience that not only imparts knowledge but also nurtures critical thinking, creativity, and skills. Our emphasis on innovation and hands-on learning ensures that students are well-equipped to confront real-world challenges with confidence.

Central to our ethos is the belief in comprehensive development. Alongside academic rigor, we prioritize the holistic growth of our students, nurturing their talents and ambitions beyond the confines of the classroom. Through a range of extracurricular activities, internships, and industry interactions, we empower our students to become well-rounded individuals poised for success in the dynamic professional landscape.

Join us at the Modern College of Professional Studies and embark on a transformative journey of academic achievement and personal growth. Together, let's pave the way for a brighter future filled with endless possibilities.

### VISION

Strengthening the Nation with excellent professionals in the field of Education, Science & Technology, Law, and Management with the leadership qualities and best managerial skills in their field.

### MISSION

To serve society and improve the quality of life in every sphere. To become a recognized elite educational institution by nurturing high-quality talent, providing an excellent academic & research environment, and promoting the dissemination of knowledge

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## B) Understanding Gender Audits

A gender audit serves as a tool to assess and ensure the institutionalization of gender equality within organizations, encompassing their policies, programs, projects, services, structures, proceedings, and budgets. It's based on the fundamental assumption of examining the impact of public policies on men and women and evaluating whether an organization maintains a gender balance. Specifically, it aims to determine if the college adheres to government rules, policies, and actions designed to enhance the status of women in society.

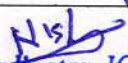
The primary purpose of a gender audit is to drive changes in public policy that contribute to greater gender equality. Without conducting a gender audit, it's challenging to ascertain if a college is actively working to improve the status of women overall and ensuring adequate representation of women specifically. Another reason for conducting a gender audit is to assess whether a college conducts women's awareness programs on rights, claims, and access to resources and opportunities. Through gender audit, institutions can address aspects of organizational culture that may discriminate against women staff and beneficiaries.

While there's no standardized method for conducting a gender audit, international organizations typically employ two main approaches: participatory gender audit and the gender integration framework. A gender audit typically comprises two dimensions:

- **Internal Audit:** Evaluates how an organization promotes gender equality internally within its organizational and managerial structure, as well as its internal operations. It assesses whether these efforts contribute to gender equality within the organization, monitors progress in gender mainstreaming, enhances capacity building, fosters organizational ownership for gender equality initiatives, and facilitates organizational learning on gender issues.
- **External Audit:** Assesses the extent to which gender integration leads to the inclusion of and benefits for women and men affected by the organization's policies, programs, projects, or services. This includes examining the mainstreaming of gender in high-level policy objectives and priorities, implementing gender-specific objectives, and addressing gender gaps to promote equal benefits for women and men.

## C) Constitution of Gender Audit Committee:

S.No	Name	Designation	Institute Name
1	Prof. (Dr.) Nisha Singh	Chairman	Principal, Modern College of Professional Studies, Ghaziabad
2	Dr. Nishi Tyagi	Internal Member	IQAC Coordinator, Associate Professor, Modern College of Professional Studies, Ghaziabad
3	Ms. Aparana Indu	Internal Member	Head, Department of Computer Applications, Modern College of Professional Studies, Ghaziabad
4	Ms. Anubha Gupta	Internal Member	Assistant Professor, Modern College of Professional Studies, Ghaziabad
5	Dr. Archana Mishra	External Member	Head, Department of English, Ginni Devi College, Modi Nagar, UP
6	Mr. R D Sharma	External Member	President, Meri Awaz Suno Jan Kalyan Samiti

  
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The Committee aimed to examine the gender balance in the organization and its procedures, with particular attention to ensuing following goals:

**Objectives of the Gender Audit Exercise:**

- Assessing gender equality policies and practices.
- Identifying gender disparities and inequalities.
- Promoting gender mainstreaming.
- Enhancing organizational capacity.
- Ensuring compliance with gender equality standards.
- Empowering women and advancing women's rights.
- Improving organizational performance and impact.
- Facilitating learning and knowledge sharing.

**Gender Audit Methods:**

Gender audits employ a multifaceted approach to assess an organization's commitment to gender equality and identify areas for improvement. These audits typically involve a combination of methods, including:

- Analyzing organizational policies, procedures, and documents to uncover gender biases or gaps.
- Engaging employees at all levels to gather insights into gender perceptions, experiences, and challenges within the organization.
- Collecting quantitative data on gender-related experiences and perceptions.
- Assessing gender dynamics and interactions first-hand.
- Using qualitative thematic coding and quantitative statistical analysis to identify patterns and disparities related to gender.
- Comparing against industry standards and best practices to evaluate the organization's performance on gender equality.
- Developing targeted strategies to address identified gaps and monitoring progress to ensure continuous improvement.


Through these comprehensive methods, gender audits enable organizations to foster a more inclusive and equitable workplace. Modern College of Professional Studies is committed to implementing these practices to promote gender equality, enhance organizational effectiveness, and ensure that all individuals can contribute their full potential.


**Gender Wise Distribution of Staff and Students:**

**A. Gender Balance within the Institution:**

Assessing and ensuring gender balance within an institution is crucial for fostering a diverse and inclusive environment that values the contributions of all individuals regardless of gender. Achieving gender balance involves examining the distribution of men and women across various levels, departments, and roles within the institution. It encompasses not only numerical representation but also equal access to opportunities, resources, and decision-making power.

To address gender imbalances, Modern College of Professional Studies has implemented several proactive measures, including:

  
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The institution employs gender-neutral recruitment and promotion policies to ensure equal opportunities for all genders. This approach helps to balance representation across various roles and departments.

The college offers flexible working hours, maternity and paternity leave, and childcare facilities to support work-life balance for all staff members. This ensures that both men and women can pursue their careers without compromising their personal responsibilities.

Targeted leadership development programs are offered to underrepresented genders, empowering them to take on leadership roles within the institution. These programs are designed to build confidence, skills, and professional networks.

The institution fosters a culture of respect, equity, and inclusion through regular training, awareness programs, and ongoing dialogue. These initiatives aim to create an environment where everyone feels valued and empowered to contribute their full potential.

### **Gender Audit and Findings**

Modern College of Professional Studies in Ghaziabad recently underwent an operational environment assessment by the Gender Audit Team.

To achieve gender equity, girls and women are provided with a variety of activities and program options tailored to their individual needs, interests, and experiences. This includes modifying some activities, offering unique programs, and providing the same opportunities available to boys and men.


To protect the safety and well-being of students, the college has established an anti-sexual harassment cell and an anti-ragging committee. These bodies are proactive in addressing issues and ensuring a safe environment for all students.


The college has an extremely active Cultural Committee, where female students excel in cultural activities, winning recognition for both the college and themselves through participation in numerous events and competitions. Girls are also given equal opportunities to participate in sports, ensuring balanced representation in all areas.

According to an analysis of feedback from student members on program planning and design, as well as college activities, the majority feel that the college's policies and programs effectively promote gender equity. The institution continuously seeks feedback to refine and enhance its initiatives, ensuring they meet the evolving needs and expectations of the college community.

The college places high value on the academic achievement and overall personality development of students. Girls are given a variety of facilities and opportunities in the pursuit of gender equality, including:

- Prominent individuals are invited to give talks on various subjects to further the personal growth of female students.
- Workshops on topics such as "Prevention of Sexual Abuse and Safety of Female Students," "Health and Hygiene," "Awareness & Legal Aspects of Sexual Abuse," and "Sexual

  
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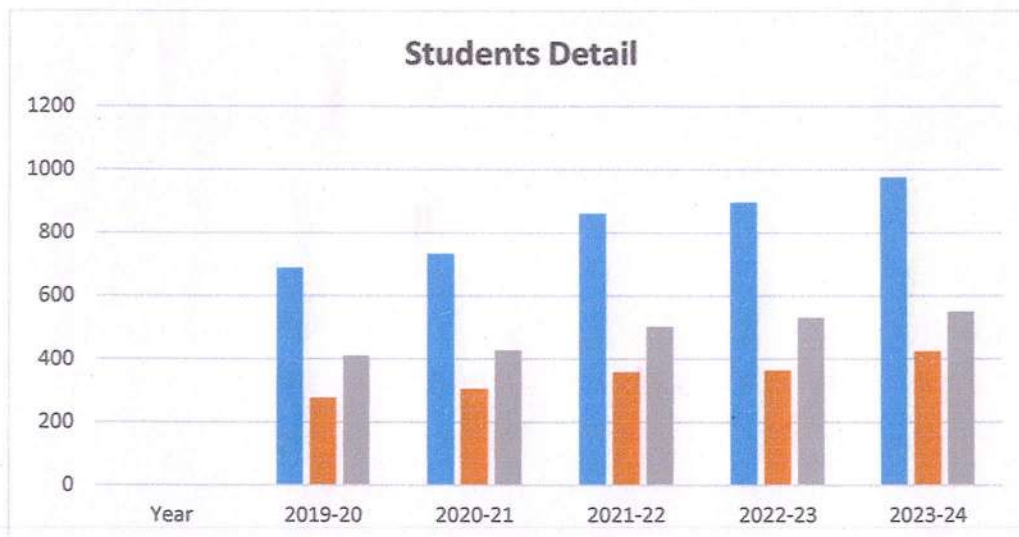
Harassment of Women at the Workplace (Prevention, Prohibition, and Redressal)" have been held over the past five years.

- Informational sessions are provided to acquaint girls with pertinent laws and regulations.

By prioritizing gender balance, Modern College of Professional Studies leverages the diverse perspectives and talents of its workforce to drive innovation, enhance organizational effectiveness, and promote social equity. The institution's commitment to gender balance and inclusivity ensures that all students and staff members are valued, respected, and empowered to reach their full potential.

**Table 1.1: Gender wise Details of Students in the College**

Year	Total	Male	Female	% Male	% Female
2019-20	688	277	411	40.3	59.7
2020-21	733	305	428	41.6	58.4
2021-22	860	358	502	41.6	58.4
2022-23	895	364	531	40.7	59.3
2023-24	975	425	550	43.6	56.4

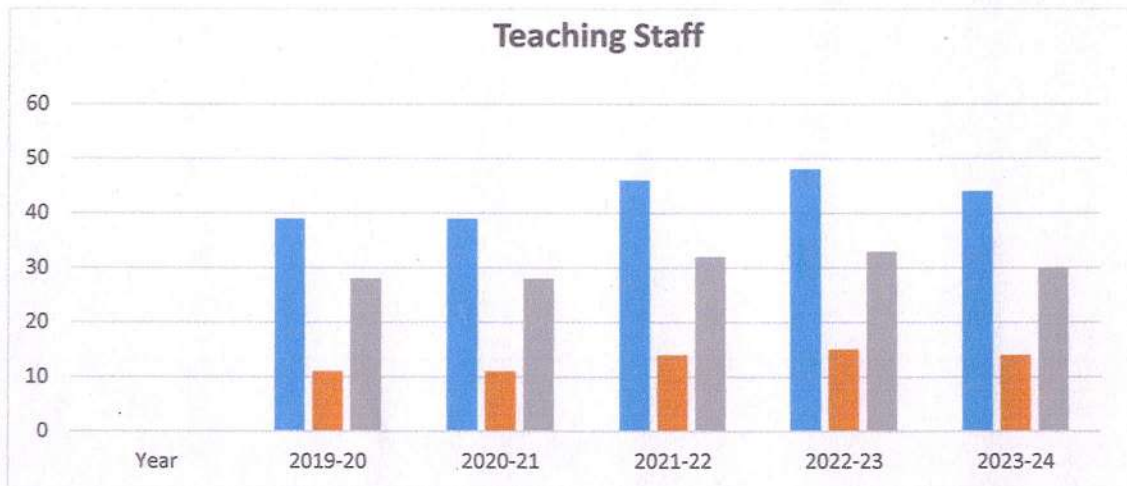


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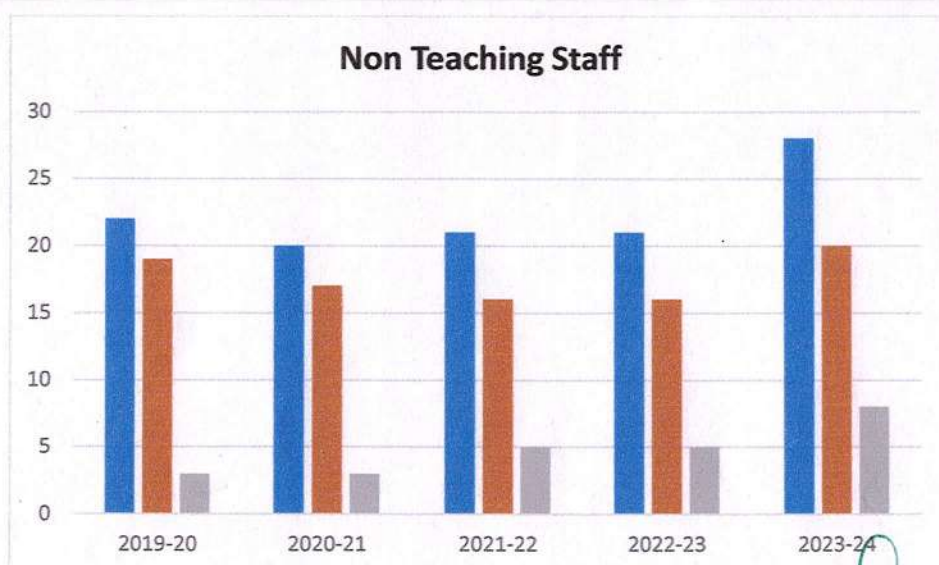
**Table 1.2: Gender wise Details of Total Teaching Faculties in the College**


Year	Total	Male	Female	% Male	% Female
2019-20	39	11	28	28.2	71.8
2020-21	39	11	28	28.2	71.8
2021-22	46	14	32	30.4	69.6
2022-23	47	14	33	31.3	68.8
2023-24	49	17	32	29.06	70.04

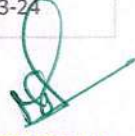


**Table 1.3: Gender wise Details of Total Non-Teaching Staff in the College**

Year	Total	Male	Female	% Male	% Female
2019-20	22	19	3	86.4	13.6
2020-21	20	17	3	85.0	15.0
2021-22	21	16	5	76.2	23.8
2022-23	21	16	5	76.2	23.8
2023-24	28	20	8	71.5	28.5



  
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### 3. Gender Sensitization Initiatives

#### A) Gender Sensitization Initiatives

Modern College of Professional Studies has implemented various gender sensitization initiatives to maintain gender equity on campus. The college has established several committees and cells, including the Anti-Ragging Committee, Grievances Redressal Committee, Internal Complaints Committee, Health/Hygiene Committee, and Women's Development Cell. Faculty and student representatives are nominated to these academic and administrative committees to ensure diverse perspectives are considered. Additionally, the college provides adequate physical and infrastructural facilities to support gender equality. Here are some specific initiatives undertaken for the convenience of girl students:

- The institution has a dedicated common room for girls, equipped with necessary facilities such as an attached washroom and a sanitary vending machine, ensuring privacy and comfort.
- Separate washrooms have been constructed for girl students and female staff across the campus, ensuring hygiene and convenience.
- CCTV cameras are strategically installed throughout the campus, with a focus on key areas such as the Library, Cafeteria, and main entrances to ensure the safety and security of all students.
- A separate complaint box for girls, referred to as the Pink Complaint Box, has been installed to provide a safe and discreet way for girls to report any issues or concerns.

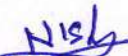
by maintaining gender balance. These committees are as follows:

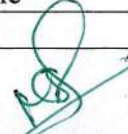
1. **Anti-Ragging Committee:** In order to prohibit, prevent and eliminate the scourge of ragging and solve the grievances of students, the institute has formed an Anti-Ragging Committee.

Anti-Ragging Committee		
Prof. (Dr.) Nisha Singh	Chairperson	Female
Mr. Ankur Gupta	Convener	Male
Dr. Vineet Garg	Member	Male
Dr. Nishi Tyagi	Member	Female
Mr. Vijay Garg	Member	Male
Pooja Singh	Member (Student)	Female

2. **Grievances Redressal Committee:** The Grievances Redressal Committee serves as a platform for individuals to voice their concerns or grievances, ensuring fair and timely resolution through thorough investigation, mediation, and appropriate action. It aims to promote transparency, accountability, and employee satisfaction within the organization.

Grievances Redressal Committee		
Prof. (Dr.) Nisha Singh	Chairperson	Female
Dr. Subodh Bala Gupta	Convener	Female
Dr. Neha Chaudhary	Member	Female
Mr. Anuj Kumar Sharma	Member	Male
Mr. Arvind Kumar Pandey	Member	Male
Mr. Vijay Garg	Member	Male
Bhoomi Goswami	Member(Student)	Female
Karan Rawat	Member(Student)	Male

  
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3. **Health/Hygiene Committee:** The Health/Hygiene Committee integrates gender sensitization into its initiatives by recognizing and addressing the unique health needs and challenges faced by different genders, promoting inclusivity and equitable access to healthcare and hygiene resources.

Health/Hygiene Committee		
Dr. Suyash Swaroop	Convener	Male
Ms. Anjali Goswami	Member	Female
Mr. Ashish Singh	Member	Male
Richa Sharma	Member(Student)	Female
Akriti	Member(Student)	Female

4. **Women's Development Cell:** This cell has both the faculty and students of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. The main objective of this cell is "Empowering women through advocacy and support, fostering inclusivity and gender equality."

Women's Development Cell		
Ms. Aparana Indu	Convener	Female
Ms. Anjali Goswami	Member	Female
Ms. Yogita Mittal	Member	Female
Ms. Jaya Shrivastava	Member	Female
Mrs. Raj Sharma	External Member (NGO)	Male
Dr. Pragati Tyagi	External Member (Medical)	Female
Dr. Aruna Sharma	Counsellor (External)	Female
Shivani Shahu	Member(Student)	Female
Gaurika	Member(Student)	Female
Saba	Member(Student)	Female

**B. Number of gender equity promotion programs organized by the institution during the last five years:**

The college prepares gender sensitization action plan and organizes various activities and programs accordingly. Some of the programs are enlisted below:

Date	Title of Program
23 <sup>rd</sup> September, 2023	Blood Donation Camp
27 <sup>th</sup> September, 2023	Women Self-Defense Training Session
30 <sup>th</sup> September, 2023	Waste to Craft Competition
6 <sup>th</sup> October, 2023	Women Empowerment and Safety Measures"
26 <sup>th</sup> October, 2023	Cleanliness Drive (Swachhta Pakhwada)
27 <sup>th</sup> October, 2023	Free Health Check-up Camp
30 <sup>th</sup> October, 2023	Artistry Fusion Exhibition
6 <sup>th</sup> November, 2023	Women's Health and Hygiene
25 <sup>th</sup> November, 2023	Free Health Check-up Camp
4 – 6 <sup>th</sup> December, 2023	Yoga Camp
15 <sup>th</sup> December, 2023	Awareness Program on Women's Rights
26 <sup>th</sup> January, 2024	Eye Check-up Camp

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4 <sup>th</sup> March, 2024	International Women's Day
7 <sup>th</sup> March, 2024	Scouts & Guides Camp
27 <sup>th</sup> March, 2024	Rangoli Competition
24 <sup>th</sup> April, 2024	Poster Making Competition on 'Beti Bachao Beti Padhao'
17 <sup>th</sup> July, 2024	Sanitary Napkin Vending Machine
29-30 <sup>th</sup> November, 2022	Scouts & Guides Camp
10 <sup>th</sup> December, 2022	Human Rights Day
16 <sup>th</sup> December, 2022	Food Exhibition
24 <sup>th</sup> December, 2022	Awareness Campaign in Slum Area
18 <sup>th</sup> March, 2023	Online Guest Lecture on 'Understanding Gender: Creating Gender Positive Classrooms'
19 <sup>th</sup> June, 2023	Yoga Camp
11 <sup>th</sup> October, 2021	Symposium Gender Equality & Empowerment of Women in Digital Age
20-22 <sup>nd</sup> October, 2021	Scouts & Guide Camp
23 <sup>rd</sup> October, 2021	Mehandi Competition
8 <sup>th</sup> March, 2022	International Women's Day
2 <sup>nd</sup> June, 2022	Yoga Camp
28 <sup>th</sup> -30 <sup>th</sup> October 2020	Yoga Camp
8 <sup>th</sup> January 2021 to 8 <sup>th</sup> April, 2021	Basic Beauty Professional Training Programme
23 <sup>rd</sup> February, 2021	Online Guest Lecture on Cyber Security for Girls
5-6 <sup>th</sup> March, 2021	Workshop on Jute Bag Making
8 <sup>th</sup> March, 2021	International Women's Day
13 <sup>th</sup> -15 <sup>th</sup> March, 2021	Scouts & Guides Camp
13 <sup>th</sup> April, 2021	Workshop on Mask Making
9 <sup>th</sup> August, 2019	Self Defense Workshop
3 <sup>rd</sup> & 4 <sup>th</sup> October, 2019	Workshop on Cushion, Jewellery and Jute Bags Making
21-23 <sup>rd</sup> October, 2019	Scouts & Guides Camp
6 <sup>th</sup> March, 2020	International Women's Day
13 <sup>th</sup> March, 2020	Workshop on Cushion Covers and Flower Pots Making

Women Empowerment Cell organized several awareness-raising events and activities aimed at empowering women. Activities aimed at promoting gender equality and gender sensitization are part of these programmes. To provide them with extensive knowledge, the cell arranged awareness campaigns, workshops, and guest lectures on a range of topics pertaining to women.

Variety of abilities and expertise for the benefit of oneself, an organisation, and society. The college also places a strong emphasis on empowering female students and boosting their self-esteem so they can become future female leaders. Girls students are given the opportunity to develop their ethical values, gain self-confidence, and reach their full potential through structured sessions offered at different levels.

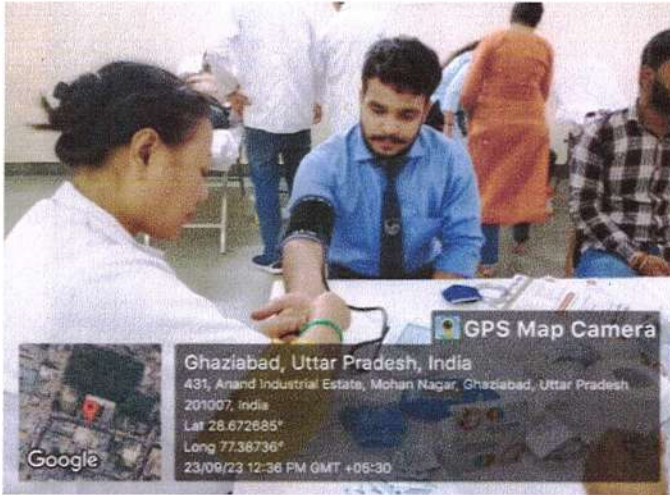
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## Glimpse of the Activities (Academic Session 2023-24)

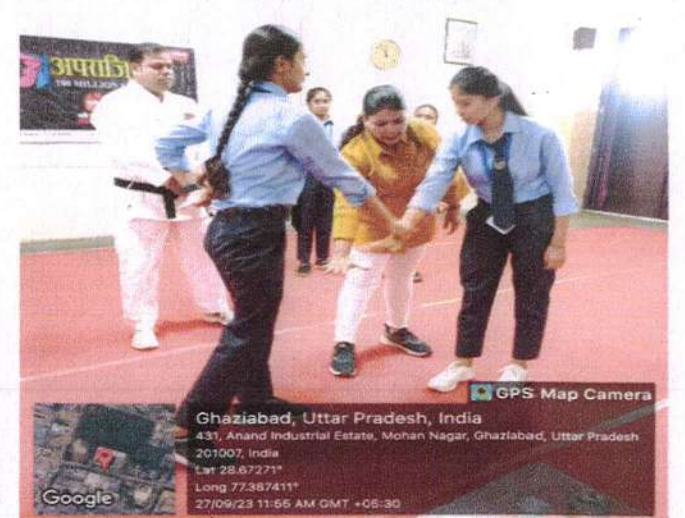
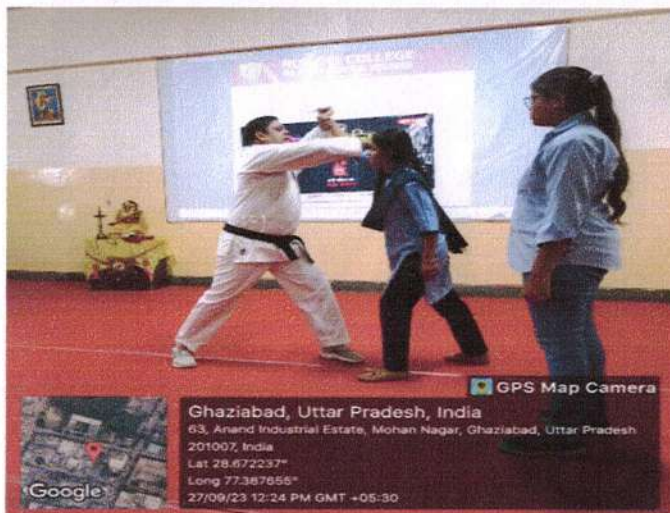
**Blood Donation Camp -2023**

**23, September 2023**



**Women Self-Defense Training Session**

**27<sup>th</sup> September, 2023**

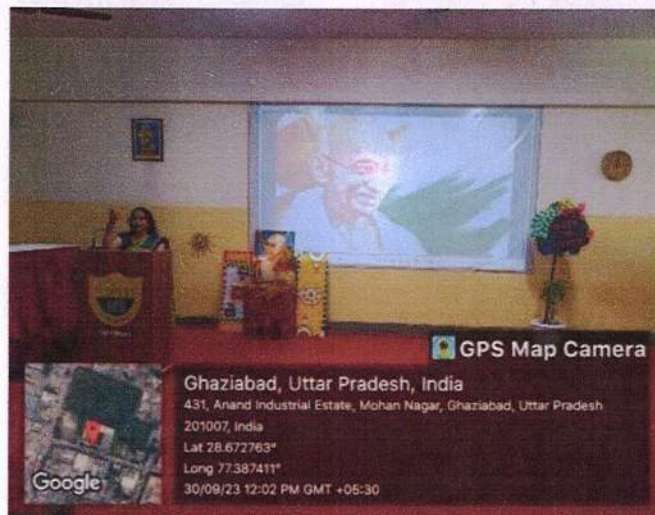


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# Waste to Craft Competition

30<sup>th</sup> September, 2023



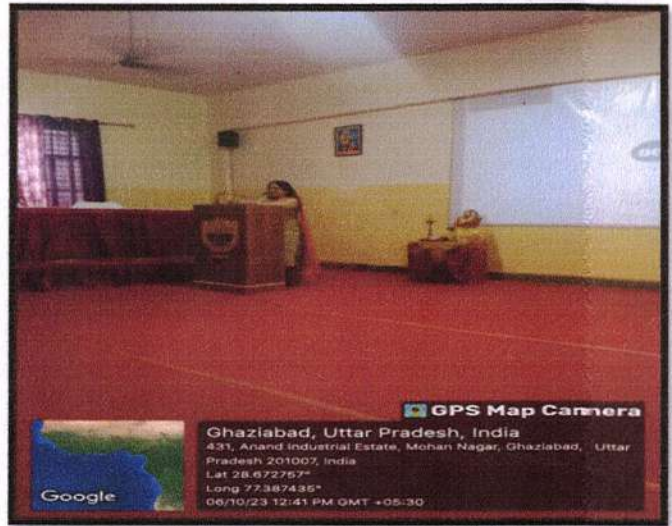
# “Women Empowerment and Safety Measures”

6<sup>th</sup> October, 2023



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**Swachhta Pakhvada Special campaign**

**26 October, 2023**



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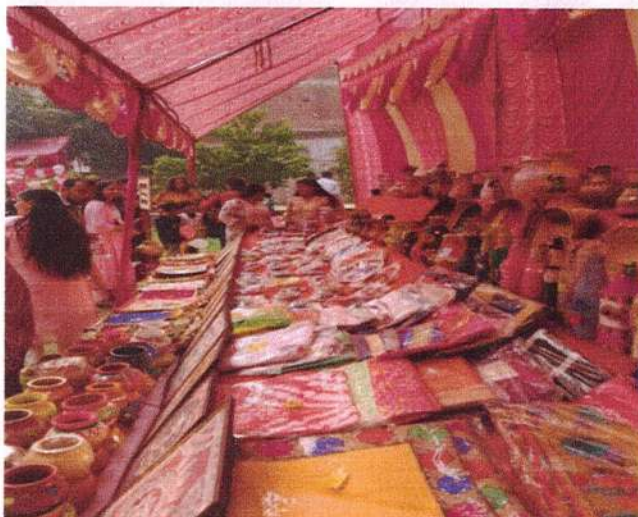
## Free Health Checkup Cum ESI Awareness Camp

26 October, 2023



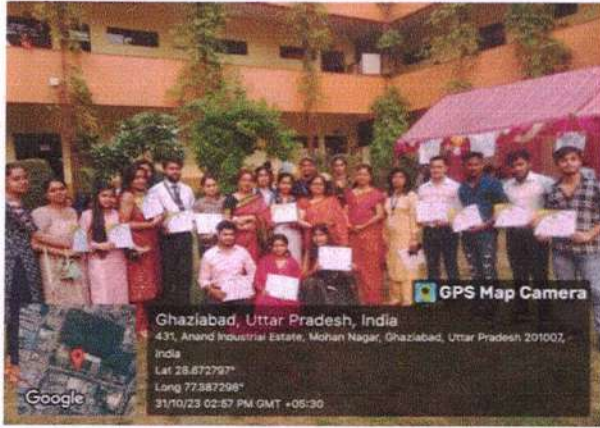
## Artistry Fusion Exhibition

31 October, 2023



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**Women's Health and Hygiene**

**27th October, 2023**



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**Free Health Check up Camp**

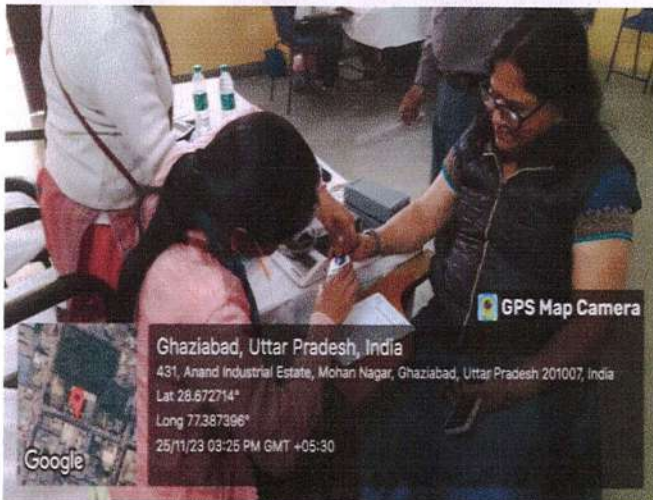
**25<sup>th</sup> November, 2023**



**MODERN COLLEGE OF LAW**  
 MODERN COLLEGE OF PROFESSIONAL STUDIES  
 &  
**AMRIT MANTHAN WELFARE SOCIETY**  
 In Collaboration with  
**DUTTA FOUNDATION**  
**DUTTA FOUNDATION**  
 (An official partner)

**FREE HEALTH CHECKUP CAMP**  
**निःशुल्क स्वास्थ्य जांच शिविर**

Saturday 25th November 2023, Time : 10:00 am to 4:00 pm  
 431, Anand Indl. Estate, Mohan Nagar, Ghaziab ad



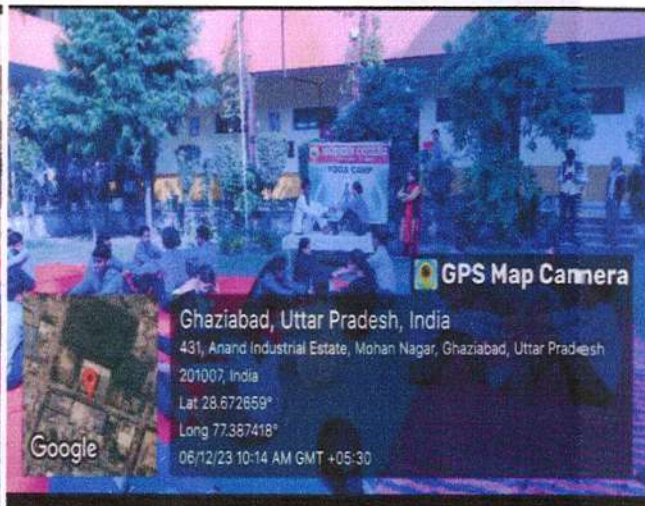
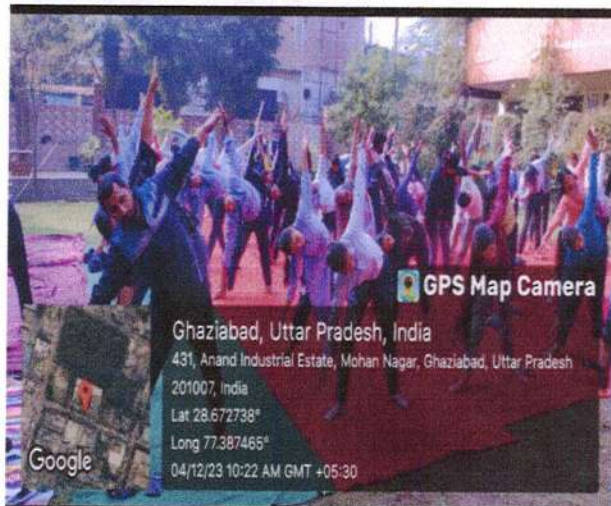
**Yoga Camp**

**December 4th to 6th, 2023**



*Nishy*  
 Co-Ordinator, IQAC  
 Modern College of Professional Studies  
 Mohan Nagar, Ghaziabad

*PS*  
 PRINCIPAL  
 Modern College of Professional Studies  
 431, Anand Indl. Area,  
 Mohan Nagar, Ghaziabad



**Awareness Programme on Women Rights  
'Breaking Barriers: Empowering Women'**

**December 15, 2023**

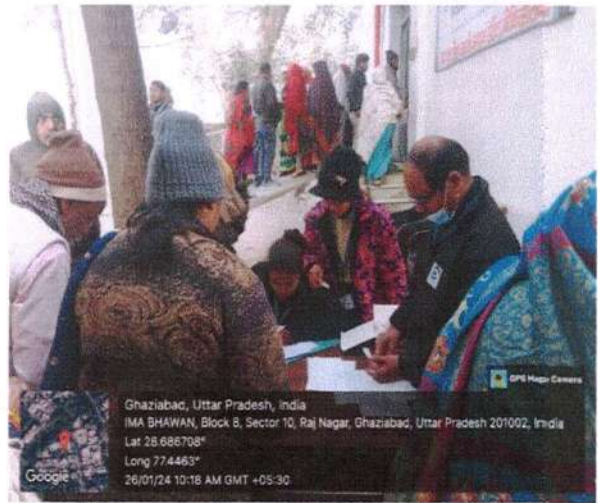


*Nishi*  
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Modern College of Professional Studies  
Mohan Nagar, Ghaziabad

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Mohan Nagar, Ghaziabad

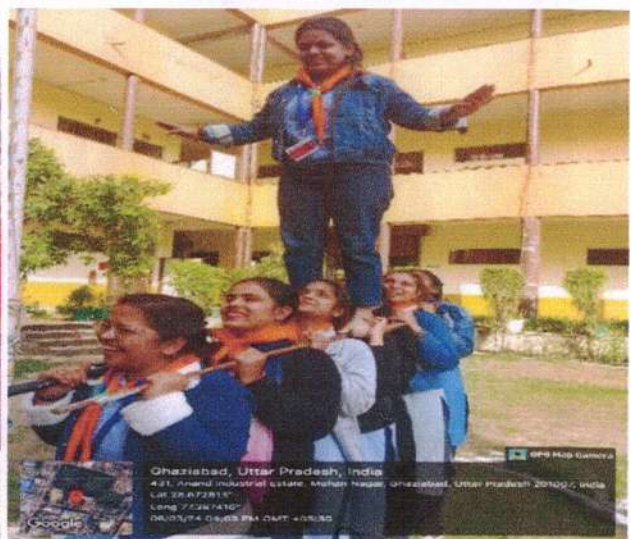
## Eye Check-up Camp

January 26, 2024



## Scout Guide Camp

7, March, 2024



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Co-Ordinator, IQAC  
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Mohan Nagar, Ghaziabad

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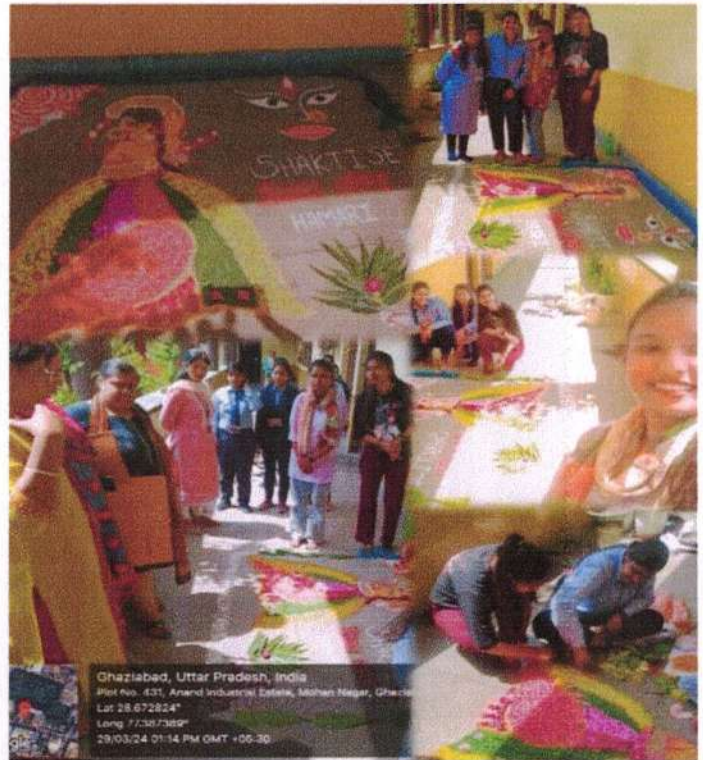
**Rangoli Competition**

**27<sup>th</sup> March, 2024**



*Nishu*  
 Co-Ordinator, IQAC  
 Modern College of Professional Studies  
 Mohan Nagar, Ghaziabad

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**Poster Making Competition**

24<sup>th</sup> April, 2024



**Sanitary Napkin Vending Machine**

17<sup>th</sup> July, 2024



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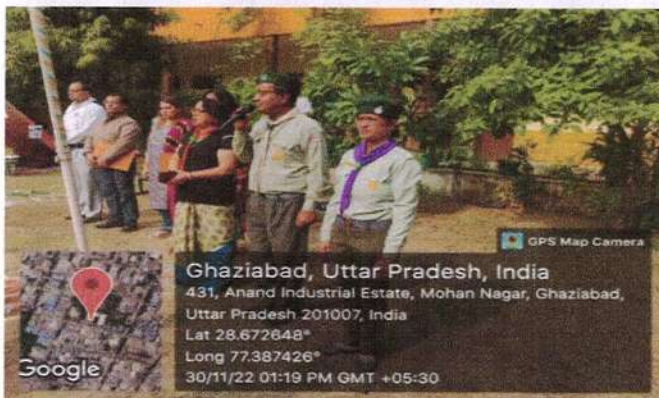
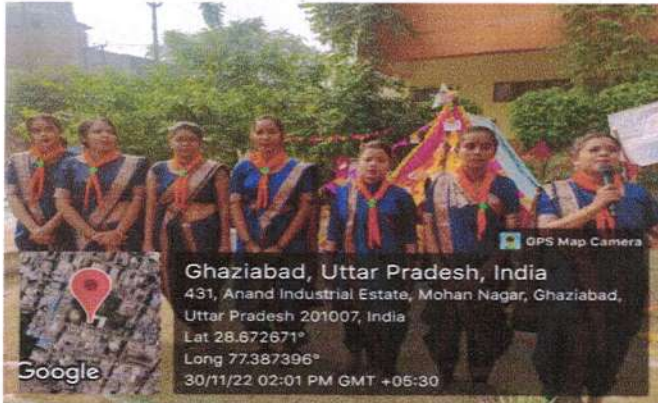
*Nishi*

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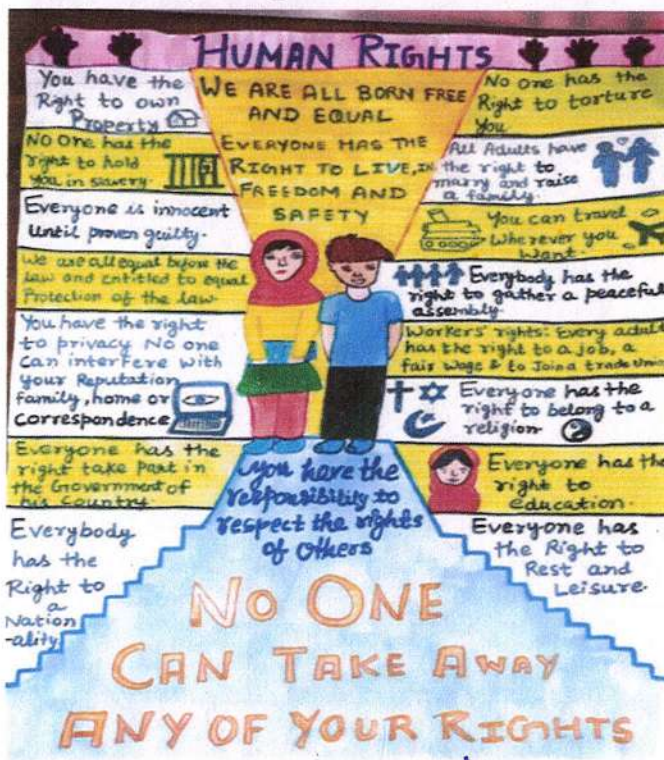
PRINCIPAL  
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## Glimpse of the Activities (Academic Session 2022-23)

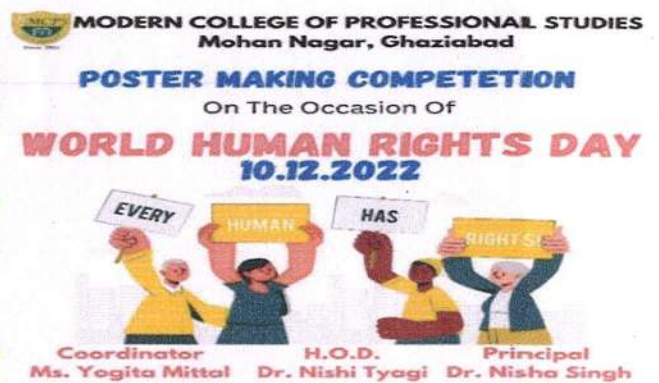
### Scouts & Guides Camp



### Human Rights Day



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**Food Exhibition**

**16<sup>th</sup> December, 2022**



**Extension Activity- Awareness Campaign**

**24<sup>th</sup> December, 2022**



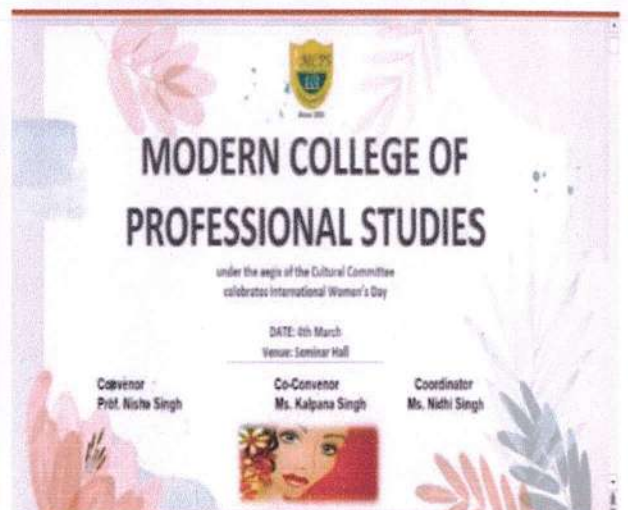
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*18/12*  
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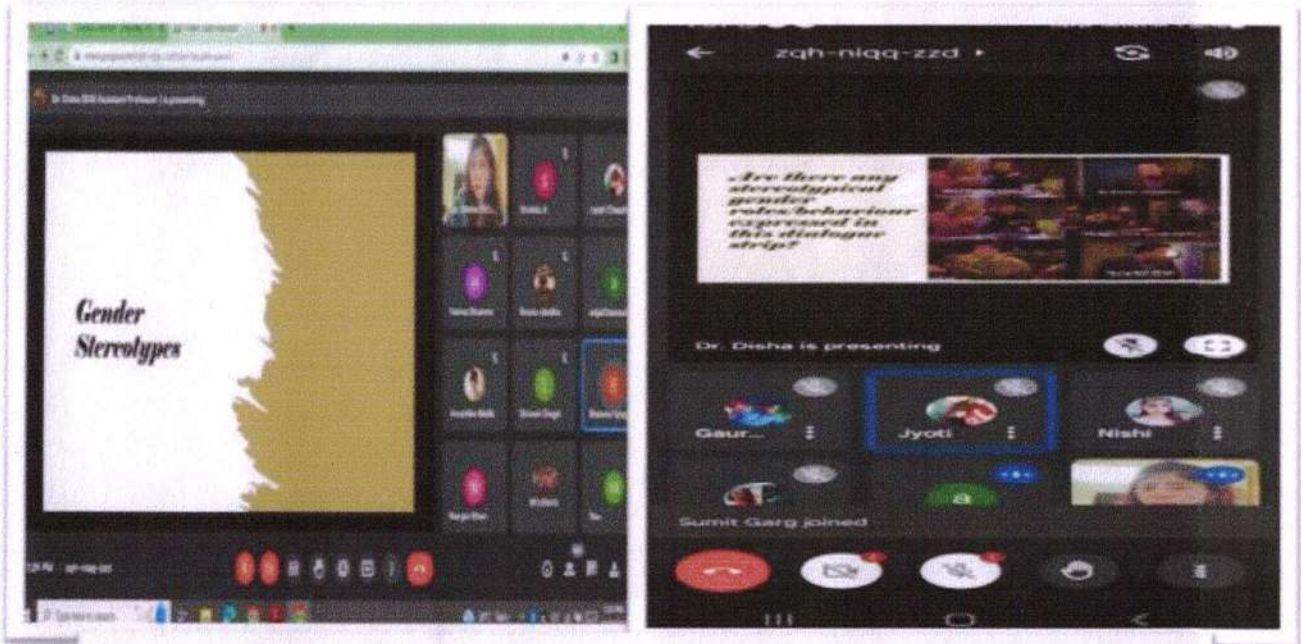
**International Women's Day**

**4<sup>th</sup> March, 2023**



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Mohan Nagar, Ghaziabad

*Nishi*  
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# MODERN COLLEGE OF PROFESSIONAL STUDIES

Mohan Nagar, Ghaziabad

under the Ages of IQAC  
Organizes

## Guest Lecture

Topic:-

Understanding Gender: Creating Gender Positive Classrooms

Date:- 18/03/2023

Speaker

# Dr. Disha Maheshwari

Coordinator


Dr. Beeti Chauhan


Co-Convener

Dr. Nishi Tiwari

Convener

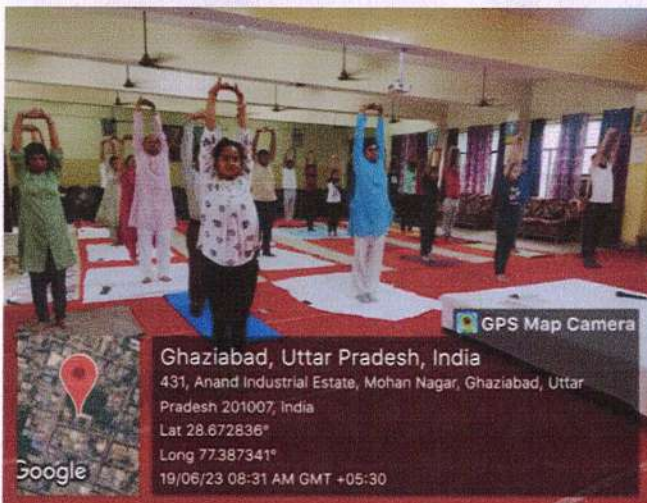
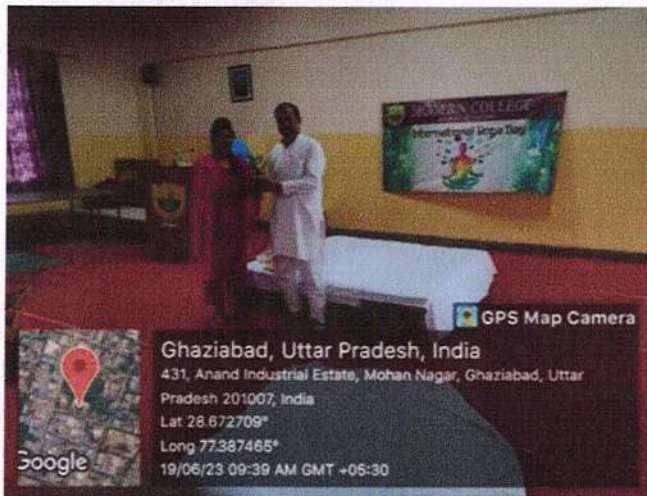
Dr. Nisha Singh

  
Co-Ordinator, IQAC  
Modern College of Professional Studies  
Mohan Nagar, Ghaziabad


  
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# Yoga Camp

19th June, 2023



*Nishu*  
Co-Ordinator, IQAC  
Modern College of Professional Studies  
Mohan Nagar, Ghaziabad

  
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**Glimpse of the Activities (Academic Session 2021-22)**

**Symposium on "Gender Equality and Empowerment of Women in the Digital Age."**

**11<sup>th</sup> October, 2021**



**Scouts & Guides Camp**

**20<sup>th</sup>-22<sup>th</sup> October, 2021**



*Nishu*  
**Co-Ordinator, IOAC**  
**Modern College of Professional Studies**  
**Mohan Nagar, Ghaziabad**

*[Signature]*  
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**Mohan Nagar, Ghaziabad**

**Mehandi Competition**

**23<sup>rd</sup> October , 2021**



**International Women's Day**

**8<sup>th</sup> March, 2022**



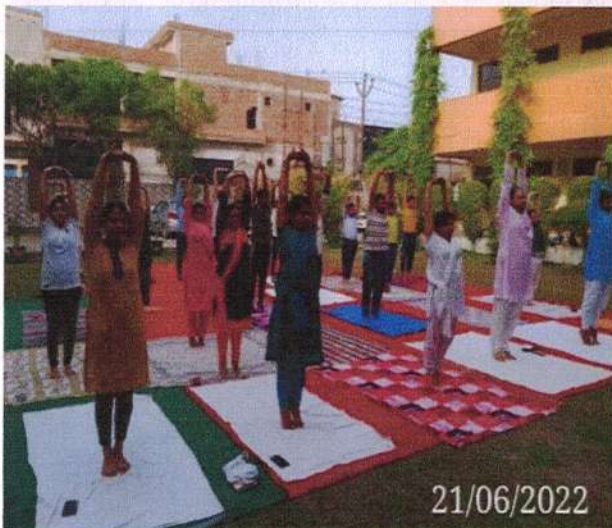
*Nishu*  
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**Modern College of Professional Studies**  
**Mohan Nagar, Ghaziabad**

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Yoga Camp

21<sup>st</sup> June, 2022



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## Glimpse of the Activities (Academic Session 2020-21)

### Yoga Camp

28<sup>th</sup> -30<sup>th</sup> October, 2020



### Basic Beauty Professional Training Programme



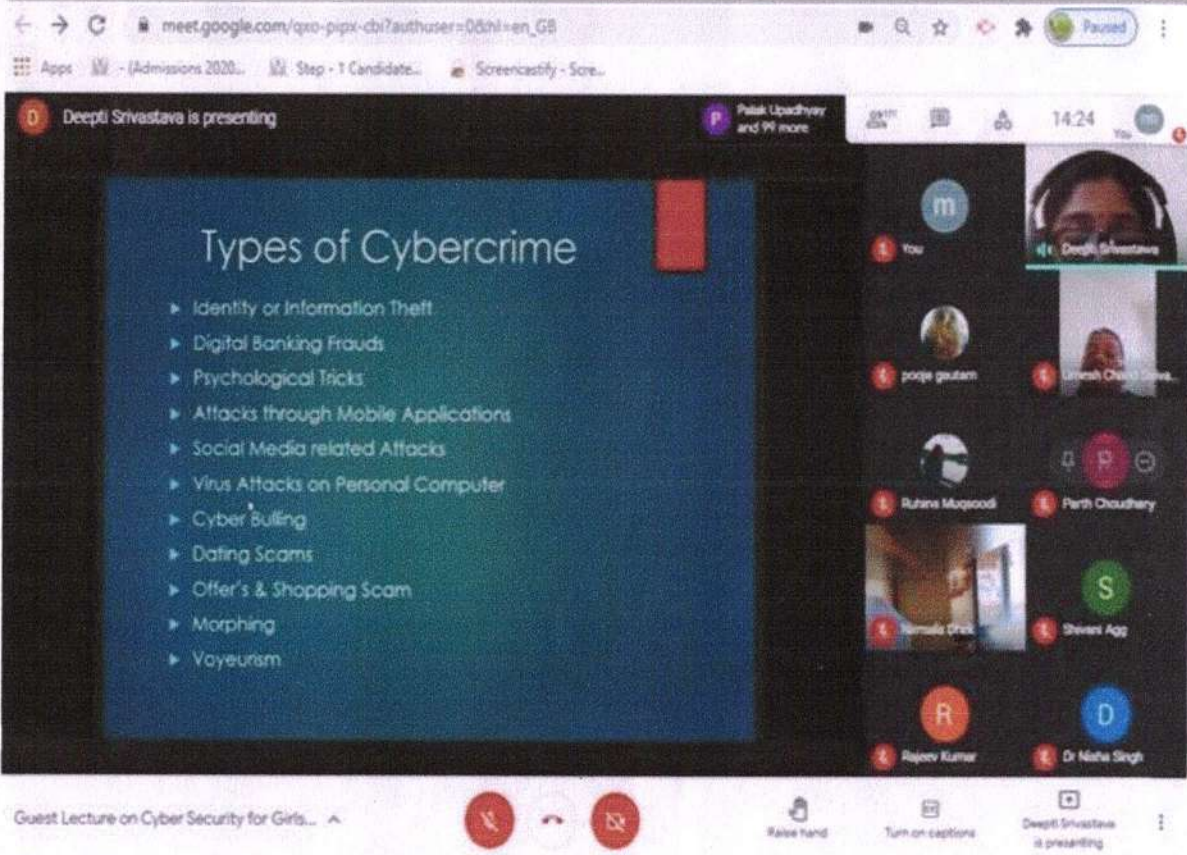
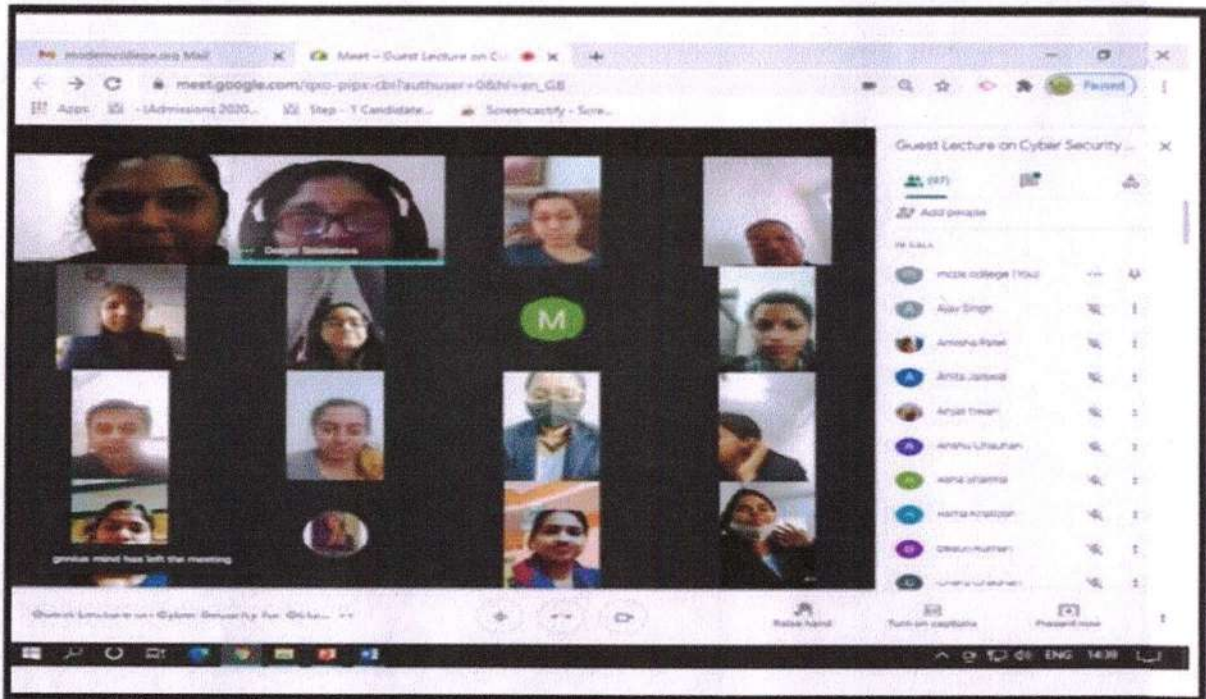
*Nishu*  
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Mohand Nagar, Ghaziabad

  
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Online Guest Lecture on Cyber Security for Girls

23<sup>rd</sup> February, 2021



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Co-ordinator, IQAC  
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**Workshop on Jute Bag Making**

**5<sup>th</sup> -6<sup>th</sup> March, 2021**



**International Women's Day**

**8<sup>th</sup> March, 2021**



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Mohan Nagar, Ghaziabad



Ghaziabad, Uttar Pradesh, India  
 431, Anand industrial estate, Mohan Nagar, Ghaziabad, Uttar Pradesh 201007, India  
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 Long E 77° 23' 14.946"  
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Ghaziabad, Uttar Pradesh, India  
 431, Anand industrial estate, Mohan Nagar, Ghaziabad, Uttar Pradesh  
 201007, India  
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**Scouts & Guides Camp**

**13<sup>th</sup> -15<sup>th</sup> March, 2021**



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 Mohan Nagar, Ghaziabad

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 Mohan Nagar, Ghaziabad

**Workshop on mask making**



*Nishu*  
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Mohan Nagar, Ghaziabad

  
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Mohan Nagar, Ghaziabad

Glimpse of the Activities (Academic Session 2019-20)

Self Defense Workshop

9th August 2019



Workshop on Cushion, Jewellery and Jute Bags Making



*Nish*  
Co-Ordinator, IQAC  
Modern College of Professional Studies  
Mohan Nagar, Ghaziabad

*ESB*  
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**Scouts & Guides Camp**

**October 21st to 23rd, 2019**



**International Women's Day 2021**

**8th March, 2021**



Ghaziabad, Uttar Pradesh, India  
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 Long E 77° 23' 14.946"  
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Ghaziabad, Uttar Pradesh, India  
 431, Anand industrial estate, Mohan Nagar, Ghaziabad, Uttar Pradesh 201007, India  
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 Long E 77° 23' 14.946"  
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Ghaziabad, Uttar Pradesh, India  
 431, Anand industrial estate, Mohan Nagar, Ghaziabad, Uttar Pradesh 201007, India  
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Ghaziabad, Uttar Pradesh, India  
 431, Anand industrial estate, Mohan Nagar, Ghaziabad, Uttar Pradesh 201007, India  
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*Nisha*  
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 Modern College of Professional Studies  
 Mohan Nagar, Ghaziabad

*MSB*  
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**International Women's Day**

**8<sup>th</sup> March, 2020**



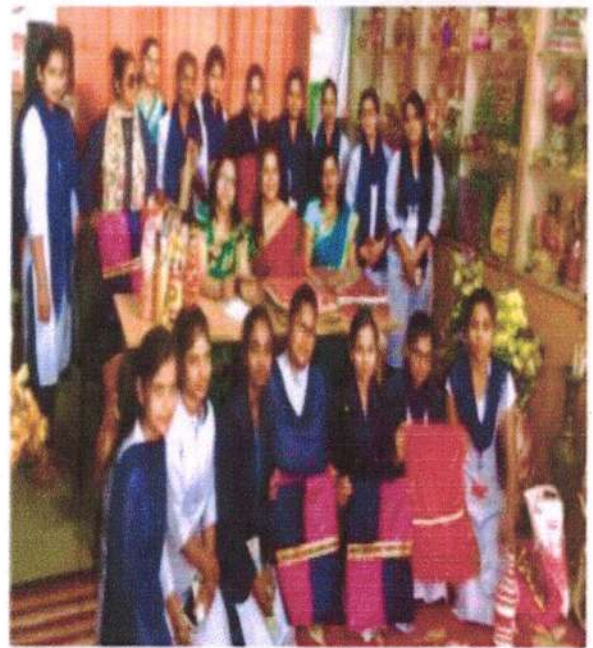
**Workshop on Cushion Covers and Flower Pots Making**

**March 13, 2020**



*Nishu*  
 Co-ordinator, IQAC  
 Modern College of Professional Studies  
 Mohan Nagar, Ghaziabad

*RSB*  
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C. Appreciation Certificate Especially for the Female Faculty Provided by the Institute:

2023-24

 **MODERN COLLEGE OF PROFESSIONAL STUDIES**  
Mohan Nagar, Ghaziabad  
in Association with  
**Amrit Manthan Welfare Society** 


**3<sup>rd</sup> Inspirational Women Award**

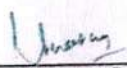
This certificate is proudly presented to


Ms. NIDHI SINGH, ASSISTANT PROFESSOR, DEPARTMENT OF MANAGEMENT & COMMERCE.



on  
**International Women's Day, 2024**

In acknowledgment of your remarkable contributions and achievements as a woman, your unwavering commitment, tireless efforts, and unwavering dedication have served as a beacon of inspiration, profoundly shaping both the landscape of MCPS and society at large.



  
Mr. Vineet Goel  
Secretary, MCPS

  
Prof. (Dr.) Nisha Singh  
Principal, MCPS

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in Association with  
**Amrit Manthan Welfare Society** 


**3<sup>rd</sup> Inspirational Women Award**


This certificate is proudly presented to


Ms. PRIYANKA DHAKA, ASSISTANT PROFESSOR, DEPARTMENT OF COMPUTER APPLICATION


on  
**International Women's Day, 2024**


In acknowledgment of your remarkable contributions and achievements as a woman, your unwavering commitment, tireless efforts, and unwavering dedication have served as a beacon of inspiration, profoundly shaping both the landscape of MCPS and society at large.



  
Mr. Vineet Goel  
Secretary, MCPS

  
Prof. (Dr.) Nisha Singh  
Principal, MCPS

  
Co-Ordinator, IQAC  
Modern College of Professional Studies  
Mohan Nagar, Ghaziabad

  
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in Association with  
**Amrit Manthan Welfare Society**



### 3<sup>rd</sup> Inspirational Women Award

This certificate is proudly presented to

MS. NEHA BANSAL, ASSISTANT PROFESSOR, DEPARTMENT OF EDUCATION,

on  
**International Women's Day, 2024**

In acknowledgment of your remarkable contributions and achievements as a woman, your unwavering commitment, tireless efforts, and unwavering dedication have served as a beacon of inspiration, profoundly shaping both the landscape of MCPS and society at large.



Mr. Vineet Goel  
Secretary, MCPS

Prof. (Dr.) Nisha Singh  
Principal, MCPS



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### 3<sup>rd</sup> Inspirational Women Award

This certificate is proudly presented to

MS. SEEMA SHARMA, ASSISTANT PROFESSOR, DEPARTMENT OF EDUCATION,


on  
**International Women's Day, 2024**

In acknowledgment of your remarkable contributions and achievements as a woman, your unwavering commitment, tireless efforts, and unwavering dedication have served as a beacon of inspiration, profoundly shaping both the landscape of MCPS and society at large.



Mr. Vineet Goel  
Secretary, MCPS

Prof. (Dr.) Nisha Singh  
Principal, MCPS

  
Co-ordinator, IQAC  
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### **3<sup>rd</sup> Inspirational Women Award**

This certificate is proudly presented to

Ms. SHIPRA SHARMA, ASSISTANT PROFESSOR, DEPARTMENT OF EDUCATION

on  
**International Women's Day, 2024**

In acknowledgment of your remarkable contributions and achievements as a woman, your unwavering commitment, tireless efforts, and unwavering dedication have served as a beacon of inspiration, profoundly shaping both the landscape of MCPS and society at large.



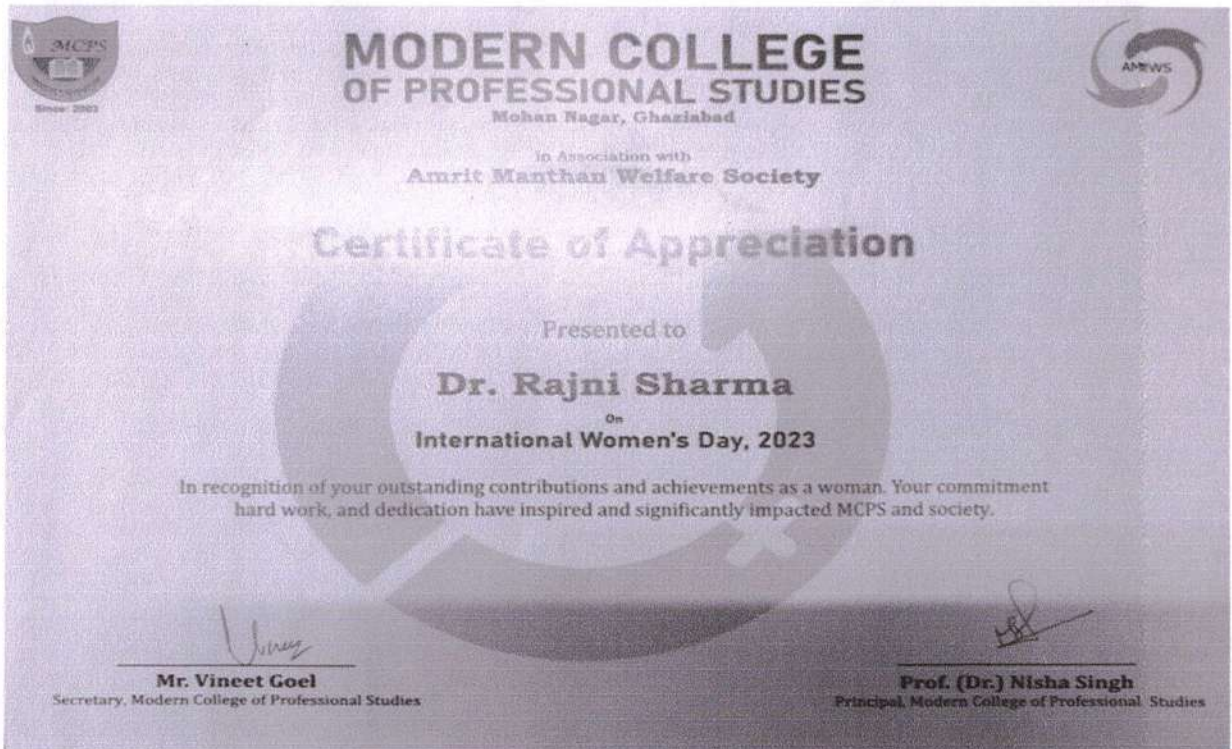
**Mr. Vineet Goel**  
Secretary, MCPS

**Prof. (Dr.) Nisha Singh**  
Principal, MCPS

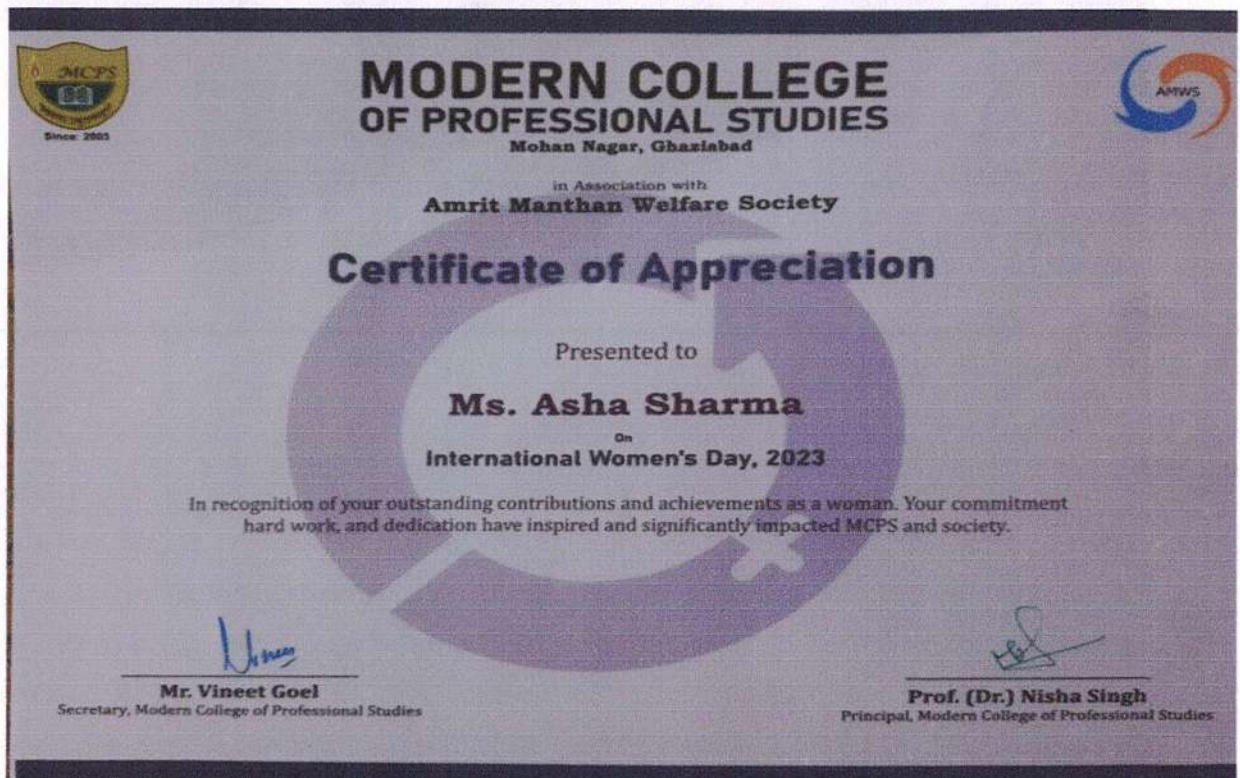
**Nishi**  
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Modern College of Professional Studies  
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2022-23



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in Association with  
**Amrit Manthan Welfare Society**

**Certificate of Appreciation**

Presented to

**Ms. Haritima Dixit**

On  
**International Women's Day, 2023**

In recognition of your outstanding contributions and achievements as a woman. Your commitment hard work, and dedication have inspired and significantly impacted MCPS and society.

**Mr. Vineet Goel**

Secretary, Modern College of Professional Studies

**Prof. (Dr.) Nisha Singh**

Principal, Modern College of Professional Studies

Co-Ordinator, IQAC  
Modern College of Professional Studies  
Mohan Nagar, Ghaziabad

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## Conclusions

### A) Observation

Modern College of Professional Studies works tirelessly to support both female employees and students, recognizing the unique needs and dynamics of different genders. The institution acknowledges that the power dynamics between men and women differ and strives to address these disparities. This involves either treating individuals equally or differently in ways that ensure they enjoy the same rights, benefits, obligations, and opportunities. The college encourages female staff members and students to live with dignity and self-respect, alongside providing education on gender sensitization.

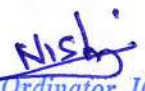
The gender audit reveals a notable representation of girls in both academia and governance within the institution. Female students actively participate in the overall operations of the college, even outperforming their male counterparts in various areas. Despite being located in a rural area, there has been a significant enrollment of female students, who demonstrate high success rates and a keen interest in participating in extracurricular and co-curricular activities such as sports and cultural programs. The proportion of female students has been consistently rising, reflecting the institution's commitment to gender equity.


The analysis confirms that the institution's policies and operations align with the goals of promoting gender equity. Conversations with female faculty members and students indicate the absence of gender discrimination on campus. The committee noted that the institute's management and staff actively encourage gender equality and sensitivity. The cordial behavior of the staff further reinforces this commitment. The institute possesses numerous strengths and opportunities to foster a good gender balance, although some weaknesses remain that can be addressed through gradual value-based changes.

### B) Recommendations

1. **Increase Co-curricular and Extra-curricular Activities:** The institute should conduct more co-curricular and extra-curricular activities that involve both male and female students and staff. This can foster a more inclusive environment and promote gender equality through shared experiences and teamwork.
2. **Increase Female Non-Teaching Staff:** The institute should aim to increase the number of female non-teaching staff. This would not only enhance gender balance but also provide more role models for female students.
3. **Self-defense Training:** Conduct self-defense activities and training programs for girl students to empower them and enhance their confidence and safety.
4. **Self-employment and Personality Development Programs:** Introduce self-employment training and personality development programs specifically tailored for girls. These programs can equip them with the skills and confidence needed to succeed in various professional and personal endeavors.

By implementing these recommendations, Modern College of Professional Studies can further strengthen its commitment to gender equity, creating an environment where all individuals are valued and empowered to reach their full potential.

  
Co-Ordinator, IQAC  
Modern College of Professional Studies  
Mohan Nagar, Ghaziabad

  
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Modern College of Professional Studies  
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Glimpse of the Activities (Academic Session 2019-20)

Self Defense Workshop

9th August 2019



Workshop on Cushion, Jewellery and Jute Bags Making



4 <sup>th</sup> March, 2024	International Women's Day
7 <sup>th</sup> March, 2024	Scouts & Guides Camp
27 <sup>th</sup> March, 2024	Rangoli Competition
24 <sup>th</sup> April, 2024	Poster Making Competition on 'Beti Bachao Beti Padhao'
17 <sup>th</sup> July, 2024	Sanitary Napkin Vending Machine
29-30 <sup>th</sup> November, 2022	Scouts & Guides Camp
10 <sup>th</sup> December, 2022	Human Rights Day
16 <sup>th</sup> December, 2022	Food Exhibition
24 <sup>th</sup> December, 2022	Awareness Campaign in Slum Area
18 <sup>th</sup> March, 2023	Online Guest Lecture on 'Understanding Gender: Creating Gender Positive Classrooms'
19 <sup>th</sup> June, 2023	Yoga Camp
30 <sup>th</sup> September 2021 to 1 <sup>st</sup> October, 2021	Art & Craft Competition & Exhibition
11 <sup>th</sup> October, 2021	Symposium Gender Equality & Empowerment of Women in Digital Age
20-22 <sup>nd</sup> October, 2021	Scouts & Guide Camp
23 <sup>rd</sup> October, 2021	Mehandi Competition
8 <sup>th</sup> March, 2022	International Women's Day
2 <sup>nd</sup> June, 2022	Yoga Camp
28 <sup>th</sup> -30 <sup>th</sup> October 2020	Yoga Camp
8 <sup>th</sup> January 2021 to 8 <sup>th</sup> April, 2021	Basic Beauty Professional Training Programme
23 <sup>rd</sup> February, 2021	Online Guest Lecture on Cyber Security for Girls
5-6 <sup>th</sup> March, 2021	Workshop on Jute Bag Making
8 <sup>th</sup> March, 2021	International Women's Day
13 <sup>th</sup> -15 <sup>th</sup> March, 2021	Scouts & Guides Camp
13 <sup>th</sup> April, 2021	Workshop on Mask Making
9 <sup>th</sup> August, 2019	Self Defense Workshop
3 <sup>rd</sup> & 4 <sup>th</sup> October, 2019	Workshop on Cushion, Jewellery and Jute Bags Making
21-23 <sup>rd</sup> October, 2019	Scouts & Guides Camp
6 <sup>th</sup> March, 2020	International Women's Day
13 <sup>th</sup> March, 2020	Workshop on Cushion Covers and Flower Pots Making

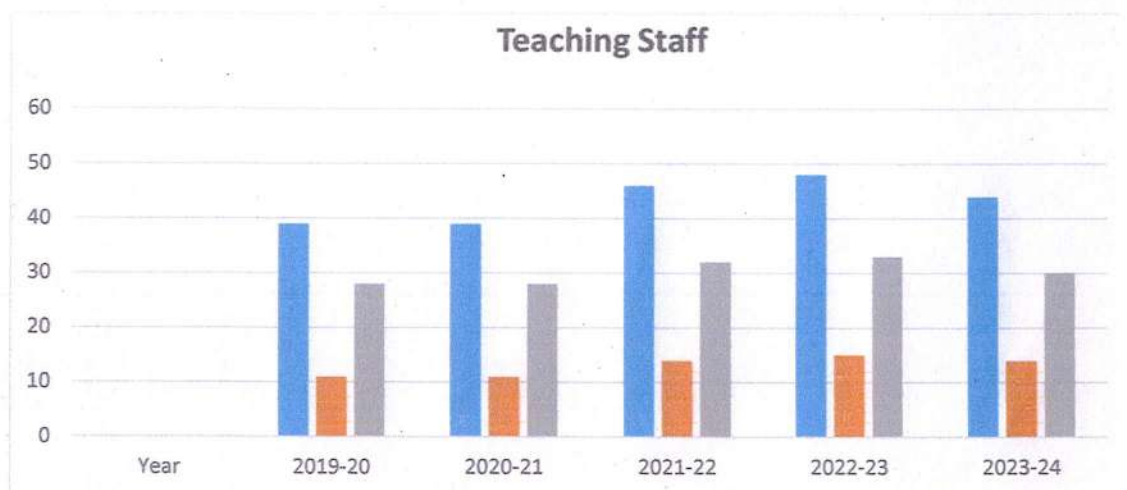
Women Empowerment Cell organized several awareness-raising events and activities aimed at empowering women. Activities aimed at promoting gender equality and gender sensitization are part of these programmes. To provide them with extensive knowledge, the cell arranged awareness campaigns, workshops, and guest lectures on a range of topics pertaining to women.

Variety of abilities and expertise for the benefit of oneself, an organisation, and society. The college also places a strong emphasis on empowering female students and boosting their self-esteem so they can become future female leaders. Girls students are given the opportunity to develop their ethical values, gain self-confidence, and reach their full potential through structured sessions offered at different levels.



**Table 1.2: Gender wise Details of Total Teaching Faculties in the College**

Year	Total	Male	Female	% Male	% Female
2019-20	39	11	28	28.2	71.8
2020-21	39	11	28	28.2	71.8
2021-22	46	14	32	30.4	69.6
2022-23	47	14	33	31.3	68.8
2023-24	49	17	32	29.06	70.04



**Table 1.3: Gender wise Details of Total Non-Teaching Staff in the College**

Year	Total	Male	Female	% Male	% Female
2019-20	22	19	3	86.4	13.6
2020-21	20	17	3	85.0	15.0
2021-22	21	16	5	76.2	23.8
2022-23	21	16	5	76.2	23.8
2023-24	28	20	8	71.5	28.5

