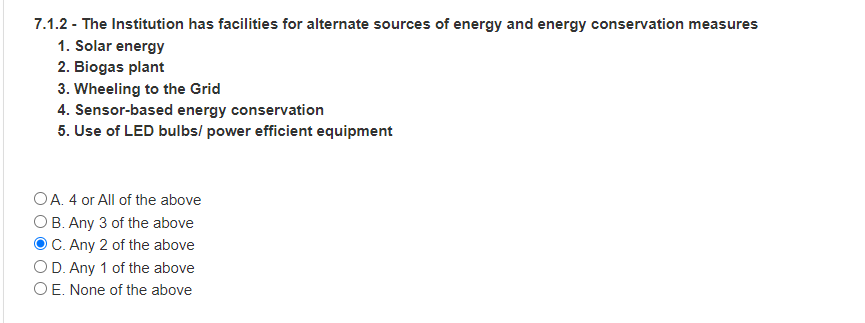
**7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year**

The M.E.S. college plays a significant role in promoting and sensitizing the students regarding gender equity by organizing various events, workshops, talks, training sessions pertaining to gender equity, health and hygiene.

* **Women Cell "Jyoti":** International Women's Day was observed by organizing various activity such as webinar, poster making competition and Best out of waste competition for girl students
* **Gender Champion Cell:** A talk on Gender Champions working towards change and interactive program on Gender Equality was conducted.
* **Counselling Cell:** On the occasion of World Mental Health Day' a street play was organized on the theme 'Suicide Prevention."
* **Health Club:** To ensure better medical health of women students college has provided a spacious Girls common room, vending machine and incinerator
* **Gender Equity:** Students are sensitized on gender equity through curriculum in subjects i.e. Sociology, Psychology, Political Science, Konkani and English.
* **Internal Complaints Committee**: The Internal Complaints Committee has been constituted for the protection, prohibition and prevention of sexual harassment of women including staff and students.
* **Safety and Security:** To ensure safety and security of women students, the college has appointed three security personnel and installed CCTV surveillance at strategic points within the premises.



**7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words)**

 Solid waste management

 Liquid waste management

 Biomedical waste management

 E-waste management

  Waste recycling system

 Hazardous chemicals and radioactive waste management

* Solid Waste Management
* E-Waste management

1. **Solid Waste Management**

The college takes all required measures for collection, segregation, recycling, management and disposing of solid waste.

* Aerobic Composting

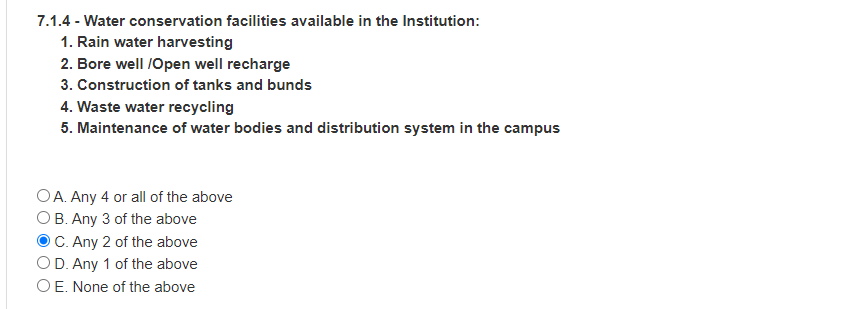
The institution produces a lot of garden waste in the form of dry leaves. The Nature Club and Resource Management cell has taken an excellent initiative to compost this garden waste (fallen leaves) using aerobic composting. The dried leaves were layered with a kitchen waste layer and cut grass. Cow dung and curds were used as innoculant. A total of two months were required to generate the compost.

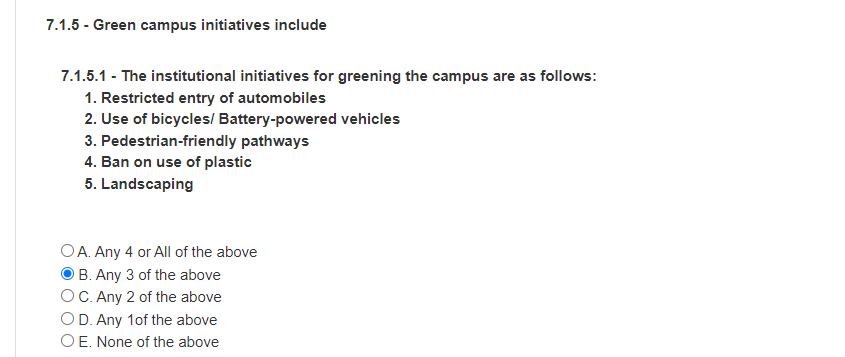
* Vermicomposting

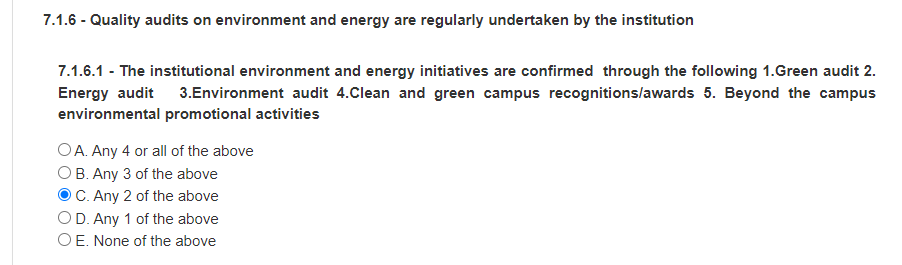
In order to deal with Solid Waste Management, the institution has a Vermicomposting unit functional since the year 2008. The compost generated is used as manure for plants in the college campus and whatever extra manure is generated is being sold to our staff and people from the neighborhood.

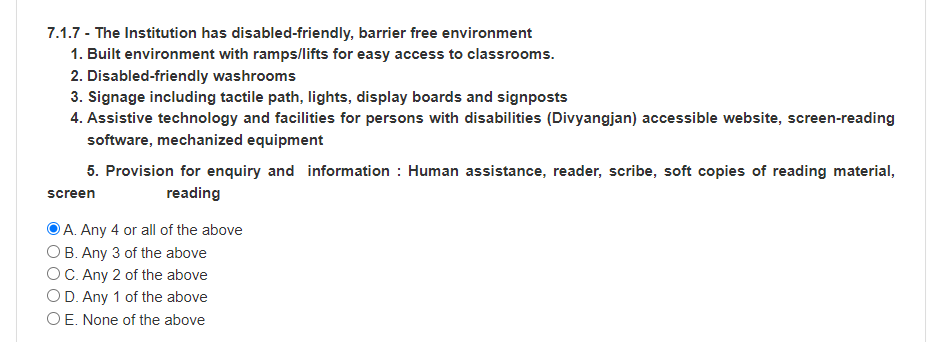
**2. E-Waste managements**

The E-Waste management policy is formed to deal with E-waste generation in the college campus.Non-functional electronic devices like monitors, keyboards, mouse, ups etc are disposed as per procedure stated in the policy.









**7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).**

The college is situated in a multi-cultural region. Catchment area of college is marked by a significant migrant population with low socio-economic indicators. The students of college represent various languages, regions, communities and culture. Therefore, the activities are conducted for the promotion of an inclusive environment and to preserve diversity and inclusivity.

**Tolerance and harmony towards**

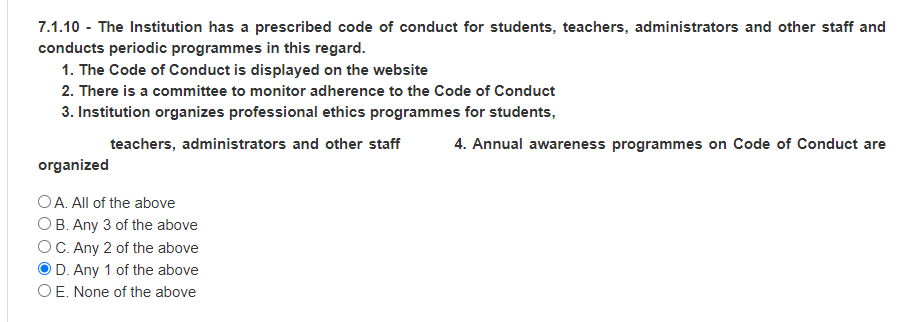
* **Culture:** Celebration of Diwali and Christmas
* **Region:** Staff members from various regions of India are recruited, and students from other states are admitted
* **Language:** World Tiatr Day
* **Community:** Visit to old age home and orphanage
* **Socio-economic diversities:** 
  + Reservation for admission as per the regulations of government in force.
  + Recruitment of staff as per roster in consultation with Directorate of Tribal Welfare and Social Welfare.
  + Financial assistance for students from an inclined financial background.
* **Other diversities:** Gender-centric activities under Women cell ‘Jyoti’ to ensure gender equity.

The idea behind these activities is to nourish the diversity and provide a platform for everyone to be a part of mainstream society and culture. The activities are conducted by various clubs and associations like NSS, NCC, Art and Culture, Staff Club and departments like Konkani, English and sociology.

**7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens**

The institution strives to create ideal citizens by adhering to various provisions enshrined in the Indian constitution, including Fundamental Rights, Directive Principles, and Fundamental Duties. The institution organizes activities like essay competitions, slogan competitions, poster making, documentaries, and video making. These activities intend to create responsible citizens by inculcating a sense of constitutional obligations, values, duties, and responsibilities.

* **Constitutional Obligations:** Courses related to the Indian Constitution, Democracy, a celebration of Independence Day, Republic Day, Goa Liberation Day, and Reading the Preamble of the Indian Constitution for staff and students on Constitution Day.
* **Values:** International Day of Non-violence, World AIDS Day, Ambedkar Jayanti, and Birth and Death Anniversaries of National and International personalities are observed to sensitize staff and students about human values.
* **Rights:** Courses related to the Indian Constitution, Democracy, and Human Rights which sensitize them about the constitutional norms, Commemoration of Constitution Day, Independence Day, Republic Day, and Goa Liberation Day.
* **Duties & responsibilities of citizens:** Celebration of NSS Day, Azadi ka Amrut Mahotsav, National Youth Day, Reciting the pledge on National Unity Day, and Reading Fundamental Duties for staff and students on Constitution Day. cleanliness drives, Shramadan, Anti-plastic campaigns etc.



**7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals**

The college commemorates important national, local, and international days. Various activities are organized through various Clubs, Associations, and departments. This involves Pledge and Oath taking, poster competitions, essay competitions, slogan competitions, video making, quiz, elocution competitions, anti-plastic drives, door-to-door awareness, and rallies to ensure that the staff and students recognize the importance of such days.

* **International Days:** International Yoga Day, World AIDS Day, World Tourism Day, World Tiatr Day.
* **National Days:** Independence Day, Republic Day, Goa Liberation Day, National Unity Day, Constitution Day, National Recognition Day.
* **Commemorative Days:** NSS Day, International Women’s Day, World Konkani Day.
* **Events and Festivals:** Christmas, Diwali

These activities inculcate a sense of patriotism, universal humanism, brotherhood, tolerance, and democratic values like liberty, equality, and justice. The Institution strives to create a socially inclusive mindset by organizing such activities so that a harmonious and tolerant society is shaped in the long run. As students of the college come from diverse social, cultural, and economic backgrounds, it becomes essential to bring them on a common platform to ensure that they are brought into the mainstream. The institution ensures the maximum participation of students in such activities.

**7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.**

**1. Best Practice 1**: Sustainable Green Initiatives

**2. Objectives**

To encourage bio-diversity preservation thus reducing the carbon foot print.

**3. Context**

The continuous developmental activities around the college and increase in carbon foot print.

**4. Practice**

1. Tree Plantation
2. Addition to butterfly attracting plants.
3. Aerobic and vermicompost through Garden and canteen waste.
4. E–Waste and Plastic Collection drive.
5. ‘Kasturi’- Environment preservation Lectures

**5. Evidence**

Documents with geo-tagged photographs:

1. Certificate from MGNCRE
2. Communication to forest Department.
3. Rs. 7,000 generated though vermi-compost.
4. Certificate from GEMS
5. Attendance sheets

**6. Problems**

Difficulty in getting labour for maintenance.

1. **Best** **Practice 2**: Community Service

**2. Objectives**

To acquire life skills through community service

**3. Context**

Making students sensitive to community issues.

**4. Practice**

1. Breast cancer Screening
2. Financial Literacy training
3. Solid Waste Management
4. Cleanliness drive
5. Joy of Giving
6. Library for public
7. Basketball court for community

**5. Evidence**

Documents and geo-tagged photographs:

Reports, attendance, photos and Registers of the above activities attached.

**6. Problems**

Limited usage of library and basketball court during Pandemic.

**7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words**

MES College of Arts and Commerce, Zuarinagar was established in 1971 with a mission of providing a foundation to students for lifetime learning through innovative and value based education, responsive to the ever changing needs of the society. The institution is distinct due to its vision of ‘fostering holistic development of the individual’, it provides equal opportunity for higher education to students seeking admission, majority being **first generation learners** and has **enhanced the atmosphere conducive to learning.** The following practices have furthered the distinctiveness:

* **Sustainable Green Initiatives**
* Butterfly garden
* Kasturi lecture series
* Aerobic composting
* Vermi composting
* Solid waste mangement project
* **Students' Education Fund**

Financial support is provided to students who cannot afford to pay the fees, through this fund created by the teachers.

* **Skill Enhancement Certificate** **Courses**

In sync with the institute’s vision and mission, following short term certificate courses are provided:

* Tools and Techniques to work smart
* Aptitude in reasoning
* Filing of Income Tax Returns
* Tally ERP .9 with GST
* Word Press
* Flutter
* Waste segregation*.*

**Welfare Measures**

Following welfare measures are implemented for the benefit of students

* Ramps/Wheelchair/Washroom facility for differently abled students
* Subsidised stationary shop

7.3.2 - Plan of action for the next academic year

**The plan of action for the next academic year (2022-23) is as follows:**

• Panel Discussion – Industry Academia Interaction with reference to Employability

• Lecture Series on Industry-Academia Linkage

• One-Day National Level Seminar on Research

• State-level Talk on Intellectual Property Right for teachers and students

• Faculty Enrichment Programme on Teaching/Learning / Research from BITSPilani, K. K. Birla Goa Campus, Zuarinagar-Goa