7.2   Best Practices

PRACTICE 1

1. **Title of the Practice --**

Women Empowerment for better tomorrow

2. **Objectives of the Practice**

Women Empowerment cell is active in the college since 2005 to empower girl students, to enhance understanding of issues related to women and to make the college campus a safe place for women students and faculty members. WEC serve as a starting point and personalized to meet the specific needs and goals of a particular Women.

- To promote women's economic empowerment through job training programs, entrepreneurship initiatives, and access to financial resources.
- To facilitate networking and mentorship opportunities for women to connect with successful women leaders in various fields.
- To provide counselling and support services to women dealing with personal, emotional, or psychological challenges.
- To work with partners and allies to create a more inclusive and equitable society where all individuals, regardless of gender, have equal opportunities to reach their full potential.

3. **The Context**

A Women Empowerment Cell is a committee or group established with the institution to promote gender equality, prevent discrimination and sexual harassment, and provide support and resources to female students.

- Provides resources, advocacy, and a platform for women's voices and experiences.
- Promote equality and empower women to reach their full potential.
- The cell conducts workshops, seminars, and awareness programs on women's rights, self-defence, and career development, and also offers counselling and redressal mechanisms for grievances related to gender-based discrimination and harassment.

The main motive of this cell is to create a safe and inclusive learning environment for all students, regardless of gender.

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4. The Practice

The Women Empowerment Cell (WEC) in SIT undertakes various practices to promote gender equality, empower women, and ensure a safe and inclusive campus. Some of these practices are:

- Conducting awareness sessions and workshops on gender-based discrimination, harassment, and violence.
- Providing counselling and support services to female students facing any form of discrimination or harassment.
- Organizing skill development and career-oriented workshops and seminars for female students.
- Creating a women-friendly environment in the campus, such as separate washrooms, parking spaces, and hostels for female students.
- Creating an anti-sexual harassment policy and a grievance redressal mechanism for students.
- Encouraging female participation in extracurricular activities and decision-making processes within the institution.
- Celebrating International Women's Day, Women's History Month, and other women-related events to raise awareness about gender issues and achievements.
- Overall, the Women Empowerment Cell in colleges can play a crucial role in empowering women and creating a safe and inclusive campus environment.

5. Evidence of Success

The success of a WEC in college are measured by the extent to which it is able to empower women, promote gender equality, and ensure a safe and inclusive campus environment for all students.

- Increase in the number of female students participating in decision-making processes and extracurricular activities within the institution.
- Improvement in academic performance, retention, and graduation rates of female students.
- Reduction in incidents of gender-based discrimination, harassment, and violence on campus.
- Increase in the number of female students taking up leadership positions in the institution.

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- Positive feedback from female students regarding the impact of WEC activities and initiatives on their personal and professional growth.
- Recognition and appreciation from the institution, faculty, and students for the WEC's contributions towards creating a safe and inclusive learning environment.
- Development of Women Entrepreneurs from Sethu Institute of Technology.

6. Problems Encountered and Resources Required

There can be various problems encountered in women empowerment cell in colleges, including but not limited to:

- Lack of awareness and participation from female students
- Insufficient resources and funding to organize events and workshops
- Limited support and cooperation from college administration
- Inadequate representation of women from marginalized communities
- Absence of trained counsellors and mentors to address women's issues
- Resistance from conservative sections of the society
- Lack of effective policies and implementation of the same
- Low visibility and reach of the cell among female students
- Limited success in resolving complaints and addressing issues faced by female students
- Inadequate measures to ensure safety and security of female students.

7. Notes

Women should be encouraged to participate in leadership roles and decision-making processes in all areas, including academics, administration, and co-curricular activities. Women Empowerment Cell is always be open to feedback and suggestions from women students, faculty, and staff, and should work towards incorporating their views and ideas into its activities.

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PRACTICE 2

1.   Title of the Practice

<p align="center" style="color:red">Start up and innovation eco system</p>

2.   Objectives of the Practice

- The main motive of the institution is to promote student's ideas which are having a great potential to become a good product or a service which should benefit the society.
- To encourage students to become entrepreneurs and make path for the creation of a better society.
- To provide knowledge about government schemes and financial support provided for entrepreneurship.
- Enhancement of technical and Business skills of the students required for entrepreneurship.

3.   The Context

The management supports the students with the help of faculty Entrepreneurship is the key to National growth and is the need of the day. Higher educational institutes play an important role in nourishing the skill sets required to become an entrepreneur. With this aim, the institute started this cell and it promotes active engagement of students in entrepreneurship activities. The cell also promotes project based learning through which student understands and implements the real world problem in stipulated time. The cell idea is also to bridge the gap between industry and academics by enabling the students to work on real time industrial problems

4.   The Practice

Students are asked to submit their ideas which is been submitted to different proposals and government schemes. Each year several ideas are submitted, from which students shortlisted are based on their innovation, feasibility, social relevance and cost- effectiveness. Mentors are allocated for each team to refine their ideas. All teams present their ideas in the research and development committee. Facilities are provided to interact with entrepreneur through Seminars, Workshops and Entrepreneurship Development Cell. Fosters awareness on startup registration, financial support, marketing strategies, emerging technologies.

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5.   Evidence of Success

The entrepreneurial ecosystem on campus builds different startup venture so as to inculcate the institution has developed many startup venture to

- SMJ Smart Products Private Limited.
- Zetspire technologies Private Limited.
- ZENSIT Smart Products Private Limited.
- Sethu Techee Private Limited.
- Eyedeluxe Intech solutions Pvt Ltd
- NTP Crops Smart Products Pvt.Ltd
- Noble Cure PVT LTD
- Prognasis PVT LTD

6.   Problems Encountered and Resources Required

- Making students active in entrepreneurship even after completion of degree seems to be difficult, as they are more lured towards lucrative job offers from top MNC's.
- The students may not be in a position to build commercial product due to financial problems. They must be supported by Venture Capitalists.
- The student also needs some mentorship to build the right business model.
- Lack of students' interest to invest the knowledge acquired to become
- Parents' hesitation in supporting their wards for business venture, which demotivates the
- Lack of willingness and perseverance by the students.
- Lack of courage and risk taking

7.   Notes

The students and the faculty members are motivated to do innovative projects. The institution supports to build their own startups in all aspects.

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