

2018-19

Best Practice 1

- 1. Name of the practice: TCS Training and Employability Programme.**
- 2. Objectives of the practice:** It is an Affirmative Action Training Programme especially for the SCs / STs. It is a part of Corporate Social Responsibility of TCS. Following the ideals of our founder, the institution believes in creating a system of self-reliance that equips the students for life. The intention therefore was to create a system of knowledge outside the university syllabi that combined learning with career opportunities. Since a large number of our students came from economically disadvantaged backgrounds, it was the avowed purpose of the institution not only to disseminate knowledge to the students but also to provide them with career opportunities.
- 3. The context:** Convincing the students, training the students from vernacular backgrounds, getting the students interview ready, making the students ready for a corporate culture and also ensuring that socially disadvantaged class of students formed the majority of the strength were some of the constant challenges.
- 4. The practice:** Higher education has increasingly become costly in India. The fee structure for technical education has gone beyond the reach of the common man. Privatization of higher education has only problematized the situation. Yet the right to education is a basic and fundamental right. Each individual should have equal access to resources. Guided by the philanthropy of Pandit Ishwar Chandra, the college aspired to provide free technical education to its students apart from the regular curriculum. One of the major problems encountered was that of the students dropping out of the programme mid-way. Despite this being a free course that opened up new vistas of interest and opportunities, most students backed out due to language problems. Inability to comprehend or communicate in English proved to be the greatest stumbling block. Lack of social exposure fueled by low self-confidence often led to students feeling overwhelmed and intimidated, subsequently leading to drop outs.
- 5. Evidence of success:** The success rate was phenomenal. 21 out of the 69 students got selected and further appointed by TCS. This is an incredible feat as it indicates the triumph of will and determination on the part of the students to overcome all odds. It is a commendable achievement for the college as well since it is able to fulfill its vision of preparing its students for life.
- 6. Problems encountered and resources required:** The resources required are basic like internet connection, smart card, computer, printer, projector, microphone and stationaries. Last but not the least is a resource person/instructor from TCS. An enthusiast faculty that plans, implements and oversees the program is perhaps the biggest strength and resource. The problem however lies in getting the students to understand and appreciate the merit of this programme. Finding the requisite number of SC/ST students is a challenge every year. In the age of consumerism whatever comes for free is devalued. Since this programme does not have the gloss and sheen of corporate culture and is more of an outreach programme, the takers are few and evidently sceptical. However the success rate of our students every year is the note of promise that keeps this training going.

Best Practice 2

1. **Name of the practice: Waste management/recycling and Green Audit in collaboration with Vital Waste Kolkata.**

2. **Objectives of the practice:** As a part of the environmental consciousness and environmental sustainability goals a MOM was signed with vital waste to collect and recycle solid (non-hazardous) waste from the college premises. The purpose of the green audit was to identify, quantify and analyse the composition of the waste stream generated by the collective functional areas within the Premises. The aim was to create a customised logistics system for the collection of waste, organize educative and interactive awareness campaigns for Students and staff members, provide Waste Audit Reports signifying the waste generated by the college and its impact on the environment there by creating a cost-reducing, efficient and effective Waste Management System.

3. **The context:** In India waste management is necessary to check pollution at various levels and also to avoid environmental and health hazards. The need to blend activism with education resulted in signing an agreement with Vital Waste for proper and effective waste management within the college campus. Collection units were placed at strategic corners of the college for paper, plastic and electronic wastes. But motivating the students, staff members and visitors to use these for effective waste management is the toughest challenge. Hence it is a continuous process of generating awareness. An educational institution is the best place to do the same. This programme is an amalgamation of the need to initiate change and the practice to put it into effect.

4. **The practice:** The major limitation is getting the students and staff members to bring their e- wastes to college and not sell them off to kabadiwalas for petty cash. Convincing them of the toxic harm caused to the environment through such actions is more often than not a hard call. Dumping and littering of paper and plastic is a common nuisance despite having properly designated collection units. As a result very little waste gets accumulated for collection and subsequent treatment and recycling by Vital Waste.

5. **Evidence of success:** The total amount of solid, non-hazardous waste generated for the said period is estimated to be as below:

1. Paper - 71.9 Kg

2. Metal - 0.0 Kg

3. Plastic - 0.0 Kg

4. Organic Waste - 0.0 Kg

Environmental saving through recycling of 71.9 kg paper:

Trees (mature): 1.0

Water: 2.0 thousand litre.

Air pollution: 5.0 pounds.

This audit report evidently throws light upon the fact that our success rate is marginal. We have “miles to go”. Yet it is significant that a small college like ours has been able to take a step forward in the right direction. With time we expect the winds of change to blow more strongly and make more significant contributions.

- 6. Problems encountered and resources required:** The most important resource required is mass mobilization and awareness. That apart, collection units set up by the college and collection sacks provided by Vital waste are essential tools. A few staff members are also required to coordinate and help with the process of collection and accumulation and also to coordinate with the representatives from Vital Waste. The casual attitude of students and the people of the neighbouring slums is the biggest problem of all. The motivation and willingness to change is absent. It becomes a challenge to collect waste as people continue to dispose their waste in an irresponsible manner. Specifically more with electronic wastes as kabariwalas still continue to be the favoured choice despite the threat of environmental hazard.