



**Nagindas Khandwala College
Empowered Autonomous**

**Gender Audit Report
(Academic Year 2023-2024)**

GENDER EMPOWERMENT

Emma Watson

*“Gender equality not only liberates women but also men
from prescribed gender stereotypes.”*

GENDER AUDIT REPORT FOR THE ACADEMIC YEAR 2022-2023

1. STAFF RELATED GENDER DATA

- Teaching Staff

Teaching Statistics for the Academic Year 2023-2024			
FACULTY POSITION	Male	Female	Total
Principal	0	1	1
Professor	0	3	3
Associate Professor	2	3	5
Assistant Professor	12	24	36
Assistant Professor (Contractual Basis)	4	7	11
Clock Hour Basis (CHB)	1	2	3
Librarian (On Contract)	0	1	1
Visiting Faculty	11	13	24
Total	30	54	84

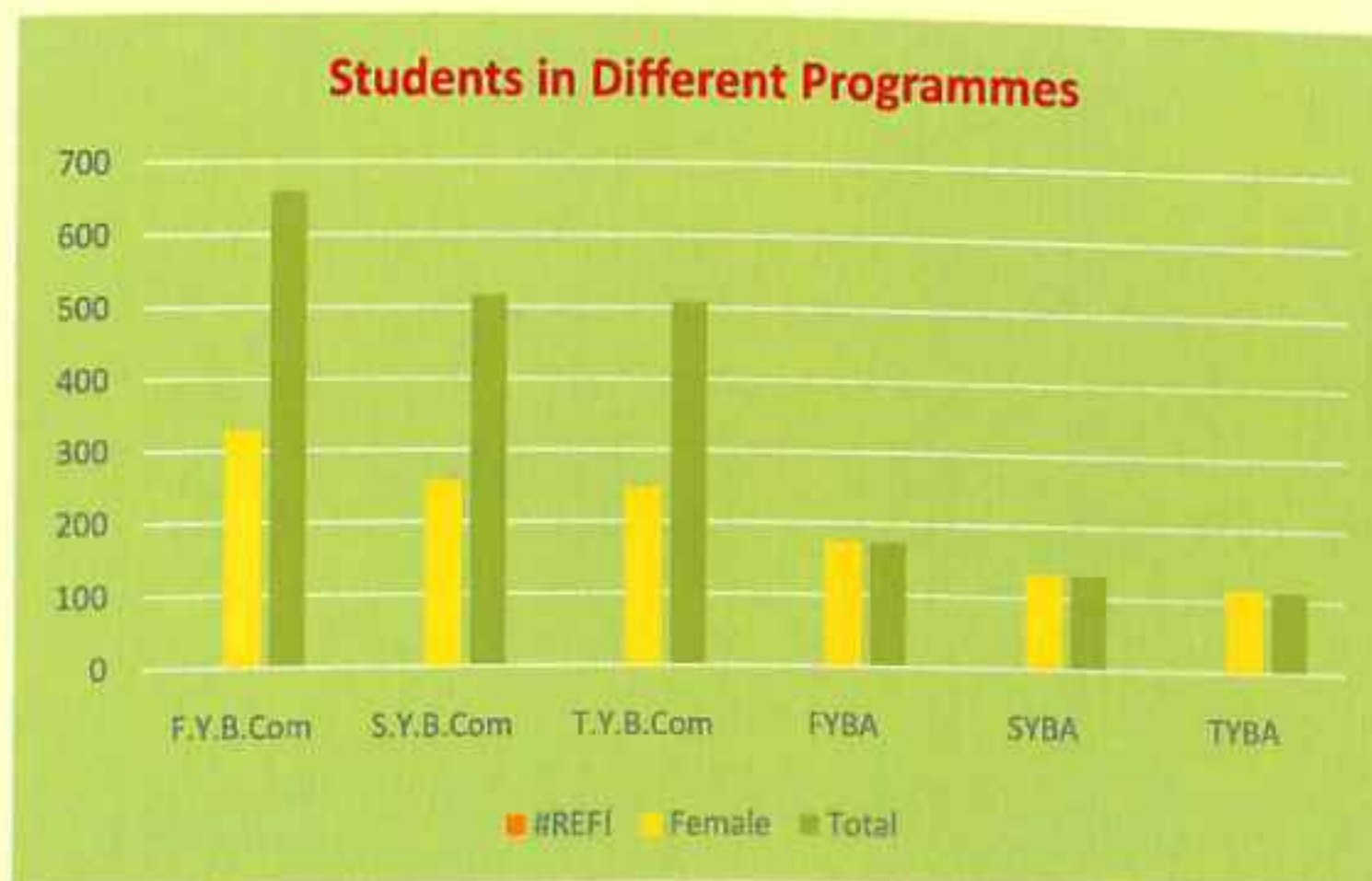


In the teaching faculty of the college the female majority is all too evident in all the faculty positions.

2. NUMBER OF STUDENTS OF DIFFERENT PROGRAMMES

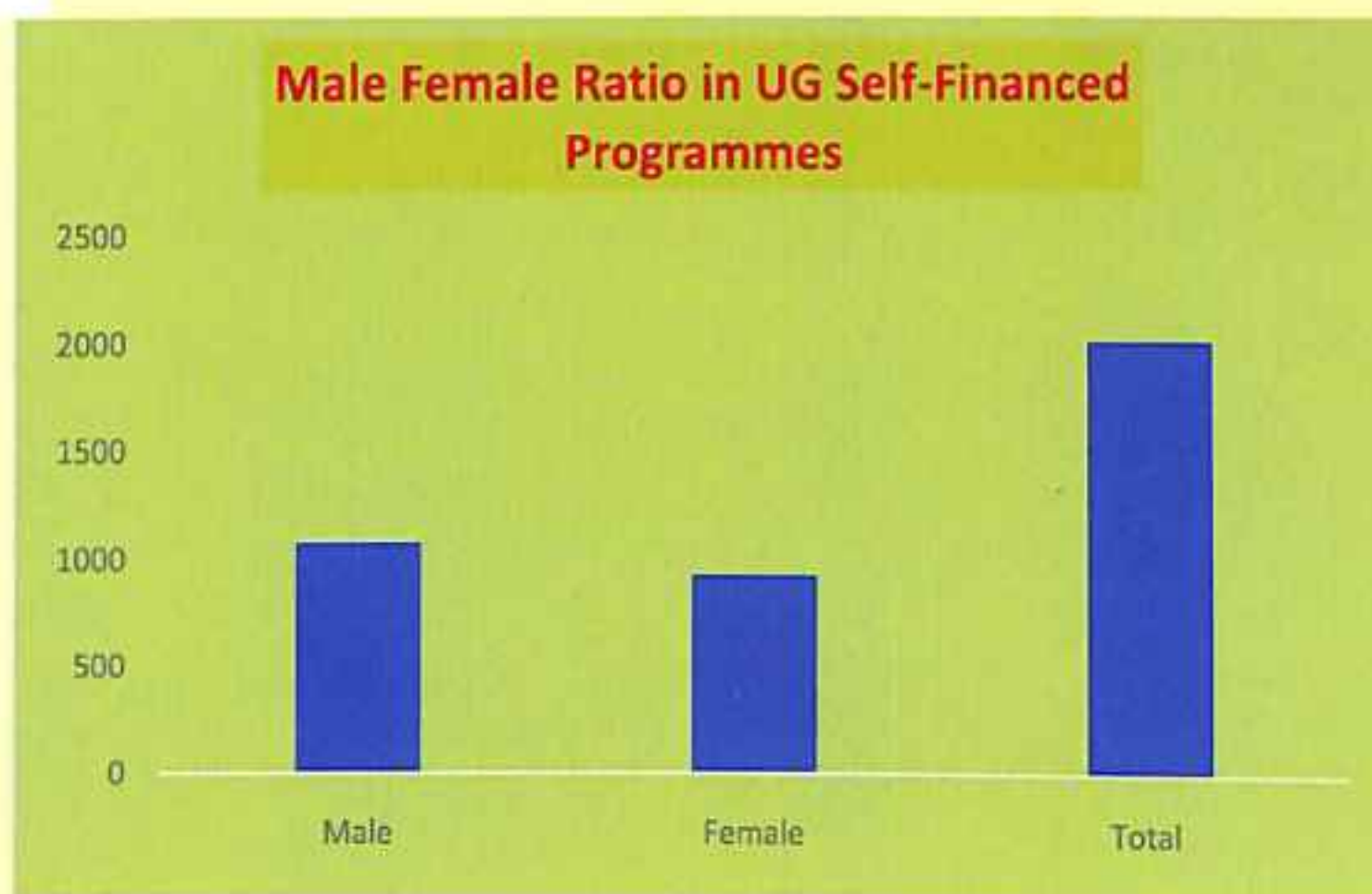
2023-2024				
Sr.No	Name of the Programme	Male	Female	Total
1	F.Y.B.Com	331	328	659
	S.Y.B.Com	261	256	517
	T.Y.B.Com	262	246	508
2	FYBA	19	101	120
	SYBA	13	87	100
	TYBA	11	93	104
	FYBA Unaided	12	72	84
	SYBA Unaided	11	44	55
	TYBA Unaided	0	20	20
TOTAL AIDED		920	1247	2167

A study of the male-female ratio in the above table depicts a broad disparity in the male-female ratio in the Arts stream, where the females are in an sweeping majority over the males. The male number here does not even cross 50 whereas in the Commerce stream, the females are almost at par with the males. The number of females is only slightly less than the males in the FY, SY and TY B.Com classes.

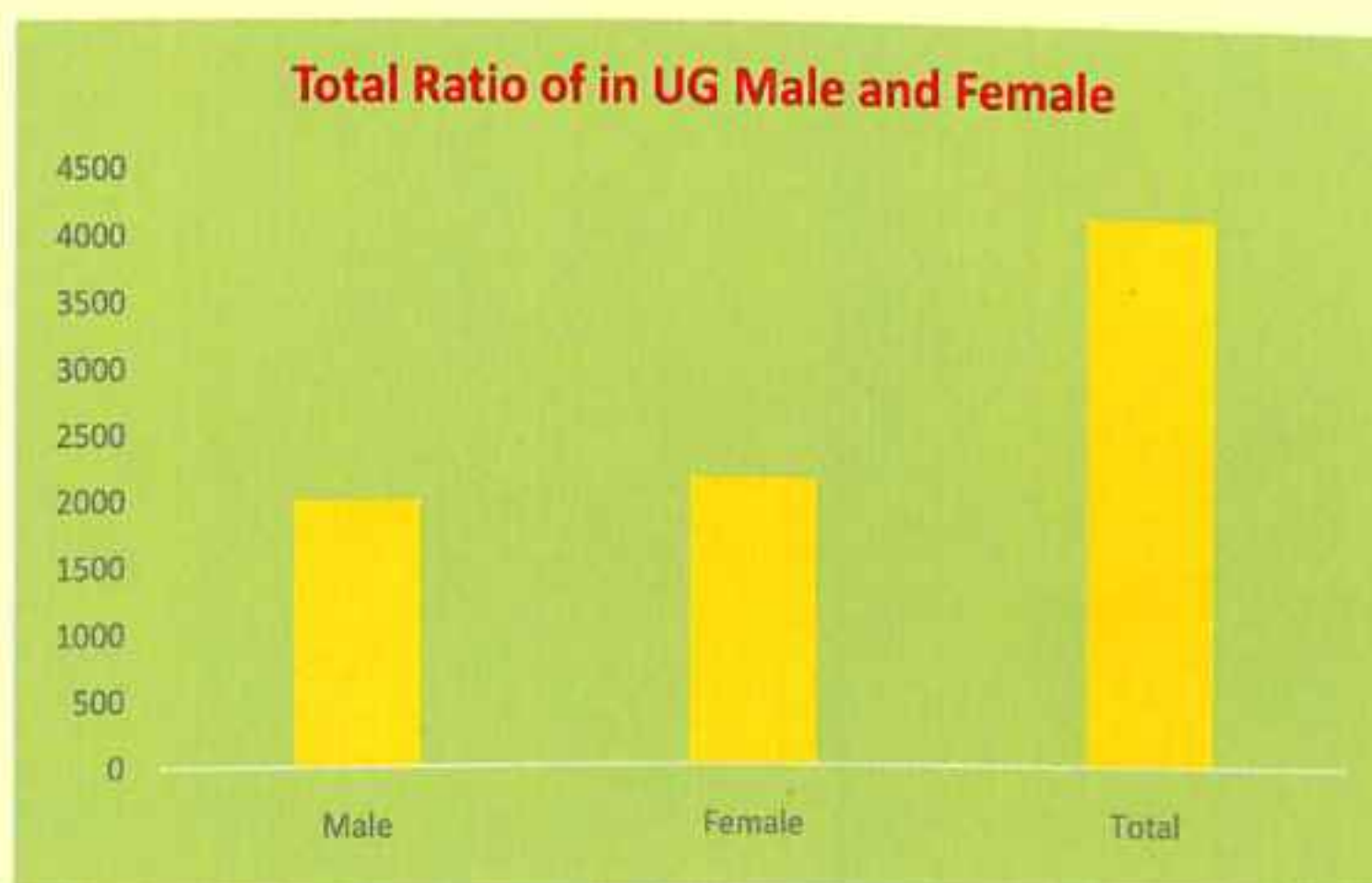


Sr.No	Name of the Programme	Male	Female	Total
1	FYBMS	97	102	199
	SYBMS	106	82	188
	TYBMS	105	93	198
2	FYBSC (IT)	77	61	138
	SYBSC (IT)	82	43	125
	TYBSC (IT)	81	27	108
3	FYBAF	56	55	111
	SYBAF	50	65	115
	TYBAF	56	75	131
4	FYBCOM(B&I)	18	25	43
	SYBCOM(B&I)	19	19	38
	TYBCOM(B&I)	11	27	38
5	FYBAMMC	17	45	62
	SYBAMMC	22	31	53
	TYBAMMC	10	52	62
6	FYBSC(CS)	68	29	97
	SYBSC(CS)	54	24	78
	TYBSC(CS)	40	10	50
7	FYBFM	36	23	59
	SYBFM	33	19	52
	TYBFM	43	19	62
Total UNAIDED (SF)		1081	926	2007

In the Self Finance Section, except for FYBMS, SYBAF, TY BAF FY BBI, TYB&I in BAMMC the female ratio is much higher. The male ratio scores over the female ratio, in all the other programmes, the number of girls is more than that of the boys – the only exception being SYB.Com. (B & I) where the male female ratio is equal. Thus, the total UG score shows the balance tip in favour of female education over the male one.



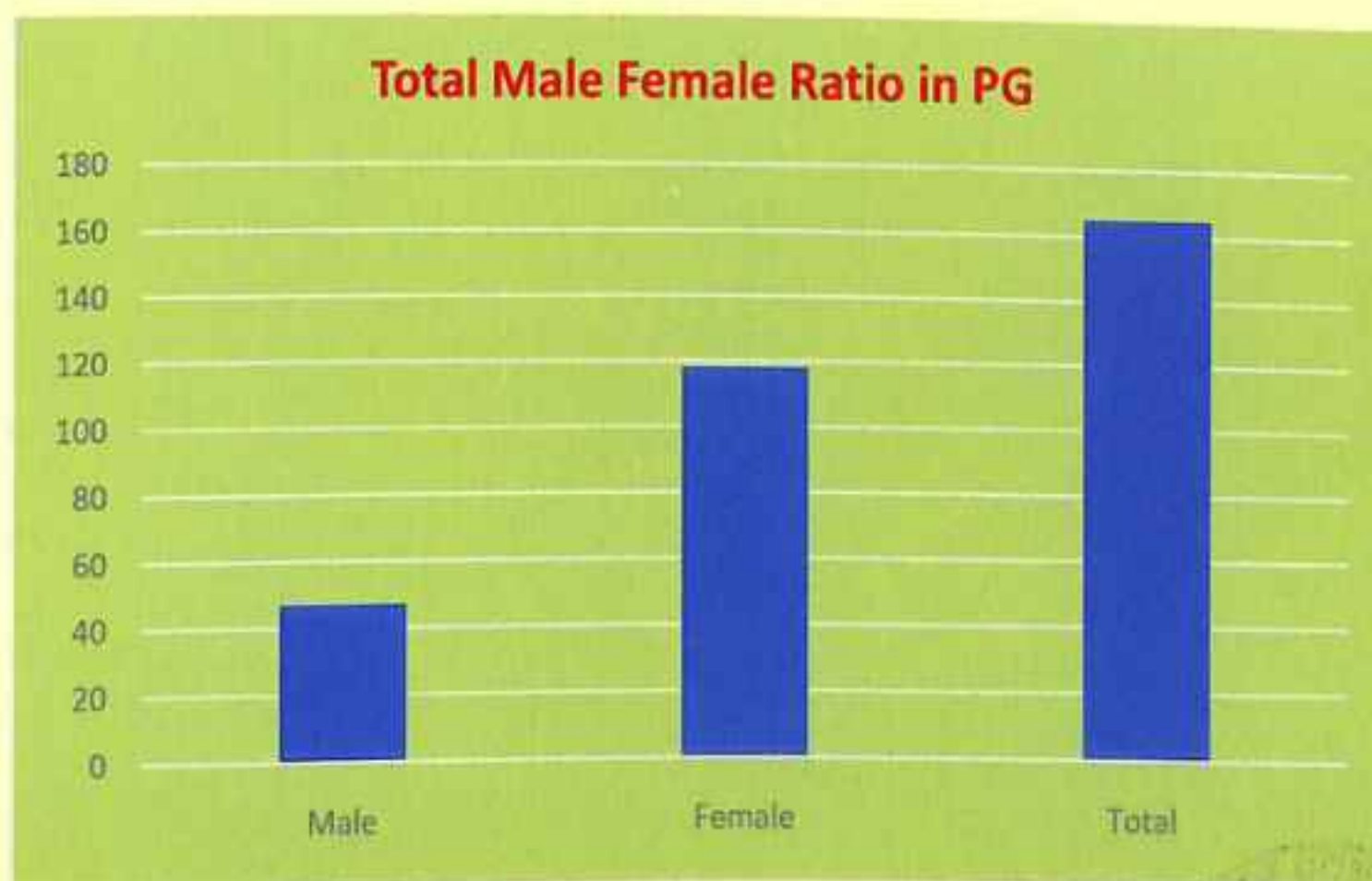
Total UG Composition of the the different Programmes shows both males and females at par –with males a close 49% behind 51% females.



3. PG and Ph.D

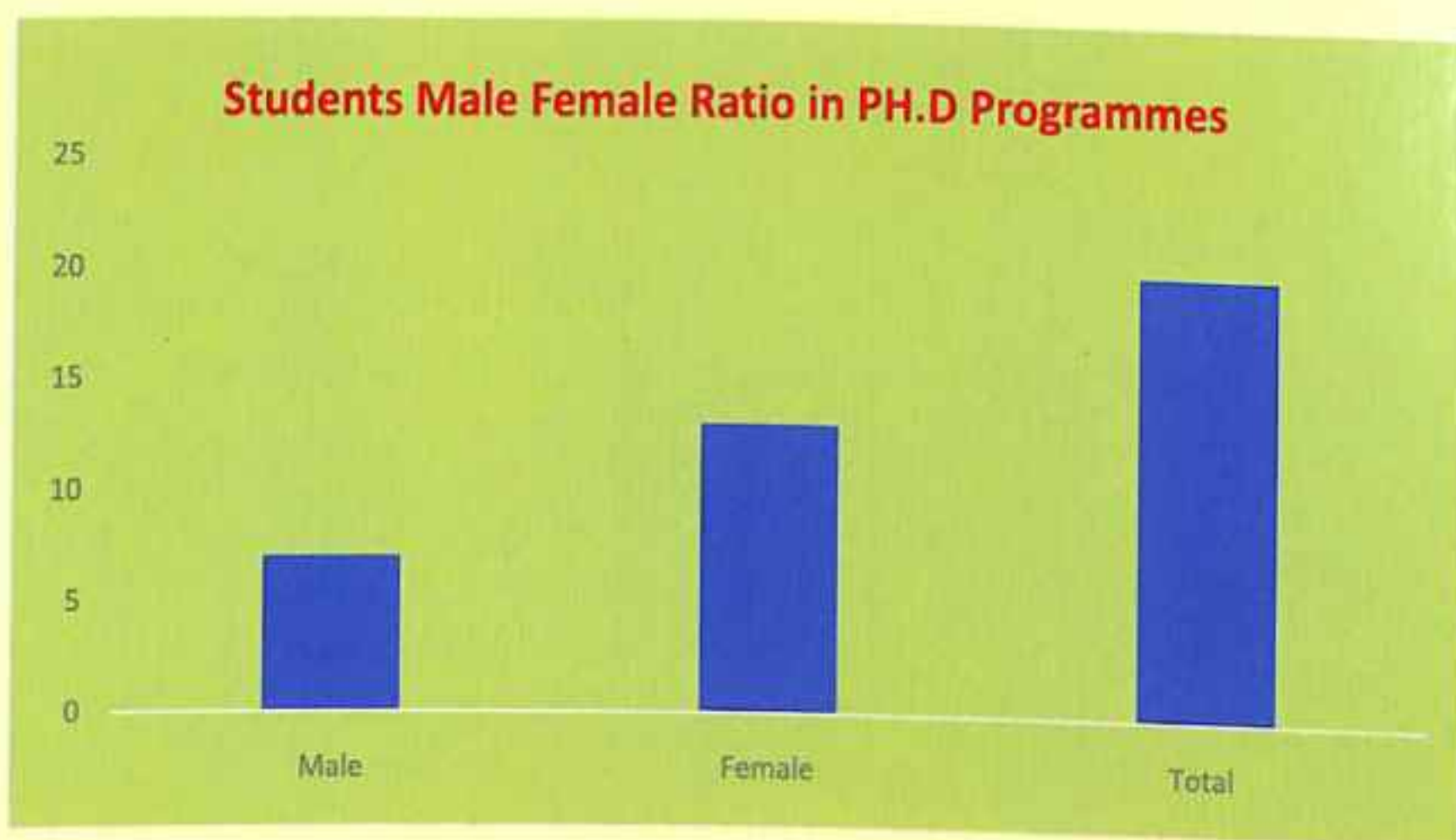
Sr.No	Name of the Programme	Male	Female	Total
1	M.Com (Accountancy) - I	7	19	26
	M.Com (Accountancy) - II	4	15	19
2	M.Com (Management)- I	2	12	14
	M.Com (Management)- II	5	13	18
3	M.A (Economics) - I	3	17	20
	M.A (Economics) - II	8	16	24
4	M.A (Geography) - I	1	6	7
	M.A (Geography) - II	0	8	8
5	M.SC(I.T)- I	7	6	13
	M.SC (IT)- II	10	6	16
Total PG		47	118	165

At the PG level again, we see a similar pattern in both Commerce and Artsstreams, where the female ratio is more than the male one. The female PG pursuers are more than double that of the male pursuers.



Sr.No	Name of the Programme	Male	Female	Total
1	Ph.D In Business Management	4	7	11
2	Ph.D In Banking and Finance	2	4	6
3	Ph.D In Geography	1	2	3
Total PH.D		7	13	20

The trend continues among researchers where the Ph.D female degree pursuers are exactly double that of the male.



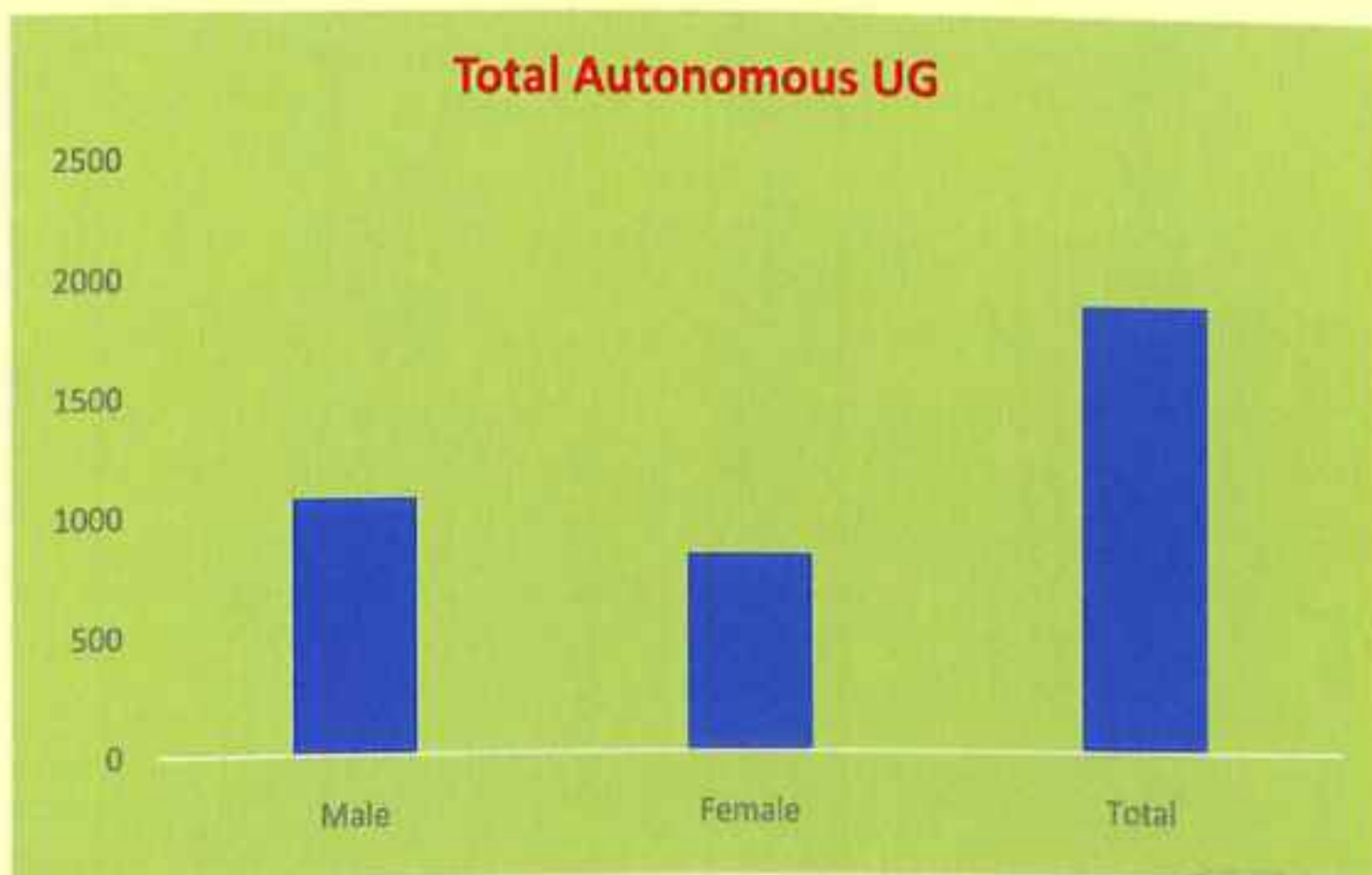
4. AUTONOMOUS – UG

Sr.No	Name of the Programme	Male	Female	Total
1	F.Y.BBA (Honours) Sports Management	48	12	60
	S.Y.BBA (Honours) Sports Management	44	5	49
	T.Y. BMS in Sports Management	57	13	70
2	F.Y.BA (Honours) Apparel Design and Construction	2	21	23
	S.Y.BA (Honours) Apparel Design and Construction	2	15	17
	T.Y.BA (Honours) Apparel Design and Construction	0	15	15
3	F.Y.BCOM (Honors) International Accounting	9	13	22
	S.Y.BCOM (Honors) International Accounting	15	18	33
	T.Y.BCOM (Honors) International Accounting	21	23	44
4	F.Y.BSC (Honours) Integrative Nutrition & Dietetics	6	41	47
	S.Y.BSC (Honours) Integrative Nutrition & Dietetics	4	19	23
	T.Y.BSC (Honours) Integrative Nutrition & Dietetics	4	26	30
5	F.Y.BSC (Honours) in Interior Design	22	36	58
	S.Y.BSC (Honours) in Interior Design	17	34	51
	T.Y.BSC (Honours) in Interior Design	27	36	63
6	F.Y.B.B.A (Honours) in Tourism and Travel Management	11	13	24
	S.Y.B.B.A (Honours) in Tourism and Travel Management	15	21	36
	T.Y.B.B.A (Honours) in Tourism and Travel Management	18	16	34
7	F.Y.Bachelor of Management Studies (E-Commerce Operations)	15	8	23
	S.Y.Bachelor of Management Studies (E-Commerce Operations)	8	6	14
	T.Y.Bachelor of Management Studies (E-Commerce Operations)	22	18	40
8	F.Y.B.B.A (Honours) in Business Administration	85	58	143
	S.Y.B.B.A (Honours) in Business Administration	67	61	128
	T.Y.B.B.A (Honours) in Business Administration	88	36	124
9	F.Y.B.B.A (Honours) in Marketing Management	70	23	93
	S.Y.B.B.A (Honours) in Marketing Management	44	40	84
	T.Y.B.B.A (Honours) in Marketing Management	38	22	60
10	F.Y.BSC (Honours) Computer Science- (Specialization in Artificial Intelligence & Machine Learning)	47	13	60



	S.Y.BSC (Honours) Computer Science- (Specialization in Artificial Intelligence & Machine Learning)	39	8	47
	T.Y.BSC (Honours) Computer Science- (Specialization in Artificial Intelligence & Machine Learning)	15	4	19
11	F.Y.BSC (Honours) Computer Science- (Specialization in Cloud Technology and Information Security)	13	6	19
	S.Y.BSC (Honours) Computer Science- (Specialization in Cloud Technology and Information Security)	14	4	18
	T.Y.BSC (Honours) Computer Science- (Specialization in Cloud Technology and Information Security)	7	2	9
12	F.Y.B.B.A (Honours) in Professional Accountancy and Financial Management	40	44	84
	S.Y. B.B.A (Honours) in Professional Accountancy and Financial Management	31	34	65
13	F.Y.B.B.A (Honours) in Entrepreneurship	46	6	52
	S.Y. B.B.A (Honours) in Entrepreneurship	60	40	100
14	F.Y.B.B.A (Honours) in Education Management	0	0	0
	S.Y.B.B.A (Honours) in Education Management	0	2	2
15	F.Y.Bachelor of Science (Geoinformatics)	4	1	5
16	F.Y.Bachelor of Science (Psychology)	0	20	20
Total Autonomous UG		1075	833	1908

At the UG (Autonomous Courses) level, the programmes depict a mixed picture. In Professional Accountancy the ratio is almost equal.

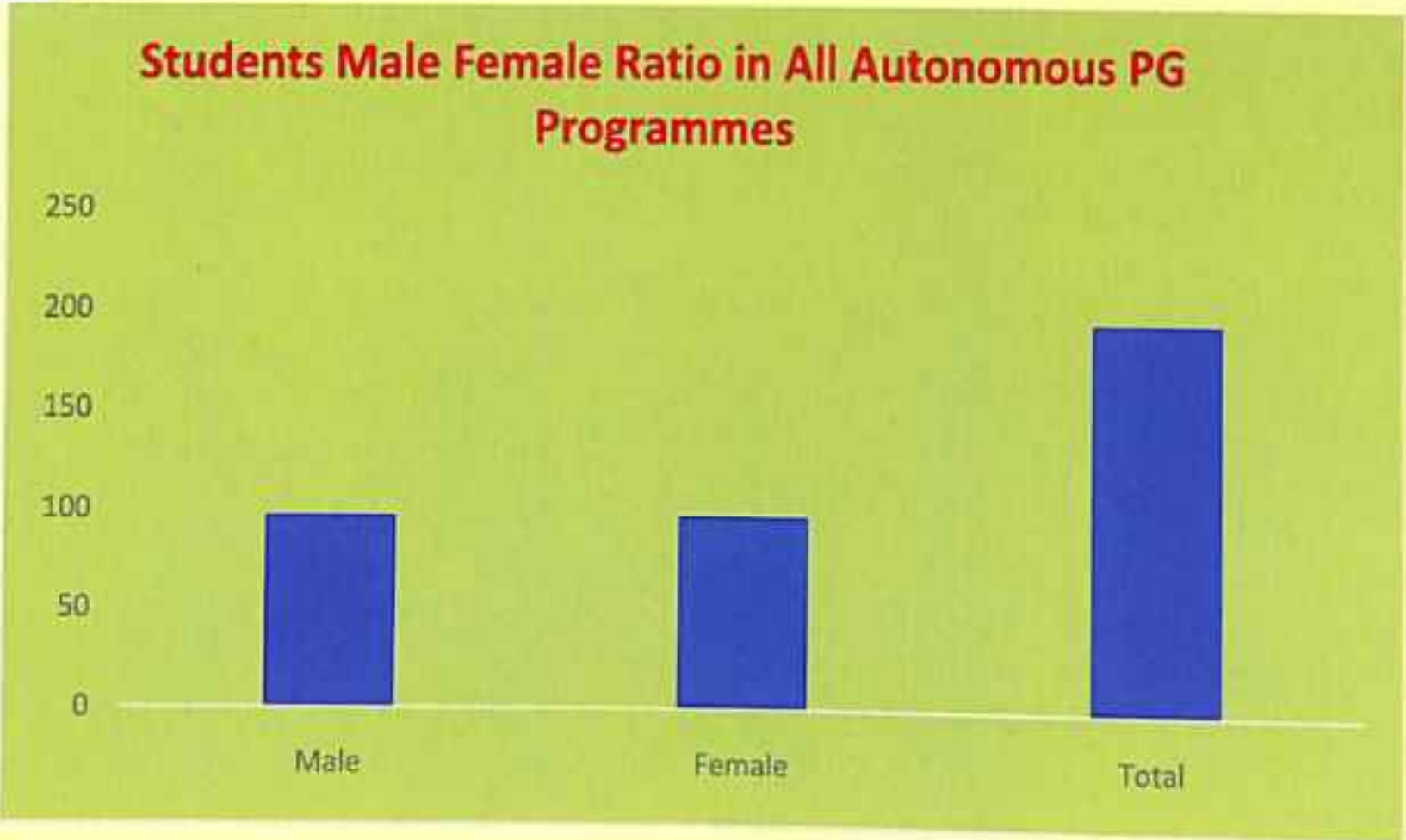


The total number of females are less than the males in the UG (Autonomous) programmes.

5. AUTONOMOUS – PG

Sr.No	Name of the Programme	Male	Female	Total
1	Master of Sports Management - Part - I	22	5	27
	Master of Sports Management - Part - II	30	2	32
2	Master of Arts - Psychology (Industrial Psychology) - Part I	2	8	10
	Master of Arts - Psychology (Industrial Psychology) - Part II	2	9	11
3	Master of Arts - Psychology (Child Psychology) - Part I	0	10	10
	Master of Arts - Psychology (Child Psychology) - Part II	0	7	7
4	Master of Science in Geoinformatics- Part I	1	5	6
	Master of Science in Geoinformatics- Part II	3	7	10
5	M.SC (Computer Science)- Part I	4	2	6
	M.SC (Computer Science)- Part II	8	1	9
6	M.SC (Computer Science) Specialization in Cybersecurity - Part I	8	2	10
	M.SC (Computer Science) Specialization in Cybersecurity - Part II	7	4	11
7	M.SC (Computer Science) Specialization in Artificial Intelligence - Part I	0	0	0
	M.SC (Computer Science) Specialization in Artificial Intelligence - Part II	0	0	0
8	M.SC In (Interior Design) - Part I	3	0	3
	M.SC In (Interior Design) Part II	6	12	18
9	Master of Tourism and Travel Management - Part I	0	0	0
	Master of Tourism and Travel Management - Part II	0	0	0
10	M.Sc . In Integrative Nutrition & Dietetics - Part I	0	8	8
	M.Sc . In Integrative Nutrition & Dietetics - Part II	1	10	11
11	Master of Arts in Luxury and Fashion brand Management - Part I	0	0	0
	Master of Arts in Luxury and Fashion brand Management - Part II	0	5	5
Total Autonomous PG			97	97

The male and female ratio is equal in the PG (Autonomous) programmes.



6. PhD RESEARCH RELATED GENDER DATA

PhD Guides in Different Specialisation		
Banking and Finance	Male	0
	Female	1
Management	Male	0
	Female	2
Geography	Male	0
	Female	1

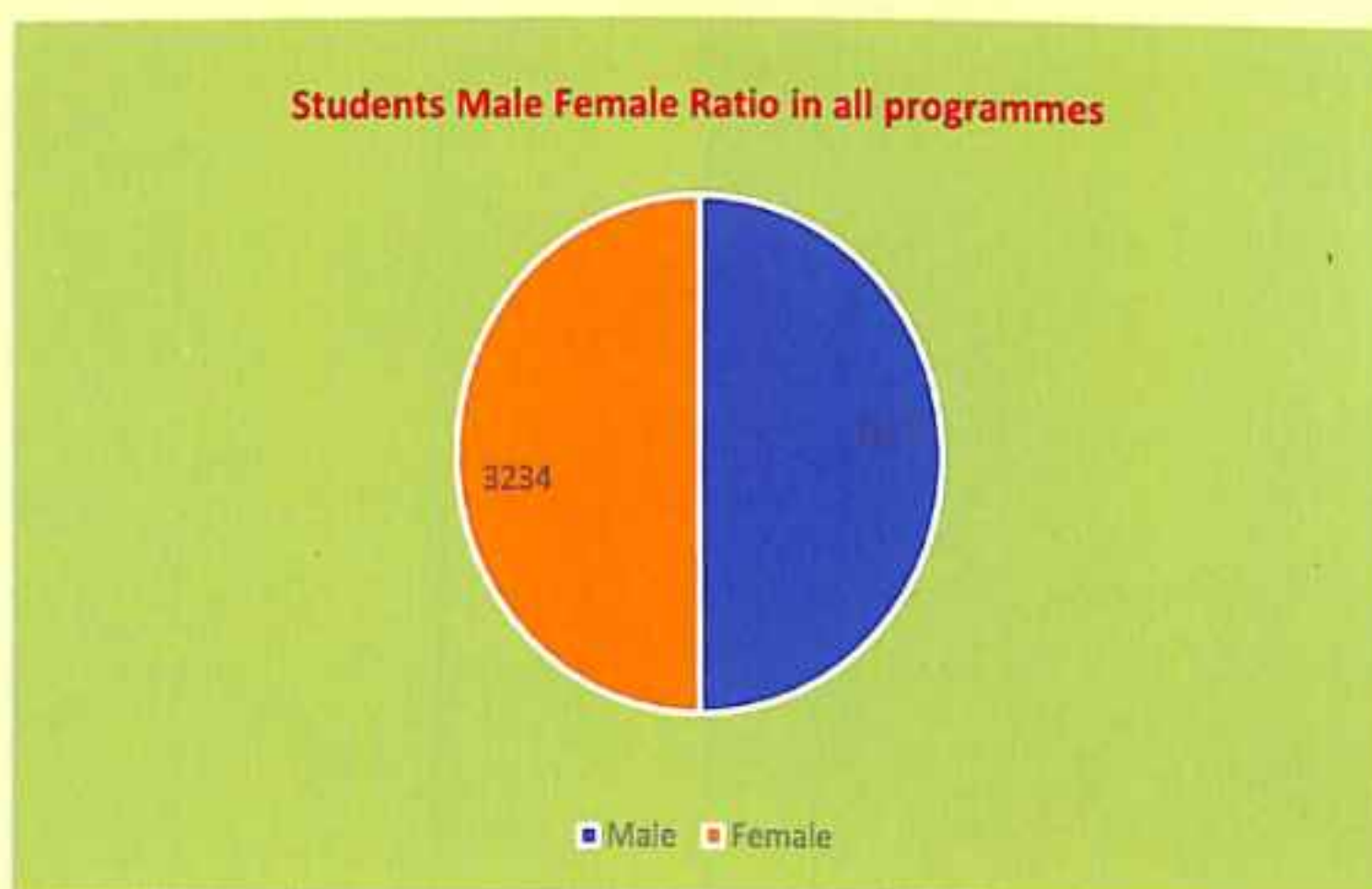
We are proud to say that our Ph.D guides comprise entirely of females. This is our strength. It thus makes an interesting study, becausein all the three fields: Banking & Finance, Management and Geography, there are no male guides at all.



7. TOTAL GENDER DATA

Section	Male	Female	Total
Aided	920	1247	2167
Unaided	1081	926	2007
PG	47	118	165
PhD	7	13	20
Autonomous UG	1075	833	1908
Autonomous PG	97	97	194
Grand Total	3227	3234	6461

In the total ratio there are 3234 females pursuing education in all classes as compared to 3227 males.



8. SENSITISATION PROGRAMS CONDUCTED IN THE COLLEGE THROUGHOUT THE YEAR

1 • YOGA FIESTA 2023

The International Yoga Day was celebrated on 21st June, 2023 with great eagerness and enthusiasm at the auditorium of Nagindas Khandwala College. The yoga training was conducted under the guidance and instruction of yoga guru Mr. Fenil purohit. With active participation of 24 faculty members and 52 students, the yoga fiesta event was an enormous success. Yoga Guru Mr. Fenil purohit made the students realize the importance of yoga in mental, physical and intellectual health. The celebration was started with some basic yogasanas concluded with some breathing techniques. The students were encouraged to practice regular yoga to remain fit as they showcased a very energetic and spirited performance.



2. SURVEY 2023

A survey was conducted on the topic of "Attitude towards gender roles" by the 'Women Development Cell'. In the clear assistance given by the volunteers and teachers of WDC to the students of FYBCOM for planning and execution of the survey. On 15th and 16th September the students were given questions for the survey. From 18th to 21st September the teachers and volunteers helped the students and provided them the information regarding the survey in the meeting that was held on 18th September. The survey took 5 to 6 days i.e. from 23rd to 28th September. The students carried out the survey impressively. They were given another 2 days to submit the questionnaires i.e. 29th and 30th September. Lastly on 3rd/4th October the students were expected to submit the survey outcomes and responses. This survey was conducted under the supervision of Prof. (Dr.) Kavita kalkoti nd Asst. Prof. Amruta Sahasrabudhe.



3. SELF-DEFENCE 2024

An event on Self Defence had been organised at our college for the students. The event was organised by Women Development Cell on 24th January 2024 (Wednesday) at 11:00 am in college Quadrangle. This program tailored for women aimed at equipping them with essential skills to enhance their personal safety.

The Orator of the whole event was Mr. Kerry Anthony Dsouza, Expert in karate, Reiki, Yoga, Acupressure, Naturopathy. The Program was initiated with a welcome speech and the Orator was



introduced to the audience (students) by the WDC member. The whole event was divided into three parts i.e. Empowerment through knowledge, physical Techniques, situational awareness.

The Orator commenced the event with the definition of self defence. He explained the importance of karate for women in day to day life. The Program included interactive session allowing participants to practice self defence techniques in a controlled environment. He then taught many techniques of karate. Simulated real life scenarios were used to help participants apply the skills they learned in a practical context. The importance of situational awareness and strategic to avoid potentially dangerous situation were highlighted. The Program focused on providing women with practical knowledge and personal safety and self defence.

The session was very informative and interactive, and all the attendees (students) enjoyed the session. The event was conducted under the supervision of WDC members and Asst Prof. Ms. Amruta Sahasrabudhe and Prof. (Dr.) Kavita Kalkoti.



4. Reel Making 2024

The Women Development Cell successfully organized a Reel Making Competition on 12th January 2024 , focusing on two significant themes: gender stereotypes and political awareness in women. The competition aimed to encourage participants to showcase their creativity and critical thinking on these pertinent issues. They provided a platform for individuals to explore and challenge gender stereotypes while promoting political awareness among women. The competition attracted a diverse array of participants who creatively engaged with the themes through their reels, offering



unique perspectives and sparking meaningful conversations. The participants were given 5 days to show their creativity and make a reel. From thought-provoking narratives to visually captivating presentations, participants effectively conveyed the importance of dismantling stereotypes and empowering women to actively participate in political processes. Through the event, the Women Development Cell facilitated dialogue, advocacy, and creative expression, underscoring the significance of addressing these critical issues. Moving forward, the success of the competition serves as a testament to the ongoing commitment to promoting gender equality and social awareness within the community. The event was conducted under the supervision of WDC student representative Jyoti Shyal, Aakanksha Shah and Nidhi Bhandarkar & Asst. Prof. Amruta Sahasrabudhe and Prof. (Dr.) Kavita Kalkoti.

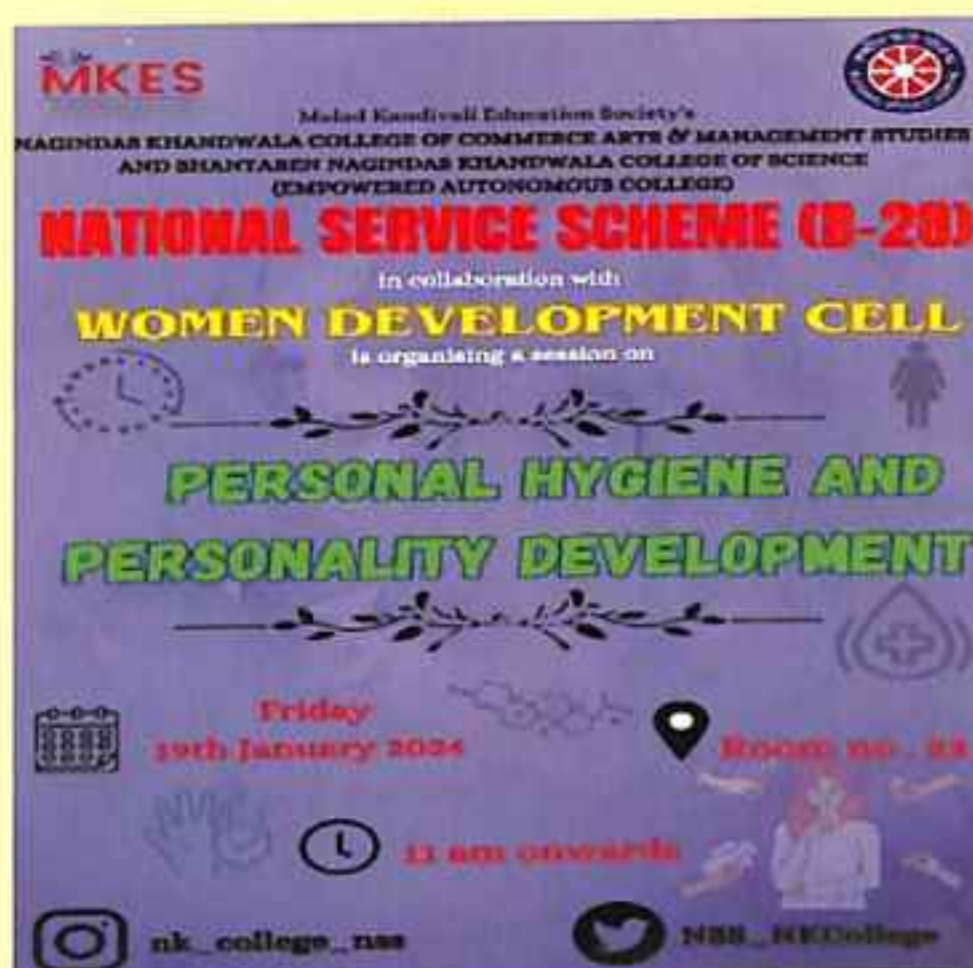


5. PERSONAL HYGIENE 2024

An event on Personal Hygiene and Personality Development was organized in the college for the students. The event was conducted by Women Development Cell in collaboration with National Service Scheme Unit B-28 on 19th January, 2024 (Friday) at 11am in room no.22 of our college. This session was exclusively for girls, providing insights into personal hygiene and strategies for holistic development.

The Orator of the whole event was Ms. Dolly Setpal, currently serving as Cabin Crew at British Airways. The event was initiated with an anthem of NSS, as soon as the anthem was over the Orator was introduced to the audience (students) by the members of NSS. The whole event was divided into 3 parts i.e. Personality Development, Hygiene, Cracking interviews. The Orator commenced the event with the definition of personality development along with a video, she explained the importance of communication, confidence, body language, punctuality in our day to day lives. She also emphasized on upgrading oneself, setting goals and putting efforts to achieve them. She also spoke on the relevant impact of time bound approach, appearance, tone which helps us in our

workplace, school/college life. Coming onto the topic of personal hygiene she mentioned ways in which periods could be tackled along with 5 fab tips which would assists us to be calm and cool during menstruation. And lastly, she taught ways of communicating professionally and focused on the behaviour, posture, frequently asked questions in interviews. The session was very informative and all the attendees (students) received goodies after the session. The event was conducted under the supervision of WDC student representative Jyoti Shyal and Nidhi Bhandarkar & Asst. Prof. Amruta Sahasrabudhe and Prof. (Dr.) Kavita Kalkoti.

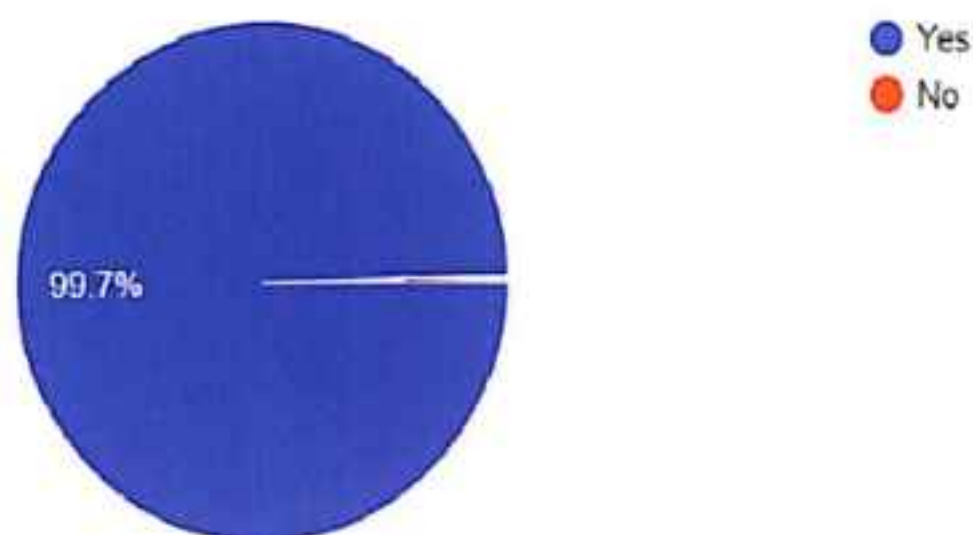




9. FEEDBACK FORMS FROM FEMALE STUDENTS

Does the institute provide equal opportunities to learn for both Male and Female students?

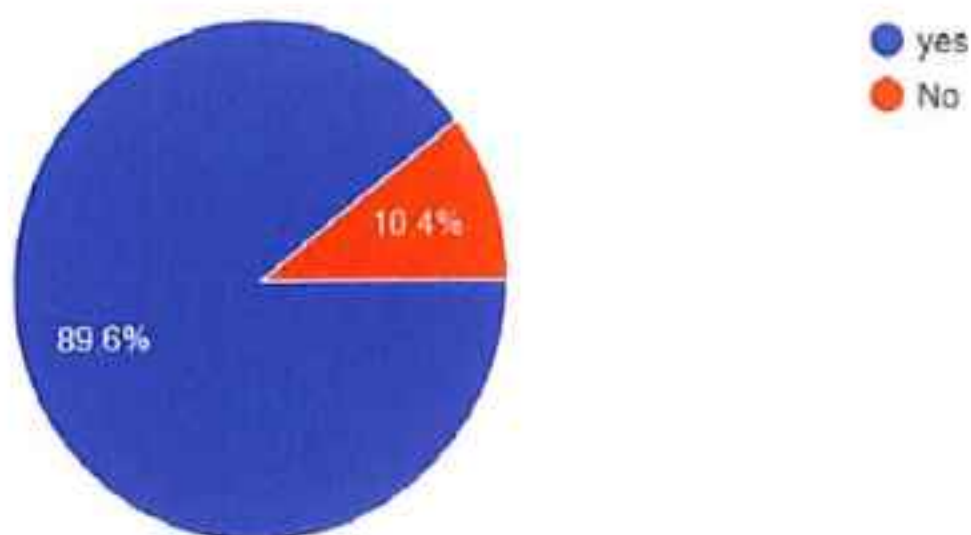
365 responses



99.7 % of the respondents feel that there is no discrimination in the opportunities that are provided to our male and female students.

Does the Institute provide fair and equal scope in sports for both Male and Female students?

365 responses

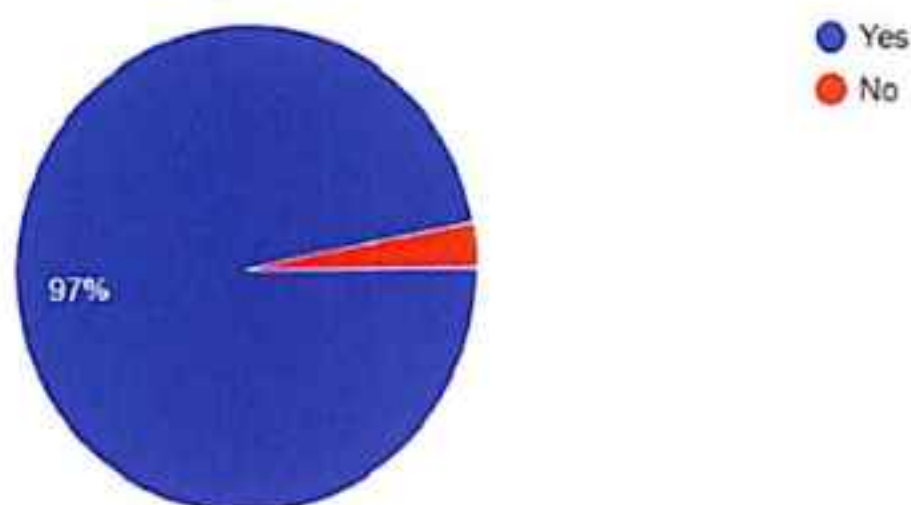


89.6% respondents opined that our college offers equal scope in Sports to both male and female students.



Does the Institute provide equal benefits in co-curricular and extra curricular activities for both Male and Female students?

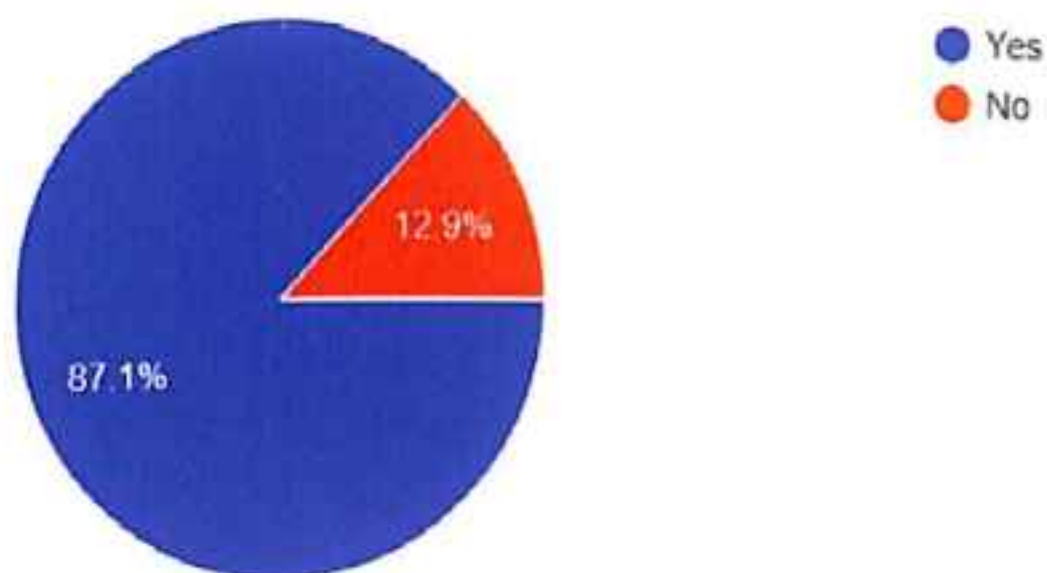
365 responses



97% respondents feel that our College provides equal opportunities to both male and female students in co-curricular and extra-curricular activities.

Does the institute provide adequate Infrastructure for Female students?

365 responses

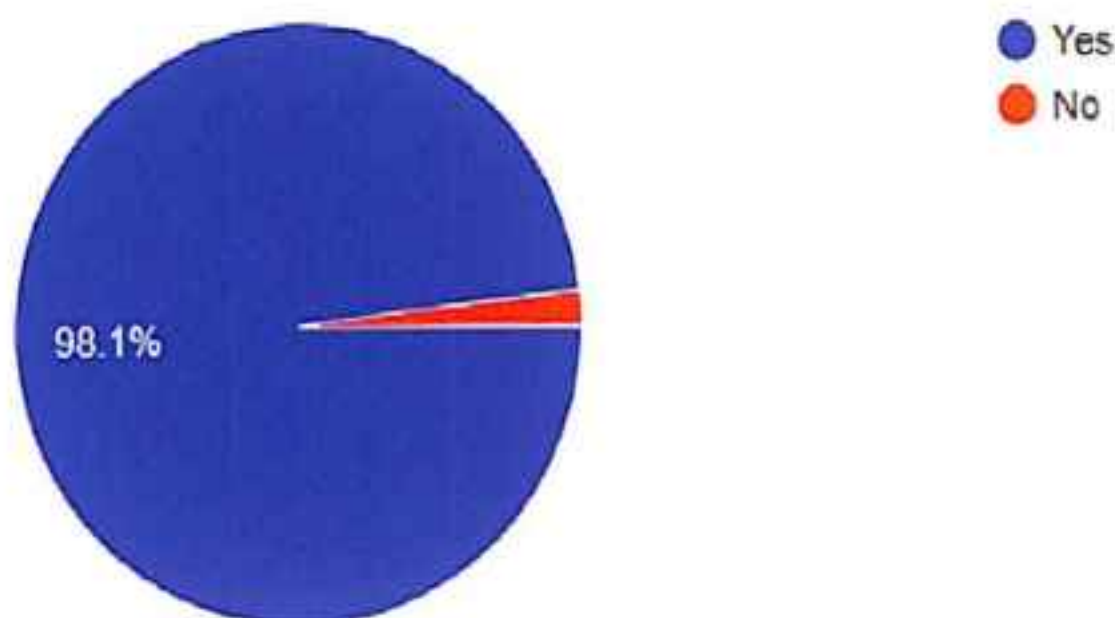


87.1% respondents said that our college offers adequate infrastructure to female students.



Is the college campus safe for Female students?

365 responses



98.1% respondents find our campus safe for female students.

Summary of the feedback received from female students:

An overwhelming 99.7% of the female students agreed that the institute provides equal opportunities to learn for both male and female students. 89.6% of them were of the opinion that the institute provides fair and equal scope in sports for both male and female students. A majority of the female students (97%) agreed that the institute provides equal benefits in co-curricular and extra-curricular activities for both male and female students. 87.1% were satisfied with the infrastructure for female students in the institute whereas 98.1% of them felt that the campus was safe for female students. Overall, a vast majority of the female students were satisfied with the equal opportunities available to them in the institute vis-à-vis the male students.

10. Suggestions received from female students and action taken :

Sr. No.	Suggestions	Action taken
1	All types of clothing to be allowed	Clothing has to be according to college rules and regulations.
2	Provision of sanitary pads in every washroom	Sanitary pad machines are maintained and repaired regularly in all washrooms.
3	Dustbins should be provided in every washroom in each building	Dustbins are already present and also present in the classrooms.

Gender Equality is not a Women's Issue it is a Human Issue; it Affects us all

COMPOSITION OF WDC, WSC AND ICCWOMEN STUDY CENTRE

WOMEN DEVELOPMENT CELL (W.D.C.) / WOMEN STUDY CENTRE /

EQUAL OPPORTUNITY CELL:-

Dr. Kavita G. Kalkoti	-	Convener
Ms. Nita U. Dhote	-	Member
Dr. Swapna Joshi	-	Member
Mr. Vivek J. Chaubey	-	Member
Ms. Kavita Rana	-	Member
Ms. Lopa S. Barot	-	Member
Ms. Amruta S. Sahasrabuddhe	-	Member

Dr. Kavita G. Kalkoti

Ms. Nita U. Dhote

Dr. Swapna Joshi

Mr. Vivek J. Chaubey



PRINCIPAL
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