



Malad Kandivali Education Society's  
Nagindas Khandwala College of Commerce, Arts and Management Studies  
and  
Shantaben Nagindas Khandwala College of Science

**Autonomous**

Re- Accredited by NAAC with 'A' Grade (Third Cycle)  
ISO 9001:2015 Recertified

## **Gender Audit Report (Academic Year 2020-2021)**

**GENDER IDENTITY EMPOWERMENT COALITION**

*“Optimism is the faith that leads to achievement; nothing can be done without hope and confidence”*

**Helen Keller**

*There is no limit to what women can accomplish*



**GENDER AUDIT REPORT FOR THE ACADEMIC YEAR 2020-2021**

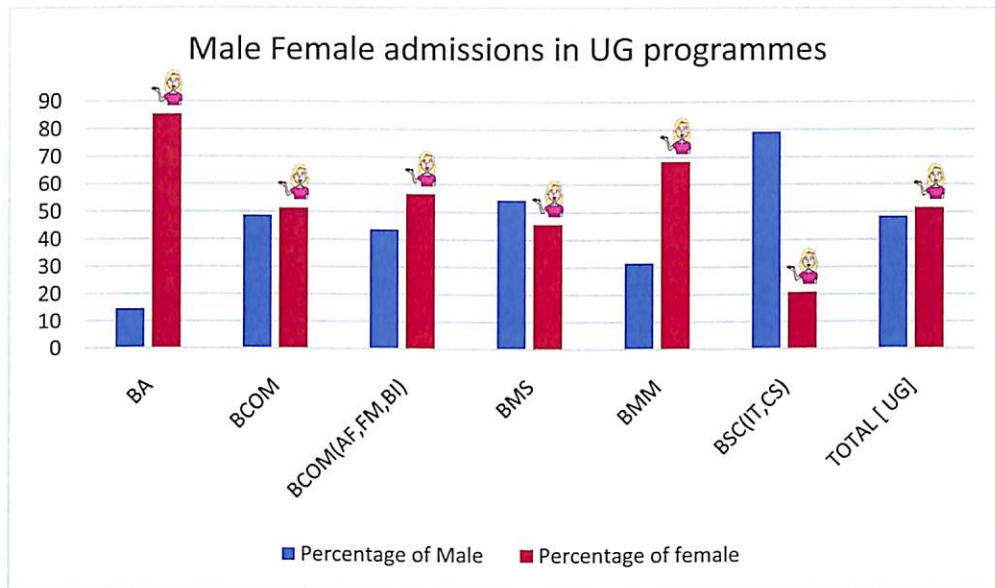
1. NUMBER OF STUDENTS OF DIFFERENT PROGRAMMES

<b>Data for the Academic Year 2020 - 2021</b>					
<b>Programme name</b>	<b>Number of seats sanctioned</b>	<b>Number of Students admitted</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
FYBA	120	92	8	84	92
FYBA UNAIDED	120	101	21	80	101
SYBA	120	82	2	80	82
SYBA - UNAIDED	120	91	22	69	91
TYBA	120	128	19	109	128
<b>TOTAL BA</b>	<b>600</b>	<b>494</b>	<b>72</b>	<b>422</b>	<b>494</b>
FYBCOM	720	664	337	327	664
SYBCOM	600	598	312	286	598
TYBCOM	480	480	247	331	578
TYBCOM - UNAIDED	120	98			
<b>TOTAL BCOM</b>	<b>1920</b>	<b>1840</b>	<b>896</b>	<b>944</b>	<b>1840</b>
FYBCOM [ A&F ]	120	131	49	82	131
SYBCOM [ A&F ]	120	123	49	74	123
TYBCOM [ A&F ]	120	141	52	89	141
FYBCOM [ FM ]	60	59	43	16	59
SYBCOM [ FM ]	60	60	34	26	60
TYBCOM [ FM ]	60	65	40	25	65
FYBCOM [ B & I ]	60	39	13	26	39
SYBCOM [ B & I ]	60	51	21	30	51
TYBCOM [ B & I ]	60	44	10	34	44
<b>TOTAL BCOM (AF,FM,BI)</b>	<b>720</b>	<b>713</b>	<b>311</b>	<b>402</b>	<b>713</b>
FYBMS	180	200	104	96	200
SYBMS	180	202	108	94	202
TYBMS	180	181	105	76	181
<b>TOTAL BMS</b>	<b>540</b>	<b>583</b>	<b>317</b>	<b>266</b>	<b>583</b>
FYBMM	60	65	20	45	65
SYBMM	60	62	26	36	62
TYBMM	60	69	16	53	69
<b>TOTAL BMM</b>	<b>180</b>	<b>196</b>	<b>62</b>	<b>134</b>	<b>196</b>
FYBSC[CS]	80	90	73	17	90
SYBSC[CS]	80	80	67	13	80
TYBSC[CS]	100	106	84	22	106

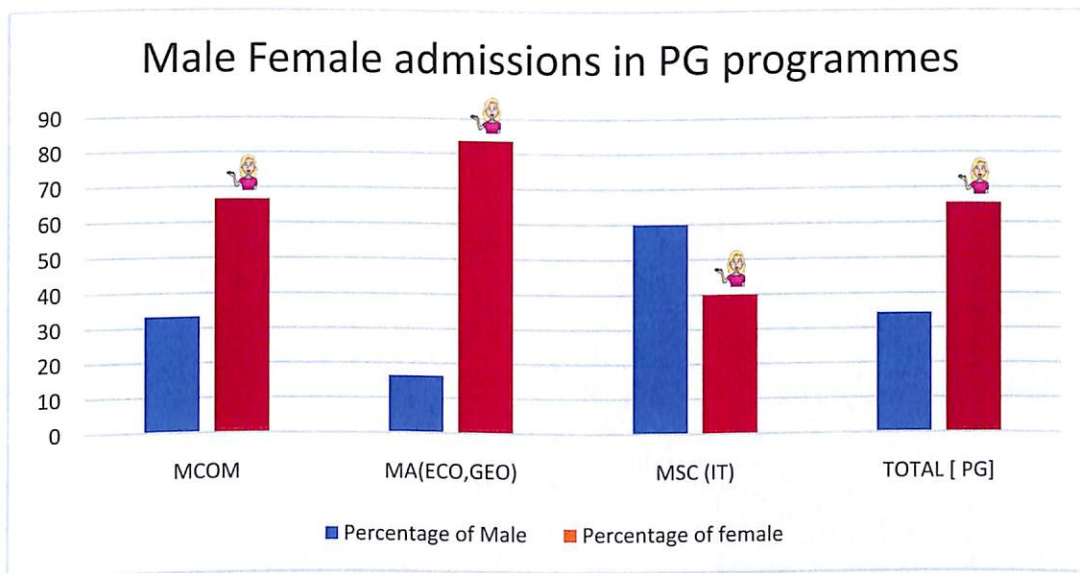
FYBSC[IT]	120	124	103	21	124
SYBSC[IT]	120	109	85	24	109
TYBSC[IT]	120	130	94	36	130
<b>TOTAL BSC (CS,IT)</b>	<b>620</b>	<b>639</b>	<b>506</b>	<b>133</b>	<b>639</b>
<b>TOTAL [ UG]</b>	<b>4580</b>	<b>4465</b>	<b>2164</b>	<b>2301</b>	<b>4465</b>
PG					
MCOM -ACCOUNTANCY - I	60	12	3	9	12
MCOM -ACCOUNTANCY - II	60	19	6	13	19
MCOM - MANAGEMENT - I	60	1	1	0	1
MCOM - MANAGEMENT - II	60	13	5	8	13
<b>TOTAL MCOM</b>	<b>240</b>	<b>45</b>	<b>15</b>	<b>30</b>	<b>45</b>
M.A. - ECONOMICS - I	40	16	1	15	16
M.A. - ECONOMICS - II	40	25	6	19	25
M.A.-GEOGRAPHY - I	20	12	3	9	12
M.A.-GEOGRAPHY - II	20	8	0	8	8
<b>TOTAL MA(ECO, GEO)</b>	<b>120</b>	<b>61</b>	<b>10</b>	<b>51</b>	<b>61</b>
M.SC.[I.T.] - I	20	24	13	11	24
M.SC.[I.T.] - II	20	21	14	7	21
<b>TOTAL MSC (IT)</b>	<b>40</b>	<b>45</b>	<b>27</b>	<b>18</b>	<b>45</b>
<b>TOTAL [ PG]</b>	<b>400</b>	<b>151</b>	<b>52</b>	<b>99</b>	<b>151</b>
<b>A] GRAND TOTAL [ UG + PG + PH.D ]</b>	<b>4980</b>	<b>4616</b>	<b>2216</b>	<b>2400</b>	<b>4616</b>

A study of the male-female ratio in the above table depicts a wide disparity in the male-female ratio in the Arts stream, where the females are in an overwhelming majority over the males. In the Commerce stream, the females are almost at par with the males. The number of females are only slightly less than the males in the FY and SY B.Com classes. Interestingly there is a reversal in the TYB.Com class where the females again overtake the males by a wide margin. In the Self Finance Section, except for Financial Markets and BMS where the male ratio scores over the female ratio, in all the other courses, the number of girls is more than the boys. In B.Sc. though, the male ratio outruns the female ratio. Thus, the total UG score shows the balance tip in favour of female education over the male one. At the PG level again, we see a similar pattern in both Commerce and Arts streams, where the female ratio is more than the male one. Males seem to have a predilection for Science here too and the balance tips in favour of more males pursuing science education than females. This is ably reflected in the total ratio of 2400 females pursuing education in all classes as compared to 2216 males.





Admissions to the UG programmes show that nearly eight times more females seek admission to the BA programme than the males. In B.Com (Aided and Self Finance) the male-female ratio is almost at par. Mass Media seems to attract more girls than boys where the disparity is rather significant. In BMS and B.Sc IT-CS alone, we find a reverse picture with more males seeking admission to these programmes than the females.



In the PG programmes, more females are interested in pursuing higher education (M. Com, MA) while Science -the traditional bastion, remains the favourite for a higher number of males than females.

Data for the Academic Year 2020 – 2021					
Programme name	Number of seats sanctioned	Number of Students admitted	Male	Female	Total
FY B. Com. (Hon.) Actuarial Studies	60	10	5	5	10
SY B. Com. (Hon.) Actuarial Studies	60	31	17	14	31
FY B.A.(Hons.) in Apparel Design and Construction	30	7	0	7	7
SY B.A.(Hons.) in Apparel Design and Construction	30	14	1	13	14
FY B.B.A. Tourism and Travel Management (B-TTM)	60	6	5	1	6
FY B.Com (Hons.) in International Accounting program [I. Bcom]	60	29	14	15	29
SY B.Com (Hons.) in International Accounting program [I. Bcom]	60	31	16	15	31
FY B.Sc. – Interior Designing (B-ID)- 21	60	8	4	4	8
FY B.Sc. (Honours) in Integrative Nutrition & Dietetics-21	60	19	4	15	19
FY Bachelor of Management Studies – Sports Management	180	43	37	6	43
SY Bachelor of Management Studies – Sports Management	180	136	118	18	136
TY Bachelor of Management Studies – Sports Management	120	81	71	10	81
FY BMS ( E-Commerce Operations)	60	29	16	13	29
<b>TOTAL [ UG ]</b>	<b>1020</b>	<b>444</b>	<b>308</b>	<b>136</b>	<b>444</b>
<b>PG</b>					
M. Sc. Geoinformatics	20	5	3	2	5
M.A.-PSYCHOLOGY – I	20	2	0	2	2
M.A.-PSYCHOLOGY – II	20	6	0	6	6
FY Masters Degree – Sports Management	120	30	28	2	30
SY Masters Degree – Sports Management	120	74	61	13	74
<b>TOTAL [ PG ]</b>	<b>300</b>	<b>117</b>	<b>92</b>	<b>25</b>	<b>117</b>
<b>B] GRAND TOTAL [ UG+PG ]</b>	<b>1320</b>	<b>561</b>	<b>400</b>	<b>161</b>	<b>561</b>



At the UG level, the above programmes depict a mixed picture. Actuarial Studies, I-B.Com., Interior Designing and E-Commerce Operations do not show a marked predilection/trend in either males or females seeking admission to the programme. But while females make a beeline for Apparel Design, both Travel and Tourism as well as Sports Management are still the male-oriented bastions, where females are much fewer in number. At the PG level, the same trend continues in Sports Management. Geoinformatics shows a similar trend with males flooding these courses with their presence. Psychology, of course, displays a penchant for females with no males seeking admission to the PG course. But the overall admission picture still displays a ratio of 400:161 because of Sports Management being flooded with male students as against females.

### Male Female admissions in UG Autonomous Programmes



■ Percentage of Male    ◼ Percentage of female

### Male Female admissions in PG Autonomous Programmes

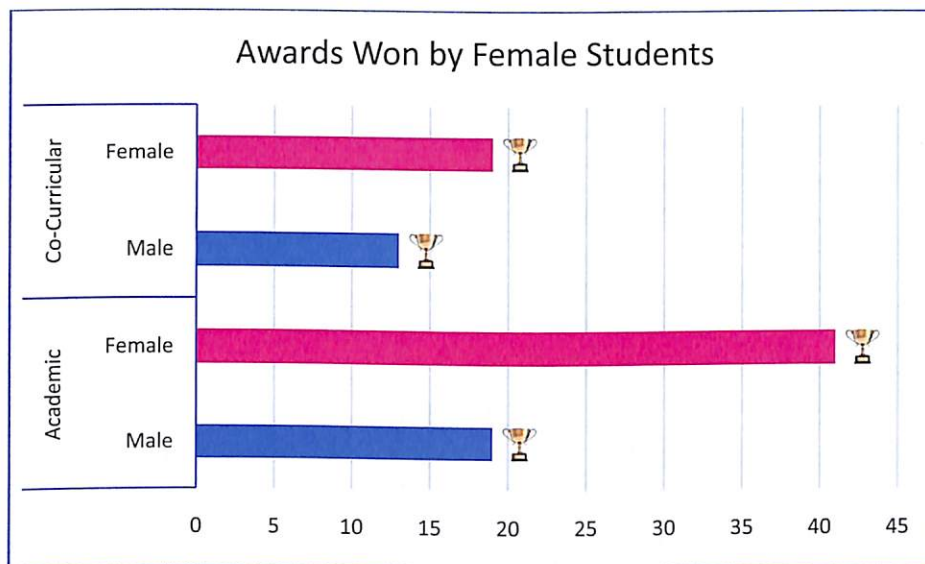


■ Percentage of Male    ◼ Percentage of female

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## 2. AWARDS WON BY STUDENTS

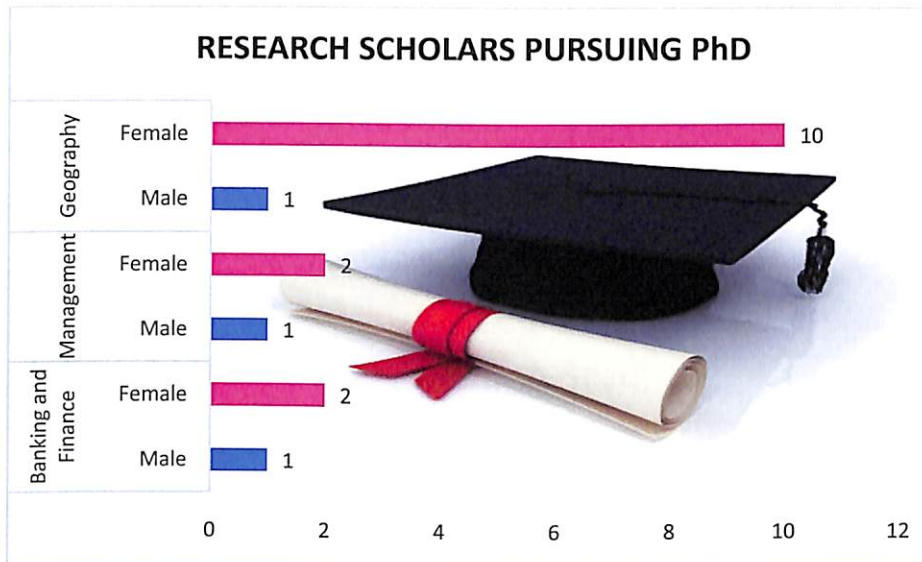
Awards Won by Female Students		
<b>Academic</b>	Male	19
	Female	41
<b>Total</b>		<b>60</b>
<b>Co-Curricular</b>	Male	13
	Female	19
<b>Total</b>		<b>32</b>



On the academic front, the females take the cake in bagging trophies with more than fifty percent girls winning medals in comparison with males. In co-curricular fields also the female presence is powerful over the males.

## 3. PhD RESEARCH RELATED GENDER DATA

RESEARCH SCHOLARS PURSUING PhD		
Banking and Finance	Male	1
	Female	2
Management	Male	1
	Female	2
Geography	Male	1
	Female	10
PhD Guides in Different Specialisation		
Male		3
Female		3

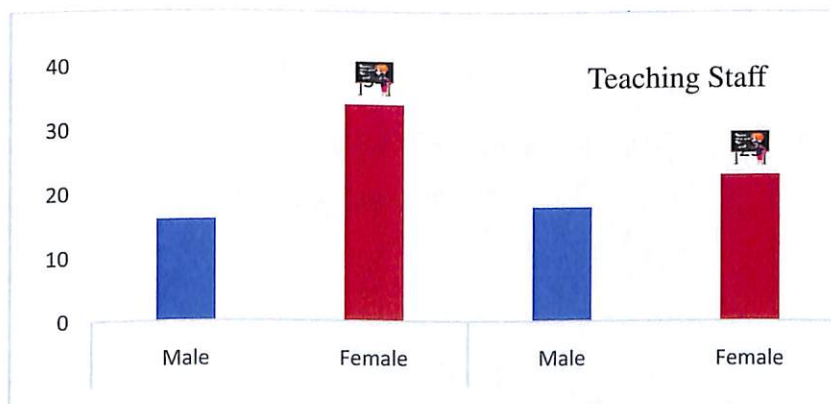


While the Ph.D guides are an equally divided male -female ratio, the research scholars show a clear majority of women scoring over men by 2: 1 in Banking & Finance and Management whereas, Geography leaps forward with a whopping ratio of ten females versus 1 male.

#### 4. STAFF RELATED GENDER DATA

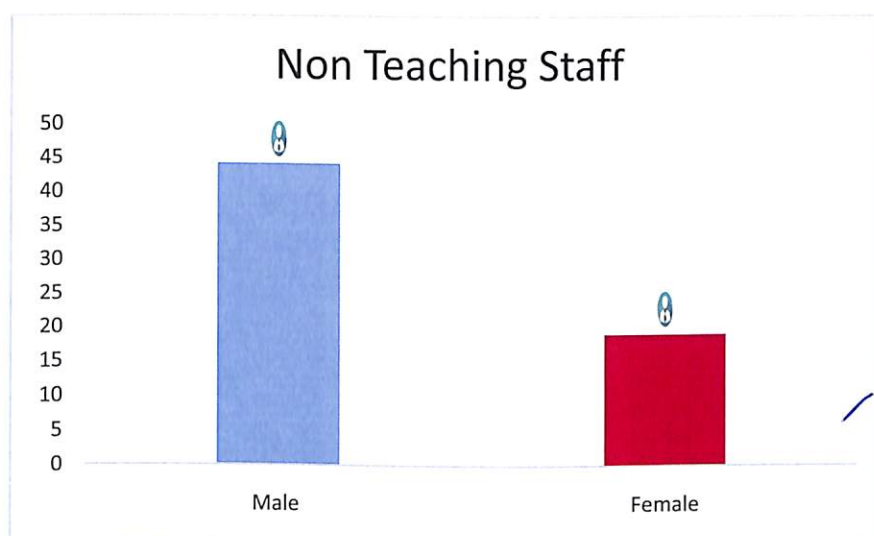
Teaching Staff				
	Regular		Visiting	
	Male	Female	Male	Female
Aided	12	16	1	1
Unaided	4	18	14	9
PG	0	0	3	13
<b>Total</b>	<b>16</b>	<b>34</b>	<b>18</b>	<b>23</b>

Given the fact that this is the teaching profession, the female majority on the teaching payroll, is only too evident – both for Regular as well as Visiting Faculty - depicting a similar pattern.





Non-Teaching Staff		
	Male	Female
Aided	31	13
Unaided	13	6
<b>Total</b>	<b>44</b>	<b>19</b>



The Non-Teaching Staff is the only exception where the women are in a minority with less than half the Staff in both Aided and Unaided Section being females. Men show a clear majority among the workforce here.

## 5. GENDER AWARENESS PROGRAMS CONDUCTED

1. A National Level Webinar was organised on 'Gender Concerns in Covid 19 Pandemic' on 8<sup>th</sup> July 2020
2. PCOD workshop for girl students
3. Session for dental care "One more Reason to smile", on 5<sup>th</sup> September 2020
4. Cyber security lecture on 18<sup>th</sup> February 2021
5. A session on "Dealing with family dynamics" on 30<sup>th</sup> May 2020

## 6. GENDER RELATED TOPICS IN SYLLABI

Topics are included in the different programmes of programmes in the college

Women Entrepreneurs: Problems and Promotion

Gender Discourse

- a) Perspectives on Gender; Contemporary Issues: Gender Equality; Transgender Community  
 b) Violence against women, female foeticide (declining sex ratio) and portrayal of women in media  
 c) Women Empowerment: The National Commission for Women; The Domestic Violence Act, 2005; The Sexual Harassment of Women at Workplace Prevention, Prohibition and Redressal Act, 2013  
 d) Role and Significance of Women in Politics (Gender sensitization and gender issues)

## 7. PARTICIPATION IN DEPARTMENTAL ACTIVITIES

SR NO	DEPARTMENT	ACTIVITY	MALE	FEAMALE	TOTAL
1	NSS	ENROLLMENT	45	105	150
		JUNE	40	191	231
		JULY	39	143	182
		AUGUST	16	68	84
		SEPTEMBER	47	208	255
		OCTOBER	72	331	403
		NOVEMBER	11	61	
		DECEMBER	5	22	27
		FEBRUARY	6	32	38
		MARCH	28	137	165
		APRIL	25	220	245
		2	PSYCHOLOGY	WEBINAR-10TH OCT,2020	42
INSYCHED-8/2/21	86			113	193
GUEST LECTURE-25TH AND 28TH JAN,2021	5			36	41
GUEST LECTURE-23RD AND 24TH FEB,2021	5			36	41
GUEST LECTURE-5TH MARCH 2021	7			50	57
3	GEOGRAPHY	PRESENTATION COMPETITION-16TH MARCH ,2021	5	18	23
4	ECONOMICS	GUEST LECTURE-12TH FEB 2021	12	46	58
		WEBINAR-16TH FEB,2021	9	35	44
5	ACCOUNTANCY	GANDIAN STUDIES CENTRE	8	24	32
		Financial Markets, Personal Investing and Career Options	128	115	
		Basics of Stock market and Mutual funds	49	51	
		Virtual Career Counselling Session	229	172	



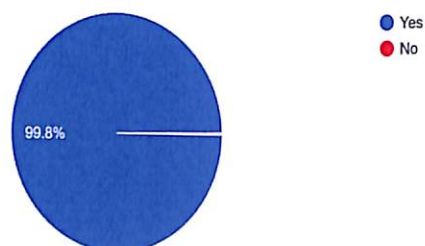
	Budget 2021- A vision for the next decade	156	197
	Trading on Stock Markets	51	53
	Accounting Standards 10 and 26	295	248
	Accounting Standard 20	290	245
	Preparing for an Interview: The Do's and Don'ts of behaviour on a virtual platform	31	38

The participation of female students is more in all events organised by various departments as is visible from the table.

## 8. FEEDBACK FORMS FROM FEMALE STUDENTS

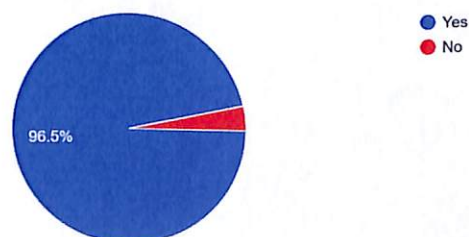
DOES THE INSTITUTE PROVIDE EQUAL OPPORTUNITIES TO LEARN FOR BOTH MALE AND FEMALE STUDENTS?

1,637 responses



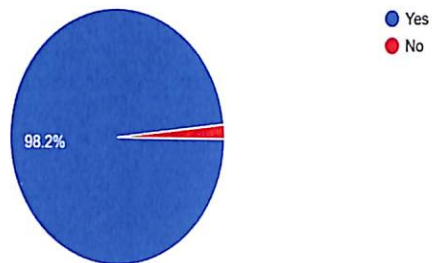
DOES THE INSTITUTE PROVIDE FAIR AND EQUAL SCOPE IN SPORTS FOR BOTH MALE AND FEMALE STUDENTS?

1,637 responses



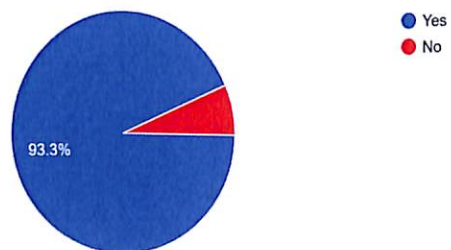
DOES THE INSTITUTE PROVIDE EQUAL BENEFITS IN OTHER CO-CURRICULAR AND EXTRA CURRICULAR ACTIVITIES FOR BOTH MALE AND FEMALE STUDENTS?

1,637 responses



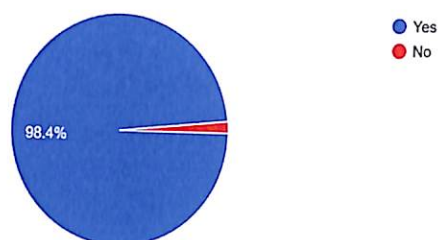
DOES THE INSTITUTE PROVIDE ADEQUATE INFRASTRUCTURE FOR FEMALE STUDENTS?

1,637 responses





IS THE COLLEGE CAMPUS SAFE FOR FEMALE STUDENTS?  
1,637 responses



### Summary of the feedback received from female students:

An overwhelming 99.8% of the female students agreed that the institute provides equal opportunities to learn for both male and female students. Similarly, 96.5% 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 (98.2%) agreed that the institute provides equal benefits in other co-curricular and extra-curricular activities for both male and female students. More than 90% were satisfied with the infrastructure for female students in the institute. Also, almost 98.4% 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.

### Suggestions received from female students and action taken thereon:

Sr. No.	Suggestions	Action taken
1	Sanitary napkin dispenser to be installed in all washrooms	Sanitary napkin dispensers are installed in all washrooms and there is continuous check on the dispensers by authorities.
2	Continuous water supply to be ensured in washrooms	Water supply in washrooms is regular and continuous, except in exceptional situations of disruption in water supply by the municipal corporation.
3	More cleanliness required in washrooms	Regular cleaning of washrooms is being done twice a day.
4	Institute should have a female cricket team as well as a female football team	This suggestion has been brought to the notice of authorities
5	More employable skills to be imparted to girl students	Vocational activities are being planned for next academic year
6	All types of clothing to be allowed	Clothing has to be according to college rules and regulations.

COMPOSITION OF WSC, WSC AND ICC

WOMEN STUDY CENTRE

Dr Kavita Kalkoti – Convenor

Dr Preeti Tripathi – Member

Asst Prof Amruta Sahasrabuddhe – Member

WOMEN DEVELOPMENT CELL

Dr Kavita Kalkoti – Convenor

Asso Prof Nita Dhote – Member

Dr. Vaishali A. Ghodeswar– Member

Asst Prof Amruta Sahasrabuddhe– Member

Asst Prof Vivek J. Chaubey– Member

Asst Prof. Kavita Rana– Member

Dr. Swapna Joshi– Member


Ms. LopaBarot– Member

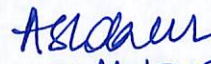
INTERNAL COMPLIANCE COMMITTEE


Asso Prof Nita Dhote– Convenor

Asso Prof CA Haresh Godhia – Member

Asso Prof Dr. Kavita Kalkoti – Member

  
21/4/2022  
(DR DEBAJIT SARKAR)  
PRINCIPAL  
L. S. Raheja College  
of Arts & Commerce

  
21/4/2022  
Prof. Anushree Lokur  
Principal  
Ramnarain Rupa Autonomous  
College,  
Mumbai.

  
21.04.2022 -  
Dr. S.B. ARYA  
Director, Smt. K. G. Mittal College,  
Member