



**Nagindas Khandwala College
Autonomous**

**Gender Audit Report
(Academic Year 2021-2022)**

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

COMPOSITION OF WSC, WSC AND ICC

WOMEN STUDY CENTRE

Dr Kavita Kalkoti – Convenor
Asso. Prof. Nita Dhote – Member
Dr Preeti Tripathi – Member
Asst. Prof. Amruta Sahasrabuddhe – Member
Dr. Swapna Joshi– Member
Asst. Prof Sherlyn Rajan

WOMEN DEVELOPMENT CELL

Dr. Kavita Kalkoti – Convenor
Asso. Prof. Nita Dhote – Member
Dr. Vaishali A. Ghodeswar– Member
Asst. Prof. Vivek J. Chaubey– Member
Asst. Prof. Kavita Rana– Member
Dr. Swapna Joshi– Member
Ms. Lopa Barot– Member

INTERNAL COMPLIANCE COMMITTEE

Dr. Mona Mehta– Convenor
Dr. Sindhu PM – Member
Dr. Vaishali A. Ghodeswar– Member
Ms. Gargi Dubey – Member

GENDER AUDIT REPORT FOR THE ACADEMIC YEAR 2021-2022

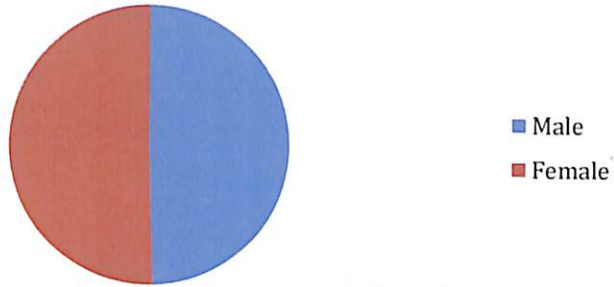
1. NUMBER OF STUDENTS OF DIFFERENT PROGRAMMES

Programme name	Intake for AQAR	Number of Students admitted	Male	Female	Total
FYBA	120	86	29	157	186
FYBA UNAIDED	120	100			
SYBA	120	80	22	148	170
SYBA – UNAIDED	120	90			
TYBA	120	77	20	135	155
TYBA – UNAIDED	120	78			
FYBCOM	720	707	389	318	707
SYBCOM	622	622	309	313	622
TYBCOM	480	480	244	236	480
TYBCOM - UNAIDED	120	63	29	34	63
FYBMS	210	209	112	97	209
SYBMS	204	198	106	92	198
TYBMS	204	200	107	93	200
FYBCOM [A & F]	144	141	59	82	141
SYBCOM [A & F]	144	130	48	82	130
TYBCOM [A & F]	138	123	48	75	123
FYBCOM [FM]	72	68	49	19	68
SYBCOM [FM]	60	59	43	16	59
TYBCOM [FM]	60	59	33	26	59
FYBCOM [B & I]	60	47	18	29	47
SYBCOM [B & I]	60	39	14	25	39
TYBCOM [B & I]	60	50	20	30	50
FYBMM	72	71	14	57	71
SYBMM	72	63	19	44	63
TYBMM	72	62	26	36	62
FYBSC[CS]	100	81	67	14	81
SYBSC[CS]	100	72	57	15	72
TYBSC[CS]	100	74	61	13	74
FYBSC[IT]	144	142	108	34	142
SYBSC[IT]	120	104	85	19	104
TYBSC[IT]	120	108	84	24	108
TOTAL [UG]	4978	4483	2220	2263	4483

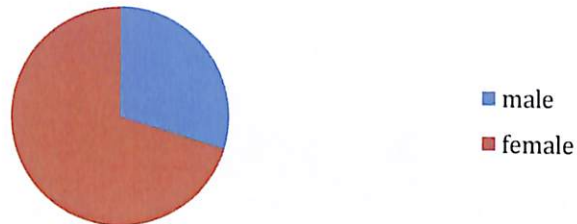
PG					
MCOM -ACCOUNTANCY - I	30	22	7	15	22
MCOM -ACCOUNTANCY - II	30	6	1	5	6
MCOM - MANAGEMENT - I	30	22	4	18	22
MCOM - MANAGEMENT - II	30	2	1	1	2
M.A. - ECONOMICS - I	30	17	5	12	17
M.A. - ECONOMICS - II	30	8	1	7	8
M.A.-GEOGRAPHY - I	15	13	0	13	13
M.A.-GEOGRAPHY - II	15	10	1	9	10
M.SC.[I.T.] – I	20	18	9	9	18
M.SC.[I.T.] – II	24	24	13	11	24
TOTAL [PG]	254	142	42	100	142
PH.D					
PH.D.[BANKING & FINANCE]	8	3	1	2	3
PH.D.[BUSINESS MANAGEMENT]	5	3	1	2	3
PH.D [GEOGRAPHY]	0	0	0	0	0
TOTAL [PH.D]	13	6	2	4	6
A] GRAND TOTAL [UG + PG + PH.D]	5245	4631	2264	2367	4631

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 is only slightly less than the males in the FY and TYB.Com (Aided) classes; whereas in the SYB.Com. and (Unaided) TYB.Com. classes, the females outnumber the males. In the Self Finance Section, except for B.Sc. (CS) and B.Sc. (IT) programmes where the male ratio scores over the female ratio, in all the other programmes, the number of girls is more than that of the boys. 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 – evidenced in M.Sc. (IT)-II. In M.Sc. (IT) – I the numbers are equal. This is ably reflected in the total ratio of 2367 females pursuing education in all classes as compared to 2264 males.

TOTAL UG



TOTAL PG



Admission Position as on 30.11.2021

Programme name	Intake for AQAR	Number of Students admitted	Male	Female	Total
FY B. Com. (Hon.) Actuarial Studies	0	0	0	0	0
SY B. Com. (Hon.) Actuarial Studies	30	8	4	4	8
TY B. Com. (Hon.) Actuarial Studies	31	31	18	13	31
FY B.A.(Hons.) in Apparel Design and Construction	20	18	0	18	18
SY B.A.(Hons.) in Apparel Design and Construction	20	6	0	6	6
TY B.A.(Hons.) in Apparel Design and Construction	20	13	1	12	13
FY B.B.A. Tourism and Travel Management (B-TTM)	43	43	22	21	43

SY B.B.A. Tourism and Travel Management (B-TTM)	40	5	4	1	5
FY B.Com (Hons.) in International Accounting program [I. Bcom]	60	55	30	25	55
SY B.Com (Hons.) in International Accounting program [I. Bcom]	60	28	14	14	28
TY B.Com (Hons.) in International Accounting program [I. Bcom]	60	30	15	15	30
FY B.Sc. - Interior Designing (B-ID)- 21	120	75	32	43	75
SY B.Sc. - Interior Designing (B-ID)- 21	40	7	4	3	7
FY B.Sc. (Honours) in Integrative Nutrition & Dietetics-21	40	34	5	29	34
SY B.Sc. (Honours) in Integrative Nutrition & Dietetics-21	40	18	3	15	18
FY Bachelor of Management Studies - Sports Management	120	81	67	14	81
SY Bachelor of Management Studies - Sports Management	120	40	36	4	40
TY Bachelor of Management Studies - Sports Management	144	132	113	19	132
FY BMS (E-Commerce Operations)	50	46	28	18	46
SY BMS (E-Commerce Operations)	50	29	16	13	29
FYBBA (Honours) in Business Administration	136	136	98	38	136
FYBBA (Honours) in Marketing Management	64	63	44	19	63
FYBSC (Honours)Computer Science (Specialization in Artificial Intelligence & Machine Learning	25	23	18	5	23
FYBSC (Honours)Computer Science (Specialization in Cloud Technology and Information Security(CTIS)	25	9	7	2	9
TOTAL [UG]	1358	930	579	351	930

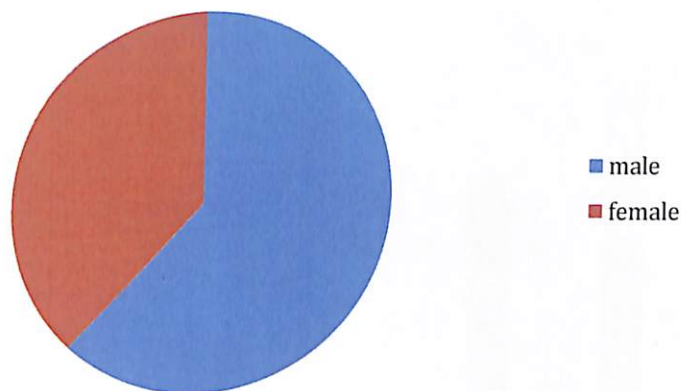
Admission Position as on 30.11.2021

[2021 - 2022]					
Programme name	Intake for AQAR	Number of Students admitted	Male	Female	Total
PG					
M. Sc. Geoinformatics - I	15	8	4	4	8
M. Sc. Geoinformatics - II	15	5	3	2	5
FY Masters Degree - Sports Management	60	42	34	8	42
SY Masters Degree - Sports Management	60	29	28	1	29
M.A.-PSYCHOLOGY - I (Industrial Psychology)	10	4	1	3	4
M.A.-PSYCHOLOGY - I (Child Psychology)	10	10	0	10	10
M.A.-PSYCHOLOGY - II	10	2	0	2	2
M.Sc. Computer Science (M.Sc. - CS)	30	6	5	1	6
M.Sc. Computer Science - Specialization in Cybersecurity	30	6	6	0	6
M.Sc. Computer Science - in Artificial Intelligence	30	6	5	1	6
M.Sc. In Interior Design (MID)	30	7	2	5	7
Master of Tourism and Travel Management	30	4	3	1	4
M.Sc. In Integrative Nutrition & Dietetics	30	21	2	19	21
TOTAL [PG]	360	150	93	57	150
B] GRAND TOTAL [UG + PG]	1718	1080	672	408	1080

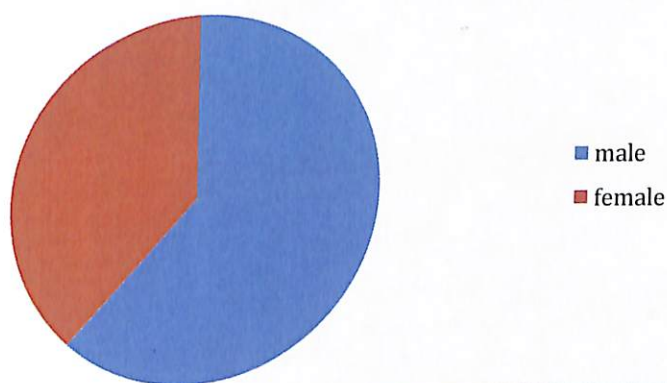
At the UG level, the above programmes depict a mixed picture. In Actuarial Studies and International Accounting, the males and females seeking admission to the programme, is either equal or males are slightly more. But while females make a beeline for Apparel Design & Construction and Integrative Nutrition & Dietetics; Travel and Tourism, Interior Designing, BMS, BBA and B.Sc. (CS) are still the male-oriented bastions, where females are much fewer in number.

At the PG level, as the above table depicts, we see a different picture. M.Sc. Geoinformatics does not show a marked predilection/trend in either males or females seeking admission to the programme. But while females make a beeline for Psychology, Interior Design and Integrative Nutrition and Dietetics; Sports Management, Computer Science and Travel and Tourism are still the male-dominated bastions, where females are much lower in number. Psychology continues to display a penchant for females with no males seeking admission to the PG course. But the overall admission picture displays a male-dominated ratio of 672:408 because of Sports Management being flooded with male students as against females.

TOTAL UG Autonomous Courses

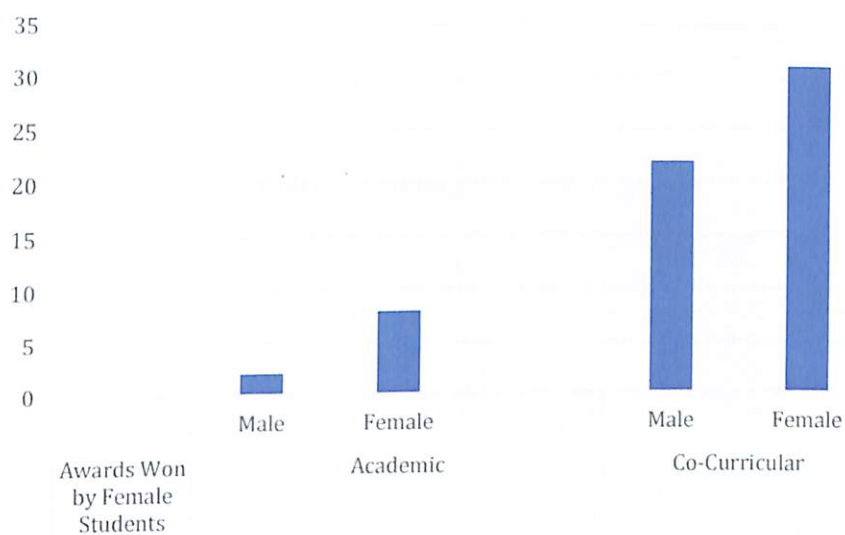


TOTAL PG Autonomous Courses



2. AWARDS WON BY STUDENTS

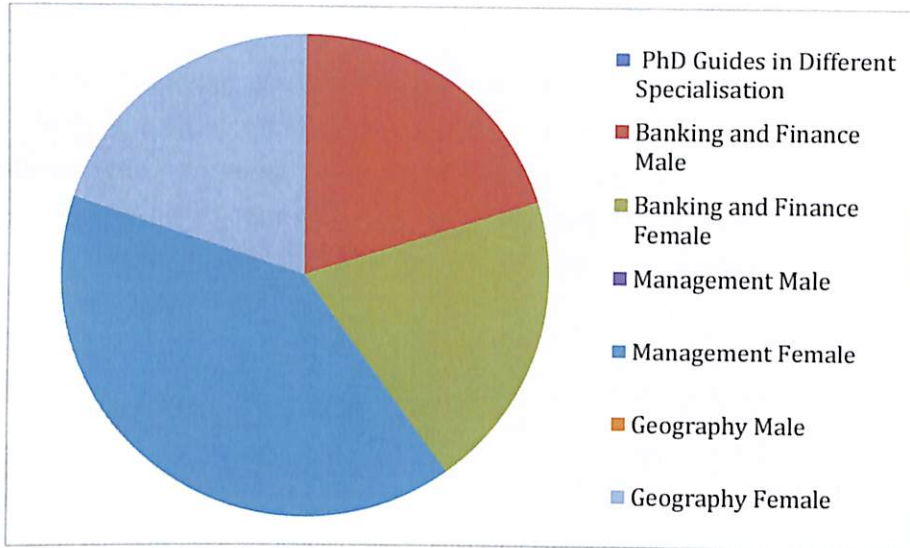
Awards Won by Female Students		
Academic	Male	02
	Female	08
Total		10
Co-Curricular	Male	22
	Female	31
Total		53



On the academic front, the females take the cake in bagging trophies with nearly eighty percent girls winning medals in comparison with males. In co-curricular fields too, the female presence is stronger than the males.

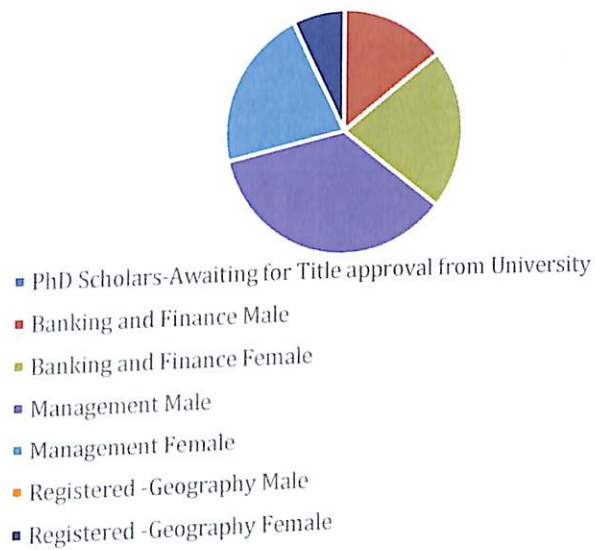
3. Ph.D RESEARCH RELATED GENDER DATA

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



PhD Scholars-Awaiting for Title approval from University		
Banking and Finance	Male	2
	Female	3
Management	Male	5
	Female	3
Registered - Geography	Male	0
	Female	1

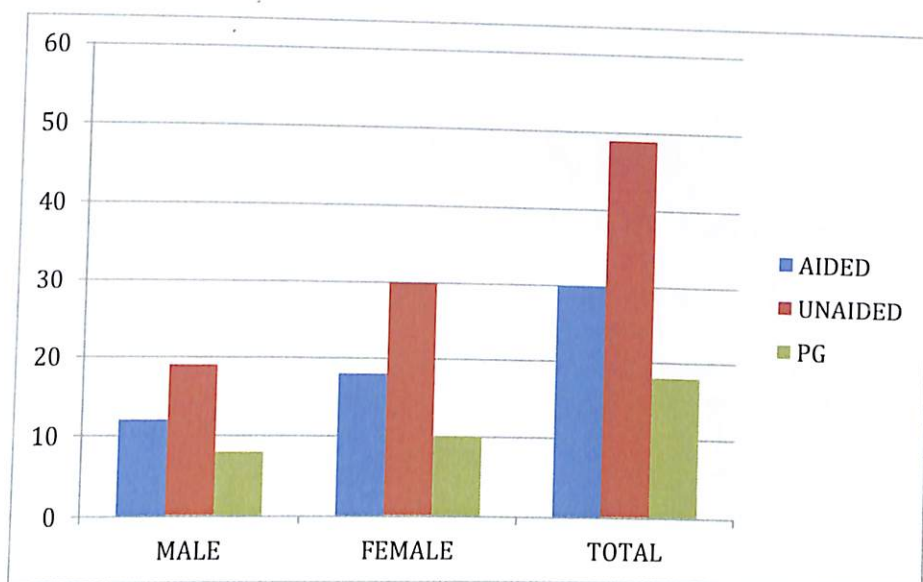
Chart Title



While the Ph. D guides are an equally divided male-female ratio in Banking & Finance, there is a clear majority of women scoring over men in Geography. Only Management leaps forward with a whopping ratio of five males versus three females. Amongst the research scholars, women score over men in Banking & Finance and Geography. But just like the guides, the male scholars too are more than the females in Management.

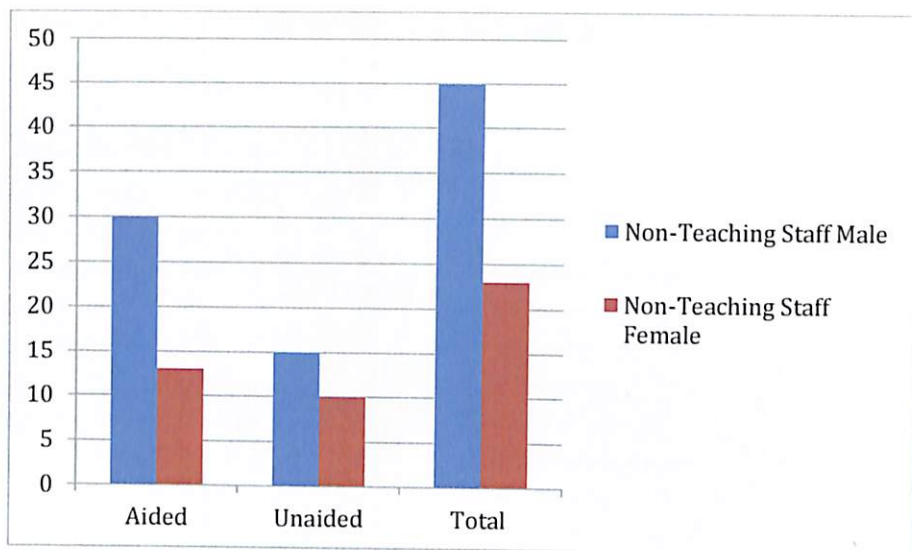
4. STAFF RELATED GENDER DATA

CATEGORY	MALE	FEMALE	TOTAL
AIDED	12	18	30
UNAIDED	19	30	49
PG	8	10	18



Given the fact that this is the teaching profession, the female majority on the teaching pay-roll, is only too evident in all the three sections: Aided, Unaided and PG

Non-Teaching Staff		
	Male	Female
Aided	30	13
Unaided	15	10
Total	45	23



The Non-Teaching Staff is the only exception where the women are in a minority with less than half the Staff in Aided Section being females. In Unaided section too, the Males show a clear majority among the workforce here.

5. GENDER AWARENESS PROGRAMS CONDUCTED

1. The WDC conducted a Webinar On “Walking on eggshells: A narrative of Violence and Abuse”, on 24th July 2021 for students.
2. Webinar on “Never too late to practice hygiene”, on 27 November 2021.
3. Webinar On “Women's Rights in India: The Present scenario”, on 20th December, 2021
4. The Women Study Centre and Women Development Cell organised a National webinar on “Re-inventing Sustainable Women Empowerment Strategies in Post-covid-19 Scenario”, on Saturday, 29th January, 2022.
5. The Women Study Centre and Women Development Cell released an ISBN-978-81-954144-1-3 book titled “Re-inventing Sustainable Women Empowerment Strategies in Post-covid-19 Scenario”, on Monday, 4th April, 2022.

6. GENDER RELATED TOPICS IN SYLLABI

Topics included in the different 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)

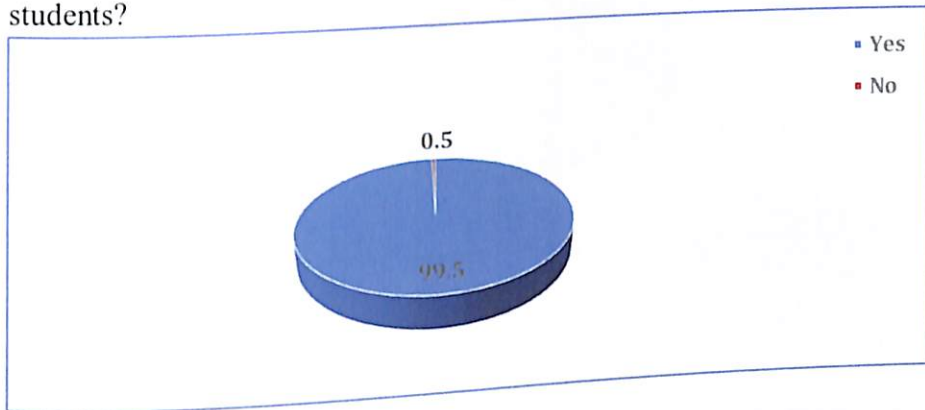
7. PARTICIPATION IN DEPARTMENTAL ACTIVITIES

SR NO	DEPARTMENT	ACTIVITY	MALE	FEAMALE	TOTAL
1	NSS	ENROLLMENT	59	91	150
		JULY	0	3	3
		AUGUST	85	215	300
		SEPTEMBER	115	192	307
		OCTOBER	23	92	115
		NOVEMBER	26	93	119
		DECEMBER	18	47	65
		JANUARY	143	390	533
		FEBRUARY	206	571	777
		MARCH	39	96	135
2	PSYCHOLOGY	GUEST LECTURE- UNDERSTANDING QUEER PERSPECTIVE	8	55	63
		INSYCHED-2022	30	93	123
		GUEST LECTURE- RESPONSIBLE USE OF TESTS IN COUNSELLING	5	55	60
		GUEST LECTURE- BIOPSYCHOLOGY CURRENT PERSPECTIVES	6	52	58
3	GEOGRAPHY	INTERCOLLEGIATE LECTURE SERIES	71	90	161
			24	46	70
4	ECONOMICS	National Webinar	9	25	34
		Gandhi Jayanti	2	18	20
		Say No to Plastic Campaign			
		A WEBINAR WAS ORGANISED ON THE THEME "DECODING CONSTRUCTIVE PROGRAMMES OF MAHATMA GANDHI IN TODAY'S TIMES".	31	24	55
		WORKSHOP ON INVESTOR AWARENESS PROGRAM	06	13	19
5	ACCOUNTANCY	CA DAY CELEBRATION	22	38	60
		FIIS VS MUTUAL FUNDS- WHICH ONE BACKS INDIAN MARKETS?	45	57	102

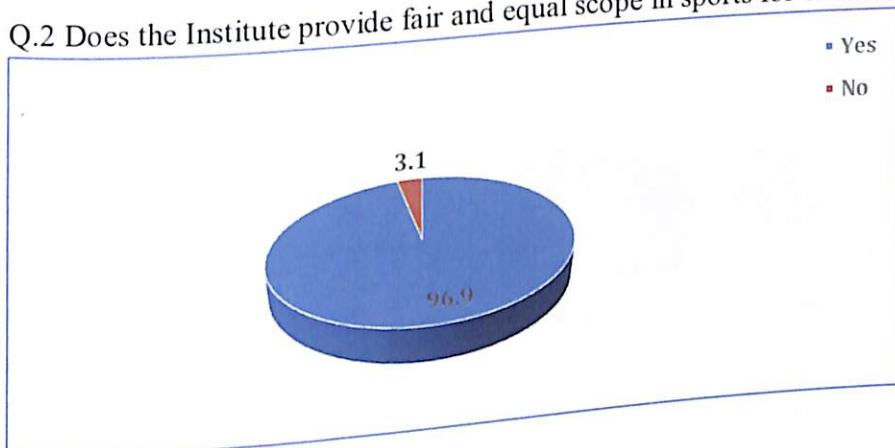
The participation of female students is more in all events organised by various departments as is clearly visible from the table.

8. FEEDBACK FORMS FROM FEMALE STUDENTS

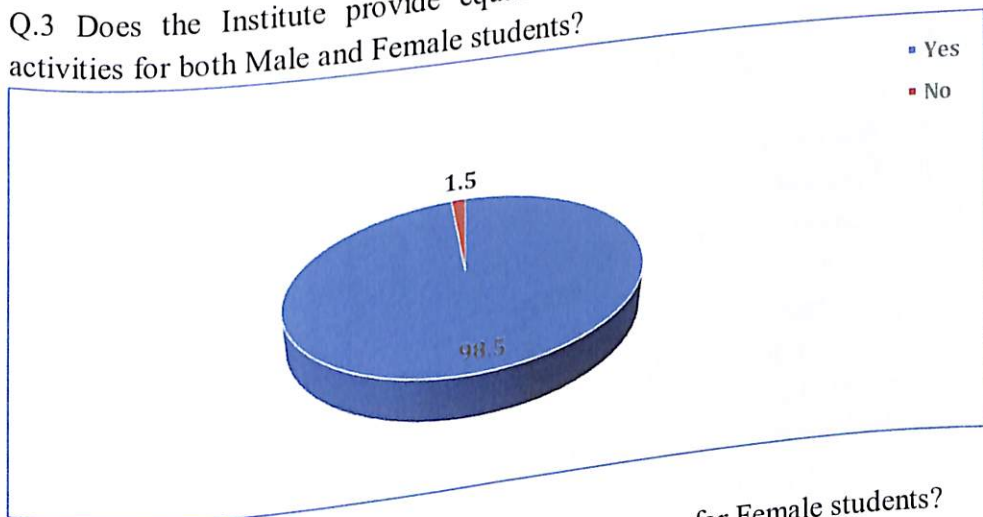
Q.1 Does the institute provide equal opportunities to learn for both Male and Female students?



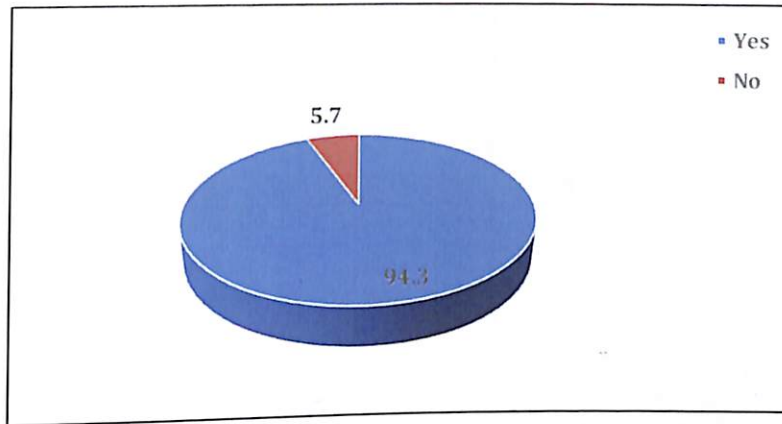
Q.2 Does the Institute provide fair and equal scope in sports for both Male and Female?



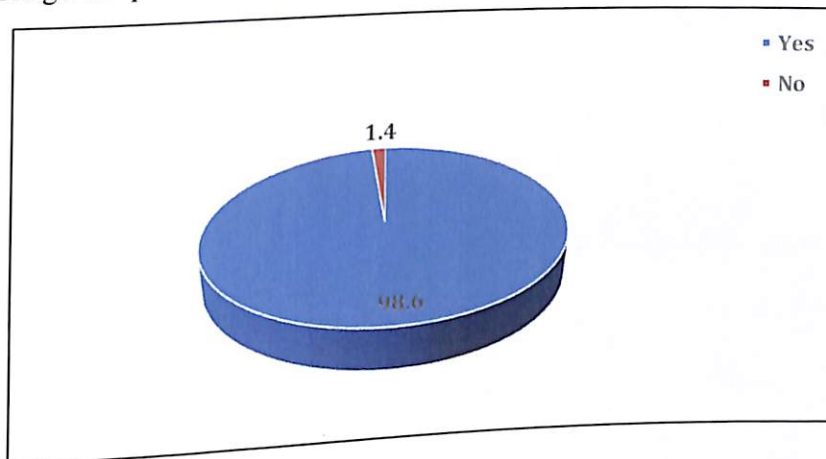
Q.3 Does the Institute provide equal benefits in co-curricular and extra-curricular activities for both Male and Female students?



Q4. Does the institute provide adequate Infrastructure for Female students?



Q.5 Is the college campus safe for Female students?



6. Summary of the feedback received from female students:

An overwhelming 99.5% of the female students agreed that the institute provides equal opportunities to learn for both male and female students. Similarly, 96.9% 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 (98.5%) agreed that the institute provides equal benefits in other co-curricular and extra-curricular activities for both male and female students. More than 94.3% were satisfied with the infrastructure for female students in the institute. Also, almost 98.6% 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	All types of clothing to be allowed	Clothing has to be according to college rules and regulations.

Kalkoti

Dr. Kavita Kalkoti
Convenor
Women Development Cell

Matta.

Prof Dr Moushumi Datta
Principal

Dr. Satish Ailawadi
Convenor

Satish Ailawadi

Dr. Suhasini Arya
Member

Suhasini Arya
22.11.22

Dr. (Mrs) C.T.Chakraborty
Member

Chakraborty
22/11/22

