



**Sheth T.J. Education Society's
Sheth N.K.T.T. College of Commerce &
Sheth J.T.T. College of Arts.**
(Reaccredited by NAAC B+ (2.62), 3rd Cycle, ISO Certified : 9001:2015)

Gender Audit

(2018-19 to 2020-21)

About the College

The Sheth T. J. Education Society was founded in 1949. Since then, it has made significant contribution in the field of education. There are more than five thousand students who are being educated in the institutions run by the society. A student admitted in the Montessori Class goes out with a degree either in Science or in Arts or in Management studies or in Commerce or Post Graduate Degree in Commerce.

The college with the Commerce stream was founded in August, 1990 to cater the educational needs of students passing the H.S.C. Examination from the Sheth N.K.T.T. Junior College, Thane. The Arts stream was added to the Degree College from the Academic year 1993-94, as there was a great demand for Arts Section. College has also received permission to start self-financed programmes. College has started many self-financing courses like Bachelor in Management Studies (BMS) in 2008-09, B. SC (Information Technology) in 2009-10, B. Com with Banking and Insurance (BBI) in 2010-11, M. Com (Advanced Accountancy) in 2009-210 and B. Com with Accounting and Finance (BAF) in 2020-21.

Sheth N.K.T.T. College of Commerce and Sheth J.T.T College of Arts, permanently affiliated to the University of Mumbai is a multifacility institution of higher education that has more than 3000 students on its rolls, pursuing studies in several undergraduate and post – graduated courses. In addition, the college imparts instruction to students pursuing studies through Yashwantrao Chavan Maharashtra Open University, Nasik. The college also conducts contact sessions for student pursuing education through the Institute of Distance Education, University of Mumbai. The college has been Reaccredited with a B+ Grade (CGPA - 2.62) in 3rd Cycle by National Assessment and Accreditation Council (NAAC) - An Autonomous Institution of the University Grants Commission. College has also received ISO certification (ISO Certified: 9001:2015).

As per the vision statement college is committed and taking persuasive efforts towards holistic Education. The college encourages the all-round development of the students by providing them opportunities for participating in various co-curricular and extra-curricular activities like NSS, DLLE, Art Circle, Literary association etc. Students of the college have showcased their talents in various intra-collegiate and inter-collegiate competitions and won several prizes. The students also organized intercollegiate events like Sonorous and Arth-Prastuti.

The college has a well-planned and well-maintained spacious building. The college building is well equipped with classrooms, library cum reading room, gymkhana and gymnasium for boys and girls, canteen, AV Room, computer lab, girl's common room etc.

Gender Policy of the institution

The Gender Policy provides a framework for fostering gender equality in the institution. Gender is a term used to identify social, cultural and psychological features that identify one as a man, woman, boy or girl. It is the shaping of thinking, attitude and values of women, men, girls and boys. It is also about roles and responsibilities for men and women, boys and girls as perceived by the different communities. It is further reflected by gender differences in the choices made, access and control of resources, power relations and participation. The policy considers equality as a development goal rather than focus on either gender as a target. Achievement of this goal requires the college to examine all its policies, programmes and projects for their impact on either gender with a view of achieving a gender equitable work environment.

Objectives of Gender Policy

- i) To ensure that staff, students and other stakeholders, live and work in an environment of mutual respect, free from discrimination, harassment and humiliation, thereby enhancing the dignity of both genders.
- ii) Ensure that all research, training, teaching and learning and development activities in the college are gender sensitive and aimed at bringing out the best in both men and women.
- iii) To promote and ensure gender equity in terms of rights and access to resources and services.

Key Steps in Gender Audit

- Planning
- Data collection
- Draft Report
- Final Report

Introduction

Gender Audit

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. A gender audit is essentially a social audit and belongs to the category of quality audits.

Gender audit is to be carried out by every college as it is desired in assessment and accreditation process by NAAC for all affiliated colleges in India. The Women Development Cell (WDC) of the college will be primarily responsible to initiate the audit process with the advice of the principal. The chairperson and the members of WDC collected and analysed data collected criteria-wise as prescribed by the University of Mumbai. The draft is placed before the IQAC, External Advisor of the college and the Principal for suggestions and recommendations. After which report was finalized and sent to the Audit Committee Convener and members. Followed by this a date is to be fixed in consultation with the management and principal to conduct the audit.

Audit Committee –

The gender audit shall be conducted by persons who are not connected with the college. The audit committee should be ideally consisting of –

1. One senior principal (Lady) – Chairperson
2. One principal/teacher not below the rank of associate professor – Member
3. One principal/teacher who is PO or member of WDC – Member
4. Presiding officer of the WDC of the host college will act as a member secretary.

Gender Audit Committee:

- 1) Dr. Pallavi A. Shah – WDC Co-ordinator
- 2) Ms. Geetanjali Chiplunkar – WDC Member
- 3) Ms. Maithili Kende - WDC Member
- 4) Ms. Kinjal Gosai – WDC Member

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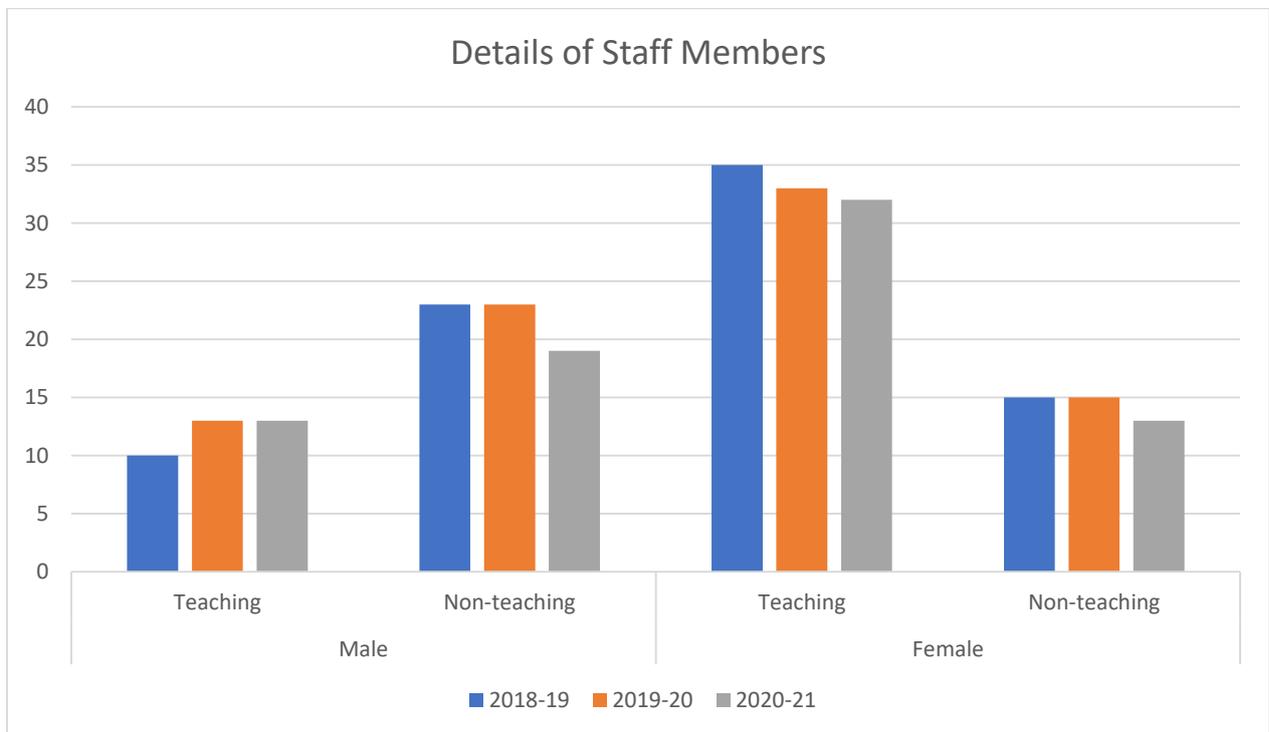
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PROFILE OF THE COLLEGE**Details of staff members (teaching and non-teaching staff)by year****Table 1: Details of teaching and non-teaching staff**

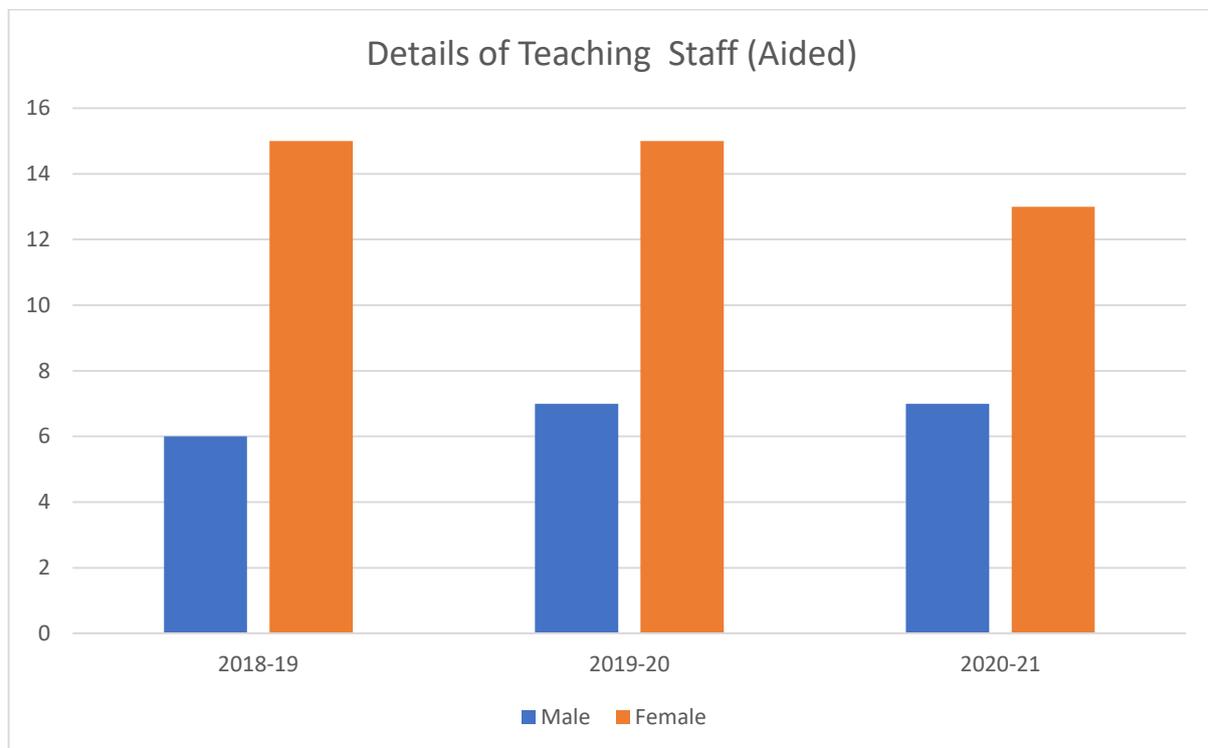
Year	Male		Female		Total	
	Teaching	Non-teaching	Teaching	Non-teaching	Teaching	Non-teaching
2018-19	10	23	35	15	45	38
2019-20	13	23	33	15	46	38
2020-21	13	19	32	13	45	32

Graph 1: Details of staff members teaching and non-teaching staff by year**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female teaching and non-teaching staff employed in the college is more than the number of male teaching and non-teaching staff. The institute promotes female development and provides equal opportunity to men and women. It has been observed that, the college provides employment opportunities to more women and thereby makes an effort to promote their interests.

Details of teaching staff (Aided)**Table 2: Details of aided teaching staff (aided)**

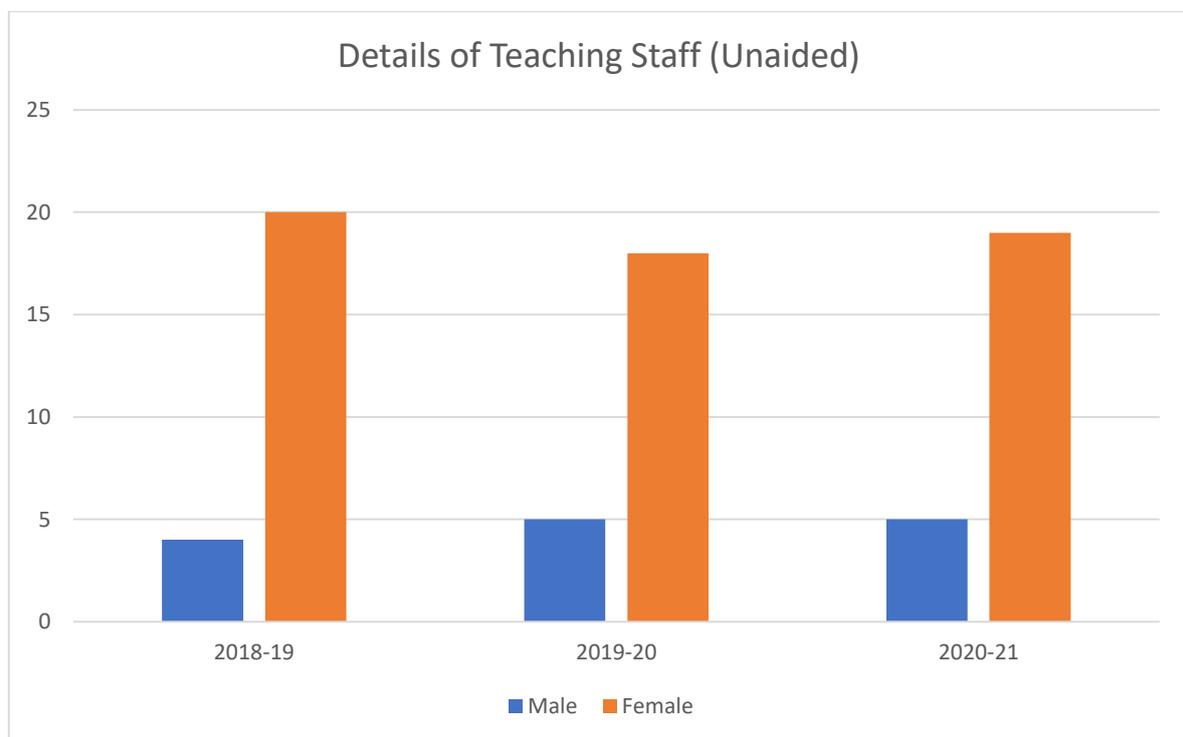
Year	Male	Female	Total
2018-19	6	15	21
2019-20	7	15	22
2020-21	7	13	20

Graph 2: Details of aided teaching staff (aided)**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female teaching staff employed in the aided section of the college is more than the number of male teaching staff. Observing high number of female teaching staff in the college it has been concluded that the college tries to make more teaching opportunities available to women.

Details of teaching staff (Unaided)**Table 3: Details of aided teaching staff (unaided)**

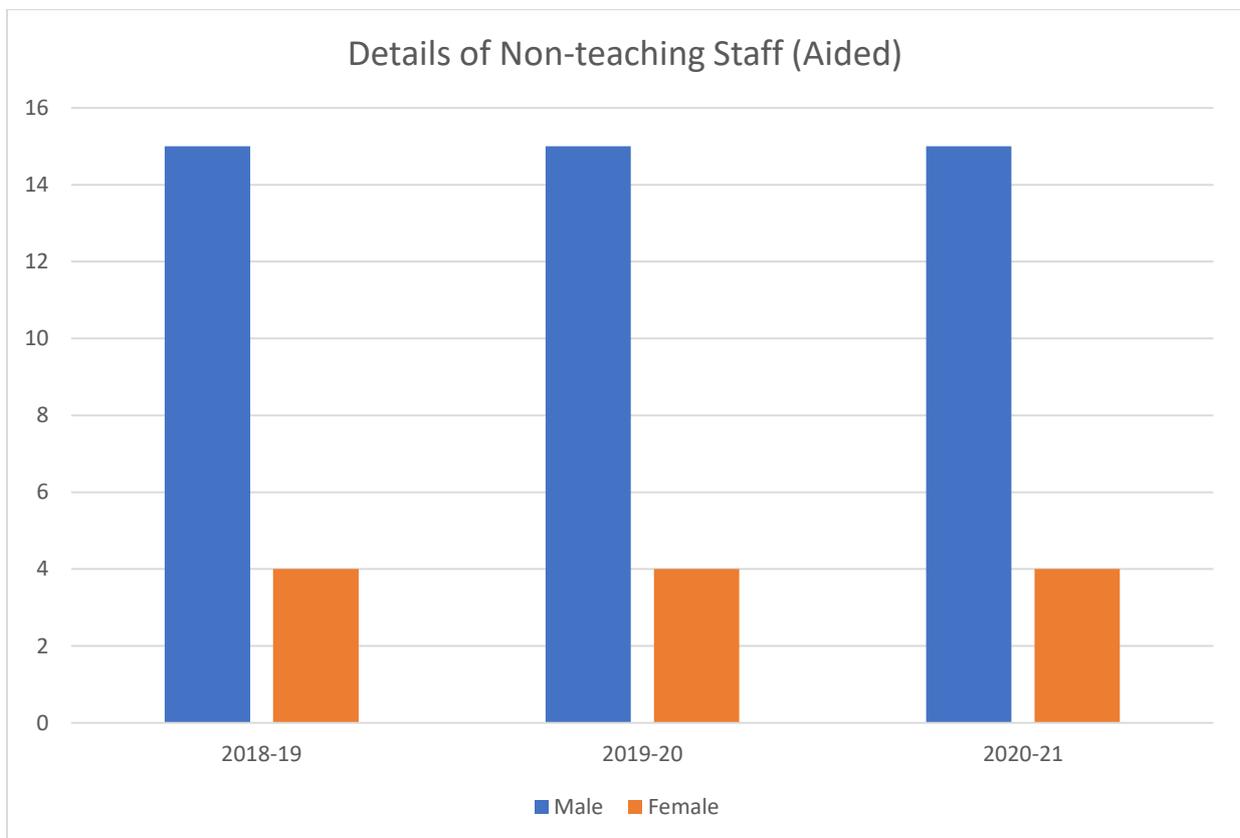
Year	Male	Female	Total
2018-19	4	20	24
2019-20	5	18	23
2020-21	5	19	24

Graph 3: Details of aided teaching staff (unaided)**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female teaching staff employed in the unaided section of the college is more than the number of male teaching staff. The college tries to promote employment opportunities to women in the teaching field.

Details of non-teaching staff (Aided)**Table 4: Details of non-teaching staff (Aided)**

Year	Male	Female	Total
2018-19	15	4	19
2019-20	15	4	19
2020-21	15	4	19

Graph 4: Details of non-teaching staff (Aided)**Interpretation:**

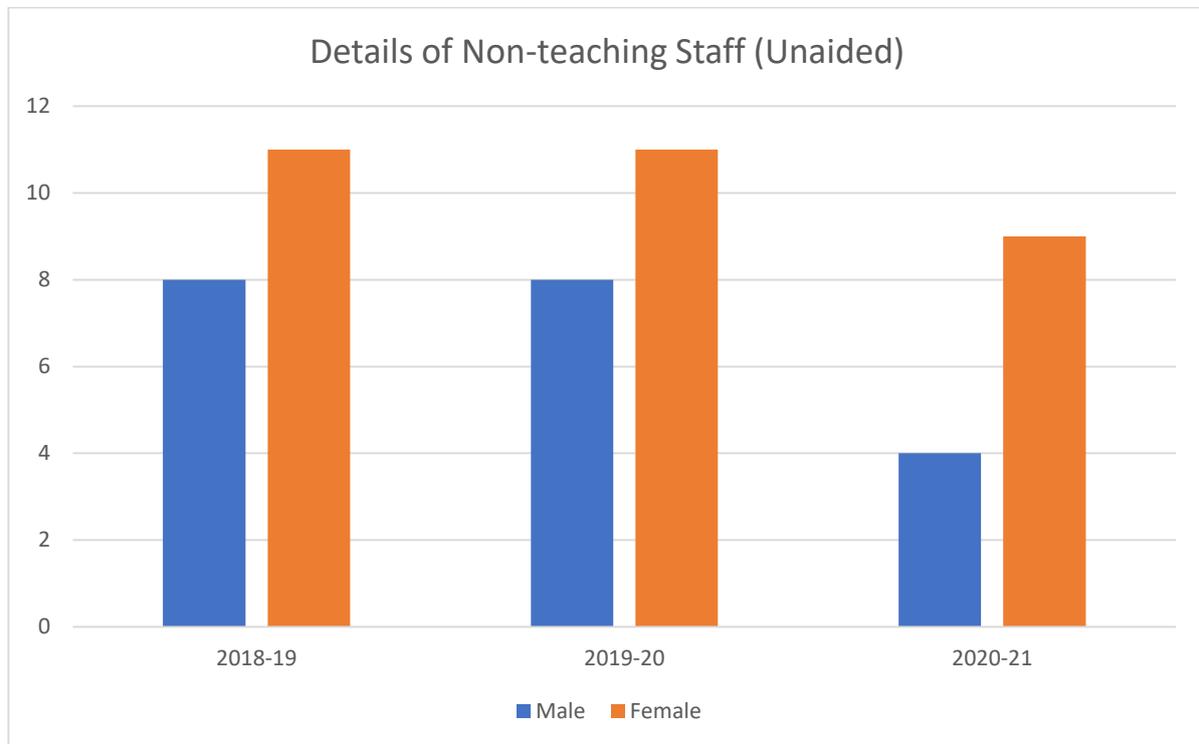
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of male non-teaching staff employed in the college is more than the number of female non-teaching staff.

Details of non-teaching staff (Unaided)

Table 5: Details of non-teaching staff (Unaided)

Year	Male	Female	Total
2018-19	8	11	19
2019-20	8	11	19
2020-21	4	9	13

Graph 5: Details of non-teaching staff (Unaided)

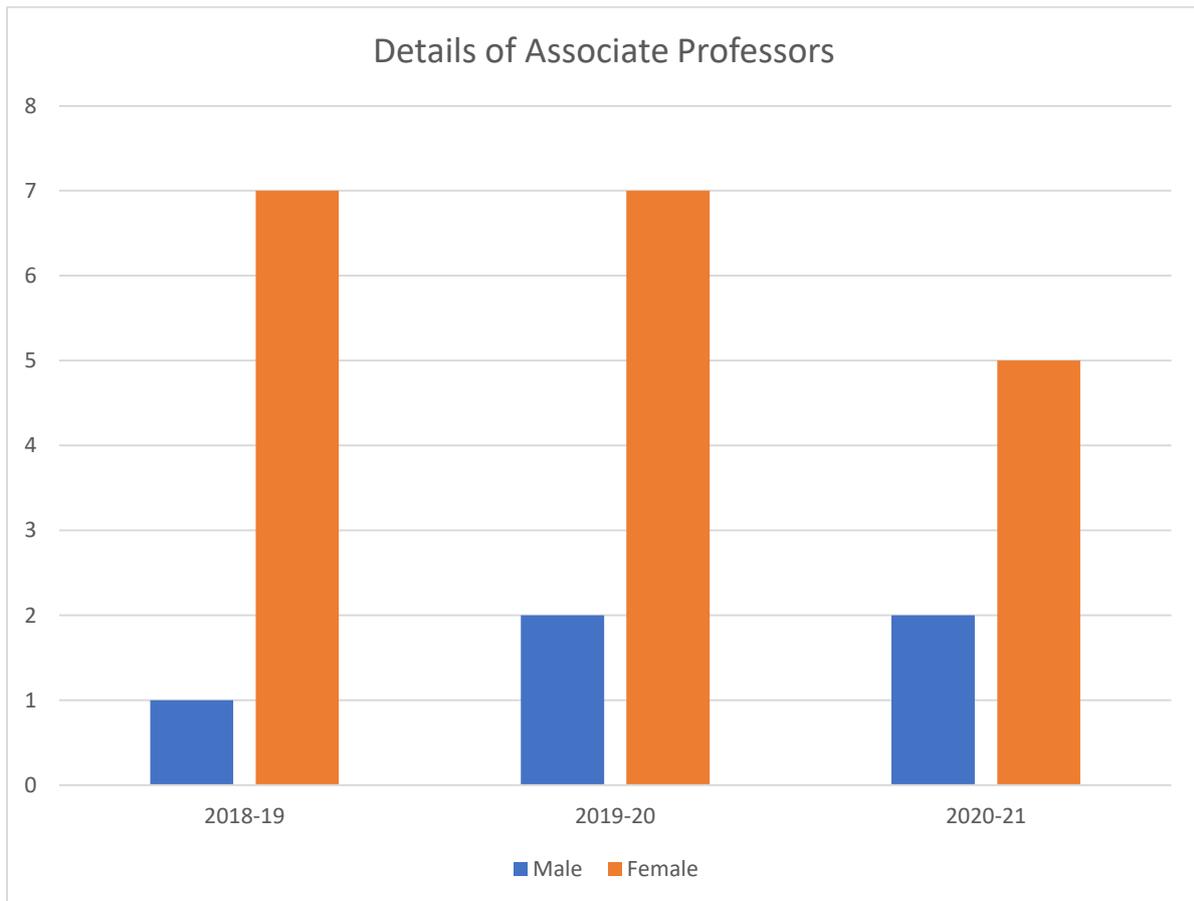


Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female non-teaching staff employed in the college is more than the number of male non-teaching staff.

Details of number of associate professors in the college**Table 6: Number of associate (aided) professors in the college**

Year	Male	Female	Total
2018-19	1	7	8
2019-20	2	7	9
2020-21	2	5	7

Graph 6: Number of associate professors in the college**Interpretation:**

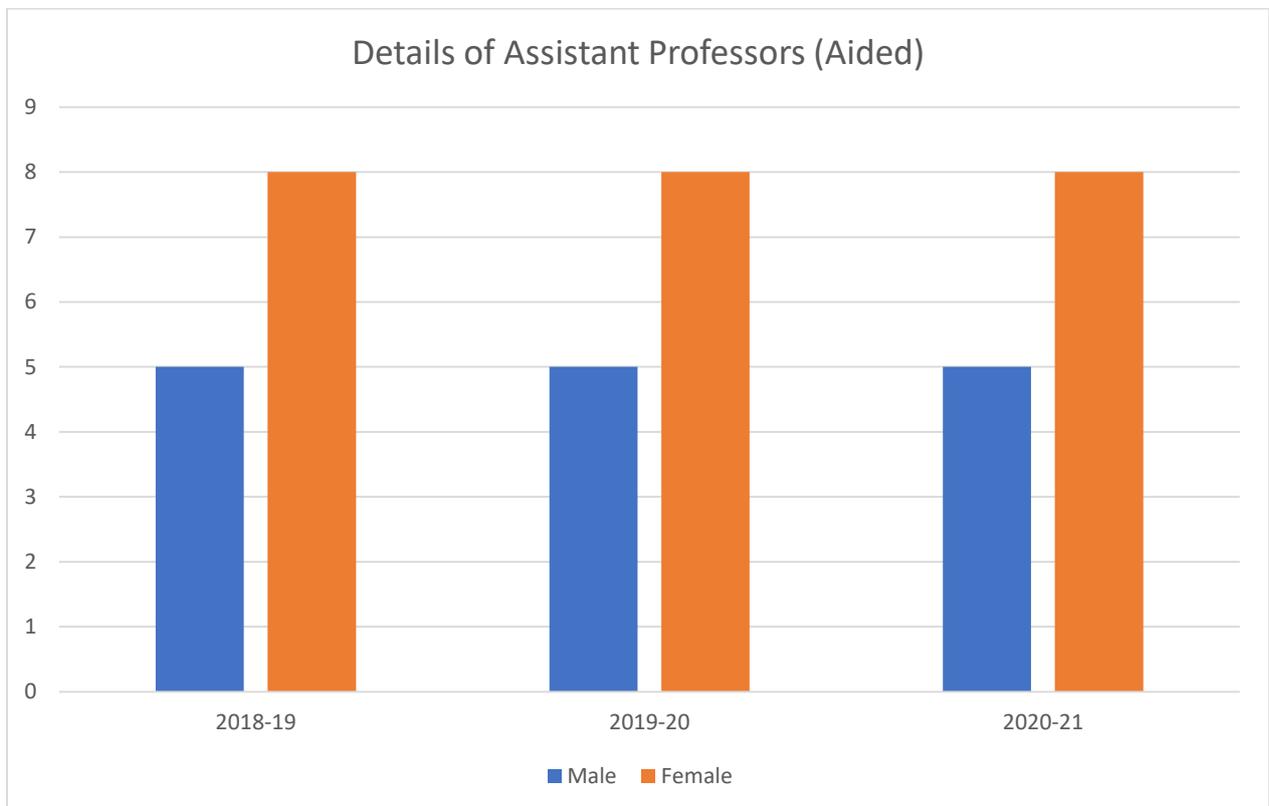
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female associate professors employed in the college is more than the number of male associate professors in the college. The college takes pride in the achievement of the female staff of the college in this matter, encourages them to achieve high standards of professionalism, and provides them with the opportunity to achieve their career goals.

Details of number of assistant professors (aided) in the college

Table 7: Number of assistant professors in the college (Aided)

Year	Male	Female	Total
2018-19	5	8	13
2019-20	5	8	13
2020-21	5	8	13

Graph 7: Number of assistant professors in the college (Aided)



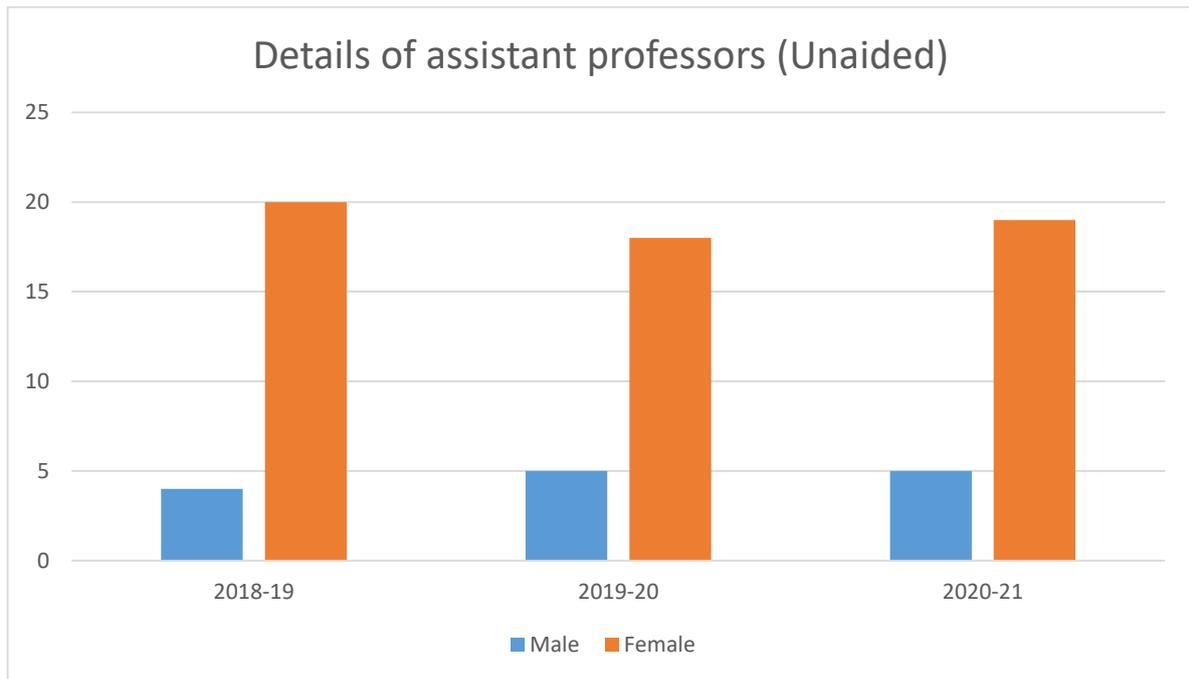
Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female assistant professors employed in the college is more than the number of male assistant professors in the college. The college is proud to have more number of female assistant professors as compared to male assistant professors employed in the Institution.

Details of assistant professors (Unaided)

Table 8: Number of assistant professors in the college (Unaided)

Year	Male	Female	Total
2018-19	4	20	24
2019-20	5	18	23
2020-21	5	19	24

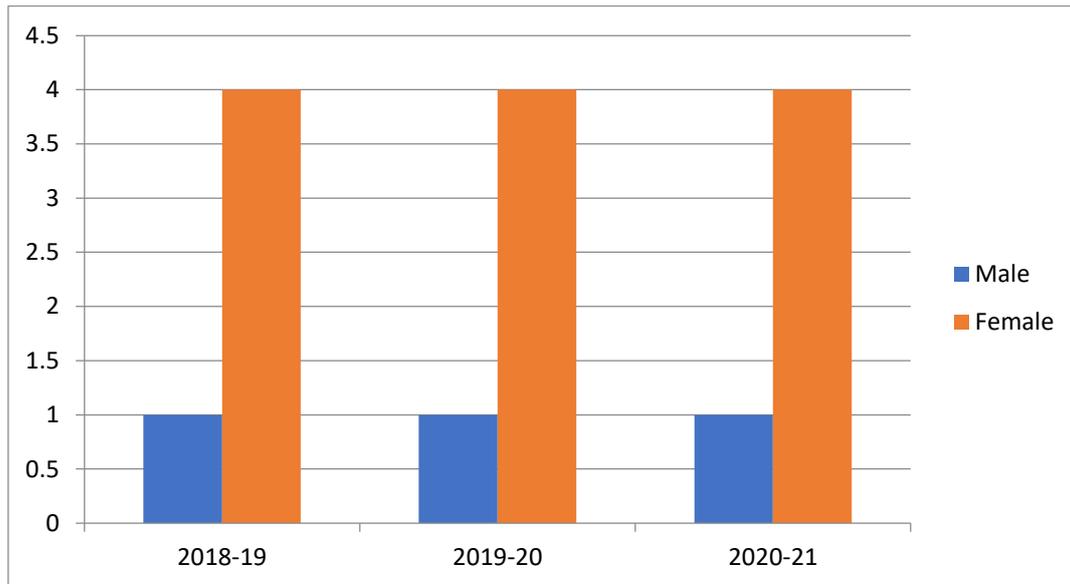
Graph 8: Number of assistant professors in the college (Unaided)**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female assistant professors employed in the college is more than the number of male assistant professors in the college. The college is happy to see the success of its female assistant professors and motivates them to achieve greater heights.

Qualifications of aided teaching staff NET/SET**Table 9: Number of assistant professors with NET/SET qualification (Aided)**

Year	Male	Female	Total
2018-19	1	4	5
2019-20	1	4	5
2020-21	1	4	5

Graph 9: Number of assistant professors with NET/SET qualification (Aided)



Interpretation:

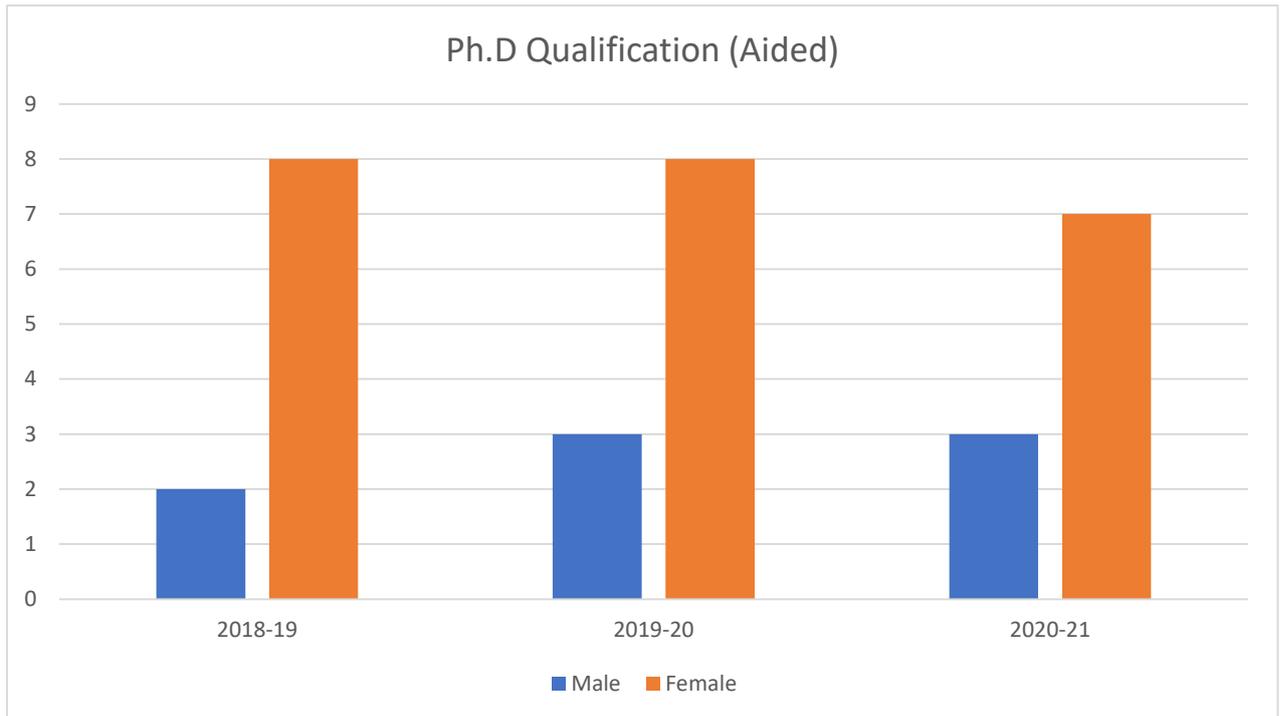
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female teaching staff employed in aided section of the college with NET qualification is more than the number of male teaching staff employed in aided section of the college with the same qualification. This signifies that more women are qualified than men in the college.

Qualifications of aided teaching staff (Ph.D.)

Table 10: Number of assistant professors with Ph.D. Degree (Aided)

Year	Male	Female	Total
2018-19	2	8	10
2019-20	3	8	11
2020-21	3	7	10

Graph 10: Number of assistant professors with Ph.D. Degree (Aided)



Interpretation:

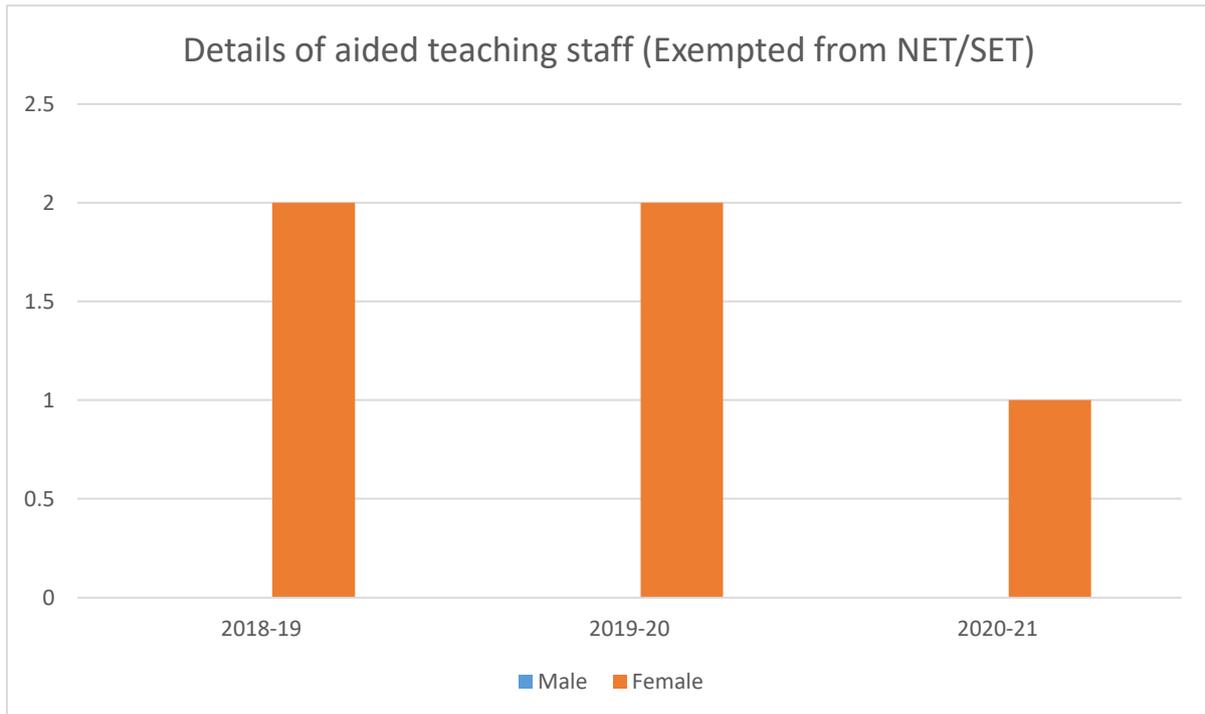
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female teaching staff employed in aided section of the college with a Ph.D degree is more than the number of male teaching staff employed in aided section of the college with the same qualification. More female professors hold Doctorate degree in the college than male professors.

Qualifications of aided teaching staff (Exempted from NET/SET)

Table 11: Number of assistant professors exempted from NET/SET (Aided)

Year	Male	Female
2018-19	0	2
2019-20	0	2
2020-21	0	1

Graph 11: Number of assistant professors exempted from NET/SET (Aided)



Interpretation:

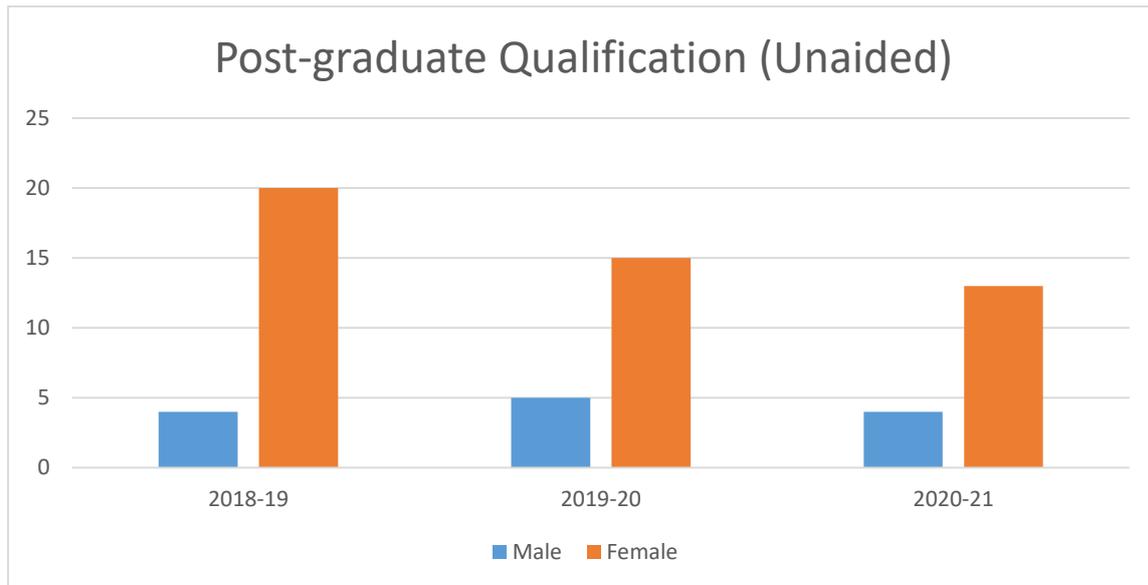
It has been observed from the above table, that the academic years 2018-19 and 2019-20, witnessed a higher number of female teaching staff which were exempted from the NET/SET qualifications were employed in the college as compared the academic years 2020-21.

Qualifications of unaided teaching staff (Post-graduates)

Table 12: Number of assistant professors with post-graduation qualification (Unaided)

Year	Male	Female	Total
2018-19	4	20	24
2019-20	5	15	20
2020-21	4	13	17

Graph 12: Number of assistant professors with post-graduation qualification (Unaided)



Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female teaching staff employed in unaided section of the college with post-graduation qualification is more than the number of male teaching staff employed in unaided section of the college with post-graduation qualification. This signifies that the college provides more openings to women with post-graduation qualification in the academic field.

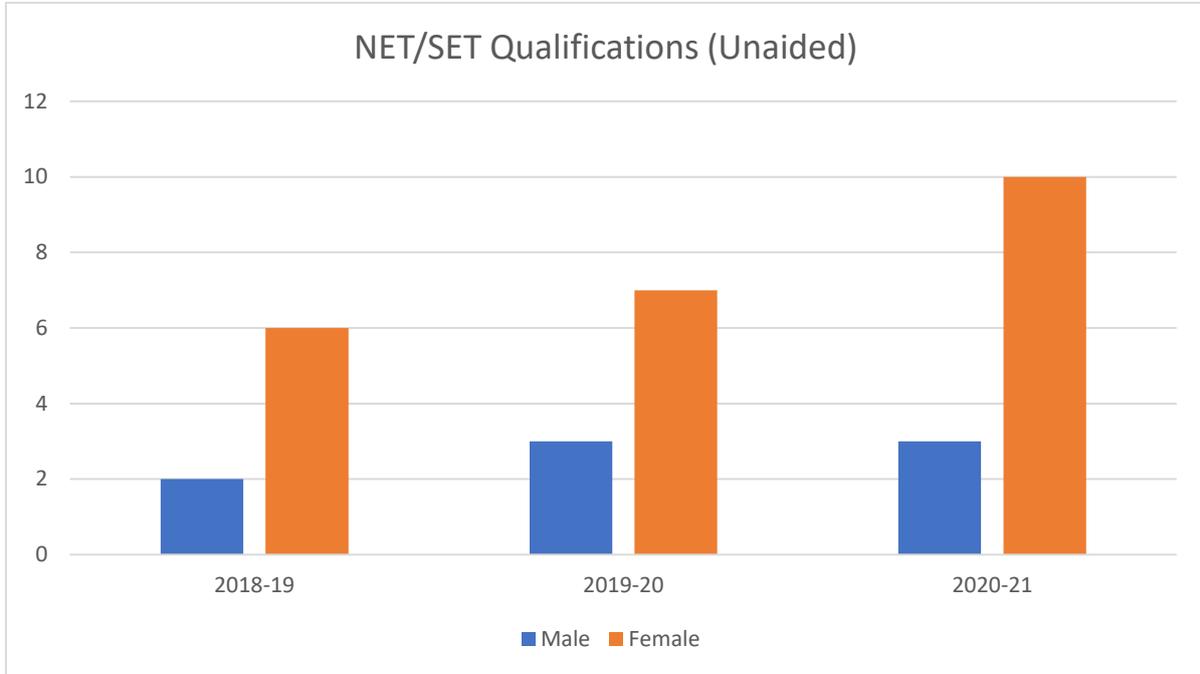
Qualifications of unaided teaching staff NET/SET

Table 13: Number of assistant professors with NET/SET qualification (Unaided)

Year	Male	Female	Total
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2018-19	2	6	8
2019-20	3	7	10
2020-21	3	10	13

Graph 13: Number of assistant professors with NET/SET qualification (Unaided)



Interpretation:

It has been observed from the above table that in academic years 2018-19 and 2019-20 the number of female teaching staff employed in unaided section of the college with NET qualification is equal to the number of male teaching staff employed in unaided section of the college with the same qualification. It has been further observed that in the academic year 2020-21, the number of female teaching staff with NET qualification has increased by twice the number of male teaching staff with NET qualification.

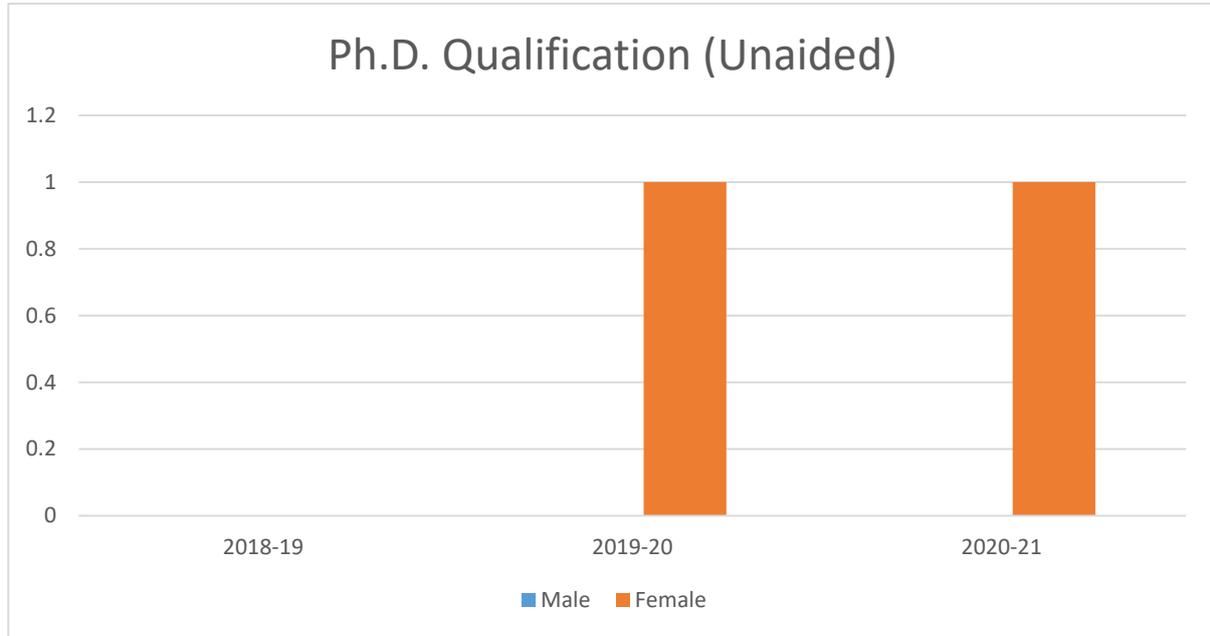
Qualifications of unaided teaching staff (Ph.D)

Table 14: Number of assistant professors with Ph.D Degree (Unaided)

Year	Male	Female	Total
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2018-19	0	0	0
2019-20	0	1	1
2020-21	0	1	1

Graph 14: Number of assistant professors with Ph.D Degree (Unaided)



Interpretation:

It has been observed from the above table, that in academic years 2019-20 and 2020-21, the number of female teaching staff employed in unaided section of the college with a doctorate degree is more than the number of male teaching staff employed in the unaided aided section of the college with the same qualification.

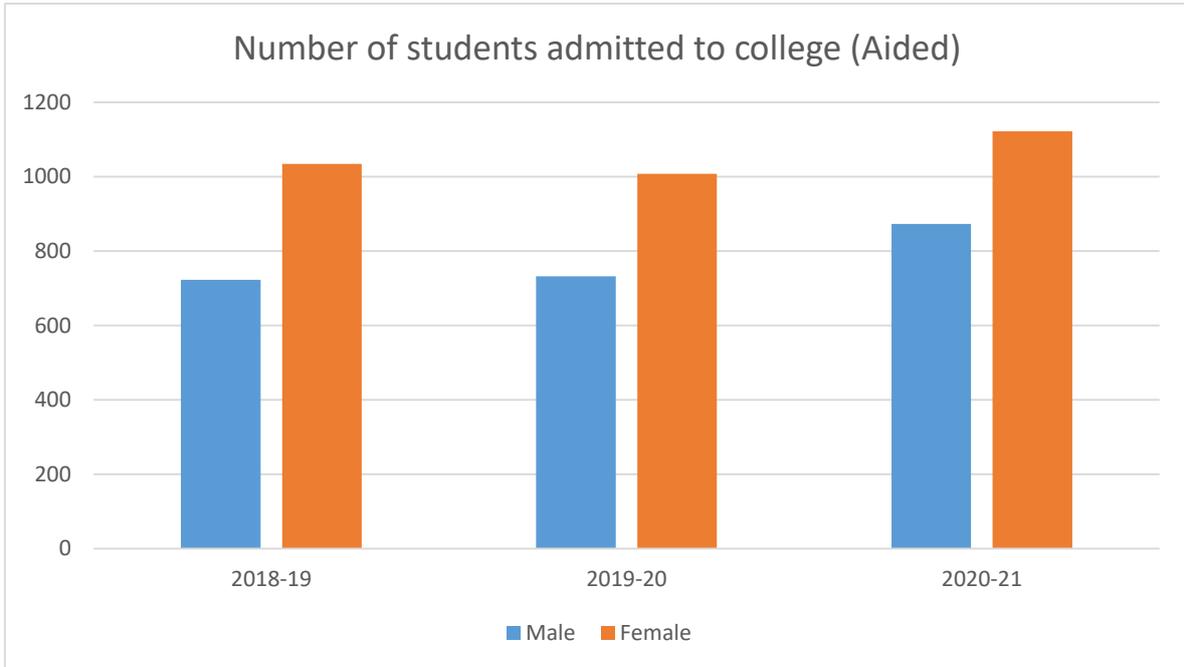
Number of the students admitted to the college. (Aided)

Table 15: Number of the students admitted to the college (Aided)

Year	Male	Female	Total
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2018-19	723	1034	1757
2019-20	732	1008	1800
2020-21	873	1122	995

Graph 15: Number of the students admitted to the college (Aided)



Interpretation:

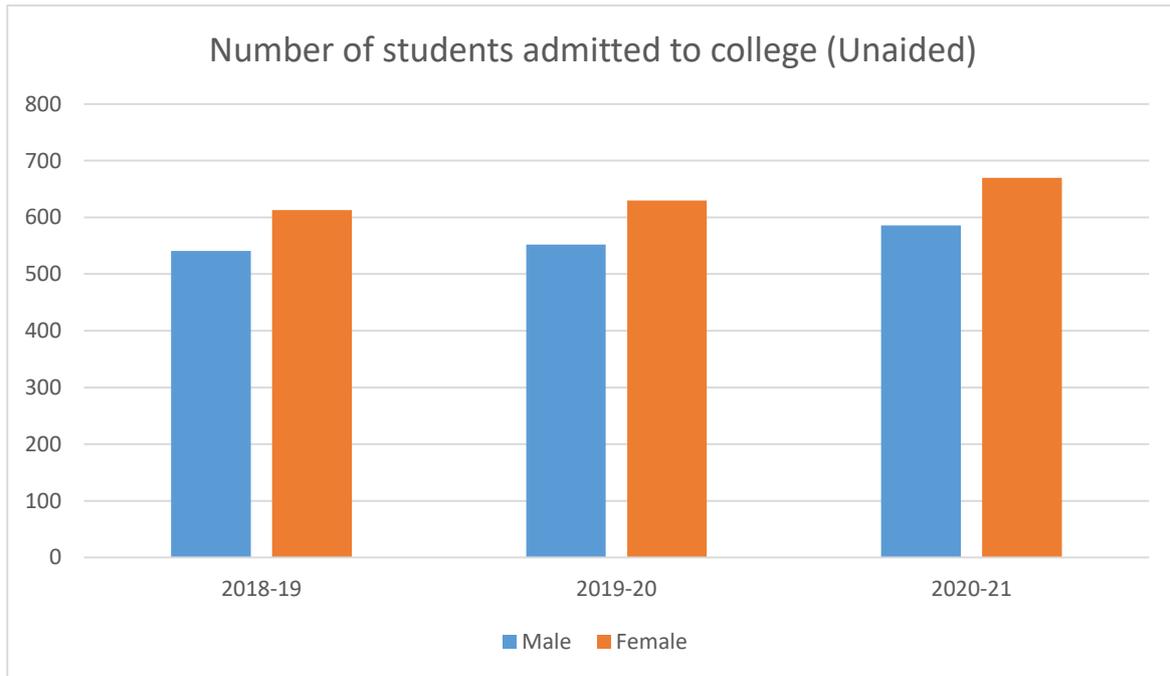
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students admitted in the college is more than the number of male students admitted in the college. This indicates that the college makes effort to provide more female students with an opportunity to educate themselves. It has been further observed that the trend has been increasing consistently over the years.

Number of the students admitted to the college (Unaided)

Table 16: Number of the students admitted to the college (Unaided)

Year	Male	Female	Total
2018-19	541	613	1154
2019-20	552	630	1182
2020-21	586	670	1256

Graph 16: Number of the students admitted to the college (Unaided)



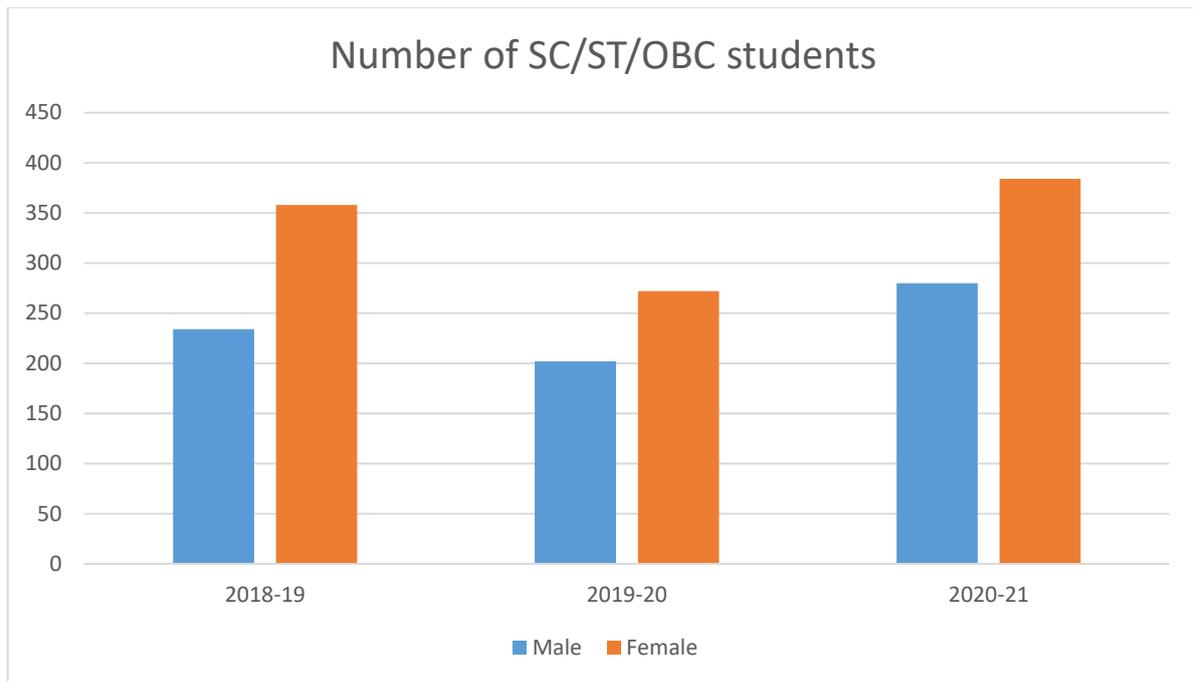
Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students admitted in the college is more than the number of male students admitted in the college. This indicates that the college makes effort to provide more female students with an opportunity to educate them. It has been further observed that the trend has been increasing consistently over the years even in unaided section.

Number of SC/ST/OBC Students

Table 17: Number of SC/ST/OBC students

Year	Male	Female	Total
2018-19	234	358	592
2019-20	202	272	474
2020-21	280	384	664

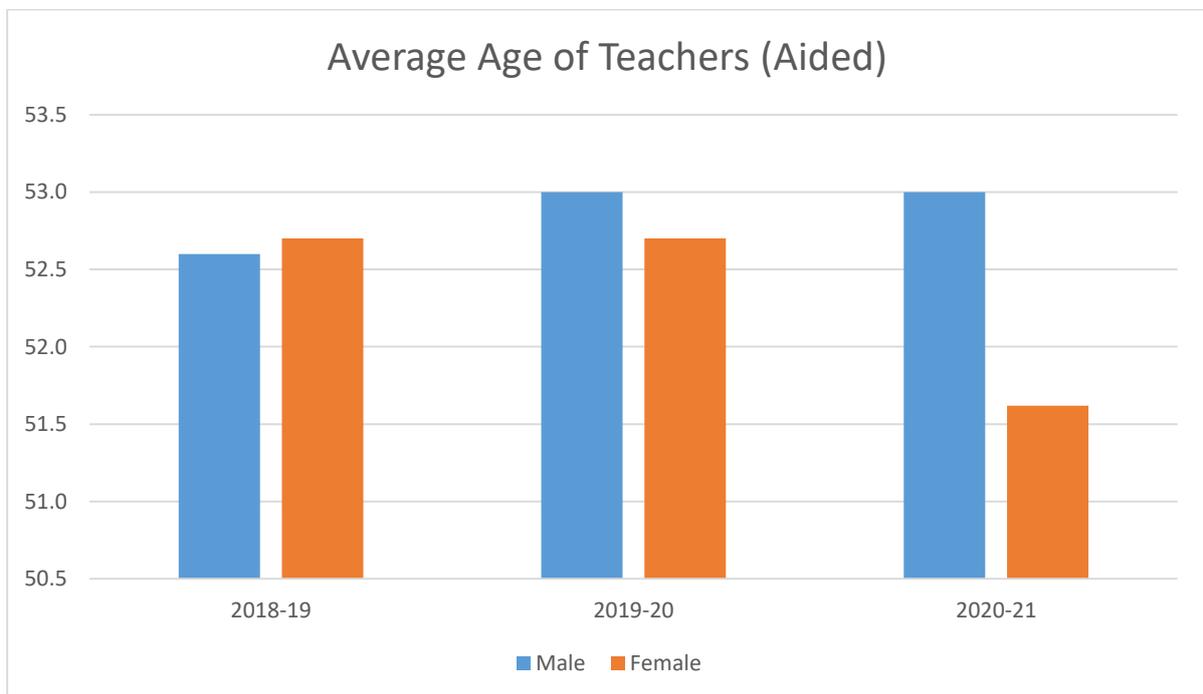
Graph 17: Number of SC/ST/OBC/General/Others**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students belonging to scheduled and backward classes admitted in the college is more than the number of male belonging to scheduled and backward classes students admitted in the college. This indicates that the college makes effort to provide more female students with an opportunity to educate themselves. It has been further observed that the trend has been increasing consistently over the years.

CRITERION 2: TEACHING-LEARNING EVALUATION

Details of average age of teachers (Aided) in years**Table 18: Details of average age of teachers (Aided) in years**

Year	Male	Female
2018-19	52.6	52.7
2019-20	53.0	52.7
2020-21	53.0	51.6

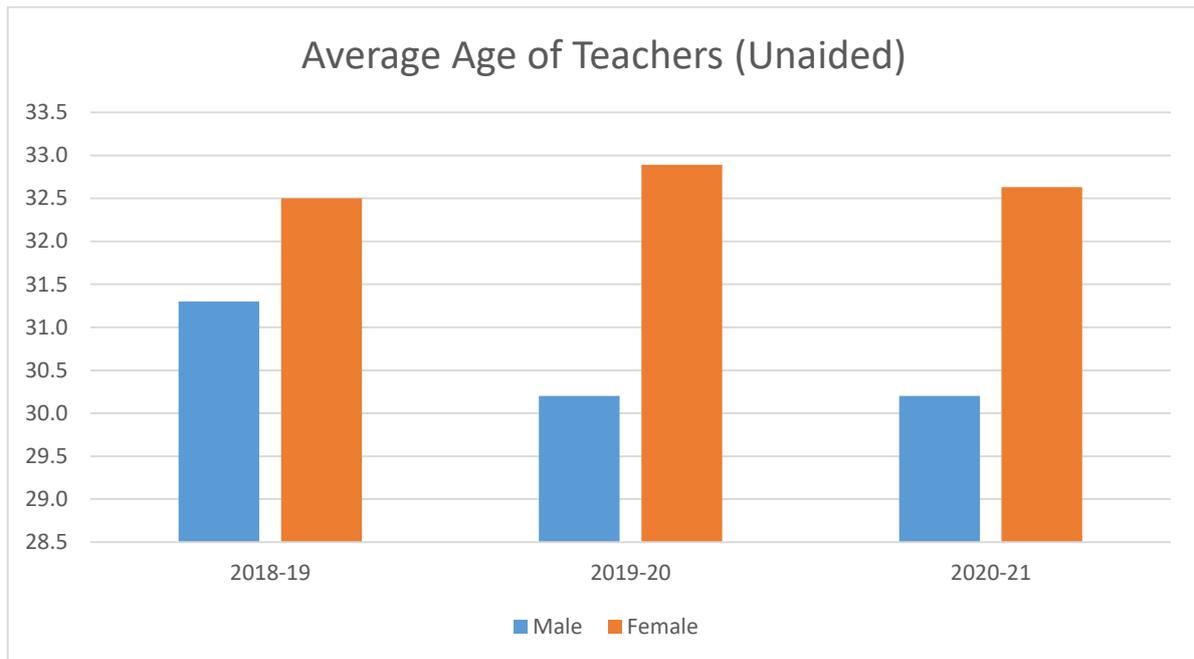
Graph 18: Details of average age of teachers (Aided)**Interpretation:**

It has been observed from the above table, that in academic year 2018-19, the number of average age of female teachers employed in the aided section of the college is more than the average age of the male teachers employed, whereas in academic years 2019-20 and 2020-21 the average age of male teachers employed in the aided section of the college is more than the female teachers employed in the aided section.

Details of average age of teachers in years (Unaided)

Table 19: Details of average age of teachers in years (Unaided)

Year	Male	Female
2018-19	31.3	32.5
2019-20	30.2	32.9
2020-21	30.2	32.6

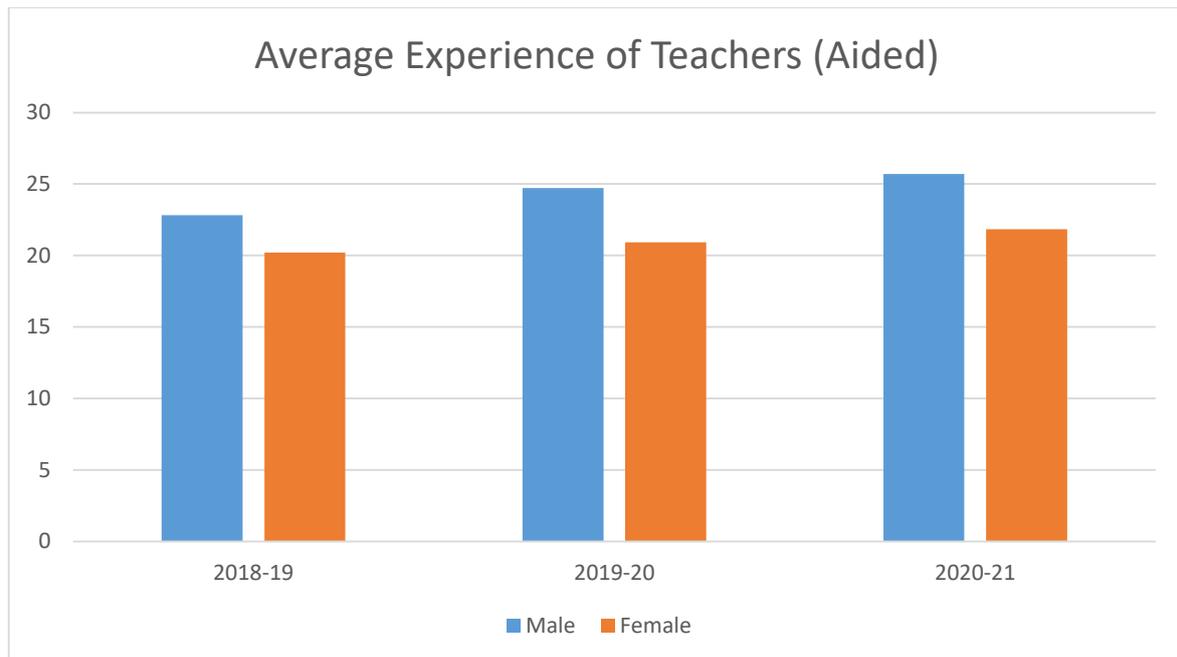
Graph 19: Details of average age of teachers (Unaided)**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the average age of female teachers employed in unaided section of the college is more compared to the male teachers employed in the unaided section of the college.

Details of average teaching experience in years (Aided)

Table 20: Details of average teaching experience in years (Aided)

Year	Male	Female
2018-19	22.83	20.2
2019-20	24.71	20.93
2020-21	25.71	21.84

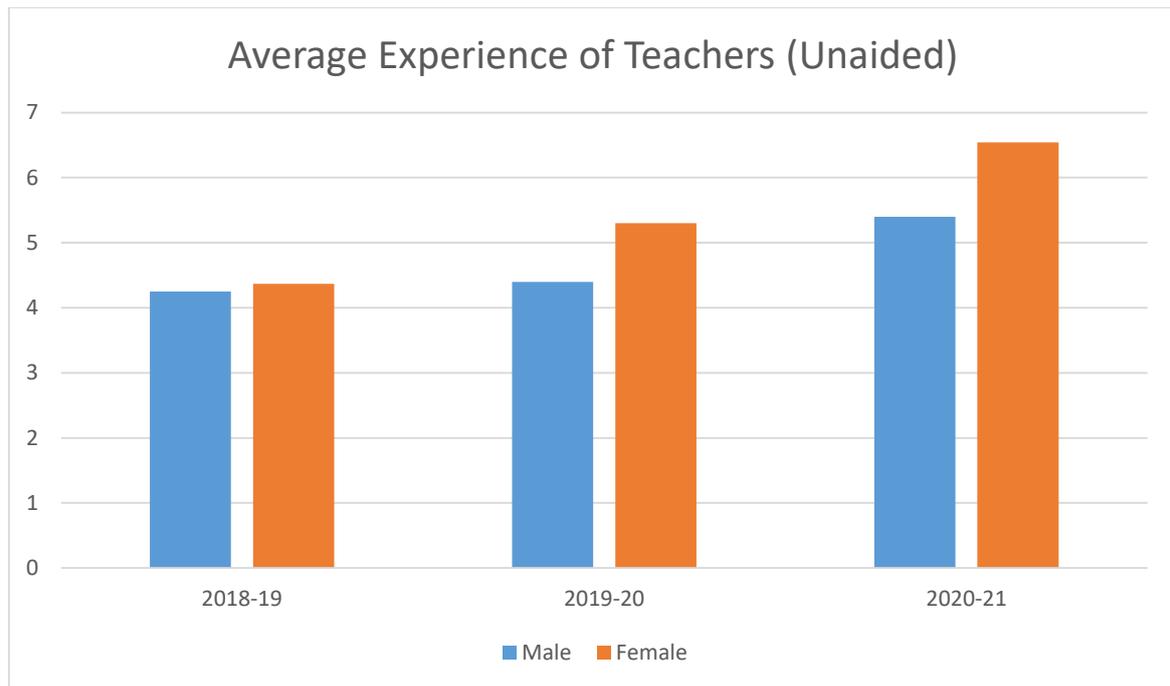
Graph 20: Details of average experience of teachers in years (Aided)**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the average experience of male teachers employed in aided section of the college is more compared to the female teachers employed in the aided section of the college. This suggests that male teachers with more teaching experience have been employed in the aided section. However, women are not are back in their experience and are catching up with the male teachers.

Details of average teaching experience in years (Unaided)

Table 21: Details of average teaching experience in years (Unaided)

Year	Male	Female
2018-19	4.25	4.37
2019-20	4.4	5.3
2020-21	5.4	6.54

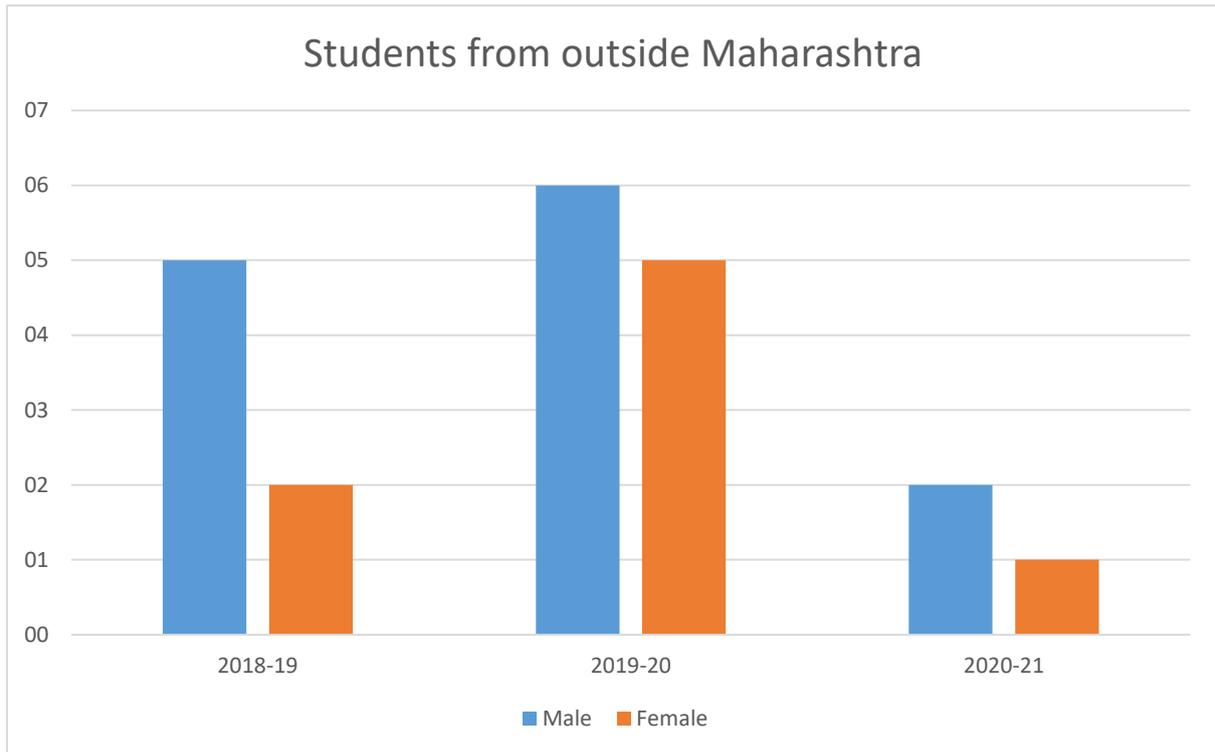
Graph 21: Details of average experience of teachers (Unaided)**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the average experience of female teachers employed in unaided section of the college is more compared to the male teachers employed in the unaided section of the college. It has been further observed that the average experience of female teachers in the unaided section is growing consistently.

Number of students from outside the state of Maharashtra (Male and Female)

Table 22: Number of students from outside the state of Maharashtra

Year	Male	Female
2018-19	05	02
2019-20	06	05
2020-21	02	01

Graph 22: Number of students from outside the state of Maharashtra**Interpretation:**

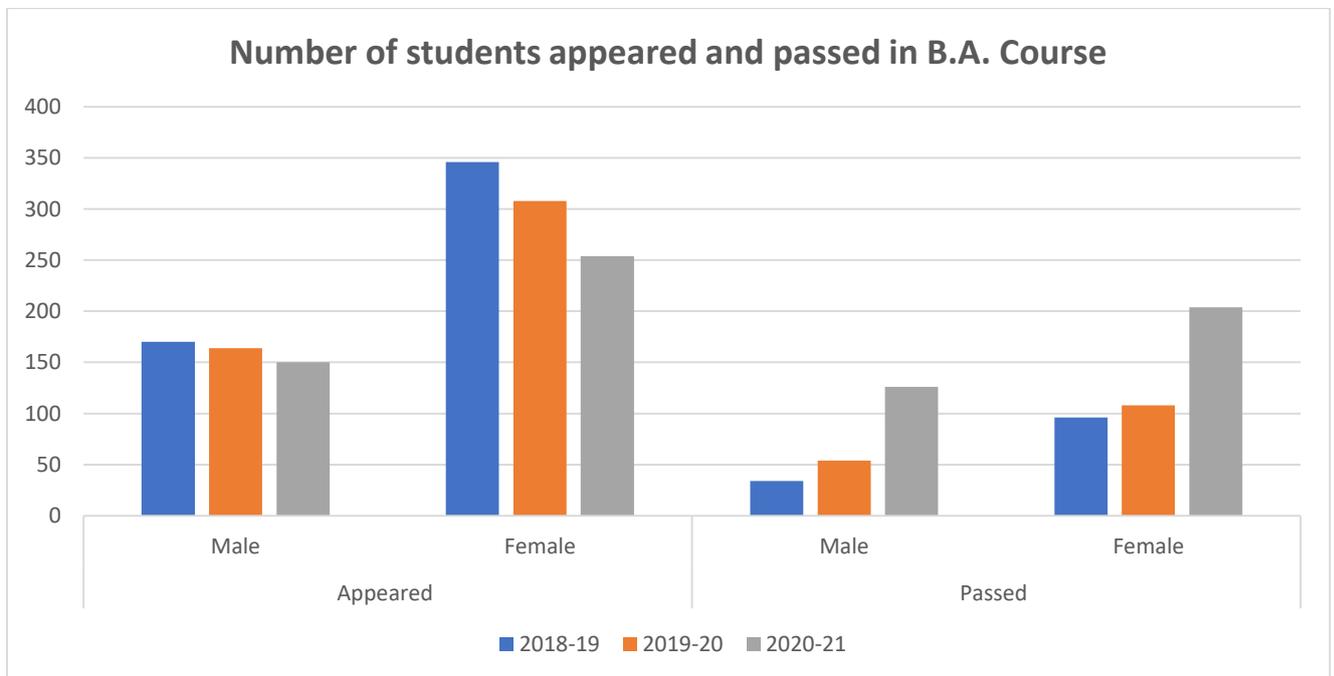
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students admitted in the college from outside Maharashtra is less compared to the number of male students admitted in the college from outside Maharashtra every year.

Number of students appeared and passed***Bachelor of Arts***

Table 23: Number of students appeared and passed in B.A. Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2018-19	170	346	34	96
2019-20	164	308	54	108
2020-21	150	254	126	204

Graph 23: Number of students appeared and passed in B.A. Course



Interpretation:

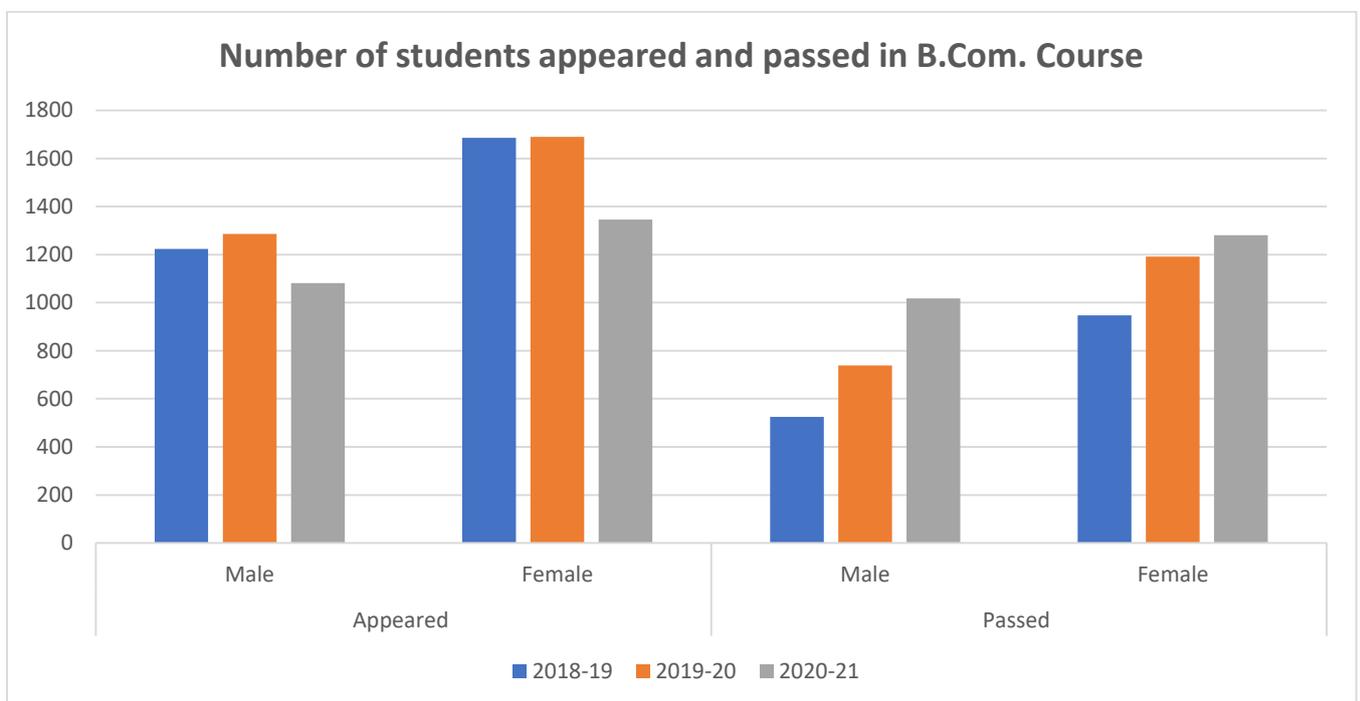
It can be interpreted from the above graph that in the academic year 2018-19, 2019-20 and 2020-21, the number of female students enrolled for the course is more compared to number of male students. Further, the statistics reflect a positive difference in the number of female students passing the compared to male students.

Bachelor of Commerce

Table 24: Number of students appeared and passed in B.Com Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2018-19	1224	1686	525	947
2019-20	1286	1690	739	1192
2020-21	1082	1346	1017	1280

Graph 24: Number of students appeared and passed in B.Com Course



Interpretation:

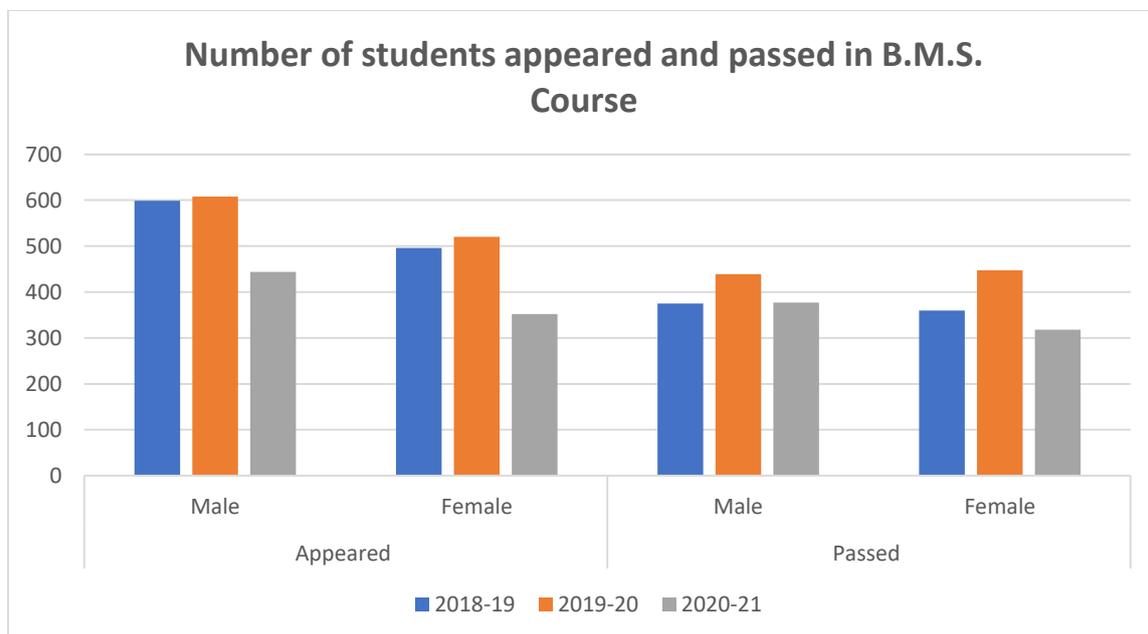
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students appeared for B.Com Course is more than the number of male students who appeared for the course. It has been further observed that the passing statistics also reflect the same picture where number of female students passing the course are more compared to the number of male students.

Bachelor of Management Studies

Table 25: Number of students appeared and passed in Bachelor of Management Studies Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2018-19	599	496	375	360
2019-20	608	520	439	447
2020-21	444	352	377	318

Graph 25: Number of students appeared and passed in Bachelor of Management Studies Course



Interpretation:

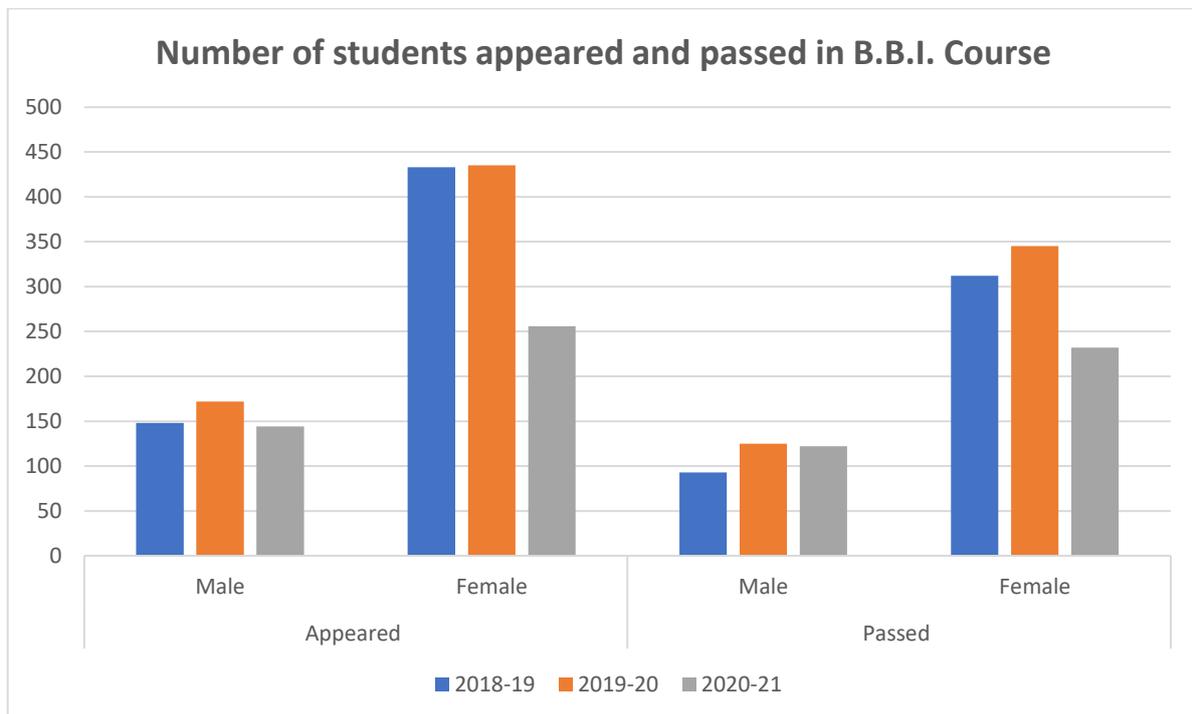
It can be interpreted from the above graph that in the academic year 2018-19, 2019-20 and 2020-21, the number of male students enrolled for B.M.S. course is more in number compared to female students. However, the passing statistics do not reflect much difference in the number of male and female students who have passed the examinations.

Bachelor of Commerce (Banking and Insurance)

Table 26: Number of students appeared and passed in B.B.I. Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2018-19	148	433	93	312
2019-20	172	435	125	345
2020-21	144	256	122	232

Graph 26: Number of students appeared and passed in B.B.I. Course



Interpretation:

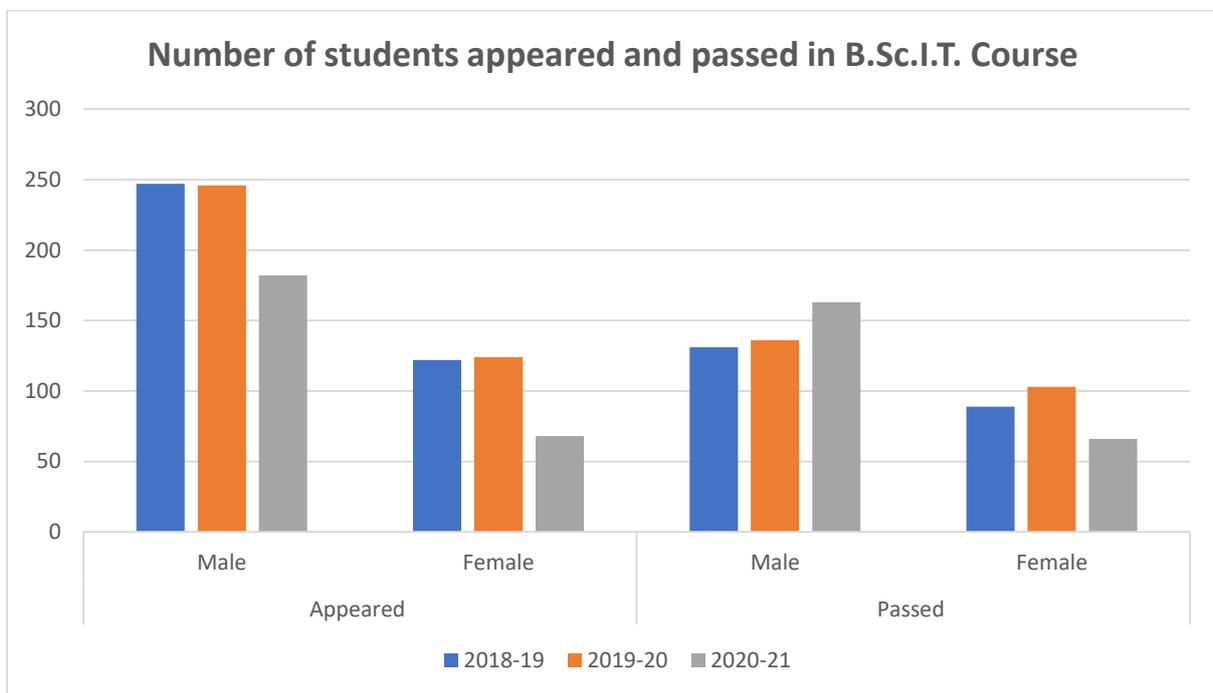
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students appeared for B.Com (Banking and Insurance) Course is more than the number of male students who appeared for the course. It has been further observed that the passing statistics also reflect the same picture where number of female student passing the course are more compared to the number of male students.

Bachelor of Science (Information Technology)

Table 27: Number of students appeared and passed in B.Sc.I.T. Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2018-19	247	122	131	89
2019-20	246	124	136	103
2020-21	182	68	163	66

Graph 27: Number of students appeared and passed in B.Sc.I.T. Course



Interpretation:

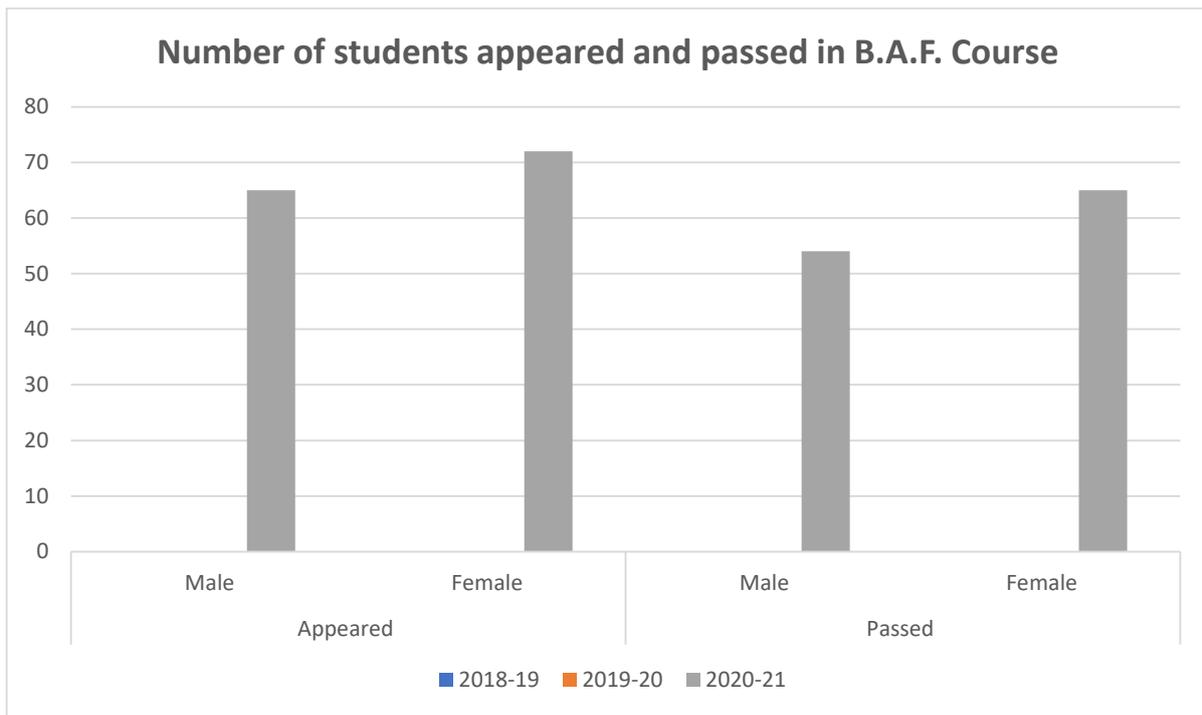
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students appeared for B.Sc.I.T. Course is less than the number of male students who appeared for the course. It has been further observed that the passing statistics also reflect the same picture where number of female student passing the course are less compared to the number of male students.

Bachelor of Commerce (Accounting and Finance)

Table 28: Number of students appeared and passed in B.A.F. Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2020-21	65	72	54	65

Graph 28: Number of students appeared and passed in B.A.F. Course



Interpretation:

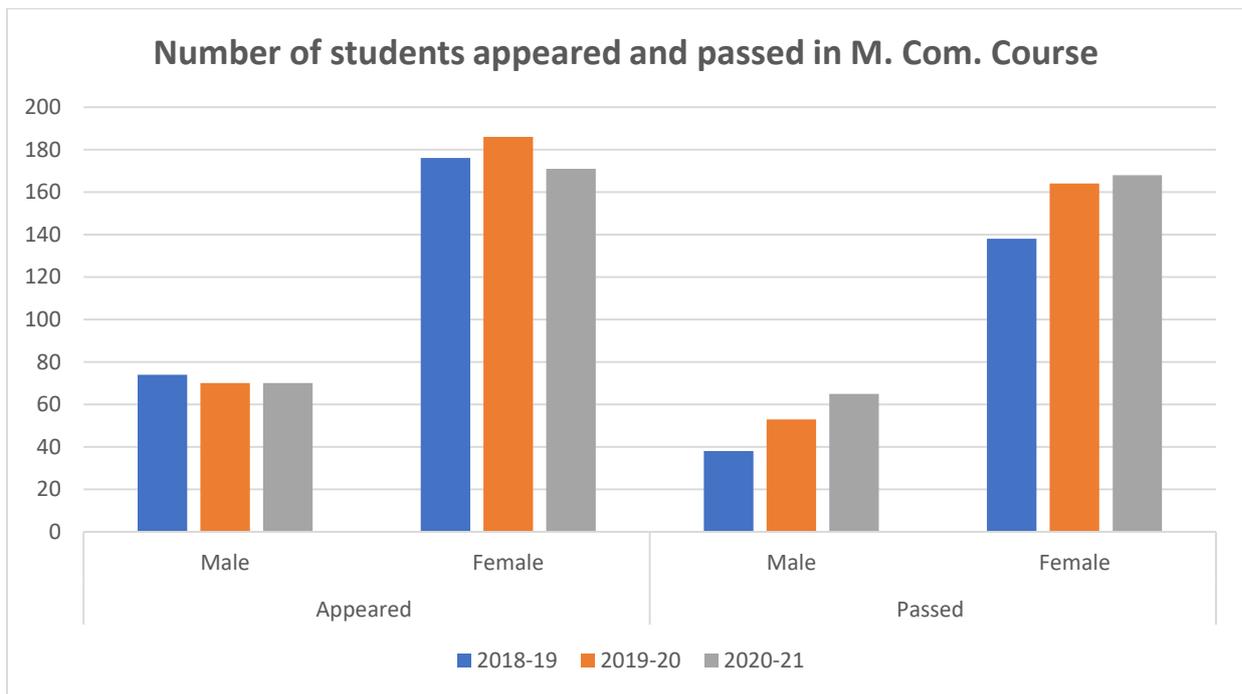
The college has commenced with Bachelor of Commerce (Accounting and Finance) course in the academic year 2020-21. It has been observed from the above table, that in academic year 2020-21, the number of female students appeared for Bachelor of Commerce (Accounting and Finance) Course is more than the number of male students who appeared for the course. It has been further observed that the passing statistics also reflect the same picture where number of female student passing the course are more compared to the number of male students.

Masters in Commerce

Table 27: Number of students appeared and passed in M.Com. Course

Year	Appeared		Passed	
	Male	Female	Male	Female
2018-19	74	176	38	138
2019-20	70	186	53	164
2020-21	70	171	65	168

Graph 27: Number of students appeared and passed in M.Com. Course



Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students enrolled and appeared for M.Com. Course is more in number than the count of male students who appeared for the course. As a result graph further reflects more count of female students in the passing percentage.

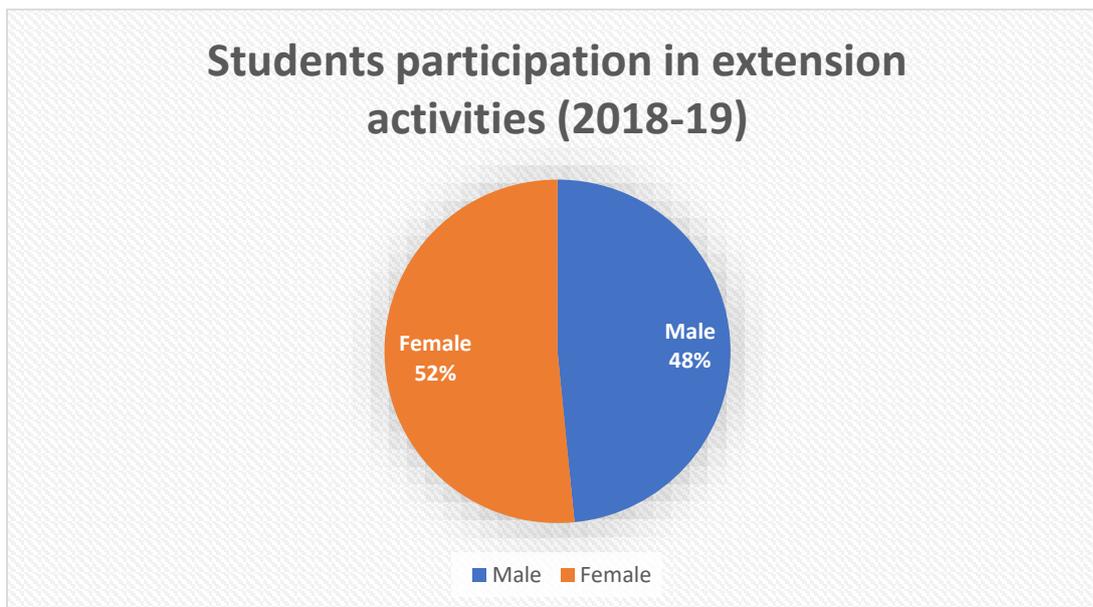
CRITERION 3: RESEARCH, INNOVATION AND EXTENSION

Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs on Gender Issue during the last three years

Table 33: Average percentage of students' participation in extension activities (2018-19)

Particulars	Number of students participating	Average Percentage
Male	927	48.43%
Female	987	51.57%
Total	1914	100%

Graph 33: Average percentage of students' participation in extension activities (2018-19)



Interpretation:

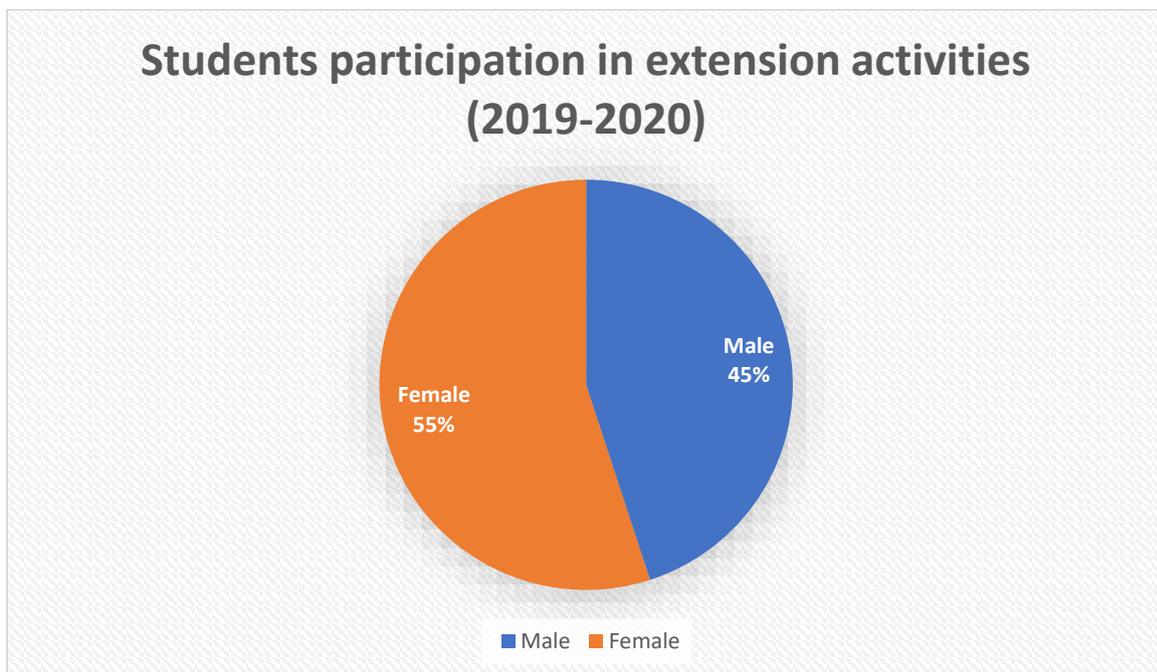
It has been observed from the above graph that in the academic year 2018-19, 927 male students and 987 female students have participated in extension activities organized by the college. Thus, out of the total 100%, an average percentage of 51.57% of female students and 48.43% of male students participated in extension activities organized by the college. It has been observed from the above graph that college encourages and thereby witnesses more number of female students participating in the extension activities.

Table 34: Average percentage of students' participation in extension activities

(2019-2020)

Particulars	Number of students participating	Average Percentage
Male	595	45%
Female	717	55%
Total	1312	100%

Graph 34: Average percentage of students' participation in extension activities (2019-2020)



Interpretation:

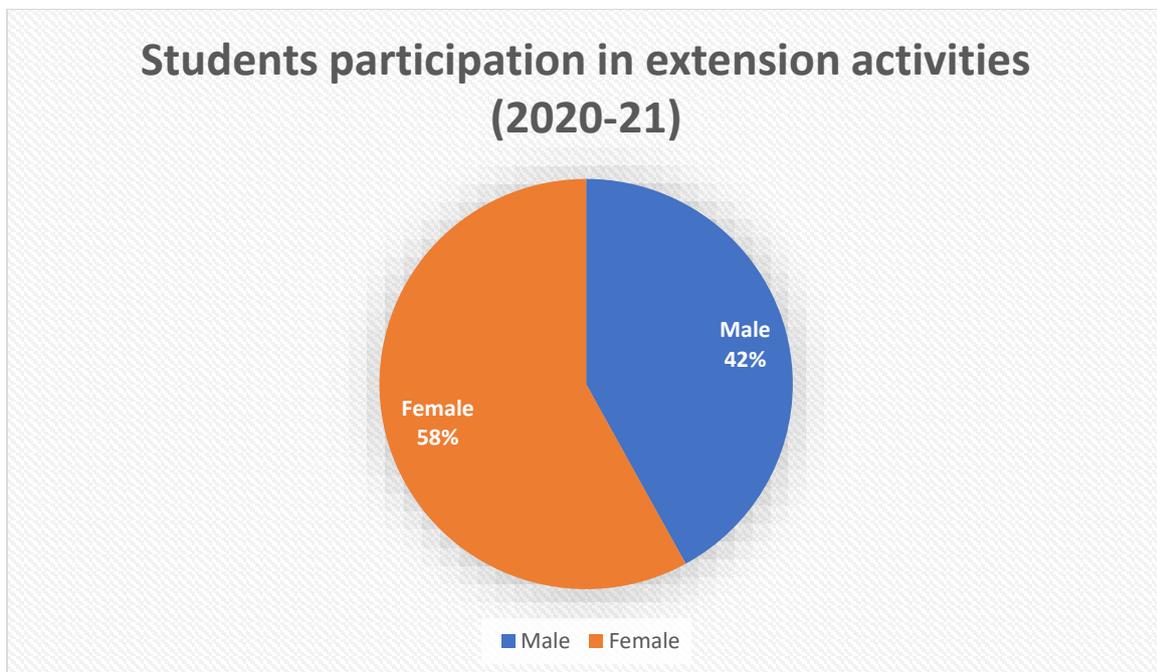
It has been observed from the above graph that in the academic year 2019-2020, 595 male students and 717 female students have participated in extension activities organized by the college. Thus, out of the total 100%, an average percentage of 55% of female students and 45% of male students participated in extension activities organized by the college. It has been observed from the above graph that college encourages and thereby witnesses more number of female students participating in the extension activities.

Table 35: Average percentage of students' participation in extension activities

(2020-21)

Particulars	Number of students participating	Average Percentage
Male	327	42%
Female	445	58%
Total	772	100%

Graph 35: Average percentage of students’ participation in extension activities (2020-21)



Interpretation:

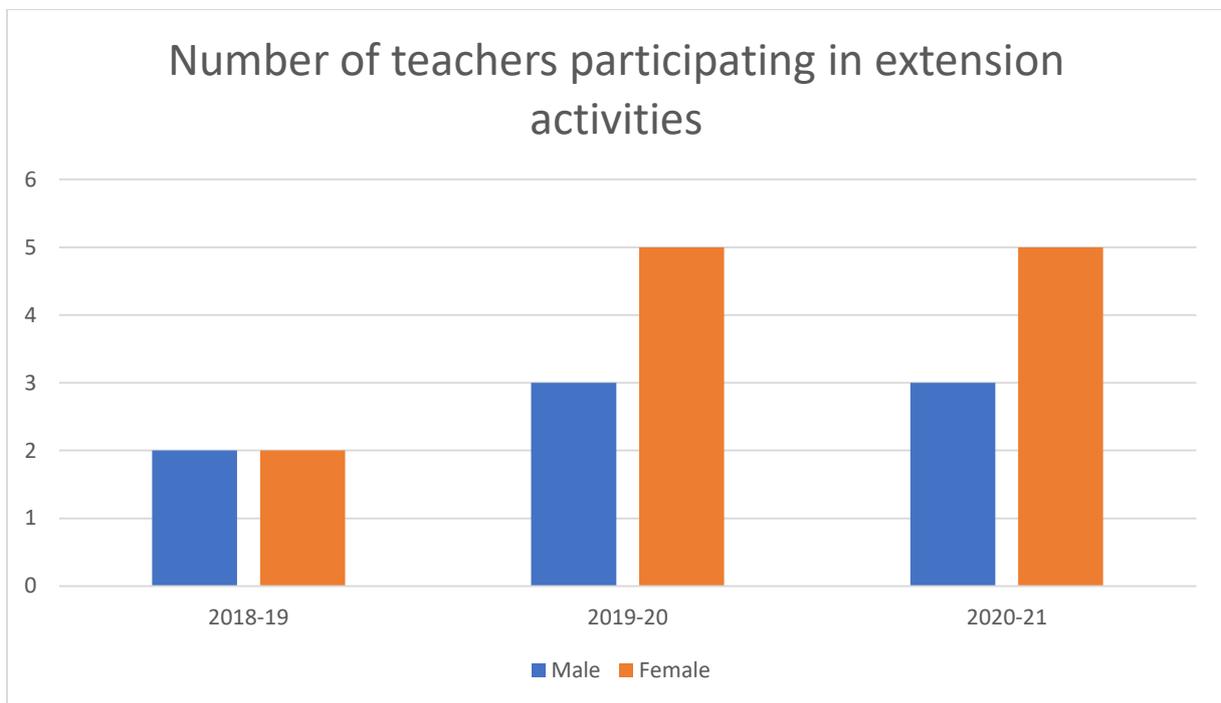
It has been observed from the above graph that in the academic year 2020-21, 327 male students and 445 female students have participated in extension activities organized by the college. Thus, out of the total 100%, an average percentage of 58% of female students and 42% of male students participated in extension activities organized by the college. It has been observed from the above graph that college encourages and thereby witnesses more number of female students participating in the extension activities.

Number of teachers participating in extension activities

Table 36: Number of teachers participating in extension activities

Year	Male	Female
2018-19	2	2
2019-20	3	5
2020-21	3	5

Graph 36: Number of teachers participating in extension activities



Interpretation:

It has been observed from the above table, that in academic year 2018-19, the number of female teacher’s participating in the extension activities is equal to the number of male teachers participating in the extension activities. However, since the academic year 2019-20 the number of female teachers participating in extension activities has increased in comparison to the male teacher’s participation in the same.

Criteria- 4- INFRASTRUCTURE AND LEARNING RESOURCES

Girls Green Room/Changing Room:

One common room for girls is provided for the benefit of the girl students of the college. College open air theatre has a connected green room which functions as a backstage for girls during college functions. The stage is well connected with toilets.

Girls Rest Room/ Girls Common Room:

One **rest room** for **girls** is provided for the benefit of the female students of the **college** for healthy recreation and mutual contact among the students.

To facilitate our students, the Campus has established a spacious and comfortable rest room.

This space has been designed to give students a place to relax, have informal discussions in free time available. It is a spacious room where girls can rest in case of an emergency.

The Girls' Rest room is situated on the second floor. This room forms a safe cocoon for our girls if need be.

Facilities

(a) Sanitary machine

In the College sanitary machine facility provided in the Girl's rest room in the form of a vending machine.

(b) Toilets and Bathrooms

A care taker is appointed for cleaning the toilets and bathrooms.

Girls gymkhana:

Separate room for girls with world class equipments like treadmills and strength machines for exercise are available. Girl Students can issue equipment (Carom coins, Chess board etc.) on their own Identity card. Chess, Carom, Table-tennis facility is there for indoor games. Some of the outdoor games like kho-kho, volleyball, Bat-Minton are played on college ground. Separate Coach for Chess, Cricket, Tug of War and Kabbaddi is available.

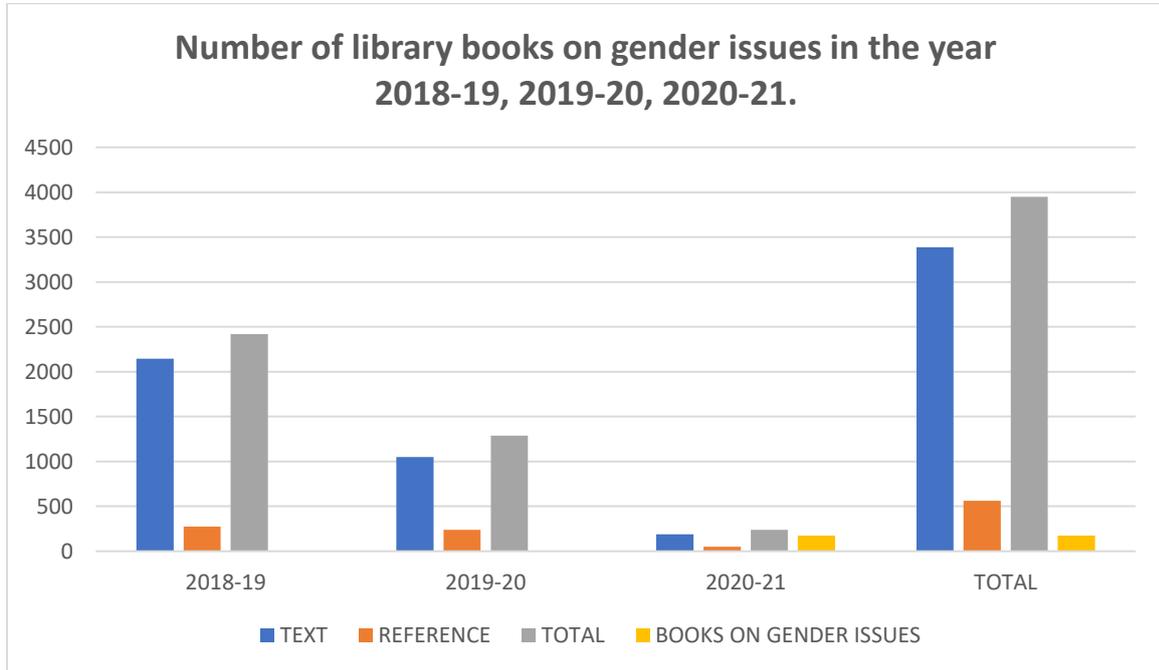
Sportswear is provided to the students, who participate at University Tournaments. College motivates girl students (Sportsmen) to participate in intra as well as inter collegiate sports activities.

Table 37: Number of library books on gender issues:

YEAR	TEXT BOOKS	REFERENCE BOOKS	TOTAL BOOKS	BOOKS ON GENDER ISSUES
2018-19	2147	274	2421	00
2019-20	1051	238	1289	1
2020-21	189	50	239	173

TOTAL	3387	562	3949	174
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Graph 37: Number of library books on gender issues



Interpretation:

In our college library collection of books are 36559, out of these books 9530 books are reference and general books.

There are a total 174 general & reference books on gender issues in the library. This is 1.82% of Reference & General Books Collection.

Is there adequate light at all the sections of the institution?

Yes, there is adequate light at all the sections of the institution.

CRITERION 5 – STUDENT SUPPORT AND PROGRESSION**5.1.1**

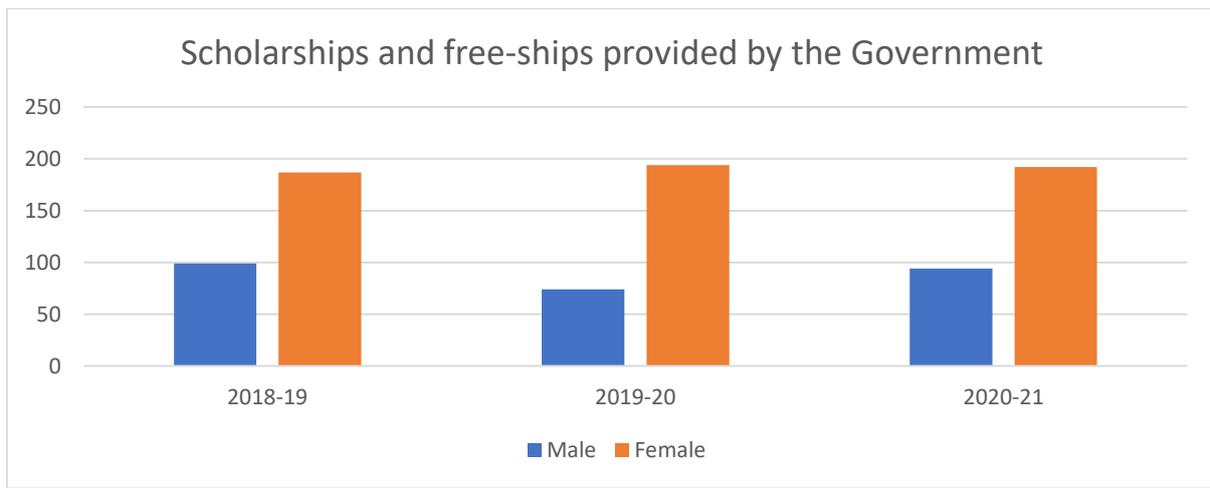
Number of students benefited by scholarships and free-ships provided by the Government in the year 2018-19, 2019-20, 2020-21.

Table 38: Scholarships and free-ships provided by the Government

Particulars	Name of the scheme	Male	Femal e
Number of students benefiting for the year 2018-19	Student Welfare schemes	99	187
Number of students benefiting for the year 2019-20	1. Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Scheme 2. State Minority Scholarship Part II (DHE) 3. Post Matric Scholarship to OBC Students 4. Post Matric Scholarship to SBC Students 5. Post Matric Scholarship to VJNT Students. 6. Tuition Fees and Examination Fees to OBC Students. 7. Tuition Fees and Examination Fees to SBC Students 8. Tuition Fees and Examination Fees to VJNT Students 9. Government of India Post-Matric Scholarship 10. Post-Matric Tuition Fee and Examination Fee (Freeship) 11. Post Matric Scholarship Scheme (Government Of India) 12. Tuition Fee & Exam Fee for Tribal Students (Freeship)"	74	194
Number of students benefiting for the year 2020-21	1. Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Scheme 2. State Minority Scholarship Part II (DHE) 3. Post Matric Scholarship to OBC Students	94	

	4. Post Matric Scholarship to SBC Students 5. Post Matric Scholarship to VJNT Students 6. Tuition Fees and Examination Fees to OBC Students 7. Tuition Fees and Examination Fees to SBC Students 8. Tuition Fees and Examination Fees to VJNT Students 9. Government of India Post-Matric Scholarship 10. Post-Matric Tuition Fee and Examination Fee (Freeship) 11. Post Matric Scholarship Scheme (Government Of India) 12. Tuition Fee & Exam Fee for Tribal Students (Freeship) 13. Central sector scheme		192
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Graph 37: Scholarships and free-ships provided by the Government



Interpretation:

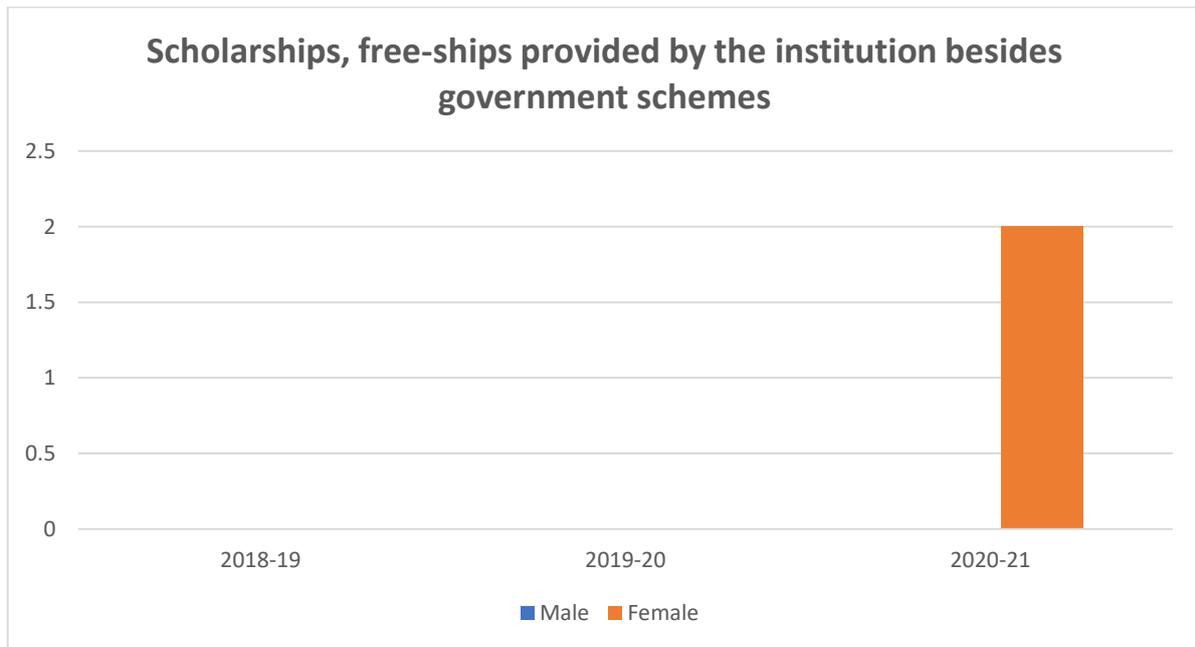
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by scholarships and free-ships provided by the Government has benefited female students more than male. This indicates that the schemes provided by the government have encouraged female students to take benefit of the schemes than male students.

5.1.2

Number of students benefited by scholarships, free-ships, etc. provided by the institution besides government schemes during the year of 20-21

Table 39: Scholarships, free-ships provided by the institution besides government schemes

Particulars	Male	Female
2018-19	00	00
2019-20	00	00
2020-21	00	02

Graph:39: Scholarships, free-ships provided by the institution besides government schemes**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by scholarships and free-ships provided by the institution besides government schemes we can notice 2 female students benefited from scholarships and free-ships provided by the institution that is in the year of 2020-21.

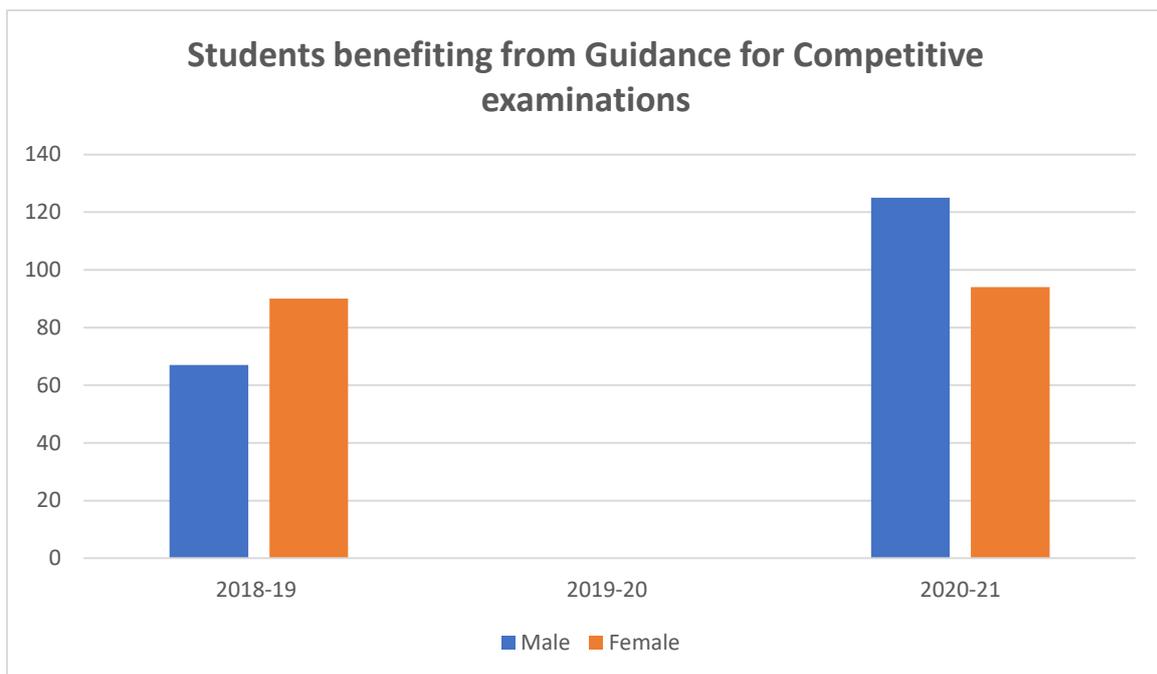
5.1.3

Number of girl students benefiting from capability enhancement and development schemes For the year 2018-19, 2019-20, 2020-21.

Table 40: Students benefiting from guidance for competitive examinations

Year	Male	Female
2018-19	67	90
2019-20	NIL	NIL
2020-21	125	94

Graph 40 : : Students benefiting from Guidance for Competitive examinations

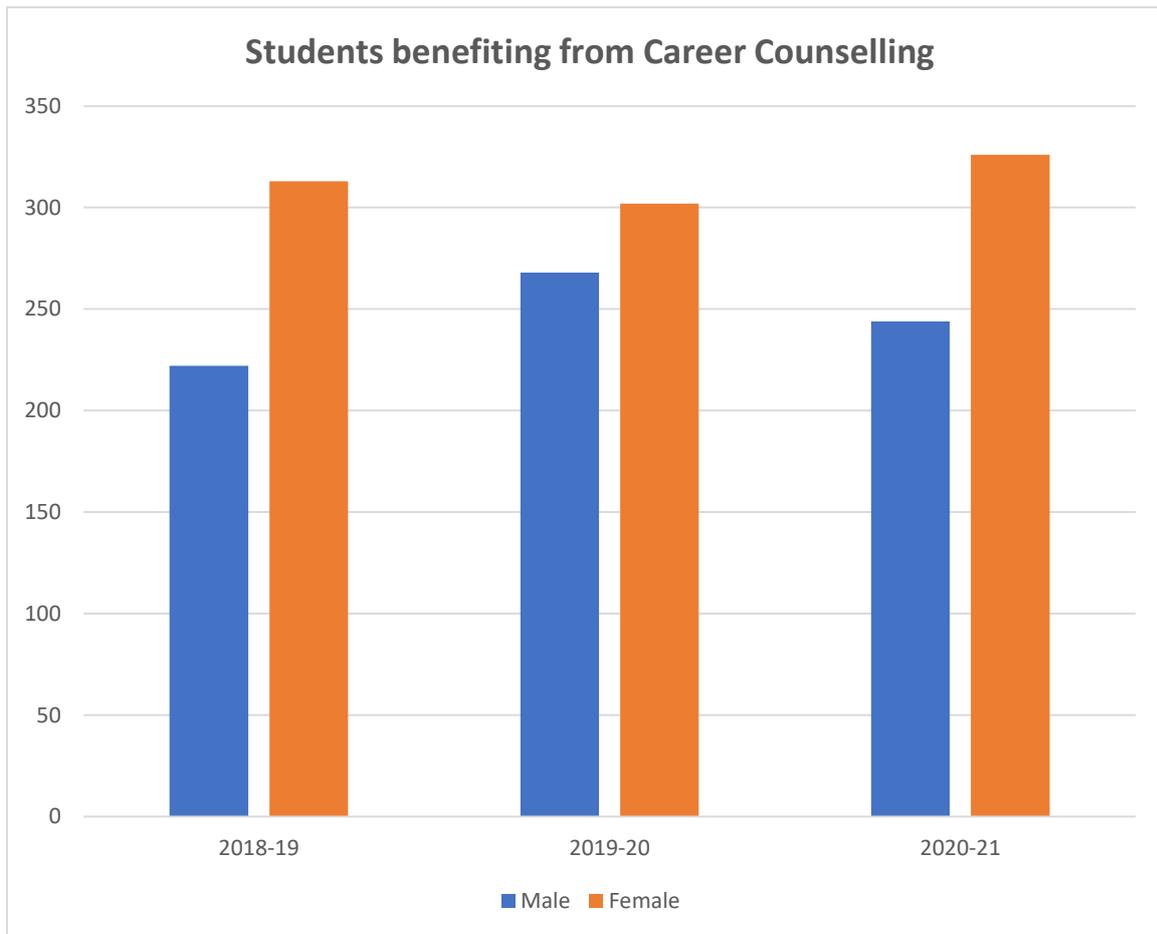


Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by capability enhancement and development schemes provided by the institution besides government schemes, we can notice that high no of female students benefited from capability enhancement and development schemes provided by the institution in the year of 2018-19 and that in the year 2020-21 high no of male students benefited from the same.

Table 41: Students benefiting from Career Counselling

Year	Male	Female
2018-19	222	313
2019-20	268	302
2020-21	244	326

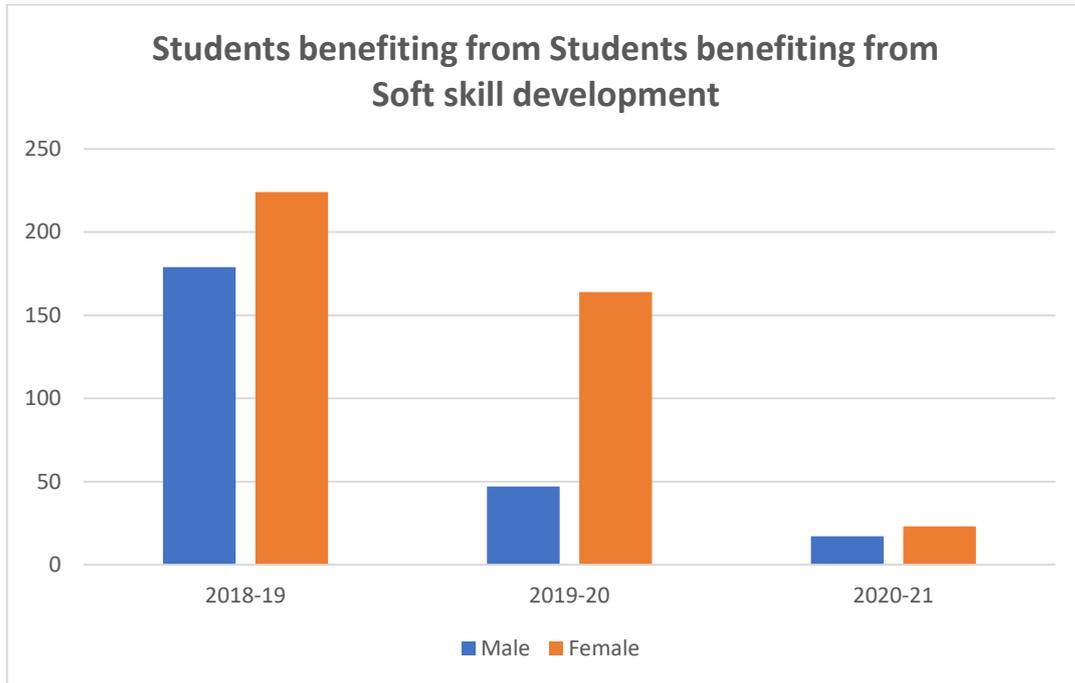
Graph 41: Students benefiting from Career Counselling**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by capability enhancement and development schemes provided by the institution besides government schemes, which indicates that high no of female students in comparison to male students have taken interest in this benefit in the year of 2018-19, 2019-20 and 2020-21.

Table 42: Students benefiting from Soft skill development

Year	Male	Female
2018-19	179	224
2019-20	47	164
2020-21	17	23

Graph 42: Students benefiting from Soft skill development



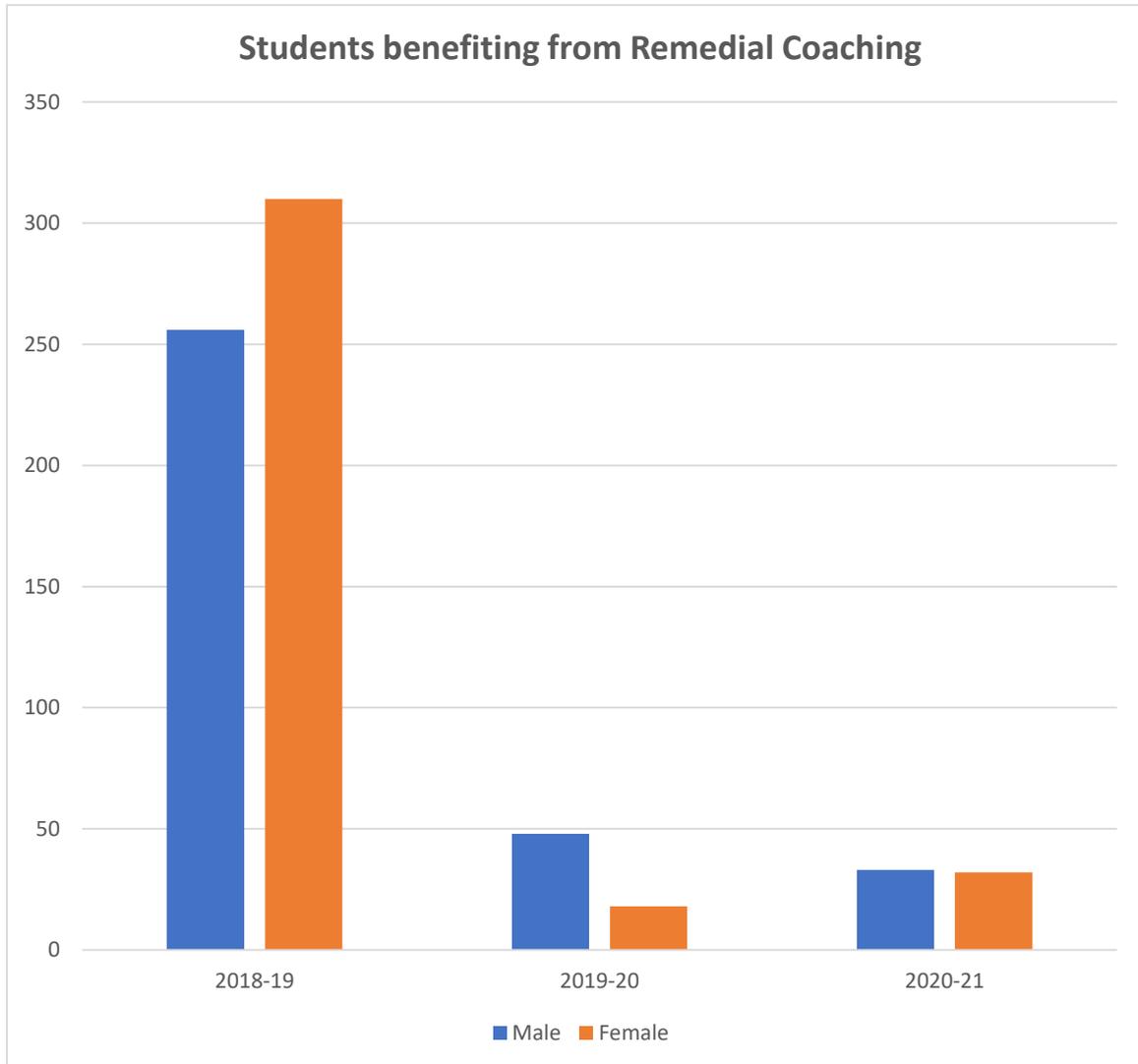
Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by capability enhancement and development schemes provided by the institution besides government schemes, which indicates that high no of female students in comparison to male students have taken interest in this benefit in the year of 2018-19 and 2019-20.

Table 43: Students benefiting from Remedial Coaching

Year	Male	Female
2018-19	256	310
2019-20	48	18
2020-21	33	32

Graph 43: Students benefiting from Remedial Coaching



Interpretation:

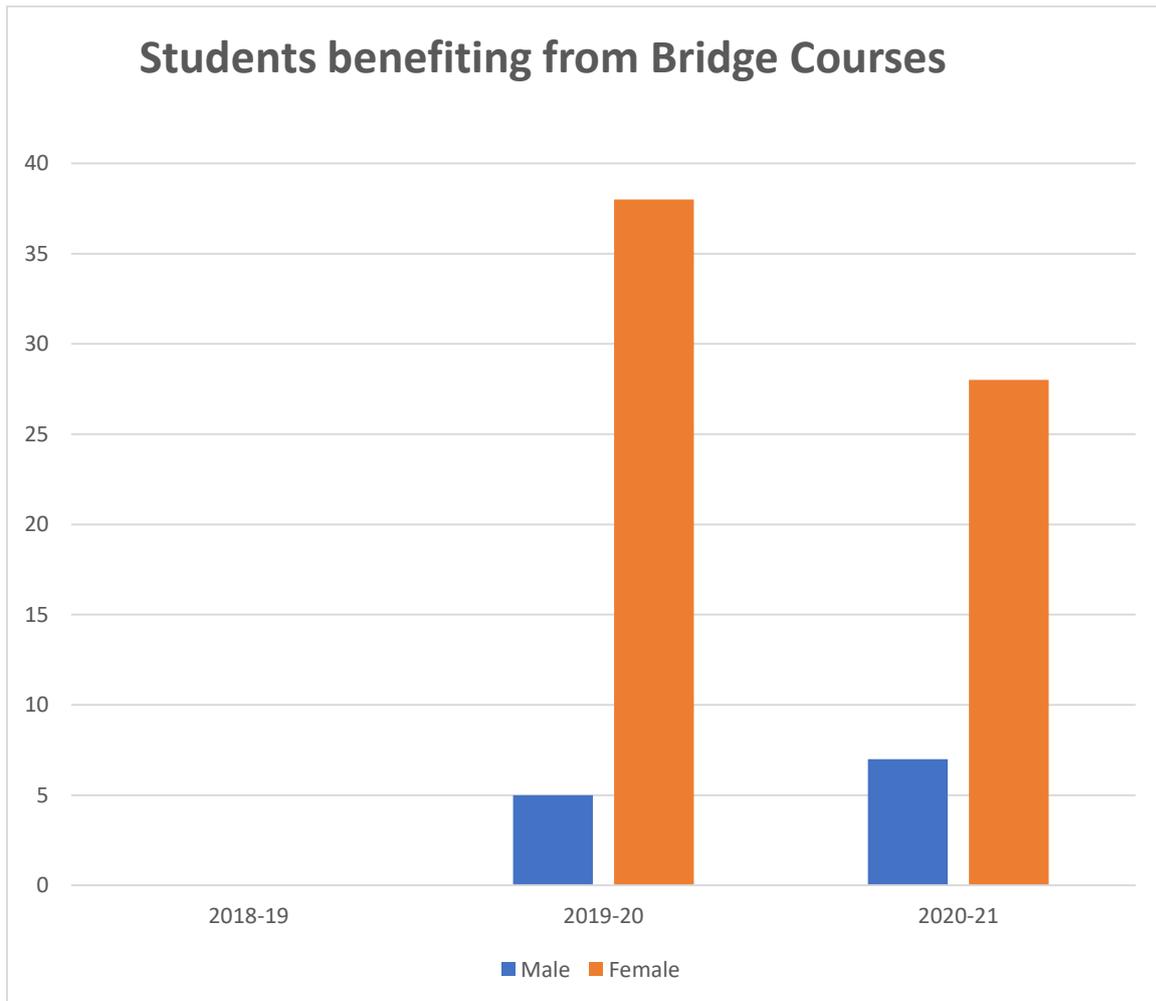
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by capability enhancement and development schemes provided by the institution besides government schemes, which indicates that large no of students passed out successfully due to increased focus on studies and hence less students taken benefits of Remedial Coaching in total in the year of 2019-20 and 2020-21.

Table 44: Students benefiting from Bridge courses

Year	Male	Female
2018-19	NIL	NIL

2019-20	05	38
2020-21	07	28

Table 44: Students benefiting from Bridge courses



Interpretation:

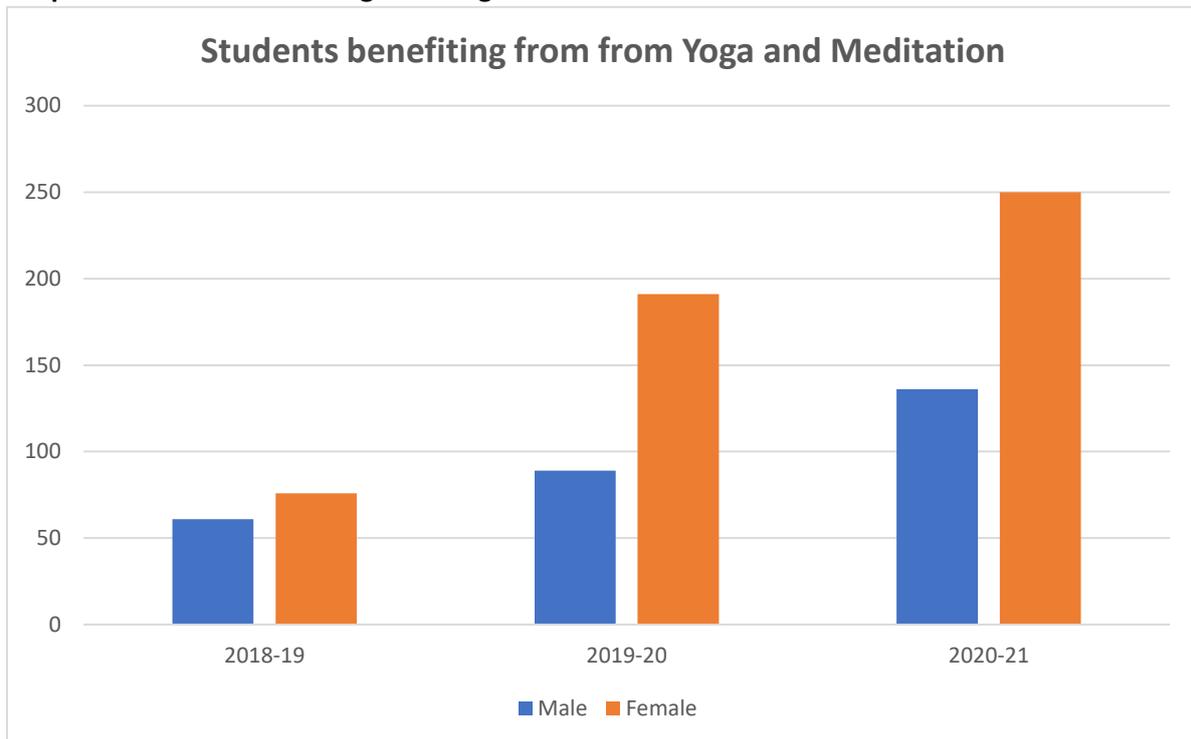
It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21 Number of students benefited by capability enhancement and development schemes provided by the institution besides government schemes, which indicates that large no of female students have taken greater interest in the year of 2019-20 and 2020-21.

Table 45: Students benefiting from Yoga and Meditation

Year	Male	Female
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2018-19	61	76
2019-20	89	191
2020-21	136	250

Graph 45: Students benefiting from Yoga and Meditation



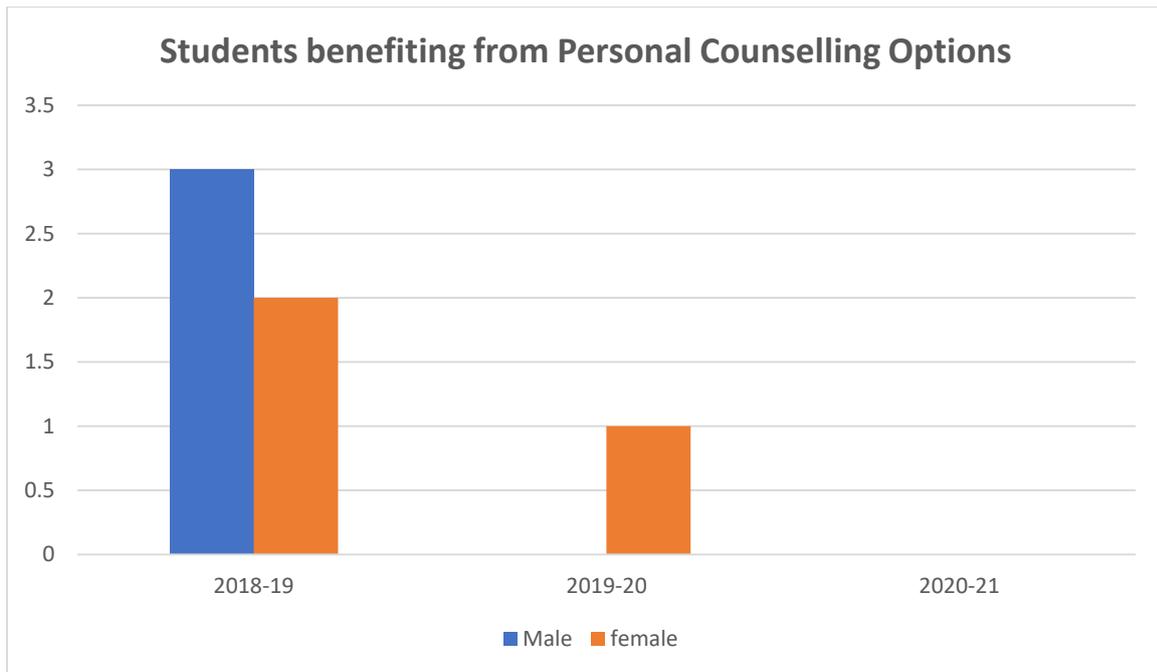
Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of female students participated in the Yoga and Meditation is more than the number of male students. This indicates that female participants are taking keen interest in such initiatives.

Table 46: Students benefited from Personal Counselling Options

Year	Male	Female
2018-19	03	02

2019-20	00	01
2020-21	00	00

Graph 46: Students benefiting from Personal Counselling Options**Interpretation:**

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, equal number of male and female students participated and benefited from Personal Counselling.

5.1.6 The institution has a transparent mechanism for timely redressal of sexual harassment.

Table 47: List of the members of Women Development Cell for the year of 2018-19, 2019-20, 2020-21.

Particulars	Members of Women Development Cell 2018-19	Members of Women Development Cell 2019-20	Members of Women Development Cell 2020-21
Male	-	Mayank Akole- member	Mayank Akole- member

Female	1. Principal Dr. Pallavi Shah- President 2. Dr. Arti samant- Convener 3. Ms. Mukta Mangalwedhekar- Member 4. Ms. Shubhada S. Pathare- Member 5. Ms. D. B. Mulmulay- Member 6. Ms. Maithili Kende-member 7. Ms. Shilpa Shelar-member 8. Ms. Bhagyashree Kasr-Non teaching member 9. Ms. Shobha Prasad-students representative	1. Principal Dr. Pallavi Shah- President 2. D. B. Mulmulay- Convener 3. H.D. Mansukhani - Member 4. G. B. Chiplunkar- Member 5. Ms. Maithili Kende-member 6. Aruna Pandian-member 7. Bhagyashree Kasr-Non teaching member 8. Shivani Dant-students representative 9. Sai Lele-NGO member	1. Dr. Pallavi Shah- Co-Ordinator 2. G. B. Chiplunkar- Member 3. Ms. Maithili Kende-member 4. Kinjal Gosai 5. Aruna Pandian-member 6. Bhagyashree Kasr-Non teaching member
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Table 48: List of the members of Internal Complaints Committee for the year of 2018-19, 2019-20, 2020-21

Particulars	Members of Internal Complaints Committee 2018-19	Members of Internal Complaints Committee 2019-20	Members of Internal Complaints Committee 2020-21
Male	NIL	NIL	Dr. Dilip M Patil- Principal-Chairperson Mr. N.N. Varade- Member
Female	NIL	NIL	Dr. Ms. Pallavi Shah- Co-ordinator

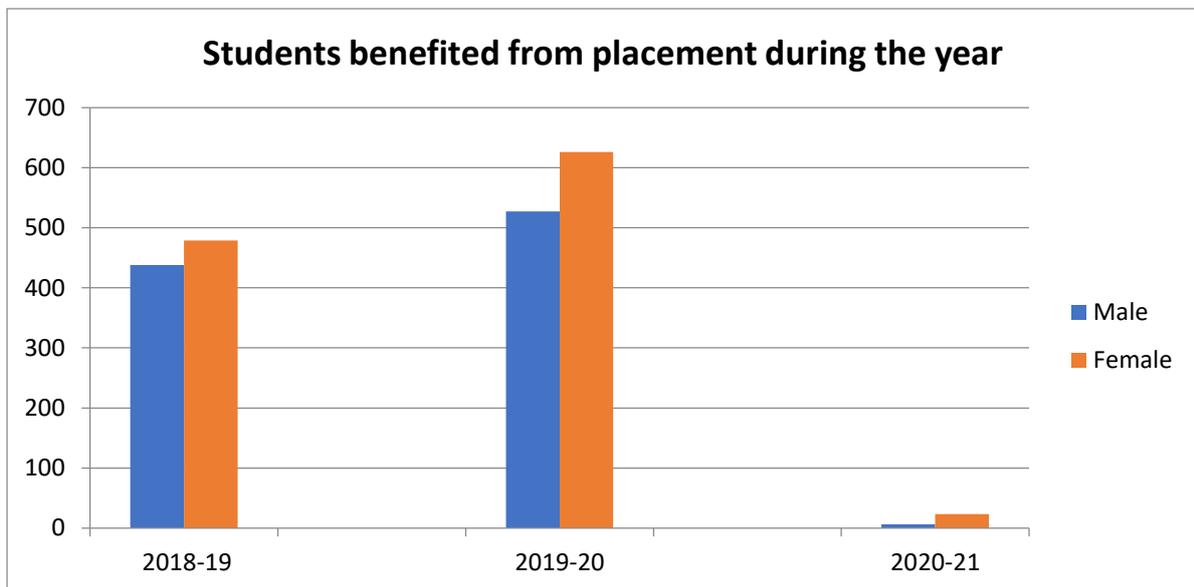
			CA. Ms. K.S. Jayawant- Member Ms. D.B. Mulmuley- Member Dr. (Ms) J.V Kulkarni- Member
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5.2.1 Number of students benefited from placement during the last three years.

(Male and Female)

Table 49: Students benefited from placement during the year

Year	Male	Female
2018-19	438	479
2019-20	527	626
2020-21	6	23



It has been observed from the above table that for all the academic years from 2018-2021 more female students have taken the benefit of the placement drive compared to the male students.

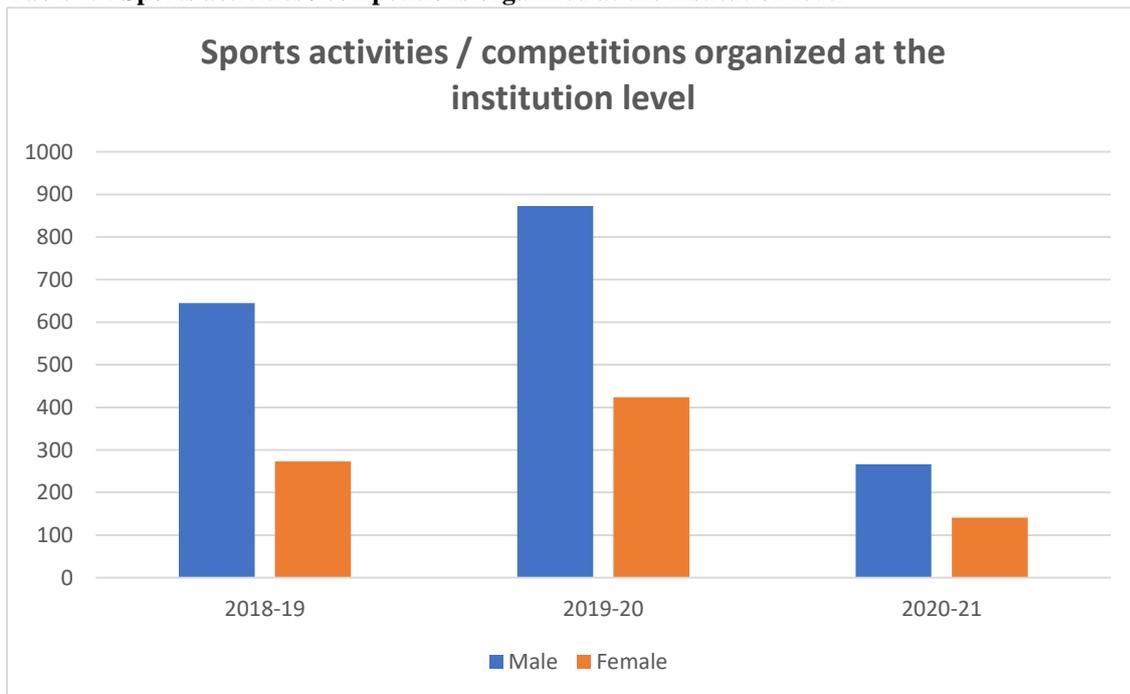
5.3.3

Number of sports activities / competitions organized at the institution level for the year of 2018-19, 2019-20, 2020-21. (Male and Female)

Table 50: Sports activities / competitions organized at the institution level

Year	Male	Female
2018-19	645	273
2019-20	873	424
2020-21	266	141

Table 49: Sports activities / competitions organized at the institution level



Interpretation:

It has been observed from the above table, that in academic years 2018-19, 2019-20 and 2020-21, the number of male students participating in sports are more than the number of female students. This could indicate that female participants need to be encouraged to participate in such initiatives and that male students are quite enthusiastic about sporting events.

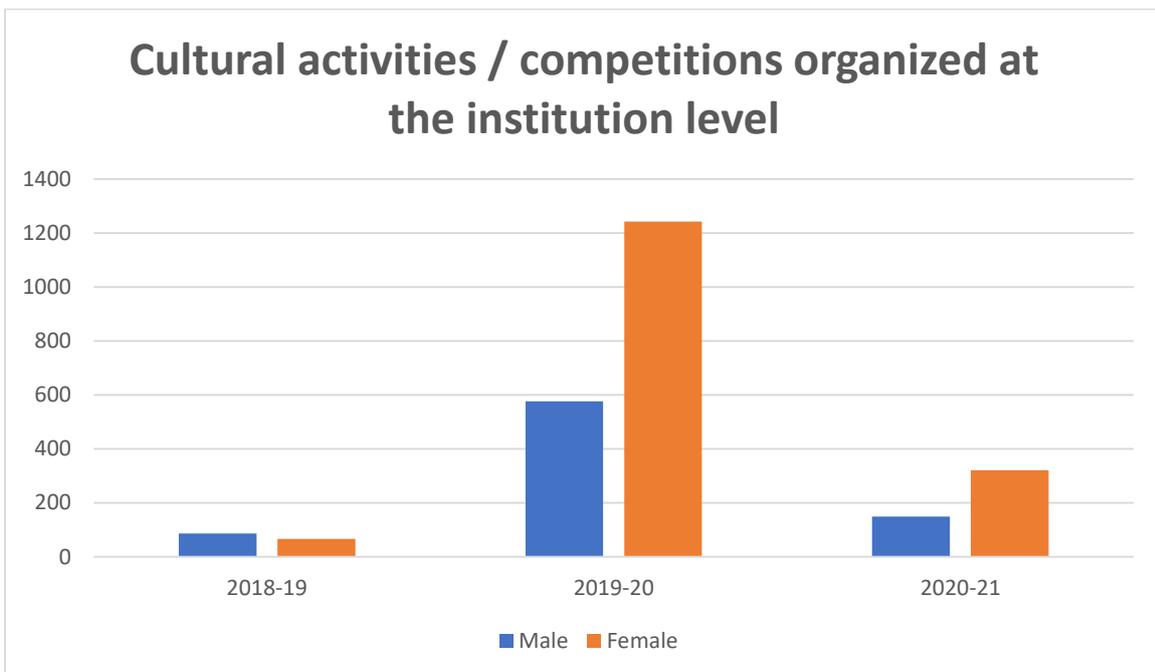
5.3.3

Number of Cultural activities / competitions organized at the institution level for the year of 2018-19, 2019-20, 2020-21 (Male and Female)

Table 51: Cultural activities / competitions organized at the institution level

Year	Male	Female
2018-19	86	66
2019-20	576	1242
2020-21	149	320

Graph 50: Cultural activities / competitions organized at the institution level



Interpretation:

It has been observed from the above table, that in the academic years 2018-19, 2019-20 and 2020-21, the number of female students participated in cultural activities are more than the number of male students. This could indicate that male participants need to be encouraged to participate in such initiatives and that female students are quite enthusiastic about them.

CRITERION 6 – GOVERNANCE, LEADERSHIP AND MANAGEMENT**6.2.4 - Details on minutes of meetings of ICC and implementation of their resolutions.**

Internal Complaints Committee formed in the year 2020-21. Following are the members of this committee –

Dr. Dilip M Patil - Principal-Chairperson
 Dr. Ms. Pallavi Shah - Co-ordinator
 Mr. N.N. Varade - Member
 CA. Ms. K.S. Jayawant - Member
 Ms. D.B. Mulmuley - Member
 Dr. (Ms) J.V Kulkarni – Member

The meeting of ICC was conducted on 9th September 2020. All members were present for this meeting.

The minutes of the meeting are as follows:

1. It was decided to organise different programmes to sensitise the students.
2. It was decided to create awareness about rules and laws amended to prevent instances of harassment of women employees and students.
3. The committee also discussed as to who can approach ICC for help and the definition of sexual harassment. The Committee also discussed on the possible actions that could be taken against the respondent.
4. If one is being harassed, what should one do and how it should be kept confidential were also discussed?
5. Discussion on the provision of counselling and support services.

6.2.4 - Does the institution maintain complaints register of ICC?

Yes, the institution has maintained complaints register of ICC. This committee acts as a mechanism to deal with the complaints -including sexual harassment if any, of women students and employees.

So far, no case of sexual harassment has been reported.

Table 52 - Details on number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies.

2018-19	Male	Female
	02	05

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support

2018	Dr. S. D. Koshti	One day workshop on Revised syllabus of T.Y.B.Com (Commerce papers) organised by R.A.D.A.V College, Bhandup in association with University of Mumbai on 23/06/18	University of Mumbai	300
2018	Ms. M. A.Mangalvedhekar	UGC sponsored short term course on Effective Teaching Strategies organised by HRDC, University of Mumbai from 11/06/18 to 16/06/18	HRDC, University of Mumbai	1000
2018	Ms. M.S. Bagchi	One week State Level Training Programme on Empowerment of IQAC NAAC new guidelines organised by Dhirajlal Shah college, in association with IQAC Cluster, Maharashtra from 16/07/18 to 22/07/18	Dhirajlal Shah College	2500
2018	Dr. M. B. Patil	16th International Commerce and Management Conference on Global Economy, Insolvency and bankruptcy code organised by University dept. of commerce University of Mumbai on 4th and 5th October 2018	Dept. of commerce, University of Mumbai	2000

2018	Dr. (Ms) H. D. Mansukhani	Refresher course in Commerce and Management organised by UGC, HRDC, University of Mumbai from 12/10/18 to 01/11/18	HRDC, University of Mumbai	1000
2018	Dr. (Ms) P.A.Shah	One-week short term course in soft skills and personality Development organised by UGC, HRDC, Sant Gadgebaba Amaravati University from 17/12/18 to 2/12/18	HRDC, Sant Gadgebaba Amaravati	1000
2019	Dr. (Ms) H. D. Mansukhani	30th Conference on Maharashtra State Commerce Association on Commerce and management in 21st century organised by The Bodwad Sarv.Coop Education society ltd, Jalgaon on 12th 13th January 2019	Bodwad Sarv.Coop Education society ltd, Jalgaon	2500
2019	Ms. K. S. Jayawant	Two days International Conference on Connect Gulf: Culture, Commerce, and Politics organised by University of Mumbai and Mumbai School of thoughts in collaboration with MAKAIAS, Kolkatta on 25th	University of Mumbai and Mumbai School of thoughts in collaboration with MAKAIAS, Kolkatta	1500

		26th February 2019.		
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2019-20	Male	Female
	03	06

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Mr. A. O. Khadse	Faculty Development Programme	University of Mumbai	1000
2019	Dr. P.A. Shah	International conference	D.Y.Patil Vidyapeeth ,	1180
2019	Dr. M. B. Patil	International conference	K.B.College Thane	1500
2019	Dr. A.S. Samant	National seminar	Morden college ,Ganeshkhind Pune	1000
2019	Dr.Himanshi Mansukhani	Workshop	B.K.Shroff college ,Kandivali	1000
2019	Ms. M. S. Bagchi	Workshop	P..Dashi Womens College, Ghatkopar	1000
2019	Mr. N. N. Varde	Workshop	B.K.Shroff college ,Kandivali	1000
2019	Dr. H.A. Chande	Workshop	P..Dashi Womens college ,Ghatkopar	1000
2019	Dr. A. S. Thakur	Short Term Course	University of Mumbai	1000
2019	Dr. Prof. P.A. Shah	National Research Conference	Shree Ram college ,Bhandup	1200

2020-21	Male	Female
	02	01

Year	Name of teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2020	Dr.D.P. Sawant	International conference	Sahyog college, Thane	1500
2020	Dr. Himanshi Mansukhani	National conference	Pratap College amalner ,jalaon	2600
2020	Mr. Vibhav Galadagekar	International conference	D.Y.Patil Vidyapeeth	1180

CRITERION 7–INSTITUTIONAL VALUES AND BEST PRACTICES**Table 53 Number of gender equity promotion programs organized by the institution.**

	2018-19		2019-20		2020-21	
Title of the programme	A Guest Lecture on “Gender Sensitization” by Mr. Jabin Malik, Alumni of the college on 8th March, 2019		A 30 Hours certificate course on "Gender Sensitization"		National Short-Term Course on "Legal Empowerment" (From 20th July, 2020 to 26th July, 2020) National Level Webinar series on "Women Empowerment" From 1st March, 2021 to 5th March, 2021	
Number of participants (Male and Female)	Male	Female	Male	Female	Male	Female
	0	55	12	90	154	446
					8	71

2. Institution shows gender sensitivity in providing facilities such as:

- **Safety and Security**

For the safety and security of staff and students, there are CCTVs in the campus. Campus is very safe for female students. The college is very keen regarding providing Safety and security of all the students, teachers, non-teaching staff and the visitors to the college are always considered. To ensure a safe campus the college has embarked upon the following initiatives: The regular presence of a gatekeeper
There is an anti-ragging cell and sexual harassment cell in the college to deal with the problem
Separate washrooms for the male and female teaching and non-teaching staff.
Identity Cards are issued to all students.

- **Counselling**

Personal counselling is provided by each mentor for their mentees.

- **Common Room**

There is a girl's common room for the girl students. There is sanitary napkin vending machine. There is also facility for girl students to take rest.

7.3 Describe at least two institutional best practices relating to institutionalization of gender sensitivity.**2018-19**

1) Title of the Practice: ‘Nurturing and Fostering of Female Students’**2) Goal:**

- To achieve Gender sensitisation through curricular and extracurricular activities
- To foster women empowerment through workshops, surveys and training programme
- To provide hand on training in Self defence

3) The Context:

India ranks low in terms of Gender related development index and the literacy rate among women is low in India in relation to the developed nations. Also, the number of female students enrolled for the undergraduate courses have been consistently higher than the male students in the college. Hence the need was identified to foster and nurture the female students of the college.

4) The Practice:

The Women Development Cell conducted the following activities:

- Display of poster prepared by female students.
- To create awareness about sexual harassment
- One day workshop on importance of Hygiene
- Guest lecture on Dignity of Women and interaction with students
- Self Defence Orientation and Written test on laws related to women
- Installation of ‘Sakhi Box’ a Suggestion Box
- Video Survey on topic “#ME TOO
- Screening of movie “Naam Shabana
- Photography Competition on topic ‘Happy Women
- In house annual magazine “WOMEN
- Guest lecture on topic “Gender Sensitisation”
- Celebration of Women’s Day The college

Gymkhana committee has provided coaching to girls Tug of war team and encouraged them to participated at several competitions. The project topic selected for DLLE was Status of Women in Society. This topic was selected with a purpose of enabling students to know women related issues in society.

5) Evidence of Success:

- Girl students of entire college benefited by display of poster prepared by female students to create awareness about sexual harassment
- 80 female students benefited by one day workshop on importance of Hygiene
- 40 students participated in guest lecture on Dignity of Women and interaction with students
- 90 students participated in Self Defence Orientation.
- 120 students participated in Written test on laws related to women •

50 students took benefit of installation of 'Sakhi Box' a Suggestion Box

- 84 students participated in Screening of movie 'Naam Shabana'
- 58 students participated in photography Competition on topic 'Happy Women'
- 55 students participated in In house annual magazine "WOMEN"
- 55 students participated in Guest lecture on topic "Gender Sensitisation"
- 55 students participated in Celebration of Women's Day

The achievements of Tug of War team of college with Ms. Sheetal Anil Mishra as Captain are as follows:

- Certificate at Rajiv Gandhi college, Vashi
- Certificate and trophy at Swayam siddhi college, Bhiwandi,
- Certificate and trophy at Dnyanganga college, thane,
- Certificate and Medal at K.C. college Thane,
- Certificate, medal and trophy at BPCA college, Wadala
- Certificate and trophy at Rotary Club, Thane,
- Certificate and trophy at MCOST College, Check Naka, Thane

34 students participated in DLLE Status of Women in Society project.

6) Problems Encountered:

Problems Encountered Prejudices, wrong beliefs and notions regarding health and social issues among the female students proved as a hindrance.

7) Resources required:

- Sufficient number of trained personnel.
- Financial assistance.

2019-20

1. Title of Practice - "Nurturing and fostering female students of the college"

2. Objectives of Practice –

- To achieve gender equality.
- To create gender sensitization through curricular and extra- curricular activities.
- To foster women empowerment through workshops, surveys and training programme
- To provide hands on training in Self-defence to girls for protecting themselves.
- To build self-esteem among the girl students.
- To empower girl students through confidence building in them.
- To create leadership quality amongst girl students for their career advancement.

- To encourage girl students belonging to weaker sections of the society.
- To enable girl students to cope up with any difficulties that may arise in their lives.

3. The Context –

India ranks low in terms of Gender Development Index and Gender Empowerment Index. The literacy rate among women is also very low in India both in urban and rural areas as compared with developed nations. Our country is marching towards the path of development. Still women in India are suffering from a number of constraints in the form of gender inequality, domestic violence, secondary treatment etc. However due to increasing literacy rate, equal treatment to the girl child and growing trend towards girls' education is observed. The number of female students enrolled for the undergraduate courses have been consistently higher and increasing than the male students in the college. The conducive college environment plays a very important role in overall personality development of female students. Hence the need was identified to foster and nurture the female students of the college.

4. The Practice –

To nurture and foster female students of the college following activities were conducted by the college:

The Women Development Cell of the college conducted the following activities: To inculcate entrepreneurial skills among girls, WDC conducted a Flower making workshop in Jeevan Samvardhan Foundation (Matruchhaya Gurukul), Thane.

30 Hours certificate course on “Gender Sensitization” in collaboration with Bhartiya Stree Shakti (BSS) - A NGO for women empowerment was successfully conducted. 90 girls participated in the same.

To empower females WDC in association with Vishakha committee and Wings organization organized a Self-defence workshop.

The college Gymkhana committee has encouraged the girls to participate at several competitions held at university level as well as at state levels. A separate gymnasium is set up by the college for female students.

DLLE has selected the project topic on “Status of Women in Society (SWS)” for creating awareness among students about women related issues in Indian society. The various departments and committees of college encouraged the girls to participate in various intra and inter-collegiate events.

Female Students act as representatives for administrative work in various committees such as IQAC, DLLE, Career Guidance and Placement Cell (CGPC), Economics club, Book Wizard club Women Development Cell (WDC) to inculcate leadership qualities among them.

5. Evidence of Success –

25 girls participated in Flower making workshop in Jeevan Samvardhan Foundation, Thane.

90 girl students successfully completed the certificate course on “Gender

Sensitization”.

Nearly 66 students participated in Self-defence workshop.

College women’s team formed by College Gymkhana participated in Underarm Box Cricket Competition held at Shirdi organized by Underarm Cricket Association of India and achieved 1rd Position.

Ms. Sheetal Mishra has been selected for Maharashtra Team Tug of War Competition held at Agra. The College girl students have achieved following prizes organized by University of Mumbai: • 3rd position in Tug of War Competition. • 4th position in Ascending Descending women’s Team.

The College girl students have achieved following prizes organized by various Associations in State Level: - • 1st Position in Tug of war competition U -19 Girls team. • 1st Position in Underarm Box Cricket Competition Girls team.

Ms. Asmita Shenoy (TYBMS) and Ms. Payal Agarwal (TYBCom) represented the college in association with makeintern.com at IIM Bangalore for inter- collegiate business plan competition. Ms. Kirti Tarade from SYBCom has won 08 intercollegiate events out of the 16 that she participated in. College girls’ student group won First prize in Group Folk Dance at Zonal Round in Youth festival organized by University of Mumbai.

6. Problems Encountered –

Number of times prejudices, wrong beliefs about many things such as social issues among girls, lack of family support prove as a hindrance in female participation. With changing lifestyle females are suffering from various health issues which are the constraints in their development. Due to social stigma in society, girl students do not show interest in various activities conducted for them in the college.

7. Resources Required -

Sufficient number of trained personnel & Financial assistance.

2020-21

1. Title of Practice - “Nurturing and fostering female students of the college”

2. Objectives of Practice –

- To achieve gender equality.
- To create gender sensitization through curricular and extra- curricular activities.
- To foster women empowerment through workshops, surveys and training programme
- To provide hands on training in Self-defence to girls for protecting themselves.
- To build self-esteem among the girl students.
- To empower girl students through confidence building in them.
- To create leadership quality amongst girl students for their career advancement.
- To encourage girl students belonging to weaker sections of the society.
- To enable girl students to cope up with any difficulties that may arise in

their lives.

3. The Context –

India ranks low in terms of Gender Development Index and Gender Empowerment Index. The literacy rate among women is also very low in India both in urban and rural areas as compared with developed nations. Our country is marching towards the path of development. Still women in India are suffering from a number of constraints in the form of gender inequality, domestic violence, secondary treatment etc. However due to increasing literacy rate, equal treatment to the girl child and growing trend towards girls' education is observed. The number of female students enrolled for the undergraduate courses have been consistently higher and increasing than the male students in the college. The conducive college environment plays a very important role in overall personality development of female students. Hence the need was identified to foster and nurture the female students of the college.

4. The Practice –

To nurture and foster female students of the college following activities were conducted by the college:

The Women Development Cell of the college conducted the following activities:

- National Short-Term Course on "Legal Empowerment" (From 20th July, 2020 to 26th July, 2020)
- National Level Webinar series on "Women Empowerment" From 1st March, 2021 to 5th March, 2021
- The Entrepreneurship Cell in association with the Self-Finance Courses department of the college celebrated International Women's Day on 8th of March, 2021 by organizing a session on "Art of Baking".
- Girl students participated in a full day workshop on Cartoon Drawing competition conducted by the University of Mumbai. Eminent cartoonists guided the students in the workshop and students were given certificates of University of Mumbai.
- Girl student participated in essay writing competition in 'Vivekotsav', conducted by Swami Vivekanand Kendra, on the occasion of Swami Vivekananda Jayanti in the month of January 2021.
- On February 20, 2021 A Rangoli workshop was arranged for our students. Our Ex-student Ms Shubhangi Baikar, then winner of various intercollegiate events trained girl students.
- Mehendi competition was conducted on 10th April, 2021. One of the judges for the event was Priya Chauhan the then winner of Youth festival Mehendi competition.
- NSS volunteer Tanvi Jagtap from SYBCOM made 355 masks and distributed them to needy people.
- An online session "Health and wellbeing of young women in modern India" was conducted for the female volunteers on 28th February 2020 by Gynecologist Dr. Sujata Bharambe in which she spoke about the various health issues of females and their solutions.

- Ms.Vanshika Bhushan Joil of SYBMS selected under Top10 (Merit) at the National Level Drawing Contest organized by D.G.Vaibhav College Chennai on 27th July,2020
- Girl student participated in “Two days University Level online Disaster Management organized by University NSS Cell and Gurukul College, Mumbai on 5th and 6th April 2021
- The chess competition was held on 18th January, 2021
- The NKT-interclass Skipping rope video making competition was held on 15-04-2021.

5. Evidence of Success –

- More than 50 girl students of the college successfully completed National Short-Term Course on "Legal Empowerment" (From 20th July, 2020 to 26th July, 2020) organized by WDC.
- 71 girls and female staff of the college have attended 5 days National Level Webinar series on "Women Empowerment" From 1st March, 2021 to 5th March, 2021
- 115 girl students participated in “Art of Baking” workshop organized by the Entrepreneurship Cell in association with the Self-Finance Courses department of the college on the occasion of International Women’s Day on 8th of March, 2021
- Girl students participated in a full day workshop on Cartoon Drawing competition conducted by the University of Mumbai.
Following girl students were selected from poster making competition conducted by College-
 - 1) Apurva Kishor Pandit from FYBMS, B, 112
 - 2) Santoshi Chandrasingh Bhandari from fybcom, E, 528
 - 3) Suvidha Sudhakar Sawant from Fybcom, E, 616
 - 4) Sonum Yadav from Sybcom, B,285
 - 5) Riddhi Mane from TYBCom, A, 54
 - 6) Akanksha Pawar form TYBCom, B, 186
- Ritika Sharma from FYBCom (D) participated in essay writing competition in ‘Vivekotsav’, conducted by Swami Vivekanand Kendra , on the occasion of Swami Vivekananda Jayanti in the month of January 2021.
- On February 20 ,2021 A Rangoli workshop was arranged for our students. Our Ex-student Ms Shubhangi Baikar ,the winner of various intercollegiate events trained girl students. 48 students attended this workshop.
- 44 girl students participated in Mehendi competition conducted on 10th April ,2021.
- NSS volunteer Tanvi Jagtap from SYBCOM made 355 masks and distributed them to needy people.
- An online session “Health and wellbeing of young women in modern India” was conducted for the female volunteers on 28th February 2020 by Gynecologist Dr. Sujata Bharambe in which she spoke about the various health issues of females and their solutions.

- On 8th March, 2021 International Women’s Day was celebrated in which competition was organized “Click-pic”. A total of 10 volunteers participated in the same.
- Ms.Vanshika Bhushan Joil of SYBMS stood 2nd at the University level Intercollegiate competition 'Tribal Handicrafts' and also in “Tribal Art” under Vaarsa Fest organized by Lala Lajpat Rai College of Commerce & Economics Mumbai. On 19th March 2021.
- Jagruti Joshi from SYBCom participated in “Two days University Level online Disaster Management organized by University NSS Cell and Gurukul College, Mumbai on 5th and 6th April 2021
- The chess competition was held on 18th January, 2021 for girls. Following are the winners-

I	Twinkle Rajesh Shah	T.Y.B.Com-B
II	Neha Jaiprakash Jaiswar	S.Y.B.Com –B
III	Sakshi Sudhakar Mishra	F.Y.B.Com-C

- The NKT-interclass Skipping rope video making competition was held on 15-04-2021. Mishra Sheetal Anil-T.Y.B.Com secure first rank from girls. The winners were awarded E-certificate and medals.

6. Problems Encountered –

Number of times prejudices, wrong beliefs about many things such as social issues among girls, lack of family support prove as a hindrance in female participation. With changing lifestyle females are suffering from various health issues which are the constraints in their development. Due to social stigma in society, girl students do not show interest in various activities conducted for them in the college.

7. Resources Required -

- Sufficient number of trained personnel & Financial assistance.

Conclusion

The findings of Gender Audit suggest that the college management and administration promotes gender equality and sensitivity in every aspect. Male and female students and staff are equally encouraged and have benefitted from the practice of gender equality followed in the college.

The college has no discrimination policy with respect to admission of students in the college as well as in regards to appointment of professors in the institute.

It can be further observed that the representation of female students and staff is undoubtedly more in almost every area and also have been provided with fair opportunities in the college.

Annexure

1. Data collected from Office
2. Data collected from Exam department
3. Data collected from library
4. Data collected from committees