

GENDER AUDIT 2020-2021





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ABOUT THE COLLEGE

Bunts Sangha's S.M.Shetty College of Science, Commerce and Management Studies was established in 2008 by Bunts Sangha, Mumbai. The college is affiliated to the University of Mumbai. Bunts Sangha's, Mumbai was established in 1927 as a Charitable Trust and devoted itself to the cause of education, health care and social reforms of downtrodden and underprivileged class of people. The Sangha has been in the service of people for almost nine decades. Initially, the Sangha established two night schools mainly to cater the needs of working students during the day time. During the last decade, more emphasis was given to education for the masses. Bunts Sangha's S.M. Shetty College of Science, Commerce and Management Studies is committed to the promotion and propagation of quality education with excellence. The main focus is to impart domain specific knowledge, flexible skill mix, positive attitudes, ethically sound values and continuous learning habits through reflective thinking in a student. The objective is to unleash the human potential within students for excelling in the chosen educational field. Our earnest attempt is to see that all this should take place with a sense of purpose, pride, direction and commitment.

• <u>VISION & MISSION STATEMENT</u>

Our Vision

"Personality Development for Nation Building"

Our Mission

To enable: Young minds to discover and develop their potential in an environment conducive to

Learning.

To create: Technically competent young individuals with practical skills.

To develop: Socially conscious and morally upright global citizens for a new India.

• ABOUT WOMEN DEVELOPMENT CELL (WDC)

The Women Development Cell of the college aims to promote gender equity & gender sensitivity amongst masses. The WDC hosted various awareness and interactive programs around the calendar year focusing on gender parity, gender discrimination issues, women empowerment, women rights, cyber security etc. In parlance with the mission of the WDC - University of Mumbai, the college WDC aims to prevent sexual harassment at workplace and promote general wellbeing of female students teaching and non-teaching women staff in the colleges.







GENDER POLICY OF THE COLLEGE

To establish a gender sensitive campus ensuring gender empowerment in attaining gender equality with zero tolerance for sexual harassment

- Gender Sensitization:- infrastructural support ensuring a gender sensitive campus
- · Gender Equality: provide equal opportunities to all without gender bias
- Gender Empowerment: women's empowerment to ensure the sustainable development
- · Zero tolerance for sexual harassment on campus.
- · Sound Redressed mechanism for gender related grievances

GENDER SENSITIVE CAMPUS

- GCR and BCR separate and spacious common rooms for boys and girls on the campus. The GCR has and attached rest room, sanitary napkin dispenser, recreational games etc.
- Rest rooms for students and staff separate restrooms available on each floor for boys
 and girls with are regularly cleaned and sanitized to maintain high hygiene standards
- Medical room with a full time nurse available for emergencies on campus with 3 beds and requisite first aid facilities for students and staff.
- Fully equipped Gymnasium with a full time trainer is available for use of students both girls and boys
- Quadrangular playground and Sports arena for girls and boys teams with state of the art
 equipment for practice and training in football, basketball, athletics, tennis, kabaddi,
 cricket, carrom, chess, table tennis etc.
- Provision for safe drinking water near girl's rest room for ease of access.
- Full air conditioned, ICT enabled spacious classrooms with a seating capacity of 120 students for undergraduate programs and 60 for post graduate programs.
- CCTV coverage of all the classrooms, corridors, stairwell, library, laboratories, staffroom, auditorium, conference room, office and the entire campus for continuous monitoring from a safety and security point of view.
- · Lady Security guard on each floor
- Health workshops for girls
- Counseling center for students with full time councilor for addressing all mental health and other related issues.
- A Ladies teacher accompanies students on field visits, industrial visits and NSS residential camp.
- · Gender Budget in annual College budget
- Women Development Cell, Anti-Ragging, Grievance Redressed, Internal Complaint committees to handle gender related grievances







• OBJECTIVES OF GENDER AUDIT

- To build a gender sensitive campus.
- To bring awareness about the problems of women and gender discrimination.
- To organize activities, seminars, workshops for women empowerment.
- To guide about Women Welfare Laws
- To promote growth of gender equality in all aspects of college campus life.
- To provide redressal for any gender related issues and take preventive steps in matter of gender discrimination and sexual harassment.

• PROCESS OF GENDER AUDIT

- Formation of WDC Committee to conduct Gender Audit
- Setting of date line for the audit
- Documentation, review and inspection of gender aspects in the college
- Interviews, briefings and consultations with students, teaching and non-teaching staff
- Audit report findings and recommendations are discussed with IQAC to formulate Action Plans.







• GENDER BALANCE IN THE COLLEGE

Committee Data

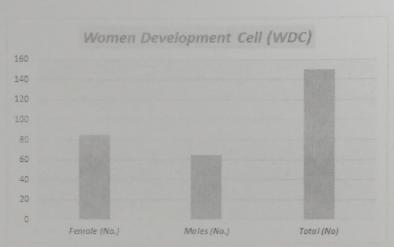


Figure 1: Gender wise details of total students in WDC

The table above shows gender wise classification of male and female participation in WDC events for the year 2020-21 and it is found that the count of males' participation is decreasing gradually in areas of gender equity and gender sensitization events as compared to previous years.



Figure 2: Gender wise details of total students in Cultural Committee







The table above shows gender wise classification of male and female participation in Cultural Committee events for the year 2020-21 and it is found that the count of male and female participation has gone down this year as compared to previous years because all the events were conducted online and no field visits or activities were conducted due to the pandemic. Further, the participation of female students is more than the male participation.

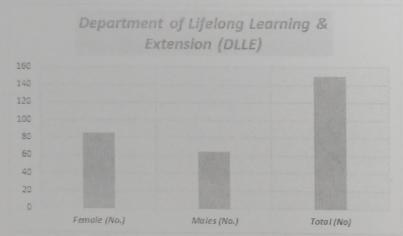


Figure 3: Gender wise details of total students in DLLE

The table above shows gender wise classification of male and female participation in DLLE events for the year 2020-21 and it is found that the count of male and female participation has gone down slightly this year as compared to previous years because all the events were conducted online and no field visits or activities were conducted due to the pandemic. Further, the participation of female students is more than the male participation.







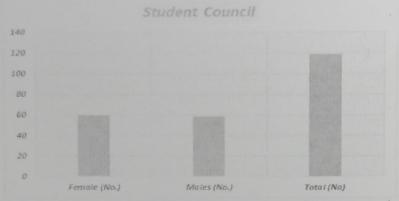


Figure 4: Gender wise details of total students in Student Council

The Figure 4 above shows gender wise classification of male and female participation in Students Council events for the year 2020-21 and it is found that the count of male and female participation is almost the same this year as compared to previous years.

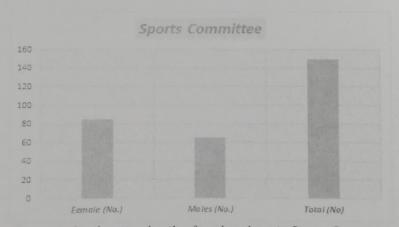


Figure 5: Gender wise details of total students in Sports Committee

The table above shows gender wise classification of male and female participation in Sports Committee events for the year 2020-21 and it is found that the count of male and female participation has slightly decreased this academic year as compared to previous years because all the events were conducted online and no





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field visits or activities were conducted due to the pandemic. Further, the participation of female students is more than the male participation.

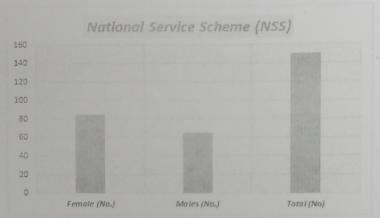


Figure 6: Gender wise details of total students in NSS

The Figure 6 shows gender wise classification of male and female participation in NSS events for the year 2020-21 and it is found that the count of male and female participation has increased this year as compared to previous years since students were able to participate in larger numbers as all the events were conducted online and no field visits or activities were conducted due to the pandemic.







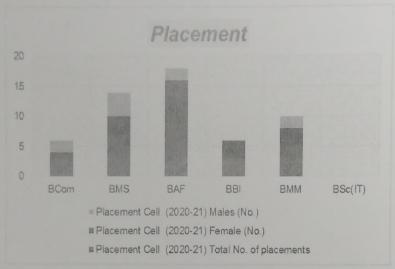


Figure 7: Gender wise details of total students from all departments who were placed

Figure 7 shows the total number of placements in the year 2020-21 and the BAF department having the highest number of students. Overall, it is found that more female students have been placed than male students.

Admissions to Undergraduate and Postgraduate programs

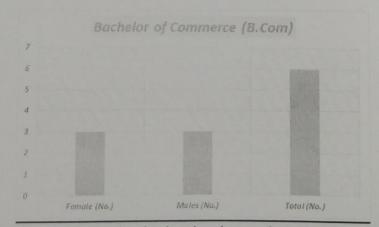


Figure 8: Gender wise details of total students in the B.Com Department







The table shows gender wise classification of male and female strength of students and total number of admissions in the B.Com department. It appears that the number of students has increased in 2020-21 and there is a slight increase found in the admittance of male students as compared to previous year.

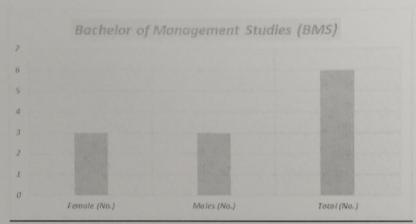


Figure 9: Gender wise details of total students in the BMS department

The table shows gender wise classification of male and female strength of students and total number of admissions in the BMS department. It appears that the number of students has increased in 2020-21 and there is a slight increase found in the admittance of female students as compared to previous year.







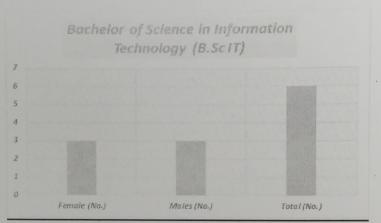


Figure 10: Gender wise details of total students in the B.Sc.IT department

The table shows gender wise classification of male and female strength of students and total number of admissions in the B.Sc.IT department. It appears that the number of students has increased in 2020-21 and there is a slight increase found in the admittance of male students as compared to previous year.

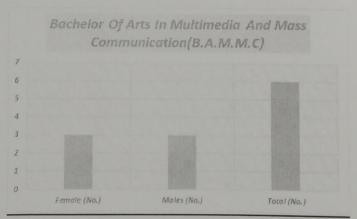


Figure 11: Gender wise details of total students in B.A.M.M.C department

The table shows gender wise classification of male and female strength of students and total number of admissions in the B.A.M.M.C department. It appears the number of students have







increased in 2020-21 and there is a slight increase found in the admittance of male students as compared to previous year.

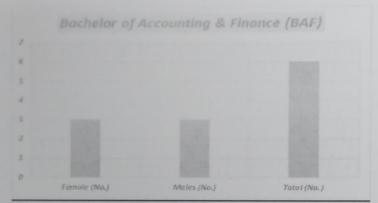


Figure 12: Gender wise details of total students in BAF department

The table shows gender wise classification of male and female strength of students and total number of admissions in the BAF department. It appears the number of students have increased in 2020-21 and there is a slight increase found in the admittance of female students as compared to previous year.

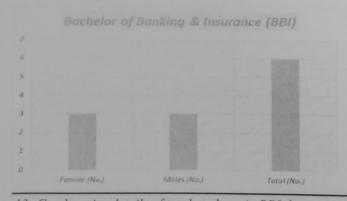


Figure 13: Gender wise details of total students in BBI department

The table shows gender wise classification of male and female strength of students and total number of admissions in the BBI department. It appears the number of students have increased in







2020-21 and there is a slight increase found in the admittance of female students as compared to previous year.

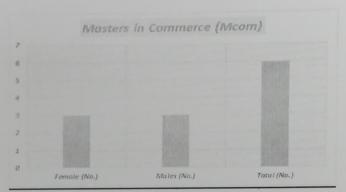


Figure 14: Gender wise details of total students in MCom department

The table shows gender wise classification of male and female strength of students and total number of admissions in the MCom department. It appears the number of students have increased in 2020-21 and there is a slight increase found in the admittance of female students as compared to previous year.

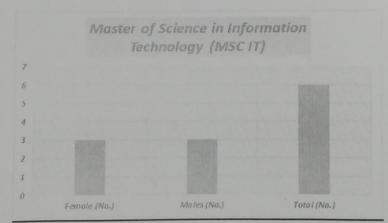


Figure 15: Gender wise details of total students in MSC IT department

The table shows gender wise classification of male and female strength of students and total number of admissions in the MSc. IT department. It appears the number of students have increased in 2020-21 and there is a slight increase found in the admittance of male students as compared to previous year.







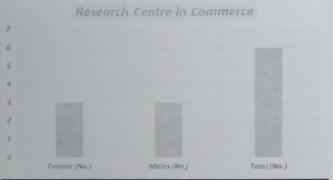


Figure 16: Gender wise details of total count in the Research Centre

The table shows gender wise classification of male and female strength of students in the Research Centre in Commerce. The numbers for both genders in the research Centre in Commerce are seen to be equal.

Human Resource on Board

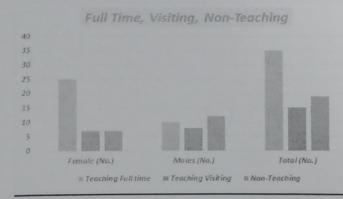


Figure 17: Gender wise details of Full Time, Visiting & Non-Teaching Members

The table above shows gender wise classification of male and female Full time, Visiting & Non-Teaching Members in the college for the academic year 2020-21. The number of female staff is more than the male staff in the college.







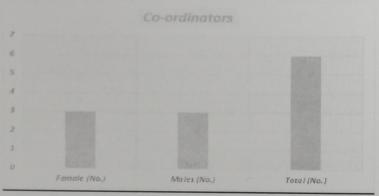


Figure 18: Gender wise details of Co-coordinator

The table above shows gender wise classification of male and female Co-coordinators of various departments in the college. The number of male and female co-coordinators is equal for the academic year.

Result Analysis- ODD Semester

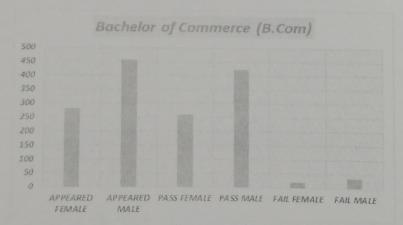


Figure 19: Gender wise details of Odd semester results for B. Com department

The table shows gender wise classification of male and female strength of students and total number of students who passed, failed, and appeared in the B. Com examinations. Overall we can see that the percentages of students who have passed and appeared of both the genders are







balanced but the fail count for male is slightly more as compared to female count for the year 20-21.

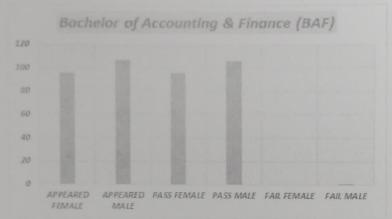


Figure 20: Gender wise details of Odd semester result for BAF department

The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the BAF examinations. As per the result analysis we can see that the percentage for passing and appearing for both the gender is balanced but the fail count for male is slightly more as compared to female count for the year 20-21.

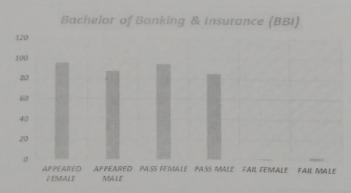


Figure 21: Gender wise details of Odd semester result for BBI department

The table shows gender wise classification of male and female strength of students and total number of students, who appeared, passed and failed in the BBI examinations. As per the result







analysis we can see that the percentage for passing and appearing for both the gender is balanced but the fail count for male is slightly more as compared to female count for the year 20-21.

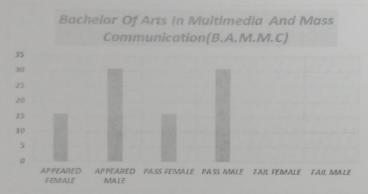


Figure 22: Gender wise details of Odd semester result for B.A.M.M.C department

The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the B.A.M.M.C examinations. As per the result analysis we can see that the percentage for passing and appearing for both the gender is balanced and there is no failure students gender wise for the year 20-21.

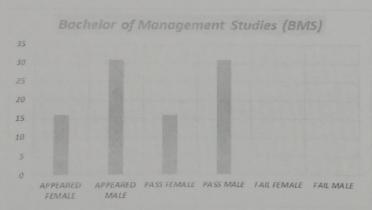


Figure 23: Gender wise details of Odd semester result for BMS department

The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the BMS examinations. As per the result







analysis we can see that the percentage for passing and appearing for both the gender is balanced and there is no failure students gender wise for the year 20-21.

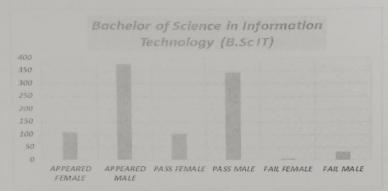


Figure 24: Gender wise details of Odd semester result for B.Sc.IT department

The table shows gender wise classification of male and female strength of students and total number of students, who appeared, passed and failed in the BSc.IT examinations. As per the result analysis we can see that the percentage for passing and appearing for both the gender is balanced but the fail count for male is slightly more as compared to female count for the year 20-21.

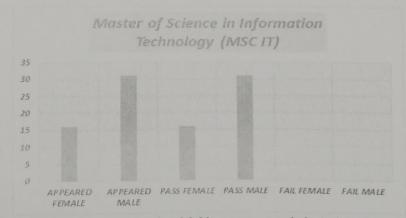


Figure 25: Gender wise details of Odd semester result for MSc.IT department







The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the MSc.IT examinations. As per the result analysis we can see that the percentage for passed and appeared for both the gender is balanced and there is no failure students gender wise for the year 20-21.

Result Analysis-EVEN Semester



Figure 26: Gender wise details of even semester result for B. Com department

The table shows gender wise classification of male and female strength of students and total number of students, who passed, failed and appeared in the BCOM examinations. The number of females who appeared is less as compared to male students but the fail count for male is more as compared to female count for the year 20-21.







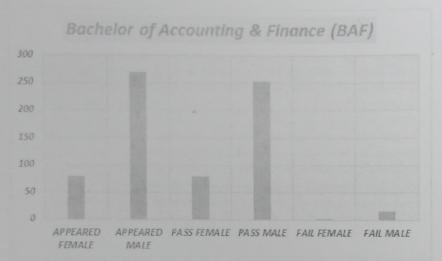


Figure 27: Gender wise details of even semester result for BAF department The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the BAF examinations. As per the result analysis we can see that the percentage for passing and appearing for both the gender is balanced but the fail count for male is more as compared to female count for the year 20-21.

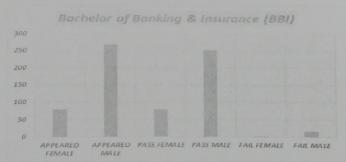


Figure 28: Gender wise details of even semester result for BBI department
The table shows gender wise classification of male and female strength of students and total number of students, who appeared, passed and failed in the BBI examinations. As per the result analysis we can see that the percentage for passing and appearing for both the genders is balanced but the fail count for male is more as compared to female count for the year 20-21.







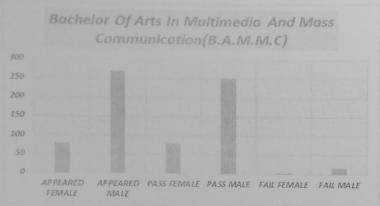


Figure 39: Gender wise details of even semester result for B.A.M.M.C department

The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the B.A.M.M.C examinations. As per the result analysis we can see that the percentage for passing and appearing of females is less than male and the percentage in failure has increased for both the genders compared to odd semester for the year 20-21.

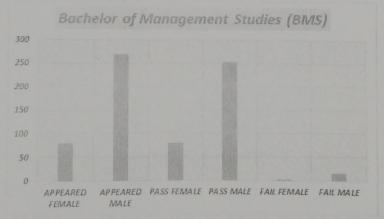


Figure 30: Gender wise details of even semester result for BMS department

The table shows gender wise classification of male and female strength of students and total number of students who passed and appeared in the BMS examinations. As per the result analysis we can see that the percentage for passing and appearing of females is less than male







and the percentage in failure has increased for both the genders compared to odd semesters for the year 20-21.

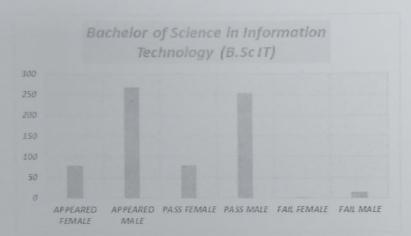


Figure 31: Gender wise details of even semester result for B.Sc.IT department

The table shows gender wise classification of male and female strength of students and total number of students, who appeared, passed and failed in the BSc.IT examinations. As per the result analysis we can see that the percentage for passing and appearing for both the genders is balanced but the fail count for male is more as compared to female count for the year 20-21.

FINDINGS

- The gender audit conducted by the WDC highlights salient findings as mentioned below
- It is found that there is a good gender balance in committees of the college which include WDC, NSS, Cultural, Sport and Student Council which represent the major participation of all departments in the college. It is observed that the count of female students is comparatively higher in WDC, Cultural, Sports and NSS.
- The admission data shows that there is a gender balance in all the departments.
- The faculties and staff in the college have a higher representation of female to male ratio with a balance in gender representation at the co-coordinators level.
- The result analysis of all the streams shows that there is a gender balance as well as the success rates of both male and female students.

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SUGGESTIONS / RECOMMENDATION

- The college should continue to define and deepen the understanding of gender equality
 concepts such as gender equity, empowerment of women, gender sensitivity and to foster
 an atmosphere where intolerance on gender grounds is unacceptable.
- Feedback of students, faculty, staff, parents and visitors to be regularly sought in formal and informal ways. Such responses can be audited for gender balance and issues raised in these areas
- The college can deepen the participation of female students and establish empowerment for female students
- The college advocates faculty members and staff members to undertake training and professional development throughout their career
- The college can strengthen the WDC cell by connecting with passed alumni female students and developing an encouragement to current students

CONCLUSIONS

- The analysis of the gender audit reveals that the college is practicing its gender policy and the staff and students of the college are aware of them.
- The awareness is practiced by the means of various awareness programs that are conducted by the college through its various committees.
- It is also observed that the college maintains gender sensitivity and that it is encouraged by the management and staff.
- The college provides equal opportunities to all stakeholders without gender bias
- There were no cases of gender related issues reported during 2020-2021 by any stakeholders to the WDC, IC, and GRC, Anti-Ragging Cell or any other college authorities.
- From the above it is evident that the college has strived hard to accomplish its gender policy.

• ACKNOWLEDGEMENTS

We are thankful to the Management for providing us an opportunity to conduct a Gender audit on our college campus. We are deeply indebted to the Principal Dr. Sridhara Shetty, Vice Principal Dr. Liji Santosh and Vice Principal Prof. Sandesha Shetty for the freedom and provided to conduct the audit the way it should be. We also would like to extend our







gratitude to the co-coordinators, teaching and nonteaching staff for their guidance and support. I thank our team of WDC members Ms. Nabila Kazi, Ms. Himani Shukla Varia, Ms. Prachi Agarwal, Ms. Avneet Kaur, Ms. Sharanya Sanoj and Adv Hamid Khan for their contribution towards conducting and completing the audit. I extend my gratitude towards the students of our college. Thanks to all for their direct and indirect help and motivational support.

Convener WDC

CA Zainab Rangwala

Vice Principal

Prof. Sandesha Shetty

Vice Principal

Dr. Liji Santosh

Principal & W Dr. Sridhara Shetty

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