

**NAGINDAS KHANDWALA COLLEGE OF COMMERCE, ARTS AND
MANAGEMENT STUDIES AND SHANTABEN NAGINDAS
KHANDWALA COLLEGE OF SCIENCE**
[AUTONOMOUS]
S.V. ROAD, MALAD (WEST), MUMBAI 400 064.

GENDER AUDIT REPORT

Academic Year 2019-2020

Backdrop

The Nagindas Khandwala College is a multi faculty institution (Estd. 1983), affiliated to University of Mumbai, having campus area of 7728.28 sqmts. Our institution offers 13 UG, 5 PG, 4 Add On, 3 Ph. D with 9 Departments and 1 Research Centre imparting education to more than 6500 students. The **Vision** of the institute includes Education for **all**, Education for the **youth** and Education for the **future of our country**.

The **Mission** is to serve the society at large and students belonging to linguistic minority in particular with **commitment, dedication and devotion**. The **Quality Policy** includes commitment towards imparting **Quality Education to youth**, enabling them to **develop right attitude, professional competence** and inculcating right **ethical values**.

The institution has been awarded "A" Grade (Third Cycle) by National Assessment and Accreditation Council, **Best College** by University of Mumbai (2012), **lead college** for a cluster of colleges, Educational Excellence Award by Indus Foundation, USA and **Best Ensemble Faculty (Academic Brilliance Awards – 2013)** by Education Expo TV's Research Wing for Excellence in Professional Education & Industry and ISO 9001:2015 certified by TUV Nord. We have been awarded **IMC Ramkrishna Bajaj National Quality Commendation Certificate** in 2013-14. Now, we are the proud members of "**The Mid-Atlantic Region Association for Asian Studies**". This is the **only institution in Asia** to be a member of this organization. MARAAS is a nonpolitical, nonprofit scholarly organization dedicated to bringing Asia and America together. Our college has been granted Autonomous status from 2016.

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Ranked **First** among India's Top 10 private Higher Education Institutions for "**Best Management Practices & Systems**" in the Education World India Higher Education Grand Jury Award 2020-2021.

Ranked **5th** at **Maharashtra Level** by Education World Magazine. Ranked **33rd** at **All India Level** by Education World Magazine

Location of Nagindas Khandwala College:

The latitudinal extension is between 19⁰192'N and 19⁰193'N and longitudinal extension is between 72⁰847'E and 73⁰848'E.

Location of Nagindas Khandwala College: Point
The one point coordinates are 19⁰19'N and 72⁰84'E

Gender Policy Sensitization attached as **Annexure - I**

The scope of the audit:

As mentioned during previous audit, it comprises of gender-based ratio, gender-based facilities, gender-based specific facilities for differently-abled, remuneration welfare measures, inclusive working of the Institute, grievance redressal mechanism, women in teaching, non-teaching, and contractual appointments and invite suggestions, if any.

The Committee visited on 25th February, 2021 at 2.00 p.m.

Gender status:

The Genderwise Statistics for the year 2019-2020 is enclosed as **Annexure – II**

Safety Measures:

- Adequate number of exclusive wash rooms are available on each floor in the campus for girl students and female teaching & non-teaching staff.
- Adequate facilities are available inside the wash-room keeping in mind the need of the female gender. Adequate disposal bins are available in the wash rooms.
- Adequate lighting is available inside the campus during night, adequate light in corridor, classrooms, common areas, wash rooms, etc.

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- Adequate security arrangements have been made in the campus and common areas during day and night.
- Differently abled girl students and female teaching & non-teaching staff are provided with user friendly facilities.

Security Measures:

- Safe environment is available for all girl students in the campus.
- Adequate number of security personnel, including female security guards are deployed.
- Ensured that attitude of security personnel is appropriate.
- CCTV cameras are in place at every strategic points including lobby in the entire premises.

Healthcare Measures:

Healthcare facilities are available for girl students at the campus.
Minimum courtesy is extended to the girl students during their visit to the doctor in the campus.

Equal Opportunity Measures:

- Women are represented in the top ranks of academic faculty
- Internal Complaint Committee has been set up for students and female teaching and non-teaching staff.
- Representation of female faculty and girl student on the Internal Complaint Committee
- Classrooms and Library offers equal opportunities to all genders.

Redressal Mechanism Measures:

- ✓ ICC (Internal Complaint Committee) as per UGC resolution 2015 is in place.
- ✓ Fair inquiry and confidentiality is maintained in the process.

Welfare Measures:

- ✓ Equal opportunities of promotions are available for female employees
- ✓ The maternity leave benefit is given to eligible working women, as per Government Statute.

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Awareness Measures:

The Women Development Cell Report is attached as Annexure - III

Findings:

All the departments are aware about the need for gender sensitization at a general level.

Observations:

1. The college provides all basic facilities to girl students.
2. The Internal Complaint Committee (ICC) is functional, besides other mechanisms in place to resolve grievances, if any.
3. College ensures all safety measures including installation of CCTV cameras at all strategic locations.
4. More than 51% students are girl students. There are total 4881 girl students as against 4574 boys in the current academic year 2020-2021.

Signatures of Committee Members

1) Dr. Debajit Sarkar – Convenor

Dr. Debajit Sarkar
25/2/2021

2) Dr. Lily Bhushan – Member

Lily Bhushan 25/2/21

3) Dr. C.T. Chakraborty – Member

Dr. C.T. Chakraborty
25/2/21

Date : 25th February, 2021

Annexure - I

Gender Sensitization Policy

Nagindas Khandwala College believes in the principles of equality, fairness and justice for all. The College believes in inclusivity in education and practices it with the complete commitment and involvement of its management, faculties and staff.

The College works on the following parameters to create an atmosphere of inclusivity and respect for all genders on the campus. They are:

- Regular communication with the stakeholders about the need to respect human dignity.
- Conducting guest lectures for students on diversity, sensitivity to various genders and changing gender roles.
- Active Women Development Cell for representation of women.
- Regular activities to make faculties and students aware about gender based issues.

The faculties of Nagindas Khandwala College encourage students to learn from diversity in class and recognise the uniqueness, each gender has to offer. They create a learning environment which encourages participation, discussion and fairness. Students can approach their mentors to discuss professional as well as personal problems.

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Annexure - II

**Nagindas Khandwala College of Commerce, Arts and Management Studies and Shantaben Nagindas
Khandwala College of Science
Genderwise Statistics**

25.02.2021

Sr.No	Particular	2019-2020		Total	2020-2021		Total
		Male	Female		Male	Female	
1	Management- Committee Members	63	4	67	63	6	69
	Management - Life Members	19	1	20	17	2	19
	Management - Society Staff	6	0	6	6	0	6
	Total	88	5	93	86	8	94
2	Principal	0	1	1	0	1	1
	Total	0	1	1	0	1	1
3	Vice Principal	1	1	2	1	1	2
	Total	1	1	2	1	1	2
4	Teaching Staff (Aided)	12	10	22	11	9	20
5	Teaching Staff (Self Finance)	8	19	27	4	17	21
6	Visiting Staff (Self Finance)	11	12	23	13	10	23
	Total	31	41	72	28	36	64
7	Non Teaching (Class III)- (Aided)	8	10	18	8	10	18
8	Non Teaching (Class IV)-(Aided)	23	3	26	22	3	25
	Total	31	13	44	30	13	43
9	Non Teaching (Class III) - (Unaided)	8	4	12	8	4	12
10	Non Teaching (Class IV)-(Unaided)	5	2	7	5	2	7
	Total	13	6	19	13	6	19
11	Student (Aided)						
	First Year	371	490	861	367	490	857
	Second Year	269	439	708	336	435	771
	Third Year	232	422	654	266	440	706
	Total	872	1351	2223	969	1365	2334
12	Student (Self Finance)						
	First Year	397	307	704	421	316	737
	Second Year	410	331	741	390	297	687
	Third Year	323	298	621	401	335	736
	Total	1130	936	2066	1212	948	2160
13	Student (PG)						
	First Year	36	67	103	23	47	70
	Second Year	19	46	65	31	61	92
	Total	55	113	168	54	108	162
14	Student (Ph.d)	0	0	0	0	2	2
	Grand Total	2221	2467	4688	2393	2488	4881

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Annexure - III

WOMEN DEVELOPMENT CELL (WDC)

WDC organized a Self- Defense workshop on 27th June, 2019. It was conducted by Mr. Kerry D'souza , a martial arts trainer. The workshop was attended by 64 girl students. Various self- defense techniques were demonstrated and taught to them which can be used during regular course of life to stay safe and protect oneself.

A Workshop was conducted on Cybercrimes on 10th July, 2019 by Mr. Ashwin Iyer along with his Assistant Mr. Aditya Gidh. In all 54 girl students participated in the workshop. The workshop was very informative and covered various aspects of Cyber Crimes and taught students methods to secure Facebook accounts, other networking sites. Students were also informed about the misuse of personal Information and were taught the techniques to come out of it. Students immensely benefitted from it.

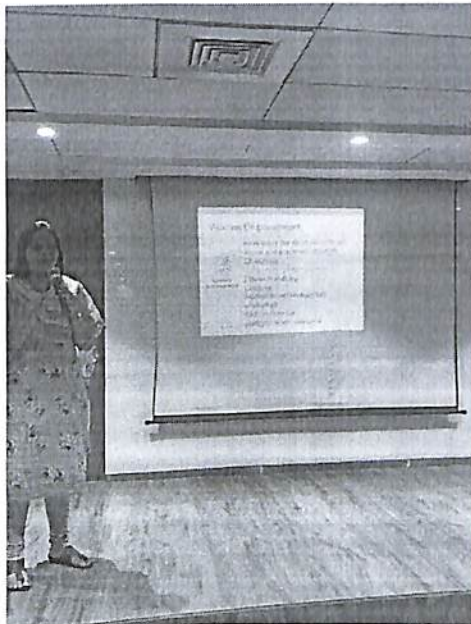
Girl students clarified their doubts on different aspects of cybercrimes during the workshop and also learned techniques to protect them from cybercrimes.



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On 26th September 2019, WDC invited Ms. Suchitra from ARPAN (An NGO) for an interactive session on “ Participating in Personal Safety”. It was attended by 70 girl students. In this session, speaker talked on the topic, “How to avoid child abuse and sexual harassment?”. She also described the symptoms which adults should observe in victims of child abuse and on the safety measures which young girls should take to keep themselves protected from such incidents.

A talk was organized on 5th December 2019 by Ms. Deepa Chitnis on ‘Women Rights and Sexual Harassment at Workplace (Prevention, Protection and Redressal) Act 2013. She narrated in detail the duties of employer and Internal Committee Members in case of any complaint. It was attended by 65 girl students.



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A workshop on acupressure was organized on 24th July, 2019. It was conducted by Mrs. Daksha Dhanak. Acupressure Session was delivered in a practical manner by giving demonstration of various pressure points. The session was useful in making students aware about acupressure and its use for curing minor ailments. 40 girl students attended the workshop.



A guest lecture was organized on 'Learning and Unlearning for a successful Career' on 14th August 2019. The resource persons were three alumni of the college. The speakers were Ms. Swati Soni – Pastry Chef, Ms. Parina Parikh- Celebrity Manager and Ms. Ruchika Ghag – Cyber Cell Officer. In all 70 students attended the programme and felt highly motivated by the talks and interaction.



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On the eve of Rakshabandhan i.e. on 20th August 2019, WDC volunteers celebrated the occasion with policemen. The event was conducted by 40

student volunteers at three police stations :Kandivali police station, Dindoshi police station and Kurar Village police station. On the occasion, girl volunteers tied Rakhis to policemen . This celebration was a small effort to show their love, trust and appreciation towards the police department.



A guest lecture was arranged on 8th July, 2019 on the topic ‘How to lead a balanced life?’ by Ms. Vandana Hiranandani – Dean, Director of Anatta Humaniversity Pvt. Ltd. The session was attended by 62 students who interacted on issues related to youth in the present times.



WDC , NSS and Students Council jointly organised screening of the movie of the movie Muktiparv -A Renaissance to create awareness among people that women too have a right to enter crematorium and light the funeral pyre of the deceased kith and kin. More than 100 students watched the film.

A guest lecture on the 'Quintessential Role of Ergonomics And Lifestyle Related Illness Amongst Youth' was organized on 23rd January, 2020 and was attended by 60 undergraduate students. The speaker was Dr. Mona Pankaj, CEO and Founder Ergocure India.



A Dance Movement Therapy Workshop was organized by the Women Development Cell on 7th February 2020. This workshop was facilitated by Alisha Pinto and Tanuja Mhase Thorwe, Certified Dance Movement Therapy Practitioners from the Tata Institute of Social Sciences, Mumbai.

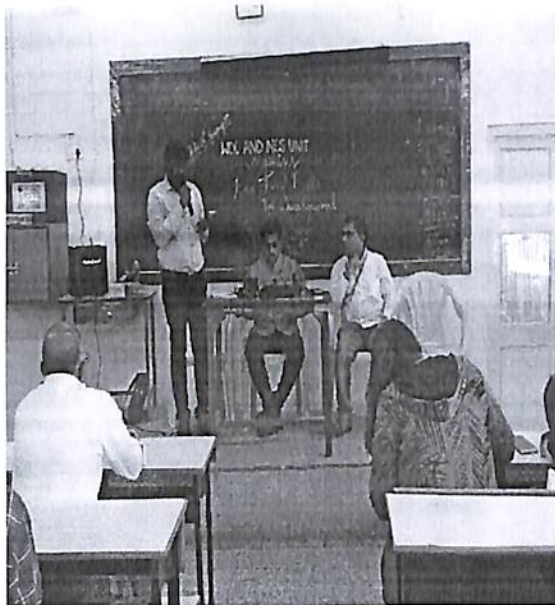


This workshop was attended by 22 participants which included two teachers. The workshop focused on Exploring the Body Mind connection and how simple movement explorations can result in subtle

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shifts in one's mood. Fun Play Move and Relax was the theme of the session.

WDC and NSS unit jointly organized a kavi samelan in which the poets recited poems on women empowerment and problems that women face in today's society. The poets invited were Dr. Sakharam Dakore and Prof. Uttam Bhagat.



On 9th January 2020 a talk was organized on Graphology-Analyzing Self and Diseases by Ms. Ritu Sachanandani , practising Graphologist. 20 students attended the talk and benefitted .

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Dr. Ruchi Sagar

Convenor

WDC

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27/12/2021
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