

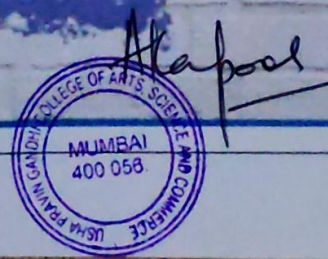


SHRI VILE PARLE KELAVANI MANDAL'S  
USHA PRAVIN GANDHI COLLEGE OF  
ARTS, SCIENCE AND COMMERCE



**GENDER AUDIT REPORT 2020-21**

PREPARED BY  
WOMEN DEVELOPMENT CELL



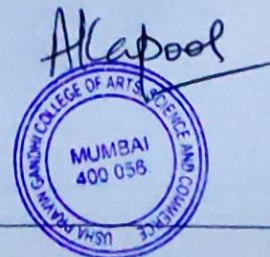


Shri Vile Parle Kelavani Mandal's  
Usha Pravin Gandhi College of Arts, Science and Commerce  
NAAC Accredited "A" Grade



## Gender Audit Report Summary 2020-21

Prepared by Women Development Cell  
of  
Usha Pravin Gandhi College of Arts, Science and  
Commerce, Mumbai.



# PREFACE

The word gender describes the socially-constructed roles and responsibilities that societies consider appropriate for men and women. Gender equality refers to equality between men and women that does not mean women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equal rights are not enough. Inequality exists in our minds, in our biases and prejudices, and that remains to be fixed. If equality is the end goal, equity is the means to get there.

Gender equity means recognizing that differences in ability mean that fairness often requires treating people differently so that they can achieve the same outcome. Gender inequality is still present in every society and remains as a huge barrier for the world. Gender inequality holds back the growth of individuals, the development of countries and the evolution of societies, to the disadvantage of both men and women. Gender equality prevents violence against women and girls. A world of gender parity can only be achieved with the active participation of all genders. Societies that value women and men as equal are safer and healthier. The gender audit is in general an internal audit from a gender perspective and it was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

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## ACKNOWLEDGEMENT

We are thankful to the National Assessment and Accreditation Cell (NAAC) for providing us the opportunity to conduct a Gender Audit in our college campus. We are also grateful to the Principal and the Management for the liberty they provided us and thus the audit turned out the way it is.

We thank our students Ms. Shreyanshi Bansal, Ms. Dhruvi Wani and Ms. Harshita Rathi for the amount of efforts they have put in. We also want to thank our teachers Prof. Rashmi Gahlowt, Prof. Swapnali Lotlikar and Dr. Neelam Naik for their constant support. I extend my gratitude towards the teaching and non-teaching staff of our college. Thanks to all for their direct and indirect help and motivational support.

## GENDER POLICY

- Equal opportunities shall be provided to all, irrespective of their gender. No discrimination on the basis of gender shall be entertained in the institution.
- Freedom to express opinions openly shall be granted to all genders.
- Effective safety measures such as provision of CCTV cameras, security guards and biometrics shall be enforced.
- There shall be an unbiased and confidential grievance addressing cell for solving any mishaps relating to gender inequality in the institution.
- Students shall be educated about the sensitivity towards all genders by the means of Gender Sensitization workshops.
- For personal safety of each student outside the college premises, Self Defense workshops shall be organized twice a year.
- Equal opportunities shall be given to all in extracurricular activities and college committees.

## OBJECTIVES FOR GENDER AUDIT

- To ensure that the college's mission of Women empowerment is being taken care of.
- To ensure equal opportunities to all genders in every field
- To identify gender imbalance and analyzing the reasons behind it
- To ensure safety of all genders and the existence of measures for preventing sexual harassment
- To make sure that the people belonging to different genders and sexuality form a united yet diverse community
- To ensure a just distribution of positions of authority among students belonging to different genders
- To address any other issue faced by the students that the college might not know of.



# INTRODUCTION

Usha Pravin Gandhi College of Arts, Science & Commerce- a branch of SVKM group, is located in vile parle, Mumbai, India. The college is affiliated with the University of Mumbai. The College was established by Shri Vile Parle Kelavani Mandal in 2003. Since its inception in 2003, Usha Pravin Gandhi College has introduced many courses. And leading ahead to strive for academic excellence in courses such as Bachelors in Management Studies (BMS), Bachelors in Mass Media (BMM), Bachelors in Information Technology (BSc. IT) and Masters in Information Technology (MSc. IT). The college also offers add-on courses including: Certified digital media marketing, certified digital photography, integrated course in film making, integrated course in television and Anupam Kher's Actor Prepares.

Usha Pravin Gandhi College of Arts Science and Commerce is growing and glowing with each fleeting year as an institution par excellence. Since aeon of consistent hard work and dedication, today it is standing high on pillars amongst the skyline with pride and fame. This constructive structure is only possible because of strong and supporting pillars i.e. our faculty and staff's continuous efforts, good teamwork and motivating spirit. Also, with our ground support and healthy cooperation of the students without whom the pride structure of the institution could not stand upright and also with the benevolent support of the Management.

The college has been achieving distinction in academics and winning laurels in sports, cultural events and social work. With University rankers to boast of, UPGCASC is definitely a room for all aspiring students who want to build their career and turn their dreams into reality!

In Student's learning life story, college experience is the most memorable chapter. In order to update and upgrade their experience, so apart from academics, a sense of community and entertainment is also offered through various college committees and clubs in which students learn to work and grow with each other.

Along with sports, co-curricular and extra-curricular activities, the institute has a placement cell too, which interacts with the leading industries, arranges campus interviews and offers ample job opportunities and internships to students of all disciplines. In addition to curricular development, great emphasis is laid on character-building, discipline and life skills in students.

In addition to this, college also has a Women Development Cell with a key purpose of making the college a gender sensitive space. The committee is aimed at making students and society in general aware with respect to sexual harassment, women's rights, female menstrual cycle, gender equity, etc. Women Development Cell has conducted a handful of events and activities like self-defense workshops every year, an event about queer resilience and its struggles, an interactive session with a gynecologist, a webinar on issues related to internet and youth, etc. Students especially girls are made aware of their rights as well as responsibilities. Various gender sensitization programs are conducted by college committees in order to bring out the holistic



development to all the students in an effort to promote democratic ideas of equality, freedom and justice and thereby shaping and molding the future of a nation.

### **Vision:**

The institution strives to empower students with knowledge and skills in their chosen fields, by providing opportunities to realize their potential by motivating them towards community linked initiatives, thereby shaping them into future leaders.

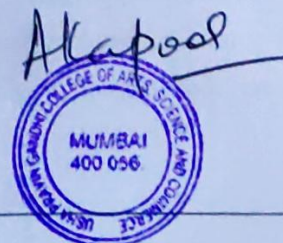
### **Mission:**

To inculcate life skills by providing value-based education and nurturing a scientific spirit of inquiry in the young minds. The college with its vision and mission is marching forward with professional, intellectual, personal and social development of students.



#### EVENTS HELD BY THE COLLEGE

- 1) STUDENTS LISTENING TO A SEMINAR
- 2) COLLEGE FACULTY FELICITATING THE GUEST SPEAKER

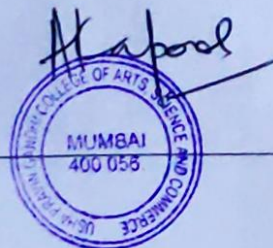


## EXECUTIVE SUMMARY

The Women's Development Cell (WDC) of Usha Pravin Gandhi College, Vile Parle, conducted the Gender audit for understanding if there was any prominent gender discrimination and biases on the college campus. The Management of Shri Ville Parle Kelavani Mandal realized that, to make the college bias free and safe for everyone, the gender policy of mainstreaming is to be spelled out. It was noticed that efforts are to be made for understanding the gaps between what is the ideal dynamic for gender equality and the actual reality on college campus. Practices are to be followed consciously to promote gender equality. The attitudes of the campus faculty towards students of all the genders was to be understood since the college should be a safe place for the students despite their gender. Gender mainstreaming is an approach to policy making that takes into account both women's and men's interests and concerns. It is a strategy to achieve equality between both men and women. Gender mainstreaming promises to bring a dimension into all higher education policies that are gender equitable.

Gender analysis is the use of various methods to help understand the equation between men and women and the constraints they face relative to each other. Gender audit is one such process which aims at figuring out if the policies are acting properly in an institution, the way it is expected to. It is a self-assessing process an organization is supposed to conduct from time to time, to give justice to everyone under it. In the initial stage of conducting the audit, an analysis was based upon an examination of the standards, manuals and policies which govern the sustainability of gender. The result of preliminary interviews was also taken into consideration during the analysis. The identified risks of gender biasness and discrimination were the basis of the methods used during the audit.

The audit was conducted through a basic survey circulated around to the college students through Google forms. The survey consisted of questions to make sure that both the genders had a safe space inside the campus and all their social and personal needs were taken care of. It was to make sure that the college conducts adequate amount of sessions for creating awareness and gives equal opportunities to everyone notwithstanding their genders. Other than that, questions were asked if there were any complaints or issues to anyone regarding the security and hygiene in the college. It was made sure that all the areas were covered in the questionnaire to get an overall feedback regarding the same.



# GENDER SENSITIVE FEATURES OF THE COLLEGE

## Women's Development Cell

In compliance of this directive of the University, the Women Development Cell of Usha Pravin Gandhi College of Arts, Science and Commerce was set up. It is an active committee comprising of staff members and students of UPG College, and functions with an aim to prevent sexual harassment, promote wellbeing of all the female students and staff members and create a gender sensitized community Women Development cell conducted various events and attended seminars outside the college to observe the opinions of different age groups on **gender centric society related topics**.

- **Collaboration with Young India foundation and seHer** Organization an event was organized to create awareness about menstrual hygiene and nutrition amongst women.
- **Online 7 Day Self Defense Workshop Webinar** with **Mr. Sushil Pandey** and every year self-defense session is conduction twice for a week, a Taekwondo and black belt trainer of Kalari Sports Academy conducted a week-long workshop on self-defense
- Guest Speaker session with **Advocate Nadia Sadguroh** to educate and inform the students about the basic rights which are included in the Article 14 and Article 16 of the Indian Constitution.
- Organization of competitive event **"EXPRESSIONS"** on the theme – "Freedom" in association with **the NGO Majlis on 16th December, 2019**. It witnessed participation of students across colleges in Mumbai.
- An insightful session by **Nausheen Yousuf, a Practicing Lawyer and Social activist** from Majlis where topics such as Triple Talaq, Khulla, infringement of privacy while collecting proofs for court, Contradictory Laws, Mental Torture, Domestic Violence among others were the highlights of the session.
- Organized a workshop on **"Understanding the gender spectrum"** where we discussed about POSCO, workplace harassment conducted by Advocate Mallika Verma, a practicing Lawyer and a Social Activist from **Majlis**



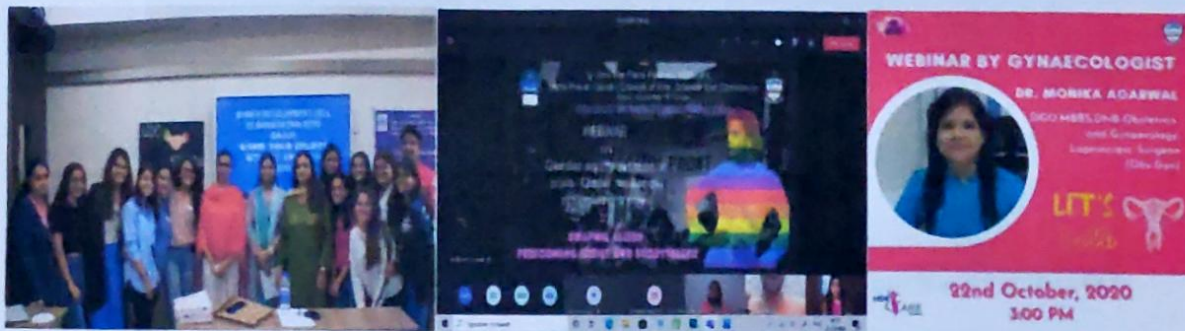
EVENTS DONE BY WDC – EXPRESSIONS AND  
SELF DEFENSE TRAINING WORKSHOPS





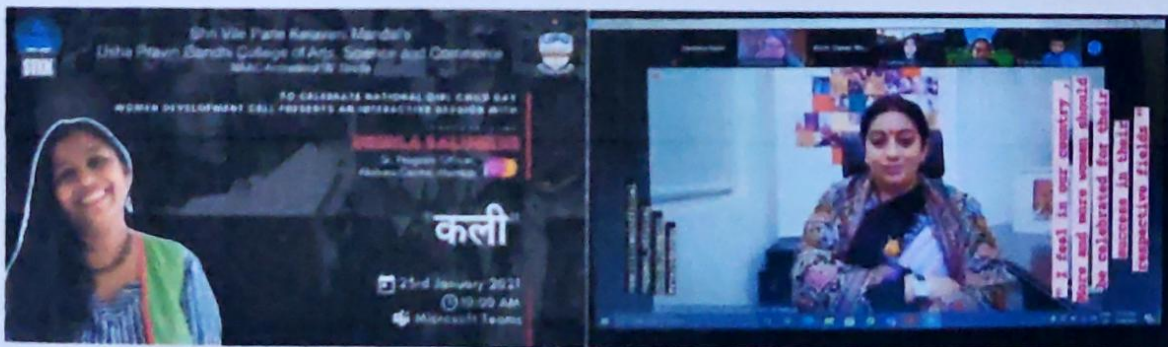
- Webinar by gynecologist Dr. Monika Agarwal – “Let’s Talk”, an informative session on Hormonal Imbalance, vaginal health and hygiene and some ailments related ailments amidst Covid backdrop.
- Online Speaker Session “Gender equity in the times of crisis- Queer resilience, struggles and stories” With Swapnil Alizeh, Performing Artist & Story Teller who highlighted the various problems faced by the LGBTQ community in India.
- A healthy nutritious webinar on Diet and Nutrition for women called ‘**WOMANIA- Food for Soul**’ with Miss. Anushree Mantri – Nutrition and Diet Consultant, Founder “Healthy Swaps- For A Good Life” #Nutristic
- Conducted an event namely ‘**Minding the Mind**’ throwing light upon a sensitive topic of Mental Health, Self-Acceptance, achievable goals and failure management and problems faced by women by Pooja Maheshwari and Sneha Mundhada, Founders of “Peer To Peer Training”.
- “Kali” a wonderful session on the occasion of **National Girl child Day** by Urmila Salunkhe, Sr. Program Office of Akshara Centre on understanding the significance and importance of Girl Child touching upon the topics of Education, Girl Nutrition, Child Marriage, Legal Rights and Girl Protection.
- Online Webinar on ‘**The world of internet and the issues related to youth**’- misinformation, privacy policies of social media and safety on cyber security. By Mr. Bhushan M. Shinde on occasion of Safer Internet Day.
- **Women Development Cell of UPG College collaborated with Akshara Foundation** for the year 2020-21. The first workshop of the year was on the theme - “**LET’S TALK GENDER**” with Gargi Khandekar, from Akshara NGO as a keynote speaker.
- “**Haqkartavhya**” another event in **collaboration with the NGO Akshara Centre** that focused on the youth rights and duties with inspirational speakers for the session – Ms Pratibha (Sr. Coordinator, campaigns and dissemination, Community, Member Vartalap), Kejal Savla (Convener, The Blue-Ribbon Movement).
- Third workshop in **collaboration with the NGO Akshara Centre** focused about creating your own **social action project** with Speaker for the session - Geeta Rao, Ex-editor Vogue.
- Fourth Workshop in **collaboration with the NGO Akshara Centre** was about “**Understanding sexual harassment and building a safe campus**” and how safe the atmosphere is in and around the campus and how can it be more safer and gender equal





The team of UPG WDC focuses extensively on developing social media engagements through the Instagram platform with their followers. Social media posts relating to Awareness of **World Suicide Prevention Day**, **Teachers day** Celebration to convey gratitude to all Female teachers who are pillars of the college and their constant support to WDC, posts were put up to create Awareness regarding feminism and terms related to **feminism and equality**, Social Media Campaign to spread knowledge about **Vaginismus**, Post celebrating the victory of **Madam Vice President elect Kamala Harris breaking all stereotypes**.

An IGTV video was uploaded on the occasion of **INTERNATIONAL GIRL CHILD DAY** for the purpose of creating the awareness regarding various atrocities taking place against girls. **Instagram reels** were used extensively to showcase the tips and tricks learnt by volunteers at the **Self Defense workshops**.



EVENTS DONE BY WDC – SEMINAR ON MENTAL HEALTH AND CYBER CRIME



## Department of Lifelong Learning & Extension, University of Mumbai (DLLE)

The Department of lifelong learning and extension (DLLE) of Usha Pravin Gandhi College of Arts, Commerce and Science has been vouching for women's rights, awareness and gender equality through various activities and workshops conducted across the academic year.

### Gender Sensitization Activities

#### 1. Awareness on violence against Women

It is imperative to know the youth's opinion and solutions. Hence, a survey was conducted to gain knowledge about the public opinion and flash cards educating and creating awareness was circulated to people of all gender in varied fields.

#### 2. Valentine's Day Sandwich

The patriarchal views convey women and kitchen go hand in hand. In order to break the stereotype, the DLLE male and female members made sandwiches together and provided it to the needy and homeless.

The DLLE department under Usha Pravin Gandhi College reports more active participation by female members in various activities including creating awareness against domestic violence, breaking gender stereotypes. The sports team has observed less participation of females in activities. The team has encouraged the students by organizing several indoor and outdoor activities along with speaker sessions to solve queries.



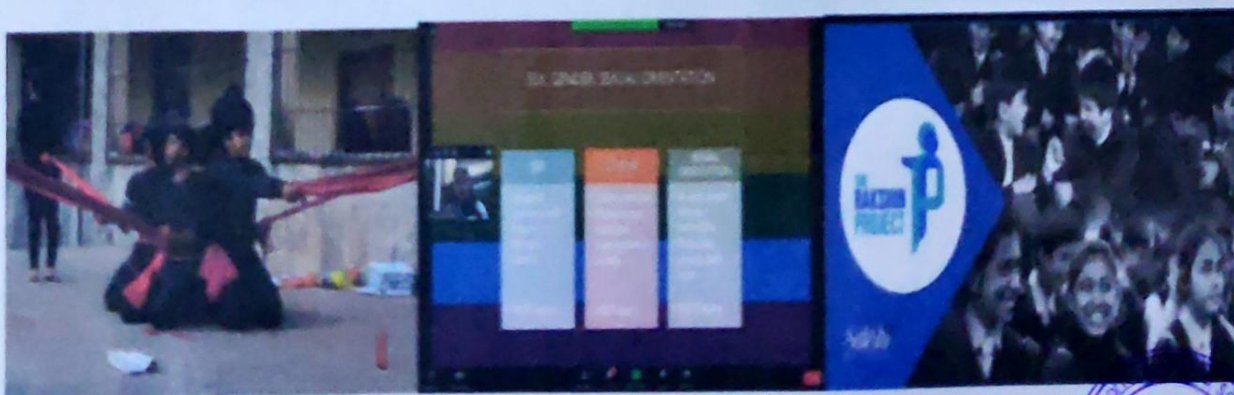
ACTIVITIES DONE BY DLLE – SOCIAL SERVICE



## NSS – National Service Scheme

National Service Scheme of Usha Pravin Gandhi College of Arts, Commerce and Science is where you derive satisfaction out of social work. Hence the tag line- NSS: 'Not Me but You'. National Service Scheme has conducted many awareness programs and workshops throughout the year. Some of the major ones are as follows-

- Collaboration with **Indian Development Foundation (IDF)**, an NGO in conducting Dignity project to create awareness about menstrual hygiene and provide sanitary pads/kits to girls for a year, to ensure that they don't fall short of facilities to have a happy period.
- Conducted a **Self-defense workshop in Vangani** during the 7-day NSS Camp. Around 50 High School Girls were trained meticulously in the techniques of self-defense.
- **Street Play** performance by NSS Volunteers at the 7- day Camp at High School in Vangani on the **topic Rape and Molestation faced by Women**, to highlight the various atrocities faced by women.
- **Online Speaker Session on Gender Sensitization** via Zoom Platform by the keynote speaker Ms. Shreya Joshi, a social worker and activist for intersectional queer rights and gender equality. The idea that gender and sex are not the same and definitely not binary was explained by the speaker. Lastly, she discussed facts about sexuality and LGBTQ community. The activity proved to create a great impact and awareness in the minds of the youth efficiently.
- **Sexual Abuse Awareness Webinar- Rakshin Project** for NSS volunteers via Zoom Platform hosted by **Sakshi NGO** was based on sexual abuse faced by children and women. New concepts such as Gas lighting, POSCO ACT, Cyber Crime Behaviors, Consent, Accountability and other topics were the highlight of the session. Other topics touched upon the stigma around talking about child sexual abuse as well as the general stigma in using terminologies.
- **Online Self Defense Workshop via Zoom Platform** under the training of **Mr. Siddharth Singh, founder, Cross trainer Fight Club**. Also, India's highest ranked competitive grappler. The activity witnessed all participants of the female gender.



## Cultural Committee

The Cultural Committee of Usha Pravin Gandhi College of Arts, Science and Commerce heads all the cultural events, encourages the students to go beyond the barriers and prove their worth and talent to the world. Our esteemed college has always bagged many achievements, and has proved itself in every field possible. The Cultural Committee does just that, pushing you across the cliff to help you fly and soar high.

A session on money tips for teenagers and ways of earning money at a young age, Stress was laid on saving money for a safe and secure future where it was observed male participation was more comparative to females. A workshop included a workshop on how to stay fit while you are at home and tips to keep in mind during a workout and tips for a healthy life style where the no. of females were equal to males.

A Poetry Writing Competition, called Antipode Verse where in the participants recited their poems in English or Hindi, content writing where in the attendees were told about types and importance of Content Writing followed by a short story making game and a talent hunt in various genres of music like Rap, Indian vocal, Western vocal and Instrumental.

As every year, we participated in the esteemed University of Mumbai's Youth Festival with the below mentioned statistics for the female participation overtaking the males in all events.

The Youth Festival witnessed maximum participation from males of the college than the females tallying up to 14 is to 19, in various events namely English Debate, English Elocution, Hindi Story Telling, Western Vocal Solo, Skit Group, Mono Acting, One Act Play, On Spot Photography and Story writing.

The winning accolades include the females winning 16 prizes to males who won 10 prizes in the esteemed University of Mumbai's Youth Festival.



Akapol

## College Grievance Redressal Cell and Anti Ragging Cell

The Committee aims at being a link between students, teachers and College administration. It is established to create a healthy and safe atmosphere for students of our esteemed College. UPG actively seek to address issues on student front. It acknowledges that in College there may be situations where individual student or group of students may have concern about the behavior of others or the decisions of others or may have suggestions. Therefore, this committee promotes timely and transparent resolution of these issues/ suggestions in a confidential manner.

The College Grievance Redressal Cell is aimed to address any issues that the students face in college. Students of the college can fill a form to tackle any grievance, related to ragging, harassment or any query related to the college. The students can contact any of the senior teachers to tackle their queries. In case of any type of harassment, students can make use of the suggestion box. The suggestion box is then opened and the letters of the students are read aloud during the coffee meet with the principle. Students need not mention their names thus keeping the letters anonymous.

**Maharashtra Prohibition of Ragging Act 1999** which is in effect from 15th May 1999 has the following provisions for Action against Ragging:

- Whosoever directly or indirectly commits, participates in, abets or propagates ragging within or outside any educational institution shall, on conviction, be punished with imprisonment for a term up to 2 years and / or penalty, which may extend to ten thousand rupees.
- Any student convicted of an offence of ragging shall be dismissed from the educational institution and such students shall not be admitted in any other educational institution for a period of five years from the date of order of such dismissal.
- If the head of the educational institution fails or neglects to act in the manner specified above when a complaint of ragging is made, such person shall be deemed to have abetted the offence and shall, on conviction, be punished.

- **Safety of Students:**

CCTV is installed in the campus across classrooms, laboratories and library. Professional lady security guards are placed at college gates to ensure safety around the campus. Lady peons are always present at the girl's washrooms for every possible assistance to the students and staff.



- **Counselling of students:**

Counselling of students is essentially done whenever required by teachers and professional in-house counsellor and also the students can directly approach the counsellor if they need assistance via appointments on campus. A concept of Mentor mentee system has been introduced which aims at motivating students to approach them for help and supports of all kinds. Counsellors include Female Professionals so that girls can be assisted easily.

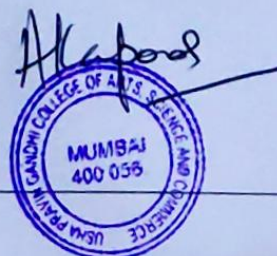
- **College Facilities & Hygiene Factor:**

The college provides adequate facilities to students and faculties including Clean and Hygienic Washrooms, Availability of Dustbins, Water, Sanitary Napkins vending machine. The Female Faculty accompanies NSS Students on various field visits.

## **KEY STEPS**

In order to be unbiased and accurate, The Women's Development Cell got in touch with the faculty, Students, and ancillaries via the online medium, verifying all necessary documents. All survey was done With consent and approval from all parties involved.

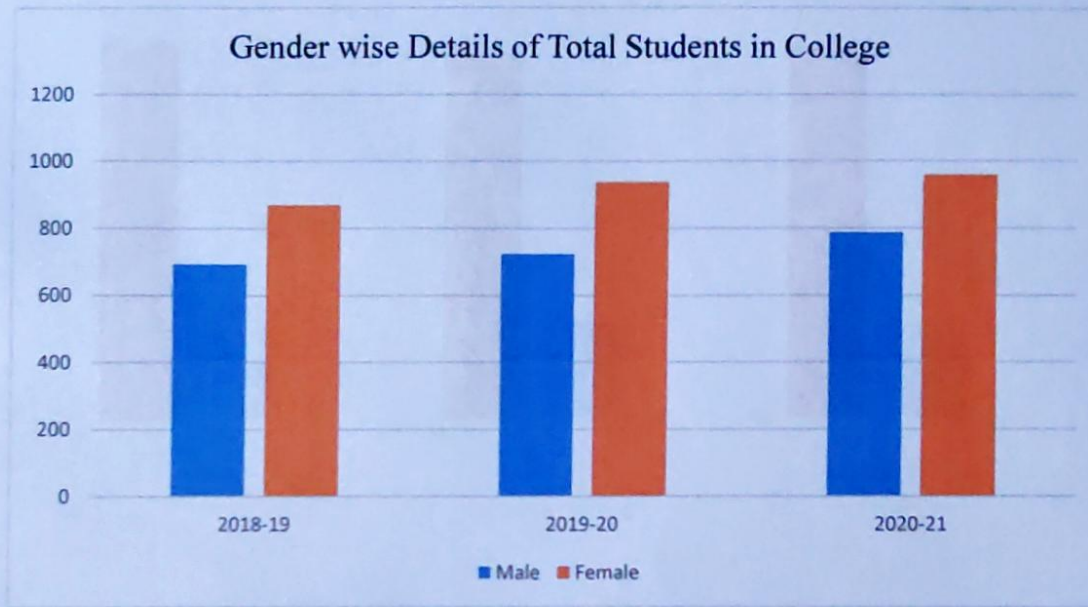
- Need for the gender audit report
- Objectives and policies noted
- List of questionnaires were prepared
- Responses analyzed and conclusions were drawn
- Suggestion and improvement agendas discussed
- Draft Gender Audit Report reviewed
- Final Gender Audit Report submitted



# Data Analysis

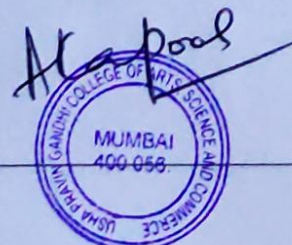
**TABLE 1: GENDER WISE DETAILS OF TOTAL STUDENTS IN COLLEGE**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	1561	693	868	44.39	55.61
2.	2019-20	1659	723	936	43.58	56.42
3.	2020-21	1743	786	957	45.10	54.90



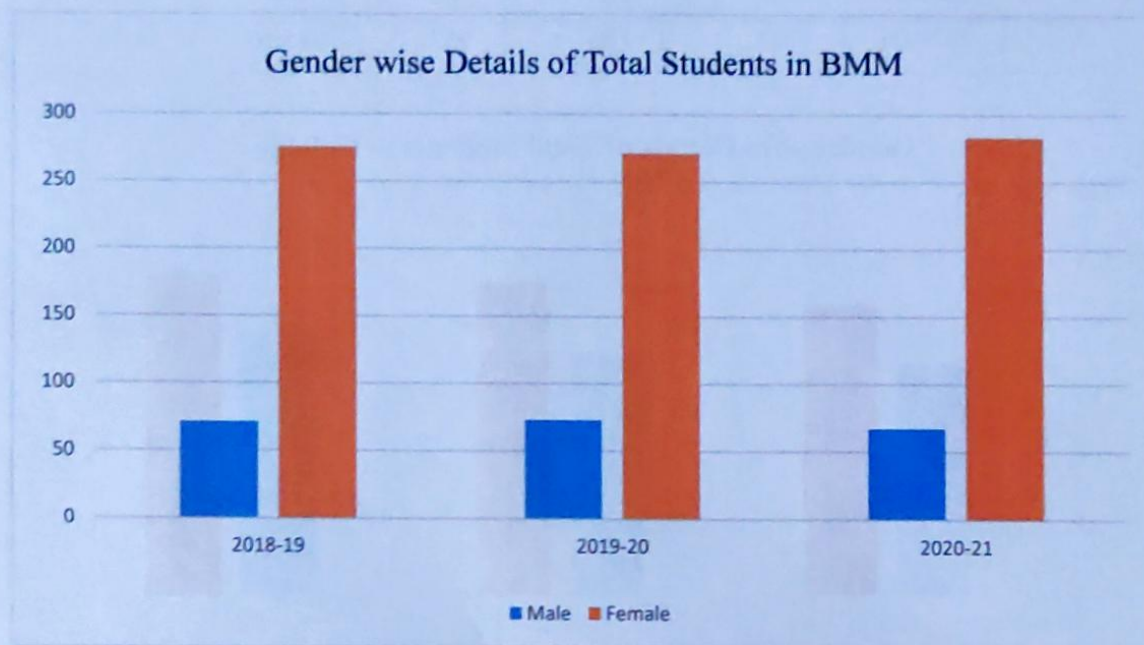
**FIGURE 1: GENDER WISE DETAILS OF TOTAL STUDENTS IN COLLEGE**

The table shows year wise gender classification of male and female strength of students and total number of students in the college. The number of females is more than the number of males in the college. There is a slight increase in the number of students each year.



**TABLE 2: GENDER WISE DETAILS OF TOTAL STUDENTS IN BMM**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	346	71	275	20.52	79.48
2.	2019-20	344	73	271	21.22	78.78
3.	2020-21	350	67	283	19.14	80.86



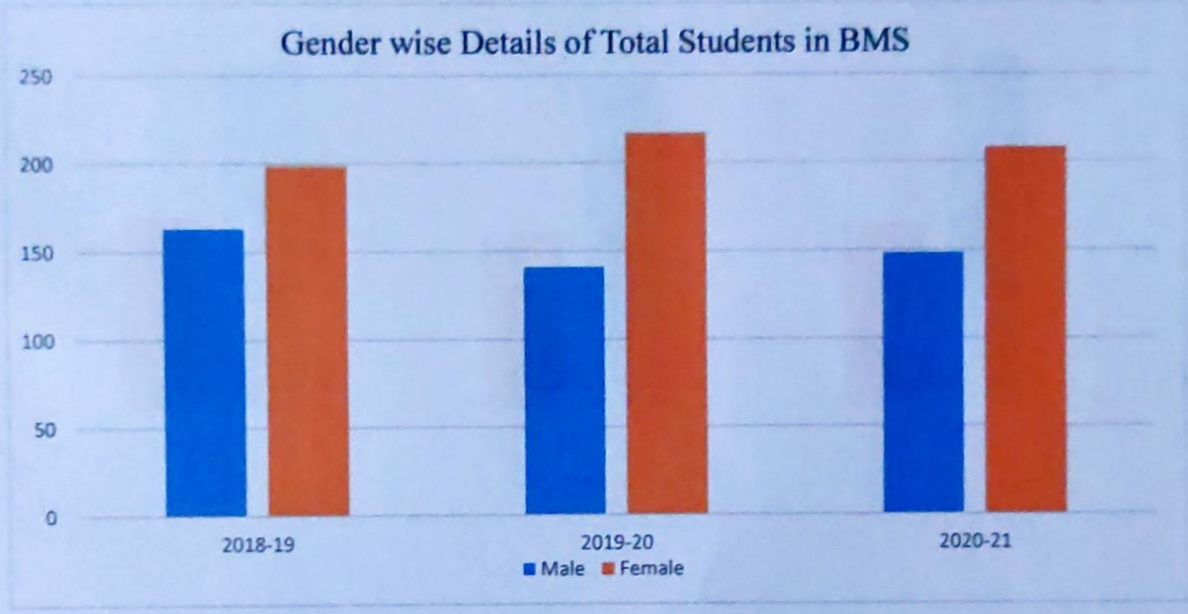
**FIGURE 2: GENDER WISE DETAILS OF TOTAL STUDENTS IN BMM**

The table displays year wise gender classification of male and female strength of students and total number of students in BMM department. The number is 25% more than the number of males. The number of females kept on increasing than the number of males.



**TABLE 3: GENDER WISE DETAILS OF TOTAL STUDENTS IN BMS**

Sr.No	Year	Total	Male	Female	%M	%F
1.	2018-19	361	163	198	45.15	54.85
2.	2019-20	358	141	217	39.39	60.61
3.	2020-21	356	148	208	41.57	58.43



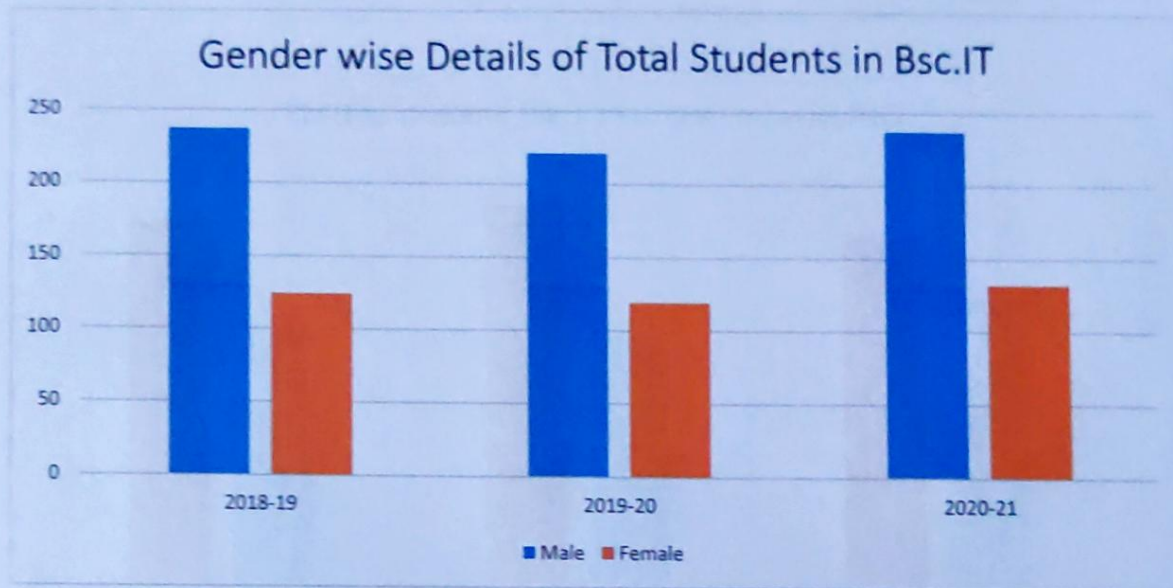
**FIGURE 3: GENDER WISE DETAILS OF TOTAL STUDENTS IN BMS**

The table represents year wise gender classification of male and female strength of students and total number of students in BMS department. The female population is higher than the male population. The number of females is increasing while the number of males is decreasing every year.



**TABLE 4: GENDER WISE DETAILS OF TOTAL STUDENTS IN BSc.IT**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	361	237	124	65.65	34.35
2.	2019-20	340	221	119	65.00	35.00
3.	2020-21	369	237	132	64.23	35.77



**FIGURE 4: GENDER WISE DETAILS OF TOTAL STUDENTS IN BSc.IT**

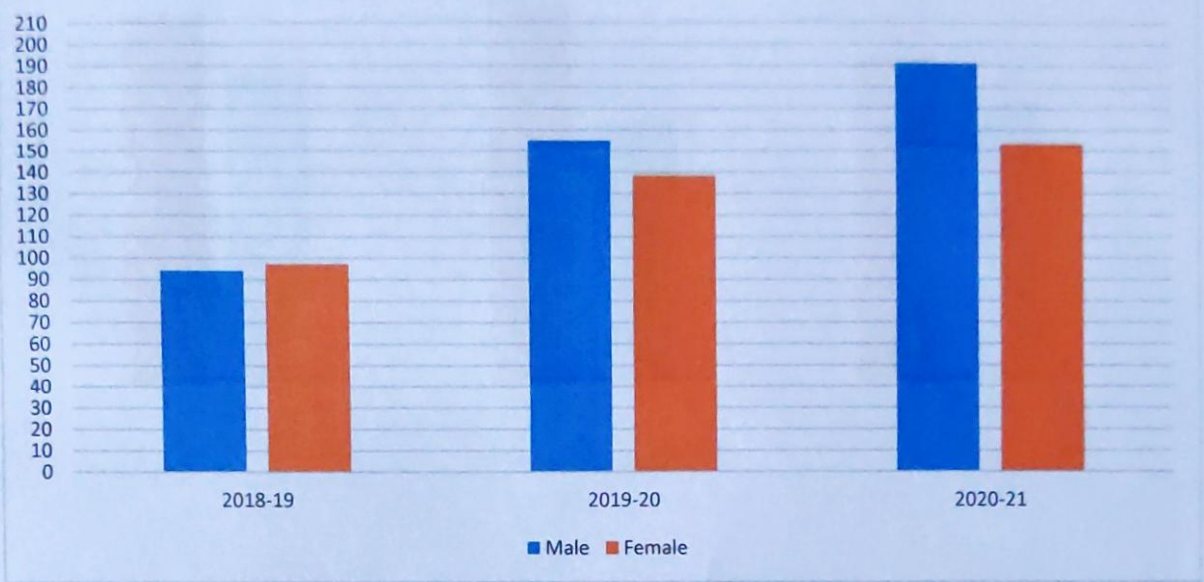
The table shows year wise gender classification of male and female strength of students and total number of students in BScIT department. There is a slight change every year in both the number of males as well as the number of females. The number of males is higher than the number of females.



**TABLE 5: GENDER WISE DETAILS OF TOTAL STUDENTS IN BA**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	191	94	97	49.21	50.79
2.	2019-20	293	155	138	52.90	47.10
3.	2020-21	344	191	153	55.52	44.48

**Gender wise Details of Total Students in BA**



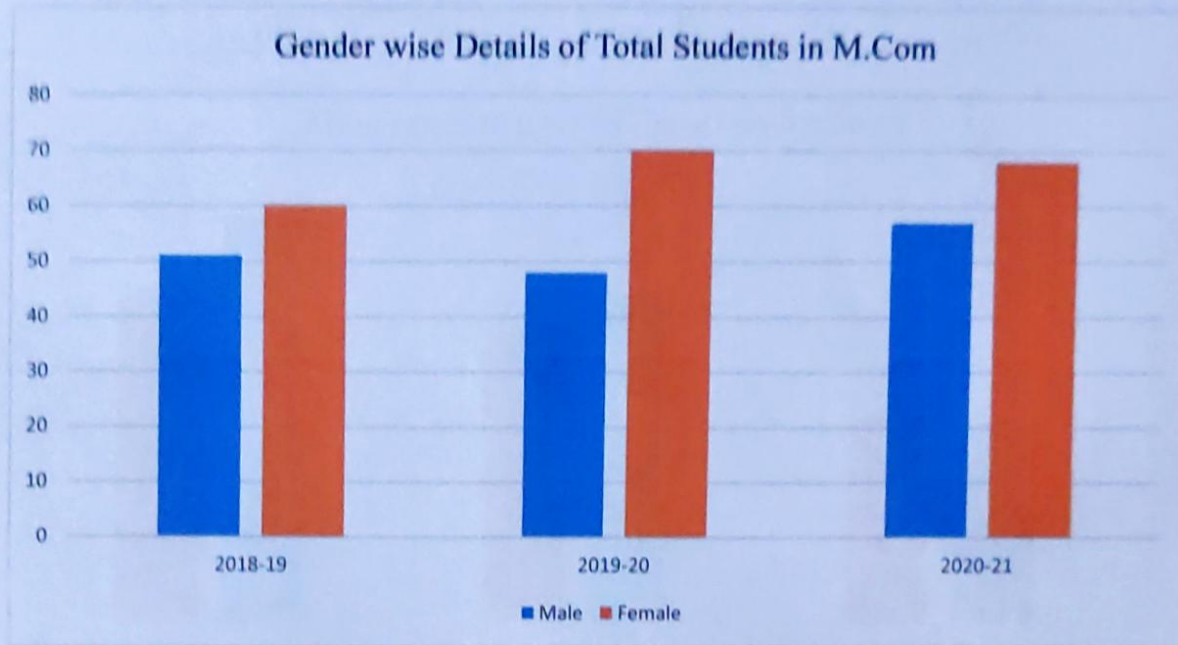
**FIGURE 5: GENDER WISE DETAILS OF TOTAL STUDENTS IN BA**

The above given tabulated data and graph demonstrates year wise gender bifurcation of students pursuing BA. In the year 2018-19, 49.21% of students were male and 50.78% of students were female. While in the year 2019-20, the percentage of male students ascended to 52.90% and the percentage of female students descended to 47.09%. Whereas in the year 2020-21, a rise of 55.52% and 44.47% is observed in the percentage of male and female students respectively. Hence in the span of three years, the percentage of male students dominates the percentage of female students in this stream.



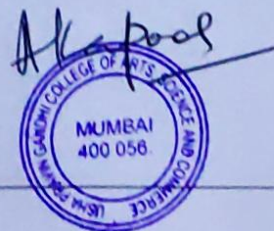
**TABLE 6: GENDER WISE DETAILS OF TOTAL STUDENTS IN M.COM**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	111	51	60	45.95	54.05
2.	2019-20	118	48	70	40.68	59.32
3.	2020-21	125	57	68	45.60	54.40



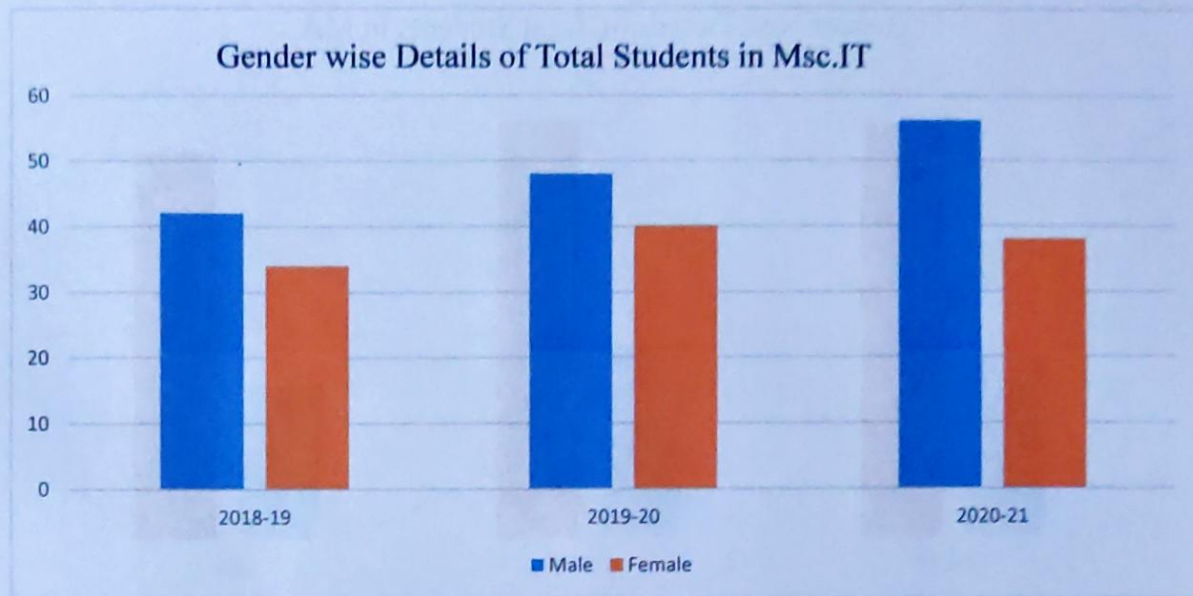
**FIGURE 6: GENDER WISE DETAILS OF TOTAL STUDENTS IN M.COM**

The above stated table and graph displays year wise gender segmentation of students pursuing MCOM. In the year 2018-19, 45.94% of students were male and 54.05% of students were female. In the year 2019-20, a major difference in the percentages were observed, of which 40.67% were males and 59.32% were males. While in the year 2020-21, the percentage of males increased to 45.60% and the percentage of females decreased to 54.40% in comparison with the previous year. Hence in the span of three years, the percentage of female students dominates the percentage of male students in this stream.



**TABLE 7: GENDER WISE DETAILS OF TOTAL STUDENTS IN MSc.IT**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	76	42	34	55.26	44.74
2.	2019-20	88	48	40	54.55	45.45
3.	2020-21	94	56	38	59.57	40.43



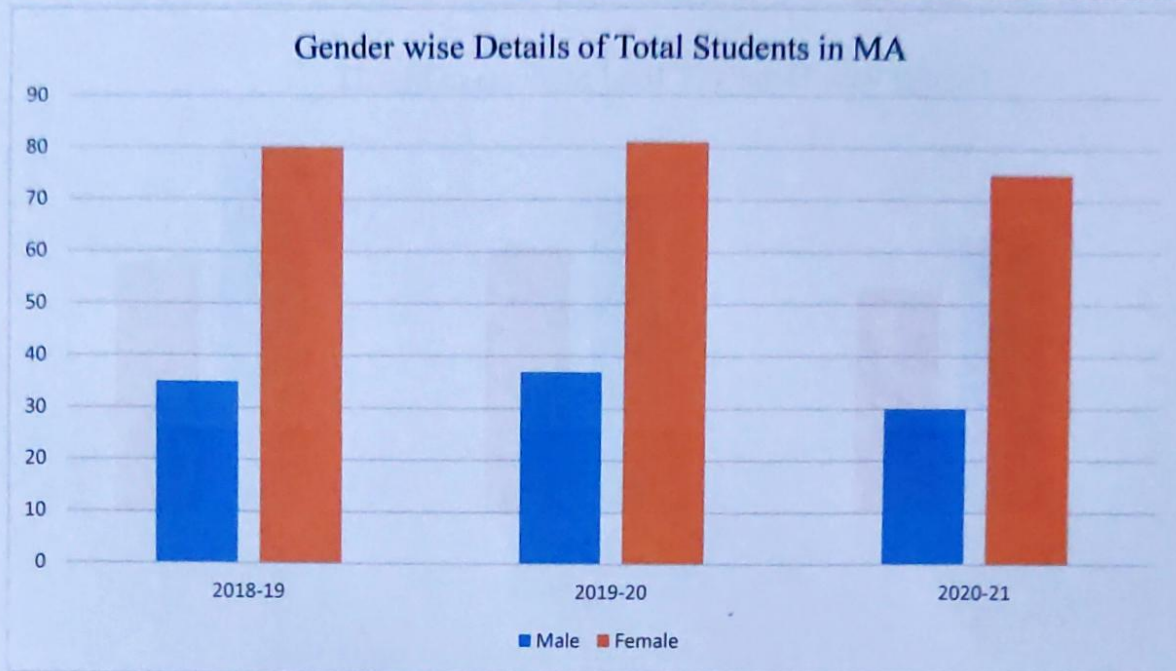
**FIGURE 7: GENDER WISE DETAILS OF TOTAL STUDENTS IN MSc.IT**

The above specified tabulated data and graph shows year wise gender division of students pursuing MSC-IT. In the year 2018-19, 55.26% of the total students and 44.73% of the total students are males and females respectively. Whereas in the year 2019-20, a slight decrease in the number of male students and a slight increase in the number of female students i.e. 54.54% and 45.45% is observed. Finally, in the year 2020-21, the percentage of male students ascends to 59.57% and the percentage of female students descends to 40.42%. Hence in the span of three years, the percentage of male students dominates the percentage of female students in this stream.

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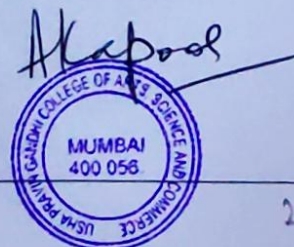
**TABLE 8: GENDER WISE DETAILS OF TOTAL STUDENTS IN MA**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	115	35	80	30.43	69.57
2.	2019-20	118	37	81	31.36	68.64
3.	2020-21	105	30	75	28.57	71.43



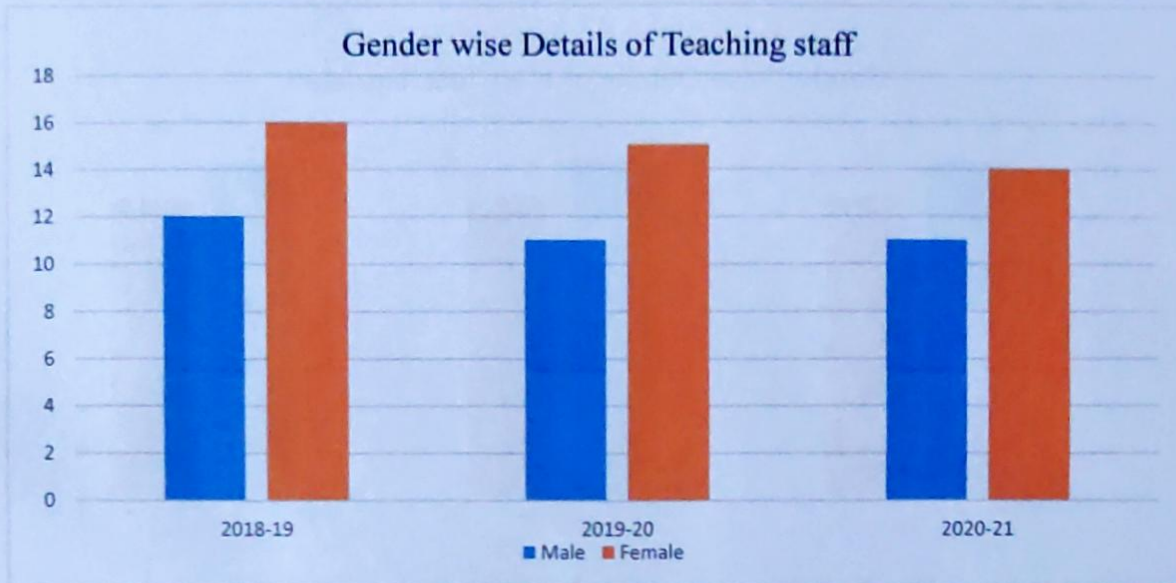
**FIGURE 8: GENDER WISE DETAILS OF TOTAL STUDENTS IN MA**

The above given table and graph show year wise gender bifurcation of students pursuing MA. For 2018-19, 30.43% were male and the remaining 69.57 were female's students which decreased to 19.68% for males and females students representation increased to 80.32% for 2019-20. In 2020-21 male students are 28.57% of the total strength and females students are 71.43%. Thus, overall more female students have been pursuing MA than the males



**TABLE 9: GENDER WISE DETAILS OF TOTAL NUMBER OF TEACHING STAFF**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	28	12	16	42.86	57.14
2.	2019-20	26	11	15	42.31	57.69
3.	2020-21	25	11	14	44.00	56.00

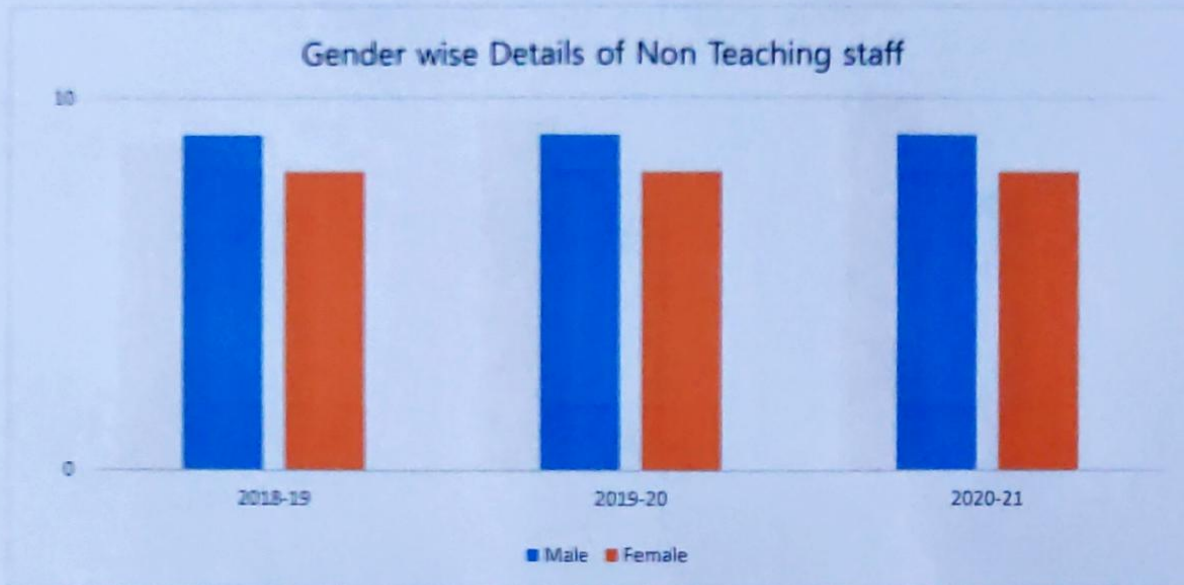


**FIGURE 9: GENDER WISE DETAILS OF TOTAL NUMBER OF TEACHING STAFF**

The above given table and graph show year wise employed teaching staff members, both male and female, of UPG College. For 2018-19 male teaching staff members were 42.85% whereas the female counterpart was 57.15% which changed to 42.30% for males and 57.7% for females in 2019-20. For 2020-21 male representation increased to 44% percent and female representation decreased to 56%. Hence, from 2018-20 the male and female representation was almost the same but male representation in teaching staff increased in 2020-21.

**TABLE 10: GENDER WISE DETAILS OF TOTAL NUMBER OF NON-TEACHING STAFF**

S. No	Year	Total	Male	Female	%M	%F
1.	2018-19	17	9	8	52.94	47.06
2.	2019-20	17	9	8	52.94	47.06
3.	2020-21	17	9	8	52.94	47.06



**FIGURE 10: GENDER WISE DETAILS OF TOTAL NUMBER OF NON-TEACHING STAFF**

The above given table and graph show year wise employed non-teaching staff members, male and female, of UPG College. In 2018-19 males were 52.94% and female were 47.06% which changed has remained constant for 2019-20 and 2020-21. Hence, by a minor difference more males have been employed in the non-teaching staff.



**TABLE 11: Gender wise Details of Total Number of HODs**

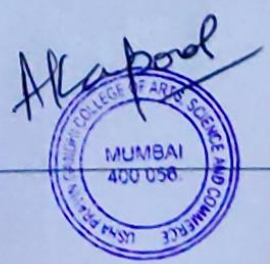
S.No	Year	Total	Male	Female	%M	%F
1.	2018-19	10	3	7	30.00	70.00
2.	2019-20	10	3	7	30.00	70.00
3.	2020-21	10	2	8	20.00	80.00

**Gender wise Details of Total Number of HODs**



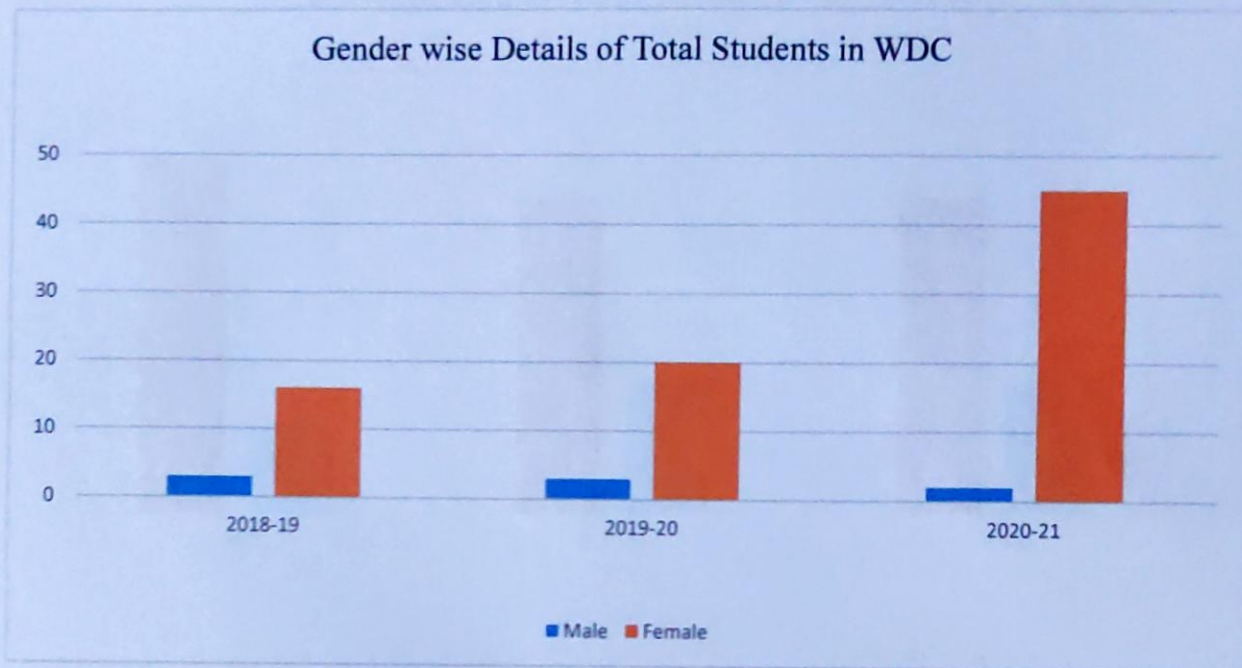
**FIGURE 11: GENDER WISE DETAILS OF TOTAL NUMBER OF HOD's**

The above given table and graph show year wise designated HODs, both male and female, of different committees of UPG college. For 2018-19 males were 30% and females were 70% of the total strength which remained constant for 2019-20 but changed to 20% males and 80% females in 2020-21. Thus, the number of female HODs have been much higher as compared to the males.



**TABLE 12: GENDER WISE DETAILS OF TOTAL STUDENTS IN WDC**

S.No	Year	Total	Male	Female	%M	%F
1	2018-19	19	3	16	15.79	84.21
2	2019-20	23	3	20	13.04	86.96
3	2020-21	47	2	45	4.26	95.74



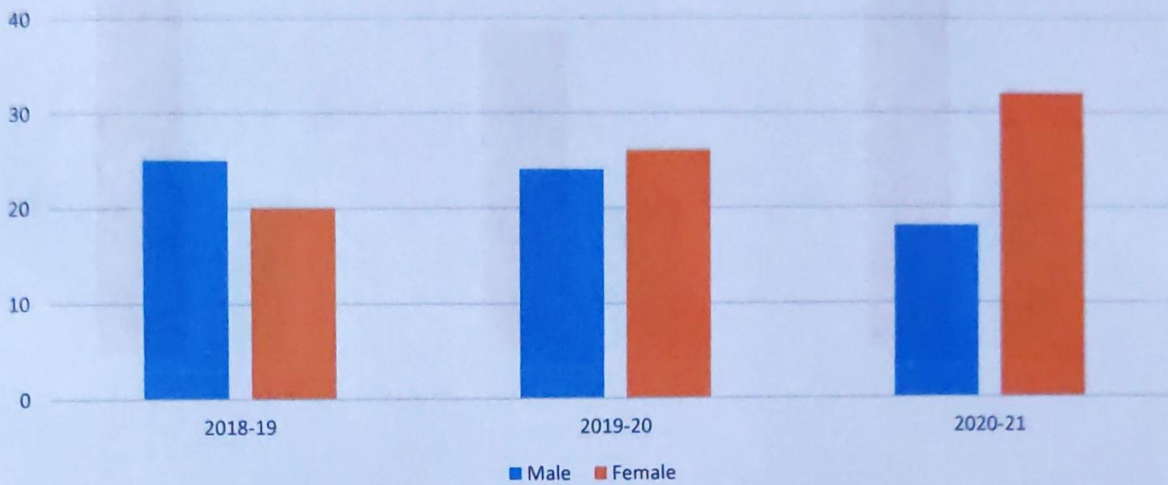
**FIGURE 12: GENDER WISE DETAILS OF TOTAL STUDENTS IN WDC**

The above given table and graph show year wise gender participation of students, male and female in the Women Development Cell of UPG college. For 2018-19 male participants were only 15.78% percent of the total strength and that of female was 84.22%, which increased to 86.95% in 2019-20 while the strength of males in the cell decreased to 13.05%. In 2020-21 for females it is 95.74% while the male representation has stooped down to 4.26%. Hence, in comparison the female representation has been increasing has a much higher rate than the male counterpart in WDC.

**Table 13: Gender wise Details of Total Students in NSS**

S. No	Year	Total	Male	Female	%M	%F
1	2018-19	45	25	20	55.55	44.44
2	2019-20	50	24	26	48	52
3	2020-21	50	18	32	36	64

**Gender wise Details of Total Students in NSS**



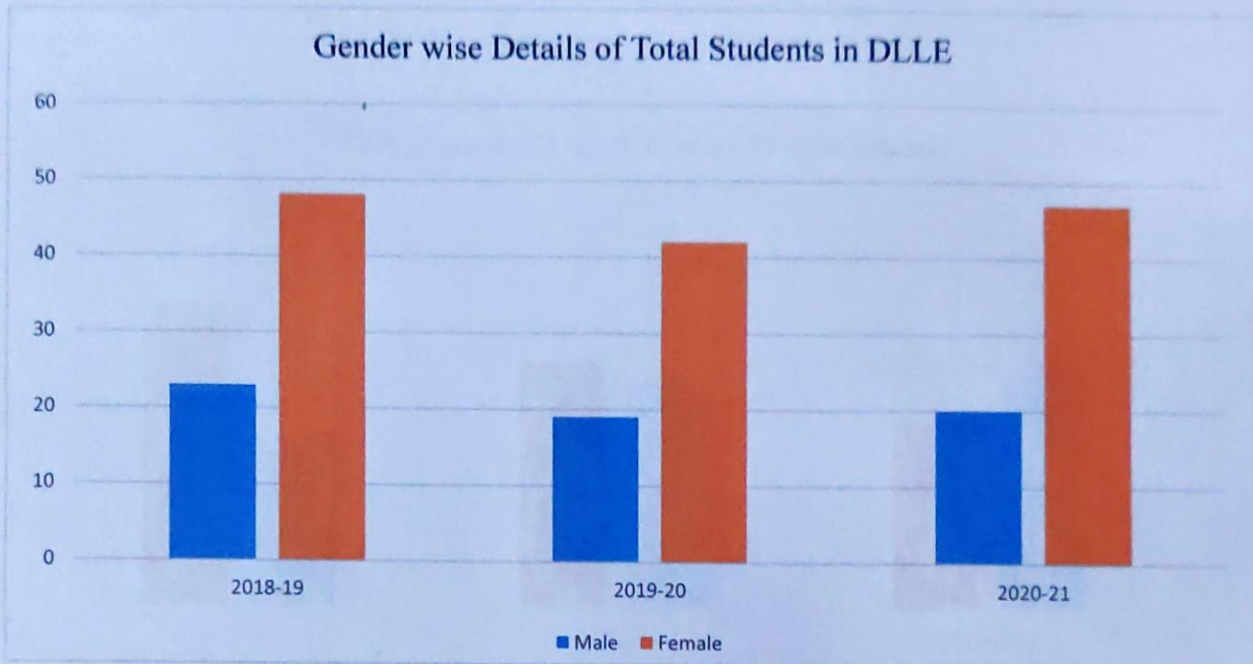
**FIGURE 13: GENDER WISE DETAILS OF TOTAL STUDENTS IN NSS**

The table shows year wise gender classification of male and female strength of students and total number of students in NSS. It appears that the number of females kept on increasing and the number of males kept on decreasing. So, there is an increase of 12% which is found to be there with female population as compared to previous years.



**Table 14: Gender wise Details of Total Students in DLLE**

S.No	Year	Total	Male	Female	%M	%F
1	2018-19	71	23	48	32.39	67.61
2	2019-20	61	19	42	31.15	68.85
3	2020-21	67	20	47	29.85	70.15



**FIGURE 14: GENDER WISE DETAILS OF TOTAL STUDENTS IN THE DLLE**

The table represents year wise gender classification of male and female strength of students and total number of students in DLLE. The number of females is very high in comparison to the male population. There is a slight change in the number of students in each year.



**Table 15: Gender wise Details of Total Students in Sports**

S.No	Year	Total	Male	Female	%M	%F
1	2018-19	33	20	13	60.60	39.40
2	2019-20	34	21	13	61.80	38.20
3	2020-21	22	14	8	63.60	36.40

**Gender wise Details of Total Students in Sports**



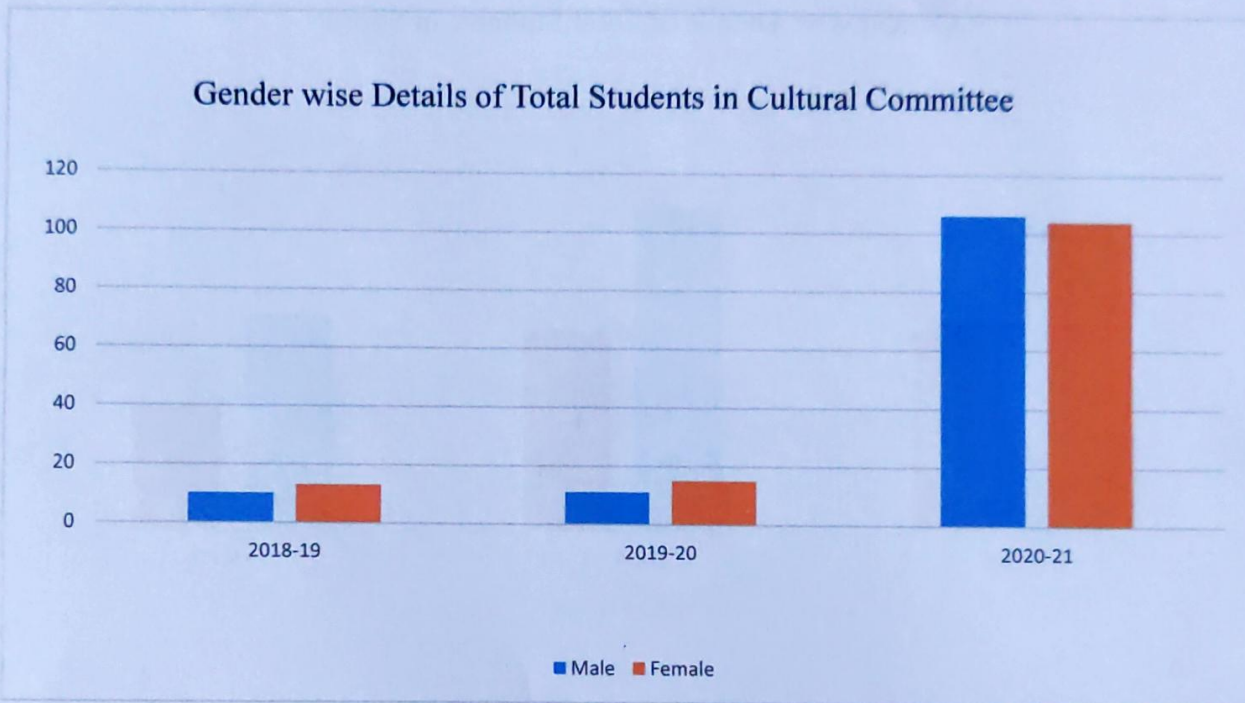
**FIGURE 15: GENDER WISE DETAILS OF TOTAL STUDENTS IN THE SPORTS**

The table conveys the year wise gender classification of male and female strength of students and total number of students in sports. The male participation here is more than the females. There was a moderate drop of 2% in the number of females interested in sports.



**Table 16: Gender wise Details of Total Students in Cultural**

S. No	Year	Total	Male	Female	%M	%F
1	2018-19	23	10	13	43.48	56.52
2	2019-20	26	11	15	42.31	57.69
3	2020-21	210	106	104	50.58	49.52



**FIGURE 16: GENDER WISE DETAILS OF TOTAL STUDENTS IN THE CULTURAL COMMITTEE**

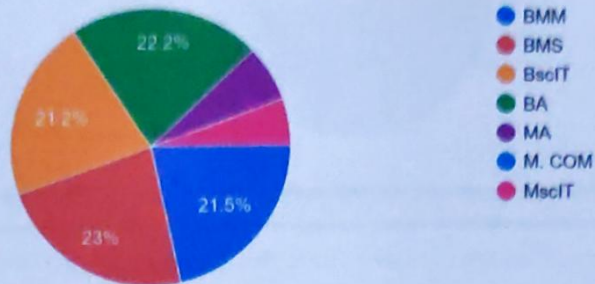
The table shows year wise gender classification of male and female strength of students and total number of students in Cultural committee. The total strength in the first two years was very low. The last year saw a spike in the participation of both girls and boys. Although, there is not much of a difference in the number of male and female at the end of the year.



# Number of Survey Participants: 1201

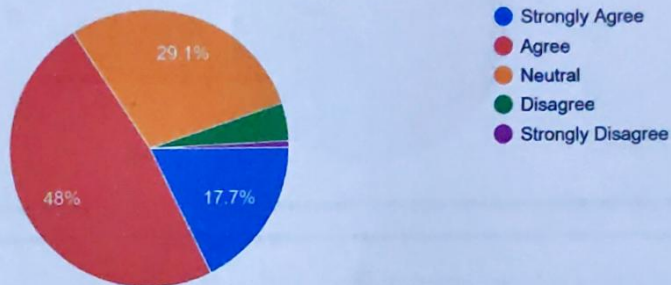
## Stream

1,201 responses



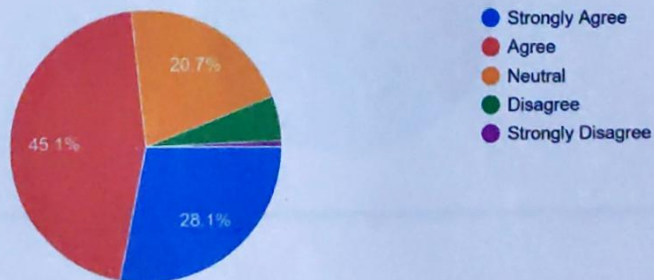
1. The college conducts gender sensitization program as a part of its curriculum.

1,201 responses



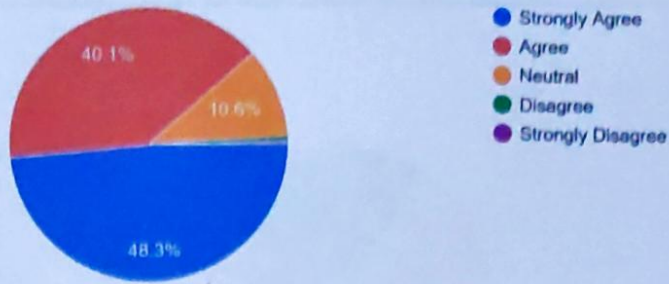
2. The college conducts gender awareness programs, such as awareness of sexual harassment and Legal rights.

1,201 responses



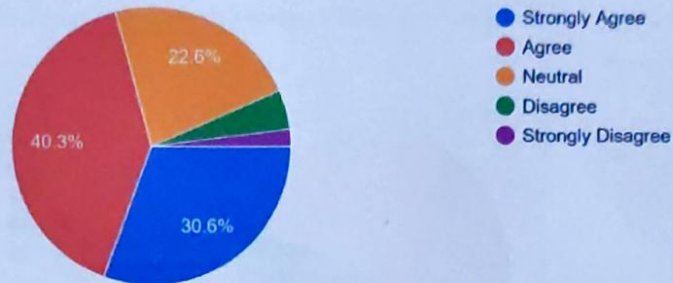
3. Adequate number of toilets are available in the campus for girls.

1,201 responses



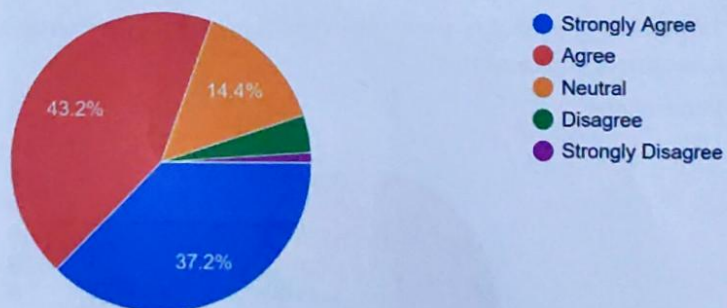
4. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.

1,201 responses



5. Cleanliness Is Maintained In Boys And Girls Toilets.

1,201 responses



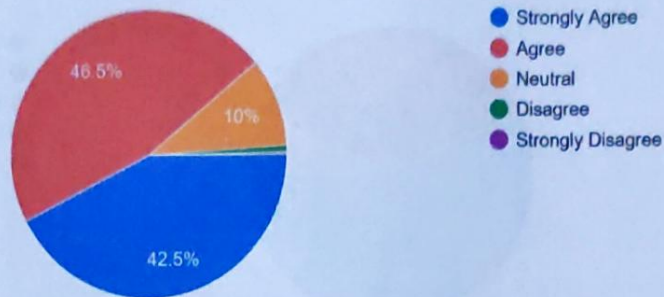
6. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.

1,201 responses



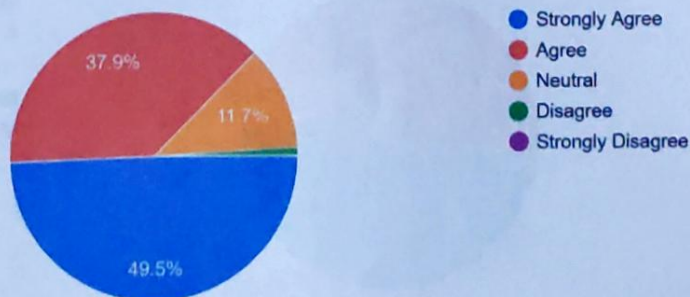
7. Adequate Security Provisions Are Made To Ensure Safety On The College Campus.

1,201 responses



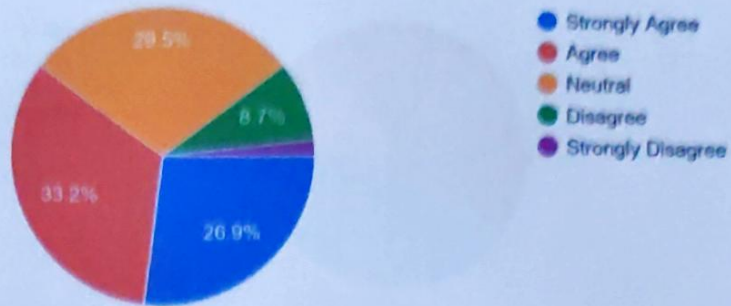
8. A women development cell is set up in the college and students are aware about the women development cell.

1,201 responses



9. The college conducts Self-defense sessions.

1,201 responses



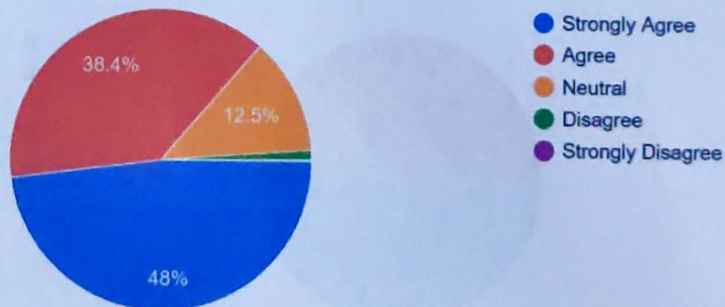
10. Classroom Offers Equal Opportunities For All Genders.

1,201 responses



11. The college offers equal opportunities to all genders on sports.

1,201 responses



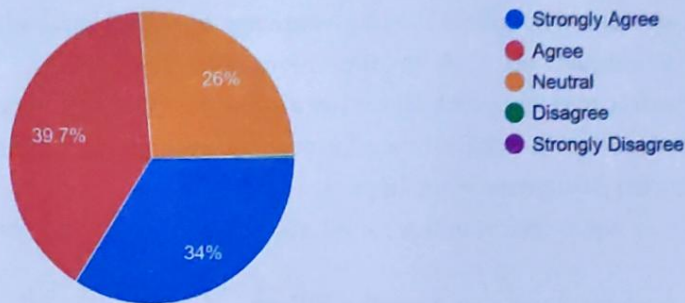
12. There is equal opportunity to all genders to work with various clubs and forums.

1,201 responses



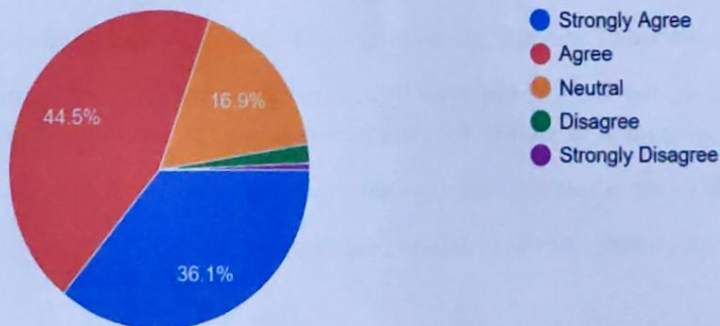
13. Woman Faculty Accompany The Girl Students While Going For NSS Residential Camp/ Sports And Cultural Competitions.

1,201 responses



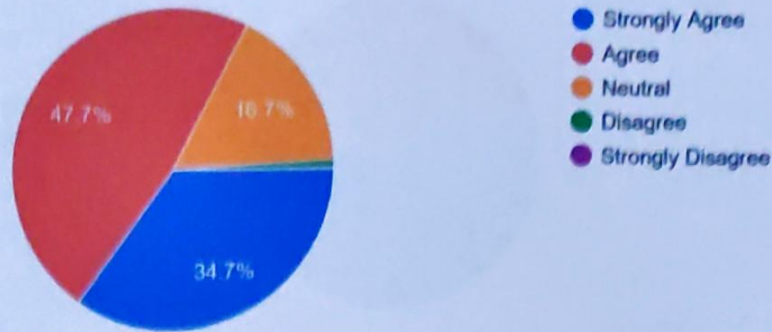
14. Personal Counselling is Offered.

1,201 responses



### 15. Gender - Just Campus Ensures Woman Empowerment.

1,201 responses



### Salient Findings

- College conducts gender sensitization programs as a part of curriculum.
- College conducts awareness programs too like awareness of sexual harassment and legal rights.
- College campus has adequate no. of clean toilets along with disposal bins.
- College has other safety measures such as well-equipped security guards and adequate lighting at campus.
- A separate women development cell is being formed and working well on its motives.
- College also conducts self-defense workshops.
- College also provides equal opportunities for all genders be it in – classroom, sports or various clubs and forums.
- An equal support from faculty is seen from the college.

### Suggestions

- Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities
- The number of female staff to decision making bodies may be increased
- Assert the importance of spiritual, economic, social, and racial and gender equality.
- Develop skills among the girl students by means of workshops and training programs for their overall personality development as well as for the encouragement of self-reliance among them.
- College intends to introduce self-employment trainings in different subjects.
- Improve the marketability of the products made by students



## Conclusion

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.



**Format of Questionnaire**

	Control Objective	Options
1.	The college conducts gender sensitization program as a part of its curriculum	Strongly Agree Agree Neutral Disagree Strongly Disagree
2.	The college conducts gender awareness programs such as awareness of sexual harassment and legal rights	Strongly Agree Agree Neutral Disagree Strongly Disagree
3.	Adequate number of toilets are available in campus for girls	Strongly Agree Agree Neutral Disagree Strongly Disagree
4.	Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.	Strongly Agree Agree Neutral Disagree Strongly Disagree
5.	Cleanliness is Maintained in Boys and Girls Toilets.	Strongly Agree Agree Neutral Disagree Strongly Disagree
7.	Adequate Security Provisions Are Made To Ensure Safety On The College Campus	Strongly Agree Agree Neutral Disagree Strongly Disagree
8.	A Women development cell is set up in college and students are aware about the women development cell.	Strongly Agree Agree Neutral Disagree



		Strongly Disagree
9.	The college conducts Self- defense sessions.	Strongly Agree Agree Neutral Disagree Strongly Disagree
10.	Classrooms Offers Equal Opportunities For All Genders.	Strongly Agree Agree Neutral Disagree Strongly Disagree
11.	The college offers equal opportunities to all genders in sports.	Strongly Agree Agree Neutral Disagree Strongly Disagree
12.	There is equal opportunity to all genders to work with various clubs and forums.	Strongly Agree Agree Neutral Disagree Strongly Disagree
13.	Women Faculty Accompany The Girl Students While Going For NSS Residential Camp\Sports And Cultural Competitions.	Strongly Agree Agree Neutral Disagree Strongly Disagree
14.	Personal Counseling is Offered	Strongly Agree Agree Neutral Disagree Strongly Disagree
15.	Gender- Just Campus Ensures Women Empowerment.	Strongly Agree Agree Neutral Disagree Strongly Disagree





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**Remarks and Signature of External Gender Audit Committee**

**Remarks:**

- Usha Pravin Gandhi College has taken active steps to make their college gender equal. It is visible in the numerous steps they have taken through awareness activities, surveys and finally the well-written and extensive gender audit.
- The college has taken multiple efforts in questioning the gender biases and including the perspectives of students in the audit. In most of the courses, barring few, the ratio of male and female students is nearly equal which is a great sign in itself.
- One recommendation would be that a gender sensitization session exclusively can be kept for the teaching and non-teaching faculty of the college.
- Overall, the college has taken active and enthusiastic steps to bridge the gap of gender.

Sr. No.	Name of the Committee Members	Signature
1	Gargi Khandekar	
2	Vaishali Mishra	

**IQAC Coordinator**  
 Ms. Smruti Nanavaty



**Principal**  
 Dr. Anju Kapoor

*Alapool*

