

# **GENDER AUDIT REPORT 2016-2021**

**St. Andrew's College of Arts, Science & Commerce, St. Dominic Road, Bandra (W), Mumbai– 400 050.**



Gender Audit Conducted By  
College Women Development Cell in collaboration with Criteria 7 team

Report by: **Dr Harmeet Kaur Bhasin**  
Chairperson- College Women Development Cell and Criteria 7 Head

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## **PREFACE**

Gender equality ensures that every individual gets equal rights and opportunities irrespective of their gender in political, economic, social, health and educational arenas. A society can progress with its maximum capability only when people are not denied opportunities based on gender. Therefore, the conversation on gender equality is pertinent and need of the hour.

Gender equality is a global issue and its awareness helps people to move beyond the stereotypes of gender. This gender audit helps to understand the gender patterns within the structures and processes of the institution. It also gives the institution an idea to make the college campus a safer space for all. The aim of the gender audit was to promote inclusivity and equality.

## **ACKNOWLEDGEMENT**

I am thankful to the Principal, Dr Marie Fernandes and the Management for providing an opportunity to conduct a Gender Audit. I am thankful for the freedom provided to conduct the audit the way it should be. I thank the college office for providing us with the necessary data. I thank Criteria 7 team members and Prof Shruti Warriar for helping draft the report. I would also like to thank the CWDC team members, Prof Sharmila Dhote and Prof Vineeta Nair along with the student representatives- Akanksha Yadav and Delia Colaco in drafting the questionnaire format. I would like to extend my gratitude to Prof Prashant Tari for the graphical presentation.

Dr Harmeet Kaur Bhasin  
Associate Professor

**Convenor**  
(Chairperson- CWDC/ICC  
Criteria 7 Head)

## **CHAPTER 1**

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### **Gender Audit: The Concept**

St. Andrew's College located in Bandra, Mumbai's Queen of the suburbs is a leading college and has been accredited with an 'A' Grade by NAAC (National Assessment and Accreditation Council) and the Maharashtra Board. Our goal is to develop the intellect and inspire our students to act righteously. Institutions of higher education are at the pinnacle of being demographically democratic on account of the growing awareness related to gender equality.

The Gender Audit attempts to understand the gender balance within the institution. It is a tool to help promote gender analysis/assessment in varied roles, rights, needs and opportunities of people in the given context. The college focuses on qualitative performance and overall personality development. Pertaining to this, the college provides different opportunities for girls with numerous facilities keeping the 'gender lens' in mind. It helps to strengthen special attention based on gender equality.

To this end, the objectives of this Gender Audit include:

- a) To review and assess the state of the gender equality within the campus for the five NAAC assessment years (2016-2021)
- b) To understand the inclusivity based on gender in different forums and activities of the institution.
- c) To establish a baseline against which the progress of the institution can be measured over the years.
- d) To identifying critical gaps and challenges based on gender and addressing them through recommendations

Through our integrated programme of head and heart we hope to reform, create and develop systems that prepare one to work in a borderless economy and live in a global society.

## CHAPTER 2

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### Gender Audit: Data Analysis

#### Basic Information

St .Andrew's College of Arts, Science & Commerce (referred to as the College) is affiliated to the University of Mumbai. The College is located at St. Dominic Road, Bandra (W), Mumbai – 400 050. Telephone No.: 26428684 / 26401657, E-mail address: [info@standrewscollege.ac.in](mailto:info@standrewscollege.ac.in)  
College Web Site: <http://standrewscollege.ac.in>



The College campus has two main institutions as given under

1. St. Andrew's Junior College offering courses in Arts, Commerce and Science.
2. St. Andrew's Degree College offering three year bachelor degree courses in Arts, Commerce, and several self-financed courses.

Following are the main courses conducted by the College:

#### JUNIORCOLLEGE :

➤ Arts&Commerce

#### DEGREECOURSES:

- Bachelor of Arts
- Bachelor of Commerce

#### Other Courses (SELF FINANCE COURSES)

- Bachelor of Management Studies
- Bachelor of Accounts & Finance
- Bachelor of Mass Media
- Bachelor of Science (Information Technology)
- Bachelor of Science (Hospitality Studies)
- Bachelor of Banking & Insurance
- MCom- Business management

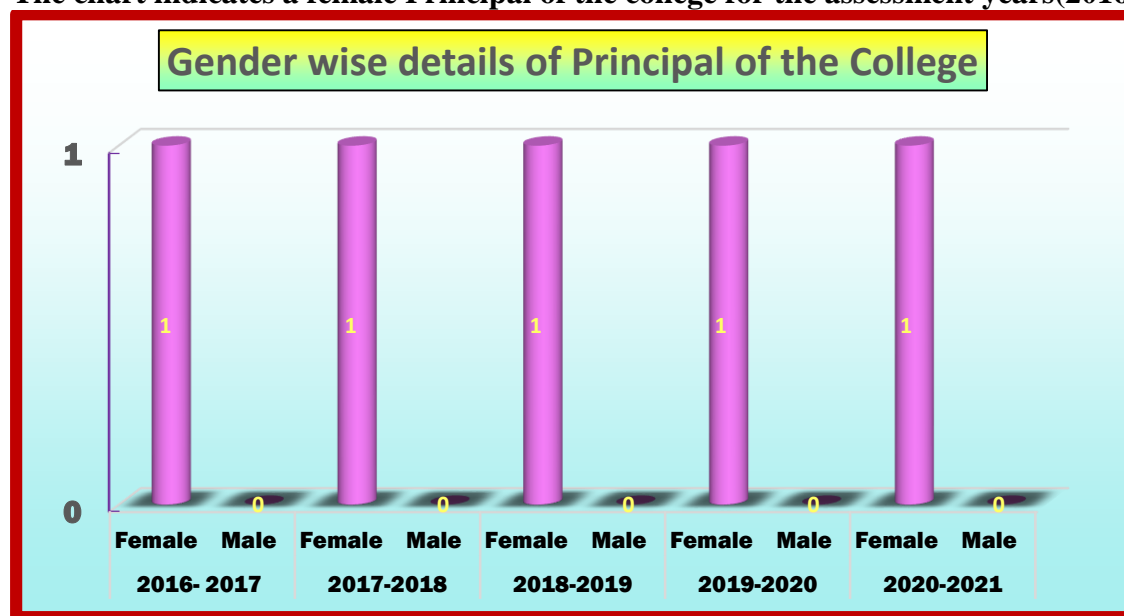
The Gender Audit was carried out for Degree College and considered processes under various departments, both academic and administrative.

## **GENDER AUDIT: DATA ANALYSIS**

### **Gender wise details of Principal of the College**

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Femal e	Male	Femal e	Male	Femal e	Male	Femal e	Male	Femal e	Male
Principal	01	-	01	-	01	-	01	-	01	-
Percentage	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%

The chart indicates a female Principal of the college for the assessment years(2016-2021)



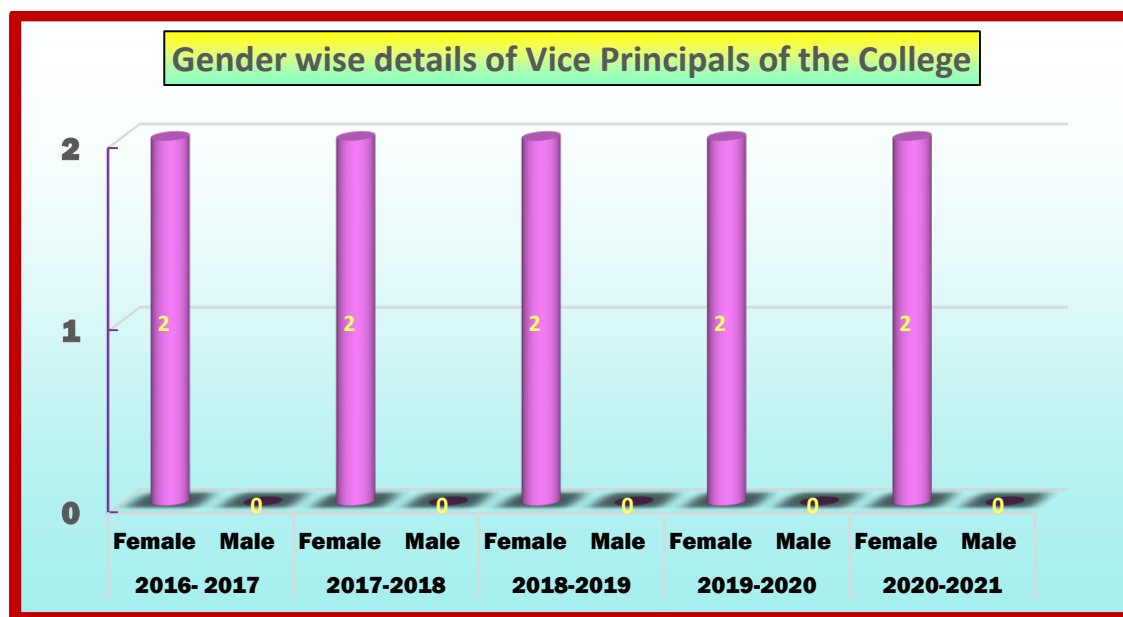
Graph 1 shows Gender wise details of Principal of the College



### Gender wise details of Vice Principals of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Vice Principals (Aided + Self finance)	02	-	02	-	02	-	02	-	02	-
Percentage	100 %	0%	100 %	0%	100 %	0%	100 %	0%	100 %	0%

The chart records female Vice-Principals since 2016-17.

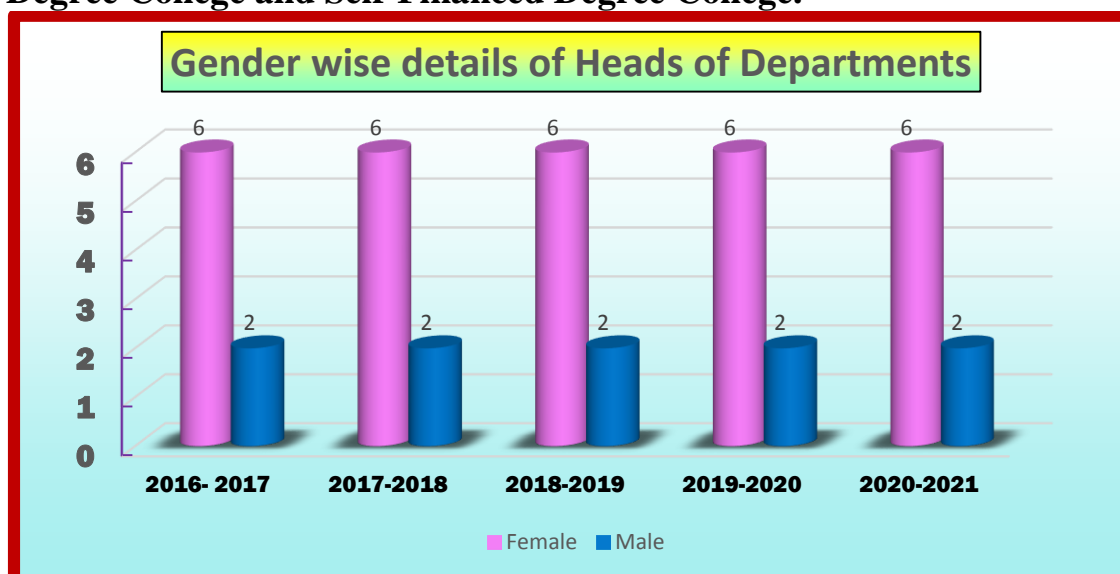


Graph 2 shows Gender wise details of Vice Principals of the College

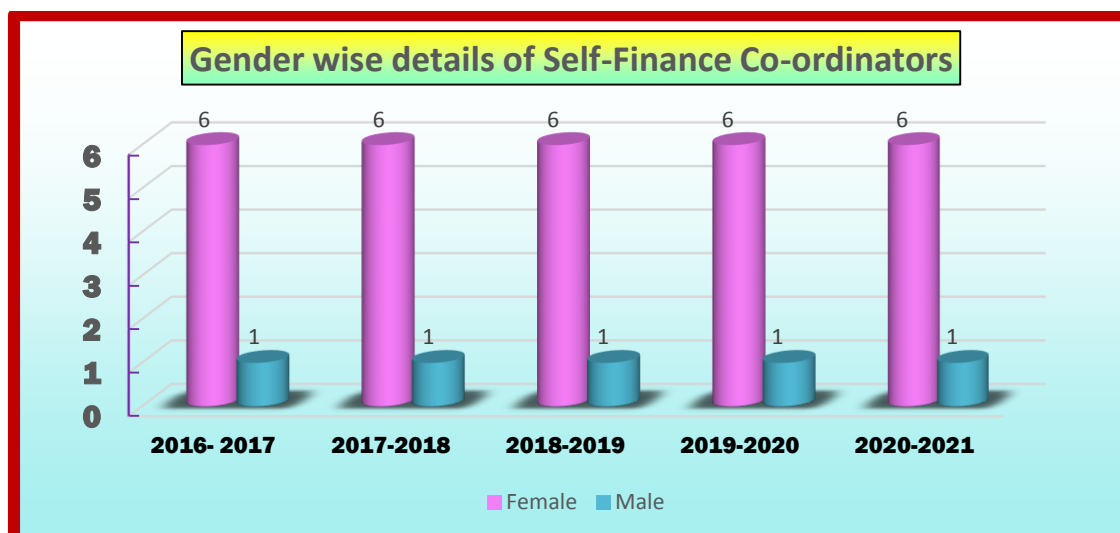
### Gender wise details of Heads of Departments/ Coordinators of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Heads of Departments/Coordinat ors	6	2	6	2	6	2	6	2	6	2
Percentage	75%	25%	75%	25%	75%	25%	75%	25%	75%	25%
Self-Finance Co-ordinators	6	1	6	1	6	1	6	1	6	1
Percentage	85.7 1%	14.2 9%	85.7 1%	14.2 9%	85.7 1%	14.2 9%	85.7 1%	14.2 9%	85.7 1%	14.2 9%

**Higher number of female Heads of Department is indicated for both Aided Degree College and Self-Financed Degree College.**



**Graph 3 shows Gender wise details of Heads of Departments/ Coordinators of the College (Aided Degree College)**

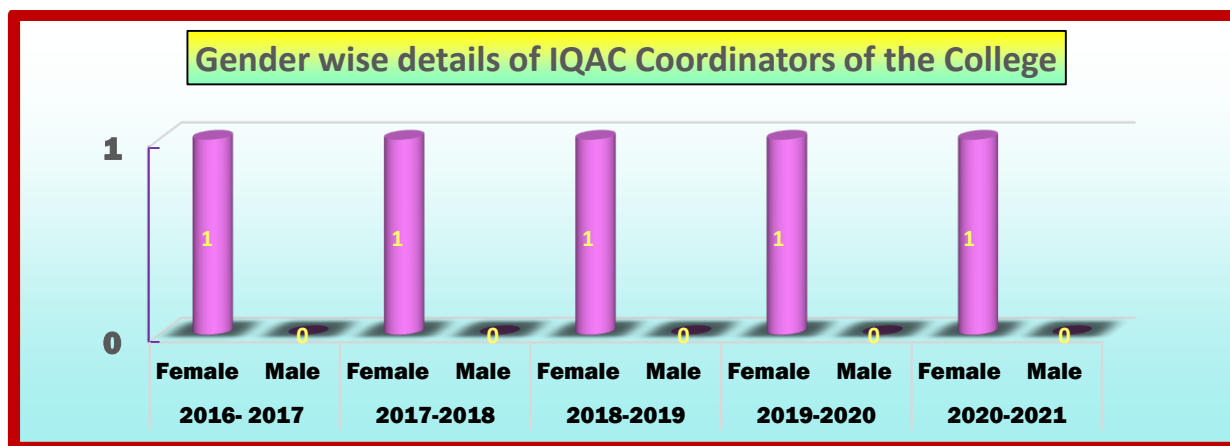


**Graph 4 shows Gender wise details of Heads of Departments/ Coordinators of the College (Self-Financed Degree College)**

#### **Gender wise details of IQAC Coordinators of the College**

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Femal e	Male	Femal e	Male	Femal e	Male	Femal e	Male	Femal e	Male
IQAC Coordinators	01	-	01	-	01	-	01	-	01	-
Percentage	100%	0%	100%	0%	100%	0%	100%	0%	100%	0%

**The chart indicates the details of female IQAC Coordinators since 2016-17**

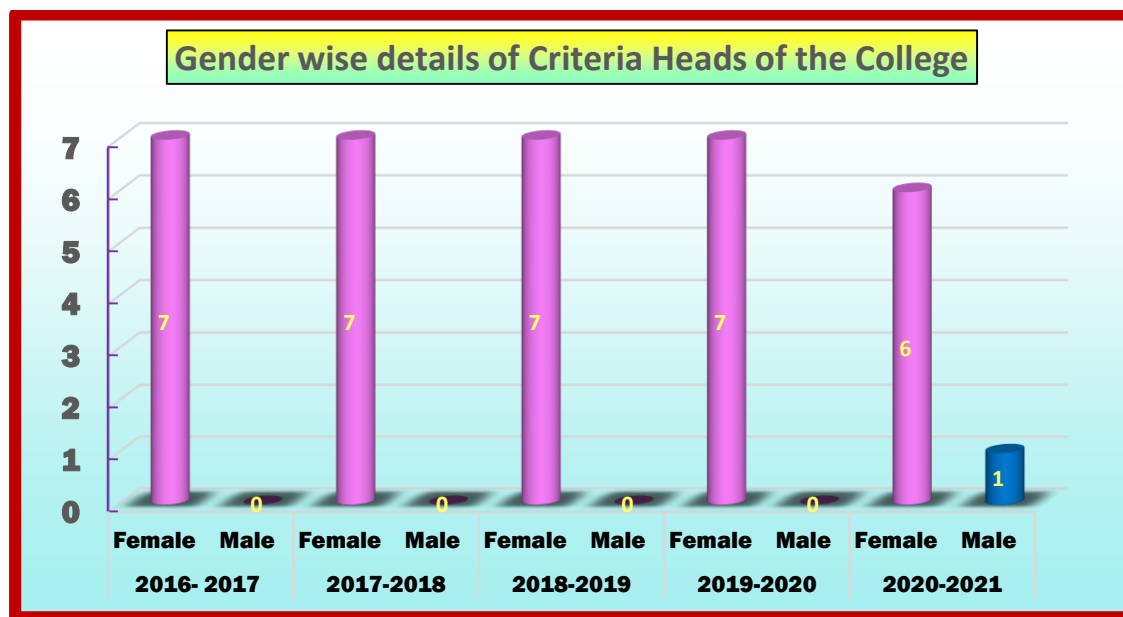


**Graph 5 shows Gender wise details of IQAC Coordinators of the College**

### Gender wise details of Criteria Heads of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Criteria Heads	7	-	7	-	7	-	7	-	6	1
Percentage	100. 00%	0.00 %	100. 00%	0.00 %	100. 00%	0.00 %	100. 00%	0.00 %	85.7 1%	14.2 9%

The chart indicates a consistency in the higher ratio of Female Criteria Heads in College.

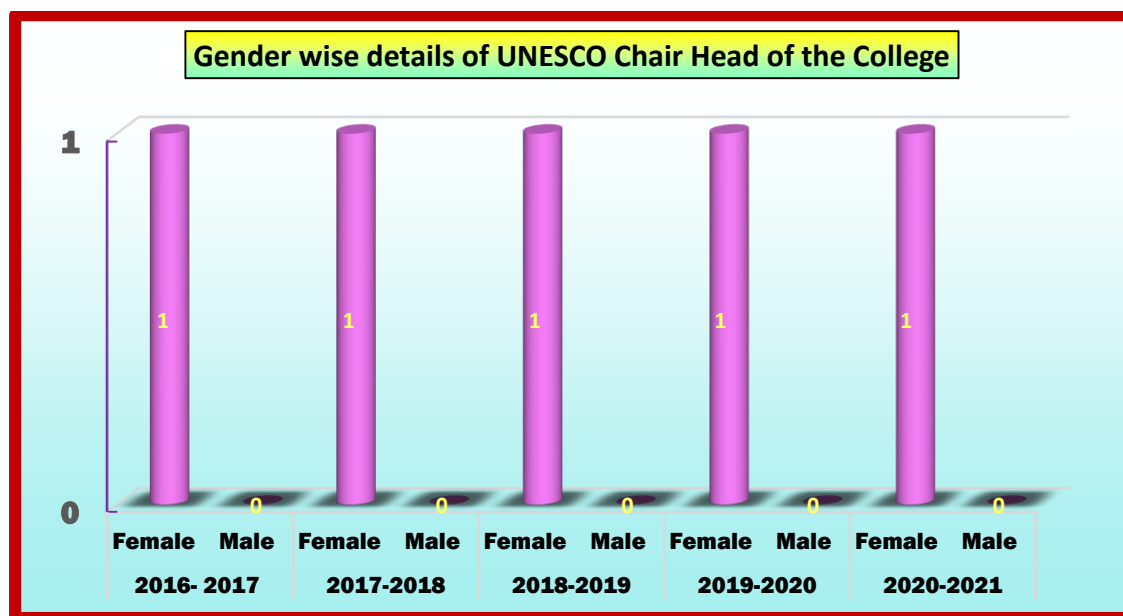


Graph 6 shows Gender wise details of Criteria Heads of the College

### Gender wise details of UNESCO Chair Head of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
UNESCO Chair Head	01	-	01	-	01	-	01	-	01	-
Percentage	100 %	0%	100 %	0%	100 %	0%	100 %	0%	100 %	0%

The chart indicates female UNESCO Chair Head of the College since 2016-17

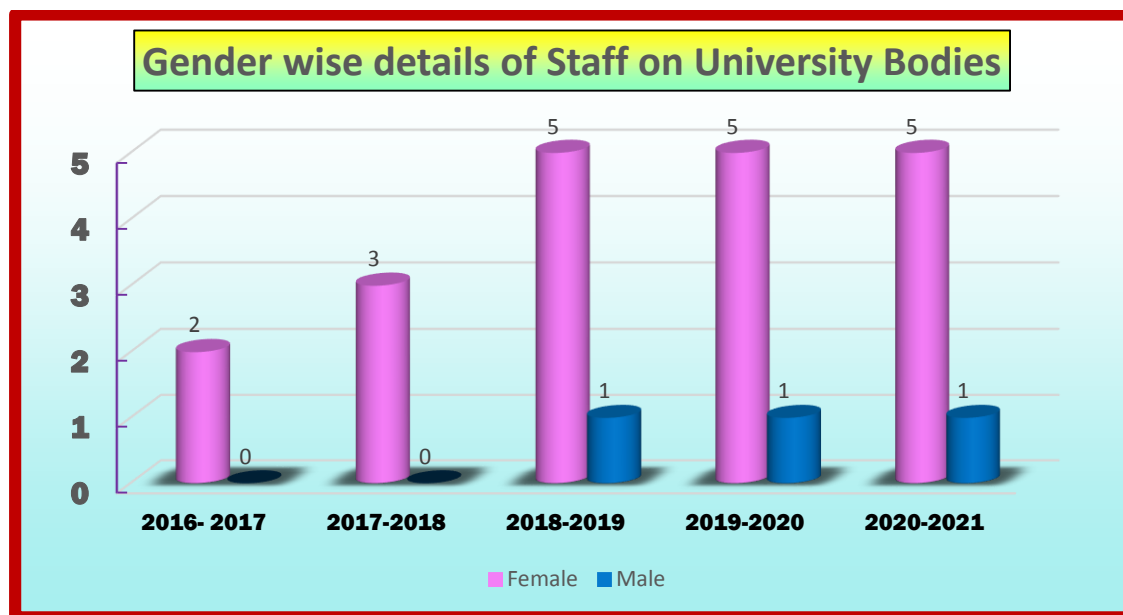


Graph 7 shows Gender wise details of UNESCO Chair Head of the College

### Gender wise details of Staff on University Bodies

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Staff (Aided + Self Finance) on University Bodies – Academic Council, Board of Studies	2	0	3	0	5	1	5	1	5	1
Percentage	100.00%	0.00%	100.00%	0.00%	83.33%	16.67%	83.33%	16.67%	83.33%	16.67%

**The female staff number is higher compared to the male staff according to the Gender wise details of Staff on University Bodies**

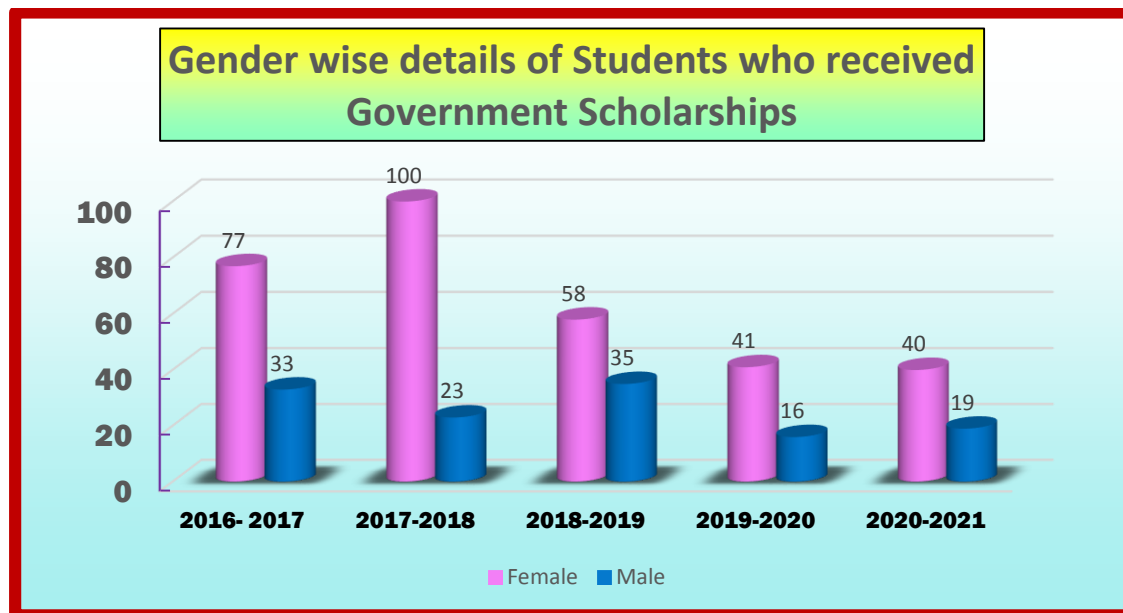


**Graph 8 shows Gender wise details of Staff on University Bodies**

### Gender wise details of Students who received Government Scholarships of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Students who received Government Scholarships	77	33	100	23	58	35	41	16	40	19
Percentage	70.0 0%	30.0 0%	81.3 0%	18.7 0%	62.3 7%	37.6 3%	71.9 3%	28.0 7%	67.8 0%	32.2 0%

**The female students who received Government Scholarships of the College is higher in numbers as compared to the male students who received Government scholarships.**

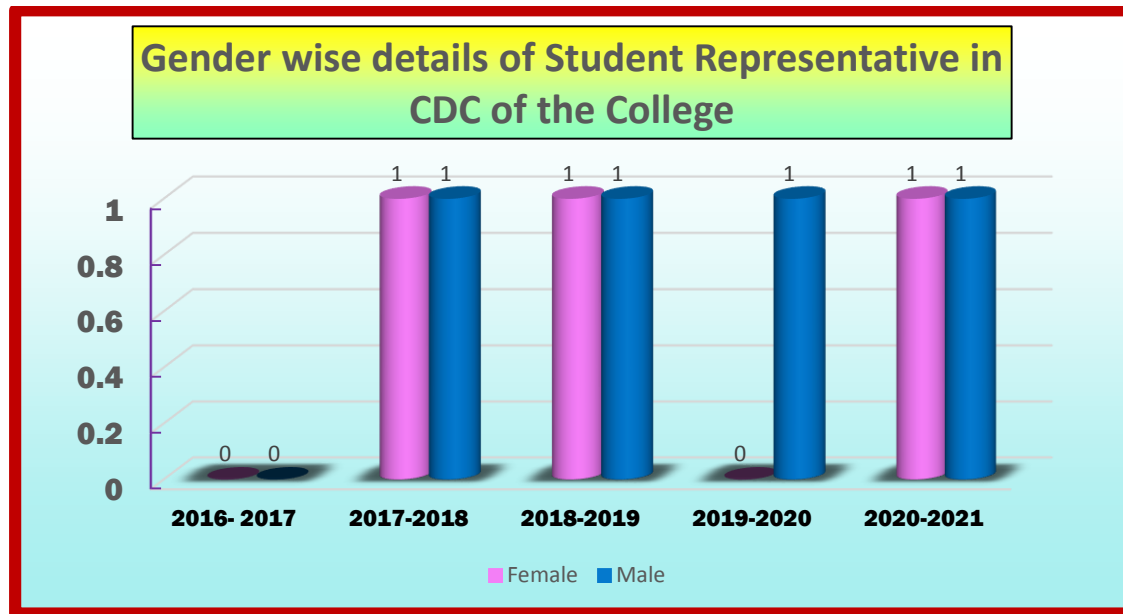


**Graph 9 shows Gender wise details of Students who received Government Scholarships of the College**

### Gender wise details of Student Representative in CDC of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Student Representative in CDC	0	0	1	1	1	1	0	1	1	1
Percentage	0%	0%	50%	50%	50%	50%	0%	100 %	50%	50%

**The female student representatives in CDC of the college are on par with the male student representative.**



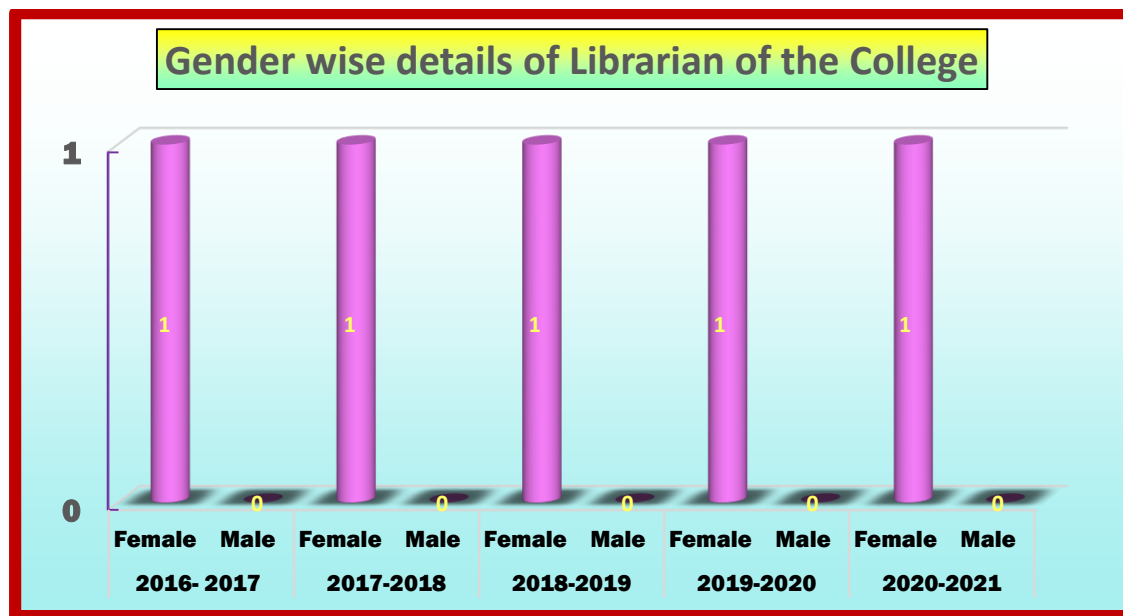
**Graph 10 shows Gender wise details of Student Representative in CDC of the College**



### Gender wise details of Librarian of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Librarian (Teaching Staff)	01	-	01	-	01	-	01	-	01	-

The chart indicates female librarian since 2016-17.

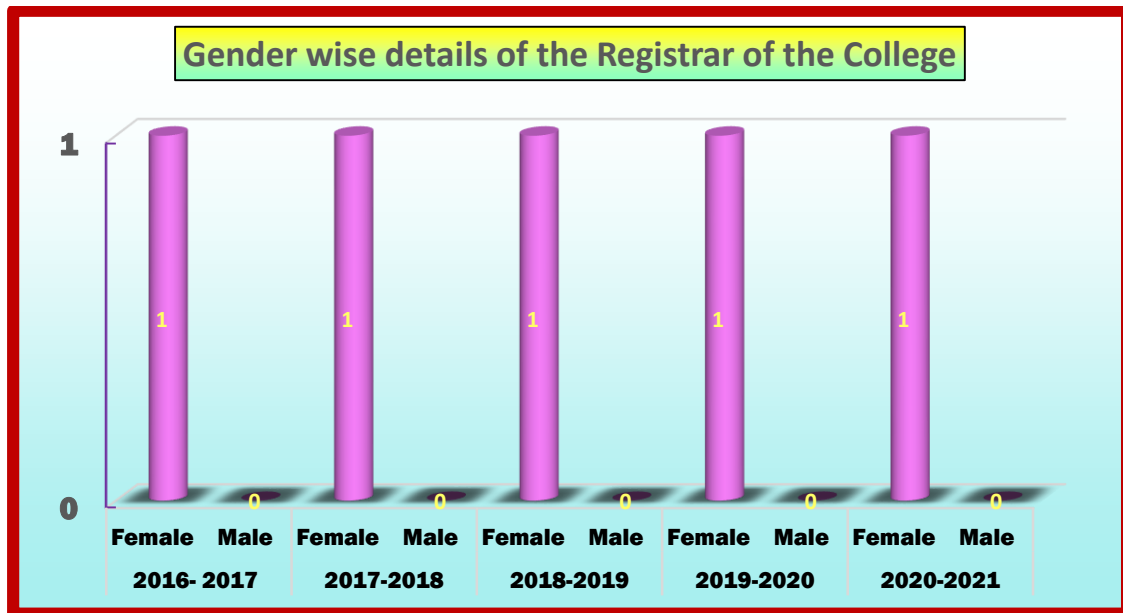


Graph 11 shows Gender wise details of Librarian of the College

### Gender wise details of the Registrar of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Registrar (Non-Teaching Staff)	01	-	01	-	01	-	01	-	01	-
Percentage	100 %	0%	100 %	0%	100 %	0%	100 %	0%	100 %	0%

The chart indicates female registrar of the college since 2016-17.

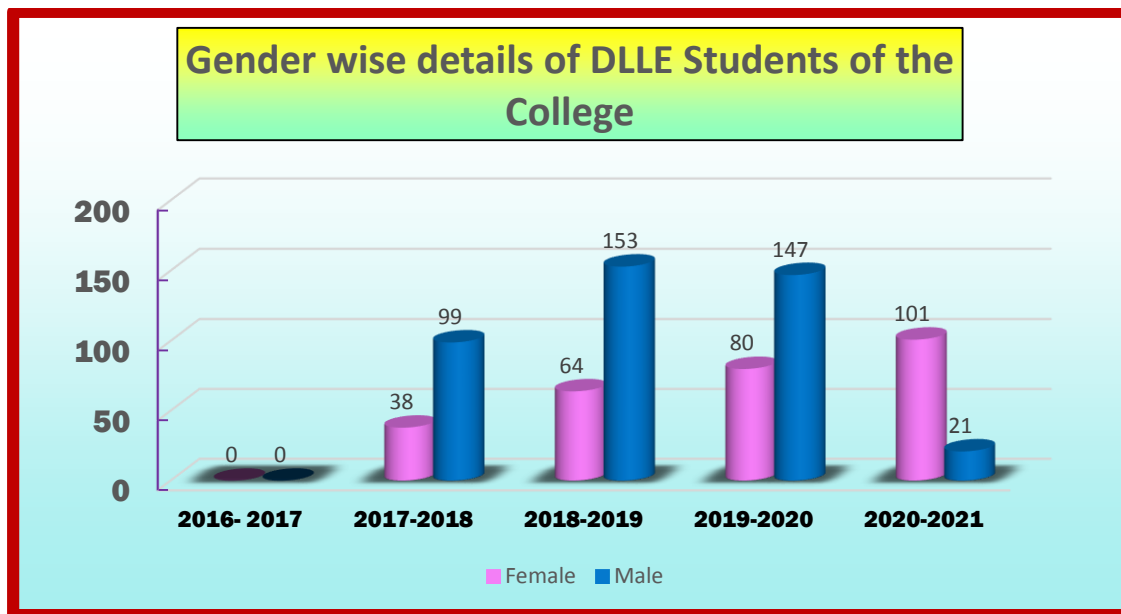


Graph 12 shows Gender wise details of the Registrar of the College

### Gender wise details of DLLE Students of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
DLLE Students	NA	NA	38	99	64	153	80	147	101	21
Percentage	NA	NA	27.7 4%	72.2 6%	29.4 9%	70.5 1%	35.2 4%	64.7 6%	82.7 9%	17.2 1%

A significant increase in the participation by the female students has been 2020-21 in comparison to the male students.

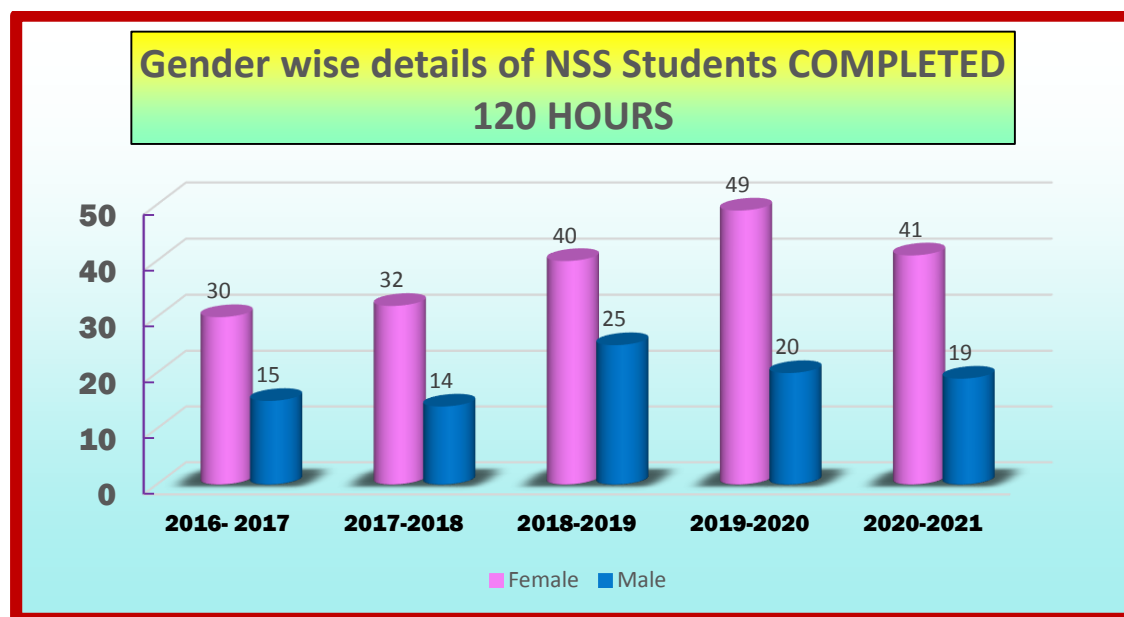


Graph 13 shows Gender wise details of DLLE Students of the College

### Gender wise details of NSS Students of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
NSS Students – COMPLETED 120 HOURS	30	15	32	14	40	25	49	20	41	19
Percentage	66.6 7%	33.3 3%	69.5 7%	30.4 3%	61.5 4%	38.4 6%	71.0 1%	28.9 9%	68.3 3%	31.6 7%

**Higher female participation and completion of 120 hours amongst NSS students.**



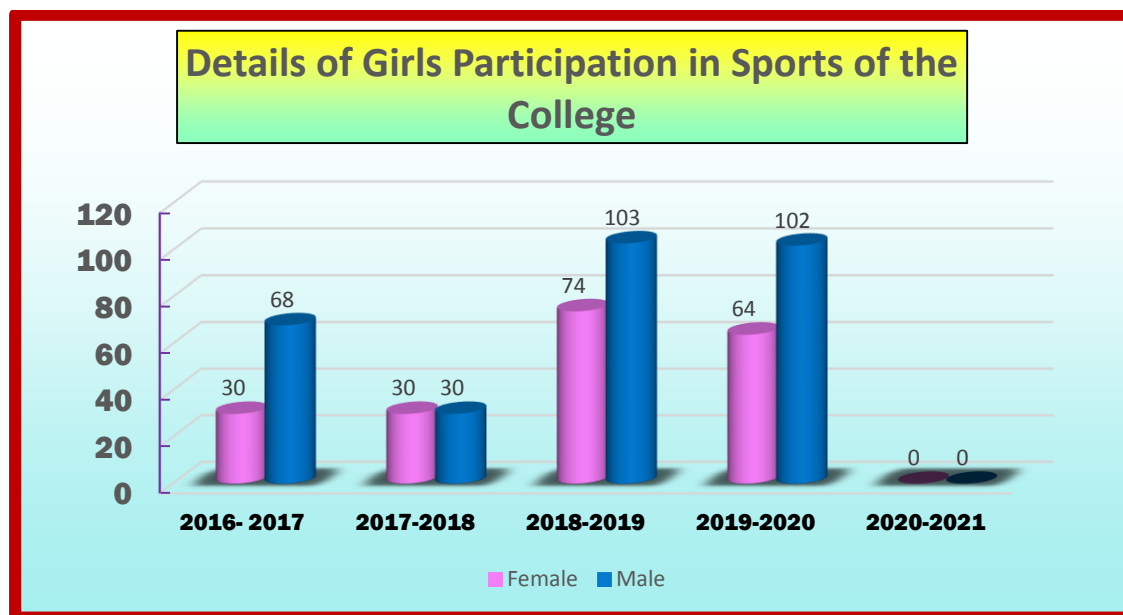
**Graph 14 shows Gender wise details of NSS Students of the College**

### Details of Girls Participation in Sports of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Girls Participation in Sports	30	68	30	30	74	103	64	102	0	0
Percentage	30.6 1%	69.3 9%	50.0 0%	50.0 0%	41.8 1%	58.1 9%	38.5 5%	61.4 5%	NA	NA

\* 2020-2021 is a pandemic Year and no tournament were conducted by university of Mumbai

The ratio of boys participating in sports activities are better than girls' participation. Recommending to encourage more girls' participation.

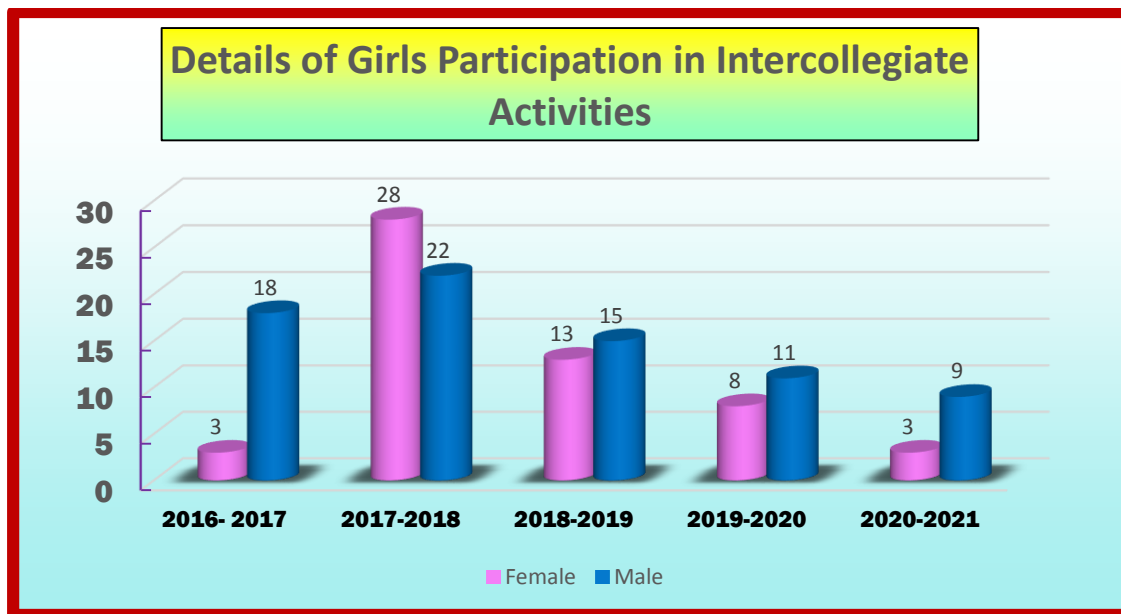


Graph 15 shows Details of Girls Participation in Sports of the College

### Details of Girls Participation in Intercollegiate Activities

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Girls Participation (Winners) in Intercollegiate Activities	3	18	28	22	13	15	8	11	3	9
Percentage	14.2 9%	85.7 1%	56.0 0%	44.0 0%	46.4 3%	53.5 7%	42.1 1%	57.8 9%	25.0 0%	75.0 0%

**There is a good amount of gender balance of girls participating and winning the inter-collegiate activities.**

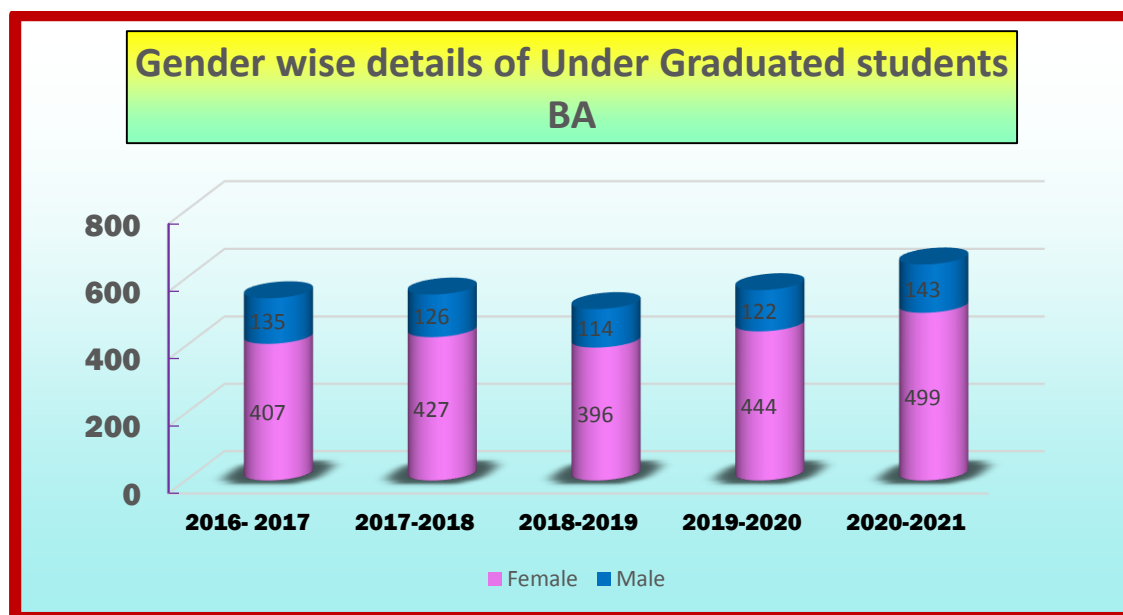


**Graph 16 shows Details of Girls Participation in Intercollegiate Activities**

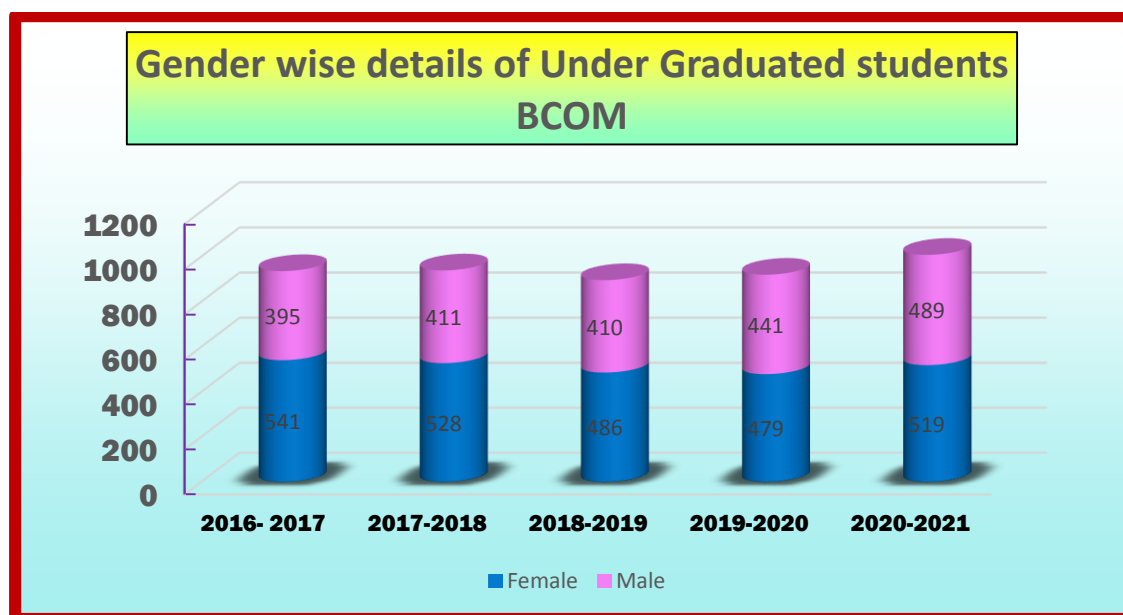
### Gender wise details of Under-Graduated students of the College

		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Under Graduated Students											
	BA	407	135	427	126	396	114	444	122	499	143
	BCOM	541	395	528	411	486	410	479	441	519	489
	BMS	218	130	213	139	200	152	206	146	217	148
	BMM/ BAMMC	121	56	113	58	100	58	116	61	113	65
	BAF	118	58	124	51	114	59	117	60	107	65
	BBI	112	51	102	62	90	71	79	61	75	63
	BSC(IT)	39	95	43	100	36	104	34	92	35	114
	BSC(Hosp) p)	24	116	23	124	24	118	20	119	29	93

**The female enrolment is higher than the male enrolment across all streams except BSC (IT) and BSC (Hospitality) throughout the assessment period.**

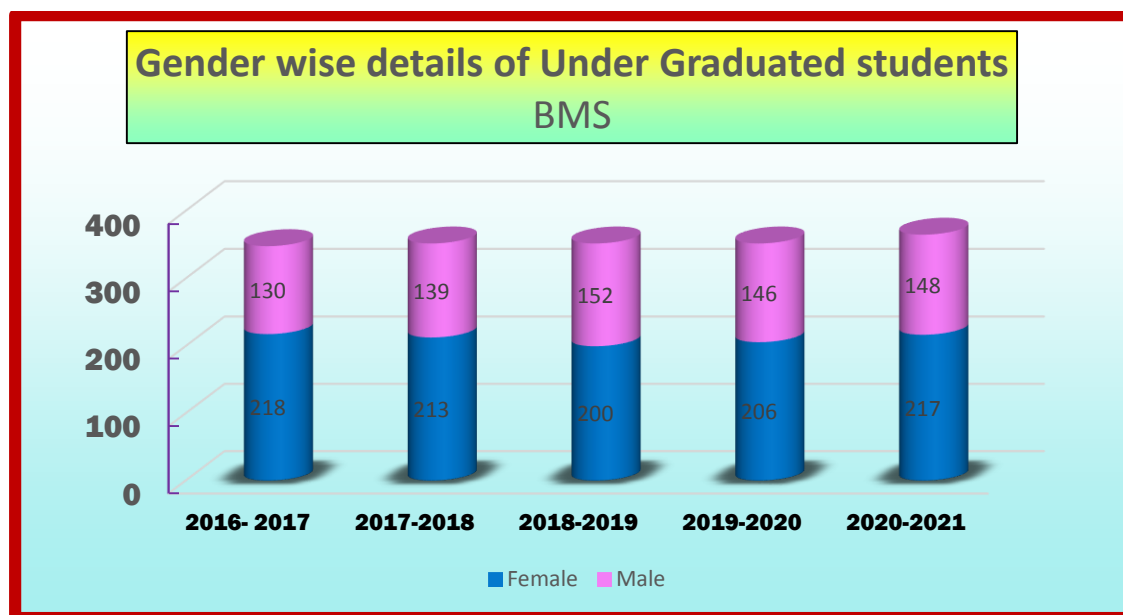


**Graph 17 shows Gender wise details of Under Graduate Students (BA)**

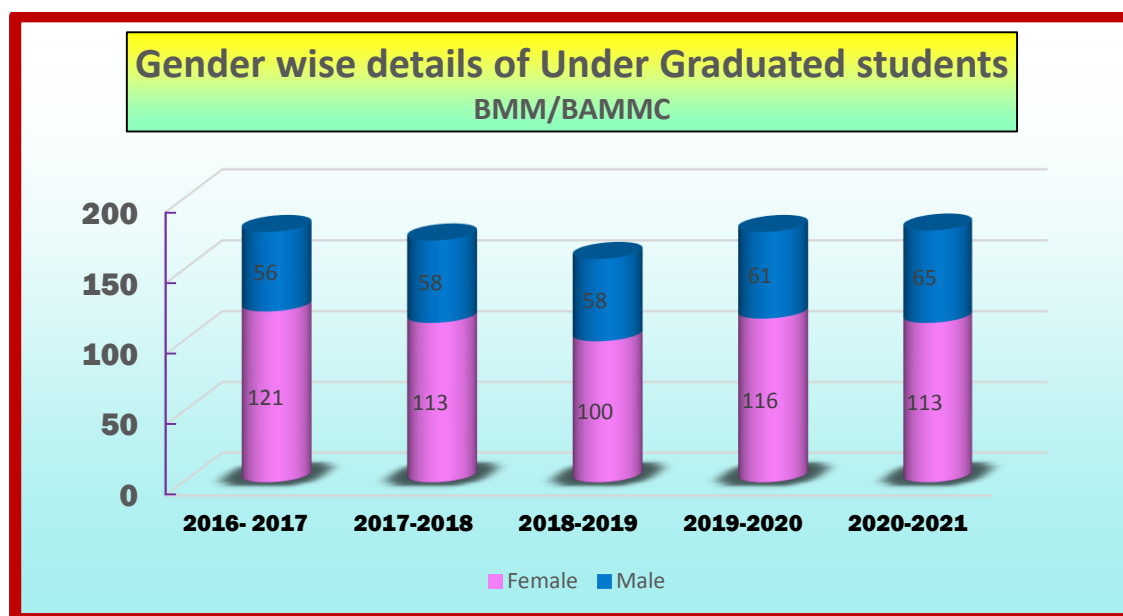


**Graph 18 shows Gender wise details of Under Graduate Students (BCOM)**

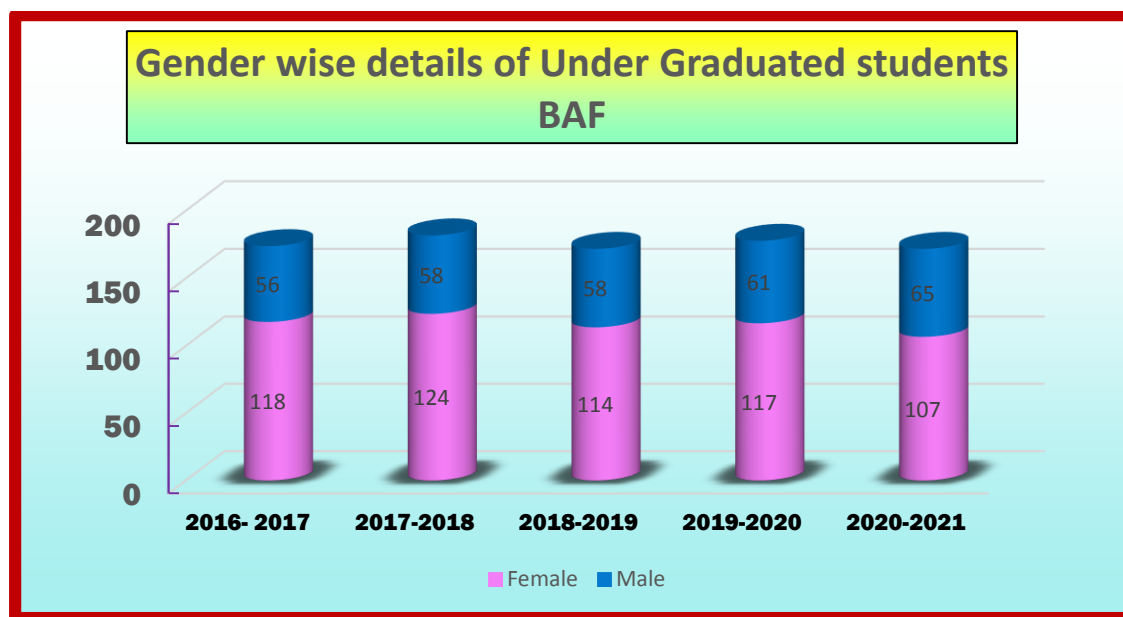




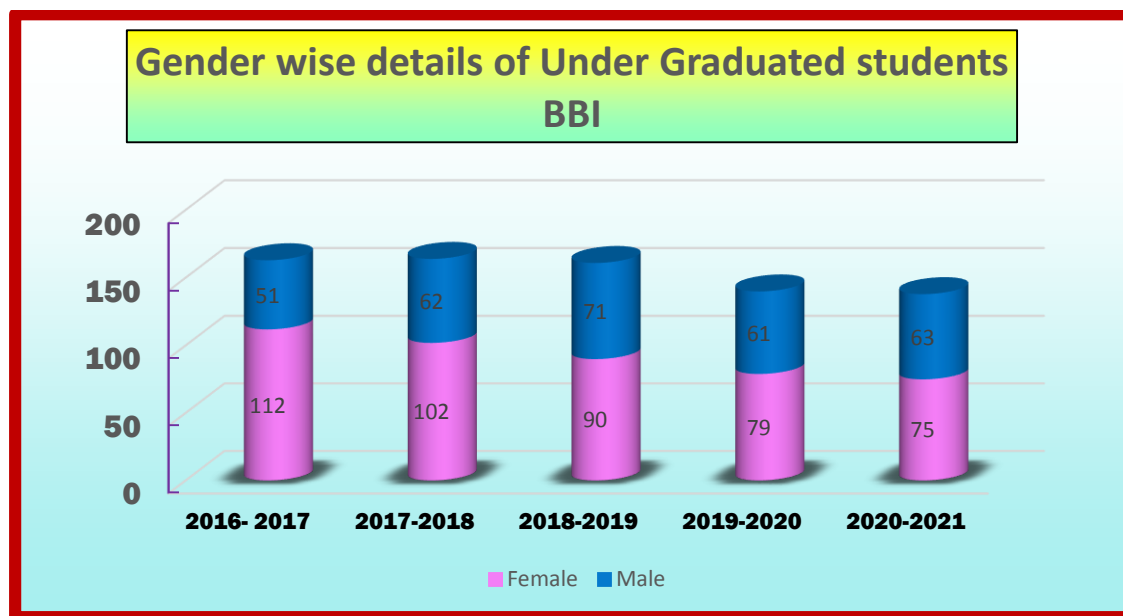
**Graph 19 shows Gender wise details of Under Graduate Students (BMS)**



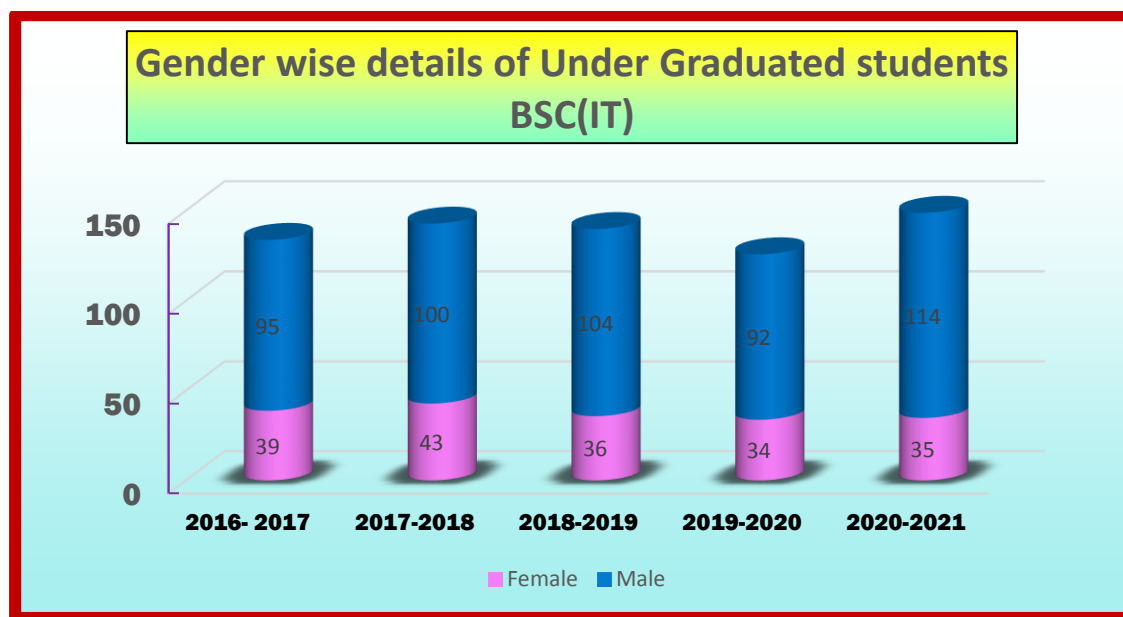
**Graph 20 shows Gender wise details of Under Graduate Students (BMM/BAMMC)**



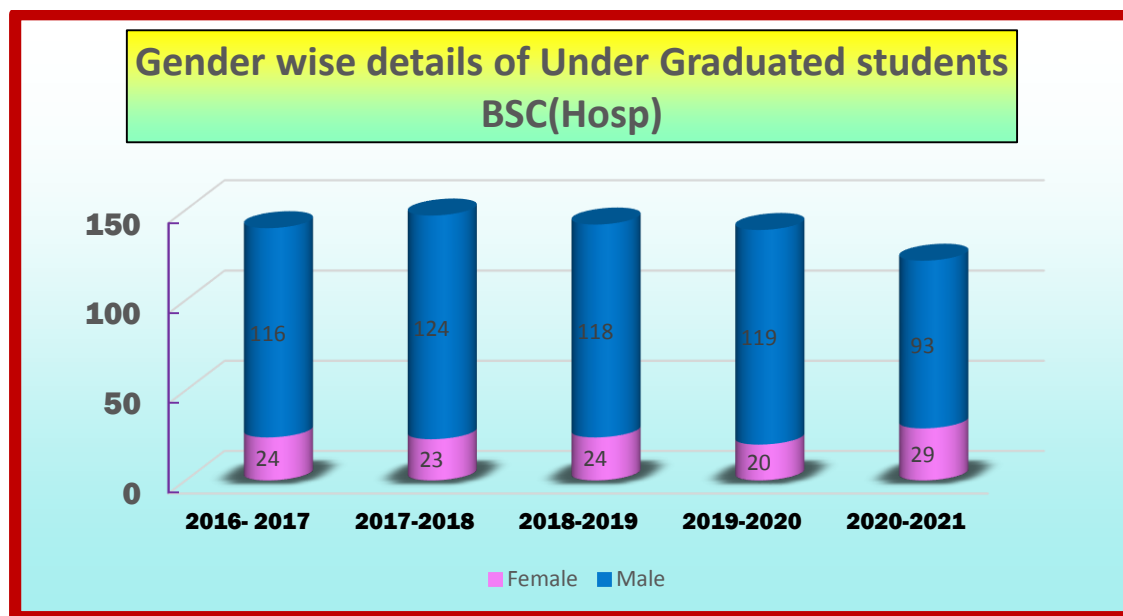
**Graph 21 shows Gender wise details of Under Graduate Students (BAF)**



**Graph 22 shows Gender wise details of Under Graduate Students (BBI)**



**Graph 23 shows Gender wise details of Under Graduate Students (BSC-IT)**

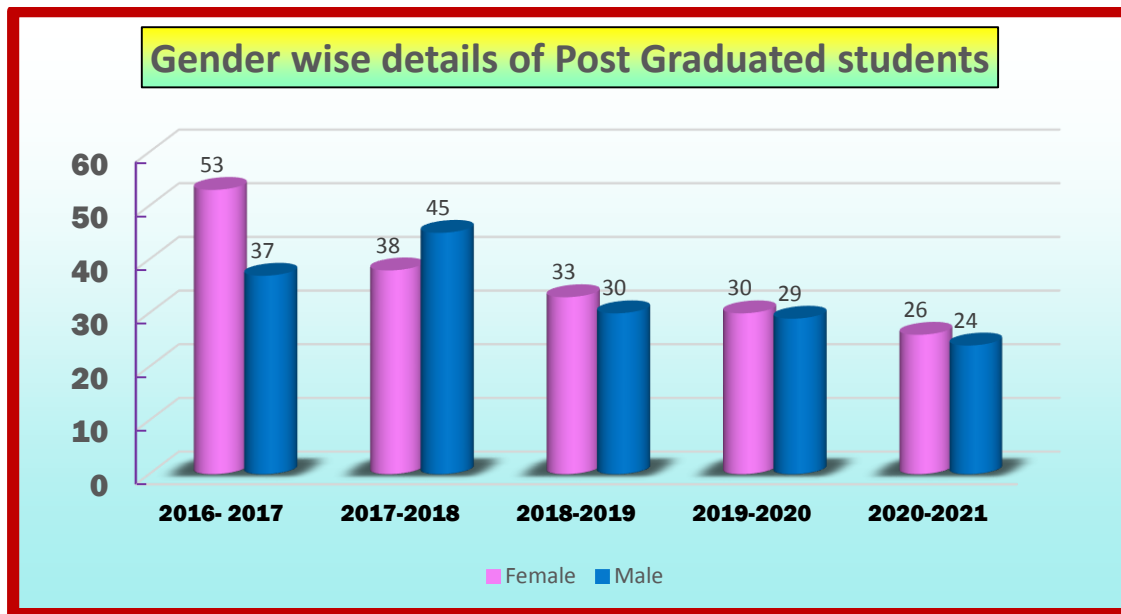


**Graph 24 shows Gender wise details of Under Graduate Students (BSC-HOSPITALITY)**

### Gender wise details of Post Graduated students of the College

		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Post Graduated Students											
	MCOM	53	37	38	45	33	30	30	29	26	24
Percentage		58.89 %	41.11 %	45.78 %	54.22 %	52.38 %	47.62 %	50.85 %	49.15 %	52.00 %	48.00 %

The average ratio of female students to male students enrolled for a Post Graduate Course in College is higher as shown in the graph except for the year 2018-19.

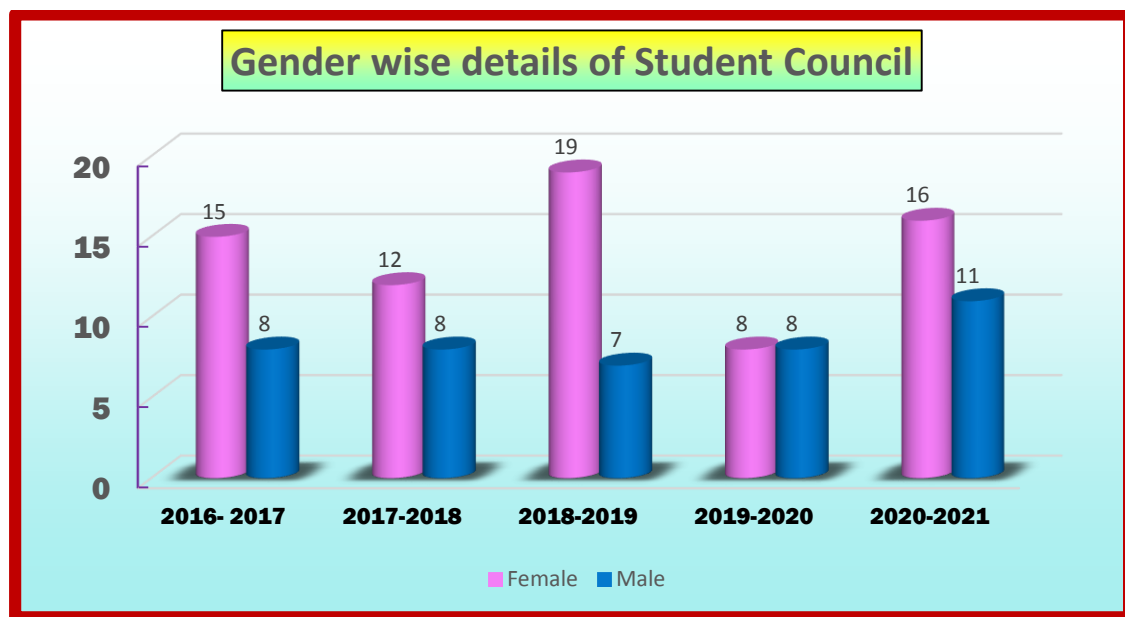


Graph 25 shows Gender wise details of Post Graduated students of the College

### Gender wise details of Student Council of the College

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Student Council	15	8	12	8	19	7	8	8	16	11
Percentage	65.2 2%	34.7 8%	60.0 0%	40.0 0%	73.0 8%	26.9 2%	50.0 0%	50.0 0%	59.2 6%	40.7 4%

The average ratio of female students to male students in Student Council of College is higher as shown in the graph.

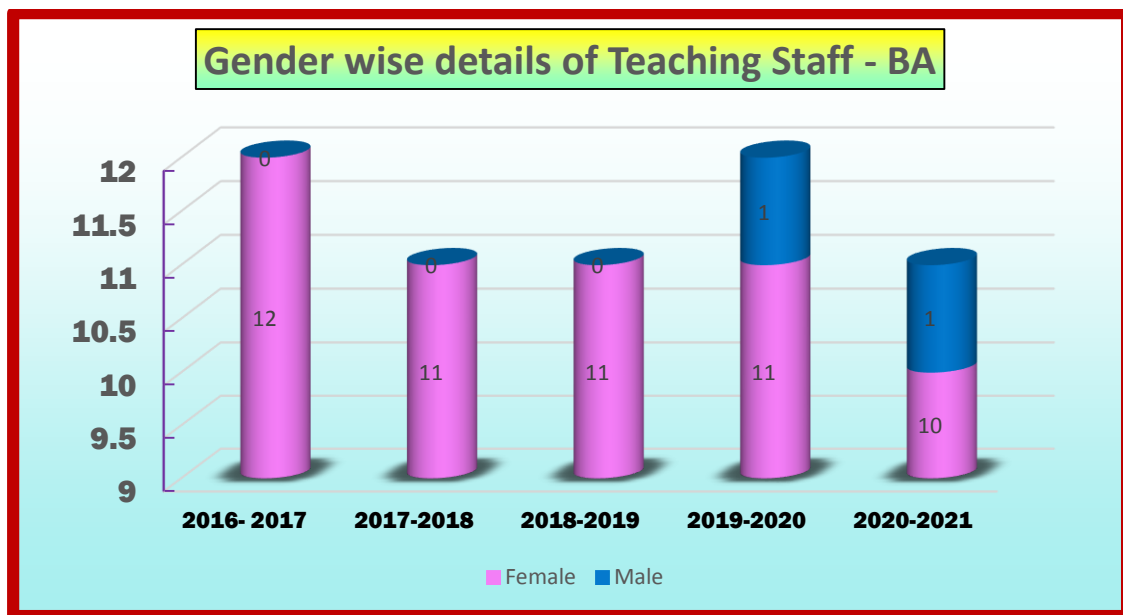


Graph 26 shows Gender wise details of Student Council of the College

### Gender wise details of Teaching Staff of the College

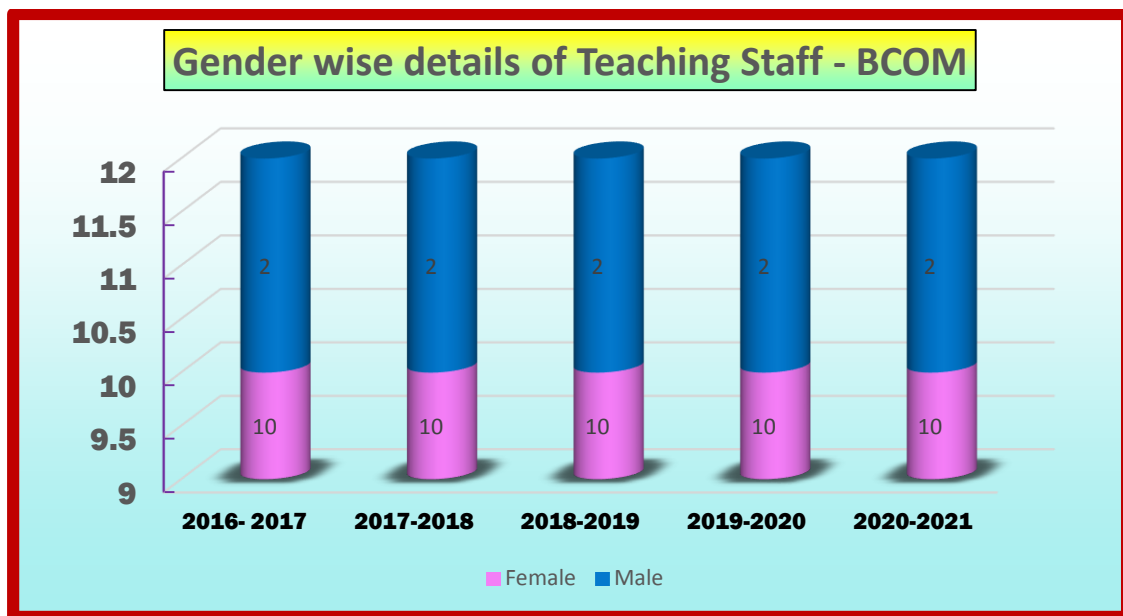
		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Teaching Staff											
	BA	12	-	11	-	11	-	11	1	10	1
	BCOM	10	2	10	2	10	2	10	2	10	2
	BMS	4	-	4	-	4	-	6	-	5	1
	BMM/ BAMMC	2	-	1	-	1	-	1	-	1	-
	BAF	-	2	-	2	-	2	-	2	-	2
	BBI	3	-	3	-	2	-	2	-	2	-
	BSC(IT)	2	1	2	1	2	1	2	1	2	1
	BSC(Hosp)	2	3	2	1	3	-	2	1	2	1
	MCOM	-	-	1	-	1	-	1	-	1	-

**The graph indicates from the gender wise details of teaching staff (BA) that the college has a higher ratio of female teaching staff to male teaching staff.**



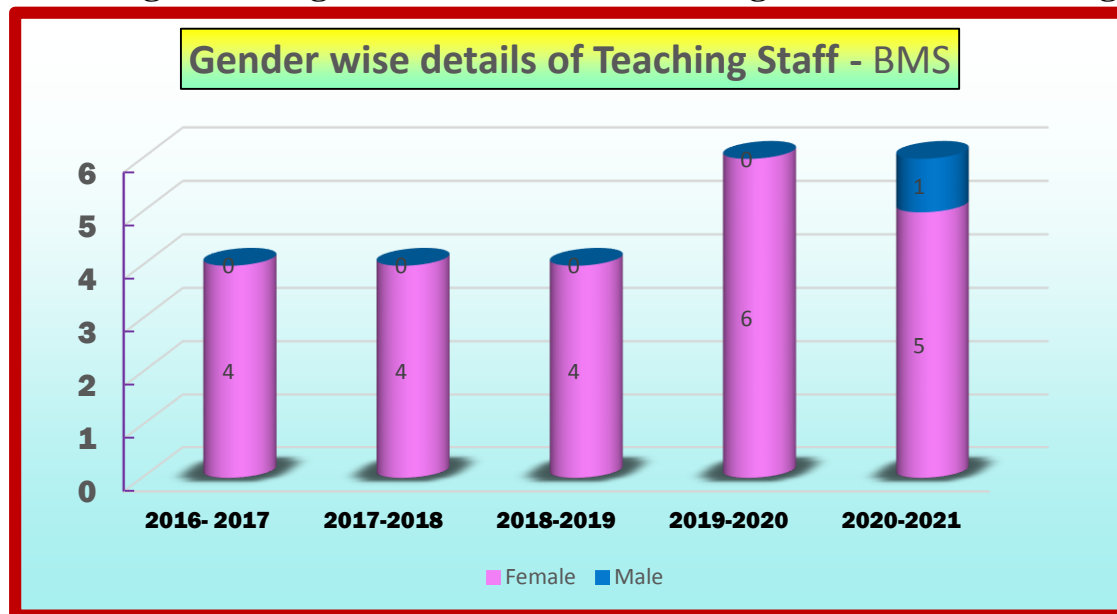
**Graph 27 shows Gender wise details of Teaching Staff of the College (BA)**

The graph indicates from the gender wise details of teaching staff (BCOM) that the college has a higher ratio of female teaching staff to male teaching staff.



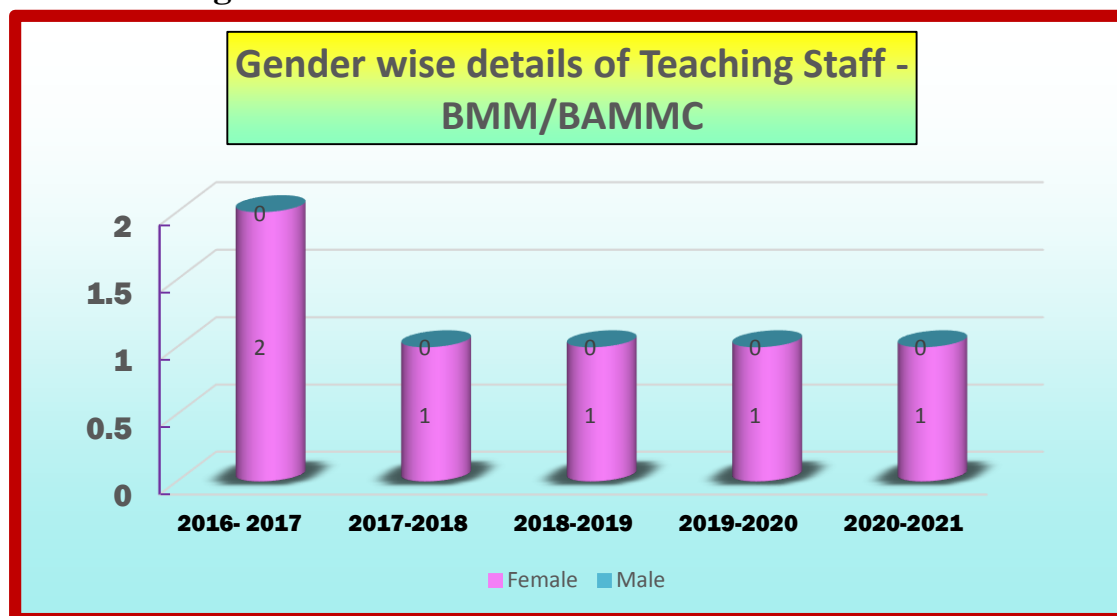
**Graph 28 shows Gender wise details of Teaching Staff of the College (BCOM)**

The graph indicates from the gender wise details of teaching staff (BMS) that the college has a higher ratio of female teaching staff to male teaching staff.



Graph 29 shows Gender wise details of Teaching Staff of the College (BMS)

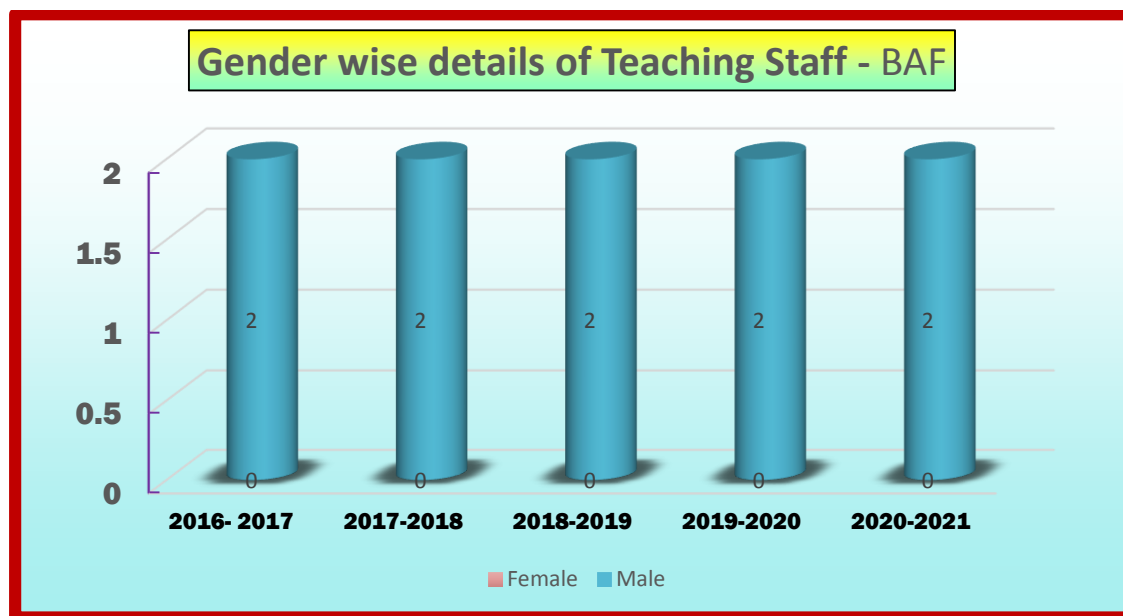
The graph indicates from the gender wise details of teaching staff (BMM/BAMMC) that the college has a higher ratio of female teaching staff to male teaching staff.



Graph 30 shows Gender wise details of Teaching Staff of the College (BMM/BAMMC)

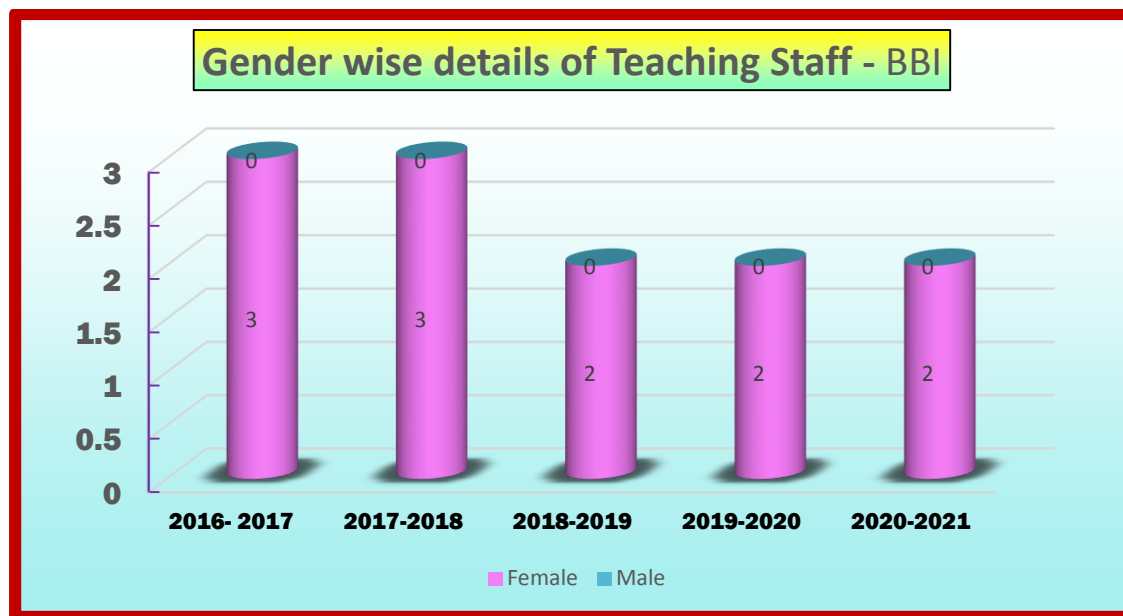


The graph indicates from the gender wise details of teaching staff (BAF) that the college includes more male teaching staff than female teaching staff.



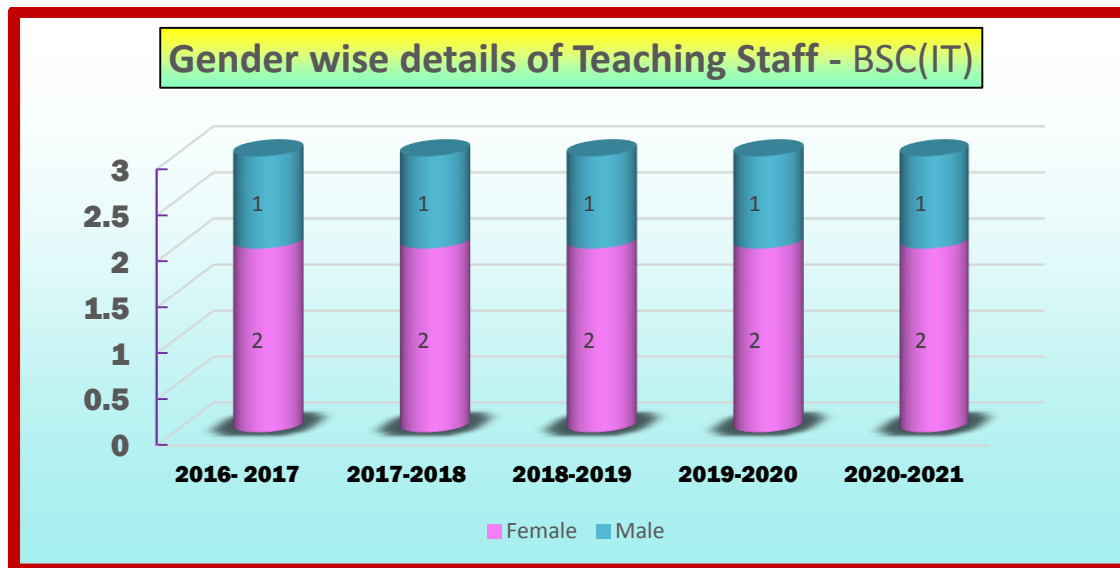
Graph 31 shows Gender wise details of Teaching Staff of the College (BAF)

The graph indicates from the gender wise details of teaching staff (BBI) that the college has a higher ratio of female teaching staff to male teaching staff.



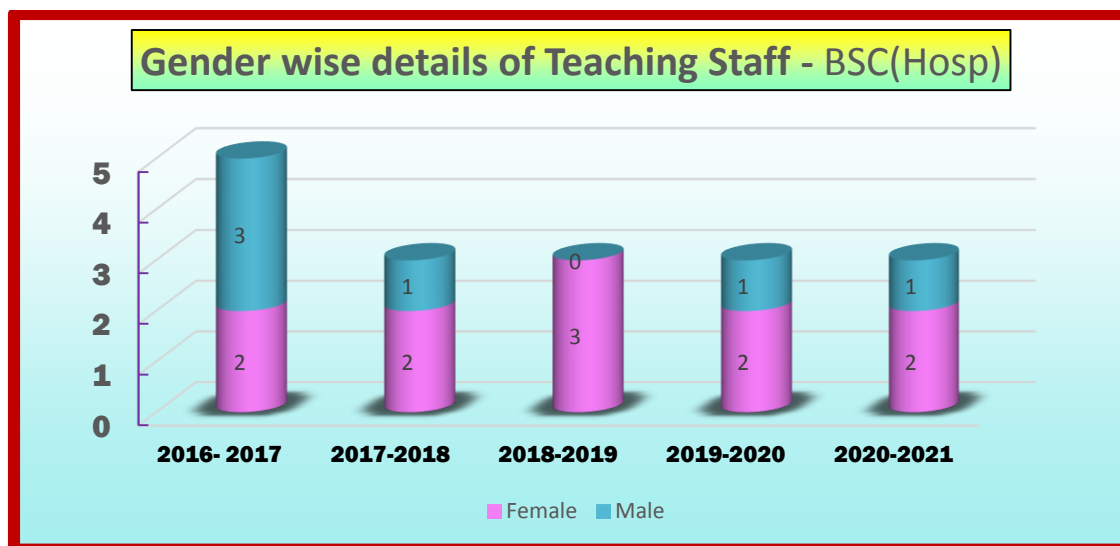
Graph 32 shows Gender wise details of Teaching Staff of the College (BBI)

The graph indicates from the gender wise details of teaching staff (BSC-IT) that the college has a higher ratio of female teaching staff to male teaching staff.



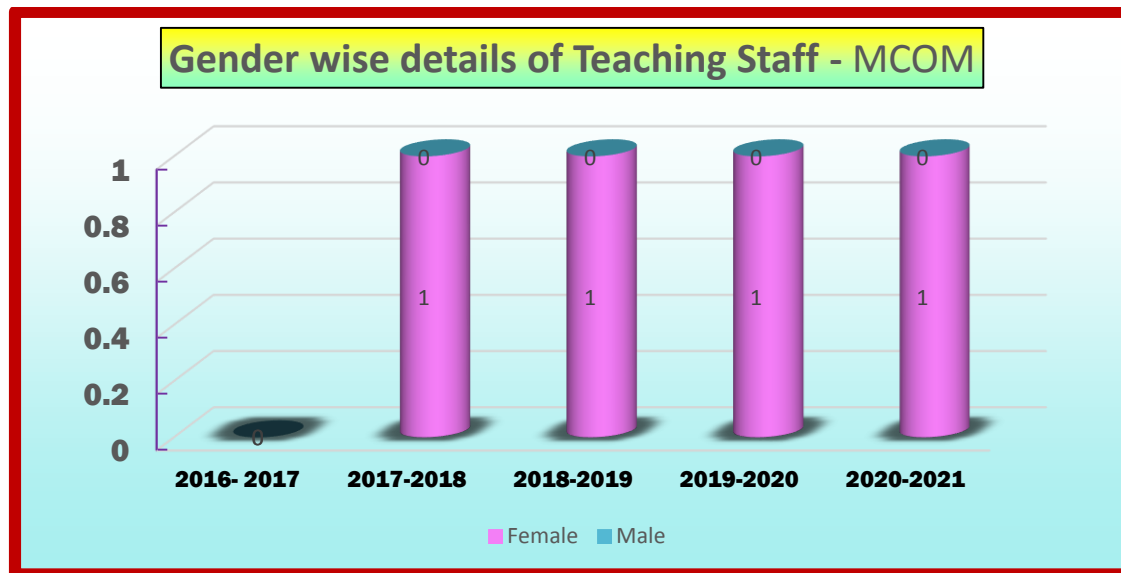
Graph 33 shows Gender wise details of Teaching Staff of the College (BSC-IT)

The graph indicates from the gender wise details of teaching staff (BSC-HOSPITALITY) that the college has a higher ratio of female teaching staff to male teaching staff except for the year 2016-17 where the male teaching staff ratio is higher compared to the female staff ratio.



Graph 34 shows Gender wise details of Teaching Staff of the College (BSC-HOSPITALITY)

The graph indicates from the gender wise details of teaching staff (MCOM) that the college has a higher ratio of female teaching staff to male teaching staff.

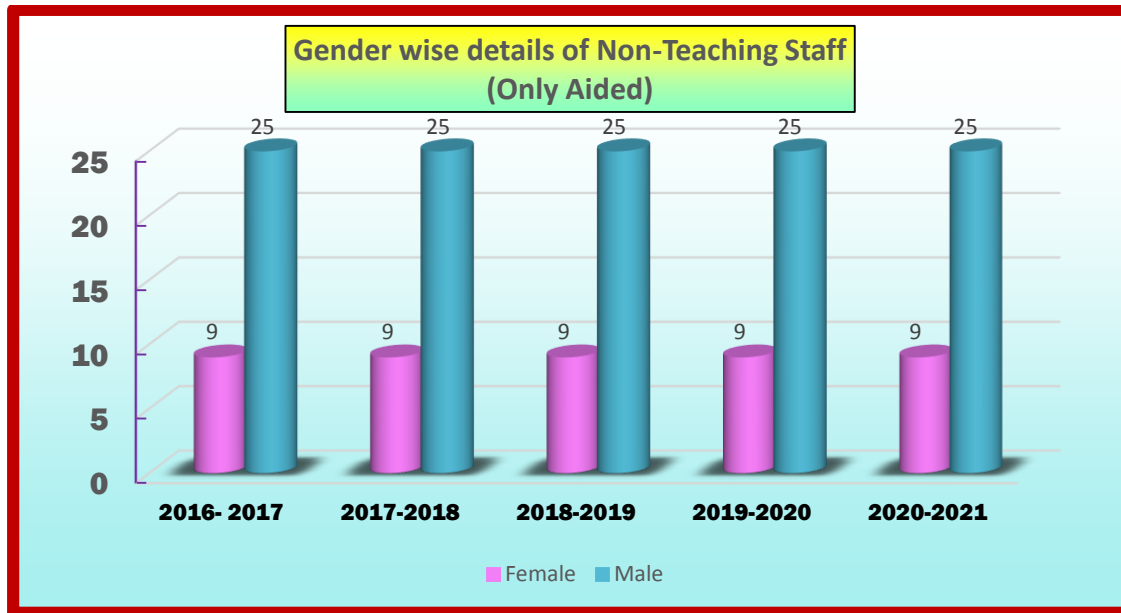


**Graph 35 shows Gender wise details of Teaching Staff of the College (MCOM)**

#### **Gender wise details of Non-Teaching Staff of the College**

	2016- 2017		2017-2018		2018-2019		2019-2020		2020-2021	
	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male	Fem ale	Male
Non-Teaching Staff (Only Aided)	9	25	9	25	9	25	9	25	9	25
Percentage	26.4 7%	73.5 3%	26.4 7%	73.5 3%	26.4 7%	73.5 3%	26.4 7%	73.5 3%	26.4 7%	73.5 3%
Non-Teaching Staff (including mgmt. staff)	17	39	17	42	17	41	17	40	17	39
Percentage	30.3 6%	69.6 4%	28.8 1%	71.1 9%	29.3 1%	70.6 9%	29.8 2%	70.1 8%	30.3 6%	69.6 4%

The graph indicates the Gender wise details of Non-Teaching Staff(Only Aided) with a higher ratio of male non-teaching staff (Only Aided) to female non- teaching staff (Only Aided)



Graph 36 shows Gender wise details of Non-Teaching Staff of the College

## Chapter 3

### Conclusion and Way Forward

The conclusion shows the gender equity goals within the institution through the policies, forums and programmes for the college and students reported that there is a good balance based on gender. This Gender Audit Report highlights the encouragement on gender equality and gender sensitivity by the management and the staff of the college as understood by the analysis.

- The enrolment of girls from all sections of society can be seen as increasing in numbers.
- It has been deduced that the strength of the institution can be seen through the example of women in various leadership roles including our Principal, Vice Principals and Departmental Heads, Co-ordinators.
- A variety of activities are organized and conducted by the different Cells and Departments in college aiming specifically towards girls and women to enhance their confidence in an educational environment and workplace.
- The University of Mumbai set up the University Women Development Cell (UWDC) in 2001 in response to the Vishaka judgment passed by the supreme court in 1997. The main objective of this cell is to make the University gender sensitive. The **College Women Development Cell (CWDC)** of the college is constituted as per the directive of University of Mumbai. Its main objective is to sensitise students to the issues related to gender.
- Recommending more girls to enrol for sports activities.
- In order to keep up with women's safety, there is a Girls Common Room provided with facilities including a place to rest, change and relax. The college also provides a place for recreation and gym along with separate washroom facilities for girl students.
- The entire campus is under the surveillance of fully functioning CCTV cameras for safety and security of students.

- The college also boasts of a female security guard who ensures additional security within the campus.



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Associate Professor  
St. Andrew's College

**Convenor**  
(Chairperson- CWDC/ICC  
Criteria 7 Head)

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