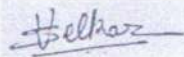


**GENDER AUDIT REPORT**  
**ACADEMIC YEARS**  
**2021-22 & 2022-23**

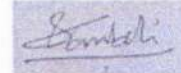
Dhuru Building, 2nd floor  
Gokhale Road, Dadar (W)  
Mumbai 400 028. INDIA  
Tel: 022 - 2432 8699  
Email : akshara.frea@gmail.com  
Website: www.aksharacentre.org

**CERTIFICATE**  
**GENDER AUDIT (2021-22 and 2022-23)**  
**OF**  
**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE (AUTONOMOUS),**  
**SION (WEST) MUMBAI**

This is to certify that the Gender Audit of Sies College Of Arts, Science and Commerce (Autonomous), Sion (West) Mumbai was conducted by the audit team of Akshara Centre, Mumbai on 2<sup>nd</sup> May 2024 in the board room. The audit team has reviewed the internal gender audit report and interacted with the committee members. The Akshara Centre audit team has provided suggestions and recommendations for enhancing the gender equality strategies and ensuring inclusivity across all aspects of the college operations. The same are enclosed herewith as a part of annexure.



Snehal Velkar  
Lead Safe & Inclusive Cities Program



Vidya Tamboli  
Program Officer cum Facilitator.



**True Copy**



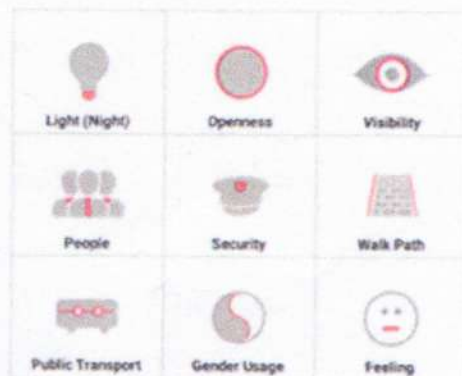
Principal  
SIES College of Arts, Science &  
Commerce (Autonomous)  
Sion (West), Mumbai - 400 022.



**RECOMMENDATIONS**  
**GENDER AUDIT (2021-22 and 2022-23)**  
**for**  
**SIES COLLEGE OF ARTS, SCIENCE AND COMMERCE (AUTONOMOUS),**  
**SION (WEST) MUMBAI**

Based on the overall review of the Gender Audit Report presented, here are **recommendations** by the External Members from Akshara Centre.

1. To ensure better implementation of the recommendation made, it's advisable to carry out a Gender Audit every three years.
2. Gender Awareness Course to be organized for the committee members of Gender Sensitization Cell.
3. Ensure all the set Committees must have male and female participation.
4. Encourage and orient female students towards the non-conventional subjects like IT, Finance, Data Science, Physics, etc...
5. Enhance and evolve the approach of executing the Gender Audit by adapting more participatory methods like desk review, semi-structured interviews, focus group discussion.
6. Assess the level of resources allocated to and spent on gender mainstreaming and gender equality activities.
7. Introduce and incorporate the Safety Audit Parameters by Safetipin in the Gender Audit.

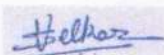


True Copy



Principal  
SIES College of Arts, Science &  
Commerce (Autonomous)  
Sion (West), Mumbai - 400 022.

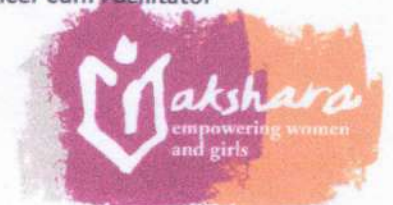
Thank You,  
Signatories,



Snehal Velkar  
Program Lead Safe & Inclusive Cities



Vidya Tamboli  
Program Officer cum Facilitator



**INDEX**

<b>Sr. No.</b>	<b>Contents</b>
1.	About SIES College of Arts, Science and Commerce (Autonomous)
2.	Profile of the College
3.	Objectives of the gender audit
4.	Methodology of the gender audit
5.	Students' data representation with its analysis
6.	Teaching staff data representation with its analysis
7.	Non-teaching and support staff data representation with its analysis
8.	Analysis of Questionnaire (Teaching Staff, Non-Teaching Staff & Students)
9.	Summary and Conclusion
10.	<b>Annexure 1:</b> Gender Policy
11.	<b>Annexure 2:</b> Questionnaires (Teaching Staff, Non-Teaching Staff & Students)
12.	<b>Annexure 3:</b> Students' Data (2021-22 and 2022-23)
13.	<b>Annexure 4:</b> Teaching Staff Data (2021-22 and 2022-23)
14.	<b>Annexure 5:</b> Non-teaching and support staff data (2021-22 and 2022-23)

**About the college:**

The South Indian Education Society (SIES) is one of the oldest educational societies in India and was established with the vision of facilitating a 'Student Centered Environment', where learner's intellectual, cultural, social, physical, and recreational needs are fulfilled.

The SIES College of Arts, Science and Commerce, Sion (West), Mumbai was established by South Indian Education Society and was inaugurated on 20<sup>th</sup> June 1960 by Shri Y. B. Chavan, the first Chief Minister of Maharashtra to serve the ever-growing educational needs of students from North and Central Mumbai Suburbs. Affiliated to the University of Mumbai, the college has an impressive strength of over 4,000 students drawn from all sections of this cosmopolitan city. It has been reaccredited with 'A' by National Assessment and Accreditation Council with a CGPA score of 3.51 in the third cycle of 2015. The college was awarded 'Autonomous status' by the University Grants Commission and University of Mumbai in June 2018. Recently in June 2023, the management council of University of Mumbai has conferred upon the status of 'Empowered Autonomy' to the college. Excellent results at various University and Board examinations, and coveted awards and meritorious positions bagged by the students have placed the SIES College among the leading institutions in and around Mumbai. The college has attained its position due to the commitment and dedication of its Principals and support from their competent and highly qualified colleagues who have given their very best to the learners and also to the institution. The students at the college, with their exemplary discipline, serious academics, extra and co-curricular pursuits, and excellent rapport with their teachers, have greatly contributed to make this college a name to reckon within the academics and other fields.

## **INTRODUCTION:**

Gender audits play a pivotal role in creating awareness, identifying gaps, and fostering a gender-sensitive atmosphere within educational institutions. By implementing the recommendations based on the survey findings, our institute will promote the well-being and equitable treatment of students and staff members. UGC has also made Gender audit as a prerequisite for all the colleges applying for accreditation by National Assessment and Accreditation Council (NAAC).

Taking into consideration the said requirement, the Internal Quality Assurance Cell, Gender Sensitization Cell and Internal Complaint Cell (ICC) of the college have conducted an internal gender audit for the academic years 2021-22 and 2022-23.

## **OBJECTIVES:**

The Gender audit was conducted for the academic years 2021-22 and 2022-23 with the following objectives:

- To understand the gender distribution of teaching, non-teaching support staff and students in the college.
- To analyse the level of gender equality on the college campus concerning health and hygiene facilities, safety and security measures, overall opportunities, and facilities provided by the institution as per the norms and policies.
- To assess the areas of gender imbalance if any and to study the factors responsible for it.
- To measure the level of awareness about gender-based grievance issues on the campus.
- To evaluate the efforts taken by the organization for gender sensitization and gender awareness.

## **METHODOLOGY**

- The primary staff and students' data was collected from the college office for the academic year 2021-22 and 2022-23.
- The survey-based methodology was also used to gather the respective data from stakeholders.
- Statistical analysis of the data gathered, was done and the report was prepared.

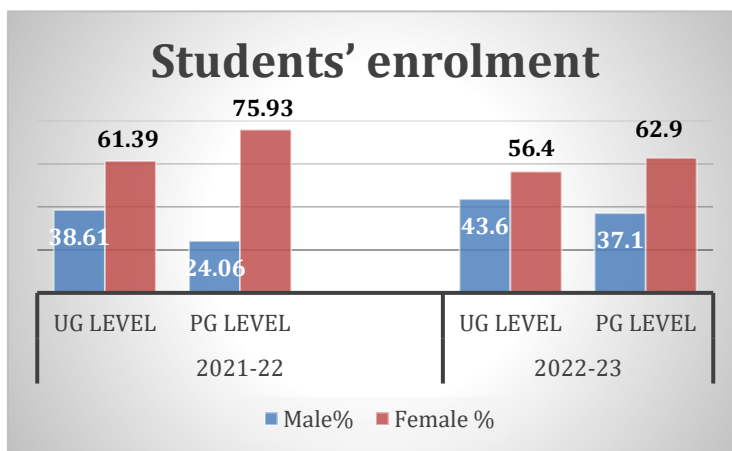
**Profile of the College:**

<b>1.</b>	<b>Name of College with contact details</b>	SIES College of Arts, Commerce & Science (Autonomous) Address: 84 & 106, 107, Road No 25, Jain Society, Sion, Mumbai, Maharashtra 400022 Contact Number: 022-24072729 Email: <a href="mailto:umas@sies.edu.in">umas@sies.edu.in</a> , <a href="mailto:principalascs@sies.edu.in">principalascs@sies.edu.in</a> Web Site: <a href="http://www.siesasc.edu.in">www.siesasc.edu.in</a>		
<b>2.</b>	<b>Affiliating University</b>	University of Mumbai		
<b>3.</b>	<b>Included in Section 2(f)</b>	Yes ✓ Recognition date: 20 <sup>th</sup> June 1960	No	
<b>4.</b>	<b>Included in 12 (B) Status</b>	Yes ✓	No	
<b>5.</b>	<b>Year of establishment of college</b>	1960		
<b>6.</b>	<b>NAAC/NBA certificate available</b>	Yes ✓ NAAC Certificates	No	
<b>7.</b>	<b>If yes, grade obtained under NAAC</b>	1 <sup>st</sup> Cycle	B++ CGPA 2.98	2005
		2 <sup>nd</sup> Cycle	A CGPA 3.14	2010
		3 <sup>rd</sup> Cycle	A CGPA 3.51	2015
<b>8.</b>	<b>Area of College Premise</b>	25,000 Sq. Meter		
<b>9.</b>	<b>Type of Institution/ College (Govt./ Private/ Aided etc.)</b>	Grant-in-aid and Self-Financing Programmes		

## STUDENTS' DATA REPRESENTATION AND ITS ANALYSIS

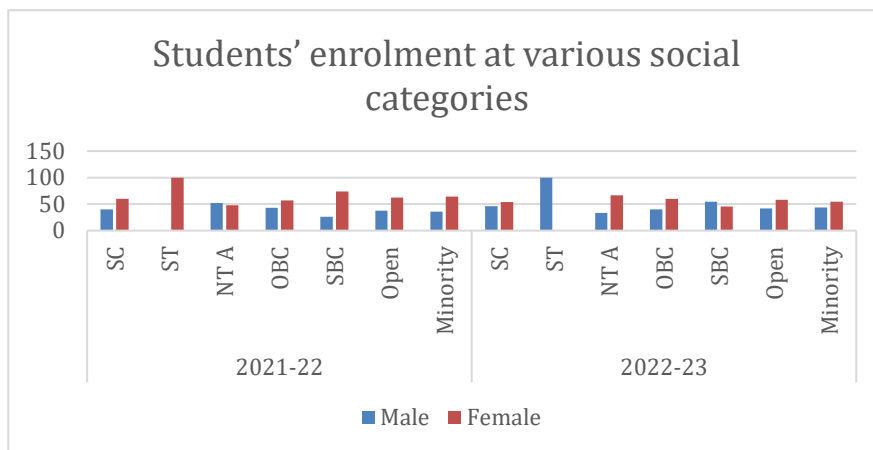
### Curricular Aspects

#### Students' enrolment in Academic year 2021-22 & 2022-23



**Observations:** The graphical representation of the enrolment of the students in the academic year 2021-22 and 2022-23 at UG and PG level indicates that the enrolment of females is comparatively higher than the male students.

#### Students' enrolment at various social categories in academic year 2021-22 & 2022-23

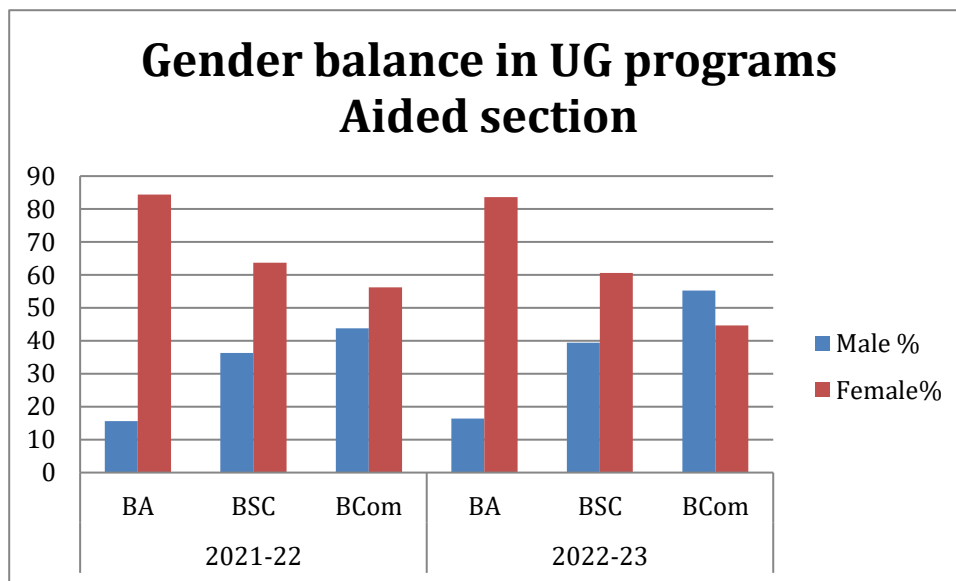


**Observations:**

- For the academic year 2021-22, the graphical analysis of students' enrolment at various social categories except for NT- A (Nomadic Tribe-A category), shows more of female representation. There was 100% female representation of ST (Scheduled Tribe category).
- For the academic year 2022-23 there was more female representation across all the social categories except for ST and SBC. It showed 100% male representation for ST (Scheduled Tribe) category.

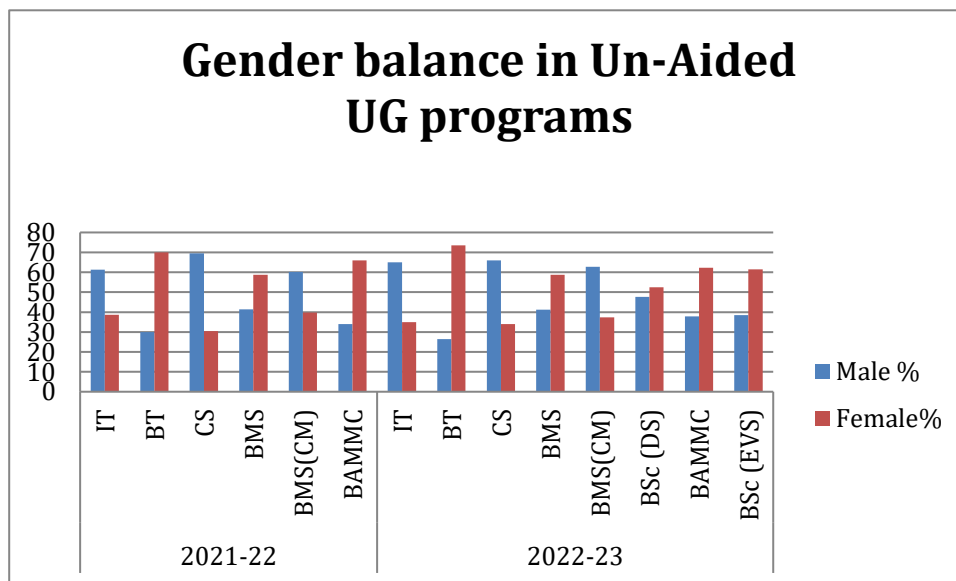


**Students Gender balance in programs in academic year 2021-22 & 2022-23**



**Observations:**

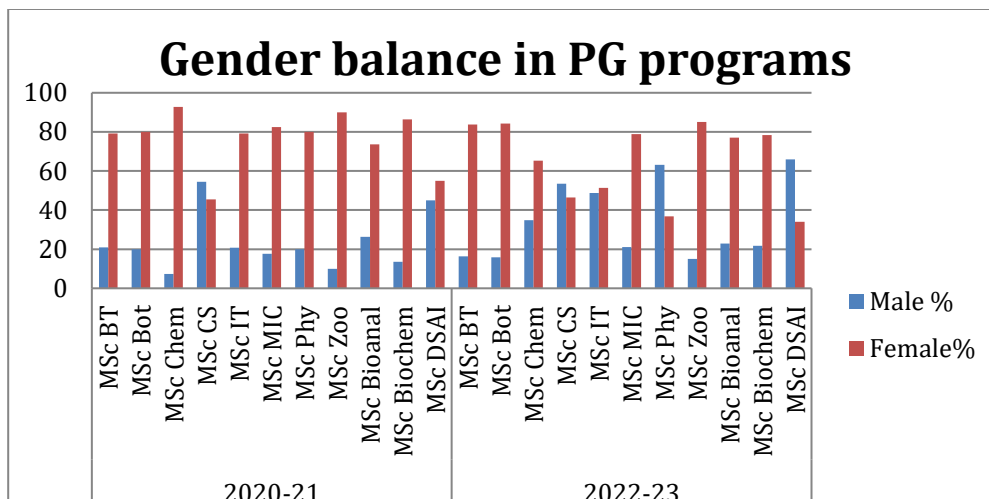
- The graph of Gender balance in UG programs that is BA, BSc and BCom shows maximum representation of females in the academic year 2021-22.
- In the academic year 2022-23 representation of males in BCom is higher whereas in BA and BSc representation of females is higher than males.



**Observations:** The graph of Gender balance in Un-Aided UG programs shows following trends:

- Enrolment of male students in programs like IT, CS and BMS (CM) is higher than females, whereas enrolment of female students in programs like BT, BMS, BAMMC, BSc (DS) and BSc (EVS) is higher in comparison to the male students.

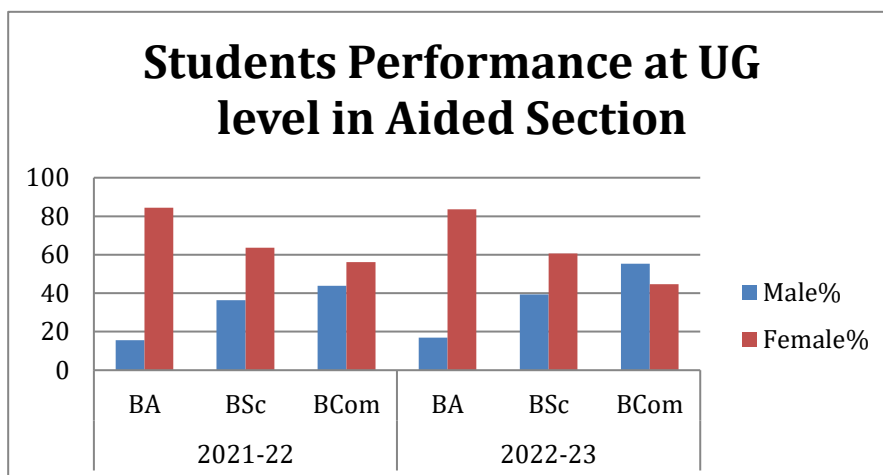
**Please Note:** The programs of BSc (DS) and BSc (EVS) have been started by the institution in the academic year 2022-23



**Observations:** The graphical representations of gender balance in PG programs shows maximum enrolment of females students in the academic year 2021-22 and 2022-23 with few exceptions:

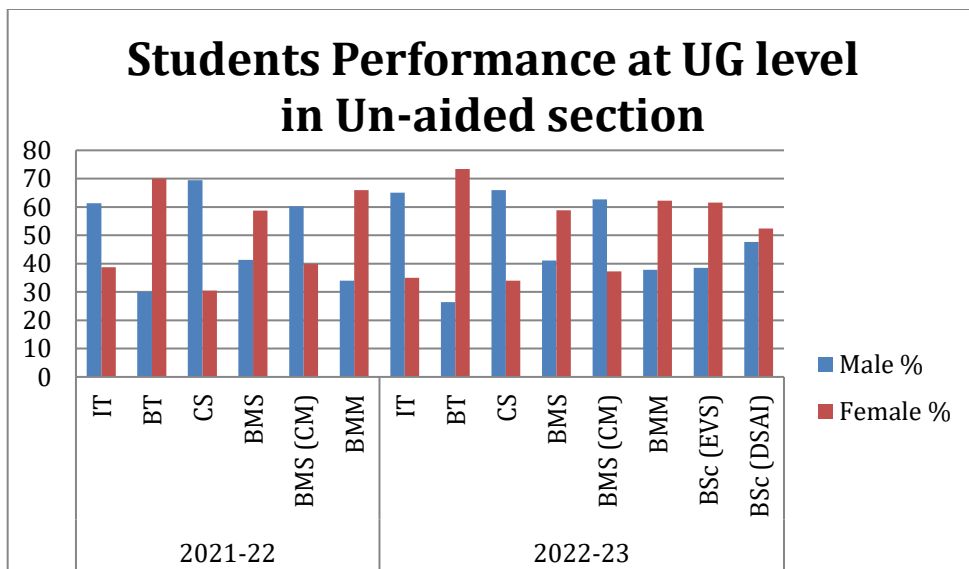
- Enrolment of male students in MSc (CS) is higher in the academic year 2021-22
- Enrolment of male students in MSc (CS), MSc (Physics) and MSc (DSAI) is higher in the academic year 2022-23.

### Students' performance at FY, SY and TY examination in the academic year 2021-22 & 2022-23



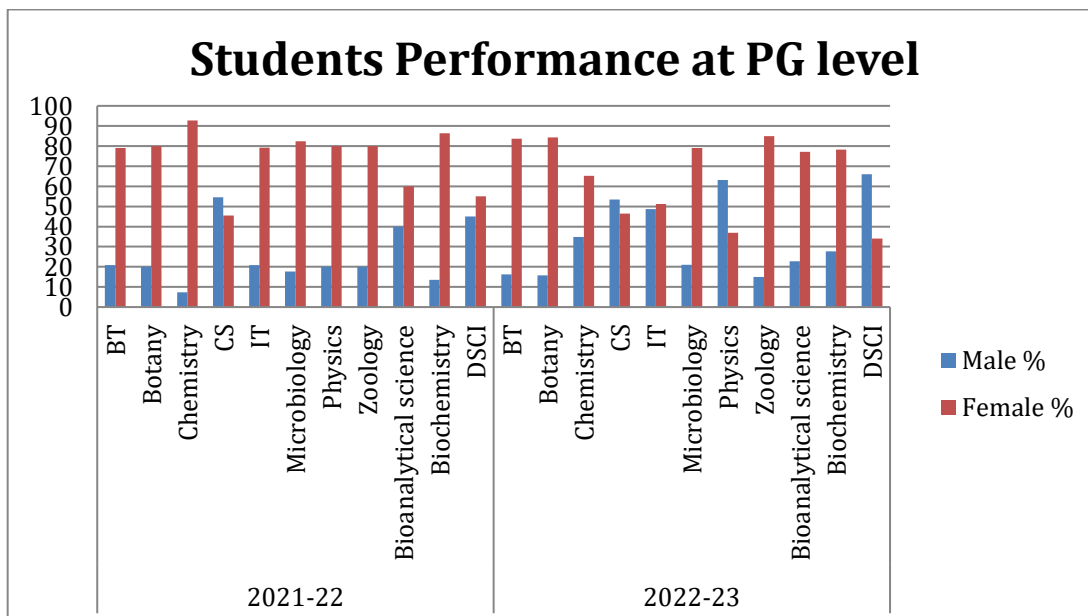
**Observations:** The graphical representation of students' performance at UG level indicates that:

- The percentage of female students passing BA course is higher than the male students in the academic year 2021-22 and 2022-23.
- The percentage of female students passing BSc course is higher than the male students in the academic year 2021-22 and 2022-23.
- The percentage of female students passing BCom course is higher than the male students in the academic year 2021-22 but in the academic year 2022-23 the passing percentage of males is higher in comparison to that of the females.



**Observations:** The graphical representation of students' performance at UG level in Un-aided section indicates that:

- The percentage of male students passing in programs like BSc (IT), BSc (CS), BMS (CM) are more in comparison to that of female students. Since the enrolment of male students in the above-mentioned course is highest, the passing percentage of male students is also higher in the academic year 2021-22 and 2022-23.
- The passing percentage of female students in programs like BSc (BT), BMS, BMM, BSc (EVS) and BSc (DS) is maximum in the academic year 2021-22 and 2022-23.

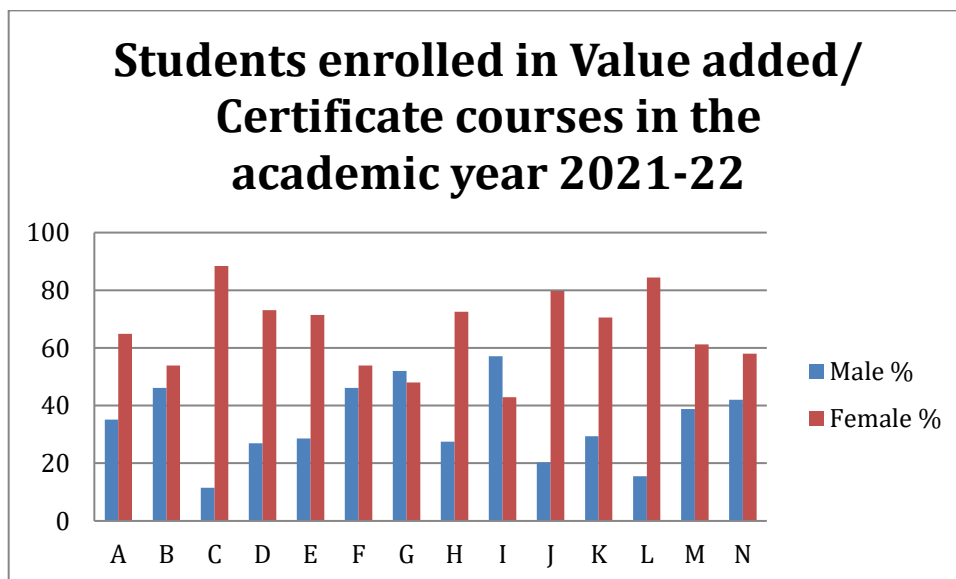


**Observations:** The graphical representation of students' performance at PG level indicates that:

- The passing percentage of male students is more in Computer science in the academic year 2021-22 and 2022-23. The passing percentage of male students is more in physics and Data science in the academic year 2022-23.

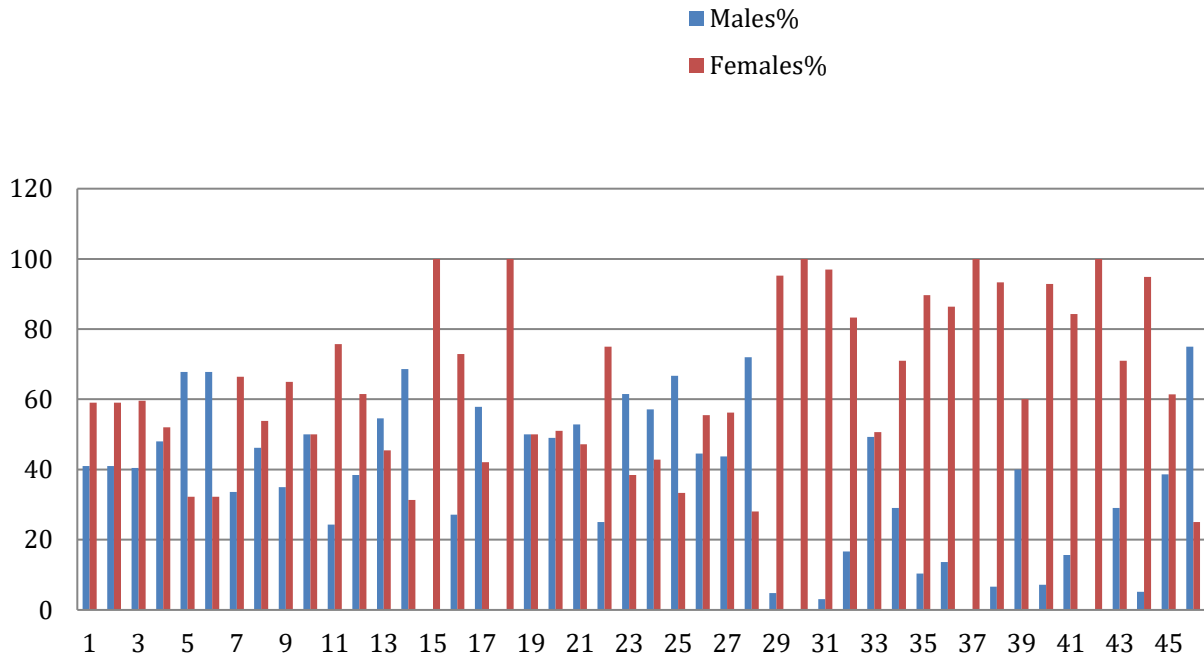
- The passing percentage of male and female students is almost same in the subject of information technology the academic year 2022-23
- However, in majority of the female students have shown highest passing percentage in various subjects.

### Value Added and Certificate courses in academic year 2021-22 and 2022-23



- A=Managerial Skills Development – I & II (BAMMC)
- B= NISM VA -Module - Mutual Fund Distributors Course Training (COE and BMS CM)
- C= Social Media Management (English)
- D= Soft Skills & Appreciation of Poetry (English)
- E= Diploma course in translation (Hindi)
- F= Soft Skills & Samachar lekhan evam Patrakaarita (Hindi)
- G= Soft Skills & Basic Applied Physics (Physics)
- H= Soft Skills & Basic helping skills in psychological counseling (Psychology)
- I= Soft Skills & Critical Thinking Skill (Philosophy)
- J= Soft Skills & Insights into field of biology (Zoology)
- K= Soft Skills & Role of Chemistry in Environmental Science & Sustainability (Chemistry)
- L= Soft Skills & Tree Appreciation (Botany)
- M= Soft Skills & UN Agenda 2030: India towards Zero Hunger (Politics)
- N= Tally Prime (Commerce)

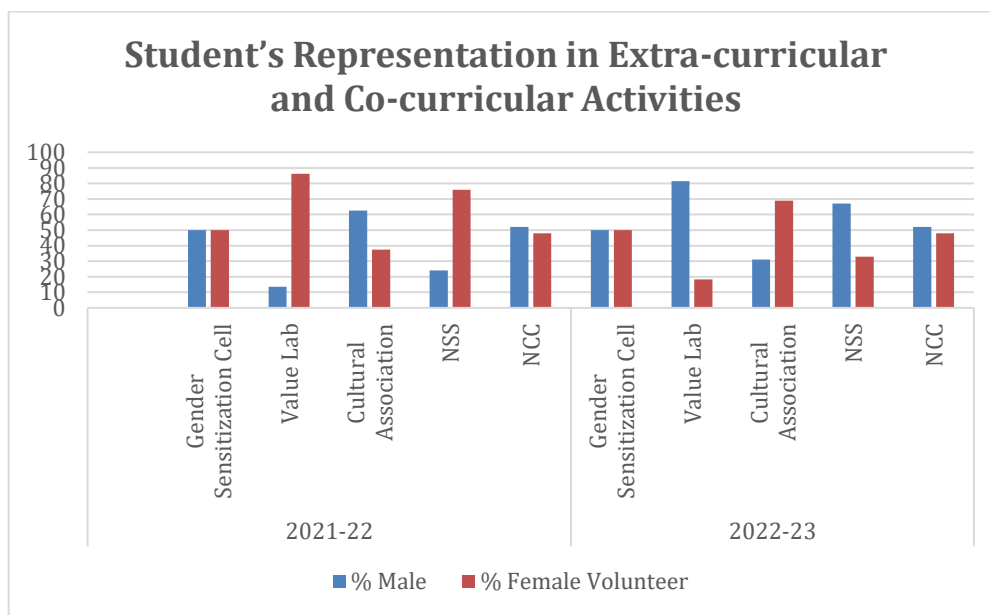
## Students enrolled in Value added/ Certificate courses in the academic year 2022-23



**Observations:**

- Value-added programs and certificate courses are designed by the institute to enhance the skills, knowledge and employability of students beyond their regular curriculum. The courses were most of the time offered in collaboration with industry experts, professional bodies or government agencies.
- It was observed that 14 value added/ certificate courses were conducted by various departments in the academic year 2021-22. Courses like Basic and Applied Physics and Critical Thinking Skills had maximum enrolment of male students whereas in all other courses enrolment of female students was more.
- In the academic year 2022-23, 46 value added/ certificate courses were conducted by various departments.
- In 2022-23, courses like NIMS series XII, VA VB modules, Avogadro spoken tutorial software training, Basic & Advanced Python, Computer Programming C/Java, Embedded system, Oracle DBMS and Basic of Hardware-Assembling & Networking had maximum enrolment of male students, whereas in rest of the courses majority of female students had applied.

### Student's Representation in Extra-curricular and Co-curricular Activities in Academic Year 2021-22 and 2022-23



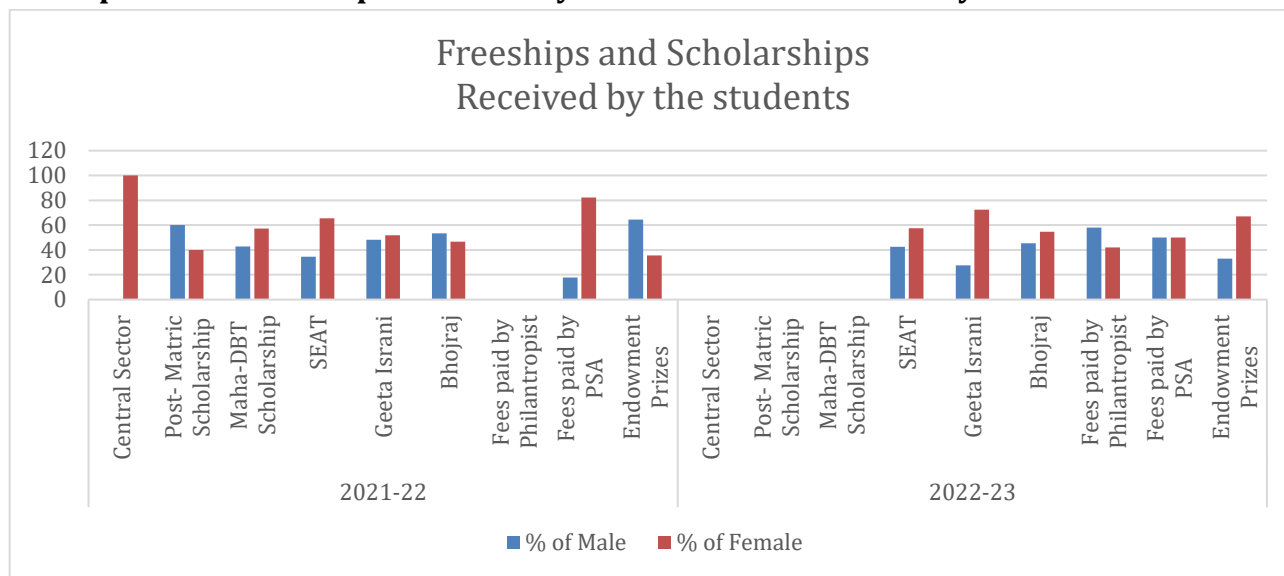
**Observations:** Student participation in extracurricular and co-curricular activities significantly contributes to their holistic personality development.

- **Gender Sensitization Cell and NCC:** Academic Year 2021-22 and 2022-23, both male and female student volunteers demonstrated equal representation in these important cells.
- **Value Lab and NSS (National Service Scheme)** In the academic Year 2021-22, female Students showed higher representation in the Value Lab and NSS. In the academic Year 2022-23, male Students took the lead in participation in the Value Lab and NSS.

- **Cultural Association:** In the academic Year 2021-22, male students, held a majority representation in the Cultural Association and in the academic Year 2022-23, female students took the forefront in the Cultural Association.

These trends highlight the dynamic engagement of students across various domains, fostering a rich and diverse campus environment.

### Freeships and Scholarships Received by the Students in Academic year 2021-22 & 2022-23



### Observations:

- A scholarship is a form of financial aid awarded to students based on various criteria such as **academic achievement, athletic ability**, or other factors. Freeships are a type of financial aid intended to assist students who may lack the financial resources to pay for their education.
- **In the academic year 2021-22:**
  - ✓ **Government Scholarships:** Maximum female students received Central sector scholarship and Maha-DBT scholarships. Post matric scholarship was received by majority of the male students.
  - ✓ **Institutional Scholarships:** SEAT scholarship and freeship in the form of fees paid by PSA i.e Past Student's Association, were conferred to majority of the female students. The percentage of the male and female recipients of Geeta Israni and Bhojraj scholarships were almost same. Endowment prizes were mostly claimed by the male students
  - ✓ In the academic year 2021-22 Institutional scholarships in the form of SEAT scholarship and freeship in the form of fees paid by PSA i.e Past Student's Association, were conferred to majority of the female students.

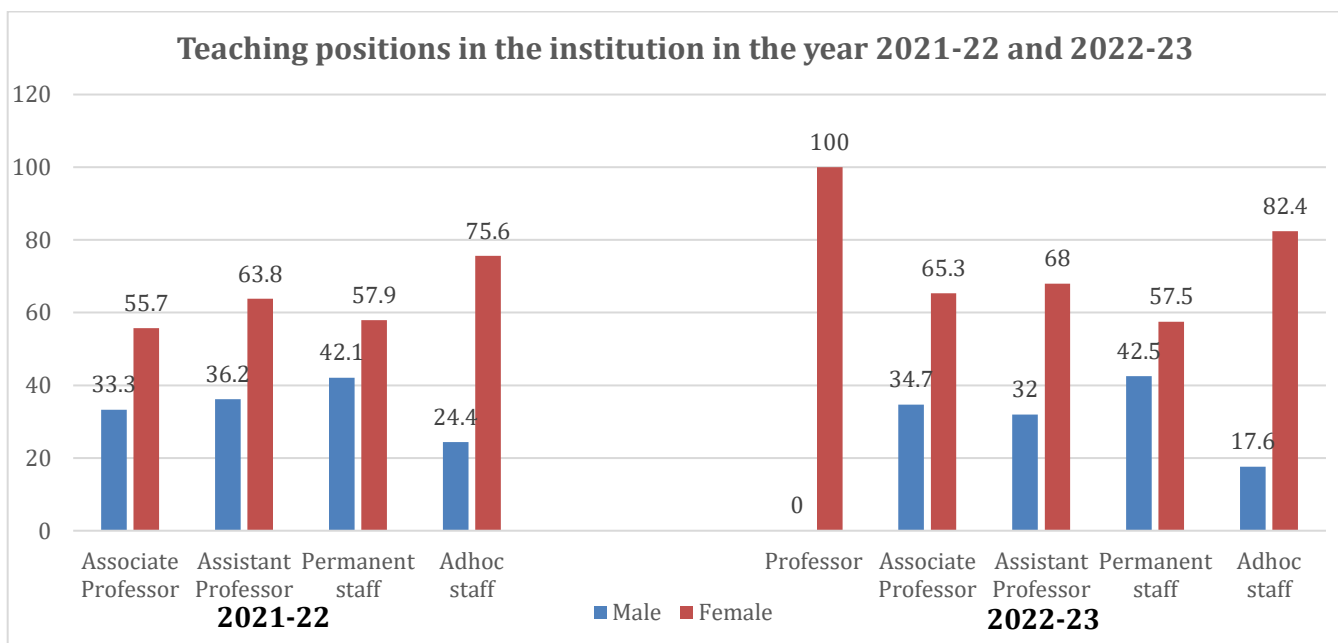
• **In the academic year 2021-22:**

- ✓ Data based on government scholarships conferred to the students was unavailable on government portal.
- ✓ Female students were the maximum recipients of the institutional scholarships like SEAT, Geeta Israni and Bhojraj scholarships and the endowment prizes.
- ✓ Fees paid by PSA (Past Student’s Association) for both male and female students was equal Maximum male students were beneficiaries of freeships in the form of fees paid by the philanthropist.

**TEACHING, NON-TEACHING AND SUPPORT STAFF DATA REPRESENTATION**

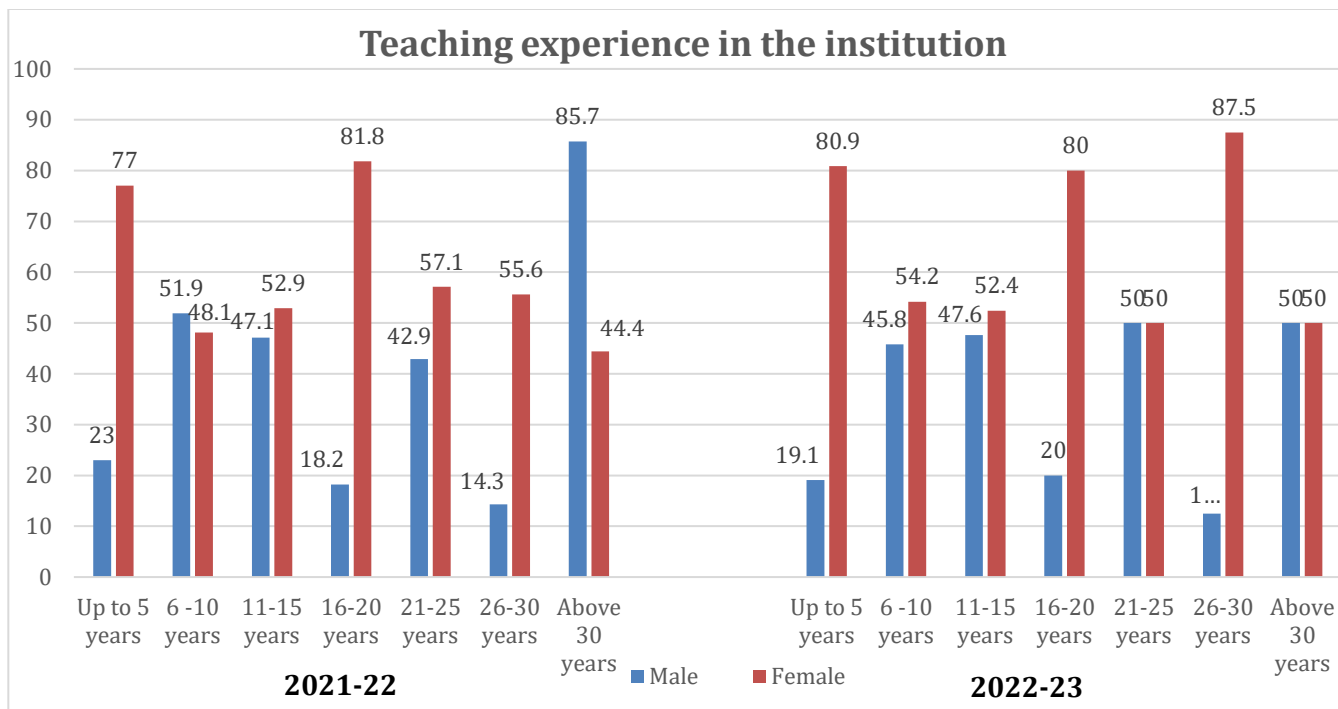
**AND ITS ANALYSIS**

**Teaching Staff in academic & administrative positions in academic year 2021-22 and 2022-23**



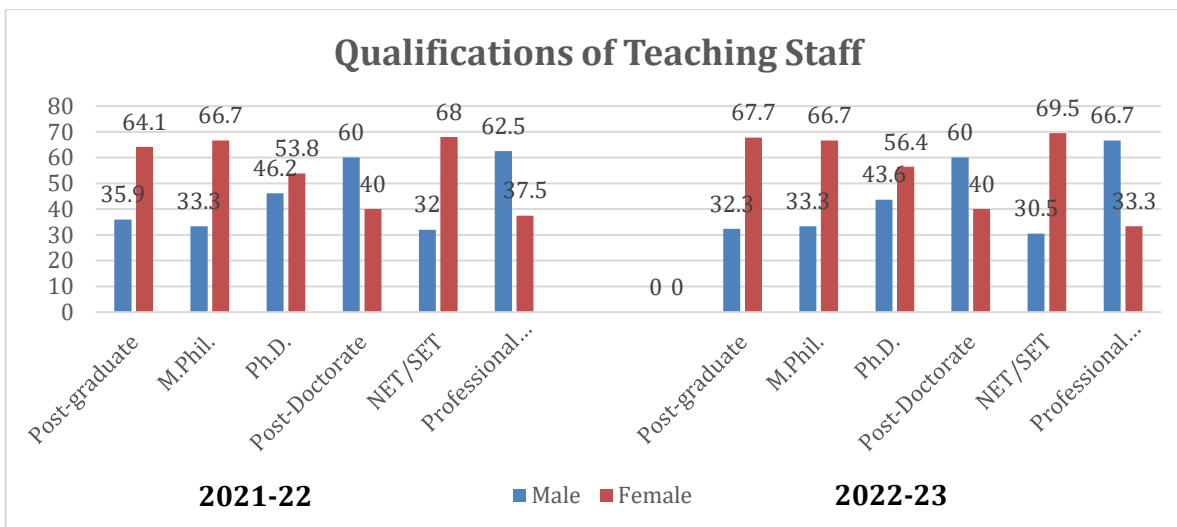
**Observations:** The graphical representation of teaching staff fairly higher female percentage in teaching positions, viz., professor, associate professor and assistant professor level for both the years understudy. The permanent and adhoc positions also show the same trend for the said years.



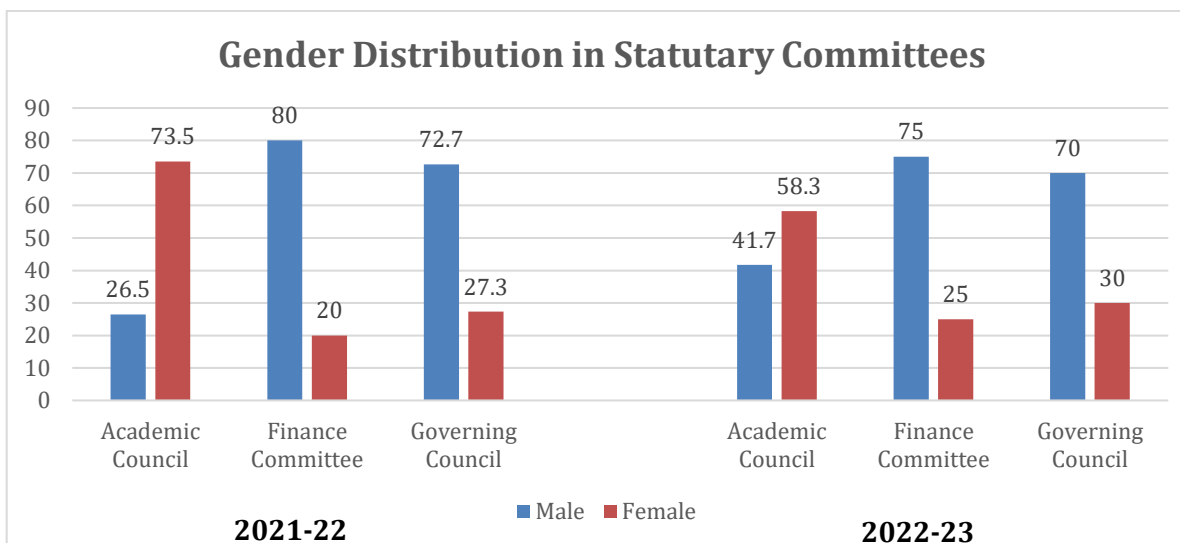


**Observations:** The graphical representation of teaching staff for teaching experience show following trend:

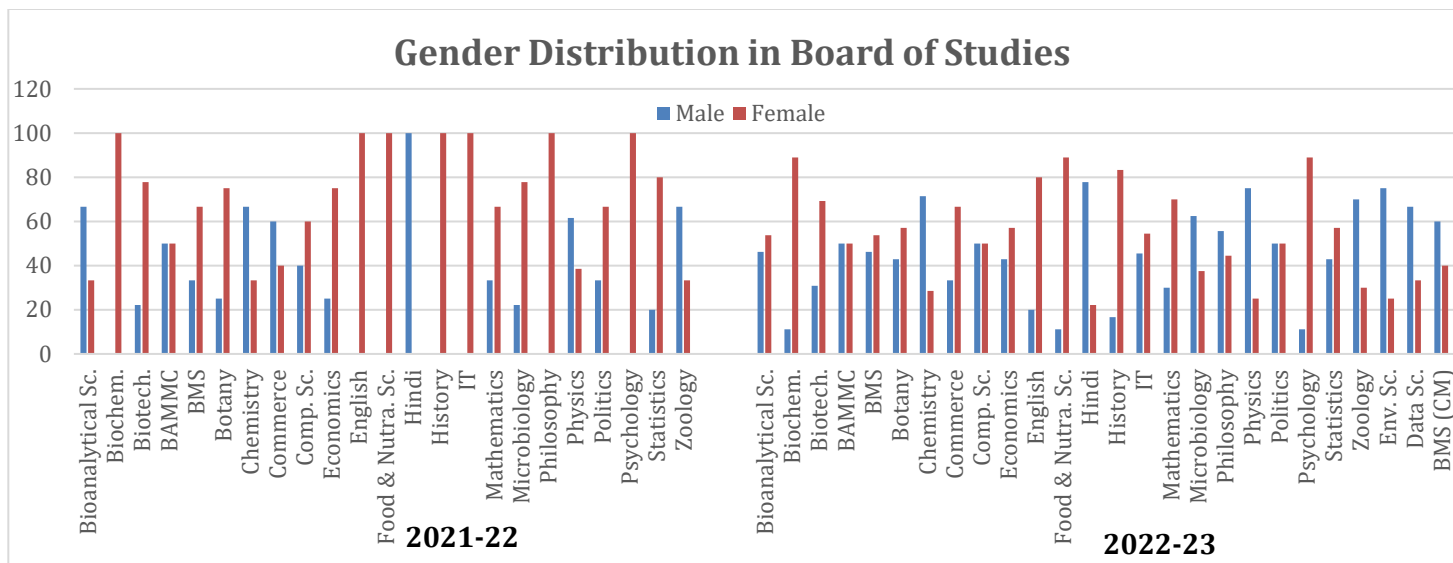
- In the year 2021-22, a higher percentage of the male teaching staff has teaching experience in the categories of 6 to 10 years and above 30 years, while in the rest of the categories, the female percentage is quite high.
- In the year 2022-23, the female teaching staff has fairly higher percentage of teaching experience in all the categories except for 20 to 25 years and above 30 years category, where they are at par male percentage.



**Observations:** The graphical representation of tstaffeachers qualifications show the same pattern for both the years. Male teaching staff is dominating in the category of post-doctoral research and professional courses while those of female staff has shown higher percentage in completion of post-graduation, M.Phil., Ph.D. and qualifying competitive exams like NET/SET.

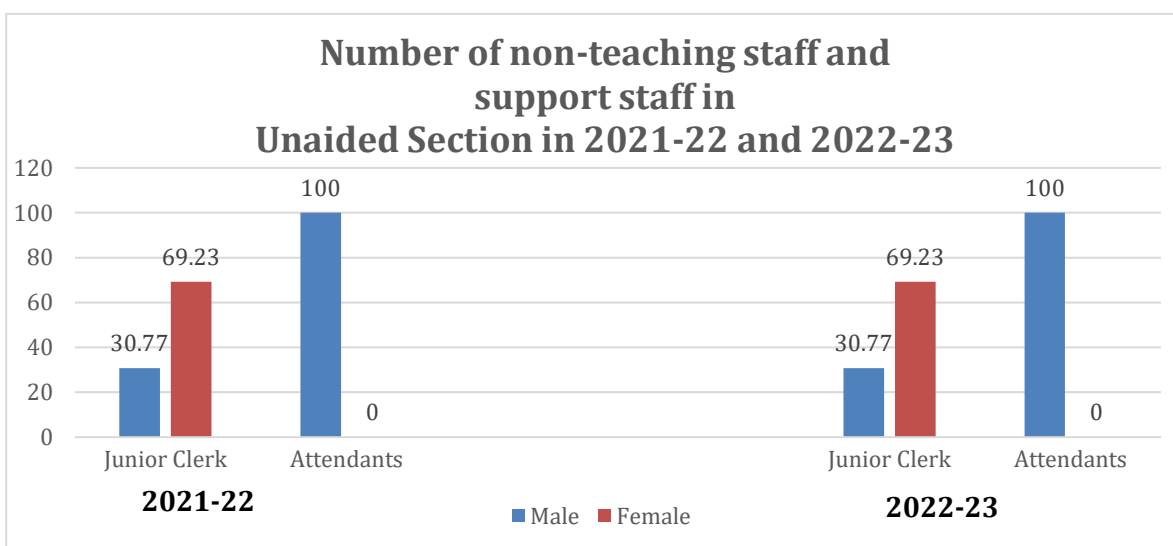


**Observations:** Gender distribution in statutory committees like the finance committee and the governing council has higher male participation while academic council formation shows a higher female percentage for both years understudy.

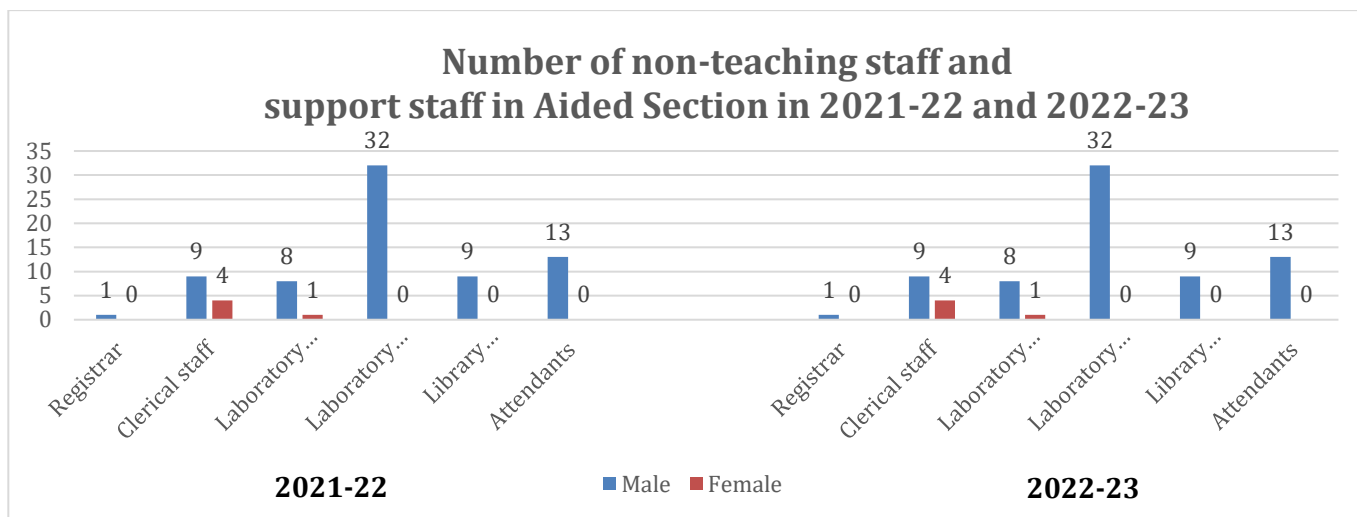


**Observations:** There is a higher percentage of male participation in the BOS of Bioanalytical science, Chemistry, Commerce, Hindi, Physics and Zoology for the year 2021-22 and the years 2022-23 show same trend for the BOS formation of Chemistry, Hindi, Microbiology, Philosophy, Physics, Zoology, Environmental Science, Data Science and BMS (CM). The rest of the BOS shows higher percentage of female participation in its composition for both the said years.

### Non-teaching and support staff in various administrative positions in the academic year 2021-22 and 2022-23



**Observations:** The graphical representation of non-teaching staff positions in the unaided section shows that the percentage of female junior clerks is double the number of male junior clerks and also there is not a single female following in the category of attendant for both years.



**Observations:** Clerical staff and laboratory assistants are the only two categories where there is minor female representation for both the year. In rest all the categories, there is 100 % male presentation for both the years.

## **ANALYSIS OF SURVEY CONDUCTED FOR GENDER AUDIT IN THE ACADEMIC YEAR 2022-23**

### **Analysis of the Survey conducted for Students the academic year 2022-23**

In the academic year 2022-2023, a Gender Audit survey was undertaken. It sought students' views on the institute's approach to gender equality and the initiatives taken by the college. Questionnaire was floated on various students WhatsApp groups and via email to the students and they were requested to give honest response regarding:

- Their awareness about gender sensitization through curriculum and Gender sensitization Cell.
- Health and Hygiene facilities provided by the college for the students
- Safety and security measures taken by the college for the students
- Equal opportunity provided to the students at various levels by the college.

There were **54.5%** of female respondents and **45.5%** of male respondents.

#### **Awareness about gender sensitization and Grievance redressal mechanism**

- **60.7%** of students acknowledged that their college curriculum includes gender sensitization. The curriculum of English, Psychology, Philosophy, Hindi, Political science, BAMMC and BMS departments include topics that are responsible for sensitizing the students regarding gender.
- **45.4%** of students are aware of gender sensitization programs conducted by the college. However, **42.3%** of students were not informed about the Gender Sensitization Committee's efforts in this area. To address this, the college plans to enhance awareness through various strategies such as collaboration with NSS/NCC, classroom campaigns, use of social media and poster displays across the campus. These measures aim to increase student engagement with the Gender Sensitization Committee's activities.
- The survey results also indicated that, a significant **65.2%** of students are unaware of the procedure for contacting the Grievance Committee and a vast majority, **95.8%**, have not submitted any grievances to the Grievance Committee. This suggests a need for better communication regarding the grievance process or it could mean that students have not encountered situations requiring intervention by the committee. It's essential to clarify the grievance submission process and ensure students are informed and comfortable with utilizing these resources.

#### **Feedback based on Health and Hygiene measures taken by the college for the students**

Regarding washroom facilities for both genders, the survey results indicate the following:

- **Availability and Adequacy:** **86.7%** of students reported that there are an adequate number of washrooms for male and female students in the college.
- **Cleanliness and Amenities:** **88%** of students mentioned that these washrooms are Clean, have continuous water supply and contain a sufficient number of dustbins for waste disposal.

- **Sanitary Napkin Vending Machines:** 51.34% of the female students confirmed that sanitary napkin vending machines are available and in working condition in ladies' washrooms.

These findings highlight the importance of maintaining well-equipped and hygienic washroom facilities to support the needs of all students.

#### **Feedback based on Security and Safety measures taken by the college for the students**

The survey findings regarding campus security and safety are as follows:

- **Security Personnel:**90% of students confirmed the presence of security guards on campus, including female security guards.
- **Lighting:**85% of students reported that there is adequate lighting in college corridors, common areas, and toilets.
- **CCTV Surveillance:** A little over half, 55.3%, of the students are aware that the college campus is monitored by CCTV surveillance.

These statistics suggest a well-secured campus environment, with room to improve awareness about the surveillance measures in place.

#### **Feedback based on Equal opportunity rendered to the students by the college**

The survey highlights a positive environment for gender equality in the college, as reflected in the following responses:

- **95.8%** of students feel that all genders are given equal opportunities for the free and fair expression of ideas.
- The majority also believe that equal opportunities are available to all genders for participation in co-curricular and extra-curricular activities.
- **93.3%** of students perceive the approach of college authorities, both teaching and non-teaching staff, as equal and fair to all genders.
- **78%** agree that the college's rules are equal and fair to all genders.

These responses underscore the college's commitment to fostering an inclusive atmosphere where all students have equal chances to express themselves and engage in various college activities.

### **Analysis of the Survey conducted for Teaching Staff members in the academic year 2022-23**

In the academic year 2022-2023, a Gender Audit survey was undertaken for the Teaching Staff of the college. It sought Teaching staffs' views on the institute's approach to gender equality and the initiatives taken by the college. Questionnaire was floated on WhatsApp groups and Emails. The Teaching Staff were requested to give honest response regarding:

- Equal opportunity provided to the Teaching Staff at various levels by the college.
- Health and Hygiene facilities provided by the college for the teaching staff
- Safety and security measures taken by the college for the teaching staff
- Their awareness about Gender sensitization Cell.

Out of 58 respondents, **63.7%** of the respondents were females and **36.2%** were male respondents.

#### **Feedback regarding equal opportunities provided to the teaching staff members:**

- 94.8% of the staff are of the opinion that equal opportunities are provided to all genders to work with various committees and associations
- 96.6% of the Teaching staff reported that equal opportunity is given to all genders for free and fair expression of ideas

It seems that the majority of the teaching staff feel positive about the opportunities provided for committee involvement and idea expression, which is excellent.

#### **Feedback regarding awareness of the staff members about Gender Sensitization Cell and Grievance redressal**

- 84.5% of the Teaching staff agreed to the fact that guest lectures, seminars, workshops are conducted on gender sensitive issues
- 79.3% of the Teaching staff agreed that a Grievance cell to address Teachers' grievances has been set up in the college

The awareness of the Gender Sensitization Cell and Grievance redressal also appears to be well-received, though there might be room for improvement in communication and engagement.

#### **Feedback regarding safety and security measures taken by the college for the Teaching staff members**

- 89.7% are of the opinion that CCTV cameras are installed in the campus and adequate security arrangements have been made in the campus and common areas during day and night.
- 74.1% of the teaching staff agree that adequate lighting is available inside the campus during night
- Few of the teaching staff members feel that CCTV cameras should be installed in elevator which is mostly used by the teaching staff and non-teaching support staff members.

In terms of safety and security, the installation of CCTV cameras and adequate lighting are seen as positive steps, but the suggestion to install cameras in elevators indicates a need for enhanced security measures in specific areas.

### **Feedback regarding Health and hygiene facilities provided by the college to the teaching staff members**

- 82.8 % of the teaching staff are of the opinion that adequate number of toilets are available in the campus for Staff.
- 96.6 % of the staff are of the opinion that adequate disposal bins are available in the toilet
- However, some of the staff members suggested that there should be atleast one drinking water tap and wash basin for washing hand on every floor.
- Few staff members also suggested that adequate toilets should be available for staff on each floor. Water and plumbing issues should be addressed.

The feedback on health and hygiene facilities shows a good level of satisfaction with the number of toilets and disposal bins. However, the suggestions for more drinking water taps, washbasins, and toilets on every floor, as well as addressing water and plumbing issues, highlight areas for potential improvement.

#### **Other suggestions:**

When staff members were asked for the suggestions to further enhance gender sensitivity and equality in the institute, we have received following suggestions,

- 51.7% suggested that we need to have more seminars/workshops /discussions/talks on gender sensitive issues
- 27.6% of the staff members are of the opinion that the college needs to Improve the complaints handling process
- 51.7% suggested to arrange for self-defence training classes
- Some of the teaching staff members are of the opinion that:
- Increase the online presence of the GSC through posting about workshops being organized or by posting articles about gender sensitive issues so that the awareness regarding these issues amongst not only the students but also the faculty is increased which will not only be beneficial for the people attending these workshops or reading these articles but also will be beneficial for the college.

The other suggestions provided by the staff members, such as more seminars on gender-sensitive issues, improving the complaints handling process, arranging self-defense training classes, and increasing the online presence of the Gender Sensitization Cell, are constructive and could significantly contribute to enhancing gender sensitivity and equality within the institute.

The institution will consider these suggestions and feedback seriously, as they can help in creating a more inclusive, safe, and comfortable environment for all staff members. Implementing these changes could also reflect positively on the institution's commitment to gender equality and staff welfare. If you need assistance in drafting a plan or proposal to address these suggestions, feel free to ask for help.



### **Analysis of the Survey conducted for Non-Teaching Staff members in the academic year 2022-23**

In the academic year 2022-2023, a Gender Audit survey was undertaken for the Non-teaching Support Staff of the college. It sought support staffs' views on the institute's approach to gender equality and the initiatives taken by the college. Questionnaire was floated on various WhatsApp groups and the Non-teaching Support Staff were requested to give honest response regarding:

- Equal opportunity provided to the support staff at various levels by the college.
- Health and Hygiene facilities provided by the college for the Non-Teaching Support Staff
- Safety and security measures taken by the college for the Non-Teaching Support Staff
- Their awareness about Gender sensitization Cell.

The Non-Teaching Support Staff members were ensured that their responses will be kept confidential. Since few of the Non-teaching Support Staff members find answering to the questionnaire in English, difficult, each question in the questionnaire was translated in Hindi.

Out of 22 respondents, **54.5%** of the respondents were females and **45.5%** were male respondents.

#### **Feedback regarding Equal opportunity rendered by the college to the support staff**

The non-teaching support staff members at our college perceive equal opportunities and fair treatment across genders. According to the non-teaching support staff members reported the following regarding:

- **Equal Opportunity and Fair Expression:** All respondents reported that the college provides equal opportunities for free and fair expression. This is a crucial aspect of fostering an inclusive environment where everyone's voice is heard and respected. The commitment to non-discrimination ensures that individuals can contribute without any gender-based constraints.
- **Work Assignments and Responsibilities:** **95.5 %** of the Non-Teaching Support Staff have reported that the college authorities assign duties and responsibilities in a fair manner to the staff irrespective of their gender. Since college authorities assign work, duties, and responsibilities fairly, regardless of gender, there is harmonious work environment. Prevention of biases helps in professional growth of the employee.
- **Maternity/Paternity Leaves and Child Care:** Supporting employees during significant life events, such as childbirth, is essential for their well-being and work-life balance. It's encouraging that **95.5%** of respondents mentioned that maternity and paternity leaves, along with child care leaves, are available in accordance with college policies.
- **Addressing Grievances:** An efficient grievance redressal system ensures transparency, trust, and employee satisfaction. **95.5 %** of the Non-Teaching Support Staff are of the opinion that grievances are addressed by college authorities in a fair manner.

By maintaining these positive practices and addressing any areas of improvement our college will continue to create an environment where all genders thrive and contribute effectively.

### Feedback regarding awareness of Gender Sensitization Cell

- **Awareness of Gender Sensitization Cell:** 27.3% of the respondents were **not aware** of the existence of the Gender Sensitization Cell. The Gender Sensitization Cell of our college aims to **promote awareness** by conducting awareness campaigns specifically targeting non-teaching staff to familiarize them with the Gender Sensitization Cell's functions and resources and by providing **regular updates** so as to ensure that information about upcoming workshops, events, and policies related to gender sensitivity reaches all stake holders of the college consistently.
- **Programs conducted by Gender Sensitization Cell:** It's encouraging that **95.5%** of the respondent's reported awareness of Gender Sensitization Cells initiatives such as **lectures, seminars, and workshops** on topics related to prevention of sexual harassment and women empowerment. These educational sessions play a crucial role in fostering a gender-sensitive environment and equipping staff with knowledge and skills.  
Thus, by creating awareness and engagement of Non -teaching support staff members in Gender Sensitization Cell activities our college will continue to promote a respectful and inclusive atmosphere for everyone.

### Feedback regarding Health and Hygiene measures provided by the college to the Non-Teaching Support Staff.

- All the Non- Teaching Support Staff members reported that adequate number of toilets available in the campus for the staff.
- When questioned about the hygiene measures taken by the college in the washrooms: **86.4%** of the respondents said that there is enough water, **59.1 %** reported that the soap is available to maintain hygiene and **54.5 %** of the Non-teaching Support staff members reported that dustbins are also available for proper waste disposal in the washrooms.
- **36.84%** of the female Non-Teaching Support Staff have reported that Napkin Vending machine is available in the college.

### Feedback regarding Safety and Security measures provided by the college to the Non-Teaching Support Staff.

- **Adequate Lighting:** Proper lighting contributes significantly to safety and prevents accidents. All non-teaching support staff members reported that the campus, including corridors, common areas, and toilets, is adequately lit during both day and night. Proper lighting contributes significantly to safety and prevents accidents.
- **24X7 Security Guard:** All the Non-Teaching Support Staff members have reported that Security guards are present in the college campus 24X7. The presence of a security guard available round the clock ensures a secure environment for everyone on campus. Having a vigilant security team enhances safety and provides reassurance.

- **CCTV Surveillance:** All the Non-Teaching Support Staff members have also reported that the prominent locations within the college are under the surveillance of CCTV cameras. This measure helps monitor activities, prevent incidents, and maintain a secure atmosphere.
- **Female Security Staff:** Having female security personnel contributes to a gender-sensitive approach and ensures that everyone feels comfortable and respected.
- **95.5%** of the non-teaching support staff members expressed their opinion that female security staff are appointed on campus.

Thus, maintaining these positive practices and addressing any areas of improvement our college will continue to prioritize safety and security for all staff members.

**SUMMARY AND CONCLUSION:**

The Internal Quality Assurance Cell, Gender Sensitization Cell and Internal Complaint Cell (ICC) of the SIES College of Arts, Science and Commerce (Empowered Autonomous) conducted a gender audit for the academic years 2021-22 and 2022-23.

The primary staff and students' data was collected from the college office for the academic year 2021-22 and 2022-23. The survey-based methodology was also used to gather feedback from the stakeholders concerning safety and security measures, health and hygiene facilities, and grievance redressal. The data gathered was analysed statistically and represented graphically. Based on the following findings from the data analysis, an audit report was prepared and presented to AKSHARA for the expert's suggestions and recommendations.

**Findings:****Students:****1. Higher enrolment of female students at:**

- UG and PG courses
- Across various social categories except NTA, SBC and ST
- Aided courses except BCom
- Unaided courses except IT, CS, BMS CM
- PG programs except CS, Physics and DS

**2. Passing percentage of students is more in:**

- All aided UG courses except BCom
- All unaided courses except IT, CS, BMS CM
- All PG courses except CS, IT, Physics and DS
- Higher representation of female students in:
- Enrolment for various soft skill/ value added/Certificate courses
- Extra-curricular and Co-curricular activities

**3. Scholarships and Freeships:**

- The majority of the female students are the recipients of Government and institutional freeships and scholarships

**Teaching Staff:****1. Representation of higher female percentage in:**

- Teaching positions designation-wise, viz., professor, associate professor and assistant professor level.
- Teaching position category-wise, viz., permanent and adhoc positions.
- Teaching experience in all the categories except for the 20 to 25 years and above 30 years category, where they are at par male percentage for the year 2022-23.
- Completion of post-graduation, M.Phil., Ph.D. and qualifying competitive exams like NET/SET.
- Participation in academic council formation.

- Various BOS compositions except for Bioanalytical science, Chemistry, Commerce, Hindi, Physics, Microbiology, Philosophy, Environmental Science, Data Science and BMS (CM) and Zoology.

## 2. Representation higher percentage of male in:

- Teaching experience in the categories of 6 to 10 years and above 30 years.
- Completion of post-doctoral research and professional courses.
- Participation in statutory committees like the finance committee and the governing council.
- BOS compositions of Bioanalytical science, Chemistry, Commerce, Hindi, Physics, Microbiology, Philosophy, Environmental Science, Data Science and BMS (CM) and Zoology.

### Non-teaching staff

- In the unaided section, the percentage of female junior clerks is double the number of male junior clerks.
- There is not a single female staff falling in the category of attendant.
- In the aided section, clerical staff and laboratory assistants are the only two categories showing minor female representation.

Thus, SIES College of Arts, Science and Commerce (Empowered Autonomous) hopes to create, attract, and retain gender-sensitive staff who in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country.

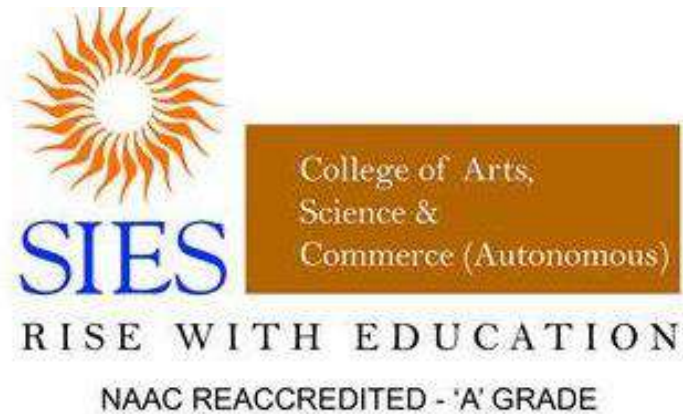
**Mrs. Geeta Paluskar**  
**Internal Quality Assurance**  
**Cell, Coordinator**

**Dr. Rupali Vaity**  
**Gender Sensitization Cell,**  
**Convenor**

**Dr. Neeraja Tutakne**  
**Internal Complaint**  
**Committee, Convenor**



**Principal**  
**SIES College of Arts, Science &**  
**Commerce (Autonomous)**  
**Sion (West), Mumbai - 400 022.**



**GENDER AUDIT - ANNEXURES**  
**ACADEMIC YEARS**  
**2021-22 & 2022-23**



**SIES**

College of Arts,  
Science & Commerce  
(Autonomous)

RISE WITH EDUCATION

---

AFFILIATED TO UNIVERSITY OF MUMBAI - NAAC REACCREDITED - 'A' GRADE

---

## GENDER POLICY

SIES College is a co-ed institute which believes in inclusive education, equality, and fairness to all genders. The organization is committed for ensuring that all employees and students can access and enjoy the same rewards, resources, opportunities, and freedom of expression, regardless of their gender.

**Scope:** The policy is applicable to all the employees and students of this organization. It focuses on recognizing the diverse capacities and needs of the stakeholders; and on addressing their issues at appropriate forums. The policy also aims at building a culture which respects gender diversity and creating awareness about gender issues among the stakeholders.

Objectives:

1. To provide guidelines to integrate gender concerns into the organizational goals, work culture and curriculum.
2. To Create conducive and safe atmosphere which provides equal opportunities and freedom of expression for all genders
3. To Promote gender balance in all the functions of the organization-administrative, teaching learning, student activities and support functions.

The Gender policy

1. The organization shall provide equal opportunity to all genders at the time of recruitment of employees.
2. The employees shall be entitled to maternity/paternity leave as per the prevalent regulations.
3. All the employees shall get equal opportunity in organizational functions, administrative committees and academic activities.
4. The organization shall provide equal opportunity to all genders at the time of student admissions.
5. The organization shall provide equal opportunities to participate in curricular and co-curricular activities for all the students on campus.



6. Mentoring and counseling facilities shall be available to all students.
7. The organization shall take all the necessary measures for the safety and security of all present on campus. Women security guards and support staff shall be appointed on the campus. Separate washrooms and cloak rooms shall be provided for female employees and girl students.
8. The Gender Sensitization Cell shall take active measures in creating awareness about Women Empowerment and Gender sensitization issues. All the seminars, workshops and other activities shall provide a platform for free expression of ideas and opinion.
9. The committees like Gymkhana, NSS and NCC shall conduct programs on gender sensitization and women empowerment. The principle of equal opportunity to all will be followed in all programs.
10. The grievance redressal cell shall be responsible for addressing (non-anonymous) grievances of all employees and students, which shall function in a fair, unbiased and confidential manner.
11. The Internal Complaints committee shall be constituted and shall function as per the UGC guidelines for Prevention, Prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions Regulation 2015, notification dated 2<sup>nd</sup> May 2016.
12. Curriculum involving gender sensitization issues shall address the same in a responsible manner.



Date: 18/12/2023

A handwritten signature in blue ink, appearing to read "Uma Shankar".

Principal  
Dr. Uma Shankar



# Gender Audit Survey- Students

Our college is conducting a survey for gender audit. You are requested to respond to this questionnaire with respect to your experience in this college. Please note, there are no right or wrong answers. Please respond honestly and help us develop safe and fair environment for all the genders. Confidentiality of your responses will be maintained.

\* Indicates required question

---

1. Email \*

---

2. Gender \*

*Mark only one oval.*

Male

Female

Prefer not to say

The questionnaire

Kindly respond to the following questions based on your experience. Please respond honestly.

3. Is gender sensitization a part of your curriculum in your college? \*

*Mark only one oval.*

Yes

No

4. Does the college conduct programmes about gender sensitization? \*

*Mark only one oval.*

Yes

No

Not aware

5. Are you aware about the gender sensitization cell set up in the college? \*

*Mark only one oval.*

Yes

No

6. Are you aware about the process of reaching out to Grievance Committee, in case you have a grievance? \*

*Mark only one oval.*

Yes

No

7. Have you submitted any grievance to the Grievance Committee? \*

*Mark only one oval.*

Yes

No

8. Is there a ladies/ gents common room available on campus? (Answer with reference to your gender) \*

*Mark only one oval.*

Yes

No

9. Are there adequate number of washrooms for male/ female students on campus? (Answer with reference to your gender) \*

*Mark only one oval.*

Yes

No

10. Is hygiene maintained in the washrooms (e.g. cleanliness of toilets, adequate number of dustbins, availability of water etc.)? (Answer with reference to washrooms for your gender) \*

*Mark only one oval.*

Yes

No

11. The following question is to be answered by female students: Is there sanitary-napkins vending machine available in working condition in ladies washrooms?

*Mark only one oval.*

Yes

No

12. Security guards are available on campus ? \*

*Mark only one oval.*

Always

Sometimes

Never

13. Is a lady security guard available on campus? \*

*Mark only one oval.*

Yes

No

14. Is adequate lighting available in college corridors, common areas, toilets etc.? \*

*Mark only one oval.*

Always

Sometimes

Never

15. Is your college campus (corridors, common areas etc.) under CCTV surveillance? \*

*Mark only one oval.*

Yes

No

Not aware

16. In your opinion, is equal opportunity given to all the genders for free and fair expression of ideas in this college? \*

*Mark only one oval.*

Yes

No

17. Is equal opportunity provided to all the genders to participate in co-curricular and extra-curricular activities in your college? \*

*Mark only one oval.*

Yes

No

18. In your opinion, is approach of your college authorities, teaching and non-teaching staff equal and fair to all the genders? \*

*Mark only one oval.*

Yes

No

19. In your opinion, are the rules of this college equal and fair to all the genders? \*

*Mark only one oval.*

Always

Sometimes

Never

---

This content is neither created nor endorsed by Google.

Google Forms

# Teaching staff gender audit survey

Dear Colleague

GSC, ICC and IQAC have initiated Gender Audit and are conducting this survey to gather information for the same.

Kindly respond to the following questionnaire to help us with the audit.

*\* Indicates required question*

---

1. Email \*

---

2. Equal opportunity is provided to all genders to work with various committees and associations \*

*Mark only one oval.*

Agree

Disagree

Neutral

3. Equal opportunity is given to all genders for free and fair expression of ideas \*

*Mark only one oval.*

Agree

Disagree

Neutral

4. Guest lectures/ seminars/ workshops are conducted on gender sensitive issues \*

*Mark only one oval.*

- Yes  
 No  
 Maybe

5. A Grievance cell to address Teachers' grievances has been set up in the college \*

*Mark only one oval.*

- Yes  
 No  
 Not aware

6. CCTV cameras are installed in the campus \*

*Mark only one oval.*

- Yes  
 No  
 Maybe

7. Adequate security arrangements have been made in the campus and common areas during day and night. \*

*Mark only one oval.*

- Agree  
 Disagree  
 Neutral

8. Adequate lighting is available inside the campus during night \*

*Mark only one oval.*

- Yes  
 No  
 Maybe

9. Adequate number of toilets are available in the campus for Staff. \*

*Mark only one oval.*

- Agree  
 Disagree  
 Neutral

10. Adequate disposal bins are available in the toilet \*

*Mark only one oval.*

- Yes  
 No  
 Maybe

11. Do you have any suggestions to further enhance gender sensitivity and equality in the institute? You may select more than one option \*

*Check all that apply.*

- Have more seminars/workshops /discussions/talks on gender sensitive issues  
 Improve the complaints handling process  
 Arrange for self defence training classes  
 Other: \_\_\_\_\_



# Google Forms



# Gender Audit Survey- Non Teaching Staff

Our college is conducting a survey for gender audit. You are requested to respond to this questionnaire with respect to

your experience in working in this college. Please note, there are no right or wrong answers. Please respond honestly and help us develop safe and fair environment for all the genders. Your response and time is valuable to us.

Responses will be kept confidential.

(जेंडर ऑडिट के लिए हमारा कॉलेज सर्वे करा रहा है। आपसे अनुरोध है कि इस कॉलेज में काम करने के अपने अनुभव के संबंध में इस प्रश्नावली का उत्तर दें। कृपया ध्यान दें, कोई सही या गलत उत्तर नहीं हैं। कृपया ईमानदारी से जवाब दें और सभी लिंगों के लिए सुरक्षित और निष्पक्ष वातावरण विकसित करने में हमारी मदद करें। आपकी प्रतिक्रिया और समय हमारे लिए मूल्यवान है।

प्रतिक्रियाओं को गोपनीय रखा जाएगा।)

\* Indicates required question

---

1. Email \*

---

2. Gender \*

*Mark only one oval.*

- Male (पुरुष)
- Female(स्त्री)
- Prefer not to say(गुप्त रखना है)

3. Does the college give equal opportunity to all the genders for free and fair expression of ideas? (क्या कॉलेज में सभी लिंगों के व्यक्तियों को विचारों की स्वतंत्र और निष्पक्ष अभिव्यक्ति के लिए समान अवसर मिलता है?) \*

*Mark only one oval.*

- Yes
- No

4. Does the college authorities assign duties and responsibilities in a fair manner to the staff irrespective of their gender?(क्या कॉलेज के अधिकारी कर्मचारियों को लिंगभेद किए बिना उचित तरीके से कर्तव्यों और जिम्मेदारियों को सौंपते हैं?) \*

*Mark only one oval.*

- Always  
 Sometimes  
 Never

5. Maternity leave/Child care leave/ Paternity leave are made available as per policy without discrimination?(मैटरनिटी लीव/चाइल्ड केयर लीव/पितृत्व अवकाश बिना किसी भेदभाव के नीति के अनुसार उपलब्ध कराया जाता है?) \*

*Mark only one oval.*

- Yes  
 No

6. Are your Grievance addressed by the authorities in a fair manner?(क्या आपकी शिकायत को अधिकारियों द्वारा निष्पक्ष तरीके से संबोधित किया गया है?) \*

*Mark only one oval.*

- Yes  
 No

7. Are you aware of the existence of Gender Sensitization Cell in our college ? (क्या आप हमारे कॉलेज में जेंडर सेंसिटाइजेशन सेल के अस्तित्व के बारे में जानते हैं?) \*

*Mark only one oval.*

- Yes  
 No

8. Does college conduct programs (lectures/seminars/workshop/webinar) on prevention of Sexual Harassment, women empowerment and other gender related concerns ?(क्या कॉलेज यौन उत्पीड़न की रोकथाम, महिला सशक्तीकरण और अन्य लिंग संबंधी चिंताओं पर कार्यक्रम (व्याख्यान/सेमिनार/कार्यशाला/वेबिनार) आयोजित करता है?) \*

*Mark only one oval.*

Yes

No

9. Are adequate number of toilets available in the campus for the staff?(क्या कॉलेज में कर्मचारियों के लिए पर्याप्त संख्या में शौचालय उपलब्ध हैं?) \*

*Mark only one oval.*

Yes

No

10. Adequate facilities are available inside the toilet with respect to (शौचालय के अंदर पर्याप्त सुविधाएं उपलब्ध हैं जैसे के) \*

*Check all that apply.*

Availability of water(पानी)

Soap(साबून)

Napkin Vending Machine (for female staff)

Waste Disposal Bin (for female staff)

11. Is the campus (corridors, common areas, toilets) adequately lit during day and night time?(क्या कॉलेज परिसर (गलियारों, सामान्य क्षेत्रों, शौचालयों) में दिन और रात के समय पर्याप्त रोशनी है?) \*

*Mark only one oval.*

Yes

No

12. Is the security guard available in the campus 24X7?(क्या परिसर में सुरक्षा गार्ड 24X7 उपलब्ध है?) \*

*Mark only one oval.*

Yes

No

13. Do you have female security staff appointed in the campus? (क्या आपके परिसर में महिला सुरक्षा कर्मचारी नियुक्त हैं?) \*

*Mark only one oval.*

Yes

No

14. Are the prominent locations in the college under the surveillance of CCTV cameras?(क्या कॉलेज के प्रमुख स्थान सीसीटीवी कैमरे की निगरानी में हैं?) \*

*Mark only one oval.*

Yes

No

---

This content is neither created nor endorsed by Google.

Google Forms

**STUDENTS' DATA AND ITS ANALYSIS****Curricular Aspects****Table 1 Students' enrolment****A) Students' enrolment in Academic year 2021-22**

Sr. No.	Enrolment	Males	Females	Total	Male%	Female %
1	At graduation level	1386	2204	3590	38.61	61.39
2	At post-graduation level	71	224	295	24.06	75.93
	<b>Total</b>	<b>1457</b>	<b>2428</b>	<b>3885</b>	<b>37.50</b>	<b>62.49</b>

**B) Students' enrolment in Academic year 2022-23**

Sr. No.	Enrolment	Males	Females	Total	Male%	Female %
1	At graduation level	1619	2097	3716	43.6	56.4
2	At post-graduation level	130	220	350	37.1	62.9
	<b>Total</b>	<b>1719</b>	<b>2284</b>	<b>4003</b>	<b>42.9</b>	<b>57.1</b>

**Table 2: Students enrolment at various social categories****A) Students' enrolment at various social categories in academic year 2021-22**

Sr. No.	Categories	Males	Females	Total	Male %	Female %
1	SC	39	58	97	40.21	59.79
2	ST	0	2	2	0	100
3	NT A	25	23	48	52.08	47.92
4	OBC	53	70	123	43.09	56.91
5	SBC	6	17	23	26.09	73.91
6	Open	1133	1889	3022	37.49	62.51
7	Linguistic Minority	200	360	560	35.71	64.29
	<b>Total</b>	<b>1456</b>	<b>2419</b>	<b>3875</b>	<b>37.57</b>	<b>62.43</b>

**B) Students' enrolment at various social categories in academic year 2022-23**

Sr. No.	Categories	Males	Females	Total	Male %	Female %
1	SC	46	54	100	46	54
2	ST	3	0	3	100	0
3	NT A	1	2	3	33.3	66.7
4	OBC	55	83	138	39.9	60.1
5	SBC	12	10	22	54.5	45.5
6	Open	1535	2111	3646	42.1	57.9
7	Linguistic Minority	97	126	223	43.5	54.5
	<b>Total</b>	<b>1652</b>	<b>2261</b>	<b>3913</b>	<b>42.2</b>	<b>57.8</b>



**Table 3: Students Gender balance in programs****A) Student - Gender balance in programs in academic year 2021-22**

Sr. No.	Program	Males	Females	Total	Male %	Female %
1	BA	128	692	820	15.6	84.4
2	BSC	272	477	749	36.3	63.7
3	BCom	288	370	658	43.8	56.2
4	Information Technology	190	120	310	61.3	38.7
5	Biotechnology	24	56	80	30	70
6	Computer Science	257	113	370	69.5	30.5
7	BMS	124	176	300	41.3	58.7
8	BMS(CM)	65	43	108	60.2	39.8
9	BAMMC	103	200	303	34	66
10	MSc Biotechnology	9	34	43	20.9	79.1
11	MSc Botany	4	16	20	20	80
12	MSc Chemistry	3	38	41	7.3	92.7
13	MSc Computer Science	24	20	44	54.5	45.5
14	MSc Information Technology	10	38	48	20.8	79.2
15	MSc Microbiology	3	14	17	17.6	82.4
16	MSc Physics	4	16	20	20	80
17	MSc Zoology	1	9	10	10	90
18	MSc Bioanalytical Science	5	14	19	26.31	76.69
19	MSc Biochemistry	3	19	22	13.6	86.4
20	MSc Data Science	9	11	20	45	55

**B) Student Gender balance in programs in academic year 2022-23**

Sr. No.	Program	Males	Females	Total	Male %	Female %
1	BA	121	617	738	16.4	83.6
2	BSC	224	344	568	39.4	60.6
3	BCom	393	318	711	55.3	44.7
4	Information Technology	234	126	360	65	35
5	Biotechnology	30	83	113	26.5	73.5
6	Computer Science	225	116	341	66	34
7	BMS	135	193	328	41.2	58.8
8	BMS(CM)	101	60	161	62.7	37.3
9	BAMMC	30	33	63	47.6	52.4
10	MSc Biotechnology	121	199	320	37.8	62.2
11	MSc Botany	5	8	13	38.5	61.5
12	MSc Chemistry	7	36	43	16.3	83.7
13	MSc Computer Science	3	16	19	15.8	84.2
14	MSc Information Technology	15	28	43	34.9	65.2
15	MSc Microbiology	23	20	43	53.5	46.5
16	MSc Physics	19	20	39	48.7	51.3
17	MSc Zoology	4	15	19	21.1	78.9
18	MSc Bioanalytical Science	12	7	19	63.2	36.8
19	MSc Biochemistry	3	17	20	15	85
20	MSc Data Science	8	27	35	22.9	77.1

**Table 4: Students' performance at FY, SY and TY examination****A) Students' performance at FY, SY and TY examination in the academic year 2021-22**

Sr. No.	Programmes	Class	Male	Female	Total	Male %	Female %
1.	BA	FY	46	277	323	14.2	85.8
		SY	36	215	251	14.3	85.7
		TY	46	200	246	18.7	81.3
		<b>Total</b>	<b>128</b>	<b>692</b>	<b>820</b>	<b>15.6</b>	<b>84.4</b>
2.	B.Sc.	FY	88	148	236	37.3	62.7
		SY	76	153	229	33.2	66.8
		TY	108	176	284	38	62
		<b>Total</b>	<b>272</b>	<b>477</b>	<b>749</b>	<b>36.3</b>	<b>63.7</b>
3.	B.Com.	FY	99	139	238	41.6	58.4
		SY	77	113	190	40.5	59.5
		TY	112	118	230	48.7	51.3
		<b>Total</b>	<b>288</b>	<b>370</b>	<b>658</b>	<b>43.8</b>	<b>56.2</b>
4.	B.Sc. (IT)	FY	59	50	109	54.1	45.9
		SY	73	27	100	73	27
		TY	58	43	101	57.4	42.6
		<b>Total</b>	<b>190</b>	<b>120</b>	<b>310</b>	<b>61.3</b>	<b>38.7</b>
5.	B.Sc. (BT)	FY	9	19	28	32.1	67.9
		SY	7	20	27	25.9	74.1
		TY	8	17	25	32	68
		<b>Total</b>	<b>24</b>	<b>56</b>	<b>80</b>	<b>30</b>	<b>70</b>
6.		FY	117	42	159	73.6	26.4

	B.Sc. (CS)	<b>SY</b>	74	31	105	70.5	29.5
		<b>TY</b>	66	40	106	62.3	37.7
		<b>Total</b>	257	113	370	69.5	30.5
7.	B.M.S.	<b>FY</b>	48	60	108	44.4	55.6
		<b>SY</b>	46	55	101	45.5	54.5
		<b>TY</b>	30	61	91	33	67
		<b>Total</b>	124	176	300	41.3	58.7
8.	B.M.S. (CM)	<b>FY</b>	41	17	58	70.68	29.32
		<b>SY</b>	24	26	50	48	52
		<b>TY</b>	0	0	0	0	0
		<b>Total</b>	65	43	108	60.18	39.81
9.	B.A.M.M.C.	<b>FY</b>	43	69	112	38.4	61.6
		<b>SY</b>	27	67	94	28.7	71.3
		<b>TY</b>	33	64	97	34	66
		<b>Total</b>	103	200	303	34	66
10.	B.Sc. (Env. Sc.)	<b>FY</b>	0	0	0	0	0
		<b>SY</b>	0	0	0	0	0
		<b>TY</b>	0	0	0	0	0
		<b>Total</b>	0	0	0	0	0
11.	B.Sc. (Data Sc.)	<b>FY</b>	0	0	0	0	0
		<b>SY</b>	0	0	0	0	0
		<b>TY</b>	0	0	0	0	0
		<b>Total</b>	0	0	0	0	0
		<b>FY</b>	8	15	23	34.8	65.2

12.	M.Sc. (Biotechnology)	<b>SY</b>	1	19	20	5	95
		<b>Total</b>	9	34	43	20.9	79.1
13.	M.Sc. (Botany)	<b>FY</b>	3	9	12	25	75
		<b>SY</b>	1	7	8	12.5	87.5
		<b>Total</b>	4	16	20	20	80
14.	M.Sc. (Chemistry)	<b>FY</b>	1	20	21	4.8	95.2
		<b>SY</b>	2	18	20	10	90
		<b>Total</b>	3	38	41	7.3	92.7
15.	M.Sc. (CS)	<b>FY</b>	19	5	24	79.2	20.8
		<b>SY</b>	5	15	20	25	75
		<b>Total</b>	24	20	44	54.5	45.5
16.	M.Sc. (IT)	<b>FY</b>	5	19	24	20.8	79.2
		<b>SY</b>	5	19	24	20.8	79.2
		<b>Total</b>	10	38	48	20.8	79.2
17.	M.Sc. (Microbiology)	<b>FY</b>	1	7	8	12.5	87.5
		<b>SY</b>	2	7	9	22.2	77.8
		<b>Total</b>	3	14	17	17.6	82.4
18.	M.Sc. (Physics)	<b>FY</b>	2	9	11	18.2	81.8
		<b>SY</b>	2	7	9	22.2	77.8
		<b>Total</b>	4	16	20	20	80
19.	M.Sc. (Zoology)	<b>FY</b>	3	7	10	30	70
		<b>SY</b>	1	9	10	10	90
		<b>Total</b>	4	16	20	20	80
		<b>FY</b>	8	11	19	42.1	57.9

20.	M.Sc. (Bioanalytical Science)	<b>SY</b>	4	7	11	36.36	63.64
		<b>Total</b>	12	18	30	40	60
21.	M.Sc. (Biochemistry)	<b>FY</b>	3	9	12	25	75
		<b>SY</b>	0	10	10	0	100
		<b>Total</b>	3	19	22	13.6	86.4
22.	M.Sc. (Data Science)	<b>FY</b>	9	11	20	45	55
		<b>SY</b>	0	0	0	0	0
		<b>Total</b>	9	11	20	45	55

**B) Students' performance at FY, SY and TY examination in the academic year 2022-23**

Sr. No.	Program	Class	Males	Females	Total	Male %	Female %
1	BA	FY	50	229	279	17.9	82.1
		SY	36	229	265	13.6	86.4
		TY	35	159	194	18	82
		<b>Total</b>	<b>121</b>	<b>617</b>	<b>738</b>	<b>16.39</b>	<b>83.6</b>
2	BSc	FY	74	120	194	38.1	61.9
		SY	66	87	153	43.1	56.9
		TY	84	137	221	38	62
		<b>Total</b>	<b>224</b>	<b>344</b>	<b>568</b>	<b>39.4</b>	<b>60.6</b>
3	BCom	FY	209	112	321	65.1	34.9
		SY	98	113	211	46.4	53.6
		TY	86	93	179	48	52
		<b>Total</b>	<b>393</b>	<b>318</b>	<b>711</b>	<b>55.27</b>	<b>44.73</b>
4	BSc Information Technology	FY	75	45	120	62.5	37.5
		SY	72	48	120	60	40
		TY	87	33	120	72.5	27.5
		<b>Total</b>	<b>234</b>	<b>126</b>	<b>360</b>	<b>65</b>	<b>35</b>
5	BSc Biotechnology	FY	10	33	43	23.3	76.7
		SY	8	27	35	22.9	77.1
		TY	12	23	35	34.3	65.7
		<b>Total</b>	<b>30</b>	<b>83</b>	<b>113</b>	<b>26.54</b>	<b>73.46</b>
6	BSc	FY	70	50	120	58.3	41.7

	Computer Science	SY	76	33	109	69.7	30.3
		TY	79	33	112	70.5	29.5
		<b>Total</b>	<b>225</b>	<b>116</b>	<b>341</b>	<b>65.98</b>	<b>34.02</b>
7	BMS	FY	49	60	109	45	55
		SY	44	67	111	39.6	60.4
		TY	42	66	108	38.9	61.1
		<b>Total</b>	<b>135</b>	<b>193</b>	<b>328</b>	<b>41.15</b>	<b>58.85</b>
8	BMS (CM)	FY	40	19	59	67.8	32.2
		SY	39	14	53	73.6	26.4
		TY	22	27	49	44.9	55.1
		<b>Total</b>	<b>101</b>	<b>93</b>	<b>161</b>	<b>62.7</b>	<b>37.3</b>
9	BAMMC	FY	46	62	108	42.6	57.4
		SY	43	71	114	37.7	62.3
		TY	32	66	98	32.7	67.3
		<b>Total</b>	<b>121</b>	<b>199</b>	<b>320</b>	<b>37.81</b>	<b>62.19</b>
10	BSc (Env. Sc.)	FY	5	8	13	38.5	61.5
		SY	0	0	0	0	0
		TY	0	0	0	0	0
		<b>Total</b>	<b>5</b>	<b>8</b>	<b>13</b>	<b>38.5</b>	<b>61.5</b>
11	BSc (Data Science)	FY	30	33	63	47.6	52.4
		SY	0	0	0	0	0
		TY	0	0	0	0	0
		<b>Total</b>	<b>30</b>	<b>33</b>	<b>63</b>	<b>47.6</b>	<b>52.4</b>
12	MSc (Biotechnology)	FY	4	17	21	19	81
		SY	3	19	22	13.6	86.4
		<b>Total</b>	<b>7</b>	<b>36</b>	<b>43</b>	<b>16.27</b>	<b>83.73</b>
13	MSc (Botany)	FY	1	8	9	11.1	88.9
		SY	2	8	10	20	80
		<b>Total</b>	<b>3</b>	<b>16</b>	<b>19</b>	<b>15.7</b>	<b>84.3</b>
14	MSc (Chemistry)	FY	8	14	22	36.4	63.6
		SY	7	14	21	33.3	66.7
		<b>Total</b>	<b>15</b>	<b>28</b>	<b>43</b>	<b>34.8</b>	<b>65.2</b>
15	MSc (Computer Science)	FY	9	15	24	37.5	62.5
		SY	14	5	19	73.7	26.3
		<b>Total</b>	<b>23</b>	<b>20</b>	<b>43</b>	<b>53.48</b>	<b>46.52</b>
16	MSc (Information Technology)	FY	10	12	22	45.5	54.5
		SY	9	8	17	52.9	47.1
		<b>Total</b>	<b>19</b>	<b>20</b>	<b>39</b>	<b>48.7</b>	<b>51.3</b>
17	MSc	FY	1	9	10	10	90

	(Microbiology)	SY	3	6	9	33.3	66.7
		<b>Total</b>	<b>4</b>	<b>15</b>	<b>19</b>	<b>21</b>	<b>79</b>
18	MSc (Physics)	FY	6	4	10	60	40
		SY	6	3	9	66.7	33.3
		<b>Total</b>	<b>12</b>	<b>7</b>	<b>19</b>	<b>63.15</b>	<b>36.85</b>
19	MSc (Zoology)	FY	0	10	10	0	100
		SY	3	7	10	30	70
		<b>Total</b>	<b>3</b>	<b>17</b>	<b>20</b>	<b>15</b>	<b>85</b>
20	MSc (Bioanalytical Science)	FY	4	13	17	23.5	76.5
		SY	4	14	18	22.2	77.8
		<b>Total</b>	<b>8</b>	<b>27</b>	<b>35</b>	<b>22.8</b>	<b>77.2</b>
21	MSc (Biochemistry)	FY	0	12	12	0	100
		SY	5	6	11	45.5	54.5
		<b>Total</b>	<b>5</b>	<b>18</b>	<b>23</b>	<b>21.7</b>	<b>78.3</b>
22	MSc (Data Science)	FY	18	5	23	78.3	21.7
		SY	13	11	24	54.2	45.8
		<b>Total</b>	<b>31</b>	<b>16</b>	<b>47</b>	<b>65.95</b>	<b>34.05</b>

**Table 5: Value Added and Certificate courses****A) Academic year 2021-22**

Sr. No.	Certificate / Value added courses	Males	Females	Total	Male %	Female %
1	Managerial Skills Development – I & II (BAMMC)	26	48	74	35.14	64.86
2	NISM VA -Module - Mutual Fund Distributors Course Training (COE and BMS CM)	53	62	115	46.08	53.92
3	Social Media Management (English)	3	23	26	11.53	88.46
4	Soft Skills & Appreciation of Poetry (English)	14	38	52	26.92	73.07



5	Diploma course in translation (Hindi)	2	5	7	28.57	71.42
6	Soft Skills & Samachar lekhan evam Patraakaarita (Hindi)	6	7	13	46.13	53.84
7	Soft Skills & Basic Applied Physics (Physics)	26	24	50	52	48
8	Soft Skills & Basic helping skills in psychological counseling (Psychology)	42	111	153	27.45	72.54
9	Soft Skills & Critical Thinking Skill (Philosophy)	60	80	140	57.142	42.858
10	Soft Skills & Insights into field of biology (Zoology)	16	63	79	20.25	79.74
11	Soft Skills & Role of Chemistry in Environmental Science & Sustainability (Chemistry)	5	12	17	29.412	70.588
12	Soft Skills & Tree Appreciation (Botany)	7	38	45	15.55	84.44
13	Soft Skills & UN Agenda 2030: India towards Zero Hunger (Politics)	19	30	49	38.77	61.22
14	Tally Prime (commerce)	145	200	345	42.03	57.97

**Table 5: Value Added and Certificate courses****B) Academic year 2022-23**

<b>Sr. No.</b>	<b>Course Name</b>	<b>Total Number of students enrolled</b>	<b>Number of Males</b>	<b>Number of Females</b>	<b>Males %</b>	<b>Females %</b>
1	Managerial Skills Development I	100	41	59	41	59
2	Managerial Skills Development II	100	41	59	41	59
3	Motion Graphics & Visual Effects	47	19	28	40.42	59.57
4	Tally Prime Course	329	158	171	48.02	51.98
5	NIMS Series - XII Module	59	40	19	67.79	32.20
6	NIMS Series - VA Module	59	40	19	67.79	32.20
7	Tree Appreciation	122	41	81	33.60	66.39
8	Basic Environmental Chemistry	130	60	70	46.15	53.84
9	Personality Development Course	760	266	494	35	65
10	Blender Online Spoken Tutorial Software Training	8	4	4	50	50
11	Creative Writing Skills	70	17	53	24.28	75.71
12	Advanced Excel With Macros	26	10	16	38.46	61.53
13	Avogadro Spoken Tutorial Software Training	22	12	10	54.54	45.45
14	Basic & Advanced Python	51	35	16	68.62	31.37

15	Chem-collective Virtual Labs	6	0	6	0	100
16	Computer Basic Skills	70	19	51	27.14	72.85
17	Computer ( C/Java) Programming	19	11	8	57.89	42.10
18	Jmol Application - Spoken Tutorial Software Training	6	0	6	0	100
19	Scilab Online - Spoken Tutorial	6	3	3	50	50
20	Web Animation	49	24	25	48.97	51.02
21	Web Designing	89	47	42	52.80	47.19
22	NPTEL 8 Week- Cell Culture Technologies	4	1	3	25	75
23	Embedded System	13	8	5	61.53	38.46
24	Oracle DBMS	14	8	6	57.14	42.85
25	Basic Of Hardware - Assembling & Networking	12	8	4	66.66	33.33
26	International Financial Reporting Standards	265	118	147	44.52	55.47
27	Digital Marketing	48	21	27	43.75	56.25
28	NIMS Series - VB Module	50	36	14	72	28
29	Cambridge UK English B1 Level	21	1	20	4.76	95.23
30	German (Basic)	6	0	6	0	100
31	Korean (Basic)	33	1	32	3.03	96.96
32	Spanish (Basic)	36	6	30	16.66	83.33
33	Tally Prime Course	225	111	114	49.33	50.66
34	UN Agenda 2030: India Towards Zero Hunger	31	9	22	29.03	70.96
35	Training for International English Language Testing System (IELTS)	29	3	26	10.34	89.65

36	Poetry Appreciation	44	6	38	13.63	86.36
37	Dance East & West	3	0	3	0	100
38	Samachar Lekan Evam Reporting	15	1	13	6.66	93.33
39	Saral Hindi	20	8	7	40	60
40	Food Microbia	28	2	26	7.142	92.85
41	Critical Thinking	83	13	70	15.66	84.33
42	Yoga Upasana	14			0	100
43	UN Agenda 2030: India Towards Zero Hunger	31	9	22	29.03	70.96
44	Interpersonal Skills	58	3	55	5.17	94.82
45	Insight In Field Biology	57	22	35	38.59	61.40
46	Composting - A Route Towards Sustainable Development	24	6	18	25	75

**Table 6: Student's Representation in Extra-curricular and Co-curricular Activities**

**A) Academic Year 2021-22**

S. No.	Committee	Volunteers Male	Volunteers Female	Total	% Male Volunteer	% Female Volunteer
1	Gender Sensitization Cell	1	1	2	50	50
2	Value Lab	3	19	22	13.6	86.3
3	Cultural Association	15	9	24	62.5	37.5
4	NSS	31	98	129	24	75.9
5	NCC	53	50	103	52	48

**B) Academic Year 2022-23**

S. No.	Committee	Volunteers Male	Volunteers Female	Total	% Male Volunteer	% Female Volunteer
1	Gender Sensitization Cell	1	1	2	50	50
2	Value Lab	7	31	38	81.5	18.4
3	Cultural Association	12	27	39	31	69
4	NSS	33	67	100	67	33
5	NCC	53	50	103	52	48

**Table 7: Freeships and Scholarships Received by the Students****A) Academic year 2021-22**

Sr. No	Name of Scholarship/ Freeship	No. of Male students	No. of Female Students	% of Male students	% of Female students	Amount Received by Male students	Amount Received by Female students
<b>Government Scholarship</b>							
1.	Central Sector	0	2	0	100	00	42000=00
2.	Post- Matric Scholarship	3	2	60	40	14400=00	8220=00
3.	Maha-DBT Scholarship	9	12	42.85	57.15	55684=00	30119=00
<b>Institutional Scholarship</b>							
1.	SEAT	21	40	34.42	65.58	391913=00	785400=00
2.	Geeta Israni	14	15	48.28	51.72	210000=00	225000=00
3.	Bhojraj	8	7	53.33	46.67	80000=00	70000=00
4.	Fees paid by Philantropist						
5.	Fees paid by PSA	3	14	17.65	82.35	13510=00	56490=00
6.	Endowment Prizes	49	89	64.49	35.50	23800=00	46650=00

**B) Academic year 2022-23**

Sr. No	Name of Scholarship/freeship	No. of Male students	No. of Female students	% of Male Students	% of Female students	Amount Received by Male students	Amount Received by Female students
<b>Government Scholarship</b>							
<i>* Data not available for the said year on the government portal</i>							
<b>Institutional Scholarship</b>							
1.	SEAT	26	35	42.63	57.37	465688=00	760263=00
2.	Geeta Israni	8	21	27.59	72.41	120000=00	315000=00
3.	Bhojraj	7	6	45.46	54.54	70000=00	60000=00
4.	Fees paid by Philantropist	22	16	57.9	42.10	394167=00	107680=00
5.	Fees paid by PSA	1	1	50	50	10000=00	14001=00
6.	Endowment Prizes	53	108	32.92	67.08	64884=00	77111=00

**TEACHING, NONTEACHING AND SUPPORT STAFF DATA AND ITS ANALYSIS****Table 8: Teaching Staff in academic & administrative positions****A) Academic year 2021-22**

Sr. No.	Particulars	Position	Males	Females	Total	Male %	Female %
1	Number of Teaching staff	Teaching Staff	42	75	117	35.9	64.1
2	Administrative positions in the institution	Principal & Vice-Principal	2	3	5	40	60
3	Teaching positions in the institution	Associate Professor	8	15	23	33.3	66.7
		Assistant Professor	34	60	94	36.2	63.8
		Permanent staff	32	44	76	42.1	57.9
		Adhoc staff	10	31	41	24.4	75.6
4	Teaching experience in the institution	Up to 5 years	9	30	39	23.0	77.0
		6 -10 years	14	13	27	51.9	48.1
		11-15 years	08	09	17	47.1	52.9
		16-20 years	02	09	11	18.2	81.8
		21-25 years	03	04	07	42.9	57.1
		26-30 years	01	06	07	14.3	85.7
		Above 30 years	05	04	09	55.6	44.4
5	Qualifications of teaching staff	Post-graduate	42	75	117	35.9	64.1
		M.Phil.	04	08	12	33.3	66.7
		Ph.D.	18	21	39	46.2	53.8
		Post-Doctorate	03	02	05	60.0	40.0
		NET/SET	16	34	50	32.0	68.0
		Professional (CA, MBA, B.Ed.)	05	03	08	62.5	37.5
6	Members of various Statutory Committee	Academic Council	09	23	34	26.5	73.5
		Finance Committee	04	01	05	80.0	20.0

	<b>Governing Council</b>	08	03	11	72.7	27.3
	<b>BOS of Bioanalytical Science</b>	02	01	03	66.7	33.3
	<b>BOS of Biochemistry</b>	0	03	03	0.0	100.0
	<b>BOS of Biotechnology</b>	02	07	09	22.2	77.8
	<b>BOS of BAMMC</b>	01	01	02	50.0	50.0
	<b>BOS of BMS</b>	01	02	03	33.3	66.7
	<b>BOS of Botany</b>	02	06	08	25.0	75.0
	<b>BOS of Chemistry</b>	08	04	12	66.7	33.3
	<b>BOS of Commerce</b>	03	02	05	60.0	40.0
	<b>BOS of Computer Science</b>	02	03	05	40.0	60.0
	<b>BOS of Economics</b>	01	03	04	25.0	75.0
	<b>BOS of English</b>	0	03	03	0.0	100.0
	<b>BOS of Food &amp; Nutraceutical</b>	0	02	02	0.0	100.00
	<b>BOS of Hindi</b>	02	0	02	100.0	0.00
	<b>BOS of History</b>	0	01	01	0.0	100.0
	<b>BOS of Information Technology</b>	0	05	05	0.0	100.0
	<b>BOS of Mathematics</b>	02	04	06	33.3	66.7
	<b>BOS of Microbiology</b>	02	07	09	22.2	77.8
	<b>BOS of Philosophy</b>	0	03	03	0.0	100.0
	<b>BOS of Physics</b>	08	05	13	61.5	38.5
	<b>BOS of Politics</b>	01	02	03	33.3	66.7
	<b>BOS of Psychology</b>	0	02	02	0.0	100.0

		<b>BOS of Statistics</b>	01	04	05	20.0	80.0
		<b>BOS of Zoology</b>	06	03	09	66.7	33.3
		<b>Examination Core Committee</b>	0	06	06	0.0	100.0
		<b>Examination Sub-Committee</b>	09	10	19	47.4	52.6
7	<b>Members of various non-statutory committees and other associations in the institution</b>	<b>Admission Core Committee</b>	03	03	06	50.0	50.0
		<b>Anti-ragging Committee</b>	0	02	02	0.0	100.0
		<b>College Magazine Committee</b>	02	06	08	25.0	75.0
		<b>Cultural Committee</b>	01	05	06	16.7	83.3
		<b>Unfair Means Committee</b>	03	02	05	60.0	40.0
		<b>Gender Sensitization Cell</b>	01	05	06	16.7	83.3
		<b>Gymkhana Core Committee</b>	07	01	08	87.5	12.5
		<b>Internal Complaints Committee</b>	02	05	07	28.6	71.4
		<b>IQAC Core Committee</b>	08	17	25	32.0	68.0
		<b>IQAC Sub-Committee</b>	06	09	15	40.0	60.0
		<b>ISR Committee</b>	03	0	03	100.0	0.0
		<b>NCC</b>	01	01	02	50.0	50.0
		<b>RUSA Grant Committee</b>	06	02	08	75.0	25.0
		<b>Nirmitee Kendra</b>	05	0	05	100.0	0.0
		<b>NSS Committee</b>	06	04	10	60.0	40.0
		<b>Placement Cell</b>	02	05	07	28.6	71.4
		<b>Research Committee</b>	02	06	08	25.0	75.0
<b>Staff Colloquium</b>	0	01	01	0.0	100.0		



		<b>Staff Room Secretary</b>	0	02	02	0.0	100.0
		<b>Timetable Committee</b>	0	03	03	0.0	100.0
		<b>Website Committee</b>	05	02	07	71.4	28.6
		<b>Grievance Committee</b>	02	02	04	50.0	50.0
		<b>Value Lab</b>	0	02	02	0.0	100.0
		<b>SEAT Committee</b>	0	03	03	0.0	100.0
		<b>ROTRACT Cell</b>	0	03	03	0.0	100.0
		<b>Library Committee</b>	01	04	05	20.0	80.0
		<b>Mentoring Committee</b>	04	07	11	36.4	63.6
		<b>Assessment and Fixation Committee</b>	02	09	11	18.2	81.8
		<b>STAR and FIST Committee</b>	03	03	06	50.0	50.0
		<b>Alumni Committee</b>	02	04	06	33.3	66.7
		<b>Students' Council</b>	02	02	04	50.0	50.0

## B) Academic year 2022-23

Sr. No.	Particulars	Position	Males	Females	Total	Male %	Female %
1	Number of Teaching staff	Teaching Staff	40	84	124	32.3	67.7
2	Administrative positions in the institution	Principal & Vice-Principal	1	3	4	25.0	75.0
3	Teaching positions in the institution	Professor	0	1	1	0.0	100.0
		Associate Professor	8	15	23	36.0	65.2
		Assistant Professor	32	68	100	32.0	68.0
		Permanent staff	31	42	73	42.5	57.5
		Adhoc staff	9	42	51	17.6	82.4
4	Teaching experience in the institution	Up to 5 years	9	38	47	19.1	80.9
		6 -10 years	11	13	24	45.8	54.2
		11-15 years	10	11	21	47.6	52.4
		16-20 years	2	8	10	20.0	80.0
		21-25 years	3	3	6	50.0	50.0
		26-30 years	1	7	8	12.5	87.5
		Above 30 years	4	4	8	50.0	50.0
5	Qualifications of teaching staff	Post-graduate	40	84	124	32.3	67.7
		M.Phil.	4	8	12	33.3	66.7
		Ph.D.	17	22	39	43.6	56.4
		Post-Doctorate	3	2	5	60.0	40.0
		NET/SET	18	41	59	30.5	69.5
		Professional (CA, MBA, B.Ed.)	4	2	6	66.7	33.3
6	Members of various Statutory Committee	Academic Council	15	21	36	41.7	58.3
		Finance Committee	3	1	4	75.0	25.0
		Governing Council	7	3	10	70.0	30.0
		BOS of Bioanalytical Science	6	7	13	46.2	53.8

	<b>BOS of Biochemistry</b>	1	8	9	11.1	88.9
	<b>BOS of Biotechnology</b>	4	9	13	30.8	69.2
	<b>BOS of BAMMC</b>	4	4	8	50.0	50.0
	<b>BOS of BMS</b>	6	7	13	46.2	53.8
	<b>BOS of Botany</b>	6	8	14	42.9	57.1
	<b>BOS of Chemistry</b>	10	4	14	71.4	28.6
	<b>BOS of Commerce</b>	4	8	12	33.3	66.7
	<b>BOS of Computer Science</b>	5	5	10	50.0	50.0
	<b>BOS of Economics</b>	3	4	7	42.9	57.1
	<b>BOS of English</b>	2	8	10	20	80
	<b>BOS of Food &amp; Nutraceutical</b>	1	8	9	11.1	88.9
	<b>BOS of Hindi</b>	7	2	9	77.8	22.2
	<b>BOS of History</b>	1	5	6	16.7	83.3
	<b>BOS of Information Technology</b>	5	6	11	45.5	54.5
	<b>BOS of Mathematics</b>	3	7	10	30	70
	<b>BOS of Microbiology</b>	5	3	8	62.5	37.5
	<b>BOS of Philosophy</b>	5	4	9	55.6	44.4
	<b>BOS of Physics</b>	9	3	12	75	25
	<b>BOS of Politics</b>	4	4	8	50.0	50.0
	<b>BOS of Psychology</b>	1	8	9	11.1	88.9
	<b>BOS of Statistics</b>	3	4	7	42.9	57.1
	<b>BOS of Zoology</b>	7	3	10	70	30
	<b>BOS of Environmental Science</b>	3	1	4	75	25

		<b>BOS of Data Science</b>	6	3	9	66.7	33.3
		<b>BOS of BMS (Capital Market)</b>	9	6	15	60	40
		<b>Examination Core Committee</b>	0	6	6	0	100
		<b>Examination Sub-Committee</b>	10	10	20	50	50
7	<b>Members of various non-statutory committees and other associations in the institution</b>	<b>Admission Core Committee</b>	3	3	6	50	50
		<b>Anti-ragging Committee</b>	1	2	3	33.3	66.7
		<b>College Magazine Committee</b>	2	5	7	28.6	71.4
		<b>Cultural Committee</b>	1	6	7	14.3	85.7
		<b>Unfair Means Committee</b>	3	2	5	60	40
		<b>Gender Sensitization Cell</b>	1	4	5	20	80
		<b>Gymkhana Core Committee</b>	9	4	13	69.2	30.8
		<b>Internal Complaints Committee</b>	2	5	7	28.6	71.4
		<b>IQAC Core Committee</b>	8	15	23	34.8	65.2
		<b>IQAC Sub-Committee</b>	13	12	25	52	48
		<b>ISR Committee</b>	3	2	5	60	40
		<b>NCC</b>	1	1	2	50	50
		<b>RUSA Grant Committee</b>	6	3	9	66.7	33.3
		<b>Nirmitee Kendra</b>	4	1	5	80	20
		<b>NSS Committee</b>	6	5	11	54.5	45.5
		<b>Placement Cell</b>	2	4	6	33.3	66.7
		<b>Research Committee</b>	3	6	9	33.3	66.7
<b>Staff Colloquium</b>	1	1	2	50	50		

		<b>Staff Room Secretary</b>	1	1	2	50	50
		<b>Timetable Committee</b>	1	4	5	20	80
		<b>Website Committee</b>	4	5	9	44.4	55.6
		<b>Student Grievance Committee</b>	2	5	7	28.6	71.4
		<b>Teachers Grievance Committee</b>	2	2	4	50	50
		<b>Value Lab</b>	0	2	2	0	100
		<b>SEAT Committee</b>	2	3	5	40	60
		<b>ROTRACT Cell</b>	2	5	7	28.6	71.4
		<b>Library Committee</b>	1	4	5	20	80
		<b>Mentoring Committee</b>	4	9	13	30.8	69.2
		<b>Assessment and Fixation Committee</b>	2	8	10	20	80
		<b>STAR and FIST Committee</b>	3	3	6	50	50
		<b>Alumni Committee</b>	2	4	6	33.3	66.7
		<b>Fire &amp; Safety Committee</b>	2	2	4	50	50
		<b>Discipline Committee</b>	4	3	7	57.1	42.9
		<b>Canteen Committee</b>	0	4	4	0	100
		<b>MOOCs Committee</b>	2	4	6	33.3	66.7

**Table 9: Non-teaching and support staff in various administrative positions****A) Academic year 2021-22**

<b>Sr. No.</b>	<b>Particulars</b>	<b>Section</b>	<b>Position</b>	<b>Males</b>	<b>Females</b>	<b>Total</b>	<b>Male %</b>	<b>Female %</b>
<b>1</b>	<b>Number of non-teaching staff and support staff in Unaided Section</b>	Unaided	Junior Clerk	04	09	13	30.77	69.23
		Unaided	Attendants	16	0	16	100	0
		Unaided	Total	20	09	29	68.97	31.03
<b>2</b>	<b>Number of non-teaching staff and support staff in Aided Section</b>	Aided	Registrar	01	0	01	100	0
		Aided	Clerical staff	09	05	14	64.3	35.7
		Aided	Laboratory Assistants	08	01	09	88.89	11.11
		Aided	Laboratory Attendants	32	0	32	100	0
		Aided	Library Attendants	09	0	09	100	0
		Aided	Attendants	13	0	13	100	0
		Aided	Total	72	6	78	93.3	7.7

**B) Academic year 2022-23**

Sr. No.	Particulars	Section	Position	Males	Females	Total	Male %	Female %
1	Number of non-teaching staff and support staff in Unaided Section	Unaided	Junior Clerk	04	09	13	30.77	69.23
		Unaided	Attendants	16	0	16	100	0
		Unaided	Total	20	09	29	68.97	31.03
2	Number of non-teaching staff and support staff in Aided Section	Aided	Registrar	01	0	01	100	0
		Aided	Clerical staff	09	05	14	64.3	35.7
		Aided	Laboratory Assistants	08	01	09	88.89	11.11
		Aided	Laboratory Attendants	32	0	32	100	0
		Aided	Library Attendants	09	0	09	100	0
		Aided	Attendants	13	0	13	100	0
		Aided	Total	72	6	78	93.3	7.7

*Geeta Paluskar*

**Mrs. Geeta Paluskar**  
Internal Quality Assurance  
Cell, Coordinator

*Rupali Vaity*

**Dr. Rupali Vaity**  
Gender Sensitization Cell,  
Convenor

*Neeraja Tutakne*

**Dr. Neeraja Tutakne**  
Internal Complaint  
Committee, Convenor



*Dr. J. S. Jadhav*

**Principal**  
SIES College of Arts, Science &  
Commerce (Autonomous)  
Sion (West), Mumbai - 400 022.