



Gender Audit Report

Gender Policy

- Gender shall not be used as a reason for discrimination.
- Equal opportunities for all genders will be provided by the institution.
- All genders have the freedom to express their free and fair opinions.
- It is imperative that there is a grievance redressing cell that is accessible, active, impartial, and confidential.
- The institute shall set up powerful measures for the protection and safety of all gender.

Objectives of Gender Audit

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

The goal of the institution is to empower the disenfranchised, especially women, and to give high-quality education to everyone via perseverance, commitment, and hard effort. The goal of the Gender Audit is to determine whether there is a good gender balance at the college. It looks at whether colleges adhere to laws, regulations, and initiatives designed to advance women's status in society. The Gender Audit seeks to determine how its proposed and existing policies affect gender equality.

It is clear from the gender audit that the college operates in a setting where all students have equal access to a wide range of chances to reap the social, psychological, and physical advantages of playing sports and engaging in physical activity. It does not always imply providing equal access to programs and resources for men and women. In order to achieve gender parity, girls and women must have access to a wide variety of activities and programs that cater to their needs, interests, and life experiences. The college consistently prioritizes the development of each student's whole personality in addition to their qualitative achievement. In keeping with gender equality, the girls receive a range of amenities as well as extra care. The NCC unit focuses on helping them develop traits and personalities such as leadership, discipline, comradery, a secular worldview, and an adventurous spirit. This section highlights the girls' exceptional accomplishments.

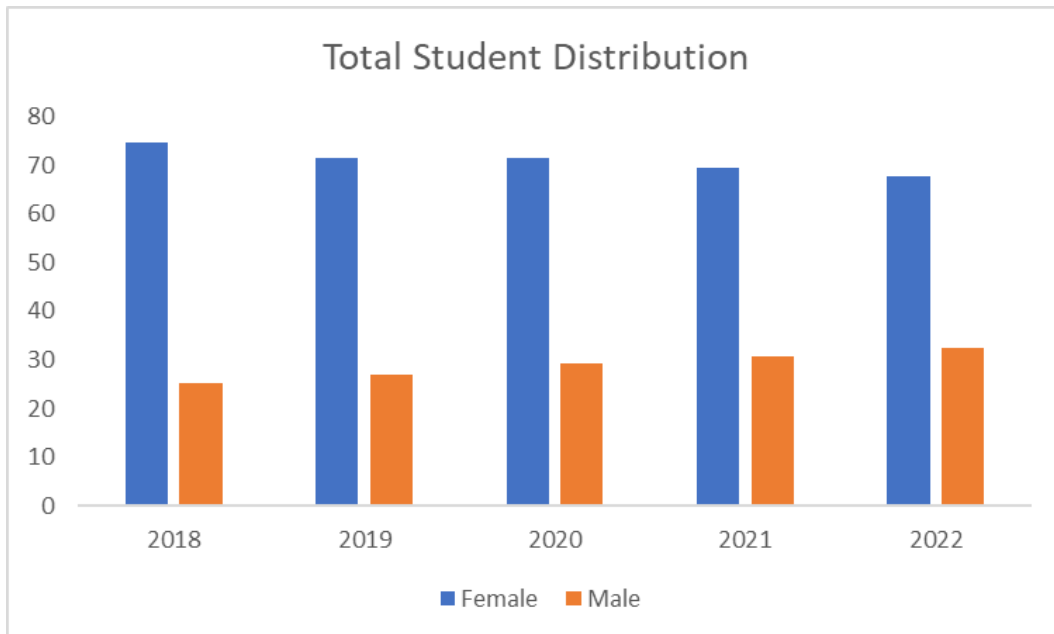
Girls are usually inspired to take on their social obligations by the NSS unit. There is a dedicated study space, a waiting area, and restrooms for the girls. They also receive instruction in self-defense. To build their personality, notable people give lectures on a variety of subjects. To educate the girls about their rights and responsibilities, workshops on "Women and Human Rights" and "Women and Laws" are held. The college forms an Internal Complaints Committee and an Anti-Ragging Committee. Girls have made significant achievements in sports and cultural activities. Their involvement in the Youth Festival and other competitions helps them and the college gain notoriety and recognition. All of the college's flood relief efforts, including the gathering and appropriate distribution of clothing, medications, and kitchenware, involved enthusiastic participation from girls. Several college females were courageous COVID-19 fighters throughout the pandemic.

Data Analysis

1. Gender wise Distribution of Students in the College

Year	Female	Male	Female	Male
2018	937	318	74.66	25.33
2019	961	352	71.36	26.80
2020	992	406	71.50	29.29
2021	947	419	69.32	30.60
2022	893	426	67.70	32.29

Table 1: Gender wise distribution of students in the college

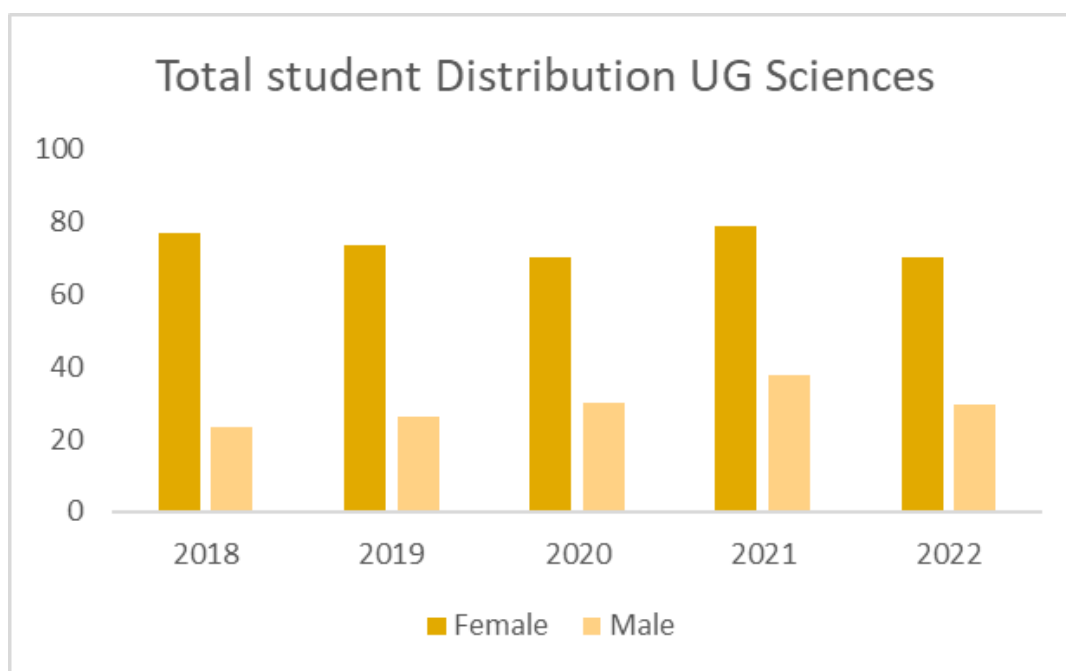


The table shows the gender wise distribution of students for the last 5 years. It reveals that the girl student enrolment to the college has been higher than the boy consistently for 5 years. A slight increase in boys' enrolment of 4-5% is observed in 2020, 2021 and 2022.

2. Gender wise Student Distribution for UG Science Courses

Year	Female	Male	Female	Male
2018	381	116	76.65	23.30
2019	348	125	73.50	26.40
2020	343	146	70.10	29.80
2021	315	135	78.75	37.75
2022	122	288	70.20	29.70

Table 2: Gender wise student distribution for UG science courses

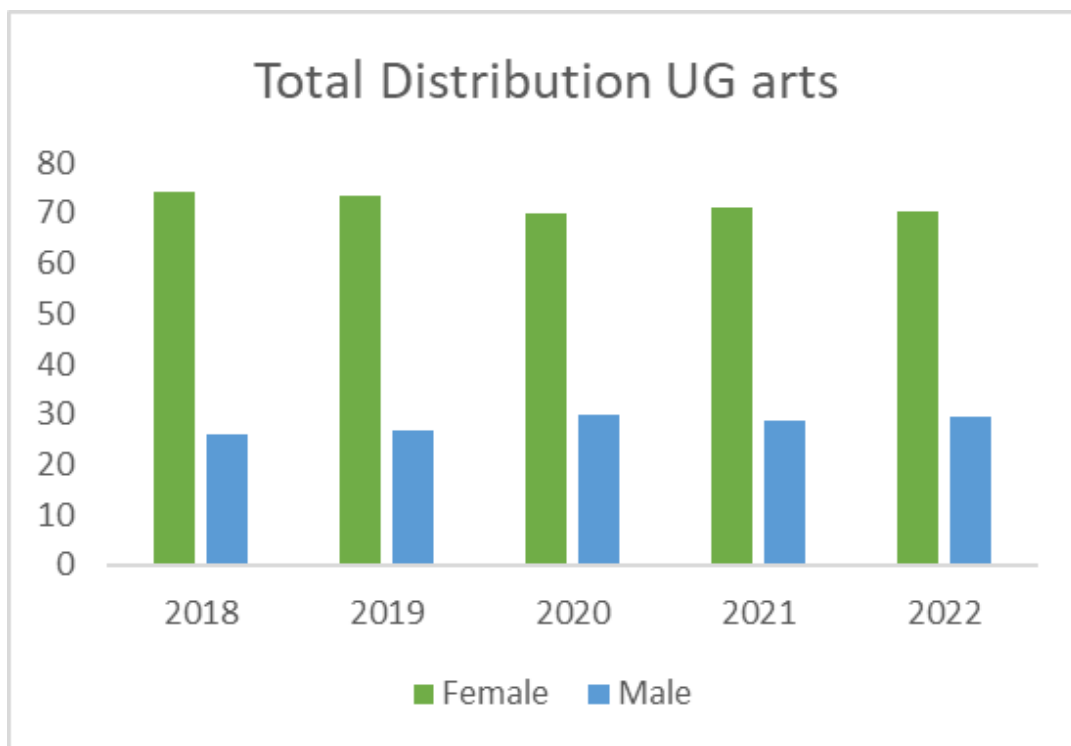


The table 2 shows the gender wise distribution of UG science students for the last 5 years. It reveals that the girl student enrolment has been higher than the boy consistently for 5 years. A slight increase in boys' enrolment of 6-7 % is observed in 2020 , 2021 and 2022.

3. Gender wise Student Distribution for UG Arts Courses

Year	Female	Male	Female	Male
2018	410	143	74.14	25.80
2019	396	145	73.46	26.90
2020	400	151	70.10	29.80
2021	375	151	71.29	28.70
2022	340	143	70.39	29.60

Table 3: Gender wise student distribution for UG arts courses

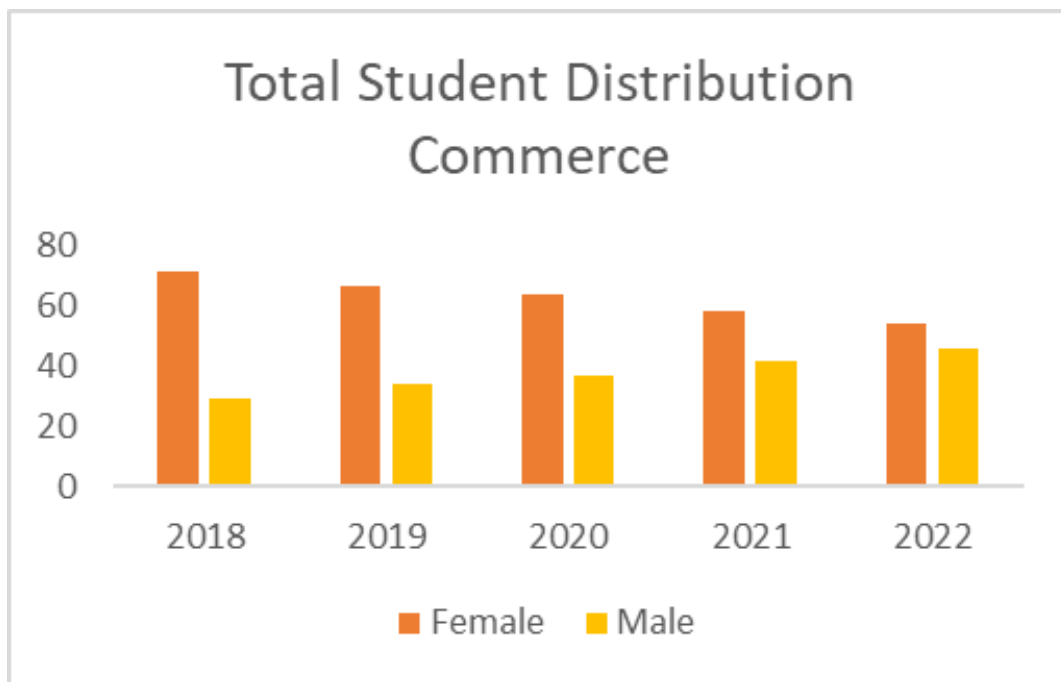


The same trend as in science courses is observed in arts courses also during the analyzed years.

4. Gender wise Distribution of Students for Commerce Courses.

Year	Female	Male	Female	Male
2018	146	59	71.21	28.78
2019	138	70	66.30	33.60
2020	167	96	63.49	36.50
2021	169	120	58.40	41.50
2022	175	149	54.01	45.90

Table 4: Gender wise distribution of students for commerce courses.

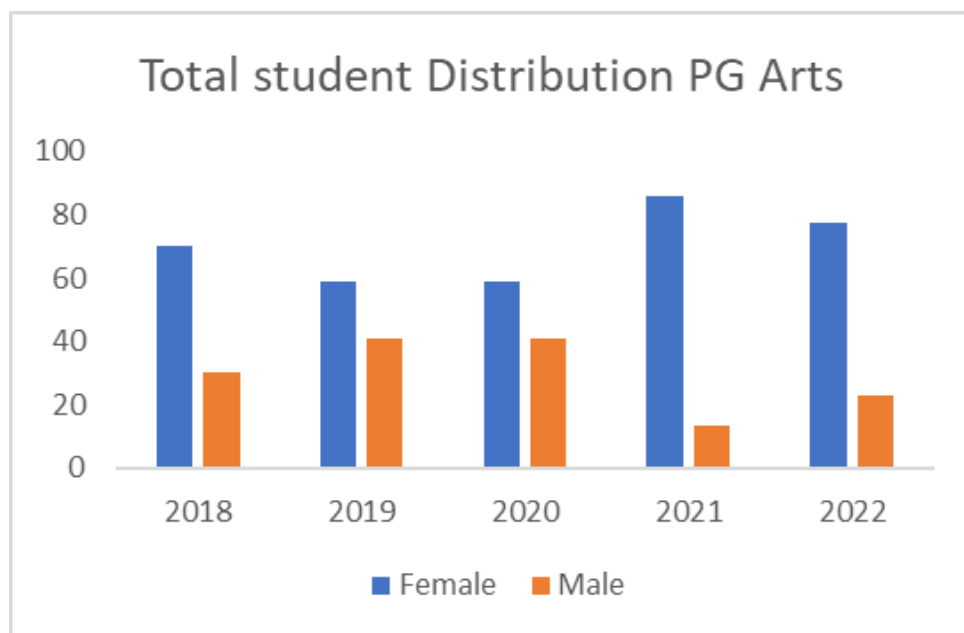


The table shows that the girl student enrollment is higher ,but in 2021 due to introduction of a new generation course B com accounts and data science the male students ratio was increase by almost 8-10% compared to previous years.

5. Gender wise Distribution of Students for PG Arts Courses.

Year	Female	Male	Female	Male
2018	14	6	70.00	30.00
2019	13	9	59.09	40.90
2020	13	9	59.09	40.9
2021	18	3	85.70	13.60
2022	17	5	77.27	22.72

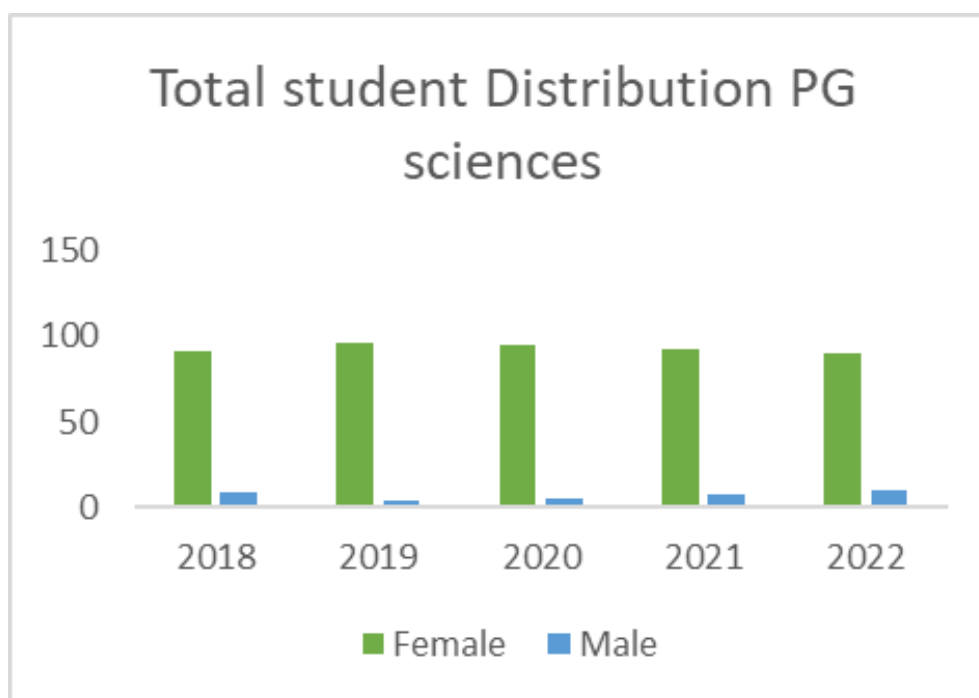
Table 5: Gender wise distribution of students for PG arts courses.



6. Gender wise Distribution of Students for PG Science Courses.

Year	Female	Male	Female	Male
2018	65	6	91.50	8.40
2019	66	3	95.60	4.30
2020	69	4	94.50	5.40
2021	67	6	91.70	8.20
2022	63	7	90.00	10.00

Table 6: Gender wise distribution of students for PG science courses.

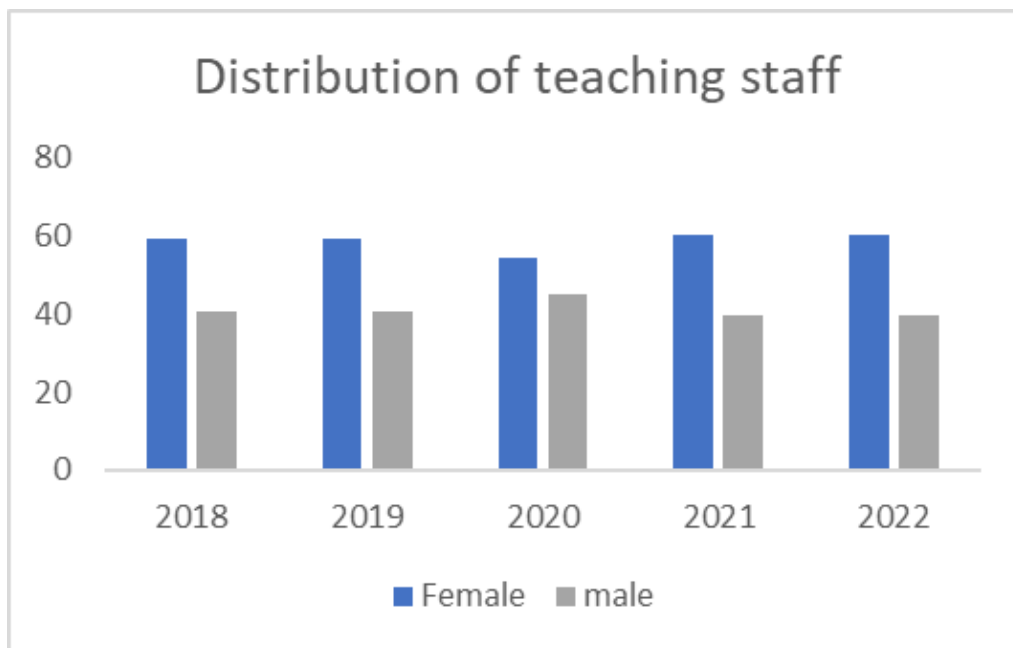


The data analysis of table 5 & 6 shows that enrolment ratio of male students for PG courses is very much lesser compared to UG courses. The reason may be the higher marks scored by girls in the UG examinations, which is the main criteria for admissions to PG courses in the university.

7. Gender wise Distribution of Teaching Staff

Year	Female	Male	Female	Male
2018	44	30	59.40	40.50
2019	44	30	59.40	40.50
2020	41	34	54.60	45.30
2021	44	29	60.27	39.72
2022	44	29	60.27	39.72

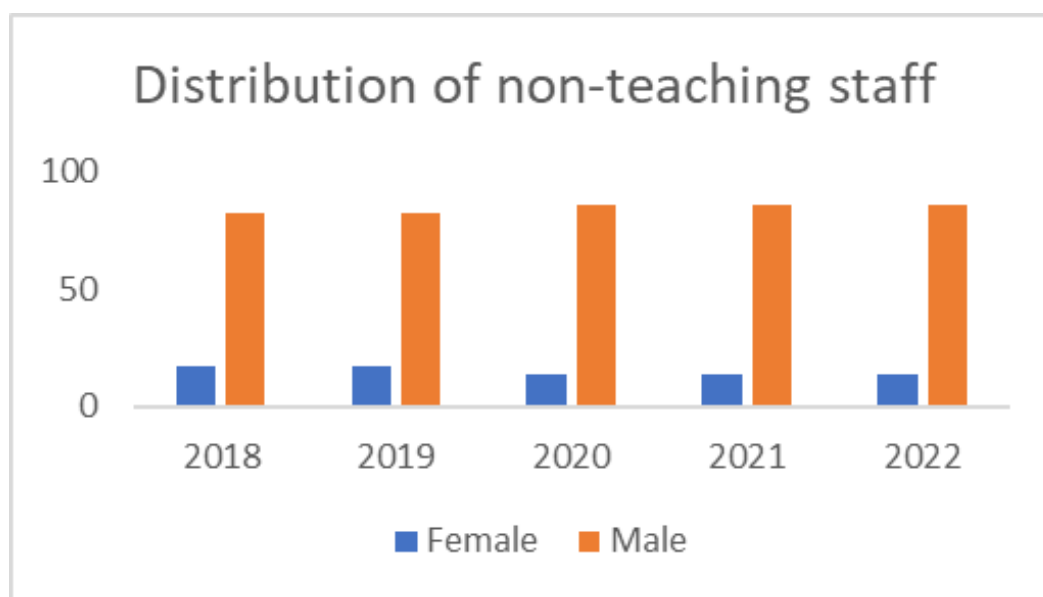
Table 7: Gender wise distribution of teaching staff



8. Gender wise Distribution of Non-teaching Staff

Year	Female	Male	Female	Male
2018	4	19	17.39	82.60
2019	4	19	17.39	82.60
2020	3	19	13.60	86.30
2021	3	16	13.60	86.30
2022	3	16	13.60	86.30

Table 8: Gender wise distribution of non-teaching staff .

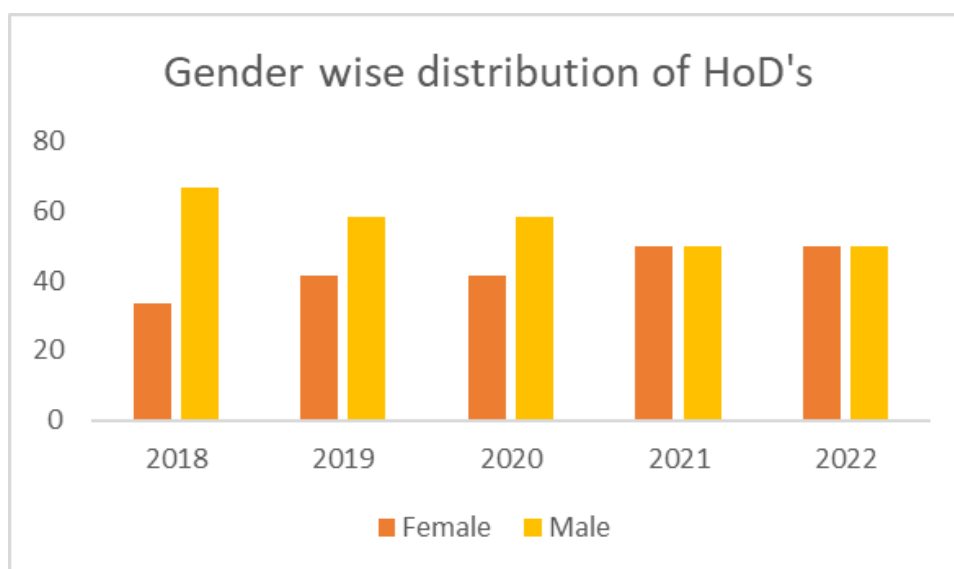


The gender wise distribution analysis of teaching and non-teaching staff shows that the teaching staff distribution is almost equal with the percentage of female teaching staff is 10% higher in all the years analysed. The women distribution among the non-teaching staff is very poor for all the years analysed.

9. Gender wise Distribution of HODs.

Year	Female	Male	Female	Male
2018	4	8	33.33	66.66
2019	5	7	41.60	58.30
2020	5	7	41.60	58.30
2021	6	6	50.00	50.00
2022	6	6	50.00	50.00

Table 9: Gender wise distribution of HODs.



Head of the department post is a key post who controls the day-to-day activities of the department and are also mandatory members of the college council council taking important academic and administrative decisions. The post of HOD is on rotation basis and a teacher serves in the post for 3 years. The representation of women in the post may change due to this post rotation. Taking into consideration nearly equal distribution of male and female teaching staff the representation of females in the post was less in 2018 & 2019. But in 2020,2021,and 2022 female and male HOD were equal in number.

Conclusion

The analysis demonstrates that gender equity goals and objectives are present in all college policies and programs, and staff members reported having no issues with the gender criterion. According to the Gender Audit Team's analysis, gender sensitivity and equality are supported by the college's administration and employees, and they exhibit gender-sensitive behaviour.

The College is considered to have both many strengths and some problems. Changes in the value system made gradually can help overcome the deficiencies. There are undoubtedly more females enrolling from all societal segments, and complaints about gender inequality are declining. With its strong resolve and dedication to gender equity, the College would undoubtedly leave its impact on the nation.