



NAGAON G.N.D.G. COMMERCE COLLEGE

NAGAON :: ASSAM



Gender Audit Report 2022-2023

Prepared By

Mrs. Rupsikha Goswami, Assistant Professor (Department of Economics)

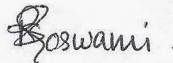
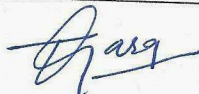

Miss. Tridhara Garg, Assistant Professor (Department of BBA)

**GENDER AUDIT REPORT
FOR THE SESSION: 2022-2023**

**SUBMITTED TO
THE PRINCIPAL**

NAGAON G.N.D.G. COMMERCE COLLEGE, NAGAON, ASSAM

**SUBMITTED BY
AUDIT TEAM**

Sl.No.	Name	Nature of Appointment	signature
1	Prof. Rupsikha Goswami, Assistant Professor	Coordinator	
2	Prof. Tridhara Garg, Assistant Professor	Member	
3	Prof. Banti Kalita, Assistant Professor	Member	

PREFACE

Gender Equality is not only a global issue but also has its significance as a human right. It has immense importance in the present era for achieving sustainable development in all areas of the society including family life, education and workplace. Awareness of gender issues and creation of a right environment to resolve any gender related problem allow women to move beyond gender stereotypes and gender barriers. Gender equality in true sense, do not only signify women empowerment, rather it should be reflected in equal capabilities and involvement in all sorts of work including use of new technology and skill, decision making and equal contribution to the all-round development in the areas where they work. For the session 2022-23, our college has conducted a detailed study on gender to find out whether the different aspects and areas of work in the campus are having a gender balanced distribution of representation and responsibilities. Not only that the study has been conducted to identify ways to make college campus all the more safer for female. During the audit process, site has been selected with an ample size of participants viz. the students and faculties of the college. An analysis was carried out to study whether the college has been successful in maintaining a gender friendly environment in the campus. The process involves preparation and distribution of questionnaire among students as well as among faculties of the college, their finding and interpretations.

Gender Audit Committee

Coordinator: Mrs. Rupsikha Goswami
Assistant Professor

Member: Miss. Tridhara Garg,
Assistant Professor

Member: Miss. Banti Kalita
Assistant Professor

ACKNOWLEDGEMENT

We express our sincere gratitude to the authority of Nagaon GNDG Commerce College, Nagaon for entrusting and offering the opportunity to conduct a "Gender Audit" for the session 2022-23 on our college campus. We thank all the students of the college for their contribution towards conducting the survey. Without their support, the field study would not have been completed on time.

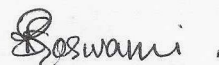
We are also thankful to all the faculty members of this college for their support for accomplishing the daunting task of preparing the Gender Audit Report of the college for the year 2022-23.

We also acknowledge the help of non teaching staff of the college who provide data for successful completion of the work.

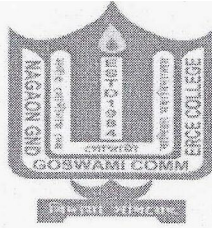
This report, made with sincere effort, gives details of the relevant data collected through a well-structured questionnaire, observations, analysis and recommendations pertaining to different gender related facilities in campus.

We are pleased to submit this detailed "Gender Audit Report" to honourable Principal Dr. Mriganka Saikia with recommendation after sincere study and observations.

For Audit Team



Rupsikha Goswami
Coordinator, Gender Audit.
Nagaon GNDG Commerce College.



CERTIFICATE

This is hereby certified that BBA Department of Nagaon GNDG Commerce College has carried out the necessary "Gender Audit for the session 2022-23". The gender audit team has completed this audit in a satisfactory manner.

Dr. Mriganka Saikia,
Principal,

Nagaon GNDG Commerce College,
Nagaon : Assam.

**PRINCIPAL
NAGAON GNDG
COMMERCE COLLEGE
NAGAON : ASSAM**

NAGAON GNDG COMMERCE COLLEGE

NAGAON, ASSAM

Nagaon Gopinath Dev Goswami Commerce College is an experienced institution of higher education in commerce, started on the 24th of September, 1984 in the premises of Sankardev Natya Chora under the name of Nagaon Commerce College. It was renamed as Nagaon GNDG Commerce College. After the name of Late Gopinath Dev Goswami, an illustrious son of Nagaon and was shifted to its present site at Panigaon, Nagaon in 1991. The College with its dedicated teaching faculty, efficient administrative staff and honourable principal makes a sincere attempt to nurture students for a promising future in commerce and industry and helps them build up a strong personality for becoming a responsible citizen. The college offers ample opportunities to the students to develop their finer facilities in art, culture and literature as well as physical facilities in sports and athletics through competition and participation in various events throughout the year. The prime motto of this co-educational institution is to assure quality as well as balanced education to every student irrespective of gender. Therefore a study “**Gender Audit**” has been conducted by the institution to ensure whether equality of gender is being sustained within the college premises.

ABOUT GENDER AUDIT

A Gender Audit is a social audit and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audit”. A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and provision of services, structures, proceedings and budgets.

This gender audit, therefore, attempts to study the fulfilment of different criteria which must go in synchrony with the very purpose of existence of the college along with an assessment of the gender balance among the students, faculty members and in the administrative level. The gender audit is an assessment of the impact of the institution’s current policies on gender equality in the society as well.

OBJECTIVE OF THE GENDER AUDIT

The gender audit has the following objectives:

- To identify gaps and challenges in the policy that exist in the college premises
- To suggest measures for bridging the gap of gender inequality
- To assess the progress made in achieving gender equality

KEY STEPS IN GENDER AUDIT

- Planning
- Field Work
- Draft Report
- Final Report

METHODOLOGY

The Gender Audit Team prepares questionnaires which are distributed among students from different courses, hostel boarders and faculty members of the institute through simple random sampling method. The intention of the study is to find out whether ample degree of amenities and environment has been provided for women in the college premises. The questionnaires are shared through Google Form links and given a period of 2 days for the respondents.

AN OVERVIEW OF THE GENDER POLICY OF THE COLLEGE

Nagaon G.N.D.G Commerce College is a single stream institution i.e. purely Commerce with a total strength of 1000(approx.). Apart from B.Com, there is a postgraduate course i.e. M.Com started from 2015 and a professional course i.e. B.B.A started from 2009. During 2022-23 session, total number of B.Com student are 786 where 182 girls and 604 boys. In BBA programme, out of 44 students 31 are male and 13 are female. In M.Com course during this session, a total of 112 students are enrolled where 58 numbers are male and 54 numbers are female.

The college always try to concentrate on student's quality performance along with their overall personality development. To further the cause of Gender Equality, the students are provided with various facilities and attention; The Women Cell of the college has arranged various free sessions on self-defense trainings for the students.

The NSS Unit of Nagaon GNDG Commerce College is a voluntary organization of young students of this college. In 2022-23 session, a total of 100 students join in NSS where 20

numbers are girls and 80 are boys. The unit always motivates the girl students for their social responsibilities.

This year college has introduced NCC unit where girls are also enrolled with the male students of this college. During 2022-23 session out of 26 students 9 are girls and 17 numbers are boys. This unit helps the girls in developing their characters and quality like comradeship, discipline, leadership, secular outlook and spirit of adventure.

The Yoga and Meditation camps have also been organized for the students in the college premises from time to time. During 2022-23 session, College has organized a 10 days YOGA camp in collaboration with YOGA Cell of this college where maximum number of girl students take part. In this context, the special invitee Miss Nilakhi Das, Lecturer of YOGA, College of Education Koliabor has addressed mainly the girl students and emphasized the importance of YOGA and physical exercises in daily life. In the field of culture and sports, during 2022-23 session, girls have achieved success through participation in various inter university, inter college competitions. It is noteworthy that a girl team of this college has participated in National Cestoball Tournament, Bangalore in 2022-23 session.

Table1: Gender wise details of total students in B.Com 2022-23

SL.No	YEAR	TOTAL	MALE	FEMALE
1.	2022-23	786	604	182

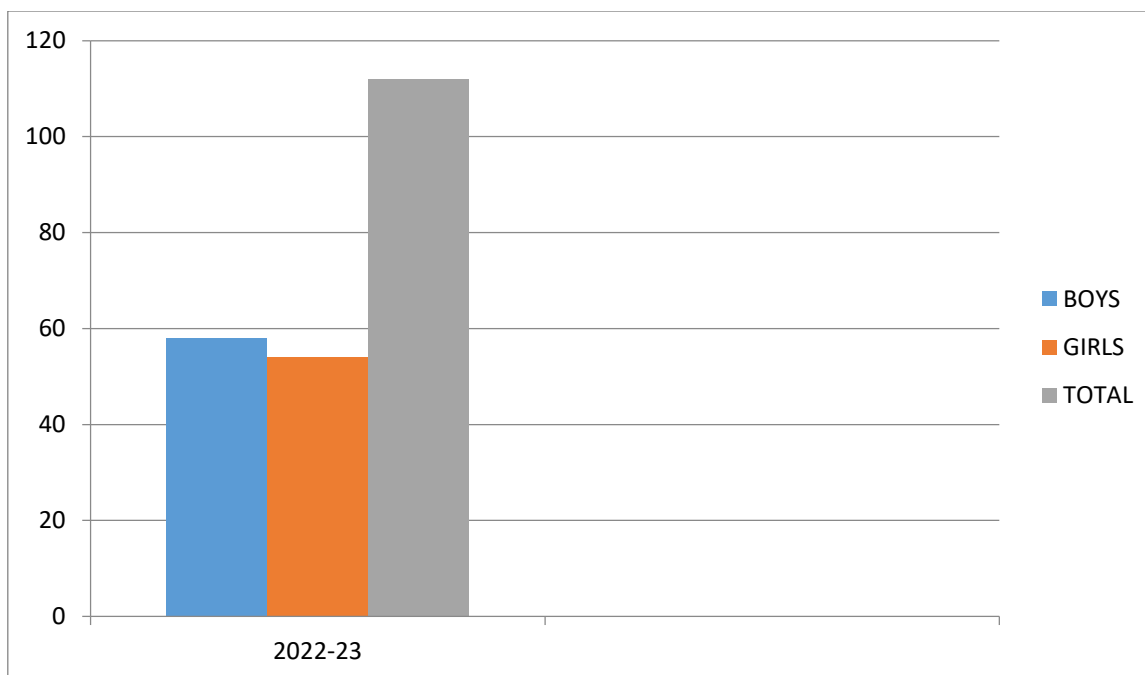


Fig1: Gender wise details of total students in B.Com 2022-23

Table 2: Gender wise details of total students in BBA 2022-23

SL. No	YEAR	TOTAL	MALE	FEMALE
3	2022-23	44	31	13

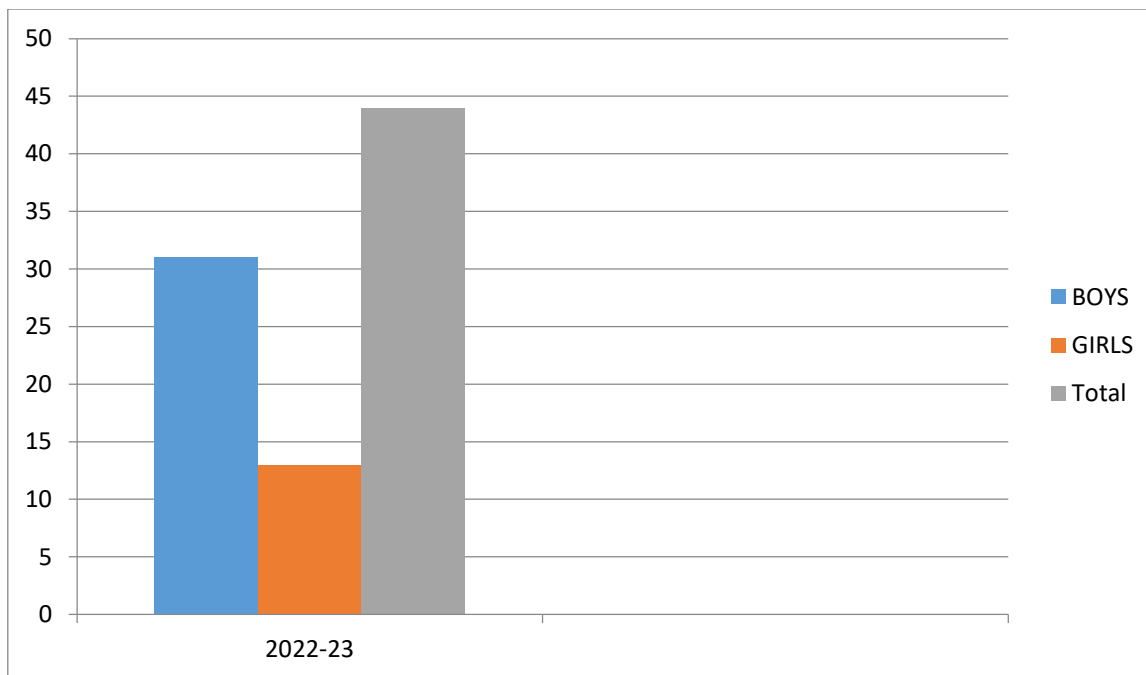


Fig 2: Gender wise details of total students in BBA 2022-23

Table 3: Gender wise details of total students in M.Com 2022-23

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2022-23	112	58	54

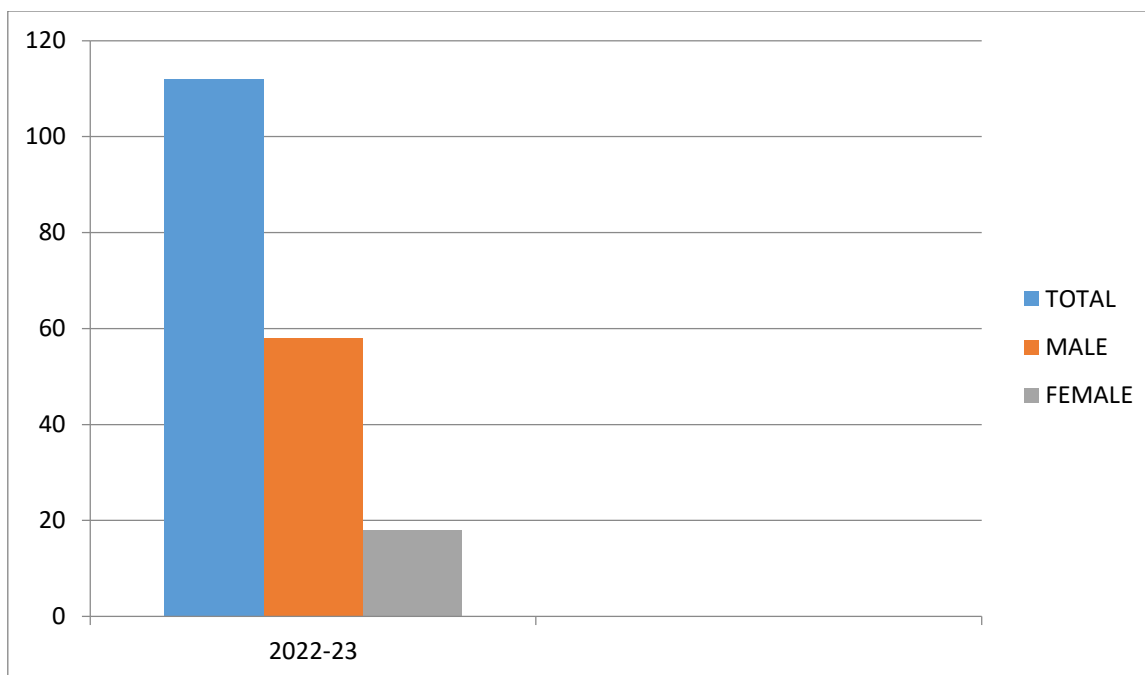


Fig 3: Gender wise details of total students in M.Com 2022-23

Table 4: Gender wise details of total students in NSS 2022-23

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2022-23	100	80	20

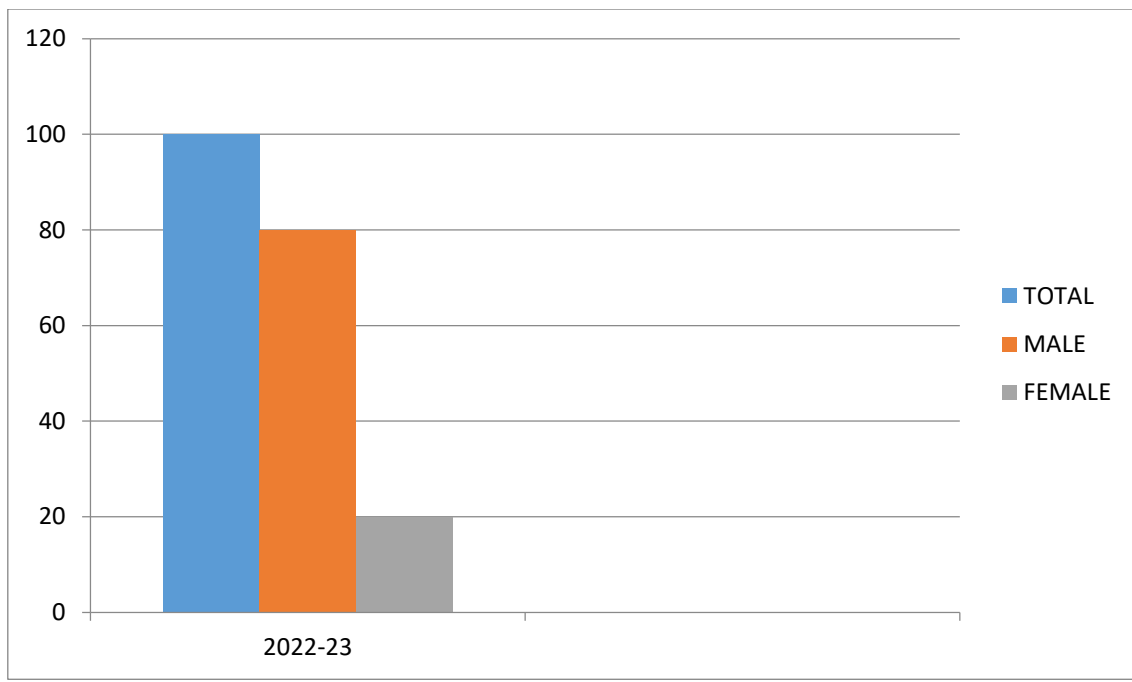


Fig 4: Gender wise details of total students in NSS 2022-23

Table 5: Gender wise details of total students in NCC

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2022-23	26	17	09

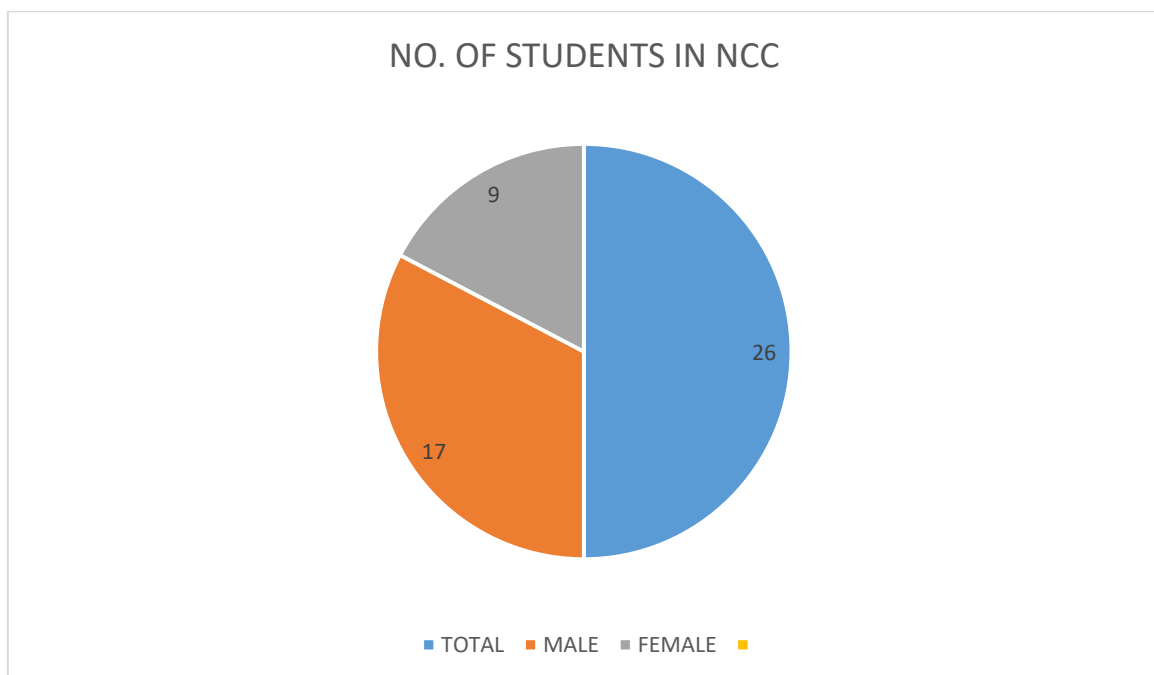
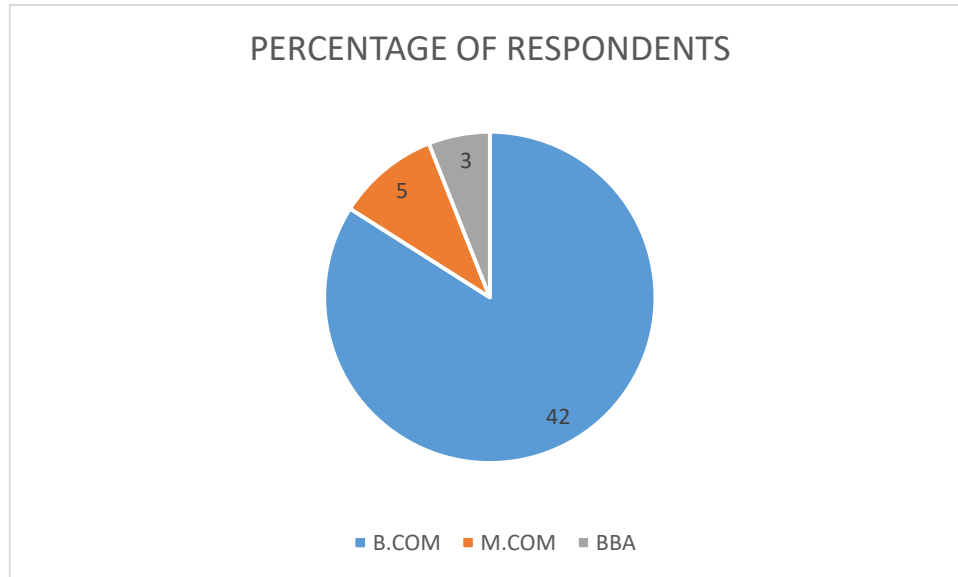


Fig 5: Gender wise details of total students in NCC 2022-23

GENDER AUDIT STUDENTS RESPONSE

Findings and Interpretations

Q1. Distribution of respondents (students) as per stream:



Out of these 50 students, a total number of 42 students from B.Com, 5 students from M.Com, 3 from B.B.A responded to the survey

Q2. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum

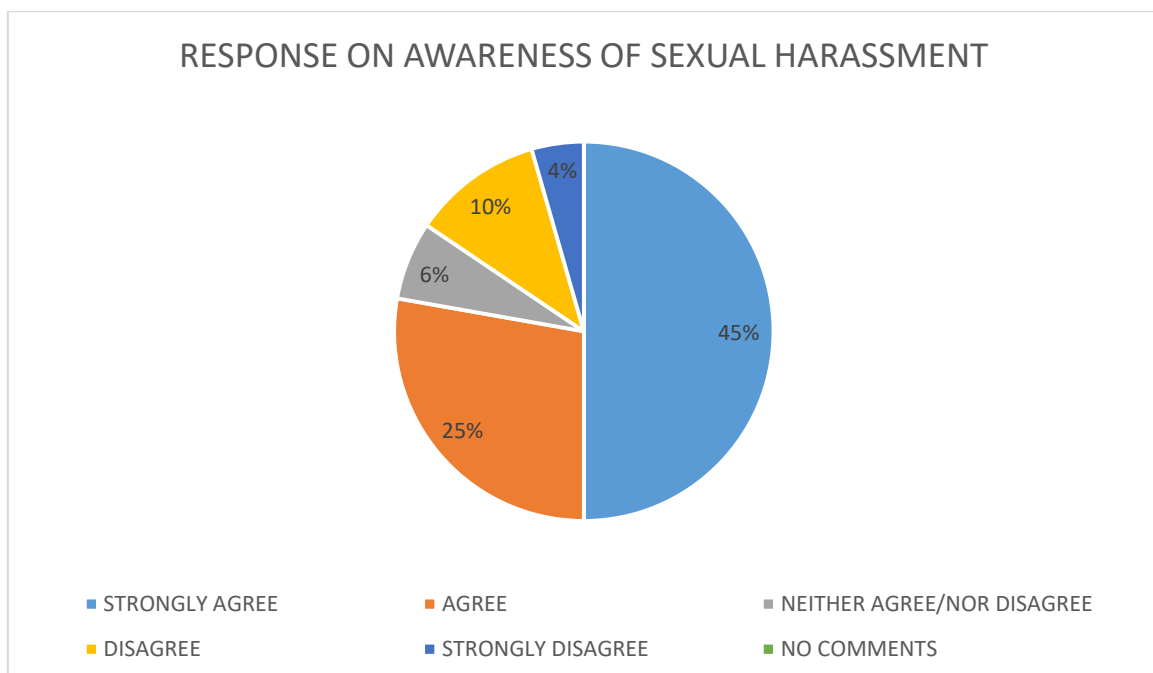


Fig 2: Response on Awareness of Sexual Harassment

45% of students strongly agreed to the fact while 25% agreed. 10% of students choose not to comment on the fact whereas 4% students strongly disagreed and 10% students disagreed. Only 6% of students neither agreed nor disagreed to the fact.

Q3. Adequate numbers of toilets are available in the college campus for the students –

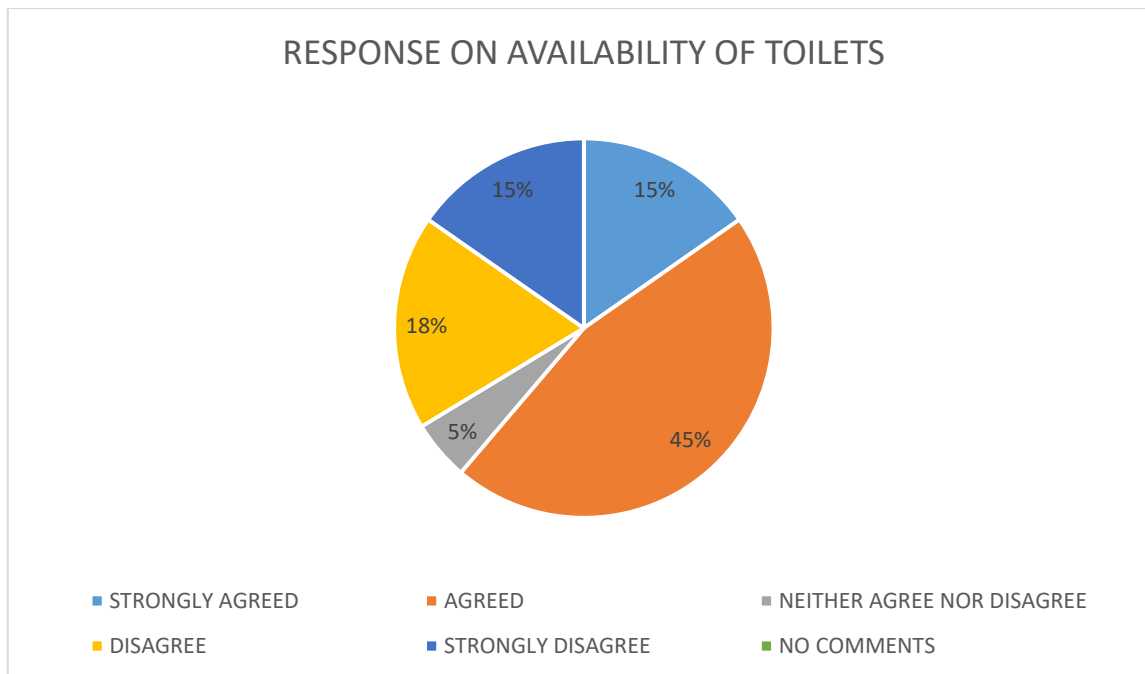


Fig 3: Response on Availability of Toilets

15% students strongly agreed to the fact while 18% students disagreed. 45% students simply agreed to above mentioned fact.

Q4. Adequate facilities are available inside the toilets –

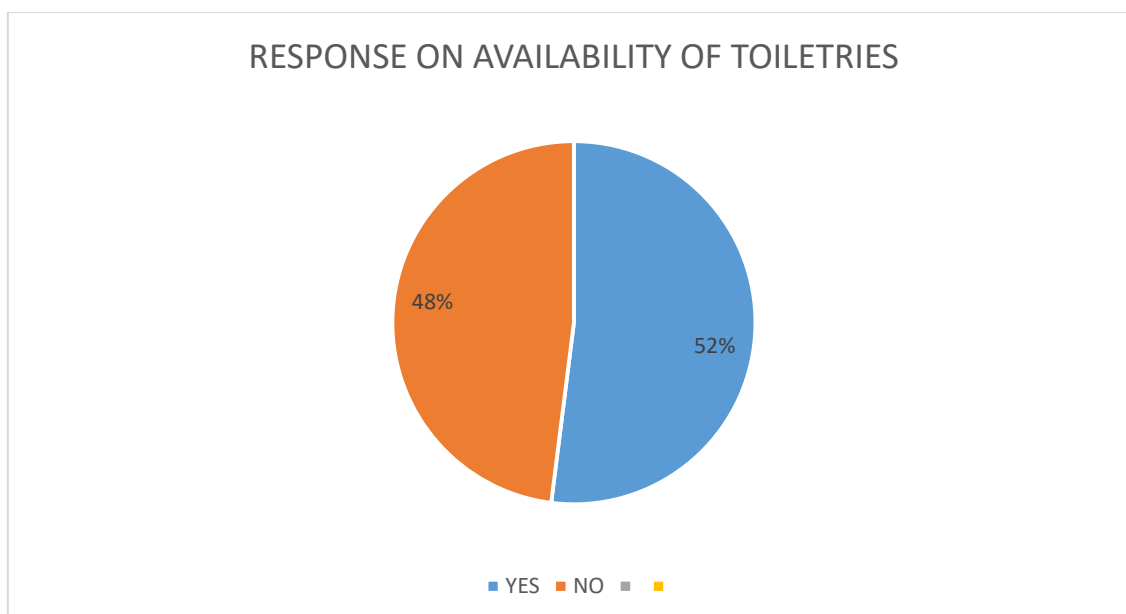
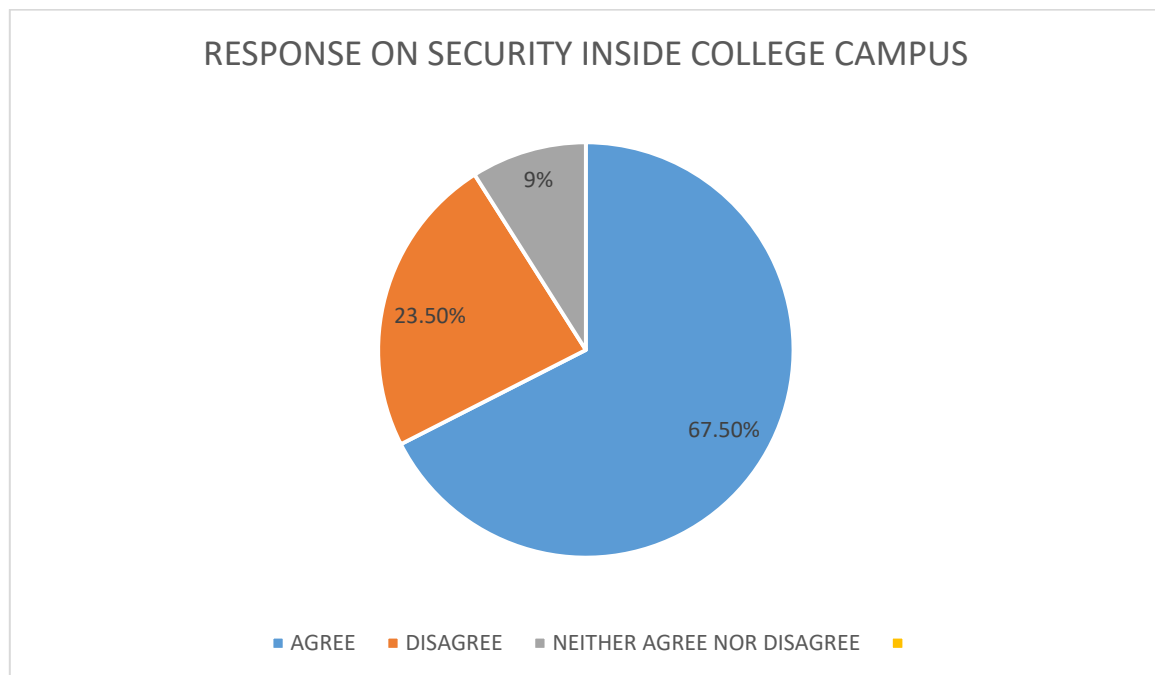


Fig 4: Response of Availability of Toiletries

52% students gave a positive response to the fact whereas 48% students gave negative response.

Q5. Adequate security arrangements are made in the college campus during day and night-



67.5 students simply agreed to the fact. On the other hand 23.5 of students disagreed to the fact and 9% students neither agreed nor disagreed

Q6. Adequate lighting facilities are available inside the campus as well as in classrooms, toilets etc.-

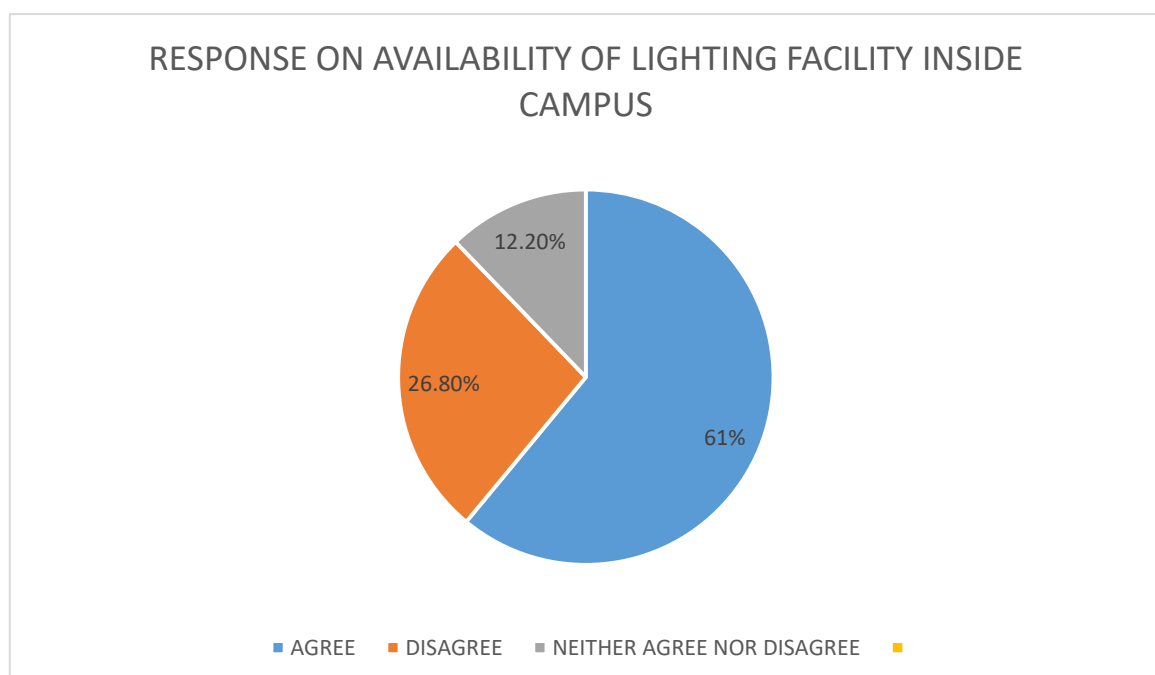


Fig 6: Availability of Lighting Facility inside Campus

For the above fact, 26.8% of students disagreed while 12.2% students neither agreed nor disagreed and 61% of students simply agreed.

Q7. A women cell is set up in the college and students are aware about it-

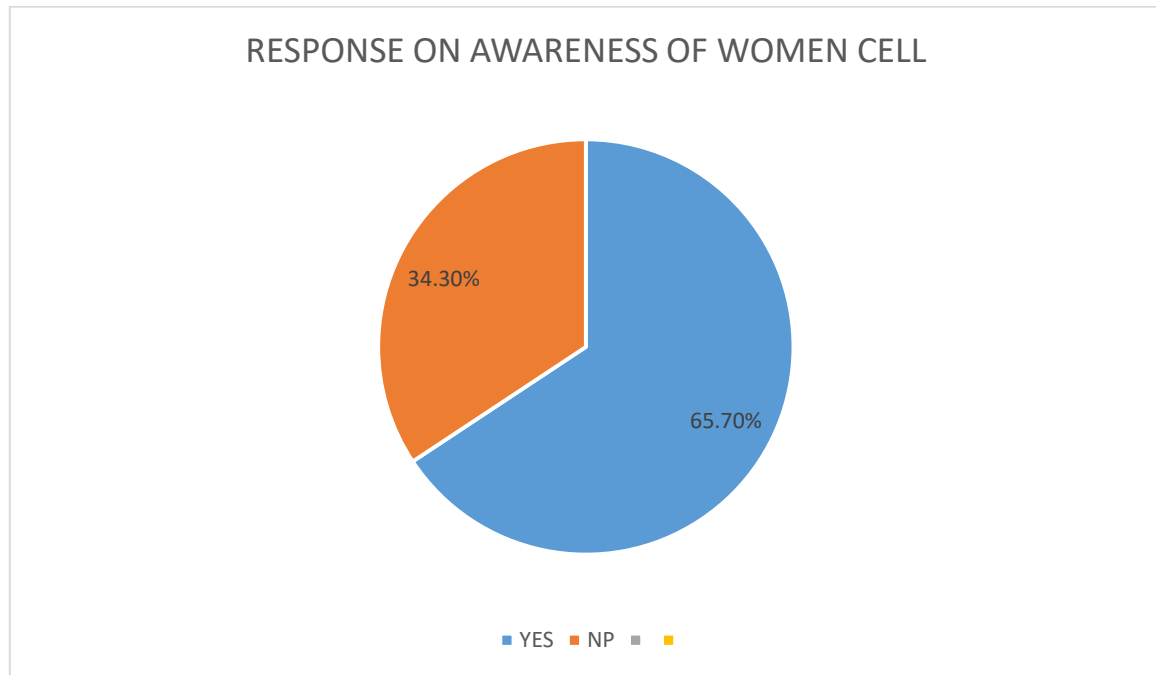
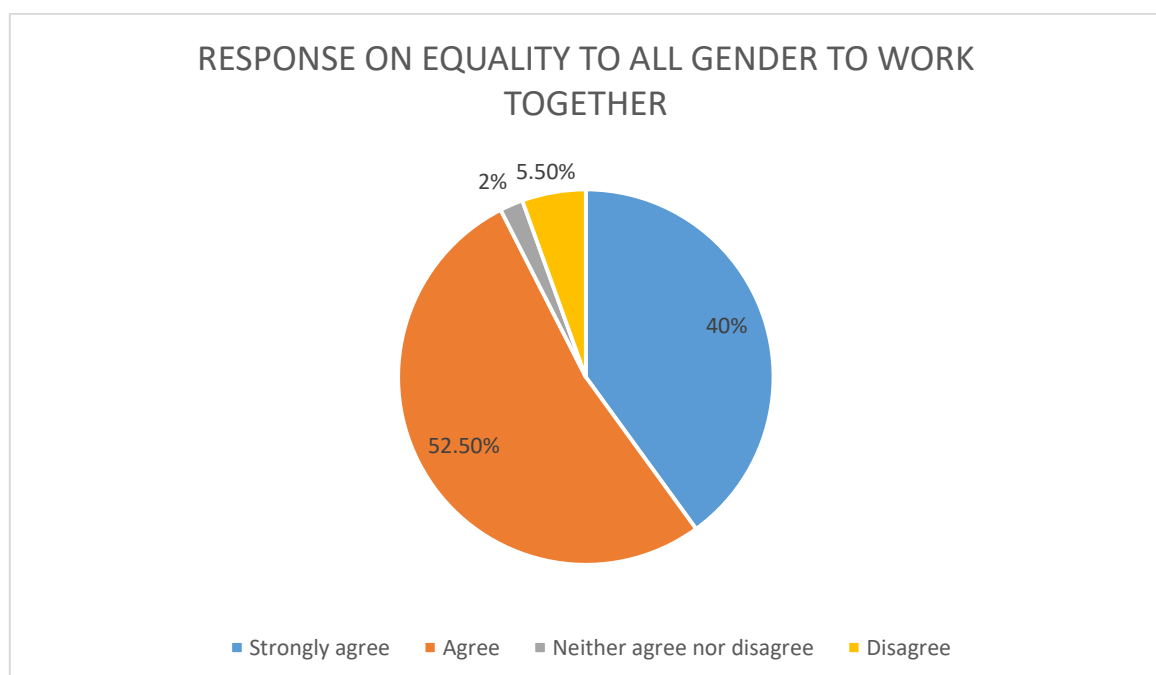


Fig 7: Awareness of Women Cell

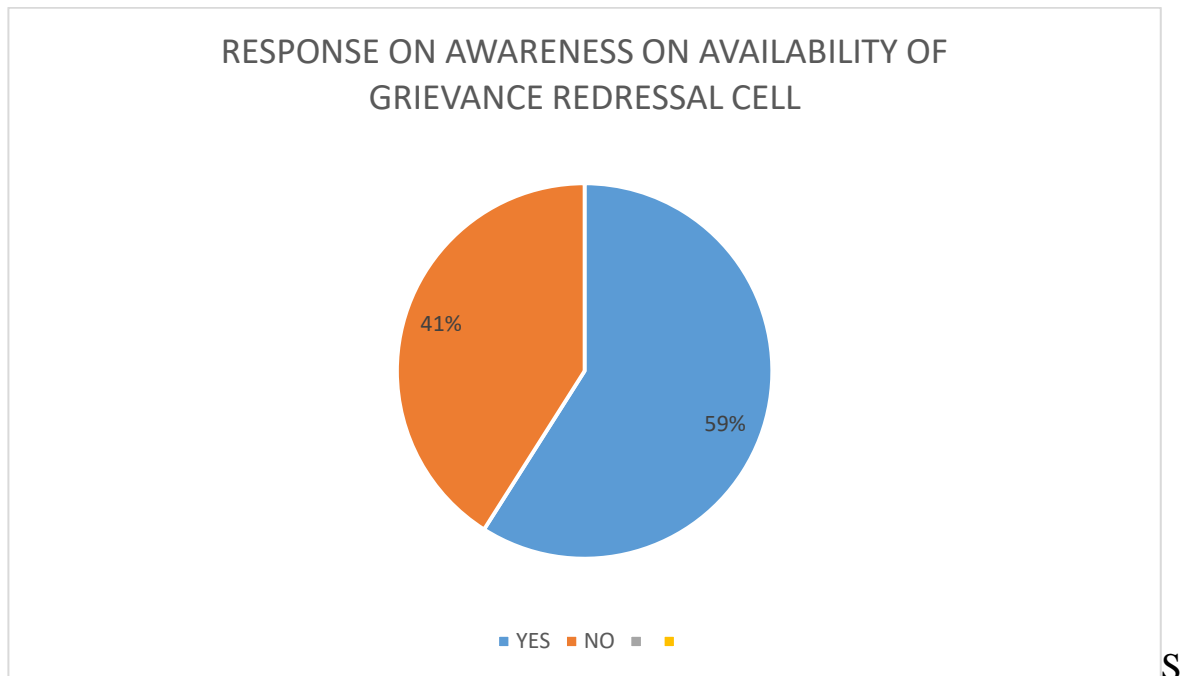
In this case, 65.7% of students were aware of the fact whereas 34.3 were completely unaware of this fact.

Q8. There is equal opportunity to all genders to work together-



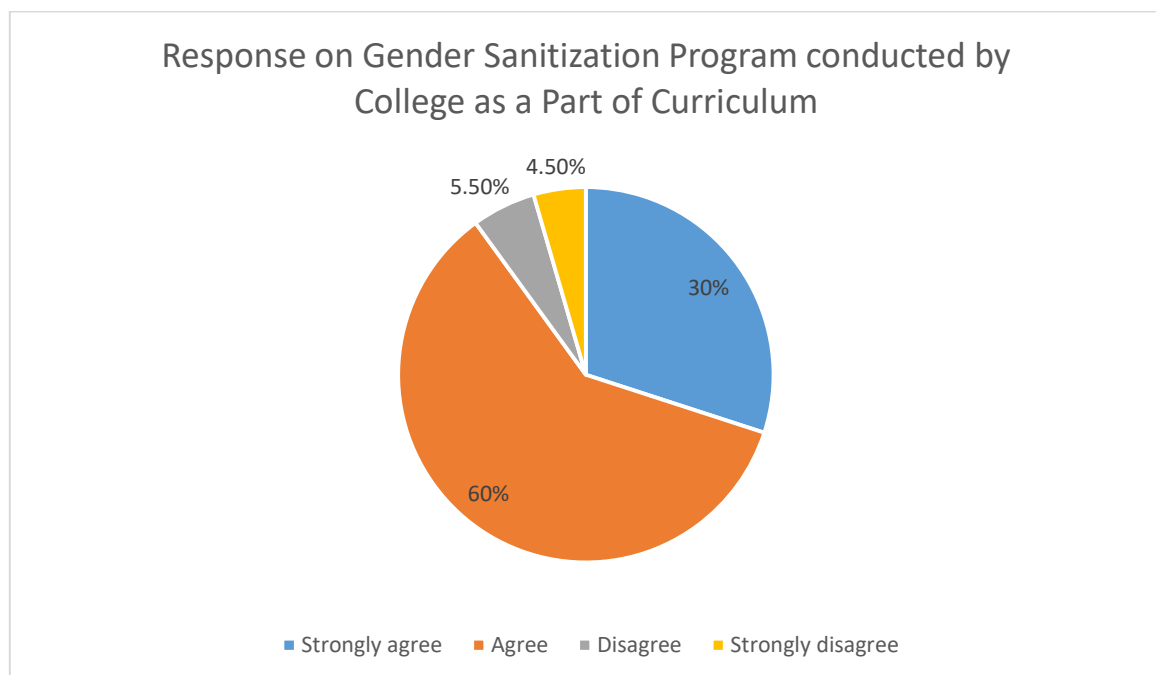
52.5% of students agreed to this while 5.5% disagreed. 40% of students strongly agreed to the fact whereas 2% choose not to give any consent.

Q9. Do you aware about the grievance redressal cell that has been set up in the college-



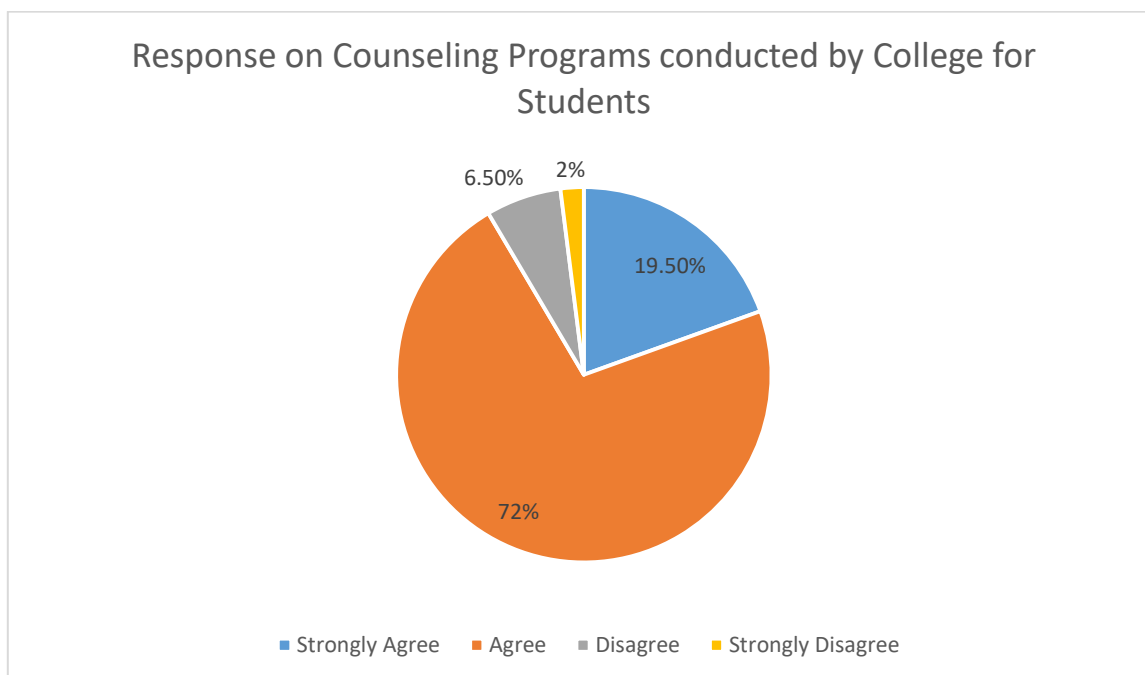
59% of students are aware of the fact whereas 41% of students are unaware to the fact.

Q10.College conduct gender sanitization program as a part of its curriculum-



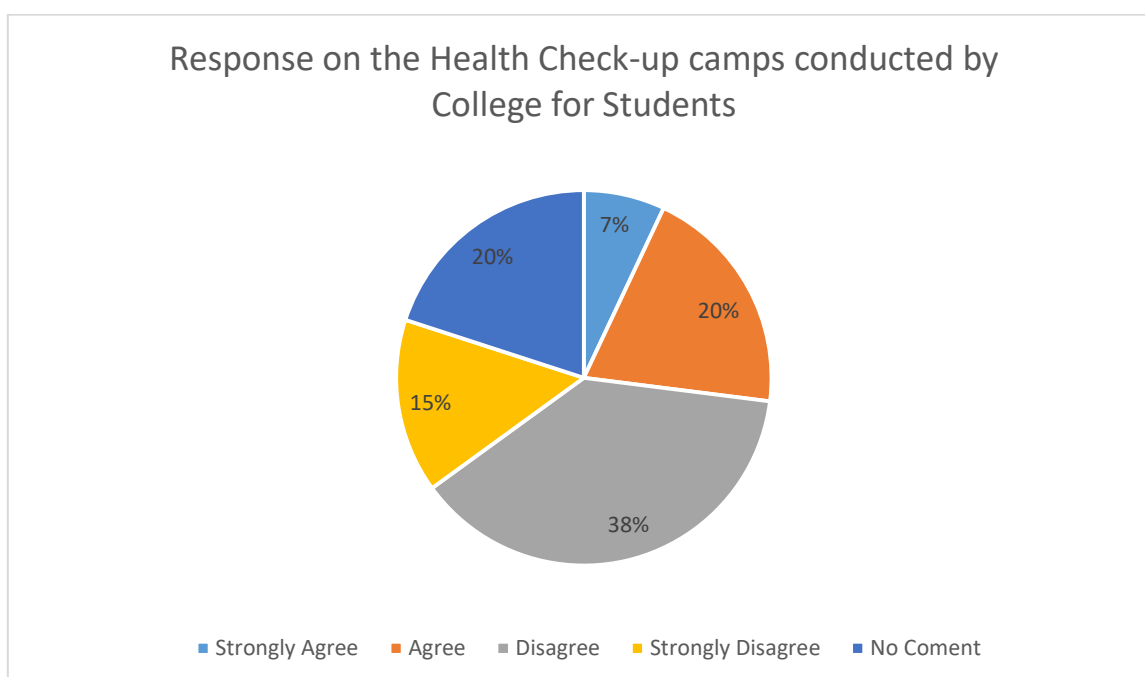
To the above fact, 60% of students agreed whereas 5.5% disagreed. On the other hand, 30% strongly agreed while 4.5% were choose strongly disagree .

Q11.College has conducted counseling programs for students-



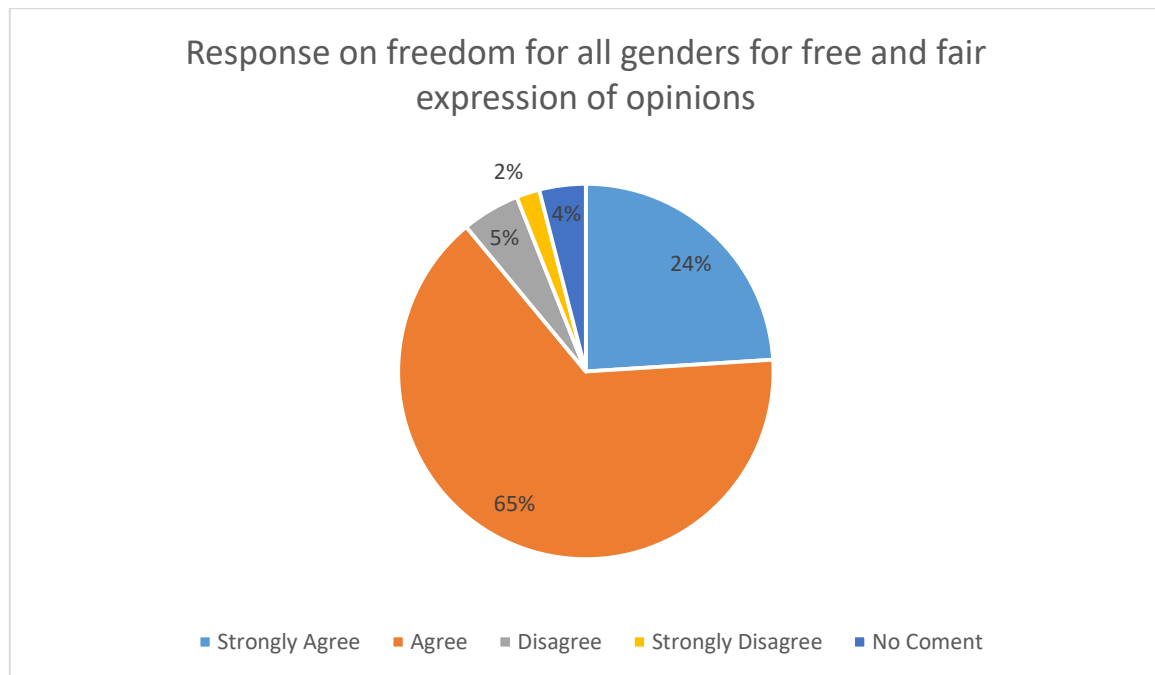
72% of students agreed to the fact and 19.5% strongly agreed, whereas 6.5% students were choose disagree and 2% strongly disagreed to the fact.

Q12.The College conducts health check-up camps for students-



Here, 20% students agreed to the fact while 38% disagreed. 7% of students strongly agreed to the fact whereas 15% strongly disagreed. Only 20% choose not to give any comment

Q13. There is a freedom for all genders for free and fair expression of opinions-



24% strongly agreed to the above mentioned fact and 65% of students simply agreed to the fact. 5% of students were disagreed, and 2% students were choose strongly disagree and 5% students were choose not to give any comment.

SUGGESTIONS:

- Though a decimal number of respondents are found to be unaware of these programs in the question no 3, the College must work towards the matter and make students aware about the programs.
- Regarding question no 4 and 5, the college must take necessary actions towards the availability of adequate sanitary facilities as well as amenities as perceived by the students. Discomfort of any degree may hamper in achieving the goal of the college.
- The college have a women cell. The negative response against question no 8 is due to the ignorance of the stated fact. The Women Cell is working towards reaching out all the students to become all inclusive.
- The college have a provision for the students to approach the Cell anonymously as well as to protect their privacy while seeking solutions to their grievances.(Against Q10)

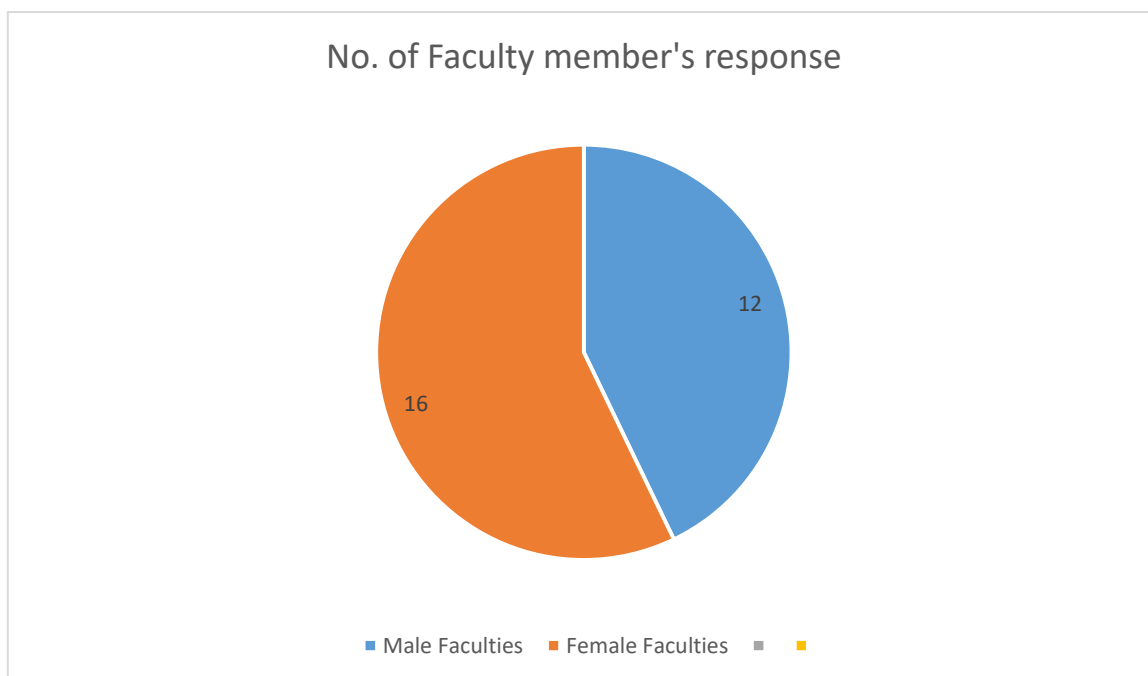
- The college had conducted several health checkup camps for students before pandemic; therefore most of the students are unaware about these camps. So the college must take necessary steps towards student's medical checkups.

GENDER AUDIT FACULTY RESPONSE

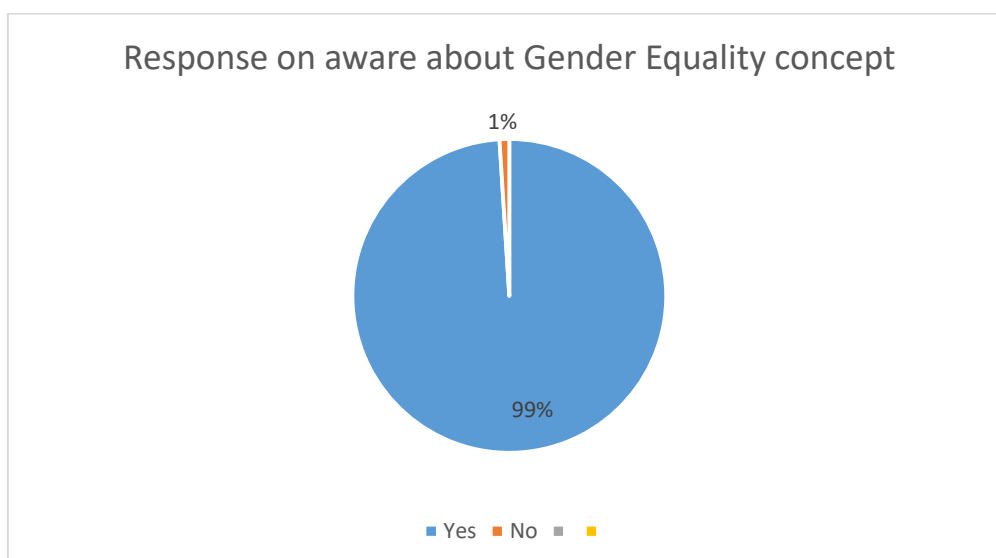
This report comprises of response by the faculty members of the college. The responses are as follows:

Q1. Gender-

Out of 28 respondents, 12 are male respondents and 16 are female respondents.

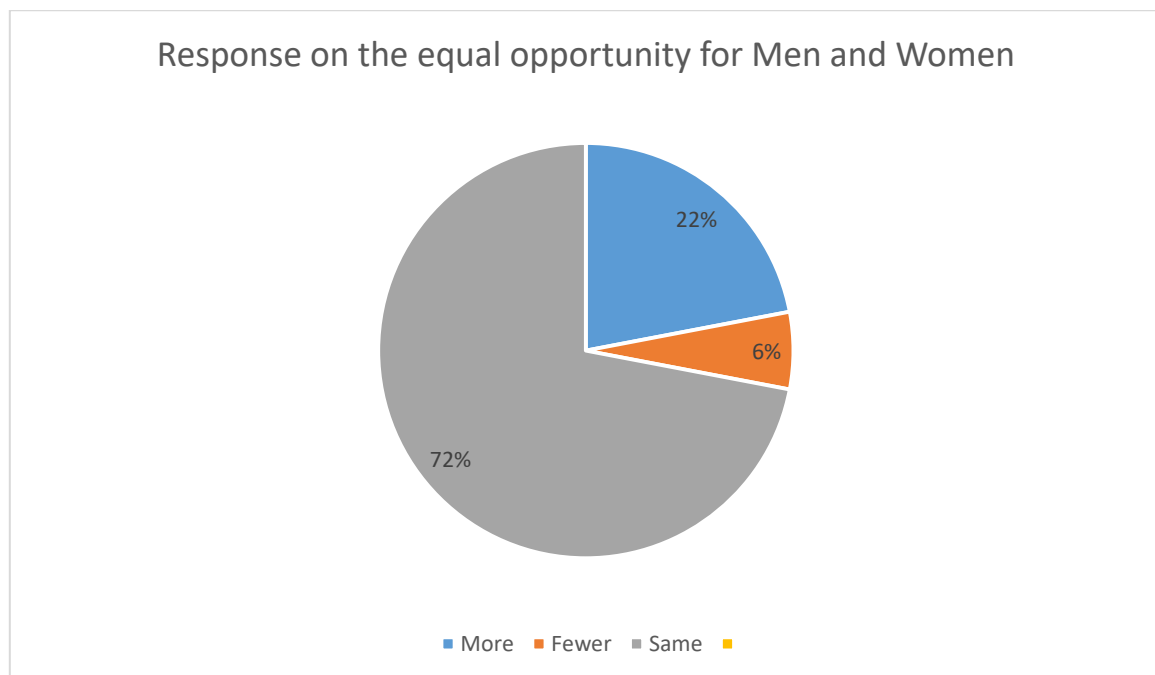


Q2. Are you aware about gender equality concept –



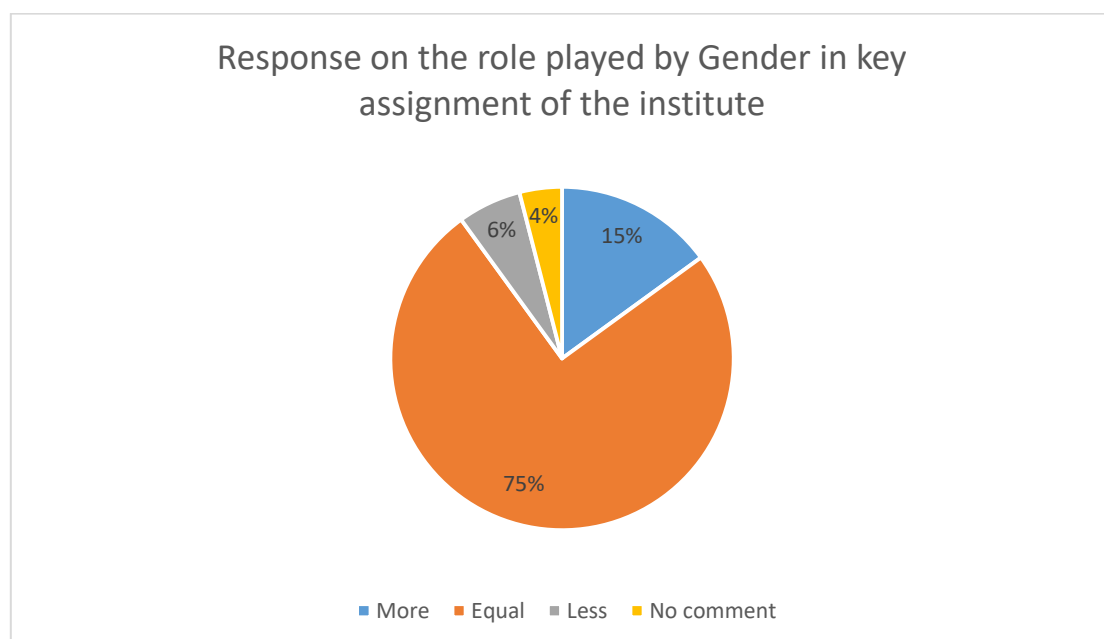
99% of respondents are aware of the fact whereas very few members are unaware of this fact

Q3. In your college do you think that women haveopportunity as men-



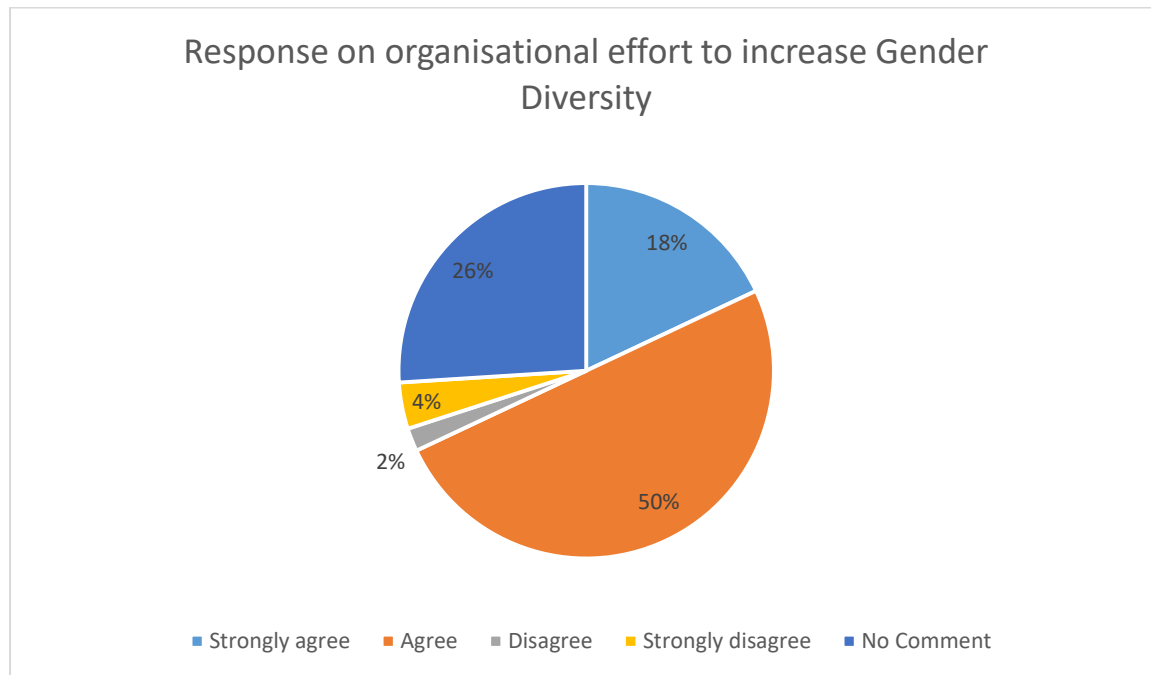
72% responded towards same opportunities for women as men whereas 6% responded towards fewer and only 22% responded for more opportunities for women.

Q4. Have you ever thought your gender has played a role in gettingchance in the key assignments of the institute-



75% respondents have responded for equal chance in the key assignments of the institute. Whereas 6% have responded for less chance and 15% have responded for more chance. Only 4% are reluctant to give their response.

Q5. Do you think your organization should be doing more efforts to increase gender diversity-



50% respondents have simply agreed to the fact while 18% faculties strongly agreed to the fact. 28% are not willing to give either positive or negative response to the fact. Very few respondents i.e 2% disagreed and 4% strongly disagreed to the fact.

CONCLUSIONS:

It has been observed from the gender audit report 2022-23, the students of the college are getting equal opportunities in every field irrespective of their gender diversity. There is a proportionate increase in the strength of students (girls and boys) from the last few years which indicates that gender equality is prevailing in the college premises. In spite of equal opportunity for every student, there are certain discrepancies still existing towards which the institution is required to take necessary actions. A proper grievance redressed mechanism should be developed in a more convenient way for the students of the college through the women cell for further counseling and resolving various issues related to female. From the study, it is felt that the college has achieved a satisfactory goal in adequate security arrangement for the students within the campus during the session as compared to the previous study report. Among the faculty members also, the responses are positive towards gender equality which indicates their expression towards harmony and unity between different individual in the college.

Links:

1. https://docs.google.com/forms/d/1NJxewZt27UJ0jvYXTf0SDHvPi7LU-_f9zjXG8QQ4KnE/edit?chromeless=1#
2. https://docs.google.com/forms/d/1Jv7lZobP3_FZWT1FtjydSqUfJbimdCt9f4QOBLpflqA/edit?chromeless=1