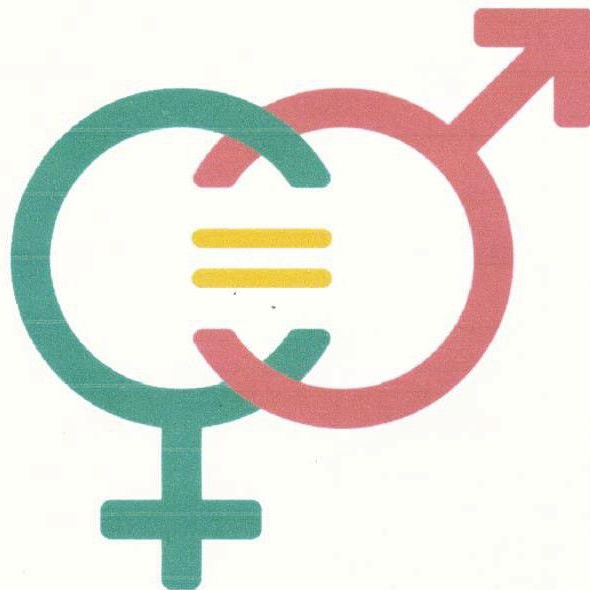




**Nagaon G.N.D.G. Commerce College,
Nagaon, Assam-782003.**



Gender Audit Report 2021-2022



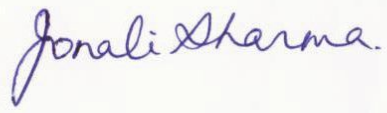

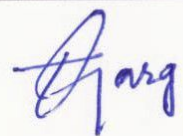

PREPARED BY

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

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

GENDER AUDIT REPORT
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	Dr.MrigankaSaikia, Principal	Chairman	
2	Prof. BijuMoniPathak, Associate Professor	Coordinator	
3	Dr.JonaliSarmah, Associate Professor	Member	
4	Prof. RupsikhaGoswami, Assistant Professor	Member	
5	Miss. TridharaGarg, Assistant Professor	Member	
6	Miss. Banti Kalita, Assistant Professor	Member	

PREFACE

According to United Nations, “ Women and girls represent half of the world’s population and therefore, also half of its potential. Gender equalities, besides being a fundamental human right are essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth”

The UN Secretary – General, Mr. Antonio Guterres has stated that achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human rights challenging in our world.

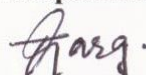
Gender Equality was made part of international human rights law by the Universal Declaration of Human Rights, which was adopted by the UN General Assembly on 10 December 1948. Therefore, Gender Equality means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

As evident from the works and programs towards Gender Equality by the UN and its various wings, it may be assumed that this is global issue and discussions on women’s liberation and their rights are at the forefront of many worldwide formal and informal campaigns. Gender awareness allows women to move beyond gender stereotypes and gender barriers.

This gender audit was conducted to identify the ways to make college campus safer and secured for the women. The process involves preparation of questionnaires, distribution among students and women members of the college, their finding and interpretations.



Mrs. Rupsikha Goswami



Miss. Tridhara Garg

NAGAON GNDG COMMERCE COLLEGE

NAGAON, ASSAM

Nagaon GopinathDevGoswami Commerce College is an experienced institution of higher education in commerce, started on the 24th of September, 1984 in the premises of SankardevNatyaChora under the name of Nagaon Commerce College. It was renamed as Nagaon GNDG Commerce College, after the name of Late GopinathDevGoswami, 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 GNDG Commerce College comprises of 2 streams – Commerce and science with a total strength of 1000(approx). Apart from B.Com and B.Sc, there is a postgraduate course i.e M.Com started from 2015 and a professional course i.e B.B.A started from 2009.

The college always concentrates 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 college has a NSS Unit for students including girl students which concentrate in developing their characters and qualities like discipline, leadership and spirit of adventure. The Yoga and Meditation camps have also been organized for the students in the college premises from time to time. Frequent workshops are organized on various topics concentrating on Women and Human Rights to make the girls aware of their basic rights and responsibilities. Health and medical camps are also organized by the college for free medical checkup of the girls. In the field of culture and sports , girls have achieved success through participation in Youth Festivals and various other inter college competitions.

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

SL.No	YEAR	TOTAL	MALE	FEMALE
1	2020-21	711	582	129
2	2021-22	778	610	168

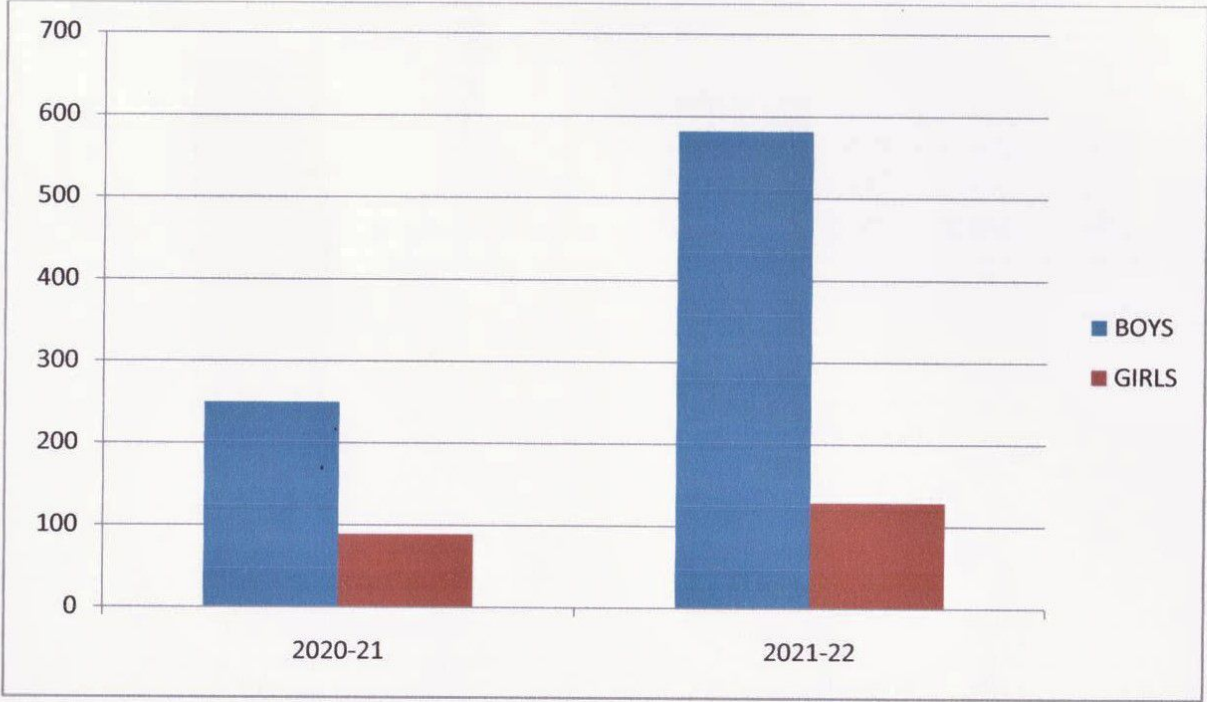


Fig 1: Gender wise details of total students in B.Com

Table 2:Gender wise details of total students in BBA

SL.No	YEAR	TOTAL	MALE	FEMALE
1	2020-21	26	18	08
2	2021-22	36	27	09

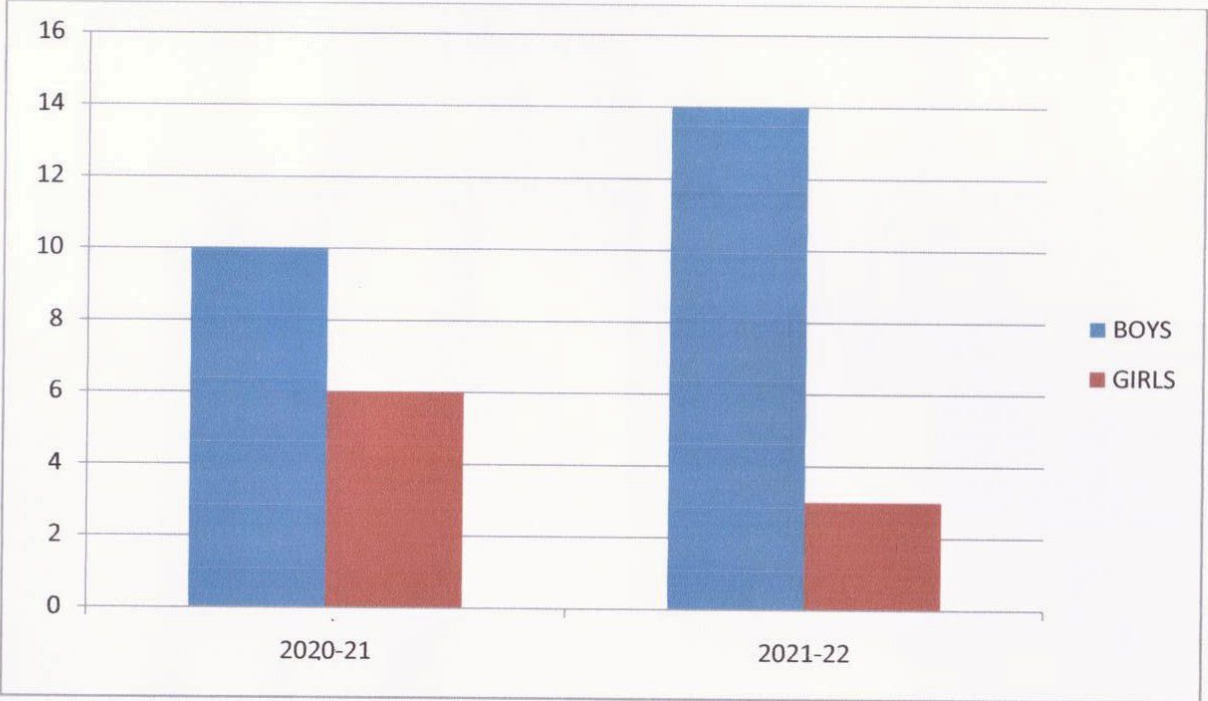


Fig 2: Gender wise details of total students in BBA

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

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2020-21	44	26	18
2	2021-22	60	35	25

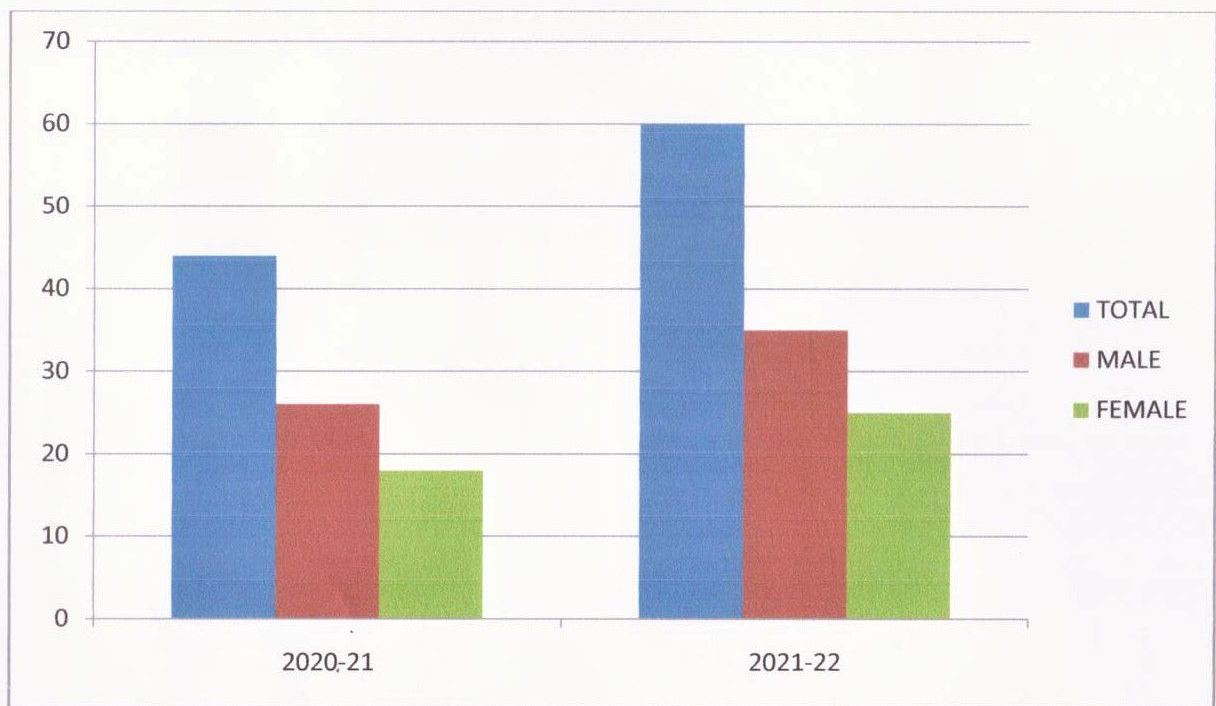


Fig 3:Gender wise details of total students in M.Com

Table 4: Gender wise details of total students in B.Sc.

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2020-21	61	51	10
2	2021-22	66	56	10

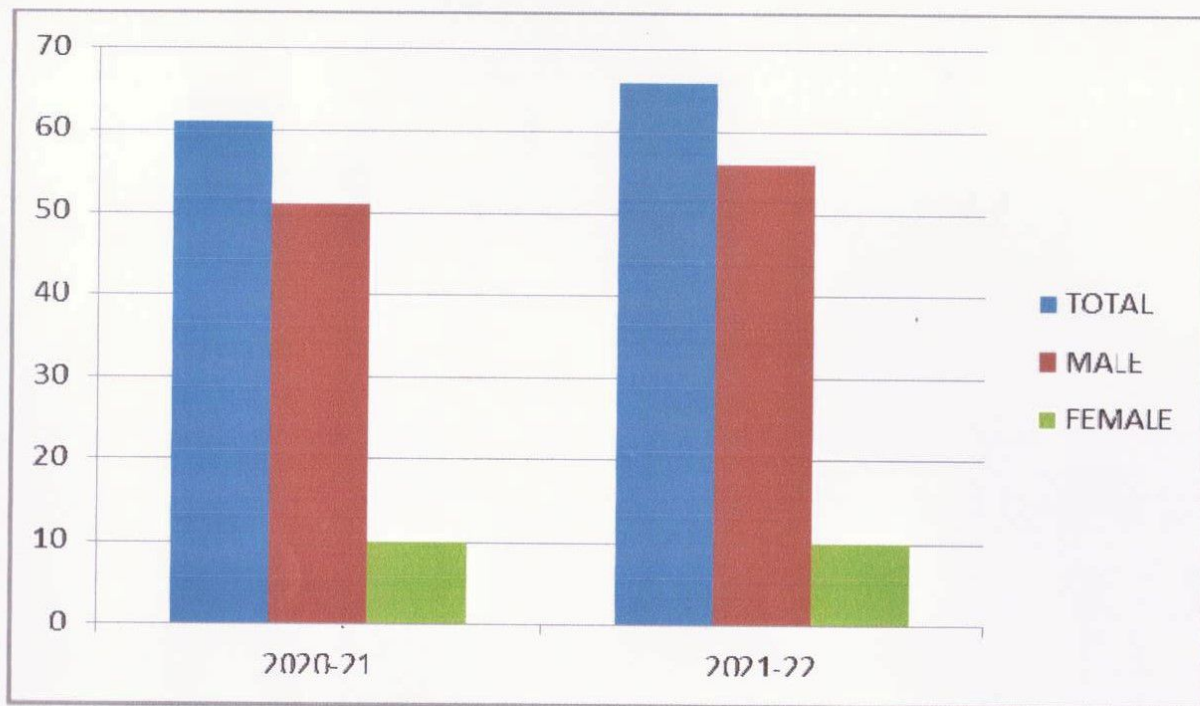


Fig 4: Gender wise details of total students in B.Sc

Table 5: Gender wise details of total students in NSS

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2020-21	109	84	25
2	2021-22	112	81	31

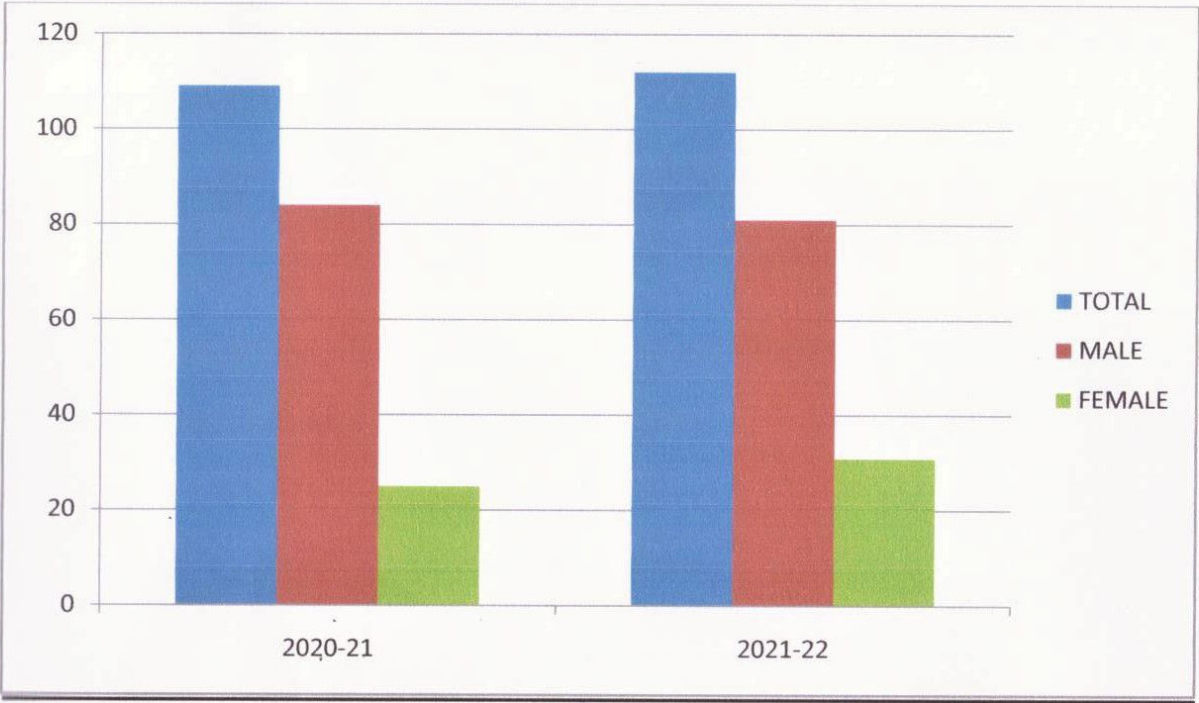


Fig 4: Gender wise details of total students in NSS

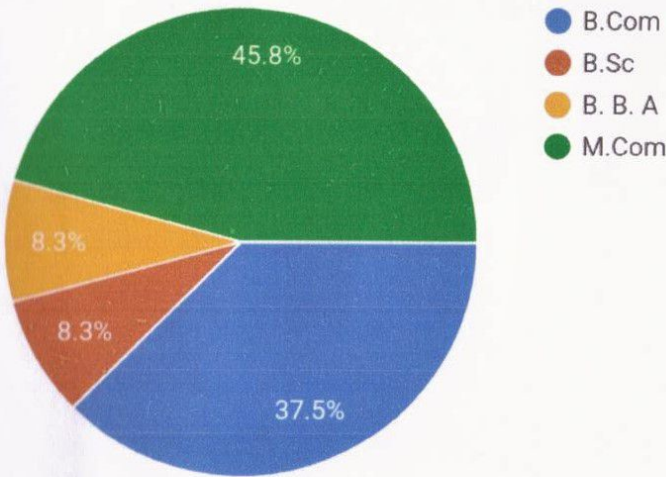
GENDER AUDIT STUDENTS RESPONSE

Findings and Interpretations

Q1. Name of the student:

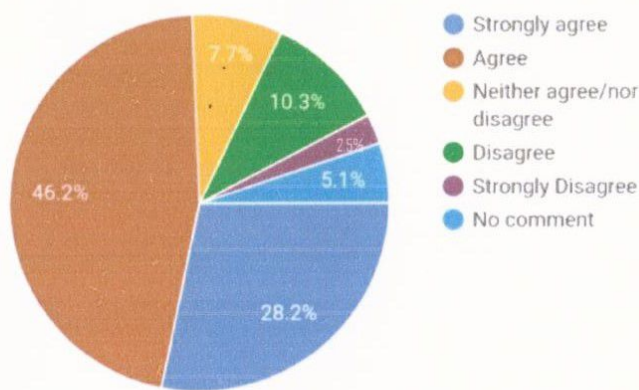
41 students responded to this study with their respective names.

Q2. Distribution of students as per streams:



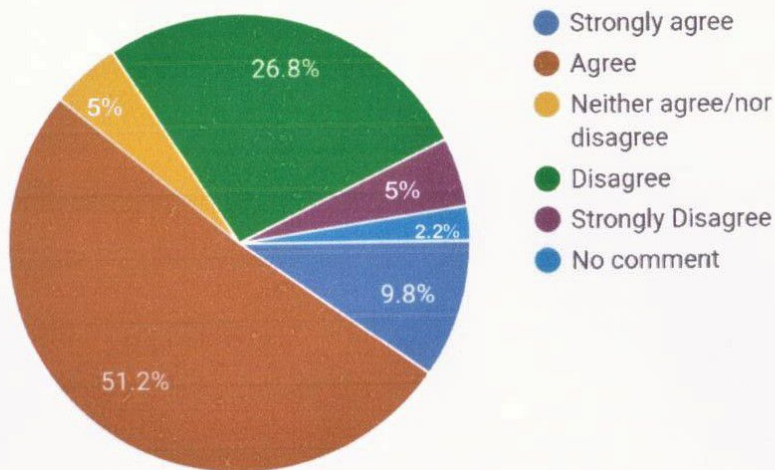
Out of these 41 students, a total number of 19 students from M.Com, 16 students from B.Com, 3 from B.B.A and 3 students from B.Sc. responded to the survey

Q3. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum



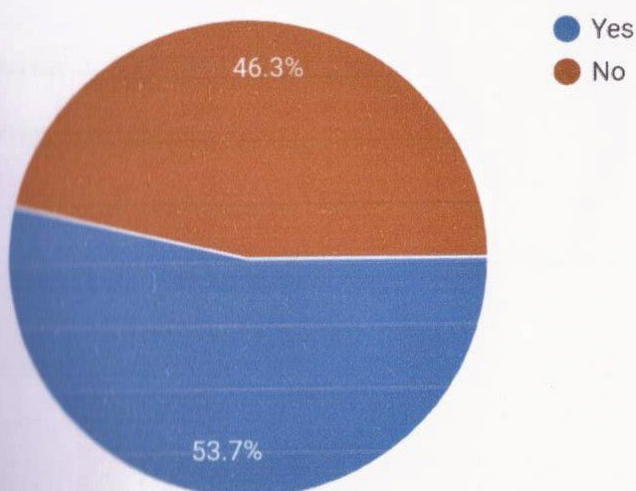
46.2% of students agreed to the fact while 28.2% strongly agreed. 5.1% of students choose not to comment on the fact whereas 10.3% students disagreed. Only 7.7% of students neither agreed nor disagreed to the fact. 2.5% students strongly disagreed to the fact.

Q4. Adequate numbers of toilets are available in the college campus for the students –



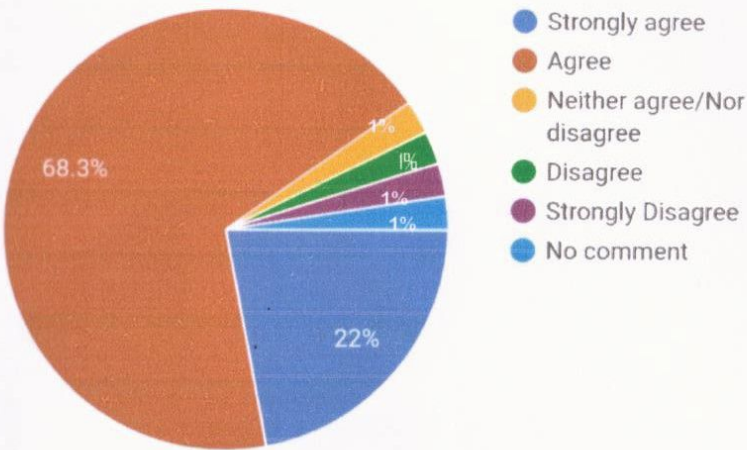
9.8% students strongly agreed to the fact while 26.8% students disagreed. 51.2% students simply agreed to above mentioned fact. However 5% students strongly disagreed to the fact and 5% neither agreed nor disagreed. Only 2.2% choose not to comment.

Q5. Adequate facilities are available inside the toilets –



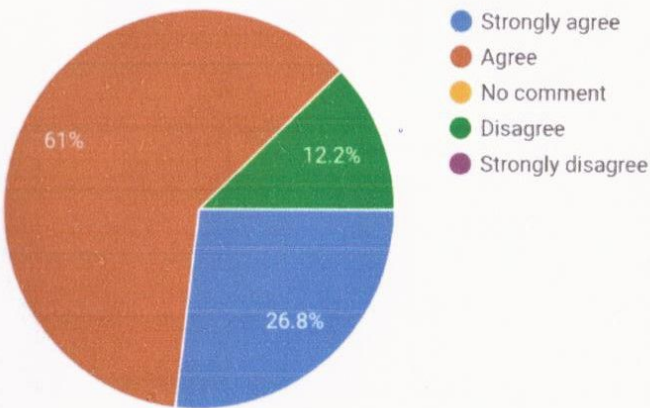
53.7% students gave a positive response to the fact whereas 46.3% students gave negative response.

Q6. Adequate security arrangements are made in the college campus during day and night-



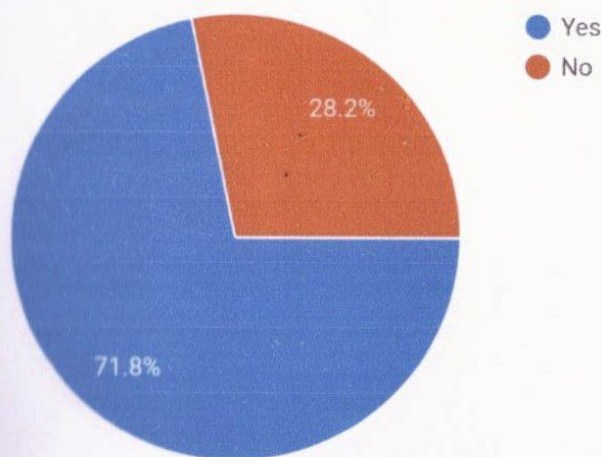
68.3% students simply agreed to the fact. On the other hand 22% of students strongly disagreed to the fact. Remaining students neither agreed nor disagreed, either disagreed or strongly disagreed and choose not to give their comments to the above mentioned fact.

Q7. Adequate lighting facilities are available inside the campus as well as in classrooms, toilets etc.-



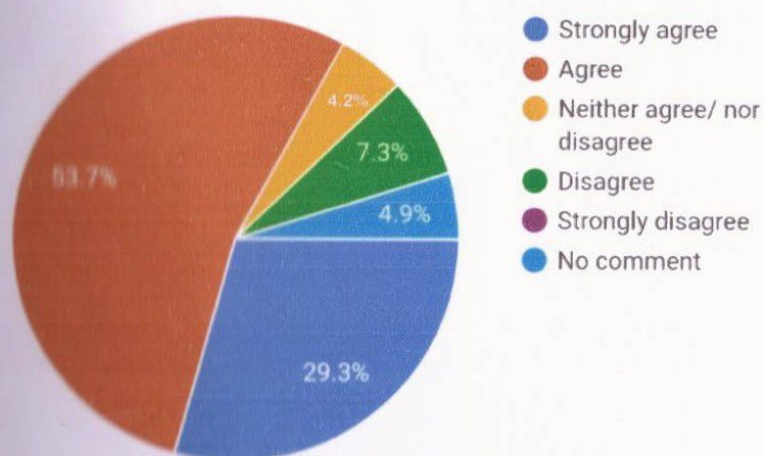
For the above fact, 26.8% of students strongly agreed while 12.2% students disagreed and 61% of students simply agreed.

Q8. A women cell is set up in the college and students are aware about it-



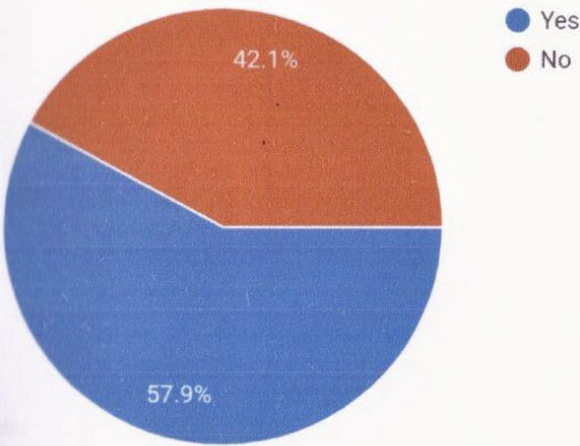
In this case, 71.8% of students were aware of the fact whereas 28.2% were completely unaware of this fact.

Q9. There is equal opportunity to all genders to work together-



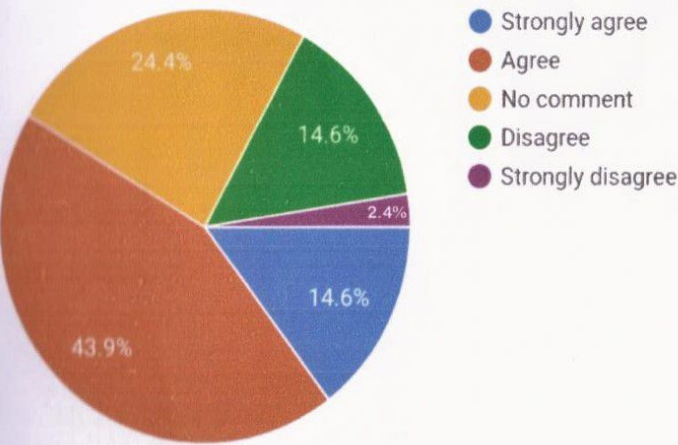
53.7% of students agreed to this while 7.3% disagreed. 29.3% of students strongly agreed to the fact whereas 4.9% choose not to give any comment. Whereas 4.2% students neither agreed nor disagreed to the fact.

Q10. Do you aware about the grievance redressal cell that has been set up in the college-



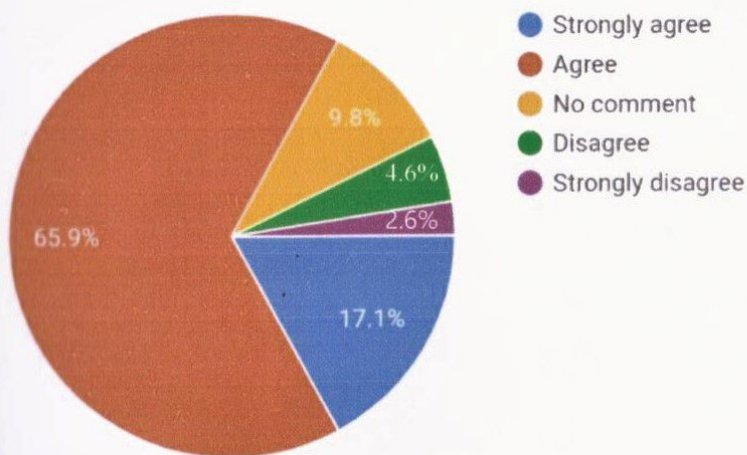
57.9% of students are aware of the fact whereas 42.1% of students are unaware to the fact.

Q11.College conduct gender sanitization program as a part of its curriculum-



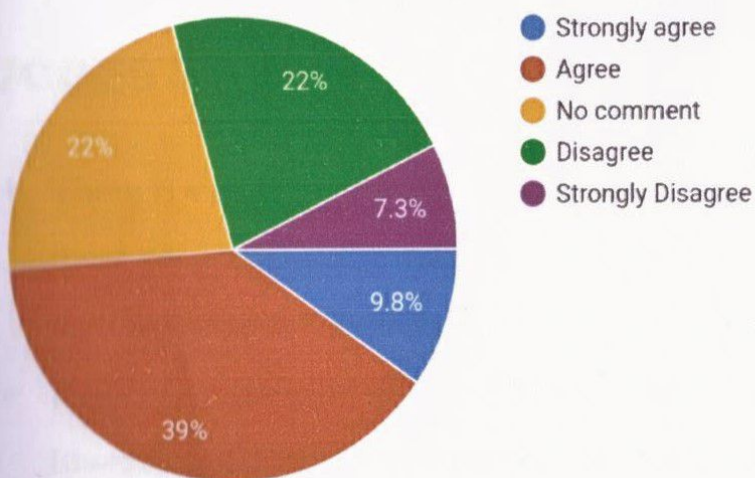
To the above fact, 43.9% of students agreed whereas 14.6% disagreed. On the other hand, 14.6% strongly agreed while 24.4% choose not to comment. Only 2.4% students strongly disagreed.

Q12.College has conducted counseling programs for students-



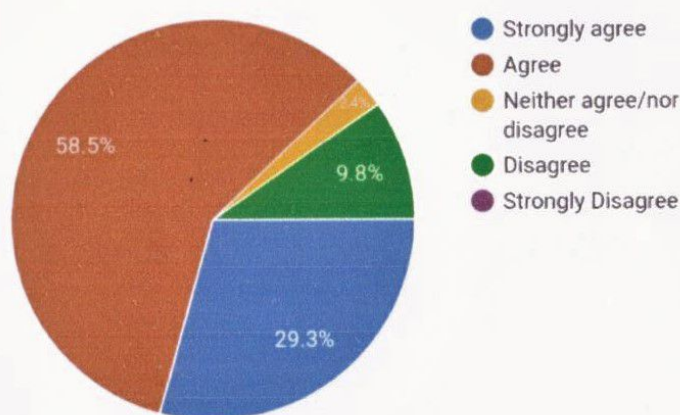
65.9% of students agreed to the fact and 17.1% strongly agreed, whereas 9.8% were reluctant to give comment to the fact. On the other hand 4.6% disagreed and 2.6% strongly disagreed to the fact.

Q13.The College conducts health check-up camps for students-



Here, 39% students agreed to the fact while 22% disagreed. 9.8% of students strongly agreed to the fact whereas 7.3% strongly disagreed. However 22% choose not to give any comment.

Q14. There is a freedom for all genders for free and fair expression of opinions-



29.3% strongly agreed to the above mentioned fact and 58.5% of students simply agreed to the fact. While 9.8% of students were disagreed and 2.4% neither agreed nor disagreed.

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 aware students about the programs.
- Regarding question no 4 and 5, the college must take necessary actions towards the availability of sufficient numbers of sanitary facilities as well

as ample degree of amenities as perceived by the students. Discomfort of any degree may hamper in achieving the goal of the college.

- The college does have a women cell. The response in negative must be due to the ignorance of this fact. The Women Cell must work towards reaching out all the students to become all inclusive.(Against Q8)
- 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.

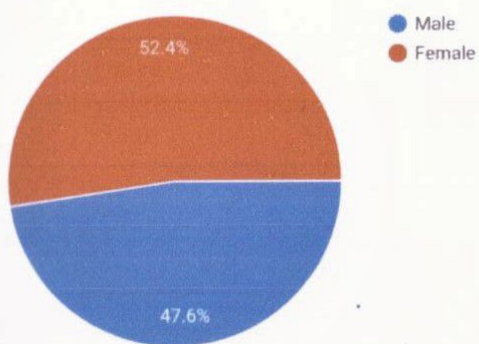
GENDER AUDIT FACULTY RESPONSE

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

Q1. Gender-

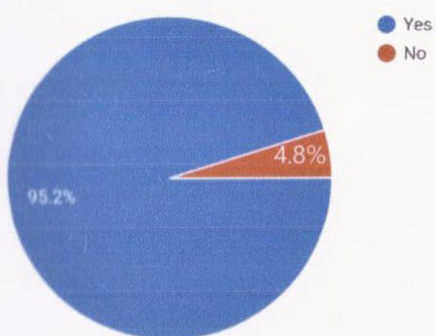
Out of 21 respondents, 10 are male respondents and 11 are female respondents.

21 responses



Q2. Are you aware about gender equality concept –

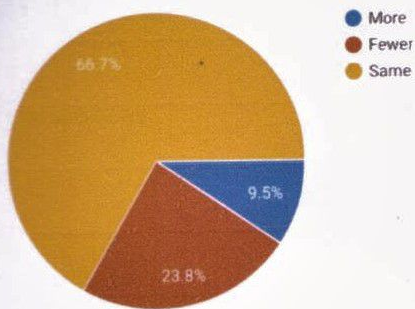
21 responses



95.2% of respondents are aware of the fact whereas only 4.8% members are unaware of this fact

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

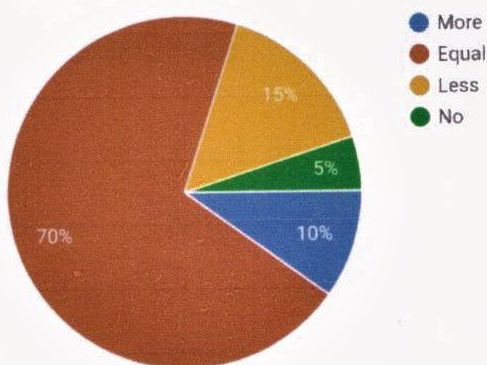
21 responses



66.7% have responded towards same opportunities for women as men whereas 23.8% have responded towards fewer and only 9.5% have 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-

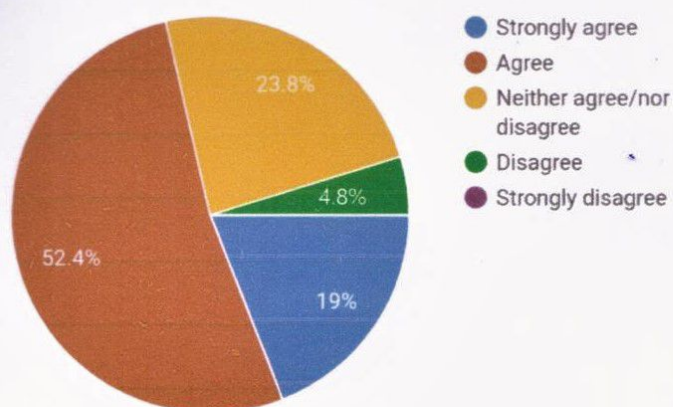
20 responses



70% respondents have responded for equal chance in the key assignments of the institute. Whereas 15% have responded for less chance and 10% have responded for more chance. However 5% are reluctant to give their response.

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

21 responses



52% respondents have simply agreed to the fact while 19% faculties strongly agreed to the fact. 23.8% are not willing to give either positive or negative response to the fact. 4.8% respondents disagreed to the fact.

CONCLUSIONS:

It has been observed from the gender audit report that, in the college all the students 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 redressal mechanism in the women cell of the college should be turned on for 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 arrangements for the students within the campus. 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:

- <https://docs.google.com/forms/d/1NJxewZt27UJ0jvYXTf0SDHvPi7LU-f9zjXG8QQ4KnE/edit?chromeless=1#>

Gender audit for girl students

Form description

1. Mention your name:

Short answer text

2. Stream :

- ☐ B.Com
- ☐ B.Sc
- ☐ B. B. A
- ☐ M.Com

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

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree/nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

4. Adequate number of toilets are available in the campus for students

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree/nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

5. Adequate facilities are available inside the toilet

- ☐ Yes
- ☐ No
- ☐ Other...

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

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree/Nor disagree
- ☐ Disagree
- ☐ Strongly Disagree
- ☐ Other...

7. Adequate lightning facilities are available inside the campus as well as in class rooms, toilets etc.

- ☐ Strongly agree
- ☐ Agree
- ☐ No comment
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Other...

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

- ☐ Yes
- ☐ No

9. There is equal opportunity to all genders to work together

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree/ nor disagree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Other...

10. Do you aware about the grievance redressal cell that has been set up in our college?

- ☐ Yes
- ☐ No

11. College conducts gender sanitization program as a part of its curriculum

- ☐ Strongly agree
- ☐ Agree
- ☐ No comment
- ☐ Disagree
- ☐ Strongly disagree

12. College has conducted counselling program for students

- ☐ Strongly agree
- ☐ Agree
- ☐ No comment
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Other:

13. The college conducts health check up camp for students

- ☐ Strongly agree
- ☐ Agree
- ☐ No comment
- ☐ Disagree
- ☐ Strongly Disagree

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

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree/nor disagree
- ☐ Disagree
- ☐ Strongly Disagree

- https://docs.google.com/forms/d/1Jv7lZobP3_FZWT1FtjydSqUfJbimdCt9f4QOBLpfIqA/edit?chromeless=1

Gender Audit for faculty members

 ngndgcc@gmail.com (not shared) [Switch account](#)



* Required

1. NAME :

Your answer

2. GENDER :

- ☐ Male
- ☐ Female

3. Are you aware about gender equality concept?

- ☐ Yes
- ☐ No
- ☐ Other:

4. In your college, do you think that women have ___ opportunity as men.

- ☐ More
- ☐ Fewer
- ☐ Same

5. Have you ever thought your gender has played a role in getting___ chance in the key assignment of the Institute.

- ☐ More
- ☐ Equal
- ☐ Less
- ☐ Other:

6. Do you think your organization should be doing more efforts to increase gender * diversity.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree/nor disagree
- ☐ Disagree
- ☐ Strongly disagree