



# **NAGAON G.N.D.G. COMMERCE COLLEGE**

## **NAGAON : ASSAM**



## **Gender Audit Report 2023-24**

### **Prepared By**

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

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

**Miss. Banti Kalita, Assistant Professor (Department of BBA)**



**OFFICE OF THE PRINCIPAL  
NAGAON G.N.D.G. COMMERCE COLLEGE  
NAGAON :: ASSAM**

**NOTICE**

**Date: 03-08-2023.**

A Gender Audit Committee for the preparation of Gender Audit Report for the session 2023-24, has been constituted with the following members. All the members are asked to extend their full co-operation in order to complete the work as early as possible.

- |                           |                |
|---------------------------|----------------|
| 1. Prof. Rupsikha Goswami | - Co-ordinator |
| 2. Prof. Tridhara Garg    | - Member       |
| 3. Prof. Banti Kalita     | - Member       |

**(Dr. M. Saikia)**  
Principal & Chairman of the Gender Audit  
Committee,  
Nagaon G.N.D.G. Commerce College,  
Nagaon :: Assam.

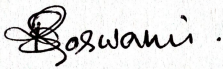


**PRINCIPAL  
NAGAON GNDG  
COMMERCE COLLEGE  
NAGAON :ASSAM**

**GENDER AUDIT REPORT  
FOR THE SESSION: 2023-24**

**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	



## CERTIFICATE

This is hereby certified that BBA Department of Nagaon GNDG Commerce College has carried out the necessary "**Gender Audit for the session 2023-24**". 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



### CERTIFICATE

This is to certify that Nagaon GNDG Commerce College has conducted a detailed " **Gender Audit**" for the session 2023-24 of their campus successfully to identify the ways to make the college campus all the more safer for women. The efforts undertaken by the supervision of Principal, faculty members, non teaching members and students of this college towards gender equality are highly appreciated.

Auditors

Rupsikha Goswami  
(Coordinator, Deptt. of BBA)

Banti Kalita  
(Asstt. Professor, Deptt. of BBA)

Tridhara Garg  
(Asstt. Professor, Deptt. of BBA)

## 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 2023-24 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.

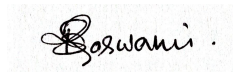
We are also thankful to all the faculty members of this college for their support for accomplishing the daunting task of preparing the Gender Audit Report of the college for the year 2023-24.

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.

## 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 2023-24, 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

# **NAGAON GNDG COMMERCE COLLEGE**

## **NAGAON, ASSAM**

Nagaon Gopinath Dev Goswami Commerce College is a pioneer institution of higher education in commerce in entire middle Assam started on the 24th of September'1984. 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 the college, in its everyday working, tries to ensure that the ideas of gender equality are put into practice. Every year the college has prepared a report of **“Gender Audit”** to ensure weather 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”. Gender equality is the precondition for an equitable society. Ensuring that all can live up to their full potentials, regardless of gender identity or some other constraints, is not only a moral importance. In order to ensure women are treated equally, properly and their dignity is not harmed at working places, “VISHAKA GUIDELINES” the Sexual Harassment at Workplace Act 2013 are instituted to protect employees of the college. UGC has also recognized equality and justice enshrined in the Indian Constitution, Saksham guidelines were passed in 2014 that mandate measures for gender sensitization and gender audit report in higher educational institute.

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 main objective of this gender audit report is to find out whether the institution has gender equality and good gender balanced followed by some other objective like-

- Identifying the gaps and challenges in the policy that exist in the college premises
- To suggest measures for the safety and security of all genders
- To assess the progress made in achieving gender equality

## **KEY STEPS IN GENDER AUDIT**

- Planning
- Field Work
- Draft Report
- Final Report

## **METHODOLOGY**

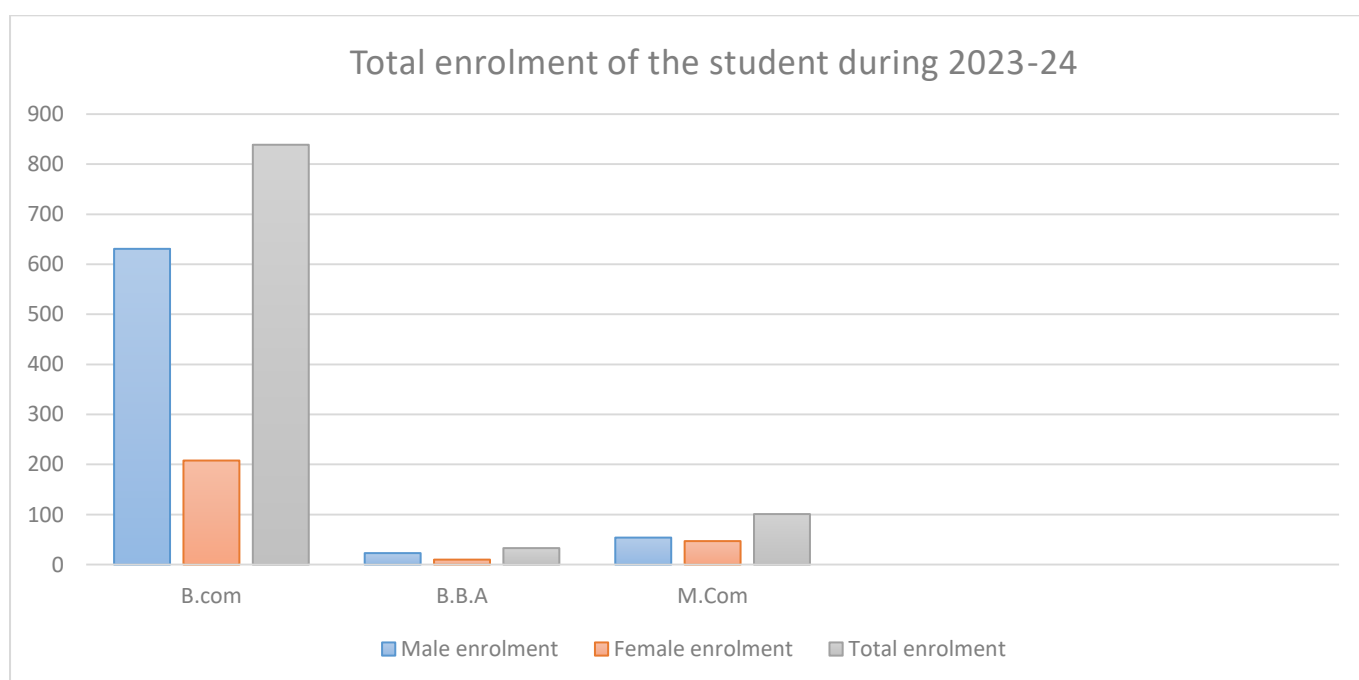
The Gender Audit Team prepares questionnaires which are distributed among students from different courses, hostel boarders and faculty members of the institute through simple random sampling method. The intention of the study is to find out whether ample degree of amenities and environment has been provided 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 2023-24session, total number of students in B.Com is 839 where 208 and 631 are female and male respectively boys. In BBA, 21 are male and 10 are female. In M.Com, a total of 102 students are enrolled where 55 are male and 47 are female.

Table 1: TOTAL ENROLMENT (STUDENTS) FOR THE SESSION 2023-24

Course	Male enrolment	Female enrolment	Total enrolment
B.Com	631	208	839
B.B.A	23	10	33
M.Com	54	47	101

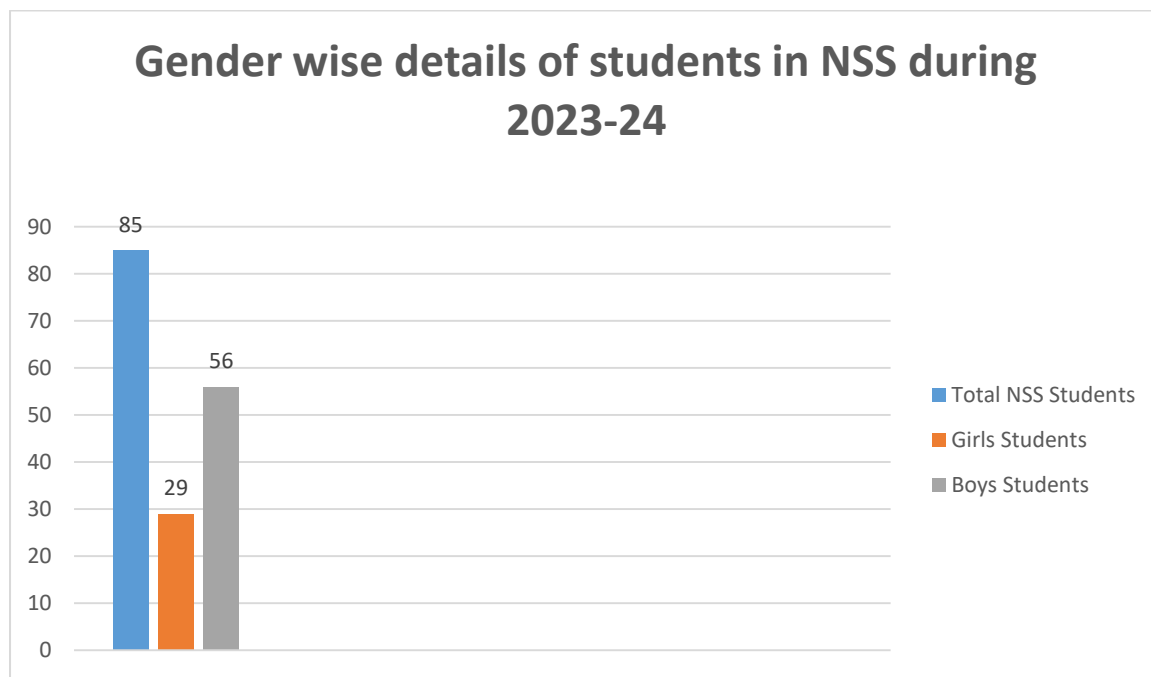


The college always try to concentrate on student's quality performance along with their overall personality development. To further the cause of Gender Equality, the students are provided with various facilities and attention; The Women Cell of the college has arranged various free sessions on self-defense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

The NSS Unit of Nagaon GNDG Commerce College is a voluntary organization of young students of this college. In 2023-24 session, a total of 85 students join in NSS where 29 numbers are girls and 56 are boys. The unit always motivates the girl students for their social responsibilities.

**Table 2: Gender wise details of total students in NSS 2023-24**

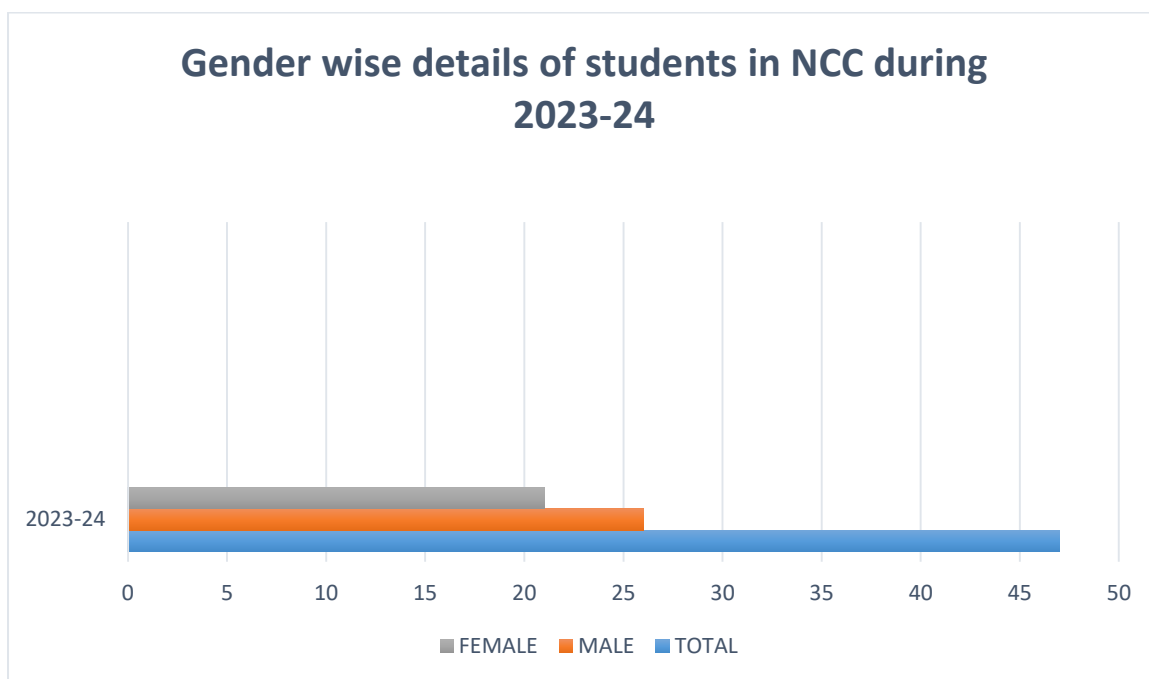
SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2023-24	85	56	29



The National Cadet Corps (NCC) is the youth wing of the Indian Armed Forces. Last year the GNDG Commerce College has introduced NCC where girl students are also enrolled with boys. During 2023-24 session out of 47 cadets 21 numbers are girls and 26 numbers are boys. This unit helps the girls in developing their characters and quality like comradeship, discipline, leadership, secular outlook and spirit of adventure. It helps to develop national spirit among the students.

**Table 2: Gender wise details of total students in NCC during 2023-24**

SL.NO	YEAR	TOTAL	MALE	FEMALE
1	2023-24	47	26	21

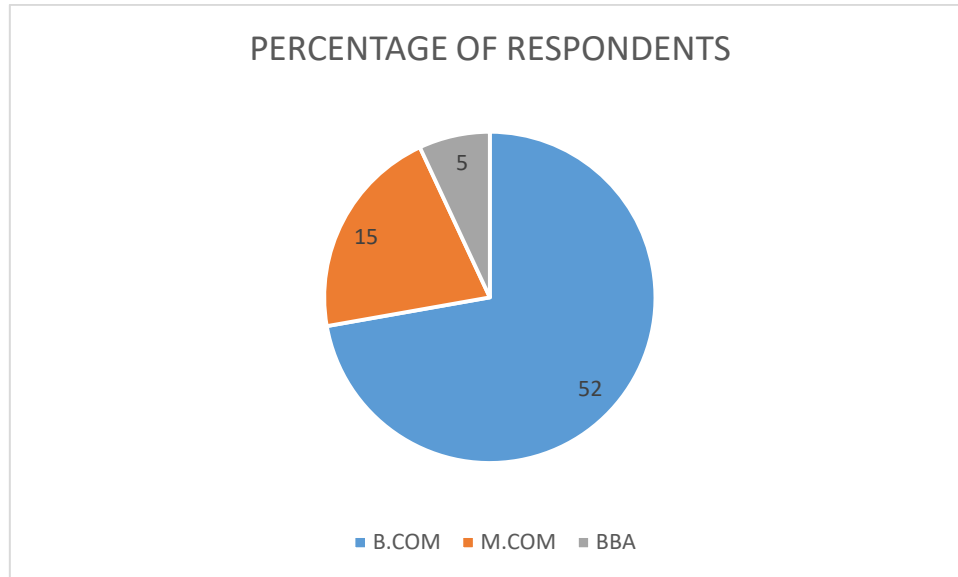


The Yoga and Meditation camps have also been organized for the students in the college premises from time to time. During 2023-24 session, BBA department of our College has organized a 30 hours YOGA LEARNING COURSE where maximum number of girl students take part. In inaugural session, the special invitee 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.

# GENDER AUDIT STUDENTS RESPONSE

## Findings and Interpretations

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



Out of these 72 students, a total number of 52 students from B.Com, 15 students from M.Com, 5 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

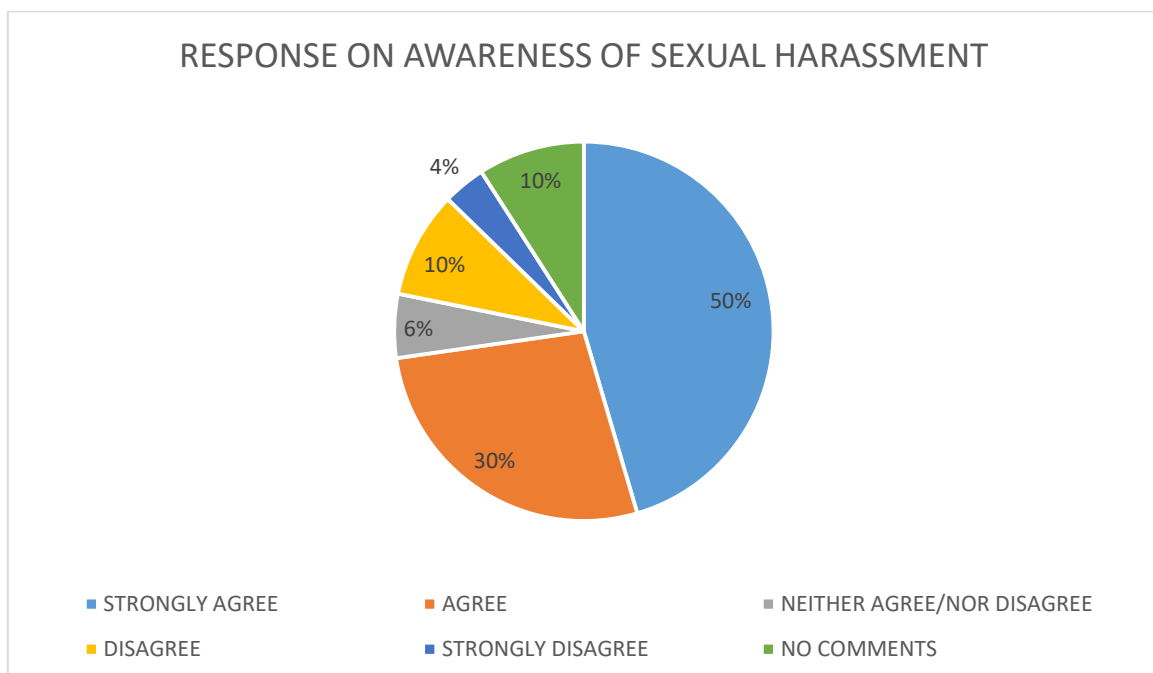


Fig 2: Response on Awareness of Sexual Harassment

50% of students strongly agreed to the fact while 30% 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. Availability of toilets for females in the college campus –

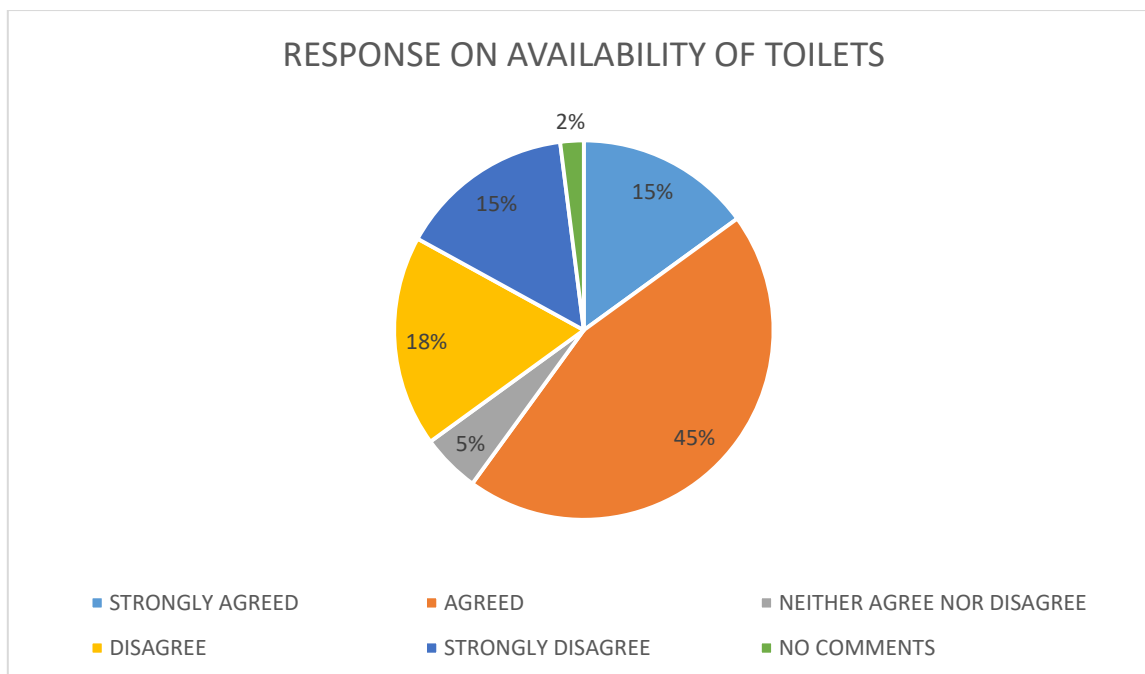


Fig 3: Response on Availability of Toilets

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 –

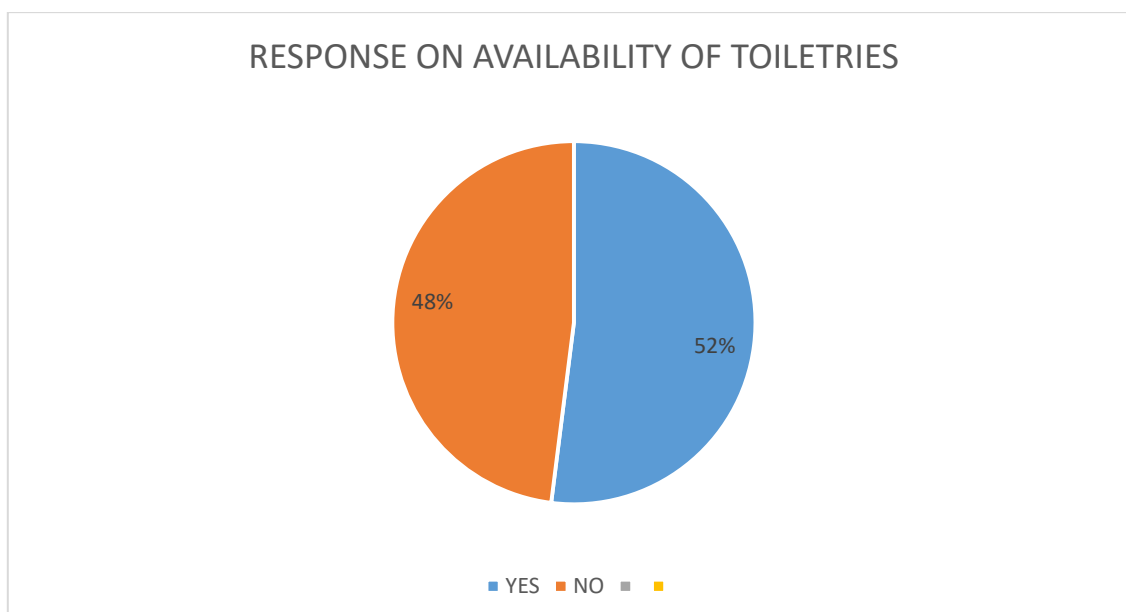
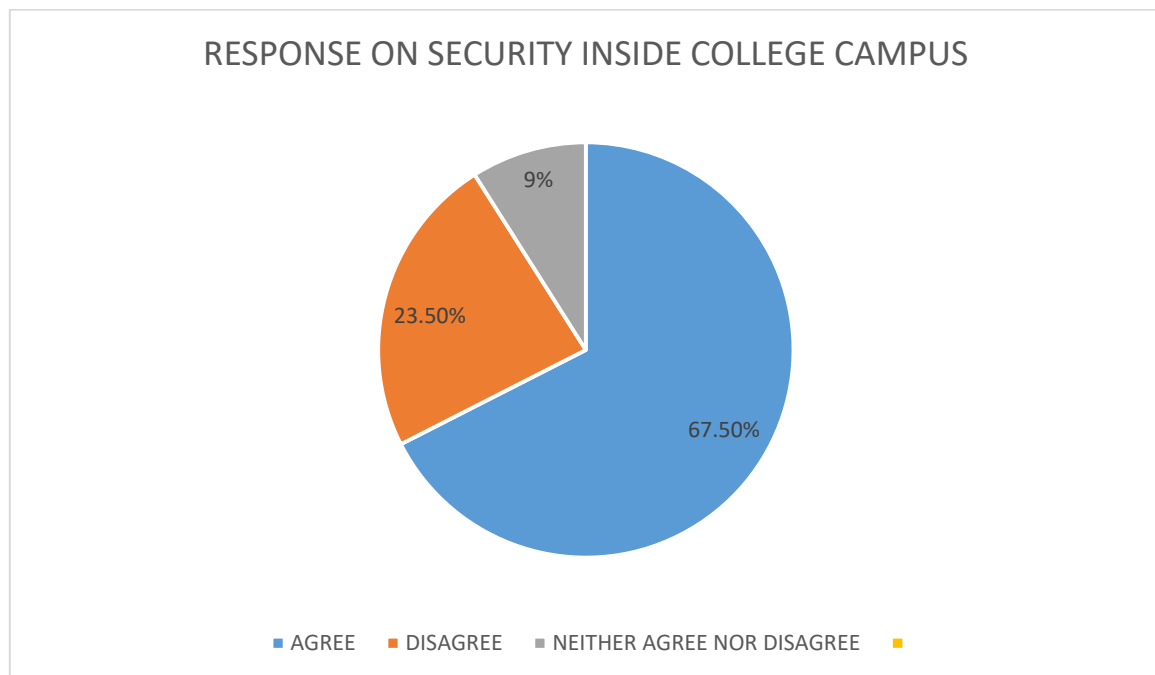


Fig 4: Response of Availability of Toiletries

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.-

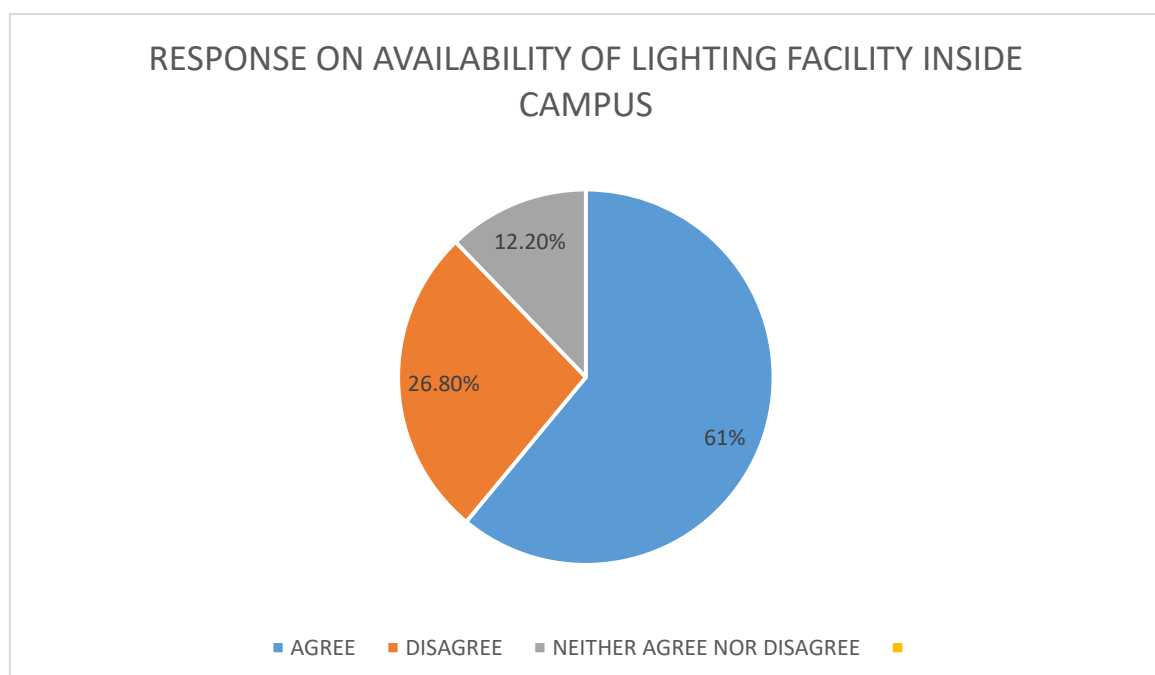


Fig 6: Availability of Lighting Facility inside Campus

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-

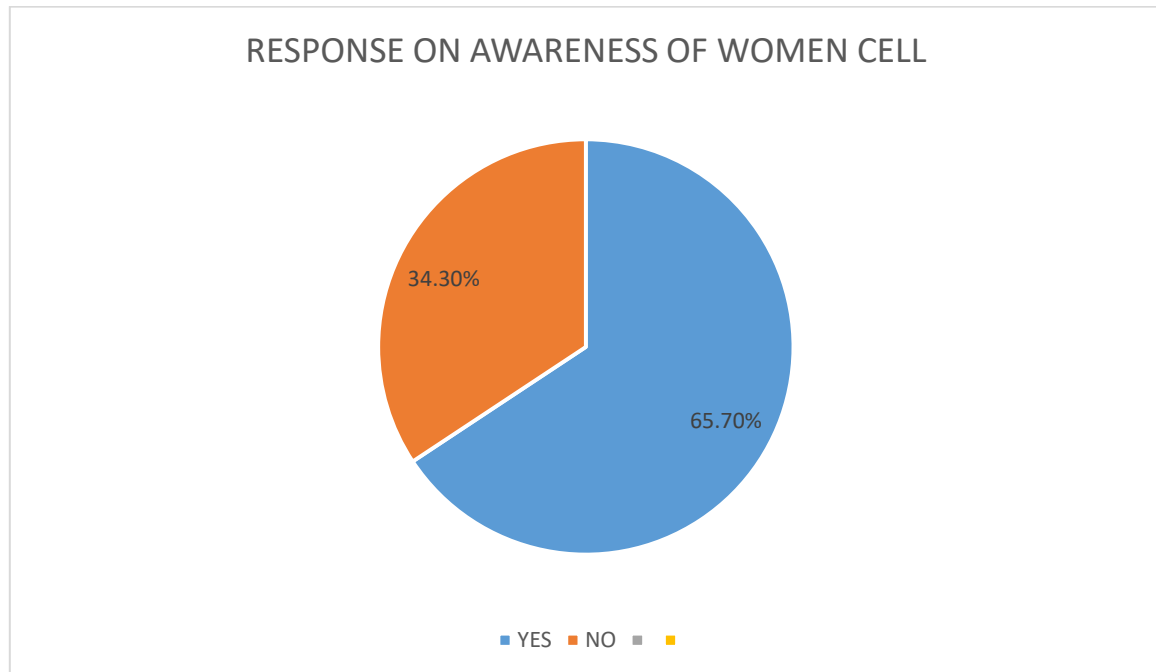
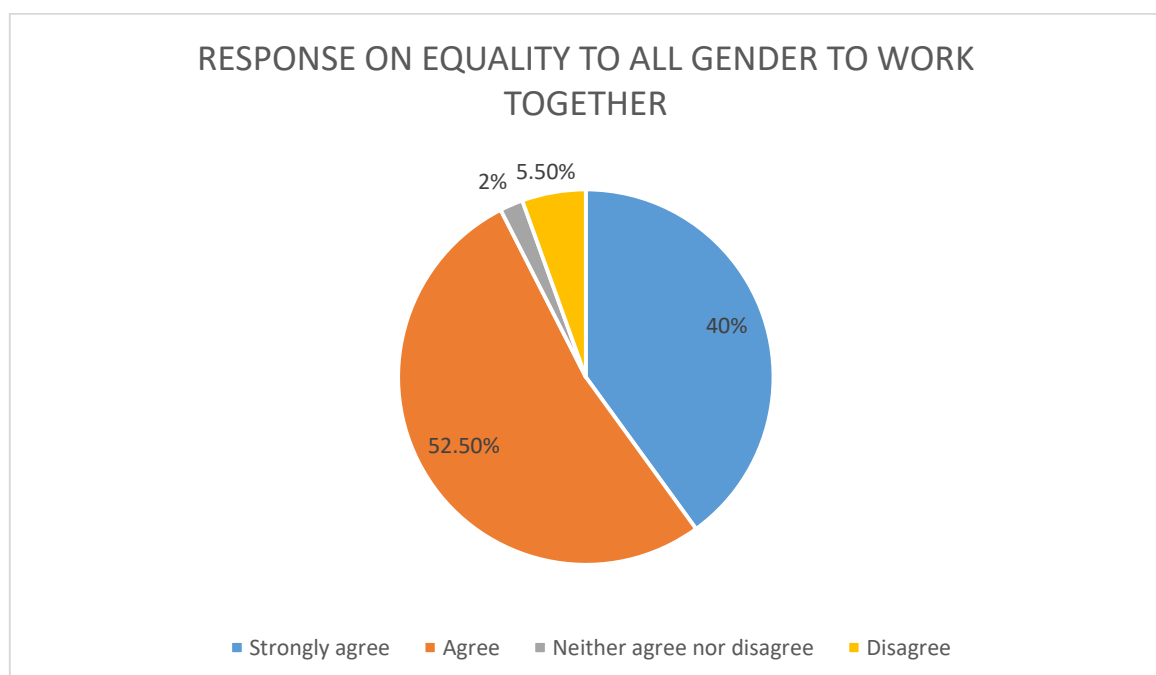


Fig 7: Awareness of Women Cell

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

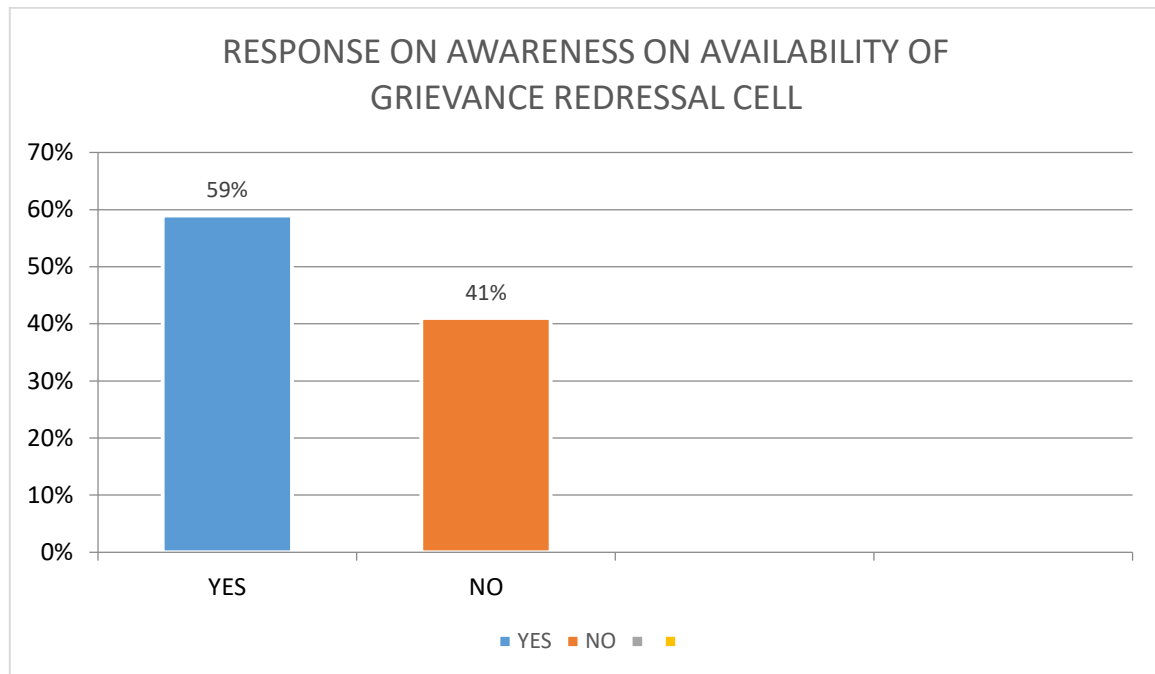
Q8. There is equal opportunity to all genders to work together-





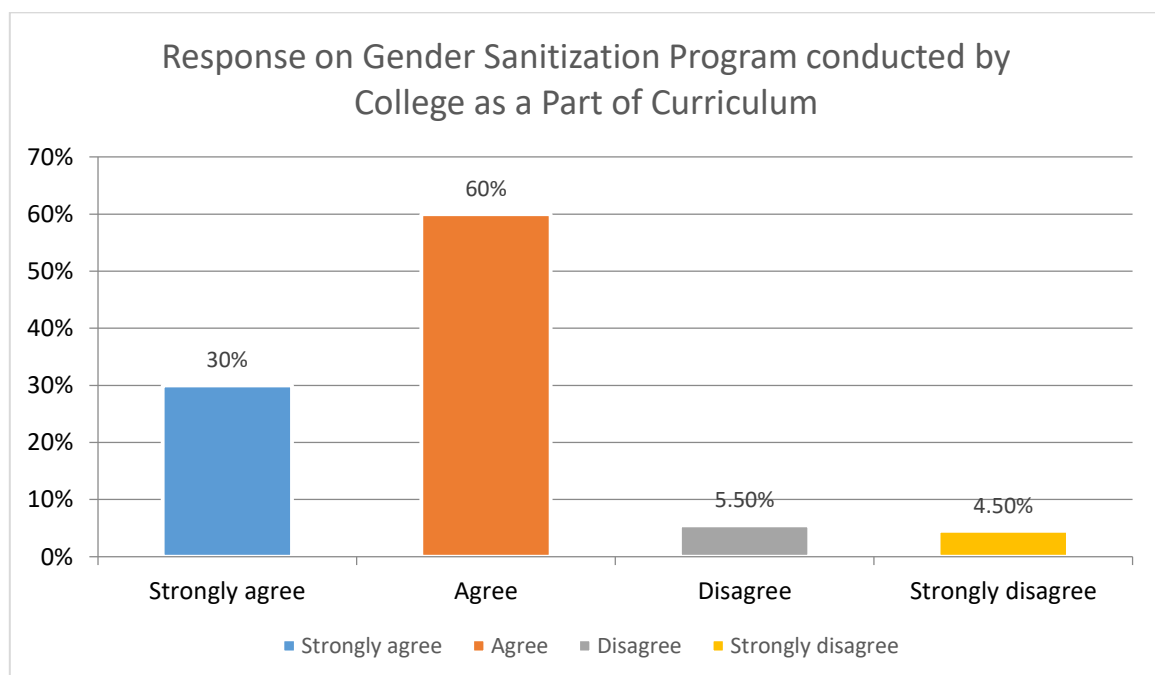
52.5% of students agreed to this while 5.5% disagreed. 40% of students strongly agreed to the fact whereas 2% choose not to give any consent.

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



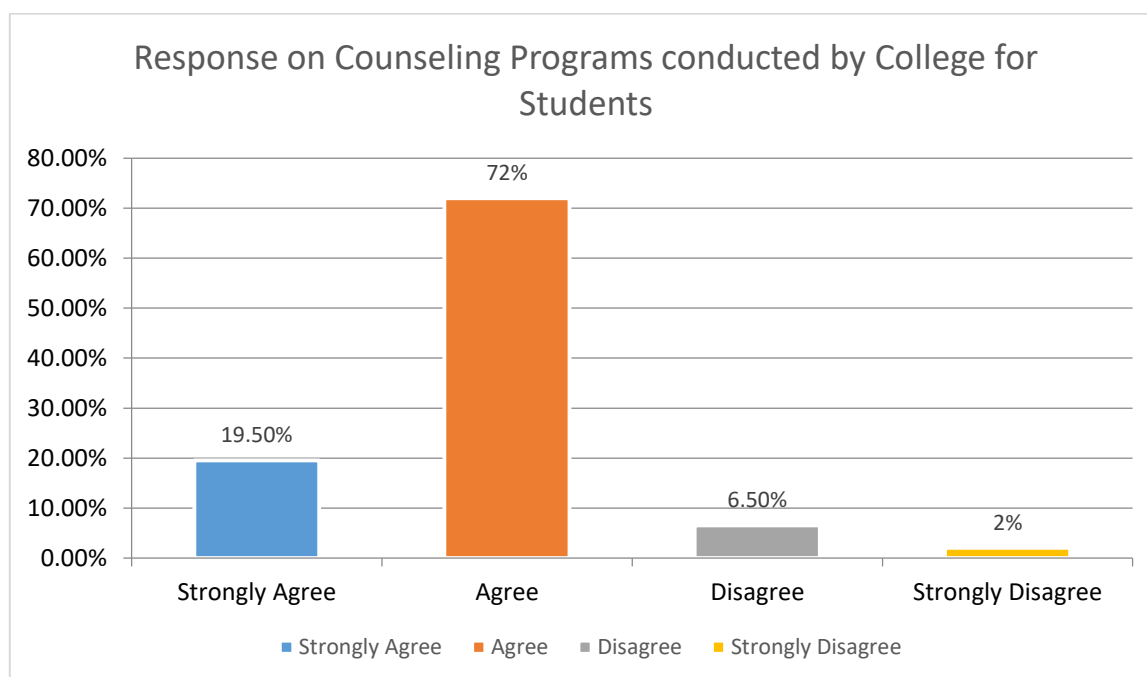
59% of students are aware of the fact whereas 41% of students are unaware to the fact.

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



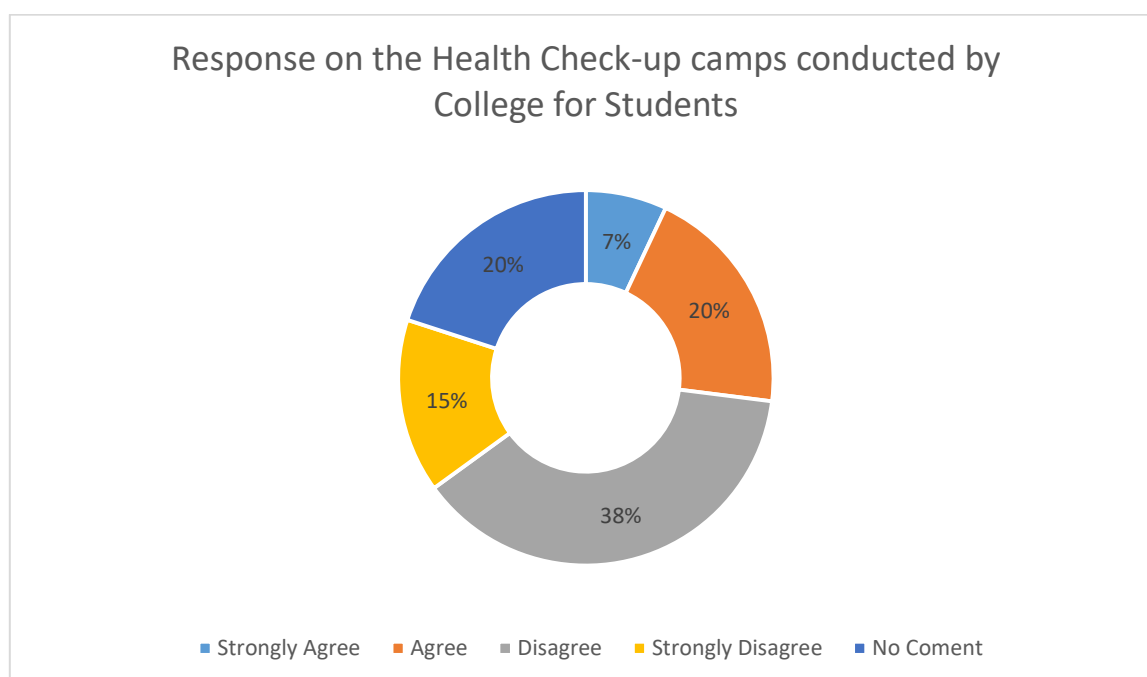
To the above fact, 60% of students agreed whereas 5.5% disagreed. On the other hand, 30% strongly agreed while 4.5% were choose strongly disagree.

Q11.College has conducted counseling programs for students-



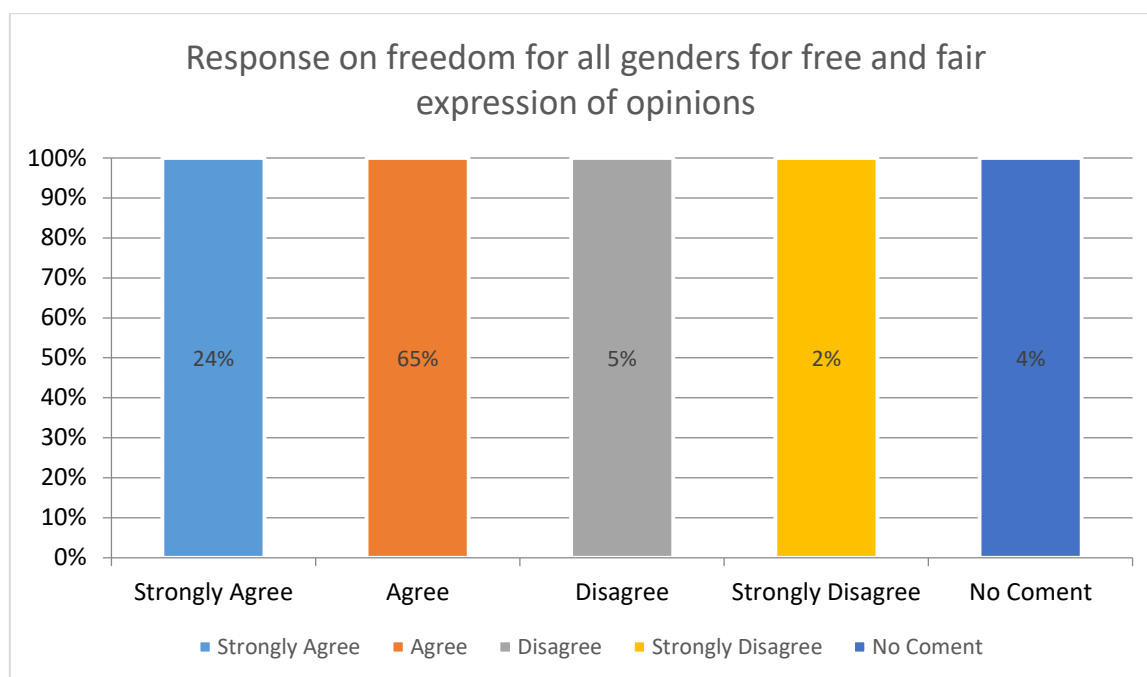
72% of students agreed to the fact and 19.5% strongly agreed, whereas 6.5% students were choose disagree and 2% strongly disagreed to the fact.

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-



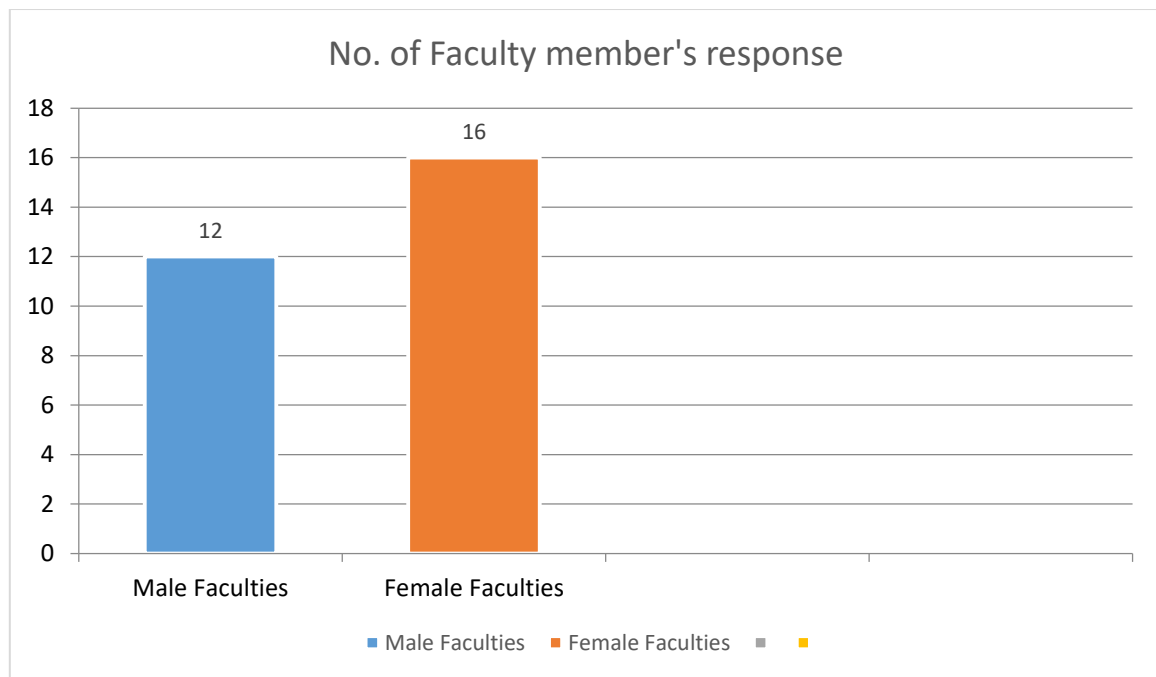
24% strongly agreed to the above mentioned fact and 65% of students simply agreed to the fact. 5% of students were disagreed, and 2% students were choose strongly disagree and 5% students were choose not to give any comment.

## **GENDER AUDIT FACULTY RESPONSE**

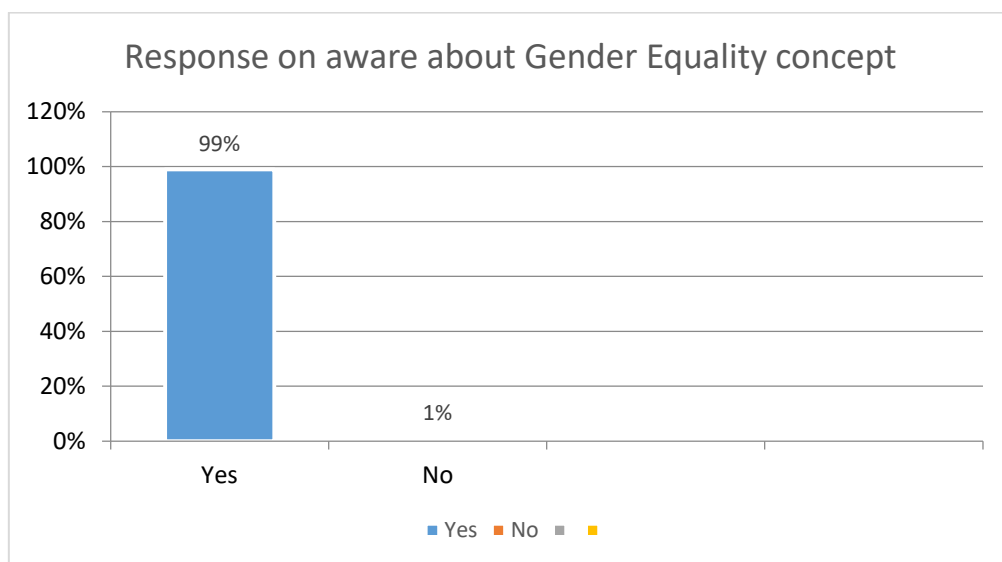
This report comprises of response by the faculty members of the college. The responses are as follows:

Q1. Gender-

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

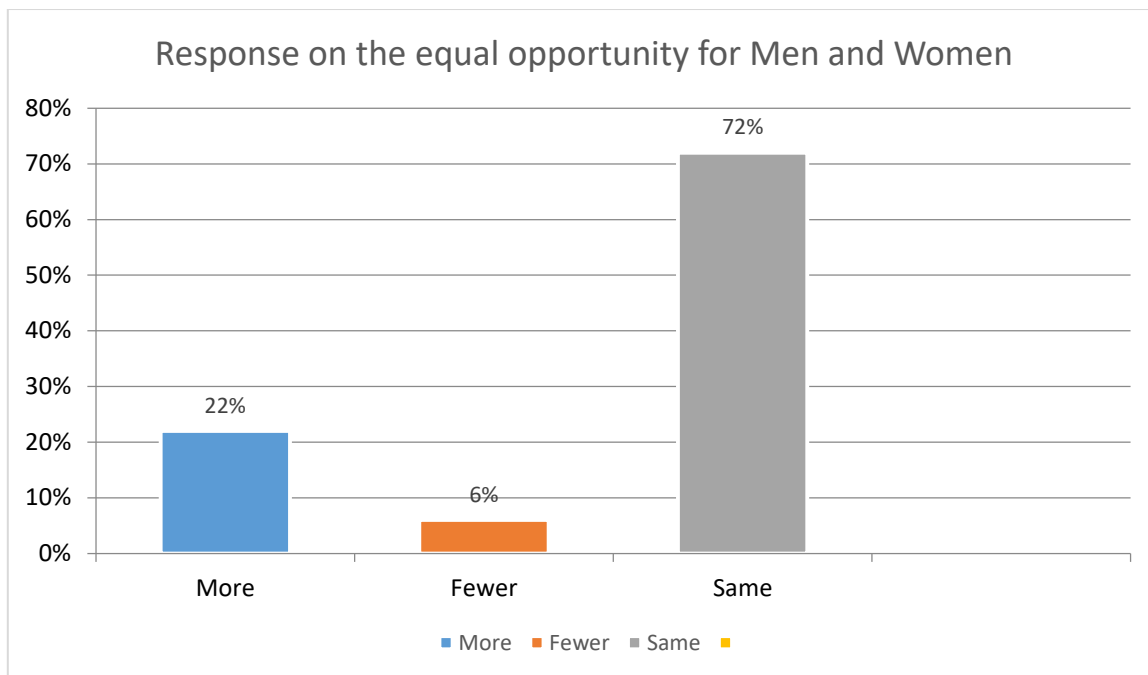


Q2. Are you aware about gender equality concept –



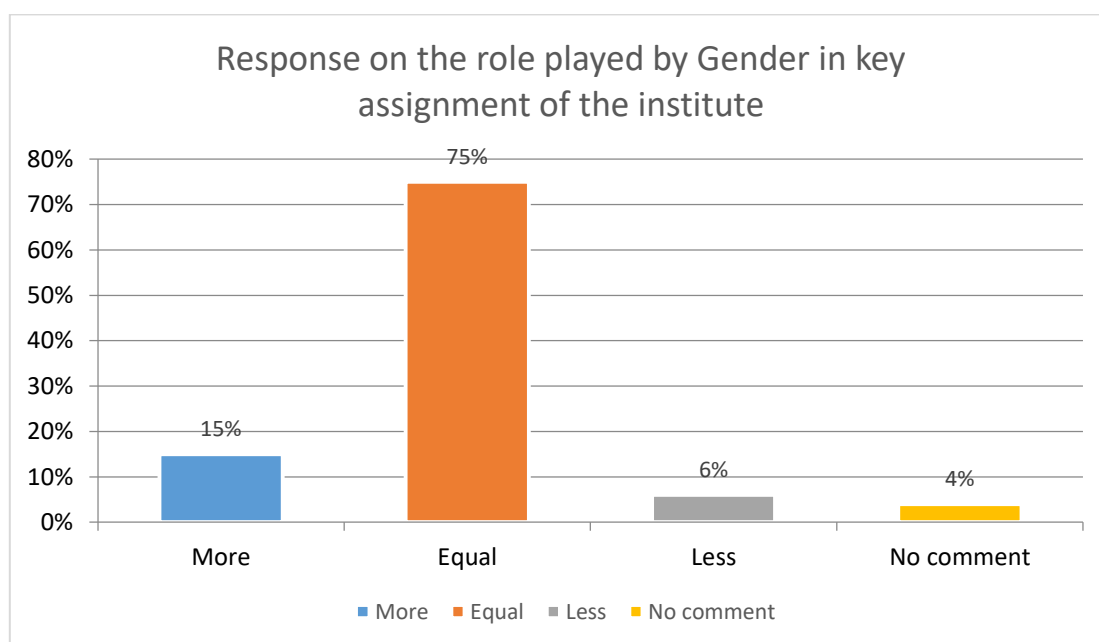
99% of respondents are aware of the fact whereas very few members are unaware of this fact

Q3. In your college do you think that women have equal opportunity as men-



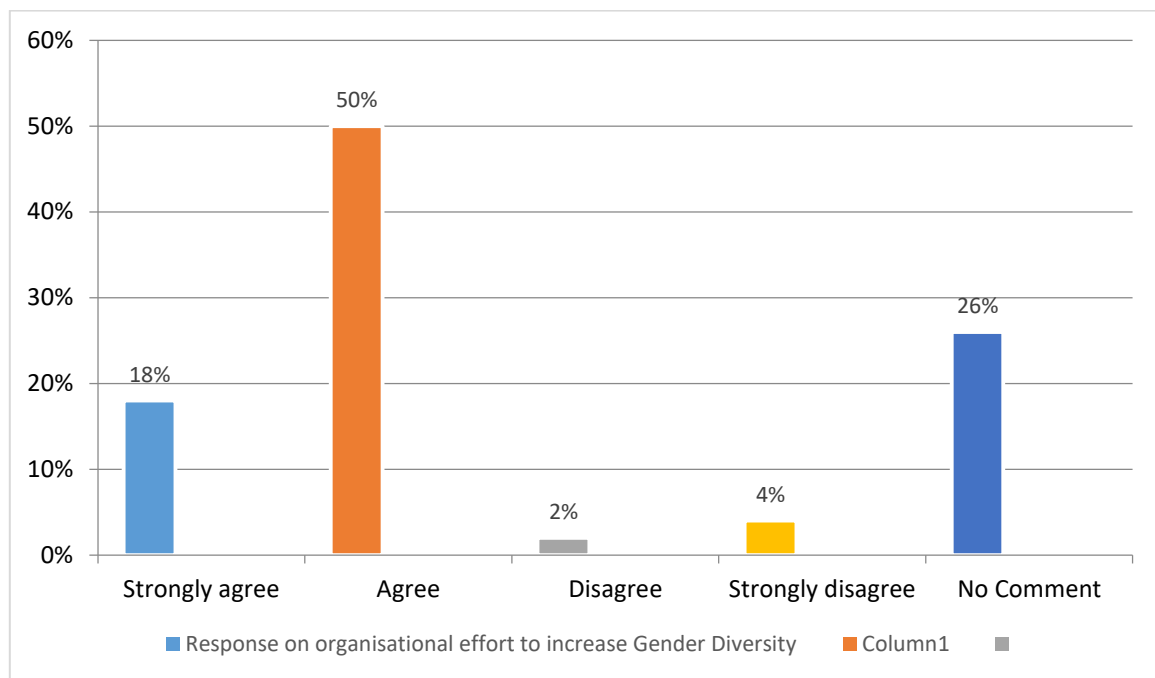
72% responded towards same opportunities for women as men whereas 6% responded towards fewer and only 22% responded for more opportunities for women.

Q4. Have you ever thought your gender has played a role in getting chance 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.

### SUGGESTIONS:

- 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 must take necessary measures towards the health issues of the students and conduct various health checkup camps every year.

## **RECOMMENDATIONS AND CONCLUSION:**

The main motive of this gender audit report is to assess whether the institution recognizes and addresses women needs and allow their access to various resources and opportunities. From the various findings it can be concluded that not only there is significant presence of female students and faculties but have equal opportunities for all gender without any discrimination. Moreover GNDG Commerce College has a women forum comprises of all female faculties to act as catalyst for promoting and strengthening female members of the institution through teaching, other co-curricular and extension activities. There is a proportionate increase in the strength of students (especially girls) 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 grievance redressed mechanism have been 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.





A tutorial class on drawing for primary school students of Palashani L.P. School was held on 3<sup>rd</sup> August, 2024 under the banner of Extension Activities, reflecting the initiative taken by the institution with the cooperation of girl members of the college Student's Union Body.



Awareness Rally followed by a seminar cum demonstration programme on Women Empowerment through “Self Defence”.