



SHIKSHA MANDAL WARDHA'S

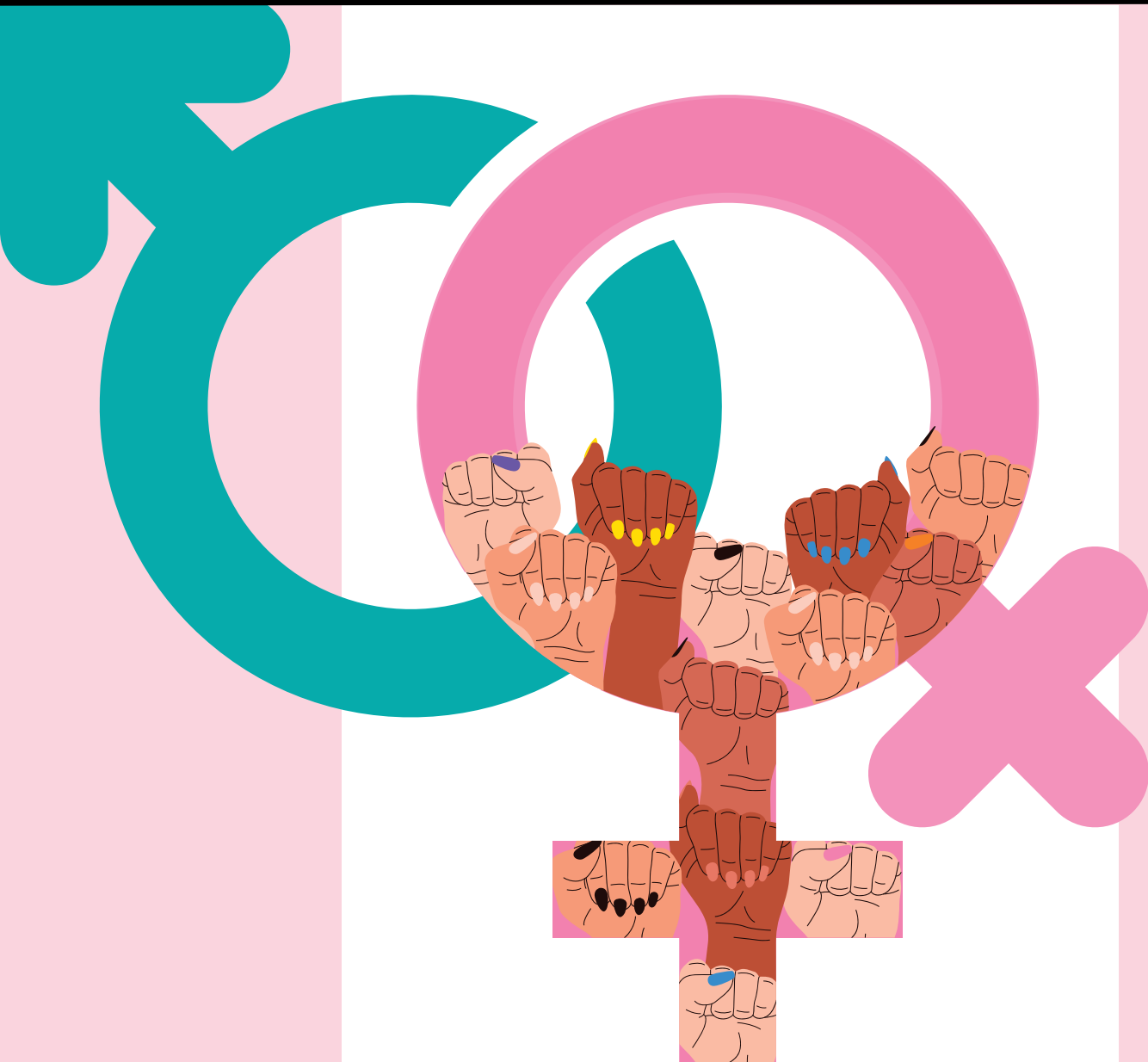
G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR

AUTONOMOUS

NAAC ACCREDITED "A" GRADE INSTITUTION

INTERNAL COMPLAINTS COMMITTEE

GENDER AUDIT REPORT



Gender Equity



FROM 2018-2019 TO 2022-2023



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

ACKNOWLEDGEMENTS

At the outset, we wish to express our profound gratitude to the Principal of G. S. College of Commerce & Economics, Nagpur for recognizing the significance of a gender audit within our academic institution. Her visionary leadership and steadfast support were pivotal in initiating and guiding this important endeavour.

Our heartfelt appreciation goes out to the entire faculty members, whose cooperation and constructive feedback formed the cornerstone of this report. Their genuine engagement and openness to introspection provided a rich foundation for our analysis.

Special thanks are due to the college's administrative staff and to the members of Internal Complaints Committee for their assistance in facilitating the audit process. Their logistic support, coupled with their provision of essential data and records, greatly contributed to the thoroughness and accuracy of our audit.

The student body deserves a mention for their enthusiastic participation in surveys, interviews, and discussions. Their candid experiences and insights provided an invaluable student-centric perspective, enriching our understanding of gender dynamics within the college milieu.

We are especially grateful to Dr. Kavita Chandak, Psychologist cum Counsellor, Dr. Sneha Deshpande, Dr. Bharati Dabhadkar, Advocate who brought their specialized expertise to the table. Their guidance and external viewpoints ensured that our audit was both comprehensive and aligned with the wider academic and societal context.

Our deep appreciation goes to the supporting staff, librarians, and IT personnel who played key roles behind the scenes, ensuring smooth data collection and timely coordination.

A nod of gratitude is also extended to our peer institutions who have previously undertaken similar audits. Their shared experiences and learnings served as an inspiration and a benchmark for our own journey.

In conclusion, we hope that this gender audit serves as a steppingstone towards fostering a more inclusive, equitable, and enlightened academic environment at G. S. College of Commerce & Economics, Nagpur. Our profound thanks to everyone who contributed to making this vision a reality.

Dr. D. V. Chavhan
Asso. Professor



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR **(AUTONOMOUS)**

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

PREFACE

Gender equity encompasses the concept of providing fair treatment to individuals of all genders, considering their specific requirements. This can involve ensuring equal treatment between women and men or providing different treatment that is deemed equivalent in terms of rights, advantages, responsibilities, and opportunities. The focus is on achieving parity and justice by addressing the diverse needs and circumstances of individuals, irrespective of their gender. This approach recognizes that true equality may require tailored interventions and measures to level the playing field and foster an inclusive society.

Gender equality refers to the principle of treating individuals of all genders with equal rights, opportunities, and responsibilities. It is based on the belief that no person should be discriminated against or disadvantaged because of their gender. Achieving gender equality is crucial for building a fair and just society. It involves challenging and breaking down societal norms and stereotypes that limit the potential of individuals based on their gender. Gender equality promotes equal access to education, employment, healthcare, and leadership positions, allowing everyone to thrive and contribute to their fullest potential. By embracing and fostering gender equality, we create a world where everyone's rights are respected, talents are valued, and opportunities are accessible regardless of gender.

The gender audit was conducted to recognize ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk-about, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

D. Chavan

Dr. D. V. Chavan

Convener,

Internal Complaints Committee

S. S. Kathaley

Dr. S. S. Kathaley

Offg. Principal

Offg. Principal

**G. S. College of Commerce
& Economics, Nagpur.**



G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

PREFACE

Gender equity encompasses the concept of providing fair treatment to individuals of all genders, considering their specific requirements. This can involve ensuring equal treatment between women and men or providing different treatment that is deemed equivalent in terms of rights, advantages, responsibilities, and opportunities. The focus is on achieving parity and justice by addressing the diverse needs and circumstances of individuals, irrespective of their gender. This approach recognizes that true equality may require tailored interventions and measures to level the playing field and foster an inclusive society.

Gender equality refers to the principle of treating individuals of all genders with equal rights, opportunities, and responsibilities. It is based on the belief that no person should be discriminated against or disadvantaged because of their gender. Achieving gender equality is crucial for building a fair and just society. It involves challenging and breaking down societal norms and stereotypes that limit the potential of individuals based on their gender. Gender equality promotes equal access to education, employment, healthcare, and leadership positions, allowing everyone to thrive and contribute to their fullest potential. By embracing and fostering gender equality, we create a world where everyone's rights are respected, talents are valued, and opportunities are accessible regardless of gender.

The gender audit was conducted to recognize ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk –about, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

Dr. D. V. Chavan
Convener,
Internal Complaints Committee

Dr. S. S. Kathaley
Offg. Principal

G. S. College of Commerce & Economics, Nagpur
Constitution of Internal Complaints Committee (ICC)
For Sexual Harassment of Girls/ Female Staff at Work Place/Girl's Counselling
For the Session 2022-2023

As per the requirements of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions Regulation, 2015), the following committee has been constituted under college council committees for the session 2022-2023.

1. Dr. D. V. Chavan	Presiding Officer / Convenor
2. Dr. S. D. Morey	Member
3. Dr. R. T. Sahu	Member
4. Dr. A. H. Sakalkale	Member
5. Dr. S. S. Gadekar	Member
6. Prof. S. Gawande	Member
7. Dr. B. Gattuwar	Member
8. Mrs. J. R. Ilamkar	Member
9. Ms. Radha Choudhary	Member
10. Ms. Vandana Joseph	Member
11. Dr. Kavita Chandak	Member (Psychologist / Counsellor)
12. Adv. Bharati Dabhadkar	Member (Advocate)
13. Ms. Mrunal Bagekar	Girl's Representative
14. Ms. Anjali Ghodmare	Girl's Representative

S. S. Kathale

Dr. S. S. Kathale

Principal

Offg. Principal

G. S. College of Commerce
& Economics, Nagpur.

D. V. Chavan

Dr. D. V. Chavan

Convenor, ICC Committee





G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR **(AUTONOMOUS)**

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER POLICY

PREAMBLE

Recognizing the fundamental equality of all human beings and the inherent rights of every individual, irrespective of their gender, to freedom, dignity, and equal opportunity;

Affirming that gender equity and gender mainstreaming are essential for sustainable development, progress, and the overall well-being of societies;

Acknowledging the historical and systemic disparities, discriminations, and challenges faced by various gender groups, particularly women, transgenders, and non-binary individuals, that have limited their full participation and realization of rights in various spheres of life;

Accepting that gender issues are not confined to women's issues alone but encompass broader concerns including those of men, transgenders, and non-binary individuals, and that these concerns are interlinked with various socio-cultural, economic, and political factors;

Noting that any form of gender discrimination, whether overt or covert, hampers societal growth, stifles innovation, and perpetuates injustices;

Emphasizing the need for active and collective efforts from all stakeholders - including governmental bodies, civil society organizations, corporate entities, educational institutions, and individuals - to address and redress gender-based disparities and to create an equitable environment;

Believing in the principle that by empowering all genders and by recognizing and valuing the diverse gender identities, we lay the foundation for a more inclusive, just, and prosperous society;

This Gender Policy is instituted with the intent to provide a comprehensive framework for promoting gender equity, ensuring gender mainstreaming, addressing gender-based challenges, and fostering an environment in which all individuals, regardless of their gender identity or expression, can flourish, contribute, and benefit equally.

The preamble serves as the foundational philosophy for the subsequent articles and clauses in the Gender Policy. It should be referred to when interpreting and implementing the stipulations outlined in the policy.



G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR **(AUTONOMOUS)**

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER POLICY

OBJECTIVES

- To promote gender sensitivity within the college community.
- To ensure a gender-equitable environment in both curricular and extracurricular activities.
- To facilitate a safe and secure environment for all, regardless of gender.

POLICY PROVISIONS

1. Curriculum & Pedagogy:

- Integrate gender perspectives and case studies in the commerce syllabus.
- Train faculty on gender-responsive teaching methods.
- Encourage research on gender issues related to commerce and economics.

2. Admissions & Scholarships:

- Ensure that admission procedures are free from gender biases.
- Offer scholarships targeting underrepresented genders in specific commerce specializations.

3. Faculty & Staff Recruitment:

- Strive for gender balance in faculty recruitment.
- Promote gender equity in staff development and advancement opportunities.

4. Infrastructure & Facilities:

- Provide gender-segregated restrooms and changing rooms.
- Establish safe spaces or resource centres for gender-related concerns.

5. Safety & Security:

- Institute a robust anti-harassment cell to address and prevent sexual and gender-based harassment.
- Install security measures, such as CCTV cameras and security personnel, to ensure safety.

6. Awareness & Training:

- Conduct regular gender sensitization workshops for students, faculty, and staff.
- Invite guest lecturers to discuss gender issues in the realm of commerce.

7. Extracurricular Activities:

- Promote gender balance in student clubs, societies, and committees.
- Ensure equal representation and opportunities in leadership roles.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER POLICY

REPORTING & REDRESSAL MECHANISMS

- Establish a clear procedure for reporting gender-based grievances.
- Form a gender grievances redressal committee comprising faculty, staff, and student representatives.
- Ensure confidentiality and timely response to any reported incidents.

MONITORING & EVALUATION

- Conduct periodic gender audits to evaluate the effectiveness of the policy provisions.
- Solicit feedback from the college community to continuously refine the policy.

ACCOUNTABILITY

- Assign a Gender Focal Point or committee to oversee the implementation of the policy.
- Ensure transparency in gender-related decisions and actions.

REVIEW

- Regularly review and update the gender policy to align with contemporary challenges and best practices.

AWARENESS & DISSEMINATION

- Display the policy prominently on the college website and notice boards.
- Incorporate the policy into student and staff induction programs.

The effectiveness of this policy relies heavily on its rigorous implementation and the active participation of the entire college community. It should be developed in consultation with various stakeholders, including students, faculty, administrative staff, and gender experts, to ensure comprehensiveness and relevance.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

EXECUTIVE SUMMARY

A gender audit is an assessment and examination of policies, practices, values, and structures of an organization to ensure they promote gender equality. The primary goal is to identify strengths, weaknesses, opportunities, and threats related to gender mainstreaming and offer recommendations to improve gender parity.

OBJECTIVES

- To assess the gender inclusivity and responsiveness of the college's policies, procedures, and resources.
- To identify gaps and challenges in the current gender mainstreaming efforts.
- To recommend actionable steps for strengthening gender responsiveness and inclusivity.

METHODOLOGY

- 1) Establish Objectives:** To Determine the primary goals of the audit: identify gender disparities, improve gender inclusivity, ensure equal opportunities.
- 2) Form a Core Audit Team:** Comprise members with a mix of expertise, from gender studies specialists to representatives from faculty, administration, and student groups.
- 3) Review of Institutional Documents:**
 - Examine college's mission, vision, policies, and procedures.
 - Identify explicit or implicit gender biases in course content, admissions criteria, hiring processes, etc.
- 4) Develop Data Collection Instruments:**
 - **Surveys/Questionnaires:** Distribute to students, faculty, and staff. Ensure anonymity to encourage honest responses.
 - **Focus Group Discussions:** Organize separate groups for male and female students to understand unique challenges and experiences.
 - **In-depth Interviews:** Engage with key stakeholders like college administrators, student leaders, and prominent faculty members.
- 5) Data Analysis:**
 - Use statistical tools to analyze quantitative data from surveys.
 - Thoroughly review qualitative data to identify patterns, concerns, and insights.
- 6) Drafting Gender Audit Report**
- 7) Finalization and Disseminating the report**



G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

COLLEGE PROFILE

G. S. College of Commerce & Economics, Nagpur, which came into being in 1945 as the City's first Commerce College, has from the beginning always enjoyed a reputation as a premier Commerce College in the region not only because of its consistent curricular, co- and extra-curricular performances, or its rich alumni profile, but also because of its innovative approaches to Commerce Education which had given shape and substance to the Nagpur University's Faculty of Commerce in the last century.

The new century brought in new ideas which pervade all spheres of life and suddenly it became obvious that Education, especially Higher Education, needed to be more innovative, more challenging and more meaningful to cope up with demands of the new century. Shiksha Mandal Wardha, which had witnessed the whole of 20th century, from 1914 to be precise, also welcomed the new century with a new vision. Always alive to the demands of stakeholders, it realized that the traditional University curricula do not really incorporate the latest knowledge nor are the present teaching-learning methodologies adequate enough to mould students on the desired lines.

Differently put, we disseminate in the name of knowledge a syllabus, which at best could be described as too limited, and, at worst, as too inflexible and outdated. It seldom does incorporate the most current and the most relevant, not because it is intended as such but because it cannot be otherwise owing to the prevalent university systems of framing syllabi of various courses. This creates, firstly, a huge gap between what the students really want and what they are actually given in classrooms, and, secondly, they fall short of expectations of the industry/ job market which thrives on the latest and the updated.

The most relevant courses and foolproof systems of evaluation along with the usage of modern teaching-learning methods and use of ICT have now become the necessities, rather than exceptions, of higher education scene in India. Especially in Commerce, where things are often fluid, the syllabi need to be constantly updated if not revised. The present university systems, unfortunately, do not have that flexibility.

UGC's Scheme of Autonomy offered some concrete solutions to these issues. Firstly, autonomy bestows upon an institution the freedom of conducting and designing the courses which may or may not be conducted by the university. Secondly, it grants to institution the freedom to implement its own evaluative mechanism in consonance with the UGC guidelines.



G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

With these two measures at disposal, teachers can indeed mould students to their hearts' desires and industry's expectations, and carve out successful professionals out of them.

Shiksha Mandal, ever committed to providing quality education to its students thus resolved to make its colleges autonomous for better fulfillment of its mission and now two of its colleges, Bajaj College of Science (formerly J. B. Science College), Wardha and G. S. College of Commerce & Economics, Nagpur, are already autonomous.

To perform its new responsibilities as an autonomous college, G. S. College of Commerce & Economics, Nagpur, made extensive preparations. It re-designed its existing courses and also designed two new degree programmes of B.Com. (Honours) and B.Com. (Finance & Accountancy) which got underway from 2020-21 session. Our teachers have already visited some renowned autonomous institutions in the country like St. Xavier's and KJ Somaiya in Mumbai, and Christ University, Bangalore and studied their systems. It has already constituted its Governing Body, Academic Council and Boards of Studies as per the UGC Guidelines and finalized its methods and procedures for the smooth implementation of autonomy.

Autonomy has allowed us to upgrade the existing syllabi, start new courses, and thus equipped us to make our students better suited for their careers. More importantly, it has enabled us to add high quality to examination system in terms of question papers and assessment mechanism. Control over examinations shortens the time spent on examinations which not only increases the academic input but also allows results to be announced well in time.

There were general apprehensions that Autonomy would lead to dilution of academic standards and sharp increase in fees. In our case, neither has happened.

Now in the 5th year of Autonomy, the first batches of our UG and PG programmes are out and they have received their first ever autonomous degrees, which have proudly bore the college's name.

By opting for Autonomy, we have subjected ourselves to some legitimately high standards of accountability. Backed by moral and professional integrity of our faculty, we wish to place this institution on par with the most sought-after autonomous colleges in the country for sheer employability of students.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

In order to realize this goal, students, too, have to perform their roles. They have to be very regular, disciplined, sincere and hard-working for reaping the benefits that autonomy offers. Students should know that autonomy is meant to make a difference in their careers. But tough syllabi and tougher schedules also make it a challenge. However, as is well said, the tough get going when the going gets tough.

And we mean to make our students tough through our autonomy. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

DATA ANALYSIS

Table 1: Gender wise details of total students in the institution

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	966	803	815	974	913
Female	1624	1340	1234	1307	1268

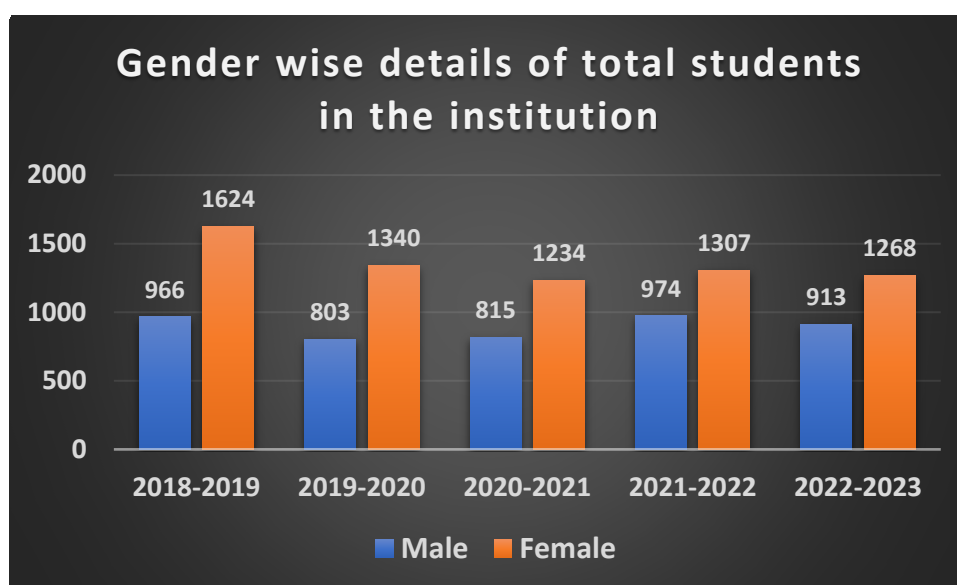


Figure 1: Gender wise details of total students in the institution

Observations:

- There's an observable decrease in the counts for both male and female students in the year 2019-2020, which is attributed to COVID-19 pandemic.
- The slight recovery observed in the numbers for 2021-2022 for both genders indicates an improvement in the conditions or a rectification of the factors leading to the decline i.e., loosening the COVID-10 lockdown restrictions.
- Consistently, there are more females than males in these counts across all years. In other words, it can be concluded in this context that the female students and their parents choose this institution as we emphasize on women safety and overall security.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Table 2: Gender wise details of teaching staff in the institution

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	20	19	20	18	16
Female	23	25	24	25	31

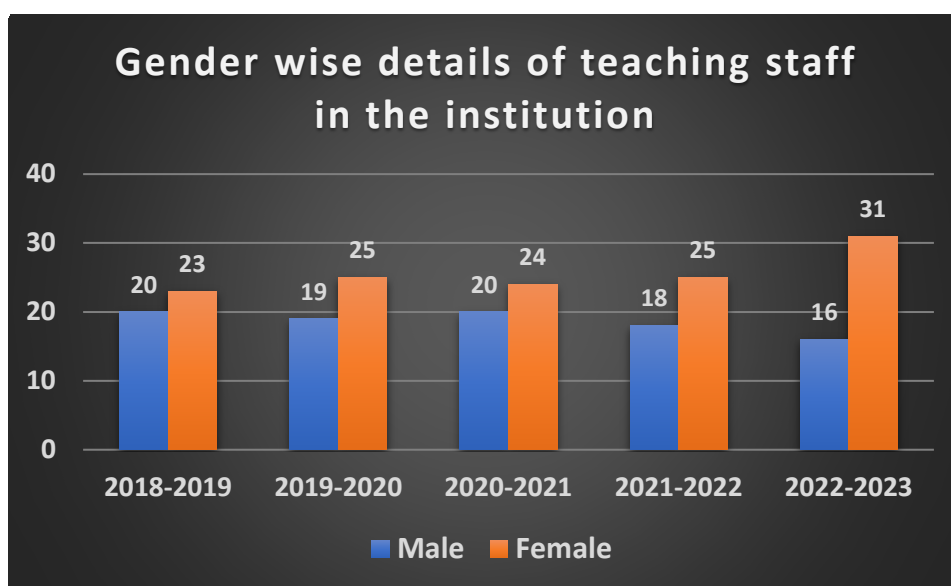


Figure 2: Gender wise details of teaching staff in the institution

Observations:

- Over the five-year span, the college has observed a gradual reduction in the number of male teaching staff.
- The female teaching staff, on the other hand, has seen some fluctuations, but notably, there was a significant uptick in 2022-2023.
- Throughout this period, female teaching staff has consistently outnumbered their male counterparts. It reflects the policy of the management to support women inclusiveness in the system.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Table 3: Gender wise details of Non-Teaching Staff in the institution

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	17	17	17	16	16
Female	7	7	6	6	6

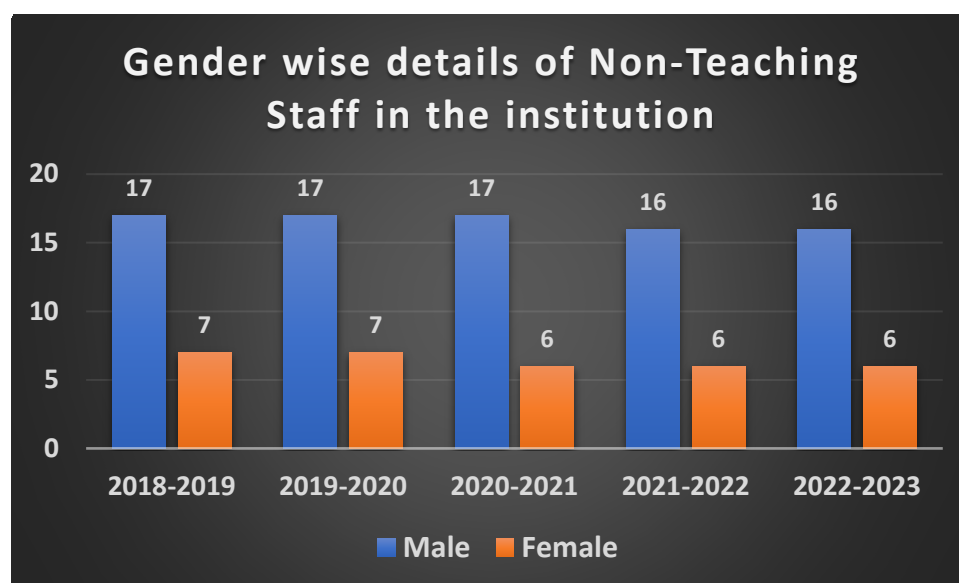


Figure 3: Gender wise details of Non-Teaching Staff in the institution

Observations:

- The number of male non-teaching staff has been relatively stable over the years, with only a minor decline in the latter two years.
- The female staff count, though always lesser than the male count, remained fairly consistent, experiencing just a slight decline in the third year.
- The gender disparity in non-teaching staff is evident throughout, with the college having more than double the number of male non-teaching staff compared to females for the entire period.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Table 4: Gender wise details of students in NCC

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	69	70	57	51	51
Female	39	38	51	57	57

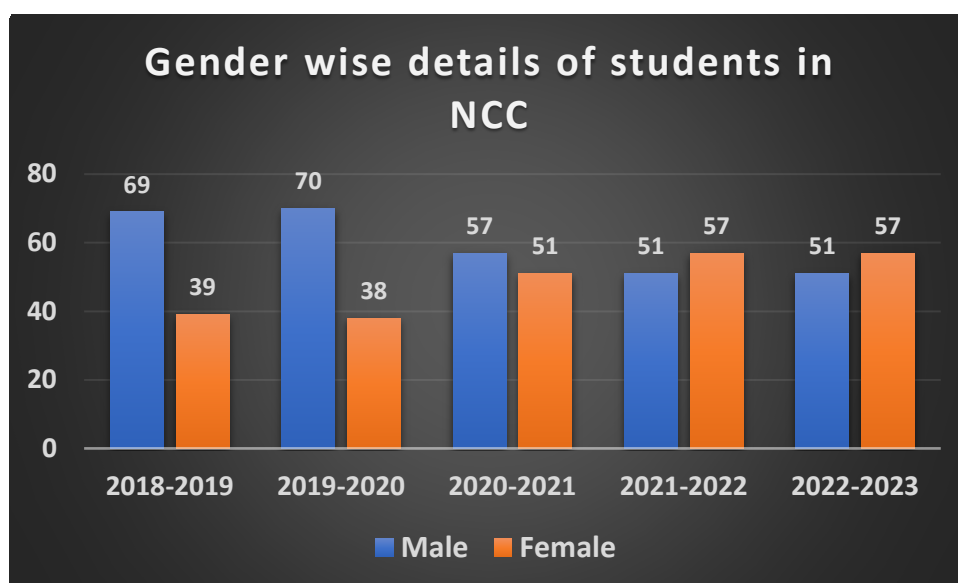


Figure 4: Gender wise details of students in NCC

Observations:

- While the number of male NCC students has gradually decreased over the five-year span, the number of female students has seen a noteworthy increase, especially starting from 2020-2021.
- The data reveals an interesting shift in gender dynamics within the NCC program at the college. Initially dominated by male students, the program appears to have grown in appeal or accessibility for female students.
- By 2022-2023, female students in NCC slightly outnumbered their male counterparts, reversing the trend observed in the initial years, which is a positive sign.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Table 5: Gender wise details of students in NSS

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	82	65	85	88	70
Female	168	185	165	162	130

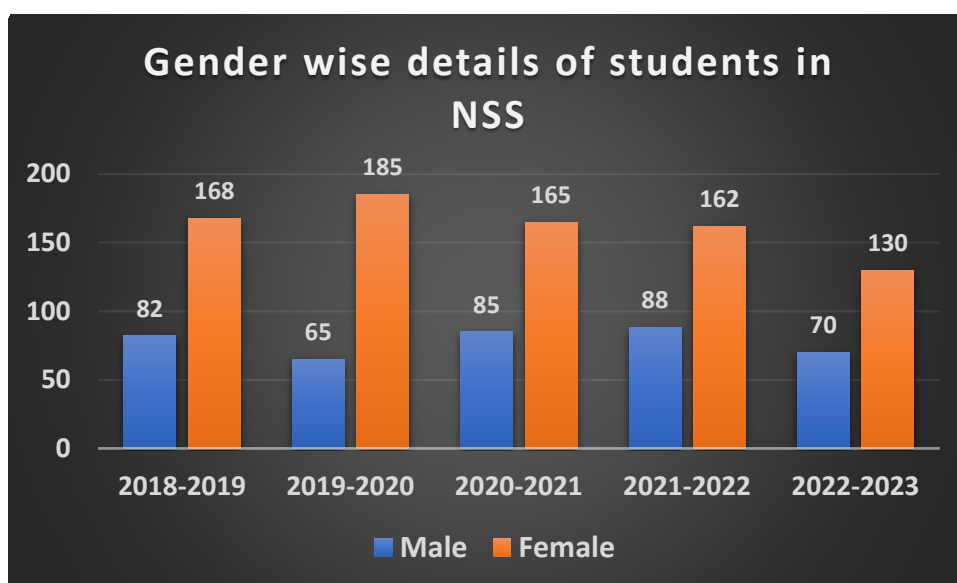


Figure 5: Gender wise details of students in NSS

Observations:

- Both genders show fluctuations in their counts over the years, but the female student count in NSS has consistently been higher than their male counterparts.
- After an initial increase for females and a decrease for males in 2019-2020, the trends somewhat reversed in the subsequent years. However, both genders witness a decline in 2022-2023.
- Even though female participation remains dominant, the gender gap has been narrowing, especially in the latest year.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Table 6: Gender wise details of total number of students participated in Sports Competitions

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	568	541	No competitions were conducted by any organisation/association due to Covid-19 pandemic	570	891
Female	679	632	No competitions were conducted by any organisation/association due to Covid-19 pandemic	398	677

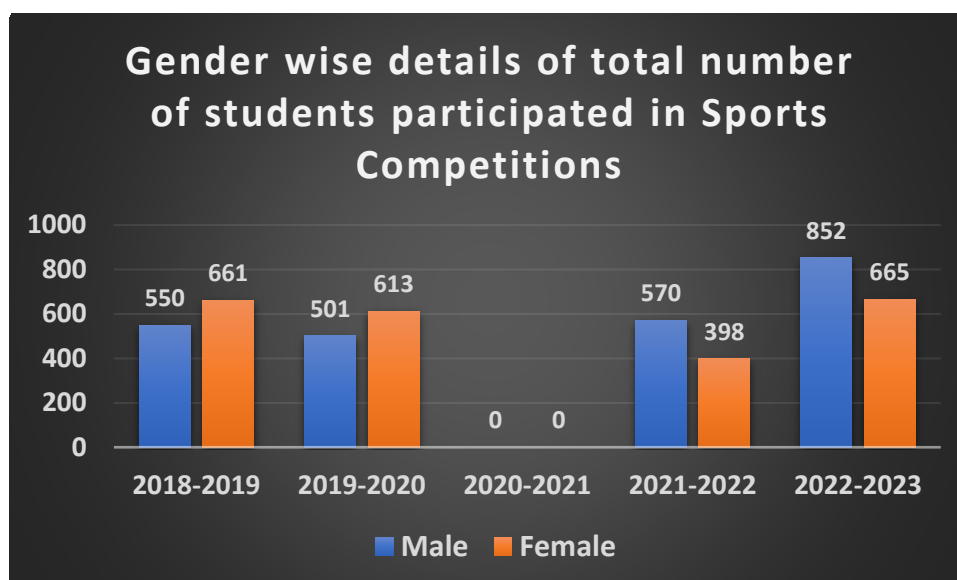


Figure 6: Gender wise details of total number of students participated in Sports Competitions

Observations:

- While both genders exhibited a substantial participation in sports in the initial years, females led in numbers.
- There was no participation from either gender in the 2020-2021 year, due to COVID-19 pandemic affecting sports events and gatherings.
- Post-2020-2021, the participation recovery for females was less than for males, leading to a shift where male students heavily outnumbered female participants in the subsequent years.



G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Table 7: Gender wise details of students participated in Extra-curricular activities

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Male	19	27	37	55	120
Female	37	43	65	140	327

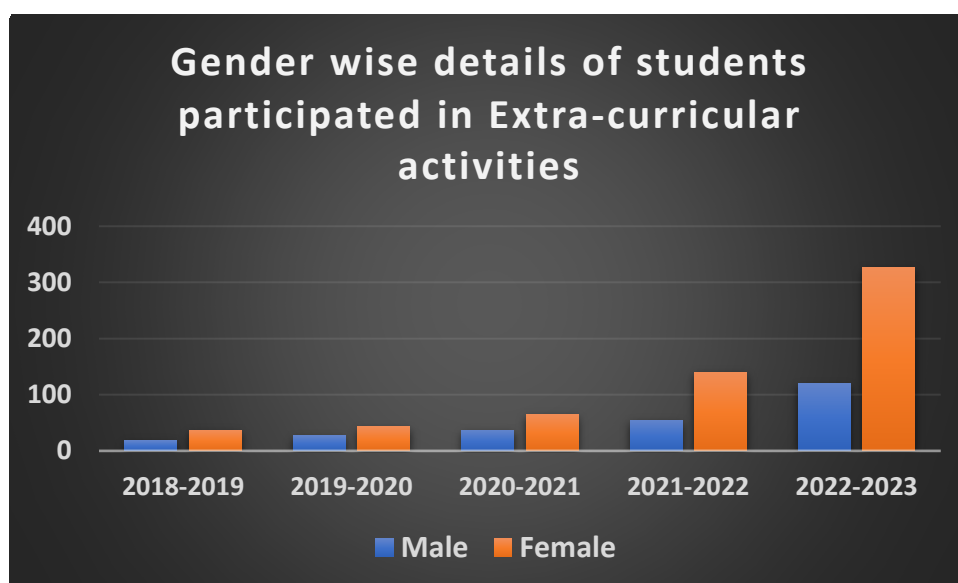


Figure 7: Gender wise details of students participated in Extra-curricular activities

Observations:

- Both genders show a growing interest in extra-curricular activities at the college over the years, with substantial increases for both in 2022-2023.
- While both genders have seen consistent growth in participation, the rate of increase for females is significantly higher, especially in 2022-2023.
- The widening gender gap suggests that while extra-curricular activities are growing in popularity for both genders, they may be particularly appealing or accessible to female students.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

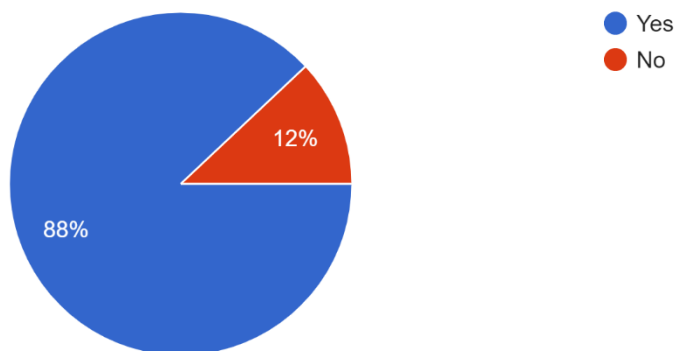
Internal Complaints Committee

GENDER AUDIT REPORT

Number of Participants participated in the Survey = 767

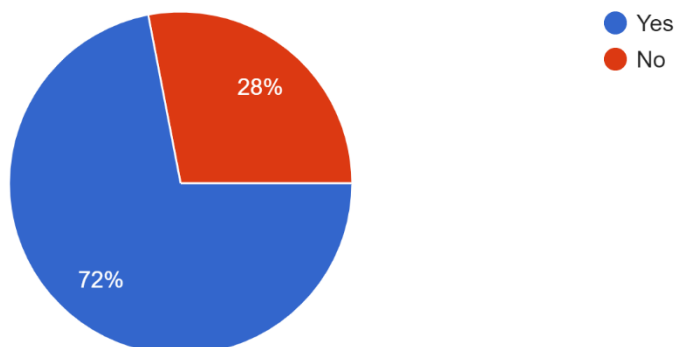
Q1. The college conducts various programmes for Gender Sensitization and awareness.

767 responses



Q2. The college has incorporated gender sensitive issues in its curriculum.

767 responses





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

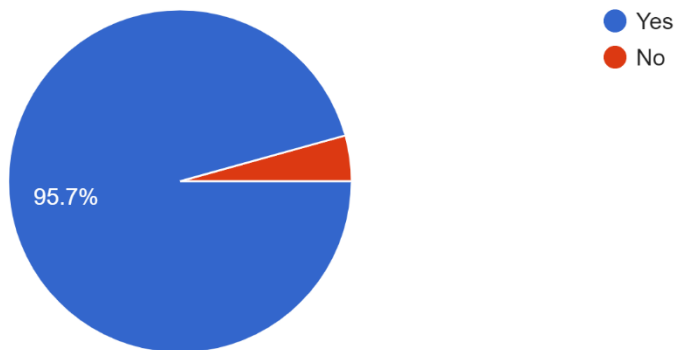
NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee GENDER AUDIT REPORT

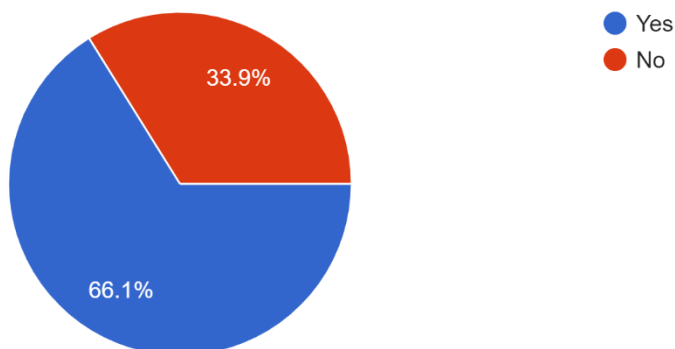
Q3. The campus has facility of restrooms for girls.

767 responses



Q4. Adequate facilities such as incinerators, vending machines etc. are available.

767 responses





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

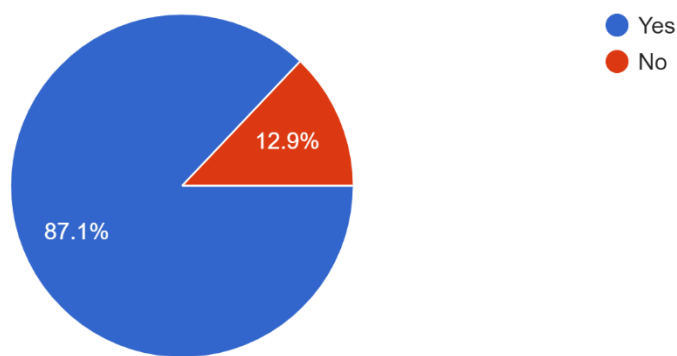
NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee GENDER AUDIT REPORT

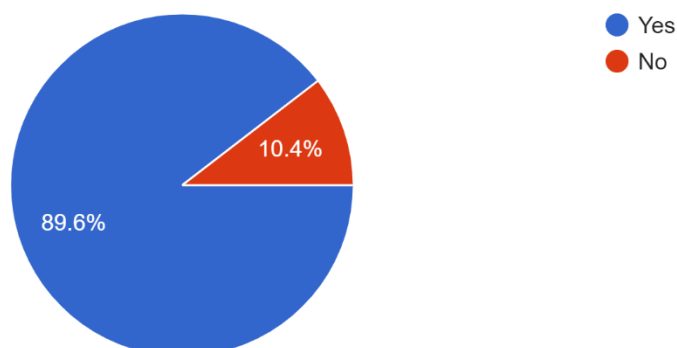
Q5. The campus has appropriate lighting at night, including but not limited to adequate lighting in the hallways, classrooms, common areas, restrooms, etc.

767 responses



Q6. The campus and communal spaces are adequately secured both during the day and at night.

767 responses





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

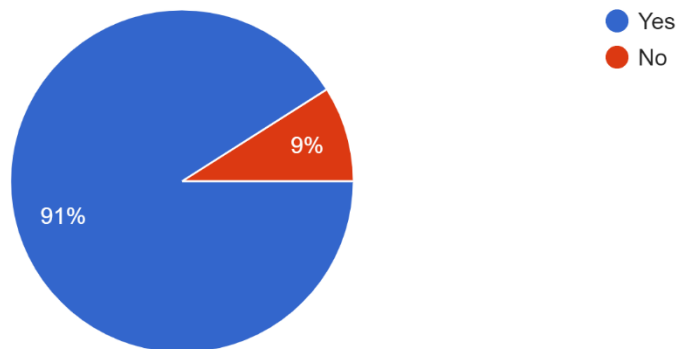
(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

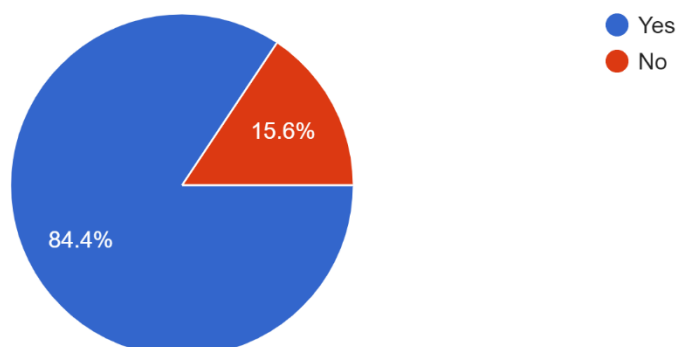
Q7. The college is having a functional Girls Guidance Cell, and the students are aware of it.

767 responses



Q8. A cell for grievance redressal has been established.

767 responses





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

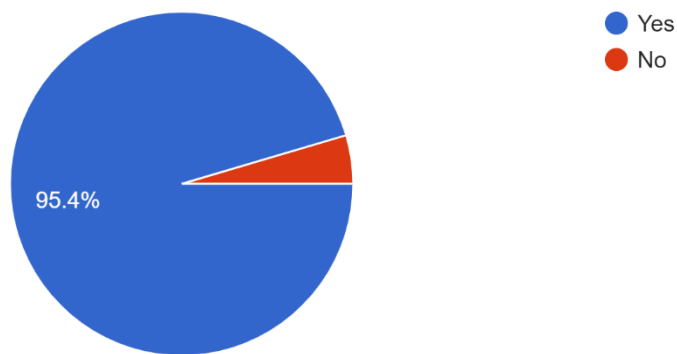
NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee GENDER AUDIT REPORT

Q9. The college provides equal opportunity to all students in sports, cultural and extra-curricular activities.

767 responses





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

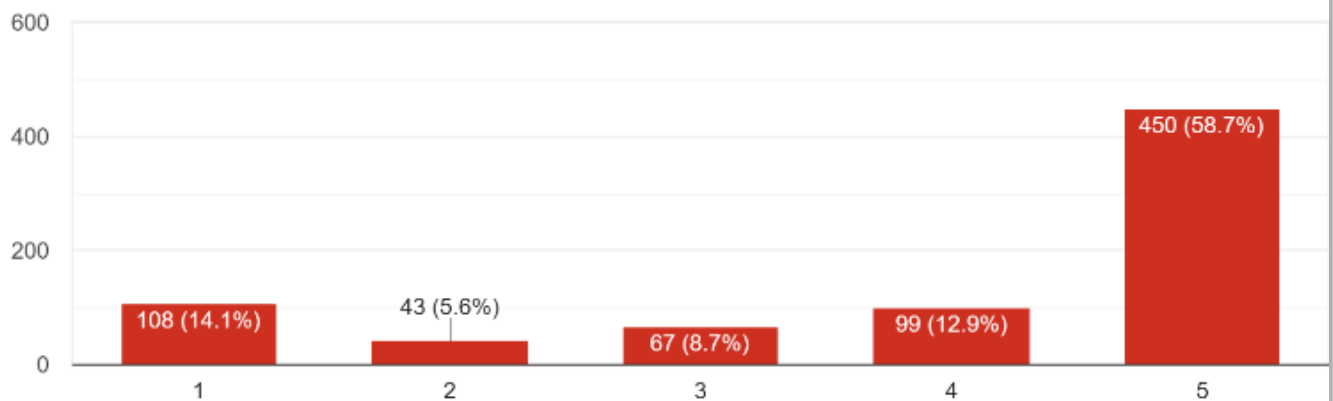
(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

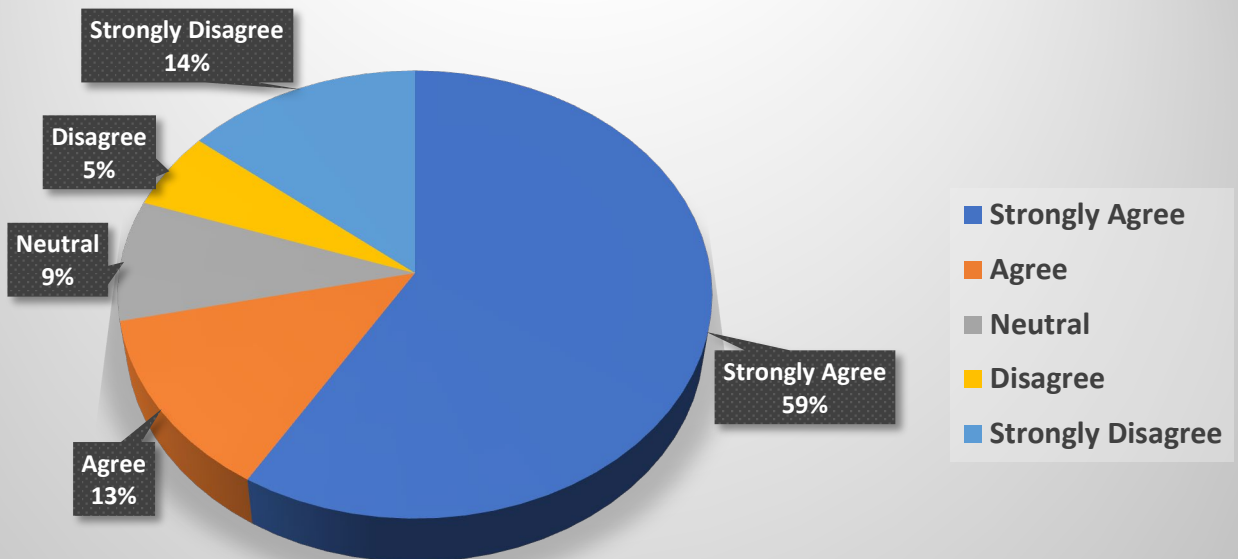
GENDER AUDIT REPORT

Q10. All genders are given equal opportunity in the classroom activities.

767 responses



Q. 10 - All genders are given equal opportunity in the classroom activities.





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

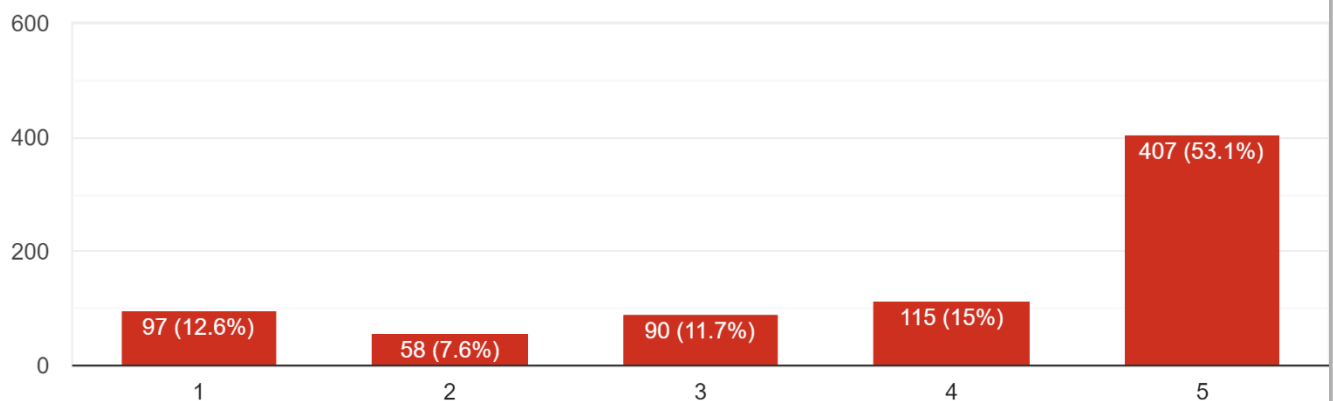
(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

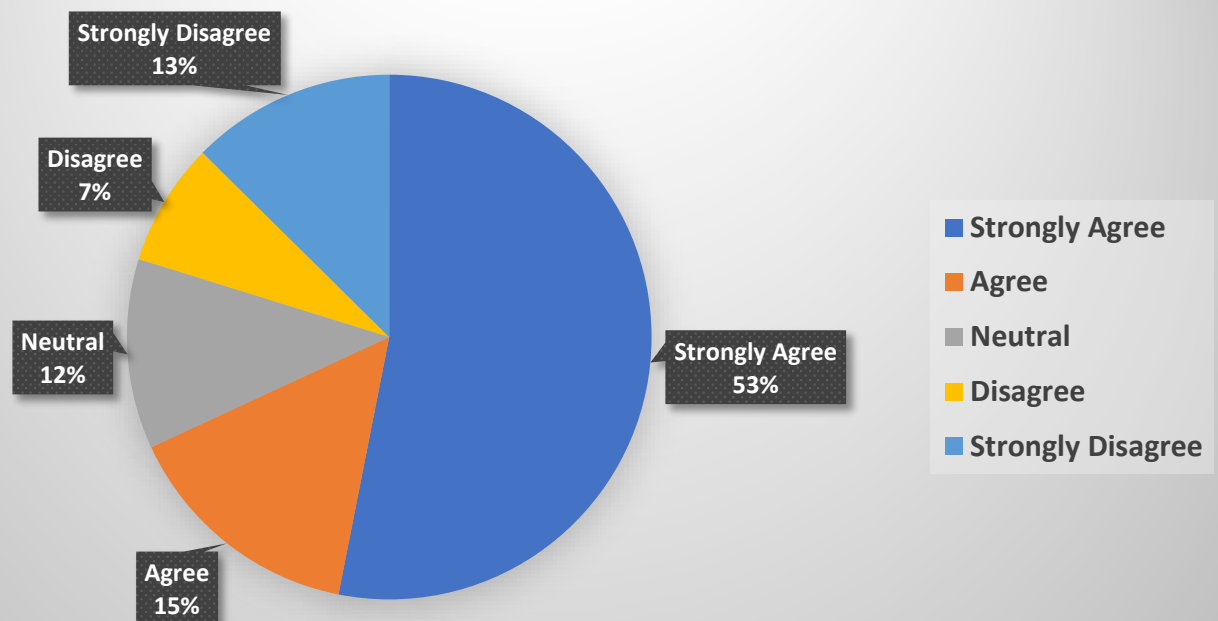
GENDER AUDIT REPORT

Q11. All genders are given an opportunity to represent in different clubs, forums and statutory bodies.

767 responses



Q. 11 - All genders are given an opportunity to represent in different clubs, forums and statutory bodies





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

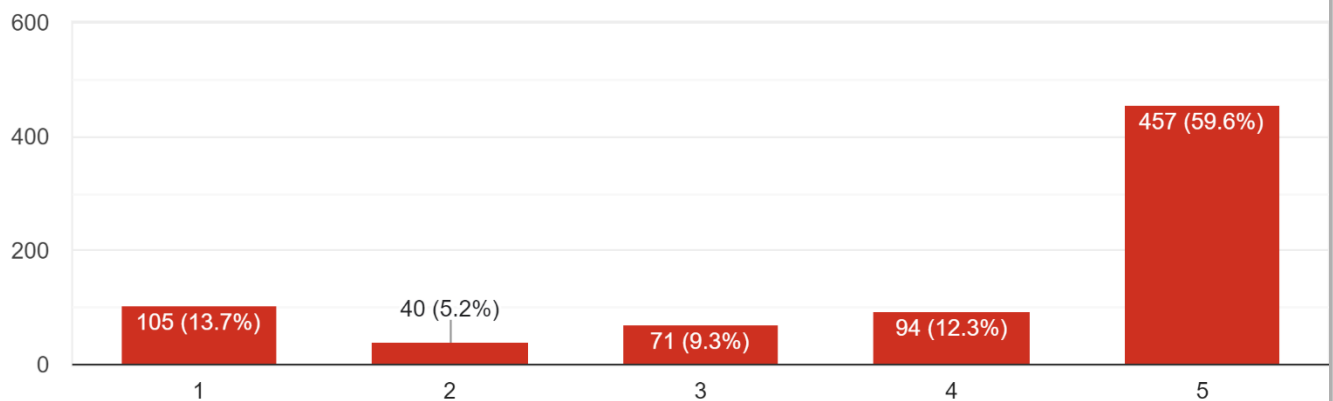
(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

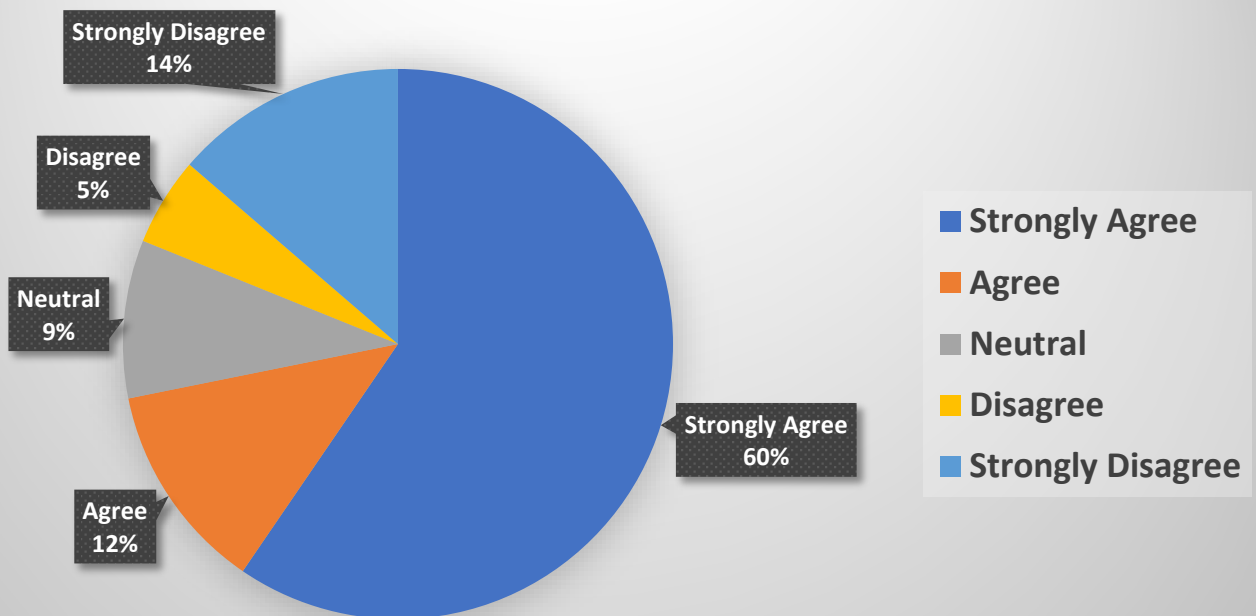
GENDER AUDIT REPORT

Q12. Every gender has an equal opportunity to express themselves freely and fairly.

767 responses



Q. 12 - Every gender has an equal opportunity to express themselves freely and fairly.





G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

KEY FINDINGS

1. Faculty Dynamics:

- **Teaching Staff:** A consistent trend was observed where female teaching staff consistently outnumbered their male colleagues across the board. This might reflect a broader trend in the education sector or perhaps specific hiring practices and policies of the college.
- **Non-Teaching Staff:** Contrary to the teaching staff demographics, the non-teaching roles were predominantly occupied by males. This suggests gender-specific roles or preferences in administrative and support functions within the college.

2. Student Involvement in Co-Curricular Activities:

- **National Cadet Corps (NCC):** The college witnessed a notable evolution in gender dynamics in the NCC. What began as a male-centric domain gradually shifted, with female cadets not only catching up but slightly outnumbering their male counterparts by 2022.
- **National Service Scheme (NSS):** The NSS showed a pronounced preference or participation rate by female students, possibly indicating that the program's structure, activities, or outreach is particularly appealing to female students.
- **Sports Competitions:** Sports saw a fluctuating trend. Female participation was initially dominant but experienced a drop, particularly after the no-participation year in 2020-2021 (due to the COVID-19 pandemic). Post this period, male participation surged ahead, signalling a shift in the gender balance.
- **Extra-Curricular Activities:** A consistent increase in participation was noted for both genders over the years, emphasizing the college's possibly growing focus on holistic education. However, the rate of increase for females was especially significant, suggesting that the college's extracurricular offerings might be resonating particularly well with the female student base.

3. External Impact on Participation:

The zero participation from both genders in sports competitions during 2020-2021 suggests the influence of external factors, such as the COVID-19 pandemic. The subsequent rebound in participation rates highlighted varying recovery patterns for males and females, revealing potential gender-specific responses to external disruptions.

4. Evolving Gender Dynamics:

While some areas like the NCC and sports competitions saw shifts in dominant genders over the years, others, like the NSS and extra-curricular



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

activities, have seen consistent gender trends. These patterns underline the evolving nature of gender roles and preferences within the college ecosystem.

- 5. Diverse Gender Roles:** The college displays diverse gender roles across different facets. While academic roles (teaching staff) are dominated by females, administrative roles (non-teaching staff) are male-dominated.
- 6. Growing Female Participation:** There's evident growth in female participation in areas like NCC and extra-curricular activities. The college environment seems increasingly conducive to female involvement in such domains.
- 7. Trend Shifts:** While some areas, like sports, were initially dominated by female students, recent years have seen a resurgence in male participation. Similarly, while NCC began as male-dominant, females gradually matched and even surpassed male numbers.
- 8. Overall Growth in Student Activities:** Both genders show increased enthusiasm and participation in extra-curricular activities over the years, indicating a possibly richer and more holistic education environment at the college.

The gender audit unveils a landscape of evolving gender dynamics across various domains. While some areas demonstrate stability in gender patterns, others reveal shifts, influenced both by internal policies and external factors. These findings stress the importance of adaptable strategies to ensure both inclusivity and balanced gender representation in all spheres of the college. Regular audits can further provide insights to fine-tune initiatives, ensuring a progressive and inclusive educational environment.



G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

SUGGESTIONS

1. **Faculty Dynamics:** Promote Gender Balance in Hiring: While female representation in the teaching staff is commendable, efforts can be made to ensure balanced gender representation in both teaching and non-teaching roles. Gender-neutral hiring practices, bias training for hiring committees, and targeted outreach can help address imbalances.
2. **Co-Curricular Activities:**
 - **Enhance Female Participation in NCC:** Since the NCC saw an increase in female participants over the years, it may be beneficial to continue fostering a welcoming environment for female cadets. Consider introducing programs that particularly cater to female interests or concerns within the NCC context.
 - **Broaden NSS Outreach:** Given the dominance of female participation in NSS, it might be worth investigating why male students are less involved. Feedback sessions, focus groups, or surveys can help understand male students' perspectives and inform targeted outreach strategies.
 - **Address Gender Dynamics in Sports:** Given the fluctuating trends in sports participation, it's essential to delve deeper into reasons. Consider creating gender-inclusive sports events, expanding the variety of sports offerings, or introducing training sessions that might appeal to both genders. Feedback from students can provide insights into preferences or barriers to participation.
 - **Expand Extra-Curricular Offerings:** With rising participation in extra-curricular activities, especially among female students, it's an opportune moment to diversify and expand these offerings. This could cater to a broader range of interests, ensuring both genders find it appealing and meaningful activities.
3. **External Factors and Recovery:**
 - **Develop Contingency Plans:** The zero participation in sports during 2020-2021 underscores the need for contingency plans during unforeseen events. Consider developing online or remote engagement activities to keep students involved even during disruptions.
 - **Post-disruption Recovery Strategies:** It's crucial to have recovery plans that cater to both genders. As seen, male and female students had different recovery patterns after 2020-2021. Tailored re-engagement strategies can help ensure both genders reintegrate effectively.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

4. Continuous Feedback and Evolution:

- **Regular Feedback Mechanisms:** Introduce periodic feedback sessions or surveys for students and staff to understand their perspectives, needs, and challenges related to gender issues in the college.
- **Annual Gender Audits:** Regularly revisiting and conducting gender audits can help track progress, identify new challenges, and ensure that the college remains adaptive and responsive to its community's evolving needs.

5. Gender Sensitization and Training:

- **Awareness Programs:** Organize workshops and seminars on gender sensitization to foster an inclusive environment where all students and staff, regardless of gender, feel welcomed, understood, and respected.
- **Training for Leadership:** Ensure that college leadership and key decision-makers undergo regular training on gender issues, helping them make informed, inclusive decisions.

By addressing the findings from the gender audit proactively, our autonomous commerce college can foster a more inclusive, balanced, and progressive environment. Emphasizing open dialogue, continuous feedback, and adaptive strategies will be crucial in ensuring that the college remains at the forefront of gender inclusivity in education.



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

ANNEXURES



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR

NAAC Accredited 'A' Grade Institution

AN AUTONOMOUS INSTITUTION

A RUSA Beneficiary Institution

Survey for Gender Equity

prof.akashjain@gmail.com [Switch accounts](#)



* Indicates required question

Questionnaire for Gender Equity Survey

Q1. The college conducts various programmes for Gender Sensitization and awareness. *

☐ Yes

☐ No

Q2. The college has incorporated gender sensitive issues in its curriculum. *

☐ Yes

☐ No

Q3. The campus has facility of restrooms for girls. *

☐ Yes

☐ No





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Q4. Adequate facilities such as incinerators, vending machines etc. are available. *

☐ Yes

☐ No

Q5. The campus has appropriate lighting at night, including but not limited to adequate lighting in the hallways, classrooms, common areas, restrooms, etc. *

☐ Yes

☐ No

Q6. The campus and communal spaces are adequately secured both during the day and at night. *

☐ Yes

☐ No

Q7. The college is having a functional Girls Guidance Cell, and the students are aware of it. *

☐ Yes

☐ No

Q8. A cell for grievance redressal has been established. *

☐ Yes

☐ No





Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR (AUTONOMOUS)

NAAC ACCREDITED 'A' GRADE INSTITUTION

(Affiliated to RTM Nagpur University) A RUSA Beneficiary Institution

Internal Complaints Committee

GENDER AUDIT REPORT

Q9. The college provides equal opportunity to all students in sports, cultural and extra-curricular activities. *

☐ Yes

☐ No

Q10. All genders are given equal opportunity in the classroom activities. *

1 2 3 4 5

Strongly disagree

☐

☐

☐

☐

☐

Strongly agree

Q11. All genders are given an opportunity to represent in different clubs, forums and statutory bodies. *

1 2 3 4 5

Strongly disagree

☐

☐

☐

☐

☐

Strongly agree

Q12. Every gender has an equal opportunity to express themselves freely and fairly. *

1 2 3 4 5

Strongly disagree

☐

☐

☐

☐

☒

Strongly agree

[Back](#)

[Submit](#)

[Clear form](#)

Never submit passwords through Google Forms.

This content is neither created nor endorsed by Google. [Report Abuse](#) - [Terms of Service](#) - [Privacy Policy](#)

Google Forms

