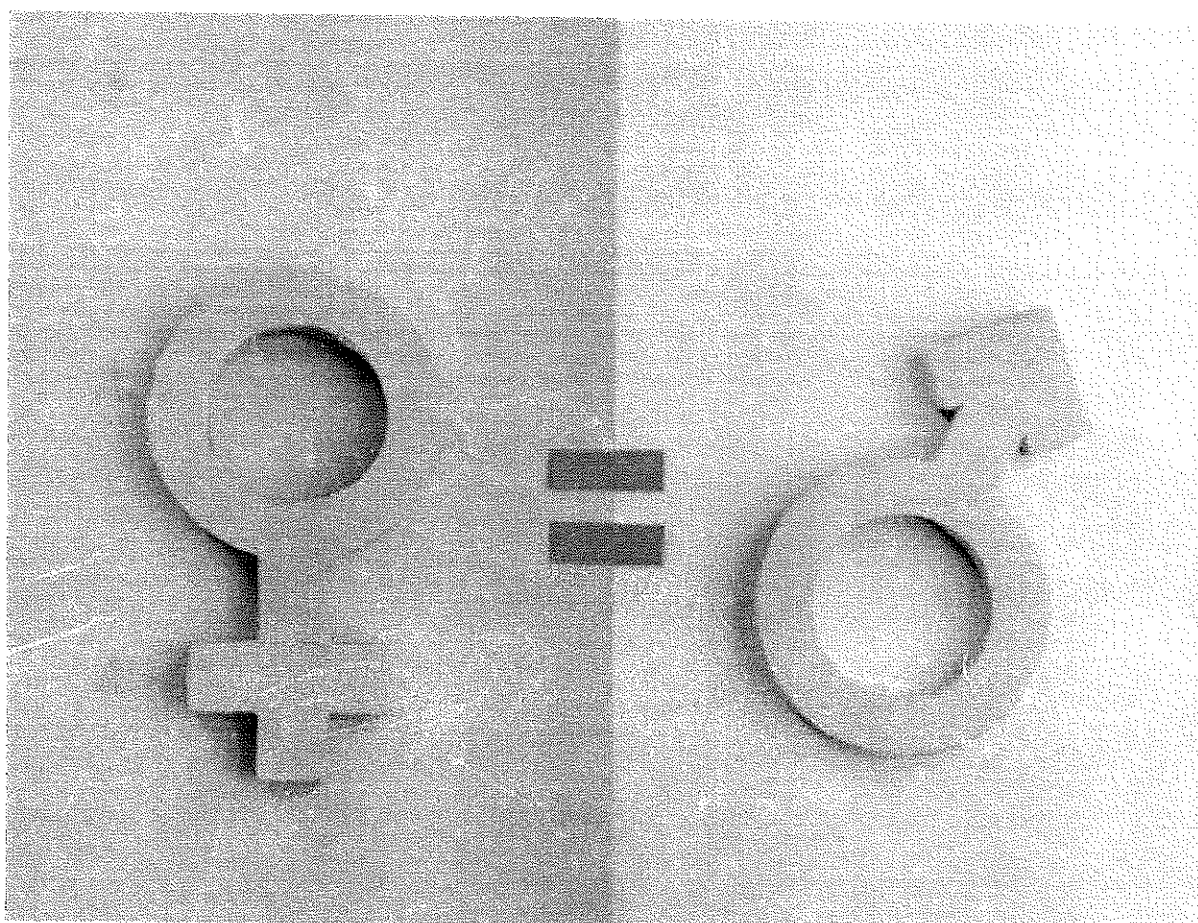


GOVERNMENT SCIENCE COLLEGE, IDAR

GENDER AUDIT REPORT

2019-2024



The aims and objectives of a gender audit in an academic institution are designed to evaluate and promote gender equality within the institution. Here are some key aims and objectives:

Aims:

1. **Assess Gender Equality:** To evaluate the current state of gender equality within the institution.
2. **Identify Gaps and Barriers:** To identify any gaps, barriers, or biases that may exist in policies, practices, and culture that affect gender equality.
3. **Promote Gender Awareness:** To increase awareness about gender issues among staff, students, and the wider academic community.
4. **Improve Institutional Policies:** To enhance policies, programs, and practices to support gender equality and create an inclusive environment.
5. **Enhance Performance and Productivity:** To foster a more equitable environment that can lead to improved performance and productivity of all members of the institution.

Gender Equality is a global issue and discussions on women's emancipations are at the forefront of many worldwide campaigns. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. The Gender Audit is an attempt to study good gender balance. It aims to study whether the college follows all the university rules, policies in this regard as it forms a constituent part of the UGC norms. Gender Audit also tries to assess the impact of its current and proposed policies on gender equality. The audit functions as a tool for analysing and evaluating policies and programs of the college and assesses how the institute integrates the perspective in all the activities of the institution. The college concentrates on the overall personality development of all students. The common objectives of Gender Audit are:

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

The college has set up Collegiate Women Development Cell (CWDC) to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. Under the CWDC, the college has organised lecture on 'Rights of Women'. Girl students have participated and interacted with the expert and they are also made aware about Constitutional provisions for women, and various initiatives under Women's Day on 8th March. The expert has also discussed about current scenario and events related to Women recently in news. The college organises Self-defence training at the college. Hands-on training

and demos are given for the defence of girls at public place and they are also guided about how to protect themselves from fraud through social media. Anti-ragging committee and Grievance redressal cell of the college take care of maintaining discipline and gender equality in the college campus. Health and hygiene is of utmost priority. The college leaves no stone unturned to maintain quality health and to develop the notion of prevention is better than cure. The college invites Lady Gynaecologist to guide about health and hygiene of girls. Interactive sessions have been conducted. The students are given opportunity to ask and get solution of their personal issues of health and hygiene in a confidential manner.

The college is a co-educational government institution. So, from the inception of the college, it promotes an all-round development of its students by inclusion of humanistic values and respect for each other's culture as a way of life, by promoting the importance of knowledge and making students visionaries to excel in any profession; and by providing students the widest opportunities to develop their potential to the fullest.

Data Analysis

Table 1: Gender wise and year wise details of Total Students in the College

Sr. No.	Year	Total	Male	Female	% Male	%Female
1	2019-20	604	332	272	54.96%	45.03%
2	2020-21	451	237	214	52.54%	47.45%
3	2021-22	416	243	173	58.41%	41.58%
4	2022-23	298	187	111	62.75%	37.24%
5	2023-24	215	127	88	59.06%	40.93%

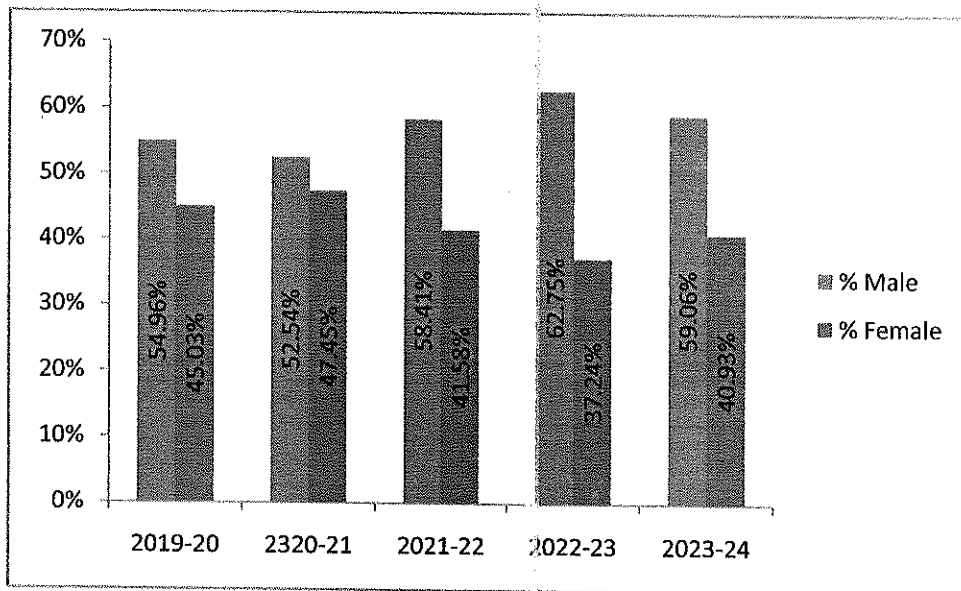


Figure 1: Gender wise and year wise total students in the college

The table presents a detailed breakdown of the year-wise gender classification statistics of male and female students at the college. This classification provides a clear view of the enrolment trends for both genders over a period of last five years in the institution. Notably,

the college, situated in a rural area, has shown remarkable progress in promoting gender equality in education. The statistics reveal that, despite the challenges typically associated with rural settings, the college has successfully maintained an average female student enrolment rate of approximately 42% over the past five years. This indicates a significant commitment to fostering an inclusive educational environment and highlights the college's efforts to encourage and support female students in pursuing higher education.

Table 2: Gender wise and year wise details of Total Teaching and Non-Teaching staff working in the College

Sr. No.	Year	Total	Male	Female	% Male	%Female
1	2019-20	21	16	5	76.19%	23.80%
2	2020-21	20	14	5	70.00%	25.00%
3	2021-22	20	14	5	70.00%	25.00%
4	2022-23	19	16	3	84.21%	15.78%
5	2023-24	20	17	3	85.00%	15.00%

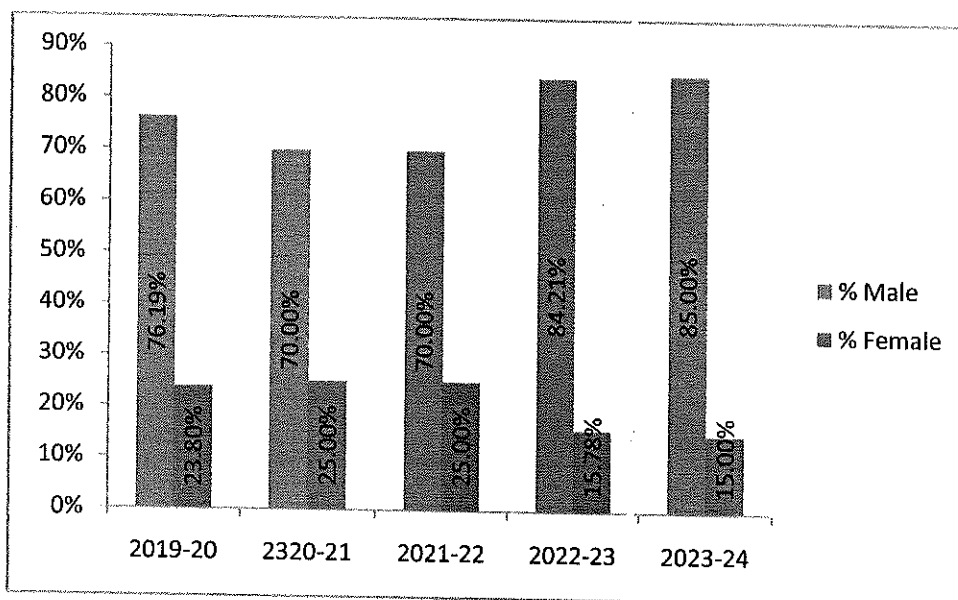


Figure 2: Gender wise and year wise total teaching and non-teaching staff in the college

The table provides a comprehensive year-by-year breakdown of the gender classification statistics for both male and female teaching and non-teaching staff working at the college over the past five years. This detailed analysis includes data on the distribution of teaching and non-teaching male and female staff members, offering insights into the gender composition within the various roles at the institution. The statistics reveal that, on average, 20.91% of the staff is female. This figure underscores the college's current gender diversity within its workforce, highlighting the representation of female staff members in both teaching and non-teaching positions.

To promote gender equality within the institution, feedback was collected from female students over the past five years. The number of feedback responses collected during this period is shown in the table below. The format of the feedback form used for the survey is also provided below.

Table 3: Feedback Responses received from the female students during last five years

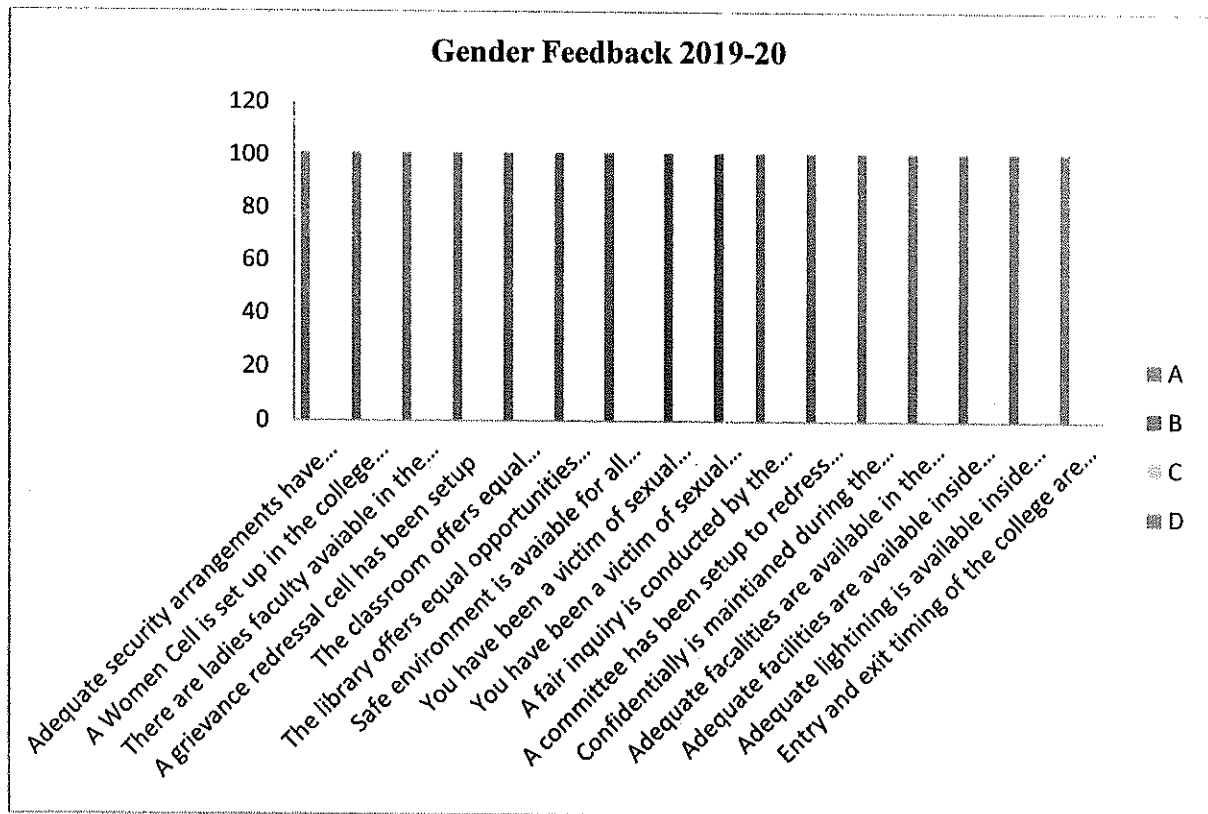
Sr. No.	Year	Total Female	Feedback Responses received from the Female Students	%Female Responses received from the institution
1	2019-20	272	101	37.13%
2	2020-21	214	81	37.85%
3	2021-22	173	72	41.61%
4	2022-23	111	46	41.44%
5	2023-24	88	31	35.22%

Government Science College, Idar

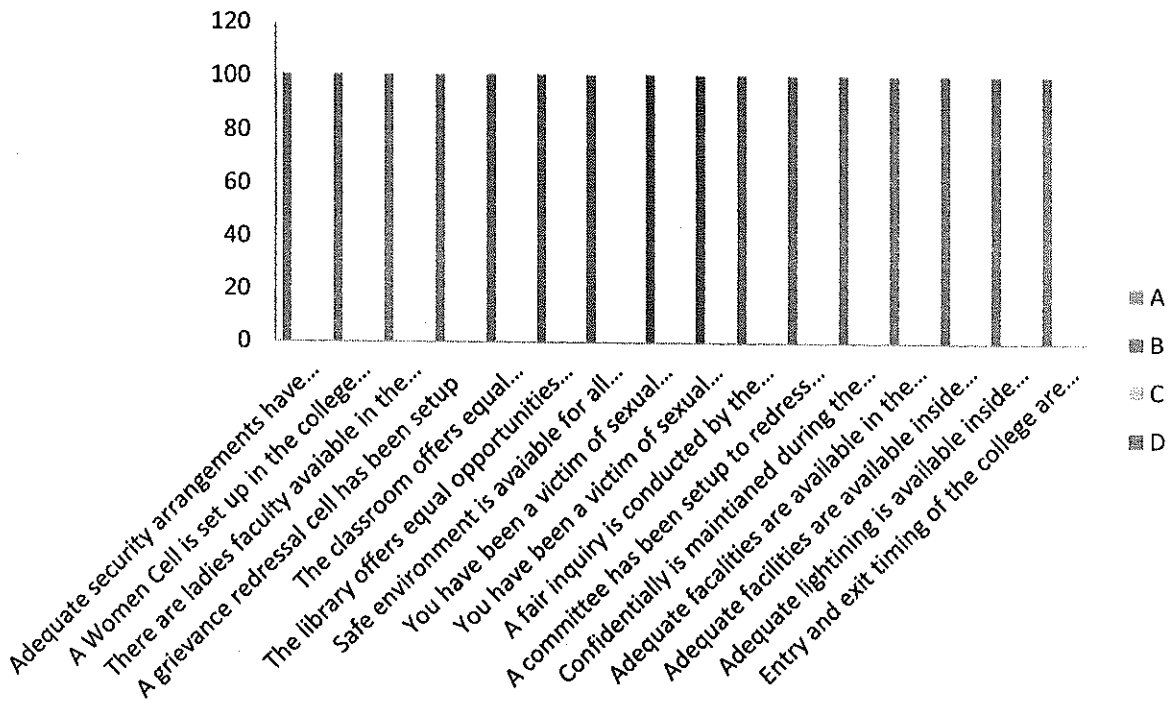
Student Name:		Semester:		
Year:		Roll No.:		
Sr. No	Question	Agree	Disagree	No opinion
1.	Adequate security arrangements have been made in the campus and common areas during day and night. (કેમ્પસઅનેસામાન્યવિસ્તારોમાંદિવસઅનેરાત્રિદરમિયાનસુરક્ષાનીપૂરતીવ્યવસ્થાકરવામાંઆવીછે.)			
2.	A Women Cell is set up in the college and students are aware about the Women Cell. (કોલેજમાંમહિલાસેલનીસ્થાપનાકરવામાંઆવીછેઅનેવિદ્યાર્થીઓમહિલાઓલવિશેજાગૃતછે.)			
3.	There are lady faculties available in the Women Cell. (વુમનસેલમાંલેડીફેકલ્ટીઉપલબ્ધછે.)			
4.	A grievance redressal cell has been set up. (ફરિયાદનિવારણસેલનીસ્થાપનાકરવામાંઆવીછે.)			
5.	The classroom offers equal opportunities to all genders. (વર્ગખંડતમામજાતિઓનેસમાનતકોઆપેછે.)			
6.	The library offers equal opportunities to all genders. (પુસ્તકાલયતમામજાતિઓનેસમાનતકોપ્રદાનકરેછે.)			
7.	Safe environment is available for all girl students in the campus. (કેમ્પસમાંતમામવિદ્યાર્થીનીઓમાટેસલામતવાતાવરણઉપલબ્ધછે.)			
8.	You have been a victim of sexual harassment in class by faculty members. (તમેફેકલ્ટીસભ્યોદ્વારાવર્ગમાંજાતીયસતામણીનોભોગબન્યાછો.)			
9.	You have been a victim of sexual harassment in class by fellow members. (તમેવર્ગમાંસાથીસભ્યોદ્વારાજાતીયસતામણીનોભોગબન્યાછો.)			
10.	A fair inquiry is conducted by the committee in case of a complaint (ફરિયાદનાકિસ્સામાંસમિતિદ્વારાનિષ્પક્ષતપાસકરવામાંઆવેછે.)			
11.	A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate. (જાતીયસતામણીસંબંધિતતમામફરિયાદોનોસમયસરનિકાલકરવામાટેએકસમિતિનીસ્થાપનાકરવામાંઆવીછે. તમેપ્રક્રિયાવિશેવાકેફૂલોઅનેમાનોછોકેપ્રક્રિયાયોગ્યછે.)			
12.	Confidentiality is maintained during the inquiry process. (પૂછપરછપ્રક્રિયાદરમિયાનગુપ્તતાજાળવવામાંઆવેછે.)			
13.	Adequate number of toilets are available in the college for girls. (કોલેજમાંછોકરીઓમાટેપૂરતીસંખ્યામાંશૌચાલયઉપલબ્ધછે.)			
14.	Adequate facilities are available inside the toilet, keeping in mind the need of the			

	girls students. (ગર્લ્સ સ્ટુડન્ટ્સની જરૂરિયાતને ધ્યાનમાં રાખીને શૌચાલયની અંદર પૂરતી સુવિધાઓ ઉપલબ્ધ છે.)			
15.	Adequate lighting is available inside the campus corridor, class rooms, common areas, toilets, etc. (કેમ્પસ કોરિડોર, વર્ગખંડો, સામાન્ય વિસ્તારો, શૌચાલય વગેરેની અંદર પૂરતી લાઈટિંગ ઉપલબ્ધ છે.)			
16.	Entry and exit timing of the college are appropriate. (કોલેજમાં પ્રવેશ અને છુટવાનો સમય યોગ્ય છે.)			

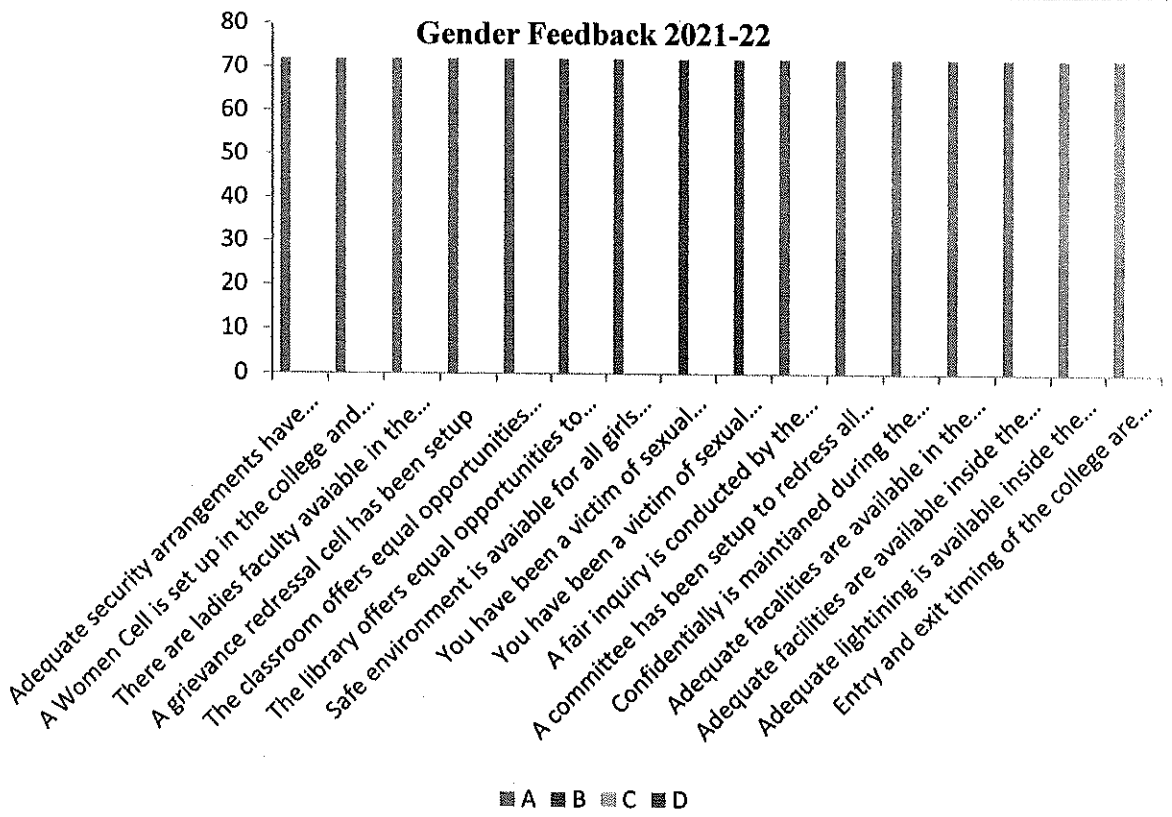
The data survey was conducted for the year 2019-20 to 2023-24. The graphical presentation of the feedback received for each year is as below:



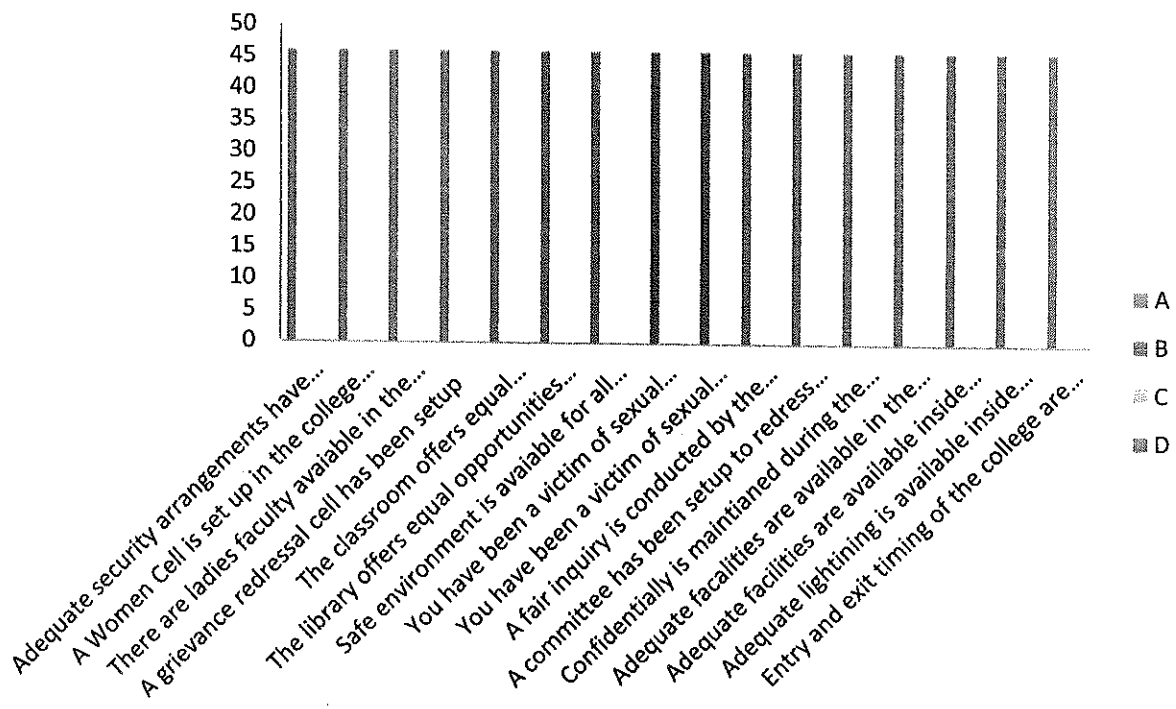
Gender Feedback 2019-20



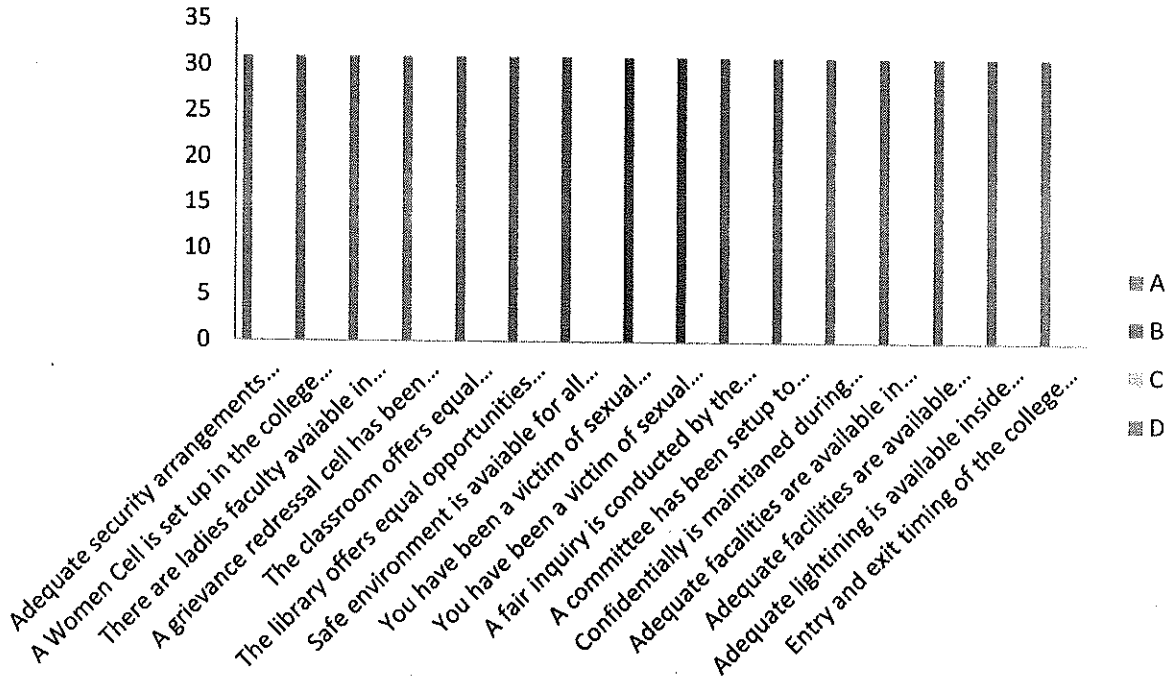
Gender Feedback 2021-22



Gender Feedback 2022-23



Gender Feedback 2023-24



Findings:

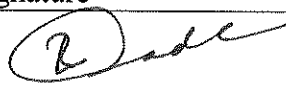
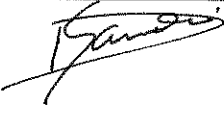

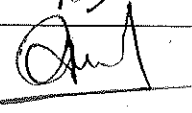
It can be seen from the responses that the college has made adequate security arrangements. Women cell is setup at the college and students are aware about it. They also know that there are lady faculties in the women cell. The grievance redressal cell has been setup in the college is known to the students. They also agreed that the college provides equal opportunities in the classroom and in the library. All the girls agreed that there is a safe environment for all the girls. All the girls opined that there is no case of sexual harassment in the class by faculty members or fellow members. They also responded in affirmative that there is a committee to conduct a fair inquiry in case of complaint, if any. They also know that they are made aware about the appropriate process to redress such complaints. The girls responded that the college maintains confidentiality during the inquiry process. All the girls agreed that there are adequate numbers of toilets with required facilities in toilets. The girls agreed that the college campus, classrooms, common areas and toilets have adequate lighting facilities. The girls also agreed that the timing of the college is appropriate for them.

Promoting Inclusive Education for Female:

To promote an inclusive educational environment and support female students in pursuing higher education, our institution has waived tuition fees for all female students studying at our institute, in accordance with the Education Department, Government of Gujarat Resolution No. MIS/1084/29657/85/KH dated 01/08/1985. This initiative aims to encourage enrolment of female students in higher education, leading towards fostering equal opportunities for education. The Education Department, Government of Gujarat Resolution No. MIS/1084/29657/85/KH dated 01/08/1985 is attached herewith as an Annexure - I


Report submitted by –

Gender Audit Team (IQAC & CWDC)

Sr. No.	Name	Designation	Signature
1	Dr. P. A. Vadher	Principal	
2	Dr. D. S. Gandhi	IQAC Co-ordinator	
3	Dr. Smriti Singh	CWDC Co-ordinator	
4	Dr. A. B. Patel	Member - CWDC	

Gender Audit Report Approved by

Principal, Government Arts & Commerce College, Gambhoi


PRINCIPAL
GOVT. ARTS & COMMERCE COLLEGE
GAMBHOI, TA. HIMMATNAGAR
DIST. SABARKANTHA, (GUJARAT)



