

# SGC



**SARADHA  
GANGADHARAN  
COLLEGE**

## NAAC II Cycle SSR 2020 - 2021

### Gender Audit 2019-2020

7 Institution Values and Best Practices

7.1.1 Gender Equity

**GENDER AUDIT REPORT**

**2019-2020**



**SARADHA GANGADHARAN COLLEGE**

*Affiliated to Pondicherry University*

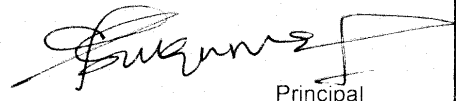
*NAAC accredited Institution*

*Recognized by UGC u/s 2(f) of the UGC Act, 1956 as a PG Institution*

**PUDUCHERRY**

Message from the Principal

Saradha Gangadharan College, as an educational unit, strives for the betterment of student community. The College gives utmost concern for the women member and their empowerment. The college regularly engages in the practice of organizing gender sensitization program to achieve gender equality in the campus. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. To create gender balance in the college campus gender audit mechanics was put forth in the college. The outcome of the audit will be treated as necessary input for future planning and functioning of the college.



Principal

**Dr. J. SUKUMAR, M.Sc.Ed., M.Phil., Ph.D**  
**PRINCIPAL**  
**SARADHA GANGADHARAN COLLEGE**  
**PUDUCHERRY- 605 004.**

#### Message from the Vice -Chairman

Women empowerment brings out a better social equation for sustainable community development. The gender equality should be built in the growing younger minds to address issues at the grass root level. Gender equality lays a strong foundation for the progress of a nation. The government of India is giving impetus over the issue to develop equality and eliminate gender gap. Gender audit, being a social audit helps every organization to assess and reframe their practice to build better environment for women stakeholders. I am happy that the college core committee recommended gender audit in SGC. The management will take the audit observation in the right manner to strengthen the college administration and to create safe and secure environment for its women community.

Vice -Chairman

S. PAZHANIRAJA

### Acknowledgement

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including their policies, programmes, projects and/or provision of services. Gender audit attempts to capture the life of women in SGC campus. The gender audit verifies the prevalence of gender balance in the institution. This is an attempt to measure the effectiveness of the policy adopted by the college to uphold equality and promote women empowerment.

I thank the management and principal for endowing the task of gender audit to me. I express my sincere gratitude to staff members for their kind cooperation and support extended for the audit.

Place: PUDUCHERRY

  
K.Manivannane

Date: 7.1.2021

**GENDER AUDIT REPORT****CONTENTS**

1. Introduction
2. Management policies
3. Infrastructure
4. Gender distribution
  - 4.1 Staff
  - 4.2 Students
5. Gender wise Enrolment details for year 2019-2020
6. Women Cell
7. Women Harassment and Prevention Cell
8. Gender wise faculty enrichment participation and contribution
9. Gender wise programme Outcome ratio
10. Placement achievement – gender wise
11. Student participation in inter and intra college event
12. Sports participation and achievement –gender wise
13. Methodology Adopted for survey & Satisfactory data and analysis of women member of the college
  - 13.1. Staffs
  - 13.2. Students
14. Compliance discussion of 2018-2019 Audit
15. Summary
16. Areas for Improvement

## GENDER AUDIT REPORT

2019- 2020

### 1. Introduction

#### Article 14 in The Constitution Of India 1949

14. Equality before law The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth

Indian constitution mandates equality and equal treatment of both sex. The government of India is taking significant measure to uphold the constitution. Gradual incorporation measure for eliminating the gender gap advocates gender budgeting and gender audit for sustainable social growth. The manual for gender audit facilitators defines gender audit as

*A gender audit :*

- *Considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed ;*
- *Monitors and assesses the relative progress made in gender mainstreaming ;*
- *Establishes a baseline ;* • *Identifies critical gaps and challenges ;*
- *Recommends ways of addressing them and suggests new and more effective strategies ;*
- *Documents good practices towards the achievement of gender equality*

*A MANUAL FOR GENDER AUDIT FACILITATORS  
THE ILO PARTICIPATORY GENDER AUDIT METHODOLOGY  
INTERNATIONAL LABOUR OFFICE – GENEVA -2007*

To achieve better gender equality in the SGC campus gender audit was conducted for the year 2019-2020. The observations are discussed in the report.

### 2. Management Policies

The policy document has been reframed and it adheres no gender biasing. The recruitment process is based on the caliber and efficiency of the candidate and particularly the institution sticks to non-gender biasing recruitment. The policy

document of role and responsibility (Staff hand book) framed and circulated to staff members of the college shows no gender biasing. The framed work requirement and allotment document treat staff member of both the college equally.. The executive committee formation with heads of department has enough female members. This indicates the righteousness of the organization in encouraging gender equality and gender mainstreaming in all level. Need based budgetary allocation are done by the institution in organizing gender sensitization events and programmes through college department, cells and clubs. The appraisal mechanism is uniform for all sex. In the admission process of the institute, Girl students are given consideration and preference in admission to achieve women empowerment. The code of conduct communicated to the students of the institute through Academic Calendar lays even in treatment of both the gender. The dress code guidance ensures respect and dignity of one sex over the other. This shows the intension of the management and its dedication in creating a conducive environment for teaching learning process without any gender discrimination and providing a safe and secure atmosphere in leaning particularly for female students.

### **3. Infrastructure**

In terms of infrastructure, SGC has spacious and well-ventilated staff rooms and class rooms where women faculty can discharge their duties with dignity. Health and hygiene are the most important aspects taken care of by the management. Rest rooms are located for women in each floor with proper maintenance and cleanliness. The utmost care is given in the maintenance of rest room. In the toilet , sanitary vending machine, sanitary disposal machine are available. Sufficient numbers of rest rooms are present in the campus. Infirmary for women staff and students is provided in college premise for the purpose of rest during illness. Routine health checkup for the students by medical practitioner is in practice for both staffs and students. Separate covered parking area is allotted for women staff and students. Women members of the college are given a separate canteen counter. To and fro safe and secure transportation transportation is assured by operating four buses covering major routes to the college with low tariff for female students.



#### **4. Gender distribution**

##### **4.1. Staff**

In the staff section, the female community of the college has higher ratio over male equivalent. The data's given in the table1 and the corresponding graph (Figure.1) illustrate the spread of staff gender ratio in the staff community in the college. The female teaching staff strength engaged by the college administration is 2.15-fold higher than their male counterpart. In non-teaching community, this value reflects as 1.33. The staff community of SGC has 68 % female population which is 2% higher than prior years. Higher count of female population presence suggest a better and peaceful environment for women in the college.

##### **4.2. Student**

The department wise students' gender distribution in the year 2019-2020 is listed in table 2. The table data depicts 56.1 % percent of male population and 43.5% of female population respectively. Department wise gender distribution is plotted and same is given as figure 2. In department wise analysis of UG section Mathematics department records a higher female strength with a value of 82.8 %. The department of computer science has low (28.2%) girl student's population. In PG departments, a general trend of higher female population percentage is observed. The stream wise population in percentage of female member is represented in figure 3. The female population in science stream is about 47.4 %. The female percentage in commerce stream is about 43.0 %. Humanities have a spread of 75 % of girl students. Enrollment shows higher preference in humanities and science when compared to commerce stream.

#### **5. Gender-wise details for the year 2019-2020**

The conducive environment of the institute for female enrolment is analyzed from the first-year admission. The table 3 provides gender wise data of enrollment in different departments. The girl's student enrolment in overall admission is 42.4 %. The trend of girls' preference in their choice of programme selection data reflects the same trend observed in the collective population. Figure 4 illustrates the spread of girls and boys enrollment distribution of the year 2019-2020. Enrollment shows higher preference in humanities and science when compared to commerce stream.

#### **6. Women Cell**

This cell play vital role in voicing opinions on important matters that affect the daily life of women students. They provide a platform where students can comfortably participate and share their views. This measure actively promote gender equality.

The cell organizes students' awareness programme on legal rights, talent competitions to exhibit the various strengths, cultural events and a talk on female empowerment etc. Women's day is celebrate in the college. The women cell coordinates various event in this respect for female student and staff. Talented and deserving candidates were awarded on the occasion of women's day celebration. Table 4 provides the information about the events organized by the women cell in the year 2019-2020 and the count of this programmes were mentioned in the annual report of Women cell.

#### **7. Women Harassment and Prevention Cell**

As per the directives of UGC,NAAC and Supreme court of India Sexual Harassment and Prevention Cell has been constituted with Dr.sharmila devi , Assistant professor of BBA, being the nodal officer of the , monitor and address the gender-based grievances in the campus. The primary function of the cell is to record and recommend actions against gender-based complaints raised by the female students and staff. The year 2019-2020 had no such complaints registered by the cell. This indicates the students and staff community maintain the decorum of academics.

#### **8. Gender- wise Faculty enrichment participation and contribution**

Faculty enrichment is a default process among the faculty members of SGC. Faculty members of the college engage themselves actively for enrichment by contribution in research publication, seminars, workshops, presentation in conferences and participation in various enrichment programmes for updating their respective field. This faculty enrichment program aims to support the enduring development of teachers and curriculum designers. It includes short courses to enrich the faculty's content knowledge and technological knowledge in support of the practice such as face-to- face or online teaching and learning. Table 5 indicates the department wise contribution count. The data depicts that in PG section Mathematics

and computer science show active participation on this programmes and in UG section language and BCA shows their active participation in various knowledge enrichment programmes.

#### **9. Gender-wise Programme outcome ratio**

Outcome measure for the period 2019-2020 is not accounted due to pandemic and online open book exam. The ratio of male and female pass percentage is 1: 1.

#### **10. Placement Achievement – Gender-wise**

Placement cell assist our students in obtaining final placement in reputed firms. The placement cell of SGC has a consistent track record in helping the student in obtaining proper position and developing the students communication skills and personality by collaborating with skill development agencies.

In the year, 2019-2020, about 136 candidates were placed in reputed firms, of about 91 students are female gender. About 66.9 % of the candidate selected by hiring companies are female. The female student community of the college uses the placement cell service effectively.

#### **11. Student participation in inter and intra college event**

The opportunity offered for the students to display their latent talent in participating and achieving inter and intra college events are uniform. The male / female count of participation is provided in table 7. In the overall student participation of the college in inter and intra college events, girl students involvement and activeness are found to be 33.3 %. The sex ratio in this measure of male candidates is slightly higher than female candidate.

#### **12. Sports participation and achievement Gender-Wise**

The Department of Physical Education is a dynamic unit of SGC. The sports community of Saradha Gangadharan College has brought laurel to the institute in many respects. The sports student of SGC regularly participate in individual and

team event in University and National level .The year 2019-2020,( before lockdown) had recorded 257 number of participants,out of this In this 166 participation are made by boys sports student and 91 participation are female players. The higher count result due to higher team event participation. Our sport persons regularly represent and take part in Pondicherry University team in various National and State level events. In sports achievements and participation girls contribution is about 35.4%.

### **13. Methodology Adopted for survey & Satisfactory data and analysis of women member of the college**

Saradha Gangadharan College is a privileged institution which is determined in ensuring the welfare of its women members. In order to adopt inclusive monitoring and practice of women welfare, the management conducts gender audit once in a year. A question matrix comprised of 20 rows and 4 columns was designed to evaluate the satisfactory level of women members of the college. The questions are intent to evaluate the prevailing gender sensitivity ambiance of the college. The question matrix has close-ended, predefined answers namely, High, Moderate and Low. Weighted average method is used to draw scores from the collected data. The higher weightage assigned is 5, a 'moderate' value of 3 and a 'low' a value of 2 is assigned respectively. Separate questionnaires are used for students and staff.

In obtaining input from the women community of SGC, all lady staff are included, whereas in student community a random sampling method is adopted with a sample size of 5 members from each class. The head of the departments are assigned the task of obtaining the filled in questionnaires. Department wise calculation and inference are obtained from the data for staff and students separately.

#### **13.1. Staff**

The table 8 provides the department wise average score obtained from the women staff. The average score obtained from the staff members of the college for the survey question matrix is 6.48. The score infers a moderate satisfaction among women staff members. Staff of language Department has expressed low stratification level (6.0) among all. The P.G Mathematics Department staff recorded a higher satisfactory level.

**13.2. Students**

From the students' section the Department of computer application has expressed lesser level of satisfaction (5.9) and PG department's data shows higher degree of satisfaction. The survey data of students is present in table 9. The student community shows higher satisfaction than the staff community with a value of 6.8. The overall survey score suggests prevalence of better offering by the institute for the wellness of women community of the institute.

Table 1: Gender-wise count of Staff 2019-20

Job Description	Male	Female	Total
Teaching	24	52	76
Non-Teaching	13	7	20
Total	37	59	96

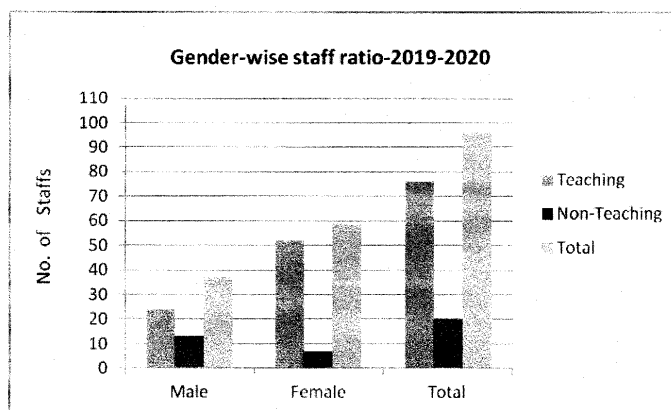


Figure 1: Gender Ratio of Staff 2019-20

Table 2: Gender-wise count of students 2019-20

Department	Male Students	Female Students	Total	Percentage of Female Students
B.A English	29	87	116	75
B.Sc., Mathematics	47	90	137	65.7
B.Sc., Physics	58	53	116	45.7
B.Sc., Computer science	107	42	149	28.2
B.Sc., IT	85	45	130	34.6
B.C. A	98	52	150	34.7
B. Com	140	80	220	36.4
B. Com CS	127	53	180	29.4
B.B. A	123	57	180	31.7
M.Com	14	29	43	67.4
M.Sc., Computer science	6	18	24	75.0
M.Sc., Mathematics	10	48	58	82.8
<b>Total</b>	<b>844</b>	<b>654</b>	<b>1503</b>	<b>43.5</b>

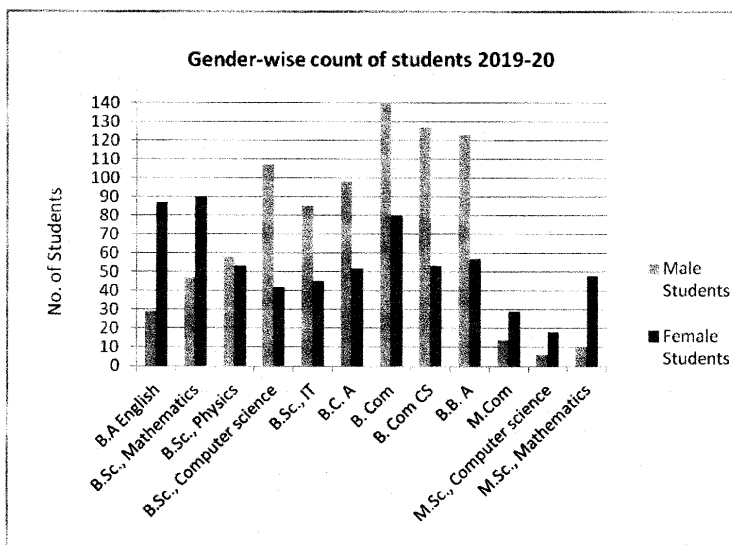


Figure 2 : Gender ratio of student department wise- 2019-2020

Table 3: Gender-wise Enrollment Data 2019-2020

Department	Male Student	Female Student	Total	Percentage of Female Students
B. A English	14	26	40	65
B.Sc., Mathematics	10	14	24	58.3
B.Sc., Physics	18	18	36	50
B.Sc., Computer science	35	15	50	30
B.Sc., IT	28	20	48	41.7
B.C. A	36	14	50	28
B. Com	70	30	100	30
B. Com CS	42	18	60	30
B.B. A	40	20	60	33.3
M.Com	10	20	30	66.7
M.Sc., Computer science	03	10	13	76.9
M.Sc., Mathematics	07	25	32	78.1
<b>Total</b>	<b>313</b>	<b>230</b>	<b>543</b>	<b>42.4</b>

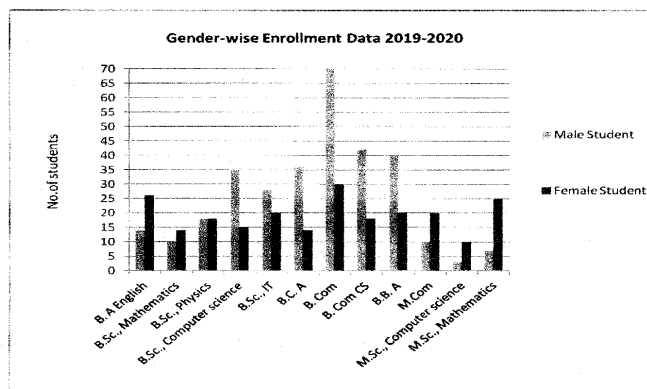


Figure 3 : Gender wise enrollment in each department

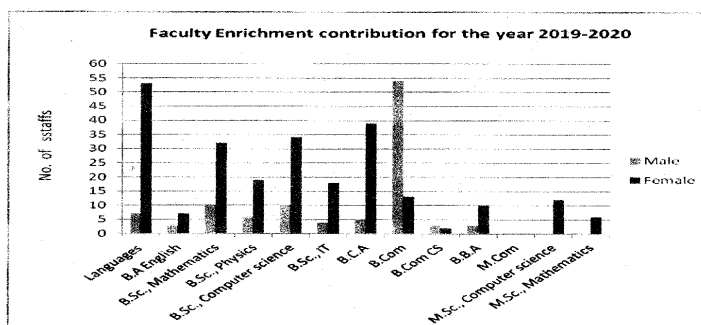


Figure 4: Data of Gender-wise Faculty Enrichment contribution for the year 2019-2020

Table 6: Programme-wise Outcome data

Department	Boys student success percentage	Girls Student success percentage
B.A English	100	100
B.Sc., Mathematics	100	100
B.Sc., Physics	100	100
B.Sc., Computer science	100	98
B.Sc., IT	100	100
B.C.A	100	100
B.Com	100	100
B.Com CS	100	100
B.B.A	100	100
M.Com	100	100
M.Sc., Computer science	100	100
M.Sc., Mathematics	100	100
Average percentage	100	100



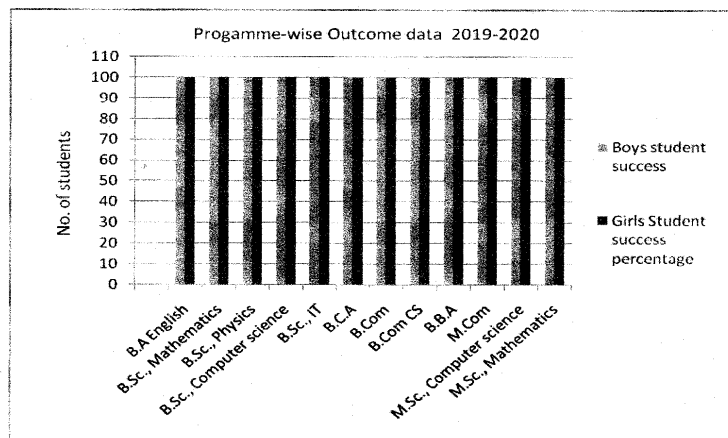


Figure 5 : Gender wise outcome for the year 2019-2020

Table 7: Gender-wise student event participation ratio 2019-2020

Department	Boys	Girls	Total	Percentage of female students participation
B.A English	01	05	06	83
B.Sc., Mathematics	0	0	0	0
B.Sc., Physics	28	26	54	48.1
B.Sc., Computer science	145	48	193	24
B.Sc., IT	39	14	53	26
B.C. A	07	02	09	22
B. Com	15	15	30	50
B. Com CS	18	06	24	25
B.B. A	50	15	65	23
M.Com	0	0	0	0
M.Sc., Computer Science	0	02	02	100
M.Sc., Mathematics	0	26	26	100
Total	354	144	432	33.3

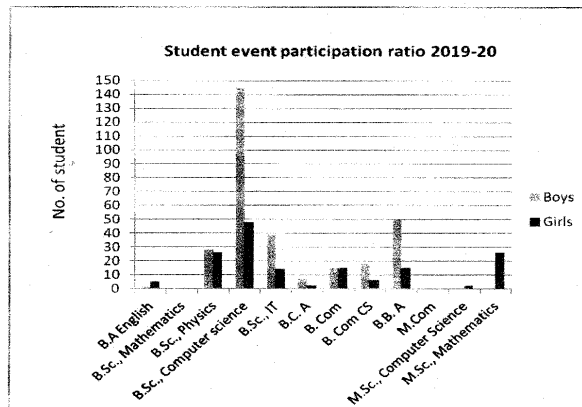


Figure 6: Gender-wise student event participation ratio 2019-2020

Table 8: Data of Average Women Staff satisfaction Score for the year 2019-2020

Department	Average score
Languages	6.0
B.A English	7.0
B.Sc., Mathematics	6.2
B.Sc., Physics	7.8
B.Sc., Computer science	6.9
B.Sc., IT	7.5
B.C.A	6.6
B.Com	6.1
B.Com CS	7.5
B.B.A	7.1
M.Com	0
M.Sc., Computer science	7.5
M.Sc., Mathematics	7.8
Office	7.2
Library	6.0
Average percentage	6.48

Table 9 : Data of Average Girl Students satisfaction Score for the year 2019-2020

Department	Average score
B.A English	6.1
B.Sc., Mathematics	6.0
B.Sc., Physics	7.5
B.Sc., Computer science	6.3
B.Sc., IT	7.2
B.C.A	5.9
B.Com	6.5
B.Com CS	7.1
B.B.A	6.7
M.Com	0
M.Sc., Computer science	7.8
M.Sc., Mathematics	7.8
Average percentage	7.5

**14. Compliance discussion of 2018-2019 Audit**

- ❖ A marginal Improvement in Computer science stream is observed and commerce admission is stabiles around 30%
- ❖ Awareness progammme count is increased marginally as suggested by 2017-2018 gender audit report.
- ❖ The request for publicity of schemes and program by government is not met.

**15. Summary**

- ❖ The policy framework has no evident of gender biasing.
- ❖ Higher percentage of female staff members are engaged by the management.
- ❖ About 43.5% of the student community is comprised of female students during the Audit period.
- ❖ In discipline wise female student population analysis shows the enrolment preference in the order of arts, science and commerce.
- ❖ Admission of the year 2019-2020 shows 42.4 % of girls' enrollment.
- ❖ Women empowerment measures are undertaken by the college through Women Cell.
- ❖ Monitoring and grievance redressal body is in place.

- ❖ Significant number of girl students are given placement assistance
- ❖ Nearly equal achievements in sports are recorded for the year. 2019-2020
- ❖ Female Student community of SGC express more satisfaction in the survey with a satisfactory level of 6.8%
- ❖ The female staff population awards a score of 6.4 in the survey
- ❖ The audit committee of the year 2019-2020 found several indicators reflecting conducive, safe and better teaching and learning environment prevalence in SGC.

**16. Areas for Improvement**

- Focus and measures should be taken to improve girl students' enrollment in Commerce stream.
- The survey score of female student community for the year 2019-2020 had gone down by a scale of 1.6. The reason for this should be addressed by the principal office.
- Conducting Virtual mode Awareness programmes for women empowerment should be made as regular practice with defined frequency.

# SGC



**SARADHA  
GANGADHARAN  
COLLEGE**

## NAAC II Cycle SSR 2020 - 2021

### Gender Audit 2018-2019

7 Institution Values and Best Practices  
7.1.1 Gender Equity

1

**GENDER AUDIT REPORT  
2018-2019**



**SARADHA GANGADHARAN COLLEGE**

*Affiliated to Pondicherry University*

*NAAC accredited Institution*

*Recognized by UGC u/s 2(f) of the UGC Act, 1956*

*as a PG Institution*

**PUDUCHERRY**

1

2

## Message from the Principal

Saradha Gangadharan College, as an educational unit, strives for the betterment of student community. The College gives utmost concern for the women member and their empowerment. The college regularly engages in the practice of organizing gender sensitization program to achieve gender equality in the campus. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. To create gender balance in the college campus gender audit mechanics was put forth in the college. The outcome of the audit will be treated as necessary input for future planning and functioning of the college.



Principal

**Dr. J. S. KUMAR, M.Sc.Ed., M.Phil., Ph.D**  
**PRINCIPAL**  
**SARADHA GANGADHARAN COLLEGE**  
**PUDUCHERRY- 605 004.**

2

3

## Message from the Vice -Chairman

Women empowerment brings out a better social equation for sustainable community development. The gender equality should be built in the growing younger minds to address issues at the grass root level. Gender equality lays a strong foundation for the progress of a nation. The government of India is giving impetus over the issue to develop equality and eliminate gender gap. Gender audit, being a social audit helps every organization to assess and reframe their practice to build better environment for women stakeholders. I am happy that the college core committee recommended gender audit in SGC. The management will take the audit observation in the right manner to strengthen the college administration and to create safe and secure environment for its women community.

Vice -Chairman

S. PAZHANIRAJA

3



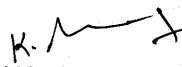
### Acknowledgement

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including their policies, programmes, projects and/or provision of services. Gender audit attempts to capture the life of women in SGC campus. The gender audit verifies the prevalence of gender balance in the institution. This is an attempt to measure the effectiveness of the policy adopted by the college to uphold equality and promote women empowerment.

I thank the management and principal for endowing the task of gender audit to me. I express my sincere gratitude to staff members for their kind cooperation and support extended for the audit.

Place: *PUDUCHERRY*

Date: *20-9-19*

  
K. Manivannane

5

**GENDER AUDIT REPORT****2018-2019****CONTENTS**

1. Introduction
2. Management policies
3. Infrastructure
4. Gender distribution
  - 4.1 Staff
  - 4.2 Students
5. Gender wise Enrolment details for year 2018-2019
6. Women Cell
7. Sexual Harassment and Prevention Cell
8. Faculty enrichment
9. Programme wise Outcome ratio
10. Extension Activity
11. Placement achievement – gender-wise
12. Sports participation and achievement –gender-wise
13. Methodology of survey
14. Satisfactory data and analysis of women member of the college
  - 14.1 Staffs satisfaction level
  - 14.2 Students satisfaction level
15. Compliance of 2017-2018 Audit report
16. Summary
17. Areas for improvements

5

## 1. INTRODUCTION

"A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budget."

Council of Europe — Directorate General of Human Rights and Legal Affairs.  
Gender Budgeting: practical implementation.  
Handbook prepared by Sheila Quinn, 2009.

Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations. *Sweetman, C., Gender in development organizations, 1997*

To ensure equal treatment of men and women and to eliminating the gender gap in treatment of both the sex alike, SaradhaGangadharan college had started practicing gender audit from the year 2017-2018. In continuation of the same gender audit was conducted in the campus in the year 2018-2019.

## 2. Management Policy

SaradhaGangadharan college adheres to Pondicherry university norms in appointment of teaching staffs. The interview and selection procedures are held with the presence and approval of university nominee. The selection and appointment are transparent and merit based. No gender-based basing is observed in the appointment of faculty members. The core committee of the college excluding principal has 7 male and 6 female members. The presence of higher female members in the core committee indicate that the women members and their power of speech were given significant role in planning and execution of the college

7

function. The work allotment of women faculty member is same as that of male counter parts. The role and responsibility listed out in the staff manual is not subjected to any revision. The above factors corroborate the even treatment of staff members by management irrespective of gender. Disbursement of funding is done through cells and clubs for conducting women empowerment programmes.

### **3. Infrastructure**

Presence of neat and adequate class rooms with proper ventilation and electrical amenities ensure good learning environment. The staff rooms are spacious, where women faculty member feel at ease and carry out their work with necessary privacy. The women students are provided with separate section in seating arrangement for their comfortable learning. Health monitoring of students is practiced in the campus. The clean and hygiene toilet facilities are present in campus for women member of the college in each floor. A sickbay is present in the campus. Sanitary pad vending and disposal unit is present in first floor women's toilet for the needy. Separate parking facility is in place for women community of the college. The college operates four buses covering the major vantage point of the city and nearby rural area for safe and easy commutation of girl students and staff.

### **4. Gender Distribution**

#### **4.1 Staff**

The college staff population has nearly two third women members. The teaching community of the college has 66% of female faculties. The non-teaching category of college consist of 38% of female staffs. In the overall staff population, 60 % of staff member are women. Higher female staff strength indicate the prevalence of hazel free working environment in the campus for the women gender. Out of 13 departments 6 are headed by women. The table 1 depicts the staff count details of

7

8

the year 2018-2019. The figure 1 provides a comparative bar graph of gender-wise staff count in teaching and non-teaching community of SGC.

#### 4.2. Student

The student population data for the year 2018-2019 is presented in the table 2. In student section, the female population is about 44% for the academic year 2018-2019. The female population is nearly equal to male student percentage. The higher female count of the student population indicates the preference of parents and their belief on SGC as a safe learning environment for their female children. To observe the fluctuation of female student count between the year 2017-2018 and 2018-2019 the female population presence for the mentioned years is given in table 3. The department of English and Mathematics has higher female percentage when compared to other departments. The department of B.Com C.S has recorded a lower value of 26 % female population. Reduction of female population in computer science department by 13% is observed when compared with the data of 2017-2018. The female population percentage of all other departments exhibit nearly the same data as recorded in the year 2017-2018. About 1.94 % reduction of female population percentage is observed when referred to the year 2017-2018.

#### 5. Gender-wise Enrollment for the year 2018-2019

The gender-wise enrollment data is present in the table 4. The overall female enrollment for the year 2018-2019 is about 47.5%. The female fresher enrollment for the year is 1.6 percent higher than that of 2017-2018. The department of English and mathematics reflects the same trend as overall population nature. The percentage of enrollment data for the 2017-2018 and 2018-2019 is given in the table 5. The female population enrollment for IT has significantly gone down by 29.5 %. In commerce stream 2-5% increase in female enrollment is evident in comparison to

8

9

the year 2017-2018 . A reduction of female admission count is observed in the computer science stream. The department of physics show 20% increase of female student enrollment with respect to the year 2017-2018.

#### **6. Women Cell**

The women cell of the college coordinated women sensitization programmes and works dedicated to achieve higher level of women empowerment activity in the campus. For the upliftment of SGC women members, the women cell had organized six programmes in the year 2018-2019. The category details are present in the table 6. The listed event organized by women cell of the college involves prominent and lead player as dignitaries who work in the field of women empowerment, health and hygiene etc. The delivery of invited guest had thrown ample light to the women students about the gender based issues and methods to handle them in a competent manner. The inter department events hosted by the women cell to mark women's day celebration had provided a perfect platform to bring out the talent of SGC women students and staff. The winner are honored with medals and prize on the women's day celebration.

#### **7. Sexual Harassment and Prevention Cell**

As per the guidelines of UGC, NAAC and Supreme court direction the college has established Anti- Sexual Harassment and Prevention Cell with Dr. Sharmiladevi as the nodal officer. The cell records and advocate the necessary steps to be followed over the grievance raised by female student in this respect. The college ensures gender equality and prevents gender-based discrimination by this measures. No complaints was recorded by the cell for the year 2018-2019. This measure indicate that the institution has zero tolerance over sexual harassment and crime against women.

9

10

**8. Faculty enrichment**

The merit of the college depends on the skills and knowledge of the teaching staff. The teaching community of SGC actively involves in knowledge enrichment by publishing research findings, presenting and participating in conferences, attending workshops ,seminar etc., The women faculty of SGC excels in such activity. Table 7 presents the data of faculty enrichment contribution for the year 2018-2019. Female members of all the department had recorded higher involvement except UG commerce and corporate secretary ship. This may be reasonable owing to the meagre number of female staff present in the mentioned departments. In the total contribution towards knowledge enrichment, women member of SGC secure 67%. This indicates a better research culture prevails among the female member of SGC.

**9. Programme- wise Outcome ratio**

The course wise result outcome of students is presented in table 8 measured in percentages. Of the twelve departments seven departments records 100 % successes of female students. In outcome measure, the success full completion of course for female students of the college is significantly high when compared to the male counterparts for the year 2018-2019. The department of Management studies and physics has lower female student pass percentage. The pass percentage of female student had increased significantly in every department except B.B.A.

**10. Extension Activity**

The college provides equal opportunities for the students to take part in extension activity for both the sex. Table 9 display the data of student participation in extension activity department wise. The participation number in the department of UG commerce is high when compared to other departments. The department of physics and computer science record lower female participation. Impetus should be

10

11

given for participation in the departments like English and information technology as the number count is low.

### **11. Placement Achievement**

The SGC paves path for the upliftment of student community by its placement and carrier guidance cell. The placement cell of the college has unique track record in creating and assisting the student in securing good entry position in various reputed companies by organizing campus interview. The cell coordinates various skill development program for the student of SGC and impart training in soft skills by having collaboration with recognized agencies in the field. In the year 2018-2019 the number of student placed in campus interview organized by SGC placement cell is about 60. Of this, 36 are female students. 60% of the student availed are secured job through the placement cell are women student. This shows the college administration is dedicated in empowering the female community.

### **12. Sport Achievements**

The Physical education department of SGC brings laurels to college by participation and setting marks in university level, Zonal level, state level and national level sports events. Twenty students of SGC had participated in national level sports event in the year 2018-2019. In this 4 members are female participant. About 51 students participated in zone level sport event for the mentioned period. Out of 51 students, 25 are women. This data manifest as 20 % female student participation in national level and 49% in other level.

### **13. Methodology of survey**

SaradhaGangadharan College is a privileged institution which is determined in ensuring the welfare of its women members. In order to adopt inclusive monitoring

11



12

and practice of women welfare, the management conducts gender audit once in a year. A question matrix comprised of 20 rows and 4 columns was designed to evaluate the satisfactory level of women members of the college. The questions are intent to evaluate the prevailing gender sensitivity ambiance of the college. The question matrix has close-ended, predefined answers namely, High, Moderate and Low. Weighted average method is used to draw scores from the collected data. The higher weightage assigned is 5, a 'moderate' value of 3 and a 'low' a value of 2 is assigned respectively. Separate questionnaires are used for students and staff.

In obtaining input from the women community of SGC, all lady staff are included, whereas in student community a random sampling method is adopted with a sample size of 5 members from each class. The head of the departments are assigned the task of obtaining the filled in questionnaires. Department wise calculation and inference are obtained from the data for staff and students separately.

#### **14. Satisfactory data analysis of women member of the college**

##### **14.1. Staff Satisfaction level**

The department wise satisfaction score of female staff member is depicted in the table 10. The female staff member of languages and library department had expressed a lower satisfaction score (6). The female staff member of physics and PG mathematics had awarded higher score (7.8). The overall average score for female staff community of the college is 6.48. Of the listed 15 departments, eight had given a value more than 7. All the PG departments had recorder higher stratification level for the survey questions.

##### **14.2. Student Satisfaction level**

12

The table 11 gives out the data of student response score for the survey question. In this the department of computer science female student had expressed higher satisfactory level. The girl's section of B.com had lower response score. The average score for the student community comes out as 8.4. The student community had higher level of satisfaction when compared to the staff section. This indicates that the learning environment and infrastructure meets the expectation of female students in SGC

**GENDER AUDIT REPORT  
2018-19**

Table 1: Gender-wise count of Staff 2018-19

Job Description	Male	Female	Total
Teaching	27	52	79
Non-Teaching	13	8	21
Total	40	60	100

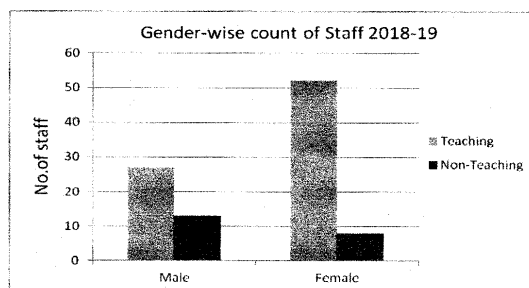


Figure 1: Gender Ratio of Staff 2018-19

Table 2: Gender-wise count of students 2018-19

Department	Male Students	Female Students	Total	Percentage of Female Students
B.A English	33	83	116	71.5
B.Sc., Mathematics	51	122	173	70.5
B.Sc., Physics	67	48	115	41.7
B.Sc., Computer science	107	42	149	28.18
B.Sc., IT	89	42	131	32
B.C. A	93	57	150	38
B. Com	102	78	180	52.1
B. Com CS	133	47	180	26
B.B. A	129	51	180	28.3
M.Com	14	27	41	65.9
M.Sc., Computer science	04	08	12	66.6
M.Sc., Mathematics	04	43	47	91.5
<b>Total</b>	<b>826</b>	<b>648</b>	<b>1474</b>	

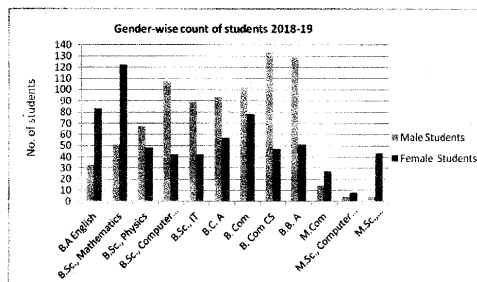


Figure 2: Gender ratio of student and female percentage department wise 2018-19

15

Table 3: Comparison of female population for the years 2017-2018 and 2018-2019

Department	Percentage of Female Students 2017-2018	Percentage of Female students 2018-2019
B.A English	72.4	71.5
B.Sc., Mathematics	69.4	70.5
B.Sc., Physics	43.7	41.7
B.Sc., Computer science	41.5	28.18
B.Sc., IT	36.5	32
B.C. A	37.3	38
B. Com	43.6	43.3
B. Com CS	29	26
B.B. A	26.9	28.3
M.Com	64.1	65.9
M.Sc., Computer science	71.4	66.6
M.Sc., Mathematics	93.0	91.5
Total	45.9	43.96

15

Table 4: Gender-wise Enrollment Data -2018-19

Department	Male Student	Female Student	Total	Percentage of Female Students
B. A English	10	30	40	75
B.Sc., Mathematics	16	37	52	71.2
B.Sc., Physics	15	20	35	57.1
B.Sc., Computer science	36	13	49	26.5
B.Sc., IT	28	04	32	12.5
B.C. A	35	15	50	30
B. Com	33	27	60	45
B. Com CS	41	19	60	31.7
B.B. A	41	19	60	31.7
M.Com	04	09	13	69.2
M.Sc., Computer science	04	07	11	63.6
M.Sc., Mathematics	04	22	26	84.6
<b>Total</b>	<b>267</b>	<b>232</b>	<b>488</b>	

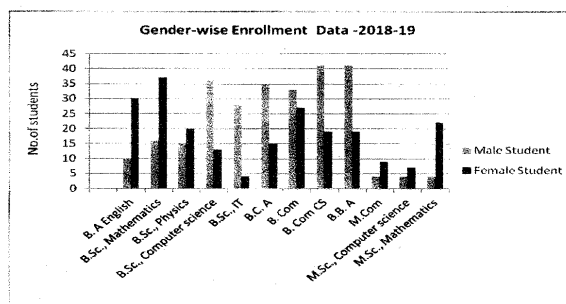


Figure 4 : Gender wise enrollment in each department

17

**Table 5: Enrollment comparison data between the year 2017-18 and 2018-19**

Department	Girls students enrollment for year 2017-2018	Girls students enrollment for year 2018-2019
B. A English	75	75
B.Sc., Mathematics	65	71.2
B.Sc., Physics	37.5	57.1
B.Sc., Computer science	28	26.5
B.Sc., IT	42	12.5
B.C. A	46	30
B. Com	41.6	45
B. Com CS	26.6	31.7
B.B. A	28.3	31.7
M.Com	64.2	69.2
M.Sc., Computer science	100	63.6
M.Sc., Mathematics	100	84.6
<b>Total</b>	<b>45.9</b>	<b>47.5</b>

**Table 6: Women Cell Gender sensitization programmes data**

Category of the programme	Count
Awareness	01
Motivation	01
Talent competition	01
Empowerment	03

17

Table 7: Data of Gender-wise Faculty Enrichment contribution for the year 2018-2019

S.No.	Department	Male	Female	Percentage of Female Faculty
1.	Languages	05	45	90
2.	B.A English	02	07	78
3.	B.Sc., Mathematics	03	25	89
4.	B.Sc., Physics	03	03	50
5.	B.Sc., Computer science	04	06	60
6.	B.Sc., IT	02	10	83
7.	B.C.A	03	16	84
8.	B.Com	15	05	25
9.	B.Com CS	03	01	25
10.	B.B.A	03	04	57
11.	M.Com	7	0	0
12.	M.Sc., Computer science	-	11	100
13.	M.Sc., Mathematics	-	21	100
<b>Total</b>		<b>51</b>	<b>104</b>	

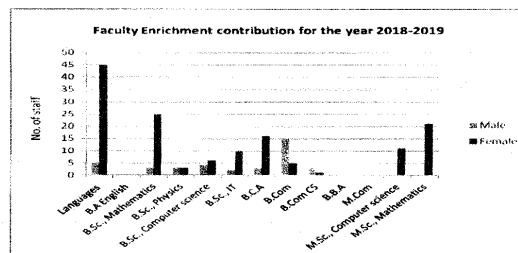


Figure 4 : Gender-wise Faculty Enrichment contribution for the year 2018-2019

Table 8: Programme-wise Outcome data

Department	Boys student success percentage	Girls Student success percentage
B.A English	85	100
B.Sc., Mathematics	46.2	95.6
B.Sc., Physics	22	69
B.Sc., Computer science	47	100
B.Sc., IT	21.8	82
B.C.A	77.4	100
B.Com	82	96.1
B.Com CS	79	100
B.B.A	12	60
M.Com	100	100
M.Sc., Computer science	0	100
M.Sc., Mathematics	0	100
Average percentage		

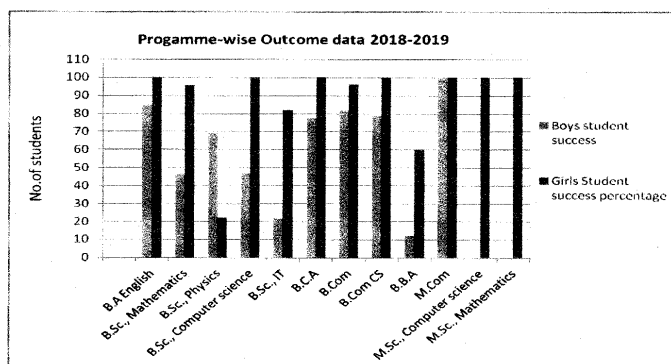


Figure 6 : Gender wise outcome for the year 2018-2019



Table 9: Gender-wise student event participation ratio

Department	Boys	Girls	Total	Percentage of female students participation
B.A English	1	2	3	66.6
B.Sc., Mathematics	0	0	0	0
B.Sc., Physics	14	2	16	12.5
B.Sc., Computer science	189	28	217	13
B.Sc., IT	1	3	4	75
B.C. A	30	19	49	38
B. Com	25	33	63	60.3
B. Com CS	10	05	15	33
B.B. A	30	16	46	34.8
M.Com	0	0	0	0
M.Sc., Computer Science	0	0	0	0
M.Sc., Mathematics	0	33	33	100
<b>Total</b>				

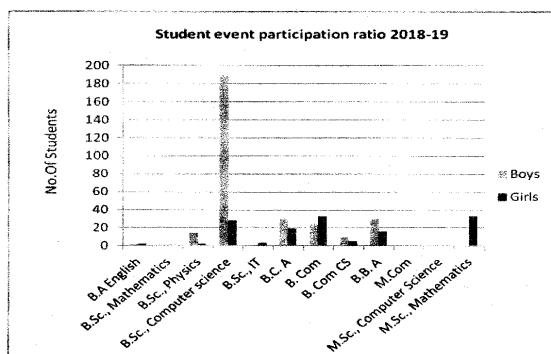


Figure 6: Gender-wise student event participation ratio 2018-19

21

Table 10: Data of Average Women Staff satisfaction Score for the year 2018-2019

Department	Average score
Languages	6.0
B.A English	7.0
B.Sc., Mathematics	6.2
B.Sc., Physics	7.8
B.Sc., Computer science	6.9
B.Sc., IT	7.5
B.C.A	6.6
B.Com	6.1
B.Com CS	7.5
B.B.A	7.1
M.Com	-
M.Sc., Computer science	7.5
M.Sc., Mathematics	7.8
Office	7.2
Library	6.0
Average percentage	6.48

21

22

Table 11 : Data of Average Girl Students satisfaction Score for the year 2018-2019

Department	Average score
B.A English	9.4
B.Sc., Mathematics	8.1
B.Sc., Physics	7.8
B.Sc., Computer science	7.9
B.Sc., IT	8.3
B.C.A	6.9
B.Com	6.5
B.Com CS	8.5
B.B.A	9.1
M.Com	7.5
M.Sc., Computer science	9.6
M.Sc., Mathematics	8.2
Average percentage	8.4

**15. Compliance of 2017-2018 Audit report**

- ❖ Improvement in commerce stream admission is observed.
- ❖ No new sanitary vending machine were installed
- ❖ The suggestion for increase in awareness programme for the enrichment and women empowerment is not complied. The count of awareness programme is less than the year 2017-2018. The concern authority may take necessary measure to in this regard.

**16. Summary**

- ❖ The policy framework has been not been subjected to any change with respect to the year2017-2018. Equal treatment of genderis observed in the management policy.
- ❖ Majority of staff members are female .
- ❖ About 44% of the student community are female during the audit period 2018-2019.
- ❖ In discipline wise female student population analysis shows the enrolment preference in the order of arts, science and commerce.
- ❖ Admission of the year2018-2019 shows 47.5 % of girls' enrollment.
- ❖ Women Cell activity gives thrust to women empowerment.

22

23

- ❖ No complaint is recorded in Sexual Harassment and Prevention Cell
- ❖ Significant number of girl students are given placement assistance
- ❖ Nearly equal participation in sports by male and female students is observed in the zone level and 20% participation in national level.
- ❖ Female Student community of SGC express more satisfaction in the survey with a satisfactory level of 8.17
- ❖ The female staff population awards a score of 6.2 in the survey
- ❖ The audit committee finding identifies several key pointer suggesting that the female community of the SGC enjoys better academic environment.

**17. Areas for Improvement**

- Focus and measures should be taken to improve girl students' enrollment in Computer science stream.
- Information regarding helpline for women community may be provided.
- Awareness programmes in respect of various state and national level schemes available for women empowerment may also be increased

23

# SGC



**SARADHA  
GANGADHARAN  
COLLEGE**

## NAAC II Cycle SSR 2020 - 2021

### Gender Audit 2017-2018

7 Institution Values and Best Practices

7.1.1 Gender Equity

1

**GENDER AUDIT REPORT**  
**2017-2018**



**SARADHA GANGADHARAN COLLEGE**

*Affiliated to Pondicherry University*

*NAAC accredited Institution*

*Recognized by UGC u/s 2(f) of the UGC Act,*

*1956 as a PG Institution*

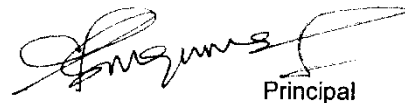
**PUDUCHERRY**

1

2

## Message from the Principal

Saradha Gangadharan College, as an educational unit, strives for the betterment of student community. The College gives utmost concern for the women member and their empowerment. The college regularly engages in the practice of organizing gender sensitization program to achieve gender equality in the campus. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. To create gender balance in the college campus gender audit mechanics was put forth in the college. The outcome of the audit will be treated as necessary input for future planning and functioning of the college.



Principal

**Dr. J. SUKUMAR**, M.Sc.Ed., M.Phil., Ph.D.  
PRINCIPAL  
SARADHA GANGADHARAN COLLEGE  
PUDUCHERRY- 605 004.

2

3

## Message from the Vice -Chairman

Women empowerment brings out a better social equation for sustainable community development. The gender equality should be built in the growing younger minds to address issues at the grass root level. Gender equality lays a strong foundation for the progress of a nation. The government of India is giving impetus over the issue to develop equality and eliminate gender gap. Gender audit, being a social audit helps every organization to assess and reframe their practice to build better environment for women stakeholders. I am happy that the college core committee recommended gender audit in SGC. The management will take the audit observation in the right manner to strengthen the college administration and to create safe and secure environment for its women community.

Vice -Chairman

S. PAZHANIRAJA

3




### Acknowledgement

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including their policies, programmes, projects and/or provision of services. Gender audit attempts to capture the life of women in SGC campus. The gender audit verifies the prevalence of gender balance in the institution. This is an attempt to measure the effectiveness of the policy adopted by the college to uphold equality and promote women empowerment.

I thank the management and principal for endowing the task of gender audit to me. I express my sincere gratitude to staff members for their kind cooperation and support extended for the audit.

Place: *PUDUCHERRY*

Date: *5-9-2018*

  
K.Manivannane

5

**GENDER AUDIT REPORT  
2017-2018**

**CONTENTS**

1. Introduction
2. Management policies
3. Infrastructure
4. Gender distribution in the insitution
  - 4.1 Staff
  - 4.2 Students
5. Enrolment Gender-wise details for year 2017-2018
6. Women Cell
7. Sexual Harassment and Prevention Cell
8. Faculty enrichment
9. Programme Gender- wise Outcome ratio
10. Placement achievement – gender-wise
11. Student participation in inter and intra college event
12. Sports activities –gender-wise
13. Satisfactory data and analysis of women member of the college
  - 13.1. Staffs
  - 13.2. Students
14. Summary
15. Areas for improvement

5

## 1. Introduction

Ministry of Women and Child Development has initiated gender budgeting from the year 2001 to preserve the women rights and to empower women. In the year 2012, a Working Committee was constituted to frame the policies of gender audit in monitoring the implementation and effectiveness of policies, programs and schemes of Indian government. Gender audit is a means to measure compliance of gender budget.

### *Gender Development Indices*

*“In order to support better planning and programme formulation and adequate allocation of resources, Gender auditing and development of evaluation mechanisms will also be undertaken alongside. Collection of gender disaggregated data by all primary data collecting agencies of the Central and State Governments as well as research and academic institutions in the Public and Private Sectors will be undertaken. Data and information gaps in vital areas reflecting the status of women will be sought to be filled in. All Ministries / Corporations / Banks and financial institutions etc. will be advised to collect, collate, disseminate data related to programmes and benefits on a gender-disaggregated basis. This will help in meaningful planning and evaluation of policies”*

### **National Policy for Empowerment of Women 2001**

Indian Audit and Account Department defines gender audit as a process to be used in identifying how gender issues are addressed by organizations in their programming portfolio and internal organizational operations. In this respect, Saradha Gangadharan College adopted gender audit. The gender audit team plans strategies, method and means of data collection, analysis and reporting.

## 2. Management Policies

The institution adheres potential based recruitment without any gender-based biasing. The policy document of role and responsibility (Staff hand book) framed and circulated to staff members of the college indicates no gender biasing. The framed work dissemination strategy exhibited in the document ensures like treatment exercise irrespective of sex of staff. The college council formation with heads of department has enough female members. This shows the integrity of the management in promoting gender equality and gender mainstreaming in all level. Need based budgetary allocation are done by the management in organizing gender sensitization events and programmes through college department, cells and clubs. The appraisal mechanism is uniform for all sex. In the admission process of the institute, girl students are given consideration and preference with a goal to achieve women empowerment. The code of conduct communicated to the students

of the institute through Academic Calendar lays even treatment of both the gender. The dress code guidance ensures respect and dignity of one sex over the other. This indicates the intent of management and its dedication in creating a better teaching learning environment without any gender discrimination and providing an ambience with safe and secure learning experience especially for girl students.

### **3. Infrastructure**

Staff rooms and class rooms are spacious where women members of the college can carry their work with dignity. Rest rooms for women are located in each floor with necessary privacy. The rest room facilities & amenities like sanitary vending machine, disposal machine etc, are available. Cleanliness and maintenance of the rest rooms are given utmost concern in the view of health and hygiene. Adequate number of toilet facility is in place. Sickbay for women staff and students is provided in college premise for the purpose of resting during illness. Health checkup mechanism for students is in practice in the system and is periodically by Medical practitioner is practiced in the system. Girl students and women staff are allotted separate parking area. Women members of the college are given a separate canteen counter. Safe and secure transportation of female gender is assured by plying four buses covering major routes to the college with minimal charge.

### **4. Gender distribution in the institution**

#### **4.1. Staff**

The data given in the table 1 and the corresponding graph (Figure.1) illustrate the spread of staff gender ratio in the staff community in the college. The female teaching staff strength engaged by the college administration is 2.15-fold higher than their male counterpart. In non-teaching community, this value reflects as 1.33. The staff community of SGC has 66 % female population.

#### **4.2. Student**

The department wise students' gender distribution in the year 2017-2018 is listed in table 2. The table data depicts 54.1 % percent of male population and 45.9% of female population respectively. Department wise gender distribution is plotted and same is given as figure 2. In department wise analysis of UG section English department records a higher female strength with a value of 72.4 %. The department of BBA has low (26.8%) girl students population. In PG departments, a general trend of higher female population percentage is observed. The stream wise population in percentage of female member is represented in figure 3. The female population in science stream is about 49.7 %. The female percentage in commerce stream is about 35.3 %. Humanities has a spread of 72.4 %

8

of girl students. Enrollment shows higher preference in humanities and science when compared to commerce stream.

#### **5. Enrolment Gender detail for the year 2017-2018**

The conducive environment of the institute for female enrolment is analyzed from the first-year admission. The table 3 provides gender wise data of enrollment in different departments. The girl's student enrolment in overall admission is 45.9 %. The trend of girls' preference in their choice of programme selection data reflects the same trend observed in the collective population. Figure 4 illustrates the spread of girls and boys enrollment distribution of the year 2018.

#### **6. Women Cell**

Women Cell of the college is a dynamic unit in charge of creating gender sensitization by organizing programmes which include invited talks from pioneer working in gender-based issues & strategies. In addition, the cell conducts awareness programmes for women staff and girl students in the key issues of handling physiological change and challenges. The Women Cell coordinates intra college events for the skill display of girl students and staff members to mark Women's Day. The events hosted comprise of Rangoli, bridal makeup, cookery and wealth from waste, etc. The achievers are honored in the Women's Day celebration. The Women Cell had organized a total of 9 events in the year 2017-2018. Table 4 provides the category and count of events as mentioned in the annual report of Women Cell.

#### **7. Sexual Harassment and Prevention Cell**

Sexual Harassment & Prevention Cell of the college acts as a monitoring body to address the gender-based grievances by recoding and recommending actions when necessary, to College Council. The year 2017-2018 had no complaint registered by the cell.

#### **8. Faculty enrichments**

Faculty member of all the departments are actively involved in research publication, presentation in conferences and participation in knowledge enrichment programmes. Substantial contribution from women faculty members in this regard is observed. The department wise contribution count is listed in the table 5. The data shows that the women members are actively engaged in publication, presentation and participation. The contribution of language department excels when compared to other departments. This indicates that opportunities for knowledge enrichment is even for both genders. The women community being a large sector in the teaching community records higher measure in this count.

8

**9. Gender –wise Programme outcome ratio**

The successful completion of the programme and end means of obtaining degree are well documented in the department as pass percentage. From the available data, the calculation of gender wise success ratio is computed. The values are presented in table 6. The overall trend in successful completion of the programme has higher count for girl students when compared with male equivalent. The gender wise pass percentage of various departments is given in figure 5. The overall outcome in gender respect is given in figure 6.

**10. Placement Achievement-gender-wise**

The career guidance, training and skill development programmes and employability related schemes are implemented for the student beneficiaries in the college. The placement cell organizes placement camps for outgoing students of the college in the premises. The eligible candidates are recruited by lead players of the fields. In the year 2017-2018, about 16 candidates were placed in reputed firms. The number of positions secured in the placement by girl students is slightly higher than the male counterparts.

**11. Student participation in inter and intra college event**

The opportunity offered for the students to display their latent talent in participating and achieving in inter and intra college events are uniform. The male / female count of participation is provided in table 7. In the overall student participation of the college in inter and intra college events, girl students involvement and activeness are found to be 46.8 %. The sex ratio in this measure is approximately equal. This indicates the high competency nature of the girl students.

**12. Sports Activities**

The Department of Physical Education is a strenuous unit of SGC. The sports community of Saradha Gangadharan College has many accolades and brings laurels to the institute in many respects. For the year 2017-2018, about 39 boys and 17 girls participated in inter-college, University and National level sports events. Our sport persons regularly represent and take part in Pondicherry University team in various National and State level events. In sports achievements, girl students participation is about 43.5% even.

**13. Satisfactory data and analysis of women member of the college****Methodology Adopted**

Saradha Gangadharan College is a privileged institution which is determined in ensuring the welfare of its women members. In order to adopt inclusive monitoring and practice of women welfare, the management conducts gender audit once in a year. A question matrix comprised of 20 rows and 4 columns was designed to evaluate the satisfactory level of women members of the college. The questions are intent to evaluate the

10

prevailing gender sensitivity ambiance of the college. The question matrix has close-ended, predefined answers namely, High, Moderate and Low. Weighted average method is used to draw scores from the collected data. The higher weightage assigned is 5, a 'moderate' value of 3 and a 'low' a value of 2 is assigned respectively. Separate questionnaires are used for students and staff.

In obtaining input from the women community of SGC, all lady staff are included, whereas in student community a random sampling method is adopted with a sample size of 5 members from each class. The head of the departments are assigned the task of obtaining the filled in questionnaires. Department wise calculation and inference are obtained from the data for staff and students separately.

### 13.1. Staff

The table provides the department wise average score obtained from the women staff. The average score obtained from the staff members of the college for the survey question matrix is 6.72. The score infers a moderate satisfaction among women staff members. The student community shows higher satisfaction than the staff community with a value of 8.17. Staff of UG Mathematics Department has expressed low stratification level (6.0) among all. The P.G Mathematics Department staff recorded a higher satisfactory level.

### 13.2. Students

From the students' side, Physics department students expressed lesser level of satisfaction and PG Computer Science data shows higher degree of satisfaction. The overall survey score suggests prevalence of better offering by the institute for the wellness of women community of the institute.

Table 1: Gender-wise count of Staff 2017-18

Job Description	Male	Female	Total
Teaching	20	43	63
Non-Teaching	09	12	21
Total	29	55	84

10

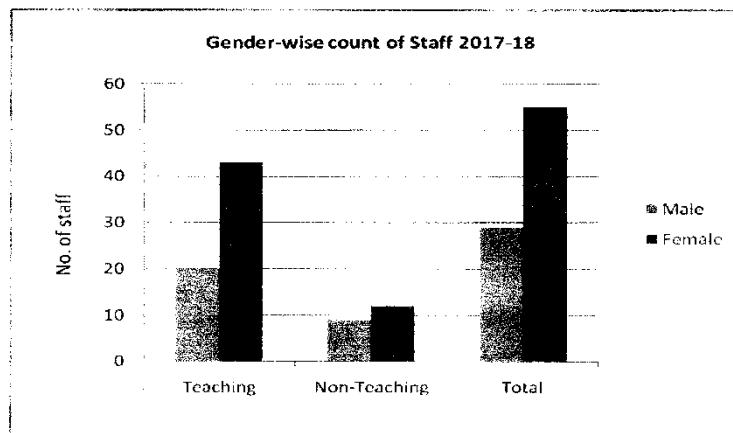


Figure 1: Gender Ratio of Staff 2017-18

Table 2: Gender-wise count of students 2017-18

Department	Male Students	Female Students	Total	Percentage of Female Students
B.A English	32	84	116	72.4
B.Sc., Mathematics	55	125	180	69.4
B.Sc., Physics	67	52	119	43.7
B.Sc., Computer science	86	61	147	41.5
B.Sc., IT	87	50	137	36.5
B.C. A	94	56	150	37.3
B. Com	101	78	179	43.6
B. Com CS	125	51	176	29
B.B. A	128	47	175	26.9
M.Com	14	25	39	64.1
M.Sc., Computer science	02	05	07	71.4
M.Sc., Mathematics	03	40	43	93.0
<b>Total</b>	<b>794</b>	<b>674</b>	<b>1468</b>	<b>45.9</b>



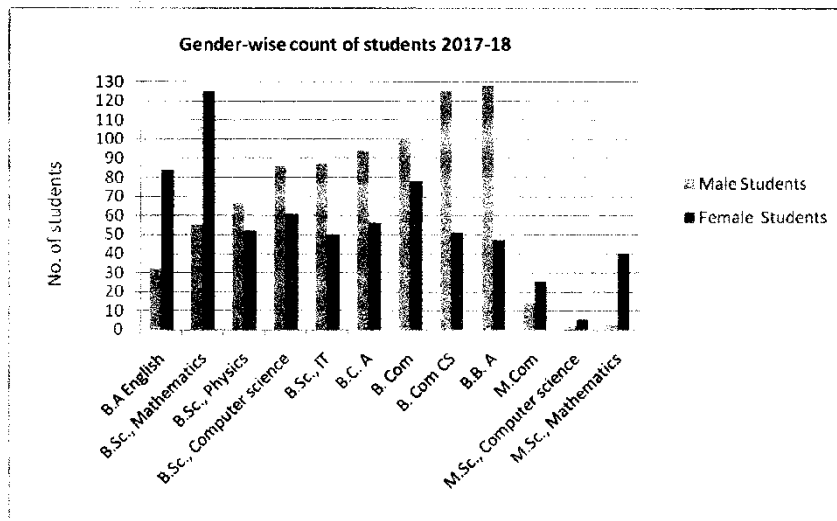


Figure 2 : Gender ratio of student department wise- 2017-2018

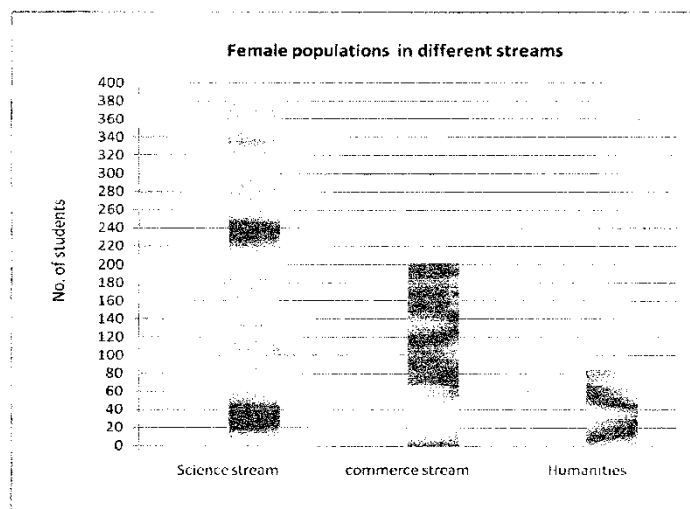


Figure 3 : Cumulative Female population of the year 2017-2018 in different streams

Table 3: Gender-wise Enrollment Data

Department	Male Student	Female Student	Total	Percentage of Girls student
B. A English	09	27	36	75
B.Sc., Mathematics	21	39	60	65
B.Sc., Physics	25	15	40	37.5
B.Sc., Computer science	36	14	50	28
B.Sc., IT	29	21	50	42
B.C. A	27	23	50	46
B. Com	35	25	60	41.6
B. Com CS	44	16	60	26.6
B.B. A	43	17	60	28.3
M.Com	10	18	28	64.2
M.Sc., Computer science	0	01	01	100
M.Sc., Mathematics	0	21	21	100
<b>Total</b>	<b>279</b>	<b>237</b>	<b>516</b>	<b>45.9</b>

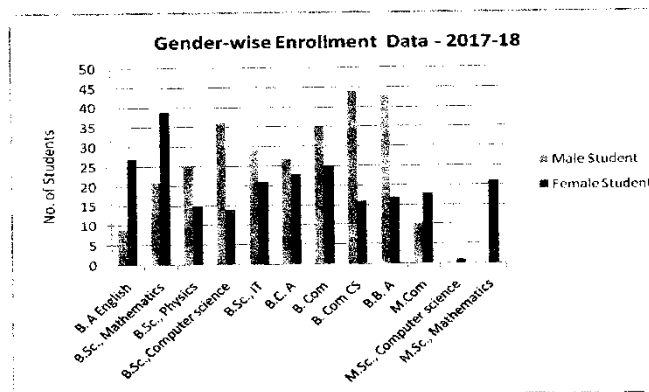


Figure 4 : Gender wise enrollment in each department

14

Table 4: Women Cell Gender sensitization programmes data

Category of the programme	Count
Awareness	02
Health & Hygiene	02
Motivation	02
Talent competition	01
Rally	01

Table 5: Data of Gender-wise Faculty Enrichment contribution for the year 2017-2018

S.No.	Department	Male	Female
1.	Languages	13	34
2.	B.A English	–	03
3.	B.Sc., Mathematics	01	01
4.	B.Sc., Physics	02	-
5.	B.Sc., Computer science	03	09
6.	B.Sc., IT	03	11
7.	B.C.A	03	16
8.	B.Com	09	15
9.	B.Com CS	10	03
10.	B.B.A	-	-
11.	M.Com	07	-
12.	M.Sc., Computer science	-	02
13.	M.Sc., Mathematics	-	10
	<b>Total</b>	<b>51</b>	<b>104</b>

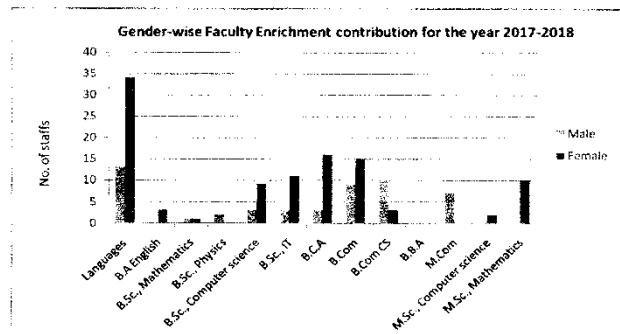


Figure 5 : Data of Gender-wise Faculty Enrichment contribution for the year 2017-2018

14

Table 6: Programme-wise Outcome data

Department	Boys student success percentage	Girls Student success percentage
B.A English	55.0	90.3
B.Sc., Mathematics	52.0	91.0
B.Sc., Physics	66.0	68.1
B.Sc., Computer science	55.0	80.0
B.Sc., IT	21.8	72.2
B.C.A	34.3	75.0
B.Com	100	70.3 Gold medal
B.Com CS	75.0	86.4
B.B.A	41.9	66.7
M.Com	100	100
M.Sc., Computer science	100	100
M.Sc., Mathematics	100	94.4
Average percentage	61.62	71.08

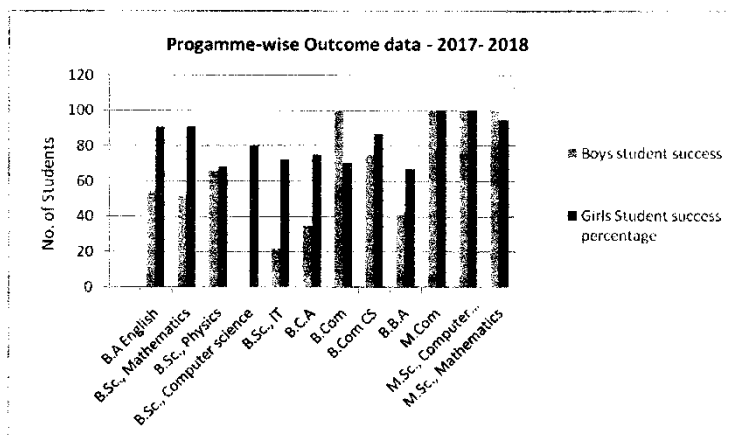


Figure 6 : Gender wise outcome for the year 2017-2018

Table 7: Gender-wise student event participation ratio

Department	Boys	Girls	Total
B.A English	05	23	28
B.Sc., Mathematics	02	49	51
B.Sc., Physics	48	13	61
B.Sc., Computer science	23	05	28
B.Sc., IT	-	01	01
B.C. A	11	05	16
B. Com	-	-	-
B. Com CS	46	07	53
B.B. A	52	38	90
M.Com	04	07	11
M.Sc., Computer Science	-	01	01
M.Sc., Mathematics	03	22	25
<b>Total</b>	<b>194</b>	<b>171</b>	<b>365</b>

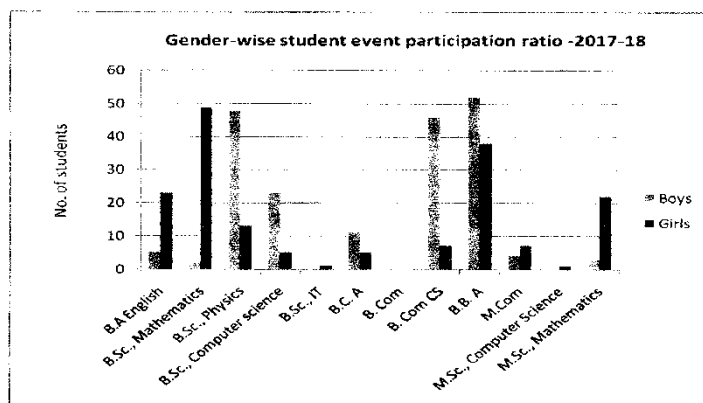


Figure 7: Gender-wise student event participation ratio 2017-18s

17

Table 8: Data of Average Women Staff satisfaction Score for the year 2017-2018

Department	Average score
Languages	6.14
B.A English	6.80
B.Sc., Mathematics	6.00
B.Sc., Physics	6.80
B.Sc., Computer science	6.20
B.Sc., IT	6.42
B.C.A	6.20
B.Com	7.00
B.Com CS	7.20
B.B.A	6.85
M.Com	--
M.Sc., Computer science	7.60
M.Sc., Mathematics	7.66
Office	7.02
Library	6.20
Average percentage	6.72

Table 9 : Data of Average Girl Students satisfaction Score for the year 2017-2018

Department	Average score
B.A English	9.20
B.Sc., Mathematics	8.20
B.Sc., Physics	6.84
B.Sc., Computer science	7.90
B.Sc., IT	8.20
B.C.A	7.40
B.Com	8.28
B.Com CS	7.70
B.B.A	8.34
M.Com	7.84
M.Sc., Computer science	9.60
M.Sc., Mathematics	8.52
Average percentage	8.17

17

**14. Summary**

- ❖ The policy framework has no evident of gender biasing.
- ❖ Higher percentage of female staff members are engaged by the management.
- ❖ About 45.9% of the student community is comprised of female students during the Audit period.
- ❖ In discipline wise female student population analysis shows the enrolment preference in the order of arts, science and commerce.
- ❖ Admission of the year 2017-2018 shows 45 % of girls' enrollment.
- ❖ Women empowerment measures are undertaken by the college through Women Cell.
- ❖ Monitoring and grievance redressal body is in place.
- ❖ Significant number of girl students are given placement assistance
- ❖ Nearly equal achievements in sports are recorded for the year 2017-2018.
- ❖ Female Student community of SGC express more satisfaction in the survey with a satisfactory level of 81.7%
- ❖ The female staff population awards a score of 6.2 in the survey
- ❖ The audit committee of the year 2017-2018 found several indicators reflecting conducive, safe and better teaching and learning environment prevalence in SGC.

**15. Areas for Improvement**

- Focus and measures should be taken to improvement girl students' enrollment in Commerce stream.
- Sanitary vending and disposal machine is found only in the first-floor toilet. This should be established in each floor.
- Awareness programmes in respect of various state and national level schemes available for women empowerment may also be increased

The Audit finding indicates better teaching learning environment. Presence of key component in SGC for women empower, Gender equality and safe and secure environment of the women member of the college