

## **Gender Audit Report – GGSESTC College**

### **Introduction:**

GGSESTC College demonstrates a commitment to gender sensitivity through various policies and facilities aimed at promoting inclusivity and addressing the needs of women employees and students.

### **I. Gender Sensitive Facilities**

1. Day care facility for infants of women employees.
2. The medical room, equipped with beds and screens for privacy, has a lady attendant.
3. The medical store stocks sanitary pads, freely available to women in need.
4. In-house mess area within the girls' hostel promotes a secure and convenient dining environment.
5. Specially assigned quarters for women employees contribute to a safe living space.
6. A stationary provision store run by a woman caters to the specific needs of female students.
7. CCTV monitoring across various campus locations ensures a secure environment.
8. 24-hour lady security personnel in the girls' hostel enhances safety.
9. Provision for maternity leave and childcare facilities.
10. A lady student counselor.
11. A Ladies common room for female faculties.
12. Regular Internal Gender Auditing.
13. Spacious and well-maintained washrooms for females, males, and physically challenged, strategically located at a distance from each other for the convenience of the students and faculties.

### **II. Gender Sensitive Workforce**

1.15 % of employees are women.

2. Important positions held by women employees which is, Legal and Administrative Officer, IQAC Coordinator, Communication Cell Coordinator, Cultural Activities Coordinator and NSS Coordinator, and BBA BCA Coordinator.

### **III. Academic Initiatives:**

1. As part of communication skills, students engage in group discussions and debates on gender sensitive topics.
2. Implementation of Manki Munda scholarship for girl students.
3. Girl students are encouraged to participate in various programmes, extracurricular activities, and sports.

### **IV Best Institutional Practices for Gender Equity**

1. Systematic collection of data on gender issues.
2. Internal Complaints Committee for grievance redressal.
3. Gender Supportive initiatives such as seminars and workshops addressing women's issues.
4. Organizational Support to women employees.
5. Zero Tolerance towards gender discrimination.

### **Gender Policies:**

GGSESTC College's proactive measures and facilities highlight a commitment to gender sensitivity, providing an inclusive and supportive environment for women employees and students. Regular monitoring and continuous improvement in line with evolving needs have contributed to strengthening the institution's commitment to gender equality over the years.

TABLE 1.1, 1.2, 1.3, 1.4 and 1.5 highlight the gender ratio among our students enrolled in undergraduate programs across 5 years commencing from 2019-2020 till 2023-2024.

Table 1.1 GENDER RATIO AMONG THE STUDENTS:								
YEAR	PROGRAMMES		APPLIED		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
			MALE	FEMALE	MALE	FEMALE		
2019-20	U.G	BTECH(CSE)	29	16	29	16	45	35.55555556
		BTECH(CE)	11	1	11	1	12	8.333333333
		BTECH(EEE)	6	4	6	4	10	40
		BTECH(ME)	12	0	12	0	12	0
		BTECH(ECE)	3	0	3	0	3	0
2019-20 (LATERAL)	U.G	BTECH(CSE)	7	2	7	2	9	22.22222222
		BTECH(CE)	13	2	13	2	15	13.33333333
		BTECH(EEE)	8	1	8	1	9	11.11111111
		BTECH(ME)	17	0	17	0	17	0
		BTECH(ECE)	2	3	2	3	5	60
	<b>TOTAL</b>			<b>108</b>	<b>29</b>		<b>21</b>	

**TABLE 1.2 GENDER RATIO AMONG THE STUDENTS:**

YEAR	PROGRAMMES	APPLIED		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	MALE	FEMALE			
2020-21	U.G	BTECH(CSE)	18	13	18	13	31	41.93548387
		BTECH(CE)	6	0	6	0	6	0
		BTECH(EEE)	3	0	3	0	3	0
		BTECH(ME)	6	0	6	0	6	0
		BTECH(ECE)	0	0	0	0	0	0
2020-21 (LATERAL)	U.G	BTECH(CSE)	4	4	4	4	8	50
		BTECH(CE)	18	3	18	3	21	14.28571429
		BTECH(EEE)	7	5	7	5	12	41.66666667
		BTECH(ME)	20	0	20	0	20	0
		BTECH(ECE)	0	3	0	3	3	100
	<b>TOTAL</b>			82	28		25	

**TABLE 1.3 GENDER RATIO AMONG THE STUDENTS:**

YEAR	PROGRAMMES	APPLIED		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	MALE	FEMALE			
2021-22	U.G	BTECH(CSE)	36	15	36	15	51	29.41176471
		BTECH(CE)	7	0	7	0	7	0
		BTECH(EEE)	2	0	2	0	2	0
		BTECH(ME)	11	1	11	1	12	8.333333333
		BTECH(ECE)	1	0	1	0	1	0
2021-22 (LATERAL)	U.G	BTECH(CSE)	16	10	16	10	26	38.46153846
		BTECH(CE)	7	4	7	4	11	36.36363636
		BTECH(EEE)	10	5	10	5	15	33.33333333
		BTECH(ME)	22	2	22	2	24	8.333333333
		BTECH(ECE)	3	3	3	3	6	50
	<b>TOTAL</b>			<b>115</b>	<b>40</b>		<b>25</b>	

**Table 1.4 GENDER RATIO AMONG THE STUDENTS:**

YEAR	PROGRAMMES	APPLIED		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	MALE	FEMALE			
2022-23	U.G	BTECH(CSE)	37	21	37	21	58	36.20689655
		BTECH(CE)	7	0	7	0	7	0
		BTECH(EEE)	9	0	9	0	9	0
		BTECH(ME)	11	0	11	0	11	0
		BTECH(ECE)	5	4	5	4	9	44.44444444
		BBA	13	10	13	10	23	43.47826087
		BCA	6	5	6	5	11	45.45454545

2022-23 (LATERAL)	U.G	BTECH(CSE)	8	4	8	4	12	33.33333333
		BTECH(CE)	33	6	33	6	39	15.38461538
		BTECH(EEE)	15	4	15	4	19	21.05263158
		BTECH(ME)	25	0	25	0	25	0
		BTECH(ECE)	4	6	4	6	10	60
	<b>TOTAL</b>				<b>173</b>	<b>60</b>		25.75

TABLE 1.5 GENDER RATIO AMONG THE STUDENTS:								
YEAR	PROGRAMMES	APPLIED		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	MALE	FEMALE			
2023-24	U.G	BTECH(CSE)	42	12	42	12	54	22%
		BTECH(CE)	6	0	6	0	6	0%
		BTECH(EEE)	5	0	5	0	5	0%
		BTECH(ME)	8	1	8	1	9	11%
		BTECH(ECE)	0	1	0	1	1	100%
2023-24 (LATERAL)	U.G	BTECH(CSE)	4	5	4	5	9	56%
		BTECH(CE)	17	4	17	4	21	19%
		BTECH(EEE)	7	0	7	0	7	0%
		BTECH(ME)	14	0	14	0	14	0%
		BTECH(ECE)	6	4	6	4	10	40%
	<b>TOTAL</b>			<b>109</b>	<b>27</b>		<b>19.8</b>	

Figure A represents the graph showing the gender segregated data of enrollment of students in UG programs under B Tech.

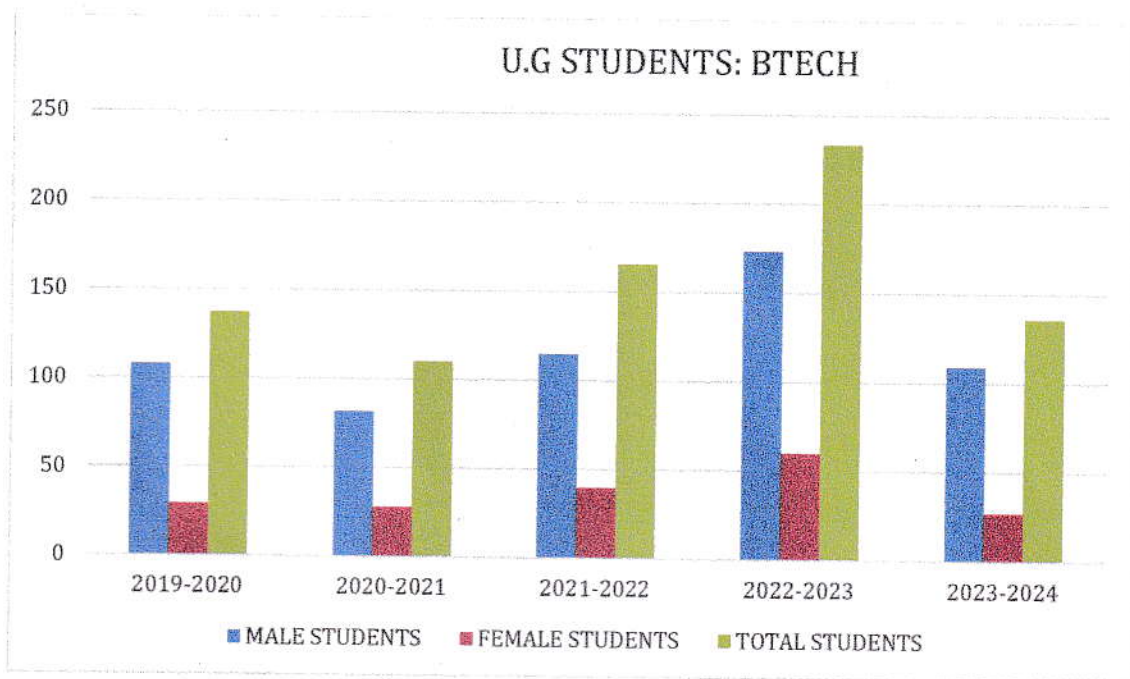


Figure A

Table 2.1 highlights the gender equation among our students enrolled in MBA program across five years. The 35 percent figure indicates a positive gender ratio.

Table 2.1 GENDER RATIO AMONG THE STUDENTS:								
YEAR	PROGRAMMES		APPLIED		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
			MALE	FEMALE	MALE	FEMALE	TOTAL	
			2019-20	P.G	MBA	16	28	
2020-21	P.G	MBA	22	12	22	12	34	35.29412
2021-22	P.G	MBA	33	27	33	27	60	45
2022-23	P.G	MBA	38	21	38	21	59	35.59322
2023-24	P.G	MBA					0	

Figure B represents a graphical representation of gender segregated data pertaining to enrollment of our students in MBA program across five years.

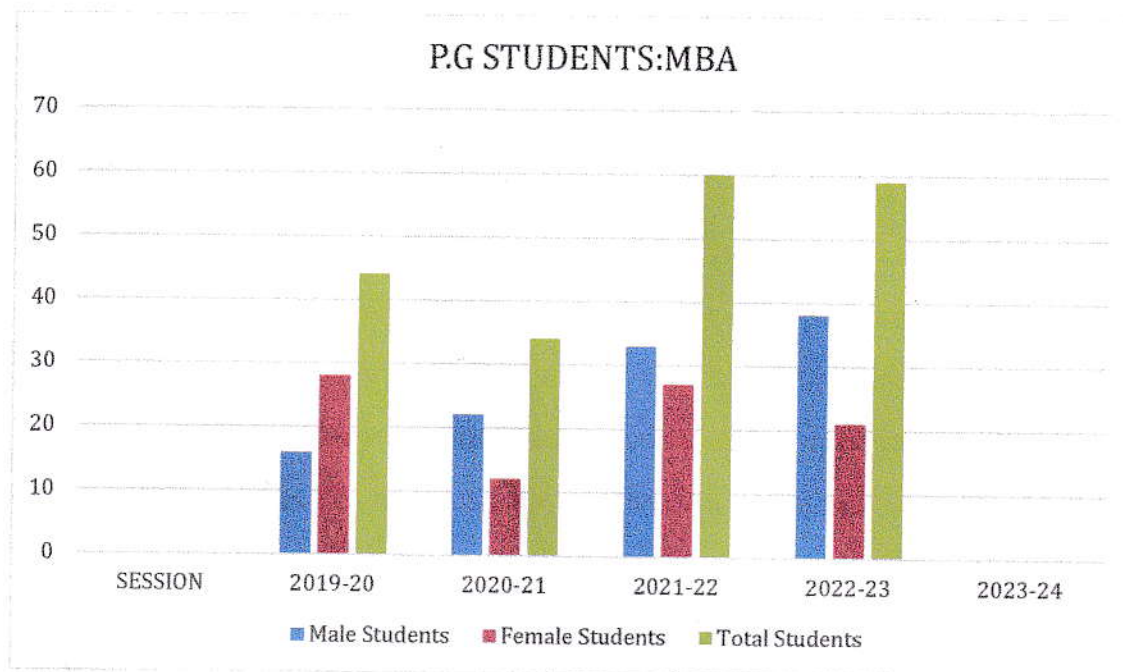


Figure B

### TEACHING & NON-TEACHING STAFF

Table 3.1, 3.2, 3.3, 3.4, 3.5, 3.6 highlight the gender equation among our workforce, including both teaching and non-teaching staff across five years. These represent an equitable ratio of female STAFF working with the institute over the years.



**Table 3.1 GENDER RATIO AMONG THE STAFF:**

YEAR	PROGRAMMES	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	TOTAL		
		2019-20	TEACHING STAFF	BTECH(CSE)	6	2
BTECH(CE)	8			0	8	0
BTECH(EEE)	10			2	12	16.66666667
BTECH(ME)	16			0	16	0
BTECH(ECE)	7			5	12	41.66666667
MBA	7			1	8	12.5
SCIENCE & HUMANITIES	5			6	11	54.54545455
TOTAL	59		16	75	21.33333333	
NON-TEACHING STAFF	GRADE C1		18	1	19	5.263157895
	GRADE B		8	0	8	0
	GRADE C2		22	5	27	18.51851852
	GRADE D		31	9	40	22.5
TOTAL	79		15	94	15.95744681	

**Table 3.2 GENDER RATIO AMONG THE STAFF:**

YEAR	PROGRAMMES		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
			MALE	FEMALE	TOTAL	
2020-21	TEACHING STAFF	BTECH(CSE)	5	2	7	28.57142857
		BTECH(CE)	7	1	8	12.5
		BTECH(EEE)	8	2	10	20
		BTECH(ME)	12	0	12	0
		BTECH(ECE)	4	3	7	42.85714286
		MBA	6	1	7	14.28571429
		SCIENCE & HUMANITIES	6	4	10	40
	TOTAL		<b>48</b>	<b>13</b>	<b>61</b>	<b>21.31147541</b>
	NON-TEACHING STAFF	GRADE C1	10	1	11	9.090909091
		GRADE B	4	0	4	0
		GRADE C2	17	6	23	26.08695652
		GRADE D	23	10	33	30.3030303
	TOTAL		<b>54</b>	<b>17</b>	<b>71</b>	<b>23.94366197</b>

**Table 3.2 GENDER RATIO AMONG THE STAFF:**

YEAR	PROGRAMMES	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	TOTAL		
	Principal & AO	1	1	2	50	
2021-22	TEACHING STAFF	BTECH(CSE)	5	2	7	28.5714286
		BTECH(CE)	7	0	7	0
		BTECH(EEE)	6	1	7	14.2857143
		BTECH(ME)	11	0	11	0
		BTECH(ECE)	3	3	6	50
		MBA	4	0	4	0
		SCIENCE & HUMANITIES	5	4	9	44.4444444
	<b>TOTAL</b>	<b>42</b>	<b>11</b>	<b>53</b>	<b>20.754717</b>	
	NON-TEACHING STAFF	GRADE C1	7	1	8	12.5
		GRADE B	3	0	3	0
		GRADE C2	10	1	11	9.09090909
GRADE D		15	8	23	34.7826087	
<b>TOTAL</b>	<b>35</b>	<b>10</b>	<b>45</b>	<b>22.2222222</b>		

**Table 3.3 GENDER RATIO AMONG THE STAFF:**

YEAR	PROGRAMMES	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	TOTAL		
		Principal		1	0	1
2022-23	TEACHING STAFF	BTECH(CSE)	5	2	7	28.57142857
		BTECH(CE)	5	0	5	0
		BTECH(EEE)	5	1	6	16.66666667
		BTECH(ME)	10	0	10	0
		BTECH(ECE)	3	2	5	40
		MBA	5	0	5	0
		SCIENCE & HUMANITIES	4	2	6	33.33333333
	TOTAL	37	7	44	15.90909091	
	NON-TEACHING STAFF	GRADE C1	8	1	9	11.11111111
		GRADE B	8	2	10	20
		GRADE C2	0	0	0	0
GRADE D		21	8	29	27.5862069	
TOTAL		37	11	48	22.91666667	

**Table 3.4 GENDER RATIO AMONG THE STAFF:**

YEAR	PROGRAMMES	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	TOTAL		
		Principal	1	0		1
2022-23	TEACHING STAFF	BTECH(CSE)	5	2	7	28.57142857
		BTECH(CE)	5	0	5	0
		BTECH(EEE)	5	1	6	16.66666667
		BTECH(ME)	10	0	10	0
		BTECH(ECE)	3	2	5	40
		MBA	5	0	5	0
		SCIENCE & HUMANITIES	4	2	6	33.33333333
	TOTAL	37	7	44	15.90909091	
	NON-TEACHING STAFF	GRADE C1	8	1	9	11.11111111
		GRADE B	8	2	10	20
		GRADE C2	0	0	0	0
		GRADE D	21	8	29	27.5862069
	TOTAL	37	11	48	22.91666667	

**Table 3.5 GENDER RATIO AMONG THE STAFF:**

YEAR	PROGRAMMES		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
			MALE	FEMALE	TOTAL	
	Principal		<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
2023-24	TEACHING STAFF	BTECH(CSE)	4	2	6	33.33333333
		BTECH(CE)	5	0	5	0
		BTECH(EEE)	4	1	5	20
		BTECH(ME)	9	0	9	0
		BTECH(ECE)	3	1	4	25
		MBA	3	0	3	0
		SCIENCE & HUMANITIES	3	2	5	40
	<b>TOTAL</b>		<b>32</b>	<b>6</b>	<b>38</b>	<b>15.78947368</b>
	NON-TEACHING STAFF	GRADE C1	8	1	9	11.11111111
		GRADE B	8	3	11	27.27272727
GRADE C2		0	0	0	0	
GRADE D		21	8	29	27.5862069	
<b>TOTAL</b>		<b>37</b>	<b>12</b>	<b>49</b>	<b>24.48979592</b>	

Table 3.6 GENDER RATIO AMONG THE STAFF:						
YEAR	PROGRAMMES	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED	
		MALE	FEMALE	TOTAL		
	Principal	1	0	1	0	
2024	TEACHING STAFF	BTECH(CSE)	4	2	6	33.33333333
		BTECH(CE)	5	0	5	0
		BTECH(EEE)	6	1	7	14.28571429
		BTECH(ME)	9	0	9	0
		BTECH(ECE)	3	1	4	25
		MBA	4	1	5	20
		SCIENCE & HUMANITIES	5	2	7	28.57142857
	TOTAL	37	7	44	15.90909091	
	NON-TEACHING STAFF	GRADE C1	7	1	8	12.5
		GRADE B	9	2	11	18.18181818
GRADE C2 +D		20	9	29	31.03448276	
TOTAL	36	12	48	25		

Figure C and D display a graphical representation of the gender segregation of data pertaining to Teaching and non-teaching staff respectively, over the 6 years, commencing from 2019-20 to the current year.

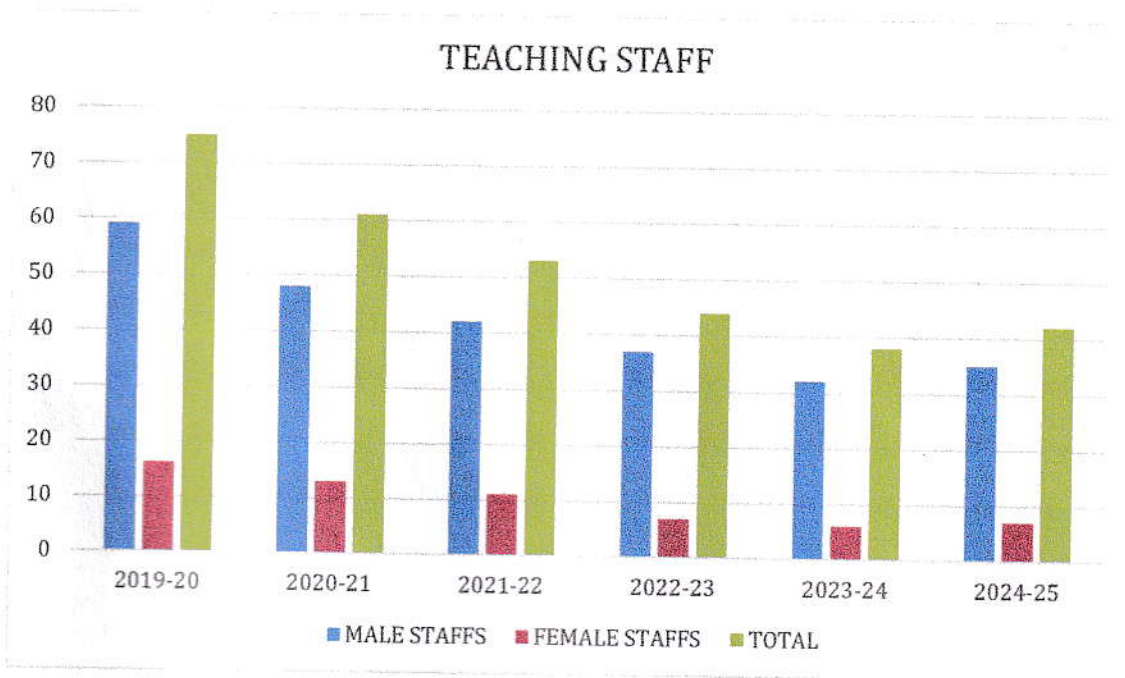


Figure C

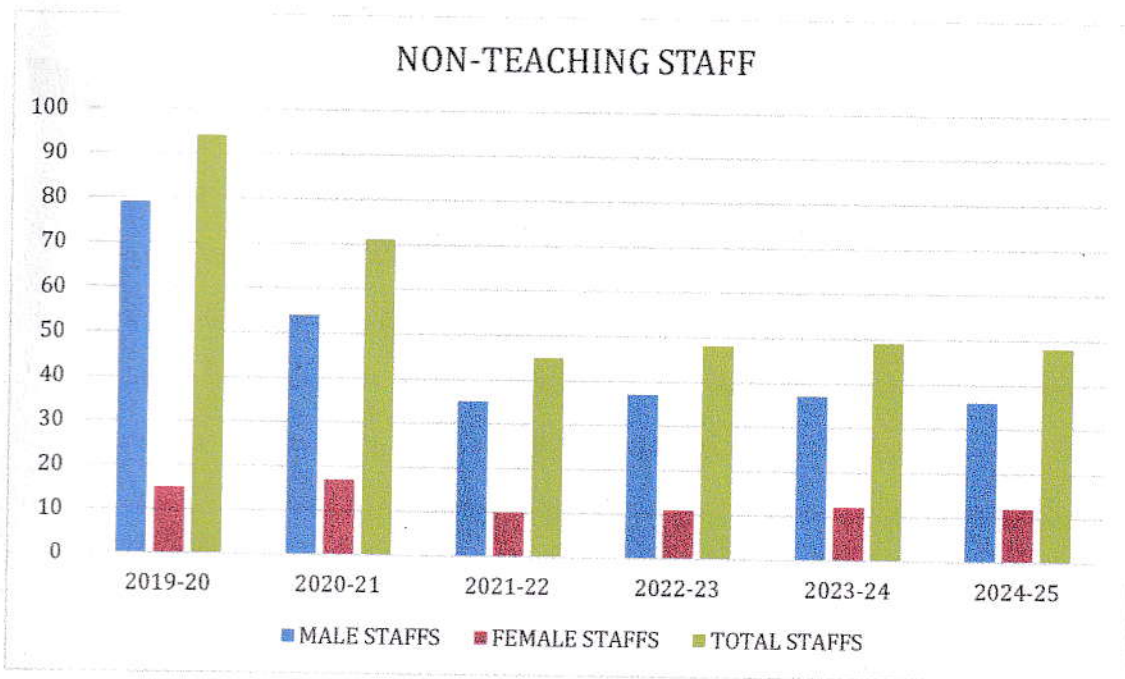


Figure D



Table 4.1 represents gender equation among our students pertaining to their training and placement records. The figure indicates a sizable number of female students have been able to achieve placement opportunities.

Table 4.1 GENDER RATIO WITH RESPECT TO T&P					
PROGRAMMES		ADMITTED		TOTAL	PERCENTAGE OF WOMEN
	Batch	MALE	FEMALE	TOTAL	
STUDENTS(UG+PG)	2019	25	34	59	57.62711864
	2020	35	35	70	50
	2021	108	25	133	18.79699248
	2022	72	29	101	28.71287129
	2023	49	11	60	18.33333333
<b>TOTAL</b>		<b>289</b>	<b>134</b>	<b>423</b>	<b>31.678487</b>

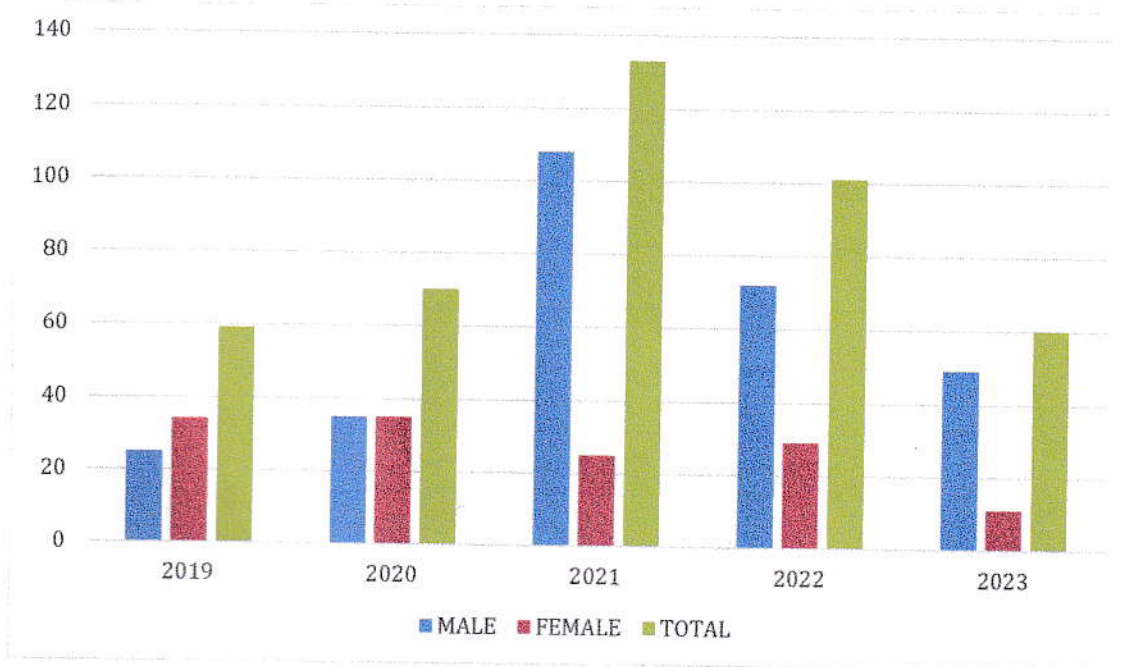


Figure E

Figure E is a graphical representation of gender segregated data pertaining to training and placement, over the 5 years, among various disciplines.

Table 4.2 indicates the gender equation among students who participated in internships during the last five years. The figure indicates a positive gender ratio.

PROGRAMMES	Batch	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
		MALE	FEMALE	TOTAL	
STUDENTS(UG+PG)	2019	0	0	0	0
	2020	35	22	57	38.59649123
	2021	11	4	15	26.66666667
	2022	104	54	158	34.17721519
	2023	21	9	30	30
<b>TOTAL</b>		<b>171</b>	<b>89</b>	<b>260</b>	<b>34.23076923</b>

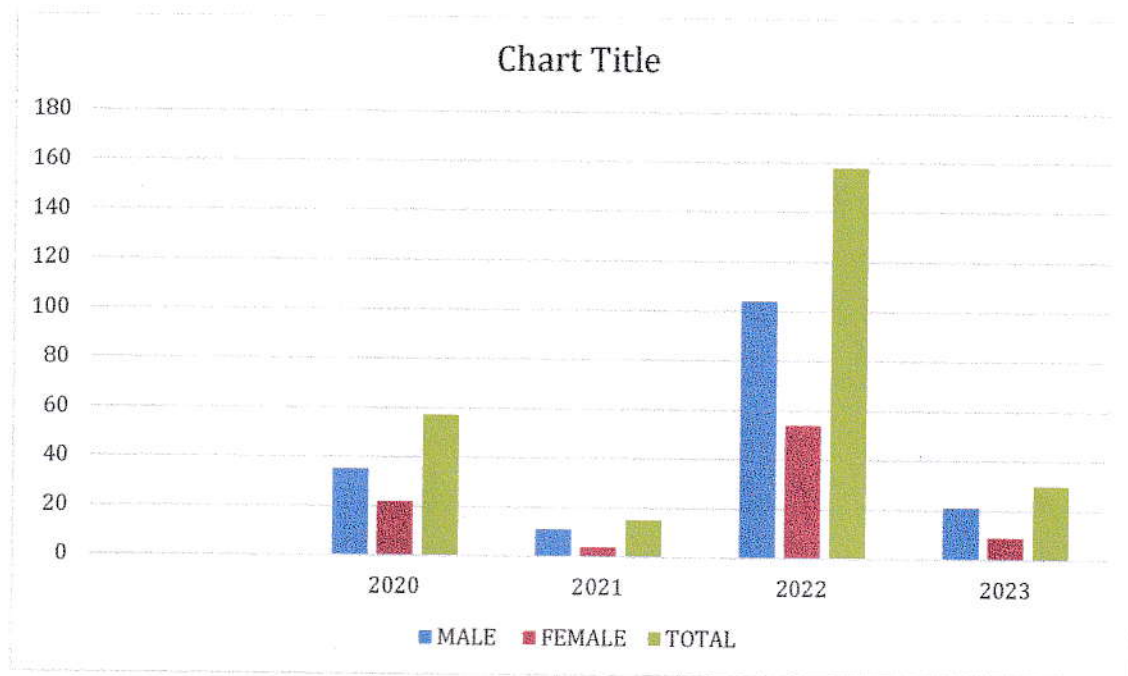


Figure F

Figure F is a graphical representation of gender segregated data pertaining to internships that our students enrolled in, during the past five years.

Table 4.3 represents the gender ratio among our students who participated in Sports activities during the past five years. The figure represents a continuous increase in the participation of girl students in sports.

Table 4.3 GENDER RATIO FOR SPORTS (WINNERS)					
PROGRAMMES	Batch	ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
		MALE	FEMALE	TOTAL	
STUDENTS(UG+PG)	2019	74	37	121	30.5785124
	2020	0	0	0	0
	2021	0	0	0	0
	2022	68	13	81	16.04938272
	2023	70	15	85	17.64705882
<b>TOTAL</b>		<b>212</b>	<b>65</b>	<b>287</b>	<b>22.64808362</b>

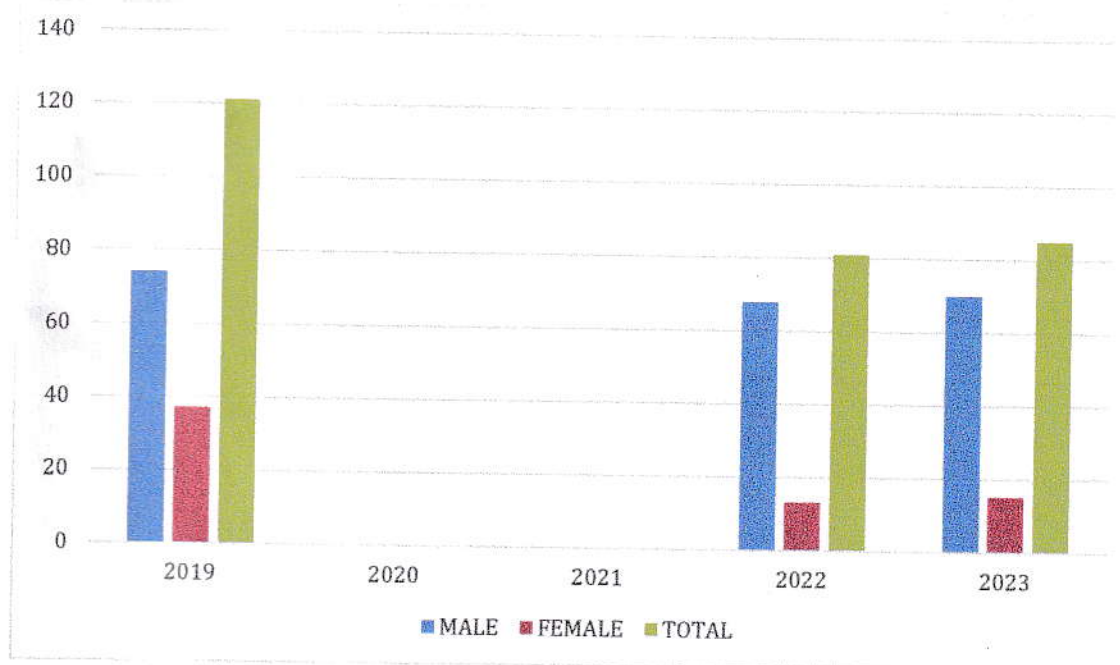


Figure G

Figure G is a graphical representation of gender segregated data pertaining to our students who performed in sports during the last five years.

Table 4.4 represents the gender ratio among our students who performed in cultural activities over the past 5 years, and the figure indicates a positive gender ratio.

Table 4.4 GENDER RATIO RELATED TO CULTURAL ACTIVITIES PARTICIPATION					
PROGRAMMES		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
	Batch	MALE	FEMALE	TOTAL	
STUDENTS(UG+PG)	2019	183	75	258	29.06976744
	2020	203	97	300	32.33333333
	2021	110	108	218	49.5412844
	2022	324	160	484	33.05785124
	2023	295	154	449	34.29844098
TOTAL		1115	594	1709	34.75716793

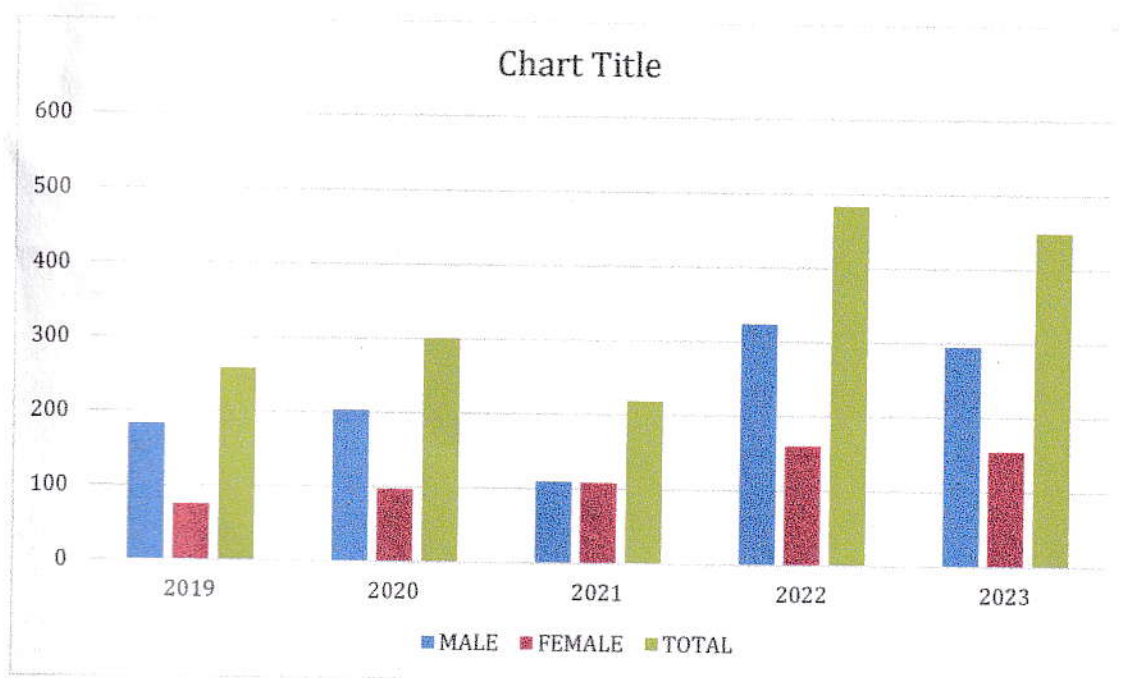


Figure H

Figure H is a graphical representation of gender segregated data pertaining to our students who participated in cultural activities during the last five years

Table 4.5 represents the gender ratio among our students who were involved in Community Engagement Programs over the last 5 years. The figure indicates a favorable gender ratio.

Table 4.5 GENDER RATIO RELATED TO COMMUNITY ENGAGEMENT PROGRAMS (VOLUNTEERS)					
PROGRAMMES		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
	Batch	MALE	FEMALE	TOTAL	
STUDENTS (UG+PG)	2019	14	12	26	46.15384615
	2020	9	3	12	25
	2021	30	9	39	23.07692308
	2022	11	4	15	26.66666667
	2023	20	9	29	31.03448276
<b>TOTAL</b>		<b>84</b>	<b>37</b>	<b>121</b>	<b>30.5785124</b>

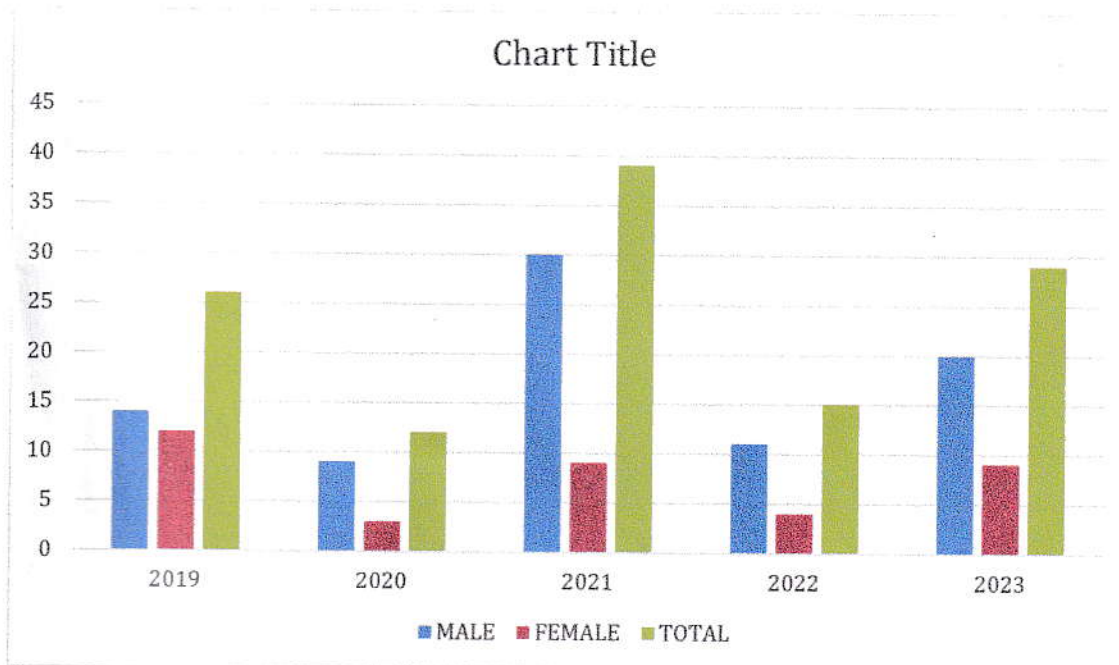
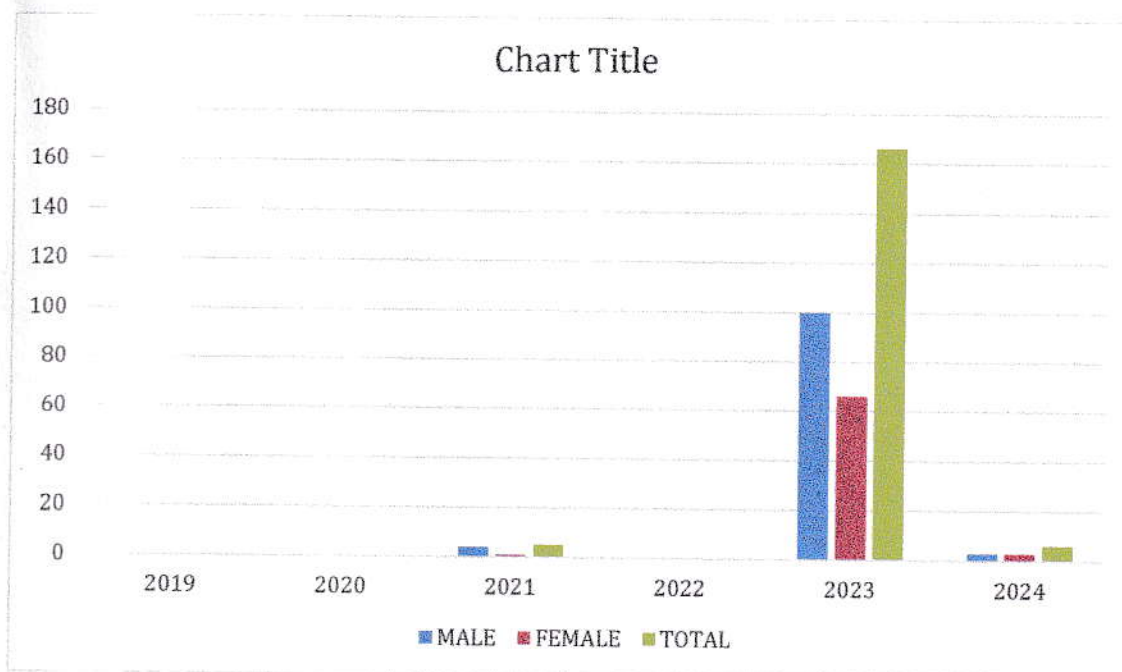


Figure I

Figure I is a graphical representation of gender segregated data pertaining to the number of students who participated in Community Engagement Programs over the last 5 years.

Table 4.6 represents the gender equation among our students who represented our college in inter college competitions. The ratio indicates a promising figure of gender equity in our institution.

Table 4.6 GENDER RATIO AMONG STUDENTS REPRESENTING COLLEGE IN COMPETITION					
PROGRAMMES		ADMITTED		TOTAL	PERCENTAGE OF WOMEN ENROLLED
	Batch	MALE	FEMALE	TOTAL	
STUDENTS(UG+PG)	2019	0	0	0	0
	2020	0	0	0	0
	2021	4	1	5	20
	2022	0	0	0	0
	2023	100	66	166	39.75903614
	2024	3	3	6	50
<b>TOTAL</b>		<b>107</b>	<b>70</b>	<b>177</b>	<b>39.5480226</b>



## Figure J

Figure J is a graphical representation that shows the gender segregated data pertaining to student participation in inter college competitions.

## Conclusion

GGSESTC college has been proactive in taking measures and in facilitating an environment conducive to gender equity and sensitivity both for women employees and students. Regular Internal monitoring, identification of gender gaps, and improvement measures have established a baseline for measuring progress over the years.

## Recommendations:

1. To increase the number of female staff.
2. To hold events related to spreading awareness related to Legal rights of women.
3. To give training related to self-employment.
4. To encourage the students to participate more in extracurricular and cultural activities.

Audited By

*Sandhya Sinha*

External Auditor

भारत विकास परिषद

सचिव

भारत विकास परिषद

सचिव