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**J. Z. Shah Arts & H. P. Desai Commerce College, Amroli - Surat**  
Women's Additional Class (SFI Divisions) B.Com. (Guj.-Eng. Medium & Data Science & Data Analytics)  
Re-accredited "B++" Grade with CGPA 2.94 by NAAC Bengaluru (3rd Cycle) (Sept.2019)  
An ISO 9001 : 2015 Certified Institute  
Grant-in-Aid College Affiliated to Veer Narmad South Gujarat University, Surat



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## **GENDER AUDIT 2019-2024**

**Gender Audit** - Gender Audit promote Equality, improve Campus Climate, Ensure Fairness in Recruitment, Enhance Academic and Professional opportunities, Strengthen Institutional Reputation, complete Learning Environment and focus on continuous Improvement.

### **Objectives**

1. **Assess Gender Representation:** To evaluate the current levels of gender representation across various sectors of the institution, including student enrollment, faculty, staff, and leadership roles.
2. **Identify Gender Disparities:** To identify any existing gender disparities in academic performance, participation in extracurricular activities, sports, and placement outcomes.
3. **Evaluate Support Mechanisms:** To assess the effectiveness of current policies and support systems aimed at promoting gender equality and addressing any identified disparities.
4. **Understand Barriers:** To understand the barriers and challenges faced by different genders within the institution that may impact their participation, performance, and advancement.
5. **Measure Progress:** To measure progress towards gender equality goals and compare current data with previous audits or benchmarks.
6. **Recommend Improvements:** To provide actionable recommendations and strategies for addressing gender imbalances and enhancing support for all genders within the institution.
7. **Promote Inclusivity:** To promote a more inclusive and equitable environment by ensuring that gender equality is embedded in institutional policies, practices, and culture.



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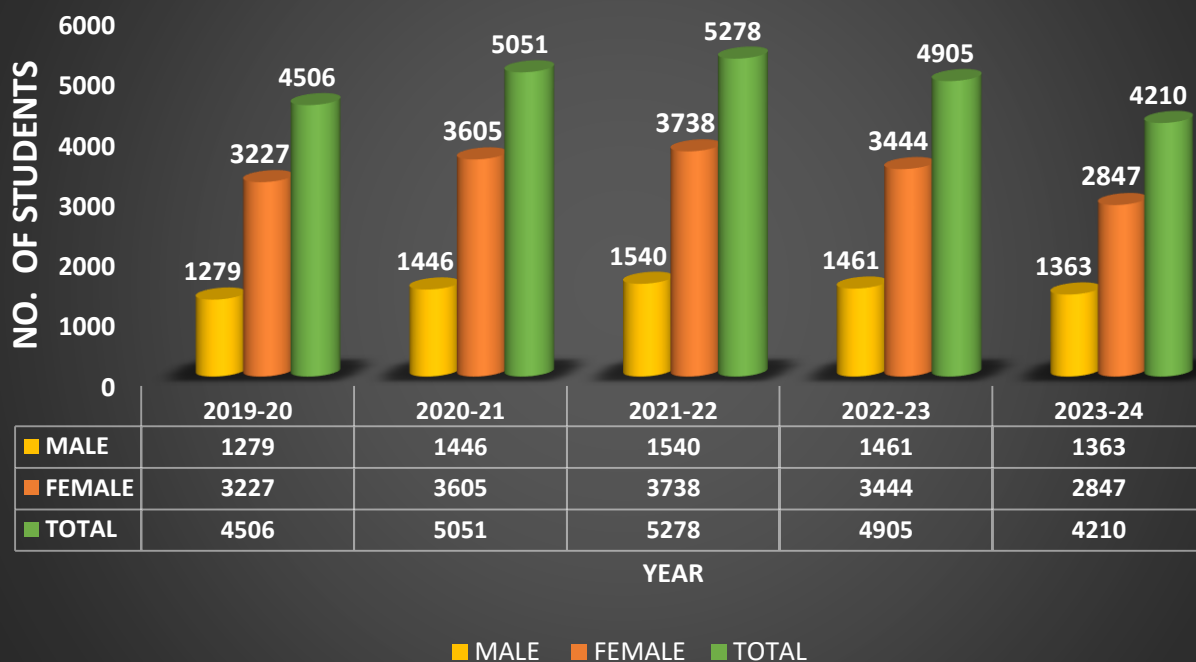
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## STUDENTS STRENGTH

### Students strength 2019-2024



The data provided represents the number of male and female students enrolled in a college over a five-year period, along with the total number of students each year. Gender Ratio indicates that the proportion of female students compared to male students has remained higher over the years.

### Key Observations:

- The college saw a peak in enrolment in 2021-22, followed by a decline in subsequent years.
- Despite fluctuations in total enrolment, female students consistently represent a larger portion of the student body compared to male students.



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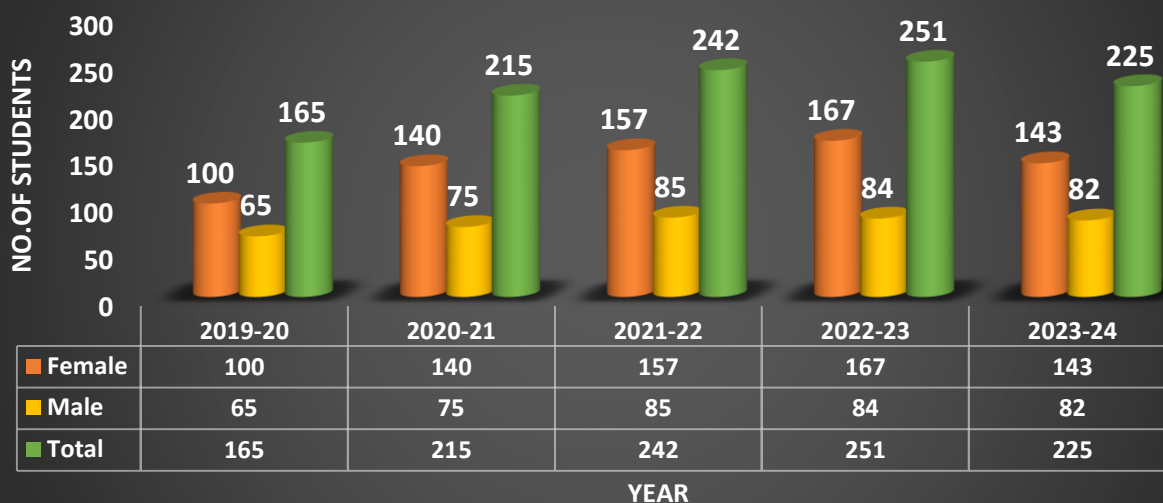
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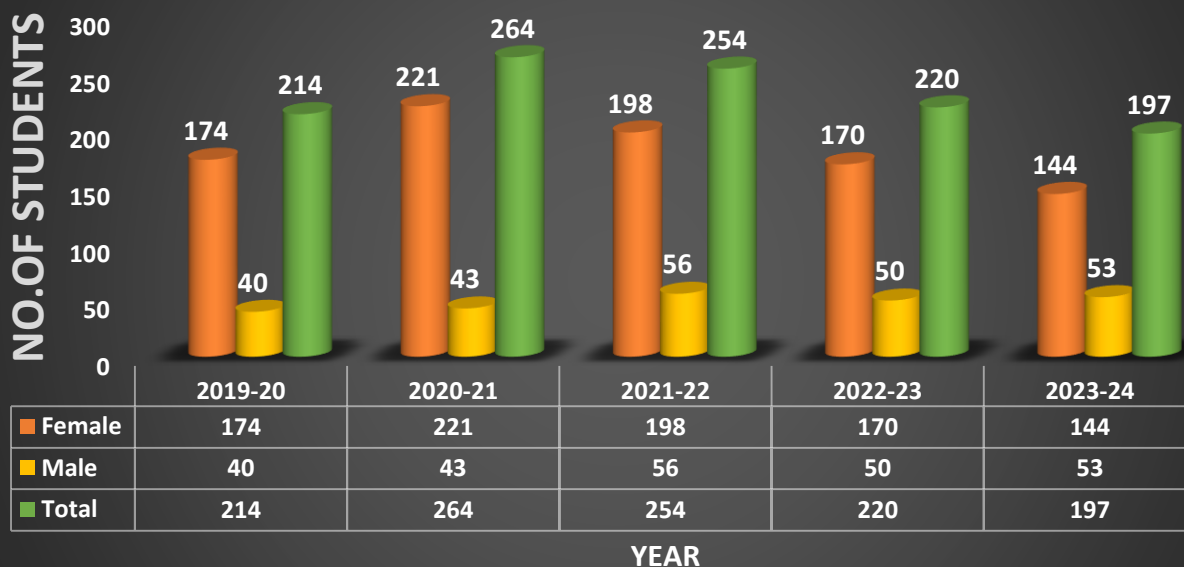
## CATEGORY WISE STUDENTS STRENGTH

### SC category



Female Male Total

### ST category



Female Male Total



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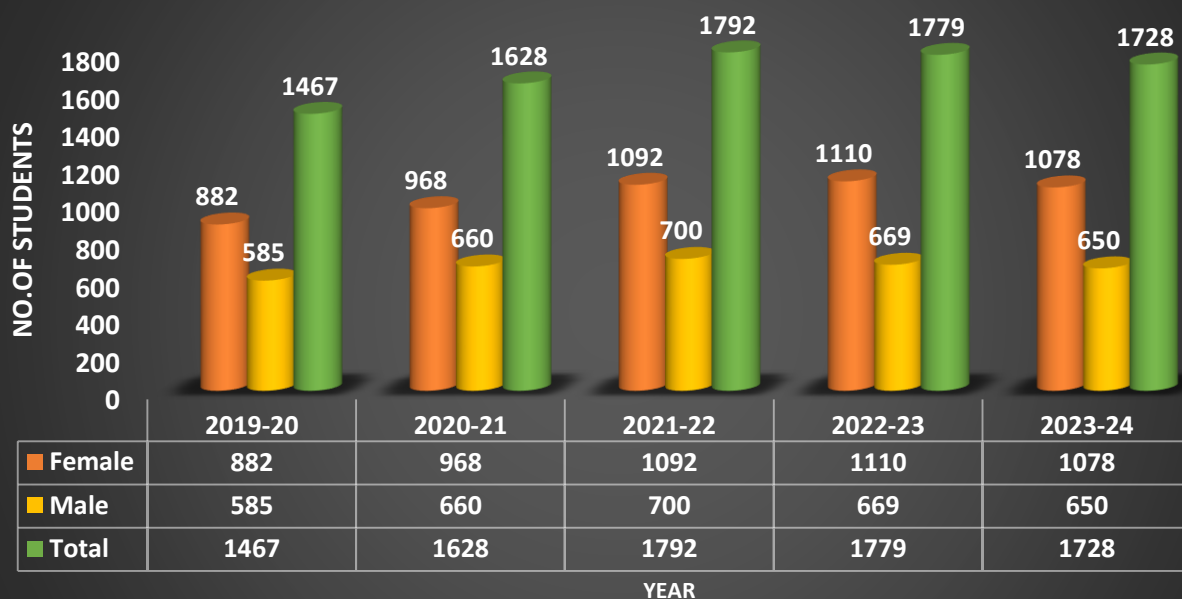


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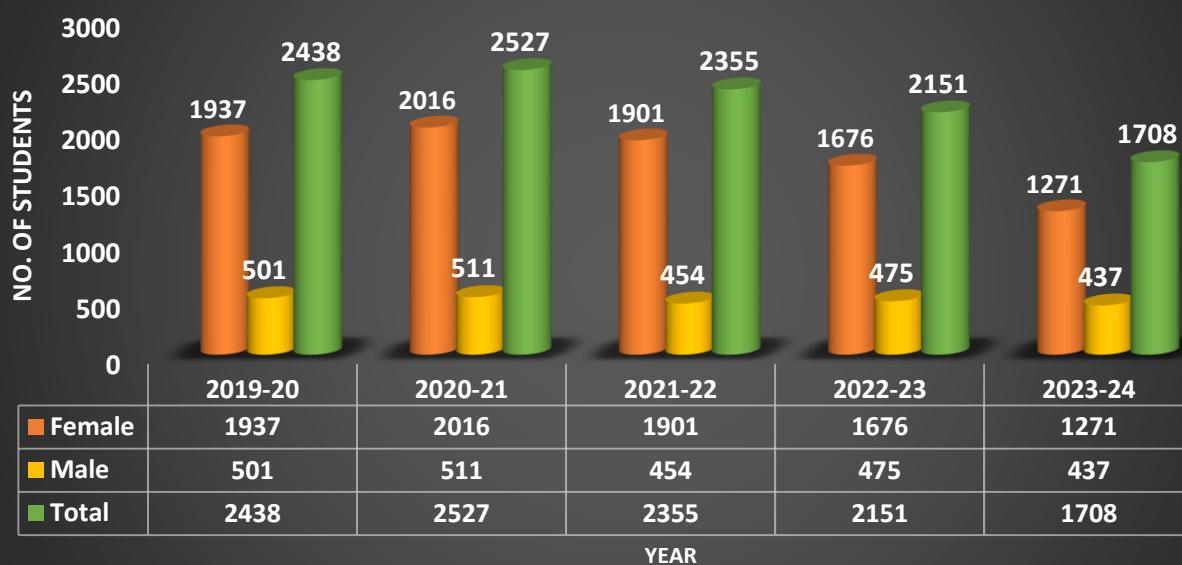
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### SEBC category



Female Male Total

### OPEN category



Female Male Total





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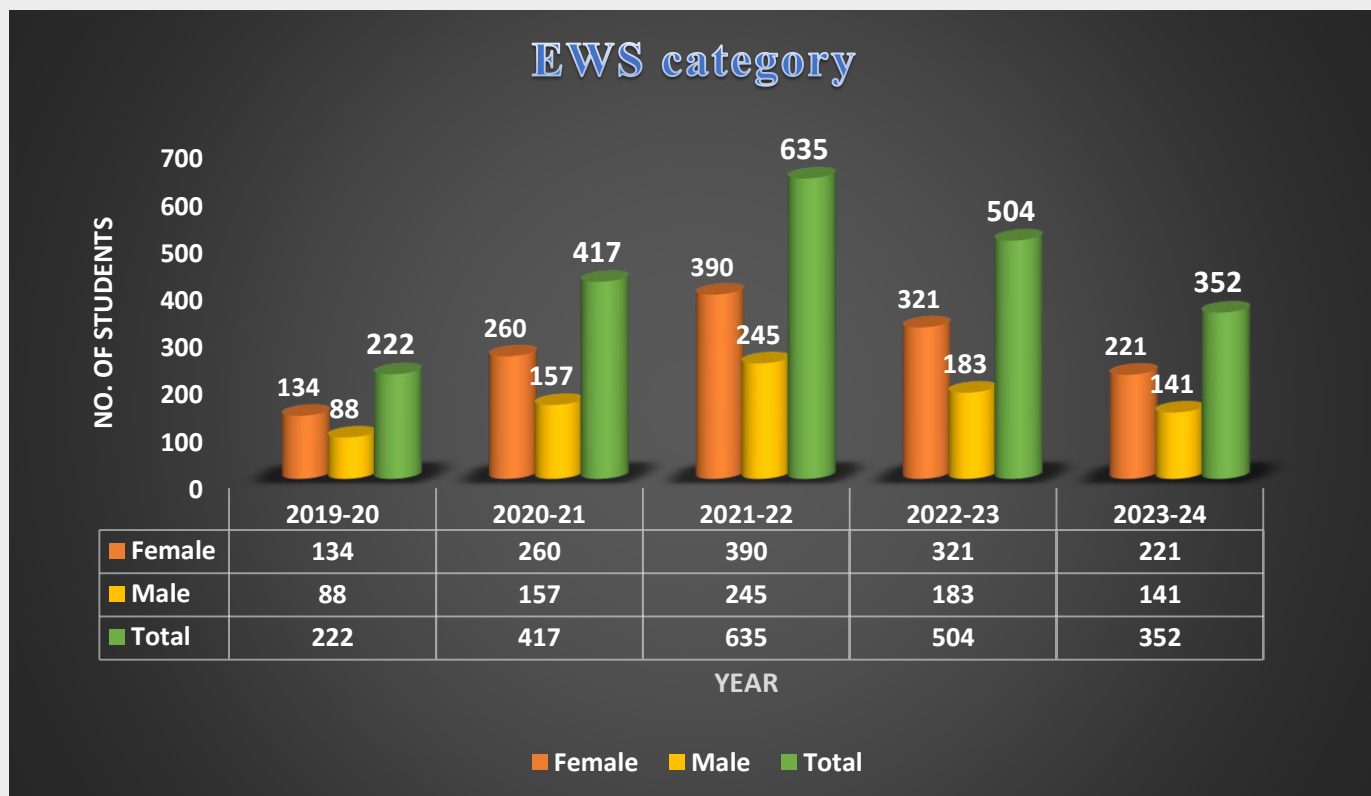
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The data provided represents the number of female students enrolled in a college in SC/ST/SEBS/EWS/OPEN Category over a five-year period, along with the total number of students each year. Gender Ratio indicates that the proportion of female students compared to male students has remained higher over the years.

**Note-** There is no Gender Audit of PG as PG is only for Girls in our college.



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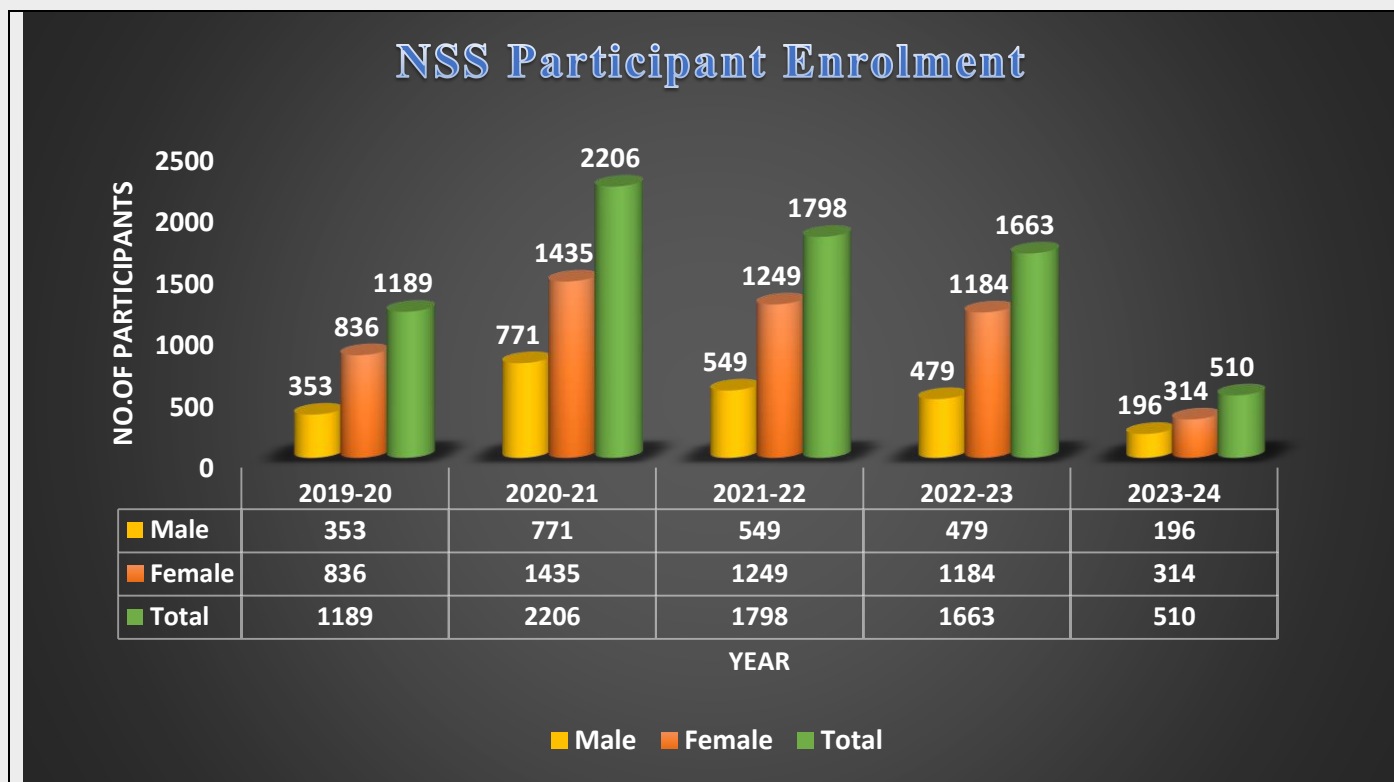


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## NSS PARTICIPANT ENROLMENT



This data and graph shows the Gender Strength in NSS from 2019 -2024. From 2019 to till 2023 the enrolment of the girls is constant. The graph indicates that the participation of girl is more than boys.

**Note- There is no Gender Audit of NCC as NCC is only for Girls in our college.**



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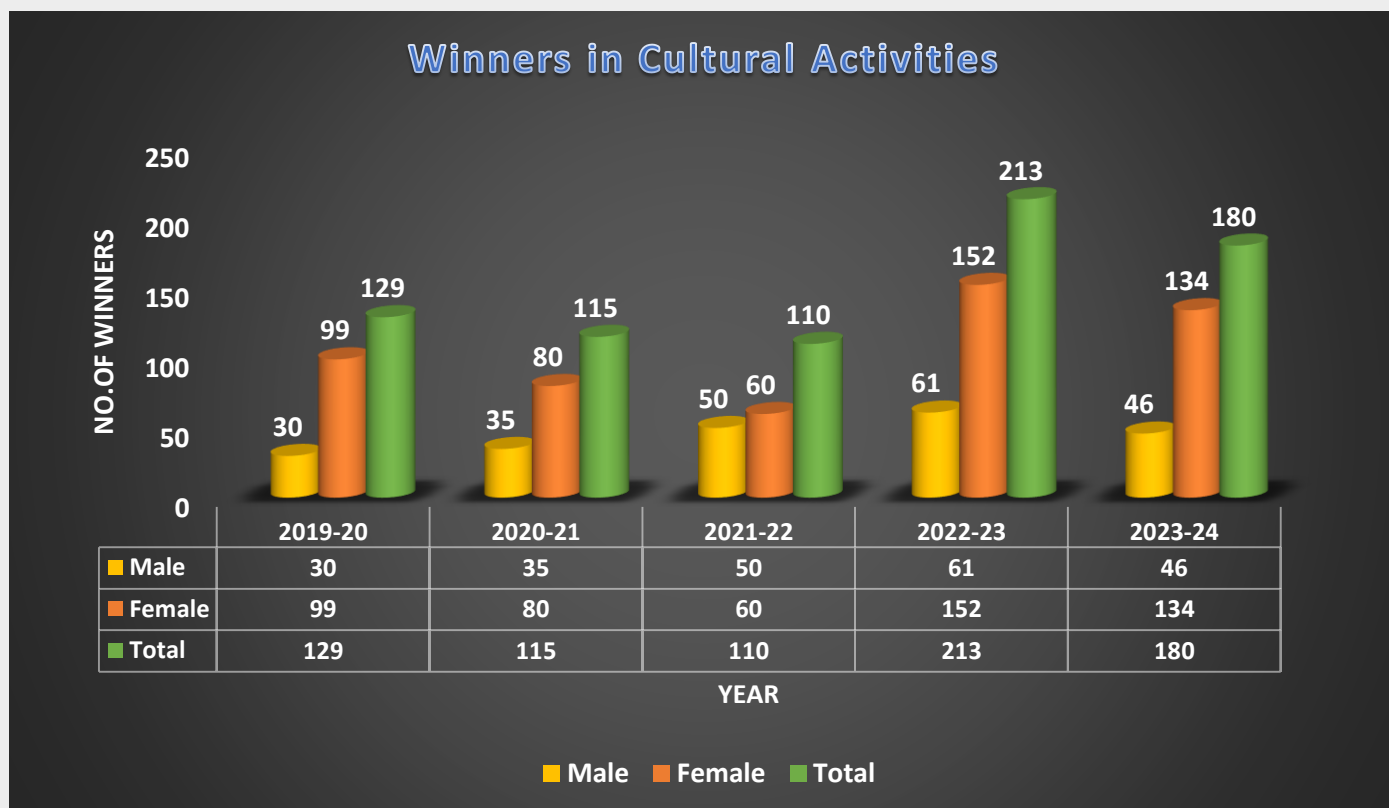


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## WINNERS IN CULTURAL ACTIVITIES



The data and graph is about the prize winners in cultural activities at Institutional Level, College Level, University Level and State Level. The graph shows Female participation has consistently been higher than male participation across all years.



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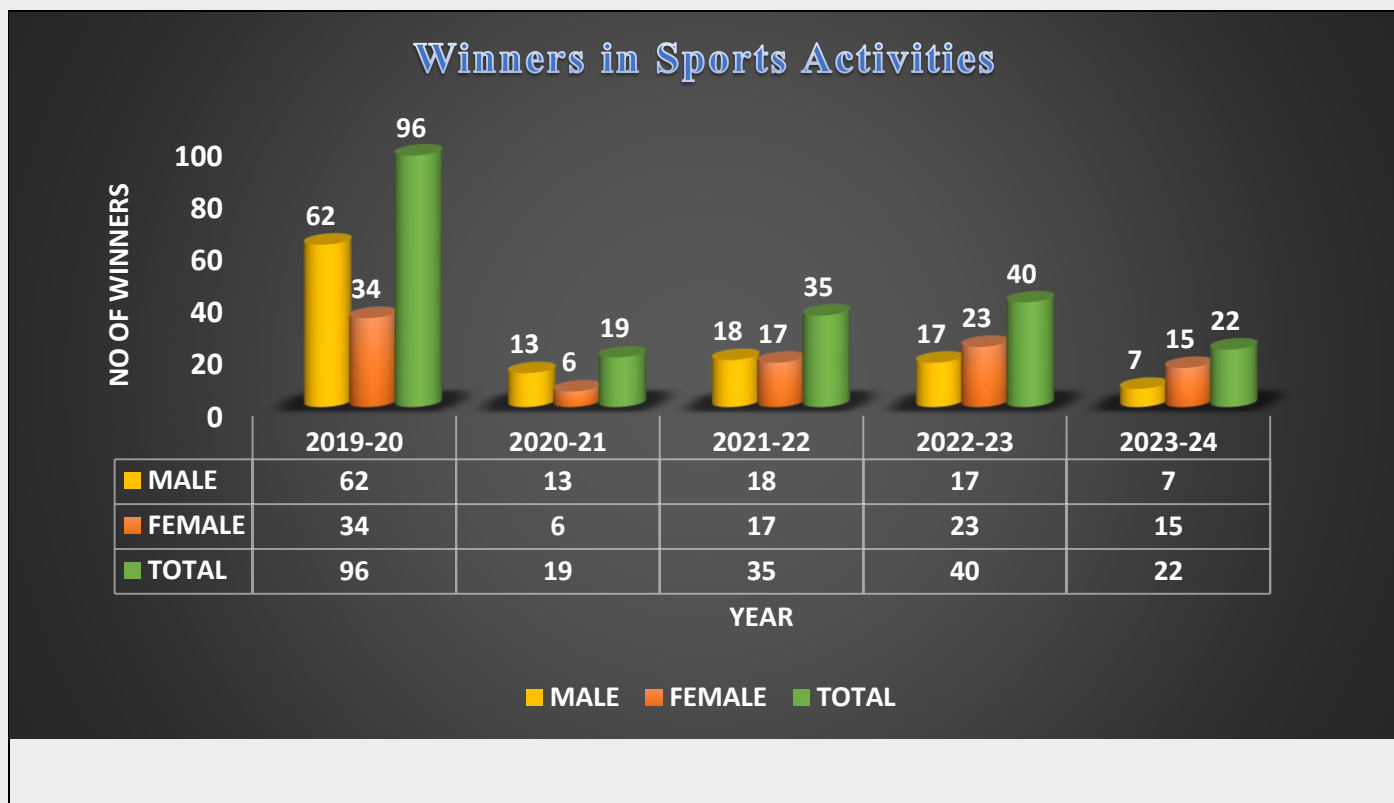


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## WINNERS IN SPORTS ACTIVITIES



This report outlines the number of winners at various levels of sports activities—College, State, and National—across five academic years. The data is segmented by male and female participants. The participation of winners in sports activities varies significantly across different levels and years. There is a notable decrease in participation from 2019-20 to 2023-24, with fluctuations in gender distribution. Efforts should be made to increase participation at all levels, especially in college-level sports. Strategies should be implemented to promote a more balanced gender representation, particularly at the college level and in state-level events.





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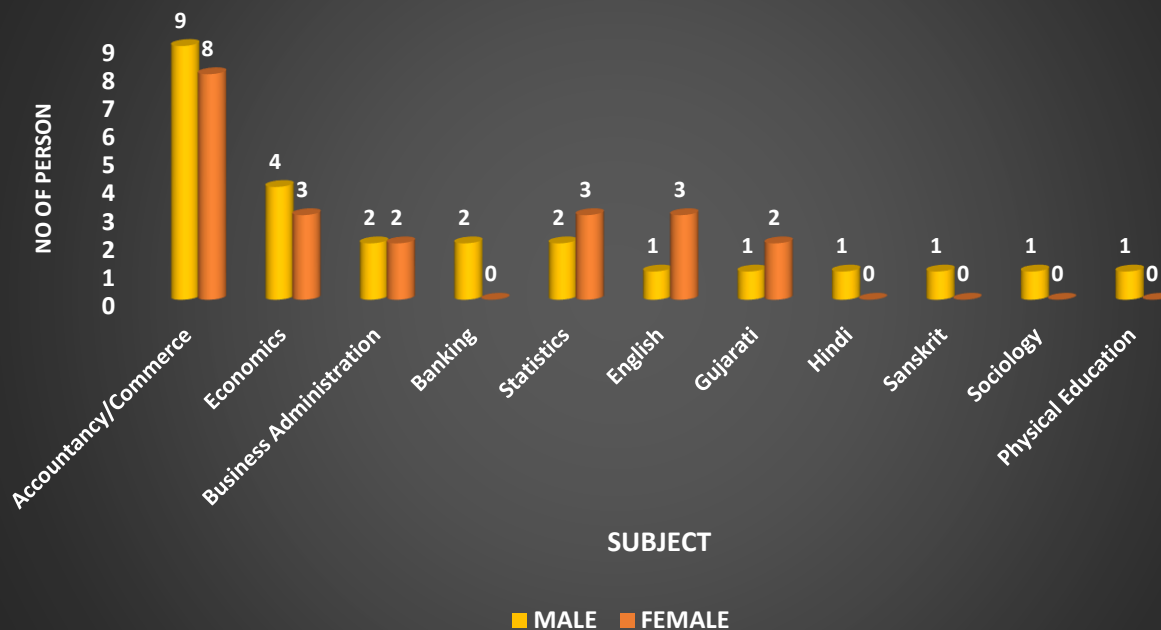
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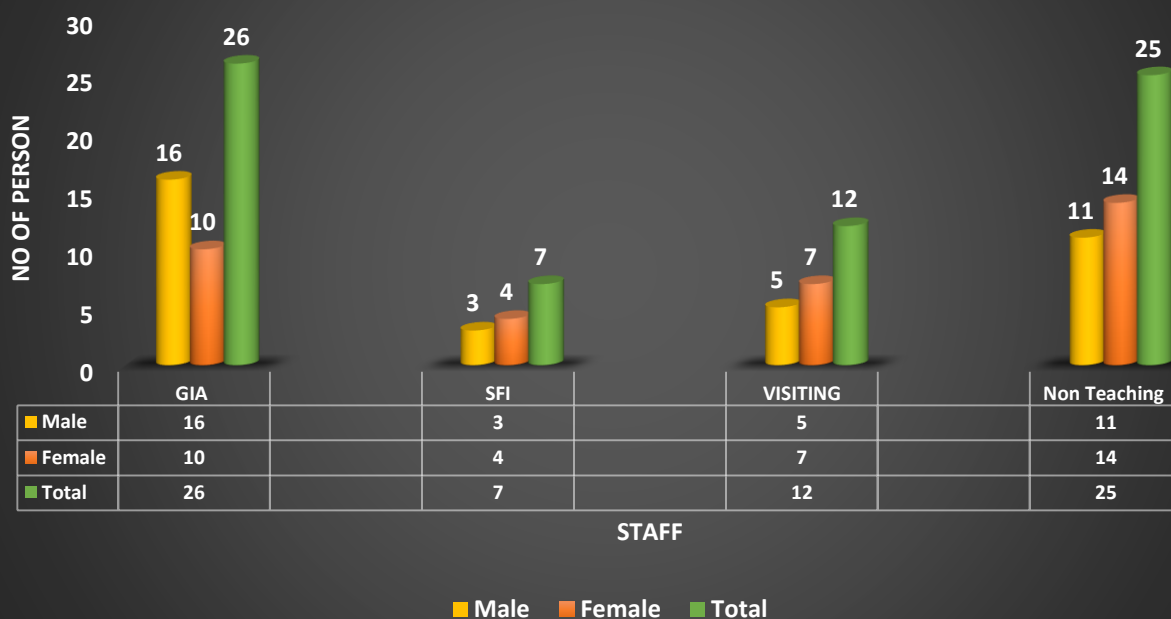
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## TEACHING STAFF

### Subject wise Teaching Staff



### Teaching & Non-Teaching Staff





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This report provides a breakdown of the gender distribution among different categories of staff: GIA (GRANT IN AID), SFI (SELF FINANCE INSTITUTE), VISITING (Visiting Faculty), and Non-Teaching. The data includes the number of male and female staff members, along with the total count for each category.

The gender ratio is balanced overall, with an equal number of male and female staff members (35 each). The overall gender distribution among teaching and non-teaching staff is balanced, with an equal number of males and females. GIA- Higher male representation compared to females. SFI -Slightly higher female representation. VISITING -Slightly higher female representation. Non-Teaching -More females than males.



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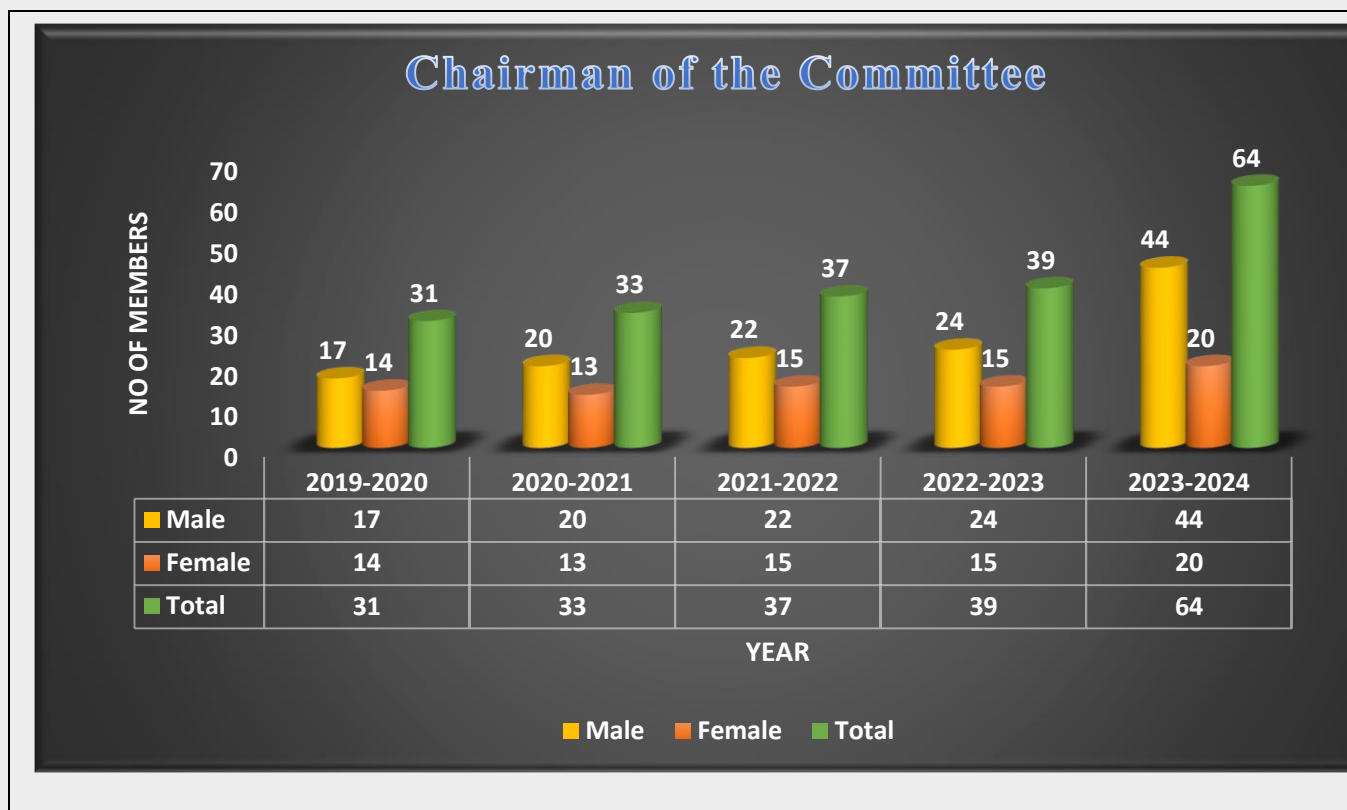


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## CHAIRMAN OF THE COMMITTEE



This report provides a breakdown of the number of male and female chairpersons in the college committee across five academic years. The focus is on the overall gender distribution and the presence of female chairpersons.

**Increase in Total Chairpersons:** The total number of chairpersons increased from 31 in 2019-2020 to 64 in 2023-2024.

**Growth in Female Chairpersons:** The number of female chairpersons increased from 14 in 2019-2020 to 20 in 2023-2024. Despite an overall increase in the number of chairpersons, the percentage of female chairpersons has decreased slightly over the years, from 45.2% in 2019-2020 to 31.3% in 2023-2024. There has been a notable increase in the total number of chairpersons over the years, reflecting a growth in committee size or roles. The proportion of female chairpersons has slightly decreased, even though the number of female chairpersons has increased. This suggests that while more women are serving as chairpersons, the increase in male chairpersons has outpaced the increase in female chairpersons.



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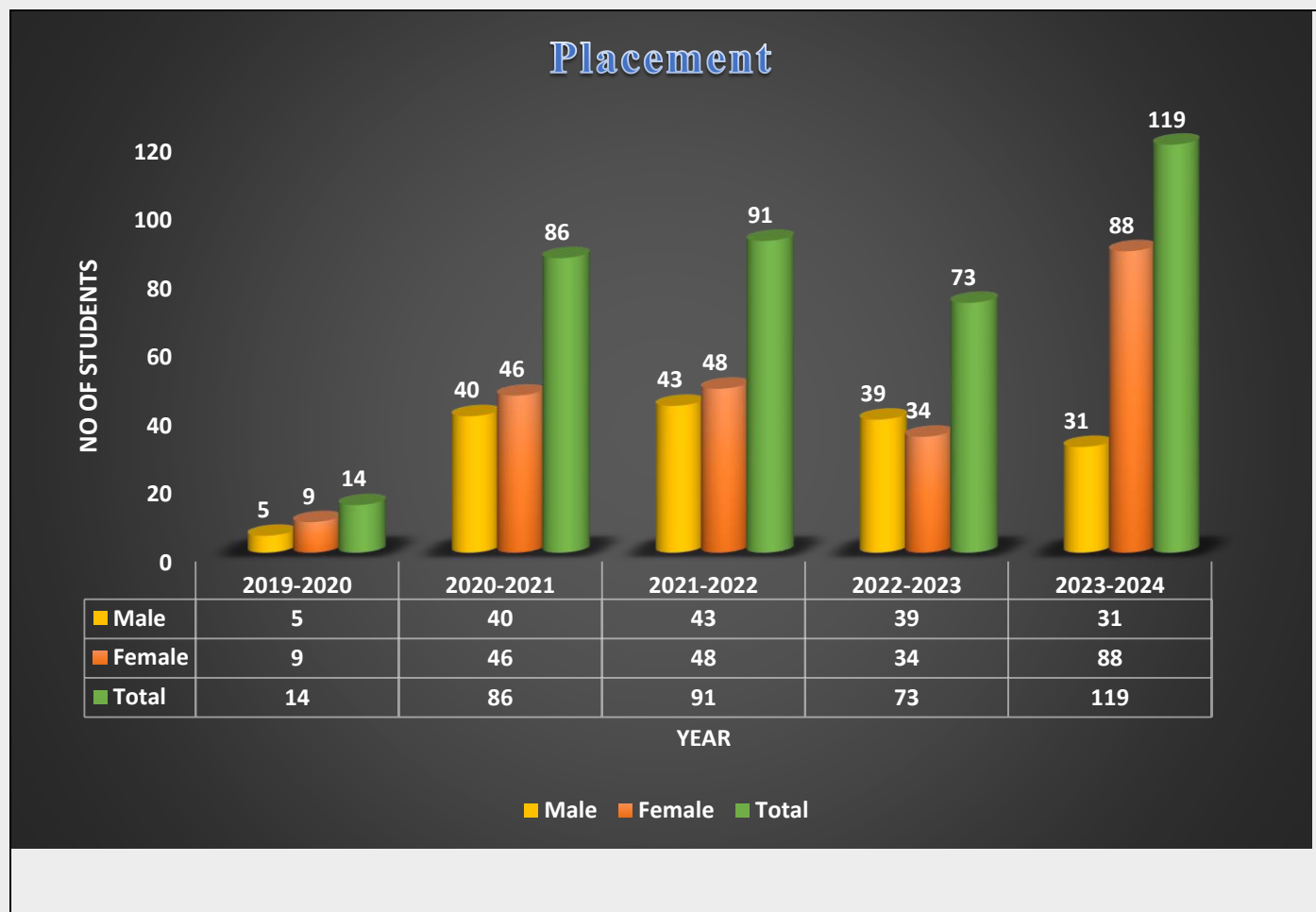


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## PLACEMENT



The purpose of this report is to analyse the placement data by gender over the given years and identify trends, proportions, and changes. There has been a general increase in the total number of placements over the years, peaking in 2023-2024. The data shows a significant shift towards higher female representation in placements.





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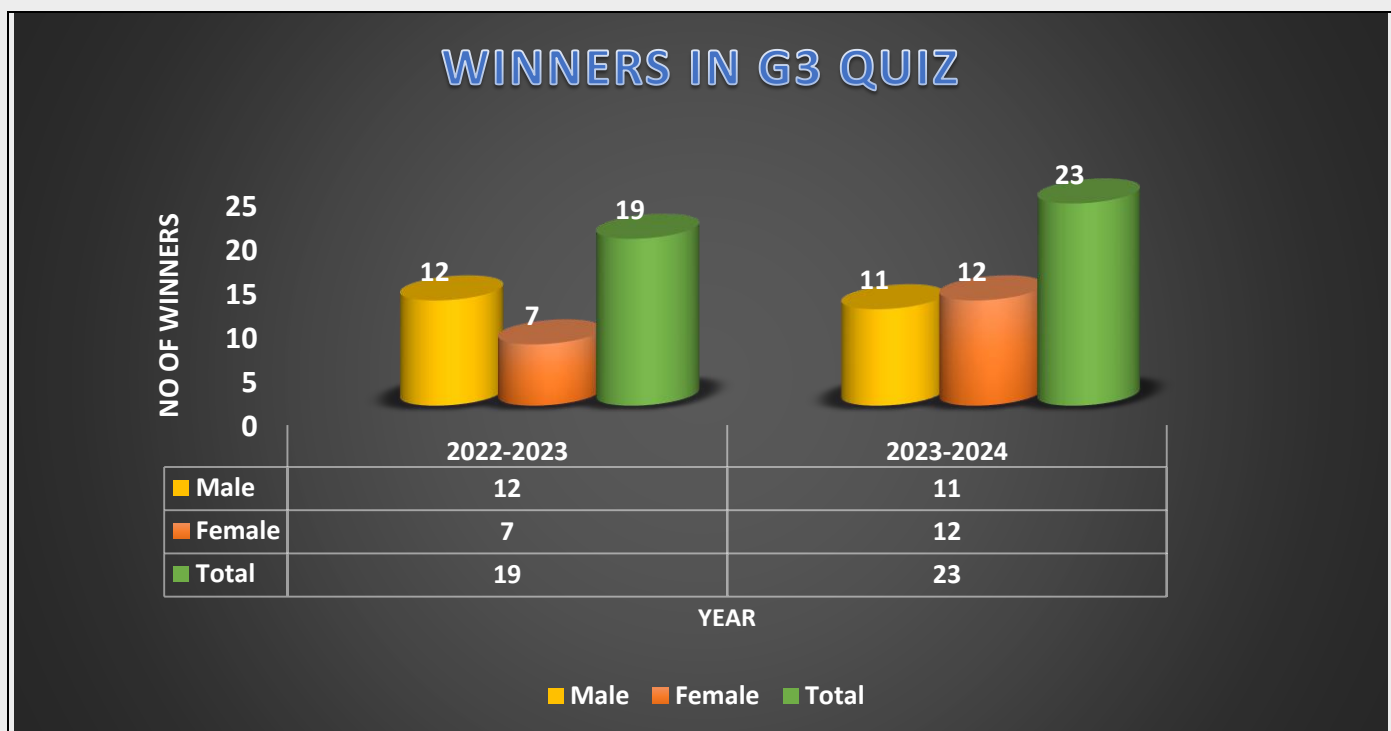


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## WINNERS IN GUJARAT GYAN GURU QUIZ



This report provides an analysis of Gender Analysis in the Gujarat Gyan Guru quiz for the academic years 2022-2023 and 2023-2024. There was a notable increase in the total number of participants, from 19 in 2022-2023 to 23 in 2023-2024, indicating a growth in quiz engagement. The number increased significantly, with the proportion rising from 36.8% to 52.2%. The increase in female participants and the decrease in male participants suggest a shift in gender distribution, with females becoming the majority in the quiz for the year 2023-2024.



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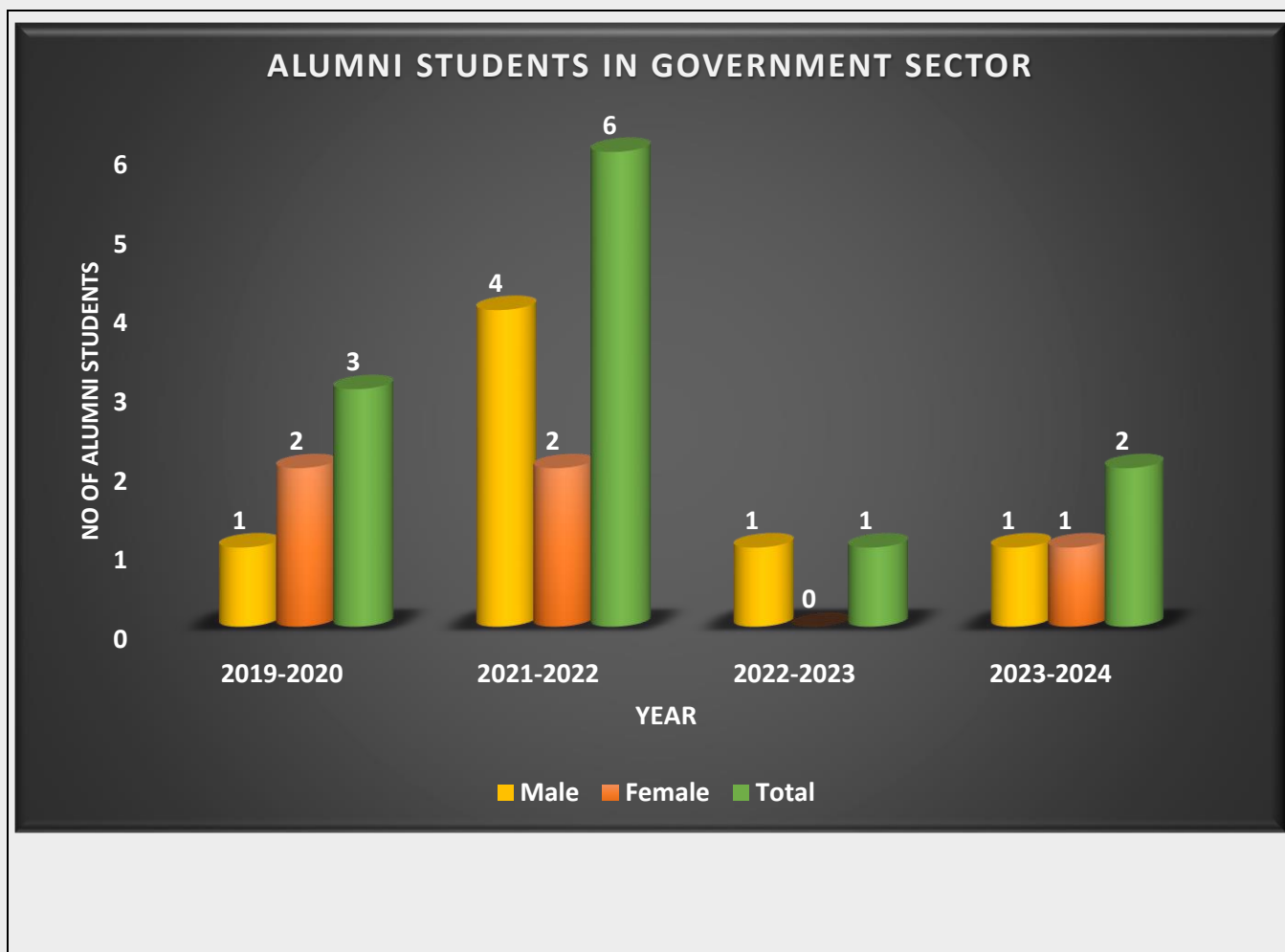


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## ALUMNI STUDENTS IN GOVERNMENT SECTOR



This report analyses the Alumni Competitive Exam data by Gender over the Academic Years 2019-2020 to 2023-2024. The data shows significant fluctuations in participation levels for both genders, with notable peaks and holders over the years. The proportion of male and female participants fluctuated widely. There were periods where one gender dominated due to the absence of the other. The total number of participants was lowest in 2020-2021 and highest in 2021-2022, indicating variability in engagement.



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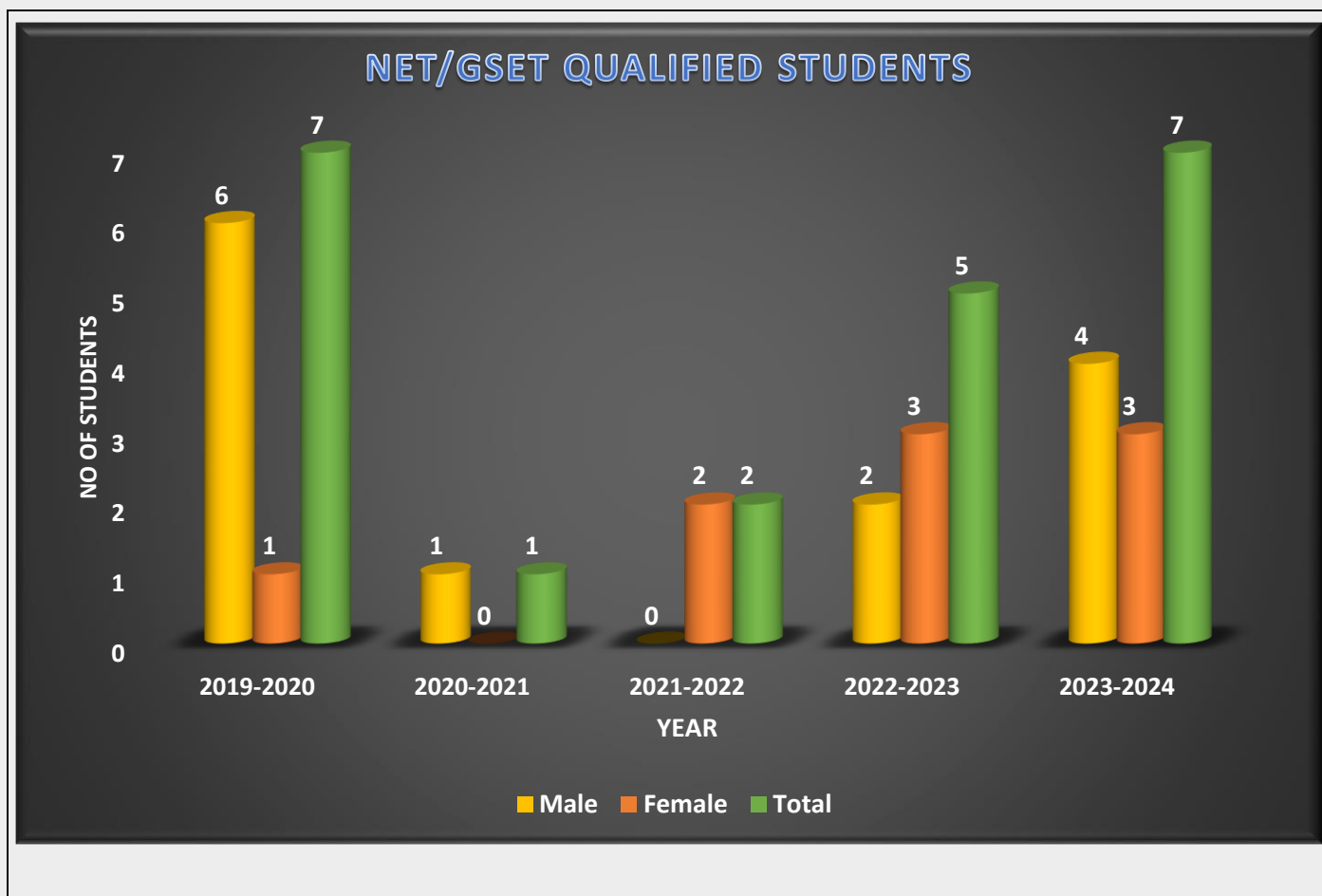


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## GSET/NET QUALIFIED STUDENTS



This report analyzes the Alumni GSET/NER Exam data by Gender over the Academic Years 2019-2020 to 2023-2024. The data shows significant fluctuations in the number of NET/SLET qualifiers over the year. Experienced a drop in 2020-2021, with a rise in the following years. Female qualifiers accounted for a larger proportion in 2021-2022 but balanced out in the most recent year. The total number of qualifiers has increased in the most recent year, suggesting an overall positive trend despite earlier fluctuations. The gender distribution of qualifiers has varied, with periods of male dominance and female dominance.



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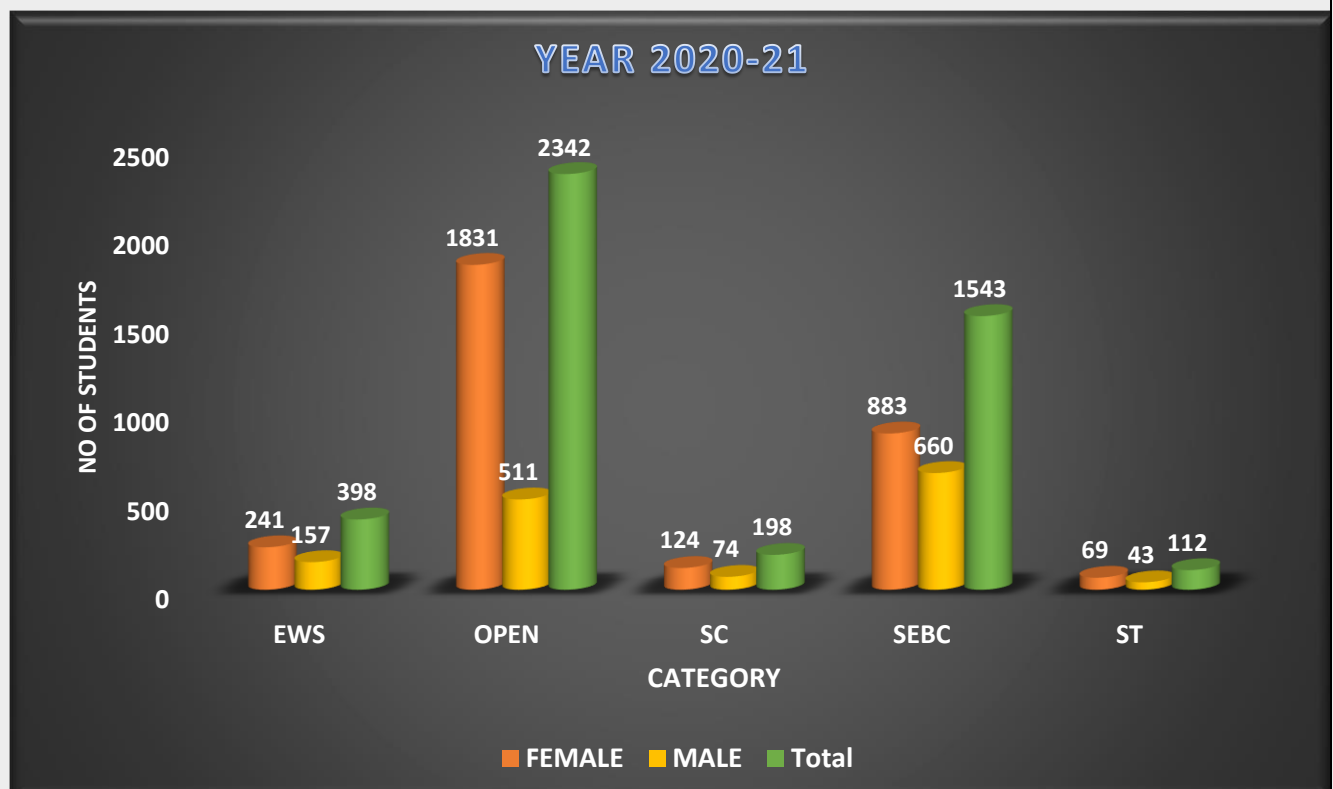
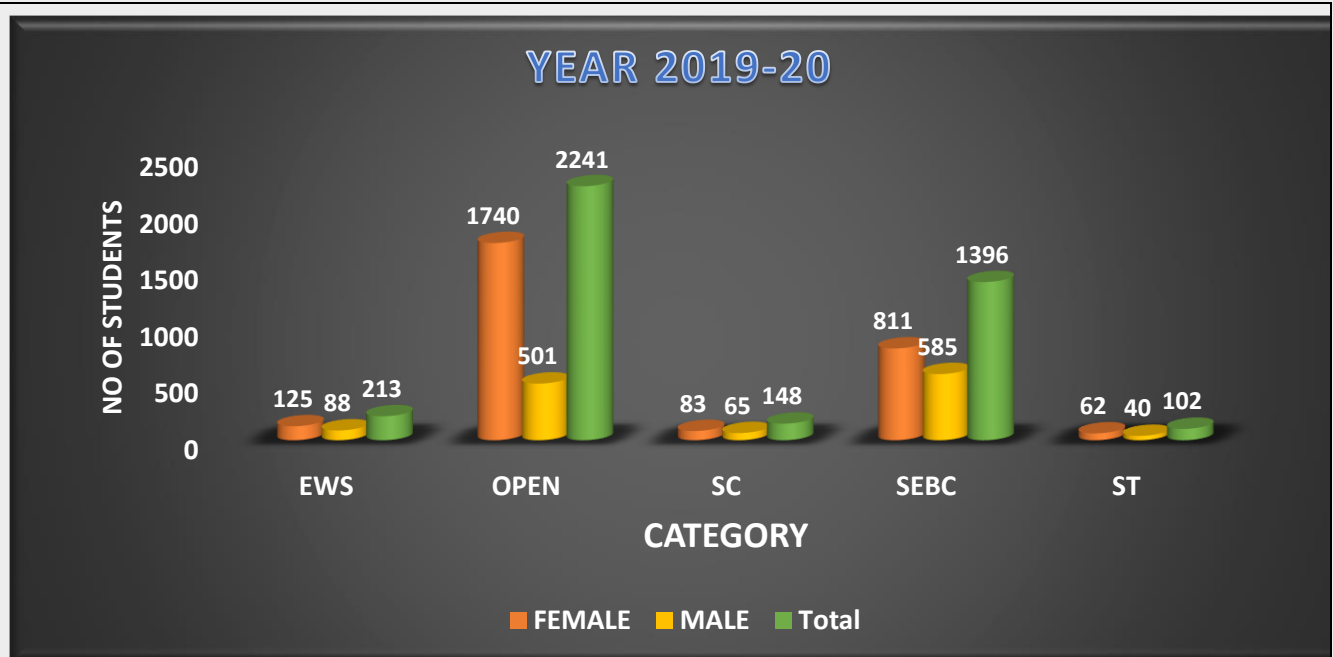


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## UNDER GRADUATE STUDENTS STRENGTH







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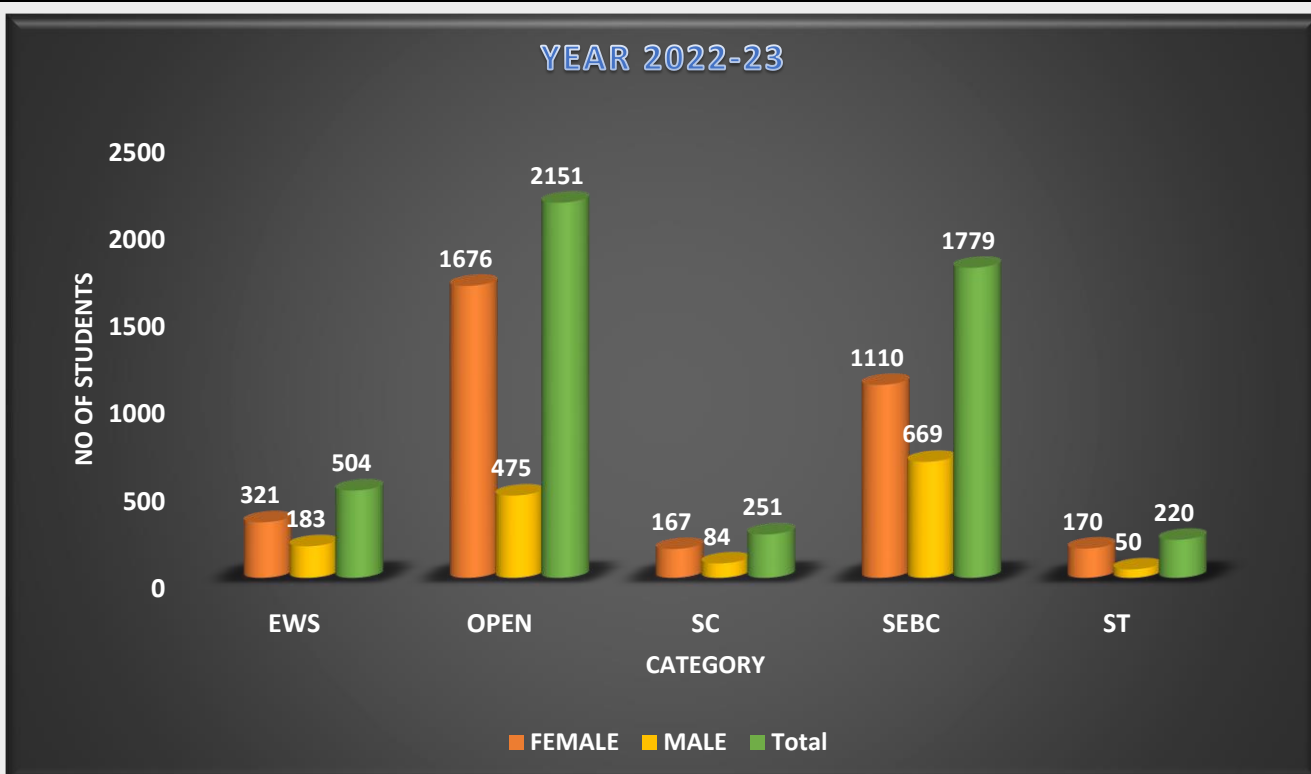
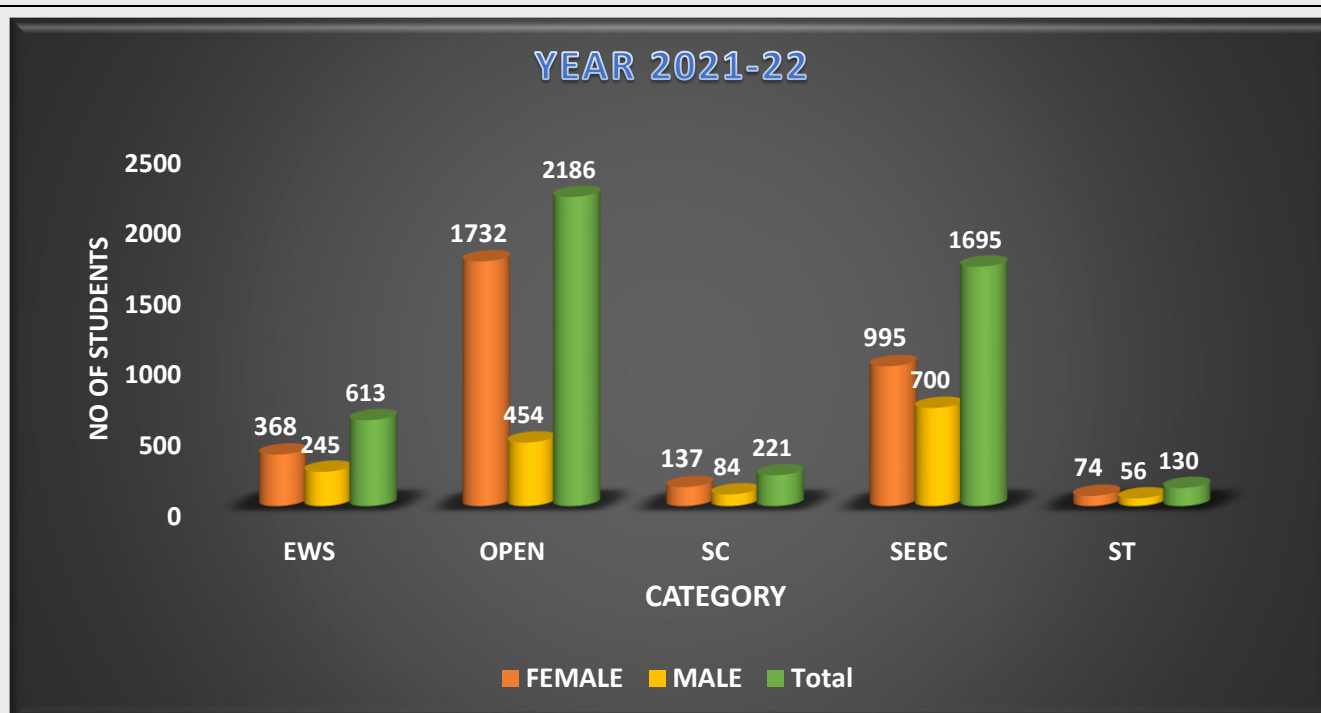
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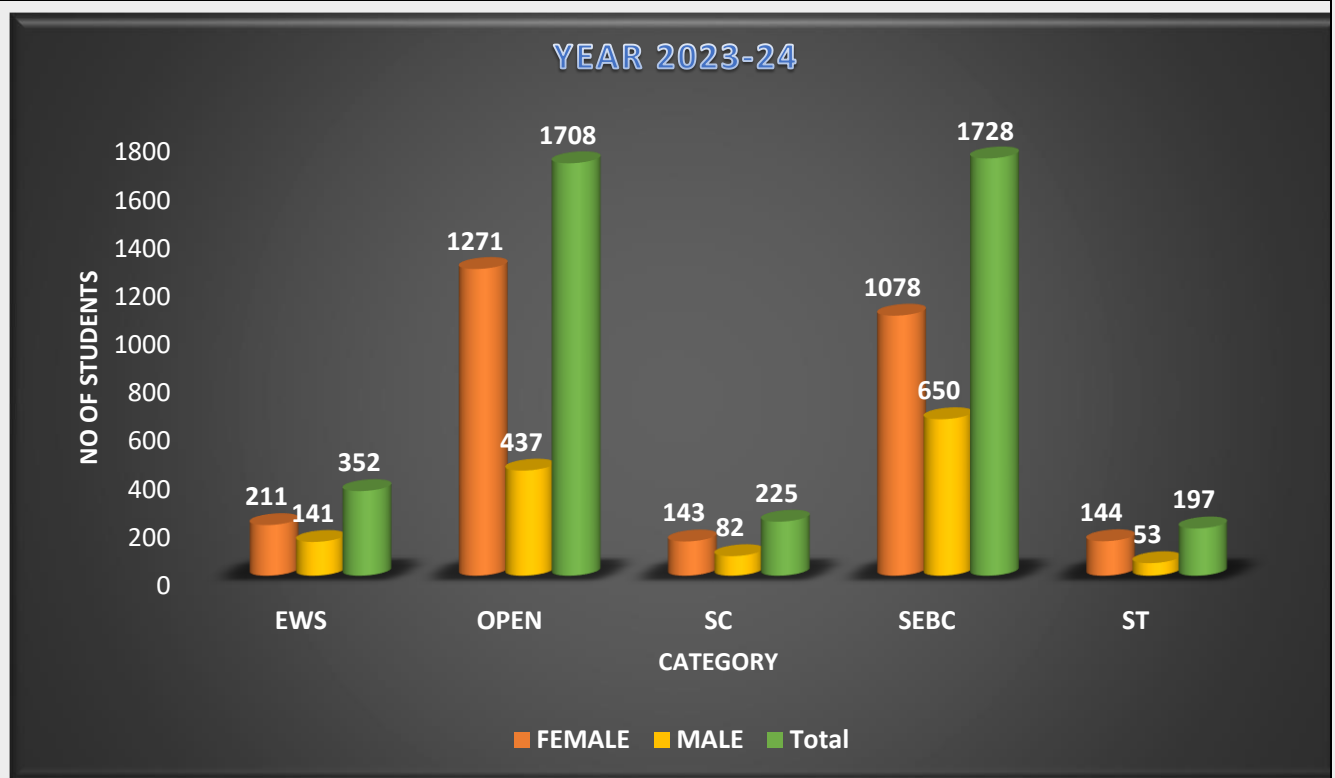
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The purpose of this report is to analyse the UG Girls data by Gender over the given years and identify trends, proportions, and changes. There has been a general increase in the total number of Girls in UG over the years, peaking in from 2029-2024 in all categories. The data shows a significant shift towards higher female enrolment in UG.



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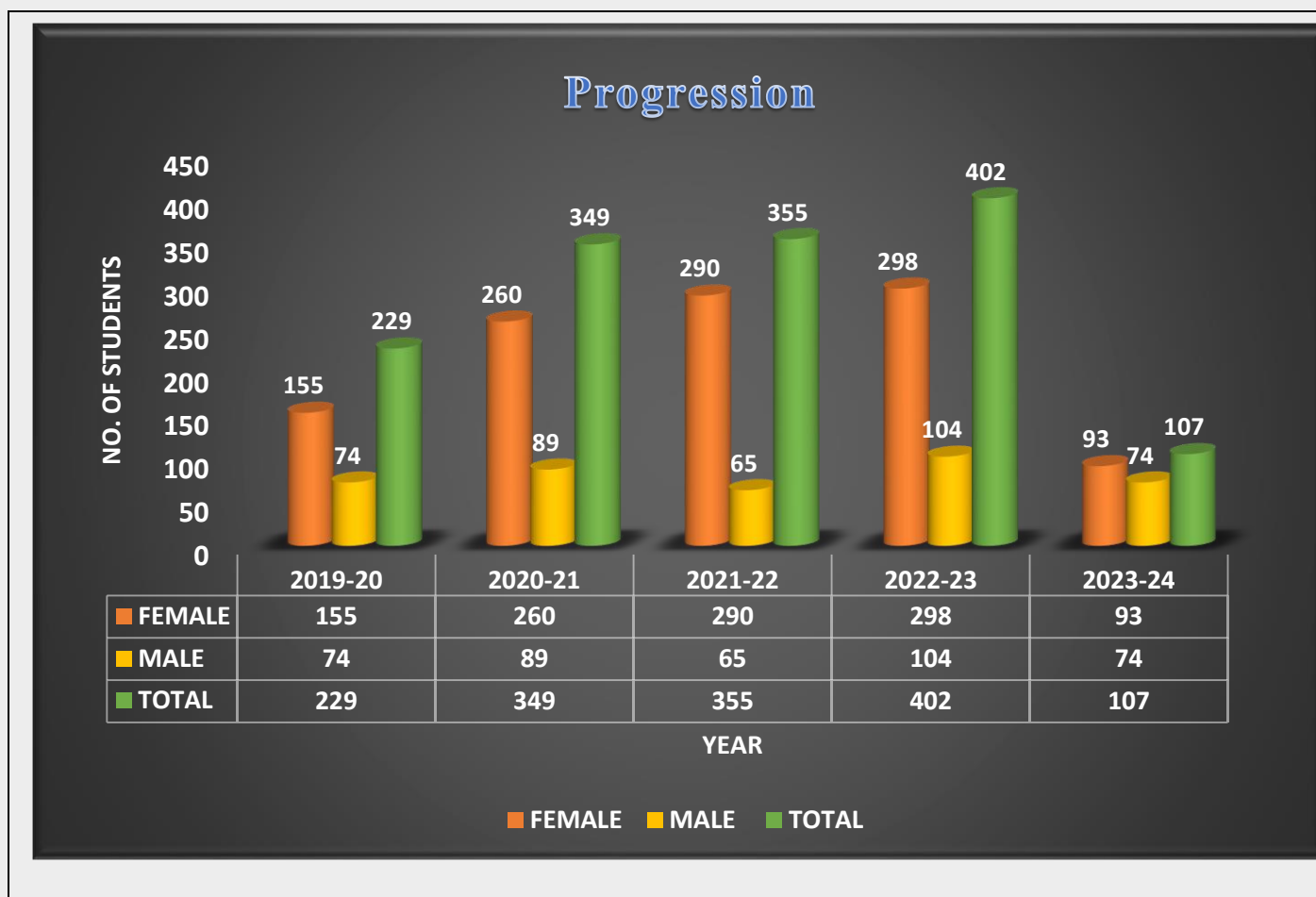


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## PROGRESSION OF STUDENTS



The data shows the total number of individuals consistently increased each year, driven by rising female counts, with male counts fluctuating but generally increasing as well in the year 2019-20 to 2022-23. There is a drop in the total number of individuals, with a significant decrease from previous years, suggesting major change in data or conditions in the year 2023-24. But still the female ratio compare to man is higher in progression data.



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## Key Findings of Gender Audit:

- 1 The student strength data indicates a higher participation rate of girls compared to boys, reflecting a positive trend in female representation in education.
- 2 The consistently increasing strength of female students across all categories (ST, SC, SEBC, OBC, OPEN) at the undergraduate level highlights a growing higher ratio of girls in higher education.
- 3 At our college, postgraduate (PG) programs are exclusively offered to female students, fostering an environment dedicated to advancing women's higher education.
- 4 The participation of girls in the National Service Scheme (NSS) surpasses that of boys, showcasing their strong commitment to community service and leadership development.
- 5 Despite the active participation of female students in sports activities, there remains a noticeable disparity in the number of female winners compared to their male counterparts.
- 6 Gender strength and equality are evident in our college through the active participation and leadership of women. Our teaching and non-teaching staff include accomplished female professionals, and we proudly have a female chairperson leading several of our committees. This representation underscores our commitment to gender equality and the valuable contributions of women in all areas of our institution."
- 7 Our female students have excelled in various areas, demonstrating remarkable achievements in placements, the Gujarat Gyan Guru Quiz, and the Alumni GSET/NET exams. Their outstanding performance highlights the exceptional talent and dedication of our women, reflecting their significant contributions to our academic and professional community.
- 8 Throughout the progression data, the female ratio has consistently remained higher than that of males, highlighting the strong and sustained presence of women in our





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institution. This trend underscores our commitment to gender inclusivity and the significant role that female students play in our academic environment.

### Suggestions:

1. Increase the availability of scholarships and financial aid specifically targeted at female students to reduce financial barriers and encourage their participation in higher education.
2. Implement targeted career counselling and mentorship programs for female students to guide them through academic and career paths, helping to build confidence and long-term commitment to their educational goals.
3. Offer flexible learning options such as part-time study, online courses, and evening classes to accommodate the diverse needs of female students, including those balancing education with family or work responsibilities.
4. Foster a supportive and inclusive campus environment through gender sensitivity training, anti-discrimination policies, and active support networks for female students.
5. Highlight successful female alumni and professionals as role models to inspire current students and demonstrate the value of higher education and career advancement for women.
6. Offer workshops and resources on time management, stress management, and work-life balance to help female students handle the demands of both their studies and personal lives.
7. To address the disparity in sports achievements between male and female athletes, it is essential to implement targeted initiatives that enhance support, provide additional resources, and create more opportunities for female athletes. This focused effort will help bridge the gap and enable female students to achieve greater success in sports."



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8. To increase the female placement ratio, it is crucial to implement targeted strategies such as offering specialized career counselling, expanding internship and job placement opportunities, and fostering partnerships with companies committed to gender diversity. These initiatives will help better prepare female students for the job market and enhance their employment prospects.

## Conclusion:

- the gender audit of our institution highlights significant strides in advancing gender equality, evidenced by the high participation and leadership of female students and staff across various domains. While we celebrate these achievements, the audit also identifies areas for improvement, such as increasing female representation in sports and enhancing placement opportunities. Addressing these areas with targeted initiatives will further our commitment to fostering an inclusive and equitable environment, ensuring that all students have the support and opportunities needed to thrive.



  
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