



**M. R. Desai Arts and E. E. Laher Kosadiya Commerce College,  
Chikhli, Dist. Navsari  
Managed by Vimal Uchcharat Kelavani Trust, Chikhli.  
Affiliated to Veer Narmad South Gujarat University, Surat**

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## **Gender Audit Report**

The gender audit conducted at Shri M.R. Desai Arts & EELK Commerce College, Chikhli, seeks to assess gender equity and inclusivity across the institution, particularly given that female students outnumber male students. The audit focuses on various aspects of the college environment, from enrollment and participation and support systems, to ensure that the institution effectively supports the academic and personal growth of its female population.

### **Key Areas of Focus**

#### **1. Enrolment and Participation**

- **Gender Ratio Analysis:** The audit examines the gender ratio across different courses and programs to ensure balanced participation.
- **Extracurricular Involvement:** Evaluation of female students' participation in extracurricular activities, leadership roles, and decision-making bodies.

#### **2. Safety and Security**

- **Safety Measures:** Assessment of safety protocols on campus, including CCTV surveillance, to ensure a secure environment for female students.
- **Grievance Redressal:** Review of the effectiveness of grievance mechanisms, including anti-sexual harassment committees and women's cells.

#### **3. Infrastructure and Facilities**

- **Gender-Sensitive Facilities:** Evaluation of the availability and condition of gender-specific facilities, such as separate restrooms, common rooms, and sanitary provisions.
- **Infrastructure Support:** Ensuring that the college infrastructure meets the needs of the larger female student population.

#### **4. Curriculum and Pedagogy**

- **Curriculum Review:** Analysis of the curriculum to promote gender sensitivity and inclusivity, ensuring it does not reinforce gender stereotypes.
- **Teaching Methodologies:** Review of teaching practices to avoid gender bias.

#### **5. Support Systems**

- **Counselling and Mentoring:** Assessment of the availability and effectiveness of counselling services, mentoring programs, and other support systems for female students.
- **Scholarships and Financial Aid:** Review of the implementation of gender-based scholarships and financial aid programs.

#### **6. Cultural and Social Environment**

- **Inclusivity:** Examination of the campus culture to ensure it is supportive of all genders.
- **Awareness Campaigns:** Review of the institution's efforts to raise awareness about gender issues through workshops, seminars, and campaigns.

#### **7. Faculty and Staff Composition**

- **Gender Ratio Among Faculty:** Analysis of gender ratios among faculty and administrative staff.
- **Recruitment and Promotion Policies:** Assessment of institutional policies to ensure gender equity in recruitment, promotion, and professional development.

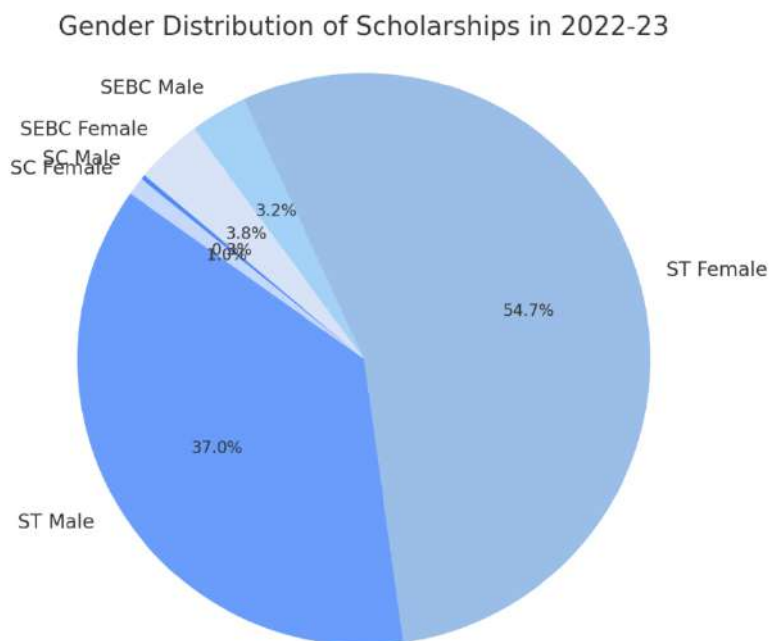
**8. Feedback and Improvement**

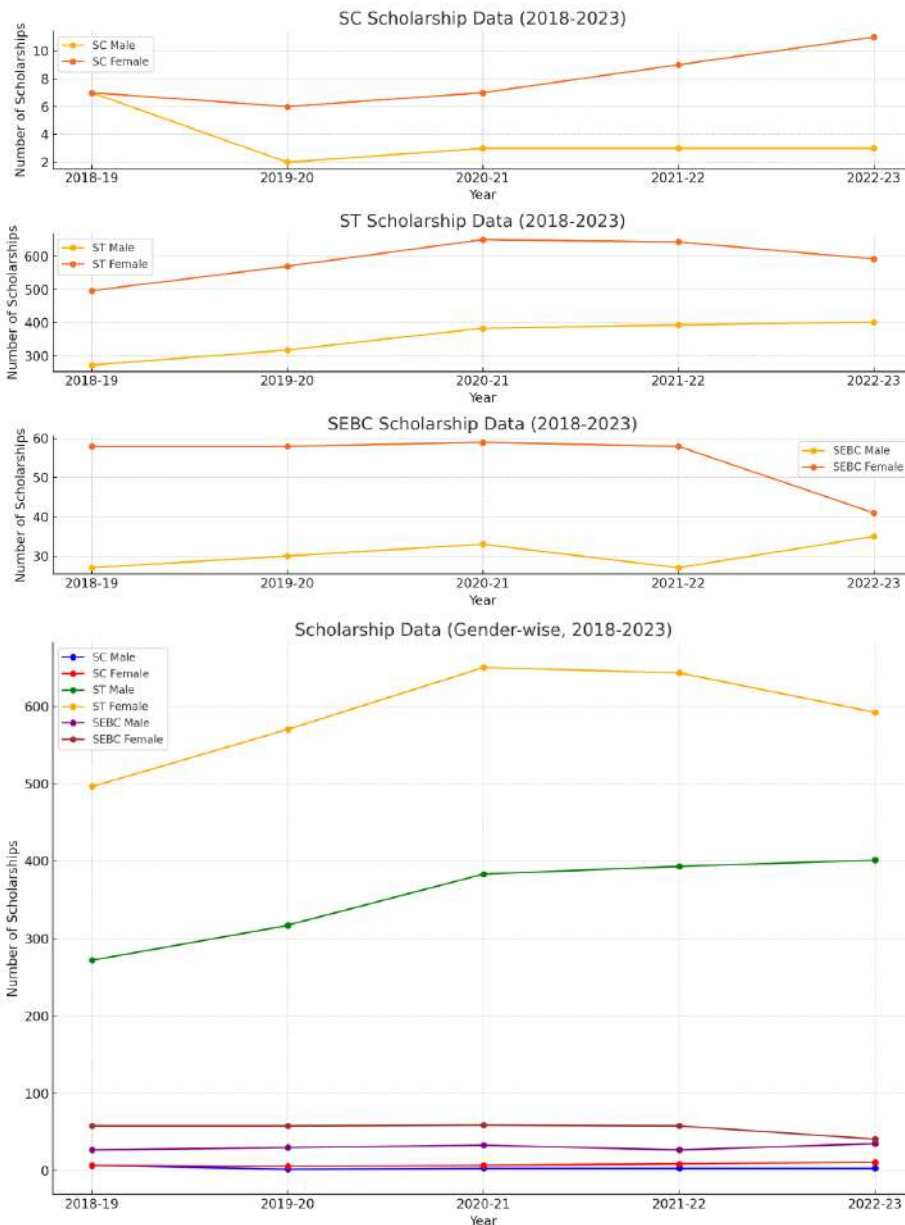
- **Feedback Collection:** Gathering feedback from students, faculty, and staff on gender issues.
- **Action Plan:** Development of an action plan to address any gaps and promote a more gender-inclusive environment.

**Scholarship Data Analysis (Gender-wise, 2018-2023)**

The gender audit also includes an analysis of scholarship data across different social categories (SC, ST, SEBC) from 2018 to 2023:

Year	SC Male	SC Female	ST Male	ST Female	SEBC Male	SEBC Female
2018-19	7	7	272	496	27	58
2019-20	2	6	317	570	30	58
2020-21	3	7	383	650	33	59
2021-22	3	9	393	643	27	58
2022-23	3	11	401	592	35	41





This data indicates a consistent pattern where female students, particularly from the ST category, have higher scholarship participation rates compared to their male counterparts. This trend suggests the effectiveness of financial aid programs in supporting female education within the institution.

The gender audit of our college highlights the institution's commitment to fostering a gender-inclusive environment. The audit identifies areas of strength, such as higher female participation in scholarships and effective safety measures, as well as areas needing improvement, such as the reinforcement of gender sensitivity in curriculum and pedagogy. An action plan based on these findings will be essential in promoting an equitable environment for all students. We are committed towards contributing to the SDG's by promoting the girls from the marginalized tribal community of Dang forest belt of south Gujarat.