

# GENDER AUDIT REPORT



**Vasantnao Naik Government Institute of Arts and  
Social Sciences, Nagpur**

**(2019-20 to 2023-24)**

**Gender Audit Report of Vasantao Naik Government Institute of Arts  
and Social Sciences, Nagpur**

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### **ACKNOWLEDGEMENT**

We would like to thank our Director, Dr. Manohar Kumbhare for his consent to conduct this audit. We would like to sincerely thank all the members of NAAC Criteria and teaching and non-teaching staff for their kind co-operation during this audit. The sincerest gratitude is also extended to institute's IQAC coordinator and members. A big thank you is also due to ICC of the institute for providing all necessary data and valuable inputs whenever required.

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## 1) INTRODUCTION

Established in 1885 as Morris College, this is one of the oldest colleges in the country. Foundation of the college was laid in December 1806 by Mount Stewart Elphinston, the then resident (1804-1807 24<sup>th</sup> January) of East India Company, appointed at the court of Raje Raghuji Bhonsale- II (1775-1816). In the course of the narrative of history, the name of Morris College has changed two times as Nagpur Mahavidyalaya and lately it got rechristened as Vasantnao Naik Government Institute of Arts and Social Sciences, Nagpur, in honor of the former Chief Minister of Maharashtra, Late Vasantnao Naik, who was an alumnus of this institute.

At the inception, the institute had eight subjects in its curriculum, namely Philosophy, Sanskrit, Persian, English, Marathi, Economics, and History, with the aim of facilitating variety of subject combinations to the students, few more classical languages like Arabic, Urdu, Pali and Prakrit, and Ancient Indian History Culture and Archeology were added. Similarly, few more popular subjects like Home Economics, Psychology, Geography, and Music were introduced. Thus, presently, 18 subjects are being taught in this Institute.

The motto of the college initially was, “Self-help for the progress of higher education in Central provinces”. Gradually, “One Heart, One Mind” became the motto of the Institution. The mission of the institute is to educate the masses and make them good professionals and citizens. The institute is mainly concentrating on imparting education in Arts and Social Science subjects. The institute offers academically rare courses such as Pali Prakrit, Persian, Arabic, and Ancient Indian History and Culture. The alumni of the institute includes

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several outstanding personalities, to mention a few- the late Loknayaak Dr. M.S.Aney, former Vice President of India, Late Justice Hidayatullah, former Prime Minister, Shri P.V. Narsimha Rao, former Advisor to the Prime Minister, Shri Brijesh Mishra, former Chief Ministers of Maharashtra Late Shri Vasantnao Naik and Sudhakarrao Naik and also the former Chief Minister of Madhya Pradesh and Union Minister, Shri V.C.Shukla. The institute which had 21 students when it began in 1885 has currently 1692 students pursuing various courses. The Institute has sprawling campus spread across 13.48 acres of land. It has 41 permanent teaching staff and has on its roll 880 students at UG and 736 students at PG level in addition to 76 research scholars.

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### 2) OBJECTIVES OF GENDER AUDIT

1. To ascertain whether gender balance is present and harmonious in various domains and aspects related to gender equality.
2. To actively work toward achieving gender parity in decision-making across the board for institution operations.
3. To identify risks and provide countermeasures for balance in the event of a gender disparity.
4. To encourage the advancement of gender equality in all spheres.
5. To oversee the efforts and capabilities for sexual harassment prevention and prohibition in the workplace.
6. To guarantee a conducive workplace for students and faculty of all gender.

### 3) GENDER SENSITIVE FEATURES IN V.N.G.I.A.S.S. NAGPUR

In every corner of system, gender sensitive features are carefully observed. Gender equality is kept updated by forming various committees like Anti-ragging, Internal Women Complaint Committee, Sexual Harassment (Prevention, Prohibition and Redressal) of women at work place and providing adequate facilities for girls.

#### 1) Facilities:

**Ladies Rest Room and Wash Room**: Ladies Room provision is made for girls and female faculties for resting. A notice board is also placed in Ladies Room. Wash Rooms have adequate water supply and daily cleaning. Women faculty members take care of girls wherever necessary. Women faculty is provided with sanitary napkins if necessary. A separate wash room is provided to women faculty members.

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### **2) Anti-Ragging and Discipline Committee:-**

To ensure smooth and peaceful academic environment, the institute has established a Discipline Committee which keeps strict vigil on the campus. In compliance to the order of Hon'ble Supreme Court of India, the institute has implemented the Recommendations of "Raghavan Committee of Ragging in Educational Institutions." Hence, any act of ragging by the students inside the campus may lead to violation of the order of Hon'ble supreme court and stringent action may be taken against the offending student.

**3) NCC for girls:-** The aim the wing is to create an eco-system for molding and shaping character of the female students of the country into better citizens. The NCC wing of the institute enrolls commendable number of girl students with the aim of fostering in them metals of bravery and daring. Girls give nail biting competition to boys in drills.

**4) NSS Unit:** National Service Scheme is an Indian government-sponsored program under the Department of Youth Affairs and Sports of the Government of India. The institute has two units of NSS; one unit is entirely dedicated to female students.

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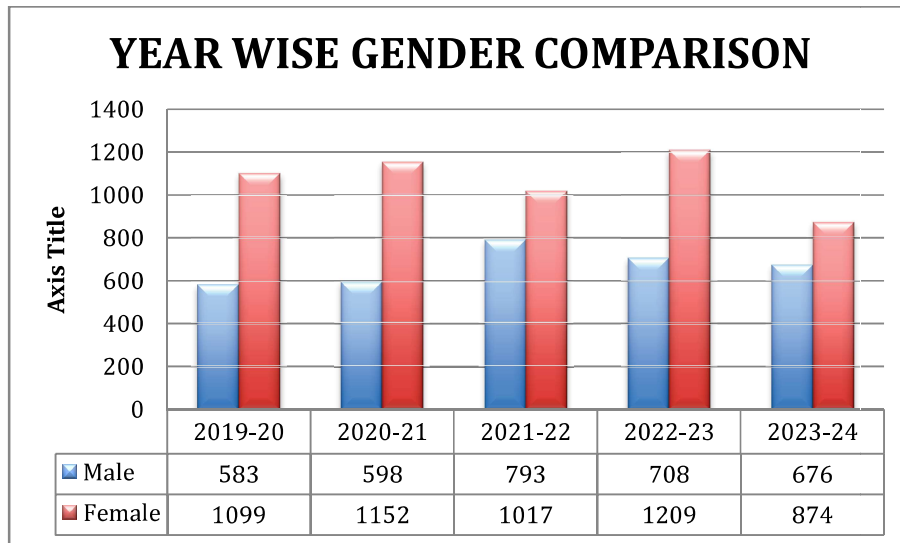
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**4) TABLES OF GENDER BALANCE 2019-20 TO 2023-24**

**A) Gender Balance In Enrollment At Graduation Level (2019-20 TO 2023-24)**

**1) Year wise Gender Comparison**

Year	Male	Female	Total	%Male	%Female
2019-20	583	1099	1682	34.66%	65.33%
2020-21	598	1152	1750	34.17%	65.82%
2021-22	793	1017	1810	43.81%	56.18%
2022-23	708	1209	1917	36.93%	63.06%
2023-24	676	874	1250	54.08%	69.92%



**Fig-1.** Year-wise Gender Comparison

The table shows year wise gender comparison of male and female percentage of students and total admissions in the institute in last five years. It reflects how the gender enrolment ratio is maintained over the years. Although number of female is more all year but there is steady growth in male percentage as compared to female which remained almost the same. Female percentage is maximum in 2020-21 and 2022-23.



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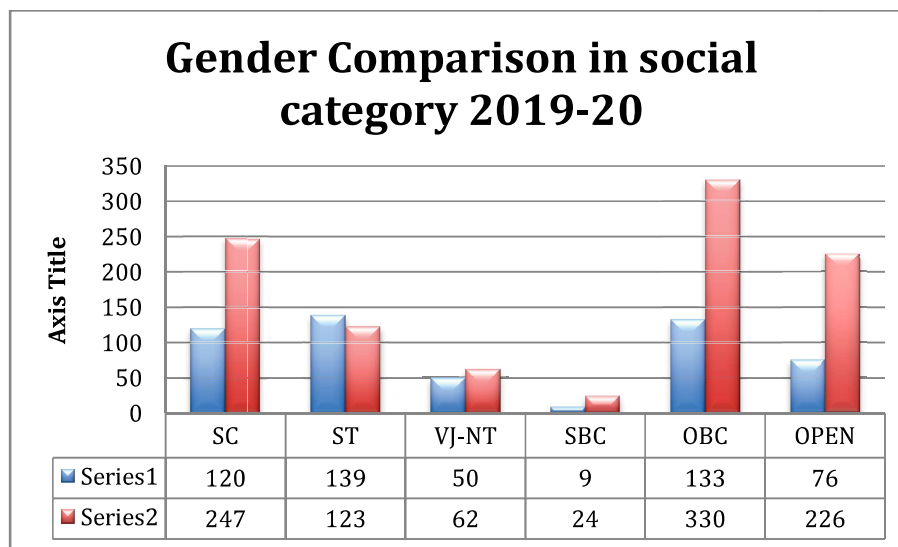
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**2] Gender comparison in various social categories**

**❖ 2019-20**

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	120	247	367	32.69%	67.30%
2	ST	139	123	262	53.053%	46.94%
3	VJ-NT	50	62	112	44.64%	55.36%
4	SBC	9	24	33	27.27%	72.72%
5	OBC	133	330	463	28.72%	71.27%
6	OPEN	76	226	302	25.16%	74.83%

**❖ Fig-3. Gender comparison in social category 2019-20**



The above figures show category wise enrolment of respective categories percentage of female is more except in case with ST male percentage 53.53% is more than average percentage 46.94% of female category.

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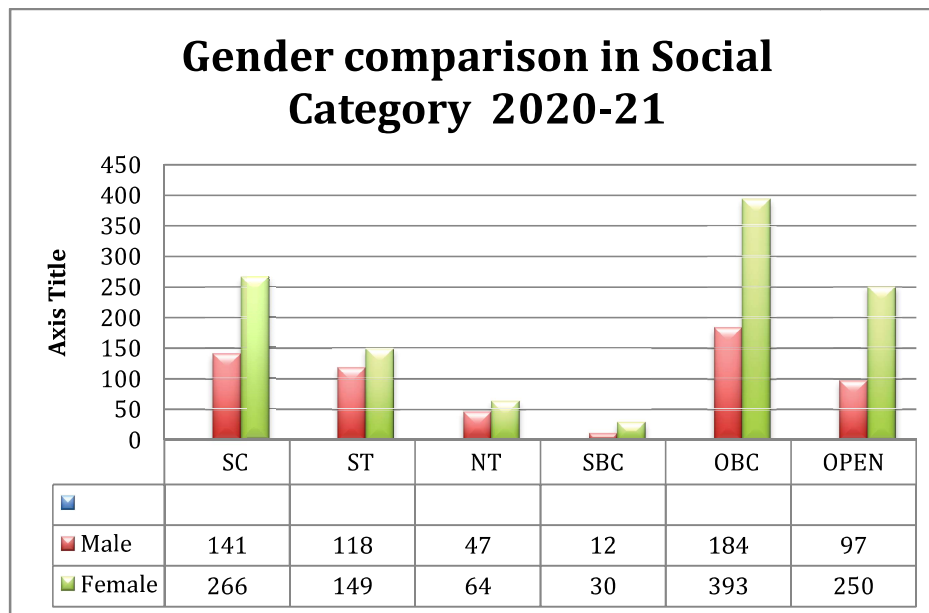
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### ❖ 2020-21

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	141	266	407	34.64%	65.35%
2	ST	118	149	267	44.19%	55.80%
3	NT	47	64	111	42.34%	57.65%
4	SBC	12	30	42	28.57%	71.42%
5	OBC	184	393	577	31.88%	68.11%
6	OPEN	97	250	347	28.57%	71.42%

In the above mentioned year the scene is bit different as compared to previous academic year. The table indicates that the ratio of female reigns in all categories. Below given flowchart reflects the same:

**Fig-4.** Gender comparison in social category 2020-21



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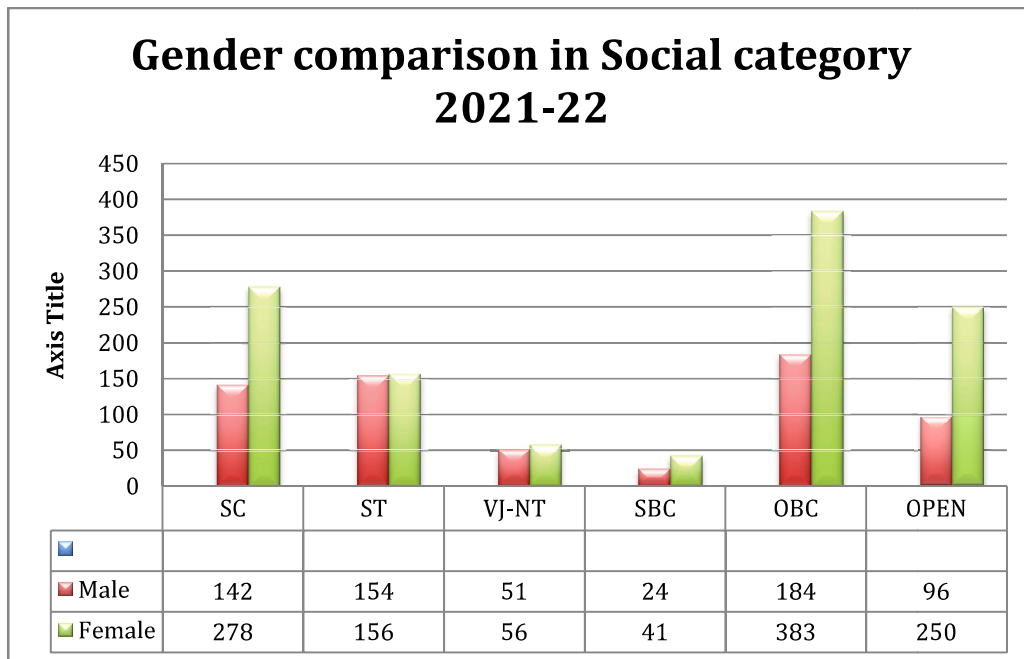
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### ❖ 2021-22

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	142	278	420	33.80	66.20
2	ST	154	156	310	49.67	50.33
3	VJ-NT	51	56	107	47.66	52.34
4	SBC	24	41	65	36.92	63.08
5	OBC	184	383	444	41.44	58.56
6	OPEN	96	250	348	27.58	72.42

**Fig-5.** Gender comparison in social category 2021-22

The year 2021-22 almost has identical representation of gender ratio of the previous year. Below given flowchart reflects numbers:



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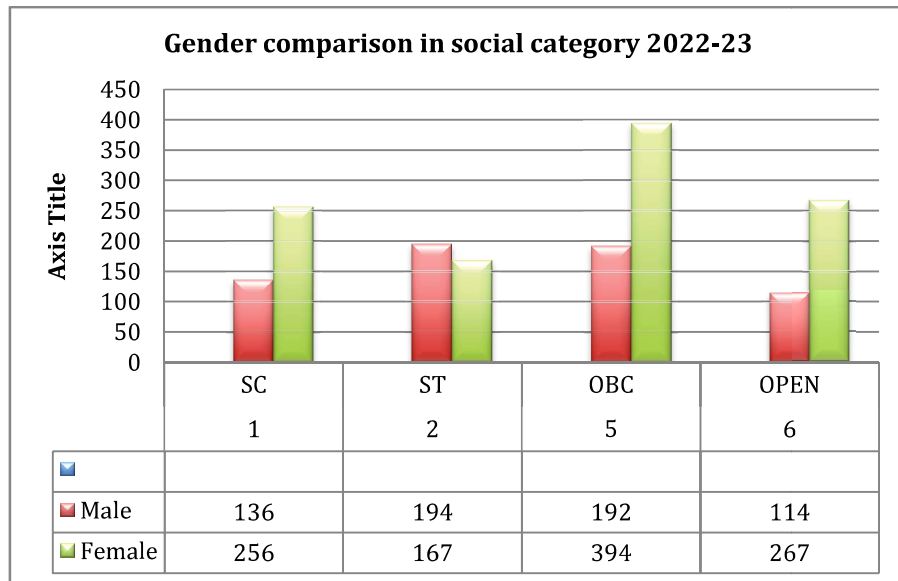
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**2022-23**

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	136	256	392	34.70%	65.30%
2	ST	194	167	361	53.73%	46.27%
5	OBC	192	394	586	32.77%	67.23%
6	OPEN	114	267	381	29.93%	70.07%

**Fig-6.** Gender comparison in social category 2022-23

The table shows except male ratio of ST (53.73) is more than their female counterparts. Following flowchart indicates same thing:



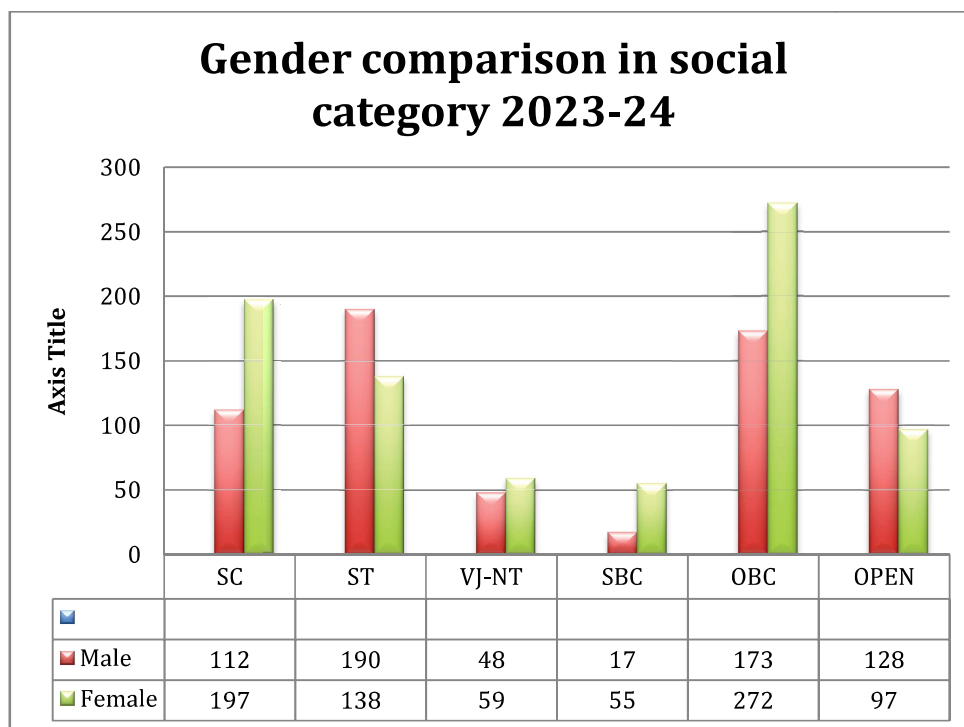
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### ❖ 2023-24

Sr. No.	Category	Male	Female	Total	%Male	%Female
1	SC	112	197	309	56.85%	36.24%
2	ST	190	138	328	57.92%	42.07%
3	VJ-NT	48	59	107	44.85%	45.14%
4	SBC	17	55	72	23.61%	76.38%
5	OBC	173	272	445	38.87%	61.12%
6	OPEN	128	97	225	56.88%	43.11%

**Fig-6.** Gender comparison in social category 2023-24

The table indicates that the ratio of female is less in the case of SC category (36.24 % ), ST category (42.7%), and open category (43.11%) . However, the ratio is significantly more for SBC ( 76.38% ), and OBC (61.12%) .Below given flowchart reflect the same:



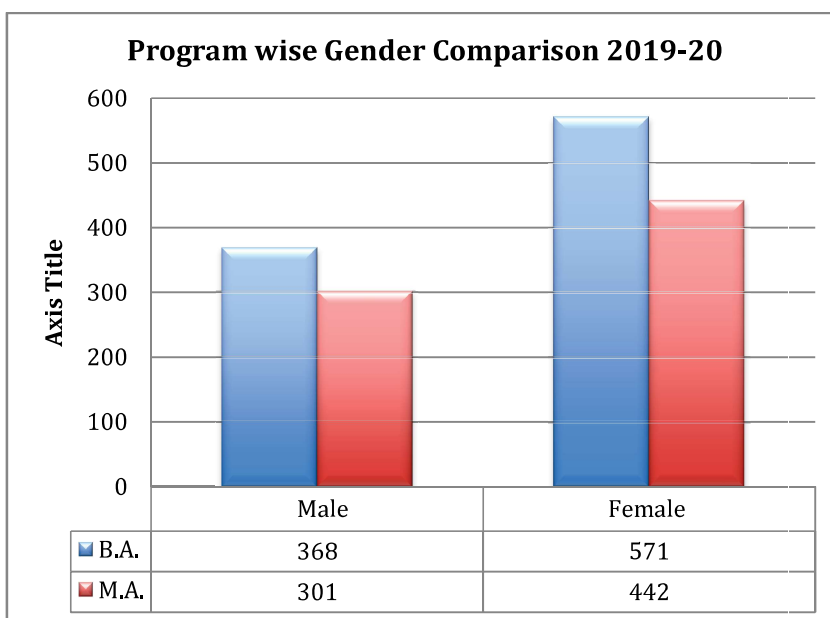
### 3] Program Wise Gender Comparison

❖ 2019-20

Program	Male	Female	Total	% Male	% Female
B.A.	368	571	939	39.19%	60.81%
M.A.	301	442	743	40.51%	59.49%

**Fig-7.** Program wise gender comparison 2019-20

The table shows female students of UG and PG are more in number. The percentage of UG and PG female are 60.81 and 59.49 respectively whereas male UG and PG male count for 39.19 and 40.51 respectively.



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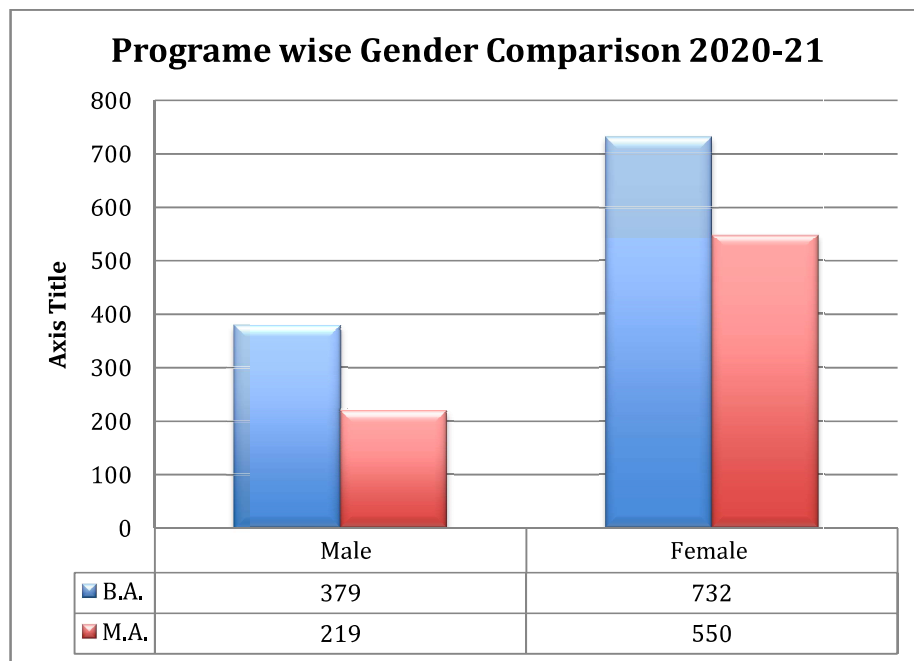
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### ❖ 2020-21

Program	Male	Female	Total	% Male	% Female
<b>B.A.</b>	379	732	1111	34.11%	65.89%
<b>M.A.</b>	219	550	769	28.47%	71.53%

**Fig-8.** Program wise gender comparison 2020-21

The table shows female students of UG and PG are more in ratio . The percentage of UG and PG female are 65.89% and 71.53% respectively whereas male UG and PG male count for 34.11% and 28.47% respectively. See the following chart:



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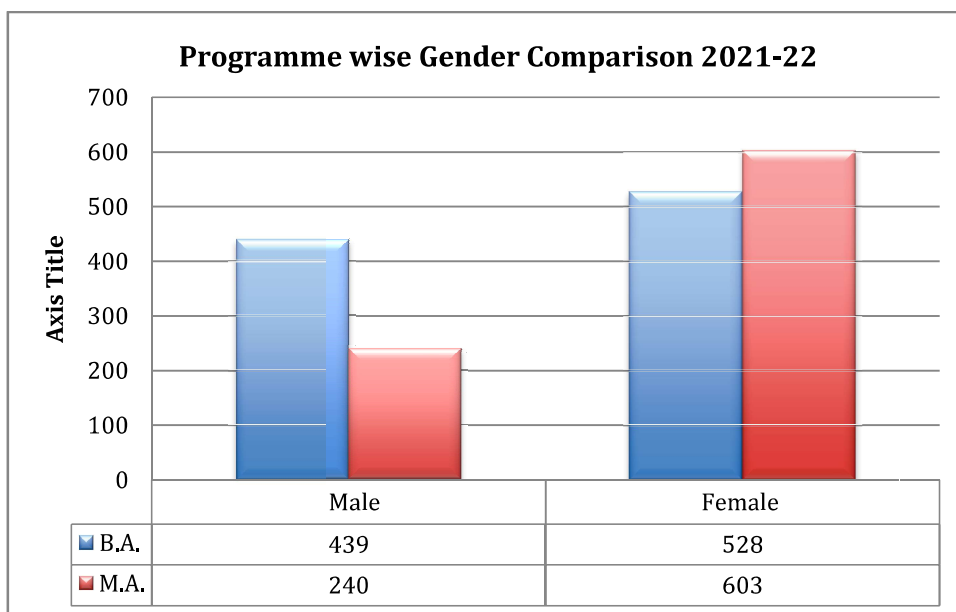
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**2021-22**

<b>Program</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>%Male</b>	<b>% Female</b>
<b>B.A.</b>	439	528	967	45.40%	55.60%
<b>M.A.</b>	240	603	843	28.46%	71.54%

**Fig-9.** Program wise gender comparison 2021-22

The table indicates female students of UG and PG are more in ratio. The percentage of UG and PG female are 55.60% and 71.54% respectively whereas male UG and PG male count for 45.40% and 28.46% respectively. Following flowchart indicates that:





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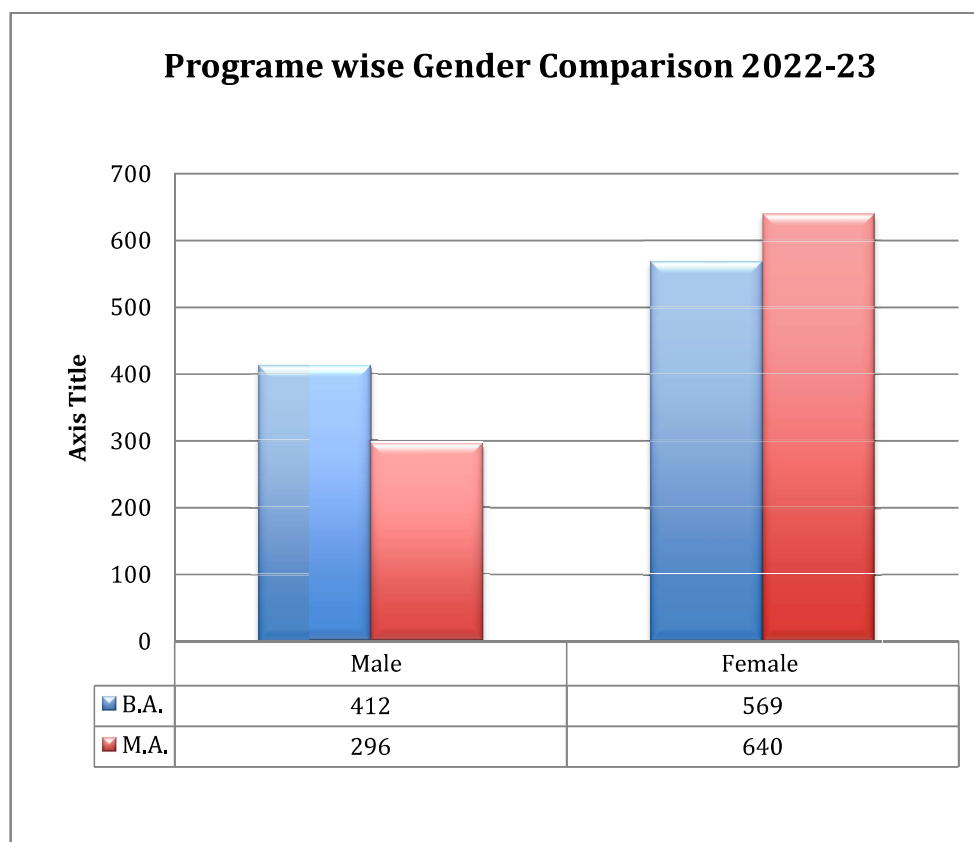
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**2022-23**

Program	Male	Female	Total	%Male	% Female
<b>B.A.</b>	412	569	981	42%	58%
<b>M.A.</b>	296	640	936	31.62%	68.38%

**Fig-10.** Program wise gender comparison 2022-23

The table indicates female students of UG and PG are more in ratio. The percentage of UG and PG female are 58% and 68.38% respectively whereas male UG and PG male count for 42% and 31.62% respectively. Following flowchart indicates that:



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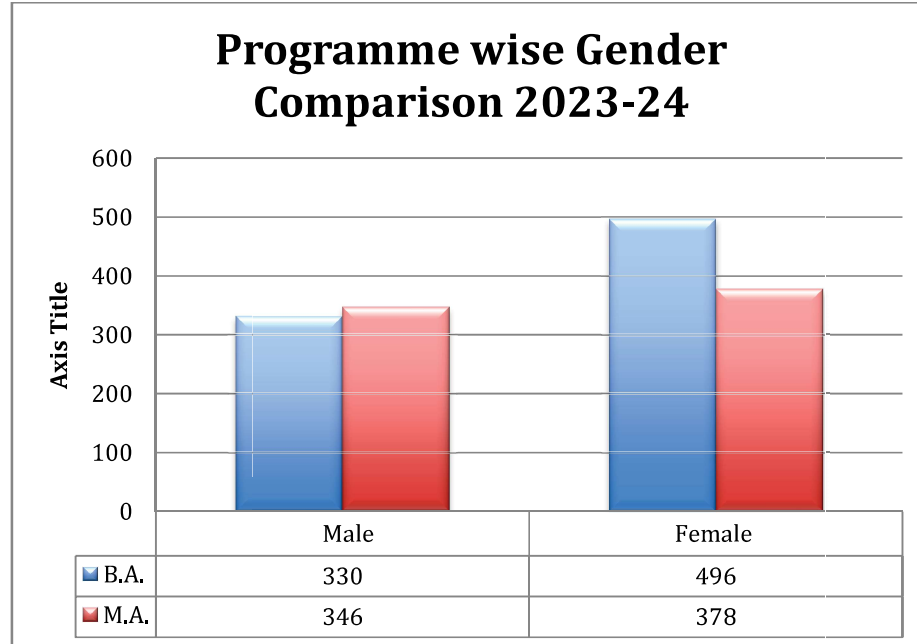
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### ❖ 2023-24

Program	Male	Female	Total	%Male	% Female
<b>B.A.</b>	330	496	826	45.58%	54.41%
<b>M.A.</b>	346	378	724	47.79%	52.20%

**Fig-11.** Program wise gender comparison 2023-24

The table indicates female students of UG and PG are more in ratio. The percentage of UG and PG female are 54.41% and 52.20% respectively whereas male UG and PG male count for 45.58% and 47.79% respectively. Following flowchart indicates that:

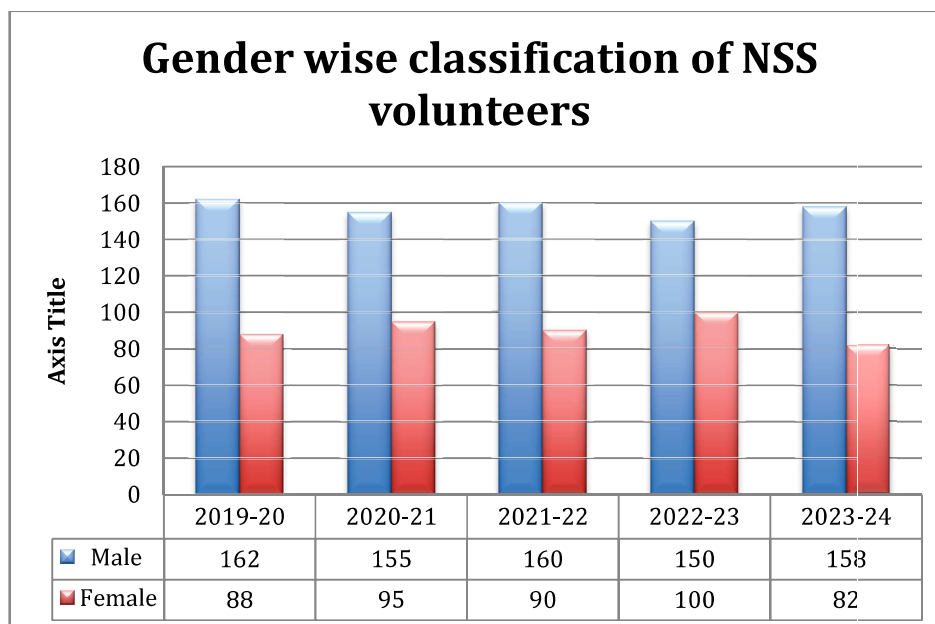


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**4] Gender wise classification in enrollment of NSS Volunteers:**

Year	Male	Female	Total	%Male	%Female
<b>2019-20</b>	162	88	250	65%	35%
<b>2020-21</b>	155	95	250	62%	38%
<b>2021-22</b>	160	90	250	64%	36%
<b>2022-23</b>	150	100	250	60%	40%
<b>2023-24</b>	158	82	250	63.2%	36.8%



**Fig-12.** Gender classification enrollment of NSS Volunteers

Above table and flowchart show gender classification of NSS volunteers from 2019 to 2024. It speaks of male volunteers are more than female.

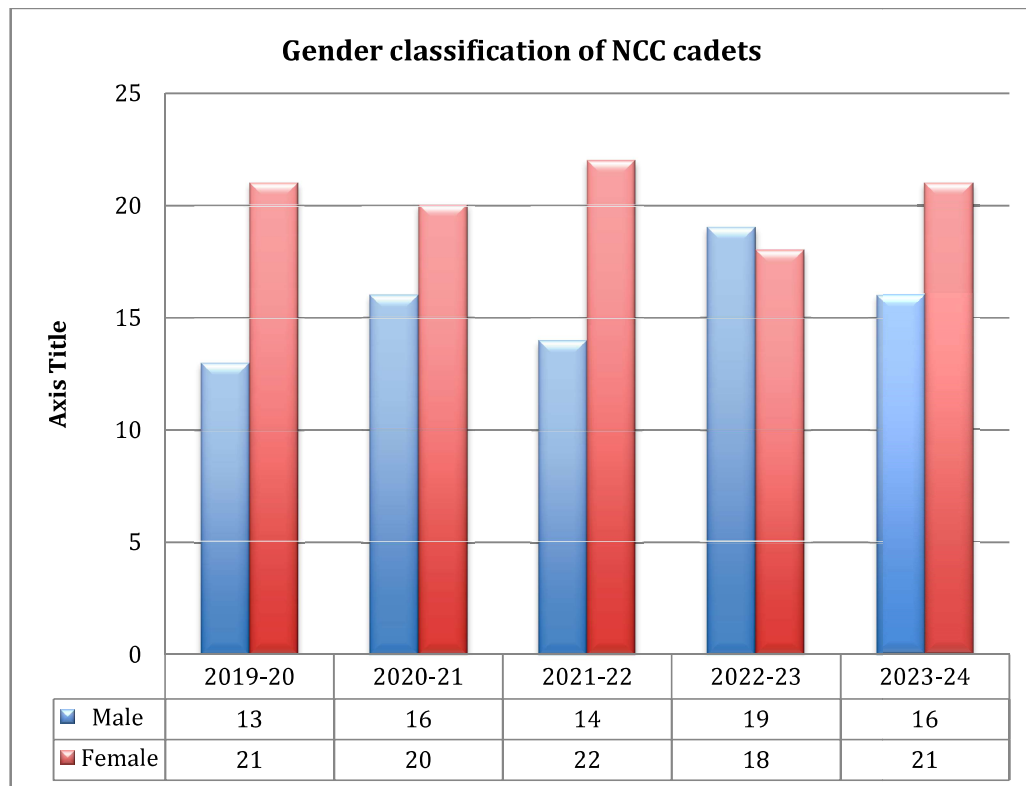
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**5] Gender wise classification in enrollment of NCC Cadets:**

Year	Male	Female	Total	%Male	%Female
<b>2019-20</b>	13	21	34	38.23%	61.76%
<b>2020-21</b>	16	20	36	44.44%	54.55%
<b>2021-22</b>	14	22	36	38%	61.11%
<b>2022-23</b>	19	18	37	51.35%	48.61%
<b>2023-24</b>	16	21	37	44.44%	56.75%

**Fig-13.** Gender classification enrollment of NCC Cadets



The table and flowchart show that female cadets are more in number.

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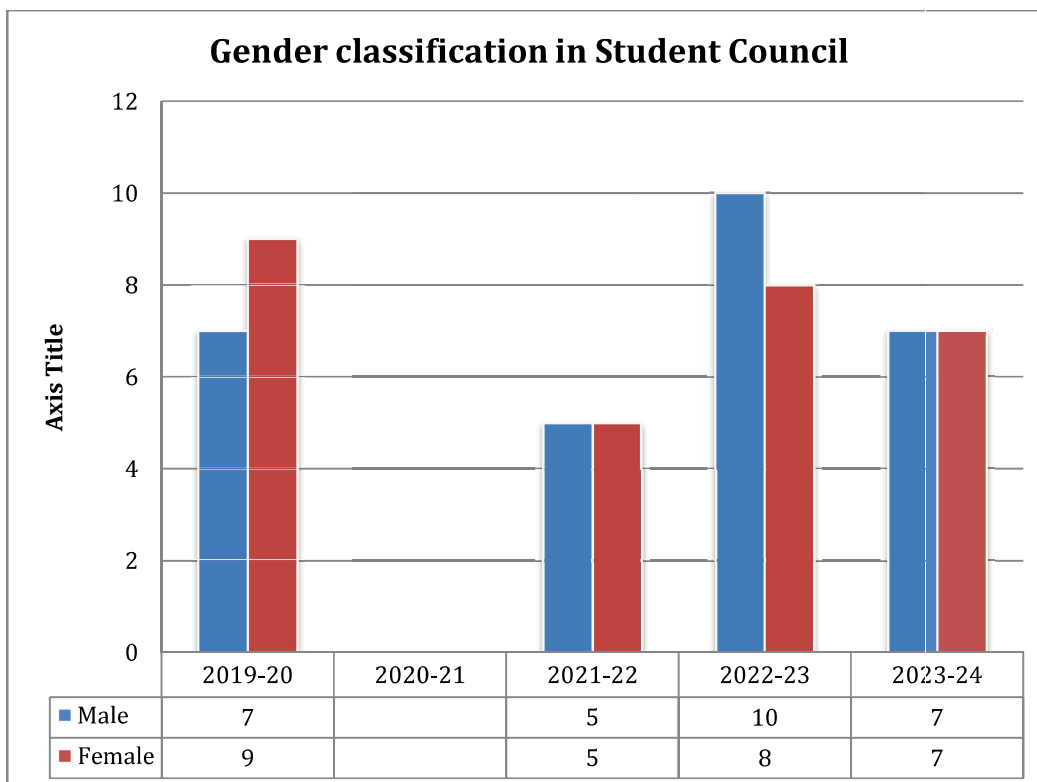
**6] Gender wise classification in Student council**

Year	Male	Female	Total	%Male	%Female
<b>2019-20</b>	7	9	16	43.75%	56.25%
<b>2020-21</b>	NA	NA	NA	NA	NA
<b>2021-22</b>	5	5	10	50%	50%
<b>2022-23</b>	10	8	18	55.55%	44.44%
<b>2023-24</b>	7	7	14	50%	50%

Note – Due to Covid 19, the data for the academic year 2020-21 is not available.

**Fig-14.** Gender classification in Student Council

The table and flowchart ( given below) show that female students are almost equal in numbers as male for all years.

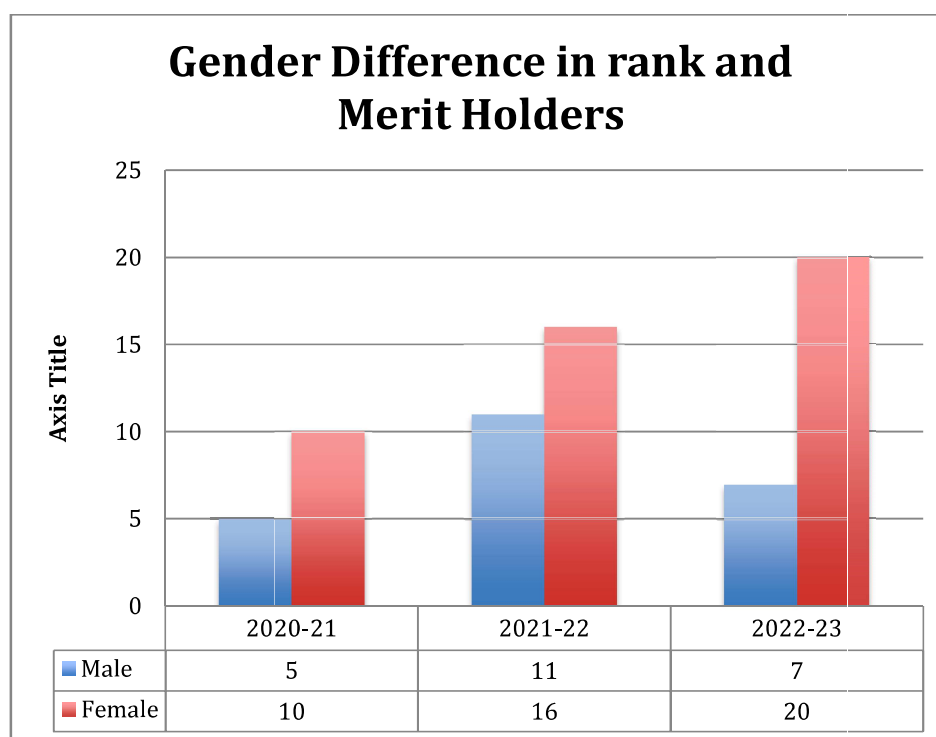


**7] Gender difference in Rashtrasant Tukdoji Maharaj Nagpur  
University Merit Subject Holders**

Year	Male	Female	Total	%Male	%Female
<b>2020-21</b>	5	10	15	33.33%	72.77%
<b>2021-22</b>	11	16	27	40.74%	59.25%
<b>2022-23</b>	7	20	27	25.92%	74.07%

**Fig-15.** Gender difference in Rank and Merit holders

The table suggests that how female students outfoxed and outsmarted male students in academics.



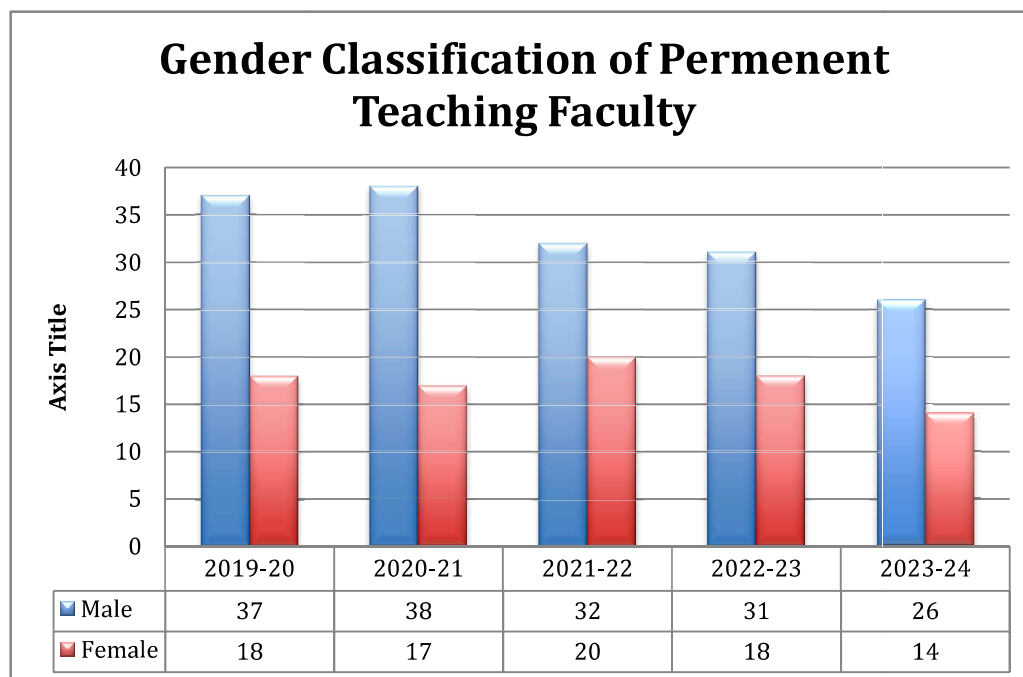
## B] Gender classification of Teaching Faculty

### Gender classification-permanent teaching faculty:

Year	Male	Female	Total	%Male	%Female
2019-20	37	18	55	62.28%	32.72%
2020-21	38	17	55	69.00%	31.00%
2021-22	32	20	52	61.53%	38.46%
2022-23	31	18	49	63.26%	36.73%
2023-24	26	14	40	65%	35%

**Fig-16.** Gender difference permanent teaching faculty

The above table indicates that male faculty percentage is significantly higher through out the years.



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### **5) Prevention of Sexual Harassment:**

As per the directions of The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013, the institute implements various measures to prevent sexual harassment, including establishing clear policies and reporting procedures. The institute provides mandatory training programs for students and staff to raise awareness about consent and respectful behavior. Additionally, the institute offers confidential counseling services and support resources for victims. Surveillance and improved lighting in vulnerable areas enhanced campus safety. Overall, these measures aimed to create a safe and inclusive environment for all students and faculty members.

### **6) MAGNIFICENT ASPECTS AND ADVICE:**

#### **Salient Features:**

The gender balance of Vasantnao Naik Government Institute of Arts & Social Sciences, Nagpur, has been achieved. The following are strengths:

- The gender balance of student enrollment has to be addressed; it is good in other categories except the open and SBC.
- The gender balance in Students' Council is skewed toward women, as is the gender balance in ranking and merit awards.
- The goal of the Internal Complaint Committee is to create a culture that forbids illegal harassment and discrimination. On the other hand, everyone in the campus community is urged to reach their greatest potential.
- The institute cultivates an environment that deems gender-based bigotry intolerable.



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- In addition to encouraging teachers and staff to pursue professional development throughout their careers, the college committees permit resources for extracurricular student activities on a gender-neutral basis.
- Responses from parents, visitors, teachers, and staff are often requested in both official and informal settings. These answers are checked for gender balance, and the administration is informed of any problems found.

The following suggestions are meant to make V.N.G.I.A.S.S. Nagpur a gender-sensitive college:

- It is imperative that women are represented on CDC.
- Women's participation in collegiate decision-making procedures.
- The authority to hire more women in non-teaching positions, particularly at the clerical level, should be taken into consideration.
- To disseminate information on previous noble women in India and outside, the institute must establish a "Women Study Center."

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### 7) CONCLUSION:

Based on the number of admitted students, which shows that female students are more in number as compared to their male counter parts, we reasonably conclude that the institute has strived to provide a positive learning environment for female students. There are more female students in SC, SBC, OBC, and OPEN, according to the social category distribution. Female students are more prevalent among faculty members (B.A. and M.A.) than male students. There are more female students at NCC. A comparison of the teaching personnel revealed about equal gender distribution.

Date - 15-10-2024

Place - VNGIASS, Nagpur.



Prof. Manohar T. Kumbhare

Director,

Vasantnao Naik Government

**DIRECTOR**  
Institute of Arts and  
**Vasantnao Naik Govt. Instt.**  
of Arts and Social Sciences  
**NAGPUR.**