

Gender Audit Report

2017-2018 and 2018-2019

for

P. N. Das College Palta, North 24 Parganas



"Empowering Women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured".

Dr. A.P. J. Abdul Kalam

Preface:-

'Gender equality' between both men and women does not mean that women and men have to be the same, but their rights and responsibilities and opportunities cannot be discriminated. It means that there should be a fair chance of treatment, and equal distribution of needs between both the sexes. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. United Nations Educational Scientific and Cultural Organization (UNESCO). Gender Equality is a global issue, and discussion on women's emancipation and their rights are at the forefront of many worldwide formal campaigns. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions. Gender audit is a tool for identifying challenges to integrate gender in the organization's systems and operations in programmes and projects. Gender audit is a participatory process and it assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structure and proceedings. It was conducted to identify ways to make college campus safer for both genders. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk-about, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

Kakoli Sen Banerjee

Convener, Women Cell, P.N. Das College, Palta

Gender issues monitoring Cell:

WOMEN CELL

Composition

- **Chairperson:**

Dr. Sharmila De, Principal

- **Convener:**

Prof. Kakoli Sen Banerjee

- **Members:**

Prof. Basumita Tarafdar

Prof. Sutapa Bhattacharyay

Prof. Madhuchhanda Lahiri

Prof. Dipa Chakraborty

Prof. Mohasin Mallick

About the Institution

The college was established on 20th August 1962, through the efforts of eminent visionaries of the locality which in those days thronged by people belonging to socially and economically backward classes with the mission to equip and empower students especially from the displaced and socio-economically backward families. The College initially was affiliated to Calcutta University and from 2008 it has been affiliated to West Bengal State University. The College offers Honours as well as General Courses for Arts and Commerce and Only General Courses for Science Stream.

Introduction

Through this gender audit an attempt has been made to study whether our college has good gender balance. It observes to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. It assesses the impact of its current and proposed policies on gender equality.

P.N. Das College always concentrates on student's qualitative performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities and special attention.

The NSS and NCC unit concentrates in developing their characters and qualities like fellow feeling, discipline, leadership, secular outlook and self dignity. This unit focuses on outstanding achievements of the girls. The units always motivate and encourage the girls for their social responsibilities. Separate common room, two-wheeler parking, support for cultural programmes and extracurricular activities, are provided for the girls. They are also given self-defence training. The Judo-Karate Camps are also organized.

The Anti-ragging Committee and Internal Complaints Committee are active in the college. These committees arrange awareness programmes on women's rights and duties.

Gender Policy

- There shall not be any kind of discrimination on the basis of Gender.
- The Institution shall provide equal opportunity for all genders.
- Freedom of Opinion and Expression for all genders.
- There must be an accessible, active, unbiased grievance redressal cell that also maintains utmost confidentiality.
- The institute shall arrange effective measures for the safety and security of all genders.

Objectives of Gender Audit

The Gender Audit has the following Objectives:-

- ❖ To find out the areas where gender imbalance exists and the factors behind it.
- ❖ To establish good gender balance in decision-making processes in all areas of the college activities.
- ❖ To suggest measures for bridging the gender gap.
- ❖ To Foster gender equality in all aspects of the college community.
- ❖ To check the work and capacity for prevention of sexual harassment at the college.

Key Steps in Gender Audit

- Planning
- Field work
- Draft Report
- Final Report

Gender Related Data:

Teachers in position			
Year	% of Male Teachers	% of female teachers	Others
17-18	57.89	42.11	0
18-19	59.46	40.54	0

Non-Teaching Staff in position			
Year	% of male	% of female	Others
17-18	87.5	12.5	0
18-19	87.5	12.5	0

Number of admitted students			
Year	Percentage		
	% of boys	% of girls	Others
17-18	51.5	49.5	0
18-19	49.17	50.83	0

Result						
Year	Appeared		Passed		Passed with more than 60 Percent	
	Male	Female	Male	Female	Male	Female
17-18	73	136	36	68	0	1
18-19	49	72	24	51	0	1

Scholarship												
Year	General			SC			ST			OBC		
	Male	Female	Others	Male	Female	Others	Male	Female	Others	Male	Female	Others
17-18	0	23	0	0	28	0	0	0	0	0	8	0
18-19	16	62	0	78	84	0	1	3	0	10	35	0

Participation of students in Sports

Year	Male	Female	Others
17-18	77	36	0
18-19	58	24	0

Participation of students in Cultural Programme

Year	Male	Female	Others
17-18	24	38	0
18-19	26	37	0

NSS Volunteers

Year	Male	Female	Others
17-18	33	38	0
18-19	53	53	0

NCC Cadets			
Year	Male	Female	Others
17-18	113	12	0
18-19	110	55	0

● Achievements of Girls students in Sports

Annual Report of Achievements on Games and Sports 2017 – 2018

1. Name of students who secured the position in WBSU Inter-College Competition in 2017 – 18.

Sl. No.	Name of the Students	Events	Position
1	Nisha Mallick	Javelin Throw (Athletics)	1 st
2	Nisha Mallick	Discus Throw (Athletics)	1 st
3	Riya Sur	Shot Put (Athletics)	2 nd

**** Nisha Mallick was selected** for best Athlete and individual champion for women group in this WBSU Inter College Athletic Meet.

Annual Report of Achievements on Games and Sports 2018-19

1. Name of students who secure the position in WBSU Inter-College Competition in 2018 – 19.

Sl. No.	Name of the Students	Events	Position
1	Mrinmoyee Paul	Javelin Throw (Athletics)	1 st
2	Mrinmoyee Paul	Discus Throw (Athletics)	1 st

2. Name of students who secure the position in Inter-College State Sports & Games Championship in 2018 – 19 (District Level) under the auspices of the Education Directorate Department of Higher Education.

Sl. No.	Name of the Students	Events	Position
1	Mrinmoyee Paul	Javelin Throw (Athletics)	1 st
2	Mrinmoyee Paul	Discus Throw (Athletics)	1 st
3	Mrinmoyee Paul	Shot Put (Athletics)	2 nd

3. Name of students who secure the position in Inter-College State Sports & Games Championship in 2018 – 19 (State Level) under the auspices of the Education Directorate Department of Higher Education.

Sl. No.	Name of the Students	Events	Position
1	Mrinmoyee Paul	Javelin Throw (Athletics)	3 rd

4. Name of students who participated in East Zone/All India Tournaments 2018 – 19 as WBSU team.

Sl. No.	Name of the Students	Events	Position
1	Mrinmoyee Paul	Handball (Women)	Participated
2	Rubi Barua	Handball (Women)	Participated
3	Kabita Munda	Kabaddi (Women)	Participated

Activities

At the beginning of the session the Women Cell along with principal take initiative to organise awareness programme among the students regarding Gender Equity, Zero-tolerance to sexual harassment etc. Flex and posters are demonstrated in different places of the college. Actions are taken immediately if any such incident happens. The institution also takes some preventive measures through different activities.

- **Health Check up for girls students on 23.08.2017**





- Women students participating in Youth Parliament on 04.09.2017



- Students participating in University Level Inter College HandBall competition on 03.10.2017



- Women's Day Celebration on 12.03.2018

Drama by the Department of English. On Women, Marriage and Property.
"Pot Of Gold"



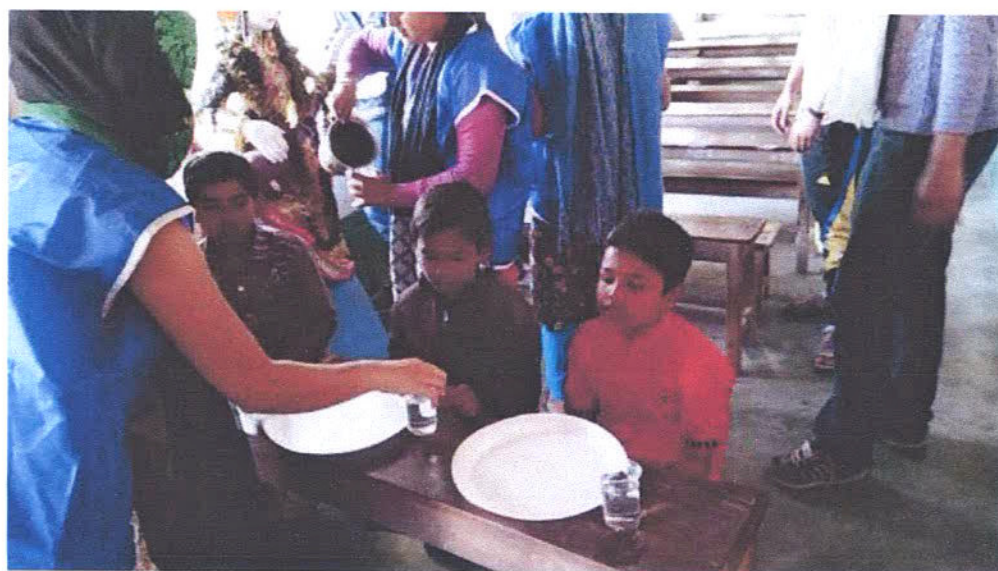
- **Women's Day Celebration on 08.03.2019**
Activities-

- Programme on general discussion about the importance of International Women's Day.
The programme was initiated by Principal, Dr Sharmila De.
- A second programme of Quiz Competition on WOMEN, conducted by Prof. Gautam Biswas.





- Girls at social work





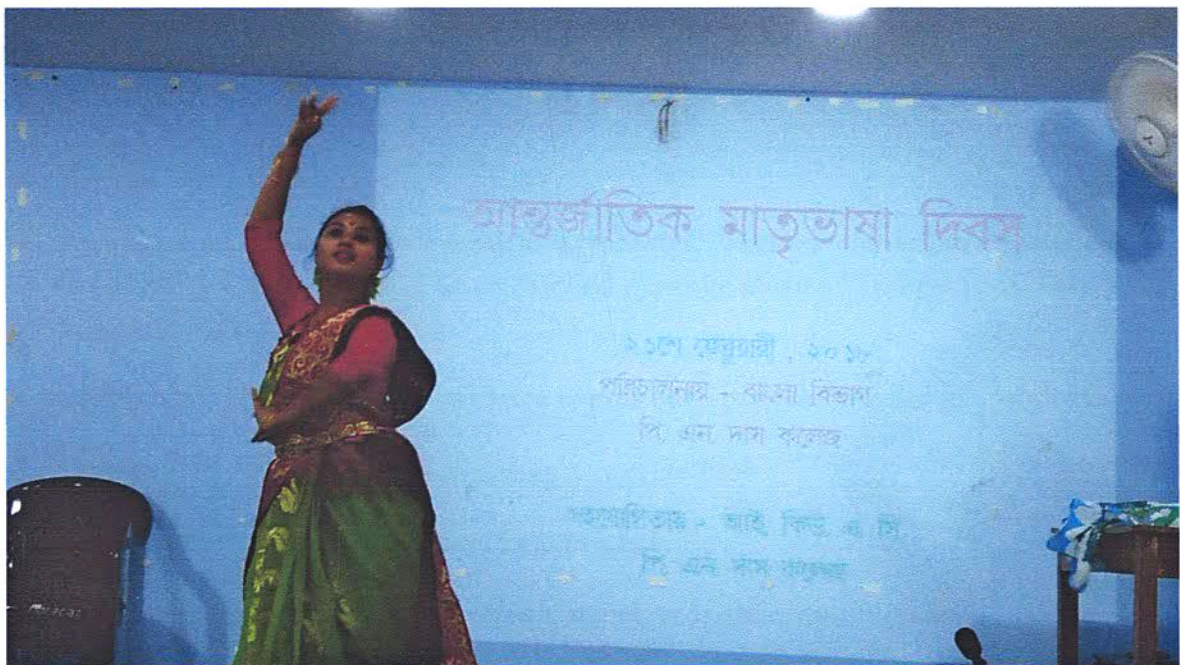
● NSS Volunteers in Health Check up and Blood Donation Cam



- Yoga for women



- Women in Cultural Programme



Some observations

Form the documents found in college office and College activity list there are some very significant observation which are enlisted below

Findings

- ❖ Girl students' strength is high in most of the programmes and according to the social categories.
- ❖ Girls' enrolment is more than that of boys in most of the classes.
- ❖ Success rate of girl students is higher than that of boys.
- ❖ The participation of girls in cultural activities is higher than boys.
- ❖ Among regular teaching and non-teaching staff, the strength of males is higher than female.
- ❖ The participation of female members in administration is healthy.
- ❖ The campus is safe for the girls students along with the female members of the college.

Suggestions:

- Arrangement of more awareness Programmes. Various committees and units like Women's Cell, NSS, NCC, etc. should arrange more awareness programmes on gender equality.
- College should endeavour to enhance female entrepreneurship for girl students.
- Organise more sports programmes on a regular basis.
- More awareness programmes on Legal rights.
- Improve the scope of self-dependence, social, economic, and financial.
- Encourage information dissemination through induction programmes, seminars, debates, quiz, online discussions, on topics of gender sensitization and equality.

Conclusion:

The Audit team have collated the data & interpreted / analyzed the same with respect to the manual survey results for presenting the same in this report. Based on the Audit findings and collective experience of the team members, recommendations for improvement have also been suggested.

The college has taken measures to make the ambience of the institution more pro-women like increasing the number of Ladies toilets, arranging indoor games for female students, facilitating the Kanyashree Prakalpa to its fullest so that all girl students can avail it. The College has taken care to safeguard the girls' and womens' stay in the premises. There is no such incident of gender biasness, sexual harassment or any major grievance and the institution is a very safe zone for the girls.

Auditors:

Bidisha Ghosh Dostidar 15.03.23

Dr. Bidisha Ghosh Dostidar
Principal, Banipur Mahila
Mahavidyalaya

Principal
Banipur Mahila Mahavidyalaya
P.O.- Banipur, K. H. North 24 Pgs

Principal
Banipur Mahila Mahavidyalaya
P.O.- Banipur, Habra, North 24 Pgs

Soma Ghosh 15/3/2023

Dr. Soma Ghosh
Principal, Hiralal Mazumdar
Memorial College for Women

DR. SOMA GHOSH
Principal
Hiralal Mazumdar Memorial College
For Women
Dakshineswar, Kolkata - 700035

DR. SOMA GHOSH
Principal
Hiralal Mazumdar Memorial College
For Women
Dakshineswar, Kolkata - 700035

Subrata Chatterjee 15.03.23

Dr. Subrata Chatterjee
Principal, Sree Chaitanya
Mahavidyalaya

Principal
Sree Chaitanya Mahavidyalaya
Habra-Prafullanagar, 24 Pgs. (N)