



Gender Audit Report 2020-2021

An initiative by
P. N. Das College, Palta, North 24 Parganas



“When girls are valued less than boys, women less than men, they face multiple risks throughout their lives – at home, at work, at school, from their families and from strangers. Gender-based violence is a major consequence of gender inequality. It is a worldwide phenomenon.”

- Bukky Shonibare, an activist in Nigeria and strategic team member of the Bring Back Our Girl campaign.

Preface:-

Gender Equality is not only a fundamental human right, but a necessary foundation of for a peaceful, prosperous and sustainable world. It is equally important in the present era for sustainable developments in all areas of the society including family life, education and workplace. According to UNESCO, women and men must enjoy equal opportunities, choices, capabilities, power and knowledge as equal citizens. Equipping girls and boys, women and men with the knowledge, values, attitude and skills to tackle gender disparities is a precondition to build a sustainable future for all. Awareness of gender issues and creation of a right environment to resolve any gender related problem, implementation of legal frameworks regarding female equality in the work place might help both male and female professionals develop their leadership qualities and professional skills. This way woman can better represent themselves by confronting oppression, domination, and exploitation in the work place and other relevant areas. Gender equality, in the true sense of the word, do not only signify women's empowerment or equal status in a profession. Rather it should be reflected in equal capabilities and involvement in all sorts of work including use of new technology and skill, decision making committees and equal contribution to the all round development in the areas , where they work. The Gender Audit of our college was conducted to find out whether the different aspects and areas of work in the campus are having a gender balanced distribution of representation, responsibilities and responsibilities. In the audit process the audit team mainly chose different components namely, the students, faculty members, activities of different gender related committees and after analysis they declared that the campus has a gender friendly environment.

Kakoli Sen Banerjee
Convener, Women Cell, P.N. Das College, Palta

Objective of Gender Audit:

P.N. Das College is an Institution serving the locality of mostly semi urban population and first generation learners. The mission of the College, in this regard, is to provide quality education to all by means of hard work, innovation, and dedication. The Gender Audit is an attempt to study whether the college has good gender balance or not. The audit also investigates whether the government policies regarding women in our society are followed or not. It tries to assess the impact of its current and proposed policies on gender equality.

The gender audit team carried out a comprehensive analysis of the operating environment and studied the government policies and actions formulated for a good gender balanced opportunities and facilities for the students and the teaching and non-teaching staff within the campus. The team also focused on the study and impact of the current and proposed policies of the government on gender equality. The admission process of the college is open for enrolment of the students on merit basis irrespective of their gender and thus offers a choice based education for all. Equal facilities such as separate common rooms for boys and girls, playground for sports, library etc. is provided for both male and female students. The NSS and NCC unit in the college has been a source of inspiration for the volunteers and the cadets in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure and devotion to a patriotic spirit. The student members of these units are actively involved in social activities and in creating an environment friendly atmosphere within the campus. Training camps are organized periodically for them in different places for encouraging them to be more responsible in their designated duties. Arrangement for Yoga, meditation and self defence programme are organized regularly for the students. The college makes special effort to sensitize the students about quality performance and overall personality development by inviting eminent personalities from different fields for motivational lectures. The college has Internal Complaints Committee, Anti Ragging Cell, prevention of Sexual harassment cell, Students' Grievance Redressal Cell etc. which are constituted with members from the teaching staff and student members. They monitor and take actions for redressal of any relevant issues for the students. In the field of cultural activities and sports, equal participation by both boys and girls is an encouraging sign for the development of their physical and mental health. Spontaneous participation of the boys and girls in Basanta Utsab is an occasion to be delighted to be ensured that the institution is moving in right direction to the state of gender equality.

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

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 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
19-20	58.97	41.03	0
20-21	58.33	41.67	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
19-20	90	10	0
20-21	87.5	12.5	0

Number of admitted students

Year	Percentage		Others
	% of boys	% of girls	
17-18	51.5	49.5	0
18-19	49.17	50.83	0
19-20	44.26	55.74	0
20-21	44.12	55.88	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
19-20	55	43	23	23	0	1
20-21	54	81	41	74	13	22

Scholarship

Year	General			SC			ST			OBC		
	Male	Female	Other	Male	Female	Other	Male	Female	Other	Male	Female	Other
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
19-20	8	49	0	158	220	0	3	7	0	26	62	0
20-21	10	62	0	83	148	0	2	5	0	13	41	0

Participation of students in Sports

Year	Male	Female	Others
17-18	77	36	0
18-19	58	24	0
19-20	48	68	0
20-21	0	0	0

Participation of students in Cultural Programme

Year	Male	Female	Others
17-18	24	38	0
18-19	26	37	0
19-20	40	49	0
20-21	43	50	0

NSS Volunteers

Year	Male	Female	Others
17-18	33	38	0
18-19	53	53	0
19-20	73	80	0
20-21	66	79	0

NCC Cadets

Year	Male	Female	Others
17-18	113	12	0
18-19	110	55	0
19-20	95	30	0
20-21	92	33	0

Activities

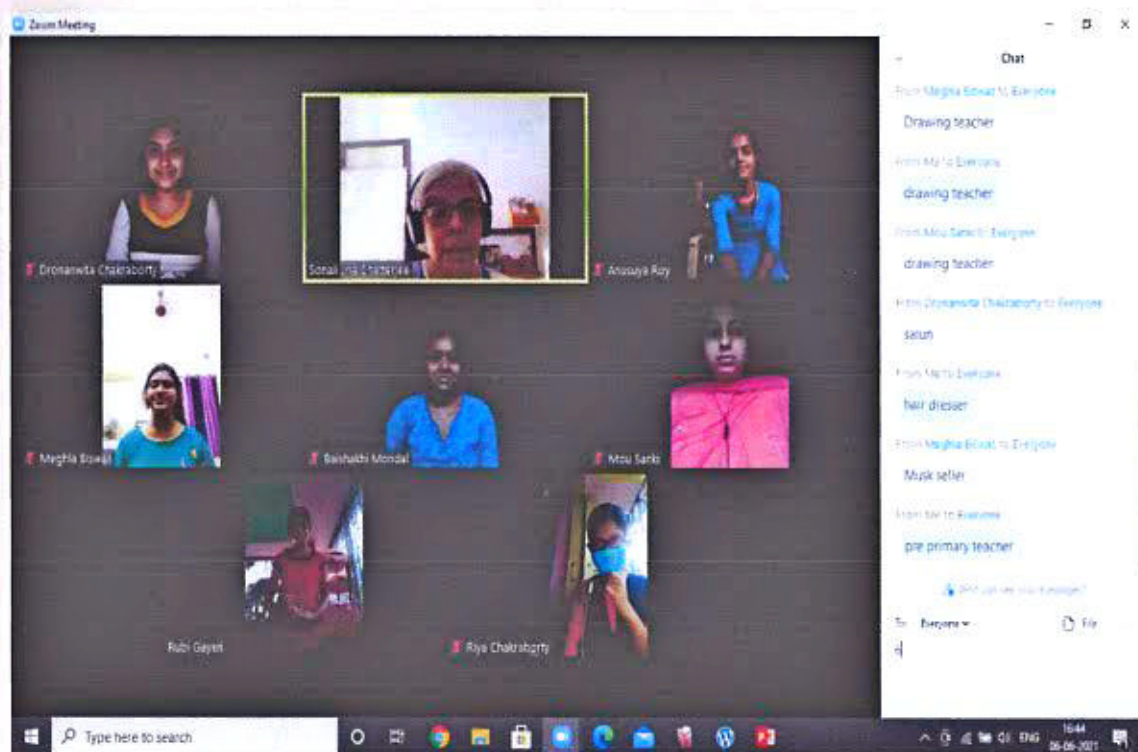
The institution is enormously sensitive to the gender related issues and trying their best to keep a sustainable atmosphere inside the institution. Efforts are made though different activities.

An online orientation programme on gender sensitization was initiated by the Women's Cell. Posters and boards on awareness of zero tolerance policies of the institution are displayed in places.

In spite of Lockdown situation the college authority initiated some activities which are listed below.

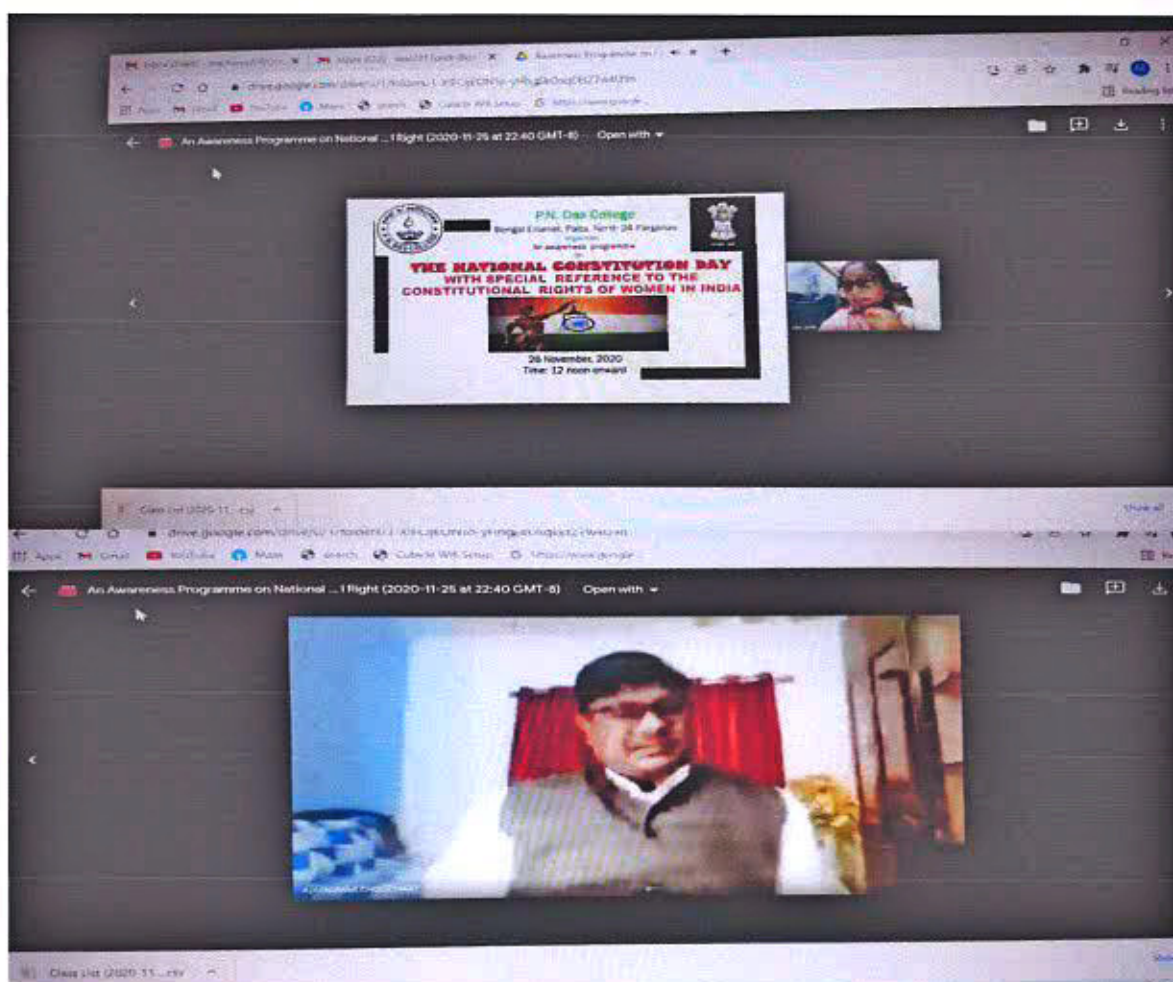
- Online Drama Workshop

Resource Person: Ms. Sonali Jha Chatterjee





- Online Seminar on National Constitution Day with special reference to the constitutional rights of women in India:
Speaker: Prof. Ajay Kr. Chowdhary: Faculty, Department of Hindi and Convenor, Minority Cell, P.N. Das College
Date: 26.11.2020



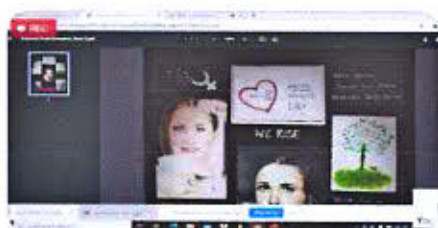
- **Women's Day Celebration on 8.03.2021**

Activities-

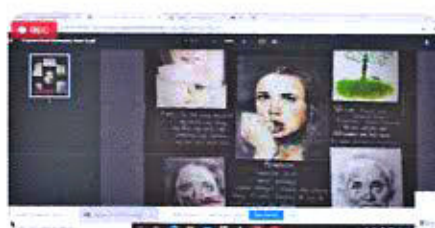
- Practical Programme on Baking and entrepreneurship for women and girl students. Conducted by our girl students on an online mode because of the lockdown.
- A second programme on Poster Competition on "Women", was also held on the same day in the same mode.
- online poster competition. The theme of the Day was: -
"WOMEN IN LEADERSHIP"

1:12

VoWiFi LTE1 86%



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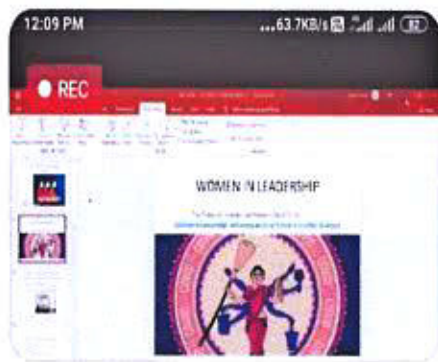


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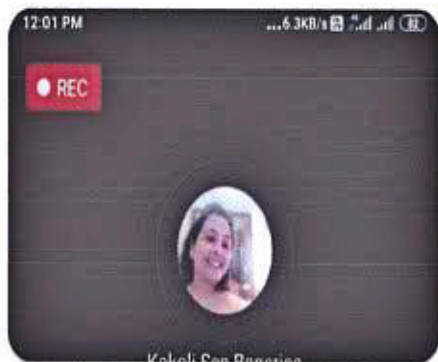


Photo from
Madhuch...

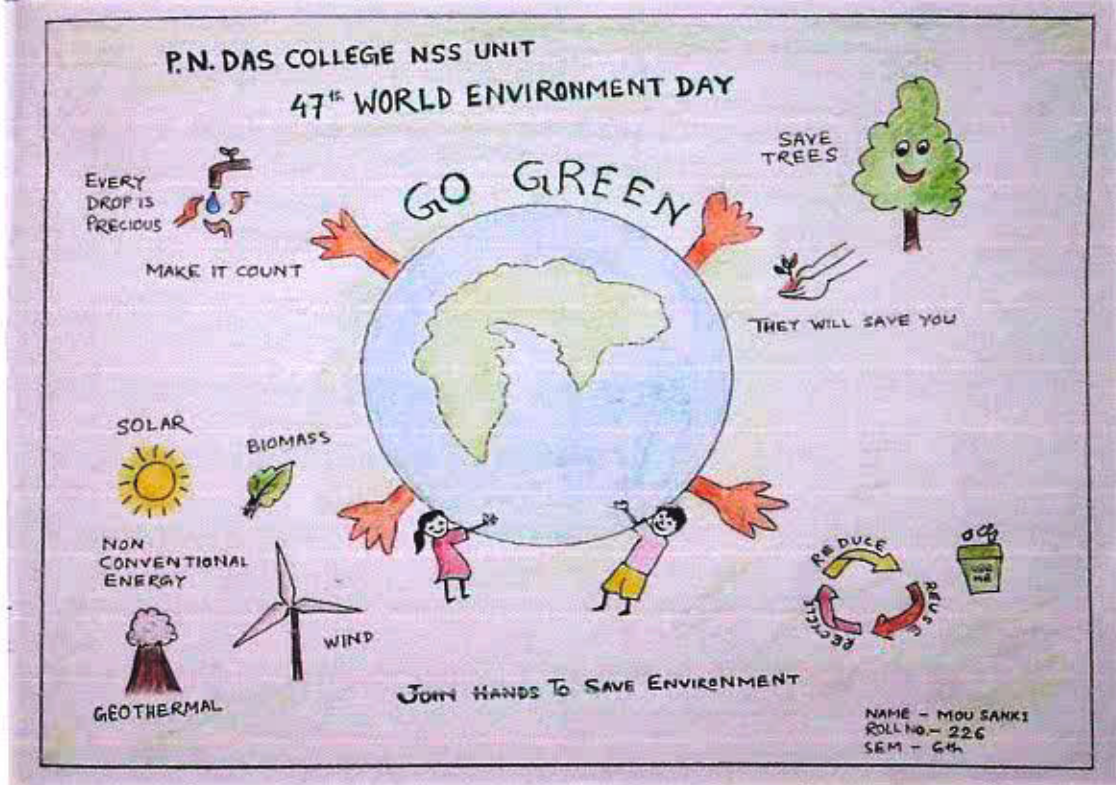
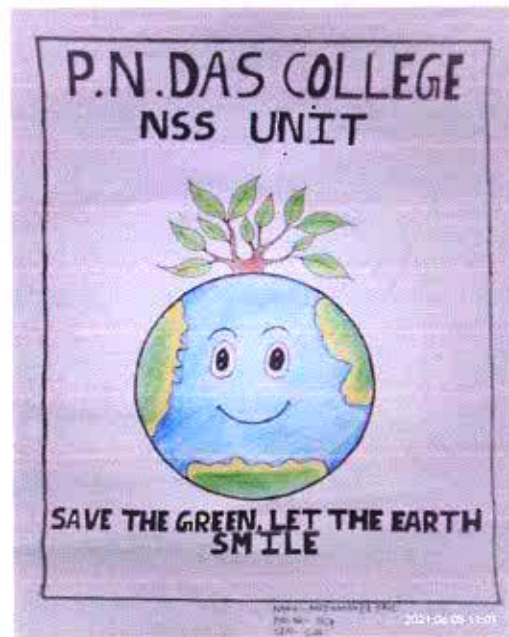


Share Flyer
of Women...



- Women Volunteers Celebrating World Environment Day through Online Mode
Activity: Poster Creation





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 both arts, commerce and science UG programmes.
- ❖ 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.
- ❖ In sports the participation of boys is more than that of girls.
- ❖ Among regular teaching staff, the strength of males is higher than female.
- ❖ In administration the college has the Lady Principal, the IQAC has the lady coordinator and the Governing Body is headed by the lady President too.
- ❖ The number of male non-teaching staff is higher than that of female.

Recommendations:

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

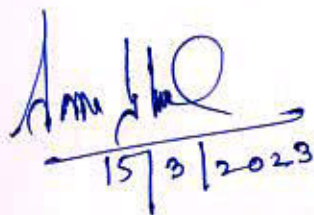
Conclusion

The audit shows the gender equity goals within the institution through the policies, forums and programmes. It reveals that there is a good balance based on gender. This Gender Audit Report highlights the encouragement on gender equality and gender sensitivity by the management and the staff of the college. It has been seen that the strength of the institution can be seen through the participation of women in various leadership roles including our President, Principal, Co-ordinator IQAC, Conveners of different committees.

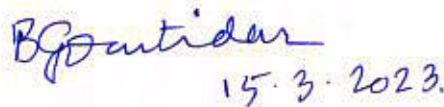
A number of activities are organized and conducted by the different Cells and Departments in college aiming specifically towards girls and women for the enhancement of their confidence in an educational, cultural and social environment.

The institution has special drives for the security and safety of the girls. For this purpose there is all-round CCTV surveillance. There is a Girls' Common Room provided with facilities including a place to rest, change and relax and recreation.

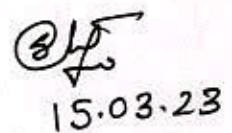
:Auditors:


15/3/2023

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


15.3.2023.

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


15.03.23

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