

Gender Audit 2023-2024

“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***

The Women Cell at P.N.Das College was started with the aim of empowering and orienting women to recognize their true potential and to help them attain their own stand in a competing world. Its goal is the overall development of women in all spheres of their life. It also helps in creating awareness about important issues related to women and provides a forum for discussion and deliberation on a range of issues from empowerment to environment.

As per the guidelines of UGC, NAAC and the Supreme Court, P.N. Das college has established the Internal Complaints Committee for effective enforcement of basic human rights of gender equality and assurance of an environment, free of sexual harassment and abuse. The committee addresses complaints such as discriminatory behavior and sexual harassment lodged by any member of the college which he or she observes or become aware of.

Since the ICC is formed to look into the matter of internal complaints, it has exclusive power to receive and address complaints from any of the female members of students, teaching and non-teaching staff of the college.

The stakeholders are made aware of their rights and duties through various Awareness programs and seminars. It is through these continuous efforts that the college provides a safe atmosphere for the girls.

The report prepared by the Women’s Cell, in collaboration with the IQAC, contains the programs arranged by the college for women empowerment and information on the activities, achievements of the girls of P.N. Das College.

Principal

P.N.Das College

INTRODUCTION

' Gender equality ' between both men and women does not mean that women and men have to be 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 stereo types 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 the gender. 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.

Introduction to 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.

P.N.Das College is a college in the district of North 24 Parganas, and it is an Institution serving the locality of mostly semi urban population and

- 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 and confidential grievance redressal cell.
- The institute shall arrange effective measures for the safety and security of all gender.

P.N.Das College, Gender Policy

- 1) There shall not be any kind of discrimination on the basis of 'Gender'.
- 2) The Institution shall provide equal opportunity for all genders.
- 3) All genders can express free and fair opinions.
- 4) There must be an accessible, active, unbiased and confidential grievance redressal cell.
- 5) The Institution shall arrange effective measures for the safety and security of all staff and students.

Objective of Gender Audit

- To assess the gender status at P.N.Das College.
- To assess the differential aspects of gender equality in the campus.
- To know whether the campus is gender friendly.
- To know whether there is any discrimination against the girls of marginalized section.
- Try to find out the gender gap or inequality.
- To suggest measures for bridging the gender gap.

Objectives of Women's Cell

- To sensitize the P.N.Das College community on gender equity issues through organizing sensitivity programmes like seminars, publishing handouts etc.
- To promote general harmony and prevent discrimination of women and sexual harassment in the institutes by providing practical suggestions to the administration from time to time.
- To deal with any instance of discrimination of women or sexual harassment by an employer or students in respect of any other employee or students of the college.
- To make students aware of Gender Equity.
- To help students to change their mindset and attitude towards life in terms of women.
- To build a society with social and economic gender equality as envisaged in the Indian Constitution through social service.
- To reach out to women in the rural areas and make them aware of their social rights
- To equip Students to stand against gender violence and gender discrimination.
- To create awareness, instil values and develop the personality and leadership quality.

Composition of Womens Cell

Chairperson:

Dr. Sharmila De, Principal.

Convenor:

Prof. Kakoli Sen Banerjee

Members:-

Dr. Madhucchanda Lahiri

Prof. Dipa Chakrabarty.

Prof. Ajay Chowdhury

Prof. Boni Samanta

Suchandra Chowdhury SACT

Sangita De, SACT

Internal Complaints Committee

- The committee also advice the authority to take necessary remedial actions including punishment against the offender. The ICC consists of representatives from the faculty members, non-teaching staff, students and local community.
- Objectives:
- The Objectives of the ICC is to develop healthy and safe atmosphere for the faculty and students of the College and to prevent sexual harassment or exploitation of any kind. The ICC is formed
- mainly to execute the prevention of sexual harassment policy outlined by the UGC/Supreme Court. Therefore, the committee upholds the following objectives:
- To prevent and prohibit incidents of sexual harassment of female employees and students in the college.
- To sensitize the female employees and students about the fundamental rights to have a safe place of work.

Key Steps in Gender Audit

- Planning
- Survey
- Data Analysis
- Draft Report
- Final Report

Respondent Category

- **Principal**
- Students
- Teaching Faculty
- Non- Teaching Staff
- Members of Women Cell

The Audit team have collated the data & interpreted / analyzed the same with respect to the 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 number of Ladies toilet, 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 premise.

The Gender Audit addresses important issues :-

- 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 first generation learners. The mission of the College 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 Gender Audit team reviewed and analysed the operating environment and context of the college. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating in sports and other physical activities. Gender equity requires girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

The college concentrates on Students qualitative performance along with their overall personality development. Keeping in mind the notion of Gender equality the college provides its girl students with facilities and special attentions. The NCC unit for Girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook, and spirit of adventure. NCC tries to

focus on outstanding achievements of our girl students. The NSS has separate unit for girls. The unit especially motivates the girl students to undertake and participate in social responsibilities. A common room, Ladies toilet, sanitary napkin vending machine are specially provided for the girls. They are given self- defence training in concession rates so that they can participate. The Martial art, Yoga and Meditation training are given to them, and feature regularly in their curriculum. They are trained in art, painting, music, dance, cake baking, painting, theatre acting, and games and athletics. Regular psychological counselling, medical check up are held. Eminent speakers come to give lectures, inspiring these young minds irrespective of the gender bias, thus developing their personalities.

Workshops are held on ‘Women Issues’, “Women Rights” , “Women Activities” , “Women Safety measures” etc. These are done in college to make our students both girls and boys aware of the need and responsibilities towards women in our society. Girls have been made aware of the laws and different by-laws that will ensure their safety by civil departments like police and lawyers. Workshops on health issues of women have been conducted by the college to help the girl students as well as women outside our institution, from the locality.

Sports, Games and other physical activities are an important part and parcel of the girl students from our college. Girls participate regularly in Games and Sports, in Yoga competition, in sports outside the college, in the University etc. They play Hand Ball, Badminton on regular basis in the College premise. Girl students are also part of the University Taekwondo group.

Observations and Findings

- Students strength especially girls’ strength is low in Science and Commerce stream.
- Among teaching staff, male, female ratio is almost equal.
- Among non- teaching staff the ratio of male is higher than female staff,
- Majority of the students opined that adequate safety arrangements has been made in the campus.
- Most of the students are aware of the function of women cell and Grievance Redressal cell.
- The college Campus is gender friendly.
- No discrimination in terms of promotion etc.
- Women staff are granted Maternity leave and Child Care Leave according to government rules.
- Gender and Feminism is taught in the new CBCS syllabus.
- A well functioning cell for Women exists.
- There is equal opportunity for all genders in the classroom and library.
- Toilet facilities need improvement.
- Annually at least two awareness programmes are held.

Suggestions

- Improve toilet facilities for girls.
- Increase other facilities like Sanitary Napkin Vending Machine.
- Introduce Entrepreneurship courses for girl students.
- Organize more Self- Defense Programmes for Women.
- Awareness Programmes on legal rights, medical awareness/ check -up for women to be organized.

The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies and programmes of the college is adequate.

Teachers in position			
Year	% of Male Teachers	% of female teachers	Others
22-23	60.01	41.67	0
23-24	58.33	41.67	0

Non-Teaching Staff in position			
Year	% of male	% of female	Others
22-23	100	10	0
23-24	100	0	0

Number of admitted students			
Year	Percentage		
	% of boys	% of girls	Others
22-23	45.22	54.78	0
23-24	47	55.52	0

Result						
Year	Total Appeared : 216		Total Passed: 127		Passed Percentage: 58.79	
	Male	Female	Male	Female	Male	Female
23-24	83	133	34	93	40.96	69.92

Participation of Students in Sports

Year	Male	Female	Others
22-23	50	49	0
23-24	47	56	0

Participation of students in Cultural Programme

Year	Male	Female	Others
22-23	55	92	0
23-24	40	88	0

NSS Cadets

Year	Male	Female	Others
22-23	42	83	0
23-24	47	60	0

P.N.DAS College has a well defined cell that addresses the notion of Gender equity inside the campus. At the beginning of the session the members of the Women Cell and its convenor along with Principal Dr. Sharmila De take the 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 untoward incident happens. The Institution takes preventive measures through different activities as presented and practiced by our girl students.

ACTIVITIES FOR 2023 - 2024 BY THE GIRL STUDENTS



INTERNATIONAL WOMENS DAY



BOY and GIRL STUDENTS' PARTICIPATION IN FOUNDATION DAY CELEBRATION



FRESHERS WELCOME

PARTICIPATION OF GIRLS IN VARIOUS CULTURAL PROGRAMME



HOLI



PARTICIPATION IN AUDIO VISUAL PROGRAMMES





JOB ORIENTATION AND ENTREPRENEURSHIP





PARTICIPATION OF NSS BOYS AND GIRLS



GIRL AND BOY STUDENTS ARRANGED SPECIAL CAMP





PARTICIPATION IN NATURE CLUB





YOGA and PHYSICAL TRAINING





GIRL STUDENTS ICT PRESENTATION after TRAINING





**WALL MAGAZINE BY GIRL STUDENTS ON
FEMALE HYGENE AND PRECAUTIONS**



PARTICIPATION IN CELEBRATIONS.

Teachers Day and Farewell



GENDER AUDIT 2023-2024



SIGNATURE

DR. SOMA GHOSH
Principal

Patil Mazumdar Memorial College
For Women
Dakshineswar, Kolkata – 700 035



SIGNATURE

Principal

Rishi Bankim Chandra Evening College
Naihati, 24 Parganas (North)

SIGNATURE



SIGNATURE

Principal

P.N. Das College -
Palta, Bengal Enamel, N.24 Pgs