

# **Gender Audit Report 2019-2020**



**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.

### Introduction

The Gender Audit is an attempt to study good gender balance. Similarly it is also a yardstick to study whether the college follows all the UGC and university norms and policies and action.

The purpose of the audit is to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind the specific objectives of the audit were to evaluate the adequacy of the management control framework as well as the degree to which the departments are in compliance with the applicable regulations, policies and standards.

Gender equality is an important aspect for the well being of family and all round development of society. But in our patriarchal system, women are always considered inferior to men.

In this tradition, socially determined roles for men and women prevent women from participating in decision making within the household and also at community level. Their economic freedom and freedom of physical movement outside their family is also restricted.

Writings about women in developing countries show that women are basically oppressed, family oriented, illiterate, more spiritual and not conscious about their rights and development.

Therefore, it is important to create awareness about gender equality among the students at the initial stage of their institutional life. Schools and colleges can play a major role in this regard, because students spend their maximum time with their peers (both male and female). Especially to promote awareness, to understand the level of gender equality in higher educational institutions and also to find probable solutions to minimize gender discrimination, it is vital to execute gender audits by applying different scientific methods.

In fact P.N. Das College plays a different role than traditional thinking. Almost all the main administrative posts namely Principal, President, Convener, IQAC are female members of the college bringing out all the development with a great efficiency.

The issues related to gender audit is carried out mainly by Women Cell



## **Composition of Women Cell**

- **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 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
19-20	58.97	41.03	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

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
19-20	44.26	55.74	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



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
19-20	8	49	0	158	220	0	3	7	0	26	62	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

### 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

### NSS Volunteers

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

NCC Cadets			
Year	Male	Female	Others
17-18	113	12	0
18-19	110	55	0
19-20	95	30	0

**Women in Annual Report of Achievements on Games and Sports 2019-20**

1. Name of students who secure the position in WBSU Inter-College Competition in 2019 – 20.

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

2. Name of students who secure the position in Inter-College State Sports & Games Championship in 2019 – 20 (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)	2 <sup>nd</sup>
2	Mrinmoyee Paul	Discus Throw (Athletics)	1 <sup>st</sup>



## 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.

- Seminar by Internal Complaints Committee, P.N. Das College on 27.07.2019

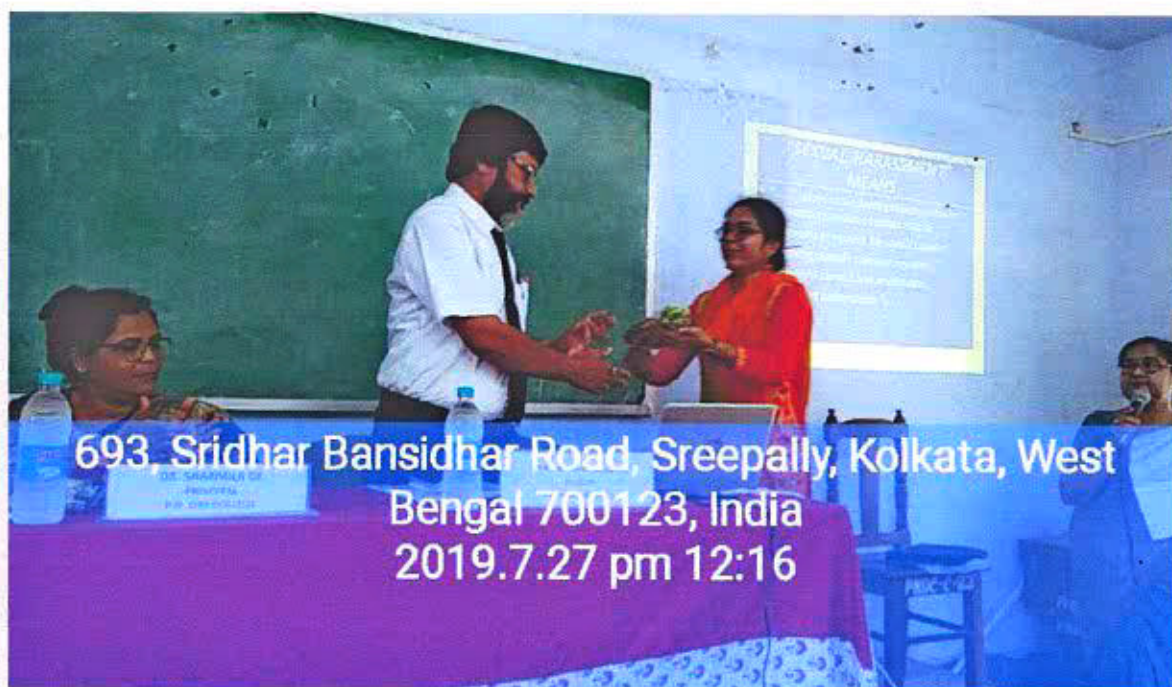
Resource Person: Advocate Anjan Bhattacharya External Member, Practicing Lawyer

Objectives:

- ☐ To create awareness among all employees
- ☐ To prohibit the unwelcome behaviour that constitutes workplace sexual harassment of any employee.
- ☐ To ensure that all individuals are treated with equal respect and no discriminatory treatment is meted out to anyone on grounds of gender alone.
- ☐ To provide unbiased yet emphatic redress process







- Women students are being awarded on College Foundation Day ( 20.08.2019)

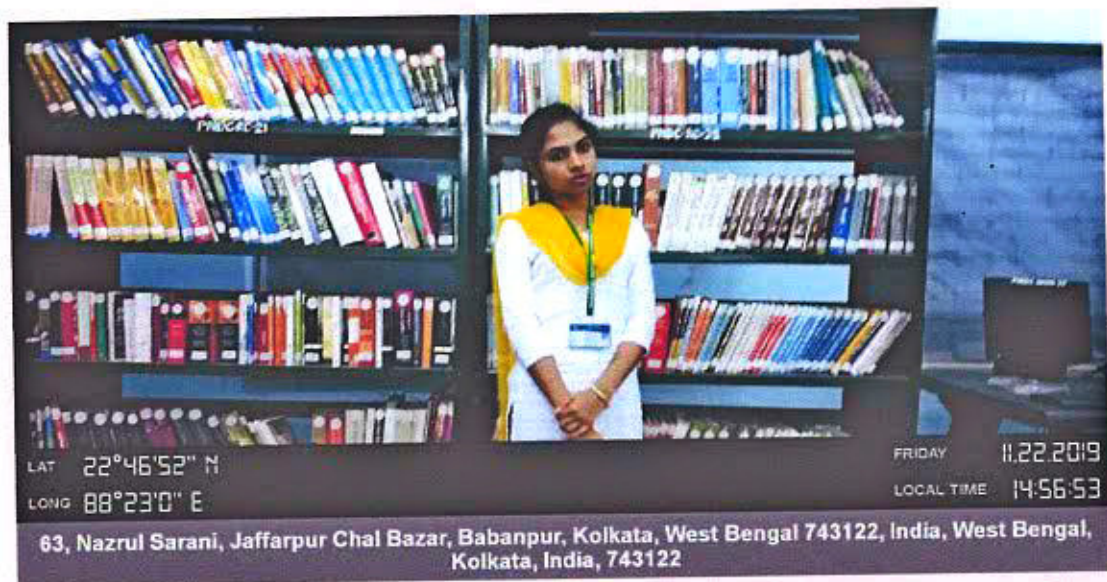




- Women awarded in Book Talk Programme organised on 22.11.2019







- Women's participation in Annual Athletic Meet on 17.02.2019





- Poster competition on "WOMEN" on **29.02.2020**

- Theme

"I am Generation Equality: Realising Womens' Rights

- Women's Day Celebration

- Quiz on Women and Gender on **13.03.2020** Conducted by Prof Gautam Biswas.

- A second programme on Self Defence for Women was also held.





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LONG 88°22'47" E

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LOCAL TIME 15:09:52

281, Nihar Boshu Sarani, Santi Nagar, Babanpur, Kolkata, West Bengal 743122, India, West Bengal,  
Kolkata, India, 743122





- Girl students participating in Thalassaemia test



### **Some observations**

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

### **Findings**

**In most of the cases the strength of females is more than the male.**

- ❖ **Among regular teaching staff, the strength of males is higher than female.**
- ❖ **The number of male non-teaching staff is higher than that of females.**
- ❖ **Girl students' strength is high in both arts, commerce and science UG programmes.**
- ❖ **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.**
- ❖ **It is to note that 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.**

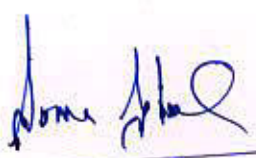


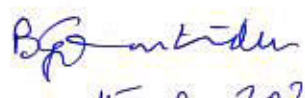
### Recommendations:

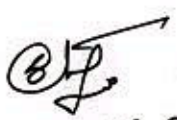
The gender committee identifies the following recommendations to short out the gender gap in the college:

- **Arrangement more awareness programme:** the various committees and units viz. Women Cell, Teacher's unit, NCC and NSS unit, Students union of the college should arrange more awareness programs on gender equality.
- **Security provision:** The college should provide security provisions like arrangement of more CCTV cameras in the Corridors, classrooms and the campus.
- **More Induction programmes:** Encourage information dissemination through Induction program, Seminar, Debates, Quiz and Newsletters on topics of Gender sensitization & equality
- **Gender free activities:** The college should promote greater gender free activities organising more sports and cultural competitions.

### 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-Pratullanagar, 24 Pgs. (N)