

# GENDER AUDIT REPORT

2022-2023



**PREPARED BY:**

**BISHAKA COMMITTEE & GENDER AUDIT COMMITTEE  
GOUR MAHAVIDYALAYA  
MANGALBARI, MALDA**

**IN COLLABORATION WITH  
INTERNAL QUALITY ASSURANCE CELL &**

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## CONCEPT NOTE

In today's evolving educational landscape, the pursuit of gender equality stands as a fundamental pillar of progress and inclusivity. As Gour Mahavidyalaya embarks on the journey of introspection and improvement, conducting a Gender Audit emerges as a pivotal step towards fostering an environment of equality, respect, and opportunity for all members of the college community.

The Gender Audit initiative seeks to comprehensively examine the existing policies, practices, and attitudes within the college through a gender-sensitive lens. By scrutinizing areas such as recruitment, curriculum development, campus infrastructure, support services, and leadership representation, this audit aims to identify both areas of strength and areas for enhancement in promoting gender equity and dismantling barriers to inclusivity.

Through the collaborative efforts of administrators, faculty, staff, and students, this audit endeavours to generate actionable insights and recommendations that will inform strategic initiatives aimed at cultivating a culture of diversity, equity, and inclusion within the College. By engaging in this process, we reaffirm our commitment to creating a learning and working environment where every individual has the opportunity to thrive irrespective of gender identity or expression.

As we embark on this journey of self-reflection and growth, we recognize that the success of our endeavours hinges upon the active participation and engagement of the entire college community. To sum up, by doing this audit, the committee tried to work towards building a future where gender equality is not merely an aspiration but a lived reality within College.

## OBJECTIVES OF GENDER AUDIT

- To assess the current status of gender equality within the college community.
- To identify gaps and challenges hindering gender inclusivity in various aspects of college life.
- To evaluate existing policies, practices, and procedures through a gender-sensitive lens.
- To gather data and insights on gender-related issues faced by students.
- To develop actionable recommendations for promoting gender equity and inclusivity within the college.
- To foster a culture of dialogue, awareness, and accountability surrounding gender equality.



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## METHODOLOGY

The methodology for conducting the gender audit at Gour Mahavidyalaya involves a systematic and inclusive approach to assess the status of gender equality within the institution. The process begins with thorough planning and followed by the formation of a diverse audit team. Data collection employs a blend of qualitative and quantitative methods, including Questionnaire, surveys, and policy reviews, to capture insights from students. The data collected was analysed and evaluated using a gender-sensitive lens. Based on the analysis, actionable recommendations are developed, prioritized, and presented to key stakeholders. The audit findings and recommendations are disseminated widely within the college community, fostering dialogue and engagement. Continuous monitoring and evaluation mechanisms were established to track progress and ensure the sustainability of gender equity initiatives over time, promoting a culture of inclusivity and respect in the College. The methodology applied is shown below in details:



Figure 1 GENDER AUDIT METHODOLOGY

## HIGHLIGHTS OF GENDER RELATED INITIATIVES TAKEN BY GOUR MAHAVIDYALAYA

- Gour Mahavidyalaya with the help of different Departments and Committees has organised different awareness-raising events, workshops, and panel discussions on topics related to gender equality, feminism, and social justice.
- To ensure students safety, Security guards and CCTV Cameras have been installed.
- Gender related issues are addressed through inclusion of relevant papers in the curriculum.
- Integration of gender studies courses and interdisciplinary programs into the curriculum to promote critical inquiry and awareness of gender issues.
- College has adopted gender-responsive approach in campus policies and procedures.
- College has active anti-ragging cell and sexual harassment prevention cell (Bishaka Committee).
- College has collaborated with community organizations, NGO's and agencies to address gender-based violence and has provided assistance to survivors, and promote prevention efforts.
- The College offers government- sponsored scholarships and grants to support students.
- The College has separate hostel facilities for both boys and girls students.

  
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- Establishment of a confidential reporting mechanism for incidents of gender-based discrimination, harassment, or violence, with support services available to survivors.
- Female teachers have held key administrative positions in the college. Presently the post of TCS is led by Urmimala Basak Roy, Assistant Professor and Head of the Department of Sociology. Likewise Dr. Supriya Biswas, Associate Professor, Department of History also serves as the Academic Council Committee Coordinator and Academic Calendar Committee Coordinator. Dr. Susmita Some, Head of the Department of Bengali serves as the Cultural Committee Coordinator. Urmimala Basak Roy, Assistant Professor and Head of Department of Sociology and Deepa Lama Tamang, Assistant Professor and Head of the Department of Education serves as a Convenor and Joint Convenor of Bishaka Committee vis-a-vis Women Cell respectively.

## WOMEN'S ANTI-HARASSMENT CELL AND GREIVANCE REDRESSAL CELL

### EXTRA CURRICULAR ACTIVITIES

Gour Mahavidyalaya has its own Sports Committee as well as the Physical Education Department. Thus both these bodies actively organise Annual Sports, National Sports Day and Yoga Day where the students of the entire department takes part in different indoor and outdoor games irrespective of their gender. In addition, our students have actively participated in district and state level sports and have been able to keep up the name of the college.

### INFRASTRUCTURAL FACILITIES

The Gour Mahavidyalaya has never failed in taking good care and providing different facilities to its students irrespective of their gender. The college has provided wifi facilities to all the department, offices, libraries and to the students. Every department has their own Laptop, Projector and wifi facilities for the smooth functioning of the classes. The college has separate girls' and boys' common rooms with 24X7 water facilities. In order to promote menstrual hygiene, the college has provided vending machine facilities and also has installed a separate bin for the girls so that they could easily get the sanitary napkins in times of their emergency and dispose the same in a right place. Besides, there is a spacious room for the girls where they can take rest in their free periods. The College has also a provision of wheel chair for the smooth movement of physically handicapped students.

By conducting the gender audit, Gour Mahavidyalaya has demonstrated attentiveness to the needs of women students and staff, fostering an environment that promotes gender equality and inclusivity.



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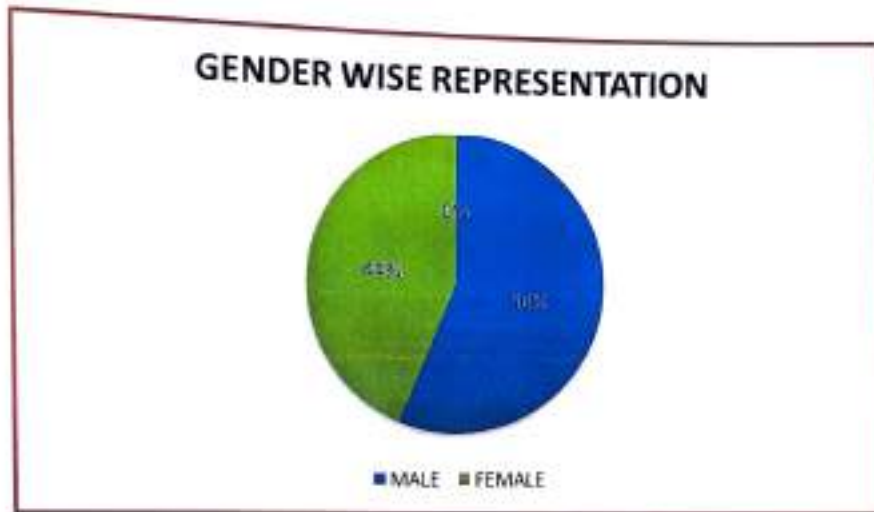
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GENDER AUDIT REPORT- DATA ANALYSIS FOR THE SESSION 2022-2023

Table 1 : Gender wise representations of students

GENDER	NUMBER	PERCENTAGE (%)
MALE	5004	56.24
FEMALE	3894	43.76
TOTAL	8898	100%



The table shows gender classification of male and female strength of students and the total number of admissions to the college in academic session 2022-23. It shows that the number of female students is slightly lower in compared to male.

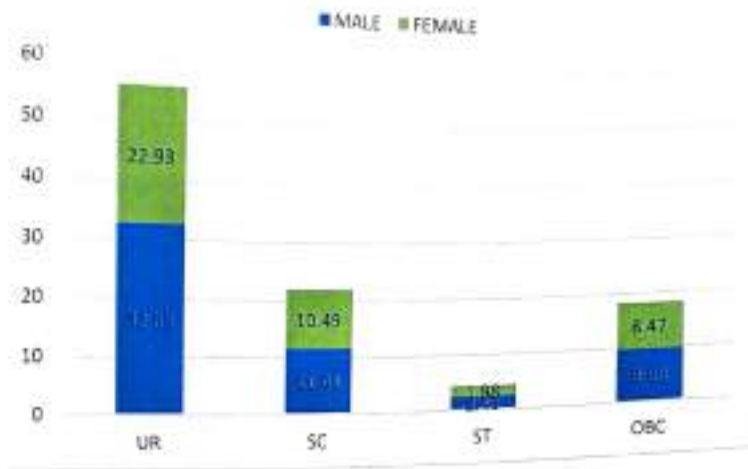
Table 2 : Gender-wise Caste Composition of students

GENDER	CASTE COMPOSITION			
	UR	SC	ST	OBC
MALE	2905 (32.65%)	1018 (11.44%)	219 (2.46%)	862 (9.68%)
FEMALE	2040 (22.93%)	934 (10.49%)	167 (1.88%)	753 (8.47%)
TOTAL	4945	1952	386	1615

  
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The table shows gender wise caste groups of male and female students of the college. It shows that the enrolment of the male students are slightly more in compared to female students.

Table 3 : Gender wise Scholarship recipients

SL.NO	TYPE OF SCHOLARSHIP	MALE RECIPIENT	FEMALE RECIPIENT	TOTAL
1	Post-Matrix scholarship for SC, ST & OBC	340	318	658
2	Merit cum Means scholarship	4	0	04
3	Kanyashree II	0	34	34
4	Educational Loan	6	3	09
5	SVMCM (Minority)	543	391	934
6	SVMCM	787	575	1362
7	TSP	25	27	52
8	NSP	00	01	01
9	College Welfare Fund	89	73	162
10	OASIS (SCs, STs, OBCs)	457	430	887

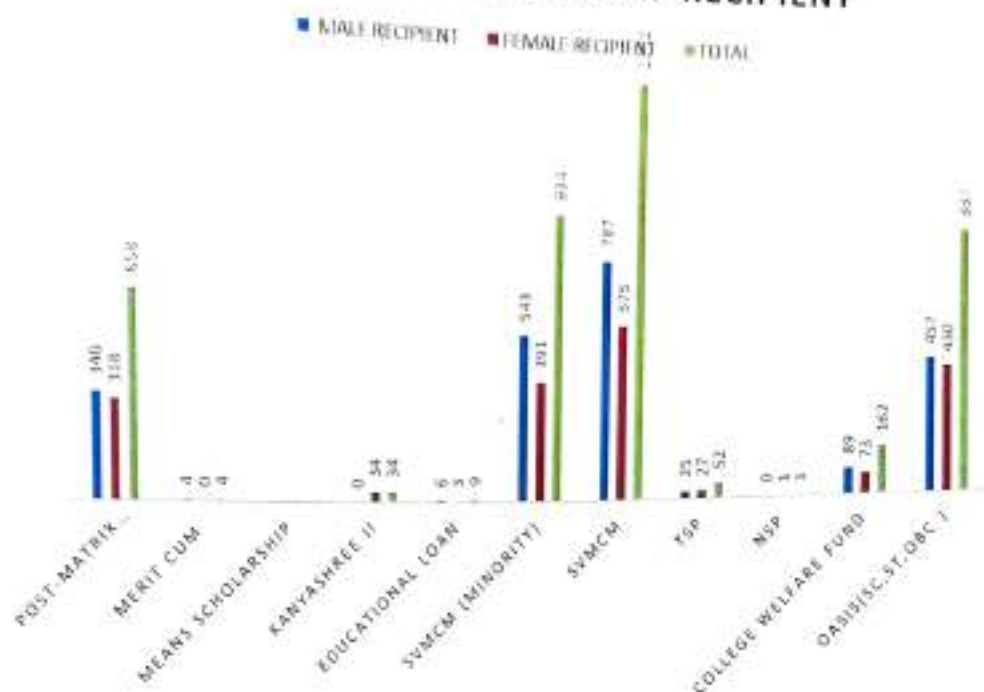
  
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## GENDER WISE SCHOLARSHIP RECIPIENT

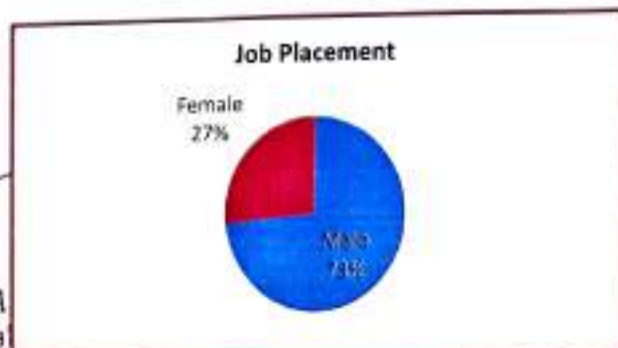


The table shows gender wise representation of availing scholarship i.e., 46.11% of the total students availed the scholarships. But in spite of being from economically poor background and continuous persuasion from college, the number of female recipients of scholarship is moderate.

Table 4 : Gender wise representation of Job placements

GENDER	Total No.
MALE	41
FEMALE	15

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The table shows gender wise representation of job placement. As per records from police verification, the number of job placement is very low.

Table 5 : Gender-wise details of Teaching staff

TOTAL TEACHING STAFF	MALE	% OF MALE	FEMALE	% OF FEMALE
75	56	74.66 %	19	25.34 %

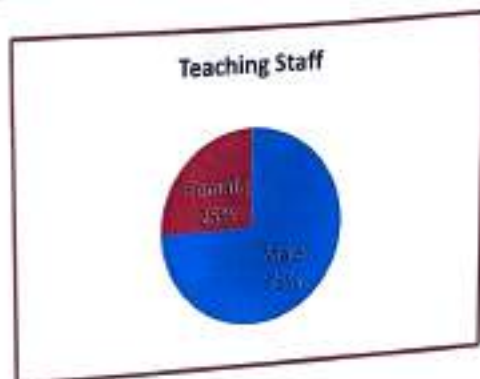
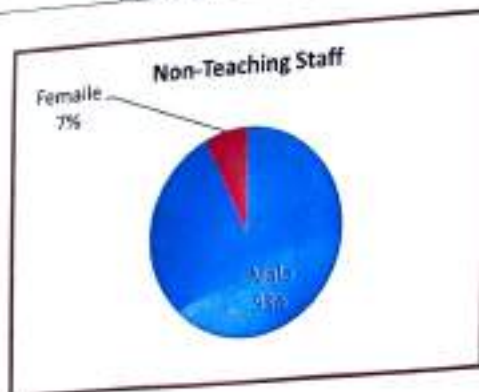



Table 6 : Gender-wise details of Non-Teaching staff

TOTAL NON-TEACHING STAFF	MALE	% OF MALE	FEMALE	% OF FEMALE
14	13	92.85 %	01	7.15 %



  
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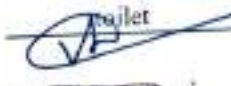


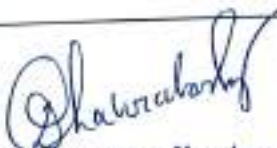


### Data Analysis and Interpretation:

A structured questionnaire was developed and used for the collection of data. The questionnaire contains various gender related questions and the data was collected among the 5783 students on the campus. The collected data were tabulated and analysed with the help of faculty members from Sociology, Education and Geography department.

SL.	PARAMETERS	AGREE	DISAGREE	NO OPINION	TOTAL
1	A women anti-harassment cell is operative in the campus	3659 (63%)	790 (13.4%)	1334 (22.8%)	5783
2	A grievance redressal cell works for the students	3655 (63.2%)	618 (10.7%)	1510 (26.1%)	5783
3	The classroom has equal opportunities to all genders	5227 (90.4%)	250 (4.3%)	306 (5.3%)	5783
4	The library has equal opportunities to all genders	5187 (89.7%)	255 (4.4%)	341 (5.9%)	5783
5	The teachers are not gender biased	4516 (78.1%)	491 (8.5%)	776 (13.4%)	5783
6	Incidence of sexual harassment by teachers occur in campus	277 (4.8%)	4493 (77.7%)	1013 (17.5%)	5783
7	Incidence of sexual harassment by fellow student occur in campus	1521 (26.3%)	3193 (55.2%)	1069 (18.5%)	5783
8	Safe environment for all girl student is available	4973 (86%)	312 (5.39%)	498 (8.6%)	5783
9	Adequate security arrangements have been made in the campus	4499 (77.8%)	427 (7.4%)	857 (14.8%)	5783
10	Adequate light are available inside the campus	4863 (84.1%)	371 (6.4%)	549 (9.5%)	5783
11	Adequate numbers of toilets are available	4181 (72.3%)	1123 (19.4%)	479 (8.3%)	5783
12	Adequate facilities specially for girl students are available inside the toilet	3903 (67.5%)	816 (14.1%)	1064 (18.4%)	5783

  
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13	Adequate health care facilities are available	3776 (65.3%)	966 (16.7%)	1041 (18%)	5783
14	College timings are appropriate	4476 (77.4%)	746 (12.9%)	561 (9.7%)	5783
15	Separate queue for girl student is required	3384 (58.6%)	676 (11.7%)	1723 (29.8%)	5783

### SUGGESTION AND RECOMMENDATIONS

- The college should recruit and engage more female teaching and non-teaching staff.
- The college should take initiative in construction of both the hostels with modern amenities.
- The college should conduct gender sensitization workshops on a regular basis for Teaching, non-teaching staff and the students.
- Encouragement should be given to more female students to actively participate in athletics and pursue leadership positions at the college level.
- It is recommended that the college should prioritize providing a safe and gender sensitive environment for women to sustain its reputation.

### CONCLUDING REMARKS

The Gender Audit of Gour Mahavidyalaya has thoroughly examined all aspects of gender sensitivity and the adequacy of facilities for both men and women. The findings indicate a moderately satisfactory situation. The college has consistently maintained a safe and supportive atmosphere for women's education. A healthy interaction between male and female student is fostered, and the current leadership, continues to uphold the college's tradition of gender sensitivity.



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