

Gender Audit Report 2022-2023



Panchakot Mahavidyalaya
Sarbari, Neturia, Purulia, West Bengal

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❖ Preamble

Gender Audit of educational institutions is a process for organizational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a '**safe and secure**' ambience for women and girls students, faculty, and administrative staff. The participatory audit process helps identify institutional strengths and challenges in integrating gender, as well as gender equity, into the institution's systems, operations, programs, and activities. Gender audit encourages stakeholders in educational institutions to engage in dialogue and reflect on the strengths and gaps of the system vis-à-vis gender-related issues. According to an ILO Manifesto, gender auditing helps institutions focus on areas such as:

- Mainstreaming gender as a cross-cutting concern within the unit's objectives, programs, and budget.
- Existing gender expertise and competence.
- Information and knowledge management on gender issues.
- Systems and instruments used for accountability, evaluating, and monitoring gender equality.
- Staffing and human resources regarding the balance between women and men, as well as gender-friendly policies.
- Organizational culture and its effects on gender equality.

Panchakot Mahavidyalaya, as a premier institution, is committed to ensuring a gender-equal work environment and equal opportunity for all. The institution is also committed to offering quality education and other educational facilities to all students, irrespective of their background. To fulfill this goal, the college has decided to conduct a Gender Audit for the academic year 2022-2023.

❖ Profile of Panchakot Mahavidyalaya

Panchakot Mahavidyalaya, established in September 2000 primarily through public donations of land and finance, stands as a testament to the collaborative efforts of local communities and the foresight of Purulia's visionaries. Later, the Government of West Bengal and the University of Burdwan took prompt initiatives to make this dream come true. The college is honored to receive significant support from various funding agencies including the University Grants Commission, the Higher Education Department of the Government of West Bengal, MPLAD & BEUP schemes, Zilla Parishad, Purulia, the Backward Class Welfare Department, and the District Youth Office. The college's achievement of grade-B in NAAC effective from March 4, 2015, further underscores its commitment to quality education and institutional excellence.

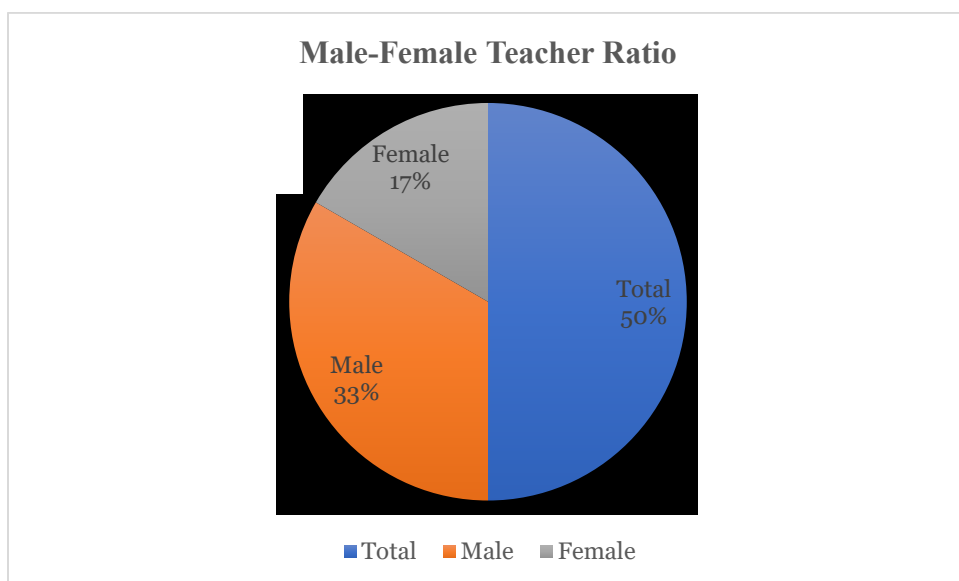
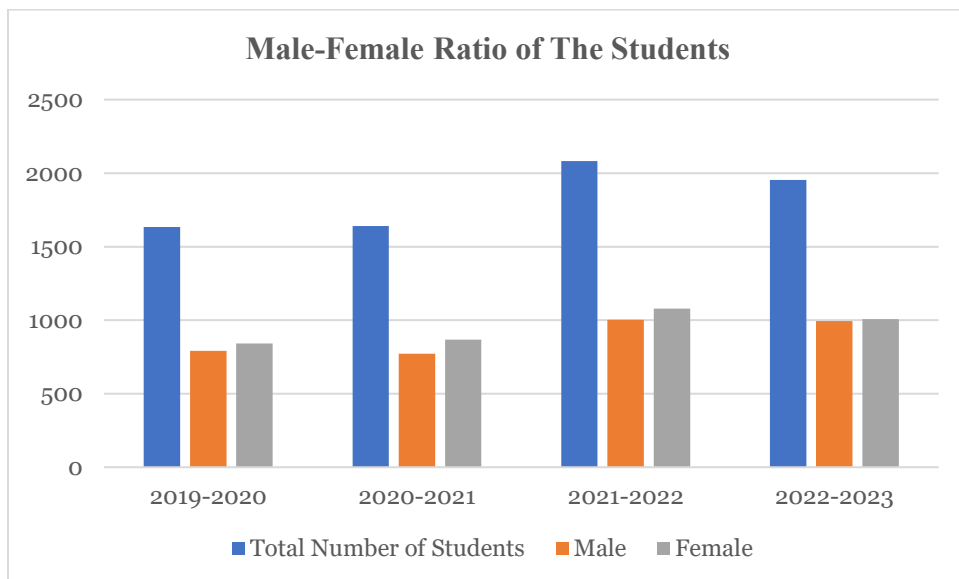
Nestled amidst the serene surroundings near the foothills of “Panchet Pahar”, Panchakot Mahavidyalaya occupies a strategic location at Sarbari More, adjacent to Purulia-Barakar Road and Panchet-Madhukunda Road. The proximity of Madhukunda railway station, merely 5 kilometers away, enhances accessibility for students and faculty. Spanning approximately 8 acres, the college campus features a centrally located, architecturally impressive two-story building covering 48,000 square feet, drawing frequent admiration from visitors. Complementing this infrastructure are a three-story Boys’ Hostel, funded by the Higher Education Department of the Government of West Bengal, and a two-story Girls’ Hostel, supported by the UGC since 2015, catering to the accommodation needs of students. The institution has made significant strides, evident through its registration under sections 2(f) and 12B of the University Grants Commission and its NAAC accreditation (cycle-I) in early December 2014, where it earned a Grade-B (2.28)

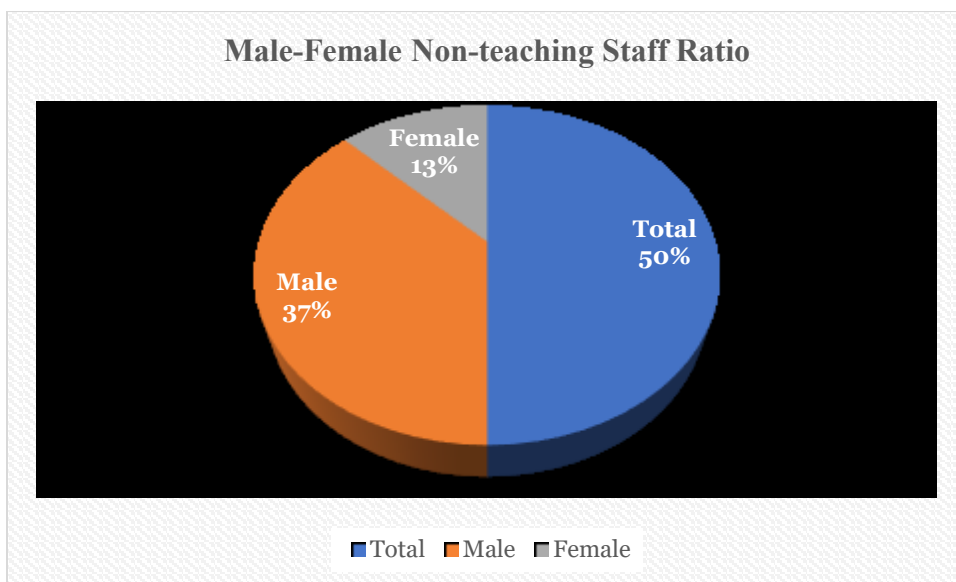
in March 2015. Moreover, the allocation of RUSA funds has fueled further infrastructural advancements, marking a promising trajectory of growth and development.

The Audit

❖ Gender Wise Representation

1. The data from the past four years shows that at the undergraduate level, the percentage of female students among the total number of students is higher.
2. At the policy level, the College strictly follows the university rules. As per prevailing rules, there is no separate reservation for the admission of female students. However, a large number of girls taking voluntary admission to the College indicates that it has a reputation of providing a safe environment for girls.
3. There is a good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is at par.
4. The number of women in the non-teaching staff is somewhat low but may be conditioned by the geographical location of the college and the socio-economic background of the incumbents.
5. More or less all the departments have their women faculty excluding some science subjects.
6. Women teachers are also active in all the staff council committees and as staff advisors to the various co-curricular societies.
7. The College also employs female sanitation staff.





❖ Gender Sensitization Programme

- Panchakot Mahavidyalaya has consistently facilitated increased enrolment of women students in its several academic programmes. The setting up of a two-storeyed Girls's Hostel with round-the-clock security through security guards and CCTV cameras has further enabled the College to achieve this goal.
- Panchakot Mahavidyalaya has several vibrant societies like the Women's Cell, Equal Opportunity Cell, Anti Ragging Cell, Career Counselling Cell, Green Cell, NSS, ICC etc. These societies organise seminars, workshops, debates, film screenings etc., to sensitize the College community to issues pertaining to the environment, women's rights, gender parity and empowerment.
- Both female and male students took part in these seminars. There is healthy cooperation between the male and female students in all these activities.

- Panchakot Mahavidyalaya has also inducted several women NCC cadets to its NCC unit who are regularly recognized for their outstanding contributions.
- Panchakot Mahavidyalaya has an active Internal Complaints Committee, a statutory body formed to register complaints of harassment and to undertake formal proceedings to resolve them.

I am giving below a detailed account of the Women's Cell/ Vishakha Cell as it is a key symbol of the gender consciousness of the College. I have also provided below the details of other activities of the college. This data was provided to me by the College itself.

1. Women's Cell/Vishakha Cell

Established more than a decade ago, the Women's Cell/ Vishakha Cell of Panchakot Mahavidyalaya is committed to strengthening the academic and professional life of female students and creating a sensitised environment leading to gender equality. Human resource development, and awareness programmes on issues relating to gender discrimination, women's rights and empowerment are important functions of the Cell.

As I could assess, the Cell took numerous initiatives to involve both male and female students in its information dissemination and sensitization activities. I interviewed the coordinator and other members of the cell. The members of the cell have produced relevant documents to show their activities. They told me that more than 200 students participate in the programs organized by the WC and as already mentioned both boys and girls are enthusiastic participants. Apart from this, students and teaching faculty of the College participate in WC events organized by several other colleges and universities.

The following are some events that I find pertinent to highlight:

1. 15.02.2023: Seminar on “Nari Sachetanata and Nari Adhikar”, Resource person Dr. Barun Mandal.
2. 28.02.2023: Annual Debate on Women’s Right, Conducted by Jaya Biswas.
3. 28.02.2023: Poster Presentation, Conducted by Jaya Biswas.

2. Sports

The College provides facilities to its students for many sports. The students can play football, cricket, badminton, and chess on the college premises. The girls play along with the boys in most of these sports but as reported by the coordinator of the Sports committee, girls rarely play football. The College from time to time puts up notices for the girls to join the sports team and there is full encouragement from the side of the authorities to engage girls in sports. There is reluctance on the part of girls to use the gym which has state of the art equipment. The sports coordinator has informed us that the college will take the initiative to resolve this issue soon.

3. Infrastructural Facilities

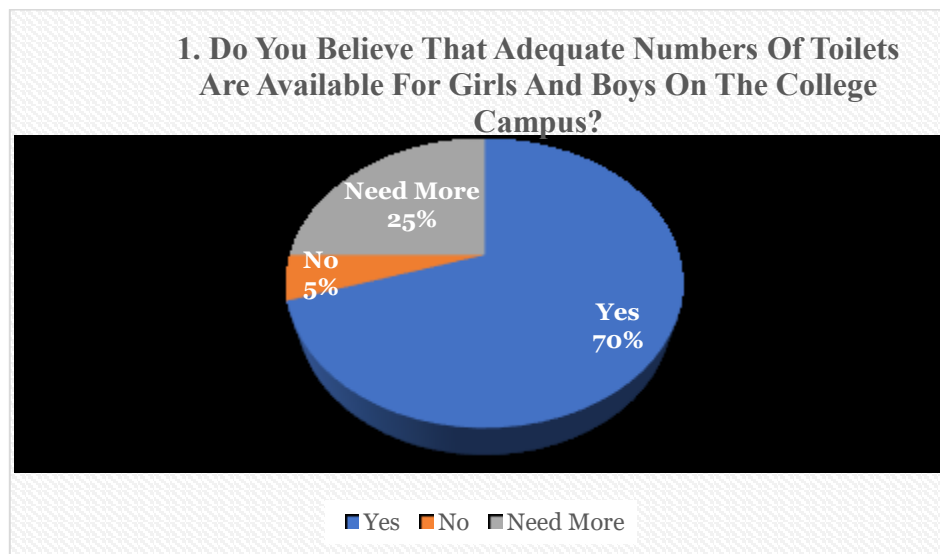
- **Fully protected campus:** The college campus is completely protected with boundary walls and gates are checked by security personals 24x7.
- **CCTV surveillance:** The College has 32 CCTV cameras operational 24x7.
- **ID card:** ID Cards are issued by the college at the time of admission. Wearing an Identity Card is mandatory for the students inside the college campus. No entry has been allowed without an ID card inside the campus.
- **Internal Complaints Committee (ICC):** The College has constituted an ICC to ensure a harassment-free campus that is committed to taking proactive measures if such a case arises on the college campus.

- **Women Cell & Grievance Redress Cell:** These cells address various grievances of students and ensure discipline on college campus. There are both online and offline complaint lodging mechanisms and follow up actions are taken quickly.
- **Anti-Ragging Committee:** There is an anti-ragging committee in the college which ensures zero ragging on the campus and the committee includes faculties, guardian members, office staff members, and representatives from the student union as members.
- **Counselling:** The Students Welfare Committee provides counselling to students to get rid of their stresses and strains. Teachers, as mentors, provide required counseling on demand. Non-teaching staff support the students in official matters such as admission procedures, fee payment, certificates, etc.
- **Common Rooms:** The institution has common rooms separately for males and females. Separate toilets for males and females are present in adequate numbers.
- **Lady Attendant:** A Lady Attendant is provided in the Girl's Common Room to look at all required needs of female students.
- **Sanitary pad Vending Machine:** A Sanitary pad Vending Machine is provided in the Girl's Common Room.
- **Day Care Centre:** The College has a well-equipped Day Care Centre to facilitate the Lady Teachers and students with children.
- **Lady Teachers' Staff Room:** The College has a well-equipped staffroom exclusively for lady teachers.
- **Scholarship:** Amongst others, this college efficiently facilitates the KANYASHREE scholarship meant only for girls. Our college has been awarded for distinctive achievement in this regard.

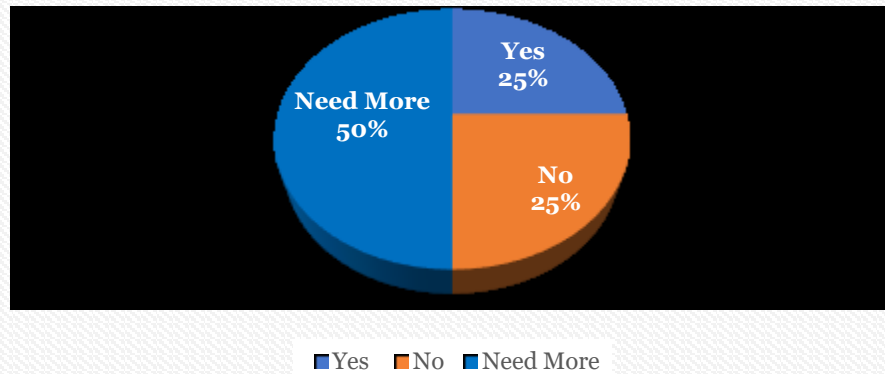
- **Self-Defense Training:** The College provides a self-defence training for girls free of cost.
- **Other Facilities:** The College has facilities like First Aid Box, Medical Room etc.that the lady teachers and female students optimally use.
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❖ GENDER AUDIT SURVEY

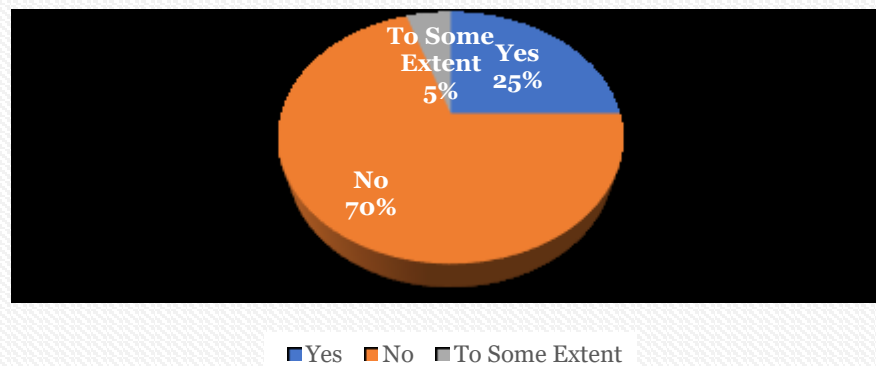
The auditor has conducted a survey and collected responses from male and female staff and students. Following is a summary of questions asked and responses received:



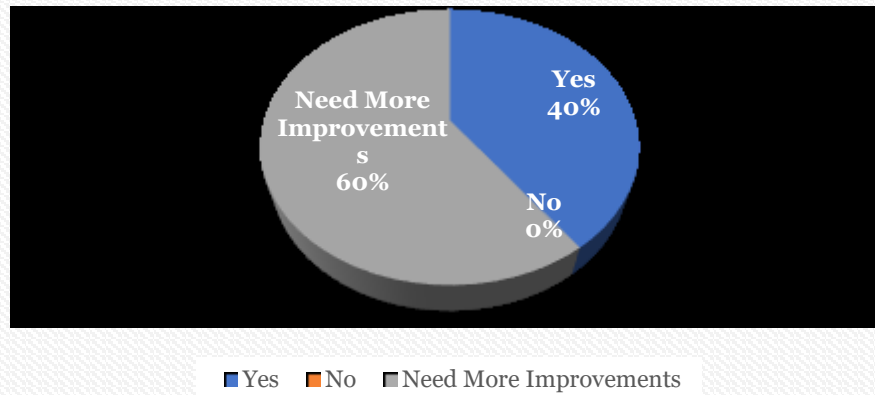
2. Do You Believe That Adequate Facilities (Like Disposal Bins) Are Available Inside The Toilet Keeping In Mind The Needs Of The Students?



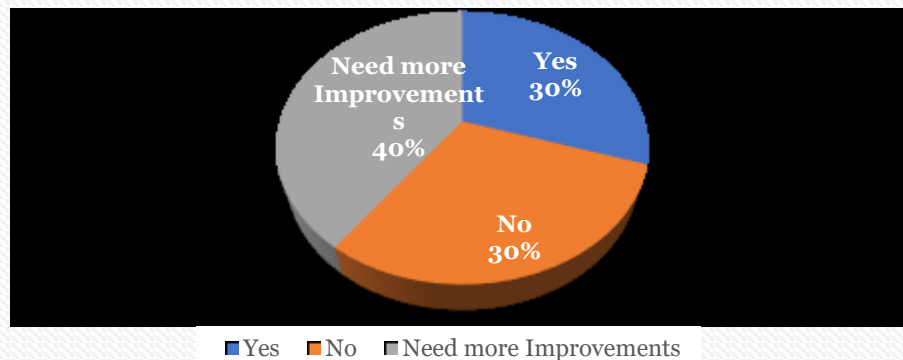
3. Are You Satisfied With The Availability Of Sanitary Napkins Vending Machines For The Girls? (This Question Is Only For Female Respondents)



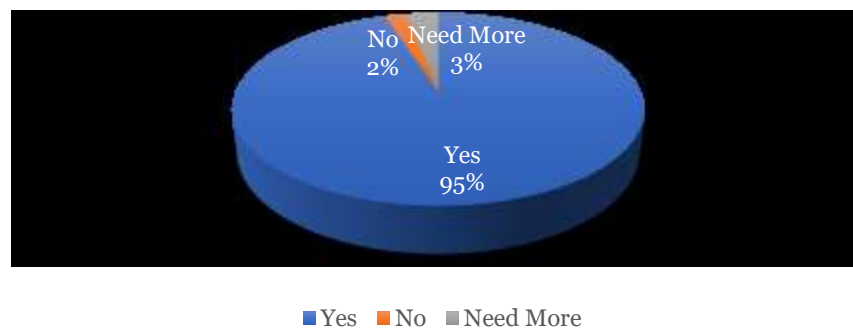
4. Are You Happy With The Hygiene Maintained In The Girl's Toilets? (This Question Is Only For Female Respondents)



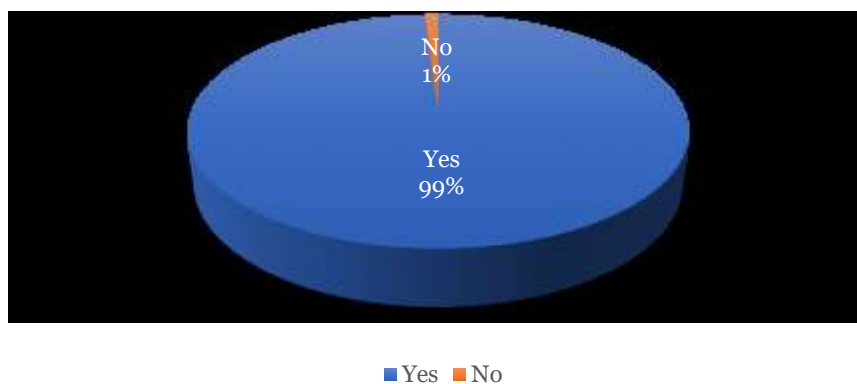
5. Are You Happy With The Hygiene Maintained In The Boy's Toilets? (This Question Is Only For Male Respondents)



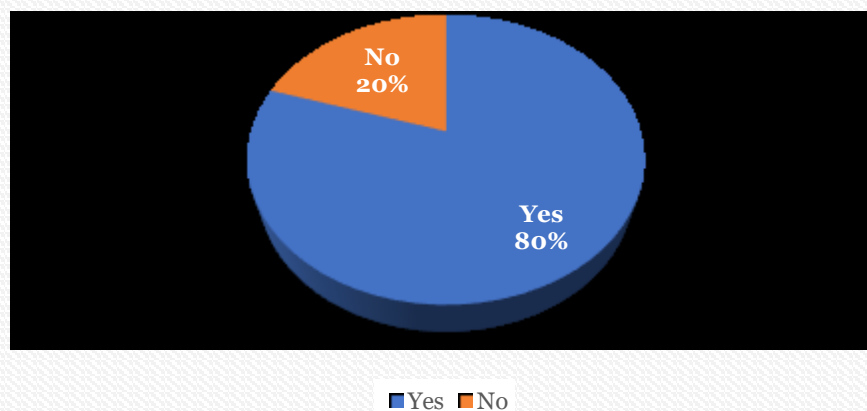
6. Are You Happy With The Security Arrangements At The Campus?



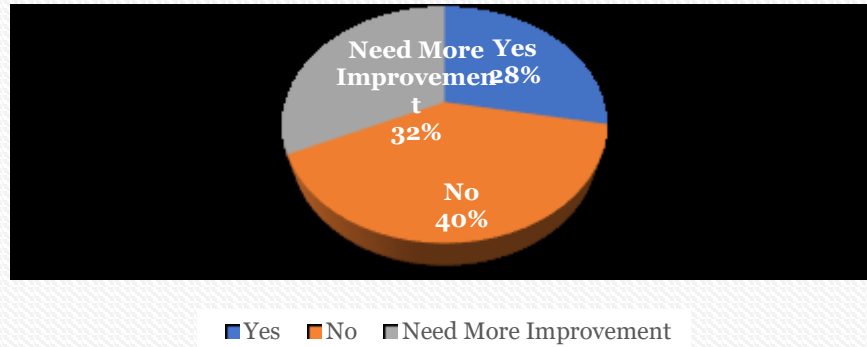
7. Are You Happy With The Number Of CCTV Cameras On The Campus?



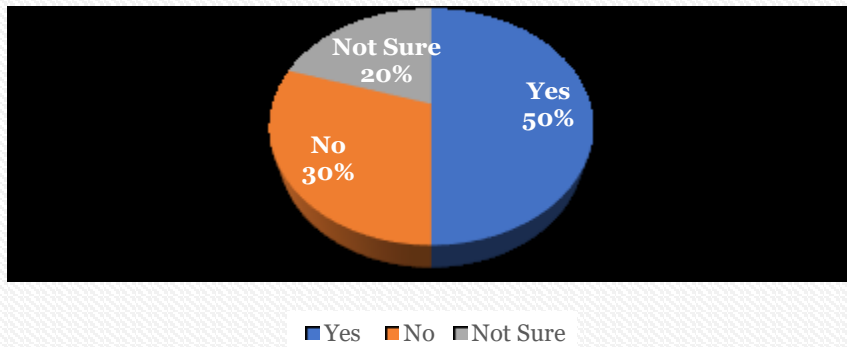
8. Are You Happy With The Girl's Common Room Infrastructure?



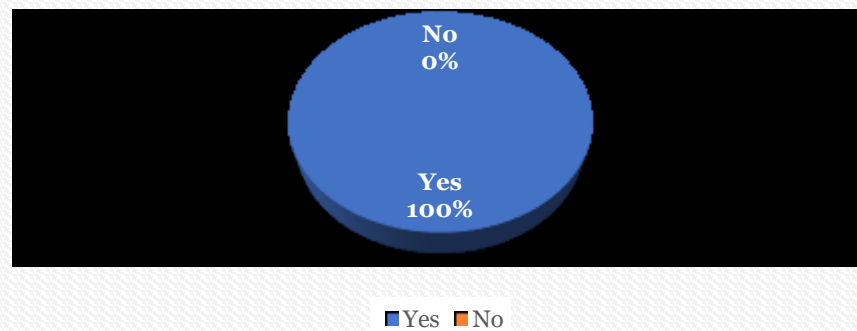
9. Are You Happy With The Faculty Common Room Infrastructure?



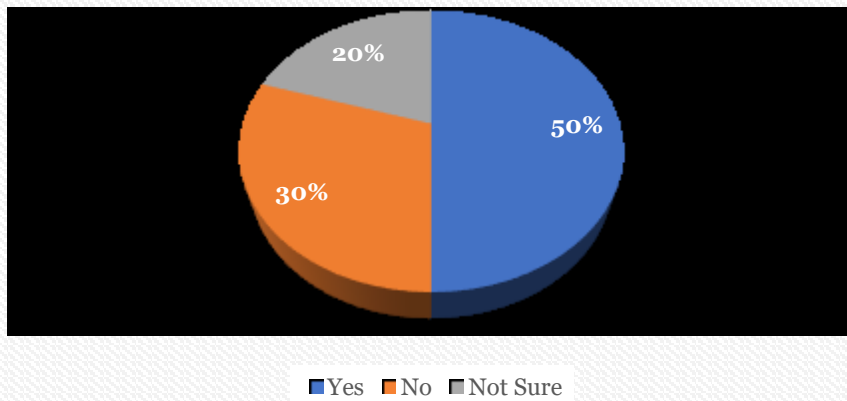
10. Are You Aware Of The Women's Cell / Vishakha Cell In The College?



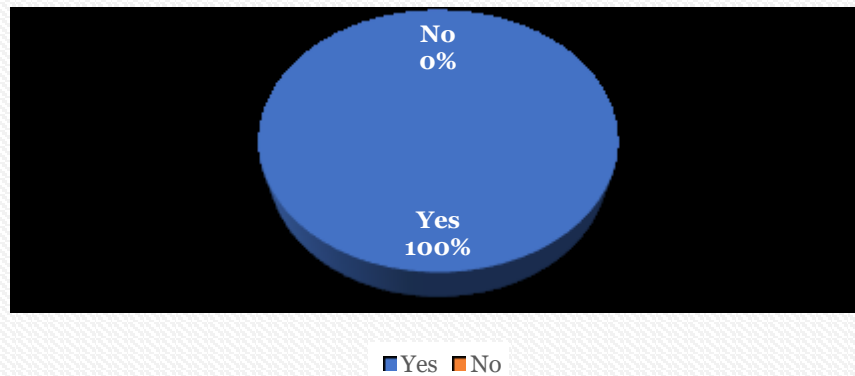
11. Have You Ever Reached Out To The Women's Cell / Vishakha Cell?



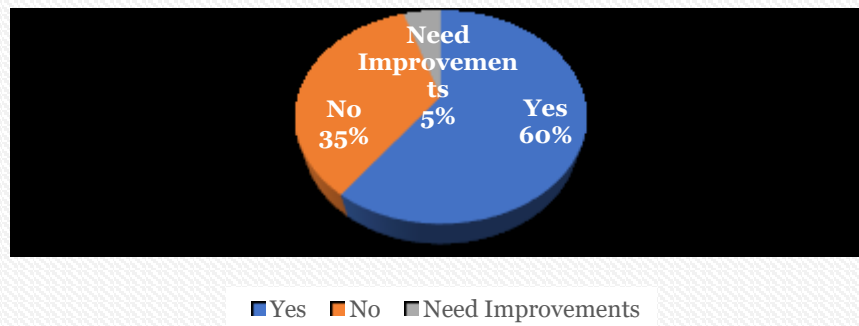
12. Are You Aware Of The Internal Complaints Committee?



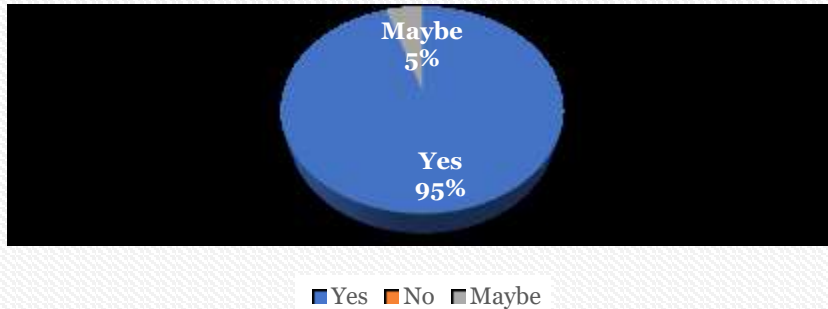
13. Have You Ever Reached Out To The ICC?



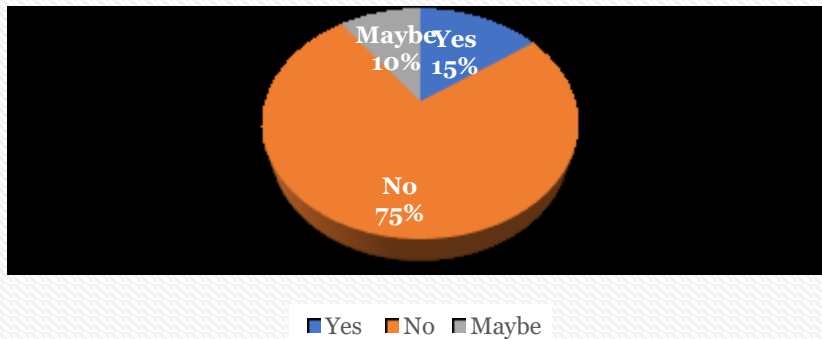
14. Do You Believe Your Classroom Offers Equal Opportunities To All Genders?



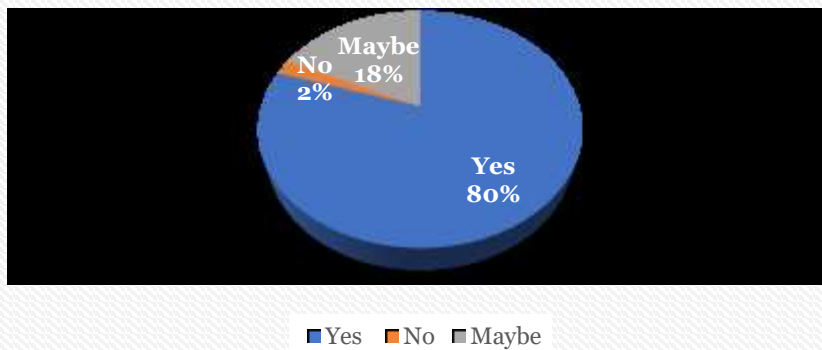
15. Do You Believe Your Library Offers Equal Opportunities To All Genders?



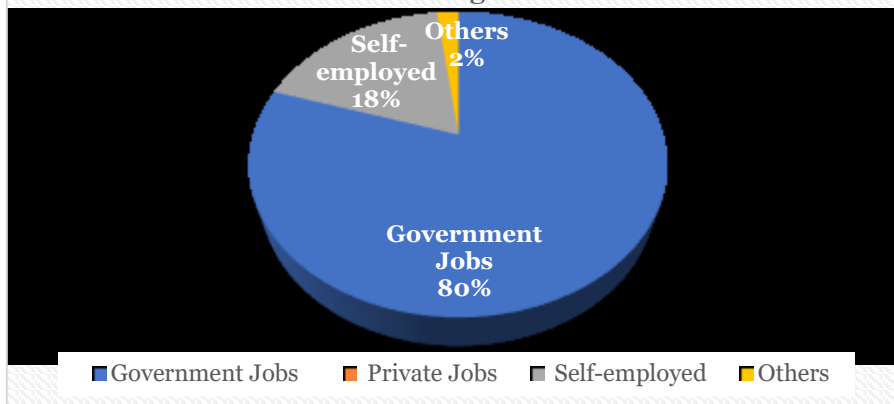
16. Are You Aware That The Library Dedicates A Special Hour For Girls To Issue Books?



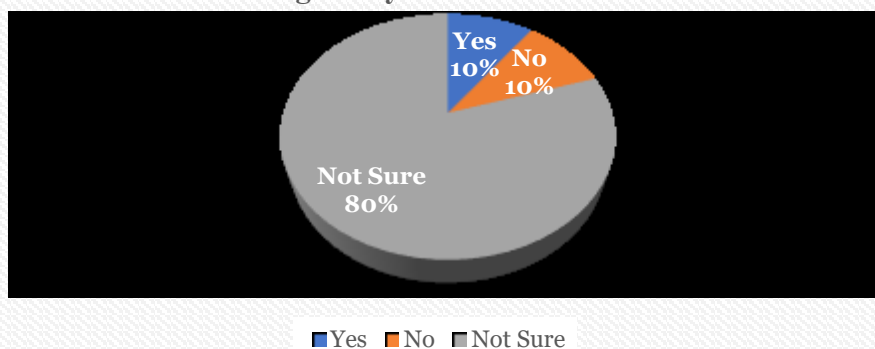
17. Do You Believe Your Laboratory Offers Equal Opportunities For All Genders?



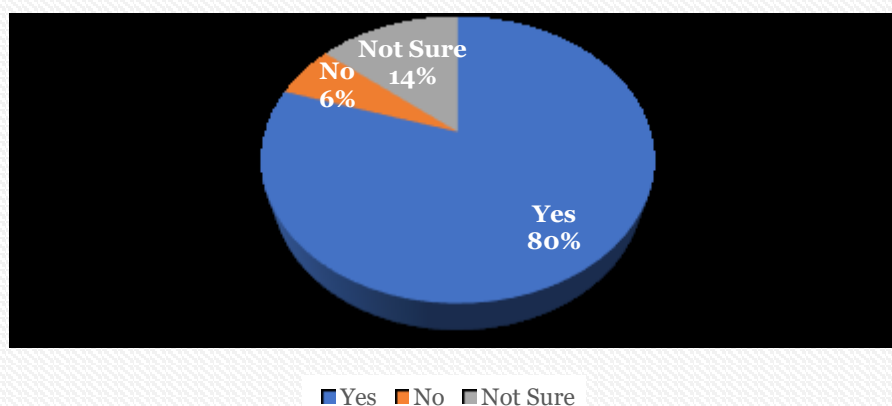
18. What Are Your Aspirations After Completing College?



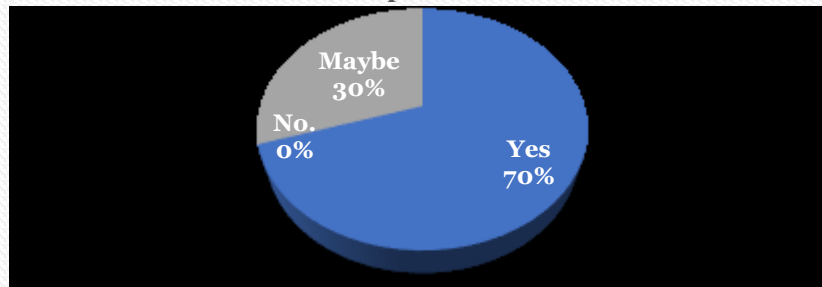
19. Do You Know About The Free Competitive Examination Preparation Course Offered By The College Only For Its Students?



20. Do You Know About The Girl's Helpline Number Of Panchakot Mahavidyalaya?

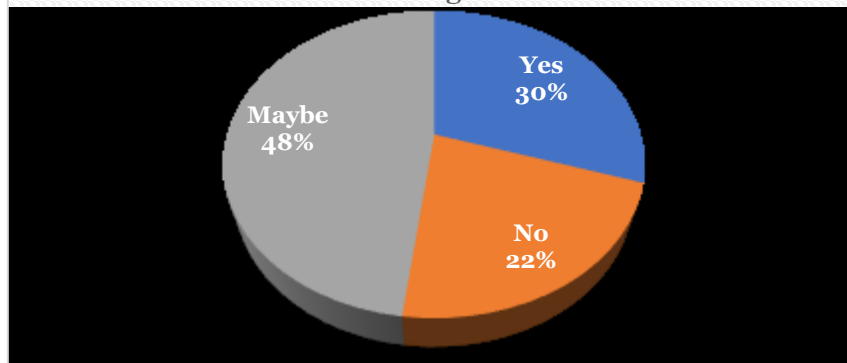


21. Are You Aware That The Gymnasium/ Cyber Cafe Dedicates A Special Hour For Girls?



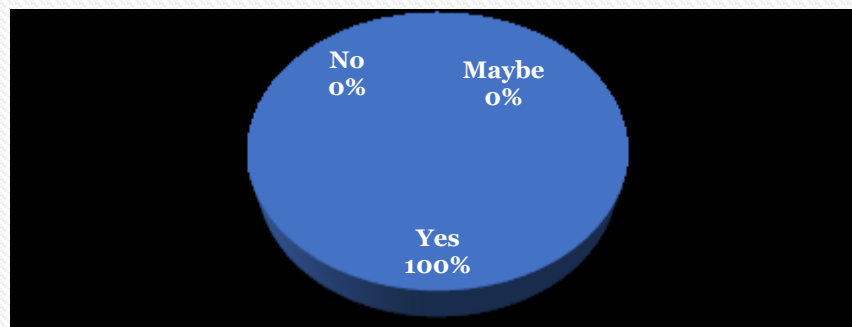
■ Yes ■ No. ■ Maybe

22. Are You Aware That Female Attendants Are Always Available On The College Campus For Emergencies?



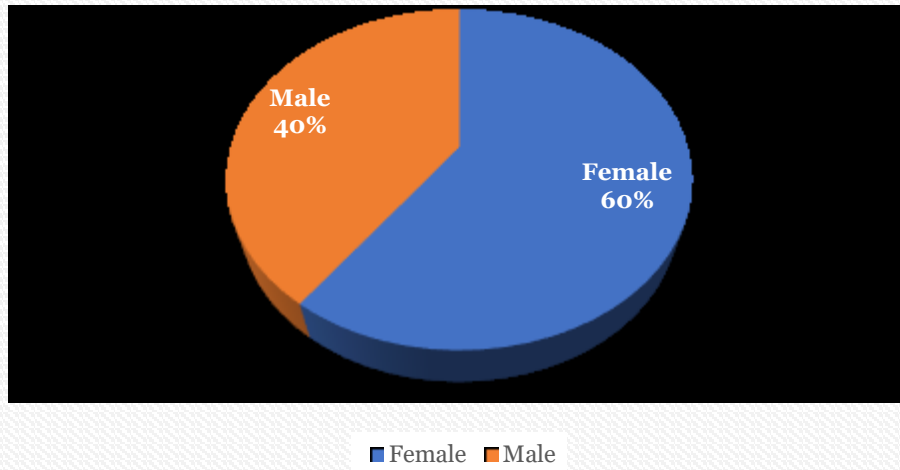
■ Yes ■ No ■ Maybe

23. Are you aware that the college administration always maintains separate queues for female students?



■ Yes ■ No ■ Maybe

24. Ratio of Respondents (Out of 100 Samples)



❖ **Suggestions and Recommendations:**

1. Panchakot Mahavidyalaya must uphold its reputation as a safe environment for women and maintain its gender-sensitive culture.
2. It should organize numerous sensitization programs for its security personnel, teaching, and non-teaching staff.
3. Additionally, it should conduct more awareness programs for students to educate them about the gender-related facilities provided by the Mahavidyalaya.
4. The Mahavidyalaya ought to introduce self-employment training in various subjects.
5. There is a pressing need for improved washroom facilities on the campus.
6. According to the survey, female washrooms require more frequent cleaning.
7. The survey highlights the necessity for additional drinking water facilities to be arranged for both students and staff.
8. The Mahavidyalaya must ensure greater participation of female students in sports and encourage them to contest for college-level leadership positions.
9. Gender sensitization workshops must be held for security personnel deployed on campus.
10. The survey reveals that many students are unaware of the existence of the Women's Cell and ICC on campus. These cells should take steps to disseminate this information among the student body.
11. The Mahavidyalaya should establish regular feedback mechanisms, such as surveys and focus groups, to regularly assess the needs and experiences of female students and faculty.

12. The Mahavidyalaya should collaborate with local organizations and NGOs that focus on women's rights and empowerment to leverage resources and expertise in addressing gender-related issues on campus.

❖ Conclusion

The Gender Audit of the College, following a comprehensive examination of all aspects of gender sensitivity and the adequacy of facilities for both men and women, reveals a positive and highly satisfactory situation. The College has long been renowned for fostering a safe and supportive environment for women's education. It continues to uphold a culture of positive interaction between male and female students. Guided by the current leadership of the college principal and a staff that prioritizes gender balance, the College remains steadfast in its commitment to gender sensitivity and inclusivity.

Appendix: 1

Sample Survey Questioner

Panchakot Mahavidyalaya Gender Audit Survey for Students

Gender audit in academic institutions is a crucial process for assessing and addressing gender disparities within the educational landscape. It involves a comprehensive examination of policies, practices, and cultural norms through a gender-sensitive lens. By scrutinizing areas such as enrollment, faculty composition, curriculum content, and campus climate, gender audits reveal hidden biases and barriers that hinder gender equity. Through data collection, analysis, and stakeholder engagement, these audits pave the way for meaningful change, fostering environments that are inclusive, diverse, and equitable. This introduction sets the stage for understanding the importance and impact of gender audits in shaping more inclusive academic institutions.

1. **Sex of the Student:** Male/ Female/ Others
2. **Current semester:**
3. **Department:**
4. **Do you believe that adequate numbers of toilets are available for girls and boys on the college campus?**

For Boys: a) Yes b) No C) Need more toilets **For Girls:** a) Yes b) No C) Need more toilets

5. **Do you believe that adequate facilities (like disposal bins) are available inside the toilet keeping in mind the needs of the students?**
a) Yes b) No c) Need more facilities
6. **Are you satisfied with the availability of sanitary napkins vending machines for the girls?**
(this question is only for girl students)

a) Yes b) No c) To some extent

7. Are you happy with the hygiene maintained in the girl's toilets? (this question is only for female students)

a) Yes b) No c) Need more improvements

8. Are you happy with the hygiene maintained in the boy's toilets?

a) Yes b) No c) Need more improvements

9. Are you happy with the security arrangements at the campus?

a) Yes b) No c) Need more security guards

10. Are you happy with the number of CCTV cameras on the campus?

a) Yes b) No

11. Are you happy with the girl's common room infrastructure?

a) Yes b) No c) Need more (specify -----)

12. Are you aware of the Women's Cell / Vishakha Cell in the college?

a) Yes b) No c) Not Sure

13. Have you ever reached out to the Women's Cell / Vishakha Cell?

a) Yes b) No

14. Are you aware of the Internal Complaints Committee?

a) Yes b) No c) Not Sure

15. Have you ever reached out to the ICC?

a) Yes c) No

16. Do you believe your classroom offers equal opportunities to all genders?

a) Yes b) No c) There is a scope for improvement.

17. Do you believe your library offers equal opportunities to all genders?

a) Yes b) No c) Maybe

18. Are you aware that the library dedicates a special hour for girls to issue books?

a) Yes b) No c) Maybe

19. Do you believe your laboratory offers equal opportunities for all genders?

a) Yes b) No c) Maybe

20. What are your aspirations after completing college?

a) Government Jobs b) Private Jobs c) Self-employed d) Others (Specify -----)

21. Do you know about the free competitive examination preparation course offered by the College only for its students?

a) Yes b) No c) Not Sure.

22. Do you know about the girl's helpline number of Panchakot Mahavidyalaya?

a) Yes b) No c) Not Sure

23. Are you aware that the gymnasium/ cyber cafe dedicates a special hour for girls?

a) Yes b) No c) Maybe

24. Are you aware that female attendants are always available on the college campus for emergencies?

a) Yes b) No c) Maybe

25. Are you aware that the college administration always maintains separate queues for female students?

a) Yes b) No c) Maybe

26. Any suggestions:



Asansol Girls' College

(NAAC Accredited with 'A' Grade)

(GOVT. SPONSORED)

Affiliated with The Kazi Nazrul University

Dr. Anjali Roy Sarani, Asansol - 713304

Ph. 0341-2257107 (Day), 2254098 (Morn.), 2257600 (Principal)


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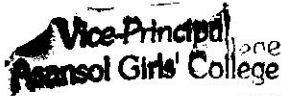
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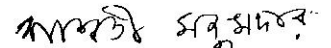
Certificate

The committee members visited Panchakot Mahavidyalaya on August 11th, 2023, and engaged in discussions with the relevant students and authorities. The committee is giving this certificate to the best of its knowledge.


Vice Principal 14.8.23


Vice Principal
Asansol Girls' College




ICC Convener