

GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE

GENDER AUDIT



REPORT OF THE GENDER AUDIT, 2023 PERIOD – 2018-19 TO 2022-2023

PREAMBLE

Gender Audit of educational institutions is a process for organisational 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 girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues.

According to UN Sustainable Development Goal 5: Gender equality, gender auditing helps institutions to focus on such areas as:

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

GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background. To fulfil its aims the College decided to go for a Gender Audit and hence this study, which has been carried out by applying the participatory methodology. Towards this end, I made two visits (Online and onsite both applicable) to GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE and had interactive sessions with the teachers, staff and students of the College on the College premises. With the cooperation of the Principal, teachers and students of the College I was able to visit the various facilities and structures of the College premises and examine them in relation to their gender quotient. I also examined various

records and documents of the College as provided by their office. I am satisfied that I have sufficient data to prepare a comprehensive gender audit that is presented below.

GIVEN BELOW IS A BRIEF PROFILE OF GOVERNMENT GIRLS' GENERAL DEGREE COLLEGE:

Government Girls' General Degree College is the fourth Government college for girls in West Bengal. Due to its proximity to National Library, Calcutta University Alipur Campus, and other major locations of southern Kolkata, the college is favourably accessible to a large section of students interested in higher education. The establishment of this college marks a positive and progressive initiative towards facilitating higher education for women in West Bengal. Incidentally, the college was established after a decade long pressing demand for a Women's college in the locality. The college was inaugurated on the 28th January, 2016 by Honourable Chief Minister Smt. Mamata Banerjee. The College has been affiliated to the University of Calcutta. The inauguration inevitably marked the beginning of a journey towards achieving academic excellence for women. Presently, the college offers Honours Courses in Arts, Science and Commerce streams. Faculties of all fourteen departments (Honours) put untiring efforts to provide quality academic guidance to all students and work towards their overall developments.

The college began its academic journey on 28th January 2016 with fifteen departments. The academic session started with one hundred and fifteen students in both Arts and Science streams. To create awareness, conviction and commitment among the students towards social and moral values, the college arranges for compulsory Value Education classes where lectures are delivered by eminent personalities from various fields. The college provides scope to its students to put forward their views, positive and negative, through Grievance Redressal Cell and Anti-Ragging cell. The Psychological Counselling Cell looks into the problems faced by the students. Being a girl's college a Sexual Harassment Cell has also been set up within the campus.

Importance of Gender audit

A gender audit is required to be performed in every institute on a regular basis. It is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets

In this college a Gender Equity Cell has been formed and is acting with the objective to ensure equal opportunities to all stakeholders irrespective of gender biasness.

The college has taken efforts to conduct an intra- level gender audit by running a structured questionnaire among all the stakeholders (students, teachers and non-teaching members) in the college on different issues. The responses as received were analysed further. Further to mention that since the college is a girls college hence the students are 100% girls.

However the male teachers and male office supporting staffs are present

Female : Male teacher in the last academic session (2022-2023) was : **3:1**

Female : Male Non -teaching in the last academic session (2022-2023) was **1: 0.4**

Annual gender sensitization action plan

Annual gender sensitization action plan is formulated by IQAC of the college since 2018 to conduct various gender sensitization activities on regular basis. The major objective was to promote gender equality, inclusiveness, tolerance, harmony among the students and the staff leading to women empowerment. The Annual Gender Sensitization Action Plan designed by IQAC and ICC is also hosted in the college website.

The following action plans were mentioned under Annual Gender Sensitization Action Plan designed by IQAC and ICC:

- ♣ To create a safe, secure and healthy environment for ensuring gender equality and to confirm respectful and dignified behavior at all levels.
- ♣ Conduct awareness programmes for the girls students regarding self-defence, Aids awareness, Female Foeticide, etc.
- ♣ Promoting activities pertaining to Health, Cleanliness, Personal Hygiene, and Nutrition.
- ♣ To conduct induction and the orientation programmes for the students to promote gender sensitization.
- ♣ To conduct activities for students regarding Entrepreneurship Development and Career Enhancement
- ♣ To arrange counselling sessions of the experts for addressing issues like Depression, Frustration arising out of failures
- ♣ To organize workshops related to cybercrime, safety and security
- ♣ To provide adequate guidance and assistance regarding the scholarship benefits and studentships along with book grant facilities
- ♣ To review the minutes and the action taken reports of the Internal Complaint Committee, Anti-Sexual Harassment Committee, Grievances Redressal Committee and ensure redressals in time.
- ♣ To prepare and deploy Student's code of conduct that promotes gender equality at the governance level.
- ♣ To conduct regular problem-solving, counselling and encouragement through the Guardian Teacher meets.
- ♣ To encourage girls students to join NSS and ensure equal rights and participations in regular cultural activities.
- ♣ To follow "No Discrimination Policy" in all areas of academic and administrative matters.

GENDER SENSITIZATION PROGRAMS IN THE COLLEGE

- Gender sensitization program on 15th March,2019.

The speaker was Ms. Ratnaboli Ray, Director, Founder & Managing Trustee, Anjali. She mentioned about the necessity of gender awareness among the members of every Institution. There are misconceptions regarding our role, our code of conduct within the Institutional premises. She referred to the Act of 2013 and discussed the increasing relevance in today's world. The session was a vibrant one through interactions, inquiries and suggestive customisations



FELICITATION OF DR. RATNABOLI ROY BY
DR. SENJUTI GUPTA, FACULTY MEMBER,
DEPT. OF ECONOMICS

One-day Gender Sensitization Workshop was organised on 29th March, 2019.

The speakers were:

- Dr.Soma Ghosh, Principal, Hiralal Majumdar Memorial College, Dakshineswar ;
- Dr Chandramalli Sengupta, Associate Professor in Bengali, Ashutosh College, Kolkata;
- Dr. Molly Ghosh, Associate Professor in Political Science, Rashttaguru Surendra Nath College, Barrakpore.

The focus was explicitly on 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The sessions were conducted in interactive mode, answering, discussing and explaining different provisions mentioned in the Act. Feedback session was designed to get suggestions from the participants present from colleges, schools and Offices in and around Kolkata. The Workshop was successful in all possible parameters; generating awareness, the composition of the participants, both male and female, reference to problems of varied nature faced in actuality, many constructive suggestions. In our future programs on Gender Sensitisation Initiatives, we intend to address the feedback we collected from the Workshop.



**DR. ANTARA MUKHERJEE,
FACULTY MEMBER, DEPT. OF
ENGLISH AND JOINT CONVENER,
SEMINAR SUB COMMITTEE
ADDRESSING THE AUDIENCE IN
ICC WORKSHOP**



**DISTINGUISHED FACULTY MEMBERS FROM
DIFFERENT COLLEGES IN THE ICC WORKSHOP**

➤ **National Level Webinar on "Transcending Patriarchal Boundaries: Challenges in the 21st Century".**

Organised by: ICC of West Bengal State University, Hiralal Mazumdar Memorial College for Women & Government Girls' General Degree College, Kolkata.

Platform: Google Meet

CHAIRPERSON OF THE SESSION:

Dr Nabanita Chatterjee

*External Expert
Internal Complaints Committee
Hiralal Mazumdar Memorial
College For Women*

SPEAKERS:

Justice Sanchita Sarkar

*Additional District & Session Judge
Judge Special Bench
(Designated CBI Court)
Bankshall Court, Kolkata*



Dr Sudeshna Mukherjee

*Associate Prof.
Bangalore University*



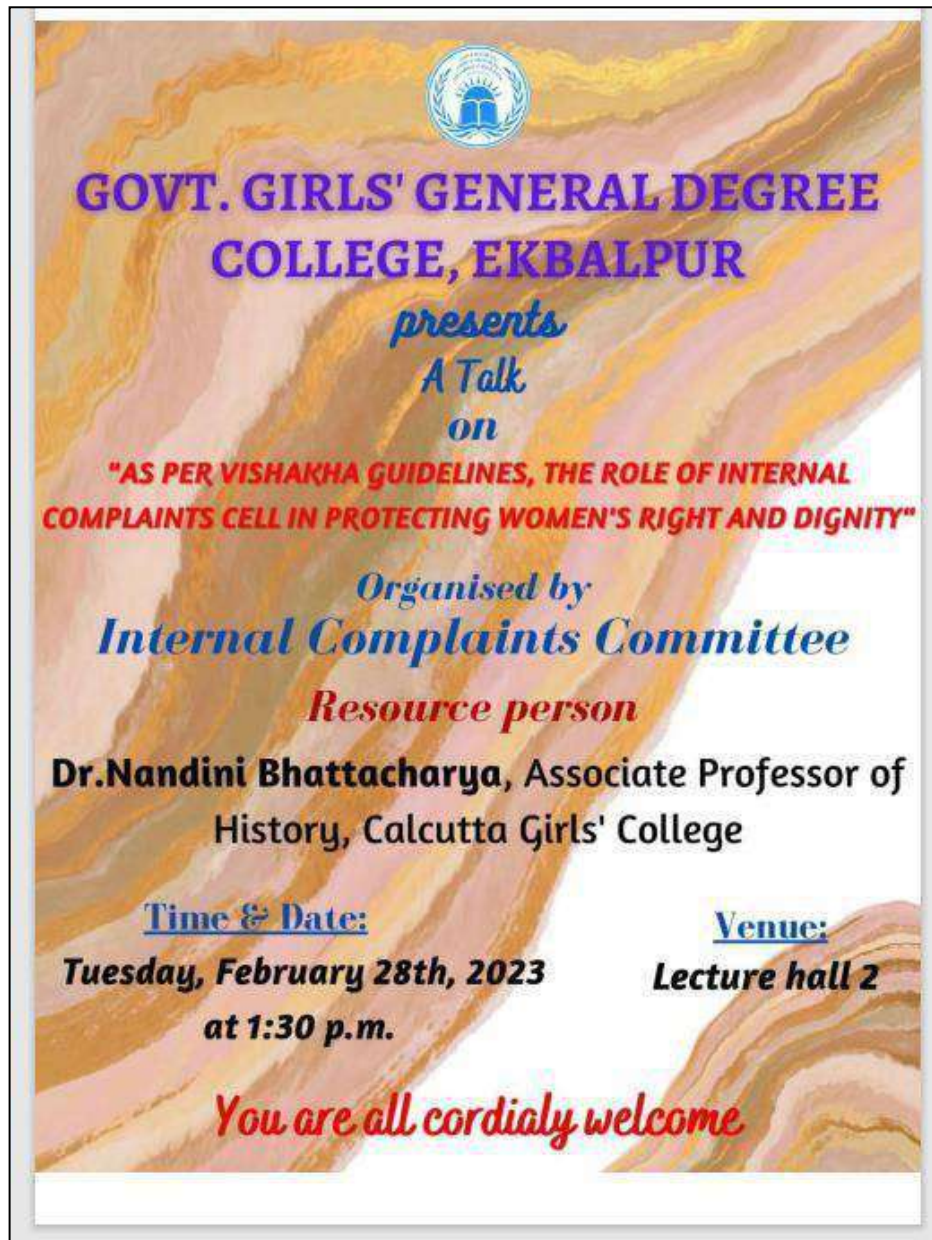
Dr Madhumita Sen

*Associate Prof.
Government Girls' Degree College,
Ekbalpore
Coordinator
Internal Complaints Committee*



- **A talk on "As per Vishakha Guidelines, the role of Internal Complaints Cell in protecting women's right and dignity".**

This was organised by: Internal Complaints Committee, Government Girls' General Degree College, Kolkata on February 28, 2023 at the college campus



GOVT. GIRLS' GENERAL DEGREE COLLEGE, EKBALPUR
presents
A Talk
on
"AS PER VISHAKHA GUIDELINES, THE ROLE OF INTERNAL COMPLAINTS CELL IN PROTECTING WOMEN'S RIGHT AND DIGNITY"
Organised by
Internal Complaints Committee
Resource person
Dr.Nandini Bhattacharya, Associate Professor of History, Calcutta Girls' College
Time & Date:
Tuesday, February 28th, 2023
at 1:30 p.m.
Venue:
Lecture hall 2
You are all cordially welcome

TOTAL COUNT OF STUDENTS, TEACHERS AND OFFICE SUPPORTING STAFF IN THE PERIOD 2018-2019 TO 2022-2023

Session	Students admitted	Total Student strength	Teaching strength	Non-teaching members
2018-2019	173	327	28 (M-08, F-20)	12 (M-09 ; F-03)
2019-2020	147	384	28 (M-08, F-20)	15 (M-11 ; F-04)
2020-2021	138	406	27 (M-07, F-20)	16 (M-11 ; F-05)
2021-2022	180	441	27 (M-07, F-21)	15 (M-11 ; F-04)
2022-2023	155	425	27 (M-07, F-20)	15 (M-11 ; F-04)

GENDER AUDIT CONDUCTED FOR TEACHING AND OFFICE SUPPORTING STAFF

A gender audit was conducted for the sessions 2021-2022 and 2022-2023 running a structured questionnaire among all the stakeholders (students, teachers and non-teaching members) in the college on different issues. The responses as received were analyzed further. The college is a girls' college and hence the students responses received include 100% girl students. For teachers both male and female teachers are present and for office supporting staff also, both male and female staffs are present

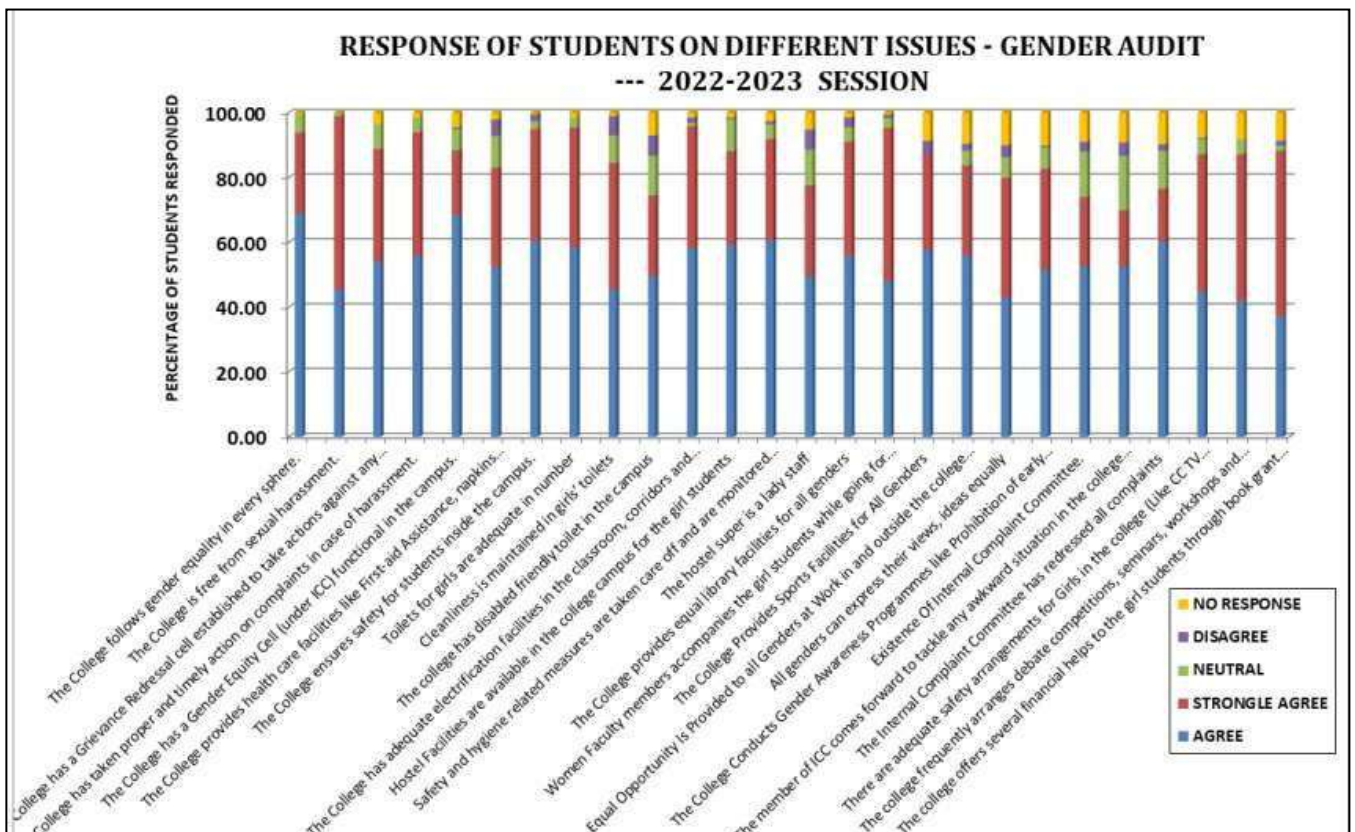
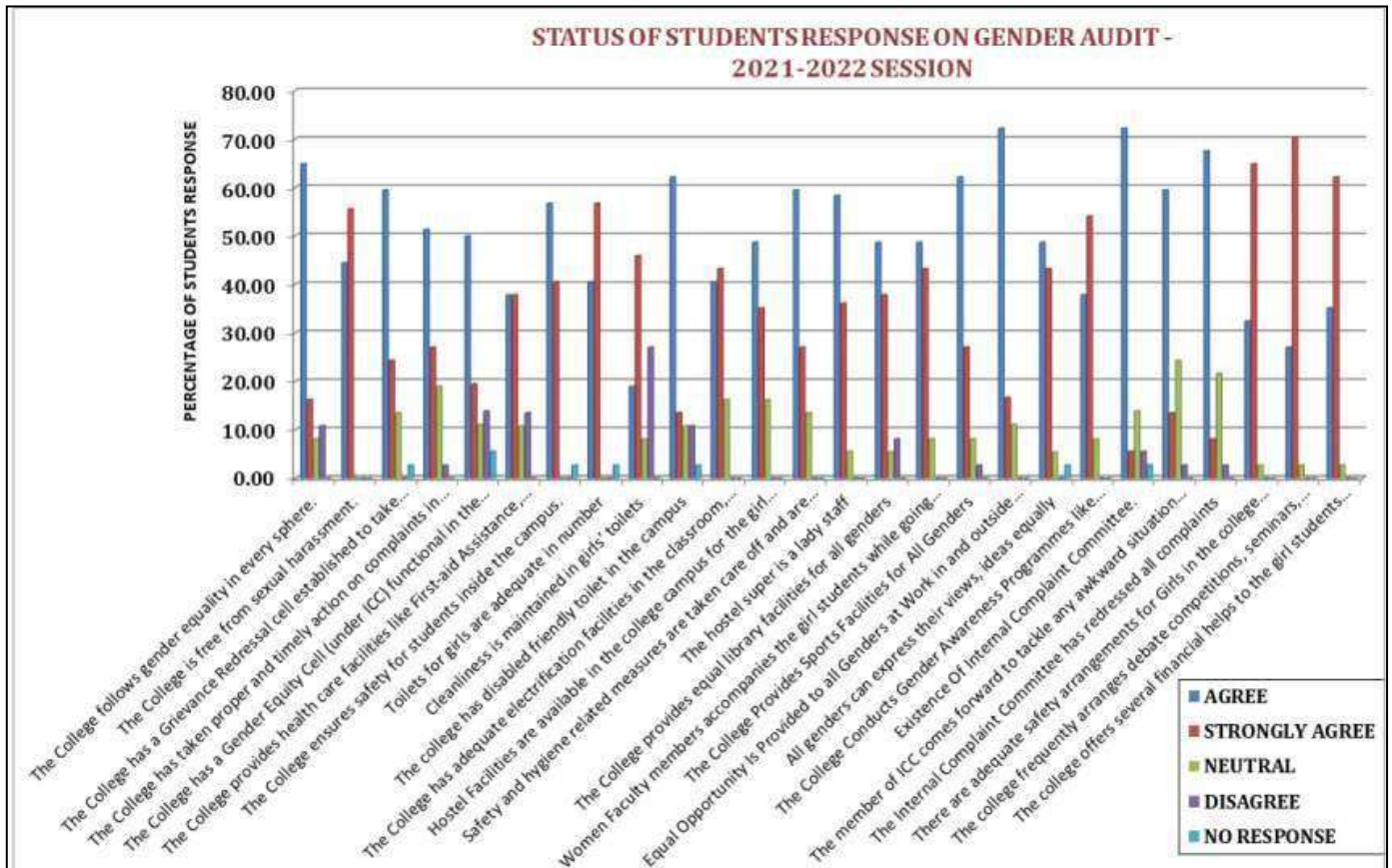
The detailed analysis report so prepared for the sessions 2021-2022 and 2022-2023 for students teachers and office supporting staff is provided below :

SAMPLE COPY OF THE GENDER AUDIT QUESTIONNAIRE :

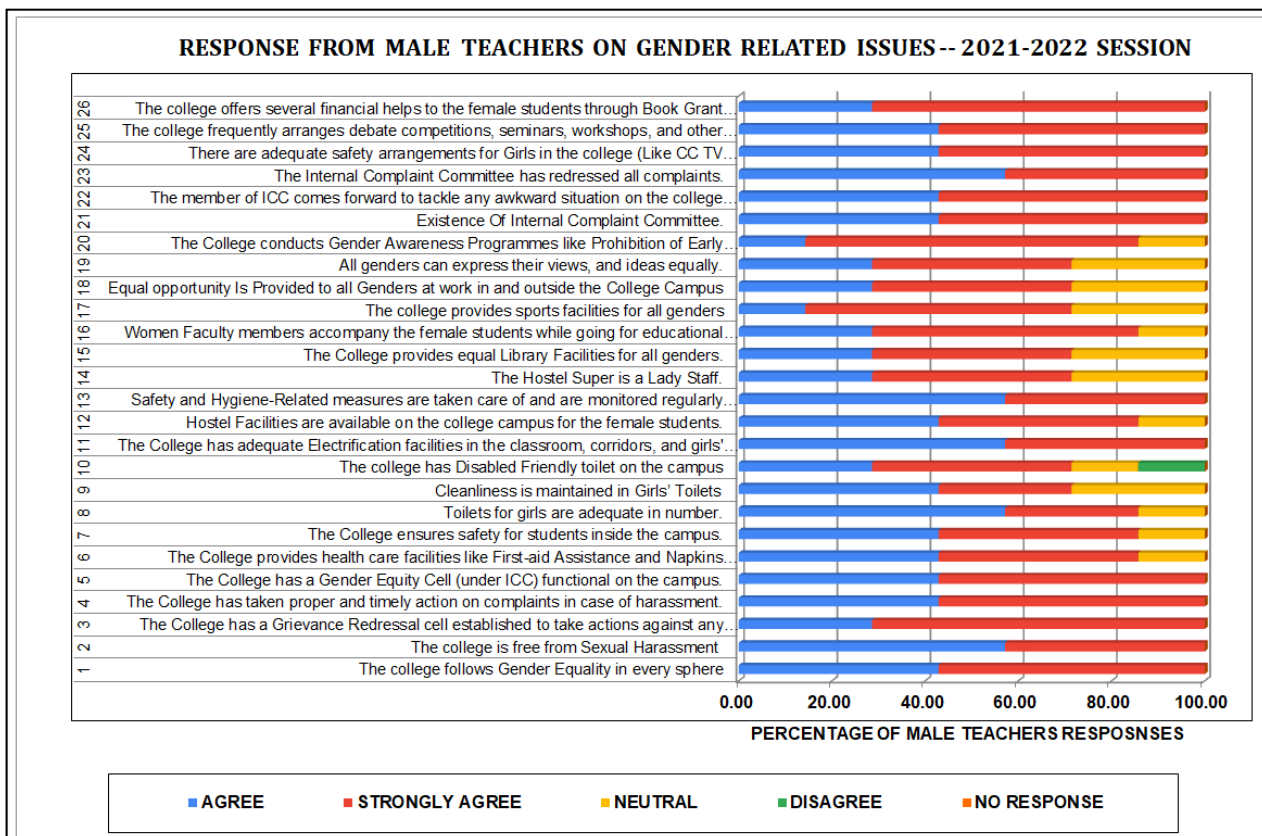
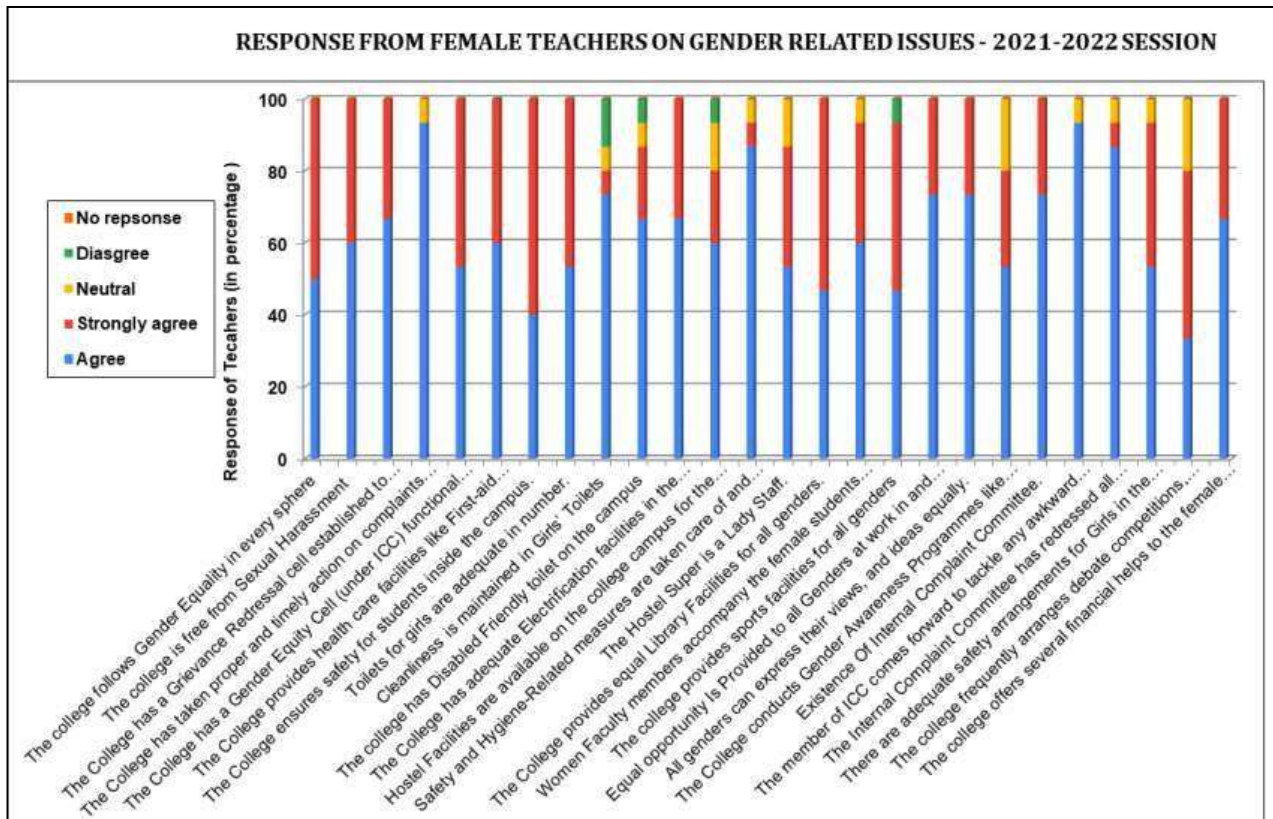
GENDER RELATED ISSUES	Agree	Strongly Agree	Neutral	Disagree
The College follows gender equality in every sphere.				
The College is free from sexual harassment.				
The College has a Grievance Redressal cell established to take actions against any reported cases of sexual harassment or offensive behaviour by students, stakeholders or others at the college campus.				
The College has taken proper and timely action on complaints in case of harassment.				
The College has a Gender Equity Cell (under ICC) functional in the campus.				
The College provides health care facilities like First-aid Assistance, napkins (sanitary), if required				
The College ensures safety for students inside the campus.				
Toilets for girls are adequate in number				
Cleanliness is maintained in girls' toilets				
The college has disabled friendly toilet in the campus				
The College has adequate electrification facilities in the classroom, corridors and girls common room.				
Hostel Facilities are available in the college campus for the girl students				
Safety and hygiene related measures are taken care off and are monitored regularly in the college campus				
The hostel super is a lady staff				
The College provides equal library facilities for all genders				
Women Faculty members accompanies the girl students while going for educational trips, sports and cultural competitions				

GENDER RELATED ISSUES	Agree	Strongly Agree	Neutral	Disagree
The College Provides Sports Facilities for All Genders				
Equal Opportunity Is Provided to all Genders at Work in and outside the college Campus				
All genders can express their views, ideas equally				
The College Conducts Gender Awareness Programmes like Prohibition of early Marriage, Sexual Harassment, Child Trafficking Etc. as a part of curriculum				
Existence Of Internal Complaint Committee.				
The member of ICC comes forward to tackle any awkward situation in the college campus.				
The Internal Complaint Committee has redressed all complaints				
There are adequate safety arrangements for Girls in the college (Like CC TV Surveillance, Security Guards, provision of recording the guest details at the entry gate)				
The college frequently arranges debate competitions, seminars, workshops and other cultural programs for all stakeholders of the college irrespective of gender				
The college offers several financial helps to the girl students through book grant facilities, free studentship facilities, offering different scholarships (Kanyashree, Aikyashree, Oasis etc) funded by state government.				

STUDENTS RESPONSE :

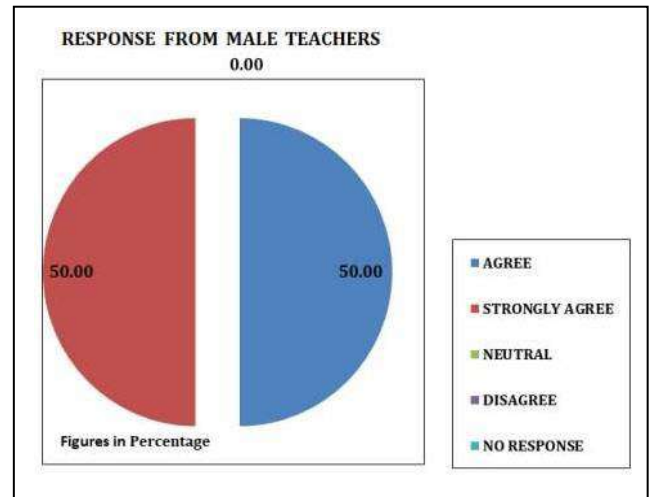
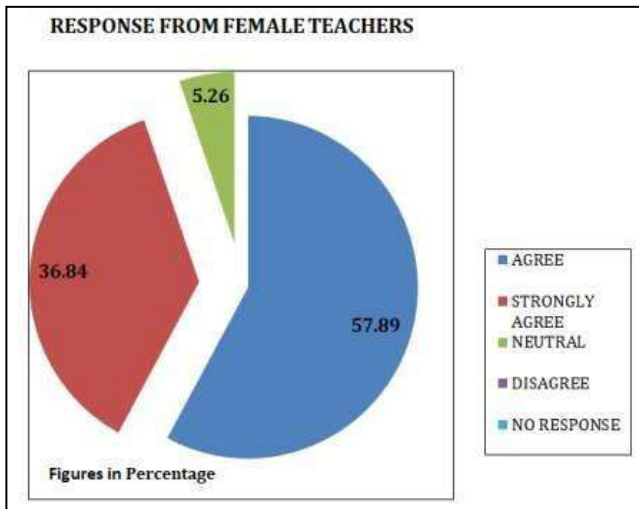


TEACHING STAFF RESPONSE :

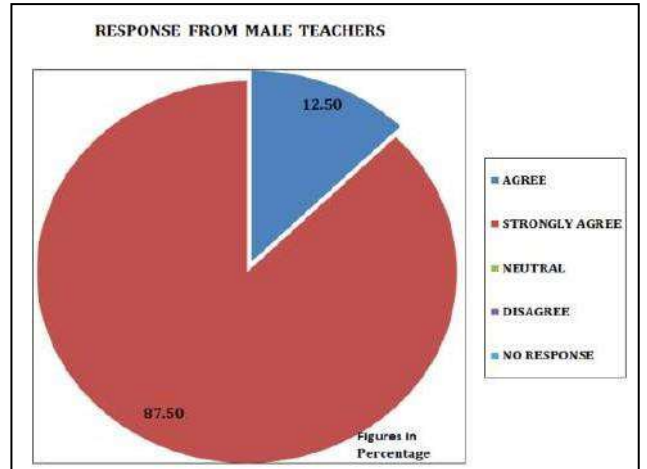
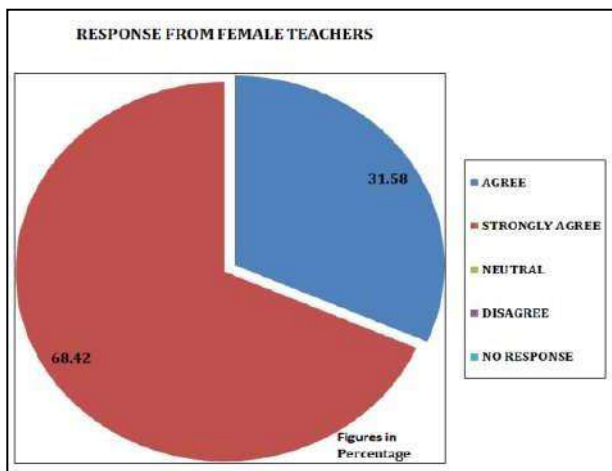


RESPONSE FROM TEACHERS : 2022-2023

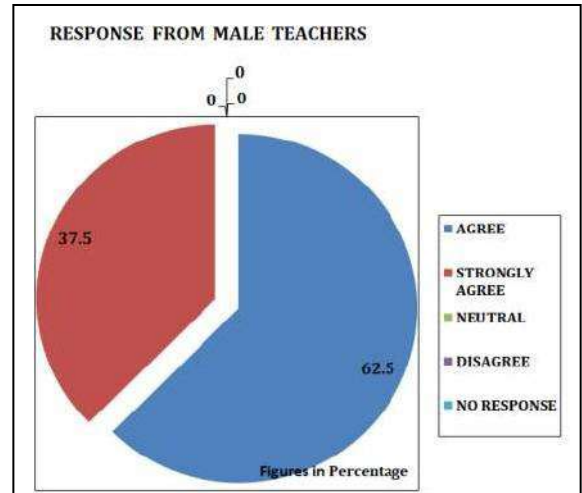
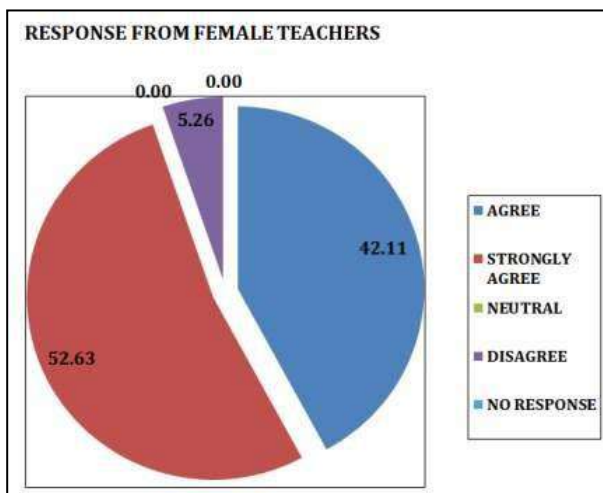
1. The College follows gender equality in every sphere.



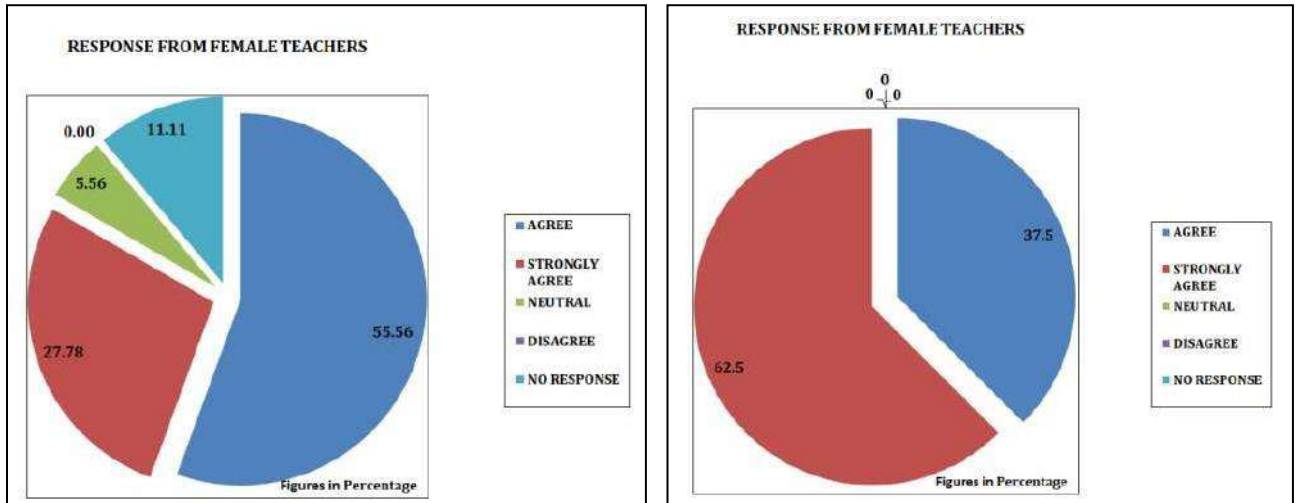
2. The College is free from sexual harassment.



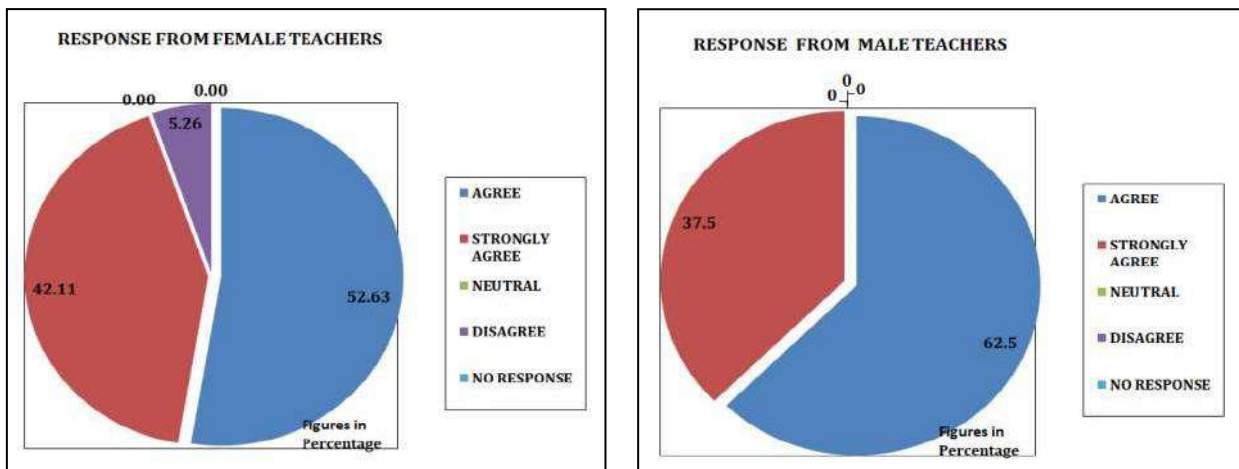
3. The College has a Grievance Redressal cell established to take actions against any reported cases of sexual harassment or offensive behaviour by students, stakeholders or others at the college campus.



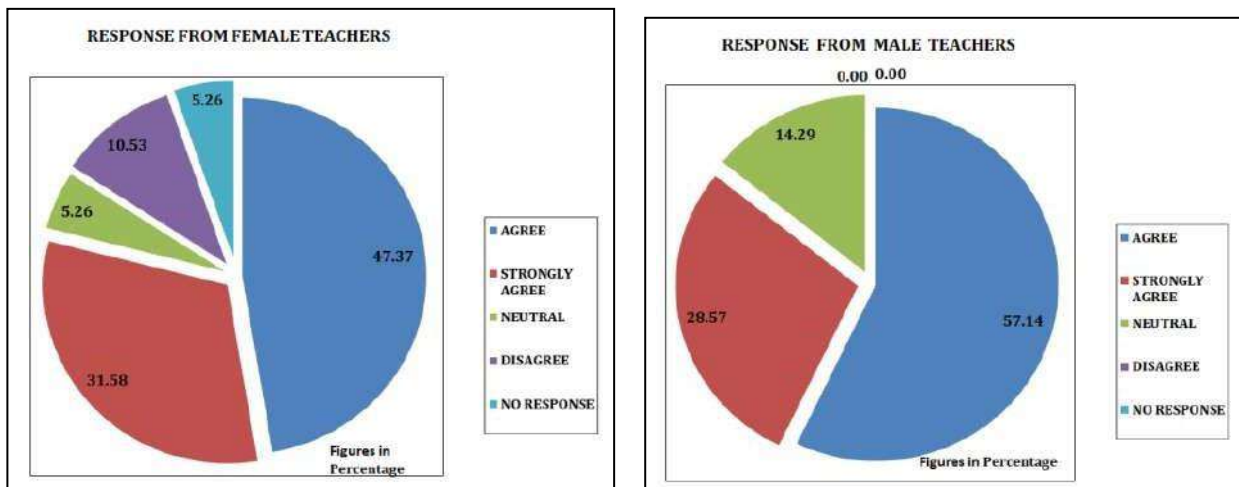
4. The College has taken proper and timely action on complaints in case of harassment.



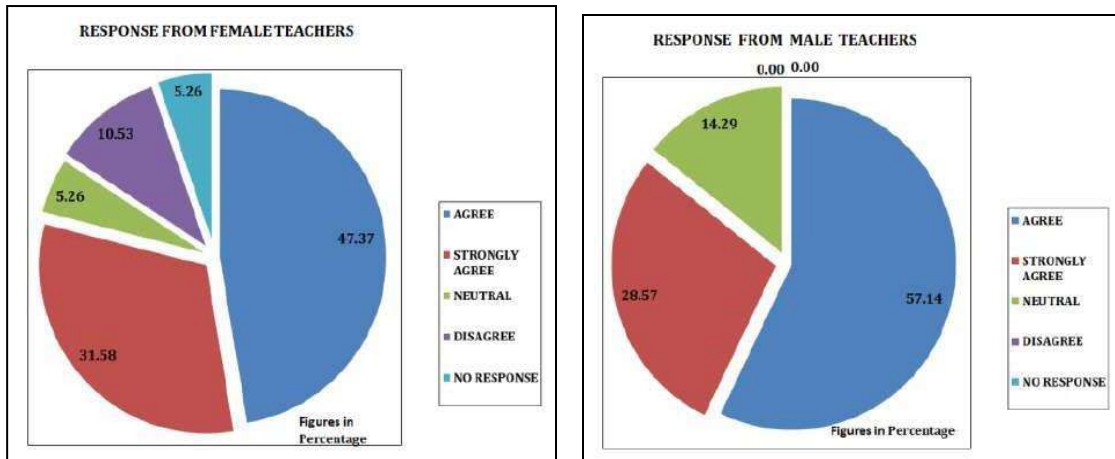
5 The College has a Gender Equity Cell (under ICC) functional in the campus.



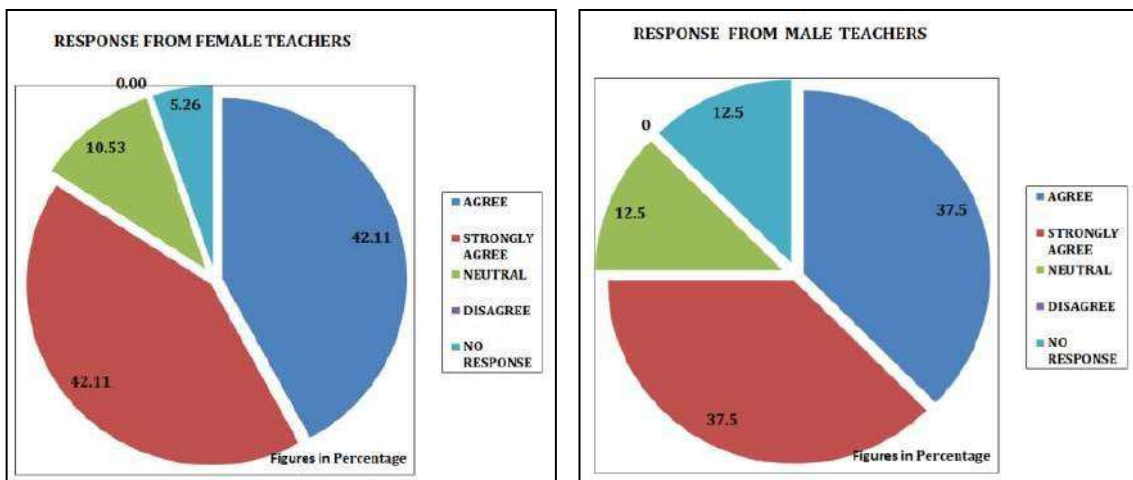
6. The College provides health care facilities like First-aid Assistance, napkins (sanitary), if required



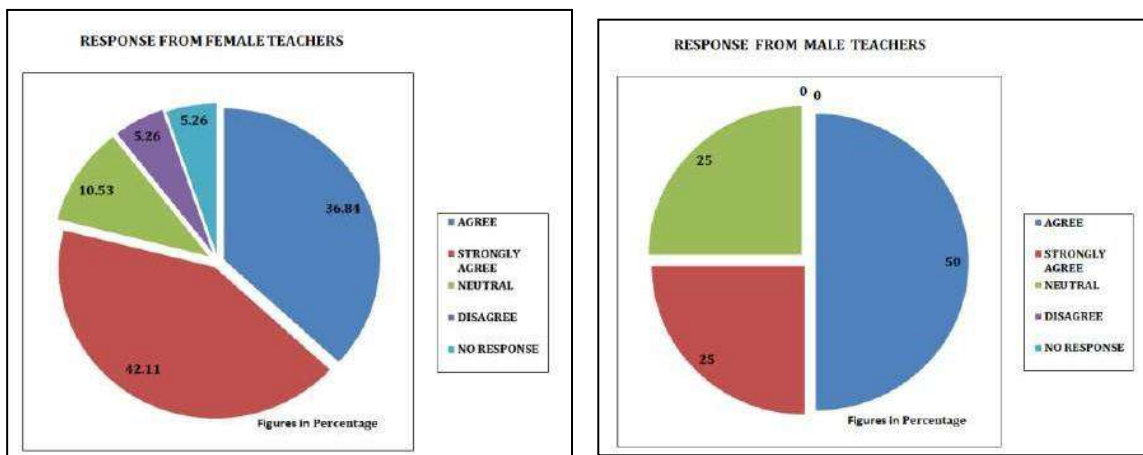
7. The College ensures safety for students inside the campus.



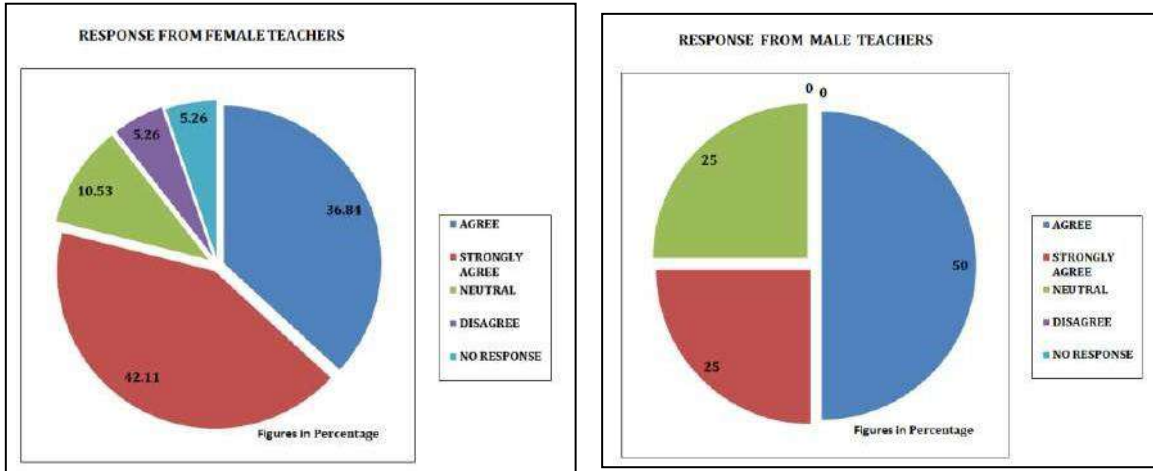
8. Toilets for girls are adequate in number



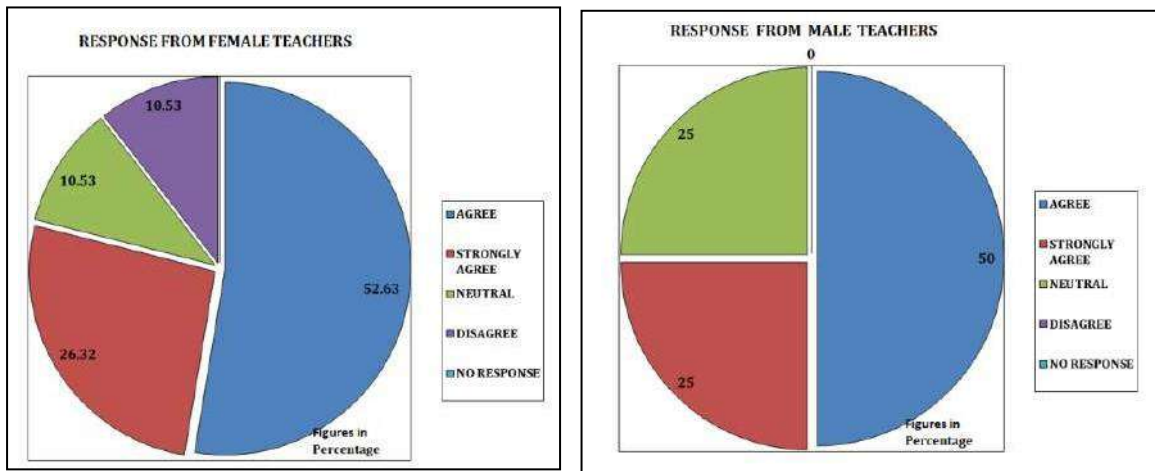
9. The college has disabled friendly toilet in the campus



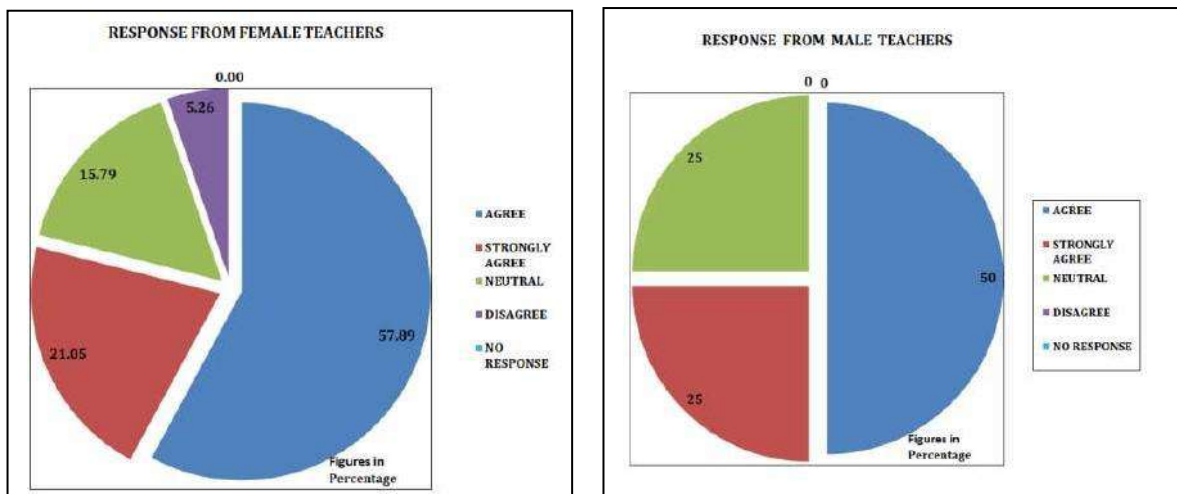
10. The College has adequate electrification facilities in the classroom, corridors and girls common room.



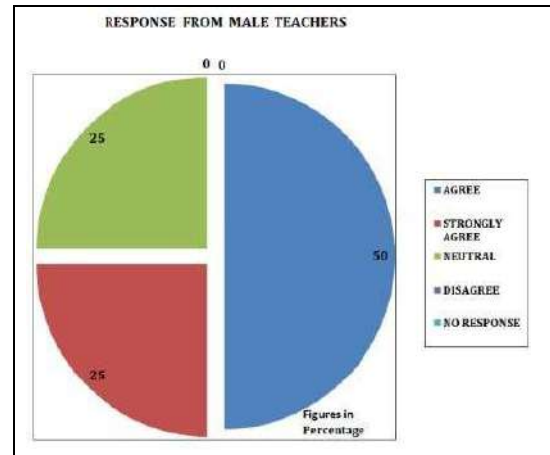
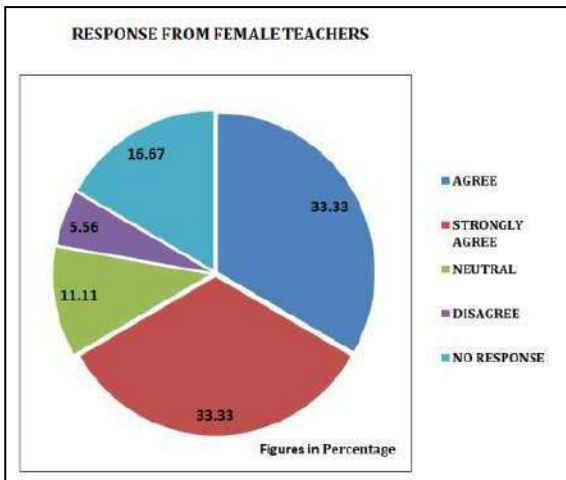
11. Hostel Facilities are available in the college campus for the girl students



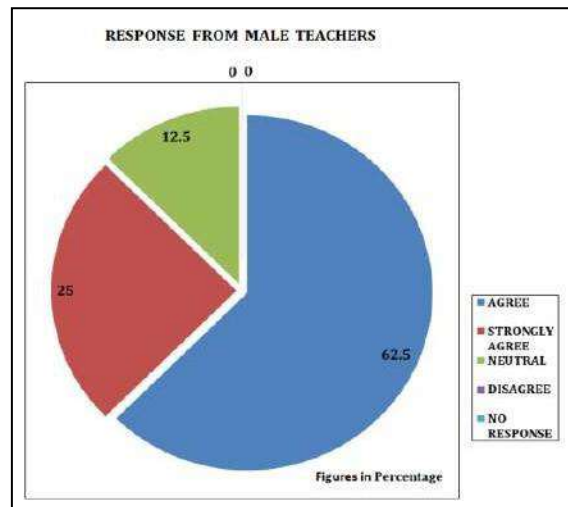
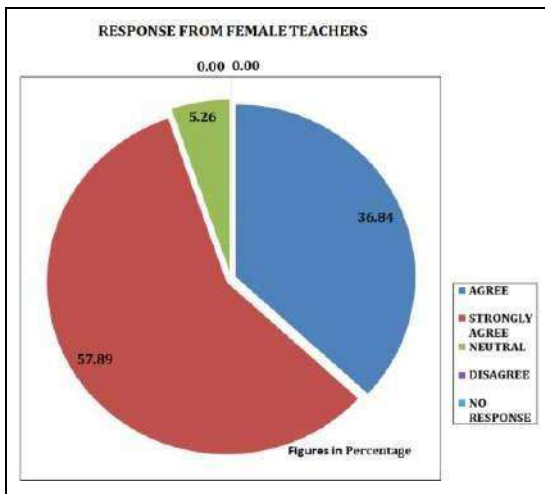
12. Safety and hygiene related measures are taken care off and are monitored regularly in the college campus



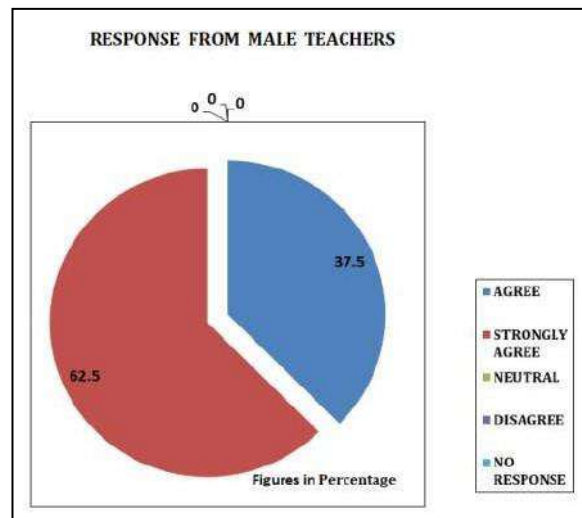
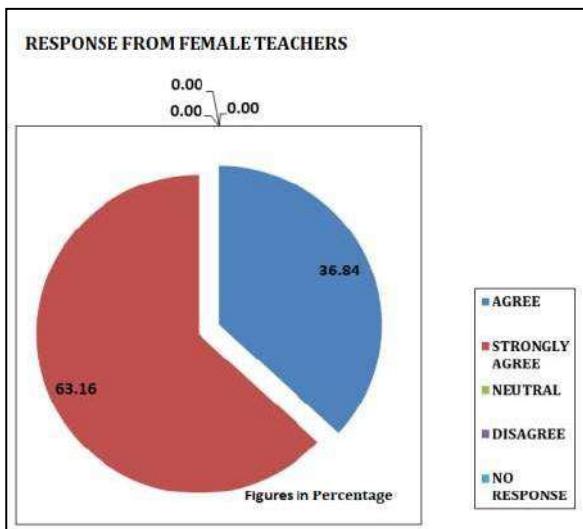
13. The hostel super is a lady staff



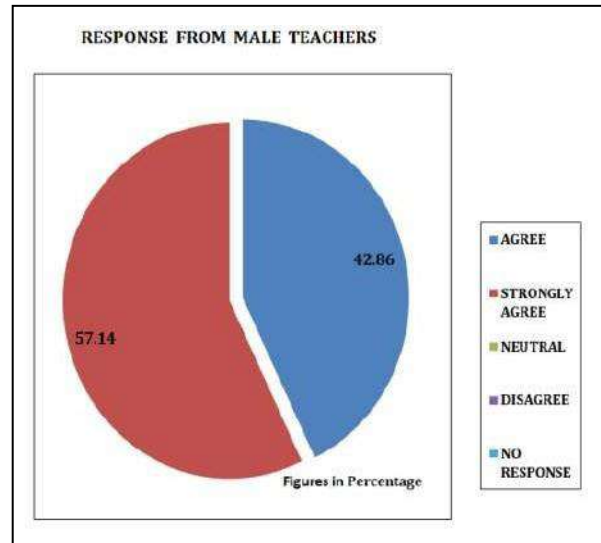
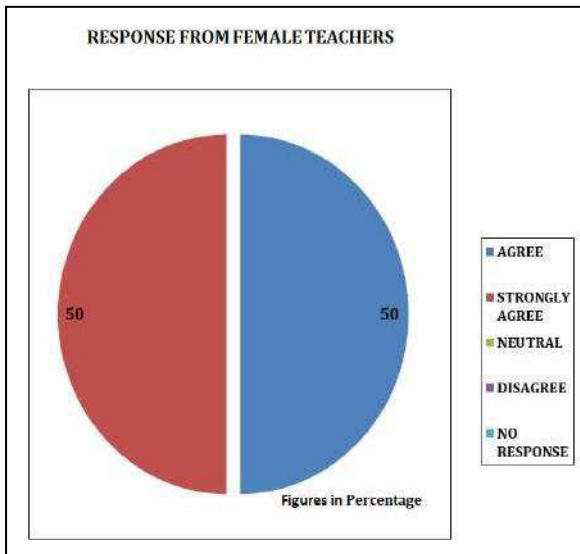
14. The College provides equal library facilities for all genders



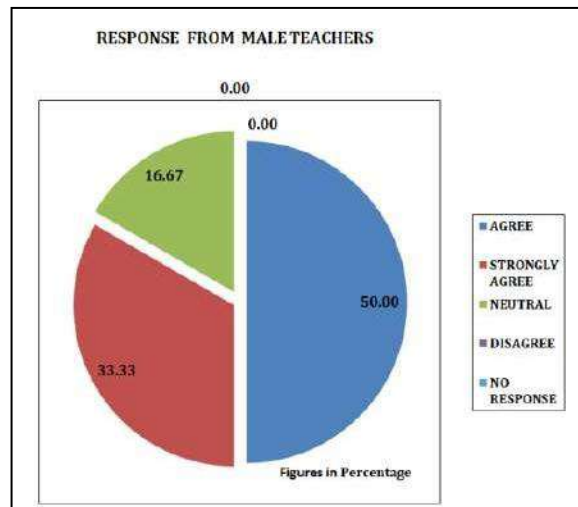
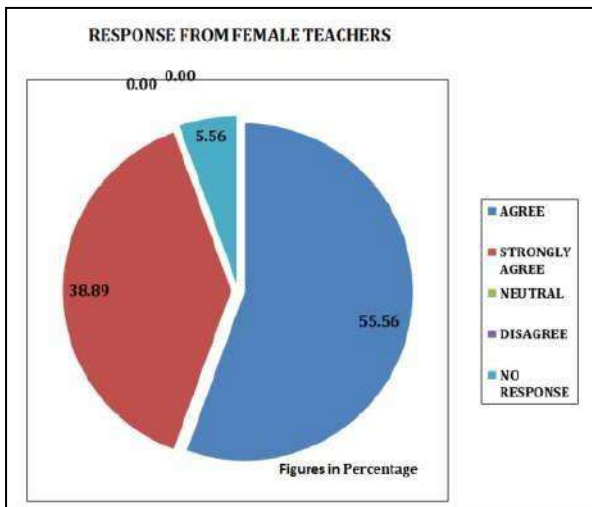
15. Women Faculty members accompanies the girl students while going for educational trips,sports and cultural competitions



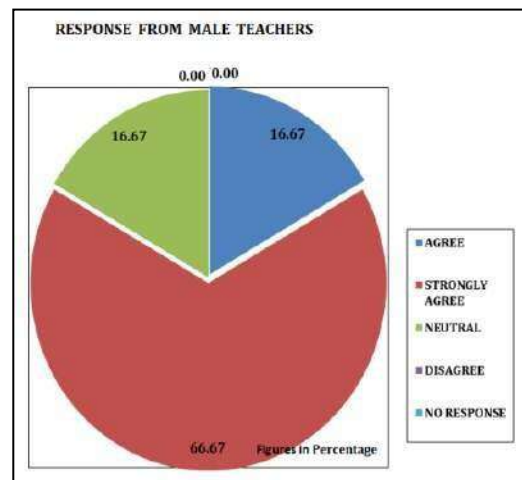
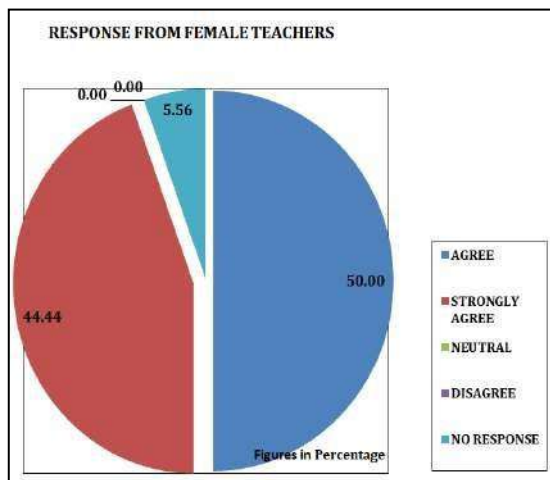
16. The College Provides Sports Facilities for all Genders



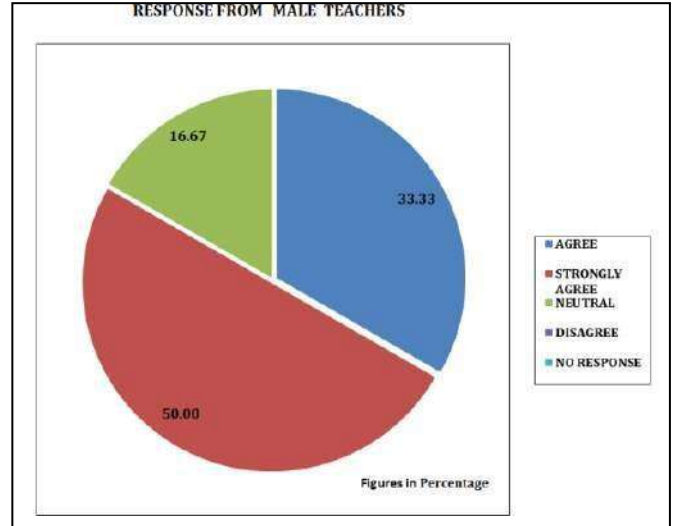
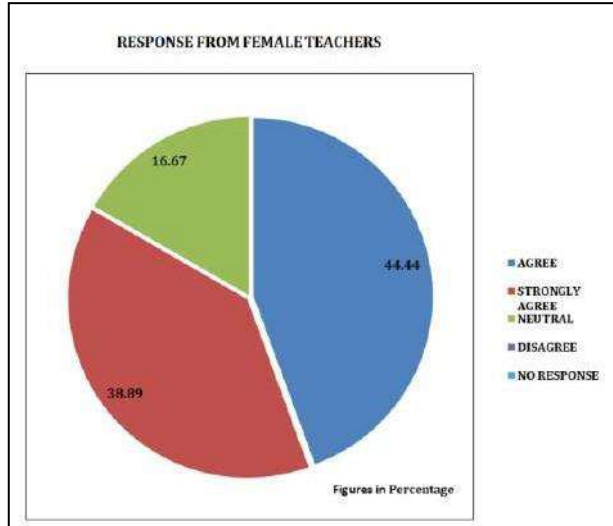
17. Equal Opportunity Is Provided to all Genders at Work in and outside the college Campus



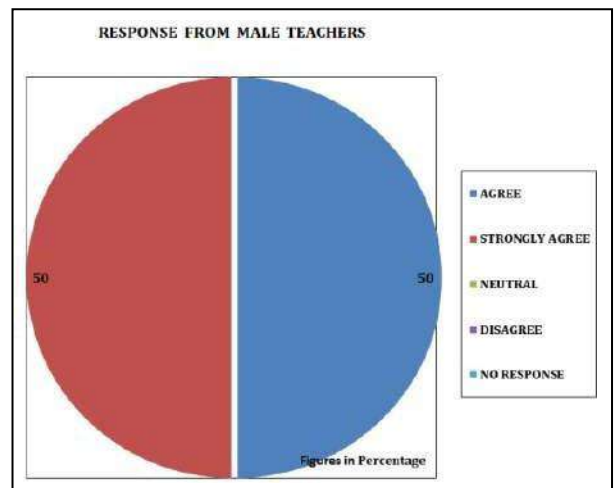
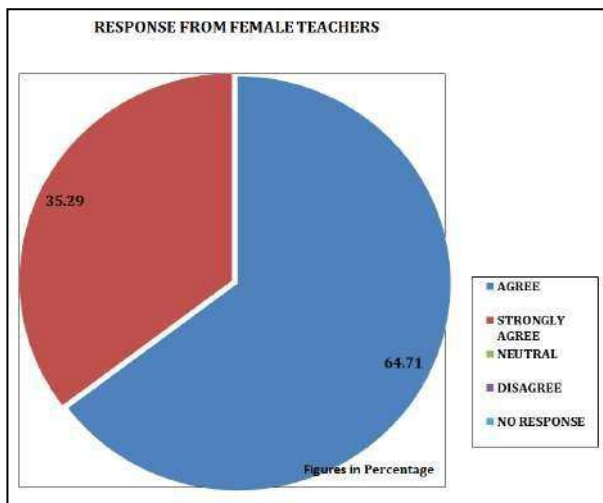
18. All genders can express their views, ideas equally



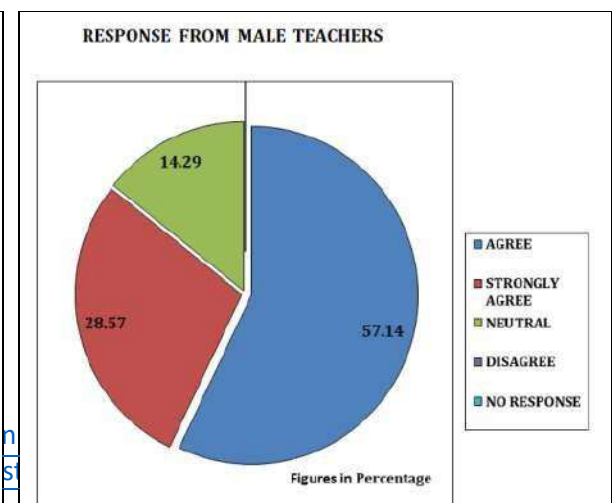
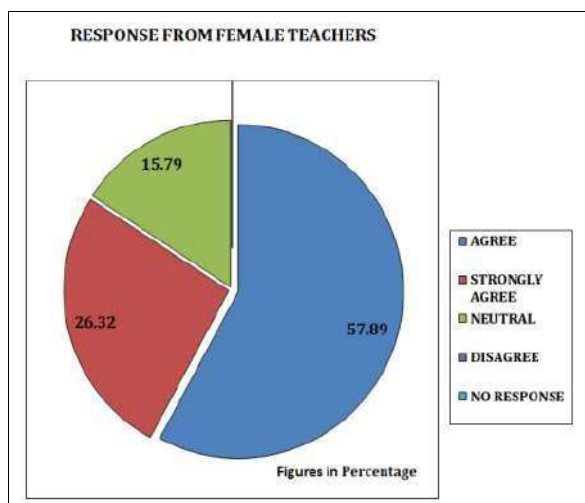
19. The College Conducts Gender Awareness Programmes like Prohibition of early Marriage, Sexual Harassment, Child Trafficking Etc. as a part of curriculum



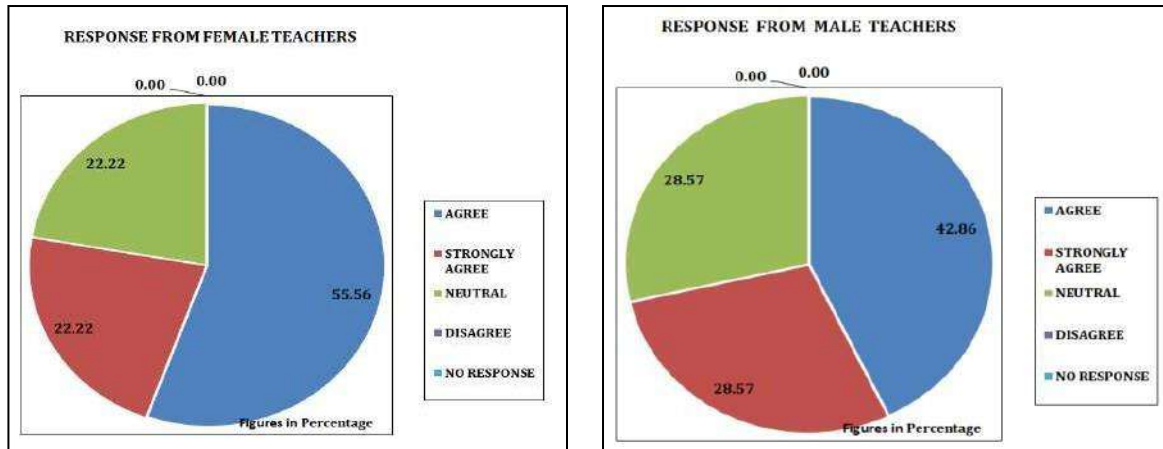
20. Existence Of Internal Complaint Committee.



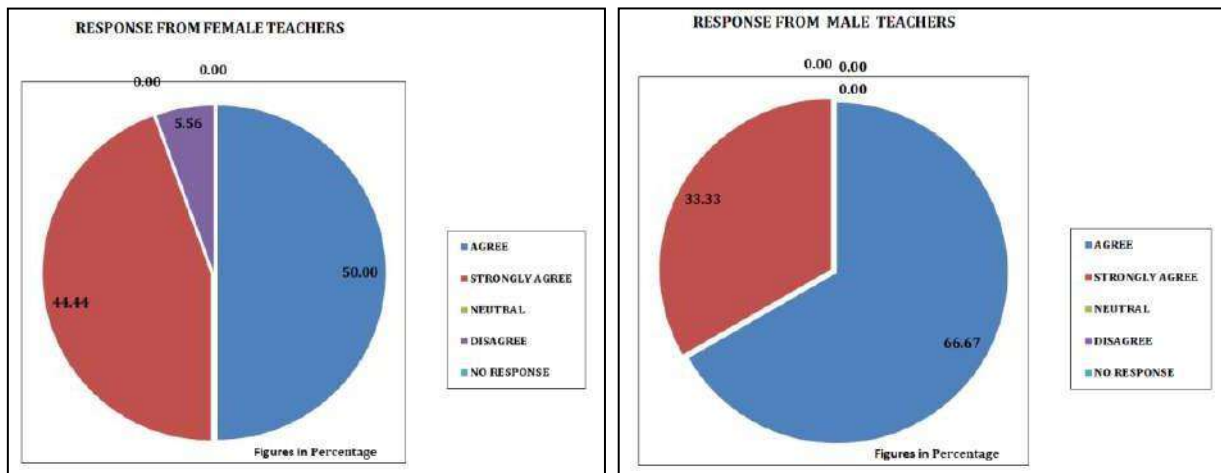
21 The member of ICC comes forward to tackle any awkward situation in the college campus.



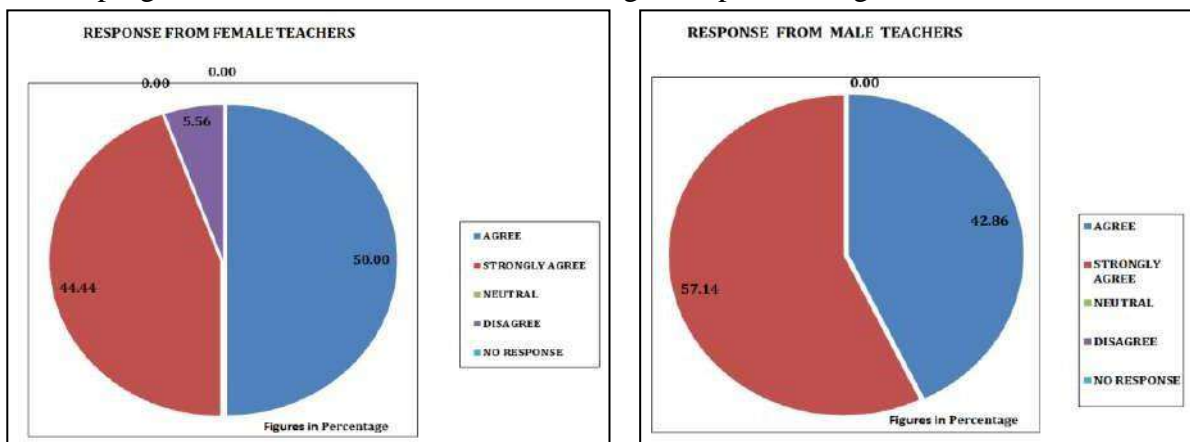
22. The Internal Complaint Committee has redressed all complaints



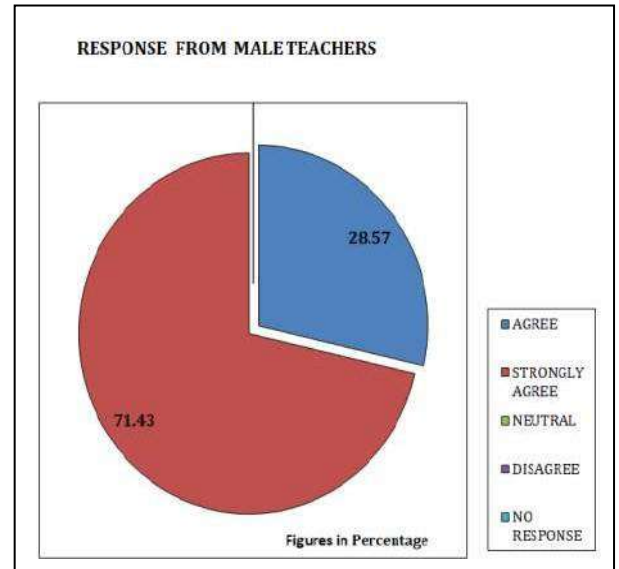
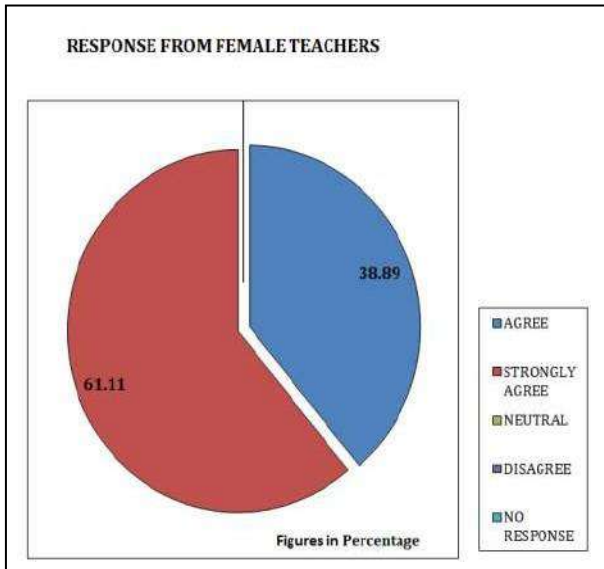
23. There are adequate safety arrangements for Girls in the college (Like CC TV Surveillance, Security Guards, provision of recording the guest details at the entry gate)



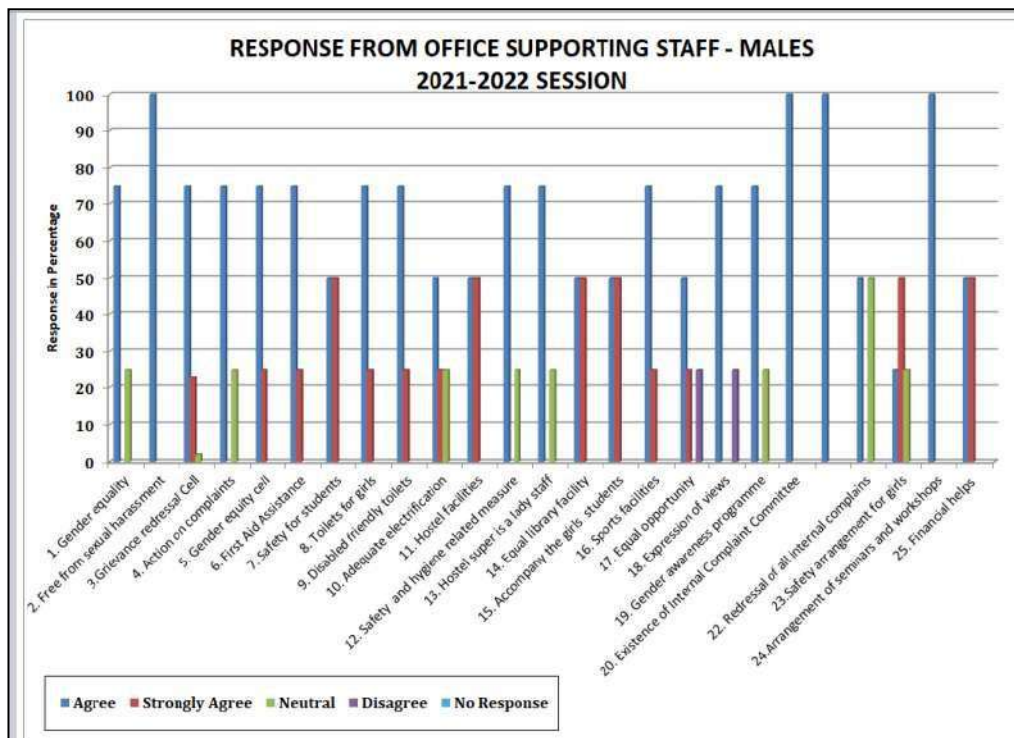
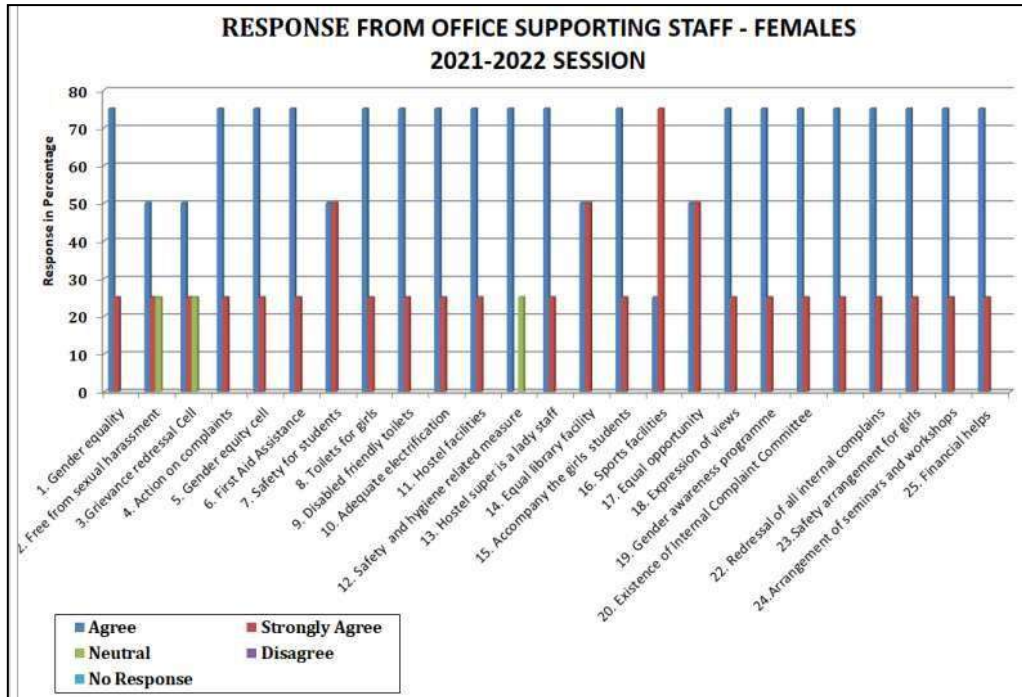
24. The college frequently arranges debate competitions, seminars, workshops and other cultural programs for all stakeholders of the college irrespective of gender



25. The college offers several financial helps to the girl students through book grant facilities, free studentship facilities, offering different scholarships (Kanyashree, Aikyashree, Oasis etc) funded by state government.

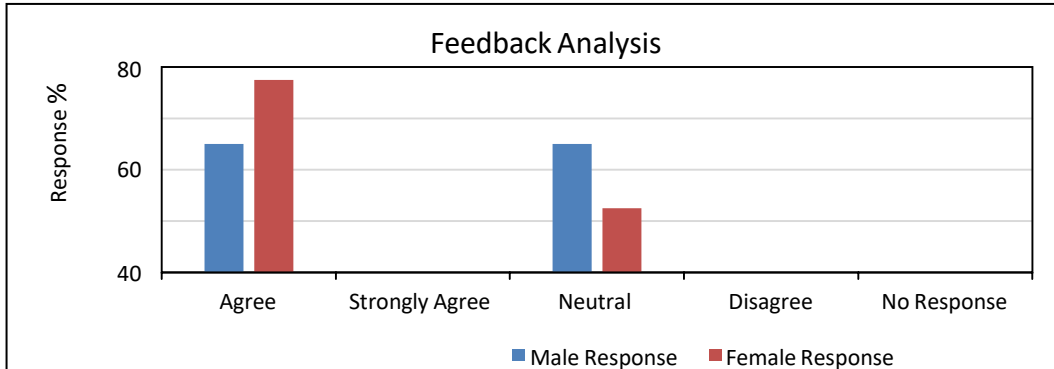


RESPONSE FROM OFFICE SUPPORTING STAFF - 2021-2022 SESSION

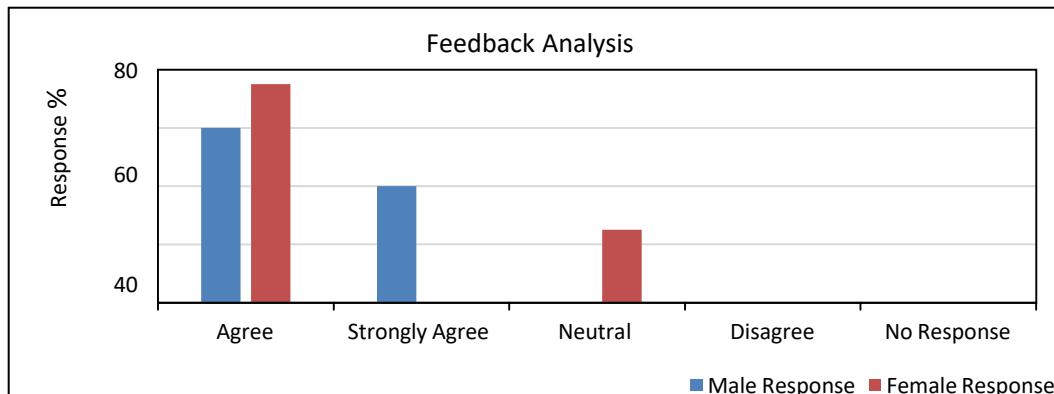


RESPONSE FROM OFFICE SUPPORTING STAFF – 2022-2023 SESSION

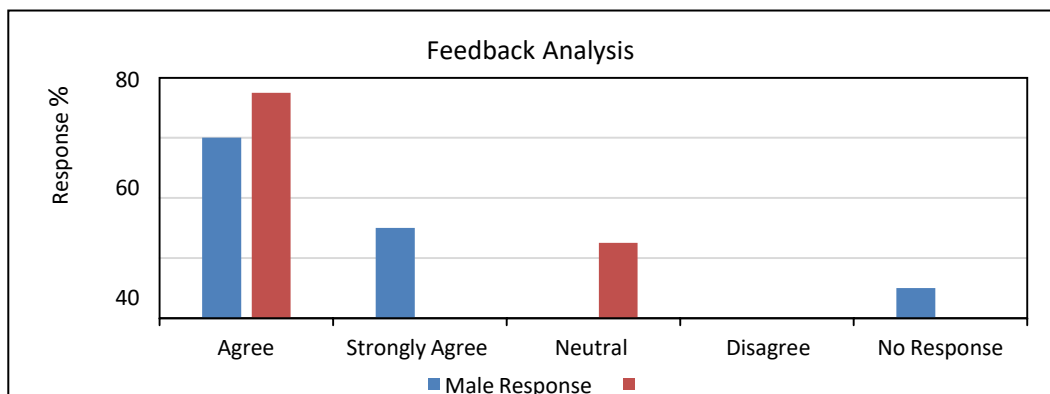
1. The College follows gender equality in every sphere



2. The college is free from sexual harassment.



3. The College has a Grievance Redressal cell established to take actions against any reported cases of sexual harassment or offensive behaviour by students, stakeholders or others at the college campus.

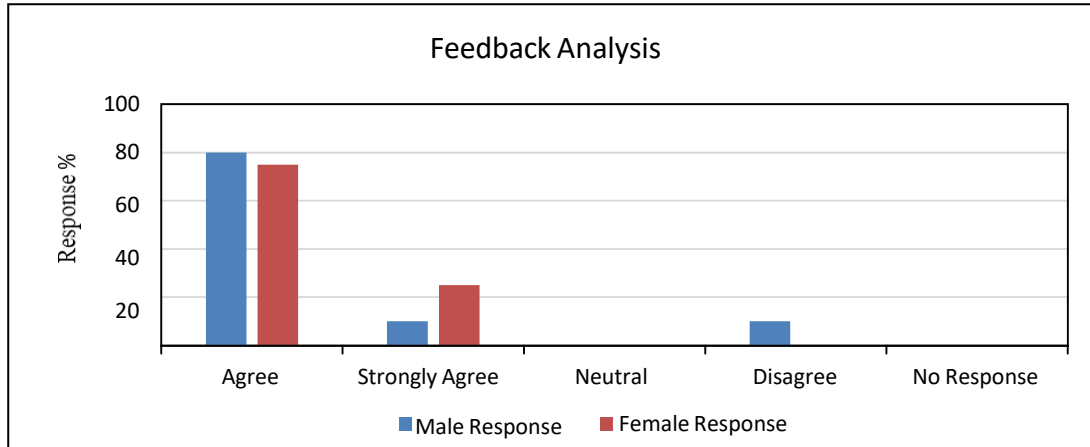




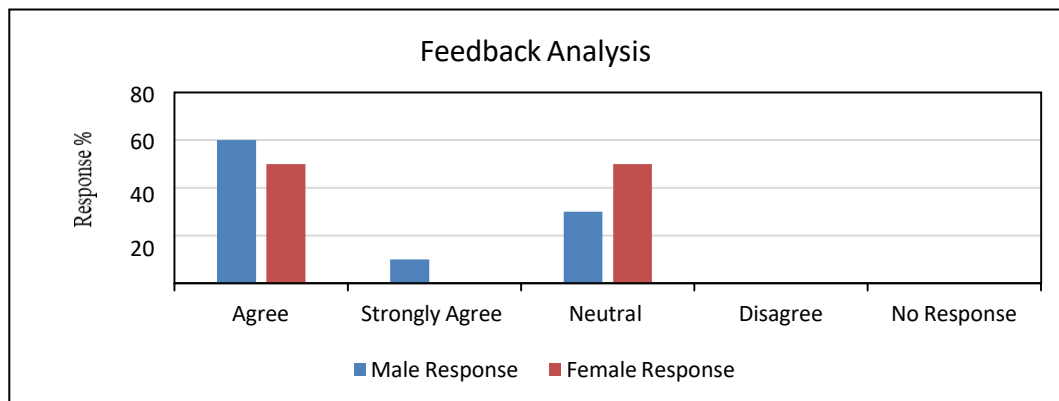
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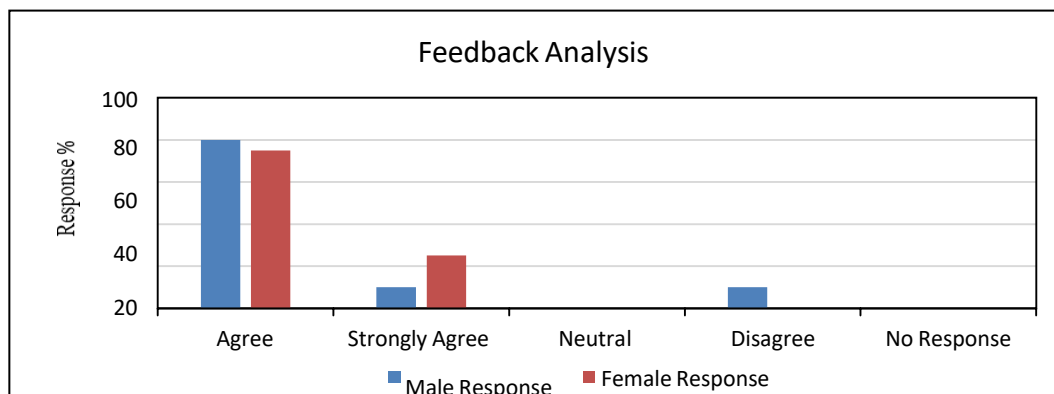
4. The college has taken proper and timely action on complaints in case of harassment



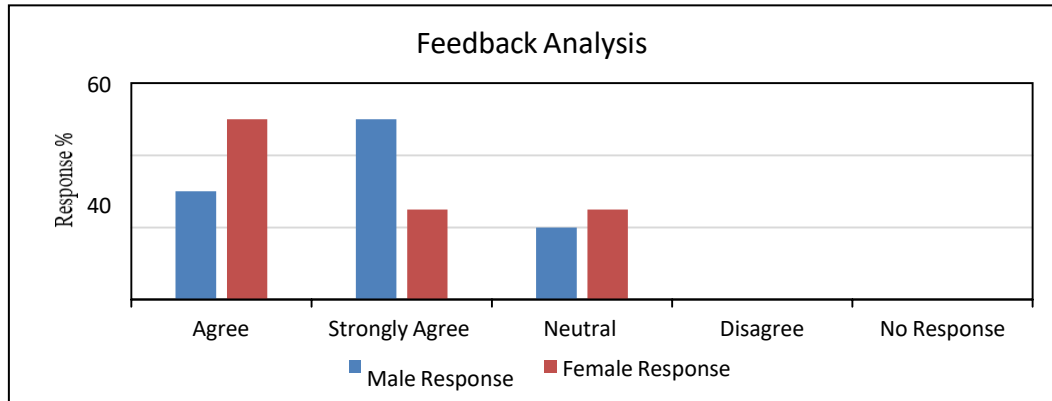
5. The college has a Gender Equity Cell (under ICC) functional in the campus.



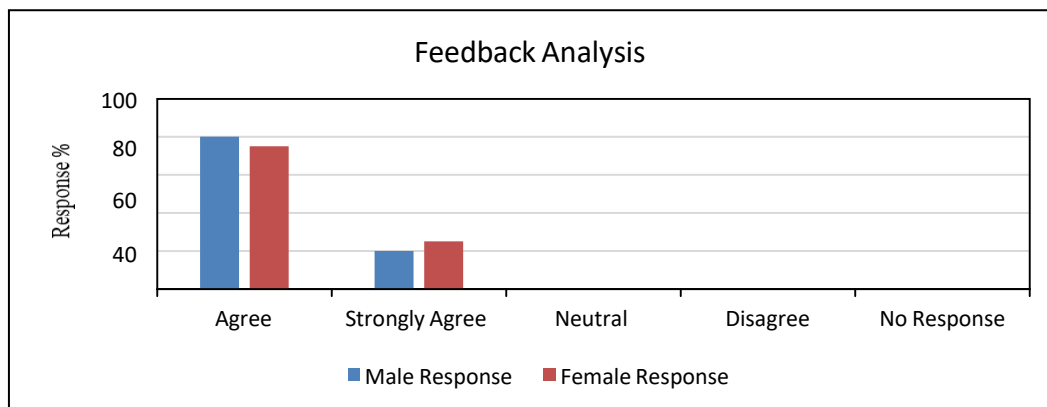
6. The college provides health care facilities like First-aid Assistance, Napkins (sanitary), if required



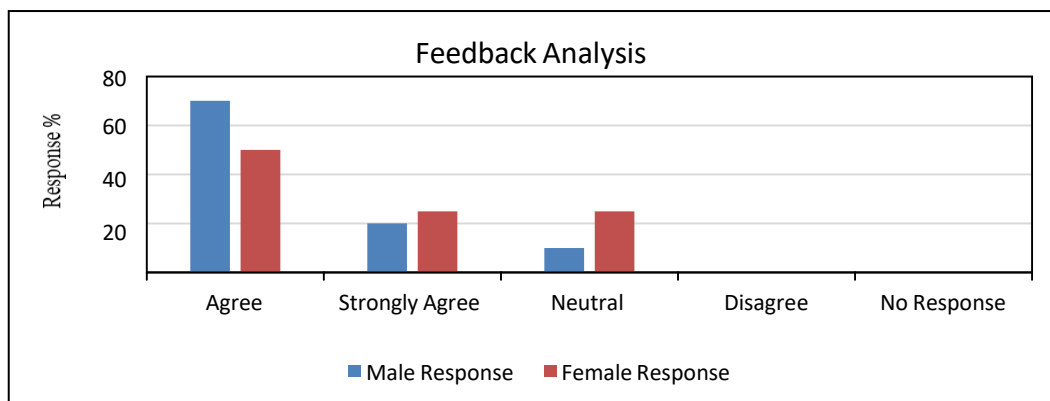
7. The college ensures safety for students inside the campus



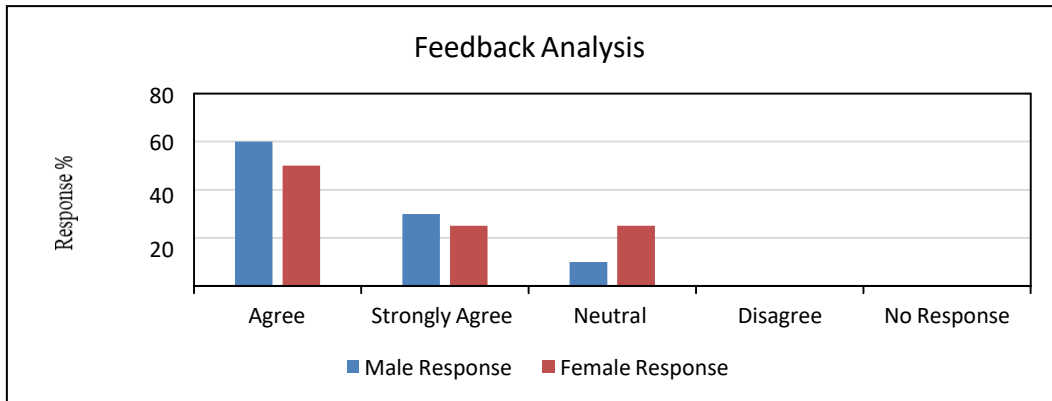
8. Toilets for girls are adequate in number



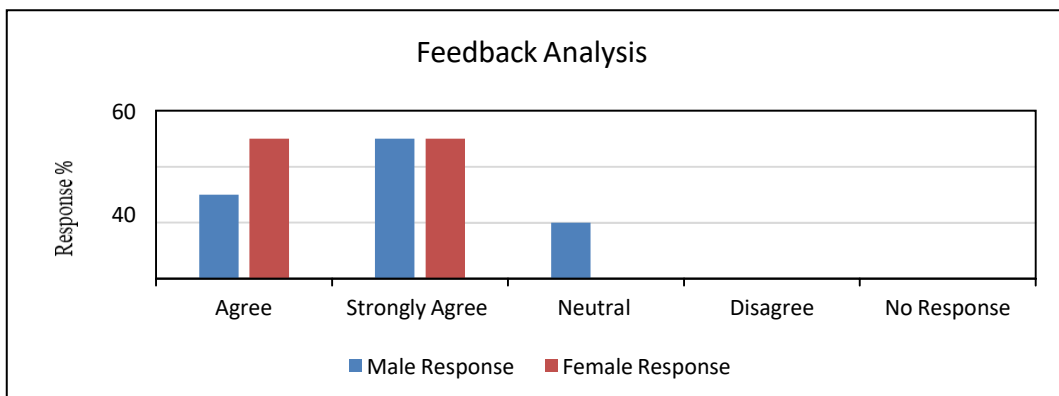
9. The college has disabled friendly toilet in the campus



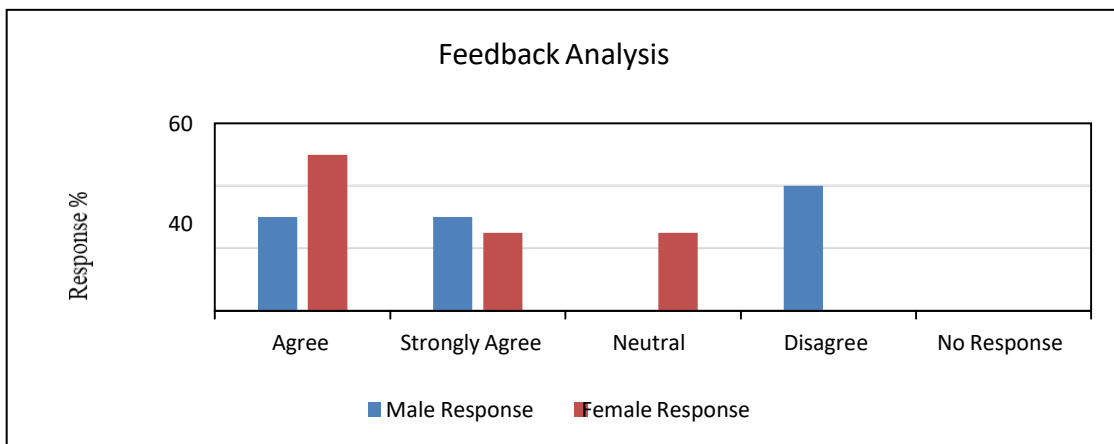
10. The college has adequate electrification facilities in the classroom, corridors and girlscommon room.



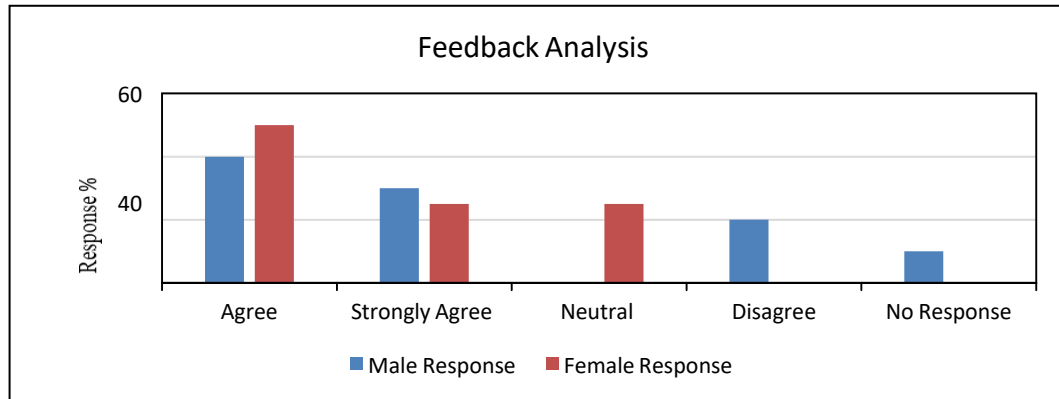
11. Hostel facilities are available in the college campus for the girl students



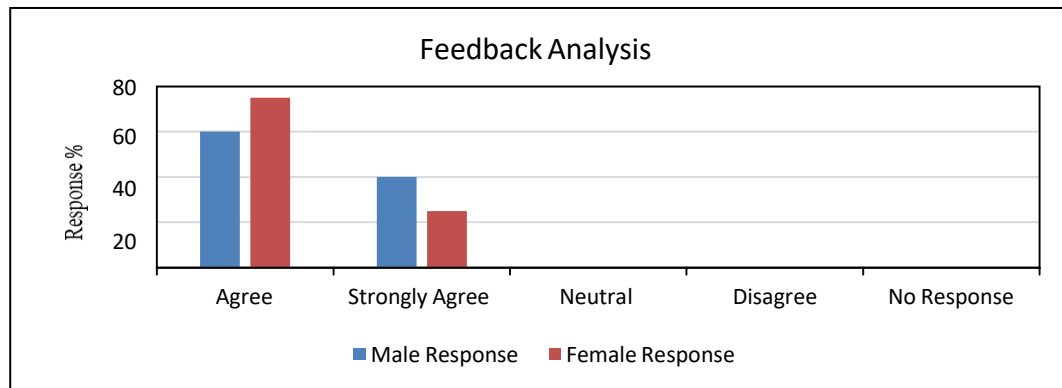
12. Safety and hygiene related measures are taken care off and are monitored regularly in the college campus



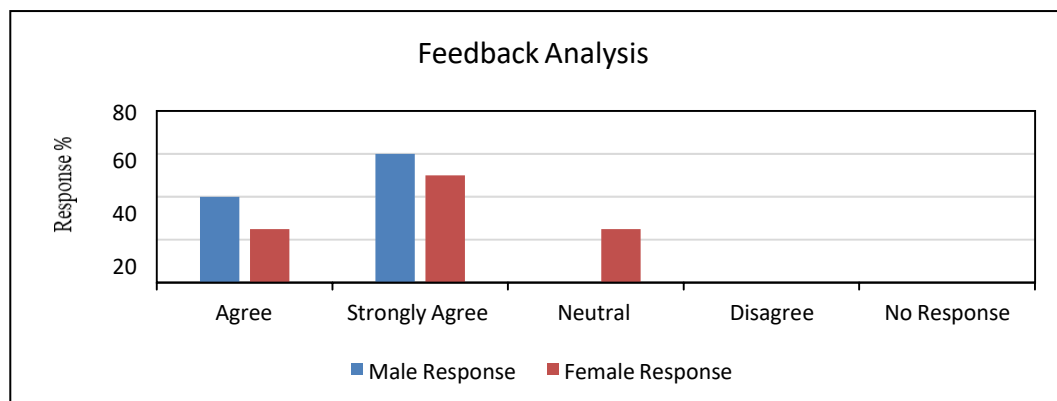
13. The hostel super is a lady staff



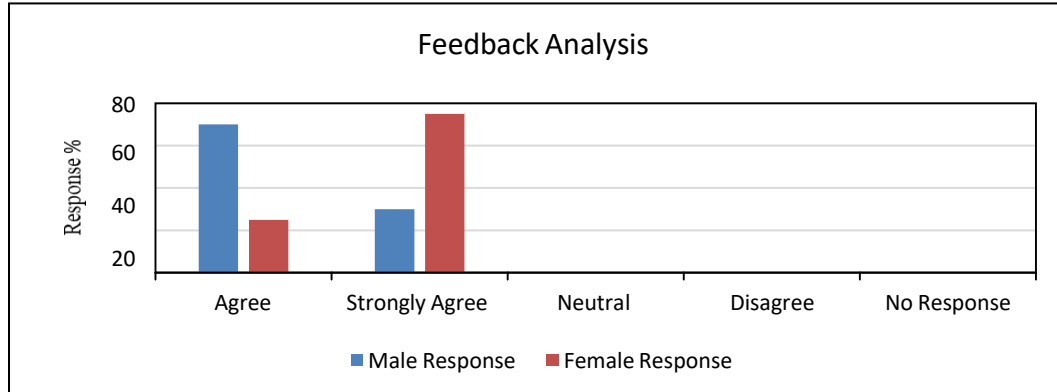
14. The college provides equal library facilities for all genders



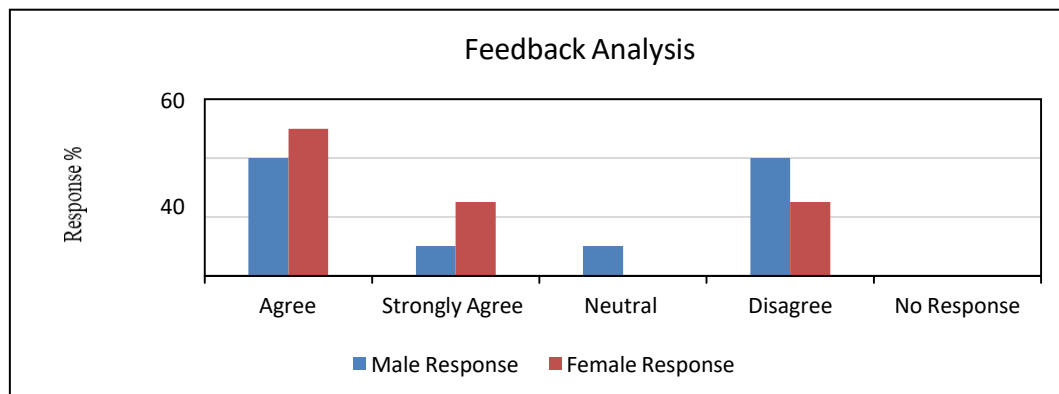
15. Women faculty members accompanies the girl students while going for educational trips, sports and cultural competitions



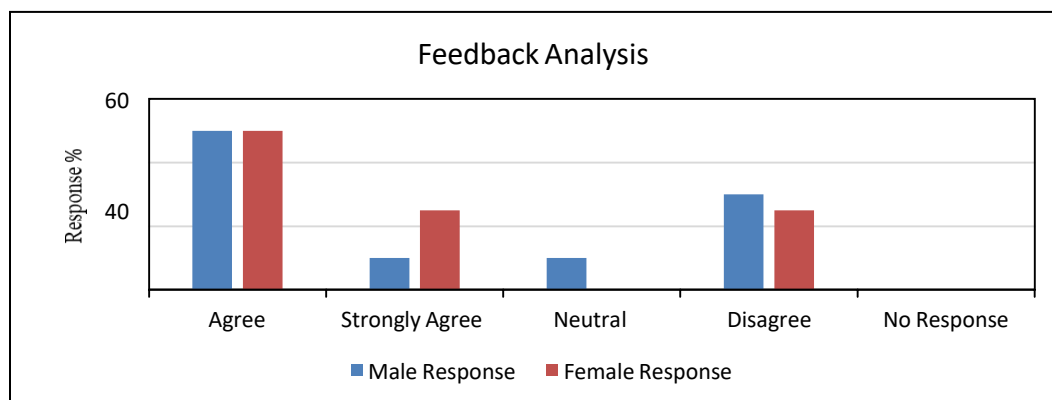
16. The college provides sports facilities for all genders



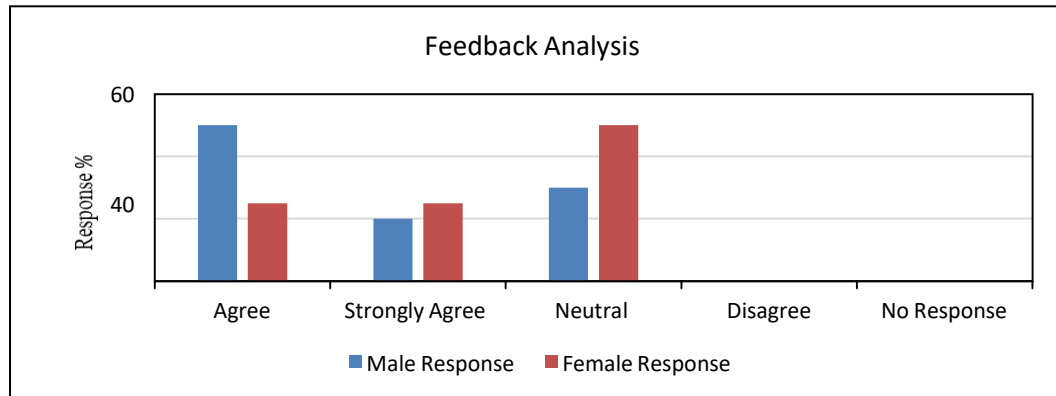
17. Equal opportunity is provided to all genders at work in and outside the college campus



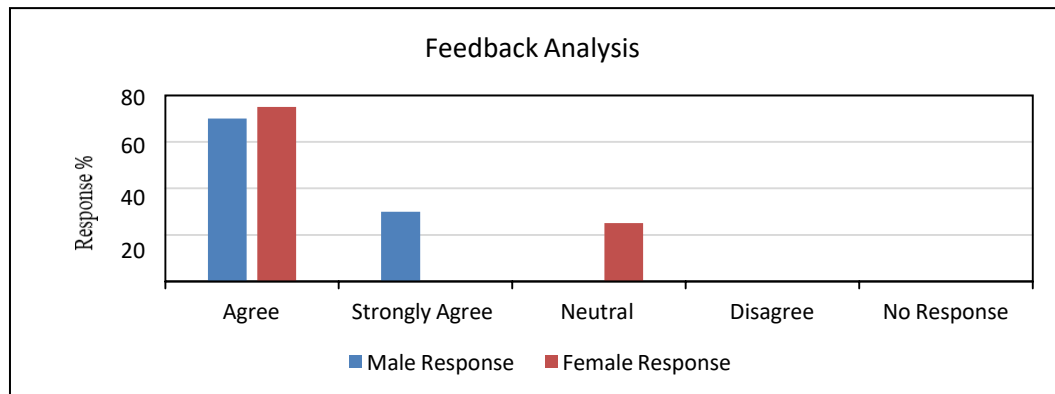
18. 1 genders can express their views, ideas equally



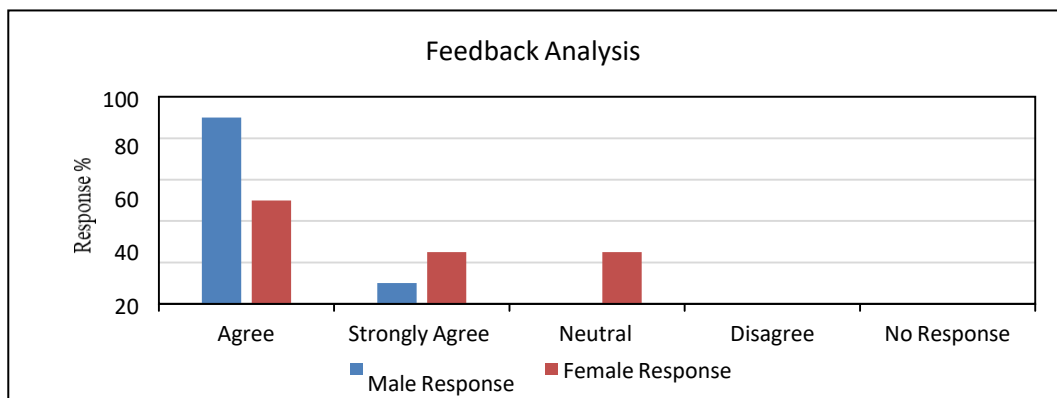
19. The college Conducts Gender Awareness Programmes like prohibition of early marriage,sexual harassment, child trafficking etc. as a part of curriculum.



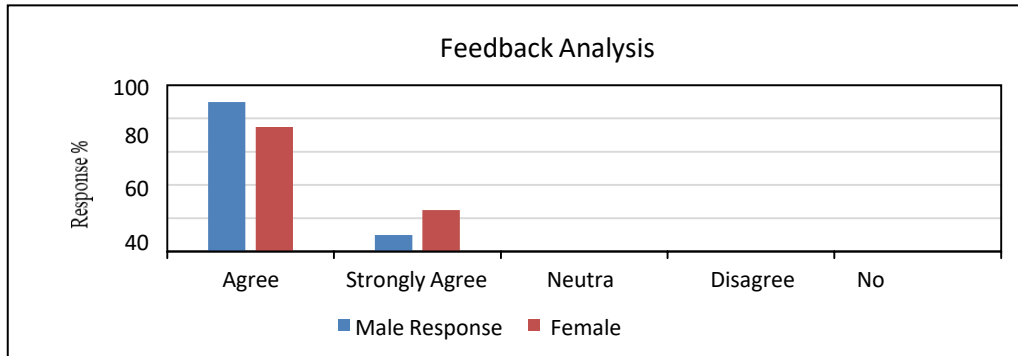
20 Existence of Internal Complaint Committee.



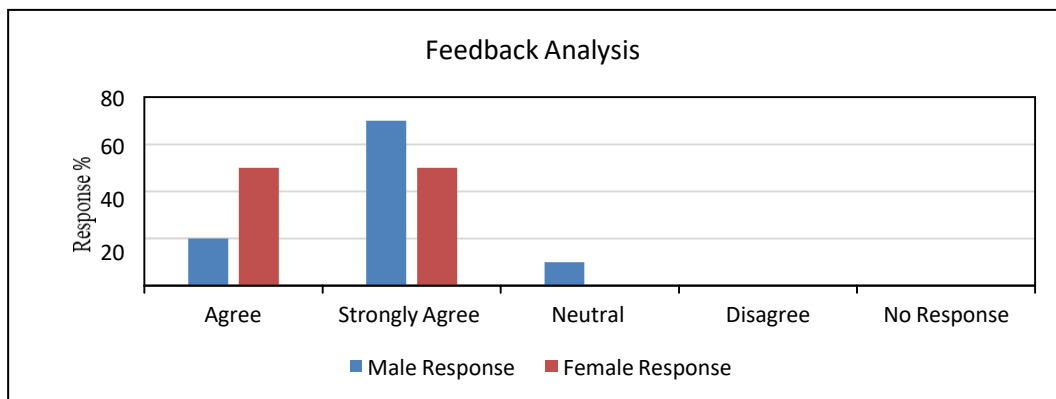
21. The member of ICC comes forward to tackle any awkward situation in the college campus.



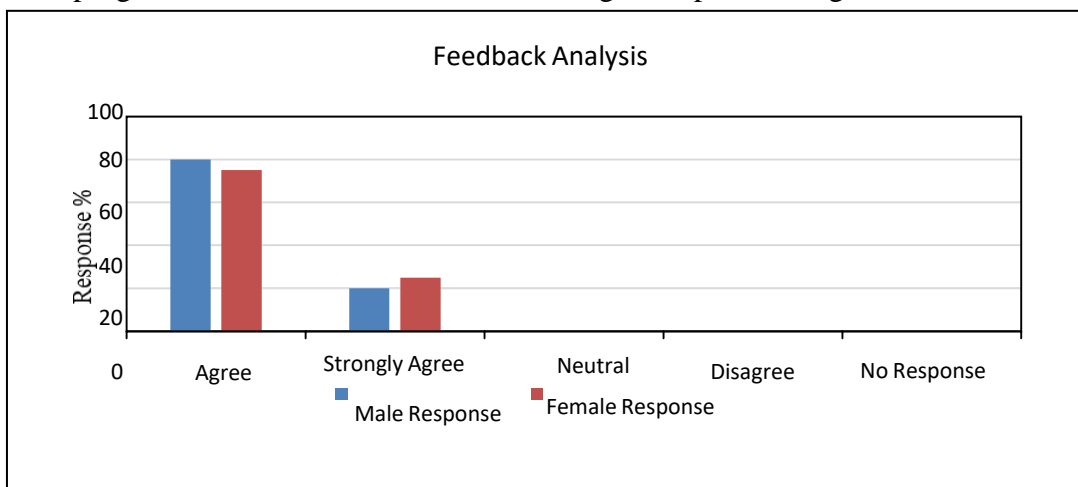
22. The Internal Complaint Committee has redressed all complaints



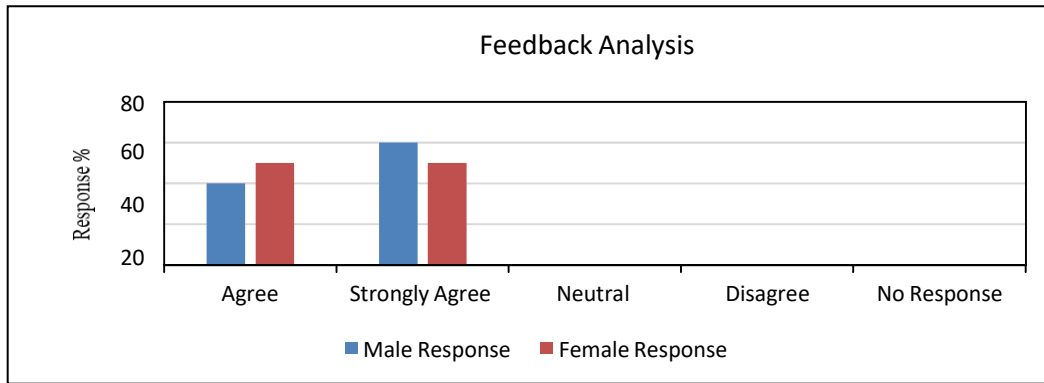
23. There are adequate safety arrangements for Girls in the college (Like CC TV Surveillance, Security Guards, provision of recording the guest details at the entry gate).



24. The college frequently arranges debate competitions, seminars, workshops and other cultural programs for all stakeholders of the college irrespective of gender.



25. The college offers several financial helps to the girl students through book grant facilities, free studentship facilities, offering different scholarships (Kanyashree, Aikyashree, Oasis etc.) funded by state government.



General Observations from the Gender Audit

The observations made from the feedbacks obtained from male and female faculty members and office supporting staff that there exist absolutely no discrimination among genders in terms of facilities provided or available in the college. The college is a Gils' college and is dedicated to provide a secure and empowering environment to all the enrolled learners. All the stakeholders of the college – students, teachers and Office supporting staff enjoy a secured environment to work in the college premises. The students interact with teachers and office supporting staff with open minds and are also facilitated with very possible means by teachers and non-teaching staff members on academic or other related issues concerning the students. The ICC along with the Anti Ragging committee and General Redressal systems are very active to address any issues or problems arising within the college premises. Frequent parent teachers meet are arranged by all departments to discuss the problem issues of students with the parents and their suggestion or recommendations are noted to discuss in the following IQAC meetings, Teachers' Council meetings and action plans are drafted based on the feedbacks received from parents.



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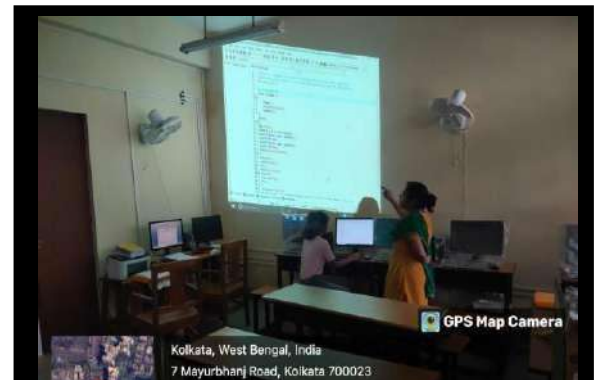
IT INFRASTRUCTURE

Government Girls' General Degree College, Kolkata offers high-profile, prominent IT infrastructure for all students. ICT enabled services are not only present in departmental classrooms of Physics, Chemistry, Mathematics, Geography, but also in 2 Lecture Theatre Halls of the college. These services are solely available to aid the pupils in their scholastic and intellectual development. Apart from these, 68 desktops are allotted to 15 departments and computer laboratories of the institution. Among them, 55 desktops are conveniently accessible to students. The library is provisioned with 1 desktop for students and 1 more computer for teachers.

1. ICT Enabled classroom:



ICT ENABLED PHYSICS DEPARTMENT



ICT ENABLED MATHEMATICS DEPARTMENT



ICT ENABLED GEOGRAPHY DEPARTMENT



ICT ENABLED CHEMISTRY DEPARTMENT

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2. ICT enabled Lecture Theatre (LT) Hall:



ICT ENABLED LECTURE THEATRE-1



ICT ENABLED LECTURE THEATRE-2

3. Computer Laboratories:



COMPUTER LABORATORY FOR ALL STUDENTS



COMPUTER LAB OF PHYSICS DEPARTMENT



COMPUTER LAB OF MATHEMATICS DEPARTMENT



COMPUTER FOR STUDENTS AT LIBRARY

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4. Laboratories:



CHEMISTRY LABORATORY



GEOGRAPHY LABORATORY



PHYSICS LABORATORY



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STOCK OF COMPUTERS AVAILABLE FOR STUDENTS' ACCESS

Department	No. of Computers Available in Department/Office/Laboratory	No. of Computers Available for Students
IQAC	01	0
Principal	03	0
Physics	9	9
Chemistry	1	1
Mathematics	10	9
Geography	2	1
Economics	1	0
Bengali	1	0
English	1	1
Urdu	1	0
Arabic	1	0
Persian	1	0
Political Science	1	0
Sociology	1	0
Education	1	0
Commerce	1	0
History	1	0
Library	3	1
Computer Lab	30	30
NSS	1	1
Medical room	1	0
Student section	4	0
Office (1 st Floor)	4	0
Teacher's Room	1	0
Total	81	53

Students : Computer Ratio in 2022-2023 – 8.02 :1 i.e. 8 :1

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INDOOR AND OUTDOOR SPORTS FACILITIES

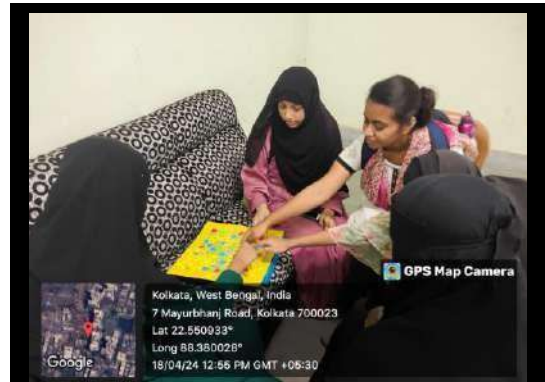
The college also inspires students to engage in extracurricular activities. This reflects on the institute's particular aphorism of allowing them to lead a well-rounded lifestyle balancing studies and cocurricular, all at their disposal in campus. Within the college premises, students have been provided with adequate space to play badminton. The college also provides the facilities for indoor games like Chess, Scrabble, Carrom etc. Playing chess can improve cognitive skills like memory, planning, organizing and problem-solving. It also sharpens their minds and makes them alert about their surroundings. Scrabble may seem like a childish game at first, but do not be deceived by its simple rules! Playing Scrabble can strengthen a person's memory and their ability to recall information effortlessly. This helps the person in conducting basic mathematic calculations quite comfortably.

5. Indoor games:

6.



CARROM



SCRABBLE BOARD GAME



CHESS BOARD GAME

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7. Outdoor games:



BADMINTON

SCHOLARSHIP FACILITIES AVAILABLE

For capacity building and empowering the students, the Students Welfare subcommittee take major initiatives to aware the learners of availing different scholarships offered by the Central and State Governments. Students receive scholarships mostly from Aikashre scheme, Kanyasree, SVMCM for non –minority and OASIS . In addition to this, the college also facilitate the students by extending one time financial assistance from Student’s Welfare fund to needy and meritorious students for purchasing books and other necessary study materials. More than 75% of the students receive scholarships on an average in different Academic sessions from Central and or State Government schemes.



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INSTALLATION OF SANITARY VENDING MACHINE AT THE CAMPUS

The college has successfully installed two Sanitary Napkins Vending Machines for girls at the campus. The vending machines were installed to ensure an effective, safe and convenient mode for any time access to the sanitary napkins. The purpose is to promote safe and hygienic sanitary practices among the girls. That's why Students facing emergency situations need not go to any shop but simply go to the washroom and collect napkin from the vending machine.





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DISABLED-FRIENDLY, BARRIER FREE ENVIRONMENT

The college also provides barrier-free environment where people with disabilities can move about safely and freely and use the facilities within the built environment. The environment supports the independent functioning of individuals so that they can participate without assistance in everyday activities within the campus.

According to the persons with disabilities act 2016, discrimination against disabilities are strictly prohibited. Government Girls; General Degree College intends to provide comprehensive and inclusive Teaching and Learning environment to students and any employees. Aiming to this, the ramp has been built at entry door of the building.



MEDICAL UNIT

The college has a medical unit in the ground floor of the academic unit adjacent to Chemistry Laboratory room to facilitate the stakeholders (learners, teachers, college staff members) in times of medical emergencies. A separate room has been allocated for the medical unit with a sick bed, a stretcher, first aid box, blood pressure monitoring device and a wheel chair. The stretcher along with the wheel chair and Blood pressure measuring device have all been funded by NSS Unit-I of the college.





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SECURITY SERVICES AT THE COLLEGE CAMPUS

The college has taken the initiative from the very beginning to hire 24 hrs Security Guards for maintaining a secured environment in the college campus. The security desk has intercom facilities and the entire campus is under CCTV surveillance. The security guards are four in numbers-three males and one female. They play a vital role in keeping students safe and secured. They maintain a visitors' log book to record the visitors and their purpose of visits for the safety reason.





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Suggestions and Recommendations:

The College is fully Girls College, so there is no question of comparison in between but this assessment covers all other aspects. So the Suggestions and Recommendations covers all other aspects as below:

1. Regular Gender Audits:

Establish a routine schedule for gender audits to monitor progress and identify evolving challenges, ensuring sustained commitment to gender inclusivity.

2. Data-Driven Decision-Making:

Encourage ongoing data collection and analysis to inform decision-making processes, fostering evidence-based strategies for gender equality.

3. Community and Stakeholder Involvement:

Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity.

4. Partnerships for Change:

Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.

5. Transparent Communication:

Foster transparent communication about the college's commitment to gender inclusivity, sharing progress, and seeking input from the college community.

6. Celebrating Success Stories:

Highlight and celebrate success stories of gender diversity and inclusivity within the college to inspire positive change.

7. It is my suggestion that the college continue its reputation of being a safe environment for women and retain its gender sensitive culture.

8. Also suggest that more female students be encouraged to participate in sports and to contest for college-level leadership positions.



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Concluding Remarks:

Considering the global The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation.

The College has always had a reputation for providing a safe and encouraging atmosphere for women's education.

In all these years rarely has any untoward incident involving women occurred. The College maintains its atmosphere of healthy interaction among their girl's students. Under the present leadership of the college principal and a gender balanced staff (The staff ratio found encouraging because in both teaching and non-teaching, the female percentage is higher than male) the College maintains its tradition of gender sensitivity.

Amalesh Kr. Mandal



Amalesh Kumar Mandal

Chief Consultant/Auditor from Management System Consultancy

Authorization:

Certified from United Nations Institute for Training and Research on:

- 1. Gender Equality and Human Rights in Climate Action and Renewable Energy**
- 2. Sustainable Development in Practice**
- 3. Green Economy**

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