

# **GENDER AUDIT REPORT 2019-2024**

**GOVERNEMNT  
GENERAL DEGREE  
COLLEGE, LALGARH**



**GOVERNMENT GENERAL DEGREE COLLEGE,**

**LALGARH**

(Affiliated to Vidyasagar University)

**GENDER AUDIT  
REPORT  
2019-2024**

# PREFACE

Every citizen has the right to live their own way without any discrimination. Out of many discriminations among people like caste, religion etc. one of the crises is gender inequality. This is a global issue which is included in the United Nations Sustainable Development Goals to remove it from society. Many awareness campaigns are being organized worldwide in various sectors to overcome this. Women can fight and protest such inequalities or exploitation only upon becoming aware of gender issues and their rights.

The gender audit conducted in the College campus to assess whether it is safe for women. The audit was done based on criteria like interaction with the girl students, female Teaching and Non-teaching staff, assessing the infrastructural and other facilities for females and the suggestions and recommendations were given to the Principal for execution.

*Manjusree Hembaram*

CONVENOR  
EQUAL OPPORTUNITY CELL

GOVT. GENERAL DEGREE COLLEGE, LALGARH

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## **Introduction:**

Our College Govt. General Degree College, LALGARH is one of the Govt. Colleges in Jhargram District, established in the year 2014 to reach the door of talented minds of the Junglemahal region and to pursue their education in higher studies with minimum and or low expense.

The Gender Audit is an initiative to assess the gender balance of the stakeholders of the different academic and administrative bodies of the college. It inspects the facilities and opportunities already given to the students and staff as per rules and regulations and implementation of the suggestions and directives from the competent authorities in different times.

The dedicated Teachers of the college are always engaged in bringing up the quality and wholistic development of the students. Especially the girls have been given various facilities and opportunities in support of gender equality.

The enrolment and active participation of girls in the NSS unit of college help them in building character, and leadership and cope with adverse situations. This unit focuses on the outstanding achievements of the girls. Engagement of girl students in various clubs gives them exposure and equips them to overcome various challenges in their daily lives and local, national, and global crises.

The girls are made aware of their rights and various laws that help them live their lives safely and overcome the societal gender imbalance if any through awareness drives like lectures, and seminars arranged in the campus. Entrepreneurship education is also given to adopt those in need.

The participation of girls in sports and cultural activities and their success in various fields motivate others and make our college proud.

## Gender audit?

Gender Audit is an attempt to assess the gender balance that exist in our college. To eradicate imbalance in respect to opportunities, and facilities, various necessary steps have been followed as per the regulations issued by the higher authorities at different times. Equal Opportunity Cell, Women Redressal Cell, and ICC are kept in their eyes in giving the female staff justice and feel the campus safer. This venture is to assess the present status and future steps to be taken care of to establish gender equality. An audit committee has been formed to assess the gender balance among the students and staff associated with this college.

### Constitution of Gender Audit Committee: -

| Sl. No. | Name  | Designation  | Position in the committee             |
|---------|---|--|---------------------------------------|
| 1.      | Bisweswar Chakraborty                                   | Officer-in-Charge  | Chairman                              |
| 2.      | Dr. Debabrata Das                                       | IQAC Co-Ordinator  | Vice Chairman                         |
| 4.      | Manjusree Hembram                                       | Assistant Professor,<br>Santali                              | Convener of Equal<br>Opportunity Cell |
| 5.      | Smt Anamika Majhi                                       | Assistant Professor, English,<br>Silda Chandrasekhar College | External Committee<br>Member          |
| 6.      | Mrs. Kalpana Dey, Swami<br>Vivekananda Charitable Trust | Social Worker and Founder<br>of 'Bhalo Theko'                | External Committee<br>Member          |
| 7.      | Nowser Rowa Sk  | Convener, Student Welfare Sub-<br>Committee                  | Internal Committee<br>Member          |
| 8.      | Anamika Mukherjee                                       | Convener, Women Redressal<br>Cell                            | Internal Committee<br>Member          |
| 9.      | Dr. Amrita Dey  | Presiding Officer, ICC                                       | Internal Committee<br>Member          |

## **Objectives**

The objectives of the Gender Audit are as follows:

- To see the status of gender balance and its driving factors.
- To take initiatives to establish gender balance in decision making processes in various areas of the College, like academic, cultural, infrastructural and administrative.
- To suggest ways to minimize gender inequalities
- To promote gender equality in all aspects of the college community.
- To create social awareness of gender equality and fight against such indiscrimination
- To prevent sexual harassment at the college

## Facilities For Students

The amenities available to the students in College are as follows viz.

- Information boards– 02
- Drinking water points-05
- Waste management box-08
- Cafeteria for students and faculties-01
- Parking zones separately demarcated for bicycles, two-wheelers and four-wheelers- 02
- CCTV-cameras at different points
- Girls’ common room with all basic facilities.
- Ramp for differently abled students.
- SMS alert system for students and staff for quick dissemination of information.
- Unique ID number provided to all students for their identification.
- Online admission and examination form submission system available.
- Sports facilities for both outdoor and indoor games, coaching facility for sports activities.
- Separate washrooms for staff, office staff, boys and girls.
- Central library with a wide range of text books/reference books/e- literature in each subject
- Seminar hall- 01
- Smart class rooms–02



□ **Sports facilities-**

- a) Indoor Games: Badminton, Chess, Carom, Table Tennis.
- b) Outdoor Games: Cricket, Volleyball, Football, Kabaddi.

□ **Suggestion/Complaint Box**—Fixed at various spots in the college.

□ **Wash Rooms:**

Separate washrooms for boys, girls, office staff and faculty members

□ **Medical assistance to students:**

- A provision of Student Aid Fund is collected from each student and is used during any incident of injury that occurs with students in campus to give immediate medical help.
- Awareness drives conducted by the NSS unit and other bodies of the Institution, to aware the students

## Internal Committees for the wellbeing of students:

- **Career Counselling & Placement cell:** The institution has formed this cell to keep students updated on various job opportunities, and guide them to their career aspirations and many of their employment-related queries.
- **Student Welfare Sub-Committee:** This committee is always engaged in the welfare of students. Various extra-curricular and group activities equip them to cope with the challenging environment and also arrangement of different scholarships for needy students assist to pursue higher education.
- **Equal Opportunity Cell:** Periodic seminar, discussion and sensitization programme with the students held to aware of their rights in every section, hammer them and inculcate equality among the students regardless of their caste, race, social status, etc.
- **Sub-committee against sexual harassment:** This committee is always alert to curb and control any such harassment made to any stakeholders in the campus.
- **Sub-committee against caste discrimination:** This committee strongly deals with any such cases related to caste-based discrimination. Various awareness programmes are periodically arranged to enlighten our students and establish the fact of equality among them.
- **ICC:** This cell promptly takes action against all the mishappenings that occur inside the campus with any of the stakeholders.
- **Soft skill development:** The institution allows the development of their language skills and computer skills which are very much necessary for their soft skill development.
- **Grievance Redressal Cell:** The Grievance Redressal Cell of the college takes care of the concerns of all the stakeholders. Online and offline mechanisms are there to cope with the situations that arise if any.

## **Women cell and awareness program for girls students:**

### **Women Redressal Cell:**

- This Institute has an active cell to look after the concerns of the students and women staff. This cell is committed to implying and establishing the requisites of *Vishakha Guidelines* within the college premises. Respect for gender and women's empowerment are the main concerns of the cell.
- This cell tries to maintain a healthy female-friendly environment within the college campus. Establishment of various female-friendly basic amenities has been provided for the comfort of the girl students.
- This cell also organizes awareness lectures for students on relevant issues like stopping child marriage, cyber-crime, legal rights of females, health issues like blood donation, Thalassemia, AIDS, mental health and gynecology, etc.
- This College organizes lectures and memorizes the great devoted ladies for their exceptional contribution to motivating female students of the college.

# STUDENTS' STRENGTH

## 2019 TO 2014

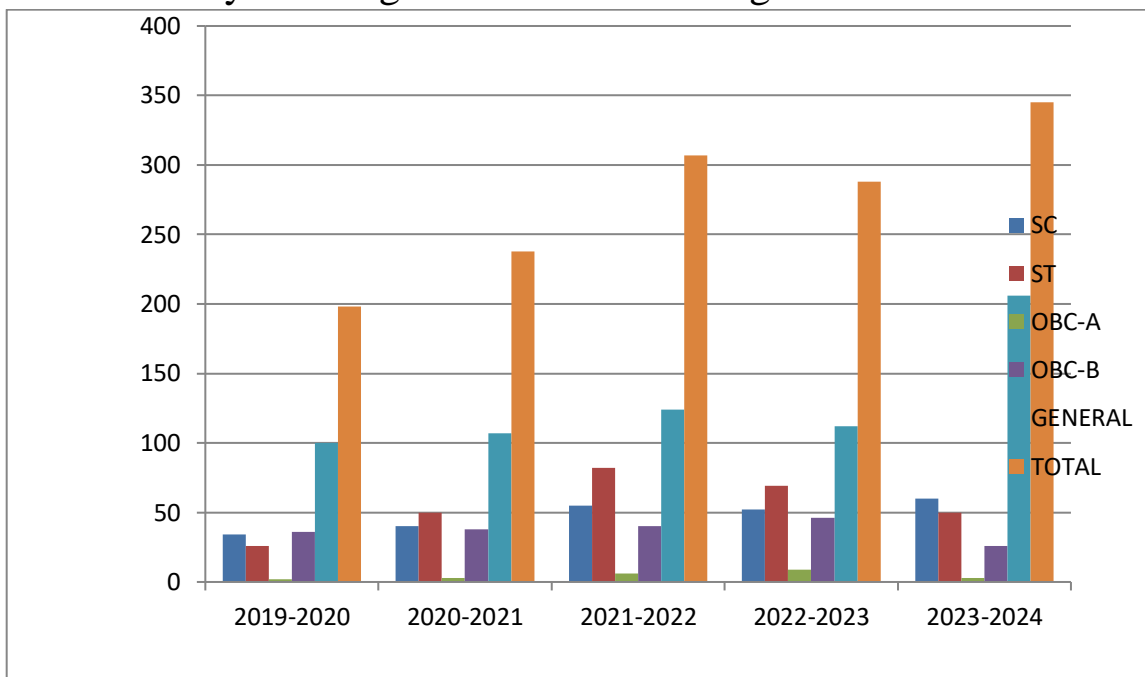


### STUDENTS' STRENGTH

|       | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|-------|-----------|-----------|-----------|-----------|-----------|
| Boys  | 279       | 297       | 352       | 358       | 343       |
| Girls | 198       | 238       | 307       | 288       | 345       |
| Total | 477       | 535       | 659       | 646       | 688       |

Above table shows gender wise strength of students during the academic year 2019-20 to 2023-24. The percentage of female students to male are more. So, it is a good sign that female students come and take admission in this Institution and are not lagging behind males though most of them are

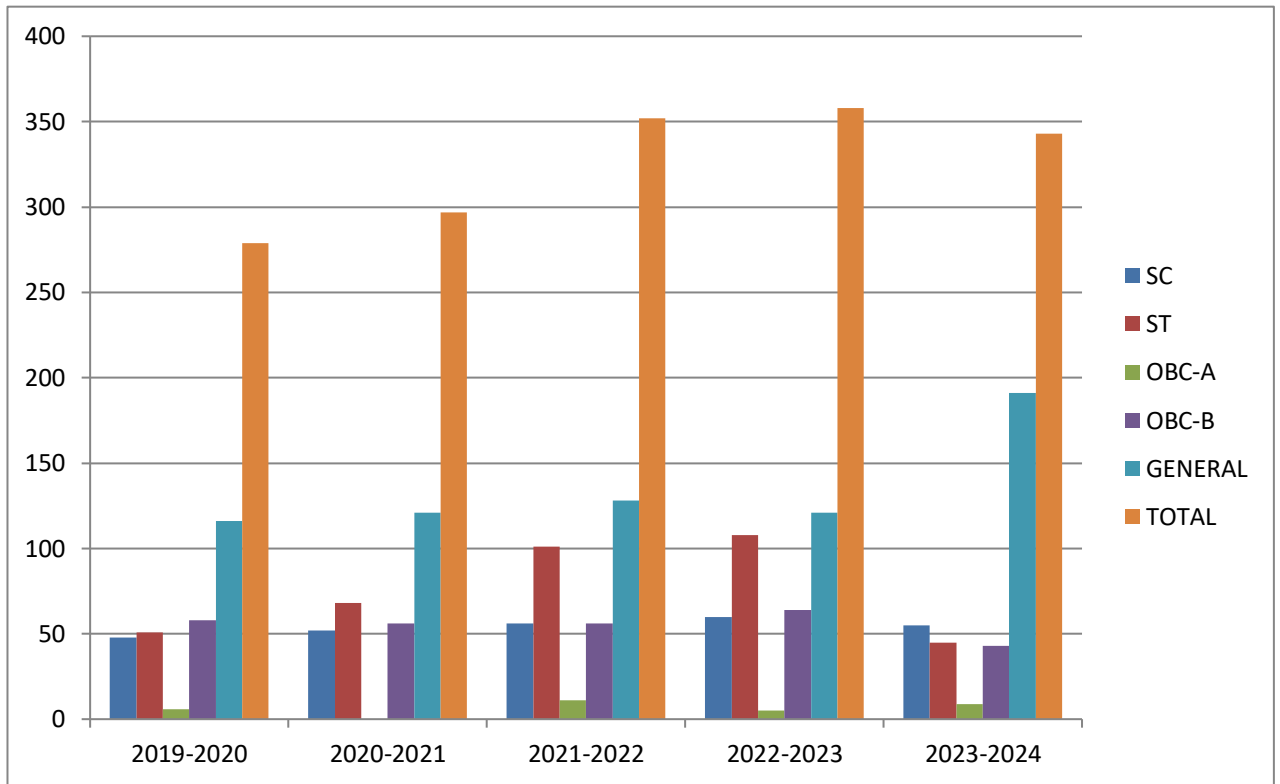
economically challenged and are also first-generation learners.



## CATEGORY WISE GIRLS' STRENGTH

|       | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|-------|-----------|-----------|-----------|-----------|-----------|
| SC    | 34        | 40        | 55        | 52        | 60        |
| ST    | 26        | 50        | 82        | 69        | 50        |
| OBC-A | 02        | 03        | 06        | 09        | 03        |
| OBC-B | 36        | 38        | 40        | 46        | 26        |
| Gen   | 100       | 107       | 124       | 112       | 206       |
| Total | 198       | 238       | 307       | 288       | 345       |

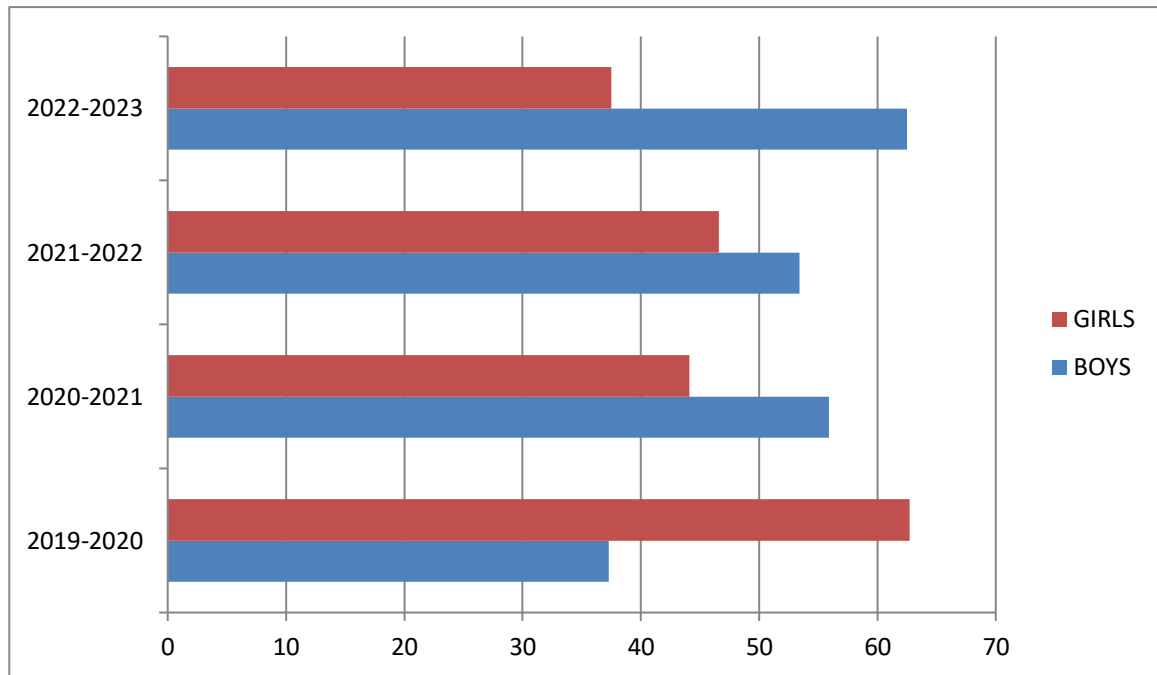
The above table and graph show clearly the strength of girls' student from different social categories during the academic year 2019-2020 to 2023-2024. It appears that the enrolment of each category in the assessment period is good, comprehensive and consistent. Among the reserved categories OBC is maximum followed by SC and ST. It is a good sign that girl students from reserved categories from the local patches of such community come forward to pursue higher education.



## CATEGORY WISE BOYS' STRENGTH

|       | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|-------|-----------|-----------|-----------|-----------|-----------|
| SC    | 48        | 52        | 56        | 60        | 55        |
| ST    | 51        | 68        | 101       | 108       | 45        |
| OBC-A | 06        | 00        | 11        | 05        | 09        |
| OBC-B | 58        | 56        | 56        | 64        | 43        |
| Gen   | 116       | 121       | 128       | 121       | 191       |
| Total | 279       | 297       | 352       | 358       | 343       |

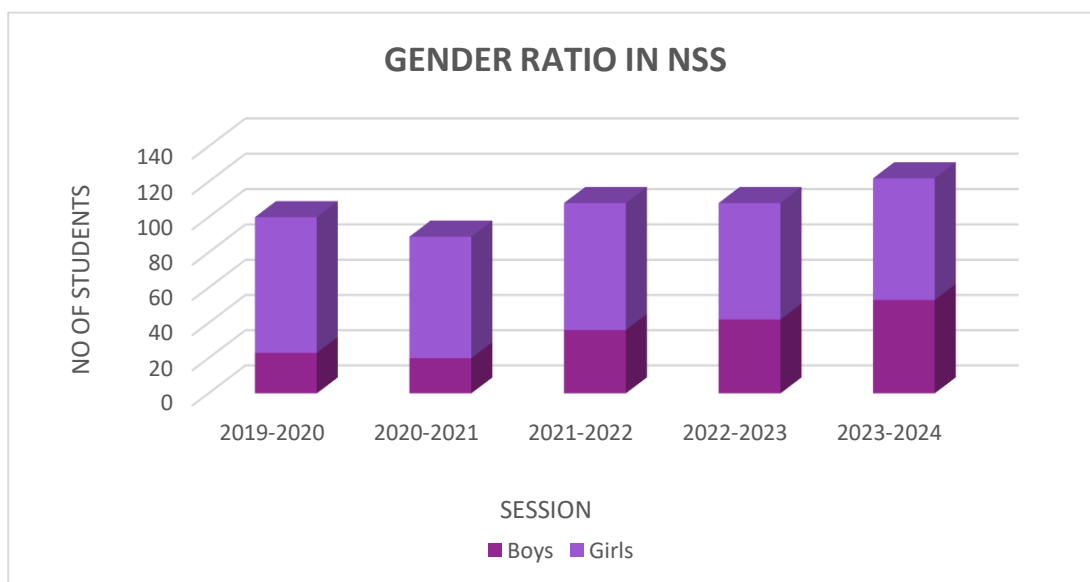
The above table and graph exhibit strength of boys from various social categories during the academic sessions 2019-2020 to 2023-2024. It shows that the admissions of all category have gradually increased with years. The admission is maximum in OBC category followed by SC and ST.



## PERCENTAGE OF GENDER STRENGTH

|           | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|-----------|-----------|-----------|-----------|-----------|-----------|
| %of Boys  | 58.49     | 55.51     | 54.48     | 55.41     | 49.85     |
| %of girls | 41.51     | 44.49     | 45.52     | 44.59     | 50.15     |

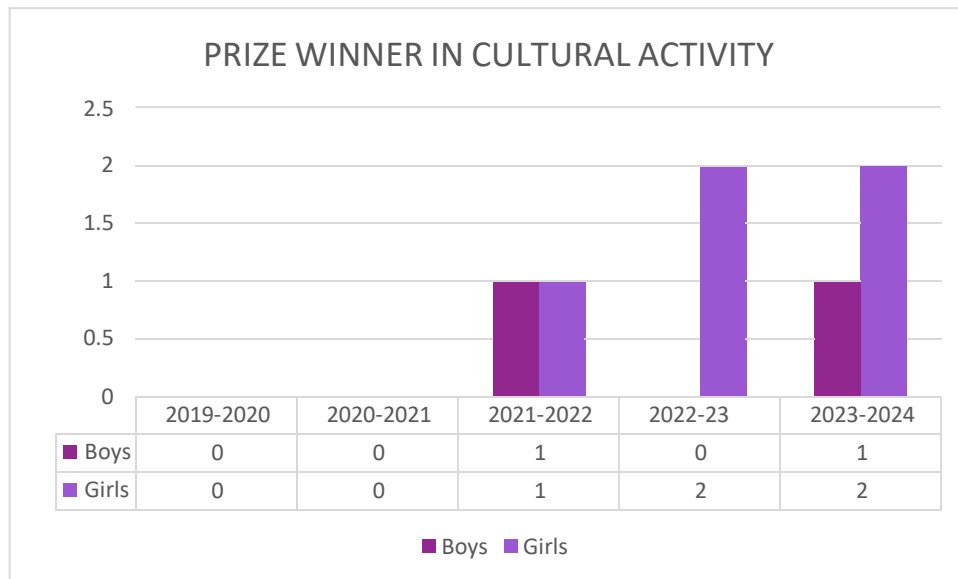
Above data show the percentage of gender strength during the session 2019-2020 to 2023-2024. The boys' admission is more in comparison to girls' and is consistent except year 2023-2024. In the case of girls, the admission percentage is a little less due to covid and other factors but the admission percentage is gradually increased in the case of boys.



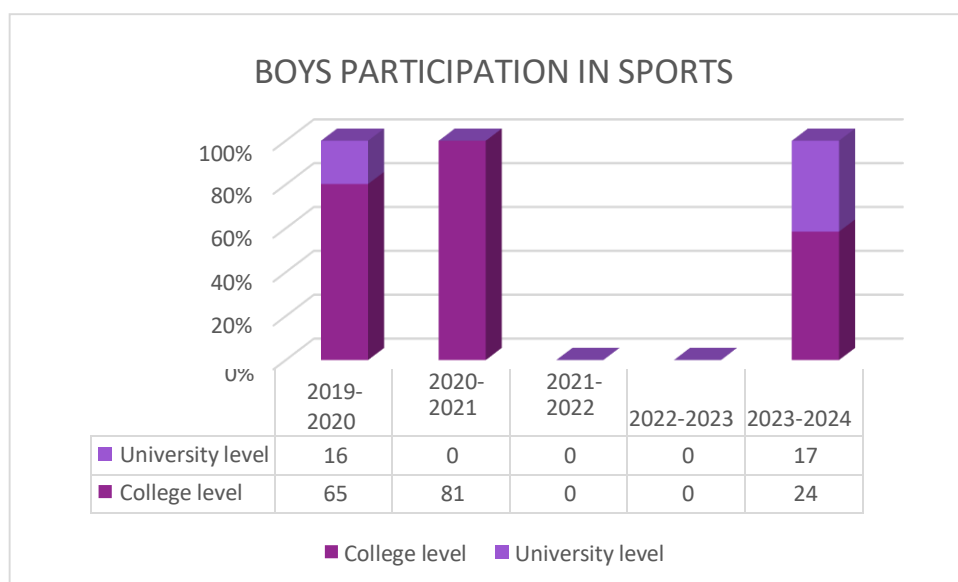
|              | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|--------------|-----------|-----------|-----------|-----------|-----------|
| <b>Boys</b>  | 23        | 20        | 36        | 42        | 53        |
| <b>Girls</b> | 77        | 69        | 72        | 66        | 69        |

The above data show gender strength during the academic session 2019-2023 to 2023-2024. Enrolment in NSS has been increased in case of boys' volunteer but it is almost same in case of girls' volunteer. Good number of girls are keen to enrol themselves in NSS activities.

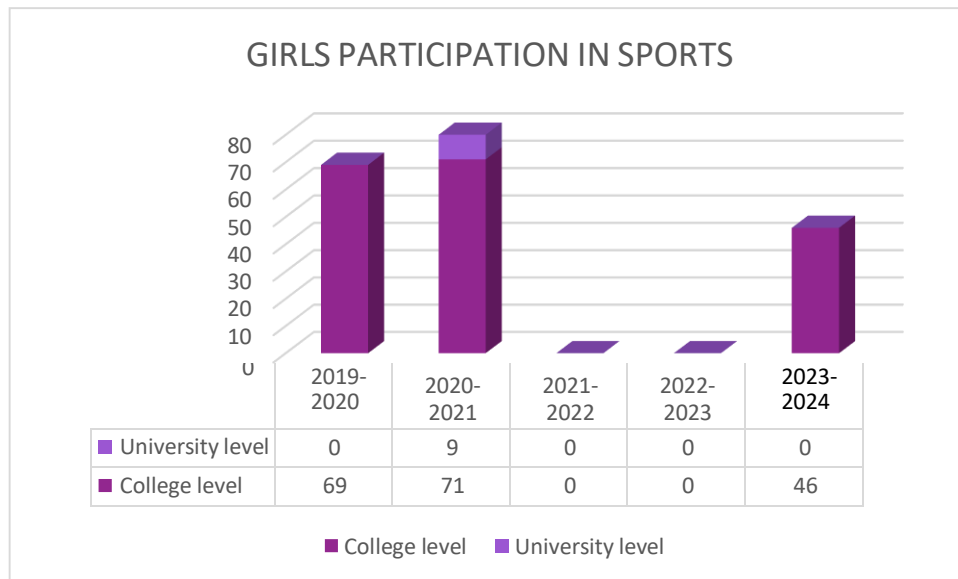




This data and graph show the prize winners in cultural activities participated during 2019-2020 to 2023-24. The graph clearly exhibits that girls participated more than boys in different activities and won more prizes than boys.

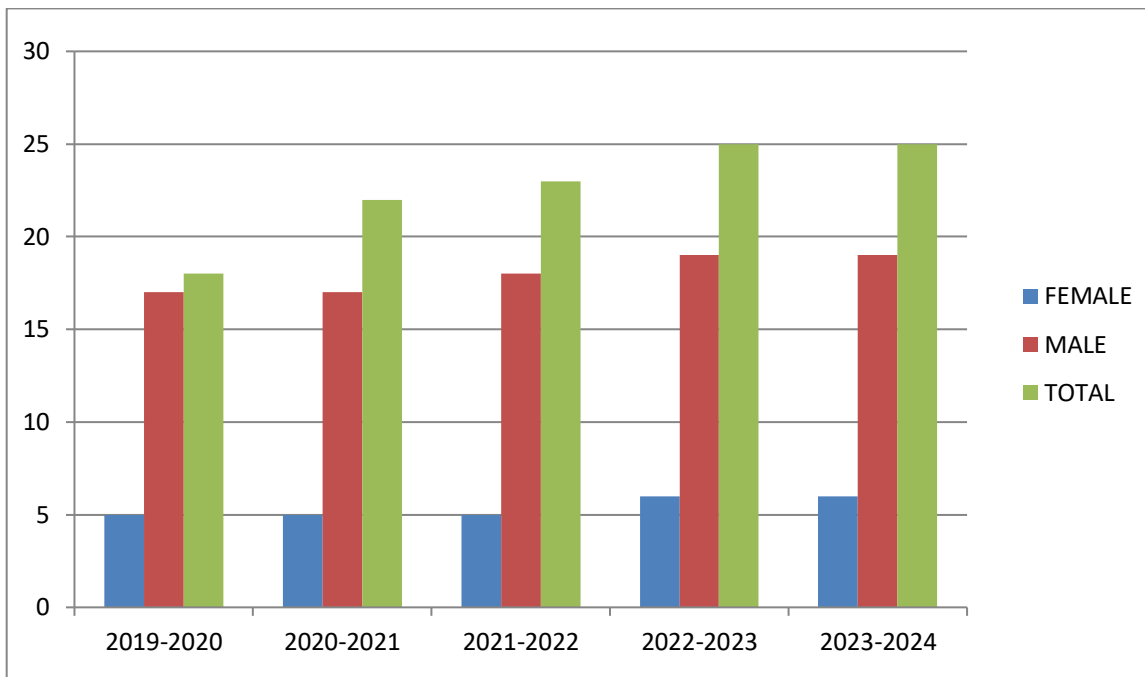


This data and graph shows boys' participation in sports from 2019-2020 to 2023-2024. Participation was maximum at the College level but less at the University level.



The above data and graph shows girls participation in sports from 2019-2020 to 2023-2024. Participation was maximum at the College level than the University level.

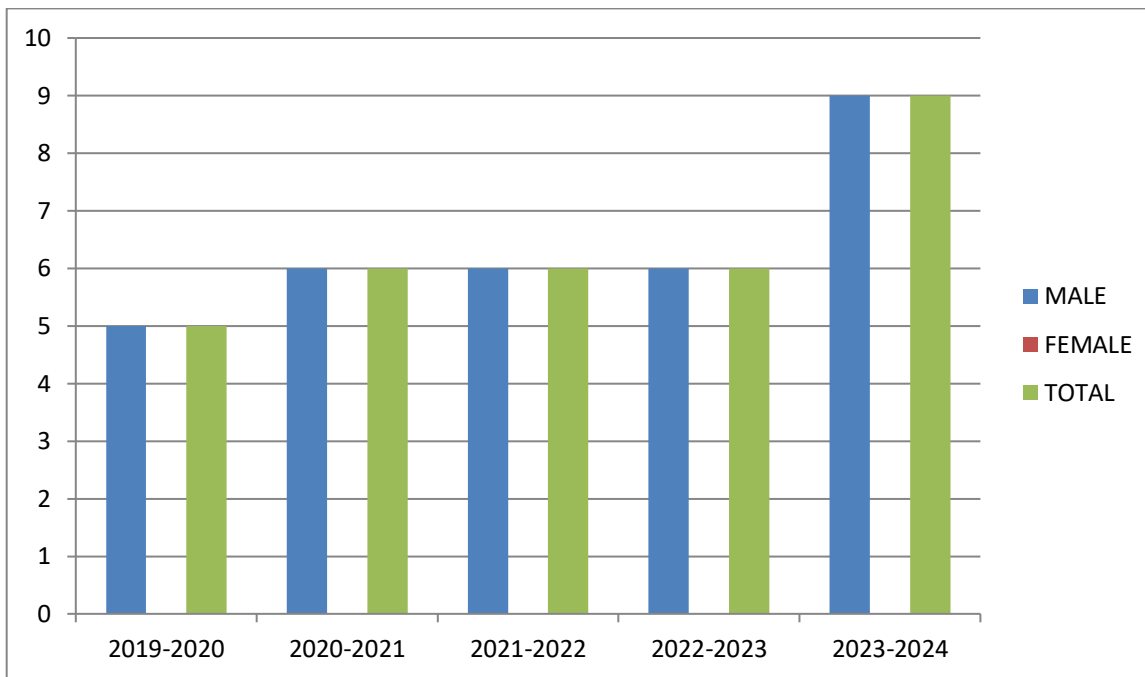
The graph of boys and girls exhibit that, is clearly conveying the message that boys are more interested in sports outside college campus and their contribution is more than girl students.



## GENDER STATUS IN TEACHING STAFF

|                  | FEMALE   | MALE      | TOTAL     |
|------------------|----------|-----------|-----------|
| <b>2019-2020</b> | <b>5</b> | <b>17</b> | <b>22</b> |
| <b>2020-2021</b> | <b>5</b> | <b>17</b> | <b>22</b> |
| <b>2021-2022</b> | <b>5</b> | <b>18</b> | <b>23</b> |
| <b>2022-2023</b> | <b>6</b> | <b>19</b> | <b>25</b> |
| <b>2023-2024</b> | <b>6</b> | <b>19</b> | <b>25</b> |

The table and graph show the year-wise classification of regular Teaching Staff during the academic year 2019-2020 to 2023-2024.



## GENDER STATUS IN NON-TEACHING STAFF

|                  | MALE     | FEMALE   | TOTAL    |
|------------------|----------|----------|----------|
| <b>2019-2020</b> | <b>5</b> | <b>0</b> | <b>5</b> |
| <b>2020-2021</b> | <b>6</b> | <b>0</b> | <b>6</b> |
| <b>2021-2022</b> | <b>6</b> | <b>0</b> | <b>6</b> |
| <b>2022-2023</b> | <b>6</b> | <b>0</b> | <b>6</b> |
| <b>2023-2024</b> | <b>9</b> | <b>0</b> | <b>9</b> |

The table and graph show the year-wise classification of Non- Teaching Staff during the academic year 2019-2020 to 2023-2024.

## **Gender Sensitization Initiatives:**

Govt. General Degree College, LALGARH is bound to establish gender parity among the stakeholders. The subcommittee or cells like the Women Redressal Sub-committee, Equal Opportunity Cell, and ICC organized seminars, discussions, and invited lectures to make aware female students and staff about their rights and opportunities for the last five years.

The College tries to maintain a secure environment for the females. 24-hour CCTV surveillance, active monitoring of the cells and eyes of the security guards make feel females safer in the college campus.

Some of the activities of the cells held in the last five years are given below:

| Session | Programme  | Organizing Committee/body                       | Date       | Speakers  | Reporting   |
|---------|--|---|------------|---|---|
| 2019-20 | International Women's Day:<br>Topic:<br>(1) Empowering Women for a Brighter Future<br><br>(2) Women's Entrepreneurship | Women Redressal Sub-committee (through Webinar) | 11/03/2020 | 1. Dr. DEBABRATA DAS, Assistant Professor, Department of Botany<br><br>2. BAISHAKHI SAHA MONDAL, Assistant Professor of Bengali | Dr. DEBABRATA DAS talks on the issue of women's empowerment, and BAISHAKHI SAHA MONDAL presents various instances and possibilities of women's entrepreneurship |
| 2021-22 | Awareness Programme on Women Trafficking   | Women Redressal Cell (through Webinar)          | 07/03/2022 | Speaker: ANJAN KUMAR MANDAL, Assistant Professor, Department of Philosophy  | ANJAN KUMAR MANDAL presents a PowerPoint presentation on women's trafficking. He shows the students how to avert the problems.                                  |

|         |  |                      |            | Women's University   | safeguards provided by the Indian penal code.  |
|---------|--|----------------------|------------|--|--|
| 2022-23 | A special lecture on "SAVE THE GIRL CHILD" | Women Redressal Cell | 09/03/2023 | . Speaker: 1. SIDDHARTHA DEY, Assistant Professor of English | SIDDHARTHA DEY, Assistant Professor talks about the issue of gender discrimination and how a patriarchal society practices the killing of female fetuses even in the 21 <sup>st</sup> century. |
| 2023-24 | Students' Seminar on Gender Sensitization  | NSS Unit             | 14/08/2023 | Students NOWSER ROWA SK, Asst. Professor in History          | NOWSER ROWA SK clarifies the definition gender and its difference with biological sex. Further he discusses on how the gendered society has been formed and sustains gender inequalities.      |
| 2023-24 | Seminar on Gender Sensitization            | NSS Unit             | 19/03/2024 | Students   | The programme became successful because of the participation and involvement of a large number of students as well as the faculty members.   |

### Findings :

- Students' strength particularly girls' strength is increasing continuously
- Students of backward classes have bigger share in admission.
- Girl enrolment is more than that of boys
- Success rate of girl students is higher than boys.
- The participation of girls in cultural activities is higher than boys
- In sports the participation of boys is more than that of girls outside campus.
- Gender strength in regular teaching and non-teaching staff is lower than male

## *Conclusion:*

After the survey, it has been found that in the case of enrolment of girl students are more than boys but in the case of staff, females are less. Active participation of female students and staff in policy-making bodies is significant in order to establish gender equality. However, there are some weaknesses in fewer sections which are to be overcome in the coming days. Till date there are no gender issues complaints. Many programs are conducted from time to time specifically for girls students to build up confidence. So it can be said that it is a gender-sensitive institution and with the support of all the stakeholders, gender balance can be sustained and would be healthier.

## *Suggestions:*

- Will try to organize self-defense program on a regular basis.
- More awareness programs on Legal rights
- College intends to introduce entrepreneurship training in different subjects.



This is to certify that, the above data has been checked and scrutinized the official records and random interactions with the stakeholders on 23<sup>rd</sup> May 2023.

*Biswunar Chakraborty*

Chairman, Gender Audit Committee  
&  
Officer-in-Charge,  
Govt. General Degree College,  
LALAGARH

*Deleabrata Das*

Vice Chairman, Gender Audit Committee  
&  
Co-ordinator, IQAC,  
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*Deys*

External Member, Gender Audit  
Committee  
&  
Social Worker

*Anamika Majh*

External Member, Gender Audit  
Committee  
&  
Assistant Professor, English, Silda  
Chandrasekhar College

*Abirsel Roma Sik*

Internal Member, Gender Audit  
Committee  
&  
Convener, Student Welfare Sub-  
Committee

*Anamika Mukherjee*

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