

# **GENDER AUDIT REPORT**

**PREPARED BY GENDER AUDIT TEAM**



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## **PREFACE**

Gender equality is an important aspect for family wellbeing and all-round development of society. But it is observed, women are always considered as inferior to men. In a patriarchal tradition, socially determined roles for men and women prevent women from participating in decision making within household and also at community level; their economic freedom and freedom of physical movement outside their family is also restricted. Writings about women in developing countries show that women are basically oppressed, family oriented, illiterate, more spiritual and not conscious about their rights and development.

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

# **ACKNOWLEDGEMENT**

At the very outset, we would like to express our gratitude to Dr. Haripriya Panda, the principal, Netaji Subhas Ashram Mahavidyalaya, for her support and guidance. We would like to thank to the respondents without whom the project would not have been possible. We wish to acknowledge the help and support provided by the teachers in the college.

Convenor

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## **CHAPTER-1**

### ***Introduction, Methodology and Distribution of Respondents***

#### **Introduction:**

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

Netaji Subhas Ashram Mahavidyalaya (N.S.A.M) was established in 1985. Ever since its establishment the college has fulfilled the needs of Higher Education for the people of Baghmundi Block and the adjoining areas. The college is a co-educational institution situated in Suisa village, District Purulia of West Bengal. The college is always committed to a student-centric environment and is dedicated to provide quality education. Students' engagements in extracurricular activities like NSS, Sports and Culture are encouraged under the guidance of faculties of the college. The college always contemplates on students' qualitative performances along with their overall personality development. The NSS unit of the college is ready to motivate the students towards social responsibilities all the time. Although the college has been offering all such facilities for overall development of the students, yet it is important to find out any gender gap that may exist in the college and initiate appropriate measures to mitigate it.

#### **OBJECTIVES:**

1. To understand the level of gender equality in the college.
2. To find out the areas where gender inequality exists in the college.
3. To suggest appropriate measures for reducing gender gap.

#### **Methodology:**

As part of the Audit survey method has been used by using questionnaire in class time. To collect primary data on Gender related aspects, questionnaire is designed for the girl students of the college. Out of 270 number of respondents, 35% girls have been selected through simple random sampling method. The total sample size of the study is 96 number of girl students. The questions in the study have been given with a five point rating scale as strongly agree, agree, neutral, disagree and strongly disagree.

**Indicators:** The following gender sensitive indicators have been used to evaluate:

- a. Organization and management.
- b. Infrastructure.
- c. Students' participation and involvement.
- d. Existence of women cell and internal complaint Committee.

## Distribution of the Respondents

The survey has been done covering students of all the semesters and departments of the college. The total number of 88 girl students are the respondents of this survey. The following two diagrams show semester and department wise distribution of the respondents

**Table No -1(Total No of Respondents)**

SEMESTER	2 <sup>ND</sup> SEM	4 <sup>TH</sup> SEM	6 <sup>TH</sup> SEM	TOTAL
NO OF RESPONDENTS	32	37	19	88
PERCENTAGE	36.36%	42.04%	21.59%	100%

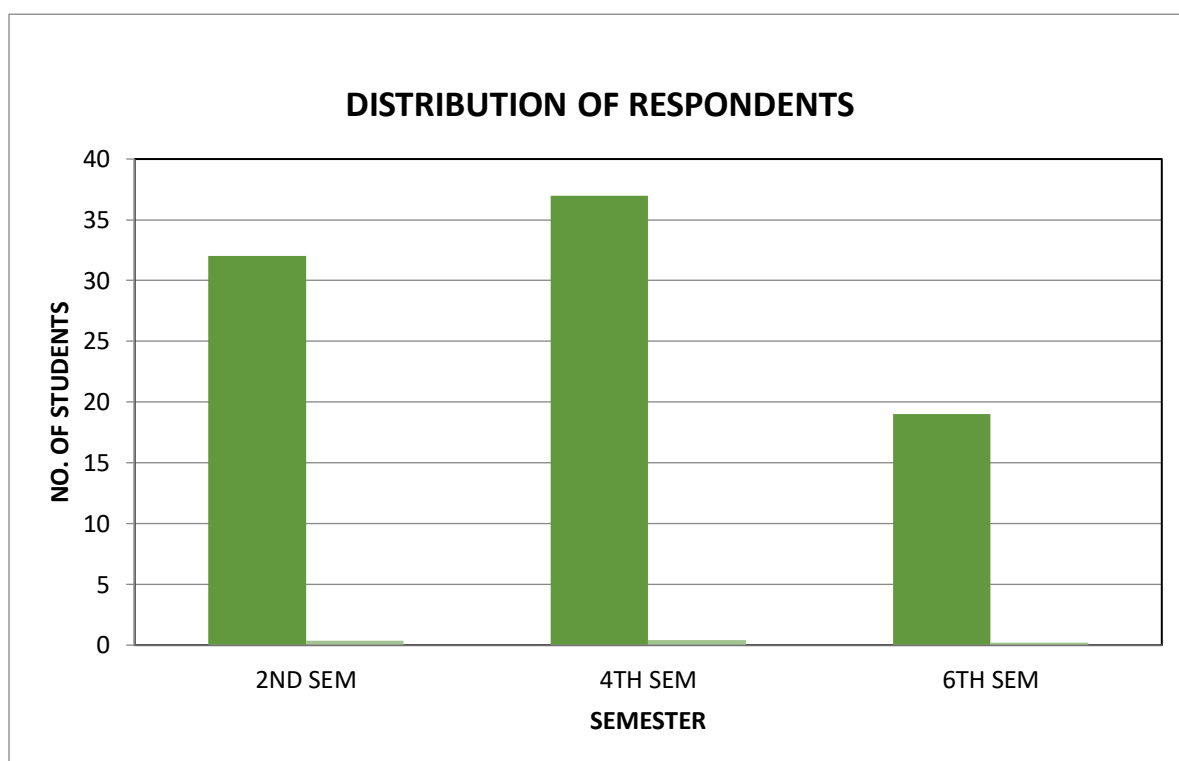


Figure No-01: Distribution of Respondents.

As the table no 1 shows that there are 88 respondents submitted their opinion through questionnaire. Out of them 32 girls from 2nd semester, 37 girls from 4th semester and rest 19 girls are from 6<sup>th</sup> semester. The figure shows as follows.

**Table No-02(Department wise Students)**

Department	Bengali (H)	English (H)	Geography (H)	History (H)	Kudmali (H)	Philosophy (H)	Pol. Sc(H)	Program Course	Total
No. of Students	25	8	5	11	8	13	5	13	88
Percentage	28.40%	9.09%	5.68%	12.5%	9.09%	14.72%	5.68%	14.72%	100%

As per the data available from the respondents of the various departments, there are 25 girls from Bengali, 11 from history, 5 from geography, 8 from English, 8 from Kudmali, 13 from philosophy and 5 from political science and 13 from programme course. The figure shows as the following.

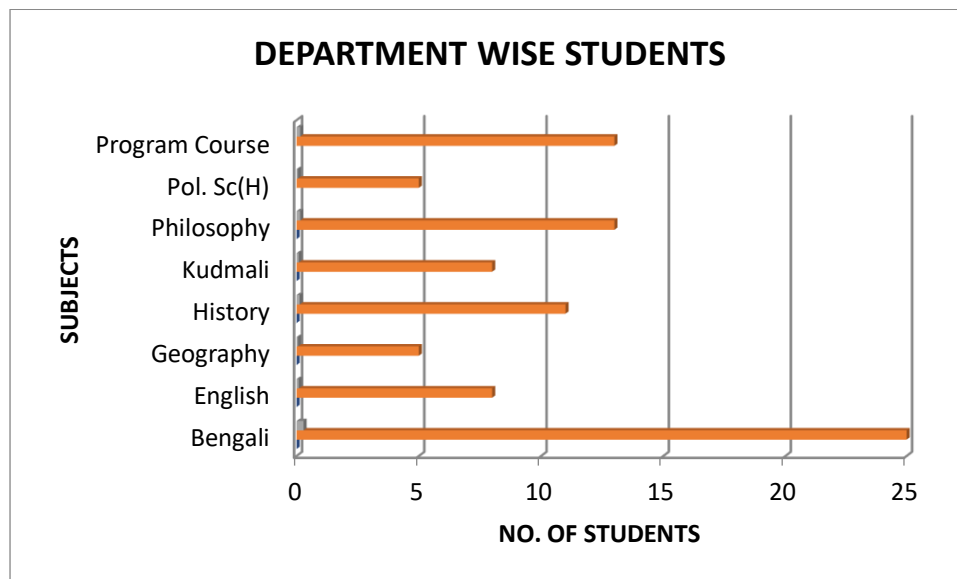


Figure No-02

### **Audit Team:**

The Audit committee has been set up on 23rd March, 2023. A structured questionnaire has been formulated by the Audit committee and distributed to the girl students in a special class on by the month of April, 2023. The members of Audit team have collected data & interpreted through statistical method. The committee has prepared the report within one month (May, 2023) and submitted to the authority of the college on 31thMay, 2023.

The following members are included in Audit Committee

#### **Convenor:**

Dr. Enamul Haque

#### **Members:**

Kinkar Das

Umashankar Roy

Dr. Navneet Acharya

Malati Kuiry

Manashi Kuiry

Indrani Das

Based on the Audit findings and collective experience of the Team members, recommendations for improvement have also been suggested in the report.



## Chapter: 2

# STUDENTS' RESPONSES FINDINGS AND DISCUSSIONS

In this Chapter, Students' responses have been analysed by using statistical method (percentage only) and discussed the findings of the survey in detail. The findings have been examined through the indicators as Organisation and Management, Infrastructure, Students' participation and involvement and Existence of women cell and internal complaint Committee

### Organisation and Management

#### *(i)The College follows gender equality in every sphere*

Table No- 3

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	64	15	2	1	6	88
Percentage	72.72%	17.04%	2.27%	1.13%	6.81%	100%

Out of 88 numbers of girls 64 respondents strongly agree with the statement that "the college follows gender equality in every sphere" which is 72.72 percentage of the total sample. 15 girls means 17.04 percentage remain agree, 2 are neutral and their percentage is 2.27, only 1 is disagree and rest of 6 are strongly disagree in this regard that means 6.81 percentage of total respondents are strongly disagree.

The analysis shows that the maximum respondents agree towards 1<sup>st</sup> statement that the college follows gender equality in every sphere

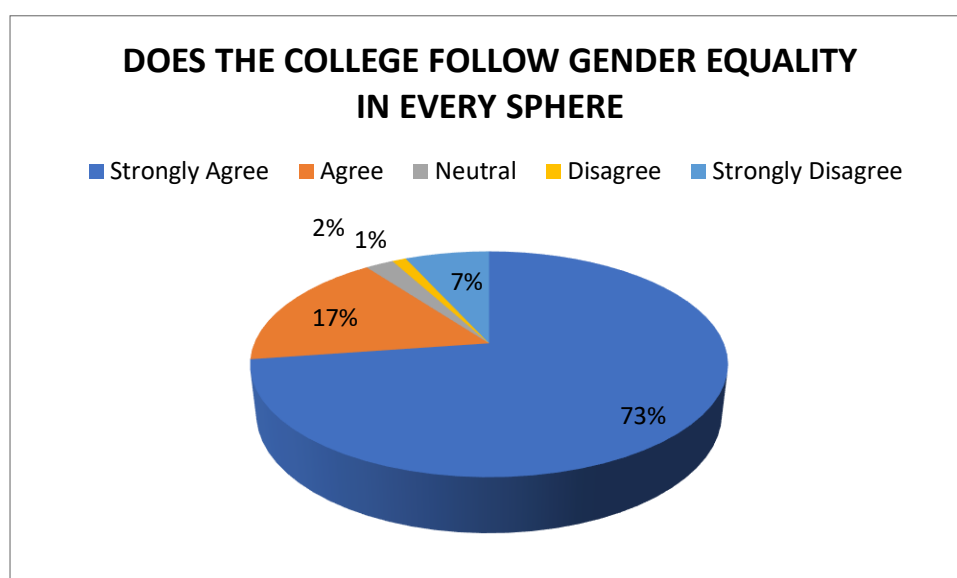
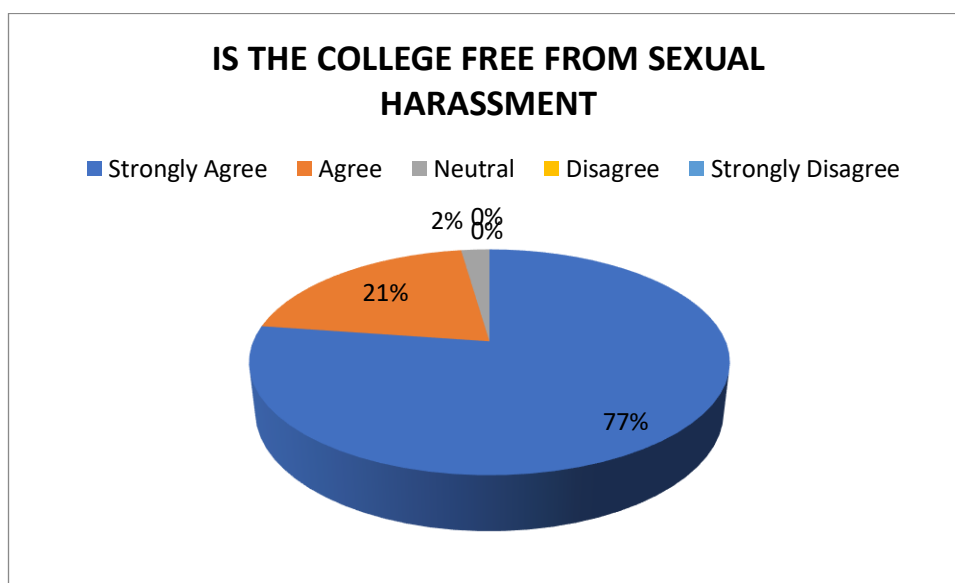


Figure N0- 3 (The College follows gender equality in every sphere)

***ii: The College is free from sexual harassment***

**Table No-4**

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	68	18	2	0	0	88
Percentage	77.27%	20.45%	2.27%	0%	0	100%



**Figure No- 4: The College is free from sexual harassment**

Out of 88 numbers of respondents, 77.27% girls were strongly agree , 20.45% agree, 0% girls agree and no girls are strongly disagree with the statement that “the College is free from sexual harassment”. Other 2.45% girls respondents remain neutral.

Through the above analysis it can be said that the maximum percentage of respondents agree and strongly agree with the statement that the college is free from sexual harassment.

### ***iii. The College has taken proper and timely action on complaints of case of harassment***

Table No-5: Proper and timely action on complaints

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	56	20	7	0	0	88
Percentage	63.63%	22.72%	7.95%	0%	0	

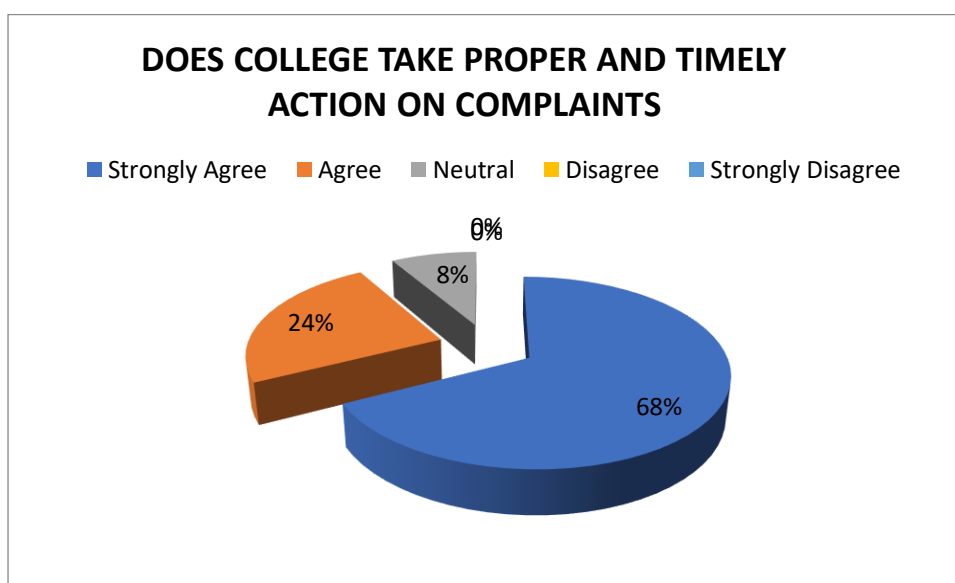


Figure No-5: Proper and timely action on complaints

Out of 88 numbers of girl respondents, 63.63 % girls strongly agree that the college has taken proper and timely action on complaints of cases of harassment. 22.72% girl students agree, 0% strongly disagree and other 0% are neutral in this regard.

It is notable that 22.72% girls agree and 63.63% strongly agree that the college has taken proper and timely action on complaints of case of harassment but it is also notable that 7.95 students are neutral.

***IV. The College provides health care facilities like First Aid Assistance, napkins, if required***

Table No-6: The College provides health care facilities

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	21	65	0	2	0	88
Percentage	23.86%	73.86%	0%	2.27%	0	100%

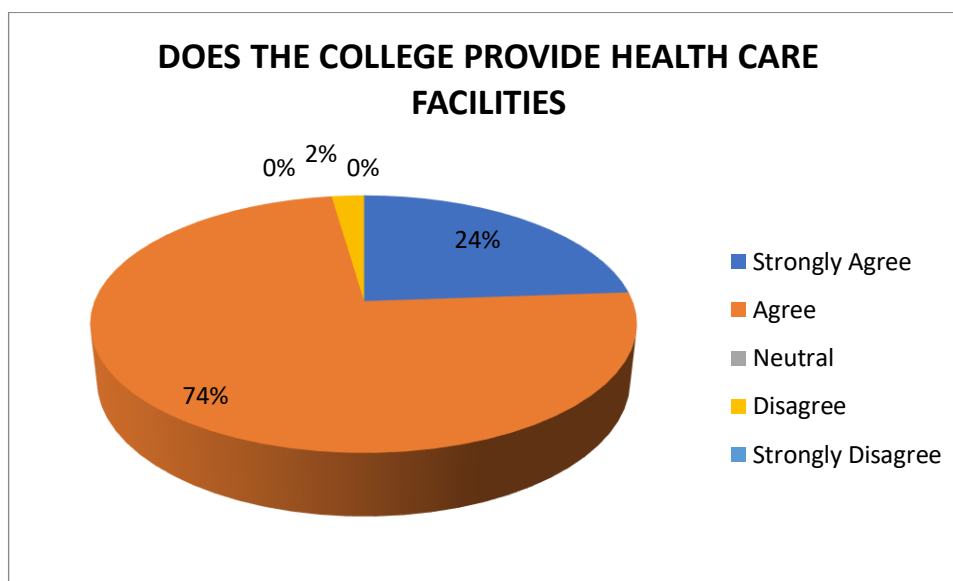


Figure No-6: The College provides health care facilities

The above diagram shows 73.86% girl respondents agree and 23.86% girl respondents strongly agree that the College provides health care facilities like First Aid Assistance, Sanitary napkins, if required. Other 2.27% girls disagree and 0% girls strongly disagree with this statement.

The analysis shows responses as agree and strongly agree with the statement “the college provides health care facilities like first aid assistance, sanitary napkins, if required” is high in percentage.

***V: The College ensures safety for students inside & outside the campus***

Table No 7: Safety for students inside & outside of the campus

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	36	48	4	0	0	88
Percentage	40.90%	54.54%	4.54%	0%	0	

**DOES THE COLLEGE ENSURES SAFETY FOR STUDENTS INSIDE & OUTSIDE THE CAMPUS**

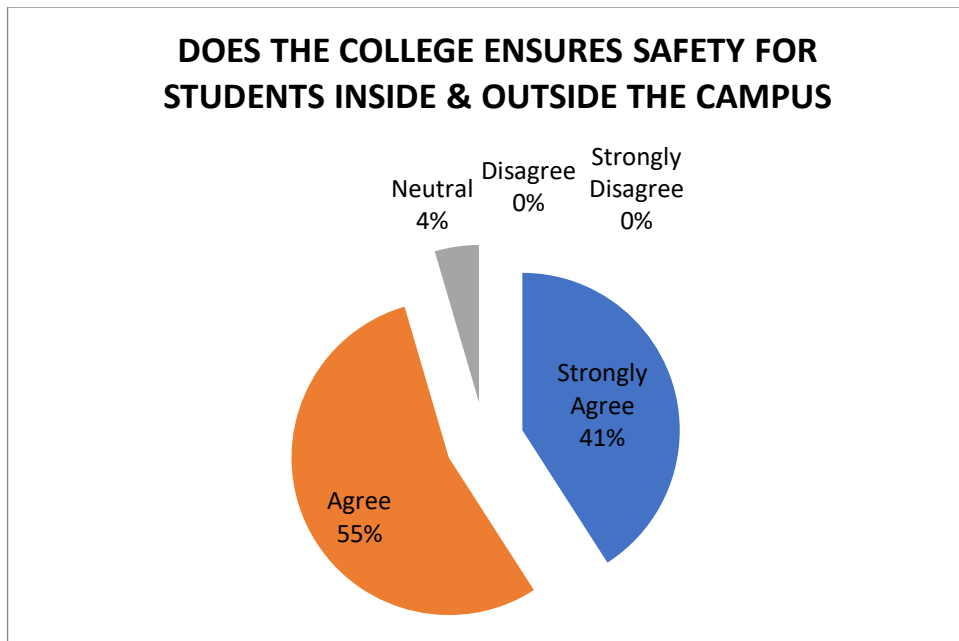


Figure No-7 Safety for students inside & outside of the campus

54.54% girls agree and 40.90% girls strongly agree that the college ensures safety for students inside and outside of the campus. 4.54% girls remain neutral with this statement.

More than 90% girls agree and strongly agree that the College ensures safety for students inside & outside of the campus. But 4.54% neutral and feel that the college does not provide such safety measures properly.

***VI. Options for flexible timing are available for girl students***

Table No8: Options for flexible timing

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	54	22	10	2	0	88
Percentage	61.36%	25%	11.36%	2.27%	0	100%

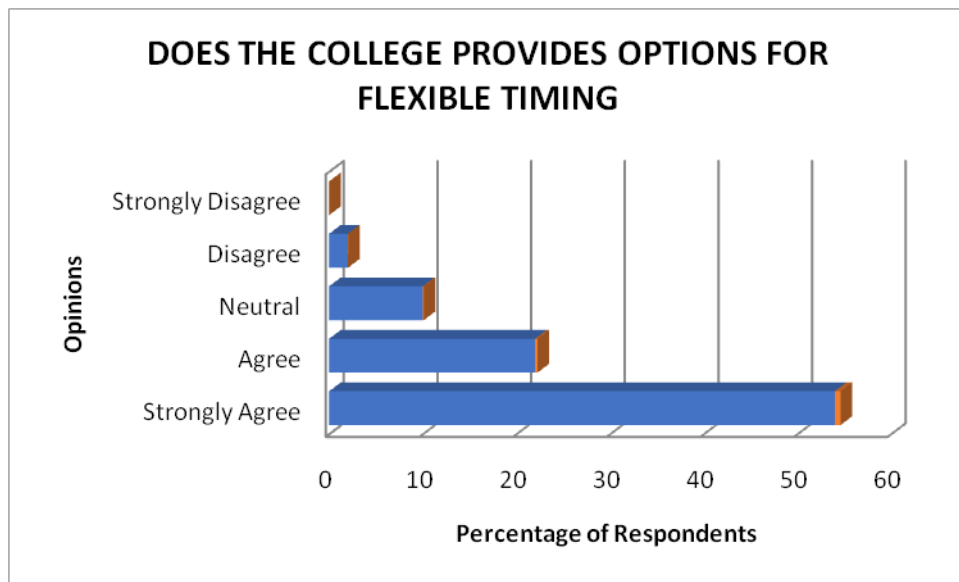


Figure No: 8 Options for flexible timing

Statement on “options for flexible timing are available for girl students” is also analyzed. 25 % girls agree and 61.36% strongly agree; 2.27% girls disagree with this statement. Other 11.36% girls remain neutral.

The above analysis shows, maximum percentage of girls agree and strongly agree with the statement “options for flexible timing are available for girl students”. For example arrangement of extra classes for those girl students who were absent during menstruation periods due to menstrual complications and still the area belong to extremely rural and after 2.00 pm there is no good facilities for communication so girls students returns before completion their classes

## INFRASTRUCTURE

### *(i) Classroom offers equal opportunities for all*

Table No-9: Classroom offers equal opportunities for all gender

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	10	71	5	1	0	88
Percentage	11.36%	80.68%	5.68%	1.13%	0	

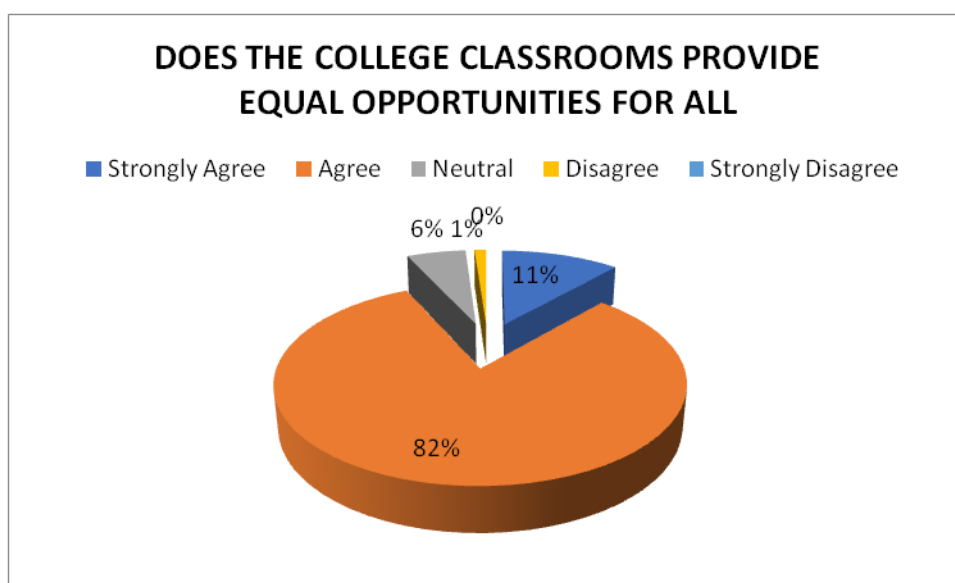


Figure 9: Classroom offers equal opportunities for all gender

Out of 88 respondents 80.68% girl students agree, 11.36% girl students strongly agree and 5.68% are neutral with the statement “classroom of this college offers equal opportunity for all gender”. Only 1.13% girls disagree.

From the above diagram it is come to know that more than 90% girls agree and strongly agree with the statement Classroom offers equal opportunities for all gender.

*ii. Toilets for girls are adequate in number*

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	3	84	0	1	0	88
Percentage	3.40%	95.45%	0	1.13%	0	

Table. No 10 Toilets For Girls

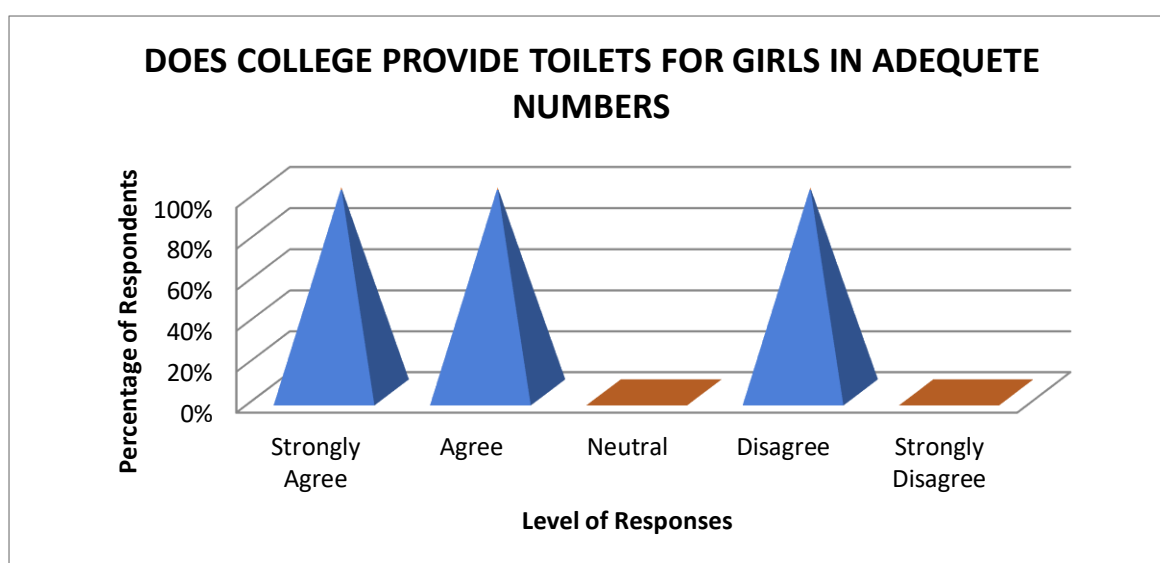


Figure No 10 : Toilets for Girls

95.45% girls agree that the college provides adequate numbers of toilets for girls. 3.40% girls strongly agree, 1.13% girls disagree with this statement.



*iii. Cleanliness is maintained in girls' and boys' toilets.*

Table No 11: Cleanliness is maintained in boys' and girls' toilets

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	4	45	25	9	5	88
Percentage	4.54%	51.13%	28.40%	10.22%	5.68%	

Figure No 11: Cleanliness is maintained in boys' and girls' toilets

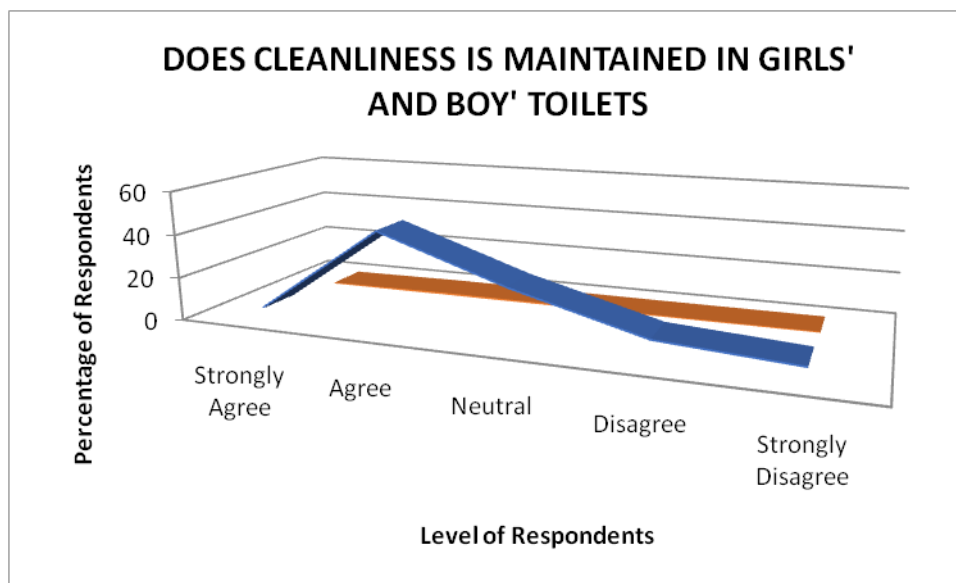


Figure No 11: Cleanliness is maintained in boys' and girls' toilets

The above figure shows analysis to understand the level of maintaining cleanliness in both toilets in the college. 51% girls have responded that they agree with the statement. 4.54% have responded as strongly agree, 10.2% disagree and 5.68% strongly disagree with the statement. Other 28.22% are neutral.

The above two diagrams shows that more than 55% girls agree and strongly agree that the college do not maintains cleanliness in toilets.

***Iv. The College has adequate electrification in the classroom, corridors and girls' common room***

Table No: 12 Adequate electrification facilities, corridors and girls' common room.

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	71	17	0	0	0	88
Percentage	80.68%	19.31%	0%	0%	0	

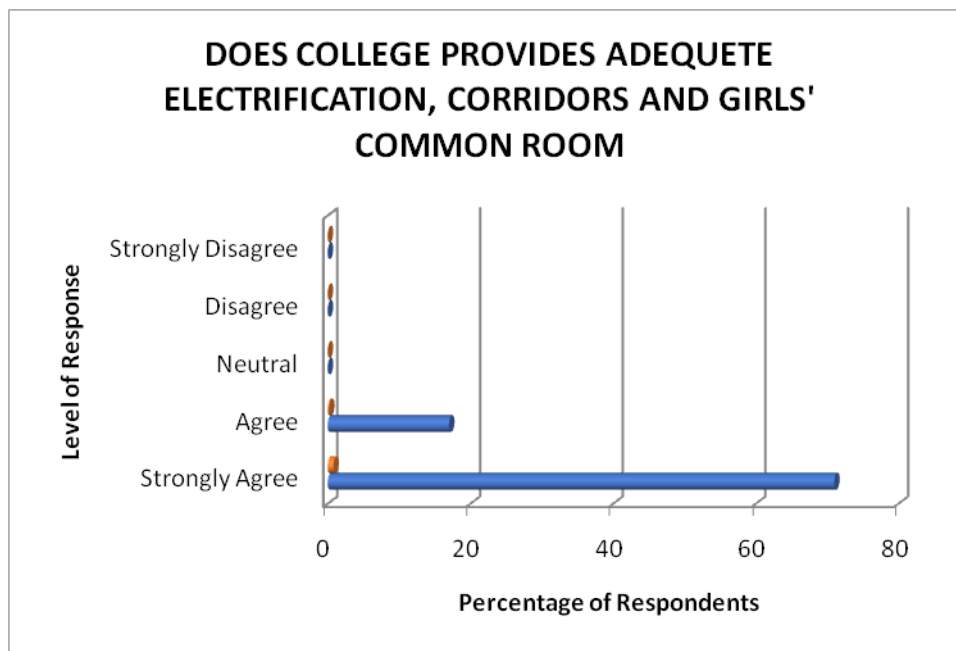


Figure No- 12: Adequate electrification facilities, corridors and girls' common room.

19.23% girls agree that college has adequate electrification facilities in the classroom, corridors and girls' common room. 80.68% girls strongly agree and 0% girls strongly disagree.

The analysis of the above diagram shows that all girls agree and strongly agree that the college is providing adequate electrification facilities in the classroom, corridors and girls' common room.

***v. The College provides equal library facilities for all genders***

Table 13: Equal library facilities for all genders

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	62	26	0	0	0	88
Percentage	70.45%	29.54%	0%	0%	0%	100%

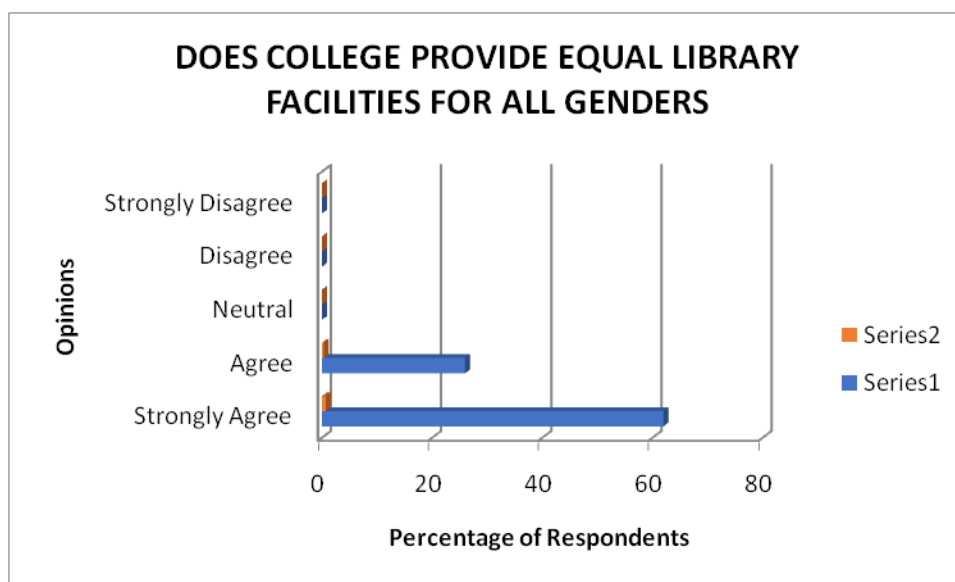


Figure No-13: Equal library facilities for all genders

29.54% girls agree and 70.45% strongly agree that the college provides equal library facilities for all. No other opinion found for this statement. It is notable that more than 100% girls agree and strongly agree with the statement “equal library facilities are provided by the college for both boys and girls”.

*vi. The College organizes Gender Awareness Programme*

Table14:Gender awareness programme

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	19	65	4	0	0	88
Percentage	21.59%	73.86%	4.546%	0%	0	100%

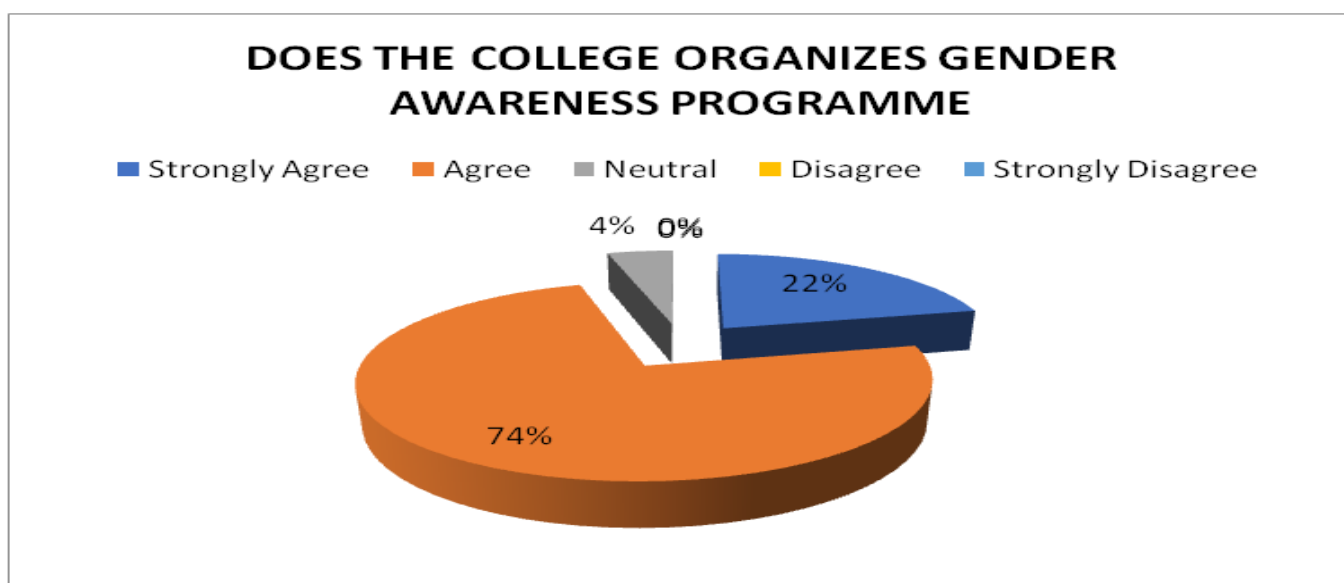


Figure No 14.Gender awareness programme

Out of 88 numbers of respondents 73.86% girls agree and 21.59% strongly agree with the statement “the college organizes gender awareness programme for to empower girl students”. Only 4.54% girls are neutral with this statement.

From the above analysis it is come to understand that more than 90% girls agree and strongly agree with the statement “organizes gender awareness programme”.

*vii. Women Faculty accompanies the girl students while going for camps, sports and cultural competitions*

Table No- 15: Women Faculty accompanies the girl students

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	29	45	6	5	1	88
Percentage	32.95%	51.13%	6.8%	5.68%	1.13	100%

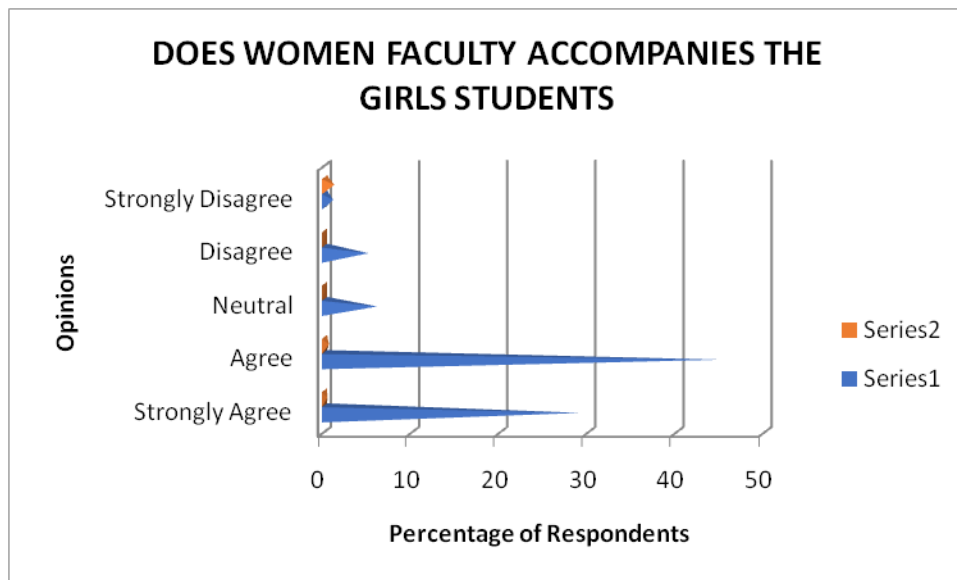


Figure No-Women Faculty accompanies the girl students

The figure shows 51.13% girl students agree and 32.95% girls strongly agree with the statement “the women faculties accompanies the girl students while going for camps, sports and cultural competition”. Remaining 5.68.% respondents disagree and 1.13% respondents strongly disagree with this statement and other 6.8 % girl students are neutral with this statement.

Regarding the statement women faculty accompanies the girl students while going for camps, sports and cultural competitions; maximum girls agree and strongly agree with that. Still a small percentage of girls disagree and strongly disagree with this.

*viii. The College provides Sports facilities for all genders*

**Table No- 16: The College provides Sports facilities for all genders**

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	18	69	0	1	0	88
Percentage	20.45%	78.40%	0%	1.13%	0	100

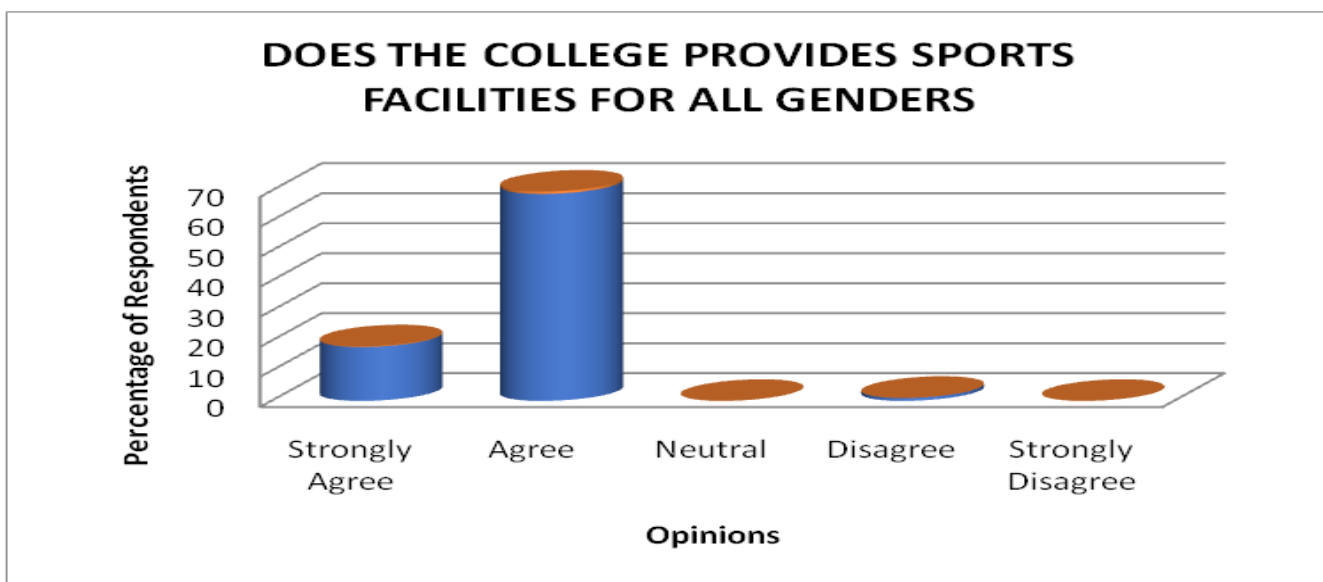


Figure16: Sports facilities

78.40% girls agree and 20.45% girls strongly disagree that the college provides sports facilities for both boys and girls. 1.13% girls disagree and no girls strongly disagree with this statement.

The figure shows that more than 90% girls agree and strongly agree that The College provides Sports facilities for all genders.

***V. Equal opportunity is provided to all genders to work in and outside the college campus***

Table 17: Equal opportunity in and outside the college campus

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	58	29	0	1	1	88
	65.90%	32.95%	0%	1.13%	1.13%	100%

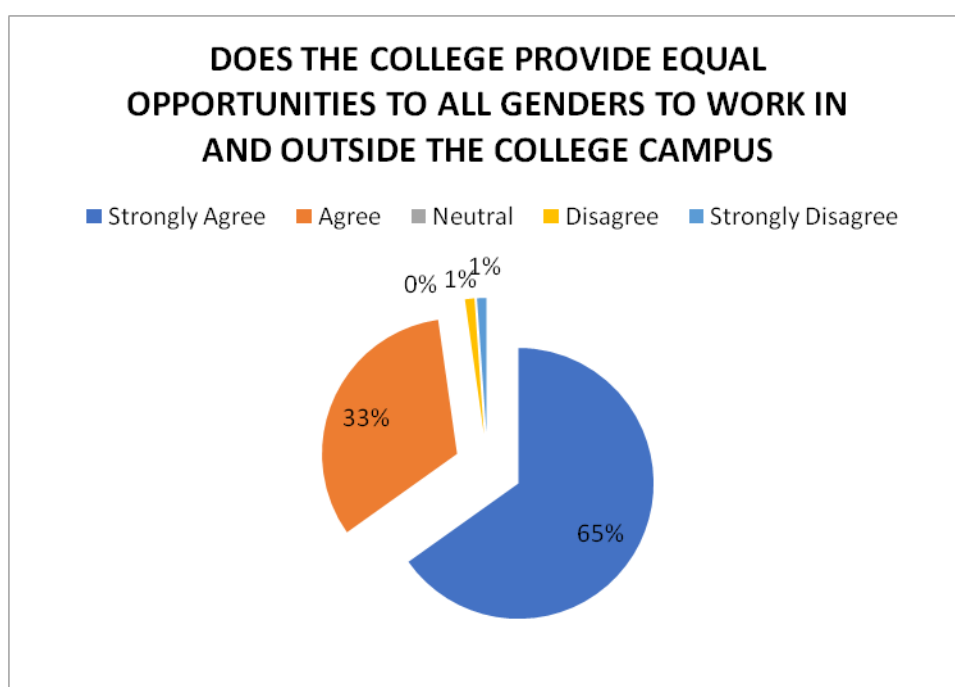


Figure 17: Equal opportunity in and outside the college campus

32.95% girl students agree and 65.90% girls strongly agree that equal opportunity is provided to all genders to work in and outside the college campus. 1% girls disagree and 1.13% girls strongly disagree with the statement; 0% girls' opinion is neutral.

More than 90% girls agree and strongly agree that they are provided equal opportunity with boys to work like NSS camp, social services activities etc inside and outside of the college campus.

## VI. All genders can express their views, ideas equally

Table 18: All genders can express their views, ideas

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	54	29	5			88
Percentage	61.36%	32.95%	5.68%	0%	0	

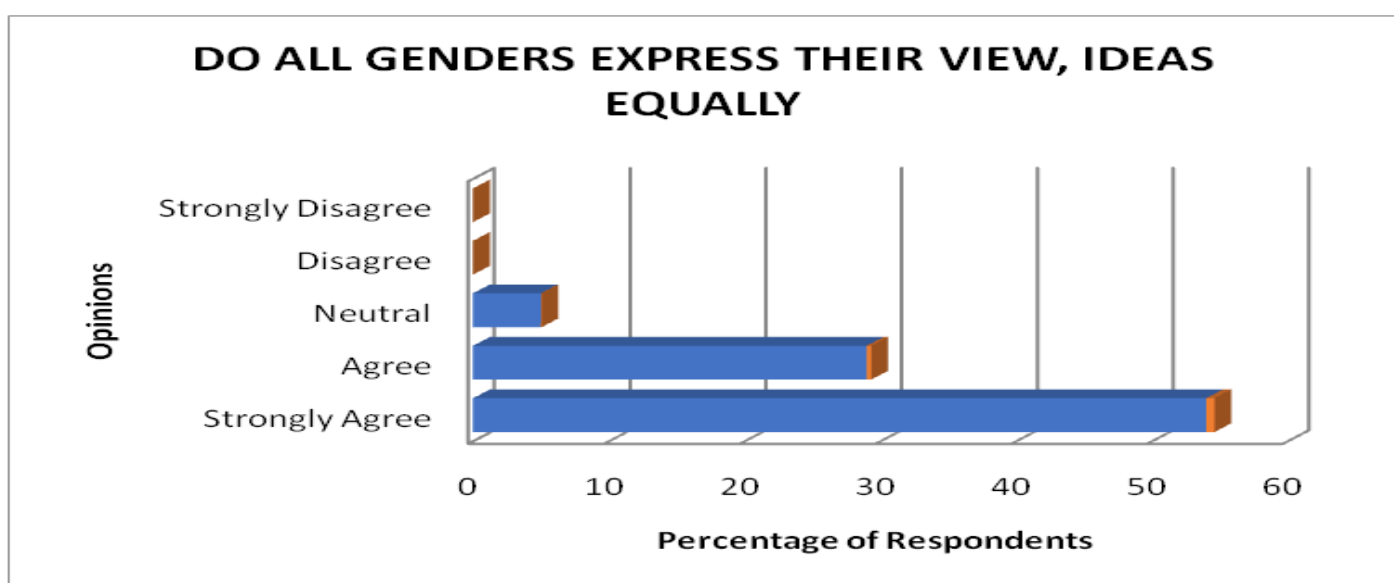


Figure -18: All genders can express their views, ideas

Out of 88 numbers of respondents 32.95% girls agree and 61.36% girls strongly agree that all gender can equally express their views, ideas in the college. Other 5.658 remain neutral with this statement

The above analysis results that more than 90% girls agree and strongly agree that all genders in the college can express their views and ideas in constructive activities of the college.



**VII. The college conducts gender awareness programmes like Girl Child Day, Prohibition of early marriage, sexual harassment, Child trafficking etc. as a part of curriculum**

Table19: Gender awareness programme

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	46	40	1	1		88
Percentage	52.27%	45.45%	1.13%	1.13%	0%	100%

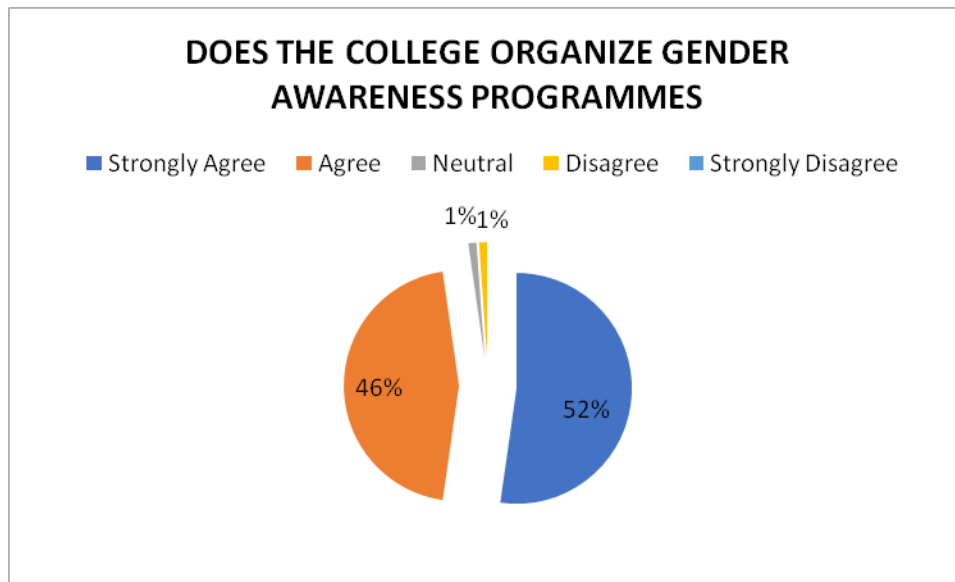


Figure No-19: Gender awareness programme

45.45% girl students agree and 52.27% strongly agree that the college conducts gender awareness programmes like Girl Child Day, prohibition of early marriage, sexual harassment, child trafficking etc. as a part of curriculum. Other 1% girls disagree and remaining 1% girls' opinion is neutral

It can be remarkable that more than 90% girls agree and strongly agree that the college conducts gender awareness programme like Girl Child Day, Prohibition of early marriage, sexual harassment, Child trafficking etc. as a part of curriculum. But still a small percentage of respondents disagree and strongly disagree with this.

***VIII. Both male and female students have equal right of representation in Student Union and other Committees***

Table No-20: Equal right of representation in Student Union and other Committees

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	30	54	3	1		88
Percentage	34.09%	61.36%	3.40%	1.13%	0%	100%

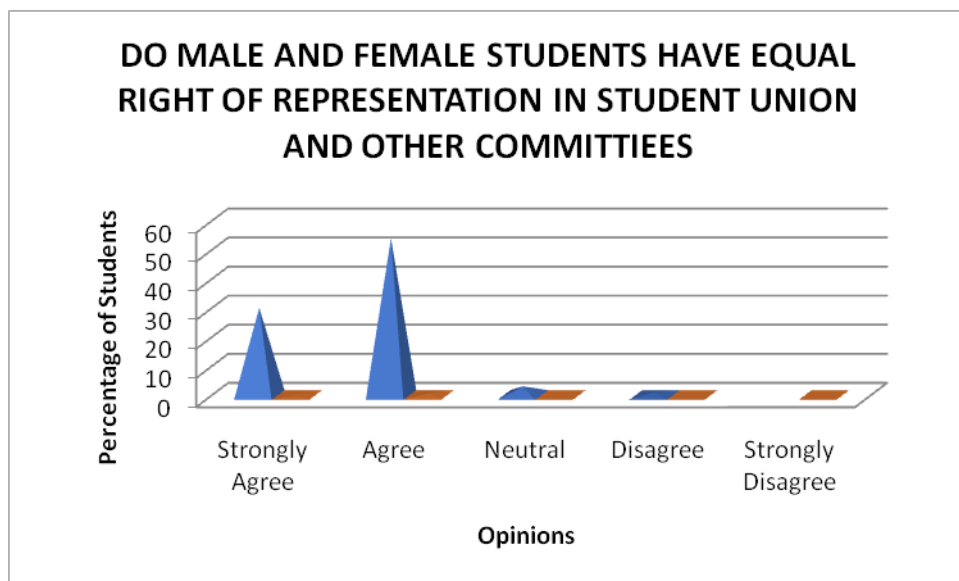


Figure 20: : Equal right of representation in Student Union and other Committees

61.36% girl students agree and 34% strongly agree that both male and female students have equal right of representation in student union and other committees of this college. Only 1% girls disagree with this and other 3% girls remain neutral.

The college always provides equal right of representation for both boys and girls in Student Union and other Committees. More than 90% girls agree and strongly agree with this.

**1. EXISTENCE OF WOMEN CELL AND INTERNAL COMPLAINT COMMITTEE.**

*(i) A Woman Cell is setup in the college and students are aware of it*

Table 21: Woman Cell and students awareness

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	68	18	2	0	0	88
Percentage	77.2%	20.45%	2.27%	0%	0	

Figure 5.0: Woman Cell and students awareness

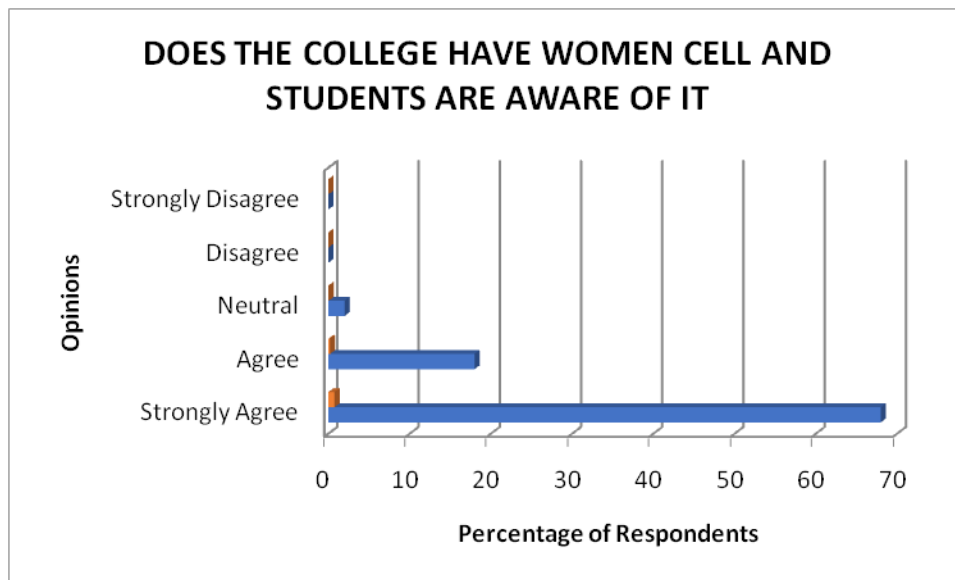


Figure 21: Woman Cell and students awareness

20.45% girls agree and 77% girls strongly agree with the statement “they are aware about women cell existence in this college”. 2% girls remain neutral in this regard.

More than 90% girls agree and strongly agree aware that a women cell is set up in the college to ensure women related activities and students of the college are aware of it.

***(ii) The member of Women Cell comes forward to tackle any awkward situation in the college campus.***

Table No - 22 : Women Cell comes forward to tackle any awkward situation

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	13	75	0	0	0	88
Percentage	14.77%	85.22%	0%	0%	0%	100%

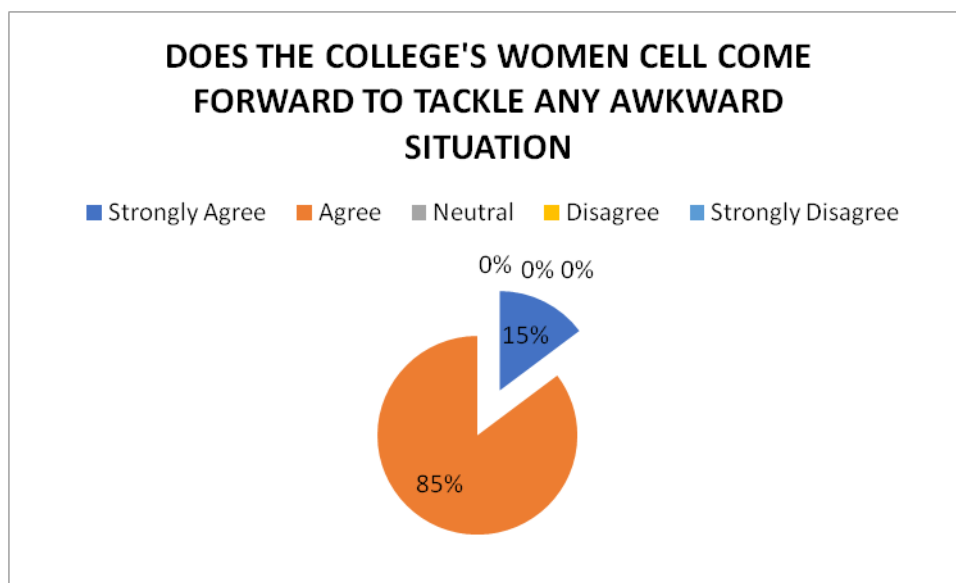


Figure 22: Women Cell comes forward to tackle any awkward situation

The above figure shows 85.22% girls agree and 14.77% strongly agree that the members of women cell come forward to tackle any awkward situation related to girls in this college. No girls are disagree and neutral with this statement because in this college the girl students are more than boys.

The members of Women Cell always ready to come forward to tackle any awkward situation in the college campus faced by the students. More than 90% girls agree and strongly agree with that.

***(ii)The internal complaint committee of this has redressed all complaints***

Table No-23:The Internal Complaint Committee

Level of Respond	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
No of Respondents	43	36	9	0	0	88
Percentage	48.86%	40.90%	10.22%	0%	0	

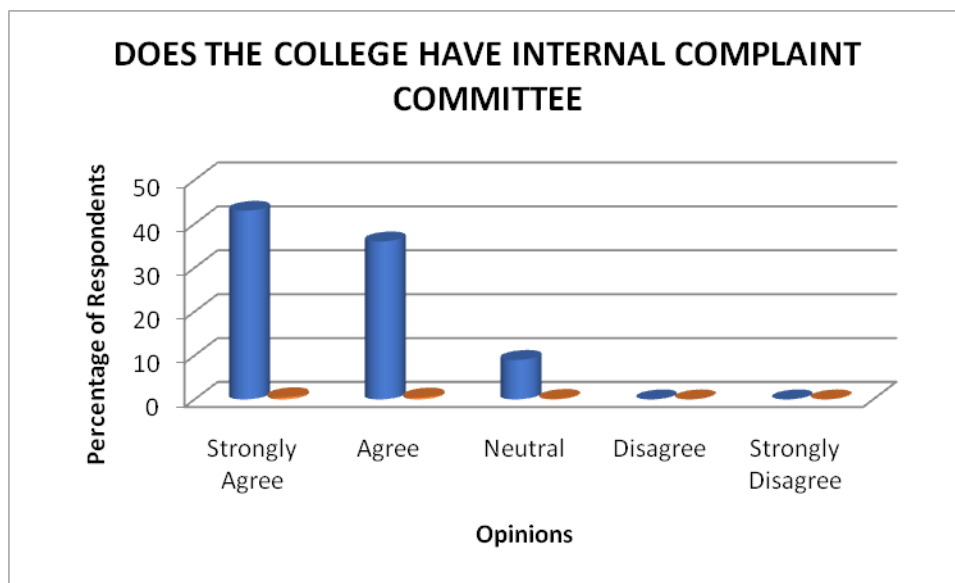


Figure22: The Internal Complaint Committee

40.90% girls agree that the internal complaint Committee of this college has redressed all complaints. 48.86% are strongly agree 10.22% girls remain neutral with this statement.

The internal complaint committee of this has redressed all complaints and this is agreed and strongly agreed by 90% girls.

## Chapter:3

### Recommendation

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

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