

Gender Audit Report-2023



PARIMAL MITRA SMRITI MAHAVIDYALAYA

**ADDRESS: NEAR SOONGACHI T.G, P.O: MAL,
DIST: JALPAIGURI, PIN: 735221**

Content

Sl. No.	Topics	Page No.
1	Gender Audit Assessment Team	3
2	Definition and Meaning	3
3	Introduction	3
4	Objectives of Gender Audit	4
5	Gender Audit Committee	5
6	Equal Opportunities Cell	5
7	Gender Sensitization Measures	6
8	Internal Committees for the wellbeing of Students	7
9	Graphical representation of (i) Student male female strength (ii) Student participation in Sports day (male female ratio) (iii)Teaching & non-teaching staff male female ratio	8 9 10-11
10	Conclusion	12
11	Recommendation from the team.	13
12	Gender Audit Certificate	14
13	Photographic Proof	15

1. Gender Audit Assessment Team:

Sl. No.	Name	Designation	Affiliation
1.	Dr. Dilip kr. Das	Principal	Munshi Premchand Mahavidyalaya
2.	Dr. Bithikamoni Dutta	Associate Professor	Department of Women Studies, University of North Bengal

2. Definition and Meaning:

Gender audit refers to the systematic assessment or evaluation of an organization in terms of its gender responsiveness, equality, and inclusivity. It involves examining and analyzing the existing practices, policies and structure within an entity to determine how they impact different genders and whether they promote or hinder gender equality. It also helps institutions identify and understand gender patterns within their composition, structures, processes, work culture, management and in the design and delivery of policies and services. The audit helps in identifying the gaps, biases, and discriminatory practices that may exist within an organization's operation, decision-making processes and policies. It helps to uncover areas where gender inequalities are prevalent and provides insights into the steps needed to address them effectively.

Gender audit reflects on how much an organization fosters gender equality within its organizational managerial structure and whether these contribute to gender equality in the organization. This helps to assess to what extent an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and execution.

3. Introduction:

Parimal Mitra Smriti Mahavidyalaya has been established with the aim of achieving the educational aspirations of Do-oars region, in many ways cut off from the mainstreams of learning. The college has been a torchbearer of higher education in the district of Jalpaiguri since 1985. The vision of the institution is to mould students into dynamic global citizens who are intellectually stimulated, technologically equipped, socially conscious, and sympathetic by providing value-based and quality education.

Situated in a tribal belt, 'Parimal Mitra Smriti Mahavidyalaya' is attended by students from all sections of society. The true spirit of education (i.e. no discrimination against caste, religion or gender) is being practiced here. The Institution provides a gender sensitive ambience to the students and staffs who can work with dignity and mutual respect. The college is committed to Gender Equity through its non-discriminatory policy guidelines and has taken several measures for the promotion of balance gender ratio in the campus.

PMS Mahavidyalaya recognizes the need for and importance of fostering a gender equal and just academic space for its major stakeholders including students, faculty members and non-teaching staff. The idea is not only to achieve equality in terms of numbers but to ensure that the ideas of gender equality are put into practice through major administrative policies. The college actively promotes initiatives aimed at empowering girls through quality education. In this aspect it organizes various seminars, guest lectures, to make the female students aware about gender sensitization and motivate them to become future visionaries and provide them with opportunities to develop their potential to the fullest.

PMS Mahavidyalaya has conducted a Gender Audit as a part of their efforts to promote gender equality, diversity and inclusion. By examining and addressing gender biases and inequalities, the institution can work towards creating more inclusive environments and policies that benefit all genders.

4. Objectives:

Empowering girls through education is essential for promoting gender equality and fostering inclusive societies. PMS Mahavidyalaya is committed to creating an inclusive learning environment where all students feel valued and respected. The institution fosters a culture of equality where all students (irrespective of gender) are encouraged to pursue their academic interests without any limitations or biases.

Objectives of Gender Audit includes:

- To establish good gender balance in decision-making processes in all areas of the college activities.
- To foster gender equality in all aspects of college community.
- To find out the areas where gender imbalance exists and the factors behind it.
- To promote the equal participation of women (faculty members, staff, students) in all the activities as decision-makers in shaping the growth of the college.
- To promote equal opportunities for all and to create a gender-sensitive working, environment at the workplace.
- To combat and stop the presence of any form of discrimination or inequity based on gender as well as sexual orientation.
- To join hands with IQAC, Anti-Ragging Committee and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular through seminars, workshops, awareness campaign etc.
- To take effective measures for the safety and security of all genders.

5. Members of Gender Audit Committee 2022-2023:

Sl No	Name	Designation
1	Dr. Arpita Dasgupta	President
2	Ms. Rumi Paul Chowdhury	Convenor
3	Dr. Pankaj Sarkar	Member

6. Members of Equal Opportunities Cell:

Internal Teaching Faculties:

Sl.No	Name	Designation
1	Dr. Pankaj Sarkar	Associate Professor, Department of Bengali, PMS Mahavidyalaya
2	Dr. Ritabrata Banerjee	Assistant Professor, Department of Zoology, PMS Mahavidyalaya
3	Dr. Ritu Rai	Assistant Professor, Department of Botany, PMS Mahavidyalaya
4	Ms. Rumi Paul Chowdhury	Assistant Professor, Department of Commerce, PMS Mahavidyalaya
5	Ms. Anjana Poddar	Lady Attendant, PMS Mahavidyalaya

External Faculties:

Sl.No	Name	Designation
1	Dr. Dilip Das	Principal, Munshi Premchand Mahavidyalaya
2	Dr. Bithikamoni Dutta	Associate Professor, Department of Women Studies, University of North Bengal

7. Gender Sensitization Measures:

Gender equality means the existence of a fair ratio of male and female representation in terms of number of students in various programs as well as within the staff structure. The college is committed to Gender Equity and has taken several measures for the promotion of gender balance in the campus.

The following measures are taken to maintain the gender equity in our college campus:

- **Common room:** The college provides separate Common Room for both Boys and Girls in the Campus. A well-equipped spacious room with recreational facilities is provided to the students. Also, a sanitary pad vending machine is installed in the Girls Common Room to aid the students in hour of special need.
- **Adequate Toilet facilities:** The College has also provided separate washrooms for both boys and girls. Besides this, sufficient number of toilet blocks are available for other workers due to hygiene maintenance.
- **Safety and security:** To promote a safe environment for everyone, the college has installed CCTV in the campus - main gate, corridor, library. One female guard and one male guard are posted at the main entrance to the college campus. Students have to display their identity card to these guards before entering the premises for safety reasons.
- **NCC & NSS:** The College has one Male NCC Instructor in the College. And is underway to have one female NSS instructor by next year. There is a balanced gender ratio in terms of students in NCC. All programmes in the college are offered to all irrespective of gender.
- **Awareness Programme:** The NCC Unit of the College had organized a programme “HUMAN TRAFFICKING” in collaboration with MAL Police Station on 30th June, 2022. The NCC officer Lt. Nitay Mahanto successfully coordinated the program. Mr. Sujit Lama (IC, MAL Police Station) and 65 NCC Cadets were present.
- **Women’s Day Celebration:** Every year Women’s Day celebrated on 8th March to mark/honour/celebrate the spirit of gender equality and recognize the achievements and sacrifices of women in society.
- **Workshops:** For promoting the female Students, the college has organized a free workshop on “MAKE-UP MASTERY” in collaboration with ZYLISH academy. This will give them placement opportunities in future in cosmetic industry.
- **Sports Facilities:** Annual Sports Meet is organised for both students of the college to boost their young mind and spirit.

Note: The photographs are affixed at the end of the report.

8. Internal Committees for the Well-being of Students:

The College has established a number of committees to aid the students. The committees are:

- **Grievance Redressal Committee-** The college has a grievance redressal cell to deal with the major concerns of all stakeholders- including student, parents and staff of the college. The committee comprises of a convenor Dr Remika Thapa, associate professor, department of Nepali and four senior teachers and one student executive who are involved in addressing the complaints. The committee works in close association with the head of the institution.
- **Anti Ragging committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to eliminate the source of ragging, the college had constituted the anti-ragging committee. To ensure a healthy and safe atmosphere inside the campus. this committee has special vigilant that all students submit an Anti-Ragging declaration at the time of admission. The committee has five members. Mr Basudev Paul, associate professor, department of English is the convenor of the said committee.
- **Women Cell:** Women empowerment and gender equality is of paramount importance for any nation. In the effort to make PMS Mahavidyalaya a strong kernel of gender sensitization, a Women's Cell has been established. This cell looks into the concern of women staff and students. It has an added wing- named *Women HelpDesk* to address issues related to sexual harassment. This cell has four members with Dr Remika Thapa, associate professor, department of Nepali being the convenor, who is dedicated in creating a gender sensitized community within the campus as well as in the society. It has been organizing various skill enhancement programs, and events for the upliftment of female students of the college.
- **Internal Complaint Committee:** The college has established an internal complaint committee to address the specific needs/ complaints of the students. For this purpose, two complaint boxes are placed inside the campus so that students can drop their complaint/issue in private and the "Internal Complaint Committee" address these issues accordingly while maintaining confidentiality. This committee has eleven members (includes five teaching staff, one non-teaching staff, social worker, legal advisor and three student representative) with Dr Jaya Adhikary, associate professor, department of philosophy being the presiding officer.
- **Career Counselling and Placement Cell:** This committee is formed to monitor activities related to job notifications and opportunities, development of

entrepreneurial skills, organizing interviews inside campus, preparing students for the interviews etc. This committee has five members.

- **Equal Opportunities Cell:** This committee was formed to oversee the effective implementation of policies and programmes for all student groups, to provide guidance and counselling with respect to academic, financial, social and other matters and to enhance the gender equality within the campus. They operate to ensure equity and equal opportunity to the student community and bring about social inclusion. They also look into the grievances of the students belonging to the weaker sections of the society and suggest amicable solution to their problems and eliminate the perception of discrimination. This group consist of five internal faculty members and two external faculties.

Graphical Representation

9. Number of Students enrolled in Last 5 Years:

Year	Total	Male	Female	%Male	% Female
2022-23	1881	807	1074	42.90%	57.10%
2021-22	2705	1209	1496	44.70%	55.30%
2020-21	2305	939	1366	40.74%	59.26%
2019-20	2291	1006	1285	43.91%	56.09%
2018-19	2563	1098	1465	42.84%	57.16%

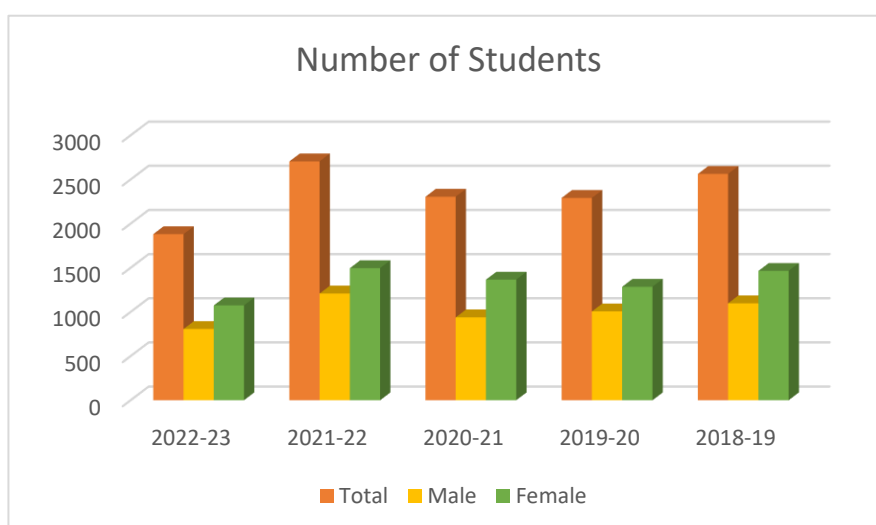


Fig: Number of Students Enrolled in Last 5 Years. In every year the percentage of female student is higher than male students.

9. Number of Students participated in Inter-College Sports:

Year	Event	Male	Female	Total
2022-23	Athletics	72	35	107
2020-21	Athletics	50	43	93
2019-20	Athletics	45	20	65
2018-19	Athletics	37	26	63
2017-18	Athletics	59	31	90

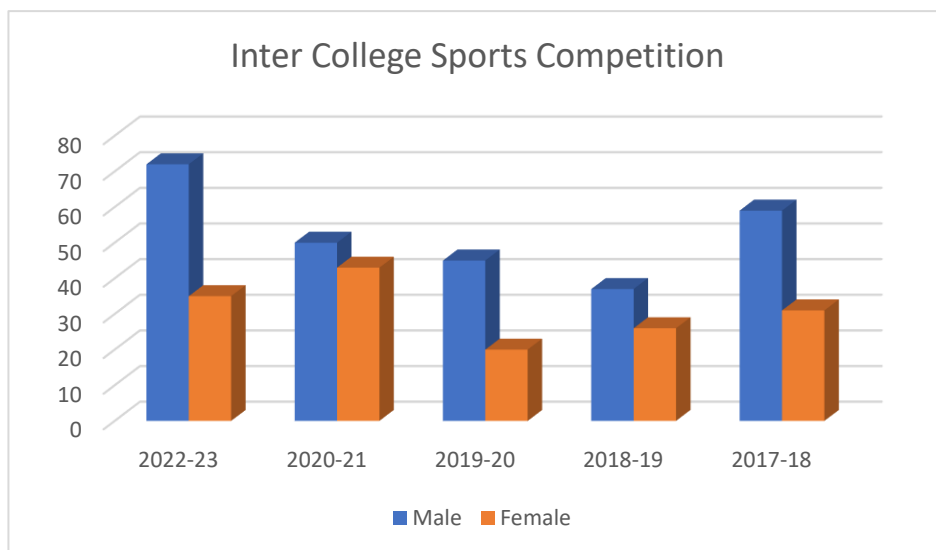


Fig: Number of Students Participated at Inter College Sports in Last 5 Years. In every year the percentage of male student is higher than female students.

10. Number of Staff from the Year 2020-21 to 2022-23:

Category	Permanent TS			Permanent NTS			SACT			Casual NTS		
	T	M	F	T	M	F	T	M	F	T	M	F
2022-23	25	15	10	14	13	1	20	7	13	12	7	5
2021-22	25	15	10	16	15	1	20	7	13	12	8	4
2020-21	25	15	10	16	15	1	20	7	13	13	9	4

11. Number of Staff in the Year 2019-20 and 2018-19

Category	2018-19			2019-20		
	Total	Male	Female	Total	Male	Female
Permanent TS	17	10	7	22	13	9
Part Time Govt. Approv. TS	9	4	5	9	4	5
Guest Teacher	13	6	9	15	6	7
Permanent NTS	17	16	1	17	16	1
Casual NTS	8	6	2	8	6	2
Daily Rated NTS	5	3	2	5	3	2

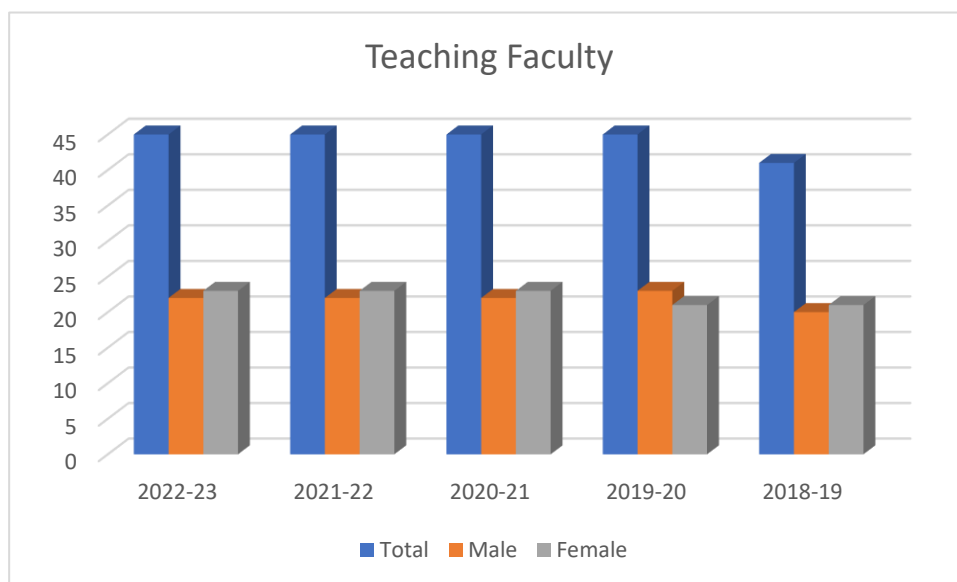


Fig: Number of Teaching Faculty Present in Last 5 Years. In every year the percentage of female teaching faculty is higher than male teaching faculty except in the year 2019-20.

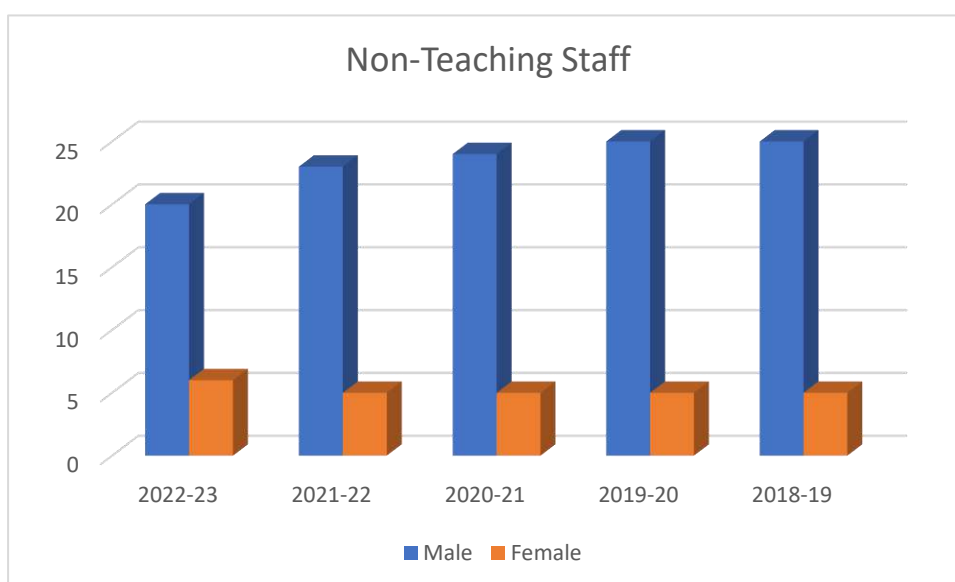


Fig: Number of Non-Teaching Staff Present in Last 3 Years. In every year the percentage of male non-teaching staff is higher than female non-teaching staff.

12. Conclusion:

“Gender equality between men and women does not mean that women and men have to become the same, but the rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equity means fairness of treatment for men and women according to their respective needs.” – (UNESDOC)

The college constantly endeavors to work in this direction. The institution recognizes that women and men are different and these differences should be identified and addressed in a manner that removes the imbalance between the sexes. The college aims at providing equal opportunity to all the students irrespective of their gender. Also, it focusses on the importance of gender sensitization among the female students and staffs by organizing different activities to make them aware of gender inequalities and motivate them to live in a dignified way.

The analysis given above clearly shows that the student strength particularly girls students is increasing in UG courses. More girls are enrolling for higher studies. They are actively participating in curricular and extra-curricular activities organized by the institution. They are also showing interest in sports. Although their participation is lesser as compared to boys, but we can see a considerable shift in their participation in other activities/ programs organized by the college. The strength of teaching and non-teaching faculty members shows that the college has a greater number of male staffs/teachers as compared to their female counterparts.

However, in the coming years the college strives to develop good gender balance in all aspects. Through this audit process, key findings have been identified, shedding lights on areas of strength as well as areas requiring improvements.

13. Recommendation from the Audit Team:

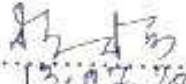
The concept of gender equality is often perceived as primarily targeting women, However, the sense is not to break the diversity of environment but to ensure equal opportunities and the quality of life of women and men, identify specific barriers in the institution resulting from gender stereotypes and prevent them by suitably set measures.

Considering the present scenario in the coming year, the college can aim to:

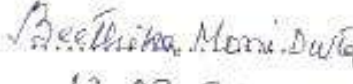
1. Define and deepen the understanding of gender equality concepts, such as gender stereotype, women empowerment, concept of men and masculinities etc.
2. Policy framework for capacity building of women.
3. In order to create gender friendly environment within the institute, organize more awareness and sensitization programmes on issues like gender, women empowerment, legal rights etc.
4. To introduce different types of self- employment training programmes for students.
5. To strengthen the sexual harassment Redressal Cell of the college.
6. To provide the day care facilities for working mothers

GENDER AUDIT CERTIFICATE


This is to certify that Parimal Mitra Smriti Mahavidyalaya has been conducted Gender Audit 2023 to assess the gender equality in the institute and related issues to maintain gender equality in every field.


13.07.2023

Principal
Munshi Premchand
Mahavidyalaya
Jalpaiguri


13.07.2023


Assistant Professor
Department of Women's Studies
University of North Bengal
P.O. North Bengal University
Raja Rammohunpur, Dt. Darjeeling

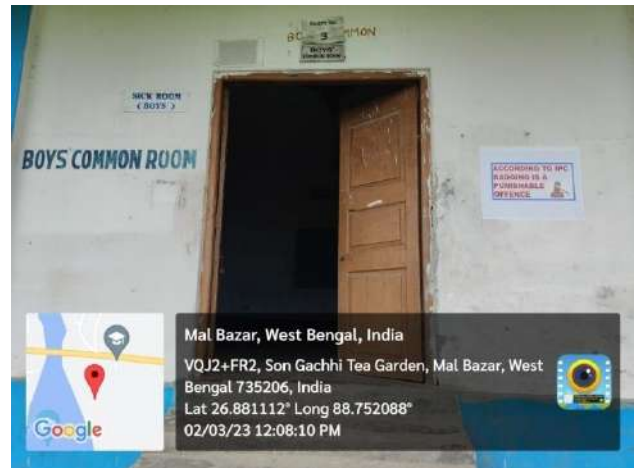

13/07/2023
Teacher In charge

Teacher-in-charge
PARIMAL MITRA SMRITI MAHAVIDYALAYA
MAL, JALPAIGURI

Photographic Proof

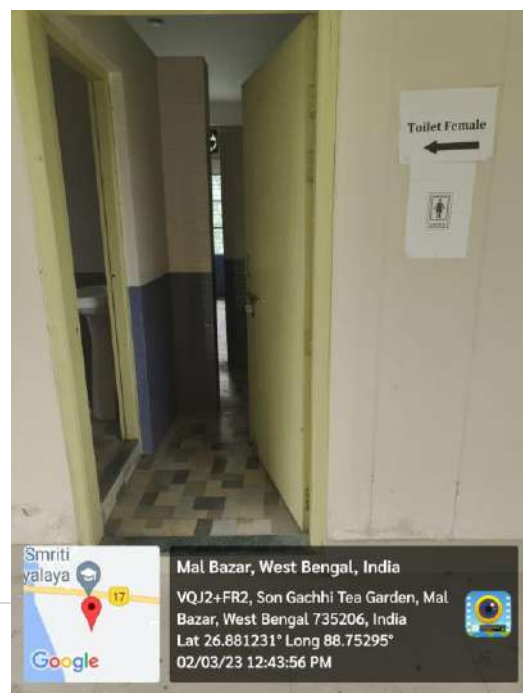
1. COMMON ROOM FOR GIRLS AND BOYS:

There are two common room for Girls and Boys in the Campus.



2. TOILET BLOCKS FOR GIRLS AND BOYS:

There are separate toilet blocks for girls, boys, faculty members and office staff of the college.



3. SAFETY AND SECURITY GUARDS OF THE COLLEGE:

There are two security guards, one Male and another Female positioned at the main entrance of the college.





4. NCC OFFICER OF COLLEGE (MALE)

There is a male Associate NCC Officer (ANO) at Parimal Mitra Smriti Mahavidyalaya, Lt. Mahanto, 61 Bengal Jalpaiguri.

Nitai
 Battalion



Note: The college is in a plan to have a NSS officer (female) from the college by next year.

5. NCC BEST CADETS (MALE & FEMALE):

Two NCC cadets of PMS Mahavidyalaya have been awarded Governor Medal for being NCC best Cadet for the year 2019 and 2023 respectively. The details are mentioned below:

Sl. No	NAME	YEAR	GENDER
1	Bipasha Oraon	2019	Female
2	Praveen Rai	2023	Male

2A. BIPASHA ORAON



2B. PRAVEEN RAI



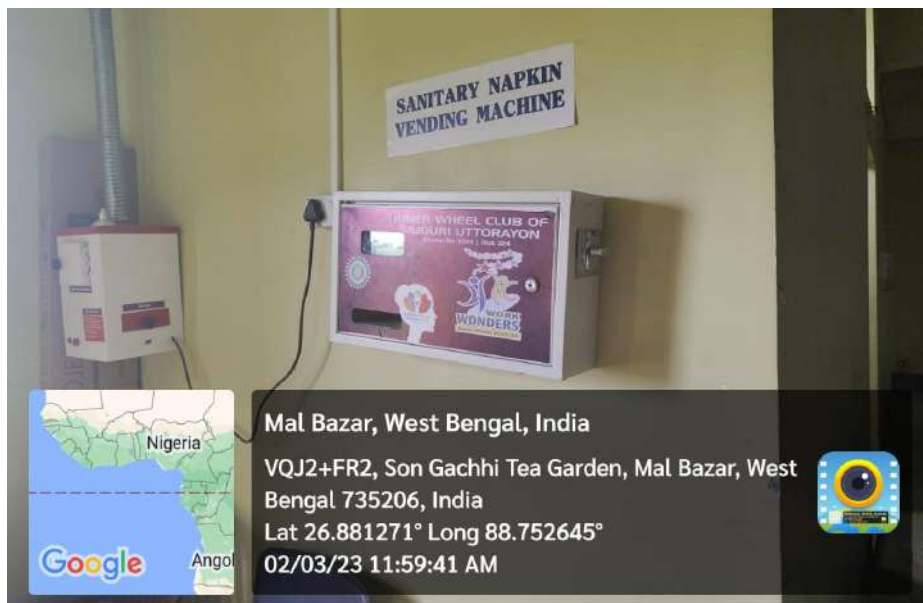
6. GENDER SENSITISATION/ AWARENESS PROGRAMMES (HUMAN TRAFFICKING):

The NCC Unit of the College organized a programme “HUMAN TRAFFICKING” in collaboration with MAL Police Station.



7. SANITARY VENDING MACHINE:

There is a dedicated sanitary vending machine positioned at Girls common room for the special needs of female students.



8. WORKSHOP:





9. SPORTS DAY:

