

Chopra Kamala Paul Smriti Mahavidyalaya



Gender Audit Report

For the Academic Session 2018-2023

Internal Gender Audit Committee

The following Teachers are the members of Gender Audit Assessment Team (Internal):

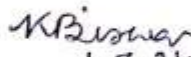
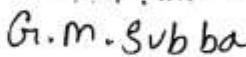
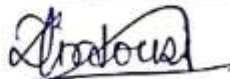
Name of the Member	Designation	Signature
Ms. Karabi Biswas	Assistant Professor, Dept. of English, CKPSM & IQAC Coordinator, CKPSM	 1.8.24 Coordinator, IQAC Chopra KPS Mahavidyalaya Chopra, Uttar Dinajpur
Ms. Ganga Maya Subba	Assistant Professor, Dept. of Philosophy, CKPSM & Convenor, Women Cell, CKPSM	 01/08/24
Ms. Zinnatun Firdousi	SACT-I, Dept. of Education, CKPSM & Member, Women Cell, CKPSM	 01.08.24
Mr. Gobardhan Adhikari	Assistant Professor, Dept. of Bengali, CKPSM & IQAC Coordinator, CKPSM	Gobardhan Adhikari 01-08-24 Coordinator, IQAC Chopra KPS Mahavidyalaya Chopra, Uttar Dinajpur

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1. Introduction

Gender issues are best addressed in educational institutions and it's the responsibility of any educational institute to ensure that students embrace the rights of all genders. Such changes should be made in a way that students consider their peers of the opposite sex as respectable individuals, and this change is made effective through constant counselling through teachers that include and assure one another within the classroom, campus, and other related places. Chopra Kamala Paul Smriti Mahavidyalaya is well equipped to lookout for and prevent any gender sensitive combative issues within Chopra Kamala Paul Smriti Mahavidyalaya where both the boys and the girls will be treated with equal status and personal security.

Gender remains one of the greatest equal opportunities concerns of contemporary society. Female advancement, women's liberation, and equal employment of women and men are galvanizing ways of eradicating poverty and social inequity, enhancing economic development, and improving women's health standards toward the formation of a sound, prosperous, and socially appropriate demographic. These efforts are indeed part and parcel of what is required in so-called sustainable development. In the recent past gender equity is also amplifying a voice to stand up against oppression or exploitation of a transgender persons. This calls for an effective Gender policy to avoid any form of discrimination and ensure fairness in the provision of employment opportunities for the staff, which will depend on the active involvement of each member of staff.

The core values of Chopra Kamala Paul Smriti Mahavidyalaya are as follows: It will strive to provide and promote fair and socially just treatment to all employees, students, and other stakeholders who are or will be associated with the institution. The institution considers the eradication of Gender Based Violence which is an aggression of any form or likelihood by male or male dominated that is physically, sexually, or psychologically damaging to women or girls because of their gender. The college, apart from providing quality education for the learners, also pays attention to other aspects of students character.

Recognizing the importance of gender equality, the college provides various facilities and special attention to female students:

- **NCC Unit:** This unit focuses on developing character and qualities such as comradeship, discipline, leadership, a secular outlook, and a spirit of adventure.
- **NSS Unit:** While there is no separate wing for girls, the NSS unit consistently encourages girls to take on social responsibilities.
- **Library Access:** The college library ensures equal access for female students.
- **Girls Common Room:** Located on the ground floor, this room is equipped with a Sanitary Napkin.
- **Separate Washrooms:** Each floor has separate washrooms for female students, facility is available in the college.

These measures are part of the college's ongoing efforts to create an environment where all students can thrive with dignity and mutual respect.

2. Objectives of Gender Audit

The Gender Audit report is an important document that can be used for the evaluation of Chopra Kamala Paul Smriti Mahavidyalaya in adhering to equal rights of both genders and fostering gender sensitive environment. The objectives of this report are:

- 1. Assessing Gender Sensitivity:** To assess the current state of gender sensitivity within the institution. This includes examining the attitudes, behaviours, and practices of students, faculty, and staff regarding gender equality and respect.
- 2. Identify Gender Gaps:** To identify any existing gender disparities or gaps in various aspects of college life, such as enrolment, academic performance, participation in extracurricular activities, leadership roles, and access to resources.
- 3. Evaluate Policies and Practices:** To review and assess the effectiveness of current policies, practices, and programs related to gender equality. This involves analysing how well the institution's policies are implemented and their impact on promoting a gender-sensitive environment.
- 4. Promote Gender Equality:** To formulate recommendations for promoting gender equality within the institution. This includes suggesting new initiatives, revising existing policies, and introducing practices that foster an inclusive and supportive environment for all genders.
- 5. Enhance Awareness and Sensitization:** To increase awareness and sensitization among students, faculty, and staff about gender issues. This involves recommending training programs, workshops, and seminars that focus on gender sensitivity and equality.
- 6. Support Institutional Commitment:** To reinforce the institution's commitment to gender equality and provide a framework for continuous improvement. This ensures that the college remains dedicated to creating a safe and equitable environment for everyone.
- 7. Facilitate Inclusive Growth:** To ensure that both male and female students have equal opportunities for growth and development. This includes assessing the participation of girls and boys in various activities and making necessary adjustments to support inclusive growth.
- 8. Strengthen Support Systems:** To strengthen the support systems in place for addressing gender-related issues. This involves evaluating the effectiveness of committees such as the Anti-Ragging Committee and the Women Cell and suggesting ways to enhance their roles.
- 9. Legal and Ethical Compliance:** To ensure compliance with national and international legal standards related to gender equality by addressing ethical considerations in implementing and monitoring gender-related policies and practices.

3. Methodology adopted in gender audit

The methodology employed in conducting the Gender Audit for Chopra Kamala Paul Smriti Mahavidyalaya during the academic years 2018-2023 is systematic and comprehensive. The report was done based on statistical gender data collected for the academic year 2018-2023. This analysis was made on the numbering data about the student strengths, department wise compilation showing male to female ratio on the basis of caste composition and gender-wise distribution. The following methods had been utilized for collecting the data for gender audit report:

1. **Desk review:** Collect and analyse quantitative data on gender representation in student registration, faculty and staff.
2. **Surveys:** Conduct surveys with students, faculty, and staff to gather perceptions on gender equality, safety, and inclusion on campus
3. **Focus group discussions:** Hold focus group discussions with diverse stakeholders to gain deeper insights on gender dynamics and challenges.
4. **Observation:** Observe campus facilities, events, and interactions to assess the gender-friendliness of the environment

4. Observations made during Gender Audit

During the audit process we have identified some noticeable observations or the key areas to focus upon, and some of them are as under:

- The number of female students is increasing year on year in each category.
- Examining the integration of gender considerations into the college's policies, decision-making processes, and governance structures.
- Reviewing the availability and effectiveness of support services such as counselling, mentoring, health services, and extracurricular activities in addressing the specific needs of different genders.
- Assessing the adequacy and accessibility of campus facilities, as well as the measures in place to ensure a safe and supportive environment for all students.
- Our college has a **Women Cell** managed by female faculty and the governing body. This cell organizes special lectures, seminars, cultural programs, and meetings every academic year to empower girls and promote gender awareness.
- **Gender sensitise program organised by various Cell/Committee of the College**

Sl. No.	Date	Programme Name	Organised by
1	04-10-2018	Counselling session for female	Women Cell, CKPSM
2	06-09-2018	An awareness drive on the importance and usage of Sanitary pads	Women Cell, CKPSM
3	20-04-2019 to 30-04-2019	Add-On Course on Mother and Child One Unit	Dept. of Education, CKPSM
4	16-01-2020	Seminar on Women's Education	Dept. of Education, CKPSM
5	11-03-2020	Seminar on Gender and Women in Post Colonial Indian Literature	Dept. of English
6	07-02-2022	Workshop on Legal Rights of Women	Dept. of Political Science
7	07-04-2022	Sanitary pad awareness camp	Women Cell, CKPSM
8	18.04.2022 to 30.04.2022	Add-On Course on Parenting	Dept. of Philosophy
9	16-11-2022	Gender Equity	IQAC, CKPSM
10	25-11-2022	Observation of international day for the Elimination of violence against women	Women Cell, CKPSM

- We have a dedicated **Internal Complaint Committee** for female students where they can openly and freely raise any concerns or complaints to ensure a safer college environment.
- Following UGC guidelines, we have an **Anti-Ragging Committee** that holds regular seminars and special lectures to educate students on preventing harassment. Every student must sign an affidavit and submit it to the college, pledging not to engage in ragging.
- The college offers free access to the **library** and toilets for both boys and girls.
- The college has **separate toilets** in each floor for boys and girls.
- The college provides **free sanitary napkins** to the female students in their needs.
- The college provides first aid kits to all students and offers additional medical facilities, including access to a common room, regardless of gender.

- A Grievance Redressal Cell has been set up.
- The classroom offers equal opportunities to all genders.

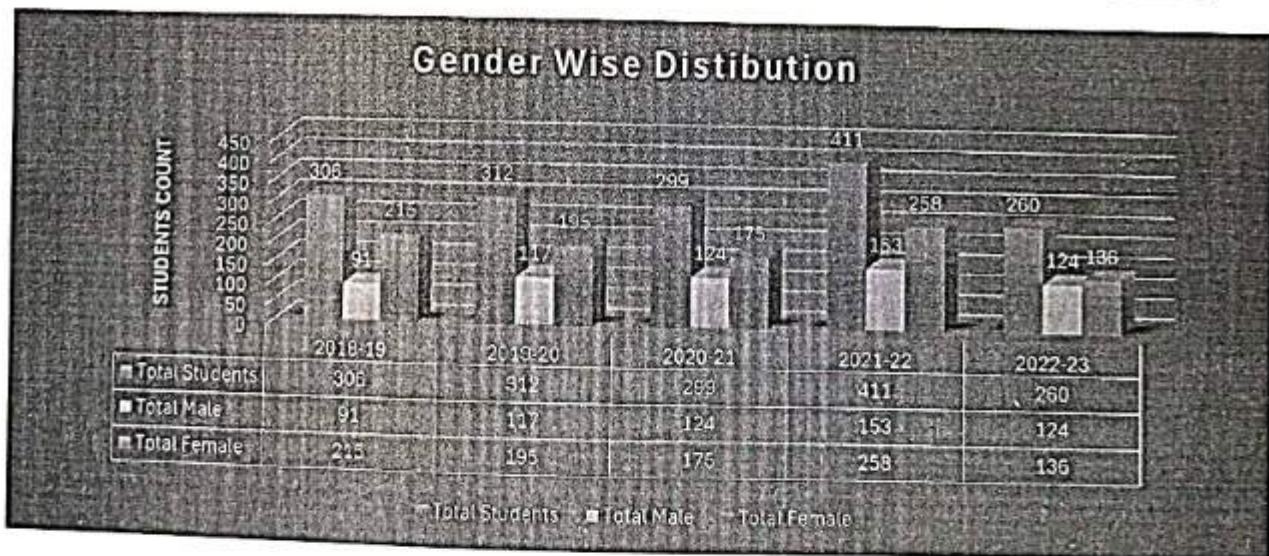
5. Complied data analysis for the session from 2018-23

This section detailed about the complied data collected for the session from 2018-23 in terms of some graphs for better visualization and understanding:

5.1 Gender wise details of students in the college

The following table shows gender classification of male and female students and the total number of admitted students to the college for the academic sessions from 2018-23. By observing the bar graph below it seems there are more girls than boys in the prior years, but in 2022-23 girls are slightly greater than male students.

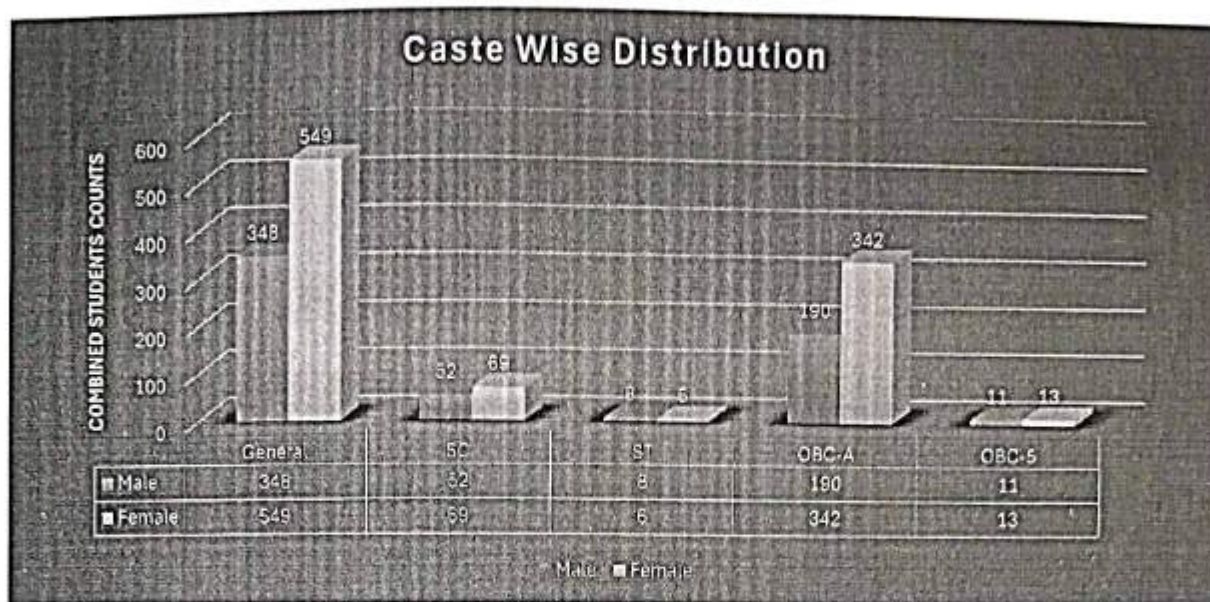
Session	Total Students Admitted	Total		Percentage	
		Male	Female	Male %	Female %
2018-19	306	91	215	29.74	70.26
2019-20	312	117	195	37.50	62.50
2020-21	299	124	175	41.47	58.53
2021-22	411	153	258	37.23	62.77
2022-23	260	124	136	47.69	52.31



5.2 Caste wise details of students in the college

The following table shows caste wise classification of males and females students combined for all the academic years. By observing the bar graph below it seems there are more girls than boys in the General category.

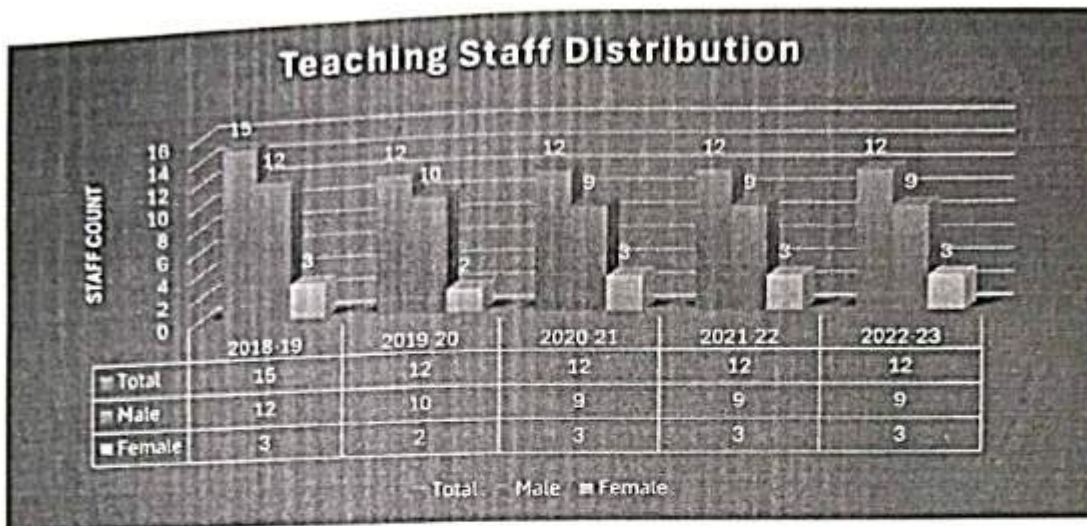
Gender	General	SC	ST	OBC-A	OBC-5
Male	348	52	8	190	11
Female	549	69	6	342	13



5.3 Teaching staff distribution

The following table shows the teaching staff distribution according to the academic year from 2018 to 2023 in terms of male teachers and female teachers. By observing the bar graph, it seems there are more male teachers than female teaching staff.

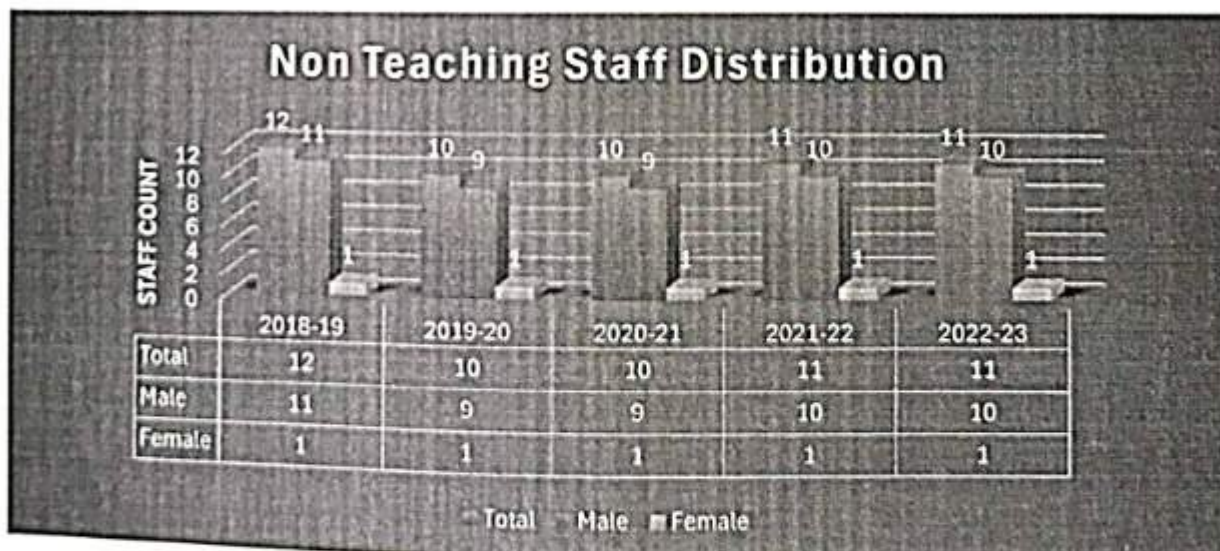
Teaching staff distribution		
Session	Total	
	Male	Female
2018-19	12	3
2019-20	10	2
2020-21	9	3
2021-22	9	3
2022-23	9	3



5.4 Non-teaching staff distribution

The following table shows the non-teaching staff distribution according to the academic year from 2018 to 2023 in terms of male teachers and female teachers. By observing the bar graph, it seems there are more male teachers than female non-teaching staff.

Teaching staff distribution		
Session	Total	
	Male	Female
2018-19	11	1
2019-20	9	1
2020-21	9	1
2021-22	10	1
2022-23	10	1



5.5 Subject-wise students distribution

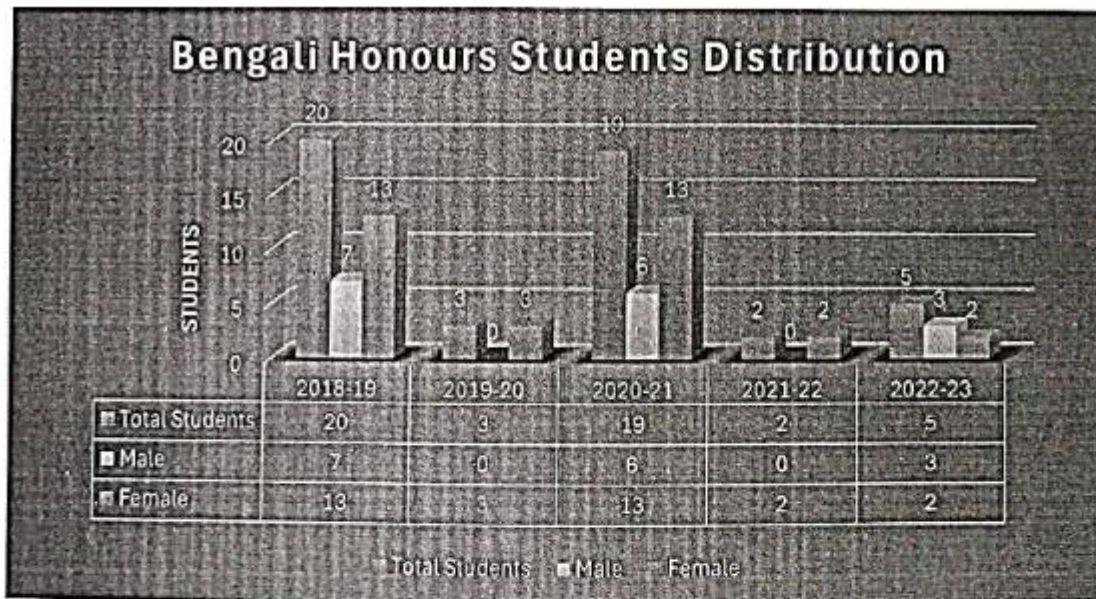
5.5.1 Bengali Honours

The students data have been captured on the basis of following data distribution in terms of students admitted for the academic year starting from 2018 till 2023 and the caste wise distribution of students.

- **Academic Students wise distribution**

The following table shows all the students enrolled in the Bengali Honours course from the duration of year 2018 to year 2023. By observing the plot, it shows number of male students and female students are getting lower in the later years.

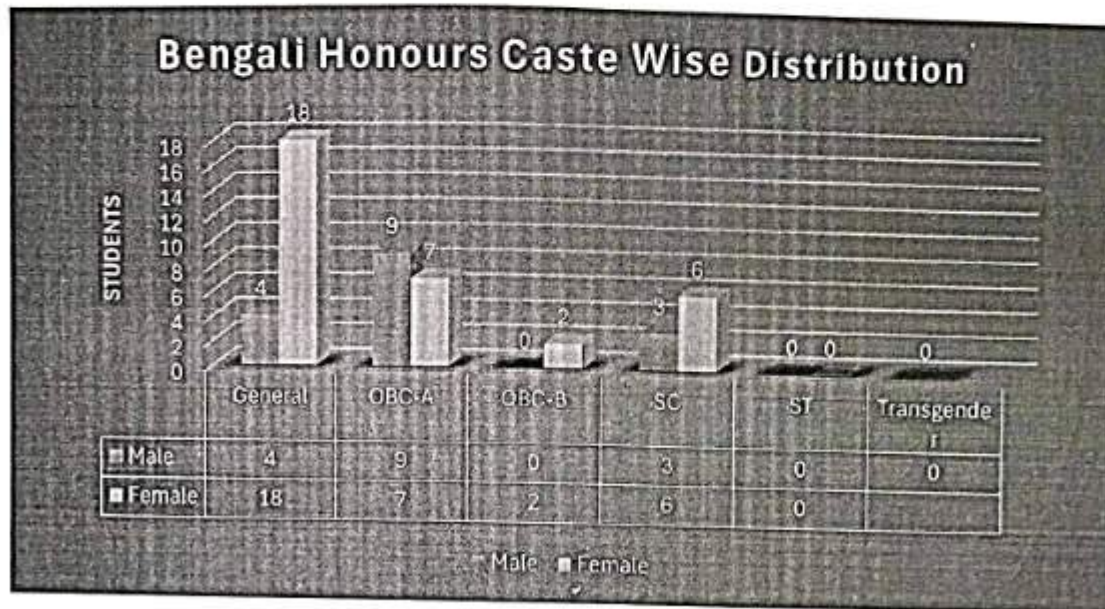
Session	Total Students	Male	Female	Male %	Female %
2018-19	20	7	13	35.00	65.00
2019-20	3	0	3	0.00	100.00
2020-21	19	6	13	31.58	68.42
2021-22	2	0	2	0.00	100.00
2022-23	5	3	2	60.00	40.00



- **Caste wise distribution**

The following table shows caste wise students distribution enrolled in Bengali Honours course. By observing the plot, number of female students belongs to Gender, OBC-A and SC category are more than male students.

Caste Wise Bengali Honours Students						
Gender	General	OBC-A	OBC-B	SC	ST	Transgender
Male	4	9	0	3	0	0
Female	18	7	2	6	0	



5.5.2 History Honours

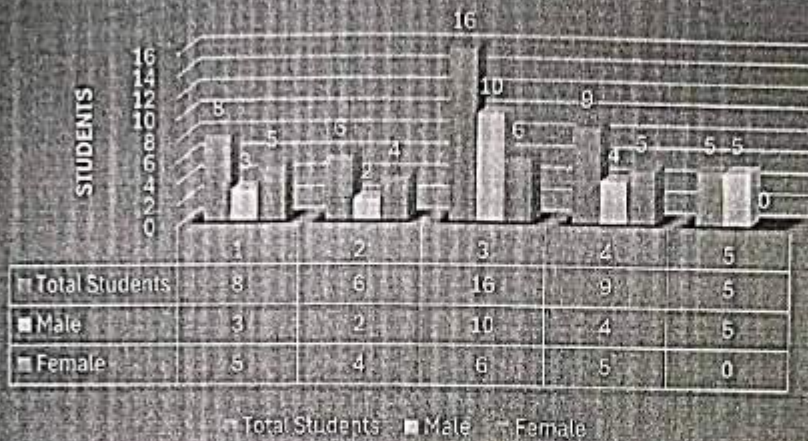
The students data have been captured on the basis of following data distribution in terms of students admitted for the academic year starting from 2018 till 2023 and the caste wise distribution of students.

- Academic Students wise distribution**

The following table shows all the students enrolled in the History Honours course from the duration of year 2018 to year 2023. By observing the plot, it shows number of male students are more than female students.

History Honours Wise Data collection					
Session	Total Students	Male	Female	Male %	Female %
2018-19	8	3	5	37.50	62.50
2019-20	6	2	4	33.33	66.67
2020-21	16	10	6	62.50	37.50
2021-22	9	4	5	44.44	55.56
2022-23	5	5	0	100.00	0.00

History Honours Students Distribution



- Caste wise distribution**

The following table shows caste wise students distribution enrolled in History Honours course. By observing the plot, it shows number of male students belongs to Gender, OBC-A and SC category are more than female students.

Caste Wise History Honours Students						
Gender	General	OBC-A	OBC-B	SC	ST	Transgender
Male	15	8	0	1	0	0
Female	8	10	0	1	1	0

History Honours Caste Wise Distribution



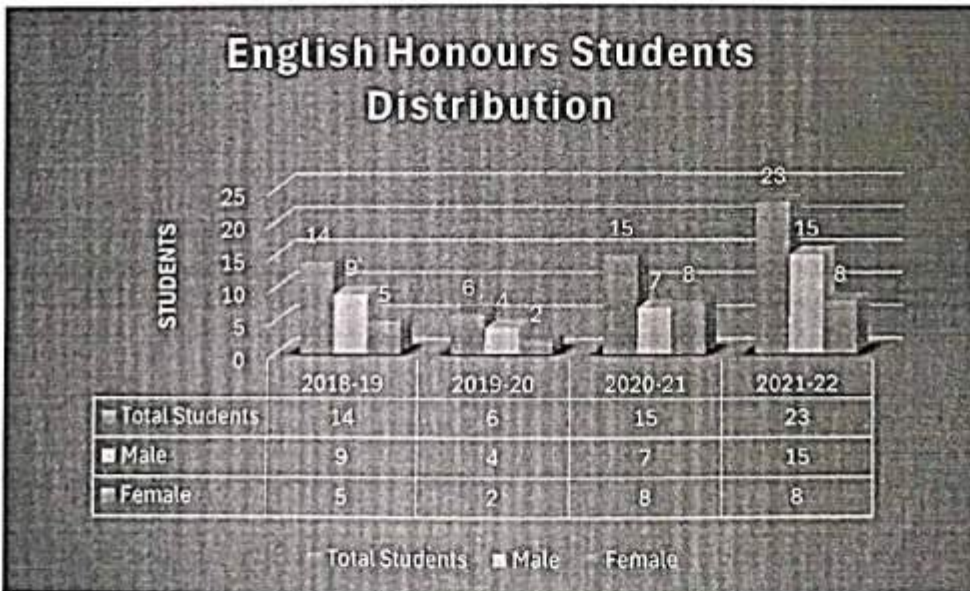
5.5.3 English Honours

The students data have been captured on the basis of following data distribution in terms of students admitted for the academic year starting from 2019 till 2023 and the caste wise distribution of students.

- **Academic Students wise distribution**

The following table shows all the students enrolled in the English Honours course from the duration of year 2019 to year 2023. By observing the plot, it shows more students are enrolled in the year 2023 as compared to previous years.

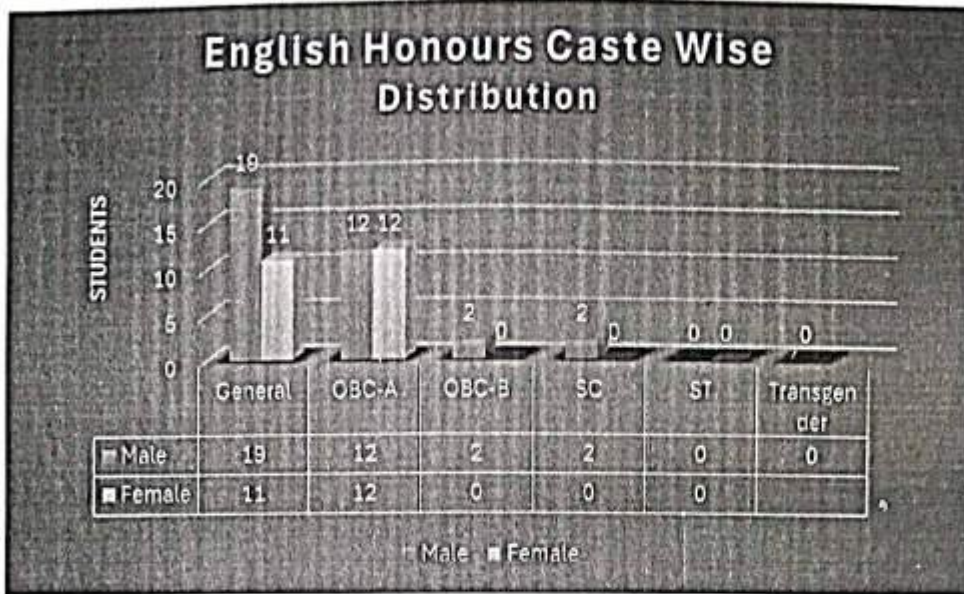
English Honours Wise Data collection					
Session	Total Students	Male	Female	Male %	Female %
2019-20	14	9	5	64.29	35.71
2020-21	6	4	2	66.67	33.33
2021-22	15	7	8	46.67	53.33
2022-23	23	15	8	65.22	34.78



- **Caste wise distribution**

The following table shows caste wise students distribution enrolled in English Honours course. By observing the plot, it shows number of male students belongs to Gender category are more than female students.

Caste Wise English Honours Students						
Gender	General	OBC-A	OBC-B	SC	ST	Transgender
Male	19	12	2	2	0	0
Female	11	12	0	0	0	



5.5.4 Urdu Honours

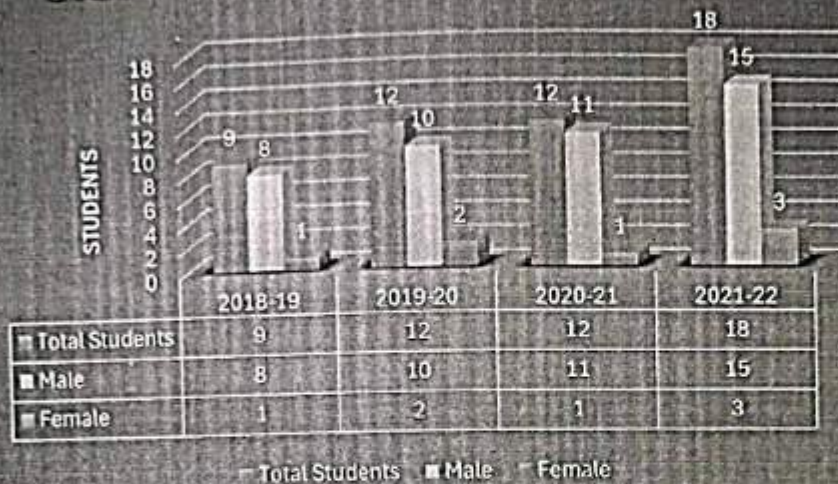
The students data have been captured on the basis of following data distribution in terms of students admitted for the academic year starting from 2019 till 2023 and the caste wise distribution of students.

- Academic Students wise distribution**

The following table shows all the students enrolled in the Urdu Honours course from the duration of year 2019 to year 2023. By observing the plot, it shows the maximum students have been enrolled in the year 2023 as compared to previous years.

Urdu Honours Wise Data collection					
Session	Total Students	Male	Female	Male %	Female %
2019-20	9	8	1	88.89	11.11
2020-21	12	10	2	83.33	16.67
2021-22	12	11	1	91.67	8.33
2022-23	18	15	3	83.33	16.67

Urdu Honours Students Distribution

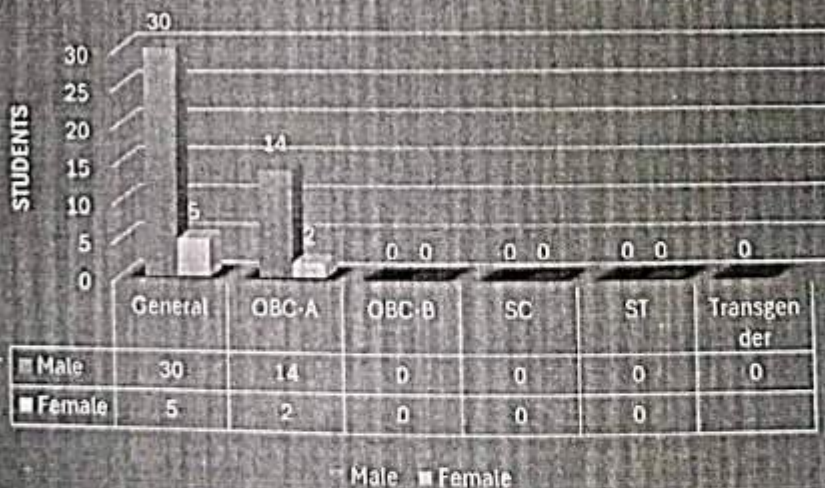


• Caste wise distribution

The following table shows caste wise students distribution enrolled in Urdu Honours course. By observing the plot, it shows number of male students belongs to Gender and OBC-A are more than female students.

Caste Wise Urdu Honours Students						
Gender	General	OBC-A	OBC-B	SC	ST	Transgender
Male	30	14	0	0	0	0
Female	5	2	0	0	0	

Urdu Honours Caste Wise Distribution



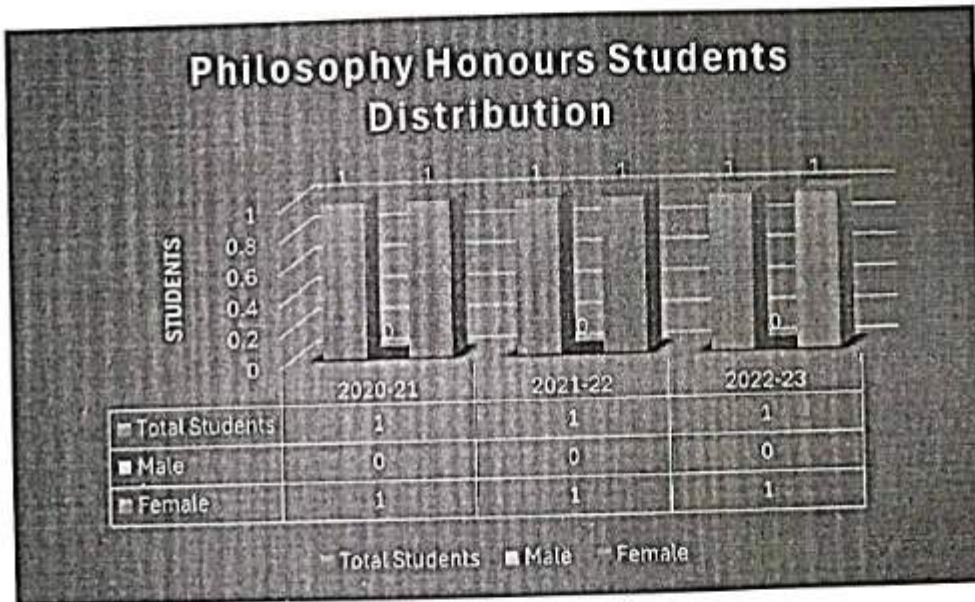
5.5.5 Philosophy Honours

The students data have been captured on the basis of following data distribution in terms of students admitted for the academic year starting from 2020 till 2023 and the caste wise distribution of students.

- Academic Students wise distribution**

The following table shows all the students enrolled in the Philosophy Honours course from the duration of year 2020 to year 2023. By observing the plot, it shows only female students have enrolled in the course.

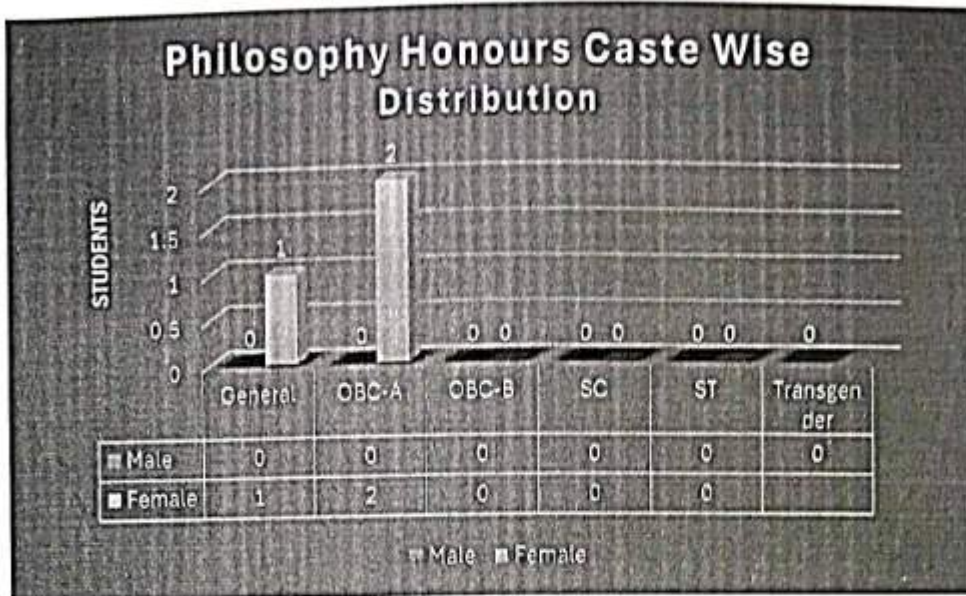
Session	Total Students	Male	Female	Male %	Female %
2020-21	1	0	1	0.00	100.00
2021-22	1	0	1	0.00	100.00
2022-23	1	0	1	0.00	100.00



- Caste wise distribution**

The following table shows caste wise students distribution enrolled in Philosophy Honours course. By observing the plot, it shows number of female students belongs to Gender and OBC-A are enrolled with 0 male students.

Gender	General	OBC-A	OBC-B	SC	ST	Transgender
Male	0	0	0	0	0	0
Female	1	2	0	0	0	



5.5.6 Political Science Honours

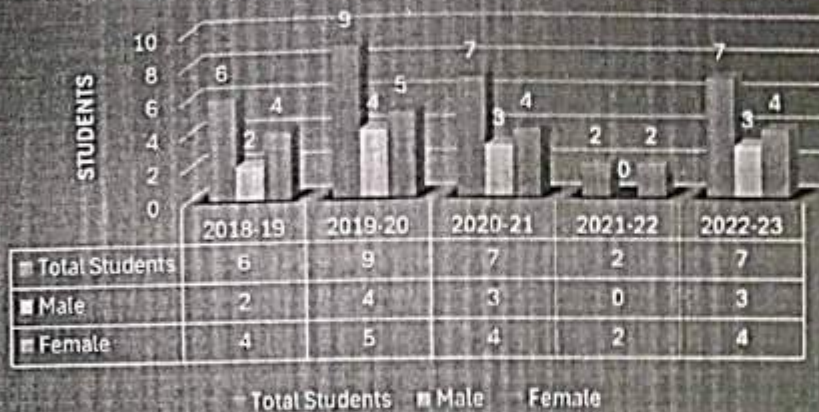
The students data have been captured on the basis of following data distribution in terms of students admitted for the academic year starting from 2018 till 2023 and the caste wise distribution of students.

- Academic Students wise distribution**

The following table shows all the students enrolled in the Pol. Science Honours course from the duration of year 2018 to year 2023. By observing the plot, the comparable count of male and female students is like each other.

Political Science Honours Wise Data collection					
Session	Total Students	Male	Female	Male %	Female %
2018-19	6	2	4	33.33	66.67
2019-20	9	4	5	44.44	55.56
2020-21	7	3	4	42.86	57.14
2021-22	2	0	2	0.00	100.00
2022-23	7	3	4	42.86	57.14

Political Science Honours Students Distribution

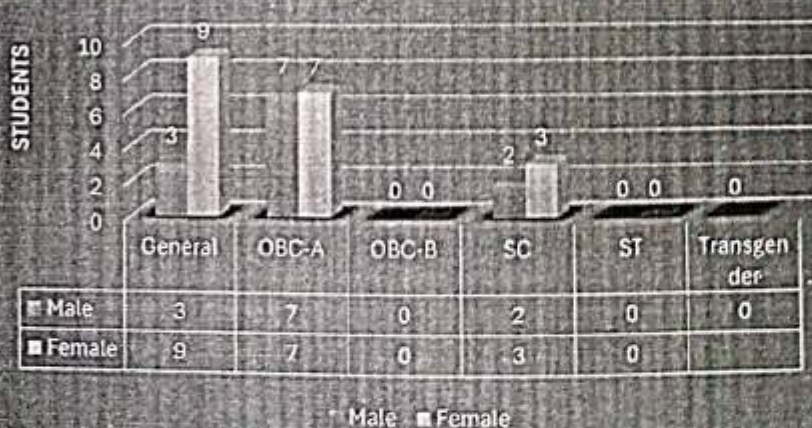


- Caste wise distribution**

The following table shows caste wise students distribution enrolled in Pol. Science Honours course. By observing the plot, it shows number of female students belongs to Gender and OBC-A are more than female students.

Caste Wise Political Science Honours Students						
Gender	General	OBC-A	OBC-B	SC	ST	Transgender
Male	3	7	0	2	0	0
Female	9	7	0	3	0	0

Political Science Honours Caste Wise Distribution



6. Suggestions and Recommendations

The college has been working to promote gender equality, but there is still room for improvement. This report presents the results of a thorough review, highlighting both the college's strengths and areas where it can do better.

Recommendations

- **Improve Institutional Framework:** Implement policies and practices that are more responsive to gender issues.
- **Raise Awareness:** Educate everyone on campus about the importance of gender equality and how to support it.
- **Practical Measures:** Implement practical steps to address identified gaps and ensure gender parity.
- **Relaxation Facilities:** Provide rest facilities for female staff members during stressful periods.
- **Increased Female Participation:** Encourage more female students to participate in sports, cultural events, and extracurricular activities.
- **Continuous Feedback:** Regularly hold feedback sessions with female students to support their academic success and provide additional training if needed.
- **Gender-Sensitivity Workshops:** Organize seminars, guest lectures, and workshops to promote gender sensitivity and maintain a gender-sensitive environment.
- **Safe and Secure Environment:** Ensure the college continues to maintain a safe, secure, and gender-sensitive environment for women.

These recommendations aim to enhance the college's gender equality practices and create a more inclusive environment for all students and staff.

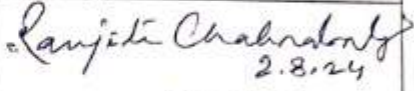
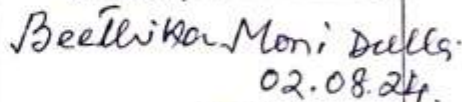
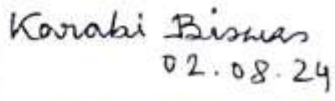

7. Conclusion

The Gender Audit of Chopra Kamala Paul Smriti Mahavidyalaya shows our strong commitment to making our college a fair and empowering place for everyone. We are working hard to make our college better by looking at what we do now and finding ways to improve. Our goal is to make our college a place where everyone can be equal and succeed. This report serves as a foundation for ongoing dialogue, policy enhancement, and strategic initiatives aimed at achieving our vision of a truly inclusive campus where everyone can thrive.

We want to thank everyone who helped us with this important project. Your ideas and help are very important to us as we continue to work towards making our college a fair and just place for everyone.

8. External Gender Audit Committee members

The following are the external Gender Audit Committee members along with their signatures:

Signature of the Gender Audit Committee Members		
Name of the Member	Designation	Signature with Seal
Prof. Ranjita Chakraborty	Professor, Dept. Of Political Science, NBU and Director, IQAC, NBU	 2.8.24 Director IQAC University of North Bengal
Dr. Bithika Moni Dutta	Assistant Professor, Dept. Of Women Studies, NBU	 02.08.24. Assistant Professor Department of Woman's Studies University of North Bengal P.O. North Bengal University Raja Ram Mohanpur, Dt. D.
Ms. Karabi Biswas	Assistant Professor, Dept. of English, CKPSM	 02.08.24  Coordinator, IQAC Chopra KPS Mahavidyalaya Chopra, Uttar Dinajpur