

# GENDER AUDIT REPORT

2018-23

GOUR MOHAN SACHIN MANDAL MAHAVIDYALAYA

VILL&P.O-BIRESWARPUR

24 Parganas(S)

Pin-743336

WEST BENGAL



EMPOWERING  
WOMEN  
TOGETHER



# GOUR MOHAN SACHIN MANDAL MAHAVIDYALAYA

## GENDER AUDIT

2018-23

Gender Equality is not only a global issue but also has its significance as a human right. Gender equality is of immense importance in the present era for sustainable developments in all areas of the society including family life, education and workplace. Awareness of gender issues and creation of a right environment to resolve any gender related problem, implementation of legal frameworks regarding female equality in the work place might help both male and female professionals develop their leadership qualities and professional skills. This way woman can better represent themselves by confronting oppression, domination, and exploitation in the work place and other relevant areas. Gender equality, in the true sense of the word, do not only signify women's empowerment or equal status in a profession. Rather it should be reflected in equal capabilities and involvement in all sorts of work including use of new technology and skill, decision making committees and equal contribution to the all round development in the areas, where they work. The Gender Audit of our college was conducted to find out whether the different aspects and areas of work in the campus are having a gender balanced distribution of representation, responsibilities and responsibilities. During the audit process, first of all we selected the participants, viz. the students, teaching and non-teaching staff of our college and an analysis was carried out to study and an analysis was carried out study whether the college has been successful in maintaining a gender friendly environment in the campus.

### Gender Audit Committee

- Chairperson- Dr Himadri Bhattacharyya Chakrabarty  
Principal, Bangabasi College.
- Convener- Sarathi Hembram  
Coordinator, Women's Cell
- Members- 1. Dr Sakuntala Das  
Associate Prof in Bengali,  
Sonarpur Mahavidyalaya  
2. Dr Koel Chakraborty  
Assistant Prof in Bengali  
Baruipur College

*Ranjini Chak*

IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpu  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargana (S), W.B.



# GOUR MOHAN SACHIN MANDAL MAHAVIDYALAYA

## GENDER AUDIT REPORT

2018-23

### BACKGROUND

The awareness to empower women has been steadily increasing all over the world. Measures are taken to enhance social, political and economic equity and provide access to human rights, education, health care and nutrition to women. In recent years there has been an engendering of documents and reports which have emphasized gender indices to evaluate, assess and monitor the action taken by the government and institutions concerning the participation of women in all aspects of development. In this context, there is a need to understand educational institutions, more particularly higher educational institutions from a gender perspective. It is considered that the gender quality perspective is a prerequisite for gender mainstreaming strategy which emphasizes that the needs and interests of women should be systematically pursued in the formulation and execution of all policies and programmes. The gender perspective must become a part of the process of formulating, implementing and evaluating policies and programmes which includes teaching, research, advocacy, documentation, seminars, conference.

Gender Audit of educational institutions is a process for organisational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a 'safe and secure' ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues. According to an ILO Manifesto gender auditing helps institutions to focus on such areas as:

- Mainstreaming gender as a cross-cutting concern within the unit's objectives, programmes and budget.

*Ranjini Anand*  
IOAC Co-ordinator  
GSM Mahavidyalaya  
VIII, & P.O.-Bireswarpur  
Dist-24 Parg(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
VIII, & P.O.- Bireswarpur  
Dist.-24 Parg.(S), W.B.



- Existing gender expertise and competence
- Information and knowledge management on gender issues.
- Systems and instruments in use for accountability, evaluating and monitoring on gender equality.
- Staffing and human resources concerning balance between women and men, as well as gender-friendly policies.
- Organisational culture and its effects on gender equality.

## PERSPECTIVE

The gender audit of the college aims to identify the gaps, biases, and discriminatory practices that may exist in the day to day operations, decision-making processes, and policies. It will help to uncover areas where gender inequalities are prevalent and provides insights into the steps needed to address them effectively. This is part of our effort to promote gender equality, diversity, and inclusion. By examining and addressing gender biases and inequalities, our institution can work towards creating more inclusive environments and policies that benefit all genders.

## METHOD

The process of conducting the gender audit was in several steps-

### a) Data collection


Gathering relevant information and data on the organization's policies, practices, and procedures. This involved conducting online surveys and analysing the existing data.

### b) Analysis

Examining the collected data to identify patterns, trends, and discrepancies related to gender issues. This includes assessing the representation of different genders in various roles and levels of the organization, examining gender-based discrimination, analysing policies and procedures for gender biases, and evaluating the organization's overall gender responsive approach.

### c) Identification of gaps and challenges

  
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
**Vill. + P.O. - Bireswarpur**  
**Dist: 24 pgs(S), PIN-743336**

  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
**Vill. & P.O. - Bireswarpur**  
**Dist.-24 Pargs.(S), W.B.**

Identifying areas where gender inequalities exist or where the organization falls short in promoting gender equality and inclusivity. This includes recognizing systemic biases, unequal power dynamics, and barriers that hinder gender equity.

This Gender Audit has the following objectives-

- To map the gender balance between men and women students, and faculty in enrolment and empowerment.
- To map the gender balance in decision-making processes in all areas of the department activities.
- To know the representation of women in decision-making bodies.
- To examine visibility given to women's challenges in the curriculum.

To know whether the college is in general empathetic to the girl students particularly those coming from marginalized and minority sections.

- To know whether the Women's Cell is active in implementing the gender policy of the college.
- To know whether the Governing Body follows all rules regarding leaves and benefits of women staff members
- To know whether the college works towards promoting overall well being of the girl students
- To identify shortcomings and suggest ways to overcome them.

### **GENDER POLICY OF THE COLLEGE**

The College has a written gender policy that affirms a commitment to gender equity and has an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation. Gender is taken into account during strategic planning for organizational activities. The College administration takes responsibility for the development and implementation of the gender policy.

*Ranjini Anil.*

**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
**Vill. + P.O. - Bireswarpur**  
**Dist: 24 pgs(S), PIN-743338**

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
**Vill. & P.O. - Bireswarpur**  
**Dist.-24 Pargs.(S), W.B.**

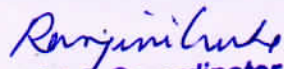



The Gender Policy is as follows-

- + To inculcate gender equity in the values, culture, processes and programmes of the college.
- + Provide an environment that enables both women and men faculty to balance work and family life.
- + Maintain gender equity in organizational structures.
- + Promote female representation at senior decision-making positions of the organization.
- + Promote teamwork involving both men and women.
- + Arrange effective measures for the safety and security of girl students and women staff members.
- + To give equal opportunity to girl students in college life.
- + To expedite disbursement of various scholarships for girl students so that there is no dropout of girl students.
- + To organize various gender awareness programs round the year and to motivate girl students to excel in all fields.
- + There shall not be any kind of discrimination on the basis of gender.
- + Freedom for all genders to express free opinion.
- + There must be an accessible, active, unbiased and confidential grievance redressal cell and Women's Cell in the college.
- + Mentor Mentee program to focus on girl students with empathy.

## IMPLEMENTATION OF GENDER POLICY

The college has a Women's Cell which implements ideas and work towards a gender welfare within the campus. The Women's Cell carries out various gender sensitization program including debates, poster campaigns, seminars, workshops on AIDS, trafficking, health awareness campaigns, health check-ups and counselling for girl students. The college has an ICC which looks into gender related issues if any. Women teachers are represented in various committees and decision-making roles. Emphasis is placed on girl students' qualitative performance along with their overall personality development. Basic sanitation facility in the form of separate toilets for the students are provided in each building of the college. The Teachers' room is also provided with separate washrooms for male and female faculty. The college office has a separate washroom for female staff too. The girl students have access to various extracurricular and co-curricular facilities. There is a separate women's wing in

  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill. + P.O. - Bireswarpur  
Dist: 24 pgs(S), PIN-743338

  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O. - Bireswarpur  
Dist.-24 Pargs.(S), W.B.

the NCC. The College has installed a sanitary napkin vending machine and incinerator in the wash room which has been instrumental in promoting menstrual hygiene and cleanliness among the girl students. The college has CCTV monitoring devices installed at different location within the campus. Several departments organize seminars, add on courses on issues related to gender, health camps and check-ups for female students.

The college provides equal opportunity to one and all. The college has a dedicated office to disburse scholarships to girl students. The IQAC also takes special interest in celebration of Women's Day.



*Ranjini Anto*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.



## **GENDER STATISTICS**

### **STUDENT PROFILE**

#### **✓ GENDER STATISTICS ON ADMISSION**

YEAR	GIRLS	BOYS	PERCENTAGE OF GIRL STUDENTS
2018-19	1011	957	51.3
2019-20	973	740	56.8
2020-21	935	747	55.5
2021-22	907	829	52.2
2022-23	958	874	52.2

#### **✓ GENDER STATISTICS OF TOTAL STUDENTS**

YEAR	GIRLS	BOYS	TRANSGENDER	TOTAL	PERCENTAGE OF GIRL STUDENTS
2018-19	2304	1837	-	4141	55.6
2019-20	2308	1554	-	3862	59.8
2020-21	2066	1510	-	3576	57.8
2021-22	1483	1181	-	2664	55.7
2022-23	2199	1775	1	3975	55.3

*Rangini Ananta*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*Prasanna*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.



## SCHOLARSHIP STATISTICS

### KANYASHREE-

YEAR	K1	K2	TOTAL
2018-19	41	430	471
2019-20	27	308	335
2020-21	8	44	52
2021-22	0	23	23
2022-23	6	56	62

## GENDER PROFILE IN EXTENSION ACTIVITIES

### ➤ NSS

YEAR	BOYS	GIRLS	PERCENTAGE OF GIRLS
2018-19	22	26	54.1
2019-20	25	29	53.7
2020-21	33	33	50
2021-22	18	31	63.2
2022-23	38	62	62

*Rajini K.*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-740306

*DP*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parga.(S), W.B.

➤ NCC

YEAR	BOYS	GIRLS	PERCENTAGE OF GIRL CADETS
2018-19	33	13	28.2
2019-20	35	15	30
2020-21	35	15	30
2021-22	25	17	40.4
2022-23	38	13	25.4

**GENDER BALANCE AMONG THE EMPLOYEES**

FULL TIME TEACHERS

TOTAL	MALE	FEMALE	PERCENTAGE OF FEMALE TEACHERS
21	12	9	42.8

LIBRARY

TOTAL	MALE	FEMALE	PERCENTAGE OF FEMALE LIBRARY STAFF
1	-	1	100

*Ranjini Das*  
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
 Vill.+P.O.-Bireswarpur  
 Dist:24 pgs(S), PIN-743338

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
 VHI. & P.O.- Bireswarpur  
 Dist.-24 Parga.(S), W.B.



STATE APPROVED COLLEGE TEACHERS

TOTAL	MALE	FEMALE	PERCENTAGE OF FEMALE SACT
55	37	18	32.7

PERMANENT NON-TEACHING STAFF

TOTAL	MALE	FEMALE	PERCENTAGE OF FEMALE STAFF
18	16	2	11.1

CASUAL NON-TEACHING STAFF

TOTAL	MALE	FEMALE	PERCENTAGE OF FEMALE STAFF
10	7	3	30

GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY  
BODIES

REPRESENTATION IN THE GOVERNING BQDY

TOTAL	MALE	FEMALE	PERCENTAGE OF FEMALE MEMBERS
11	8	3	27.2

*Ranjini Amls,*

**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.

### TEACHERS IN A LEADERSHIP ROLE – HODs

TOTAL DEPARTMENTS	MALE	FEMALE	PERCENTAGE OF FEMALE HOD'S
22	17	5	22.7

### ❖ VOCATIONAL TRAINING FOR GIRL STUDENTS

The college is affiliated to West Bengal State Council of Vocational Education and Training and offers 6-month certificate training course in Garment Manufacturing. The course is totally free. Students often set up their own business after completion. The course is running with success from 2007.



*Ranjini Das*

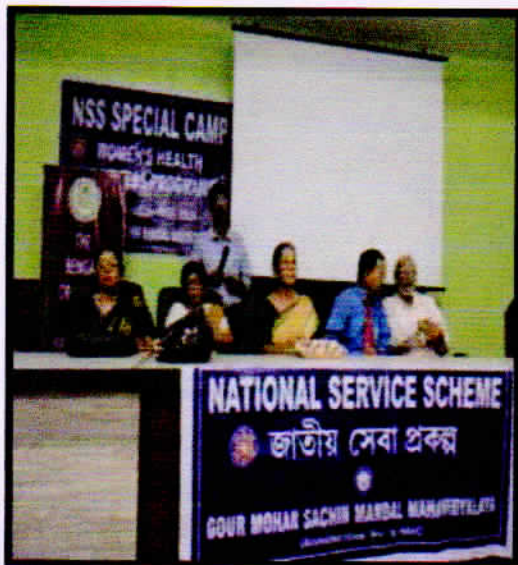
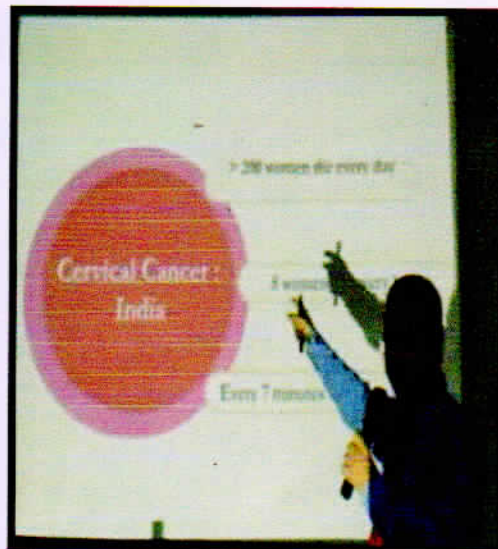
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.



## ACTIVITIES RELATED TO GENDER AWARENESS

- ❖ Gynaecological Awareness Workshop organized in association with The Bengal Obstetric and Gynaecological Society. Students interacted with the renowned doctors.

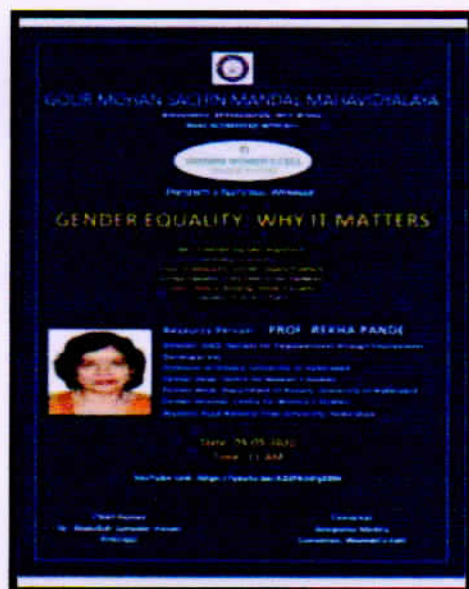


*Ranjini Chandra*

**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-746338

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parga.(S), W.B.

- ❖ Online lecture organized by the Women's Cell and IQAC of the college .



<https://www.youtube.com/live/A2dFKmFgZ4M?si=xAM5Gijm6yMLte8>

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- ❖ Poster Campaigns to disseminate awareness on Domestic Violence, Female Infanticide-Save the Girl Child, Cyber Crime and Women, Cervical Cancer.

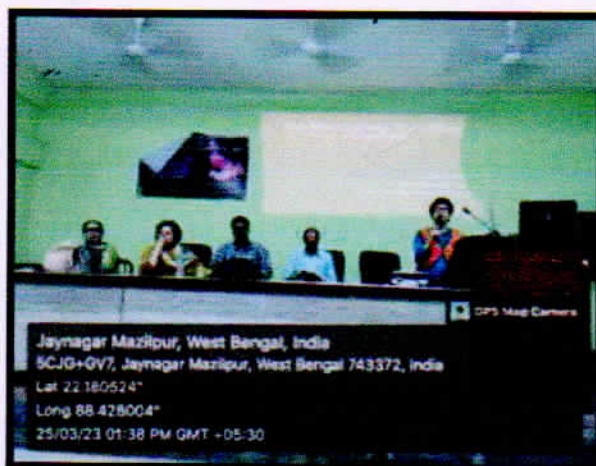
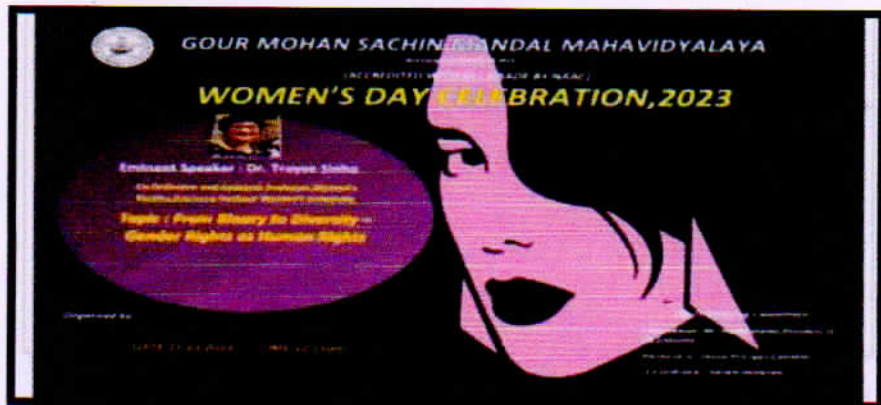


*Ranjana*  
 IQAC Co-ordinator  
 GSM Mahavidyalaya  
 Vill.+P.O.-Bireswarpur  
 Dist:24 pgs(S), PIN-743336

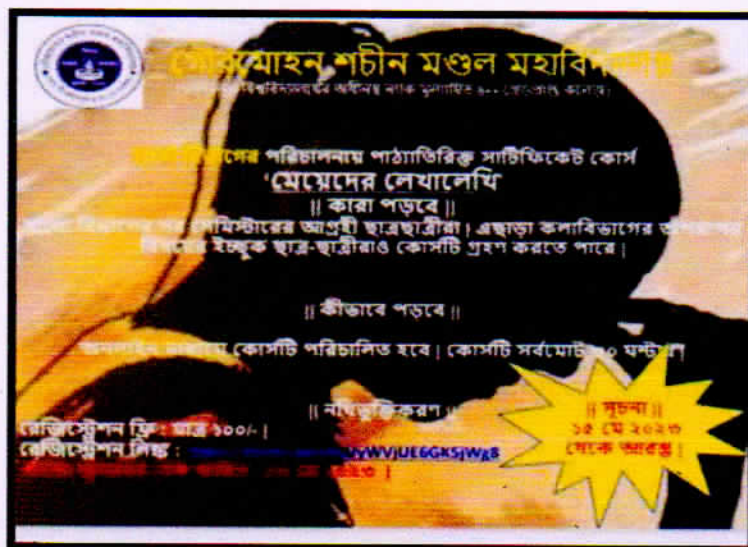
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 Principal  
 G.M.S.M. Mahavidyalaya  
 Vill. & P.O.- Bireswarpur  
 Dist.-24 Parga.(S), W.B.




❖ **Women's Day Celebration by Women's Cell and IQAC**



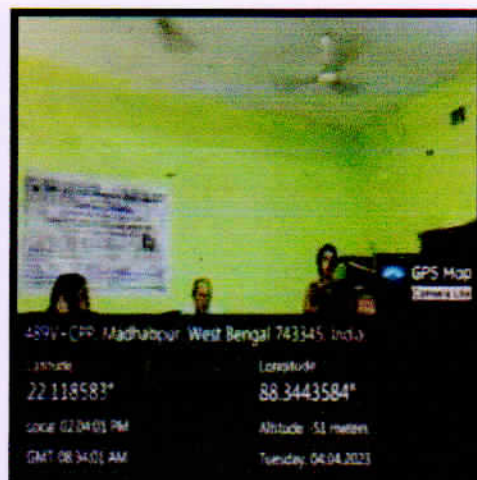
❖ Add On Course organized by Department of Bengali on Women's Writing



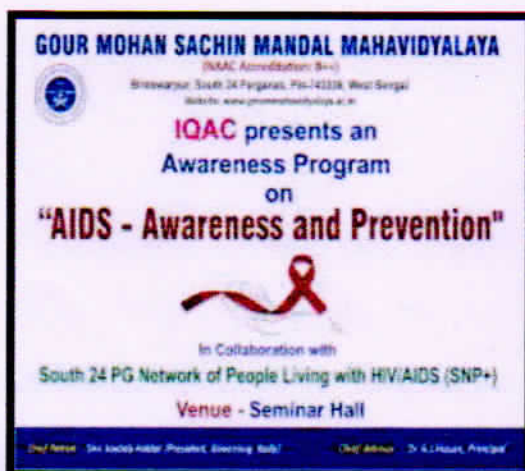
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
**Vill.+P.O.-Bireswarpur**  
**Dist:24 pgs(S), PIN-743336**

  
Principal  
G.M.S.M. Mahavidyalaya  
VIII. & P.O.- Bireswarpur  
Dist.-24 Pargas.(S), W.B.

- ❖ State Level Seminar on Women in Indian Freedom Movement organized by Department of History. Paper Presentation on women freedom fighters by six female students.



- ❖ AIDS Awareness Program in collaboration with South 24 PG Network of People Living with HIV/AIDS



*Ranjini Ant*  
 IQAC Co-ordinator  
 GSM Mahavidyalaya  
 Vill.+P.O.-Bireswarpur  
 Dist:24 pgs(S), PIN-743336

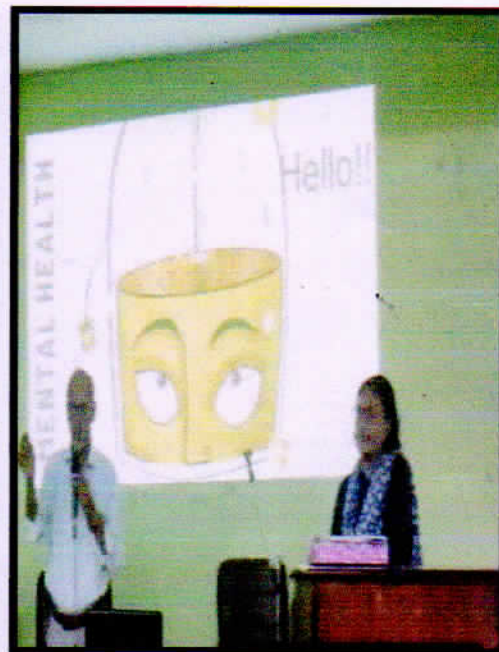
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 Principal  
 G.M.S.M. Mahavidyalaya  
 Vill. & P.O.- Bireswarpur  
 Dist.-24 Parga.(S), W.B.



❖ Sanitary Napkin Vending Machine and Incinerator



❖ Mental Health Awareness Workshop – *Embrace your Mind, Embrace your Life*



*Ranjini Chakraborty*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Prgs.(S), W.B.

## PARTICIPATION OF GIRL STUDENTS IN SPORTS AND YOGA

Girl students in our college actively participate in all sports activities both within the college and at district and state level competitions. They are very active in the Department of Physical Education and regularly practice Yoga and other sports activities.

### ➤ SPORTS AND YOGA



*Ranjana Anand*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.



➤ GIRL STUDENTS IN NCC AND NSS



*Ranjini Anty.*  
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
 Vill.+P.O.-Bireswarpur  
 Dist:24 pgs(S), PIN-743336

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
 Vill. & P.O.- Bireswarpur  
 Dist.-24 Parga.(S), W.B.



➤ GIRL STUDENTS IN EXTRA CURRICULAR ACTIVITIES

Girl students and faculty members participate actively in all extracurricular activities like celebration of commemorative days, cultural functions.



*Ranjini Anto,*  
 IQAC Co-ordinator  
 GSM Mahavidyalaya  
 Vill.+P.O.-Bireswarpur  
 Dist:24 pgs(S), PIN-743336

*[Signature]*  
 Principal  
 G.M.S.M. Mahavidyalaya  
 Vill. & P.O.- Bireswarpur  
 Dist.-24 Parga.(S), W.B.



## GENDER SATISFACTION SURVEY

The IQAC of the college conducted a survey within girl students and women employees to know the ground reality of gender inclusivity in the college. The survey was conducted online and feedback was taken anonymous so that there could be fairness in the survey. The IQAC and the women's cell analysed the statistics and the Women's Cell forwarded recommendations to the IQAC for some corrective measures.

### **GIRL STUDENTS FEEDBACK**

**2018-23**

The IQAC of the college conducted the survey among 1<sup>st</sup>, 3<sup>rd</sup> and 5<sup>th</sup> Semester students. The survey was conducted online. The student's identity was kept anonymous to encourage impartial feedback.

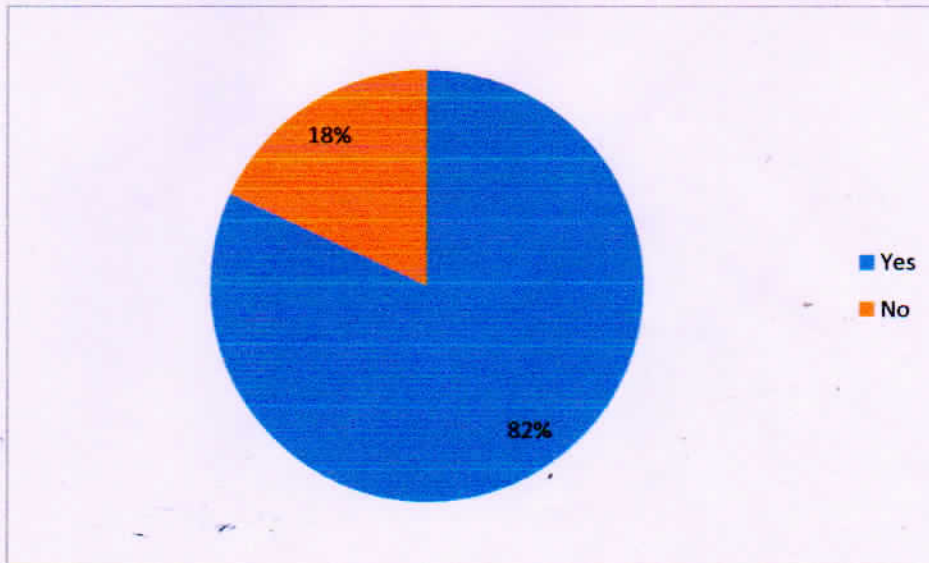
#### **Total Response at a Glance-**

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11
Yes	621	665	737	109	352	451	675	714	736	36	720
No	137	93	21	649	406	307	83	44	22	722	38
Response	758	758	758	758	758	758	758	758	758	758	758

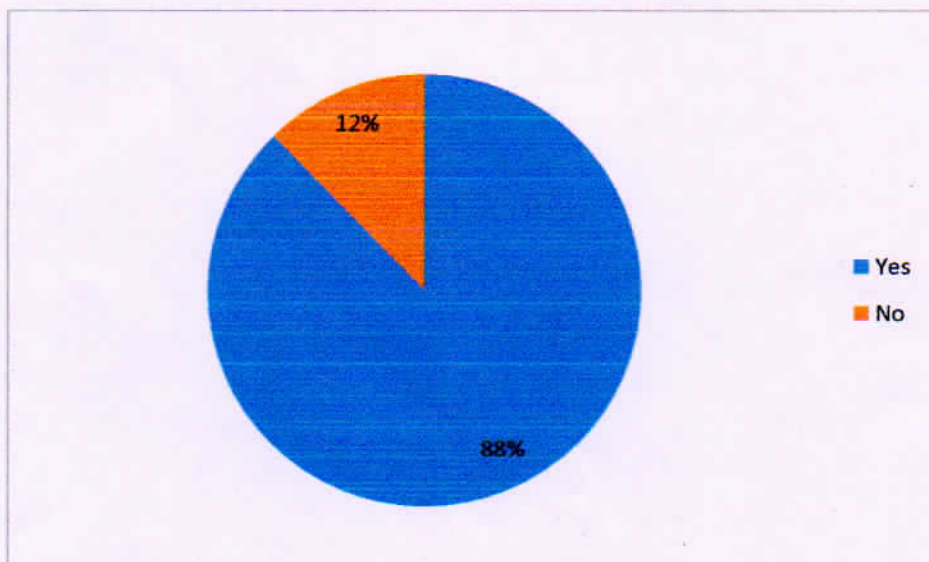
*Ranjini Das*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parga.(S), W.B.

**Q.1.Do you know that the college has CCTV?**



**Q2. Are adequate number of toilets available?**

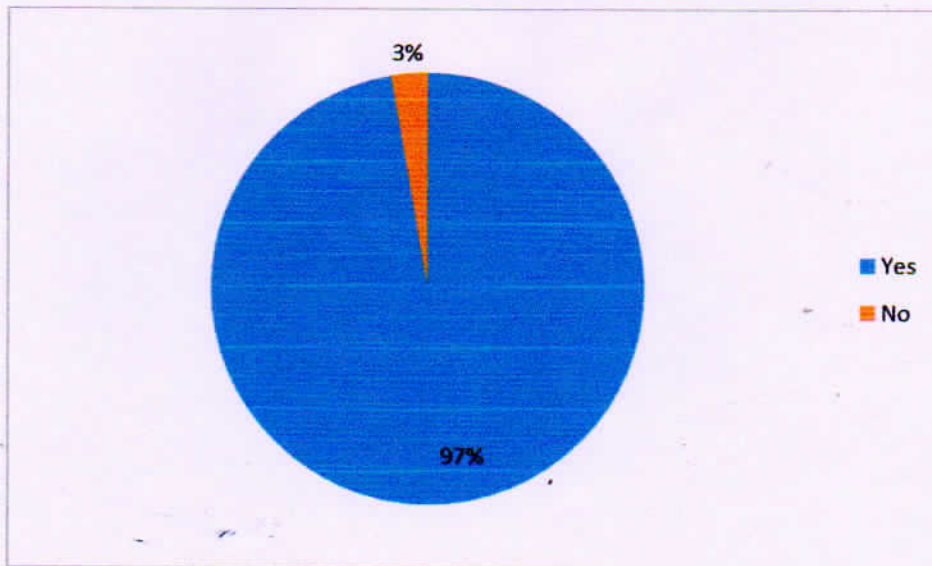


*Ranjana*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswar  
Dist:24 pgs(S), PIN-741 005

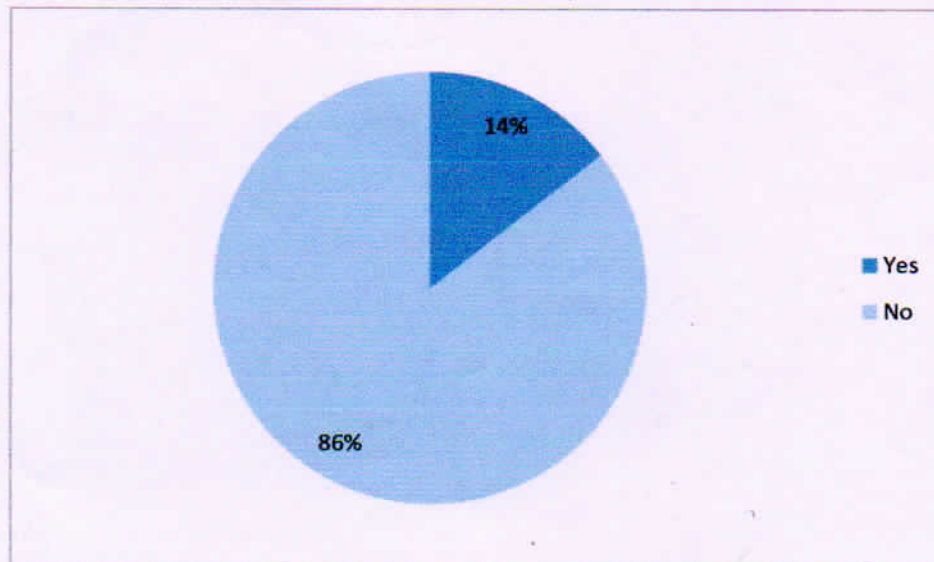
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Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parga.(S), W.B.



**Q3. Classroom gives equal opportunity to all gender ?**



**Q4. Have you ever faced gender discrimination in your college?**

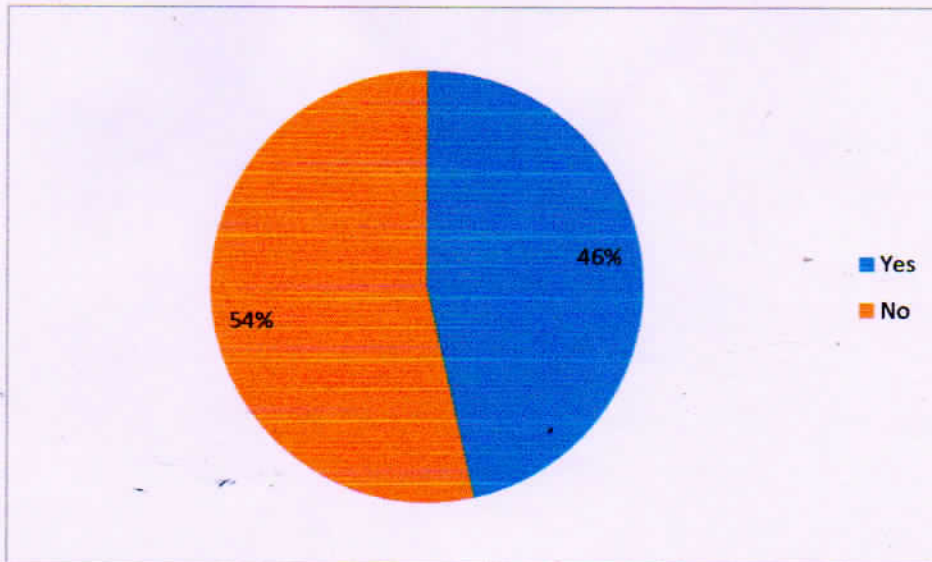


*Rangini Anand*

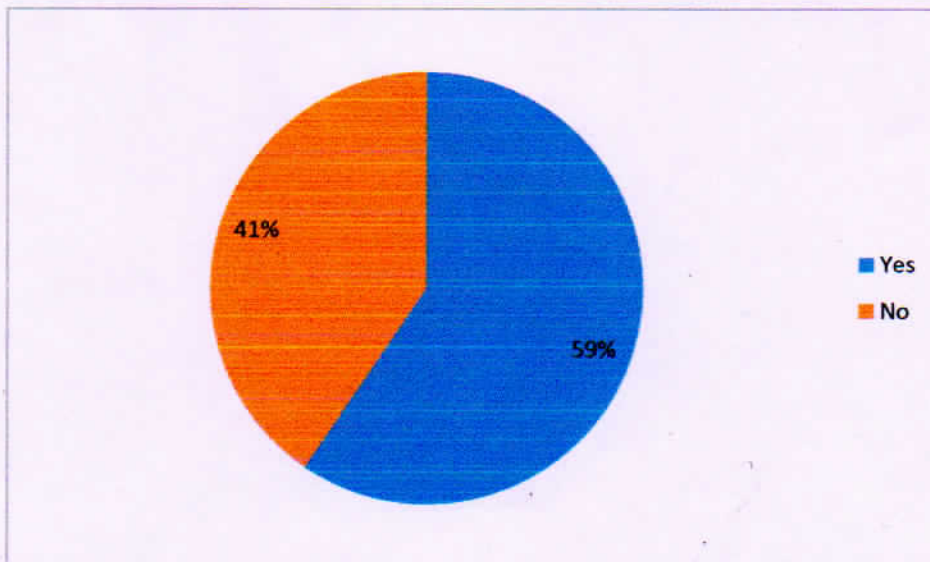
**IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-74**

*[Signature]*  
**Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S). W.B.**

**Q5. Do you know college have a Women's Cell and a Grievance Redressal Cell?**



**Q6. Gender awareness programs are conducted in your college?**



*Rangini Anand*  
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
VIII.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

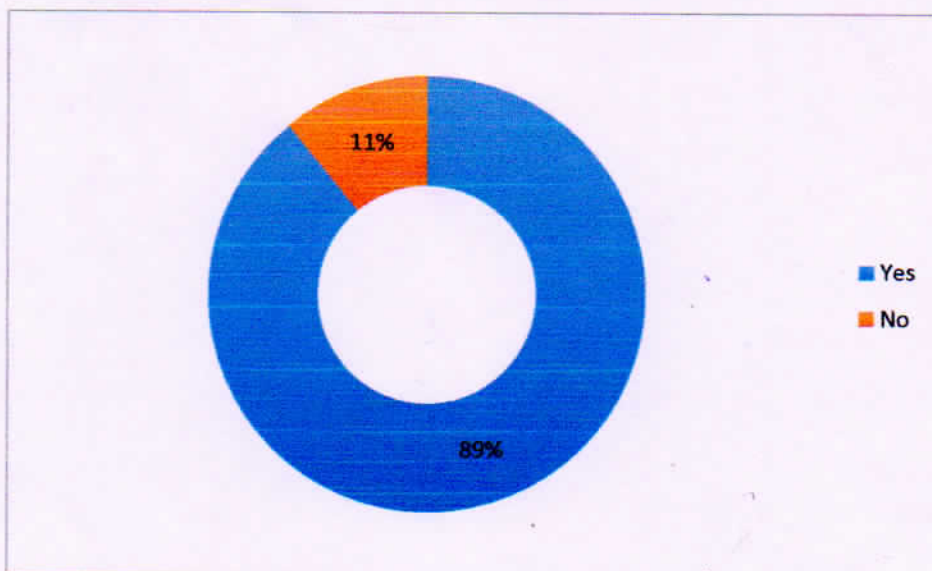
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**Principal**  
**G.M.S.M. Mahavidyalaya**  
VIII. & P.O.- Bireswarpur  
Dist.-24 Prgs.(S), W.B.



**Q7. Does the college have separate common room for male and female students**



**Q8. Does the college give equal opportunity for extracurricular activity for all students irrespective of gender?**



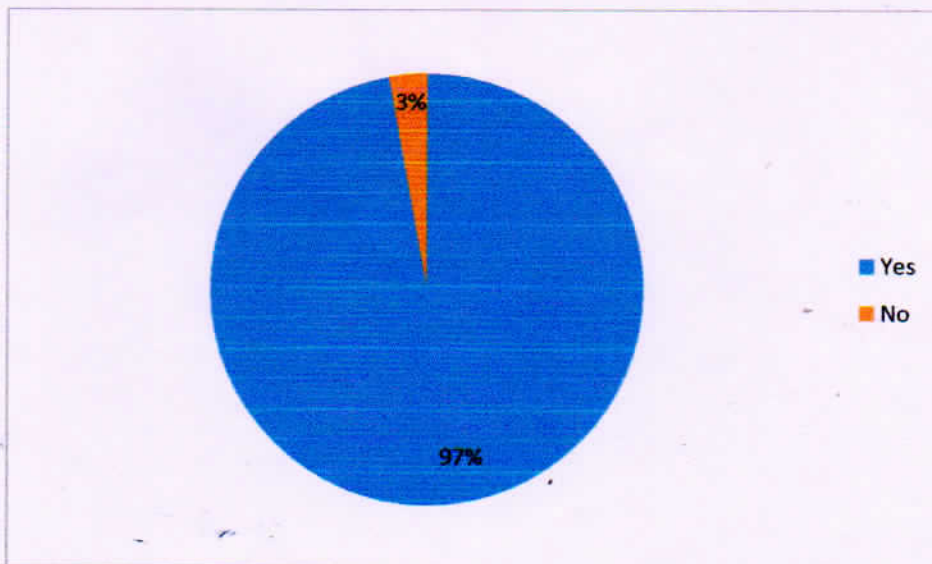
*Ranjini Anand*

**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743335

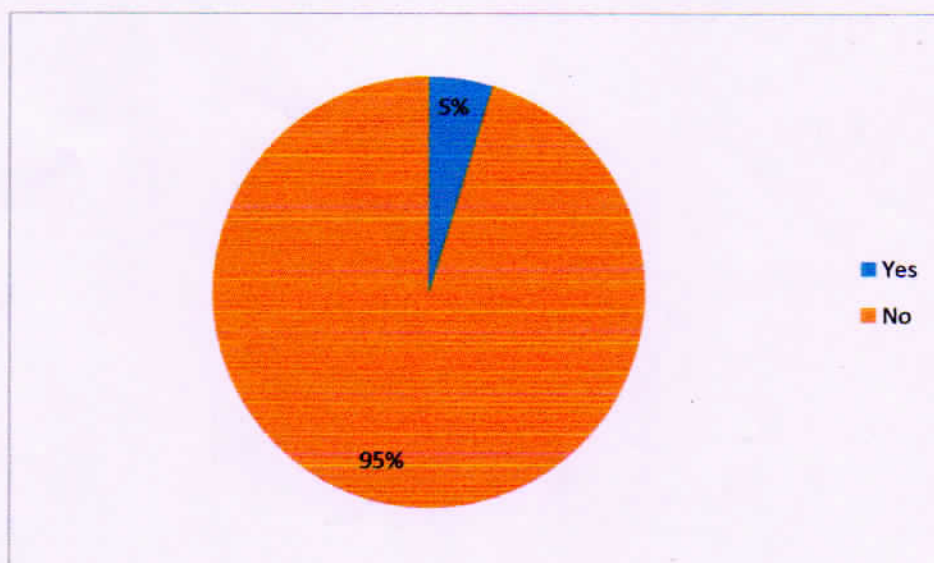
*[Signature]*

**Principal**  
**G.M.S.M. Mahavidyalaya**  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.

**Q9. College has girls in the NCC and NSS wings?**



**Q10. Have you faced sexual harassment in college?**

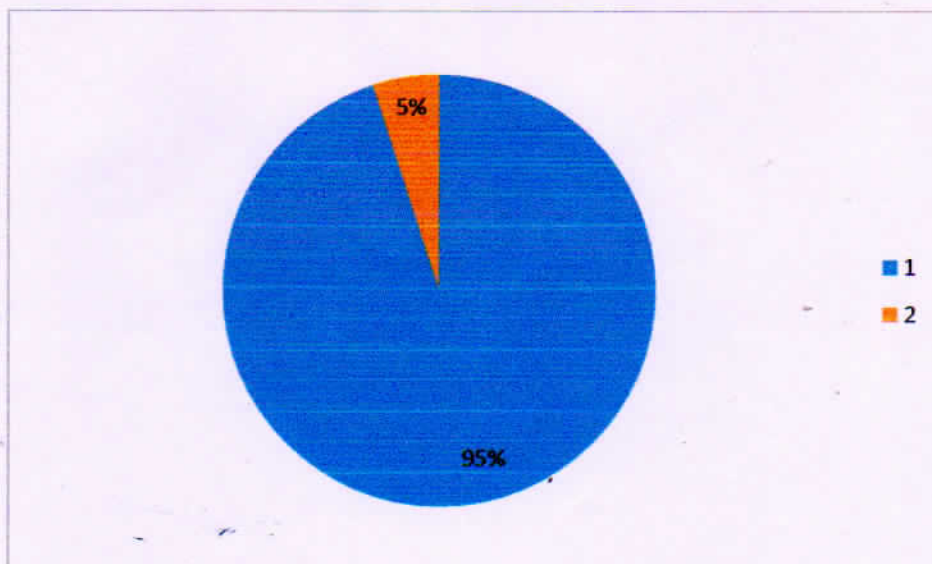


*Ranjini Anand*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.



### Q11. Do you feel secure in the college premise?



### FEEDBACK ANALYSIS BY THE WOMEN'S CELL

The gender survey conducted gave very encouraging results indicating an inclusive environment for the girl students in the college. This is particularly important as the college located in a rural area and caters to a socially and economically disadvantaged section. The girl students are mostly first-generation college goers and are subject to myriad obstacles in pursuing higher education.

95% of the respondents feel secure in the college and only 5% of them have faced sexual harassment in the college throws a positive light on the gender status in the college. Majority of the students acknowledge equality of opportunity in classroom, extracurricular and cocurricular activities. 86% of the students have faced no gender discrimination in college curricular activities.

However, 44% of the students do not know of the Women's Cell and Grievance Redressal Cell and 41% do not know that gender awareness programs are conducted in the college.

The college strives to live up to its gender policy of *Empower and Educate* and also ensures that the code of conduct and rule book of ethics are maintained.

*Ranjana Anand*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

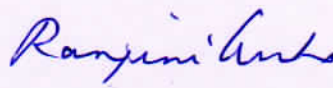
*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parg.(S), W.B.


This analysis is forwarded to the IQAC for necessary corrective measures and comments.

### **ACTION TAKEN REPORT BY THE IQAC**

The IQAC after studying the gender feedback from the girl students and its analysis recommends the following-

1. Women's Cell has to devise mechanisms of dissemination of information of Gender Awareness Workshops and Seminars among the students widely.
2. The Women's Cell can organize camps for grievance redressal.
3. The college should aim towards 100% of students facing no sexual harassment in college. To attain this the Women's Cell can display boards around the college campus with posters describing laws against sexual harassment, helpline numbers for fast redressal of grievances, Posters against gender discrimination should also be given a permanent place for display.
4. The IQAC lauds the efforts by all the stakeholders of the college in giving the girl students a safe and congenial atmosphere in the college campus.
5. The above recommendations will be forwarded to the Governing Body for necessary discussion.

  
**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
Vill. & P.O.- Bireswarpur  
Dist.-24, Prgs.(S), W.B.



## **GENDER SURVEY AMONG WOMEN EMPLOYEES**

**2018-2023**

The IQAC of the college conducted a survey among its female employees to get an understanding of the status of the women employees in the college with regard to gender neutrality, equality of opportunity, access to positions of responsibility, benefits of various schemes. The survey was conducted anonymously and was not compulsory.

### **TOTAL RESPONSES AT A GLANCE**

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
Yes	25	13	22	34	22	08	32	34	20	04
No	09	21	12	00	12	26	02	00	14	30
Response	34	34	34	34	34	34	34	34	34	34

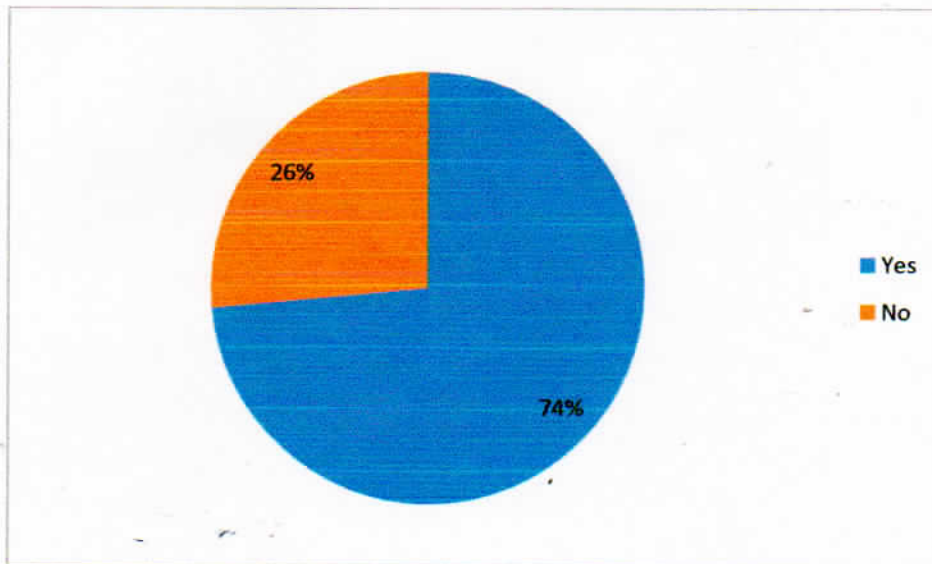
*Ranjini Lunkar*

**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-741005

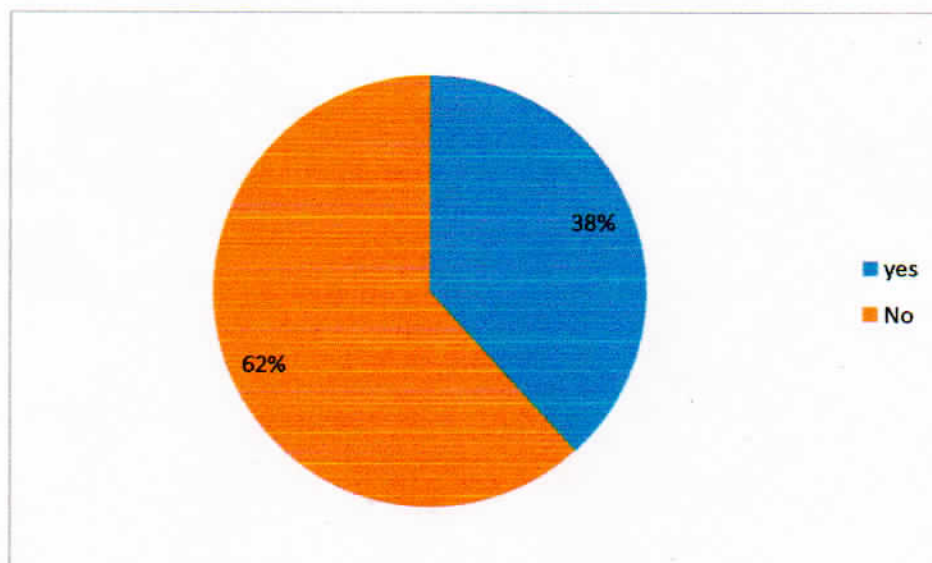
*[Signature]*

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**G.M.S.M. Mahavidyalaya**  
Vill. & P.O.- Bireswarpur  
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**Q1. The college conducts gender sensitization program?**



**Q2. Adequate numbers of toilets are available?**

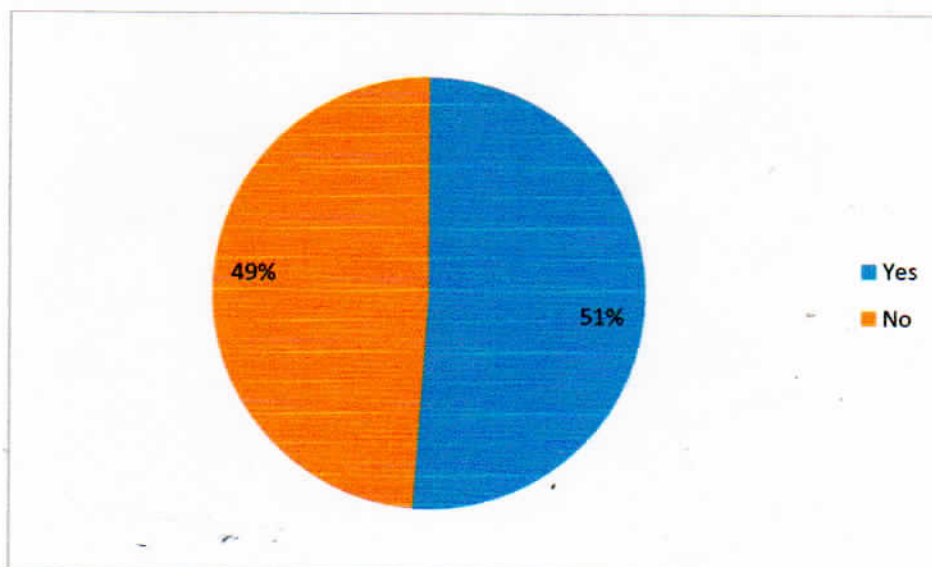


*Ranjini Gupta*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parg(S), PIN-743336

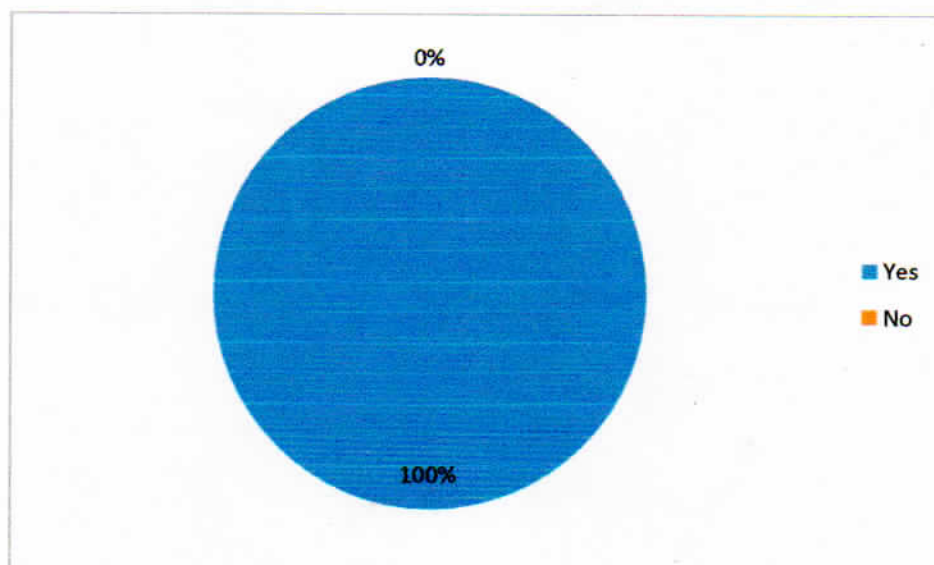
*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
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**Q3. Disposal bins are available?**



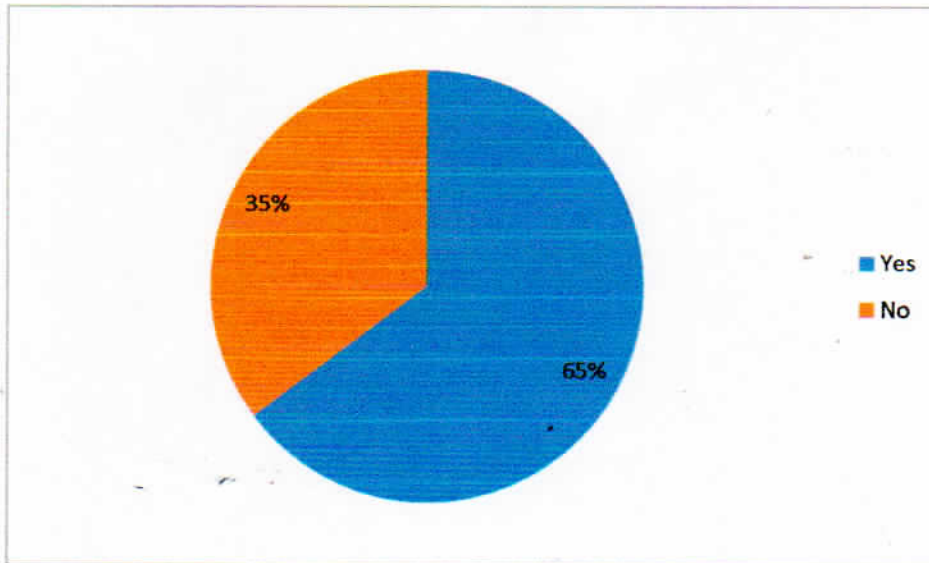
**Q4. Are you aware there is a Women's Cell in the college?**



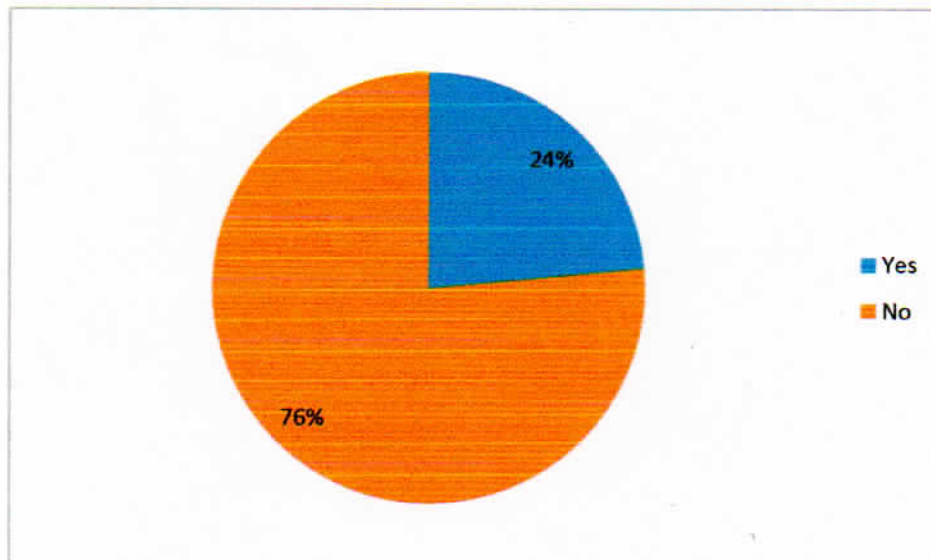
*Ranjini Anto,*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.

**Q5. Is there equal opportunity for free and fair expression of ideas to the management?**



**Q6. Have you face gender discrimination in your work place?**

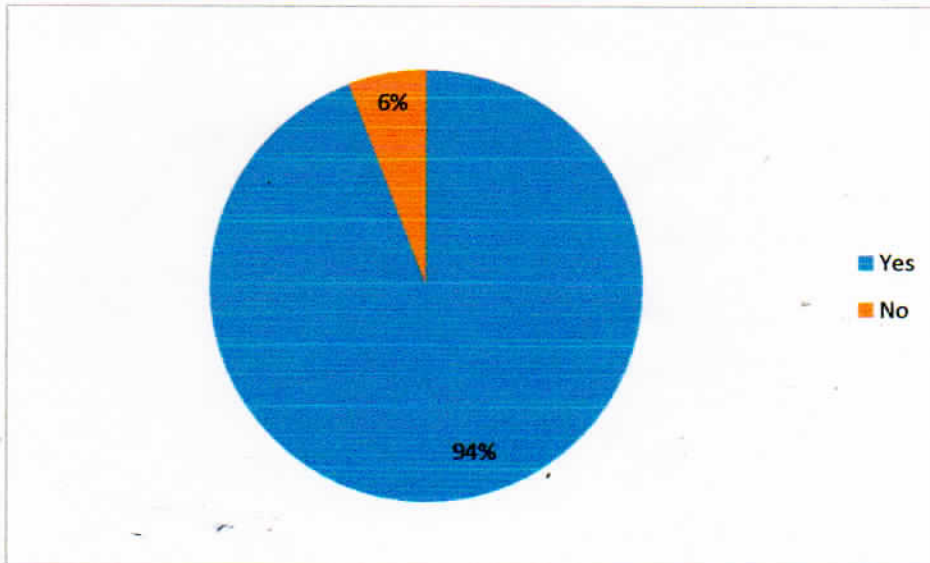


*Ranjini Arko*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

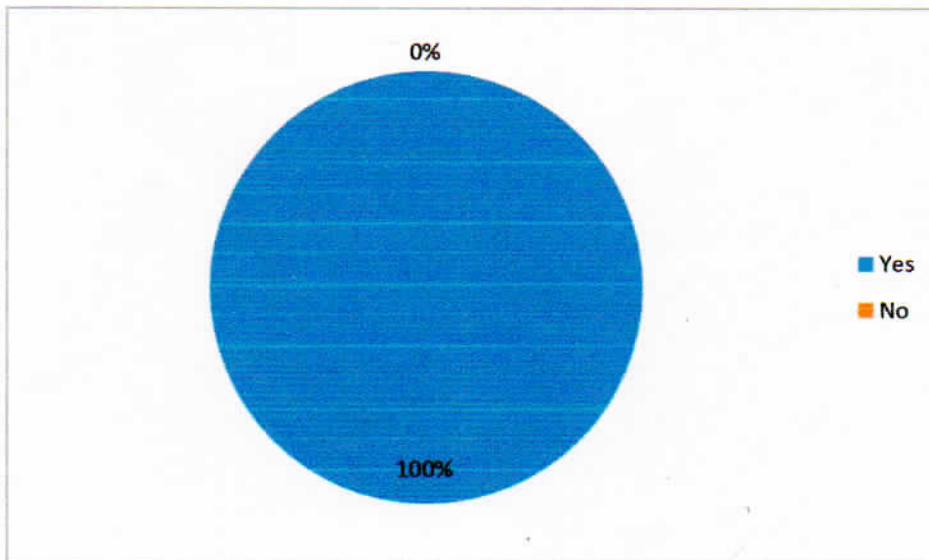
*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.



**Q7. Are women represented in the college administration?**



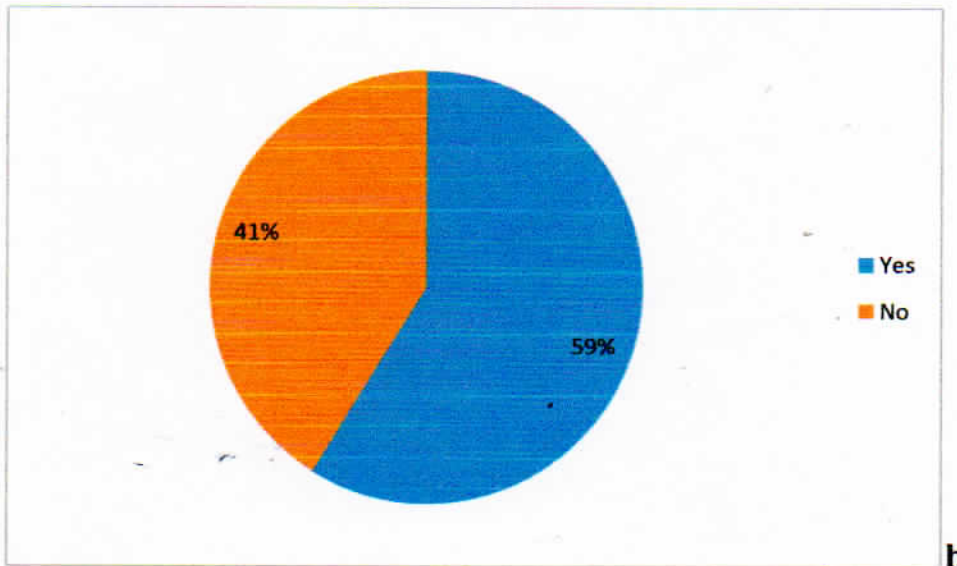
**Q8. Child care and maternity leave are granted when needed?**



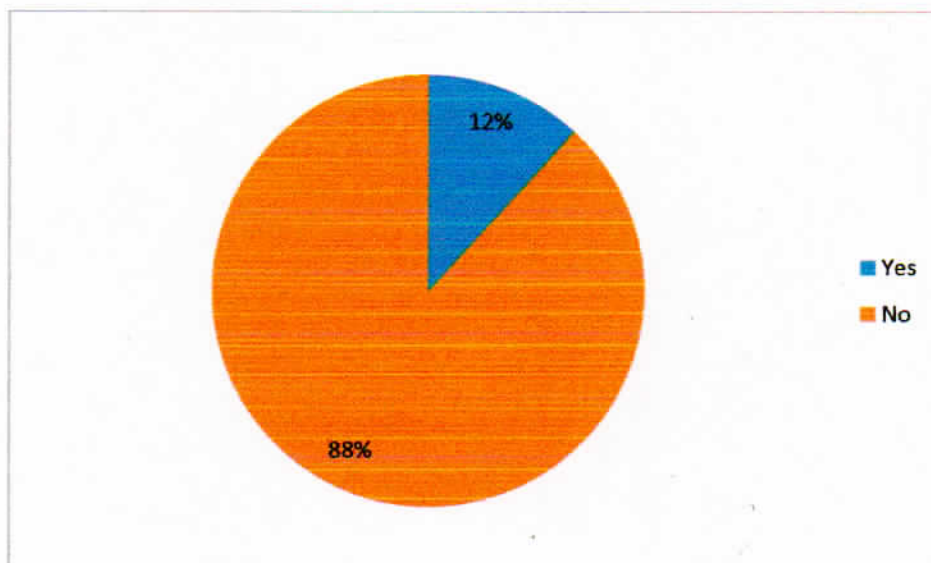
*Ranjini Kundu*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Pargs.(S), W.B.

**Q9. Is there empathy for female teachers from male colleagues?**



**Q10. Have you face sexual harassment in any form in the college?**



*Ranjini Anto.*

**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
Vill. + P.O. - Bireswarpur  
Dist: 24 pgs (S), PIN-743336

*[Signature]*  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
Vill. & P.O. - Bireswarpur  
Dist.-24 Pargs.(S), W.B.




## **FEEDBACK ANALYSIS BY THE WOMEN'S CELL**


The Women's Cell has minutely studied the survey conducted among the women employees of the college. The Women's Cell of the college notes the dissatisfaction among the respondents about the availability of washrooms and lack of disposal bins. The Cell also notes that 24 % of the respondents have faced discrimination at work place and 12% of them have faced some form of sexual harassment at work. The response of 100% respondents that the college gives child care allowances and maternity benefits is encouraging. Majority of the respondents agree that women are represented adequately in college administration. The Women's Cell has forwarded the report to the IQAC for necessary action and recommendations.

## **ACTION TAKEN REPORT BY THE IQAC**

The IQAC after studying the feedback, analysis and report furnished by the Women's Cell of the college recommends the following-

1. Construction of additional washrooms for female employees
2. Purchasing of more litter bins and disposal bins.
3. The fact that even 12% of the respondents have faced sexual harassment at college, makes it imperative for the IQAC to recommend few measures-
  - The ICC of the college should invite grievances from women employees and if needed keep their identity undisclosed.
  - The Women's Cell should hold gender sensitization workshops for the male employees
  - Strict and fast action should be taken in response to any complaint.
  - Workshops can be organized where gender neutral attitudes can be taught.
4. The IQAC forwards this report to the Governing Body for necessary action.

  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill.+P.O.-Bireswarpur  
Dist:24 pgs(S), PIN-743336

  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O.- Bireswarpur  
Dist.-24 Parg.(S), W.B.

## CONCLUSION

The gender perspective is part of the process of formulating, implementing and evaluating policies and programmes which includes teaching, research, advocacy, documentation, seminars in Gour Mohan Sachin Mandal Mahavidyalaya. It has a majority of girl students coming from socially and economically disadvantaged rural population. Often first-generation college goers in the family they have to face diverse obstacles in pursuing higher education including lack of financial resources, nutrition and moral support. Students from the minority group often have to wage a lonely and a difficult war in their pursuit of higher education. The college in this perspective puts a great emphasis on a gender sensitization plan and action for ensuring inclusivity. Indeed, we seek to *Educate and Empower*.

The college takes steps to promote inclusiveness, tolerance, harmony and women's empowerment among the students and staff, to encourage and raise awareness and aspiration among female students, to ensure a gender inclusive environment, enable women to have a bigger role in governance and decision making, generate awareness regarding equality in law and democratic rights, to follow **No Discrimination Policy** in all areas of academic and administrative matters, to ensure women employees have access to all benefits like maternity leave, child care leave etc, to make the campus safe and friendly towards women, particularly women from the rural areas, to ensure speedy disbursement of all scholarships and stipends to female students, to ensure participation of girl students in extracurricular, co-curricular and field trips and conduct gender audits, feedback from girl students and take corrective action.

*Ranjini Das,*  
IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill. + P.O. - Bireswarpu  
Dist: 24 pgs(S), PIN-743336

*[Signature]*  
Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O. - Bireswarpur  
Dist.-24 Pargana(S), W.B.



## AUDIT OBSERVATIONS

Gour Mohan Sachin Mandal Mahavidyalaya makes every effort to realize the slogan of ***Empower and Educate***. Marginalized women have been brought to the arenas of higher education by the efforts of the college for the past 56 years of its existence. The fact that the majority of its student are girls is indeed a beacon of light as well as a representative of the success of gender empowerment. The fact that girl students are adequately represented in the NCC and NSS is also an encouraging aspect for gender inclusivity. The participation of women in all extracurricular activities and cultural functions is indeed commendable. The shining example of women empowerment in the college is the incredible success of the girl students in sports activities. The fact that they are medal winners in district level and national level sports is very commendable. The enthusiasm of the girl students in practicing yoga is indeed credible. The Vocational training program in Garment Manufacturing also helps the girl students to be self-reliant. The course is running with success from 2007, affiliated to West Bengal State Council of Vocational Education and Training.


## RECOMMENDATIONS

The college should conduct more workshops to promote gender-sensitive communication and language in the campus, organize workshops on health and nutrition and entrepreneurship among girl students and workshops related to cybercrime, safety and prevention of sexual harassment at workplace.

The college can organize gender awareness campaigns in neighboring villages and incentivize participation of girl students in sports and yoga to encourage more participation. Soft skills training can also be imparted. The college should improve washroom facilities for its women employees. Speedy redressal of grievances should be made.



**IQAC Co-ordinator**  
**GMSM Mahavidyalaya**  
**Vill.+P.O.-Bireswarpur**  
**Dist:24 pgs(S), PIN-743336**

  
**Principal**  
**G.M.S.M. Mahavidyalaya**  
**Vill. & P.O.- Bireswarpur**  
**Dist.-24 Parga.(S), W.B.**

## AUDIT CONCLUSION

The Gender Audit conducted throws light on the role played by the important bodies, committees and cells of the college during the period 2018-23. The report lists the progress and achievements made by the students and teachers alike. The audit also mentions the weakness affecting the college. The college administration has extended its full cooperation and help in turning the programs and schemes into pleasant reality. Efforts on the part of the authority are in progress and are satisfactory to fulfill the current needs.

## SIGNATURE

SL No	Name and Designation	Signature with Date
1	Dr Himadri Bhattacharyya Chakrabarty Principal, Bangabasi College	<i>Bhattacharyya</i> 20.12.2023, <i>Principal</i> Bangabasi College
2	Sarathi Hembram Coordinator, Women's Cell GMSM Mahavidyalaya	<i>Sarathi Hembram</i> 20.12.2023
3	Dr Sakuntala Das Associate Professor, Sonarpur Mahavidyalaya	<i>Sakuntala Das</i> 20/12/23
4	Dr Koel Chakraborty Assistant Professor Baruipur College	<i>Koel Chakraborty</i> 20.12.2023

*Ranjini Das*

IQAC Co-ordinator  
GMSM Mahavidyalaya  
Vill. + P.O. - Bireswarpu  
Dist: 24 pgs (S), PIN-743336



*[Signature]*

Principal  
G.M.S.M. Mahavidyalaya  
Vill. & P.O. - Bireswarpu  
Dist. - 24 Pargs. (S), W.B.