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GOVERNMENT OF WEST BENGAL

Office of the Principal

GOVERNMENT GENERAL DEGREE COLLEGE AT PEDONG

DIST. KALIMPONG – 734311

Website: www.pedongcollege.in

E-Mail: pedong.govt.college@gmail.com

GOVERNMENT GENERAL DEGREE COLLEGE AT PEDONG KALIMPONG

“GENDER AUDIT REPORT”



**A Government Educational Institution
Affiliated to the University of North Bengal**

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IQAC
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Under 2(F) of UGC ACT 1956

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ANNEXURE – 1:

“YEAR WISE PROGRAMME DETAILS FOR THE LAST FIVE YEARS (2018-2023)”

OBSERVATIONS AND RECOMMENDATION BY THE AUDIT TEAM

INTRODUCTION:

Government General Degree College at Pedong, established on the 6th of April 2015, is a co-education institution that caters to higher educational needs of the economically challenged students residing in the rural areas of Pedong.

This Gender Audit is an endeavor to study the gender balance of the institution as well as to ensure that the policies framed by the government and the actions formulated for the enhancement of women in the society is properly followed and taken care of by the institution. The institution is committed to championing Gender equality by supporting local women in their aim of achieving higher education and also in overcoming their social – economic and ethnic barriers. Our institution not only focuses on the achievements of women, but also implements strategies in order to sustain and wider their progress, ensuring a more inclusive and equitable future for all.

1. OBJECTIVES OF THE GENDER ADUIT:

This Audit is an attempt to measure whether the College is ensuring a fair gender balance. It also gives an analysis as to whether the College follows government rules and regulations in order to upgrade the position of women in the society the objectives of the Audit are as follows:


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- The identification of areas where gender imbalances exist.
- Factors responsible for the imbalances.
- To establish a fair gender balance in the decision- making process regarding all activities in the college.
- To check and prevent sexual harassment in the college.
- To establish a standard base and identify major gaps and measured to fill up these gaps, with proper innovations and facilities.

3. GENDER SENSITIVE FEATURES:


Gender Sensitization promotes equality for both men and women, by allowing men and women to view what is stereotypical of and reasonable for their genders. The College has taken up the following measures to provide facilities, keeping in mind the safety and security of both the genders.

(A) SAFETY AND SECURITY: There are multiple mechanisms to secure safety and security of women students. They include: (1) The College has a Gender sensitization subcommittee to provide safety security to all the stakeholders.

(2) The College has a healthy ratio of almost 40% staff as females and 50% of female students. (3) All programs initiated by the College are open to both male and female without any bias. Programs and seminars on gender related issues, like legal rights, domestic and social violence, gender sensitizations are carried out in the form of seminars, group discussions and debates. (4) There are well established cells like: RTI Cell, Anti Ragging Cell; Equal Opportunity Cell;


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Internal Complaints Cell; and Students Grievance and Redressed Cell. (5) Suggestion / Grievance box is provided in the college. (6) There is provision for a vending machine and incinerator in the college. (7) There is provision for girl's common room and the washrooms for the girls are well provided with water and proper sanitation.

(B) COMMON ROOM: A separate common room for the girl students exists in the campus and there is a separate washroom with proper lavatory for the female staffs.

(C) MISCELLANEOUS: Apart from the above mentioned, basic sanitation provisions like separate toilets on each floor of the college building exist for the students and the staffs. There is CCTV Device installed at the entrance and a Security Guard is on duty throughout the day in the Campus. The institutions take care of a safe and healthy environment and ensure that the implementations of these plans are followed strictly, fairly and inclusively.

TABLE 1: Gender Details of Year wise Admitted students in the College

ACADEMIC YEAR	REGISTERED STUDENTS
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	MALE	FEMALE	TOTAL	% FEMALE	% MALE
2018 - 2019	79	76	115	49	51
2019 - 2020	58	55	113	49	51
2020 - 2021	92	88	180	49	51
2021 - 2022	83	73	156	47	53
2022 - 2023	101	72	173	42	58

TABLE 2: Gender Details of Year wise Admitted students in the College (NEPALI)

ACADEMIC YEAR	MALE	FEMALE
2018-19	05	12
2019-20	04	12
2020-21	02	13
2021-22	06	07
2022-23	08	11

TABLE 3: Gender Details of Year wise Admitted students in college (English)

ACADEMIC YEAR	MALE	FEMALE
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2018-19	07	16
2019-20	05	15
2020-21	02	10
2021-22	14	12
2022-23	07	10

TABLE 4: Gender Details of Year wise Admitted students in college (History)

ACADEMIC YEAR	MALE	FEMALE
2018-19	03	09
2019-20	05	04
2020-21	11	08
2021-22	11	09
2022-23	15	09

TABLE 5: Gender Details of Year wise Admitted students in college (Pol. Science)


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ACADEMIC YEAR	MALE	FEMALE
2018-19	16	03
2019-20	15	05
2020-21	10	10
2021-22	12	11
2022-23	13	12

TABLE 6: Gender Details of Year wise Admitted students in college (Sociology)

ACADEMIC YEAR	MALE	FEMALE
2018-19	06	16
2019-20	12	07
2020-21	09	17
2021-22	11	16
2022-23	17	11


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TABLE: 7: Gender Details of Year wise Admitted students in college (Chemistry)

ACADEMIC YEAR	MALE	FEMALE
2018-19	02	0
2019-20	01	01
2020-21	02	02
2021-22	01	0
2022-23	00	02

TABLE 8: Gender Details of Year wise Admitted students in college (Geology)

ACADEMIC YEAR	MALE	FEMALE
2018-19	05	1
2019-20	03	0
2020-21	10	0
2021-22	02	0
2022-23	03	0


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TABLE 9: Gender Details of Year wise Admitted students in college (Mathematics)

ACADEMIC YEAR	MALE	FEMALE
2018-19	00	01
2019-20	00	01
2020-21	00	00
2021-22	01	01
2022-23	03	00

TABLE 10: Gender Details of Year wise Admitted students in college (Physics):

ACADEMIC YEAR	MALE	FEMALE
2018-19	00	00
2019-20	00	00
2020-21	03	01
2021-22	01	01
2022-23	00	00


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TABLE 11: Gender Details of Year wise Admitted students in college (BA Program)

ACADEMIC YEAR	MALE	FEMALE
2018-19	45	19
2019-20	15	09
2020-21	15	09
2021-22	24	16
2022-23	24	17

Table 12: Gender wise Table of Total Teaching Staff in College

ACADEMIC YEAR	MALE	Female	Total	% Female	% Male
2018-19	17	07	24	29	71
2019-20	17	07	24	29	71
2020-21	17	07	24	29	71
2021-22	18	07	24	28	72
2022-23	17	08	25	32	68


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Table: 13: Gender wise Table of Total Non Teaching staff in college

ACADEMIC YEAR	Male	Female	Total	% Female	% Male
2018-19	00	01	01	100	00
2019-20	01	01	02	50	50
2020-21	02	01	03	33	67
2021-22	02	01	03	33	67
2022-23	02	00	02	00	100

Table 14: gender wise Table of Total Data Operator Staff of the College

ACADEMIC YEAR	Male	Female	Total	% Female	% Male
2018-19	02	02	04	50	50
2019-20	02	02	04	50	50
2020-21	03	01	04	25	75
2021-22	03	01	04	25	75
2022-23	03	01	04	25	75


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4. DATA ANALYSIS:

GENDER BALANCE WITHIN THE INSTITUTION:

Government General Degree College at Pedong, is situated 22 KMs away from the main town of Kalimpong and therefore is location ally disadvantaged. This institution enhances the students' abilities, provides access to information, and facilitates job opportunities through diverse initiatives addition, the college posters an ethical ethos and natures responsible citizens, with a focus an empowering local women in their fight for gender equality and their rights. Gender balance signifies the existence of a fair ratio of male and female representation within the institution.

GENDER BALANCE IN STAFF AND STUDENTS:


Many lady teachers have headed their departments in the past years as well as the present Apart from there are sub- committees and cells that are headed by lady faculties. Students, especially girls are encouraged to be a part of the NSS unit in the college and girls also participate in sports activities like Volleyball, Basketball and football.

GENDER SENSITIZATION INITIATIVES:

(A) INTERNAL COMPLAINTS CELL – The College has an active Internal Complaints Cell constituted on the basis of prohibition and redressal of sexual harassment of women employee and students in higher educational


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institutions. This cell receives, redresses all the complaints of women staff and students. This cell ensures that the campus is free from any kind of sexual harassment against the female employees and students. Every year information on anti ragging and reversal mechanism and counseling is delivered to the newly admitted students.

(B) GENDER SENSITIZATION CELL – The institution has a Gender Sensitization cell looks after the safety and security of female students. Regular talks on gender sensitive issues are delivered to the students and special lectures are also given to the students from time to time.

COURSES IN SYLLABUS:

The college follows the curriculum of the University of North Bengal. The Syllabus for **English, Nepali, Political Science and Sociology** has included gender concerns and issues at the undergraduate level. **Political Science** has topics, Feminism: Theory and Practices, women and Human Rights, Women's Movements etc. **English** Department has topics on women's writings e.g., A Vindication of the Rights of women (Mary Wollestone Craft), The colour Purple (Alice Walker); **Nepali** Department covers a course on women centric theme, Narivaad (Feminism in Nepali) ; **Sociology**_ Department has topics concerning Gender Inequality and Feminist Theories.

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BEST PRACTICES:


1. Among the Best Practices, the institution has maintained a detailed gender segregated data of the students and the staff as well.
2. Gender friendly approach among the students and the staff has helped in creating a safe and healthy environment.
3. The institution has always supported programmes and talks based on gender issues.
4. Awareness and programmes and open talks like debated and discussions are arranged by faculty members from time to time.
5. Installation of the vending machine and incinerator has helped the female students to worry less about their personal emergencies and hygiene.

OBSERVATIONS AND RECOMMENDATIONS OF THE AUDIT TEAM

The analysis of various policy documents of the college reveals that gender equity goals and objectives are included in all the policies and programmes of the college. The staff also reported that they have no problems related to gender. The existence of the Internal Complaint Cell has ensured negation of any possible gender related issues in the institution. It is found that the college has a lot of opportunities to develop good gender balance especially


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when it comes to recruitment of staff at different levels. The college is operating in an environment where everyone has access to full range of opportunities to achieve the social, psychological and other benefits that come from participation and leading in sports, cultural programmes and physical activities.

However, the Gender Audit Team would like to make the following modest recommendations for the institution to adopt in future for the sake of gender sensitization, gender equity and gender justice.

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- There seems to be a need to appoint a lady attendant in the college
- Motivate girl students to actively participate in sports of their own choice. Organize awareness programs on Legal Rights of Women.
- Sanitation facilities for women teachers, staff and students requires improvement

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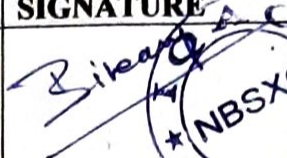
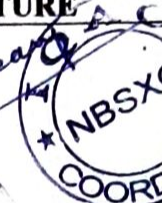
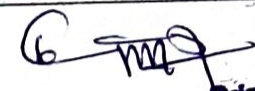
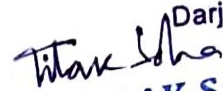

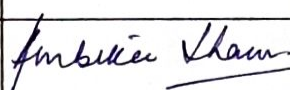
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I hereby agree with the observations made and recommendations given by GA Team /Committee.


15/7/24

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