

INTRODUCTION

Gender Audit of an 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. Shree Agrasen Mahavidyalaya as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background. To fulfill this aim, the College decided to go for a Gender Audit. Shree Agrasen Mahavidyalaya with the initiative of the Women Development Cell and Internal Quality Assurance Cell (IQAC) have compiled this Gender Audit.

ABOUT THE COLLEGE

With the missionary ideals in heart, thirst for knowledge in mind, untiring efforts, noble sacrifices, unmixed stewardship and bold initiative of the local people of Dalkhola in general, an attempt was made by them for establishment of a college in the locality. Consequently, Shree Agrasen Mahavidyalaya was brought into existence as a center for higher education on the auspicious day of 1st September, 1995 to fulfill the increasing desire and demand for higher studies in the locality after a long period of 48 years of our Independence. Shree Agrasen Mahavidyalaya was the perfect one of which right choice of location was made for providing encouragement and patronage to the poor and backward students. It is located at Bhusamoni at a distance of 2.5 km. from the nearest railway station of Dalkhola and 500 meters away from National Highway 34 (N.H.- 34) possessing a good campus comprising 3.88 acres of land enriched with the potentiality for developing it further into an ideal, modern and progressive institution for higher education. Shree Agrasen Mahavidyalaya located at an ideal site within the Municipal area surrounded by picturesque landscape with ever green, calm and quite atmosphere free from pollution, dins and bustles of Municipal crowd, is the sixth degree college in the district of present Uttar Dinajpur (then West Dinajpur). It was initially affiliated to the University of North Bengal. Subsequently it comes under the jurisdiction of the University of Gour Banga. So, it is now affiliated to the University of Gour Banga. Meanwhile, it has come into limelight for its brilliant performance and excellent result of the students in the university examinations comparable with many other star colleges of the University. At present under NEP 2020 16 Major courses are offered to the students from which they can opt any one Major course for pursuing 3 years / 4 years B.A./ B.Sc./ B.Com. (Hons. / Hons with Research) degree program. The teaching learning process is enriched and made

productive by rich experience of teachers and availability of up-to-date resources to students. Apart from academics, the students are always encouraged to nurture their hidden talents through various extra-curricular activities. For the holistic development of the youth of today, we also encourage conservation of biodiversity through its sustainable development to save our Mother Nature. As our objective is advancement of learning accompanied by modern teaching aids, the campus is now Wi Fi enabled with digital classrooms. Also, the library resources are enormous with a huge collection of books and journals. The institution has zero tolerance for ragging and the role of the Anti-ragging cell as well as the administration and the Students' Council, ensures that the campus is free from any discriminatory practices. The Women Development Cell, Grievance Redressal Cell function in unison to create a free and fair environment for holistic development of the students.

OBJECTIVES OF GENDER AUDIT

- To find out the areas where gender imbalance exists and the factors behind the gender imbalance.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- Make recommendations for overcoming the gender gap.
- To promote gender equality within the campus community.
- To observe the college's efforts and competence to prevent sexual harassment.

Methodology

Although there is no standard approach for carrying out a gender audit. In our college, as part of the Audit, survey method has been used by using questionnaire through Google form. To collect primary data on Gender related aspects, questionnaire is designed for the girl students of the college. The total sample size of the study is 171 number of girl students. The questions in the study have been given with a three-point rating scale as agree, disagree and neutral. The following gender sensitive indicators have been used to evaluate:

- a. Organization and management
- b. Infrastructure
- c. Students' participation and involvement
- d. Existence of women cell and Grievance Redressal Cell

COMPOSITION OF GENDER AUDIT COMMITTEE

SL. NO.	NAME	DESIGNATION
1	Dr. Jayeeta Basu	Principal
2.	Prof. Sanchari Roy Mukherjee, Professor of Ecoomics, North Bengal University, And Former Director, Centre for Womens' Studies, Former Vice Chancellor, Dakshin Dinajpur University, Former Vice Chancellor (Addl. Charge), Raiganj University, and Vice Chancellor (interim), University of North Bengal	External Member
3.	Dr. Sudarshana Sen, Assistant Professor, Department of Sociology, University of Gour Banga, Malda	External member
4.	Dr. Leena Sarkar Bhaduri	Coordinator, IQAC
5.	Smt. Jayita Chattopadhyay	Convener, Women Development Cell
6.	Dr. Bibas Darjee	Teachers' Council Secretary
7.	Dr. Asit Biswas	Assistant Professor in Bengali

GENDER POLICY OF THE COLLEGE

Gender equality is still a project in progress and as long as it is not entirely achieved gender-based discrimination and harassment will continue. Hence the college drew up an anti-harassment policy to ensure

Equal rights for all women staff and students of the college.

1. It is the duty of the authority to ensure full security and justice within the campus.
2. No sexual harassment will be tolerated in the college campus.
3. Any complaint of harassment lodged by the students or any teacher shall be dealt with promptly and seriously by the Women Development Cell.
4. All the students and staff will be sensitized about sexual harassment and their role in ensuring a safe environment.
5. The college administration will ensure the presence of all infrastructural facilities necessary for creating a conducive environment for the women students and employees.
6. College has also inducted several women NSS volunteers and NCC cadets to its NSS unit and NCC respectively who are regularly recognized for their outstanding performance.

7. Gender audits will be conducted from time to time to find out the level of awareness of the students and staff and their perception of the social environment of the campus.

FACILITIES AVAILABLE FOR THE SUPPORT OF WOMEN STUDENTS AND EMPLOYEES:

- The college has several toilets for women students and staff on every floor.
- There is a separate common room for girl students with a sanitary pad vending machine.
- There is adequate lighting and CCTV cameras in the campus as well as security guards to ensure safety.
- An active Women Development Cell constituted to prevent sexual harassment and provide justice to the victim in case of any such incident.
- Organize regular gender sensitization programmes, cultural programmes, competitions among students to raise awareness.
- Complete data of Women Development Cell is furnished below as it is a key symbol of gender consciousness of the college.

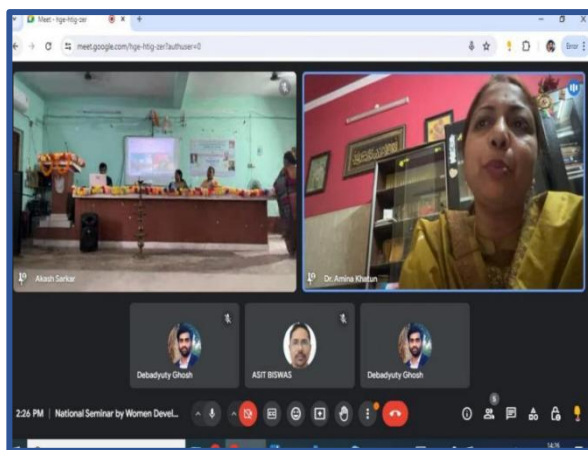
MEMBERS OF WOMEN DEVELOPMENT CELL

Sl. No.	NAME	DESIGNATION
1	Smt. Jayita Chattopadhyay	Coordinator
2	Smt. Sonali Thokdar	Cocordinator
3	Dr. Sanat Kumar Adhikary	Member
4	Dr. Leena Sarkar Bhaduri	Member
5	Smt. Pema Sherpa	Member
6	Sri Dilip Hazra	Member
7	Dr. Sunita Singh	Member
8	Smt. Usha Rani Singha	Member
9	Smt. Barnali Singha	Member
10	Smt. Sushrita Bhakat	Member
11	Smt. Piyali Saha	Member
12	Smt. Rama Sarkar (Ghosh)	Member
13	Smt. Dipika Bhawal	Member
14	Student's Representative (On invitation basis)	Member

Meeting of Women Development Cell



PROGRAMMES ORANIZED BY WOMEN DEVELOPMENT CELL





Dental Checkup Camp for Girls organized by Women Development Cell



Punit Sagar Abhiyan by NCC Cadets



Participation in Sports and Yoga



Participation in NSS activities



Participation in Co-curricular activities





Achievements of Students

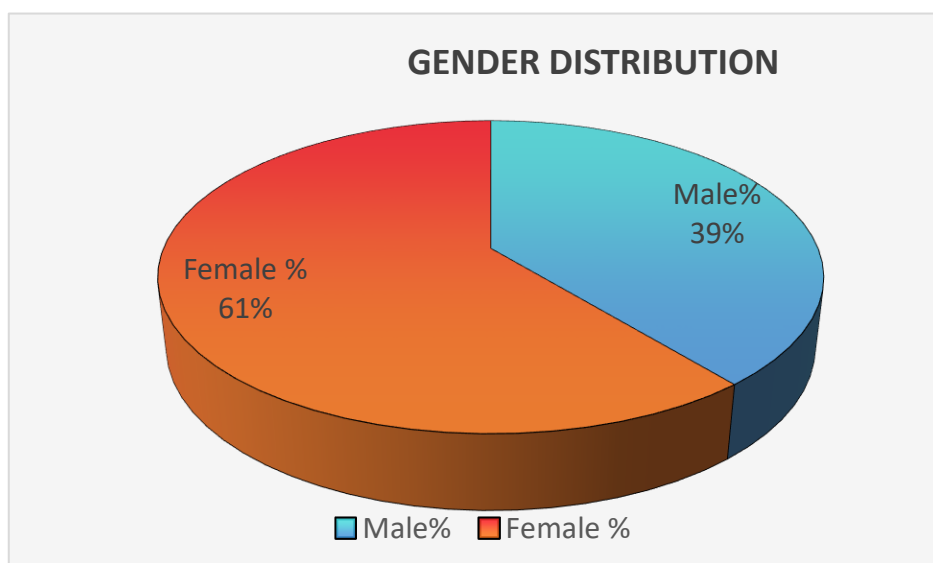


GENDER BALANCE WITHIN THE INSTITUTION

STUDENTS PROFILE

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students as well as within the staff structure. Traditionally, women have lesser access to resources and opportunities due to the social structures which act as inhibitors in many cases. This results in lesser capability among women, producing a snowball effect on their empowerment and access to developmental initiatives. The gender distribution in Shree Agrasen Mahavidyalaya shows that the presence of female students are more than male Students. The table below shows the Gender wise details of total students in the College in the year 2023-24.

Year	Total	Male	Female	Male%	Female %
2023-24	1788	701	1087	39%	61%

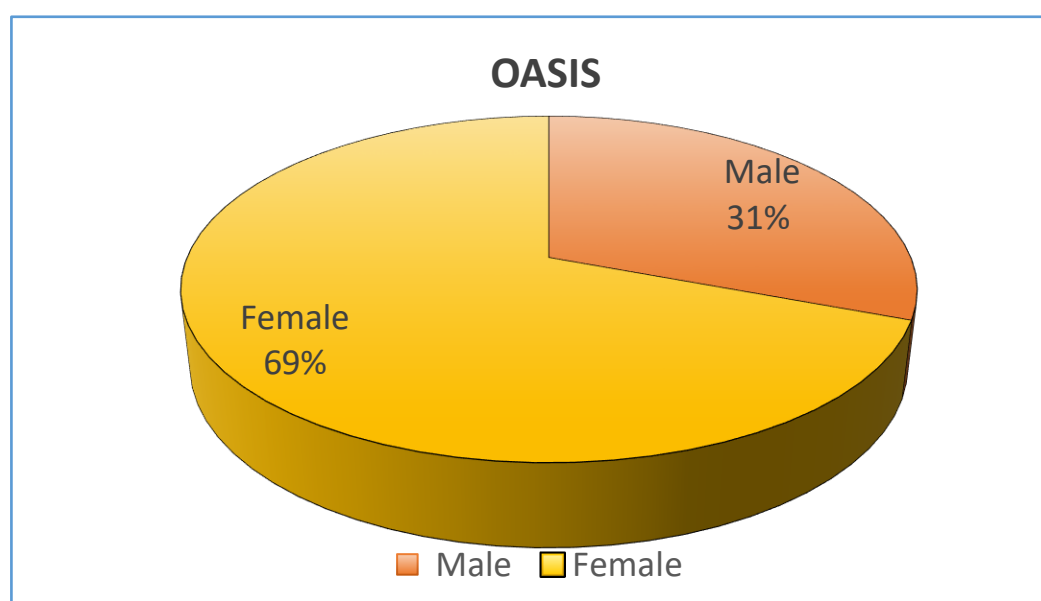


STUDENTS' SCHOLARSHIPS 2023-24

The college plays an active role in facilitating students to get various scholarship schemes and grants provided by the Government. Under the Prohibition of Child Marriage Act 2006 (PCMA), Govt of West Bengal has introduced the **Kanyashree Prakalpa** which bagged an UN award in 2018, seeks to improve the status and well-being of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfer. Shree Agrasen Mahavidyalaya has endeavored to provide this benefit to girl students. The Kanyashree Committee has been functional for this purpose. **116 students** applied for the **Kanyashree Prakalpa (K2)** in the session 2023-24

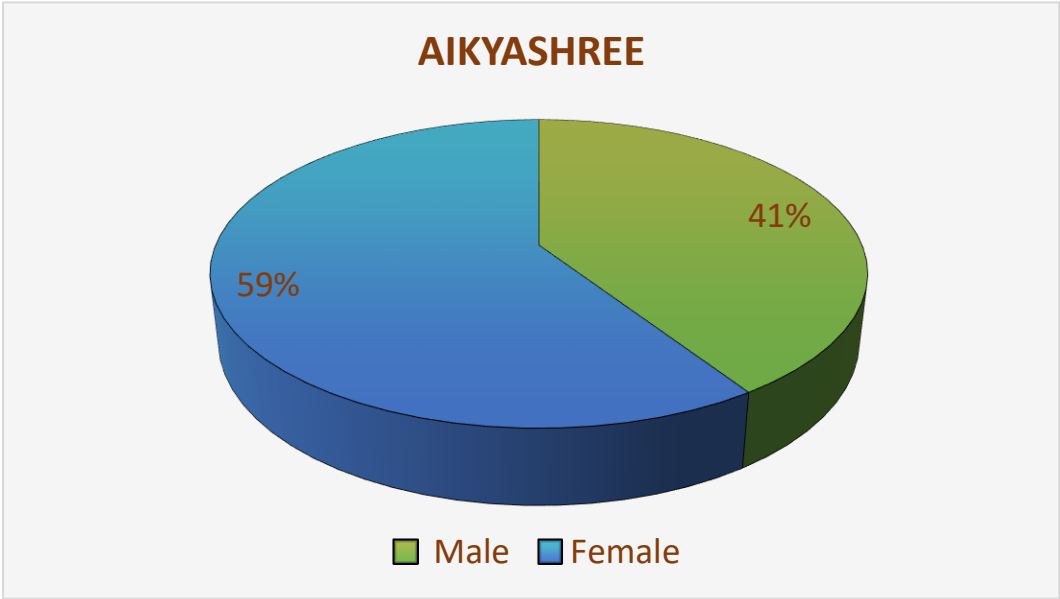
SCHOLARSHIP	Total	Male	Female
OASIS	847	260	587
AKYASHREE	758	309	449
SVMCM	192	79	113
CHIEF MINISTER RELIEF FUND	220	102	118
KANYASHREE (K2)	116	0	116

NAME OF THE SCHOLARSHIP: OASIS



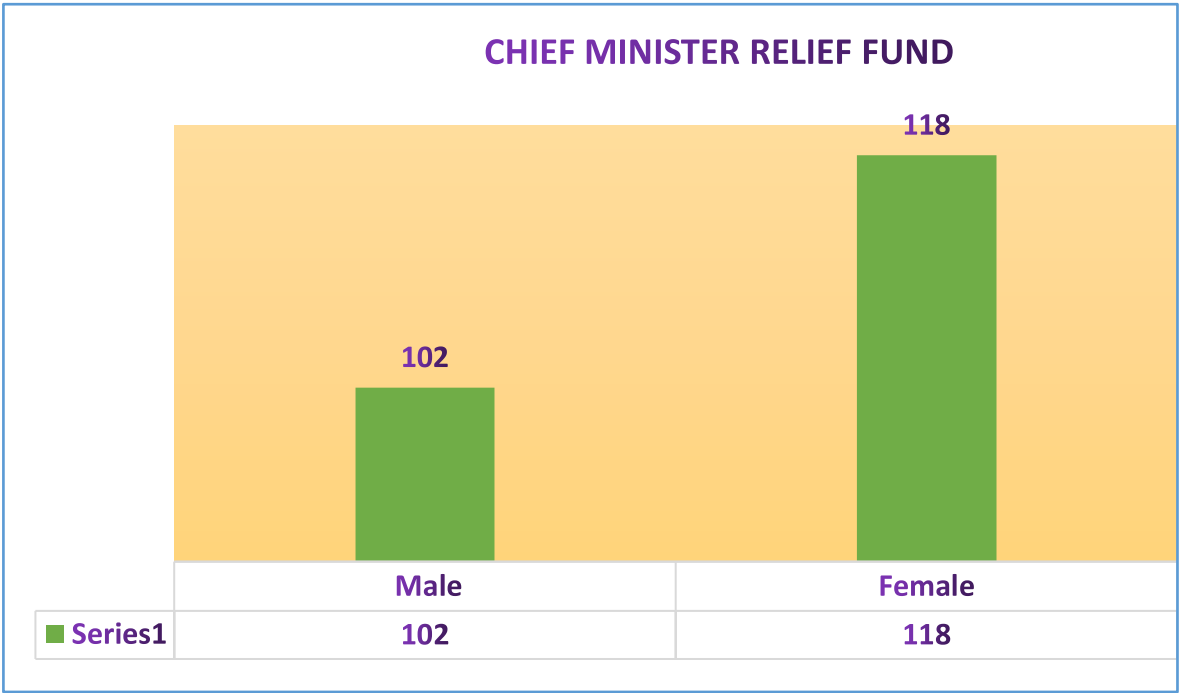
Among the 847 students who applied for the OASIS Scholarship, 260 were male candidates and 587 were female.

NAME OF THE SCHOLARSHIP: AIKYASHREE



Among the 758 students availing AKYASHREE; 309 are male and 449 are female students.

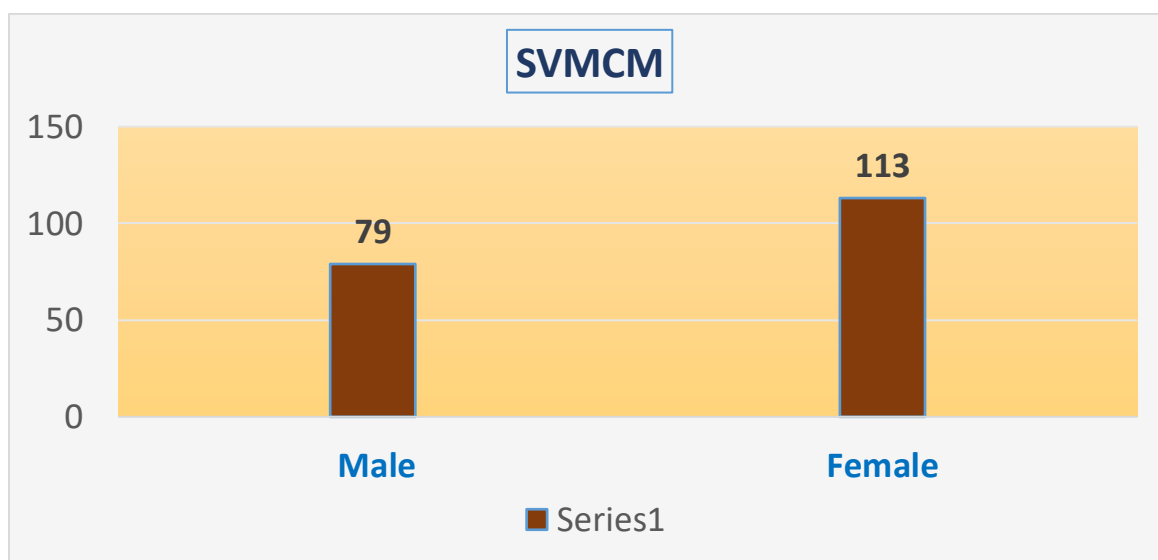
NAME OF THE SCHOLARSHIP: CHIEF MINISTER RELIEF FUND



Among the 220 students who applied for the Chief Minister Relief Fund, 102 were male and 118 were female.

NAME OF THE SCHOLARSHIP: SVMCM

On September 2, 2021, West Bengal Chief Minister Mamata Banerjee made an important announcement regarding the Swami Vivekananda Merit-cum-Means Scholarship Scheme. As per her announcement, those students who have secured 60% marks in the West Bengal board exams will be considered eligible for this scholarship scheme. The college takes active role to facilitate the students to obtain this **Scholarship**. There is a committee which not only receives fresh applications but also ensures that the scholarships are renewed each year. Below is a chart that shows the number of girl students who have enrolled for this scholarship.



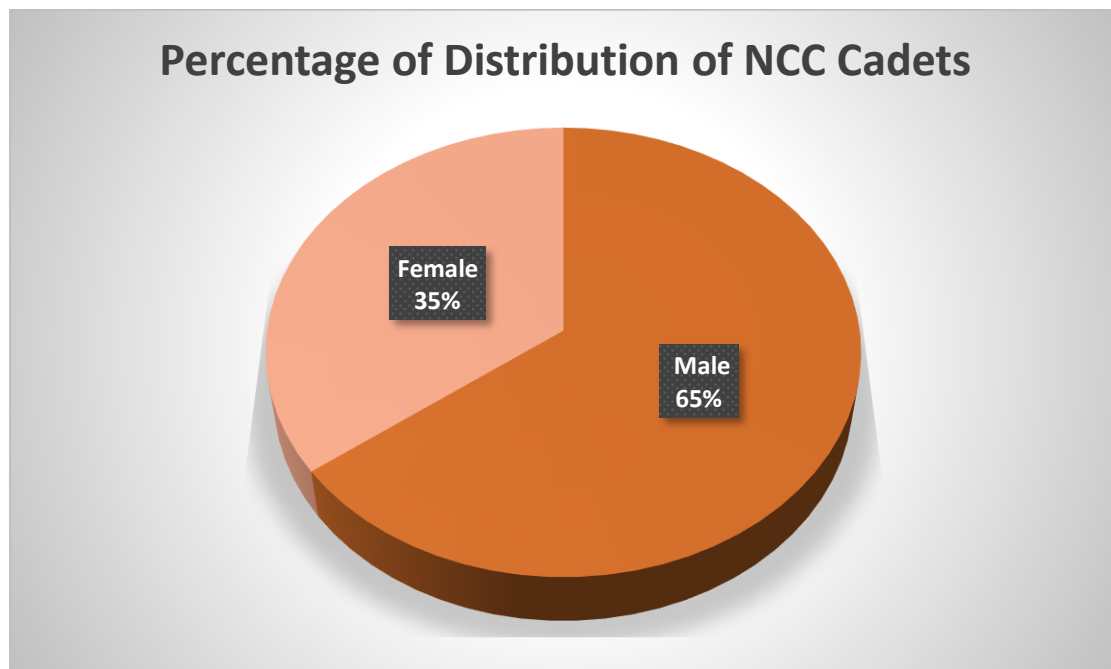
Among the 192 students availing SVMCMS Scholarship; 79 are male and 113 are female students.

NATIONAL CADET CORPS

NCC is the biggest youth organization of the country with more than 15 lakh cadet strength. It was established in the year 1949 in its present form, though it follows the legacy of the University Cadet Corps established in 1917. NCC as an organization is contributing towards the development of the youth in the country. It is opened to educate boys and girls of schools and colleges of the country. It is administered by the Ministry of Defence, Government of India. The motto of NCC is “Unity & Discipline”. Training activities in NCC consists of basic training of the regular armed forces is provided throughout the academic year.

NCC offers a specialised course which includes the practical training of weapon handling, firing, military tactics, civil defence, first aid, map reading and many more. This course consists of 3 years of senior division cadets followed by certificate examinations. The 'C' certificate earned by an NCC cadet will enable him or her to join the Armed Forces in different categories according to their capabilities.

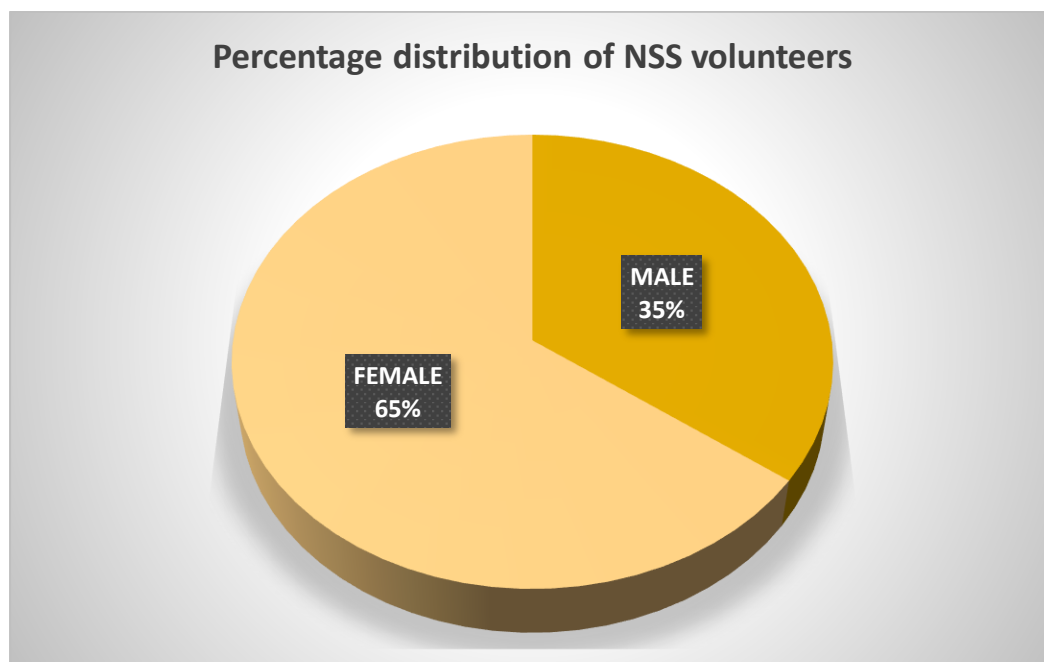
Shree Agrasen Mahavidyalaya's NCC unit is affiliated to 20 Bengal Battalion NCC (Army Wing). It is open for both boys and girls studying in undergraduate courses of the college. Since its inception in 2020, the college unit has served extraordinarily in various fields and achieved prestigious honour and distinct recognition from various international, national and state events.



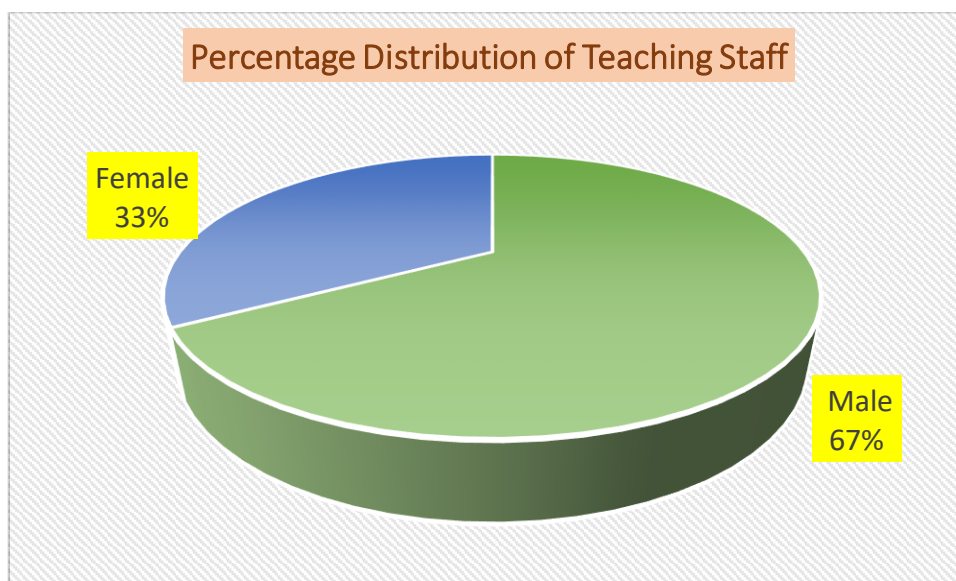
The National Service Scheme (NSS)

The National Service Scheme (NSS), in May 1969, a conference of student representatives (of universities and institutions of higher education) convened by the Ministry of Education and the University Grants Commission also unanimously agreed that a national-service scheme could be an instrument for national integration. Following the guidelines of the Ministry of Education, Shree Agrasen Mahavidyalaya also has a NSS unit. The overall objective of NSS is "Personality development of the students through community service". NSS volunteers

participate in the regular social service activities like conducting blood donation camps, health awareness camp, environmental awareness camp, tree planting, creating awareness on Clean India Campaign, campus cleaning, self-employment programmes, participation in dengue awareness programmes, visiting, extending support and distributing goods in the adopted village.



GENDER BALANCE AMONG THE EMPLOYEES



Among the total 33 Teaching staff, 11 are Female and 22 are Male.

GENDER AUDIT SURVEY

The auditor conducted a survey and collected responses from female staff and students. Following is a summary of questions asked and responses received:

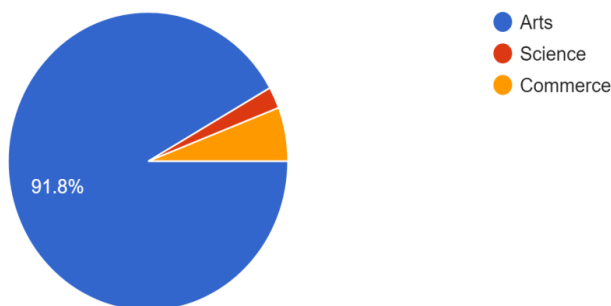
FORMAT OF QUESTIONNAIRE FOR STUDENTS

Name of the student (ছাত্রীর নাম) *	
Contact No. *	
Stream- (শাখা) *	Arts, Science, Commerce
The college conducts gender awareness programs such as awareness of sexual harassment. - (কলেজ লিঙ্গ সচেতনতা কার্যক্রম পরিচালনা করে যেমন যৌন হয়রানি সম্পর্কে সচেতনতা-)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Adequate facilities are available keeping in mind the needs of the girl students. - (ছাত্রীদের চাহিদার কথা মাথায় রেখে পর্যাপ্ত সুযোগ-সুবিধা পাওয়া যায়')	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Adequate number of toilets are available in the campus for girl students. - (ছাত্রীদের জন্য ক্যাম্পাসে পর্যাপ্ত সংখ্যক টয়লেট রয়েছে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Adequate lighting is available inside the college campus. - (কলেজ ক্যাম্পাসের ভিতরে পর্যাপ্ত আলোর ব্যবস্থা রয়েছে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Adequate security arrangements have been made in the campus. - (ক্যাম্পাসে পর্যাপ্ত নিরাপত্তার ব্যবস্থা করা হয়েছে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
College is under CCTV surveillance. - (কলেজ সিসিটিভি নজরদারির আওতায়)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Students are aware of the presence of Women Development Cell in the college. - (কলেজে উইমেন ডেভেলপমেন্ট সেলের উপস্থিতি সম্পর্কে শিক্ষার্থীরা সচেতন-)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
There are lady faculties available in the Women Development Cell. - (উইমেন ডেভেলপমেন্ট সেলে মহিলা ফ্যাকাল্টি রয়েছে-)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
There is a necessity of Grievance Redressal Cell within the college premise. - (কলেজ প্রাঙ্গণে একটি অভিযোগ নিষ্পত্তি সেলের প্রয়োজনীয়তা রয়েছে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
The classroom offers equal opportunities to all genders. - (শ্রেণীকক্ষ সকল লিঙ্গের জন্য সমান সুযোগ প্রদান করে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)

Library offers equal opportunities to all genders. - (লাইব্রেরি সকল লিঙ্গের জন্য সমান সুযোগ প্রদান করে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
The environment inside the campus is safe for girl students. - (ছাত্রীদের জন্য ক্যাম্পাসের পরিবেশ নিরাপদ)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
You have been a victim of sexual harassment within college campus. - (আপনি কলেজ ক্যাম্পাসে যৌন হয়রানির শিকার হয়েছেন)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Have you reported any such incident? - (আপনি কি এই ধরনের ঘটনা রিপোর্ট করেছেন?)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
If any such incident was reported, was it resolved? - (এ ধরনের ঘটনা জানাজানি হলে সমাধান করা হয়েছে)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Health care facilities are available to girl students within the campus. - (ক্যাম্পাসের মধ্যে মেয়ে শিক্ষার্থীদের জন্য স্বাস্থ্য সেবা সুবিধা পাওয়া যায়-)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
Laboratory, Gym, Canteen infrastructure is appropriate for safety of girl students. - (ল্যাবরেটরি, জিম, ক্যান্টিনের কাঠামো মেয়ে শিক্ষার্থীদের নিরাপত্তার জন্য উপযুক্ত)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)
There is a separate queue for girl students in office when it is overcrowded. - (ভিড়ের সময় অফিসে ছাত্রীদের জন্য আলাদা সারি আছে-)	Agree(একমত) Disagree(অসম্মতি) Neutral(নিরপেক্ষ)

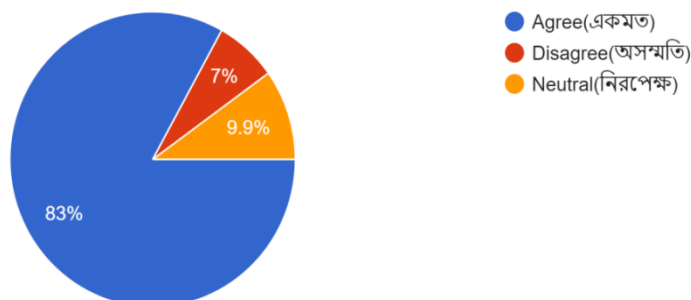
Stream- (শাখা)

171 responses



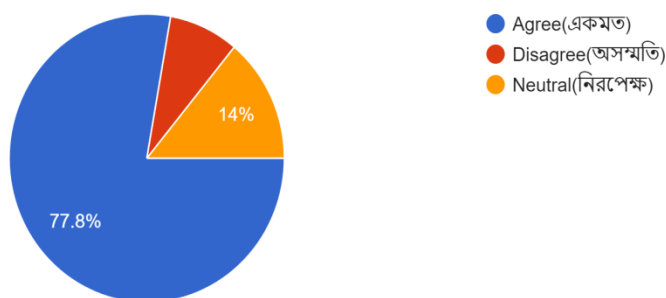
Adequate facilities are available keeping in mind the needs of the girl students'- (ছাত্রীদের চাহিদার কথা মাথায় রেখে পর্যাপ্ত সুযোগ-সুবিধা পাওয়া যায়)

171 responses



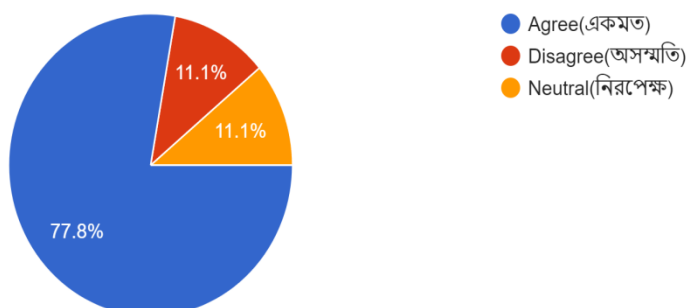
The college conducts gender awareness programs such as awareness of sexual harassment-(কলেজ লিঙ্গ সচেতনতা কার্যক্রম পরিচালনা করে যেমন যৌন হয়রানি সম্পর্কে সচেতনতা-)

171 responses



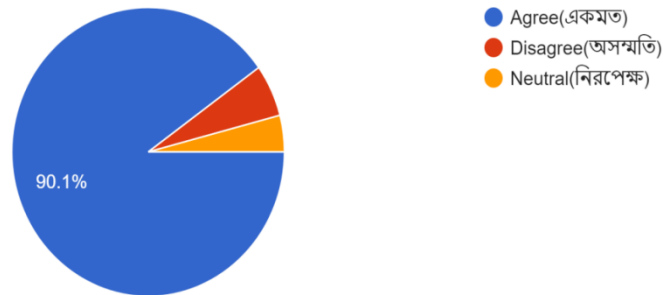
Adequate number of toilets are available in the campus for girl students'-(ছাত্রীদের জন্য ক্যাম্পাসে পর্যাপ্ত সংখ্যক টয়লেট রয়েছে)

171 responses



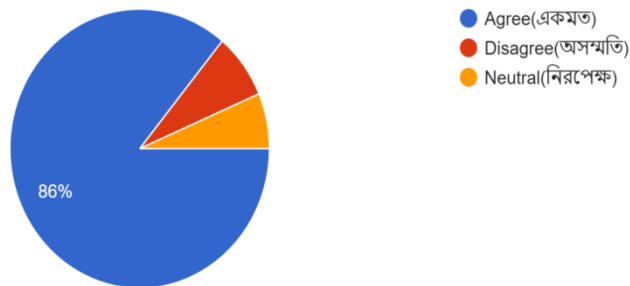
Adequate lighting is available inside the college campus-(কলেজ ক্যাম্পাসের ভিতরে পর্যাপ্ত আলোর ব্যবস্থা রয়েছে)

171 responses



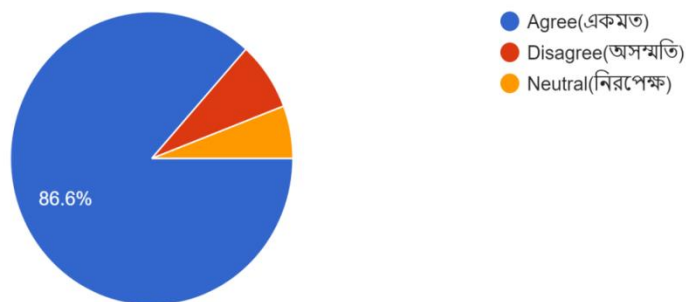
Adequate security arrangements have been made in the campus -(ক্যাম্পাসে পর্যাপ্ত নিরাপত্তার ব্যবস্থা করা হয়েছে)

171 responses



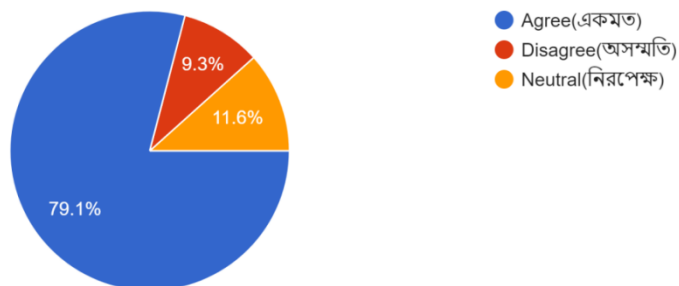
College is under CCTV surveillance-(কলেজ সিসিটিভি নজরদারির আওতায়)

172 responses



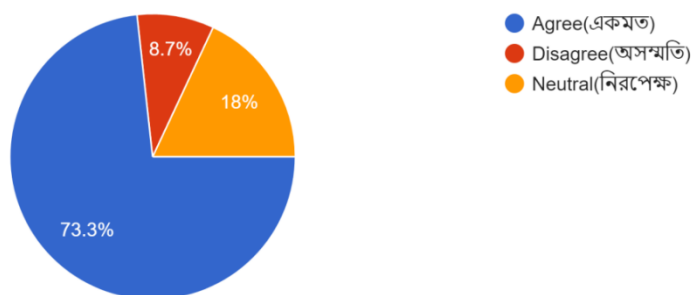
Students' are aware of the presence of Women Development Cell in the college-(কলেজে উইমেন ডেভেলপমেন্ট সেলের উপস্থিতি সম্পর্কে শিক্ষার্থীরা সচেতন-)

172 responses



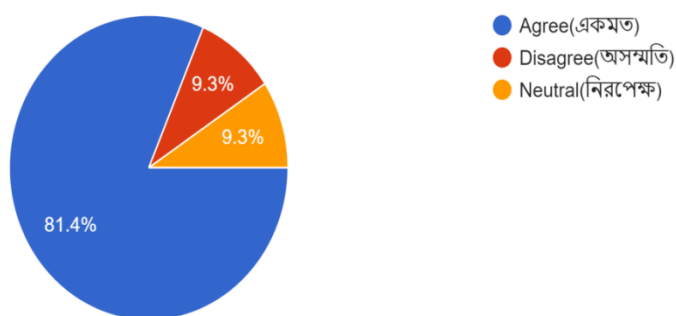
There are lady faculties available in the Women Development Cell-(উইমেন ডেভেলপমেন্ট সেলে মহিলা ফ্যাকাল্টি রয়েছে-)

172 responses



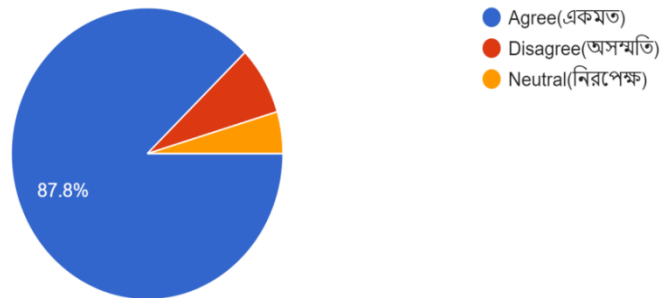
There is a necessity of Grievance Redressal Cell within the college premise-(কলেজ প্রাঙ্গনে একটি অভিযোগ নিষ্পত্তি সেলের প্রয়োজনীয়তা রয়েছে)

172 responses



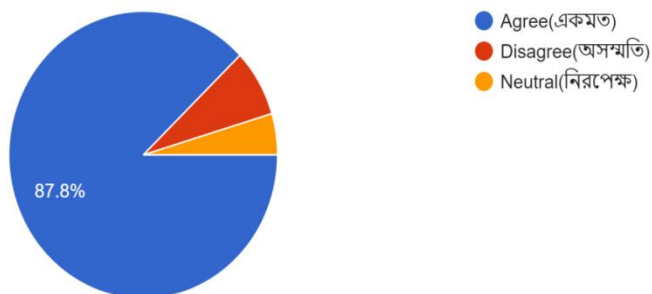
The classroom offers equal opportunities to all genders-(শ্রেণীকক্ষ সকল লিঙ্গের জন্য সমান সুযোগ প্রদান করে)

172 responses



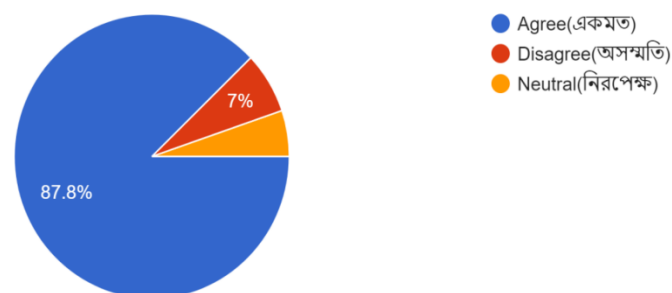
Library offers equal opportunities to all genders-(লাইব্রেরি সকল লিঙ্গের জন্য সমান সুযোগ প্রদান করে)

172 responses



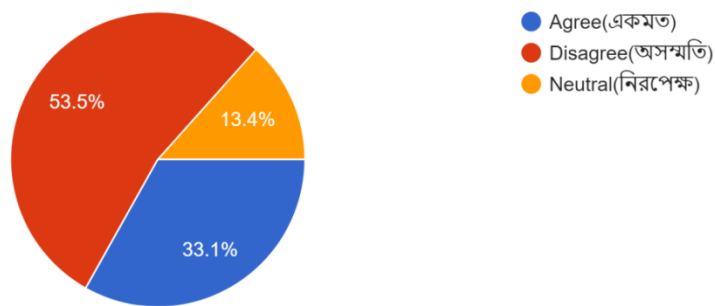
The environment inside the campus is safe for girl students'-(ছাত্রীদের জন্য ক্যাম্পাসের পরিবেশ নিরাপদ)

172 responses



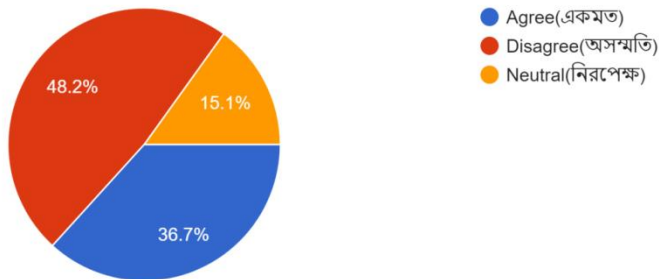
You have been a victim of sexual harassment within college campus-(আপনি কলেজ ক্যাম্পাসে যৌন হয়রানির শিকার হয়েছেন)

172 responses



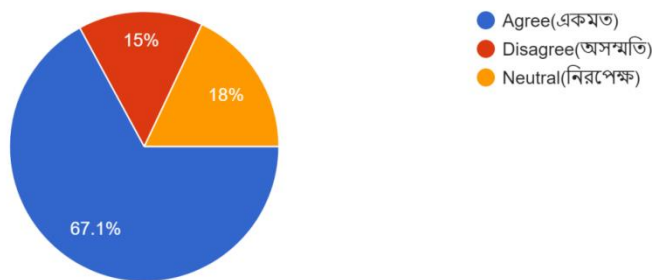
Have you reported such incident ?-(আপনি কি এই ধরনের ঘটনা রিপোর্ট করেছেন?)

166 responses



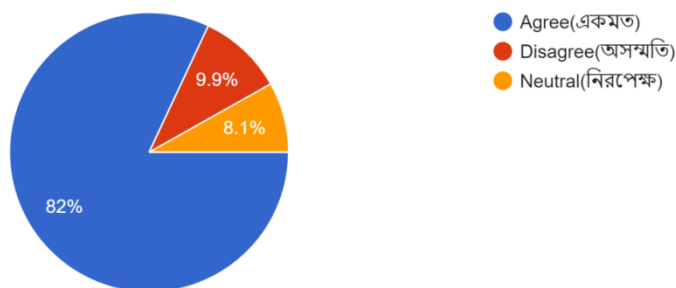
If such incident was reported was it resolved-(এ ধরনের ঘটনা জানাজানি হলে সমাধান করা হয়েছে)

167 responses



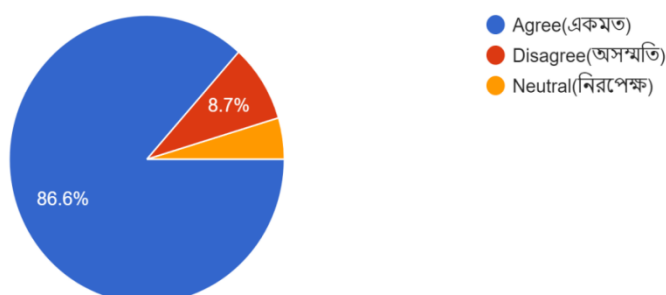
Health care facilities are available to girl students' within the campus-(ক্যাম্পাসের মধ্যে মেয়ে শিক্ষার্থীদের জন্য স্বাস্থ্যসেবা সুবিধা পাওয়া যায়-)

172 responses



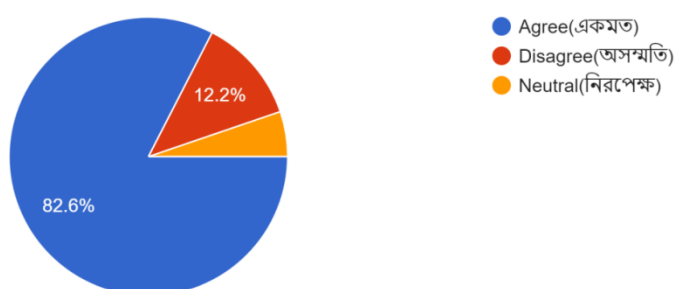
Laboratory, Gym, Canteen infrastructure is appropriate for safety of girl students'-(ল্যাবরেটরি, জিম, ক্যান্টিনের কাঠামো মেয়ে শিক্ষার্থীদের নিরাপত্তার জন্য উপযুক্ত)

172 responses



There is a separate queue for girl students' in office during crowd-(ভিড়ের সময় অফিসে ছাত্রীদের জন্য আলাদা সারি আছে-)

172 responses



CONCLUSION

- An overwhelming majority of students hold positive and progressive views regarding gender equality and women's empowerment.
- Their basic legal awareness is also quite high

- The perception of the facilities provided by the college and the safety of the campus is also extremely positive with very few cases of discrimination and harassment.
- The role of the college in delivering justice in case of reported incidents is also exemplary.
- There are still some gaps when it comes to raising awareness among the students in case of reporting the incident to Women Development Cell.

More female students be encouraged to participate in extra-curricular activities and college level leadership positions.

FUTURE PLAN

- Awareness raising posters and wall art across the campus as well as display boards.
- An active Internal Complaints Committee will be constituted according to the guidelines of the POSH Act to prevent sexual harassment and provide justice to the victim in case of any such incident.

- Provide medical guidance and psychological counseling sessions in the college for the female students.
- A Meditation Centre will be established to deal with the everyday stress and anxieties of the females.
- For a healthy and fit life, yoga camps and aerobics classes will also be organized by the Cell.
- To spread the awareness of women empowerment and gender equality various seminars, workshops and events will be organized.
- To start with short term certificate courses like Dress Designing & Tailoring and also Beautician Course.

OBSERVATION

- ◆ It will be nice if the Institution can show that there are courses on gender as part of the syllabus.
- ◆ If there are any specific budgetary provisions for girl students besides scholarship.

Signatories:

NAME	DESIGNATION	SIGNATURE
Dr. Jayeeta Basu	Principial	Jayeeta Basu.
Prof. Sanchari Roy Mukherjee	External Member	Sanchari Roy Mukherjee
Dr. Sudarshana Sen	External member	Sudarshana Sen
Dr. Leena Sarkar Bhaduri	Coordinator, IQAC	Leena Sarkar Bhaduri
Smt. Jayita Chattopadhyay	Convener, Women Development Cell	Jayita Chattopadhyay
Dr. Bibas Darjee	Teachers' Council Secretary	Bibas Darjee
Dr. Asit Biswas	Assistant Professor in Bengali	Dr. Asit Biswas