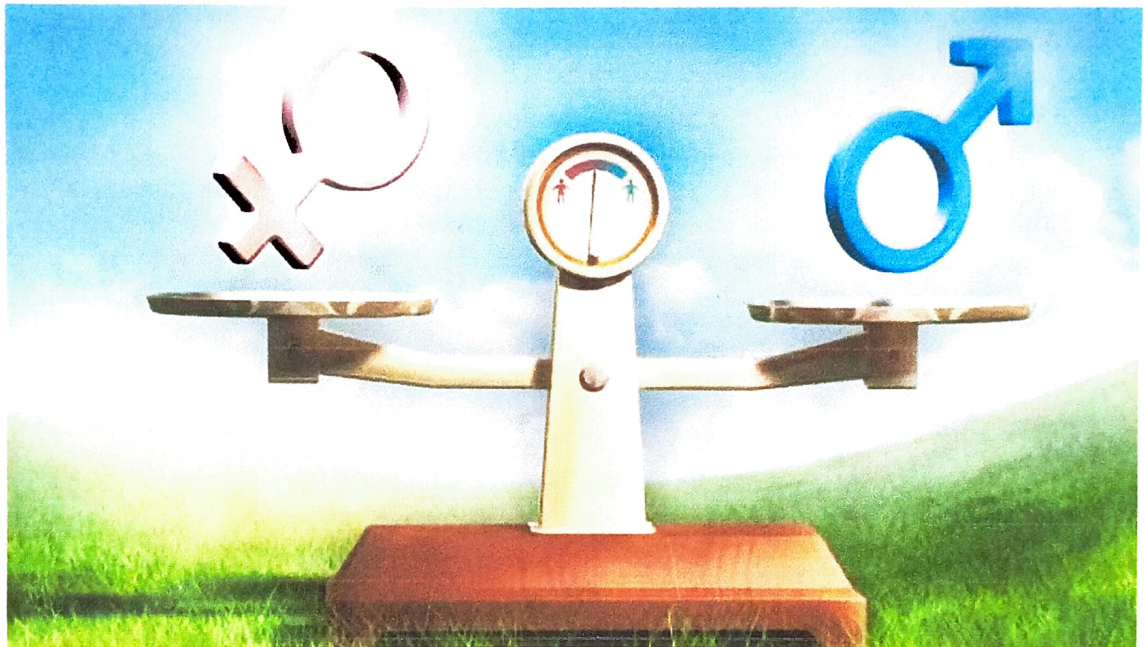


# SERAMPORE GIRLS COLLEGE

## GENDER AUDIT REPORT 2022-2023



### *Serampore Girls' College*

13, T.C. Goswami Street, Serampore, Hooghly - 712201, West Bengal, India

**Established In 1981, Affiliated To The University Of Calcutta**

# Preface

Gender equality is one of the objectives of the **United Nations Universal Declaration of Human Rights**. It is the vision that men and women should be treated equally in social, economic, and all other aspects of society, and not be discriminated against based on their gender. But in gender dyad, women are always considered as inferior to men.

In a patriarchal society, socially determined roles for men and women prevent women from participating in decision-making within the household and at the community level; their economic freedom and freedom of physical movement outside their family are also restricted. Writings about women in developing countries show that women are oppressed, family-oriented, illiterate, more spiritual, and not conscious about their rights and development.

Therefore, it is important to create awareness about gender equality among students at the initial stage of their institutional life. Schools and colleges can play a major role in this regard, especially in promoting awareness, understanding the level of gender equality in higher educational institutions, and also to find out probable solutions to minimize gender discrimination, it is vital to execute gender audits by applying different scientific methods.

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2. Constitution of Gender Audit committee.
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# INTRODUCTION

Serampore Girls' College was established on 6th June, 1981 by a group of visionaries who stood for the propagation of female education in this part of our sub-divisional town. This college was fittingly inaugurated by the noted educationist and the then President of West Bengal Higher Secondary Council late Smt. Anila Devi, catered to a long-standing demand of the local people for a college exclusive for Girls' which originally started with only 47 of students on its roll and with only seven general subjects in the humanities group. In 1983 the first batch of students was sent for their Graduation Examination and since then it has maintained its steady journey with an average of 1800-2000 students on its roll per year.

The college is always committed to a student-centric environment and is dedicated to provide quality education. Students' engagements in extracurricular activities like NCC, NSS, Sports, skill development and cultural activities are encouraged under the guidance of faculties of the college. The college always contemplates on students' qualitative performances along with their overall personality development. The college has NCC unit for girls, which always concentrates on developing qualities like leadership, discipline, risk taking attitude, comradeship, spirit of adventure, secular outlook and sense of patriotism. The NSS unit of the college is ready to motivate the students towards social responsibilities all the time. Although the college has been offering all such facilities for the overall development of the students, it is important to find out the gender perceptions of the students and any gender gap that may exist in the college and initiate appropriate measures to mitigate it.

## **Objectives of Gender Audit**

- To understand the college's current practices and situation from a gender perspective, identifying gaps and strong points.
- To gather qualitative and quantitative data, that will then analyse and identify the gaps and strong points of the college regarding gender issues.
- To create the baseline on which to design of the Gender Equality Plan.
- To establish good gender balance in decision-making processes in all college activities

## **What is a gender audit?**

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for the up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use

two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

- 1. An internal audit:** An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.
- 2. An external audit:** External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided.

## **Constitution of Gender Audit Committee:**

1.	Dr. Saswati Chanda	Member, Women's cell Serampore Girls College
2.	Dr. Suranjana Bhadra	Member, Women's cell Serampore Girls College
3.	Dr. Upasana Roy Barman	Member, Women's cell Serampore Girls College

# **METHODOLOGY**

As part of the Audit, survey method has been used by using questionnaire. To collect primary data on Gender related aspects, questionnaire is designed for the students of the college. The total sample size of the study is 50 number of students, who were selected through convenience sampling. The questions in the study have been given with a three-point rating scale of agree, disagree, and no opinion.

## **Indicators**

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 internal complaint Committee.

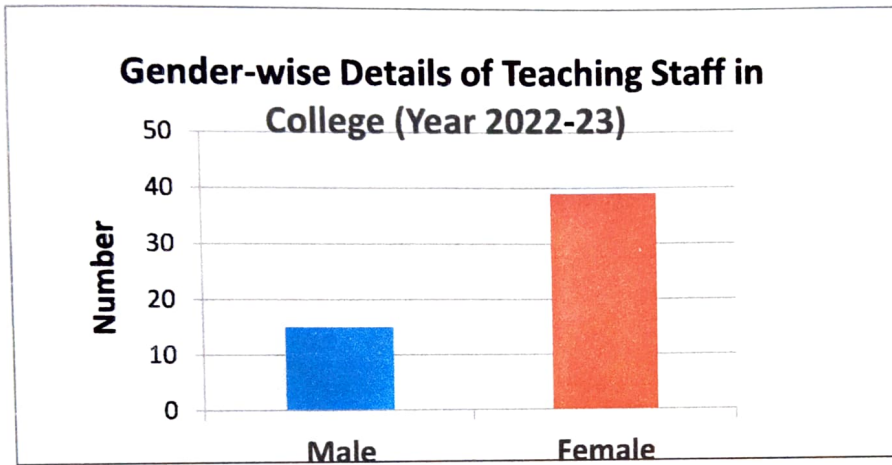
## **Distribution of the Respondents**

The survey has been done covering students of all the semesters and departments of the college. A total number of 50 girl students are the respondents of this survey. show semester and department wise distribution of the respondents.

# DATA ANALYSIS

**Table-1 Gender-wise Details of Teaching Staff in College**

Sl No.	Year	Total	Male	Female	% M	% F
1	2022-23	54	15	39	27.8	72.2

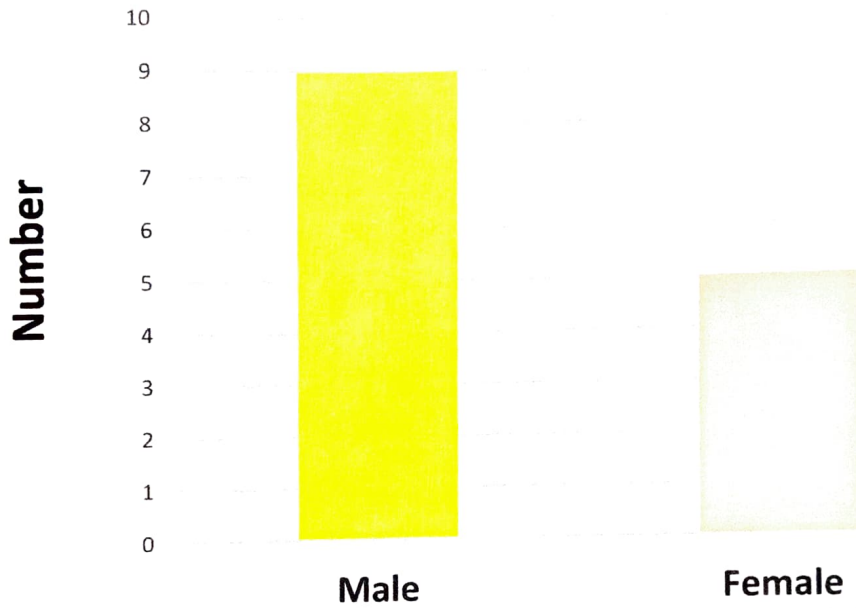




**Table2 Gender-wise Details of Non-Teaching Staff in College**

Sl No.	Year	Total	Male	Female	% M	% F
1	2022-23	14	9	5	18.8	81.3

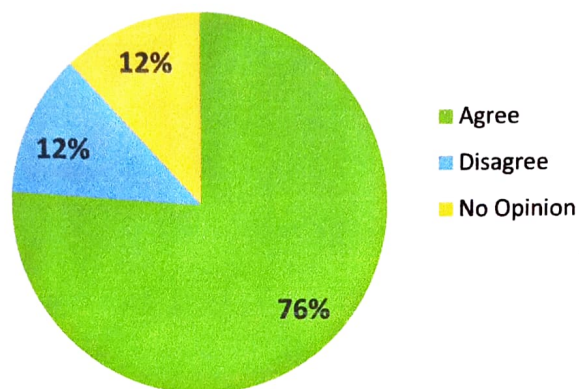
**Non teaching Staff Male Female Ratio**



**Table-3 The College Conducts Gender Sensitization Programme as a Part of its Curriculum**

Agree	Disagree	No Opinion
38	6	6

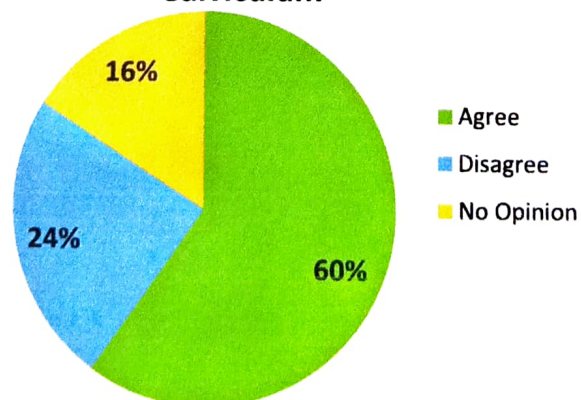
**The College Conducts Gender Sensitization Programme as a Part of its Curriculum**



**Table-4 The College Regularly Conducts Gender Awareness Programs as a Part of its Curriculum**

Agree	Disagree	No Opinion
30	12	8

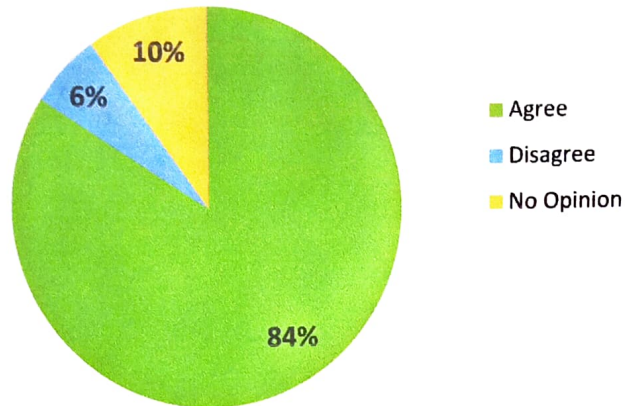
**The College Regularly Conducts Gender Awareness Programs as a Part of its Curriculum**



**Table-5 Adequate Number of Toilets are Available in the Campus for Girls**

Agree	Disagree	No Opinion
42	3	5

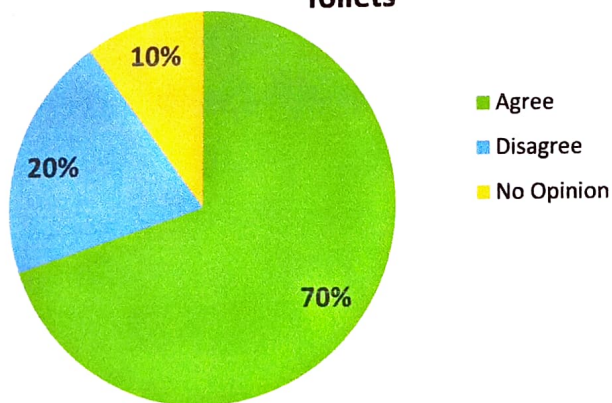
**Adequate Number of Toilets are Available in the Campus for Girls**



**Table 6 Adequate Disposal Bins are Available in the Toilets**

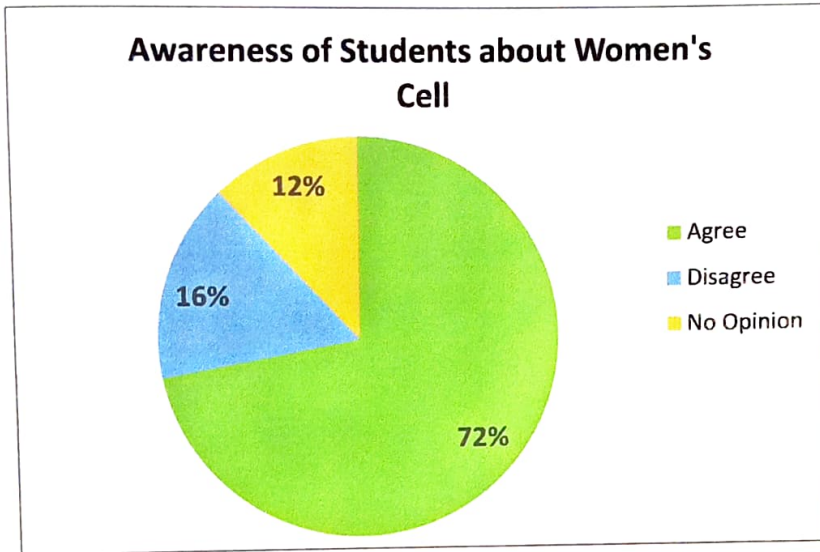
Agree	Disagree	No Opinion
35	10	5

**Adequate Disposal Bins are Available in the Toilets**



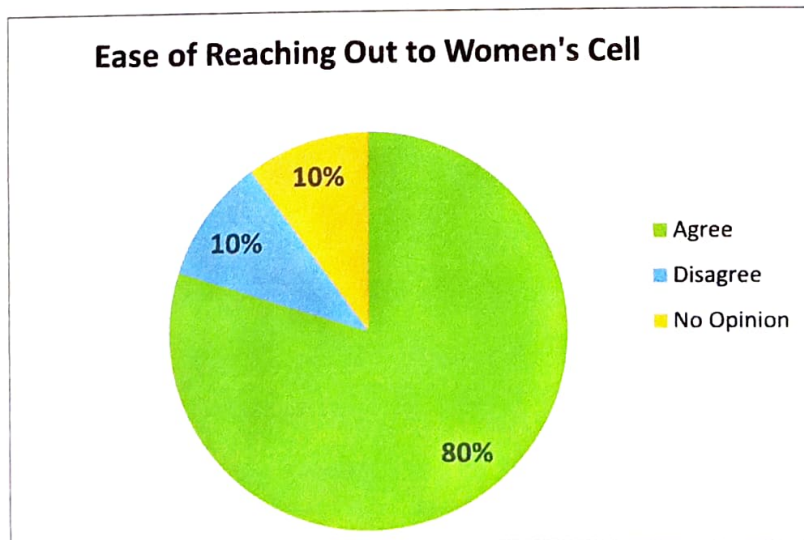
**Table-7 Awareness of Students about Women's Cell**

Agree	Disagree	No Opinion
36	8	6



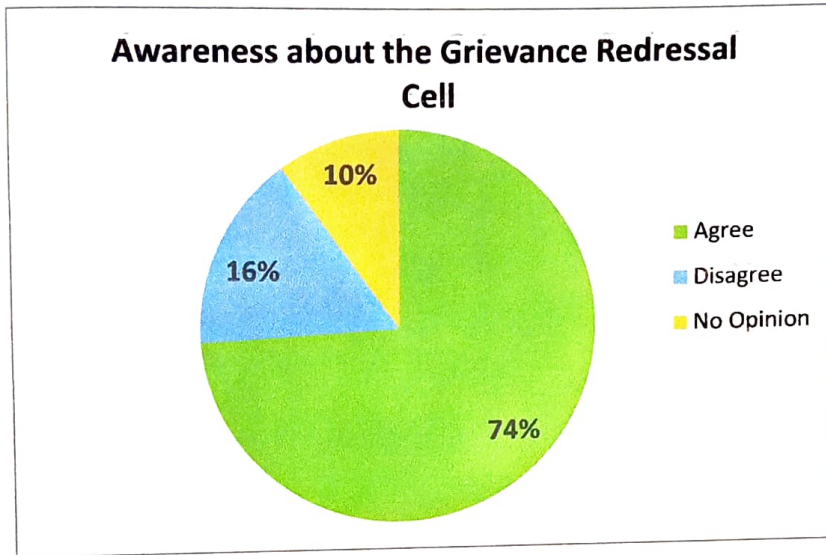
**Table- 8 Ease of Reaching Out to Women's Cell**

Agree	Disagree	No Opinion
40	5	5



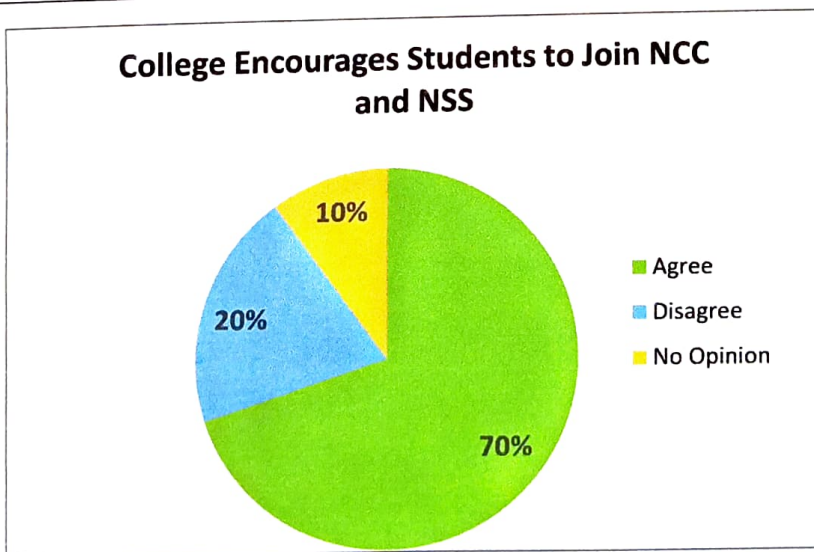
**Table- 9 Awareness about the Grievance Redressal Cell**

Agree	Disagree	No Opinion
37	8	5



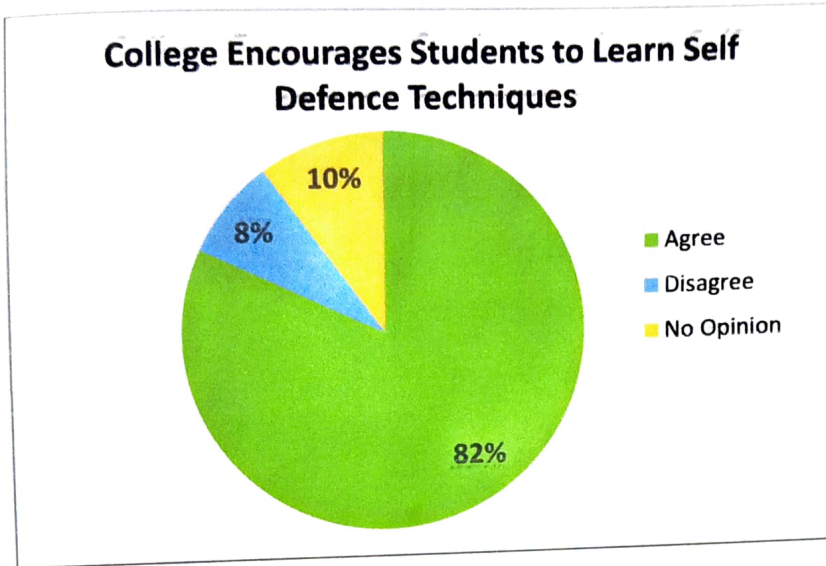
**Table-10 College Encourages Students to Join NCC and NSS**

Agree	Disagree	No Opinion
35	10	5



**Table- 11 College Encourages Students to Learn Self Defence Techniques**

Agree	Disagree	No Opinion
41	4	5



## RECOMMENDATION

The gender committee identifies the following recommendations to short out the gender gap in the college:

**Arrangement of more awareness programmes:** The various committees and units viz. Women Cell, Teacher's unit, NCC and NSS unit of the college should arrange more awareness programs on gender equality.

**Induction programmes:** Encourage information dissemination through Induction program, Seminar, Debates, Quiz and Newsletters on topics of Gender sensitization & equality.

**Arrangement of more awareness programmes for guardians:** The college should arrange some awareness programmes for guardians also, so that students can receive supports from their homes to fight gender bias of the society.

Signature of Members

*Suranyana Bhadra 14.08.23*  
*Jaswati Chandra . 14.08.23*  
*Uposana Rj Barua 14.08.23*

### Undertaking for Gender Audit (2022-2023)

I, Dr. Soma Roy, Principal of Serampore Girls College, undertake to:

1. Conduct a transparent and inclusive Gender Audit, seeking feedback from all stakeholders.
2. Assess curriculum, infrastructure, safety measures, workplace policies, and cultural activities for gender equality.
3. Actively address disparities identified during the audit and communicate results openly to the college community.
4. Ensure confidentiality and focus on systemic improvements rather than individual scrutiny.

I encourage the active participation and feedback of the college community to foster gender equality.

Sincerely,

*Soma Roy, 14/8/23*

Dr. Soma Roy

Principal Serampore Girls College

Principal  
Serampore Girls' College  
Serampore, Hooghly