



Krishnagar Government College



2018-19
to
2022-23

GENDER AUDIT REPORT

PREFACE

"When women thrive, all of society benefits, and succeeding generations are given a better start in life." - Kofi Annan

Gender equality, the pursuit of equal rights and opportunities for all individuals regardless of their gender, does not imply the eradication of differences between men and women. Instead, it signifies that individuals should have access to the same rights, responsibilities, and opportunities, irrespective of their gender. Gender equity involves ensuring fairness in the treatment of both men and women, taking into account of their specific needs. This may lead to the provision of equal treatment or different treatments, that is deemed equivalent in terms of rights, benefits, obligations and opportunities.

Gender equality is a pressing global issue, and the discourse surrounding the emancipation and rights of women is a prominent aspect of various formal and informal campaigns worldwide. With growing awareness about gender-related concerns, women are proactively addressing the oppression and exploitation they face. Gender awareness empowers women to transcend conventional gender stereotypes and rigid role expectations.

In pursuit of gender equity, a gender audit was conducted to identify strategies for creating a more inclusive and equitable environment in a college campus. The audit process involved selecting specific areas for assessment, assembling participants, providing orientation to the participants, developing a comprehensive checklist, conducting on-site observations, documenting the findings, and sharing the results with the college Principal for the implementation of recommended changes.

The aim of this gender audit is to ensure that the college campus becomes a safer and more supportive space for all individuals, irrespective of their gender. By fostering gender equity, we strive to create a society where every person can thrive and contribute their unique skills and perspectives, without any discrimination based on their gender identity.

**Dr. Edha Chakrabarti
&
Sri Tuhin Manna**

Convenors, Gender Audit Committee

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INTRODUCTION



Krishnagar Government College is a renowned institution in the district of Nadia, West Bengal. The institution maintains rich legacy since its inception. It has gained recognition as a prestigious institution known for its commitment to excellence in education. The college is dedicated for providing quality education to students through unwavering hard work, dedication, and a strong sense of devotion. In 2008, the college received the status of 'A' Grade by the NAAC and acquired the status of "College with Potential for Excellence" in 2010. In 2015, this institution was again awarded an 'A' Grade by the NAAC. Notable awards won in recent years, like "The Best College of Nadia District" by the University of Kalyani in the year 2017. In the year 2018, the college has also received "Ananya Samman" from ZEE Bangla 24 Ghonta for excellence in education.

In addition to its primary aim of imparting quality higher education at the undergraduate and postgraduate level, the college also aims at developing responsible and sensitive students, integrating them from diverse cultural, linguistic and religious groups, and moulds them towards developing social commitments a panoramic view of the society.

The Gender Audit Team has conducted a thorough review and analysis of the operating environment of Krishnagar Government College. Through this analysis, the team has recognized that the college operates in an inclusive environment where students, besides education have equal access to a wide range of opportunities in sports and physical activities.

After carefully examining the feedback provided by the students, it is concluded that their overall perception, regarding programme planning, design, and college activities, is positive. According to the analysis, a significant portion of students have expressed their satisfaction in the existing policies and programs of the college regarding gender equity. This indicates that they believe the college has made adequate efforts to ensure fairness and equality for all genders.

KRISHNAGAR GOVT COLLEGE - AT A GLANCE

Name of the OIC/Principal	Dr. Sobhon Niyogi
Affiliated To	Kalyani University
NAAC Accreditation UGC Recognition AISHE Code	A-Grade with CGPA: 3.17 2(f) and 12(b) C-7093
Year of Establishment	1845
Type of College Intake Capacity No. of UG Program No. of PG Program Departments	Co-Education 1560 15 Major Courses 4 PG Courses Arts: 06 & Science: 09
Laboratory Hostel	23 Boys Hostel: 02 & Girls Hostel : 01
No. of Teaching Staff No. of Librarian No. of Non - Teaching Staff	81 01 19
Campus Area	24 acre.



P.O-Krishnagar, Dist.- Nadia,
West Bengal-741101



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03472-252863



<http://www.krishnagargovtcollege.org>

GENDER AUDIT

Gender Policy

- **Non-Discrimination:** No gender-based discrimination shall be tolerated in the institution.
- **Equal Opportunities:** The institution provides equal opportunities for all genders.
- **Freedom of Expression:** All genders have the right to express their opinions freely.
- **Grievance Redressal:** An accessible, unbiased, and confidential cell is available for addressing gender-related grievances.
- **Safety and Security:** The institution ensures the safety and security of all genders.
- **Inclusivity and Sensitization:** The institution promotes gender inclusivity and awareness.

Objectives of Gender Audit

- To identify gaps where gender imbalance exists and the causes behind them.
- To suggest measures for bridging the gap.
- To maintain good gender balance in decision-making processes in all the college activities.
- To analyse the efforts and capacity of relevant committees for preventing sexual harassment in the college.
- To strengthen the working capacity of Women's Cell/ Prevention of Sexual Harassment Cell/ICC and Grievance Redresses Cell of the college.

Key Steps in Gender Audit

Planning - setting the objectives and scope of the audit, determining the methodology, and creating a detailed plan for conducting the audit.

Data Collection - conducting surveys, reviewing relevant documents and policies, and observing practices within the organization.

Preliminary Report - Preparing the draft audit report including the audit observations, identified issues, and recommendations for improvement.

Final Report - The preliminary report is refined and finalized by incorporating feedback and additional information. The final report presents comprehensive audit findings, conclusions, and recommendations.

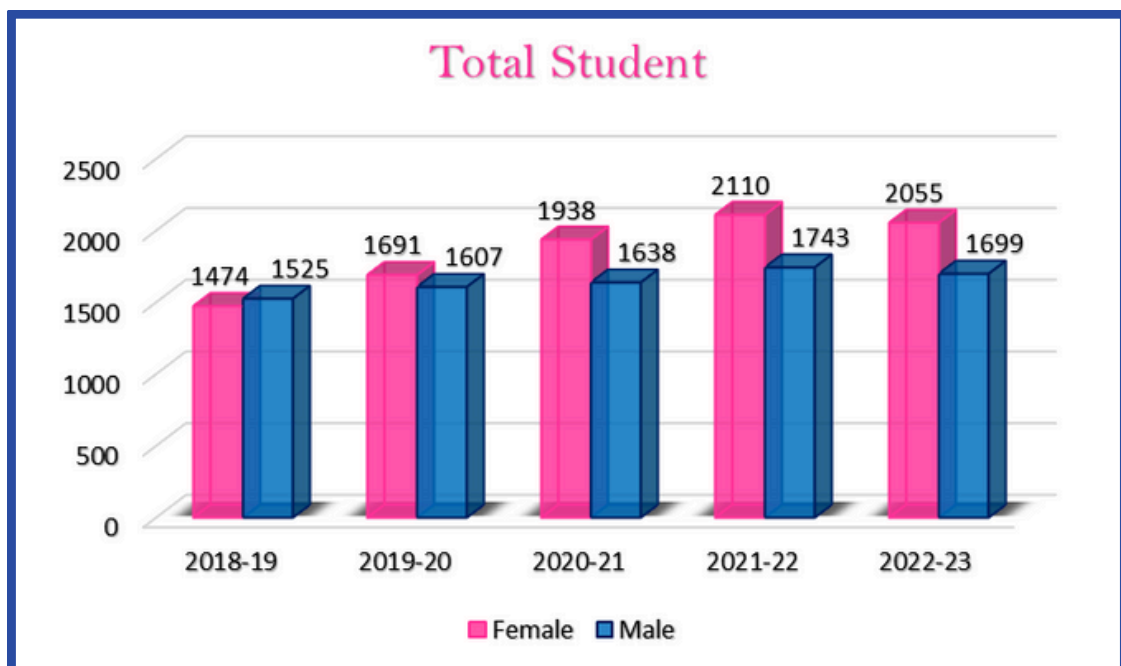
GENDER AUDIT COMMITTEE

SL. NO.	NAME	DESIGNATION	INSTITUTION
01	Dr. Sobhon Niyogi (Officer-in-Charge)	Chairman	Krishnagar Government College
02	Dr. Natasa Dasgupta (Principal & Member of WBTGPDB)	External Member	Krishnagar Women's College
03	Dr. Edha Chakarabarti (Assistant Professor)	Jt. Convenor	Krishnagar Government College
04	Sri Tuhin Manna (Assistant Professor)	Jt. Convenor	Krishnagar Government College
05	Smt. Sewli Das Karmakar (Associate Professor)	Internal Member	Krishnagar Government College
06	Dr. Munmun Ghosh (Assistant Professor)	Internal Member	Krishnagar Government College

DATA ANALYSIS

Table 1 : Gender Wise Distribution of Total Students in the College during the Period 2018-19 to 2022-23

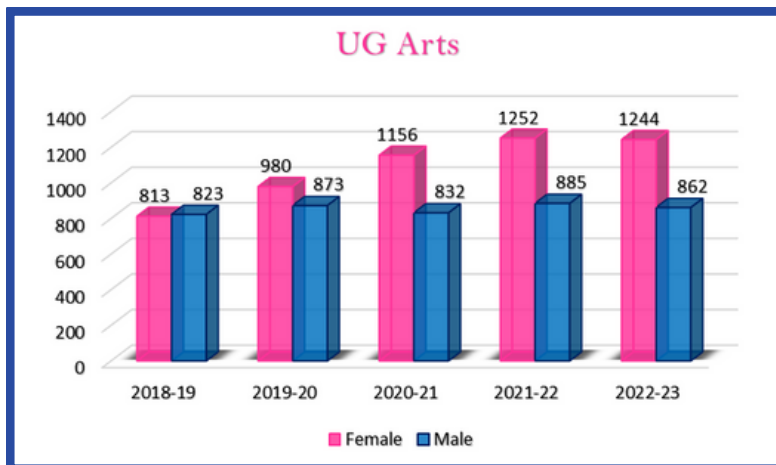
Academic Year	Female	Male	Total
2018-19	1474	1525	2999
2019-20	1691	1607	3298
2020-21	1938	1638	3576
2021-22	2110	1743	3853
2022-23	2055	1699	3754



This diagram provides an overview of gender distribution in the college. It is clear that the proportion of female students is increasing.

Table 2 : Gender Wise Distribution of Total Under Graduate Arts and Science Students during the Period 2018-19 to 2022-23

Academic Year	Under Graduate Arts			Under Graduate Science		
	Female	Male	Total	Female	Male	Total
2018-19	813	823	1636	460	595	1055
2019-20	980	873	1853	489	671	1160
2020-21	1156	832	1988	561	722	1283
2021-22	1252	885	2137	642	785	1427
2022-23	1244	862	2106	624	749	1373



UG Arts program is predominated by female students

The dominance of male students is noticeable

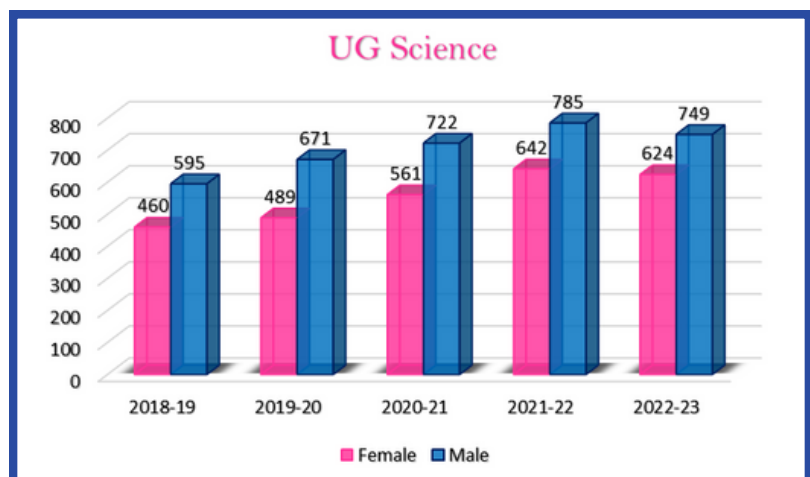
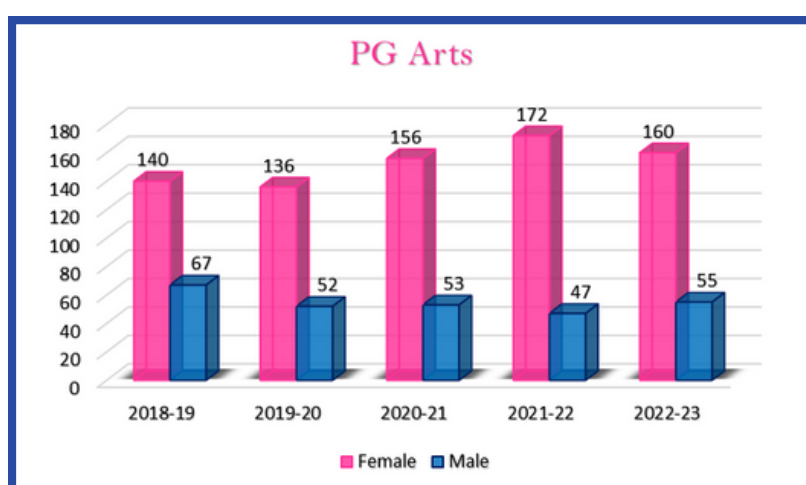


Table 3 : Gender Wise Distribution of Total Post Graduate Arts and Science Students during the Period 2018-19 to 2022-23

Academic Year	Post Graduate Arts			Post Graduate Science		
	Female	Male	Total	Female	Male	Total
2018-19	140	67	207	61	40	101
2019-20	136	52	188	65	32	97
2020-21	156	53	209	65	31	96
2021-22	172	47	219	44	26	70
2022-23	160	55	215	27	33	60



PG Arts Program is predominated by female students

The dominance of female students is noticeable

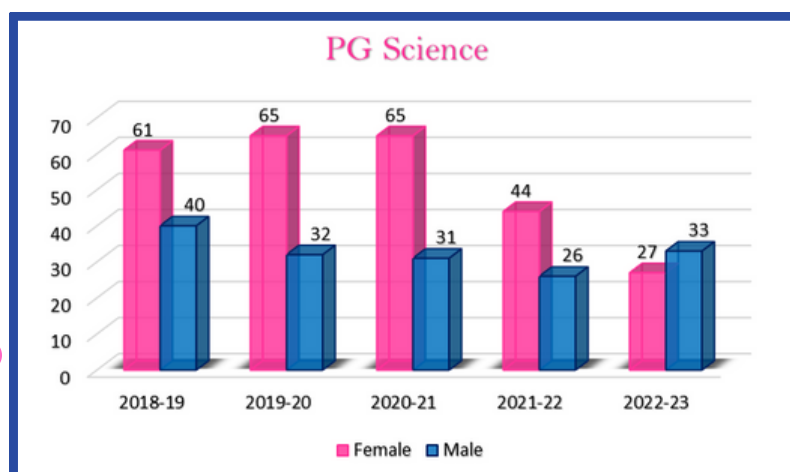
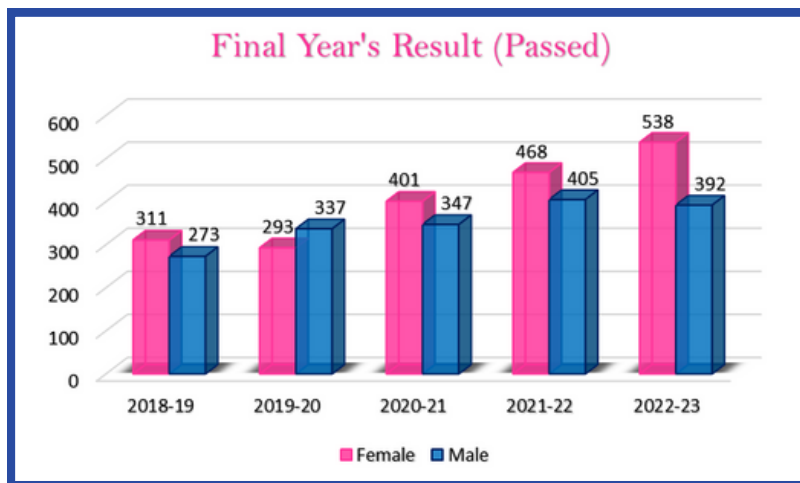


Table 4 : Gender Wise Distribution of Final Result of Students during the Period 2018-19 to 2022-23

Year	Total Passed out Student			Student Scoring more than or equal to 60% marks		
	Female	Male	Total	Female	Male	Total
2018-19	311	273	584	130	88	218
2019-20	293	337	630	121	111	232
2020-21	401	347	748	274	229	503
2021-22	468	405	873	465	384	849
2022-23	538	392	930	507	385	892



Female students are performing better than boys

The performance of female students is remarkable

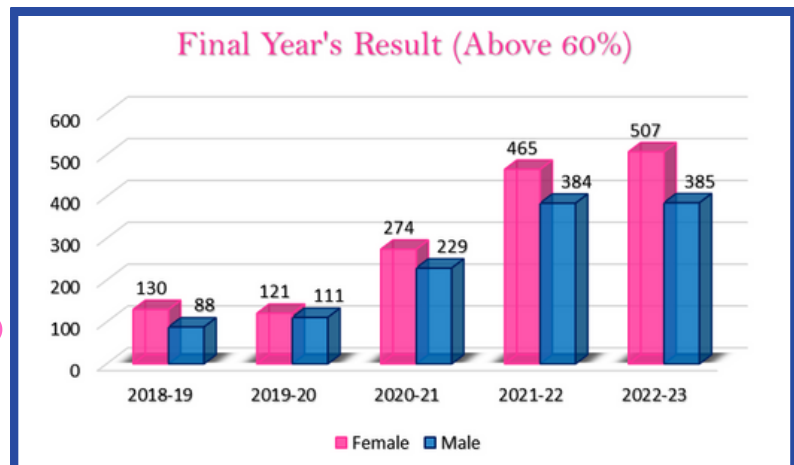
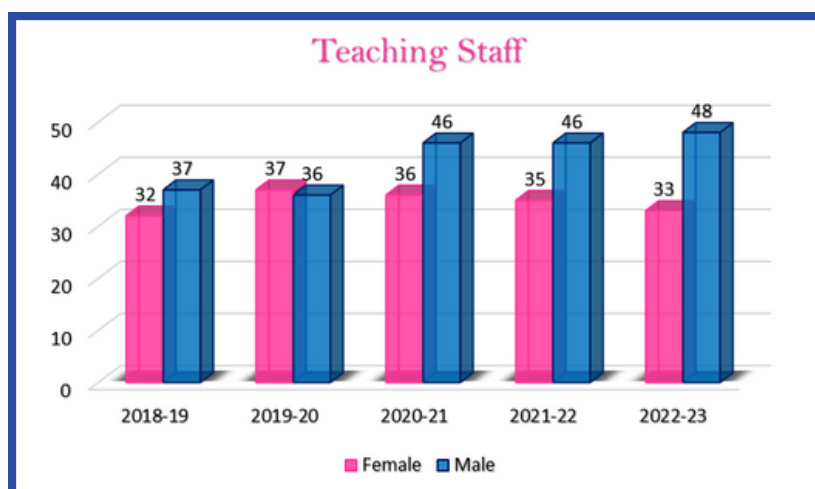


Table 5 : Gender Wise Distribution of Teaching and Non - Teaching Staff during the Period 2018-19 to 2022-23

Year	Teaching Staff			Non - Teaching Staff		
	Female	Male	Total	Female	Male	Total
2018-19	32	37	69	4	29	33
2019-20	37	36	73	4	24	28
2020-21	36	46	82	3	19	22
2021-22	35	46	81	4	16	20
2022-23	33	48	81	4	15	19



The number of male teachers is more than the female teachers

Predominance of male staff is noticeable

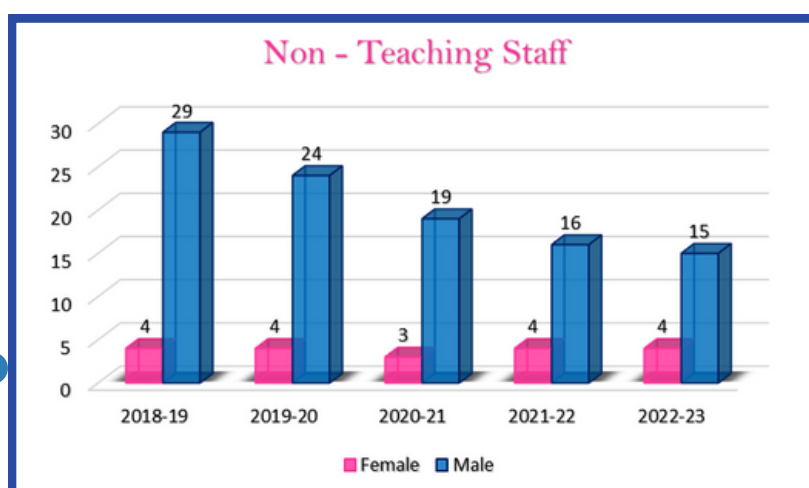
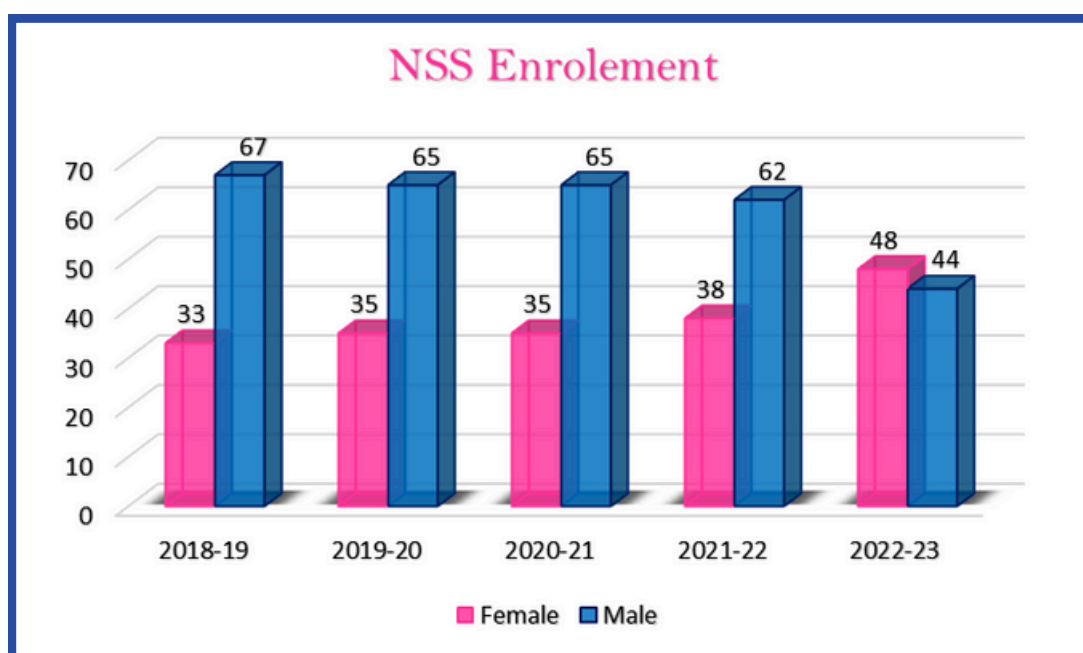


Table 6 : Gender Wise Distribution of Total Students Participation in NSS during the Period 2018-19 to 2022-23

Academic Year	Female	Male	Total
2018-19	33	67	100
2019-20	35	65	100
2020-21	35	65	100
2021-22	38	62	100
2022-23	48	44	92



The number of total enrollment of students is fixed at 100 per year.

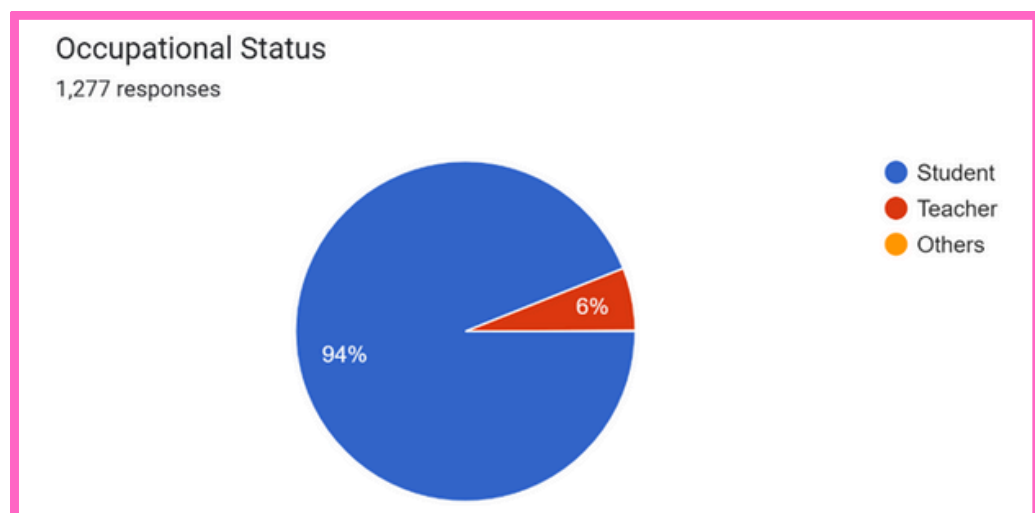
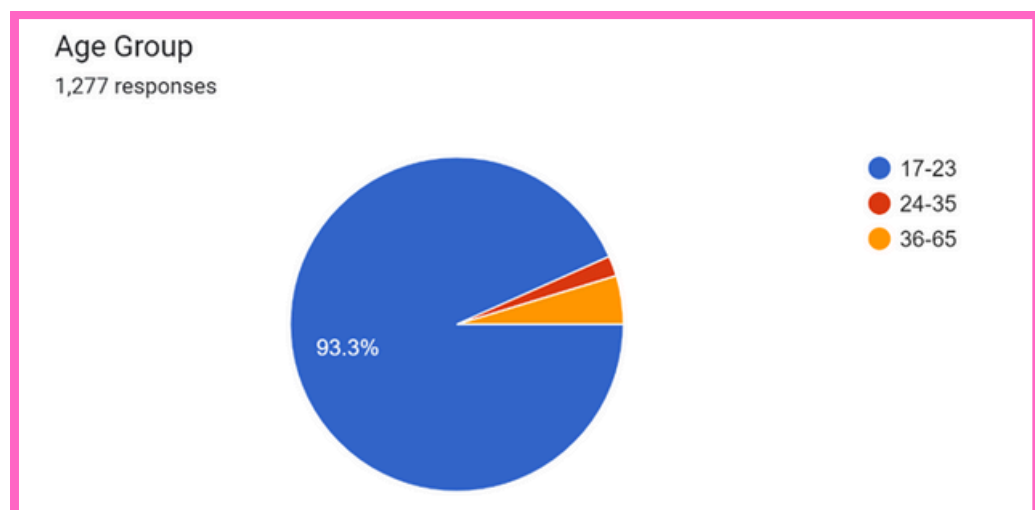
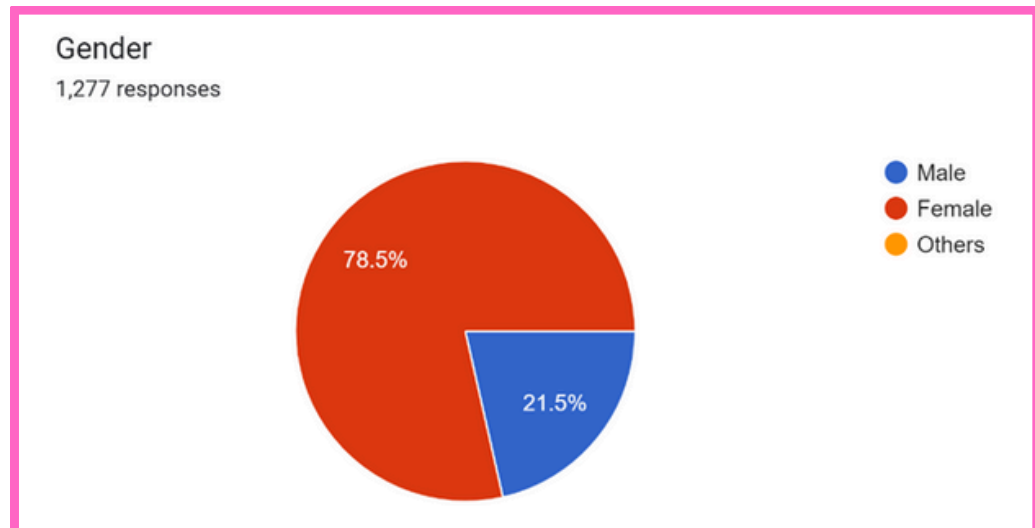
The selection of NSS volunteers is on the basis of their aptitude towards selfless service to the society and also their ability to work in groups. **It is a matter of pride to see that participation of girls is increasing in these activities.**

Is your college a gender-happy place?

- Does the college conduct gender sensitization programme as a part of its curriculum?
- Does the college conduct gender awareness programme as a part of its curriculum?
- Are adequate amenities (e. g. toilets, first aid facility, common room, CCTV) available in the college campus?
- Are adequate facilities available inside the toilet, keeping in mind the need of girl students?
- Is adequate electricity facility available in corridors, class rooms, common areas and toilets?
- Have adequate security arrangements been made in the campus and common areas?
- Do you think a women cell is needed for improving the issue of gender equality in the college?
- If needed, do you know how and where to lodge a complaint?
- Is there any grievance redressal cell in the college?
- Are there female faculties in the grievance redressal cell?
- Does the classroom offer equal opportunities to all genders?
- Does the college offer equal opportunities to all genders in sports?
- Are there equal opportunities for all genders to work with various clubs and forums?
- Does the college offer equal opportunities to all genders for free and fair expression of ideas?

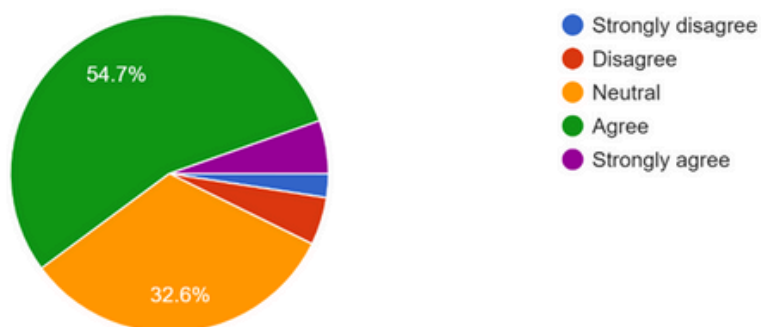
GENDER AUDIT SURVEY

The auditor team conducts a survey and collected responses from students, teaching as well as non teaching staffs of the college. Following is a summary of the responses received:

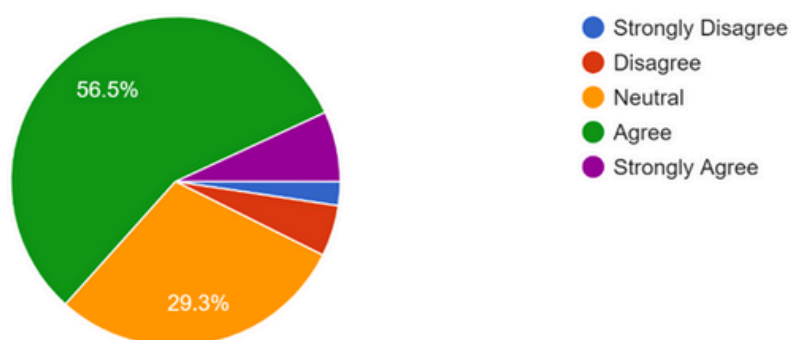


GENDER AUDIT SURVEY

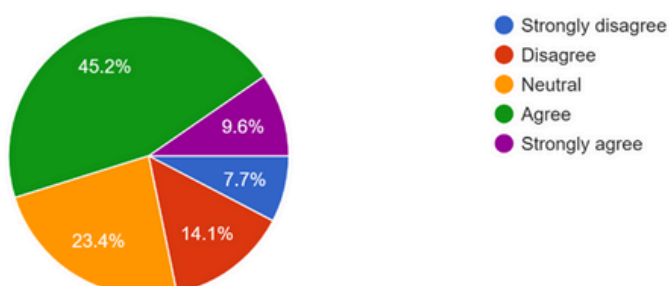
The college conducts gender sensitization programme as a part of its curriculum.
1,277 responses



The college conducts gender awareness programme as a part of its curriculum.
1,277 responses



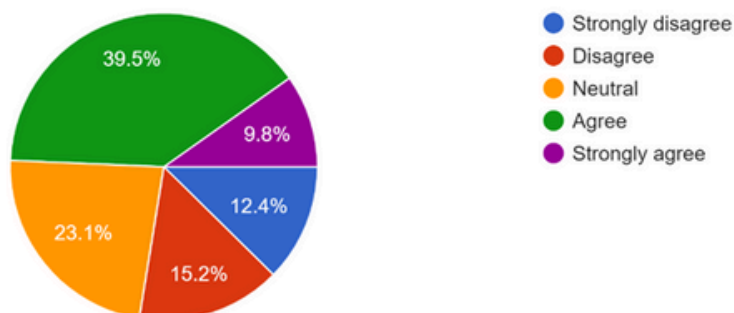
Adequate amenities are available in the college campus (e. g. toilets, first aid facility, common room, CCTV)
1,277 responses



GENDER AUDIT SURVEY

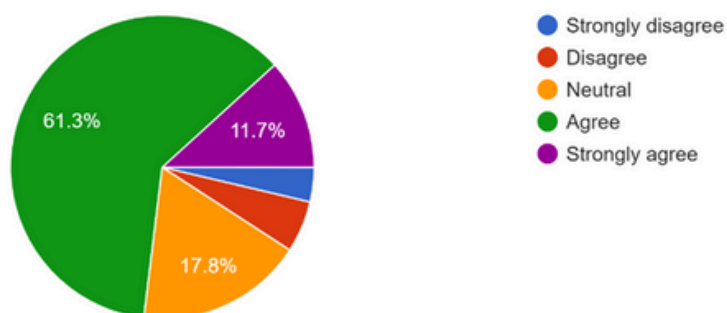
Adequate facilities are available inside the toilet, keeping in mind the need of girl students.

1002 responses



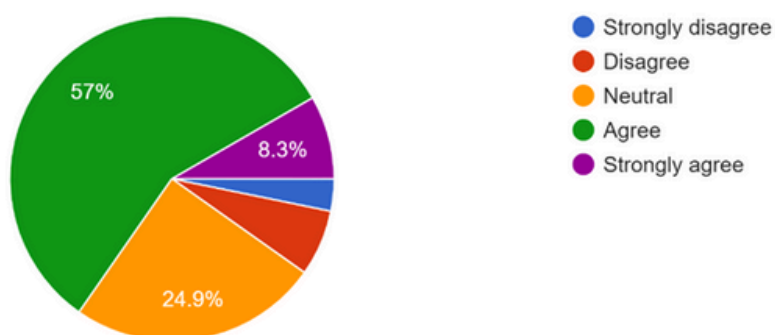
Adequate electricity facility is available in corridors, class rooms, common areas and toilets.

1,277 responses



Adequate security arrangements have been made in the campus and common areas.

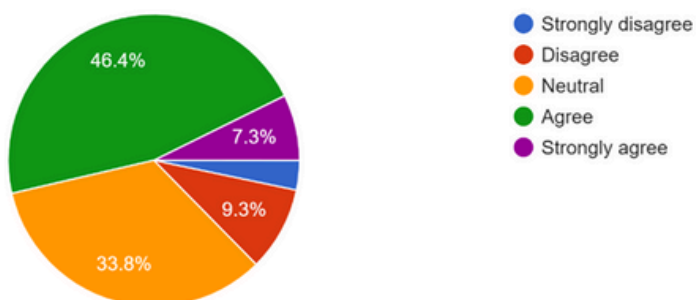
1,277 responses



GENDER AUDIT SURVEY

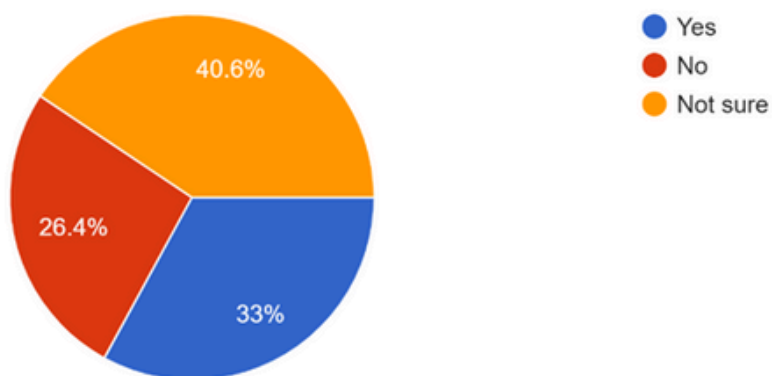
Do you think a women cell is needed for improving the issue of gender equality in the college?

1,277 responses



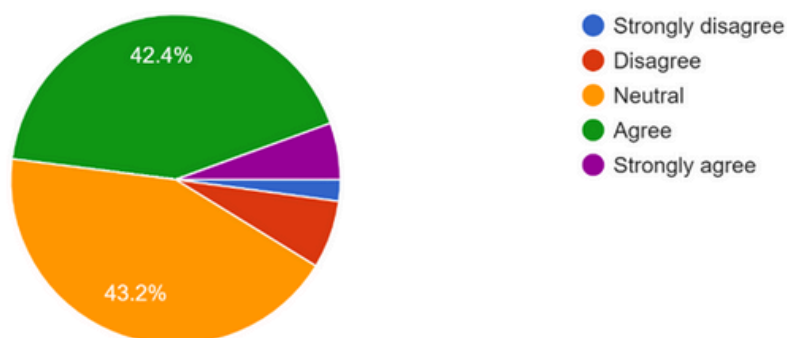
If needed, do you know how and where to lodge a complaint?

1,277 responses



A grievance redressal cell has been set up.

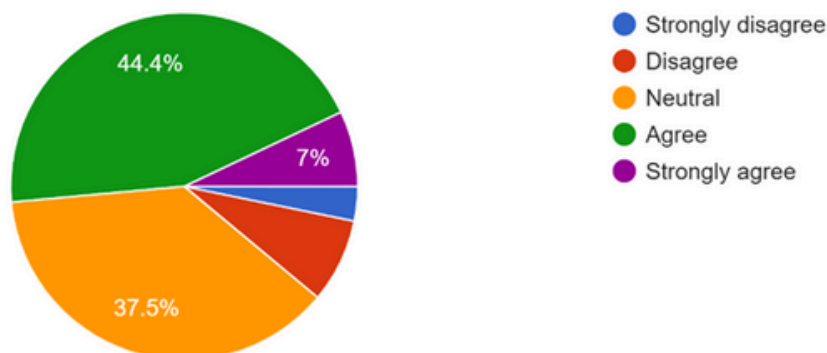
1,277 responses



GENDER AUDIT SURVEY

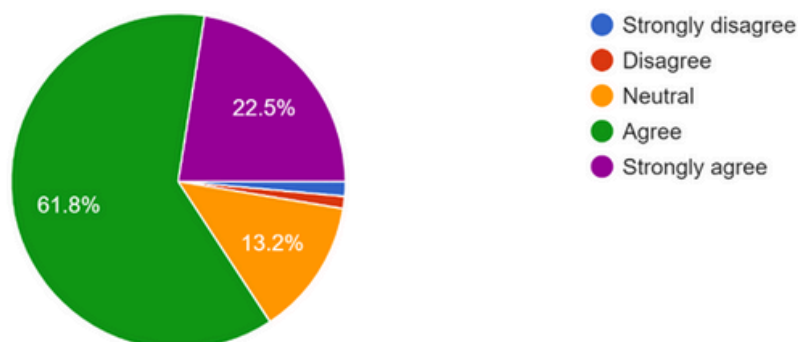
There are female faculties in the grievance redressal cell.

1,277 responses



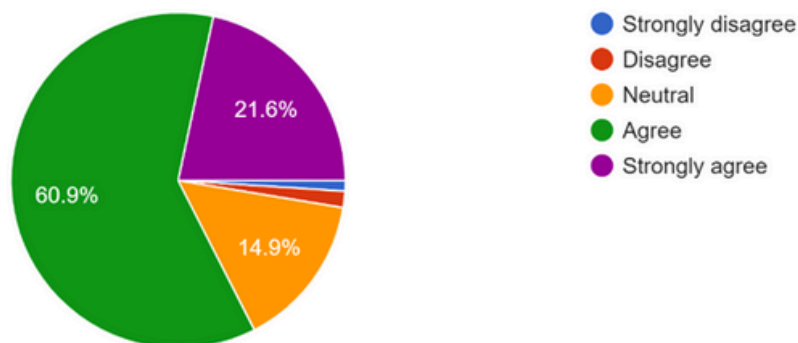
The classroom offers equal opportunities to all genders.

1,277 responses



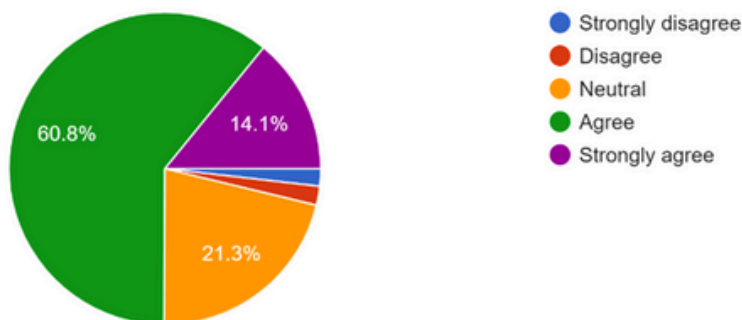
The college offers equal opportunities to all genders in sports.

1,277 responses



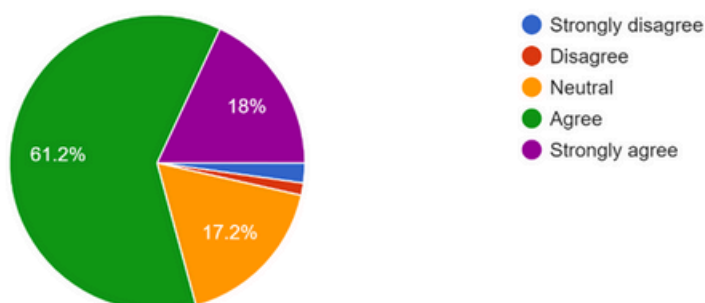
There are equal opportunities for all genders to work with various clubs and forums.

1,277 responses



The college offers equal opportunities to all genders for free and fair expression of ideas.

1,277 responses



SALIENT FINDINGS:

- Most importantly it is observed that, in academic performance, success rate of female students (58%) is comparatively higher than male students (42%).

According to the perception of respondents reflected in the survey report we have the following observations:

- College conducts gender sensitization and awareness programmes as a part of curriculum (around 65% positive responses are reported) .
- College has safety measures such as well-equipped security guards, adequate lights and CCTV facilities at campus.
- A Grievance Redressal Cell is working well.
- College also provides equal opportunities for all students irrespective of gender in classroom, sports or various clubs and forums (around 80% positive responses are reported).
- Finally it is noted that, the faculties are trying their level best to maintain the healthy and unbiased atmosphere in the college.

RECOMMENDATIONS

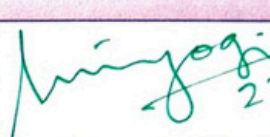
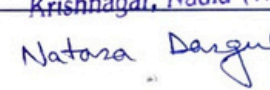

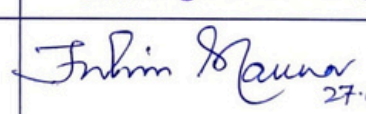
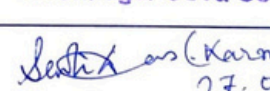
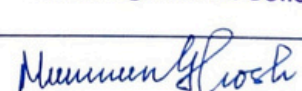
- Enhance gender sensitization programme.
- Address neutral responses effectively.
- Increase awareness of Grievance Redressal Cell.
- Promote equal opportunities in co-curricular activities.
- Required more female toilets with disposal bins and sanitary vending machine.
- Implement faculty training programme on gender sensitivity.
- Form Women Cell to improve the issue of gender equality.
- Develop skills among the female students by means of various workshops and training programmes through Women Cell for their overall personality development as well as self-reliance among them.

CONCLUSION

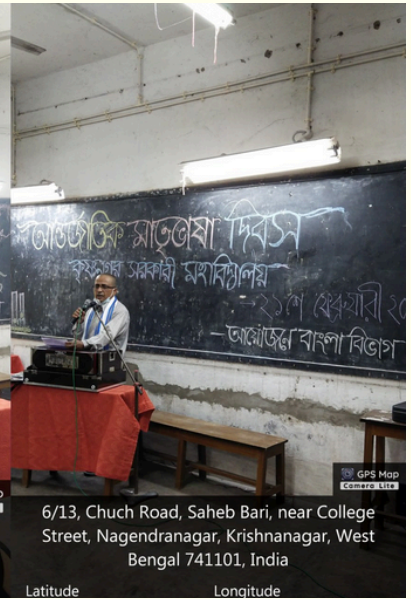
Gender sensitization programmes of the college have received significant support and positive response, indicating their effectiveness in promoting gender equality. The establishment of a Grievance Redressal Cell has been accepted unanimously. Besides education, the efforts of the college in providing equal access for promoting gender equality in co-curricular activities have been recognized and appreciated. Respondents get equal opportunities for expressing opinions and ideas. They can actively participate in clubs and forums without any gender discrimination. For all students, adequate support services and resources are provided by the college. The findings highlight the importance of maintaining inclusivity and equal opportunities to ensure a positive and healthy educational experience.

The survey helps the college to identify its strengths in promoting gender sensitivity and equality. It also highlights those areas that may require further improvement, suggesting the college authority to address any concerns and make necessary changes to create a more inclusive and supportive environment for all students.

This is to verify that the following members of the Gender Audit Team reported facts and findings as found on ground:

SL. NO.	NAME	DESIGNATION	SIGNATURE
01	Dr. Sobhon Niyogi (Officer-in-Charge)	Chairman	 27/06/2023 Officer-in-Charge Krishnagar Govt. College Krishnagar, Nadia (W.B.)
02	Dr. Natasa Dasgupta (Principal, Krishnagar Women's College & Member, WBTGPDB)	External Member	 27/6/2023 Dr. Natasa Dasgupta Principal Krishnagar Women's College Krishnagar, Nadia.
03	Dr. Edha Chakarabarti (Assistant Professor)	Jt. Convenor	 27-06-2023 Assistant Professor WBES Krishnagar Govt. College
04	Sri Tuhin Manna (Assistant Professor)	Jt. Convenor	 27.06.2023 Assistant Professor WBES Krishnagar Govt. College
05	Smt. Sewli Das Karmakar (Associate Professor)	Internal Member	 27.06.2023 Associate Professor WBES Krishnagar Govt. College
06	Dr. Munmun Ghosh (Assistant Professor)	Internal Member	 27.06.2023 Assistant Professor WBES Krishnagar Govt. College

THE IMAGE GALARY



ANANDADHARA



BASANTA UTSAB

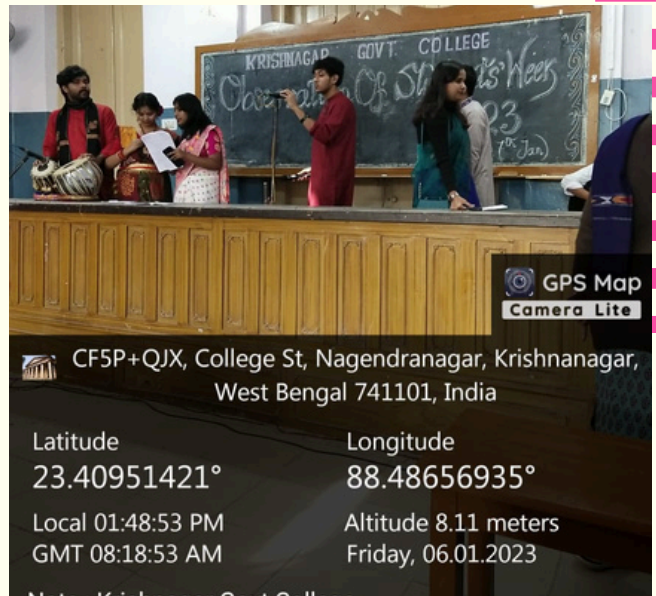


1206/A, Rajapara, Last French Colony, Kolupukur
Panchanantala, Kolkata, West Bengal 712136, India

Latitude 22.86775733° Longitude 88.35705988°
Local 12:33:47 PM Altitude 12 meters
GMT 07:03:47 AM Monday, 06.03.2023

Note : Krishnagar Govt College

STUDENT WEEK OBSERVATION



CF5P+QJX, College St, Nagendranagar, Krishnanagar,
West Bengal 741101, India

Latitude 23.40951421° Longitude 88.48656935°
Local 01:48:53 PM Altitude 8.11 meters
GMT 08:18:53 AM Friday, 06.01.2023

ENVIROMENT DAY



CF5P+QJX, College St, Nagendranagar, Krishnanagar, West
Bengal 741101, India

Latitude 23.4094488° Local 01:28:04 PM
GMT 07:58:04 AM