

Gender audit-2021-22

Dum Dum Motijheel College

The Gender Audit provides an institution with a tool and approach to assess the compliance with the status of gender equity and to develop an action planning process for moving forward.

It becomes possible to work within the institution to change the unequal patterns and to reinforce the equalizing once, making the institution more gender responsive.

Objective of gender audit-

The gender audit would facilitate to develop an atmosphere of trust so that all the stakeholders feel their voices are valued and they can hold their confidence. The gender audit would provide our college a tool and approach to assess and improve the gender issues and create a gender action plan.

Background

1. The year 2021-22 is marked as a challenging year to the mankind – learning process is in the online mode- every human being is fighting against the grave socio-economic disaster created by Covid-19. People lost their job and have to face loss of health, employment and misery and gave birth to an unprecedented challenge to health and socio economic security.
2. Under such situation our college have taken positive step towards gender related audit of our college.

Audit report –This year the teaching learning process of our college along with most of the higher education institution has been conducted in online mode due to the pandemic situation. For this year, we have conducted the internal gender audit and helped us to focus on the following information-

1. Institutional provisions present in our institution for creating a gender friendly environment.
2. The facts that created a gender related issues as reflected by the data. The gender related statistics are used to reflect the gender status of our institution.

Organizational provisions-

The women cell of our college acts as monitoring agent for awareness and encourage gender friendly environment of our institution.

In 2021-22 it organized an online interactive session entitled ‘ Covid 19 – A journey Towards the War Front’ on 29th October 2021.It is a gender neutral discussion to recognize the intense stamina to fight the hurdles of the life threatening situation fought by the stakeholders of our college. The recognition of strength of the students and other stakeholders would increase mutual respect and encourage a gender friendly atmosphere in the college.

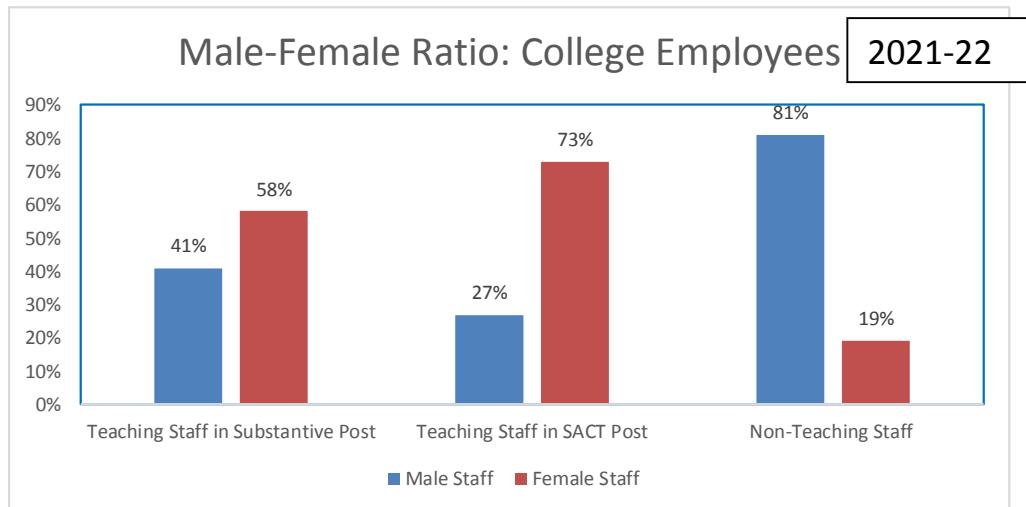
The college has an Internal Complaint Committee to provide justice to any women stakeholder against any sexual harassment at workplace.

Data based summary-

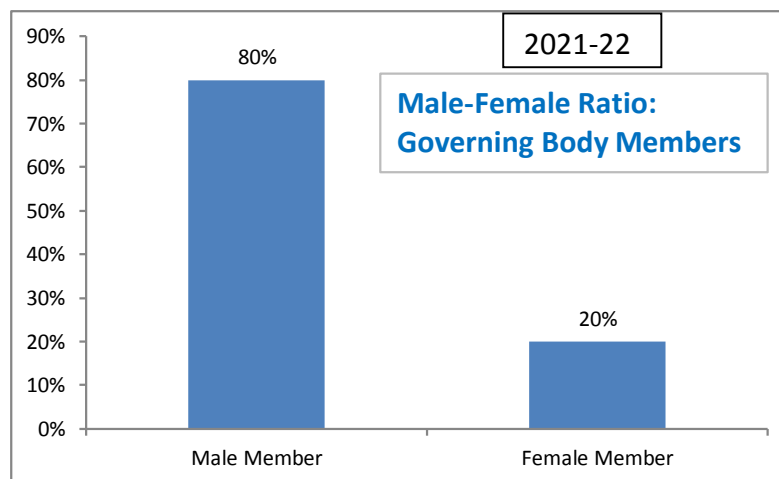
Presentation of gender related statistics to reflect the gender status of our institution-
The gender segregated data is for the following-

- a) At present we have **68** teaching staff in substantive post in our college (including day and women section), out of which **40**are female. That means **59%** of the teachers are female.

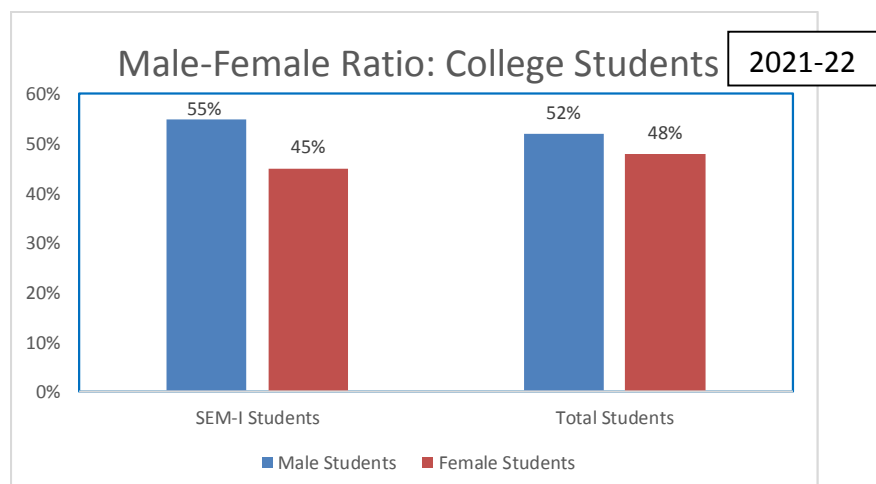
- b) There are **33**SACT (State Aided Contractual Teachers) out of which **24 (73%)** are female.
- c) **36** nonteaching staff in permanent post in our college out of which **7(19%)**are female.



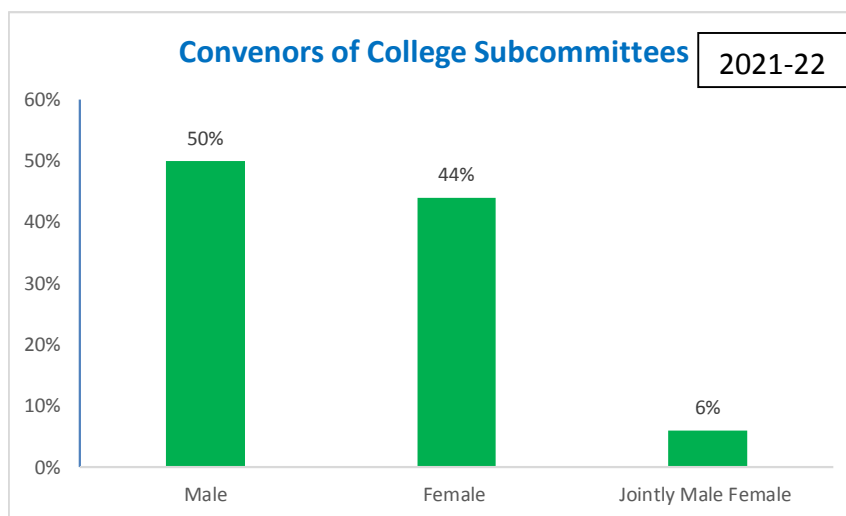
- d) The Governing Body (GB) is the highest administrative body. 20% of the GB members are female.



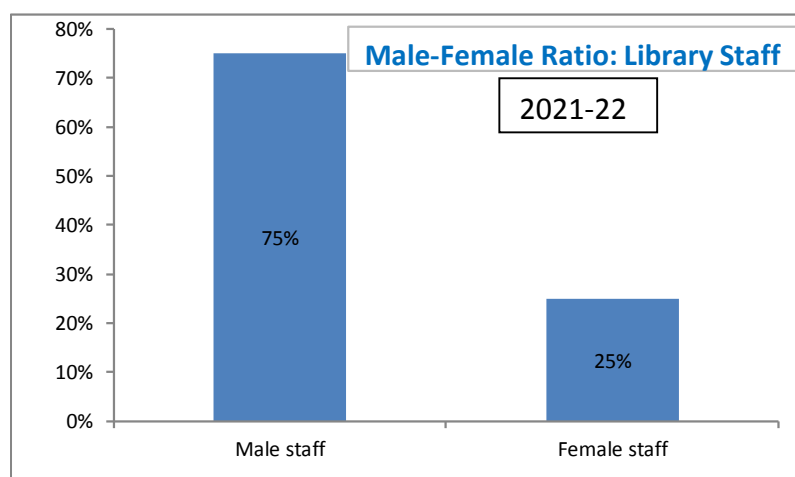
- e) **405** students are admitted in the Semester I in our college –out of them **183** are female.
- f) In total **48%** students of our college are girls.



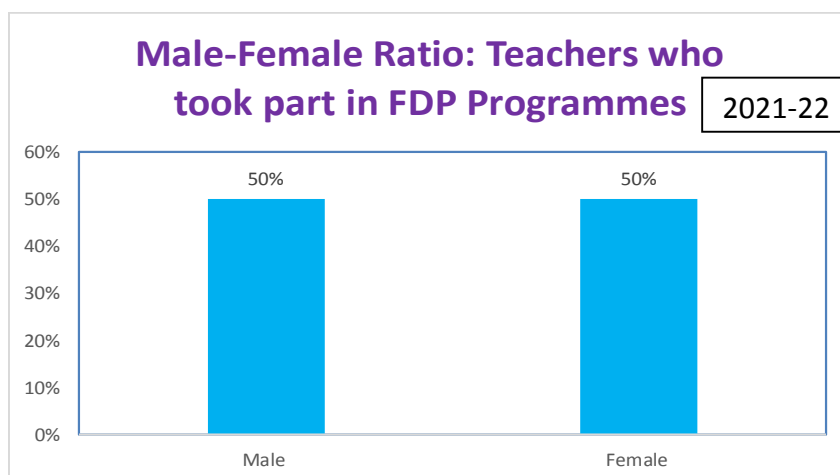
- g) There are **16** subcommittees to help the smooth running of teaching – learning process. **7** of which headed by female convenors. **1** committee have both male and female teachers as joint convenors.



- h) In the library there is **1** female employee, out of **4** total staff.



- i) There are total **18** teachers who took part in FDP, Faculty Development Programmes (RC, OP, STC etc) out of which **9 (50%)** are female.



- j) The college has separate toilets for male and female teachers and boys and girls students.
- k) There is provision for vending machine in girls toilet from which they get sanitary napkins as and when required. The same provision is there for lady teachers also.
- l) There are separate washroom and common room for the girl students.
- m) Provision for separate washrooms for the female staff is there in our institution.

At a glance it seems that we have provisions for female stakeholders to work in a gender friendly work place but there are many steps to take to move forward towards the betterment.

Gender Audit Team

Sarbari Sarkar

Dr. Sarbari Sarkar

Ipsita Sen

Dr. Ipsita Sen

Mimi Bhattacharya

Dr. Mimi Bhattacharya

Dolan Sengupta

Dr. Dolan Sengupta

Jhumpa Mukherjee

Dr. Jhumpa Mukherjee

Sumana Sarkar

Dr. Sumana Sarkar

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