

Gender audit-2022-23

Dum Dum Motijheel College

Gender integration is one of the key to effective development practices in any institution. Addressing the needs of women, girls, boys and men helps to improve the results and impact on the ground level. To implement various gender action plans, one institution must take certain steps and encourage all the activities to bring gender equality.

Objective: Gender Audit tool is one mechanism to guide our institution to achieve an effective institutional gender integration. It helps us to frame a gender action plan.

Organizational arrangements in our institution: Our institution have a positive outlook towards gender equality.

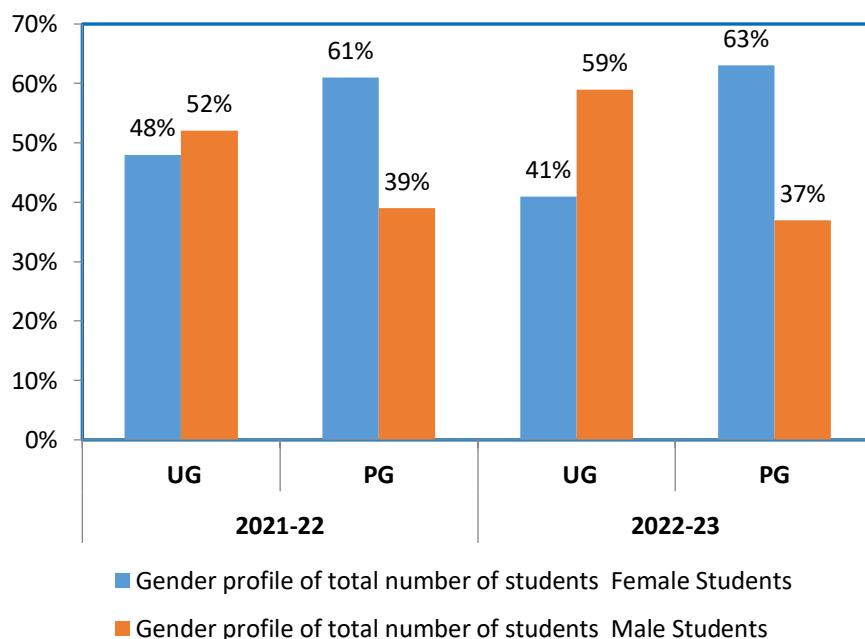
We know that gender sensitive indicators are reflected through,

1. Curriculum aspects
2. Teaching, learning and evaluation
3. Participation of female stakeholders in different programmes
4. Organization and management
5. Healthy practices

Curriculum aspects: Many courses are taught in UG and PG level in the college which covers women issues and focus on women studies and issues related to gender and feminism. In Sociology and Human Development courses at UG level Women Study in incorporated as part of the syllabus.

Teaching learning process: We present the gender segregated data on students and faculty in the college:

Gender profile of total number of students				
Academic year	Programme	Total Students	Female Students	Male Students
2021-22	UG	1298	625	673
	PG	66	40	26
2022-23	UG	1067	443	624
	PG	115	72	43



Gender profile of full-time teachers

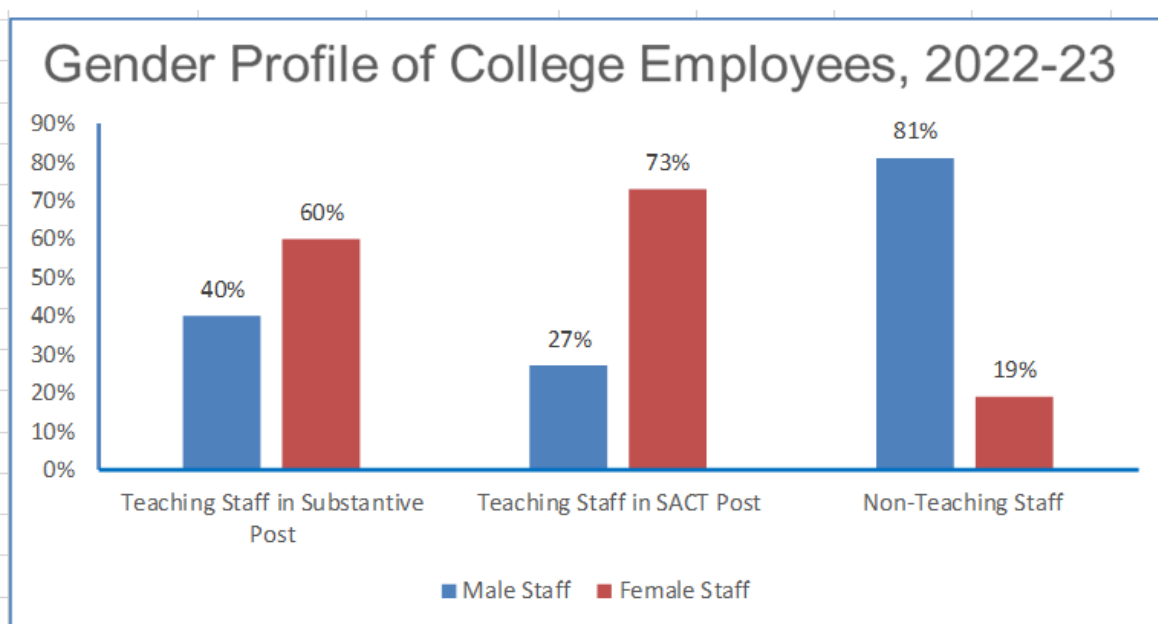
Academic year	Number of teachers	Female	Male
2021-22	68	40	28
2022-23	67	40	27

Gender profile of the State aided contractual teachers

Academic year	Number of teachers	Female	Male
2021-22	33	24	9
2022-23	33	24	9

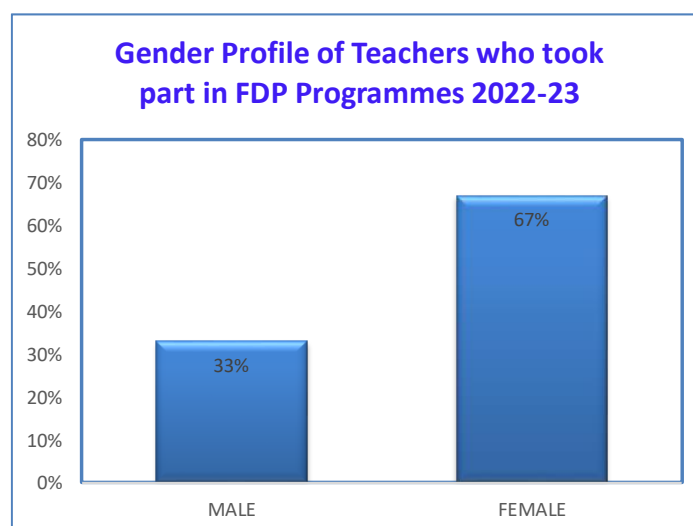
Gender profile of Nonteaching Staff

Academic year	Number of NTS	Female	Male
2021-22	36	29	7
2022-23	36	29	7



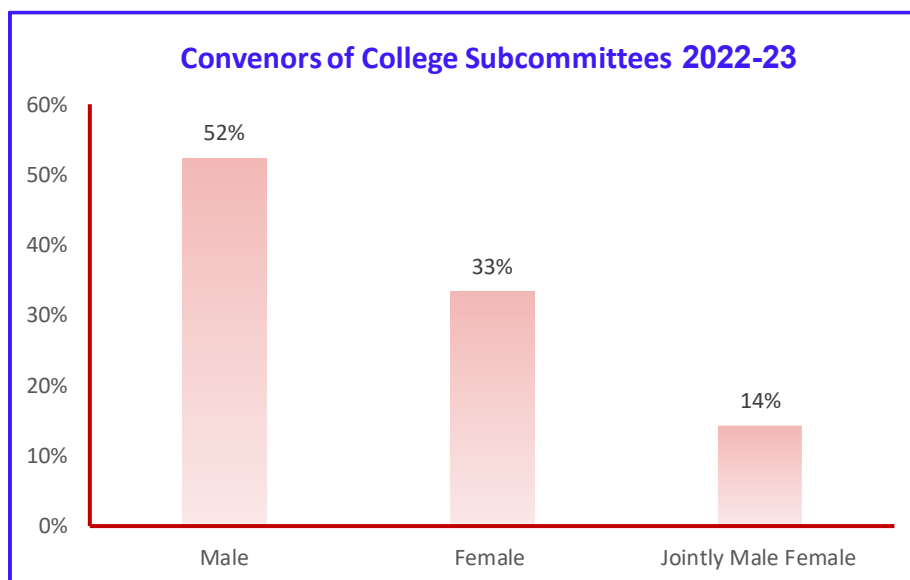
Participation of Women Faculty in faculty development programme

Academic year	Number of teachers	Female	Male
2021-22	18	9	9
2022-23	15	10	5



Convenors of different committees- gender segregated data

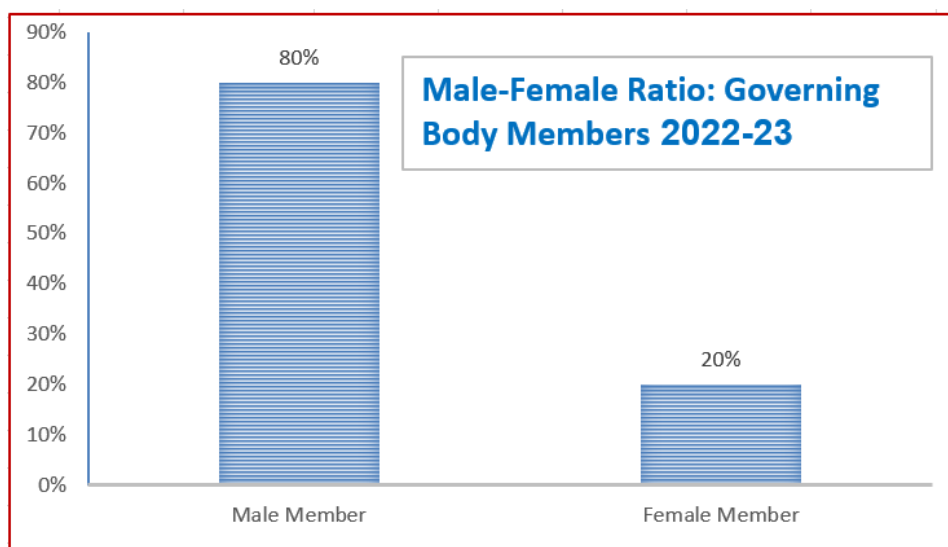
Academic year	Number of sub-committees	Convenors (male)	Convenors (female)	Convenors (Jointly Male and Female)
2021-22	16	8	7	1
2022-23	21	11	7	3



GB is the highest administrative body of our institution. The gender segregated data of GB is shown below

Gender profile of Governing Body Members

Academic year	Total number of GB member	Male	Female
2021-22	11	9	2
2022-23	11	9	2



Infrastructure:

1. The morning section of our college is the women section. Only girl students get admission in this section. Girl students get special opportunity to take part in the teaching learning process in the morning from 7:00 a.m.

The day section is co-educational.

2. We have Women Cell in our college that takes a proactive role in extending the required facilities of the female stakeholders of the institution. It organizes various sensitization programs and seminar lecture for expanding the awareness regarding the gender equality.

Several programs are organized by Women Cell on gender issues.

3. Internal complaint cell: Our college has an Internal Complaint Cell which was formed in the year 2016 following the UGC guideline. The committee is headed by a senior lady teacher and both male and female stakeholders acts as members of this committee. Any complaint of sexual harassment is taken seriously by the members and they scrutinize the incident and sent their verdict to the administration for necessary justice.

4. Entire campus of our college is under CC Camera surveillance.

5. There is provision for separate washrooms for female teaching and non-teaching staff and for girl students in our campus. Provision for vending machine is also made so that the stakeholders may get sanitary napkins whenever needed.

6. There is a separate common room for the female students of our college.

7. Library has space for students for study for both male and female students as well as teachers.

We have collected a feedback from the students of the ongoing session of our college regarding the socio-infrastructure environment arrangements of our college regarding gender issues. This is immensely helpful for assessing the gender related scenario of our institution.

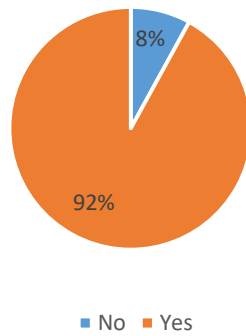
Data is collected randomly from 50 students of our college.

The feedback report is attached herewith.

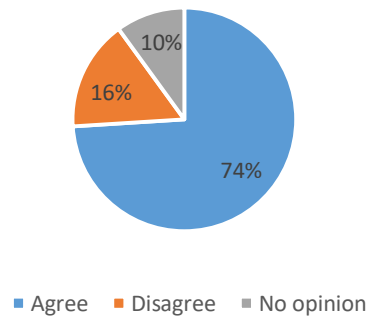
The report will help our institution to build the future plan of action for gender equality.

Feedback from the Students: 2022-23

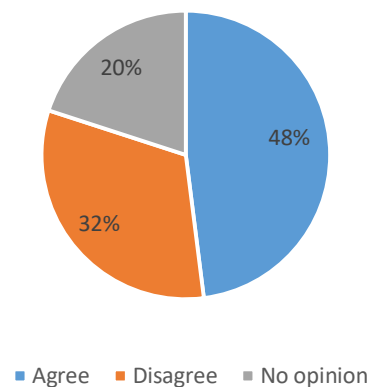
1. Do you think that the environment in college is gender friendly?



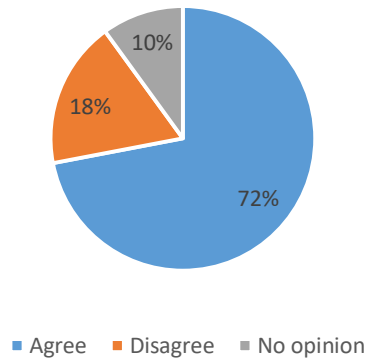
2. Adequate number of toilets are available in the campus for girls.



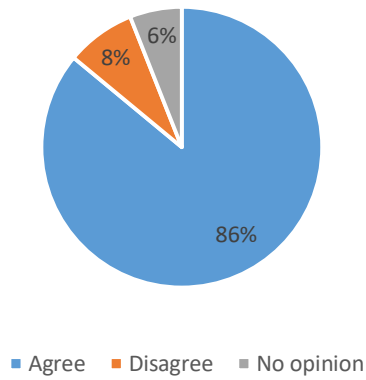
3. Adequate facilities are available inside the toilet keeping in mind the need of the girls students.



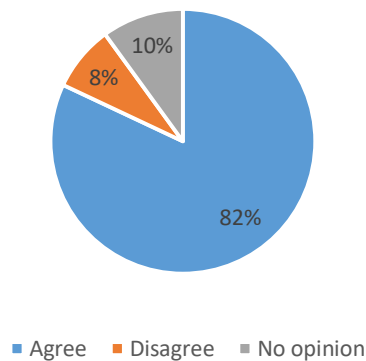
4. Adequate security arrangements have been made in the campus and common areas during college hours.



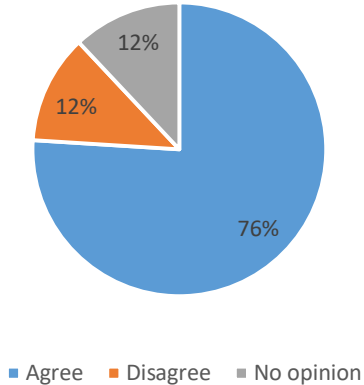
5. The classroom offer equal opportunities to all genders.



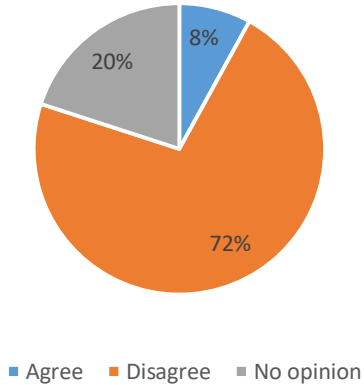
6. Library offers equal opportunities to all genders.



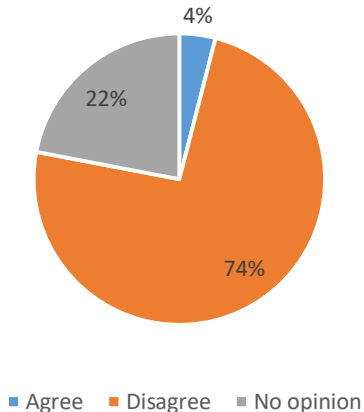
7. Safe environment is available for all girl students in the campus.



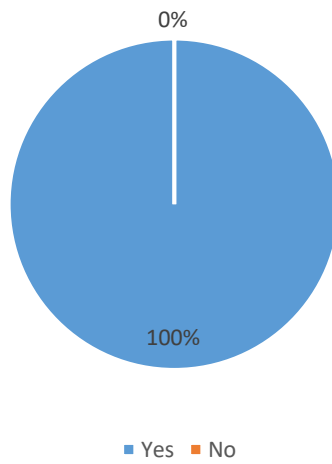
8. You have been a victim of sexual harassment in class by faculty members.



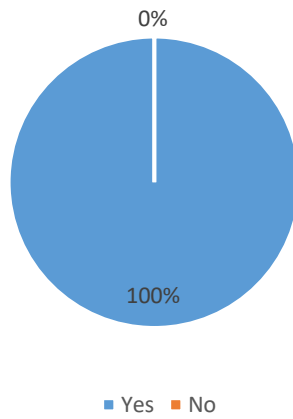
9. You have been a victim of sexual harassment in class by fellow students.



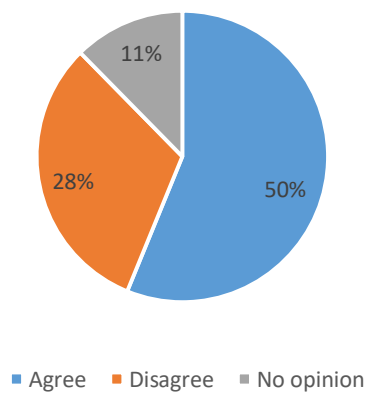
10. If yes, have you reported the incident ?



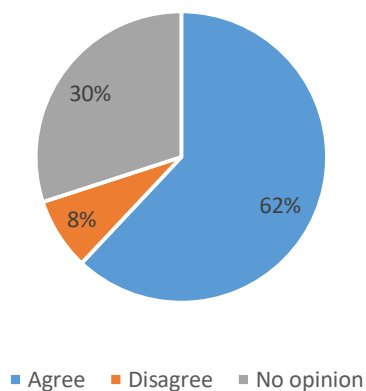
11. If you reported the incident, was it resolved to your satisfaction ?



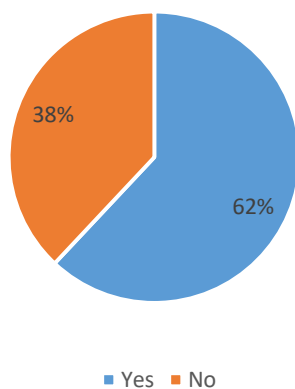
12. Adequate facilities available inside the toilet, keeping in mind the need of the girls students.



13. Laboratory infrastructure is appropriate for safety of girls students.



14. Is there a separate common-room for the girls?



Gender Audit Team

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Date: 14.07.2023