

Gender Audit-2023-24

Dum Dum Motijheel College

Gender Audit of a particular Institution is a process for organizational assessment and tool for action planning from a gender perspective. It critically examines the capacity of the institutions to ensure a safe and secure ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify the institutional strengths and challenges to integrating gender as well as gender equity, in the institutions system and operations and in programmes and activities. Gender Audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect the strengths and gaps of the system visa-vis gender related issues.

According to an ILO Manifesto, gender auditing helps institutions to focus on such areas as:

1. Mainstreaming Gender as a crosscutting concern within the unit's objectives, programmes and budgets
2. Existing gender expertise and competence
3. Systems and instruments in use for accountability, evaluating and monitoring for gender equality
4. Staffing and human resources concerning balance between men and women as well as gender friendly policies.
5. Organizational culture and its effect on gender equality.

Dum Dum Motijheel College is an institution that is committed to equity and equality of opportunity both for men and women. It also aims at offering quality education to all students irrespective of their disparities. To fulfill its aim the College goes for such a gender audit and hence this report which has been prepared by carrying out a participatory methodology. The Gender audit is carried out by the women Cell of the College itself. With the cooperation of our Principal, teaching and Non-teaching staffs and our students we, the Women Cell Committee, examined all the available data, records and documents provided by them. We also gave them an online questionnaire. All the available data were analyzed on gender perspective by our team, and hence we prepared the report.

Organizational Arrangements in our Institution

Our institution has a positive outlook towards gender equity. 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

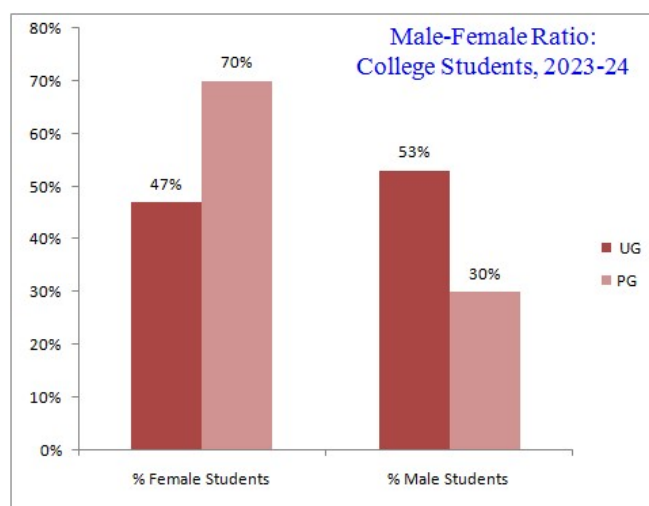
Many courses are taught at undergraduate and post-graduate level in the college which covers gender issues and focus on the new arena of studies on the subject. In Sociology and Human Development courses at UG level Women Study is incorporated in the syllabus. In History there is a complete paper on legal aspects of Women.

Teaching Learning Process

We present gender segregated data on students and faculty in the college.

In our college in the undergraduate programme the number of female students are 47% and in postgraduate programme this is raised to 70%. The college abides by the University norms in reference to admission. In PG the college has courses on two subjects and that is English and Mathematics. Since the college has a morning section reserved for women, it has a scope of enrolling more women as students. The day section is co-educational.

Gender profile of total number of students				
Academic year	Programme	Total Students	Female Students	Male Students
2023-24	UG	961	447	514
	PG	63	44	19



The college is a state-aided college and hence the recruitments for full-time teachers and non-teaching office staffs are appointed from the state government Service Commissions. In that case the college can make no choices for appointments. The number of female full-time teachers are 63%. Incase of State-aided Contractual Teachers the recruitments were made by the college. There too the percentage of women employees are 73%. In case of Non-Teaching staffs the female percentage is 16%.

Gender profile of Full-time teachers

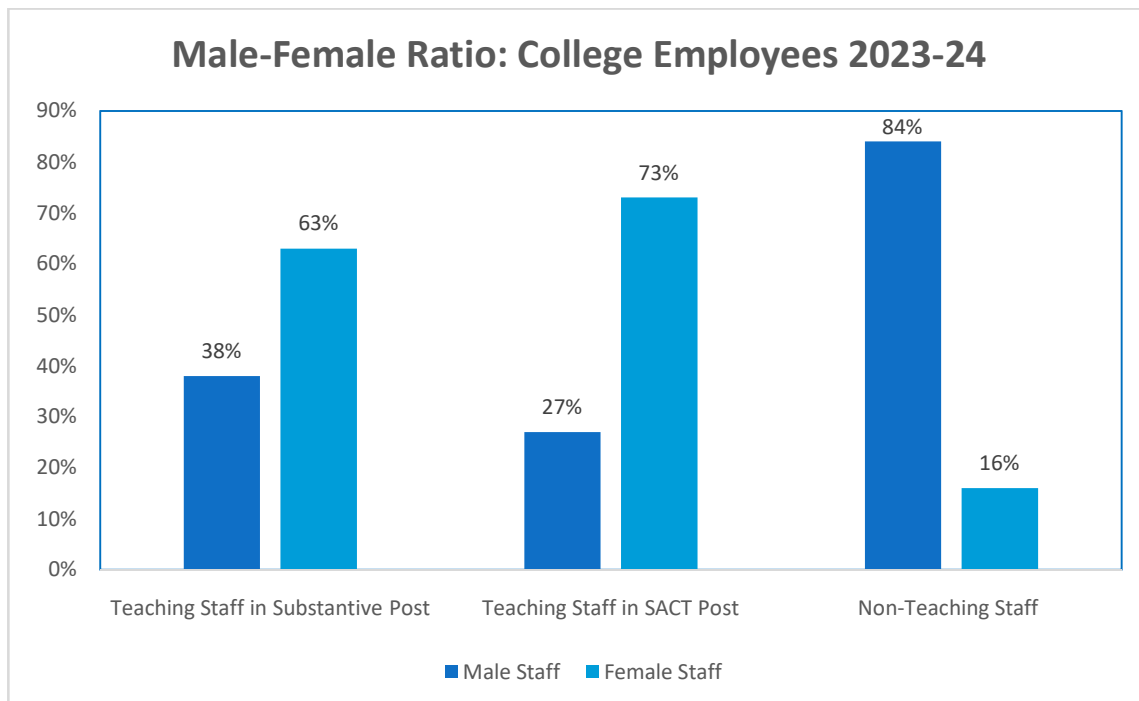
Academic year	Number of teachers	Female	Male
2023-24	64	40	24

Gender profile of the State aided contractual teachers

Academic year	Number of teachers	Female	Male
2023-24	33	24	9

Gender profile of Nonteaching Staff

Academic year	Number of NTS	Female	Male
2023-24	25	4	21



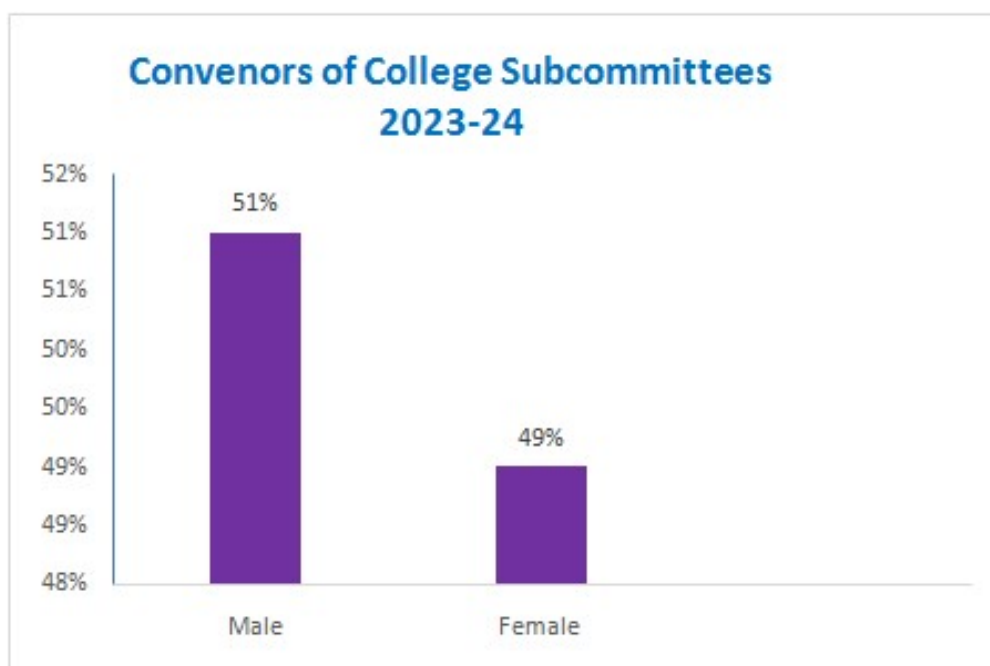
Participation of Women Faculty in faculty development program

Academic year	Number of teachers	Female	Male
2023-24	12	07	05

The college has a total number of 53 sub-committees to facilitate the smooth running of the college. The percentage of women as convenors are 49%.

Convenors of different committees- gender segregated data

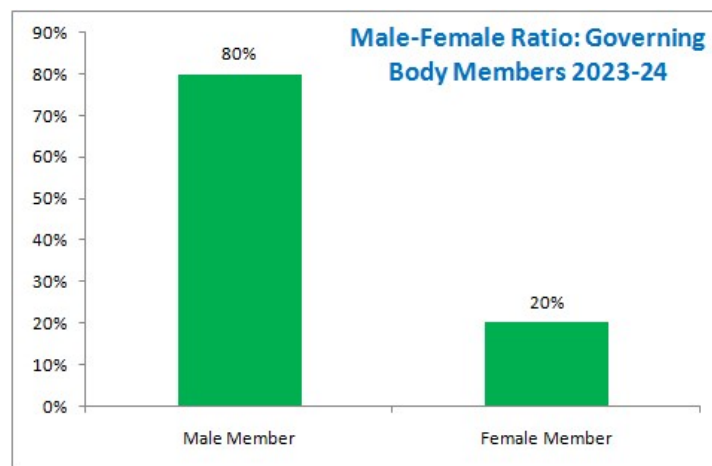
Academic year	Total number of Convenors in College Subcommittees including IQAC	Convenors (male)	Convenors (female)
2023-24	53	27	26



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

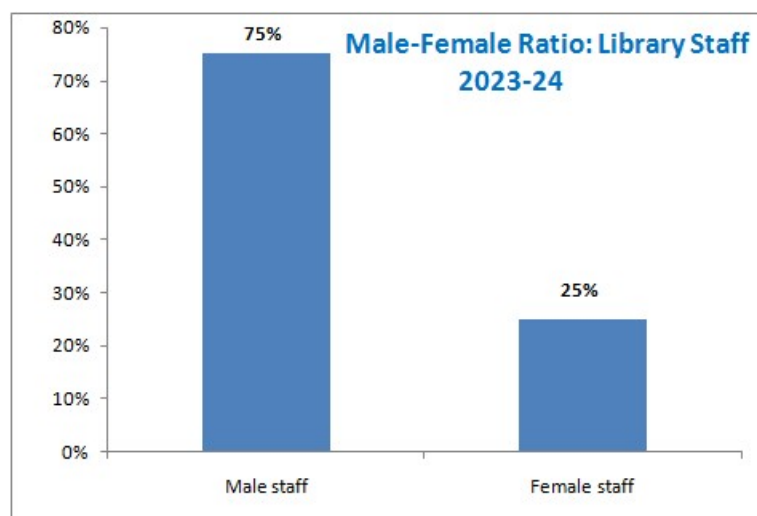
Gender profile of Governing Body Members

Academic year	Total number of GB members	Male	Female
2023-24	11	9	2



Gender profile of Library Staff

Academic year	Total number of Library Staff	Male	Female
2023-24	4	3	1



The Women Cell on behalf of the institution has prepared a questionnaire to understand the mindset and read the reactions of the students and the staff in general. The questionnaire was circulated in Google Format and the identity of the participants are not disclosed. The report has been shared. The cell has the intension of running a transparent Audit. The questionnaires along with it the report and the inferences drawn are shared.

Infrastructural Facilities

The college has a specific section for women in the morning which has been reserved for girl students only. They enjoy all the facilities that has been provided for the Day section which is co-educational. Since the college has students from marginal economic bacground, it helps the girl students to continue their education even if they need to work in the day-time to support their families.

The College has a Women Cell which takes a proactive role in providing the necessary support to the female stakeholders of the institution. It regularly organises various sensitization programme and seminar lectures, organises film shows for spreading awareness in regard to gender equity.

Internal Complaint Cell: This cell is there in the college since 2016. It was formed following the guidelines of UGC. The committee is headed by a senior lady teacher and has both male and female teaching and non teaching staffs as its members. The contact number is provided in the website and also in posters across the college so that any woman stakeholders feeling unsafe can immediately get in touch with the cell.

The College campus is under CCTV surveillance.

The college has separate toilets for female students as well as teaching and non teaching staffs. They are regularly cleaned. The women's toilets has the facilities of vending machines. The sanitary napkins are regularly refilled.

Questionnaire for Gender Audit 2023-24 (for Students)

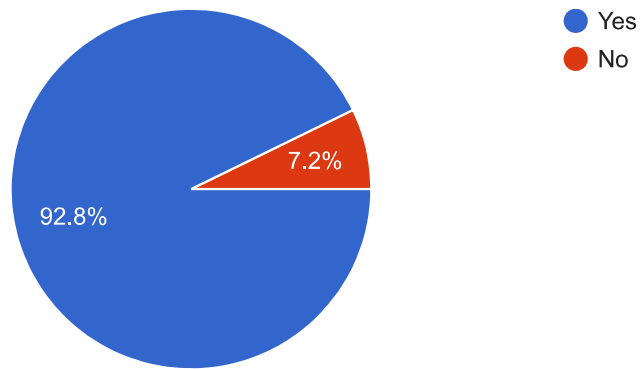
365 responses

[Publish analytics](#)

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

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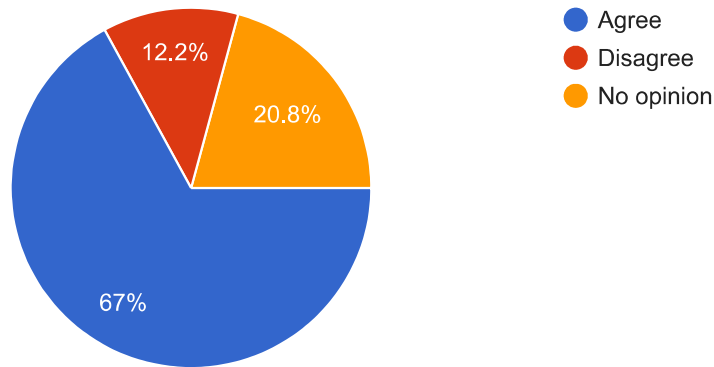
359 responses



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

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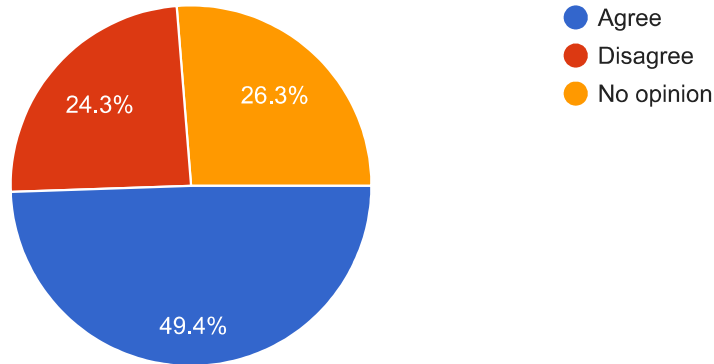
361 responses



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



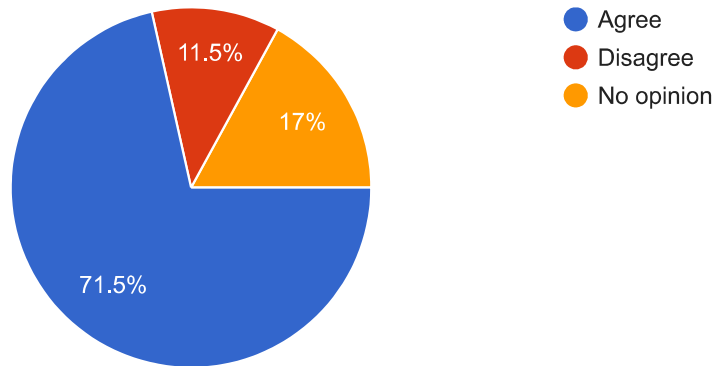
354 responses



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



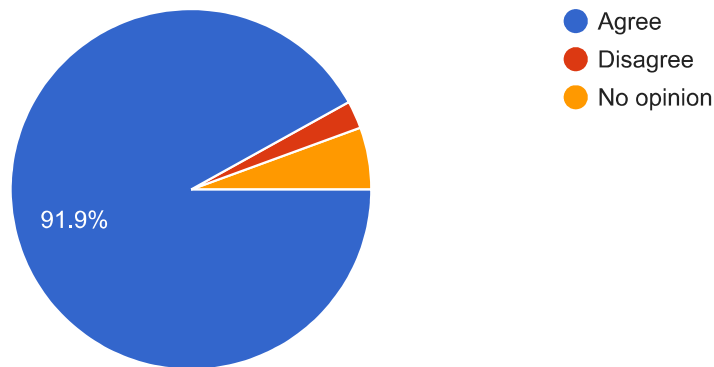
358 responses



5. The classroom offer equal opportunities to all genders.



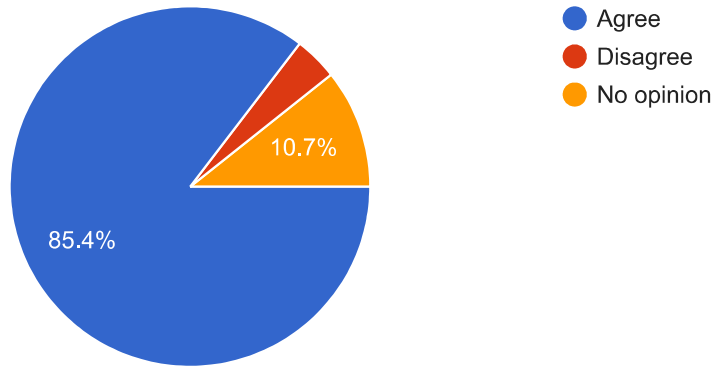
360 responses



6. Library offers equal opportunities to all genders.



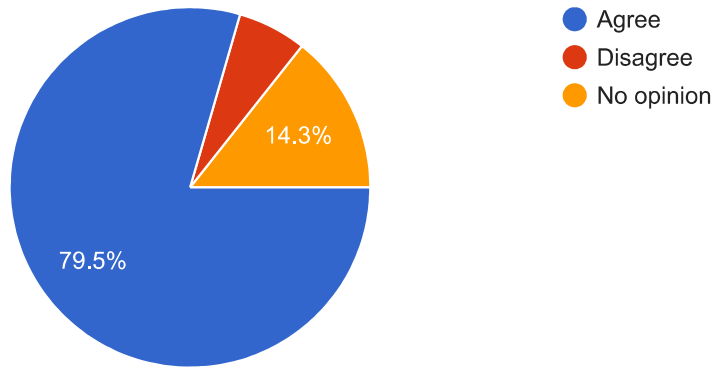
356 responses



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



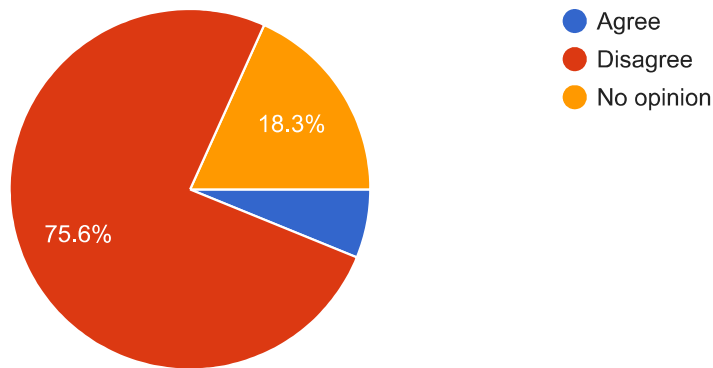
356 responses



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



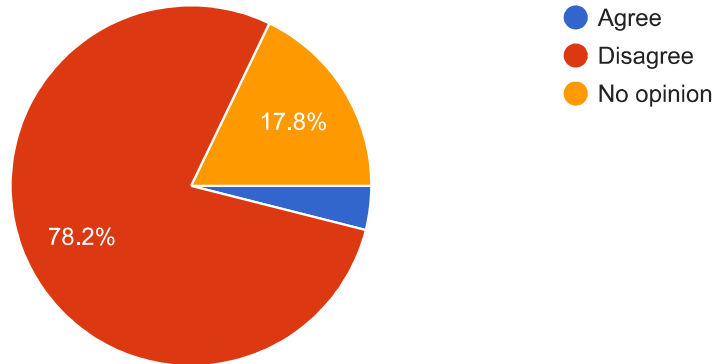
356 responses



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

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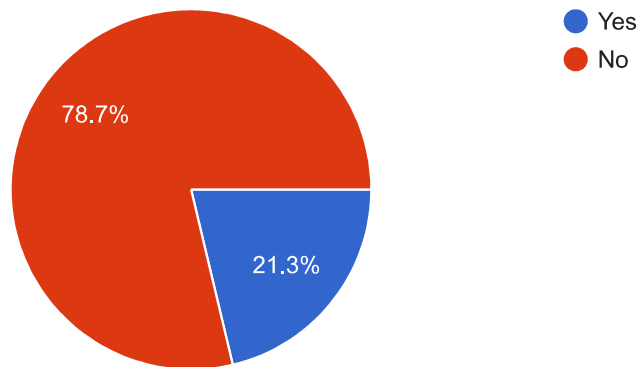
353 responses



10. If yes, have you reported the incident ?

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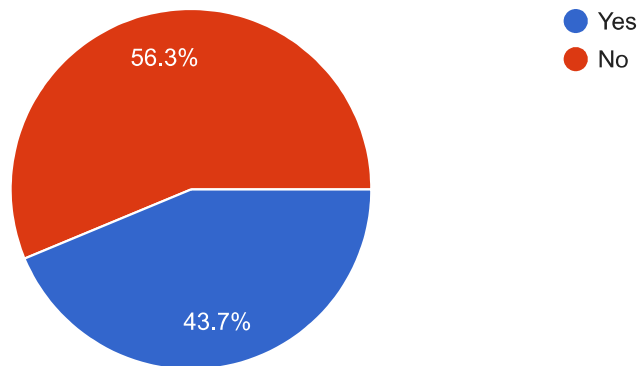
221 responses



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

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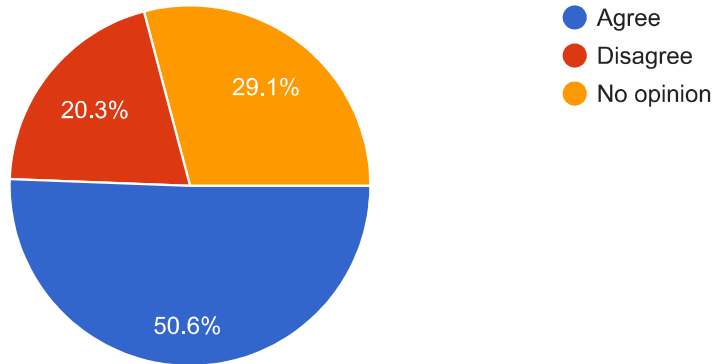
215 responses



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

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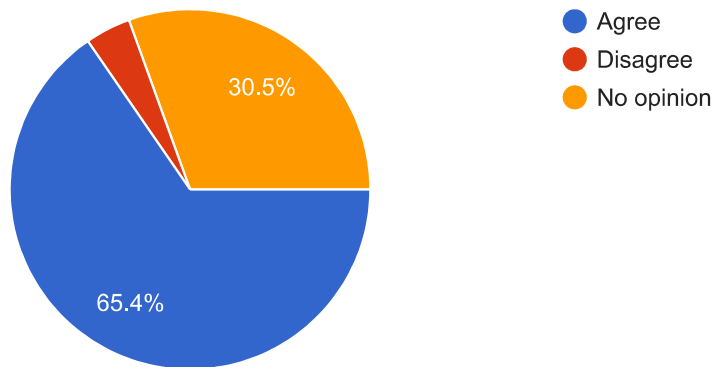
340 responses



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

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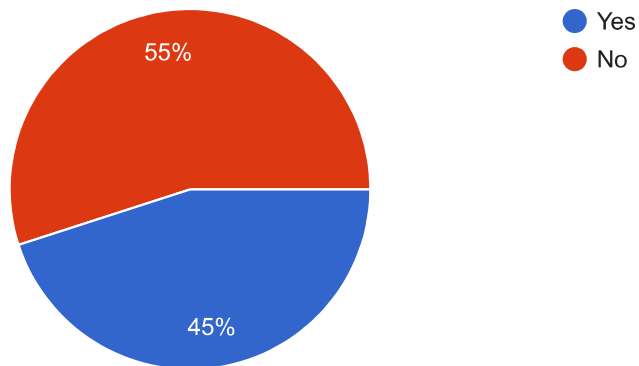
341 responses



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

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331 responses



15. Do you have any suggestions for improvement infrastructure and security measures for girl students in the college campus?

A total of 193 responses are recorded for this question. The summary of the answers is given below:

- Students recommended more clean college campus, better toilet facilities and sufficient water in the washroom with hand wash.
- CCTV camera should be installed in every classroom of the college and the classrooms should be cleaned daily.
- Girl students need more security in the college campus.
- Girls' common room should have more facilities.
- Students recommended providing ICT tools and proper sitting arrangements in the classroom.
- Canteen should be more cleaned and improve its infrastructure.
- Girls recommended providing more events in college annual sports.
- The college campus and the classrooms should be coloured, provide sufficient number of waste bins in different locations of the campus and in the wash rooms.
- More plantation drives should be taken in the college.
- Library should be more accessible to the students in Post Graduation section.

Questionnaire for Staff of the Institution 2023-24

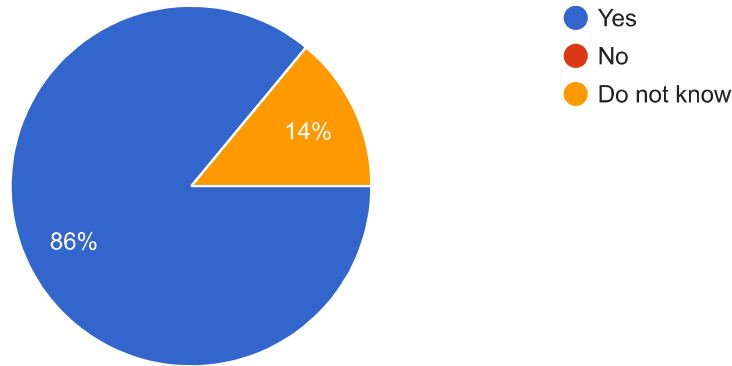
50 responses

[Publish analytics](#)

1. is there any committee/body in your college to promote gender equity?

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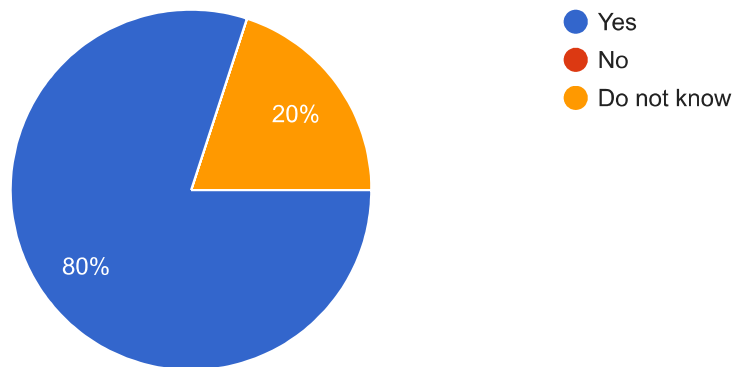
50 responses



2. Do the members of the committee have knowledge, skill and attitude to carry out their work with gender awareness?

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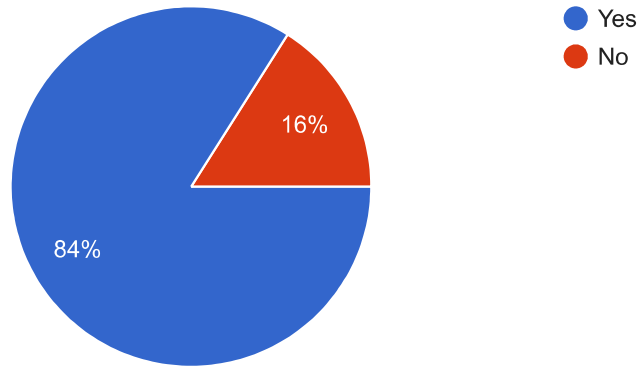
50 responses



3. Is gender awareness program organized in your institution regularly?

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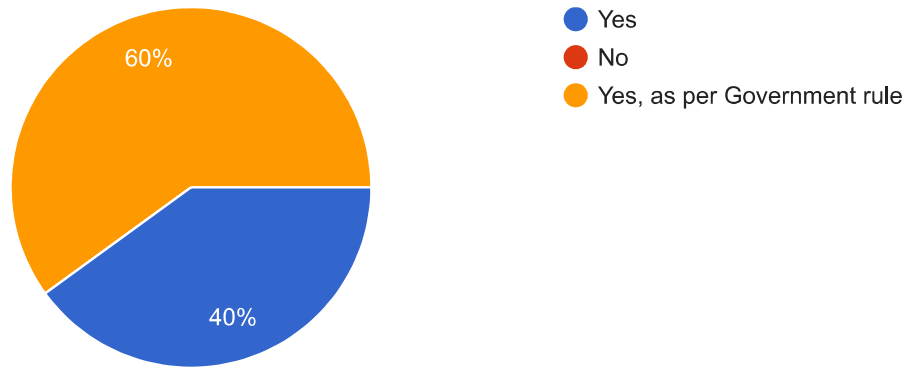
50 responses



4. Is there a maternity leave policy?

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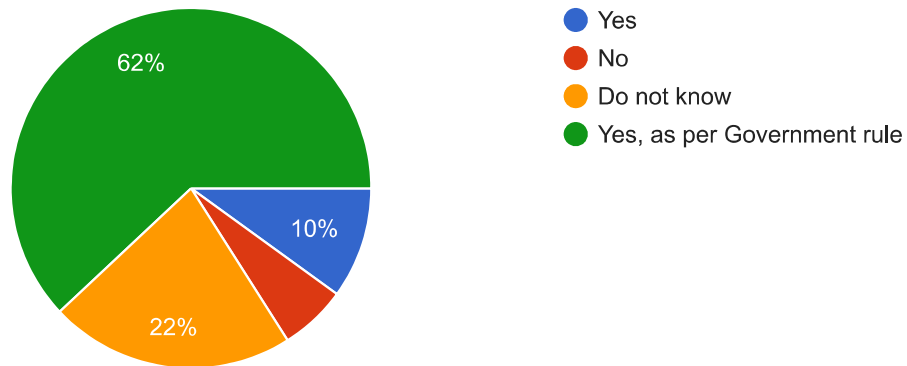
50 responses



5. Is there a paternity leave cum child care leave policy?

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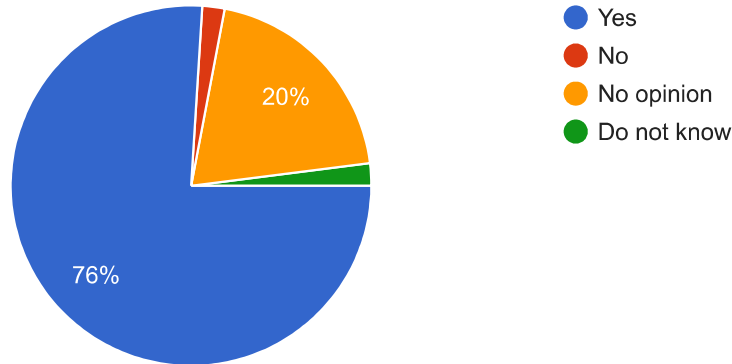
50 responses



6. Do your institution reinforce gender sensitive behavior and procedures to prevent and address sexual harassment?



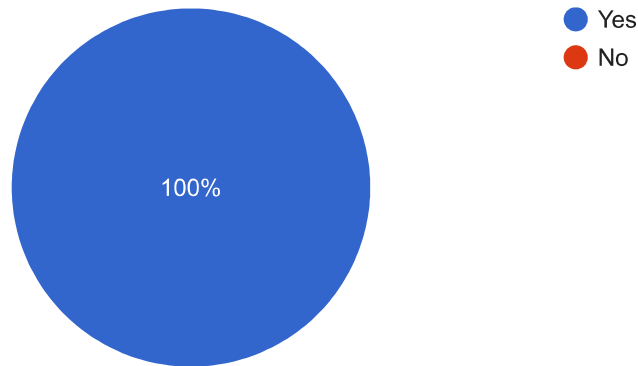
50 responses



7. Do you know if there exists an Internal Complaint Committee to address the issues of sexual harassment in your institute?



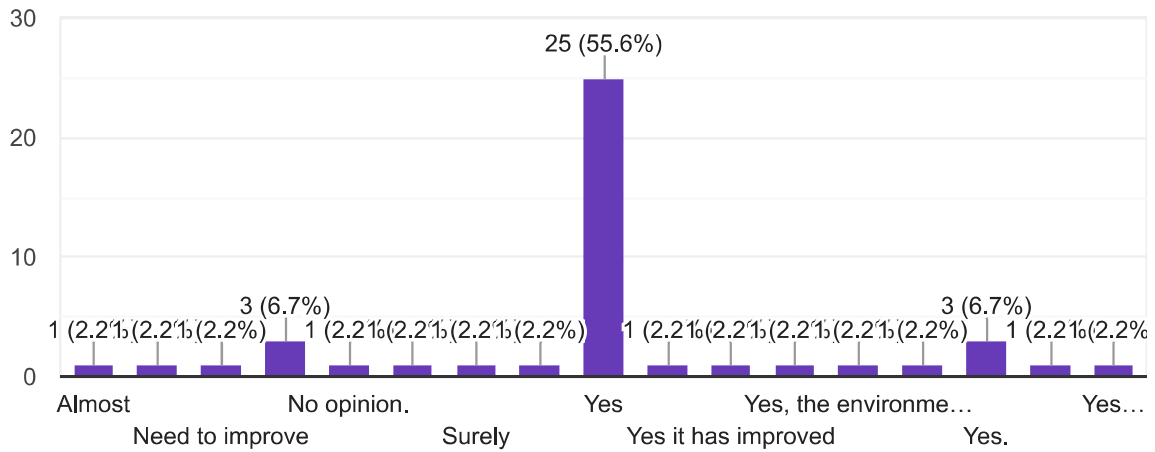
50 responses



8. Do you think the environment in your organization has improved for women over the past few years?



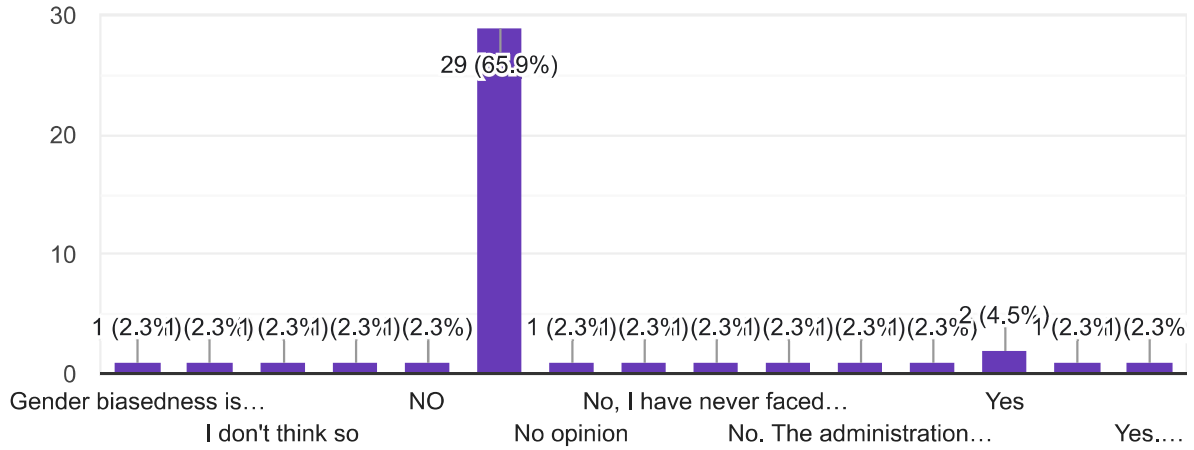
45 responses



9. Do you think the administration of your institution has a gender biased outlook?



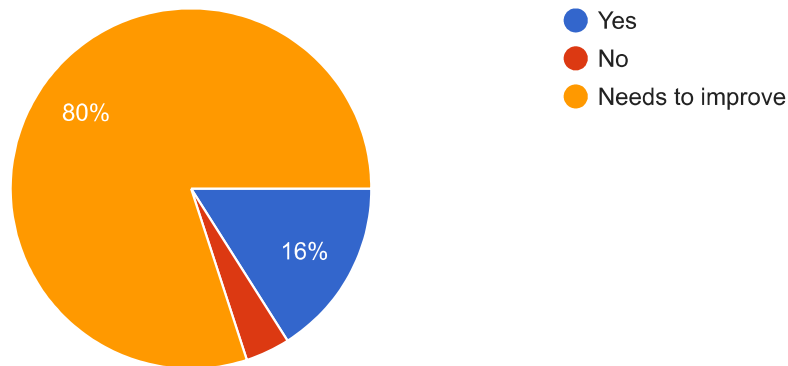
44 responses



10. Do you think the toilets in your institution is clean and hygienic?



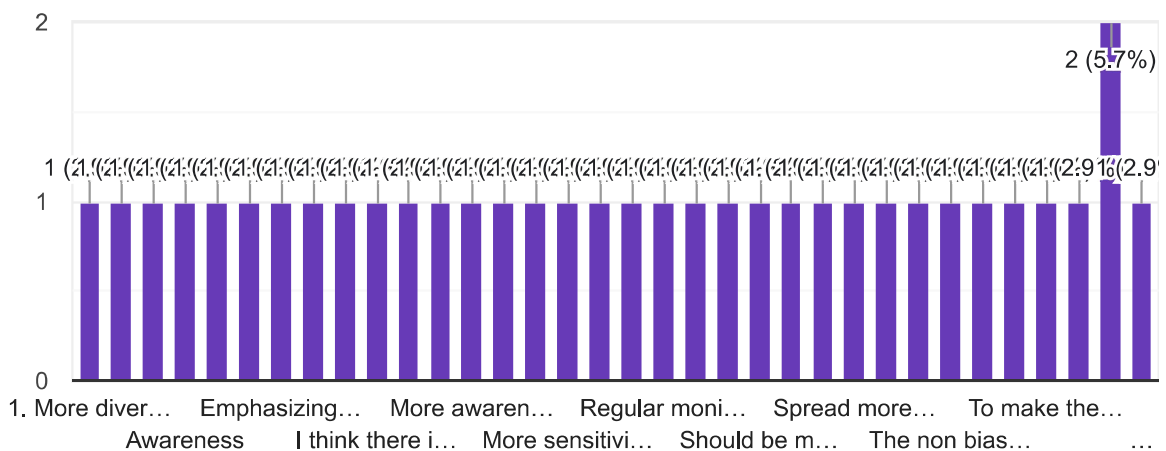
50 responses



11. What do you think your institution should do to maintain gender equity?



35 responses



Inferences Drawn from the Questionnaires

The students should be given more sense of security. They are not happy with the overpowering attitude of the Student Council members. They should be requested to be more polite towards students.

The students also demanded a better clean and well equipped toilets which the authority will certainly take care of.

A few of the students are unaware of the girls' common room. They should have the information.

Overall the students are happy with the ICC and Women Cell's attitude in addressing their complaint, if made.

From the reactions measured from the questionnaire, the staffs are more or less happy with the environment of the college.

Their one and only demand is a more cleaner toilet which the authority has to look in.

Gender Audit Team

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Date: 28 March 2024