



SIDDHINATH MAHAVIDYALAYA

(Govt. Aided)

Estd. - 2013

SHYAMSUNDARPUR PATNA • PANSKURA • PURBA MEDINIPUR • PIN - 721139 • Phone - 03228-255030
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Gender Audit Initiatives

GENDER AUDIT



2022-2023

SIDDHINATH MAHAVIDYALAYA

PANSKURA PURBA MEDINIPUR

PDF SIGNER DEMO VERSION



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Prelude

Gender audit is essentially a social audit which analyzes and assesses the institutionalization of gender equality in the organization. Institutional policies, infrastructural facilities, safety measures, awareness program are some of the yardsticks by which gender mainstreaming can be gauged. This audit also brings forth the strengths, opportunity and limitations of the organization concerned.

International Labor Organization rightly points out “... It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives ...” By gender audit the institute gets the picture of gender biasness if any. It focuses on the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff’s perceptions, understanding and behaviours towards the issue¹.



➤ <https://www.plotina.eu/what-is-a-gender-audit/>



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An Overview from the Auditors

It gives us immense pleasure that the Gender Audit has been prepared with utmost sincerity and impartiality. Based on the data provided by the office and the survey we collected and analyzed a report on the gender equity and gender promotion policies are prepared.

From the report it appears that our institution follows non-discrimination policy towards every stake holder. Promotion of gender equity is also given due importance. Given the existing conditions, our institution tries its level best to incorporate gender mainstreaming in its activities and policies related to teaching learning, career promotion, infrastructural facilities, research and publication, seminar attendance, leaves and other benefits etc. The institution tries to inculcate the values of gender equity among the students and staff through various programmes like seminars, observation of women's day, rally and so on.

In the under-graduate curriculum gender issues are incorporated by the Vidyasagar University. Our institution has also continuously thrived to augment infrastructural and learning resources-like ICT Enable class rooms, internet facility, e-resources, separate wash rooms and safe drinking water amongst other such measures. All faculty members are apprised of their promotional benefits and conditions thereof at regular intervals.

Conventional leave facilities are extended to all the staff irrespective of gender. Besides, maternity leave and child care leave are permitted as per statutory provisions.

We have recommended certain policy measures for future.

We do believe that the college authority will continue these policies and will incorporate the policy recommendations in future.

We extend our thanks and gratitude to all who took part directly and indirectly in this exercise.

Sgt.
Namita Maity
Dipamita Ghara
Maitrayee Pasui
Arpita Chakraborty
Moumita Maity



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General Overview of the institution



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Siddhinath Mahavidyalaya is a government-aided co-educational undergraduate college affiliated to Vidyasagar University, located in a scenic landscape under the rural ambiance of Panskura-1 Block in the Purba Medinipur district of West Bengal. The college was initially run by Shyamsundarpur Patna Education & Charitable Trust and the college was established in 2013.

Siddhinath Mahavidyalaya, S.S.Patna, Panskura, Purba Mdinipur situated in a remote rural area conterminous with the juncture of the three police stations namely Panskura, Debra and Daspur in the peculiar territorial contiguity of two districts namely Purba Medinipur and Paschim Medinipur is now the rays of hope to eradicate the darkness of knowledge among those students who have hidden their desire for higher education but fail to fulfil because of their some burning issues.

The glorious history of setting up this college glitters like a diamond that reflects the dedication, sacrifice and unconditional love for the soil by some eminent persons of fervent zeal. Siddhinath Mahavidyalaya the dream child of an educationist and headmaster of a local high school, Sri Nirmal Chandra Maity started its journey on 15th March 2013 Sri Maity the Founder-President of the college wanted to start an educational institution for higher studies especially for the girls who had to discontinue their education after completion of their schooling as there was no college in this minority -dominated tribal-based and economically backward remote and rural areas. He started the college with a handful of boys and girls, practically begging from door to door for the female students. Thus the dream came true when a college named Siddhinath Mahavidyalaya and got affiliated to Vidyasagar University by the efficient, sincere and persistent efforts of this great soul and spontaneous bounty of land donor Rabi Nath Mahanta ji who donated land for setting up this college. Above all the role of S. S. Patna Educational and Charitable Trust in the establishment of this glorious institution can never be measured or calculated. Truly this college could not have come into existence without pioneering efforts, financial assistance providing lands and direct supervision of evolving it beautifully.

VISION:

Siddhinath Mahavidyalaya set off on its journey with a vision. Since the very inception of its journey the institution has been cherishing a dream of enrolling the students emphatically the girl students belonging to socio-economically weaker sections of its local ambit into higher studies. This rural college focuses on the eradication of the negligence of higher education.

This institution spotlights the shaded mental state of the rural backward classes reluctant to progressive education. It beyond its so-called institutional exercises plays a pivotal role of the catalyst bringing the indifferent into the light of a different world- a world transforming the utopian ideas into the fact in relation to opportunities of higher studies. So to say, since 2013 Siddhinath Mahavidyalaya has been playing the role of a beacon light to all the aspirants of various strata of the society to navigate and anchor them safely into the harbours of self-identity and self-establishment.



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Acknowledgement



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Gender audit is a newer initiative done by the Internal Quality Assurance Cell of our institution. Lot of cooperation and assistance we received from the various stakeholders of our institution. At the very outset we extend our thanks to the Principal, Dr. Uma Ghosh for her constant encouragement and cooperation. On behalf of the cell I take this as an opportunity to extend our heartfelt thanks and gratitude to the participants- students and staff members- who took part willingly in the survey we made. Our administrative office deserves accolades for sharing the data as and when we approached. Special thanks to Dr. Debanjan Maity, IQAC Jt. Co-Ordinator and Mr. Surajit Manna for their tireless effort for gathering and disseminating official data. Gender audit would not have been possible had we not received the active support and cooperation of our audit team members. We extend our thanks to those support staff who came forward willingly and extend their hands of cooperation.

Gender Audit: An Overview



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Gender audit is essentially a social audit which analyzes and assesses the institutionalization of gender equality in the organization. Institutional policies, infrastructural facilities, safety measures, awareness programme are some of the yardsticks by which gender mainstreaming can be gauged. This audit also brings forth the strengths, opportunity and limitations of the organization concerned. International Labour Organization rightly points out “... It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives” Inclusive growth and development of the segments of the society remains the priority of India ever since she achieved independence. The constitution of India categorically declares liberty, equality, and justice to be the utmost priority. Declaration of the right to equality, liberty, right against exploitation, right to equal treatment, public employment opportunity, right to vote and contest election in its various articles ratifies its commitment to inclusive growth. Moreover, reservation and special measures are also rolled out as contributory step towards achieving equitybased society. Beijing Declaration in 1995 recommended gender budgeting. Since 2005-06, government of India continues gender budgeting. Each ministry has been mandated for gender budgeting cell. In India gender budget statement was first introduced in 2005-06. On the basis of the information furnished by the Ministries/Departments, the Gender Budget Statement is prepared. This statement indicates in two, the budget provisions for schemes that substantially meant for the benefit of women³. In 2021-2022 5.9% increase in the budgetary allocation Rs. 26772 crore has been allocated for women-specific programmes, in the previous year it was Rs. 25260 crores.

Female Gross Enrolment Ratio (GER) has overtaken male GER as the Gender Parity Index (GPI), the ratio of female GER to male GER, has increased from 1 in 2017-18 to 1.05 in 2020-21, a survey report by the Ministry of Education has revealed. According to the All-India Survey on Higher Education (AISHE) 2020-2021, an uptick of 2.01 crore was witnessed in the female enrolment from 1.88 crore in 2019-20. The percentage of female enrolment to total enrolment has also increased to 49% in 2020-21 from 45% in 2014-15, the report said. There



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has been an increase of around 44 Lakh (28%) in the female enrolment, the report added.⁴ Despite these rosy pictures, discrimination and disparity still haunt the Indian society. Socioeconomic and political discrimination can be perceived from the daily reports. Higher educational institutions are expected to spread the message of equality and promote democratic values. Gender awareness, in-campus conducive atmosphere, work with dignity and study without fear, equal treatment should be the objectives of the institutions.

Hence, objectives for gender audit are to find out

- Institutional policies and practices
- Infrastructural facilities
- Gender Perception of the different stakeholders

Methodology followed

The gender audit was conducted by IQAC through

- Physical verification of infrastructural facilities
- Analyzing the institutional documents
- Sample survey through questionnaire from the staff and the students

Source: <https://www.indiabudget.gov.in/budget2016-2017/ub2016-17/eb/stat20.pdf>

<https://www.financialexpress.com/education-2/more-women-enroled-in-higher-education-than-men-in-2020-21-shows-aishe-survey/2963475/>



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- 17 class rooms, 02 ICT Enabled classroom, 1 seminar room, 04 Number of Laboratories
- Clean and green campus
- Spacious reading room facilities
- Sufficient number of books, e-resources, papers and journals
- Non-discrimination policy of the college authority in terms of availing facilities
- Basic separate sanitation facilities for male and female staff and the students are available
- Ladies common room is situated in the ground floor of the campus
- Lady attendant is appointed to look after the girl students
- Internal Complaint committee following the UGC guideline is constituted comprising senior lady teachers and IQAC Coordinator
- Anti-ragging cell and Women Cell are also constituted
- Contact numbers of the Anti-ragging cell members are displayed at one place of the institution
- CCTVs will be installed to monitor the security within campus
- Offline grievance redressal mechanism
- Clean drinking water facility

- **Source:** [Purba Medinipur \(East Midnapore\) District Population Census 2011 - 2021 - 2024, West Bengal literacy sex ratio and density](#)
- <https://www.census2011.co.in/census/district/19-purba-medinipur.html>

Gender balance among the students admitted: 2022-2023



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Subjects	Admitted students	Male(With %)	Female(With %)
Bengali	70	13 (18.57%)	57(81.42%)
English	59	23 (38.98%)	36(61%)
Education	102	22 (21.56%)	80(78.43%)
History	32	09 (28.12%)	23(71.87%)
Philosophy	60	16 (26.66%)	44(73.33%)
Sanskrit	25	06 (24%)	19(76%)
Geography	48	10 (20.83%)	38(79.16%)
Mathematics	05	04 (80%)	01(20%)
Physics	-	-	-
Chemistry	-	-	-
B.A. General	63	36 (57.14%)	27(42.85%)
B.Sc. General	06	05 (83.33%)	01(16.66%)
Overall	470	144	326

Year	Total Enrolled	Male	%	Female	%
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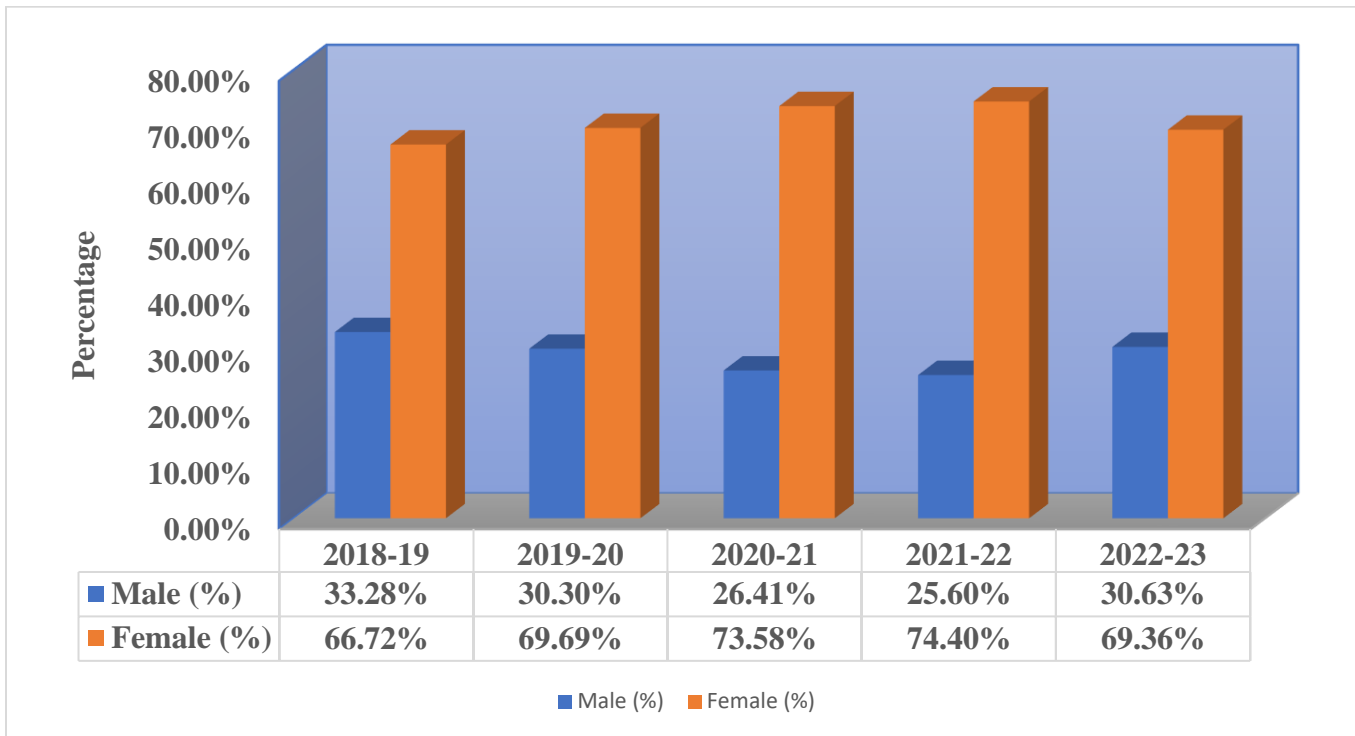
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2018-19	625	208	33.28%	417	66.72%
2019-20	561	170	30.30%	391	69.69%
2020-21	549	145	26.41%	404	73.58%
2021-22	500	128	25.60%	372	74.40%
2022-23	470	144	30.63%	326	69.36%



Bar Graph to be made for Male-female admitted students% (Compiled by gender auditors)

Faculty position

Year	Total Faculty members	Male	Male (%)	Female	Female (%)
2022-23	34	24	70.5882353	10	29.4117647
2021-22	34	24	70.5882353	10	29.4117647
2020-21	37	27	72.972973	10	27.027027
2019-20	39	29	74.3589744	10	25.6410256
2018-19	35	24	68.5714286	11	31.4285714

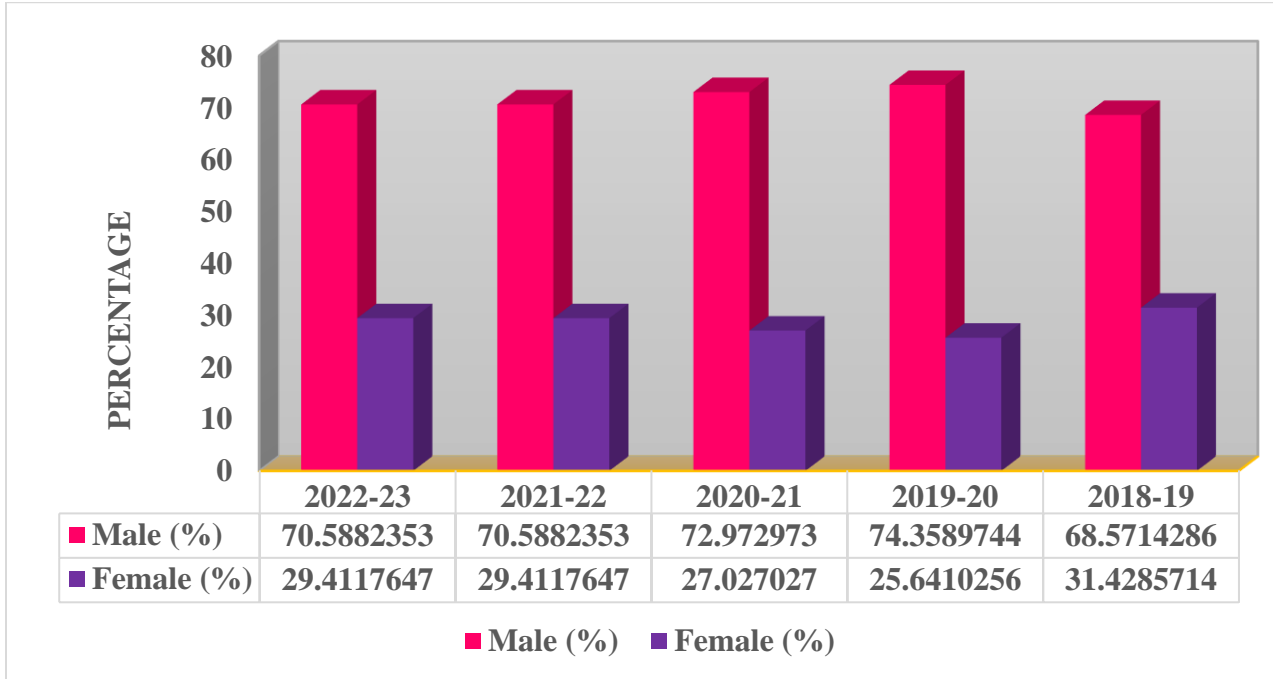


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Bar Graph to be made for Faculty Position

Faculty with PhD: Gender Wise

PhD	Male (With %)	Female (With %)
	4	3
Pursuing PhD	9	5

Designation	Number	Male	Female
Prof.	1	0	1
Associate Prof.	0	0	0
Assistant Prof.	6	5	1
SACT	27	19	8



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Participation of faculty in seminars

Year	Male (With %)	Female(With %)
2022-23	1 (4.17%)	0 (0%)
2021-22	5 (20.83%)	3 (30%)
2020-21	8 (29.63%)	5 (50%)
2019-20	16 (55.17%)	7 (70%)
2018-19	9 (37.50%)	4 (36.36%)

Participation of women faculty in Faculty Development Programme organized by the institution

Year	Male	Female
2022-23	31	12
	34	10
	34	10
2020-21	32	11
2019-20	32	11



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Organization and Management

Committee	% of female teachers	Position holding
Admission Sub-Committee	0%	
Examination Committee	0%	
Library Sub-Committee	16.66%	Dr.Sudipta Pradhan(convenor)
Cultural Sub-Committee		
Sports Committee	16.66%	Mrs. Maitrayee Parui(member)
Purchase and Maintenance Committee	16.66%	Dr.Sudipta Pradhan (member)
Magazine Committee	41.66%	Dr. Shyamashree sur,(jt.convenor) Mrs. Namita Maity(member) Mrs. Sangita Sahu(member) Mrs.Anusri Maity Das Patra(member) Mrs.Arпита Chakraborty(member)
Service Book Committee	0%	
ICC	66.66%	Dr. Shyamashree sur,(convenor) Mrs.Dipanwita Ghana(member) Mrs.Anusri Maity Das Patra(member) Mrs. Namita Maity(member) Mrs.Arпита Chakraborty(member) Mrs.Bulti Bar(member)
Grievance Redressal Committee	57.14%	Dr. Shyamashree sur,(convenor) Mrs.Moumita Maity(member) Mrs.Pameli Mondal(member) Mrs.Bulti Bar(member)
Anti- Ragging Committee	66.66%	Dr. Shyamashree sur,(convenor) Mrs.Moumita Maity(member) Mrs. Namita Maity(member) Mrs.Bulti Bar(member)
RTI	0%	
Seminar	15.78%	Dr. Shyamashree sur(member) Dr.Sudipta Pradhan (member) Mrs.Bulti Bar(member)



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SIDDHINATH MAHAVIDYALAYA

PANSKURA, PURBA MEDINIPUR, WEST BENGAL

GENDER AUDIT REPORT

(2021-22 to 2022-23)

INTRODUCTION

ABOUT COLLEGE: Siddhinath Mahavidyalaya, established in 2013, is the government degree college in Purba Medinipur district. It offers undergraduate courses in arts. It is affiliated to Vidyasagar University.

ABOUT COLLEGE

Name of the College	Siddhinath Mahavidyalaya
Principal	Dr. Uma Ghosh
Establishment	In 2013
Affiliated to	Vidyasagar University
NAAC Accreditation	
UGC recognition	2(f)
Financial category	Grant-in-Aid
Type of College	Co-Education(Undergraduate college)
Campus Area	Main Campus: 5.84 Acre
No. of UG Programmes	Arts: 07, Science: 05
Departments	13
Intake Capacity	students
Laboratory	06
No. of Teaching Staff & Librarian	Principal: 01, FTT: 06, SACT: 27 Librarian: 01
No. of Office Staff	15
Communicating Address	Shyamsundarpur Patna, Panskura, West Bengal, 721139,India
E-mail & Phone	siddhinathmahavidyalaya@gmail.com 03228-255030



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GENDER AUDIT:

Gender audit means a survey on the male-female balance in an institution. It basically focuses on the position of girls or women and their upgradation. There are many scopes and opportunities for women to come into light from different perspectives like social, psychological and cultural. This gender audit actually sheds light on whether female students or staff get free or easy access to any field of the institute.

OBJECTIVES:

- To know about gender balance in the college.
- To know about gender perception in the campus.
- To reflect and etch out a road map for gender action.

GENDER AUDIT COMMITTEE

Sl. No	Name	Portfolio
1	Dr. Shyamasree Sur	Convenor
2	Mrs. Dipanwita Ghana	Teaching Representative
3	Mrs. Anusri Maiti Das Patra	Teaching Representative
4	Mrs. Namita Maity	Teaching Representative
5	Mrs. Arpita Chakraborty	Teaching Representative
6	Mr. Parnab Dolai	Teaching Representative
7	Mr. Pabitra Goswami	Teaching Representative
8	Mr. Prasenjit Nayek	Teaching Representative
9	Mrs. Bulti Bar	Non-teaching Staff



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GENDER AUDIT REPORT

GENDER BALANCE WITHIN THE INSTITUTION:

Gender audit report means a balanced ratio of the male and female in the institution in terms of students admitted in different courses as well as within the staff. Gender audit team surveyed and analyzed the environment of Siddhinath Mahavidyalaya on gender equality for two consecutive sessions 2021-22 & 2022-23. This report comes into light upon the active participation of 12 staffs and 150 students. The survey has revealed that in this institution there are quite opportunities for girl students and female staff to expose themselves through various activities like physical, cultural and social. A questionnaire is prepared and upon each question the opinions are recorded. The college has many conveniences like library, laboratory and many more. Here comes the question whether the teachers are concessionaire of the aforesaid benefits. Likewise question arises about CCTV surveillance, availability of female staff, complaint box, genderawareness programme in the campus for the sake of the students. In all the cases answer comes in the positive. In fact, all are for the surety whether gender bias exists in this institution. This gender perspective is important to know the present scenario of the college.

The questions that were asked to the teachers and the answers that were given in reply are following-

QUESTION AND REPLY FROM THE TEACHERS

Q1. Is the access to campus facilities (libraries, laboratories, campus events) gender neutral and has everybody the same rights?

Reply: All the answers come in positive. The positivity percentage is 100%.

Q2. Are CCTV cameras required in the campus?

Reply: Most of the respondents give positive reply. The positivity percentage is 98%.

Q3. Are the female support staffs available in the campus?

Reply: 96% students respond that there are female staffs to assist in need.

Q4. Is there provision of a suggestion/ complaint box in the campus?

Reply: 97% respondents hold that there is a complaint box and interestingly most of them can locate that box.

Q5. Are helpline numbers clearly displayed at various places in the campus?

Reply: 99% reply that they know the helpline numbers available in the campus.



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Q6. Is Internal Complaint Committee in place?

Reply: 80% of the respondents are of the view that they know that there is such a committee and their names are displayed in the campus.

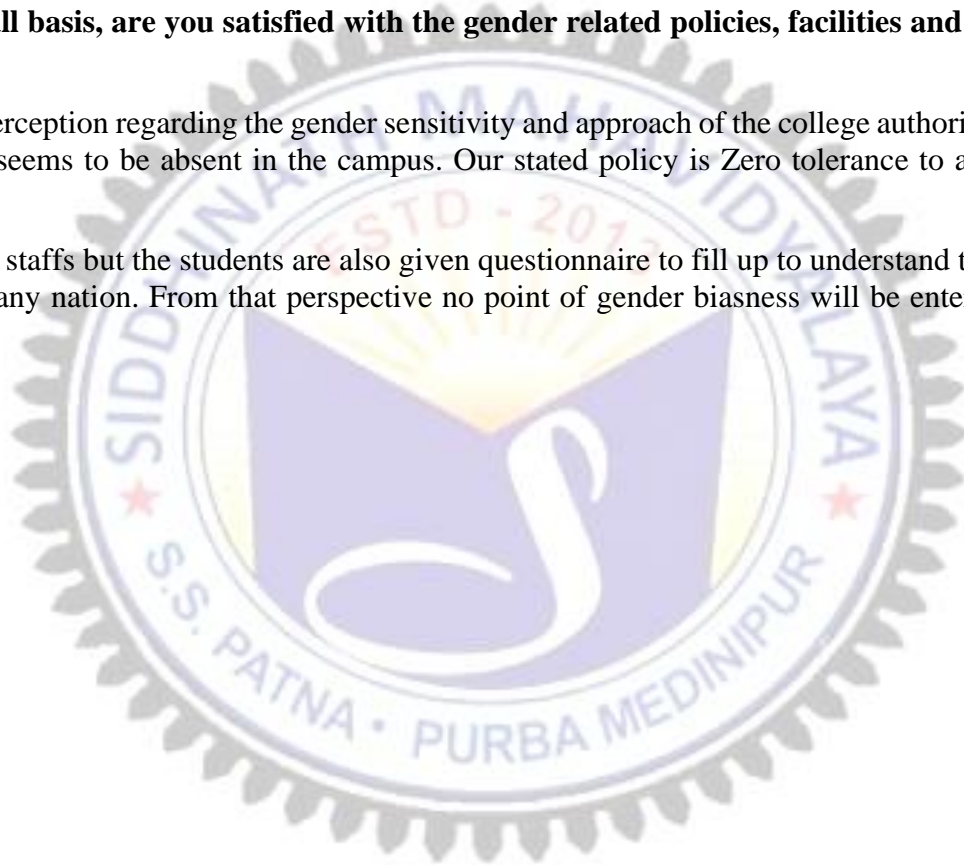
Q7. Is Gender Awareness programme organized by the institution?

Reply: It is interesting to know that most of the respondents (97%) say that the institute through its various wings and departments organizes gender awareness programmes.

Q8. On an overall basis, are you satisfied with the gender related policies, facilities and handling of issues by the Institute?

Reply: Overall perception regarding the gender sensitivity and approach of the college authority is quite laudable. Gender biasness seems to be absent in the campus. Our stated policy is Zero tolerance to any kind of ragging within campus.

Not only the staffs but the students are also given questionnaire to fill up to understand their view. Students are the future of any nation. From that perspective no point of gender biasness will be entertained. Here is the questionnaire.





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SIDDHINATH MAHAVIDYALAYA

GENDER AUDIT QUESTIONNAIRE FOR STUDENTS

Student's Name- Department Semester-.....

Session-..... Date-.....

1) Do you feel safe and secure in the college campus as a girl?

Ans- Yes No

2) Do you feel safe and secure in the Society/ in your locality?

Ans - Yes No

3) Who encouraged you to pursue your higher study in this college?

Ans - i) Mother ii) Father iii) Other male member iv) Other female member.

4) What is your aim in your life?

Ans -

5) After graduation what is your plan?

Ans - i) Marriage ii) PG Course iii) Other training or job related course iv) Join any job.

6) Is there any pressure upon you for marriage while pursuing your UG Course?

Ans - Yes / No

7) Is there any grievance/ complaint/ suggestion box in your college?

Ans - Yes / No

8) Whether ICC is active in your college?

Ans - Yes / No

9) Whether helpline number is clearly displayed in your college?

Ans - Yes / No

10) Are gender awareness programmes regularly organized at your college?

Ans - Yes / No

11) Whether female support staff is available in the college campus?

Ans - Yes / No

12) Is CCTV facility available in the campus?

Ans - Yes / No

13) Do you use Library/ Lab/ Campus events without gender discrimination?

Ans - Yes / No

Date:

Signature of Students



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RECOMMENDATIONS:

In future Siddhinath Mahavidyalaya primarily aims to-

- Organize more co-curricular activities for both male and female students.
- Go the number of female bodies up for girl students.
- Engage girl students more in social agendas.
- Arrange programmes on Women Empowerment.
- Separate canteen for female students.
- Arrange more facilities in the girls' common room.

CONCLUSION:

Gender equality does not mean the separation female from male or heighten the position of female students than the male. It means a fair balance so that female students cannot lag behind. Gender equality does not mean to think more of the female students but to think of their rights more and more. If any institution produces a good balance of male and female students, it will fell a good impact on the society. Gender audit team has also marked this college as gender unbiased institution having enough strength for women empowerment in the coming years. From all perspectives this college undoubtedly sets an example.



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Glimpses of Gender Perception within the Campus

IQAC conducted survey and discussed with the various stakeholders. Out of that discussion, following pictures of gender perception can be discerned from the survey.

- 1) College authority follows the non-discriminatory approach towards its employees with regard to:
 - Career promotion Assignments and responsibility
 - Memberships in committees like- Governing Body, Academic Sub-committee and other committees
 - Permission to participate in seminars, workshops and other academic events Organizing events in the campus
 - Conferring awards and recognitions, Sanctioning leaves, Loan facility and financial assistance if needed
- 2) Moreover, the authority is very cautious and conscious about the facilities to be extended to the female staff.





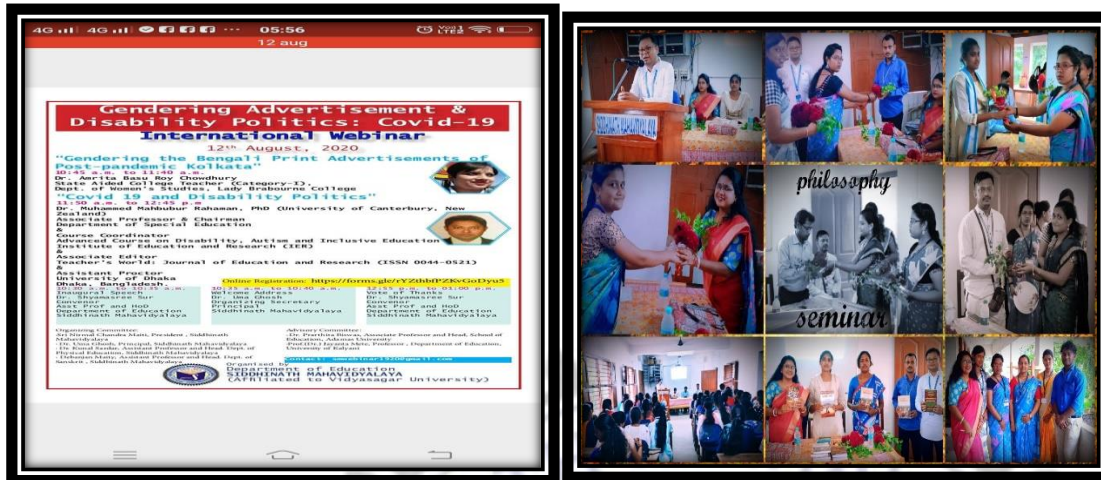
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Best Practices

- 1) Office maintains gender segregated data
- 2) Authority supports any type of gender awareness programme as when approached to him
- 3) Authority permits female staff to avail leaves without discrimination
- 4) Authority allows female staff to participate in any kind of research activities, participation in seminars, workshops, OP / RC / summer / Winter school
- 5) Internal Complain Committee is active although no such complaint received by the committee till today
- 6) General perception among the female staff and students are quite satisfactory with regard to the gender sensitive approach of the authority
- 7) Mentoring system help the students
- 8) Students are of the opinion that they can approach to the teachers easily in any problem.
- 9) Institution displays information related to ICC and Anti-ragging cell members.
- 10) Maternity leaves and Child Care Leaves (CCL) are given to the female faculty members. Total 20% female faculty members availed Maternity leaves and Child Care Leaves (CCL)



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Suggestions & Recommendations

- 1) *Trained Counselor should be hired to counsel the students*
- 2) *IQAC should organize more gender awareness programme*
- 3) *There should be a sanitary napkin vending and disposal machine installed in the campus*
- 4) *Dedicated gym facility for the girl students should be done*
- 5) *Medical practitioner should be hired once in a week.*

