

# **Gender Audit Report**

**2018-19 to 2022-2023**

**THAKUR PANCHANAN MAHILA MAHAVIDYALAYA**



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## “कन्येयं कुलजीवितम्”

*“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.”*

–United Nations Educational, Scientific and Cultural Organization (UNESCO)

Gender Audit of educational institutions is a process for organizational assessment and a tool for action planning from a gender perspective. It critically examines the capacity of institutions to ensure a safe and secure ambience for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender Equality is a global issue, and discussions on women's emancipation and their rights are at the forefront of many worldwide formal campaigns. As the awareness of gender issues increases, women spontaneously take action against women's oppression and exploitation. Gender awareness allows women to move beyond conventional gender stereotypes and rigid gender role definitions. Gender audits are conducted to identify ways to make the college campus safer for women and create an environment conducive to their development. The audit process involves choosing the sites to be audited, selecting the participants, identifying the orientations of the participants, assessing the existing situation, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

### **Gender Audit:**

#### **A. An Introduction of the Institution**

Thakur Panchanan Mahila Mahavidyalaya was established in 1981 with a noble mission of educating and enriching girls of the neighboring area, enlightening and emancipating them. Now it has become a vibrant centre of learning with student strength around three thousand and it is the only Girls College in Cooch Behar District having students from varied backgrounds and this unique position is due to its continuous association with women's education, and their empowerment. The college aims at imparting best education to women for their full and equal participation in political, civil, economic, social and cultural life, at the national, regional and international levels.



## **B. Vision, Mission**

### **VISION:**

The vision of the Institution dictates the need of a quality education which not only helps in overall development but also fosters the need of man making. Thakur Panchanan Mahila Mahavidyalaya strives towards the fostering of academic excellence and the promotion of a humane society. The vision of the institution is to evolve through collective leadership into a center of academic excellence which while retaining its regional roots is able to encompass and articulate national spirit, global concerns and the wider social imperatives. It seeks to achieve a wholesome synergy between academic practices, social empathy, cultural proclivities and co-curricular responsibilities so that all stakeholders may benefit in general and students particularly, may develop to their fullest potential.

### **MISSION:**

- To ensure Academic Quality in Higher Education.
- To ensure access and equity to all deserving and meritorious students with a preference for the poor and marginalized sections irrespective of caste and creed.
- To strive for intellectual endeavour that facilitates collaboration, problem solving, critical and creative thinking through diverse teaching-learning processes and methods.
- To promote pluricultural values aimed at the integration of all stakeholders in the campus.
- To nurture leadership qualities among the students to become agents of social change.
- To collaborate and network with institutions of higher learning and other agencies for expansion and promotion of quality education.
- To contribute to the well-being of the nation and its people and intellectual excellence.
- To accompany each other on his /her journey to self-discovery through the promotion of holistic development of the person.
- To form young women of competence, commitment, conscience and compassion.
- To instill values of self- discipline, teamwork and collaboration among the staff and students.
- To promote academic exchange and the sharing of knowledge with institutions of higher learning and research.

### **Gender Policy of Thakur Panchanan Mahila Mahavidyalaya**

- There shall not be any kind of discrimination on the basis of gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all the staffs.



## **Objectives of Gender Audit**

- To promote equal opportunities for all and to create a gender-sensitive working environment.
- To combat and stop the presence of any form of discrimination or inequity based on gender as well as sexual orientation, difference of ability, age, race, ethnicity, class, caste, or religious affiliation.
- To promote the equal participation of women (faculty members, staff and students) in all the activities of the college as decision-makers in shaping the development of the institution.
- To engage in programmes and initiatives to reduce gender inequities in access to and control over the resources of the college and in the process promote and ensure gender equity and equality (in terms of rights and access to resources, responses, and services) in strategies, projects and programmes.
- To foster gender equality in all aspects amongst the college community
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college
- To build confidence and instill leadership qualities in the girl students.
- To create social awareness about the problems of women and gender discrimination, gender sensitization in particular.

The Audit would enable the College to identify the impact of gender relations on its culture, processes, programs and organizational performance and vice versa.

This Gender Audit Report aims to serve as a foundation for fostering a more inclusive and diverse workplace at Thakur Panchanan Mahila Mahavidyalaya.

## **GENDER AUDIT**

### **A. Gender wise distribution**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.

An audit of gender sensitive features in the Institution yielded the following notable points:

Basic sanitation facility in the form of separate toilets for the students and staff is provided with sanitary vending machine.

Separate toilets for male and female faculty are available.



There is a well-managed Common Room for girls.

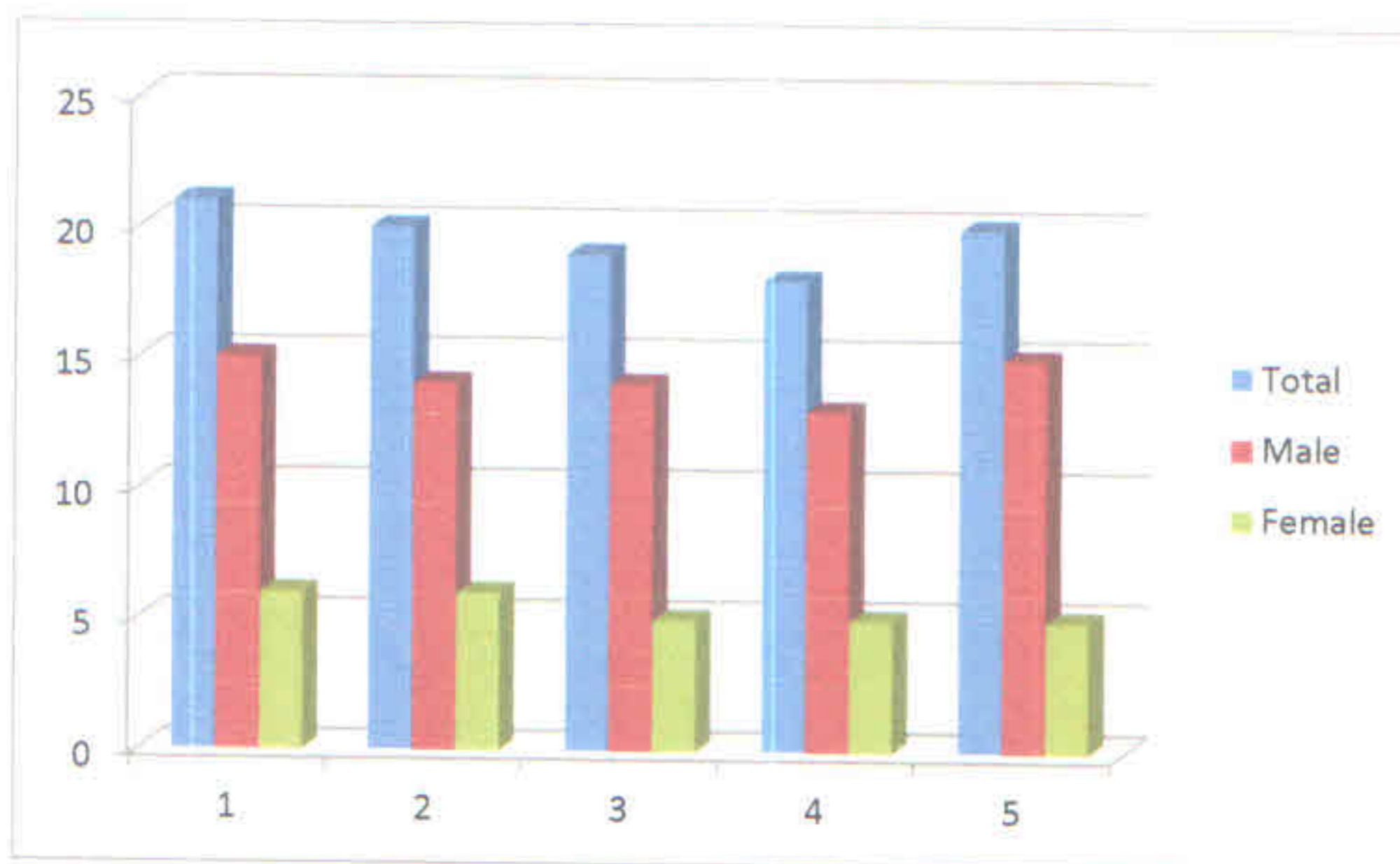
There is CCTV monitoring devices installed at different locations within the campus especially major entry exit gates.

There is a Women's Cell, ICC; Grievance Redressal Cell, Anti-ragging cell functioning at the College. These committees and sub-committees conduct Gender Sensitization programmes regularly for the students.

**Table 1: Gender wise details of total teaching staffs in the college during last five years**

Academic Session	Total	Male	Female	% of Male	% of Female
2018-2019	32	18	14	56.25%	43.33%
2019-2020	30	17	13	56.66%	43.33%
2020-2021	33	18	15	54.54%	45.45%
2021-2022	33	18	15	54.54%	45.45%
2022-2023	33	18	15	54.54%	45.45%

**Pie Chart of Gender wise details of total teaching staffs in the college during last five years**

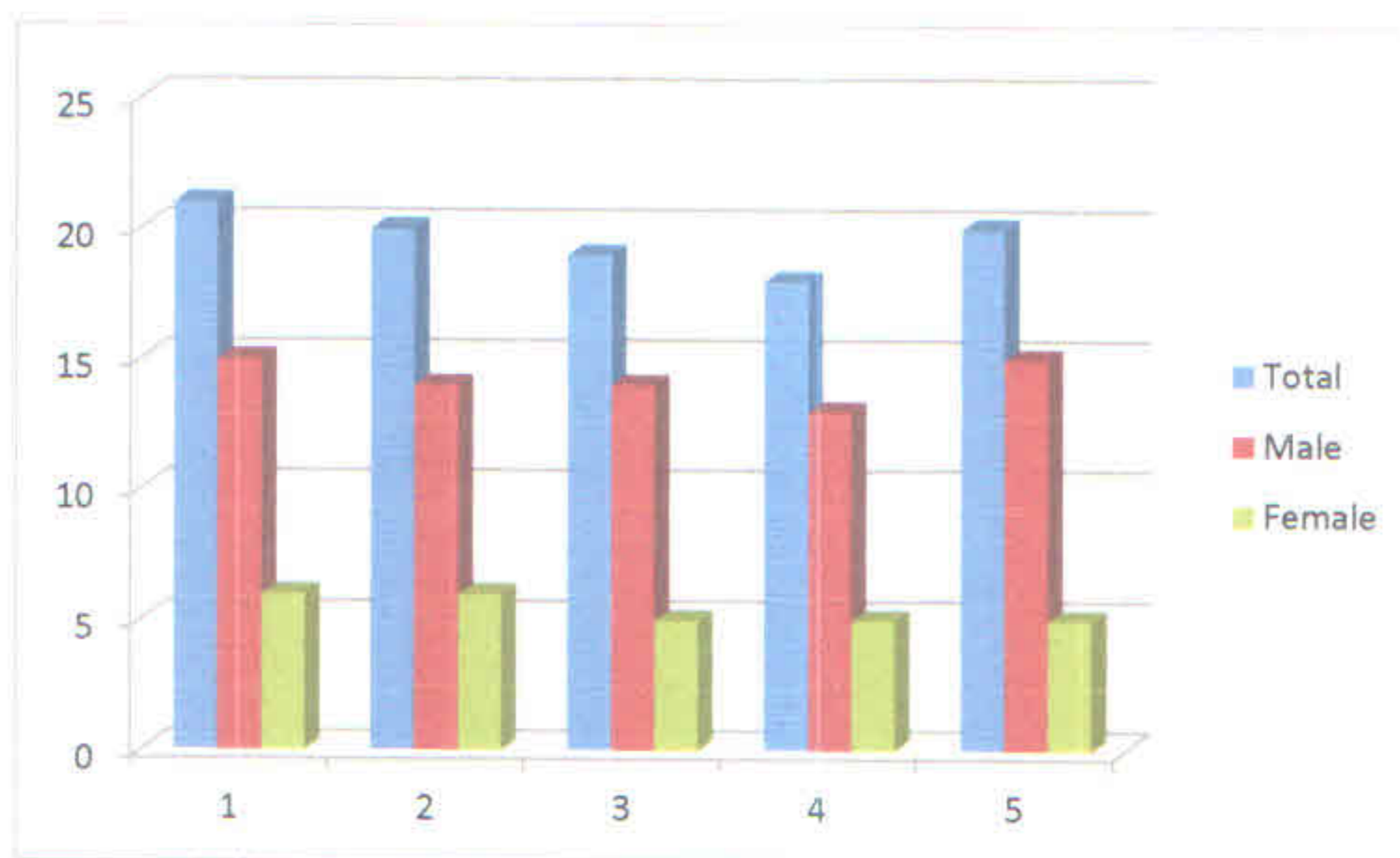


**Table 2: Gender wise details of total non-teaching staffs in the college during last five years**

Academic Session	Total	Male	Female	% of Male	% of Female
2018-2019	21	15	06	75%	28.57%
2019-2020	20	14	06	73.68%	30.00%
2020-2021	19	14	05	77.77%	26.31%
2021-2022	18	13	05	72.20%	27.77%
2022-2023	20	15	05	75.00%	25.00%



### Pie Chart of Gender wise details of total non-teaching staffs in the college during last five years



### 3. Gender sensitization initiatives

#### A. Gender equity programmes organized

The notion of gender equity is consistently nurtured in the institution through various workshops, seminars and academic programmes. NCC observed 'International Women's Day' on the 28th of March, 2023 in the campus.

The issue of gender sensitivity is not confined within the classroom only, the college is extremely sensitive towards practical problems faced by the students and keeping in mind the typicality of sensitive issues that girls and other genders may face, provision of counseling was kept open.

#### B. Gender sensitization initiatives

By forming various committees like Women Cell, Anti-ragging, Internal Complaints Cell, Grievance Redressal Cell, at the same time providing adequate facilities to girls, gender equality is kept upright in the college. As mentioned above following initiatives have been undertaken by the College for the convenience of students:

**Ladies Common Room:** There is adequate space in the Ladies Common Room.

**Girls Washroom:** Girls' washrooms are situated at different places in the college with ample water supply and proper maintenance.



**Sanitary Pad vending Machine and Incinerator:** A Sanitary Pad Vending Machine and Incinerator are installed in one of the students' washrooms.

**Drinking Water:** Water coolers and water purifiers have been provided for students in the College campus.

**CCTV coverage:** CCTV coverage is provided in the campus

At present, there is an environment of attentiveness to the needs of women students as well as the female staff.

The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Internal Complaints Committee (ICC) started functioning with effect from 10/04/2019.

The various Administrative Committees like the IQAC, Planning Board and others work in co-ordination in keeping the goals and high ideals of the College. Along with the administrative committees, Teachers' Council's various Sub-committees work in collaboration to include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The College does not only try to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.

### **Conclusion:**

The college constantly endeavors to work for the benefit of female staff and students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the students and female staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength is increasing gradually. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes, sports organized by the institution.

Gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark of its own.



**Recommendations:**

In the coming years, we aim to Increase the number of female staff to decision making bodies.

Organize more co-curricular and extra-curricular activities for students and staff including males and females.

Motivate students to actively participate in sports of their own choice.

Organize awareness sensitization workshops/programs for all faculty/staff and students especially on Legal Rights of Women

Introduce self-employment training in different subjects.

**Acknowledgements**

The audit panel thanks all those who contributed to the Institute's self-assessment process and compilation of the self-assessment report. The panel is most grateful for the openness and frankness of who spared their time to appear before the panel and for their constructive comments and observations.



**Gender Audit Committee:**

Sl.	Name	Designation	Signature with date and seal
1	Dr. Rupa Bhawmick	Chairperson (Principal)	<i>Rupa Bhawmick</i> Principal 30/06/23 T.P.M. Mahavidyalaya Cooch Behar
2	Dr. Upendra Nath Barman	Vice-Chairperson (IQAC Coordinator)	<i>Upendra Nath Barman</i> IQAC Co-ordinator T.P.M. Mahavidyalaya, COB.
3	Dr. Pankaj Kumar Debnath	External Member (Principal, Cooch Behar College)	<i>Pankaj Kumar Debnath</i> 30/6/23 Principal COOCH BEHAR COLLEGE COOCH BEHAR
4	Dr. Dipanwita Dasgupta	External Member (Assistant Professor, Deptt. Of History, CBPBU)	<i>Dipanwita Dasgupta</i> 30.6.23 Assistant Professor Department of History Cooch Behar Panchanan Barma University, Cooch Behar
5	Dr. Sati Singh	Internal Member (Presiding Officer, ICC and Coordinator, Women Cell)	<i>Sati Singh</i>
6	Bodhan Sarkar	Internal Member (TCS)	<i>Bodhan Sarkar</i>
7	Dr. Mousumi De Sarker	Internal Member (Coordinator, Anti- Ragging Cell)	<i>Mousumi de Sarker</i>