



# **GENDER AUDIT REPORT**

## **2021-22, 2022-23 & 2023-24**

**NETAJI MAHAVIDYALAYA**  
**ARAMBAGH HOOGHLY**

Prepared by  
**Women's Cell**  
Netaji Mahavidyalaya

Date of Submission of the Audit Report to the Auditors: 26.09.2024



Contact: 9434049012/9832264671, Email: [netajimahavidyalaya@gmail.com](mailto:netajimahavidyalaya@gmail.com)

Website: [www.natajimahavidyalaya.ac.in](http://www.natajimahavidyalaya.ac.in)

**The University of Burdwan**

Burdwan-713104, W. B., India

Website : <http://buweb.buruniv.ac.in>



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### CERTIFICATE OF APPRECIATION

This is to certify that Netaji Mahavidyalaya, P.O.Arambagh, Hooghly (AISHE Code C-44652) has made gender sensitization a core value. College has identified the importance of understanding and supporting gender dynamics within the campus. The audit aims to assess the institution's policies, practices and facilities in promoting gender equality and inclusivity.

From the overall analysis, it is reflected that the institution promotes to its gender equity goals and objectives. Gender Audit is a valuable exercise for identifying gender disparities and to develop strategies for promoting gender equality among the stakeholders of the College. The present report shows the improvement and status of gender based steps taken by the College to increase an involvement of both gender in all aspects/spheres. Moreover, the College has adapted some policies to ensure the eradication of all sorts of gender discriminations.

Based on the gender audit report of the College the following observations are made:

#### **Observations**

1. The College has continued its reputation of being a safe environment for women.
2. Efforts may be made towards gender sensitization through gender-based workshops, awareness programmes, seminars, *etc.*, to honour Sustainable Development Goal 5 concerned with Gender Equality.
3. More students (female) are to be encouraged to participate in sports.
4. The College retains its gender sensitive culture.
5. Institution will deliver the commitment in creating a gender inclusive and gender justice society.
6. Number of female teaching staff members in decision making bodies is to be increased.
7. The College may conduct Training/Awareness/Workshop on "Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act 2013".
8. For paying attention to the physical and mental health of women students, and staff members, Women's Club may be constituted exclusively.

*Swati Mukhopadhyay* 26.09.2024

[ Dr. Swati Mukhopadhyay ]  
Professor of Mathematics &  
Former Presiding Officer of ICC  
The University of Burdwan

**Dr. Swati Mukhopadhyay**  
Professor  
Department of Mathematics  
The University of Burdwan  
Burdwan-713104

*Arindam Roy* 26.09.24

Dr. Arindam Roy  
Head, Department of Political Science  
The University of Burdwan

**DR. ARINDAM ROY**  
**HEAD**  
Department of Pol. Science  
The University of Burdwan

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## 1. INTRODUCTION

### **HISTORY OF THE COLLEGE:**

Netaji Mahavidyalaya is an old and renowned grant-in-aid institution affiliated to The University of Burdwan, in Arambagh of Hooghly district of West Bengal. Netaji Mahavidyalaya was established on 1<sup>st</sup> August, 1948 by the famous educationist Dr. Radha Krishna Pal of Ratanpur, a great follower of Netaji Subhas Chandra Bose, and he named this institution Netaji Mahavidyalaya. The College is situated in a vast campus on the bank of River Darakeswar and is surrounded with lush green environment that enhances its peaceful academic atmosphere. It is a co-education college that nurtures teenagers of both genders at undergraduate study level and prepares them for future social and academic performances.

At present this higher education institute offers 24 subjects (including major and minor courses) at undergraduate level, one subject at post-graduate level, distance educational courses, Professional Courses, one certificate course ('Yoga' since 2018) and several add-on courses. The college runs a water testing laboratory that caters to the need of the society. There are two Girls' Hostels, including one SC&ST Hostel and two Boys' Hostel including one SC&ST Hostel accommodating at least 160 and 190 students respectively.

The Gender audit is an attempt to study whether Netaji Mahavidyalaya has good gender balance. It tries to focus upon whether college follows concerned rules set by the university, policies and actions as it forms a constituent part of the University of Burdwan. It tries to assess the impact of its current and proposed policies on gender equality. The college has been consistently concentrating upon students' quality performance with their overall personality development (holistic approach) by observing gender equality. The girls are provided with as much facilities and special attention as they need.



There are three committees to take care of gender issues and maintain gender balance: Internal Complaints Committee (ICC), Anti-ragging Committee and Grievance Redressal Committee. There is also a responsible Women's Cell. These committees work together to establish a free and equitable atmosphere that promotes students' overall growth.

### VISION OF THE INSTITUTE

To make the college a Centre of Excellence in man-making Higher Education by ensuring the holistic development of the students of all classes and creed as financially self-sufficient and ideal citizens of the nation.

### MISSION OF THE INSTITUTE

Ensuring simultaneous infrastructural development and quality assurance in the spheres of teaching-learning as well as extra-curricular activities.

Introducing more post-graduate courses, developing national and international linkage, particularly at the level of research, publication, arranging seminars and workshops, signing more and more MOUs with other reputed institutions and developing tie-up with industries and other concerns.

Augmenting participation of the students in the off campus and on campus programme under the auspices of the Career Counselling cell of the college.

Striking a harmonious balance between the development of scientific and technological knowledge of the students and inculcating the humanitarian values as well as generating interest in the indigenous culture and heritage through the activities of the NCC, NSS and YOGA practices.



## **PREFACE**

The Gender Audit is a deliberate endeavour to assess whether the college maintains a satisfactory gender balance. It scrutinizes the compliance of the college with government regulations, policies, and initiatives aimed at enhancing the status of women in the society. The primary objective of the Gender Audit is to gauge the influence of the existing and proposed government policies on gender equality. This audit was initiated with the goal of identifying ways to enhance the safety of the college campus for female students and women. The findings were subsequently shared with the college authority to facilitate the implementation of the suggestions for improvements.

## **OBJECTIVES OF GENDER AUDIT:**

1. To find out the areas where gender balance exists and the factors behind the gender balance.
2. Explore gender inequality issues within the college setting and propose strategies for mitigating such disparities and promote gender equality throughout the campus community.
3. Cultivate an inclusive and equitable decision-making atmosphere across various facets of academic life, emphasizing gender balance.
4. Assess the initiatives and capabilities of the institution in preventing sexual harassment.
5. To see the work and capacity for prevention of sexual harassment at the college.



### DETAILS OF PROGRAMMES OFFERED BY THE COLLEGE:

Sr.No	Programme Level	Name of Programme
1	UNDER GRADUATE	B.A. <ul style="list-style-type: none"> <li>➤ Bengali</li> <li>➤ English</li> <li>➤ History</li> <li>➤ Sanskrit</li> <li>➤ Philosophy</li> <li>➤ Geography</li> <li>➤ Education</li> <li>➤ Music</li> <li>➤ Economics</li> <li>➤ Santali</li> <li>➤ Physical Education &amp; Sports</li> <li>➤ Pol. Science</li> <li>➤ Business Administration</li> </ul>
2	UNDER GRADUATE	B.COM <ul style="list-style-type: none"> <li>➤ Accounting &amp; Management</li> </ul>
3	UNDER GRADUATE	B.Sc. <ul style="list-style-type: none"> <li>➤ Physics</li> <li>➤ Chemistry</li> <li>➤ Mathematics</li> <li>➤ Botany</li> <li>➤ Computer Science</li> <li>➤ Zoology</li> <li>➤ Environmental Science</li> <li>➤ Electronics</li> <li>➤ Plant Protection</li> <li>➤ Computer Application</li> </ul>
5	POST GRADUATE	M.A. in Bengali
6	DISTANCE EDUCATION COURSES <b>IGNOU: 28 (Certificate, Diploma, UG, PG)</b> <b>NSOU: 08 (UG-7, PG-1)</b>	
7	CERTIFICATE COURSE	Yoga



## 2. GENDER WISE ENROLLMENT AT UG and PG LEVEL:

The college offers Programmes like B.A., B.Sc., B.Com., M.A., BBA and BCA. Below is the list of students' year wise enrolled during the last three years: (2021-22 to 2023-24)

The details of students enrolled in different streams in academic year 2021-2022 is given in Table No. 1

**Table No. 1: Number of Students Enrolled during 2021-2022**

Faculty	Male	Female	Total	Ratio %	
				Male	Female
B.A.(GEN)	1132	1034	2166	52.26	47.73
B.Sc.(GEN)	90	40	130	69.130	30.76
B.A.	622	1104	1726	56.34	63.96
B.Com	301	54	355	84.79	15.21
B.Sc.	380	287	667	56.98	43.03
M.A.	28	34	62	45.16	54.84
BBA	74	21	95	77.89	22.10
BCA	95	38	133	71.43	15.79
<b>Total</b>	<b>2722</b>	<b>2612</b>	<b>5334</b>	<b>51.03</b>	<b>48.96</b>





The details of students enrolled in different streams in academic year 2022-2023 is given in Table No. 2

**Table No. 2: Number of Students Enrolled during 2022-2023**

Faculty	Male	Female	Total	Ratio %	
				Male	Female
B.A.(GEN)	1219	969	2188	55.71	44.29
B.Sc.(GEN)	84	39	123	68.29	31.70
B.A.	469	1160	1629	28.79	71.20
B.Com.	288	66	354	81.35	18.64
B.Sc.	314	309	623	50.40	49.60
M.A.	7	48	55	12.72	87.27
BBA	82	44	126	65.07	34.92
BCA	122	68	190	64.21	35.79
<b>Total</b>	<b>2585</b>	<b>2703</b>	<b>5288</b>	<b>48.89</b>	<b>51.12</b>

The details of students enrolled in different streams in academic year 2021-2022 are given in Table No. 3.

**Table No. 3: Number of Students Enrolled during 2023-24**

Faculty	Male	Female	Total	Ratio %	
				Male	Female
B.A.	1364	1979	3343	40.80	59.19
B.Com.	205	65	270	75.92	24.07
B.Sc.	281	222	503	55.86	44.13
M.A.	8	53	61	13.11	86.88
BBA	89	42	131	67.93	32.06
BCA	111	93	204	54.41	45.58
<b>Total</b>	<b>2058</b>	<b>2454</b>	<b>4512</b>	<b>45.61</b>	<b>56.38</b>

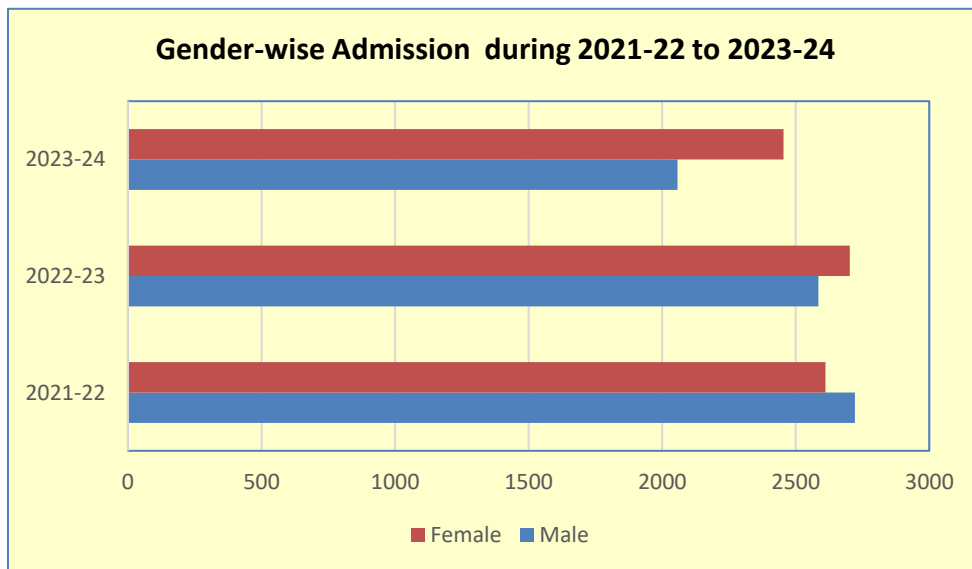


Summary of admission for the three sessions (2021-22, 2022-23 and 2023-24) is given in the following Table No. 4

**Table No. 4: Summary of Admission during 2021-22 to 2023-24**

Year	Male	Female	Total Admission	Male%	Female%
2021-22	2722	2612	5334	51.03	48.96
2022-23	2585	2703	5288	48.89	51.12
2023-24	2058	2454	4512	45.61	56.38

Graphical Representation of Summary of Admissions during the period from 2021-22 to 2023-24 is given in Figure no. 1.



**Figure No. 1: Graphical representation of Admissions during the Period from 2021-22 to 2023-24**

The data show that during the period from 2021-22 to 2022-23 there is more or less uniform admission across both the genders. During the period concerned there is a fall observed in 2023-24 in total student admission wherein male students show significant lower enrolment compared to the previous two sessions. However, enrolment of the female students remains steady.



### 3. CATEGORY-WISE GENDER BALANCE:

Students can be divided into different categories at the admission entry following social reservation system. As according to the current reservation system an applicant may be entitled to the benefit of belonging to different social castes such as SC (Scheduled Caste), ST (Scheduled Tribe), OBC (Other Backward Classes) or UR (Unreserved or General) category here the survey collects data accordingly. Further, data on male and female students' enrolment for a particular session based on such categorisation have also been collected. To mention, all the data used for survey and analysis are received from the office records/registers.

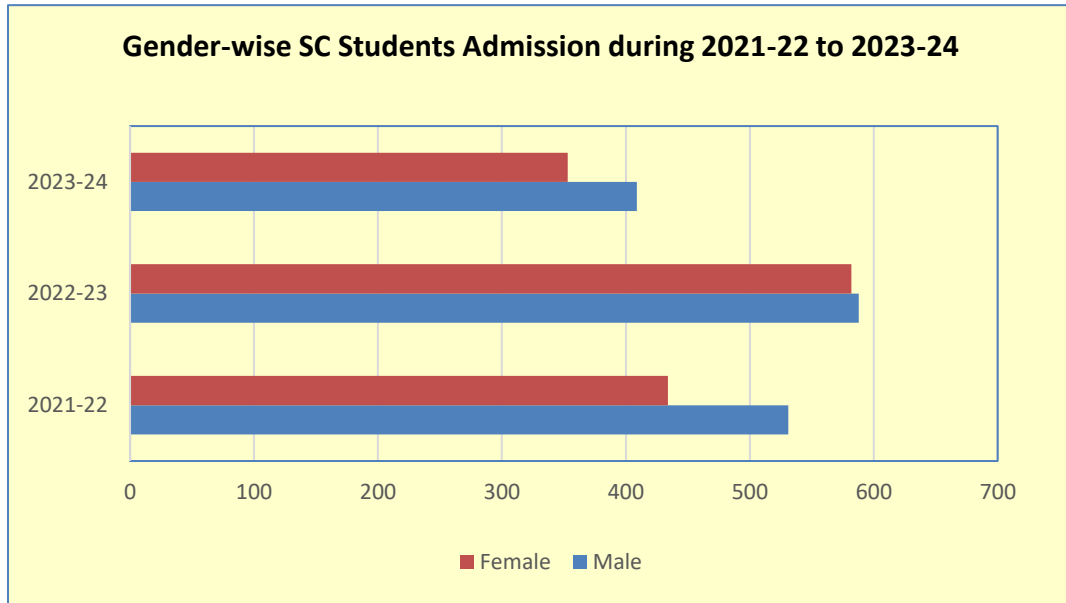
**Table No. 5** given below provides with the details of students' enrolment data for SC category for academic years 2021-22 to 2023-24.

**Table No. 5: Total Strength of SC Category Male and Female Students during 2021-22 to 2023-24**

Year	Schedule Caste (SC)				
	Male	Female	Total	Male %	Female %
2021-22	531	434	965	55.02	44.97
2022-23	588	582	1170	50.25	49.74
2023-24	409	353	762	53.67	46.32
<b>Total Students</b>	<b>1528</b>	<b>1369</b>	<b>2897</b>	<b>52.74</b>	<b>47.26</b>



Graphical representation of strength of SC category students during the three years is given in Figure no. 2.



**Figure No. 2: Graphical Representation of SC Category Students' Admissions during the three years (i.e., 2021-22, 2022-23 and 2023-24)**

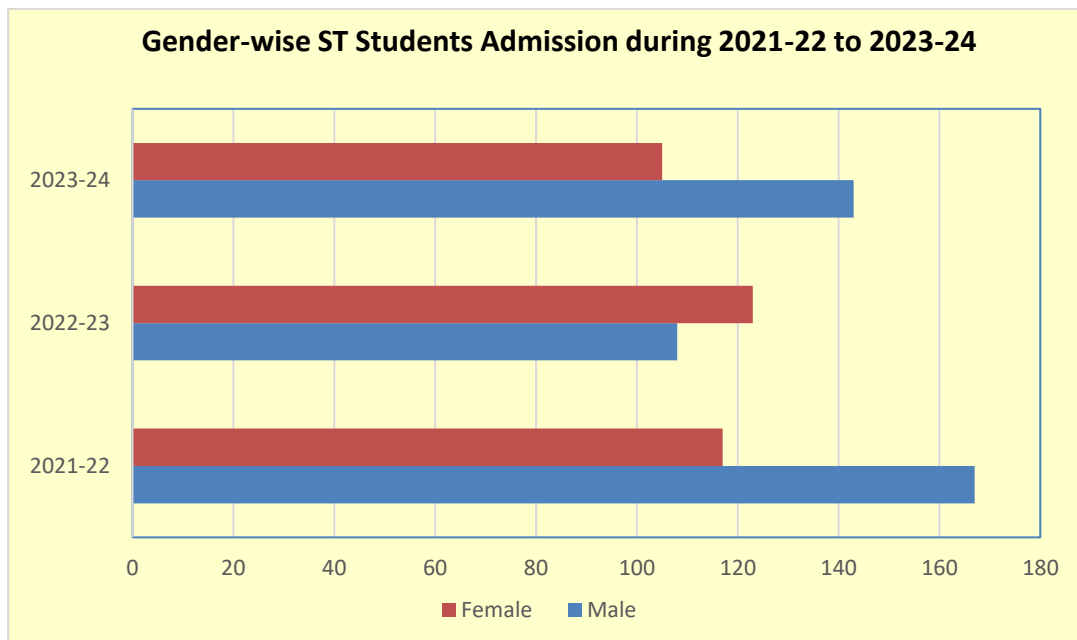
The data shows the distribution of male and female students across scheduled class (SC) category and percentage of male and female students with a higher ratio in favour of male for 2021-22 and 2023-24 that has been slightly increased in favour of female in the session 2022-23.

**Table No. 6: Total Strength of ST Category Male and Female Students for the Academic Years from 2021-22 to 2023-24.**

Year	Schedule Tribe (ST)				
	Male	Female	Total	Male %	Female %
2021-22	167	117	284	58.80	41.19
2022-23	108	123	231	46.75	53.24
2023-24	143	105	248	57.66	42.34
<b>Total Students</b>	<b>418</b>	<b>345</b>	<b>763</b>	<b>54.78</b>	<b>45.21</b>



Graphical representation of strength of the ST category students during the three years is given in Figure no. 3.



**Figure No. 3: Graphical Representation of the ST Category of Students in the Admission during the three years (i.e., 2021-22, 2022-23 and 2023-24)**

The data shows distribution of male and female students for the years concerned of ST category students. It can be viewed that in the years 2021-22 and 2023-24 the ratio is higher in favour of male ST students as compared to the female students. In 2022-23 session, however, the ratio remained in favour of the ST girl students.

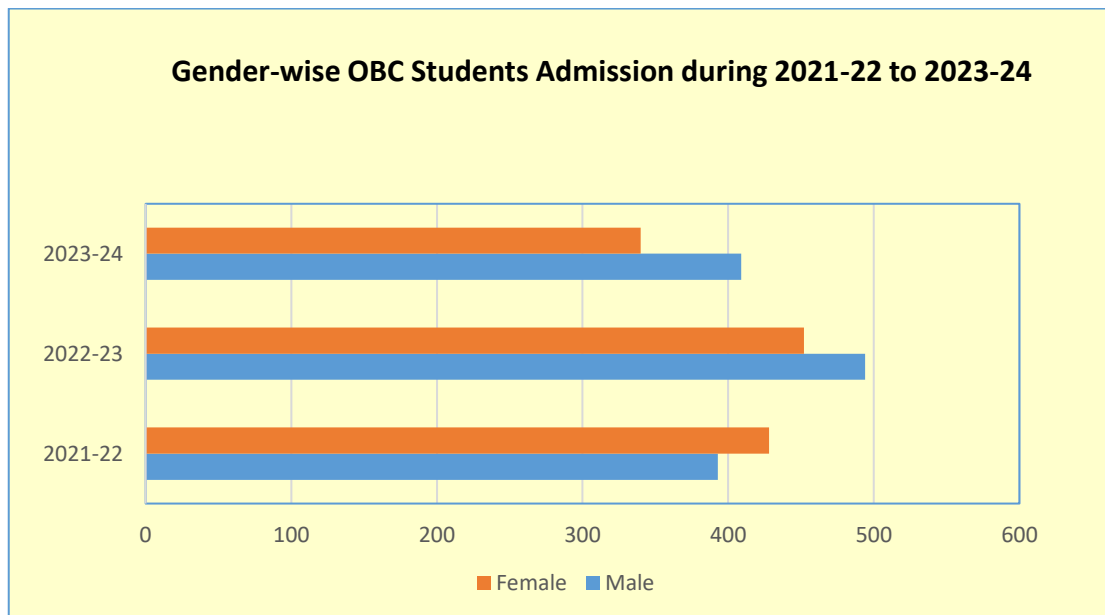


The Table No. 7 given below indicates year wise details of the enrolled candidates of OBC category for the academic years from **2021-22 to 2023-24**.

**Table No. 7: Total Strength of OBC Category Male and Female Students during 2021-22 to 2023-24**

Year	Other Backward Class (OBC)				
	Male	Female	Total	Male %	Female %
<b>2021-22</b>	393	428	821	47.86	52.13
<b>2022-23</b>	494	452	946	52.21	47.78
<b>2023-24</b>	409	340	749	54.60	45.39
<b>Total Students</b>	<b>1296</b>	<b>1220</b>	<b>2516</b>	<b>51.51</b>	<b>48.49</b>

Graphical representation of strength of the OBC category students during the three years is given in Figure no. 4.



**Figure No. 4: Graphical Representation of the OBC Category of Students in the Admissions during the three years (i.e., 2021-22, 2022-23 and 2023-24)**

The data show distribution of male and female students belonging to OBC category across the years of survey. This unfolds a note of concern regarding fall in the female student ratio vis-à-vis the male students in the two consecutive sessions 2022-23 and

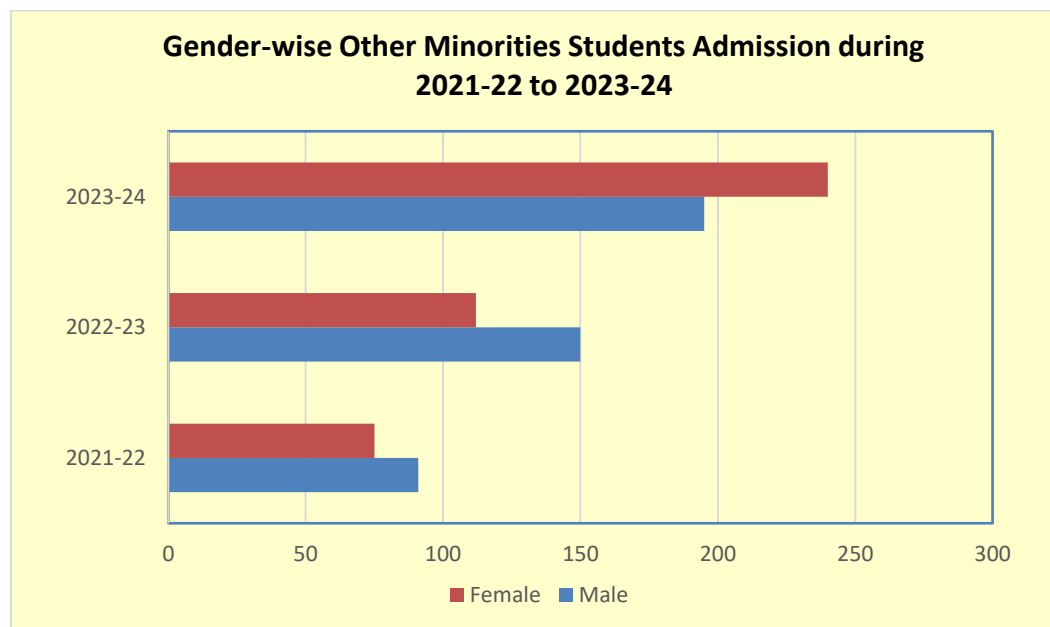


2023-24 but in 2021-22 the ratio has been in favour of the girls. These figures suggest a further verification with longer period data for years to come if any underlying cause is there that is directing OBC girls to get absorbed in some other sphere of living instead of joining higher education.

**Table No. 8: Total Strength of other Minorities Category Male and Female Students for Academic Years 2021-22 to 2023-24.**

Year	Other Minorities ratio				
	Male	Female	Total	Male %	Female %
2021-22	91	75	166	54.82	45.18
2022-23	150	112	262	57.25	42.744
2023-24	195	240	435	44.82	55.17
<b>Total Admission</b>	<b>436</b>	<b>427</b>	<b>863</b>	<b>50.52</b>	<b>49.48</b>

Graphical representation of strength of Other Minority category students during the three years is given in Figure no. 5.



**Figure No. 5: Graphical representation of Other Minorities Category Students' Admissions during the three years (i.e., 2021-22, 2022-23 and 2023-24)**

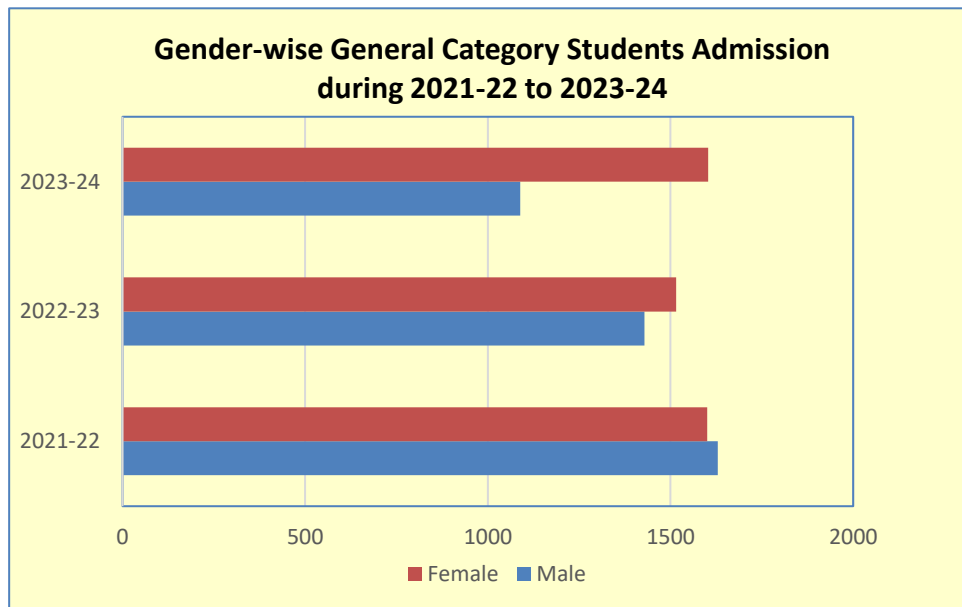


The data show the enrolment distribution of students based on genders of Other Minorities class for the period of survey. It clearly reveals an increasing trend of studying further for both the genders in a span of the three-year survey. It is more encouraging for one to see that recently the girls from this category participate more in higher studies.

**Table No. 9: Total Strength of General Category Male and Female Students during the Period from 2021-22 to 2023-24**

Year	General Category				
	Male	Female	Total	Male %	Female %
2021-22	1629	1600	3229	50.45	49.55
2022-23	1429	1515	2944	48.53	51.46
2023-24	1089	1603	2692	40.45	59.54
<b>Total Admission</b>	<b>4147</b>	<b>4718</b>	<b>8865</b>	<b>47.77</b>	<b>53.22</b>

Graphical representation of strength of General Category students during the three years is given in Figure no. 6.



**Figure No. 6: Graphical representation of Other Minorities Category Students' Admissions during the three years (i.e., 2021-22, 2022-23 and 2023-24)**



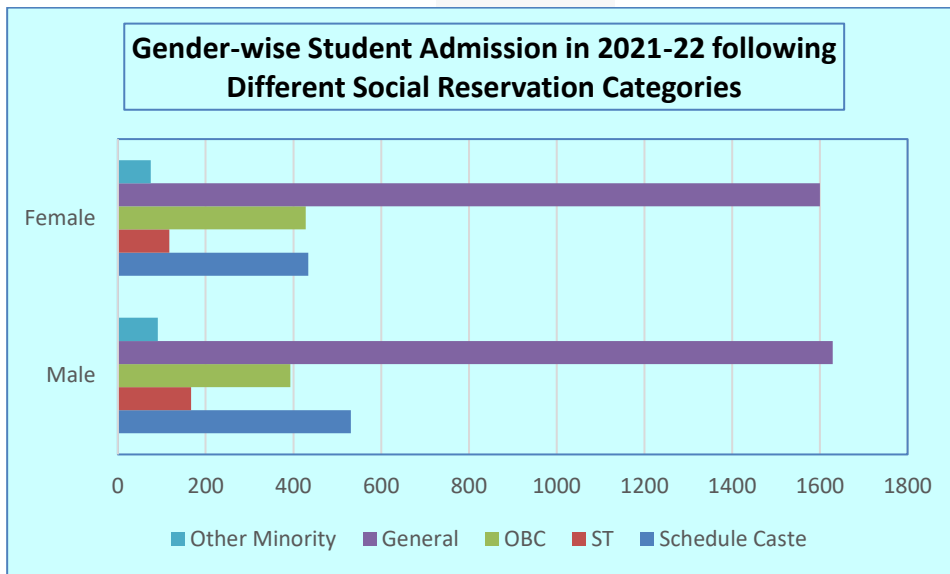


The Fig.No.6 shows enrolment distribution of the General category students across genders for the three sessions of survey. It is obvious from the table and the diagram that over the years participation in higher studies of the male students is becoming lower. This may be a cause of concern and subject to further correlation to other socioeconomic changes. However, the girl students are being observed to pursue higher studies more or less at a stable rate. In 2023-24 session girls' enrolment occupies a share as large as 59.54 per cent i.e., almost 60 per cent out of their own category.

**Table No. 10: Total Admission of Students from Different Social Reservation Categories**

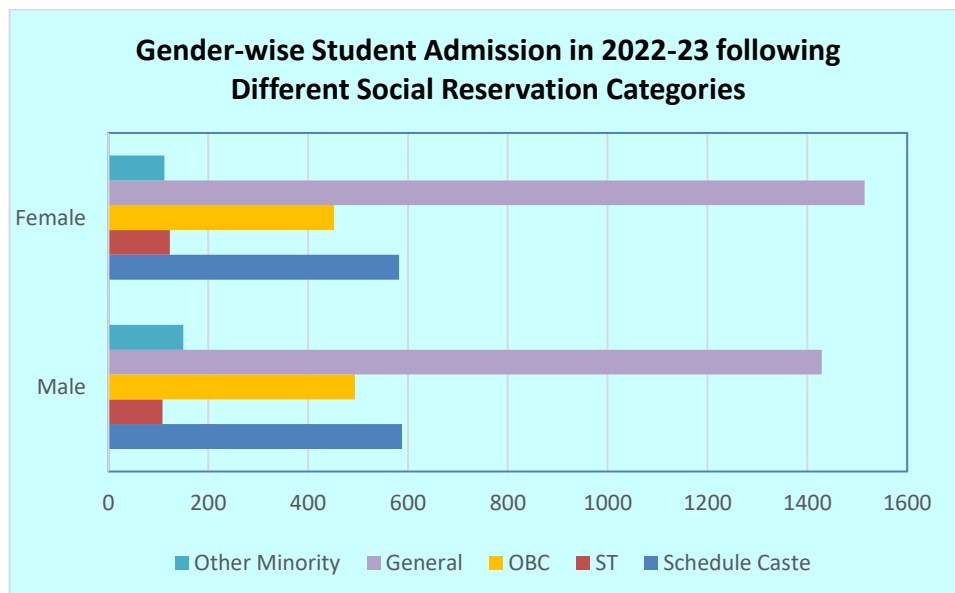
Categories	2021-22		2022-2023		2023-2024	
	Male	Female	Male	Female	Male	Female
<b>SC</b>	531	434	588	582	588	582
<b>ST</b>	167	117	108	123	143	105
<b>OBC</b>	393	428	494	452	409	340
<b>General</b>	1629	1600	1429	1515	1089	1603
<b>Other Minorities</b>	91	75	150	112	195	240
<b>Total</b>	<b>2811</b>	<b>2654</b>	<b>2769</b>	<b>2784</b>	<b>2790</b>	<b>2834</b>
<b>Grand Total</b>	<b>5465</b>		<b>5553</b>		<b>5614</b>	

Graphical representation of strength of students of different social reservation categories during three years (2021-22, 2022-23 and 2023-24) is given in Figure no. 7a, 7b and 7c.

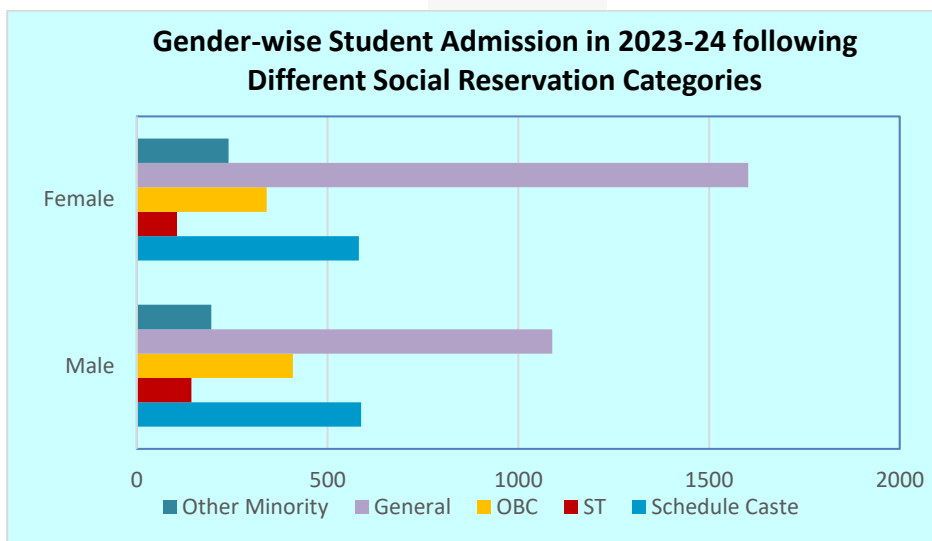


**Figure No. 7a: Graphical Representation of Overall Category-Wise Students' Admission in 2021-22**

Fig. No. 7a (excerpt of Table No. 10) shows gender balance is typical for both genders, i.e., both male and female student enrolment follow similar pattern. In both cases general category occupies largest share followed by either the SC category or OBCs. And in both cases the smallest share is of the ST and the other minorities categories.



**Figure No. 7b: Graphical Representation of Overall Category-wise Students' Admission in 2022-23**



**Figure No. 7c: Graphical Representation of Overall Category-wise Students' Admission in 2023-24**

For the two consecutive sessions 2022-23 and 2023-24 the same type is reflected in student admission/enrolment. Both for male and female students, share in enrolment is largest for the General category and the smallest for the ST and the other minorities categories.

The foregoing gender pattern observed in student admission/enrolment reflects a similar population structure of the region that is constituted of the General category as majority; followed by the SC and the OBC population. The observed proportionality of student enrolment as with the population strata indicates a balance in gender aspect of the institution concerned.

#### **4. GENDER-WISE TEACHING AND NON-TEACHING STAFF:**

Year wise summary of teaching and non-teaching staff during three years: (2021-22 to 2023- 24) is given in following Table no. 11 to Table no. 12.

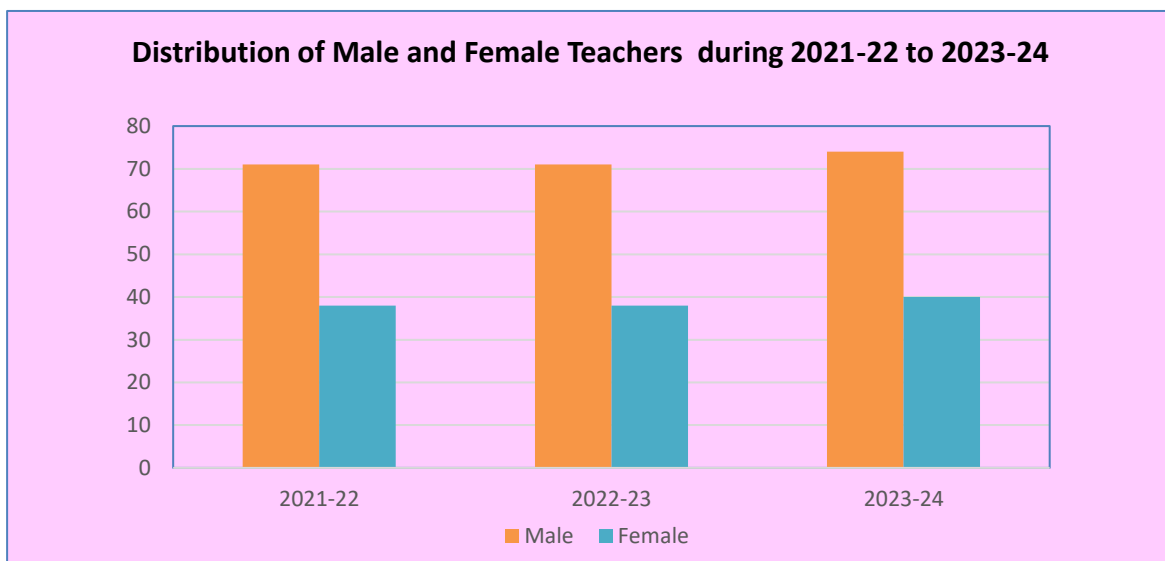
##### **Teaching Staff**

The male-female distribution of teachers is given in Table No. 11



**Table No. 11: Male-Female Distribution of Teaching Staff during the Period from 2021-22 to 2023-24**

Year	Teaching Staff ratio				
	Male	Female	Total	Male %	Female %
<b>2021-22</b>	71	38	109	65.14	34.86
<b>2022-23</b>	71	38	109	65.14	34.86
<b>2023-24</b>	74	40	114	64.91	35.09



**Figure No. 8: Graphical representation of Male-Female Distribution of the Teaching Staff during the three years**

The figures in the Table No. 11 remain almost static across the sessions under consideration. In the sessions 2021-22 and 2022-23 the ratio between male-female teachers has remained approximately same at 65: 35. In the last session, however, it moderately increased at 66:34. The data on total teachers' strength suggests overall increase in teacher appointment in the recent year of both the male and female counterparts. From the gender balance view-point it can be concluded that the differential between male and female teacher recruitment is moderate as almost one-third of the total teachers are female. This characteristic can be least mediated by the college authority as the recruitments are system generated.

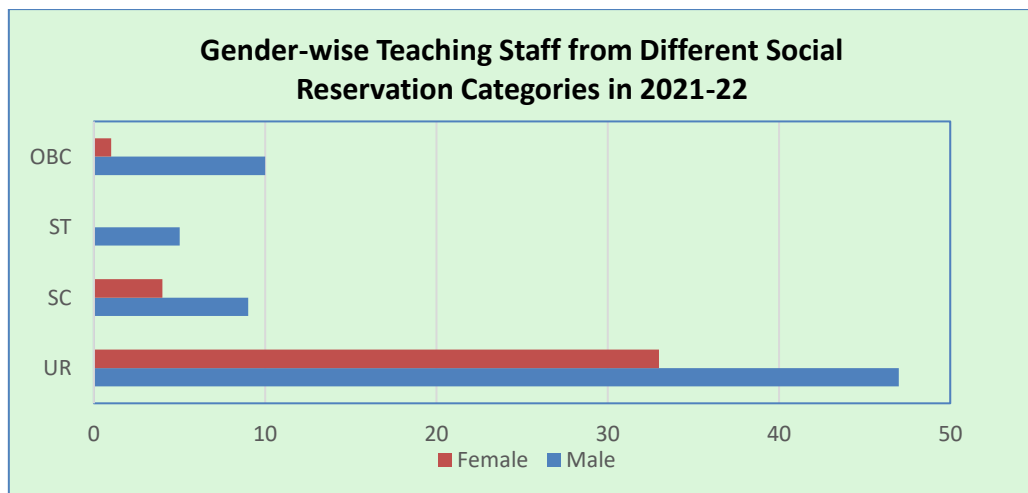


Table No. 12 below shows the gender distribution of Teaching Staff and the percentage of male and female Teaching faculty.

**Table No. 12: Gender-wise Distribution of the Teaching Staff from Different Social Reservation Category in 2021-22**

Year	Teaching Staff Ratio Category wise 2021-2022				
	Male	Female	Total	Male %	Female %
UR	47	33	80	58.75	41.25
SC	9	4	13	69.23	30.77
ST	5	0	5	100	0
OBC	10	1	11	90.91	9.09

From this Table no. 12 one can find that majority of the teaching staff belongs to the unreserved category of which the male counterpart holds almost 60 per cent of the total. From other categories representation is low and of them male teachers occupy the larger share. The following Figure No. 9 associates the statistics contained in the Table No. 12.



**Figure No. 9: Male-Female Teaching Staff Distribution from Different Social Reservation Categories in 2021-22**

**Table No. 13: Gender-wise Distribution of the Teaching staff from Different Social Reservation Categories in 2022-23**

Year	Teaching Staff ratio category wise 2022-2023				
	Male	Female	Total	Male %	Female %
UR	47	33	80	58.75	41.25
SC	9	4	13	69.23	30.77
ST	5	0	5	100	0
OBC	10	1	11	90.91	9.09

In the Table No.13, the teaching staff scenario remains the same as the foregoing year.



**Table No. 14: Gender-wise Distribution of the Teaching staff from Different Social Reservation Category in 2023-24**

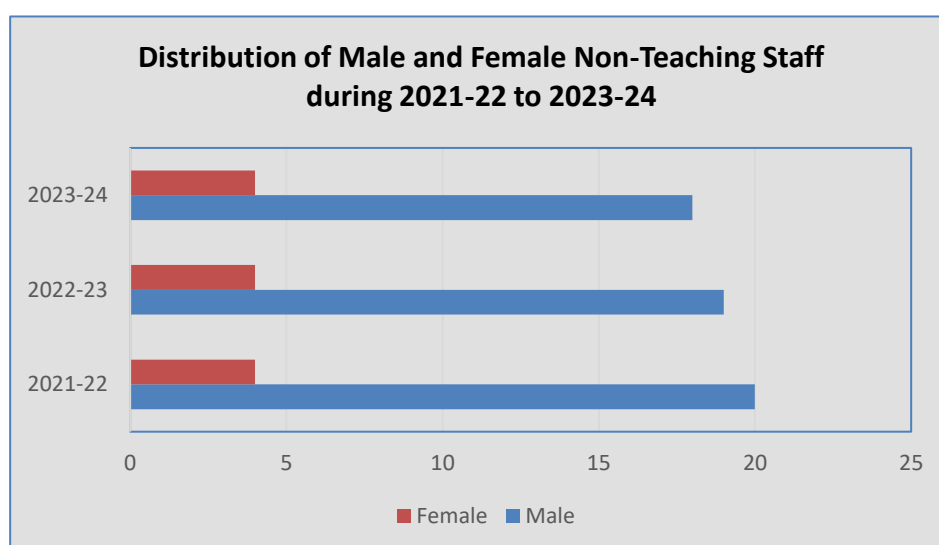
Year	Teaching Staff ratio category wise 2023-2024				
	Male	Female	Total	Male %	Female %
UR	48	33	81	59.26	40.74
SC	9	5	14	64.28	35.71
ST	6	1	7	85.71	14.28
OBC	11	1	12	91.67	8.33

In the last two sessions viz., 2022-23 and 2023-24 the statistics of the teaching staff of the college remains more or less static. Hence, the charts are not repeated to save the space.

### Non-Teaching Staff

**Table No. 15: Male-Female Distribution of Non-Teaching Staff during the Period from 2021-22 to 2023-24**

Year	Non-Teaching Staff Ratio				
	Male	Female	Total	Male %	Female %
2021-22	20	4	24	83.33	16.76
2022-23	19	4	23	82.60	17.4
2023-24	18	4	22	81.81	18.18



**Figure No. 10: Graphical representation of Male-Female Distribution of the Non-Teaching Staff during the three years**



Figure No. 10 shows a skewed gender distribution against female among the non-teaching staff in the recent period that covers all three years under consideration. On an average, only around 17 percent of non-teaching staff is female. This indicates that there rests an obvious deviation from gender balance.

**Table No. 16: Gender-wise Distribution of the Non-Teaching Staff from Different Social Reservation Category in 2021-22**

Year	Non-Teaching Staff ratio category wise 2021-2022				
	Male	Female	Total	Male %	Female %
UR	11	1	12	91.66	8.37
SC	8	3	11	88	12
ST	1	0	1	100	0
OBC	0	0	0	-	-

Table No. 16 reveals the male-female composition of the recruited non-teaching staff in the college at present along with their social reservation category. Hence, it is obvious that the UR (Unreserved) category has more than 50 per cent of the pie (out of total 24 non-teaching staff 12 come up from UR background). From the above data it is also clear that the strength of female non-teaching staff is not satisfactory in the college. Categorically mentioned, lacuna remains in the recruitment of ST and OBC female staff the figure for which is exactly nil.

**Table No. 17: Gender-wise Distribution of the Non-Teaching Staff from Different Social Reservation Category in 2022-23**

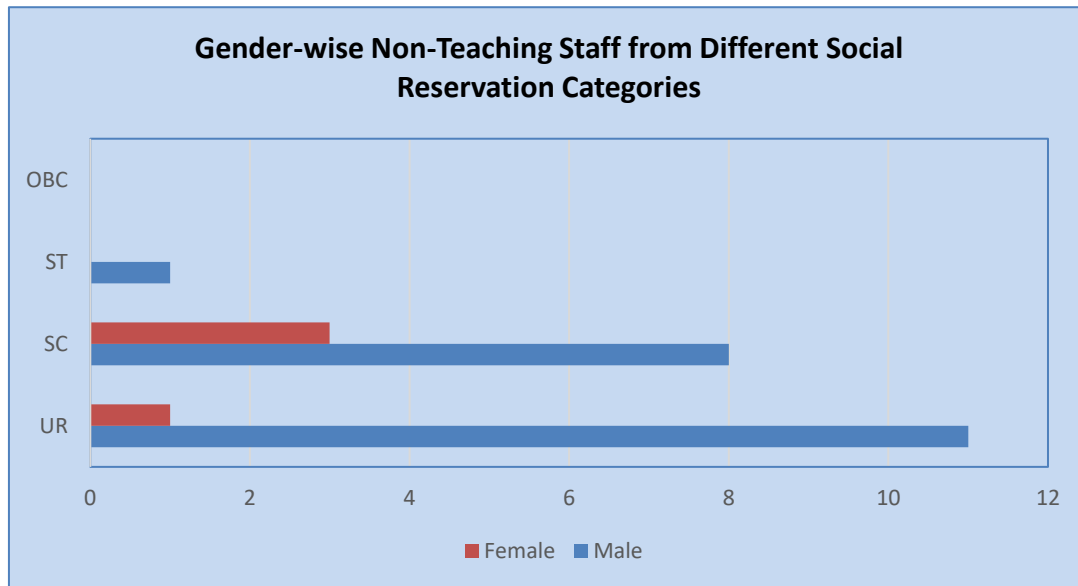
Year	Non-Teaching Staff ratio category wise 2022-2023				
	Male	Female	Total	Male %	Female %
UR	11	1	12	91.66	8.37
SC	7	3	10	70	30
ST	1	0	0	100	0
OBC	0	0	0	-	-



**Table No. 18: Gender-wise Distribution of the Non-Teaching Staff from Different Social Reservation Category in 2023-24**

Year	Non-Teaching Staff ratio category wise 2023-2024				
	Male	Female	Total	Male %	Female %
<b>UR</b>	10	1	11	90.9	9.09
<b>SC</b>	7	3	10	70	30
<b>ST</b>	1	0	0	100	0
<b>OBC</b>	0	0	0	-	-

The Table Nos. 16, 17 and 18 summarise the strength of non-teaching staff in the college for the three years under survey. It clearly points out two facts: the set of employees remain almost fixed for the years and gender balance is on a lower scale.



**Figure No. 11: Graphical Representation of Non-Teaching Staff Male-Female Distribution in 2023-24**





## 5. GENDER SENSITIVE FEATURES IN THE COLLEGE

Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Women’s Cell, Internal Complaint Committee (ICC), and providing as much facilities to girl students as possible, the college authority renders sincere effort to empower girl students and other women stakeholders of the college.

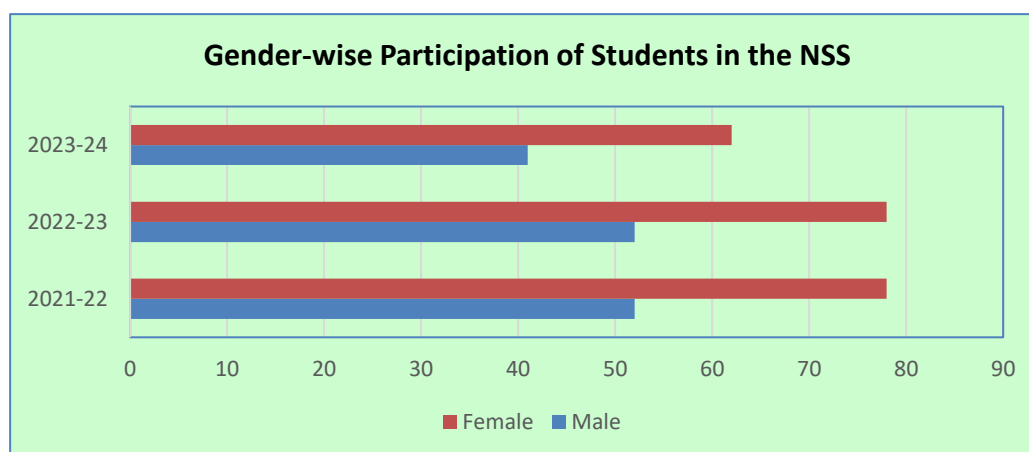
### 5.1 National Service Scheme (NSS):

The Table No. 19 indicates strength of NSS students in the college for academic years 2021-22 and 2022-23.

**Table 19: Male and Female Students’ Participation in the College NSS**

Year	NSS Students Ratio				
	Male	Female	Total	Male %	Female %
2021-22	52	78	130	40	60
2022-23	52	78	130	40	60
2023-24	41	62	103	39.8	60.19

The data show the gender distribution in the college NSS and percentage of students engaged with NSS functionary in the college. It shows female participation is higher for years mentioned in the Table No. 19. Gender parity survey here indicates lower male participation of boys. Therefore, that should be brought in future.



**Figure No. 12. Graphical Representation of Participation in NSS during the Period from 2021-22 to 2022-23**



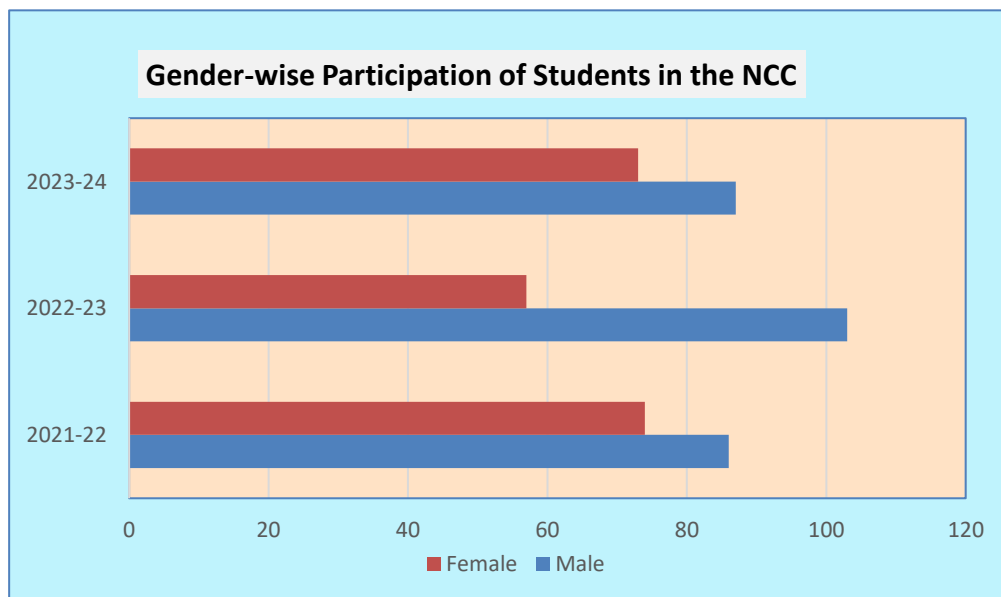
## 5.2 National Cadet Corps (NCC):

The Table No. 20 indicates year wise enrolled candidates in NSS from academic years 2021- 22 to 2023-24.

**Table 20: Male and Female Students' participation in the College NCC**

Year	NCC Students Ratio				
	Male	Female	Total	Male %	Female %
2021-22	86	74	160	53.75	46.25
2022-23	103	57	160	64.37	35.62
2023-24	87	73	160	54.37	45.62
<b>Total Students</b>	<b>276</b>	<b>204</b>	<b>480</b>	<b>57.50</b>	<b>42.50</b>

The Table no. 20 shows during the period of survey, i.e., in the years 2021-22, 2022-23 and 2023-24, participation of the students in the college NCC has fluctuated. In the 2022-23 session the strength of female students in NCC has been less. But it is observed that female participation has been higher in two other sessions. From gender balance point of view the foregoing pattern observed in the participation in NCC may be said to be within satisfactory range.



**Figure No. 13 Graphical Representation of No. of Students Enrolled in NCC during the Period from 2021-22 to 2023-24**



From Table No. 20 and Figure No. 13 the summary of the students' participation in the college NCC can be interpreted. From the percentage data on NCC participation it can be taken that the ratio lies in favour of the male students. However, as the ratio lies in a moderate differential range from the gender balance point of view it can be said that the participation by both the genders remain satisfactory though the girls must be encouraged more to participate in the same in the future.

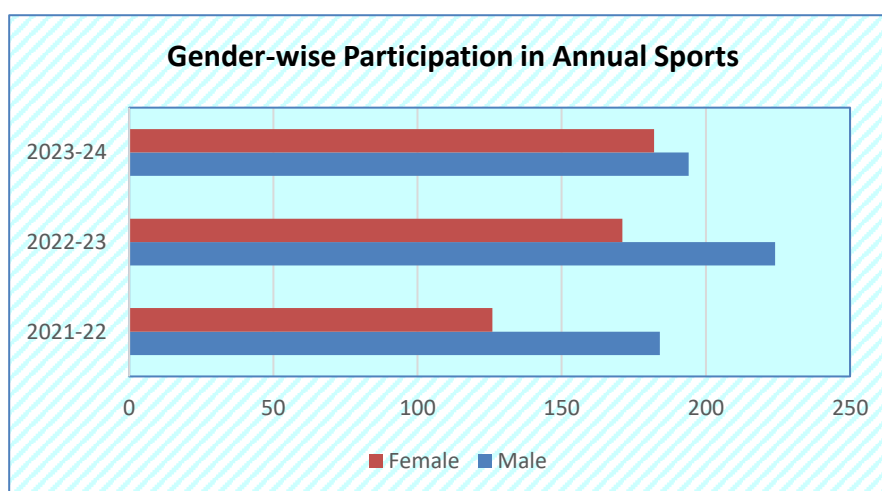
### 5.3 Gender Ratio in Sports Participation

The college organizes the annual sports where girls and boys participate spontaneously. The following table shows the participation rate in annual sports for the three years under survey.

**Table 21: Number of Students participated in Sports (Male and Female Classification and Ratio)**

Year	Sports Participation ratio				
	Male	Female	Total	Male %	Female %
2021-22	184	126	310	59.35	40.65
2022-23	224	171	395	56.71	43.29
2023-24	194	182	376	51.59	48.41

The above data show that there is gradual increase in girl students' participation in various sports.



**Figure No. 14: Graphical Representation of No. of Students Participated in Various Sport Activities during the period from 2021-22, 2022-23 and 2023-24.**

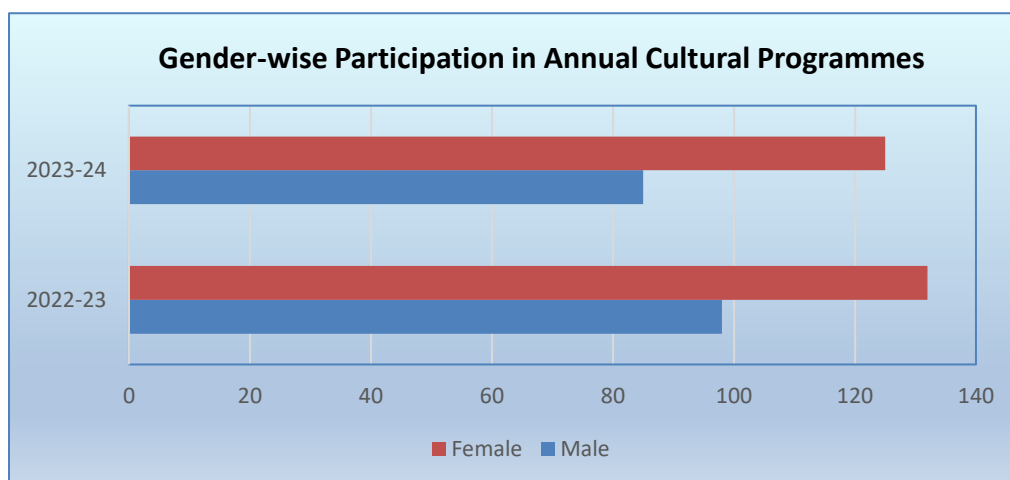


## 5.4 Gender Ratio in Cultural Competition

Netaji Mahavidyalaya arranges cultural competition every year in which boys and girls participate spontaneously. Numerous events are held including singing, dance, drawing and essay writing. Table No. 22 depicts gender-wise participation scenario in annual cultural competition for the sessions 2022-23 and 2023-24. However, due to COVID-19 pandemic situation college was closed in 2021-22 and the Annual Cultural Competition could not be organized.

**Table 22: Gender-wise Student Participation in The Annual Cultural Competition**

Year	Cultural Program Participation Ratio				
	Male	Female	Total	Male %	Female %
2021-22	-	-	-	-	-
2022-23	98	132	230	42.61	57.39
2023-24	85	125	210	40.48	59.52



**Figure No. 14: Graphical Representation of No. of Students Participated in Various Sport Activities during the Period from 2021-22, 2022-23 and 2023-24.**

In both the years 2022-23 and 2023-24 the Table No. 22 and the Figure No. 14 visibly show greater participation by the girl folk relative to the boys though the differential is not strikingly high. The college must be more attentive to draw more students to participate in the said programme and especially boys.



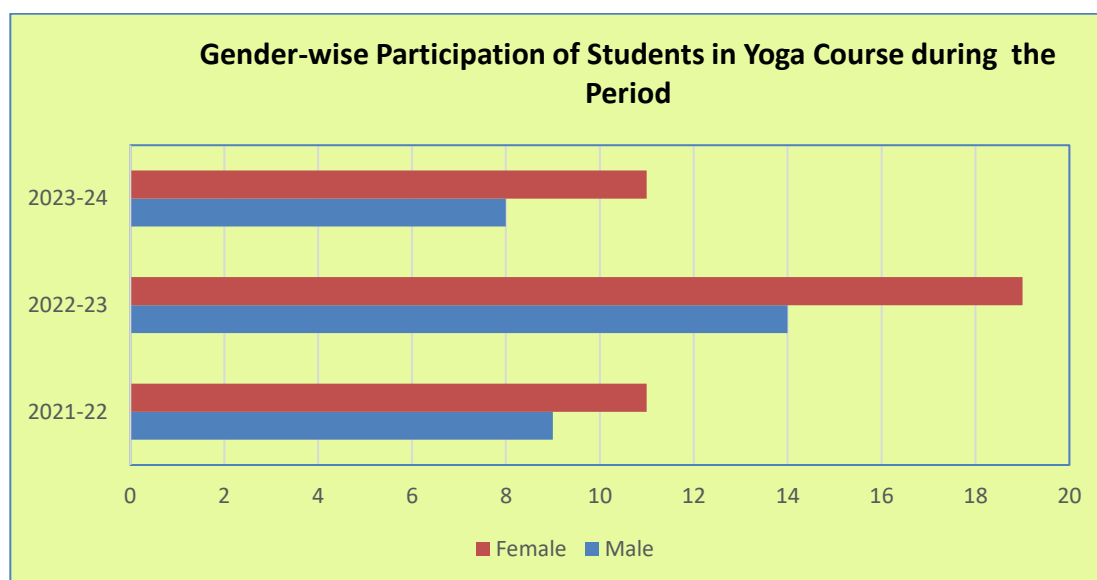
## 5.5 Gender Ratio in Yoga

The practice of Yoga is given adequate emphasis in the college. The Department of Physical Education runs a six-month Certificate Course on Yoga. In the following Table No. 23, the statistics of new admission to Yoga Course for the years under survey are charted.

**Table No.23: Gender-Wise Student Participation in The Yoga Certification Course Programme**

Year	Yoga Participation Ratio				
	Male	Female	Total	Male %	Female %
2021-22	9	11	20	45	55
2022-23	14	19	33	42.42	57.58
2023-24	8	11	19	42.11	57.89

Data Source: Certificate Course on Yoga, Dept. of Physical Education Netaji Mahavidyalaya.



**Figure No. 15: Graphical Representation of No. of Students Participated in Yoga Course during the period from 2021-22, 2022-23 and 2023-24.**



## **6. GENDER RELATED COLLEGE INFRASTRUCTURE:**

### **6.1 Classroom, Main Building, Library, Staffroom and Practical Lab:**

College provides spacious infrastructural facilities which includes well-equipped classrooms, smart classrooms and practical laboratories for all students, well-facilitated staffroom for teaching staff, provision of ICT- based study material (e-books, e-journals, etc.) to students in the library, internet facility to faculty and students and seminar halls with ICT facilities. The College also has its own auditorium for special occasions and a newly built Natyamancha (theatre hall) especially for cultural programmes.

### **6.2 Separate Staircase and Ramps**

The separate staircase avoids chaotic situation. It also works as a safety and comfort measure for girls and lady teachers. Ramps help the differently abled persons entering into the college with smooth access along with their wheelchairs.

### **6.3 Girls' Common Rooms and Washrooms:**

There are two Girls' Common Rooms made for rest and recreation of the girls. These have attached toilet, bed and couches. They are regularly cleaned and hygienic conditions are properly maintained.

### **6.4 Vending Machine:**

Vending machine for Sanitary napkins along with sanitary napkins disposal machine is located at one of the Girls' Common Rooms. Sanitary napkins are supplied mainly to the girl students on need. An instruction display is also put up beside the vending machine.

### **6.5 Complaint/ Grievance Box:**

A complaint/grievance/suggestion box is provided for students to be used by boys and girls equally. The mechanism allows them to drop their written grievances/suggestions without disclosing their personal identity. The box is opened on regular intervals and corrective actions are taken.

### **6.6 Drinking water:**

Water purifiers are placed at different places for the convenience of the students.

### **6.7 Facilities for Differently-Abled Students:**

Ramps are provided at different entrances of college for easy commuting for differently-abled students.



### **6.8 CCTV:**

CCTV cameras are installed at possible corners for full coverage of security of students especially of girls.

### **6.9 Ladies Staffroom and Toilet:**

College has separate Ladies Staffroom facility and toilet facilities.

### **6.10 Notification of Helpline number:**

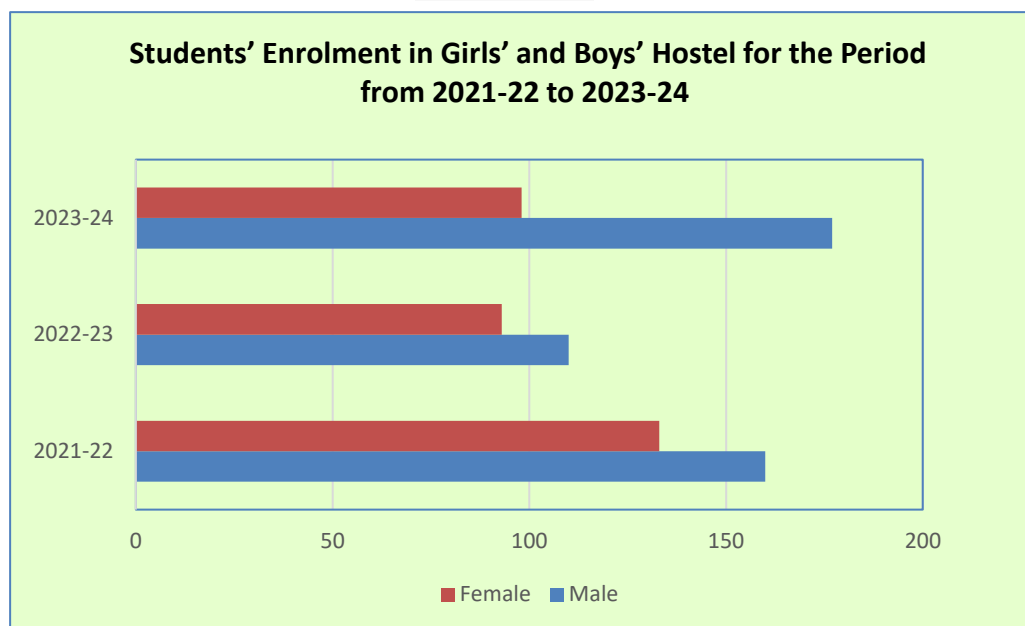
Helpline number is displayed on sexual harassment display board and also college website.

### **6.11 Hostel Facility for Boys and Girls:**

- The college has hostel for the boys and the girls in the college campus.
- Hostel facilities are provided at concessional fees to the deserving students.
- Hostel provides beds, tables, chairs, fans, cupboards, water purifier, toilet facility, electricity, common room, TV etc.
- There is a constant supply of utility water and drinking water in the hostel.
- The hostel students are under the parental care of the Super/Warden who himself/herself resides in the hostel.

**Table No. 24: Students' Enrolment in Girls' and Boys' Hostel for the Period from 2021-22 to 2023-24**

<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>2021-22</b>	160	133	293
<b>2022-23</b>	110	93	203
<b>2023-24</b>	177	98	275



**Figure No. 16: Graphical Representation of Gender-wise Enrolment in the Girls' and the Boys' Hostels for 2021-22, 2022-23 and 2023-24**

#### **Facilities For Girls in Institution Campus**

- As the Campus is full of students, to avoid rush and other mishaps, separate provisions for girls are made at various places in the college campus.
- Separate study facility is made available for girl students with adequate space.
- **Ladies Room:** Provision is made for girls resting mode in ladies' room. Napkin vending machine is also made available for girls.
- **Girls Washroom:** Washrooms are situated with ample supply of water and regular cleaning. A separate washroom is available for female staff.
- **Canteen:** College has canteen in campus itself. There is a separate section for girls in the canteen.
- **Recreational facilities:** Two daily newspapers and magazines are provided to the hostels. The sports facility for the indoor games like chess and carom is also available. Gymnasium and yoga center are adjacent to the college campus.



## 7. STATUTORY COMMITTEES FOR PROTECTION OF WOMEN AGAINST MISCONDUCT

### 7.1 Anti-Ragging Committee

- The mandatory Anti-ragging Committee is functioning in the college to resolve ragging related problem.
- Permanent notice boards mentioning the names of the members of the Committee along with contact numbers are displayed on the prominent places.
- At the time of admission, an undertaking regarding anti-ragging is taken from every student with the signature of one of parents.
- Faculty members along with the discipline committee keep close watch on students' behaviour.
- During three years of assessment, zero ragging cases on the campus were observed.

Anti Ragging Committee		
Sr.	Name of Committee Members	Designation
1	Sri Krishna Chandra Santra	President, GB
2	Dr. Biswanath Garai	Vice-Principal
3	Dr Anindya Bhattacharya	Convenor, Assistant Professor, Dept. of Economics
4	Prof. Uday Kumar Nandi	Teacher Representative, GB, Associate Professor, Dept. of English
5	Sri Srikanta Patra	Non-Teaching Representative, GB
6	Sri Pradip Addhya	Superintendent, Boys' Hostel, Lab Instructor of Dept. of Plant Protection
7	Smt. Manasi Midya	Superintendent, Girls' Hostel, SACT, Dept. of Physical Education
8	Smt. Mahua Saha	Member, SACT, Dept. of Political Science
9	Sri. Anindya Dey	Member, Library Clerk

### 7.2 Students' Grievance Redressal Cell

- The Students' Grievance Redressal Cell is functioning in the college to resolve students' complaints and grievances.
- Majority of grievances are resolved amicably at the cell or departmental level.
- One of the members of the Cell is a student representative.



- Suggestion boxes are kept in different places on the campus. They are opened regularly by members of the committee and grievances (if any) are redressed through the committee.

<b>Grievance Redressal Committee</b>		
<b>Sr.</b>	<b>Name of Committee Members</b>	<b>Designation</b>
1	Dr. Biswanath Garai	Vice-Principal
2	Dr. Mamata Khan	Convenor, Associate Professor, Dept. of Bengali
3	Prof. Santu Bhaluk	Jt. Convenor, Assistant Professor, Dept. of Political Science
5	Dr. Binay Malakar	Member, Associate Professor, Dept. of Physics
6	Dr. Anindya Bhattacharya	Member, Assistant Professor, Dept. of Economics
7	Prof. Sudhangshu Mondal	Member, Assistant Professor, Dept. of Economics
8	Sri. Anindya Dey	Member, Library Clerk
9	Sri Moumita Bairagi	Member

**7.3 Internal Complaints Committee:** The College also has an Internal Complaints Committee constituted of the following members.

<b>Internal Complaints Committee</b>				
<b>Sr.</b>	<b>Post</b>	<b>Name of Committee Members</b>	<b>Designation</b>	<b>Department</b>
1	Presiding Officer	Prof. Sumita Rani Das	Associate Professor	Bengali
2	External Member	Dr. Tripti Roy Kundu	Social Activist	-
3	Internal Member	Prof. Sonali Majumdar	Associate Professor	Political Science
4	Internal Member	Dr. Mamata Khan	Associate Professor	Bengali
5	Internal Member	Dr. Manjusha Sarkar	Associate Professor	Botany
6	Internal Member	Sri. Hasan Chowdhury	Students' Representative	Env. Sc.



## 8. COMMITTEE FOR WELFARE OF GIRLS STUDENTS

- The most important Committee for welfare of girl students in the college is Women's Cell. This cell organizes different awareness programmes for female students and staff. The women teachers are proactive as far as the equality issues are concerned. They keep an eye on the gender sensitive issues and resolve the problems in view of equality.

Sr. No.	Key Member	Committee	Key Position held
1	Dr. Biswanath Garai		Vice-Principal
2	Prof. Sumita Rani Das		Convenor, Associate Professor, Dept. of Bengali
3	Dr. Nandita Bhukta		Jt. Convenor, Associate Professor, Dept. of English
4	Dr. Avijit Mukherjee		Co-ordinator, IQAC, Associate Professor, Dept. of Zoology
5	Dr. Anindya Bhattacharya		Member, Assistant Professor, Dept. of Bengali
6	Dr. Manjusha Sarkar		Member, Associate Professor, Dept. of Botany
7	Dr. Mamata Khan		Member, Associate Professor, Dept. of Bengali
8	Dr. Dhiman Kar		Member, Assistant Professor, Dept. of Education
9	Dr. Sarmila Bhattacharya		Member, Assistant Professor, Dept. of Mathematics
10	Dr. Somenath Jalal		Member, Assistant Professor, Dept. of Physics
11	Dr. Istu Roy		Member, SACT, Dept. of BBA
12	Smt. Sanghita Reja		Member, SACT, Dept. of English
13	Smt. Manasi Midya		Member, SACT, Dept. of Physical Education
14	Dr. Tripti Kundu		External Member, Social Worker
15	Smt. Bijaya Sen		External Member, Lawyer
16	Smt. Moumita Bairagi		Member, Lower Division Clerk
17	Smt. Shreya Hazra		Member, Students' Representative, Pursuing General B.A

- This cell has been formed with the view to develop personality of girls, provide them with in-campus facilities, and take care of their day-to-day issues.
- A separate room (office) is provided for the Cell. Regular meetings by the Cell members are held for planning further improvement and setting problems.
- In coordination with IQAC Committee of the College conducts various programmes to create awareness among the students about gender equality,



gender sensitization, human rights, legal rights of women and self-defense.

- It also addresses gender issues through seminars, poster presentation, street plays etc.
- The Cell calls for regular meets of girl students with doctors (preferably women) to discuss about health and hygiene issues.
- The Cell calls for regular meets of girl students with lawyer (preferably women) to discuss about women related legal issues and answer their queries regarding to-do's and not-to-do's.

## 9. CONCLUSION AND RECOMMENDATION

In keeping with the changing trends of higher education and keeping in view the revised NAAC requirements the College has taken necessary steps for empowering the girl students to compete and succeed in all their educational ventures. A positive female ratio is observed in admission to various courses. The girl students have shown more interest in academics and various college co-curricular activities organized in and off the campus. The college striving straightaway to attain complete gender equity and created awareness of the same while benefiting the society.

The foregoing statistical analysis heavily deals with the data provided by the college office that keeps record of various headcounts and events.

1. Like any other educational institution our college also is an outcome of contribution from its different stakeholders, viz., students, teachers, non-teaching staff, parents/guardians of the students and locals. Therein gender plays a crucial role because behavioural analysis says gender parameters vary in almost every situation. While performing the same job or facing the same incidence a man and a woman, or a boy and a girl think and respond differently. Sometimes the difference is prominent and sometimes not. The audit account as being presented here in these pages gives an outline of the gender-wise results of different events and affairs of the college.



2. From the students' admission data presented in the Table No. 4 and Figure No.1, it can be concluded that in the recent period that can be prominently marked as post-COVID period young generation is looking less for higher education and most probably, more for jobs that fetch income. The impact is clearly seen in the last academic session 2023-24 where total student enrolment has dipped remarkably relative to the previous two years.
3. In continuation from the foregoing point number 2 an interesting observation is that the trend of drifting away from general higher education is more realized for boys whereas enrolment of girl students is more than that of the boys. It simply implies stability of the girls of this age group in continuing higher studies rather than involving in remunerative job.
4. In Table Nos. 1, 2, and 3, we can see further detailing in overall enrolment data that show girls enrolling themselves in the humanities more compared to the boys and boys in the sciences and commerce streams more for all the years taken into account.
5. As far as category-wise data is concerned (where students are first classified into boys and girls and again classified into different social reservation categories such as SC, ST, OBC and UR, and other minorities) it has been observed that for SC, ST and OBC students gender balance is well maintained for the years 2021-22, 2022-23 and 2023-24. The ratio of boys to girls (enrolment) hover around 50:50 on an average. The largest chunk of students appears from the general UR category both for the boys and girls. And, the margin is significantly larger than the rest of the student group. Another important observation here lies in the fact that for recent years from Other Minorities category more girls relative to boys opt for higher education and this trend is clearly pursuing.
6. Table No.11 and Figure No.8 suggest gender balance is maintained among the teaching community in spite of the fact that teachers' recruitment does not remain under the control of the college authority at all and it solely reflects overall population structure of the state concerned and that of the neighbouring region. The



most prominent share among the teaching staff is of the UR male category followed by the UR female category. The next appearance is of the OBC and SC categories teachers in the profession. Of them again male teachers occupy the larger portion of the pie. Representation of the ST teacher group is entirely from their male counterpart as there is no ST female teacher in the college.

7. For non-teaching staff working in the college show majority of the staff are male and a handful are female.

8. In the context of infrastructural facilities provided to fulfil the needs of the students in general and in gender-specific forms one can say the college renders continuous efforts the outcome of which includes library, laboratory, smart classrooms, playground, internet connectivity, gym, auditorium, theater hall in one hand and hostels, toilets, students' common rooms, napkin vending machine on the other hand (the latter part being gender specific).

9. In cultural and sports activities (inc. Yoga) that are conducted annually both boys and girls participate spontaneously and equally. Gender balance is well kept in these areas over years and decades.

10. There are three committees that that play key role in holding overall balance in gender issues. These are Internal Complaints Committee (ICC), Anti -Ragging Committee and Women's Cell. They function in a manner so as to keep law and order of the college and take disciplinary steps if any untoward incident takes place. However, there is no factual evidence of such cases.

A gender audit of the college reveals that the college has numerous strengths as well as some deficient areas. The college has made several attempts to address its constraints. The data demonstrate that college plays an important role in maintaining student peace and discipline. It also takes initiatives to empower them socially, economically, and mentally. Although many programs are designed for both male and female students, some are designed exclusively for female students to boost their confidence and self-reliance. The college is making a significant contribution to gender justice and the development of a gender-sensitive society. It is critical for fostering harmony in both the college and the entire society.



### **Suggestions and Recommendation:**


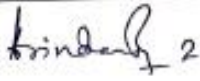
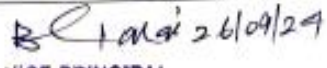
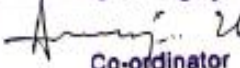
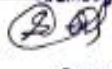

1. Present survey report strongly suggested that a separate committee on gender sensitization should be set up to improve gender balance of the college.
2. Intensifying the actions of the different gender sensitization related committees.
3. Organizing more events such as lectures, talks, seminar and workshops on 'gender sensitizations' and 'legal rights of women'.
4. Introduce self-employment training in different subjects.
5. Encourage girl students more to participate in sports and boy students in cultural activities.
6. Organize more co-curricular and extra-curricular activities for students and staff including males and females.
7. Increase the number of female members in decision making bodies.

### **10. GENDER AUDIT COMMITTEE**

1. Prof Swati Mukhopadhyay, Department of Mathematics, The University of Burdwan
2. Dr Arindam Roy, Department of Political Science, The University of Burdwan
3. Dr Biswanath Garai, Vice-Principal, Netaji Mahavidyalaya
4. Dr Avijit Mukherjee, Coordinator, IQAC, Netaji Mahavidyalaya
5. Prof. Sumita Rani Das, Internal Complaints Cell, Netaji Mahavidyalaya
6. Dr Sumita Rani Das, Convenor, Women Cell & Grievance Redressal Cell, Netaji Mahavidyalaya
7. Dr Anindya Bhattacharya, Convenor, Anti-Ragging Committee, Netaji Mahavidyalaya



### 11. Signature of the Member of the Gender Audit Committee

Name and designation of the Committee members	Signature with seal
Prof Swati Mukhopadhyay, Department of Mathematics, The University of Burdwan	 <b>Dr. Swati Mukhopadhyay</b> Professor Department of Mathematics The University of Burdwan Burdwan-713104
Dr Arindam Roy, HOD, Department of Political Science, The University of Burdwan	 26.09.24 <b>DR. ARINDAM ROY</b> HOD
Dr Biswanath Garai, Vice-Principal, Netaji Mahavidyalaya	 26/09/24 <b>VICE-PRINCIPAL</b> <b>Netaji Mahavidyalaya</b> <b>Arambagh, Hooghly</b>
Dr Avijit Mukherjee, Coordinator, IQAC, Netaji Mahavidyalaya	 26.09.24 <b>Co-ordinator</b> <b>IQAC</b> <b>Netaji Mahavidyalaya</b> <b>Arambagh, Hooghly</b>
Prof. Sumita Rani Das, Convenor, Internal Complaints Committee and Women's Cell, Netaji Mahavidyalaya	 26.09.24 <b>Convenor</b> <b>Women's Cell</b> <b>Netaji Mahavidyalaya</b> <b>Convenor</b> <b>Internal Complaints Committee</b> <b>Netaji Mahavidyalaya</b>
Dr Mamata Khan, Convenor, Grievance Redressal Cell, Netaji Mahavidyalaya	<b>Mamata Khan</b> 26.09.24 <b>Convenor</b> <b>Grievance Redressal Cell</b> <b>Netaji Mahavidyalaya</b>
Dr Anindya Bhattacharya, Convenor, Anti-Ragging Committee, Netaji Mahavidyalaya	 26.09.24 <b>Convenor</b> <b>Anti-Ragging Committee</b> <b>Netaji Mahavidyalaya</b>





## 12. GLIMPSES OF GENDER SPECIFIC ACTIVITIES AND FACILITIES IN THE COLLEGE

Teaching and learning in smart classes



Girls' Common Room



Sanitary Napkin Vending Machine for girls



Regular Practice Session for Physical Education



Regular Yoga Exercise by the girls



Cultural Programmes organized by departments/committees





NCC cadet receiving award from the Hon'ble Governor of WB



A seminar talk on 'Women's Health and Hygiene' organized by the Women's Cell of the college.



Annual sports meet of the college



Cultural Competition (Alpana : Decorative Design)



College gymnasium



Annual sports meet of the college



## ACKNOWLEDGEMENTS

The Gender Audit team extends sincere thanks to Vice-Principal Dr. Biswanath Garai for the encouragement to conduct this study.

The entire team thanks our respected IQAC Coordinator for supporting us in conducting this study.

The team recollects the support and encouragement from the Administrative Office, Departments and Faculty members, for their support to update data in every relevant way.

Sustainable Development Goal 5 indicates Gender Equality and the present Gender Audit Report shows the developments to achieve Goal 5 and the way to achieve the goals in future.

IQAC wishes to express our sincere thanks to the all members who are involved in this study.

<p>Internal Coordinator/ Jt Coordinator</p> <p><i>(Signature)</i> 26.9.24</p>	<p>IQAC Coordinator</p> <p><i>(Signature)</i> 26.09.24</p> <p><b>Co-ordinator IQAC Netaji Mahavidyalaya Arambagh, Hooghly</b></p>	<p>External Members</p> <p><i>(Signature)</i> 26.09.2024</p> <p><b>Dr. Swati Mukhopadhyay Professor Department of Mathematics The University of Burdwan Burdwan-713104</b></p> <p><i>(Signature)</i> 26.09.24</p> <p><b>DR. ARINDAM ROY HEAD Department of Pol. Science The University of Burdwan</b></p>	<p>Vice Principal</p> <p><i>(Signature)</i> 26/09/24</p> <p><b>VICE-PRINCIPAL Netaji Mahavidyalaya Arambagh, Hooghly</b></p>
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