



## **GENDER AUDIT REPORT**

**2022-23**

**Prepared By**

**Internal Quality Assurance Cell (IQAC) & Women Cell,**

**MUNSHI PREMCHAND MAHAVIDYALAYA**

*Principal*  
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## **GENDER AUDIT REPORT (2022-2023)**

### **INTRODUCTION:**

An educational institute plays a very important role to sensitize the students towards gender issues. It is very necessary to change the mindset of students towards the opposite sex, and to achieve this, teachers always counsel them in the class room and in the campus to respect each other. Munshi Premchand Mahavidyalaya is well prepared to handle and respond to any gender sensitive issues and provide an environment where both boys and girls can work together with a sense of not only the personal security but also with dignity.

Gender is a cross-cutting issue that has been of persistent importance across the globe. Gender equality, women empowerment, choice of every gender to work are strategies to reduce poverty, reduce social injustices among the genders, accelerate growth levels, improve health standards and contribute to a healthy, financially strong and a conducive social environment in the country. It is a pre-requisite for sustainable development. Gender equity also allows the transgender in the recent times to take spontaneous action against their oppression or exploitation. This requires the implementation of a fair Gender Policy to be incorporated for an impartial treatment and opportunities at workplace. Implementation of such requires the commitment, participation and contribution of every staff member.

Munshi Premchand Mahavidyalaya believes in fair and justifiable treatment to all. As such, the institution focuses to eliminate harassment on the basis of gender which is any act or threat by men or male-dominated institutions that inflicts physical, sexual, or psychological harm on a woman or girl because of their gender. The college always concentrates on the student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. The NSS unit, though has no separate wing for girls, always motivates girls for their social responsibilities. The college library provides equal access to girl students. The Girls Common Room situated on the ground floor of the College has a Sanitary Napkin Vending Machine. Separate washrooms for girl students on each floor are equipped with basic amenities like dustbins, mirror and shelves.

Workshops and seminars are held from time to time to make both boys and girls aware of their rights and responsibilities. Each committee of the college that involves students has a fair balance of girls and boys in. In the field of Cultural Activities and Sports, girls have equal participation like boys and have achieved success. Participation of girls in Youth Festival and various competitions have kindled their confidence and a sense of individuality. Anti-ragging Committee of the college work towards ensuring the safety of our students from any form of harassment. The Women Cell ensures awareness about their objectives throughout the year by conducting seminars and motivational lectures about women empowerment.

  
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### **GENDER AUDIT:**

A gender audit is a tool to check and assess the institutionalization of gender equality into organizations, including in their policies, programs, projects and/or provision of services, proceedings etc. It is a strategy for gender mainstreaming that aids organisations in identifying and comprehending gender trends in their human resource management, organizational culture, and makeup, structures, procedures, and design of policies and services. Additionally, they aid in determining how management decisions and organizational performance affect gender equality inside the organization. Gender audits identify significant gender disparities and difficulties and suggest ways to close them through improvements and innovations. They serve as a baseline against which progress may be monitored over time.

The Internal Quality Assurance Cell (IQAC) of Munshi Premchand Mahavidyalaya conducted a Gender Audit in 2022-23 to assess how well the gender viewpoint is incorporated into academic policy and programmes, research, study curricula, and the administration of work and staff wellness.

### **OBJECTIVES OF GENDER AUDIT:**

1. To identify the areas where the gender inequality exists
2. To identify the probable reason for the gender inequality
3. To maintain good gender balance in all fields of college
4. To advise ways to bridge the gender gap
5. To break the gender stereotypes
5. To implement prevention of sexual harassment effectively

### **METHODOLOGY:**

The Gender Audit was conducted on the basis of statistical gender data that was collected of all staff-members and students in the academic session of 2022-2023. Statistical gender analysis is made on the basis of numerical student strength, department-wise male-female composition of students, male-female composition of teaching and non-teaching staffs, caste composition and gender-wise scholarship recipients.

Also, a well-structured and gender-specific questionnaire was created and circulated amongst students to gather information on certain key aspects of identifying gender disparity in the functioning of the institution, if any.

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## HIGHLIGHTS OF GENDER RELATED INITIATIVES TAKEN BY MUNSHI PREMCHAND MAHAVIDYALAYA

1. Munshi Premchand Mahavidyalaya aims at building and sustaining an all-inclusive environment for its students and, hence, facilitates increased enrollment of female students in various academic programmes.
2. The "Women Cell" of our college consists of only women faculty and governing body members and it conducts different gender sensitization activities like seminars, workshops, special lectures and meetings in each academic session.
3. Anti-ragging Committee is also formed as per the U.G.C. guidelines to address and prevent any form of harassment against boys and girls. The students are mandatorily made to sign an affidavit at the entry-level and submit it to the college about non-involvement in ragging activities.
4. To ensure safety and security, of all the girl students, CCTV cameras with a 24 x 7 surveillance system are installed at appropriate locations in order to encompass the entire campus. At the entrance gate of the college, ID-cards are checked to prevent the entry of unscrupulous people.
5. Female teachers play important roles in ensuring a safe and all-inclusive for our female students. They actively participate in staff council committees and accompany our girl students as guardians in all activities that are conducted outside the college, for example, industrial visits, study excursions, sports events, etc
6. The persistent effort of teachers has been met with active participation of students, especially girls, in sports, cultural events, youth programme, co-curricular and other departmental activities etc.
7. The college offers common room for its girl students. Students and teachers have access to sanitary pads through vending machine which is installed in the common room.
8. The college premise including library, classrooms, Geography lab and toilets are accessible to both girls and boys.
9. The college provides access to clean drinking water to all students.
10. The college also provides first-aid service to all and wheelchair facility for our specially-abled students, irrespective of their gender.

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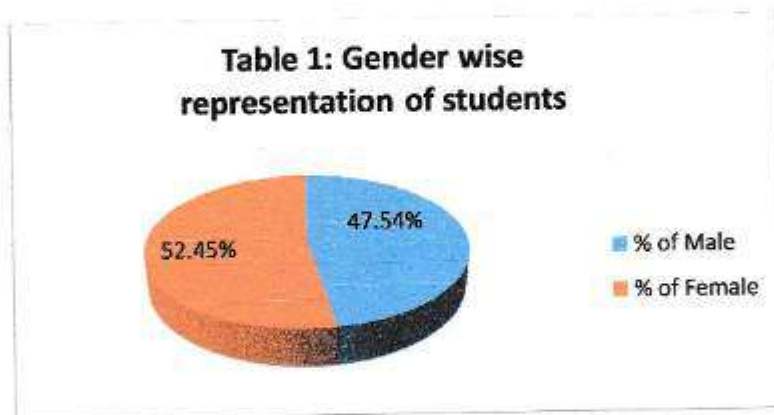
## GENDER AUDIT REPORT

Data Analysis for the session 2022-2023

### Table 1: Gender-Wise Representation of Students:

The following table shows gender classification of male and female strength of students and the total number of admissions to the college in the academic session 2022-2023. Compared to girls, the number of enrolments of male students is less.

Total	Male	Female	% of Male	% of Female
1773	843	930	47.54%	52.45%



### Table 2: Gender-Wise Caste Composition of Students:

The following table shows classification of male and female students on the basis of caste. The number of unreserved male students is less compared to girls.

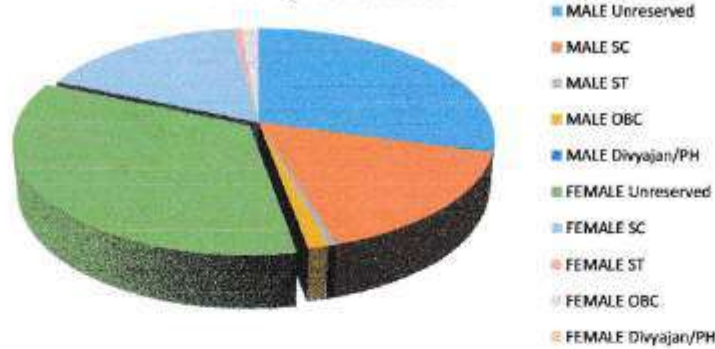
Gender	Unreserved	SC	ST	OBC	Divyajjan/PH
Male	519	285	9	22	0
Female	609	294	11	24	0

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**Table 2: Gender-Wise Caste Composition of Students**



**Table 3: Department Specific Gender-Wise Representation of Students:**

The following table contains gender-wise details of enrolment of students into various departments/courses in the academic session of 2022-2023.

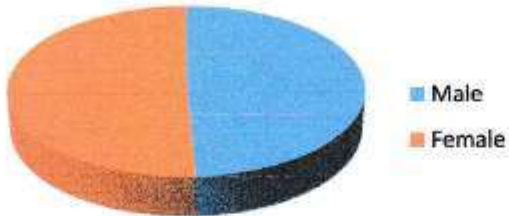
Subject/Course	Male	% Male	Female	% Female	Total
General/Program	664	49.33	682	50.66	1346
Bengali (Honours)	10	28.57	25	71.42	35
English (Honours)	50	42.37	68	57.62	118
Geography(Honours)	25	50	25	50	50
History (Honours)	38	39.17	59	60.82	97
Political Science(Honours)	29	39.18	45	60.81	74
Education (Honours)	19	35.84	34	64.15	53

  
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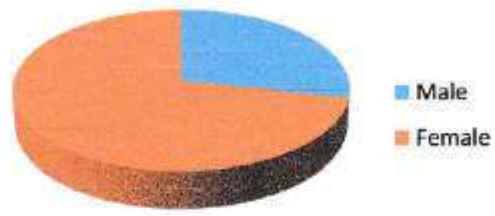
  
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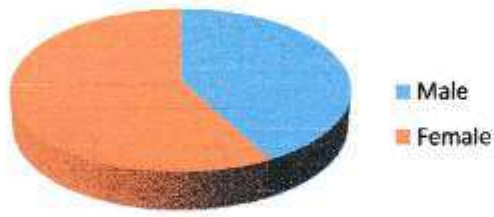
### General/Program



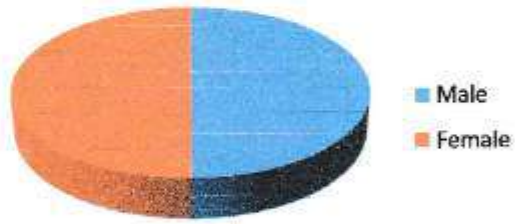
### Bengali (Honours)



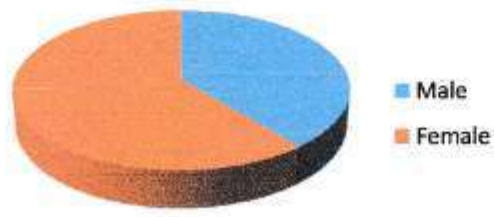
### English (Honours)



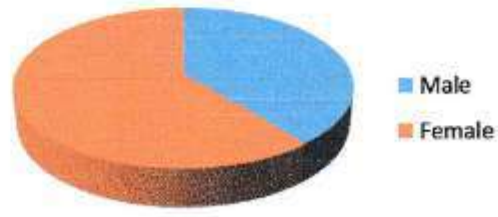
### Geography(Honours)



### History (Honours)



### Political Science(Honours)

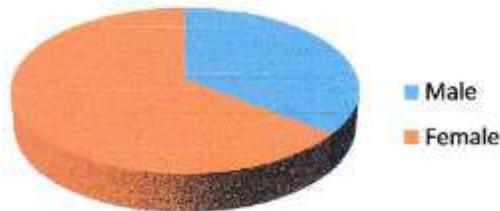


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### Education (Honours)



**Table 4: Gender-Wise Scholarship Recipients:**

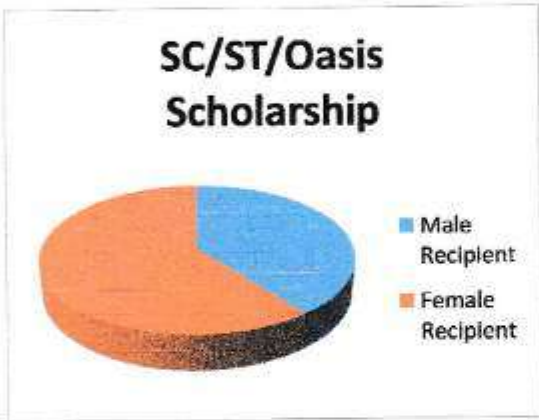
In the below mentioned table, a gender-wise classification of scholarship recipients have been done. It is shown that in all the specified scholarship programmes at Munshi Premchand Mahavidyalaya, the number of female recipients is higher than male recipients in the academic session of 2022-2023.

Sl. No.	Type of Scholarship	Male Recipient	Female Recipient	Total
1.	Non-Minority Swami Vivekananda Merit Cum Means Scholarship	68	96	164
2.	Aikyashree Scholarship	18	48	66
3.	SC/ST/Oasis Scholarship	152	231	383
4.	Talent Support Stipend	4	10	14

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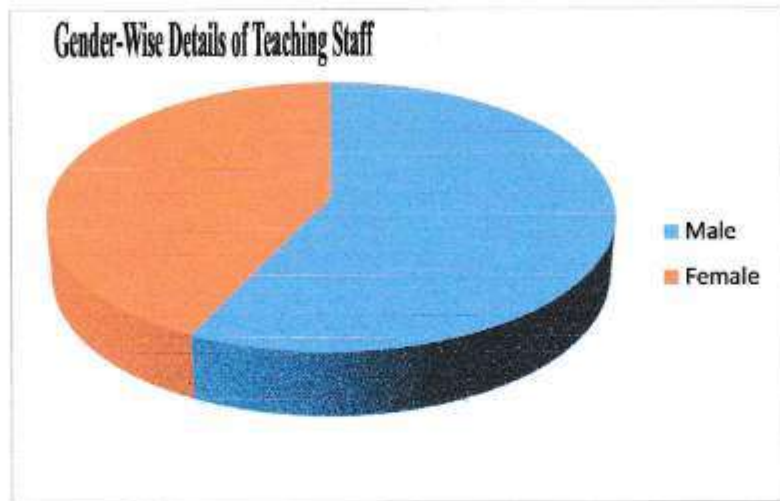


**Table 5: Gender-Wise Details of Teaching Staff:**

Total Teaching Staff	Male	% Male	Female	%Female
28	16	57.14%	12	42.85%

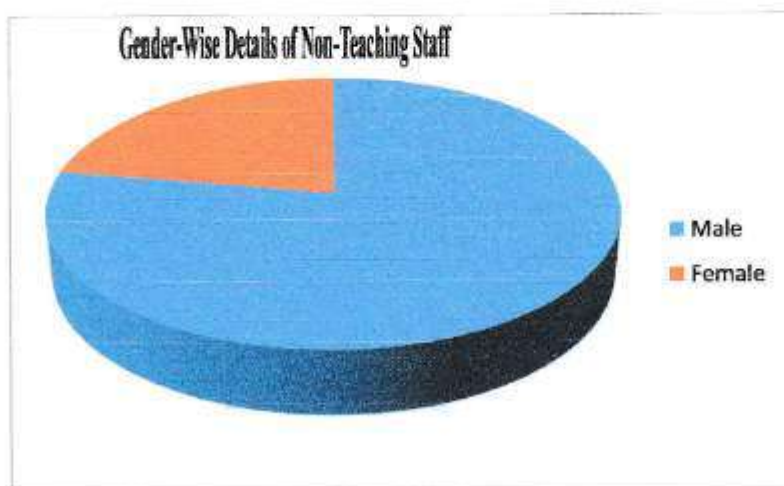
  
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**Table 6: Gender-Wise Details of Non-Teaching Staff**

Total Non-Teaching Staff	Male	% Male	Female	%Female
9	7	77.77	2	22.22



  
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### Questionnaire Survey and Data Analysis:

A structured questionnaire was prepared and used for survey amongst students and to collect relevant data. The questionnaire is gender-specific and provided with quantitative and qualitative information that offers a better analysis of the supportive role played by the institution in gender sensitization and maintaining gender parity.

Sl. No.	Parameters	Agree	Disagree	Neutral	Total
1.	A Grievance Redressal Cell works for the students	190	85	268	543
2.	A Women Cell is functional in the campus	239	103	201	543
3.	The teachers are not gender biased	457	73	13	543
4.	The classroom provides equal opportunities to all genders	500	9	34	543
5.	The library provides equal opportunities to all genders	493	5	45	543
6.	Incidents of verbal/physical/sexual harassment by fellow students in the campus	249	98	196	543
7.	Incidents of verbal/physical/sexual harassment by teachers in the campus	107	211	225	543
8.	Adequate security arrangement is provided inside the campus	333	97	113	543
9.	Adequate number of toilets for both girls and boys	437	81	25	543
10.	Adequate health care facilities are available for students	219	283	41	543

  
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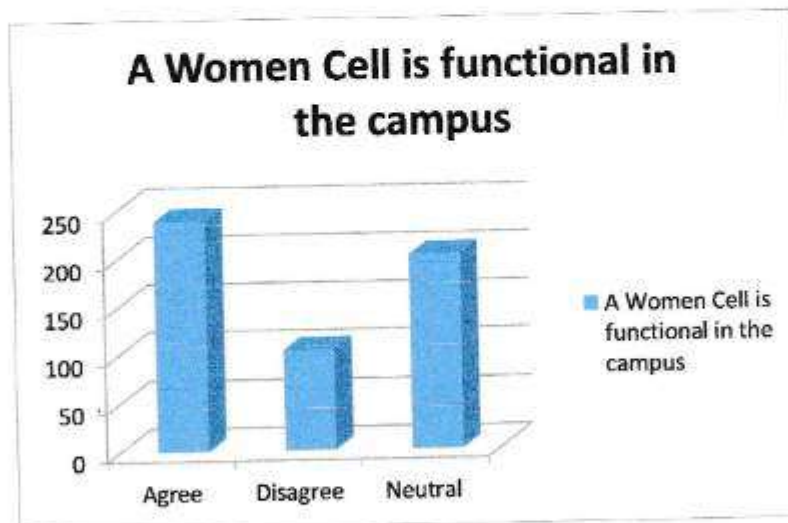
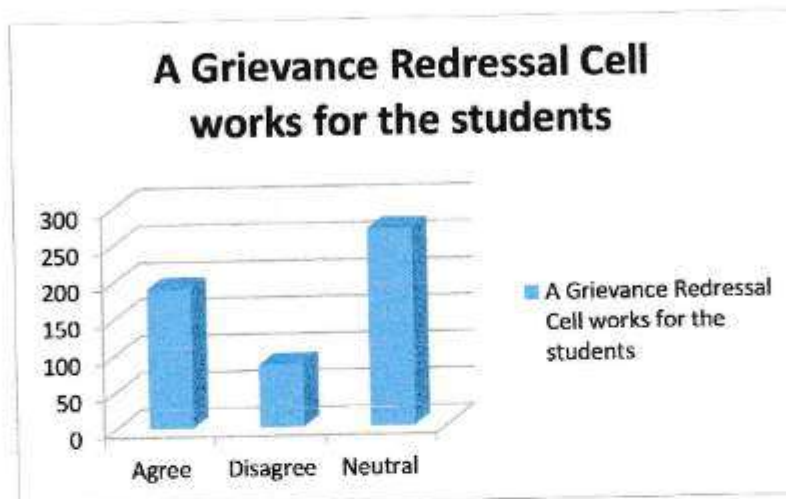
11.	Equal participation of girls and boys are there in all co-curricular activities	352	82	109	543
12.	College timings are appropriate	493	39	11	543
13.	Students and teachers share a healthy communication	237	183	123	543
14.	Safe and secure environment for girl students inside the campus	371	93	79	543

  
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The graphical representation of analyzed data is given below:

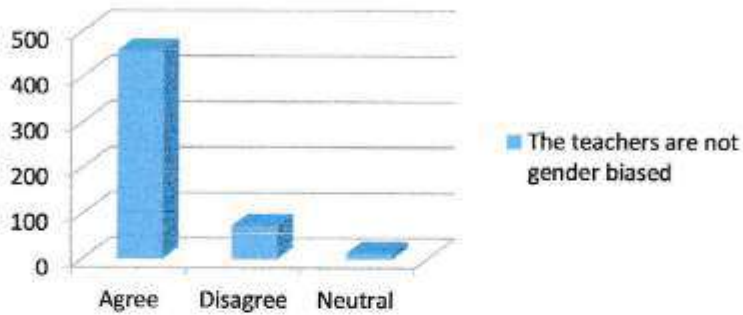


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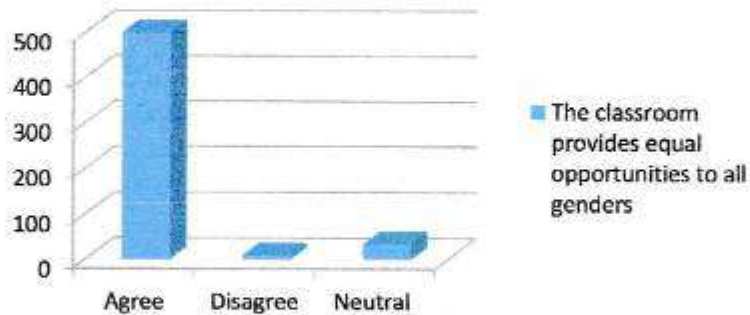
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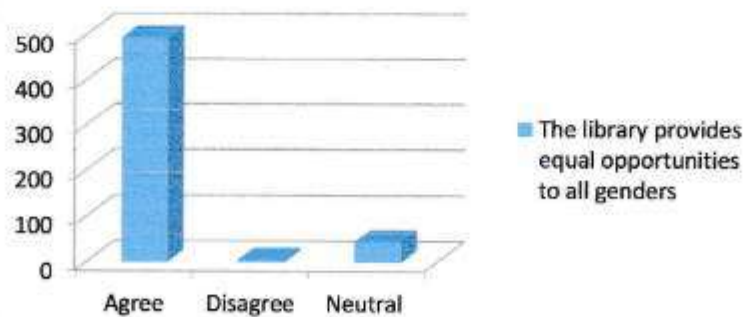
### The teachers are not gender biased



### The classroom provides equal opportunities to all genders



### The library provides equal opportunities to all genders

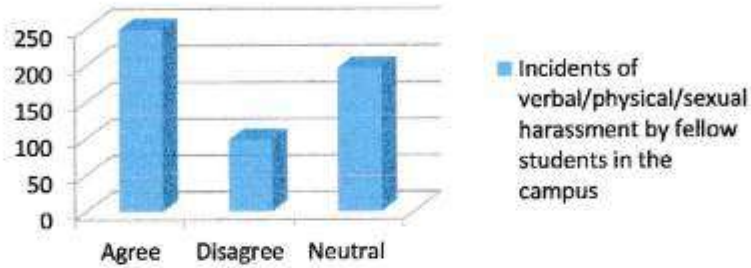


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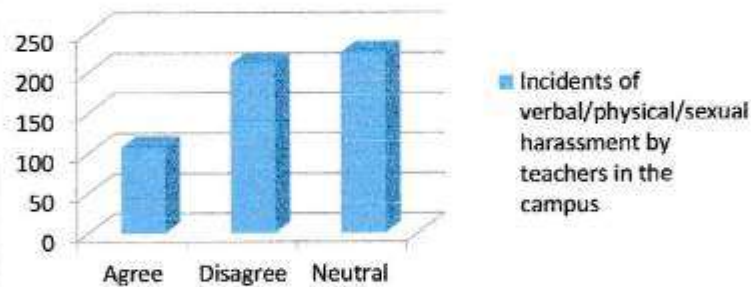
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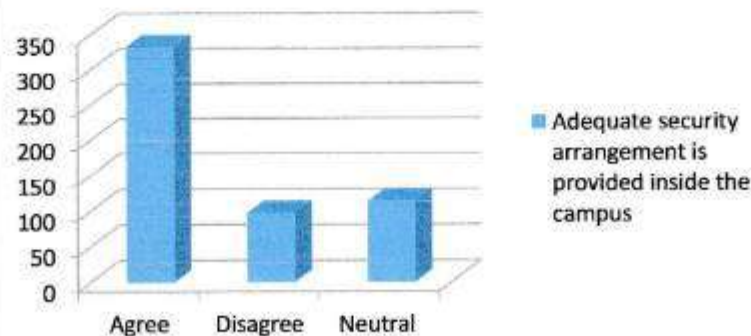
### Incidents of verbal/physical/sexual harassment by fellow students



### Incidents of verbal/physical/sexual harassment by teachers



### Adequate security arrangement in the campus

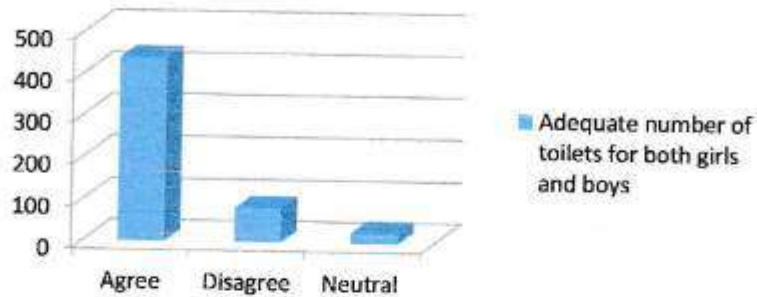


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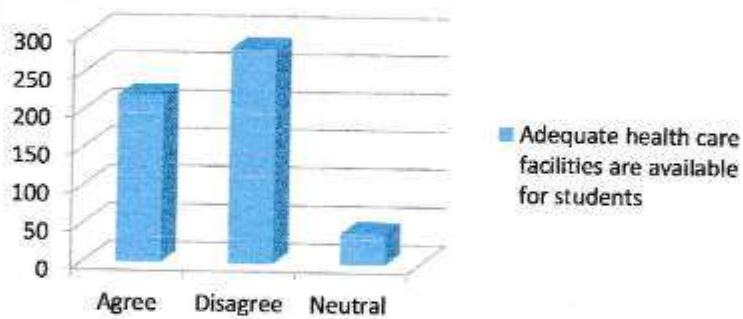
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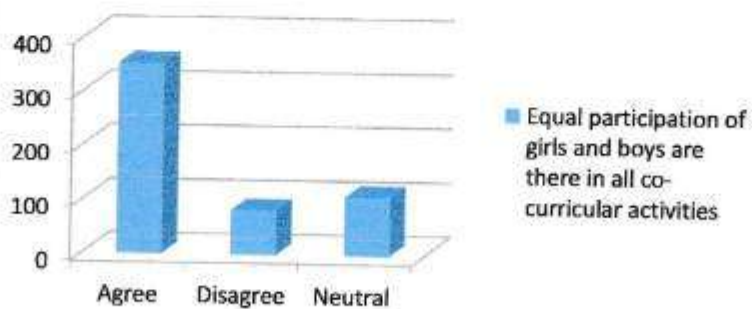
### Adequate number of toilets for both girls and boys



### Adequate health care facilities are available for students



### Equal participation of students in all co-curricular activities



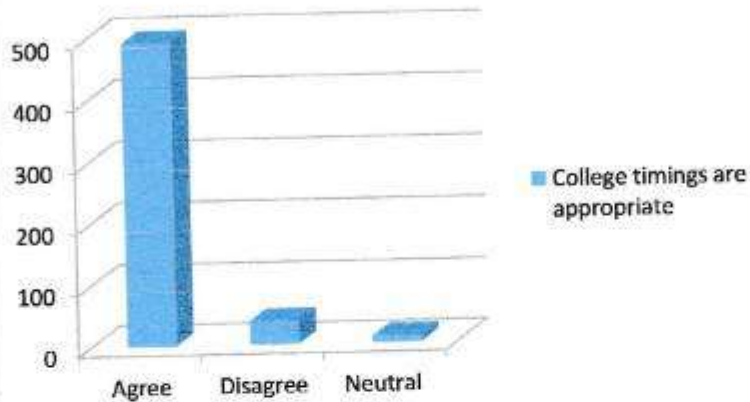
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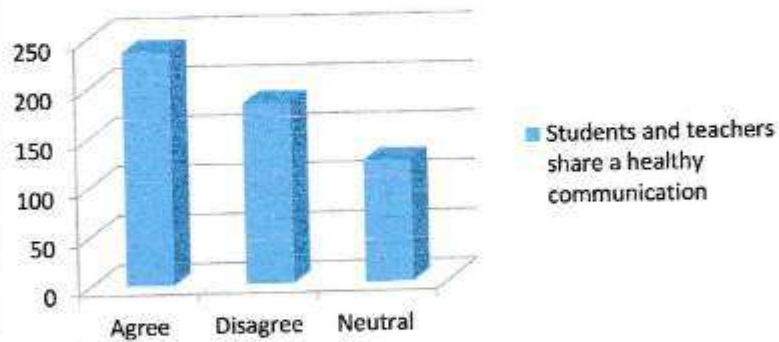




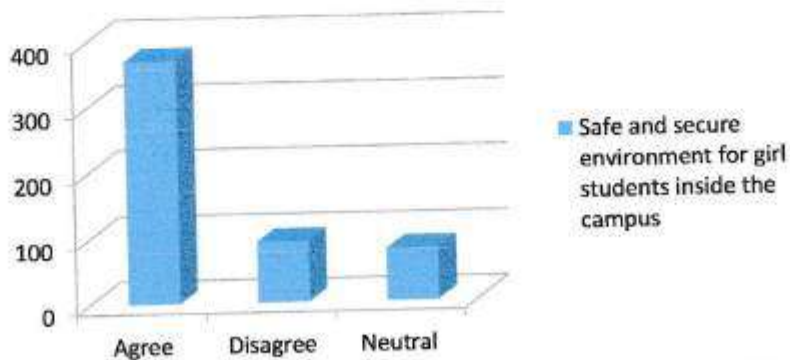
### College timings are appropriate



### Students and teachers share a healthy communication



### Safe and secure environment for girl students inside the campus



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### SUGGESTIONS AND RECOMMENDATIONS:

The College institutionalizes gender equality through various means and mechanisms. Yet, the Gender Audit shows that there is scope for betterment and a more consolidated approach towards gender parity.

- It is suggested to consider building relaxation facilities for female staffs, acknowledging their need for rest during sensitive periods or physically strenuous work.
- More encouragement of female students for participation in sports, cultural and extra-curricular activities.
- Regular conduct of lectures, seminars and workshops on gender sensitization is highly recommended for consistent upholding of gender parity.
- Establishment of a computer lab for students would further aid the vision of the college towards ensuring holistic growth of its students.

It is recommended that the college should continue its commitment to maintaining a safe, secure and gender-sensitive environment for women.

### CONCLUSION:

The emphasis of the Gender Audit of Munshi Premchand Mahavidyalaya has been on major aspects of gender sensitivity and the adequacy of infrastructural facilities for both boys and girls. The appraisal shows a moderately satisfactory condition which definitely carries the scope for improvement. However, the college has maintained consistency in providing a supportive and healthy environment for students where girls and boys can freely interact and grow together in their academic journey.

  
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