



Yogoda Satsanga Palpara Mahavidyalaya

NAAC Accredited ('B' Grade) and NCTE Recognized (B.Ed. and M.Ed Courses)

affiliated to

Vidyasagar University, Midnapore and WBUTTEPA, Kolkata, (Govt. of West Bengal)

At + P.O : Palpara, Dist : Purba Medinipur, PIN Code – 721458, West Bengal, India

Date: 24.11.2023

Gender Audit Report

Preface:

The Gender Audit is an effort to investigate how well the gender balance is maintained at the college. It looks for compliance with laws, regulations, and initiatives designed to advance women's status in society inside higher education. The Gender Audit seeks to determine the effects of both its present and suggested regulations pertaining to gender parity. The gender audit was carried out to find ways to make our college campus safer for female students and women, and the results were shared with the college administration with the purpose of putting the recommendations into practice. In order to gather respondents' opinions about the prevalent gender-sensitive procedures and facilities on campus, we performed an online survey as part of the audit using a Google form created especially for female students, teaching, and non-teaching staff.

Objectives of Gender Audit:

- To identify gaps where gender imbalance exists and the causes behind them.
- To suggest measures for bridging the gap.
- To maintain good gender balance in decision-making processes in all the college activities.
- To analyze the efforts and capacity for prevention of sexual harassment in the college.
- To strengthen the working capacity of Women's Cell/ Anti- Sexual Harassment Cell/ICC and Student Grievance Redressal Committee (SGRC) of the College.



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Action Plan for Gender Sensitization:

Y.S Palpara Mahavidyalaya

Annual Gender Sensitization Action Plan (2021-2022)

Sl. No.	Activity	Participants	Organized by	Action Plan	Tentative date
1.	Planning meeting	Gender cell members	KIAC	Preparation of action plan	12.31.2021
2.	Meeting on Women's day celebration	Gender cell members	KIAC and NSS Unit	Preparation of the programme schedule	22.02.2022
3.	International Women's Day Celebration	Students(boys and girls) and Faculty	KIAC and NSS Unit	National level Webinar Theme : Women in the 21 st Century	9.03.2022

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Annual Gender Sensitization Action Plan 2022-2023

Sl. No.	Activity	Participants	Organized by	Action Plan	Tentative Date
1	Planning Meeting	Gender cell members	KIAC & Gender cell	Preparation of Sensitization Action Plan	2 nd Week, August 2022
2	Webinar on Gender Sensitization	Both boys and girls students	KIAC & Gender cell	Online gender sensitizers and create positive values that supports all gender and their rights	2 nd week, August 2022
3	Gender Sensitization Orientation Programme	Both boys and girls students	KIAC & Gender cell	Awareness about existing environment of gender Justice	4 th Week, August 2022
4	Blood Donation	Both boys and girls students	KIAC & ICC	Campaign of Blood donation for medical emergencies	4 th Week, February 2023
5	Awareness Programme of Women's Health	Both boys and girls students	KIAC & ICC	Orientation Session on Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students	2 nd Week, May 2023

Debraj Bhattacharya
Chairman
Internal Complaints Committee (ICC)

Web Site: www.yspm.org E-mail: yspmprincipal@rediffmail.com, Contact: 03220-249227 Fax: 03220-249867

Guidelines for Gender Sensitization:

- No discrimination on the basis of gender
- Equal opportunity for all genders
- Freedom of expression
- Unbiased and confidential Student Grievance Redressal Cell
- Ensure the safety and security of all genders



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Status of Gender Distribution of Students, Teaching, and Non-Teaching Staff in the College (2018-2024)

Table 1: Gender wise details of total students in the college (2018-19 to 2023-24)

Session	Program	Total No of Students	Male	Female
2023-24	UG	1537	525	1012
	B.Ed.	193	62	131
	M.Ed.	18	9	9
2022-23	UG	1646	617	1029
	B.Ed.	187	68	119
	M.Ed.	60	28	32
2021-22	UG	1584	222	417
	B.Ed.	199	75	124
	M.Ed.	83	42	41
2020-21	UG	1669	619	1050
	B.Ed.	197	61	166
	M.Ed.	66	36	30
2019-20	UG	1845	703	1142
	B.Ed.	194	59	135
	M.Ed.	65	35	30
2018-19	UG	1803	760	1043
	B.Ed.	195	81	114
	M.Ed.	88	46	42

Table 2: Gender wise Details of Total Teaching Staff in the College

Session	Total No of Teaching Staff	Male	Female
2022-23	85	64	21



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Table 3: Gender wise Details of Total Librarian in the College

Session	Total No of Librarian	Male	Female
2022-23	02	02	Nil

Table 4: Gender wise Details of Total Technical in the College

Session	Total No of Librarian	Male	Female
2022-23	02	02	Nil

Table 5: Gender wise Details of Total Non-Teaching Staff in the College

Session	Total No of Non-Teaching Staff	Male	Female
2022-23	10	09	01

List of Programs/Activities conducted by the Institution

Sl No	Programs/Events	Date	Weblink
1	A Workshop on Sensitization on National Mental Health Programme	29 th November, 2018	https://fileserver.awm.in.net/1101040/19fd662342c5bc3b278ca01ca6b9de9a.pdf
2	State Level Seminar on Vidyasagar and Women Empowerment	25 th September, 2019	https://www.youtube.com/watch?v=O8MB7gOw5CQ
3	Constitution Day Celebration	27 th November, 2020	https://fileserver.awm.in.net/1101040/80ad0b16d2702fcd4f816182b1d5a47f.pdf
4	National Level	17 th July, 2021	https://fileserver.awm.in.net/11



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	Distinguished Lecture Programme (I) On Human Rights		01040/497eed9713620cae3eea8c079ec8f01f.pdf
5	State Level Distinguished Lecture Programme (II) On Human Rights	14 th August, 2021	https://filesserver.awm.in.net/1101040/dc4cd3dc83e215a3775f684afca8ff97.pdf
6	One Day Departmental Workshop on the Constitution Day	27 th November, 2021	https://filesserver.awm.in.net/1101040/994521555d8f2f33336142c779d43f15.pdf
7	National Level Distinguished Lecture Programme (III) On Human Rights	22 nd August, 2022	https://filesserver.awm.in.net/1101053/61a80e2c6bee5d5cf88d2c64a76609f4.pdf
8	One Day Class Seminar on "Euthanasia – a Socio-ethical Issue"	31 st August, 2022	https://filesserver.awm.in.net/1101040/e39732038cdddbf9d46b64f020f7cc83.pdf
9	A One-Day National Level Webinar On Gender Sensitization and Women Empowerment: Issues, Challenges and Strategies	02 nd September, 2022	https://filesserver.awm.in.net/1101040/5c3ff86984acaea597483811f1c43b74.pdf
10	Awareness program on Anti-ragging	29 th November, 2022	https://filesserver.awm.in.net/1101040/54fb4e291cae03b1095bd1cb72e096d5.pdf
11	National Level Webinar on Human Values and Professional Ethics"	20 th December, 2022	https://filesserver.awm.in.net/1101040/c080931c2814fd4bc042b4feaec147ec.pdf
12	Seven days Training Program on Karate and Self-defense	22 nd December, 2022	https://filesserver.awm.in.net/1101040/1a06f1417f010109798b75d1758e41e2.pdf
13	Certificate Course on "Human Rights: Connecting Concerns"	25 th April, 2023	https://filesserver.awm.in.net/1101040/21983c2a0f12fbcdb13a4ee307385055.pdf
14	Certificate Course on Yoga for Personality Development & Stress Management	10 th May, 2023	https://filesserver.awm.in.net/1101040/9f487ce13d54875add9b65a1fe81fac3.pdf



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15	Seminar on "Skill development & Career Opportunities"	17 th May, 2023	https://fileserverserver.awm.in.net/1101040/be3f6d7fddc1696ee33d26fe9daa4a2c.pdf
16	One Day State Level Webinar on Post Independence India and the Right to Equality	2 nd June, 2023	https://fileserverserver.awm.in.net/1101040/9fc05072d711bb0559bc7c3e63529bee.pdf
17	Certificate Course on Hair Style & Bridal Training	5 th June, 2023	https://fileserverserver.awm.in.net/1101040/10067b29b1e90fc8ab3b929079c8a560.pdf
18	One day Seminar on Un-veiling ignorance	14 th June, 2023	https://fileserverserver.awm.in.net/1101040/a3ddd259fff8624469da99a9f86bb9ec.pdf
19	Certificate Course on Ethics in Practice	14 th June, 2023	https://fileserverserver.awm.in.net/1101040/80a667f7bdb3ccbd67ba02e7367f92ef.pdf
20	State Level Seminar on Yoga: It's Past, Present and Future	23 rd June, 2023	https://fileserverserver.awm.in.net/1101040/57abca6513dd2ac49ac86c453e9fbf29.pdf
21	Awariness program on Stop Sexual Harassment	24 th June, 2023	https://fileserverserver.awm.in.net/1101053/fd40000da12bde2533f8fd778ccb003c.pdf

Sample Questionnaire:

Is your college a Gender-happy place?

1. The college has Women's Cell, Anti Sexual Harassment Cell, Student Grievance Redressal Committee (SGRC), Internal Complaint Committee (ICC), Gender Sensitization Action Plan Committee and the students are aware of its existence.
2. Adequate electricity facility is available in corridors, class rooms, common area and toilets.
3. Adequate hygiene (particularly sanitary napkin vending and disposal) and privacy is maintained.
4. Adequate amenities are available on the college campus (e.g. toilets, medical unit, common room).
5. Equal opportunity is given to all genders for free and fair expression of ideas.



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6. Cultural, social and legal awareness about sexual harassment at workplace is provided to all.

Findings

- Number of Girl students is higher than boys in all programmes.
- The College has a well functioning Women's Cell and an ICC that prepares its report annually.
- The college conducts gender sensitization activities and awareness programs to orient the students and staff members.

Suggestions:

- ✓ Define and deepen the understanding of concepts regarding gender equity, empowerment of women, gender stereotypes and violence.
- ✓ The representation of female staff members to decision making bodies may be increased.
- ✓ Organize more sports programmes for female students and staff members on a regular basis.
- ✓ More awareness programmes on Legal rights may be carried out.
- ✓ Introduce skill enhancement programmes for girls.

Conclusion:

Our College is committed to providing a safe and inclusive environment for all students, faculty, and staff. This policy is intended to prevent sexual harassment and gender discrimination and to ensure that all members of the college community are treated with respect. The above analysis shows that gender equity goals and objectives are included in all the policies, programmes of the College. Students and staff reported that they had no complaints related to gender. It has also been observed that gender equity and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. It is found that the College has commendable strengths and some weaknesses. The weaknesses can be overcome with the actions to be taken gradually.



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In addition to the above, the college will take the following steps to prevent sexual harassment and gender discrimination:

- ✓ Create a culture of respect and inclusion. The college will promote a culture of respect and inclusion by providing training on sexual harassment and gender discrimination to all members of the college community. The college will also create opportunities for dialogue and discussion on these issues.
- ✓ Provide resources for victims of sexual harassment and gender discrimination. The college will provide resources for victims of sexual harassment and gender discrimination, including counseling, support groups, and legal assistance.
- ✓ Hold perpetrators accountable. The college will hold perpetrators of sexual harassment and gender discrimination accountable, up to and including expulsion from the college.

The college is committed to creating a safe and inclusive environment for all.




Principal 24/11/2023

Yogoda Satsanga Palpara Mahavidyalaya
Palpara, Purba Medinipur

Principal
Y.S. Palpara Mahavidyalaya