



K. K. DAS COLLEGE

GRH – 17, Baishnabghata-Patuli,
Garia, Kolkata – 700 084



GENDER AUDIT REPORT

2018-2019



K. K. Das College

Gender Audit Report

2018-19

Promoting Gender Equality in Higher Education



Introduction

Gender equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal 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 other conventional gender stereotypes and rigid gender role definitions.

Gender sensitive features are carefully observed in every corner of the college system by various activities like Anti-ragging, Internal Complaints and Harassment Prevention. By providing adequate facilities to girls, gender equality is kept upright in the college.

Background of the College:

K. K. Das College was established on 5th September, 1964 as a night college in pursuit of enlightening the under privileged boys of the hinterland. It served as a night college, commerce being the only stream taught to the youths who were striving for livelihood during the day and quality education in the evening. Over time, the institution transformed herself to a multi-faculty co-educational day college at her current address.

The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The **Gender Audit** at K. K. Das College is an attempt to study whether the institution has good gender balance.

Objectives of Gender Audit are:

The Gender Audit has the following objectives:

- ❖ To find out the areas where gender balance exists
- ❖ To establish good gender balance in decision-making processes in all areas of the college activities
- ❖ To Foster gender equality in all aspects of college community
- ❖ To see the work and capacity for prevention of sexual harassment at the college



Facilities for Students in K. K. Das College:

All basic amenities for students are available in the college viz.

- Information boards
- Aqua guard supplemented drinking water points
- First aid facilities
- Canteen for students and faculties
- Stationary centre (cheap store)
- CCTV- cameras at different points covering whole campus
- Girl's common room with all basic facilities
- Unique ID number provided to all students for their identification
- Online admission and examination form submission system available
- Separate washrooms for faculty and students (boys and girls)
- Central library with a wide range of text books / reference books in each subjects with a reading room
- Smart class rooms

Some Initiatives:

Certain other initiatives and programmes are organized in this regard. They are:

- ✓ **Career Fair** is organized every year where students are informed about job opportunities, career identification and helps students find proper employment opportunities
- ✓ **Soft skill development:** The institution also involves its Language lab and Computer lab in soft skills development such as Language improvement and making students technology savvy
- ✓ **Grievance redressal Cell:** The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents. The committee The Committee works in close association with the Principal of the college
- ✓ **Equal Opportunity Cell:** As an educational Institution, K.K. Das College feels the need to sensitize their female and their male students about the rights for equality. Special awareness programmes are organized to promote gender equality:
 - ✚ 86 students participated in a workshop organized by Swayam, an NGO on 29th September 2018 on Gender issues at the college campus. Out of the total number of participants, 47 were female students, while 39 were male students
 - ✚ Twenty students participated in a fair on Gender Sensitization organized by Swayam, an NGO, on 1st February, 2019, under the guidance of Dr. Anjana Brahma (Convenor, Gender Equality Cell) at Vivekanda College, Thakurpukur. The objective of the session role reversal, i.e. to understand the concept of gender



and their impact on woman and man. The programme also encouraged participants to question and to challenge the gender stereotypes in their personal lives. The session taught the students that gender stereotyping is wrong as it violates human rights and fundamental freedom

- ✚ Another workshop was held on 5th March 2019, in collaboration with 'Sutanutir Sakhya' Kolkata and "Forum for Social Action" on 'Gender Equality Sensitization'. 56 students participated in that workshop which was organized at the college campus. The workshop was about changing behavior and instilling [empathy](#) into the views that we hold about our own and the other genders. It helped the students in examining their personal attitudes and beliefs and questioning the 'realities' they thought they know. The students who successfully completed the workshop were awarded certificates on 8th March.
- ✚ Crimes against women occur frequently. Women are not safe, whether it is in their houses, public places or at the workplace. Given the number of crimes that are committed against women, it is pertinent that women are aware about the laws that are in place to protect them since knowledge is power. An awareness programme on the legal rights of women was organized on 8th March, 2019. A lecture was delivered by the famous lawyer Smt. Deepa Banerjee and Sri. Jayanta Narayan Chattopadhyay. More than 100 students and the faculty members participated in this programme. It was meant to help the participants to negotiate their rights and understand the remedies available to them when rights are violated
- ✚ 5 students from K. K. Das College went to Swayam's office on 6th and 7th May, 2019 for a training on Gender Issues

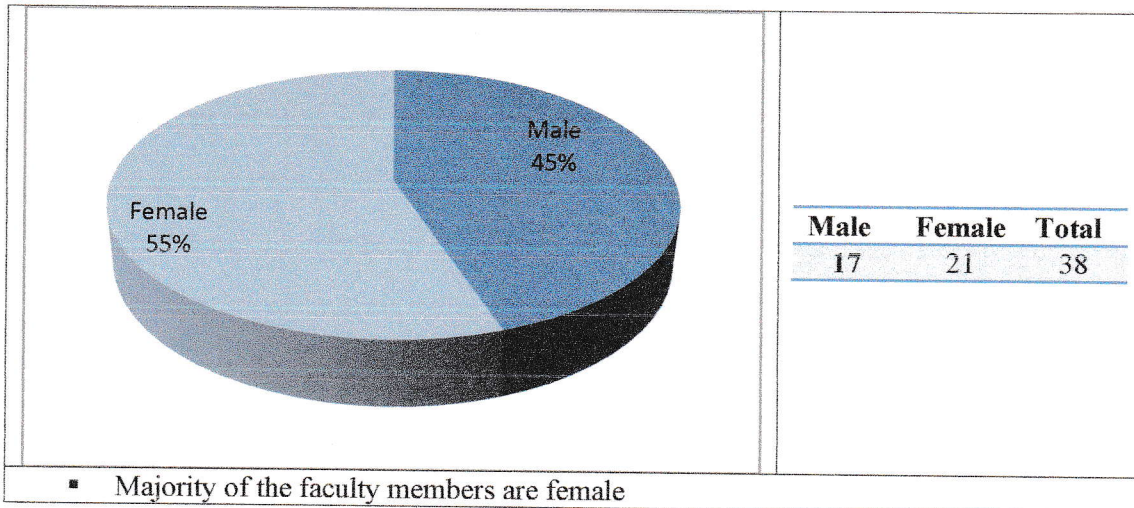


Some Relevant Information and Observation:

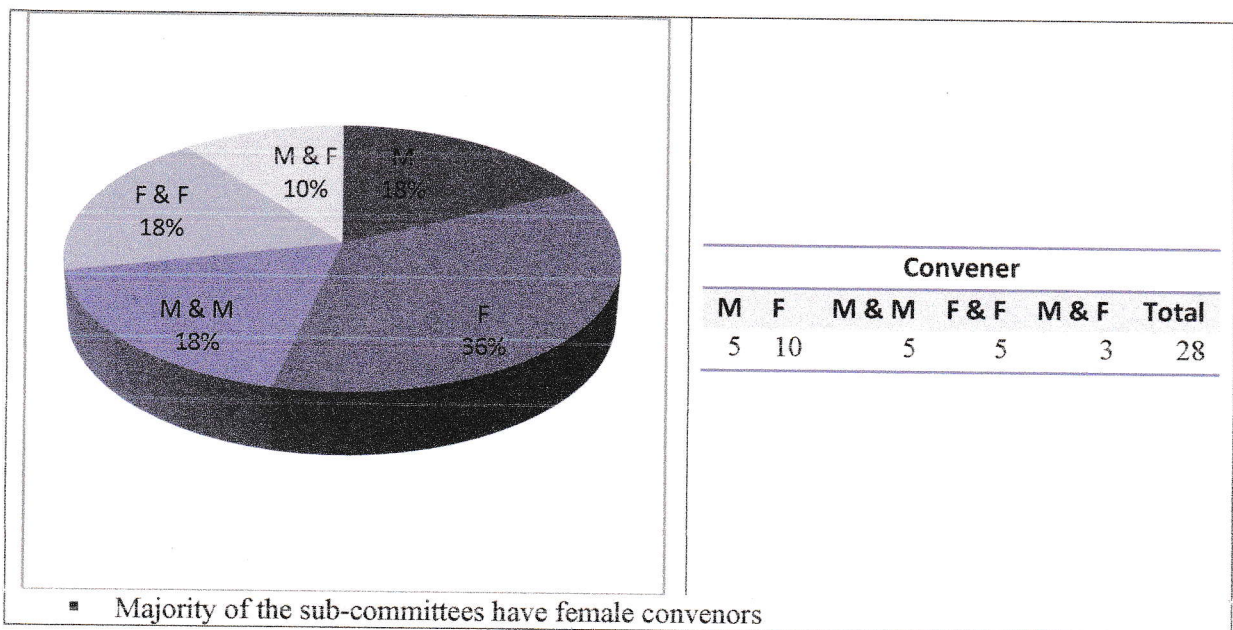
- **Governing Body**

- There are three female members in the governing body of the institution out of twelve
- The important post of Bursar is also held by a female member – a senior faculty member from the Department of Commerce
- All the three teacher members in GB are female
- Out of the two C. U. Nominee, one of the members is female – Principal of a College

- **Faculty Members**



- **Convenors of Sub-Committees**



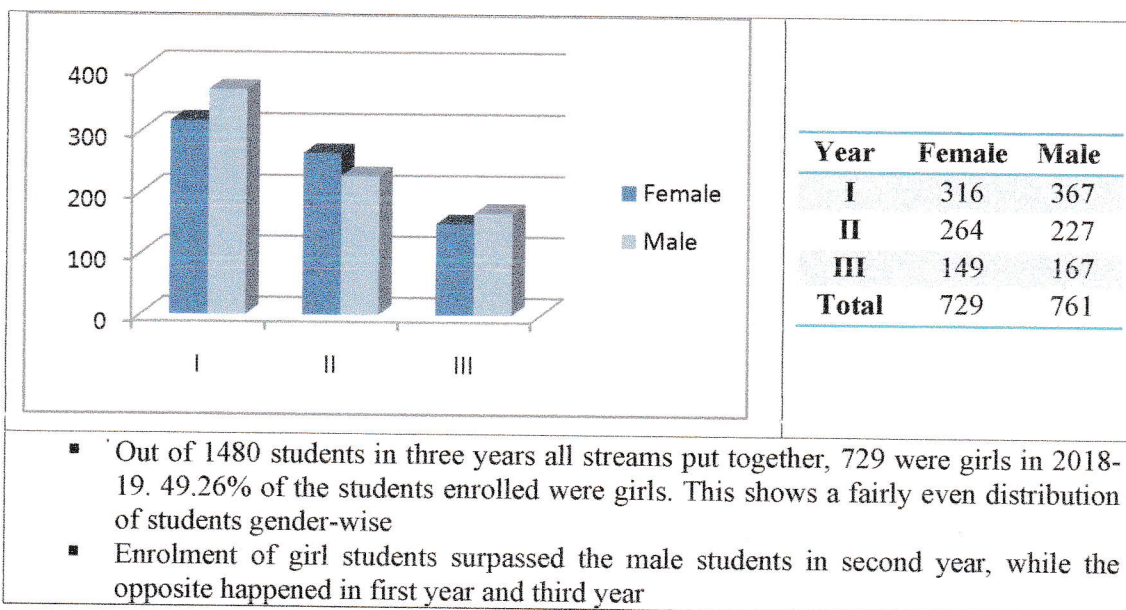
- **Non-Teaching Staff**

- Out of 10 Non-teaching staff working in the college, there is only one female employee

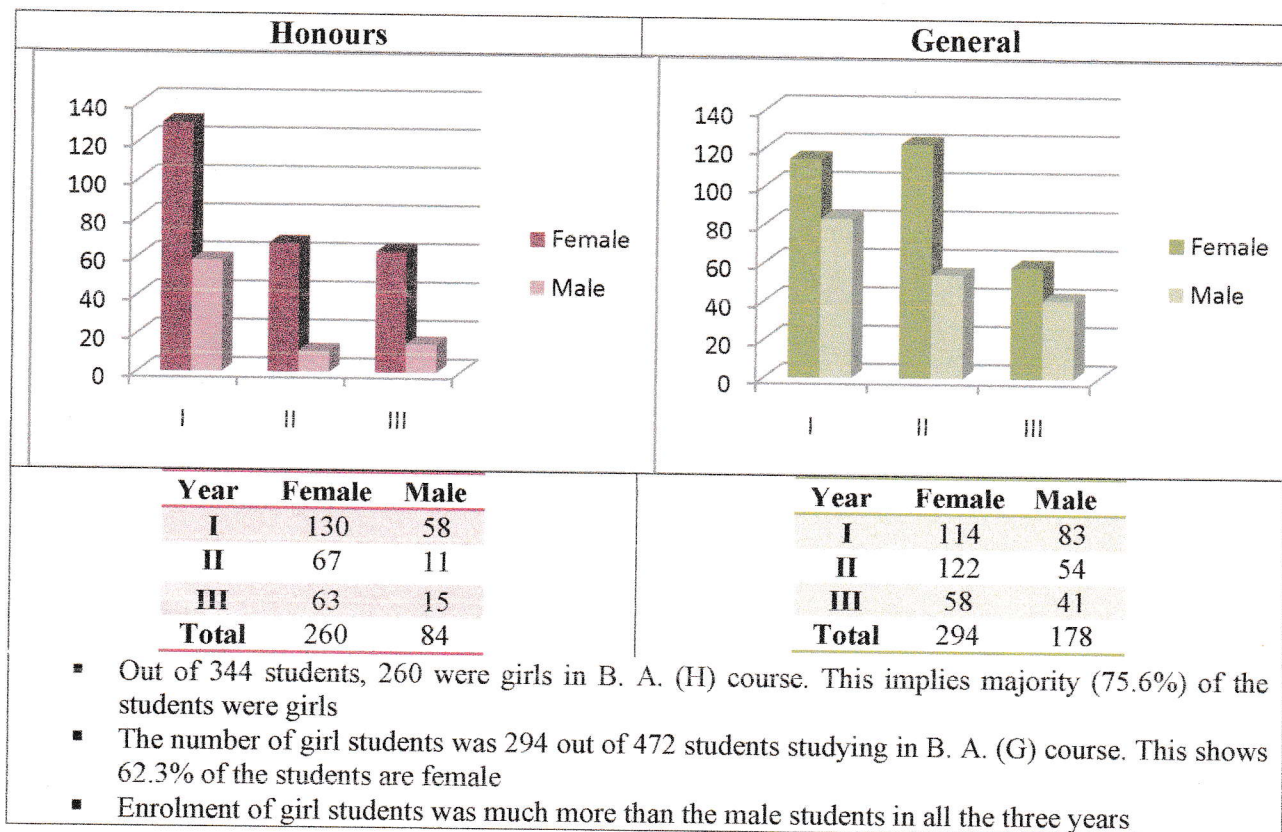


• **Enrolment of Students**

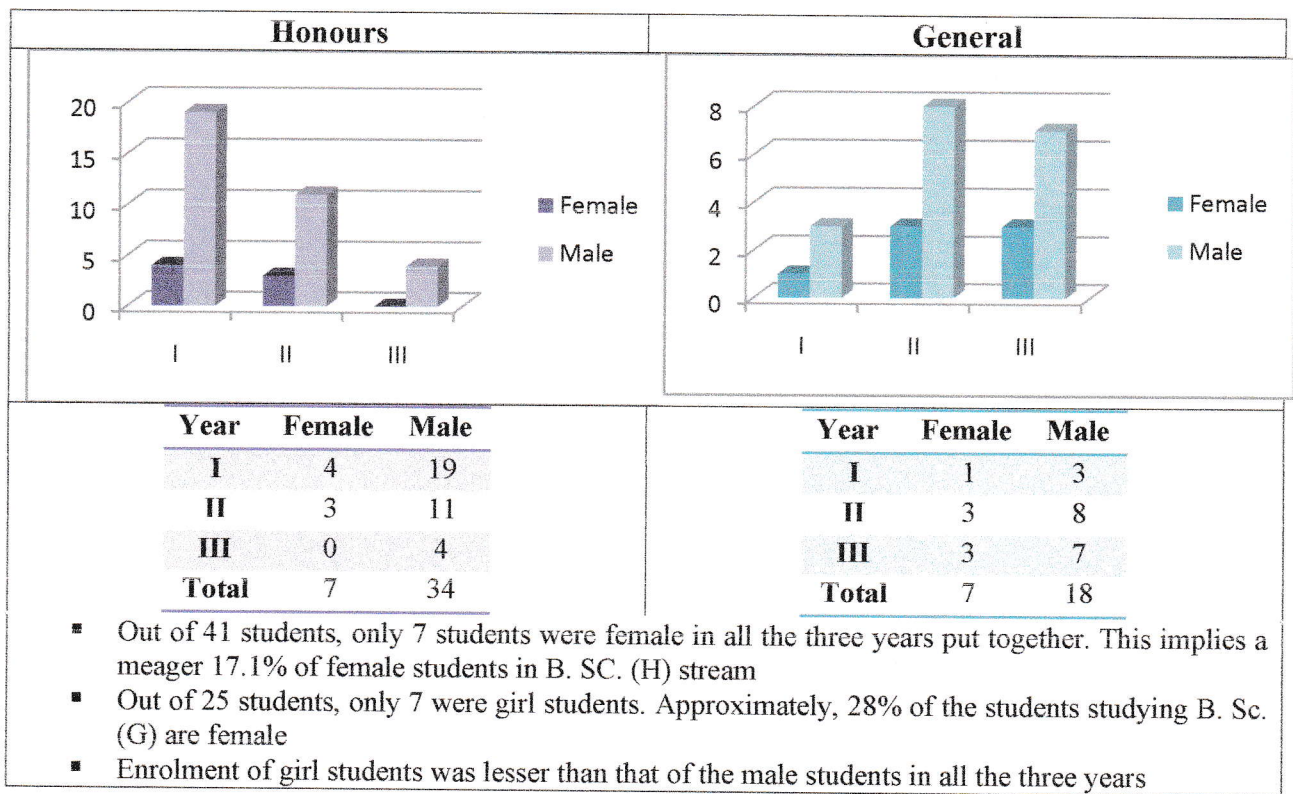
○ **Gender wise Total Enrolment in 2018-19 in Three Years:**



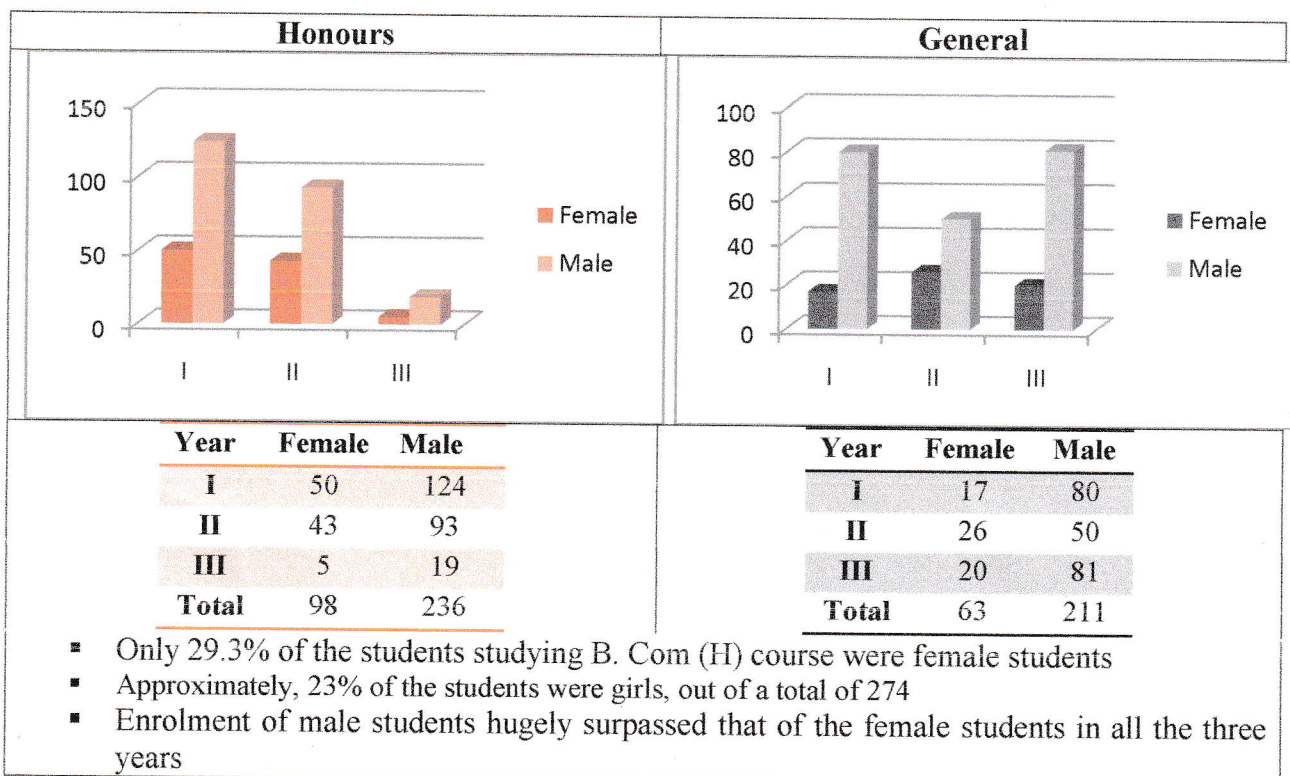
○ **Gender wise Total Enrolment in B. A. in 2018-19 in Three Years:**



○ Gender wise Total Enrolment in B. Sc. in 2018-19 in Three Years:

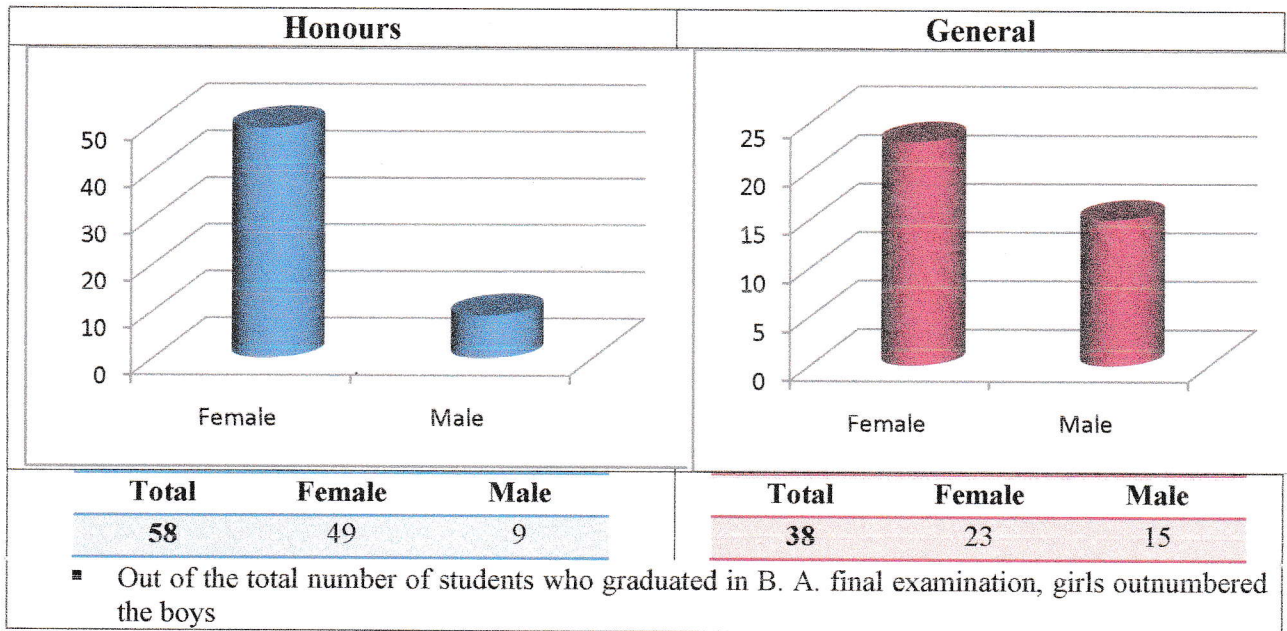


○ Gender wise Total Enrolment in B. Com. in 2018-19 in Three Years:

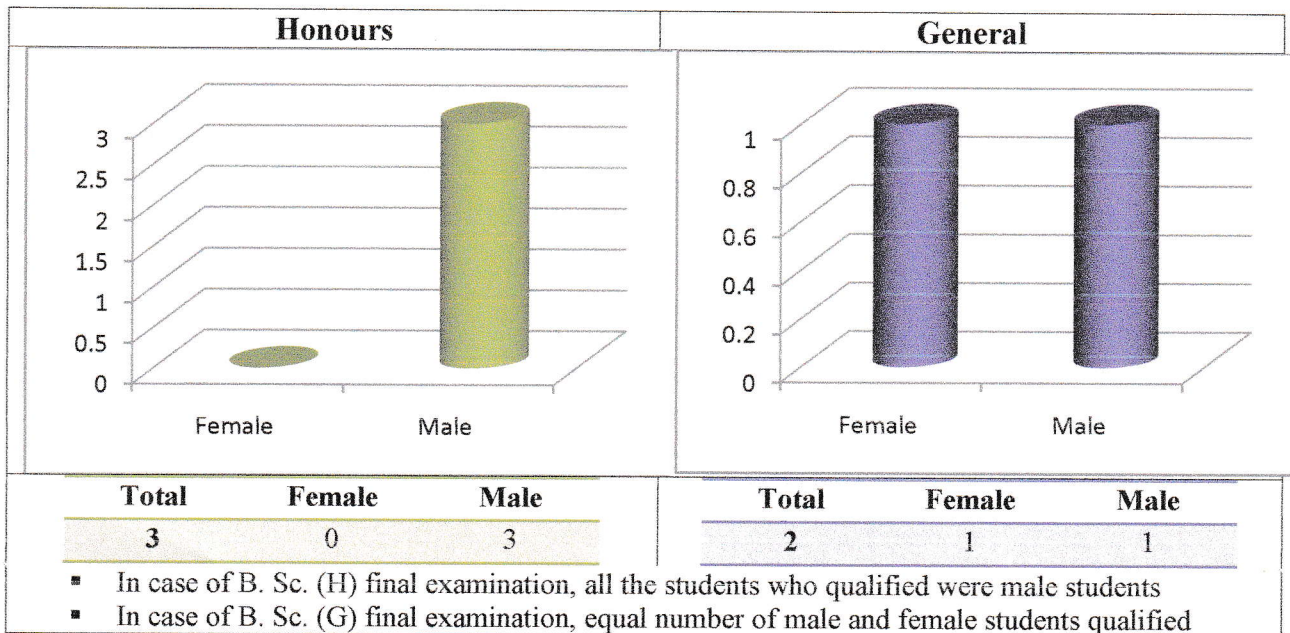


• **Stream-wise Results of the Final Examination**

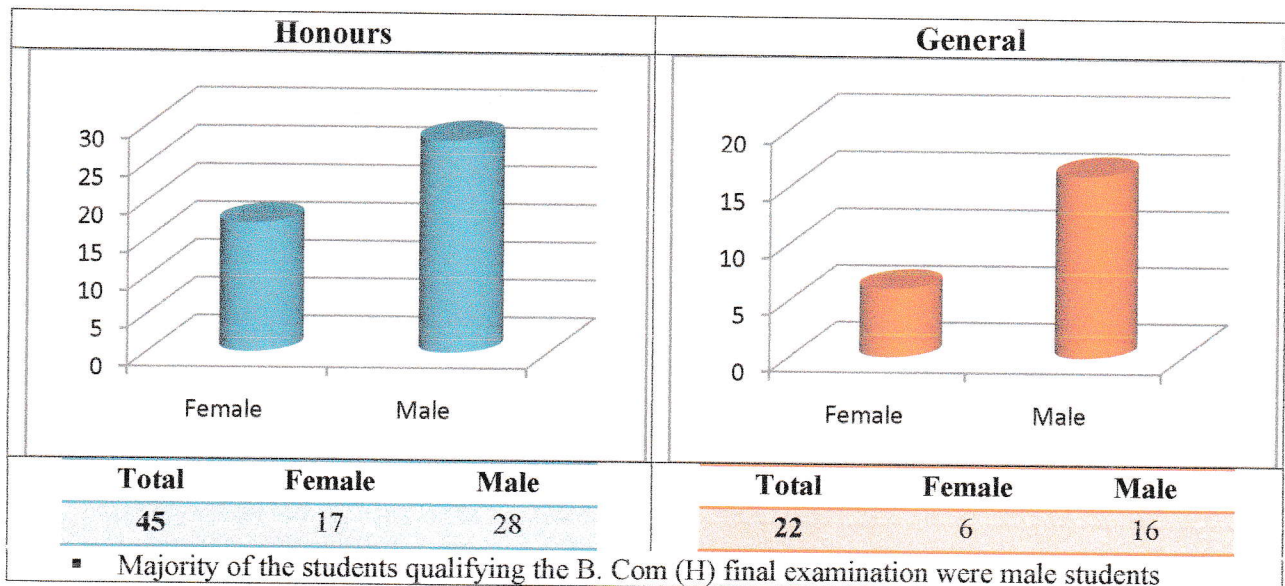
○ **Gender wise Number of Students Passing in B. A. Final Examination in 2018-19:**



○ **Gender wise Number of Students Passing in B. Sc. Final Examination in 2018-19:**



○ Gender wise Number of Students Passing in B. Com Final Examination in 2018-19:



• **Summary of Observations:**

- There are a number of female members in the governing body, although not equal. But some of the female members are performing important duties
- The number of female teachers in the institution is quite impressive
- However, the gender distribution is highly skewed when it comes to non-teaching staff
- In case of the students, except B. A. (H) and B. A. (G) courses, in all the other streams, i.e. B. Sc. (H & G) and B. Com (H & G) the girls were lesser in number than the boys in terms of both enrolment and success in final examination

Conclusion

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes. Doubtless, the enrolment of girls has been increasing and there is no gender issues complaints. Many programs are conducted from time to time specifically for girl students to enhance their confidence building. With the strong will power and commitment to gender justice, K. K. Das College would certainly make a mark even in the areas that need some improvements.



Declaration

This is to certify that the Gender Audit Report is prepared by Shumonika Gangoly, SACT, Department of Economics and the database used in the report is truthful and can be validated if need be.

Shumonika Gangoly
5.9.19.

Shumonika Gangoly
SACT, Department of Economics



N. Munshi
5.9.19

Dr. Nasima Munshi
IQAC Co-ordinator

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R.P.
05/09/2019

Dr. Ramkrishna Prasad Chakroborty
Principal

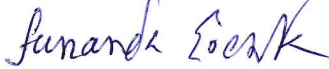


Principal
K.K. DAS COLLEGE
GRH-17 B.P. Township Garia
Kolkata-700 084



Remark & Signature of External Gender Audit Committee

Remark:

- Continuously good efforts are taken for Gender Sensitization.
- There is no Grievance on Gender issues
- Girl student enrollment is almost 50% of the total enrollment.
- Mentoring system need to be structurally developed
- Sports facility for Girls students need to be improved
- Special effort may be initiated for placement of the Girls students

SL NO	Particulars	Name of the Committee Members	Signature
1	Chairperson	Dr. Sunanda Goenka Principal Jogesh Chandra Chaudhuri Law College	 Principal Jogesh Chandra Chaudhuri Law College
2	Member	Dr. Kinjalkini Biswas Principal Muralidhar Girls' College	 DR. KINJALKINI BISWAS Principal 5.9.19 Muralidhar Girls' College Kolkata-700029
3	Member	Dr. Rumpa Das Principal Maheshtala College	 Principal Maheshtala College

Nasima Munshi
5.9.19

Dr. Nasima Munshi
I.Q.A.C. Co-ordinator
K.K.Das College

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Dr. Ramkrishna Prasad Chakraborty
05/09/19

Dr. Ramkrishna Prasad Chakraborty
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