



K. K. DAS COLLEGE

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



GENDER AUDIT REPORT

2021-2022



K. K. Das College
Gender Audit Report

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Promoting Gender Equality in Higher Education



Introduction

Gender Audit considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality.

Follow-up action on the gender audit's recommendations is crucial and is 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. The **Gender Audit** at K. K. Das College is an attempt to study whether the institution has good gender balance and identify ways to make college campus safer for women.

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 (gents and ladies) 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:

- ✓ **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:

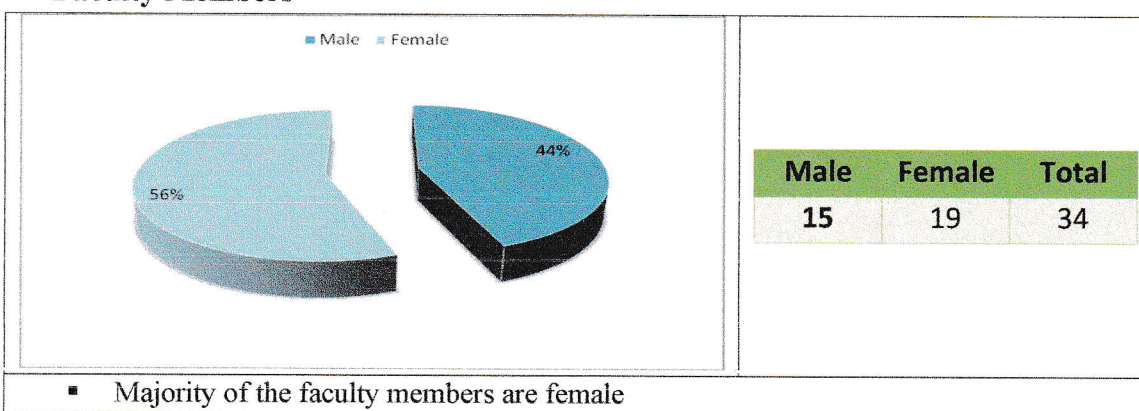
Observation of International Women's Day – This year, K. K. Das College took a very unique way to observe the International Women's Day. There are some food-stalls around our college run by women from under-privileged section of our Society. They are the sole bread-earner of their family. The College decided to recognize their struggle and to felicitate them on the occasion of Women's Day. Three ladies, Smt. Nanda Halder, Smt. Shikha Sarkar, and Smt. Ratna Biswas shared their experiences in life with the students which showcased the empowerment of women in society and helped to motivate the students. There was also an interactive session with the teachers and the students.

Some Relevant Information and Observation:

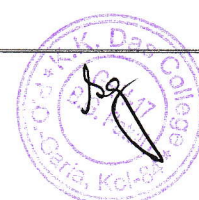
• Governing Body

- There are four 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

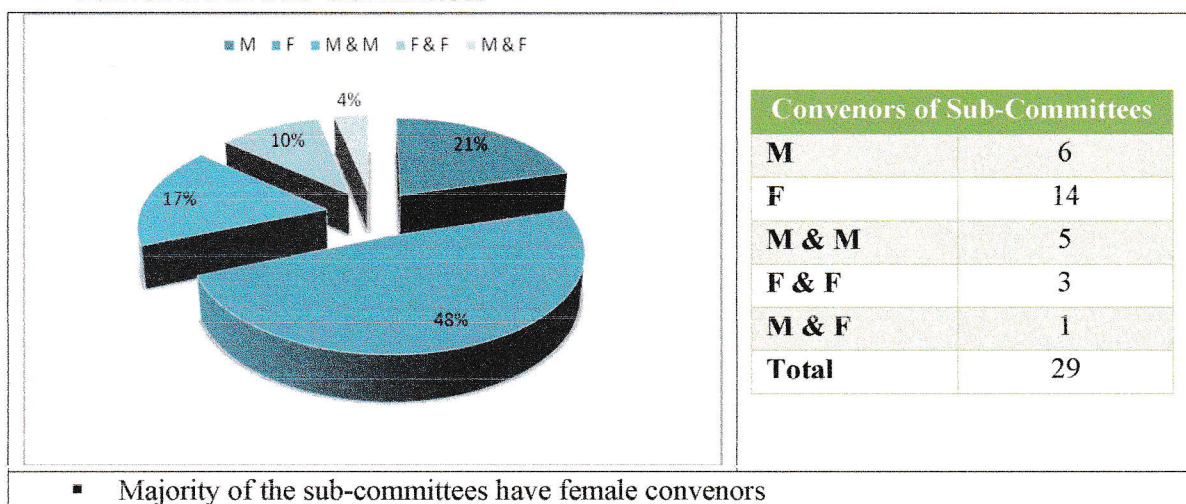
• Faculty Members



- Majority of the faculty members are female



• **Convenors of Sub-Committees**



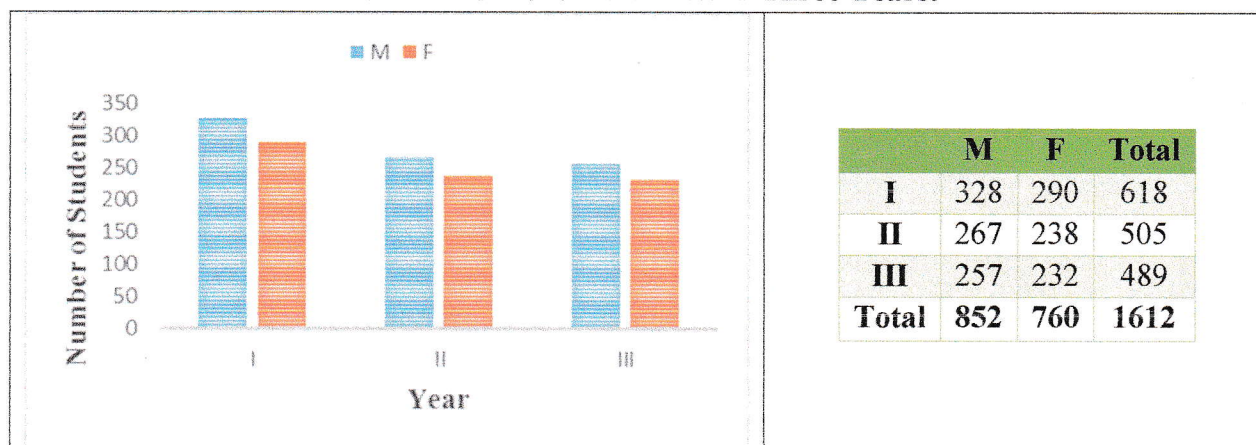
▪ Majority of the sub-committees have female convenors

• **Non-Teaching Staff**

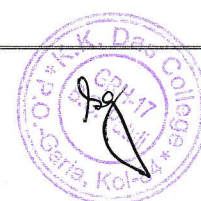
- Out of 10 Non-teaching staff working in the college, there are only two female employees

• **Enrolment of Students**

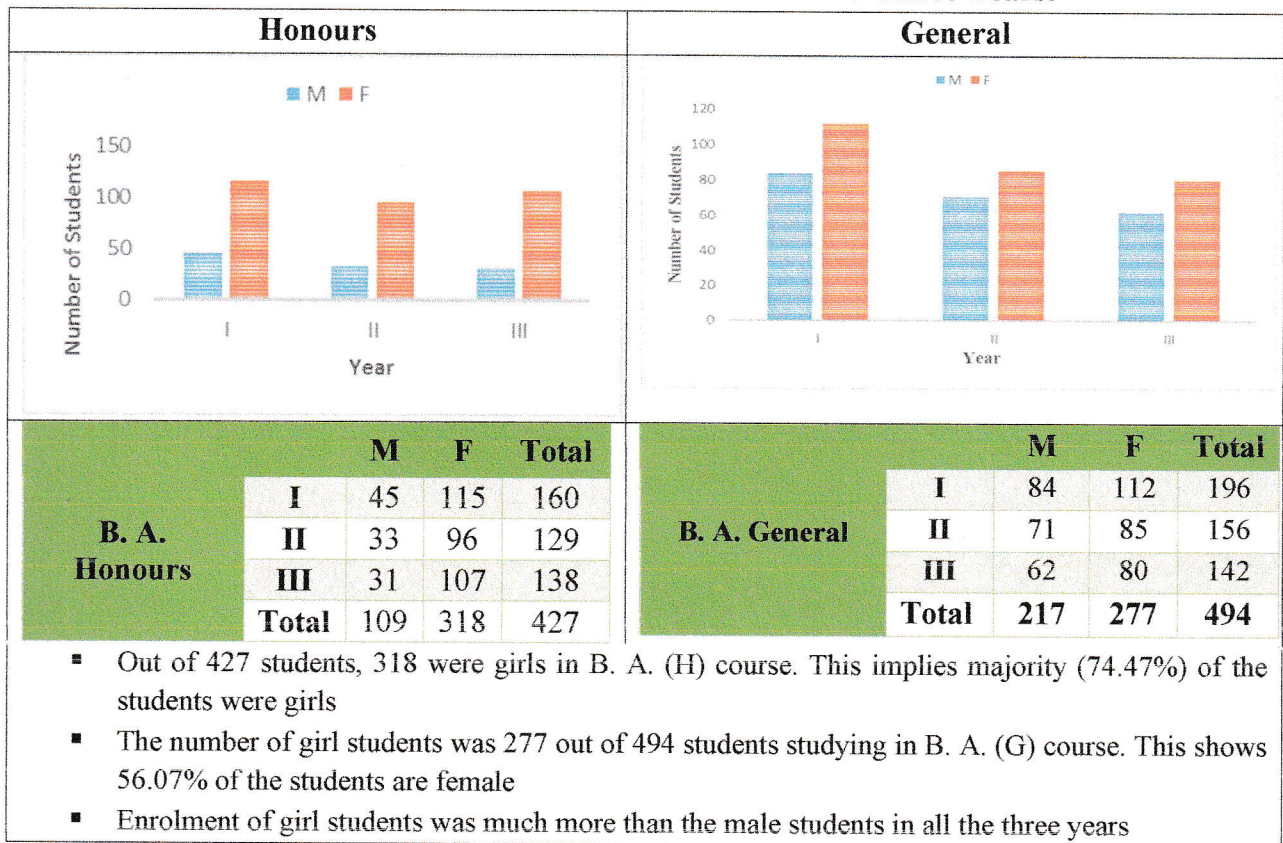
- **Gender wise Total Enrolment in 2021-22 in Three Years:**



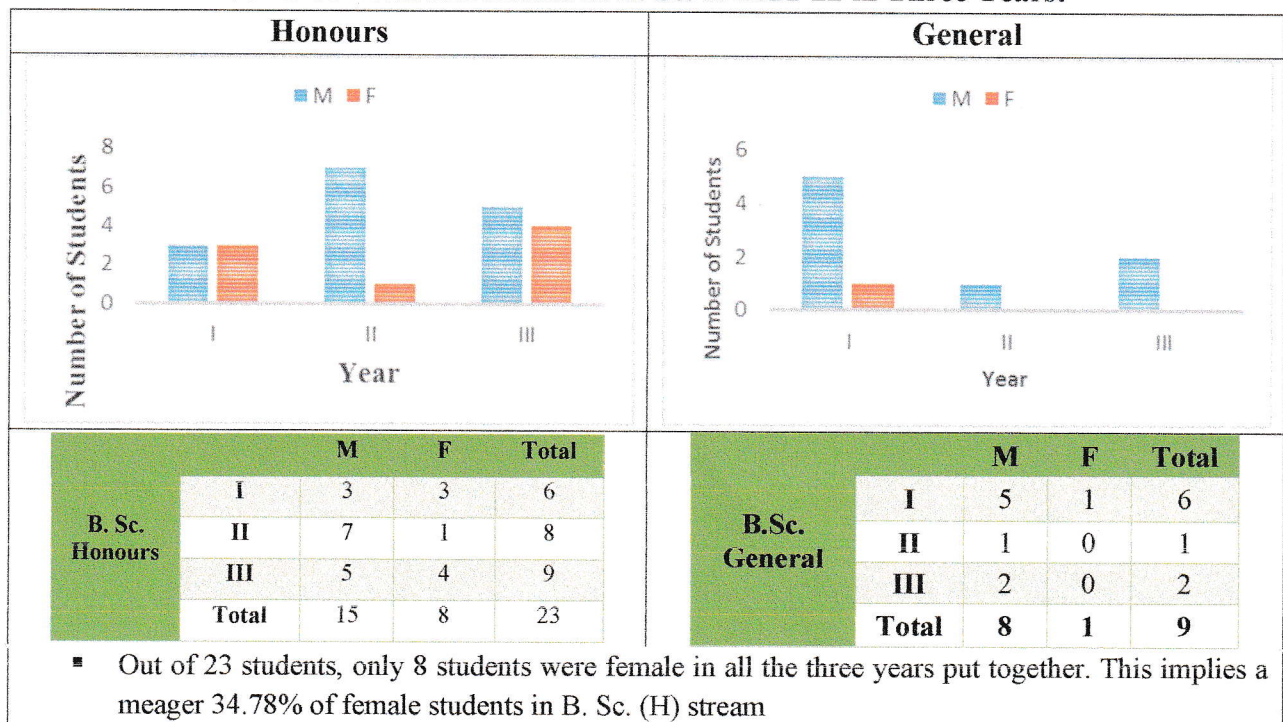
- Out of 1612 students in three years all streams put together, 760 were girls in 2021-22. 47.15% of the students enrolled were girls. This shows a fairly even distribution of students gender-wise
- Enrolment of girl students was less than the male students in all the three years



○ Gender wise Total Enrolment in B. A. in 2021-22 in Three Years:

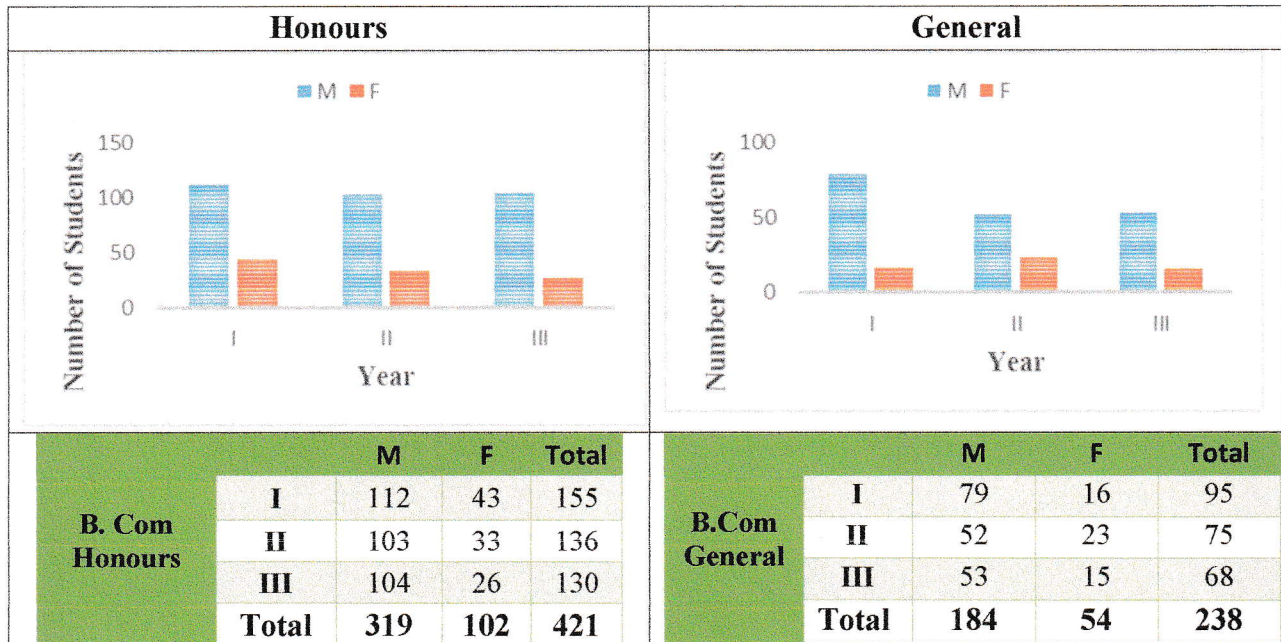


○ Gender wise Total Enrolment in B. Sc. in 2021-22 in Three Years:



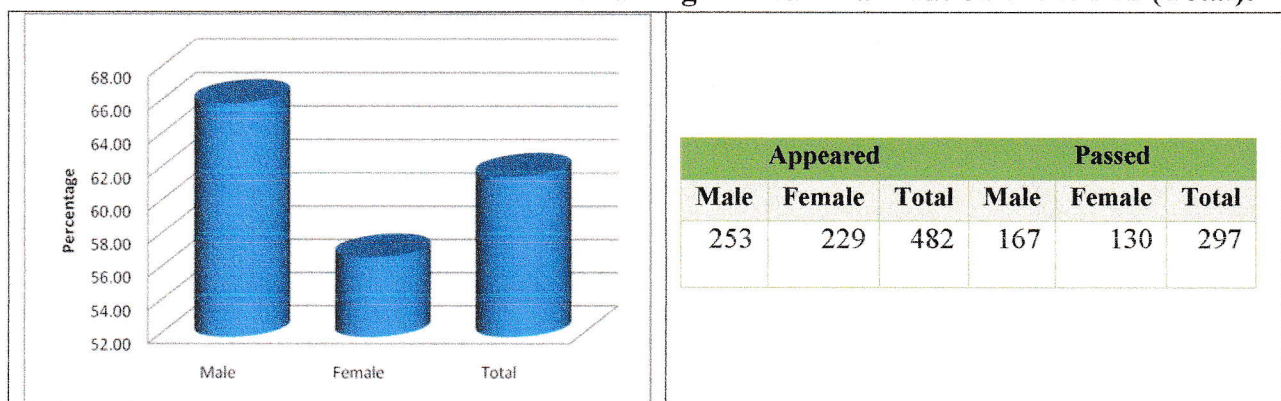
- Out of 9 students, only 1 were girl students. Approximately, 11.11% of the students studying B. Sc. (G) are female
- There were no girl students in second and third years in B. Sc. (G)

○ Gender wise Total Enrolment in B. Com. in 2021-22 in Three Years:



- Only 24.23% of the students studying B. Com (H) course were female students
- Approximately, 22.69% of the students were girls, in B. Com (G) course
- Enrolment of male students hugely surpassed that of the female students in all the three years

○ Gender wise Number of Students Passing in Final Examination in 2021-22 (Total):



- The pass percentage in terms of gender is more among male students in the final year



- Gender wise Number of Students Passing in Final Examination in 2021-22 (Stream - wise):

	Appeared			Passed		
	Male	Female	Total	Male	Female	Total
B. Com (G)	51	15	66	34	12	46
B. Sc. (G)	2	0	2	1	0	1
B. A. (G)	27	28	55	27	28	55
Bengali (H)	14	49	63	10	33	43
English (H)	11	32	43	7	23	30
History (H)	4	25	29	3	11	14
Economics (H)	1	0	1	1	0	1
Mathematics (H)	4	4	8	3	0	3
B. Com (H)	103	27	130	81	23	104
Total	217	180	397	167	130	297

- In Commerce (both Honours and General), the number of male candidates qualifying for the final examination is more than the number of female candidates
- The picture is not much different when we consider the Science (General) stream, Mathematics (Honours) and Economics (Honours). The male students outnumber the female students
- We observe a contrasting picture in case of Arts (general) stream. Number of female candidates is higher than the number of male candidates. The scenario is same for Bengali (Honours), English (honours) and History (Honours).
- **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 Bengali (II), History (II), English (II) 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

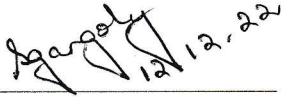
Conclusion

Gender audit of the college makes clear that the college has much strength and some limitations. The limitations can be reduced with gradual changes. The findings show that college plays a key role to maintain harmony and discipline among students. Doubtless, the enrolment of girls has been increasing. There is no complaints based on gender issues which implies a healthy female friendly environment within the college campus. Programs are conducted for both male and female students, from time to time to make them aware of their rights and responsibilities. With the strong will power and commitment to gender equity, K. K. Das College would certainly make a mark in gender justice.

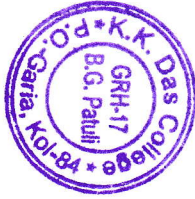


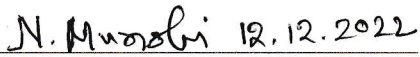
Declaration

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.



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