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HARIMOHAN GHOSE COLLEGE
J-206 & 208A, PAHARPUR ROAD, GARDEN REACH, KOLKATA-700024
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GENDER AUDIT REPORT
2018-2024

Prepared by

Internal Quality Assurance Cell (IQAC)
&
Women Development Cell (WDC)

Harimohan Ghose College
(Affiliated under University of Calcutta)
Kolkata



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Preface

Harimohan Ghose College identifies the significance of conducting Gender Audit for the development of college. The college need to be conscious about the difficulties and problems faced by the students and staff members by regularly monitoring and accessing the practices implemented by the college. The Gender Audit is an important process for identifying gender balance challenges and integrating perspectives within the institution.

The Gender Audit was conducted to study and assess the practices implemented by the college for gender awareness, gender equality and women safety. The process involved collection of data, analyzing the data, finding the data and suggestions for improvement for the college and implementing the recommendations.

It is essential to create consciousness about gender equality among individuals and educational institutions play a chief role in this context. The main goal is to make students understand and address the differences to prevent unfair treatment or prejudice based on gender.



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What is Gender Audit?

Gender audit is an investigation process that helps an organization or institution to evaluate the practices, policies and programmes that has been implemented for the promotion for gender equality. The aim of Gender audit is to examine and record the existing gender biases and gaps, to identify the gaps, the address the gaps and to plan proper strategies to ensure promotion of gender equality in the institution.

Introduction of the College

The Harimohan Ghose College was established in 1963, by the scions of the Ghose family of Fatehpur, Garden Reach with the help of the residents of the area to provide the fruits of Higher education to the students of the area who then were detached from proper Kolkata. So years passed by the College become a centre of higher learning for many who unfortunately came from less privileged background. The College with its motto from “Darkness to Light and More Light” has tried its best to fulfil the goals for which this College was setup. Now having completed so many years of service to the society, the College can claim to have a history yet a history which need not be quoted but understood by all well-wishers and stake holders of the College.

The college is affiliated to the University of Calcutta and is recognised by the University Grants Commission under Section 2(f) and 12(B).

The college offers full-fledged Three/ Four years B.A/ B.Sc./ B.com (Honours and General) courses both under the CBCS and CCF system.

The college endeavors to deliver not only academic development for the student but also seeks to promote awareness about gender equality, creating a safe and secure environment for the students as well as for the staff. The college takes pride in organizing awareness programmes and seminars relating to gender sensitization, social awareness camps and health camps for the students. The college also supports to empower students with skills and give them opportunity to promote their business and encourage their peers.



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GENDER POLICY OF HARIMOHAN GHOSE COLLEGE

- The college shall not tolerate any form of discrimination on the basis of gender.
- The institution shall promote equality in the campus.
- The institution shall take effective measures to ensure the safety and security of female staffs and students.
- The institution shall organise seminars and workshops on gender sensitization every academic year.
- The institution shall work towards creating a gender sensitive work environment.
- There must be an active, unbiased, accessible Grievance Redressal Cell

FACILITIES IN THE COLLEGE

- The college has a separate Girls' common room with amenities for recreation.
- Separate washrooms for female staff and students.
- Female support staff is appointed for the female students.
- CCTV cameras are installed that help in monitoring the safety of girl students.
- Adequate lightning in the classrooms, corridors, common areas, toilets in the campus.
- College is facilitated with ICC and Women Development Cell to address grievances of female staff and students.
- The college has constituted an Anti-ragging committee as part of the mandatory UGC regulations. The college adheres to the guidelines published by the IGC in curtailing the menace of ragging in higher educational institutions, awareness programmes, posters and helpline are made available to all the students.
- Grievance redressal cell has been established in the college to deal with the complaints from the students, faculty and stakeholders.
- Complaint box is provided for the students which is opened on regular intervals and actions are taken on the same.
- The college has a very active NSS unit and continuously encourages active participation from the female students.
- Awareness and sensitization programmes are organised throughout the academic year.
- Adequate security personnel are appointed within the college campus.
- Health awareness programmes are also regularly organised.



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Constitution of Gender Audit Committee

Sl. No	Name	Designation	Institution
1	Dr. Prabir Biswas	Principal,	Harimohan Ghose College, Kolkata
2	Prof. Jayanta Mitra	IQAC Coordinator	Harimohan Ghose College Kolkata
3	Dr. Sraboni Roy IQAC Coordinator	External Committee Member	Department of English Ashutosh College Kolkata
4	Dr. Nirmiti Bandyopadhyay Senior Associate Professor	External Committee Member	Vivekananda College for Women
5	Prof. Shehnaz Salahuddin	(Presiding Officer) Internal Complaints Committee	Harimohan Ghose College Kolkata
6	Dr. Anasuya Halder	(Convenor) Women Development Cell	Harimohan Ghose College Kolkata

Objectives of the Study

The Gender Audit was undertaken by the IQAC, Harimohan Ghose College along with the members of Women's Development Cell, Harimohan Ghose College and focused to examine the gender balance within the institution and its practices on the following objectives:

1. To study about the gender balance in the college
2. To examine about gender perception in the campus.
3. To suggest effective practical solutions to bridge the gender gap.
4. To examine the work and capacity for prevention of sexual harassment in the college.

Methodology

In order to meet the above objectives, a systematic and inclusive approach was used to access the status of gender equality, practice and its implementation in the college. The Gender Audit Team carried out a physical inspection within the college campus followed by collecting the data through a structured questionnaire. The questionnaire was framed to study the student's perception about the gender practices in the college, their awareness about these practices and their safety related issues in the college. The data was then collected through google form. The data was tabulated and then analyzed with the help of Microsoft excel using inferential Statistics and Percentage.



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**Gender Audit Report
(Findings and Analysis)**

Table 1: Gender wise representation of the students

Sl. No.	Academic Year	Total	Male	Female	%Male	%Female
1	2018-19	977	465	512	47.59	52.41
2	2019-20	1117	483	634	43.24	56.76
3	2020-21	1258	555	703	44.12	55.88
4	2021-22	1709	805	904	47.10	52.89
5	2022-23	1654	764	890	46.19	53.81
6	2023-24	1606	733	873	45.64	54.36

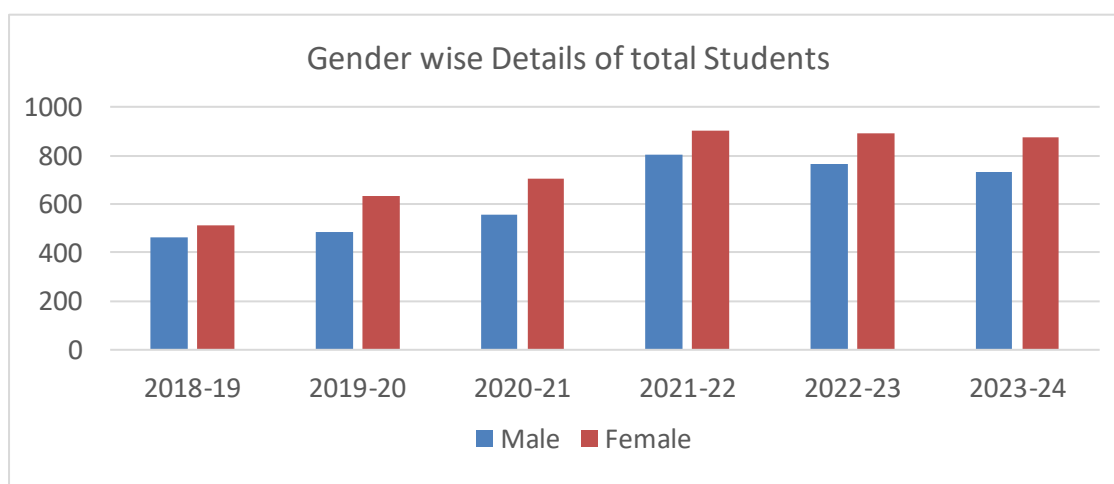


Table 1 shows year-wise gender wise classification of male and female strength of students and the total number of admissions in each academic year. There had been a significant increase in the number of students admitted in the year 2021-2022. There has been a decline in the total number of admitted students in the college since 2022-2023.

It appears that the intake of female students is comparatively higher than their male students.



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Table 2: Gender wise representation of the teaching staff.

Sl.No	Academic Year	Total	Male	Female	Transgender	% Male	% Female	% Transgender
1	2018-19	27	12	15	0	44.44	55.56	0
2	2019-20	43	20	23	0	46.51	53.49	0
3	2020-21	43	21	22	0	48.84	51.16	0
4	2021-22	41	18	22	1	43.90	53.66	2.44
5	2022-23	40	17	22	1	42.5	55	2.5
6	2023-24	42	18	23	1	42.86	54.76	2.38

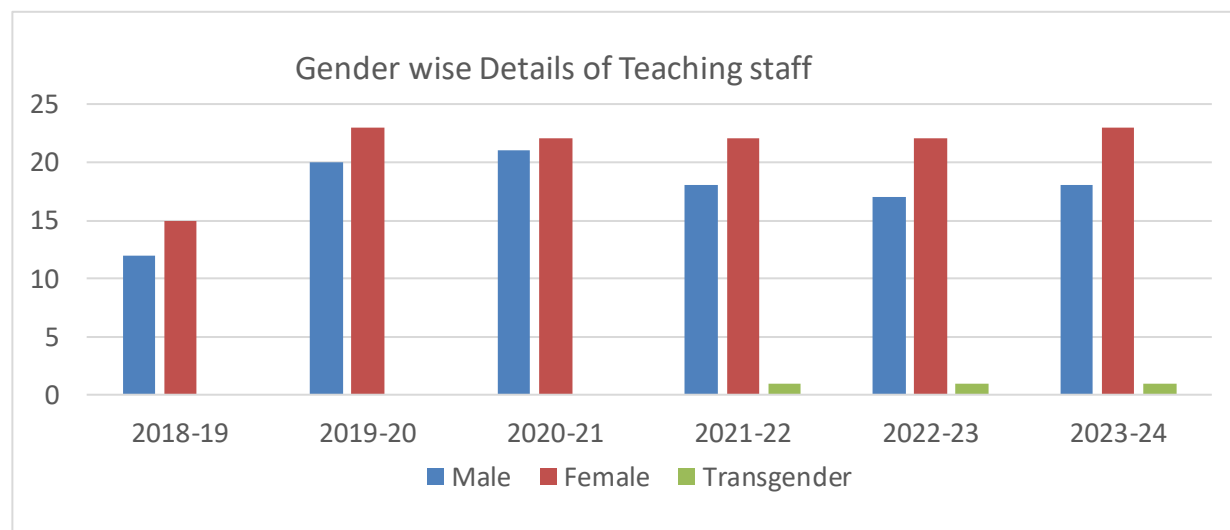


Table 2 shows that the total number of female teaching staff is higher than that of the male counterparts, from the year 2021-22 the college is proud to include and recognize faculty members identifying to diverse genders, The inclusion of a trans faculty member exemplifies college's commitment to inclusiveness towards gender diversity and inclusivity.



Table 3: Gender wise representation of the Heads of the Departments of the college

Sl. No.	Academic Year	Total	Male	Female	%Male	%Female
1	2018-19	11	5	6	45.45	54.55
2	2019-20	12	5	7	41.67	58.33
3	2020-21	12	5	7	41.67	58.33
4	2021-22	12	5	7	41.67	58.33
5	2022-23	12	5	7	41.67	58.33
6	2023-24	13	6	7	46.15	53.85

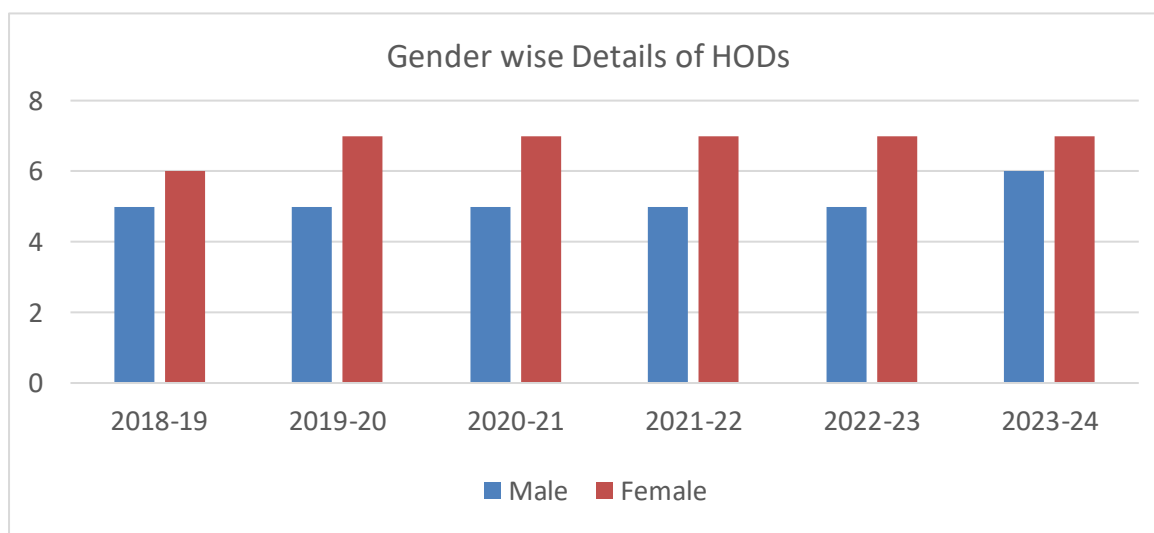


Table 3 shows that the number of female HOD's has been higher than that of the male counterparts in the last five years.



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Table 4: Gender wise representation the Non-Teaching Staff

Sl. No.	Academic Year	Total	Male	Female	%Male	%Female
1	2018-19	24	20	4	83.33	16.67
2	2019-20	24	20	4	83.33	16.67
3	2020-21	24	20	4	83.33	16.67
4	2021-22	23	19	4	82.61	17.39
5	2022-23	19	15	4	78.95	21.05
6	2023-24	19	15	4	78.95	21.05

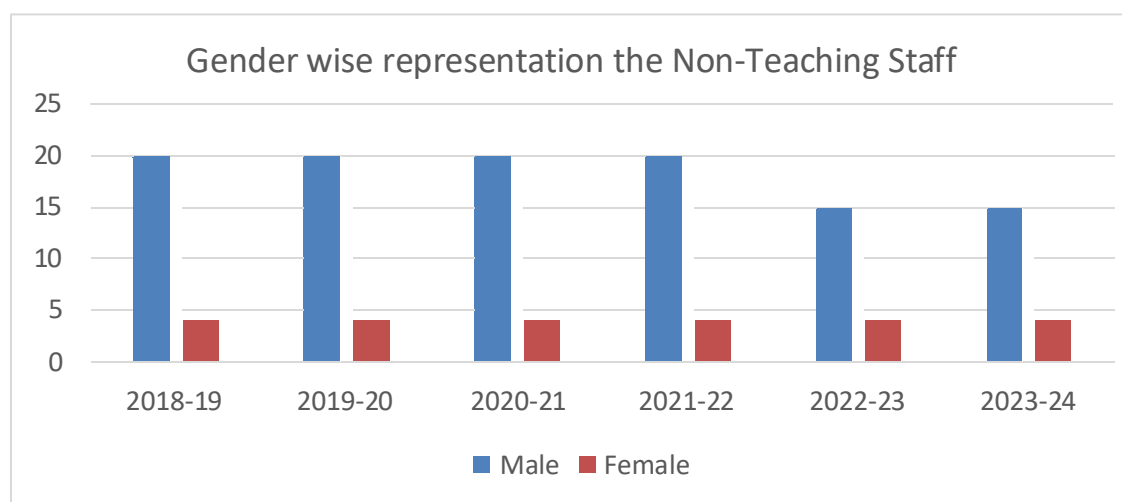


Table 4 shows that the percentage of female non-teaching staff is low compared to the male counterparts and has remained the same for the past five years of the study.



Table 5: Gender wise representation the students in Commerce

Sl. No.	Academic Year	Total	Male	Female	%Male	%Female
1	2018-19	320	98	222	30.63	69.38
2	2019-20	417	306	111	73.38	26.62
3	2020-21	443	318	125	71.78	28.22
4	2021-22	647	483	164	74.65	25.35
5	2022-23	626	445	181	71.09	28.91

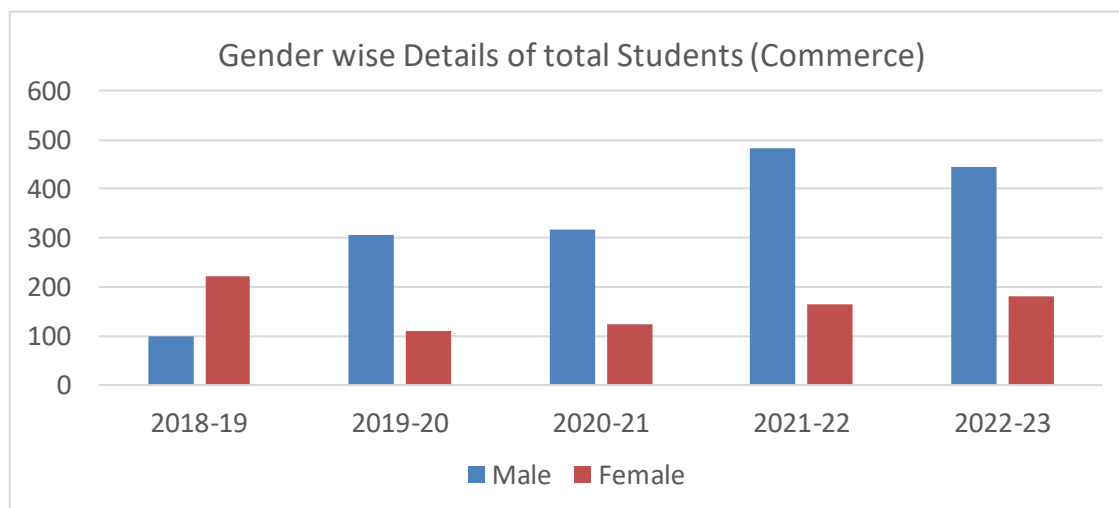


Table 5 shows that in commerce the enrollment of male students is more than that of female students. Approximately more than 70% students are male during the period of study.



Table 6: Gender wise representation the students in Humanities

Sl. No.	Academic Year	Total	Male	Female	%Male	%Female
1	2018-19	514	297	217	57.78	42.22
2	2019-20	584	141	443	24.14	75.86
3	2020-21	705	200	505	28.37	71.63
4	2021-22	926	271	655	29.27	70.73
5	2022-23	914	270	644	29.54	70.46

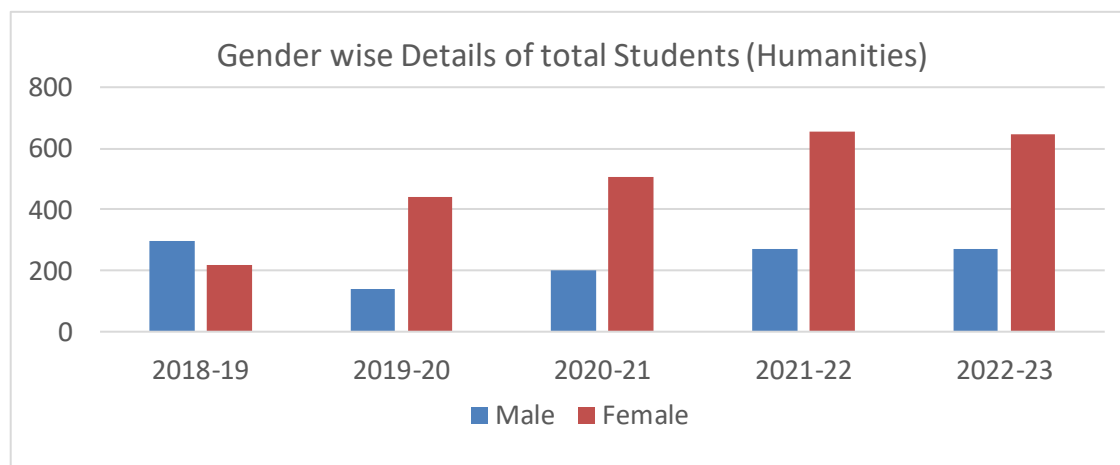


Table 6 shows that the enrollment of female students is much higher than the male students. Approximately 70% students are female during the period of study.



Table 7: Gender wise representation the students in Science

Sl. No.	Academic Year	Total	Male	Female	%Male	%Female
1	2018-19	143	70	73	48.95	51.05
2	2019-20	116	36	80	31.03	68.97
3	2020-21	110	37	73	33.64	66.36
4	2021-22	136	51	85	37.5	62.5
5	2022-23	114	49	65	42.98	57.02

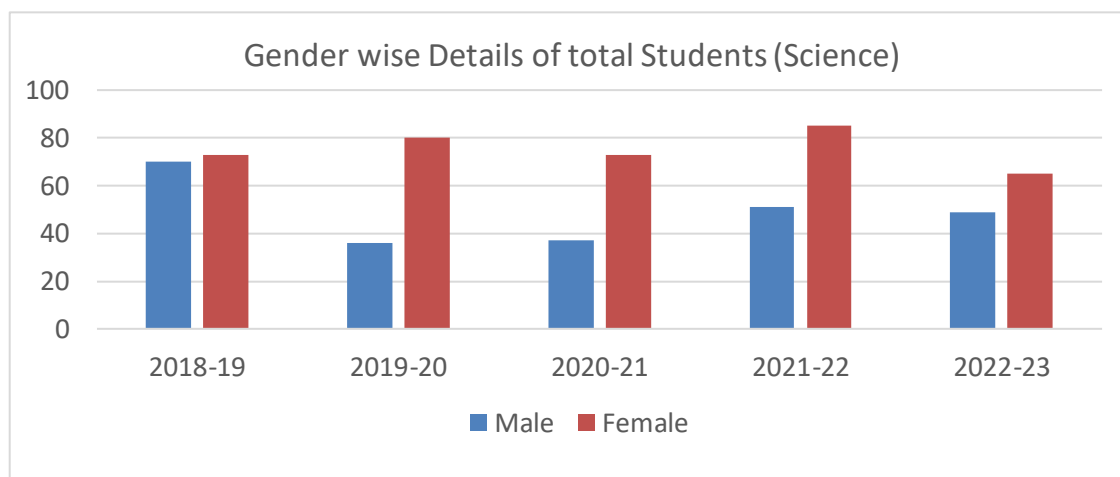


Table7 shows that the enrollment of female students was increasing significantly from the academic year 2019-2020 but there a significant decrease in the year 2022-23, similarly for the enrollment for the male students there was significant decrease during the period 2019-2022.



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Initiatives taken by the College for Gender Sensitization

2022-2023

- Counselling and Awareness Programme on Sexual Harassment and Domestic Violence against women on 17.12.2022 organised by the ICC.
- Women Empowerment: Issues and Challenges held on 28.01.2023 organised by the Department of Political Science.
- International Women's Day Celebration on 10.03.2023 organised by the ICC.
- Seminar on Women Trafficking and Road Safety measures on 24.03.2023 organised by the NSS.
- International Women's Day 10.03.2023.
- State level seminar on "The Role of Women Freedom Fighters in Indian Independence" organised by the Department of History in association with IQAC on 12.05.2023.

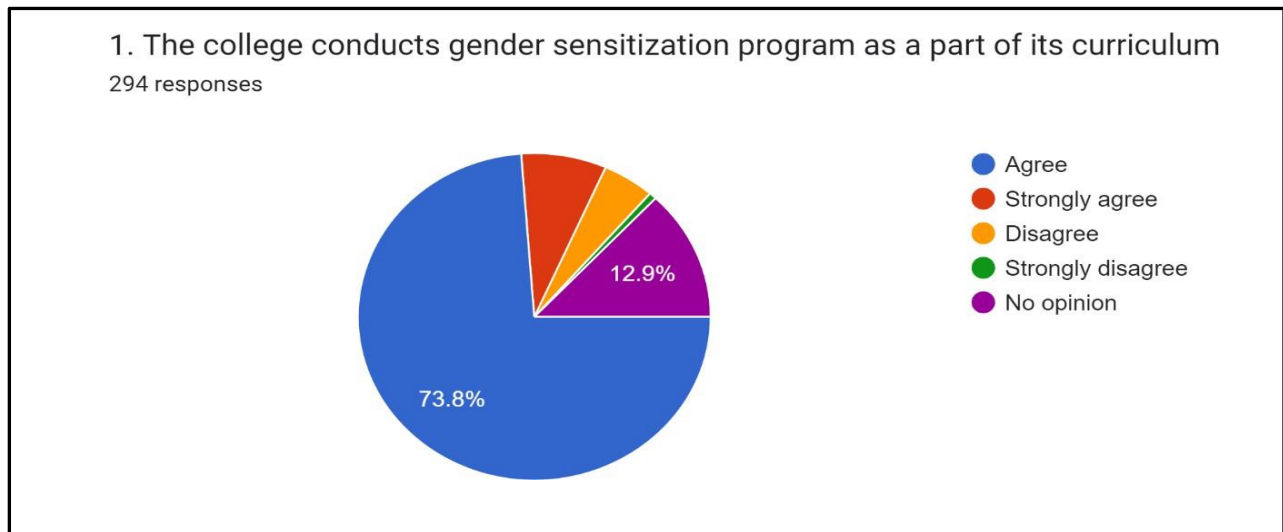
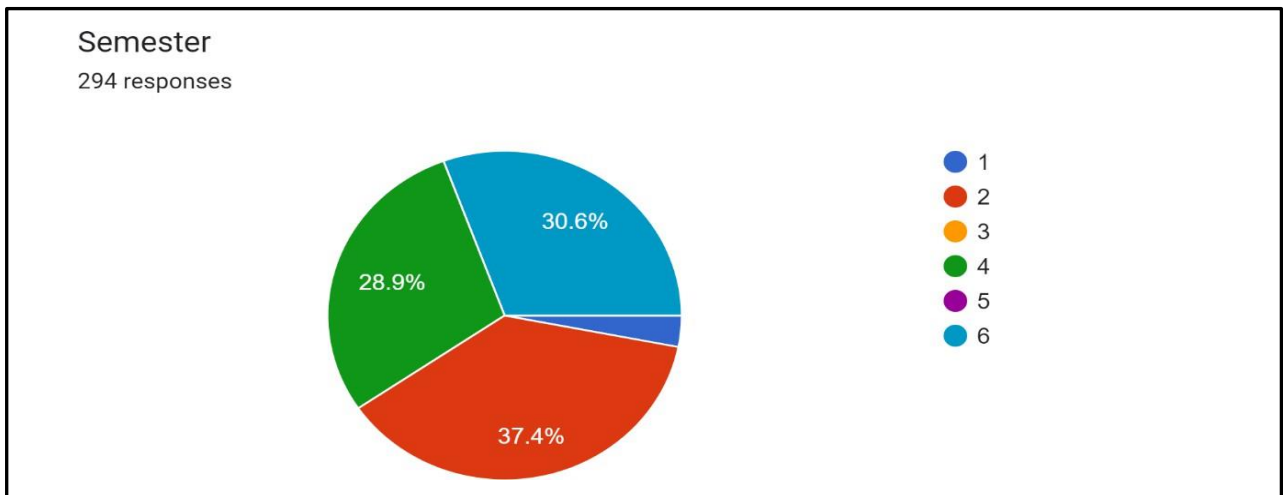
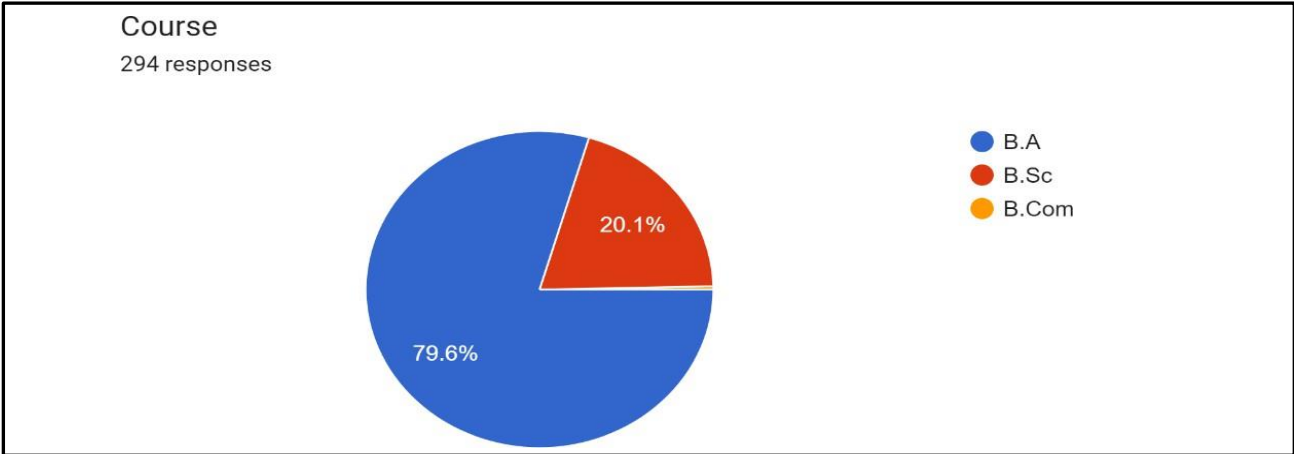
2023-2024

- LGBTQ+ Sensitization Workshop "Madhumat Parthibong Rojo" organised by Women's Development Cell in collaboration with IQAC on 11.07.2023.
- Workshop on Anti-Ragging (Act and Initiatives) on 18.08.2023 organised by Anti-Ragging Cell, with IQAC.
- Departmental seminar organised by the Department of Urdu titled "Ladki hoon Masla Nahi" on 10.10.2023.
- Awareness and Sensitisation programme organised by IQAC, ICC, WDC from 19.12.2023 to 22.12.2023.
- Women's Day celebration organised Harimohan Ghose College in collaboration with Kidderpore College on 12.03.2024.



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Students Survey

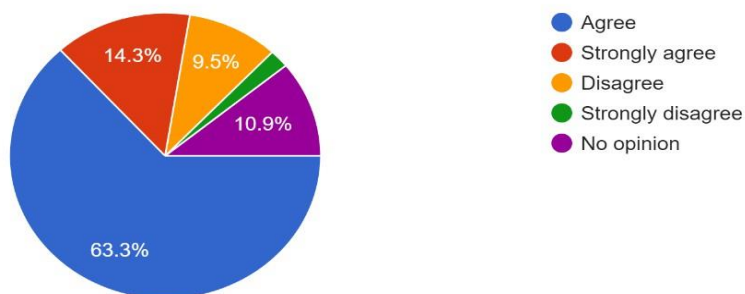




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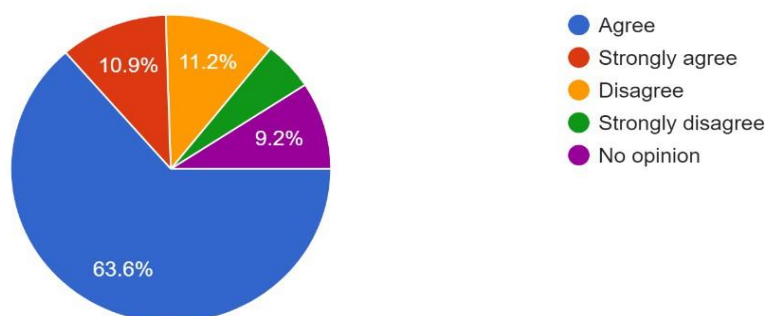
2. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum

294 responses



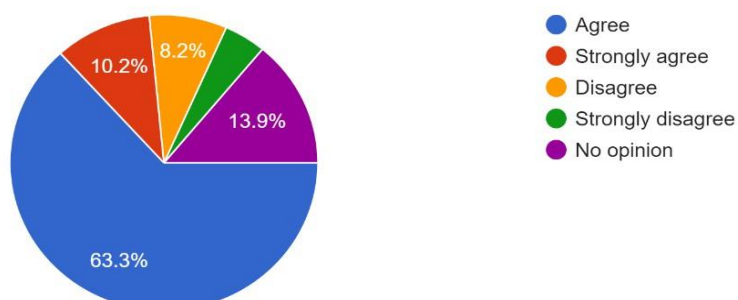
3. Adequate number of toilets are available in the campus for girls

294 responses



4. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.

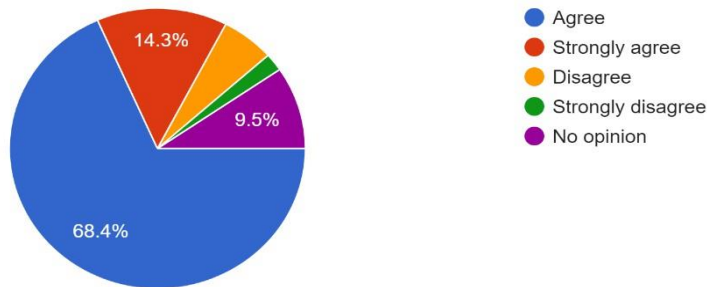
294 responses



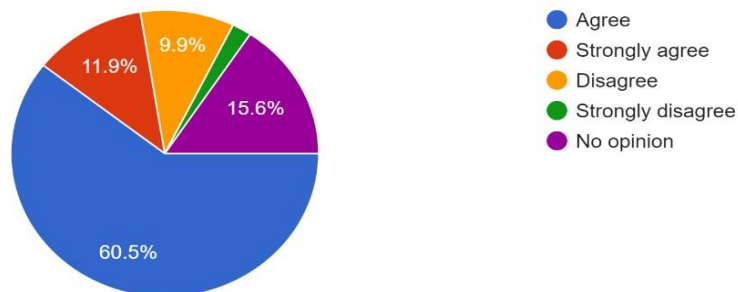


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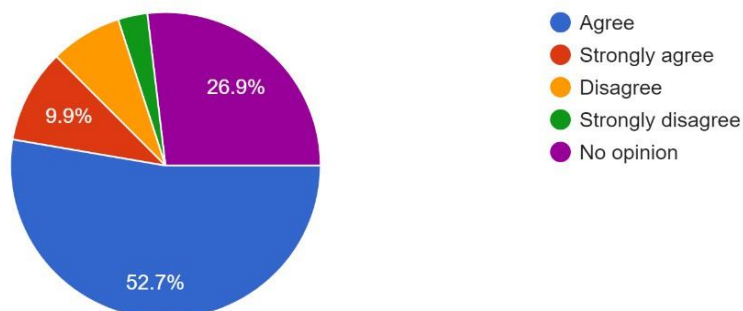
5. Adequate security arrangements have been made in the campus and common areas during day and night
294 responses



6. Options for flexible timing is available for girl students. For example, for outside students, no class is arranged in late evening or early morning
294 responses

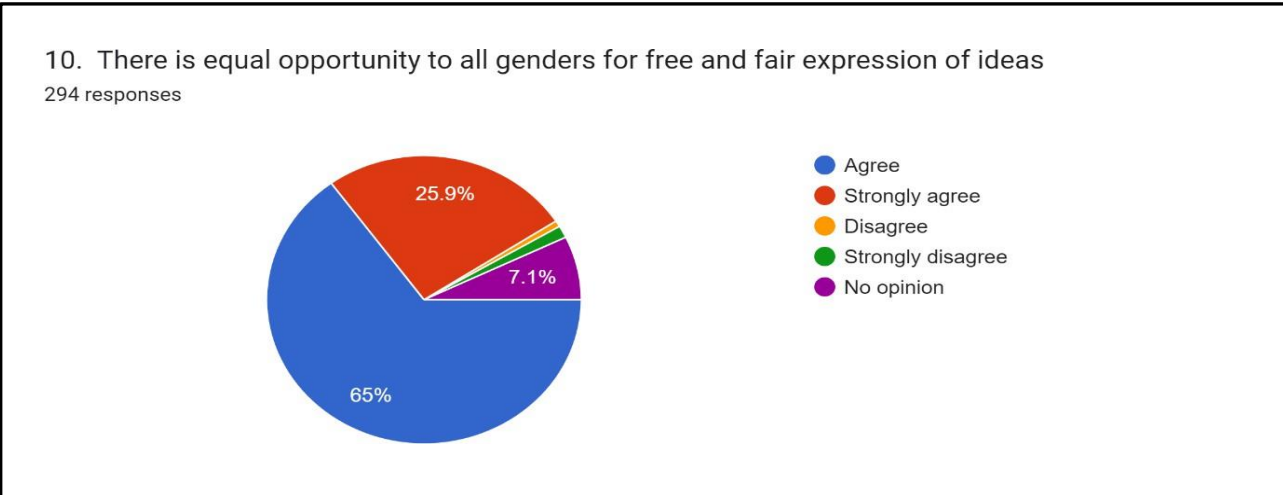
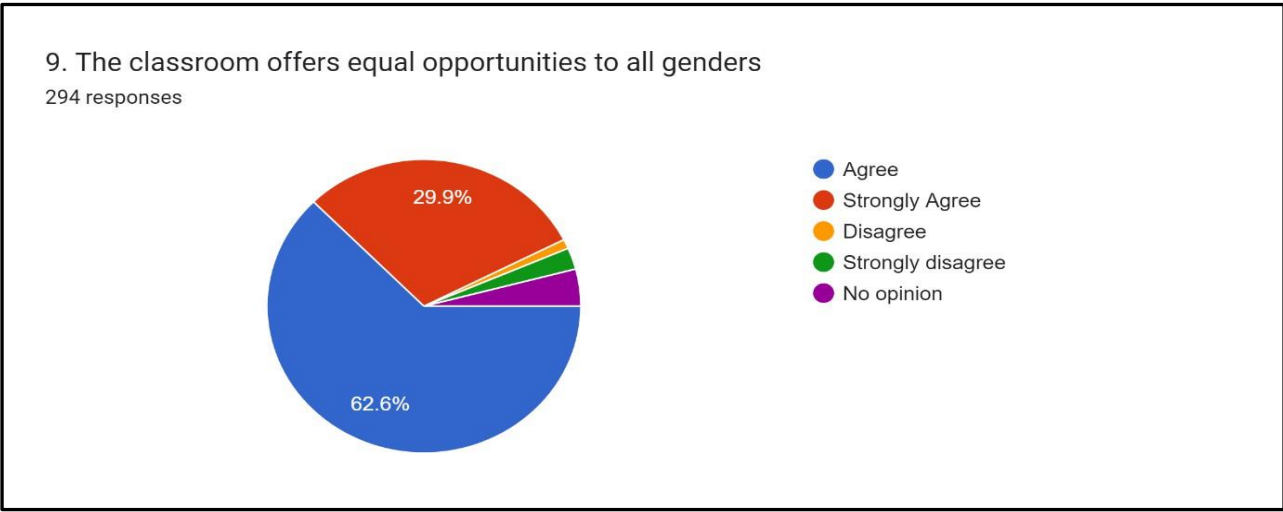
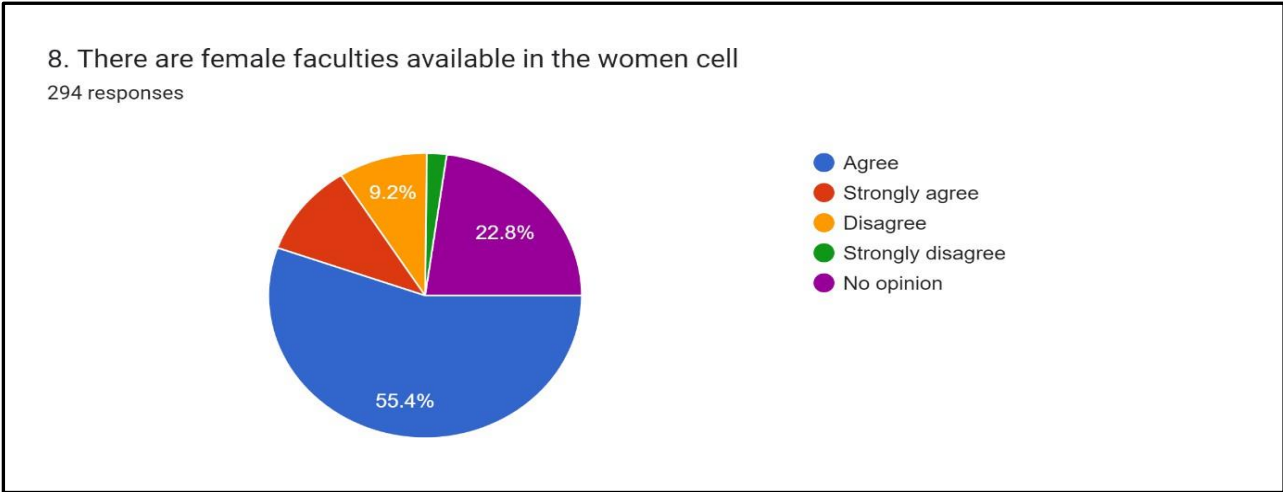


7. A women cell is set up in the college and students are aware about the women cell
294 responses





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Suggestions and Recommendations

1. The college should recruit and engage more female non-teaching staff.
2. The college should encourage female students to actively participate in gender sensitization programmes.
3. Initiatives should be taken to organize self-defense workshops for women.
4. Organize awareness programmes on Legal Rights of Women every academic year for first year students.
5. All the departments should be encouraged to maintain a gender segregated data.
6. Organize co-curricular activities for students and staff.
7. There should be a sanitary vending machine and disposal machine installed for female students and staff.

Conclusions

The objectives uphold the fact that the gender equality policies and programmes of the institutions have been adopted and strictly adhered to in order to foster salubrious environment. Gender discrimination is strictly prohibited in the college premises. The study shows that the college has a lot of potential and opportunities to develop a gender-neutral institution. Equal opportunities are provided for students and staff of all genders to express their views and fair opinions. The college regularly assesses the security and safety of all genders (students and staff). In a nutshell we can say that every individual in the college premises reflect their awareness of gender equality and gender sensitivity through their behaviors and response.



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3	Dr. Sraboni Roy IQAC coordinator	External Committee Member	Department of English Ashutosh College Kolkata	 CO ORDINATOR IQAC ASUTOSH COLLEGE 92, S. P. MUKHERJEE ROAD KOLKATA- 700 026
4	Dr. Nirmiti Bandyopadhyay Senior Associate Professor	External Committee Member	Vivekananda College for Women	
5	Prof. Shehnaz Salahuddin	(Presiding Officer) Internal Complaints Committee	Harimohan Ghose College, Kolkata	
6	Dr. Anasuya Halder	(Convenor) Women Development Cell	Harimohan Ghose College, Kolkata	