



**GENDER AUDIT REPORT
OF
LALGOLA COLLEGE**

**(Recognized by U.G.C. & Affiliated to University of
Kalyani, NAAC Accredited-'B'-2016)**

2022-2023



Constitution of Gender Audit Committee:

SL NO.	Name	Designation	Institution	Signature with Seal
1	Dr. Tapan Bar	Principal	Lalgola College	<i>Tapan Bar</i> Principal Lalgola College Lalgola, Murshidabad
2	Dr. Munmun Sadhukhan	IQAC, Coordinator	Lalgola College	<i>Munmun Sadhukhan</i> Co-ordinator, IQAC Lalgola College Lalgola, Murshidabad
3	Dr. Hena Sinha	Principal	Berhampore Girls' College	<i>Hena Sinha</i> Principal Berhampore Girls' College
4	Dr. Anasua Bagchi	IQAC, Coordinator	Domkal Girls' College	<i>Anasua Bagchi</i> Coordinator IQAC Domkal Girls' College
5	Dr. Chayanika Ghosh	Internal Member Coordinator, Women's Cell	Lalgola College	<i>Chayanika Ghosh</i> HOD Department of English Lalgola College Lalgola, Murshidabad
6	Arpita Chakraborty Jha	Internal Member NAAC Coordinator	Lalgola College	<i>A.C. Jha</i> HOD Department of Political Science Lalgola College Lalgola, Murshidabad

Introduction

A gender audit is a quality audit that assesses the institutionalization of gender equality in all facets of the organisation including the structures, rules, policies, programmes, terms of service etc. The idea is to ascertain if the policies and functioning of the organization differentially impact the members of differently impact the members of different genders and, if yes, to what extent. An exercise of this kind is expected to inspire the policies to be progressively modified to the necessary extent to make it more gender-equitable. It sets the baseline against which the progress of the college over the years may be assessed. Conducting gender audit is a mandate for universities and colleges under the UGC Saksham Measures for ensuring the safety of women. The NAAC Gender Sensitive Quality indicators and Disabled Friendly Environment at Education Campus also insist on periodic evaluation of gender balance in higher education institutions through a gender audit.

Lalgola College conducts gender audit to monitor and assess the relative progress made in gender mainstreaming. It contributes to capacity building and collective organizational ownership for gender equality initiative and sharpens organizational learning on gender. Through conducting the audit, the college evaluates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards.

About the College

A cradle of inclusivity, diversity and love for learning, Lalgola College stands as a pioneering institution in Murshidabad District of West Bengal. With an aim to disseminate the idea of sustaining a purposeful engagement with the world, the college strives to develop an expansive space where the individual becomes the universal and vice-versa.

Since its inception in 2005, the college has been venturing to remove socio-economic barriers and discrimination faced by the students. Lalgola College is the only general degree college under entire Lalgola and Bhagwangola block. The first academic session of the college started with only sixty five students and at present it boasts of more than two thousand students. The motto of Lalgola College is based on providing justice, equality and liberty to young minds. Teachers always try to enable students to be intellectually mature, morally upright, socially responsible citizens and spiritually inspired leaders to serve the society and nation. Lalgola College envisions a world where students have their rightful place and are given due recognition as leaders who reach top positions in all sectors of human endeavors.

The framework of National Education Policy 2020 strengthens the ethos of multi disciplinarily, sustainable development, social entrepreneurship, skill- development and employability. Keeping these principles in mind, Lalgola College remains committed to achieving academic brilliance and nurturing change makers.

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 facets of the college activities.
- To ensure gender equality in all aspects of college community
- To see the work and capacity for prevention of sexual harassment at the college
- to resolve gender inequality practices (if any) quickly.

Findings: Gender-wise presentation of stakeholders of Lalgola College

Governing Body

There is 1 female member in the governing body of the institution out of 7.

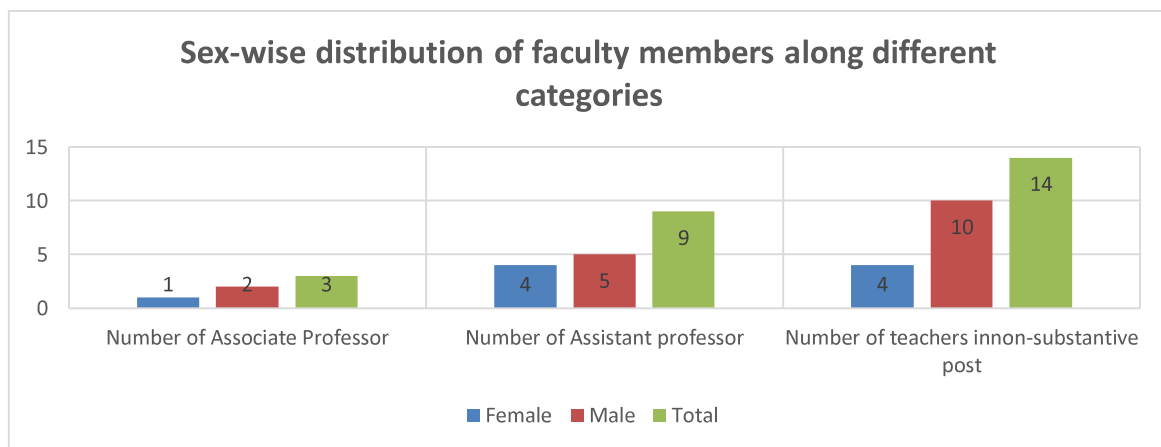
Teacher's profile

During 2022-23, there were 27 teachers for different posts. Following table 1 is showing the gender-wise distribution of teachers along different categories.

Table 1

Sex-wise distribution of faculty members along different categories

Category	Female	Male	Total
Number of Associate Professor	1	2	3
Number of Assistant professor	04	05	09
Number of teachers in non-substantive post	04	10	14



Sex-wise distribution of faculty members

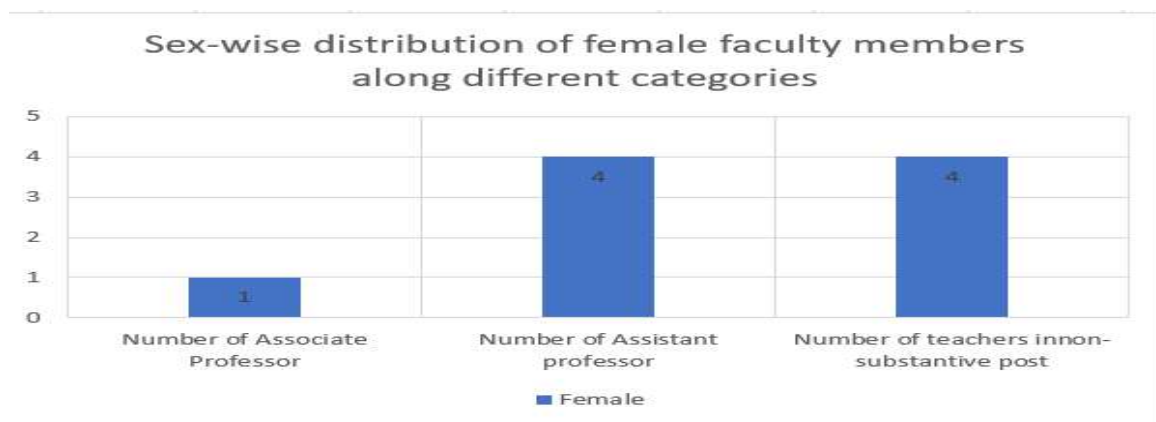


Figure (1)

**Table 2:
Sex-wise distribution of non-teaching staff**

Category	Female	Male	Total
Number of Non-Teaching Staff (including casual staff)	3	9	12

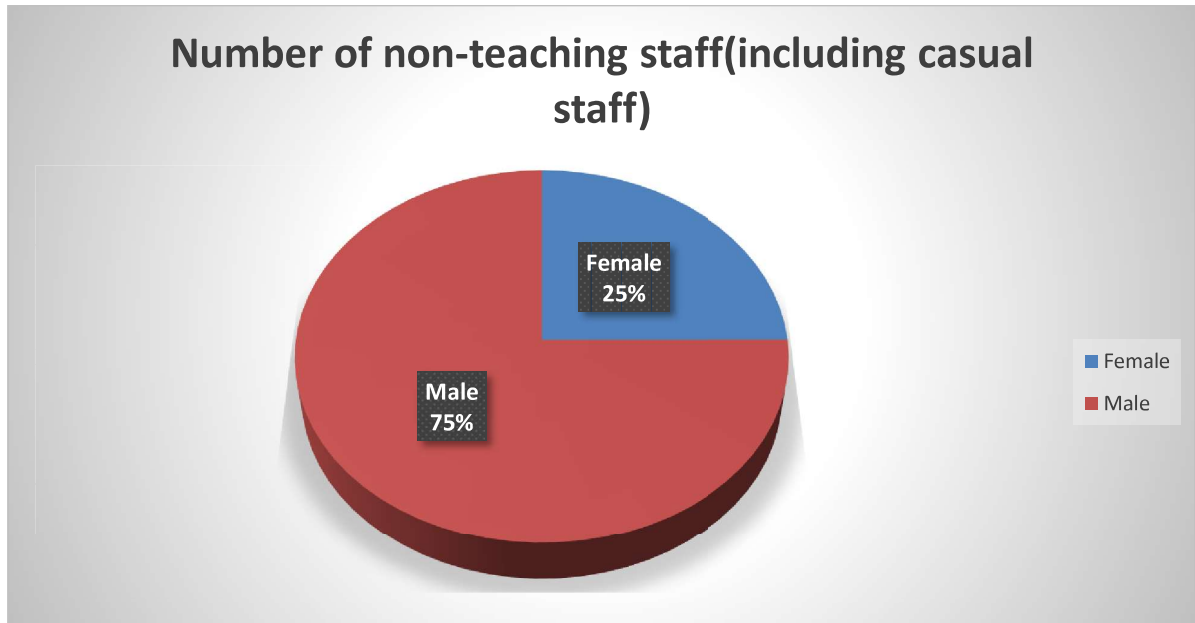


Figure (2)

12 Non-Teaching Staff were working in the college during 2022-2023. However there were only 3 female employees.

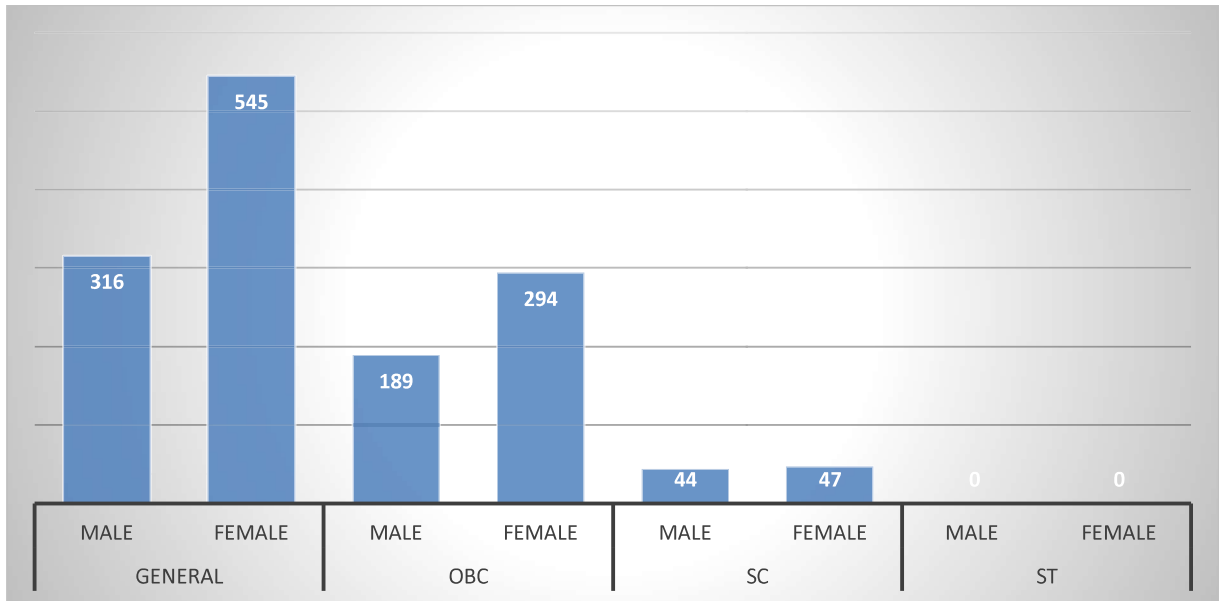
Enrolment profile of Students

Table 3: Gender wise distribution of students along the caste for students of 1st Sem, 2022-23

GENERAL		OBC		SC		ST	
MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
316	545	189	294	44	47	00	00

Source: Lalgola College Admission Portal

Gender-wise distribution of students along caste for students of 1st semester, 2022-23



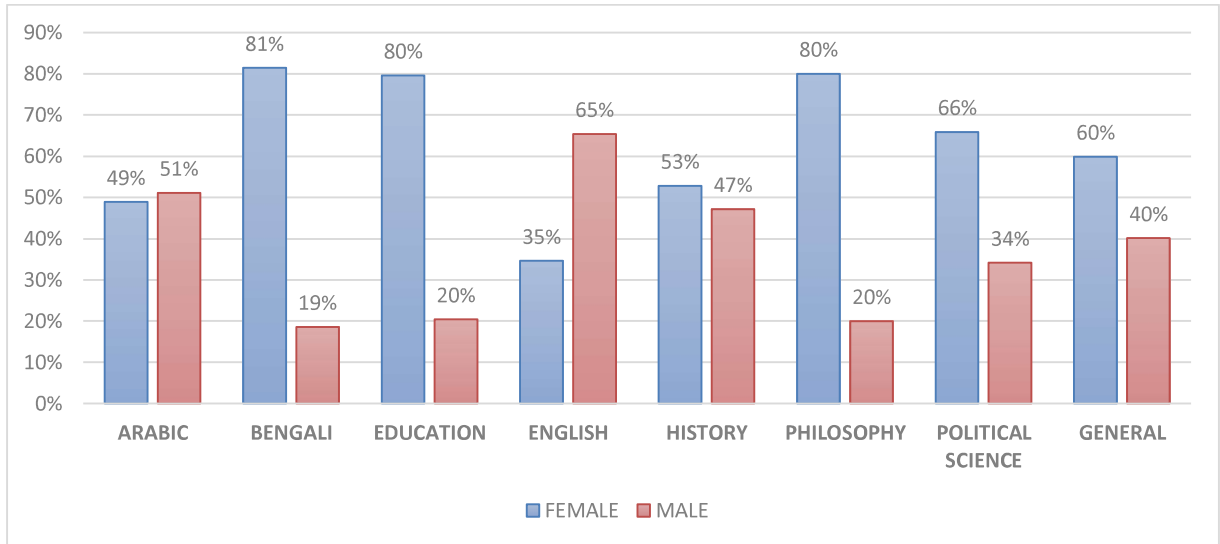
Source: Lalgola College Admission Portal

Figure (3)

Table 4

Gender wise Total Enrolment in 1st semester students along different programme in 2022-23

Name of the Programme	FEMALE	MALE
ARABIC	80	15
BENGALI	55	8
EDUCATION	58	15
ENGLISH	22	14
HISTORY	52	21
PHILOSOPHY	14	3
POLITICAL SCIENCE	28	31
GENERAL	642	377



Source: Lalgola College Admission Portal.

FEMALE ■ MALE

Figure (3a)

Table 5

Gender wise distribution of students along caste for students of 3rd Sem, 2022-23

GENERAL		OBC		SC		ST	
MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
168	299	253	546	32	93	00	00

Source: Lalgola College Admission Portal.

Gender-wise distribution of students of 3rd semester along caste in 2022-23

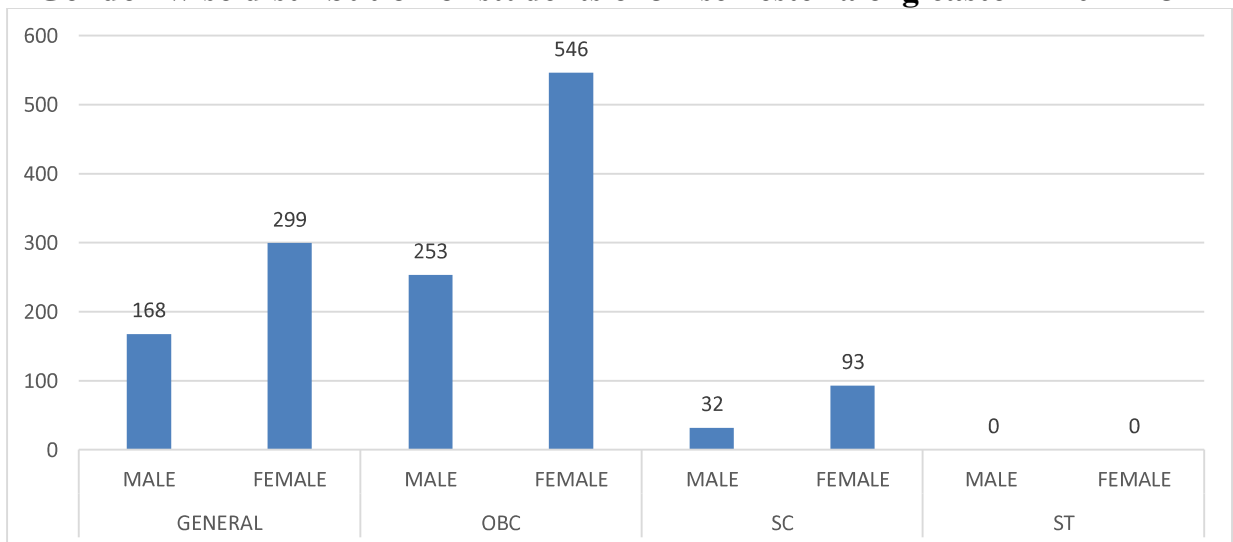


Figure (4)

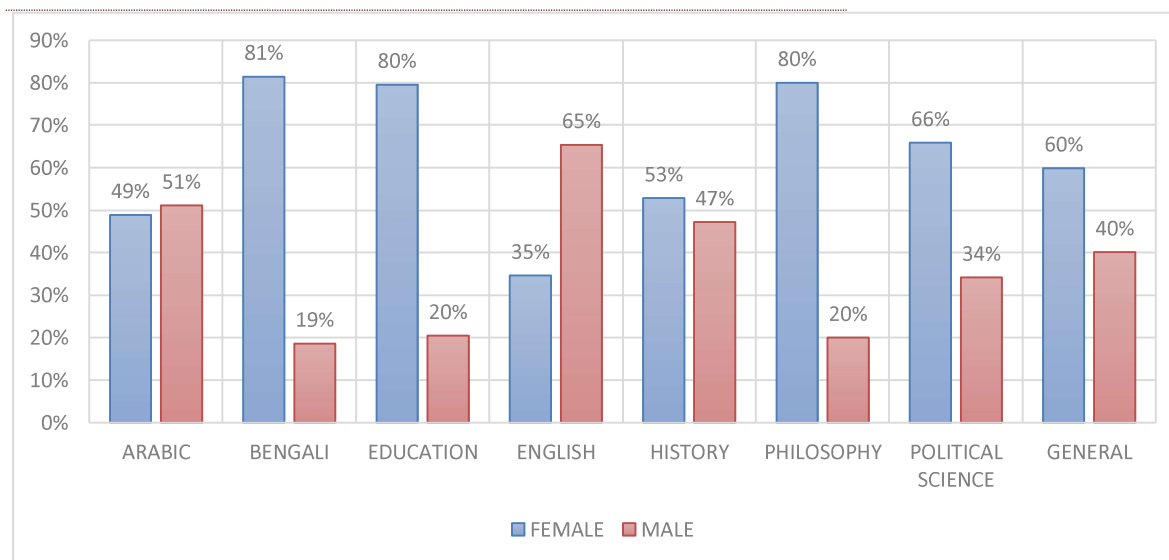
TABLE 6

GENDER WISE TOTAL ENROLMENT IN 3RD SEMESTER STUDENTS ALONG DIFFERENT PROGRAMME IN 2022-23

Name of the Programme	Female	Male
ARABIC	18	42
BENGALI	42	04
EDUCATION	13	12
ENGLISH	15	14
HISTORY	46	10
PHILOSOPHY	22	04
POLITICAL SCIENCE	35	15
GENERAL	715	366

Source: Lalgola College Admission Portal.

Gender-wise distribution of students of 3rd Sem along different programme.



Source: Lalgola College Admission Portal.

Figure (4a)

Table 7
Gender wise distribution of students along the caste for students of 5th Sem,
2022-23

GENERAL		OBC		SC		ST	
Male	Female	Male	Female	Male	Female	Male	Female
149	279	112	189	14	41	00	00

Source: Lalgola College Admission Portal.

**GENDER-WISE DISTRIBUTION OF STUDENTS OF 5TH SEMESTER
ALONG CASTE IN 2022-23**

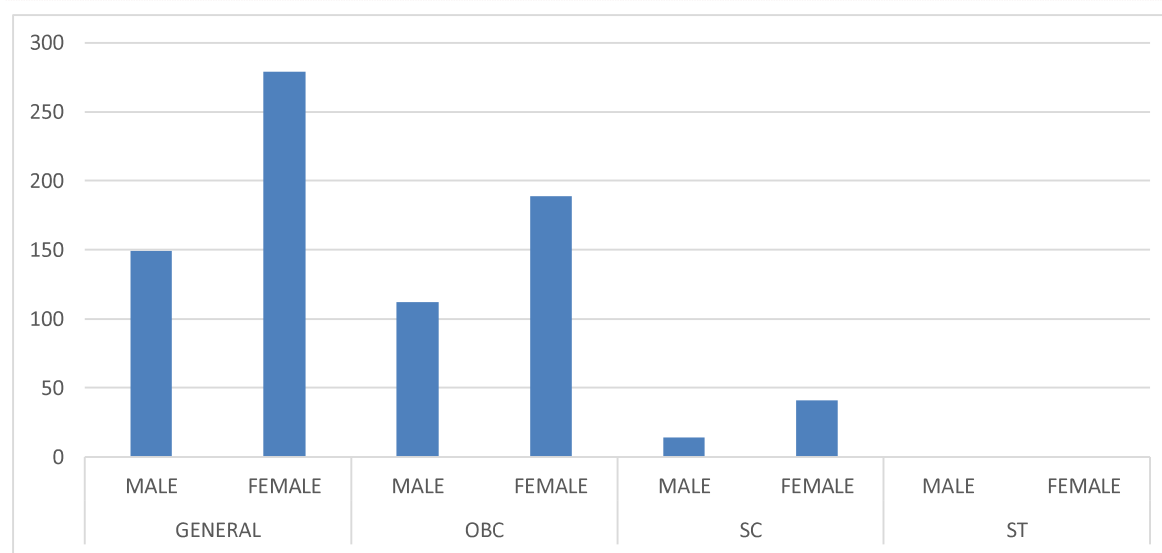


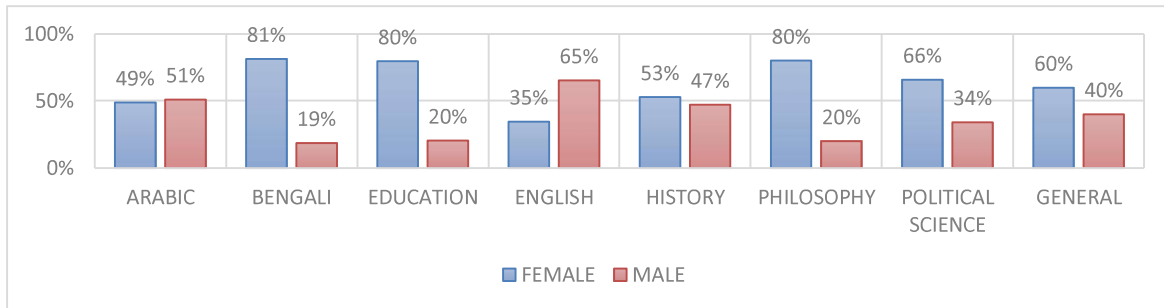
Figure (5)

Source: Lalgola College Admission Portal.

**GENDER WISE TOTAL ENROLLMENT 5th SEMESTER STUDENTS ALONG WITH
DIFFERENT PROGRAMME IN 2022-23**

Name of The Programme	Female	Male
ARABIC	22	23
BENGALI	35	8
EDUCATION	35	9
ENGLISH	9	17
HISTORY	28	25
PHILOSOPHY	20	5
POLITICAL SCIENCE	27	14
B.A. GENERAL	303	203

Gender wise distribution of students of 5th semester along different programmes in 2022-23



Source: Lalgola College Admission Portal.

Figure (5a)

All the above figures reveal the fact that female students irrespective of classes mainly choose Honours in Bengali, History and Education and in other programmes the male students outnumber the female students.

SEX WISE PERCENTAGE DISTRIBUTION OF STUDENTS DURING 2018-19 TO 2022-23

YEAR	1ST YEAR		2ND YEAR		3RD YEAR	
	Female	Male	Female	Male	Female	Male
2018-19	53.04	46.95	61.99	38.03	75.32	24.67
2019-20	61.01	38.99	53.23	46.77	61.77	38.23
2020-21	60.45	39.54	57.38	42.62	56.14	43.87
2021-22	68.88	31.12	64.6	35.4	42.8	57.2
2022-23	61.74	38.23	67.47	32.58	64.92	35.06

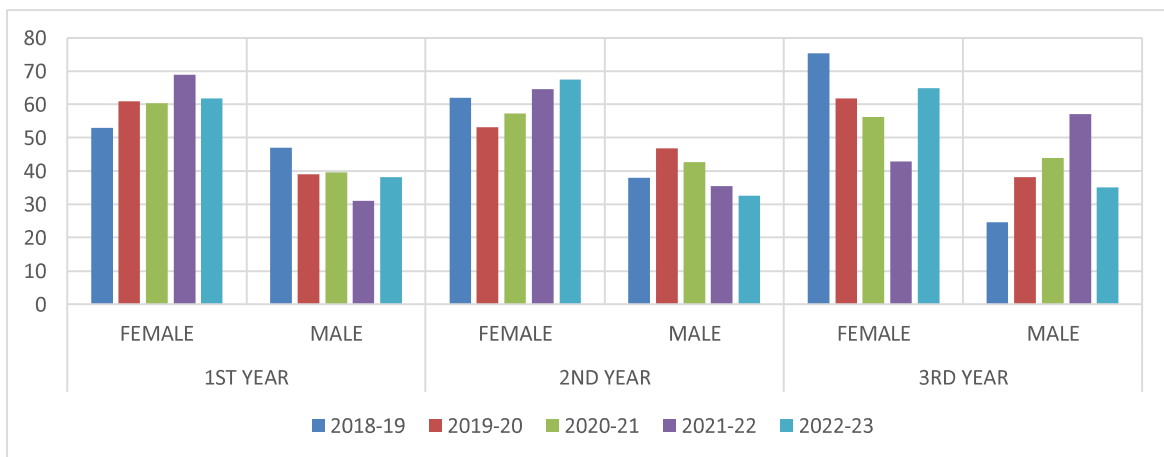


Figure (6)

Above statistics indicates that percentage share of female students in comparison with other sex in higher education had been increasing. At higher studies dropout rate was higher for male students which support that male students were leaving their studies for search of livelihood.

But data of 2020-21 has revealed that the pandemic had created an obstacle in the path of progress of female education at higher level. This evidence reveals that the socio-economic condition of the district is poor.

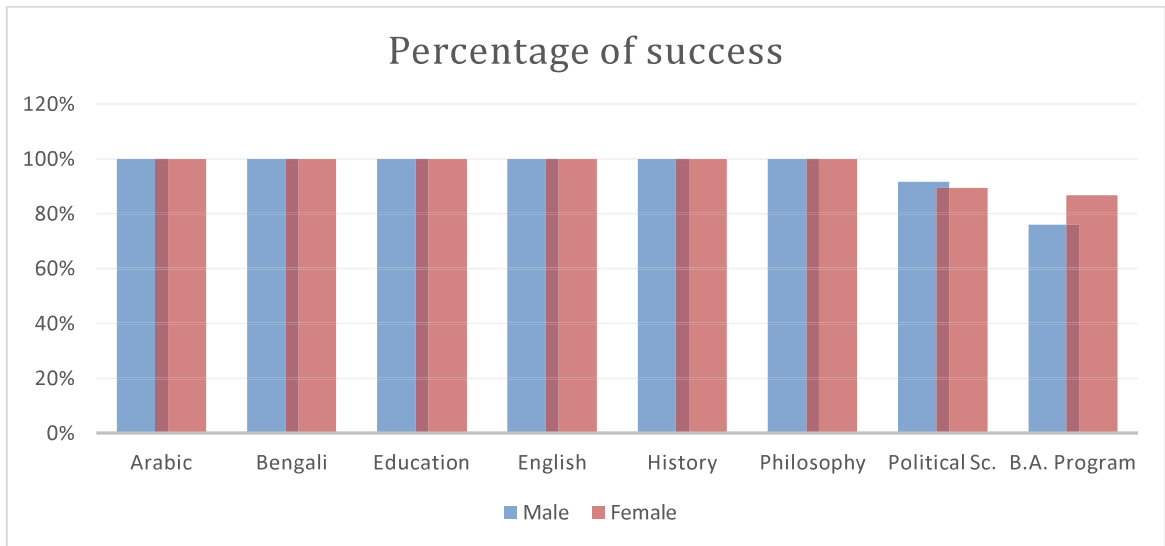
Profile of learning outcome

TABLE 7

GENDER WISE DISTRIBUTION OF PASSED STUDENTS IN FINAL EXAMINATION IN 2022-2023.

Sl. No	Subject	Total no. of appeared students		Total no. of students passed		No. of students passed with 60% marks	
		Male	Female	Male	Female	Male	Female
1	Arabic	16	12	16	12	16	12
2	Bengali	9	32	9	32	9	32
3	Education	17	21	17	21	17	21
4	English	18	11	18	11	18	11
5	History	25	14	25	14	25	14
6	Philosophy	16	9	16	9	16	9
7	Political Sc.	24	19	22	17	22	17
8	B.A. Program	134	175	102	152	102	152

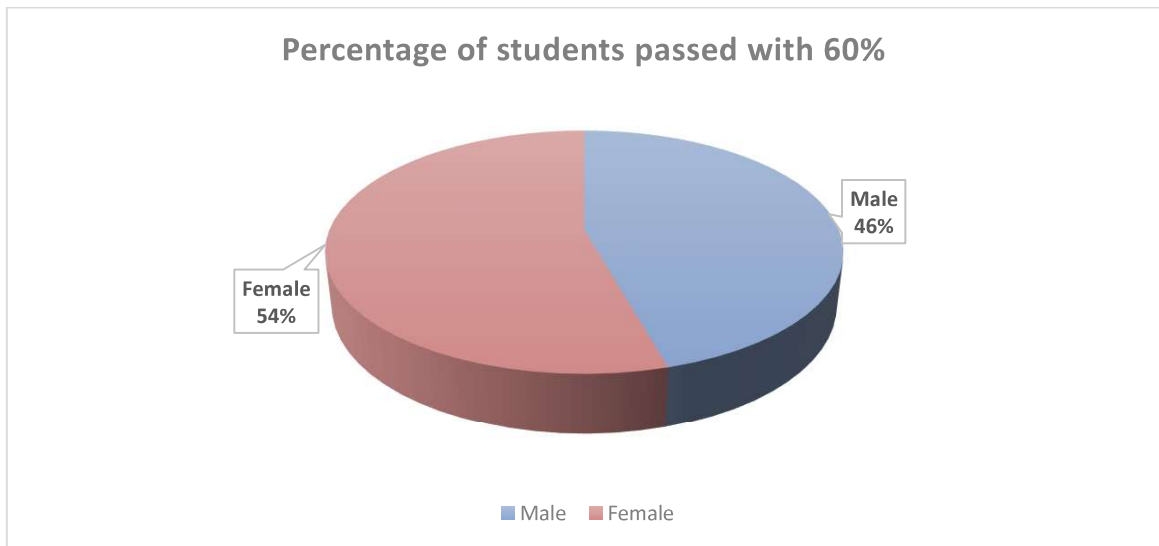
Source: Lalgola College Admission Portal.



Source: Lalgola College Admission Portal.

Figure (7)

Percentage of Students who secured 60% marks



■ Male
■ Female

Figure (8)

Summary of Observations:

From the above table it is observed that the number of female candidates appearing and qualifying for the final examination is far more than the number of male candidates.

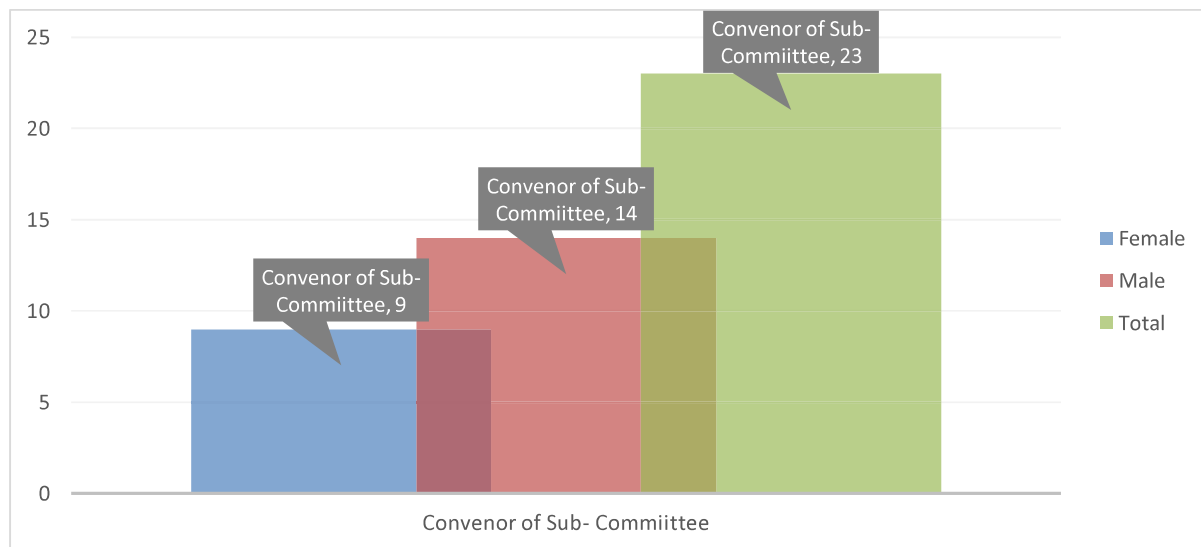
Even though percentage of success for both gender quite close to each other, however the success rate of getting first class marks for female candidate is far better than male candidates.

Initiatives:

To mitigate the gender biasness in favour of male Lalgola College has selected female teachers in some important committees like Admission Committee, National Service Scheme, Career Counselling Cell, Grievance Redressal cell, etc. The important post of IQAC is also held by a female member - a faculty member from the Department of Education. The number of female teachers in the institution is quite impressive. However, the gender distribution is skewed towards male members when it comes to non-teaching staff.

Convenors of Sub-Committees

Description	Female	Male	Total
Convenors of Sub- Committee	09	14	23



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 works in close association with the Teacher-in-Charge of the college and caters to the needs of all without any gender bias.

Infrastructural Facilities for Students at Lalgola College:

- All basic amenities for students are available in the college.
- Well prepared as well as documented website
- Strictly follows online method of admission on the basis of merit Information boards
- Well documented prospectus
- A number of smart class room
- Good arrangement of seating capacities.
- Clean rooms with adequate light and air circulation
- CCTV- cameras at different points covering whole campus
- Separate washrooms for students (boys and girls)
- Partially automated library.
- Computer laboratory
- Purified water
- Well maintained cycle stand
- Well equipped gymnasium
- First Aid facilities
- Canteen for students and faculties
- Wi-Fi enabled campus.
- Indoor games
- Sanitary Vending and Disposal machine

Some basic amenities for Teachers, Librarian and Non-Teaching Staff available in the college

- Well -furnished and air-conditioned Principal's Chamber.
- Separate lavatory for both male and female staff
- College has provided personal laptop to each permanent faculty for official use.
- Facilities of accessing various journals
- Television in Principal's room
- Refrigerator for staff

Gender-equity promotion programmes of Lalgola College in the academic session 2018-2023.

Session	Events	Organized by	Date	Students participation
2018-2019	‘International Women’s Day’ celebration and Awareness programme on ‘Women and Children Trafficking’	Career Counseling Cell	08-03-2019	55
2019-2020	(1) Film Screening	Women cell	18-02-2020	55
	(2) Social Structure and Queer Identities	Women cell	19-02-2020	27
2021-2022	(1) Seminar on ‘Women Empowerment’	Women cell in collaboration with NGO ‘Royeka Nari Unnayan Samity’ (Registration Number: SL/54627-2008-2009)	17-05-2022	39
	(2) Observation of International ‘Yoga Day’	NSS	21-06-2022	53
2022-2023	Awareness Programme on ‘Women Trafficking’	Women Cell in collaboration with Child In Need Institute	22-03-2023	32

Teachers of Lalgola College continuously mentor students. A number of programmes on promoting gender equity like Blood Donation Camp, Campus Cleaning Drives, World Aids Day are held every year at the college.

Conclusion

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

Recommendations:

In the coming years, we aim to –

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students

Photo Gallery



Women Staff of Lalgola College



Male and female members of NSS, Lalgola College, 2023



Beyond the campus outreach programme by Lalgola College Women Squad, 2021



Male and Female Participation in International Yoga Day Celebration, 2022



Film Screening for promoting Gender Equity, 2020
