



# KRIHNAGAR WOMEN'S COLLEGE

Aurobinda Sarani, Krishnagar, Nadia, WB

Website: [www.kwc.ac.in](http://www.kwc.ac.in) , Email: [kwc.edu@gmail.com](mailto:kwc.edu@gmail.com)



**GENDER  
AUDIT  
REPORT  
2022-23**

# **GENDER AUDIT**

**2022-23**

## **KRISHNAGAR WOMEN'S COLLEGE**

### **Audit team:**

#### **Dr. Runu Das**

Principal, Kalyani Mahavidyalaya, Kalyani Nadia, West Bengal

#### **Dr. Natasa Dasgupta**

Principal, Krishnagar Women's College

#### **Dr. Maya Biswas Sinha**

IQAC Coordinator, Krishnagar Women's College

#### **Sri Sajal Biswas**

Asst. Professor, Krishnagar Women's College

# GENDER AUDIT 2022-23

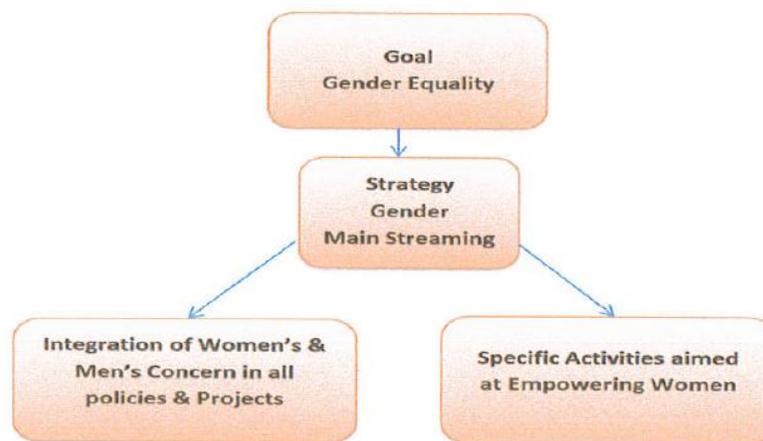
## Particulars of the Organization

Sl No.	Title	Details
1	Name of the Organization	Krishnagar Women's College
2	Postal Address	Krishnagar Women's College, Aurobinda Sarani, Krishnagar, District: Nadia, West Bengal, Pin 701101
3	Website	<a href="http://www.kwc.ac.in">www.kwc.ac.in</a>
4	Email	<a href="mailto:kwc.edu@gmail.com">kwc.edu@gmail.com</a>
5	Date of Establishment	7th August, 1958
6	Affiliation	University of Kalyani
7	Whether recognised by UGC under 2f and 12B	Yes
8	Administrative Authority	Governing Body
9	Courses Offered (22-23)	B.A. (Hons.) in Bengali, English, Sanskrit, Political Science, History, Philosophy B.Sc. (Hons) in Economics, Geography, Chemistry, Physics, Mathematics, B.A. /B.Sc. Programme
10	Total Number (2022-23)	Teaching Staff- 33: Non- Teaching Staff- 37: Students - 1429
11	Nature of Funding	Grant in Aid
12	Date of Establishment of IQAC	17th December, 2005
12	Previous NAAC grades with cycle	First Cycle: B++, Second Cycle: B+
13	Grievance Redressal Cell	Yes
14	Internal Complaint Committee	Yes
Date of Visit:		

## 1. Introduction

A Gender Audit of educational institutions serves as a comprehensive organizational assessment and action-planning tool aimed at promoting **gender equality** and **fostering gender awareness** within the institution. By systematically scrutinizing policies, practices and structures through a gender lens, this audit identifies and addresses gender biases and inequalities. It also critically examines an institution's capacity to provide a safe and secure environment for women and girls, encompassing students, faculty, and administrative staff.

The participatory nature of the audit process enables institutions to uncover both strengths and challenges related to gender integration. This approach not only highlights areas needing improvement but also reinforces the institution's commitment to gender equity within its systems, operations, programs, and activities.



## 2. About the College

*“Atmagyandipobava”* - Be your Own Light of Knowledge

Krishnagar Women's College, founded in 1958, owes its inception to the influx of women from erstwhile East Pakistan who were in need of education after India won back its freedom. The urge felt by the educated circle of Krishnagar led to the establishment of this one and only College for women in the district. Since then the College is marching forward with the sole intention of imparting quality education to a cross-section of women most of whom are first-generation learners and hail from the marginalized section of society. The College was first

affiliated to Calcutta University and it came under the aegis of Kalyani University in 2000. The College has been accredited by NAAC first with a grade of B++ and with a B+ in its second cycle.



The Institution offers Honours Courses in eleven subjects at undergraduate level in the faculty of Science ( Physics, Chemistry, Mathematics, Geography, and Economics ), Literature ( Bengali, English and Sanskrit) and Humanities & Social Sciences (History, Political Science and Philosophy ) respectively.

The College has a vibrant career counseling and placement cell to empower students in their journey toward career growth. The Green Club, The Heritage Club, the Cine Club, Kanyashree Club and the NSS unit of the College monitor our environment-friendly campus and provide students with the ambiance necessary at a center for teaching and learning.

Ragging is strictly prohibited in the College and the hostel. Besides, the College has set an Internal Complaint Committee (ICC) and Grievance Redressal Cell care where students may lodge complaint if they have any and it is addressed with extreme care.

### **3. Objective of the Gender Audit**

A gender audit is a comprehensive process that aims to evaluate the performance of the college in the following areas;

- Adequacy of infrastructural facilities to ensure a safe and secure ambiance for all female students, teachers and staff members inside the campus.

- Implementation of guidelines/advisories of statutory/regulatory bodies and capabilities in preventing sexual harassment.
- Integration of gender considerations into the college's policies, programmes, projects, and services.
- Arrangement of Gender awareness programmes throughout the year.
- Promotion of gender equality across the entire campus community.

## Infrastructural facilities

### Safety & Security:

The College campus is quite safe and ensures the safety of each girl. Entry of any unknown person or vehicle at the main entrance is strictly prohibited. Checking of Identity-Cards is mandatorily done for each student. The visitors' register is maintained at the main gate. The campus is tobacco-free and prohibits such illegal activities strictly by putting the signboards within the campus. The campus is well-protected by a boundary wall. The whole campus and adjacent playground are illuminated by searchlights at night. Besides 24×7 gatekeepers, two security guards are deployed for the night.





### **Girls' Hostel**

A two-storied hostel building inside the campus with a capacity of 80 students is a unique facility in the college. The hostel surroundings and inside corridors are under CCTV surveillance.

### **CCTV coverage**

The building is under electronic surveillance and CCTV cameras are installed at all important places including entrance gates, playing field, corridors, library, administrative offices and classrooms.

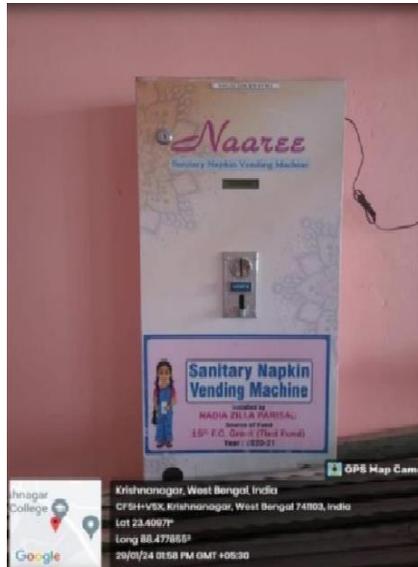


### **Girls' Common room and First-Aid facilities**

The college has the facility of girl's common room and a sanitary pad vending machine. First aid room is also available within the campus.

### **Hygienic Toilet units**

The college maintains clean and hygienic toilet units for the students. A Divyanggan-friendly washroom is also available inside the campus.



### **Facilities for the Enhancement of Life Skills**

The college offers Gymnasium, Yoga classes and Psychological Counselling facilities to the student.



### **Bus card: Coupon for bus transportation at a concessional rate**

The college offers bus concession cards to the students in collaboration with the Bus-Transport Association of Nadia to provide safe and cheap transportation facilities to the students. The cards may be used between 10 am to 6 pm to travel from college to the place of their residence within the district.

#### 4. Report of the Statutory committees and Gender Sensitization under various committees

Gender sensitization is a continuous process that is taken care of through various activities around the session. **Internal Complaint Committee and Kanyashree Club** are very active in promoting gender issues. Kanyashree Club organises gender awareness and sensitization programme including academic and extra-curricular activities for the same. Internal Complaints Committee (ICC) is keenly associated with protecting girls' and ladies' safety on the college campus. The committee occasionally arranges legal awareness camps for the students.

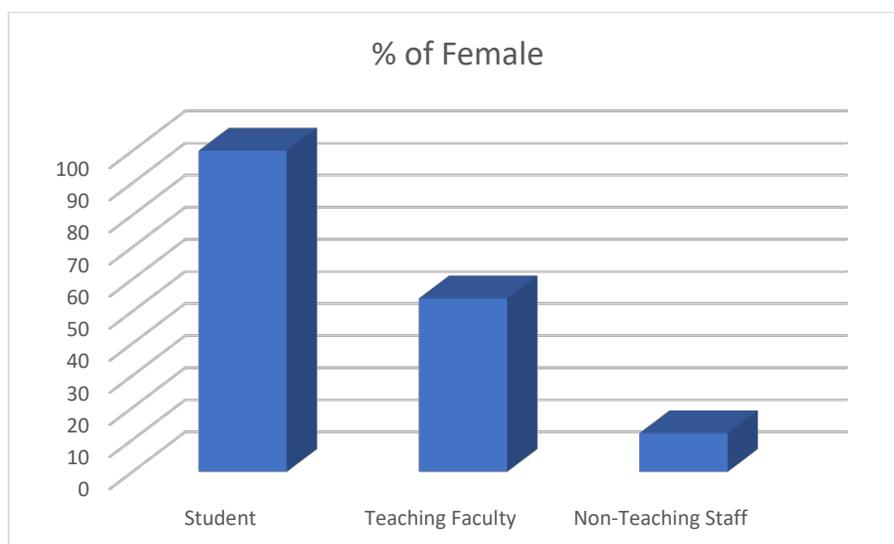
##### List of Gender Awareness hosted by the college during 2022-23

Name of the workshop/ seminar/ conference	Date	Organised by
Seminar on Awareness Program on Domestic Violence	04.01.2023	Kanyashree Club & ICC
Special Lecture on Crime Against Women: Stories of Gendered Spaces	05.01.2023	Geography Department
Awareness programme on human trafficking and Cross-Border trafficking:	06.01.2023	NSS Unit & ICC
Online Quiz competition on National Girl Child Day and Birth Day of Netaji Subhas Chandra Bose	23.01.2023	NSS Unit
Emerging of Self-Empowerment through Theatre with a special thrust on the Prevention of Child Marriage	21.03.2023	Kanyashree Club and NSS Unit

## 5. Gender Profile of the college during the year 2022-23

	Student	Teaching Faculty	Non-Teaching Staff
Male	Nil	17	15
Female		20	02
Total		37	17
% of Female	100	54	12

*Figure 1*



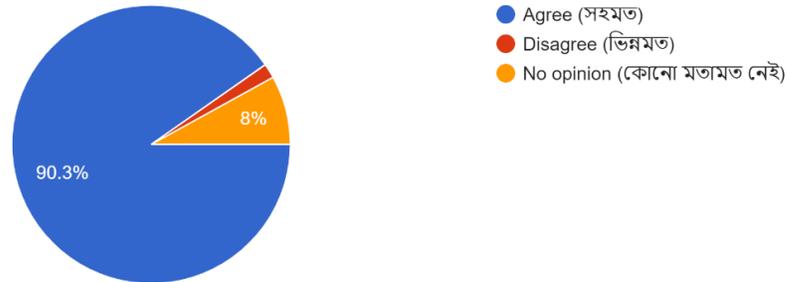
## 6. Student's Awareness Survey

### Methodology:

A survey was conducted to review the students' awareness related to the issues discussed in the Aims and Objectives (Section 3) of the gender audit. 886 girls from different semesters responded to 12 questions on a binary scale. Analysis of the responses is shown below;

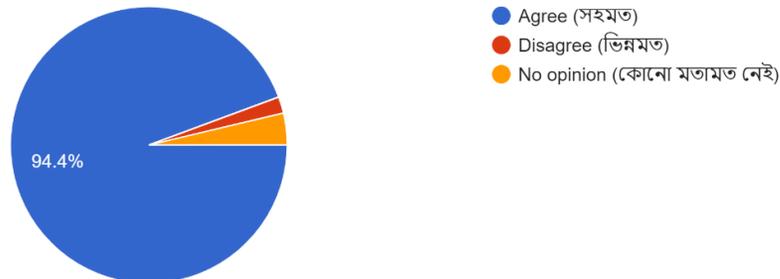
1. The College conducts Gender Awareness programs, such as awareness of Sexual Harassment. (কলেজ লিঙ্গ সচেতনতামূলক কার্যক্রম ...ালনা করে, যেমন যৌন হয়রানি সম্পর্কে সচেতনতা।)

886 responses



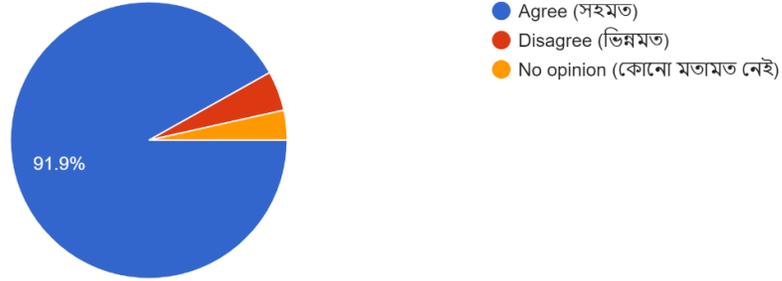
2. Adequate security arrangements have been made in the College campus and common areas during the day and night. (কলেজ ক্যাম্পাস এবং সাধা... দিনে ও রাতে পর্যাপ্ত নিরাপত্তা ব্যবস্থা করা হয়েছে।)

886 responses



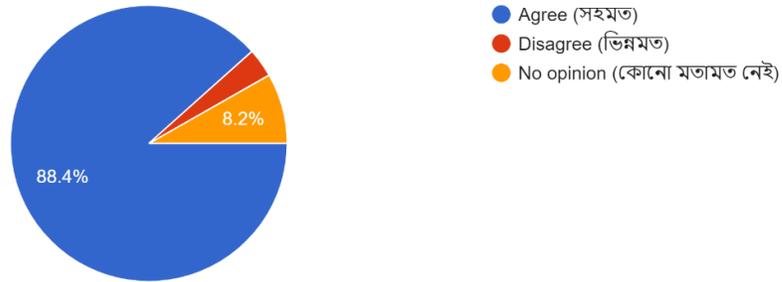
3. The college has provided adequate facilities inside the toilet keeping in mind the needs of the girl students, such as Disposal Bins etc.. (কলেজ মেয়ে... থা রেখেছে। টয়লেটে পর্যাপ্ত ডিসপোজাল বিন রয়েছে।)

886 responses



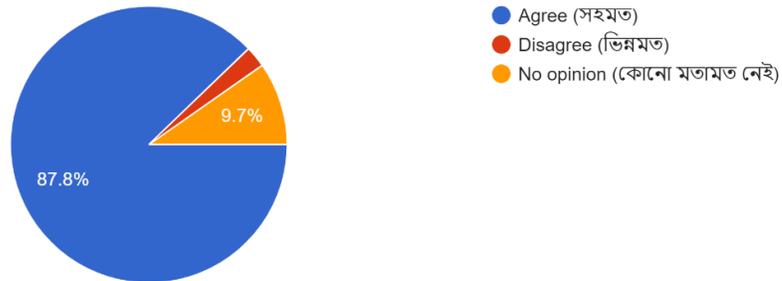
4. College have set up a Women Cell and students are aware about the Women Cell. (কলেজ একটি মহিলা সেল গঠন করেছে এবং ছাত্রীরা সেই মহিলা সেল সম্পর্কে সচেতন।)

886 responses



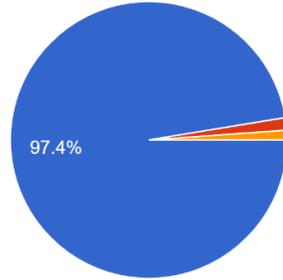
5. College have set up a Grievance Redressal Cell. (কলেজ একটি অভিযোগ নিষ্পত্তি সেল স্থাপন করেছে।)

886 responses



6. The College has arranged a Girls Common Room for the students to provide their own personal space. (কলেজ ছাত্রীদের নিজস্ব ব্যক্তিগত পরিসর গড়ে দিতে একটি গার্লস কমন রুমের ব্যবস্থা করেছে।)

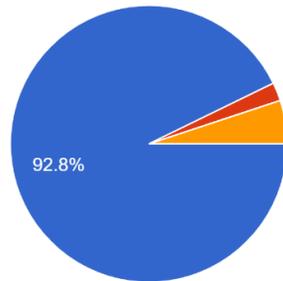
886 responses



● Agree (সহমত)  
● Disagree (ভিন্নমত)  
● No opinion (কোনো মতামত নেই)

7. Healthcare facilities are available to girl students at the College campus. (কলেজ ক্যাম্পাসে মেয়ে শিক্ষার্থীদের জন্য স্বাস্থ্যসেবা সুবিধা পাওয়া যায়।)

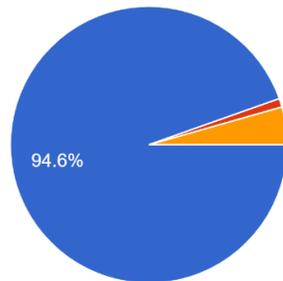
886 responses



● Agree (সহমত)  
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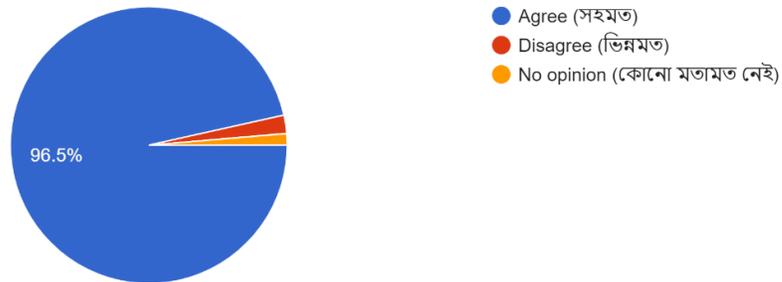
8. Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, space provided in the corridors a...রিডোর ও অন্যান্য এলাকা প্রদান করা হয়েছে ইত্যাদি।)

886 responses

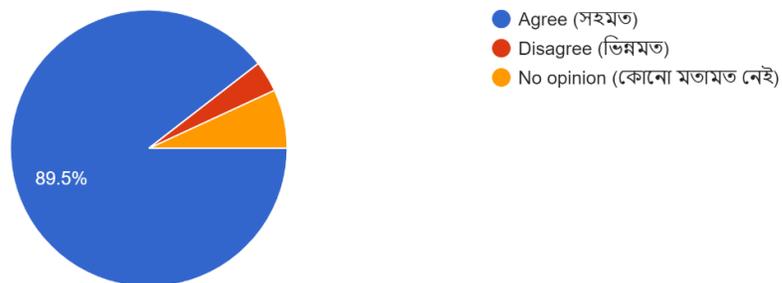


● Agree (সহমত)  
● Disagree (ভিন্নমত)  
● No opinion (কোনো মতামত নেই)

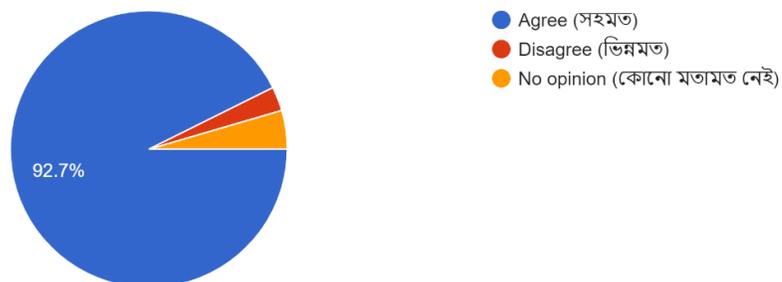
9. The college has provided adequate CCTV for security and canteen for students to have tiffin. (কলেজ নিরাপত্তার জন্য যথেষ্ট সিসিটিভি এবং ছাত্রীদের টিফিন করার জন্য ক্যান্টিনের ব্যবস্থা করেছে।)  
886 responses



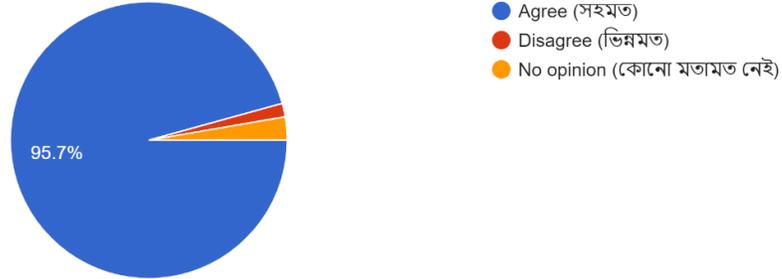
10. The college has provided Vending Machine for Sanitary Napkin, to the girl students to keep them Sexual Health. (কলেজ ছাত্রী শিক্ষার্থীদের যৌগ স্বাস্থ্য...টারি ন্যাপকিনের জন্য 'ভেন্ডিং মেশিন' প্রদান করেছে।)  
886 responses



11. The College has arranged various Gymnasium facilities and Indoor Game activities ( Table Tennis, Carrom Board) for the physical and mental dev...স, ক্যারাম বোর্ড খেলা প্রভৃতি) এর ব্যবস্থা করেছে।)  
886 responses



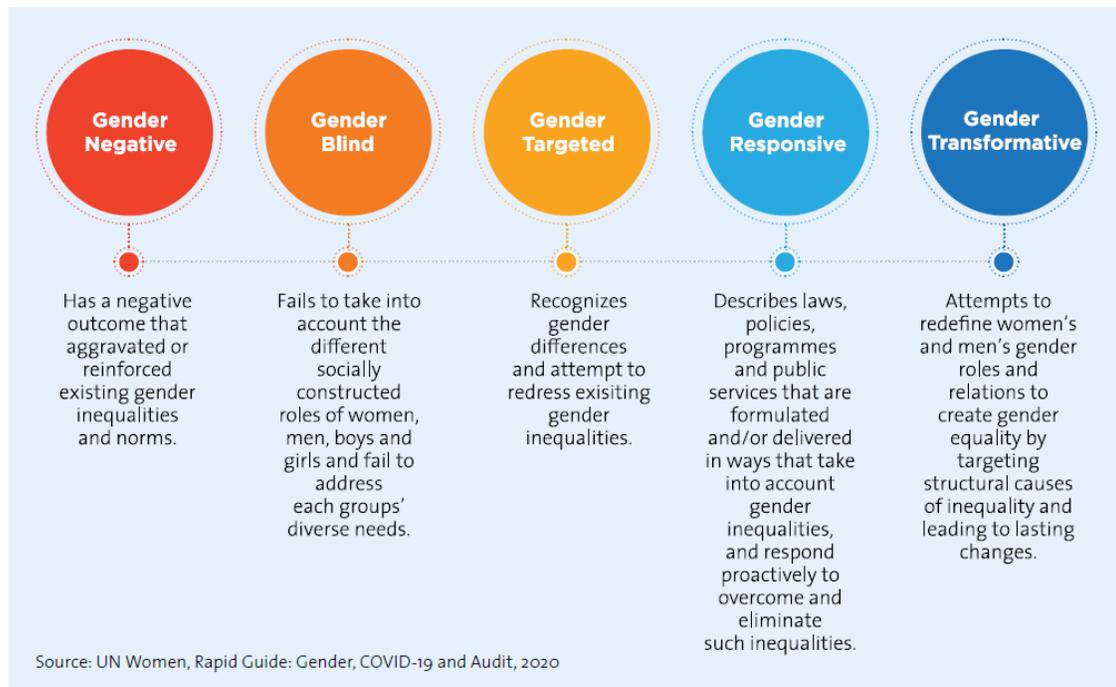
12. College conducts several Counseling programmes for development of mental health of the students. (কলেজ ছাত্রীদের মানসিক স্বাস্থ্যের সুস্থ বিকাশের জন্য বিভিন্ন কাউন্সেলিং প্রোগ্রাম পরিচালনা করে।)  
886 responses



## 7. Employees Satisfaction Survey

A survey was conducted among the employees of the college to study the performance of the college in fostering gender equality and promoting a women-friendly working ambiance in the college. To serve this purpose opinions of employees about the **“Working Environment of the Institution** were collected on a 5-point scale with 1 representing “Gender Negative” and 5 representing “Gender Transformative”.

## GENDER RESULTS EFFECTIVENESS SCALE

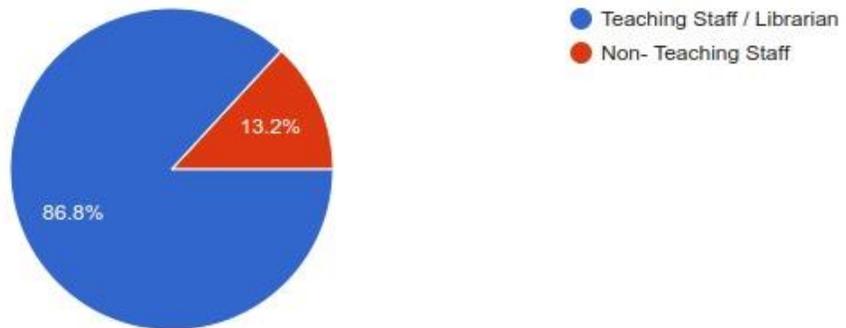


Out of 38 responses from the college's employees, including both teaching and non-teaching staff, 58% rated the college environment as Gender Transformative, indicating a break from traditional gender roles and relations. Approximately 26% viewed the institution as Gender Responsive. Overall, it appears that the majority of employees perceive the institution as either Gender Responsive or Gender Transformative

## Profile of the Respondents

### Designation

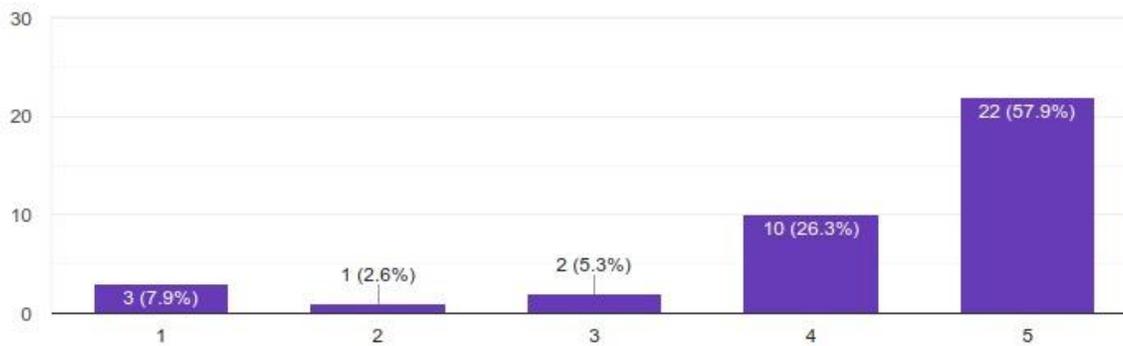
38 responses



Rate your Institution according to the above scale with 1 representing "Gender Negative" and 5 representing "Gender Transformative"

 Copy

38 responses



## **8. Recommendations**

It is observed that the adequacy of facilities, policies as well handling capabilities of the administration is very high. At the same time, a few initiatives may be adopted to enhance the institutional approach toward gender mainstreaming.

- Regular cleaning and uninterrupted water supply in the washrooms should be ensured to provide hygienic toilets.
- Few Display Boards describing Institutional Gender Policies may be placed inside the campus.
- Workshops, movie shows, and seminars on gender sensitization may be arranged.
- The College may arrange gender awareness programmes in the adopted localities as outreach programme.
- The faculty and students may jointly publish research articles about gender-sensitive issues.

## 9. Concluding Remark

### THE STAGES OF A JOURNEY FOR MAINSTREAMING GENDER EQUALITY



Aligning with Sustainable Development Goal 5 (SDG 5), which aims to achieve gender equality and empower all women and girls, the Gender Audit helps to create a more inclusive academic environment, ultimately contributing to a more equitable and just society. By fostering an atmosphere of gender awareness and equality, an Educational Institution can play a pivotal role in advancing social justice and empowering all members of their community.

Krishnagar Women's College, once established to cater to the needs of the post-partition displaced girls is now serving as a multifaceted center for the empowerment of girls.

1.

*Ar*  
30.06.2022

*Principal*  
Kalyani Mahavidyalaya  
Kalyani, Nadia. (W.B.)

2.

*Natasa Dasgupta*

**Dr. Natasa Dasgupta**  
Principal  
Krishnagar Women's College  
Nadia.

3.

*mbin*  
Co-ordinator  
IQAC  
Krishnagar Women's College

4.

*Sajal Binda*  
Assistant Professor  
Krishnagar Women's College  
Krishnagar, Nadia.

Signature of the Gender Audit Experts