



**Government of West Bengal
Office of the Principal
Darjeeling Government College
Darjeeling-734 101, West Bengal, INDIA**

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GENDER AUDIT REPORT

**Darjeeling Govt. College
Lebong Cart Road, Richmond Hill, Darjeeling
West Bengal-734101**



Bhutta

Coordinator
IQAC
Darjeeling Government College
Darjeeling



P. J. S. S. S.

Officer-in-Charge
Darjeeling Govt. College



GENDER AUDIT REPORT

PREFACE

The goal of the gender audit was to identify the strengths and weaknesses of Darjeeling Government College in promoting gender equality and to suggest practical improvements. It examined gender equality within the Darjeeling Government College in great detail, particularly concerning policies, representation, workplace culture, training, and resource allocation. Founded in 1948, Darjeeling Government College is a coeducational college. Over the past 75 years, it has served as a hub for promoting gender justice and equality values. In addition to being a hub for academic endeavors, it has consistently taken the lead in promoting gender parity and raising public awareness of the needs of all genders. Not only is gender equality and female empowerment the goal, but gender neutrality as well. The institution works to create a peaceful, supportive atmosphere where all students can flourish intellectually, emotionally, physically, and cognitively while preserving moral principles. It is essential to alter their viewpoint on gender and establish a safe and secure space where people of all genders can live in harmony with one another. Its goal is to establish a society devoid of gender prejudice.

In India, gender stereotypes are well ingrained. It is essential to become gender sensitive to comprehend the delicate needs of a specific gender. It seeks to alter behavior and attitude toward gender equity and equality positively. Gender discrimination must end for sustainable development to occur, and equal opportunities for work and education must be provided. Education establishments are essential to the advancement of social transformation. We need to create a well-thought-out gender awareness plan that considers the sociocultural, economic, and psychological environments if we desire to see the necessary changes in people and society. The percentage of female students at the college is over 50%. The majority of the institution's students are First Generation Learners, who are primarily from rural and tea garden areas where they live in unfavourable conditions due to superstition, illiteracy, social taboos, poor health, and economic backwardness. These students are socially and economically disadvantaged. Therefore, bias and

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regressive thinking have a dual impact on them. The college has been working towards promoting gender equity and equality through a range of events, including talks, seminars, workshops, awareness campaigns, and sensitization campaigns. Menstrual and general hygiene, domestic abuse, women's illiteracy, gender roles, gender discrimination, good versus bad touch, and gender equality and equity are only a few of the subjects covered by the institution's curriculum.

Institutional Policies on Gender Sensitivity:

- In addition to academic pursuits, the institution regularly promotes gender equity and equality among students through annual orientation sessions for prospective students in which it explains the institution's principles, goals, and objectives. The college curriculum includes gender sensitivity programs, which raise staff and student knowledge and comprehension of gender issues. To promote gender awareness and instill a sense of responsibility in students, the college uses a variety of sensitization campaigns, workshops, awareness programs, lectures, seminars, counselling, and outreach activities through the NSS, NCC, Gender Sensitization Committee, Anti-Sexual Harassment Cell Committee, and Internal Complaints Committee. Sufficient provisions for parental leave and work-life balance.
- Female employees can avail themselves of Maternity Leave, and Child-Care Leave as per the government rules.
- A Sanitary Pads vending machine and incinerator are installed in the college campus and the female students and employees have free access to the machine. The college ensures that the vending machine is fully loaded with Sanitary pads and necessary steps are taken to keep the machine sanitized.
- Employment of female staff sweeper to clean and maintain the hygiene of girls' washrooms and provide them with clean, hygienic toilets.
- Darjeeling is a town which faces water scarcity. As such, clean drinking water and water in toilets are supplied to the students. Water purifiers are installed on the campus and

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harvested rainwater is supplied to the toilets so that the female population of the college does not have to face any uncomfortable situations.

- Encourages female students to enrol in NCC and NSS units of the college.
- Funding for programs specifically aimed at women's empowerment and gender mainstreaming are allocated as permitted within the payable limits of the college authority or as deemed fit by the government.
- Deployment of guards on college campus and girls' and boys' hostel premises.
- Installation of CCTVs in the campus area.
- Complaint boxes for students to seek redressal from unwanted harassment of any kind in campus. Students can anonymously post complaints in the box.
- Ensures enrolment, recruitment, and promotion practices are gender-sensitive to balance representation at all levels.
- Gender awareness programs are held from time to time.
- The institution promotes and increases the opportunities for female students to participate in leadership and capacity-building initiatives.
- Periodically provide feedback regarding the well-being of female staff and pupils.
- Timely programs offering psychological assistance and awareness.

Constitution of Gender Audit Committee:

SL. NO.	NAME	DESIGNATION	INSTITUTION/ DEPARTMENT
1.	Dr. Anuradha Rai	External Member	Principal of Southfield College, Darjeeling.
2.	Smt. Ritika Gurung	External Member	Legal Advisor, Darjeeling

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3.	Smt. Nisha Tamang	Internal Member	Assistant Professor, Department of Geography, Darjeeling Government College
4.	Dr. Shraddhanjali Singh	Internal Member	Assistant Professor, Department of Hindi, Darjeeling Government College
5.	Ms. Devki Limbu	Internal Member	Assistant Professor, Department of Geography, Darjeeling Government College
6.	Ms. Rippandi Lepcha	Internal Member	Assistant Professor, Department of English, Darjeeling Government College
7.	Shri. Brajesh Kumar Choudhary	Internal Member	Assistant Professor, Department of Hindi, Darjeeling Government College

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Gender Balance in the Institution:

The college believes in providing a safe environment for female students and women staff and has established a clear and effective mechanism to address gender-based harassment. Menstruation is a very normal physiological process for every female falling in the reproductive age-group, but still it is considered a taboo and a subject seldom openly discussed in most of the developing countries worldwide and India is no exception. Menstrual hygiene is still the most challenging issue because being a conservative topic, not much is spoken and discussed about it, and that is how the menstrual health and hygiene becomes imperative. It is irrefutable that education has a direct impact on understanding hygiene and hygiene has a direct role to play in development. Approximately more than 1500 female students are enrolled at Darjeeling Government College, which constitute 50% of the college strength. Majority of them are from rural background and hail from economically weaker section. Due to financial constraints girls are deprived of access to sanitary napkins often resulting in absenteeism. Non accessibility of proper menstrual protection products and non hygienic practices leads to physical and mental stress. Moreover acute water crisis at Darjeeling town also impacts the hygiene. Therefore, it was felt that menstruation should not impede the performance female students. Hence the institution has regularly initiated sustained efforts to conduct programs for creating awareness on menstrual health and hygiene which enables them to participate in daily activities even during their periods without being subjected to stigma and inconveniences. Women constitute a considerable percentage of the workforce in both teaching and non-teaching positions. There is a noticeable gender equality in participation in training and development programs. Reports of gender-based harassment is rare and the college is equipped with adequate mechanisms for reporting and redressal. The college is equipped with a well-functioning Women's Cell, Internal Complaints Committee, Health and Hygiene Committee, Student-Grievances Redressal Cell, Anti-Ragging Committee, etc. with a vision to curb sexual harassment and grievances if any. The college hostels are looked after by an able team of female teachers.

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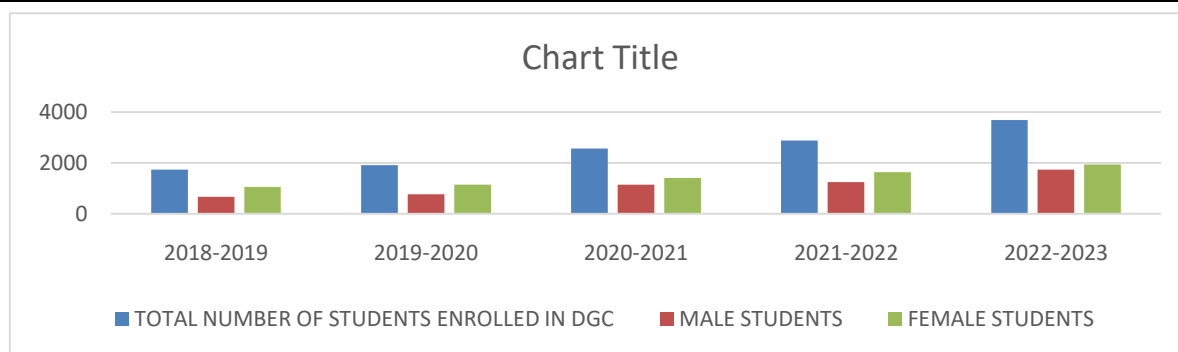


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Gender-wise Details of enrolled students in the institution:

SL. NO.	ACADEMIC YEAR	TOTAL STUDENTS ENROLLED	MALE STUDENTS	FEMALE STUDENTS
1.	2018-2019	1732	672	1060
2.	2019-2020	1907	763	1144
3.	2020-2021	2560	1147	1413
4.	2021-2022	2879	1247	1632
5.	2022-2023	3682	1740	1942



Gender-wise Details of Teaching Faculties:

SL.NO.	DESIGNATION	TOTAL	MALE FACULTY	FEMALE FACULTY
1.	W.B.E.S.	78 (+1 Librarian)=79	53 (+1)=54	25
2.	S.A.C.T.	28	8	20

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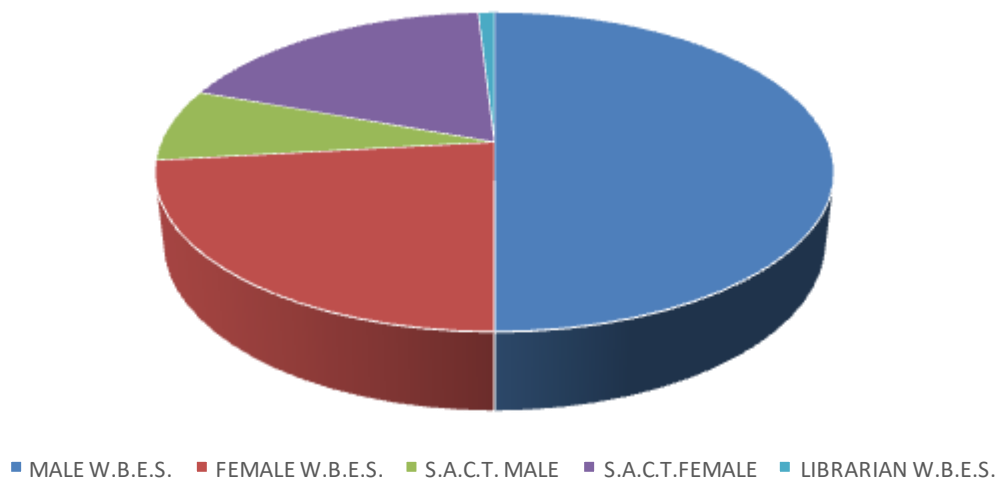
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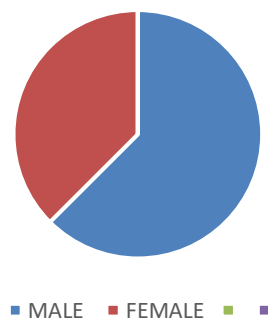
GENDER-WISE DETAILS OF TEACHING FACULTIES



Gender-wise Details of Non-Teaching Faculties:

SL. NO.	TOTAL NON-TEACHING STAFF (GROUP B, C, D,)	MALE STAFF	FEMALE STAFF
1.	32	20	12

GENDER-WISE DETAILS OF NON-TEACHING STAFF



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Lists of committees which work together to redress gender related problems.

SL.NO.	Internal Complaints Committee	Student-Grievances Redressal Committee	Anti-Ragging Committee	Health and Hygiene Monitoring Committee	Girls' Hostel Management Committee
1.	Dr. Sujata Rani Rai (Presiding Officer)	Prof. Nisha Tamang (Convenor)	Prof. John Kapil Chettri (Convenor)	Prof. Sheela Karji & Prof. Priyanka Saha. (Joint Convener)	Prof. Banani Dutta (Convenor)
Members					
2.	Prof. Prabir K. Sen	Dr. Rana Shah	Prof. Sudha Lama	Dr. Sandip Mondol	Prof. Nisha Tamang
3.	Prof. Dewki Limbu	Prof. Sudha Rai	Prof. Prabir Kumar Sen	Prof. Sunita Lama	Prof. Pritha Choudhury
4.	Prof. Nisha Tamang	Prof. Priyanka Saha	Prof. Rujas Yonle	Prof. Dewki Subba	Prof. Priyanka Saha
5.	Prof. Shraddhanjali Singh	Dr. Jadab Roy	Prof. Yashowika Subba	Prof. Pritha Chaudhuri	Prof. Puja Gurung
6.	Smt. Norjim Tshering Bhutia (Non-Teaching)	Prof. Nirmal Subba	Prof. Ghambir Dhoj Subba	Dr. Banani Dutta	Prof. Sulaxana Baraily
7.	Mr. Tej Kumar Thapa- NGO	Prof. Chandan Naksar	Prof. Kesang Sherpa	Dr. Subrata Kar	Smt. Binan Prashan (Matron)

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8.	Mrs. Ritika Gurung- Legal Advisor	Smt. Subarna Ghalay (Non- Teaching)	Prof. Subrata Kar	Prof. Prakash Rai	
9.			Prof. Shraddhanjali Singh	Prof. Reena Pradhan	
10.			Smt. Norjim T. Bhutia (Non- Teaching)		

Gender-Sensitization Initiatives in the Institution conducted over the past five years:

SL. NO.	2018-19	2019-20	2020-21	2021-22	2022-23
1.	Awareness programme on Human Trafficking on 12.07.2018	Formation of YAT Club (Youth Against Trafficking Club) at DGC with MARG support on 11.09.2019	Pandemic Period	Awareness programme on Human Trafficking by YAT Club on 09.12.2021	Inauguration of newly installed Sanitary Pad Vending Machine and Incinerator on 10.08.2022
2.	Workshop on Gender Equality on 11.09.2018	1 st YAT Club General Meeting on 18.09.2019		Celebration of International Women's Day on 08.03.2022	One Day Workshop titled "Handling of Sanitary Napkin Vending Machine and Incinerator" on 12.08.2022

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3.	Awareness and students talk session on Child Labour on 3.12.2018	International Women's Day Celebration on 09.03.2020		Special Camp and Menstrual Health Awareness Programme at Plungdung Busty by NSS Unit I & II on 27.03.2022-28.03.2022.	Special lecture cum Seminar entitled 'General Ideas and Concepts of Gender Equality' on 16.11.2022
4.	Observation of International Women's Day on 08.03.2019	Awareness programme on Prevention, Prohibition and Redressal of Sexual Harassment of women Employees and Students in Higher Education Institutions on 10.03.2020		Observation of Menstrual Hygiene Day organized by Anti-Sexual Harassment Committee in collaboration with Internal Complaints Committee on 29th April, 2022	Induction cum enrolment programme by Youth Against Trafficking Club (YAT) of Darjeeling Government College on 19.11.2022
5.	Celebration of Mother's Day on 12.05.2019	NSS Unit volunteers conducted programme titled 'Observance of World Menstrual Health and Hygiene Week- A Social Experiment' on 1st June, 2022.			Observation of International Women's Day on 08.03.2023
6.					Celebration of Mother's Day on 12.05.2023

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7.					NSS observed the World Menstrual Health and Hygiene Day on 01.06.2023 (though the actual date is 28th May).
8.					Reconstitution of Anti Sexual Harassment Committee and Gender Sensitization cell as ICC (Internal Complaints Committee) on 28.06.2023. Henceforth ICC will look into the matters on sexual harassment /offence in the college premises.

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Sample Questionnaire:

1. Mention your gender

Male

Female

Prefer Not to say

2. Age group

17-24

25-34

35-44

45-54

55 and above

3. What is your position in the college?

Student

Teacher

Non-Teaching Staff

4. Are you aware of any gender equality/ neutral policies within the institution?

Yes

No

Maybe

5. Do you believe that the institution recruitment and enrollment processes are gender-sensitive?

Yes

No

Maybe

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6. Are you aware of the ICC (Internal Complaints Committee) in the college?

Yes

No

Maybe

7. Do you believe that all genders are equally represented within the institution at all levels?

Yes

No

Maybe

8. Are there equal opportunities for all genders to participate in training and development programs?

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

9. Do you think there is an inclusive and respectful atmosphere at work and in campus?

Yes

No

Maybe

10. Have you encountered or seen instances of harassment at work based on a person's gender?

Yes

No

Maybe

11. Does the college offer adequate assistance in handling harassment based on gender?

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Yes

No

Maybe

12. Does the institution have any special initiatives or programmes that are designed to advance gender equality?

Yes

No

Maybe

13. Do you think the institution allocates enough financial and human resources to efforts promoting gender equality?

Yes

No

Maybe

14. How safe do you feel in the college?

Very Safe

Safe

Not Safe at all

Suffered harassment

15. What measures would you recommend to advance gender parity within the institution as a whole?

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Conclusion:

According to the gender audit, Darjeeling Government College makes a substantial contribution to the creation of an inclusive and equitable campus community that offers female employees a fair and inclusive work environment in addition to an outstanding educational experience for students. Apart from cultivating an appropriate and encouraging work and learning environment, the college strives to guarantee the physical, psychological, and social security of its female employees and students. Any forward-thinking societal change comes from educational institutions. Keeping in mind that the true change agents are these students, the college curricula and teachings extend beyond the school and students to include friends, family, the community, and society at large once they return home. These methods and programs therefore have a broad significance. Ongoing programs and activities can be used to address and resolve gender-related issues, particularly those that are taboo. By addressing the issues of gender parity and gender sensitization in all educational institutions, society can break societal taboos and accomplish a shift in gender perspectives about improved menstrual and reproductive health as well as a break from cultural stigma.

Recommendations:

The college aims to take the following few measures in the coming years:

- Opening of a Day-Care Centre for children of female employees and students.
- Upgradation of Ladies' Common/ Rest Room for the privacy of the female staff and students.
- Arrangement of Legal Rights Awareness programs.
- Organise more gender-awareness programs.
- Introduce Yoga and meditation classes for the welfare of students.
- Introduction of Self-Defence training for female students and employees.

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External Members of Gender Audit Team

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1	Dr. Anuradha Rai Principal Southfield College Darjeeling	<i>Anuradha Rai</i> 19.06.2024 
2	Smt. Ritika Gurung Legal Advisor Darjeeling	<i>R. Gurung</i> Ritika Gurung, Advocate District & Session Court, Darjeeling En No. F/1933/2010

Internal Members of Gender Audit Team

Sl. No.	Name	Signature with date and seal
1	Smt. Nisha Tamang Assistant Professor, Dept. of Geography Darjeeling Govt. College	<i>Nisha Tamang</i>
2	Dr. Shraddhanjali Singh Assistant Professor, Dept. of Hindi Darjeeling Govt. College	<i>Shraddhanjali Singh</i>
3	Ms. Dewi Limbu Assistant Professor, Dept. of Geography Darjeeling Govt. College	<i>Dewi Limbu</i>
4	Ms. Rippandi Lepcha Assistant Professor, Dept. of English Darjeeling Govt. College	<i>Rippandi Lepcha</i> 19/6/2024
5	Shri. Brajesh Kumar Choudhary Assistant Professor, Dept. of Hindi Darjeeling Govt. College	<i>Brajesh K. Choudhary</i>
6	Ms. Norjin Tshering Bhutia Non-Teaching Staff Darjeeling Government College	<i>Norjin Tshering Bhutia</i>

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