



**GOVERNMENT GENERAL DEGREE COLLEGE,
KESHIARY**

**Paschim Medinipur- PIN: 721135
(Affiliated to the Vidyasagar University)**



**GENDER AUDIT REPORT
(2018-2023)**

(CRITERIA 7.1.1 OF SSR OF NAAC)

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INDEX

Sr. No.	Content	Page No.
1.	Gender audit : An Introduction	3
	A. Introduction of the Institution	3
	B. What is a gender audit?	4
	C. Constitution of Gender Audit Committee	4
	D. Objectives of the Gender Audit exercise	5
	E. Gender Audit Methods	5
	F. Gender-Wise Distribution of Staff	6
	G. Gender Balance within the Institution	7
2.	Gender Sensitization Initiatives	9
3.	Committees for Support	9
4.	Number of gender equity promotion programs organized by the institution Year wise	11
5.	Glimpses of Gender-Sensitive Programmes	14
6.	Satisfaction Survey and Analysis	16
7.	Summary and Conclusion	22

Gender Audit: An Introduction

A. Introduction of the Institution

Government General Degree College, Keshiary began its journey in 2015, to spread quality higher education in one of the backward blocks in the district of Paschim Medinipur. It is the fruit of the dream of the Hon'ble Chief Minister of West Bengal Srimati Mamata Banerjee who announced the establishment of this Government College on May 2015. This college is another milestone towards inclusive development, promising a new era of education and enlightenment for the thousands of tribal people of Keshiary block. The mission of this college is to bring education, empowerment, and equity to the socially and economically deprived populace of the region.

B. What is a gender audit?

The Gender Audit is an effort to investigate how well the gender balance is maintained at the college. It looks for compliance with laws, regulations, and initiatives designed to advance women's status in society in higher education. Its present and prospective policies' effects on gender equality are evaluated as part of the Gender Audit. International organizations utilize two basic techniques for gender audits, but there is no standard procedure; these are participatory gender audits and the gender integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit: In terms of how much an organization promotes gender equality internally, this dimension relates to how much of its internal activity, managerial structure, and organizational structure support gender equality. An internal gender audit helps organizations develop their capacity, take collective responsibility for gender equality activities, and improve their understanding of gender issues by tracking and evaluating the relative progress made in gender mainstreaming.

2. An external audit: The purpose of the external audit is to evaluate the degree to which an organization mainstreams gender in its projects, policies, programs, and services regarding their delivery, content, and evaluation. External gender audits assess the degree to which gender integration promotes women's and men's inclusion in and benefits from the organization's policies, programs, initiatives, or services. A gender audit, when applied to policies, programs, projects, or services, first determines the degree to which gender equality

is mainstreamed in high-level policy objectives and priorities. It then evaluates the degree to which policy intentions are implemented in particular initiatives (such as programs, projects, or services). To ensure that policies contribute to closing gender gaps, ensure that women and men benefit equally or according to their gender needs, and ensure that inequalities are not perpetuated, a gender audit examines whether the policy has gender-specific objectives or if gender is mainstreamed in the general objectives. In the end, a gender audit of the phase of monitoring and evaluation looks into whether targets and indicators take gender into account in terms of progress made toward gender equality as well as sex-disaggregated data.

C. Constitution of Gender Audit Committee:

SL. NO.	NAME	DESIGNATION	INSTITUTION
1.	DR. SUDIPTA CHAKRABARTY	Chairman	Officer-in Charge, Government General Degree College, Keshiary
2.	DR. NILAY KR. MAITRA,	Joint Coordinator, IQAC	Head, Department of Botany, Government General Degree College, Keshiary
3.	DR. SUTAPA RAY	Joint Coordinator, IQAC	Head, Department of Chemistry, Government General Degree College, Keshiary
4.	DR. ARGHYA SUKUL	External Member	Head, Department of Sociology, Nayagram Pandit Raghunath Murmu Government College.
5.	SMT. SOHINI KUNDU	External Member,	Department of Sociology, Nayagram Pandit Raghunath Murmu Government College.
6.	DR. ARITRA SAMAJDAR	Internal Member	Head, Department of Anthropology, Government General Degree College, Keshiary
7.	SHRI KAUSHIK DAS	Internal Member	Head, Department of Political Science, Government General Degree College, Keshiary

The IQAC, GOVERNMENT GENERAL DEGREE COLLEGE, KESHIARY undertook the Gender Audit along with external and internal Committee Members. External Committee Member, Vice Chairman and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. Objectives of the Gender Audit exercise:

- The institute will take proactive steps to ensure the protection and safety of all genders.
- A Grievance Redressal Cell that is easily accessible, operational, impartial, and private is required.
- Gender-based discrimination of any type is strictly prohibited inside the campus.
- Programs for general personality development will be set up, fostering member confidence inside the organization.
- To prevent eve-teasing of female students and to display the same posters in conspicuous locations across the college.
- To oversee students' self-improvement and confidence-building, a qualified consultant will be summoned.
- Creating initiatives to provide female students self-assurance and instill a sense of leadership.
- To collaborate with the Internal Complaint Committee, IQAC, Discipline Committee, and Anti-Ragging Committee to create a gender-sensitive environment.
- To raise public awareness of women's issues generally and gender inequality specifically.
- Through this audit, the organization would be able to determine how gender relations affect their agency's programs, culture, and organizational performance, and vice versa.

The Gender Audit's primary goals are as follows:

- a) To be aware of the gender distribution within the college.
- b) To understand how gender is viewed on campuses.
- b) To consider and plan out a course for gender action.

E. Gender Audit Methods:

The Gender Integration Framework (GIF), a comprehensive framework that suggests that transformation can only occur when four organizational dimensions are prepared for gender integration, is the framework under which the gender audit was carried out. Accountability, organizational culture, technical capacity, and political will are these four components.

Accountability: Methods by which a college assesses how much it is "walking the talk" when it comes to incorporating gender equality into its policies and initiatives.

Organizational Culture: An organization's norms, conventions, beliefs, and standards of conduct that promote gender equality include how people interact, what ideas are deemed acceptable, how people should behave, and which behaviours are rewarded.

Technical Capacity: The degree to which a person in an organization possesses the aptitude, credentials, and know-how required to implement the practical parts of gender integration for improved program quality, as well as the degree to which gender equitable organizational procedures are institutionalized.

The Political Will: This refers to the actions taken by the college's leadership at all levels, who use their respective branches of the tree and are equally obliged to successfully integrate gender and position of power to communicate and show their support, leadership, zeal, and dedication to advancing gender equality in the college.

F. Gender-Wise Distribution of Staff

The term "gender sensitivity" describes an effort to meet and greet individuals without assuming anything. The goal of the gender-sensitive approach is to expand, reshape, and open up gender-related behavioral models and expectations. Gender-sensitive structures respond equally, without bias, to the unique interests of both men and women. They do not make assumptions based on antiquated ideas. The school was founded in the early 1960s, a time when gender equality was not a major priority, particularly in a remote area like ours. As gender emerged as a key criterion for institutional governance, institutional leaders acted to guarantee gender parity.

The following significant findings from an audit of the institution's gender-sensitive features:

- There are separate restrooms for staff and students in the common area, providing basic sanitary facilities.
- There is a Women's Cell that regularly hosts Gender Sensitization programs for the students.
- There is a Ladies' Common Room available on the campus.
- CCTV monitoring devices are installed at various locations throughout the campus, especially within the Library and major gates.

G. Gender Balance within the Institution:

The term "gender balance" refers to having a reasonable distribution of male and female students across the institution's different programs and staff positions. The argument goes that because societal institutions serve as barriers to access, women have historically had less access to opportunities and resources. Women become less capable as a result, which has a domino effect on their access to development programs and empowerment.

The Gender Audit Team examined and evaluated Government General Degree College, Keshiary Colle's operational environment. Based on the data, the team deduced that the institution functions in a setting where all individuals have equal access to a comprehensive array of possibilities to attain the psychological, social, and physical advantages that accompany involvement in sports and physical exercise. In order to achieve gender parity, girls and women must have access to a wide variety of programs and activities that cater to their needs, interests, and life experiences. As a result, certain activities might be the same as those provided for men and boys, while others might be completely different. The college consistently prioritizes the development of each student's whole personality in addition to their academic success. A variety of amenities are given to the girls by gender equality. Their leadership, discipline, comradery, secular outlook, spirit of adventure, and other traits are being carefully cultivated by the NSS unit. This unit is dedicated to the girls' exceptional accomplishments. Distinguished speakers give lectures on a range of subjects to help them grow as individuals. To help the girls understand their rights and responsibilities, workshops have been held over the past five years. Talks by renowned judges, attorneys, social workers, and other professionals are arranged to educate girls about laws and bylaws. There are now internal complaints and an anti-ragging committee in place at the college. When it comes to sports and cultural activities, our female students have excelled. The College offers classes on women and law as well as parenting issues for parents as part of the public society action. Gender parity in college policies and programs is deemed adequate by the majority of student members, according to an examination of their replies about program planning and design in the college and its activities.

Table 2.1: Gender-wise Details of Students in the College as per Admission Data (Excluding Registration Data).

SR. NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2018-2019	255	112	143	43.92	56.08
2	2019-2020	259	116	143	44.78	55.22
3	2020-2021	280	113	167	40.35	59.65
4	2021-2022	328	144	184	43.90	56.10
5	2022-2023	349	163	186	46.70	53.30

The above table giving gender-wise details of students in the College provides information regarding the growth of students' strength in the last five years. In the year 2018-19, out of 255 total students, 143 (56.08%) were female students as compared to 112 (43.92%) male students. The further years show a continuous increase in female students with 186 in the year 2022-23.

Table 2.2: Gender-wise Details of Total Teaching Faculties in the College

SR. NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2018-19	17	11	06	64.70%	35.30 %
2	2019-20	22	15	07	68.18%	31.82 %
3	2020-21	22	15	07	68.18%	31.82 %
4	2021-22	22	15	07	68.18%	31.82 %
5	2022-23	21	15	06	71.42%	28.58%

The table on gender-wise details of the total teaching faculty in the College provides the information and growth of teaching faculty in the last five years. In the year 2018-19, out of 17 staff, 11 (64.70%) were males and 06 (35.30%) were females. In the year 2022-23, out of 21 total teaching staff, 15 (71.42%) were males and 06(28.58%) were females.

Table 2.3: Gender-wise Details of Total Non-Teaching Staff in the College

SR. NO.	YEAR	TOTAL	MALE	FEMALE	% MALE	% FEMALE
1	2018-19	05	03	02	60%	40 %
2	2019-20	05	03	02	60 %	40 %
3	2020-21	05	03	02	60 %	40 %
4	2021-22	05	03	02	60 %	40 %
5	2022-23	08	06	02	75%	25 %

The table on Gender-wise Details of Total Non-Teaching staff in the College provides the information and growth of non-teaching staff in the last five years. In the year 2018-19,

out of 05 staff, 03 (60%) were males and 02 (40%) were females. In the year 2022-23, out of 08 total non-teaching staff, 06 (75%) were males and 02 (25%) were females.

Gender Sensitization Initiatives

The College has implemented various programs for the benefit of female students. Separate accommodations have been established for girls at various locations to prevent rush hour and other accidents.

1. **Study Room:** The library offers female students unstructured study time in the Independent study area.
2. **Lady's Common Room:** Girls can study in peace in the Lady's Common Room, which has enough space. In the Lady's Room, there are additional restrooms available for girls.
3. **Girls' Washroom:** The college has three washrooms for girls on each floor of the main college building, each of which has enough water supply and is well maintained.
4. **CCTV surveillance:** In terms of Safety and Security the college campus is fully secured and safe for all the girl students with the installation of CCTV surveillance at various corners of the campus.

Committees for Support

Gender equality is maintained in the college by establishing several committees. The college has set up several committees to support female employees and students. Some of these committees consist of:

1. Anti-Ragging Committee:

The prospectus contains the rules and regulations published by the college. The UGC has issued norms aimed at reducing the prevalence of ragging in educational institutions. Ragging is considered a criminal offense. To forbid, stop, and eradicate the evil of ragging, the College established an Anti-Ragging Committee. Students experiencing distress due to instances involving ragging are welcome to contact the Committee. There is one male and one female teacher on the committee. The Anti-Ragging Committee is chaired by the college principal.

2. Grievance Redressal Committee:

The prospectus contains the regulations published by the college. A Grievance Redressal Committee has been established by the college. Students who are experiencing difficulties due to occurrences involving discipline can evaluate the committee. There are 01 men and 02 women on the committee. The Grievance Redressal Committee is chaired by the college Officer-in-Charge

3. Women's Forum: The most crucial conditions for our country's advancement are gender equality and women's empowerment. In an attempt to establish KESHIARY College as a robust hub for gender sensitization, the Women's Forum was established during the 2015–16 academic year. The forum aims to establish a gender-sensitive campus and broader society, including participation from both the College's teaching and non-teaching staff. Through college students, it has been arranging a variety of social, cultural, intellectual, technical, medical, and skill-building events to support women's empowerment and raise awareness of the value of gender equality in society.

4. NSS: The NSS unit of our college engages students in community service projects that are primarily completed by them, as well as societal challenges. The NSS unit offers a setting that is conducive to pursuing a career in social services. The girls receive motivation and training for a variety of social work roles in the field. To benefit society is what drives them.

6. Administrative Committees and Girl Students Representative: A student representative can help other students, share experiences, become involved in college events for administrative development, and build their leadership abilities. They can also connect with various internal and external issues and challenges.

7. Internal Complaint Committee: Following the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013, the College has established an Internal Complaint Committee (ICC). The Supreme Court required workplaces, institutions, and individuals in positions of responsibility to preserve working women's fundamental right to equality and dignity at work after raising the bar for accountability and responsibility in the Vishaka Guidelines. Prohibition, prevention, and redress were the three main requirements placed on institutions to satisfy that criterion. India's government announced the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in 2013. By adhering to the aforementioned three

requirements, the Act seeks to safeguard women from sexual harassment and uphold their right to workplace equality following the Vishaka ruling. The Act offers women a civil remedy in addition to other existing laws, which is an essential point to emphasize. Therefore, there are legal and criminal avenues open to any woman who wants to report incidents of sexual harassment at work.

Constitution of Internal Complaint Committee:

ICC DESIGNATION	NAME	DESIGNATION
JOINT CONVENER	DR. SHILA BASKE	ASSISTANT PROFESSOR
JOINT CONVENER	SMT. JAYITA ROY TAPADAR	ASSISTANT PROFESSOR
MEMBER	DR. MONUA PANJA	ASSISTANT PROFESSOR
MEMBER	SMT. SHYAMALI MAJHI	ASSISTANT PROFESSOR

Since its establishment, no complaints have been reported to the Committee by any of the staff members or students

Number of gender equity promotion programs organized by the institution during the last five years:

Academic Year-2018-2019

SR. NO.	TITLE OF THE PROGRAMME	DATE	FEMALE	MALE	TOTAL NO. OF PARTICIPANTS
1.	CELEBRATION OF KANYASREE DAY	14.08.2018	20	0	20
2.	PROGRAMME ON PHYSICAL & MENTAL HEALTH	26.10 2018 and 30.10 2018	56	34	90
3.	A SEMINAR ON WOMEN AND FEMINISM	02.04.2019	31	21	52

Academic Year-2019-2020

SR. NO.	TITLE OF THE PROGRAMME	DATE	FEMALE	MALE	TOTAL NO. OF PARTICIPANTS
1.	CELEBRATION OF KANYASREE DAY	14.08.2019	22	0	22

Academic Year-2020-2021

SR. NO.	TITLE OF THE PROGRAMME	DATE	FEMALE	MALE	TOTAL NO. OF PARTICIPANTS
1.	ONE DAY STATE LEVEL WEBINAR ON CINEMA, GENDER RIGHTS	23.07.2020	17	32	49
2.	VIRTUAL CELEBRATION OF INTERNATIONAL YOGA DAY	29.06.2021	34	8	42

Academic Year-2021-2022

SR. NO.	TITLE OF THE PROGRAMME	DATE	FEMALE	MALE	TOTAL NO. OF PARTICIPANTS
1.	POPULAR TALK ON WOMEN EMPOWERMENT ALONG WITH EXTEMPORE COMPETITION OF STUDENTS ON GENDER AWARENESS	08.03.2022	46	00	46
2.	AWARENESS PROGRAM ON MENTAL HEALTH	06.01.2022	85	43	128

Academic Year-2022-2023

SR. NO.	TITLE OF THE PROGRAMME	DATE	FEMALE	MALE	TOTAL NO. OF PARTICIPANTS
1.	PROGRAMME ON PHYSICAL HEALTH AND WELLNESS	15.10.2022	32	13	45
2.	CREATIVE WRITING AND DANCING COMPETITION	07.01.2023	34	23	57
3.	YOGA DAY CELEBRATION	21.06.2023	5	2	7

On one hand, the college promotes government schemes to encourage girl students to continue their higher education by recommending names for scholarships like Kanyashree (K2). On the other hand, it also supports gender equality by encouraging all economically weaker students to apply for the SVMCM (Merit-cum-Means) scholarship. Number of students benefitted through this scholarship is given below

Year.	Name of Scholarship	FEMALE	MALE	TOTAL	TOTAL SCHOLARSHIP AWARDEE
2022-2023	SVMCM [BIKASH BHAVAN]-UG	262	193	455	465
	KANYASHREE (K2-One time Grant)	10	-	10	
2021-2022	SVMCM FRESH [BIKASH BHAVAN]-UG	159	89	248	248
	KANYASHREE (K2-One time Grant)	0	-	0	

Year.	Name of Scholarship	FEMALE	MALE	TOTAL	TOTAL SCHOLARSHIP AWARDEE
2020-2021	SVMCM FRESH [BIKASH BHAVAN]-UG	65	23	88	89
	KANYASHREE (K2-One time Grant)	1	-	1	
2019-2020	SVMCM FRESH [BIKASH BHAVAN]-UG	31	21	52	111
	SVMCM RENEWAL [BIKASH BHAVAN]-UG				
	KANYASHREE (K2-One time Grant)	59	-	59	
2018-2019	SVMCM FRESH [BIKASH BHAVAN]-UG	25	9	34	89
	SVMCM RENEWAL [BIKASH BHAVAN]-UG				
	KANYASHREE (K2-One time Grant)	55	-	55	

Gender equality was brought up and discussed with all female staff members and female students at the college as a part of series of events aimed at empowering women. Maintaining the motto 'Empowered and Skilful,' the College hosts conferences, seminars, workshops, guest lectures, and awareness programs on a range of women-related topics to give them a broad education and a variety of skills for the advancement of their own lives, in th institutions and society as a whole. Another area of emphasis for the college is empowering female students and boosting their self-esteem so that they may become future leaders, technocrats, business owners, and scientists. At different levels, in-person workshops are arranged to help female students reach their full potential, cultivate moral principles, and foster self-confidence.

GLIMPSES OF GENDER-SENSITIVE PROGRAMMES



OBSERVATION OF KANYASREE DIVAS ON 14.08.2018.



OBSERVATION OF KANYASREE DIVAS ON 14.08.2019.



OBSERVATION OF KANYASREE DIVAS ON 14.08.2022.



OBSERVATION OF KANYASREE DIVAS ON 14.08.2023

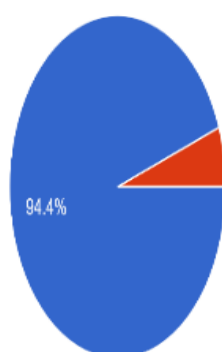
SATISFACTION SURVEY AND ANALYSIS

Using Google Forms with questions about gender-sensitive practices and facilities at GGDC, Keshiary, a satisfaction survey with questions for teachers, non-teaching staff, and students has been undertaken to gauge their level of satisfaction. We give a few justifications, recommendations, and plans based on the replies. The gender milieu, equity, and gender neutrality of the college are seen favourably by the majority of respondents, as evidenced by the satisfaction survey's distribution.

FEEDBACK RESPONSE FROM FACULTY, NON-TEACHING AND STUDENTS:

WHETHER THE INSTITUTION IS CO-EDUCATIONAL?

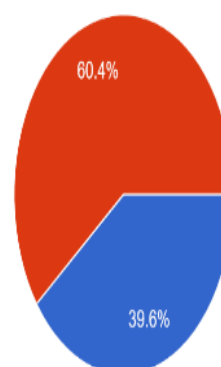
302 responses



● YES
● NO

Are you a Female/Male?

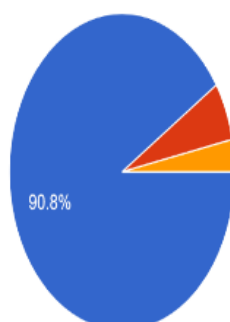
303 responses



● MALE
● FEMALE

ARE YOU A STUDENT/ FACULTY/NON-TEACHING STAFF?

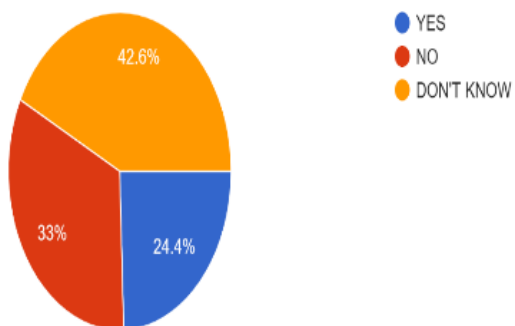
303 responses



● STUDENT
● FACULTY
● NON-TEACHING STAFF

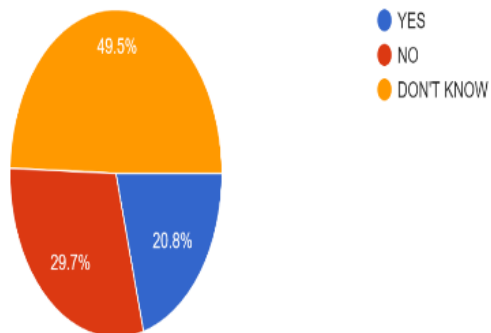
Is there any Committee to prevent sexual harassment in the campus?

303 responses



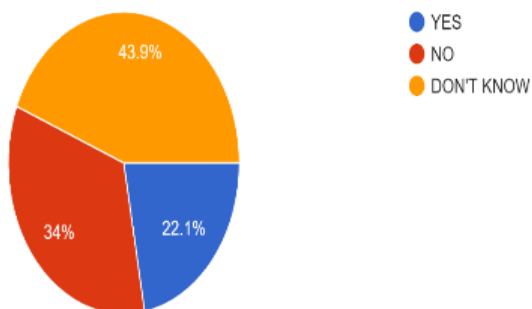
the policy on sexual harassment available on the website?

3 responses



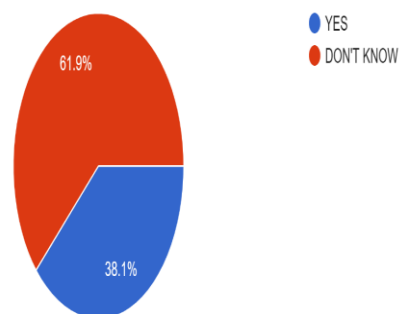
Is there a documented policy to deal with sexual harassment?

303 responses



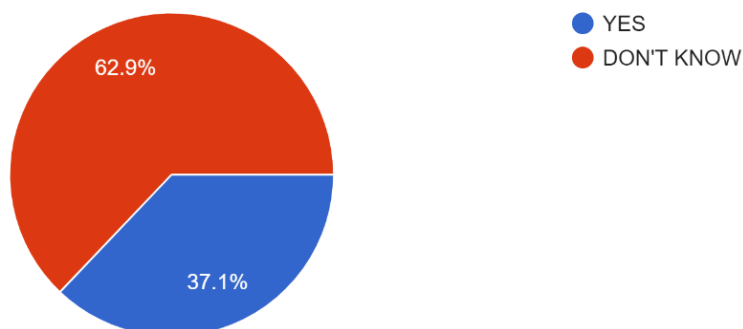
Is there any Scholarship or Fellowship promoted by the college for any specific gender?

302 responses



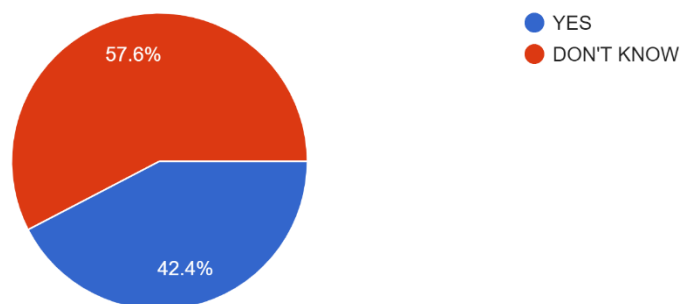
IS ANY SCHOLARSHIP OR FELLOWSHIP BASED ON MERIT PROMOTED BY THE COLLEGE IRRESPECTIVE OF GENDER?

302 responses



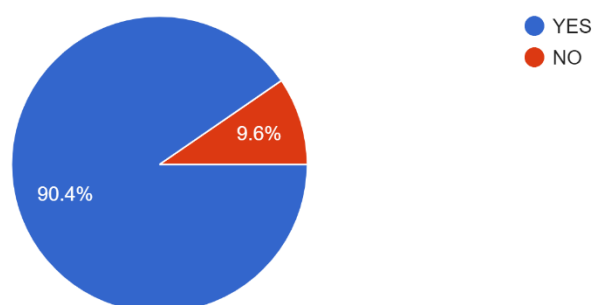
IS ANY SCHOLARSHIP OR FELLOWSHIP BASED ON CASTE PROMOTED BY THE COLLEGE
IRRESPECTIVE OF GENDER?

302 responses



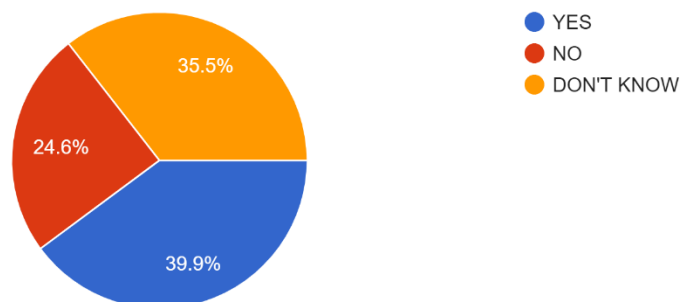
Are CC Cameras installed in the campus?

303 responses



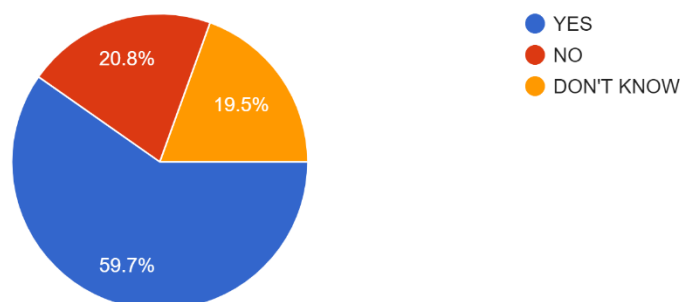
Are Gender Sensitization Programmes held in the campus?

301 responses



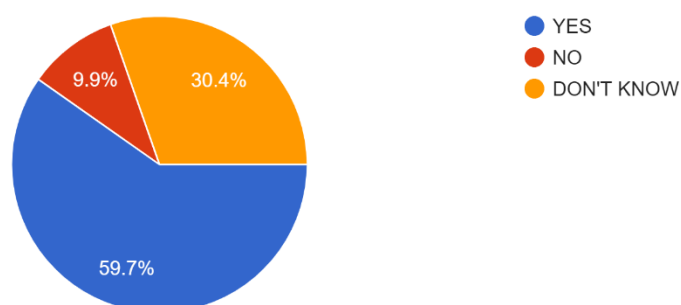
Is there any complaint box in the campus?

303 responses



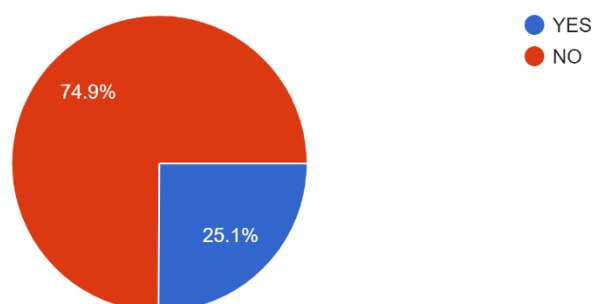
Are Orientation Programmes conducted at the commencement of each academic session?

303 responses



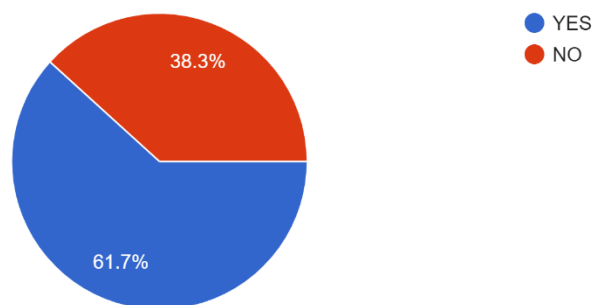
Do you face discrimination of gender in the sports field?

299 responses



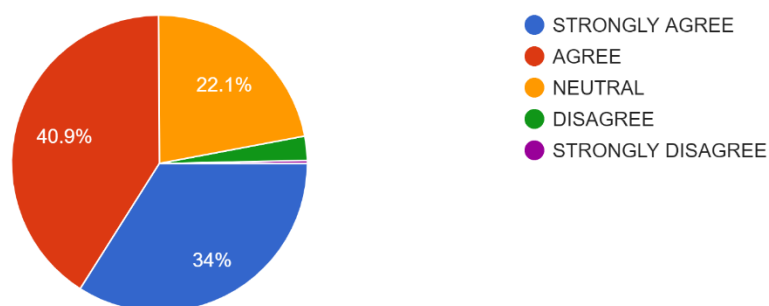
Are libraries and laboratories gender neutral?

303 responses



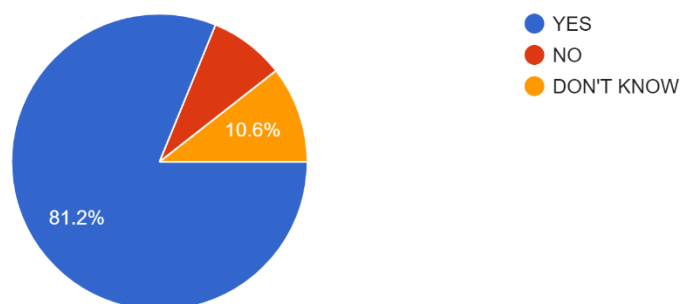
DOES THE CLASSROOM OFFERS EQUAL OPPORTUNITIES TO ALL GENDERS

303 responses



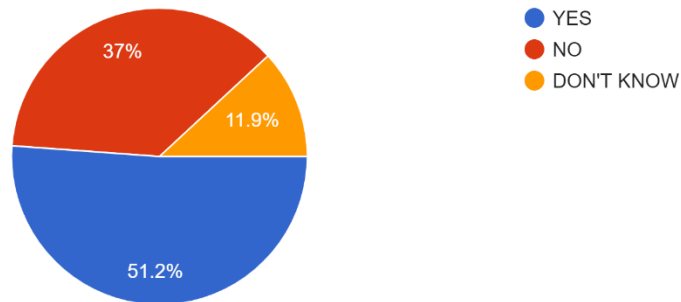
ADEQUATE NUMBER OF TOILETS ARE AVAILABLE IN THE CAMPUS FOR GIRLS?

303 responses



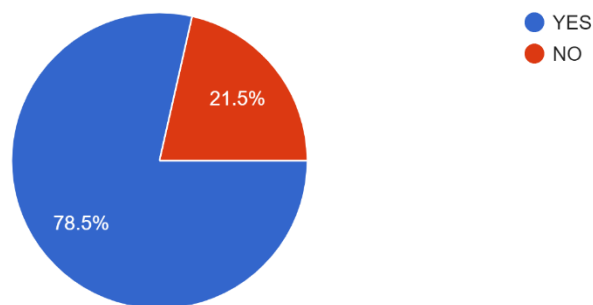
DOES THE COLLEGE HAS SEPARATE COMMON ROOM FOR BOTH MALE AND FEMALE STUDENTS?

303 responses



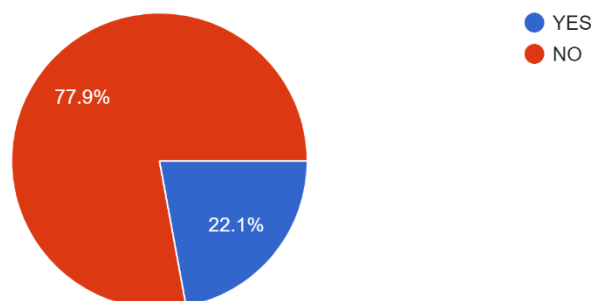
DOES THE COLLEGE GIVE EQUAL OPPORTUNITIES FOR EXTRACURRICULAR AND SPORTS ACTIVITIES TO ALL STUDENTS IRRESPECTIVE OF GENDER?

303 responses



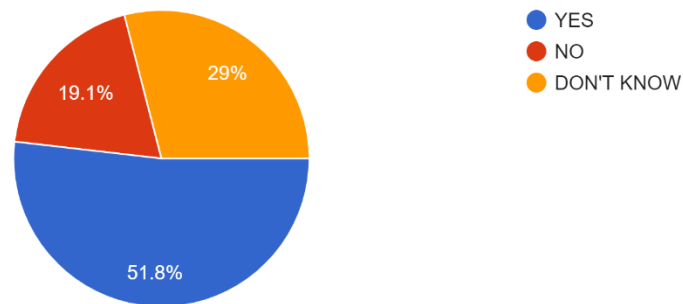
HAVE YOU EVER FACED ANY GENDER DISCRIMINATION IN YOUR COLLEGE?

303 responses



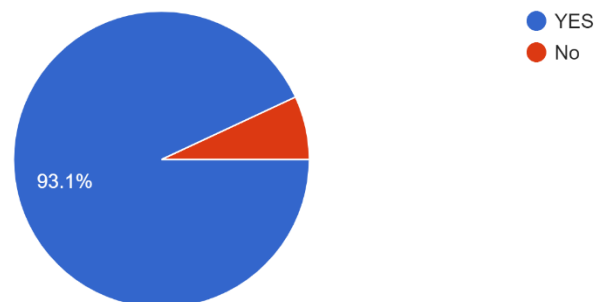
ARE FIRST-AID FACILITIES AVAILABLE IN THE CAMPUS?

303 responses



DO YOU FEEL SAFE INSIDE THE CAMPUS?

303 responses



Summary and Conclusion

A. Summary

Men and women have equal rights, duties, and opportunities regardless of their gender at birth. Gender equality, or equality between men and women, does not require them to become the same. Gender equity pertains to treating men and women equally based on their individual needs. In terms of rights, advantages, obligations, and opportunities, this can refer to either equal treatment or treatment that differs but is deemed comparable. The college works tirelessly to support female students and female employees

The organization acknowledges that men and women have distinct demands and levels of power and that these differences should be recognized and treated in a way that balances the power disparities between the sexes. This could involve receiving the same treatment as someone else or receiving treatment that is different but deemed equal in terms of opportunity, rights, rewards, and obligations. In addition to organizing various events to raise gender sensitization awareness among female students and staff, the college also seeks to inspire them to live honourably and with appropriate self-respect.

We see an increase in the strength of students in UG programs, especially the girls' strength. Their enrolment discrepancies are also visible. Enrolment in higher education is increasing among girls. They possess a great level of strength. Additionally, compared to boys, female pupils have been found to have a higher success rate. Participation in all co-curricular and extracurricular activities, including cultural programs hosted by the college, is something they are showing interest in. Additionally, it is admirable that they play sports. The strength of women is greater than the strength of men among regular teaching staff members in our institution.

B. Conclusion:

The research analysis highlighted that all of the college's policies and programs include aims and objectives related to gender equity. Additionally, the employees stated that they have no issues with gender norms. According to the gender audit team's analysis, the college's administration and employees support gender equality and gender sensitivity, and they exhibit gender-sensitive behaviour. The college is considered to have several advantages and chances to create a positive gender balance. Gradual adjustments to the value structure can be made to address the flaws. Without a doubt, there are fewer complaints about gender issues and an increase in the number of females from all walks of life enrolling. The College would undoubtedly leave its impact on the nation with its strong resolve and dedication to gender justice.

C. Recommendations:

In the upcoming years, our goals are to:

- Raise the proportion of female employees in groups that make decisions.
- Plan additional extracurricular and co-curricular activities for staff members and students, both sexes included.
- Encourage female pupils to get involved in sports of their choosing.
- Plan initiatives to raise knowledge of women's legal rights.

The Gender Audit Report (2018-2023) of Government General Degree College, Keshiary is hereby authenticated.

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