



सत्यमेव जयते

Government of West Bengal
OFFICE OF THE PRINCIPAL
GORUBATHAN GOVERNMENT COLLEGE
AT GORUBATHAN, P.O. – FAGU
DIST. - KALIMPONG 735 231

Web: www.gorubathangdc.co.in; Email: ggdc.gbn@gmail.com



Reference No.:

Date:

GENDER AUDIT




Officer In-charge
Gorubathan Govt. College
Fagu, Kalimpong - 735231


Coordinator, IQAC
Gorubathan Govt. College



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Introduction

Established in 2015 amidst the tranquil environs of Lower Fagu Tea Estate, Gorubathan, District Kalimpong, Gorubathan Government College occupies a unique position at the intersection of West Bengal, Sikkim, and Bhutan, approximately 650 km away from Kolkata, the state capital. At its inception, the college filled a critical void in the region by becoming the first rural-based institution in the district. Prior to its establishment, students from the lower Himalayan belt and tea gardens faced daunting challenges, with town-based colleges located up to 70 km away, and exacerbating communication barriers and economic constraints.

In its brief yet impactful journey spanning nine years, Gorubathan Government College has emerged as a beacon of educational opportunity and social change. By bringing higher education to rural households and marginalized communities, the college has played a pivotal role in transforming the socio-economic landscape of North Bengal. It has empowered students from diverse ethnic backgrounds to pursue education beyond the secondary level, equipping them with the necessary skills and confidence to navigate employment opportunities in both public and private sectors.

Objectives

Gender Audit aims to evaluate the institution's gender balance as per the government policies and actions designed to advance women's roles in society. The institution is dedicated to promoting gender equality in the institution. This Audit is an attempt to measure whether the College is ensuring a fair gender balance. It also gives an analysis as to whether the College follows government rules and regulations in order to upgrade the position of women in the society. The main objectives of the Audit are as follows:

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1. Evaluating the gender imbalance in the institution
2. Identification of the parameters associated with imbalance.
3. To ascertain a fair gender balance in both in academic and administrative engagement.
4. To verify and prevent safety measures of the stakeholders in the institution.
5. To established the required standard in the institution.

Gender sensitization Features

Gender sensitization is the process of raising awareness of gender equality concerns and changing people's attitudes and behaviors towards other genders and oneself. Examining people's "personal attitudes and beliefs and questioning the realities they thought they knew" is made easier with the aid of this approach. In these turbulent times, gender sensitization is crucial. In all areas of social engagement both men and women perform important roles. As a result, it's critical that they both feel respected by society.

Safety measures

Gorubathan Government College follows various mechanisms for all necessary safety measures. College has established following initiatives:

1. Internal complain committee (ICC)
2. Gender sensitization sub-committee
3. Antiragging cell
4. RTI Cell
5. Students Grievance and Redressed Cell
6. Separate Lavatories for girl's students equipped with proper sanitation.
7. Sanitary napkin vending machine
8. Security guards (24x7)
9. 11 CCTV were installed for monitoring all activities.

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**Table 1: Percentage of male/female students admitted during last five years
(2018-19 to 2022-23)**

Year	Male	Female	Total	Male %	Female %
2018-2019	88	81	169	52.1%	47.9%
2019-2020	67	104	171	39.2%	60.8%
2020-2021	87	125	212	41%	59%
2021-2022	110	151	261	42.14%	57.85%
2022-2023	94	127	221	42.53%	57.46%

Table 2: Male/Female enrolment details during the last five years

Bengali Honours

Academic year	Male	Female
2018-2019	-	-
2019-2020	-	-
2020-2021	1	-
2021-2022	-	-
2022-2023	-	1

Table 3: Male/Female enrolment details during the last five years

Botany Honours

Academic year	Male	Female
2018-2019	2	2
2019-2020	1	1
2020-2021	2	-
2021-2022	4	4
2022-2023	-	2

Table 4: Male/Female enrolment details during the last five years

English Honours

Academic year	Male	Female
2018-2019	6	9
2019-2020	10	13

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2020-2021	6	22
2021-2022	10	18
2022-2023	11	24

Table 5: Male/Female enrolment details during the last five years

Hindi Honours

Academic year	Male	Female
2018-2019	-	-
2019-2020	-	1
2020-2021	-	3
2021-2022	-	-
2022-2023	-	2

Table 6: Male/Female enrolment details during the last five years

History Honours

Academic year	Male	Female
2018-2019	3	4
2019-2020	2	9
2020-2021	4	16
2021-2022	5	15
2022-2023	10	17

Table 7: Male/Female enrolment details during the last five years

Nepali Honours

Academic year	Male	Female
2018-2019	5	16
2019-2020	5	13
2020-2021	7	17
2021-2022	2	15
2022-2023	6	18

Shalida

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Table 8: Male/Female enrolment details during the last five years

Political Science Honours

Academic year	Male	Female
2018-2019	16	6
2019-2020	10	11
2020-2021	18	10
2021-2022	12	15
2022-2023	12	16

Table 9: Male/Female enrolment details during the last five years


Zoology Honours

Academic year	Male	Female
2018-2019	2	2
2019-2020	2	0
2020-2021	5	5
2021-2022	4	6
2022-2023	4	6

Table 10: Male/Female enrolment details during the last five years

B.A. Program

Academic year	Male	Female
2018-2019	52	42
2019-2020	36	55
2020-2021	44	51
2021-2022	71	78
2022-2023	49	41


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Table 11: Male/Female enrolment details during the last five years

B.Sc. Program

Academic year	Male	Female
2018-2019	2	0
2019-2020	1	1
2020-2021	-	1
2021-2022	2	-
2022-2023	2	-

Average percentage of female staff and students in the Institution

1. Percentage of female staff = 16%
2. Percentage of female students = 56%

Maintenance of gender equality in the Institution


Engagement of female staff and external female members in statutory cells, heading departments and in other committees is transparent. All female students are encouraged to participate in all curricular and co-curricular activities.

Gender sensitization initiatives:

Internal complaints cell – ICC has been constituted as per the guidelines of University Grant Commission. Mrs. Champa Lama, President-Gorubathan women welfare society Gorubathan was appointed as an external member. This cell will receive and redress the complain file by the female students and staff.

Courses in curriculum:

Institution follows the curriculum determined by the affiliating University, the University of North Bengal. Many of the offered programs reflect the gender sensitization concept and its


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core values. Gender related courses are included in the curriculum of English, Nepali, Hindi, Bengali, Political science.

BEST PRACTICES:

1. Institution has maintained gender related data.
2. Institution established safety measure to female students and staff.
3. ICC always participates in the orientation of freshly admitted students to inculcate the value of gender equality.
4. For the female students, sanitary napkin vending machine was installed.

Observations and recommendations of the audit team

The oral survey to all stakeholders reveals that there is no any gender related issues in the college. As far as every institutional opportunity is concern, all stakeholders of the institution are highly satisfied. ICC has always ensured to make the institution gender friendly environment.

Recommendation from Audit Team:

1. More gender sensitization program should be organized.
2. More female staff should be there in decision making committees.
3. Awareness program on legal right for women should be organized.
4. Sanitary facilities for female staff/students should be upgraded.
5. Number of female staff should be increased.

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Members of the Gender Audit Team

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3. Mrs. Champa Lama


President, Gorubathan Women's Welfare Society,
Gorubathan


President
Gorubathan Women's Welfare Society
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4. Dr. Alina Pradhan

IQAC Coordinator and Presiding Officer, Internal
Complaint Committee (ICC), Gorubathan
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