



GENDER AUDIT REPORT



CRITERIA VII- INSTITUTIONAL VALUES AND BEST PRACTICES

QnM - 7.1.1

**Institution has initiated the Gender Audit and measures for the
promotion of gender equity during last five years.**



Durgapur Institute of Advanced Technology and Management

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Gender Audit Committee

- 1. Dr. Sabyasachi Sarkar (Chairperson Gender Audit Committee)**
- 2. Mrs. Sikta Biswas (Chairperson of Women Empowerment Cell)**
- 3. Mrs. Jhulik Adhikary (Convenor)**
- 4. Mrs. Debosmita Banerjee (Member)**
- 5. Ms. Sampurna Chatterjee (Member)**
- 6. Ms. Parnali Ghosh (Member)**
- 7. Mrs. Moumita Dey (Member)**
- 8. Ms. Sujata Dawn (Member)**
- 9. Dr. Pronoy Kumar Sinha (Member)**
- 10. Mr. Saikat Ghosh (Member)**
- 11. Mr. Biswajit Ganguly (Member)**



Prepared by the Gender Audit Committee and Women Empowerment Cell

Acknowledgments

The team responsible for this audit, comprised of **Mrs. Sikta Biswas** and **Mrs. Jhili Adhikary** under the supervision and direction of **Dr. Sabyasachi Sarkar**, Chairperson Gender Audit Committee would like to thank everyone who helped with this initiative, especially the individuals who offered their opinions and thoughts during the audit.



Introduction

The Gender Audit aims to assess the college's gender balance and adherence to government regulations aimed at advancing women in society. It evaluates the effectiveness of current and proposed policies in promoting gender equality. Furthermore, the audit aims to identify measures to enhance campus safety for female students and facilitate the implementation of recommendations by college authorities.

The institution's objective extends beyond delivering quality education to fostering holistic student development. It encourages students to excel not only academically but also in extracurricular pursuits, promoting skill enhancement for a well-rounded personality development.

The Formation of Gender Equality and Women Empowerment Cell (WEC)

The primary goal of the Women Empowerment Cell (WEC) is to raise social consciousness regarding the challenges faced by women, particularly in terms of gender discrimination. It aims to promote involvement in women's development initiatives among stakeholders. WEC organizes seminars and workshops to educate students, teachers, and staff, fostering their active engagement in its activities. Additionally, it conducts diverse training programs to enhance awareness of self-employment opportunities, thereby empowering women towards self-sufficiency.



The WEC is an official entity functioning in various roles. Its primary aim is to safeguard, empower, and enhance the overall welfare of female students, faculty, and non-teaching staff within the college environment. The cell also conducts awareness programs focused on gender sensitization, women's rights, and empowerment on the college campus.

Anti-Sexual Harassment Committee

In accordance with the UGC Regulations on Prevention, Prohibition, and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, Durgapur Institute of Advanced Technology and Management (DIATM) has established an Internal Complaints Committee. This committee is responsible for addressing complaints related to sexual harassment in the workplace and has been in place at DIATM since 2010.

The objectives of the Committee are:

The aim is to prevent discrimination and sexual harassment against women by fostering gender harmony among students and employees. Recommendations will be made to the Director to amend or expand rules in the Prospectus and Bye-Laws to ensure gender equity and establish procedures for preventing, addressing, and resolving cases of discrimination and sexual harassment by students and staff.

The committee will handle cases of discrimination and sexual harassment against women promptly, ensuring victim support services and the cessation of harassment within a specified timeframe.



Goals of Gender Audit

The Gender Audit at Durgapur Institute of Advanced Technology and Management aims to achieve the following:

1. **Evaluate Policy Impact on Gender Equality:** Assess the potential impact of both current and proposed policies on promoting gender equality within the institution. This involves scrutinizing existing frameworks to identify any gender biases and recommending adjustments to foster an inclusive environment.
2. **Enhance Gender Analysis Capability:** Strengthen the institution's ability to analyze its operations through a gender lens. This involves identifying strengths and weaknesses in addressing gender equality issues, and ensuring that all aspects of the college's functioning, from administration to student services, promote a balanced and equitable environment for all genders.
3. **Promote Inclusive Practices:** Encourage the adoption of best practices that support gender diversity and inclusivity. This includes facilitating training and awareness programs to sensitize staff and students about gender issues and fostering a culture of respect and equality.
4. **Monitor and Report Progress:** Establish mechanisms to regularly monitor, evaluate, and report on the progress of gender equality initiatives. This ensures accountability and continuous improvement in the institution's efforts to create a gender-balanced environment.

By achieving these goals, the Gender Audit seeks to create a more inclusive and equitable academic and professional environment at Durgapur Institute of Advanced Technology and Management.



Gender Policy

At Durgapur Institute of Advanced Technology and Management, we are committed to creating a fair and inclusive environment that upholds the principles of gender equality and non-discrimination.

1. **Prohibition of Gender Discrimination:** Gender discrimination is strictly prohibited in all forms within the institution. This commitment ensures a fair and equitable environment for everyone, irrespective of gender.
2. **Inclusive Environment:** The institution welcomes and supports both men and women, fostering an inclusive atmosphere that values diversity and promotes equality.
3. **Right to Expression:** All genders have the right to freely and fairly express themselves. The institution encourages open dialogue and respects the opinions and identities of all individuals.
4. **Grievance Redressal Cell:** A dedicated grievance redressal cell ensures impartiality and confidentiality. It provides a supportive environment for female students, as well as teaching and non-teaching women, to address any injustices they may face, ensuring their concerns are heard and resolved effectively.
5. **Comprehensive Safety Measures:** The institute implements comprehensive safety measures for all students, teachers, and non-teaching staff, regardless of gender. This commitment to safety ensures that everyone within the institution feels secure and protected at all times.

By adhering to these principles, Durgapur Institute of Advanced Technology and Management is dedicated to fostering a respectful, inclusive, and equitable environment for all.



Objectives of Gender Audit

The Gender Audit aims to promote and achieve gender equality within the institution by addressing various aspects of gender disparities and ensuring a fair and inclusive environment for all. The specific objectives are:

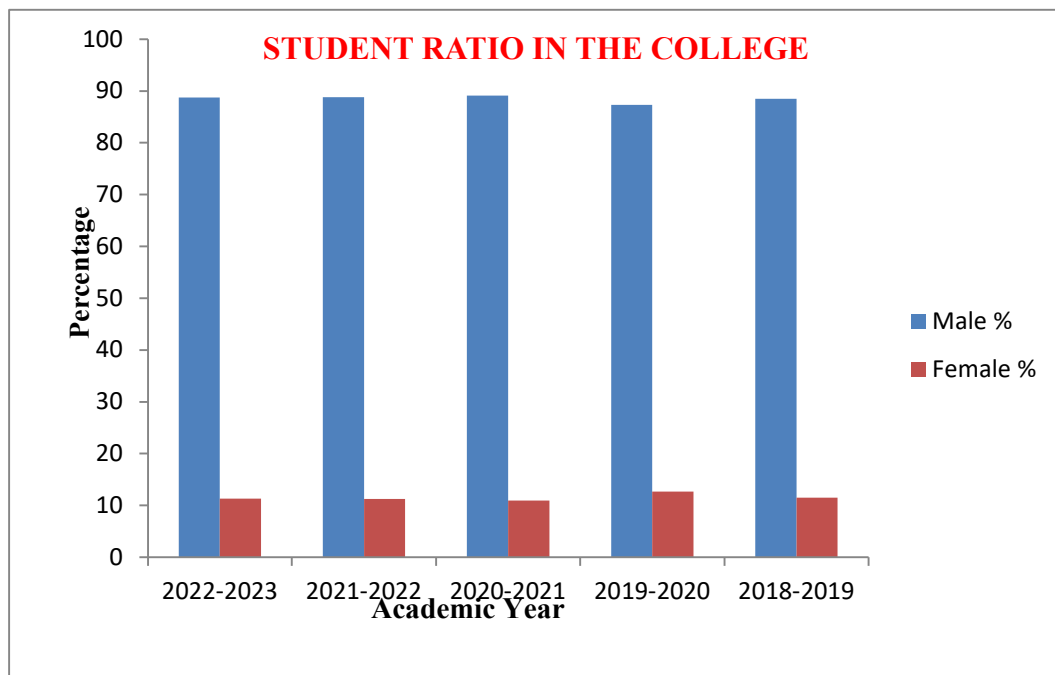
1. **Assess Gender Disparities:** Evaluate the extent of gender disparities at the college level to understand the current state of gender equality.
2. **Identify and Analyze Discrimination:** Identify and analyze instances and factors of gender discrimination within the institution to address and mitigate such issues.
3. **Investigate Disparities in Activities:** Investigate gender-based disparities in both academic and non-academic activities to ensure equal opportunities for all genders.
4. **Foster Gender Balance in Decision-Making:** Promote gender balance in decision-making processes across all aspects of college life, ensuring diverse perspectives are represented.
5. **Propose Strategies to Minimize Gender Gaps:** Develop and propose comprehensive strategies aimed at minimizing gender gaps in various areas of college operations.
6. **Promote Gender Equality:** Actively promote gender equality within the campus community to create an inclusive and respectful environment for everyone.
7. **Ensure Adequate Facilities:** Ensure that adequate facilities are available for all genders to maintain a discrimination-free environment and support their needs.
8. **Enhance Efforts to Prevent Sexual Harassment:** Strengthen the college's capability and efforts to prevent sexual harassment through effective policies and practices.
9. **Examine Gender-Related Issues:** Examine gender-related issues impacting administrative staff, students, and faculty to address and resolve any challenges they may face.



Data Analysis

➤ Details of total Students ratio in the college

| S. No. | Year | Male | Male % | Female | Female % | Total No. of Students |
|--------|-----------|------|---------|--------|----------|-----------------------|
| 1 | 2022-2023 | 1100 | 88.7096 | 140 | 11.29032 | 1240 |
| 2 | 2021-2022 | 1021 | 88.7826 | 129 | 11.21739 | 1150 |
| 3 | 2020-2021 | 1168 | 89.0923 | 143 | 10.9077 | 1311 |
| 4 | 2019-2020 | 1034 | 87.3310 | 150 | 12.66892 | 1184 |
| 5 | 2018-2019 | 1117 | 88.5103 | 145 | 11.4897 | 1262 |



The data from DIATM College reveals the gender distribution among its student body from 2018 to 2023, emphasizing efforts towards achieving gender parity. In the academic year 2022-2023, 88.71% of the student population was male, while 11.29% was female, out of a total of 1240 students. Over the years, there has been a consistent pattern with a higher percentage of male students compared to female students, ranging from 87.33% to 89.09% male and 10.91% to 12.67% female.



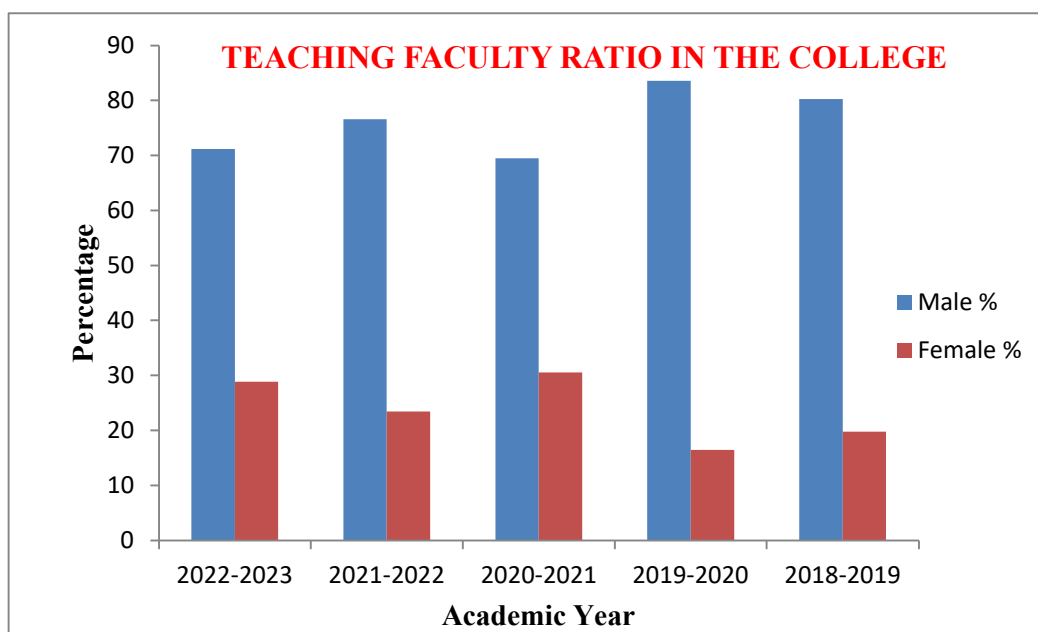
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DIATM College could implement targeted recruitment strategies, scholarships, and support networks to attract and retain more female students. By fostering a more balanced gender representation, the college can create a more inclusive and diverse learning environment, benefiting all students and preparing them for future professional endeavors.

➤ Details of total ratio of teaching faculty

| S.No. | Year | Male | Male % | Female | Female % | Total No. of Faculties |
|-------|-----------|------|----------|--------|----------|---------------------------|
| 1 | 2022-2023 | 37 | 71.15385 | 15 | 28.84615 | 52 |
| 2 | 2021-2022 | 49 | 76.5625 | 15 | 23.4375 | 64 |
| 3 | 2020-2021 | 50 | 69.44444 | 22 | 30.55556 | 72 |
| 4 | 2019-2020 | 66 | 83.5443 | 13 | 16.4557 | 79 |
| 5 | 2018-2019 | 65 | 80.24691 | 16 | 19.75309 | 81 |



The data from DIATM College reveals the gender distribution among its teaching staff from 2018 to 2023, highlighting efforts towards gender equality. Over the years, there has been a notable trend towards increasing gender diversity. In the academic year 2022-2023, 71.15% of the teaching staff were male, while 28.85% were female, out of a total of 52 faculty members. This represents progress towards a more balanced gender representation



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compared to previous years. For instance, in 2019-2020, 83.54% were male and 16.46% were female. The college has made strides in enhancing gender equality among its faculty, yet continuous efforts are needed to further improve and sustain gender balance in its teaching staff composition