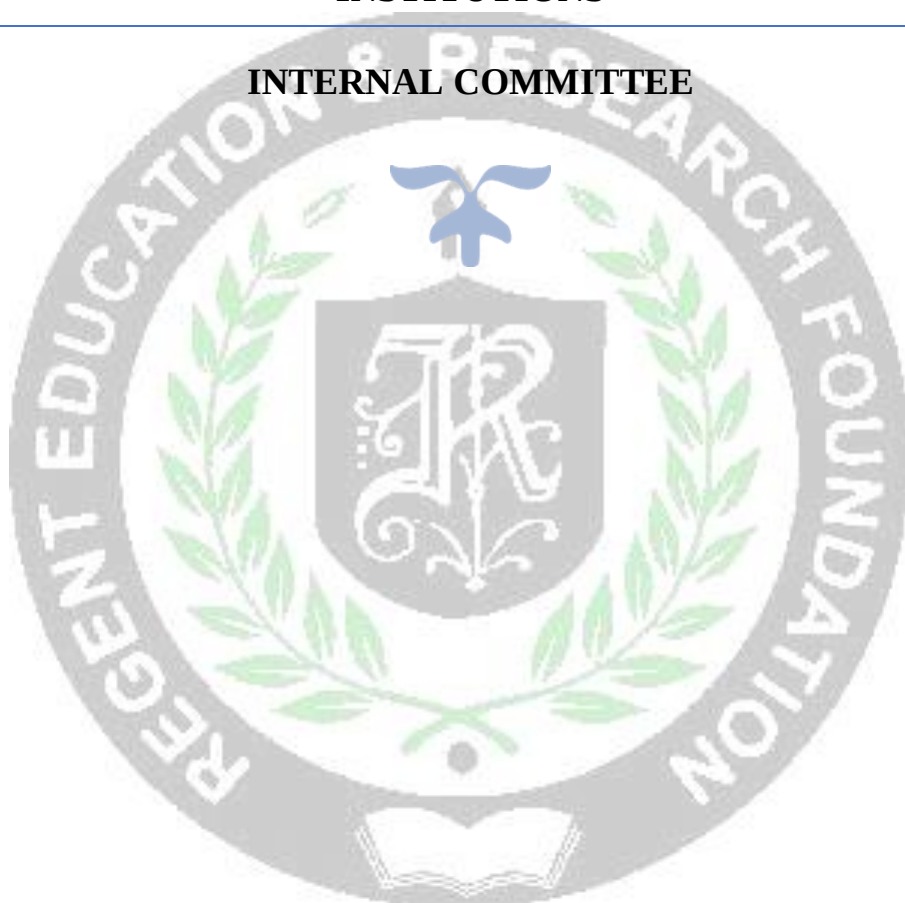




**REGENT EDUCATION AND RESEARCH FOUNDATION GROUP OF
INSTITUTIONS**

INTERNAL COMMITTEE



GENDER AUDIT REPORT



REGENT EDUCATION & RESEARCH FOUNDATION

Group of Institutions

ACKNOWLEDGEMENT

Regent Education and Research Foundation Group of Institutions, hereby expresses its gratitude to the Management of the institute, all the students and employees of the institute, all the members of IC for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit.



A handwritten signature in blue ink, likely of the Principal, is positioned above the title.

Principal, RERFGI

Campus Address:

Bara Kanthalia, Barrackpore
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OBJECTIVES

A Gender Audit Report typically aims to evaluate and improve the gender responsiveness of an organization, policy, program, or project. Article 15 of the Indian Constitution is an important provision that deals with the prohibition of discrimination. **Article 15(1)** states that “**The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them**” and **Article 15(3)** states “**Nothing in this article shall prevent the State from making any special provision for women and children.**” These provisions collectively ensure that discrimination on the grounds of gender is prohibited and allow for affirmative action to support disadvantaged groups. Following are the objectives of this report:

Assessment of Gender Integration: Evaluate how well gender considerations are integrated into the organization’s policies, programs, and practices and identify gaps in gender equality and opportunities for improvement.

Promote Gender Awareness: Increase awareness and understanding of gender issues among staff and stakeholders. Foster a culture that values gender equality.

Enhance Gender Mainstreaming: Strengthen the integration of gender perspectives in planning, implementation, monitoring, and evaluation processes and ensure gender-sensitive budgeting and resource allocation.

Identify Best Practices and Challenges: Document successful strategies and practices that promote gender equality. Highlight challenges and barriers to achieving gender equality.

Develop Recommendations: Provide actionable recommendations to address identified gaps and improve gender responsiveness. Suggest capacity-building activities and training to enhance gender competence.

Support Policy and Program Development: Inform the development and revision of policies and programs to ensure they are gender-sensitive. Align organizational practices with national and international gender equality commitments.

Monitoring and Evaluation: Establish baseline data and indicators for monitoring progress on gender equality. Create mechanisms for regular follow-up and evaluation of gender-related initiatives.

Enhance Accountability: Strengthen accountability mechanisms for gender equality within the organization. Ensure that leadership and management are committed to and responsible for promoting gender equality.

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METHODOLOGY

The methodology of a gender audit report involves a systematic process to evaluate and improve gender equality within an organization.

1. Preparation and Planning: Clearly outline the objectives of the gender audit by defining the scope, including the departments, programs, policies, and practices to be audited. Create a framework or checklist based on international standards, national policies, and best practices in gender equality.

2. Data Collection: Analyse organizational documents such as policies, reports, program plans, and budgets for gender sensitivity. Develop and distribute gender-specific surveys and questionnaires to staffs to gather quantitative and qualitative data. Conduct individual interviews and focus group discussions with various stakeholders to gain deeper insights into gender dynamics and issues. Observe organizational practices, meetings, and activities to assess gender inclusivity and behaviour.

3. Data Analysis: Qualitative Analysis, Quantitative Analysis and Gap Analysis to Compare findings against the gender audit framework and best practices to identify gaps and areas for improvement.

4. Reporting: Compile the findings, analysis, and recommendations into a comprehensive gender audit report including case studies, examples, and quotes to illustrate key points. **Feedback and Validation,** incorporate feedback and finalize the report. Ensure the report is clear, concise, and accessible to all stakeholders.

5. Action Planning: Provide specific, actionable recommendations to address identified gaps and improve gender responsiveness. Assign responsibilities, timelines, and resources for implementing the action plan.

6. Follow-up and Monitoring: Regularly review and update the action plan as needed. Promote a culture of continuous learning and improvement in gender equality practices. Encourage regular gender audits and reviews to sustain progress.

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ANNUAL SURVEY ON GENDER AUDIT AND GENDER SENSITIZATION FOR ALL STAKE HOLDERS (EMPLOYEES, PARENTS, ALUMNI, STUDENTS ETC.) OF RERFGI

FOR FACULTY:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from the faculties on their experiences and perceptions related to gender issues.

Survey Period: 24.06.24 to 30.06.24

Google form link for the survey: <https://forms.gle/t6ZbPpYG44QsT3CY7>

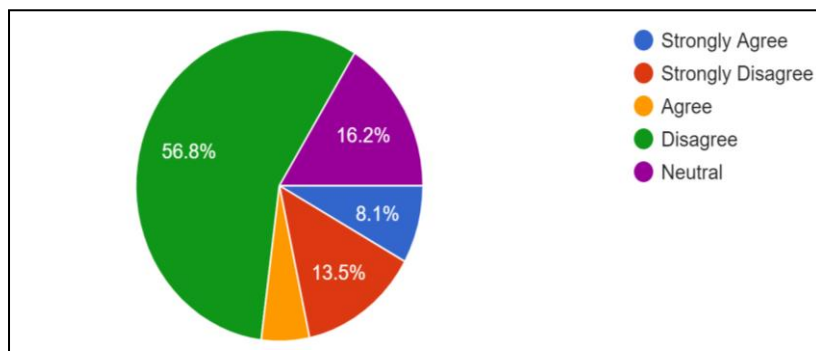
RESULTS

Demographics

- **Total Respondents:** 37

Key Findings

1. Do you believe there is gender inequality among faculty members?



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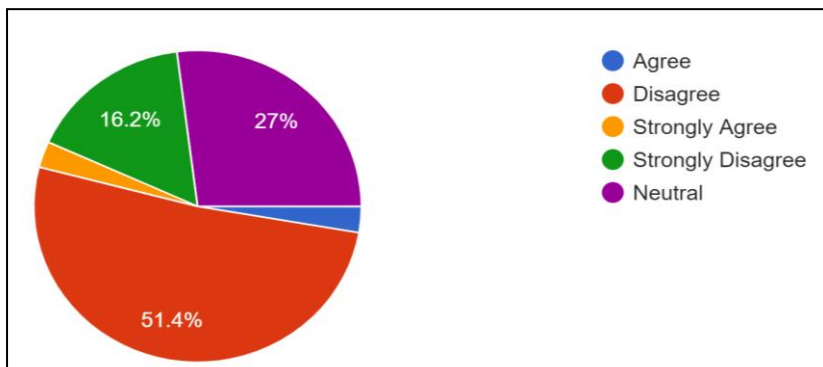
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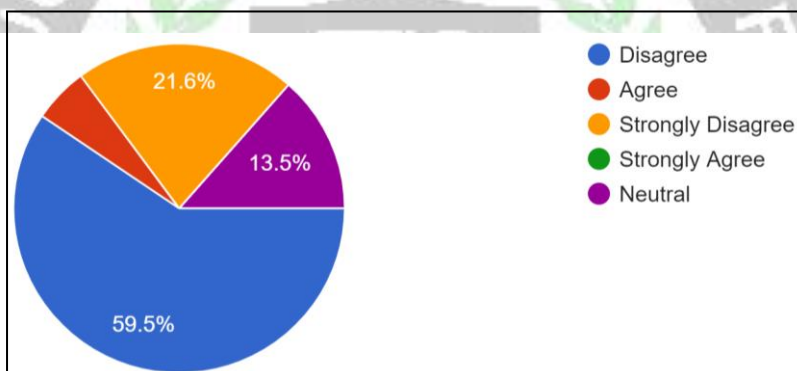
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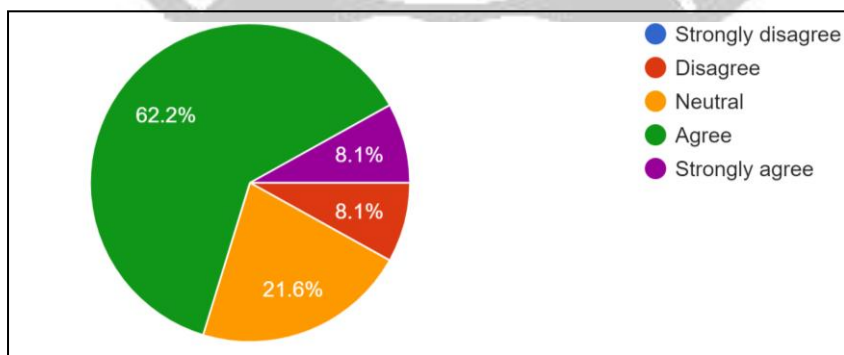
2. Do you think girls or boys face more gender inequality in educational system?



3. Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys?



4. Adequate facilities are available inside the toilet keeping in mind the need of the female faculty staff. Adequate disposal bins are available in the toilet

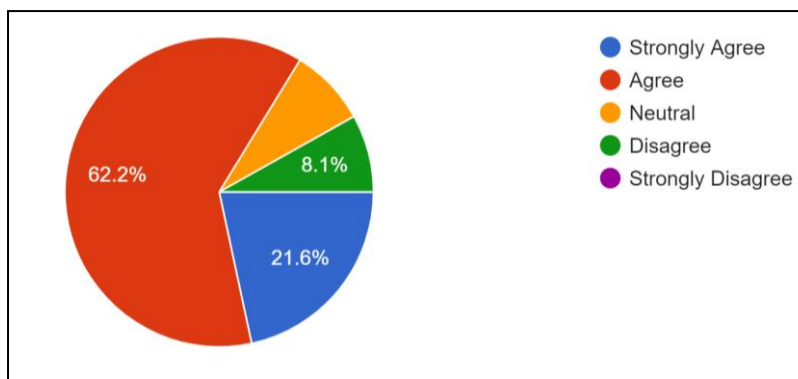




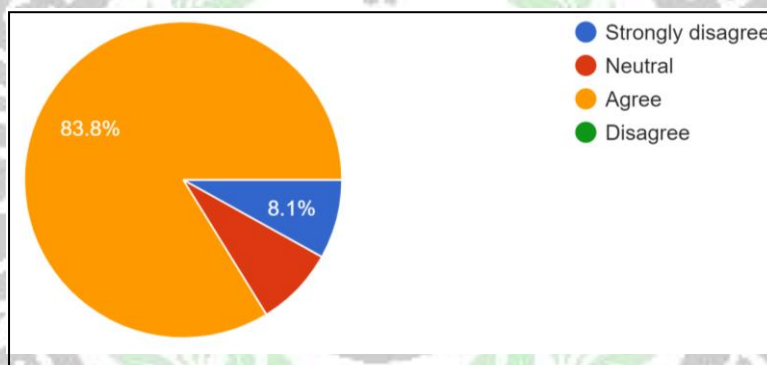
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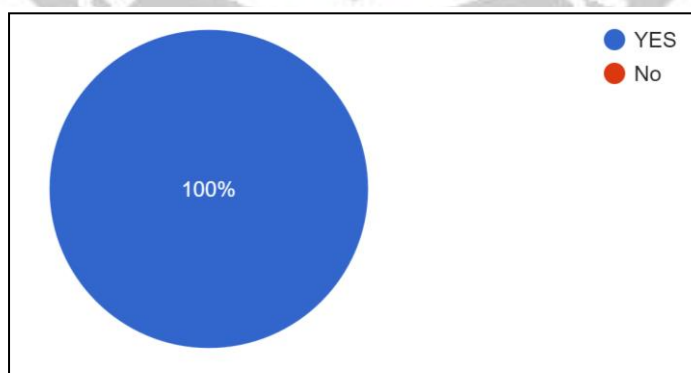
5. Adequate lighting is available inside the campus during college time, including adequate light in corridor, class rooms, common areas, toilets etc.



6. Adequate safety & security arrangements have been made in the campus and common areas during day



7. There is equal opportunity for all genders to study & participate different activities in the college premises.

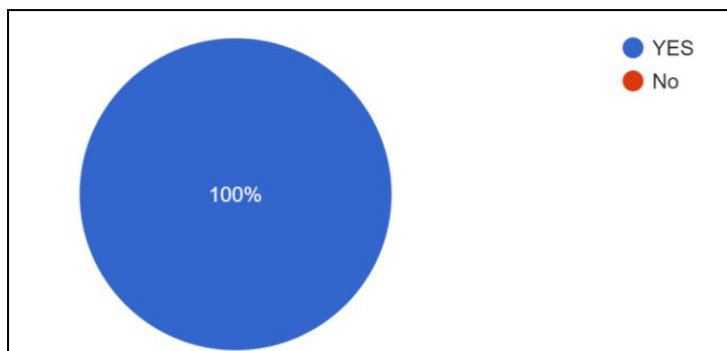




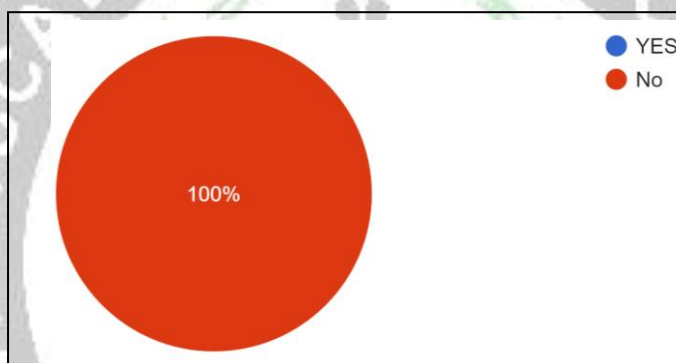
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8. There is equal opportunity to all genders for free and fair expression of ideas



9. Have you experienced sexually harassment while a student of this organization within the campus?



FOR STUDENTS:

Internal Committee of Regent Education and Research Foundation Group of Institutions conducted a survey to evaluate the current state of gender equality, assess awareness and effectiveness of gender sensitization programs, and gather feedback from students on their experiences and perceptions related to gender issues.

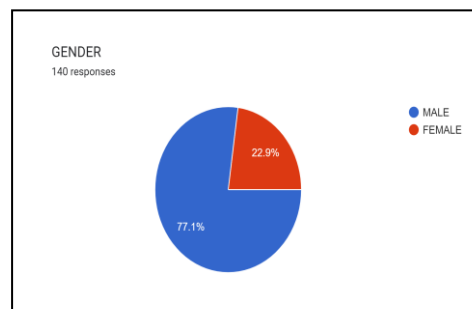
Survey Period: 24.06.24 to 30.06.24

Google form link for the survey: <https://forms.gle/ro7bbM3tCvFKeXzc9>

RESULTS

Demographics

- **Total Respondents:** 140



Campus : Regent Education & Research Foundation Group of Institutions

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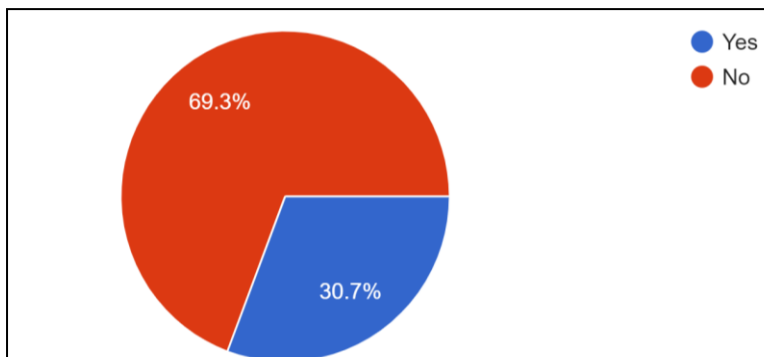
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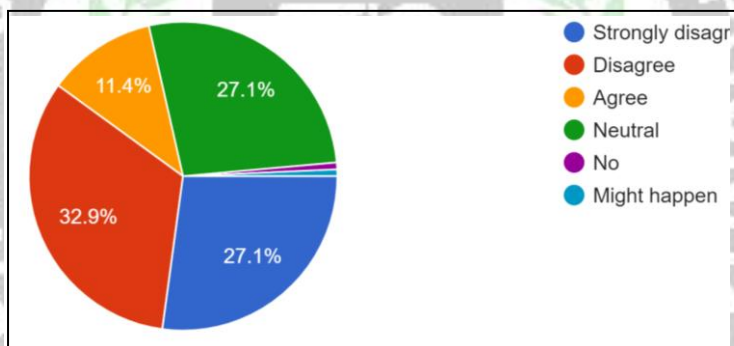


Key Findings

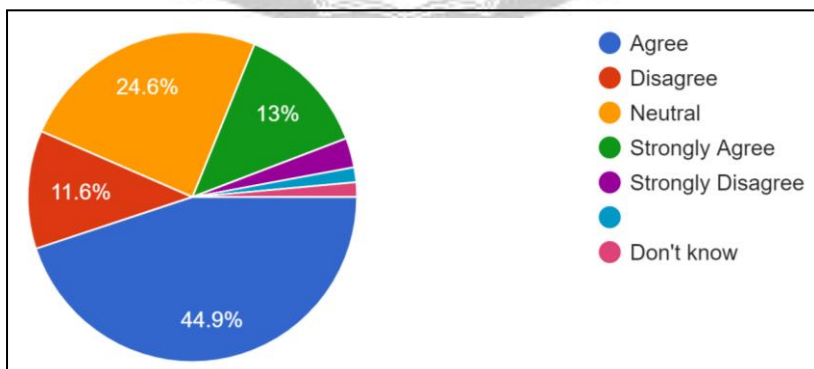
1. Do you believe there is gender inequality among students?



2. Are girls discouraged from pursuing STEMM (Science, Technology, Engineering, Math and Medicine) subjects more than boys



3. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet (ONLY FOR GIRL STUDENTS)

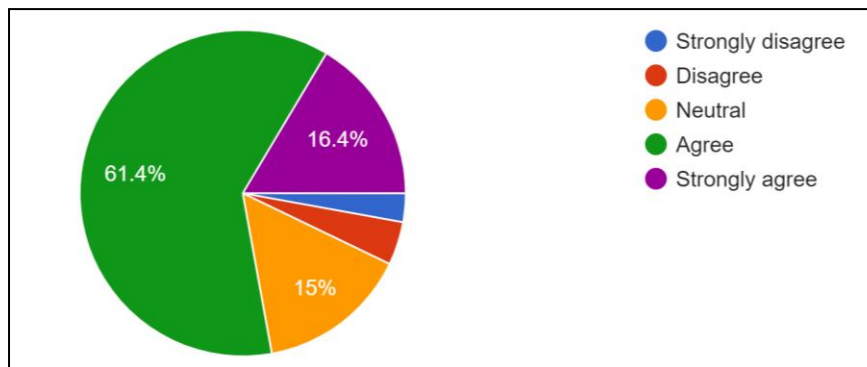




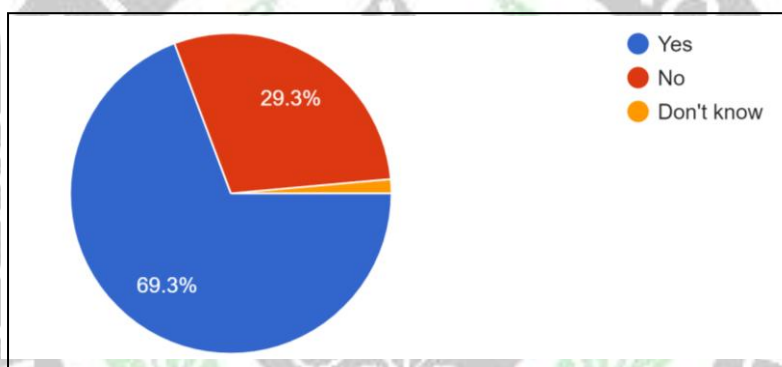
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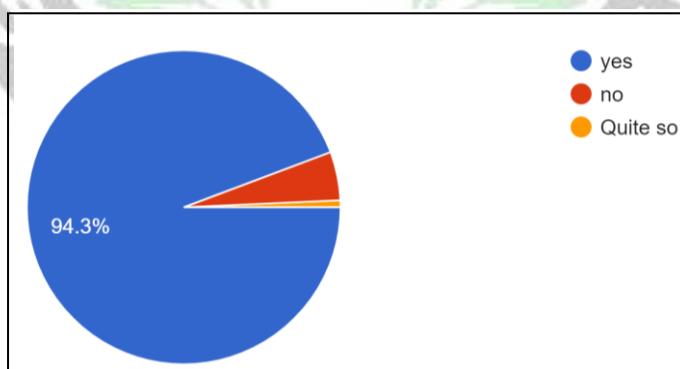
4. Adequate safety & security arrangements have been made in the campus and common areas during day.



5. Are you aware of the College Grievance and Redressal Cell in your College



6. There is equal opportunity for all genders to study & participate different activities in the college premises.

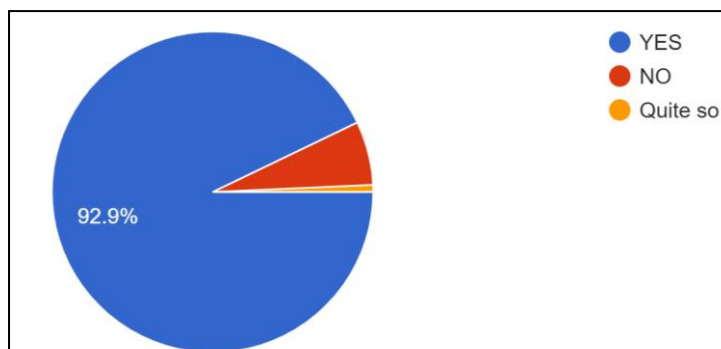




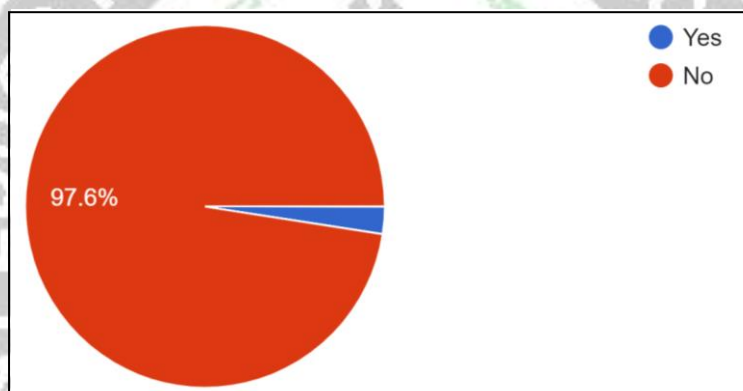
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7. There is equal opportunity to all genders for free and fair expression of ideas



8. Have you experienced sexually harassment while a student of this organization within the campus?



FOR ALUMNI STUDENTS:

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Survey Period: 24.06.24 to 30.06.24

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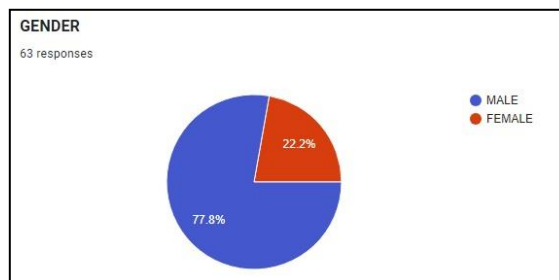


RESULTS

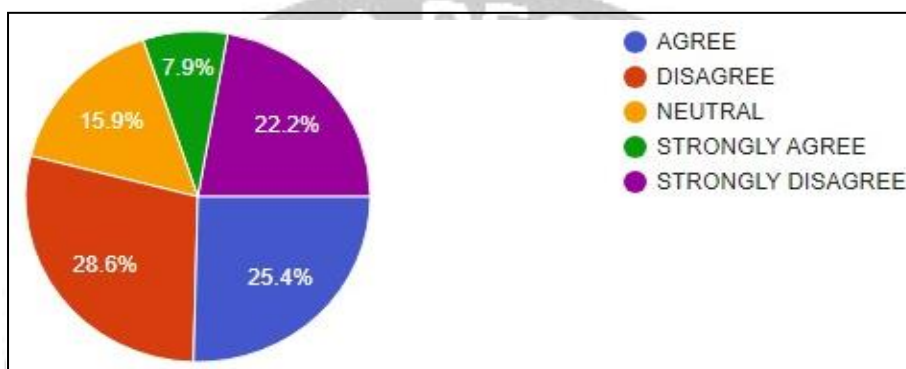
Demographics

- Total Respondents: 63

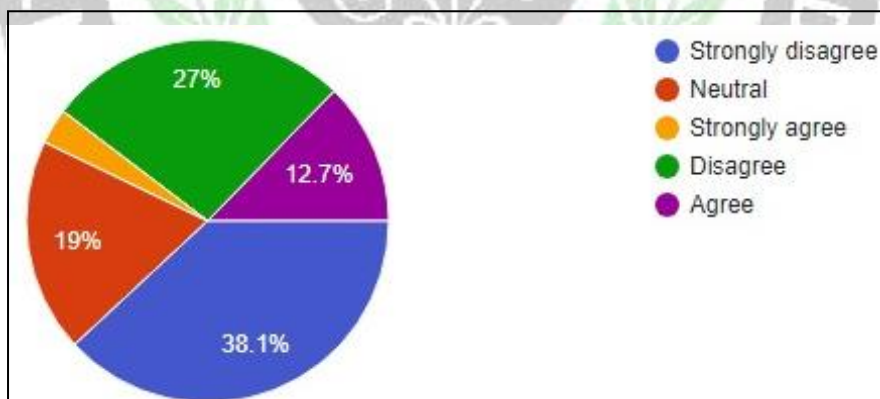
Key Findings



1. Do you believe there is gender inequality among students?



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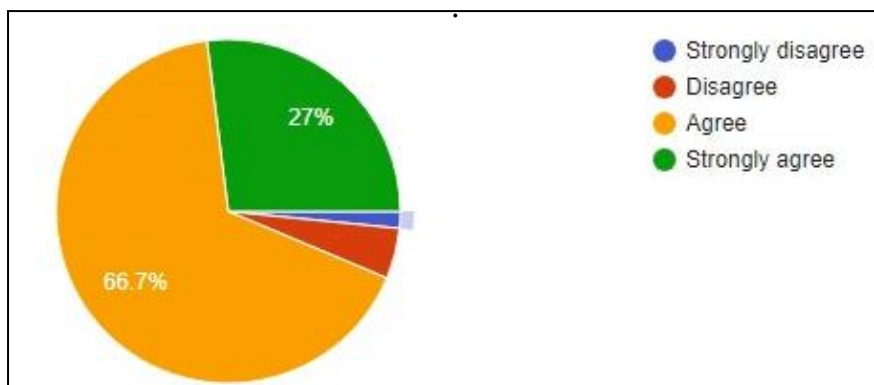
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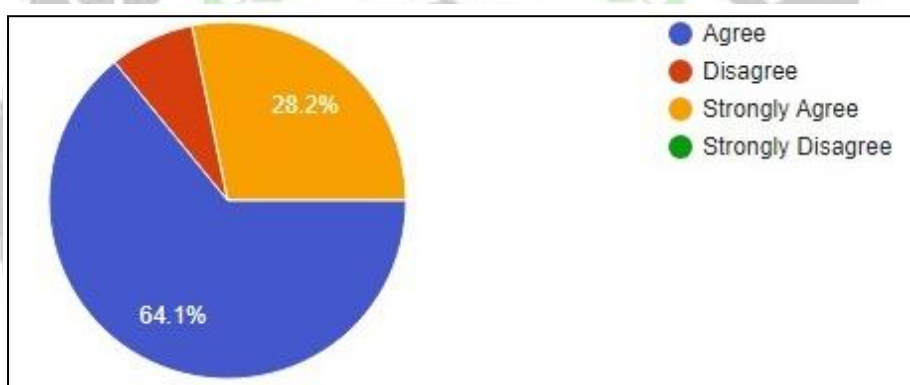
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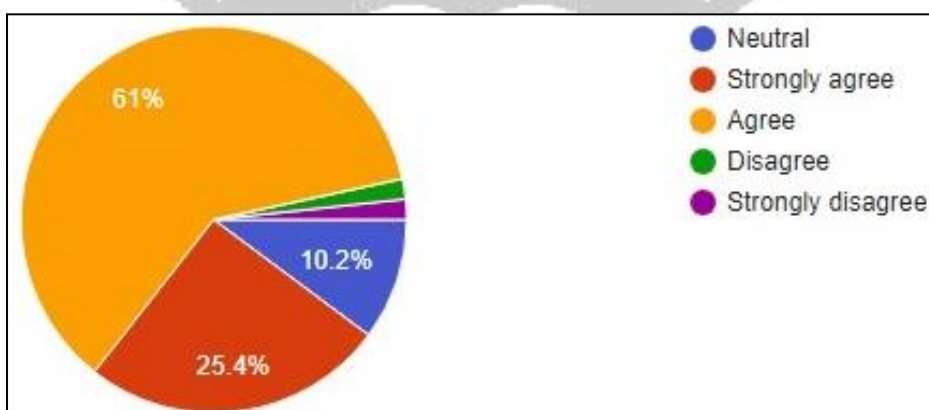
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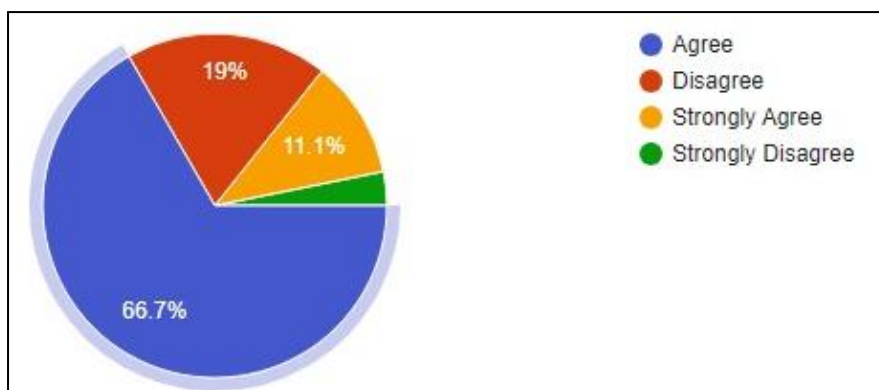




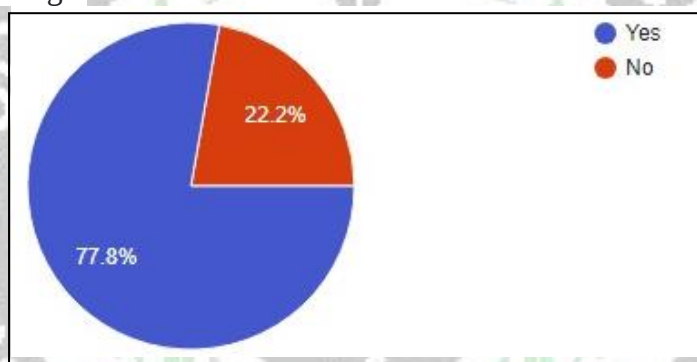
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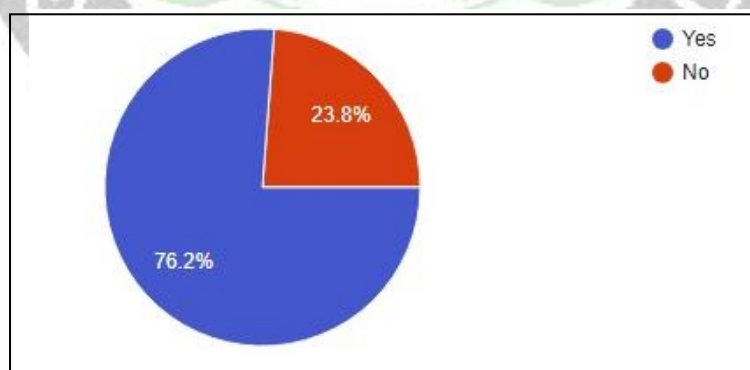
6. The internal committee conducts gender sensitization events?



7. Are you aware about Internal Committee (IC) that deals with sexual harassment issues in your College



8. Are you aware of the College Grievance and Redressal Cell in your College

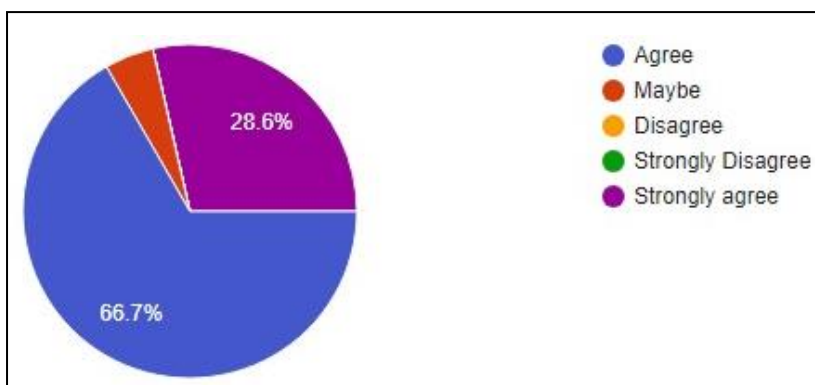




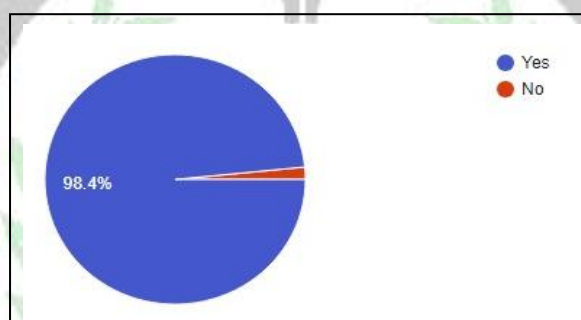
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9. There is equal opportunity for all genders to study & participate different activities in the college premises.



10. There is equal opportunity to all genders for free and fair expression of ideas.



FOR PARENTS:

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Survey Period: 24.06.24 to 30.06.24

Google form link for the survey: <https://forms.gle/ro7bbM3tCvFKeXzc9>

RESULTS

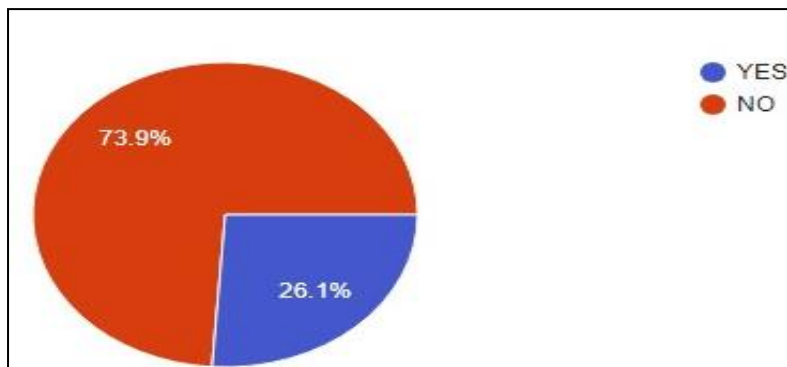
Demographics

- **Total Respondents:** 23

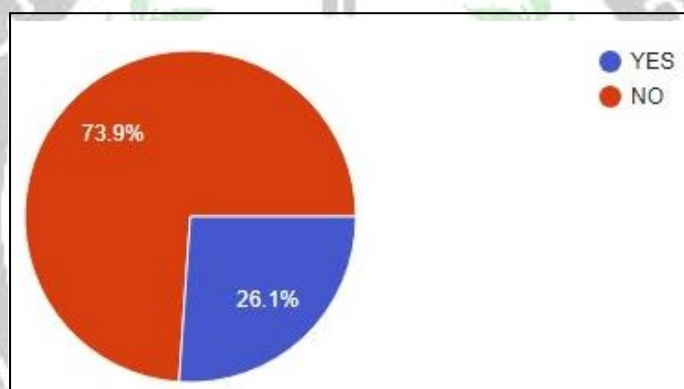


Key Findings

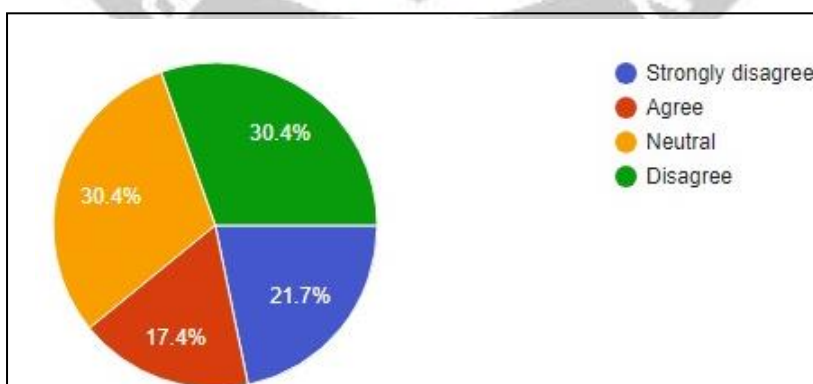
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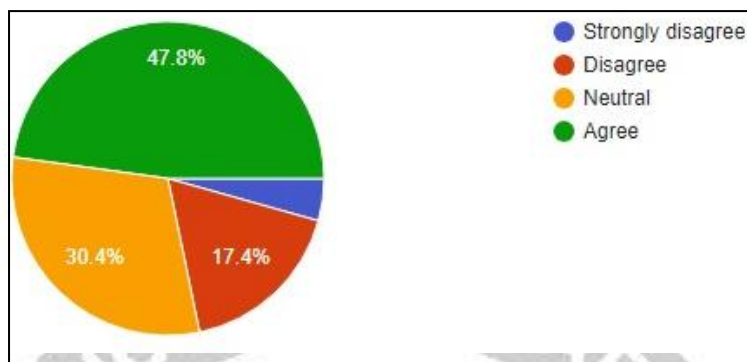
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4. Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet (ONLY FOR GIRL STUDENTS)



FINDINGS AND OBSERVATION

A gender audit is a tool used to assess and evaluate the level of gender equality within an organization, program, or policy. The findings and observations from a gender audit typically encompass several key areas:

Representation and Participation: Analysis of gender distribution across various levels of the organization, from entry-level positions to senior management. Examination of the proportion of women and men in decision-making and leadership roles. Assessment of the extent to which women and men are involved in organizational decision-making processes.

Policies and Practices: Evaluation of recruitment, hiring, and promotion practices to identify any gender biases. Review of policies related to maternity and paternity leave, sexual harassment, flexible working arrangements, and other gender-sensitive issues. Analysis of salary structures to identify any gender pay gaps.

Work Environment: Assessment of the organizational culture in terms of gender sensitivity and inclusiveness. Availability and effectiveness of gender sensitivity training and professional development opportunities. Evaluation of facilities such as childcare services, nursing rooms, and safe transport options for women.

Program and Service Delivery: Assessment of how well programs and services meet the specific needs of women and men. Collection of feedback from beneficiaries to understand their perspectives on gender equality within the program or service.



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Impact and Outcomes: Measurement of the outcomes of policies, programs, and practices on different genders. Assessment of progress made towards achieving gender equality goals and objectives.

Observations from a Gender Audit: The observations from a gender audit often highlight strengths, weaknesses, opportunities, and threats (SWOT) in relation to gender equality within the organization. Common observations might include:

RECOMMENDATIONS

Based on the findings and observations, gender audits typically include recommendations for improving gender equality. These may involve:

- Implementing targeted recruitment and promotion strategies to increase gender diversity.
- Conducting regular gender sensitivity training for all staff.
- Establishing or strengthening policies related to work-life balance, pay equity, and preventing sexual harassment.
- Monitoring and evaluating gender equality progress through regular audits and reporting.

These findings and recommendations help organizations create a more inclusive and equitable environment for all genders.

LABANI NANDI
IC CONVENOR

Principal
Regent Education & Research Foundation
Bara Kanthalia, P.O.-Sewli Telinipara
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