

**Gender Audit Report April 2023**

# **Swarnamoyee Jogendranath Mahavidyalaya**



**Estd : 2014**

**Amdabad, Nandigram Block-II,**

**Dist-PurbaMedinipur,**

**West Bengal-721636**


**[Email-sjmahavidyalaya@gmail.com](mailto:sjmahavidyalaya@gmail.com)**

**Website - [www.sjmahavidyalaya.in](http://www.sjmahavidyalaya.in)**

**Contact No-7908040652/7501133806**

## Auditor's Certification

The present audit exercise is conducted by way of physical inspection, verification of documents, interviews with stakeholders.

  
12.04.2023  
Dr Swapan Kumar Misra

Principal,

Mugberia Gangadhar Mahavidyalaya,  
Bhupatinagar, Purba Medinipur, 721425

  
Principal  
Mugberia Gangadhar Mahavidyalaya

  
12.04.2023  
Dr. Ratan Kumar Samanta

Principal,

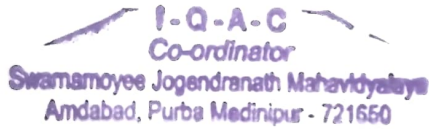
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Amdabad, Purba Medinipur, 721650

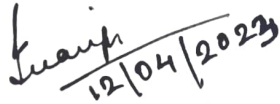
  
Principal  
Swarnamoyee Jogendranath Mahavidyalaya  
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12.04.2023  
Dr. Prasad Ranjan Chakrabarti

IQAC Co-ordinator

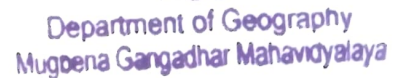
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I-Q-A-C  
Co-ordinator  
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12/04/2023  
Prof. Irani Banerjee Chatterjee

Head

Department of Geography  
Mugberia Gangadhar Mahavidyalaya,  
Bhupatinagar, Purba Medinipur, 721425

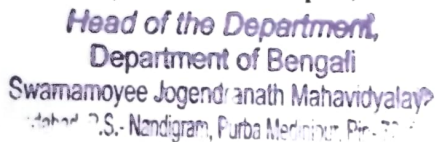
  
H.O.D  
Department of Geography  
Mugberia Gangadhar Mahavidyalaya

  
12.04.2023  
Dr. Madhumita Basu

Head,

Department of Bengali

Swarnamoyee Jogendranath Mahavidyalaya,  
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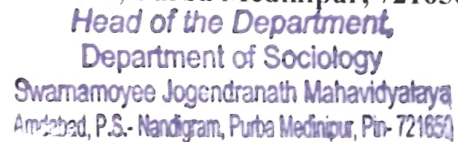
  
Head of the Department,  
Department of Bengali  
Swarnamoyee Jogendranath Mahavidyalaya  
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12.04.2023  
Prof. Sanjit Debnath

Head

Department of Sociology

Swarnamoyee Jogendranath Mahavidyalaya,  
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Head of the Department,  
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**Constitution of Gender Audit Committee:**

Sl.no	Name	Designation	Institution
1	Dr. Swapan Kumar Misra	Chairman	Principal Mugberia Gangadhar Mahavidyalaya, Bhupatinagar, Purba Medinipur, 721425
2	Dr. Ratan Kumar Samanta	Vice-Chairman	Principal Swarnamoyee Jogendranath Mahavidyalaya, Amdabad, Purba Medinipur, 721650
3	Dr. Prasad Ranjan Chakraborti	Convenor	IQAC Co-ordinator Swarnamoyee Jogendranath Mahavidyalaya, Amdabad, Purba Medinipur, 721650
4	Prof. Sanjit Debnath	Internal Member	Head Department of Sociology Swarnamoyee Jogendranath Mahavidyalaya, Amdabad, Purba Medinipur, 721650
5	Prof. Irani Banerjee Chatterjee	External Member	Head, Department of Geography, Mugberia Gangadhar Mahavidyalaya, Bhupatinagar, Purba Medinipur, 721425
6	Dr. Madhumita Basu	Internal Member	Head, Department of Bengali Swarnamoyee Jogendranath Mahavidyalaya, Amdabad, Purba Medinipur, 721650

The Gender Audit undertaken by the IQAC, Swarnamoyee Jogendranath Mahavidyalaya, Amdabad, Purba Medinipur, 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.

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**Audit Definition**

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of current and proposed governmental policies on gender equality.

International organizations use two main approaches to carry out gender audit: participatory gender audit and the gender integration framework. We opted to use the broad framework called the Gender Integration Framework (GIF) to execute our audit.

**Audit Period**

This report refers to the audit of Gender for the period 2021-22, 2022 -23 and the report henceforth be referred to as Gender Audit.

**Audit Date**

The audit exercise was conducted during April 2023.

**Audit Report**

The audit report was submitted on 12.04.2023.

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## **Audit Process**

- The auditors visited the offices and the departments including the library.
- The auditors interacted with HODs/Conveners and/Coordinators, teaching and non-teaching staff ,students but were unable to meet parents and alumni.
- The IQAC coordinator placed all documents and data including the
  - 1) Infrastructure Report
  - 2) ICC Minutes
  - 3) Minutes of Grievance Redressal Cell
  - 4) Minutes of Anti-Sexual Harassment Cell
  - 5) Minutes of Anti -Ragging Sub-Committee
  - 6) Minutes of Disciplinary Sub-committee
  - 7) Minutes of Swarnamoyee Kanyashree Club
  - 8) IQAC Minutes

## **The Principal also submitted the**

- 1) AISHE
- 2) Students Activities Report
- 3) Reports on Gender Related Activities

The Principal, IQAC coordinator, the HoDs , the Office bearers, Committee Conveners were put to several audit queries with the objective of appreciating the achievements and non-achievements of the institution ,which are summed up in the several observations and recommendations.

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# **GENDER AUDIT**

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## **Gender Sensitive Aspect of the Institution**

Gender sensitivity refers to an attempt to encounter and accept people without presumption. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.

An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is provided in the separated area. Separate toilets for male and female faculty are available.
- There is a Girls' Common Room in the campus.
- There is a Kanyashree Club that conducts Gender Sensitization programmes regularly for the students.

## **Gender Balance within the Institution:**

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snow ball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of Swarnamoyee Jogendranath Mahavidyalaya, Amdabad, Purba Medinipur. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NSS unit is meticulously developing boys' and girls' character and qualities like discipline, leadership, secular outlook and spirit of empathetic understanding. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Special lectures are held on 'Prevention against sexual harassment', 'Health and Hygiene, etc. Our girl students are regularly participating in Cultural Activities and Sports. Their participation in Youth Parliament and various competitions has brought fame to the College. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

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## Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Anti-Sexual Harassment Cell; at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

- 1. Girls' Common Room:** A girls' common room with a few facilities like a small seating area, a mirror, has been provided for women students. Adjacent to it is the washroom for girls. The room is used by students to both rest between classes, and study.
- 2. Girls Washroom:** Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
- 3. Drinking Water:** Water purifiers have been provided for boys and girls in the College campus.
- 4. Canteen:** There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.

The college has established a number of committees to aid girl students and female staff. These committees include:

**Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.

**Anti-Ragging Committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee constitutes with 1 female and 7 males. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

**Disciplinary Sub-Committee:** The college publishes its disciplinary rules and regulations in the prospectus of the college. To maintain the discipline in campus the college has formed a Disciplinary Sub-Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee formed with 2 females, 4 males. The Principal of the College is the Chairperson of the Disciplinary sub-Committee.

**Swarnamoyee Kanyashree Club:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Swarnamoyee Jogendranath Mahavidyalaya a strong kernel of gender sensitization, the

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Swarnamoyee Kanyashree Club was constituted in November,2019. The club has both the faculty and non-teaching staff along with 30 girl students of the College .The members of the club works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various programmes like health and hygiene, sexual harassment , cultural and social events for the upliftment of women and promotionoftheimportanceofgenderequalityinsocietythroughtheCollegestudents.

**Internal Complaint Committee:** The College has constituted an Internal Complaint Committee(ICC) as per the Sexual Harassment of Women at Workplace (Prevention,Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility , to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely- Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment,the Act aspires to ensure women's right to workplace equality ,protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force . Consequently, any woman who wishes to report instances of sexual harassment at the work place has the right to take recourse of both civil and criminal proceedings.

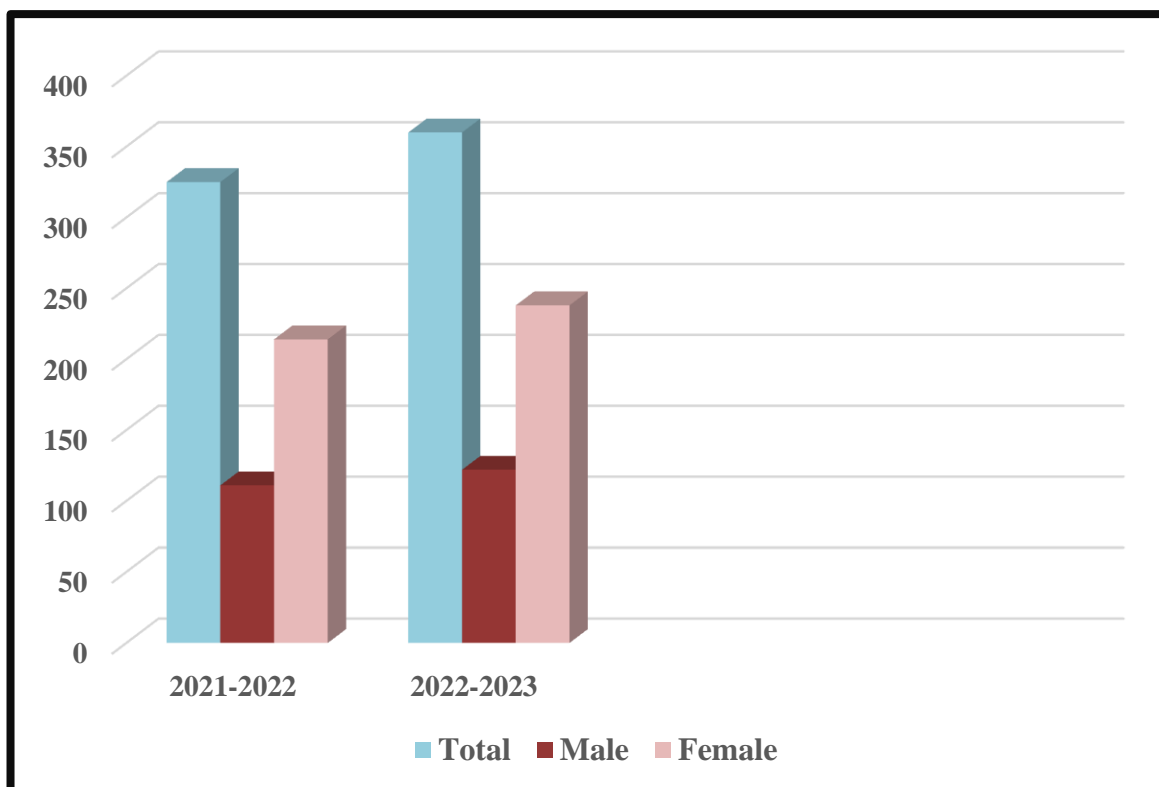
**Constitution of Internal Complaints Committee:**

ICC Designation	Name	Designation
Presiding Officer	Dr. Durba Basu	Assistant Professor
Faculty	Miss Arpita Majumder	Assistant Professor
Faculty	Mrs, Hiya Chatterjee	Assistant Professor
Faculty	Mrs, Shrabani Maity	State Aided College Teacher
Faculty	Sri Nanigopal Das	State Aided College Teacher
External Member	Sri Subhasish Samanta	Assistant Teacher of Madhyapalli Siksha Niketan
Students' Representative	Miss Debolina Kar	Student

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

## Gender wise Details of Students in the College

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2021-2022	325	111	214	34.15	65.85
2.	2022-2023	360	122	238	33.89	66.11



The data provided pertains to the gender distribution of students in Swarnamoyee Jogendranath Mahavidyalaya across two consecutive academic years. To facilitate a comprehensive understanding, a vertical bar graph has been constructed to visualize the information effectively.

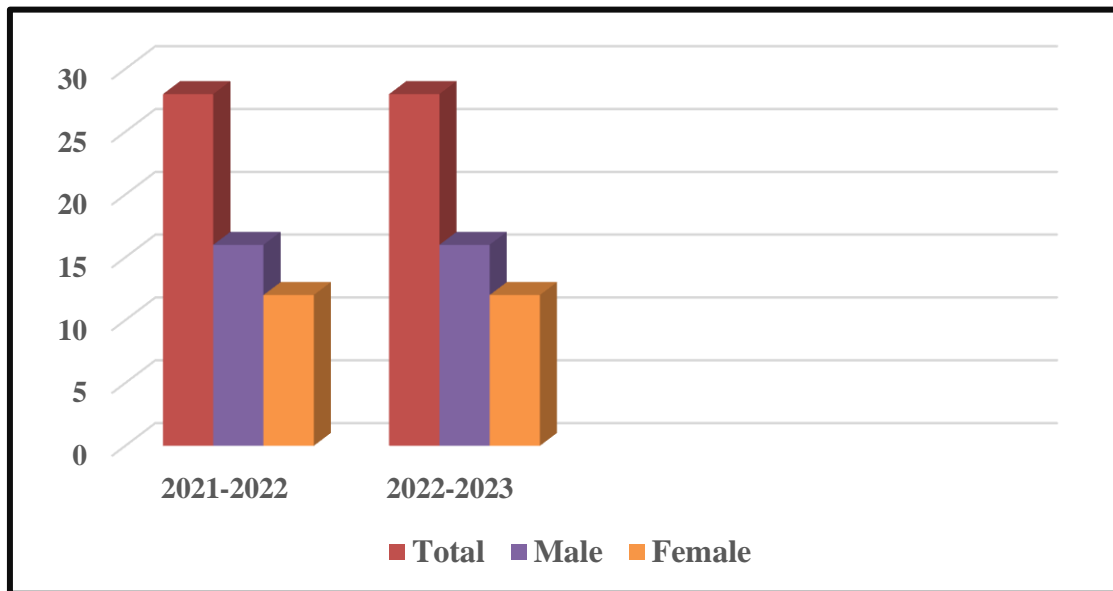
Upon examining the graph, it becomes evident that the proportion of female students exceeds that of their male counterparts in both academic years under consideration. Specifically, in the 2021-2022 academic year, the percentage of female students stood at 214(65.85%), while male students accounted for 111(34.15%) of the total student body. The subsequent academic year, 2022-2023, witnessed a slight shift, with the percentage of female students increasing marginally to 238(66.11%), and the male student population constituting 122(33.89%).

It is noteworthy that the gender distribution remained relatively consistent across the two academic years, with a marginal decrease in the percentage of male students and a corresponding increase in the percentage of female students observed in the 2022-2023 academic year.

The visual representation provided by the bar graph facilitates a clear and concise interpretation of the data, enabling stakeholders to discern patterns and trends in the gender composition of the student population. This analysis contributes to informed decision-making processes and targeted initiatives aimed at fostering an inclusive and equitable educational environment.

### Gender wise Details of Total Teaching Faculties in the College.

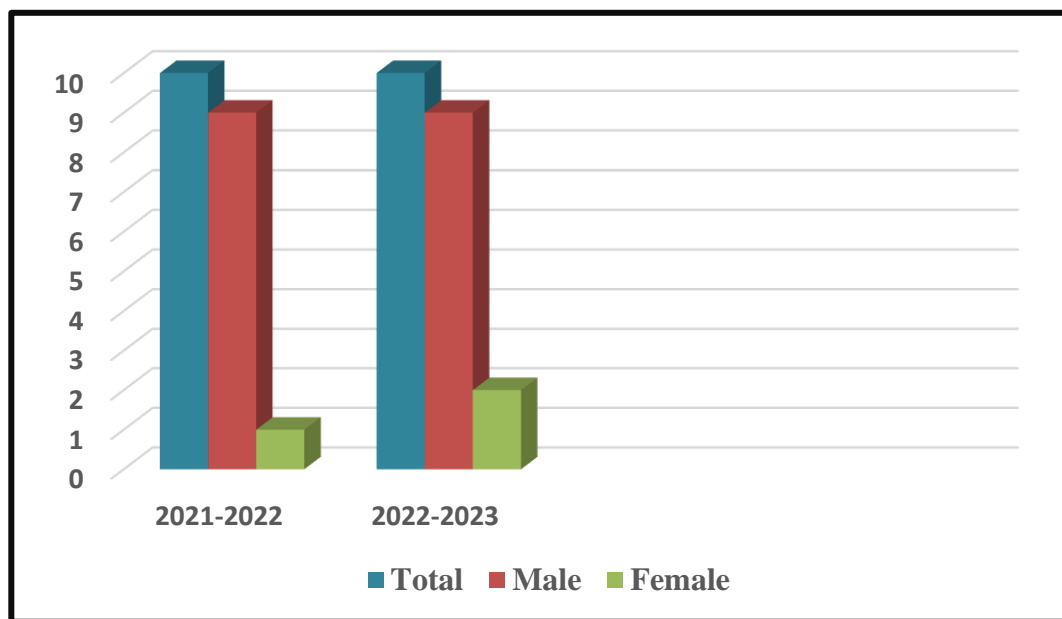
Sl. No.	Year	Total	Male	Female	%M	%F
1.	2021-2022	28	16	12	57.14	42.86
2.	2022-2023	28	16	12	57.14	42.86



The data reveals a persistent gender imbalance within the teaching faculty, with males constituting 57.14% and females 42.86% across both academic years. This disparity warrants critical examination of recruitment, retention, and promotion practices to identify potential systemic barriers hindering gender equity. A diverse faculty fosters intellectual growth, provides role models, and enriches the learning experience. Proactive measures, such as targeted outreach, mentorship, and professional development, could attract and retain underrepresented genders, promoting inclusivity. Addressing this imbalance upholds the institution's commitment to equity and prepares students for an increasingly diverse world.

## Gender wise Details of Total Non-Teaching Faculties in the College

Sl. No.	Year	Total	Male	Female	%M	%F
1.	2021-2022	10	9	1	90.00	10.00
2.	2022-2023	10	9	1	90.00	10.00



The data shows a consistent gender disparity in the two academic years 2021-2022 and 2022-2023. In both years, the total count is 10, with 9 males and 1 female, resulting in 90% male and 10% female representation. This indicates a significant imbalance, suggesting potential underlying issues such as gender bias or barriers to female participation. Addressing this disparity is crucial for promoting gender equality. Further investigation is needed to understand the reasons behind this consistent pattern and to develop strategies to encourage greater female inclusion and participation.

**Number of gender equity promotion programs organized by the institution during the Session 2021-2022 to 2022-2023:**

Sl. No.	Name of the Programmes	Date	No. of Participants		
			Male	Female	Total
1.	Kanyashree Day Obsrvation	14.08.2021	0	4	4
2.	International Women's Day Observation	08.03.2022	20	43	63
3.	Special Lecture Under the Awareness Programme Against Sexual Harassment	10.06.2022	34	75	109
4.	Kanyashree Day Obsrvation	14.08.2022	16	44	60
5.	Lecture on Women Education	13.09.2022	15	46	61
6.	International Women's Day Observation	10.03.2023	22	62	86

**Progress towards Gender Equity**

We find that student's strength particularly girls' strength is increasing. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the institution .Their participation in sports is also commendable.

Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance.

## **Recommendations:**

- Increase the number of female staff in decision making bodies.
  - Organize more co-curricular and extra-curricular activities for students and staff including males and females.
  - Arrange a separate reading room for girl students.
  - Motivate girl students to actively participate in sports of their own choice.
  - Organize awareness programs on Legal Rights of Women.
  - Introduce female student centric self-employment training indifferent subjects.
    - Install CCTV for security of female staff and students.
-