

GENDER AUDIT

SESSION 2018-2023



KIDDERPORE COLLEGE

2 & 3 Pitamber Sircar Lane, Kolkata – 700023

West Bengal, India.

GENDER AUDIT

UNICEF defined gender equality as "women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike"

Gender equality means that all genders are free to pursue whatever career, lifestyle choice, and abilities they want without discrimination. Their rights, opportunities, and access to society are not different based on their gender. Achieving gender equality will have a significant positive impact on the world.

Gender equity initiatives aims to integrate equity in member organizations programming and organizational practices to bring about sustainable organizational change. It is an assessment tool and process for organizations to use in identifying staff perceptions of how gender issues are addressed in their programming portfolio and internal organizational processes. The audit recommends ways to diminish gender gaps, suggests possible innovations and improvements to reduce gender gaps, documents good practices to achieve gender equality, identifies strength and weaknesses in the path of achieving gender equity and finally helps to attain the goal.

PURPOSE OF THE AUDIT

The main purpose of this audit is to:

1. Reflect the status of gender equity within the organization.
2. Provide a baseline for collective discussion and analysis, and
3. Construct a participatory process for formulating and implementing the institution's gender equity initiatives.

4. To identify the areas inside the college where gender balance has not yet been attained and to find out the reasons behind such inequity so that they can be rectified in due course of time.
5. To establish viable gender balance in all the decision-making bodies of the college.
6. To monitor the efforts and the capacity for prevention of sexualharassment at the college.

ABOUT THE COLLEGE

Kidderpore College was established in 1966. It is affiliated to the University of Calcutta and is included in the list of colleges under section 2(f) and 12 (B) of the UGC Act 1956 under the Head of Non-Government College. It is situated in south west corner of Kolkata - Kidderpore. Demographically this area is populated with more minorities who are poor and belongs to labour classes. The educational background of the locality is very poor due to poverty and other socio economic conditions. The college was established initially to upgrade the neighboring population and introduce them to higher education that will directly or indirectly impact on the socio economic conditions of the area. Our college provides the basic infrastructure and encouragement to the students for their upliftment. The vision of the College is not only to impart traditional teaching but also to encourage them to contribute to their society. The institution is committed to the cause of higher educational development through relevant courses. A friendly environment is maintained by teaching and non-teaching staff. At present the College has sixteen Departments including eleven honors departments. The unique feature of this Institution is that it teaches five different languages namely English, Bengali, Hindi, Urdu and Persian. The locality of this College is inhabited by people of different cultures and religion, speaking a variety of languages and following different cultures. Among these diversities there is a sense of brotherhood and fraternity among the people which is reflected in the overall ambience of the College.

Under the initiative of the IQAC the College undertakes all the development activities. The IQAC provides active encouragement to the students and teachers of the college to carry out Research related activities and all other activities which directly contribute to the enhancement of the quality of the Institution.

Internal Complaints Committee (ICC) - The college has Internal Complaints Committee (ICC) which is formed according to the guidelines of the UGC. ICC looks into the matter of internal complaints, it has exclusive power to receive and address complaints from any of the female members of students, teaching and non- teaching staffs of the college. The Preciding Officer of the committee is **Dr. Swati Pal**.

Grievance and Redressal Cell -The institution hasa Grievance and Redressal Cell which aims to look into the complaints lodged by any student and redress it as per requirement. The convenor of the committee is **Subhas Chandra Mandi**.

Anti ragging Cell -The College has an Anti ragging cell which takes all necessary measures for prevention of ragging inside the college .This cell sensitize students about the evils of ragging and its prevention in the CollegeCampus by organizing different awareness programs etc. The convenor of the committee is **Subhas Chandra Mandi**.

Women's Cell - There is a Women's Cell in the college to address the problems faced by the women folk not only comprising the students but also the teachers of this college. The Forum organizes regular sensitization and awareness programmes for the safety and wellbeing of the girl students. The convenor of the committee is **Iti Biswas**.

GENDER POLICIES OF THE COLLEGE

1. To inculcate gender equity in organizations' values, culture, processes and programmes.
2. Provide an environment that enables both women and men to balance work and family life. .

3. Maintain gender equity in organizational structures and in staff. .
4. Promote female representation at senior decision-making positions of the institution.
5. Promote teamwork involving both men and women.

FECILITIES FOR STUDENTS AND STAFFS

The Teachers' staff room is also provided with separate toilets for male and female faculty. The college office has its own separate washroom too. The College played a pioneering role by installing sanitary napkin vending machines in the girls' washroom which has been instrumental in promoting menstrual hygiene and cleanliness among the girl students. The college has CCTV monitoring devices installed at different location within the campus. The college provides equal opportunity to one and all. The college has a Women's Cell to carry out various gender sensitization programmes.

MALE –FEMALE RATIO BETWEEN STAFF

Description	Male	Female	Total
Faculties against substantive Posts(including Principal)	14	23	37
State Aided College Teachers	5	16	21
Librarians	0	2	2
Non-teaching staff against sanctioned post	9	2	11
Teaching and non teaching staff together	28	43	71

MALE-FEMALE RATIO IN IMPORTANT COMMITTEES

Description	Male	Female	Total
Governing Body	10	2	12
Finance Committee	5	1	6
ICC	2	6	8
Grievance & Redressal Committee	2	5	7
Women's Cell	0	6	6
Anti ragging Committee	2	5	7

STUDENT ENROLMENT DETAILS

Student Enrolment Ratio for the session 2022-23

Session	Male	Female	Total
2021-22	1036	1160	2196
2022-23	968	1045	2013

Student Enrolment Ratio in NSS 2022-23

Session	Male	Female	Total
2021-22	24	81	105
2022-23	24	80	104

GENDER SENSITIZATION INITIATIVES

Date of the Programme	Nature of programme	Topic and Report	Participants
06.12.2018	Awareness program by Women's Forum on Communal Harmony	The programme was organized in collaboration of the NGO Swayam. The Programme was conducted by Madam Seema and Rahul who work for the NGO Swayam. She emphasised on the importance of raising awareness among the students regarding how to maintain harmony among the different communities in the interest of maintaining a pluralist society. In this session Rahul made the students aware of how to protect the rights of the girls at the time of communal riots. In the second half of the programme the students were shown a documentary film on the topic of Communal harmony followed by an interaction between the Members of Swayam and the students.	70
16.03.2019	International Women's Day Celebration by the Women's Forum of the college.	The NGO SWAYAM came to the College to organise the Awareness Programme. Three resource persons from the NGO conducted the entire programme. Students of the College namely EzazAhmed, Sabah Parveen, Abhay Kumar Rai. Shahin along with Prof. Dr. Chandrabali Das performed a wonderful Drama entitled "GaandiBaat" written and directed by Prof..Dr.AmajitBasu. Finally the programme ended with a vote of thanks.	74
06.12.2019	Gender Equality and Communal Harmony Day by Women's Forum of the college	<ol style="list-style-type: none"> 1. Games <ul style="list-style-type: none"> - Made for each other - Road side Romeo - Snake and ladder 2. Poster competition – theme on communal harmony / gender equality 3. Stage program 	66
18.09.2020	Women's Empowerment and The Present Generation	Two eminent speakers were invited as Resource Persons in the Webinar. The first speaker was Prof.UmmeFarhana, Assistant Professor, Department of English, JatiyoKabiKaziNazrul Islam University,	

		Mymensingh, Bangladesh Prof. UmmeFarhana with her special interest in the areas of Feminism, Cultural Studies, Media studies and Post Colonialism delivered a presentation on the problems faced by the Women folk in Bangladesh while asserting their rights and liberties. JoyaMitra emphasised on the issue of power hunger as the prime cause for all forms of exploitation and the lack of emancipation of not only the women folk but of all men in this age of globalisation and consumerism.	
06.12.2021	“Diversity Matters” by the Women’s Forum	The programme was conducted by the initiative of the NGOs SWAYAM and Know Your Neighbour by the Women’s Forum. The programme was hosted by the Hon’ble members of SWAYAM and Know Your Neighbour- Mr. Shabir Ahmed, Ms. Triparna Nandi and others. The programme was divided into 4 slots. The first slot began with an introductory note delivered by Mr. Shabir Ahmed, followed by the second slot in which some short ad films were shown to the students. After the films were displayed a poll was taken to note the responses of the students regarding three questions-1. Was the ad film uncomfortable for them? 2. Would the students like to share the film with friends and relatives? 3. Did the ad carry a message of diversity in India? The third slot saw the participation of the college students in a panel discussion regarding diversity in India.	95
11.3.2022	“Women Empowerment in the Light of 21 st century Globalisation” It was followed by a special lecture on ICC in colleges and sexual harassment of women at	Dr. Shams Aldin, Assistant Professor, Department of Bangla Vasha O Sahityo, South East University, Dhaka Dr. Sanjoy Mukherjee, Convenor, Legal Awareness Cell, Serampore College and Dr. Abul Foyes Md. Malik, Assistant Professor, Department of Bengali, Digboi Mahila Mahavidyalaya, Assam. How the impact of empowerment changed in the arena of globalization was discussed upon. How a lady should be protected at her	90

	workplace.	workplace was discussed threadbare.	
06.12.2022	Awareness program by ICC	Eminent Lawyer and External Member ICC Advocate Shelly Sarkar and Gender Trainer Cum Women's Rights Activist Smt. SukanyaKar were present as the resource persons. In the meeting cum awareness programme the guidelines of the Prevention and Prohibition of Sexual Harassment Against Women at Workplace Act were explained and how the process of lodging complaints and redressal of complaints through this Cell can proceed was explained in details.	87
06.12.2022	Awareness Program by Women,s Forum	Communal Harmony and Women's Right	60
21.03.2023	Digit ALL: Innovation And Technology For Gender equality organized by Kidderpore college IQAC along with Women's Forum, Culture Subcommittee and the Women Cell, Lalbaba College, Howrah in the Bangla Academy Assembly Hall	Mr. RajarshiRai Choudhury, Advocate, Calcutta High court and eminent Cyber Crimes Lawyer Mrs. Anamitra Mukherjee, senior Gender Trainer and member, Azad Foundation, Mrs. SeemaMukhopadhyay, eminent playwright, actress and social activist and Prof. Ashoka Bhattacharya, Convenor, Women's Cell, Lalbaba college were speakers to the programme. Mr. RajarshiRai Choudhury spoke on the different types of cyber crimes which take place against the men and women community in this highly digitalized age and also suggested remedial measures to get rid of those crimes. Anamitra Mukherjee spoke on Gender Equality and the associated problems in the pandemic as well as the post pandemic era and the remedies available. Madam SeemaMukhopadhyay delivered an exceptionally relevant lecture on the position of women starting from the age of Mahabharata till today. Finally Prof. Ashoka Bhattacharya delivered her lecture on the	48

		various kinds of gender discriminations prevalent in our societies.	
16.10.2023	Sensitization programme cum workshop for First Year Students by the Anti Ragging Cell of the College	Dr. Tania Deb , Assistant Professor, Department of Applied Psychology, Neotia University and Ms. Anamitra Mukherjee , Gender Trainer and Activist were invited as the resource persons. Dr Deb presented her lecture focusing on the psychology of students who resort to ragging and the students who fall victims to ragging in the Higher Education Institutions. She also presented a psychoanalysis behind the evil practice of gender discrimination in the Higher Education Institutions. Ms. Mukherjee mainly focused on the evil practice of gender discrimination in the HEIs and the ways which can be adopted to get rid of this ominous practice. Prof. Subhash Chandra Mandi, Convener of the Anti-Ragging Cell, Kidderpore College presented a slide show of the Google Form which the students of semester I were supposed to fill up as a mark of declaration of not to resort to any form of ragging inside the College as well as not to support any act that tantamount to ragging inside the College.	75

STUDENTS' SCHOLARSHIPS

The College makes adequate efforts to ensure that the girl students are enabled to get the grants designed for them by the Government of West Bengal. The female students of the College get the Kanyashree grant, eligible girl students get the SVMCM scholarship as well as the minority grant alongside the boys. Under the Prohibition of Child Marriage Act (PCMA), Govt of West Bengal has introduced the KanyashreePrakalpa which bagged an UN award in 2018, seeking to improve the status and wellbeing of girls, specifically those from socio-economically disadvantaged families. Kidderpore college has perfectly worked towards providing this benefit

to numerous girl students. The Kanyashree Committee has been functional for this purpose. The following is the list that shows the girls reaping the benefits of KanyashreePrakalpa for the session 2022-23:

The girl students also reap the benefits of Minority grants alongside the boys including TSP, Post Matric and SVMCM.

Aikyashree Scholarship, a welfare scheme introduced by the West Bengal Minorities' Department & Finance Corporation to provide financial assistance to minorities students and help to decrease dropout rates of the girl students and continue their studies has also been recently introduced by the College. The girl students are availing more of this scholarship which is a good sign for the society and the college has been successful in motivating them to continue their studies.

OTHER INITIATIVES BY DIFFERENT COMMITTEES

Awareness drives are conducted by the Institution, through the NCC, NSS and the Women's Forum on health issues. In every academic session blood donation camp along with a general health check up camp, thalassemia testing and awareness camps are conducted for all the students of the college irrespective of gender considerations.

A system of student mentoring is available in the college. Every Department organizes a mentor-mentee meeting alongside the normal parent-teacher meeting to analyse the psychological state of every student particularly the girl students. Since majority of the girl students hail from the economically underprivileged classes of the society they face certain unique problems which can neither be shared with the friends nor the family members. In such circumstances the teachers provide the necessary mental assistance to the girl children by a proper process of mentoring.

Health awareness programmes specifically targeting the girl students in the college are also being organized.

The NCC unit of the College takes adequate care to ensure that girls are equally represented with the boys in the NCC and proper measures are adopted in the direction of developing their characters and qualities like comradeship, discipline, leadership, secular outlook and a spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS Unit of the College also leaves no stone unturned to accommodate the girls with the boys. The NSS unit makes all possible efforts to train the girl students in discharging their social responsibilities and duties towards the nation as true Indian citizens.

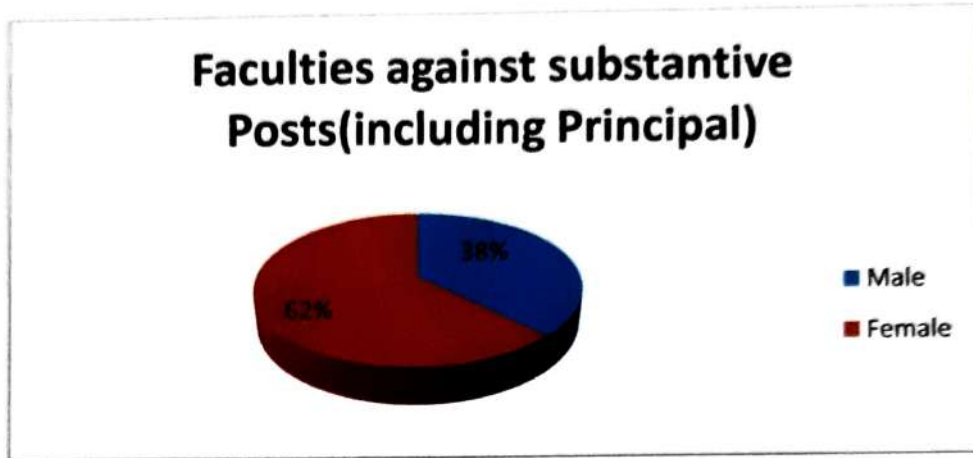
Workshops are held on “**Women and Human Rights**” at regular intervals to enable the girl students to become aware of their rights.

SUMMARY & CONCLUSION

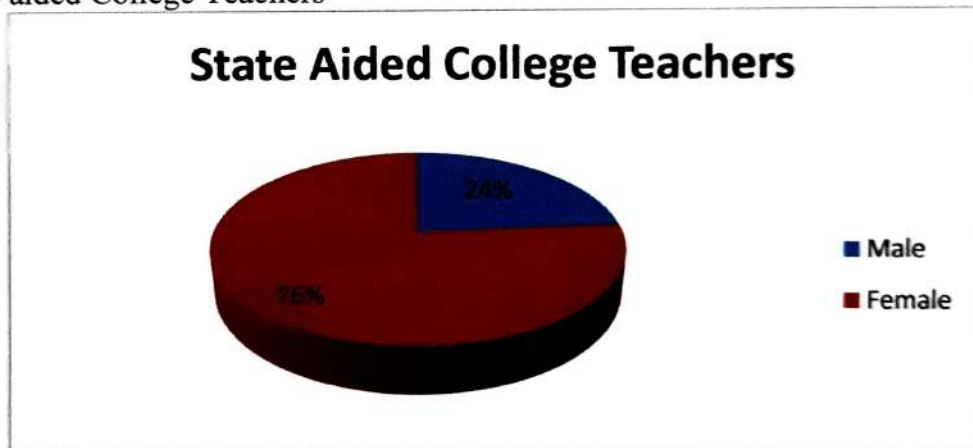
1. The College attaches utmost importance to the issue of gender equity. Various issues related to different aspects of gender like gender sensitization and gender equity are prioritized in the college agenda. Various workshops, seminar and events are conducted regularly to that effect.
2. Different scholarships and Students concessions are availed of by boys and girls alike.
3. The NSS, NCC units and the Women’s Forum conduct different programmes with students, staff and experts on a regular basis.
4. The College ensures that human resource policies are flexible for women and men and family friendly.
5. The College administration has regularly supported employees in terms of granting maternity, child care and other forms of leave.
6. The College has actively functioning Women’s Forum along with Anti-Ragging Cell, Internal Complaints Committee and Grievance Redressal Cell that are committed to provide a free and fair environment to the students in the College irrespective of gender considerations .
7. The College authorities are easily approachable by the students.

Anexure 1. MALE -FEMALE REPRESENTATION

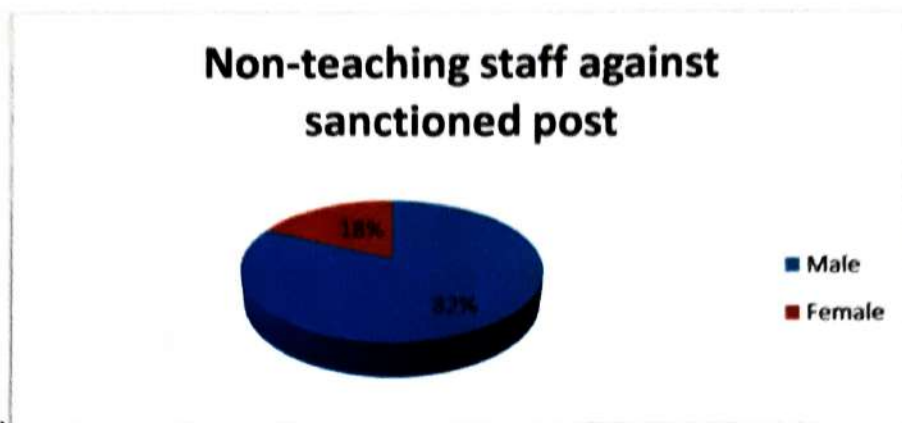
1. Faculties against Substantive Posts(including Principal)



2. State aided College Teachers



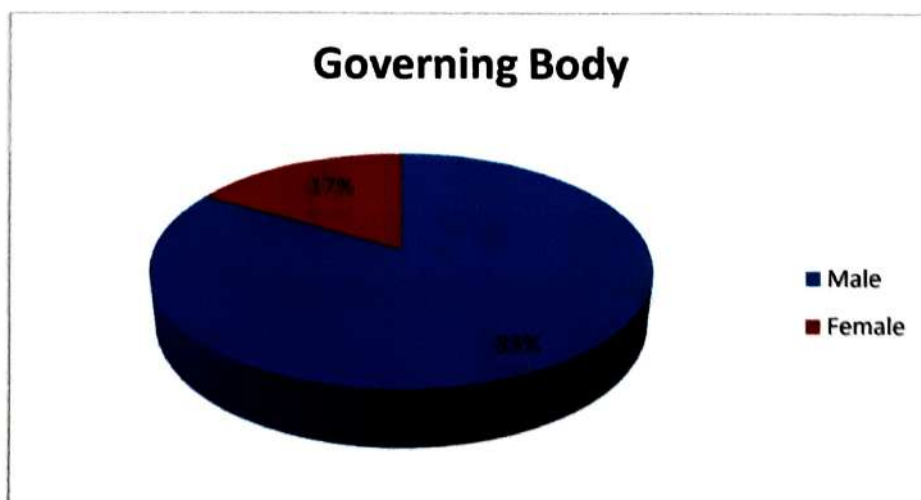
3. Non-teaching staff against sanctioned post



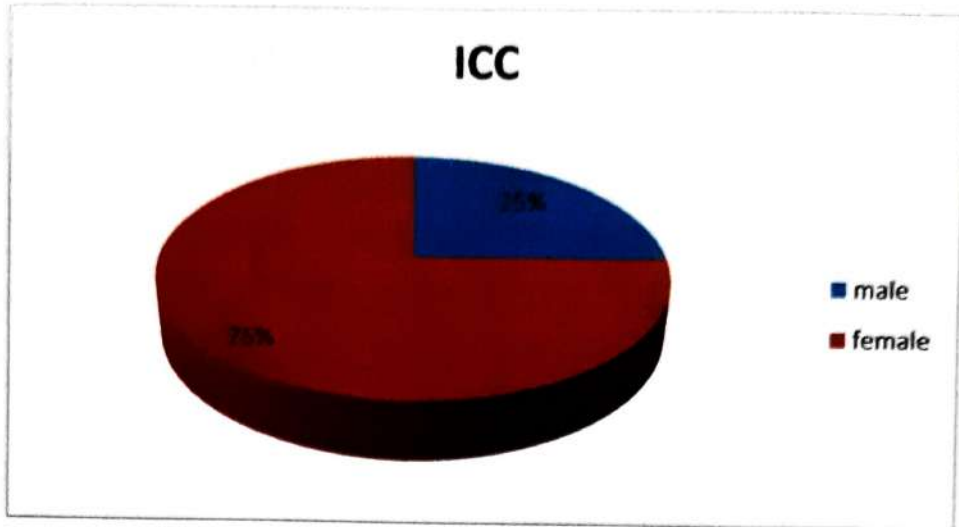
4. Teaching and Non teaching Staff together.



5. Governing Body.

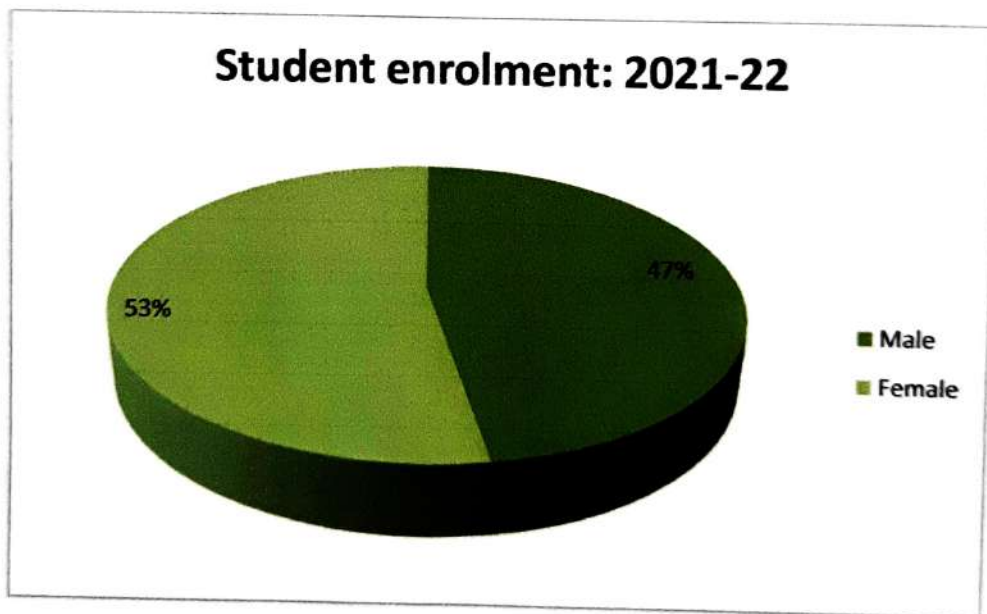


6. Internal Complaints Committee



Enrolment of Students

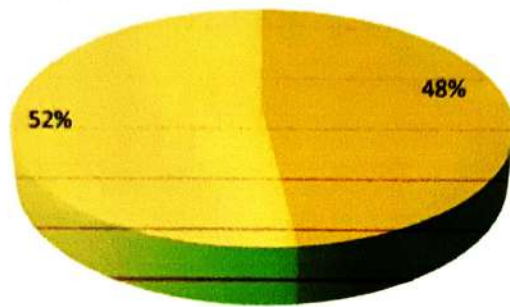
7. Student enrolment during 2021-22



8. Student enrolment during 2022-23

Student Enrollment 2022-23

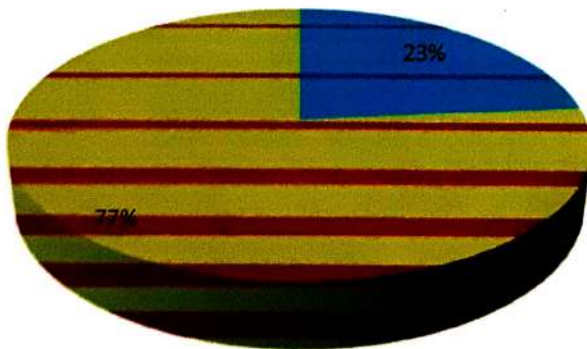
■ Male ■ Female



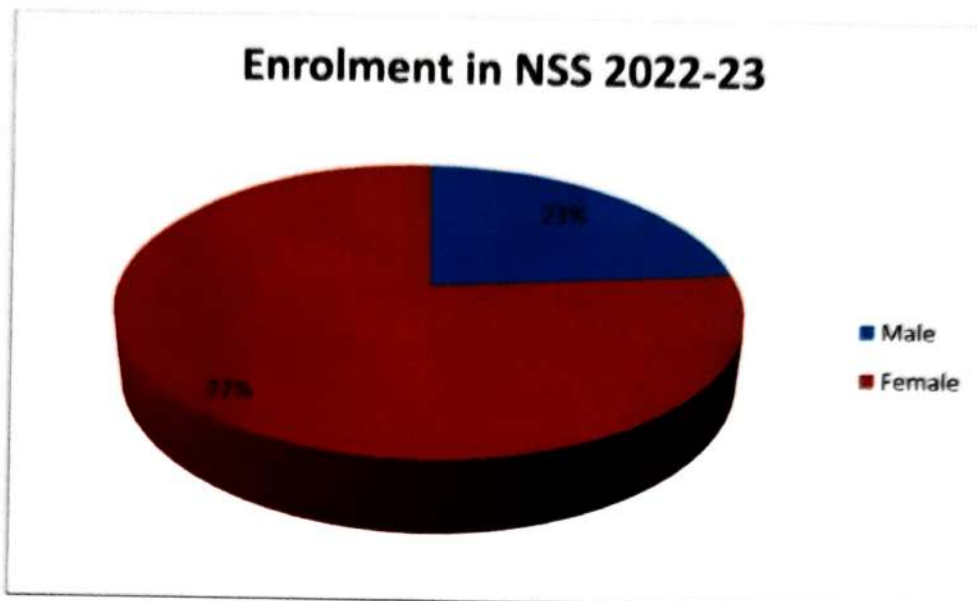
9. Enrolment in NSS 2021-22

Enrolment in NSS 2021-22

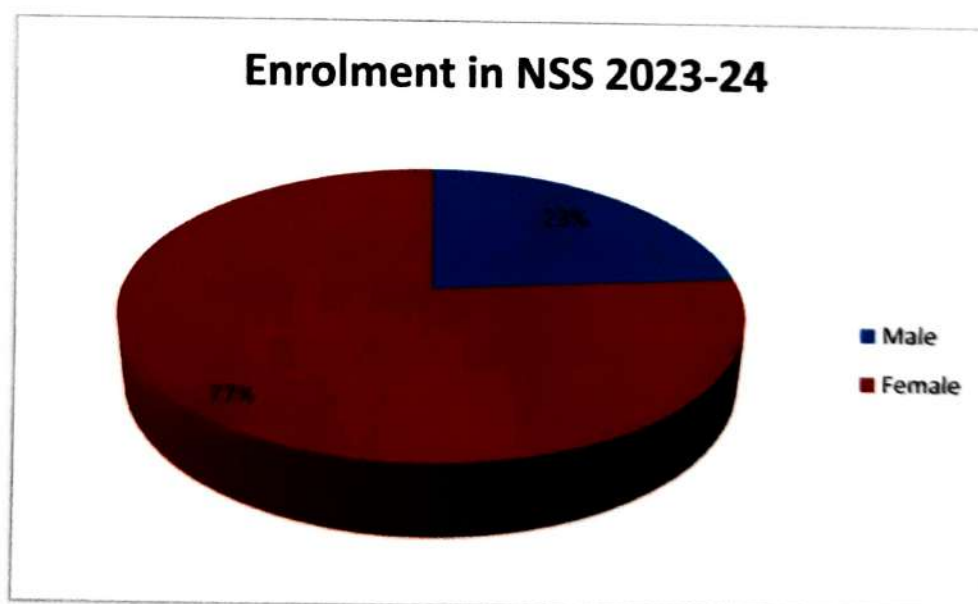
■ Male
■ Female



10. Enrolment in NSS 2021-22



11.. Enrolment in NSS 2021-22



SURVEY -1

GENDER AUDIT: STAFF OF THE COLLEGE

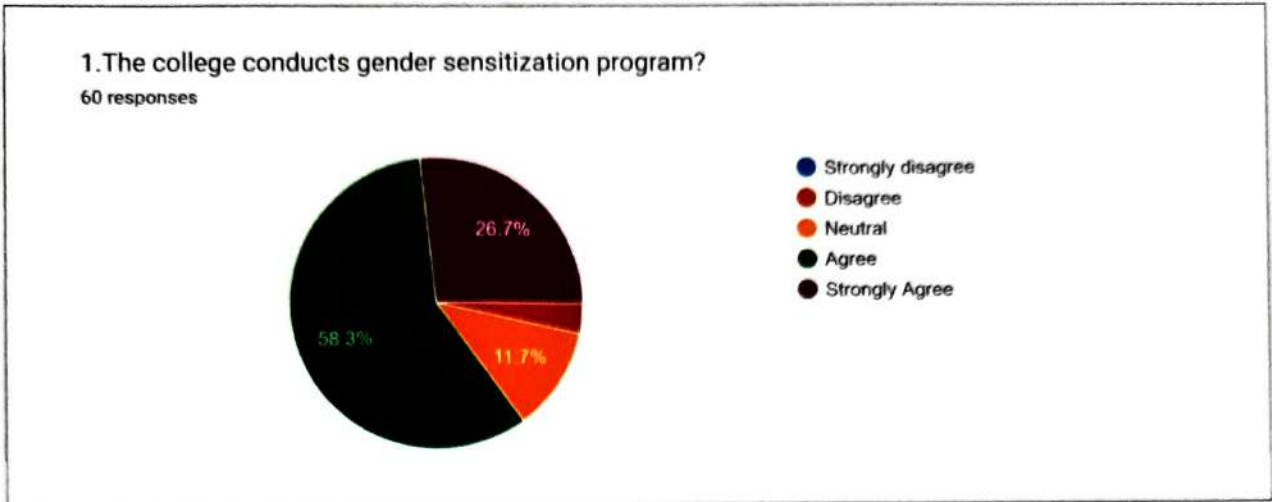


Figure: 1.1

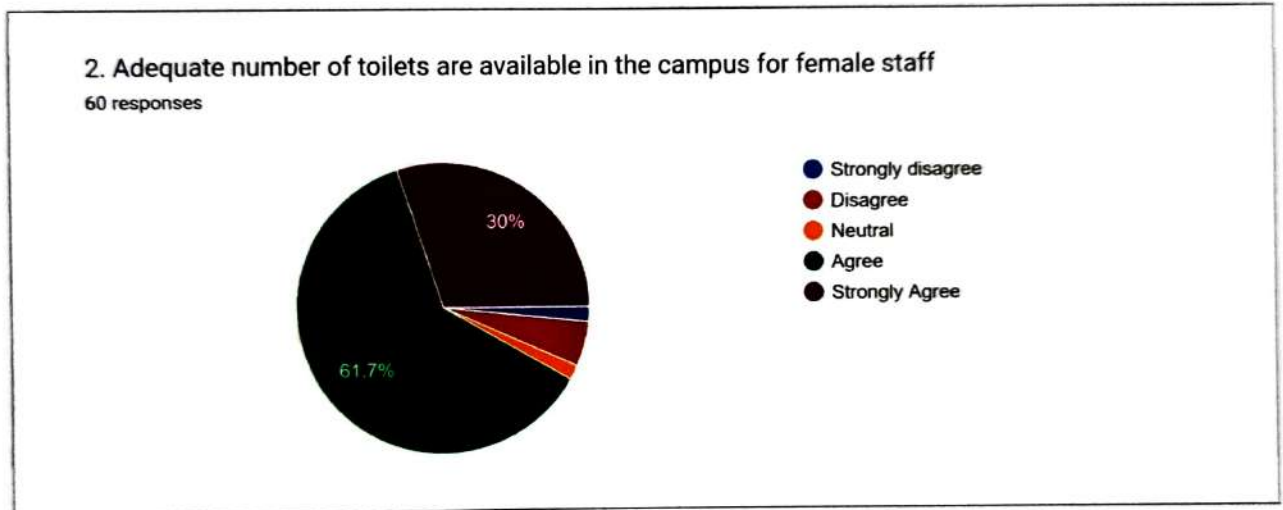


Figure: 1.2

3. Adequate facilities are available inside the toilet keeping in mind the need of the faculty and non-faculty staff? Adequate disposal bins are available in the toilet?

60 responses

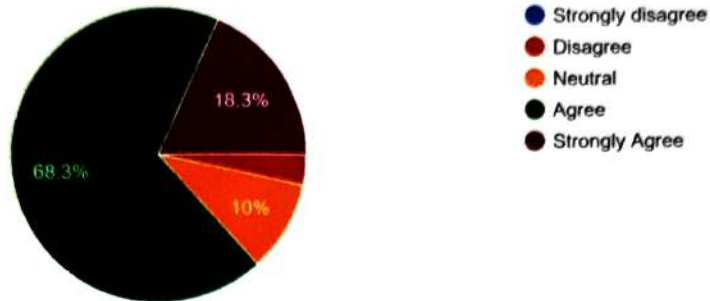


Figure:1.3

4. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.?

60 responses

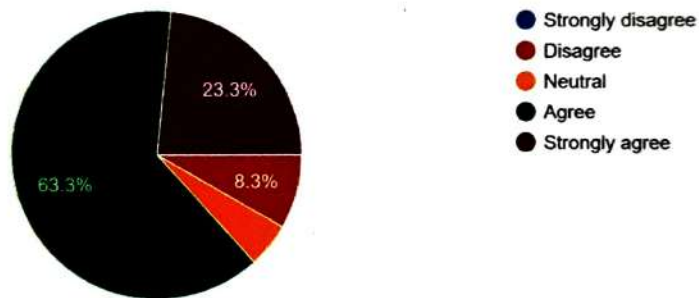


Figure: 1.4

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

60 responses



Figure: 1.7

8. Are you aware that there is a Women Cell in the College?

60 responses

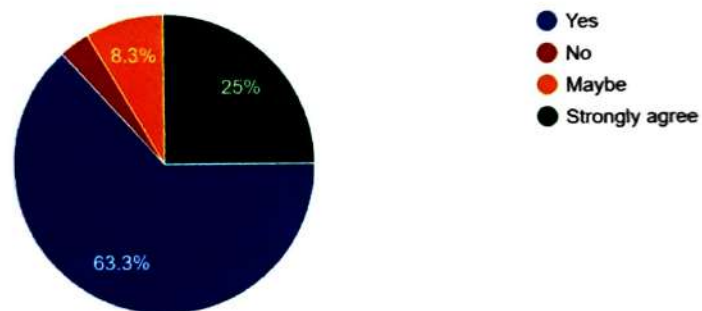


Figure: 1.8

9. Have you ever faced gender discrimination in your work place?

60 responses

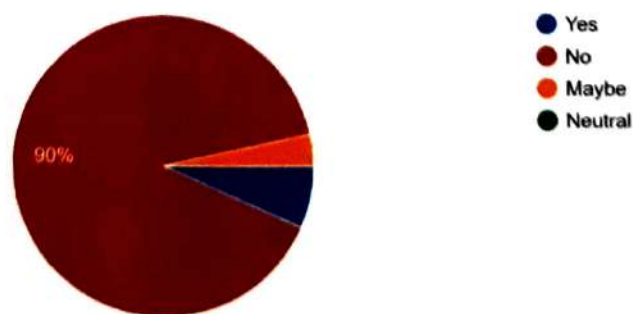


Figure:1.9

5. Adequate security arrangements have been made in the campus and common areas during day and night?

60 responses

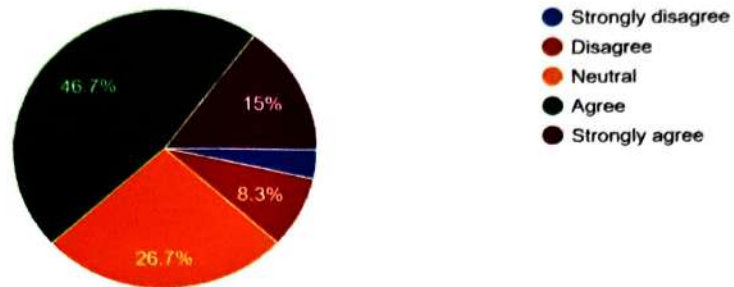


Figure: 1.5

6. The classroom offers equal opportunity to all genders?

60 responses



Figure: 1.6

10. Are women well represented in the college administration?

60 responses

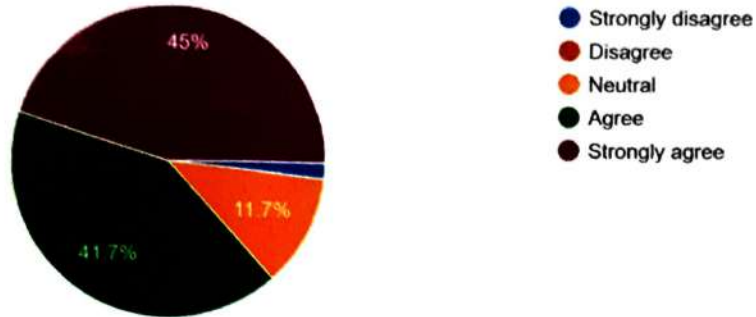


Figure: 1.10

11. Leaves like parental and child care are available and granted to the employees readily?

60 responses

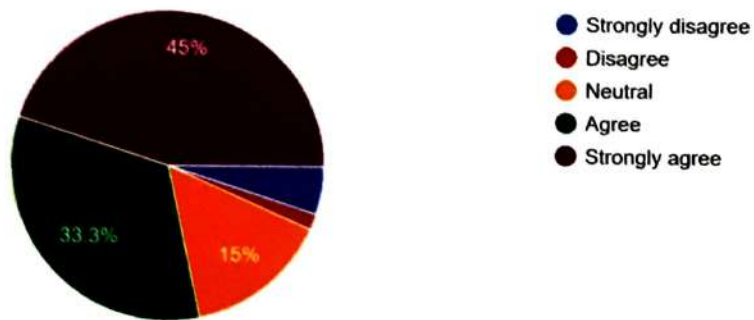


Figure: 1.11

12. Does the College offer flexible working hours and /or flexible work location in case of real emergency?

60 responses

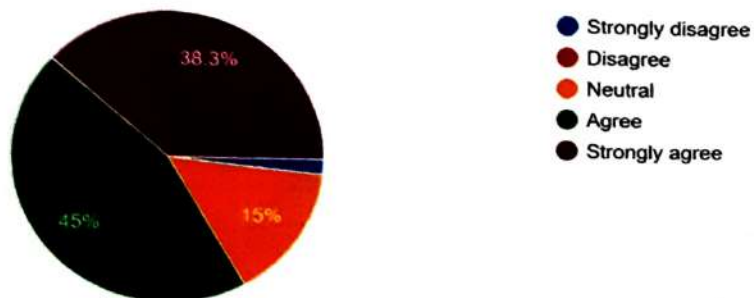


Figure:1.12

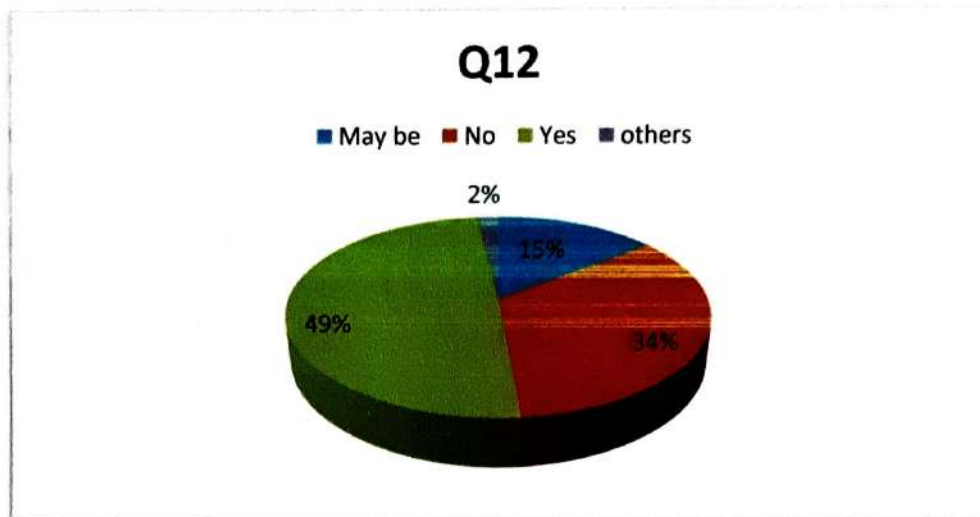


Figure: 2.12

13) Can education alone eliminate gender-based discrimination?

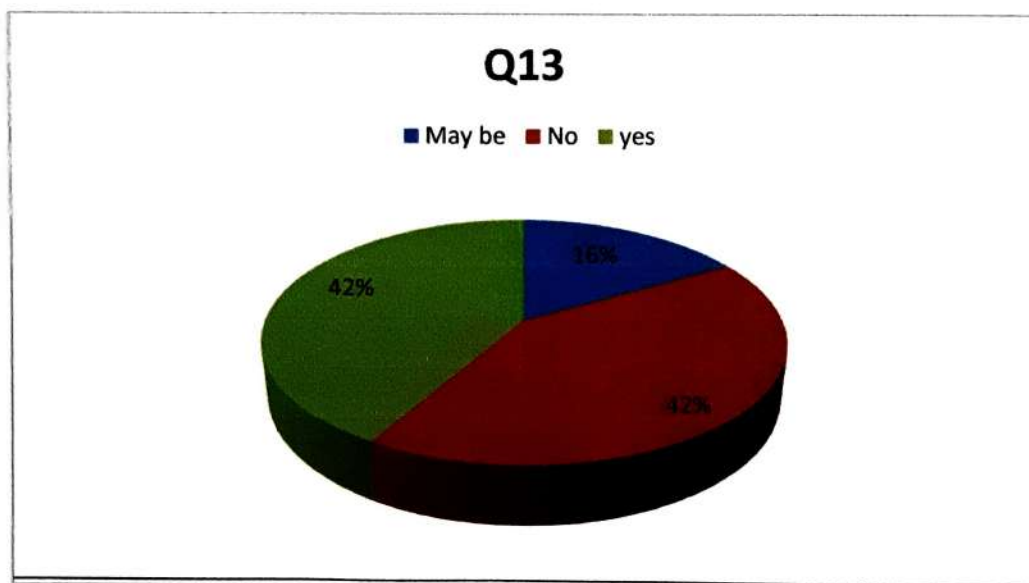


Figure: 2.13

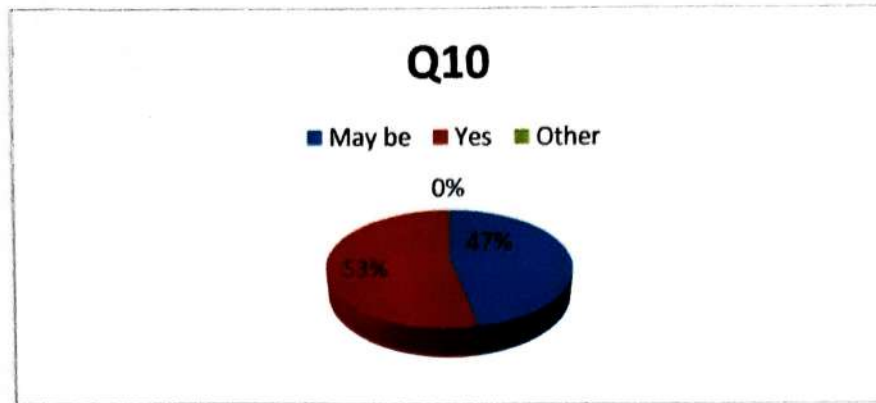


Figure: 2.10

11) Can you think of an occasion "where you feel you "are harassed or bullied due to your gender?"

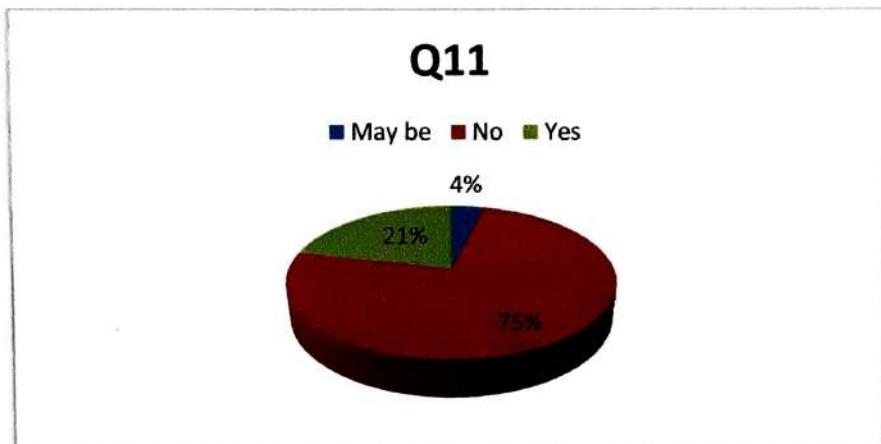


Figure:2.11

12) Does the college have separate common room and games room for male and female students?

8) Does the college give equal opportunity for extracurricular and gaming activities to all students irrespective of gender?

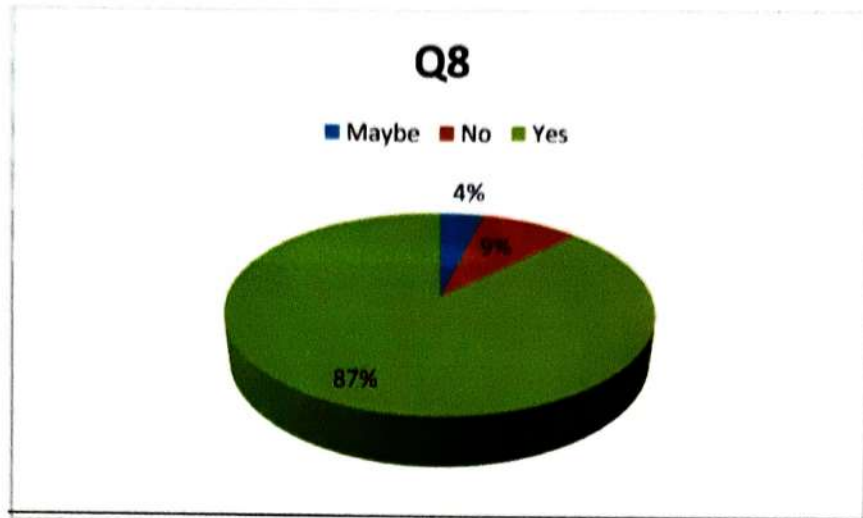


Figure: 2.8

9) Do you know college has CCTV surveillance?

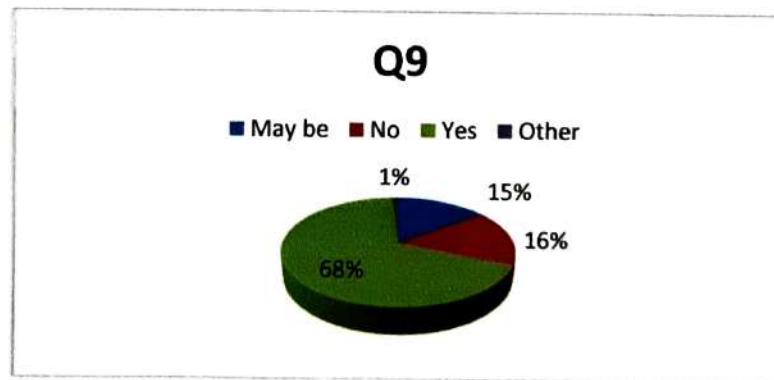


Figure: 2.9

10) Adequate security arrangements have been made during day and night?

6) Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc?

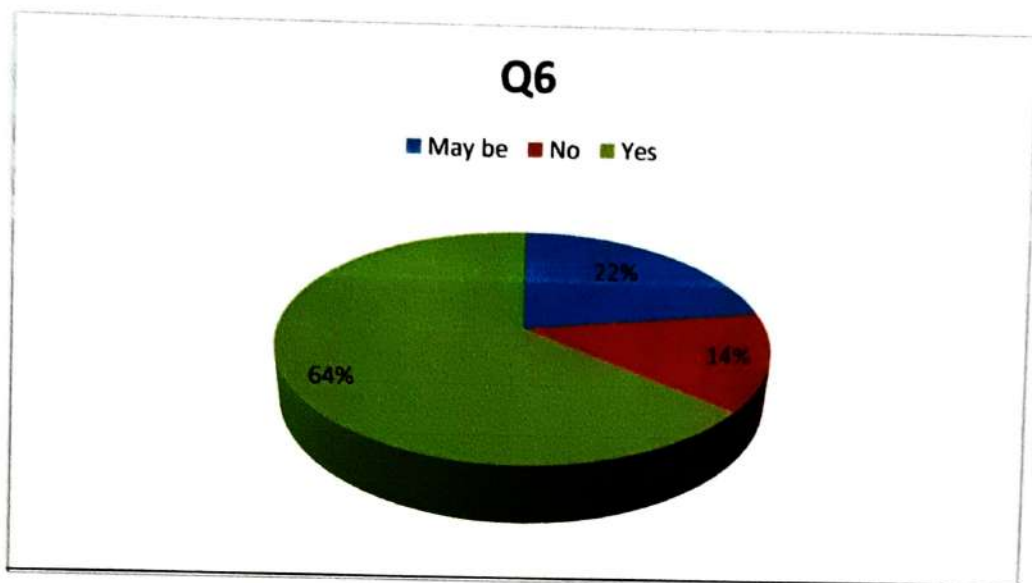


Figure: 2.6

7) Are girl student well represented in the activities of the college?

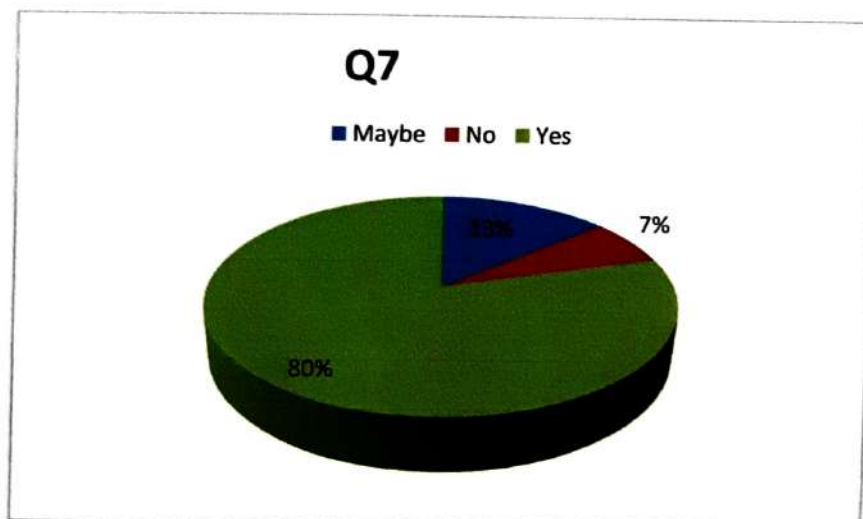


Figure:2.7

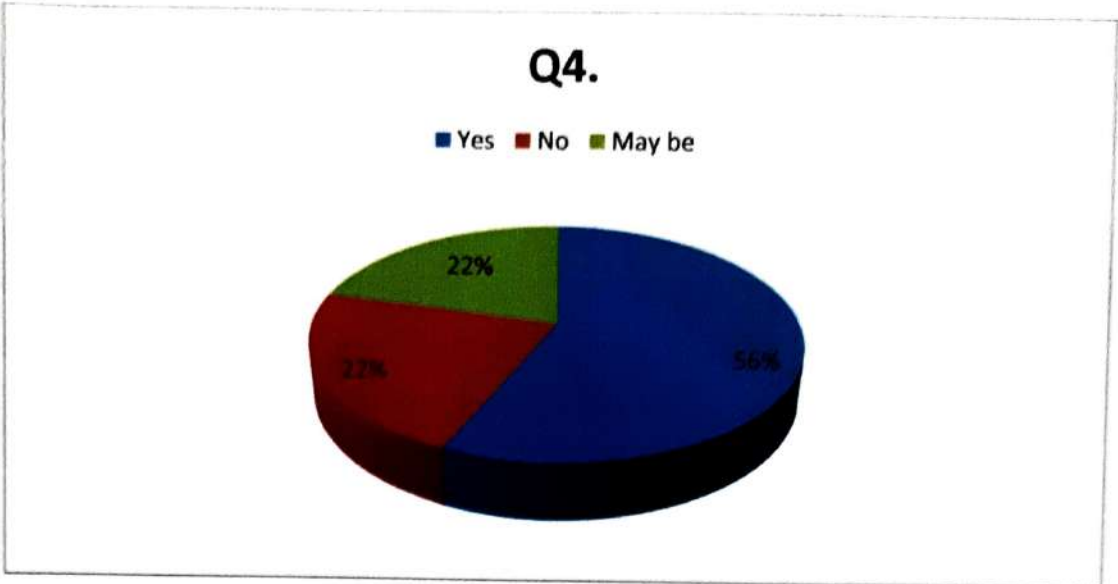


Figure: 2.4

5) Have you ever faced gender discrimination in your College?

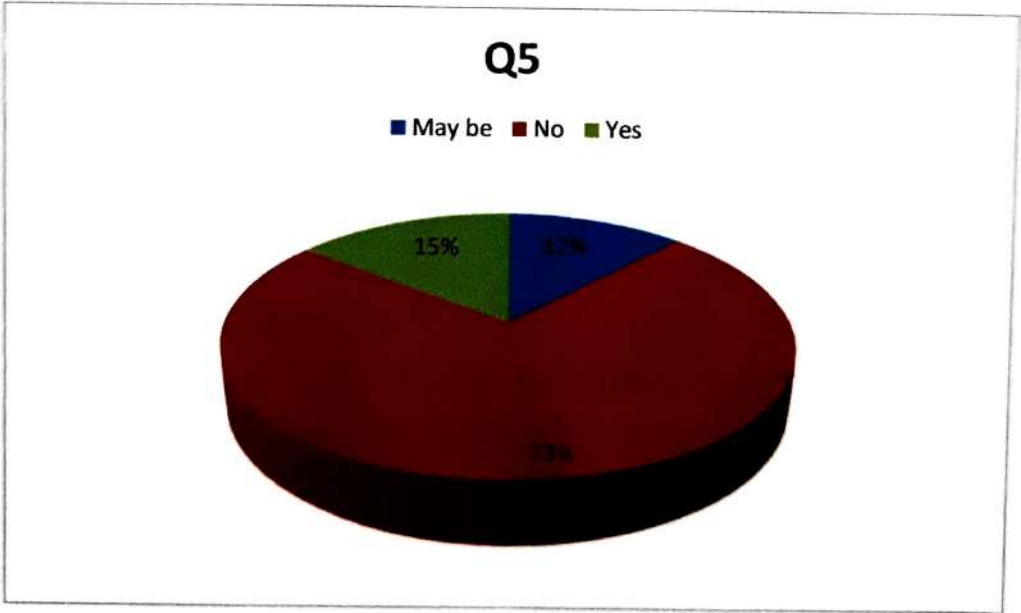


Figure: 2.5

2) Do you know the college has a women cell, anti-sexual Harrasment, Grievance-redresssal cell?

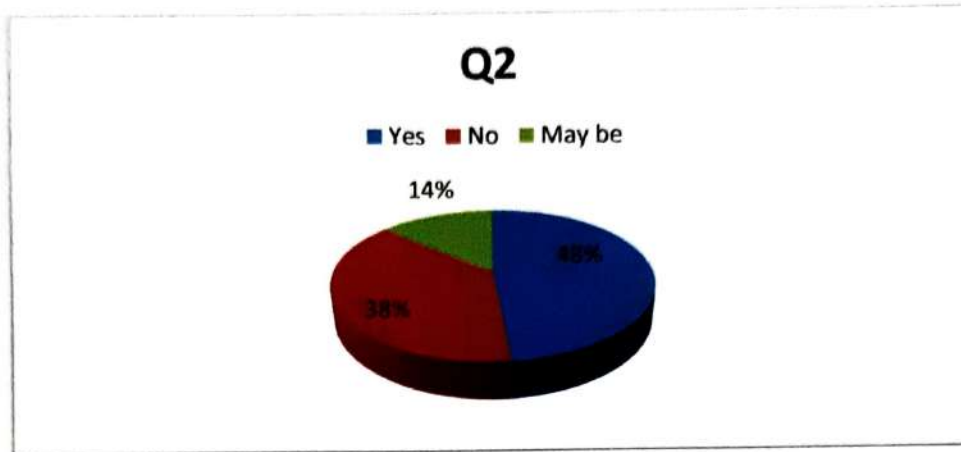


Figure: 2.2

3) Is there equal opportunity to all genders for free and fair expression of ideas?

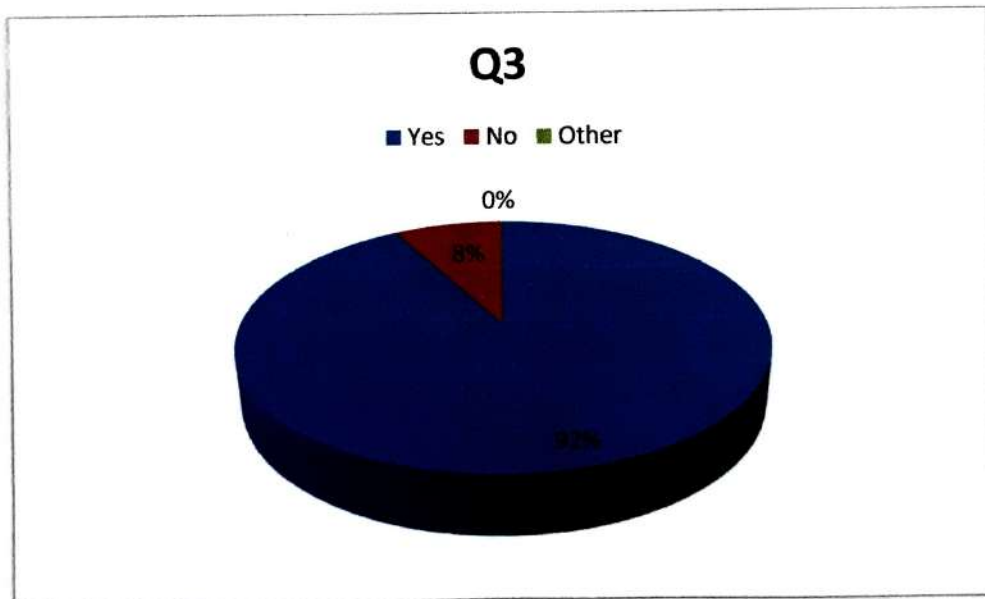


Figure:2.3

4) Is gender awareness programme conducted in your college?

13. Does the College have an anti-sexual harassment, anti-gender violence policy or equivalent?
60 responses

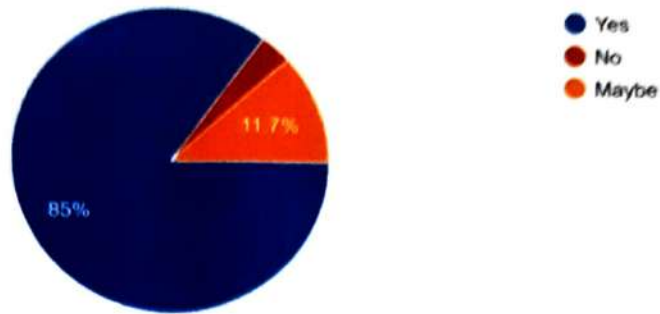


Figure:1.13

SURVEY-2 GENDER AUDIT: STUDENTS OF THE COLLEGE

1) Are adequate number of toilets available in the college campus for girls?

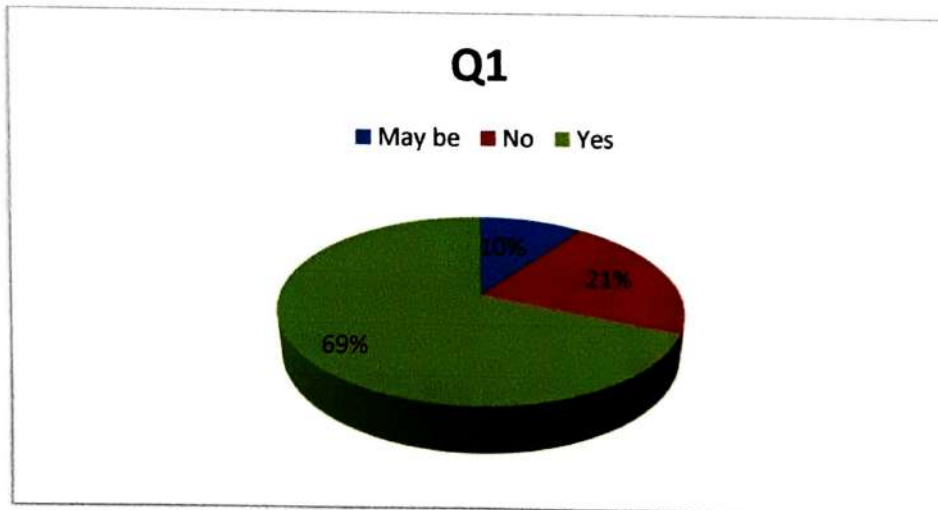
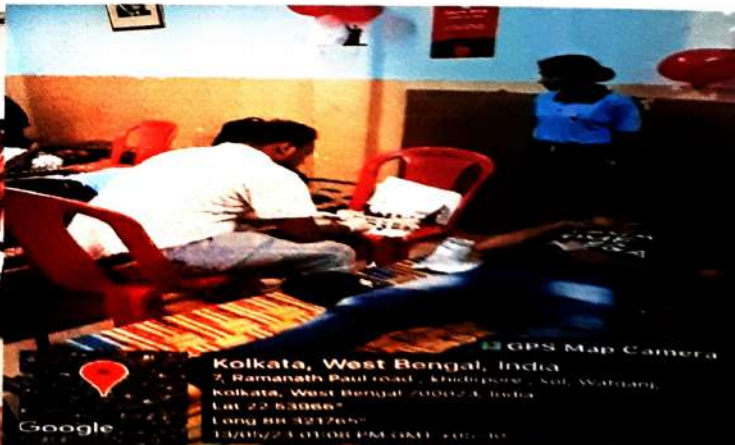


Figure: 2.1

PHOTO GALLERY





Gender Audit Committee

Dr. Indrani Basu
Associate Professor, Dept. of Economics
IQAC Co-ordinator
Berhampore College

Indrani Basu 27.02.24
COORDINATOR
IQAC
BERHAMPORE COLLEGE
BERHAMPORE, MURSHIDABAD

Dr. Bulu Mukhopadhyay
Associate Professor, Dept. of English
Convener, Womens' Cell
New Alipore College

Bulu Mukhopadhyay 27.02.20
Convener
Women's Cell, IQAC
New Alipore College
L - Block, New Alipore
Kolkata - 700 053

Dr. Swati Pal
Associate Professor, Dept. of Economics
IQAC Co-ordinator
Kidderpore College

Swati Pal 27.2.24
Co-ordinator, IQAC
Kidderpore College

Iti Biswas
Assistant Professor, Dept. of Political Science
Convener, Womens' Cell
Kidderpore College

Iti Biswas 27.2.24

Dr. Abhijit Ganguly
Principal, Kidderpore College

Abhijit Ganguly 27/02/24
Principal
Kidderpore College

