

Gender Audit



2021-2022

Chandidas Mahavidyalaya

Khujutipara Birbhum

Prelude

Gender audit is essentially a social audit which analyzes and assesses the institutionalization of gender equality in the organization. Institutional policies, infrastructural facilities, safety measures, awareness programme are some of the yardsticks by which gender mainstreaming can be gauged. This audit also brings forth the strengths, opportunity and limitations of the organization concerned.

International Labour Organization rightly points out “... *It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives*”

By gender audit the institute gets the picture of gender biasness if any. It focuses on the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviours towards the issue¹.



¹ <https://www.plotina.eu/what-is-a-gender-audit>

An Overview from the Auditors

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It gives us immense pleasure that the Gender Audit has been prepared with utmost sincerity and impartiality. Based on the data provided by the office and the survey we collected and analyzed a report on the gender equity and gender promotion policies are prepared.

From the report it appears that our institution follows non-discrimination policy towards every stake holder. Promotion of gender equity is also given due importance. Given the existing conditions, our institution tries its level best to incorporate gender mainstreaming in its activities and policies related to teaching learning, career promotion, infrastructural facilities, research and publication, seminar attendance, leaves and other benefits etc.

The institution tries to inculcate the values of gender equity among the students and staff through various programmes like seminars, observation of women's day, rally and so on.

In the under-graduate curriculum gender issues are incorporated by the University of Burdwan.

Our institution has also continuously thrived to augment infrastructural and learning resources-like smart class rooms, internet facility, e-resources, separate wash rooms and safe drinking water amongst other such measures. All faculty members are apprised of their promotional benefits and conditions thereof at regular intervals.

Conventional leave facilities are extended to all the staff irrespective of gender. Besides, maternity leave and child care leave are permitted as per statutory provisions.

We have recommended certain policy measures for future.

We do believe that the college authority will continue these policies and will incorporate the policy recommendations in future.

We extend out thanks and gratitude to all who took part directly and indirectly in this exercise.

*Mousumi Ray choudhury
Kamini Mukherjee
Sumanita Sen (Das)
Abhinava Chakraborty
Smtas Singh Roy*

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General Overview of our institution



Chandidas Mahavidyalaya, a rural college, was set up in 04.01.1972 in a remote village *Khujutipara* under Bolpur Sub-division in the district of Birbhum of West Bengal. The objective behind establishing this college in the rural areas was to open up the opportunity of higher education before the first generation learners coming from economically and socially backward and minority families of the locality. But at the same time modern, scientific and value based education is necessary for the students and the society at large. So college judiciously blends the twin objectives- modern, secular & value education- into its vision. The journey of more than four decades was not always a smooth one. The bumpy and rough weather sometimes hampered the institutional performance, but the passion and dedication of the teachers and staff facilitated the college to overcome all obstacles and redeemed its pledge to carry on its tasks in imparting knowledge to the students and empowering them to face the future challenges. The persistent, perseverance and firm approach of the faculties and the management helped to tide over the crisis.

Vision: Our institution believes in providing inclusive, flexible academic ambience.



Acknowledgement

Gender audit is a newer initiative done by the Internal Quality Assurance Cell of our institution. Lot of cooperation and assistance we received from the various stakeholders of our institution.

At the very outset we extend our thanks to the Principal, Dr. Sk Ataur Rahaman for his constant encouragement and cooperation.

On behalf of the cell I take this as an opportunity to extend our heartfelt thanks and gratitude to the participants- students and staff members- who took part willingly in the survey we made.

Our administrative office deserves accolades for sharing the data as and when we approached. Special thanks to Prof. Tapas Mondal and Mr. Tapan Kumar Das for their tireless effort for gathering and disseminating official data.

Gender audit would not have been possible had we not received the active support and cooperation of our audit team members.

We extend our thanks to those support staff who came forward willingly and extend their hands of cooperation.

Gender Audit: An Overview

Gender audit is essentially a social audit which analyzes and assesses the institutionalization of gender equality in the organization. Institutional policies, infrastructural facilities, safety measures, awareness programme are some of the yardsticks by which gender mainstreaming can be gauged. This audit also brings forth the strengths, opportunity and limitations of the organization concerned.

International Labour Organization rightly points out “... *It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives*”

Inclusive growth and development of the segments of the society remains the priority of India ever since she achieved independence. The constitution of India categorically declares liberty, equality, and justice to be the utmost priority. Declaration of the right to equality, liberty, right against exploitation, right to equal treatment, public employment opportunity, right to vote and contest election in its various articles ratifies its commitment to inclusive growth. Moreover, reservation and special measures are also rolled out as contributory step towards achieving equity based society. Beijing Declaration in 1995 recommended gender budgeting. Since 2005-06, government of India continues gender budgeting. Each ministry has been mandated for gender budgeting cell.

In India gender budget statement was first introduced in 2005-06². On the basis of the information furnished by the Ministries/Departments, the Gender Budget Statement is prepared. This statement indicates in two, the budget provisions for schemes that substantially meant for the benefit of women³. In 2021-2022 5.9% increase in the budgetary allocation Rs. 26772 crore has been allocated for women-specific programmes, in the previous year it was Rs. 25260 crore.

² <https://www.indiabudget.gov.in/budget2016-2017/ub2016-17/eb/stat20.pdf>

Female Gross Enrolment Ratio (GER) has overtaken male GER as the Gender Parity Index (GPI), the ratio of female GER to male GER, has increased from 1 in 2017-18 to 1.05 in 2020-21, a survey report by the Ministry of Education has revealed. According to the All India Survey on Higher Education (AISHE) 2020-2021, an uptick of 2.01 crore was witnessed in the female enrolment from 1.88 crore in 2019-20. The percentage of female enrolment to total enrolment has also increased to 49% in 2020-21 from 45% in 2014-15, the report said. There has been an increase of around 44 Lakh (28%) in the female enrolment, the report added.⁴

Despite these rosy pictures, discrimination and disparity still haunt the Indian society. Socio-economic and political discrimination can be perceived from the daily reports. Higher educational institutions are expected to spread the message of equality and promote democratic values. Gender awareness, in-campus conducive atmosphere, work with dignity and study without fear, equal treatment should be the objectives of the institutions.

Hence, **objectives for gender audit** are to find out

- ✓ Institutional policies and practices
- ✓ Infrastructural facilities
- ✓ Gender Perception of the different stakeholders

Methodology followed

The gender audit was conducted by IQAC through

- ✓ Physical verification of infrastructural facilities
- ✓ Analyzing the institutional documents
- ✓ Sample survey through questionnaire from the staff and the students

⁴ <https://www.financialexpress.com/education-2/more-women-enroled-in-higher-education-than-men-in-2020-21-shows-aishe-survey/2963475/>

Infrastructure and learning resources

- 28 class rooms, 6 smart class rooms and 1 auditorium Hall
- Clean and green campus
- Spacious reading room facilities
- Sufficient number of books, e-resources, papers and journals
- Non-discrimination policy of the college authority in terms of availing facilities
- Basic separate sanitation facilities for male and female staff and the students are available
- Ladies common room is situated in the ground floor of the campus
- Lady attendant is appointed to look after the girl students
- Internal Complaint committee flowing the UGC guideline is constituted comprising senior lady teachers and IQAC Coordinator
- Anti-ragging squad and Sexual Harassment Prevention committee are also constituted
- Contact numbers of the Anti-ragging cell members are displayed at one place of the institution
- CCTVs are installed to monitor the security within campus.
- Online and offline grievance redressal mechanisms
- Clean drinking water facility

Gender balance defines the ratio of male –female in the students and staff. Traditionally it is seen that women have difficulties and barriers to access to the higher education. Our institution is situated in rural hinterland of Bengal. Agriculture is the main source of livelihood. Literacy rate is poor; early marriage is a regular phenomenon.

2011 census says⁵ average literacy rate in the Birbhum district is 69.10% in rural areas out of which 75.56% Male and 62.33% female.

The data of newly admitted taken from the office of our college displays an encouraging phenomenon despite various constraints faced by the females in this locality.

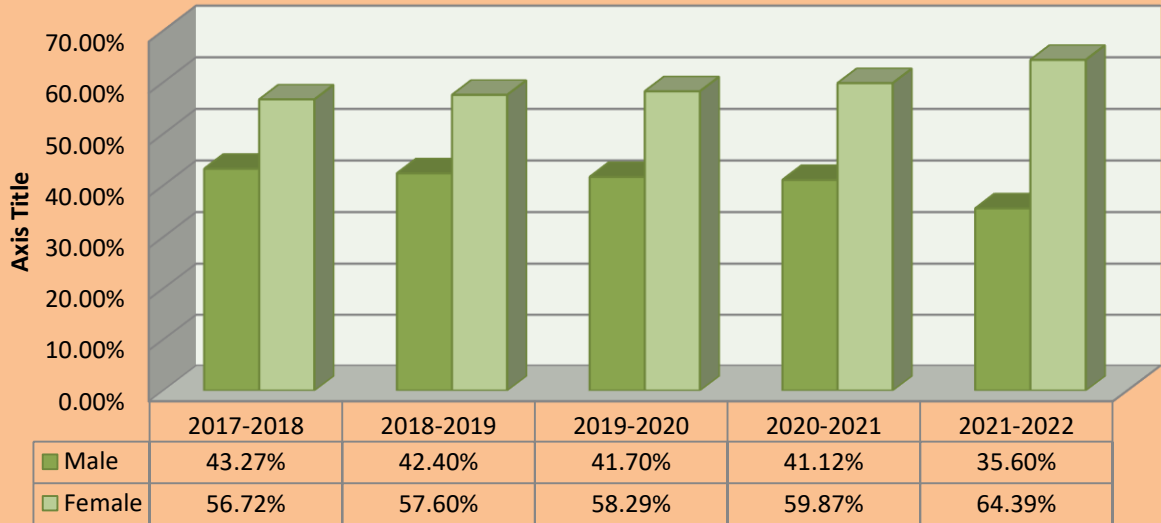
⁵ <https://www.census2011.co.in/census/district/8-birbhum.html>

Gender balance among the students admitted : 2021-2022

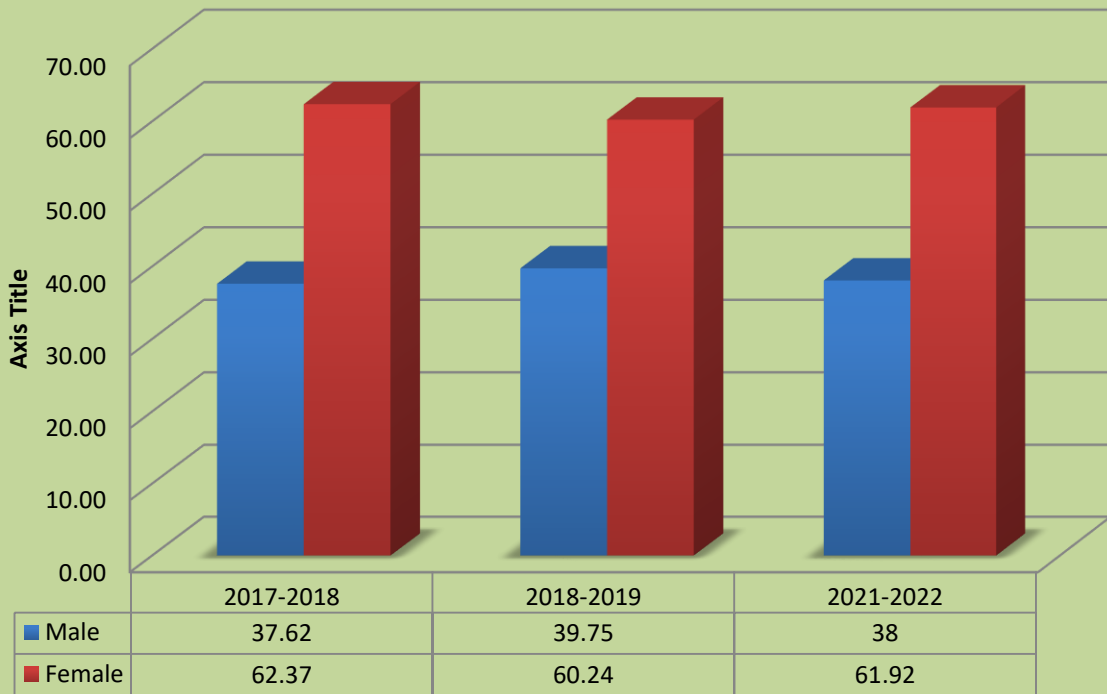
Subjects	Admitted students	Male	Female
Bengali	35	14 (40%)	21(60%)
English	29	14 (48%)	15 (52%)
Geography	20	08 (40%)	12 (60%)
History	32	14 (43.75%)	18 (56.25%)
Philosophy	03	01(33.33%)	02 (66.66%)
Political Science	19	09 (47.36%)	10 (52.63%)
Sanskrit	06	02 (33.33%)	04 (66.66%)
Mathematics	06	5 (83.33%)	01 (16.66%)
B.A General	573	205 (35.75%)	368 (64.25%)
B.Sc General	12	09 (75%)	03 (25%)
Overall	738	281 (38.07%)	457 (61.92%)

Year	Total Enrolled	Male	%	Female	%
2017-2018	1761	762	43.27%	999	56.72%
2018-2019	1625	689	42.40%	936	57.60%
2019-2020	1592	664	41.70%	928	58.29%
2020-2021	1545	620	41.12%	925	59.87%
2021-2022	1640	584	35.60%	1056	64.39%

Male- Female % of Admitted students



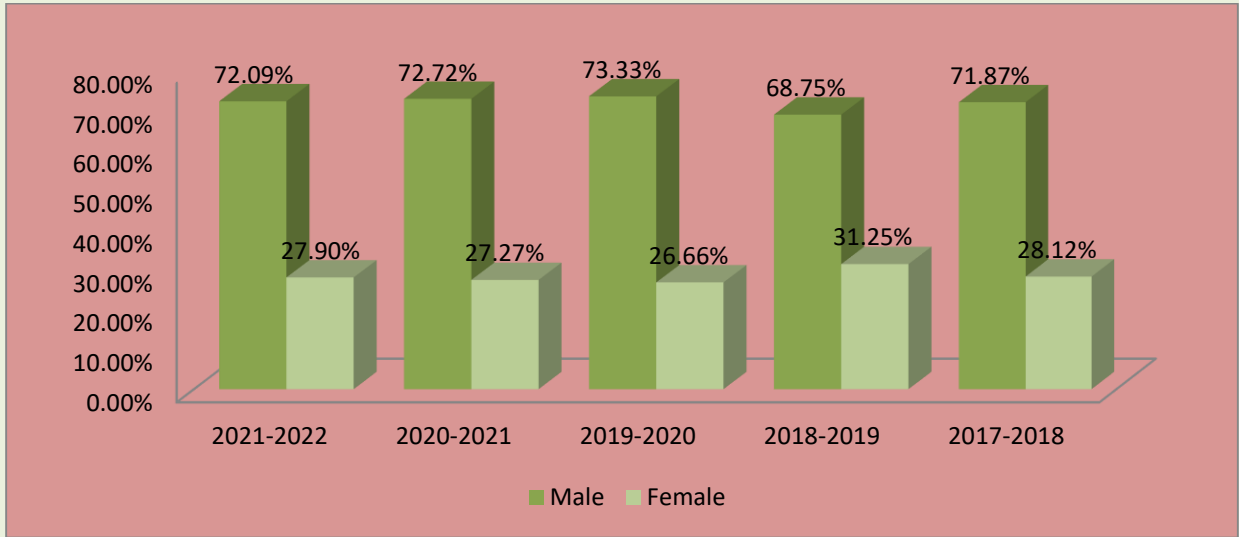
Comparison of admitted students gender wise



(Data compiled by IQAC)

Faculty Profiling Gender-wise

Year	Total Faculty members	Male	Female
2021-2022	43	31 (72.09%)	12 (27.90%)
2020-2021	44	32 (72.72%)	12 (27.27%)
2019-2020	45	33 (73.33%)	12 (26.66%)
2018-2019	32	22 (68.75%)	10 (31.25%)
2017-2018	32	23 (71.87%)	09 (28.12%)



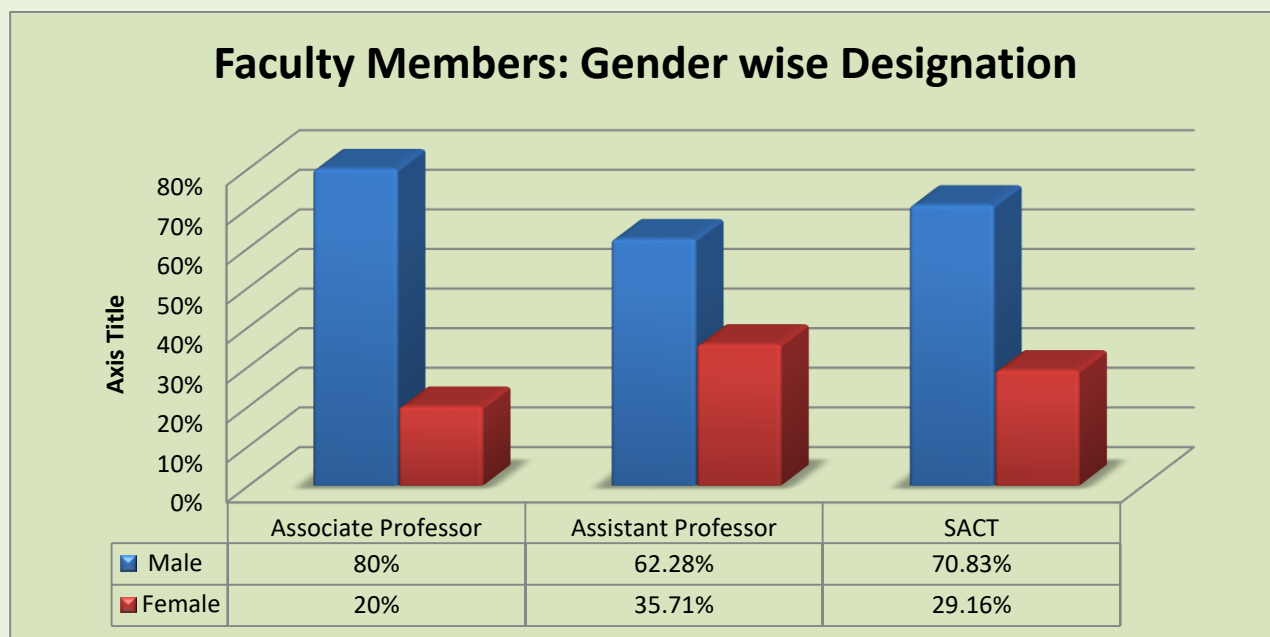
Faculty Members with PhD: Gender wise

	Male	Female
PhD	09	04
	69.23%	30.76%
Thesis Submitted	02	00
PhD Pursuing	02	01

Designation and Gender Wise Faculty Members

Designation	Male	Female
Professor	01	00
Associate Professor	04 (80%)	01(20%)

Assistant Professor	09 (62.28%)	05 (35.71%)
SACT	17 (70.83%)	07 (29.16%)



Participation of women faculty in seminars

Year	Male	Female
2017-2018	06	02
2018-2019	03	04
2019-2020	34	11
2020-2021	33	11
2021-2022	32	11

Participation of women faculty in Faculty Development Programme organized by the institution

Year	Male	Female
2017-2018	20	08
2018-2019	18	10

Organization and Management

Committee	% of female teachers	Position holding
Academic Sub-committee:	24%	Member
Magazine Sub-Committee	25%	Convener and Jt. Convener, & other member
Library Sub-committee	44%	Member
Cultural Committee	36%	Member
Games & Sports Sub-Committee	22%	Convener
Sexual Harassment Redressal Sub-Committee	29%	Convener & other member
Equal Opportunity Cell	40%	Convener & other member
Grievance Redressal Cell/Internal complaint Committee	40%	Convener & other member
Anti-Ragging Squad	40%	Convener & other member

Glimpses of Gender Perception within the Campus

IQAC conducted survey and discussed with the various stakeholders. Out of that discussion, following pictures of gender perception can be discerned from the survey.

1) College authority follows the non-discriminatory approach towards its employees with regard to:

- ❖ Career promotion
- ❖ Assignments and responsibility
- ❖ Memberships in committees like- Governing Body, Academic Sub-committee and other committees
- ❖ Permission to participate in seminars, workshops and other academic events
- ❖ Organizing events in the campus
- ❖ Conferring awards and recognitions
- ❖ Sanctioning leaves
- ❖ Loan facility and financial assistance if needed

2) Moreover, the authority is very cautious and conscious about the facilities to be extended to the female staff.

2) Gender perception

42 staff and 120 students participated in the survey and discussion. Following is the reflection of their perception regarding the practices and facilities in the campus.

There are altogether 09 (Nine) questions on the infrastructural facilities, non-discriminatory approach of the authority, security measures, gender awareness initiatives.

Questions	Response
Access to campus facilities (libraries, laboratories, campus events) is gender neutral and everybody has the same rights	100% positive
Whether CCTV cameras are provided on the campus	99% positively responded
Whether female support staff is available in the campus	99% responded that there is female staff to assist if need that be
Whether there is provision of a suggestion/ complaint box on the campus	98% respondents hold that there is a complaint box and interestingly most of them can locate that box.
Whether helpline numbers are clearly displayed at various places on the campus	97% replied that they knew the helpline numbers available in the campus
Internal Complaint Committee is in place	90% of the respondents said that they know that there is such a committee and their names are displayed in the campus
Gender Awareness programme organized by the institution	It is interesting to know that most of the respondents (98%) said that the institute through its various wings and departments organize gender awareness

<p>On an overall basis, are you satisfied with the gender related policies, facilities and handling of issues by the Institute</p>	<p>programmes. Overall perception regarding the gender sensitivity and approach of the college authority is quite laudable. Gender biasness seems to be absent in the campus. Our stated policy is Zero tolerance to any kind of ragging within campus.</p>
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Glimpses of gender awareness activities in the campus



Seminar on Feminism in India

Date- 4.10.2018

Speaker: Prof. Dr. Gopa Samanta, Department of Geography, Burdwan University

Save the Girl Child: Gender Awareness Programme : 3.3.2020



Safe Social Surfing Workshop : 07.09.2017





Beti Bachao Beti Podhao: NCC Initiative

Best practices

- 1) Office maintains gender segregated data
- 2) Authority supports any type of gender awareness programme as when approached to him
- 3) Authority permits female staff to avail leaves without discrimination
- 4) Authority allows female staff to participate in any kind of research activities, participation in seminars, workshops, OP / RC / Summer / Winter school
- 5) Internal Complain Committee is active although no such complaint received by the committee till today
- 6) General perception among the female staff and students are quite satisfactory with regard to the gender sensitive approach of the authority
- 7) Mentoring system help the students
- 8) Students are of the opinion that they can approach to the teachers easily in any problem.
- 9) Institution displays information related to ICC and Anti-ragging cell members.
- 10) Maternity leaves and Child Care Leaves (CCL) are given to the female faculty members. Total 41.66% female faculty members availed Maternity leaves and Child Care Leaves (CCL)

Policy recommendations

- 1) Trained Counselor should be hired to counsel the students
- 2) IQAC should organize more gender awareness programme
- 3) There should be a sanitary napkin vending and disposal machine installed in the campus
- 4) Dedicated gym facility for the girl students should be done
- 5) Medical practitioner should be hired once in a week