



GENDER AUDIT REPORT (2018-2023)

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Foreword

A Gender Audit is an assessment process that is used to analyze an institution's gender equality and pinpoint its primary gender biases. It aims to understand the organization's current processes and situations from a gender perspective, highlighting areas of strength and weakness. It would capture employee attitudes, understandings, and behaviors regarding a range of themes, including the state of gender equality in organizational culture and procedures, policy and decision-making structures, and decision-making processes.

Additionally, a gender audit evaluates how successfully research, study curriculum, academic policies and programs, staff wellness and work management, and research are all influenced by gender perspectives.

Organizations can identify and understand gender trends in their human resource management practices, organizational culture, and the composition, structures, procedures, and policy and service design by using gender audits, a gender mainstreaming technique. They also help to ascertain the ways in which organizational performance and management choices impact gender equality inside the company. Gender audits pinpoint important gaps and challenges in gender roles and offer solutions through innovations and enhancements. They act as a benchmark so that advancement may be tracked over time.

About Our Institution

Nabagram Amar Chand Kundu College is a Govt. aided degree College affiliated under the University of Kalyani situated in Nabagram block, Murshidabad. Since its inception in 2009, as an outcome of a sincere desire and effort of the common people of Nabagram and with the constant support and patronage of Sri Amar Chand Kundu, a famous social worker, and an eminent educationist, the institution has played a major role in providing the people of this entire block with the opportunity of quality higher Education. Being situated in a rural area where a major part of the population belongs to scheduled caste, scheduled tribes and minority sections, the significance of this college in bringing forth an overall development of the area has been immense. At the present moment the college provides honors courses in Bengali, History, English and Education and Program courses in other arts subjects.

How to reach- The college is located 25 km from the Berhampore town and is well connected by local bus service. A few nearest railway stations are: Berhampore Court, Sagardighi and Khagrahat Road Station.

Principal's outlook on gender equity & equality:

We believe that gender equity is the equitable allocation of resources, opportunities, and responsibilities among people, irrespective of their gender. Treating every person equally regardless of gender in terms of rights, opportunity, and respect is the foundation of gender equality.

We work hard to ensure that girls and boys have equal access to resources and educational opportunities as well as that they are not the targets of gender-based discrimination. We work hard to ensure that recreational, co-curricular, and academic activities are free of gender bias and stereotypes while maintaining an inclusive atmosphere for all students.

Through our administrative initiatives and policies, we support the establishment of an inclusive and varied environment where everyone has the chance to fulfill their full potential, regardless of background, identity, or circumstances. Sensitization efforts against domestic violence, job harassment, and sexual assault are typical.

Gender equity and equality in the workplace refers to giving men and women the same benefits and compensation, equal access to working spaces, equal-possibilities for growth, and a harassment- and discrimination-free work environment. There haven't been any reports of harassment from staff or faculty yet.

We attempt to achieve equity and equality by putting the ideas and practices into practice through the Women's Cell, Internal Complaints Committee, Grievance Redressal Cell, Students Welfare Committee, SC-ST-Backward Class and Minority Cell and Anti-Ragging Committee by putting various government plans into action, among other things. Gender equity and equality are important principles for creating a fair and unbiased society where all individuals will have equal opportunity to reach their full potential, regardless of their gender. We strictly strive for a gender-neutral institution with equal opportunities for all.



Principal
Nabagram Amar Chend Kundu College
Nabagram, Murshidabad

Objectives of the Audit Report

Gender parity is specifically stated as a desirable aim in the Preamble, Fundamental Rights, Fundamental Responsibilities, and Directive Principles of the Indian Constitution. as mandated by Article 14 of the Constitution, which protects universal rights for all persons regardless of their place of birth, ethnicity, gender, or race, to advance gender equality and prohibit discrimination based on gender. gives the state the right to refrain from discriminating against people based on their gender, race, nationality, caste, ethnicity, or any combination of these.

The objectives are as follows:

- ✓ Implementation of practical steps to ensure the protection and safety of all genders.
- ✓ Establishment of an easily reachable, dynamic, impartial Grievance Redressal Cell.
- ✓ Prohibition of discrimination based on gender in all forms.
- ✓ Development of self-assurance and self-worth of female students, women faculty members and college staff.
- ✓ Arrangement of Programs for the whole development of personality fostering self-assurance among the institution's members.
- ✓ To join hands with IQAC, Women's Cell, Internal Complaints Committee, Grievance Redressal Cell, Students Welfare Committee, SC-ST-Backward Class and Minority Cell and Anti-Ragging Committee are formed for creating gender sensitization.
- ✓ Prevention and Protection of female students from being teased by others.

With the objective of key findings regarding gender neutrality and to ensure gender equality at our campus, our institution requested to conduct a gender audit.

Methodology

As part of the audit, a survey form was framed with a set of questions on various gender-centric issues. The survey was conducted on representatives from students, faculty, and non-teaching staff to collate the respondent's perceptions on the prevailing gender-sensitive practices/facilities on the college campus.

Curricular Aspects

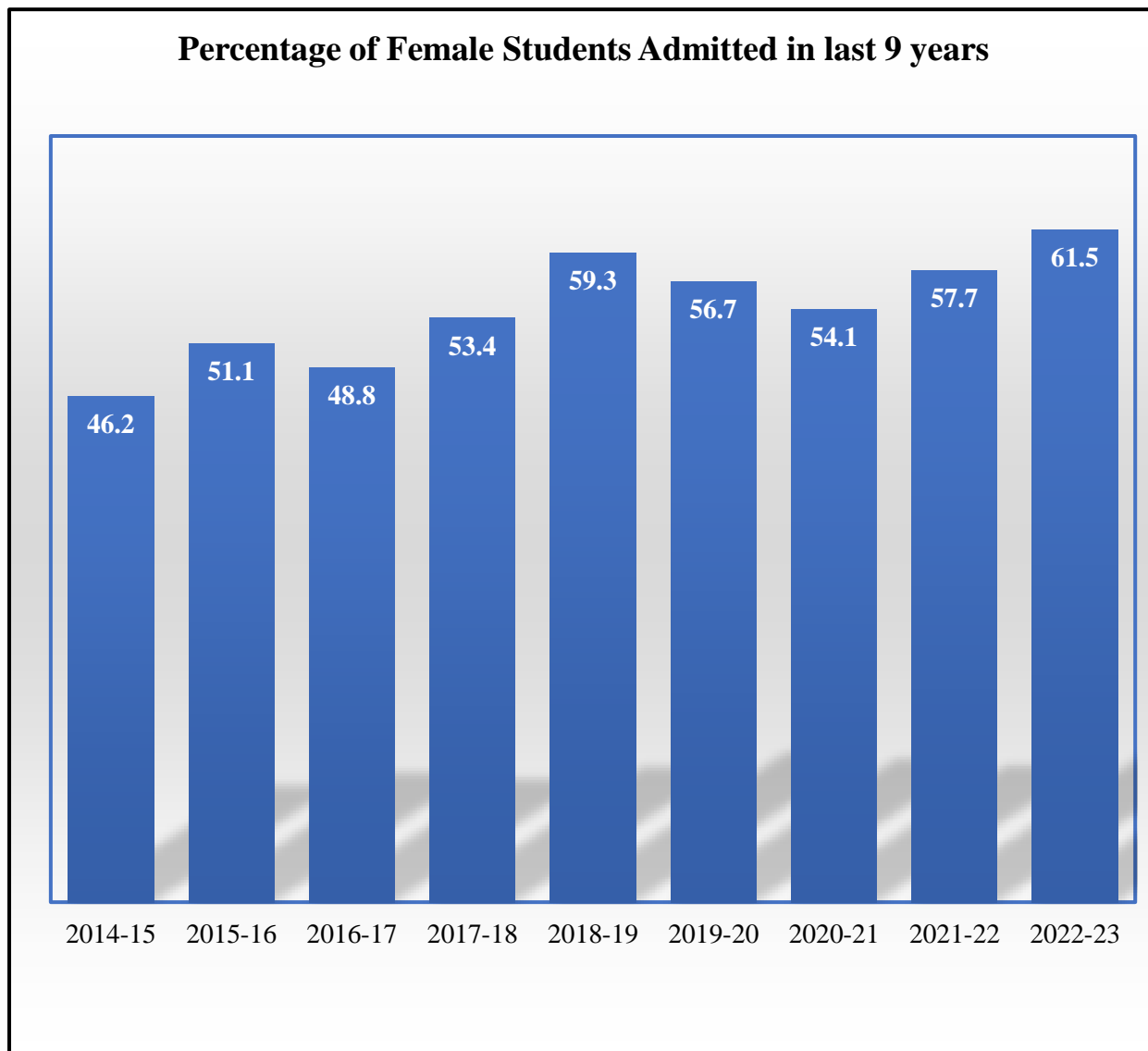
Since its establishment in 2009, the Nabagram Amar Chand Kundu College always emphasized value-based education though it had little scope to introduce new degree courses. Several measures have been taken because sensitization programs are currently an absolute necessity on campus. Gender equity and equality have been internalized in all aspects of our institution. The departments of Bengali, English, Sanskrit, Education, Arabic, and Political Science have courses that address gender issues within their syllabus at the undergraduate level.

Gender equality and women empowerment has always been given prime importance in the curriculum of the institute. However, our college has introduced several certificate courses addressing gender equity. Moreover, the college frequently organizes seminars/workshops/debates/quizzes etc. to sensitize the students about gender equity

Learning and Evaluation

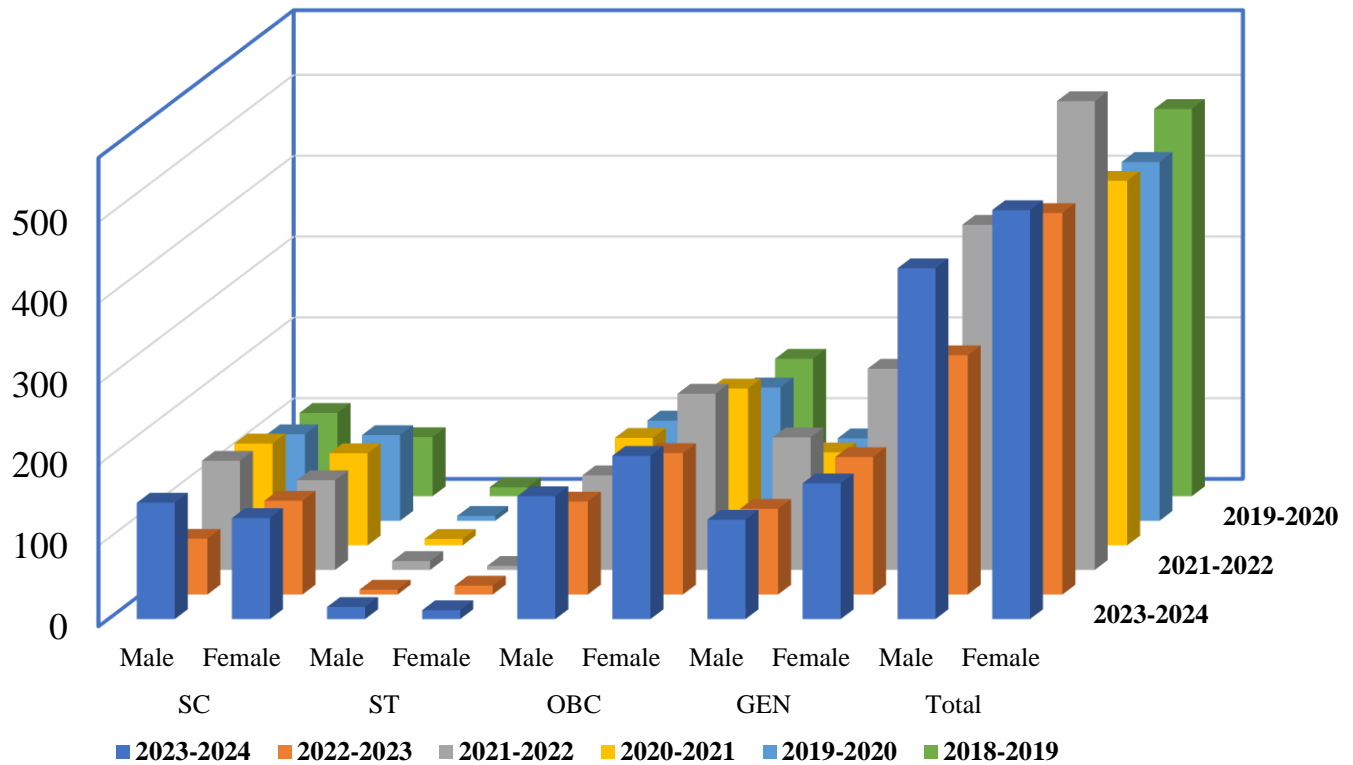
Data Analysis

The graphical representation exhibits the gender classification of male and female strength of students admitted to the college over the last few years.

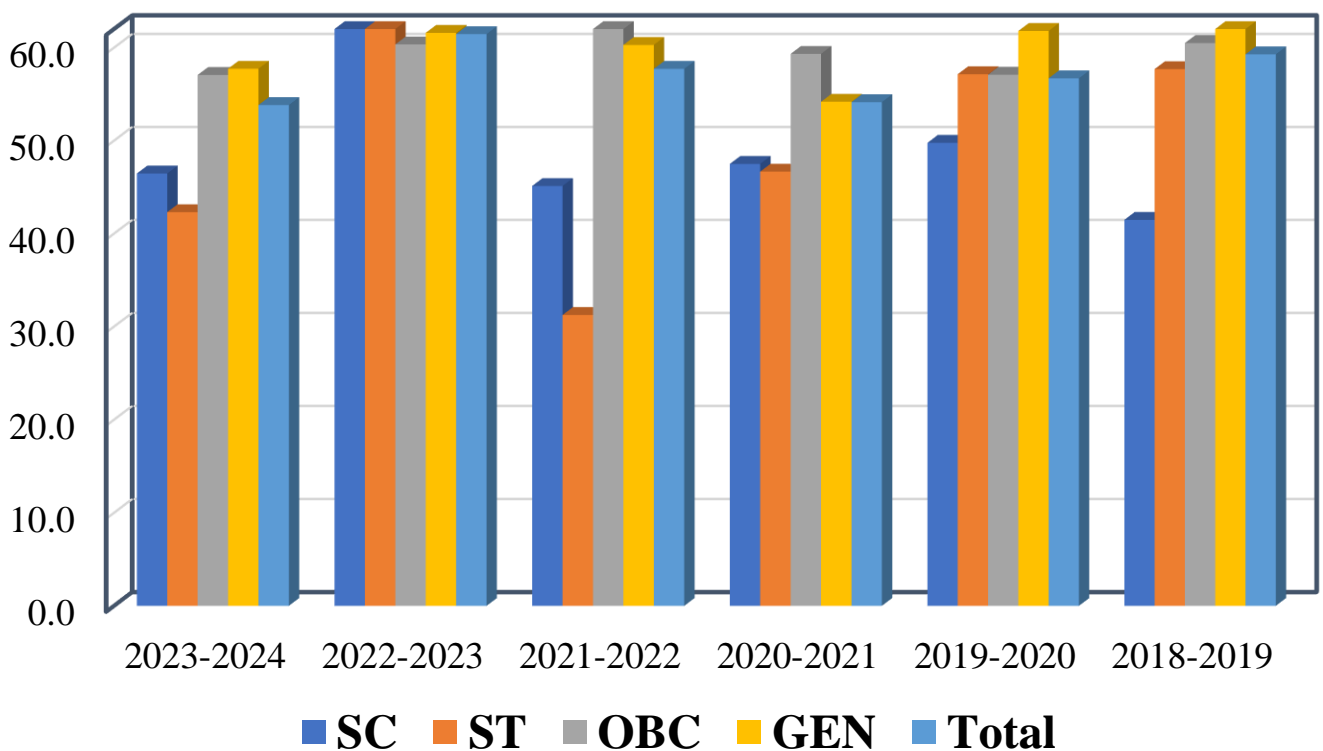


The graphical representation exhibits the gender classification of male and female strength of different categories of students admitted to the college over the last few years.

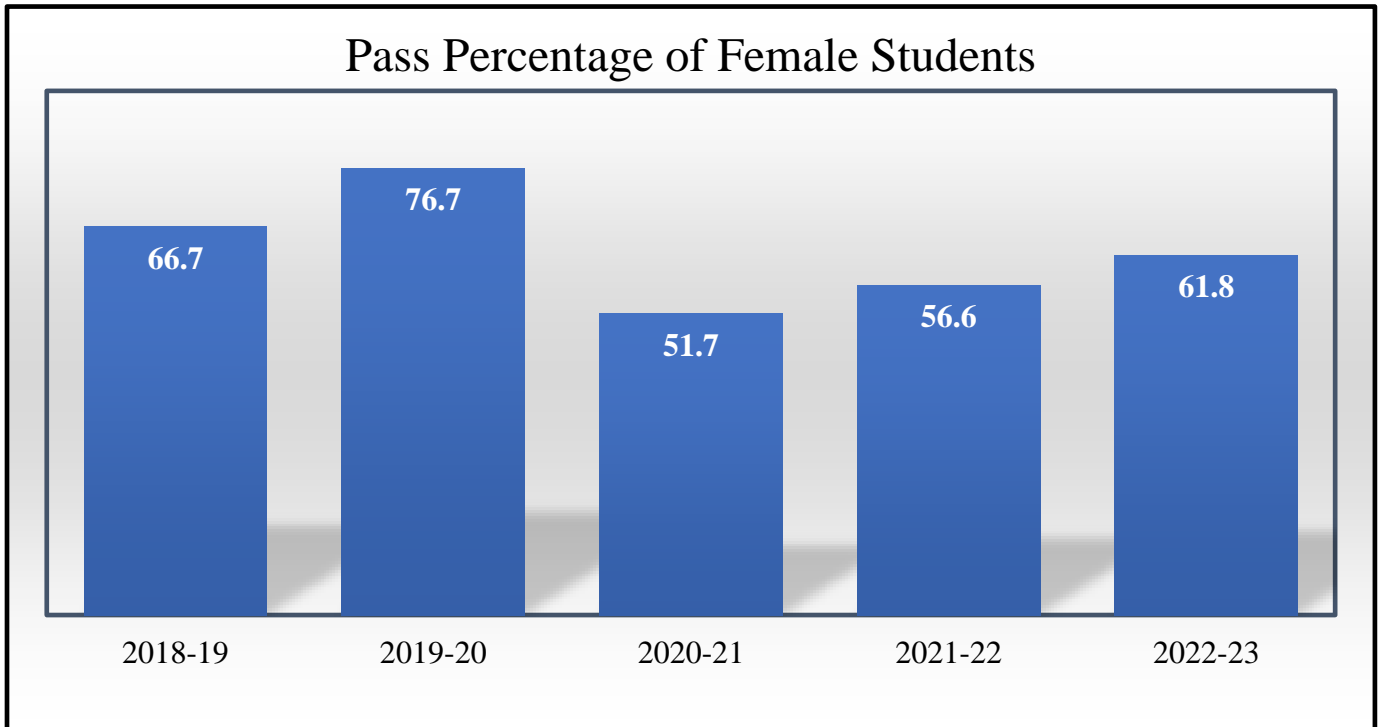
Categori-wise Male/Female Student Enrolled in last 6 Academic Sessions



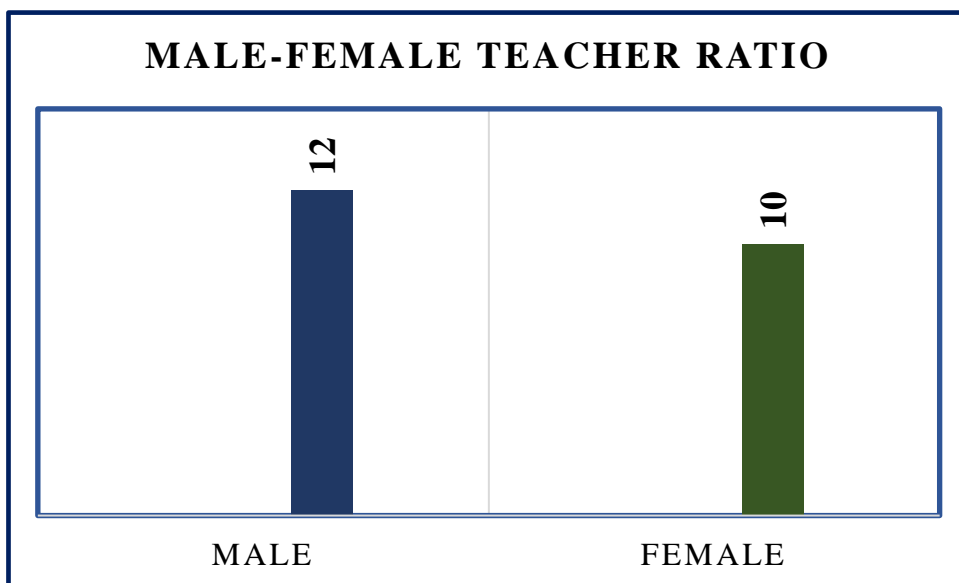
Male/Female student ratio in enrolment for last 6 Academic Sessions



The following graph exhibits the effort put forward by the college to create an environment conducive to women's empowerment. The analyses show an increase in the female-student ratio of the outgoing students (pass percentage) compared to the male/female ratio of student admission data.



The following graph exhibits the male/female faculty proportion in the college.



Sample Gender Audit Survey Form

NABAGRAM AMAR CHAND KUNDU COLLEGE

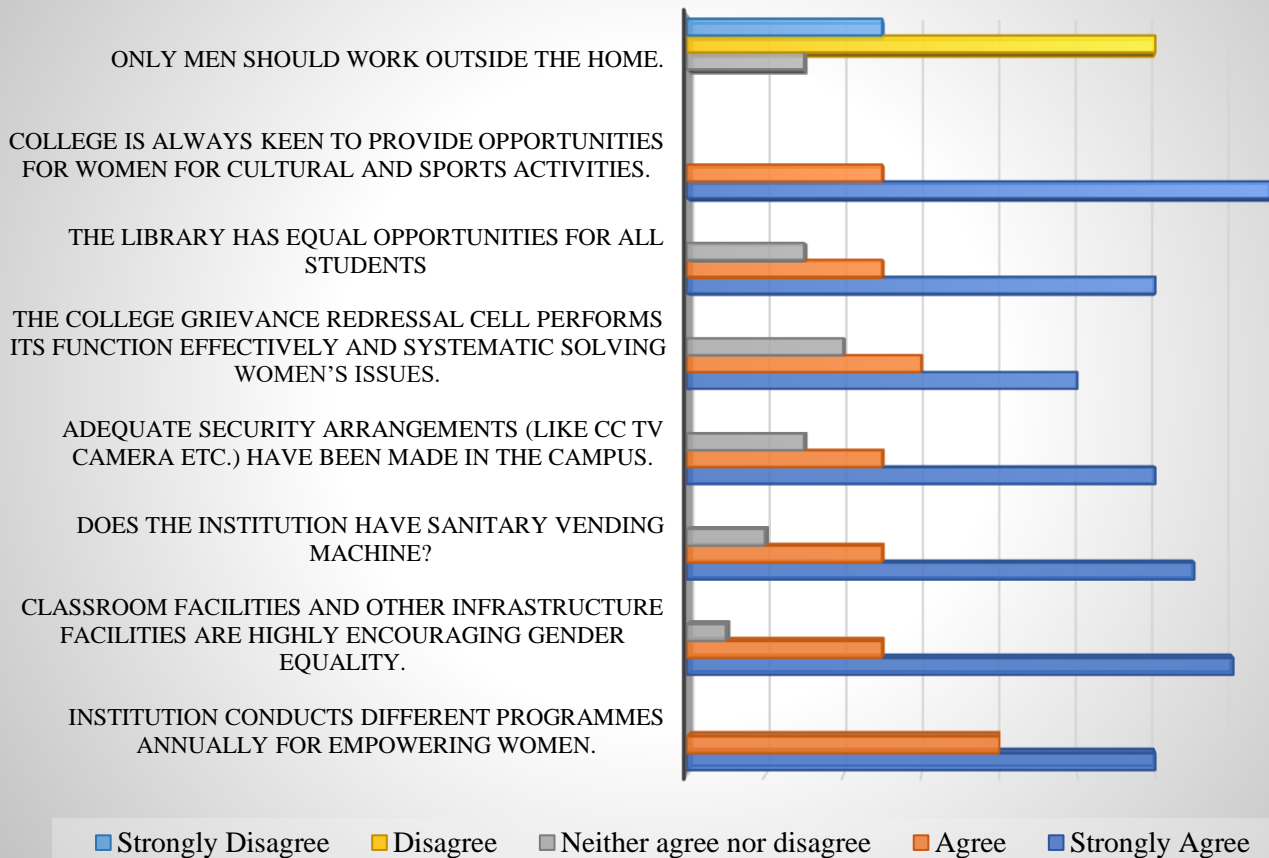
GENDER AUDIT SURVEY

Scale	1	2	3	4	5
Descriptors	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree

Sl no	Criteria	1	2	3	4	5
1	Institution conducts different programmes annually for empowering women.	✓				
2	Classroom facilities and other infrastructure facilities are highly encouraging gender equality.	✓				
3	Does the institution have sanitary vending machine?	✓				
4	Adequate Security arrangements (like cc tv camera etc.) have been made in the campus.	✓				
5	The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues.	✓				
6	The library has equal opportunities for all students.	✓				
7	College is always keen to provide opportunities for women for Cultural and sports activities.	✓				
8	Only men should work outside the home.				✓	

Graphical Analysis of the Gender Audit Survey data collected from various stakeholders

GENDER AUDIT SURVEY



Infrastructure and Learning Resources

The college is actively fostering the idea of gender sensitivity in various ways. Visualization and taking concrete actions allow us to focus on diverse spaces of empowerment and engage with issues impacting women's lives on campus. With a moderately high proportion of female faculties, staff, and students, we try our best to empower them.

- A women's common room with an attached washroom and sanitary pad vending machine is available for female students.
- A separate women's common room with an attached washroom and sanitary pad vending machine is available for female staff.
- Clean and well-maintained female washrooms with all the necessary amenities such as sanitary pad vending machines.
- A special certificate course on self-defence is offered for female students.
- Regular awareness programs/seminars on the prevention of child marriage, women trafficking, and mental and physical abuse are organized.
- Regular seminars/workshops/certificate courses are offered to induce women's empowerment.
- The institutional library is constantly upgraded in terms of books and journals/e-journals.
- Counseling sessions are being organized from time to time.
- Good Sports facilities are available on the campus.
- The campus is on CCTV surveillance and physical monitoring by the security staff is ensured for safety and security.

Various Programs Organized to promote gender equity:

1. One-day awareness program on women trafficking

Date: 14th March,2019 Place: College premises

The NSS unit and career counseling and development cell of Nabagram ACK College organized a one-day awareness program on Preventive Measures against Women trafficking on 14th March 2019 at the college seminar Hall.

Female teachers from Nabagram BCM Girls' High School and students were invited and a total of 23 students and 7 teachers attended the program.

Outcome

- Female students and teachers have been aware of threats in our society and how to prevent them.
- They have learned how to wisely use social networking sites as there are different traps for women.

2. Awareness Program on Women Trafficking

Place Nabagram High School, Date: 4th March,2020

The NSS unit of Nabagram ACK College organized an awareness program on women trafficking at Nabagram High School on 4th March 2020. Mrs. Pinaki Ghosh has taken a class on the topic and 8 NSS volunteers helped in this awareness program. A total of 34 students of Nabagram High School participated in this awareness program.

Outcome: Girl students have been aware of threats in our society and how to prevent them. They have learnt how to wisely use social networking sites as there are different traps for women.

3. Online Community Awareness Program on “Beti Bachao, Beti Padao” and Against Child Marriage

Date: 14th August,2020

During covid situation tendency of child marriage increased in rural Bengal. To commemorate the awareness program of Honorable Prime Minister of India, Mr. Narendra Modi the NSS unit of Nabagram ACK College arranged a community awareness program against child marriage, and the harmful effects of child marriage with parents of our students. A total of 47 members of the houses joined through 19 accounts. Mrs. Pinaki Ghosh, a teacher at Nabagram Amar Chand Kundu College, Department of Political Science, conducted the community awareness program.

Outcome: Joined members mainly the mothers of girls committed not to get their girls married early despite different problems.

4. One Day Gender Sensitization Program

Place: Seminar Hall of the college

Date: 10.03.22

Women and girls are the main base of our society, yet they face different problems in our society. In social networking site, girls often face different problems. In this situation, the NSS unit and Women Empowerment Cell of Nabagram ACK College organized a gender sensitization program at the college premises. Mrs Papia Sultana, Superintendent of Police (Traffic), Murshidabad district was invited to address the program.

Teachers and students of Nabagram B.C.M. Girls and female teachers and students of Nabagram High School were invited and a total of 53 teachers and female students from the schools visited the awareness program.

Outcome: Girls have been well aware of different unknown threats spread in social sites. The female students were very responsive and enthusiastic in the whole program. This program will help them to counter the threats in the society. The program has created a step forward to empower the girls in this area

5. Awareness Program on Women Trafficking

Place: Nabagram B.C.M. Girls' School, date: 28.04.2022

The NSS unit of Nabagram ACK College organized a awareness program on women trafficking at Nabagram High School on 28th April,2022. Mrs Madhuri Chakraborty has taken a class on the topic and 9 NSS volunteers helped in this awareness program. Total 68 students of the Girls' School participated in this awareness program.

Outcome: Girl students have been aware of threats in our society and how to prevent them. They have learnt how to wisely use social networking sites as there are different traps for women.

6. One Day Gender Sensitization Program

Place: Nabagram B.C.M. Girls School

Date: 15.03.23

Women and girls are the main base of our society, yet they face different problems in our society. In social networking sites, girls often face different problems. In this situation the NSS unit of Nabagram ACK College organized a gender sensitization program at Nabagram B.C.M. Girls school for the students of class VIII. Four NSS volunteers and two teachers from our college conducted the program. Mrs. Urmila Islam leads the awareness program. A total of 58 girl students attended the awareness program.

Outcome: Girls have been well aware of different unknown threats spread in the social sites. The female students were very responsive and enthusiastic throughout the whole program. This program will help them to counter the threats in the society.

- 7. National Seminar on Preventive Measures Against Women Trafficking,**
date: 14-03-2019,
number of participants: 97
program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668ECA81CB47E.pdf
- 8. International Seminar on Women's Education and Empowerment: Issues And Challenges In 21st Century,**
Date: 08-07-2019
Program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668ECA81CB47E.pdf
- 9. Webinar on Gendered Roles: Housework And Pandemic**
Date, 19-08-2020
Number of participants-70
Program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668ECA2FC599A.pdf
- 10. National Seminar on Rabindra Sahitye Narir Obosthan**
Date, 30th March,2022
Number of participants 86
Program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668EB51744D46.pdf
- 11. Seminar on Rassundari's Amar Jiban And The Emergence Of Women's Writing In Nineteenth-Century**
Date, 31st August,2022
Number of participants 70
Program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668EB725F1343.pdf
- 1. Webinar on Importance of Soft Skills For Women Empowerment**
Date, 18th May, 2023
Number of participants 82
Program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668EA9A3BB0B7.pdf
- 14. Webinar on Breaking Barriers: Empowering Women In Entrepreneurship**
Date, 28th June,2023
Number of participants 98
Program link https://www.nabagramackcollege.in/dvv/working_folder/%203-668EA94270D3F.pdf

Welfare measures

Various welfare measures are initiated at the institutional level for the promotion of gender sensitization with special concern for girls through its various activities, notices, and circulars. The following measures are initiated for gender sensitization and promotion of gender equity.

- Surveillance through CCTV cameras and monitored entry of all persons and vehicles.
- The committee of proctors/mentors consists of both male and female faculty members.
- Lady staff members always accompany female students during study tours/college functions and other such activities.
- Availability of Internal Complain Committee, anti-ragging cell, women cell etc. The Internal Complaints Committee exists to handle sexual harassment-related issues. To date, no complaint has been received regarding such issues.
- Counseling sessions are organized frequently. During COVID-19 Pandemic, online counseling has been initiated.
- The Grievance Redressal Committee is in place to solve of their problems.
- Gender equity and equality are also discussed during the handling of cross-cutting issues during curriculum delivery.
- Career & Placement cell works for the career-related counseling of both genders.
- Girls Common Room with all necessary amenities is available.
- Separate washrooms for girls and female staff are available in every block.
- Sanitary pad vending machines and incinerators have been installed.
- Awareness programs, quizzes on health and hygiene issues, and women-specific government policies are organized.
- Special days dedicated to women icons are celebrated.
- Women are also felicitated for their contribution in their respective fields.
- Wheelchairs and other facilities are available for specially-abled students.

Annual Gender Sensitization Action Plan

It has been made and implemented every year since 2018. Several gender sensitization programs were conducted with women-centric themes and topics under the guidance of IQAC.

A few practices that have been inducted are:

1. Provision of senior staff/mentor or advisor level/Psychological/career counseling for students which is a continuous process.
2. Conduction of regular meetings of the Internal Complain Committee, Anti-ragging Cell, and Student Grievances Redressal Committees, for monitoring gender equality in the Institution.
3. Organizing Talks / Workshops / Conferences / Quiz / Debates / Webinar on gender-related issues.
4. Celebration of International Women's Day and International Day of the Girl Child.
5. Organize a student awareness program on the Sexual Harassment Act at the workplace
6. Conduction of awareness programs about sexual harassment, cyber security, and women trafficking.
7. There is a provision of maternity leave/ child care leave/ special leaves for women staff as per the existing State Government rules.
8. Regular campaigns on the availability of various state Government Schemes for the benefit of female students.
9. Regular counseling for the health and hygiene of students under "Poshan and Aahar" program.

Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in NABAGRAM AMAR CHAND KUNDU COLLEGE. The audit involved a review of policies and procedures, data analysis, and input from stakeholders including students, faculty, and staff. The findings of the audit indicate that while the college has made progress in promoting gender equity, there is still scope for improvement in certain areas.

Policies and Procedures: The institution has policies and procedures in place to address gender equity issues. The policies are revised and accordingly, amendment is done. In the preceding three years, no sexual harassment issues have been raised, which shows robust monitoring in the campus. To promote tolerance, harmony, and women's empowerment our college pays great attention to gender equity and gender sensitization. The college always ensures equal concern for every student especially girls in the institution. The policies adopted by the college authority, its proactive faculty, staff in association with the active cooperation of our students the Annual Gender Sensitization Action Plan is implemented.

Curriculum: The survey found out that the designed curriculum is gender-neutral. But, a lack of diversity in course content and materials related to gender issues was noticed.

Student Experiences: The survey found that a significant number of girls prefer admission in this institution. Female and male students are provided equal opportunities in academic and extracurricular activities. No gender-biased issues are observed. The whole campus is under tight CCTV surveillance. Adequate and good quality common room facilities are provided to the female students.

Faculty and Staff: The survey found that the institution has policies and practices in place to promote gender equality among faculty and staff including equal pay and non-discriminating policies. All the faculty and staff are recruited following Govt. norms. Career advancement procedures are also followed as guided by the Govt. norms. No gender-based barriers are observed during the recruitment of staff at the college and is done solely based on merit.

Facilities and Infrastructure: The survey found that the institution has sufficient facilities available on campus.

Campus Safety provisions: The Institution has well-drafted policies and procedures in place to address safety, security, gender-based violence, and harassment, but there is a need for more awareness of these policies and procedures. However, the survey identified that some students and staff are not aware of the process of reporting incidents of gender-based violence and harassment.

Summary & Recommendations

1. **Policies and Procedures:** The institution should review and update its policies and procedures to ensure that they are effective in addressing gender equity in a broader aspect. It is appreciable that the college maintains zero tolerance towards sexual harassment and no such untoward incident has been observed in the campus. Establish a routine schedule for gender audits to monitor progress and identify evolving challenges, ensuring sustained commitment to gender inclusivity.
2. **Curriculum:** The institution should review its curriculum to ensure that it includes a diverse range of perspectives, inclusive of gender issues. It is recommended to include outreach activities related to gender issues with societal background. Also, it is recommended, that meritorious women from various works of life be invited to the college for interactions. The library should also add biographies of renowned women from various fields to encourage girls for a better and more respectable future.
3. **Community and Stakeholder Involvement:** Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity. Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.
4. **Student Experiences:** The institution has increased its efforts to promote the safety of all students on campus, such as lighting in all the areas of campus, monitoring through CCTV surveillance, Suggestion and grievance boxes at every building, a proper mechanism for reporting and responding to gender-based violence and harassment. However, students need to be more sensitized regarding gender biases and acquainted with policies and procedures through various mechanisms. A special focus on financial and legal empowerment needs to be addressed.
5. **Faculty and Staff:** The institution has a balanced gender ratio and the institution implements its policies to create a better work culture for faculty and staff.
6. **Facilities and Infrastructure:** The institution should have a hostel for its students.
7. **Campus Safety provisions:** The institution should increase awareness programs of its policies and procedures for addressing gender-based violence and harassment. This may include offering training to students and staff on the reporting and response process. Foster transparent communication about the college's commitment to gender inclusivity, sharing progress, and seeking input from the college community.

It is my suggestion that the college continues its reputation of being a safe environment for women and retain its gender-sensitive culture. Also, suggests that more female students be encouraged to participate in sports and to contest for college-level leadership positions.



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Conclusion

In conclusion, the findings of this gender audit demonstrate that NABAGRAM AMAR CHAND KUNDU COLLEGE maintains a good Gender balance. It also identified the areas, where there is a need for continued efforts to promote gender equity and equality.

The institution should regularly upgrade its policies, practices, facilities and, focus on implementing strategies with recommended changes, and monitor and evaluate the progress over time. Thus, the institution can promote a safer and more equitable environment and create a more inclusive and diverse environment that promotes holistic excellence for its faculty, staff, and students.

Amallesh Kr. Mandal



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Certified from United Nations Institute for Training and Research on:

1. Gender Equality and Human Rights in Climate Action and Renewable Energy
2. Sustainable Development in Practice
3. Green Economy

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