

MAHITOSH NANDY MAHAVIDYALAYA

(AFFILIATED TO THE UNIVERSITY OF CALCUTTA)

JANGIPARA, HOOGHLY, PIN : 712404

Phone : (03212) 259986



GENDER AUDIT REPORT

2018-2023



MAHITOSH NANDY MAHAVIDYALAYA
JANGIPARA, HOOGHLY



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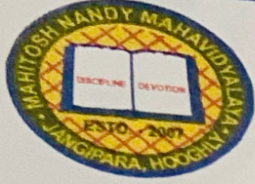


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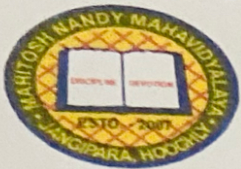


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DECLARATION BY THE AUDIT TEAM

In our professional judgement, sufficient and appropriate audit procedures were completed, and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit.

1. Name- DR. TAPAS KUMAR MUNSHI

Designation- PRINCIPAL

Signature with Office Seal- Tapas Kumar Munshi 12/12/2023
Principal & Secretary
Governing Body Mahitosh Nandy Mahavidyalaya,
Jangipara, Hooghly

2. Name- MOUMITA SIL (RAY)

Designation- Coordinator, IQAC

Signature with Office Seal- Moumita Sil (Ray) 12/12/2023
Coordinator
Internal Quality Assurance Cell
Mahitosh Nandy Mahavidyalaya
Jangipara, Hooghly

3. Name- Jaydeep Sarangi

Designation- Principal

Signature with Office Seal- Jaydeep Sarangi 12/12/2023
Principal
New Alipore College
Block-L, New Alipore
Kolkata - 700 053

4. Name- DR. SOMRITA MISHRA

Designation- ASSISTANT PROFESSOR

Signature with Office Seal- Somrita Mishra 12/12/2023
H.O.D., Department of Sanskrit,
Mahitosh Nandy Mahavidyalaya

5. Name- DR. MAUSUMI GHOSH

Designation- PRINCIPAL

Signature with Office Seal- Mausumi Ghosh 12/12/2023
Principal
Sri Ramkrishna Sarada Vidya Mahapitha
Kamarpurkur, Hooghly

6. Name- SRI SAUMYA KANTI BHATTACHARYA

Designation- ASSISTANT PROFESSOR

Signature with Office Seal- Saumya Kanti Bhattacharya 12/12/2023
H.O.D.,
Department of English and NAAC
Coordinator, Mahitosh Nandy Mahavidyalaya.



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PREFACE

Gender equity involves ensuring fair treatment and behavior towards individuals, regardless of gender while considering their specific needs. Gender equality has not incorporated the proposition of gender besides women or men, or gender identities outside gender binary. Gender equality besides being a fundamental right, is essential to achieve peaceful society, with full human potential and sustainable development.

"Gender equality, equality between men and women, does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities." -United Nations Educational, Scientific and Cultural Organization (UNESCO).

Therefore, the aim of gender equity in the workplace is to achieve broadly equal opportunities and outcomes for women and men. Workplace gender equality will be achieved when people are able to access and enjoy equal rewards resources and opportunities regardless of gender. With heightened awareness of gender issues, women are increasingly taking spontaneous action against the oppression and exploitation they face. Gender awareness empowers women to challenge traditional stereotypes and rigid gender roles.

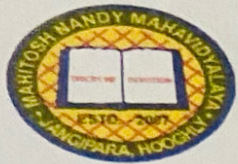


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ABOUT THE COLLEGE:

Mahitosh Nandy Mahavidyalaya began its notable journey way back in the year 2007, for educational renaissance especially among the underprivileged and educationally deprived students. It is a government sponsored college on a large plot of land donated by Bholanath Chawly, Mansaram Chawly and brothers, and Keshab Chandra Sinha Roy.

The Institution is affiliated to Calcutta University and is recognized by the University Grant Commission, New Delhi under section 2(f) and 12(B).

The Institution has teamed up (MOU) with Sobharani Memorial College for a smooth and efficient functioning.

The Institution provides some courses for the students to upgrade their educational qualification. The details of each course are as follows:

Language Literature and Linguistics:

The department associated with this faculty is Arabic, Sanskrit, Bengali and English.

Human and Social Sciences:

The department associated with this faculty is Education, History, Philosophy and Political Science.

Earth Sciences:

The department associated with this faculty is Geography.

Among the above departments Political Science and Geography are offered as General courses while the rest of the departments are offered in both Honours and General courses.



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The student and faculty strength of the college is listed below

Sr. No	Departments (honours & gen.)	No. of students	No of faculty Members
1	Bengali	84	03
2	English	27	03
3	History	38	05
4	Education	57	03
5	Philosophy	19	02
6	Sanskrit	7	04
7	Arabic	44	05
8	Political Science	(only gen)	02
9	Geography	(only gen)	03
10	B.A. General	226	NA

Physical structure

The college is located in about 7688.26 sq meters of land. The built up area of the college is 1620 sq meters

Sr. No	Type of room	Nos.
1	Class rooms	23
2	Library and Reading hall	01
3	Admin and faculty offices	04
4	Geography Laboratory	01



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INTRODUCTION

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 its current and proposed policies on gender equality. Therefore, the basic assumption of gender audits is that public policy impacts differently on men and women. A gender audit helps organizations identify and understand gender pattern within their composition, structure, processes, organizational culture and management of human resources and in the design and delivery of policies and service.

Gender Audit is an attempt to study whether the college has good gender balance, government rules, policies and actions formulated for up gradation of women in society. Mahitosh Nandy Mahavidyalaya with the initiative of Women's Cell and Internal Complaint Committee, IQAC have complied this Gender 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.
3. Construct a participatory process for formulating and implementing the institution's gender equity initiatives.

GENDER POLICY OF THE COLLEGE

- To inculcate gender equity in organizations' values, culture, processes and programs. Practice and support equal pay for equal work.
- Provide an environment that enables both women and men to balance work and family life.
- Maintain gender equity in organizational structures and in staff.
- Promote female representation at senior decision-making positions of the organization.
- Promote teamwork involving both men and women.
- Institute gender analysis and planning in all phases of the program process, in collaboration with local NGO partners.
- Arrange effective measures for the safety and security of all gender.



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CONSTITUTION OF GENDER AUDIT COMMITTEE:

Sr. No	Name	Designation	Institution
1.	Dr. Tapas Kumar Munshi	Chairman	Principal, Mahitosh Nandy Mahavidyalaya, Jangipara, Hooghly
2.	Smt. Moumita Sil (Ray)	Vice Chairman	IQAC Co-ordinator, Mahitosh Nandy Mahavidyalaya, Jangipara, Hooghly
3.	Dr. Jaydeep Sarangi	External Committee Member	Principal, New Alipore College, Kolkata
4.	Dr. Mausumi Ghosh	External Committee Member	Principal, Sri Ramkrishna Sarada Vidya Mahapith, Kamarpukur, Hooghly
5.	Dr. Somrita Mishra	Internal Committee Member	Convener, Women Cell, Mahitosh Nandy Mahavidyalaya, Jangipara, Hooghly
6.	Sri Saumya Kanti Bhattacharya	Internal Committee Member	NAAC Coordinator & Assistant Prof. Mahitosh Nandy Mahavidyalaya



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OBJECTIVES OF GENDER AUDIT:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Internal Complaint Committee.
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited around the college.
- A certified consultant to be invited to take care of personal development and confidence building among students.
- Organizing programs to build confidence and instill leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, Women Cell and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.



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GENDER BALANCE WITHIN THE INSTITUTION

STUDENTS' PROFILE

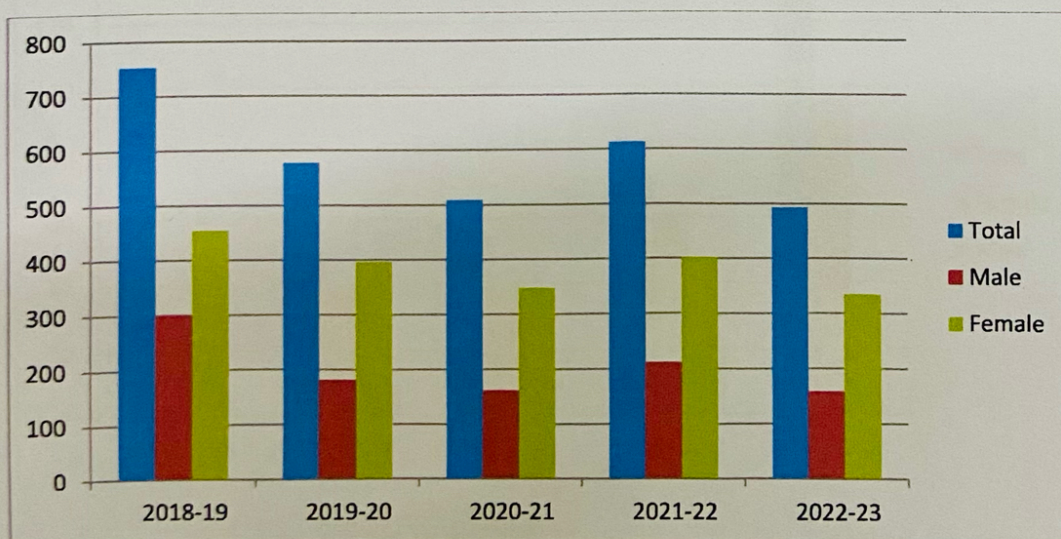
Gender Balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programs as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to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

Gender Audit Team reviewed and analyzed the operating environment of Mahitosh Nandy Mahavidyalaya, Hooghly. From the analysis, the team understood that the college is operating in an environment where everyone has access to full range of opportunities to achieve the social, psychological and physical benefits within the college campus.

The table below shows the Gender-wise details:

Table 1: Gender wise Details of Students in the College

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	753	299	454	39.71	60.29
2.	2019-20	577	181	396	31.37	68.63
3.	2020-21	509	161	348	31.63	68.37
4.	2021-22	613	211	402	34.42	65.58
5.	2022-23	493	158	335	32.05	67.95



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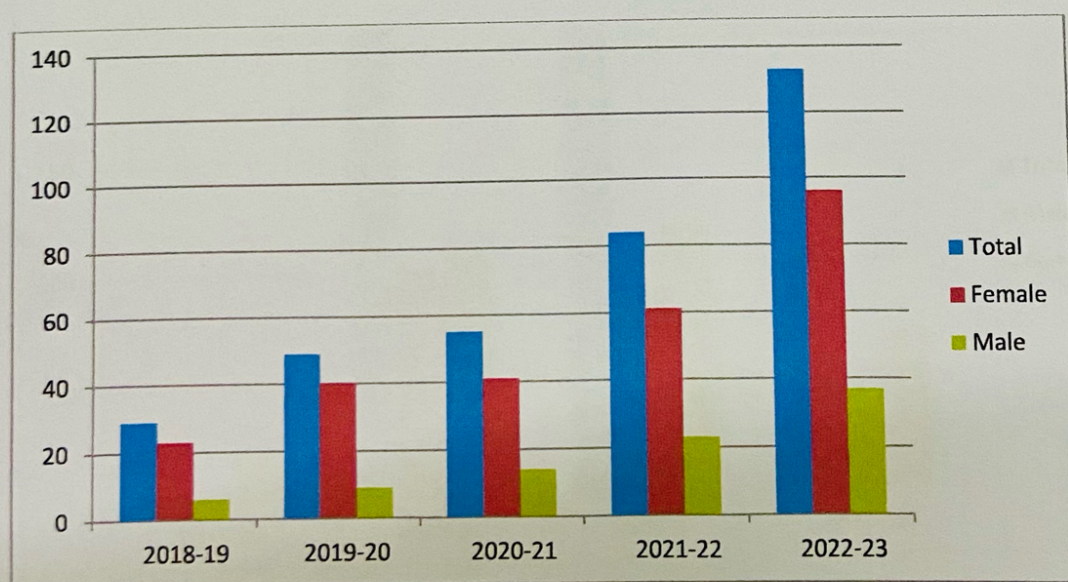
The above table giving gender wise details of students in the College provides the information regarding growth of students' strength in the last five years. In the year 2018-19, out of 828 total students 62.92% were female students as compared to 37.07% male students. The further years shows continuous increase in female students like of 67.86% in the year 2022-23.

STUDENTS' SCHOLARSHIPS AND AID FUNDS:

Further, the college plays a pivotal role in facilitating students to get various scholarship schemes and grants provided by the Government. For example, as far as the Swami Vivekananda Merit-cum-Means Scholarship is concerned, the college has relentlessly worked hard so that the students can obtain the scholarship. There is a committee which not only receives fresh applications but also ensures that the scholarships are renewed each year. Below is a chart that shows the number of girl students who have enrolled for this scholarship.

Table 2: Gender wise Details of Students availing SVMCM Scholarship in the College

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	29	06	23	20.69	79.31
2.	2019-20	49	09	40	22.05	81.63
3.	2020-21	55	14	41	25.45	74.55
4.	2021-22	84	23	61	27.38	72.62
5.	2022-23	133	37	96	27.81	72.18



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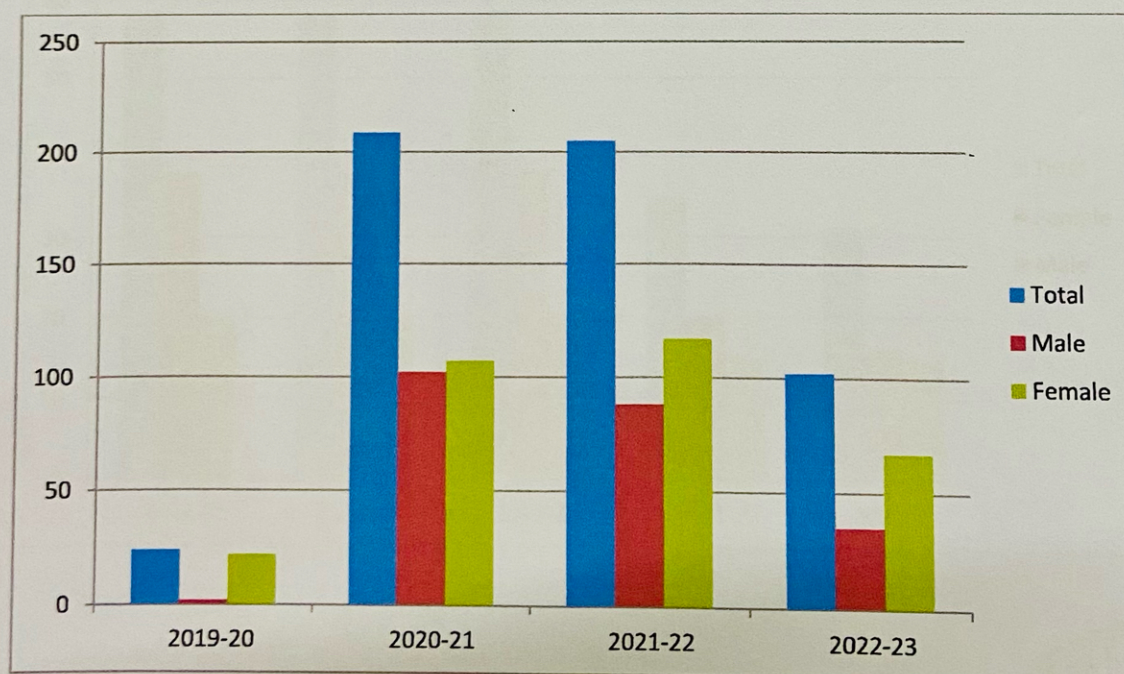


Under the Prohibition of Child Marriage Act, 2006 (PCMA), Govt. of West Bengal has introduced the Kanyashree Prakalpa which bagged an UN award in 2018, seeks to improve the status and wellbeing of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfer. Mahitosh Nandy Mahavidyalaya has perfectly worked towards providing this benefit to numerous girl students. The Kanyashree Committee has been functional for this purpose. About 252 girls are enjoying this financial assistance in terms of K1 and K2 grants in the year 2018-23.

Aikyashree Scholarship, a welfare scheme by the West Bengal Minorities' Department & Finance Corporation to provide financial assistance to minorities students to decrease dropout rates and continue their studies. The data below shows that 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.

Table 3: Gender wise Details of Students availing Aikyashree Scholarship in the College

Sl.No.	Year	Total	Male	Female	%M	%F
1.	2019-20	24	02	22	8.33	91.66
2.	2020-21	209	102	107	48.80	51.19
3.	2021-22	205	88	117	42.92	57.07
4.	2022-23	102	35	67	34.31	65.69



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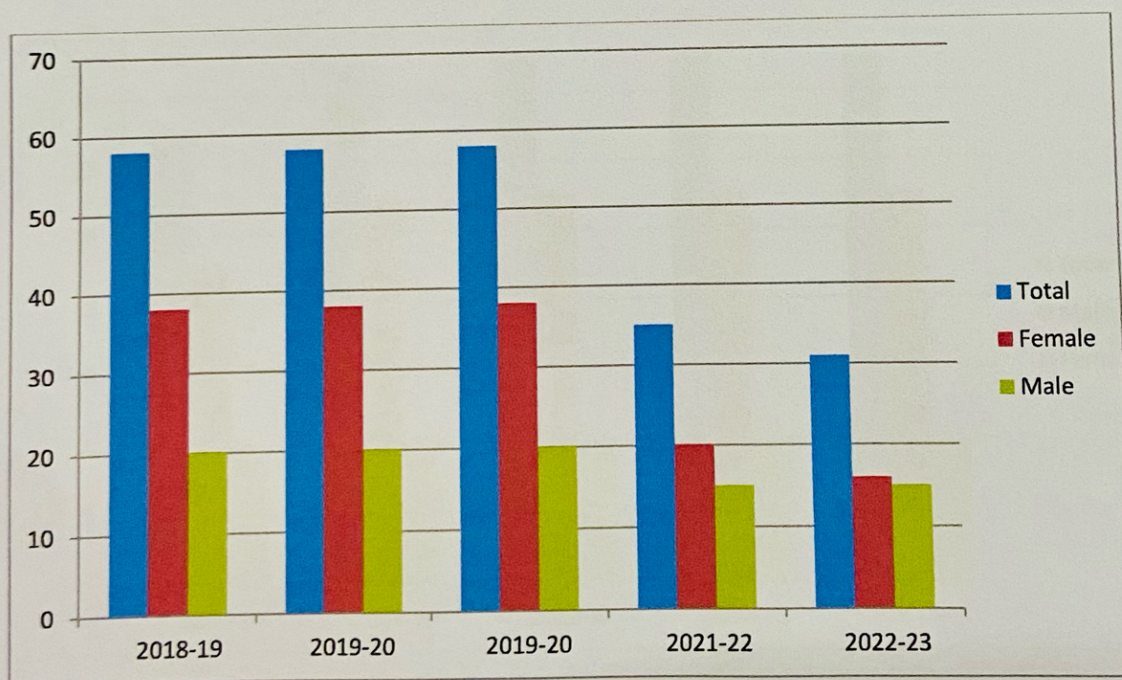
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The NSS of the College also takes initiatives to motivate students for their social responsibilities with aim to provide them hands on experience on community service. Whether its Children's Day celebration with destitute or cleaning the college premises and other areas in the locality or planting trees in the college and its neighborhood, distribution of masks and sanitizers during Covid period, participation in dengue awareness programs, the NSS volunteers work hand in hand to make the world a better to live in.

Table 4: Gender wise Details of NSS Volunteers in the College

Sl.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	58	20	38	34.48	65.51
2.	2019-20	58	20	38	34.48	65.51
3.	2020-21	58	20	38	34.48	65.51
4.	2021-22	35	15	20	42.86	64.52
5.	2022-23	31	15	16	48.39	51.61



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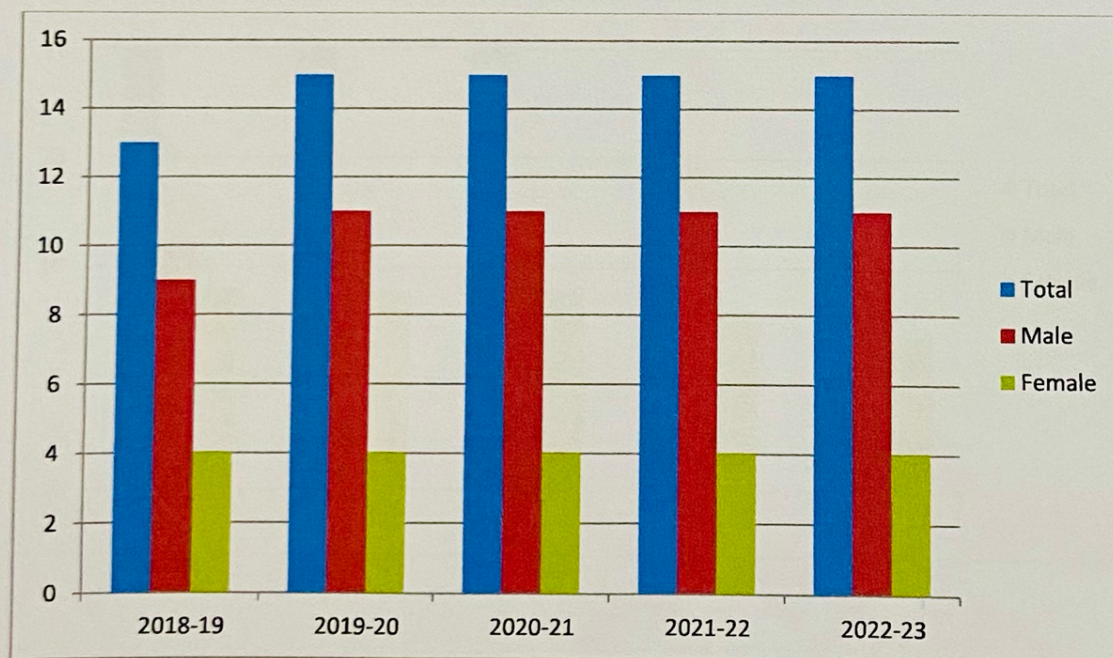
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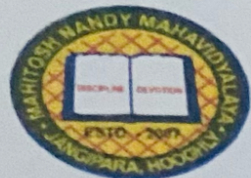
GENDER BALANCE AMONG THE EMPLOYEES

Table 5: Gender wise Details of Total Teaching Faculties in the College

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	13	09	04	69.23	30.77
2.	2019-20	15	11	04	73.33	26.67
3.	2020-21	15	11	04	73.33	26.67
4.	2021-22	15	11	04	73.33	26.67
5.	2022-23	15	11	04	73.33	26.67



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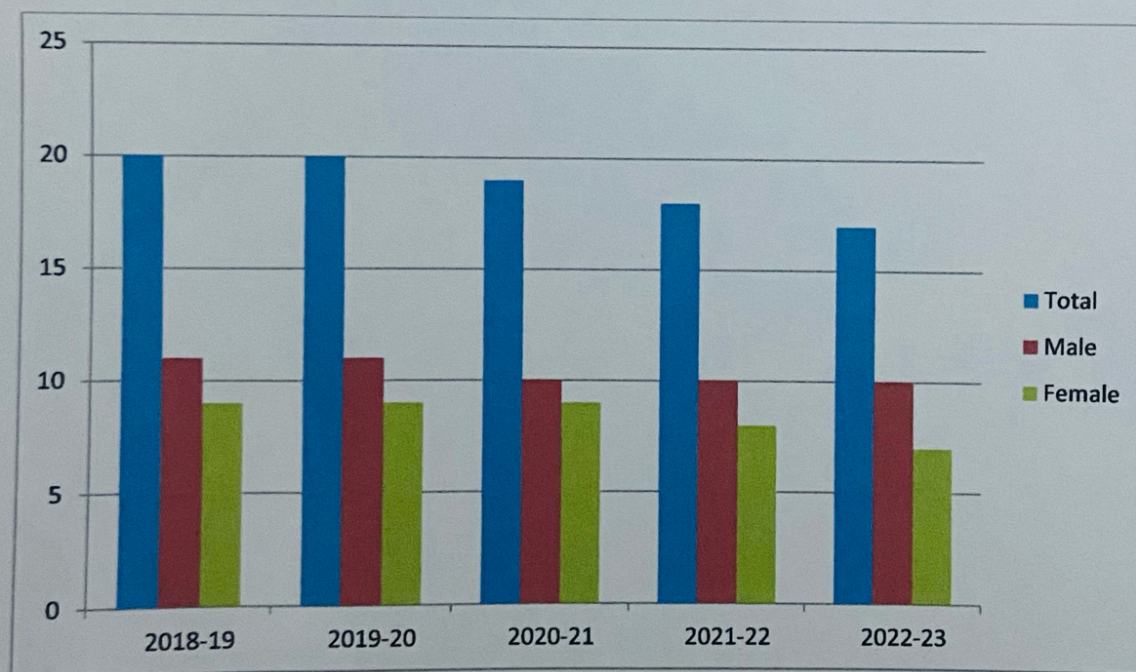
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Table 6: Gender wise Details of Total Teaching Faculties (State Aided College Teacher) in the College

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19*	20	11	09	55	45
2.	2019-20*	20	11	09	55	45
3.	2020-21	19	10	09	52.63	47.37
4.	2021-22	18	10	08	55.56	44.44
5.	2022-23	17	10	07	58.82	41.18



*The State Aided College Teachers before January 2020 were designated as Part-time Teachers and Guest Teachers



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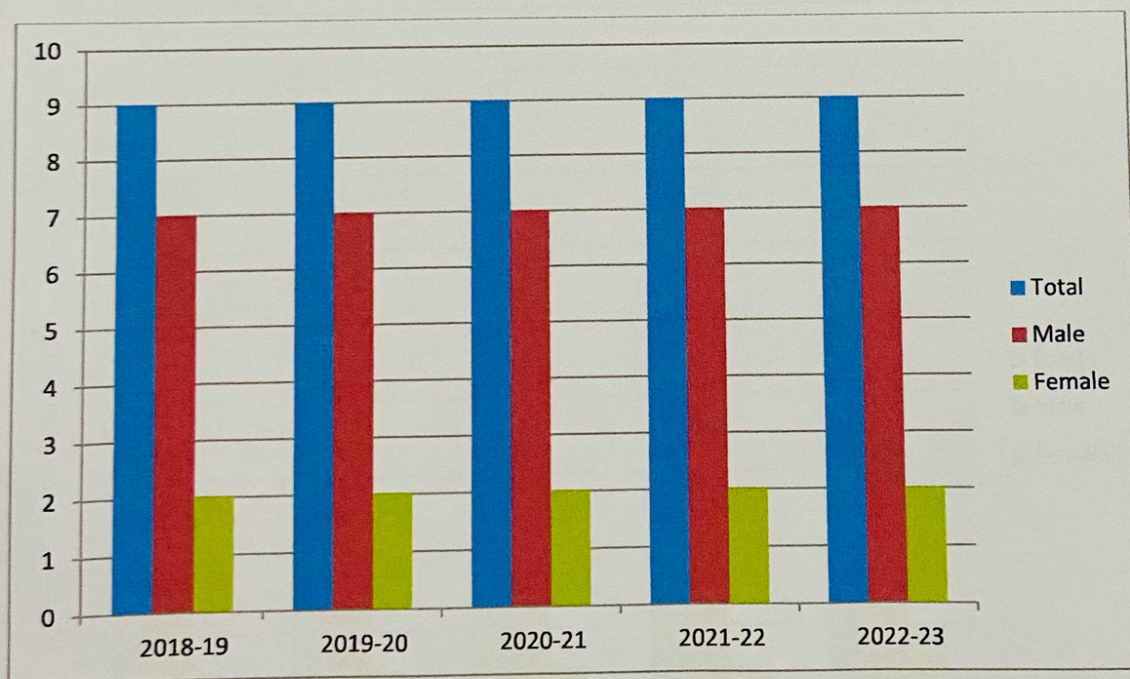
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Table 7: Gender wise Details of Total Non-Teaching Staff in the College

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	09	07	02	77.78	22.22
2.	2019-20	09	07	02	77.78	22.22
3.	2020-21	09	07	02	77.78	22.22
4.	2021-22	09	07	02	77.78	22.22
5.	2022-23	09	07	02	77.78	22.22



The above figure projects the combined gender profile of the employees of the College in the last five years. The projection includes all categories of employees, teaching and non-teaching employees. There are at present 40 faculty members, out of which 12 are female and 28 are male staff.



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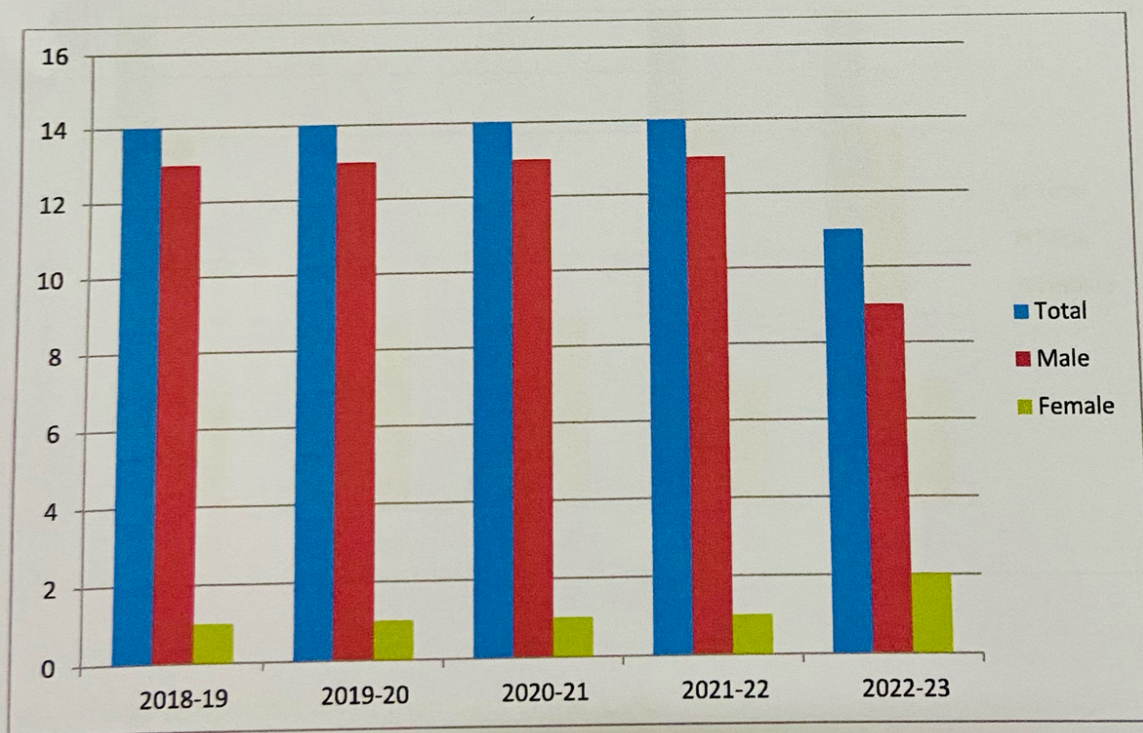


GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY BODIES AND DIFFERENT COMMITTEES:

To begin with the college, the administration encourages the faculty members to participate in various Faculty Development Programs, Seminars, Workshops and various other academic activities and participation of the female teachers is indeed praiseworthy. In many administrative and teachers' council committees, female employees act as conveners. Numerous departments are headed by the female faculty members. The college takes utmost care that the female teachers could get their various leave benefits like Maternity Leave and the Child care leave.

Table 8: Gender wise Details of Representation in the Governing Body (GB)

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	14	13	01	92.86	07.14
2.	2019-20	14	13	01	92.86	07.14
3.	2020-21	14	13	01	92.86	07.14
4.	2021-22	14	13	01	92.86	07.14
5.	2022-23	11	09	02	81.81	18.19



Percentage of distribution of members in the GB



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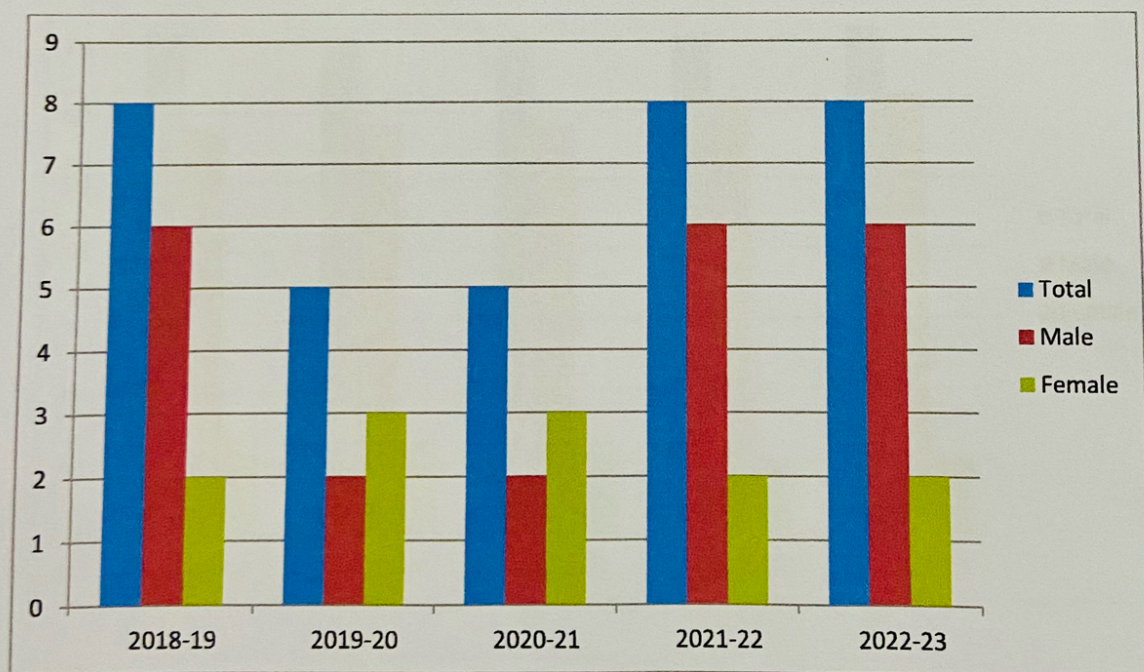
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Table 9: Gender-wise Details of Representation in the Internal Quality Assurance Cell (IQAC)

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	08	06	02	75	25
2.	2019-20	05	02	03	40	60
3.	2020-21	05	02	03	40	60
4.	2021-22	08	06	02	75	25
5.	2022-23	08	06	02	75	25



Percentage of distribution of members in the IQAC



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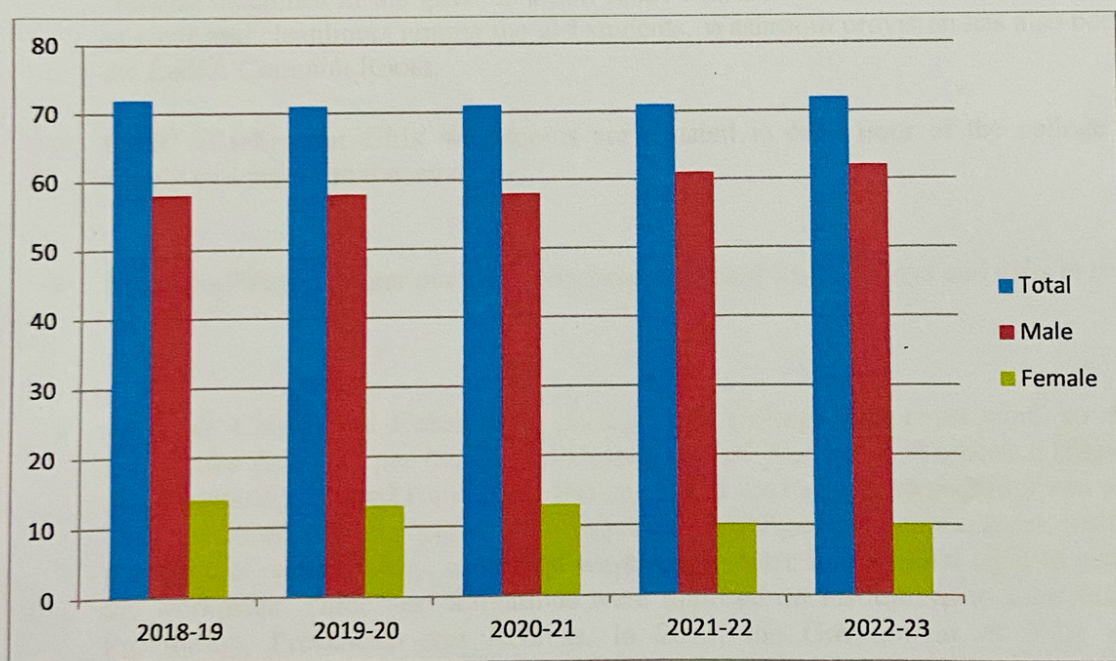
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Table 10: Gender-wise Details of Representation in Administrative Committees

Sr.No.	Year	Total	Male	Female	%M	%F
1.	2018-19	72	58	14	80.56	19.44
2.	2019-20	71	58	13	81.69	18.30
3.	2020-21	71	58	13	81.69	18.30
4.	2021-22	71	61	10	85.92	14.08
5.	2022-23	72	62	10	86.11	13.89



Percentage of Distribution of all stakeholders in Administrative Bodies of the College



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GENDER SENSITISATION INITIATIVES:

- **Toilets:** Basic sanitation facility in the form of separate toilets for the students and staff is provided in each floor of the college. The Teachers' staff room is also provided with separate toilets for male and female faculty. The college office has its own separate washroom too.
- **CCTV Surveillance:** 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 programs.
- **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. The College played a pioneering role by installing sanitary napkin vending machines in the girls' common room which has been instrumental in promoting menstrual hygiene and cleanliness among the girl students. Washroom provision has also been made for girls in the Ladies Common Room.
- **Girls' Washroom:** Girls' washrooms are situated in each floor of the college with ample water supply and proper maintenance.
- **Drinking Water:** Water purifiers have been provided for both boys and girls in the College campus.
- **Internal Complaint Committee (ICC):** 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 work place 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 workplace has the right to take recourse of both civil and criminal proceedings.



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Constitution of Internal Complaint Committee*:

ICC Designation	Name	Professional Designation
Presiding Officer	Smt. Moumita Sil (Ray)	Assistant Professor
Faculty member 1	Dr. Sreyashi Ray Chowdhuri	Assistant Professor
Faculty member 2	Dr. Somrita Mishra	Assistant Professor
Non-Teaching Member	Smt. Shyamali Kanrar	Non-teaching staff
External Member	L. Sri Swapan Kr. Mukharjee	Social Worker

*This committee belongs to 2024-2025 session.

Since its establishment, no complaints have been reported to the Committee by any of the stakeholders.

Constitution of Women's Cell**:

Sr.No.	Members of Women's Cell	Name	Designation
1	Ex-Officio Chairman	Dr. Tapas Kr. Munshi	Principal, Mahitosh Nandy Mahavidyalaya
2	Convenor	Dr. Suchandra Banerjee	Assistant Professor, Department of Education, Mahitosh Nandy Mahavidyalaya
3	Faculty member	Dr. Biren Halder	Assistant Professor, Department of Bengali, Mahitosh Nandy Mahavidyalaya
4	Faculty member	Smt. Moumita Sil (Ray)	Assistant Professor, HOD, Department of Political Science, Mahitosh Nandy Mahavidyalaya
5	Non-Teaching Member	Smt. Archana Malik	Non-Teaching Staff

**This committee belongs to 2024-2025 session.



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Number of gender equity promotion programs organized by the institution during the last five years:

Sr. No	Title of the program	Date	Female	Male	Total Number of Participants
1.	Awareness program on "Sexual Harassment in the campus on Women Employees and Students."	29.11.22	50	30	80
2.	International Women's Day Celebration	11.3.2023	40	35	75



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CONCLUSION

Gender equality- a human right and a longstanding area of policy-making for our future generation and health to the world. Gender inequality creates discrimination, entrenches gender stereotypes and prevents women and men, girls and boys from equally reaching their full potential in the workplace, at home and in society at large, whereas put brunt weighing more heavily on women. In case one can say that it is in the interests of everyone, from women and men that gender equality should tackled in a systematic, effective and lasting way.

By disintegrating conscious and unconscious gender stereotypes must be the starting point for combating gender inequalities. Ensuring gender-sensitive education schemes, notably by educating young men and women on gender equality issues, human rights principles, mutual respect, dignity and anti-discrimination, is crucial to lower horrific culmination. Inclusive strategies should implicate in promoting and normalizing gender equality.

Social determinants of health such as education and gender equality are significantly responsible for health seeking behavior and overall health outcomes. It has been known that improved education, partly produced by higher literacy rates is associated with higher incomes and better health indicators. Education of families, particularly of women has a 'multiplier effect' on development. Education for girls is the single most successful way to progress the lives of individual families as well as to bring economic expansion to poor communities worldwide.



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QUESTIONNAIRE

QUESTIONNAIRE FOR GENDER AUDIT SURVEY ANALYSIS FOR FACULTY AND STAFF:

1. Do you feel safe inside the college campus?
2. Are women well represented in the college administration?
3. Do you have adequate security arrangement in the campus?
4. Adequate number of toilets is available in the campus for women?
5. Do you know the college has a women's cell, internal complains committee and Grievance Redressal cell?
6. Adequate facilities are available inside the toilets keeping in mind the need of the faculty and non-teaching staff and adequate disposal bins are available in the toilet?
7. Is gender sensitization program conducted in your college?
8. What is the ratio of male and female colleagues in your department/Section/Office?
9. Are gender issues taken seriously and discussed openly by men and women in your organization?
10. Leaves like parental and child care are available and granted to the employees readily?

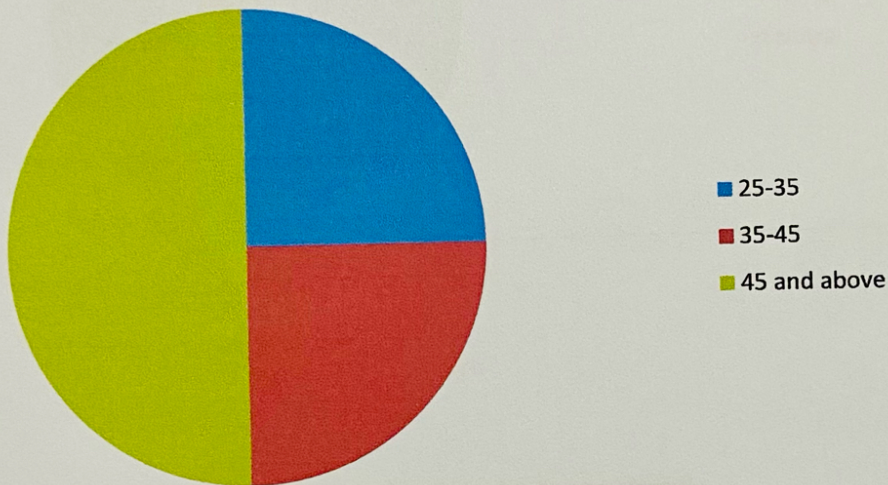




GENDER AUDIT SURVEY ANALYSIS FOR FACULTY AND STAFF (2018-23)

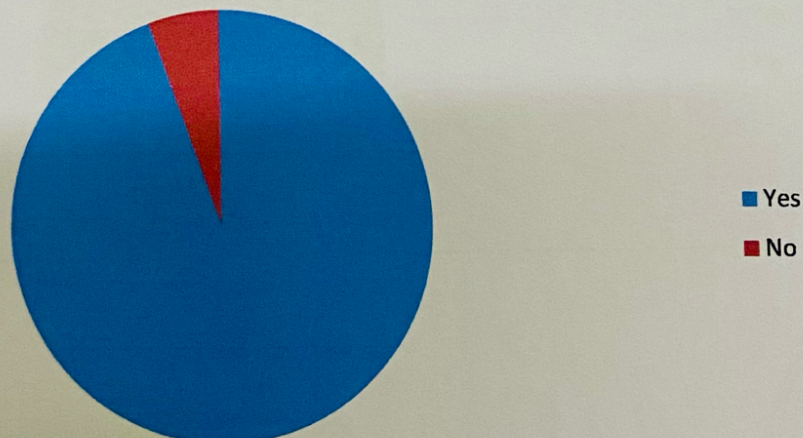
Table-1

Age



Do you feel safe inside the college campus?

Table 2



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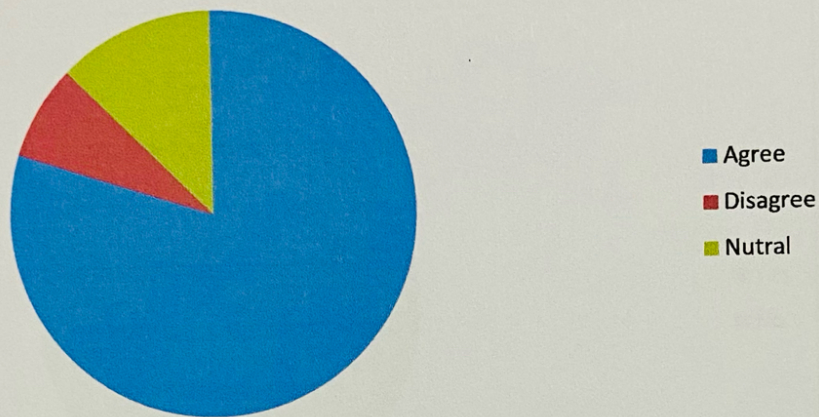
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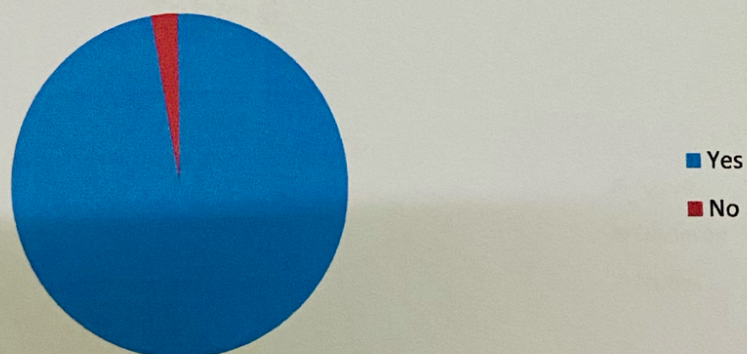
Are women well represented in the college administration?

Table 3



Adequate numbers of toilets are available in the campus for women?

Table-4



MAHITOSH NANDY MAHAVIDYALAYA

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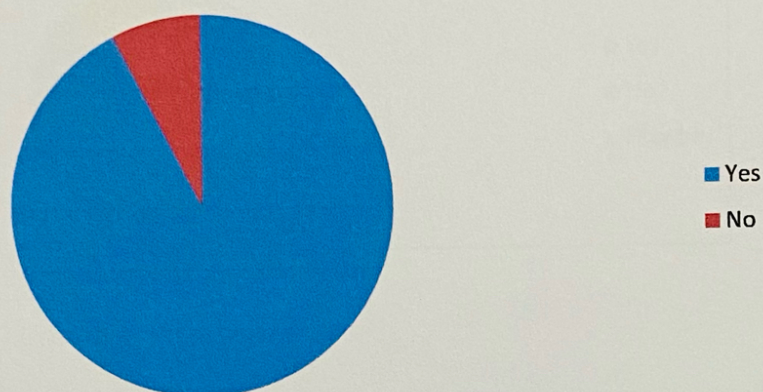
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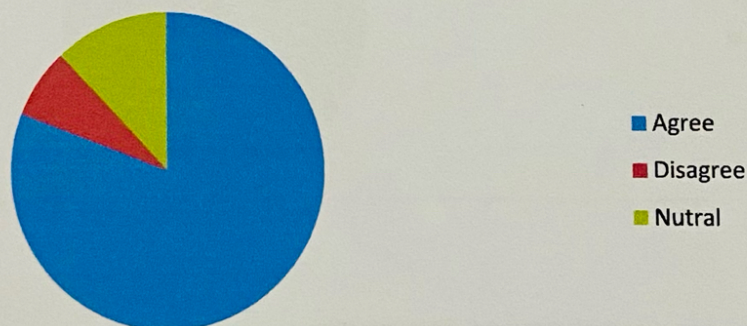
Do you know the college has a women's cell, internal complains committee and Grievance Redressal cell?

Table 5



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

Table 6



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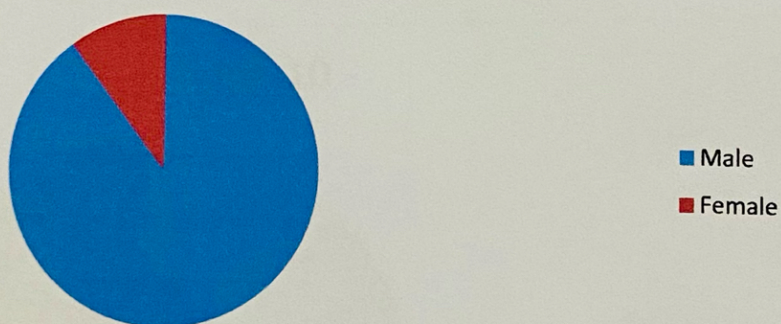
Is gender sensitization program conducted in your college?

Table 7



What is the ratio of male and female colleagues in your department/Section/Office?

Table 8



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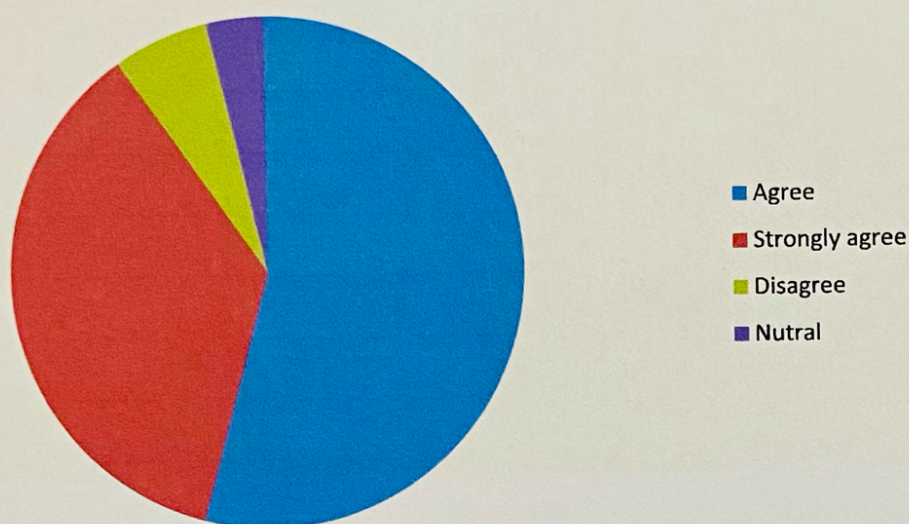
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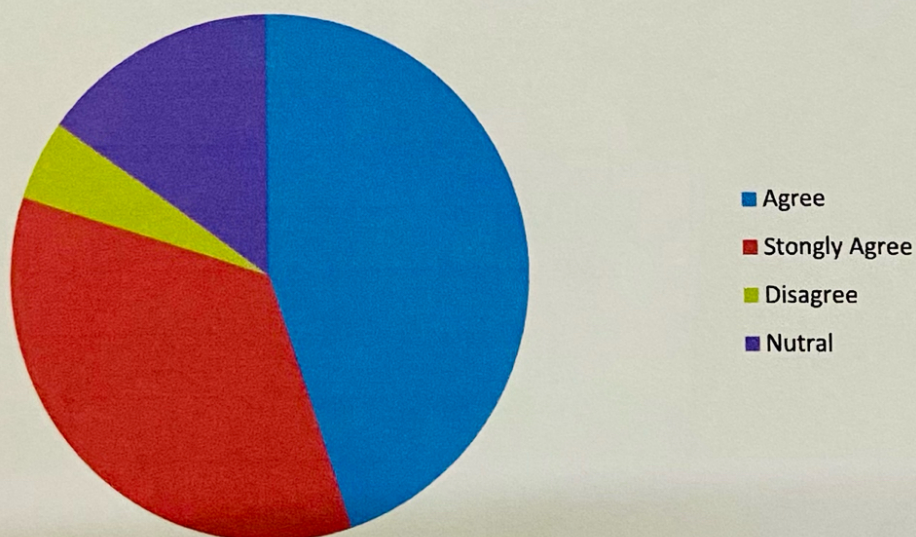
Are gender issues taken seriously and discussed openly by men and women in your organization?

Table 9



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

Table 10



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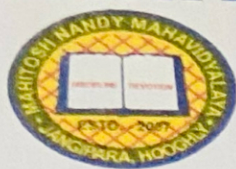
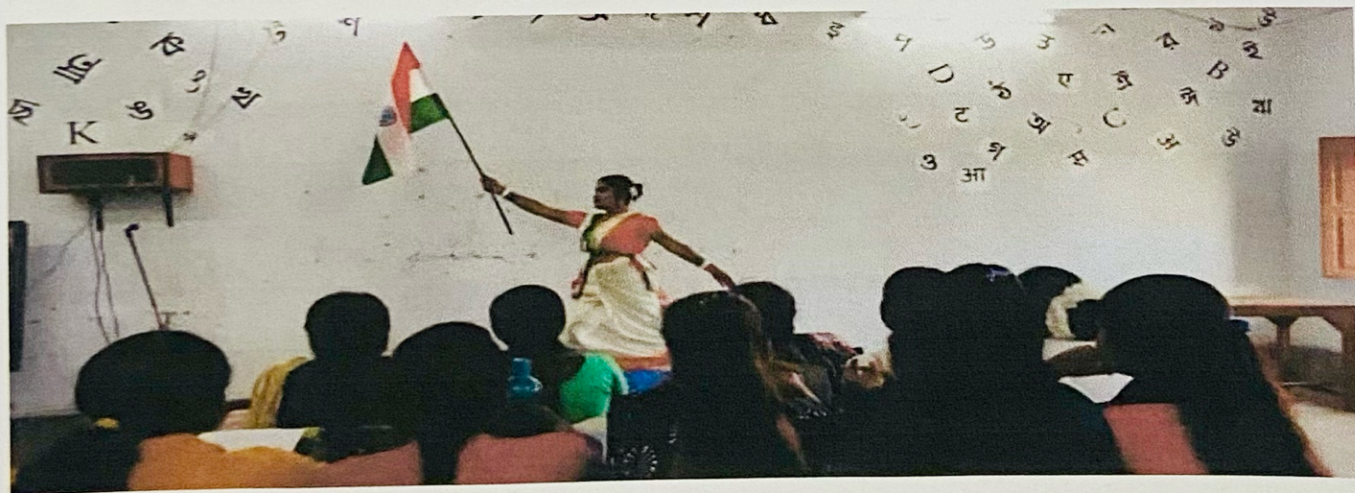


PHOTO GALLERY



Girls singing song in cultural function



A girl performing dance



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Girls engaged in cleaning the campus



Our NSS Volunteers

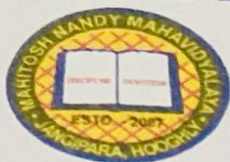


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Program on Gender Sensitization organised by Women's Cell, Mahitosh Nandy Mahavidyalaya.



Our NSS volunteers in action

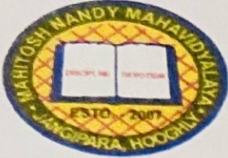


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Program on Sexual Harassment in Educational Institution organised by ICC

THE END

