



# MANAGEMENT SYSTEM CONSULTANCY

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Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH



## GENDER AUDIT REPORT (2019-2024)

UMA Apartment, Rishi Arobindo Road, Madhyamgram, Kolkata 700130

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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.



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## About Our Institution

The **history** of our institution, Maharaja Srischandra College dates back to 1941, when the college was set up in a very busy North Calcutta neighbourhood Shyambazar by Maharaja Srischandra Nandy in memory of his father Maharaja Manindra Chandra Nandy, a renowned philanthropic Zamindar of Cossimbazar. An equally illustrious personality as his father, Maharaja Srischandra greatly contributed to the socio-cultural movement of Bengal in the early 20th century. Some local workers and academicians of the locality in which the college is situated encouraged Maharaja Srischandra to set up a college that would cater to the huge section of students residing in this locality. A proposal was accepted and the college was set up in 1941 by converting an old dilapidated building, which was previously functioning as a charitable dispensary. The building is now known as the common property of three separate colleges – Maharani Kasiswari College (Morning), Maharaja Manindra Chandra College (Day) and Maharaja Srischandra College (Night). Maharaja Srischandra College as a separate and independent institution emerged in 1964.

Our founder Maharaja Srischandra Nandy (1897-1952), was the son of Maharaja Manindra Chandra Nandy and Maharani Kasiswari of Khirgram, Burdwan. He was the last zamindar of the Cossimbazar Raj before the abolition of the zamindari system. He represented the Bengal zamindars in the Fazlul Haque – Shyamaprasad ministry. He entered the Bengal Legislative Assembly from the landlord's quota in 1937, and became a minister in the cabinet of Ak Fazlul Haque (1937-1942). The Maharaja was also a popular figure in the sphere of Fine Arts, Literature, Music, Sports and educational activities. He died in 1952.

In the beginning Maharaja Srischandra College offered a Bachelors Degree in Commerce. Gradually due to the demands from students it started offering various subjects from the Humanities stream. In recent years there has been a widening of the scope of our service since hundreds of general students, both male and female, are taking admission in the college.

The college is situated at 20 Ramkanto Bose Street, Kolkata 700003 and is very close to the Kolkata city landmark Shyambazar five-point crossing.



Sunanda Ray

**Principal**



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## 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 on the basis of 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, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- ✓ Prevention and Protection of female students from being teased by others.

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



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## Methodology

As part of the audit, we conducted an offline survey through a form designed for all students, faculty, and the non-teaching staff in order to collate the respondent's perception on the prevailing gender sensitive practice/facilities in the college campus.

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## Curricular Aspects

Since its establishment in 1989, Government College of Arts, Science and Commerce always emphasized on value-based education though it had little scope to introduce new courses. Several measures have been done in light of the fact that sensitization programs are currently an absolute necessity on campus. Gender equity and equality have been internalized in all the aspects of our institution. The departments of Psychology, Economics, Hindi and English have courses that address gender issues within their syllabus at the undergraduate level.

Gender equality or women empowerment have always been given prime importance in the curriculum of the institute. Several departments offer gender-based papers as a part of regular curriculum. These are as follows:

1. Contemporary India: Women and Empowerment
2. Psychology of Gender and Identity
3. Understanding Gender and Power Politics
4. Women's Movement and Empowerment
5. Demography and Population Studies I
6. Demography and Population Studies II
7. Aadhunik hindi katha sahitya avam vyakaran
8. Madhyakalin avam aadhunik hindi kavya tatha vyakaran
9. Aadhunik hindi gadhya sahitya "Parichyayatma Addhyayan"
10. Asmitamoolak Vimarsh
11. Aadhunik Hindi Kavya Kaa Itihaas
12. Swatantryottar Hindi Gadya

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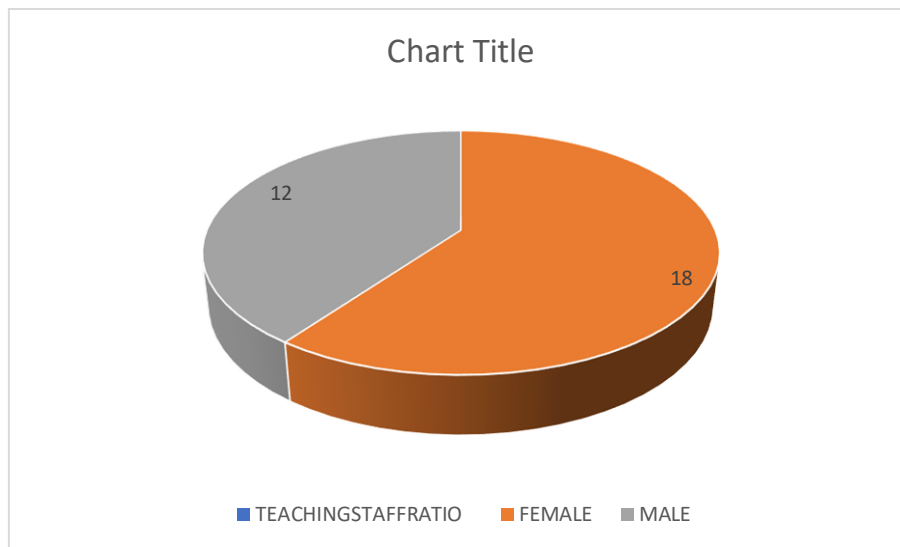
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## Learning and Evaluation

### FACULTY DATA ANALYSIS

TEACHING FULL TIME STAFF RATIO	
FEMALE	18
MALE	12



SACT	
FEMALE	9
MALE	9

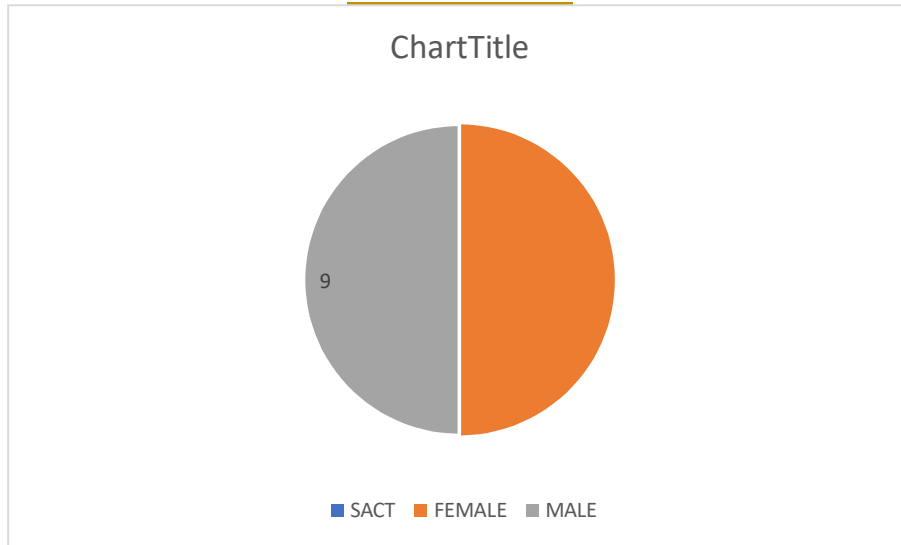




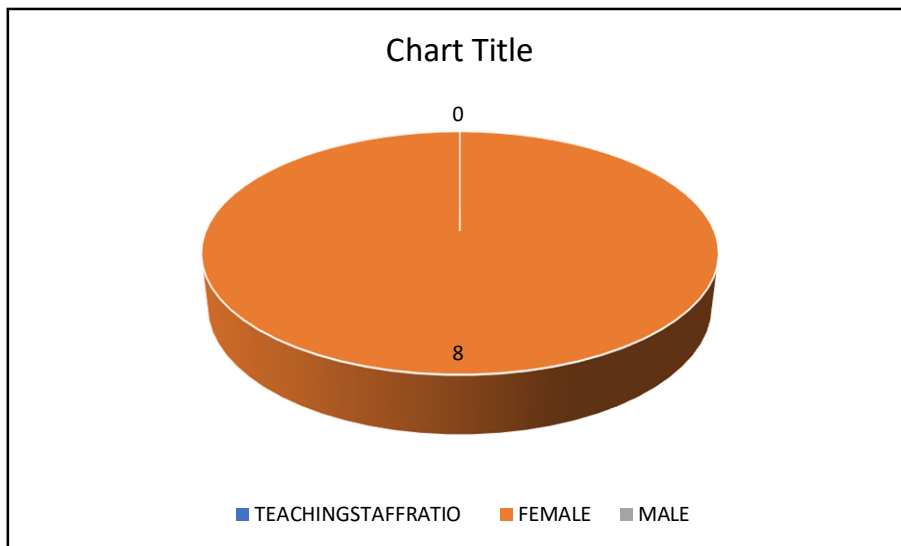
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NON-TEACHING FULLTIME STAFF RATIO	
FEMALE	8
MALE	0



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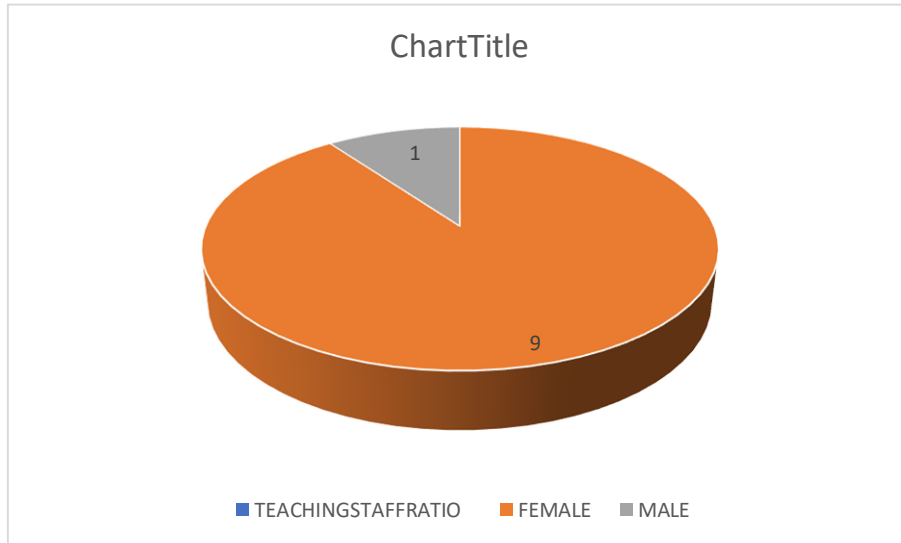


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TEACHING STAFF RATIO	
FEMALE	9
MALE	1



## STUDENT DATA ANALYSIS

1 <sup>ST</sup> SEM HONOURS		
B.COM	MALE	202
	FEMALE	41
B.SC	MALE	0
	FEMALE	0
B.A	MALE	75
	FEMALE	52

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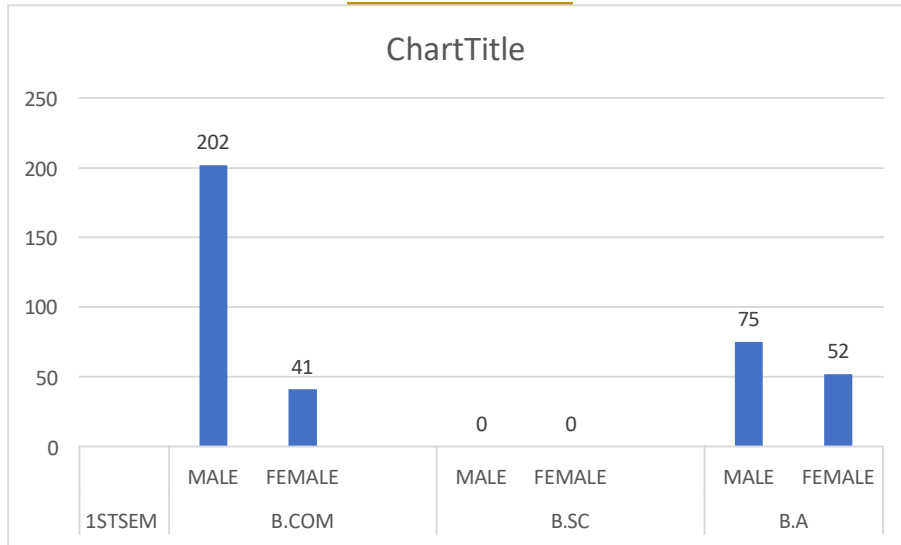
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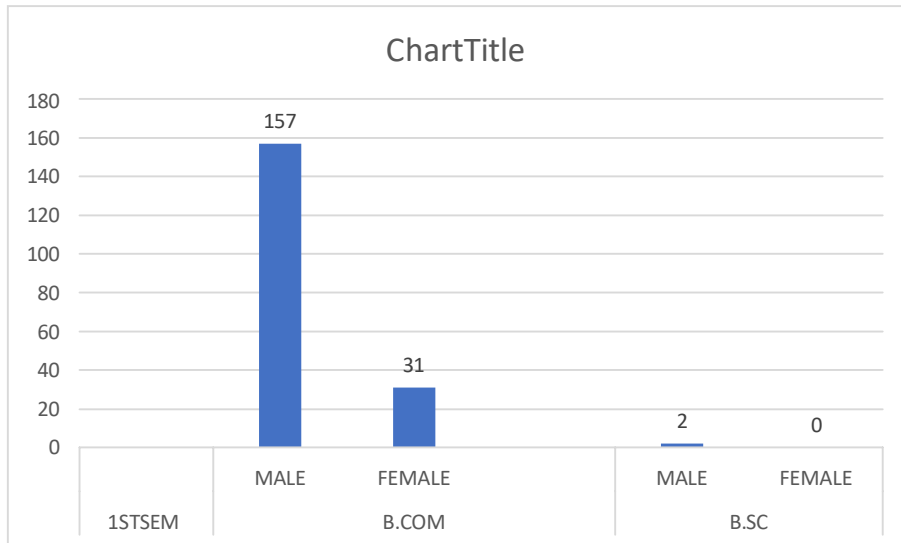
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1 <sup>ST</sup> SEM GEN		
B.COM	MALE	157
	FEMALE	31
B.SC	MALE	2
	FEMALE	0



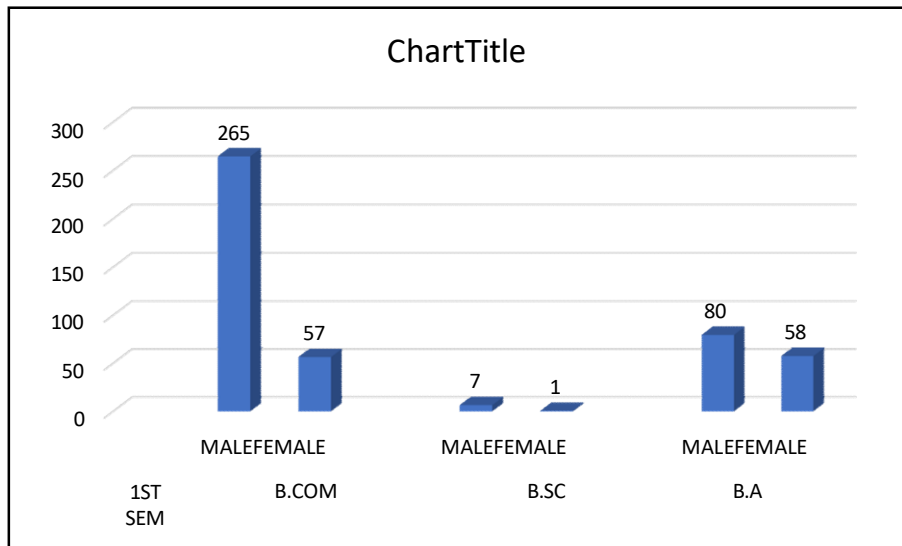


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3 <sup>RD</sup> SEM HONS		
B.COM	MALE	265
	FEMALE	57
B.SC	MALE	7
	FEMALE	1
B.A	MALE	80
	FEMALE	58



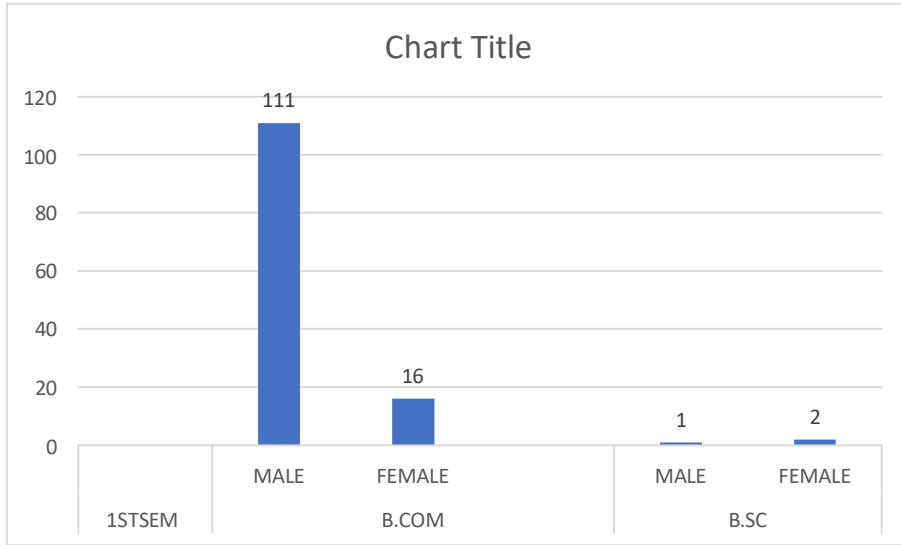
3 <sup>RD</sup> SEM GEN		
B.COM	MALE	111
	FEMALE	16
B.SC	MALE	1
	FEMALE	2



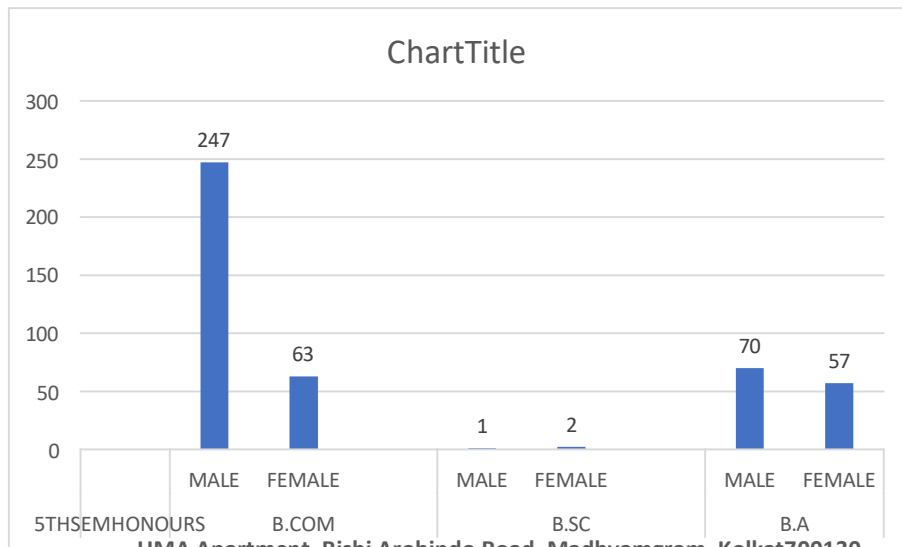
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5 <sup>TH</sup> SEM HONOURS		
B.COM	MALE	247
	FEMALE	63
B.SC	MALE	1
	FEMALE	2
B.A	MALE	70
	FEMALE	57



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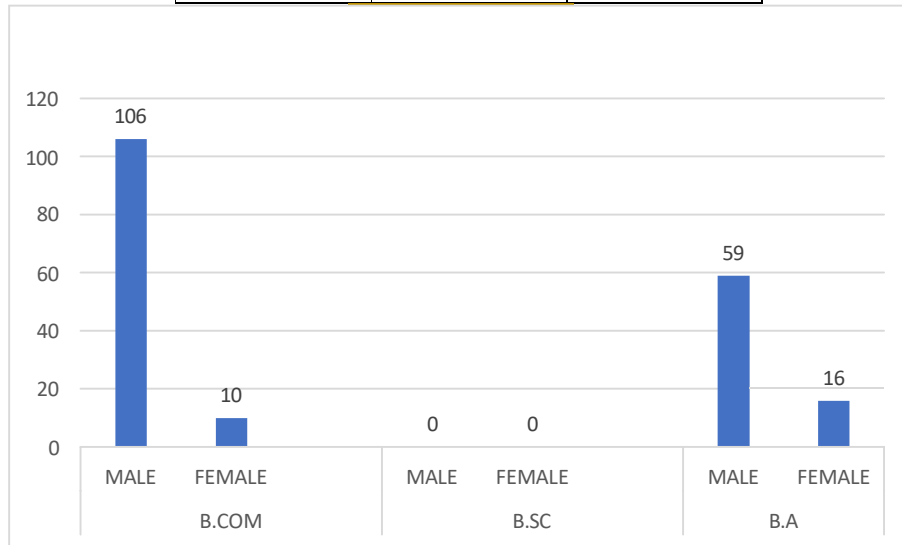


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5 <sup>TH</sup> SEM GEN		
B.COM	MALE	106
	FEMALE	10
B.SC	MALE	0
	FEMALE	0
B.A	MALE	59
	FEMALE	16



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## **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 that impact women's life within the campus. With a moderately high proportion of female faculties, staff, and students, we try our best in terms of empowering them.

- A women's hostel is under construction.
- A common room for women is available in the Arts & Commerce Building.
- Clean and well-maintained washrooms with necessary amenities are available in all the blocks.
- Medical room facility with a medical practitioner is available on call.
- The institutional library is constantly upgraded in terms of books and journals/e-journals.
- Adequate research facilities have been provided.
- Counseling facilities are available in the campus.
- Canteen facilities are available that serve healthy food.
- Good Sports facilities are available in the campus.
- The campus is on CCTV surveillance and physical monitoring by the security staff is ensured for safety and security.

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## Welfare measures

Various welfare measures are initiated at the institutional level for promotion of gender sensitization with special concern for the girls through its various activities, notices and circulars. 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 faculties.
- Lady staff members always accompany female students during study tours/college functions and other such activities.
- Availability of anti-sexual harassment cell, anti-ragging cell, women counsellors etc. An anti-sexual harassment cell and internal Complaints Committee exists to handle the related issues. Till date no complaint has been received regarding such issues.
- An equal opportunity cell also exists to monitor the institutional working with any biases based on caste, creed, religion, age, financial status, nationality etc.
- Counselors are available on a daily basis. During COVID-19 Pandemic, online counseling has been initiated.
- Grievance Redressal Committee is in place for solving of their problems.
- Gender equity and equality are also discussed during handling of cross-cutting issues during curriculum delivery.
- Placement cell works for the career related counselling of both genders.
- On-campus availability of medical facility and for health-related counseling.
- Girls Common Room with all necessary amenities is available.
- Separate washroom for girls and lady staff is available in every block.
- Sanitary pad vending machines and incinerators have been installed.
- Awareness programs, Quiz on health and hygiene issues, women-specific government policies are organized.
- Special days dedicated to women icons are celebrated.
- Women are also felicitated for their contribution in respective fields.
- Wheelchair and other facilities are available for specially-abled students.



## Annual Gender Sensitization Action Plan

It is made and implemented every year since 2018. A number of gender sensitization programs conducted and women-related themes and topics were taken up for discussion and debates by various departments with cleared timeline and cells and is monitored by IQAC.

Few practices that have been inducted are:

1. Provision of senior staff/mentor or advisor level/Psychological/career counselling for students which is a continuous process.
2. Conduction of regular meetings of Gender equality Cell, Internal Complain Committee, Anti-ragging Cell, Student Grievances Redressal Committees, for monitoring gender equality in the Institution.
3. Organizing Talks / Workshops / Conferences / Quiz / info talk / 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 sexual Harassment Act at work place
6. Conduction of awareness programs about sexual harassment, cyber security, traffic rules.
7. Provision of maternity leave/ child care leave/ special leaves for women staff members as per the existing State Government rules.
8. Regular counselling on state Government schemes on Girl Child & other schemes.
9. Regular counselling for health and hygiene of students under "poshan and aahar" programmes.

## Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in MAHARAJA SRISCHANDRA 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 are still scope of 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 towards gender equity and gender sensitization. College always ensures equal concern for every student specially girls in the institution in all its notices and curricular, through its proactive faculty, staff and student through implementation of Annual Gender Sensitization Action Plan.

**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 out that a significant number of girls prefers admission in this institution. Female students as well as male students are provided with 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 girl 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 as per the govt. norms. Career advancement procedures are also followed as per 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 policy 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 on gender-based



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violence and harassment.

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## 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 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 in the college for interactions. The library should also add biographies of renowned women from various fields to encourage girls for a better and 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 box at every building, a proper mechanism for reporting and responding to gender-based violence and harassment. But 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 better work-culture for faculty and staff.
6. *Facilities and Infrastructure:* The institution should have 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 continue its reputation of being a safe environment for women and retain its gender sensitive culture. Also suggest that more female students be encouraged to participate in sports and to contest for college-level leadership positions.

## Conclusion

In conclusion, the findings of this gender audit demonstrate that MAHARAJA SRISCHANDRA COLLEGE maintains 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 a holistic excellence for its faculty, staff and students.

*Amallesh Kr. Mandal*



*Amallesh Kumar Mandal*

**Chief Consultant/Auditor from Management System Consultancy  
Authorization:**

**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**