



# **KHALISANI MAHAVIDYALAYA**

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**Internal Quality Assurance Cell (IQAC)**

## **GENDER AUDIT REPORT**

(2018-19 to 2022-23)

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# Gender Audit

## A. Introduction

Nestled between the bustling city of Chandannagar to the east and the serene rural landscapes to the west, Khalisani Mahavidyalaya stands as a testament to resilience and dedication. Established in the year 1970, this undergraduate institution has weathered challenges and embraced opportunities, shaping a legacy that reflects the spirit of its surroundings. In its journey, Khalisani Mahavidyalaya has undergone two accreditation processes by the National Assessment and Accreditation Council (NAAC). The first, in 2008, marked a significant milestone with a commendable 'B' grade and a score of 2.30. Subsequently, in 2016, the college achieved an even higher rank of 'B++' with a notable score of 2.77. These accreditations underscore the institution's commitment to quality education despite facing inherent limitations, both in terms of human resources and infrastructure.

The dedicated faculty at Khalisani Mahavidyalaya, however, remains undeterred. Fueled by unwavering commitment, they continuously strive for excellence, pushing the boundaries of what the institution can achieve. Over the last five years, significant strides have been made, thanks to the judicious utilization of funds secured through the RUSA 2.0 initiative. Competing among 600 colleges across India, the college has successfully implemented projects that include a Ladies Hostel, numerous classrooms, a state-of-the-art conference room, a modern gymnasium, and an enchanting open-air theater.

The college's library stands as a treasure trove, housing a vast archive of nearly 29,000 books. It not only preserves knowledge but also embraces technological advancements to enhance the learning experience with the use of library software and e-resources. The Internal Quality Assurance Cell (IQAC) is vibrant, ensuring a continuous focus on quality enhancement and institutional sustainability. Khalisani Mahavidyalaya is not just an academic hub; it is a melting pot of culture and innovation. The cultural landscape of the institution is a subject of admiration and discussion, with its ever-evolving ideas and captivating performances. The student demographic, a unique feature, reveals a secure environment for study, with 60% female students and 40% male

students, emphasizing inclusivity and empowerment. One cannot overlook the achievements of Khalisani Mahavidyalaya's alumni, who have not only excelled in various professional fields but have also made significant contributions to society.

In the realm of sports, Khalisani Mahavidyalaya has consistently proven its mettle. Students have not only excelled within the affiliating university but have also garnered state and national accolades in athletics and swimming. The college proudly boasts the group championship trophy in Kabaddi and Kho Kho for both men and women sections, a feat maintained for the last eight consecutive years.

As Khalisani Mahavidyalaya looks towards the future, it does so with an unwavering spirit, a rich history, and a commitment to nurturing young minds. The story of this institution is not just one of academic achievements but a saga of overcoming challenges and embracing progress in every aspect of its existence.

## **B. Objective of Gender Audit**

Gender Audit is an attempt to study the gender balance within the institution. It attempts to enquire whether college abides by the government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of the current and proposed policies of the institution on gender equality.

Gender Audit of educational institutions is a process for organisational assessment and a tool for action planning from a gender perspective. It is a critical introspection to examine the potential of the institution to ensure a 'safe and secure' ambience for women and girl students in particular and all the students in general, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities. Gender audit reflects the strengths and gaps of the system vis-à-vis gender related issues. The institution abides by UN **Sustainable Development Goal 5** that aims to: **Achieve gender equality and empower all women and girls.**

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. Procedure**

An **internal audit** undertaken by a Committee formed by the Women Cell 'Suchetana', and approved by the Internal Quality Assurance Cell of the institution, comprising of internal and external members enquires the initiatives of the institution to foster gender equality internally within its organizational and managerial structure. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming that contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

## **D. Constitution of Gender Audit Committee:**

- Principal/TIC
- IQAC Coordinator
- Convenor of Women Cell
- Two External members

## **E. Gender Audit Methods:**

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF). The initiatives taken by the college at different levels to successfully integrate gender, position of power to communicate and demonstrate their support, enthusiasm for and commitment towards gender equality, qualifications and skills of individuals in the organization, gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes, special provisions for girl students within the campus, the ratio of girl students to that of boys for the last five years were taken into consideration.

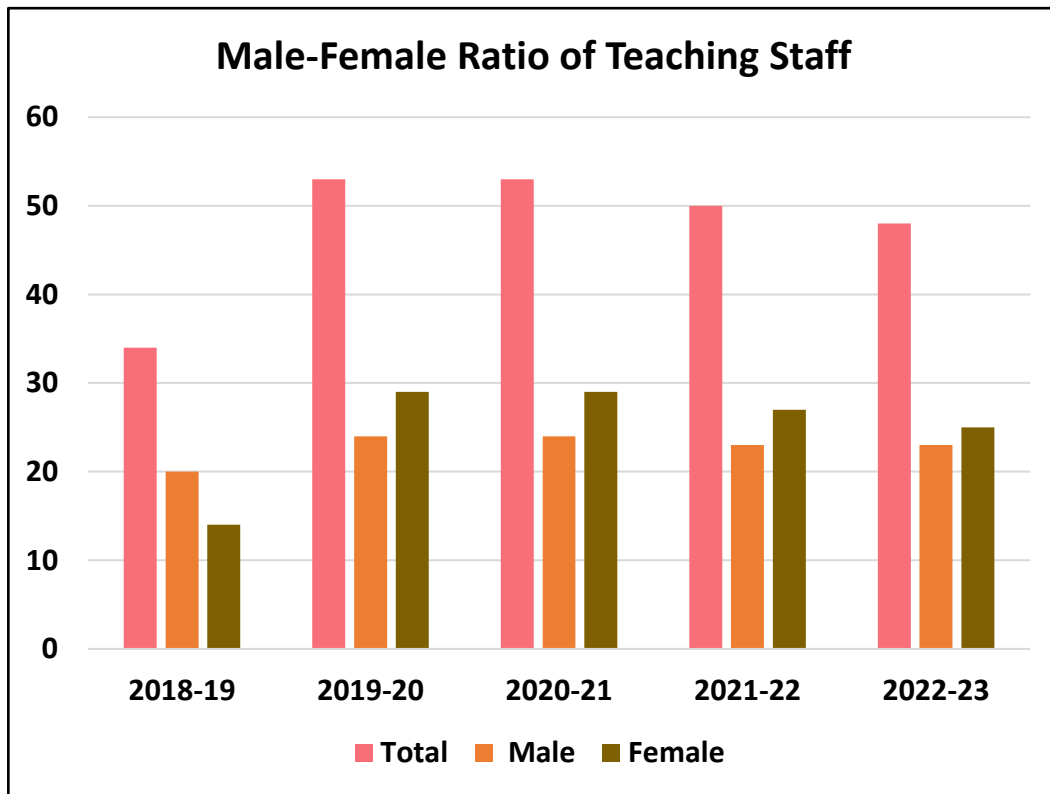
## **F. Gender wise distribution of staff and students for the last five years (2018-19 to 2022-23):**

Gender sensitive structures respond equally to men and women specific interests without any presumption. The institution was established in the early seventies, and has always provided a gender-neutral conducive ambience. When gender became a major parameter for institutional governance, the management stepped forward taking steps to ensure gender equality. The percentage of female students enrolled in the institution in the last five years exceeds the boys. An audit of gender sensitive features in the Institution yielded the following notable points:

- Basic sanitation facility in the form of separate toilets for the students and staff is available.
- Separate toilets for male and female faculty are available.
- Separate common rooms for the Girls and the Boys with basic amenities are provided on the groundfloor of the main-building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library, corridors, cycle stand and main gate of the campus. 24 hours security is also present in college.
- Women's Cell named **Suchetana** is functional and conducts Gender Sensitization programmes for the students at regular intervals.
- Statutory and regulatory cells namely Grievance Redressal Cell, Internal Complaints Committee, Anti-Ragging Cell, SC-ST Cell are functional.
- Gender sensitisation programmes are undertaken.
- Ladies Hostel has been constructed by utilising RUSA 2.0 grant.
- Self- defence course for all the students.
- Celebration of commemorative days like Kanyashree Divas, Womens' day.
- Scholarships are made available for the students.
- Canteen is operated by ladies staff.

**Table 1: Gender wise details of total Teaching Faculties in the College.**

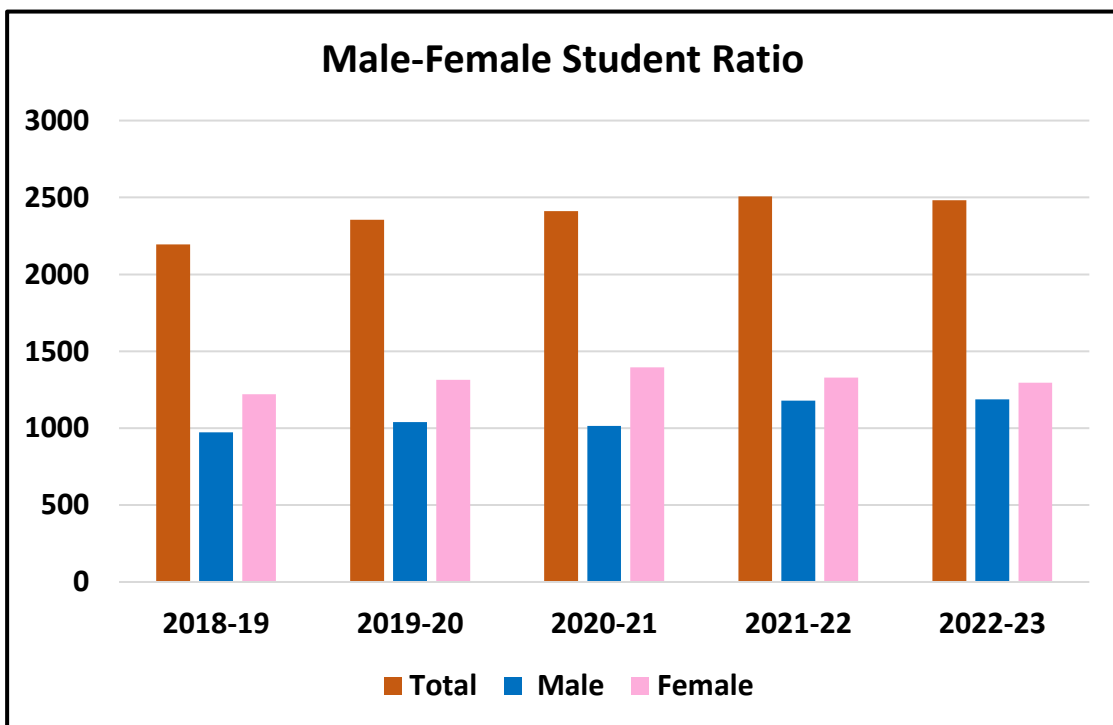
Sl. No.	Year	Total	Male	Female	% Male	% Female
1.	2018-19	34	20	14	58.82	41.17
2.	2019-20	53	24	29	45.28	54.71
3.	2020-21	53	24	29	45.28	54.71
4.	2021-22	50	23	27	46	54
5.	2022-23	48	23	25	47.91	52.08



**Fig 1: Bar Graph representing the Male-Female ratio of Teaching Staff in Institution.**

**Table 2: Gender wise details of total Students in the College.**

Sl. No.	Year	Total	Male	Female	% Male	% Female
1.	2018-19	2194	973	1221	44.34	55.65
2.	2019-20	2355	1040	1315	44.16	55.83
3.	2020-21	2411	1014	1396	42.05	57.90
4.	2021-22	2506	1178	1328	47	52.99
5.	2022-23	2482	1187	1295	47.82	52.17

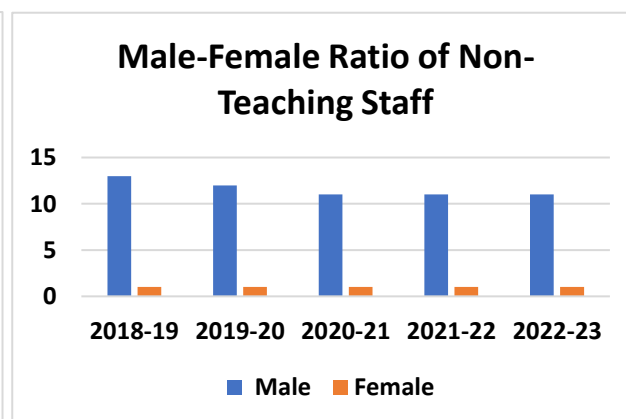
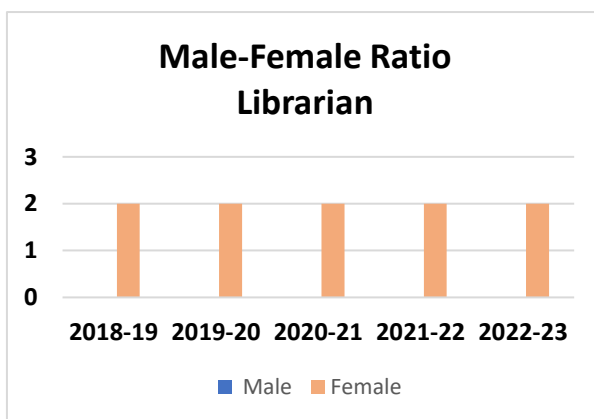


**Fig 2: Bar Graph representing the Male-Female ratio of Student in Institution.**



**Table 3: Gender wise details of Librarian and Non-Teaching Staff in the College.**

Sl. No.	Year	Librarian		Non-Teaching Staff	
		Male	Female	Male	Female
1.	2018-19	0	2	13	1
2.	2019-20	0	2	12	1
3.	2020-21	0	2	11	1
4.	2021-22	0	2	11	1
5.	2022-23	0	2	11	1



**Figs 3 & 4: Bar Graphs representing the Male-Female ratio of Librarian and Non-Teaching Staff in Institution.**

## G. Observation

### I. Gender Balance within the Institution:

Gender balance implies the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. Gender Audit Team reviewed and analyzed the operating environment of the institution. The team opines that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating in sports and cultural activities. The percentage of female students enrolled in the institution in the last five years exceeds the boys. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NSS unit comprising of boys and girls is meticulously developing their character and qualities like discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal) helpline numbers, Board on Menace of Ragging are displayed. Anti-ragging Committee and Internal Complaints Committee have been formed. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in various competitions has brought laurels and fame to them as well as the College. Drama Club **Chetak** comprising of both girls and boys actively participate in awareness programme thus championing the cause of gender equity. **Self-defence** certificate course was provided only for the girl students in the year 2018-2019, and 2019-2020. From 2021-2022, all the students can opt for the course. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

## II. Gender Sensitization Initiatives

1. Various committees like Anti-ragging, Internal Complaints Committee, Women Cell, Grievance Redressal Cell are functional.
2. Girls Washroom: Hygienic Girls' washrooms with ample water supply are provided.
5. Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.
6. Separate common rooms for girls and boys.
7. Gender sensitisation awareness programmes are organised.
8. Scholarships for boys and girls are provided.
9. Self Defence course for all the students.

**The college has established a number of committees to aid girl students and ladies staff. These committees include:**

1. **Anti-Ragging Committee:** Ragging is a crime which destroys the physical and emotional confidence of a student. Our college authority strictly abides by the principles of UGC to curb the menace of ragging and fortunately no case of ragging is yet been informed/registered to this cell. Anti-ragging cell exists. Any complaint on the issue of ragging can be lodged via mail or by calling the helpline number as displayed in the website of the college.

2. **Suchetana” Women Cell:** The cell aims to empower girl students and faculty, enhance their understanding of issues related to women and to make the college campus a safe place for girls and women and to address the practical issues related to the welfare and equal opportunities for Women faculty, staff and students. The main objectives of this cell isto instil positive self-esteem and confidence in the female students so that they can take the right decision in and for-their lives. Spreading awareness among the students about the social, legal and constitutional rights of women in order to prevent the exploitation based on gender. The Women Cell shall strive to create a better society by empowering women.

### **3. Grievance Redressal Cell:**

The students, staff can lodge their grievances either offline in the drop box or via mail. The registered mail id is as following-

Email: kmvgrievanceredressal@gmail.com

Grievance Redressal System is a vital part of any administration. It is the responsibility of the College Administration to provide a secure and contented environment to all its Staff and Students. The Grievance Redressal Committee has been formed in the College as per the UGC guidelines to redress the grievances of both the staff and the students. The grievances received by the Principal / Teacher-in-Charge are forwarded to the concerned Committee members who look in to the problems depending upon the seriousness of the issue. The Committee has been continuously striving to take the best efforts possible to create a harmonious and conducive atmosphere to everyone in question.

### **3. Internal Complaints Committee**

In pursuance to the UGC / Supreme Court guidelines, Khalisani Mahavidyalaya has constituted an Internal Complaints Committee for gender sensitization and handling complaints against sexual harassment. The committee addresses complaints such as discriminatory behaviour and sexual harassment lodged by any member of the college which he or she observes or become aware of. The committee also advises the authority to take necessary remedial actions including punishment against the offender.

### **III. Gender equity promotion programs organized by the institution during the last five years:**

A number of activities were organized to empower women at Khalisani Mahavidyalaya, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students. Regular sessions are organized at various levels to instil self-confidence, develop ethical values and make the girl students realize their true potential.

Sl. No.	Title of the Program	Date	No. of Participants
1.	'Self Defence' Certificate course	2018-19	50
		2019-20	60
		2022-23	82
2.	Celebration of 'Kanyashree Dibas'	14.08.23	100
3.	Celebration of Women's Day	8 <sup>th</sup> March every year	
4.	Career Counselling Seminar for Girls students (by Frinkfinn)	16.12.22	80
5.	Awareness Programme on Dowery by 'Chetak'- Drama club	06.01.23	52

## H. Summary

Gender equity means fairness of treatment for men and women according to their respective needs. The college constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner with due self-respect. We find that student's strength particularly girls' strength is on the rise. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is higher than that of males.

## **I. Conclusion**

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The institution has an Annual Gender Sensitisation Plan, that is hosted in the college website. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. The representation of women staff in the management is commendable. Women representation is reflected in all the administrative bodies like- Governing body and IQAC. Women representation is evident from a close study of the different statutory and regulatory cells. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

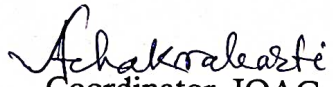
## **J. Recommendations**

In the coming years, we aim to

- The Ladies hostel should be made operative.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.

## Concluding Remarks:


After an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, a positive and eminently satisfactory situation is existent. The College has a reputation for providing a safe and encouraging atmosphere for women's education. In all these years no issue of ragging or untoward incident involving women occurred. The College maintains its atmosphere of healthy interaction among boys and girls. Under the present leadership of the college principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.

  
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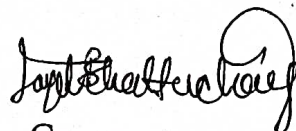
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