

Sadhan Chandra Mahavidyalaya

Harindanga, Falta, South 24 Parganas

June 2023

Gender Audit Report 2022-23



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About SCM

Sadhan Chandra Mahavidyalaya, affiliated with the University of Calcutta, provides a comprehensive array of academic offerings, including Honours (with and without research) and General (now Multi-Disciplinary Course) Courses across various subjects. Remarkably, it stands as the sole general degree college in the Falta block of South 24 Parganas district, dedicated to fostering the educational aspirations of students hailing from rural and marginalized backgrounds.

Our institution is unwavering in its commitment to the holistic development of students, consistently undertaking initiatives to ensure the methodical implementation of the prescribed syllabus. Thoughtfully planned curricular and co-curricular activities are geared towards achieving predefined outcomes. The curriculum itself incorporates multiple processes designed to facilitate learners in attaining their educational objectives.

Sadhan Chandra Mahavidyalaya is a co-educational college hosting a large majority of female students. The college therefore has a separate Women's Cell committed to the empowerment of women and spreading awareness about gender equity. There is also a functioning ICC as per the Governmental guidelines, which spreads awareness about sexual misconduct. The college also has anti discriminatory and inclusive policies in place that prevents any sort of obstruction based on gender, sexual identities among other things, for the development of the pupils and the staff.

What is Gender Audit

A gender audit assesses a college's gender balance and compliance with government regulations promoting women's advancement. It evaluates the impact of current and proposed policies on gender equality. While there's no standardized approach, international organizations often employ two main methods: participatory gender audit and the gender integration framework.

The audit comprises two dimensions:

- **Internal Audit:** This assesses how well an organization promotes gender equality within its structure and internal operations. It monitors progress in gender mainstreaming, contributes to capacity building, fosters collective organizational ownership for gender equality initiatives, and enhances organizational learning on gender.
- **External Audit:** This dimension evaluates the extent to which an organization incorporates gender in its policies, programs, projects, and services, covering content, delivery, and evaluation. External audits gauge how gender integration includes and benefits individuals affected by the organization's activities. In terms of policies and programs, the audit explores the mainstreaming of gender equality in high-level objectives, assessing the actual implementation of policy intentions in specific initiatives. It scrutinizes whether gender-specific objectives are present, or if gender is integrated into general policy objectives to ensure contributions to closing gender gaps, equal benefits, and prevention of perpetuating inequalities. Additionally, the audit analyzes how gender is mainstreamed during the implementation phase and assesses targets and indicators for a gender perspective, including sex-disaggregated data and progress towards gender equality during the monitoring and evaluation phase.

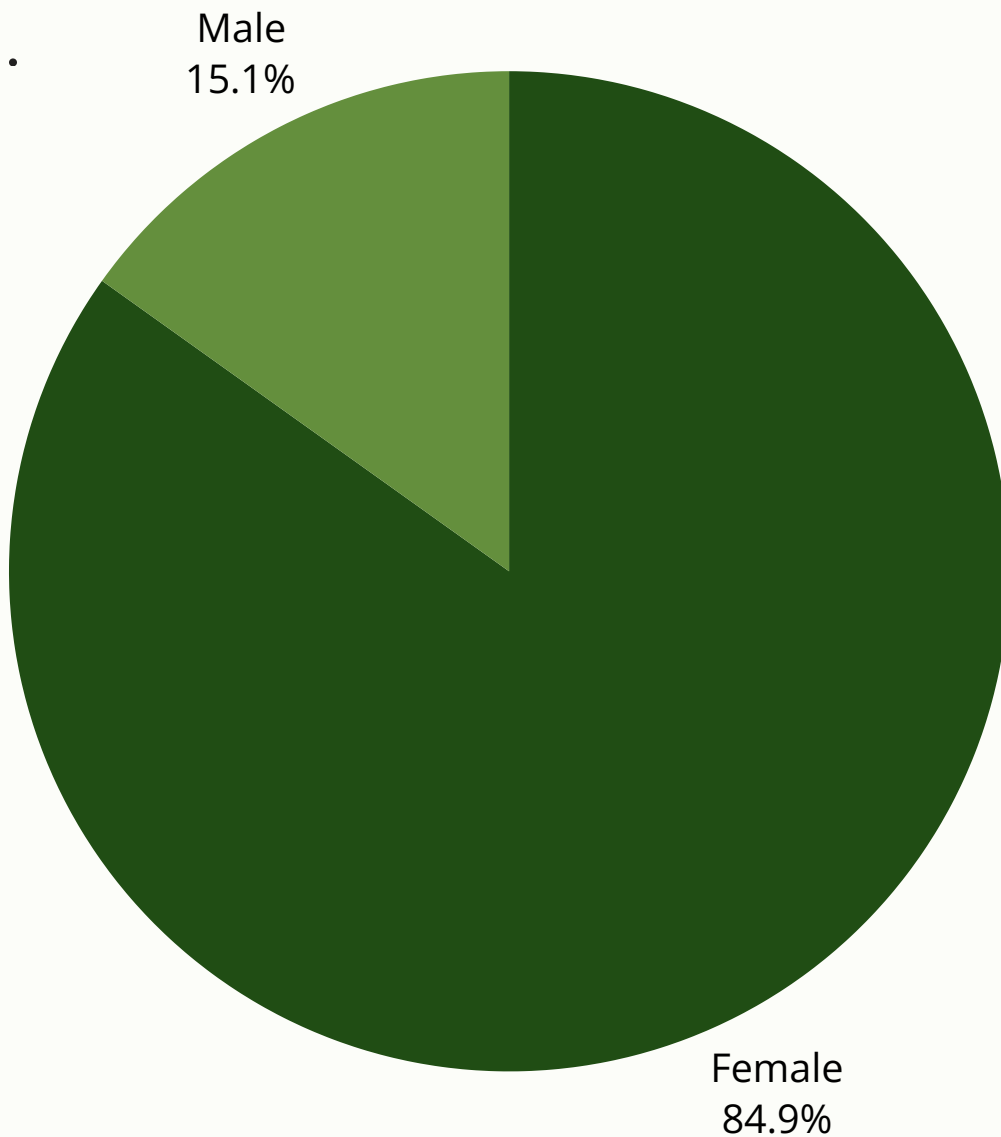
Audit Body Members

SL. NO.	NAME	DESIGNATION	
1	Dr. S. F. Haque	Principal Sadhan Chandra Mahavidyalaya	Internal Member
2	Dr. Nilesh Ranjan Maity	Principal, Shishuram Das College	External Member
3	Dr. Nupur Datta	IQAC Co-ordinator Shishuram Das College	External Member
4	Sayantani Adhikary	IQAC Co-ordinator & Convenor, Women's Cell, Sadhan Chandra Mahavidyalaya	Internal Member
5	Dr. Dipannita Datta	Member, ICC Sadhan Chandra Mahavidyalaya	Internal Member

I. General Information

A. Overall Student Gender Composition

- **Total Students: 1110**
- **Female: 942**
- **Male: 168**
- **Other (Specify): Nil**

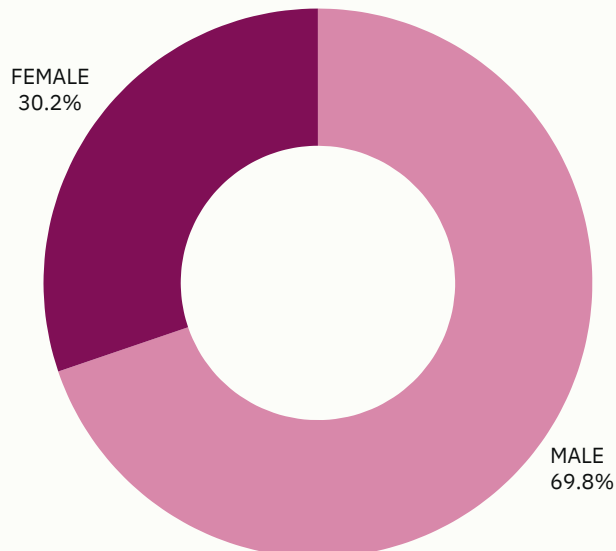


II. Faculty & Staff

A. General Overview

- **Total Faculty Members: 33**
- **Male: 20**
- **Female: 13**
- **Other (Specify): Nil**
- **Total Non-teaching Staff Members: 10**
- **Male: 10**
- **Female: Nil**
- **Other (Specify): Nil**

Teaching Staff			Non-teaching Staff			Grand Total
Male	Female	Total	Male	Female	Total	Total
20	13	33	10	00	10	43

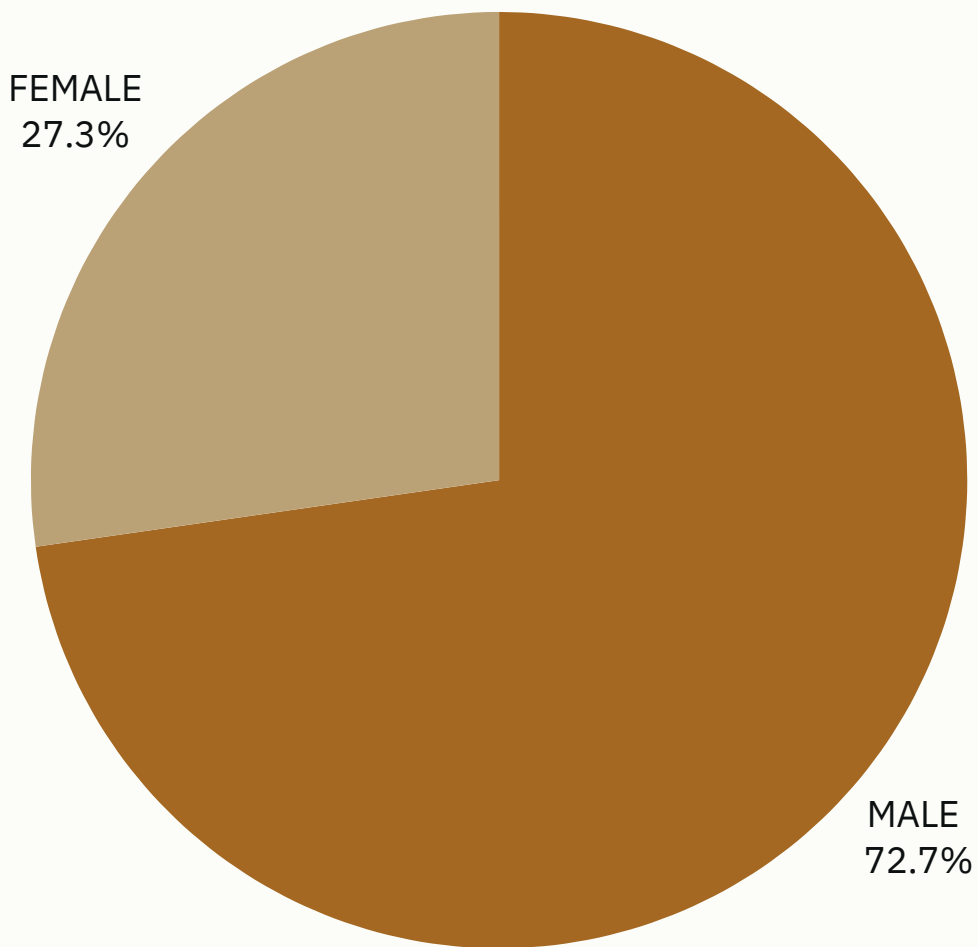


B. Gender Composition in Leadership Positions

- Leadership Position: 22
- Male: 16
- Female: 06

Sl. No.	Position	Male	Female
1	President, Governing Body	01	00
2	Principal	01	00
3	IQAC Co-ordinator	00	01
4	Bursar	01	00
5	Teacher's Representative, Governing Body	02	01
6	Non-teaching Representative, Governing Body	01	00
7	External Member, Governing Body	03	01
8	Secretary, Teachers' Council	01	00
9	H.O.D, Academic Departments	06	02
10	Programme Officer, NSS	00	01
	Total	16	06

B. Gender Composition in Leadership Positions



III. Infrastructure & Facilities

A. Gender-Friendly Infrastructure

- **Well-Lit Spaces**

The institute safety with brightly lit pathways and common areas.

- **Separate Restrooms**

Gender-segregated facilities equipped for hygiene and comfort are available in the campus

- **Girls' Common Room**

Gender segregated space for female students ensuring safety and privacy.

- **Safe Transportation:**

Secure transportation options provided by the govt. and private entity, prioritizing the safety of all students.

B. Equitable Facilities

- **Common spaces**

Strategically located and designed for easy access for all genders, which signify inclusive spaces for interaction and recreation.
- **Sports & Recreational Areas**

Equitable access to sports facilities and recreational spaces, fostering an inclusive environment. Inclusive
- **Library & Study Spaces**

learning environments ensuring equal access to resources and study areas for all students, irrespective of gender.
- **Health Services**

Accessible healthcare facilities catering to the specific needs of both male and female students.

C. Facilities for Differently-abled Individuals

- **Accessible Infrastructure** Wheelchair Ramp available at the building entrance.



IV. Gender-Based Violence & Harassment

- **Incident Reporting: Nil**
- **Number of Reported Incidents: Nil**
- **Actions Taken in Response: NA**

A. Preventive Measures

- **Active Social Security Bodies** Anti-Ragging Cell, Grievance Redressal Cell, and Internal Complaints Committee (ICC) to address & prevent gender-based violence.
- **Regular Interaction** Ongoing engagement with students through the mentioned bodies addressing their concerns and create awareness.
- **Adequate Lighting** Provision of sufficient lighting during extended hours for extracurricular activities to enhance safety.
- **Grievance & Suggestion Box** Presence of a Grievance box and a Suggestion Bos in the campus , for students to submit grievances or suggestions anonymously, promoting a safe space for reporting.

B. Programmes or Policies in Place to Prevent Gender-Based Violence and Harassment

- **Awareness Campaigns** Ongoing campaigns addressing women's safety and fostering gender sensitivity within the college community.
- **Educational Initiatives** Periodic workshops, seminars, and street rallies organized by internal faculty members, with help from students, non teaching staffs, and guests, aimed at raising awareness and promoting a culture of respect.
- **Expert Insights** Special lectures featuring experts to address health, anxiety, and gender-related issues, fostering a comprehensive understanding and dialogue are organized by the college
- **Self Defence Workshops** Conducting self-defence workshops for students, empowering them with practical skills to enhance personal safety and confidence.

B. Programs or Policies in Place to Prevent Gender-Based Violence and Harassment

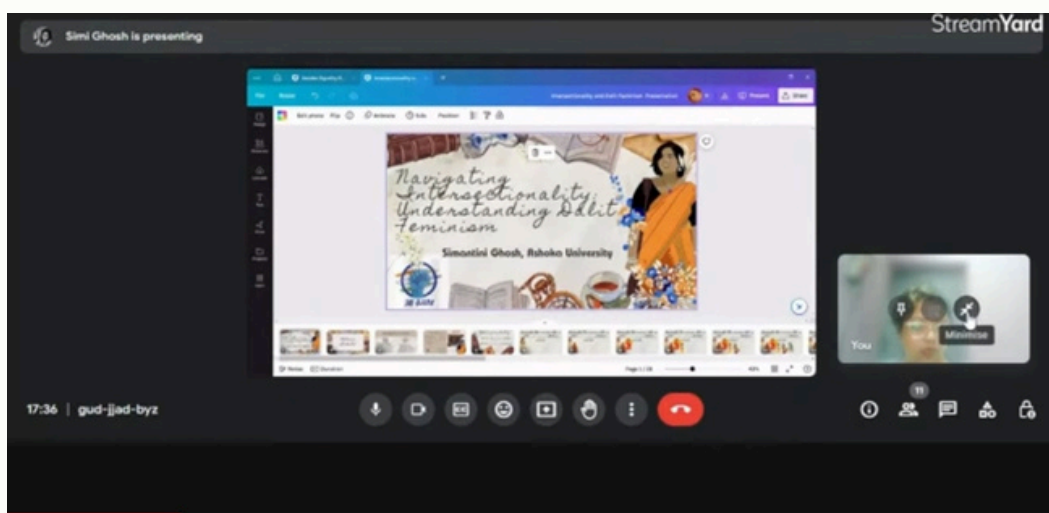
- **Regular Feedback Mechanisms** Regular survey and feedback is undertaken and the findings are analyzed and implemented
- **Inclusive Curriculum** In the present curriculum, a number of topic related on gender and inclusivity are taught. Moreover, several certificate courses initiated by the college deal with gender awareness and inclusivity.
- **Student-Led Initiatives** Students are encouraged to lead gender awareness and empowerment initiatives inside and beyond the campus.



Women empowerment initiative by 'Tejaswini' inside the campus and beyond the campus

V. Gender Sensitization Programmes

- Awareness Programs: 3
- Number of Gender Sensitization Workshops Conducted: 2
- Participation Rates: Average
- Inclusion Initiatives: 3
- Programs Focused on Inclusivity and Gender Equality: 3



Negotiating Inclusivity

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VI. Support Systems

- **Counseling Services: Not Available**
- **Availability of Gender-Specific Counseling Services: Not Available**
- **Utilization Rates: NA**

A. Support for Pregnant/Parenting Students and Staff

- **Flexible Attendance Policies** Allowing pregnant and parenting students flexibility in attendance, with the provision of makeup classes or alternative learning options is the general norm.
- **Maternity & Paternity Leave Policies** For the staff, Governmental rules of Paternity/Maternity Leaves, Child Care Leaves are followed, ensuring adequate time for parental responsibilities without affecting career prospects.

B. Policies and Facilities in Place

- **Inclusive** The College maintains clear and inclusive policies that delineate available support mechanisms, coupled with the provision of appropriate facilities. This ensures a conducive environment for the holistic well-being of pregnant and parenting individuals within the college community.

VII. Future Plans & Recommendations:

A. Strategic Plans

- **5 year plan** Develop a five-year strategic plan that integrates gender equality initiatives into every aspect of the college's operations, ensuring a sustained and holistic approach.

B. Initiatives to Enhance Gender Equality

- **Initiative** Launch targeted initiatives such as mentoring programs, leadership workshops, and awareness campaigns focusing on the unique challenges faced by female students from marginalized backgrounds.

Collaborate with local non-governmental organizations (NGOs) that specialize in gender issues to bring in external expertise, resources, and support systems.

C. Identified Areas for Improvement

- **Participation Rate in Awareness Programmes Counseling Services** Address the need for more targeted efforts to engage the student body in awareness programs, aiming to enhance participation rates.
Establish counselling services to provide essential mental health support for students, considering the absence of such services despite robust initiatives for pregnant/parenting students and staff.
- **Female Representation in teaching & Non-Teaching Roles** Enhance opportunities for female representation among faculty and non-teaching staff, recognizing the current areas of under representation.
- **Leadership Positions for Female Staff** Implement measures to improve the number of female staff in leadership positions, addressing the current imbalance and promoting gender equality at higher administrative levels.
- **Enhanced Student Engagement Strategies** Develop and implement strategies to improve student engagement, focusing on areas like awareness programs to create a more inclusive and participatory campus culture.

VII. Conclusion

Sadhan Chandra Mahavidyalaya, situated in rural West Bengal, exemplifies a steadfast commitment to gender inclusivity, boasting an impressive 80% female enrollment, predominantly from marginalized backgrounds. The college's proactive measures to promote female education include gender-friendly infrastructure, well-lit spaces, separate restrooms, and facilities catering to differently-abled individuals, affirming its dedication to accessibility.

A notable absence of reported gender-based violence underscores a safe campus environment, bolstered by preventive measures such as social security bodies, well-lit areas, security checkpoints, and a complaint box. The institution employs a comprehensive approach to preventing gender-based violence, encompassing awareness campaigns, educational initiatives, peer mentorship programs, self-defense workshops, and collaborations with local NGOs.

While commendable progress is evident in policies like flexible attendance, maternity/paternity leave, and support for pregnant/parenting individuals, there is room for improvement in student engagement with awareness programs. The absence of counseling services signals an area for enhancement, contrasting with robust policies for pregnant/parenting students and staff.

Moreover the gender distribution among the faculty and non-teaching staff reveals an opportunity to enhance gender representation especially in, but not limited to, non-teaching staff category. Encouraging more female representation in leadership roles in the institution is another suggestion that should be implemented. Despite identified areas for growth, Sadhan Chandra Mahavidyalaya is on a positive trajectory towards fostering gender equality, showcasing dedication to creating an inclusive and safe educational environment.

IX. Recommendations

1

Encourage increased female representation among non-teaching staff.

2

Increase female representation in leadership positions of the college.

3

Consider the introduction of counseling services to further support the mental well-being of students.

4

Organize more self-defense workshops, awareness programmes for students.

5

Continue the preventive measures & programmes in place to maintain a safe and inclusive campus.

X. Audited by

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