

GENDER AUDIT REPORT

(2018-2022)

SOVARANI MEMORIAL COLLEGE

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

You can take pride in joining Sovarani Memorial College as a student. This institution of higher learning was founded by Late Satyanarayan Khan in 1971 in memory of Sovarani Debi, his beloved better half. 1st December is the College-Foundation -Day. Presently, eleven Honours subjects and sixteen General Course subjects are being taught in the CBCS(Choice Based Credit System).. We do have an NCC-unit, an NSS-unit which is being run smoothly under the active guidance of an ANO and a Program- Officer respectively. Also we have a gymnasium which needs to be used on a regular basis. Our central library is well equipped with a huge collection of books, journals and modern facilities. There are departmental libraries and the laboratories are well equipped.

But the most striking point which needs to be mentioned is that owing to lock down imposed by the State Govt. in compliance with the directives of the Central Govt. to prevent spread of Novel CoronaVirus(COVID-19), the Teaching -Learning process has been tremendously hampered. This lock down will definitely cause deferment of everything namely the University Examinations (Even-semesters, Part-III), Admission of students in Semester-I classes for the session: 2020-2021, Publication of various results etc. Though online classes are being held as much as possible, this can, in no way, replace the system of normal classes where the students can interact directly with the teachers.

It's a matter of satisfaction that the grant received under Component 9, RUSA (2.0) is being utilised in causing infrastructural development of the college. This development includes construction of buildings, e-procurement of equipment which will make the laboratories more and more equipped. It is expected that there would be further development because the 2nd installment of grant under RUSA (2.0) is going to be received by the college. In these development- programs, wholehearted cooperation of the teaching faculties, non-teaching staff, other stakeholders and the local people is indispensable. So, we hope for the best in the days to come.

Principal's outlook about 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, as well as 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 as of yet.

We attempt to achieve equity and equality by putting the ideas and practices into practice through the Gender equity Cell, Grievance Redressal Cell, Sexual harassment committee, Anti-ragging committee by putting various government plans into action, among other things. As gender equity and equality are both important principles for creating a fair and just society where all individuals have the opportunity to reach their full potential, regardless of their gender, we strictly strive for a gender-neutral institution with equal opportunities to all.

Dr. Kalyan Kumar Mondal.

Principal

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 creates 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.

Methodology

A questionnaire was specifically created to gather information on the key areas as part of the audit to collect gender- specific data on the curriculum, the male-female composition of various departments, facilities and on gender-related topics. The results of the survey were reviewed along with the statistical information offered for the previous five academic years.

Learning and Evaluation

Institutional data of the admitted students as compared to total students from the categories Gen-SC-ST-OBC-Min/EWS & Others (2018-2022).

Category	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Male	Female								
General	265	411	244	387	222	339	210	361	171	328
OBC	66	79	28	55	63	105	86	137	84	147
SC	42	65	40	58	62	78	65	88	37	88
ST	4	7	7	9	3	5	8	10	3	5
		939		828		877		965		863

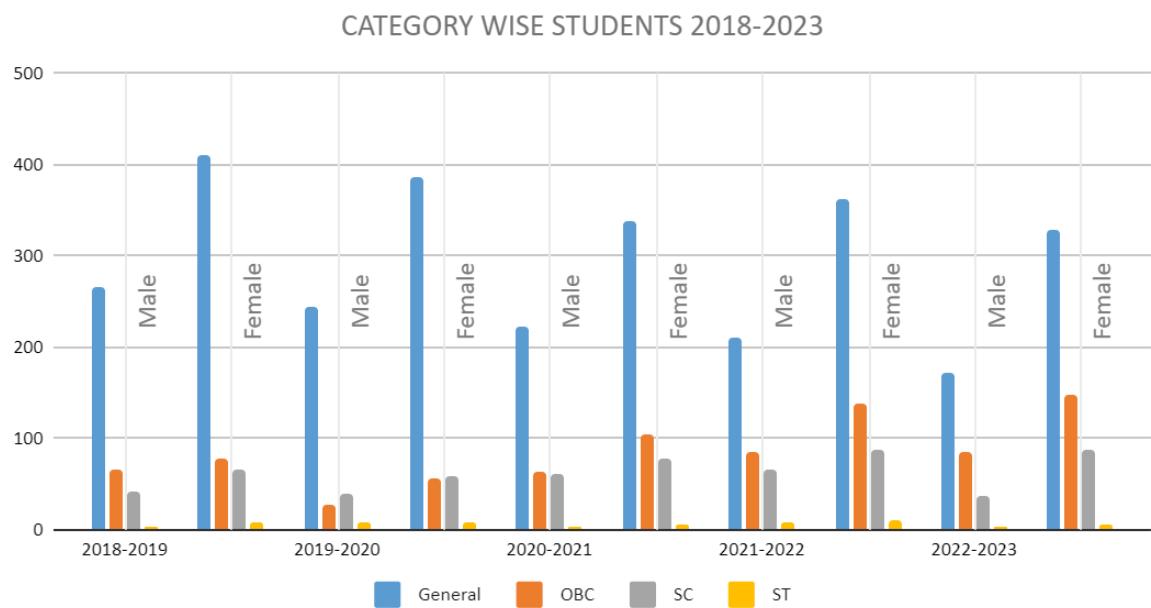


Fig. 1- Graph showing Institutional Profile of the Students (2018-2022)

Data analysis shows that there is an overall rising trend in female admission over the last five years (Fig. 1)

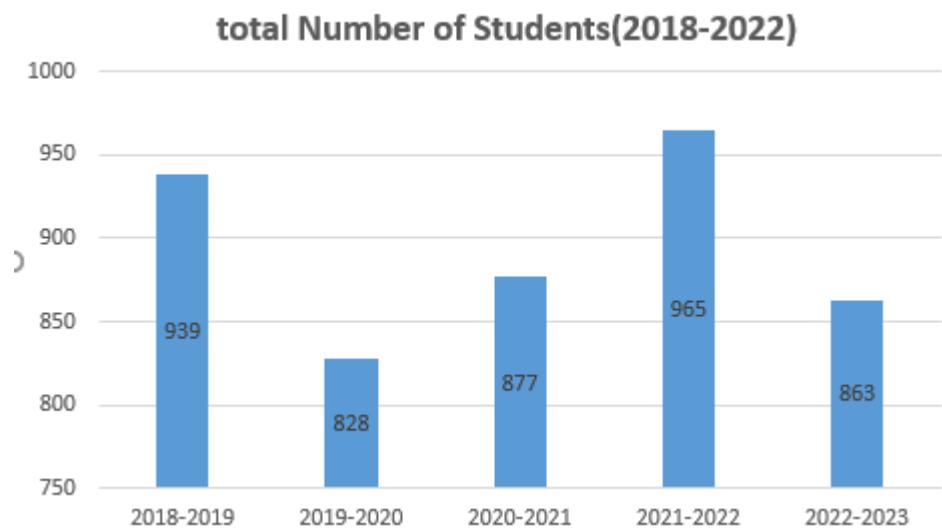


Fig. 2- Graph showing Institutional total no. of Students

GENDER WISE FACULTY PROFILE

Institutional data of the teachers gender wise (2018-2022).

Category	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Male	Female								
	17	05	18	08	18	08	18	08	15	08
SACT	00	00	00	00	21	11	21	11	21	11

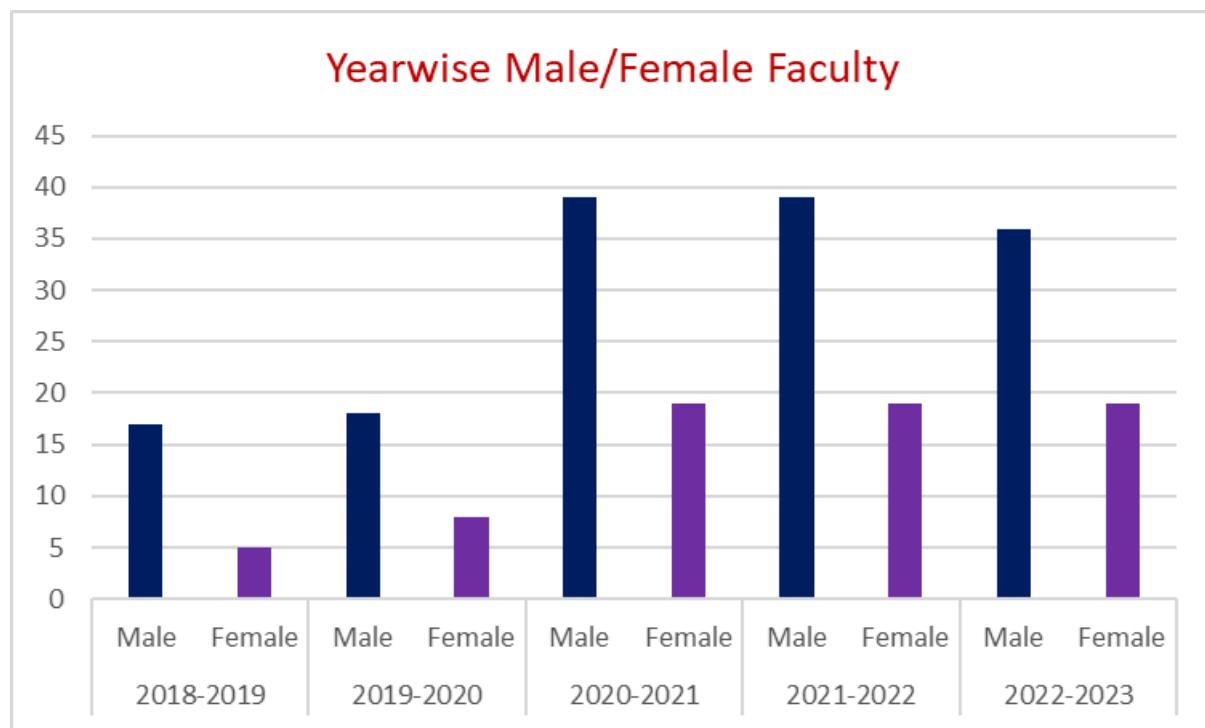


Fig. 3 - Institutional data of Academic Staff

The graph showcases the data of male and female academic employees.

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 common room for women is available in the Main Building.
- Clean and well-maintained washrooms with necessary amenities are available in all the blocks.
- Basic Medical facility is available.
- The institutional library is constantly upgraded in terms of books and journals/e-journals.
- Counseling facilities are available in the campus.
- Canteen facilities are available.
- 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.

Scholarships

Number of students benefited by scholarships, free ships etc. provided by the institution / non-government agencies during the year

Year	Name of the scheme	Number of students benefited by government scheme and amount		Number of students benefited by the institution's schemes and amount	
		Number of students	Amount	Number of students	Amount
2022-23	SVMCM (Merit cum Means)	432	691200		
	Aikyashree	409	3566700		
	KANYASHREE K2	18	450000		
	OASIS	117	421200		
	Satyanarayan Khan Smriti Scholarship			1	1500
	Sovarani Deki Khan Smriti Scholarship			1	1500
	Dilip Kumar Khan Smriti Scholarship			1	1500
	Krishanu Dey Smriti Purashkar			1	1500
	Kulesh Kumar Chowdhury Smiriti Scholarship			1	1000
	Students' Aid Fund			127	61245
Year	Name of the scheme	Number of students benefited by government scheme and amount		Number of students benefited by the institution's schemes and amount	
		Number of students	Amount	Number of students	Amount
2021-22	SVMCM (Merit cum Means)	271	3604068		
	Aikyashree	544	3792300		
	KANYASHREE K2	2	50000		
	Satyanarayan Khan Smriti Scholarship			1	1500
	Sovarani Deki Khan Smriti Scholarship			1	1500
	Dilip Kumar Khan Smriti Scholarship			1	1500
	Krishanu Dey Smriti			1	1500

	Purashkar				
	Kulesh Kumar Chowdhury Smiriti Scholarship			1	1000
	Students' Aid Fund			26	21400
Year	Name of the scheme	Number of students benefited by government scheme and amount		Number of students benefited by the institution's schemes and amount	
		Number of students	Amount	Number of students	Amount
2020-21	SVMCM (Merit cum Means)	150	2078947		
	Aikyashree	440	2788350		
	KANYASHREE K2	24	600000		
	Satyanarayan Khan Smriti Scholarship			1	1500
	Sovarani Deki Khan Smriti Scholarship			1	1500
	Dilip Kumar Khan Smriti Scholarship			1	1500
	Krishanu Dey Smriti Purashkar			1	1500
	Kulesh Kumar Chowdhury Smiriti Scholarship			1	1000
	Students' Aid Fund			31	19895
Year	Name of the scheme	Number of students benefited by government scheme and amount		Number of students benefited by the institution's schemes and amount	
		Number of students	Amount	Number of students	Amount
2019-20	SVMCM (Merit cum Means)	73	966000		
	Aikyashree	521	3030525		
	KANYASHREE K2	157	3925000		
	Satyanarayan Khan Smriti Scholarship			1	1500
	Sovarani Deki Khan Smriti Scholarship			1	1500
	Dilip Kumar Khan Smriti Scholarship			1	1500

	Krishanu Dey Smriti Purashkar			1	1500
	Kulesh Kumar Chowdhury Smiriti Scholarship			1	1000
	Students' Aid Fund			67	46310
Year	Name of the scheme	Number of students benefited by government scheme and amount		Number of students benefited by the institution's schemes and amount	
		Number of students	Amount	Number of students	Amount
2018-19	SVMCM (Merit cum Means)	51	708000		
	KANYASHREE K2				
	Satyanarayan Khan Smriti Scholarship			1	1500
	Sovarani Deki Khan Smriti Scholarship			1	1500
	Dilip Kumar Khan Smriti Scholarship			1	1500
	Krishanu Dey Smriti Purashkar			1	1500
	Kulesh Kumar Chowdhury Smiriti Scholarship			1	1000
	Students' Aid Fund			71	49705

The above table indicates the financial assistance availed by students through various scholarship schemes offered by the State Government and College. It reflects the high support meted out by our college to women towards the completion of their education, specially Kanyashree.

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 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 exists to handle the related issues if any. 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.
- Grievance Redressal Committee is in place for solving 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 counseling of both genders.
- On-campus availability of medical facilities and for health-related counseling.
- Girls Common Room with all necessary amenities is available.
- Separate washroom for girls and lady staff is available.
- Sanitary pad vending machines 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.

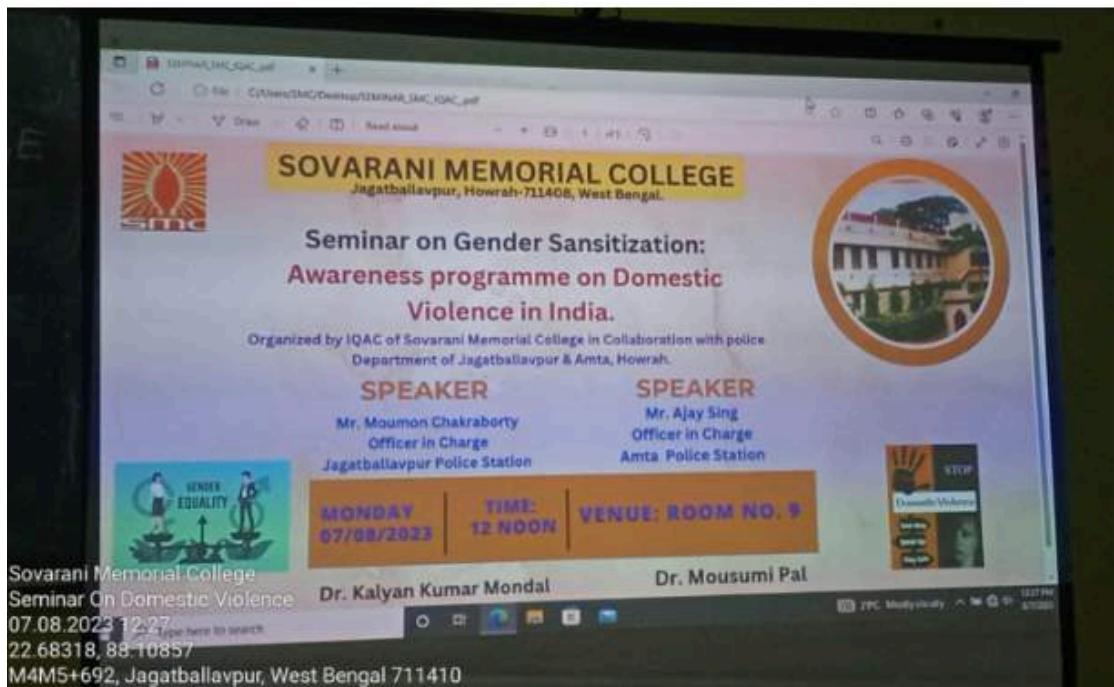
Annual Gender Sensitization Action Plan

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 Departmental teachers for Psychological/career counseling for students.
2. Conduction of regular meetings of Gender Equality Cell, Internal Complaint Committee, Anti-ragging Cell, Student Grievances Redressal Committees, for monitoring gender equality in the Institution.
3. Organizing Talks / Workshops / Conferences / Quiz / Webinar on gender related issues.
4. Celebration of International Women's Day. Conduction of awareness programs about sexual harassment, cyber security, traffic rules.
5. Provision of maternity leave/ child care leave/ special leaves for women staff members as per the existing State Government rules.

Gender sensitization activities photo gallery



STUDENTS' SEMINAR



Special Lecture on Cyber Crime

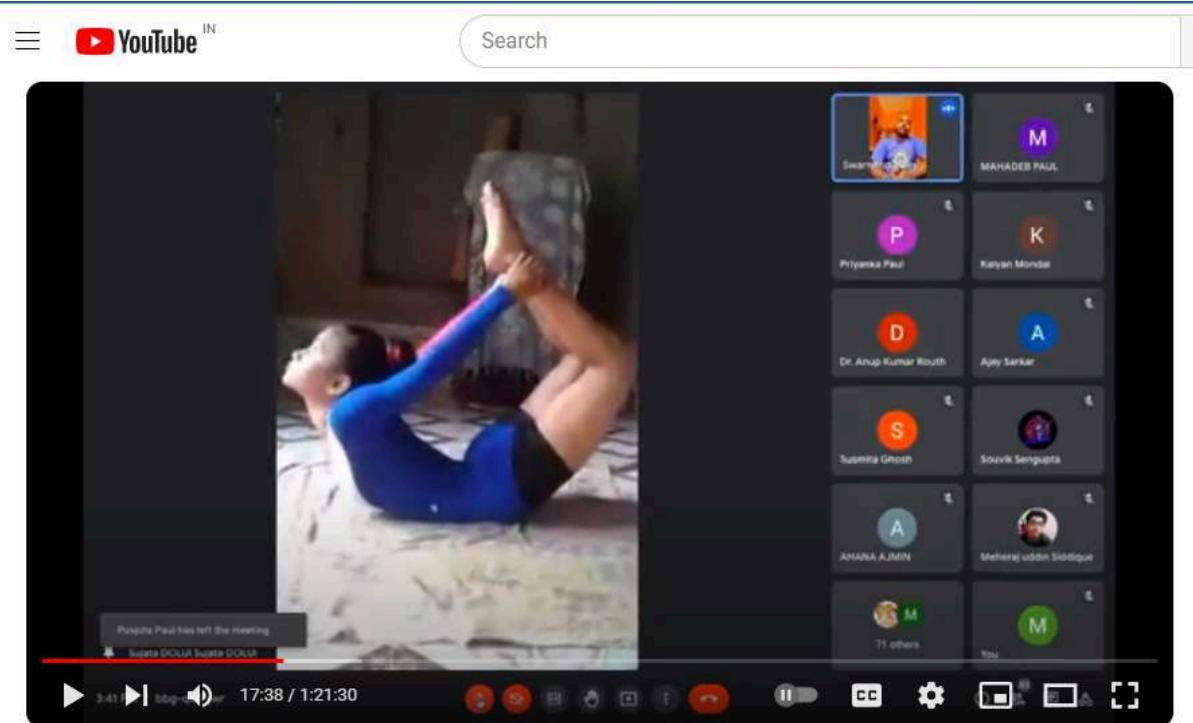
Date: 07/09/2022

Experts: Shri Ajoy Ganguly (Certified Information Security Expert)

Tinia Das (Advocate)

Since Cyber Crime is an issue which is relevant in today's world, the experts touched upon various issues of cyber crimes and suggested ways in which the students could file complains if they have been victims of cyber crime. The students were very enriched as the lecture helped to spread awareness as well as serve academic purpose.





International YOGA day, Sovarani Memorial College



sahamalay007
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Self-defense Karate Course for Girls





One Day State Level Seminar

on



“ICT Enabled Higher Education”

Organized by

Internal Quality Assurance Cell (IQAC)
Sovarani Memorial College



Honourable Speaker

Professor Dr. Siddhartha Bhattacharyya



Principal of RCC Institute of Information technology, who has been awarded *D.Litt.* by University of South America and '*International Digital Award ICT Educator of the year at Colombo, Sri Lanka in 2017*' by South East Asian Regional Computing Confederation

Date: 6th August, 2018 (Monday)

Venue: Sovarani Memorial College

Cultural Programme:



Poster Painting:



Yoga and self-defense course for Girls only

योगशिचत्तवृत्तिनिरोधः ।
अथयोगानुशासनम् ।
वृत्तिसारुप्यमितरवः ।

सुखदुःखे समे कृत्वा
लाभालाभी जयाजयी।
ततो वृद्धाय बुद्धस्य
नैवं पापमवास्यति॥

SOVARANI MEMORIAL COLLEGE

1. THREE MONTHS YOGA CERTIFICATE COURSE. (पातञ्जलयोग & सोलार योग)
2. THREE MONTHS SELF DEFENCE CERTIFICATE COURSE (ONLY FOR FEMALE CANDIDATE)

DATE : 04 MAY - 04 AUGUST, 2023

Organized By :
2 BENGAL BN NCC, SOVARANI MEMORIAL COLLEGE WEST BENGAL &
SIKKIM DIRECTOR, JAGATBALLAVPUR, HOWRAH, WEST BENGAL

In Collaboration With :
IQAC, SOVARANI MEMORIAL COLLEGE

VENUE : SOVARANI MEMORIAL COLLEGE

PROGRAMME CO-ORDINATOR: GOUTAM MISHRA, HOD, DEPT OF SANSKRIT, SMC
PH. NO. : 9681034371, E-mail Id : head.sanskrit@smc.edu.in

Date :
**04/05/2023
11:30 AM.**

The NCC Cadets celebrated Water Day on 22.03.2023 carrying messages to conserve water around the locality and surroundings of college.



International Women's Day Celebration through digital posters dated 08.03.2023 (Awareness programme on women's rights and women empowerment) by NSS Girls volunteers.

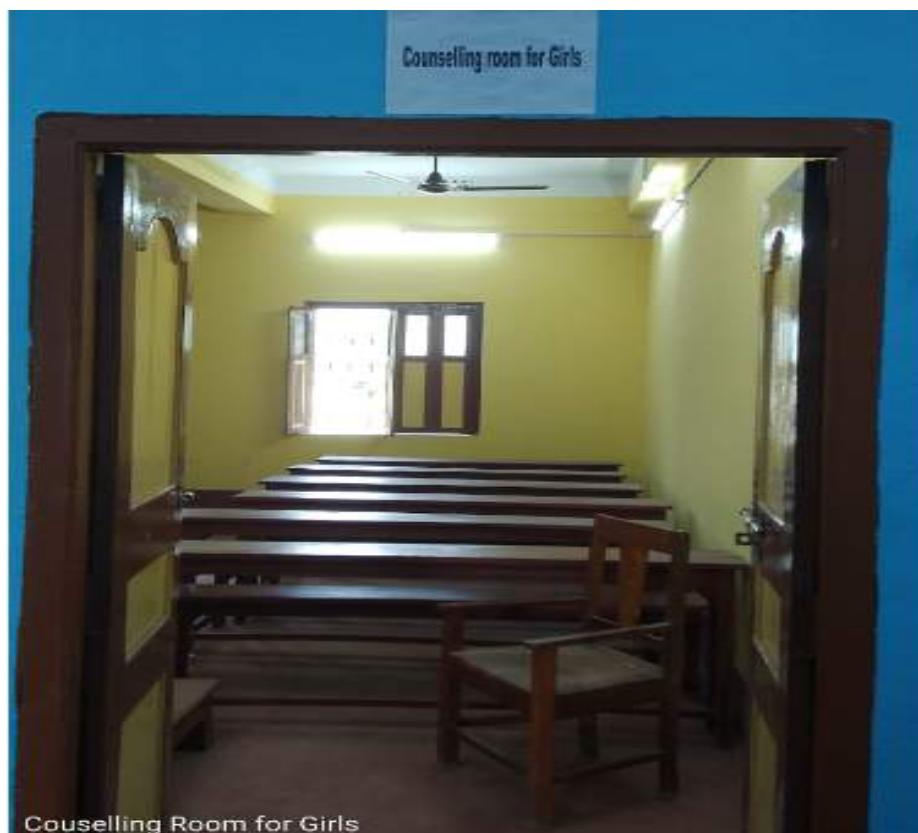


Survey on Health and Social Awareness regarding Menstrual Cycle in Local Community dated 07.03.2023 and 08.03.2023



Girls' Common Room





Counselling Room for Girls

Health Awareness and Counseling session for the Girls of age around Nineteen years.



Mobile : 9679226115 (Office)
9679226106 (Principal)

SOVARANI MEMORIAL COLLEGE
NAAC RE-ACCREDITED
JAGATBALLAVPUR, HOWRAH-711408

Estd.-1971
website : www.sovarani.net * e-mail : srmcollege.edu@gmail.com

Ref. No.....

Date.....

Health awareness and Counselling Session for girls

An awareness program on Health and Counselling session was held on 6th December 2022 at 12:30 pm at Room no. 9. In this program Ms Piyali Bag, Adolescent Counsellor in Jagatballavpur Rural Hospital was the main speaker. Students attended the program wholeheartedly and clarified their doubts.




Principal
Sovarani Memorial College
Jagatballavpur, Howrah

14. Discourse on ‘Importance of health and fitness’ (A part of Outreach programme on NSS Day celebration dated 24.09.2022)



Visit to school and identification of local plants to the students as an extension activity – “Nature Study: Know your plants” dated 04.01.2019



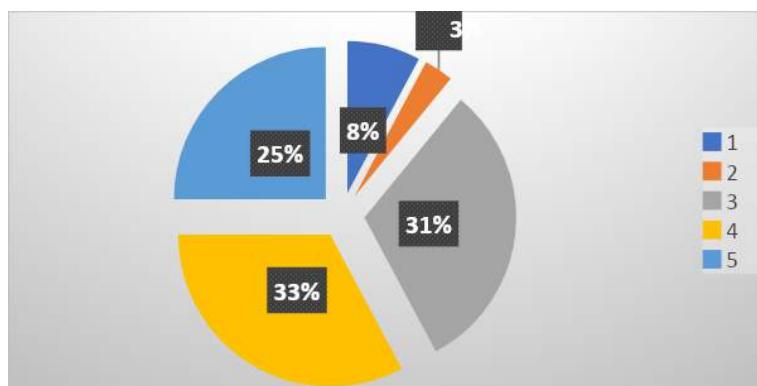
Analysis of Gender Sensitization

Gender sensitization analysis has been done on the basis of ten questions in the form statements. A questionnaire comprising ten statements/questions relating to gender sensitization were circulated among the students of Semester six in google form. Students were asked to express their views in the form of points. Five points Likert has been used against each statement. Analysis of gender sensitization has been done on the basis of data collected in the form of the points. The points reveal the following:

Status	Points
Strongly Agree :	5
Agree :	4
Neutral :	3
Disagree :	2
Strongly Disagree :	1

The graphical analysis of ten questions is discussed below.

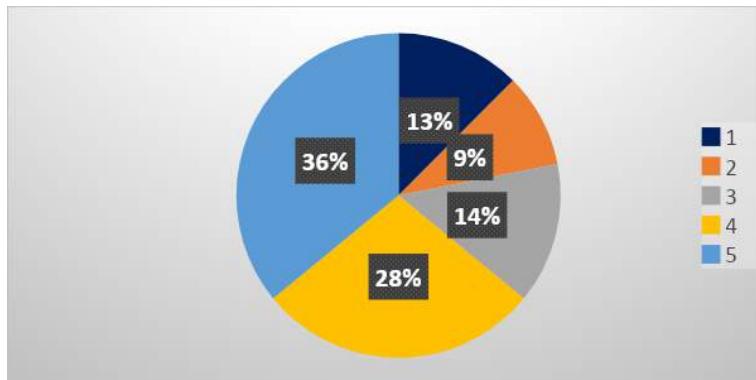
1. The College arrange gender sensitization programs as a part of its curriculum.
Among 64 respondents, 25% are “strongly agree” that college arrange gender sensitization programs and 33% are “agreed” to the question. There are 31% students remain neutral about it. Only too few responded “disagree” or “strongly disagree” with the question.



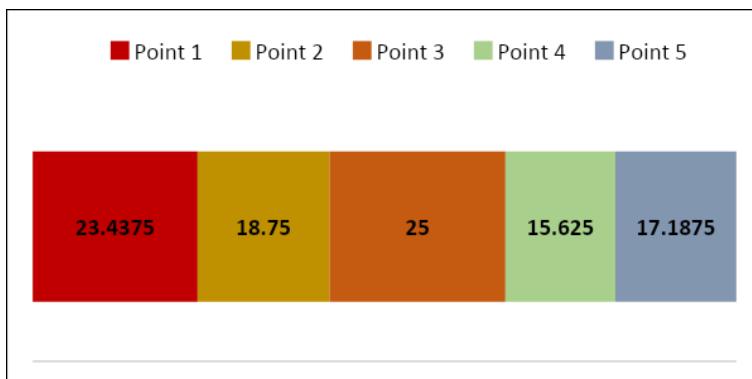
2 Adequate number of toilets available in the campus.

There are 36% and 28% respondents “Strongly Agree” and “Agree” with the statement that college has adequate number of toilets in the campus respectively. “Neutral” respondents are 14%. “Disagree” and “Strongly Disagree” respondents are

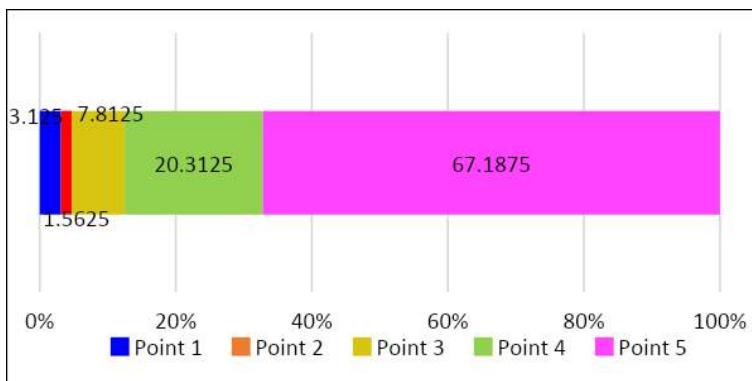
9% and 13% respectively. That means, more than 60% of students opine that the college campus holds an adequate number of toilets.



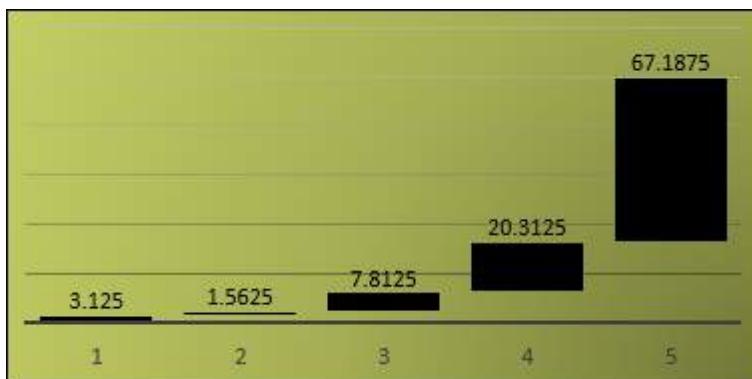
3. Adequate number of bins available in the toilet.



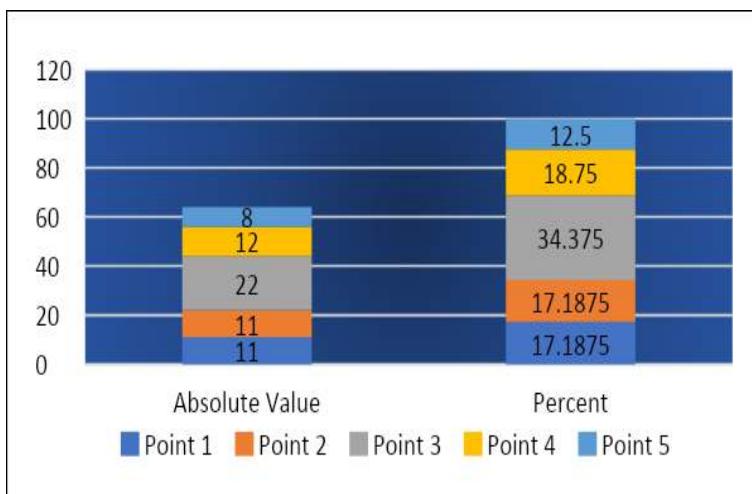
4. Adequate number of security arrangements available in the campus during day and at night.



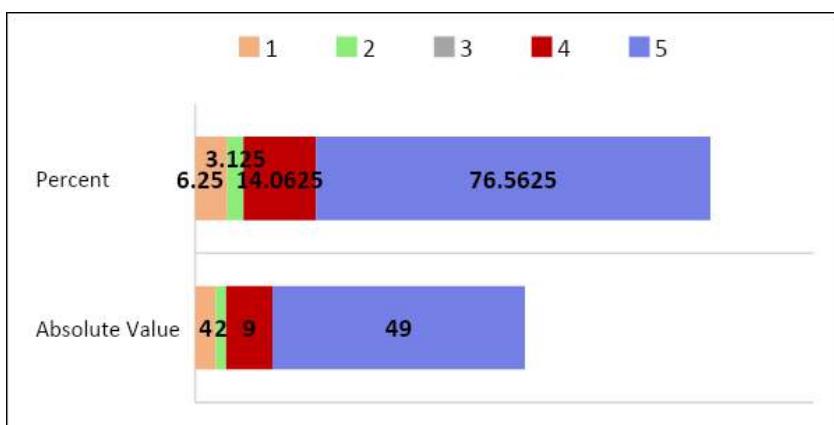
5. Classrooms offer equal opportunity to all genders.



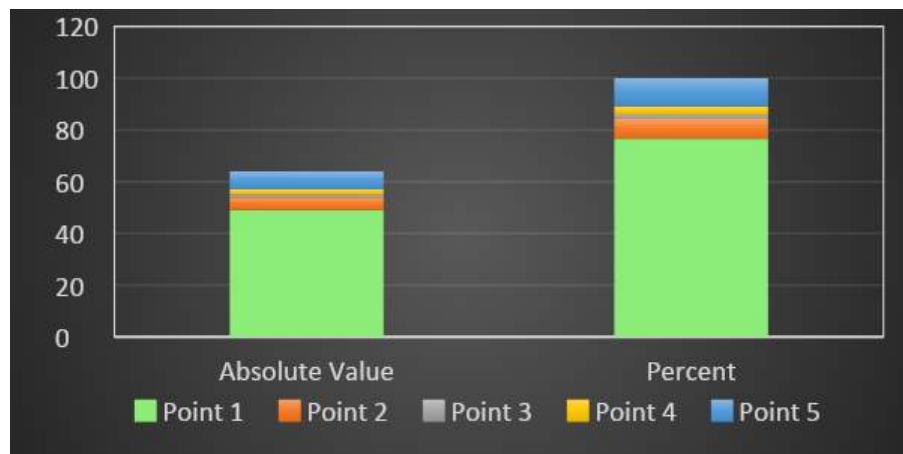
6. A grievance cell has been set up.



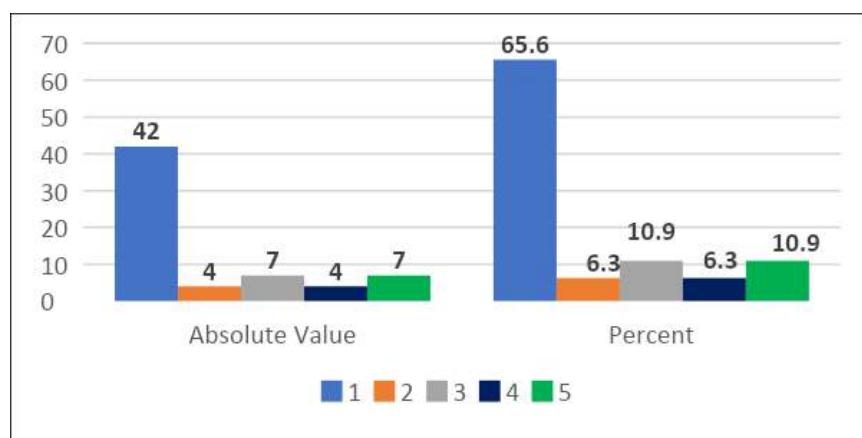
7. Library offers equal opportunity for all genders.



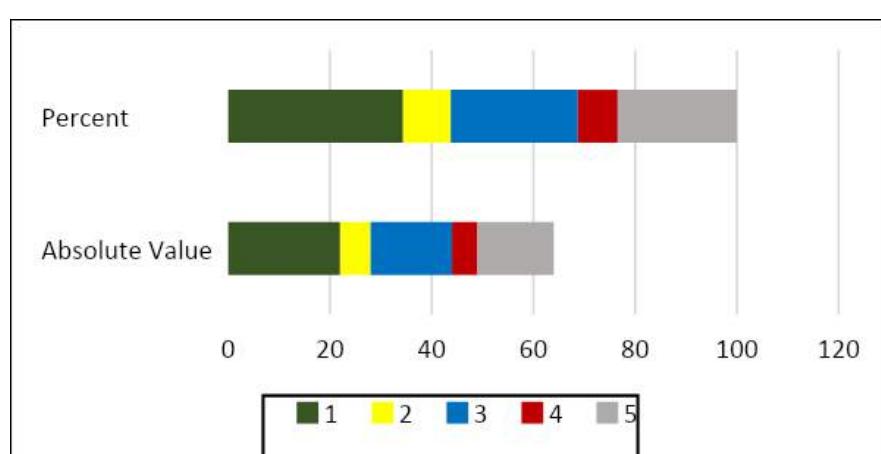
8. Have you ever been a victim of sexual harassment by faculties/fellow students?



9. If Yes, have you reported such incidents of abuse?



10. If reported, was it solved to your satisfaction?



Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in SOVARANI MEMORIAL 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 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 curricula, 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 government. norms. Career advancement procedures are also followed as per the government. norms. No gender-based barriers are observed during the recruitment of staff at the college and are 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 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 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 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 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.



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Conclusion

In conclusion, the findings of this gender audit demonstrate that SOVARANI MEMORIAL 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.



Amalesh Kumar Mandal

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

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- 2. Sustainable Development in Practice**
- 3. Green Economy**

UMA Apartment, Rishi Arobindo Road, Madhyamgram, Kolkata-700130

Email ID: managementsystemconsultancy@gmail.com

Website: www.msystemcon.com