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# GENDER AUDIT CONFORMITY CERTIFICATE

THIS CERTIFICATE IS PROUDLY AWARDED TO

**SAGARDIGHI KAMADA KINKAR SMRITI  
MAHA VIDYALAYA**

FOR UNDERGONE A COMPREHENSIVE  
GENDER AUDIT, TO EVALUTE ITS  
COMMITMENT TO GENDER EQUALITY.

For the period of 2019-2023

Endorsed By:

*Amalish Kr. Mandal*



MANAGEMENTSYSTEMCONSULTANCY

Authorization:

- Certified on Gender Equality and Human Rights, Dec'21 from United Nations Institute for Training and Research (Completed 2SDG modules)
- Certified on Green Economy, Nov'21 from United Nations Institute for Training and Research
- Certified on Sustainable Development in practice Sept'22 from United Nations Institute for Training and Research.

# Sagardighi Kamada Kinkar Smriti Mahavidyalaya

Sagardighi. Murshidabad. PIN-742226

(Govt. Aided Degree College)

(Affiliated to University of Kalyani)



## **GENDER AUDIT REPORT** **(2018-2023)**

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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.

## About Our Institution

Sagardighi Kamada Kinkar Smriti Mahavidyalaya is an esteemed institution affiliated with the University of Kalyani, situated in Sagardighi, West Bengal, India. With a rich legacy of academic excellence since its establishment, the college offers a diverse range of undergraduate courses in arts, science, and commerce streams. Committed to fostering holistic development, it provides a nurturing environment that encourages students to explore their potential and achieve academic and personal growth. The college boasts a dedicated faculty, state-of-the-art facilities, and a vibrant campus life. Emphasizing knowledge, character, and innovation, Sagardighi Kamada Kinkar Smriti Mahavidyalaya aims to shape future leaders and contribute to society's progress. Sagardighi Kamada Kinkar Smriti Mahavidyalaya is a general degree college at Sagardighi, Murshidabad district in the state of West Bengal. It offers undergraduate courses in arts. It is affiliated to University of Kalyani.

### **Principal's outlook about gender equity & equality:**

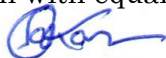
We believe that gender equity is the equitable allocation of resources, opportunities, and responsibilities among people, irrespective of their gender. Treating every person equally regardless of gender in terms of rights, opportunity, and respect is the foundation of gender equality.

We work hard to ensure that girls and boys have equal access to resources and educational opportunities as well as 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.



**Teacher-in- Charge**  
**SAGARDIGHI K.K.S.MAHAVIDYALAYA**  
**SAGARDIGHI, MURSHIDABAD.**

Principal/Teacher-in-Charge

## 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.

## **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.



## Curricular Aspects

Since its establishment in 2008, Sagardighi Kamada Kinkar Smriti Mahavidyalaya 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. History of women in India
2. Psychology of Gender and Identity
3. Understanding Gender and Power Politics
4. Women's Movement and Empowerment
5. Feminism: Theory and Practice

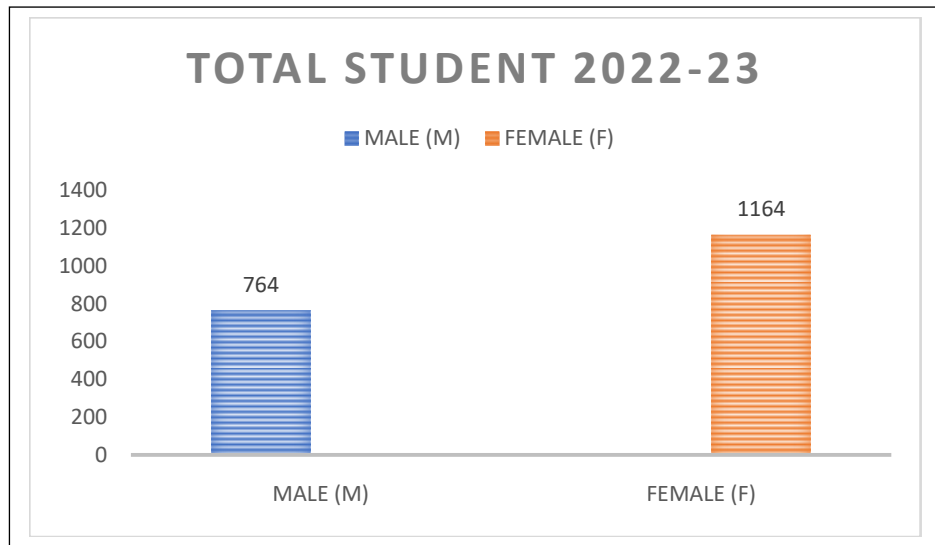
## Learning and Evaluation

### Data Analysis

The tables and diagrams (1-6) show gender classification of male and female strength of students and the total number of admissions to the college.

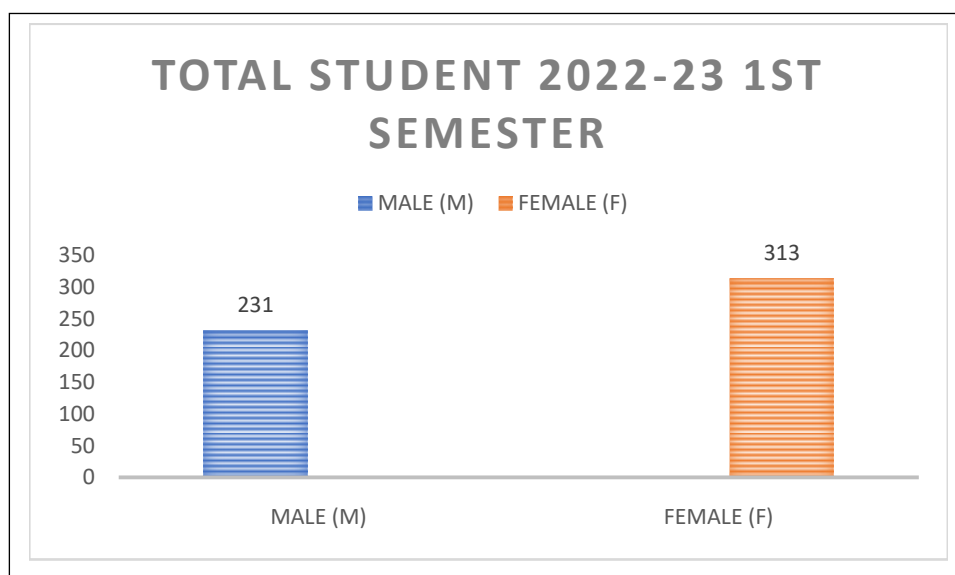
**Table 1:** Gender wise details of total students in the college

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	1928	764	1164



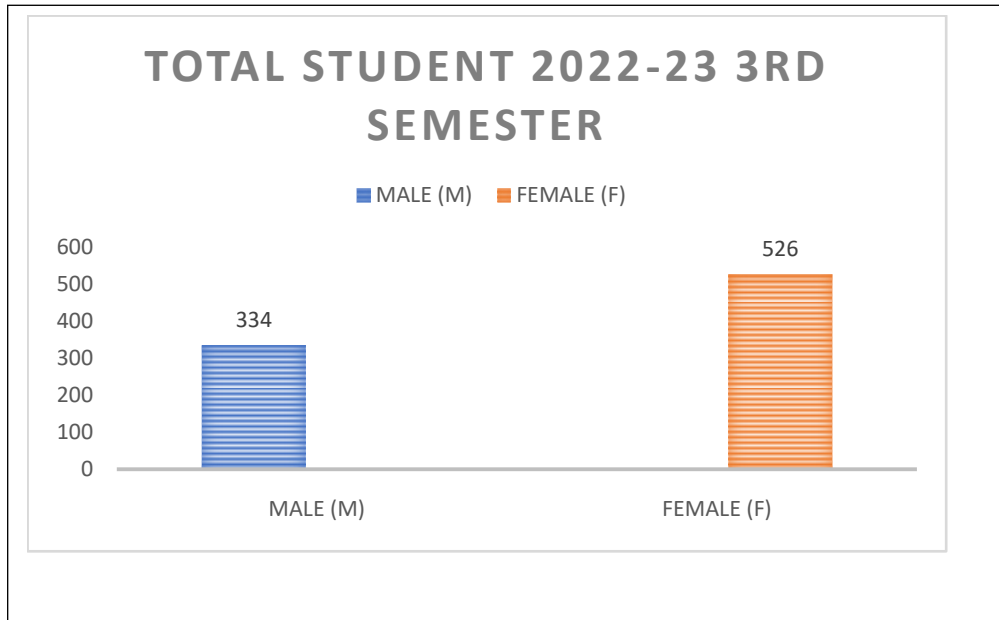
**Table 2:** Gender wise details of total students in B.A./ B.SC. 1<sup>st</sup>Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	544	231	313



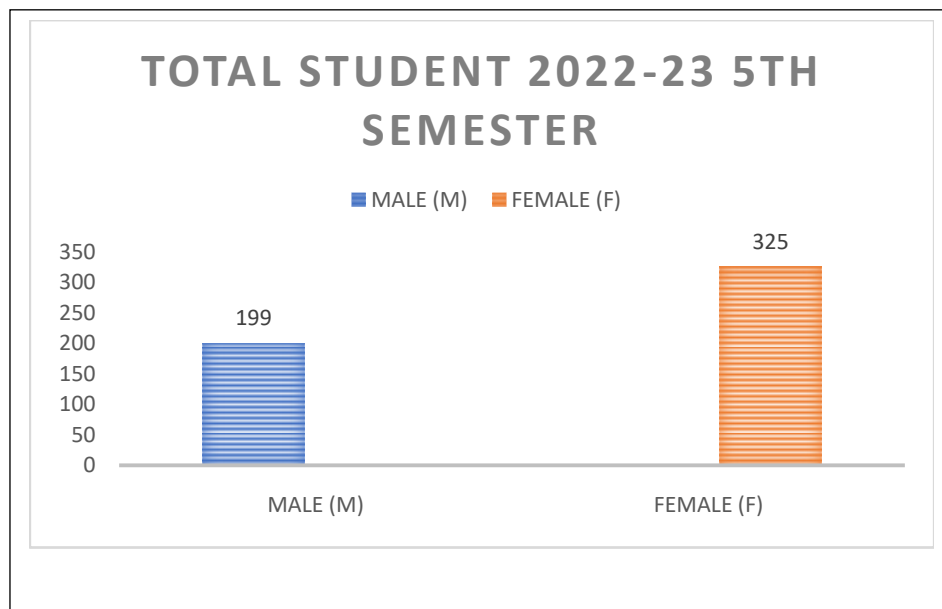
**Table 3:** Gender wise details of total students in B.A. 3<sup>rd</sup> Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	860	334	526



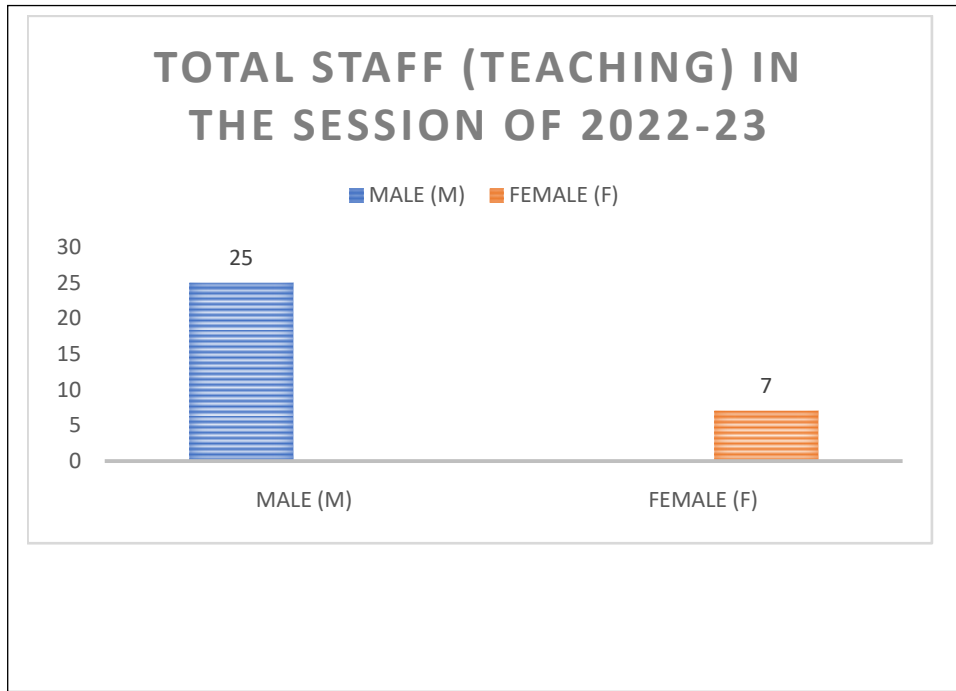
**Table 4:** Gender wise details of total students in B.A. 5<sup>th</sup> Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	524	199	325



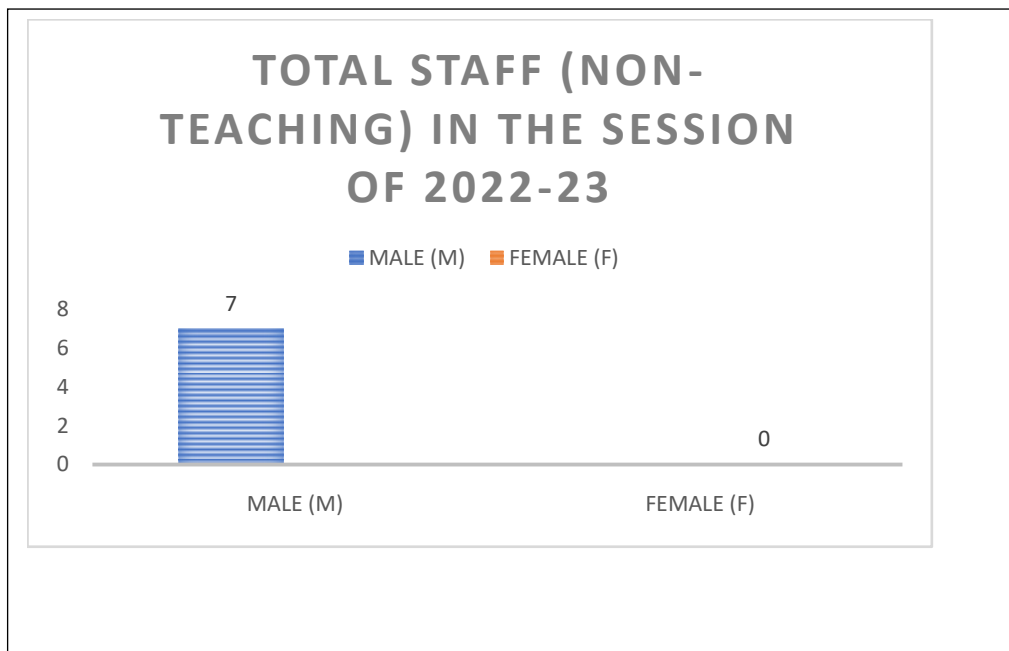
**Table 5:** Gender wise details of Total Staff (teaching) in the College

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	25	18	07



**Table 6:** Gender wise details of Total Staff (Non-teaching) in the College

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	07	07	0



## 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 College 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.

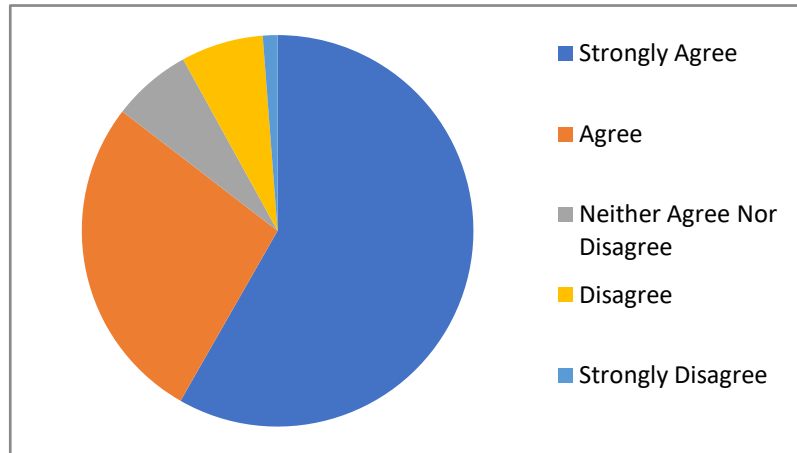
**SAGARDIGHI KAMADA KINKAR SMRITI MAHAVIDYALAYA**  
**Gender Audit Survey Summary Report**

Scale	1	2	3	4	5
Descriptors	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree

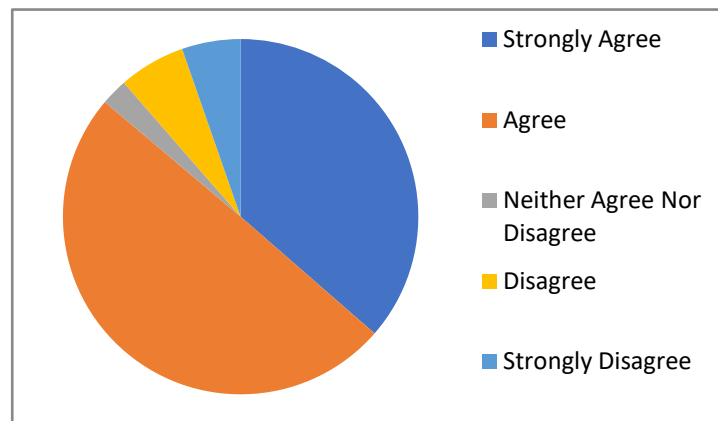
Sl. No.	How would you rate the following?	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
	Question	(%)				
1	The Institution conducts gender sensitizations programmes as a part of its curriculum.	58.25	27.18	6.55	6.80	1.21
2	Institution conducts different programmes annually for empowering women.	36.41	49.76	2.43	6.07	5.34
3	The Women's Cell is active in the College	69.90	27.18	0.49	1.70	0.73
4	The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues.	14.56	11.41	59.47	6.80	7.77
5	The Anti-Ragging Committee discharges its responsibilities effectively.	61.89	42.96	6.80	1.70	1.21
6	If need be, students know how and where to lodge a complaint?	27.91	43.93	18.20	7.77	2.18
7	Institution is Gender friendly.	47.09	42.96	9.22	0.73	0.00
8	Classroom facilities and other infrastructure facilities are highly encouraging gender equality.	33.25	37.62	25.49	2.91	0.73
9	The college offers equal opportunities in all Co-curriculum and extension activities.	44.42	39.81	10.92	3.16	1.70
10	The library has equal opportunities for all students.	52.18	46.60	1.21	0.00	0.00

11	College is always keen to provide opportunities for women for Cultural and sports activities.	21.36	54.61	16.50	4.13	3.40
12	College organizes different programmes annually on legal awareness, rights and provisions for women.	27.43	29.13	35.68	5.58	2.18
13	Institution provides gender wise equal opportunities for entry to different clubs and forums.	23.06	18.69	48.06	6.07	2.91
14	The Teacher and NTS are not Gender biased.	53.40	45.15	1.21	0.24	0.00
15	Adequate number of toilets are available in the campus for girls.	29.37	42.48	6.07	13.35	8.98
16	Adequate Security arrangements have been made in the campus.	28.40	48.54	16.50	4.13	2.43
17	Girls should choose on their own about when to get married	28.16	16.02	38.11	11.17	6.55
18	Girls should be able to choose to work after marriage to earn their own money	23.06	18.45	33.98	18.93	5.58
19	Girls and boys should do the same amount of housework	20.63	14.32	32.77	17.48	14.81
20	Boys should be fed before girls during meals	8.74	6.55	21.36	30.34	33.01
21	Because girls have to get married they should not be sent for higher education	1.21	2.18	6.31	33.01	57.28
22	It is necessary to give dowry	0.00	0.00	0.49	8.01	91.50
23	Only men should work outside the home	5.58	3.88	15.78	37.86	36.89
24	The husband should decide to buy the major household items	26.94	25.49	16.26	16.99	14.32
25	A women should tolerate violence in order to keep her family together	1.94	1.70	5.58	28.40	62.38

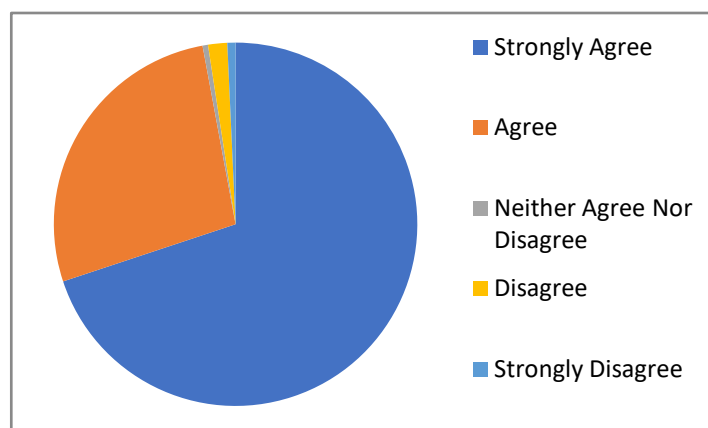
1. The Institution conducts gender sensitizations programmes as a part of its curriculum



2. Institution conducts different programmes annually for empowering women.

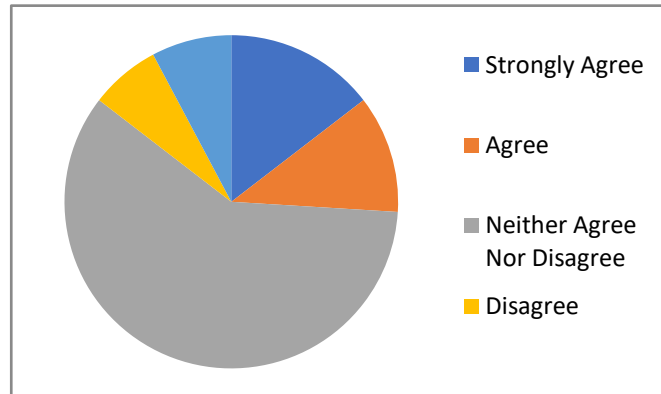


3. The Women's Cell is active in the College



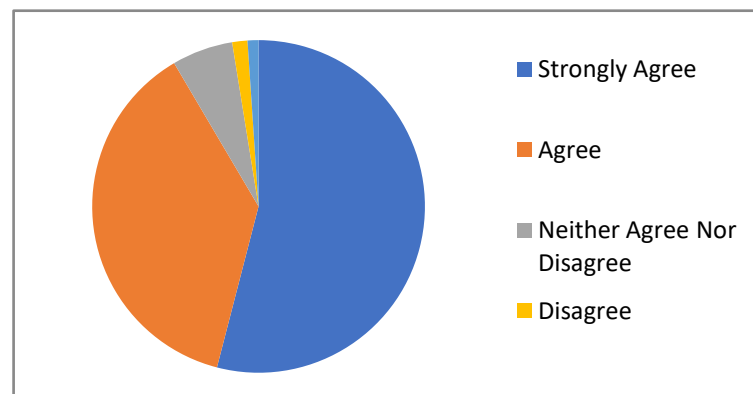


4. The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues

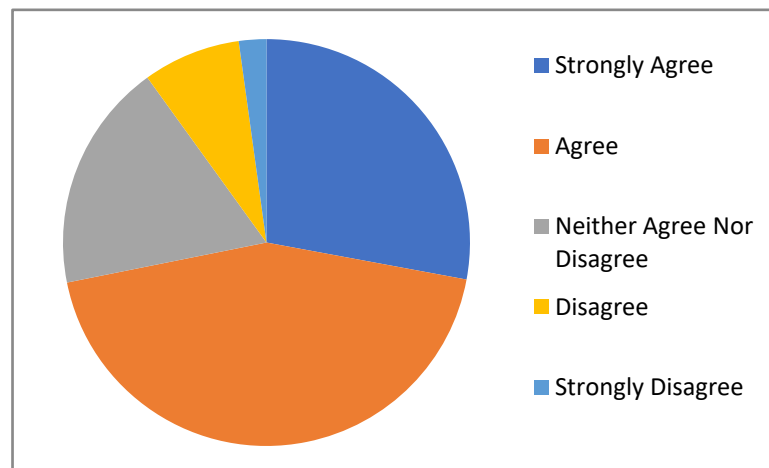


5. The Anti-Ragging Committee discharges its responsibilities effectively

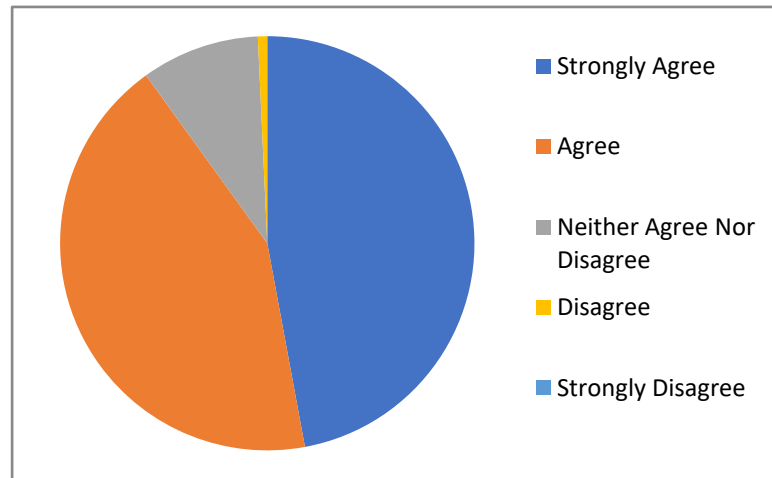
Ragging



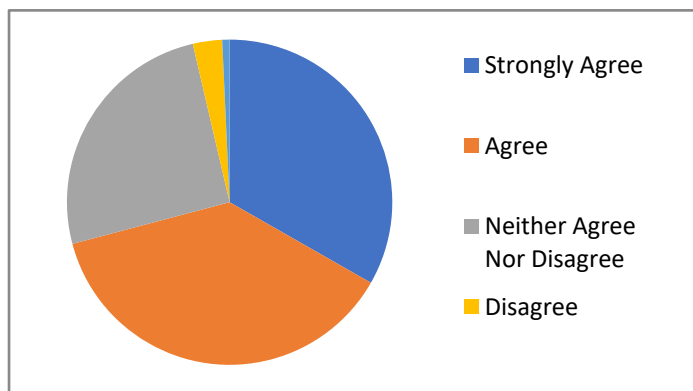
6. If need be, students know how and where to lodge a complaint?



7. Institution is Gender friendly.

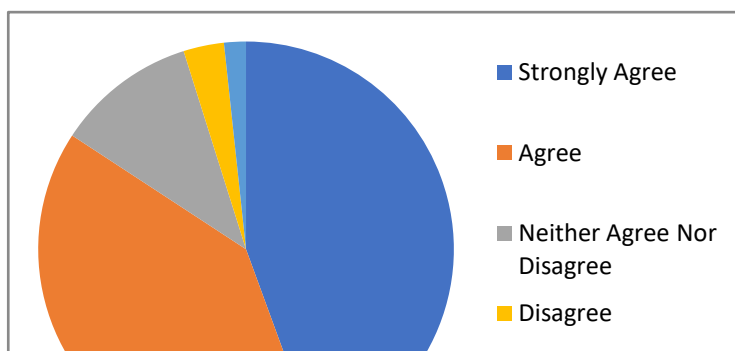


8. Classroom facilities and other infrastructure facilities are highly encouraging gender equality.

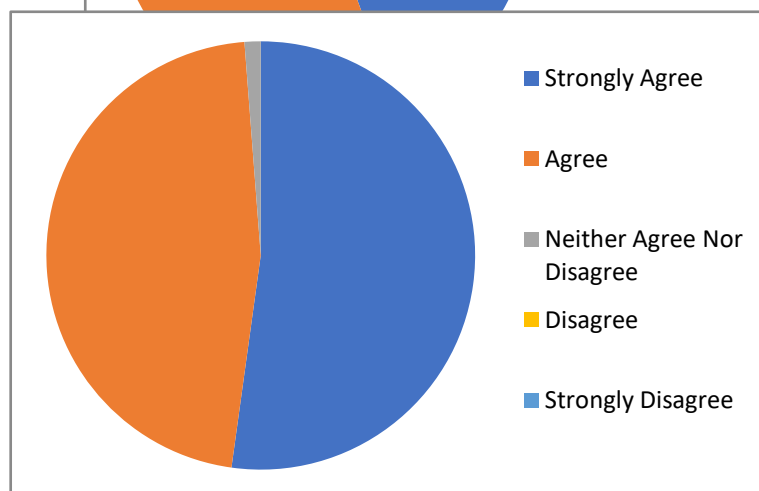


9. The equal all Co-extension activities.

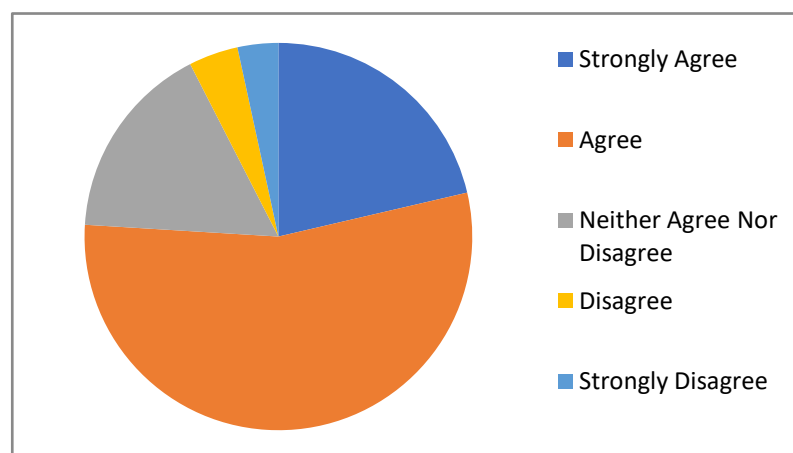
college offers opportunities in curriculum and



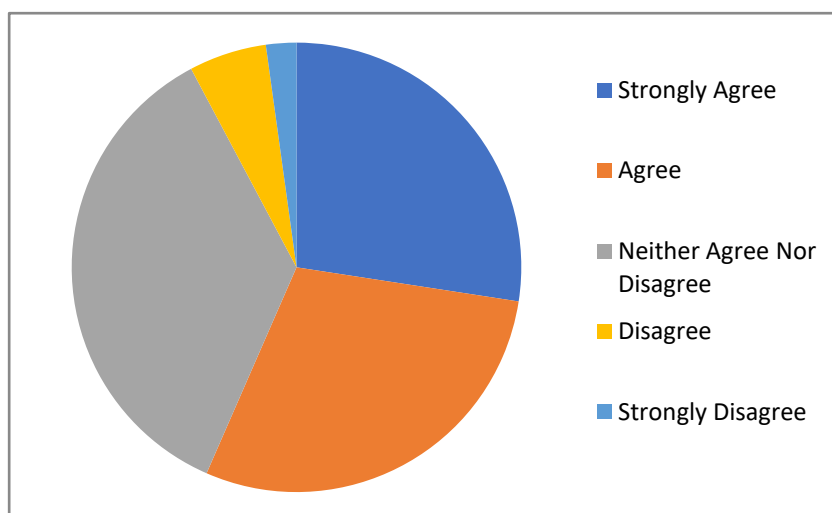
10. The library has equal opportunities for all students.



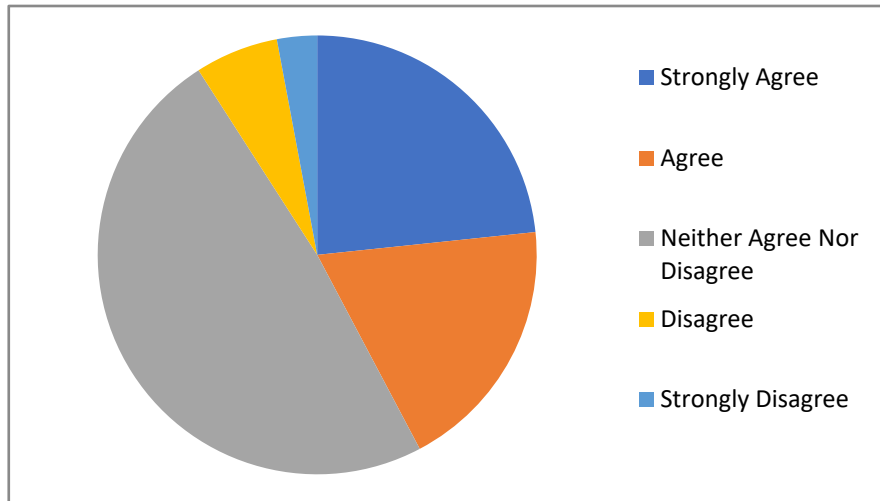
1. College is always keen to provide opportunities for women for Cultural and sports activities.



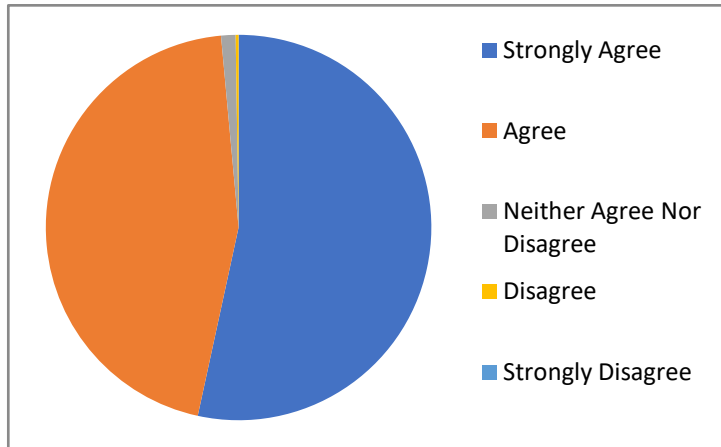
College organizes different programmes annually on legal awareness, rights and provisions for women.



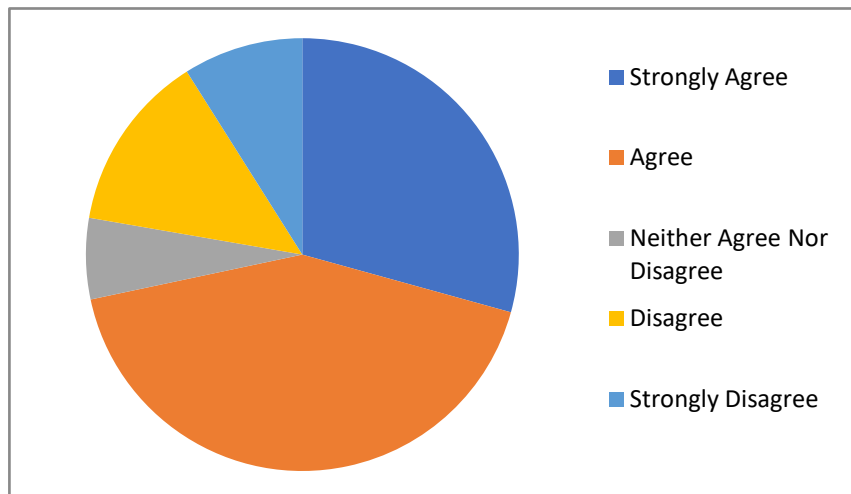
2. Institution provides gender wise equal opportunities for entry to different clubs and forums.



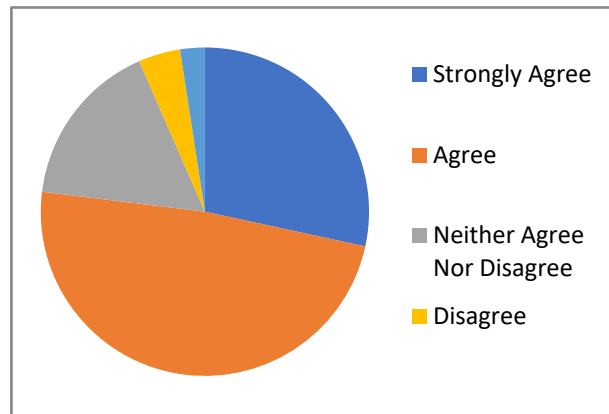
The Teacher and NTS are not Gender biased.



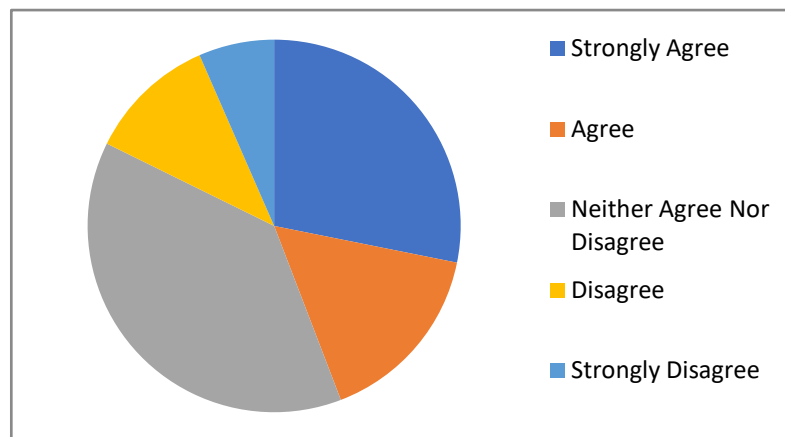
3. Adequate number of toilets are available in the campus for girls.



Adequate Security arrangements have been made in the campus.

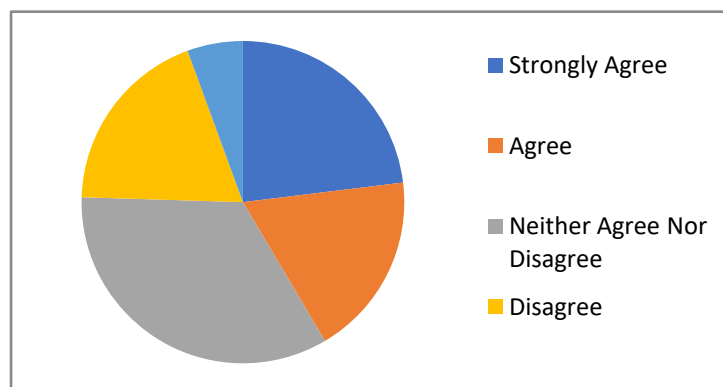


11. Girls should choose on their own about when to get married



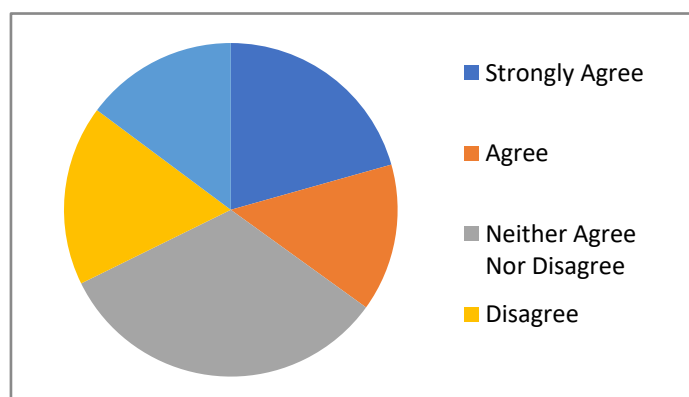
12. Girls be to after marriage to earn their own money

should be able to choose work

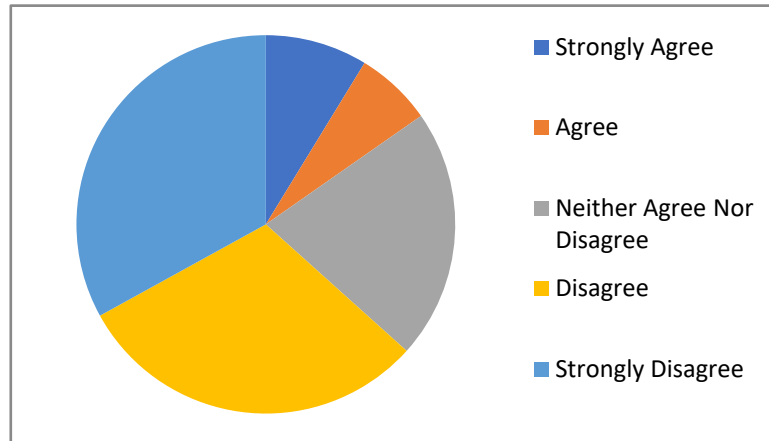


13. Girls the amount of housework

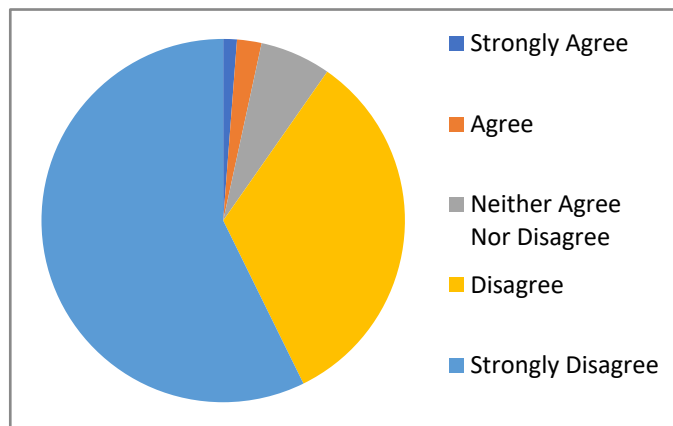
and boys should do same



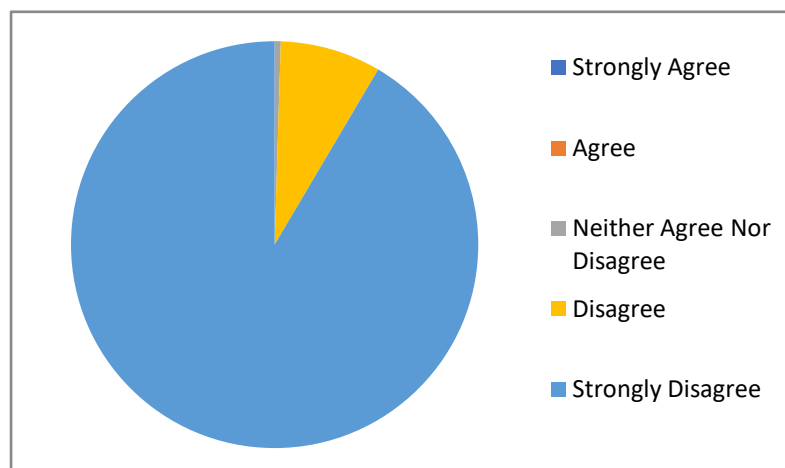
14. Boys should be fed before girls during meals



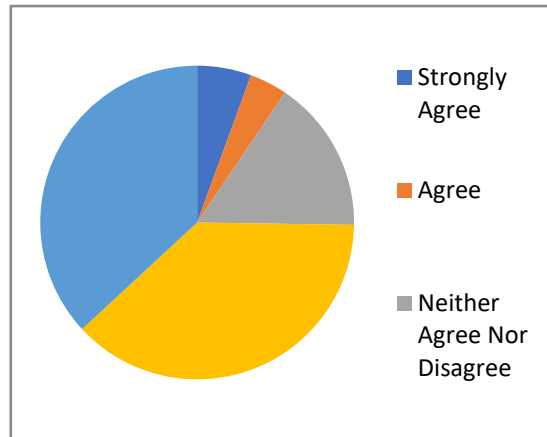
15. Because girls have to get married, they should not be sent for higher education



16. It is necessary to give dowry

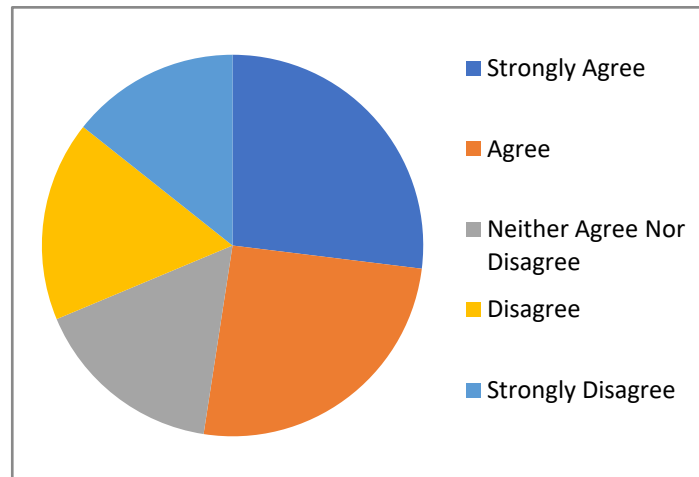


17. Only the  
the

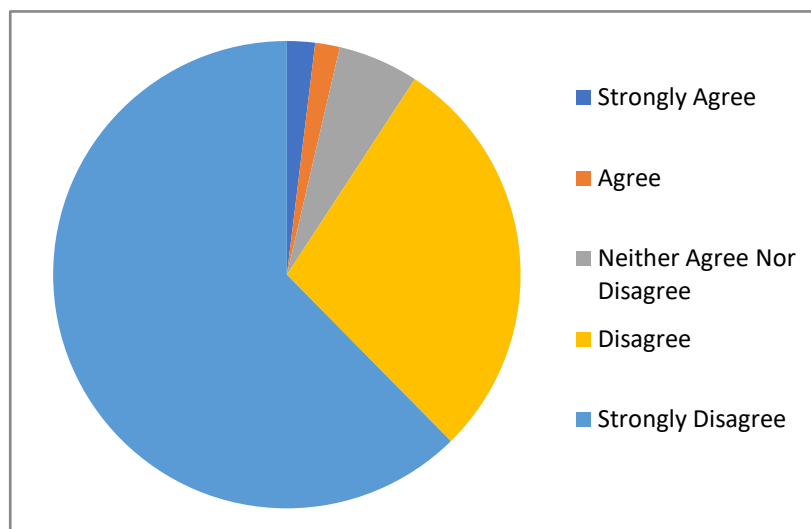


men should work outside  
home

18. The husband should decide to buy the major household items



19. A women should tolerate violence in order to keep her family together







## 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 Complaint 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.

## Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in SAGARDIGHI KAMADA KINKAR SMRITI MAHAVIDYALAYA . 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 empowerment this 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, more diversity in course content related to gender issues is expected.

**Student Experiences:** The surveys found out that a significant number of girls prefer 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 barrier is 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 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 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 should 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 SAGARDIGHI KAMADA KINKAR SMRITI MAHAVIDYALAYA 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.

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**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**

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