

GENDER AUDIT



Nur Mohammad Smriti Mahavidyalaya

Dhuliyán, Murshidabad



Gender Audit, Nur Mohammad Smriti Mahavidyalaya

Gender Audit: An Introduction

A. Introduction of the Institution

Nur Mohammad Smriti Mahavidyalaya began its journey in 2008, founded by the philanthropic businessman MD Khalilur Rahaman, who recognized the urgent need for educational advancement among the underprivileged and educationally deprived communities. Over the past 15 years, the college has grown significantly and is now recognized as a prominent institution of higher learning.

Affiliated with the University of Kalyani, the college offers a range of government-aided degree programs, including a three-year B.A. in English, Bengali, Education, Sociology, Philosophy, and Arabic. Additionally, the college provides several self-financed professional courses that have gained popularity, such as Computer Basics, Spoken English, Needlecraft, and Beautician Training.

The college takes pride in its highly qualified, dedicated, and enthusiastic faculty. Beyond traditional academic instruction, the institution emphasizes the development of moral and ethical values, career planning and guidance, and active participation in sports and co-curricular activities, including NSS (National Service Scheme) and various sports programs.

B. Introduction to Gender Audit

A gender audit is a comprehensive assessment aimed at evaluating how effectively an organization promotes gender equality both internally and externally. Here's a breakdown based on your description:

1. **Internal Audit:** This aspect focuses on examining the organization's internal policies, practices, and culture to ensure they foster gender equality. It assesses aspects such as gender balance within the organization's structure, managerial practices, and internal work dynamics. The goal is to monitor progress in gender mainstreaming, build capacity for gender equality initiatives, and enhance organizational learning about gender issues.

2. **External Audit:** This dimension evaluates how well the organization integrates gender considerations into its external policies, programs, projects, and services. It examines whether these initiatives consider gender in their design, delivery, and evaluation phases. The external audit aims to ensure that policies and programs contribute to closing gender gaps, provide equitable benefits to women and men, and avoid perpetuating gender inequalities.



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In summary, a gender audit provides a structured approach to assess and improve gender equality within an organization, covering both its internal practices and external initiatives. It helps identify areas where gender considerations can be strengthened to achieve more inclusive and equitable outcomes.


Constitution of Gender Audit Committee

Sr. No	Name	Designation	Institution
1	Dr. Rajesh Das	Chairman	Principal, Nur Mohammad Smriti Mahavidyalaya, Murshidabad, West Bengal
2	Dr. Zinarul Hoque Biswas	Vice Chairman	IQAC Coordinator, and Assistant Professor, Department of Sociology, Nur Mohammad Smriti Mahavidyalaya, Murshidabad, West Bengal
3	Dr. Ishani Basu	TCS HOD of English	Nur Mohammad Smriti Mahavidyalaya, Murshidabad, West Bengal
4	Dr. Anup Kumar Mondal	HOD of Education	Nur Mohammad Smriti Mahavidyalaya, Murshidabad, West Bengal

Based on the detailed description provided, here's a summary of what a gender audit entails in the context of the IQAC at Nur Mohammad Smriti Mahavidyalaya:

D. Objectives of the Gender Audit:

- ❖ Ensure safety and security for all genders within the institution.
- ❖ Establish an accessible, active, unbiased, and confidential Grievance Redressal Cell.
- ❖ Eliminate discrimination based on gender.
- ❖ Enhance the self-confidence and self-esteem of female students, women faculty, and staff.
- ❖ Organize personality development programs for all members.
- ❖ Combat eve-teasing through awareness campaigns.
- ❖ Invite certified consultants for personal development and confidence building.
- ❖ Develop leadership qualities among female students.
- ❖ Collaborate with various committees for gender sensitization.


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- ❖ Create social awareness about women's issues and gender discrimination.
- ❖ Assess the impact of gender relations on the institution's culture, processes, programs, and performance.

E. Gender Audit Methods:

The Gender Integration Framework (GIF) employed in the gender audit at Nur Mohammad Smriti Mahavidyalaya emphasizes four key dimensions necessary for effective gender integration within an organization:

1. *Political Will:*


- This dimension refers to the commitment and leadership displayed by the college's leadership at various levels. It includes:
 - Demonstrating support and enthusiasm for gender equality initiatives.
 - Using their position of power to advocate for and integrate gender equality into all aspects of college operations.
 - Communicating and reinforcing the importance of gender equality throughout the institution.
 - Ensuring that gender equality is a priority across all branches of the college.

2. *Technical Capacity:*

- Technical capacity involves the skills, qualifications, and abilities that individuals within the organization need to effectively implement gender integration strategies. This includes:
 - Training staff and stakeholders on gender-sensitive practices and policies.
 - Developing institutional processes that support gender equality.
 - Enhancing the quality of programs through gender mainstreaming.
 - Institutionalizing practices that promote gender equity across all levels of operation.

3. *Accountability:*

- Accountability mechanisms ensure that the college is held responsible for its commitment to gender equality. This dimension includes:
 - Establishing clear metrics and indicators to measure progress in gender integration.
 - Regularly evaluating and monitoring gender equality initiatives.
 - Implementing feedback loops to gather input from stakeholders on gender-related issues.


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- Holding individuals and departments accountable for their roles in promoting gender equality.
- 4. **Organizational Culture:**
 - Organizational culture refers to the norms, beliefs, and behaviors within the college that influence gender equality. This includes:
 - Fostering an inclusive environment where diverse perspectives on gender are respected.
 - Promoting behaviors that support gender equality, such as non-discrimination and equal opportunity.
 - Rewarding actions that contribute to gender equity and addressing behaviors that perpetuate inequality.
 - Creating a supportive culture where all members feel empowered to contribute to gender equality initiatives.


By focusing on these four dimensions within the GIF, Nur Mohammad Smriti Mahavidyalaya aims to transform its organizational practices to better integrate gender considerations, thereby fostering a more inclusive and equitable environment for all members of the college community.

The gender audit conducted at Nur Mohammad Smriti Mahavidyalaya highlighted several important gender-sensitive features within the institution:

1. Gender Wise Distribution of Staff:

The audit likely examined how staff members are distributed across different roles within the college, ensuring a balanced representation of both genders.

- **Gender Sensitivity and Approach:**
 - Gender sensitivity refers to the approach of encountering and accepting people without preconceived notions based on gender stereotypes. It aims to reconstruct behavioral expectations and models to be more inclusive of diverse gender identities and expressions.
- **Historical Context:**
 - The institution was established in the early 2000s in a remote region where gender issues were not initially a prominent concern. Over time, the college leadership recognized the importance of addressing gender equality as a significant governance parameter.


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Audit Findings:

- The gender audit identified several noteworthy gender-sensitive features within the institution:
- Sanitation Facilities: Separate toilets are provided for male and female students and staff in common areas, ensuring privacy and comfort.
- Ladies Common Room: Located on the first floor of the main building, providing a dedicated space for female faculty and students.
- CCTV Monitoring: CCTV cameras are installed across campus, particularly in critical areas like the library and major gates, to enhance security and safety for all members, including women.
- Women's Forum: The institution has a Women's Forum that organizes regular Gender Sensitization programs. These programs aim to raise awareness among students about gender issues and promote a more inclusive campus culture.


These initiatives reflect the college's commitment to creating an environment that respects and supports gender equality. By addressing infrastructure, safety, and educational initiatives like Gender Sensitization programs, Nur Mohammad Smriti Mahavidyalaya aims to foster a campus where all genders feel valued and respected.

A. Gender Balance within the Institution:

The concept of gender balance within emphasizes Nur Mohammad Smriti Mahavidyalaya achieving a fair representation of both male and female students and staff across various programs and roles:

- Gender Balance:

Gender balance refers to ensuring an equitable ratio of male and female representation within the college. This applies not only to student enrollment in different programs but also to the composition of the staff. The rationale behind promoting gender balance lies in addressing historical inequalities where women traditionally have had limited access to resources and opportunities, hindering their overall capability and empowerment.


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- Operating Environment and Opportunities:

The gender audit team reviewed and analyzed the college's environment and found that it provides equal opportunities for all members to participate and lead in various activities, including sports and physical activities. Gender equity requires that activities and programs cater to the diverse needs, interests, and experiences of girls and women. This may involve offering the same, altered, or different activities compared to those offered to boys and men, ensuring inclusivity and fairness.

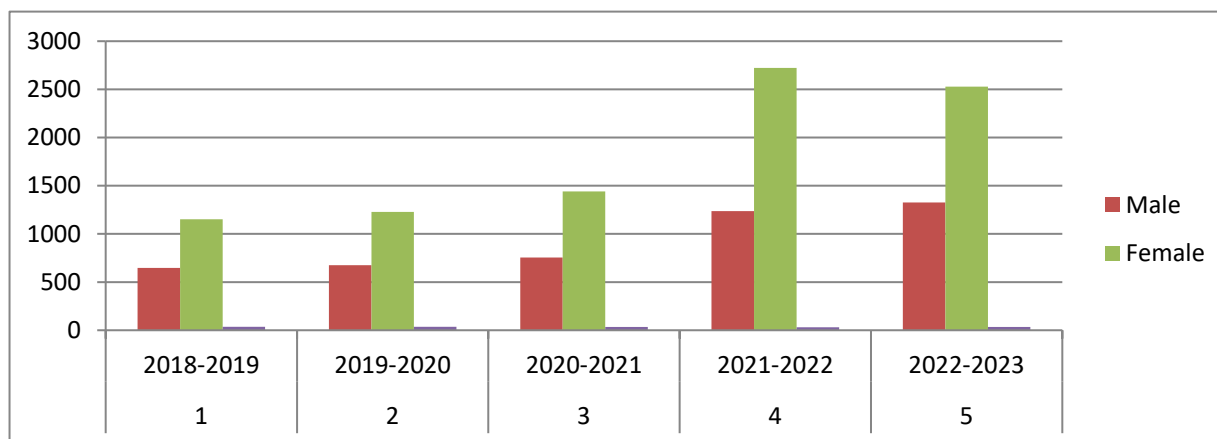
- Focus on Academic Performance and Personality Development:


Nur Mohammad Smriti Mahavidyalaya emphasizes not only academic performance but also the overall personality development of its students. This holistic approach includes providing various facilities to support gender equality initiatives, ensuring that girls have equal access to resources and opportunities as their male counterparts.

In summary, Nur Mohammad Smriti Mahavidyalaya strives to create an inclusive and supportive environment where gender balance is promoted through equal access to opportunities and facilities. By addressing historical barriers and focusing on holistic development, the college aims to empower all students, regardless of gender, to achieve their full potential.

Table 2.1: Gender wise Details of Students in the College

Sr. No	Year	Total	Male	Female	% Male	%Female
1	2018-2019	1799	647	1152	35.96	64.03
2	2019-2020	1905	676	1229	35.48	64.51
3	2020-2021	2196	755	1441	34.38	65.61
4	2021-2022	3959	1237	2722	31.24	68.75
5	2022-2023	3854	1326	2528	34.4	65.59




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Table 2.2: Gender wise Details of Total Teaching Faculties in the College

Sr. No	Year	Total	Male	Female	% Male	%Female
1	2018-2019	22	16	06	72.72	27.27
2	2019-2020	22	16	06	72.72	27.27
3	2020-2021	21	15	06	71.42	28.57
4	2021-2022	22	16	06	72.72	27.27
5	2022-2023	23	17	06	73.91	26.08

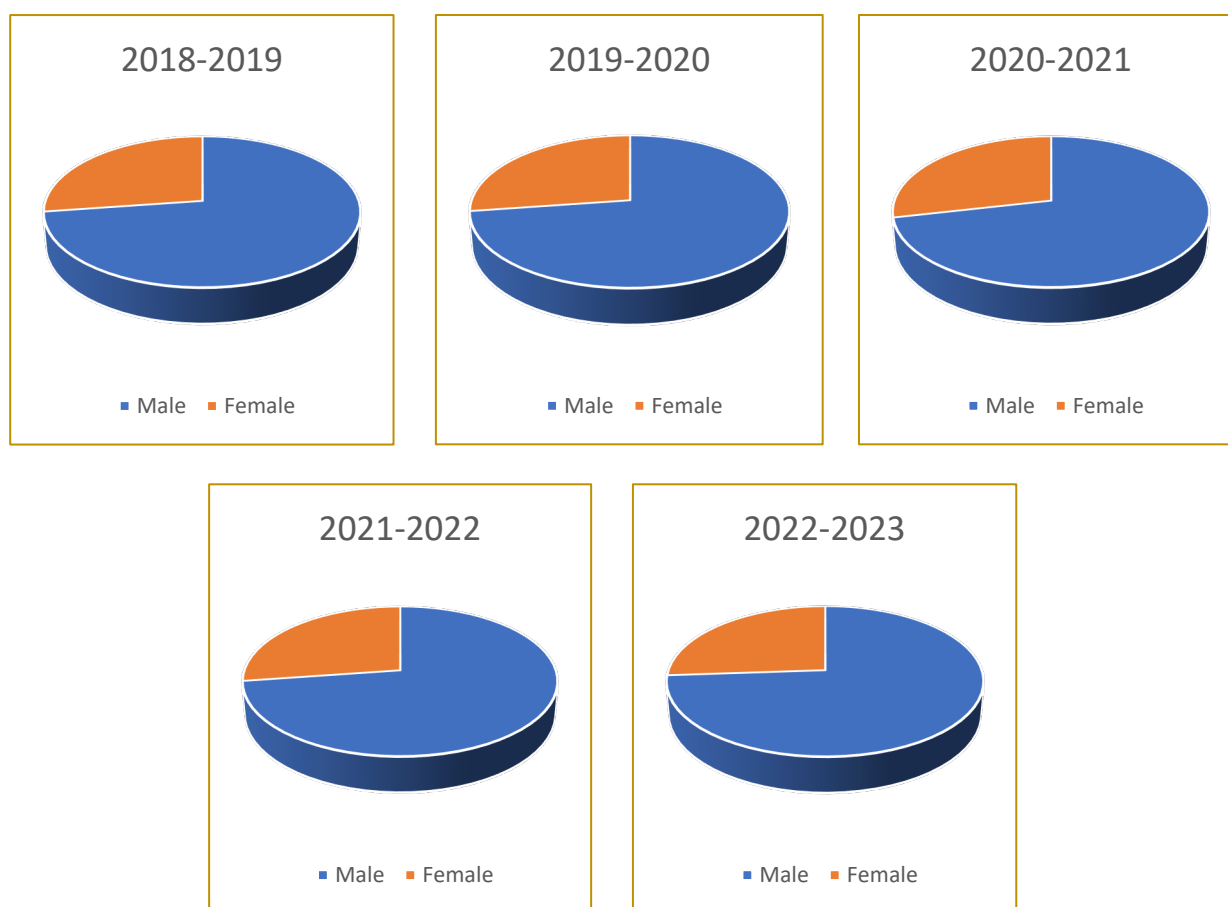

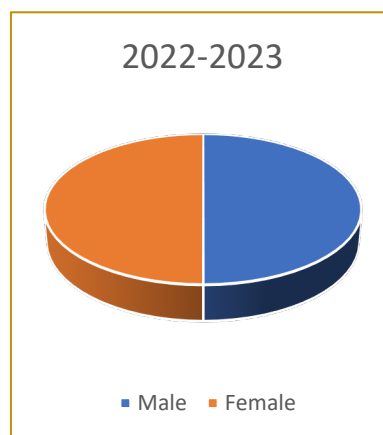
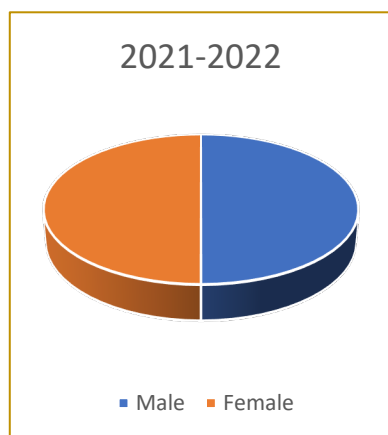
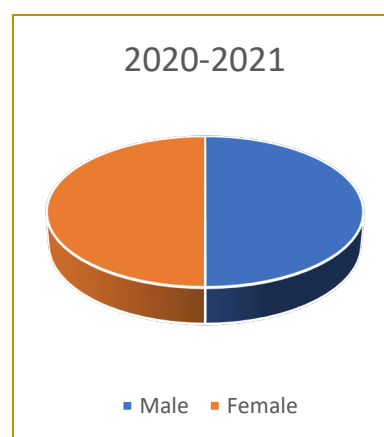
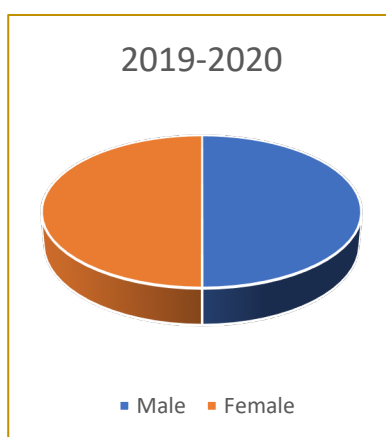
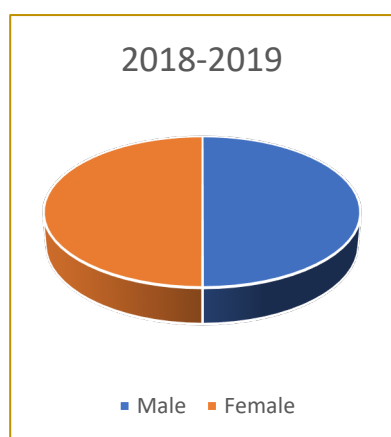



Table 2.3: Gender wise Details of Total Non-Teaching Staff in the College


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	Year	Total	Male	Female	% Male	%Female
1	2018-2019	05	05	0	100	0
2	2019-2020	05	05	0	100	0
3	2020-2021	05	05	0	100	0
4	2021-2022	05	05	0	100	0
5	2022-2023	05	05	0	100	0




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Nur Mohammad Smriti Mahavidyalaya has implemented several gender sensitization initiatives and facilities aimed at promoting a safe and supportive environment for female students. Here are the key initiatives undertaken:

1. Committees and Policies:

- The college has established committees such as Anti-ragging, Internal Complaints, and Sexual Harassment Prevention to address gender-related issues and ensure a safe campus environment.

2. Separate Provisions for Girls:

- Ladies Common Room: Adequate space is provided in the Ladies Common Room, where silence is maintained to facilitate studying. It also includes washroom facilities.

- Girls' Washrooms: Separate washrooms for girls are located in two different areas of the college, ensuring accessibility, ample water supply, and proper maintenance.

These initiatives demonstrate Nur Mohammad Smriti Mahavidyalaya's commitment to providing a conducive and safe environment for female students, ensuring their needs are met while fostering an inclusive campus atmosphere. By implementing these measures, the college supports gender equality and creates opportunities for all students to thrive academically and personally.

Nur Mohammad Smriti Mahavidyalaya has established several committees and initiatives aimed at supporting and empowering female students and staff. Here are the details of these committees:

Anti-Ragging Committee:

Responsibilities include preventing and eliminating ragging incidents, which are treated as criminal offenses.

Discipline Committee:

Responsible for addressing discipline-related issues among students.

Women's Forum:

Established to promote gender equality and empower women within the college and society. It includes faculty and non-teaching staff as members and organizes various skill enhancement, academic, technical, medical, cultural, and social events to uplift women and raise awareness about gender equality.



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NSS for Girls:

The National Service Scheme (NSS) unit for girls sensitizes students to societal issues and promotes community service. It prepares girls for careers in social services and encourages them to contribute positively to society.

Internal Complaint Committee (ICC):

Formed in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The ICC ensures a safe workplace environment by handling complaints of sexual harassment and upholding the rights of women employees and students. The committee follows the guidelines laid down by the Supreme Court and the Government of India to prevent, prohibit, and provide redressal for instances of sexual harassment.


These committees and initiatives demonstrate Nur Mohammad Smriti Mahavidyalaya's commitment to ensuring a safe, inclusive, and supportive environment for its female students and staff, promoting gender equality, and addressing gender-related issues effectively.

Constitution of Internal Complaint Committee:

Sl. No.	Name	Designation
1.	Dr. Rajesh Das	Chairman
2.	Dr. Ishani Basu	Presiding Officer
3.	Dr. Soma Bannerjee	Member
4.	Mrs. Fatema Khatun	Member
5.	Hasina Khatun	Member
6.	Simran Ahmed	Student Nominee
7.	External Member	

Since its establishment, no complaints have been reported to the Committee by any of staff members or students.

Nur Mohammad Smriti Mahavidyalaya has undertaken various initiatives and activities aimed at empowering women within its institution. Here's a detailed overview of these efforts:


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1. Awareness Programs and Seminars:

- The college organizes seminars, conferences, guest lectures, workshops, and awareness programs focused on women-related issues. These activities aim to raise awareness about gender equality and equip female staff and students with a wide range of skills and knowledge.

2. Skill Enhancement:

- Upholding the motto 'Empowered and Skillful', the college focuses on enhancing the skills of women. This includes providing opportunities for skill development through various workshops and training sessions. The goal is to empower women not only for their personal growth but also for the benefit of the institution and society as a whole.

3. Leadership and Confidence Building:


- The college emphasizes empowering and strengthening the confidence of girl students to become future leaders, technocrats, entrepreneurs, and scientists. Regular sessions are organized at different levels to instill self-confidence, develop ethical values, and help students realize their true potential.

4. Career Guidance and Mentoring:

- Women students are provided with career guidance and mentoring to support their career aspirations. This includes guidance on educational paths, opportunities in various fields, and practical advice on career development.

5. Role of Women in Society:

- Through its initiatives, the college aims to highlight and celebrate the role of women in society. This includes recognizing their contributions across various fields and promoting gender equality in all aspects of college life.


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Overall, Nur Mohammad Smriti Mahavidyalaya is committed to creating a supportive and empowering environment for its female students and staff. By organizing diverse activities and programs, the college not only educates but also inspires and prepares women to excel in their chosen fields and contribute positively to society.


1. Summary and Conclusion

A. Progress towards Gender Equity

- The statement from the United Nations Educational, Scientific and Cultural Organization (UNESCO) highlights the distinction between gender equality and gender equity, emphasizing that both men and women should have equal rights, responsibilities, and opportunities without their outcomes being dependent on their gender at birth. Here's an analysis of how Nur Mohammad Smriti Mahavidyalaya is working towards these principles:
- Understanding Gender Equity:
The college recognizes that gender equity involves ensuring fairness of treatment based on the specific needs of men and women. This may result in equal treatment or different treatment that is deemed equivalent in terms of rights, benefits, obligations, and opportunities. This approach acknowledges and addresses the differences between genders to rectify existing imbalances.
- Promoting Awareness and Dignity:
Nur Mohammad Smriti Mahavidyalaya actively organizes activities aimed at gender sensitization among its female students and staff. These initiatives are designed not only to raise awareness but also to motivate individuals to live with dignity and self-respect, fostering an environment of mutual respect and understanding.
- Increasing Enrollment and Participation:

There has been a notable increase in the enrollment of female students in undergraduate (UG) program at the college. This trend indicates growing opportunities and access to education for women. Additionally, female students are actively participating in co-curricular and extracurricular activities, including cultural programs and sports, demonstrating their active engagement and contribution to the college community.

- Representation in Teaching Staff:


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Within the regular teaching staff, the college observes a higher proportion of female faculty compared to male faculty. This representation not only reflects gender equity in employment practices but also provides role models for female students, encouraging them to aspire to leadership roles in academia and beyond.

Overall, Nur Mohammad Smriti Mahavidyalaya exemplifies a commitment to gender equity by addressing the specific needs and rights of women while promoting equal opportunities and fostering an inclusive environment where all individuals can thrive. Through its initiatives and supportive measures, the college contributes to creating a more equitable society where gender does not limit one's potential or opportunities.


Number of gender equity promotion programs organized by the institution during the last five years:

Year	Title of the program	Date	Female	Male	Total Participants
2018-19	Women's Day	09.03.2019	100	30	130
2019-20	Women's Day	09.03.2020	100	10	110
2020-21	---	---	---	---	---
2021-22	---	---	---	---	---
2022-23	Self Defense	09.03.2023	100	22	122

B. Conclusion:

The analysis of Nur Mohammad Smriti Mahavidyalaya reveals a strong commitment to gender equity across its policies and programs, with positive findings and areas for improvement identified by the Gender Audit Team:

- Incorporation of Gender Equity Goals:
- The college has integrated gender equity goals and objectives into all its policies and programs. This proactive approach ensures that gender considerations are systematically addressed and promoted throughout the institution.
- Absence of Gender-related Issues:


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Staff members have reported no problems related to gender criteria, indicating a supportive and inclusive environment where gender equality and sensitivity are encouraged and practiced among management and staff.

- **Strengths and Opportunities:**

The Gender Audit identified several strengths within the college, such as increasing enrollment of girls from diverse sections of society. This trend underscores the college's success in providing equitable opportunities for education and development to female students.

- **Challenges and Weaknesses:**

Identified weaknesses suggest opportunities for improvement, particularly in gradually changing existing value systems to further enhance gender balance and inclusivity within the college community.

- **Commitment to Gender Justice:**


The analysis concludes with a positive outlook, highlighting the college's strong willpower and commitment to advancing gender justice. This commitment positions Nur Mohammad Smriti Mahavidyalaya to make a significant impact in promoting gender equality within the country's educational landscape.

In summary, Nur Mohammad Smriti Mahavidyalaya is recognized for its proactive measures in promoting gender equity and fostering a supportive environment for all members of its community. By addressing identified weaknesses and building on its strengths, the college is poised to continue making strides towards achieving comprehensive gender equality and justice.

C. Recommendations

Based on the analysis and findings of the Gender Audit at Nur Mohammad Smriti Mahavidyalaya, the following recommendations are proposed to further enhance gender equity and empowerment within the institution:

- **Increase Female Representation in Decision-Making Bodies:**


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- Aim to increase the number of female staff members in decision-making bodies within the college. This initiative will ensure diverse perspectives and equitable representation in governance and leadership roles.
 - Expand Co-curricular and Extra-curricular Activities:
 - Organize a wider range of co-curricular and extra-curricular activities that engage both male and female students and staff. These activities should be designed to foster inclusivity, teamwork, and personal development across genders.
 - Promote Participation in Sports: Motivate and encourage girl students to actively participate in sports activities of their choice. This initiative not only promotes physical well-being but also enhances confidence, leadership skills, and teamwork among female students.
-
- Awareness Programs on Legal Rights of Women:

Organize regular awareness programs focusing on the legal rights of women. Topics should include gender-based violence, workplace rights, legal protections, and avenues for seeking redressal. Empowering female students and staff with knowledge of their rights promotes a safe and supportive environment.


- Introduce Self-Employment Training:

Introduce self-employment training programs across different subjects. These programs should equip female students with entrepreneurial skills, business management knowledge, and resources to start their own ventures. This initiative supports economic empowerment and independence among women.

- Enhance Marketability of Student Products:

Improve the marketability of products created by students through initiatives such as entrepreneurship workshops, marketing strategies, and networking opportunities. This effort not only enhances practical skills but also boosts confidence and prepares female students for professional success.

By implementing these recommendations, Nur Mohammad Smriti Mahavidyalaya can further strengthen its commitment to gender equity and create a more inclusive and supportive environment where all individuals, regardless of gender, have equal opportunities to thrive and succeed. These initiatives align with the college's goal to foster a culture of empowerment, equality, and respect for all members of its community.


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