




# VIDYASAGAR METROPOLITAN COLLEGE

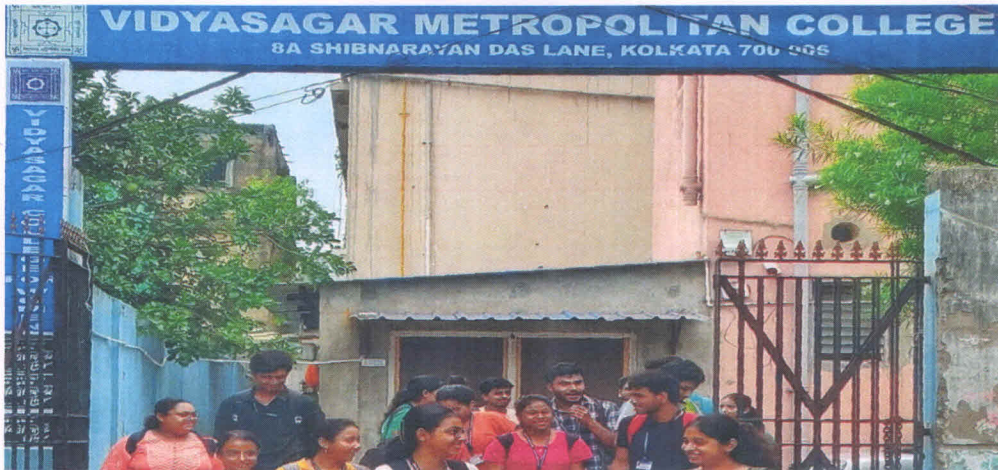
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Gender Audit

Session: 2018-19 to 2022-23

# Gender Audit

## VIDYASAGAR METROPOLITAN COLLEGE

Affiliated to University of CALCUTTA

Session: 2018-19 to 2022-23

### Report of the Gender Audit

◆	Gender Audit Committee	<ol style="list-style-type: none"><li>1. <b>Dr. Sutapa Ray</b>, Principal, Vidyasagar College for Women.</li><li>2. <b>Ms. Ananya Naskar</b>, TIC, Bhagabati Balika Vidyalaya</li><li>3. <b>Dr. Arghya Sarkar</b>, Principal, Vidyasagar Metropolitan College.</li><li>4. <b>Dr. Sarajit Sardar</b>, IQAC Coordinator &amp; Associate Professor, Commerce Department, Vidyasagar Metropolitan College.</li><li>5. <b>Dr. Suparna Nandy (Pal)</b>, Associate Professor, Economics Department., Vidyasagar Metropolitan College.</li><li>6. <b>Ms. Pritha Banerjee</b>, Assistant Professor, English Department, Vidyasagar Metropolitan College.</li><li>7. <b>Dr. Sarbari Ghosh</b>, Associate Professor, Mathematics Department, Vidyasagar Metropolitan College.</li><li>8. <b>Dr. Debalina Banerjee</b>, Assistant Professor, English Department, Vidyasagar Metropolitan College.</li><li>9. <b>Mr. Prantik Banerjee</b>, Cashier, Vidyasagar Metropolitan College.</li></ol>
◆	Objective of Gender Audit	<ul style="list-style-type: none"><li>➤ To find out the areas where gender imbalance exists and the factors behind the gender imbalance.</li><li>➤ To establish good gender balance in decision-making processes in all areas of the college activities.</li><li>➤ Make recommendations for overcoming the gender gap.</li><li>➤ To promote gender equality within the campus community.</li><li>➤ To observe the college's efforts and competence to prevent sexual harassment</li></ul>

# Gender Audit

◆	Academic Years for which Gender Audit Conducted	2018-19 to 2022-23
◆	Submission of document from department and different committees and office for the Gender Audit	<p>The documents from the department, various committees, and the office provide a comprehensive overview of the Gender Audit of the College for the period 2018-19 to 2022-23. The report includes the following key sections:</p> <ul style="list-style-type: none"> <li>● Institutional Data</li> <li>● Profile of Staff and Students</li> <li>● Profile of Activities of Different Associations and Committees</li> <li>● Financial Support from Government and Other Funding Agencies</li> </ul>
◆	Day and Date of Visit	Monday, June 26, 2023
◆	Time Spent	11.30 a.m to 3.30 p.m.
◆	Proceedings of the Gender Audit	<p>The Gender Audit process was systematically planned and scheduled, including the following key activities:</p> <ul style="list-style-type: none"> <li>● Presentations by various committees</li> <li>● Verification of relevant documents</li> <li>● Interactions with faculty members</li> <li>● Visits to the College infrastructure, including the Library, Laboratories, and other activity centers</li> <li>● Interaction with faculty members, office staff, non-teaching staff, and students.</li> </ul>

# Gender Audit

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## 1. INTRODUCTION: ABOUT THE COLLEGE

Vidyasagar Metropolitan College, Kolkata, established in 1961, upholds the legacy of Pandit Ishwar Chandra Vidyasagar's relentless pursuit of education for all, standing as a testament to his vision. This Government of West Bengal-aided degree college is affiliated with the University of Calcutta and recognized under Sections 2(f) and 12(b) of the UGC Act, 1956. Evaluated by the National Accreditation and Assessment Council (NAAC) in 2016, the college was awarded a 'B' rank.

The college offers a comprehensive academic curriculum through its 17 undergraduate departments, providing three-year undergraduate programs across various disciplines. These include B.A. (Honours) in Bengali, English, Political Science, and Geography; B.A. (General); B.Sc. (Honours) in Mathematics, Physics, Physiology, and Geography; and B.Sc. (General), as well as B.Com (Honours) and B.Com (General).

Beyond academics, Vidyasagar Metropolitan College is committed to the holistic development of its students. It encourages the nurturing of hidden talents through diverse extracurricular activities, aiming to foster both physical and mental growth. The institution also emphasizes the conservation of biodiversity through sustainable development practices to protect the environment.

In line with modern educational demands, the college has integrated ICT-based teaching and learning processes. The campus is Wi-Fi enabled, featuring digital classrooms and extensive library resources with a vast collection of books and journals.

## 2. GENDER POLICY OF THE COLLEGE

Gender policies are important for creating a more inclusive and equitable society and ensuring that people of all genders have equal opportunities to thrive. The College strives to set of guidelines, regulations, and practices that aim to promote gender equality, prevent discrimination, and ensure a safe and inclusive environment for people of all genders.

### Equal Opportunities

- **Admissions and Employment:** Ensure non-discriminatory practices in admissions, hiring, and promotions, providing equal opportunities for all genders.
- **Facilities and Resources:** Provide equitable access to college facilities, resources, and services for all genders.

### Prevention and Response

- **Anti-Discrimination Policy:** Enforce a zero-tolerance policy against gender-based discrimination and harassment.

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- **Complaint Mechanism:** Establish a confidential and effective mechanism for reporting and addressing complaints related to gender-based issues.
- **Support Services:** Provide counseling and support services for victims of gender-based violence and harassment.

## Awareness and Education

- **Workshops and Training:** Conduct regular workshops, seminars, and training sessions on gender sensitivity, equality, and inclusivity.
- **Curriculum Integration:** Integrate gender studies and related topics into the curriculum to promote understanding and awareness among students.

## Professional Development

- **Mentorship Programs:** Develop mentorship and leadership programs to support the professional growth of all genders.
- **Networking Opportunities:** Facilitate networking events and opportunities to empower individuals from underrepresented genders.

## Implementation and Monitoring

- **Gender Committee:** Establish a Gender Committee comprising faculty, staff, and students to oversee the implementation of this policy.
- **Regular Audits:** Conduct regular gender audits to assess the effectiveness of the policy and identify areas for improvement.
- **Feedback Mechanism:** Create a feedback system to gather input from the college community on gender-related issues and initiatives.

## 3. OBSERVATION

After analyzing presentations, verifying documents, and conducting an actual visit, we present our observations as follows

Category	Parameter	Audit Observation
<b>Gender Balance within the Institution (Annexure 1)</b>	Student Admission	The percentage of female students enrolled in the college has experienced fluctuations between 2018-19 and 2022-23. Starting at 40.16% in 2018-19, the proportion of female students has seen a downward trend, with a notable decrease to 29.89% in 2022-23. This decline suggests a growing gender imbalance among the student body, with fewer female students enrolling over the years.

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	Teaching Staff	The representation of female teachers has remained consistent over the five-year period, ranging between 41.07% and 42.59%. This stability indicates a balanced gender ratio among the teaching staff. The college has maintained a near-equal gender balance among its teaching staff, reflecting its commitment to providing equal opportunities for male and female educators.
	Non-Teaching Staff	The gender balance within the non-teaching staff has been significantly skewed, with female representation consistently low. Female non-teaching staff percentages ranged from 10.53% to 14.29% during the period under review. The low percentage of female non-teaching staff indicates a gender imbalance in this category. This calls for attention to recruitment and retention policies that could help achieve a more balanced gender representation among non-teaching personnel.
	Student scholarships	The data shows a high percentage of female students receiving scholarships, with a peak of 86.44% in 2021-22. The proportion of female scholarship recipients has generally been around 50% or higher, indicating strong support for female students. The significant representation of female students among scholarship recipients is a positive indicator of the college's efforts to support female students academically, despite their lower overall enrollment numbers. This may suggest that female students, once enrolled, perform well or have significant financial needs that are being addressed by the institution.
	Bodies and Different Committees	The percentage of female representation is significantly low.

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<b>Gender Sensitisation Initiatives</b>	Gender Awareness Campaigns and Workshops	Seminars and awareness programs are conducted periodically. The detail is given in <b>Annexure 2</b>
	Committee	The College has actively functioning Anti-Ragging, Internal Complaint and Grievance Redressal Cells that are committed to provide a free and fair environment to the students in the College.
	Courses in Syllabus	The Departments belonging to the Arts faculty, namely English, Bengali, Law, Economics, Political Science and Sociology have incorporated gender concerns within their syllabus
	Facilities ( <b>Annexure 3</b> )	<ul style="list-style-type: none"> <li>● The college provides separate toilets for women students and staff, along with a sanitary pad vending machine.</li> <li>● A separate common room is available for female students.</li> <li>● The campus is equipped with adequate lighting, CCTV cameras, and security guards to ensure safety.</li> <li>● A Psychological Counselling Cell, staffed by a dedicated psychologist, offers support to students facing difficulties.</li> <li>● Awareness-raising posters, wall art, and display boards with details of the POSH Act and ICC are present across the campus.</li> <li>● The college administration consistently supports employees by granting maternity and child care leave.</li> </ul>

## 5. Suggestions for Improvement:

### 1. Boost Female Student Admissions

Despite the presence of a women's college on the same premises, measures should be implemented to improve the admission rates of female students. This can be achieved through targeted outreach, scholarship programs, and creating a more inclusive and supportive academic environment.

### 2. Increase Female Representation in Committees and Governing Bodies

Efforts should be made to enhance the representation of women in various committees and governing bodies within the institution. This will ensure diverse perspectives and promote gender equality in decision-making processes.

### 3. More Activities to Deepen Understanding of Gender Equality

- Incorporate gender studies modules into the curriculum to provide deeper insights and foster a culture of inclusivity and respect.

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## 4. Regular Awareness Programs Regarding Legal Rights

- Conduct regular awareness programs and sessions to educate students and faculty about their legal rights related to gender equality, discrimination, and harassment.
- Provide resources and materials that outline legal protections and avenues for seeking help

## 5. Training for Self-Employment and Business Start-Ups

Partner with local businesses and organizations to provide mentorship and support for start-up initiatives.

## 6. Recommendations:

- i. Regular Gender Audits:** Establish a routine schedule for gender audits to monitor progress and identify evolving challenges, ensuring sustained commitment to gender inclusivity.
- ii. Data-Driven Decision-Making:** Encourage ongoing data collection and analysis to inform decision-making processes, fostering evidence based strategies for gender equality.
- iii. Community and Stakeholder Involvement:** Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity.
- iv. Partnerships for Change:** Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.
- v. Transparent Communication:** Foster transparent communication about the college's commitment to gender inclusivity, sharing progress, and seeking input from the college community.
- vi. Celebrating Success Stories:** Highlight and celebrate success stories of gender diversity and inclusivity within the college to inspire positive change.

## 6. CONCLUDING REMARKS

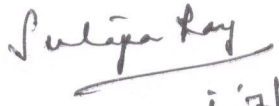
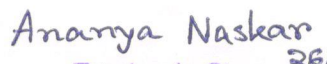
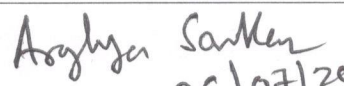

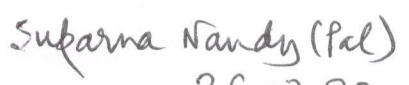
Considering the Gender Audit of the College (2018-19 to 2022-23), after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. The College has always had a reputation for providing a safe and encouraging atmosphere for women's education.

In all these years rarely has any untoward incident involving women occurred. The College maintains its atmosphere of healthy interaction among boys and girls. Under the present leadership of the college principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.



# Gender Audit

## Signature of the Gender audit team :

SL No.	Name with Designation	Signature with Date
1.	<b>Dr. Sutapa Ray</b> Principal Vidyasagar College for Women.	 26/07/2023 Principal Vidyasagar College for Women Kolkata
2.	<b>Ms. Ananya Naskar</b> TIC, Bhagabati Balika Vidyalaya	 26/07/23 Teacher-in-Charge Bhagabati Balika Vidyalaya (Govt. Sponsored) 1, Bankim Chatterjee Street Kolkata-700073
3.	<b>Dr. Arghya Sarkar</b> Principal, Vidyasagar Metropolitan College.	 26/07/2023 Principal Vidyasagar Metropolitan College Kolkata-700 006
4.	<b>Dr. Sarajit Sardar</b> IQAC Co-ordinator, Department of Commerce, Vidyasagar Metropolitan College	 26/07/2023 CO-ORDINATOR IQAC VIDYASAGAR METROPOLITAN COLLEGE KOLKATA-700 006
5.	<b>Dr. Suparna Nandy (Pal)</b> Associate Professor, Economics Department., Vidyasagar Metropolitan College.	 26.07.23

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6.	<b>Ms. Pritha Banerjee</b> Assistant Professor, English Department, Vidyasagar Metropolitan College.	<i>Pritha Banerjee</i> 26/7/2023
7.	<b>Dr. Sarbari Ghosh</b> Associate Professor, Mathematics Department, Vidyasagar Metropolitan College.	<i>Sarbari Ghosh</i> 26/7/2023
8.	<b>Dr. Debalina Banerjee</b> Assistant Professor, English Department, Vidyasagar Metropolitan College.	<i>Debalina Banerjee</i> 26.07.2023
9.	<b>Mr. Prantik Banerjee</b> Cashier, Vidyasagar Metropolitan College.	<i>Prantik Banerjee</i> 26.07.2023.

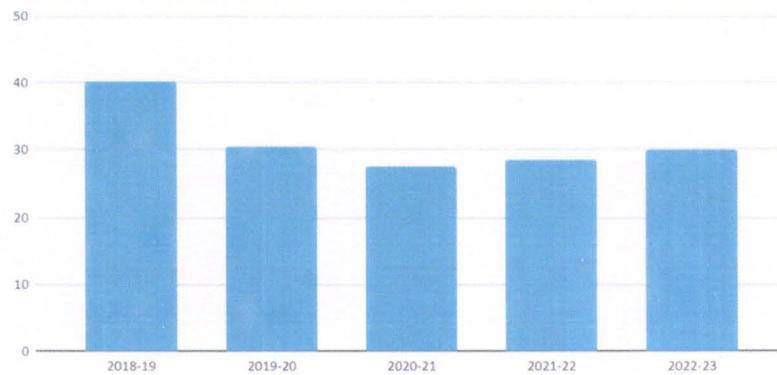
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## Annexure 1

### Student Admission

The table and graph below show the Gender wise details of total students admission in the College between 2018-19 to 2022-23.

Academic Year	Total Students	Female Students	% Female Students
2018-19	376	151	40.16
2019-20	473	144	30.44
2020-21	419	115	27.45
2021-22	419	120	28.64
2022-23	435	130	29.89

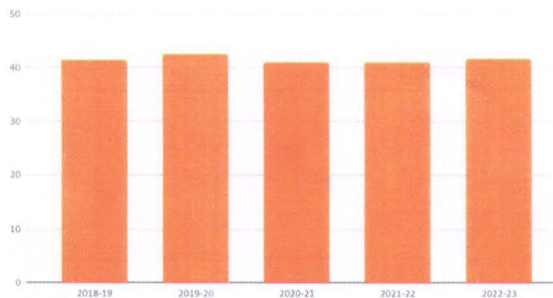


**% OF FEMALE STUDENTS IN THE COLLEGE**

### Teaching Staff

The table and graph below show the Gender wise details of faculty members in the College between 2018-19 to 2022-23.

Academic Year	Total Teachers	Female Teachers	% Female Teachers
2018-19	53	22	41.51
2019-20	54	23	42.59
2020-21	56	23	41.07
2021-22	56	23	41.07
2022-23	55	23	41.82



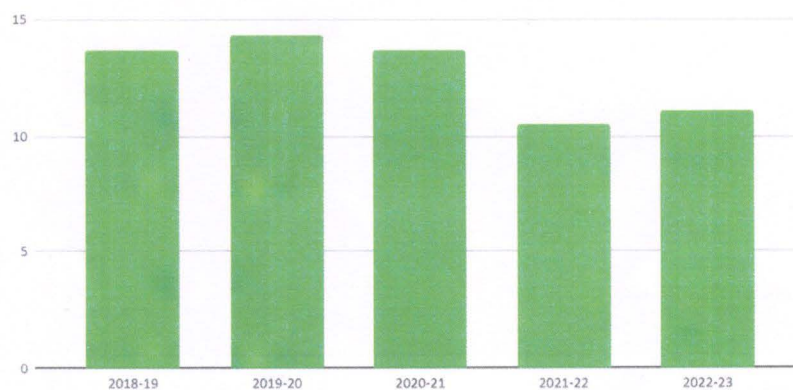
**% OF FEMALE TEACHERS IN THE COLLEGE**

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## Non-Teaching Staff

The table and graph below show the Gender wise details of Non-Teaching Staff members in the College between 2018-19 to 2022-23.

Academic Year	Total Non-Teaching Staff	Female Non-Teaching Staff	% Female Non-Teaching Staff
2018-19	22	3	13.64
2019-20	21	3	14.29
2020-21	22	3	13.64
2021-22	19	2	10.53
2022-23	18	2	11.11



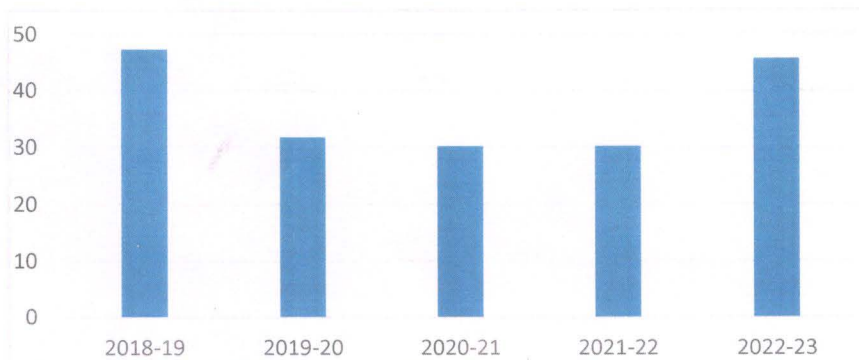
**% OF FEMALE NON-TEACHING STAFF IN THE COLLEGE**

## STUDENTS SCHOLARSHIPS AND AIDFUND

The table and graph below show the Gender wise details of college students receiving scholarships between 2018-19 to 2022-23.

Academic Year	No of Students Receiving Scholarship	No of Female Students Receiving Scholarship	% Female Students Receiving Scholarship
2018-19	135	64	47.41
2019-20	459	146	31.81
2020-21	1061	321	30.25
2021-22	737	223	30.26
2022-23	326	149	45.71

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## **% OF FEMALE STUDENTS RECEIVING SCHOLARSHIPS**

### **Present female representation in Bodies and Different Committees**

Present female representation in Bodies and Different Committees are as follows:

<b>Sl. No.</b>	<b>Name of BODIES/ COMMITTEES</b>	<b>No. of Members</b>	<b>No. of Female Members</b>	<b>% of Female members</b>
1.	Governing Body	10	2	20
2.	IQAC	13	3	23
3.	Finance Committee	5	1	20
4.	Academic Council	17	6	35
5.	Teachers Council	55	23	41.82

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## ANNEXURE 2

### GENDER SENSITIVITY PROGRAMME (2018-23)

Sl. No	Title of the Event	Date of Event	Brief Description	No. of Participant	Photo
1	Sappho for Equality	04/08/2018	Gender sensitization program (In collaboration with Sappho)	32	 <p>A purple poster for the 'Sappho for Equality' Gender Sensitization Program. It features the college name 'VIDYASAGAR METROPOLITAN COLLEGE' at the top left. The main text reads 'Sappho for Equality' and 'GENDER SENSITIZATION PROGRAM'. Below this, it says 'August 4, 2018' and 'Vidyasagar Metropolitan College'. The poster is decorated with colorful icons of women's faces and flowers.</p>
2	Women's Day	08/03/2019	Commemorating International Women's Day with a play called "The Second Sex"	81	 <p>A photograph showing a group of students on a stage performing a play. They are wearing red and white costumes, and some are holding signs or props. The stage is lit, and the audience is visible in the foreground.</p>
3	Slogan Contest	09/03/2020	Slogan Contest for students on International Women's Day	13	 <p>A poster for the 'International Women's Day' Slogan Contest. It features a red square in the center with the text 'International Women's Day' in white. Above the square, it says 'VIDYASAGAR METROPOLITAN COLLEGE' and 'STUDENT'S ACTIVITY SUBCOMMITTEE'. Below the square, it says 'SLOGAN CONTEST' and '9/3/2020'. The background of the poster shows a close-up of a woman's face.</p>

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4	Webinar on Gender Violence	29/11/2020	Webinar on "Looking Backwards to Move Forwards: Women's Struggles against Violence" (In Collaboration with Swayam)	28	
5	Webinar on International Women's Day	08/03/2021	Students' Webinar on "Gender and After" to Commemorate International Women's Day	31	
6	Film screening on Domestic Violence	16/03/2022	Film screening for International Women's Day by Swayam and Ogilvy India and executed by Rising Sun Films--"Three Short Films on Domestic Violence"	78	
7	Mass Rally	14/02/2022	One Billion Rising (In collaboration with RAHI foundation)	40	

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8	Special Lecture	7/1/20 23	Special lecture on "Role of ICC in Higher Education Institution"	88	
9	Special Lecture	6/2/20 23	Special Lecture on Understanding Third Gender in India: Concepts and Practices	50	
10	Special Lecture	7/2/20 23	A special lecture on "Gendering the Constitution"	47	
11	Special Lecture	8/3/20 23	Special Lecture on Women's Day--Its History and Significance	28	

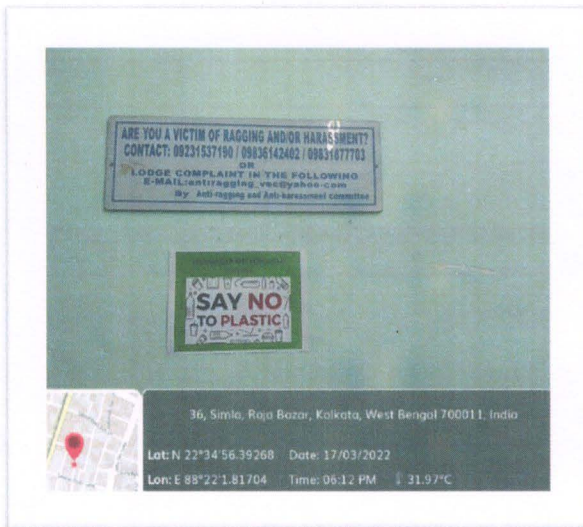


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## ANNEXURE 3

### SOME VISUALS OF THE GENDER FRIENDLY CAMPUS

#### Anti-ragging and Anti-harassment posters



#### Ladies and third gender toilet Sanitary Napkin Vending Machine

