

JATINDRA RAJENDRA MAHAVIDYALAYA



AMTALA, MURSHIDABAD, W.B.

Website: www.jrm.org.in



GENDER AUDIT REPORT

ACADEMIC SESSION: JULY, 2018 – JUNE, 2023

RELEVANT MATTERS OF GENDER AUDIT

1. About the HEI:

Jatindra-Rajendra Mahavidyalaya, better known as Amtala College, is a government-aided college in the district of Murshidabad. It was established in 1986 by the philanthropic endeavor of Sri Jayanta Biswas, an influential political leader and the former Assistant Teacher of Amtala High School. He had the enterprising vision of gathering support from academicians, social workers and teachers who together strove to go beyond their narrow perceptions of what constitutes the “Self”. The culmination of these efforts translated their vision to today’s reality- Jatindra-Rajendra Mahavidyalaya, with the land provided by Amtala High School, became the only college to be founded in Amtala within a radial distance of 25 kms. The process of establishing this educational institution was furthered by Guru Prasad Biswas and Birendranath Biswas. They donated 1.5 lakhs for the stated purpose and the college was named after their respective fathers, Jatindranath and Rajendranath.

Jatindra-Rajendra Mahavidyalaya is affiliated to University of Kalyani and offers undergraduate courses in the faculty of Arts. At present there are 8 departments in the college – Bengali, English, Sanskrit, History, Political Science, Education, Philosophy and Arabic. The college is recognized by the University Grants Commission (UGC) and in 2016 Jatindra-Rajendra Mahavidyalaya was awarded 'B' grade by the National Assessment and Accreditation Council (NAAC).The college was first established with the pioneering vision of imparting higher education to the economically challenged and socially backward people of a not quite well-developed region of West Bengal. While

imparting knowledge to the less-privileged section of the society was our fundamental aim, it simultaneously served a corollary objective. It is a well-known fact that this region is predominantly inhabited by the Muslim minority community and women from this domain did not have much access to higher education which constitutes a major role in facilitating their empowerment. Our college has precisely served that purpose by being an instrument of women empowerment ever since its inception.

2. What is a Gender Audit?

Before answering the above question let us first focus on the need for gender audit by referring to the insightful observation of the American poet and critic, Laura (Riding) Jackson:

“Spiritually, the society we have is the society of men with women present only in adjunctive relation to them, not the society of men and women in reciprocal relation. We do not have the society of human beings. For society to be that there will have to be a totally new concept of human relationship in the large.”

This pronouncement brings to the fore the problematic nature of relationship between the sexes – a hierarchical binary relationship defined by the ethics of power and control. Jackson denounces “the prevailing social conception of life as a predominantly masculine region of thinking, planning, arranging, managing, devising, into which woman come... from outside the perimeter of the view that the male human being is the standard human individual.” The institutionalization of this particular relationship of power has been detrimental to the well-being of the “second sex”; woman as an inferior category has

been exploited and subjugated by man in an attempt to establish his authoritative control over her and perpetuate her marginalized position in an overtly patriarchal society. However, this seemingly immutable phenomenon has in actuality been constructed, and as a matter of fact whatever has been constructed can in turn be interrogated, contested and de-constructed. It is this process of deconstruction which has been initiated by feminist critics and gender-neutral agencies through the gender audit tool to reclaim the usurped status of women and herald an evolving societal set-up which recognizes the strength of womanhood.

Gender audit is an instrument to assess and check the institutionalization of gender equality measures in organizations, reflected in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. The basic assumption of gender audit is that public policy differently impacts men and women. This variance stems from the different roles women and men play within the institution of family as well as from the lower economic status accorded to women in society. The purpose of gender audit is to bring about a wholesome change in public policy in order to contribute to an increased awareness about gender equilibrium. Unless a gender audit is done, we cannot answer the question: Is the Institution doing everything it can to improve the status of women in general and the representation of women's voices in particular? The second rationale for doing gender audit is to raise the awareness of women regarding their rights and claims and to facilitate their access to resources and opportunities. Gender audits allow organizations "to set their own houses in order, and change aspects of the organizational culture which discriminate against women staff and women

“beneficiaries”. As a method for gender mainstreaming, gender audits help organizations identify and understand gender patterns within their composition, structures, processes, organizational culture and management of human resources, and in the design and delivery of policies and services. They also help assess the impact of organizational performance and its management on gender equality within the organization. Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

3. About the Gender Audit Committee:

The members of the Women Cell serve as the custodians of the gender audit committee in our college; they maintain various aspects related to the committee at regular intervals. Besides, the college has a functional Internal Complaint Cell, Sexual Harassment Committee, Women Cell and Grievance Redressal Cell to reach out to its female students and employees and establish their claim to equal rights along with men. Women, forming almost half of the entire population, are in need of greater representation to vindicate the fact that instead of remaining circumscribed by their sexual identity, they have every moral right to assert their human identity. Accordingly, to address gender issues with utmost sensitivity, these committees and cells have been instrumental in raising awareness about several challenges women face even today in our andocentric society. Our institution was established at a time in the mid-eighties when the issue of gender was not much of a concern especially in a remote region like ours, considering the time when it was set up. Obviously when gender became a major parameter for institutional

governance, institutional leadership stepped forward. Although it cannot be said that we have attained perfection in this field and much has to be implemented yet efforts are in progress to constitute a gender audit committee and analyze gender equilibrium and androgynous set-up in our institution based on relevant parameters.

4. Objectives of the Gender Audit Exercise:

To ensure the well-being of women, the conveners along with the other members of the above-mentioned cells are striving to realize the following objectives:

- a) Provide a congenial environment to enable girls/women to pursue their work with a strong sense of dignity and reassurance on the campus of the college
- b) Raise awareness on gender equity issues
- c) Resist gender discrimination and inappropriate sexual conduct (mental/physical/emotional abuse)
- d) Demystify the aura of the private sphere and facilitate the entry of women into the public domain
- e) Promote gender sensitivity and women empowerment
- f) Ensure the safety and security of the female students and employees (taking strict action against reported cases of ragging and harassment)

5. Male: Female Ratio among Teaching and Non-Teaching Staff only:

- a) Male: Female Ratio of the Permanent Teaching Staff: 10:04
- b) Male: Female Ratio of State-Aided College Teachers: 12:04
- c) Male: Female Ratio of the Non-Teaching Staff: 19:01

6. Gender Sensitization Initiatives by forming Various Committees like Anti-ragging, Internal Complaints, Sexual Harassment Prevention, Discipline Committee, Women forum, Administrative Committees and Girl Students Representative, NSS and NCC for girls, Special Measures Undertaken for Students and Staff, etc.

As evoking and fostering gender sensitization has been a primary agenda in our educational institution, the college administration has been instrumental in forming various committees and cells like Discipline and Anti-ragging Sub-Committee, Women Cell, Internal Complaint Cell and Grievance Redressal and RTI Cell. These units ensure that adequate facilities are provided to female students and staff in the college for gender mainstreaming.

- a) **Discipline and Anti-ragging Sub-Committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions for maintaining strict discipline and decorum on the campuses. In order to prohibit, prevent and eliminate the scourge of ragging our college has formed a Discipline and Anti-Ragging Sub-Committee. The students in distress owing to ragging related incidents and indecent or undisciplined conduct can uninhibitedly approach the Committee. The Committee constitutes the convenor, the BDO of Nowda Block, the OC of Nowda Thana, 3 lady faculty and 10 male members.

- b) **Women Cell:** Gender Equity and Women Empowerment are the most important requirements for the upliftment of the female section of the society and the progress of our nation. Accordingly, the Women Cell in Jatindra-Rajendra Mahavidyalaya has both the faculty and non-teaching fraternity of the College as its members (eight among them being females) to work together with an aim to create a gender-sensitized community. It has been organizing various skill-enhancing, academic, cultural and social events for the promotion of the significance of gender equality in society, in association with the students of the college, ever since its establishment.
- c) **Internal Complaint Cell:** The College has constituted an Internal Complaint Cell (ICC), comprising 3 female and 12 male members, as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard – Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to workplace equality and protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a

civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right totake recourse to both civil and criminal proceedings. All of these obligations are fulfilled through the founding and smooth functioning of the Internal Complaint Committee in our college.

- d) **Grievance Redressal and RTI Cell:** Our institution has an active grievance redressal and RTI cell(consisting of 4 female teachers, 12 teaching and non-teaching staff and 1 student’s representative)toscrutinize general and academic complaints received from the staff and students. It promptly tries to offer solutions for their redressal in periodical meetings of the committee. The grievant is notified to put his/her complaint about administration, faculty members, accounts, peers, etc.in the suggestion/complaint box located in the main building of the college. If the grievances are not within the purview of the committee, the issues are brought to the notice of the higher authorities in order to resolve them at the earliest.

Besides forming these significant committees the following measures have been undertaken by the college authority for the convenience of the fair sex:

- a) **Study Room:** A separate study room in the library provides girl students and female teachers undistracted time to carry out their academic and research activities.

- b) Ladies Common Room: In order to provide a safe and secure place for female students in a co-educational institution, our college has made provision for a spacious and well-maintained Girls' Common Room on the first floor of the main building of the college. It is equipped with a water purifier, attached washrooms, refreshment arena, storage space, sanitary napkin vending machine and so on. This separate space meant exclusively for girls has been instrumental in encouraging interactions and ensuring recreation, rest and relaxation. Be it individual study or their leisure time on the college campus.
- c) Girls' Washrooms: Girls' washrooms are situated at two different places on the college campus – the main building as well as the Annex Building – with ample water supply and proper sanitation facilities.
- d) Drinking Water: Water purifiers have been installed for all the stakeholders on the college campus.

7. Number of Gender Equity Promotion Programs and Awareness /Sensitizing Programmes organized by the Institution during the last five years:

In order to disseminate the indispensability of gender sensitization for women empowerment, the institution has organized the following gender equity promotion programs and awareness /sensitizing programmes on a wide range of topics pertaining to women to examine and analyze their social, cultural and economic standing in modern India.

Sl. No.	Name of Programme	Organized by	Date of Programme	No. of Participants
01	Health Awareness Programme	Women Cell	29/01/2018	60
02	International Women's Day Celebration	N.S.S., J.R.M.	08/03/2019	75
03	Campaign Against "Child Marriage: A Burning Issue in Present Scenario"	N.S.S., J.R.M.	25/03/2019	52
04	Campaign Against "Dowry System" and Role of Education in Women Empowerment	N.S.S., J.R.M.	27/03/2019	40
05	Discussion on Women Trafficking and Violence	N.S.S., J.R.M.	28/03/2019	51
06	International Women's Day Celebration	IQAC, J.R.M.	09/03/2023	80

These interactive sessions and observations have been instrumental in raising awareness among the female participants about their rights and avenues to an independent way of living.

8. Awareness of Students about Women Cell/Internal Complaint Cell/Counselling & Redressal cell:

The female students of our college are well aware about the existence of the above committees to take account of their complaints and grievances. But no incident of ragging or sexual harassment has been reported yet owing to the prompt nature of our college administration. Moreover, the entire college campus comes under CCTV surveillance to facilitate greater safety measures for women.

9. Summary and Conclusion mentioning Progress towards Gender Equity:

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO) Our college is ceaselessly striving to work for the overall progress of female staff and students. The institution recognizes that women and men have different needs and possess divergent powers and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but

considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only organizes different activities to make the female community aware about gender discrimination but also attempts to motivate them to live in a dignified manner. To acknowledge the importance of women as equal partners in building a healthy and progressive society, our college celebrates International Women's Day and Anti-Dowry Day every year. As a result of these consistent efforts, girl students have surpassed the number of boys seeking admission in our college and the Kanyashree Prakalpa has successfully brought the former under its welfare umbrella through financial assistance. Some of our female students have brilliant academic performance and are well established in respectable professions. They are taking an active interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the different departments of the institution. Another significant change noticed is that less girl students are getting married at a tender age. These are some of the progresses our institution has made on the path to achieving gender equity and admittedly a lot has been left uncharted. But we are striving to ensure that gender equity goals and objectives are included in all the policies and programmes of the college in future endeavors.

Gender Audit Committee

Sl. No.	Name of the Members	Designation	Institution A	Contact Details	Signature with Date
1.	Prof. Geetali Bera	Teacher-in-Charge & Chairperson, IQAC.	Jatindra Rajendra Mahavidyalaya, Aatala, Murshidabad	Mail id: principal@jrm.or g.in. Mob. No.: 9733624651.	<i>Geetali Bera</i> 14/06/2023 Teacher-in-Charge Jatindra-Rajendra Mahavidyalaya P.O. Amtala, Dist. Murshidabad
2.	Sri Subhadip Mukherjee	Coordinator, IQAC.	Jatindra Rajendra Mahavidyalaya, Aatala, Murshidabad.	Mail id: mukherjeesubhadip10@gmail.com Mob. No.: 9547278419.	<i>Subhadip Mukherjee</i> 14.06.2023 Coordinator, IQAC Jatindra Rajendra Mahavidyalaya Aatala, Murshidabad
3.	Dr. Indrani Basu	Associate Professor, Dept. of Economics & Coordinator, IQAC	Berhampore College, Berhampore,, Murshidabad.	Mail id: anuprivaindrani@gmail.com Mob No:	<i>Indrani Basu</i> COORDINATOR 14.06.23 IQAC BERHAMPORE COLLEGE BERHAMPORE, MURSHIDABAD
4.	Dr. Sujata Mukhopadhyay	Associate Professor, Department of Bengali & Convener of Women Cell.	S.R.F. College, Beldanga, Murshidabad.	Mail id: s.mukherjee.bel@gmail.com Mob. No.: 9434061605	<i>Sujata Mukherjee</i> CONVENOR 14.06.23 Women Development Cell S.R. FATEPURIA COLLEGE Beldanga, Murshidabad
5.	Dr. Rina Majumdar	Convener, Women Cell	Jatindra Rajendra Mahavidyalaya, Aatala, Murshidabad.	Mail id: rinamajumdarjrm@gmail.com Mob. No.: 9679725259	<i>Rina Majumdar.</i> 14.06.2023 Convener Women Cell Jatindra Rajendra Mahavidyalaya Amtala, Murshidabad.

The Gender Audit Report for the academic session July, 2018-June,2023 was prepared by the IQAC, Coordinator of Jatindra Rajendra Mahavidyalaya with the aid and advice of Convener of the Women Cell of Jatindra Rajendra Mahavidyalaya under the supervision of Teacher-in-Charge of Jatindra Rajendra Mahavidyalaya.