




Vivekananda College Alipurduar

GOVT. AIDED COLLEGE
[UGC 2 f and 12 B Affiliated]

ASSESSED AND ACCREDITED WITH 'B' GRADE
BY  NAAC IN 2024 CYCLE I

GENDER AUDIT
2023-24

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1. Gender Audit: An Introduction

➤ Introduction of the Institution:

Vivekananda College, Alipurduar, began its noble journey way back in the year 1985, when it was founded by the Alipurduar based Ramkrishna Mission Trust which felt the dire need for educational renaissance especially among the underprivileged and the educationally deprived. Thereafter over the last 38 years, it has gradually risen itself and gained exceptional momentum enough to be recognized as an established seat of learning.

The College is affiliated to University of North Bengal, and is recognized by the University Grants Commission under Section 2(f) and 12[B] and is also accredited by the National Accreditation and Assessment Council (NAAC), Bangalore with grade B in January 2024. The College offers full-fledged three years and four years Government-aided Honours courses namely B.A. (English, Bengali, History, Education, Philosophy and Political science), and Programme Course in B.Sc. (Chemistry, Physics and Mathematics) in CBCS and FYUGP method. The College prides itself by possessing a rare distinction of having a highly qualified,

dedicated and enthusiastic staff with doctorates as well as M.Phil. In addition to conventional teaching, more stress is laid on imbining moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NCC, NSS and Sports.

➤ What is a Gender audit?

Gender Audit is an attempt to analyse whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework.

A gender audit usually includes two dimensions as follows:

1. An internal audit: This dimension refers to how much an organization fosters Gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

2. An external audit: This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organizations policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy

objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

➤ Constitution of Gender Audit Committee:

Sl. No.	Name	Designation	Institution	Signature
1	Dr Srijit Das	Chairman	Principal, Vivekananda College, Alipurduar	<i>Dr. Srijit Das</i> Principal Vivekananda College (Govt.-Aided College), Alipurduar-736121
2	Dr. Dahlia Bhattacharya	Associate Professor, Dept. of History	University of North Bengal	<i>Dahlia Bhattacharya</i> Head Department of Women's Studies University of North Bengal P.O. North Bengal University Raja Ram Mohanpur, Dt. Darjeeling
3	Smt. Neha Chatterjee	IQAC COORDINATOR	Vivekananda College, Alipurduar	<i>Neha Chatterjee</i> CO-ORDINATOR IQAC VIVEKANANDA COLLEGE ALIPURDUAR

The Gender Audit undertaken by the IQAC, Vivekananda College, Alipurduar along with external and internal Committee Members. External Committee Member, Vice Chairman and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

➤ Objectives of the Gender Audit:

- The institute shall take effective measures for the safety and security of all genders of staffs and students.
- There must be an accessible, active, unbiased and confidential Grievance Cell and Internal Complaint Cell.
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.

- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- A certified consultant to be invited to take care of personal development and confidence building among students.
- Organizing programs to build confidence and install leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.

The following are the main objectives of the Gender Audit:

- (a) To know about the gender balance in the college.
- (b) To know about gender perception in the campus.
- (c) To reflect and etch out a road map for gender action.

➤ **Gender Audit Methods:**

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture. The Political Will by means of the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college. Technical Capacity, i.e. level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes. Accountability, the mechanisms by which a college determines the extent to which is in terms of integrating gender equality in its programs and organizational structures. Organizational Culture, Norms, customs, beliefs and codes of behaviour in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviours are rewarded.

➤ **Gender Wise Distribution of Staff:**

Gender sensitivity refers to an attempt to encounter and accept people without presumptions. Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioural models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views. The institution was

established in the early sixties when the issue of gender was not much of a concern especially in a remote region like ours. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality. An audit of gender sensitive features in the Institution yielded the following notable points: " Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available. "There is a Ladies Common Room provided on the First Floor of the main building. " There are CCTV monitoring devices installed at different locations within the campus especially within the library and main gate. " There is a Women's Forum that conducts Gender Sensitization programmes regularly for the student.

Gender Balance within the Institution

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NSS units for boys and girls are meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene', 'Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redresses)', etc. Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

➤ Gender Wise Details of Teaching Staffs of the College (Table 2.1):

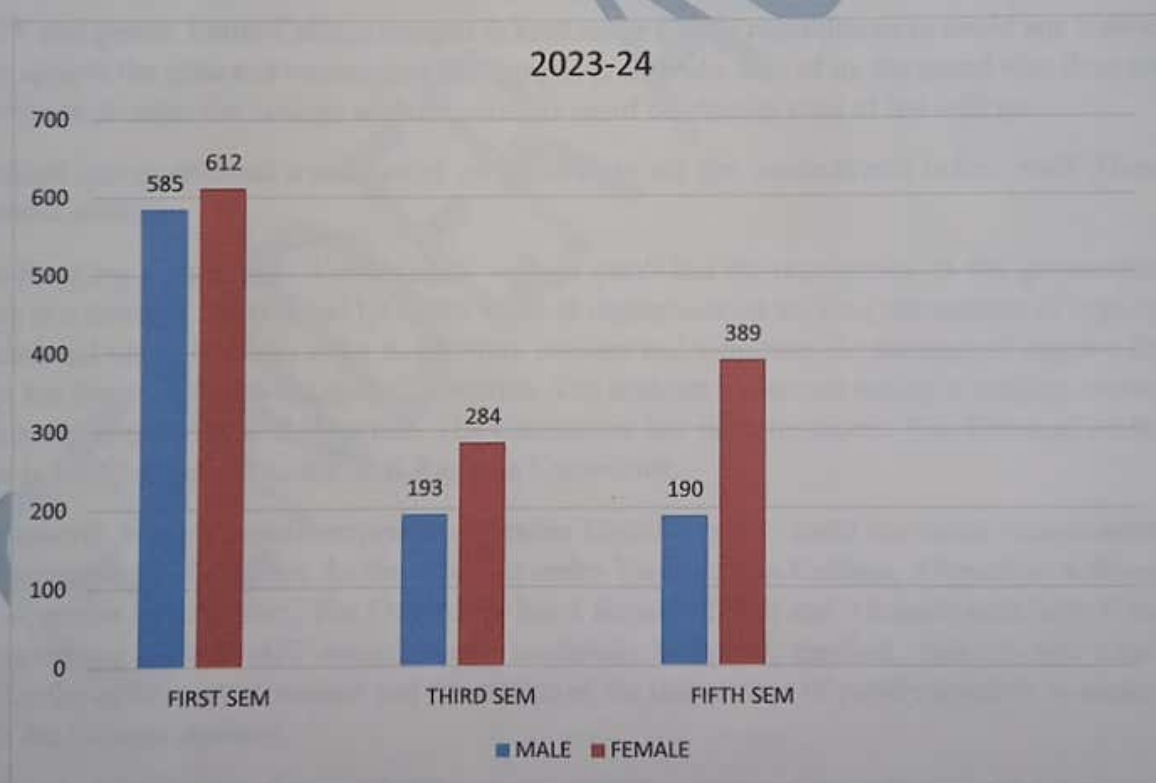
MALE	FEMALE
19	08

➤ Gender wise details of the non-teaching staffs of the College (Table 2.2):

MALE	FEMALE
08	02

➤ GENDER WISE DETAILS OF STUDENTS IN THE COLLEGE (Table 2.3):

2023-24	MALE	FEMALE
FIRST SEM	585	612
THIRD SEM	193	284
FIFTH SEM	190	389



➤ Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints Cell, and Grievance Cell at the same time providing adequate facilities to girls, and gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

1. Girls Common Room: There is adequate space in the Ladies Common Room with separate washroom and pad vending machine along with silence is maintained for girls to rest and study.
2. Girls Washroom: Girl's washrooms are situated at two different places in the college with ample water supply and proper cleanliness and maintenance.
3. Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.
4. Canteen: There is a separate section in the canteen for girls so that they can comfortably consume their own food or canteen food.
5. CCTV and guard: Entire College campus is kept under CCTV surveillance to avoid any kind of offence against the girls and women and the campus is also take care of by the guard who does not allow anyone to enter the college without valid ID proof or Identity card of the college.

The college has established a number of committees to aid girl students and ladies' staff. These committees include:

1. Anti-Ragging Committee: Vivekananda college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has male members. The Principal of the College is the Chairperson of the Anti-Ragging Committee.
2. Women cell: Women Empowerment and Gender Equality are the most important requirements for the progress of our nation. In the effort to make Vivekananda College, Alipurduar a strong kernel of gender sensitization. The Committee has 1 female advisor and 3 female members. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.
3. NSS unit: Our institute has two NSS units to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit I and unit II provide a suitable environment for taking up a career in the social services. The NSS unit I have 100 students. The NSS unit II has 100 students. The students are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

4. Student welfare committee: Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.

5. Internal Complaint Committee: The College has constituted an Internal Complaint Committee (ICC) 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, namely-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 work place equality, 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 to take recourse of both civil and criminal proceedings. Since its establishment, no complaints have been reported to the Committee by any of staff members or students. Number of gender equity promotion programs organized by the institution:

Sl.no.	Year	Program title	No. of Students Attended	Date
1	2023-24	Observation of Women's Day (One Month Karate certificate programme)	59	5 th March to 4 th April 2024
2.	2023-24	One Day Seminar on Women Trafficking	60	7 th March 2024

PHOTO GALLERY



Birpara, West Bengal, India
 Vivekananda College, Rishi Rd, Birpara, West Bengal 736121, India
 Lat 26.481717°
 Long 89.514544°
 11/05/24 02:59 PM GMT +06:00



Birpara, West Bengal, India
 Vivekananda College, Rishi Rd, Birpara, West Bengal 736121, India
 Lat 26.481717°
 Long 89.514544°
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Birpara, West Bengal, India
 Vivekananda College, Rishi Rd, Birpara, West Bengal 736121, India
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Birpara, West Bengal, India
 Vivekananda College, Rishi Rd, Birpara, West Bengal 736121, India
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Birpara, West Bengal, India
 Vivekananda College, Rishi Rd, Birpara, West Bengal 736121, India
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 Long 89.514544°
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➤ 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). The college constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power 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 tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extracurricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of males is higher than that of females.

➤ GENDER AUDIT TEAM OF THE COLLEGE:

Sl No.	Name	Designation	Session
1.	Neha Chatterjee	Convenor	2023-24
2.	Retina Roy	Member	2023-24
3.	Prasenjit Ray	Member	2023-24

➤ Conclusion

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the colleges. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country. > Recommendations: In the coming years, we aim to - Increase the number of female staff to decision making bodies. Organize more co-curricular and extra-curricular activities for students and staff including males and females. " Motivate girl students to actively participate in sports of their own choice. " Organize awareness programs on Legal Rights of Women. " Introduce self-employment training in different subjects.

Signature of the Auditors

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REPORT ON GENDER AUDIT

The purpose of this gender audit is to evaluate the status of gender equality and inclusivity within Vivekananda College Alipurduar. The audit aims to identify areas of improvement and provide recommendations to promote a more inclusive and equitable environment for all students, faculty, and staff. The gender audit was conducted thoroughly among the students, faculty and administrative staffs associated with Vivekananda College. The data collection process adhered to ethical standards and ensured confidentiality and anonymity. The gender composition of the students at Vivekananda College is relatively balanced, with a majority of female students. The representation of female faculty members is significantly lower compared to male faculty members, indicating a gender imbalance in the teaching staff. Female and male students access to academic opportunities, including courses and scholarships. Majority of the stakeholders feel safe on campus due to CCTV Cameras and other facilities for female. Gender sensitization programs and workshops are conducted sporadically and there is a lack of comprehensive gender mainstreaming initiatives. The college authority is implementing policies to ensure gender parity in faculty recruitment and promotions through academic equality. The gender audit of Vivekananda College Alipurduar fosters a culture of gender equality in the college.

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CERTIFICATE OF GENDER AUDIT

This is to certify that a comprehensive gender audit has been conducted at Vivekananda College, Alipurduar, in accordance with established guidelines and protocols. The audit aimed to assess the state of gender equality and inclusivity within the institution and provide recommendations for improvement. The audit was conducted by a team of qualified professionals with expertise. This certificate is awarded to acknowledge the successful completion of the gender audit and to recognize the institution's commitment to creating a more inclusive and equitable environment for all students, faculty and staff.

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