



# Muralidhar Girls' College

P-411/14, Gariahat Road, Kolkata-700029



## GENDER AUDIT REPORT (2017-2022)

# MURALIDHAR GIRLS' COLLEGE

## GENDER AUDIT REPORT 2017-2022

Gender equality is a human right, whereas gender inequality is prevalent in our society for decades. Gender inequalities have always prevented empowered women and underrepresented groups from climbing the success ladder and obtaining equal education and workplace equity. Gender equality is not about awareness or eradicating gender indifferences but providing equal fundamental rights and benefits to all genders. Gender equality is essential for economic prosperity and it prevents violence against women and girls. Societies that value women and men as equal are safer and healthier.

As Emma Watson once said, “It is time that we all see gender as a spectrum instead of two sets of opposing ideals.”

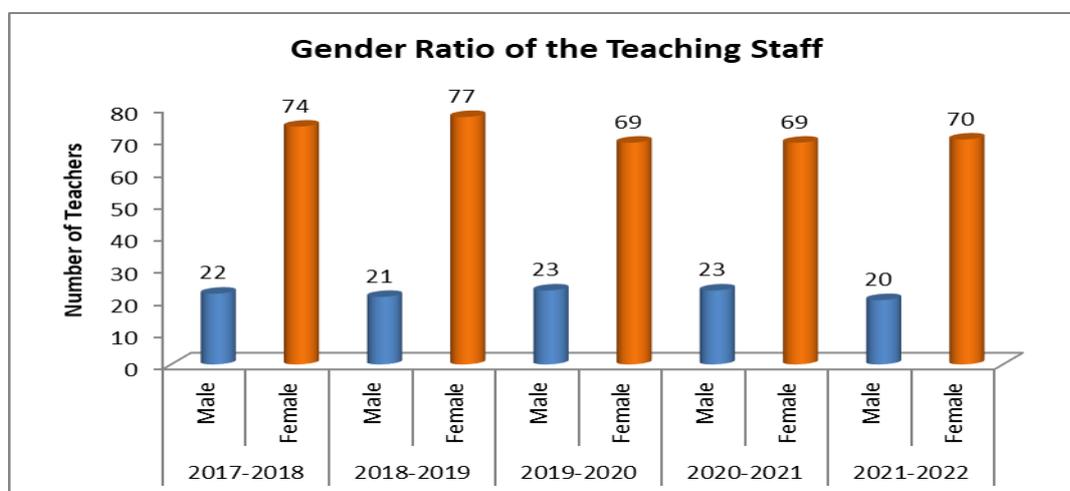
Albert Einstein “Women are more sensitive to other women than men are, and that is a huge advantage when it comes to running a business.”

B. R. Ambedkar “Excellence is the best deterrent to racism or sexism.”

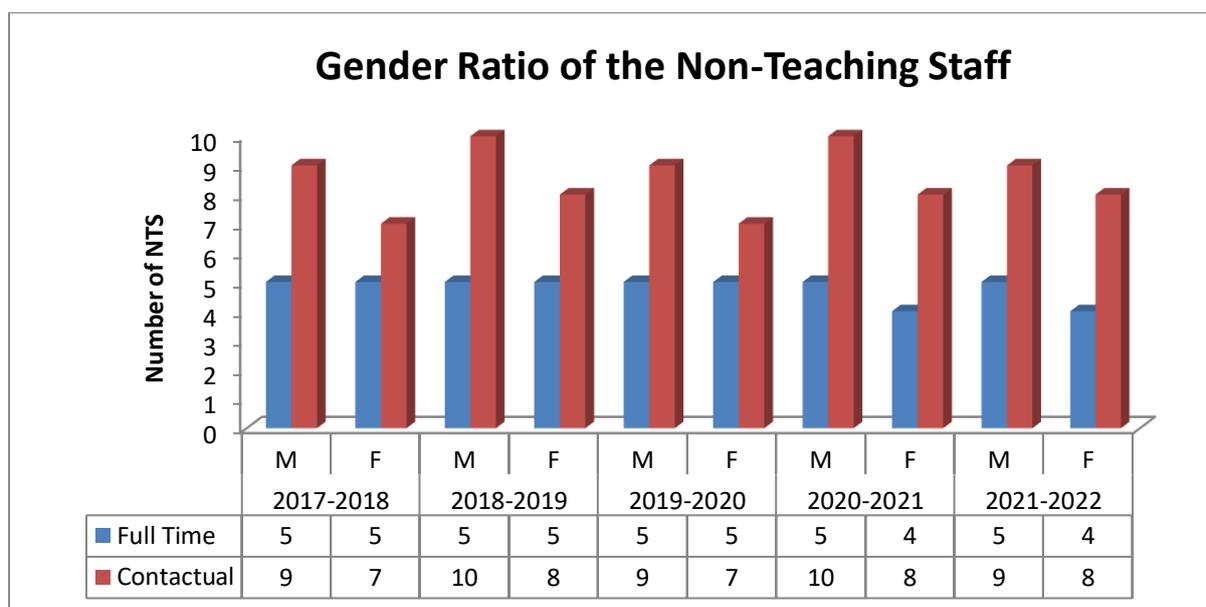
Gender equality is fundamental to the achievement of human rights and is an aspiration that benefits all society, despite the promise of equality, progress towards it has been slow, fragile, incremental, and reversible – and dramatically undermined. The universal advantages of gender equality have been well-documented, and several international frameworks have affirmed its centrality to human rights and sustainable development.

Muralidhar Girls' College is a reputed Institute of women education in south Kolkata serving for last 83 years. Hence, Gender audit of number of male female students is not necessary. Therefore, gender ratio among teaching and non teaching staff of the college is presented for last 5 years in the following bar diagrams.

### Gender ratio of teaching staff



## General ratio of non-teaching staff



## Gender policy: Muralidhar Girls' College

### Scope of the policy for Staff

The Workplace Gender Policy applies to all faculty and non teaching staff; whether full time or part time, temporary or permanent. It includes:

- a. Recruitment, selection, and promotion
- b. Terms and conditions of employment
- c. Professional development
- d. Flexible working options
- e. Safe working environment
- f. Grievances, disciplinary action, and termination of employment.

### Scope of the policy for Students

- a. Safe working environment
- b. Equal opportunities for students
- c. Disciplinary action against Grievances.

## GOALS AND OBJECTIVES OF GENDER AUDIT

To find out the areas where gender imbalance exists

To explore the sources of origin causing Gender imbalance

To suggest measures for bridging the gender gap.

To establish decent gender balance in decision making processes and all other types of college activities

To prevent gender discrimination, sexual harassment, ragging in any form in the college campus

To promote gender equality in the college

Being a women institute of higher learning, the college promotes an organisational culture which highly values equity and inclusiveness and believes strongly in social responsibility and transformation. It strives to provide a vibrant and inclusive intellectual community, including a safe and supportive working and learning environment for people of all genders. To realise these objectives, the college undertakes various workshops, interactive lectures and seminars to prevent gender-based discrimination. The college is dedicated to improve and promote gender equality by promoting gender inclusive sharing and decision making.

#### **CURRICULUM TRANSACTION –**

Contents related to gender issues are part of the curriculum of most of the subjects taught in the college. This promotes awareness regarding gender equality among students and the staff of the college. The institution also organises necessary steps programmes, to sensitize students on gender equality and women empowerment.

#### **CELEBRATION OF INTERNATIONAL WOMEN'S DAY –**

Every year the college celebrates International Women's Day on 8<sup>th</sup> March, where eminent personalities share their life experiences, struggles and success. This motivates the students to deal with challenges of life.

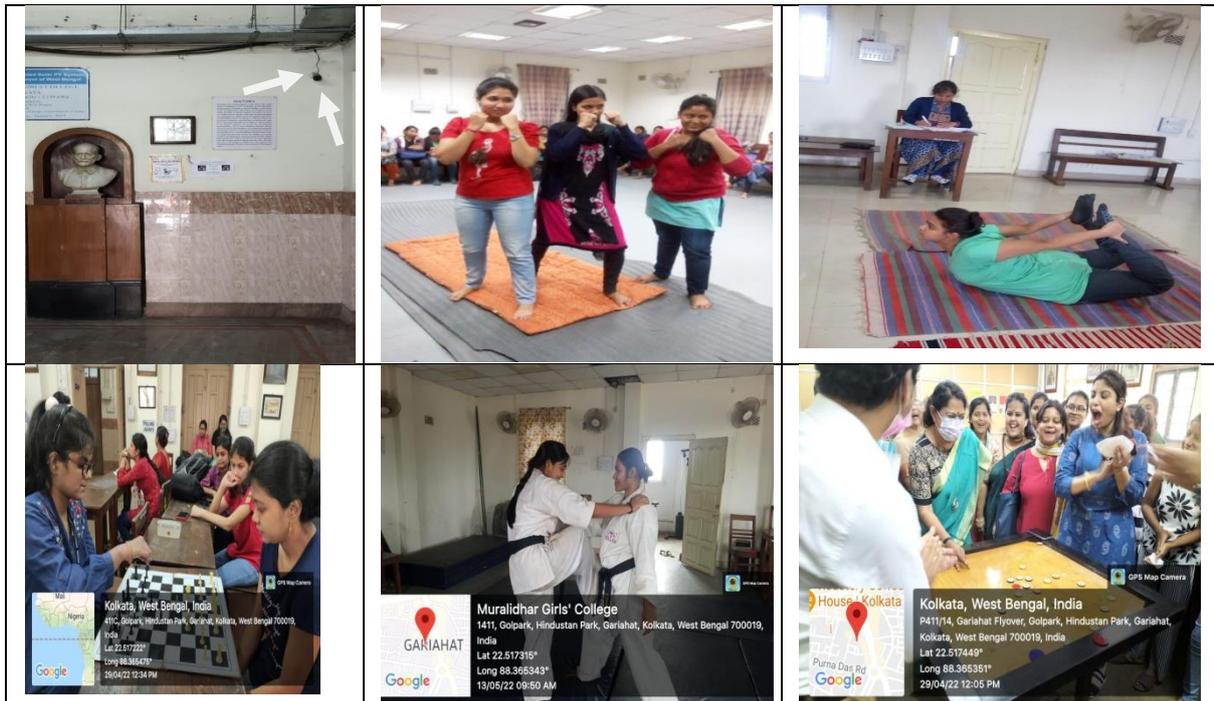


#### **ENSURING SAFETY AND SECURITY –**

For safety of the students, the college has appointed security agency. 36 CCTV cameras are installed in different places in the college building to ensure the security of the students. ID cards are issued to the students and without which they are not allowed inside the college.

### SELF-DEFENCE AND YOGA COURSES –

The college has been conducting self-defence courses for the last 7 years, to develop the ability to protect oneself from physical harm. Few of them have earned recognition at the state level. Regular classes on Self-defence and Yoga are conducted by invited experts and this has actively contributed towards the physical and mental wellbeing of the students. Sukanya Project was introduced in this college in presence Dr. Sashi Panja.



### GRIEVANCE REDRESSAL CELL AND SUGGESTION BOX -

Grievance Redressal box is kept for the students, to report their complaints in writing, which is then addressed and settled by a committee. A suggestion box placed beside the entrance of Central library. The sole purpose of the suggestion box is to improve the quality of service and inculcate the sense of community amount students, teachers, support staff and the principal.



**REGULAR HEALTH CHECK-UP, HEALTH CAMP AND NEED-BASED PSYCHOLOGICAL COUNSELLING –**

Free health check-up is provided on regular basis to the students and staff by Dr. Suchandra Das MBBS, (Calcutta), (Registration number 39671 WBMC), she visits the college regularly and addresses the health issues of the students and the staff. Blood donation camp, vaccination drive, thalassemia testing are some actions in this regard. Staff are encouraged to enrol themselves under West Bengal Health Scheme/ Swastha Sathi whichever applicable. For its Casual Non-Teaching Staff college contributes an amount towards ESI medical coverage. Faculty of Psychology Department and other teachers provide need-based personal counselling through the Psychological Counselling Cell. Confidentiality is strictly maintained.



Muralidar Girls' College NSS yearly Blood Donation Camp



## SENSITIZATION OF STUDENTS AND EMPLOYEES OF THEIR FUNDAMENTAL DUTIES, VALUES AND RIGHTS

The college have organized seminars, workshops, rallies and awareness programmes on values, rights and duties for the benefit of stakeholders. Eminent legal professionals have been invited to share all types of legal rights meant for women, lectures are followed by interactive sessions. The Code of Conduct is displayed on the website.



## COMMON ROOM

A common room is there for the students, on the 4<sup>th</sup> floor of the college, which is provided with sports equipment and a gym to encourage physical fitness and core strength building amongst the students.



## STRATEGIES FOR ECONOMIC EMPOWERMENT OF WOMEN

Keeping in mind the vision and mission, college administration conducts innovative add-on courses on developing Entrepreneurial Skills, Media Writing, Embroidery, Cutting, Tailoring, Soft skills etc. to enhance employability of students. The college provides an opportunity to exercise and implement the acquired entrepreneurial skills through Anandamela. Students learn to create new creations by using art and craft materials, to be sold during Anandamela. Career counselling is scheduled in the sixth semester and students are absorbed by different companies through interviews. Students gain confidence to continue their start-ups after participating in different training courses and career counselling programmes arranged in the college.



## SCHOLARSHIPS AND FREE STUDENTSHIP

Different scholarships, namely, Kanyashree, Student Aid Fund, Swami Vivekananda Merit-cum-means Scholarship, West Bengal Chief Minister Financial Assistance, Post Matric Minorities Students scholarship, Aikyashree-Government of West Bengal, Udayan Care Shalini Fellowship, Jindal Scholarship along with College Free studentship are available to the students.



**Muralidhar Girls' College**  
P-411/14, GARIAHAT ROAD, BALLYGUNGE, KOLKATA - 700 029  
(NAAC ACCREDITED - B+)

Ph. Office : 2464-1312  
Principal : 2464-4371

Ref. No.....

Date.....

**CONTACT DETAILS (WHATSAPP ONLY) OF PERSONS RESPONSIBLE FOR STUDENT SCHOLARSHIP, SPORTS, WELFARE & OTHER ACTIVITIES:**

STUDENT SUPPORT	NAME OF TEACHER/STAFF (IN-CHARGE)	CONTACT DETAILS (WHATSAPP ONLY)	NAME OF SUPPORTING STAFF (for office verification etc.)
KANYASHREE (K/SC)	Sri. Avik Mukherjee Sri. Puspendu Dhalli	96740 21706 89264 70467	Sri. Manab Naskar Sri. Madhub Hazra
SVCM (Swami Vivekananda)	Sri. Subhrajit Dey	90466 58379	Sri. Moloy Majumder
NABANNA SCHOLARSHIP	Sri. Pralay Mondal	90881 70439	Sri. Rohan Kar
NSP (National Scholarship)	Dr. Vinay Limbu	82500 62290	Sri. Dibyendu Kayal
AIKYASHREE SCHOLARSHIP (MINORITY ETC.)	Smt. Shashi Subba	96353 51153	Smt. Kaberi Roy
SCSTOBC STIPEND	Sri. Amal Adhikary	03324641312	Smt. Aruna Halder
OTHER SCHOLARSHIPS (Non-Govt.)	Dr. Rituparna Basak	99035 85652	Smt. Kaberi Roy Sri. Dibyendu Kayal
STUDENT CREDIT CARD (Govt. of WB)	Smt. Iman Ghosh Dr. Sushmita Sengupta	97757 06517 98306 85334	Sri. Rohan Kar
SPORTS & RELATED INFRASTRUCTURE	Dr. Sailen Das Smt. Bidisha Biswas	90076 91404 97483 40935	Sri. Amit Chatterjee Sri. Avishek Roy
SPORTS-YOGA	Smt. Choyona Mukherjee Dey	9875561534	Smt. Aruna Halder
SPORTS - SELF DEFENSE	Sri. Supriyo Biswas	98312 88654	Smt. Aruna Halder
NSS	Dr. Minati Saha Dr. Sampriti Biswas	98314 49402 83360 17245	Sri. Samresh Maji Sri. Prosenjit Roy
NCC	Capt. Kaberi Roy	98044 08540	Smt. Aruna Halder
LIBRARY	Smt. Bangasree Dey (Librarian)	muralidharlibrary@gmail.com	
GENERAL INFORMATION	Office	033-24641312 muralidhargirls@gmail.com	

*Kinjalini Biswas 24.8.21*

**DR. KINJALKINI BISWAS**  
Principal  
Muralidhar Girls' College  
Kolkata - 700029

## RELEVANT COMMITTEES IN ACTION

Members of the Gender Audit Cell work along the members of Discipline Committee, Grievance Redressal Cell, ICC, Anti Ragging Cell and Staff Grievance Cell to attend the objectives of establishing an egalitarian society.

## GENDER AUDIT CELL

- I. **DR. SHAMPRIYA CHOWDHURY (CONVENER)**
- II. **DR. SAMPRITI BISWAS**
- III. **DR. SUSHMITA SENGUPTA**
- IV. **SRI. SONTU BUGH**
- V. **SMT. PARAMITA PAL**
- VI. **SMT. NABANITA KUNDU**
- VII. **SMT. PIYALI DAS**

### **Suggestions for improvement**

1. More activities to be undertaken to develop deeper understanding of gender equality concepts among students and faculty.
2. To schedule more awareness programme regarding legal rights on regular basis.
3. To improve self employment and business start-ups by training students through add-on courses.
4. To provide safe and secured hostel facility for girl students in the vicinity of the college.

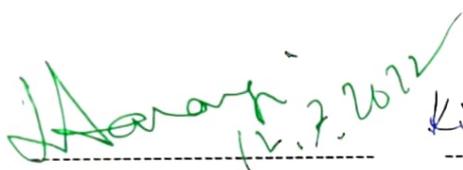
Unlike other forms of audit, gender audit does not mean only numerical computations rather this is a reflection of social condition. From the gender ratio of teaching staff it can be concluded that the gender gap in faculty exists but it is not by default but by design as appointments are done solely on the basis of recommendation by WBCSC. Apart from this, in all other areas gender equity is maintained with utter seriousness and sincerity.

## GENDER AUDIT CERTIFICATE

This is to certify that, based on observations made during the Gender Audit for academic sessions 2017 –18, 2018 –19, 2019 –20, 2020 –21 and 2021 –22 , held on 12.07.2022, of Muralidhar Girls' College, the institution was found to have practised the following in favour of promoting gender equity in campus:

- Gender awareness imparted through curriculum transaction
- Celebration of Women's Day through various activities
- Safe and security of students and staff ensured through employment of CCTV cameras, security guards and issuance of identity cards
- Conducting of self defence and Yoga courses with help of invited experts and introduction of Sukanya Project
- A common room for students with adjacent gym and sports equipments
- Various strategies for economic empowerment of students adopted, including add on courses on Media writing, Embroidery, Cutting and Tailoring, Speaking and Presentation, Nutrition and Dietetics. Add on course on Sexual Harassment at Workplace and its Legal Side also offered. Anandamela organised annually to provide a platform for students and alumni to exhibit and sell products, promoting entrepreneurial spirit amongst them
- Various scholarships and free studentships offered
- Gender Audit Cell active in the college.

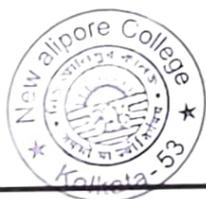
Based on these observations, the performance of the college with regard to ensuring gender equity was found to be excellent.

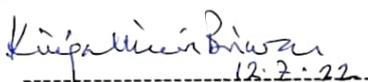
  
12.7.2022

**Signature of the Expert**

**Designation:**

**Seal**  
**Dr. Jaydeep Sarangi**  
Principal  
New Alipore College  
Kolkata-700053.



  
12.7.22

**Signature of the Expert**

**Designation:**

**Seal**  
Principal  
Muralidhar Girls' College  
Kolkata - 700029





**Signature of the Expert**

**Designation:**

**Seal**  
RUMA BHATTACHARYYA  
Principal/Secretary  
Bijoy Krishna Girl's College  
5/3, Mahatma Gandhi Road, Newrah-1