



Muralidhar Girls' College

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



GENDER AUDIT REPORT (2023-2024)

MURALIDHAR GIRLS' COLLEGE

GENDER AUDIT REPORT 2023-2024

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.”

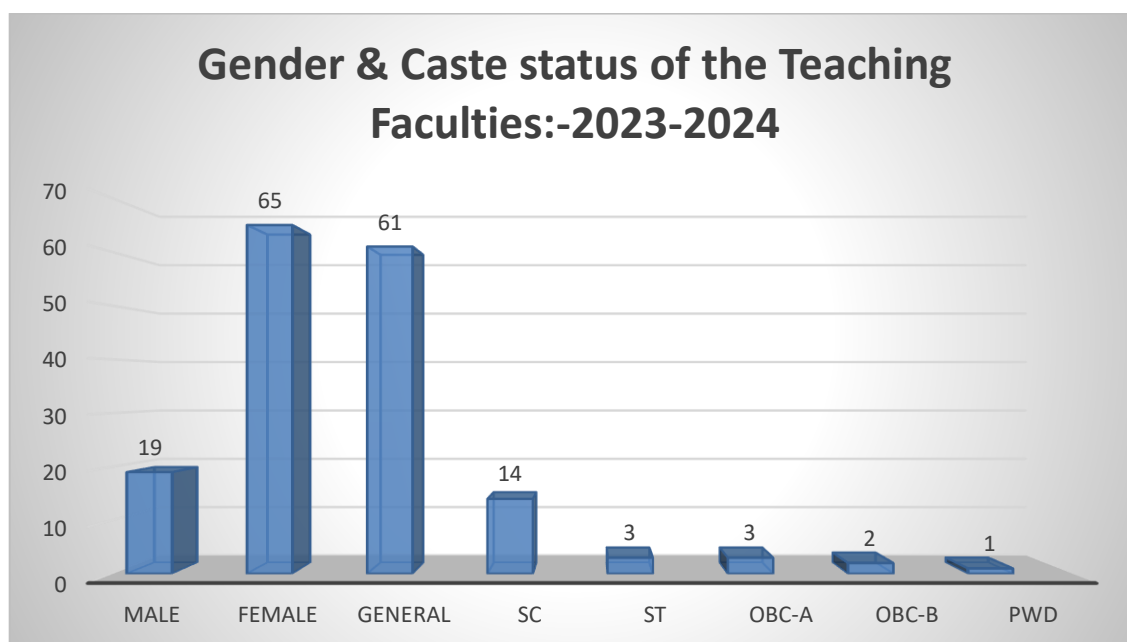
Albert Einstein “Women are more sensitive to other women than men are, and that is a huge advantage when it comes to running a business.”

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

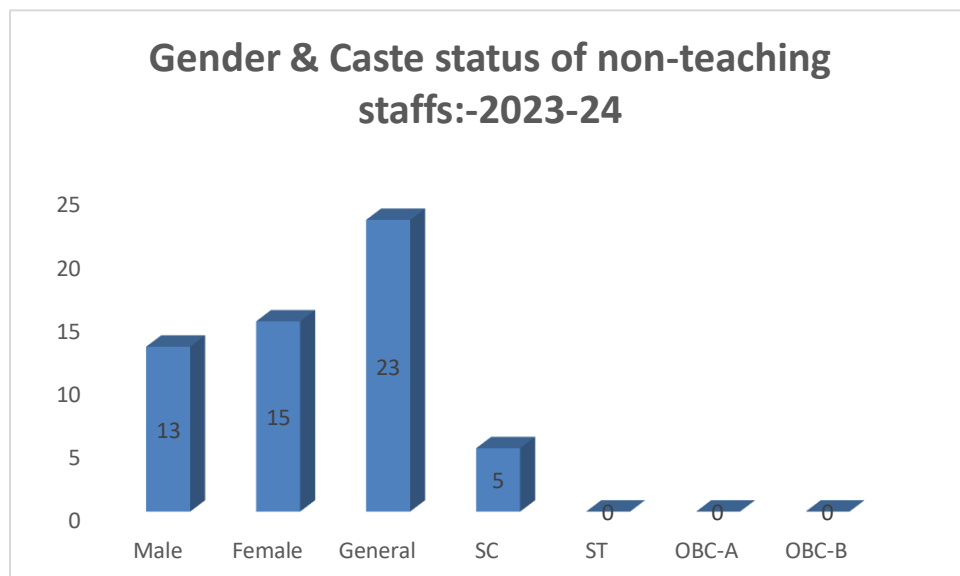
Gender equality is fundamental to the achievement of human rights and is an aspiration that benefits all society, despite the promise of equality, progress towards it has been slow, fragile, incremental, and reversible – and dramatically undermined. The universal advantages of gender equality have been 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 & Caste status of the teaching staff



Gender & Caste status 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 8th 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

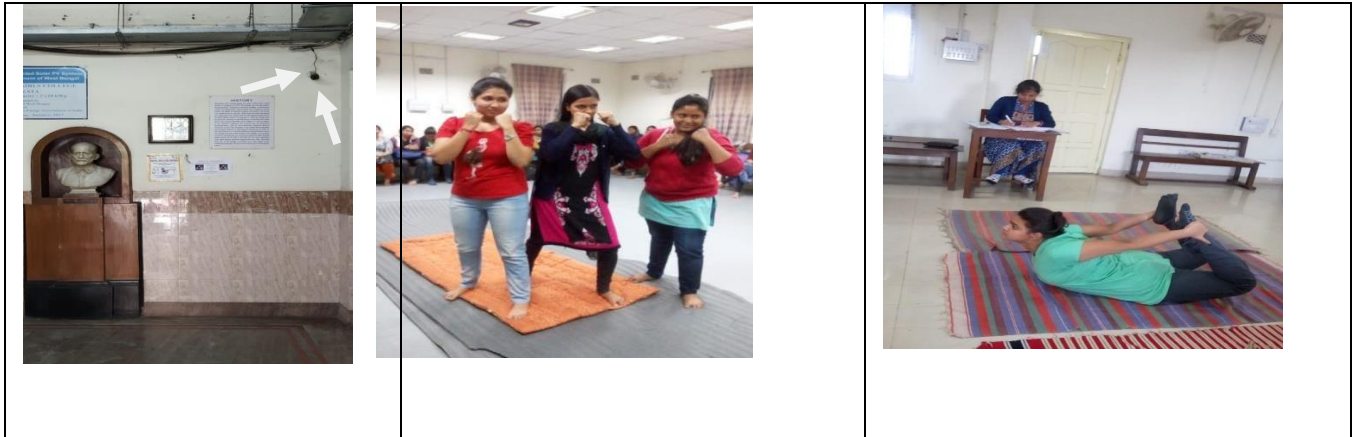
For safety of the students, the college has appointed security agency. 36 CCTV cameras are installed in different places in the college building to ensure the security of the students. ID cards are issued to the students and without which they are not allowed inside the college.



Female & Male security guards appointed by the College authority.

SELF-DEFENCE AND YOGA COURSES –

The college has been conducting self-defence courses for the last 8 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.



INTERNATIONAL YOGA DAY ON 21ST JUNE 2024 BY NCC CADRES AND NSS VOLUNTEERS





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.



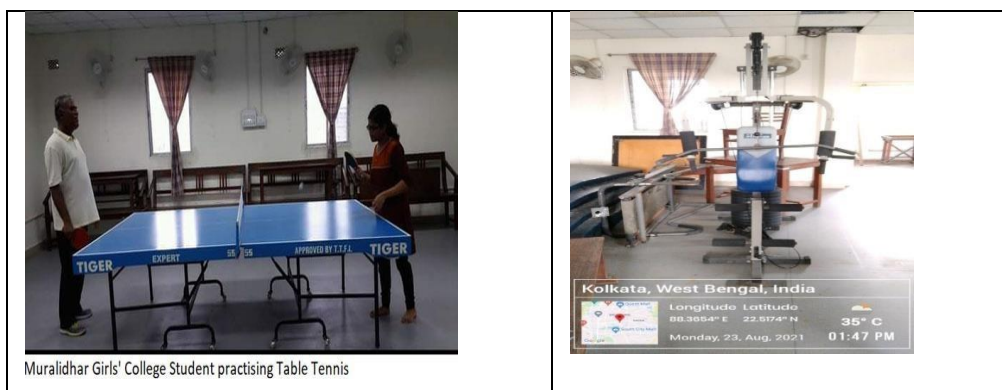
SENSITIZATION OF STUDENTS AND EMPLOYEES OF THEIR FUNDAMENTAL DUTIES, VALUES AND RIGHTS

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 4th 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.



Anandamela 2023



Anandamela 2023

GENDER SENSITIZATION WORKSHOP ON 20, 21 AND 22 SEPTEMBER 2023

3 NSS volunteers participated in 3-day workshop conducted by Swayam. Swayam is a NGO that conducts various gender sensitization programme round the year. Students from different colleges participate in this workshop and the college attempts to disseminate the acquired knowledge by teaching other students of the college by the students who participated in the workshop via peer teaching.



ON 4TH AND 7TH OCTOBER 2023 MENTAL HEALTH DAY (10TH OCTOBER) WAS OBSERVED

On October 10, 1992, the first-ever mental health day was observed after the approval of this initiative. The theme of World Mental Health Day 2023 is 'Mental health is a universal human right'. The overall objective of World Mental Health Day is to raise awareness of mental health issues around the world and to mobilize efforts in support of mental health.

4th October 2023 movie screening on mental health of adolescents

The portrayal of mental health issues in film can be an instrument of change that can work against this stigma in multiple ways. Film has the potential to not only portray things accurately but also give this topic a place in mainstream culture. Film can become the intersection between starting the conversation and normalizing it. Hence, A Film session focussing on childhood and juvenile mental health, 4th October 2023 (2.30 p.m.-4.30 p.m.) followed by an Interactive Analysis to observe Mental Health Month (October 2023), by Shri Sourav Sarkar, Film Director, Fragrant Creation

FLYER OF THE PROGRAMME



NAAC accredited
Muralidhar Girls' College, Kolkata
P 411/14 Gariahat Road, Ballygunge, Kolkata-29
National Service Scheme



NSS UNITS have organised

**A Film session focussing on childhood and juvenile mental health,
4th October 2023 (2.30 p.m.-4.30 p.m.)**

followed by an Interactive Analysis

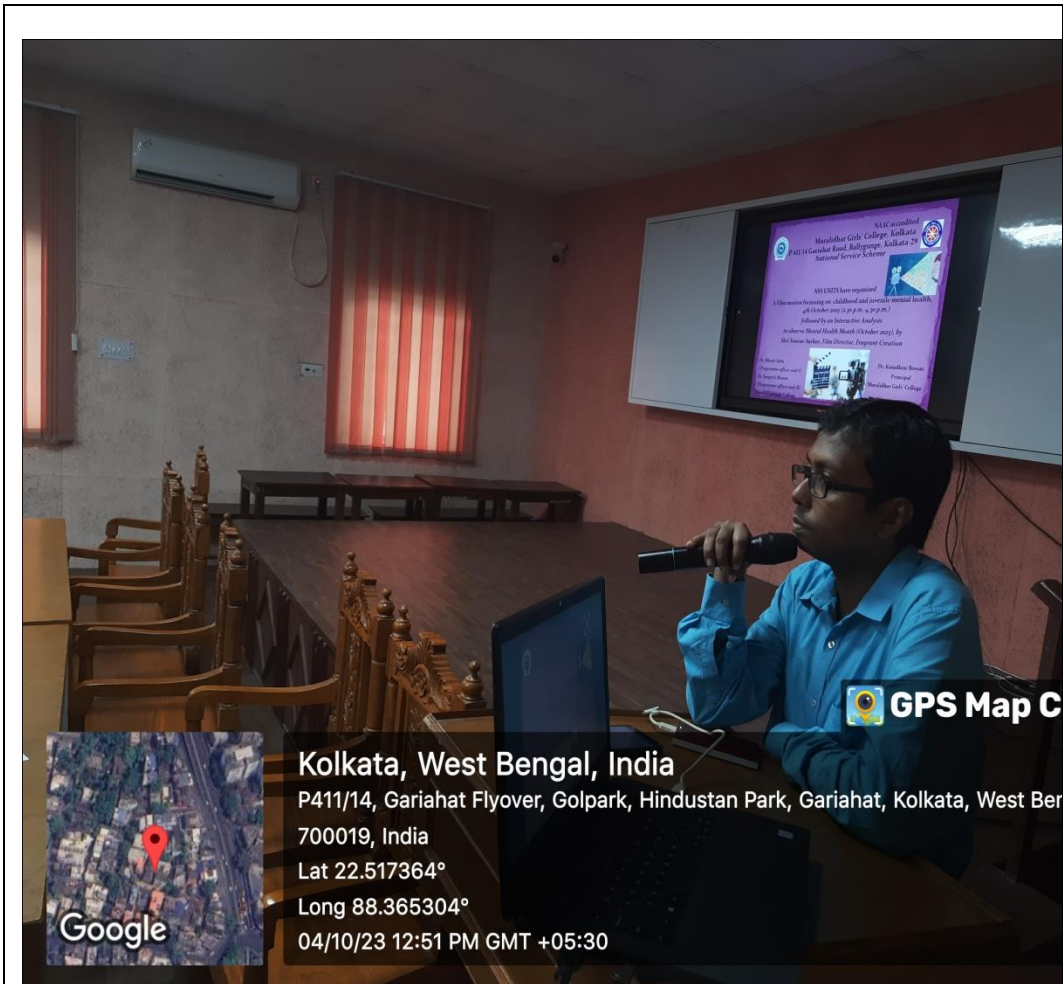
*to observe Mental Health Month (October 2023), by
Shri Sourav Sarkar, Film Director, Fragrant Creation*



Dr. Minati Saha
(Programme officer unit I)
Dr. Sampriti Biswas
(Programme officer unit II)
Muralidhar Girls' College



Dr. Kinjalkini Biswas
Principal
Muralidhar Girls' College

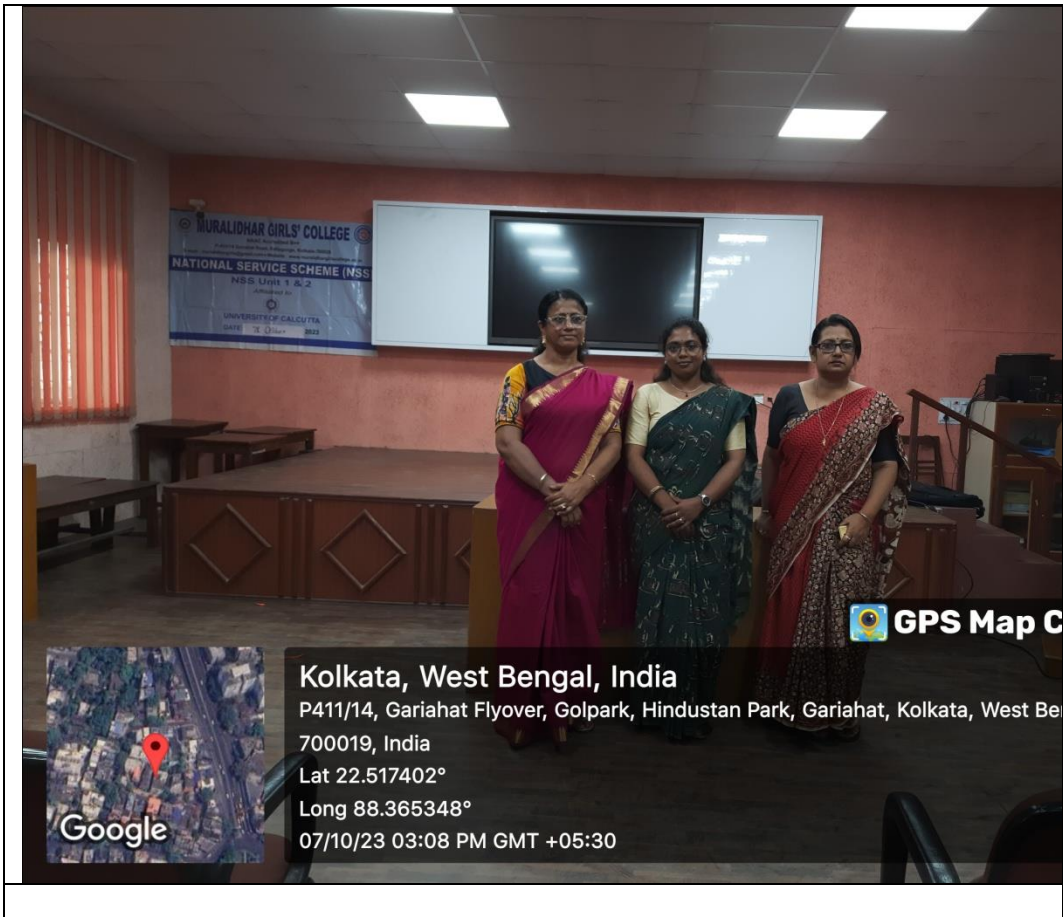


10th October 2023 Lesson for mental well-being of young adults

Teenine, a helpline service of CINI (Child in Need Institute), provide first level counselling to young adults on sexual reproductive health, psycho-social issues, emotional problems, family issues, Career Counselling, Group Counselling, Family and Parental Counselling. Various activities, discussions, interactions were conducted for understanding of self. Emotion Regulation, Anger Management, Adjustment issues, Sexual reproductive health issues were discussed. Hands-on-training was provided on self-esteem building, trust building exercise, dealing with negative thoughts etc.

Resource persons engaging students in the Ice Breaking session





Kolkata, West Bengal, India

P411/14, Gariahat Flyover, Golpark, Hindustan Park, Gariahat, Kolkata, West Bengal, India

700019, India

Lat 22.517402°

Long 88.365348°

07/10/23 03:08 PM GMT +05:30

 GPS Map C

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.

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.



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

Muralidhar Girls' College

P-411/14, GARIAHAT ROAD, BALLYGUNGE, KOLKATA - 700 029
(NAACACCREDITED - A)

Ref. No.....

Date.....

Members of the Gender Audit Cell (2023-2024)

1.Dr. Sampriti Biswas	<i>Sampriti Biswas</i>
2.Dr. Susmita Sengupta	<i>Susmita Sengupta</i>
3.Sri Sontu Bugh (Joint convener)	<i>Sontu Bugh</i>
4.Smt Paramita Pal	<i>Paramita Pal.</i>
5.Smt. Nabanita Kundu	<i>Nabanita Kundu</i>
6.Smt. Piyali Das	<i>Piyali Das</i>
7.Dr. Sangita Das Chowdhury (Joint Convener)	<i>Sangita Das Chowdhury</i>

Kinjalini Biswas

Principal
Muralidhar Girls' College