



GENDER AUDIT REPORT 2021-2022
OF
SRIPAT SINGH COLLEGE
P.O.-JIAGANJ, DIST.-MURSHIDABAD.PIN. -
742123



CONDUCTED
BY
Management System Consultancy
Kolkata: 700130



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

PREFACE

Gender sensitization is the basic requirement to understand the sensitive needs of a particular gender, be it female, male or transgender. It helps us to examine our personal attitudes and beliefs and question the realities that we thought we knew. Educational institutions can be instrumental in instilling thoughts and correcting perceptions (if need be). They help in developing a more democratic society capable of changing attitudes into accepting gender equality as a fundamental social value. Recognizing the importance of gender equality and its role in fostering a fair and inclusive society, SRIPAT SINGH COLLEGE since its inception in 2007, is committed to equity, equality of opportunity, and providing equality education to all students, regardless of their gender or background. By embracing gender equality as institutional core value, the college aims to create an environment that is supportive, respectful and equal for all individuals. To further these goals, the college undertook a Gender Audit. The gender audit is an attempt to study whether the college has 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 assess the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make the college campus safer for girl students/women and sharing the results with the authority of the college for implementation of the recommendations.

Gender Policy:

SRIPAT SINGH COLLEGE ensures a gender-sensitive and congenial democratic working environment for students, faculty and staff of the college across all the programs. The policy has been developed on the basis of policies of University Grants commission, state government and affiliating university.

1. No discrimination on the basis of gender.
2. Equal opportunity for all genders.
3. Freedom of expression.
4. Unbiased and confidential grievance redressal cell
5. Ensure the safety and security of all genders.

The College has several cells/committees to build up a Gender sensitive environment in the college:

1. Internal Complaints Committee

Internal Complaints Committee was established in the college according to the guidelines of Supreme court, UGC and State Government guidelines based on Sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal) Act 2013

The objectives of the Internal Complaints Committee

- i. To develop a policy against sexual harassment of women at the institute to evolve a permanent mechanism for the prevention and addresses of sexual harassment cases and other acts of gender-based violence at the institute
- ii. To ensure the implementation of the policy in better and spirit through proper reporting of the complaints and their follow up procedure
- iii. To uphold the commitment of the institute to provide an environment free of gender-based discrimination
- iv. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Internal Complaints Committee	
1.Dr.Kamal Krishna Sarkar	Chairman
2. Dr. Amal Modak (ex-officio, TCS)	Member
3. Dr. Mitali Tikader	Convenor
4. Dr. Sucheta Mukherjee	Member
5. Dr. Amit Kr. Kundu	Member
6. Sri Ashoke Kr. Mandal	Member
7. Smt. Tohida Khatun	Member
8. Smt. Sabina Yeasmin	Member
9. Smt. Gopa Chanda, NTS	Member

2. Anti-Ragging Committee

Anti-Ragging Committee is one of the important parts of college mechanism as per the guidelines of UGC.

Objectives of Anti-Ragging Committee are:

1. To aware the students of the humanizing effect of ragging inherent in its perversity
2. To keep a continuous watch and whistle over ragging so as to prevent its occurrence and recurrence
3. Promptly and stringently deal with the incidence of ragging brought to our notice

Anti-Ragging Committee		
I.	Dr. Kamal Krishna Sarkar, Principal	Chairman
II.	Mr. Faruk Abdulla	Convener
III.	Dr. Amal Modak, TCS	Member
IV.	B.D.O (Murshidabad-Jiaganj Block)	Member
V.	O.C (Jiaganj Police Station)	Member
VI.	Chairman (Jiaganj-Azimganj Municipality)	Member
VII.	N.G.O Representative	Member
VIII.	Dr. Sucheta Mukherjee (Representative of Faculty)	Member
IX.	Dr. Bibhas Bhattacharya (Do)	Member
X.	Dr. Amritendu Halder (Do)	Member
XI.	Mr. Dibakar Das (Librarian) (Do)	Member
XII.	Mr. Prasanta Mandal (Do)	Member
XIII.	Mr. Asoke Raj Mahali (Do)	Member
XIV.	Mr. Dilip Sarkar (Do)	Member
XV.	Ms. Neha Tamang (Superintendent of Girls' Hostel)	Member
XVI.	Mr. Rakesh Pal (Superintendent of Boys' Hostel)	Member
XVII.	Mr. Nizamuddin Sarkar (Representative of Faculty)	Member
XVIII.	Ms. Gopa Chanda (Clerk) (Representative of Non-Teaching Staff)	Member
XIX.	Mr. Bapan Mandal (Representative of Students)	Member
XX.	Aftab Ahmed (Representative of Students)	Member

Student's Grievance Redressal Committee

Grievance Redressal Committee addresses grievances and complaints received from students, faculty and other stakeholders. through Online mode and Grievance/Suggestion Box with the following Objectives:

1. To look into the complaints related to academic and non-academic matters lodged by any student.
2. To redress the complaints within the campus within a reasonable time period.
3. To optimize the satisfaction level of the students and other stakeholders in order to maintain proper ambience to foster the all-round development of the students.
4. To strengthen the bond between the students and the institution.

Scope: Students can lodge complaints about the following matters

1. Issue of Mark-sheets, Transfer Certificates, and other certificates
2. Various scholarships and government credit card
3. Payment of fees, dues and other financial matters
4. Infrastructural facilities of the college, like library, playground, laboratory, building, classroom, toilets, drinking water facility, etc.
5. Teaching-learning process in the college, interaction between students and teachers/office staff

6. Any other offensive activity committed against any student within the campus

Grievance Redressal Committee	
1. Dr. Kamal Krishna Sarkar	Chairperson
2. Dr. Amal Modak (ex-officio, TCS	Member
3. Dr. Ranabir Nath	Convenor
4. Dr. Sajal Kr. Dey	Member
5. Dr. Shibu Paul	Member
6. Smt. Nilofar Yeasmin	Member
7. Dr. Ajay Debnath	Member
8. Sri Biswajit Choudhury	Member
9. Sri Chotton Goswamu, NTS	Member

Women Development Cell/Prevention of Sexual Harassment Cell

According to the regulations by the Vishaka Guidelines, issued by the Supreme Court of India in 1997, UGC Regulations, 2015, the college has established this cell.

Objectives of Prevention of Sexual Harassment Cell are -

1. Prevention of Sexual Harassment and gender discrimination, including providing information and resources, and sensitization about sexual harassment and gender discrimination.
2. Remedies for Sexual harassment and gender discrimination, including counseling and support, and support in the complaint process.

Sanctions for Gender discrimination may include:

Counseling, Disciplinary action, Termination of employment, Expulsion from the college.

Sexual Harassment Cell		
I.	Dr. Kamal Krishna sarkar, Principal	Chairman
II.	Dr. Suchetana Mukherjee, Assistant Professor	Convener
III.	Dr. Sharmila Datta Banik, TCS	Member
IV.	Dr. Ajoy Debnath, Assistant Professor	Member
V.	Smt. Debjani Mandal	Member
VI.	Mr. Abhisek Bagdi, Assistant Professor	Member
VII.	Mr. Tohidur Rahaman, SACT	Member
VIII.	Smt. Debleena Mondal, SACT	Member



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

INITIATIVES TAKEN TO REALIZE THE GOAL OF GENDER EQUITY

- i. The syllabi of various subjects give emphasis on gender equity, gender sensitization and social justice.
- ii. Several girl students have excelled in university examinations. Ananda Dam, student of Sanskrit Department, ranked 1st Class 1st in Sanskrit (Honours) Examination of Cooch Behar Panchanan Barma University and achieved Gold Medal in 2020. Mousumi Das, student of Philosophy Department, ranked 1st Class 1st in Philosophy (Honours) Examination of Cooch Behar Panchanan Barma University and achieved Gold Medal in 2022.
- iii. Lectures and seminars on gender sensitization are organised in the college.
- iv. Women Development Cell has been formed in the college, which organises various programmes in the college on gender sensitization.
- v. International Women's Day is celebrated in the college each year with great gusto.
- vi. The college was awarded 2nd Prize in the Best College Category of the Cooch Behar District for its excellence in realizing the goals of "Kanyashree Prakalpa", which has played a significant role in promoting the education of girl students.
- vii. To ensure the safety and security of girls' students, the college has taken several steps, which include –
 - a) Installation of CCTV in the campus
 - b) Common Room for girls
 - c) Mandatory use of Identity Cards in the campus
 - d) Installation of vending machine for sanitary napkin
 - e) 24-hour security service in the college



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

f) Construction of boundary wall with gate

Other initiatives:

- i. The college organised training programmes on 'Wushu', and also conducted training sessions on Yoga for self-defence training of students.
- ii. The college organises programmes, like 'Basanta Utsav', 'Raksha Bandhan' and "Saraswati Puja" to develop feelings of brotherhood among students.
- iii. Equal opportunity for participation in extension activities, like NSS is ensured in the college.
- iv. Screening of film has been done in the college to promote gender sensitization.

Objectives of Gender Audit:

- Identification of areas exhibiting gender imbalances and a comprehensive analysis of the underlying causes.
- Provision of strategic measures to address and bridge identified gender gaps.
- Maintenance of a favorable gender balance within decision-making processes across all college activities.
- Evaluation of the college's initiatives and capabilities in preventing sexual harassment.
- Enhancement of operational capabilities within the Women's Development Cell/Prevention of Sexual Harassment Cell, Internal Complaints Committee and the Grievance Redresses Cell to ensure a robust response to gender-related issues within the College.

Methodology:

As part of the audit, we conducted an offline survey through a form designed for all students, faculty, and the non-teaching staff in order to collate the respondent's perception on the prevailing gender sensitive practice/facilities in the college campus.

Data Analysis

The tables and diagrams (1-6) show gender classification of male and female strength of students and the total number of admissions to the college.

Table 1: Gender wise details of total students in the college

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	6512	3218	2531

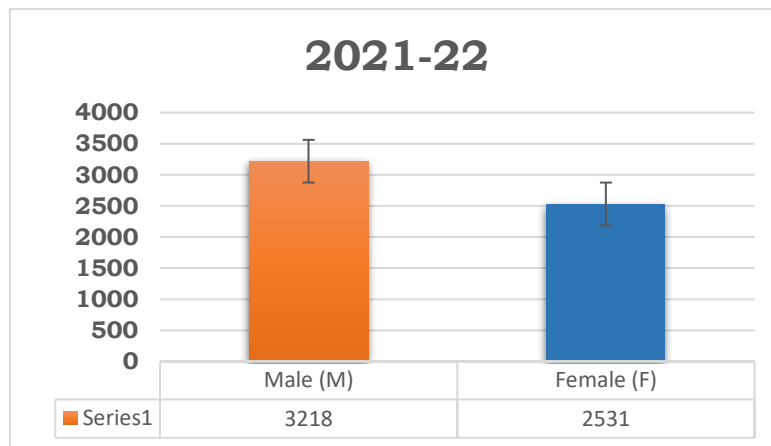


Table 2-A: Gender wise details of total students in B.A. 1stSemester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	1987	977	1010

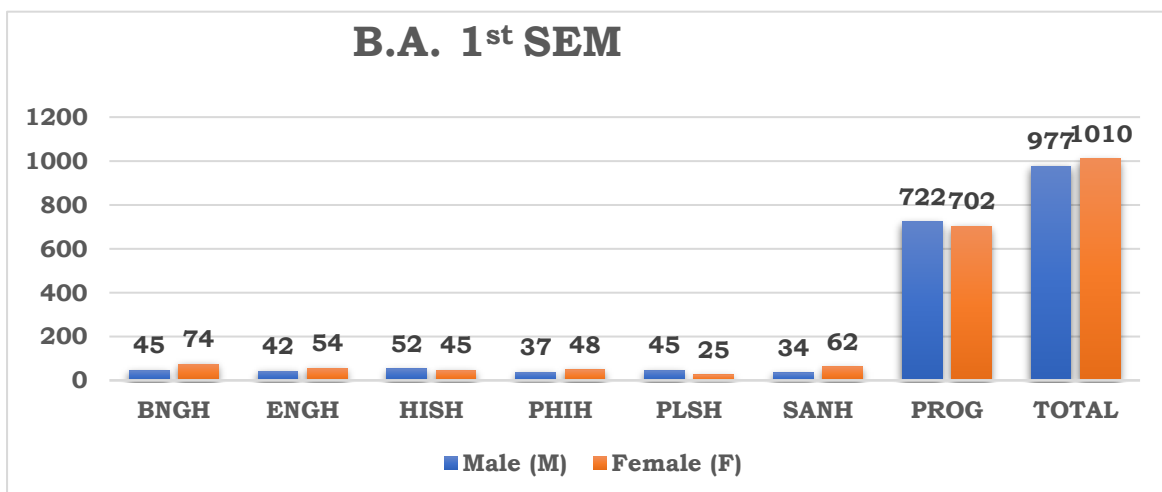


Table 2-B: Gender wise details of total students in B.SC. 1stSemester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	833	599	234

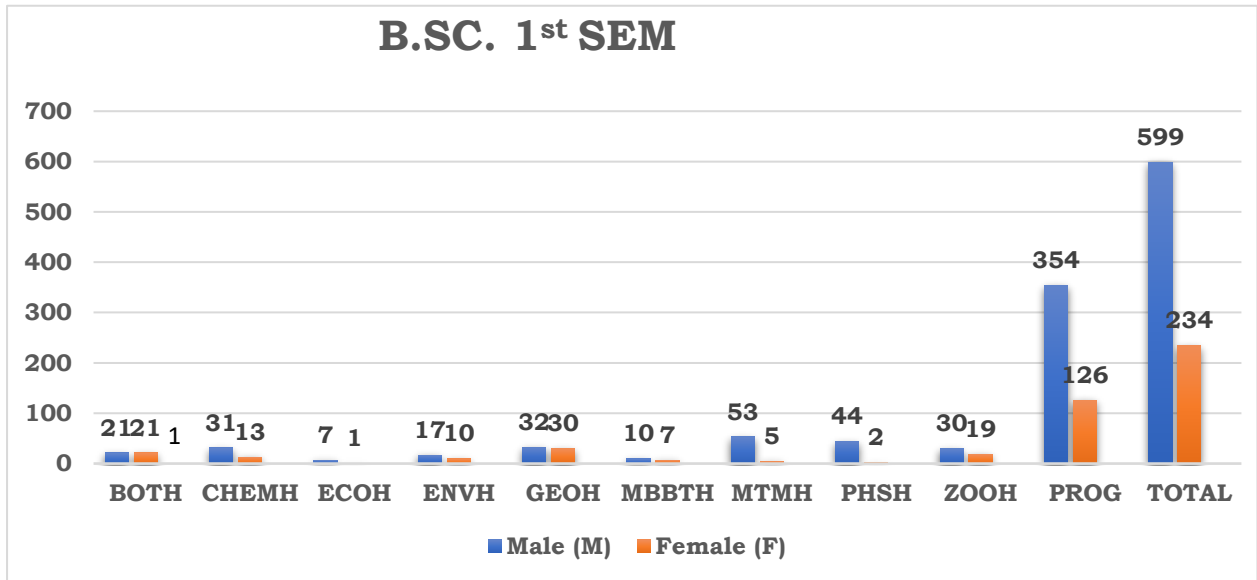


Table 3-A: Gender wise details of total students in B.A. 3rd Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	1334	725	609

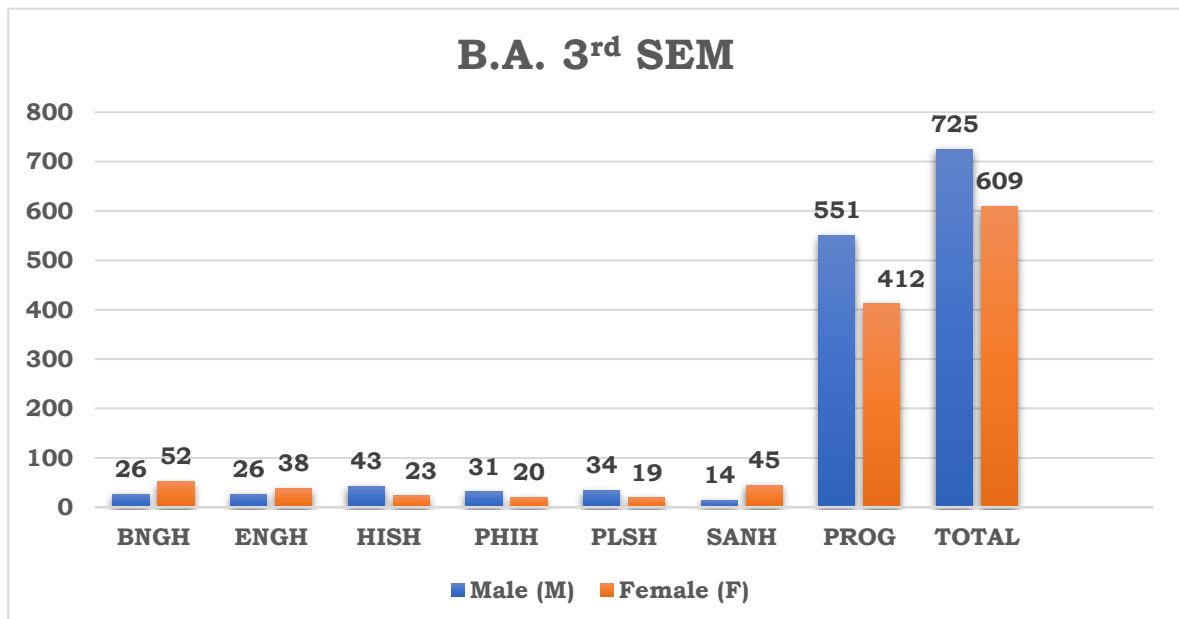


Table 3-A: Gender wise details of total students in B.SC. 3rd Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	281	210	72

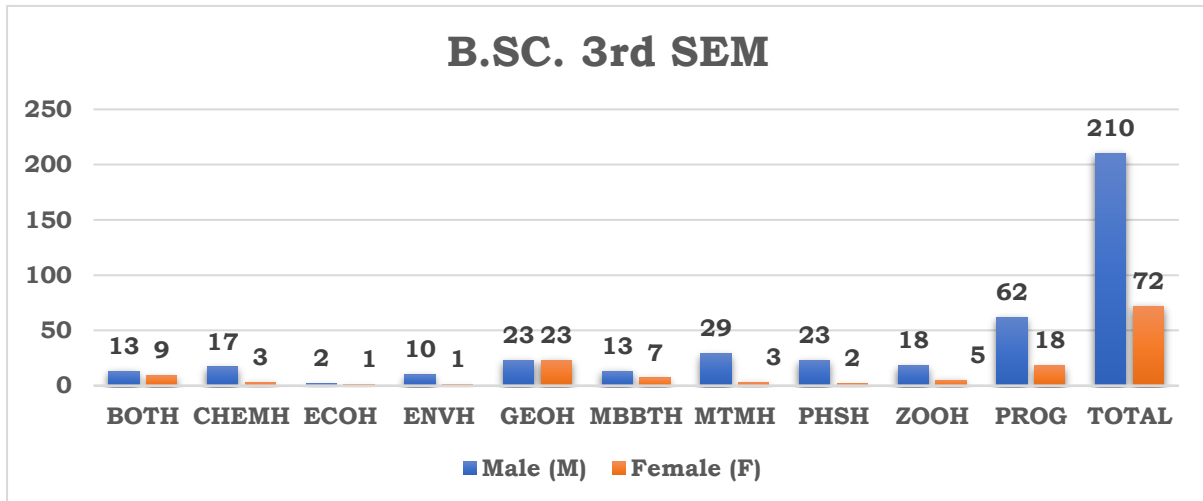


Table 4-A: Gender wise details of total students in B.A. 5th Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	1197	649	584

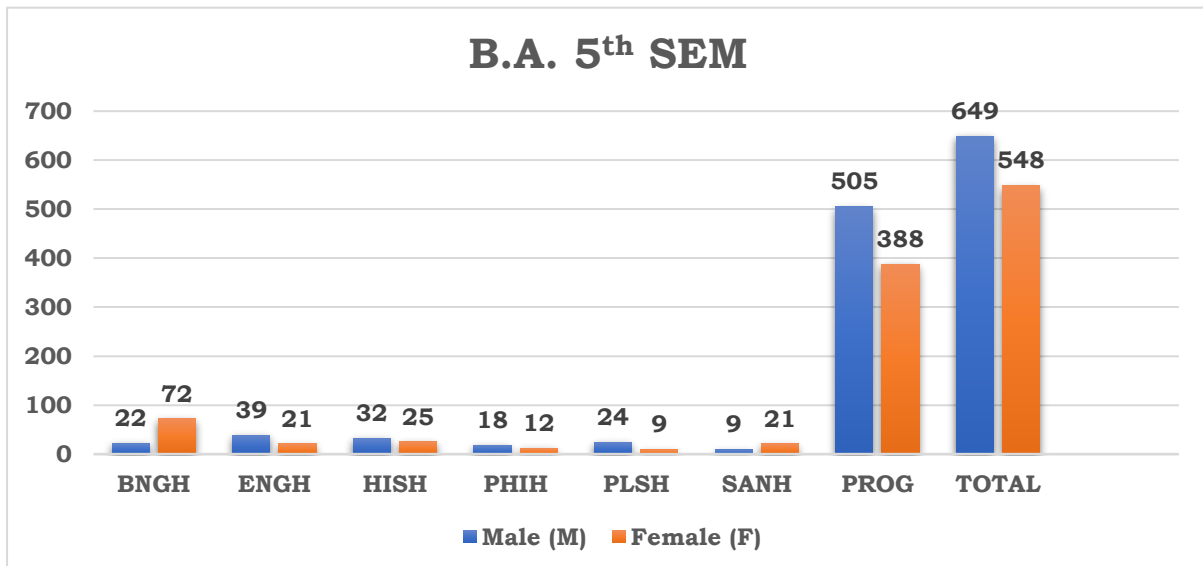


Table 4-B: Gender wise details of total students in B.SC. 5th Semester

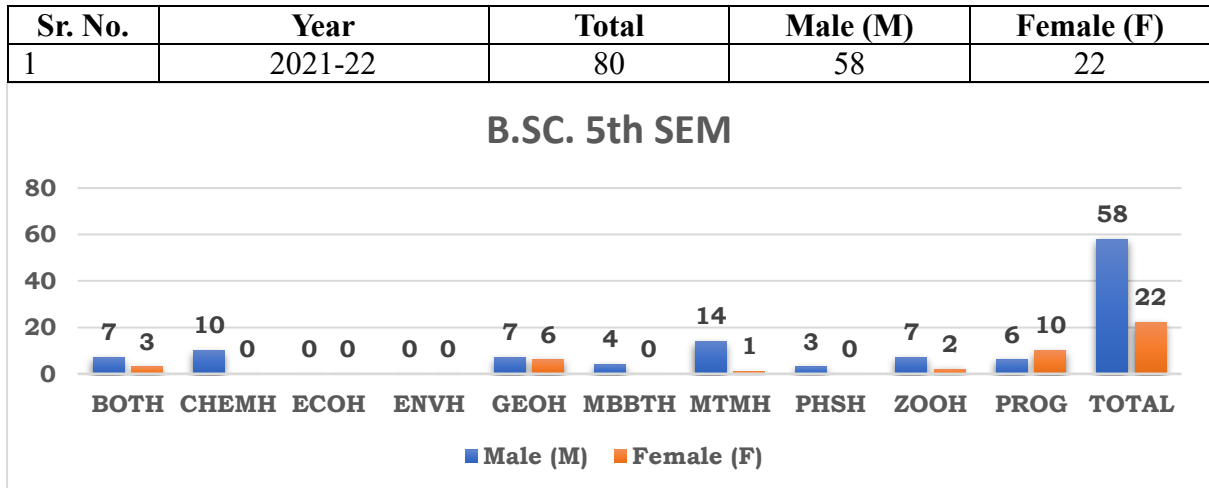


Table 5: Gender wise details of Total Staff (teaching) in the College

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	87	60	27

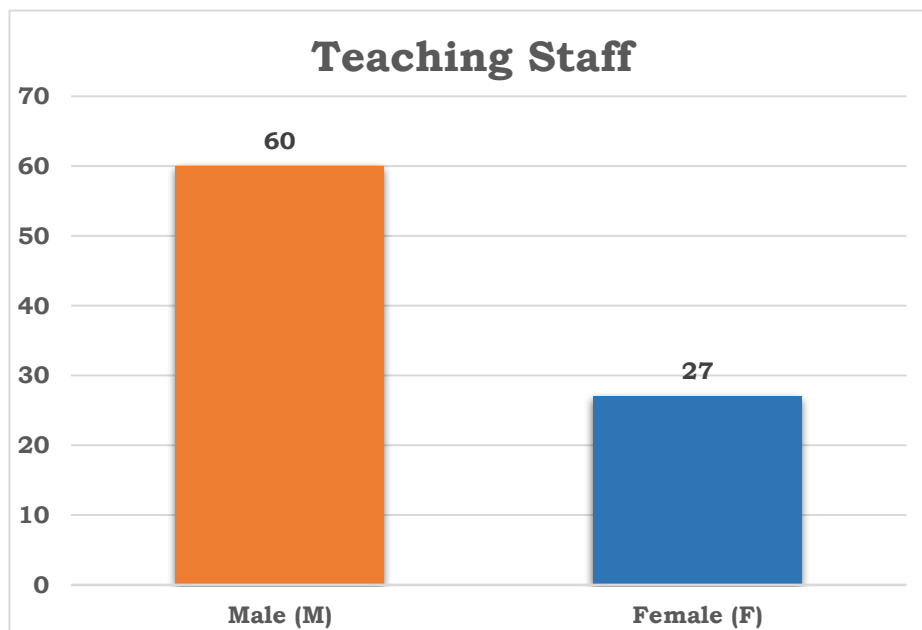
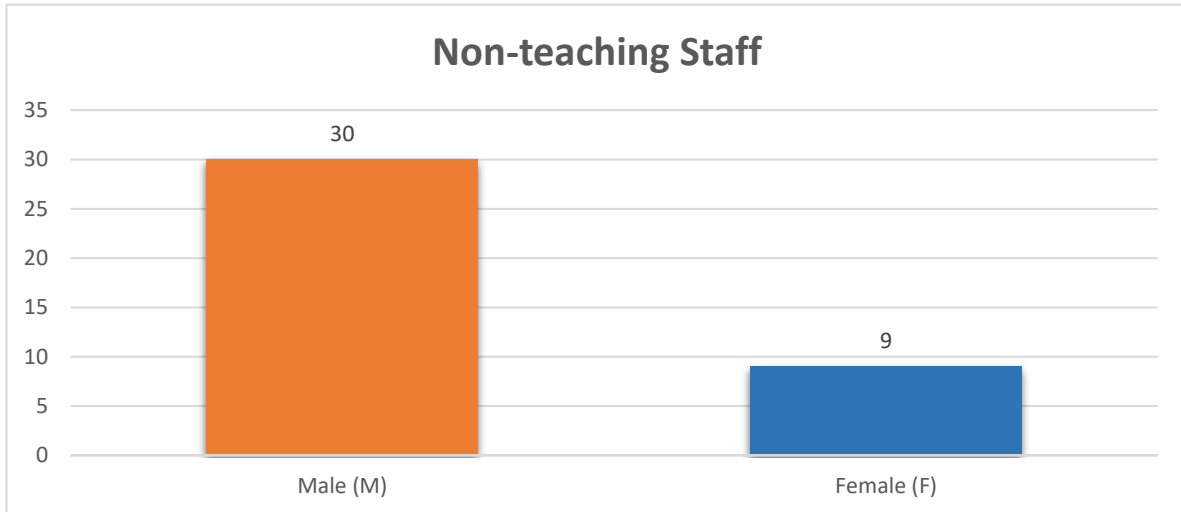


Table 6: Gender wise details of Total Staff (Non-teaching) in the College

Sr. No.	Year	Total	Male (M)	Female (F)
1	2021-22	39	30	9



SRIPAT SINGH COLLEGE

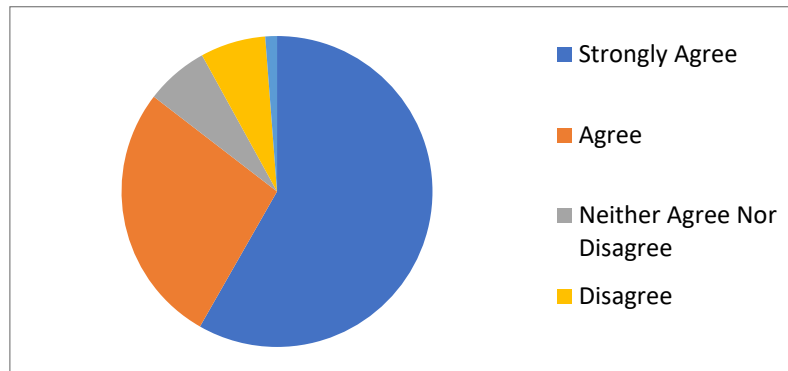
Gender Audit Survey Summary Report

Scale	1	2	3	4	5
Descriptors	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree

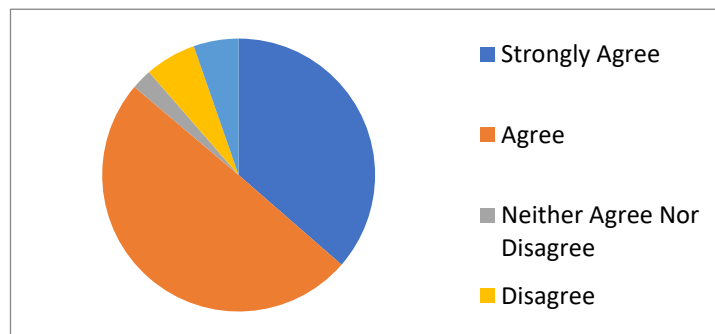
Sl. No.	How would you rate the following?	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Question		(%)				
1	The Institution conducts gender sensitizations programmes as a part of its curriculum.	58.25	27.18	6.55	6.80	1.21
2	Institution conducts different programmes annually for empowering women.	36.41	49.76	2.43	6.07	5.34
3	The Women's Cell is active in the College	69.90	27.18	0.49	1.70	0.73
4	The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues.	14.56	11.41	59.47	6.80	7.77
5	The Anti-Ragging Committee discharges its responsibilities effectively.	61.89	42.96	6.80	1.70	1.21
6	If need be, students know how and where to lodge a complaint?	27.91	43.93	18.20	7.77	2.18
7	Institution is Gender friendly.	47.09	42.96	9.22	0.73	0.00
8	Classroom facilities and other infrastructure facilities are highly encouraging gender equality.	33.25	37.62	25.49	2.91	0.73
9	The college offers equal opportunities in all Co-curriculum and extension activities.	44.42	39.81	10.92	3.16	1.70
10	The library has equal opportunities for all students.	52.18	46.60	1.21	0.00	0.00
11	College is always keen to provide opportunities for women for Cultural and sports activities.	21.36	54.61	16.50	4.13	3.40
12	College organizes different programmes annually on legal awareness, rights and provisions for women.	27.43	29.13	35.68	5.58	2.18
13	Institution provides gender wise equal opportunities for entry to different clubs and forums.	23.06	18.69	48.06	6.07	2.91
14	The Teacher and NTS are not Gender biased.	53.40	45.15	1.21	0.24	0.00
15	Adequate number of toilets are available in the campus for girls.	29.37	42.48	6.07	13.35	8.98

16	Adequate Security arrangements have been made in the campus.	28.40	48.54	16.50	4.13	2.43
17	Girls should choose on their own about when to get married	28.16	16.02	38.11	11.17	6.55
18	Girls should be able to choose to work after marriage to earn their own money	23.06	18.45	33.98	18.93	5.58
19	Girls and boys should do the same amount of housework	20.63	14.32	32.77	17.48	14.81
20	Boys should be fed before girls during meals	8.74	6.55	21.36	30.34	33.01
21	Because girls have to get married they should not be sent for higher education	1.21	2.18	6.31	33.01	57.28
22	It is necessary to give dowry	0.00	0.00	0.49	8.01	91.50
23	Only men should work outside the home	5.58	3.88	15.78	37.86	36.89
24	The husband should decide to buy the major household items	26.94	25.49	16.26	16.99	14.32
25	A women should tolerate violence in order to keep her family together	1.94	1.70	5.58	28.40	62.38

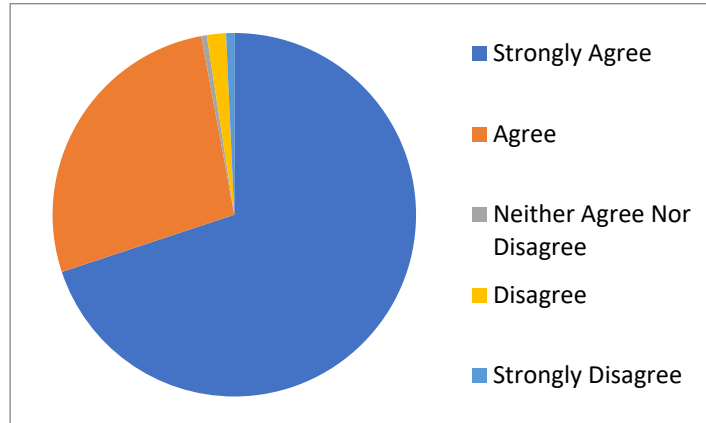
The Institution conducts gender sensitizations programmes as a part of its curriculum



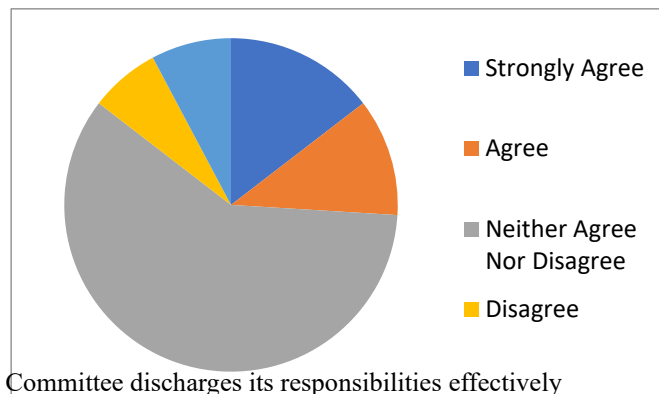
1. Institution conducts different programmes annually for empowering women.



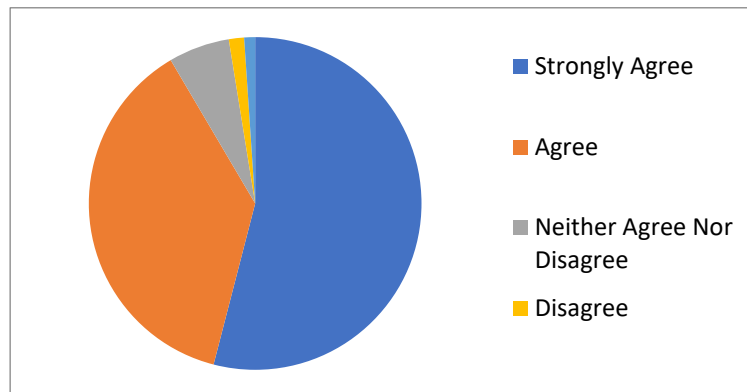
2. The Women's Cell is active in the College



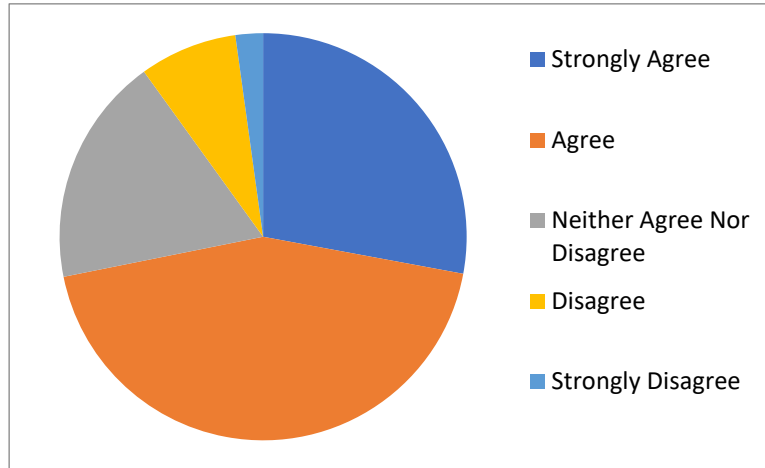
3. The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues



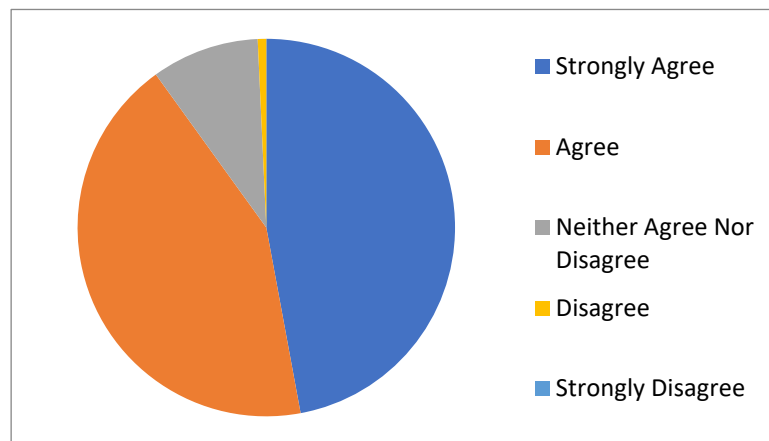
4. The Anti-Ragging Committee discharges its responsibilities effectively



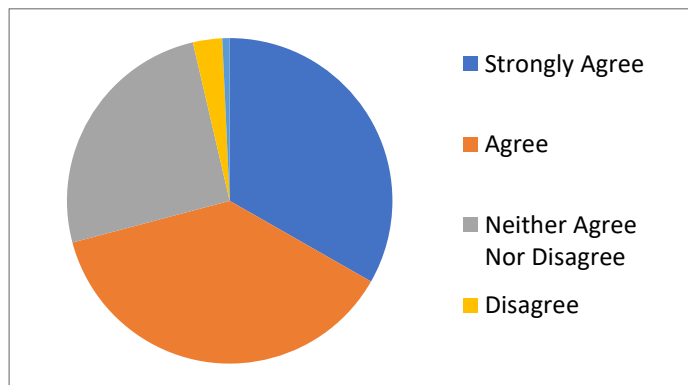
5. If need be, students know how and where to lodge a complaint?



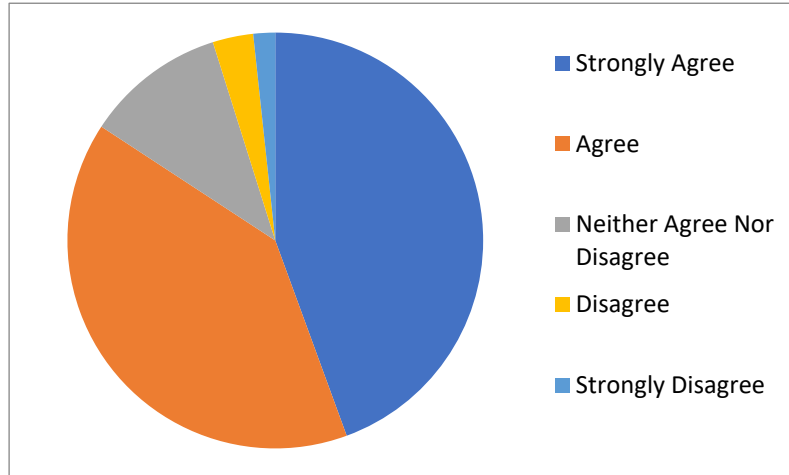
6. Institution is Gender friendly



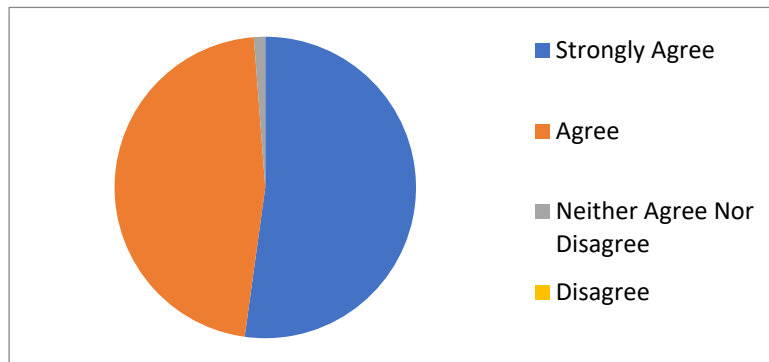
7. Classroom facilities and other infrastructure facilities are highly encouraging gender equality.



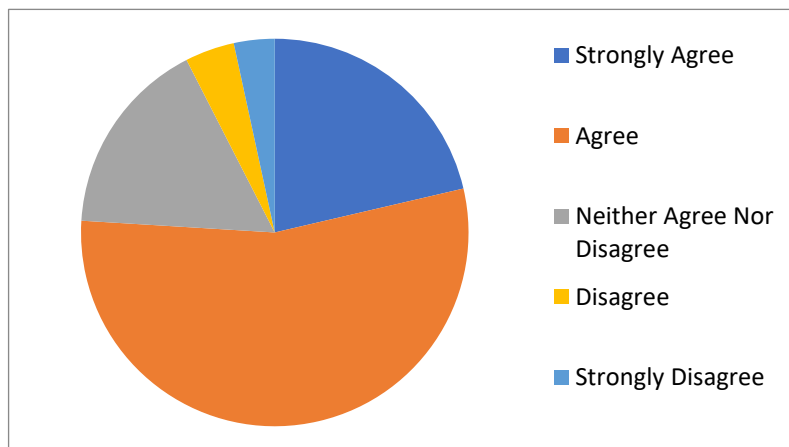
8. The college offers equal opportunities in all Co-curriculum and extension activities.



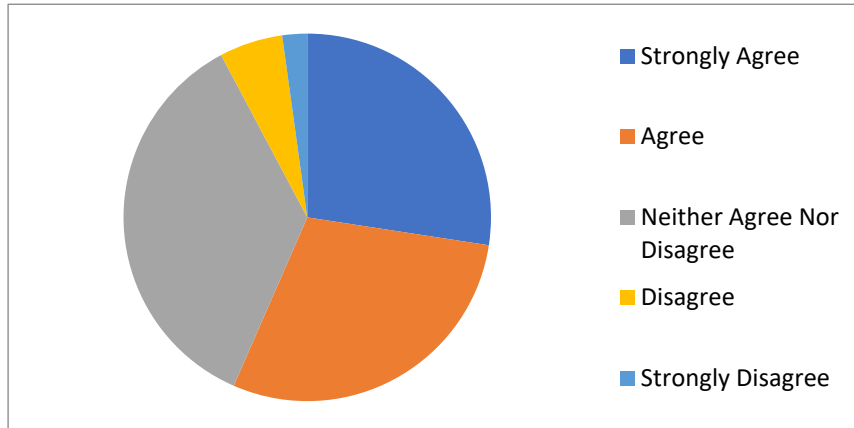
9. The library has equal opportunities for all students.



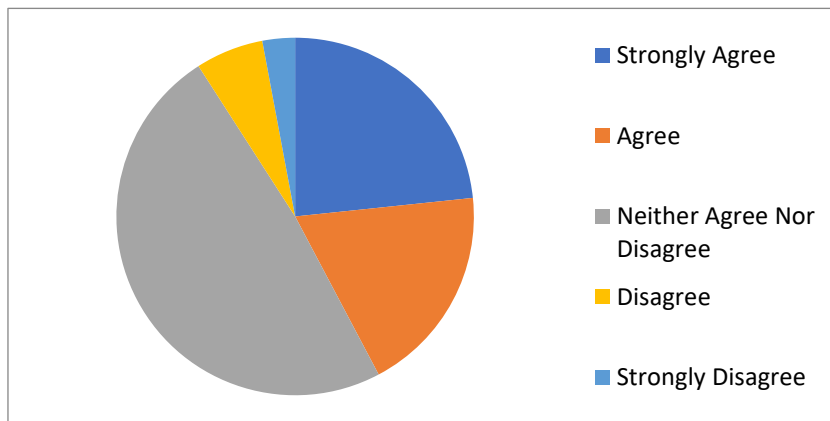
10. College is always keen to provide opportunities for women for Cultural and sports activities.



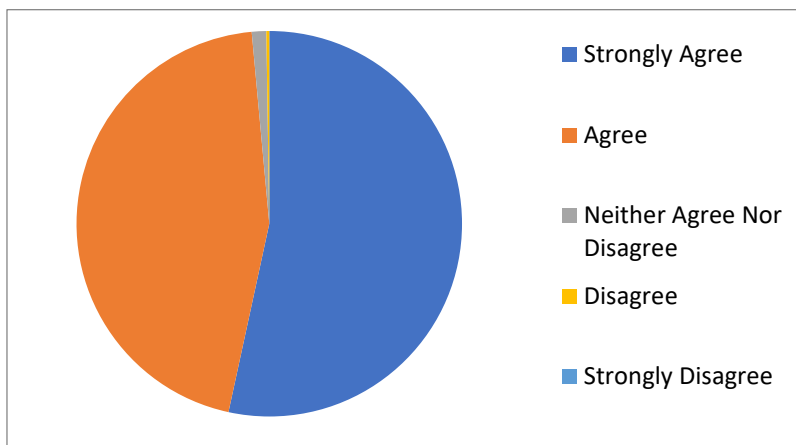
11. College organizes different programmes annually on legal awareness, rights and provisions for women.



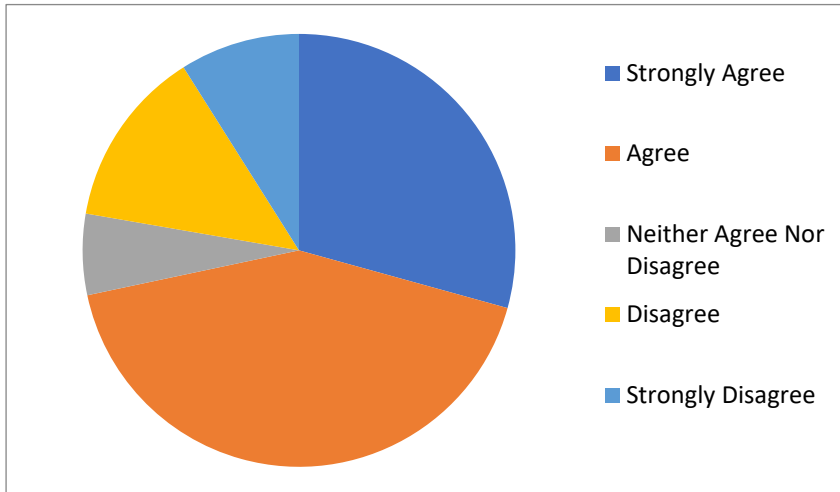
12. Institution provides gender wise equal opportunities for entry to different clubs and forums.



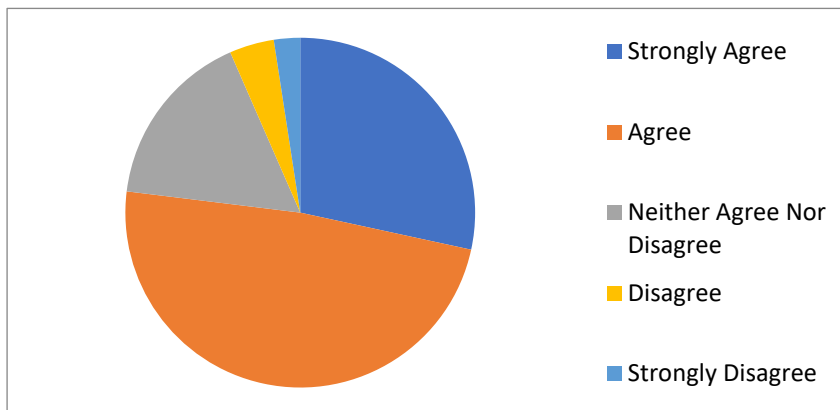
13. The Teacher and NTS are not Gender biased.



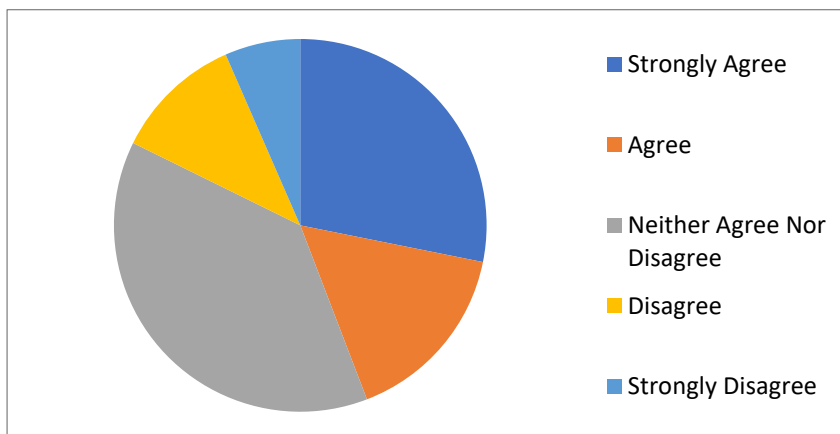
14. Adequate number of toilets are available in the campus for girls.



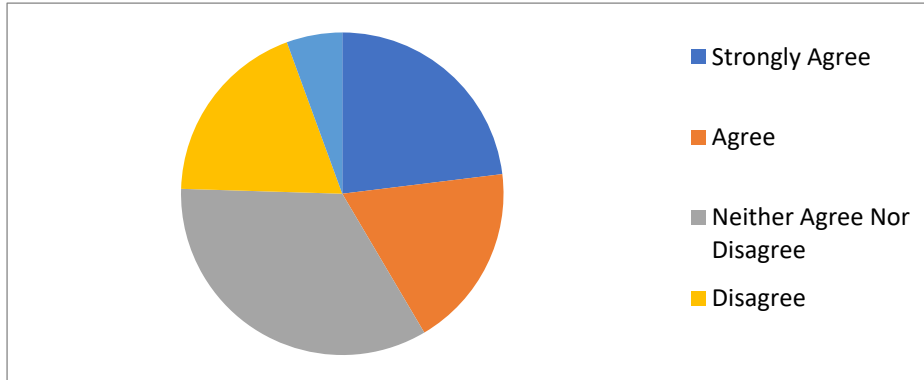
15. Adequate Security arrangements have been made in the campus.



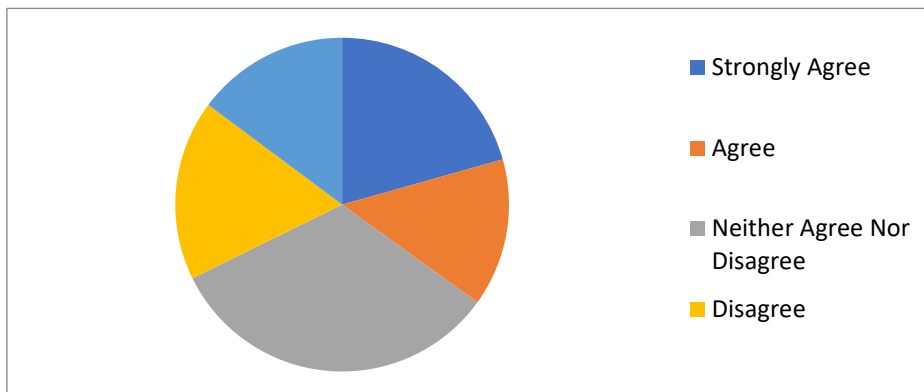
16. Girls should choose on their own about when to get married



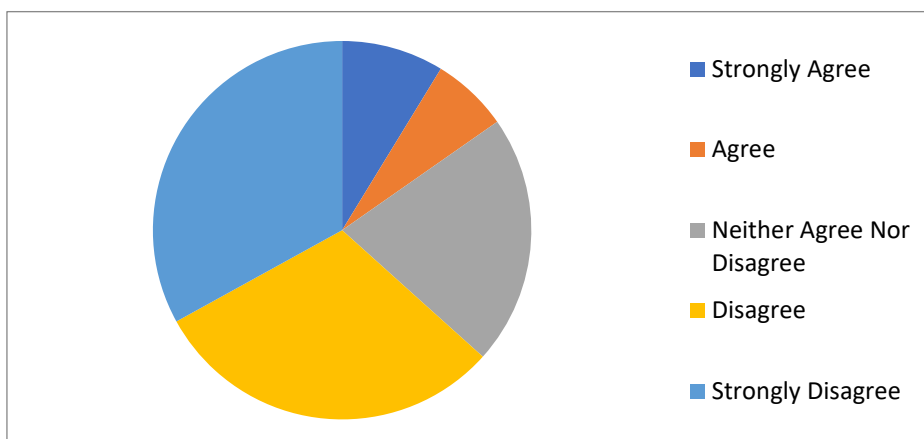
17. Girls should be able to choose to work after marriage to earn their own money



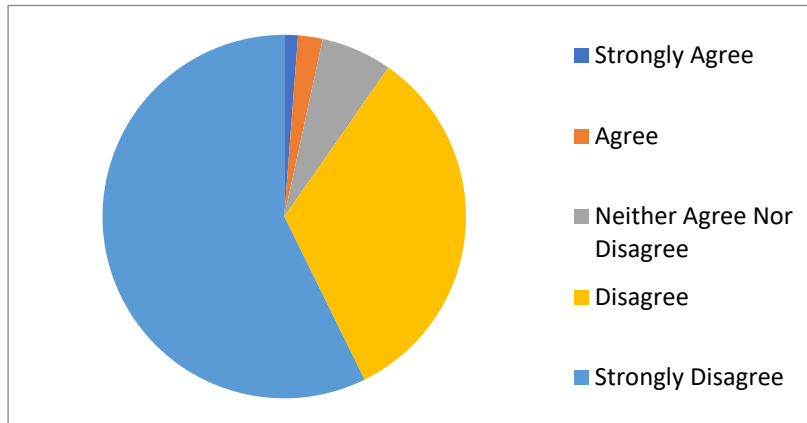
18. Girls and boys should do the same amount of housework



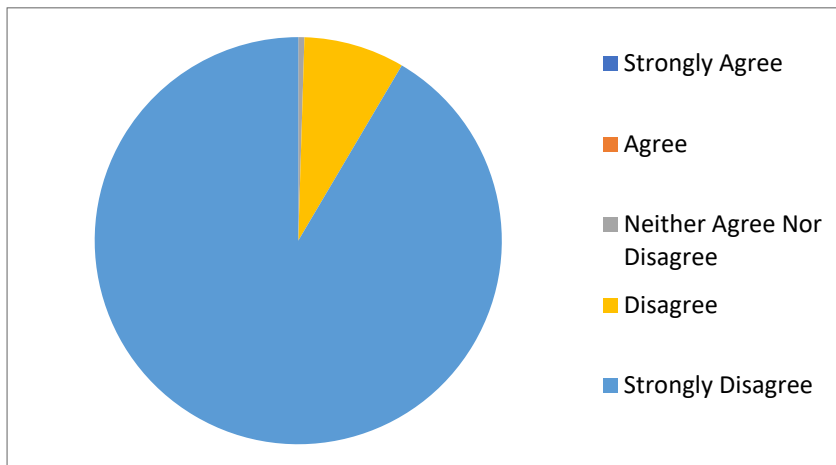
19. Boys should be fed before girls during meals



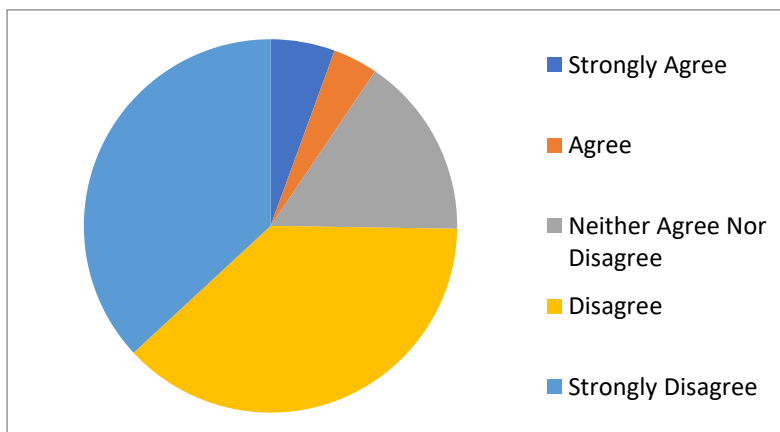
20. Because girls have to get married, they should not be sent for higher education



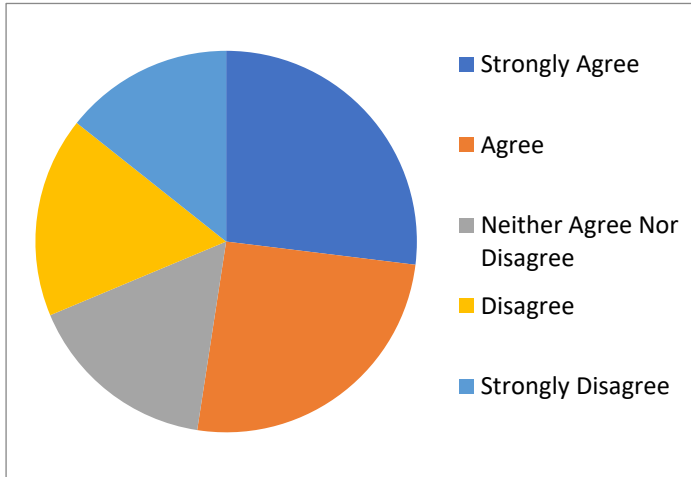
21. It is necessary to give dowry



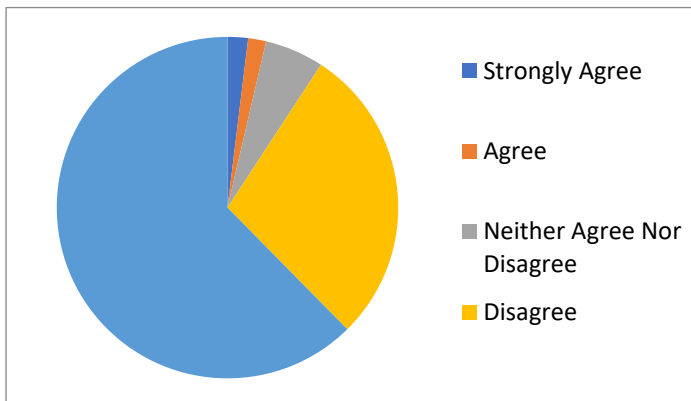
22. Only men should work outside the home



23. The husband should decide to buy the major household items



24. A women should tolerate violence in order to keep her family together



Gender Audit Report:

To build society healthy, sustainable and reformative resilience we must go for the equity and equality. This empowerment endows the shortfall of societal augmentation before the century back in our country as well as in our state. So, we, in the recent past, have several strategies to develop the authority to women and girls at every corner of our society to promote the Sustainable Development Goal (SDGs).

Gender Equity Interpretation: - It is a fair treatment to the men and women in accordance with their respective needs. It does not make men and women identical rather it focuses on equal rights, benefits, and opportunities. We find the gender misbalancing treatment promoting equality between all sexes and races.

Does equity matter? - It never undermines the social fabric and human potential. If we ignore our half of the population, then we must ignore the women rights in any form of the society. We must then ensure political, economic and social endeavor to all and sundry.

Global Goals for the Gender equity: - The United Nations' Global goal have 5 crucial objectives towards the women and girl's empowerment.

Key targets are listed below: -

1. Ending discrimination against women and girls.
2. Elimination violence and exploitation.
3. Eradicating the harmful practices like child marriage before adolescence and female genital mutilation.
4. Recognizing unpaid care work and promoting shared domestic responsibility.
5. Ensuring women's participation in leadership and decision making.
6. Providing universal access to reproductive health and rights.
7. Technology enabled economic empowerment.
8. Adopting policies and legislation for gender equality.

Long-Term Objectives: - Organization can set short-, medium-, and long-term gender equality objectives. Long-term goals require successful implementation of shorter-term actions over three to five years.

Challenges and Progress: - The challenges are: -

1. Child marriage may take several years to end.
2. Closing legal gaps also a big issue.
3. Achieving equal representation in leadership may takes decades we thought.
4. Equal representation in national parliaments may take proper will by the social reformers.



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

Enhance Female Representation:

Strive to increase the participation of female staff in decision-making bodies. Encourage their active involvement in shaping policies and strategies.

Diverse Co-Curricular Activities:

Organize a variety of co-curricular and extra-curricular activities that cater to both male and female students and staff. This promotes inclusivity and provides equal opportunities for personal growth.

Encourage Sports Participation:

Motivate girl students to engage in sports activities of their choice. Create an environment where they feel encouraged and supported to participate in sports and physical fitness programs.

Raise Awareness on Legal Rights:

Conduct awareness programs specifically focused on educating women about their legal rights. Cover topics such as gender equality, protection against discrimination, and access to justice.

Self-Employment Training:

Introduce self-employment training programs across various subjects. Equip female students with practical skills and knowledge to pursue entrepreneurial ventures.

Marketability of Student Products:

Enhance the marketability of products created by students. Encourage female students to showcase their talents and creativity, ensuring their work receives due recognition.

We must consider, these efforts contribute to a more equitable and empowered educational environment.



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

Conclusion:

Focus on Environmental is applicable. The SRIPAT SINGH COLLEGE have proper plan for Future Development on Environmental expect.

We have also suggested them how to improve the Environmental expect in a better way.

Audit conducted by “Management System Consultancy”

Auditor

Amalesh ksr. mandal



Amalesh Kumar Mandal

(IRCA Accredited Lead Auditor on Quality, Environment, Energy Management System, Empanelled Auditor from IAF accredited Certification Body, Energy Management System Auditor from National Productivity Council, Environment Management System personnel from National Safety Council, ISO 17020:2012 Competence Certified for Quality Council of India and Carbon Footprint Calculator Certified from BSI)

[Signature]
DR. KAMAL KRISHNA SARKA
Principal
Sripat Singh College
Jiganj, Murshidabad



(Principal of SRIPAT SINGH COLLEGE)



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

GENDER AUDIT CONFORMITY CERTIFICATE

THIS CERTIFICATE IS PROUDLY AWARDED TO

SRIPAT SINGH COLLEGE

FOR UNDERGONE A COMPREHENSIVE GENDER
AUDIT, TO EVALUTE ITS COMMITMENT TO
GENDER EQUALITY.

For the period of 2021-2022

Endorsed By:

Amalish Kr. Mandal



MANAGEMENT SYSTEM CONSULTANCY

Authorization:

- Certified on Gender Equality and Human Rights, Dec'21 from United Nations Institute for Training and Research (Completed 2 SDG modules)
- Certified on Green Economy, Nov'21 from United Nations Institute for Training and Research
- Certified on Sustainable Development in practice Sept'22 from United Nations Institute for Training and Research.

UMA Apartment, Rishi Arobindo Road, Madhyamgram, Kolkata-700130
Email ID: managementsystemconsultancy@gmail.com
Website: www.msystemcon.com



GENDER AUDIT REPORT 2022-2023
OF
SRIPAT SINGH COLLEGE
P.O.-JIAGANJ, DIST.-MURSHIDABAD.PIN. -
742123



CONDUCTED
BY
Management System Consultancy
Kolkata: 700130



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

PREFACE

Gender sensitization is the basic requirement to understand the sensitive needs of a particular gender, be it female, male or transgender. It helps us to examine our personal attitudes and beliefs and question the realities that we thought we knew. Educational institutions can be instrumental in instilling thoughts and correcting perceptions (if need be). They help in developing a more democratic society capable of changing attitudes into accepting gender equality as a fundamental social value. Recognizing the importance of gender equality and its role in fostering a fair and inclusive society, SRIPAT SINGH COLLEGE since its inception in 2007, is committed to equity, equality of opportunity, and providing equality education to all students, regardless of their gender or background. By embracing gender equality as institutional core value, the college aims to create an environment that is supportive, respectful and equal for all individuals. To further these goals, the college undertook a Gender Audit. The gender audit is an attempt to study whether the college has 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 assess the impact of its current and proposed policies on gender equality. The gender audit was conducted to identify means to make the college campus safer for girl students/women and sharing the results with the authority of the college for implementation of the recommendations.

Gender Policy:

SRIPAT SINGH COLLEGE ensures a gender-sensitive and congenial democratic working environment for students, faculty and staff of the college across all the programs. The policy has been developed on the basis of policies of University Grants commission, state government and affiliating university.

1. No discrimination on the basis of gender.
2. Equal opportunity for all genders.
3. Freedom of expression.
4. Unbiased and confidential grievance redressal cell
5. Ensure the safety and security of all genders.

The College has several cells/committees to build up a Gender sensitive environment in the college:

1. Internal Complaints Committee

Internal Complaints Committee was established in the college according to the guidelines of Supreme court, UGC and State Government guidelines based on Sexual Harassment of Women at workplace (Prevention, Prohibition & Redressal) Act 2013

The objectives of the Internal Complaints Committee

- i. To develop a policy against sexual harassment of women at the institute to evolve a permanent mechanism for the prevention and addresses of sexual harassment cases and other acts of gender-based violence at the institute
- ii. To ensure the implementation of the policy in better and spirit through proper reporting of the complaints and their follow up procedure
- iii. To uphold the commitment of the institute to provide an environment free of gender-based discrimination
- iv. To promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Internal Complaints Committee	
1.Dr.Kamal Krishna Sarkar	Chairman
2. Dr. Amal Modak (ex-officio, TCS)	Member
3. Dr. Mitali Tikader	Convenor
4. Dr. Sucheta Mukherjee	Member
5. Dr. Amit Kr. Kundu	Member
6. Sri Ashoke Kr. Mandal	Member
7. Smt. Tohida Khatun	Member
8. Smt. Sabina Yeasmin	Member
9. Smt. Gopa Chanda, NTS	Member

2. Anti-Ragging Committee

Anti-Ragging Committee is one of the important parts of college mechanism as per the guidelines of UGC.

Objectives of Anti-Ragging Committee are:

1. To aware the students of the humanizing effect of ragging inherent in its perversity
2. To keep a continuous watch and whistle over ragging so as to prevent its occurrence and recurrence
3. Promptly and stringently deal with the incidence of ragging brought to our notice

Anti-Ragging Committee		
I.	Dr. Kamal Krishna Sarkar, Principal	Chairman
II.	Mr. Faruk Abdulla	Convener
III.	Dr. Amal Modak, TCS	Member
IV.	B.D.O (Murshidabad-Jiaganj Block)	Member
V.	O.C (Jiaganj Police Station)	Member
VI.	Chairman (Jiaganj-Azimganj Municipality)	Member
VII.	N.G.O Representative	Member
VIII.	Dr. Sucheta Mukherjee (Representative of Faculty)	Member
IX.	Dr. Bibhas Bhattacharya (Do)	Member
X.	Dr. Amritendu Halder (Do)	Member
XI.	Mr. Dibakar Das (Librarian) (Do)	Member
XII.	Mr. Prasanta Mandal (Do)	Member
XIII.	Mr. Asoke Raj Mahali (Do)	Member
XIV.	Mr. Dilip Sarkar (Do)	Member
XV.	Ms. Neha Tamang (Superintendent of Girls' Hostel)	Member
XVI.	Mr. Rakesh Pal (Superintendent of Boys' Hostel)	Member
XVII.	Mr. Nizamuddin Sarkar (Representative of Faculty)	Member
XVIII.	Ms. Gopa Chanda (Clerk) (Representative of Non-Teaching Staff)	Member
XIX.	Mr. Bapan Mandal (Representative of Students)	Member
XX.	Aftab Ahmed (Representative of Students)	Member

Student's Grievance Redressal Committee

Grievance Redressal Committee addresses grievances and complaints received from students, faculty and other stakeholders. through Online mode and Grievance/Suggestion Box with the following Objectives:

1. To look into the complaints related to academic and non-academic matters lodged by any student.
2. To redress the complaints within the campus within a reasonable time period.
3. To optimize the satisfaction level of the students and other stakeholders in order to maintain proper ambience to foster the all-round development of the students.
4. To strengthen the bond between the students and the institution.

Scope: Students can lodge complaints about the following matters

1. Issue of Mark-sheets, Transfer Certificates, and other certificates
2. Various scholarships and government credit card
3. Payment of fees, dues and other financial matters
4. Infrastructural facilities of the college, like library, playground, laboratory, building, classroom, toilets, drinking water facility, etc.
5. Teaching-learning process in the college, interaction between students and teachers/office staff

6. Any other offensive activity committed against any student within the campus

Grievance Redressal Committee	
1. Dr. Kamal Krishna Sarkar	Chairperson
2. Dr. Amal Modak (ex-officio, TCS	Member
3. Dr. Ranabir Nath	Convenor
4. Dr. Sajal Kr. Dey	Member
5. Dr. Shibu Paul	Member
6. Smt. Nilofar Yeasmin	Member
7. Dr. Ajay Debnath	Member
8. Sri Biswajit Choudhury	Member
9. Sri Chotton Goswamu, NTS	Member

Women Development Cell/Prevention of Sexual Harassment Cell

According to the regulations by the Vishaka Guidelines, issued by the Supreme Court of India in 1997, UGC Regulations, 2015, the college has established this cell.

Objectives of Prevention of Sexual Harassment Cell are -

1. Prevention of Sexual Harassment and gender discrimination, including providing information and resources, and sensitization about sexual harassment and gender discrimination.
2. Remedies for Sexual harassment and gender discrimination, including counseling and support, and support in the complaint process.

Sanctions for Gender discrimination may include:

Counseling, Disciplinary action, Termination of employment, Expulsion from the college.

Sexual Harassment Cell		
I.	Dr. Kamal Krishna sarkar, Principal	Chairman
II.	Dr. Suchetana Mukherjee, Assistant Professor	Convener
III.	Dr. Sharmila Datta Banik, TCS	Member
IV.	Dr. Ajoy Debnath, Assistant Professor	Member
V.	Smt. Debjani Mandal	Member
VI.	Mr. Abhisek Bagdi, Assistant Professor	Member
VII.	Mr. Tohidur Rahaman, SACT	Member
VIII.	Smt. Debleena Mondal, SACT	Member

INITIATIVES TAKEN TO REALIZE THE GOAL OF GENDER EQUITY



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

- i. The syllabi of various subjects give emphasis on gender equity, gender sensitization and social justice.
- ii. Several girl students have excelled in university examinations. Ananda Dam, student of Sanskrit Department, ranked 1st Class 1st in Sanskrit (Honours) Examination of Cooch Behar Panchanan Barma University and achieved Gold Medal in 2020. Mousumi Das, student of Philosophy Department, ranked 1st Class 1st in Philosophy (Honours) Examination of Cooch Behar Panchanan Barma University and achieved Gold Medal in 2022.
- iii. Lectures and seminars on gender sensitization are organised in the college.
- iv. Women Development Cell has been formed in the college, which organises various programmes in the college on gender sensitization.
- v. International Women's Day is celebrated in the college each year with great gusto.
- vi. The college was awarded 2nd Prize in the Best College Category of the Cooch Behar District for its excellence in realizing the goals of "Kanyashree Prakalpa", which has played a significant role in promoting the education of girl students.
- vii. To ensure the safety and security of girls' students, the college has taken several steps, which include –
 - a) Installation of CCTV in the campus
 - b) Common Room for girls
 - c) Mandatory use of Identity Cards in the campus
 - d) Installation of vending machine for sanitary napkin
 - e) 24-hour security service in the college
 - f) Construction of boundary wall with gate



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

Other initiatives:

- i. The college organised training programmes on 'Wushu', and also conducted training sessions on Yoga for self-defence training of students.
- ii. The college organises programmes, like 'Basanta Utsav', 'Raksha Bandhan' and "Saraswati Puja' to develop feelings of brotherhood among students.
- iii. Equal opportunity for participation in extension activities, like NSS is ensured in the college.
- iv. Screening of film has been done in the college to promote gender sensitization.

Objectives of Gender Audit:

- Identification of areas exhibiting gender imbalances and a comprehensive analysis of the underlying causes.
- Provision of strategic measures to address and bridge identified gender gaps.
- Maintenance of a favorable gender balance within decision-making processes across all college activities.
- Evaluation of the college's initiatives and capabilities in preventing sexual harassment.
- Enhancement of operational capabilities within the Women's Development Cell/Prevention of Sexual Harassment Cell, Internal Complaints Committee and the Grievance Redresses Cell to ensure a robust response to gender-related issues within the College.

Methodology:

As part of the audit, we conducted an offline survey through a form designed for all students, faculty, and the non-teaching staff in order to collate the respondent's perception on the prevailing gender sensitive practice/facilities in the college campus.

Data Analysis

The tables and diagrams (1-6) show gender classification of male and female strength of students and the total number of admissions to the college.

Table 1: Gender wise details of total students in the college

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	5706	3091	2615

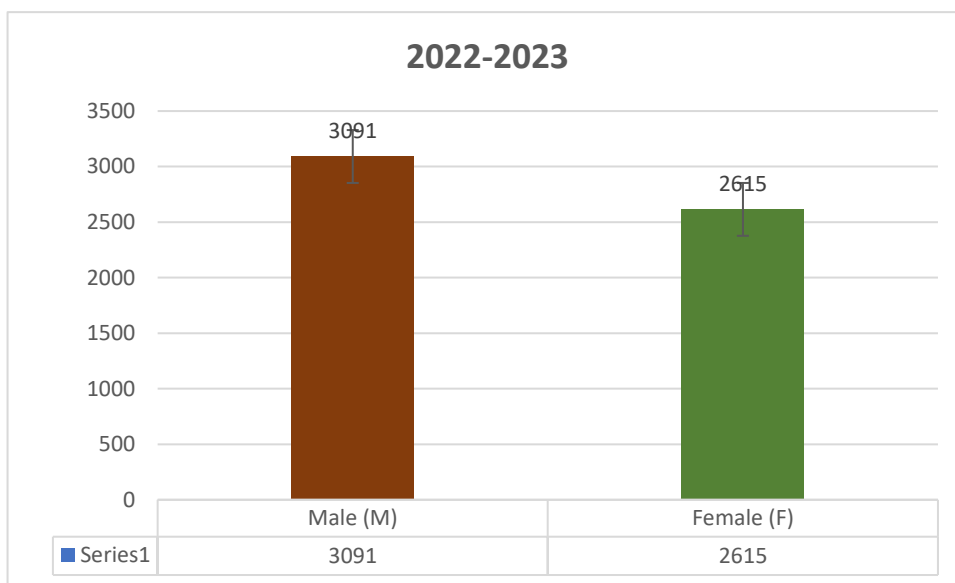
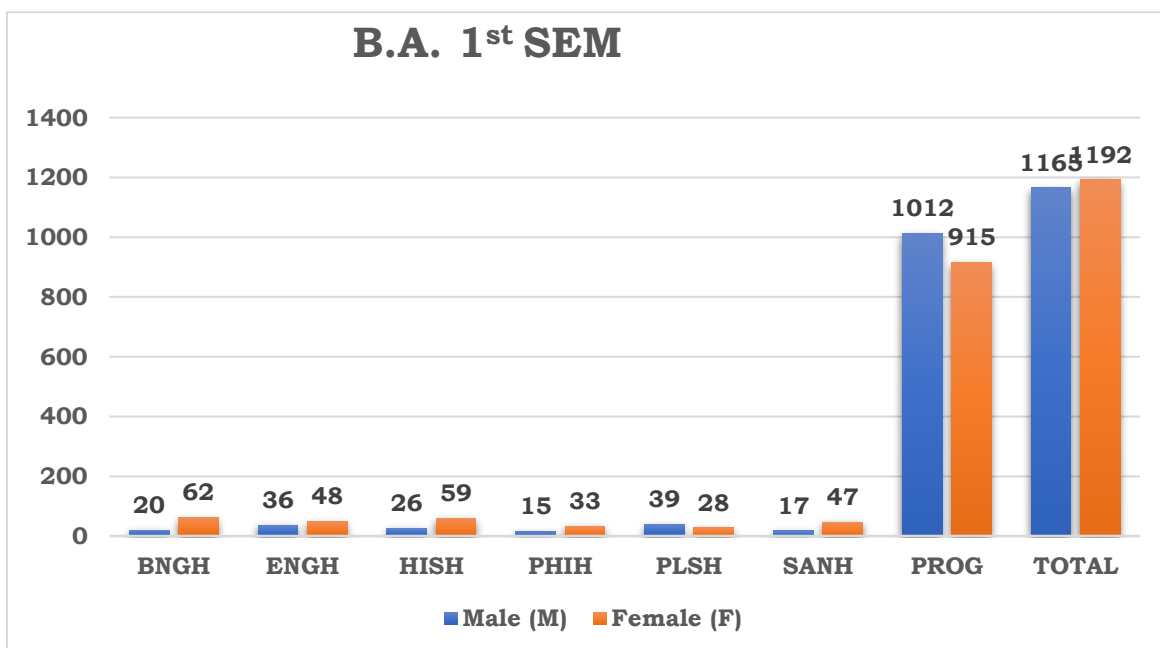


Table 2-

A: Gender wise details of total students in B.A. 1stSemester



Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803ALZH

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	2357	1165	1192

Table 2-B: Gender wise details of total students in B.SC. 1stSemester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	704	490	214

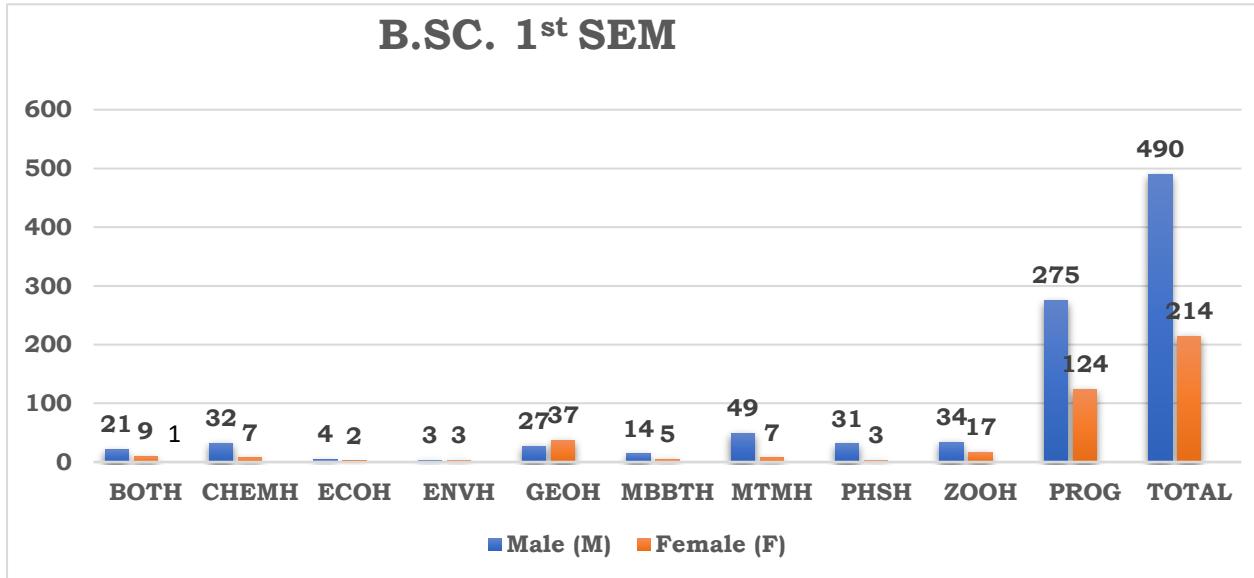


Table 3-A: Gender wise details of total students in B.A. 3rd Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	1142	554	588

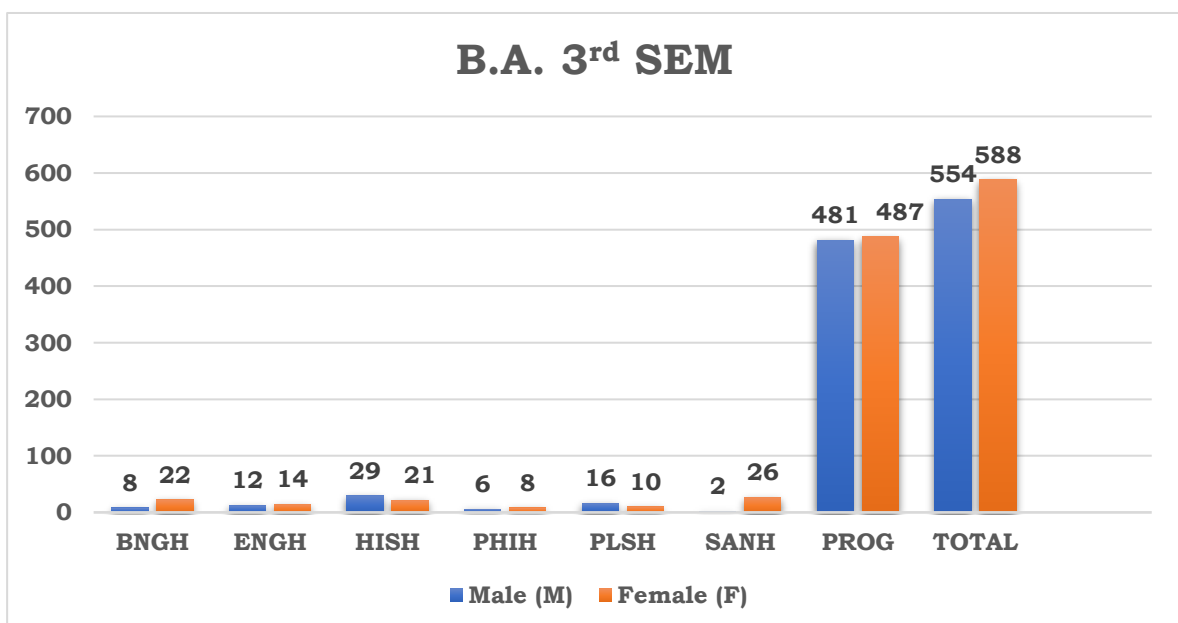


Table 3-A: Gender wise details of total students in B.SC. 3rd Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	206	143	63

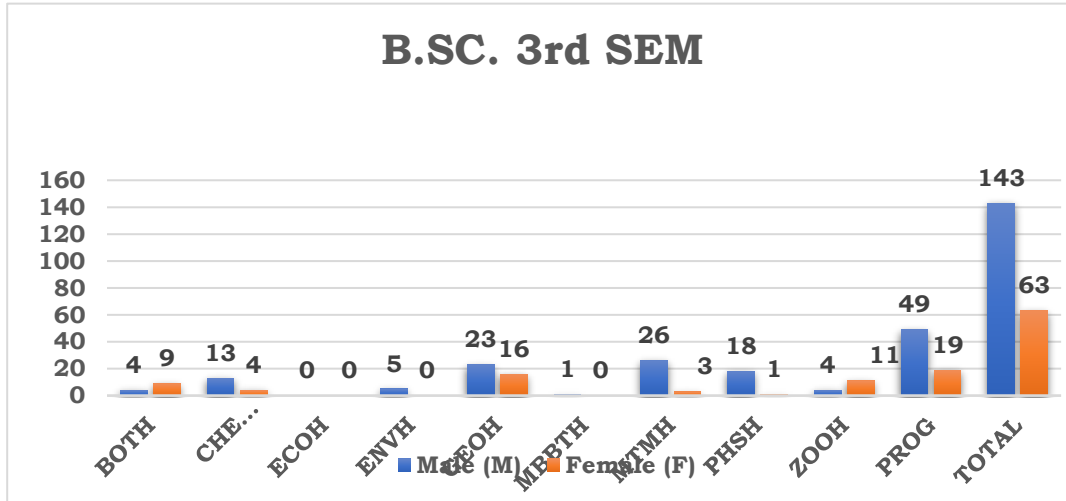


Table 4-A: Gender wise details of total students in B.A. 5th Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2023-24	1073	577	496

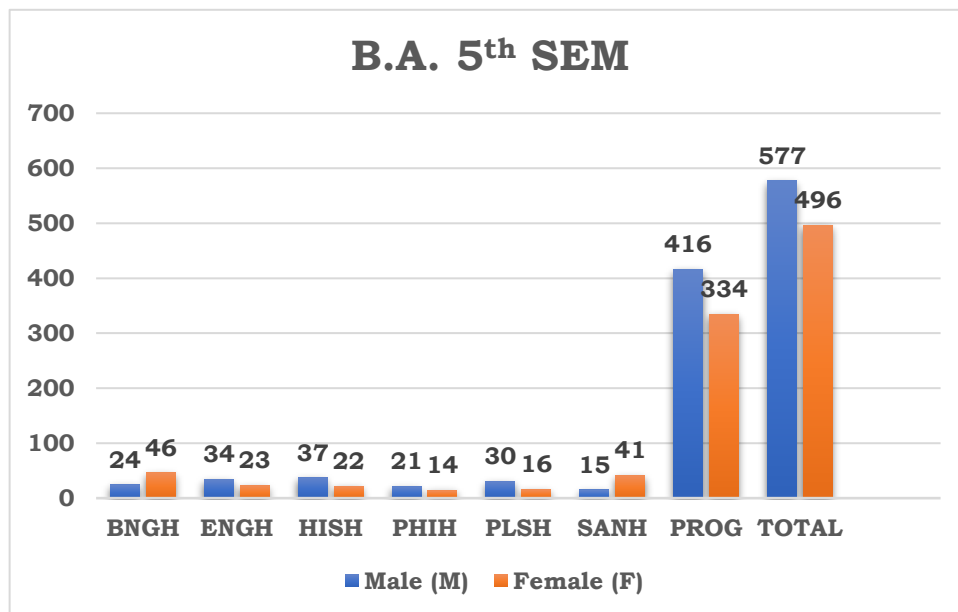


Table 4-B: Gender wise details of total students in B.SC. 5th Semester

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	224	162	62

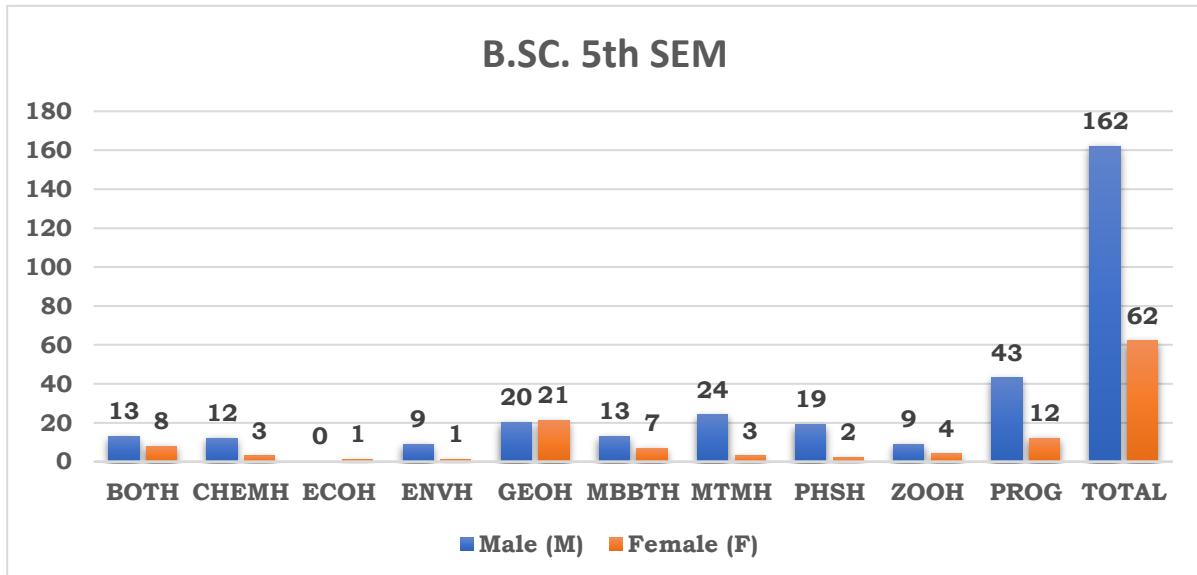


Table 5: Gender wise details of Total Staff (teaching) in the College

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	87	60	27

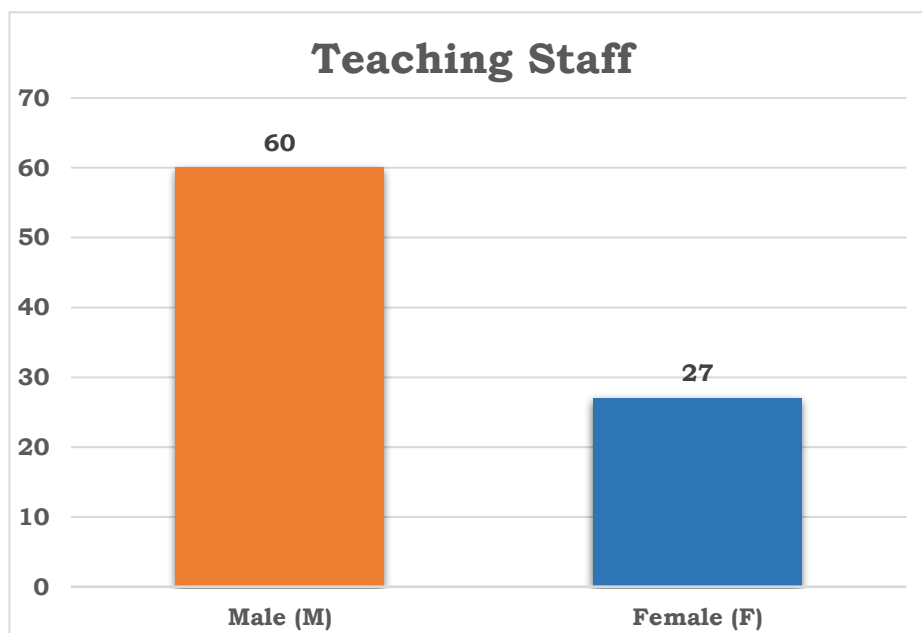
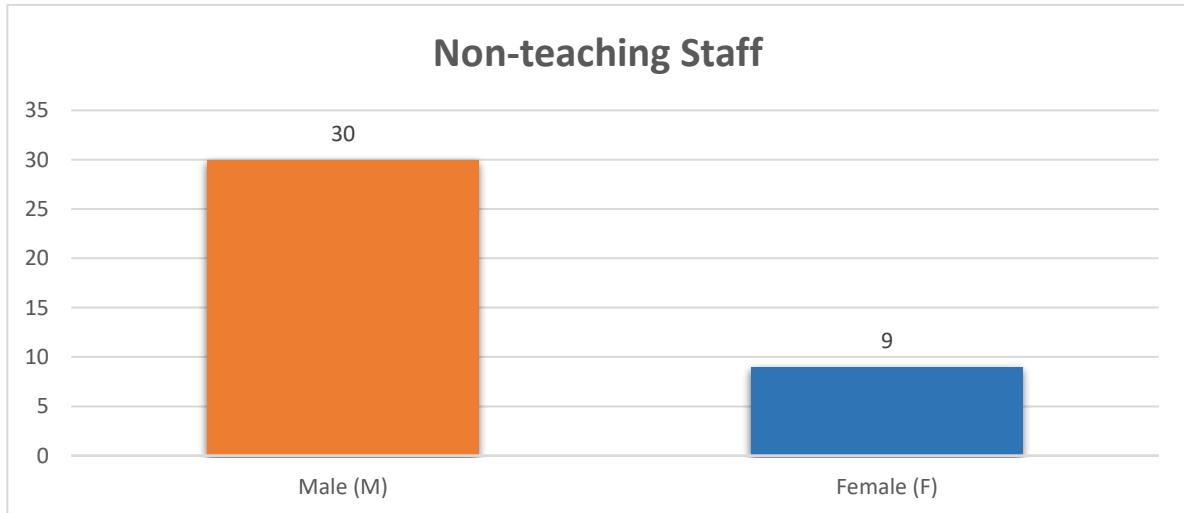


Table 6: Gender wise details of Total Staff (Non-teaching) in the College

Sr. No.	Year	Total	Male (M)	Female (F)
1	2022-23	39	30	9



SRIPAT SINGH COLLEGE

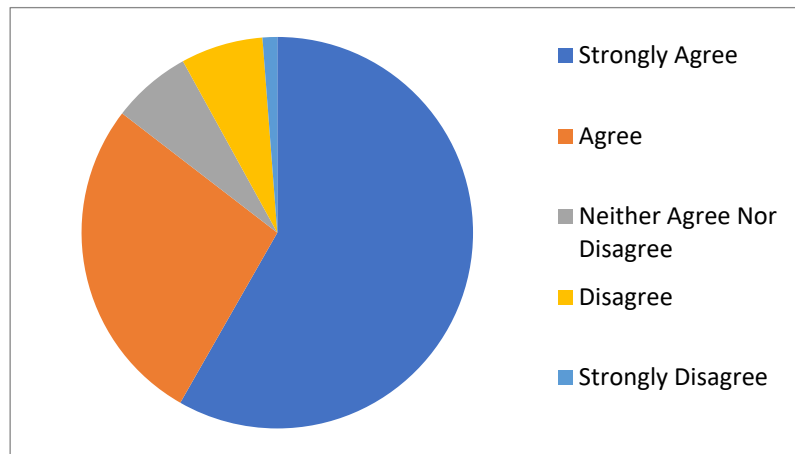
Gender Audit Survey Summary Report

Scale	1	2	3	4	5
Descriptors	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree

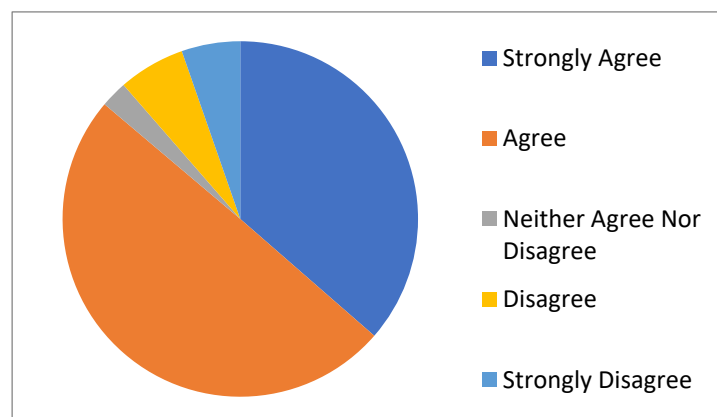
Sl. No.	How would you rate the following?	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Question		(%)				
1	The Institution conducts gender sensitizations programmes as a part of its curriculum.	58.25	27.18	6.55	6.80	1.21
2	Institution conducts different programmes annually for empowering women.	36.41	49.76	2.43	6.07	5.34
3	The Women's Cell is active in the College	69.90	27.18	0.49	1.70	0.73
4	The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues.	14.56	11.41	59.47	6.80	7.77
5	The Anti-Ragging Committee discharges its responsibilities effectively.	61.89	42.96	6.80	1.70	1.21
6	If need be, students know how and where to lodge a complaint?	27.91	43.93	18.20	7.77	2.18
7	Institution is Gender friendly.	47.09	42.96	9.22	0.73	0.00
8	Classroom facilities and other infrastructure facilities are highly encouraging gender equality.	33.25	37.62	25.49	2.91	0.73
9	The college offers equal opportunities in all Co-curriculum and extension activities.	44.42	39.81	10.92	3.16	1.70
10	The library has equal opportunities for all students.	52.18	46.60	1.21	0.00	0.00
11	College is always keen to provide opportunities for women for Cultural and sports activities.	21.36	54.61	16.50	4.13	3.40
12	College organizes different programmes annually on legal awareness, rights and provisions for women.	27.43	29.13	35.68	5.58	2.18
13	Institution provides gender wise equal opportunities for entry to different clubs and forums.	23.06	18.69	48.06	6.07	2.91
14	The Teacher and NTS are not Gender biased.	53.40	45.15	1.21	0.24	0.00
15	Adequate number of toilets are available in the campus for girls.	29.37	42.48	6.07	13.35	8.98

16	Adequate Security arrangements have been made in the campus.	28.40	48.54	16.50	4.13	2.43
17	Girls should choose on their own about when to get married	28.16	16.02	38.11	11.17	6.55
18	Girls should be able to choose to work after marriage to earn their own money	23.06	18.45	33.98	18.93	5.58
19	Girls and boys should do the same amount of housework	20.63	14.32	32.77	17.48	14.81
20	Boys should be fed before girls during meals	8.74	6.55	21.36	30.34	33.01
21	Because girls have to get married they should not be sent for higher education	1.21	2.18	6.31	33.01	57.28
22	It is necessary to give dowry	0.00	0.00	0.49	8.01	91.50
23	Only men should work outside the home	5.58	3.88	15.78	37.86	36.89
24	The husband should decide to buy the major household items	26.94	25.49	16.26	16.99	14.32
25	A women should tolerate violence in order to keep her family together	1.94	1.70	5.58	28.40	62.38

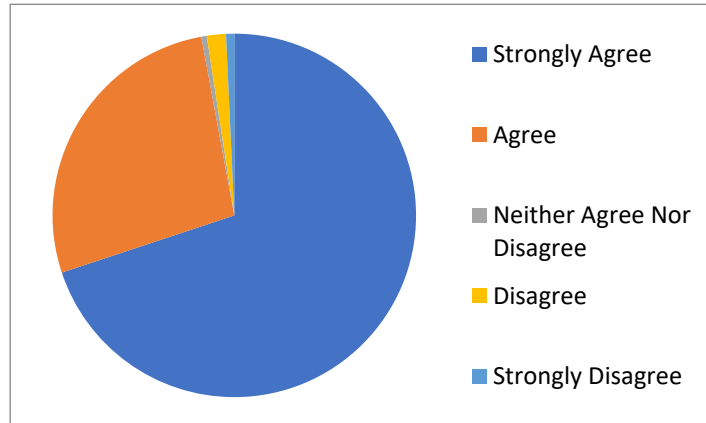
1. The Institution conducts gender sensitizations programmes as a part of its curriculum



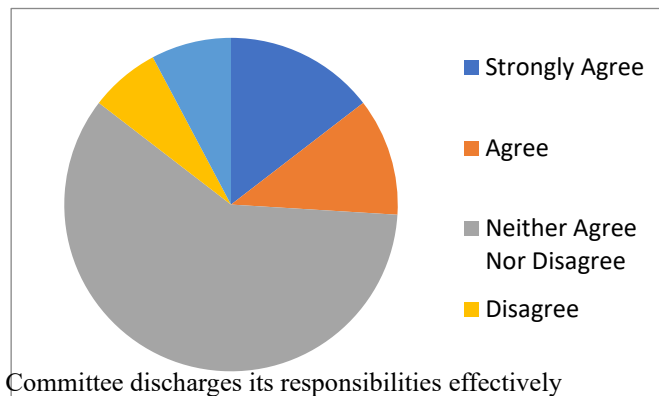
2. Institution conducts different programmes annually for empowering women.



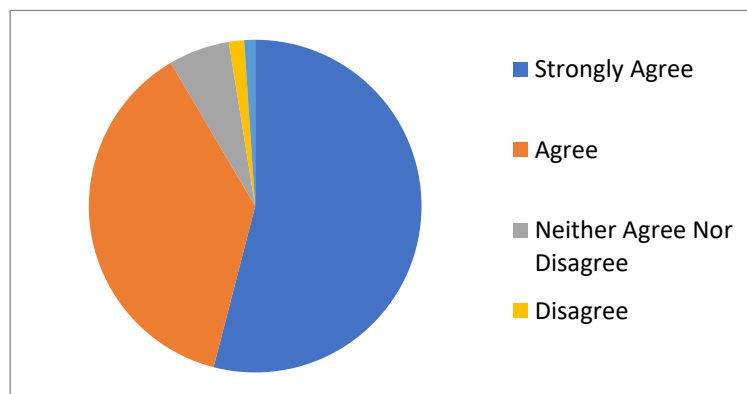
3. The Women's Cell is active in the College



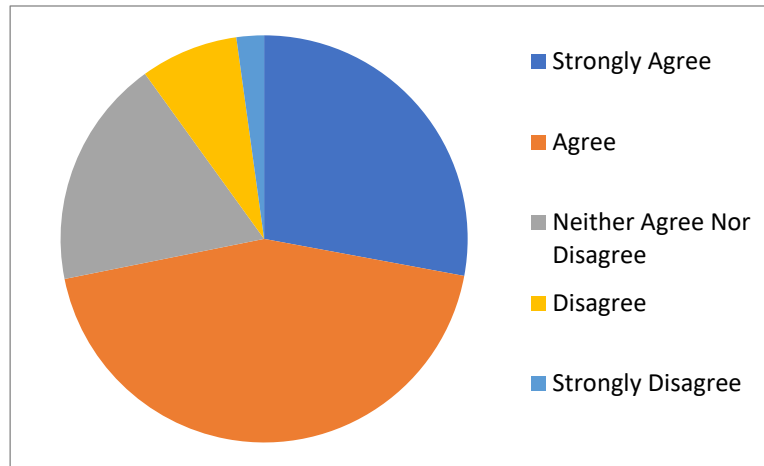
4. The College Grievance Redressal Cell performs its function effectively and systematic solving women's issues



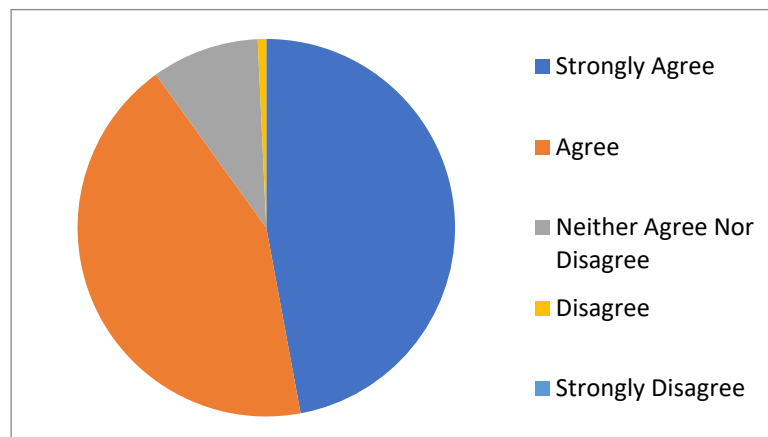
5. The Anti-Ragging Committee discharges its responsibilities effectively



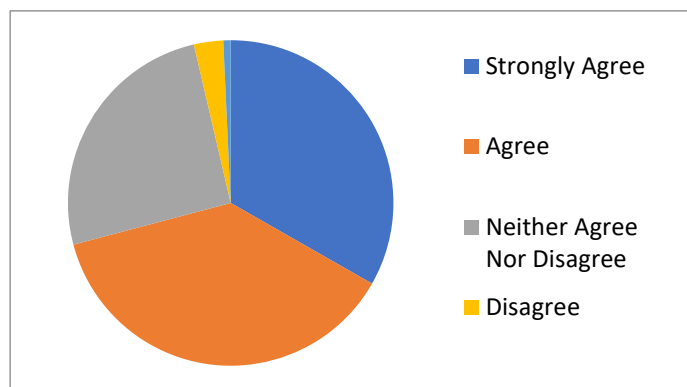
6. If need be, students know how and where to lodge a complaint?



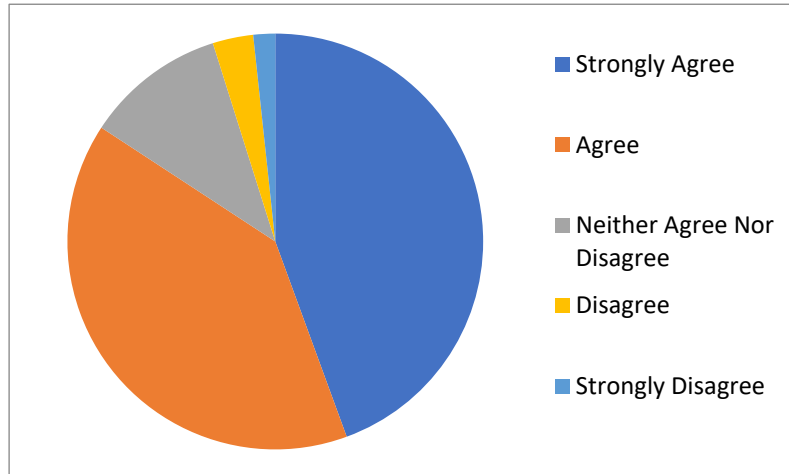
7. Institution is Gender friendly



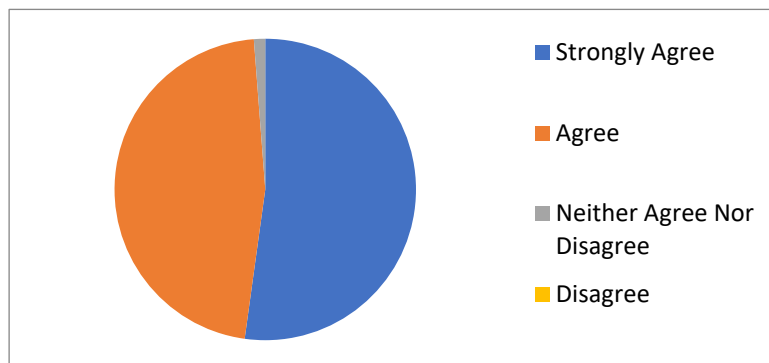
8. Classroom facilities and other infrastructure facilities are highly encouraging gender equality.



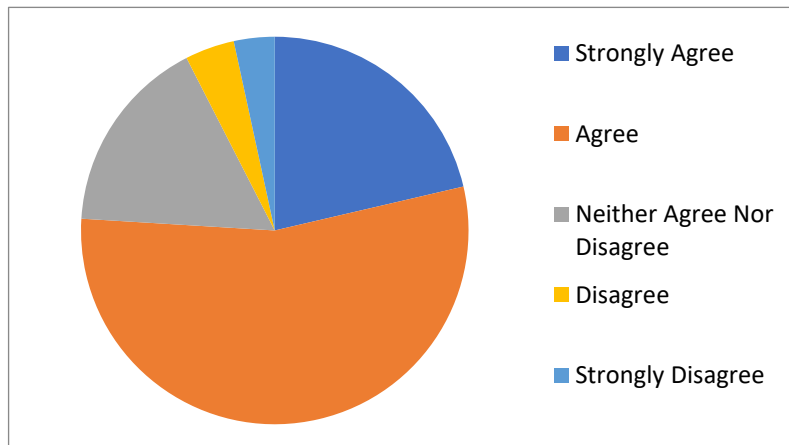
9. The college offers equal opportunities in all Co-curriculum and extension activities.



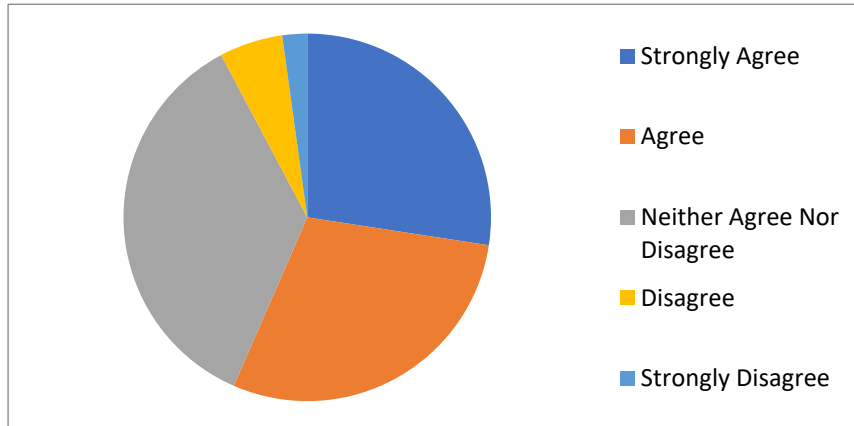
10. The library has equal opportunities for all students.



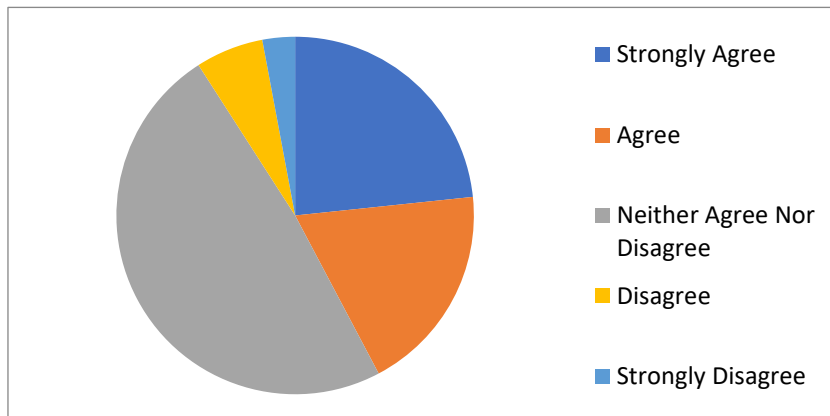
11. College is always keen to provide opportunities for women for Cultural and sports activities.



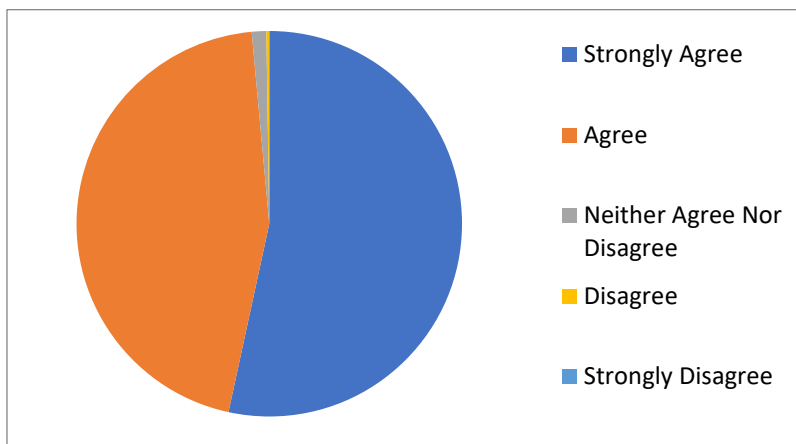
12. College organizes different programmes annually on legal awareness, rights and provisions for women.



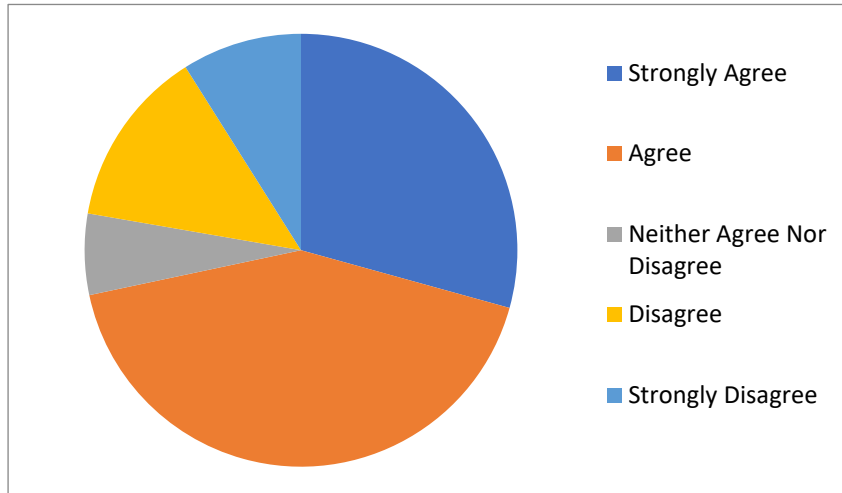
13. Institution provides gender wise equal opportunities for entry to different clubs and forums.



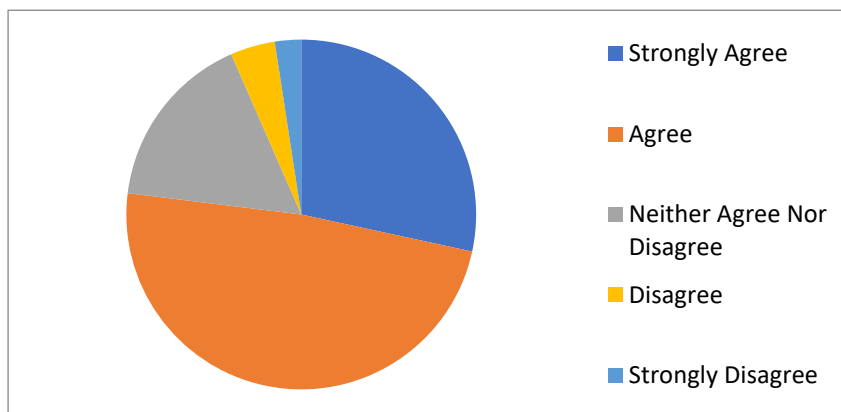
14. The Teacher and NTS are not Gender biased.



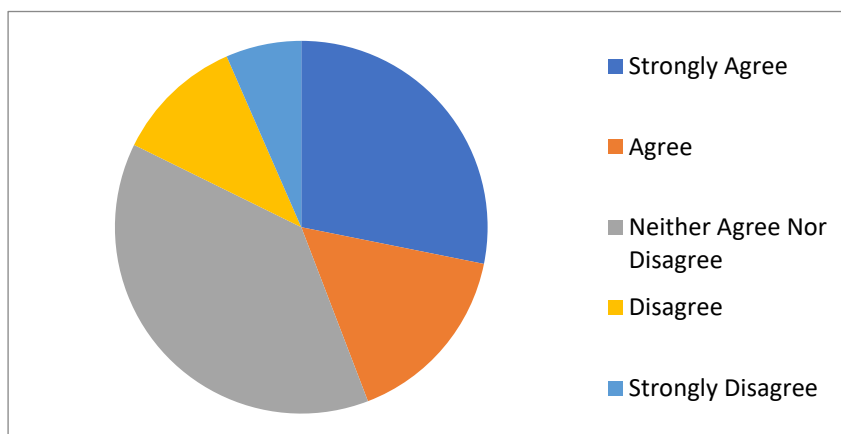
15. Adequate number of toilets are available in the campus for girls.



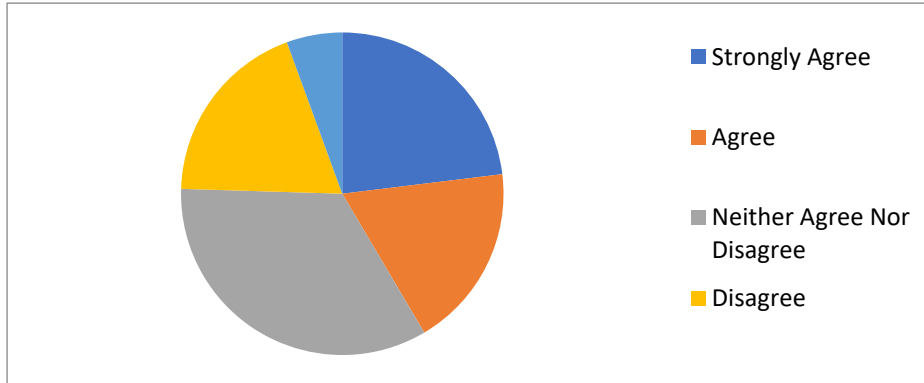
16. Adequate Security arrangements have been made in the campus.



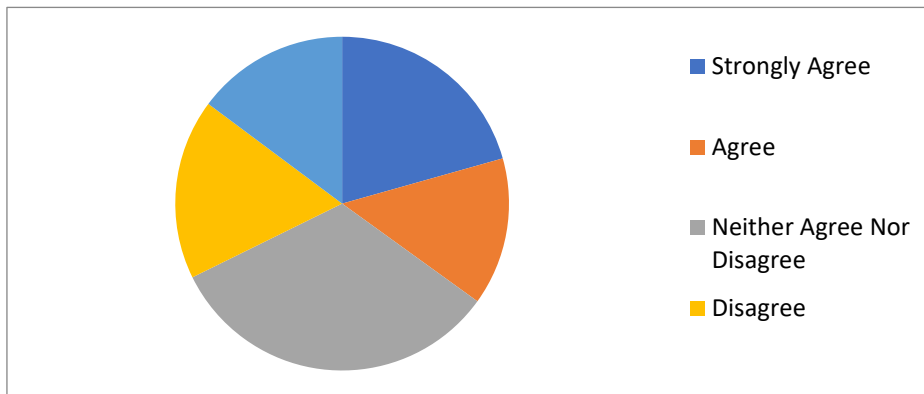
17. Girls should choose on their own about when to get married



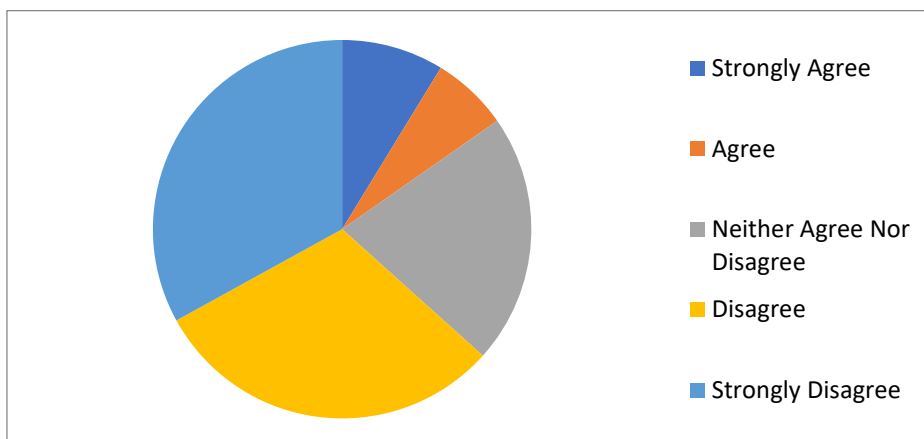
18. Girls should be able to choose to work after marriage to earn their own money



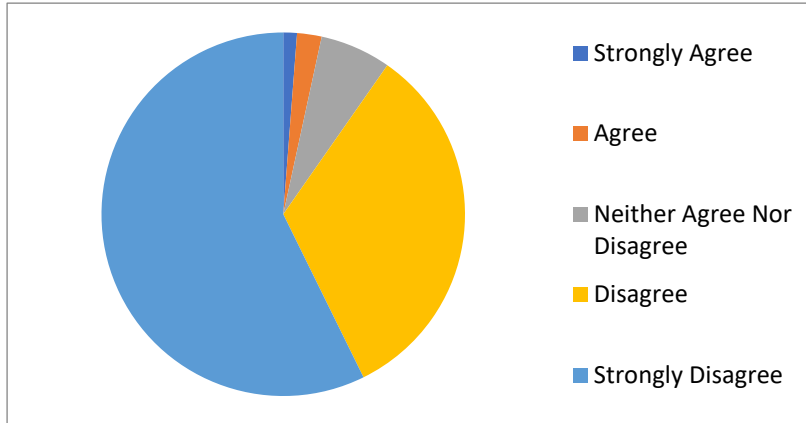
19. Girls and boys should do the same amount of housework



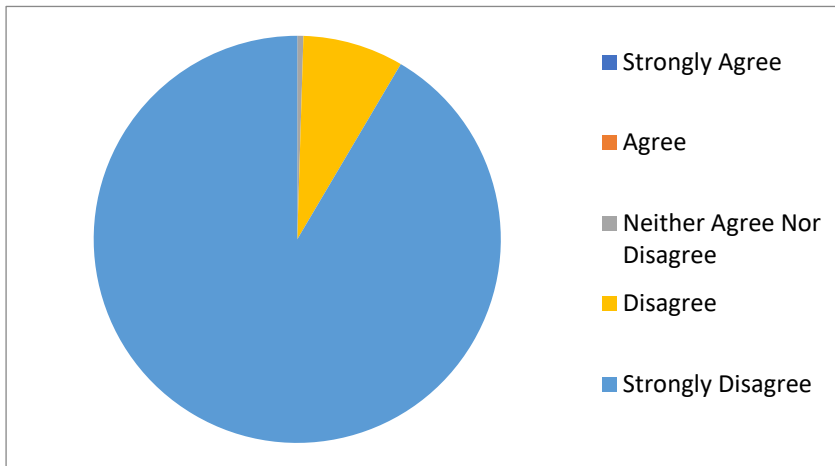
20. Boys should be fed before girls during meals



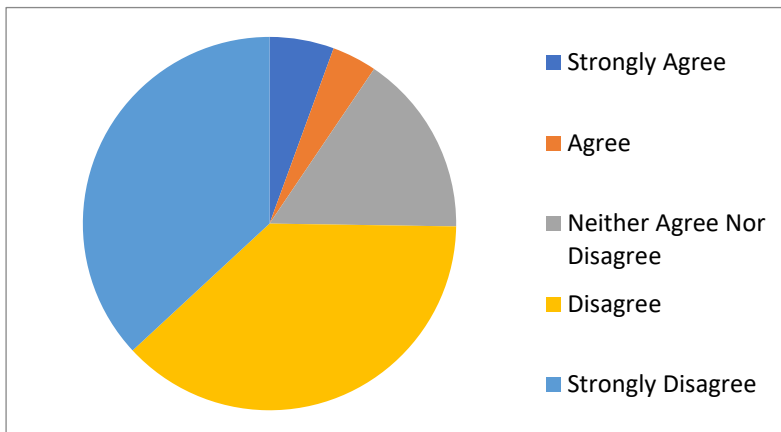
21. Because girls have to get married, they should not be sent for higher education



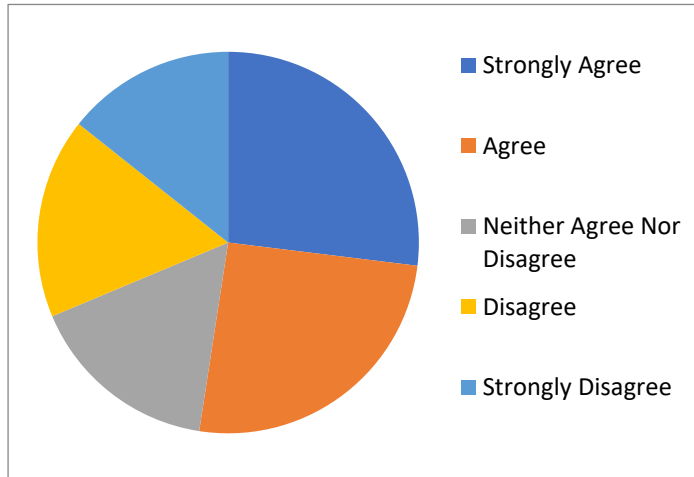
22. It is necessary to give dowry



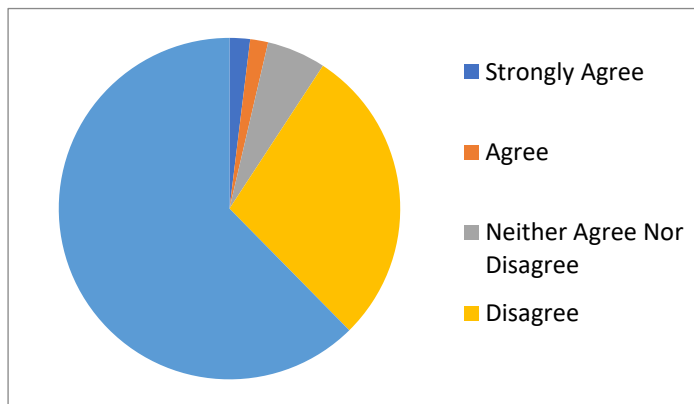
23. Only men should work outside the home



24. The husband should decide to buy the major household items



25. A women should tolerate violence in order to keep her family together



Gender Audit Report:

To build society healthy, sustainable and reformative resilience we must go for the equity and equality. This empowerment endows the shortfall of societal augmentation before the century back in our country as well as in our state. So, we, in the recent past, have several strategies to develop the authority to women and girls at every corner of our society to promote the Sustainable Development Goal (SDGs).

Gender Equity Interpretation: - It is a fair treatment to the men and women in accordance with their respective needs. It does not make men and women identical rather it focuses on equal rights, benefits, and opportunities. We find the gender misbalancing treatment promoting equality between all sexes and races.

Does equity matter? - It never undermines the social fabric and human potential. If we ignore our half of the population, then we must ignore the women rights in any form of the society. We must then ensure political, economic and social endeavor to all and sundry.

Global Goals for the Gender equity: - The United Nations' Global goal have 5 crucial objectives towards the women and girl's empowerment.

Key targets are listed below: -

1. Ending discrimination against women and girls.
2. Elimination violence and exploitation.
3. Eradicating the harmful practices like child marriage before adolescence and female genital mutilation.
4. Recognizing unpaid care work and promoting shared domestic responsibility.
5. Ensuring women's participation in leadership and decision making.
6. Providing universal access to reproductive health and rights.
7. Technology enabled economic empowerment.
8. Adopting policies and legislation for gender equality.

Long-Term Objectives: - Organization can set short-, medium-, and long-term gender equality objectives. Long-term goals require successful implementation of shorter-term actions over three to five years.

Challenges and Progress: - The challenges are: -

1. Child marriage may take several years to end.
2. Closing legal gaps also a big issue.
3. Achieving equal representation in leadership may takes decades we thought.
4. Equal representation in national parliaments may take proper will by the social reformers.



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

Enhance Female Representation:

Strive to increase the participation of female staff in decision-making bodies. Encourage their active involvement in shaping policies and strategies.

Diverse Co-Curricular Activities:

Organize a variety of co-curricular and extra-curricular activities that cater to both male and female students and staff. This promotes inclusivity and provides equal opportunities for personal growth.

Encourage Sports Participation:

Motivate girl students to engage in sports activities of their choice. Create an environment where they feel encouraged and supported to participate in sports and physical fitness programs.

Raise Awareness on Legal Rights:

Conduct awareness programs specifically focused on educating women about their legal rights. Cover topics such as gender equality, protection against discrimination, and access to justice.

Self-Employment Training:

Introduce self-employment training programs across various subjects. Equip female students with practical skills and knowledge to pursue entrepreneurial ventures.

Marketability of Student Products:

Enhance the marketability of products created by students. Encourage female students to showcase their talents and creativity, ensuring their work receives due recognition.

We must consider, these efforts contribute to a more equitable and empowered educational environment.



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

Conclusion:

Focus on Environmental is applicable. The SRIPAT SINGH COLLEGE have proper plan for Future Development on Environmental expect.

We have also suggested them how to improve the Environmental expect in a better way.

Audit conducted by “Management System Consultancy”

Auditor

Amalesh ksr. mandal



Amalesh Kumar Mandal

(IRCA Accredited Lead Auditor on Quality, Environment, Energy Management System, Empanelled Auditor from IAF accredited Certification Body, Energy Management System Auditor from National Productivity Council, Environment Management System personnel from National Safety Council, ISO 17020:2012 Competence Certified for Quality Council of India and Carbon Footprint Calculator Certified from BSI)

[Signature]
DR. KAMAL KRISHNA SARKA
Principal
Sripat Singh College
Jiganj, Murshidabad



(Principal of SRIPAT SINGH COLLEGE)



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH



MANAGEMENT SYSTEM CONSULTANCY

Service Provided: Legal, Safety, Fire, Environment, Energy Audit and ISO, Information Security, Automotive, NABL, NABH, CSR, Food, Medical Certification and Training services
Govt.Reg.No.200252020048281, MSME Reg.No.UDYAM-WB-14-0014572, GST No. 19FIIPM3803A1ZH

GENDER AUDIT CONFORMITY CERTIFICATE

THIS CERTIFICATE IS PROUDLY AWARDED TO

SRIPAT SINGH COLLEGE

FOR UNDERGONE A COMPREHENSIVE GENDER
AUDIT, TO EVALUTE ITS COMMITMENT TO
GENDER EQUALITY.

For the period of 2022-2023

Endorsed By:

Amallesh Kr. Mandal



MANAGEMENT SYSTEM CONSULTANCY

Authorization:

- Certified on Gender Equality and Human Rights, Dec'21 from United Nations Institute for Training and Research (Completed 2 SDG modules)
- Certified on Green Economy, Nov'21 from United Nations Institute for Training and Research
- Certified on Sustainable Development in practice Sept'22 from United Nations Institute for Training and Research.

UMA Apartment, Rishi Arobindo Road, Madhyamgram, Kolkata-700130

Email ID: managementsystemconsultancy@gmail.com

Website: www.msystemcon.com