

RAMAKRISHNA SARADA MISSION  
VIVEKANANDA VIDYABHAVAN



# GENDER AUDIT REPORT 2018-2023

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(IQAC)



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## GENDER AUDIT REPORT 2023-24

### Preamble:

Gender Audit in today's world is a recognition of a necessary action towards a redressal of one of the historic inequalities. That is why, Ramakrishna Sarada Mission Vivekananda Vidyabhavan, despite being a college for girls staffed entirely by women teachers, library staff and office staff, has nonetheless felt compelled to carry out a serious gender audit to understand how far the college has been able to face the current challenges before women's substantive equality. The audit process has helped in identifying institutional strengths, weaknesses and opportunities.

Gender audit involves numerous aspects. Such an audit helps academic institutions in focusing on:

- Mainstreaming gender as a cross-cutting concern overriding procedural programming
- Exploring the institution's own understanding the concept of gender, its expertise and competence
- Systems and instruments used in monitoring and evaluating gender equity
- Introducing gender issues in academic social responsibility.
- Attaining good gender balance in workplaces (obviously not applicable here)
- Developing gender friendly policies

### Profile of Ramakrishna Sarada Mission Vivekananda Vidyabhavan

<http://www.rksmvv.ac.in/>

RKSMVV is a premier girls' college in Kolkata dedicated to quality education and holistic development of young minds. Built under the auspices of Sarada Math, this degree College for women, endowed with a lush and sprawling campus, is free of political disruptions. It provides an excellent academic environment and adheres to the highest moral principles including the right to be self-sufficient for all girl students.

Ramakrishna Sarada Mission Vivekananda Vidyabhavan (established 1961) was the first educational institution started by the Ramakrishna Sarada Mission. In the 2020-21 list issued by Education World of India's top 500 Arts, Science and Commerce Colleges, Ramakrishna Sarada Mission Vivekananda Vidyabhavan, UGC affiliated College for Girls, ranks as the 5th best girls' college in West Bengal and 28th in India among all non-autonomous colleges.

The College currently offers 11 Honours courses (Bengali, Economics, Education, English, Geography, History, Journalism and Mass Communication, Philosophy, Political Science, Sanskrit, Sociology) and 14 General courses (Human Rights, Mathematics and Psychology in addition to the Honours subjects) at the undergraduate level and a postgraduate course in Philosophy.

In addition to the prescribed university curriculum, the College offers a number of career-oriented courses. The RKSMVV School of Professional Studies offers a wide range of self-financed add-on professional courses. These professional courses, offered at subsidized rates, are open not only for the current and ex-students of this College but also for girl students of other institutions and for young women professionals looking for upgradation.

### **The Constitution of the Gender Audit Team by the IQAC**

<b>Serial No</b>	<b>Name</b>	<b>Designation</b>
	<b>Internal Peer Team</b>	
1	Dr. Bidisha Chatterjee	Associate Professor of Philosophy
2	Tanju Datta	Associate Professor of Education
3	Dr. Payal Bose Biswas	Assistant Professor of Political Science
	<b>External Member</b>	
4	Dr Epshita Halder	Associate Professor of Comparative Literature , Jadavpur University

The whole process was undertaken in June-July 2024.

### **Objectives and Methods of the Gender Audit**

#### **Objectives**

- Assessing how far the college has been able to develop a modern and gender rights informed approach to teaching,
- Student training,
- How far discrimination is sought to be overcome,
- How and to what extent personality development is organized to build confidence among women,
- How to train women, especially the students of the college from being aware of sexual harassment by word or deed and how to respond and protect themselves and/or other women,
- How far leadership qualities and assertiveness are being instilled in women students

- Enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance.

#### Methods:

Methods of gender audit include looking at information from administration, courses, student and faculty survey, in order to assess how far the leadership of the college promote gender awareness and sense of equality; the level of skill, ability and qualification among faculty to carry out gender awareness; the accountability of the college to the formal commitment to women's equal rights; and the organisational culture of the college.

#### **Gender Sensitisation Initiatives:**

a. IC Initiatives and Programmes --5

b. NSS Programmes --11

c. General Initiatives by the college (double counting in some cases where multiple types of units were involved)

The college made an annual plan in consultation between the IQAC and the Gender Resource Centre since 2018. Documentation available since 2020-21

Programmes by Gender Resource Centre – 25

Programmes by Departments—20

Programmes by Anti Ragging Cell – 4

All programmes by year

2019-19: 6

2019-20: 6

2020-21: 19

2021-22: 5

2022-23:4

## **Mainstreaming Gender in Teaching and Research**

### **The Library:**

<https://rksmvv.ac.in/library/>

Online public resources

<https://opac.rksmvlibrary.org.in/pages.pl?p=eres>

Books with predominant gender thrust—152

Documents and other material:

Gender based films—25

Documents, magazines and government material- 15

### **Course Content and Gendering:**

There are some syllabi where this has been formally done, and in such cases respective departments follow the guidelines from the university. In other cases, departments have shown their own initiative.

### **Cross cutting and Gender:**

Gender is not always a formal component of syllabi, and at the undergraduate college level the college does not have the power to change that. As a result, gendering is often done through programmes that involve cross cutting. In the period under review, 25 such department level programmes can be identified.

### **Seminars and workshops and special initiatives –**

Seminars, workshops --19

Research Grants—24

### **Faculty publications and papers/talks with gender thrust**

Gender related publications, papers presented, invited lectures delivered – 243

Gender related research supervision by faculty including in other institutions/universities (M. Phil and Ph D): 5

**Number of Departments:** 15

**Number of Faculty:** 53

Ramakrishna Sarada Mission Vivekananda Vidyabhavan proposes to build and house a research and resource centre on “The Women Missionaries of the Ramakrishna Orders”. This will be a unique consortium of published books and periodicals, e-resources and digital and hard copies of archival materials. This will be substantially digitized and hence open to scholars outside the college who are working on this or related themes.

#### **Funds from college for gender resource**

2018-19—Rs. 14,000

2021-22 – Rs. 234

2022-23—Rs. 3080

#### **Journal purchases – Journal of Gender Studies**

2018—5980

2019—5980

2020-21 –6910

2022-23—8360

#### **Students’ Facilities:**

- Internal Committee
- Grievance Redressal Cell
- Anti-Ragging Cell
- Gender Resource Centre
- Sports
- Canteen
- Common Room
- Vending machine
- CCTV surveillance in the campus and library

Students’ Survey on IC

Student response through survey: Students are aware of the relevance were happy that such a survey was undertaken and want more such anonymous surveys where they can directly post their opinion and get their problems resolved. Most of them are satisfied with infrastructural facilities available to them. They want more such awareness and programmes especially on LGBTIQ issues

Questions through google doc:

[https://docs.google.com/forms/u/0/d/e/1FAIpQLSdUtxMwSduHt1VLZPDji4judCa3H27vMX9k5XmQXQKjFiBxuA/viewform?usp=send\\_form&pli=1](https://docs.google.com/forms/u/0/d/e/1FAIpQLSdUtxMwSduHt1VLZPDji4judCa3H27vMX9k5XmQXQKjFiBxuA/viewform?usp=send_form&pli=1)

<https://docs.google.com/forms/d/e/1FAIpQLSdZQCM0q0JtygtUsL4LUMfmrZVvtRolcOvJ-7zxma1mBChsUQ/viewform>

Wide range of questions were asked both to faculty and the students, they ranged from the following five to questions about hostel facilities, sensitization programmes, toilets, or sanitary napkin availability. Some are the questions asked:

1. Are you aware of the Internal Committee in this college?
2. Do you think that there is awareness about Gender related issues in your institution?
3. Are Gender issues part of the curriculum? What are your opinions on the gender question?
4. Are you familiar with the term 'Gender Sensitization' or 'Gender Awareness'?
5. Are you aware of the Suggestion Box in the college?
6. Are you aware of the Grievance Redressal Cell in the college?
7. Does the Library have up to date materials (Pamphlets, Government publications like the text of the POSH Act, the UGC (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulation 2015 and other materials? Does the college allocate funds for buying such materials?
8. Do you have any experience regarding the IC helping you in any problem/s you have faced earlier?

Survey responses have been used to keep the college authorities informed and focus on overcoming any inadequacy on the part of the Collage. Student response through survey: Students are aware of the relevance of the IC and are happy that such a survey was undertaken and want more such anonymous surveys where they can directly post their opinion and get their problems resolved. Most of them are satisfied with infrastructural facilities available to them. They want more such awareness and programmes especially on LGBTIQ issues



A similar survey was conducted among the faculty, staff by the IQAC for Gender Audit. A questionnaire was prepared by the IQAC This survey tried to assess what proportion of the faculty and staff were on board with the gendering process.

<https://docs.google.com/forms/d/e/1FAIpQLSePcH3eOiGVmAzcZQp48ZnYb9A8UtNmjzGOBLM3kOkLuvmmkw/viewform?vc=0&c=0&w=1&flr=0>

Sample questions:

1. Are you familiar with the existing policies and initiatives aimed at promoting gender sensitization within your college?
2. Do you believe gender sensitization policies contribute to the overall academic and social environment of the college?
3. Do you believe there is a need for additional training or professional development opportunities related to gender sensitization for college faculty and staff?
4. Do you incorporate discussions or activities related to gender issues into your teaching curriculum?
5. Do you participate in the programmes organized by GRC / ICC/ ARC?

[https://docs.google.com/forms/d/e/1FAIpQLSe1z6I3\\_xaWu3SZOU83iNZDm2L6mQNDYLACifNYXF7V7pb4Wg/viewform?vc=0&c=0&w=1&flr=0](https://docs.google.com/forms/d/e/1FAIpQLSe1z6I3_xaWu3SZOU83iNZDm2L6mQNDYLACifNYXF7V7pb4Wg/viewform?vc=0&c=0&w=1&flr=0)

For students some of the questions from the questionnaire were:

1. Have you ever faced any form of sexual harassment or gender related discomfort in class by fellow students?
2. If you have reported the incident, was it resolved to your satisfaction?
3. Do you participate in the Gender related programmes organized in the college?
4. Do you view this college as the ideal college environment in terms of gender inclusivity and sensitivity?

### **Summary and Conclusions:**

The college has a functional gender redressal mechanism and IC for all the stakeholders.

Sensitisation and awareness programmes are regularly carried out by the IC, the Anti Ragging Committee and the Gender Resource Cells where students staff were actively involved. Thrust on LGBTIQ issues and mental health of survivors. Women workers and women in cultural space are encouraged by the IQAC.

The academic inputs on gender in research and teaching are remarkable. Regular surveys of Faculty, staff and students are held to assess their aspirations and expectations so that the college can make a significant contribution to make a gender just campus.

Gender-friendly infrastructure are provided by the College authorities in the form of adequate clean-toilets, including gender neutral toilet and sanitation assistance through well-maintained vending machines, common rooms and cyber rooms.

These are the remarkable features of the Gender Audit considering a small college with limited funds