



# CHHATNA CHANDIDAS MAHAVIDYALAYA

AFFILIATED TO BANKURA UNIVERSITY

NAAC ACCREDITED

CHHATNA, BANKURA, 722132

## **GENDER AUDIT REPORT**

**(2024-2025)**

**1<sup>st</sup> July 2024-30<sup>th</sup> June 2025**

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# CHHATNA CHANDIDAS MAHAVIDYALAYA

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## Foreword

A Gender Audit is an assessment process that is used to analyze an institution's gender equality and pinpoint its primary gender biases. It aims to understand the organization's current processes and situations from a gender perspective, highlighting areas of strength and weakness. It would capture employee attitudes, understandings, and behaviors regarding a range of themes, including the state of gender equality in organizational culture and procedures, policy and decision-making structures, and decision-making processes.

Additionally, a gender audit evaluates how successfully research, study curriculum, academic policies and programs, staff wellness and work management, and research are all influenced by gender perspectives.

Organizations can identify and understand gender trends in their human resource management practices, organizational culture, and the composition, structures, procedures, and policy and service design by using gender audits, a gender mainstreaming technique. They also help to ascertain the ways in which organizational performance and management choices impact gender equality inside the company. Gender audits pinpoint important gaps and challenges in gender roles and offer solutions through innovations and enhancements. They act as a benchmark so that advancement may be tracked over time.



*P. Kumbhakar*

**IQAC Co-ordinator**  
Chhatna Chandidas Mahavidyalaya

*Malavika Sinha*

**Principal**  
Chhatna Chandidas Mahavidyalaya  
Chhatna, Bankura

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### **About Our Institution:**

Chhatna Chandidas Mahavidyalaya started journey on 02/08/2007. Chhatna Chandidas Mahavidyalaya is located in Chhatna Block, Bankura District, West Bengal. It is located 15 KM towards west from District headquarters Bankura. There is a common belief that the Chhatna is the birthplace of Poet Chandidas (14<sup>th</sup> Century). College is well connected to the roadway and railway. Nearest railway station is the Chhatna Rail station (SE railway) and college lies in the side of the Bankura Purulia Road. The College is located in a remote area of Bankura district, catering to the academic needs of the socially backward communities, since the majority of the population belongs to areas with limited access to educational facilities.

This college believes in holistic education rather than simply syllabus-oriented-study and students are provided with opportunity to join NSS Training and study tour etc. The Teachers, Teaching Supporting Staffs, Students, Parents, Alumni along with The Principal convey thanks to you for visiting the website.

## Outlook on Gender Equity & Equality:

We believe that gender equity is the equitable allocation of resources, opportunities, and responsibilities among people, irrespective of their gender. Treating every person equally regardless of gender in terms of rights, opportunity, and respect is the foundation of gender equality.

We work hard to ensure that girls and boys have equal access to resources and educational opportunities as well as that they are not the targets of gender-based discrimination. We work hard to ensure that recreational, co-curricular, and academic activities are free of gender bias and stereotypes while maintaining an inclusive atmosphere for all students.

Through our administrative initiatives and policies, we support the establishment of an inclusive and varied environment where everyone has the chance to fulfill their full potential, regardless of background, identity, or circumstances. Sensitization efforts against domestic violence, job harassment, and sexual assault are typical.

Gender equity and equality in the workplace refers to giving men and women the same benefits and compensation, as well as equal access to working spaces, equal possibilities for growth, and a harassment- and discrimination-free work environment. There hasn't been any report of harassment from staff or faculty as of yet.

We attempt to achieve equity and equality by putting the ideas and policies into practice through the Gender equity Cell, Grievance Redressal Cell, Anti-ragging committee by putting various government plans into action, among other things. As gender equity and equality are both important principles for creating a fair and just society where all individuals have the opportunity to reach their full potential, regardless of their gender, we strictly strive for a gender-neutral institution with equal opportunities to all.



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*Malavika Sinha*

*Principal*  
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## **Objectives of the Audit Report (Gender):**

Gender parity is specifically stated as a desirable aim in the Preamble, Fundamental Rights, Fundamental Responsibilities, and Directive Principles of the Indian Constitution. As mandated by Article 14 of the Constitution, which protects universal rights for all persons regardless of their place of birth, ethnicity, gender, or race, to advance gender equality and prohibit discrimination based on gender. The Constitution gives the state the right to prevent one from discriminating against another/people on the basis of his/their gender, race, nationality, caste, ethnicity, or any combination of these.

The objectives are as follows:

- ✓ Implementation of practical steps to ensure the protection and safety of all genders.
- ✓ Establishment of an easily reachable, dynamic, impartial Grievance Redressal Cell.
- ✓ Prohibition of discrimination based on gender in all forms.
- ✓ Development of self-assurance and self-worth of female students, women faculty members and college staff.
- ✓ Arrangement of Programs for the whole development of personality fostering self-assurance among the institution's members.
- ✓ Prevention and Protection of female students from being teased by others.

With the objective for key findings regarding gender neutrality and to ensure gender equality at our campus, our institution requested to conduct a gender audit.

## **Methodology:**

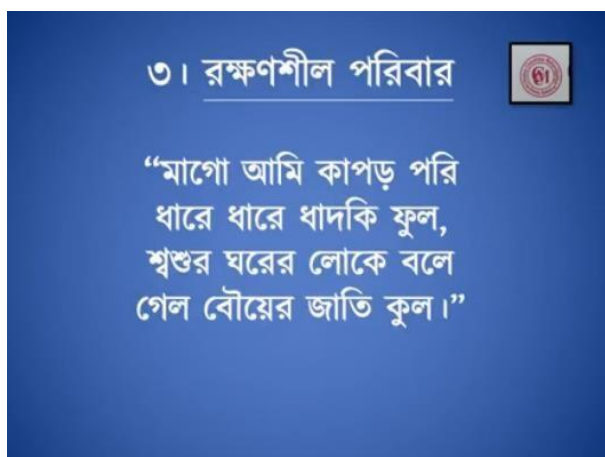
A questionnaire was specifically created to gather information on the key areas as part of the audit to collect gender-specific data on the curriculum, the male-female composition of various departments, facilities and on gender-related topics. The results of the survey were reviewed along with the statistical information offered for the previous five academic years. The male female enrolment ratio received from Enrolment data sheet during admission and with the help of Excel a few statistical technique has been used to represent the data.

## Curricular Aspects:

Since its establishment in 2007, Chhatna Chandidas Mahavidyalaya always emphasized on value-based education though it had little scope to introduce new courses. Several measures have been adopted in light of the fact that sensitization programs are currently an absolute necessity on campus. Gender equity and equality have been internalized in all the aspects of our institution.

Gender equality or women empowerment have always been given prime importance in the curriculum of the institute. Several departments offer gender-based papers as a part of regular curriculum. These are as follows:

1. Contemporary India: Women and Empowerment (Political Science)
2. Psychology of Gender and Identity (Sociology)
3. Understanding Gender and Power Politics (Political Science)
4. Women's Movement and Empowerment



[https://youtu.be/DuZw0T0d\\_Ko](https://youtu.be/DuZw0T0d_Ko)

# Learning and Evaluation (Female Enrolment Ratio)

Institutional data of the admitted students as compared to total students from the categories Gen-SC-ST-OBC-Min/EWS & Others (2024-25).

## ENROLMENT REPORT 2024-25 ODD SEMESTER

Semester:	Male	Female	Total (Enrolled Students)
Semester I	213	266	479
Semester III	64	136	200
Semester V	46	126	172
<b>Total</b>	<b>323(37.95%)</b>	<b>528(62.05%)</b>	<b>851</b>

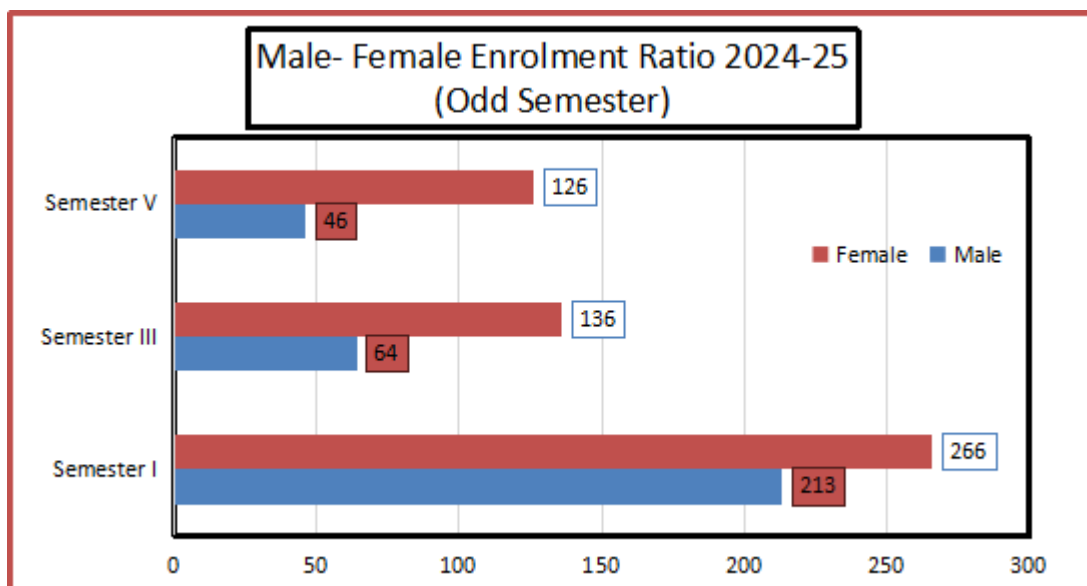


Fig.1

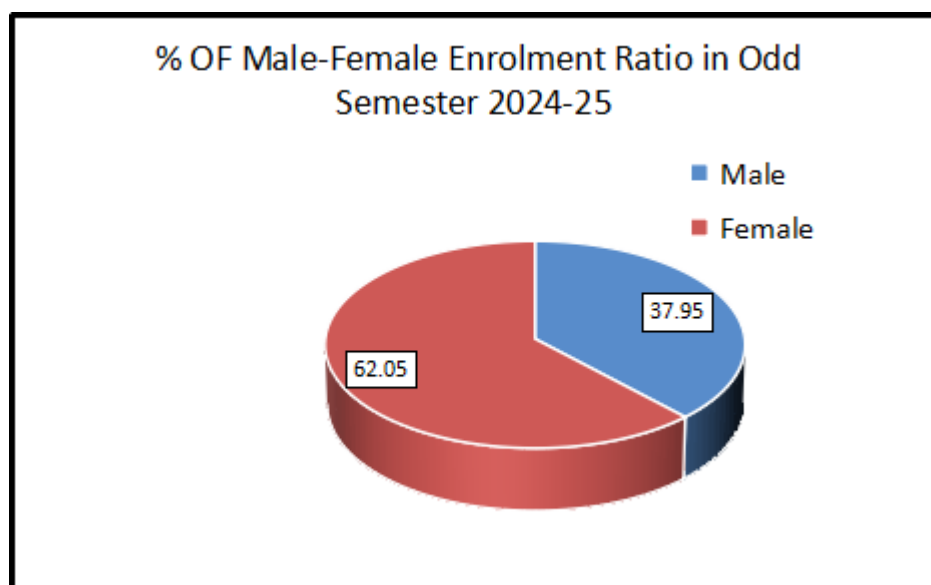


Fig.2

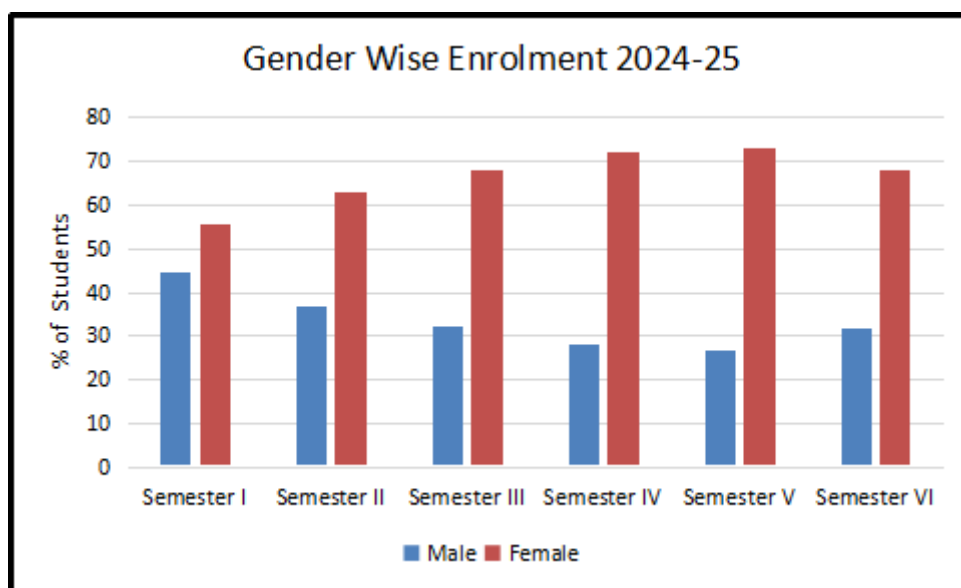
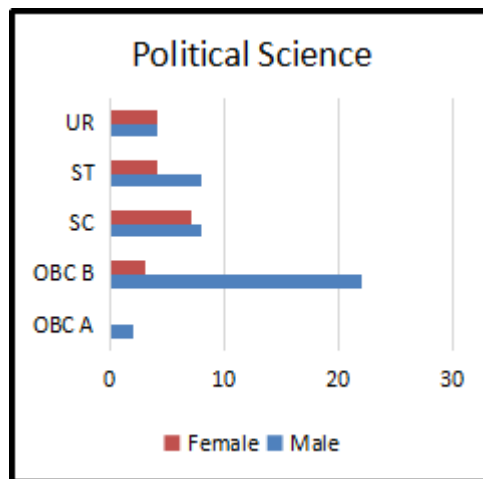
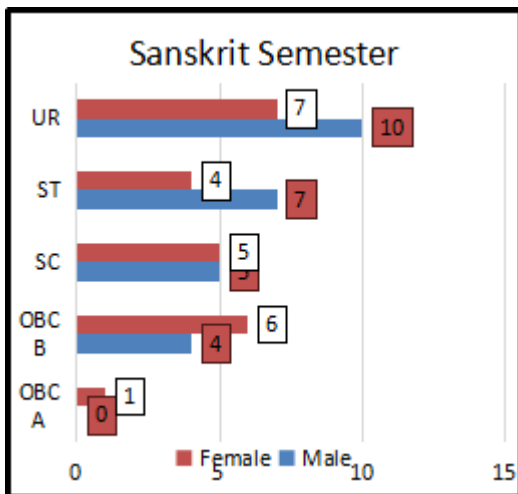
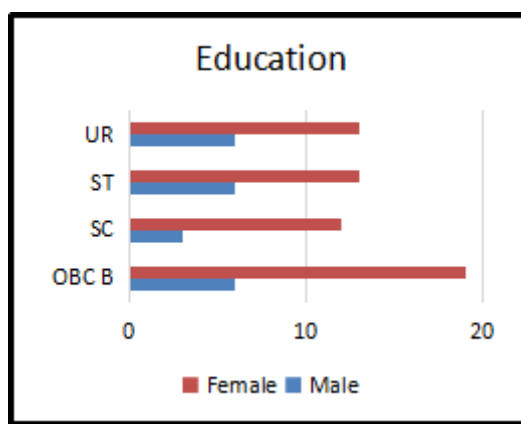
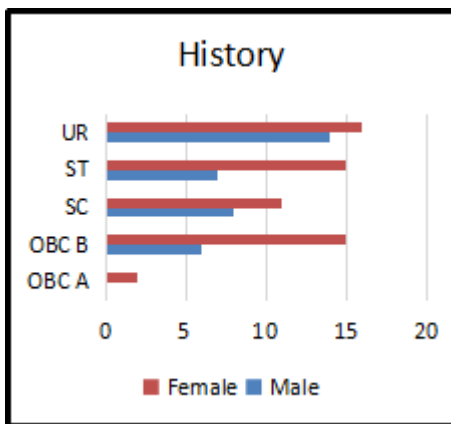
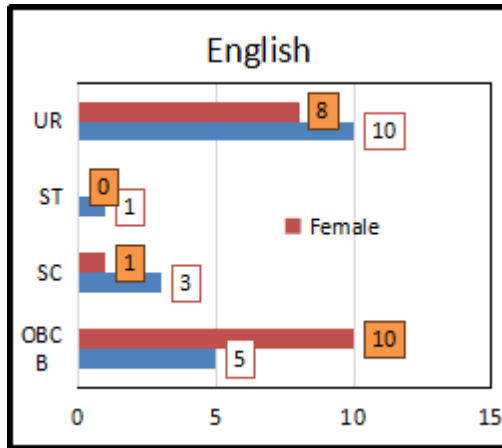
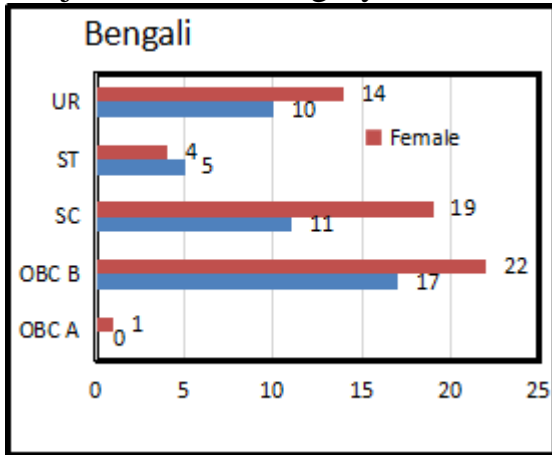


Fig.3

#### GENDER WISE ENROLMENT RATIO 2024-25

Semester	Male	Female	Total (Enrolled Students)	% Male	% Female
Semester I	213	266	479	44.47	55.53
Semester II	111	189	300	37	63
Semester III	64	136	200	32	68
Semester IV	41	105	146	28.08	71.92
Semester V	46	126	172	26.74	73.26
Semester VI	44	94	138	31.88	68.12

Subject wise & Category Wise Mala Female Enrolment (Semester I)



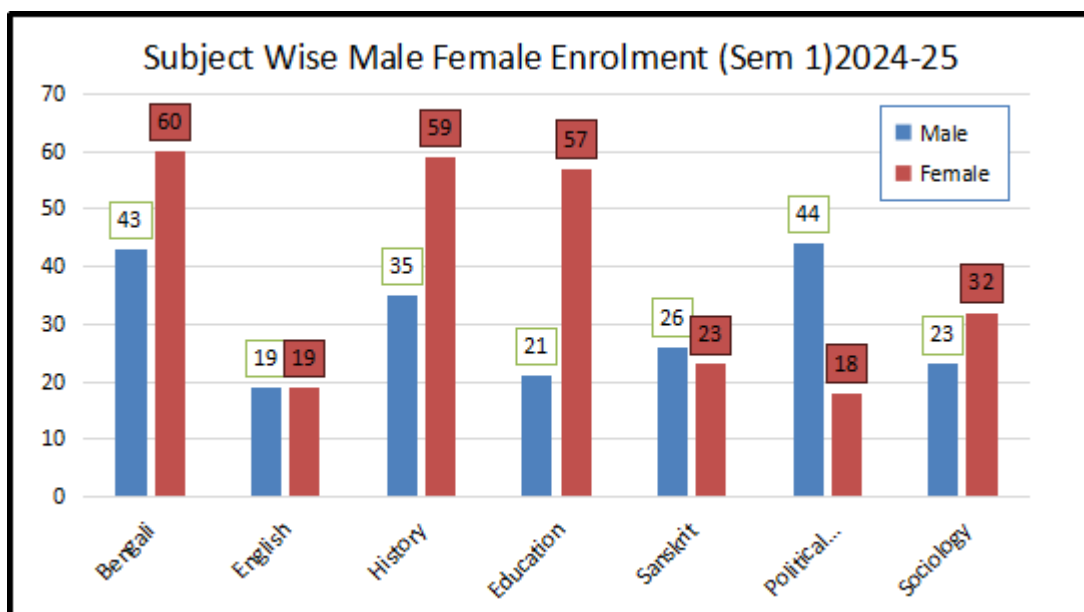
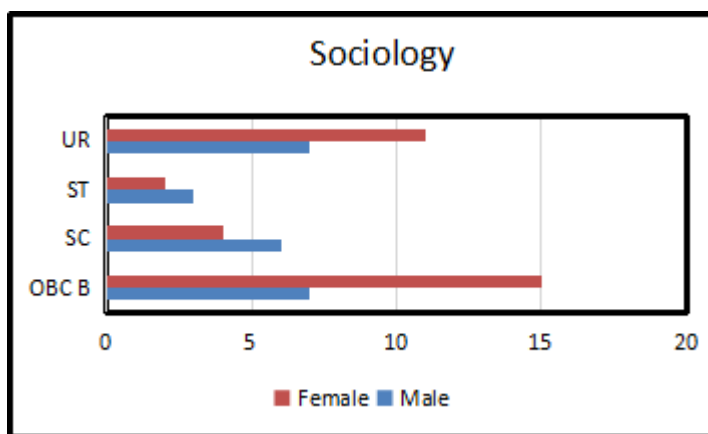


Fig.5

### Category and Gender Wise Admitted Students 2024-25

2024-25 Enrolled Students (Subject and Category-Wise) Semester I									
Subject		OBCA		OBCB	SC	ST	UR	Total	Total
		Bengali	Male	0	17	11	5	10	
	Female	1	22	19	4	14	60		
		1	39	30	9	24	103	103	
English	Male	0	5	3	1	10	19		
	Female	0	10	1	8	8	19		
		0	15	4	1	18	38	38	
History	Male	0	5	8	7	14	35		
	Female	2	15	11	15	16	59		
		2	21	19	22	30	94	94	
Education	Male	0	5	3	3	4	21		
	Female	0	19	12	13	13	57		
		0	25	15	19	19	78	78	
Sanskrit	Male	0	4	5	7	10	26		
	Female	1	5	5	4	7	23		
		1	10	10	11	17	69	69	
Political Science	Male	2	22	8	8	4	64		
	Female	0	3	7	4	4	18		
		2	25	15	12	8	62	62	
Sociology	Male	0	7	6	3	7	23		
	Female	0	15	4	2	11	32		
		0	22	10	5	18	55	55	
<b>Total</b>			<b>6</b>	<b>157</b>	<b>103</b>	<b>79</b>	<b>137</b>	<b>479</b>	<b>479</b>

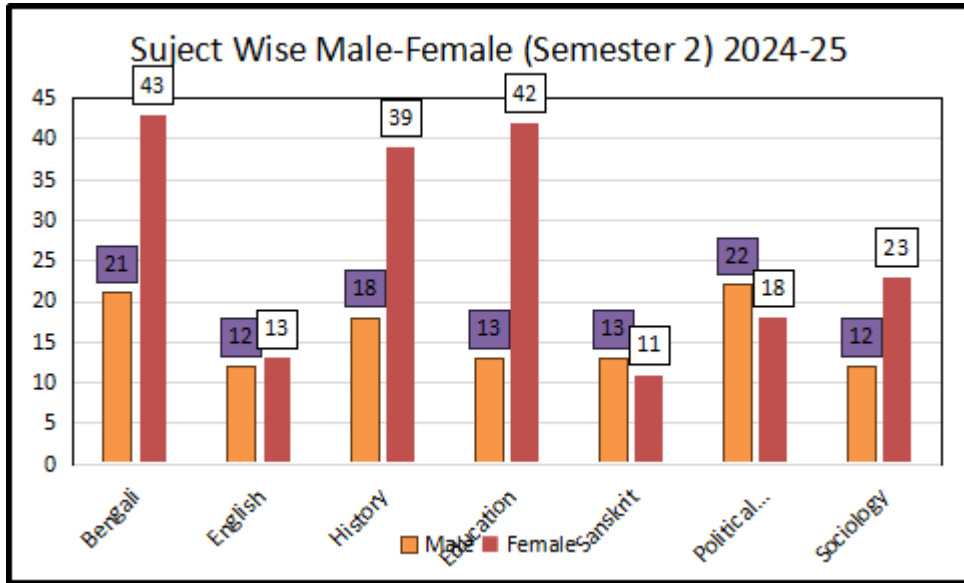


Fig.6

MALE FEMALE ENROLMENT RATIO (2024-25) SEMESTER 11

SUBJECT	MALE	FEMALE	TOTAL
BENGALI	11	39	50
ENGLISH	7	8	15
HISTORY	12	12	24
SOCIOLOGY	5	23	28
POLITICAL SCIENCE	10	6	16
EDUCATION	11	33	44
SANSKRIT	8	15	23
TOTAL	64	136	200

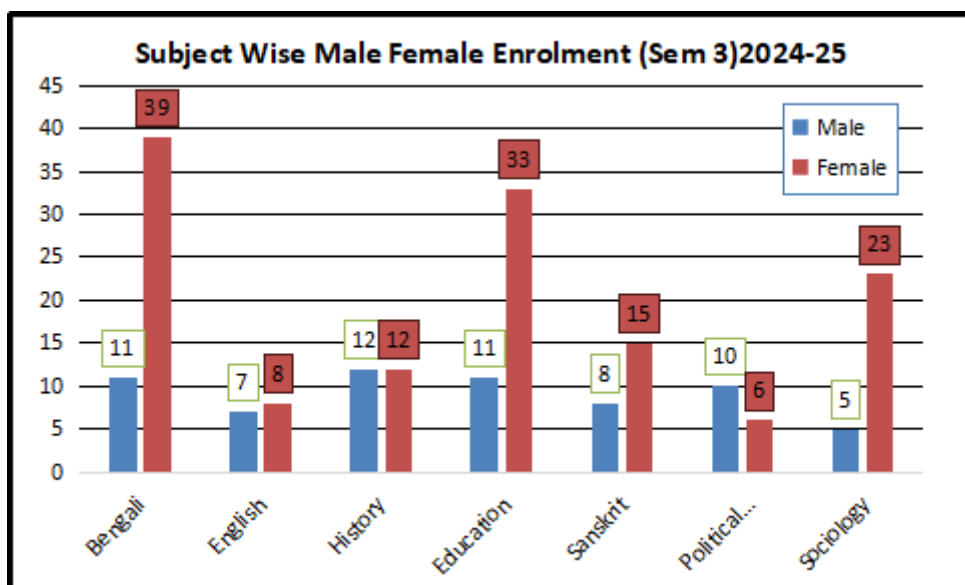


Fig.7

MALE FEMALE ENROLMENT RATIO (2024-25) SEMESTER 11

SUBJECT	MALE	FEMALE	TOTAL
BENGALI	11	39	50
ENGLISH	7	8	15
HISTORY	12	12	24
SOCIOLOGY	5	23	28
POLITICAL SCIENCE	10	6	16
EDUCATION	11	33	44
SANSKRIT	8	15	23
TOTAL	64	136	200

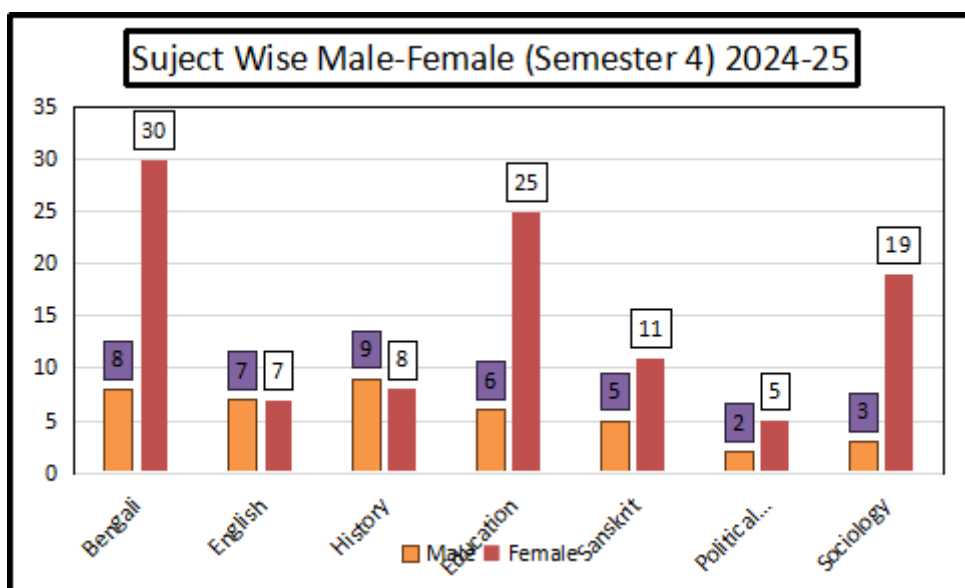


Fig.8

MALE FEMALE ENROLMENT RATIO (2024-25) SEMESTER 11

SUBJECT	HONS/PROG	MALE	FEMALE	TOTAL
BENGALI	Bengali, Hons.	5	20	25
	Bengali,	7	30	37
ENGLISH	English. Hons.	8	19	27
	English.Prog.	1	0	1
HISTORY	History.Hons.	1	15	16
	Hons. Prog.	4	10	14
SOCIOLOGY	Sociology.Hons.	2	13	15
EDUCATION	Education.Prog.	11	15	26
SANSKRIT	Sanskrit.Prog.	2	2	4
		46	126	172

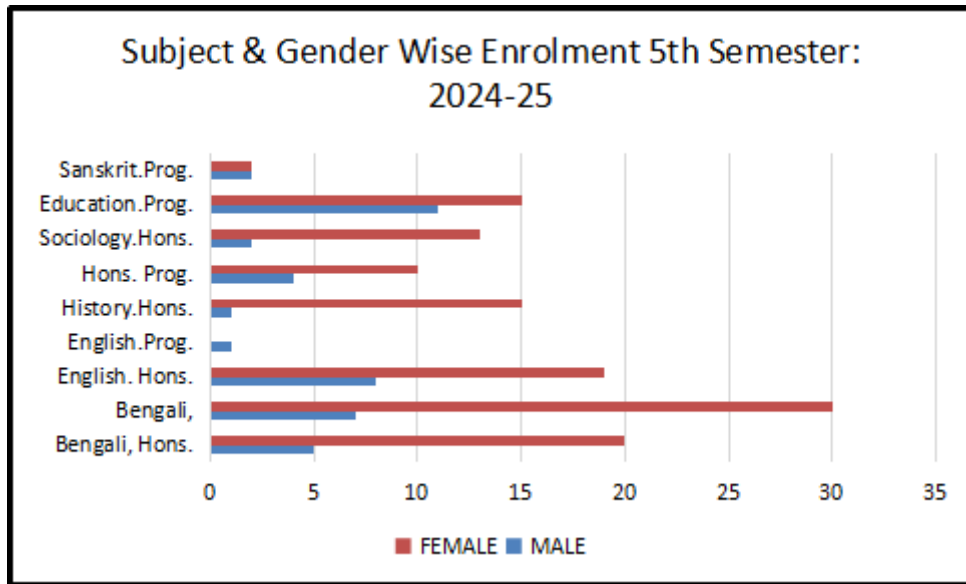


Fig.9

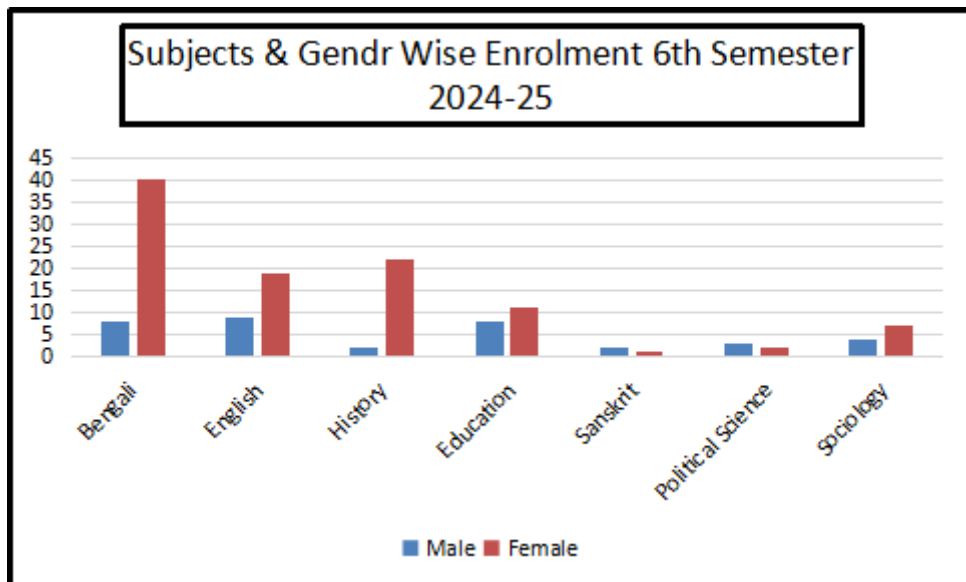


Fig.10

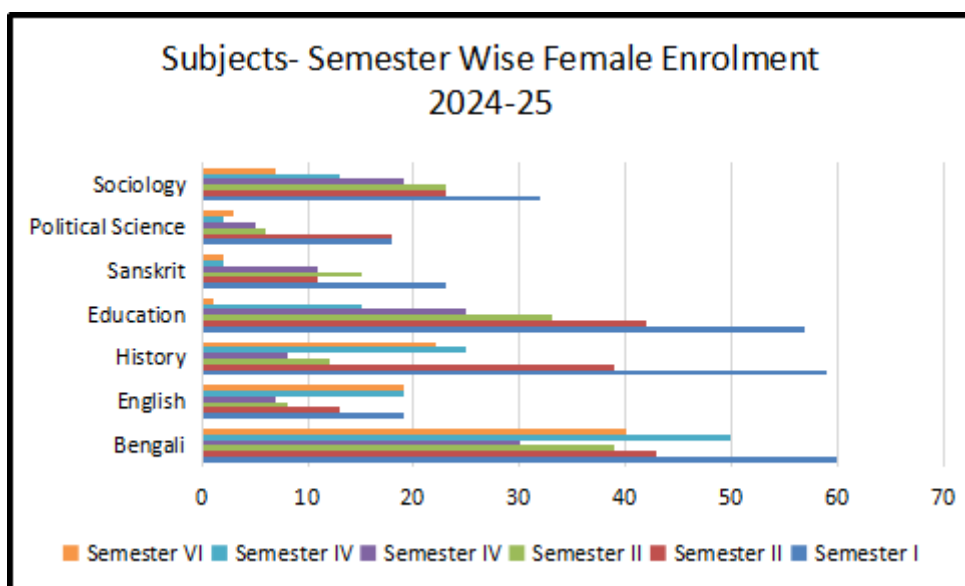


Fig.11

**2024-24 TOTAL FEMALE STUDENTS**

Subjects	Semester I	Semester II	Semester II	Semester IV	Semester IV	Semester VI	Total Female
Bengali	60	43	39	30	50	40	262
English	19	13	8	7	19	19	85
History	59	39	12	8	25	22	165
Education	57	42	33	25	15	1	173
Sanskrit	23	11	15	11	2	2	64
Political Science	18	18	6	5	2	3	52
Sociology	32	23	23	19	13	7	117
	268	189	136	105	126	94	918

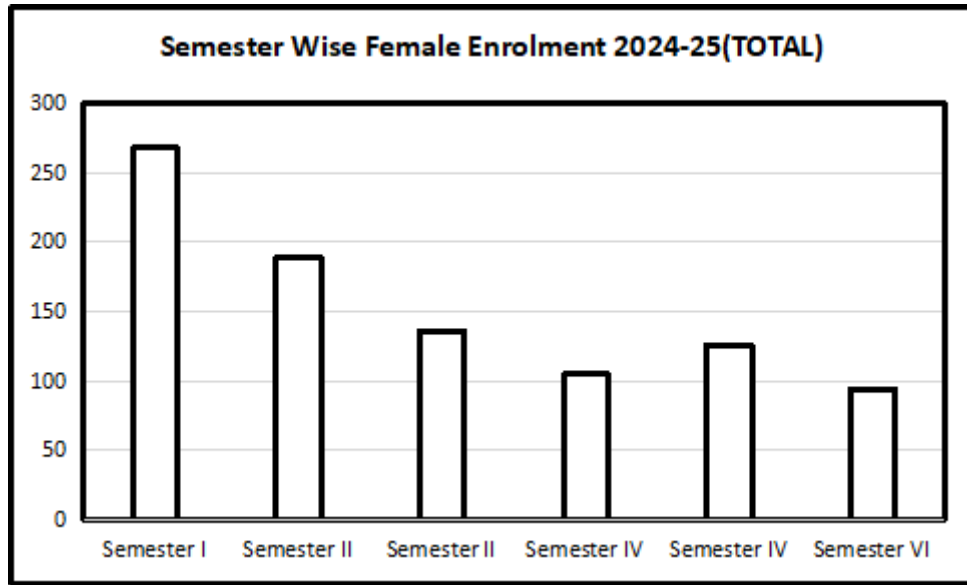


Fig.12

At all level Female Enrolment ratio is higher than male ratio.



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**Chhatna Chandidas Mahavidyalaya**

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### GENDER: TEACHING STAFFS

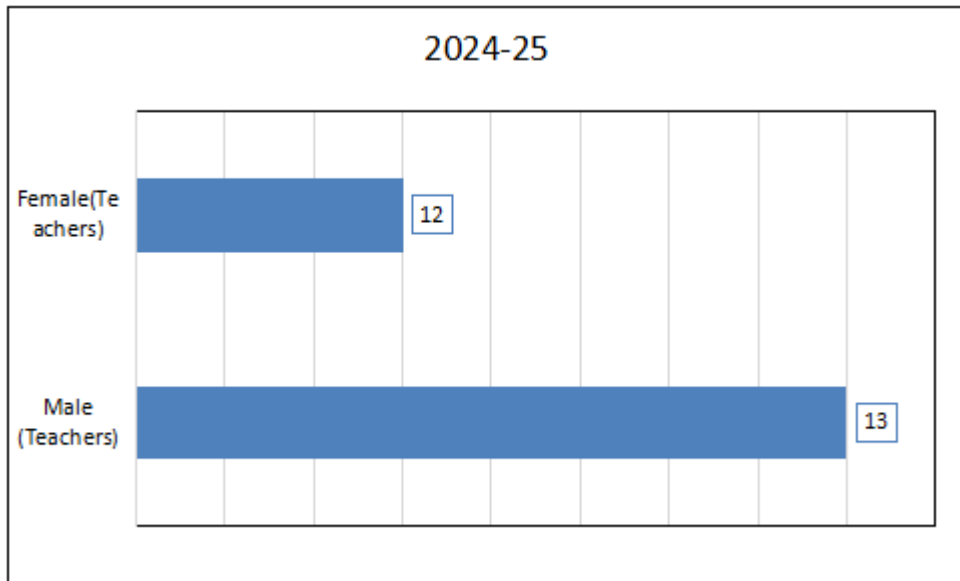


Fig.13

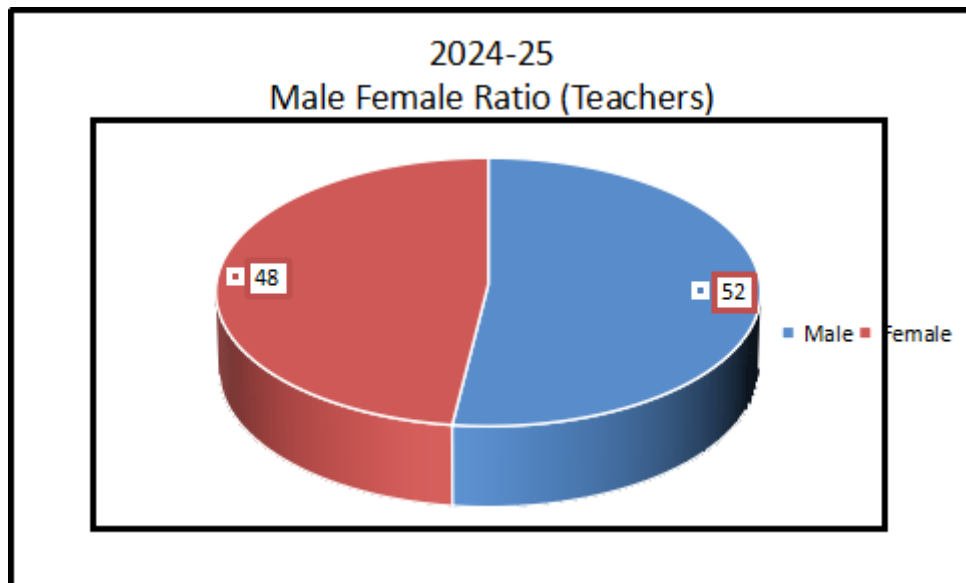


Fig. 14

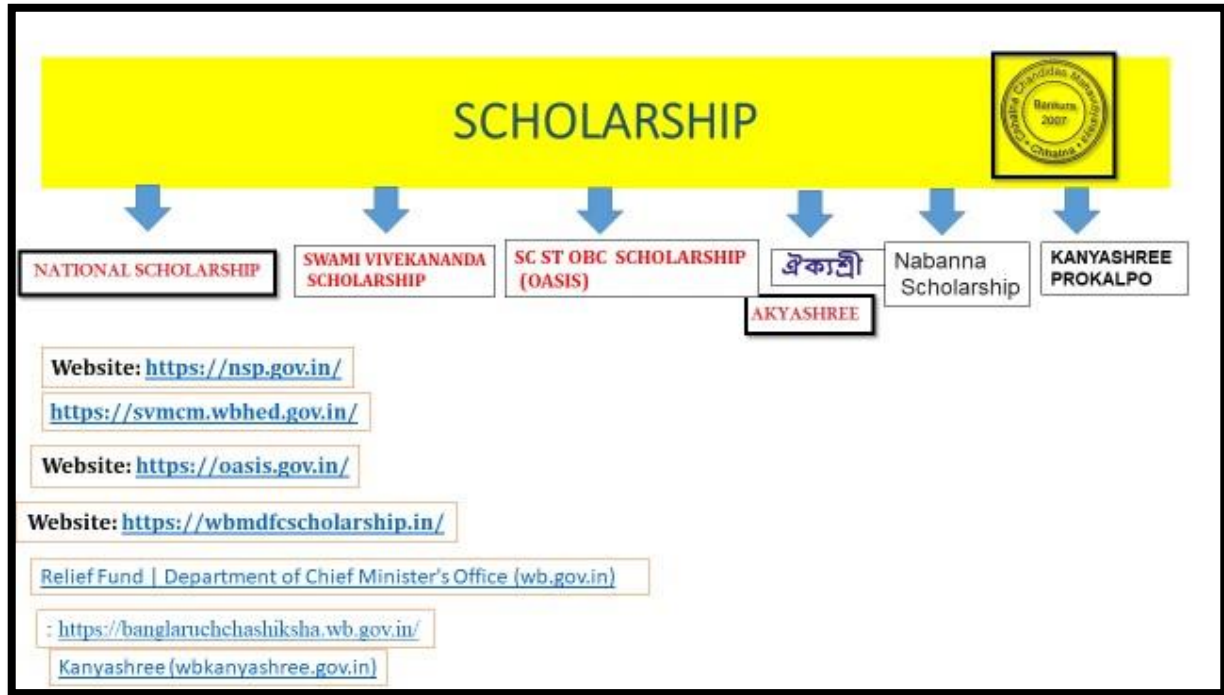
### **Infrastructure and Learning Resources**

The college is actively fostering the idea of gender sensitivity in various ways. Visualization and taking concrete actions allow us to focus on diverse spaces of empowerment and engagement with issues that impact women's life within the campus. With a moderately high proportion of female faculties, staff, and students, we try our best in terms of empowering them.

- Clean and well-maintained washrooms with necessary amenities are available in all the blocks.
- The institutional library is constantly upgraded in terms of books
- Counseling facilities are available in the campus.
- Canteen facilities are available that serve healthy food.
- Good Sports facilities are available in the campus.
- The physical monitoring by the security staff is ensured for safety and security.

## Scholarships: Student Support

Our students get benefitted with the following scholarships. Major contribution of the scholarship comes from the Central sector Scholarship for SC, ST, OBC, Minority and EWS student



### DETAILS OF SWAMI VIVEKANANDA SCHOLARSHIP 2024-25 Total Applicants 207+20= 227

#### Fresher's Applicants: 207

SL	GENERAL	SC	ST	OBC A	OBC B
1	M- 37	M- 14	M- 9	M- 0	M- 45
2	F- 29	F- 9	F- 4	F- 0	F- 60
3	Total- 66	Total- 23	Total-13	Total-0	Total- 105
Grand Total				207	

#### Renewal Applicants: 20

SL	GENERAL	SC	ST	OBC A	OBC B
1	M- 1	M- 0	M-0	M-0	M-0
2	F- 5	F- 4	F-0	F-0	F- 10
3	Total- 6	Total- 4	Total-0	Total-0	Total- 10
Grand Total				20	

#### Grand Total Male Female Details

	GENERAL	SC	ST	OBC B	Total
<b>Male</b>	<b>38</b>	<b>14</b>	<b>9</b>	<b>45</b>	<b>106</b>
<b>Female</b>	<b>34</b>	<b>13</b>	<b>4</b>	<b>70</b>	<b>121</b>
<b>Grand Total</b>					<b>227</b>

**WBMDFC SCHOLARSHIP Details  
Aikyashree Scholarship 2024-25  
Total Applicant- 22**

<b>OBC-A</b>	
<b>MALE-</b>	<b>07</b>
<b>FEMALE-</b>	<b>15</b>
<b>TOTAL-</b>	<b>22</b>

**DETAILS OF OASIS SCHOLARSHIP 2024-25  
Total Applicants 255**

CASTE	MALE	FEMALE	TOTAL
1. SC	20	54	74
2. ST	24	64	88
3. OBC B	30	63	93
<b>TOTAL</b>			<b>255</b>

**DETAILS OF KANYASHREE 2024-25**

ITEM	TOTAL
KANYASHREE 1	00
KANYASHREE 2	89

The above table indicates the financial assistance availed by students and scholars through various scholarship schemes offered by the Central and State Government. It is seen here, that most of these schemes are availed by women. It reflects the high support meted out by our college to women towards the completion of their education.

**Welfare measures**

Various welfare measures are initiated at the institutional level for promotion of gender sensitization with special concern for the girls through its various activities, notices and circulars. Following measures are initiated for gender sensitization and promotion of gender equity.

- The committee of proctors/mentors consists of both male and female faculties.
- Availability of anti-sexual harassment cell, anti-ragging cell, women counsellors etc.  
An anti-sexual harassment cell and internal Complaints Committee exists to handle the related issues. Till date no complaint has been received regarding such issues.
- An equal opportunity cell also exists to monitor the institutional working with any biases based on caste, creed, religion, age, financial status, nationality etc.
- Grievance Redressal Committee is in place for solving of their problems.
- Gender equity and equality are also discussed during handling of cross-cutting issues during curriculum delivery.
- Girls Common Room with all necessary amenities is available.
- Separate washroom for girls and lady staff is available in every block.
- Sanitary pad vending machines and incinerators have been installed.
- Awareness programs, Quiz on health and hygiene issues, women-specific government policies are organized.

### **Annual Gender Sensitization Action Plan**

It is made and implemented every year since 2023. A number of gender sensitization programs conducted and women-related themes and topics were taken up for discussion and debates by various departments with cleared timeline and cells and is monitored by IQAC.

Few practices that have been inducted are:

1. Conduction of regular meetings of Gender equality Cell, Internal Complaints Committee, Anti-ragging Cell, Student Grievances Redressal Committees, for monitoring gender equality in the Institution.
2. Organizing Talks / Workshops / Conferences / Quiz / info talk / Webinar on gender related issues.
3. Celebration of International Women's Day and International day of the Girl Child.
4. Organize a student awareness program on sexual Harassment Act at work place



### **Three Important aspects of the College:**

- 1. Female enrolment is consistently and steadily higher than the male ratio since 2018**
- 2 In NSS female student's participation is higher than the male participation**
- 3. Students are not only thinking about the conventionally binary gender concept; they are aware and familiar about the Tertiary gender concept rather have idea of LGBTQ+**

### **Gender sensitization activities:**

Womens' Day Celebration: [https://youtu.be/4eYJ\\_73SWiU](https://youtu.be/4eYJ_73SWiU)

Health & Hygiene Awareness Programme 2024 25: <https://youtu.be/BPhunpEsvdY>

### **Feedback:**

**Women's Cell conducted a feedback survey on perception of Girl's students.**  
[Women's Cell Feedback Form 2024-2025 - Google Forms](#)

## Key Findings

This gender audit was conducted to assess gender equity and identify areas for improvement in CHHATNA CHANDIDAS MAHAVIDYALAYA. The audit involved a review of policies and procedures, data analysis, and input from stakeholders including students, faculty, and staff. The findings of the audit indicate that while the college has made progress in promoting gender equity, there are still scope of improvement in certain areas.

**Policies and Procedures:** The institution has policies and procedures in place to address gender equity issues. The policies are revised and accordingly amendment is done. In the preceding three years, no sexual harassment issues have been raised, which shows robust monitoring in the campus. To promote tolerance, harmony and women's empowerment our college pays great attention towards gender equity and gender sensitization. College always ensures equal concern for every student specially girls in the institution in all its.

**Curriculum:** The survey found out that the designed curriculum is gender-neutral. But a lack of diversity in course content and materials related to gender issues was noticed.

**Student Experiences:** The survey found out that a significant number of girls prefers admission in this institution. Female students as well as male students are provided with equal opportunities in academic and extracurricular activities. No gender-biased issues are observed. Adequate and good quality common room facilities are provided to the girl students.

**Faculty and Staff:** The survey found that the institution has policies and practices in place to promote gender-equality among faculty and staff including equal pay and non-discriminating policies. All the faculty and staff are recruited as per the govt. norms. Career advancement procedures are also followed as per the govt. norms. No gender-based barriers are observed during the recruitment of staff at the college and it is done solely based on merit.

## Summary & Recommendations

1. ***Policies and Procedures:*** The institution should review and update its policies and procedures to ensure that they are effective in addressing gender equity in a broader aspect. It is appreciable that college maintains zero tolerance towards sexual harassment and no such untoward incident has been observed in the campus.
2. ***Community and Stakeholder Involvement:*** Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity. Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.
3. ***Student Experiences:*** The institution has increased its efforts to promote the safety of all students on campus, such as lighting in all the areas of campus, Suggestion and grievance box at every building, a proper mechanism for reporting and responding to gender-based violence and harassment. But students need to be more sensitized regarding gender biases and acquainted with policies and procedures through various mechanisms. A special focus on financial and legal empowerment needs to be addressed.
4. ***Faculty and Staff:*** The institution has a balanced gender ratio and the institution implements its policies to create better work-culture for faculty and staff. (more girls students)
5. ***Campus Safety provisions:*** The institution should increase awareness programs of its policies and procedures for addressing gender- based violence and harassment. This may include offering training to students and staff on the reporting and response process.

The college has a reputation of having a safe environment for women and retaining its gender sensitive culture. It was also decided that more female students are to be encouraged to participate in sports and to contest for college-level leadership positions.

30/06/2025

Chhatna

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