

GENDER AUDIT REPORT

2024



THE WOMEN AND GENDER DEVELOPMENT CELL

St. Xavier's University, Kolkata

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Acknowledgements

St. Xavier's University, Kolkata (SXUK) has emphasized the importance of fostering gender equality and empowering women since its inception in 2017. By making significant strides in achieving gender balance across academic and administrative realms, SXUK has demonstrated a clear commitment to inclusivity. Acknowledging the importance of conducting gender audit to foster gender equality and empowering women, the Women and Gender Development Cell (WGDC) of SXUK was entrusted to conduct this exercise by the university authority. This gender audit report also stands as a testament to the dedication of the university to continuous evaluation and improvement.

We extend our appreciation to the Hon'ble Vice Chancellor, Rev. Dr. J. Felix Raj, S.J. for spearheading gender-specific initiatives and overseeing the gender audit process. We also express gratitude towards the Registrar, Professor Ashis Mitra, Director of IQAC, Dr. Subhendu Chakraborty, Deans of Faculties, all faculty members, non-teaching staff members and students of the university for their valuable assistance in providing necessary data and insights, in compilation of this report.

Dr. Antara Ghatak
on behalf of
Women and Gender Development Cell
St. Xavier's University, Kolkata

I INTRODUCTION

1.1. A Brief History of St. Xavier's University, Kolkata

St. Xavier's University, Kolkata was established by the St. Xavier's University, Kolkata Act, 2016, which came into force on February 8, 2017. SXUK was inaugurated on July 7, 2017 by Hon'ble Chief Minister of West Bengal, Smt. Mamata Banerjee, in the presence of Mr. Lakshmi Niwas Mittal, Chairman & CEO of Arcelor Mittal, Rev. Fr. Jeyaraj Veluswamy, S.J., Jesuit Provincial and several other dignitaries.

The Jesuit principles of faith and service would enable SXUK to become one of the foremost educational institutions in the country, promoting excellence in education and research. Rooted in and inspired by the Ignatian charism of forming men and women for others, SXUK, as a centre of excellence, strives to promote a society based on love, freedom, liberty, justice, equality and fraternity with the following mission:

- ❖ To set an international standard for Arts, Science, Commerce education.
- ❖ To provide management and legal education contemporary and relevant to the 21st Century.
- ❖ To provide all students of St. Xavier's University, Kolkata a unique and exceptional education that will be a transforming experience intellectually, culturally, socially and personally.
- ❖ To excel in all areas of teaching-learning, research, outreach and consultancy.
- ❖ To contribute to the creation of knowledge and to search for the meaning of life.
- ❖ To bridge the rural-urban divide, taking the benefits of education to the poor and the marginalized, aiming at their empowerment.
- ❖ To ensure access to, and equity in higher educational opportunity to all deserving and meritorious students with a preferential option for the poor and marginalized, irrespective of caste and creed.
- ❖ To inspire and challenge all segments of the university to raise the realm of good from better to best through continuous quality assessment.
- ❖ To offer subjects for competence building, and to motivate / inspire a work force imbued with human values.
- ❖ To become a centre of excellence and to consciously promote communal harmony and cultural integration so as to create an atmosphere of dialogue in the campus.
- ❖ To promote academic exchange and academia-industry interface, making use of the latest technology.
- ❖ To develop application-oriented courses, with the mandatory view on values, to produce holistic development of persons.
- ❖ To form young men and women of competence, commitment, conscience, and compassion.

- ❖ To contribute to the well-being of the nation without counting the cost in the spirit of NIHIL ULTRA (Nothing Beyond), the motto of St. Xavier's University, Kolkata.

1.2. Women and Gender Development Cell at SXUK

The Women and Gender Development Cell at SXUK was constituted in 2019 as per Section 3.2 (15) of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women employees and students in higher educational institutions) Regulations, 2015 with the mission of achieving a gender sensitive space within campus.

The WGDC in the university is a dedicated body to promote gender equality, diversity and inclusivity.

1.2.1 Objectives of the WGDC:

The WGDC addresses issues related to gender rights to create a safe and inclusive environment for all genders on campus by:

- ❖ Engaging in dialogues to promote gender sensitivity.
- ❖ Organizing workshops for creating a deeper understanding of the importance of gender equality.
- ❖ Creating a safe environment on campus for women.
- ❖ Encouraging young boys and girls to participate in discussions.
- ❖ Collaborating with other departments, societies, and social outreach units in the university.

1.2.2 Functions of WGDC:

- ❖ To create awareness about the social problems faced in gendered society and to inculcate the values of inclusiveness and sensitivity towards all.
- ❖ To conduct seminars and workshops in collaboration with the Internal Complaints Committee (ICC) on gender and women's issues that would lead to awareness and empowerment.
- ❖ To create awareness on legal rights in collaboration with the Legal Aid Clinic, Xavier Law School through the lectures by distinguished experts and volunteers.
- ❖ To provide support and create an enabling environment for sharing problems and difficulties faced by the virtue of gender.
- ❖ To work in tandem with the ICC which addresses all complaints of sexual harassment within the university.

1.3. Rationale of Conducting Gender Audit:

The WGDC aims to understand and progressively engage with issues of gender as a social location and create an enabling environment for all stakeholders irrespective of their gendered identities. All activities and measures of the WGDC are directed to promote gender awareness and gender-just environment in the campus. The Gender Audit conducted by the WGDC is one such effort undertaken to foster gender equality.

1.4. Members of the WGDC:

- ❖ Dr. Antara Ghatak (Convener)
- ❖ Dr. Tanmoy Kumar Pal (Member)
- ❖ Dr. Tanushree Biswas (Member)
- ❖ Dr. Ranjeeta Mukherjee (Member)
- ❖ Dr. Mitra Goswami (Member)
- ❖ Mr. Ashish Shaw (Member)

Notification for the Women and Gender Development Cell is in Annexure I.

II

CONCEPT & METHODOLOGY

2.1 Gender Audit: Concept

A gender audit is a tool to assess the institutionalization of gender equality into organizations. This assessment encompasses the examination of gender equity through service provisions, structures, policies and procedures, activities, etc. By establishing a baseline, gender audits enable the tracking of progress over time, pinpointing key gender disparities and challenges. Furthermore, the audit helps in making recommendations of how the disparities and challenges can be addressed through improvements and initiatives.

2.2 Objectives of Gender Audit:

- ❖ To evaluate the extent to which gender equality is incorporated into the core aspects of the university, such as policies, programs, procedures, etc.
- ❖ To assess gender balanced participation in the university campus.
- ❖ To understand the gender perception of different stakeholders within the campus environment.
- ❖ To identify and analyse gender gaps and challenges within the campus.
- ❖ To identify areas where capacity building and training may be required for strengthening the university's ability to implement gender-responsive policies and practices.

2.3 Conceptual Framework:

The Gender Audit Team members together engaged themselves in a series of discussions to agree upon a conceptual framework for the gender audit. A comprehensive and strategic outline was designed to ensure a systematic approach to evaluate various gender-related aspects within the university. The key elements of this framework included:

- ❖ *Overall scope and components of the audit:* The governance structures, policies, practices, programs, physical infrastructure and gender dynamics inside the campus have been included in the purview of this exercise.
- ❖ *Gender Indicators:* A set of gender-sensitive indicators were developed / listed based upon reports conducted by other universities and sharing of experiences with various stakeholders.
- ❖ *Stakeholders' Involvement:* For a comprehensive understanding of gender issues within the organizational context, it was decided that data will be collected from employees and students.
- ❖ The data referred to in this audit report is as of September 30, 2023.

2.4 Data Collection Methods:

A combination of quantitative and qualitative approaches was adopted which are as follows:

- ❖ As part of the audit, an online survey was conducted through Google form specially designed for the students, faculty and non-teaching staff. The survey aimed to discern the extent of gender integration within the university's overarching objectives.
- ❖ Data on gender components in the curriculum across various schools / faculties as well as a list of programs /workshops / seminars conducted on gender related topics were collected.
- ❖ Secondary data were procured from various offices of the university.
- ❖ Physical verification was made on the gender sensitive infrastructure in the campus.

2.5 Data Analysis

There were two empirical components in the study, the quantitative and qualitative. The data being mostly categorical in nature was analysed using simple visualization tools such as various pie charts and bar charts, emphasizing gender components in each of the relevant fields.

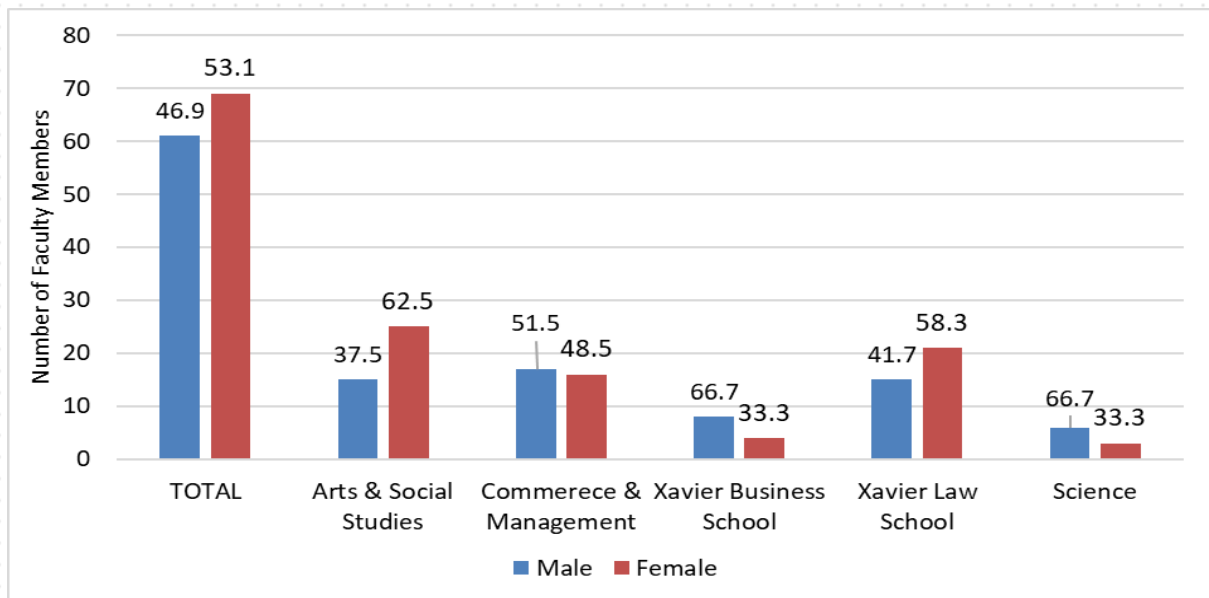
III ANALYSIS AND FINDINGS

3.1 Gender Parity among the Stakeholders of the University

3.1.1 Gender Parity among Faculty Members

Percentage(s) of male and female faculty members in different faculties / schools of the university are shown in the figure below:

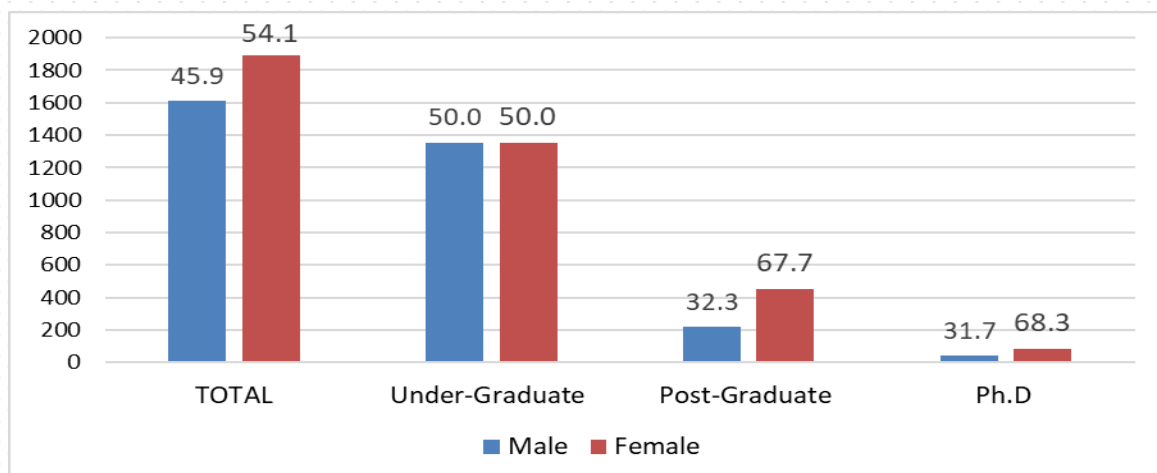
Figure 3.1.1: Percentage(s) of male and female faculty members (N=130)



3.1.2 Gender Parity among Students

Representation of male and female students at Under-graduate, Post-graduate and Doctoral level are shown in the figure below:

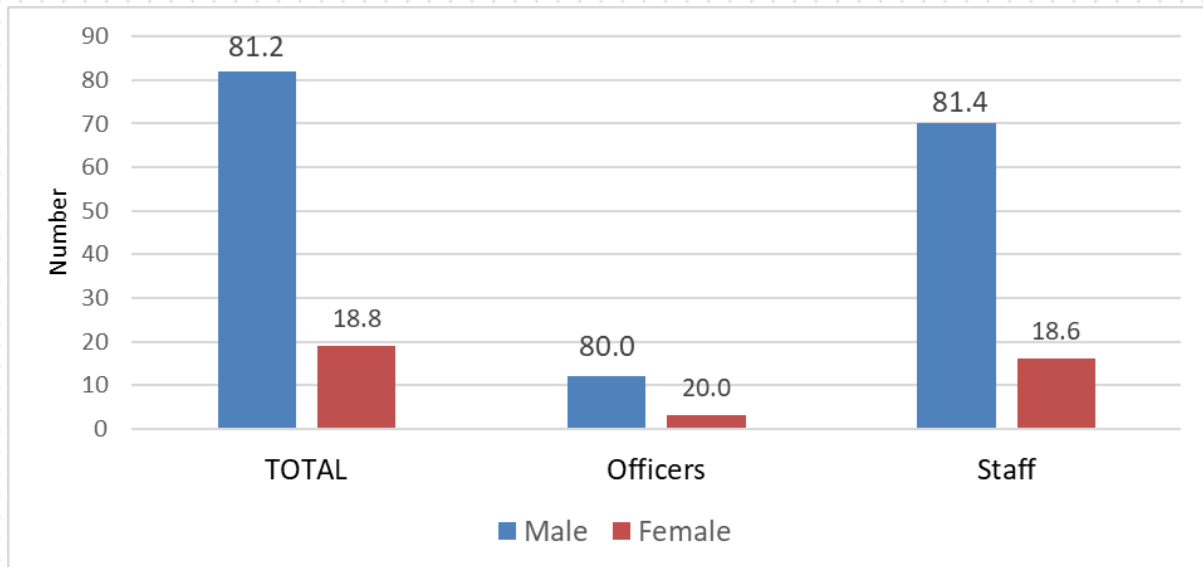
Figure 3.1.2: Percentage(s) of male and female students (N=3506)



3.1.3 Gender Parity among Non-Teaching Staff and Officers

Representation of male and female employees among the Non-Teaching Staff and Officers is shown below:

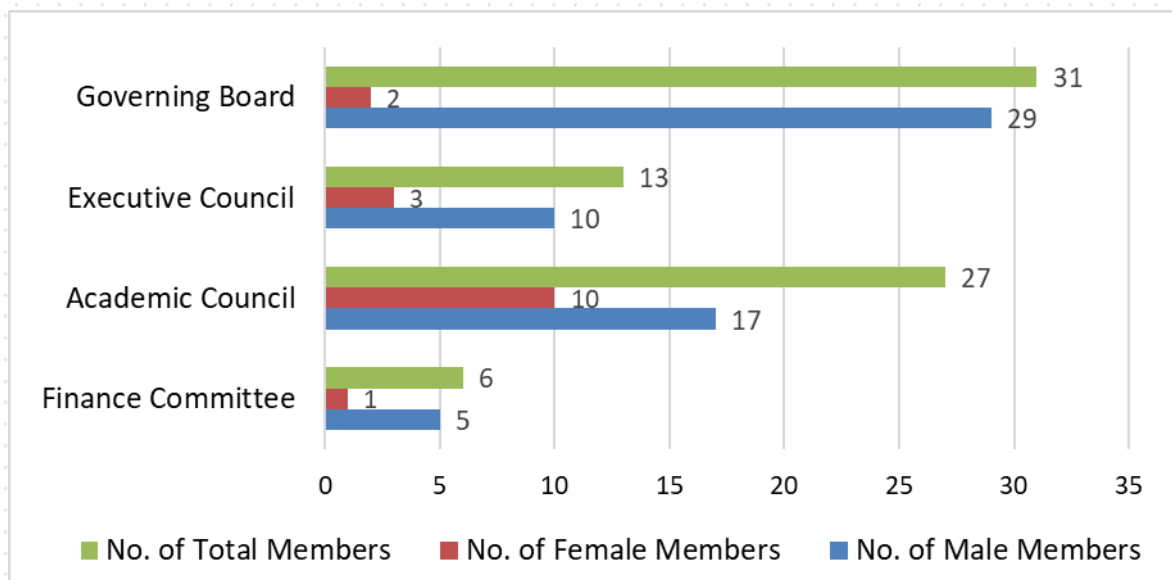
Figure 3.1.3: Percentage(s) of male and female non-teaching staff members (N=101)



3.1.4 Gender Parity in Statutory Bodies

Number of men and women among the members of four main statutory bodies of the university are shown below.

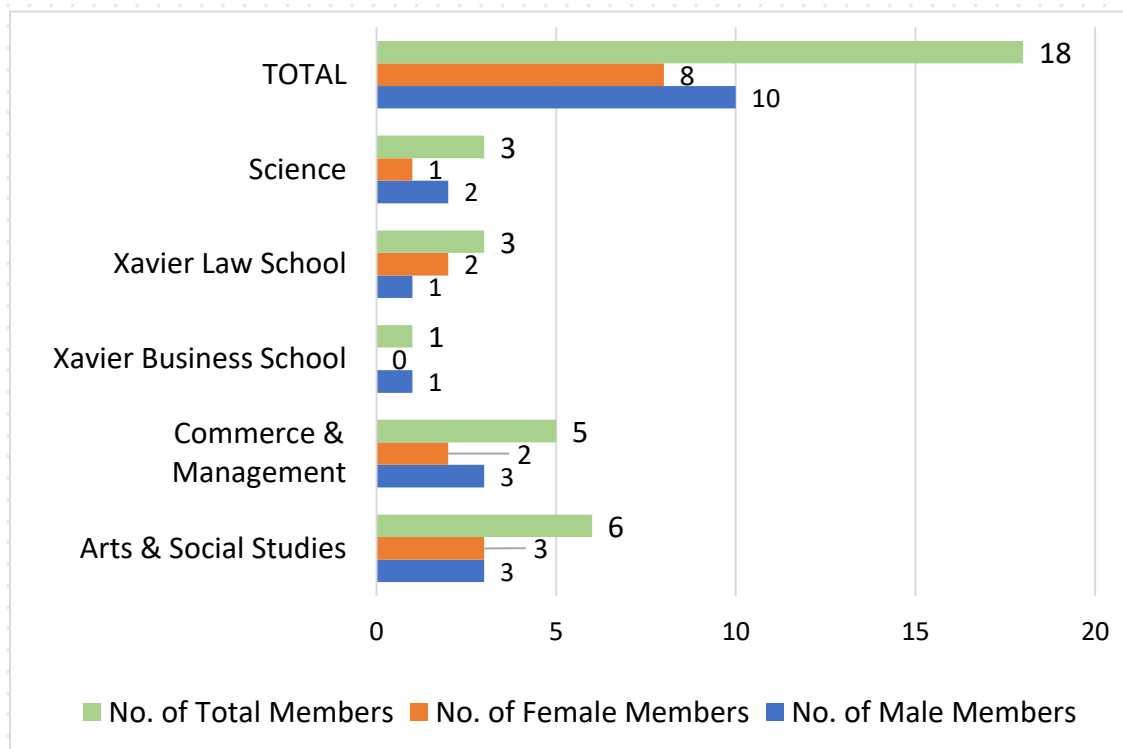
Figure 3.1.4: Number of men and women among the members in statutory bodies



3.1.5 Gender Parity among Deans / HoD(s) / PIC(s) / AC(s)

Number of men and women among the Deans / Head of Department(s) / Professor-in-Charge(s) / Academic Coordinator(s) of various faculties / schools of the university are shown below.

Figure 3.1.5: Number of men and women among Deans / HoD(s) / PIC(s) / AC(s) (N=18)



3.2 Analysis of Primary Survey Data

3.2.1 Number of Respondents

As mentioned earlier, an online survey was conducted through Google form(s) which were specially designed for the students, faculty members and non-teaching staff members. The survey aimed to discern the extent of gender integration within the university's overarching objectives. Details of the respondents of the survey is given below:

Table 3.2.1: Details of respondents (N=800) of the survey

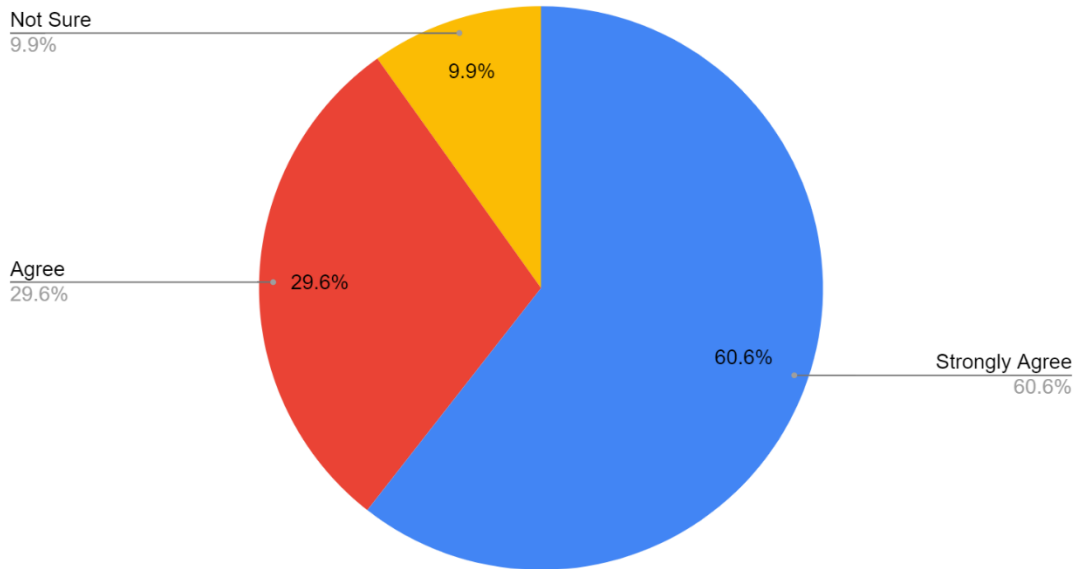
Type of Respondents	Male	Female	Third Gender	Total
Faculty Members	33	38	0	71
Students	291	389	1	681
Non-Teaching Employees	39	9	0	48
Total	363	436	1	800

[Note: According to records submitted to the university by students, there is no 'Third-Gender' student in St. Xavier's University, Kolkata. However, one student respondent had identified as 'Third Gender' in the survey form.]

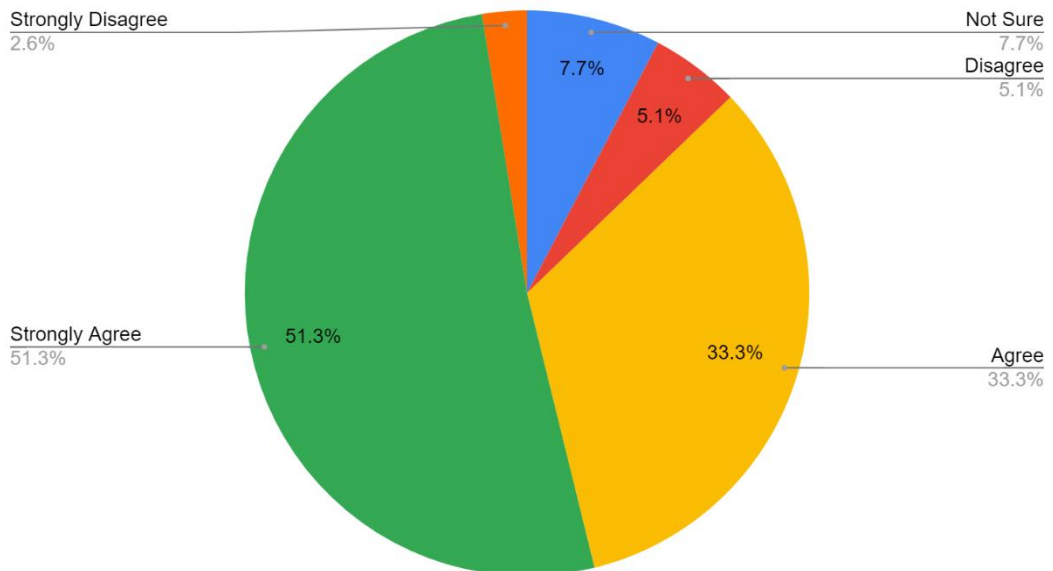
The respondents were asked to indicate their “agreement” to various statement(s) in a five-point scale. The responses are placed in the following sub-sections.

3.2.2 Statement: “The university promotes gender equality / equity through its policies and initiatives”.

Responses of Faculty Members

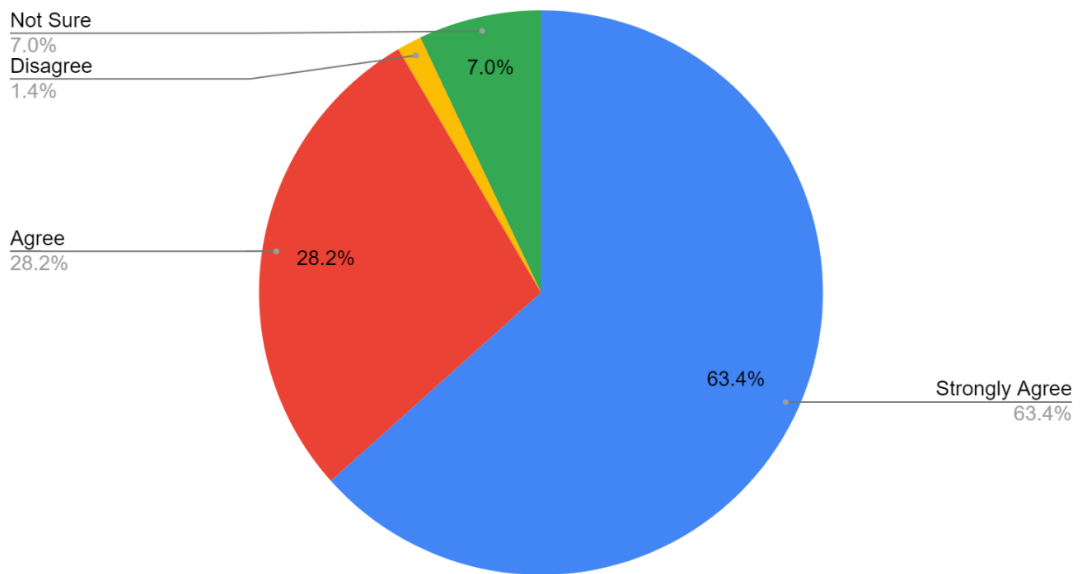


Responses of Officers and Non-Teaching Employees

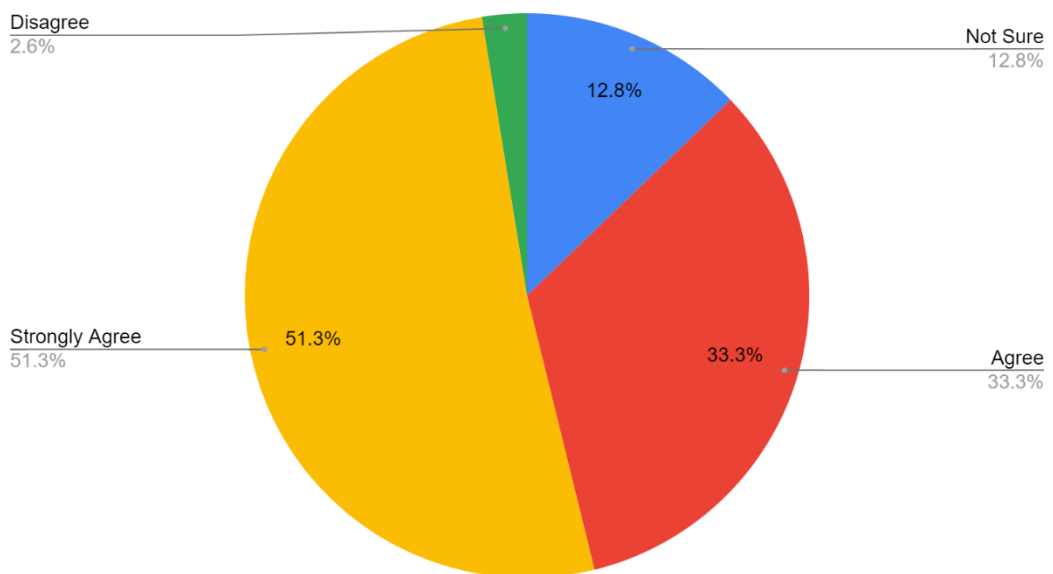


3.2.3 Statement: “Men and Women can participate in equal / equitable manner in decision-making at respective hierarchical level in the university.”

Responses of Faculty Members

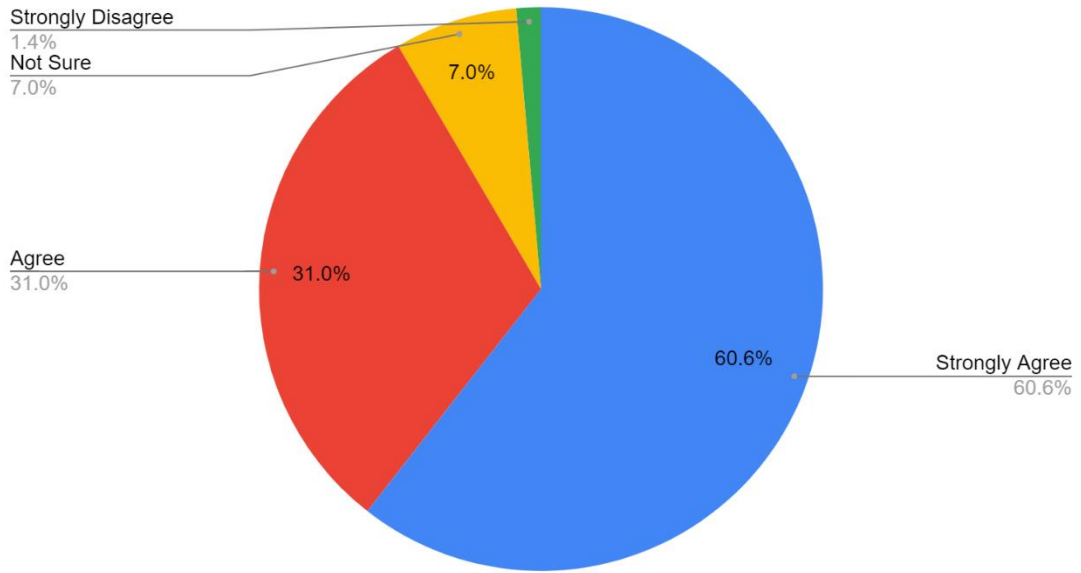


Responses of Officers and Non-Teaching Employees

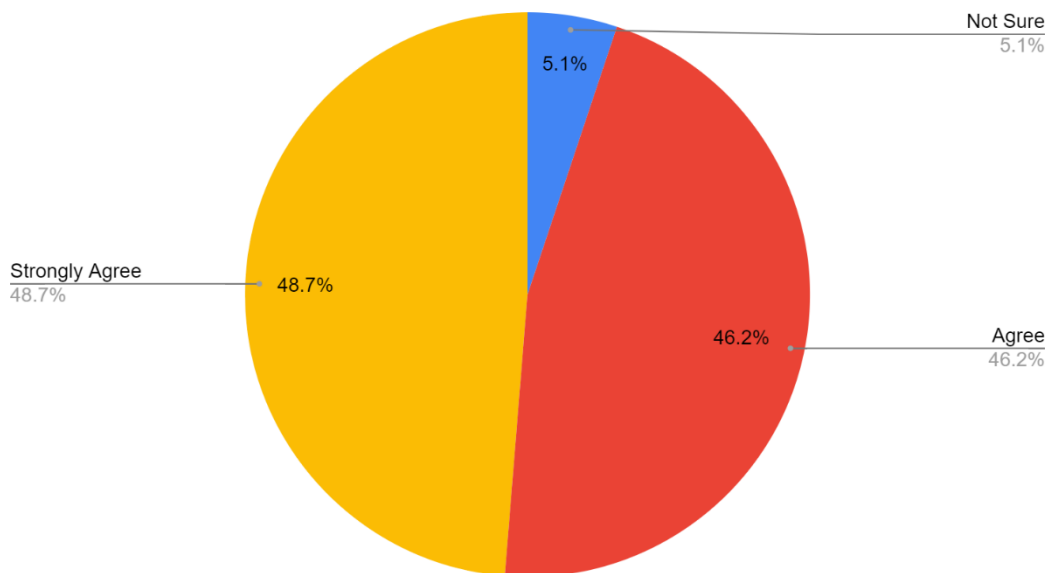


3.2.4 Statement: “Use of gender-neutral terms and language is encouraged in the university communications, official documents, and website.”

Responses of Faculty Members

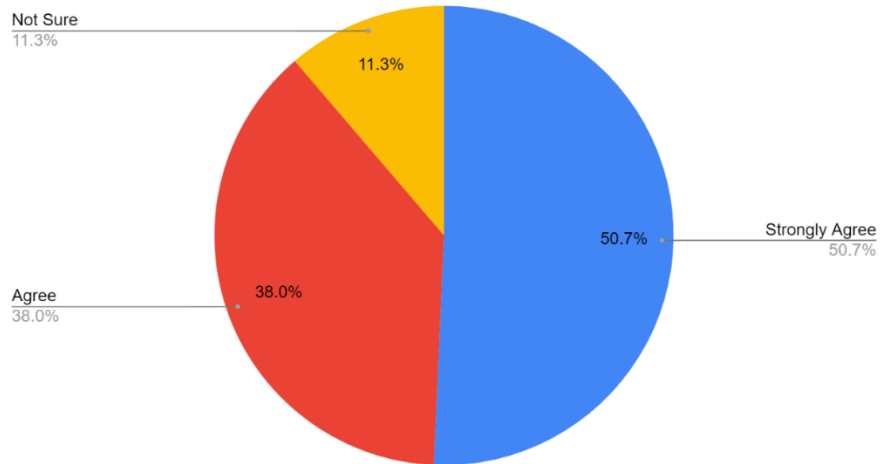


Responses of Officers and Non-Teaching Employees

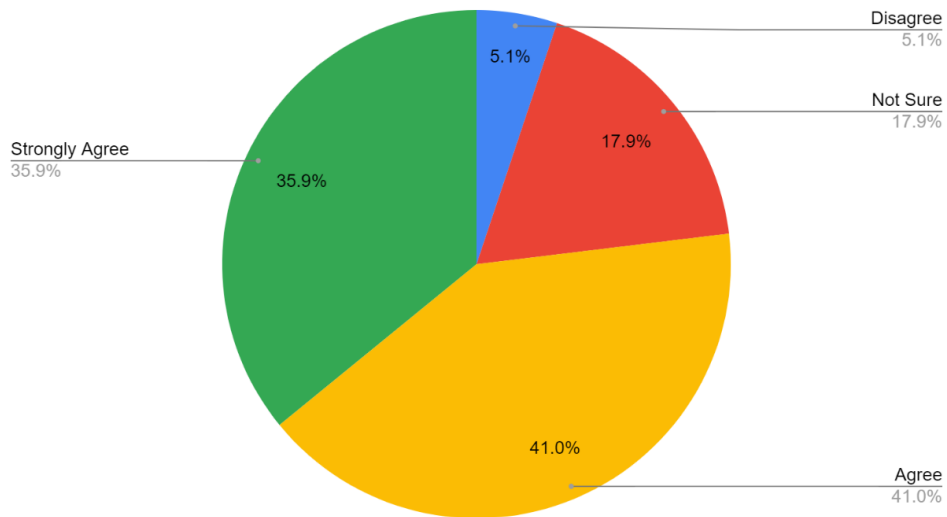


3.2.5 Statement: “The university's health services are gender sensitive and include services for gender-related health needs.”

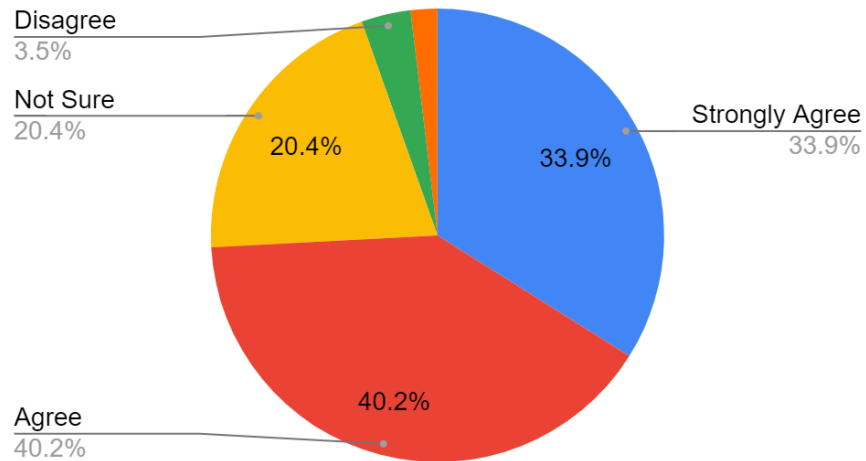
Responses of Faculty Members



Responses of Officers and Non-Teaching Employees

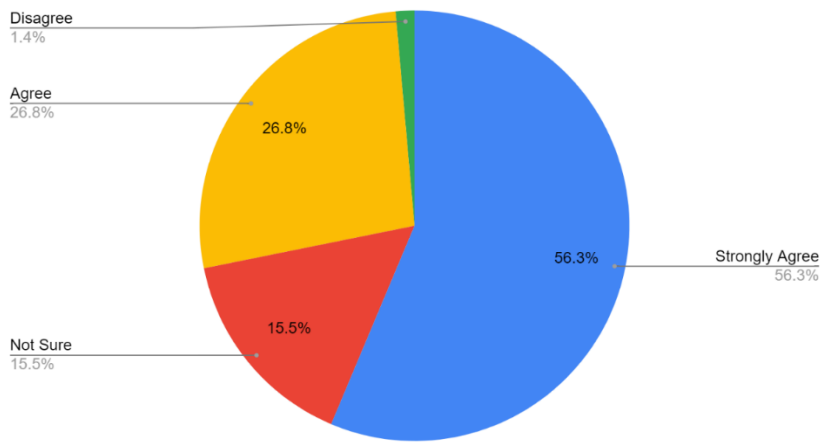


Response of Students

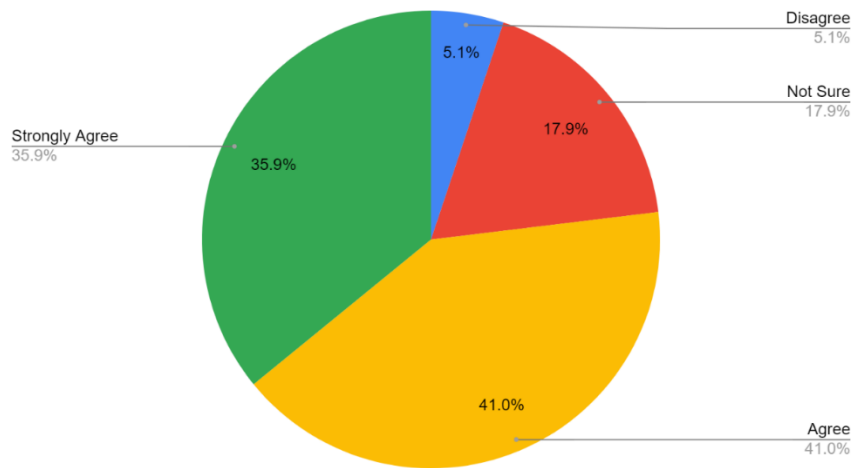


3.2.6 Statement: “The university's counselling support is gender sensitive and does not discriminate based upon gender.”

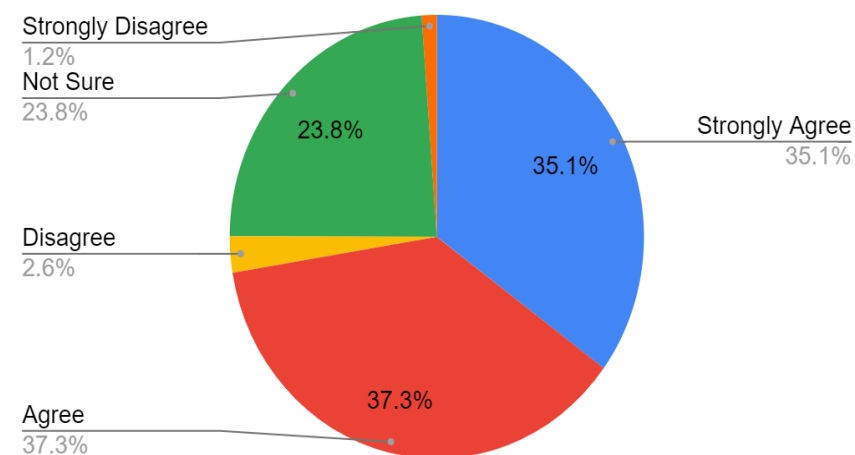
Responses of Faculty Members



Responses of Officers and Non-Teaching Employees

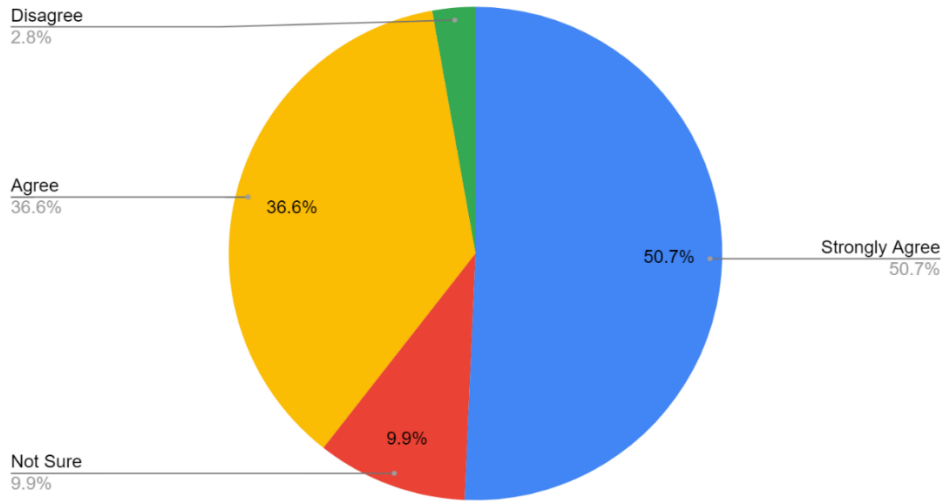


Response of Students

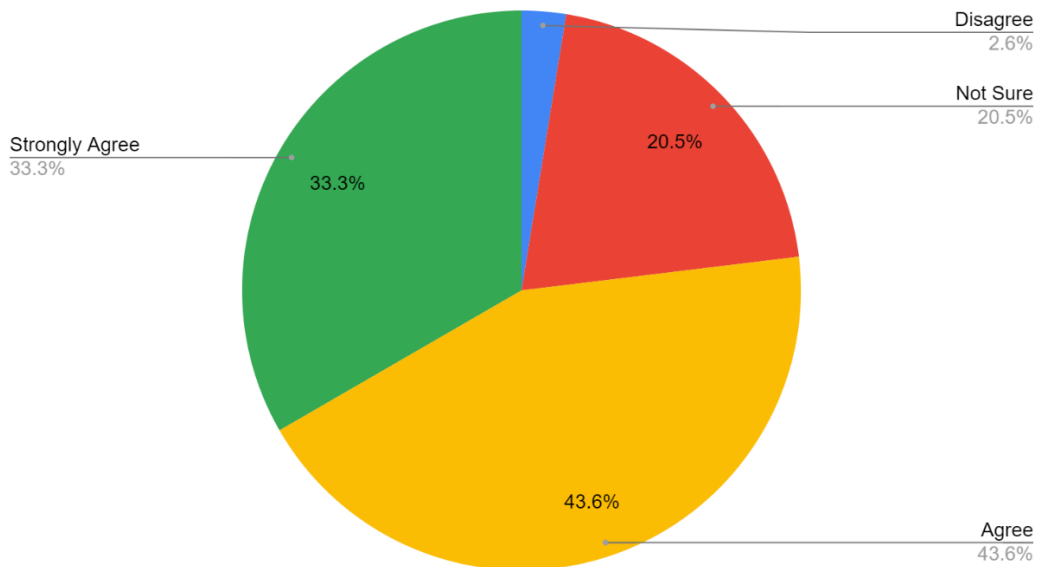


3.2.7 Statement: “Gender sensitivity / gender related issues are covered / discussed in training / workshops for faculty members to ensure a supportive and inclusive environment in the campus.”

Responses of Faculty Members

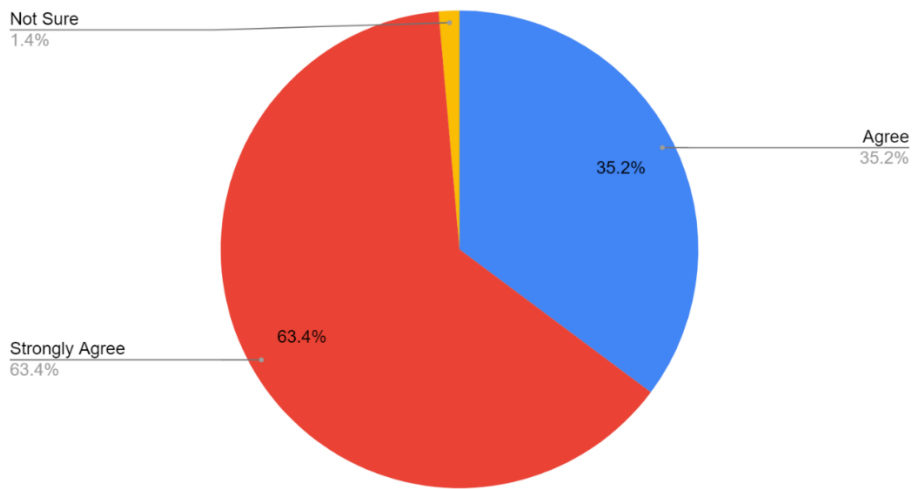


Responses of Officers and Non-Teaching Employees

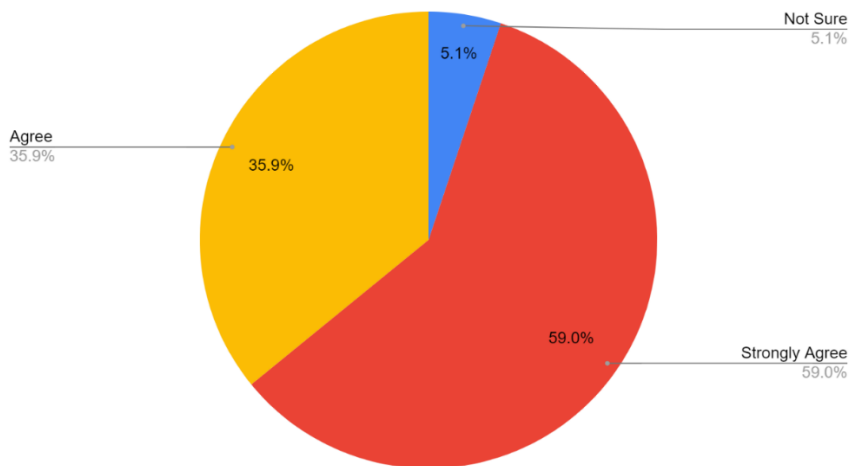


3.2.8: Statement: “The campus environment and infrastructure of the university, facilitates safety, security and inclusivity for all genders.”

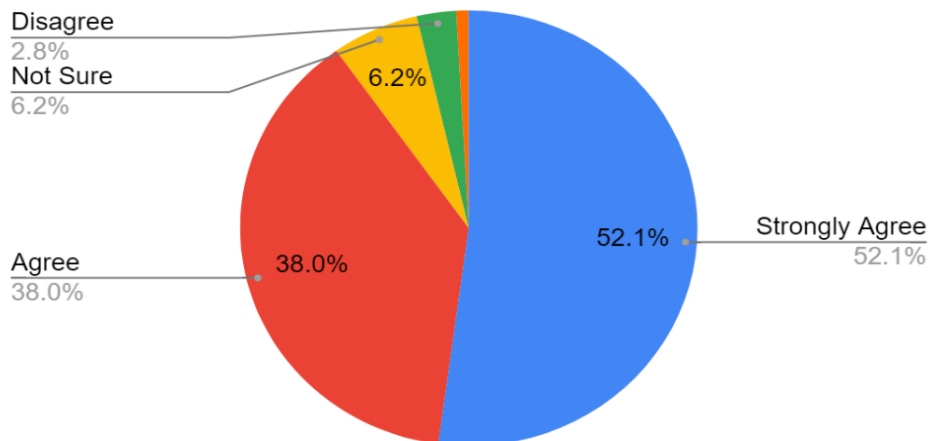
Responses of Faculty Members



Responses of Officers and Non-Teaching Employees

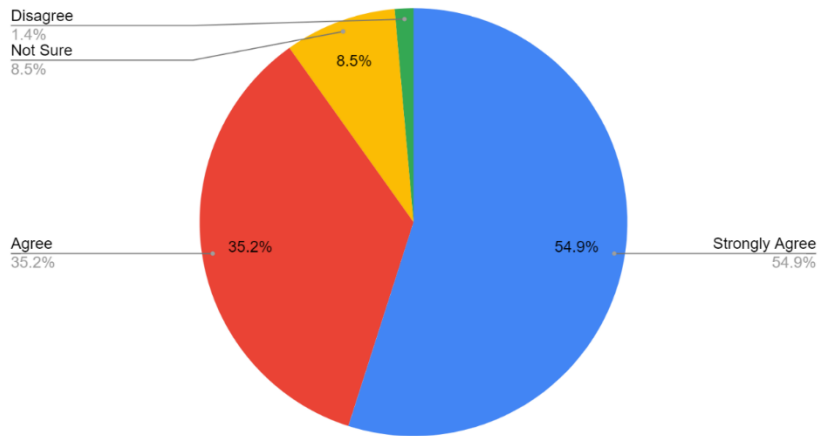


Response of Students

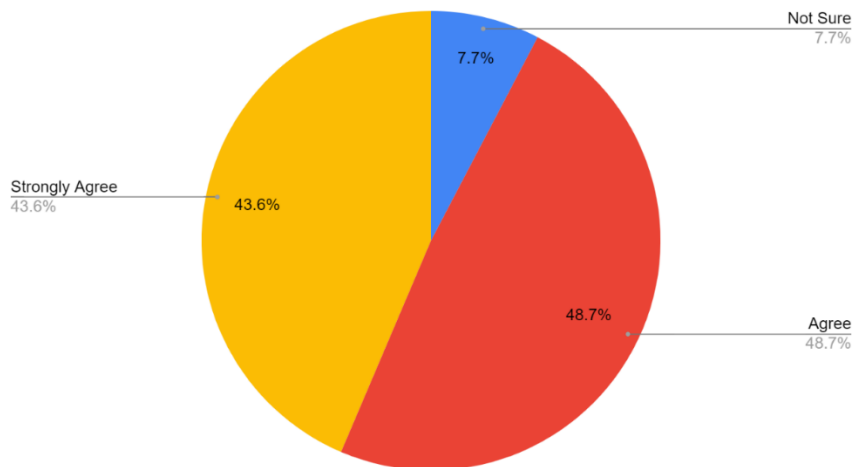


3.2.9 Statement: “The university has clear and accessible guidelines for reporting and addressing gender related issues including harassment and discrimination.”

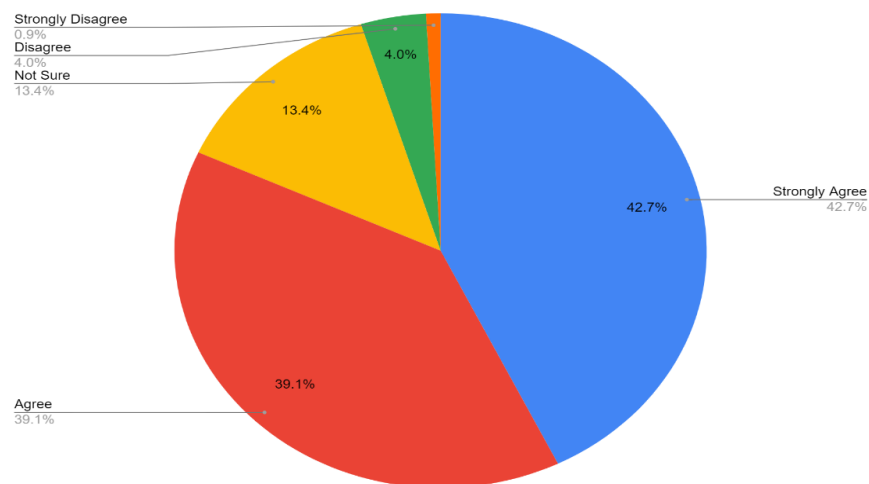
Responses of Faculty Members



Responses of Officers and Non-Teaching Employees

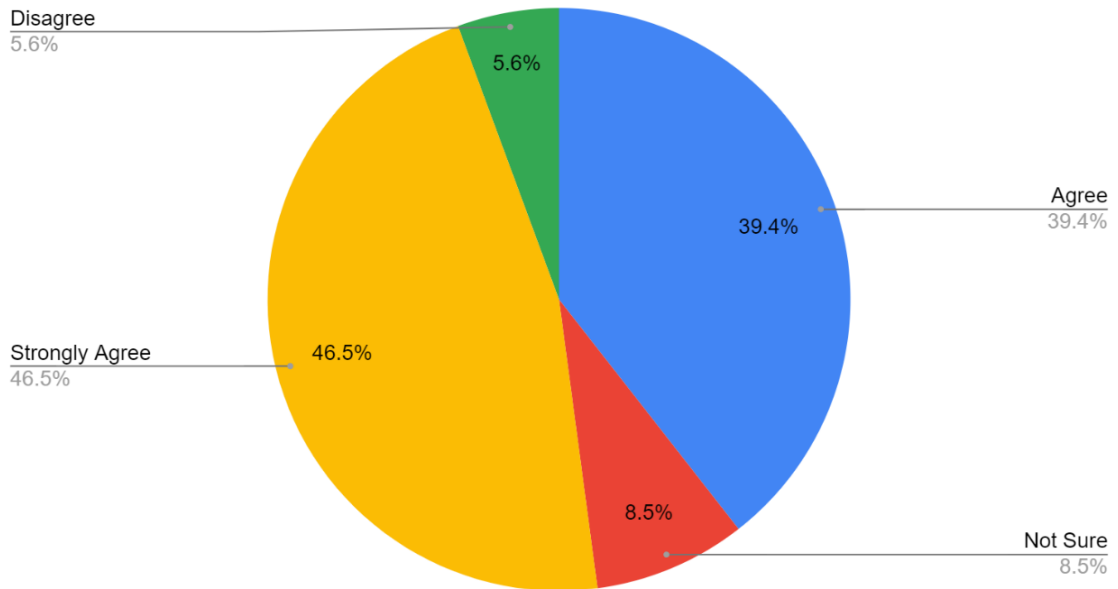


Response of Students

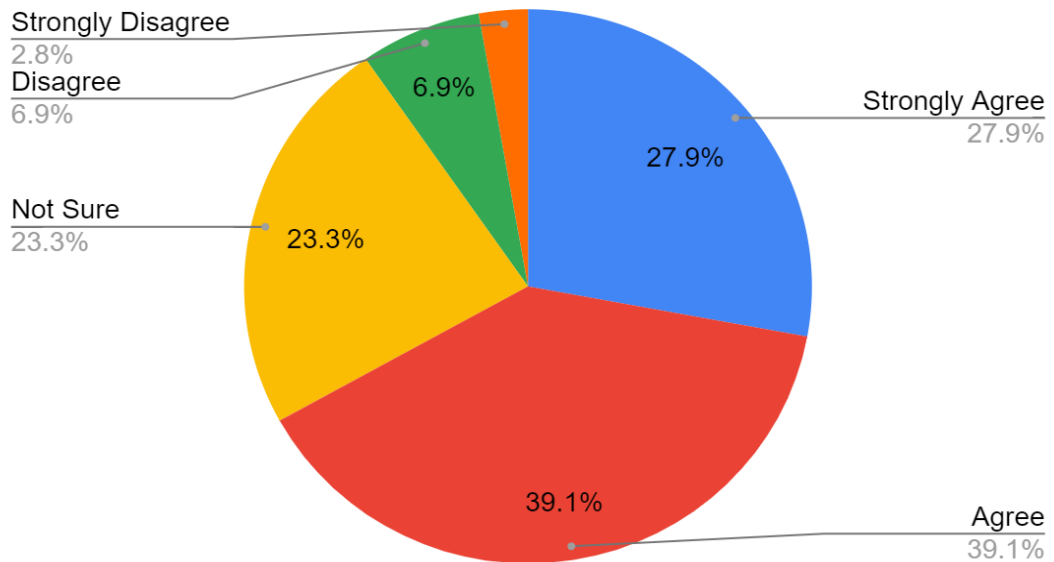


3.2.10. Statement: “Gender-sensitive topics and diversity are integrated into the curriculum (in at least one course / paper).”

Responses of Faculty Members

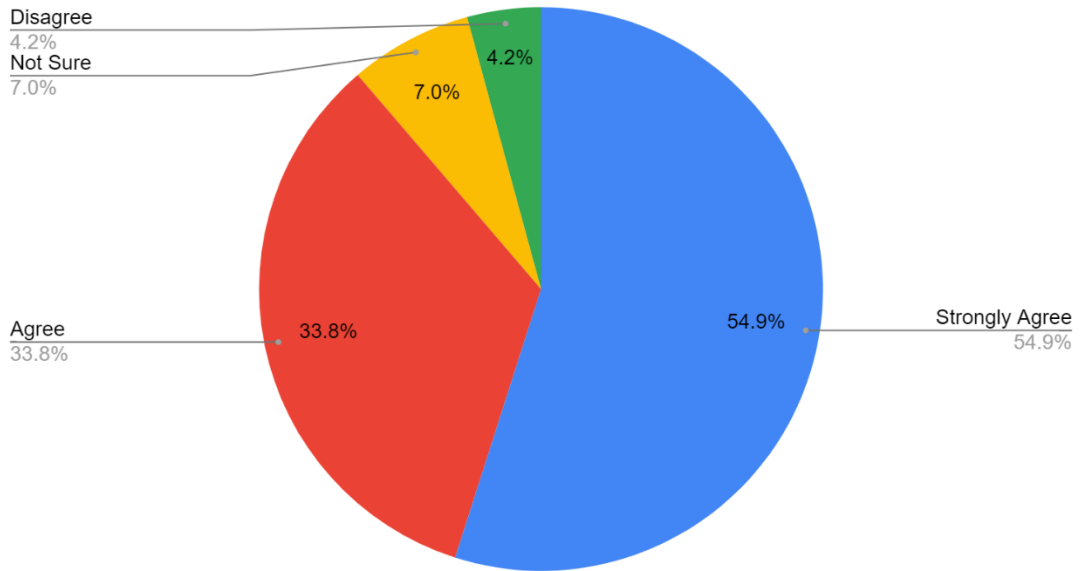


Response of Students



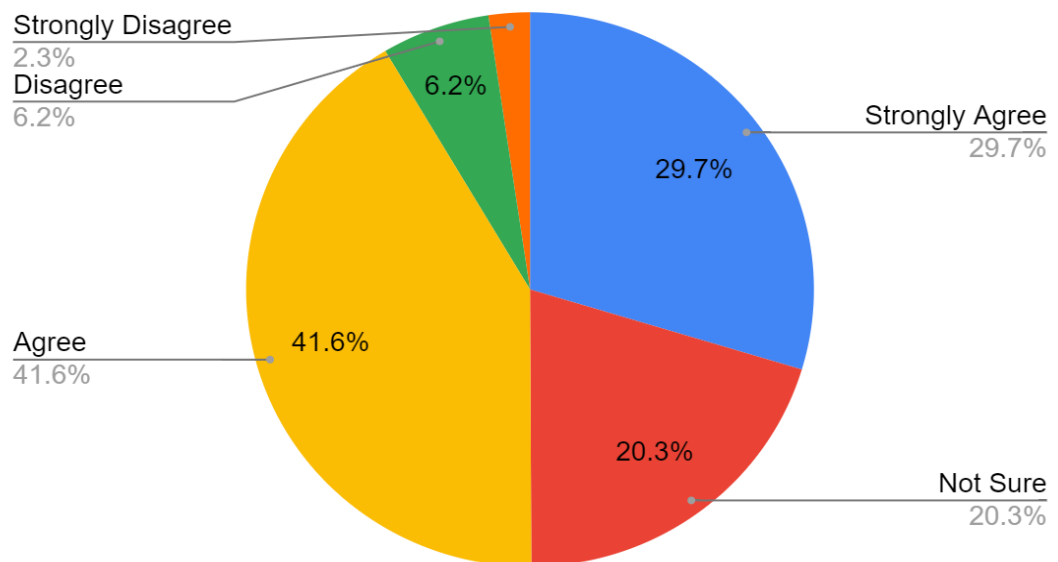
3.2.11 Statement: “Students are encouraged to engage in discussions and initiatives related to gender diversity and equity.”

Responses of Faculty Members



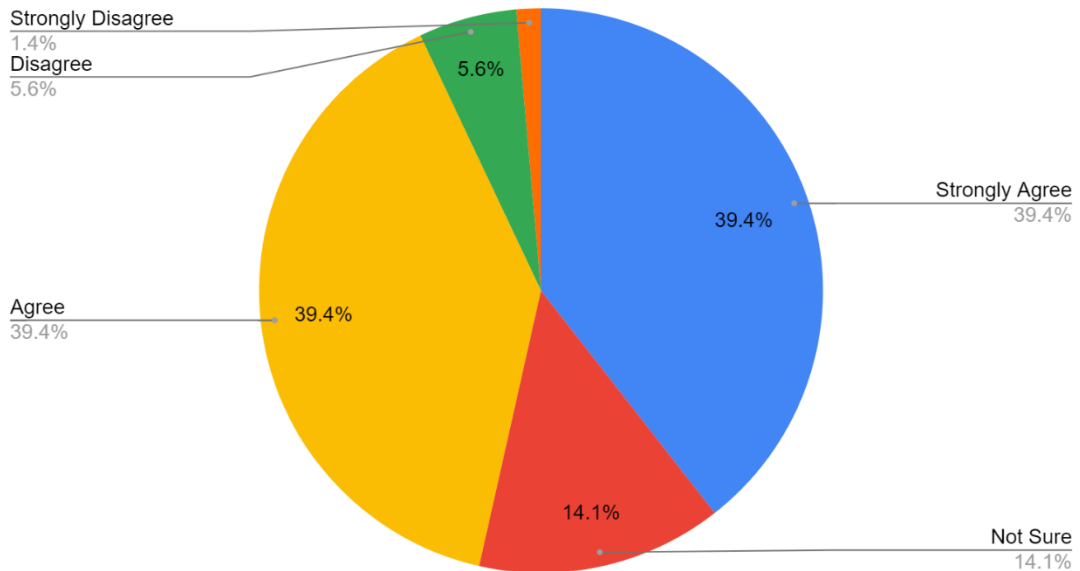
3.2.12 Statement: “Gender diversity and inclusivity are actively discussed and celebrated in campus events and activities.”

Response of Students



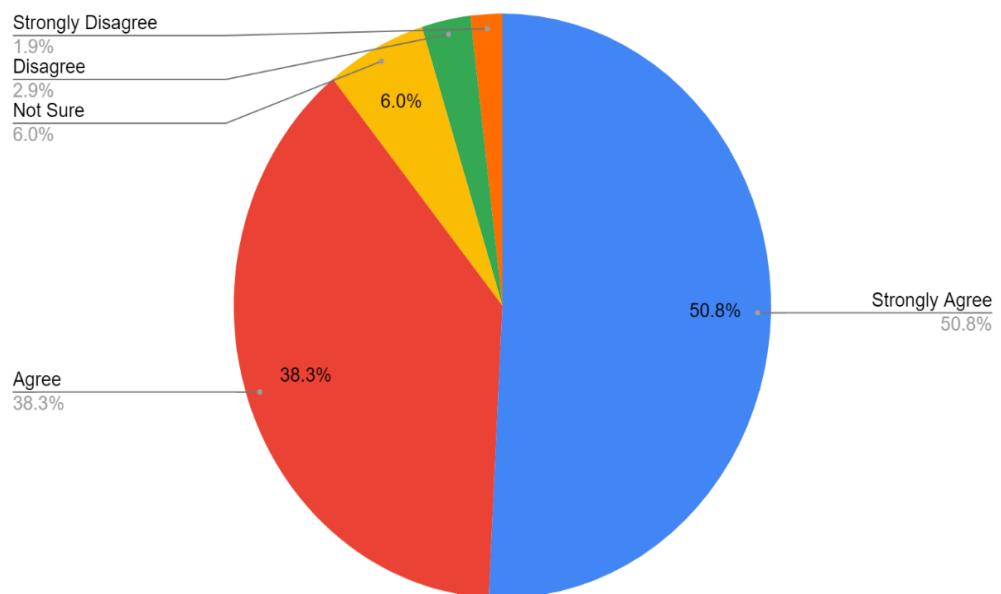
3.2.13 Statement: “The university actively encourages research and projects related to gender and gender-related issues.”

Responses of Faculty Members



3.2.14: Statement: “Professors and staff members treat all students equally without discrimination based on their gender.”

Response of Students



3.2.15 Major Observations from the findings of the survey

On the basis of the responses received from various stakeholders, it is observed that a majority of faculty members agree that the university actively fosters gender equality through its initiatives and policies. Similar response is observed with respect to the non-teaching staff of the university. This finding is further substantiated by an observation wherein there is a consensus among faculty members and non-teaching staff that there is relatively minimal gender disparity with respect to participation of men and women in the decision-making process.

The observation also exhibits that the university encourages gender neutral language in its official communication and documentation. The university's health services, and counselling support is gender sensitive. Majority of the responses reflect on the university's initiative taken to organize training and workshops related to gender sensitivity and has proper redressal mechanisms to address gender sensitive issues. The campus facilitates a safe and secure environment for all genders. Majority of the respondents agree that gender related topics are integrated in the curriculum which facilitates a research-oriented culture and the same is reflected in the co-curricular initiatives of the university.

3.3 Gender Component in Curriculum

3.3.1 Gender Component Analysis

The gender component in curriculum plays a crucial role in fostering inclusive and equitable education. By integrating gender perspectives across subjects, students gain a more nuanced understanding of societal dynamics, promoting empathy, and breaking down stereotypes. We present major findings of gender component analysis of the curriculum of the courses offered by the university at the PG and UG levels in Table 3.3.1.

3.3.2 Observations on Gender components in the Curriculum and Syllabus

Inclusion of gender components in syllabus is an absolute necessity if we need to address the lack of awareness about gendered identity in the society. Gender is a point of focus at every level, and in most papers taught within the curriculum of the university. It is not only a privileged point of entry and analysis for textual exegesis but is discussed as a lived aspect of students' daily lives. The Faculty of Arts and Social Studies and Xavier Law School have incorporated gender components in majority of the papers. Students are introduced to both theoretical and pragmatic aspects of feminist and gender studies. However, the study of syllabus of the Faculty of Science, Faculty of Commerce & Management and Xavier Business School reveals the possibility of including more gender components in the syllabus.

The National Education Policy, 2020 (NEP) prescribes to approach gender as a cross-cutting priority to achieve gender equality in education with the partnership of states and local community organizations. The Personality Development section of the foundation course in all courses at the UG level focuses on negotiating gender with sensitivity, as part of our daily lives. Students are encouraged to discuss gender and sexuality in their presentations at every level.

The NEP leaves us with many opportunities for inclusion of gender issues in the syllabus offered at all streams in the university that breaks the gender stereotyping in the society.

Table 3.3.1: Total No. of Course / Papers having Reference to Gender Issues in Various Programmes offered at SXUK:

Reflection of Gender Issues in the Curriculum and Syllabus	
Name of the Programs	Total No. of Course / Papers having reference to Gender Issues
MA in English	6
MA in Psychology	3
MA in Mass Communication	11
Master of Social Work	5
MA in Economics	8
Master of Business Administration	12
Master of Commerce	2
M.Sc. in Computer Science	NIL
M.Sc. in Statistics	NIL
Bachelor of Management Studies	4
Bachelor of Commerce	4
BA (Mass Communication)	10
BA in Psychology	5
BA in English	11
BA in Economics	14
B.Com. LL.B.	22
B.A. LL.B.	30

A list of the papers having gender components has been provided in Annexure II.

3.4 Activities to promote Gender Equity

Since its inception in 2019, the WGDC has been actively committed to promoting awareness, dialogue, and initiatives surrounding gender-related issues. Through a series of thought-provoking seminars, discussions, webinars, workshops, and special talks, the WGDC has consistently strived to bridge the gap in understanding gender dynamics and fostering an inclusive environment. The following is a chronological list of impactful events organized by the WGDC, each contributing to the University's commitment to gender sensitivity and equality.

- 1) On **23/09/2019**, an offline Seminar and Panel Discussion titled "***Bridging the Gap: Gender Issues in Contemporary India***" was organized, addressing gender disparities.
- 2) On **05/03/2020**, a Discussion on "***Re-evaluating Girl Power: Representation in Media and Popular Culture***" was organized which featured dignitaries like Dr. Debnita Chakravarti and Ms. Sudeshna Roy. The offline event involved faculty members and students.
- 3) On **25/11/2020**, a webinar on "***Gender, Law and Society***" was organized, featuring Dr. Trina Nileena Banerjee and Professor Niladri Chatterjee. The online event involved faculty members and students.
- 4) On **09/03/2021**, a Special Talk on "International Women's Day" discussing "***What does it mean to be a Feminist***" was held, featuring Prof. Sanjukta Dasgupta. The online event involved faculty members and students.
- 5) On **14/12/2021**, a workshop on "***Gender Sensitisation***" was organized, featuring Dr. Tania Chakraverty and Prof. Bula Bhadra. The offline event involved faculty members.
- 6) On **25/03/2022**, a talk titled "***Speak out for Gender Equality***" was organized, featuring Professor Shabina Nishat Omar. The offline event involved faculty members and students.
- 7) On **28/03/2023**, an Awareness Programme on "***Menstrual Hygiene***" was conducted by The Basement Project to Celebrate International Women's Day. The offline event involved the students of Narayanpur Vivekananda Vidyalaya.
- 8) From **13/08/2023** to **17/11/2023**, the WGDC conducted an unarmed combat training course in collaboration with Kolkata Police. Inspector Prasanto Hetu conducted a special session, and the offline event spanned three months.
- 9) The Women and Gender Development Cell, in collaboration with Legal Aid, St, Xavier's University, Kolkata, regularly conducts Gender Sensitization Poster Presentations Gender Champions presented posters and demonstrated on the Law and Gender, involving students of Arts and Social Studies, Faculty of Science.

Details of some programmes organised by the WGDC is given in Annexure III

3.5 Gender Sensitive Infrastructure

Creating gender-sensitive infrastructure in a university is an essential step towards fostering an inclusive and safe environment for all members of the academic community. This involves designing spaces, facilities, and policies that consider and accommodate the diverse needs of individuals, irrespective of their gender. A physical verification was made about the nature of the gender sensitive features within the university. The following features were found to be present in the campus of the university:

- ❖ Basic sanitation facilities in the form of separate toilets for the students and staff are provided in all the buildings across the campus and the hostels.
- ❖ Ladies Common room is available on the 2nd Floor of the Academic Building.
- ❖ 24 hours security personnel and lady attendants.
- ❖ The hostels for girls are secured with collapsible gates.
- ❖ The University Infirmary has an infirmarian and a female nursing assistant.
- ❖ There are CCTV monitoring devices installed at different locations within the university.

3.5.1 Gender-Sensitive Infrastructures at St. Xavier's University, Kolkata.



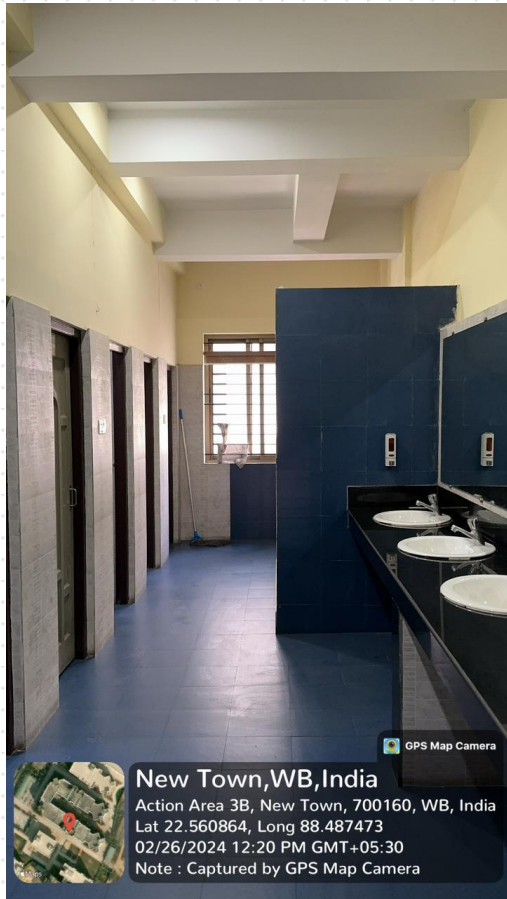
Gate No. 2, St. Xavier's University, Kolkata



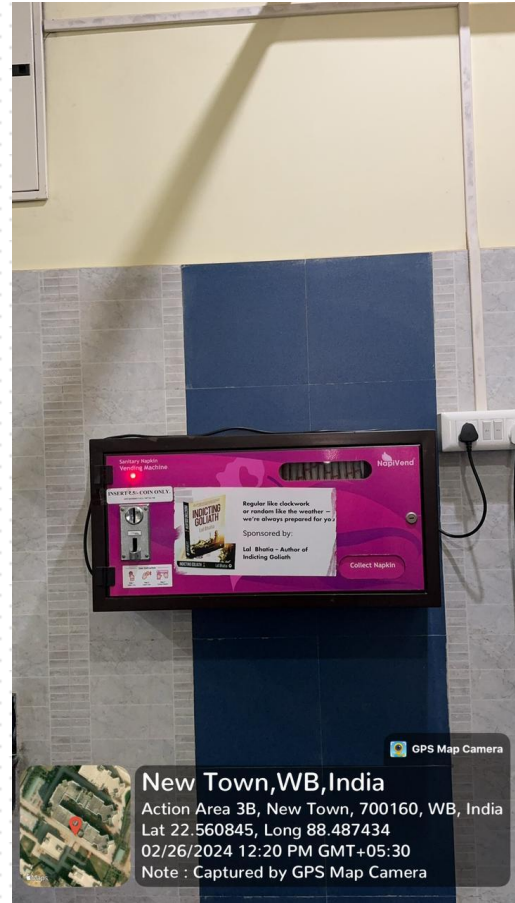
Girls Hostel (Mother TERSA Niwas)



CCTV camera in the Corridor



Restroom for Girls



Sanitary Pad Vending Machine



Restroom for Girls



Lady Professor's Common Room on the 2nd Floor of the Academic Building



Common Room for Girls in 1st Floor of the Academic Building



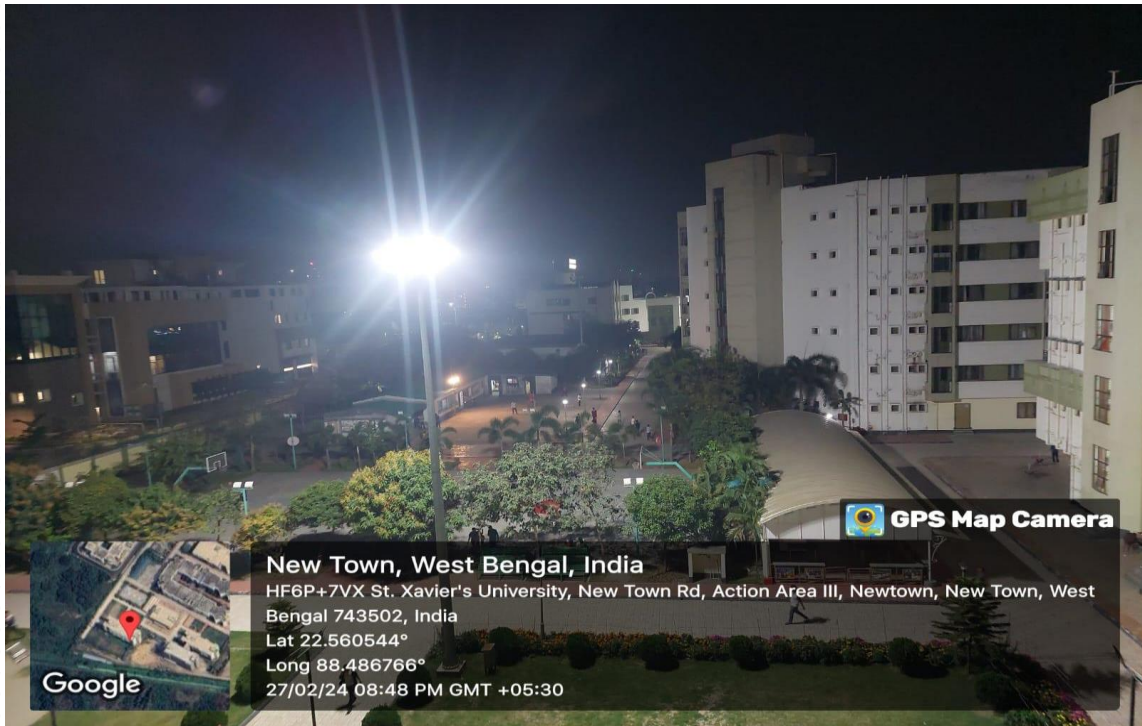
Infirmarian with Nursing Assistant in the Infirmary



Girls and Boys Sick Room



Facilities in the Sick Room



Well Lit Campus of St. Xavier's University, Kolkata



Women and Gender Development Cell in the Academic Building

IV Recommendations & Conclusion

4.1 Strengths & Opportunities

A study of the data collected reflects that there is minimal gender disparity with respect to participation of men and women in the decision-making process. Based on the responses received from the survey, it is observed that:

- ❖ The university actively fosters gender equality through its initiatives and policies.
- ❖ The university encourages gender neutral language in its official communication and documentation.
- ❖ The university's health services, and counselling support is gender sensitive.
- ❖ Gender related topics are integrated in the curriculum which facilitates a research-oriented culture and the same is reflected in the co-curricular initiatives of the university.
- ❖ The university takes initiatives to organize training and workshops related to gender sensitivity.
- ❖ The university has proper redressal mechanisms to address gender sensitive issues.
- ❖ The campus facilitates a safe and secure environment for all genders.

4.2 Concluding Remarks

In a study of the magnitude as the present one, certain aspects remain beyond the scope of consideration. These limitations, however, are important to be mentioned for an impartial and appropriate understanding of the scope of the conducted exercise. One such limitation arises from the fact that certain stakeholders viz. the alumni, the parents and the students of the Ph.D. programme were not included in the scope of the survey. Secondly, the syllabus for the four-years UG courses as per NEP 2020 could not be analysed entirely as the same for all the semesters have not been finalized.

A study of the data collected reflects a fair gender awareness in the campus of SXUK. However, there are certain areas that demand a special attention regarding the same. It was found that the number of non-respondents in the survey was quite significant. Therefore, efforts need to be taken to increase the participation in future surveys.

Moreover, there is a need to promote scholarships pertaining to women students and financial support or grant opportunities for women faculty members and members of non-teaching staff. The promotion of projects that are related to gender issues would pave a way for greater involvement of the stakeholders of the university.

The WGDC of SXUK upholds the noble visions of the Ignatian spirituality of *majis* and *cura personalis* by which we pledge to offer our services and to address the need of others. The cell is committed to fulfil the aims and objectives set by the University Grants Commission and to foster the values of inclusivity and empowerment of all.

V
References

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ANNEXURES

Annexure-I: Notification on Constitution of WGDC




ST. XAVIER'S UNIVERSITY, KOLKATA

Date 22nd June 2023
Ref: SXUK/VCO/WGDC/01/2023

WOMEN AND GENDER DEVELOPMENT CELL

The Women and Gender Development Cell has officially been reconstituted with effect from July 1, 2023 to June 30, 2024. The list of members are as follows:

Sl. No.	Name	Designation	Category
1.	Dr. Antara Ghatak	Professor-in-Charge, Women and Gender Development Cell and Assistant Professor, Dept. of English, St. Xavier's University, Kolkata	Convenor
2.	Dr. Ranjeeta Mukherjee	Assistant Professor, Xavier Law School, St. Xavier's University, Kolkata	Member
3.	Dr. Tanushree Biswas	Assistant Professor, Xavier Business School, St. Xavier's University, Kolkata	Member
4.	Dr. Mitra Goswami	Assistant Professor, Faculty of Commerce and Management, St. Xavier's University, Kolkata	Member
5.	Dr. Tanmoy Kumar Pal	Assistant Registrar, St. Xavier's University, Kolkata	Member
6.	Mr. Ashis Shaw	Legal Assistant, St. Xavier's University, Kolkata	Member


Rev. Dr. J. Felix Raj, S.J.
Vice-Chancellor
Vice-Chancellor
St. Xavier's University, Kolkata
Action Area IIIB, New Town
Kolkata-700160

Annexure II: Curriculum Analysis

Name of the Course	Name of Paper	Reasoning
BA in English	Understanding Poverty	Creates an understanding of how the economy intersects with professional ethics, gender disparity and human values.
	Introduction to Media Studies	Helps understand the role of professional ethics, gender and human values in media studies.
	Environmental Education	To promote care and conservation of the environment and developing ways of ethical use of environmental resources and sustainable living and gender roles in the context of education.
	Child Development and Education	To develop an understanding of the role of education and addressing issues of gender and human values.
	Media and Society	To understand the relationship between media and society and its interplay with issues of gender and professional ethics.
	Understanding Indian Constitution	To understand the basic precepts and fundamental principles of the Indian Constitution in the country for developing personal and professional and gender ethics.
	Health and Well-Being	To understand the relevance of health and wellbeing in everyday life that creates adults who are aware of gender disparity in health and focussed on promoting human values.
	Sustainable Development	Helps understand the key problems of development with respect to gender and professional ethics and aim towards achieving sustainability goals.
	Gender and Media	To evaluate gender representations in media and promote equality as a professional ethics.
	Women's Writing	To understand women's rights movements in specific socio-historical contexts and the politics of gender representation in literature.

	Partition Literature	To help students understand the historiography of the subcontinent in the context of the Partition to develop ethical principles and social sensitivity with special reference to the women survivors of the Partition of India.
MA in English	Indian Writing in English	To understand the development of Indian Writing in English in India and how it addresses issues such as gender, human values and environment.
	Introduction to Theory and 20 th Century Critical Readings	To understand key theoretical frameworks such as feminism, gender studies and Marxism have an impact on the understanding of pertinent social issues.
	Literature and Migration	To recognize the social impact of migration in a local, regional, national and global context to promote human values and understand gender issues.
	Women, Writing, Madness	To examine madness as a gendered discourse and its representations in literature.
	The Partition of India and Literature	To help students understand the historiography of the subcontinent in the context of the Partition to develop ethical principles and social sensitivity. The course also examines the nature and reason of violence perpetrated on the gendered population during the Partition.
	Law and Literature	To help students understand the legal discourse as it emerges in select literary texts within specific contexts and its implications in terms of building awareness on gender issues, human rights and the environment.
	B.A. LL. B.	Political Science I
English I		Various issues with respect to human values and understanding of gender are discussed in the literary texts in the prescribed syllabus of the semester. A socio-cultural understanding of the ideals of the profession is conveyed by the study of the appropriate literary texts.

Foundation Course I	Religious harmony is a quintessential component of sustainable governance. The course aims to foster inclusivity and tolerance in society.
Political Science II	This paper deals with the purpose of the Indian Constitution and apply its principles to specific cases. The paper focuses on areas of human rights and rights of citizens.
Foundation Course II	This paper helps the students grow psychologically and deal with different ways of tackling hardships in their life, which is an overall development of their personality. The paper also helps to shed light on the growth of an individual in a society etched with diversity.
Constitutional Law I	The course discusses constitutional principles on social, economic and political justice, traversing the construction of goals such as equality and liberty across the axes of social and economic class, caste, and gender, with the objective of ensuring equitable development.
Criminal Law I	The subject involves the topics dealing with gender and environment and sustainability.
Family Law II	The subject deals with gender, values with respect to inheritance and succession under the personal laws in India.
Political Science III	This paper deals with the nature of party system in India.
Sociology III	Topic on feminist sociological thought and gender covered.
Jurisprudence	Understanding law, relationship between justice, law and morals, jurisprudence, gender justice and understanding rights.
Criminal Law II	The law includes compensation to women, has special provisions for women while sentencing and has provisions of maintenance which protects the wife from and portrays human values as well as it is meant to support parents and children.

Civil Procedure Code & Limitation Act	The subject involves the provision relating to gender.
Corporate Laws – I	The subject deals with core governance issues in Corporates and a sustainable development of all the stakeholders.
Public International Law	The subject deals in maintaining gender neutrality in terms addressing issues of international importance and basic principles which are being dealt with in the global community.
Women and Criminal Law	Promotes gender justice and strong Institutional values with strong areas of reference to gender.
Corporate Laws II	The subject is concerned with the importance of voting rights in General Meetings, protection of minority shareholders from oppression and mismanagement, and the significance of CSR policies as a means of sound corporate governance.
Securities & Financial Market Regulation	The paper deals with the topic of investor protections as one of the main roles of regulators. The paper explains how the Regulatory body acts as watchdog on all listed companies for true compliances of gender equality in the board, audit, sustainable business and so on.
Political Science IV	The subject helps to understand the major principles of the organization that ensure professional ethics and human values. Further, the paper also deals with the issue of gender inequality particularly in the rural and local administration of India.
Media & Law (Constitutional Law)	The course deals with the idea of gender awareness in the various layers of society.
International Human Rights Law	The course deals mainly with human rights and its enshrinement for the benefit of mankind on a larger spectrum.
Health Law	The subject helps to understand the ethics of the professionals involved in the health sector. Role of gender rights, human values environment, and sustainability in the issues relating to health.

	Humanitarian and Refugee Laws	The discipline deals in humanitarian aid and dealing with war and all related aspects. Also, it deals with the plight of human movement who are pushed to cross the borders against their will.
	Cyber Law	It protects women from offenders and upholds human values by providing punishment for offenses.
	Citizenship Law	This subject offers an understanding of citizenship related laws and rules and regulations dealing in people's representations in the State's political set-up.
	Corporate Governance	The course helps us understand the gendered nature of corporate law and creates awareness to negotiate with such clauses.
	Laws Relating to Bankruptcy and Insolvency	The subject deals with sustainable Insolvency and bankruptcy procedure for the benefit of all the stakeholders.
	Access to Justice	The subject helps to understand the access and delivery of the justice system in India, particularly to the disadvantaged, vulnerable sections of societies and women. It promotes just, peaceful and inclusive societies, as per Goal16 of SDGs.
	Moot Court Exercise and Internship	The practical component deals with the lived experiences of the gendered population of the society.
	Law and Public Policy	The subject helps to understand the law and public with respect to India, formulation, and determinants.
B.Com. LL.B.	English – I	Various issues with respect to human values and understanding of gender are discussed in the literary texts in the prescribed syllabus of the semester. A socio-cultural understanding of the ideals of the profession is conveyed by the study of the appropriate literary texts.
	Foundation Course – I	Religious harmony is a quintessential component of sustainable governance. The paper also helps to

		shed light on the growth of an individual in a society etched with diversity.
	Constitutional Law – I	The course discusses constitutional principles on social, economic and political justice, traversing the construction of goals such as equality and liberty across the axes of social and economic class, caste, and gender, with the objective of ensuring equitable development.
	Criminal Law – I	The subject involves the topics dealing with gender and environment and sustainability
	Family Law – II	The subject deals with gender, values with respect to inheritance and succession under the personal laws in India.
	Jurisprudence	Understanding law, relationship between justice, law and morals. Jurisprudence, gender justice and understanding rights.
	Criminal Law II	The law includes compensation to women, has special provisions for women while sentencing and has provisions of maintenance which protects the wife from and portrays human values as well as it is meant to support parents and children.
	Civil Procedure Code & Limitation Act	The subject involves the provision relating to gender.
	Corporate Laws – I	The subject deals with core governance issues in Corporates and a sustainable development of all the stakeholders.
	Public International Law	The subject deals in maintaining gender neutrality in terms addressing issues of international importance and basic principles which are being dealt with in the global community.
	Women and Criminal Law	Discusses the idea of justice with special, reference to gender and deals with strong Institutional values.
	Corporate Laws II	The subject is concerned with the importance of voting rights in General Meetings, protection of minority shareholders from oppression and

		mismanagement, and the significance of CSR policies as a means of sound corporate governance.
	Federalism	This shall help the students to make a comparative study of the political governance structure in India and across the globe.
	Securities & Financial Market Regulation	The paper deals with the topic of investor protections as one of the main roles of regulators. The paper explains how the Regulatory body acts as watchdog on all listed companies for true compliances of gender equality in the board, csr audit, sustainable business and so on.
	International Human Rights Law	The discipline deals in human rights ensuring human values, ethics, gender equality and sustainable development goals in the broader realm.
	Humanitarian & Refugee Laws	The discipline deals in humanitarian aid and dealing with war and all related aspects. Also it deals with the plight of human movement who are pushed to cross the borders against their will.
	Health Law	The subject helps to understand the ethics of the professionals involved in the health sector. Role of gender rights, human values environment, and sustainability in the issues relating to health.
	Cyber Law	It protects women from offenders and upholds human values by providing punishment for offenses.
	Citizenship Law	This subject offers an understanding of citizenship related laws and rules and regulations dealing in people's representations in the State's political set-up.
	Laws Relating to Bankruptcy and Insolvency	The subject deals with sustainable Insolvency and bankruptcy procedure for the benefit of all the stakeholders.
	Access to Justice	The subject helps to understand the access and delivery of justice system in India, particularly to the disadvantaged, vulnerable sections of societies and women. It promotes just, peaceful and inclusive societies, as per Goal16 of SDGs.

	Law and Public Policy	The subject helps to understand the law and public with respect to India, formulation and determinants.
BA (Mass Communication)	Introduction to Human Rights	Teaches basic national and international rights of all genders with special attention to issues of LGBTQIA & sex workers and optimum utilization of civil rights.
	Understanding Human Behaviour	Enables ones understanding of the self as a concept including the emotional and psychological behaviour. Decodes self in terms of social and personal zones.
	Indian Literature in English Translation	Celebrates the women writers in Indian history and brings understanding on the perspectives of woman gender as a social being.
	Understanding Indian Constitution	To understand the basic precepts and fundamental principles of the Indian Constitution in the country for developing personal and professional ethics.
	Media History, Laws & Ethics	Teaches Codes of ethics and constitutional laws and violence against women and children.
	Film Studies	In Indian cinema, Dalit women and other gender representations are taught.
	Development Communication	Dominant paradigms of developing societies and its citizens, social change towards a better future, agriculture and climate change are few of the topics covered.
	Media Management	This topic discusses on job roles for women and Women's role in media Entrepreneurship.
	Television Production	Gender representation in Television and Women's role in production is studied.
	Media and Human Rights	To understand the complex interplay between human rights, media and society, understanding women rights
MA (Mass Communication)	Mass Communication Theories	Feminist theory and its development over the time is taught so that students understand the development of the communication process.

	Media Laws & Ethics	Several laws connected to reporting on women were taught. This is done so that the students understand how they will represent women while reporting.
	Advertising & Public Relations	Students are taught regarding different stakeholders' behaviour in PR with special reference to Women.
	Film Studies	Students are taught Films and social issues. Under this module they are taught about how social issues are represented in films with special reference to gender sensitivity.
	Development Communication	In this paper gender issues are discussed to understand how development communication can take place. Students understand the development process through gender studies.
	Communication Research	Different approaches to communication research are taught. In this special discussion on gender roles in research.
	Consumer Behaviour & Market Research	Students are taught about different types of consumer psychology in context to their behaviour in the market with special reference to gender.
	Science & Environment Journalism	Reporting is done irrespective of gender. That is taught in this module.
	Sports Journalism	Reporting is done irrespective of gender. That is taught in this module.
	Media Management	In Media Entrepreneurship detail studies are done on gender differences in that area.
	Branding and Brand Management	Stereotype representation of gender in brand development are taught in this paper.
Master of Business Administration	Organizational Behaviour	By exploring the impact of ethical decision-making, promoting gender-inclusive workplace practices, and fostering values that contribute to a positive organizational culture and employee well-being.

	Human Resource Management	The scope of the functional area touches upon all aspects of Business and is all pervasive.
	Entrepreneurship Development & New Venture Creation	It addresses professional ethics, gender inclusivity, human values, and sustainability by fostering ethical business practices, promoting diversity and equality, instilling socially responsible values, and guiding entrepreneurs towards sustainable and socially conscious ventures.
	Managing Diversity and Inclusions	It has a macro-orientation touching upon human rights on the platform of equity, liberty, justice and a sustainable cohesive culture.
	Industrial Relations and Labour Laws	Dealing with the relationship of labourers with management, this subject entertains workplace happiness on a substantial basis.
	Training And Development	By promoting ethical training practices, fostering diversity and equality in learning, instilling socially responsible values, and guiding the development of training programs that align with sustainable and ethical principles.
	Compensation And Benefits Management	There is a strong focus on shaping discrete programs and policies with an eye towards ethical behaviour, human rights, equality and long-term sustenance of the enterprise.
	Corporate Social Responsibility & Sustainability	By guiding organizations in developing ethical business practices, fostering gender equality, promoting socially responsible values, and integrating sustainable strategies for long-term environmental and societal well-being.
	Organizational Development	It has a holistic perspective towards building an organization using the human factor. Sustainability is at the core of this domain.
	Rural Marketing	By instilling ethical marketing practices, promoting culturally sensitive values, and integrating sustainable strategies that cater to the unique needs and environmental considerations of rural communities.

	Career Planning and Talent Management	White collar workers would not just look for a job but for a career, hence career planning has to have well drafted clarity in front of an aspiring employee to suit their needs and aspirations, the platform required an ethical and justifiable approach towards creating business process, sustainability on the one hand and employee satisfaction on the other.
Master of Social Work	History and Philosophy of Social	Students are helped to understand the feminist perspectives in social work practice.
	Sociology for Social Workers	It helps to understand gender in social structure. Students understand various movements that has brought about social transformation.
	Social Sensitivity towards Women and the Marginalized	It orients students about the contemporary issues on women.
	Social Policy and Social Development in India	It informs students about the Govt. policies for women welfare.
	Constitutional Framework and Social Legislations in India	Students will learn about the constitutional provisions related to women and commission that deals with women's issues. They will also learn the laws meant for women.
B.M.S.	Human Rights	To promote awareness and advocacy, Introduction to Human Rights introduces fundamental concepts of human rights.
	Personality Development	The course helps the students in identifying strengths, weaknesses, opportunities, and challenges related to their personal capabilities. The course aims to develop a leadership style within the students that is uniquely theirs by effectively using their soft skills.
	Human Resource Management	To manage human resources effectively, Human Resource Management equips individuals with strategies for workforce management.
	Understanding Indian Constitution	To understand the basic precepts and fundamental principles of the Indian Constitution in the country for developing personal and professional ethics.

B.A. (H) in Psychology	Foundations of Biopsychology	Ethics in biopsychology with reference to gender.
	Youth, Gender, Identity	Concept of Gender, Sex, Gender Identity, Gender roles, Sexual orientation, Gender stereotypes.
	Psychological Research	Ethics in Psychological Research with gender as a component.
	Applied Social Psychology	Gender discrimination, youth gender and violence
	Counselling Psychology	Ethical considerations in Counselling with special references to gender.
M.A. (H) in Psychology	Theory Construction and Research Design	Ethics in research and data collection with special references to gender.
	Social Psychology	Social constructs based on gender, gender stereotypes, gender discrimination.
	Psychotherapy	Ethics in therapeutic intervention.
B.Com. (H) (Morning) (UG NEP)	Introduction to Human Rights	To promote awareness and advocacy, Introduction to Human Rights introduces fundamental concepts of human rights.
	Understanding the Indian Constitution	To understand the basic precepts and fundamental principles of the Indian Constitution in the country for developing personal and professional ethics
	Principles of Management	The course lays the foundations of Management Studies with gender as a component.
	Human Resource Management	To manage human resources effectively, Human Resource Management equips individuals with strategies for workforce management.
B.Com. (H) (Morning) (UG Old Syllabus)	Corporate Law	Introduces laws and regulations related to classification of directors, inclusion of women directors, audit committee. Also focus on organizations greater responsibility towards the society and environment through Corporate Social Responsibility Initiatives.
	Management Principles and Applications	To provide an understanding of basic management concepts, principles, and practices. A section of the course is dedicated to Emerging issues in Management.

	Human Resource Management	To manage human resources effectively, Human Resource Management equips individuals with strategies for workforce management.
	Auditing-Corporate Governance	Focuses on Auditor's responsibility towards Detection and Prevention of Fraud, audit procedures and techniques.
M.Com.	Organizational Behaviour & Human Resource Management	To understand organizational dynamics, Organizational Behaviour and Human Resource Management delves into employee behaviour and interactions.
	Ethics, Values and Corporate Governance	To cultivate ethical leadership, Ethics, Values, and Corporate Governance underscore principles of integrity in business operations.
B.A. (H) in Economics (New Syllabus/ NEP)	Foundation Course-I	This course aims to give students an introduction to the basic teachings of various religions practiced in India such that students know the tenets of other religions and a feeling of mutual respect is inculcated.
	Environmental Studies I	The focus of the course is on the importance of environmental education, ecosystem, gender and ethics.
	Foundation Course-II	The purpose of this course is to build confidence and inculcate various soft skills and to help students to identify and achieve their individual potential.
	Environmental Studies II	The focus of the course is on the importance of natural resources. The course also introduces students to environmental management and various laws and politics related to this. The course also investigates the issue of population and environment.
	Environmental Economics	The course focus on the theoretical and empirical concepts of environmental economics. It also teaches students the theory and practice of environmental policy. Students are taught environmental valuation and the economic concepts related to it.

Understanding Human Behaviour	The course aims to equip students with an understanding of self and relate it with different components of attitude and human behaviour. The course aims to appraise the relevance and effectiveness of emotional regulation and self-preservation in human behaviour.
Personality Development	The course helps the students in identifying strengths, weaknesses, opportunities, and challenges related to their personal capabilities. The course aims to develop a leadership style within the students that is uniquely theirs by effectively using their soft skills.
Inter-religious Studies for Global Citizenship	The course aims to identify the value systems in different religions and understand their basic philosophy required for global citizenship. Develop an attitude of care and empathy for all and the environment.
Environmental Education	The focus of the course is on the importance of environmental education, ecosystem and ethics. It provides the Knowledge with respect to biodiversity and its conservation and to create awareness on various environmental pollution aspects and issues. Aims to educate the ways and means to protect the environment and Important environmental issues and protection.
Child Development and Education	The course introduces students to the basic theories and frameworks of childhood development. It appraises the role of play in children's development and learning. The course also introduces to the students the basics of instructional strategies and educational approaches for young children.
Service Learning	The course aims to inculcate in students the value of social service and learning through helping others.
Understanding Indian Constitution	The course aims to introduce students to the basic concepts of the Indian Education and inculcate within them a feeling of Justice, Liberty, Equality and Fraternity.

	Sustainable Development I	The course aims to identify the major sustainability challenges and gain an understanding of the different policy responses.
	Sustainable Development II	The course aims to enable students to apply concepts of sustainable development to address sustainability challenges in a global context.
M.A. in Economics	Development Economics	The fundamental principles of Economics form the focus of this paper with references from gender and economy.
	Contemporary Issues in Indian Economy	The course discusses the challenges and opportunities in the emerging economic and social conditions in India.
	Political Economy – I	The course discusses the political aspects in the study of Economics and gender is one of the components in the course.
	Sustainable Development-I	The course outlines the sustainability and development of human resources in shaping up the economic policies.
	Labour Economics-I	Gender being an important component of labour, the course elaborately deals with the study of labour and women.
	Political Economy – II	The course discusses the political aspects in the study of Economics and gender is one of the components in the course. The course further develops the role of gender in the newly evolving polity.
	Sustainable Development-II	The course outlines the sustainability and development of human resources in shaping up the economic policies.
	Labour Economics-II	Gender being an important component of labour, the course elaborately deals with the study of labour and women.

Annexure III: Flyers / Pictures of Few Programmes organised by the WGDC

- 5th March 2020: “Reevaluating Girl Power: Representation in Media and Popular Culture”.

The flyer is for an event titled "RE-EVALUATING GIRL POWER: REPRESENTATION IN MEDIA AND POPULAR CULTURE" held at St. Xavier's University, Kolkata, on 5th March 2020. It is organized by the Women & Gender Development Cell. The event took place at the Arrupe Building Auditorium from 2:00 pm to 4:00 pm. The flyer features five speakers: Debnita Chakravarti (Senior Professor, English, Shri Sikhshayatan College), Sudeshna Roy (Director, Actor, Writer), Shaheb Chattopadhyay (Actor, Singer), Niladri Chatterjee (Head of English Dept., Kalyani University), and Usha Menon Bose (Senior Manager, Corporate Communications, Ruia Group). The St. Xavier's University logo is present at the top corners.

- 14th December 2021: Workshop on Gender Sensitization

The flyer is for a "Gender Sensitisation Faculty Workshop" held at St. Xavier's University, Kolkata, on 14th December 2021, Tuesday. It is organized by the Women and Gender Development Cell. The event features an inaugural address by Rev. Fr. Dr. John Felix Raj, S.J., Hon'ble Vice-Chancellor. The speakers are Dr. Tania Chakraverty, Dean of Students' Welfare at Diamond Harbour Women's University, and Prof. Bula Bhadra, Former Professor and Head, Department of Sociology, Calcutta University. The flyer features a large yellow female symbol on a red background and the St. Xavier's University logo at the top.

- **25th March 2022: “Speak out for Gender Equality”**



- **28th March 2023: An Awareness Program on Menstrual Hygiene at Narayanpur Vidyalaya.**



- **Project *Sukanya* (Unarmed Combat Training) organized by Women and Gender Development Cell. The training was conducted by Kolkata Police.**



- **Gender Sensitization Awareness session regularly conducted by the Gender Champions in collaboration with B R Ambedkar Legal Aid Clinic:**

