

GENDER AUDIT

**PRASANTA CHANDRA MAHALANOBIS
MAHAVIDYALAYA**

2018-19 to 2022-23

Prepared by the Gender Equity Cell:

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Genesis:

Prasanta Chandra Mahalanobis Mahavidyalaya, Baranagar (formerly Bonhooghly College of Commerce) started its nascent journey in 1965 as an evening Commerce College affiliated to the University of Calcutta and shared the same building with Brahmananda Keshab Chandra College (BKC). In the year 2002, the college started functioning in the separate campus at 111/3, B.T. Road, Kolkata- 700 108 and became a multidisciplinary degree college with its new name **Prasanta Chandra Mahalanobis Mahavidyalaya**. Despite various handicaps the college has made remarkable progress both in academic and administrative domains. The college boasts of 16 academic departments and offers necessary academic assistance and exposure to the students. The college is committed to imparting quality education to the learners aspiring for higher education and is thus very sensitive to the needs of the students. There has been remarkable development in the arena of infrastructure and adequate care has been taken to supplement traditional teaching learning mechanism with ICT-enabled teaching methodologies. The college endeavours to instil the desire for excellence among the learners by offering necessary support services as well as helps in preparing the students to face the challenges of life. We have been very alert to the psycho-social issues of our young learners for whom regular counselling sessions as well as extra-curricular activities are organized. With a host of young dynamic teachers along with a number of experienced faculties, the college strives relentlessly to impart quality education to the students. While we are fully aware of certain infrastructural lacunae, we are happy to provide facilities like separate Common Rooms for boys and girls, Ladies' Hostel, Gymnasium, 'Muktomancha' and a Playground. The lush green campus of the college beautified with a small lake garlanding the space offers nothing less than a picturesque spectacle to the visitors. The teachers of the college with their zeal for teaching and research are a treasure of the institution and they display their enthusiasm for attaining excellence not only in their respective branch of study but also in their sensitive and caring approach to the students. The healthy, cooperative relationship between teachers and students not only makes learning a fun but also offers a life-changing experience to the young learners. The sincere and cooperative approach of the office staff helps in running the administration smoothly. The different units of the college have been working in a collaborative manner to lead the institution towards realizing the vision of the college. The college at present offers 3 year Undergraduate Degree course in Semester Pattern under Choice Based Credit System (CBCS) as per the norms and regulations of UGC and the West Bengal State University in Arts, Commerce and Science Streams.

Objectives:

The Gender Audit of Prasanta Chandra Mahalanobis Mahavidyalaya has the following objectives:

- ❖ Throughout its history Prasanta Chandra Mahalanobis Mahavidyalaya has dedicated itself to the cause of the poor and underprivileged students, ensuring equal educational opportunities regardless of gender.

- ❖ Prasanta Chandra Mahalanobis Mahavidyalaya is whole-heartedly dedicated to the all-round development of personality of its students regardless of their gender by imparting a value-based, liberal, modern and self-reliant education.
- ❖ Prasanta Chandra Mahalanobis Mahavidyalaya is still continuing this mission by arranging scholarships, stipends from different students regardless of their gender or underprivileged backgrounds.
- ❖ The college also regularly seeks reviews from different academicians and re-orientes its activities, so its activities are gender-inclusive and suitable for all students.
- ❖ The college has wide-ranging courses from almost all the major streams to offer to its students.

Gender Sensitive Features:

Gender sensitive features are carefully observed in every corner of the system by forming various committees like Anti-Ragging, Internal Complaints Committee and Sexual Harassment in the College.

- The College has made provision for a Girl's Common Room with adequate space. Here the girls can take some rest or study and spend quality time.
- Separate Girl's Washrooms with ample water supply is available in the College. The washrooms are regularly cleaned.
- Girls actively take part in outdoor games like annual sports.
- The College plays an active role in mobilizing funds under Kanyashree Prakalpa – a State Government venture in which unmarried female students are given a stipend of Rupees 25,000/-. The College issues applications to the bonafide students who are interested and eligible. In the year 2018-19 in 35, 2019-20 in 40, 2020-21 in 11, 2021-22 in 06 and 2022-23 in 04 girl students belonging to the said category have received this financial benefit.
- The College has in place Anti-Ragging Committee comprising of teachers and representatives of students. The College publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in Higher Educational Institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging related incidents can access the Committee. However, ragging in the campus is non-existent and no complaint of ragging has been made till now.
- The College has a Sexual Harassment Cell comprising of members of the ICC. Students can lodge their complaints with the cell without inhibition and the cell is committed to take up the complaints seriously. However, no such complaints have been received from any student till now.
- The girl students are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, Common Tree Plantation Programme.

- A value added course offered by Department of Sociology on 'Women and Society' in the session 2021-22.
- Department of Sociology and English jointly offered a value added course on Gender Sensitization in the session 2022-23.
- The Gender Equity Cell has chosen **Gender Champions** from amongst the student community to raise awareness about the rights of the third Gender and to spearhead more gender-sensitization Programme in the new academic session.
- The incubation centre of the college - **Pratyay: Centre for Innovation, Incubation and Entrepreneurship** aims to provide skill training to women and members of the third gender to make them more employable and also to instill in them entrepreneurial skills.
- Gender neutral washroom has been made to cater to the needs of the students belonging to the third gender.
- Pride month is celebrated in the campus.

Awareness Programmes:

SL.	NAME OF THE ACTIVITY	YEAR OF THE ACTIVITY	ORGANIZED BY THE DEPARTMENT /IQAC
1	Menstrual Hygiene Awareness Workshop	01/12/2020	Women's Cell, IQAC in Collaboration with GlobalHunt Foundation and Unicharm India
2	A Virtual Seminar On Understanding The Complex Issue Of Gender Violence Amidst Lockdown	13/02/2021	Internal Quality Assurance Cell(IQAC), Women's Cell
3	International Women's Day	07/03/2021	Internal Quality Assurance Cell(IQAC), Women's Cell
4	International Women's Day	08/03/2022	Internal Quality Assurance Cell(IQAC), Women's Cell
5	Menstrual Health and Hygiene Workshop	09/06/2022	Internal Quality Assurance Cell(IQAC), Women's Cell
6	A Health and Hygiene Workshop	14/06/2022	Gender Equity Cell
7	Gender Bias and Gender Stereotype	23/09/2022	Gender Equity Cell and IQAC

Why Gender Audit in Prasanta Chandra Mahalanobis Mahavidyalaya

Our society is still predominated by patriarchal norms, where women are subject to discrimination right from birth to death. The dimensions of discrimination may be diverse. In the family, it may vary from female feticide, asymmetrical opportunities for education, secondary position in the family to domestic violence and dowry deaths. In the job market the discrimination gets reflected in lower female earnings than males for similar work, occupational segregation whereby women are concentrated in certain specific jobs that are often low paid, glass ceiling on top management jobs by women, sexual harassment, etc. Despite a plethora of government schemes, awareness campaigns and media outcry, the gender based discrimination undoubtedly prevails. However, the silver lining to this grim situation is that our society is gradually moving ahead towards gender equality.

Prasanta Chandra Mahalanobis Mahavidyalaya believes that an educational institution has some responsibility towards building up a society where gender equality prevails by trying to instill among students a sense of respect towards women and the virtues of gender equality. Efforts should be taken by colleges to develop awareness among the youth, the torch bearers of future generation, of how social cultures are created and maintained, how power is deployed to shape values and behaviour especially those which are gender related.

The Gender Audit in Prasanta Chandra Mahalanobis Mahavidyalaya is an attempt to gauge whether gender balance exists in the college. It also tries to assess the impact of the current and proposed policies of the college on gender equality.

The Gender Audit has been conducted in two parts:

- First, we have tried to measure the extent of gender equality that exists among students, teachers and non-teaching staff in the college.
- Secondly, we have made a questionnaire based survey among a sample of the students to comprehend their understanding and views related to gender equality in the college and various other issues related to gender.

PART-I

GENDER BALANCE IN COLLEGE: STUDENTS, TEACHERS, NON-TEACHING STAFF, GOVERNING BODY, AND IQAC

Gender Classification of Students (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	537	386	923	58.18	41.82
2019-20	681	537	1218	55.91	44.09
2020-21	743	640	1383	53.72	46.28
2021-22	732	712	1444	50.69	49.31
2022-23	643	611	1254	51.28	48.72

Table: 1

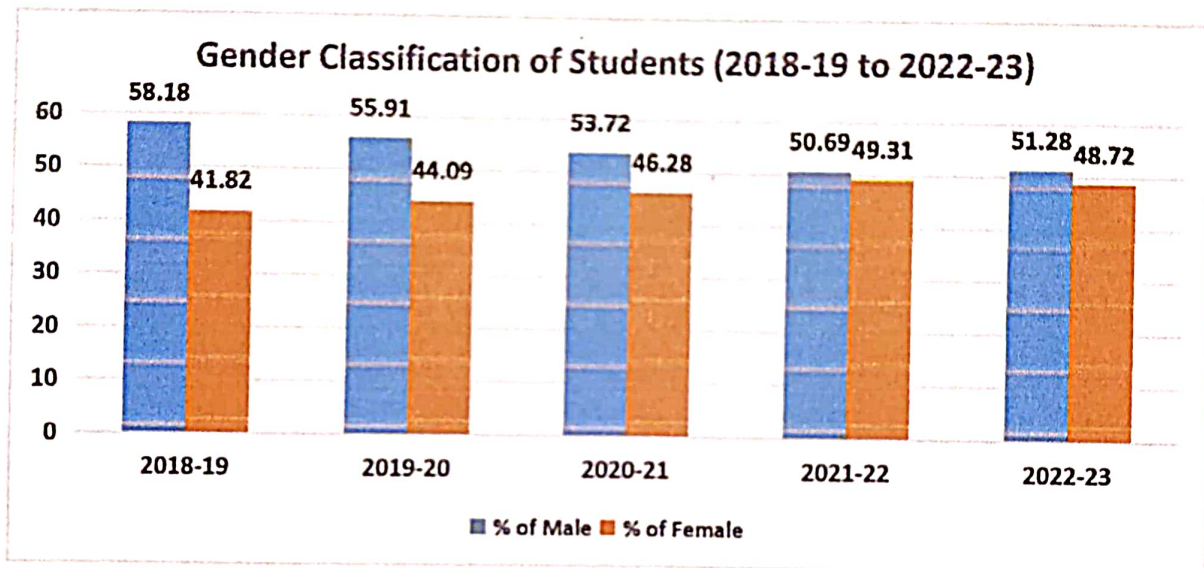


Figure: 1

The table shows Year wise gender classification of male and female percentage of enrolled students to the College. The bar graph and tabular form vividly give important data of year wise gender classification. The percentage of male and female students can be easily viewed at a glance with the help of graph and table. It appears that since the years 2018-19 to 2022-23 the percentage male student is more than the percentage of female student, but the gap between male and female students decreased in last 2 years.

Gender Classification Teaching Faculty (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	07	06	13	53.85	46.15
2019-20	14	40	54	25.93	74.07
2020-21	13	41	54	24.07	75.93
2021-22	13	39	52	25.00	75.00
2022-23	12	38	50	24.00	76.00

Table: 2

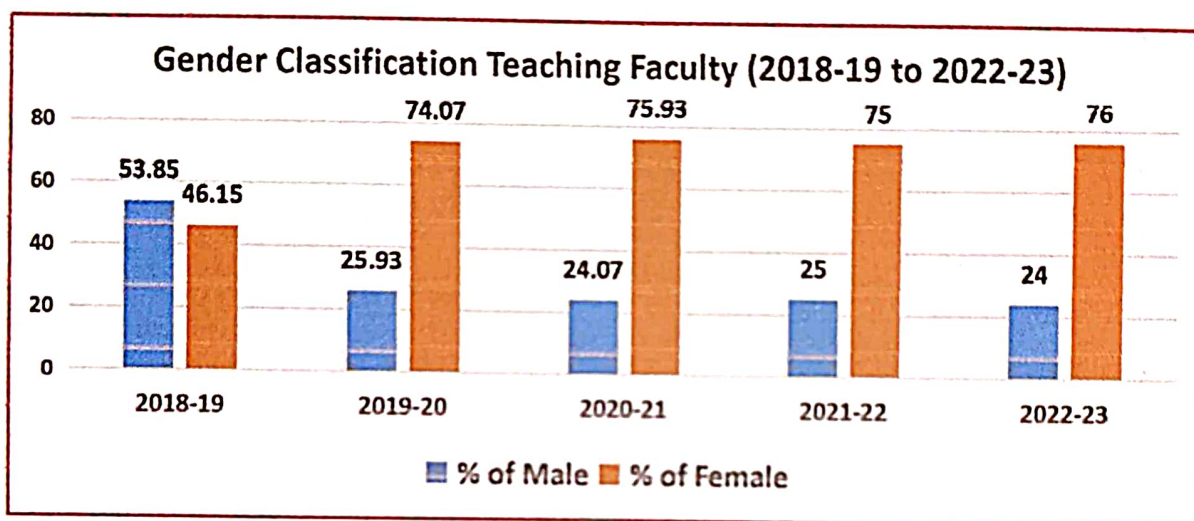


Figure: 2

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23. During the academic year 2018-19, the percentage of male and female teachers was almost the same. However, from the academic years 2019-20 to 2022-23, the percentage of female teachers exceeded the percentage of male teachers.

Gender Classification Non-Teaching Faculty (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	12	03	15	80.00	20.00
2019-20	12	03	15	80.00	20.00
2020-21	12	03	15	80.00	20.00
2021-22	14	04	18	77.78	22.22
2022-23	15	04	19	78.95	21.05

Table: 3

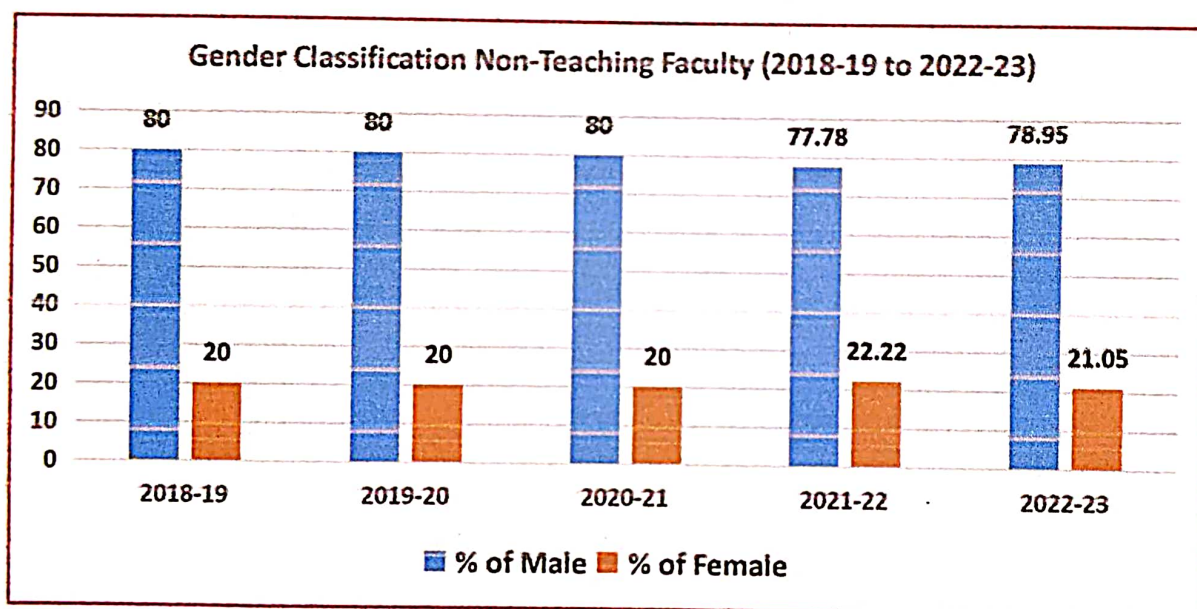


Figure: 3

It is evident from Table 3 that women are extremely under-represented in non-teaching staff. There has not been much change of situation in the last five years.

Gender Classification Governing Body (2018-19 to 2022-23)

The Governing Body of the College comprises of 12 members which include the President of the Governing Body, Secretary and Principal, Local Councillor of the Municipality, two Government Nominees, two The West Bengal State University Syndicate Nominees, three Teachers' Representatives, one Representatives of Non-Teaching Staff and the General Secretary of the Students' Union.

Session	Male	Female	Total	% of Male	% of Female
2018-19	08	04	12	66.67	33.33
2019-20	08	04	12	66.67	33.33
2020-21	08	04	12	66.67	33.33
2021-22	06	06	12	50.00	50.00
2022-23	06	06	12	50.00	50.00

Table: 4

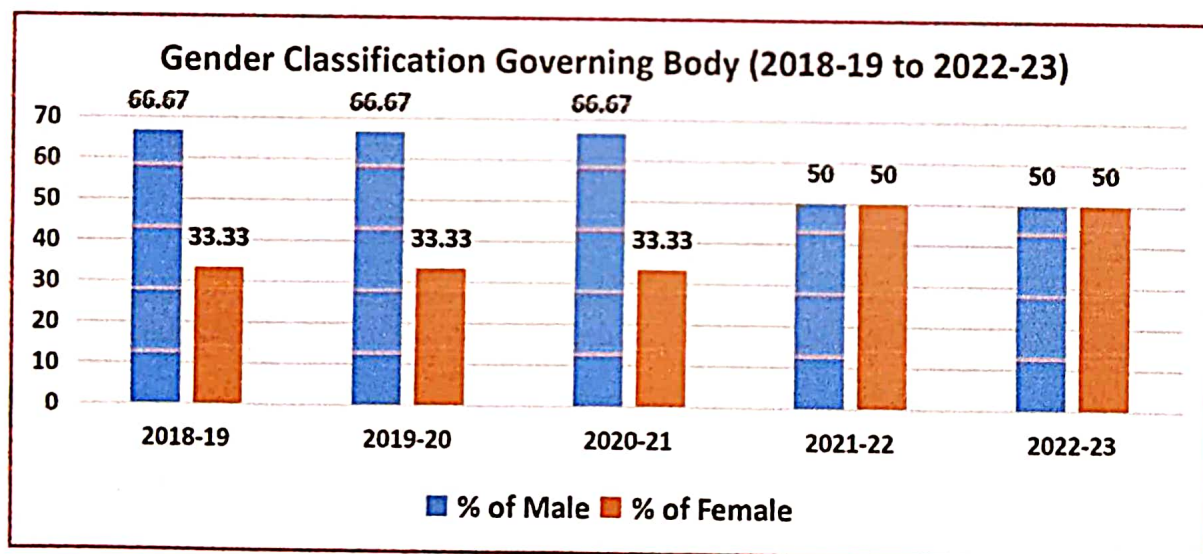


Figure: 4

It is evident from Table 4, women are extremely under- represented in Governing Body. There has not been much change of situation in the years between 2018-19 to 2020-21, but during the last two years the percentage of male and female teachers completely become the same.

Gender Classification IQAC Member (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	08	09	17	47.06	52.94
2019-20	08	09	17	47.06	52.94
2020-21	08	09	17	47.06	52.94
2021-22	08	09	17	47.06	52.94
2022-23	12	09	21	57.14	42.86

Table: 5

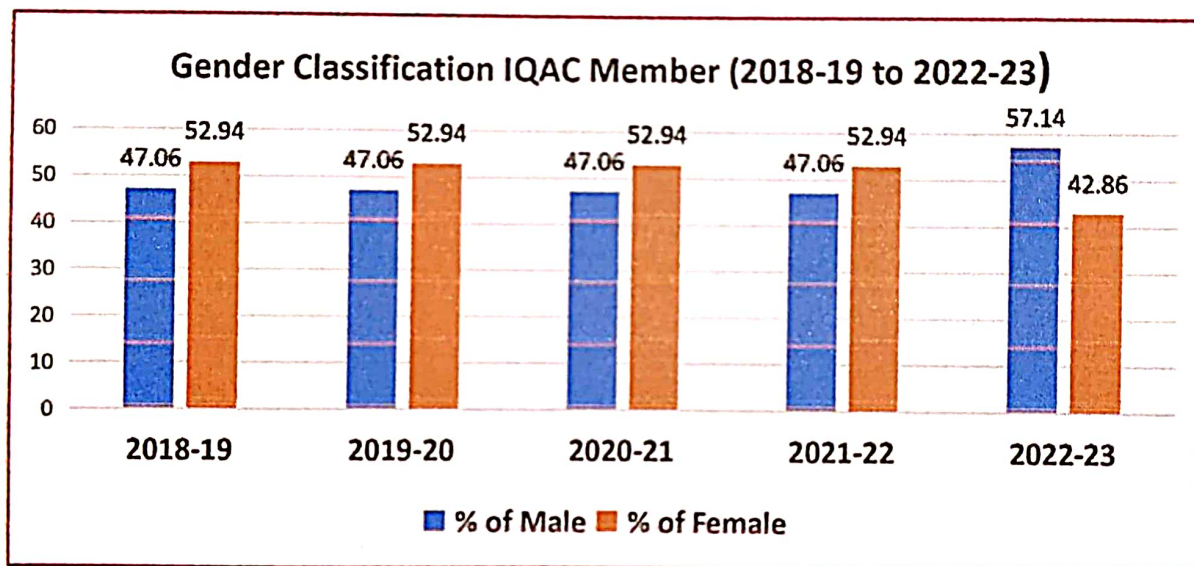


Figure: 5

The table shows the year wise classification of IQAC members during the Academic Year 2018- 19 to 2022-23. During the academic year 2018-19 to 2022-23, the percentage of male and female teachers was almost the same.

PART-II

VIEWS OF STUDENTS ON GENDER BASED ISSUES : A SURVEY

Relevance of the Survey

The socio-economic profile of the students in Prasanta Chandra Mahalanobis Mahavidyalaya is considerably diverse. On the other hand, there are students from distant rural places with conservative background; on the other there are students who are typically urbane with modern outlooks. Some are first generation learners, some are socially backward and deprived, while some are financially weaker. Quite predictably the students are likely to have varied opinions and perspectives regarding various social issues, including gender issues.

Prasanta Chandra Mahalanobis Mahavidyalaya, while realizing this diversity among the students, aims to ensure that educational attainment is accompanied by gender sensitive mind-set. For the purpose, a number of policy measures have been taken as mentioned earlier. However, it is necessary to determine the attitude and sensitivity of the students towards gender issues. The beliefs of both girls and boys are equally important – because it is perhaps the transformation of the mind-sets of young men that can challenge the feudal - patriarchal attitudes and institutions, which are largely responsible for undermining women in the society and perpetuating violence against them.

Methodology

In order to analyze the views of the students, the Internal Complaints Committee carried out a sample survey. For the purpose, a questionnaire was designed that comprised of 10 questions, 8 among them being of objective-type and 2 short answer types. The questionnaires were given out to all the departments to be filled up by the students of 1st semester, 3rd semester and 5th semester. The filled up questionnaires were taken back after three days.

The total number of filled-in questionnaires was 353. The class-wise distribution of respondents was as follows:

Class	No. of Respondents
1 st Semester	88
3 rd Semester	122
5 th Semester	143
Total	353

The questionnaire filled up by the students is given below:

1. Do you feel 'Bharat' is moving towards a gender equal society?

(a) Very true (b) Partially true (c) Not at all/ Can't say

2. Do you feel 'Prasanta Chandra Mahalanobis Mahavidyalaya' is moving towards a gender equal campus?

(a) Very true (b) Partially true (c) Not at all/ Can't say

3. 'Women education is the gateway for progress of our society'. Give your view.

(a) Very true (b) Partially true (c) Not at all/ Can't say

4. Is your mother working?

(a) Yes (b) No

5. Who takes decisions regarding everyday purchases?

(a) Father (b) Mother (c) Both

6. Who takes decisions regarding your education and career?

(a) Father (b) Mother (c) Both

7. Do you think girls should get higher education?

(a) Yes (b) No (c) Can't say

8. What benefit do you think girls may get by acquiring higher education?

9. Do you think women should work after marriage?

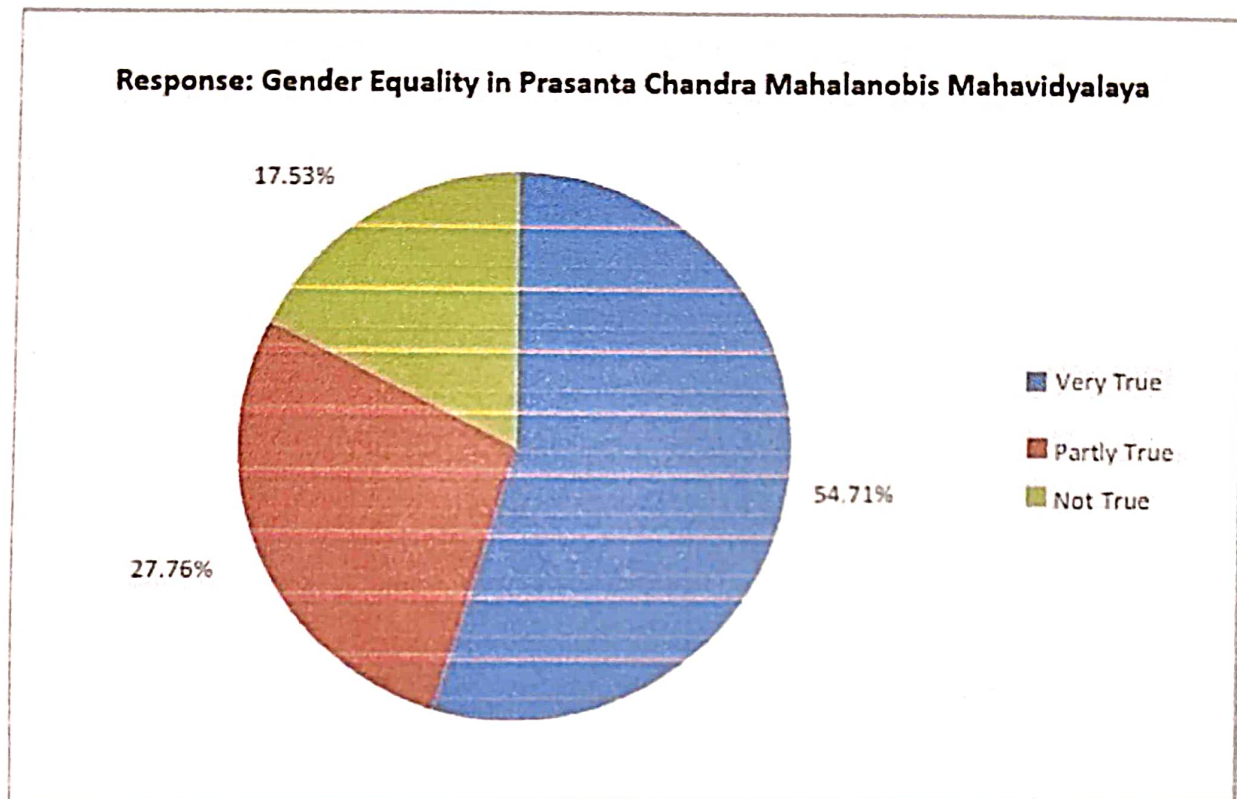
(a) Yes (b) No (c) Can't say

10. What are the reasons for increasing atrocities against women?

Findings from the survey

➤ Assessment regarding gender equality in Prasanta Chandra Mahalanobis Mahavidyalaya campus

Based on the answers to question no. 2, the responses were as follows:



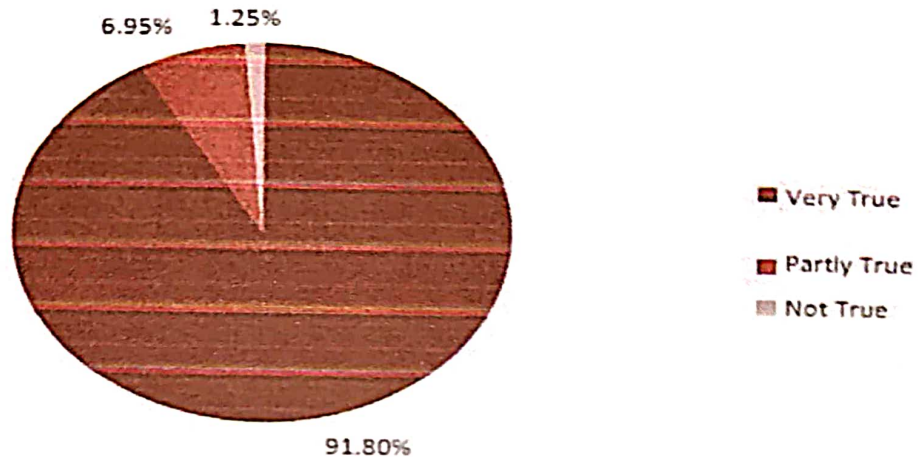
It is found that 54.71% of the respondents think that Prasanta Chandra Mahalanobis Mahavidyalaya is moving towards a gender equal campus.

➤ Assessment regarding importance of women education in society

Based on the answers to question no. 3, the responses were as follows:

Quite predictably, 91.8% of the respondents agree that women education is important for society. However, 4 male students think it is not true, and 20 male and even 2 female students think that it is only partially true!

Response: Importance of women education in



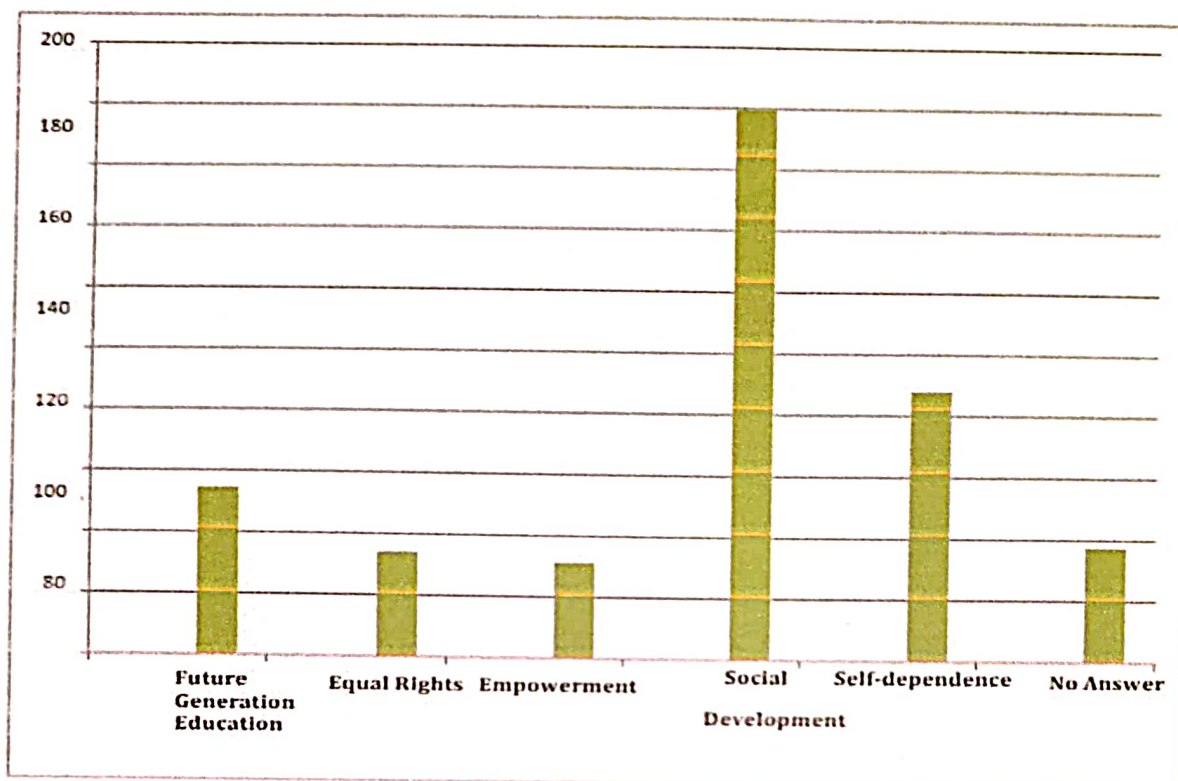
➤ **Assessment regarding whether girls should get higher education**

Based on the answers to question no. 7, the responses were as follows:

99.05% of the respondents agree that girls should get higher education, while there are 3 male students who are unsure!

➤ **Assessment regarding what benefit they think girls may get by acquiring higher education**

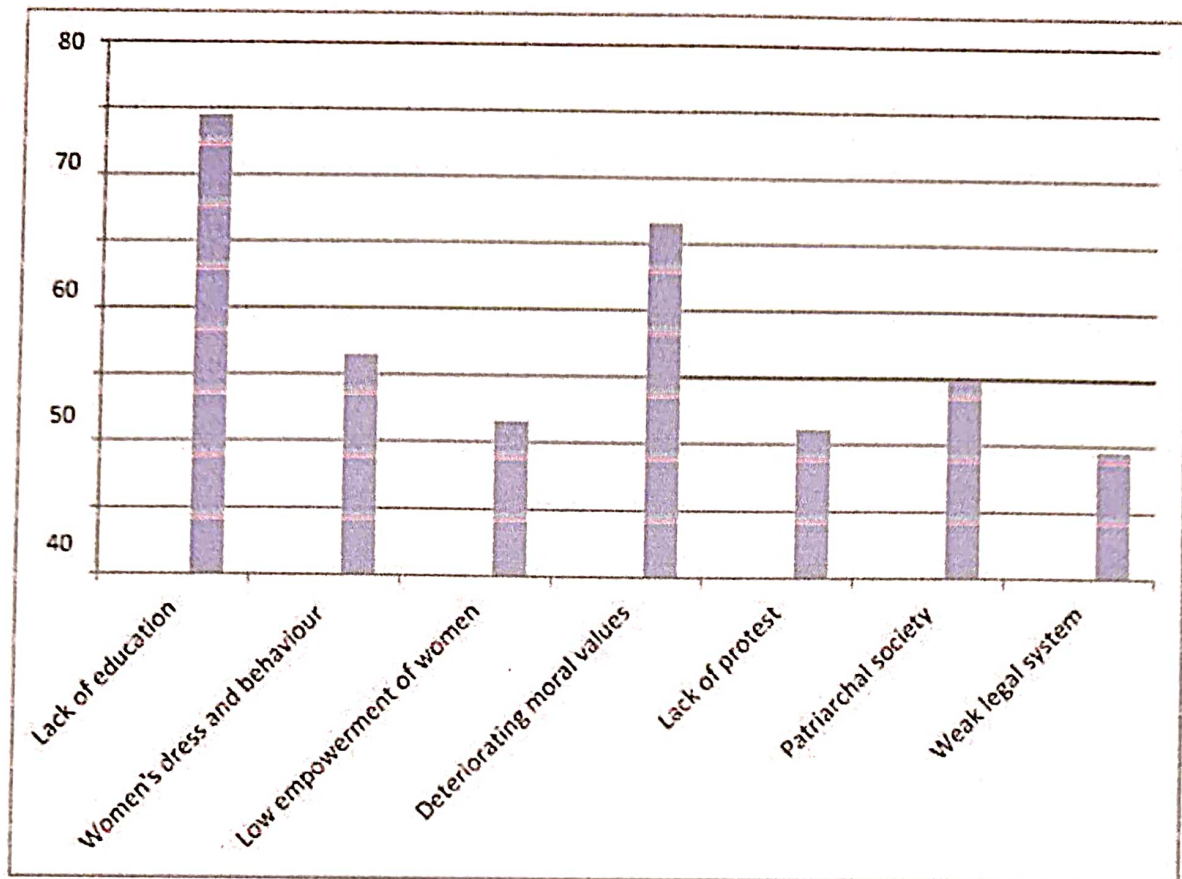
Based on the answers to question no. 8, the responses were broadly classified into five benefits as shown below:



The findings are quite interesting since the students show considerable rationality and pragmatism while elaborating on their answers to question 8. Their answers are often overlapping in the sense that while pointing out the benefit, they have addressed more than one benefit. The highest numbers of students think that education obtained by girls may lead to 'social development'. The next most popular response is 'self-dependence', which implies that they realize that girls' education paves the way for their job opportunities and financial independence. The lowest numbers of students opt for 'empowerment' followed by 'equal rights'. It is true that education alone may not always lead to empowerment and equal rights.

➤ **Assessment regarding their view on the reasons for increasing atrocities against women**

Based on the answers to question no. 10, the responses were broadly classified into five benefits as shown below:



Among the significant reasons behind increasing atrocities against women identified by the respondents, lack of education feature as the most important, followed by deteriorating moral values. A considerable number of students (13.2%) blame the girls themselves for violence against them.

Concluding Remarks

The Gender Audit in Prasanta Chandra Mahalanobis Mahavidyalaya reflects the existence of gender difference within the campus. The gender difference is the widest in case of non-teaching staff in the college, while in cases of students and teachers in substantive posts, the gender difference is low. However, in case of part-time teachers, the number of female teachers exceeds the number of male teachers. There is considerable lack of gender balance in representation in decision-making bodies of the students as well as the college. The sample survey among the students reveal that although most of the students are aware and sensitive to gender issues in the society, a considerable number of them are oblivious and ignorant of the problems and their causes.

Recommendations for making Prasanta Chandra Mahalanobis Mahavidyalaya more gender balanced

- ✚ The college should strive to appoint more women as non-teaching staff.
- ✚ There should be reservation for girls in the election of class representatives for formation of the Students' Union.
- ✚ The college should hasten up the starting of Women Study Centre to facilitate research in gender studies.
- ✚ The college should organize more awareness programme and include value education along with the curriculum.
- ✚ There should be a provision of creche services.
- ✚ Self defence training programs need to be arranged.
- ✚ The college should conduct the gender audit after every two years to keep a track on the trend of gender balance in the campus.

(Dr. Soma Ghosh)

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