



GENDER AUDIT

of

GUSHKARA MAHAVIDYALAYA

GUSHKARA, PURBA BARDHAMAN - 713128

2018-19 to 2022-23

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1. Introduction to the Institute

Gushkara Mahavidyalaya was founded on the 9th of August, 1965. This college is affiliated to the University of Burdwan. The vision of Gushkara Mahavidyalaya is to emerge as one of the leading academic institutions in the region where knowledge and skill complement each other and competence leads to confidence among the prime beneficiaries, that is, the students. Its mission is to provide quality education to all by means of sheer hard work, dedication and devotion. In 2016, the college was accorded with 'A' status by NAAC. The institution offers undergraduate course in Arts, Science and Commerce. At present there is provision for teaching seventeen subjects in under graduate level out of which fifteen are at the honours level and the rest are at the level of general course. The Post graduate in Bengali was introduced in our College on and from the session 2017-1018. A certificate course of Yoga was also implemented from 20.11.2017 for betterment of mental and physical health of our stake holders.

Gender Audit is an attempt to study whether Gushkara Mahavidyalaya practices good gender balance in its different activities. It tries to investigate whether our college follows University's rules, policies and actions. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The college always concentrates on students "qualitative performance" along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions.

The Girls' Hostel in this college always takes safety measurements. Adequate facilities are provided to the girls. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. The NCC cadets observe all important events like the College Foundation Day, Independence Day, Republic Day, Netaji's Birthday etc, in the college. The cadets of this Mahavidyalaya regularly get chance to participate in the Republic Day Parade in Delhi. The NSS

units have 207 intake capacities. The unit always motivates girls for their social responsibilities. The college tries to impart value education through NSS and NCC activities. Regular seminars and camps are organised. The lectures of eminent personalities are held on various topics to develop their personalities. Resource persons expressed their views on social, political, economic and moral rights of women and various laws and by-laws made for security of them. “Prevention of sexual harassment Cell”, Women Cell, “Anti-ragging Committee”, Grievance Redressal Cell and “Internal Complaints Committee” have been formed in the college. These committees arrange lectures of social workers to sensitize the girls to their privileges and duties. In the Departments of Cultural Activities and Sports, girls have achieved grand success.

2. What is Gender Audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework.

3. Constitution of Gender Audit Committee:

Sl. No.	Name	Designation	Affiliation
1	Dr. Sabina Begum	Co-ordinator	IQAC - Co-ordinator; Gushkara Mahavidyalaya
2	Dr. Mita Roy	Joint Co-ordinator	Associate Professor Gushkara Mahavidyalaya
3	Dr. Sunanda Mondal	Internal Committee member	Associate Professor Gushkara Mahavidyalaya
4	Dr. Manisha Mondal	Internal Committee member	Associate Professor Gushkara Mahavidyalaya
5	Sri Ranjan Pal	Internal Committee member	TIC, Morning Section Gushkara Mahavidyalaya
6	Dr. Banashree Ghosh	Internal Committee member	Assistant Professor Gushkara Mahavidyalaya
7	Smt. Rejia Sultana	Internal Committee member	Non-Teaching staff Gushkara Mahavidyalaya
8	Rupsa Mondal	Internal Committee member	Student Gushkara Mahavidyalaya
9	Syed Tanveer Nasreen	External Committee member	Professor and Head Dept. of History The University of Burdwan

4. Objectives:

The Gender Audit of Gushkara Mahavidyalaya has the following objectives:

- To examine the policies of the college rules / actions toward the needs and interests of both males and females.
- To find out the areas where gender balance exists and the factors behind the gender balance.

- To take effective measures for the safety and security of all genders.
- To join hands with IQAC, Anti-ragging Committee, Discipline Committee, Prevention of Sexual Harassment Cell, Grievance Redressal Cell, Women Cell and ICC for creation of gender sensitization.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college life and throughout the college community.
- To see the function and capacity for prevention of sexual harassment at the college.
- To protect girl students from eve teasing in College Campus.
- Whether there is an accessible, active, unbiased and confidential Grievance Redressal Cell or not.
- To create social awareness about the problems of women and gender discrimination.

❖ The Audit would enable the organization to identify the impact of gender relations on their culture, programs and organizational performance and vice versa.

 **The following are the main objectives of the Gender Audit:**

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and etch out a road map for gender action.

5. Gender Sensitive Features in Gushkara Mahavidyalaya:

Gender sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Women cell, Grievance Redressal Cell, Sexual Harassment Prevention Cell and providing adequate facilities to girls, gender equality is kept upright in the college.

Girls' Hostel:

Considering the qualitative performance of the college, the students from far and remote places demanded the special facility for girls. As per their demand, the college provided Girls' Hostel. The building of Girls' Hostel (Nivedita Chhatrinibas) was established in 2000 having 60 students in-take capacity. Every room has 2 beds. For the safety and security of the girls, care has been taken by the management.

Girls' Common Room:

Provision is made for girls resting mode in a separate common room. There is an adequate place for girls to study. There is facility of some indoor games for girls in the common room.

Girls' Washroom:

There are separate girls' washrooms in the college with ample supply of water and regular cleaning. Vending machine is also available in the college.

Drinking Water:

Several water coolers and water purifiers are placed for students in the college campus.

Health Centre:

There is a health centre in the department of Physical Education. Doctors visit in this centre when needed. Blood Pressure, Actual Weight, Ideal Weight and Height of students are checked here regularly.

Anti-Ragging Committee and Discipline:

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 education institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The students in distress owing to ragging related incidents can access the committee. The committee has two females and two male members and the Principal of the college is the chair person.

NCC for Girls:

The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. The girls 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, AIDS Rally, Tree Plantation, etc.

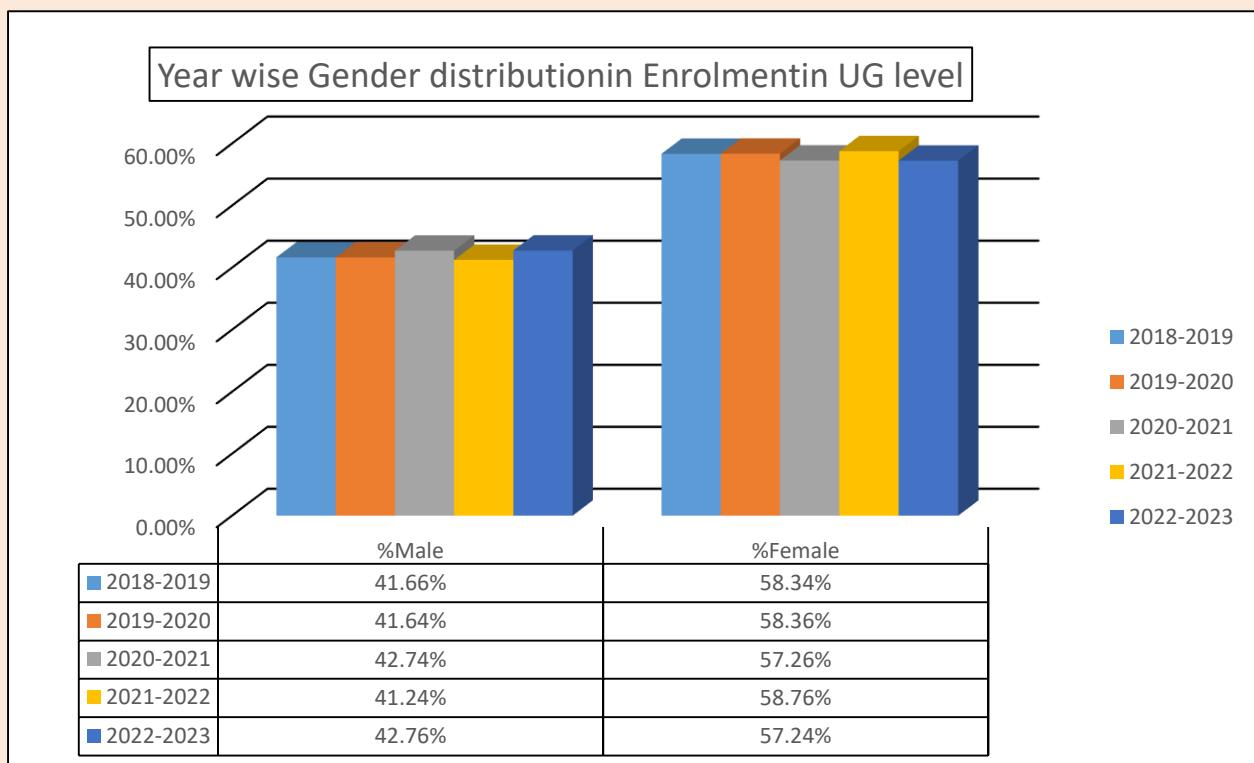
Women Cell and Anti sexual harassment Cell:

There is a women cell and an Anti-sexual harassment cell to look after the problems of Girls students and to monitor their mental and physical health.

6. Gender Balance in Enrolment at Graduation Level (2018-23):

I. Year wise Gender Classification:

Year	Male (M)	Female (F)	Total	M%	F%
2018-19	611	858	1457	41.66%	58.34%
2019-20	583	817	1400	41.64%	58.36%
2020-21	615	824	1439	42.74%	57.26%
2021-22	699	996	1695	41.24%	58.76%
2022-23	567	759	1326	42.76%	57.24%

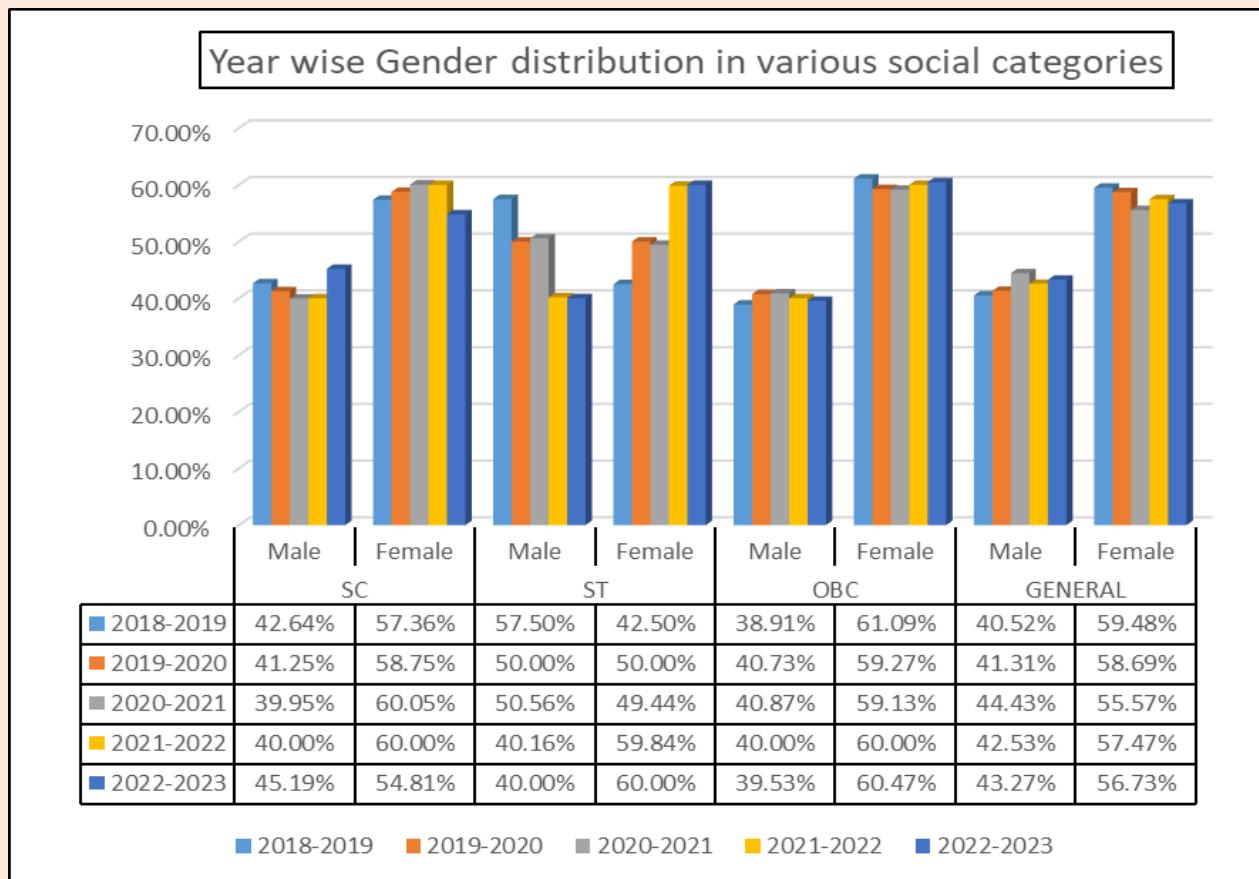


The bar graph and tabular form vividly give important data of year wise gender classification in UG level. The table shows year wise gender classification of male and female percentage of students and the total number of admissions to the college. It appears that since the years 2018-19 to 2022-23 the percentage of enrolled female students' is greater than that of the male students.

II. Gender Distribution of enrolled students in Various Social Categories (2018-2023):

Year	SC			ST			OBC			GENERAL (UR)			Grand Total
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	
2018-2019	168	226	394	46	34	80	128	201	329	265	389	654	1457
2019-2020	158	225	383	39	39	78	134	195	329	252	358	610	1400
2020-2021	149	224	373	45	44	89	150	217	367	271	339	610	1439
2021-2022	160	240	400	51	76	127	138	207	345	350	473	823	1695
2022-2023	155	188	343	28	42	70	117	179	296	267	350	617	1326

Year	SC		ST		OBC		GENERAL	
	Male	Female	Male	Female	Male	Female	Male	Female
2018-2019	42.64%	57.36%	57.50%	42.50%	38.91%	61.09%	40.52%	59.48%
2019-2020	41.25%	58.75%	50.00%	50.00%	40.73%	59.27%	41.31%	58.69%
2020-2021	39.95%	60.05%	50.56%	49.44%	40.87%	59.13%	44.43%	55.57%
2021-2022	40.00%	60.00%	40.16%	59.84%	40.00%	60.00%	42.53%	57.47%
2022-2023	45.19%	54.81%	40.00%	60.00%	39.53%	60.47%	43.27%	56.73%

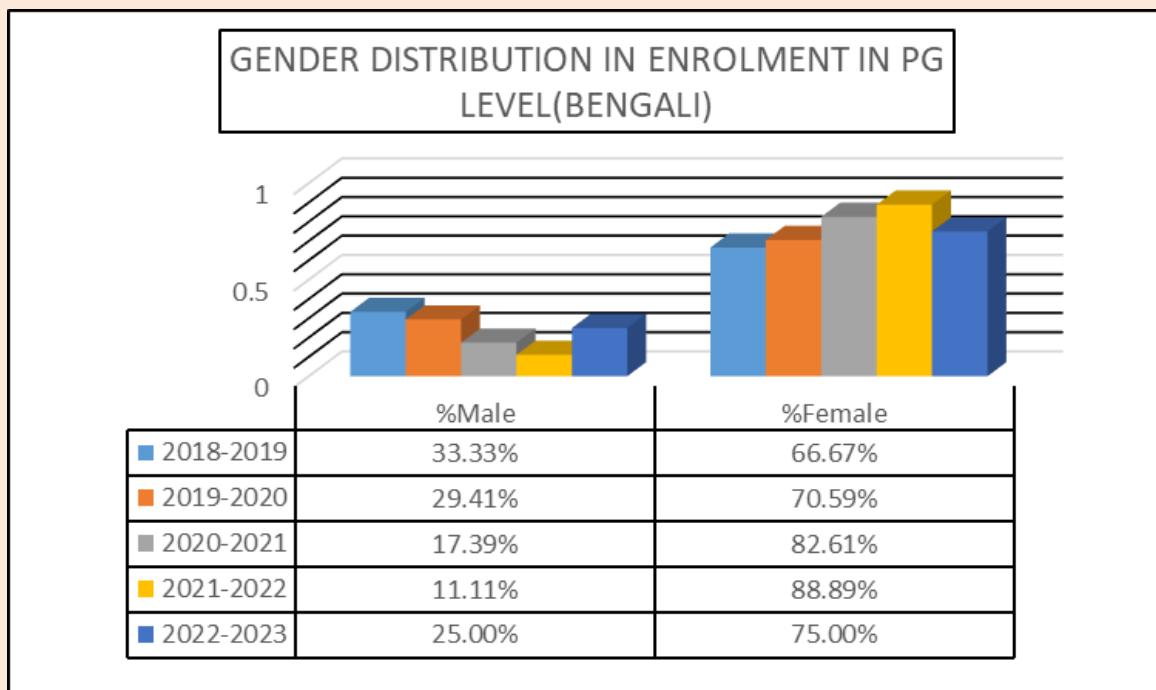


The table very clearly shows the year wise gender distribution in various social categories in student enrolment. The social category comprises UR, SC, ST and OBC. In each Categories except ST category number of admitted female students is always higher than the male students. The percentage of female ST student has gradually increased from 42.5% to 60% which is good indicator of growth of female education in our College.

7. Gender Balance in Enrolment at Post Graduate Level in Bengali (2018-23):

I. Year wise Gender Classification:

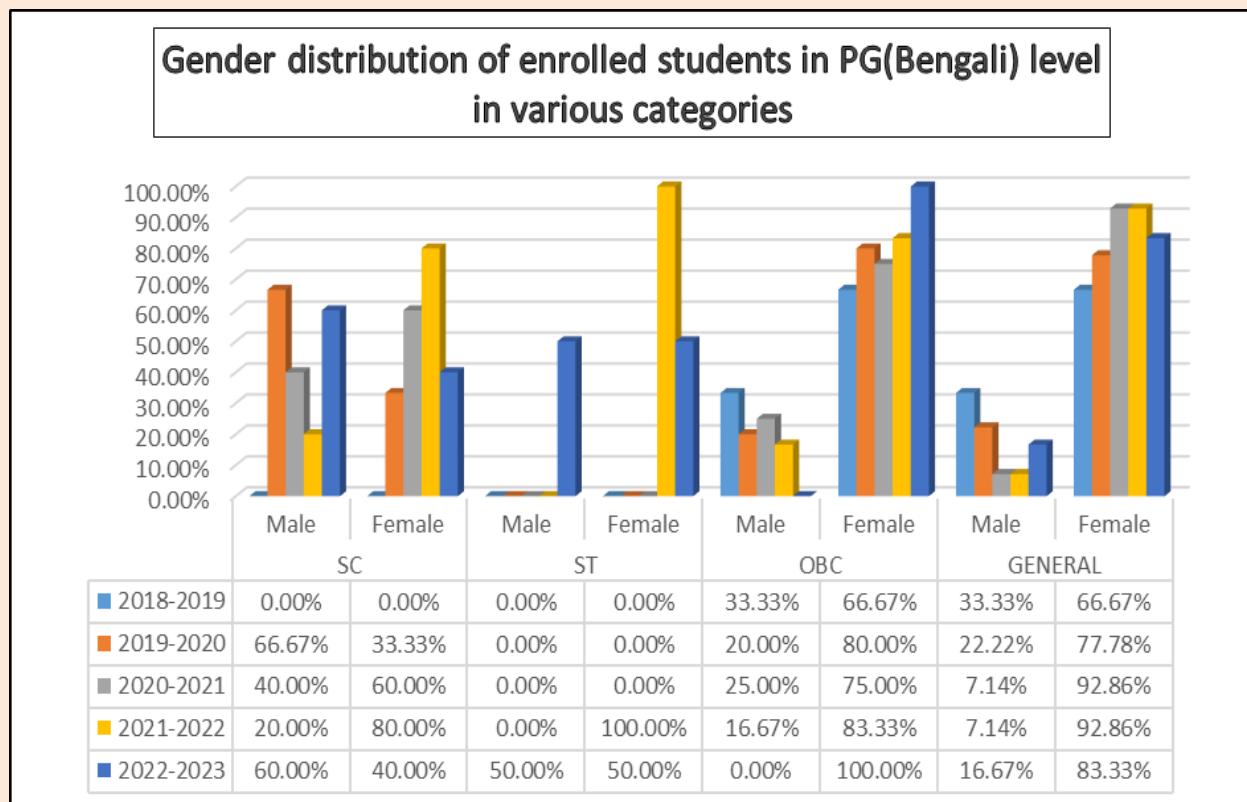
Year	Male (M)	Female (F)	Total	M%	F%
2018-19	4	8	12	33.33%	66.67%
2019-20	5	12	17	29.41%	70.59%
2020-21	4	19	23	17.39%	82.61%
2021-22	3	24	27	11.11%	88.89%
2022-23	6	18	24	25.00%	75.00%



The bar graph and tabular form vividly give important data of year wise gender classification in PG in Bengali. The table shows year wise gender classification of male and female percentage of students and the total number of admissions in PG level in this college. It appears that since the years 2018-19 to 2022-23 the percentage of enrolled female students' is greater than that of the male students.

II. Gender Distribution of enrolled students in Various Social Categories in PG level (2018-2023):

Year	SC			ST			OBC			GENERAL (UR)			Grand Total
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	
2018-2019	0	0	0	0	0	0	2	4	6	2	4	6	12
2019-2020	2	1	3	0	0	0	1	4	5	2	7	9	17
2020-2021	2	3	5	0	0	0	1	3	4	1	13	14	23
2021-2022	1	4	5	0	2	2	1	5	6	1	13	14	27
2022-2023	3	2	5	1	1	2	0	5	5	2	10	12	24



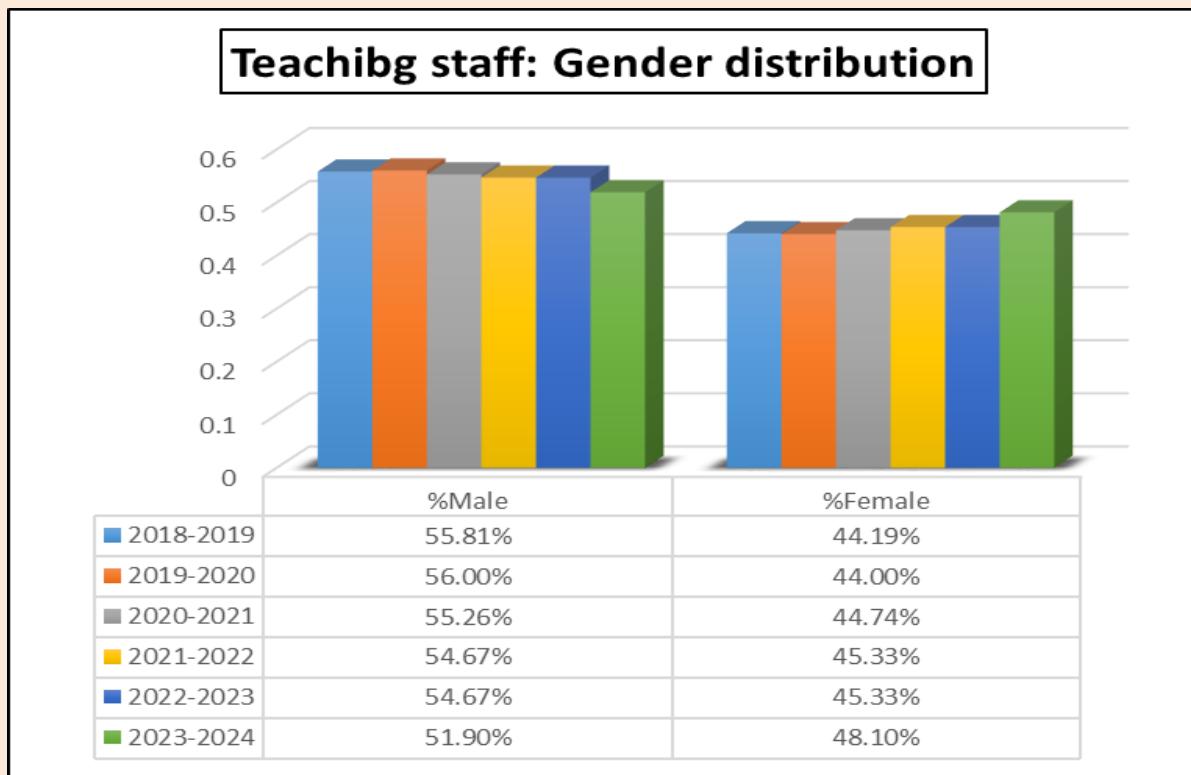
The table and bar graph very clearly shows the year wise gender distribution in various social categories in student enrolment in PG level in Bengali. The social category comprises UR, SC, ST and OBC. In each Categories except SC category

number of admitted female students is always higher than the male students and it has been gradually increased. The percentage of female- SC student slightly decreased in the year 2022-23. Whereas male students have been increased from 20% to 60%. But overall categorically gender distribution shows the significant rate growth of female education in level also.

8. Gender Difference in Teaching and Non-Teaching Faculty:

➤ Gender classification - Teaching Staff

Year	Male (M)	Female (F)	%M	%F	Total
2018-19	24	19	55.81%	44.19%	43
2019-20	42	33	56.00%	44.00%	75
2020-21	42	34	55.26%	44.74%	76
2021-22	41	34	54.67%	45.33%	75
2022-23	41	34	54.67%	45.33%	75
2023-24	41	38	51.90%	48.10%	79

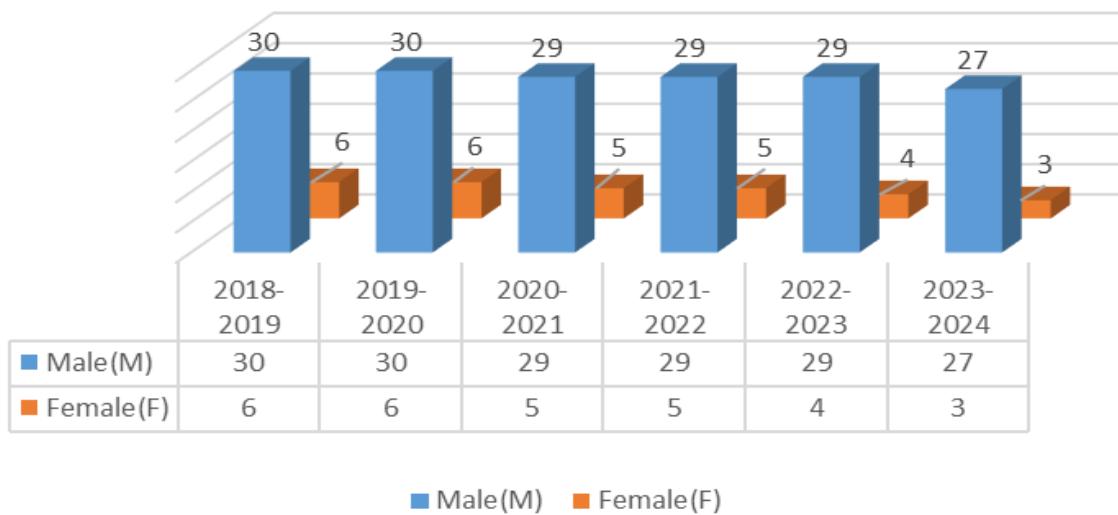


The table shows the year wise classification of Teaching Staff during the academic years 2018-2024. The total number of male teachers has gradually decreased from 55.81% to 51.9% whereas No. of female teacher gradually increases from 44.19% to 48.10%. This finding shows that Gender gap in term teaching faculty has decreased.

➤ **Gender classification – Non-Teaching Staff**

Year	Male(M)	Female(F)	%M	%F	Total
2018-19	30	6	83.33%	16.67%	36
2019-20	30	6	83.33%	16.67%	36
2020-21	29	5	85.29%	14.71%	34
2021-22	29	5	85.29%	14.71%	34
2022-23	29	4	87.88%	12.12%	33
2023-24	27	3	90.00%	10.00%	30

Non Teaching Staff: Gender distribution

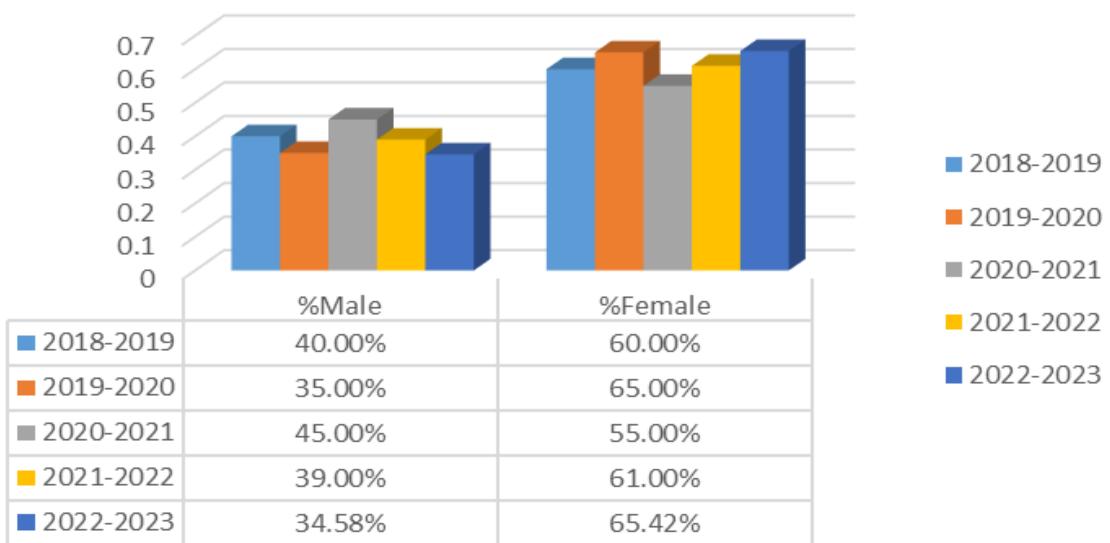


Above table gives the information about the gender classification of male and female non-teaching staff of the year 2018 to 2024. The number of male staff is much greater than the female Staff.

9. 1. Gender Distribution in enrolment as NSS Volunteers for Unit-I:

Year	Male (M)	Female (F)	%M	%F	Total
2018-2019	40	60	40.00%	60.00%	100
2019-2020	35	65	35.00%	65.00%	100
2020-2021	45	55	45.00%	55.00%	100
2021-2022	39	61	39.00%	61.00%	100
2022-2023	37	70	34.58%	65.42%	107

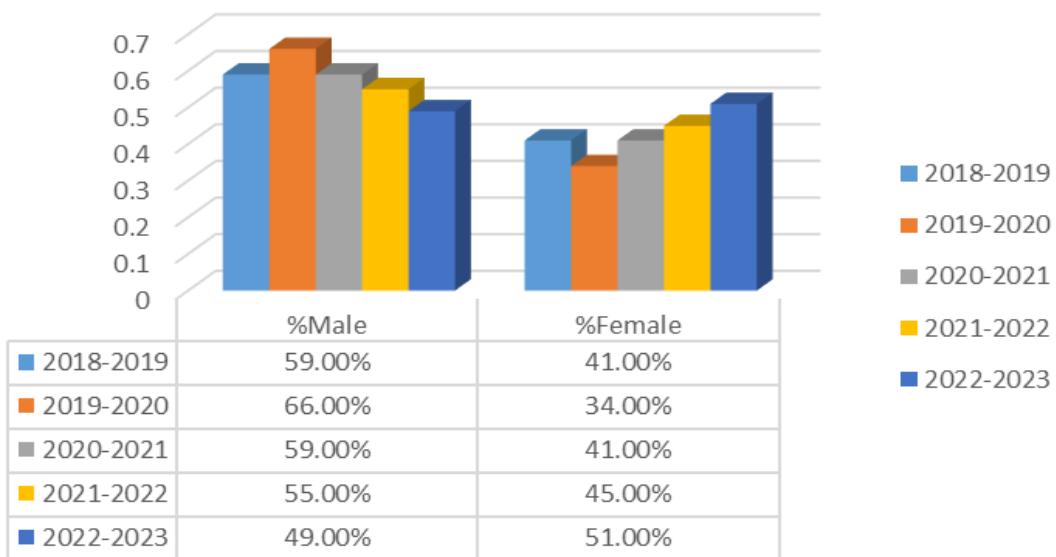
NSS Volunteers-Unit-I: Gender distribution



9.2. Gender Distribution in enrolment as NSS Volunteers for Unit-II:

Year	Male(M)	Female(F)	%M	%F	Total
2018-2019	59	41	59.00%	41.00%	100
2019-2020	66	34	66.00%	34.00%	100
2020-2021	59	41	59.00%	41.00%	100
2021-2022	55	45	55.00%	45.00%	100
2022-2023	49	51	49.00%	51.00%	100

NSS Volunteers -Unit-II: Gender distribution

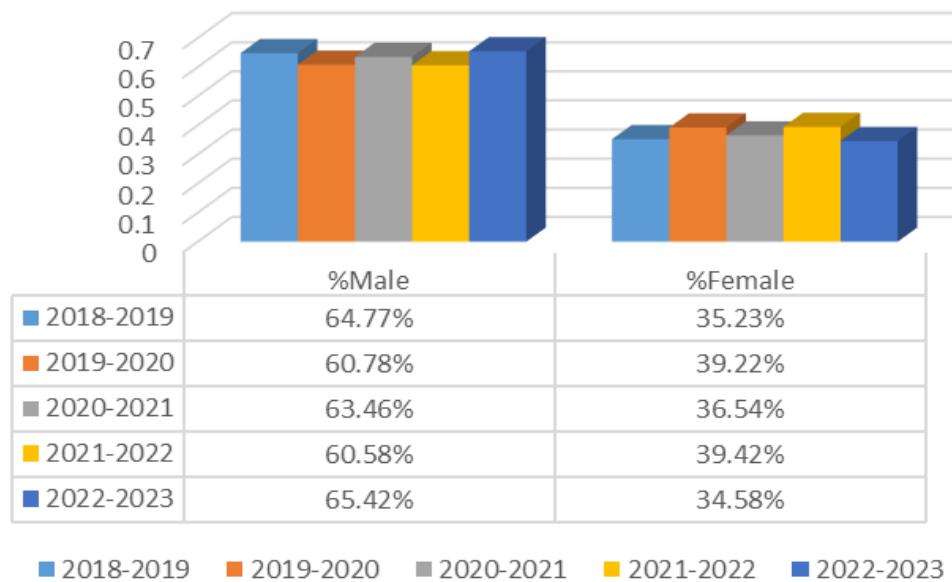


The above tables show that gender classification of NSS volunteers during the year 2018-2023. It appears that the participation of female volunteers gradually increases in comparison to the male volunteers in the field of social work.

10. Gender Distribution in enrolment as NCC Cadets:

Year	Male(M)	Female(F)	%M	%F	Total
2018-2019	57	31	64.77%	35.23%	88
2019-2020	62	40	60.78%	39.22%	102
2020-2021	66	38	63.46%	36.54%	104
2021-2022	83	54	60.58%	39.42%	137
2022-2023	70	37	65.42%	34.58%	107

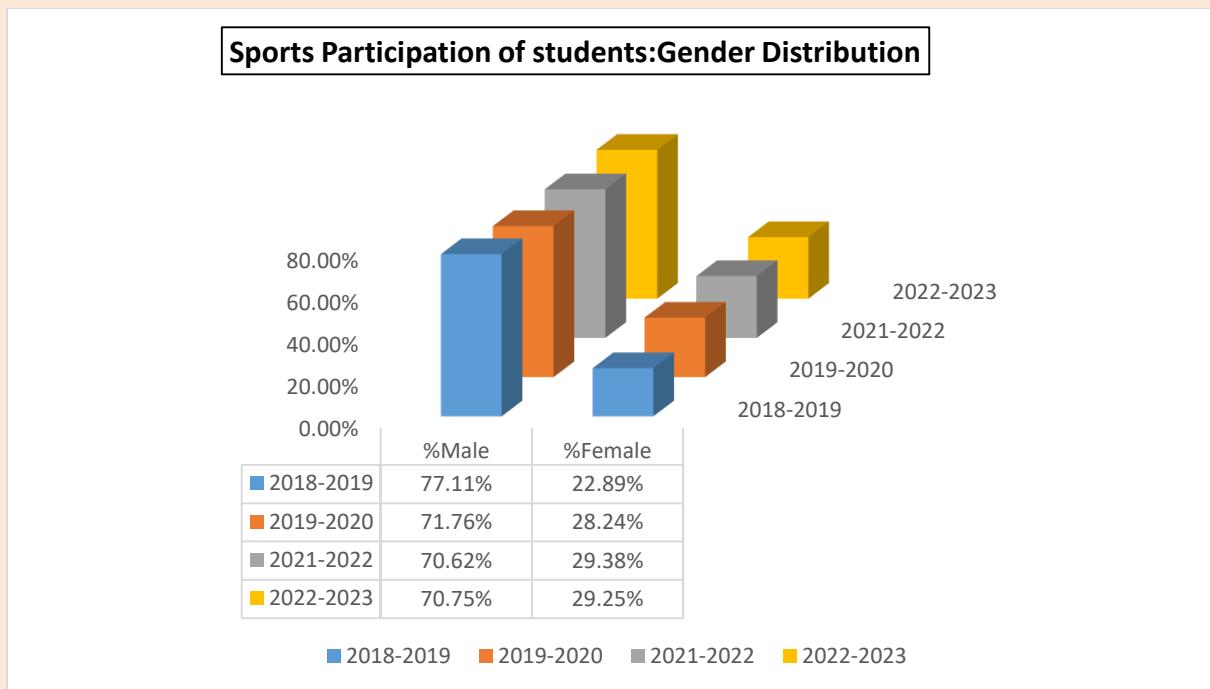
NCC Cadets:Gender distribution



The above tables and bar charts show the year wise enrolment of students in NCC. It appears that the number of male Cadets is always greater than that of the female Cadets.

11. Gender Distribution in Sports participation:

Year	Male(M)	Female(F)	%M	%F	Total
2018-2019	128	38	22.89%	22.89%	166
2019-2020	94	37	28.24%	28.24%	131
2021-2022	149	62	29.38%	29.38%	211
2022-2023	104	43	29.25%	29.25%	147

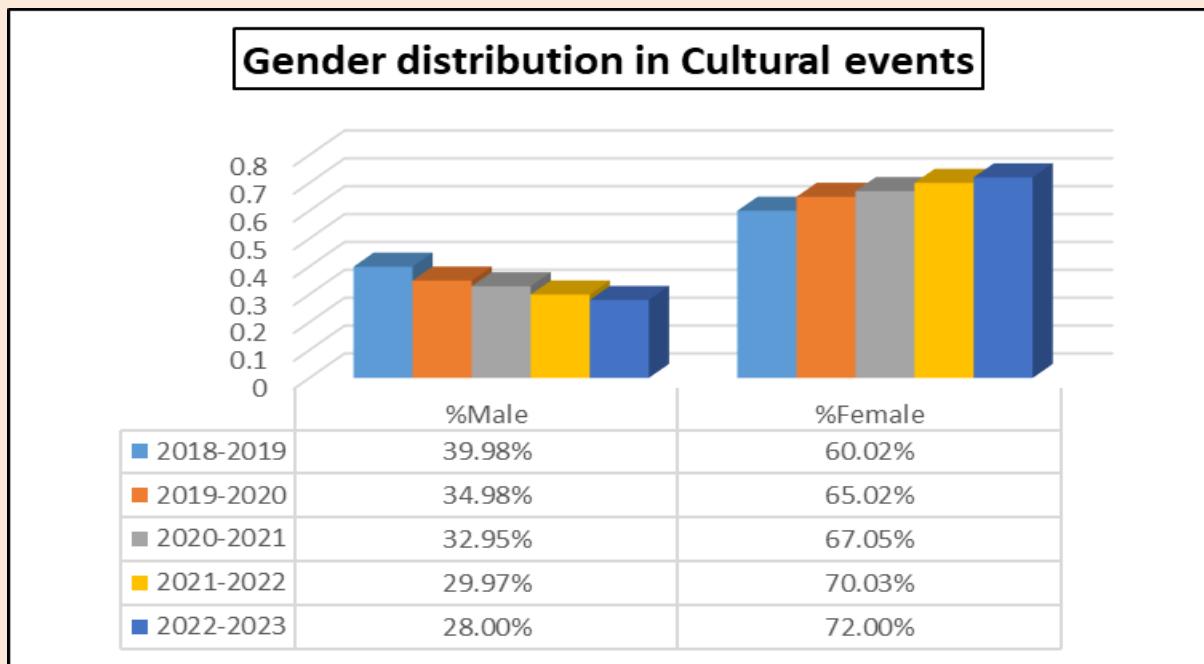


The above table gives the information about year wise gender distribution of Students in sports participation. It appears that the participation of number of male students is always higher than female students.

The above table gives the information about year wise gender difference in Sports Participants during the years 2010-16 in the college. It appears that the number of male as Sports Participants is higher than female students.

12. Gender Classification in Cultural Events:

Year	Male(M)	Female(F)	%M	%F	Total
2018-2019	824	1237	39.98%	60.02%	2061
2019-2020	759	1411	34.98%	65.02%	2170
2020-2021	227	462	32.95%	67.05%	689
2021-2022	683	1596	29.97%	70.03%	2279
2022-2023	654	1682	28.00%	72.00%	2336



Above diagram shows year wise gender Distribution of cultural events during 2018-23. It shows that the number of female participants is always higher than male students and it is gradually increased.

13. Prevention of Sexual Harassment:

The objective is to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected herewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment.

The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. To eliminate unlawful discrimination and harassment “Internal Complaints Committee” is also formed in the college.

The college has following mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to harassment.

‘Internal Complaints Committee’

The college has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The work of the committee involves research and extension. The committee conducts various programs, workshops, self-defence training, yoga, health check-up camp, pre marriage counselling for women empowerment and gender sensitization. The “Internal Complaints Committee” has contributed to policy making on Women’s issues by organizing workshop on Women and Law, Women’s Empowerment, Women and Human Rights. The committee till now received no complaints of sexual harassment in the college.

14. Salient Features and Recommendations: Strengths and Gender Sensitive Initiatives in Gushkara Mahavidyalaya:

It is found that Gushkara Mahavidyalaya has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in Gushkara Mahavidyalaya are followings:

- The gender balance in student enrolment is the outcome of the facilities given to the girls as well as counselling of our teachers in slum areas.
- Since 2021, the best library user award for girl’s student (both from UG and PG section) is introduced on the basis of the statistical data, accession of books, reading aptitude of the student, utilization of library resources and discipline. The names of the best library users are mentioned below:

- i) Monisha Ghosh, a student of B.A. Semester VI of Sanskrit Honours got the prize for regular and maximum visit to library in the academic year 2021-2022.
- ii) Sanchita Ainch, a post graduate student of Bengali of Semester IV got the prize for regular and maximum visit to library in the academic year 2022-2023.

It encourages the girls-students to access library more frequently.

- There are Separate wardens and are present for Boys and Girls hostels to look into the Grievances regarding their hostel- life.
- One watchman is appointed in the Hostel area for security of students.
- Counselling programme: Women teachers regularly counsel female students about gender equality.
- Teachers of our college also do research works on Gender Sensitization and they impart their knowledge to students so that the students can realize the importance of gender equality.
- This College promotes openly the topic of “gender equality” through several seminars and awareness programs throughout the year.
- The college encourage our girl students in various sports activities.
 - The Girls students of our College are participating enthustically in “Inter Departmental Women –football in Annual Sports” from the year 2022-23.
 - Our students, Pratima Hemram and Arpita Mondal, participated in 18th Junior Girls State Handball Championship in December, 2022 and West Bengal State Super League, December, 2022.
 - Arpita Mondal and Archana Mali Participated East Zone Inter University Handball Tournament (28.01.23 to 31.01.23).
 - Sangita Majhi and Baishakhi Mardi got chance in East Zone Inter University Handball (Women) in the session 2021-22.

- There is an Internal Complaints Committee to look after the Grievances of both male and female students.
- Women's Day is celebrated every year on 8th March to encourage female students.
- The workplace is strengthened by organizing various activities.

Different Activities and Awareness Programmes:

- i) Women's Day Celebration every year on 8th March
- ii) Awareness Programme on the theme of women empowerment at Jadabganj Adibasi Uchchavidyalaya on 08.03.2022
- iii) Red Ribbon Programme by NSS on 06.08.2022. Seminar on "Child Marriage and Effect in the Society" by Mrs. Pratima Banerjee and Mrs. Soma Tiwari, Supervisors of ICDS.
- iv) Lecture on "The Empowerment of Women" by Dr. Tamali Neogi on 12.08.2022.
- v) Lecture on 'Under age Marriage and adolescence period' by Soma Tiwari, Supervisor, ICDS on 28.11.2022
- v) Lecture on "Child Marriage and Effect in the Society" by Dr. Papita Dutta on 29.11.2022
- vi) Awareness Programme on Cyber Crime and its effect on 30.11.2022. Lecture by Nitu Singh and Team of Superintendent of Police, Purba Bardhaman.
- vii) Lecture on "Women Empowerment and Social Status" by Dr. Tamali Neogi on 01.12.2022.

➤ "Internal Complaints Committee" aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.

- Women cell monitors and looks after the problems of girl's students throughout the year.
- The College monitors the experience of all students through annual Progress Review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The college staffs are encouraged to undertake training and professional development throughout their career. Such opportunities are available to all members of staff.

15. Recommendations for Making Gushkara Mahavidyalaya a Gender Sensitive College:

- Authority should consider increasing female staff in the Non-Teaching Faculty.
- The Infrastructure of Hostel area and Girls Common room may be improved.
- Number of Toilets for students may be increased and these should be more hygienic.
- Separate Career advancement course or training for women may be organised by CCPC of this College.
- More Workshops/ Seminars may be organised on Women empowerment and women ability
- Self-employment training may be introducing in different subjects.

16. Integration of Gender Studies in Curricula in Gushkara Mahavidyalaya:

The college is affiliated to Burdwan University, Burdwan and follows syllabus and examination pattern as introduced by the University. There are several ways of integrating gender perspective in Curricula.

GENDER PERSPECTIVE IN VARIOUS COURSES:

Arts, Commerce and Management, Science: The B.A., B.Com. B.Sc. courses have components on feminism, family and society on Indian writing in literature.

Department of Social-sciences: The course contents on rural and urban society and family, caste, class and studies of women. The various programmes under these departments aim at providing students an understanding of women's economic role and their contribution to National Economy and how gender biases have resulted in persistent gender inequalities.

These courses are executed with the aim of attaining the best possible realization of the purposes with which they have been introduced. The teachers have also been regular in attending workshops, seminars and conferences on Gender equality organized by the parent university as well as other universities.

17. Conclusions:

It is found that Gushkara Mahavidyalaya has lots of strength. The weaknesses can be overcome with efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, Gushkara Mahavidyalaya would certainly make a mark even in the areas that need some improvements.

Sabina Begum
Coordinator

Gender Audit Committee
Gushkara Mahavidyalaya

Mita Roy

Joint Coordinator
Gender Audit Committee
Gushkara Mahavidyalaya

Manisha Mondal *Ranu* *Sabina Begum* *Rupsa Mondal*
Members
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