

GENDER AUDIT

of

POLBA MAHAVIDYALAYA

Polba, Hooghly, Pin-712136

2018-19 to 2022-23

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1. Introduction to the Institute

Polba Mahavidyalaya is the only undergraduate college in the Polba-Dadpur Block in the district of Hooghly in West Bengal embarked on its journey from 19th September 2005 with the goal of providing all round opportunity and access to higher education to a greater population especially those from the marginalised and backward communities. Polba-Dadpur Block has been identified as a SC/ST Concentrated Block by the appropriate authority and inhabited by a sizeable population of OBC and minority communities. The founder of the Institution had envisioned the popularization of higher education among the Community and areas that had been otherwise left out from the circle of elitist urban centric development. The Institution was convinced that the first step of providing social justice and balanced development to these areas was to provide them with the scope of higher education and a vibrant academic and dynamic cultural exposure. Thus the Institution was set up and has been heading towards academic development with dedicated values. At the time of foundation of the College it was noticed that the area which otherwise boasted of some of oldest schools like the Free Mission School of Mahanad, established in 1856 or the Akna High School established in 1889, lacked a quality higher education. Thus a large section of not only the economically and socially backward meritorious students but also the girl students were losing the chance of achieving academic excellence. The College, being the product of a strong participation and will of the local populace stands committed to its motto of overall growth and development of not only itself but also its surrounding social milieu. Thus it has developed and championed an inclusive model of teaching-learning with sincere dedication towards social participation and development.

2. What is Gender Audit?

Gender Audit is an attempt to study whether the college has a positive gender balance. It also tries to see whether college follows government rules, policies and actions formulated for upgradation 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. Pratima Dhali	Co-ordinator	Assistant Professor
2	Dr. Abira Banarjee	Joint Co-ordinator	Assistant professor
3	Narugapal Kaibarta	Internal Committee member	Teacher-in-charge, Polba Mahavidyalaya
4	Dr. Kaliprasad Mishra	Internal Committee member	Associate Professor, Polba Mahavidyalaya
5	Dr. Santanu Sengupta	Internal Committee member	IQAC - Co-ordinator; Polba Mahavidyalaya
6	Dr. Sanjoy Kumar Ghosh	Internal Committee member	Assistant Professor, Polba Mahavidyalaya
7	Rakesh Neogi	Internal Committee member	Non-Teaching staff, Polba Mahavidyalaya
8	Babita Ghosh	Internal Committee member	Student, Polba Mahavidyalaya
9	Piya Chakraborty	External Committee member	Head, Voices Project, Anjali Mental Health Organisation and Mental Health and Gender Rights Activist.

4. Objectives:

The Gender Audit of Polba 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, Grievance Redressal 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.
- Find out 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 Polba Mahavidyalaya:

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

Girls' Common Room:

Provision is made for the distinct requirements of the girl students in a separate common room. There is an adequate place for girls to study within college hours. There is facility of some indoor games for girls in the common room as well.

Girls' Washroom:

There are 3 separate girls' washrooms in the college with ample supply of water and regular cleaning. Vending machine is also available in the college.

Drinking Water:

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

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.

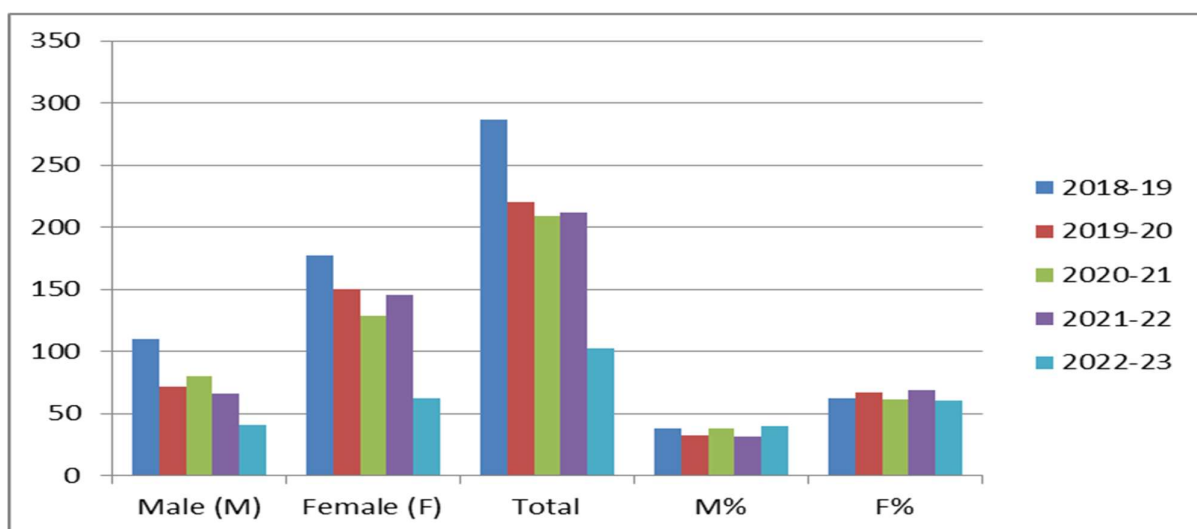
Internal Complaints Committee and Gender Sensitization Cell:

There is an Internal Complaints Committee and Gender Sensitization Cell to look after the problems of Girls students and to monitor any hindrance to 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	110	177	287	38.03	61.97
2019-20	72	150	220	32.72	67.28
2020-21	80	129	209	38.27	61.73
2021-22	66	146	212	31.13	68.87
2022-23	41	62	103	39.80	60.20



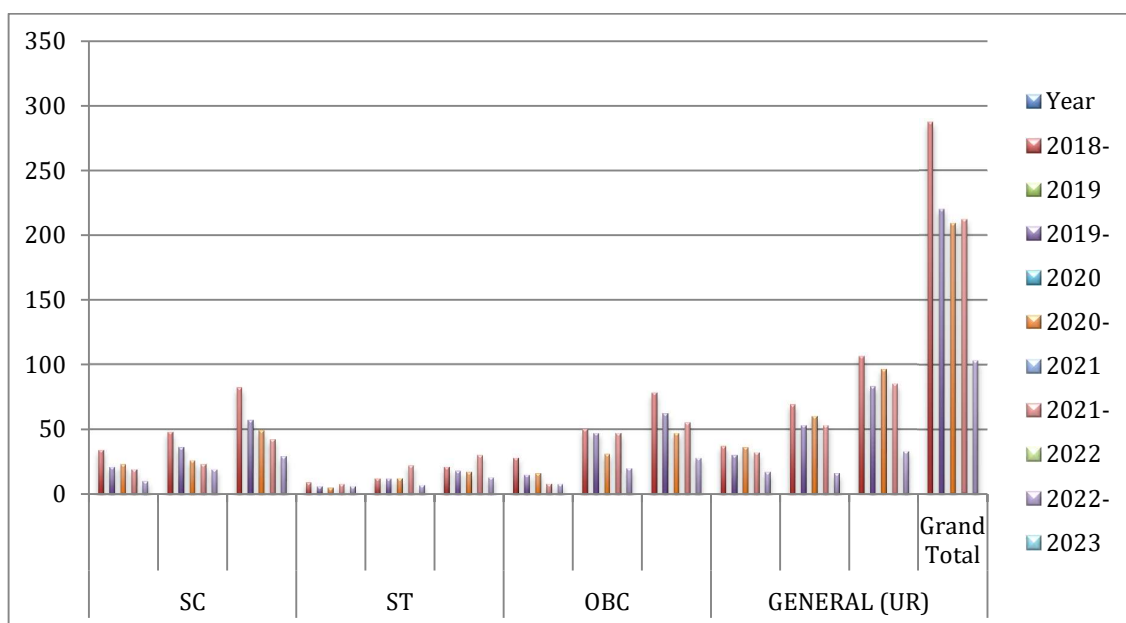
Year wise Gender Classification

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):

	SC	ST	OBC	GENERAL (UR)	
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Year	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	Grand Total
2018-2019	34	48	82	09	12	21	28	50	78	37	69	106	287
2019-2020	21	36	57	06	12	18	15	47	62	30	53	83	220
2020-2021	23	26	49	05	12	17	16	31	47	36	60	96	209
2021-2022	19	23	42	08	22	30	8	47	55	32	53	85	212
2022-2023	10	19	29	06	07	13	08	20	28	17	16	33	103



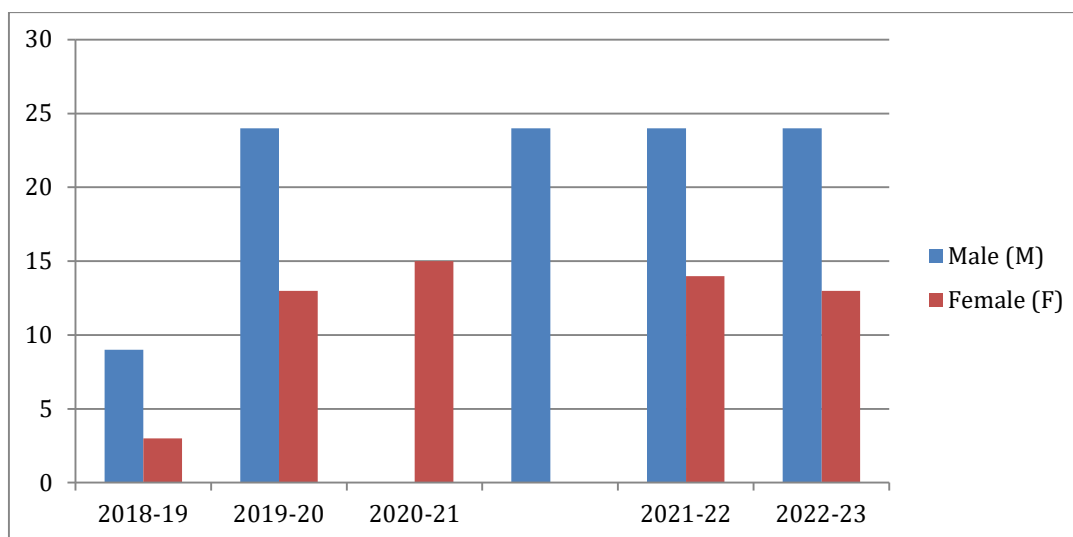
Gender Distribution of enrolled students in Various Social Categories (2018- 2023)

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 Category number of admitted female students is always higher than the male students.

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

➤ Gender classification - Teaching Staff

Year	Male (M)	Female (F)	%M	%F	Total
2018-19	09	03	75%	25%	12
2019-20	24	13	64.86%	35.13%	37
2020-21	24	15	61.53%	38.46%	39
2021-22	24	14	63.15%	36.84%	38
2022-23	24	13	64.86%	35.13%	37

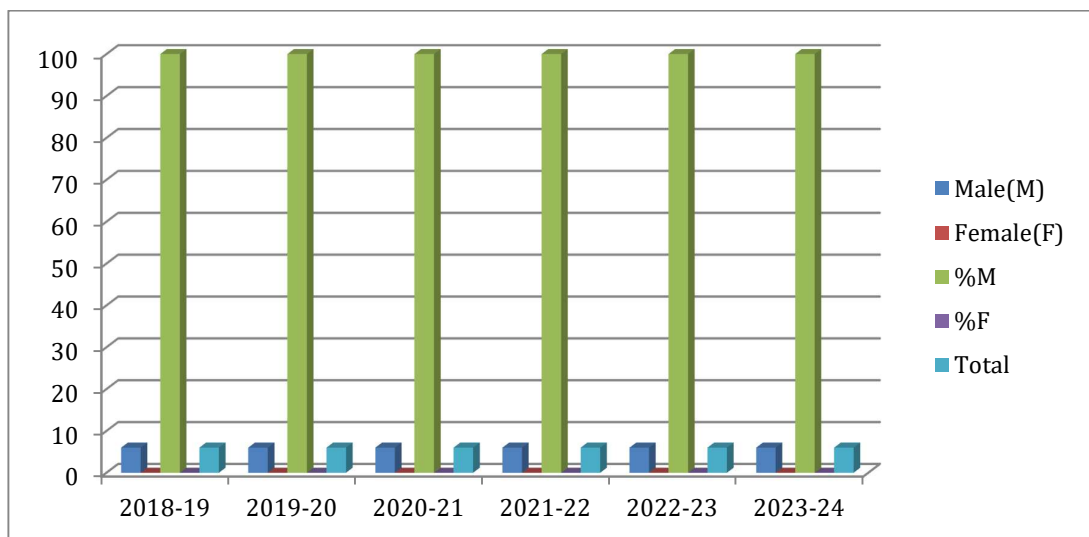


The table shows the year wise classification of Teaching Staff during the academic years 2018-2024. The number of male teacher is much greater than the female teacher.

7.1 Gender classification – Non-Teaching Staff

Year	Male(M)	Female(F)	%M	%F	Total
2018-19	06	00	100	00	06
2019-20	06	00	100	00	06

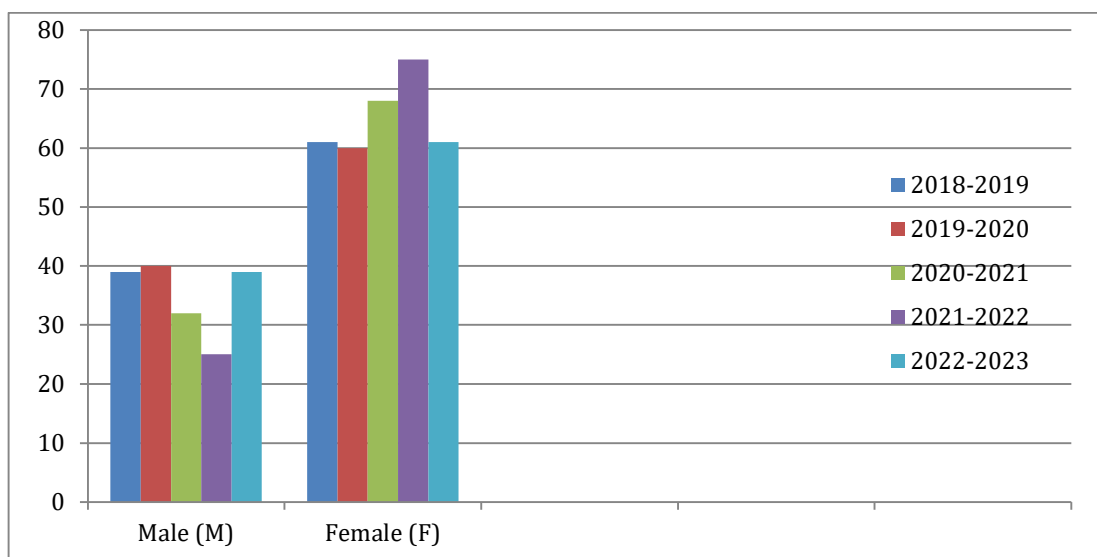
2020-21	06	00	100	00	06
2021-22	06	00	100	00	06
2022-23	06	00	100	00	06
2023-24	06	00	100	00	06



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.

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

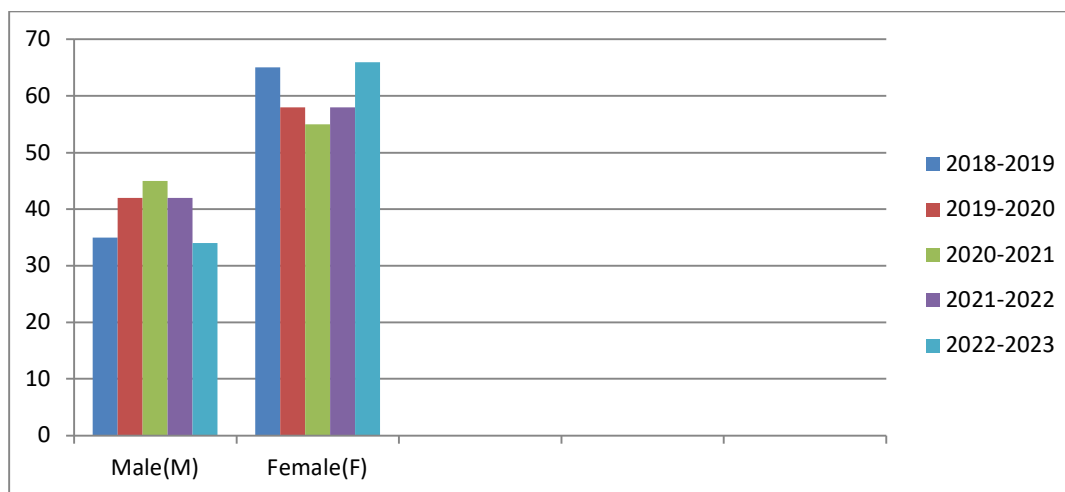
Year	Male (M)	Female (F)	%M	%F	Total
2018-2019	39	61	39%	61%	100
2019-2020	40	60	40%	60%	100
2020-2021	32	68	32%	68%	100
2021-2022	25	75	25%	75%	100
2022-2023	39	61	39%	61%	100



Gender Distribution NSS Volunteers for Unit I

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

Year	Male (M)	Female (F)	%M	%F	Total
2018-2019	35	65	35	65	100
2019-2020	42	58	42	42	100
2020-2021	45	55	45	55	100
2021-2022	42	58	42	58	100
2022-2023	34	66	34	66	100

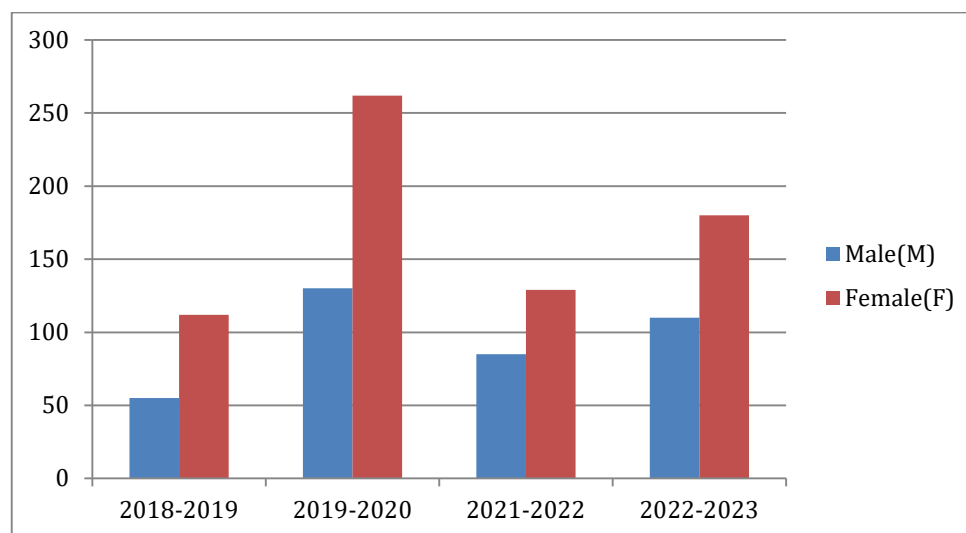


Gender Distribution NSS Volunteers for Unit II

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.

9. Gender Distribution in Sports participation:

Year	Male(M)	Female(F)	%M	%F	Total
2018-2019	55	112	32.93	67.07	167
2019-2020	130	262	33.16	66.84	392
2021-2022	85	129	39.71	60.29	214
2022-2023	110	180	37.93	62.07	290

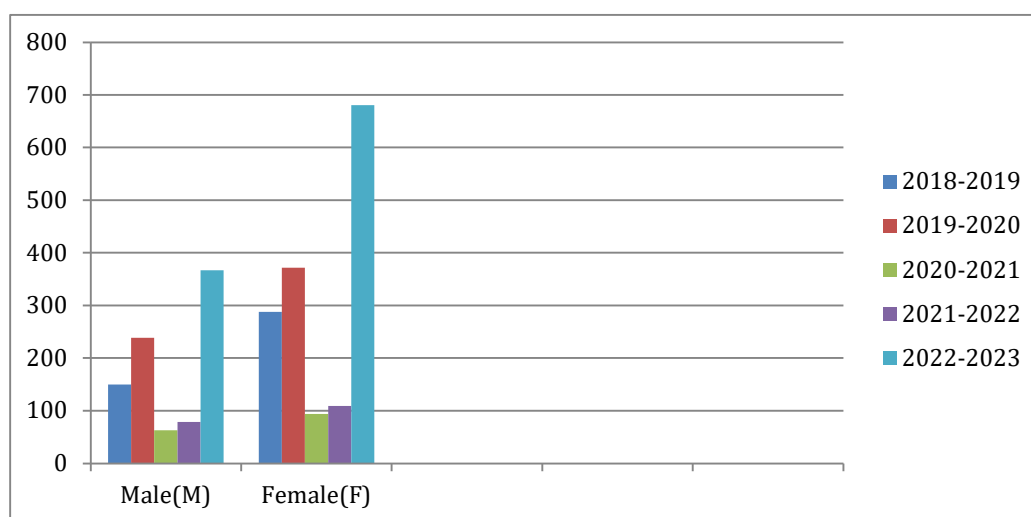


Gender Distribution in Sports participation

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.

10. Gender Classification in Cultural Events:

Year	Male(M)	Female(F)	%M	%F	Total
2018-2019	150	288	34.24%	65.75%	438
2019-2020	239	372	39.11%	60.89%	611
2020-2021	63	94	40.12%	59.88%	157
2021-2022	79	109	42.02%	57.98%	188
2022-2023	367	681	35.01%	64.99%	1048



Gender Classification in Cultural Events

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.

11. 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 sensation. 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.

12. Salient Features and Recommendations: Strengths and Gender Sensitive Initiatives in Polba Mahavidyalaya:

It is found that Polba Mahavidyalaya has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in Polba 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.
- 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 colleges encourage our girl students to participate in various sports activities.
 - Priyanka Koley, a student of our college qualified for the East Zone Competition Volleyball, organized by KIIT, Bhubaneswar, in the year 2019.

- Rasmoni Mandi, a student of our college qualified for the East Zone Competition Volleyball, organized by KIIT, Bhubaneswar, in the year 2019.
 - Anushka Adak, a student of our college qualified for the All India University Volleyball, organized by KIIT, Bhubaneswar, in the year 2022.
 - Sucharita Dhara, a student of our college qualified for the All India University Volleyball, organized by KIIT, Bhubaneswar, in the year 2022.
 - Tithi Pal, a student of our college qualified for the All India University Volleyball, organized by KIIT, Bhubaneswar, in the year 2022.
- 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 and sensitize all the stakeholders.
 - The gender sensitivity in 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
 - "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.
 - Gender Sensitization 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.
 - Naandi Foundation's Mahindra Pride Classroom organized a 30 hours

Employability and Digital Literacy Skill Training Program for final year passing out graduate and Post graduate female students of our college, in the year 2023.

- A seminar on “How to Handle Depression” was organized by the Career Counselling and Placement Cell, in the year 2023.
- A seminar on “Gender and Equality” was organized by the Internal Complaints Committee, in the year 2023.
- A seminar on “Mensuration Hygiene and Stop Early Marriage” was organized by the Internal Complaints Committee, in the year 2023.

13. Recommendations for Making Polba Mahavidyalaya a Gender Sensitive College:

- Authority should consider increasing female staff in the Non-Teaching staff members.
- The Infrastructure of Girls Common room may be improved.
- Number of Toilets for students may be increased and these should be more hygienic.
- More Workshops/ Seminars may be organised on Women empowerment and women ability
- Self-employment training may be introducing in different subjects.

14. Integration of Gender Studies in Curricula in Polba 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, Science: The B.A., 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.

15. Conclusions:

It is found that Polba 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, Polba Mahavidyalaya would certainly make a mark even in the areas that need some improvements.

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