



PURBASTHALI COLLEGE

GENDER AUDIT

2018-2023



Prepared by


**WOMENS' CELL AND IQAC
PURBASTHALI COLLEGE**



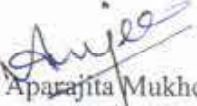
B. S. S.
Principal
Purbasthali College
Purbasthali, West Bengal

Statement from the Audit Team


In our professional assessment, we have executed adequate and relevant audit procedures, as well as collected sufficient evidence to substantiate the accuracy of the findings presented within this report. These conclusions are derived from a thorough evaluation of the conditions prevailing during the course of the audit.


Dr. Sukla Bhattacharyya
Associate professor
Purbasthali College




Ms. Aparajita Mukherjee
Coordinator, IQAC
Patrasayer Mahavidyalaya

IQAC Co-ordinator
Patrasayer Mahavidyalaya
Patrasayer-722206, Bankura


Dr. Nilanjan De
Principal
Tehatta Sadananda Mahavidyalaya

Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman


Principal
Purbasthali College
Parulla, Purba Bardhaman.

CONTENTS

PREFACE	02
OBJECTIVES	03
METHODOLOGY OF THE GENDER AUDIT	04
ABOUT THE COLLEGE	05
GENDER POLICY OF THE COLLEGE	05
INTRODUCTION TO THE GENDER AUDIT	05
CURRICULUM AND CONTENT ANALYSIS	06
ACCESS AND ENROLLMENT	09
SCHOLARSHIP TO FEMALE STUDENTS	11
RESULT	12
GENDER BALANCE IN THE INSTITUTE	13
FACULTY PROFILE	13
GENDER SENSITISATION INITIATIVES	14
STUDENT AND STAFF SUPPORT SERVICES	16
INFRASTRUCTURE AND FACILITIES FOR STUDENTS	17
FEEDBACK AND GENDER PERCEPTION	17
BEST PRACTICES	23
POLICY RECOMMENDATIONS	23
CONCLUSIONS	24
APPENDICES	

PREFACE

Gender equality is a fundamental principle that underlines the equal rights, responsibilities, and opportunities of all individuals, regardless of their gender. It is a core human rights concept that advocates for fairness, non-discrimination, and the absence of bias or disadvantage based on one's gender. Achieving gender equality necessitates dismantling existing social, economic, and political structures that perpetuate gender-based disparities. Gender equality aims to create a society where all individuals, regardless of their gender, have the same prospects for personal development and fulfilment. Gender equity goes beyond the concept of equality to recognize that individuals may have different needs, roles, and experiences based on their gender. It involves providing fair treatment and access to resources and opportunities that are commensurate with those needs. Gender equity acknowledges that men, women, and gender-diverse individuals may face varying challenges and therefore require tailored solutions to level the playing field. It involves affirmative action to correct historical imbalances, ensuring that everyone has an equitable chance to succeed. Gender equity seeks to address disparities by taking into account the unique circumstances and requirements of different genders, without perpetuating stereotypes or prejudices.

Gender awareness is a heightened understanding of the roles, expectations, and societal constructs associated with different genders. It involves recognizing and challenging traditional gender norms and stereotypes that have been perpetuated over time. Gender awareness encourages individuals to critically assess how these norms influence behaviors, attitudes, and opportunities. It empowers people to question and change these stereotypes, fostering an environment that values diversity and promotes inclusivity. Awareness of gender issues is the foundation upon which gender equality and gender equity are built. It prompts individuals, organizations, and societies to confront biases, combat discrimination, and strive for a more just and equal world for people of all genders. In summary, gender equality strives for equal rights and opportunities for everyone, while gender equity recognizes and addresses differing needs, and gender awareness promotes the understanding and dismantling of gender-related stereotypes and biases. Gender equality is not only a fundamental human right but also a cornerstone of social justice and sustainable development.

A gender audit is a systematic and comprehensive assessment tool used to evaluate an organization's or institution's commitment to promoting gender equality and inclusion. It serves as a vital instrument for organizations to assess their policies, practices, programs, and structures through a gender-sensitive lens. A gender audit is essential in identifying and rectifying gender-based disparities, fostering a more equitable and inclusive environment.

A Gender Audit for higher education institutions is a systematic and comprehensive assessment of their commitment to promoting gender equality, inclusivity, and equity within the

academic environment. It is a proactive approach that seeks to identify, understand, and rectify any gender-based disparities and discrimination that may exist in the higher education system. The objective of such an audit is to create a more equitable, diverse, and inclusive academic community where individuals of all genders have equal opportunities to learn, work, and thrive. In the context of higher education, colleges play a pivotal role in shaping the attitudes, opportunities, and experiences of their students and staff. Recognizing the importance of fostering an inclusive environment that upholds the principles of gender equity, Purbasthali College has undertaken this comprehensive Gender Audit.

As the world evolves, so too must the educational institutions that prepare future generations for the challenges and opportunities they will encounter. Purbasthali College's commitment to gender equality aligns with the broader societal shift toward more inclusive, diverse, and just communities. This Gender Audit is an essential step toward evaluating the college's alignment with these evolving values and expectations.

We commend the leadership, faculty, staff, and students of Purbasthali College for embarking on this important journey. The findings and recommendations that emerge from this audit will not only highlight areas of excellence but also serve as a guide for targeted improvements in the pursuit of gender equity. This Gender Audit is a testament to Purbasthali College's dedication to continuous self-assessment, adaptation, and growth. It reflects the institution's aspiration to be a model of gender equality and inclusivity, not only within its own campus but as an example to other educational institutions as well. We hope this preface, and the subsequent audit report, will contribute significantly to fostering a more equitable and just academic environment.

OBJECTIVES

The objectives of conducting a gender audit in a college are multifaceted and encompass a range of goals aimed at assessing, addressing, and improving gender-related issues and equity within the academic institution. The primary objectives of this gender audit include:

- **Assessment of Gender Equality Policies:** Evaluate the effectiveness and implementation of existing gender equality policies, including anti-discrimination, harassment prevention, and equal opportunity policies.
- **Identification of Gender Disparities:** Identify and quantify any gender-based disparities in various aspects of the college, including enrollment, academic performance, faculty and staff representation, leadership roles, and resource allocation.
- **Evaluation of Campus Culture:** Assess the prevailing campus culture and environment to determine the presence of gender biases, stereotypes, and discriminatory practices that may adversely affect the experiences of students, faculty, and staff.

- **Analysis of Access to Resources:** Examine the availability and accessibility of resources, services, and facilities on campus, taking into account the unique needs of different genders.
- **Examination of Safety and Security:** Evaluate safety and security measures in place to protect all members of the college community, particularly in areas such as campus safety, reporting mechanisms for gender-based violence, and support services for survivors.
- **Review of Academic Programs and Curriculum:** Analyze the inclusivity and gender sensitivity of academic programs, curriculum materials, and teaching methods. Identify and address any gender biases in educational content.
- **Workplace Analysis:** Assess the gender composition of faculty and staff, examining recruitment, promotion, and retention practices. Evaluate workplace policies related to gender equity, including family leave, flexible work arrangements, and work-life balance.
- **Student Experience:** Investigate the experiences of students of all genders, focusing on access to extracurricular activities, leadership opportunities, counseling services, and healthcare. Identify barriers to academic success and well-being.
- **Data Collection and Reporting:** Implement or improve data collection systems that include gender-disaggregated data and make this information accessible for transparency. Establish a reporting system for gender-related statistics and outcomes.
- **Recommendations and Action Plan:** Develop a set of actionable recommendations based on audit findings to address gender disparities, improve gender equality policies and practices, and create a more inclusive and equitable college environment.
- **Promotion of Gender Awareness:** Promote gender awareness and inclusivity among the college community, facilitating cultural change and addressing issues related to gender stereotypes and biases.
- **Continuous Improvement:** Establish a framework for ongoing monitoring and continuous improvement in gender-related policies and practices, ensuring that the college remains committed to gender equality and inclusivity.

METHODOLOGY OF THE GENDER AUDIT

The gender audit was carried out collaboratively by the Women's Cell and the Internal Quality Assurance Cell (IQAC), utilizing the following methods:

- Conducting physical inspections of infrastructural facilities;
- Analyzing institutional documents;

- Administering a sample survey using questionnaires distributed among both the staff and the students.

ABOUT THE COLLEGE

Purbasthali College was established with the aspiration to provide best learning atmosphere to the students of this locality. This is the only degree college in this area. It is a Govt. aided college which is affiliated to the University of Burdwan. Presently, the college provides B.A. Honours and B.A. General Courses. The faculty members of the college are always ready to serve for better learning and all round development of the students. The office staffs are very efficient to meet up the various requirements. Besides regular teaching and learning activities, the students are encouraged to participate in the various cultural programmes. We endorse the students for indoor and outdoor games. The college infrastructure and facilities are continuously being renovated while new facilities are introduced. The college has a well-qualified and dynamic faculty base who regularly upgrade themselves to enrich teaching-learning processes. In a fast changing academic environment the college is well poised to take on future challenges of higher education. The college is striving to maintain and sustain standards of teaching-learning, research and innovation which continue to guide curricular and co-curricular thrusts of the college.

GENDER POLICY OF THE COLLEGE

- > To inculcate gender equity in the institute's vision, mission, values, culture, and activities.
- > Advocate for and uphold the principle of equal pay for equal work.
- > Create an environment that empowers both women and men to strike a balance between their professional and family commitments.
- > Maintain gender equity within institutional structures and the composition of the staff.
- > Champion the promotion of women's representation in key decision-making roles within the organization.
- > Foster collaborative teamwork involving both men and women to harness diverse perspectives and talents.
- > Implement gender analysis and planning throughout every stage of program development.
- > Establish robust measures to ensure the safety and security of all individuals, regardless of gender.
- > Conduct regular campaigns/ programmes for gender awareness.

INTRODUCTION TO THE GENDER AUDIT

The college places a strong emphasis on nurturing students' qualitative performance and holistic personality development, fostering an inclusive environment for open discussions on gender-

related issues. Faculty members are dedicated to maintaining gender neutrality, practicing fairness, and upholding principles of gender equality and equity in all facets of college life. The institution extends several facilities to enhance the experience of female students, including separate sanitation amenities, with dedicated restrooms for both students and staff. Additionally, the college office is equipped with its own designated washroom. To ensure safety and security, the campus features CCTV monitoring systems at various key locations. The college is committed to providing equal opportunities to all individuals, irrespective of their gender.

CURRICULUM AND CONTENT ANALYSIS:

Curriculum and content analysis is a fundamental component of a gender audit in the context of teaching, learning, and evaluation. It involves a systematic examination of educational materials, syllabi, textbooks, lesson plans, and other instructional content to identify and address gender biases, stereotypes, and inequalities, if any. The college follows different curricula of the University of Burdwan and an analysis of it reveals gender equity and gender sensitivity, i.e. it promotes a balanced and respectful understanding of gender roles and identities. The audit assesses whether the content is inclusive and representative of diverse genders and finds that the following areas in the syllabi promotes gender awareness:

Bengali

- 1) CC-3 Baishnab Padabali, Shakto Padabali
- 2) GE-2 : Galpo: Pravat Kumar O Saratchandra
- 3) CC-7: Unish Shataker Kabya (Birangana Kabya)
- 4) GE-3: Bangla Sahityer Itihas
- 5) CC12 Prabandha O Prachya Kabyatattwa
- 6) CC – 11 : Galpo
- 7) AECC - 2 : MIL

Political Science

SEC-3(General) : Gender Sensitization

Conceptualizing Gender in Politics: Political Participation, policy making and development

Security concern for Women and Third Gender/ Transgender.

Effective participation of Women in Decision making structures: Impact of Reservation in Local Government

Gender Identity: Women in riot and War.

History

1) CC-1 History of India- I (From Earliest times to 600 AD)

Society Economy and Culture in Early India (Social stratification: class, varna, jati, untouchability; gender; marriage and property relations)

2) CC-5- History of India III (circa 1206 CE–circa 1525 CE)

Religion and Culture (Women Bhaktas)

3) CC-9- History of India V (c. 1757- 1857)

Renaissance and Reforms

4) DSE-1 : Life And Culture In Pre-Colonial Bengal: Prehistoric times to mid 18th century

People and Society: (Life of the people position of women, dress, foods, games and leisure, conveyance)

5) DSE-1 (Or) : History Of The United States Of America (1776- 1864)

Evolution of American Democracy: [c] Limits of democracy: Blacks and women.

6) DSE-2 : Life And Culture in Colonial Bengal (1757-1947)

Impact of company's Rule a) Western Education- Role of Missionaries; Women's Education

Changes in the 20th Century: Changing Role of Women in Society

7) DSE-2 (Or) History of The United States of America (1865-1945)

Afro-American and Women's Movements

8) GE- 1- Women's Studies in India OR Some Perspectives on Women's Rights in India

a) Basic Concepts & Theories, b) Emergence of Women Studies in India, c) Gender & Social History, d) Gender, Law & Politics, e) Gender & Development, f) Gender & Culture

9) GE - 2 -Gender & Education in India

a) Definition of Human Rights, b) Indian Constitution and Women's Rights, c) Preventive Acts, d) Issues of Violence against Women and Remedial Measures, e) Role of Non-Government Institutions, f) Present Status

English

GE-3 : Contemporary India: Women and Empowerment

Social Construction of gender: Masculinity, Femininity, Patriarchy, Sex, Gender, Gender Socialization, Gender Discrimination, Gender Stereotyping

History of Women's Movement in India(Pre-and Post Independence India): Women and Nationalism, Women and Partition, Women and Political Participation

Women and Law: Women and the Indian Constitution, Personal Laws, Customary Practices on Inheritance and marriage

Women and Violence: State interventions, Domestic Violence, Female Foeticide, Sexual Harassment

Sanskrit

1) CC – I Classical Sanskrit Literature(Poetry)

Section-B Kiratarjuniya - Canto I (1-25 Verses)

2) CC - 11, Vedic Literature

Section -A Devi Sukta (10/125)

Philosophy

1) SEC- 2 (General) Philosophy of Human Rights

Definition and Nature of Human Rights, The Idea of Human Rights, The Idea of Natural Law and Natural Rights, Natural Right, Fundamental Right and Human Right, Preamble, Fundamental Rights and Duties (Indian Constitution)

2) CC- 6- Western Ethics

Issues in Applied Ethics- (c) Gender Equality

3) CC-11 Socio-Political Philosophy

Basic Concepts : Social Group

Political Ideals: i) Democracy – its different forms

Education

DSE-1: Current Issues in Indian Education

Constitutional provision in education, Higher Education, and Women Education [last two five years plans]

Equal opportunity in Education: OBC, SC, ST, Women and Minorities, Education for all and Sarva Siksha Mission.

ACCESS AND ENROLLMENT:

Education stands as a beacon of empowerment, a transformative force that has the potential to shape societies and individuals alike. While strides have been made in advancing education globally, the issue of women's access to education has been a persistent challenge. Throughout history, women faced systemic barriers to education, entrenched in societal norms and patriarchal structures. Educational opportunities for women were often limited, with societal expectations relegating them to domestic roles. Access to education, specially higher education, is a challenge often faced by female students, as evidenced by the enrollment ratio of male and female students in higher education institutions. However, in this situation, Purbasthali College emerges as a pivotal institution in maintaining gender neutrality within its premises. The subsequent table delineates the gender-specific breakdown of total students enrolled in the College from the academic year 2018-19 to 2022-23.

Gender balance among the students admitted: 2018-2019 to 2022-2023

Year	Total Enrolled	Female students	Male students	% Female	% Male
2018-19	459	236	223	51	49
2019-20	456	245	211	54	46
2020-21	558	277	281	49	51
2021-22	717	340	377	47	53
2022-23	419	211	208	50	50
2018-19					
Subject	Total admitted	Female students	Male students	% Female	% Male
Bengali	30	16	14	53	47
History	20	6	14	30	70
Philosophy	9	3	6	33	67

Sanskrit	9	5	4	56	44
Education	18	11	7	61	39
B.A General	373	195	178	52	48
Overall	459	236	223	51	49
2019-20					
Subject	Total admitted	Female students	Male students	% Female	% Male
Bengali	29	18	11	62	38
History	24	12	12	50	50
Philosophy	10	8	2	80	20
Sanskrit	17	11	6	65	35
Education	25	21	4	84	16
B.A General	351	175	176	50	50
Overall	456	245	211	54	46
2020-21					
Subject	Total admitted	Female students	Male students	% Female	% Male
Bengali	20	15	5	75	25
History	23	8	15	35	65
Philosophy	6	2	4	33	67
Sanskrit	17	16	1	92	8
Education	16	11	5	69	31
B.A General	476	225	251	47	53
Overall	558	277	281	49	51

2021-22					
Subject	Total admitted	Female students	Male students	% Female	% Male
Bengali	24	16	8	67	33
History	21	13	8	62	38
Philosophy	8	8	0	100	0
Sanskrit	5	5	0	100	0
Education	19	12	7	63	37
B.A General	640	286	354	45	55
Overall	717	340	377	47	53
2022-23					
Subject	Total admitted	Female students	Male students	% Female	% Male
Bengali	28	17	11	61	39
History	10	1	9	10	90
Philosophy	5	5	0	100	0
Sanskrit	3	2	1	67	33
Education	22	20	2	91	9
B.A General	351	166	185	47	53
Overall	419	211	208	50	50

It is evident from the above data that Purbasthali College maintains gender neutrality in its enrollment processes. It can also be observed that in some subjects female students are more in number than males. Overall, half of the students of the college are female which showcases the success of various campaigns on part of the college to educate girl students. The notable efforts include providing scholarships, and promoting awareness about the importance of educating girls.

SCHOLARSHIP TO FEMALE STUDENTS

The college assumes a crucial responsibility in enabling students to access a variety of scholarship schemes and government grants. Specifically, in the case of the Swami Vivekananda

Merit-cum-Means Scholarship, the college has consistently placed emphasis for facilitating students in securing this scholarship. The institute oversees the process of not only receiving new applications but also ensuring the annual renewal of scholarships. This comprehensive approach underscores the institution's commitment to supporting students in their pursuit of academic and financial opportunities.

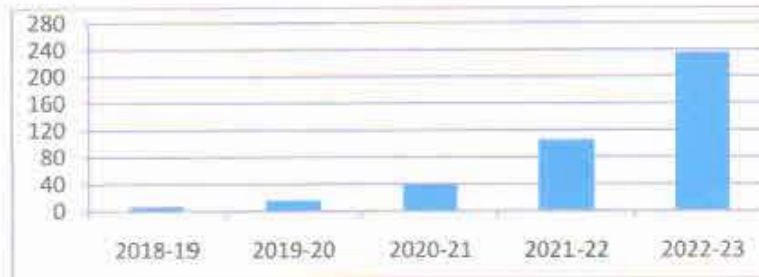


Fig. 1: Year-wise data of female students receiving SVMCM

In accordance with the Prohibition of Child Marriage Act, 2006 (PCMA), the Government of West Bengal has instituted the Kanyashree Prakalpa. Recognized with a UN award in 2018, the Kanyashree Prakalpa aims to enhance the status and well-being of girls, particularly those from socioeconomically disadvantaged backgrounds, through Conditional Cash Transfer. Purbasthali College has effectively implemented this initiative, extending the benefits to numerous female students through the operational Kanyashree Club dedicated to this cause.

RESULTS

As we delve into the academic achievements of the students, it has been observed that across the programs offered by the college (both honours and general), female students emerged as top performers with commendable CGPAs. This observation is based on data gathered from the final semesters of the academic year from 2018-19 to 2022-23, indicating a pervasive trend of female academic prowess across the academic landscape of the institution.

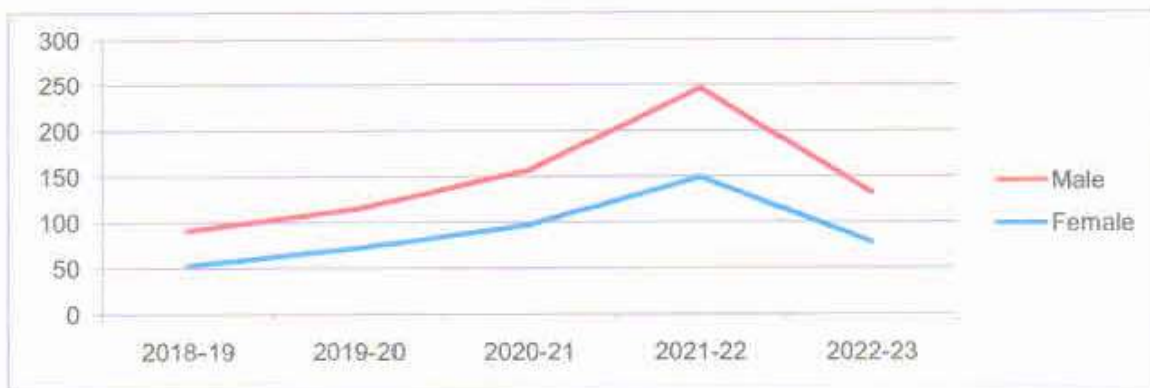


Fig. 2: Year-wise data for result of female and male students

GENDER BALANCE IN THE INSTITUTE

The college administration enthusiastically supports faculty engagement in a variety of professional development opportunities, including workshops, seminars, and academic endeavors. Female faculty members were provided with opportunities to actively participate in these activities, demonstrating their valuable contributions. Female employees also hold pivotal roles across administrative and academic committees, illustrating their significant impact on the institution's governance. Furthermore, numerous departments are led by female faculty members, highlighting their leadership within the academic community. The college is committed to ensuring that female teachers receive their entitled leave benefits, including maternity and childcare leave, with thorough consideration and support.

FACULTY PROFILE

Year	Total Faculty Members (Full Time and PTT, GL, SACT)	Male	Female
2018-19	19	13	6
2019-20	21	16	5
2020-21	21	16	5
2021-22	21	15	6
2022-23	21	15	6

Faculty with Ph.D.: Gender wise

Year	Total Faculty Members with Ph.D.	Male	Female
2018-19	2	1	1
2019-20	4	2	2
2020-21	4	2	2
2021-22	5	2	3
2022-23	5	2	3

Designation	Total Faculty Members	Male	Female
Professor	1	1	0
Associate Professor	0	0	0
Assistant Professor	5	2	3
GL/PTT/SACT	15	12	3

Number of Librarian and Office Staff

Female	Male
2	9

GENDER SENSITISATION INITIATIVES

Gender sensitization endeavors typically encompass activities designed to increase awareness and enhance comprehension of gender-related matters, ultimately aiming to cultivate an environment that is more inclusive and equitable. The college has organized many awareness programmes in addition to standard academic sessions to address the issue of gender discrimination present both on and off campus. These initiatives seek to heighten sensitivity towards the obstacles encountered by individuals of varying genders and strive to promote a culture characterized by respect, equality, and diversity. Here are some programs on gender sensitization:

Organized by Women's Cell

1. Seminar on "Women Empowerment" on 07.12.2019
2. Seminar on "Sensitization about Gender Equality" on 27.02.2020
3. Seminar on "Realizing Women's Rights and Gender Sensitivity" on 25.11.2021
4. Workshop on "Gender Equality and Women's Rights" on 22.12.2022

5. Special Lecture on "Beyond Boundaries: Empowering Women in Today's World" on 14.10.2022
6. Workshop on "Gender Sensitization" on 25.05.2023
7. Training Programme on "Empower her: a comprehensive self-defense training programme for women" January 23-February 22, 2023
8. Poster/Drawing competition on "Save and Educate Girl Child" by Women's Cell

Organized in Collaboration With NSS

1. A Campaign on Beti Bachao, Beti Padoo was organized by the NSS Unit of Purbasthali College on November 12, 2018 at 10.30 am
2. A Programme on Girl-Child Education was organized by the NSS Unit of Purbasthali College on January 22, 2019 at 11 am in the nearby locality
3. A Campaign on Gender Equality was organized by the NSS Unit of Purbasthali College on September 02, 2019 at 10.30 am in the nearby locality of the College
4. A Campaign on Protect Your Girl Child from Early Marriage was organized by the NSS Unit of Purbasthali College on March 03, 2022 at 10.30 am
5. Woman Education Campaign was organized by the NSS Unit of Purbasthali College on December 05, 2022 at 11am
6. A Campaign on Stop Sexual Violence Against Women was organized by the NSS Unit of Purbasthali College on February 24, 2023 at 10.30 am

Seminars/ Conferences/ Workshops

- 1 International Conference on "Surpassing Boundaries to Create/Critique Identities: A Praxis of 'Female'" Purbasthali College June 29-30, 2020
- 2 National Webinar on "Complicating Gender: Reflections on Literature, Society, and Culture" Purbasthali College May 16, 2022
3. The IQAC One-day seminar on "Gender Sensitization: Understanding and Overcoming Gender Stereotypes" on June 30, 2023.

STUDENT AND STAFF SUPPORT SERVICES:

The audit evaluates the accessibility and standard of support services available to students and staff of the college, such as counseling services, mentorship, grievance redressal, to ensure they are sensitive to gender differences and adequately cater to the requirements of all individuals. Additionally, it examines the effectiveness of measures taken to address discrimination or harassment.

In adherence to the commitment of the institute to provide safety to the women stakeholders, a Women's Cell, and Internal Complaint Committee and Sexual Harassment Prevention Cell were established in accordance with the Visakha Guidelines and directives from the University Grants Commission (UGC). These entities are tasked with leading various gender sensitization programs and initiatives.

Women's Cell

Composition of the Women's Cell

Dr. Lipika Ghoshal (Convener)

Dr. Sukla Bhattacharyya (Member)

Dr. Suchandra Neogi (Member)

Mrs. Sulekha Chakraborty, NTS Representative

Ms. Sanhati Halder, NTS Representative

Student's Representative (On invitation basis)

Internal Complaint Committee and Sexual Harassment Cell

Dr. Namita Chowdhury (Presiding Officer)

Dr. Sukla Bhattacharyya (Member)

Mr. Anupam Das (Member)

Mr. Uttam Kumar Hazra (Member)

Mrs. Sulekha Chakraborty (Member)

INFRASTRUCTURE AND FACILITIES FOR STUDENTS

The college offers modern and well-equipped classrooms, smart classrooms, seminar halls, and library to facilitate effective learning environments. The college upholds a strict non-discrimination policy, ensuring equal access to facilities for all members of the community. Separate and adequate sanitation facilities are provided for male and female staff and students. The ladies' common room is conveniently located on the ground floor of the campus for easy access. An Internal Complaint Committee, established in accordance with UGC guidelines, includes senior female members to address grievances effectively. Additionally, Anti-ragging Cell, and Anti-ragging squad have been formed to uphold student safety and well-being. Contact information for Anti-ragging cell members is prominently displayed for easy access. CCTV surveillance is in place to monitor campus security and ensure the safety of all individuals. The college has implemented both online and offline grievance redressal mechanisms to address concerns promptly.

FEEDBACK AND GENDER PERCEPTION:

In order to conduct a comprehensive gender audit, it is imperative to involve the voices and perspectives of various stakeholders within the educational community- mainly students, faculties, administrators, and support staff. This inclusive approach ensures that the audit captures a diverse range of experiences and insights, thereby leading to a more thorough understanding of gender dynamics within the institution. Engaging students in the gender audit process allows for the identification of specific concerns and issues that may directly impact their experiences on campus. Through surveys, students can provide valuable feedback on their perceptions of gender equality, safety, access to resources, and overall well-being within the college environment. Additionally, students' perspectives can shed light on any instances of gender-based discrimination, harassment, or inequity that may exist, providing crucial information for targeted interventions and policy improvements.

Similarly, involving faculty members in the gender audit process offers insights into the academic and professional experiences of staff members. Educators can contribute valuable perspectives on gender dynamics within the classroom, including teaching methodologies, curriculum design, and interactions with students. By soliciting feedback from faculty members, the audit can identify areas where gender bias or discrimination may manifest in academic settings and explore opportunities for promoting gender-inclusive teaching practices and professional development opportunities. Furthermore, engaging administrators, and support staff ensures a holistic examination of gender-related issues within the institution. Their input can inform recommendations for structural changes, resource allocation, and strategic initiatives aimed at fostering a more equitable and supportive learning environment for all members of the college community.

Feedback from students and employees (Faculty, staff) were taken in order to understand the gender dynamics of the institute. It was analysed and actions were taken.

Format of Feedback from Students

1. What is your overall experience as a female student at our college in terms of safety and well-being?
2. Have you never felt unsafe or experienced harassment on campus?
3. How aware are you of the college's policies and resources related to addressing gender-based violence and harassment?
4. Have you encountered any gender bias or discrimination in your academic experiences (e.g., in grading, faculty interactions, or classroom discussions)?
5. Are you satisfied with the availability and accessibility of gender-neutral facilities on campus, such as restrooms and changing rooms?
6. Have you encountered any challenges regarding pregnancy or parental responsibilities while studying at the college?
7. How do you feel about the representation of female students in various academic and extracurricular roles, such as class representatives, leadership, and sports teams?
8. Do you know that the college has CCTV surveillance system?
9. Are there sufficient number of toilets accessible to female students on the campus?
10. Does the campus provide equal opportunities for individuals of all genders to freely express their ideas?
11. Are you aware of the existence of the college's women's cell, anti-sexual harassment cell, and grievance redressal cell?
12. Are gender awareness programmes held at your college?

Analysis of Feedback from Students' Experience

This report compiles feedback obtained from students regarding their overall experience, safety, and well-being at our college. The data has been gathered through surveys and includes quantitative ratings as well as qualitative comments and suggestions provided by the respondents.

- Overall Experience: 94% rated their experience as very good. Responses indicate a positive overall experience at the college.
- Feeling of Safety and Harassment: 100% reported feeling safe on campus. Students have not experienced harassment.
- Awareness of Policies and Resources: 90% are very much aware of the college's policies regarding gender-based violence, but there is room for improvement as 3% cannot comment on it.
- Encountering Gender Bias or Discrimination: Students did not report any instances.
- Availability of Gender-Neutral Facilities: All of the participants are satisfied with the availability and accessibility of such facilities.
- Representation in Academic and Extracurricular Roles: Mixed responses: 63% 'A', 14% 'B', 15% 'C', 8% 'D'. Suggestions include providing more opportunities for female representation in leadership roles and sports teams.
- Awareness of CCTV Surveillance and Toilets Accessibility: High awareness of CCTV. Mixed responses regarding toilets accessibility as 3% still cannot comment.
- Equal Opportunities for Gender Expression: Participants believe the campus provides equal opportunities.
- Awareness of Gender Cells and Programs: Awareness levels vary (57% 'A', 14% 'B', 18% 'C', 11% 'D') although they reported that they are aware about the programmes held in the campus about gender issues. Suggestion for more gender awareness programs.
- Suggestions and Observations:

Safety and Security:

Several comments express gratitude for feeling safe on campus, attributing it to security measures like CCTV surveillance and authority. Suggestions for improvement include

enhancing security on the college roads, indicating a perceived need for better external security measures.

Facilities and Resources:

The presence of sanitary napkin vending machines in ladies common room is highlighted as a significant help in encouraging attendance, indicating the importance of providing basic facilities for menstrual hygiene. Requests for more accessible toilets and cleaner bathrooms reflect a desire for better infrastructure and maintenance to support female students' needs.

Representation and Opportunities:

Mixed responses regarding representation suggest a desire for more opportunities for female students to participate in leadership roles, sports teams, and extracurricular activities.

Specific requests for more scholarships and equal spotlight on girls' sports teams highlight a perceived disparity that students hope to address.

Awareness and Programs:

While awareness of gender cells and programs varies, there's a consensus for more gender awareness programs, indicating a desire for increased education and support in addressing gender-related issues. Suggestions for specific programs such as classes on gender violence reflect a proactive approach towards tackling relevant social issues within the college community.

General Observations and Satisfaction:

Positive remarks about teachers treating all students equally and the friendly college atmosphere indicate satisfaction with interpersonal interactions and the overall environment. Comments expressing appreciation for the college's improvement over the years suggest a commitment to continuous enhancement of the educational experience.

Overall, the comments highlight a range of perspectives and needs among female students, including a desire for improved facilities, increased opportunities for participation and representation, and enhanced support for gender-related issues. These insights provide valuable guidance for addressing specific areas of concern and further improving the college experience for all students.

Format of Feedback from Employees

1. What is your overall experience as a female employee at our institution in terms of safety and well-being?

2. Have you ever felt unsafe or experienced harassment within the workplace? If so, please describe your experience.
3. How aware are you of the institution's policies and resources related to addressing gender-based violence and harassment in the workplace?
4. Do you believe there is gender bias or discrimination in terms of hiring, promotion, or work assignments within the institution?
5. Are you aware of any gender-related employee support groups or initiatives within the institution?
6. Do you believe there is equal representation of women in leadership positions within the institution, including administrative roles and departmental leadership?
7. Are you satisfied with the availability and accessibility of gender-neutral facilities within the workplace?
8. Have you experienced any instances of cyberbullying, online harassment, or gender-based discrimination within the workplace?
9. Are you aware of and have you used the institution's support services, such as counseling or mental health services, specifically for gender-related issues?
10. Have you encountered any challenges regarding pregnancy, parental responsibilities, or work-life balance while working at the institution? If so, please describe them.
11. Do you believe that there are equal opportunities for female teachers and employees to participate in professional development and career advancement programs?
12. Are you satisfied with the availability of maternity leave, child care facilities, and family support programs provided by the institution?
13. What suggestions or recommendations do you have to improve the workplace environment, policies, and support systems for gender equality and the well-being of female employees?

Analysis of Feedback

Analyzing the responses provided regarding suggestions or recommendations to improve the workplace environment, policies, and support systems for gender equality and the well-being of female employees, we can identify several themes and insights:

- **Call for Awareness and Responsibility:**
One respondent emphasized the importance of increased awareness and responsibility among individuals in addressing gender discrimination and related issues. This highlights a need for ongoing education and advocacy within the workplace.

- **Satisfaction with Current Facilities:**
Some respondents expressed satisfaction with the facilities provided by their institution for gender equality and well-being, indicating a perception that existing policies and support systems are sufficient.
- **Training and Development Programs:**
Suggestions for women's leadership training programs and workshops on various policies indicate a recognition of the importance of skill development and education in promoting gender equality and empowerment within the workplace.
- **Support Systems and Employee Assistance Programs:**
Recommendations for the development of employee assistance programs, including counseling services, demonstrate an understanding of the importance of mental health support in fostering a supportive and inclusive work environment.
- **Advocacy for Gender Equality Programs:**
Calls for more gender-related programs, seminars on gender equality, and workshops suggest a desire for increased organizational focus on promoting gender equality and awareness among employees.
- **General Satisfaction and Support:**
Some respondents expressed general satisfaction with the current state of facilities and policies, indicating a perception that the workplace environment is already supportive and conducive to gender equality and well-being.
- **Respect and Recognition:**
Suggestions to respect women and provide them with adequate facilities reflect a fundamental principle of equality and dignity in the workplace.
- **Continuation of Existing Practices:**
Several responses simply expressed satisfaction with the current state of affairs, suggesting a desire to maintain existing practices and support systems.

Overall, the responses highlight a range of perspectives, from satisfaction with existing policies to calls for increased awareness, training, and support programs. These insights can inform efforts to continuously improve workplace environments and policies to better support gender equality and the well-being of female employees.

BEST PRACTICES

- The authority actively supports gender awareness programs aimed at fostering inclusivity and understanding within the workplace.
- Female staff are granted leaves without discrimination, ensuring equal opportunities for personal and professional needs.
- Female staff members are encouraged to participate in various research activities, seminars, workshops, OP/RC/Summer/Winter schools, promoting their academic and professional growth.
- The office maintains segregated data based on gender for organizational purposes.
- The Internal Complaint Committee remains active, although no complaints have been received by the committee to date.
- There is a general consensus among female staff and students regarding the authority's gender-sensitive approach, contributing to a satisfactory work and academic environment.
- The mentoring system provides valuable support and guidance to students.
- Students feel comfortable approaching teachers for assistance with any issues, reflecting an open and supportive communication culture within the institution.
- The institution prominently displays information related to gender issues, ensuring transparency and accessibility for addressing grievances.

POLICY RECOMMENDATIONS

1. The Women's Cell is strongly encouraged to arrange a sequence of gender awareness programs aimed at enhancing understanding and awareness of gender-related issues.
2. It is highly recommended that the institution secures the expertise of a certified counselor to provide proficient counseling support to the student body.
3. To effectively meet the healthcare requirements of the student community, it is proposed that the institution engages the services of a qualified medical practitioner. In an effort to enhance healthcare offerings and encourage informed conversations regarding women's health, it is suggested that the institution hosts interactive sessions led by qualified gynecologists.

CONCLUSIONS

The Gender Audit Team has assessed that the administration and staff of the college actively promote gender equality, equity, and sensitivity. Notably, they exhibit behavior aligned with gender-sensitive principles. The analysis identifies numerous strengths within the college

environment alongside some discernible weaknesses, which could be addressed through incremental adjustments in the institutional value framework. Bolstered by a resolute determination and commitment to gender justice, the institution is poised to make significant strides in the foreseeable future. The Gender Audit Team underscores that the encouragement of gender equality and sensitivity within the college, coupled with the demonstrated commitment of its administration and staff, positions the institution for substantial.

Prepared and compiled by:

L. Ghoshal
Dr. Lipika Ghoshal
Assistant professor
Convener, Women's Cell
Purbasthali College
**Convener
Women's Cell
Purbasthali College**

Ghosh
Dr. Soumya Mohan Ghosh
Assistant Professor
Coordinator, IQAC
Purbasthali College
**Coordinator IQAC
Purbasthali College**

Signature of Auditors:

Sm
Dr. Sukla Bhattacharyya
Associate professor
Purbasthali College



Anjea
Ms. Aparajita Mukherjee
Coordinator, IQAC
Patrasayer Mahavidyalaya
**IQAC Co-ordinator
Patrasayer Mahavidyalaya
Patrasayer, Panulla, Purba Bardhaman, West Bengal - 722206, Bankura**

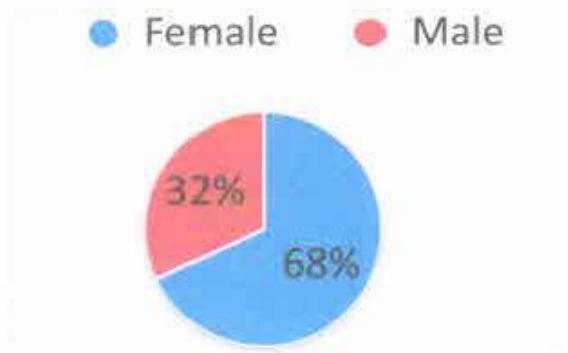
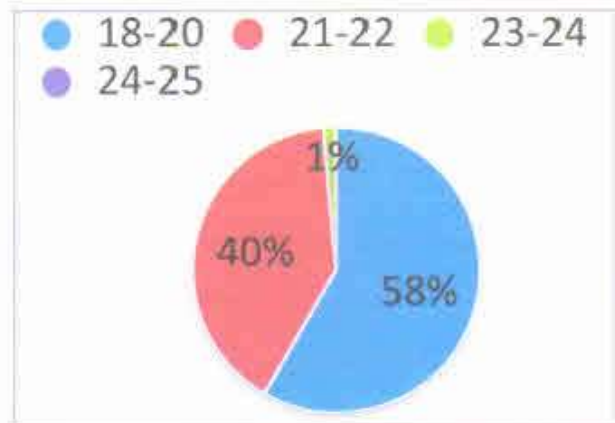
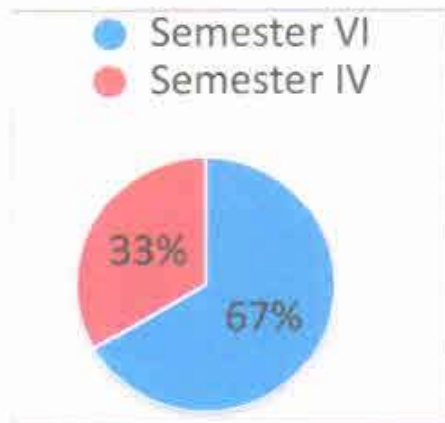
Nilanjana De
Dr. Nilanjan De
Principal
Tehatta Sadananda Mahavidyalaya

Principal
Tehatta Sadananda Mahavidyalaya
Tehatta, Purba Bardhaman

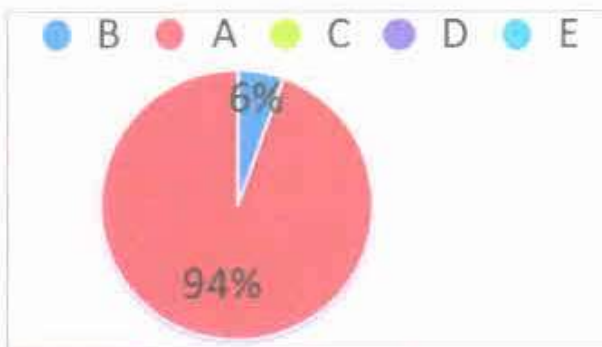
Biswal
Principal
Purbasthali College
Panulla, Purba Bardhaman.

Feedback from students

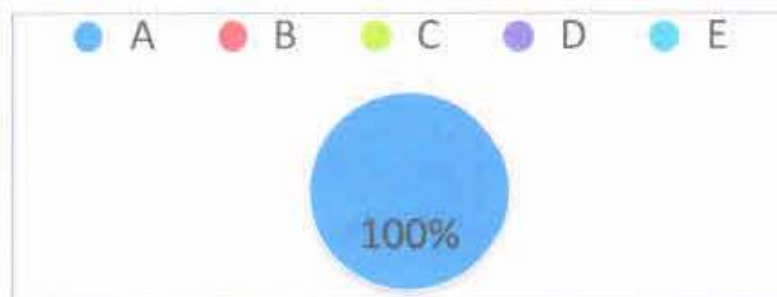
Students diversity in the survey



1. What is your overall experience as a female student at our college in terms of safety and well-being?

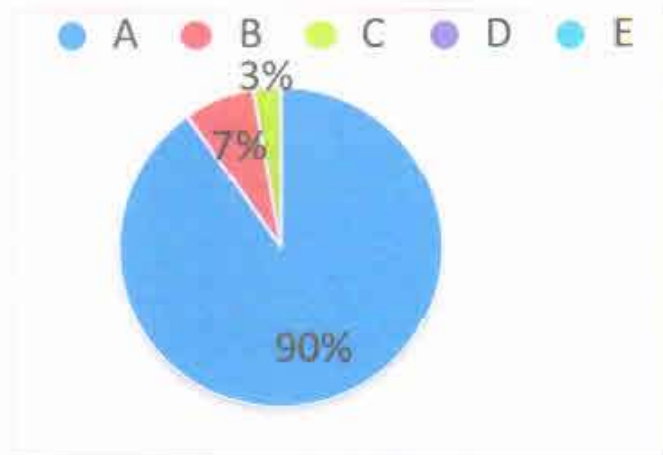


2. Have you never felt unsafe or experienced harassment on campus?

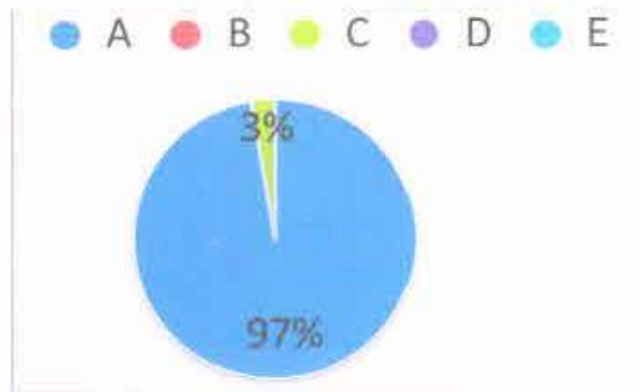


B. Saha
Principal
Purbasthali College
Parulia, Purba Bardhaman.

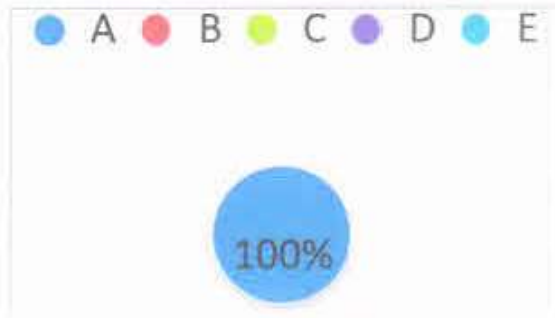
3. How aware are you of the college's policies and resources related to addressing gender-based violence and harassment?



4. Have you encountered any gender bias or discrimination in your academic experiences (e.g., in grading, faculty interactions, or classroom discussions)?

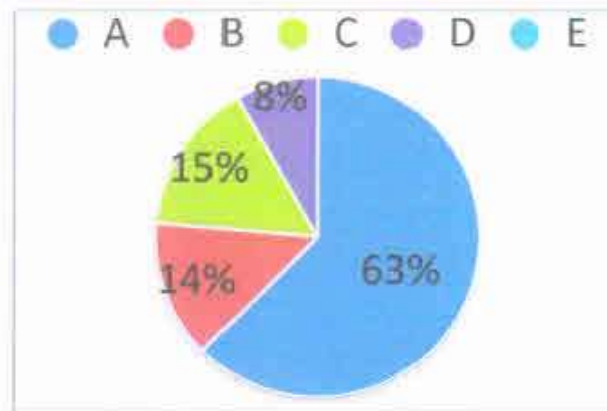


5. Are you satisfied with the availability and accessibility of gender-neutral facilities on campus, such as restrooms and changing rooms?

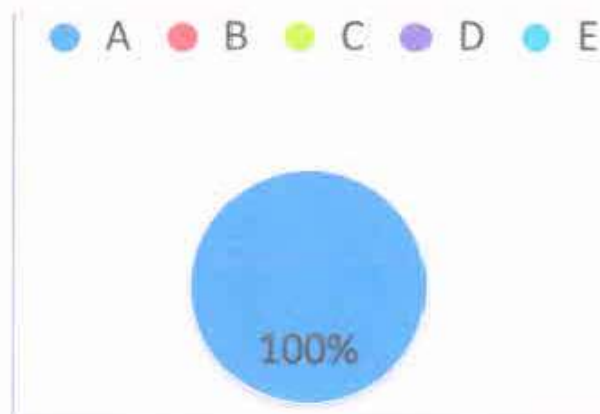


Bishe
Principal
Purbasthali College
Parulia, Purba Bardhaman.

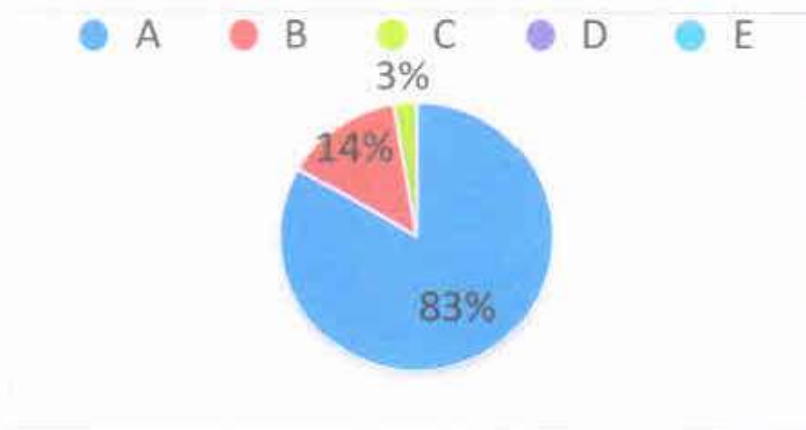
6. How do you feel about the representation of female students in various academic and extracurricular roles, such as class representatives, leadership, and sports teams?



7. Do you know that the college has CCTV surveillance system?

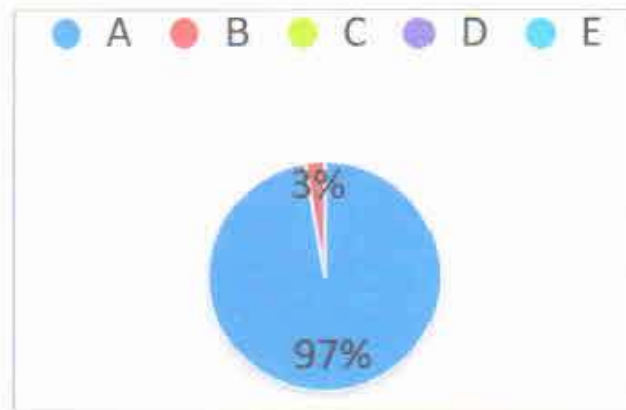


8. Is there sufficient number of toilets accessible to female students on the campus?

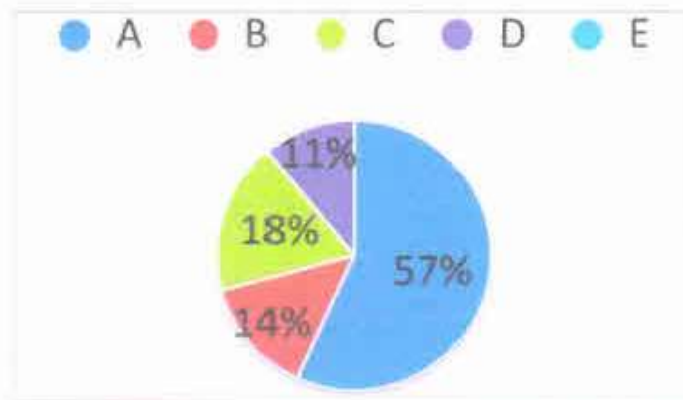


Bisaha
Principal
Purbasthali College
Parulia, Purba Bardhaman.

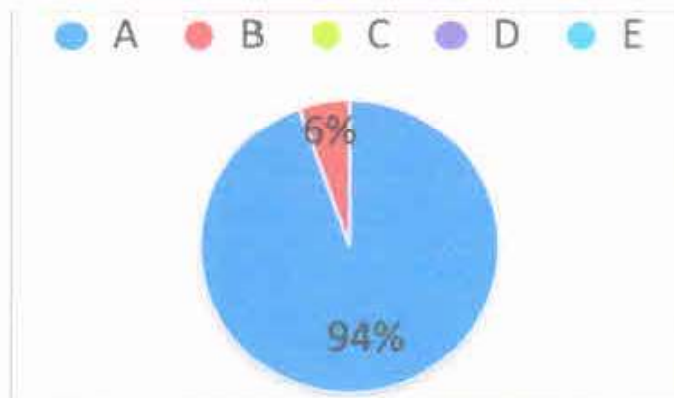
9. Does the campus provide equal opportunities for individuals of all genders to freely express their ideas?



10. Are you aware of the existence of the college's women's cell, anti-sexual harassment cell, and grievance redressal cell?



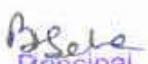
11. Are gender awareness programmes held at your college?



B. Saha
Principal
Purbasthali College
Parulia, Purba Bardhaman.

12. Any suggestion or observation:-

1. No
2. Na
3. Sanitary pad machine help me come college.
4. Girls in student union
5. No
6. All is good
7. College coming road need police
8. College road e aka asar jonno babostha darkar
9. We want more karate class.
- 10.No
- 11.College is good
- 12.No suggestion
13. Senior girls chance in union leader.
14. We need more sanitary napkin.
15. No
16. Good
17. Clean bathroom need.
18. Good security college
19. Girls security in college is good.
20. College gives equal opportunity to boys and girls.
21. I saw no girls get any harassment in college. I show my gratitude to all teachers for treating all students equally.
22. Teachers are friendly and help us all.
23. No
24. College is good for girls and boys all.
25. CCTV makes all safe.
26. We are safe.
27. Classrooms gives equal to girls and boys.
28. No
29. Na
30. Amra mevera college voy laguna
31. Senior dada ra hub valo.
32. Canteen e ro khabar chai.
33. College is good and safe.
34. My 3 years college improve more.
- 35.No
- 36.Perfect
37. Purbasthali College is very safe for girls students.
38. Meyeder alada sports hole valo hoi.
39. Sports for girls should be bought more.
40. Na
- 41.No
- 42.No
43. No suggestion.
- 44.All okay
45. More program for girls need.


Principal
Purbasthali College
Parulia, Purba Bardhaman.

46. Study tour for girls need.
47. Menstrual pad is required for girls.
48. Sports teams e equal opportunities dorkar, shudhu boys derke spotlight te rakhuk na.
49. We need class on gender violence.
50. Internal exam need to repeat for girls if they absent.
51. No
52. No suggestion.
53. Best college.
54. Purbasthali college meyera valo.
55. Principal sir and teachers treat all equal.
56. Games in girls room need.
57. Games in common room need.
58. More scholarship need for girls.
59. No
- 60.No
- 61.College helps girls and boys
62. Boys are good they don't tease girls.
63. No
64. Best college.
65. Sanitary napkin machine in the common room help students to come to college.
66. College ambience is good.
67. College has cctv security.
68. No
69. No
70. College madam ra hub help koren.
71. College feels secure.
72. Karate class helped me.

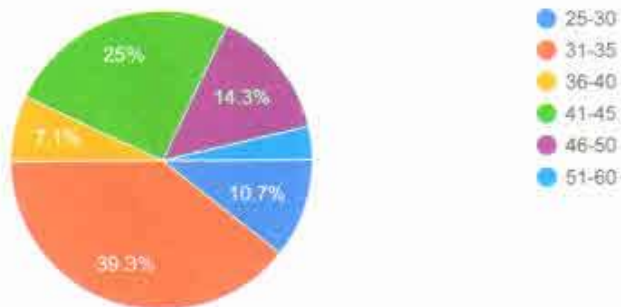
B. Saha

Principal
Purbasthali College
Parulia, Purba Bardhaman.

Feedback from employees

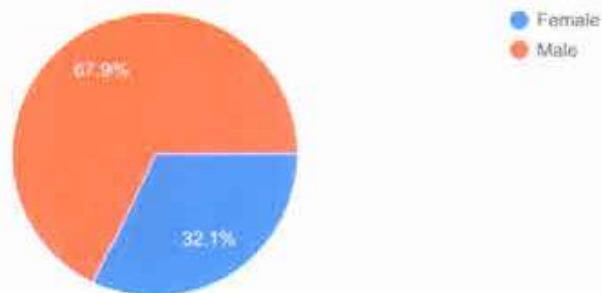
Age

28 responses



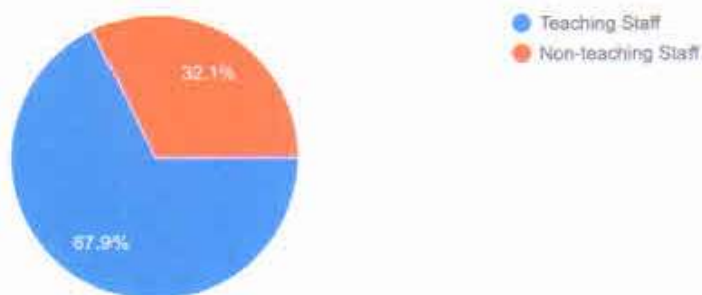
Sex

28 responses



Type of Employee

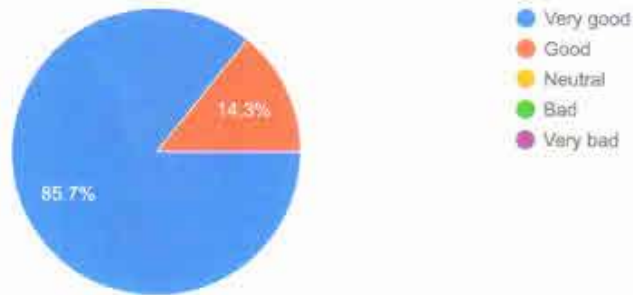
28 responses



B. Saha
Principal
Purbasthali College
Paulia, Purba Bardhaman.

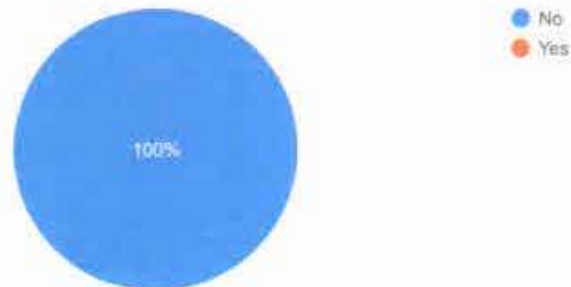
What is your overall experience as an employee at our institution in terms of safety and well-being for all sex?

28 responses



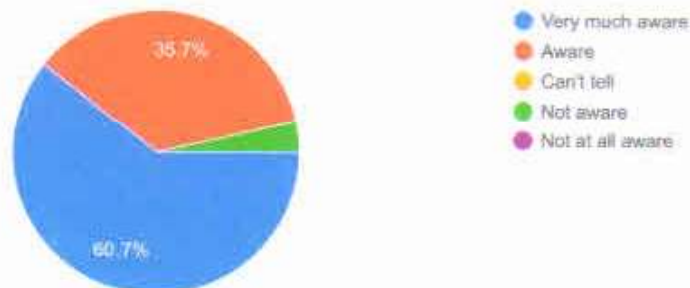
Have you ever felt unsafe or experienced harassment within the workplace? If so, please describe your experience

28 responses



How aware are you of the institution's policies and resources related to addressing gender-based violence and harassment in the workplace?

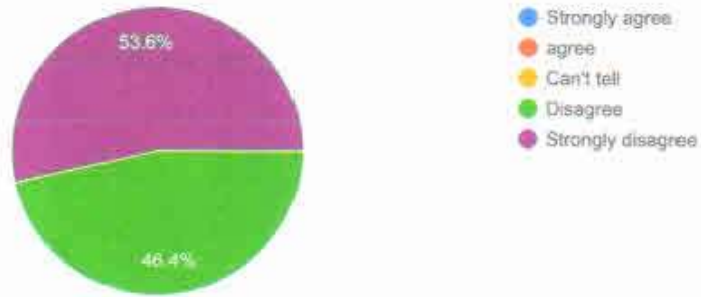
28 responses



B. Saha
Principal
Purbasthali College
Parulia, Purba Bardhaman

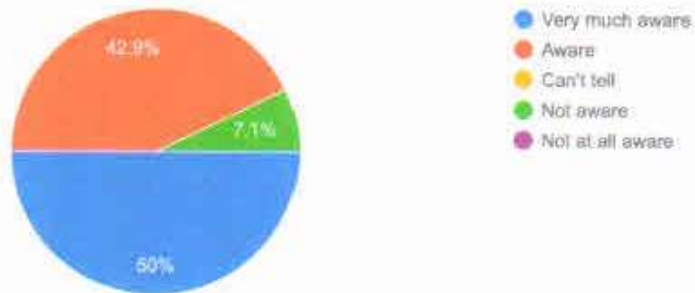
Do you believe there is gender bias or discrimination in terms of hiring, promotion, or work assignments within the institution?

28 responses



Are you aware of any gender-related employee support groups or initiatives within the institution?

28 responses



Do you believe there is equal representation of women in leadership positions within the institution, including administrative roles and departmental leadership?

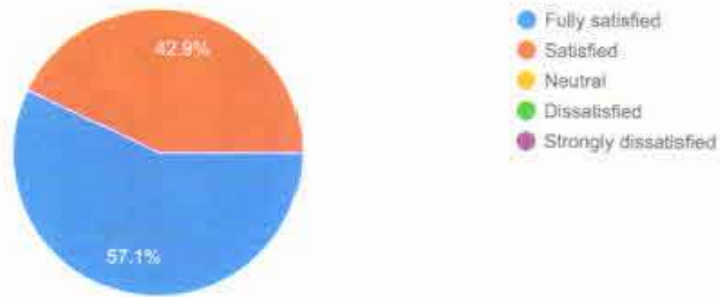
28 responses



P. Saha
Principal
Purbasthali College
Parulia, Purba Bardhaman.

Are you satisfied with the availability and accessibility of gender-neutral facilities within the workplace?

28 responses



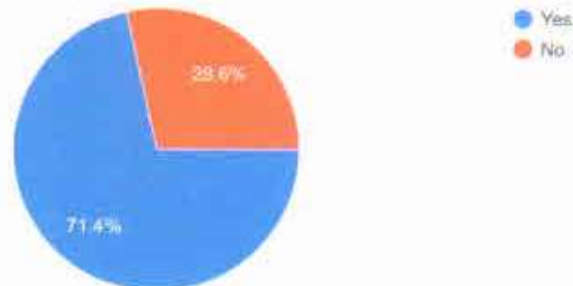
Have you experienced any instances of cyberbullying, online harassment, or gender-based discrimination within the workplace?

28 responses



Are you aware of and have you used the institution's support services, such as counseling or mental health services, specifically for gender-related issues?

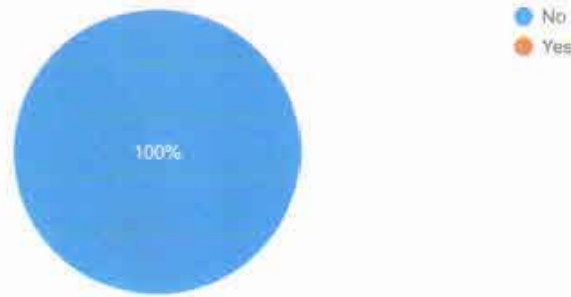
28 responses



B. Saha
Principal
Purbasthali College
Panula, Purba Bardhaman.

Have you encountered any challenges regarding pregnancy, parental responsibilities, or work-life balance while working at the institution? If so, please describe them.

28 responses



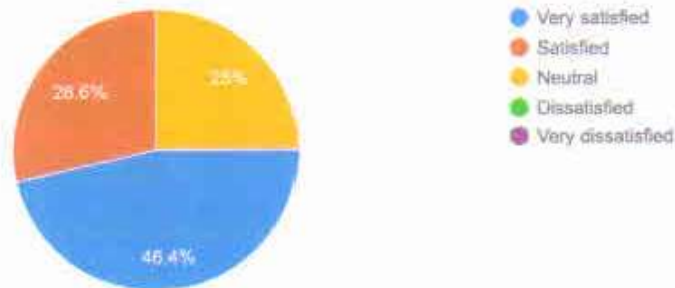
Do you believe that there are equal opportunities for female teachers and employees to participate in professional development and career advancement programs?

28 responses



Are you satisfied with the availability of maternity leave, child care facilities, and family support programs provided by the institution?

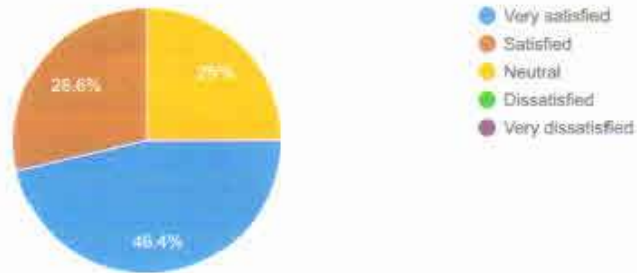
28 responses



B. Selva
Principal
Purbasthali College
Parulia, Purba Bardhaman.

Are you satisfied with the availability of maternity leave, child care facilities, and family support programs provided by the institution?

28 responses



What suggestions or recommendations do you have to improve the workplace environment, policies, and support systems for gender equality and the well-being of female employees?

28 responses

No

No recommendation

Everyone should be more aware and responsible in solving gender discrimination and other issues.

In my opinion, I'm satisfied with the facilities provided by my institution for gender equality and the well-being of female employees.

Nothing found so far

Women Leadership training programme should be arranged.

There is no suggestion. If need Government rules should be follow. Thank you

Women's have to work equally hard at home as well as in outside. The future of the child also depends on the mother. In that case it is better to see that you don't have to come to college in holidays.

I am fully satisfied of my institutions policy. So I have no such Suggestion.

Yes,

To ensure that no problem related to gender discrimination ever occurs in our educational institutions and to make everyone aware of this issue.

Employee Assistance Programs will be developed to support systems, including counseling services, addressing the mental health and well-being, for gender equality and the well-being of female employees.

All is well, I have no new suggestions .

Respect the woman and give them facilities.

More gender related programmes should be organized .

Workshop on verious policies should be arranged

All are okay.

Seminar on Gender Equality should be Arrengeed.

I have no suggestions or recommendations.

Satisfied with fecilities

Ok

Good

College is very safe.

Continue all

B. Saha
Principal
Purbasthali College
Parulia, Purba Bardhaman.

B. Saha
Principal
Purbasthali College
Parulia, Purba Bardhaman.