

Revised -

NAME OF THE COLLEGE: PANCHLA MAHAVIDYALAYA

ADDRESS: RAGHUDEVPUR, ULUBERIA, HOWRAH – 711322

GENDER AUDIT REPORT

INTERNAL QUALITY ASSESSMENT CELL (IQAC)

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Gender Audit: An Introduction

A. Introduction of the Institution:

Panchla Mahavidyalaya was established in 2010 as a Govt. Aided Undergraduate Degree College and the first batch of students were admitted from the academic session of 2011-12. The college was established as an affiliated college under University of Calcutta. The college is primarily located in a rural area, but its location near the NH-6 makes it easily commutable. The college was established with the purpose of imparting higher education the socially and economically backward students of the region. It must be kept in mind, that given the economic and social condition of the students, they could not travel to the colleges situated far off for higher education. The problem was more acute for the girl students, who could not afford to go the colleges situated far off for obtaining an under graduation degree. So, Panchla Mahavidyalaya provided the opportunity to the students coming from the socially and economically weaker sections of the society in the area to pursue higher education.

The college opened with 05 subjects taught as B.A General – English, Bengali, History, Education and Political Science. It was observed right from the beginning that the enrollment of the girl students was significantly higher to that of the enrollment of male students, thereby establishing the role of the college as a platform for women empowerment among the socially and economically backward sections of the society in the locality. Girl students, who otherwise would have dropped out after completing their education at the +2 level, now began to taste the fruits of higher education through the college. Though it must be admitted that the dropout rates among students remained high and the results were not always up to the level, yet the college struggled through to provide quality higher education to the students coming from underprivileged backgrounds.

The college introduced Honours Courses in Bengali, History and Education from the 2017-18 academic session. Again it was observed that even in the Honours Courses, the enrollment of women students was significantly higher than the male students. The college introduced the CBCS (semester system) from the academic session 2018-19 under the instructions of the University of Calcutta. The college, under the instructions of the University of Calcutta, introduced the CCF Curriculum from the academic session 2023-24 (4 year degree course).

The college has a well-balanced faculty strength in terms of gender equality and balance and the college, in addition to the regular curriculum, runs programmes like Self-Defence, Tailoring and Beautician Courses, especially aimed at the girl students to make them self-reliant and skillful in the job market post their college life.

The college has female faculty members who are highly qualified in their respective fields, many of them having PhD degrees in their areas of specialization. The NSS Unit of the college takes up programmes for gender sensitization. The college is an affiliated one, and hence has no

autonomy in syllabus framing, but even within the syllabus of various subjects prescribed by the University of Calcutta, there are areas which focus on gender politics and sensitization.

B. What is a gender audit?

Gender audit is an attempt made to see whether the college has a good gender balance and that there is a good gender balance among the students too. It tries to evaluate whether the college practices the various government and UGC policies on gender neutrality and balance to ensure the empowerment of women. The gender audit tries to evaluate the impact of the gender equality measures taken up by the college from time to time to align those measures with the government laws and policies. There are two dimensions to the audit:

1. **Internal Audit:** This dimension showcases how much the college has worked towards gender equality internally within its organizational, administrative structure and internal policies which contribute towards an environment of gender equality in the college. An internal audit monitors and assesses the relative progress made in gender equality and balance and collective responsibility taken for an overall progress on gender equality.
2. **External Audit:** This audit tries to see to what extent the college has been able to mainstream gender in terms of its policies, programmes, projects and services through content, delivery and evaluation. When applied to policy making, the external audit tries to see to what extent the college has been able to implement its stance on gender equality. It must be kept in mind, that being an affiliated institution, the college has very little space for drawing up policy measures for gender equality since it has to abide by the rules and regulations of its affiliating University and those of the State Government and the UGC. Yet the college has taken measures to put forward the policies of the government towards gender equality by admitting women students from the underprivileged backgrounds and socially and economically backward sections of the society. The college also offers the Kanyasree Prakalpa of the Govt. of West Bengal which provides scholarship to the girl students of the college. The Gender Audit has tried to see whether both boys and girls of the college have received an policy programme of gender equality and it has evaluated the target indicators to see that gender equality is being maintained in the college.

C. CONSTITUTION OF THE GENDER AUDIT COMMITTEE:

Sl. No.	NAME	DESIGNATION	INSTITUTION
1.	Dr. Manishankar Roy	Principal	Sir Gurudas Mahavidyalaya
2.	Dr. Debkumar Mukherjee	Principal	Ramsaday College
3.	Dr. Sabyasachi Sen	Principal	Shyampur Siddheswari Mahavidyalaya
4.	Dr. Debasish Pal	Principal	Uluberia College
5.	Dr. Arpita Mandal (Nandi)	Principal	Panchla Mahavidyalaya
6.	Dr. Nilanjan Chakraborty	IQAC Coordinator	Panchla Mahavidyalaya

The Gender Audit Report has been drawn up by the IQAC, Panchla Mahavidyalaya, along with the internal and external members. All the members have carefully scrutinized the audit to come to an observation about the gender balance of the institution and its practices and the committee members focused on the following objectives:

D. Objectives of the Gender Audit:

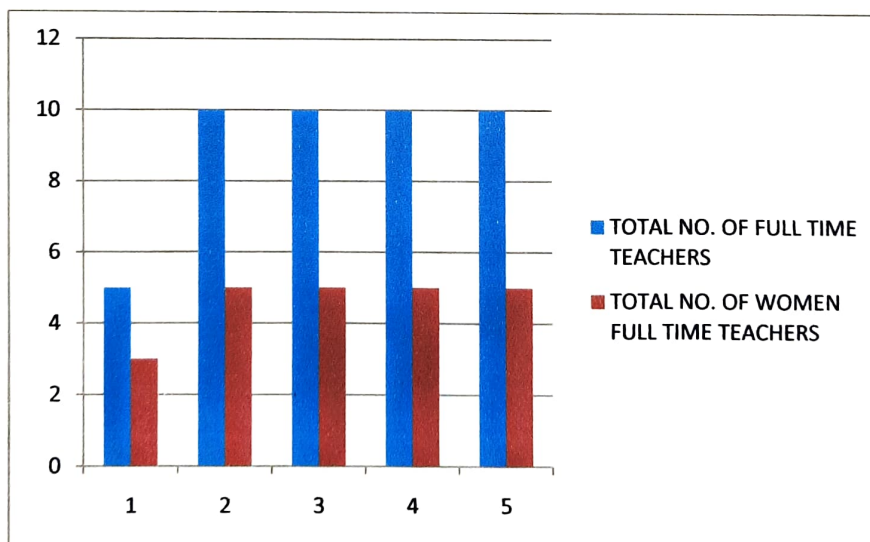
- The college shall take all necessary measures to ensure the safety and security of all genders within the college campus
- There must be a Grievance Cell in place for an unbiased and effective redressal of grievances among the students
- There must not be any discrimination made in the college based on gender
- A strict following of the VISAKHA guidelines to stop any kind of harassment based on gender
- The VISAKHA guidelines must be properly displayed at the conspicuous locations within the campus
- Organising programmes to ensure gender sensitization among the students
- To create awareness among the girl students about their potentialities and opportunities for further empowerment
- The Anti-Ragging Cell must be active to protect the interest of the students against any form of ragging in the campus
- The audit would see the impact of the gender relations on the overall work culture of the college

1. Gender wise distribution of Faculty

Gender sensitivity basically refers to the acceptance of everyone irrespective of gender identities. Gender sensitivity aims at opening, broadening and reconstructing expectations and behavioural modes related to gender. Gender sensitive structures respond equally to men, women and people of other genders without any specific assumptions on gender behavior. It must be kept in mind that the college is located in a rural area and hence gender sensitization is even more required in an area like this, where social and economic backwardness for ages have meant that the local population has not received much of higher education. This means that gender sensitization in a college like this is even more important.

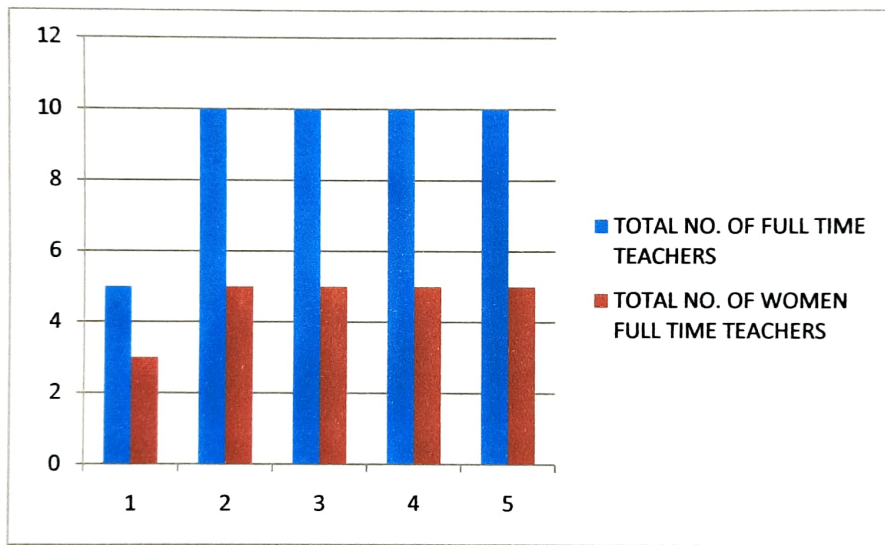
Given below is the distribution of the gender wise breakup of the faculty members' year wise:

Sl. No.	YEAR	TOTAL NO. OF FULL TIME TEACHERS	TOTAL NO. OF WOMEN FULL TIME TEACHERS	PERCENTAGE
1.	2018-19	05	03	60%
2.	2019-20	10	05	50%
3.	2020-21	10	05	50%
4.	2021-22	10	05	50%
5.	2022-23	10	05	50%



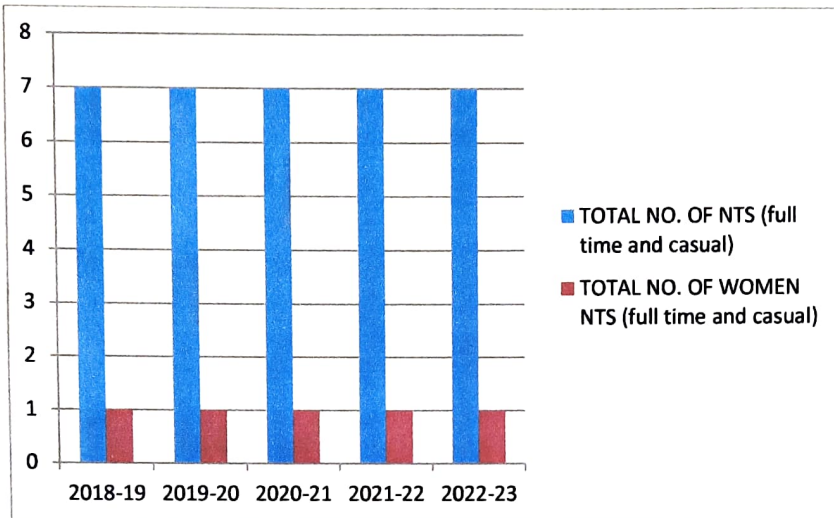
No. of Women Full Time Teachers having PhD year wise:

Sl. No.	YEAR	TOTAL NO. OF WOMEN FULL TIME TEACHERS	NO. OF WOMEN FULL TIME TEACHERS HAVING PhD	PERCENTAGE
1.	2018-19	03	03	100%
2.	2019-20	05	04	80%
3.	2020-21	05	04	80%
4.	2021-22	05	04	80%
5.	2022-23	05	04	80%



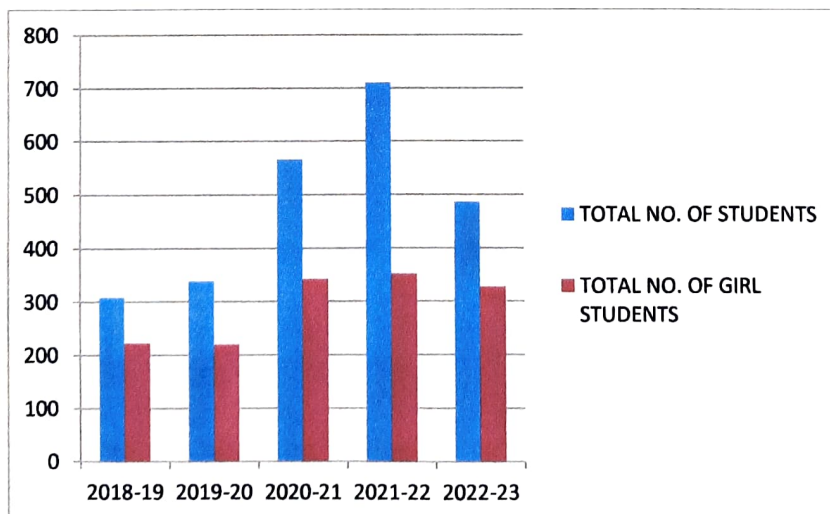
Given below is the distribution of the gender wise breakup of the Non-Teaching Staff year wise:

Sl. No.	YEAR	TOTAL NO. OF NTS (full time and casual)	TOTAL NO. OF WOMEN NTS (full time and casual)	PERCENTAGE
1.	2018-19	07	01	14.3%
2.	2019-20	07	01	14.3%
3.	2020-21	07	01	14.3%
4.	2021-22	07	01	14.3%
5.	2022-23	07	01	14.3%



Given below is the distribution of the gender wise breakup of the students' year wise:

Sl. No.	YEAR	TOTAL NO. OF STUDENTS	TOTAL NO. OF GIRL STUDENTS	PERCENTAGE
1.	2018-19	309	222	71.8
2.	2019-20	339	220	64.9
3.	2020-21	566	342	60.4
4.	2021-22	710	352	49.6
5.	2022-23	486	327	67.3



The above table shows that there has been a steady maintenance of percentage of the girl students in the college, which is over 50% and that points to the direction that the college has been playing a positive role in empowering the socio-economically backward girls of the area through higher education.

An audit of gender sensitive features gave the following observations:

- Separate washroom facilities for male and female staff and the male and female students are available in the college
- There is no facilities provided for the Ladies' Common Room, and this has to be made in the future whenever suitable funds are available for the same
- There is CCTV cameras installed in the campus, providing a sense of security to all
- There is a Grievance Cell in the college which looks into matters of concern (if any) regarding sexual harassment.
- A Self-Defence class is arranged for the girl students which makes them confident of maintaining their own safety and security in the public places
- Courses in Beautician training and Tailoring are run by the college to make the girls develop their skill for self-employment or otherwise once they pass out of the college.

The college has established a number of committees to help the girl students in case they have any complaint or grievance:

1. Anti-Ragging Cell – The Anti-Ragging Cell, among its other responsibilities, oversees that that no ragging takes place in the college irrespective of genders and that VISAKHA guidelines are not only strictly maintained within the college campus but also conspicuously displayed at all important places of the college building so that no ragging is encouraged, in any form.

COMPOSITION:

- Dr. Arpita Mandal (Nandi) Convener
- Dr. Nandi Niyogi
- Dr. Sanghamitra Das
- Dr. Nilanjan Chakraborty
- Prof. Sanjay Dhali
- Mr. Syed Asif Ahammad
- Mr. Sk Hasanur Jaman

2. RTI Cell – The RTI Cell sees that if any complaint arises among any student, especially among the girl students, then a proper redressal can be addressed. A box is kept in front of the Principal’s Room so that the students who wish to register any complaint can drop their grievances in the box.

COMPOSITION:

- Dr. Arpita Mandal (Nandi) – Apellate Authority
- Dr. Nandi Niyogi – State Public Information Officer - I
- Ms. Devika Tamang - State Public Information Officer - II

3. VISAKHA Cell: This Cell oversees the cases of any sexual harassment cases against the girl students, or otherwise, if any. So far, no such cases of sexual harassment within the college campus have been reported by any student.

COMPOSITION:

- Dr. Sanghamitra Das, Convener
- Dr. Nandi Niyogi
- Ms. Devika Tamang
- Dr. Nilanjan Chakraborty
- Advocate Soma Joardar
- Smt. Rahima Khatun, Secretary of the NGO *Nari O Sishu Kalyan Kendra*

No. of Gender Equity Programmes organized by the institution in the last 5 years:

Sl. No.	Nature of Activity	Date	No. of Participants
1.	Women’s Day Celebration	26.02.2020	73
2.	Film Festival	15.12.2022	86
3.	Women’s Day Celebrations	23.03.2023	68
4.	Self-Defence Classes	2022-23	23
5.	Tailoring Course	2022-23	21
6.	Beautician Course	2022-23	26

Summary and Conclusion:

A. Progress Towards Gender Equity:

Standing in 2024, it does become very necessary to understand that gender equity is the very basic in achieving any progress at the social and academic levels if the nation has to move towards further progress. The college tries to ensure that gender equity is maintained in the campus within the limited resources it has. Recruitment of faculty

or non-teaching staff is not in the hands of the college, and yet it is observed that gender balance among the teaching faculty is quite positive. The college displays VISAKHA guidelines in its campus in a drive towards gender sensitization and it makes sure that no gender related violence is encouraged among the students. The college tries to motivate the girl students through self-defence programmes and courses in courses in beautician and tailoring training for the girls to become self-reliant after passing out of the college. The college also holds career counselling programmes from time to time to help all the students, including the girl students, to find a suitable career after completing their graduation. The college has CCTV cameras installed for the overall safety and security of everyone.

It is further observed that the number of girl students is steadily increasing over the years which shows the enthusiasm among them to empower themselves through higher education. The college caters to socio-economically backwards sections of the society and hence empowering girls coming from such social and economic background through higher education remains the principal challenge of the college.


B. Conclusion:

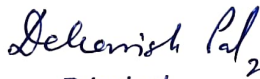
The analysis shows that gender equity goals and objectives are included in all policies and programmes of the college. The teaching and the non-teaching staff also reported that they have no issues related to gender criterion. The Gender Audit Team analysed the gender equality and gender sensitivity within the campus and found that the college, under the able leadership of a woman Principal, encourages gender sensitive behavior among the teachers, non-teaching staff and the students. Whatever weakness is there related to the gender criterion is infrastructure related and can be overcome in due course of time when more funds flow into the college exchequer to develop the infrastructure of the college.

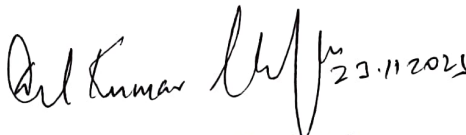
C. Recommendations:


- Build a Common Room for Girls
- Build a wall round the whole campus for increased security, especially among the girl students of the college
- Organize more programmes for Gender Equality and Sensitization through the IQAC and the NSS Unit of the college.
- Organize programmes on Legal Rights of Women

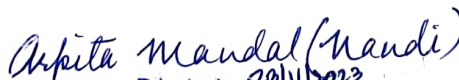
Audit Team with Signatures:

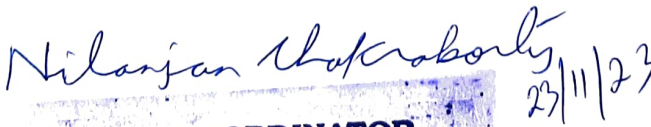

Principal 23/11/23
Sir Gurudas Mahavidyalaya
Kolkata-700067


Principal 23/11/23
ULUBERIA COLLEGE
Uluberia, Howrah


Principal & Secretary (Ex-officio)
Ramsaday College
Amta, Howrah


Principal
Shyampur Siddheswari Mahavidyalaya
Ajodhya, Howrah.


Principal 23/11/2023
PANCHLA MAHAVIDYALAYA
Raghudevpur, Rajapur, Howrah


23/11/23
IQAC CO-ORDINATOR
Internal Quality Assessment Cell
PANCHLA MAHAVIDYALAYA
Raghudevpur, Howrah.