

**GENDER AUDIT REPORT
PREPARED BY
WOMEN'S STUDY CENTRE
BIJOY KRISHNA GIRLS' COLLEGE, HOWRAH**



Audit Report Summary

Preface

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESCO)

Gender Equality is a global issue, and discussions on women’s emancipation and their rights are at the forefront of many worldwide formal campaigns. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond conventional gender stereotypes and rigid gender role definitions. Gender audits are conducted to identify ways to make the college campus safer for women and create an environment conducive to their development. The audit process involves choosing the sites to be audited, selecting the participants, identifying the orientations of the participants, assessing the existing situation, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Gender Policy of Bijoy Krishna Girls' College, Howrah

- There shall not be any kind of discrimination on the basis of gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all staff

Objectives of Gender Audit:

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it
- To establish good gender balance in decision-making processes in all areas of college activities
- To suggest measures for bridging the gender gap
- To foster gender equality in all aspects amongst the college community
- To assess the extent of prevention of sexual harassment at the college

Key Steps in Gender Audit

- Planning
- Field work
- Draft Report
- Final Report

Introduction

Bijoy Krishna Girls' College, Howrah, is one of the biggest colleges in West Bengal since 1947. Its mission is to provide quality education to all by means of hard work, dedication and devotion. The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether the college follows government rules, policies and actions formulated for upgradation of women in society. The Gender Audit tries to assess and predict the impact of the current and proposed policies of the college on gender equality.

The Gender Audit Team reviewed and analysed the operating environment of Bijoy Krishna Girls' College, Howrah. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve social, psychological and physical benefits that come from participating in various physical and cultural activities. As the name suggests, this is a girls' college, so special care is being taken for the

overall development of the students. Besides, the institution has both male and female staff and here also the college tries to maintain gender equality.

Observations of the Gender Audit Team

The college always concentrates on the students' qualitative performance along with their overall personality development. The girls are provided with various facilities and special opportunities. The Gender Audit Team noted the following activities:

- **Social Responsibility:** The NSS unit always motivates girls to take up social responsibilities. They have undertaken various activities both inside and outside the college which showcases their involvement in undertaking social responsibilities. The NSS unit has endeavoured to train the students in giving first-aid in emergency situations.
- **Training for Employment:** Skill Development Courses are offered to students to develop soft skill. Apart from this, NSS unit of the college organises special training camps where students are trained to make handicraft items like ornaments and cloth bags. This would create employment opportunities including self-employment for the students.
- **Infrastructure:** Special study rooms, Washroom, Sanitary Napkin Vending Machine, parking space are provided.

- **Physical Fitness:** The students are also given self-defence trainings at concessional rates. Karate, Yoga and Meditation trainings are also organized. Special diet sessions are organised to deal with students' dietary needs.
- **Lectures, Seminars & Webinars, Workshops:** Lectures of eminent personalities are held on various topics to develop the personalities of the young adults. Workshops and webinars are held on topics like "Women and Cyber Crime" and Women and Laws" to make the girls aware of their rights and responsibilities. The Women's Study Centre of the college runs a certificate course where regular classes are organised on different women related issues. Girls are made aware of laws and by-laws that protect women's rights through lectures of eminent judges, lawyers and social workers.
- **Self-Defence:** Self-defence training is organised with the help of Kolkata Police.
- **Committees:** Anti-Ragging Committee, Grievance Redressal Cell, Internal Complaints Committee and Prevention of Sexual Harassment Cell are active in the college to look into any case of harassment faced by the students or staff.
- **Cultural Activities and Sports:** In the field of cultural activities and sports girls have achieved grand success.

➤ Gender Ratio:

As stated above Bijoy Krishna Girls' College, Howrah is a girls' college, and hence no data is required to present the male female ratio among students. The diagrams below show the male-female ratio among teaching and non-teaching staff only.

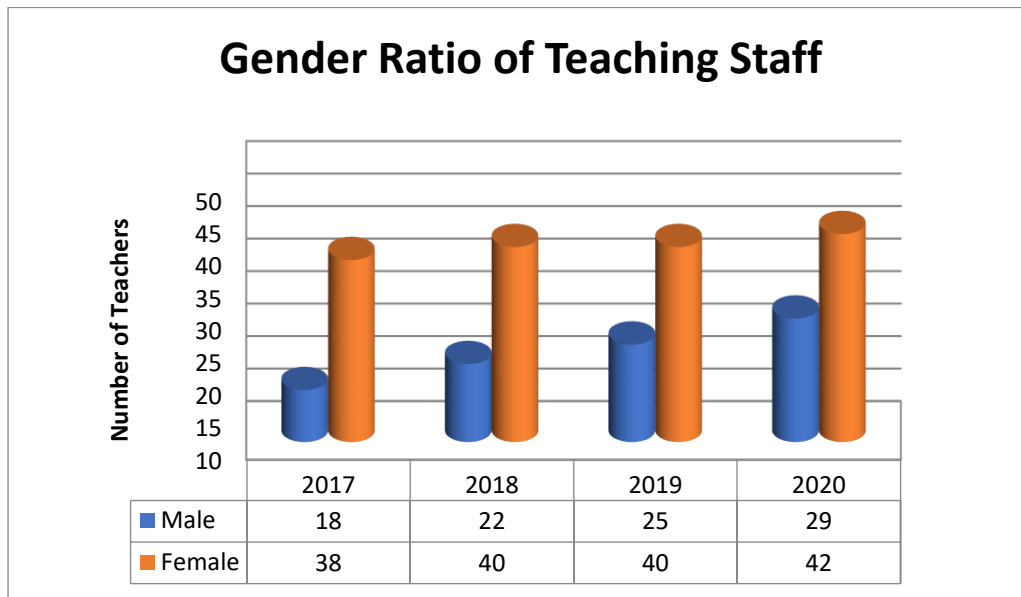


Figure1:- Male:female ratio of the permanent teaching staff

The total number of female teaching staff is more as compared to male teachers.

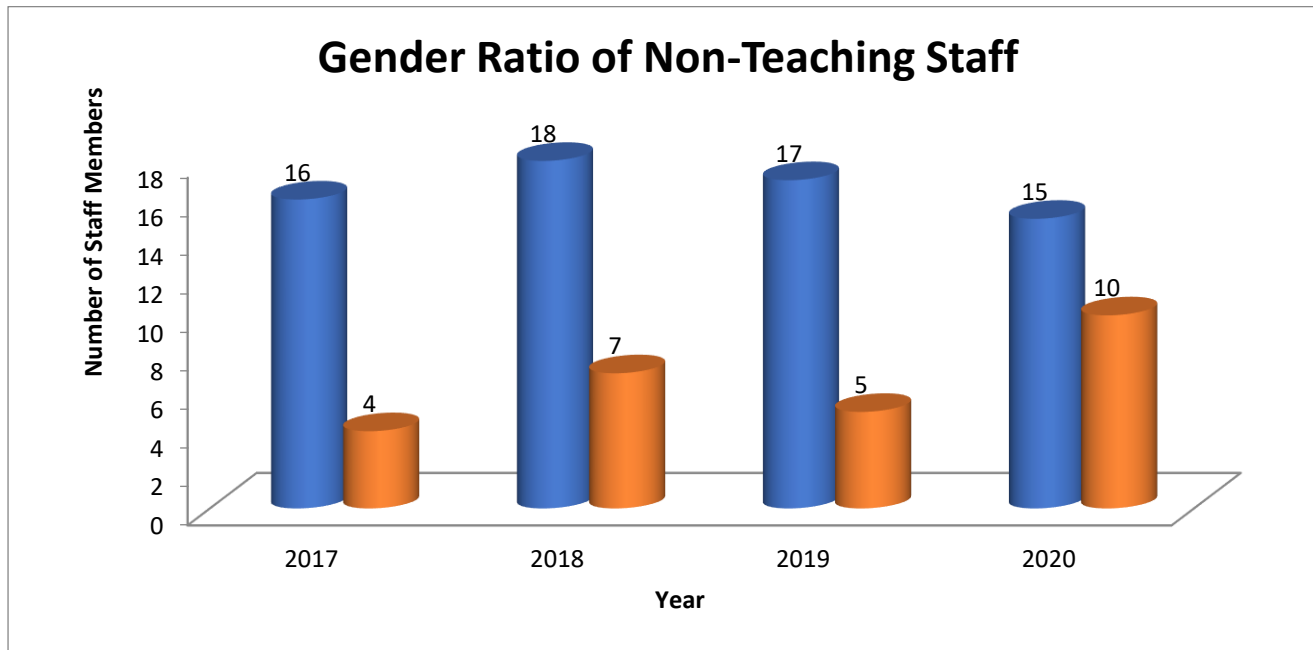


Figure2:- Male: female ratio of the non -teaching staff

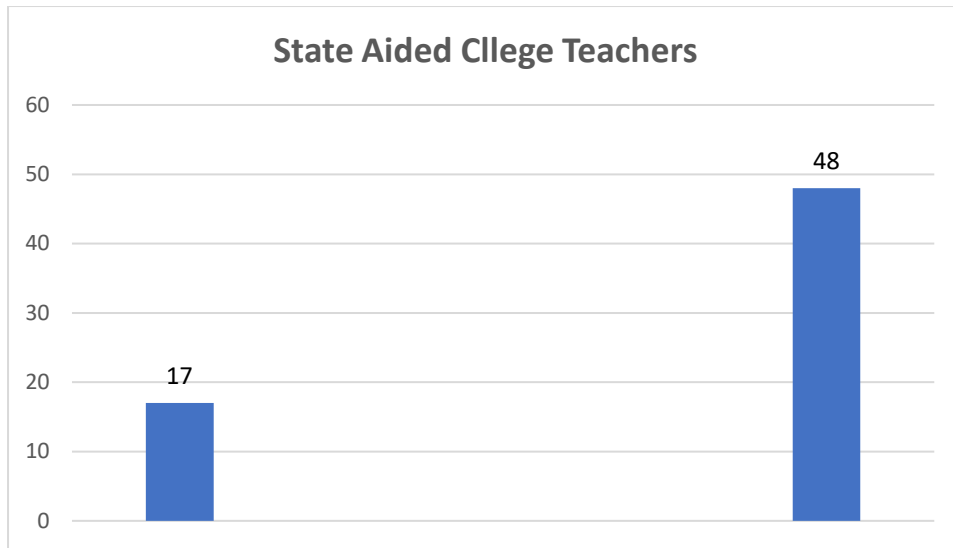


Figure 3:-Male:female ratio of State Aided College Teachers

➤ **Special Measures Undertaken for Students and Staff:**

- ❖ There are some special measures that the college has taken to make the ambience of the college more pro-women, like appointing women security guards, women staff for college hostel, increasing number of ladies toilets etc.

	Male	Female
Number of toilets	15	72(including students and staff)
Number of security guards	5	3
Number of hostel staff	5	2



The NSS unit of the college organised specialised health check-up camps for students and staff and also camps to impart hands-on training in ornament making for students in an attempt to make them financially independent.



Health check-up and ornament making



Health check-up camp

❖ Counselling Centre:

Aalo, the counselling centre, was established to make provision for psychological support. The cell provides assistance to students on a referral basis. Awareness programmes are also organized from time to time to discuss mental health issues for students in general.

The counselling centre is situated within the college premises making it easier for the students to access the centre. A quiet room and basic stationeries necessary for such sessions are allocated by the college. Confidentiality and comfort of the students are assured. Proper record keeping is done at every step.

In July 2019 the cell was reinvigorated through a two-day awareness programme on mental health, stress and youth. The counselling sessions took place twice a month till March 2020. With the onset of the pandemic such sessions are held online. Appointments are taken for the counselling sessions through mail directly addressed to the counsellor.

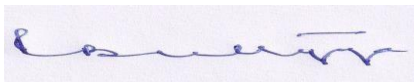
Suggestions of the Gender Audit Team

- To define and deepen the understanding of gender equality
- To increase the number of female staff to decision making bodies
- To organise more sports programmes
- To organise more awareness programmes on Legal Rights
- To introduce different types of self-employment training programmes
- To install more sanitary napkin vending machines

Conclusion

The analysis shows that gender equality goals and objectives are included in all the policies and programmes of the college. The college staff also reported that they have no problems related to gender issues. The Gender Audit Team is of the opinion that gender equality and gender sensitivity is encouraged by the management and staff of the college and they do have gender sensitive behaviour.

It is found that the college has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up.

A handwritten signature in blue ink, appearing to read 'S. S. S.', is positioned above the title 'Principal/Secretary'.

Principal/Secretary