



GENDER AUDIT

2018-19 to 2022-23



JAMINI ROY COLLEGE

Prepared By: Women Cell/ Visakha Sub Comm, JAMINI ROY COLLEGE

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Prepared by the Women Cell/ Visakha Sub Commity:

Dr.Pradip kumar Banerjee (Chairman)

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Genesis:

Jamini Roy College was established in 1986 after the name of world-renowned Indian painter Jamini Roy who has glorified the land Beliatore, a suburban area of Bankura district. He is regarded as one of the pioneers of Modern Art in India who has unfolded new vistas in Indian Painting by combining Folk Art forms with the modern spirit of individualism and experimentation. This college had its inception under the University of Burdwan. Presently, it is affiliated to Bankura University and is managed by a democratically constituted statutory Governing Body as per the guideline of Higher Education Directorate, Govt. of West Bengal. This college continues to hold its individual imprint in the world of academia by producing successful students with immense possibilities over the years.

Though our College is mainly located on the outskirts of the town and students are mostly from underprivileged backgrounds, our goal is to cultivate their strengths as well as improve their weaknesses with advanced knowledge possible by keeping in mind the growing demand for competitiveness in higher education. In spite of systemic and infrastructural challenges we are committed to impart an effective teaching learning environment so to serve our society and nation at large.

Many distinguished personalities and people have contributed and extended their hand for our college's growth and enhancement in achieving desired rank of excellence and continue to do so. To name a few, Lt. Dr. Khudiram Das (an eminent scholar and Professor), the neighbouring Institution, the Beliatore High School etc. can be noted with regard.

Objectives:

The Gender Audit of JAMINI ROY COLLEGE has the following objectives:

- ❖ Throughout its history JAMINI ROY COLLEGE has dedicated itself to the cause of the poor and underprivileged students, ensuring equal educational opportunities regardless of gender.
- ❖ JAMINI ROY COLLEGE is whole-heartedly dedicated to the all-round development of personality of its students regardless of their gender by imparting a value- based, liberal, modern and self-reliant education.
- ❖ JAMINI ROY COLLEGE is still continuing this mission by arranging scholarships, stipends from different students regardless of their gender or underprivileged backgrounds.
- ❖ The college also regularly seeks reviews from different academicians and re-orient its activities, so its activities are gender-inclusive and suitable for all students.
- ❖ The college has wide-ranging courses from almost all the major streams to offer to its students.

Gender Sensitive Features:

Gender sensitive features are carefully observed in every corner of the system by forming various committees like Anti-Ragging, Internal Complaints Committee and Sexual Harassment in the College.

- The College has made provision for a **Girl's Common Room** with adequate space. Here the girls can take some rest or study and spend quality time.
- Separate Girl's Washrooms with ample water supply is available in the College. The washrooms are regularly cleaned.
- Girls actively take part in outdoor games like annual sports.
- The College plays an active role in mobilizing funds under **Kanyashree Prakalpa** – a State Government venture in which unmarried female students are given a stipend of

Rupees 25,000/-. The College issues applications to the bonafide students who are interested and eligible. In the year 2018-19 in 299, 2019-20 in 48, 2020-21 in 39, 2021-22 in 11 and 2022-23 in 5 girl students belonging to the said category have received this financial benefit.

- The College has in place **Anti-Ragging Committee** comprising of teachers and representatives of students. 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 Educational Institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging related incidents can access the Committee. However, ragging in the campus is non-existent and no complaint of ragging has been made till now.
- The College has a Sexual Harassment Cell comprising of members of the ICC. Students can lodge their complaints with the cell without inhibition and the cell is committed to take up the complaints seriously. However, no such complaints have been received from any student till now.
- The girl students are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, Common Tree Plantation Programme.

Awareness Programmes:

SL.	NAME OF THE ACTIVITY	YEAR OF THE ACTIVITY	ORGANIZED BY THE DEPARTMENT /IQAC
1	Gender, Society and Politics in India	18/02/2022 to 19/02/2022	The Department of Political Science, Gobinda Prasad Mahavidyalaya, Amarkanan, Bankura, Jamini Roy College
2	INTERNATIONAL WOMEN'S DAY	08/03/2022	IQAC, Seminar Subcommittee, Jamini Roy College, Gobinda Prasad Mahavidyalaya
3	INDIGENOUS ECOETHICS AND COEXISTENCE: THEORY AND PRAXIS	08/08/2022	The department of English, IQAC, Jamini Roy College
4	WOMEN'S RIGHTS & WOMEN'S EMPOWERMENT	20/04/2023	The Department of History, IQAC, Jamini Roy College, in Collaboration with Kandra Radhakanta Kundu Mahavidyalaya

5	WOMEN HEALTH & MENSTRUAL HYGIENE	09/03/2023	NSS
6	Legal Literacy for Women	16/08/2020 to 30/08/2020	Dept. of political Science, IQAC, Jamini Roy College
7	GENDER STUDIES	12/12/2021 TO 31/12/2021	Jamini Roy College Principal, IQAC, The Department of Education
8	INTRODUCTION TO WOMEN STUDIES	04/03/2021 to 18/03/2021	Jamini Roy College Principal, IQAC, The Department of political Science
9	Women Education	12/12/2021 to 31/12/2021	Jamini Roy College Principal, IQAC, The Department of Education

Why Gender Audit in JAMINI ROY COLLEGE

Our society is still predominated by patriarchal norms, where women are subject to discrimination right from birth to death. The dimensions of discrimination may be diverse. In the family, it may vary from female feticide, asymmetrical opportunities for education, secondary position in the family to domestic violence and dowry deaths. In the job market the discrimination gets reflected in lower female earnings than males for similar work, occupational segregation whereby women are concentrated in certain specific jobs that are often low paid, glass ceiling on top management jobs by women, sexual harassment, etc. Despite a plethora of government schemes, awareness campaigns and media outcry, the gender based discrimination undoubtedly prevails. However, the silver lining to this grim situation is that our society is gradually moving ahead towards gender equality.

JAMINI ROY COLLEGE believes that an educational institution has some responsibility towards building up a society where gender equality prevails by trying to instill among students a sense of respect towards women and the virtues of gender equality. Efforts should be taken by colleges to develop awareness among the youth, the torch bearers of future generation, of how social cultures are created and maintained, how power is deployed to shape values and behaviour especially those which are gender related.

The Gender Audit in JAMINI ROY COLLEGE is an attempt to gauge whether gender balance exists in the college. It also tries to assess the impact of the current and proposed policies of the college on gender equality.

The Gender Audit has been conducted in two parts:

- First, we have tried to measure the extent of gender equality that exists among students, teachers and non-teaching staff in the college.
- Secondly, we have made a questionnaire based survey among a sample of the students to comprehend their understanding and views related to gender equality in the college and various other issues related to gender.

PART-I

GENDER BALANCE IN COLLEGE: STUDENTS, TEACHERS, NON-TEACHING STAFF, GOVERNING BODY, AND IQAC

Gender Classification of Students (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	418	689	1107	37.76	62.24
2019-20	478	897	1375	34.76	65.24
2020-21	502	841	1343	37.38	62.62
2021-22	682	929	1611	42.33	57.67
2022-23	881	964	1845	47.75	52.25

Table: 1

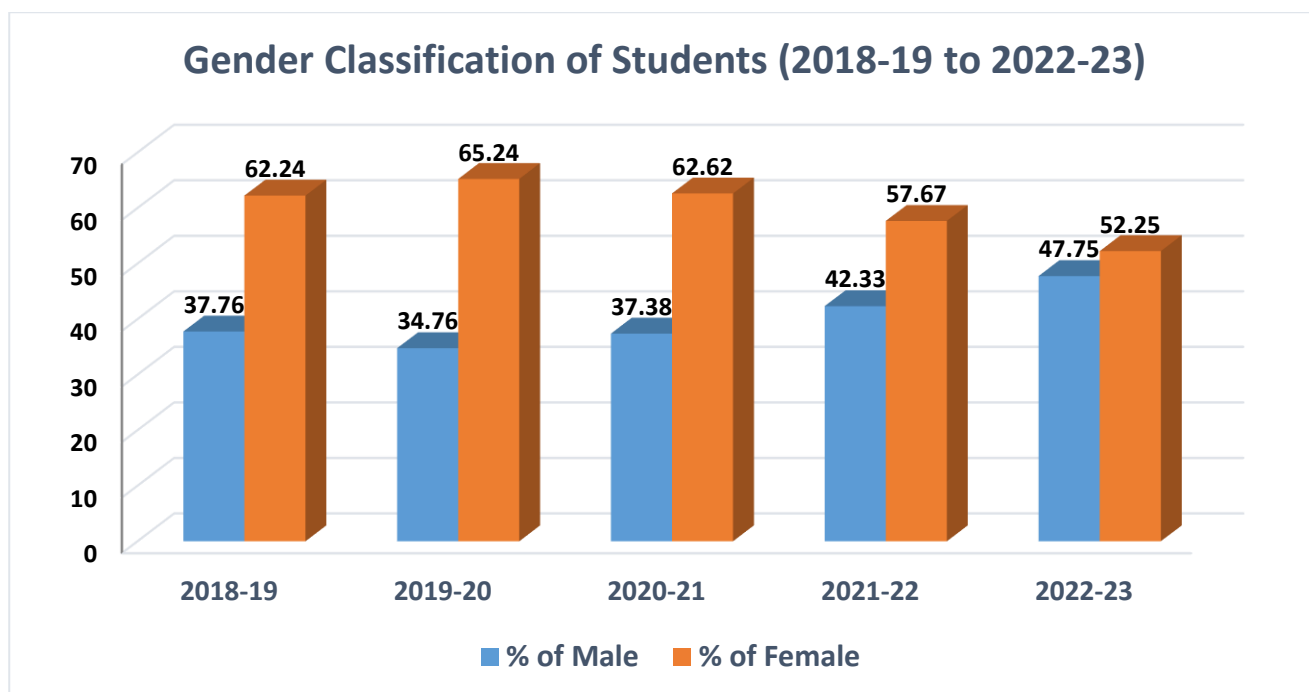


Figure: 1

The table shows Year wise gender classification of male and female percentage of enrolled students to the College. The bar graph and table shows the important data of year wise gender classification. During the academic year 2018-19 to 2022-23, the percentage of female students exceeded the percentage of male students and not much change has occurred during those years.

Gender Classification Teaching Faculty (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	25	07	32	78.12	21.88
2019-20	25	08	33	75.76	24.24
2020-21	25	08	33	75.76	24.24
2021-22	24	08	32	75	25
2022-23	24	08	32	75	25

Table: 2

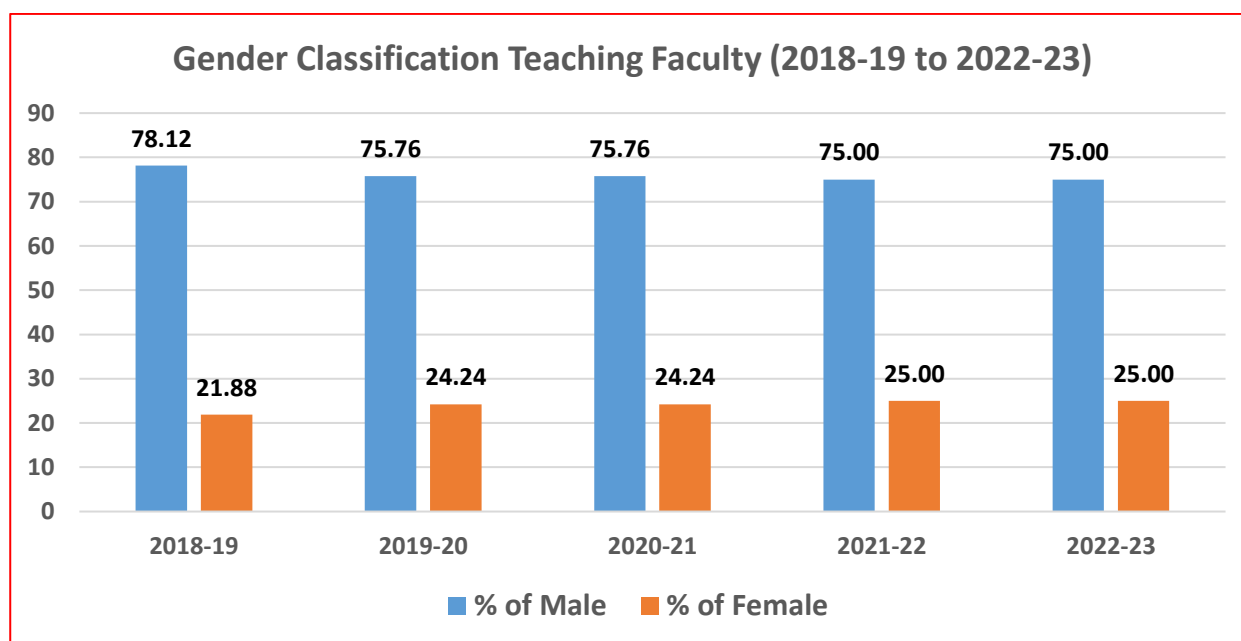


Figure: 2

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23 During the academic year 2018-19 to 2022-23, the percentage of male teachers exceeded the percentage of female teachers and not much change has occurred during those years.

Gender Classification Non-Teaching Faculty (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	11	03	14	78.57	21.43
2019-20	08	03	11	72.73	27.27
2020-21	08	03	11	72.73	27.27
2021-22	08	03	11	72.73	27.27
2022-23	07	03	10	70	30

Table: 3

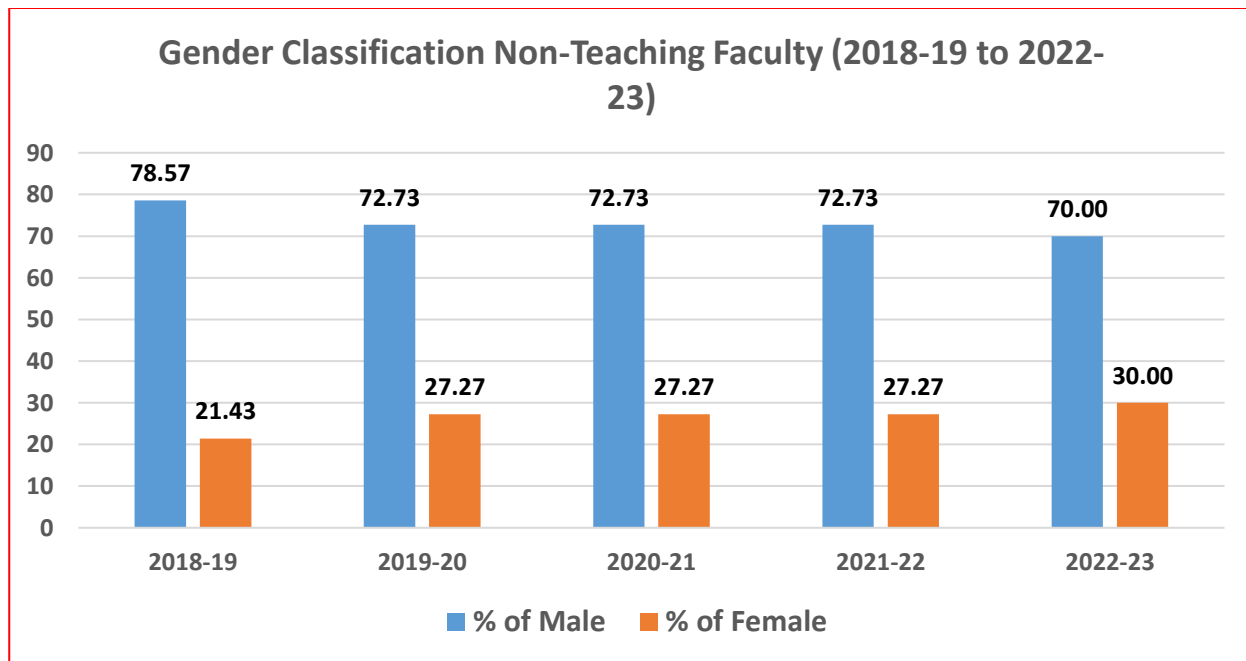


Figure: 3

It is evident from Table 3 that women are extremely under- represented in non-teaching staff. There has not been much change in the situation in the last five years.

Gender Classification Governing Body (2018-19 to 2022-23)

The Governing Body of the College comprises of 12 members who include the President of the Governing Body, Secretary and Principal, Local Member of Panchayat, two Government Nominees, two West Bengal State University Syndicate Nominees, three Teachers' Representatives, one Representatives of Non-Teaching Staff and the General Secretary of the Students' Union.

Session	Male	Female	Total	% of Male	% of Female
2018-19	10	02	12	83.33	16.67
2019-20	10	02	12	83.33	16.67
2020-21	10	02	12	83.33	16.67
2021-22	10	02	12	83.33	16.67
2022-23	10	02	12	83.33	16.67

Table: 4

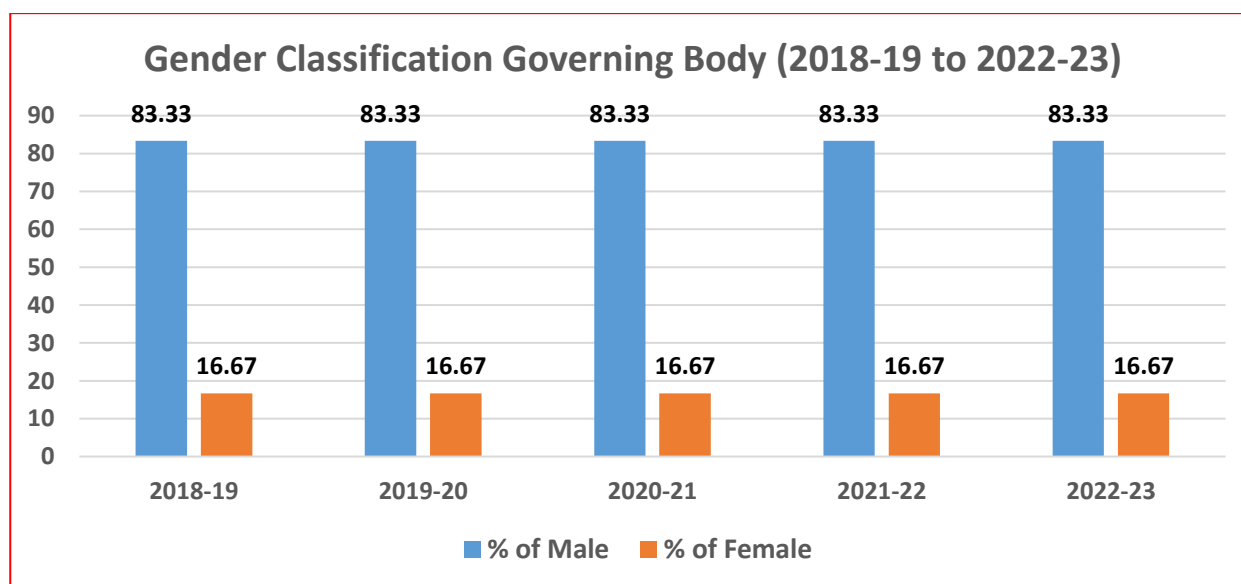


Figure: 4

The table 4 shows the year wise classification of Governing Body members during the Academic Year 2018- 19 to 2022-23. It seems that in the academic years 2019-20 to 2022-23, the percentage of male members exceeded the percentage of female members, and not much change has occurred during those years.

PART-II

VIEWS OF STUDENTS ON GENDER BASED ISSUES: A SURVEY

Relevance of the Survey

The socio-economic profile of the students in JAMINI ROY COLLEGE is considerably diverse. On the other hand, there are students from distant rural places with conservative background; on the other there are students who are typically urbane with modern outlooks. Some are first generation learners, some are socially backward and deprived, while some are financially weaker. Quite predictably the students are likely to have varied opinions and perspectives regarding various social issues, including gender issues.

JAMINI ROY COLLEGE, while realizing this diversity among the students, aims to ensure that educational attainment is accompanied by gender sensitive mind-set. For the purpose, a number of policy measures have been taken as mentioned earlier. However, it is necessary to determine the attitude and sensitivity of the students towards gender issues. The beliefs of both girls and boys are equally important – because it is perhaps the transformation of the mind-sets of young men that can challenge the feudal - patriarchal attitudes and institutions, which are largely responsible for undermining women in the society and perpetuating violence against them.

Methodology

In order to analyze the views of the students, the Internal Complaints Committee carried out a sample survey. For the purpose, a questionnaire was designed that comprised of 10 questions, 8 among them being of objective-type and 2 short answer types. The questionnaires were given out to all the departments to be filled up by the students of 1st semester, 3rd semester and 5th semester. The filled up questionnaires were taken back after three days.

The total number of filled-in questionnaires was 551. The class-wise distribution of respondents was as follows:

Class	No. of Respondents
1 st Semester	167
3 rd Semester	183
5 th Semester	201
Total	551

The questionnaire filled up by the students is given below:

1. Do you feel 'Bharat' is moving towards a gender equal society?

(a) Very true (b) Partially true (c) Not at all/ Can't say

2. Do you feel 'Jamini Roy College' is moving towards a gender equal campus?

(a) Very true (b) Partially true (c) Not at all/ Can't say

3. 'Women education is the gateway for progress of our society'. Give your view.

(a) Very true (b) Partially true (c) Not at all/ Can't say

4. Is your mother working?

(a) Yes (b) No

5. Who takes decisions regarding everyday purchases?

(a) Father (b) Mother (c) Both

6. Who takes decisions regarding your education and career?

(a) Father (b) Mother (c) Both

7. Do you think girls should get higher education?

(a) Yes (b) No (c) Can't say

8. What benefit do you think girls may get by acquiring higher education?

9. Do you think women should work after marriage?

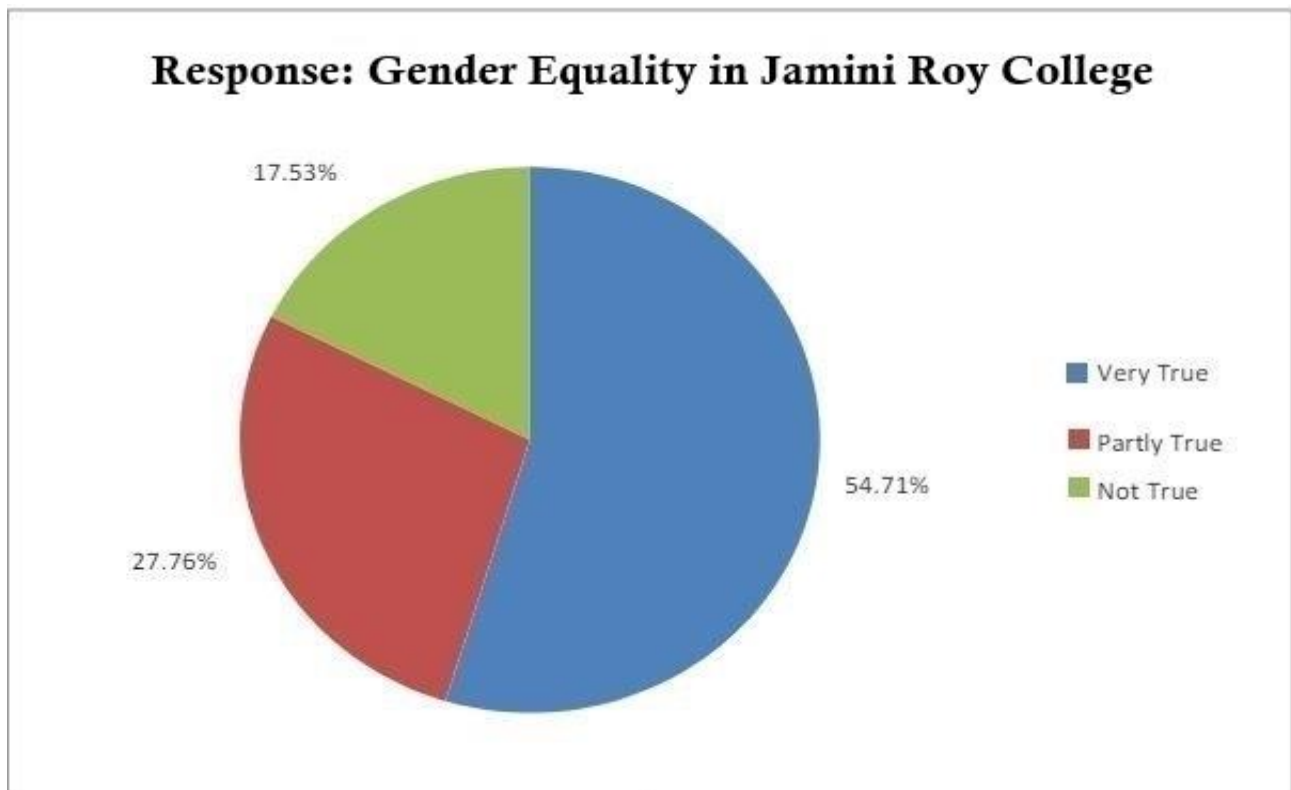
(a) Yes (b) No (c) Can't say

10. What are the reasons for increasing atrocities against women?

Findings from the survey

➤ Assessment regarding gender equality in JAMINI ROY COLLEGE campus

Based on the answers to question no. 2, the responses were as follows:

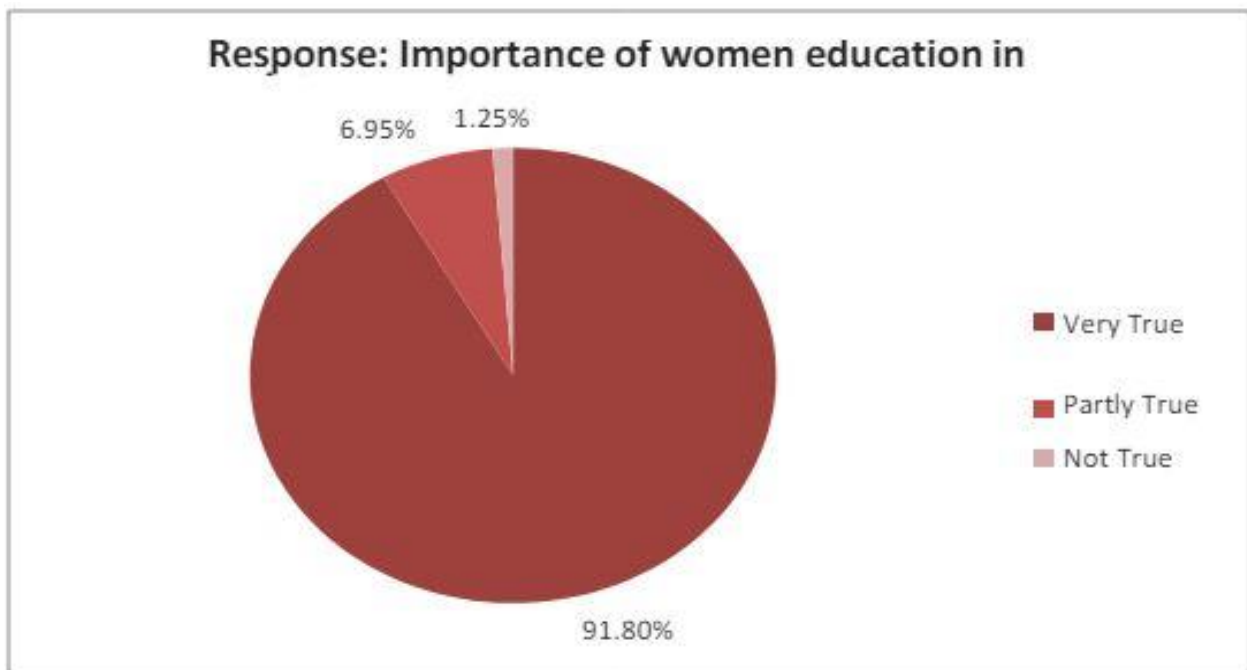


It is found that 54.71% of the respondents think that JAMINI ROY COLLEGE is moving towards a gender equal campus.

➤ Assessment regarding importance of women education in society

Based on the answers to question no. 3, the responses were as follows:

Quite predictably, 91.8% of the respondents agree that women education is important for society. However, 4 male students think it is not true, and 20 male and even 2 female students think that it is only partially true!



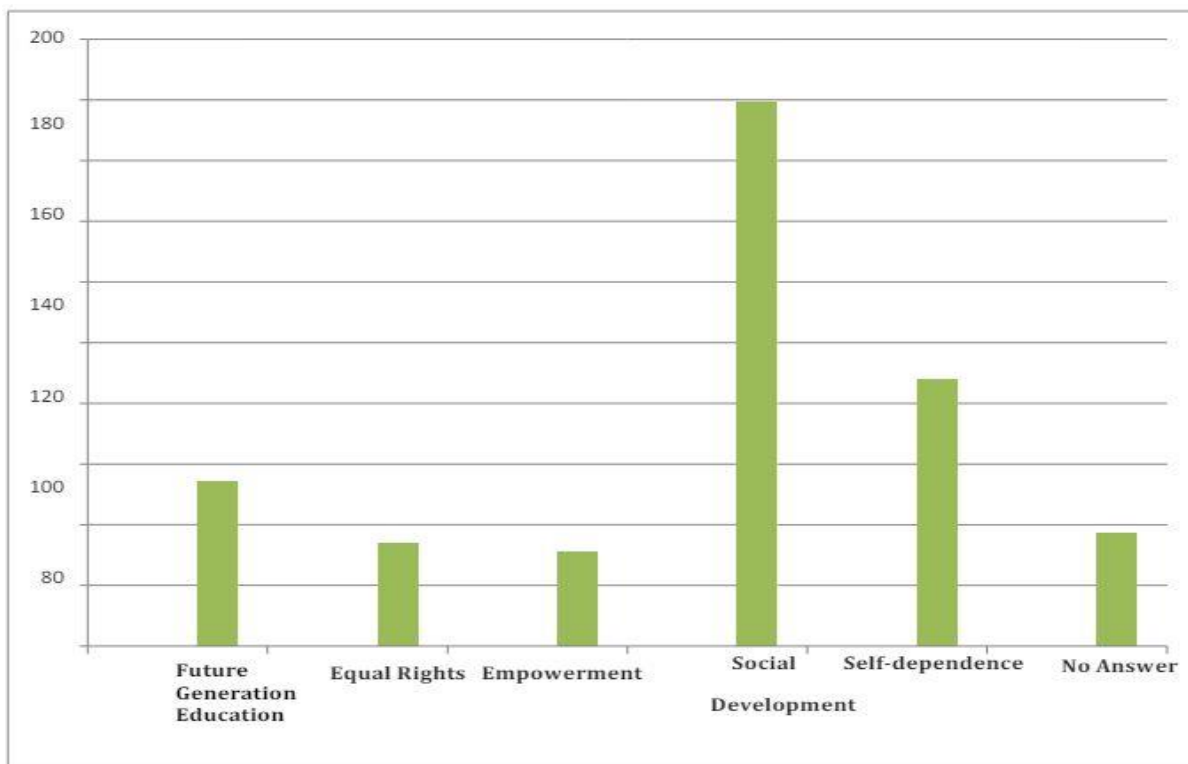
➤ **Assessment regarding whether girls should get higher education**

Based on the answers to question no. 7, the responses were as follows:

99.05% of the respondents agree that girls should get higher education, while there are 3 male students who are unsure!

➤ **Assessment regarding what benefit they think girls may get by acquiring higher education**

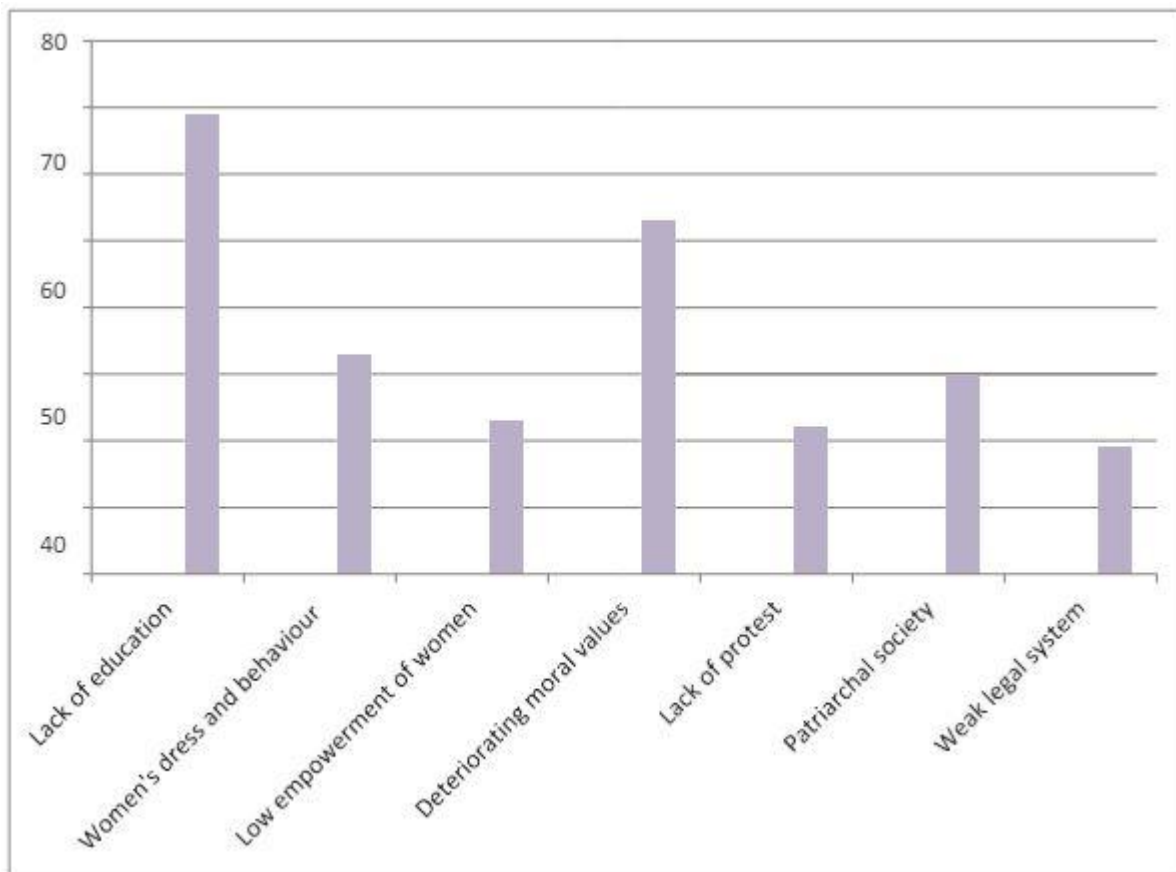
Based on the answers to question no. 8, the responses were broadly classified into five benefits as shown below:



The findings are quite interesting since the students show considerable rationality and pragmatism while elaborating on their answers to question 8. Their answers are often overlapping in the sense that while pointing out the benefit, they have addressed more than one benefit. The highest numbers of students think that education obtained by girls may lead to ‘social development’. The next most popular response is ‘self-dependence’, which implies that they realize that girls’ education paves the way for their job opportunities and financial independence. The lowest numbers of students opt for ‘empowerment’ followed by ‘equal rights’. It is true that education alone may not always lead to empowerment and equal rights.

➤ **Assessment regarding their view on the reasons for increasing atrocities against women**

Based on the answers to question no. 10, the responses were broadly classified into five benefits as shown below:



Among the significant reasons behind increasing atrocities against women identified by the respondents, lack of education feature as the most important, followed by deteriorating moral values. A considerable number of students (13.2%) blame the girls themselves for violence against them.

Concluding Remarks

The Gender Audit in JAMINI ROY COLLEGE reflects the existence of gender difference within the campus. The gender difference is the widest in case of non-teaching staff in the college, while in cases of students and teachers in substantive posts, the gender difference is low. However, in case of part-time teachers, the number of female teachers exceeds the number of male teachers. There is considerable lack of gender balance in representation in decision-making bodies of the students as well as the college. The sample survey among the students reveal that although most of the students are aware and sensitive to gender issues in the society, a considerable number of them are oblivious and ignorant of the problems and their causes.

Recommendations for making JAMINI ROY COLLEGE more gender balanced

- ✚ The college should strive to appoint more women as non-teaching staff.
- ✚ There should be reservation for girls in the election of class representatives for formation of the Students' Union.
- ✚ The college should hasten up the starting of Women Study Centre to facilitate research in gender studies.
- ✚ The college should organize more awareness programmes and include value education along with the curriculum.
- ✚ The college should conduct the gender audit after every two years to keep a track on the trend of gender balance in the campus.