



GOVERNMENT OF WEST BENGAL

BARASAT GOVERNMENT COLLEGE

OFFICE OF THE PRINCIPAL



NAAC ACCREDITED 'A' GRADE, DST-FIST SPONSORED & ISO 9001:2015, 14001:2015, 50001:2018 CERTIFIED COLLEGE

10, K.N.C. Road, Barasat, Kolkata - 700124, West Bengal, India

Phone: (033) 2552 3365, Fax: (033) 2562 5053, Website: www.bgc.ac.in, E-Mail: principal@bgc.ac.in

Gender Audit Report (2018-2023)

INTRODUCTION:

The history of the inception of Barasat Government College as an institute of higher education aimed at catering to the needs of the huge influx of the migrant population rendered destitute by the partition of India has naturally placed upon it a rich legacy of social responsibility which it still endeavours to carry forward with utmost dedication and integrity. This dedication to bringing the light of education to the underprivileged and marginalized sections of society obviously necessitates a special focus on nurturing a social and cultural atmosphere in the college which is conducive to the women students, particularly those from marginalized and minority communities. Moreover, since the colonial times Barasat has had a glorious history of remaining at the forefront of women's education and it was here that the first private school for girls in Bengal was established in 1847. Barasat Government College strives to carry forward this heritage by ensuring that the women students who join the college do not have to drop out for lack of a safe environment and necessary amenities. The college not only provides facilities like women's toilets, common rooms and sanitary pad vending machines, but also has an active Internal Complaints Committee and Gender Sensitization Committee to create awareness about and prevent gender based discrimination and harassment. The steps that have been taken by the college in this regard appear to have been largely successful as testified by the large number of women students who not only enroll, but graduate successfully from the college every year. In fact, women constitute the majority of the students making up almost 58% of the student population. Though these figures reflect positively on the image of the college, the college authorities do not believe in letting this lead to self-congratulation and complacency. Thus, in order to get a more comprehensive picture of what the various stakeholders of the college feel and believe about issues pertaining to gender equality and women's empowerment, as well as their perception of the various initiatives undertaken by the college in ensuring an equal and safe environment for its women members and those belonging to the gender/sexual minority, this Gender Audit has been conducted among the students and employees of the college.

GENDER POLICY OF THE COLLEGE:

Gender equality is still a project in progress and as long as it is not entirely achieved gender based discrimination and harassment will continue. Hence the college drew up an anti-harassment policy to ensure equal rights for all women staff and students of the college.

1. It is the duty of the authority to ensure full security and justice within the campus.
2. No sexual harassment will be tolerated in the college campus.
3. Any complaint of harassment lodged by the students or any teacher shall be dealt with promptly and seriously by the Internal Complaints Committee and the perpetrator will be punished according to the provisions of the POSH Act of 2013.
4. All the students and staff will be sensitized about sexual harassment and their role in ensuring a safe environment.
5. The college administration will ensure the presence of all infrastructural facilities necessary for creating a conducive environment for the women students and employees.
6. Gender audits will be conducted from time to time to find out the level of awareness of the students and staff and their perception of the social environment of the campus.



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GENDER AUDIT COMMITTEE: The committee comprises of members of the ICC (Internal Complaints Committee) and Gender Sensitization Committee of Barasat Government College and Swayam, an NGO working for the empowerment and rights of women.

FACILITIES AVAILABLE FOR THE SUPPORT OF WOMEN STUDENTS AND EMPLOYEES:

- The college has several toilets for women students and staff on every floor.
- There is a separate common room for girl students with a sanitary pad vending machine.
- There is adequate lighting and CCTV cameras in the campus as well as security guards to ensure safety.
- An active Internal Complaints Committee constituted according to the guidelines of the POSH Act to prevent sexual harassment and provide justice to the victim in case of any such incident
- An active Gender Sensitization Committee that works in tandem with ICC to organize regular gender sensitization programmes, cultural programmes, competitions among students to raise awareness
- A Psychological Counselling Cell with a dedicated psychologist to provide support to students having problem coping with any difficulty
- Awareness raising posters and wall art across the campus as well as display boards with details of the POSH Act and ICC.

GENDER RATIO AMONG STUDENTS AND EMPLOYEES:

Academic Year	Total Students	Female Students	% Female Students
2018-19	2778	1539	55.4
2019-20	2785	1606	57.7
2020-21	2989	1741	58.2
2021-22	3154	1780	56.4
2022-23	3112	1819	58.5
2023-24	2916	1806	61.9

Academic Year	Total Teachers	Female Teachers	% Female Teachers
2018-19	95	46	48.4
2019-20	100	48	48.0
2020-21	99	47	47.5
2021-22	102	50	49.0
2022-23	104	53	50.9
2023-24	97	48	49.5

Academic Year	Total Non Teaching Staff	Female Non Teaching Staff	% Female Non Teaching Staff
2018-19	24	6	25
2019-20	22	6	27.2
2020-21	20	6	30
2021-22	19	5	26.3
2022-23	22	8	36.3
2023-24	19	8	42.1



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OBJECTIVES OF THE GENDER AUDIT:

1. To understand the beliefs and attitudes of the various stakeholders of the college regarding:
 - gender equality and women's empowerment
 - gender based discrimination and violence
 - awareness of various gender related laws and support available
 - perception of the gender/sexual minority (LGBTQ+ community)
2. To understand the adequacy of the infrastructural facilities available for women in the college
3. To gauge the awareness of the various resources and support systems available for providing a safe harassment-free environment to students and employees
4. To gauge the reach and efficacy of the various programmes and initiatives undertaken by the college in spreading awareness about gender issues.
5. To find out the areas in which more action is necessary

SCOPE OF THE GENDER AUDIT:

The Gender Audit was conducted among all the students, teachers and non-teaching staff of the college among whom 2004 students (age range 17-25) and 112 employees (age range 21-65) responded. Separate, but mostly similar questionnaires were given to the students and employees with questions that were aimed at gauging their

- Perception of gender equality, women's empowerment, gender roles, marginalized sexual and gender identities
- Perception of sexual harassment, violence and discrimination both within the campus and outside
- Perception of the facilities available in the college campus
- Awareness of the support systems and legal recourse available to women both inside and outside the campus

FINDINGS AND ANALYSIS:

Overall, both the surveys conducted among students and employees have yielded mostly positive results with the majority of the respondents showing fairly positive and liberal attitudes towards gender equality and women's empowerment, a fair awareness of the facilities and resources available for the support of women and a largely positive perception of the safety of the campus. The detailed analysis of the responses in the form of pie charts has been provided below:



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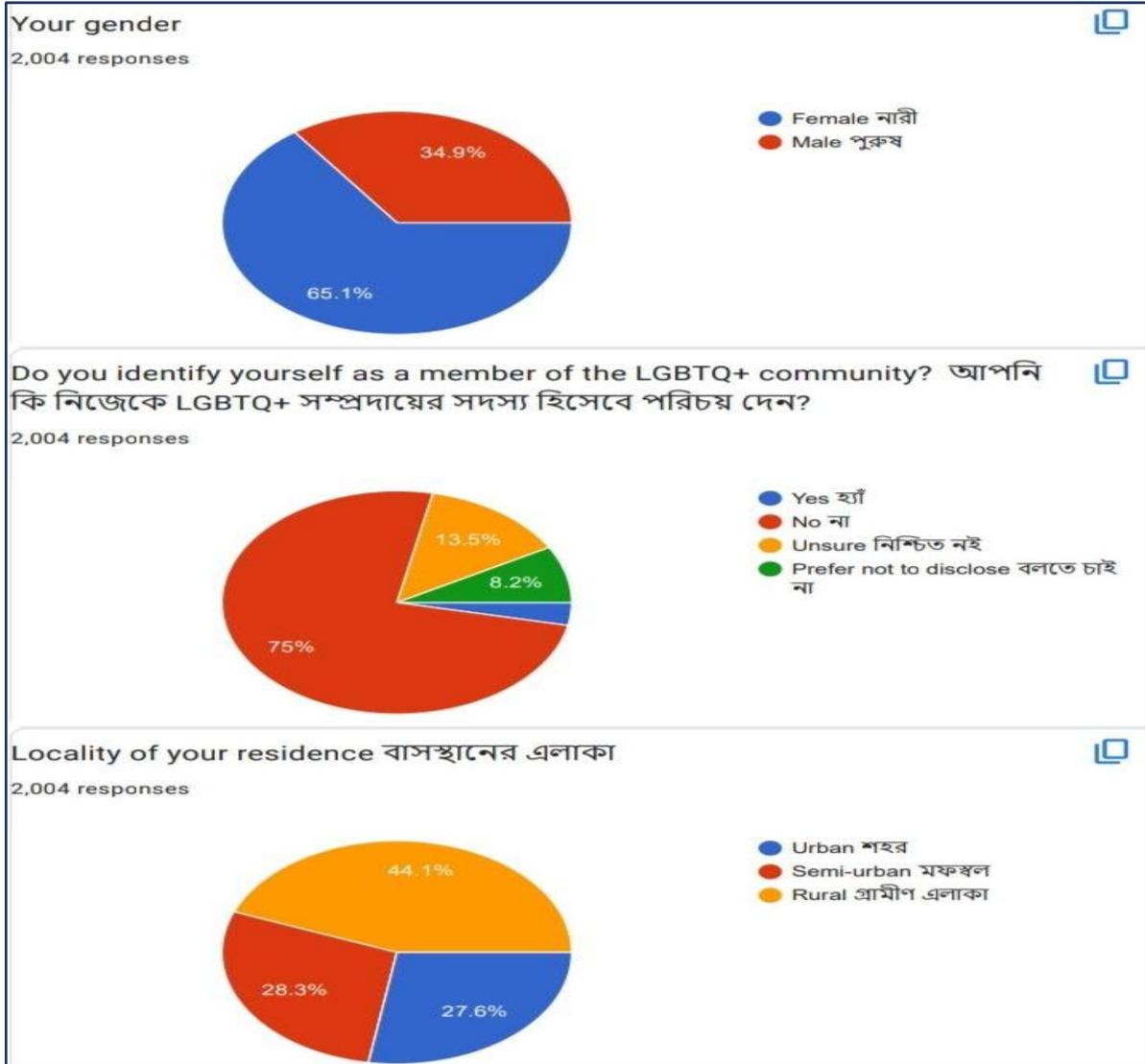
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A) Students' Responses

- Questions on Gender and Sexual Identity, Social and Educational Background of the Respondent

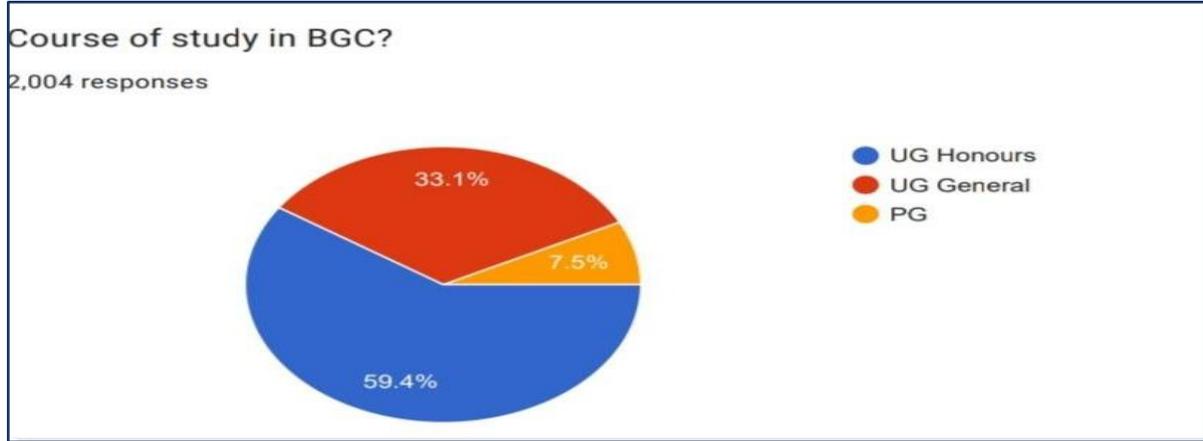




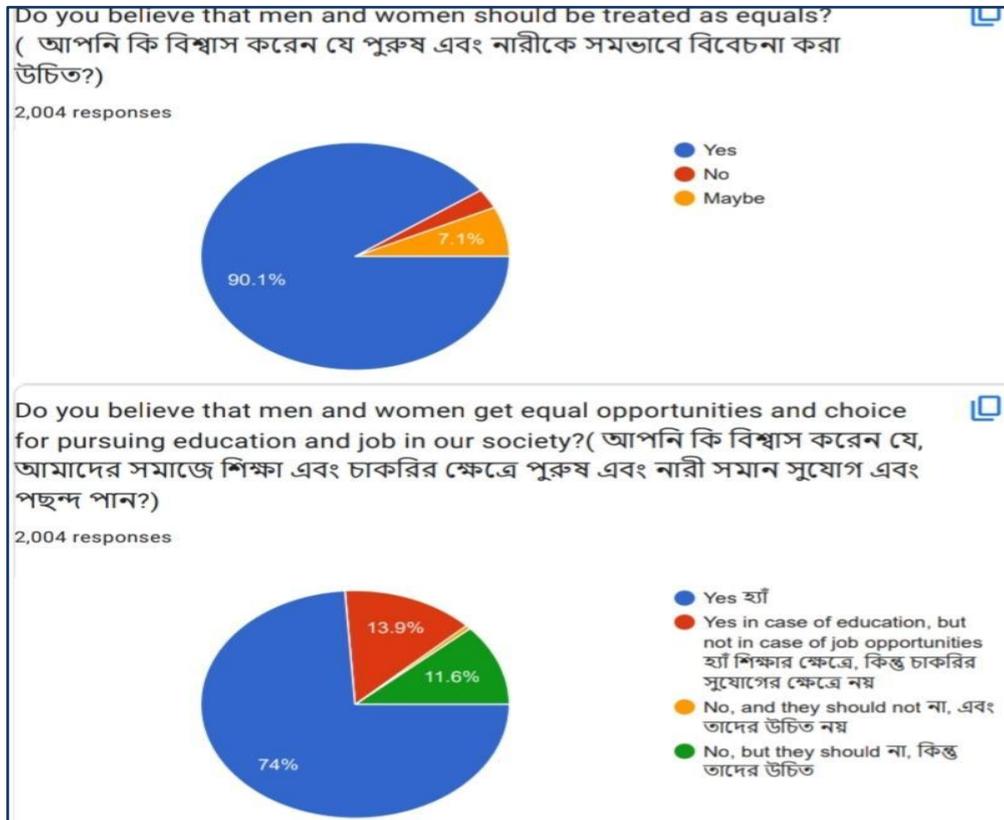
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- Questions on the Perception of and Attitude Towards Gender Equality, Discrimination, Women's Empowerment





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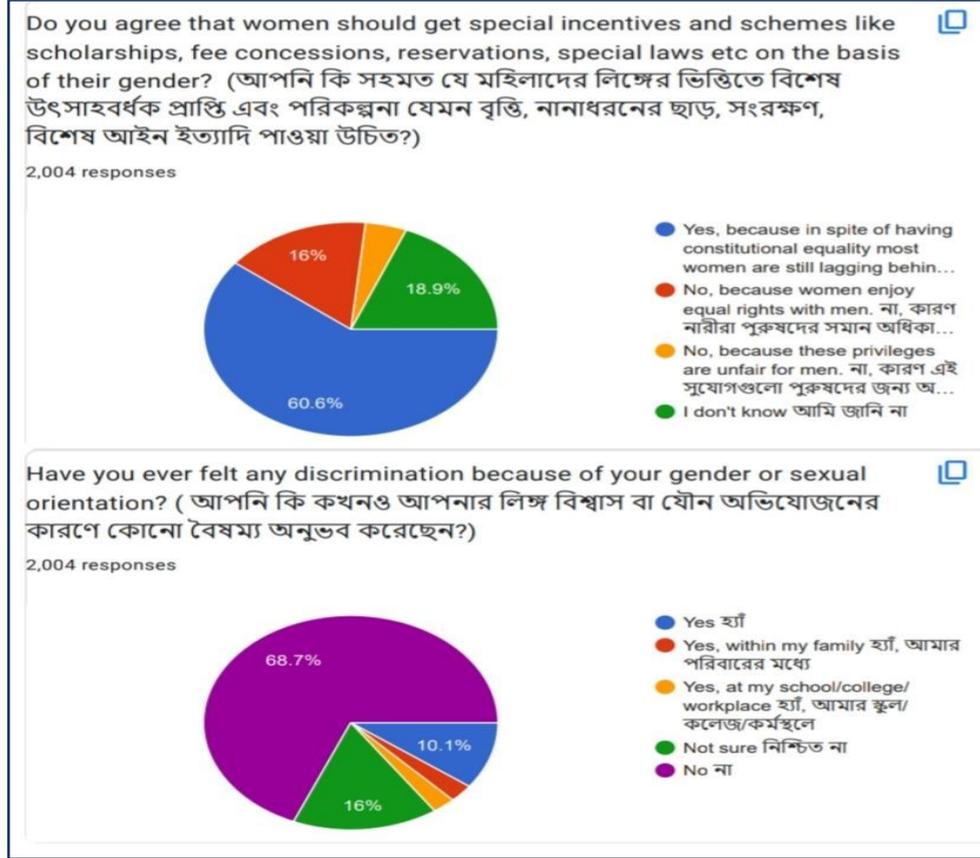
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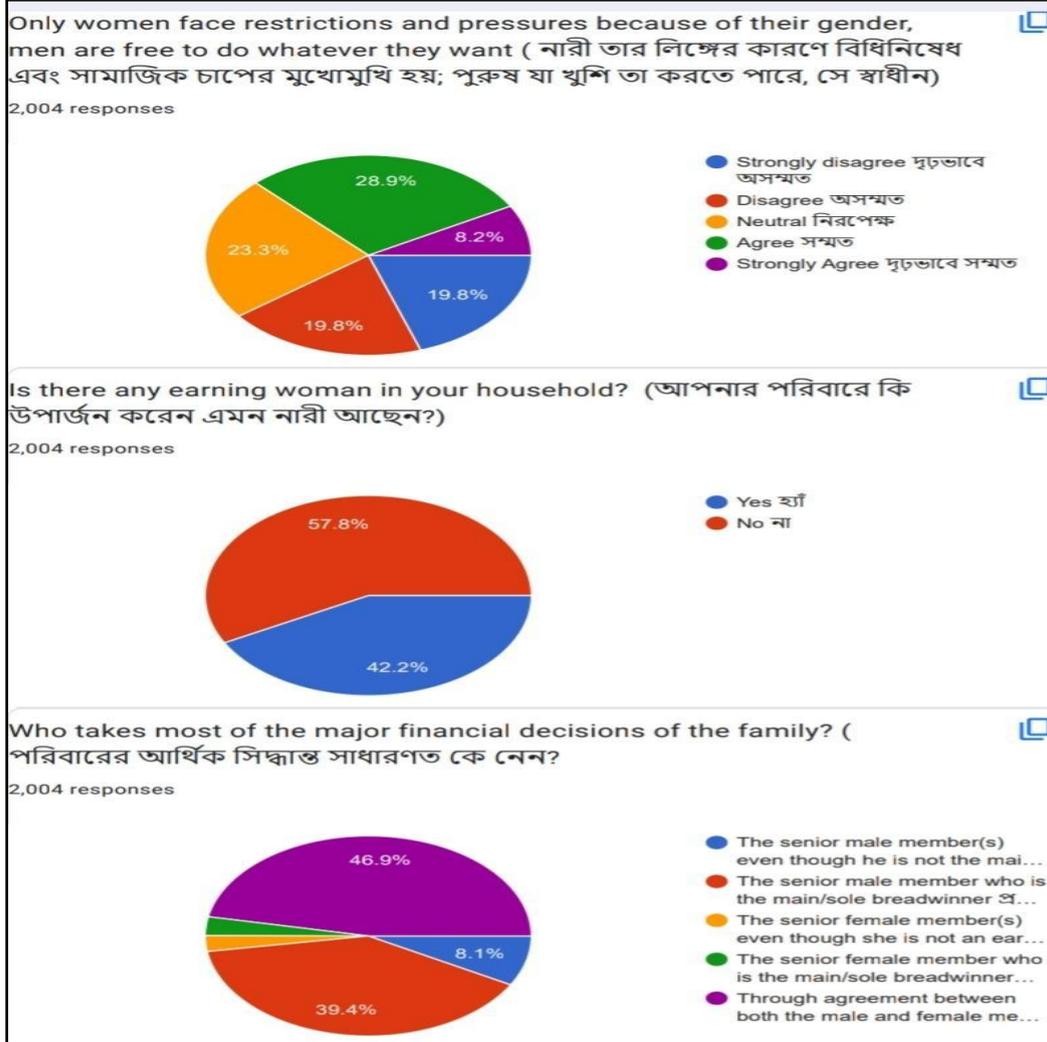
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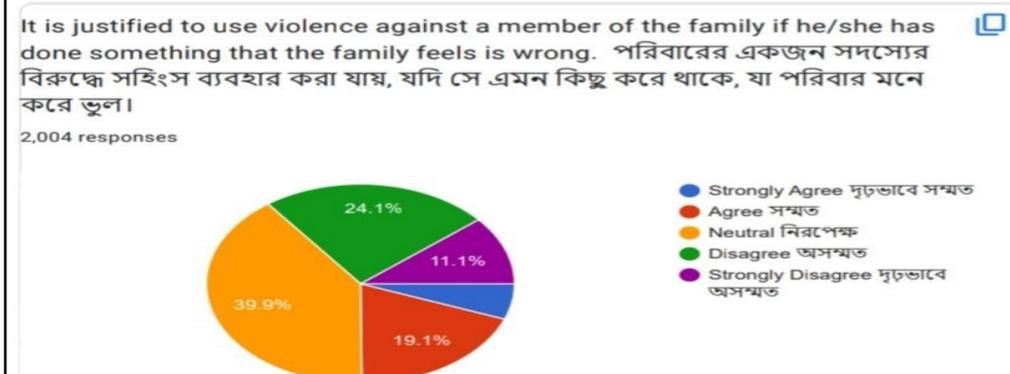
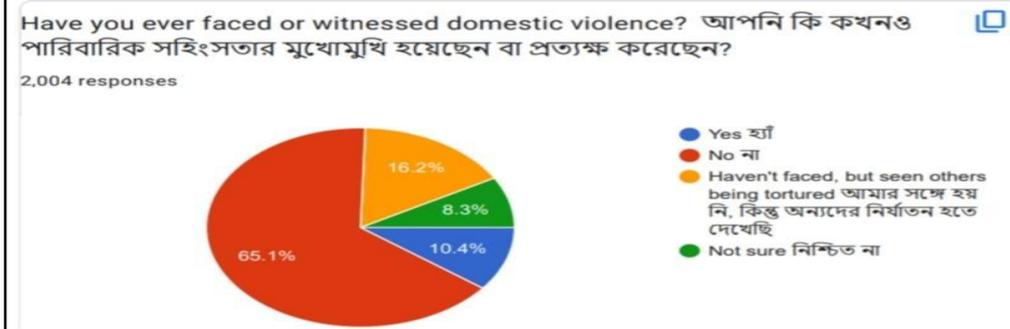
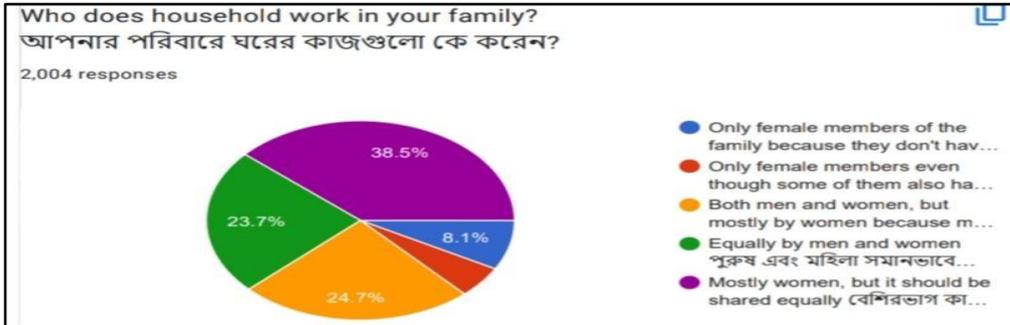
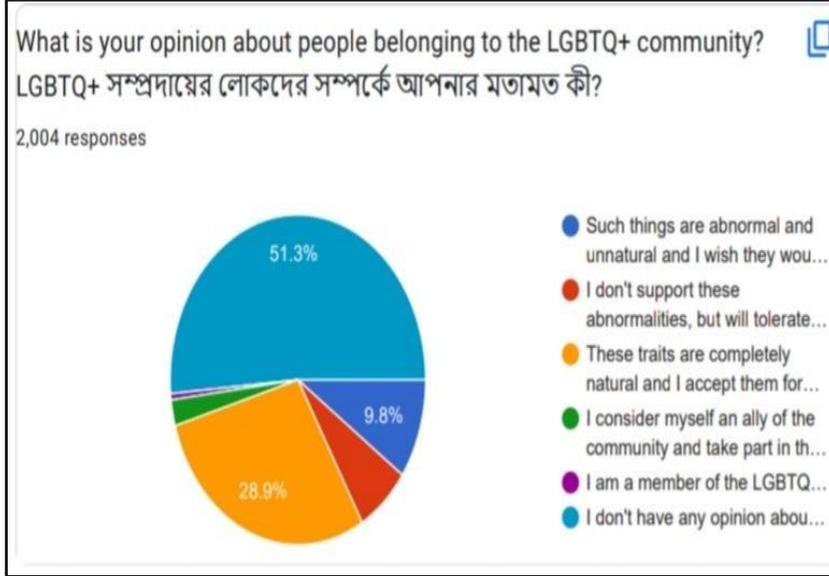




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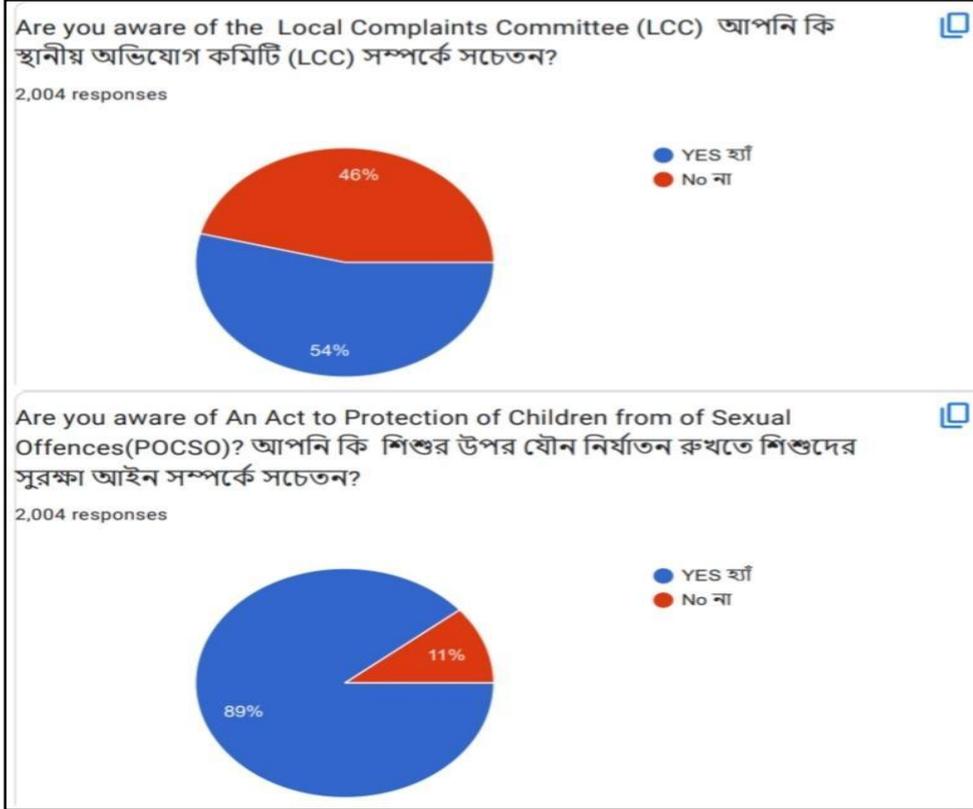
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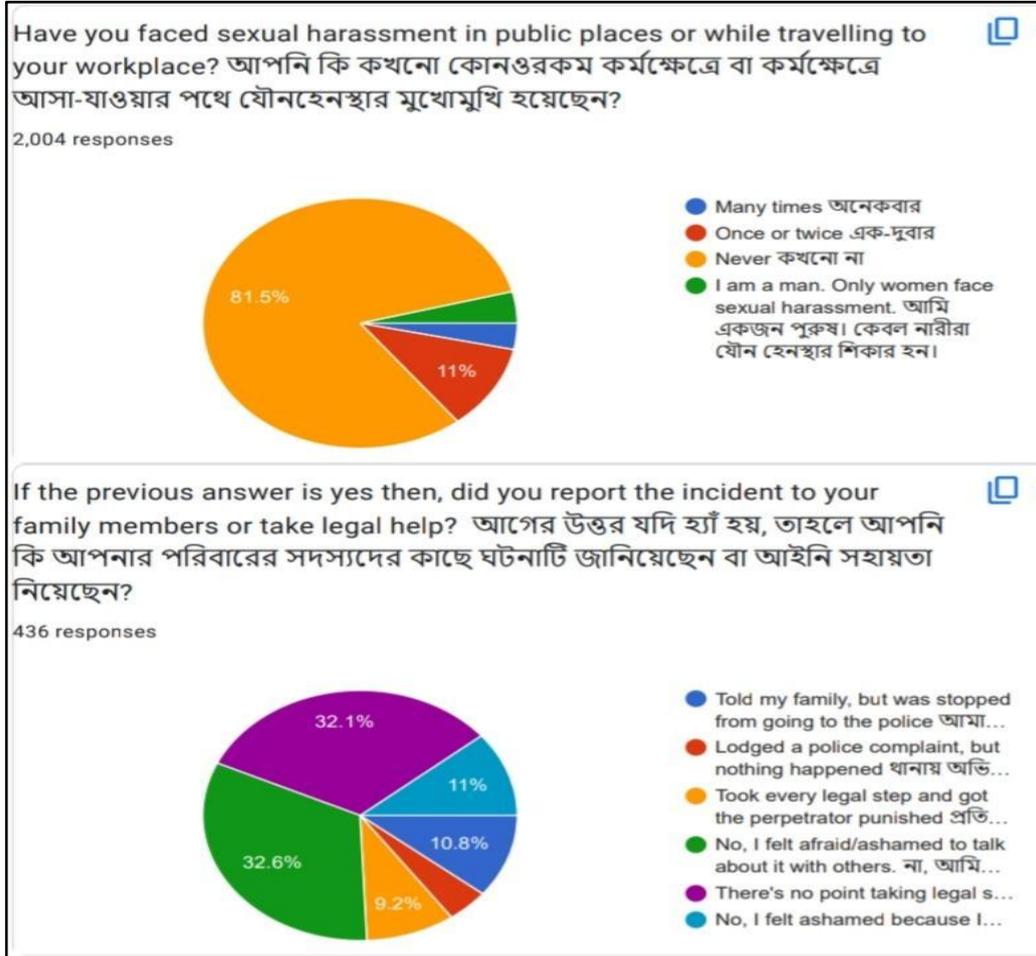
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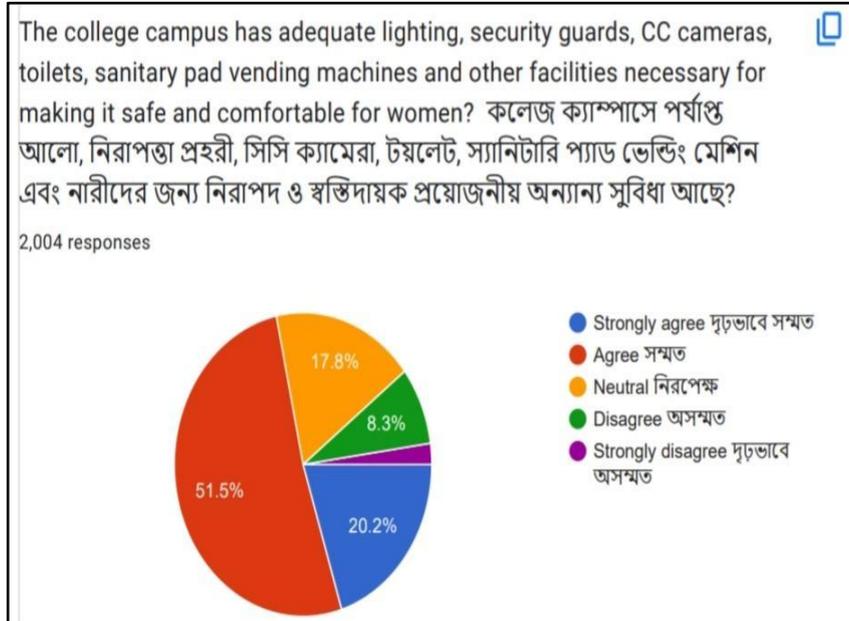
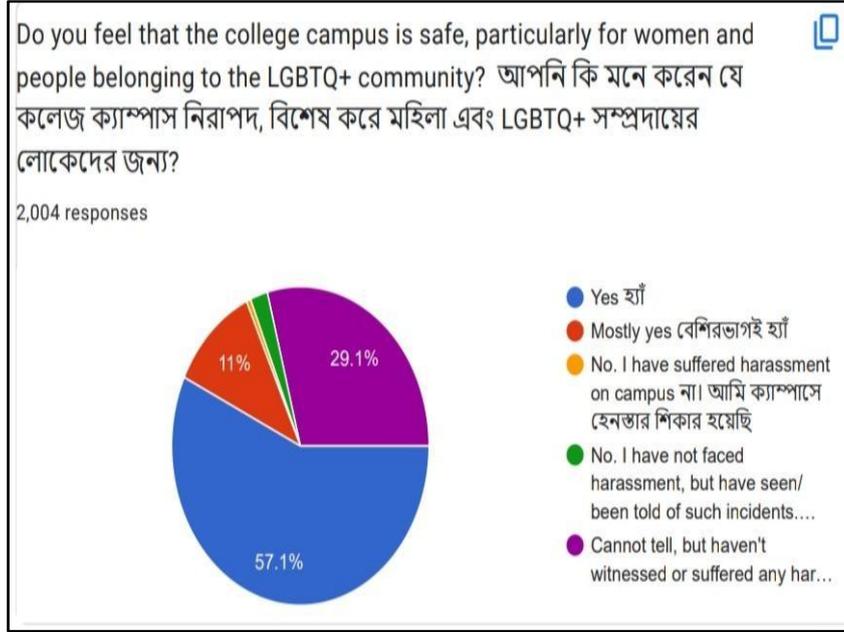
As the above charts display, an overwhelming majority of students believes in the need for gender equality and a large percentage feels that women nowadays enjoy equal opportunities as men in education and jobs, but still need support and incentive schemes. These liberal and positive beliefs and opinions of the students reflect the success of the college in inculcating progressive attitudes among the students. However, when it comes to sharing of household work and financial decisions men still enjoy advantages though almost half of the respondents believe that these duties and decisions should be equally shared by men and women, which is definitely a positive sign. When it comes to experiencing domestic violence and sexual harassment outside college, most of the respondents claim to have never experienced these though the percentage of respondents who chose a neutral stance regarding the rightness of using domestic violence under specific circumstances is a bit disturbing and this needs to be addressed. The shame felt by victims of harassment and their consequent silence, and the mistrust of the administration in providing justice also need to be addressed. However, the awareness of legal recourse available to them is satisfactory. When it comes to the perception of the LGBTQ+ community the majority of the students seems to have no clear opinion, though the low percentage of those with a clearly negative attitude to the community is somewhat promising.



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• Questions on the Perception of the Infrastructural Facilities of the College and Campus Safety





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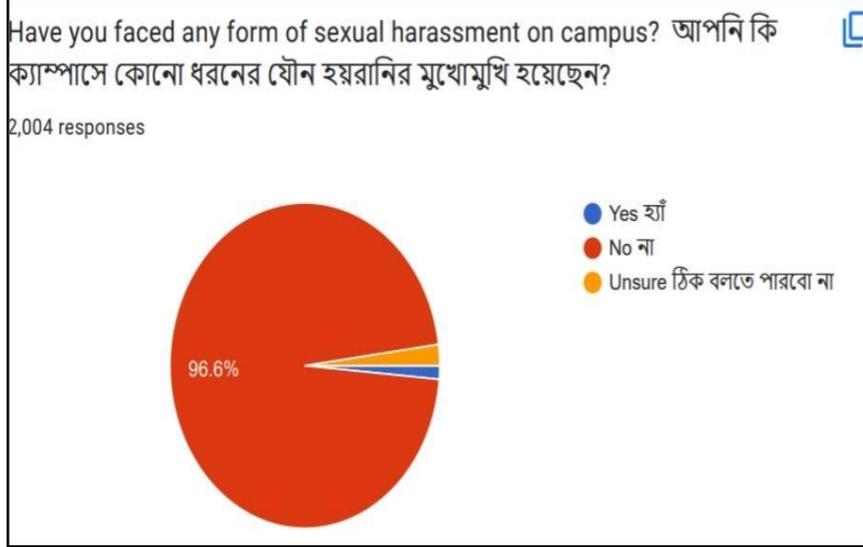
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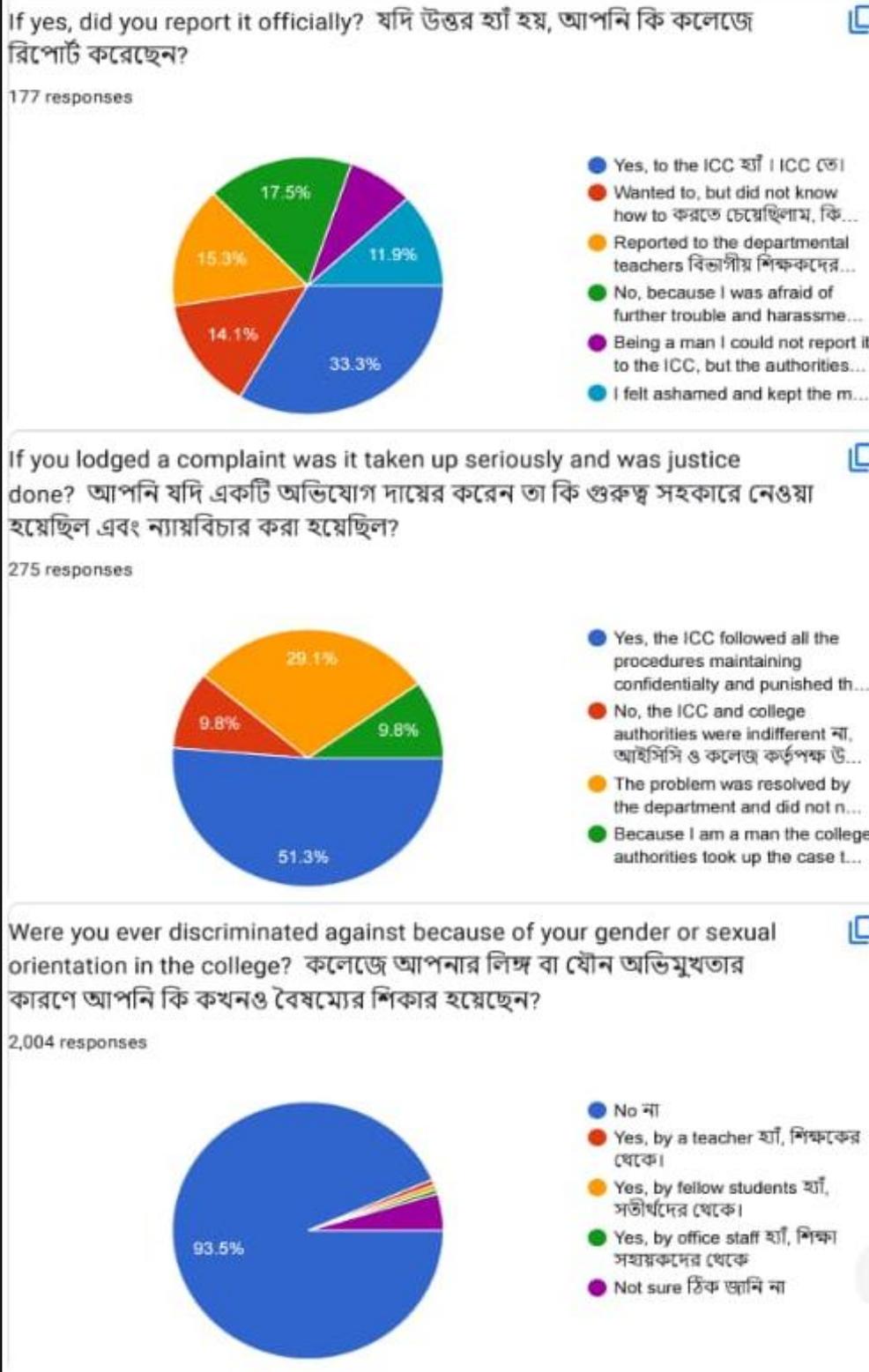




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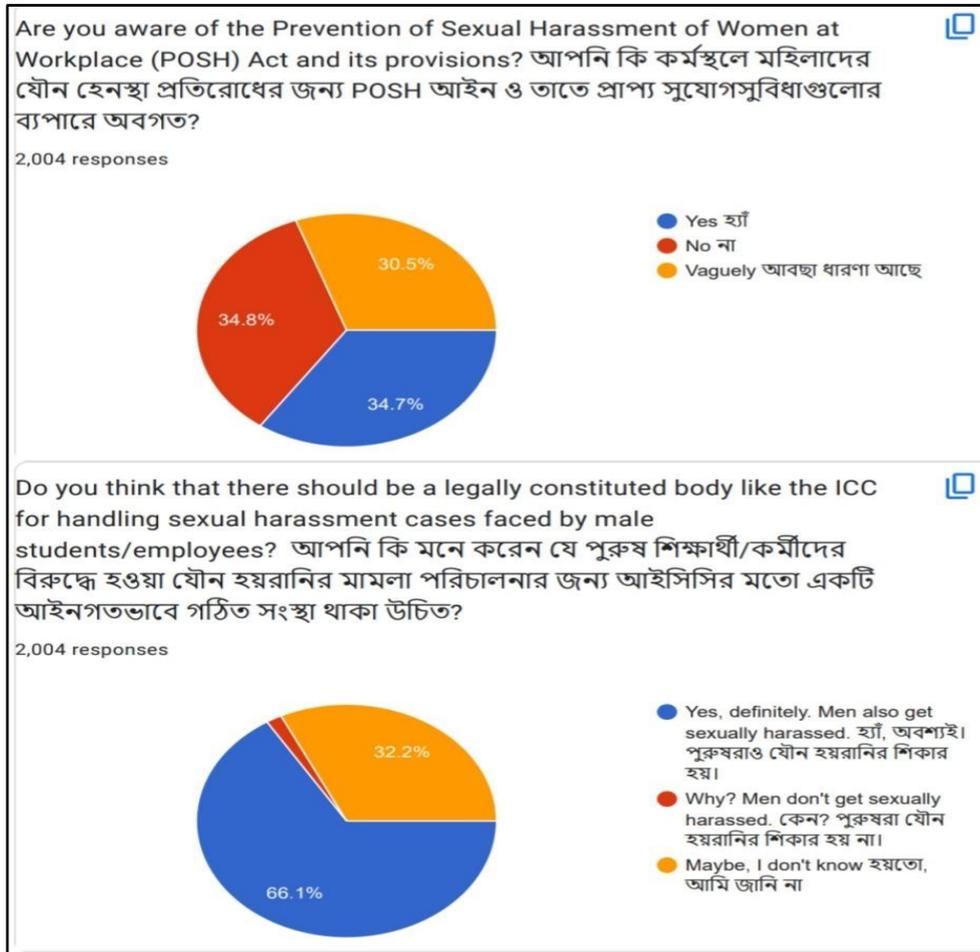


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It is a highly positive sign that more than 85 percent of the students feel that the campus is very safe or mostly safe and more than 96 percent have never experienced any harassment or discrimination on campus. Of those who faced harassment, a few did not know where to report which shows that the awareness about ICC has not reached all the students. However, of those who complained, more than 90 percent agree that their complaint was taken seriously and justice was delivered. These figures show an overwhelmingly positive perception of the safety of the campus and the seriousness and care with which the college takes up matters of harassment.

• Questions on Awareness about ICC and Other Support Systems





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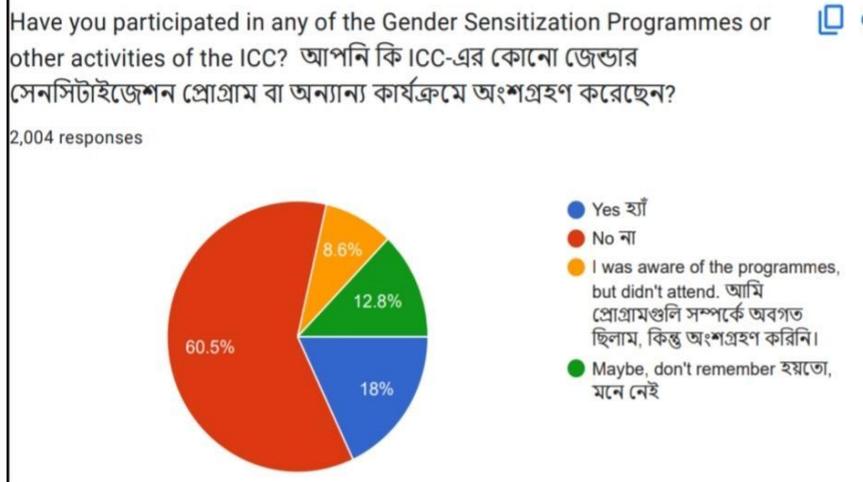
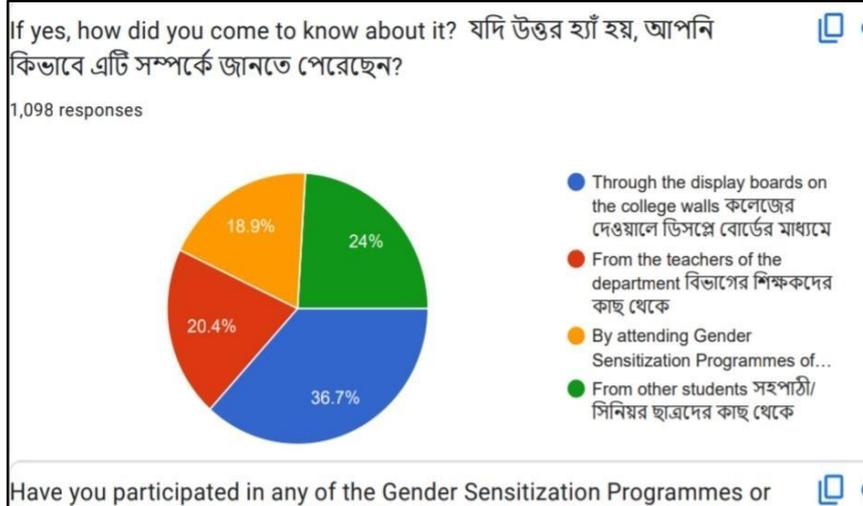
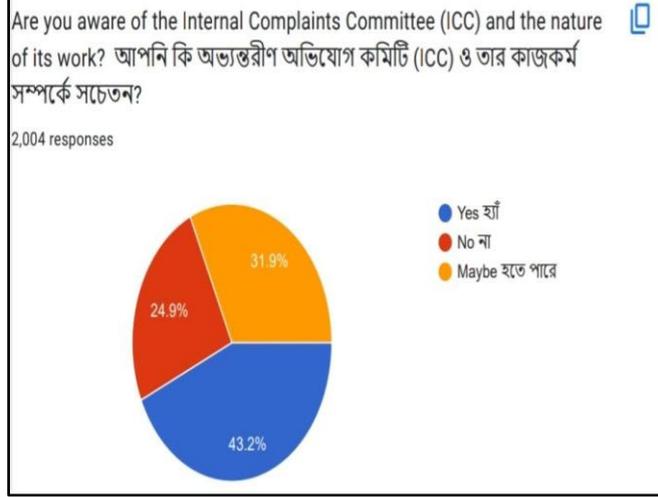
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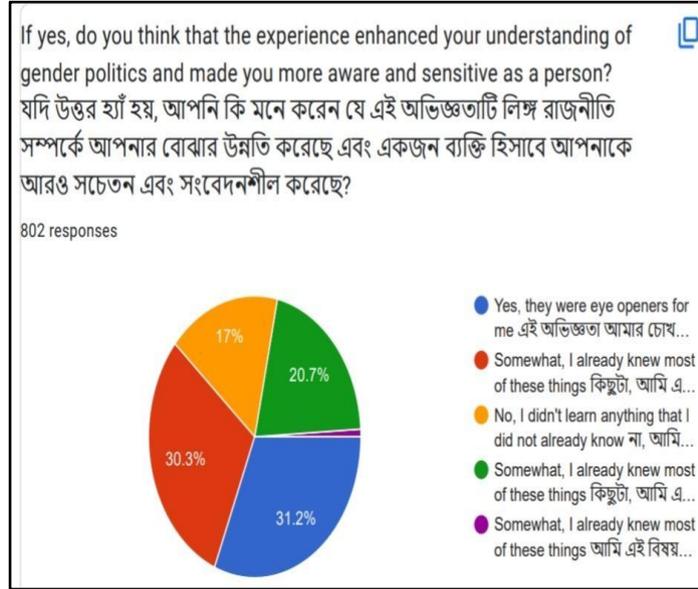
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Despite regular awareness programmes conducted by the ICC and Gender Sensitization Committees a quarter of the respondents still remains unaware of the ICC and this needs to be addressed. Similarly the participation of students in the gender sensitization programmes has to be increased as almost half of the respondents claim to have never attended them. However, those who have attended these programmes have responded quite positively to them and claim that they have enhanced their perception of gender issues.



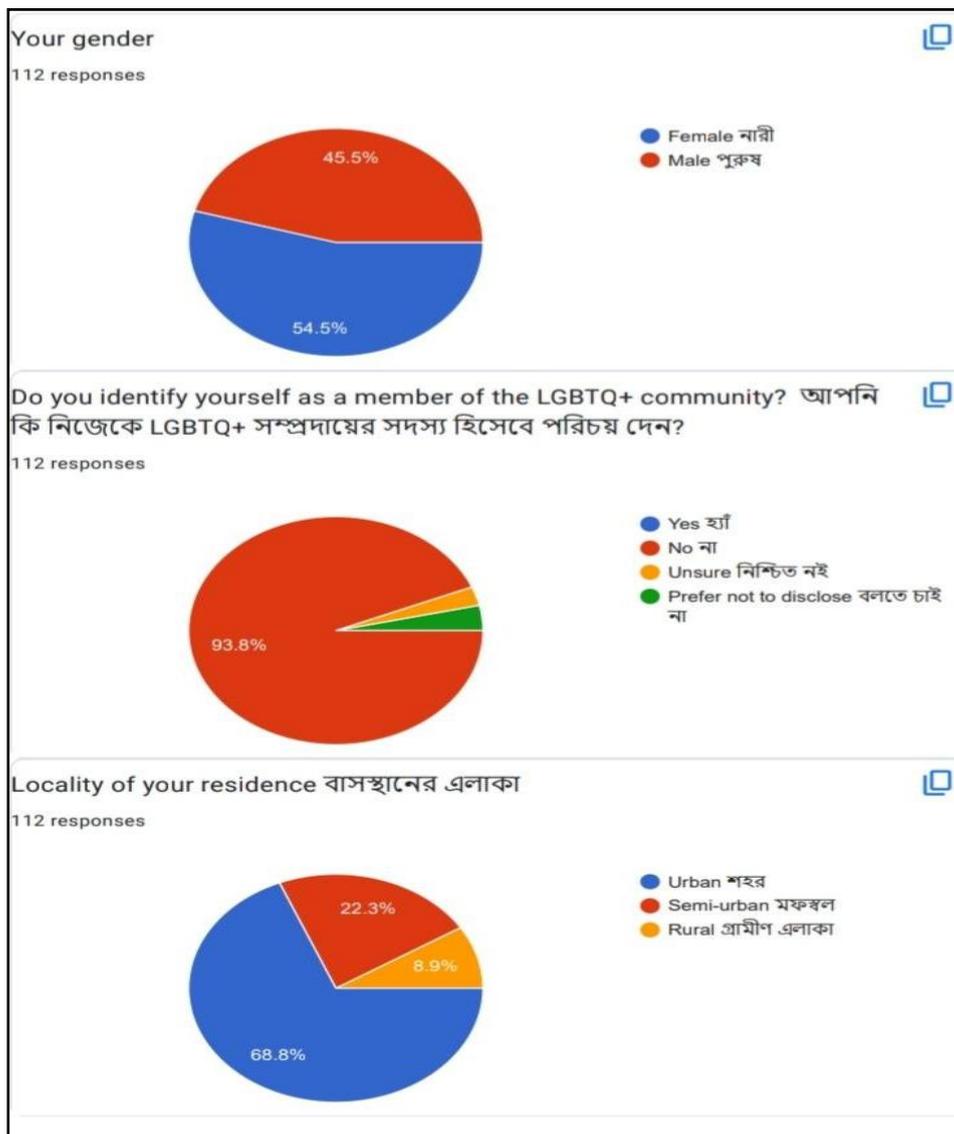
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B) Responses of Employees

- Questions on Gender and Sexual Identity, Social, Educational and Professional Background of the Respondent





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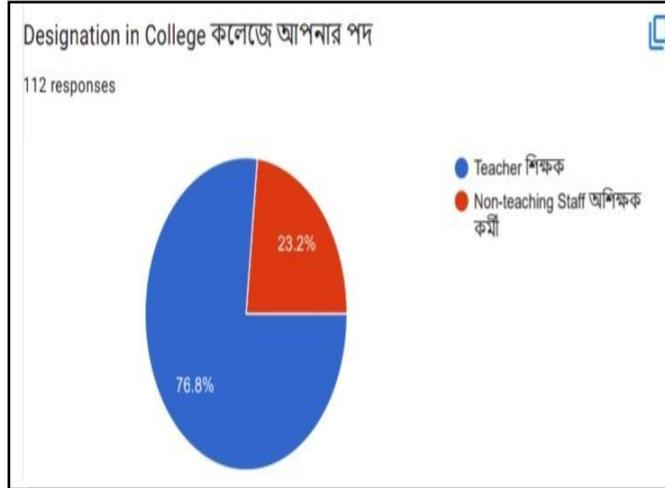
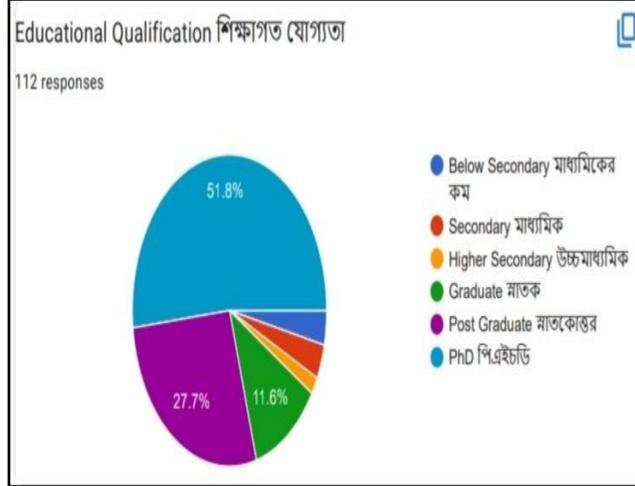
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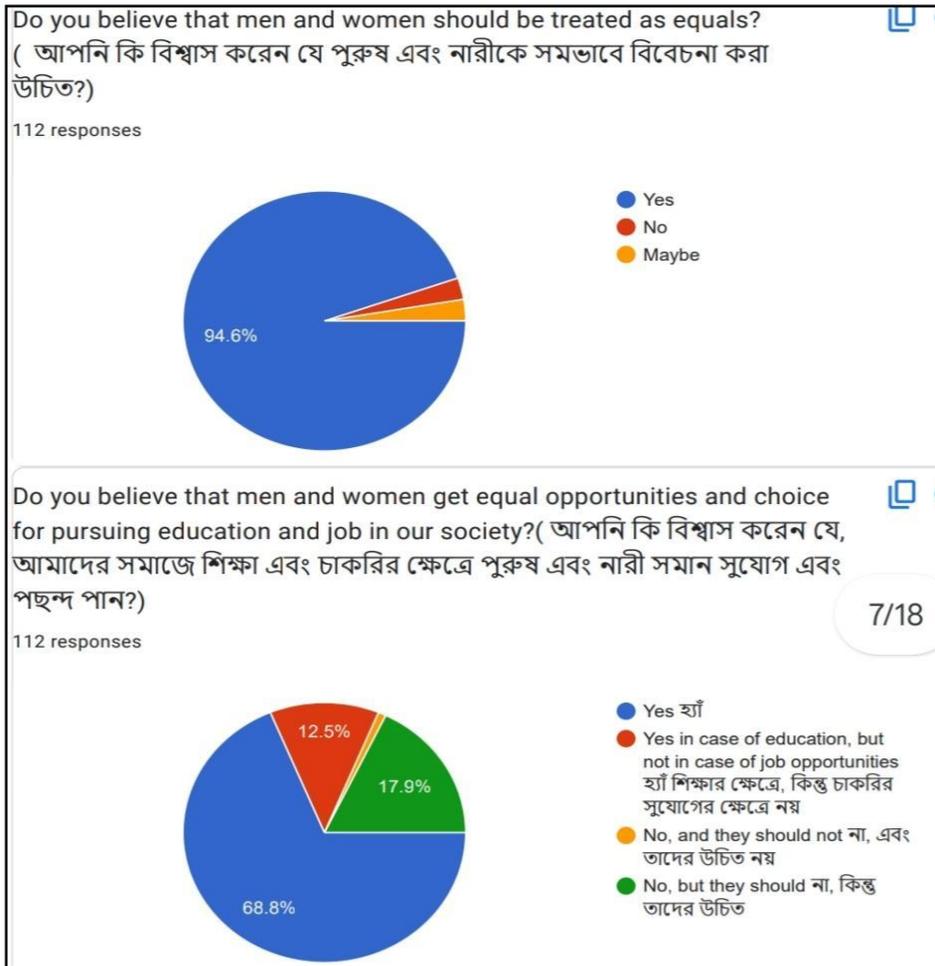




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• Questions on the Perception of and Attitude Towards Gender Equality, Discrimination, Women's Empowerment



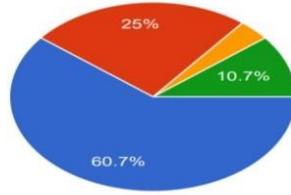


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Do you agree that women should get special incentives and schemes like scholarships, fee concessions, reservations, special laws etc on the basis of their gender? (আপনি কি সহমত যে মহিলাদের লিঙ্গের ভিত্তিতে বিশেষ উৎসাহবর্ধক প্রাপ্তি এবং পরিকল্পনা যেমন বৃত্তি, নানাধরনের ছাড়, সংরক্ষণ, বিশেষ আইন ইত্যাদি পাওয়া উচিত?)

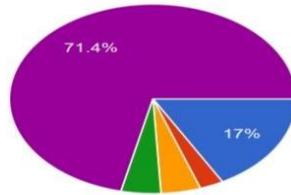
112 responses



- Yes, because in spite of having constitutional equality most women are still lagging behind...
- No, because women enjoy equal rights with men. না, কারণ নারীরা পুরুষদের সমান অধিকা...
- No, because these privileges are unfair for men. না, কারণ এই সুযোগগুলো পুরুষদের জন্য অ...
- I don't know আমি জানি না

Have you ever felt any discrimination because of your gender or sexual orientation? (আপনি কি কখনও আপনার লিঙ্গ বিশ্বাস বা যৌন অভিযোজনের কারণে কোনো বৈষম্য অনুভব করেছেন?)

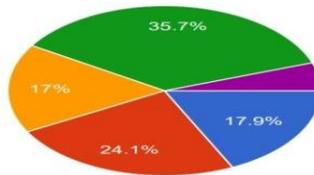
112 responses



- Yes হ্যাঁ
- Yes, within my family হ্যাঁ, আমার পরিবারের মধ্যে
- Yes, at my school/college/workplace হ্যাঁ, আমার স্কুল/কলেজ/কর্মস্থলে
- Not sure নিশ্চিত না
- No না

Only women face restrictions and pressures because of their gender, men are free to do whatever they want (নারী তার লিঙ্গের কারণে বিধিনিষেধ এবং সামাজিক চাপের মুখোমুখি হয়; পুরুষ যা খুশি তা করতে পারে, সে স্বাধীন)

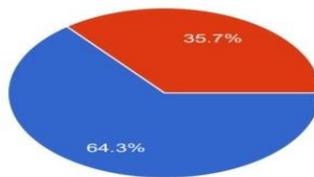
112 responses



- Strongly disagree দৃঢ়ভাবে অসম্মত
- Disagree অসম্মত
- Neutral নিরপেক্ষ
- Agree সম্মত
- Strongly Agree দৃঢ়ভাবে সম্মত

Is there any earning woman in your household? (আপনার পরিবারে কি উপার্জন করেন এমন নারী আছেন?)

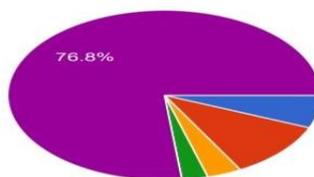
112 responses



- Yes হ্যাঁ
- No না

Who takes most of the major financial decisions of the family? (পরিবারের আর্থিক সিদ্ধান্ত সাধারণত কে নেন?)

112 responses



- The senior male member(s) even though he is not the main/sole breadwinner প্র...
- The senior male member who is the main/sole breadwinner প্র...
- The senior female member(s) even though she is not an ear...
- The senior female member who is the main/sole breadwinner...
- Through agreement between both the male and female me...



GOVERNMENT OF WEST BENGAL

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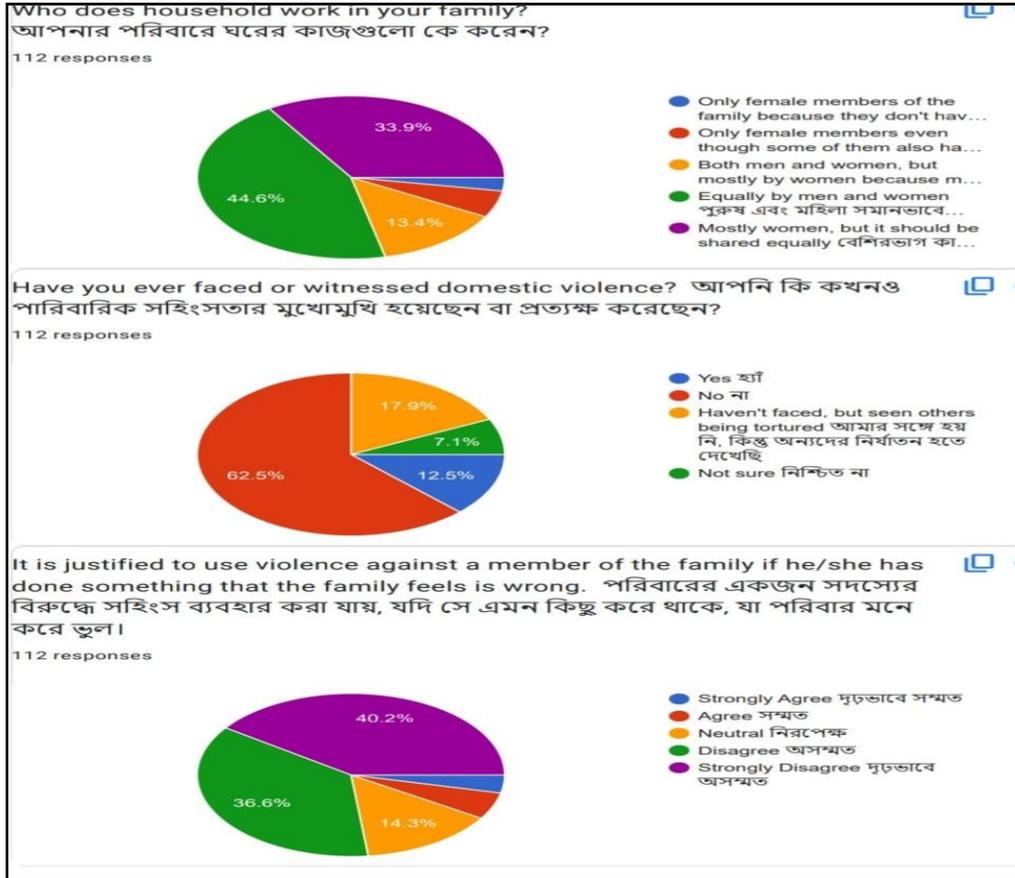
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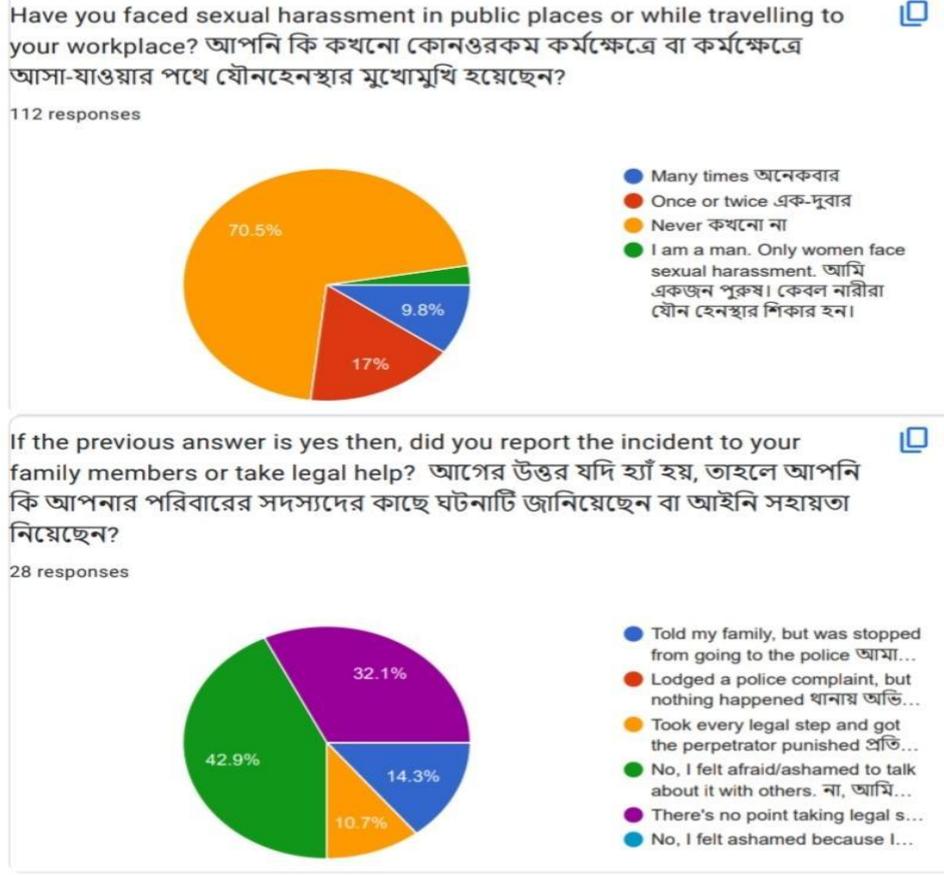
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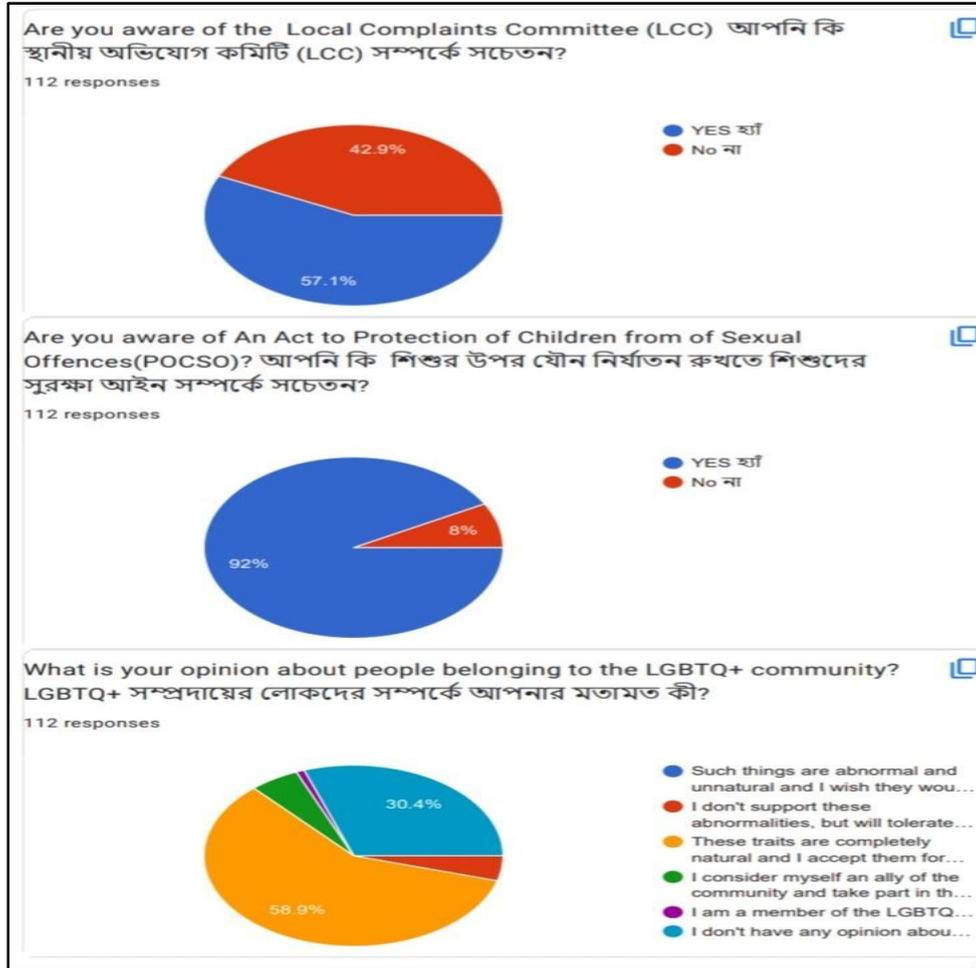
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As in the case of the students, an overwhelming majority of the respondents believes in gender equality and perceives that women enjoy more or less equal rights with men in education and job but they still support positive discriminatory measures for women's empowerment. However, when it comes to the questions of household chores and managing finance these responses show relatively more equitable division of labour and financial decision making which is possibly owing to the better educational and cultural background of the respondents. Similarly the attitude towards domestic violence and sexual harassment is better informed, though they show the same apathy towards reporting sexual harassment incidents. The legal awareness and positive attitude towards LGBTQ+ people are also really high.



GOVERNMENT OF WEST BENGAL

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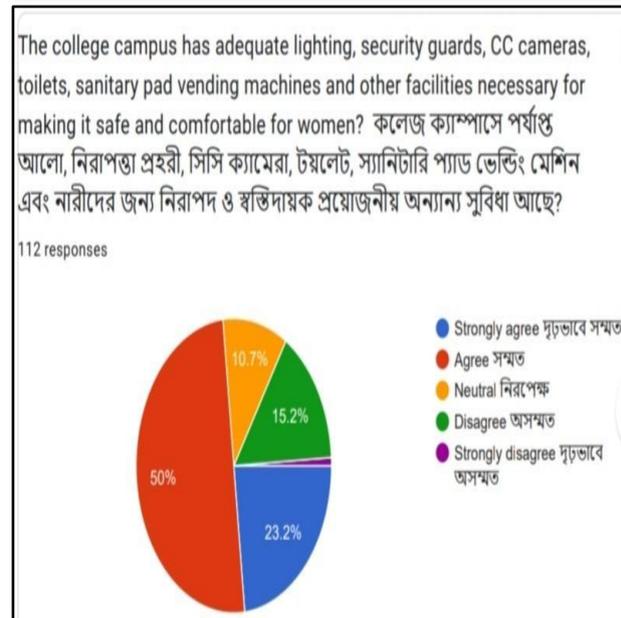
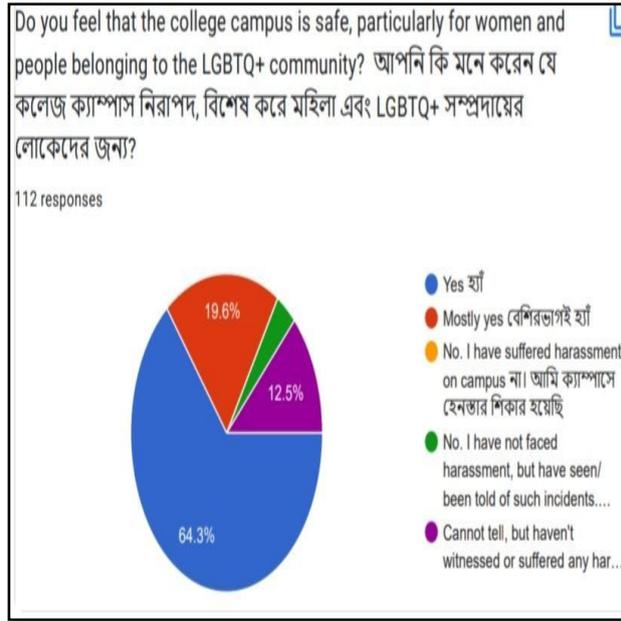


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• Questions on the Perception of the Infrastructural Facilities of the College and Campus Safety





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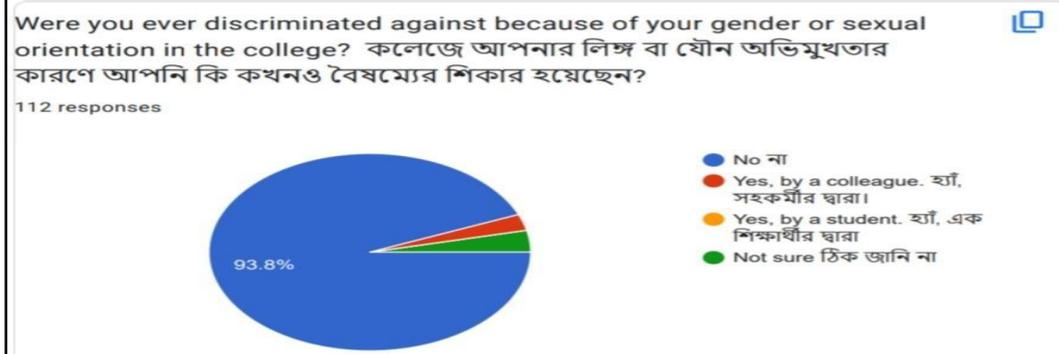
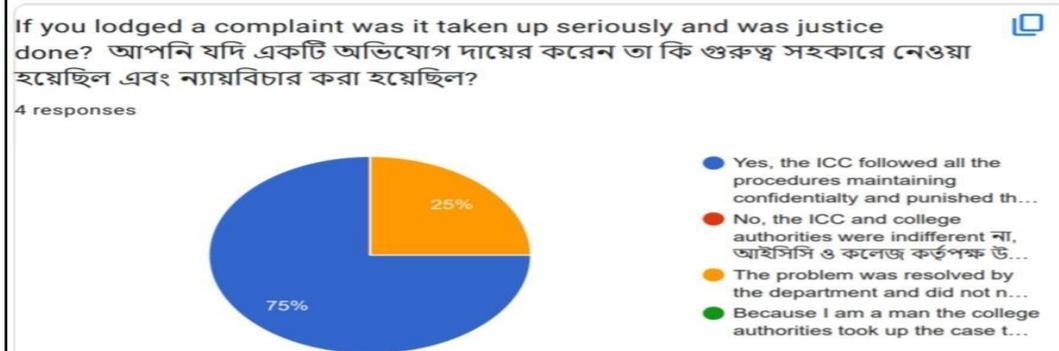
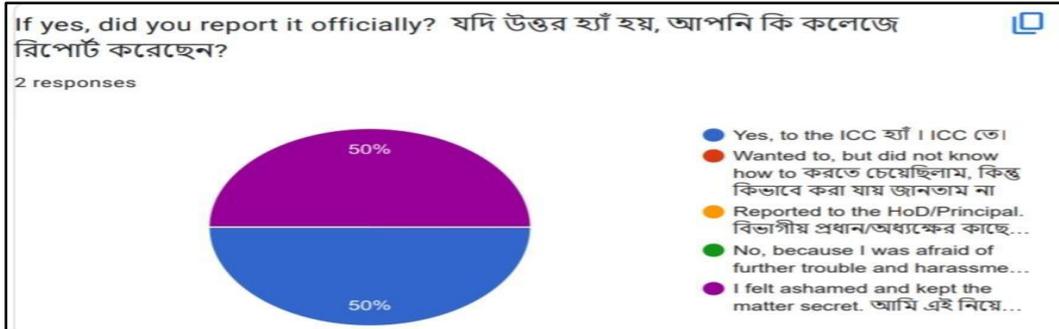
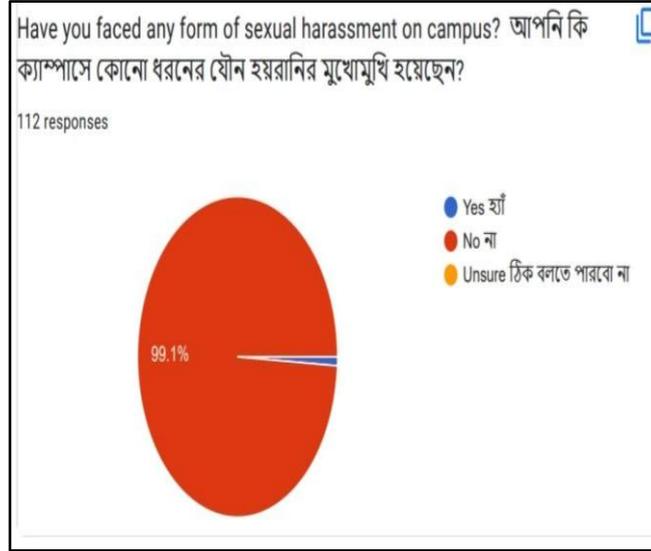
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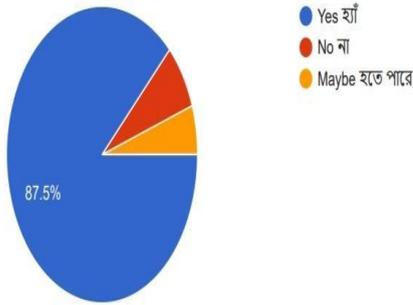
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Like in the case of the students, more than 80 percent of the employees feel that the campus is safe and has adequate facilities. More than 99 percent have not experienced sexual harassment and the few persons who lodged complaints were satisfied with the measures taken.

• Questions on Awareness about ICC and Other Support Systems

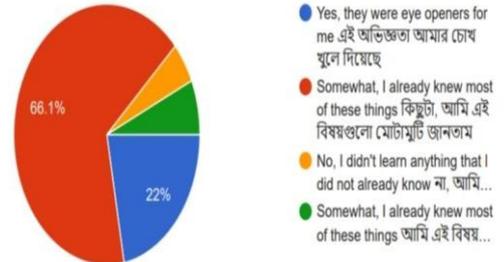
Are you aware of the Internal Complaints Committee (ICC) and the nature of its work? আপনি কি অভ্যন্তরীণ অভিযোগ কমিটি (ICC) ও তার কাজকর্ম সম্পর্কে সচেতন?

112 responses



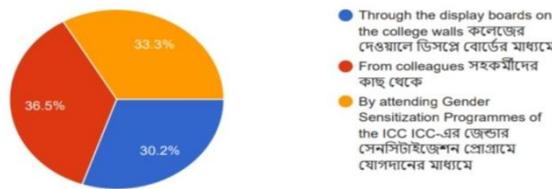
If yes, do you think that the experience enhanced your understanding of gender politics and made you more aware and sensitive as a person? যদি উত্তর হ্যাঁ হয়, আপনি কি মনে করেন যে এই অভিজ্ঞতাটি লিঙ্গ রাজনীতি সম্পর্কে আপনার বোঝার উন্নতি করেছে এবং একজন ব্যক্তি হিসাবে আপনাকে আরও সচেতন এবং সংবেদনশীল করেছে?

59 responses



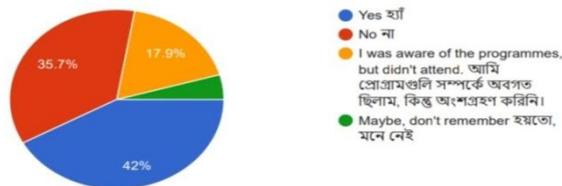
If yes, how did you come to know about it? যদি উত্তর হ্যাঁ হয়, আপনি কিভাবে এটি সম্পর্কে জানতে পেরেছেন?

96 responses



Have you participated in any of the Gender Sensitization Programmes or other activities of the ICC? আপনি কি ICC-এর কোনো জেস্তার সেনসিটাইজেশন প্রোগ্রাম বা অন্যান্য কার্যক্রমে অংশগ্রহণ করেছেন?

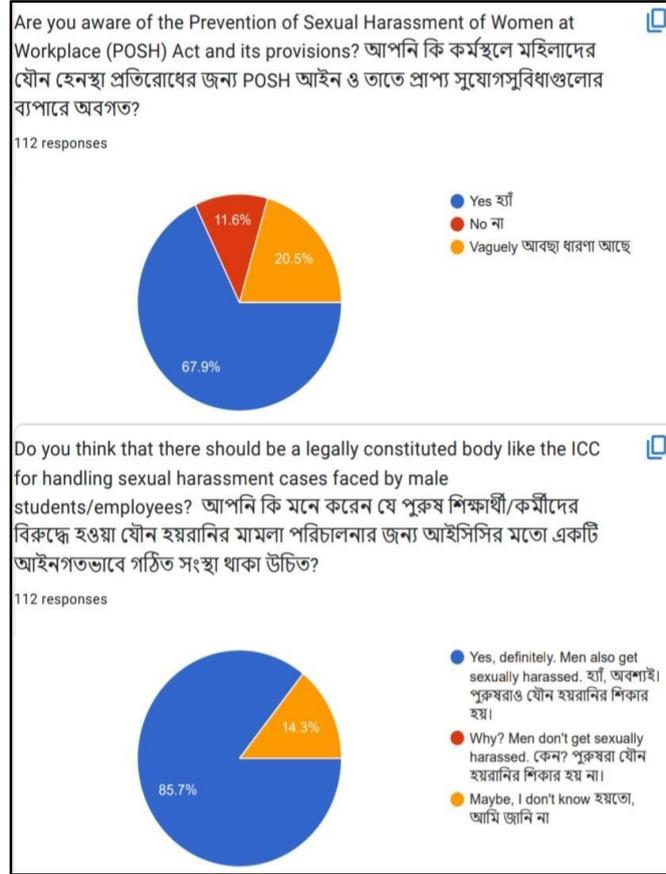
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Employees are more widely aware of the ICC and its activities as well as the POSH act, but their participation in the sensitization programmes must be increased. However, a majority of those who have attended the programmes holds a positive opinion of these programmes.

CONCLUSION:

- An overwhelming majority of both students and employees hold positive and progressive views regarding gender equality and women's empowerment.
- Their basic legal awareness is also quite high
- The perception of the facilities provided by the college and the safety of the campus is also extremely positive with very few cases of discrimination and harassment.
- The role of the college in delivering justice in case of reported incidents is also exemplary
- There are still some gaps when it comes to raising awareness about the role of the ICC and the involvement of students in the gender sensitization programmes.

FUTURE PLAN OF ACTION:

On the basis of the above findings the college plans to execute the following measures—

1. The ICC and Gender Sensitization Committee will try to reach out to more students by arranging more intimate workshops at the level of individual classes and focus more on the students of the Morning Section whose involvement in these programmes has been very low.



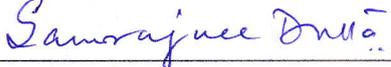
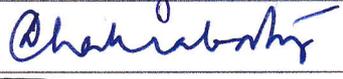
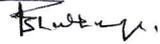
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2. The Gender Volunteer Group already set up by ICC and Gender Sensitization Committee with enthusiastic students will be mobilized to run a campaign among their classmates regarding these issues.
3. A separate room has to be allocated for the ICC to facilitate smooth and confidential reporting of incidents.
4. More awareness about the Gender Minority has to be inculcated by arranging programmes on issues faced by LGBTQ+ people.
5. A self-defence course specially for girl students is also in the pipeline.

Signatories:

Name	Designation	Signature
Samar Chattopadhyay	Principal, WBSES, Barasat Govt. College	 Principal Barasat Govt. College Govt. of West Bengal 
Samrajnee Dutta	Associate Professor of Chemistry Presiding Officer, ICC	
Nirmalendu Das	Associate Professor of Botany	
Jayati Ghosh	Associate Professor of Zoology	
Urmita Ray	Associate Professor of History	
Nivedita Chakroborty (Dutta)	Associate Professor, Joint Convenor Gender Sensitization Committee	
Ruksanara Begum	Associate Professor of Geography	
Debapratim Chakroborty	Assistant Professor of English, Joint Convenor Gender Sensitization Committee	
Paramita Battacharyya	State Aided College Teacher, Department of Bengali	
Amrita DasGupta	Director, Swayam (Feminist Non-Govt. Organization)	 SWAYAM Director