



GENDER AUDIT

2018-19 to 2022-23



श्रद्धावान् लभते ज्ञानम्

HERAMBA CHANDRA COLLEGE

Prepared by: Women Development Cell, HERAMBA CHANDRA COLLEGE

GENDER AUDIT

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2018-19 to 2022-23

Prepared by the Women Development Cell:

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Genesis:

Heramba Chandra College, a premier co-educational institution popularly known as South City Day College, is situated in Golpark, the cultural hub of South Kolkata. With a long and glorious history, the college is surrounded by a lush green lawn adorned with colourful flowers and plants, creating an eco-friendly atmosphere conducive to mental growth and openness of mind.

In the history of our nation, City College is remembered not only for its pioneering efforts in the field of education but also as an embodiment of the liberal spirit that enriched the nineteenth-century Renaissance in India. A genuine humanistic approach to education is practised here, fostering a warm and friendly relationship between teachers and students. This age-old tradition of a nurturing student-teacher relationship is a rich legacy handed down by the founders of this group of colleges. The college celebrated its golden jubilee with great fervour in 2006.

City College began modestly as City School, founded on January 6, 1879, by the Sadharan Brahmo Samaj. The initial expenses were borne by Late Ananda Mohan Bose, the then President of the Samaj, along with contributions from Late Sivanath Sastri and other prominent members. In 1881, just two years after its establishment, the City School was elevated to a college with the introduction of F.A. classes. The college quickly advanced, opening a B.A. course in 1884, and within five years, it became a first-grade college. In January 1905, City College was placed under the control of "The City College Institution," a society registered under Act XXI of 1860, known as the Brahma Samaj Education Society.

Currently, the college is government-aided, having been taken over from the Brahmo Samaj. The Commerce Department of City College was started in 1939 to address the practical and vital needs of the time, training personnel for leadership in industry and commerce. Due to the prevailing disturbances, it was decided to provide education in a safe zone for students of South Calcutta, leading to the establishment of an institution in November 1946 at Lansdowne Road. In July 1952, the institution moved to 50 Mahim Halder Street, Kalighat. Late Horendra Coomer Mukherjee, the then Governor of West Bengal, laid the foundation stone of the present South Calcutta Building on January 6, 1954, with the opening ceremony held on January 6, 1955. On June 1, 1961, the South City College Branch of City College branched off into three separate colleges: Sivanath Sastri College (Morning), Heramba Chandra College (Day), and Prafulla Chandra College (Evening). Thus, Heramba Chandra College was born.

The college continues to excel in academics as well as in sports, earning a B+ rating from the NAAC Peer Team in the second cycle of accreditation in 2016. It offers 4-year Honours/Honours with Research courses in Commerce, Bangla, Economics, Education, English, Geography, History, Political Science, and a Multidisciplinary Course in Commerce. Students can also take Statistics and Mathematics as Minor and Interdisciplinary subjects. For over 60 years, the college has earned a reputation as one of the leading colleges in South Kolkata. Committed to the all-round development of students, the college organises regular departmental excursions and excels in sports, with students winning several trophies both individually and in groups. Social upliftment programmes are also a significant focus, with initiatives like the St. John Ambulance, Campus Harmony and Social Service Unit, and Ramdhanu (an initiative for underprivileged children of the locality) providing humanitarian support.

Heramba Chandra College not only prepares students academically but also instils confidence to face the world. The college offers benefits such as placement arrangements, job market training, and various add-on and certificate courses. Many companies visit the institution for recruitment, much to the students' satisfaction. The Principal and all staff members warmly welcome all students to Heramba Chandra College and wish them every success in life.

Objectives:

The Gender Audit of HERAMBA CHANDRA COLLEGE has the following objectives:

- ❖ Throughout its history HERAMBA CHANDRA COLLEGE has dedicated itself to the cause of the poor and underprivileged students, ensuring equal educational opportunities regardless of gender.
- ❖ HERAMBA CHANDRA 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.
- ❖ HERAMBA CHANDRA 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.
- 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 73, 2019-20 in 75, 2020-21 in 5, 2021-22 in 13 and 2022-23 in 36 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, girls participated in social activities like Blood Donation Camp, Common Tree Plantation Programme.
- Heramba Chandra College has taken significant steps toward promoting gender equity by implementing the Female Security Guards.
- Heramba Chandra College includes the installation of CCTV cameras strategically throughout the campus.
- The college has a linkage MoU with Uddami India Foundation has been focused on expanding its range of job-oriented offerings significantly. Additionally, the organization offers mental health counselling for students and their families, along with job placement assistance, specifically serves disadvantaged young people in Kolkata, including sex-trafficked women. An agreement has been made with Heramba Chandra College and Child In Need Institute (CINI), who provides free psychological counselling to mentally stressed students. During the pandemic they have counselled 11 students and did a webinar on Mental Health.

Awareness Programmes:

SL.	NAME OF THE ACTIVITY	YEAR OF THE ACTIVITY	ORGANIZED BY THE DEPARTMENT /IQAC
1	International Women's Day-2022	08/03/2022	Women's Development Cell (WDC) & IQAC
2	Vidyasagarer NariBhabna: Ajker Amra	27/09/2022	Women's Development Cell (WDC) & IQAC
3	Seminar and Workshop Laws related to Equality and Empowerment of Women	22/12/2022	Internal Complaints Committee (ICC), Women's Development Cell (WDC) & IQAC
4	International Women's Day-2023	05/04/2023	Women's Development Cell (WDC) & IQAC

Why Gender Audit in HERAMBA CHANDRA 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 foeticide, 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.

HERAMBA CHANDRA 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 HERAMBA CHANDRA 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 Admitted in Each Session, 2018-19-2022-23

Session	Male	Female	Total	% of Male	% of Female
2018-19	567	246	813	69.74	30.26
2019-20	555	234	789	70.34	29.66
2020-21	464	264	728	63.74	36.26
2021-22	553	269	822	67.27	32.73
2022-23	600	347	947	63.36	36.64

Table: 1

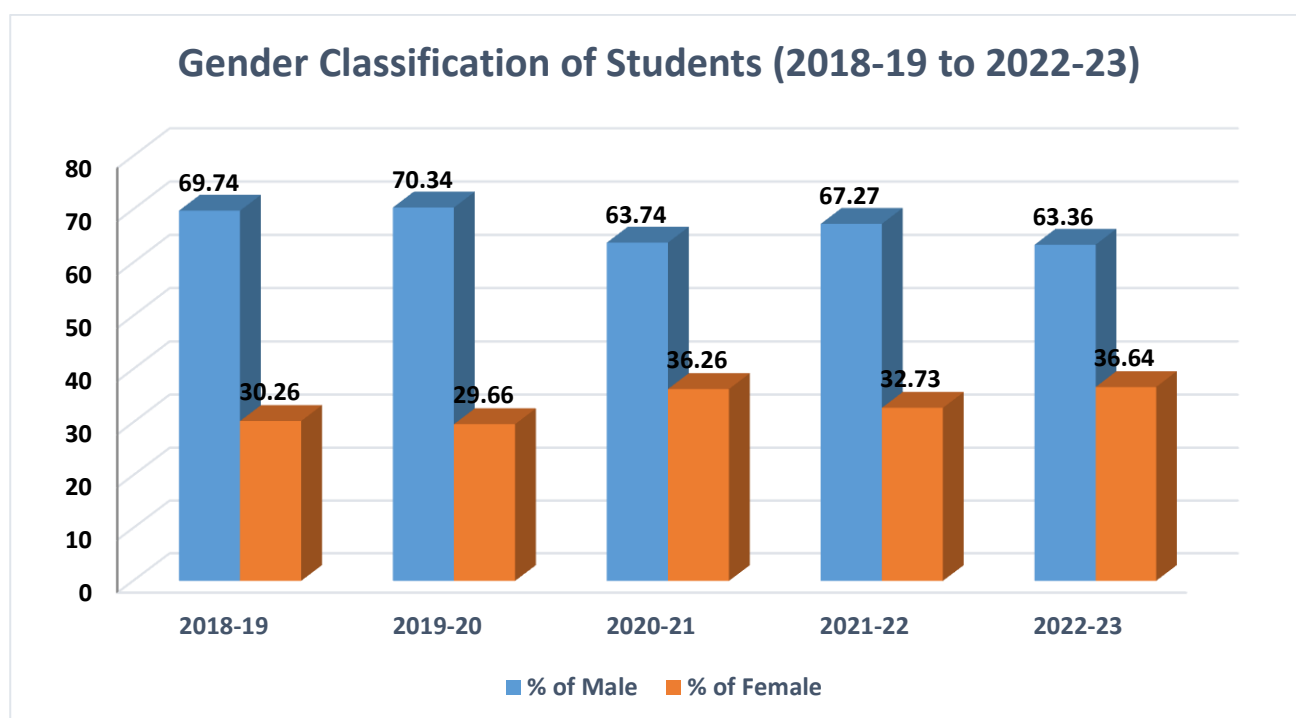


Figure: 1

The table shows year wise gender classification of male and female percentage of enrolled students to the College. The bar graph and tabular form vividly give important data of year wise gender classification. The percentage of male and female students can be easily viewed at a glance with the help of graph and the table. It appears that, since the academic years 2018-19 to 2022-23 the Percentage of male student is more than the Percentage of female student.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	10	11	21	47.62	52.38
2019-20	27	42	69	39.19	60.81
2020-21	26	42	68	38.24	61.76
2021-22	26	42	68	38.24	61.76
2022-23	26	42	68	38.24	61.76

Table: 2

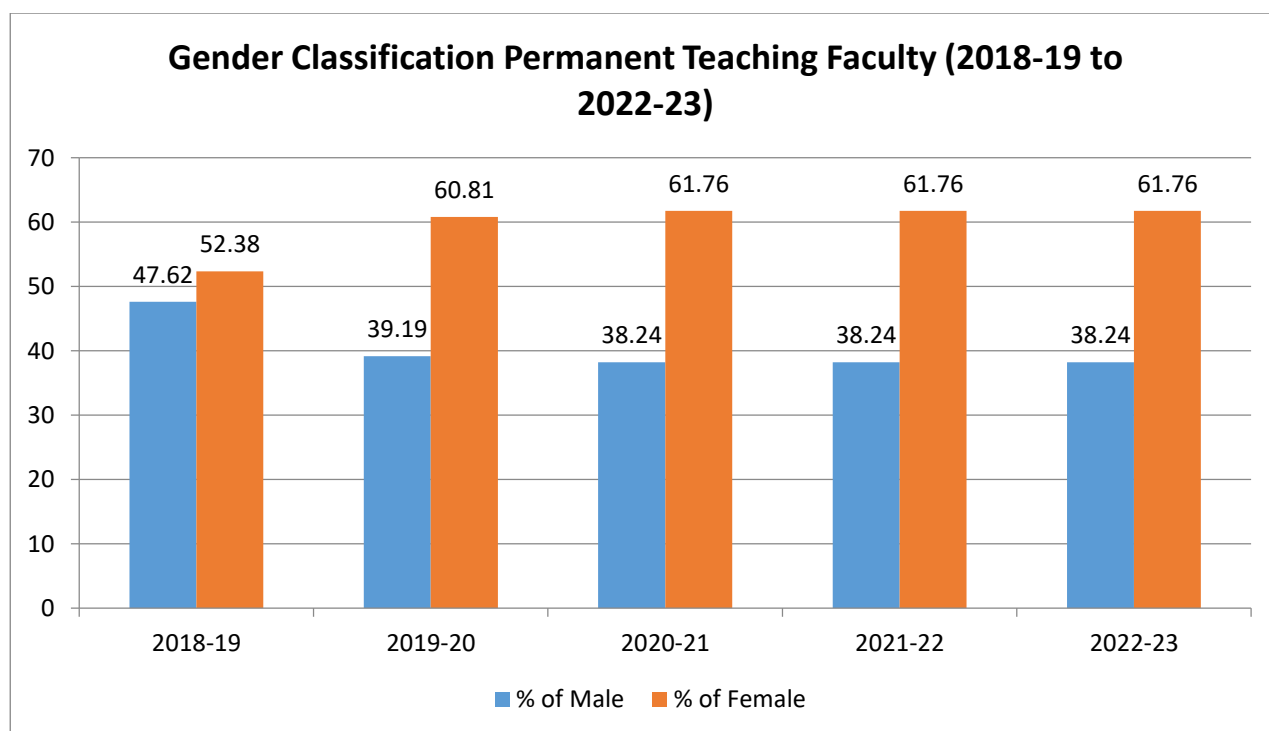


Figure: 2

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23. It appears that the percentage of female teachers is consistently higher than male teachers from the academic years 2018-19 to 2022-23.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	15	00	15	100	00
2019-20	15	00	15	100	00
2020-21	15	01	16	93.75	06.25
2021-22	15	01	16	93.75	06.25
2022-23	15	01	16	93.75	06.25

Table: 3

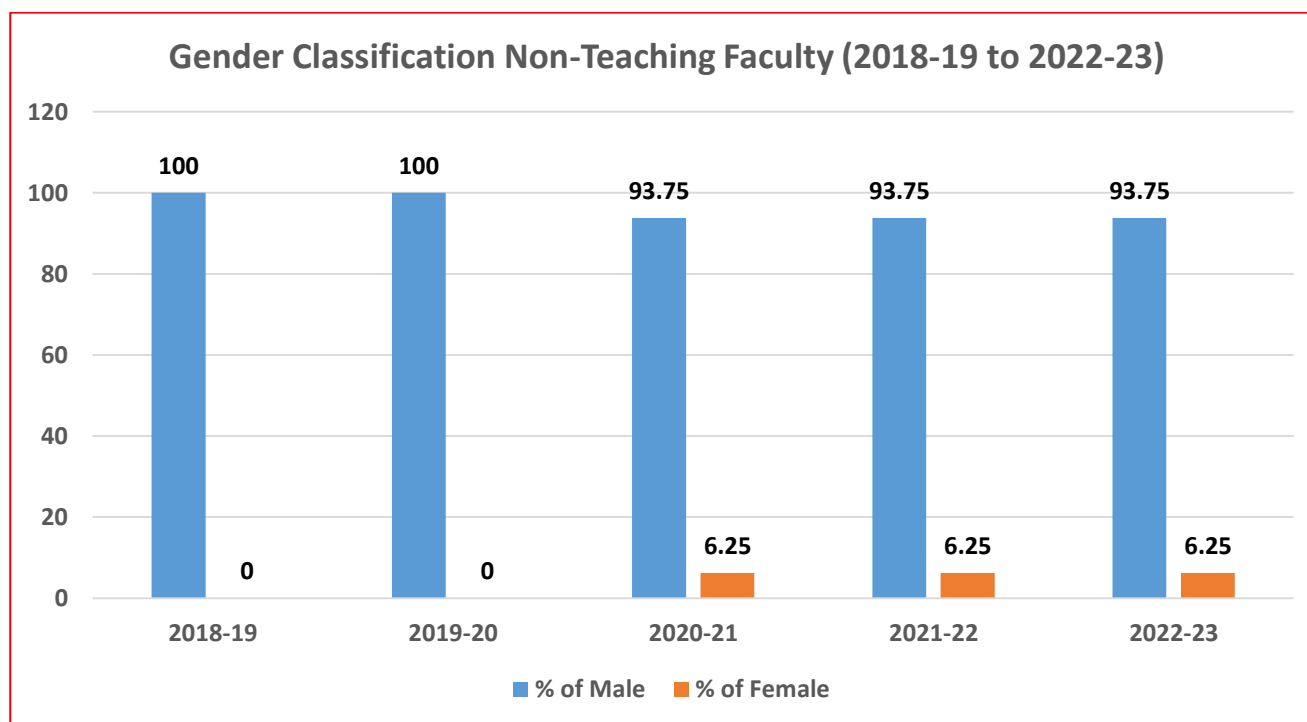


Figure: 3

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 Councillor of the Municipality, two Government Nominees, two University of Calcutta 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	06	05	11	54.55	45.45
2019-20	06	05	11	54.55	45.45
2020-21	06	05	11	54.55	45.45
2021-22	06	05	11	54.55	45.45
2022-23	07	04	11	63.64	36.36

Table: 4

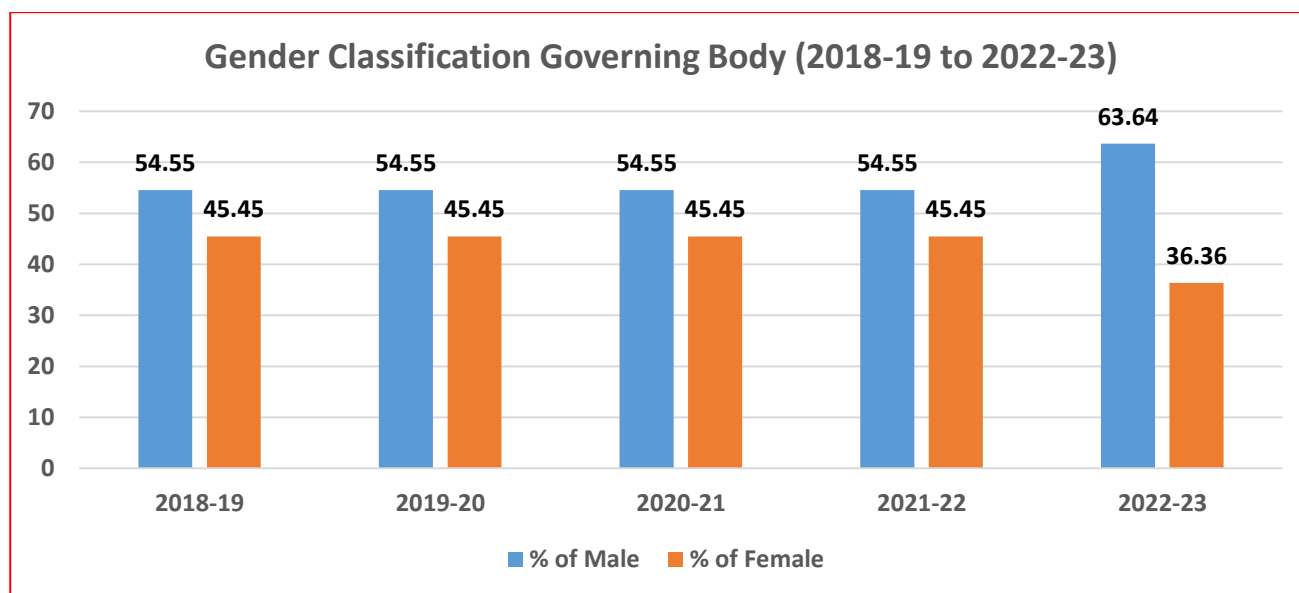


Figure: 4

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23. It seems that from the academic years 2018-19 to 2022-23, the percentage of male members slightly exceeded the percentage of female members, and this ratio remained consistent throughout those years.

Gender Classification IQAC Member (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	09	06	15	60.00	40.00
2019-20	09	06	15	60.00	40.00
2020-21	09	06	15	60.00	40.00
2021-22	09	06	15	60.00	40.00
2022-23	09	06	15	60.00	40.00

Table: 5

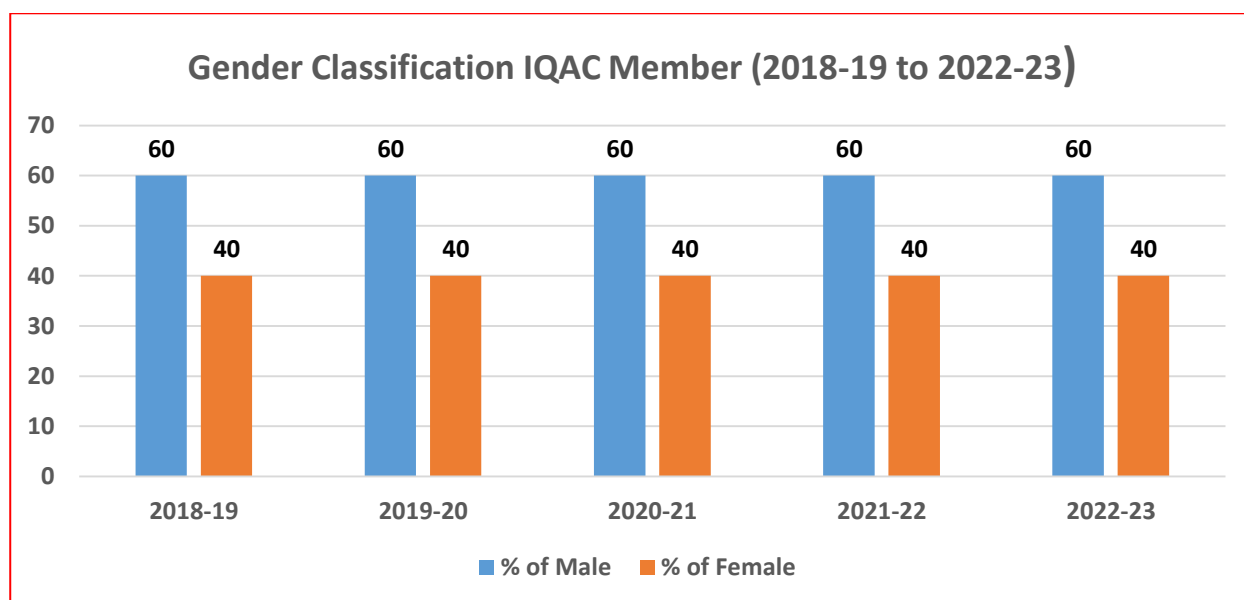


Figure: 5

The table shows the year wise classification of IQAC members during the Academic Year 2018- 19 to 2022-23. The percentage of male and female members has remained consistent over the years.

PART-II

VIEWS OF STUDENTS ON GENDER BASED ISSUES: A SURVEY

Relevance of the Survey

The socio-economic profile of the students in HERAMBA CHANDRA 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 urban 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.

HERAMBA CHANDRA 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 286. The class-wise distribution of respondents was as follows:

Class	No. of Respondents
1 st Semester	83
3 rd Semester	96
5 th Semester	107
Total	286

The questionnaire prepared for survey among 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 'Heramba Chandra 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?

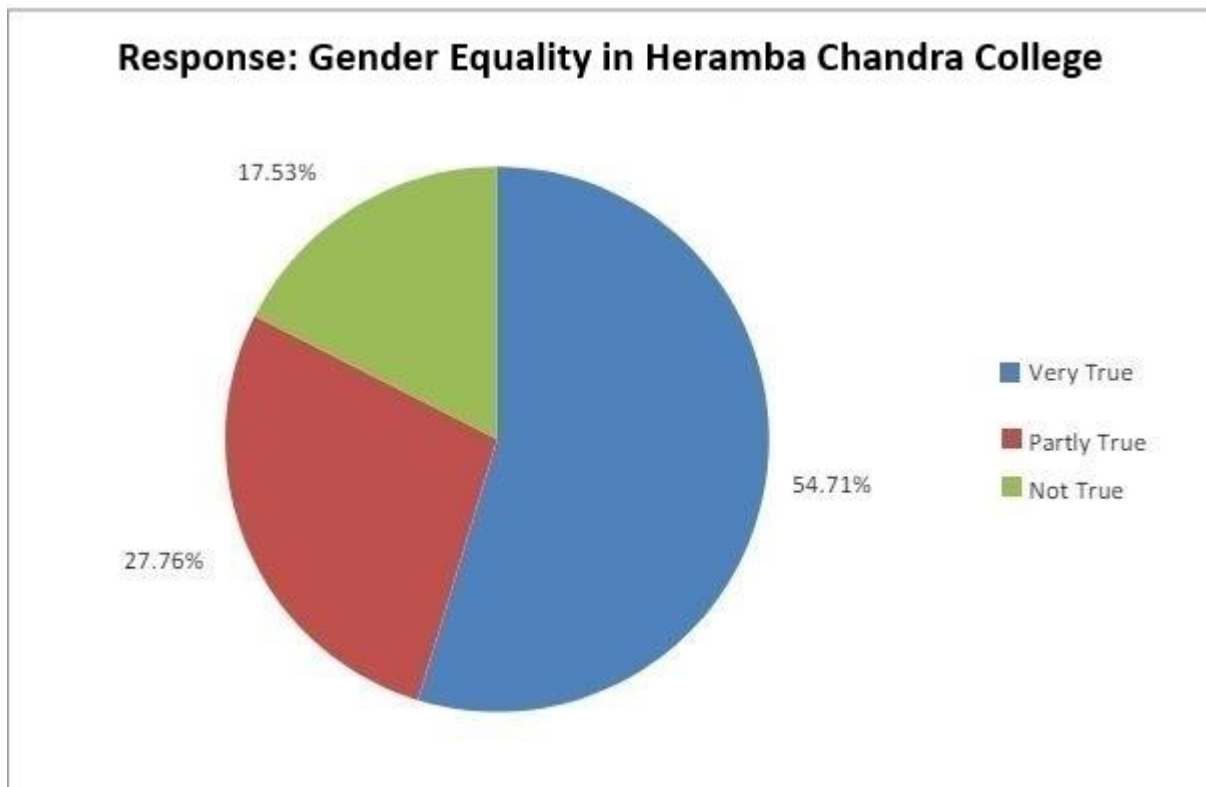
(a) Yes (b) No (c) Can't say

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

Findings from the survey

➤ Assessment regarding gender equality in HERAMBA CHANDRA COLLEGE campus

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



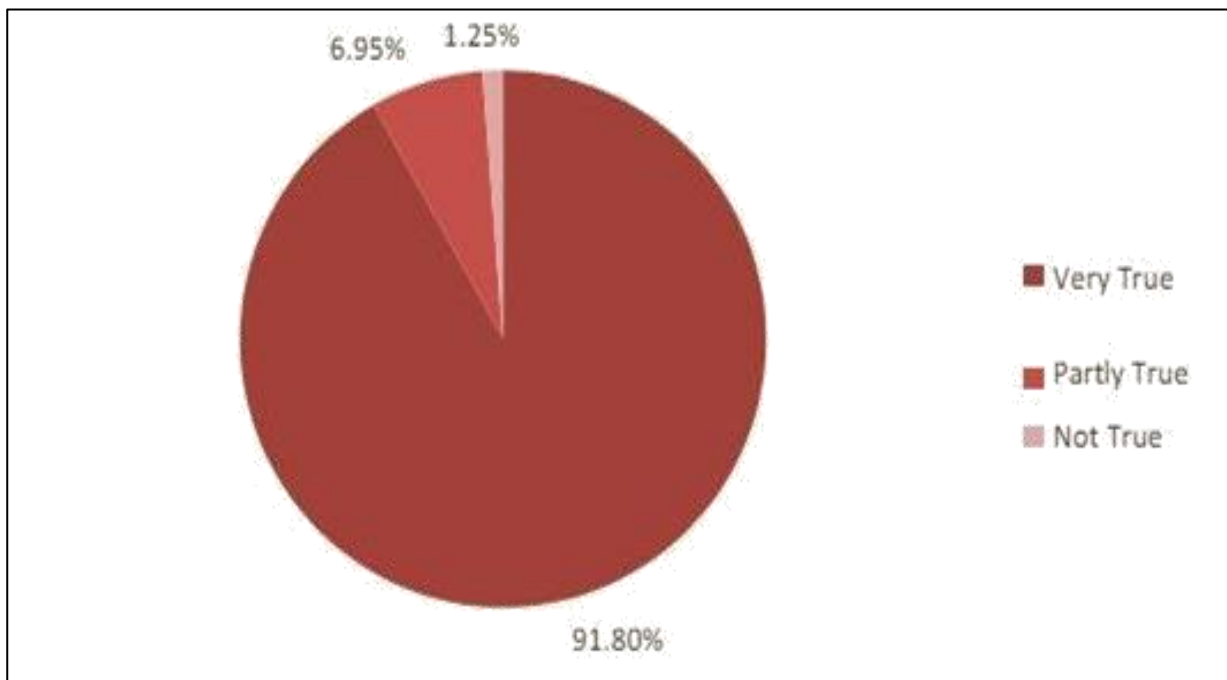
It is found that 54.71% of the respondents think that HERAMBA CHANDRA COLLEGE is moving towards a gender equal campus.

➤ 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!

Women Education is The Gateway for Progress of Our Society



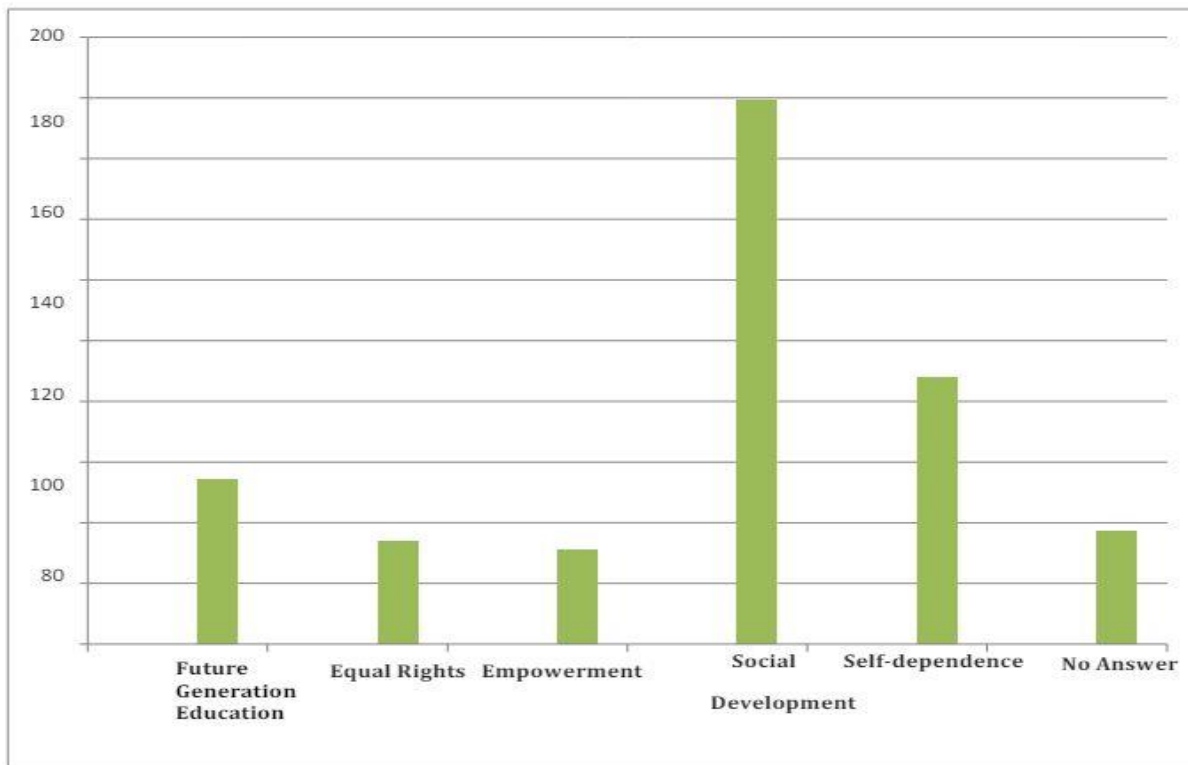
➤ Assessment regarding whether girls should get higher education

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

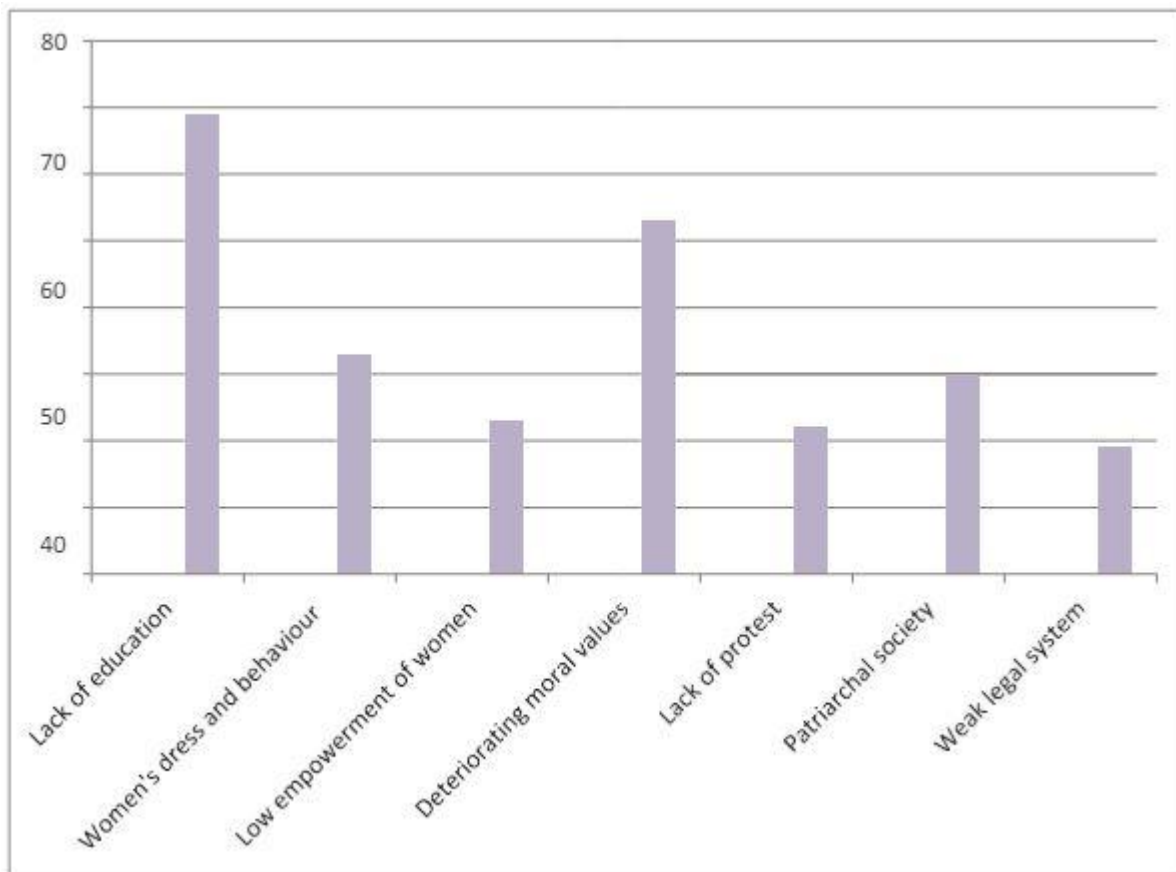
Based on the answers to question no. 8, the responses were broadly classified into five benefits as shown below:



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 Heramba Chandra 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 SACT 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 HERAMBA CHANDRA 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.