



Naba Ballygunge Mahavidyalaya

Gender Audit 2021-22

PREFACE

Gender equality ensures that every individual gets equal rights and opportunities irrespective of their gender in political, economic, social, health and educational arenas. A society can progress with its maximum capability only when people are not denied opportunities based on gender. Therefore, the conversation on gender equality is pertinent and need of the hour. Gender equality is a global issue and its awareness helps people to move beyond the stereotypes of gender. This gender audit helps to understand the gender patterns within the structures and processes of the institution. It also gives the institution an idea to make the college campus a safer place for all. The aim of the gender audit is to promote inclusivity and equality.

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REPORT OF THE GENDER AUDIT 2021-22

Preamble

Gender Audit of educational institutions is a process for organizational assessment and a tool for action planning from a gender perspective. It aims to critically examine the capacity of institutions to ensure a safe and secure ambience for students, faculty members and administrative staff irrespective of their gender identity or sexual orientation. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity, in the institution's systems and operations and in programmes and activities.

Gender audit encourages the stakeholders in an educational institution to engage in a dialogue and reflect about the strengths and gaps of the system vis-à-vis gender related issues. According to an ILO Manifesto gender auditing helps institutions to focus on such areas as:

- Main streaming gender as across-cutting concern within the unit's objectives, programmes and budget.
- Existing gender expertise and competence.
- Information and knowledge management on gender issues.
- Systems and instruments in use for accountability, evaluating and monitoring on gender equality.
- Staffing and human resources concerning balance between women and men, as well as gender-friendly policies.
- Organisational culture and its effects on gender equality.

Naba Ballygunge Mahavidyalaya as an institution is committed to equity and equality of opportunity. It also aims to offer quality education to all students irrespective of disparities in background and identity. To fulfil its aims, the College decided to go for a Gender Audit and hence this study has been carried out by applying the participatory methodology.

Towards this end, I made three visits to Naba Ballygunge Mahavidyalaya and had interactive sessions with the teachers, administrative staff and students of the College at the College premises. With the cooperation of the Principal, teachers and students of the College, I was able to visit the various facilities and structures of the College premises and examine them in relation to their gender quotient. I also examined various records and documents of the College as provided by their office. I am satisfied that I have sufficient data to prepare a comprehensive gender audit that is presented below.

Brief profile of Naba Ballygunge Mahavidyalaya:

Naba Ballygunge Mahavidyalaya, an eminent educational Institution located in South Kolkata, was established as an evening section of its parent institution Charu Chandra College on 15th July, 1985 for the employed and employment seeking students. Its parent institution Charu Chandra College was established in 1947 in the sacred memory of Deskarmi Charu Chandra Chattopadhyay for the benefit of the students who migrated from East Bengal (presently Bangladesh). The evening section of the college, which was originally established in 1962, separated from its parent institution Charu Chandra College after 23 years of its establishment and shifted to 80 R.K. Ghosal Road, Kolkata-700042 at Chittaranjan Boys' School with creative excellence and innovative gravity of Prof. Santosh Mitra and Prof. Anil Basak.

After a long transition and tireless efforts of some of the eminent personalities like Sri Gurupada Bagchi, Sri Rabin Deb, President, G.B., and with the financial and infrastructural assistance by Hon'ble MPs viz. Dr. Biplab Dasgupta, Md. Salim, Smt. Sarala Mahaswari and Smt. Chadrakala Pandey, our dream came to the light of reality on 9th October, 2002 and the new college building was inaugurated by the then Chief Minister Sri Buddhadeb Bhattacharya at 27 E, Bosepukur Road, Kolkata -700042. The college was renamed as Naba Ballygunge Mahavidyalaya on 1st April, 2005 and got transformed to a Day College w.e.f. 1st July, 2005. After crossing long hurdles with the creative thinking of the Management, the college is moving dynamically towards growth and prosperity. Naba Ballygunge Mahavidyalaya is an emerging Institution for the application of PATH GOAL THEORY of Destination of the bright as well as poor students. The Institution runs a well-balanced programme for harmonious development of body, mind intellect and soul, specially based on activities of NSS, games and sports, seminars, debates, drama etc. With the roll of time and change of socio-economic culture, the entire scenario of education has undergone a sea change. In the era of globalization Naba Ballygunge Mahavidyalaya is no longer just an educational institution but it ensures the hope for new dimension in all spheres of development of human resources with the innovative excellence and creative administration.

Gender Audit & Its Importance:

A Gender Audit is an assessment procedure by which the gender equality at an organization is analysed and the main gender biases are identified. A gender audit would pay attention to different issues such as: the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviours towards the issue. In Research-Oriented Organizations a Gender Audit also evaluates to what extent the gender perspective is integrated into the academical policy and programmes, in research, in study curricula, in the management of work and staff's wellbeing.

Afterall, the Gender Audit will provide us with the picture of the present situation from a gender perspective.

A Gender Audit aims to:

- Understand the organization's current practices and situation from a gender perspective, identifying gaps and strong points.

- Gather qualitative and quantitative data for analysis.
- Create the foundation on which the Gender Equality Plan will be based.
- Create a common awareness and understanding in the organization which will help on the future implementation of the Gender Equality Plan.

Methodology:

The audit was conducted through a combination of document review, surveys through interviews with stakeholders (students, faculty, staff), and direct observations. Data collection focused on understanding the experiences and perceptions related to gender equity within the college community.

The audit process uses a framework and theory of change called the Gender Integration Framework (GIF), which suggests that transformation can only occur when four organizational dimensions are ready for gender integration. These four elements are political will, technical capacity, accountability, and organizational culture, and they can be viewed as akin to a tree. Political will constitutes the roots of the tree and is essential to promote and make organizational change possible. The other three elements comprise the branches of the tree and are also required in equal measure to successfully integrate gender. The components of the Gender Integration Framework are examined and assessed during each step of the gender audit process.

Political Will - Ways in which leaders use their position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the organization.

Technical Capacity - Level of qualifications and expertise individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability- Mechanisms by which an organization determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture-Norms, customs, beliefs and codes of behavior in an organization that support or undermine gender equality - how people relate; what are seen as acceptable ideas; how people are "expected to behave" and what behaviours are rewarded.

The Concept of Gender Sensitization:

Gender sensitization is a process of teaching and educating people about the various aspects and concerns in the context of gender equality. The focus is on gender differences and the problems that people may encounter because of them. Gender sensitization teaches us to respect and understand these differences. Treating everyone fairly means not judging or treating someone differently because of gender. Trying to stop unfair treatment or prejudice based on gender is important. Gender sensitization involves raising awareness. Every person, regardless of their gender identity, deserves respect and equal opportunities. Thus, Gender sensitization is the process of raising awareness of gender equality concerns and changing people's attitudes

and behaviours towards other genders and oneself. Examining people's "personal attitudes and beliefs and questioning the realities they thought they knew" is made easier with the aid of this approach.

In these turbulent times, gender sensitization is crucial. In the family, workplace, and community, both men and women perform important roles. As a result, it's critical that they both feel respected by society and live respectable lives. An organization's productivity will suffer, absenteeism will rise, and the staff turnover rate will grow due to gender insensitivity and inequality in salary/wages, organizational culture, etc. Empathy between the sexes is favourable to culture at home, at business, and in society as a whole. Gender justice, equality, and inclusion may result from gender sensitization.

Faculty and staff representation at Naba Ballygunge Mahavidyalaya:

There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is almost at par. Today the College is led by Prof. Dr. Ayantika Ghosh, Principal, and the governing body has a considerable women representation.

The number of women in the non-teaching staff is somewhat low but maybe conditioned by the nature of the work being done and the socio-economic background of the incumbents. The higher administrative staff however shows a very good presence of women.

Findings of the Survey & Analysis:

Fig. 1: Gender-wise composition of UGC Teaching Staff of NBM

Gender-wise composition of UGC Teachers of NBM in 2021-2022	
Gender	%
Male	60.71
Female	39.29

Gender-wise composition of UGC Teachers of NBM in 2021-2022

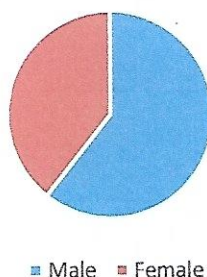


Fig. 1 shows that the while the percentage of UGC female teachers has been about 39%, the percentage for the male counterparts has been 61%. Thus, the number of UGC female teachers seems impressive, though not at par with the male teachers.

Fig. 2: Gender-wise composition of State Aided College Teachers of NBM

Gender-wise composition of State Aided Teachers (SACT) of NBM in 2021-2022	
Gender	%
Male	33.33
Female	66.67

Gender-wise composition of State Aided College Teachers of NBM in 2021-2022

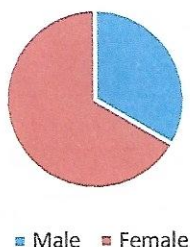


Fig. 2 portrays that during the period under study, while the percentage of male SACT teachers has been 33%, percentage of female SACT teachers has been much higher at 66.67%.

Fig. 3: Gender-wise composition of Non-Teaching Staff of NBM

Gender-wise composition of UGC Non-Teaching Staff of NBM in 2021-2022	
Gender	%
Male	92.31
Female	7.69

Gender-wise composition of UGC Non-Teaching Staff of NBM in 2021-2022

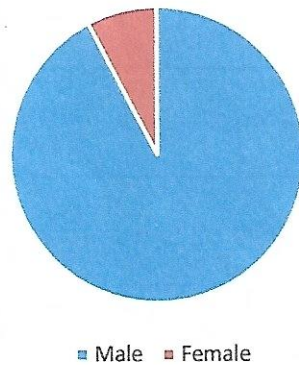


Fig. 3 portrays that during 2021-22 while the percentage of male non-teaching staff has been 92%, percentage of the female cohort has been therefore just 8%. Hence, from the point of maintaining a balanced diversity in this context, an increase in the number of female staff may be beneficial in the future.

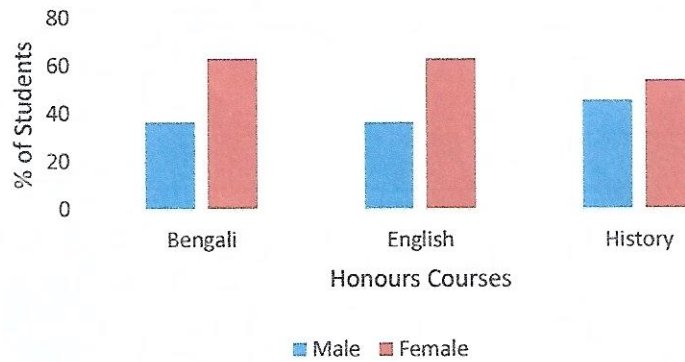
Gender-wise Representation of Students

In the following figures data on student representation in the college and in various streams are analysed.

Fig. 4: Gender-wise representation of Under Graduate Honours students in Humanities

Enrollment of Students in UG Honours in Humanities in 2021-2022		
Honours	Male	Female
Bengali	36.69	63.30
English	36.66	63.33
History	45.61	54.38

Enrollment of Students in UG Honours Courses
in Humanities in 2021-2022



If we analyze the data in Fig. 4 closely, it could be seen that the female students are more inclined to the various courses in the Humanities stream with respect to the male counterparts. The same trend also could be seen in case of post-graduation in Humanities (see Fig. 6).

Fig. 5: Gender-wise composition of UG (Hons.) students in Commerce stream

Enrollment of Students in UG Hons. in Accountancy & Finance in 2021-2022		
	%	
Honours	Male	Female
Accountancy & Finance	63.25	36.75

Enrollment of Students in UG Hons. in
Accountancy & Finance in 2021-2022

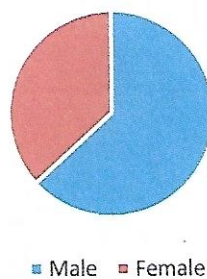


Figure 5 shows that enrollment of male students in UG (Hons) course in Commerce has been much higher than the enrollment of female students. Hence, increase in the interest of female students towards the course in future will not only give rise to a balanced distribution in terms of

diversity, it will also reflect an impressive scenario of more girls pursuing higher education for their advancement. However interestingly, for the PG section, the female enrollment in M.Com. has been higher than the male students (Fig. 6).

Fig 6: Gender-wise composition of PG students of NBM

Gender wise composition of students in PG Students of NBM in 2021-2022		
	%	
Course	Male	Female
M.A in Bengali	22.77	77.23
M.COM	43.79	56.21

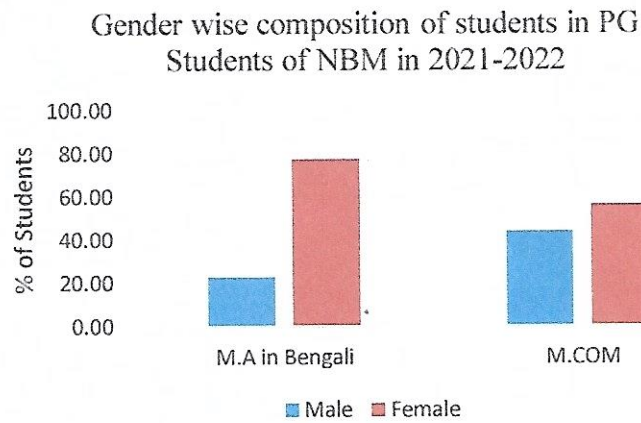
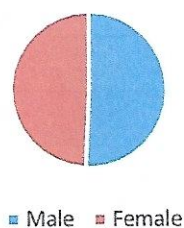


Fig 7: Gender-wise student participation in NSS camps

Gender-wise composition of Students participation in NSS Camps of NBM in 2021-2022	
Gender	%
Male	50.72
Female	49.27

Gender-wise composition of Students
participation in NSS Camps of NBM in
2021-2022



Analysis of data presented in Fig. 7 for participation of students in NSS camps show very impressive results. The participation from both male and student groups have been almost equal.

Finally, in terms of Gender-wise participation of students in college excursion, it is to be mentioned that as the impact of the Covid-19 Pandemic continued during 2021-2022, the college excursion did not take place keeping in view the health and safety of all.

Gender Audit Survey:

Naba Ballygunge Mahavidyalaya conducted a sample survey on “Safe and Women Friendly Campus” among the parents of the girl students of the Humanities stream of the college. Due to Covid-19 Pandemic we could not reach out to more than ten guardians of the girl students who participated in this sample survey by answering some close ended questions. All of them confirmed that their wards felt safe and secure in the campus. Most of them said that they would recommend Naba Ballygunge Mahavidyalaya as a safe and women friendly campus even to other female members of their families and also to women from their locality. So, the result of the survey showed that this college campus is very safe for the girl students.

Concluding Remarks & Way Forward:

The report shows the gender equity goals within the institution through the policies, forums and programmes for the college and students reported that there is a good balance based on gender. This Gender Audit Report highlights the encouragement on gender equality and gender sensitivity by the management and the staff of the college as understood by the analysis.

- The enrolment of girls from all sections of society can be seen as increasing in numbers.
- It has been deduced that the strength of the institution can be seen through the example of women in various leadership roles including our Principal and Departmental Heads, Co-

coordinators.

- A variety of activities are organized and conducted by the different Cells and Departments in college aiming specifically towards girls and women to enhance their confidence in an educational environment and workplace.
- The women's grievance committee was formed in 1994, Later in the year 2023 it is named as Vishakha Committee in compliance with the guidelines on sexual harassment prevention in the workplace, issued by the Hon'ble Supreme Court of India in 1997 (Vishakha Judgement). The College Women Development Cell (CWDC) of the college is constituted as per the directive of University of Calcutta. Its main objective is to sensitize students to the issues related to gender.
- Recommending more girls to enroll for sports activities.
- In order to keep up with women's safety, there is a Girls Common Room provided with facilities including a place to rest, change and relax. The college also provides a place for recreation and gym along with separate washroom facilities for girl students. Keeping in view of the need of the girl students, a sanitary napkin vending machine is also installed in the college.
- The entire campus is under the surveillance of fully functioning CCTV cameras for safety and security of students.
- The college organized gender sensitization workshop to raise awareness among all.




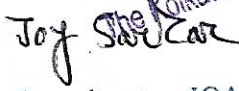

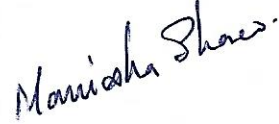

The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. The College has always had a reputation for providing a safe and encouraging atmosphere for women's education. In all these years rarely has any untoward incident involving women occurred. The College maintains its atmosphere of healthy interaction among boys and girls. Under the present leadership of the woman college principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.

Suggestions & Recommendations:

- It is our suggestion that the college maintains its repute of providing a safe environment for women and retains its gender sensitive culture.
- We suggest that some relaxation facilities for female staff be added to the common room.
- Women need some rest facilities at certain sensitive periods as well as some support to sustain long hours of physically strenuous work.
- We also suggest that more female students be encouraged to participate in sports and to contest

for college- level leadership positions.

- Gender sensitization workshops must be conducted for security personnel deployed on campus.
- College should introduce self-employment training in different subjects.

NAME	POSITION	DESIGNATION	SIGNATURE with SEAL
DR. AYANTIKA GHOSH	Head of the Institution	Principal, Naba Ballygunge Mahavidyalaya	 Principal Naba Ballygunge Mahavidyalaya 27E, Bosepukur Road Kolkata-700 042
DR. SONALI BANDYOPADHYAY (JASH)	External Auditor	Principal, Netaji Nagar Day College	
MS. LIPIKA MANNA	External Auditor	Councillor, Ward No. 107	 LIPIKA MANNA Councillor, Ward- 107 Kolkata Municipal Corporation
DR. JOY SARKAR	External Auditor	Associate Professor, Dinbandhu Andrews College Coordinator: IQAC Coordinator: NAAC	 Coordinator, IQAC Dinabandhu Andrews College
MR. DEBIPRASAD LAHIRI	Internal Auditor	Associate Professor, Head of the Department of Economics	
DR. MANISHA SHAW	Internal Auditor	Kanyashree Prakalpa Nodal Officer	
DR. BITHIKA SAHANA	Internal Auditor	Assistant Professor, Department of Bengali	

Naba Ballygunge Mahavidyalaya

(sample survey questionnaire)

Feedback form for the Parents of Students on Safety and Other Issues

Session -2021-2022

1. Do you think that your daughter feels absolutely safe in Naba Ballygunge Mahavidyalaya?

- Yes
 No

2. Would you like to refer admission to this institute to other students as well?

- Yes
 No

3. Is your daughter receiving all benefits declared by the government for the female students?

- Yes
 No

4. Have you had any discussions without daughter about her opinion on safety within the institution?

- Yes
 No

5. Are you aware of any resources or support system available to female students in case they feel unsafe or experience harassment?

- Yes
 No

6. Do you think the installation of a vending machine for sanitary napkins would benefit the female students of the college?

- Yes
 No

Name of Student and Roll no. : ANJU SHARMA

Name of Parent : Manoj Sharma



Principal
Naba Ballygunge Mahavidyalaya
27E, Bosepukur Road,
Kolkata-700 042