



GENDER AUDIT

HAZI A.K. KHAN COLLEGE

HARIHARPARA * MURSHIDABAD * W.B.

2018-19 to 2022-23

Prepared by
Internal Complaints Committee

- Dr. Munmun Dutta (Presiding Officer)
- Dr. Piyali Dan (Member)
- Dr. Chandrani Pal (Member)
- Dr. Bidisha Munshi (Member)
- Jamila Khatun (Member)
- Sanchita Mandal (External Member)
- Jakiron Bibi (Ex member of ICC & Secretary, Hariharpara Kanyashree Yodha, Mohila Samity)



PREFACE

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

Gender equity entails ensuring fair treatment for both women and men based on their respective needs. This may involve providing equal treatment or treatment that differs but is deemed equivalent in terms of rights, benefits, responsibilities, and opportunities.

Gender equality is a global concern, with discussions on women's empowerment and rights being prominent in numerous formal and informal campaigns worldwide. As awareness of gender issues grows, women are increasingly taking action against the oppression and exploitation they face. Gender awareness enables women to transcend conventional gender stereotypes and rigid role definitions.

To address safety concerns for women on college campuses, a gender audit was conducted. This process included selecting audit sites, choosing participants, orienting them, preparing checklists and conducting walkabouts, documenting findings, and sharing results with the college principal for implementation of recommendations.

Introduction of the Institution

Founded in 2008, Hazi A. K. Khan College is the lone representative institution of Higher Education at Hariharpara, a Block within Berhampore Sub-Division of Murshidabad District in West Bengal. This rural Block is considered as a community developing one as per administrative perspective. The catchment area of the educational institutes here, include adjacent agricultural locale at large, with a little proportion of small-scale industrial area.

The college has witnessed a paradigm shift in all respect since 2021, with the joining of the first permanent Principal Dr. Goutam Kumar Ghosh who has been engaging in shaping the college towards a model institution. Along with the erstwhile building, the college has got a well-architected annexed building from Department of Minority Affairs, Government of West Bengal

Hazi A.K. Khan College is ISO Certified institution providing knowledge and implementation of expertise. We at Hazi A.K. Khan College, calling ourselves the largest learners' group where all assemble to learn.

Hazi A.K. Khan College has challenged the traditional boundaries of teaching-learning and have set new standards not only by implementing information and technology enabled education. The teaching-learning mode in Hazi A.K. Khan College is based on a pattern which undoubtedly proclaims the imprint of state-of-the-art methodology. Besides

Seminars and Lectures, the College provides regular Workshops, Field visits, Employment Training Programmes, Out-reach platforms and so on. The College offers Skill Hub that entices Add-On Courses, and Certificate Courses. For years Hazi A.K. Khan College has become a destination for youth with dreams, passion and urge to be one in the society.

Objectives of Gender Audit:

The Gender Audit of Hazi A.K. Khan College has the following objectives:

- ❖ To find out the areas where gender imbalance exists and the factors behind it.
- ❖ Taking proactive measures to establish good gender balance in decision making processes in all areas of the College activities.
- ❖ To examine the policies of the College rules / actions toward the needs and interests of both male and female students.
- ❖ Suggest measures for bridging the gender gap.
- ❖ Foster gender equality in all aspects of college life and throughout the College community.
- ❖ To prevent sexual harassment at the College campus.
- ❖ To take effective measures for the safety and security of all genders.
- ❖ To develop and enhance the self-confidence and self-esteem of girl students, women faculty.
- ❖ To create social awareness about the problems of women and gender discrimination in particular.

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 bona fide students who are interested and eligible. In the year 2018-19 to 2022-23, 478 girl students belonging to the said category have received this financial benefit.
- The College has in place Anti-Ragging and Grievance Redressal Cell 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 Internal Complaints Committee. Students can lodge their complaints with the committee 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. Students of college actively participate in social activities like Blood Donation Camp, Tree Plantation Programme, Health Check-up camp etc.

Awareness Programmes:

Hazi A.K. Khan College has been actively organizing various awareness programs aimed at promoting gender equality within the campus and the local community. These initiatives reflect the college's commitment to fostering a culture of inclusivity and empowerment. Some of the noteworthy awareness programs organized by the college include:

- HIV Awareness programme
- World Anti-Tobacco Day Awareness Programme
- Beti Banchao Beti Padao
- Women's Trafficking Awareness Camp
- Voter awareness programme
- Covid-19 Awareness Camp
- Dot. Awareness Programme
- Awareness Programme on Child Marriage
- General Survey
- Mental Health Awareness Camp

Seminars/Workshop

The institution deserves commendation for their proactive efforts in promoting gender equality through a series of enlightening seminars. These seminars serve as invaluable platforms for fostering dialogue, raising awareness, and advocating for gender equity within the college and the broader community. Here's a list of the impactful seminars organized by the college:

- ✓ Save the Girl Child Under PC-PNDT Act
- ✓ Child Marriage, Society and Law
- ✓ Significance of International Women's Day
- ✓ Women Education in Twenty First Century India
- ✓ Gender-Sexuality and HIV-AIDS
- ✓ SELF DEFENSE for Girl Students, Learn How to Defend Yourself
- ✓ Women in India Today
- ✓ Women Empowerment and Possibilities Post Feminism (s)
- ✓ Condition of women in 19th century Bengali Elite Society

Why Gender Audit in Hazi A.K. Khan 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 wages for females 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.

Hazi A.K. Khan 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 Hazi A.K. Khan 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	267	465	732	36.48	63.52
2019-20	307	540	847	36.25	63.75
2020-21	641	434	1075	59.63	40.37
2021-22	672	1002	1674	40.14	59.86
2022-23	637	830	1467	43.42	56.58

Table: 1

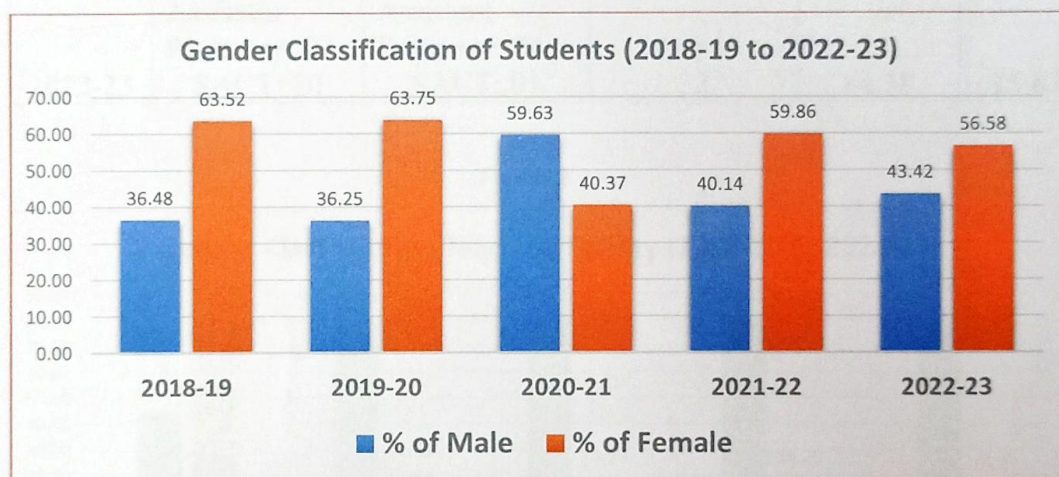


Figure: 1

The table shows Year wise gender classification of male and female percentage of enrolled students to the College. It appears that since the years 2018-19 to 2022-23 the percentage of female students is more than the percentage of male students. 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 table.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	Assistant Professor: 04	Assistant Professor: 05	09	44.44	55.56
2019-20	Assistant Professor: 05 SACT: 21	Assistant Professor: 05 SACT: 02	33	78.79	21.21
2020-21	Assistant Professor: 05 SACT: 21	Assistant Professor: 05 SACT: 01	32	81.25	18.75
2021-22	Assistant Professor: 06 SACT: 20	Assistant Professor: 05 SACT: 01	32	81.25	18.75
2022-23	Assistant Professor: 07 SACT: 20	Assistant Professor: 04 SACT: 01	32	84.38	15.63

Table: 2

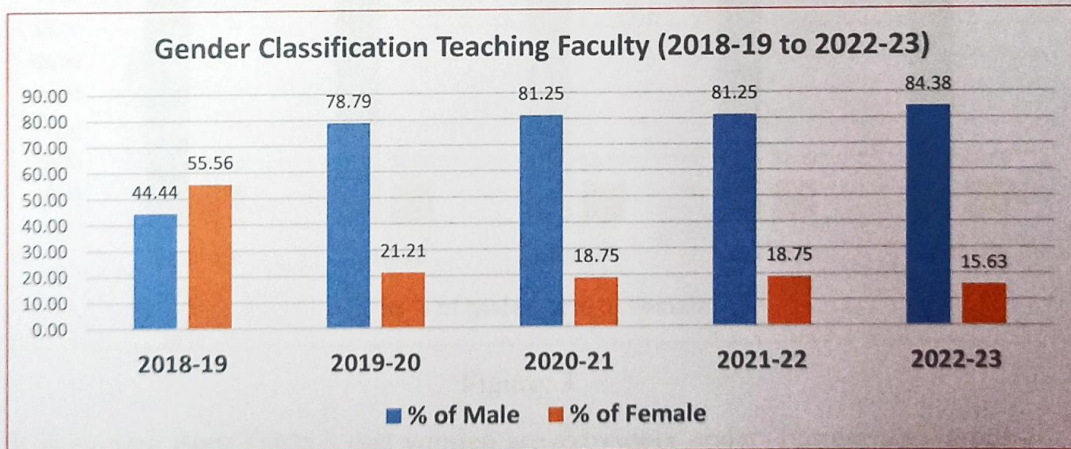


Figure: 2

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23. The percentage of total number of male teachers is more than the percentage of total number of female teachers during the academic year 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	7	1	8	87.50	12.50
2019-20	7	1	8	87.50	12.50
2020-21	7	1	8	87.50	12.50
2021-22	7	1	8	87.50	12.50
2022-23	7	1	8	87.50	12.50

Table: 3

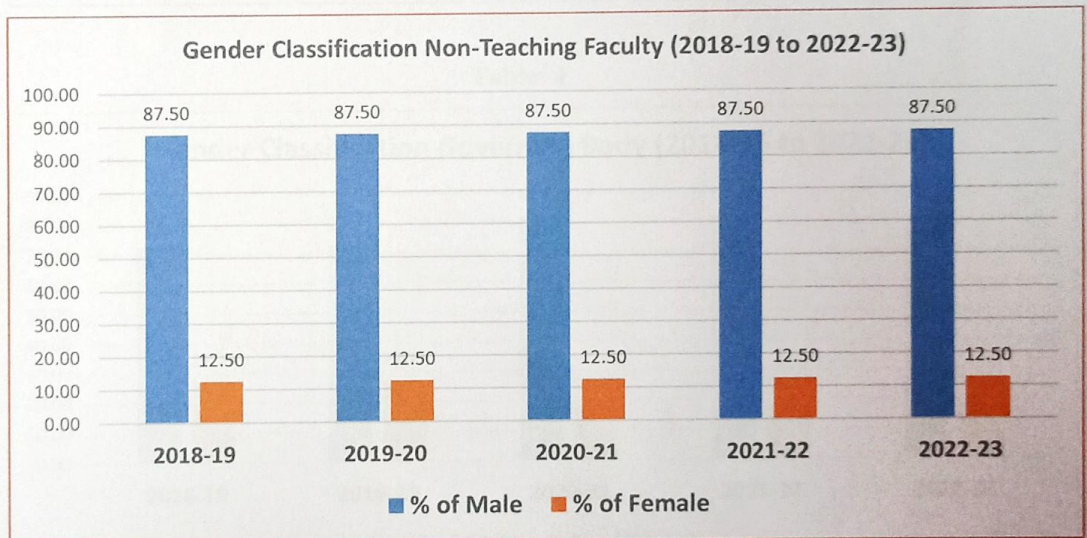


Figure: 3

It is evident from Table 3 that women are extremely under- represented in non-teaching staff. There has not been much change of 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 which include the President of the Governing Body, Principal as the Ex officio secretary, two Government Nominees, two University of Kalyani Nominee, three Teachers' Representatives, one Representatives of Non-Teaching Staff.

Session	Male	Female	Total	% of Male	% of Female
2018-19	8	3	11	72.73	27.27
2019-20	8	3	11	72.73	27.27
2020-21	9	2	11	81.82	18.18
2021-22	9	2	11	81.82	18.18
2022-23	9	2	11	81.82	18.18

Table: 4

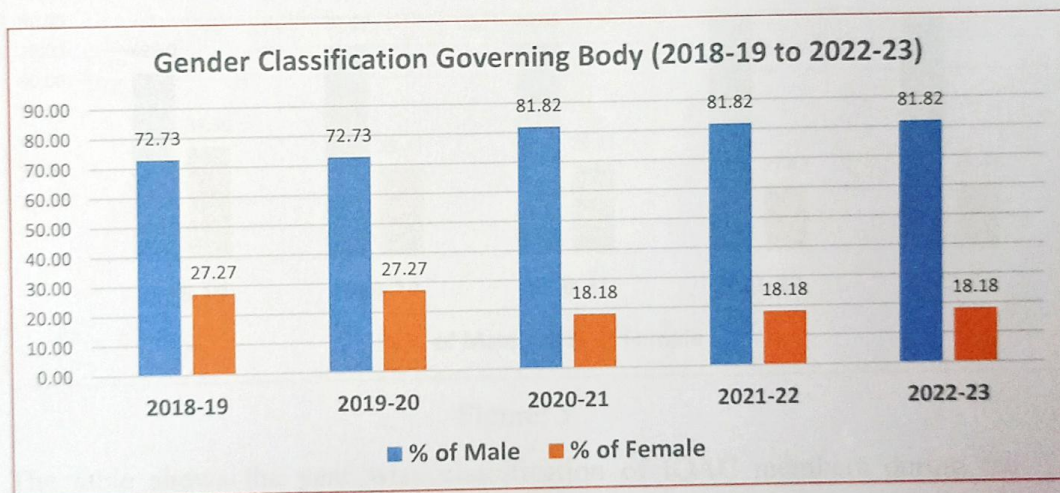


Figure: 4

It is evident from Table 4, women are extremely under-represented in Governing Body. There has not been much change of situation in the last five years.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	10	6	16	62.50	37.50
2019-20	12	5	17	70.59	29.41
2020-21	12	5	17	70.59	29.41
2021-22	11	3	14	78.57	21.43
2022-23	11	3	14	78.57	21.43

Table: 5

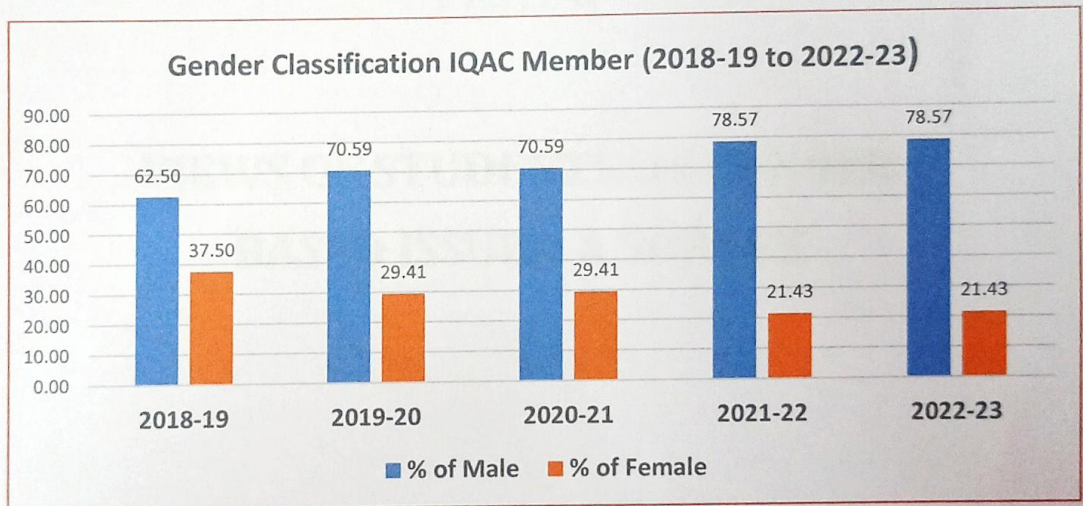


Figure: 5

The table shows the year wise classification of IQAC members during the Academic Year 2018- 19 to 2022-23. The percentage of total number of male members is more than the percentage of total number of female members during the academic year 2018-19 to 2022-23.

PART-II

VIEWS OF STUDENTS ON GENDER BASED ISSUES: A SURVEY

Relevance of the Survey

The socio-economic profile of the students in Hazi A.K. Khan College is a drawback regarding the gender equality. Most of the students from rural places with conservative background. Most students are first generation learners, coming from socially backward and deprived, financially weaker section. Quite predictably the students are likely to have conservative and ignorant attitude regarding various social issues, including gender equality.

Hazi A.K. Khan College, while realizing this drawback 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 type. 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 317. The class-wise distribution of respondents was as follows:

Class	No. of Respondents
1 st Semester	88
3 rd Semester	102
5 th Semester	127
Total	317

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 'Hazi A.K. Khan 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 a working woman?

(a) Yes (b) No

5. Who takes the decisions regarding everyday purchases in your household?

(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?

Salient Findings:

- ✓ Number of female students is higher than male students.
- ✓ Girl's enrolment is more than that of boys in most of the classes.
- ✓ The participation of girls in cultural activities is higher than boys
- ✓ In sports the participation of boys is more than that of girls.
- ✓ In regular teaching staff the strength of male faculties are higher than female faculties.
- ✓ Representation of female members in Governing Body and Non-teaching staff is lower than expected.

Outcomes:

- ❖ The audit has identified specific areas within the college where gender imbalances exist, providing valuable insights into the underlying factors contributing to such disparities.
- ❖ Recommendations have been made to implement proactive measures aimed at establishing gender balance in decision-making processes across all areas of college activities.
- ❖ The audit has highlighted the need to evaluate college policies and actions to ensure alignment with addressing the needs and interests of both male and female students.
- ❖ Measures have been suggested to bridge the gender gap identified to address disparities and promote inclusivity moving forward.
- ❖ Efforts have been directed towards fostering gender equality in all aspects of college life, promoting awareness and understanding among students, faculty, and staff.
- ❖ Steps have been proposed to ensure the safety and security of all genders within the college premises.
- ❖ The audit presents an opportunity for the college to invest in programs and support mechanisms that empower female members of the community.
- ❖ The audit has contributed to raising social awareness about the issues of women and gender discrimination, fostering advocacy efforts within the college community and beyond.


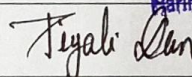
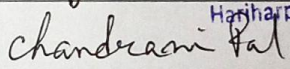
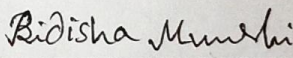
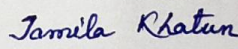
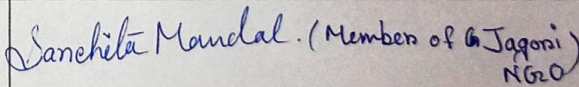
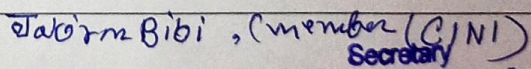
Concluding Remarks

The Gender Audit in Hazi A.K. Khan 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 students, the number of female students exceeds the number of male students. The sample survey among the students reveals 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 Hazi A.K. Khan College more gender balanced

- ✚ The college should strive to appoint more women as non-teaching staff.
- ✚ The college should organize more awareness programmes and include value education along with the curriculum.
- ✚ The college should incorporate more job-oriented certificate courses, internship opportunities and hand-on training to empower the girl students.
- ✚ Number of students opting for 'Self Defence Mechanism for Girls Students' should be increased
- ✚ The college should conduct the gender audit after every two years to keep a track on the trend of gender balance in the campus.

Signature of the members of Audit Committee

Sl. No.	Name of the Member	Signature
1.	Dr. Munmun Dutta (Presiding Officer)	 Presiding Officer Internal Complaints Committee Hazi A.K. Khan College Hariharpara, Murshidabad
2.	Dr. Piyali Dan (Member)	 Coordinator, IQAC Hazi A.K. Khan College Hariharpara, Murshidabad
3.	Dr. Chandrani Pal (Member)	 Chandrani Pal
4.	Dr. Bidisha Munshi (Member)	 Bidisha Munshi
5.	Jamila Khatun (Member)	 Jamila Khatun
6.	Sanchita Mandal (External Member)	 Sanchita Mandal. (Member of G Jagoni) NGO
7.	Jakiron Bibi (Ex member)	 Secretary Hazi A.K. Khan College Hariharpara, Murshidabad Mishra Samity