
Criterion 7: INSTITUTIONAL VALUES & BEST PRACTICES

KEY INDICATOR 7.1: INSTITUTIONAL VALUES & SOCIAL RESPONSIBILITIES

GENDER AUDIT REPORT

GENDER AUDIT

RISHI BANKIM CHANDRA COLLEGE

2018-19 to 2022-23

Prepared by the Internal Complaint Committee (ICC)

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Genesis:

Rishi Bankim Chandra College, situated in the district of North 24 Parganas, West Bengal, was established in 1947 - the glorious year of Indian Independence. Keeping in tune with India's tryst with a new destiny, a group of educationists and visionaries, living in and around Naihati and Bhatpara, who bore the rich legacy of Bengal Renaissance and the struggle for independence, felt the need for an institution providing quality education to the masses. Consequently, on the eve of the Independence day, they mooted the idea of establishing a college at Naihati, which, they felt, would soon become a seat of higher learning. As the nation aspired for a creative and

ATTESTED

Principal
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Rishi Bankim Chandra College
P.O. Naihati, North 24 Parganas

dynamic growth, the magical incantation of 'Bande-Mataram' composed by Rishi Bankim Chandra Chattopadhyay, a resident of Naihati, inspired millions. With immense national pride, the Steering Committee of the college, in its First Meeting held on 2nd November, 1947, decided to perpetuate his memory by naming the college "Rishi Bankim Chandra College." The college has since grown to become a premier institution of its kind in the district. Classes started at the Naihati Mahendra High School on January 15, 1948 and the day has ever been observed as the college Foundation Day. It has completed 75 years of dedicated service to the nation in this Platinum Jubilee Year.

In June 1948, the college was shifted to its present premises. It comprises integrated college buildings on two adjacent plots on 1.3 acre and a large playground with gallery-shed on fully walled and high-fenced 3.5-acre of land. The college is located near Rishi Bankim Chandra's ancestral home at East Kantalpara, forty kilometres north of Kolkata, on the eastern bank of River Hooghly, and is well connected by roads, Kalyani Expressway and the Railways. The nearest Railhead is Naihati under Sealdah North Division of Eastern Railways.

A four-storied building, State-of-art Diamond Jubilee Block was inaugurated on 15th January 2011,. It presently houses 2 post-graduate (P.G.) and 5 under graduate (U.G.) departments of the college. A three-storied Students' Amenities Block houses the Students' Canteen on Ground floor and Union rooms on 1st Floor was inaugurated in 2006, the 2nd floor was completed in 2019 with a Seminar Hall. A two-storied building was also added for infrastructural expansion in 2019.

Rishi Bankim Chandra College is a multi-faculty (Arts, Science and Commerce faculties) co-education College, offering Honours & General and PG Courses affiliated to the West Bengal State University.

Feet planted on solid earth and head held high, ever since 1948 Rishi Bankim Chandra College has stuck to the relentless pursuit of Rishi Bankim's mantra - "Bande Mataram" - adoring our motherland by catering quality education for the last five decades. The college boasts of being acknowledged by the UGC for its untiring service to the nation for over fifty years. It was accredited by NAAC for excellence as a higher education institution back in 2016 and this year (2024) the college is again going for reassessment by NAAC which unerringly reflects the impeccable vigil the institution maintains on the process of delivering Quality Education. Assessing own limitations and constraints, reshuffling and reorienting the available resources and stretching to newer vista so as to uphold successfully the heritage of the college and also to cope with the vicissitudes of this drastically changing world of today - all form the trivet of this metamorphosing college.

Objectives:

The Gender Audit of RISHI BANKIM CHANDRA COLLEGE has the following objectives:

- ❖ Throughout its history RISHI BANKIM CHANDRA COLLEGE has dedicated itself to the cause of the poor and underprivileged students, ensuring equal educational opportunities regardless of gender.

- ❖ RISHI BANKIM 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.
- ❖ RISHI BANKIM 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.
- Separate Girl's Washrooms with ample water supply is available in the College. The washrooms are regularly cleaned.
- Girls actively take part in outdoor games like annual sports.
- The College plays an active role in mobilizing funds under **Kanyashree Prakalpa** – a State Government venture in which unmarried female students are given a stipend of Rupees 25,000/-. The College issues applications to the bonafide students who are interested and eligible. In the year 2018-19 in 314, 2019-20 in 244, 2020-21 in 34, 2021-22 in 04 and 2022-23 in 43 girl students belonging to the said category have received this financial benefit.
- The College has in place **Anti-Ragging Committee** comprising of teachers and representatives of students. The College publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in Higher Educational Institutions in order to prohibit, prevent and eliminate the scourge of ragging. The students in distress owing to ragging related incidents can access the Committee. However, ragging in the campus is non- existent and no complaint of ragging has been made till now.
- The College has a Sexual Harassment Cell comprising of members of the ICC. Students can lodge their complaints with the cell without inhibition and the cell is committed to take up the complaints seriously. However, no such complaints have been received from any student till now.
- The girl students are trained and motivated for leadership in all walks of life. They are made to serve the nation. Unity and discipline always runs through the veins of girls. Apart from regular parades and camps, cadets participated in social activities like Blood Donation Camp, Common Tree Plantation Programme.

Awareness Programmes:

SL.	NAME OF THE ACTIVITY	YEAR OF THE ACTIVITY	ORGANIZED BY THE DEPARTMENT /IQAC
1	Awareness Programme on Sexual Harassment	03/08/2018	Internal Complaint Committee (ICC)
2	One day workshop on Menstrual Hygiene Management	15/10/2018	Women Cell and Gender Sensitization Cell
3	Seminar Lecture - “Balance for Better”	06/03/2019	Women Cell, R.B.C College
4	Documentary film Show - “Gulabi Gang.”	06/03/2019	IQAC, R.B.C College
5	Survey on Perception of Sexual Harassment	August-September 2019	Women Cell
6	Book launch : How the Other Half Strives : Stories of Women in India	07/02/2020	R.B.C College under the guidance of Dr. Mainak Roy and the Author
7	Seminar on Women at Work: Bengali Women in Colonial Times	14/02/2020	Internal Complaints Committee (ICC), Gender Sensitization Committee
8	Special lecture on ‘Gender Equality today for a Sustainable Tomorrow’	08/03/2022	Women Cell, IQAC and R.B.C College
9	Awareness Seminar on Prevention of Sexual Harassment (POSH)	08/04/2022	Internal Complaint Committee (ICC), Gender Sensitization Committee Against Sexual Harassment (GSCASH), IQAC and Rishi Bankim Chandra College
10	Seminar & workshop on Self Defense	11/02/2023	NCC Unit
11	Special lecture on ‘Embrace Equity: Women Empowerment in present days’	20/03/2023	Women Cell, IQAC and R.B.C College
12	Self-Defense Programme	19/05/2023	Internal Complaint Committee (ICC), Gender Sensitization Committee Against Sexual Harassment (GSCASH), IQAC and Rishi Bankim Chandra College

Why Gender Audit in RISHI BANKIM 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 feticide, asymmetrical opportunities for education, secondary position in the family to domestic violence and dowry deaths. In the job market the discrimination gets reflected in lower female earnings than males for similar work, occupational segregation whereby women are concentrated in certain specific jobs that are often low paid, glass ceiling on top management jobs by women, sexual harassment, etc. Despite a plethora of government schemes, awareness campaigns and media outcry, the gender based discrimination undoubtedly prevails. However, the silver lining to this grim situation is that our society is gradually moving ahead towards gender equality.

RISHI BANKIM 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 RISHI BANKIM 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 (2018-19 to 2022-23)

Session	Male	Female	Total	% of Male	% of Female
2018-19	1617	1516	3133	51.61	48.39
2019-20	1753	1482	3235	54.19	45.81
2020-21	1789	1480	3269	54.73	45.27
2021-22	2154	1598	3752	57.41	42.59
2022-23	1661	1277	2938	56.54	43.46

Table: 1

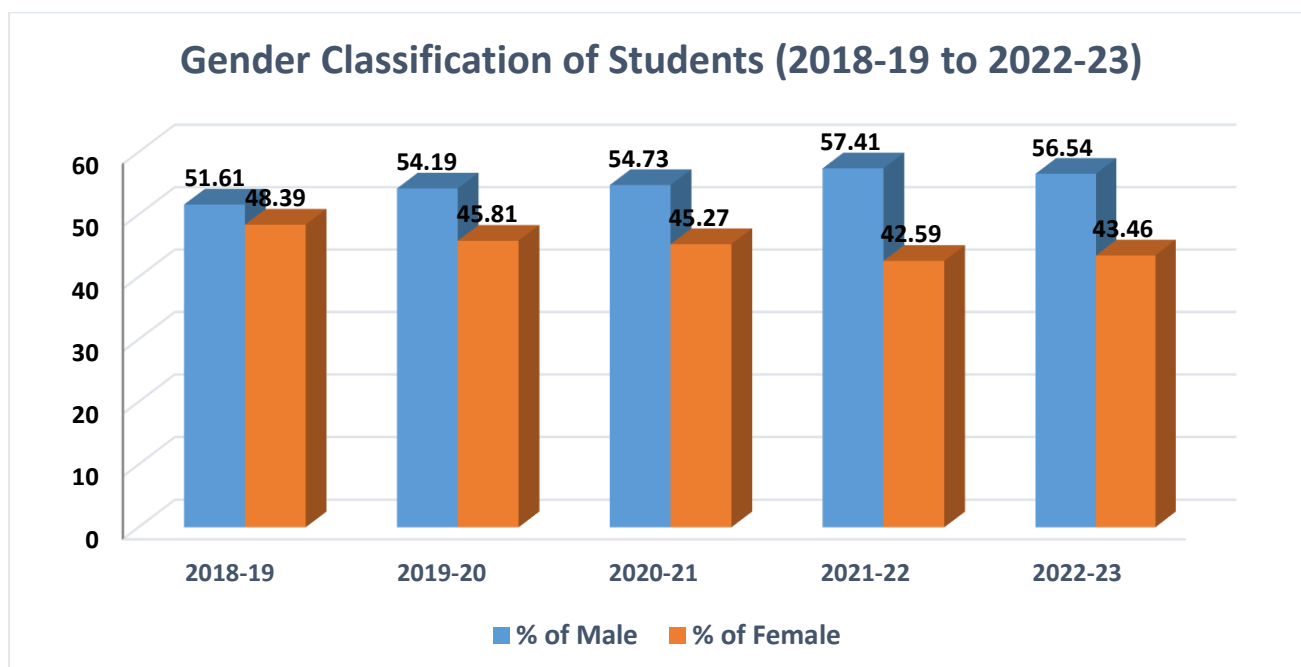


Figure: 1

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 and female student ratio is almost the same, and not much change has occurred during those years.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	37	34	71	52.11	47.89
2019-20	52	47	99	52.53	47.47
2020-21	57	51	108	52.78	47.22
2021-22	56	47	103	54.37	45.63
2022-23	54	46	100	54.00	46.00

Table: 2

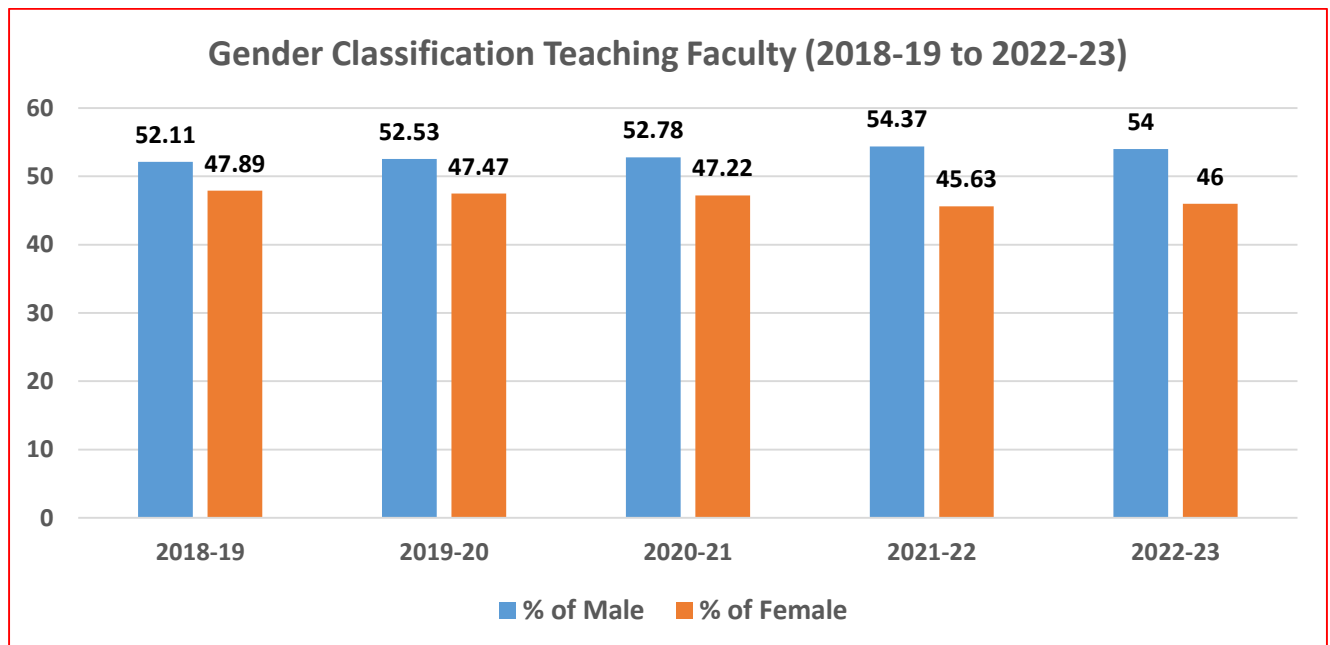


Figure: 2

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23. During the academic year 2018-19 to 2022-23, the Percentage of male and female teacher ratio is almost the same, and not much change has occurred during those years.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	13	02	15	86.67	13.33
2019-20	13	02	15	86.67	13.33
2020-21	12	02	14	85.71	14.29
2021-22	12	02	14	85.71	14.29
2022-23	12	02	14	85.71	14.29

Table: 3

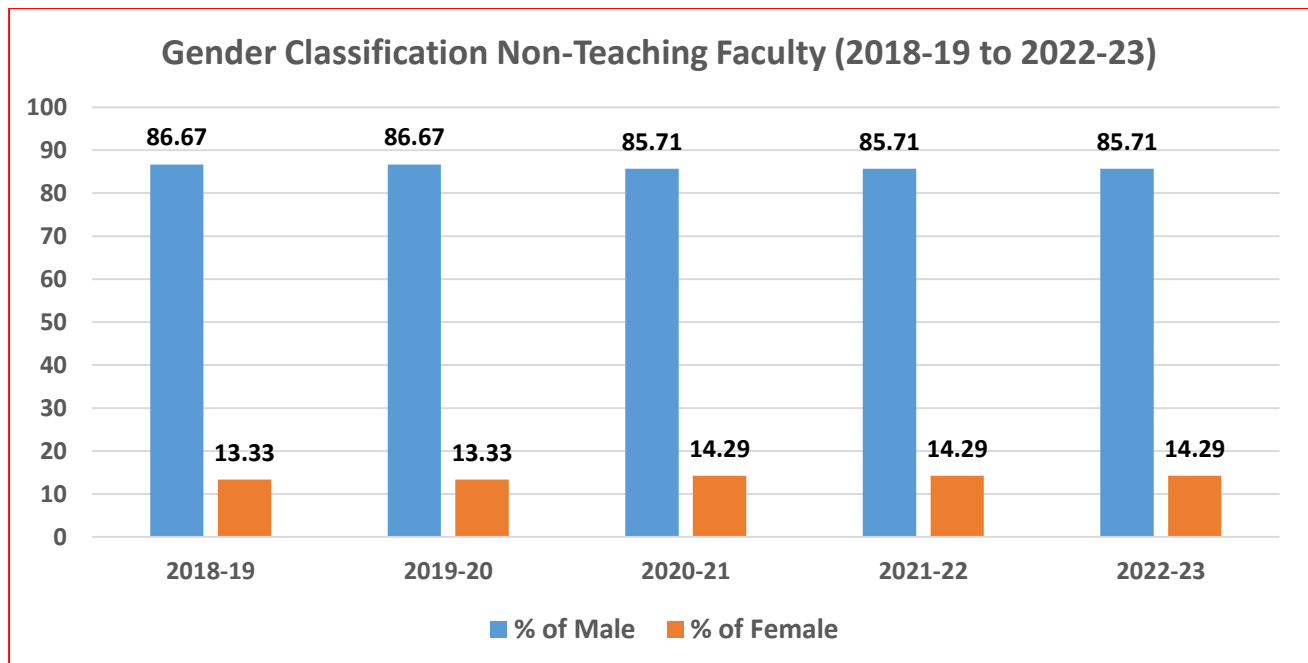


Figure: 3

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 West Bengal State University Syndicate Nominees, three Teachers' Representatives, one Representatives of Non-Teaching Staff and the General Secretary of the Students' Union.

Session	Male	Female	Total	% of Male	% of Female
2018-19	11	02	13	84.62	15.38
2019-20	11	02	13	84.62	15.38
2020-21	11	02	13	84.62	15.38
2021-22	11	01	12	91.67	08.33
2022-23	11	01	12	91.67	08.33

Table: 4

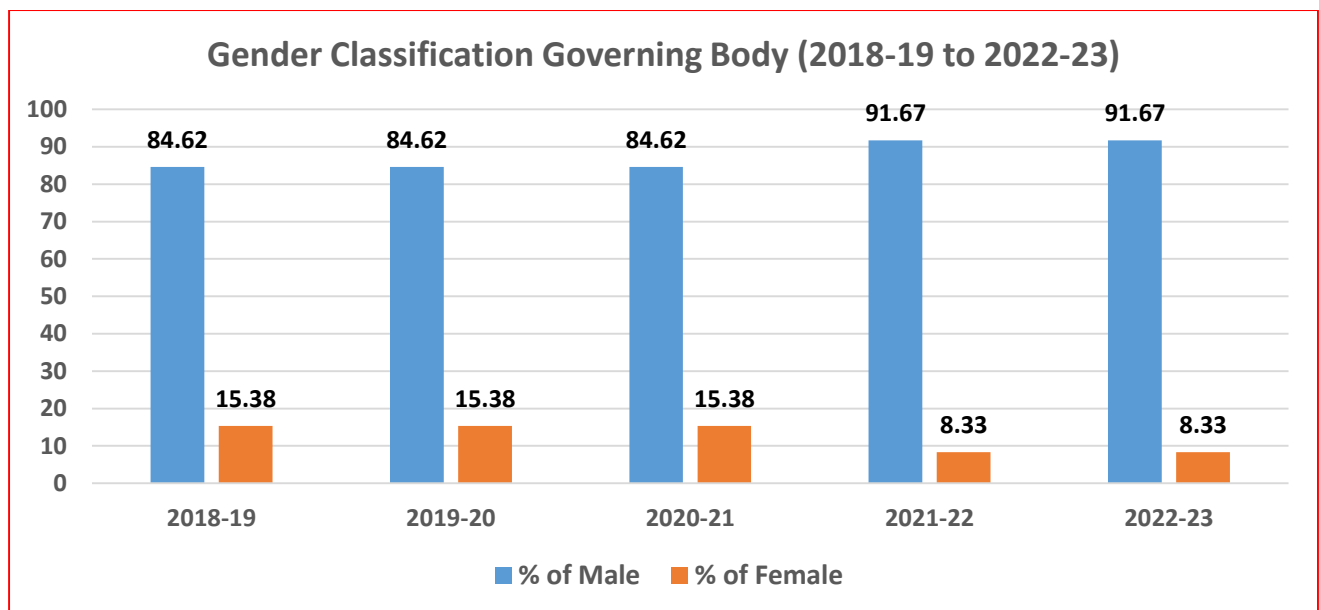


Figure: 4

It is evident from Table 4, women are extremely under- represented in Governing Body. It seems that in the academic years 2018-19 to 2022-23, the percentage of male members exceeded the percentage of female members, and not much change has occurred during those years.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	15	03	18	83.33	16.67
2019-20	15	03	18	83.33	16.67
2020-21	15	03	18	83.33	16.67
2021-22	19	04	23	82.61	17.39
2022-23	19	04	23	82.61	17.39

Table: 5

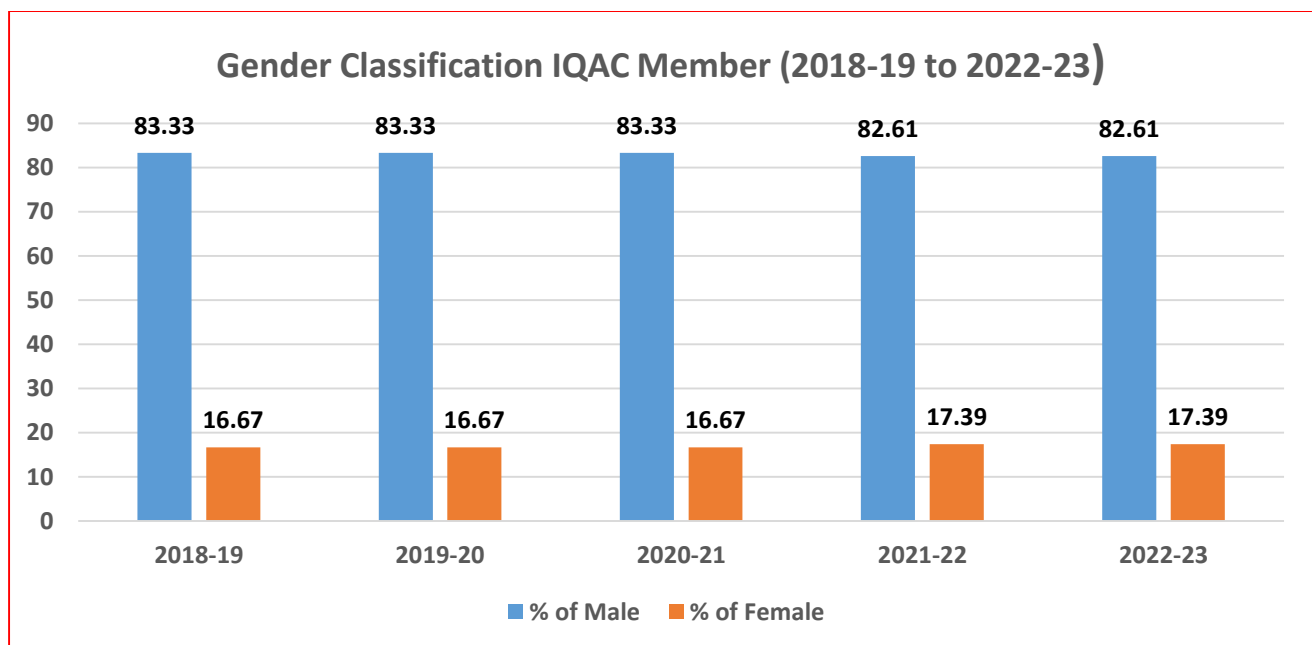


Figure: 5

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

PART-II

VIEWS OF STUDENTS ON GENDER BASED ISSUES: A SURVEY

Relevance of the Survey

The socio-economic profile of the students in RISHI BANKIM 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 urbane with modern outlooks. Some are first generation learners, some are socially backward and deprived, while some are financially weaker. Quite predictably the students are likely to have varied opinions and perspectives regarding various social issues, including gender issues.

RISHI BANKIM 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 946. The class-wise distribution of respondents was as follows:

Class	No. of Respondents
1 st Semester	288
3 rd Semester	316
5 th Semester	342
Total	946

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 'Rishi Bankim 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?

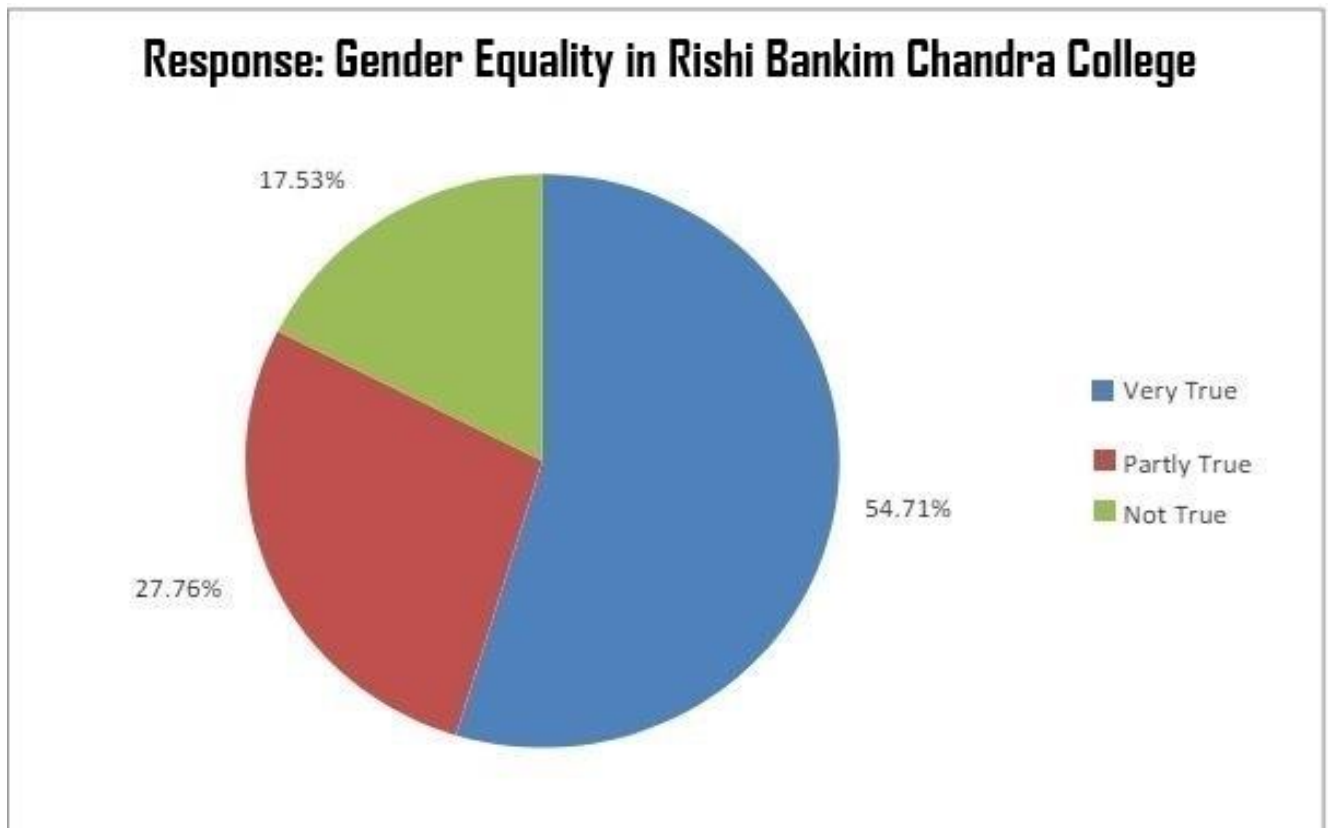
(a) Yes (b) No (c) Can't say

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

Findings from the survey

- **Assessment regarding gender equality in RISHI BANKIM CHANDRA COLLEGE campus**

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

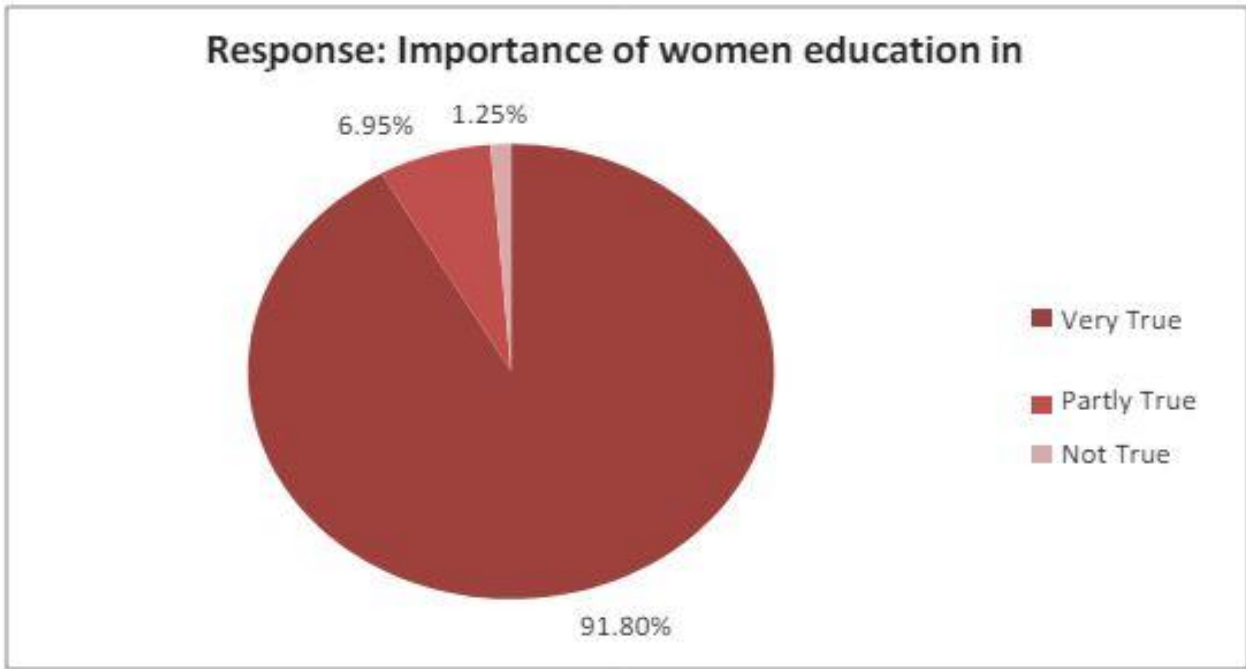


It is found that 54.71% of the respondents think that RISHI BANKIM CHANDRA COLLEGE is moving towards a gender equal campus.

- **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!



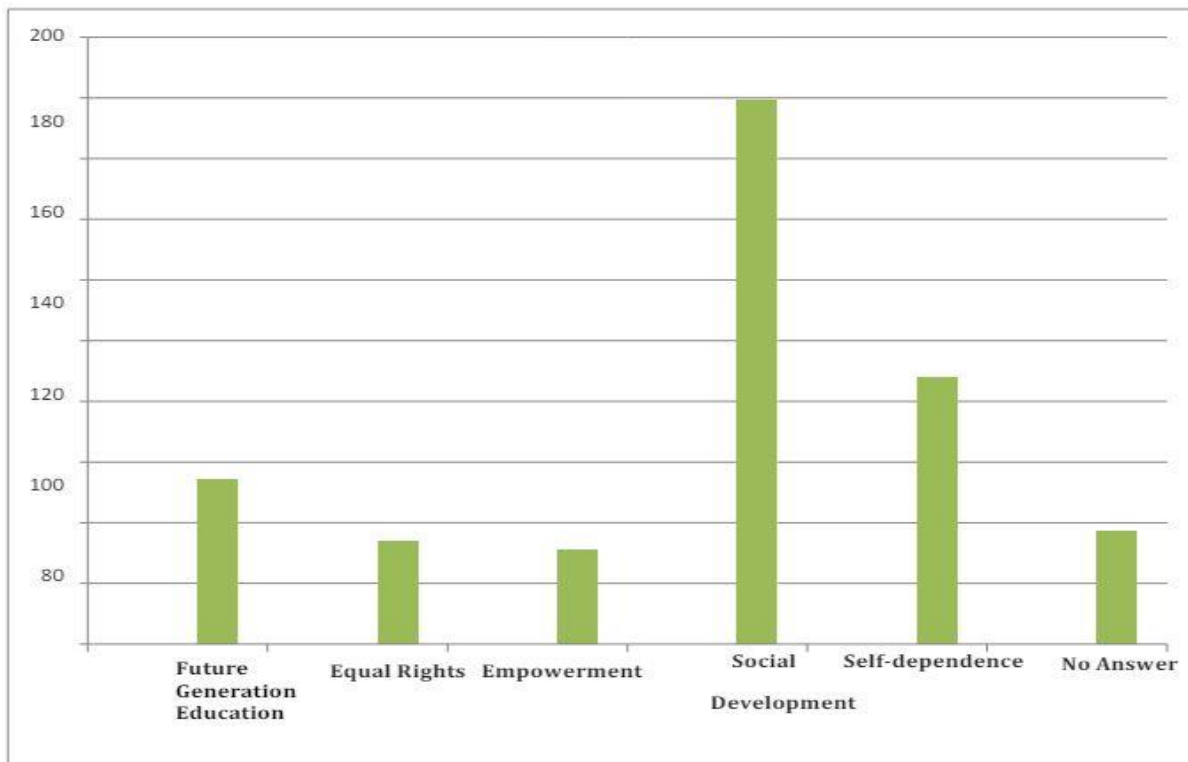
➤ **Assessment regarding whether girls should get higher education**

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**

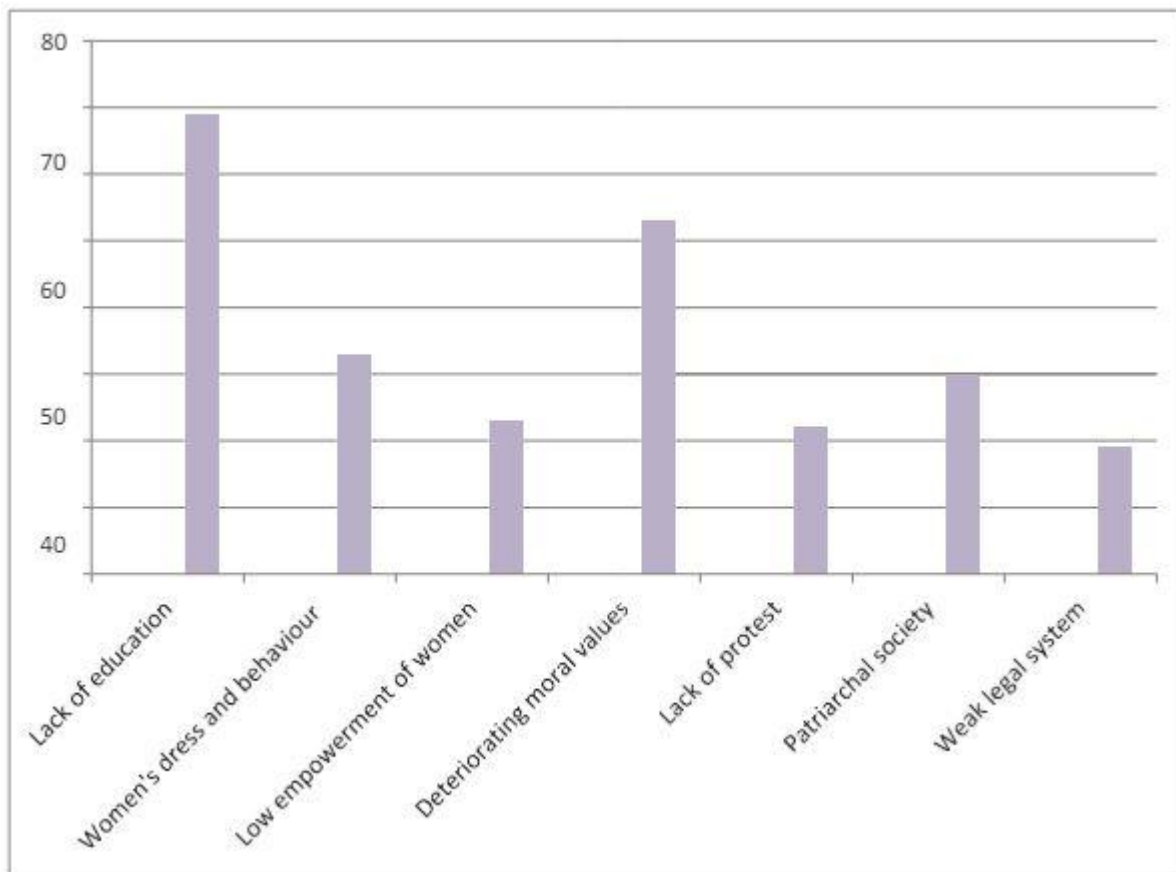
Based on the answers to question no. 8, the responses were broadly classified into five benefits as shown below:



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 Rishi Bankim 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 part-time teachers, the number of female teachers exceeds the number of male teachers. There is considerable lack of gender balance in representation in decision-making bodies of the students as well as the college. The sample survey among the students reveal that although most of the students are aware and sensitive to gender issues in the society, a considerable number of them are oblivious and ignorant of the problems and their causes.

Recommendations for making RISHI BANKIM 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.



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