

GENDER AUDIT REPORT

SESSION- 2018-19 to 2023-24



TAKI GOVERNMENT COLLEGE

TAKI, NORTH 24-PARGANAS, WEST BENGAL

Prepared by

Gender Audit Committee
Taki Government College

INDEX

1. INTRODUCTION
2. GENDER AUDIT: CONCEPT, COMPOSITION, OBJECTIVES OF GENDER AUDIT COMMITTEE
3. GENDER POLICY IN THE COLLEGE
4. GENDER BALANCE WITHIN THE INSTITUTION
 - A. STUDENTS PROFILE
 - B. EMPLOYEES PROFILE
5. GENDER SENSITIZATION INITIATIVES
 - A. BEST PRACTICES
 - B. GENDER SENSITISATION PROGRAMMES
6. SOME VISUAL REPRESENTATION OF GENDER SENSITISATION PROGRAMMES
7. CONCLUSION
8. RECOMMENDATION
9. ACKNOWLEDGMENT

INTRODUCTION

About The College

The phenomenon Taki Government College started its journey into the educational arena of West Bengal on 15th September 1950. Since then, the College has traversed a long way accumulating optimistic ingredients in its stature to arrive at its present momentous state. Located a few steps away from the banks of the river Ichhamoti, the College is fulfilling the educational needs of a large section of students belonging to the vast adjoining areas with ever increasing sense of commitment. Taki is well connected both by railways and by roadways. Nearest railway station from the College is Taki Road Station in the Sealdah-Hasnabad section.

Academics of the College is conveniently spread in three parts of the main campus, the Main Building, Annex Building and the Geography-cum-playground enclave. Main building hosts the office of the Principal and most of the academic departments. Students' Union Room and the college Canteen are located within the main building enclosure. Over the years, the College has been gaining momentum in upholding its pledge towards inclusive education and thus maintaining sustenance of tradition, culture and heritage inherent to the State of its positioning.

The Education Directorate and the Higher Education Department of the Government of West Bengal, are the immediate controlling authority of the College administration and frame the dynamic policies as well as functional modalities of the College that are carried through and implemented by the Principal of the College. A new Governing Body will be formed soon. The College boasts of having a well-set Internal Quality Assurance Cell (IQAC) which is an essential stipulation of UGC, India.

A computer training centre, NSS, NCC and Netaji Subhas Open University are the additional opportunities which the students can explore. The college is facilitated by a students' hostel meant to cater to the needs of outstation candidates. The College Library is well-stocked and is always nourished to be a platform towards an all-round development of the students. Seminars and allied Lecture sessions are held for the benefit of the students. Sporting activities take place round the year with the Annual Sports slated at suitable time every year. The students' union offers a platform to the students to voice their concern. Students can feel the sense of togetherness in collective activities in the common room or such other places in the campus and engage themselves in creative activities. Yearly magazine is published to enable students to develop their innate potentials. The teaching and other support staffs of the college always strive to achieve excellence and further blooming of the college. Students are to abide by the rules and regulations of the college and it must be remembered that only through combined efforts of all of us, we can raise the college to better heights. The institution has zero tolerance for ragging and the role of the Anti-ragging cell as well as the administration and the Students' Council, ensures that the campus is free from

any discriminatory practices. The Redressal Cell, Internal Complaints Committee function in unison to create a free and fair environment for holistic development of the students.

GENDER AUDIT

Concept

A gender audit in colleges is a process of assessing the college's policies, practices, and procedures to identify areas where gender bias or discrimination may exist, and develop strategies to address them.

This Gender Audit tries to check the impact of its current & proposed policies on gender equality in the institution. All students' total personality development is always a priority at the college. Girls are given varied facilities and attention to maintain gender equality. Institution focuses to conduct gender awareness programmes and Counselling sessions with legal experts to educate the girls about their rights and to provide them with the knowledge of the bylaws. The Internal Complaints Committee for women (the Sexual Harassment Prevention, Prohibition, and Redressal at Workplace Committee; i.e, ICC) and the anti-ragging committee, all organise such programmes/workshops every year.

Taki Government College with the initiative of the Internal Complaints Cell (ICC), Women Development Cell (WDC) and Internal Quality Assurance Cell (IQAC) have constituted a committee for Gender Audit and they compiled this Gender Audit for the institution.

Composition of the Gender Audit Committee

Sl No.	Name	Designation	Institution
1	Dr. Shanta Mukhopadhyay	Chairman	Officer-in-Charge, Taki Govt. College
2	Dr. Saubhik Das	Vice-Chairman	IQAC Co-ordinator, Taki Govt. College
3	Dr. Sanjukta Muhuri	Internal Member	Associate Professor in Chemistry, Taki Govt. College
4	Rehana Khatun	Internal Member	Assistant Professor in Bengali, Taki Govt. College
5	Dr. Debapriya Rajlakshmi Das	Internal Member	Assistant Professor in Botany, Taki Govt. College
6	Dr. Nilanjana Bagchi	External Member	Director, Women's Study Centre, Bethune College
7	Dr. Pritha Kundu	External Member	Assistant Professor in English, HMM College for Women

Objectives of Gender Audit

- To provide a tool and approach to assess the compliance with gender equity.
- To develop an action plan for identifying the areas of weaknesses and strengths.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- Make recommendations for overcoming the gender gap.
- To observe the college's efforts and competence to prevent sexual harassment
- To enable organizations to identify the impact of gender relations on the institution's culture, processes, programs and organizational performance.
- To modify the inequity and to reinforce the equalizing forces, making the organization more gender responsive.

GENDER POLICY IN THE COLLEGE

Gender policies are important for creating a more inclusive and equitable society and ensuring that people of all genders have equal opportunities to thrive. The College strives to set of guidelines, regulations, and practices that aim to promote gender equality, prevent discrimination, and ensure a safe and inclusive environment for people of all genders. The society we live in cannot progress if there is inequality on any front. Taki Government College is committed towards upholding the principle of gender justice and endorses a sustained engagement against any form of discrimination and abuse of power based on gender. The College administration takes responsibility for the development and implementation of the gender policy. Emphasis is placed on students' qualitative performance along with their overall personality development and consequently believes is an open forum to discuss gender issues. Basic sanitation facility in the form of separate toilets for the students and staff is provided in each floor of the college. The Teachers' staff room is also provided with separate toilets for male and female faculty. The college office has its own separate washroom too. The girl students are provided with various facilities. The College played a pioneering role by installing **sanitary napkin vending machines** in the girls' common room which has been instrumental in promoting menstrual hygiene and cleanliness among the girl students. The college has CCTV monitoring devices installed at different location within the campus. The college provides equal opportunity to one and all. The college has a Women's Development Cell to carry out various gender sensitization programmes.

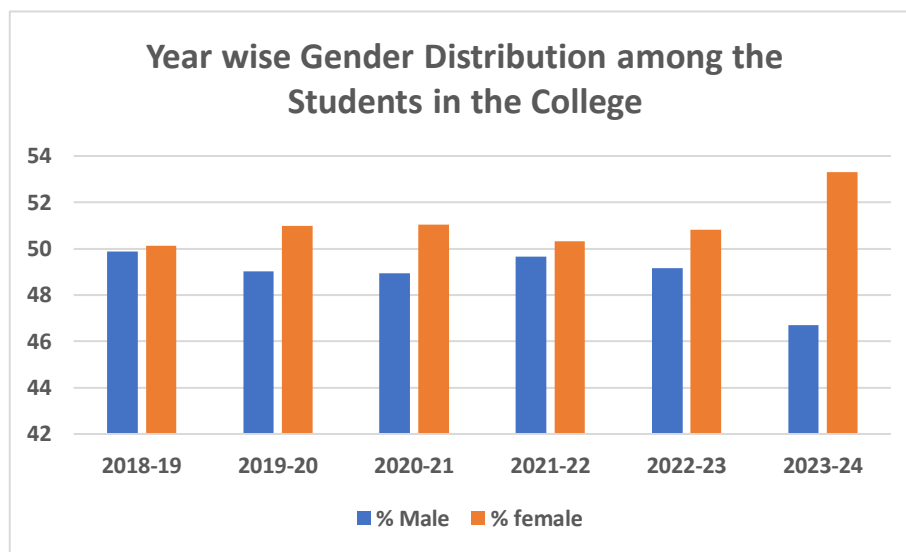
GENDER BALANCE WITHIN THE INSTITUTION

STUDENTS PROFILE

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students as well as within the staff structure. Traditionally, women have lesser access to resources and opportunities due to the social structures which act as inhibitors in many cases. This results in lesser capability among women, producing a snowball effect on their empowerment and access to development initiatives. The gender distribution in Taki Government College shows a fair distribution of male and female. The table below shows the Gender wise details of total students in the College in the last five years.

Table 1: Year wise distribution (male-female) of students in college

Session	Total	Male	Female	% Male	% female
2018-19	5308	2647	2661	49.87	50.13
2019-20	5927	2906	3021	49.03	50.97
2020-21	5159	2525	2634	48.94	51.05
2021-22	6368	3163	3205	49.67	50.32
2022-23	6905	3395	3510	49.16	50.83
2023-24	6856	3202	3654	46.70	53.30



STUDENTS SCHOLARSHIPS

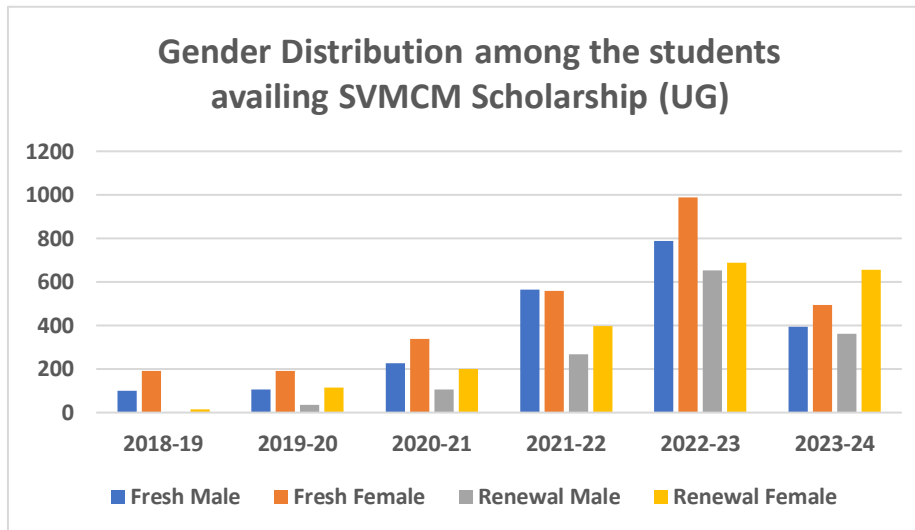
The college plays an active role in facilitating students to get various scholarship schemes and grants provided by the Government.

For example, as far as the Swami Vivekananda Merit-cum-Means Scholarship is concerned, the college has relentlessly worked hard so that the students can obtain the scholarship. There is a committee which not only receives fresh applications but also ensures that the scholarships are renewed each year.

NAME OF THE SCHOLARSHIP: SVMCMS FOR UG+PG STUDENTS

Table 2: Year wise distribution among the students availing SVMCM Scholarship

Session	Fresh		Renewal	
	Male	Female	Male	Female
2018-19	99	190	03	15
2019-20	106	190	35	114
2020-21	227	337	107	200
2021-22	564	560	268	396
2022-23	788	989	653	689
2023-24	394	494	361	655

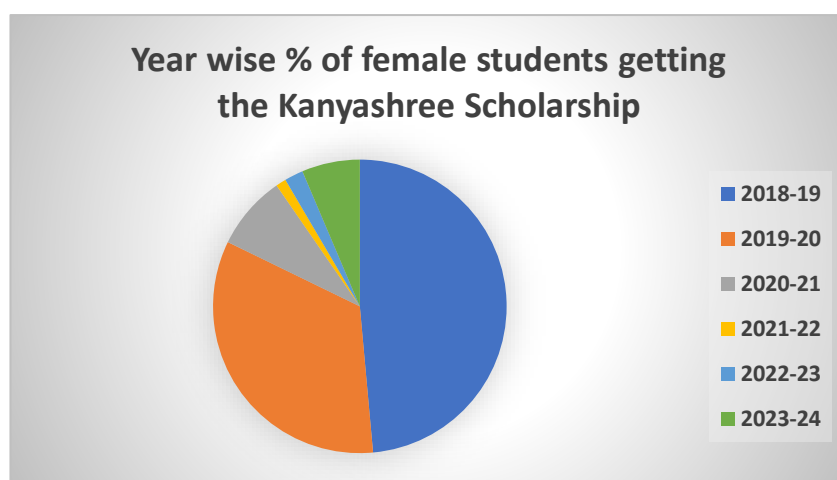


NAME OF THE SCHOLARSHIP: KANYASHREE

Under the Prohibition of Child Marriage Act 2006 (PCMA), Govt of West Bengal has introduced the **Kanyashree Prakalpa** which bagged an UN award in 2018, seeks to improve the status and well-being of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfer. Taki Government College has perfectly worked towards providing this benefit to numerous girl students. The Students' Scholarship Committee has been functional for this purpose.

Table 3: Year wise distribution of % of female students availing Kanyashree Scholarship

Session	Total Female students admitted (UG)	Number of female students getting the scholarship	% of female students getting the scholarship
2018-19	1127	561	49.78%
2019-20	1155	374	32.38%
2020-21	1224	103	8.42%
2021-22	1507	18	1.19%
2022-23	1598	37	2.32%
2023-24	1447	104	7.19%

**NAME OF THE SCHOLARSHIP: AIKYASHREE**

Aikyashree Scholarship, a welfare scheme by the West Bengal Minorities' Department & Finance Corporation to provide financial assistance to minorities students to decrease dropout rates and continue their studies. The data below shows that girl students are availing more of this scholarship which is a good sign for the society and the college has been successful in motivating them to continue their studies.

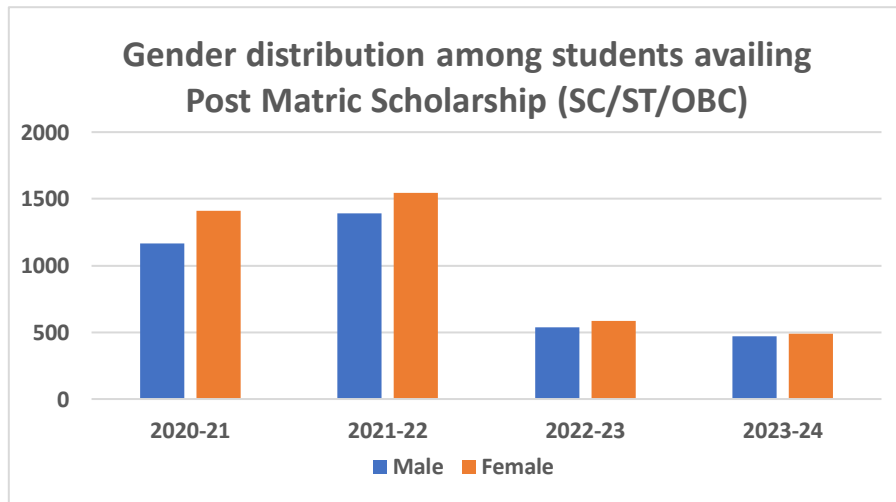
Table 4: Year wise distribution of Scholarships among students under Aikyashree

Session	Name of the scholarships under Aikyashree	Male	Female
2019-20	POST MATRIC SCHOLARSHIP	329	341
	TALENT SUPPORT PROGRAM (TSP)	188	207
2020-21	POST MATRIC SCHOLARSHIP	489	435
	TALENT SUPPORT PROGRAM (TSP)	133	117

2021-22	POST MATRIC SCHOLARSHIP	572	533
	TALENT SUPPORT PROGRAM (TSP)	84	102
2022-23	POST MATRIC SCHOLARSHIP	472	360
	TALENT SUPPORT PROGRAM (TSP)	43	54
2023-24	POST MATRIC SCHOLARSHIP	467	418
	TALENT SUPPORT PROGRAM (TSP)	116	136

NAME OF THE SCHOLARSHIP: POST MATRIC SCHOLARSHIP SC/ST/OBC (OASIS)

Session	Male	Female
2020-21	1164	1411
2021-22	1391	1546
2022-23	539	585
2023-24	471	489



GENDER BALANCE AMONG THE EMPLOYEES

Table 5: Year wise gender distribution among Teaching Staff (Substantive post + SACT)

Session	Total	Male	Female
2018-19	53+27	29+09	24+18
2019-20	63+27	35+09	28+18
2020-21	64+24	36+08	28+16
2021-22	64+24	36+08	28+16
2022-23	64+24	37+08	27+16
2023-24	61+24	35+08	26+16

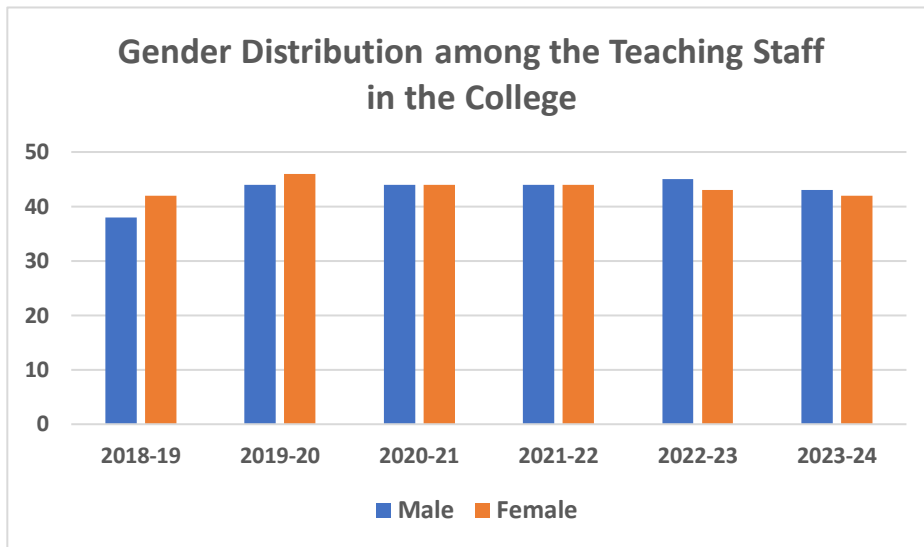
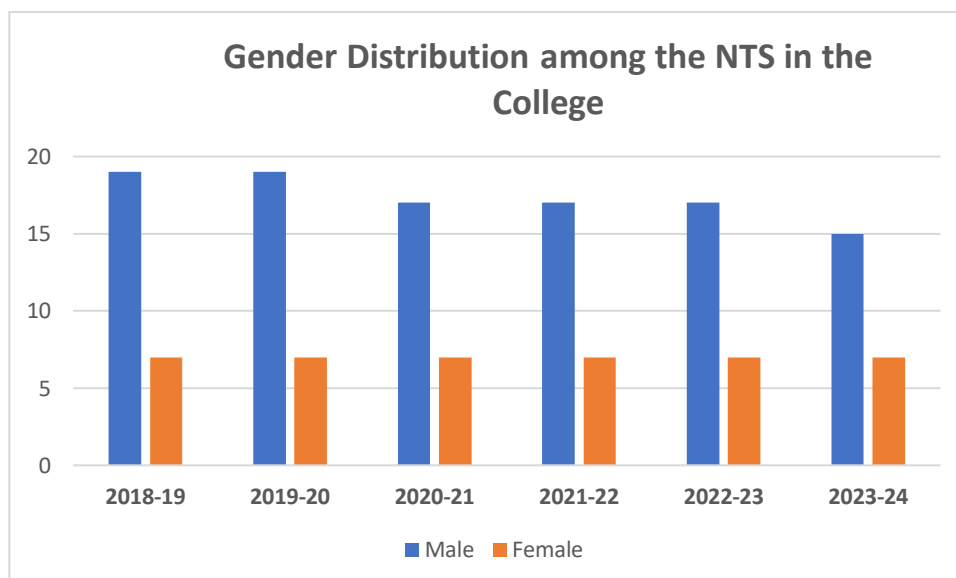


Table 6: Year wise gender distribution among Non-Teaching Staff

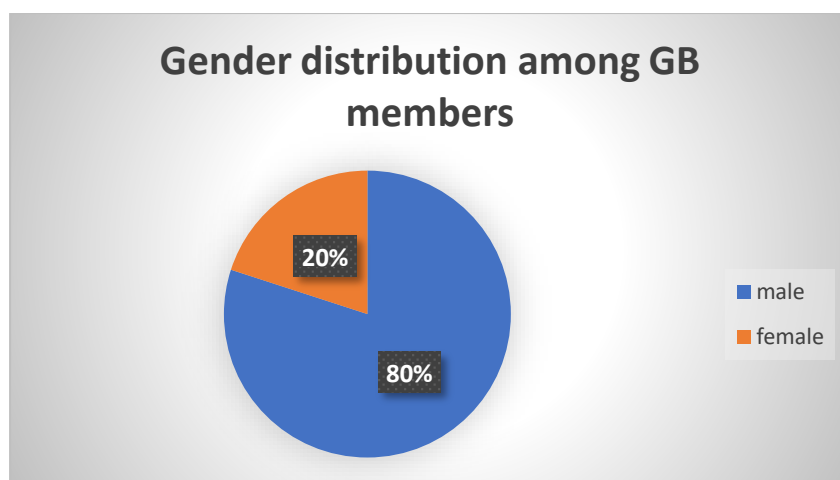
Session	Total	Male	Female
2018-19	27	19	07
2019-20	26	19	07
2020-21	24	17	07
2021-22	24	17	07
2022-23	24	17	07
2023-24	22	15	07



GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY BODIES AND DIFFERENT COMMITTEES

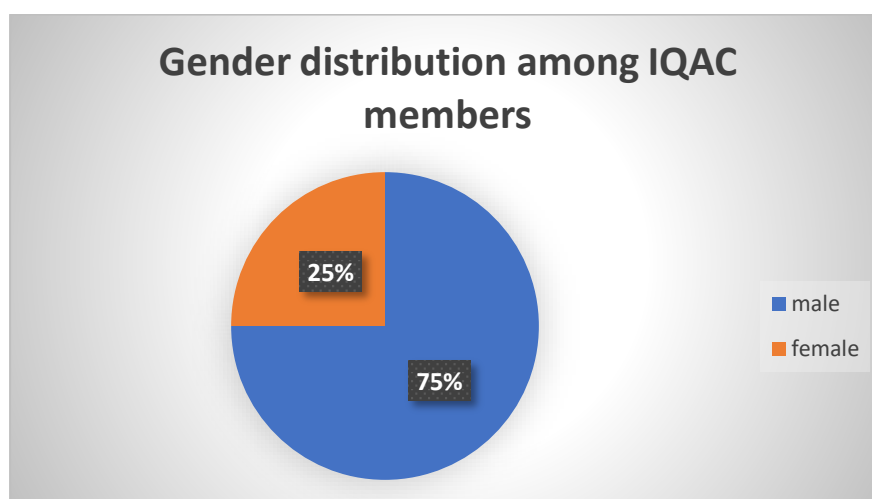
To begin with, the college administration encourages the faculty members to participate various Faculty Development Programme, Seminars, Workshops and various other academic activities and participation of the female teachers is indeed praiseworthy. In many administrative and teachers' council committees, female employees act as conveners. Numerous departments are headed by the female faculty members. The college takes utmost care that the female teachers could get their various leave benefits like Maternity Leave and the Child care leave.

REPRESENTATION IN THE GOVERNING BODY

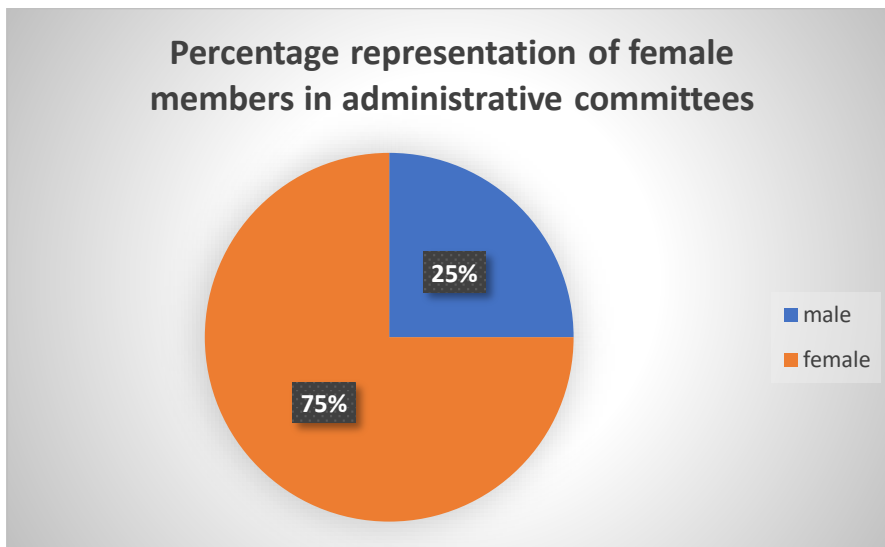


The Governing Body of the College comprises of 10 members including GB president, Member Secretary, Government Nominee, University Nominee, Teacher Representative, Non-Teaching Staff Representative, Student Representative; 02 are female members and 08 are male members.

REPRESENTATION IN ADMINISTRATIVE COMMITTEES (IQAC)



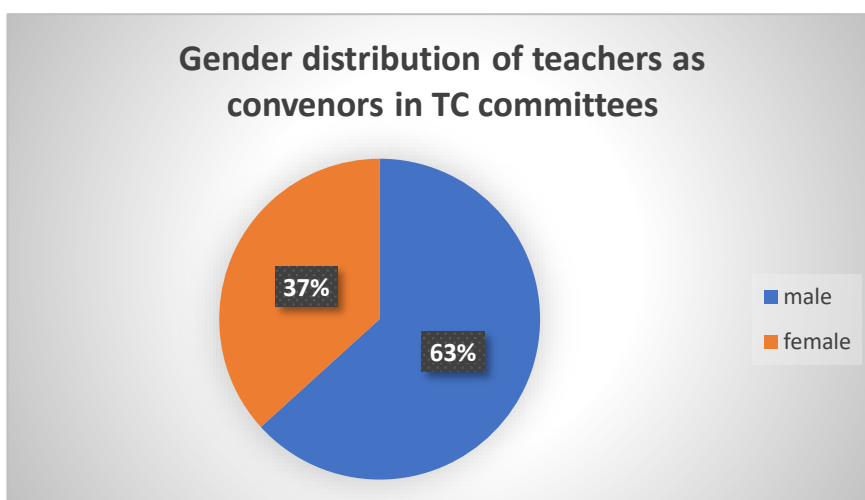
Among the 16 members in IQAC which include Principal, Teaching Member, Non-Teaching Member, Non-Teaching Administrative Member, Student Member, 12 are male members and 04 are female members.



Percentage Distribution of all stakeholders in Administrative Bodies of the College: Officer-in-Charge, IQAC Co-ordinator, Nodal Officer for AISHE, Secretary Teachers' Council. The post of Officer-in-Charge, Nodal Officer for AISHE, Secretary Teachers' Council is headed by Female Faculty Members.

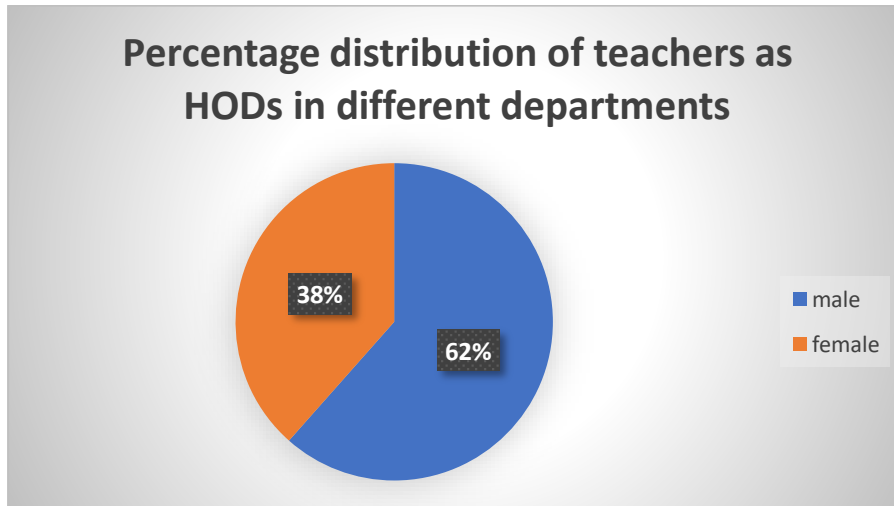
TEACHERS IN A LEADERSHIP ROLE / CONVENERS IN THE TC

Session	Total TC sub committees	Male members as single/joint convenors	Female members as single/joint convenors
2021-22	27	28	24
2022-23	26	29	21
2023-24	26	31	18



In the current session, the College comprises of 26 TC sub-committees which have 49 single/joint male and female Convenors: 31 are male Convenors and 18 are female Convenors.

TEACHERS IN A LEADERSHIP ROLE – HODs



Out of 13 departments, 5 of the HOD's are female. It is evident from the above charts that the institution encourages female staff to assume decision making roles like Convenors of different Committees and as Head of the Departments.

GENDER SENSITISATION INITIATIVES

BEST PRACTICES

Gender sensitization is carried out in campuses through various activities like debates, discussions, seminars, workshops and other forms of arts. This can also be done through the gender sensitizing cells, gender sensitization committees and Redressal forum, compulsory courses in the curriculum on gender sensitization at both UG and PG levels, organization of Workshops and seminars etc.

The College has provided support to organize programmes on gender issues. Initially a Sexual Harassment Redressal Cell was set up formed to redress the problems coming under the purview of Sexual harassment at workplace Act, 2013. However, in the year 2019, the cell was reconstituted as **The Internal Complaints Committee**. Gender Awareness Campaigns and Workshops/Seminars are regularly carried out by this committee.

Here are some practices the college has adopted:

1. Training and Workshops: The College conducts seminar and workshops for students, faculty, and staff to raise awareness about gender issues and promote gender sensitivity.
2. Gender-Specific Facilities: The College also provides separate common rooms for girl students, washrooms.

3. Anti-Sexual Harassment Policies: The College has enforced clear policies and procedures to prevent and address sexual harassment and other forms of gender-based violence. This can include setting up a dedicated committee to handle complaints and providing support to victims.
4. Scholarships and Students concessions are availed of by boys and girls alike.
5. The College has actively functioned Anti-Ragging, Equal Opportunity, Internal Complaint and Grievance Redressal Cells that are committed to provide a free and fair environment to the students in the College.
6. The College authorities are easily approachable by the students.
7. The College administration has regularly supported employees in terms of granting maternity and child care leave.
8. Various gender sensitization programmes are organized by different committees in the college to bring out the overall development of girls and boys and thereby to mould a better society with equality.

GENDER SENSITIZATION PROGRAMMES

In January, 2019 the college formed Women's Development Cell as per the guideline of UGC (Prevention, Prohibition and Redressal of Sexual Harassment of female employee and students in higher education) to organize regular sessions on gender and society inviting resource persons from the fields of academic and activism. The Women's Cell started functioning from session 2019-20. The college has organized several sensitization programs during this assessment period to bring about changes in the perception and behaviour of teachers, parents and students towards men and women, girls and boys and to provide them with equal opportunities and treatment. Talks, Seminars on issues like social security, discriminations, gender violence and most importantly empowerment of women are organized on a regular basis in the college and many notable personalities have graced the college with their presence on many occasions and enlightened the stakeholders on various issues.

On 1st April, 2022, international Women's Day was celebrated in the College. It was mainly student's participation where they talked about their view on designating a particular day as Women's Day and celebrating it. Both male and female students participated in the event. They shared varied opinions on the role of women in the society, celebrating womanhood, identifying a particular day for such celebrations and many other views.

A gender sensitization program on child marriage and child trafficking was organized on 2nd December, 2022. An interactive session was held with Sakila Khatun, secretary, Katakali Empowerment and Youth Association (KEYA). Students shared their view about position of women in the society, how they are indispensable in family life but at the same time exploited in various ways, how a person ought to behave with the mother, the wife, the daughter and gender inequality in the society, in general. It was a very fruitful session as the view of the young generation of today came into the forefront.

On 4th April, 2023, Cultural Committee and WDC of Taki Govt College jointly organized a seminar on gender equality. The resource person was renowned personality Sudhhasattwa Ghosh who spoke in detail about Human Rights as rights inherent to all human beings, irrespective of race, sex, nationality, ethnicity, language, religion, or any other status. That these rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

Apart from the Women's Cell, the college also has an Anti-sexual Harassment Cell, Grievance Redressal Cell, Anti-Ragging Cell, Internal Complaints Cell that function relentlessly to make the ambience of the college gender neutral and violence free. To cater the emotional needs of the students and staff, Taki Govt. College constituted the Psychological Counselling Cell with ample assistance from the Department of Psychology, West Bengal State University, Barasat on April, 2024. This Committee works towards for safeguarding the interests of students as well as the male and female staff of our college. These bodies arrange lectures by eminent personalities, social workers to generate awareness among all stakeholders of the college.

SOME VISUAL REPRESENTATION OF DIFFERENT GENDER SENSITISATION INITIATIVES

Celebration of International Women's Day in college



Padayatra on celebration of Kanyashree Day



Seminar on Child Marriage and Child Trafficking organised by WDC and ICC



CONCLUSION

The college constantly endeavours to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organise different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect. We find that student's strength particularly girls' strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Further, it has been observed that the success rate among girl's student is more as compared to boys. They are taking interest in participating in all co-curricular and extracurricular activities including cultural programmes and sports organized by the institution. Gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up.

RECOMMENDATION

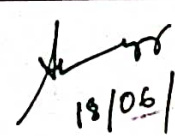

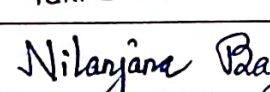
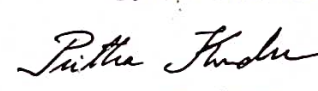
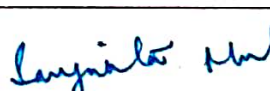
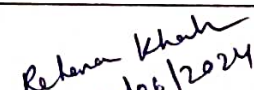
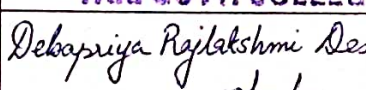
In the coming year, we aim to

- Increase the number of female staff in decision making bodies
- Organize more co-curricular and extra-curricular activities for students and staff including male and female
- Motivate girl students to actively participate in sports of their own choice
- Organise awareness sensitization seminar/programmes for students, faculty members and staff especially legal rights of women

ACKNOWLEDGEMENT

Audit Team is thankful to all who have contributed to the institute's self-assessment process and compilation of the self-assessment report. The team is most grateful for the openness and sincerity of who spared their time to appear before the panel and for their observations and constructive comments.

GENDER AUDIT COMMITTEE

Sl No.	Name	Designation	Signature
1	Dr. Shanta Mukhopadhyay Officer-in-Charge, Taki Govt. College	Chairman	 18/06/2024 Officer-in-Charge Taki Government College Taki, 24 Parganas (N)
2	Dr. Saubhik Das IQAC Co-ordinator, Taki Govt. College	Vice-Chairman	 18/06/2024 Coordinator Internal Quality Assurance Cell (IQAC) Taki Government College
3	Dr. Nilanjana Bagchi Director, Women's Study Centre, Bethune College	External Member	 24/6/2024. Dr. NILANJANA BAGCHI (W.B.E.S) Associate Professor and H.O.D. Dept. of Psychology (UG & PG) Bethune College Govt. of West Bengal
4	Dr. Pritha Kundu Assistant Professor in English, HMM College for Women	External Member	 Assistant Professor Department of English Hiralal Mazumdar Memorial College for Women
5	Dr. Sanjukta Muhuri Associate Professor in Chemistry, Taki Govt. College	Internal Member	 18/6/24 Associate Professor Taki Government College
6	Rehana Khatun Assistant Professor in Bengali, Taki Govt. College	Internal Member	 18/06/2024 Assistant Professor TAKI GOVT. COLLEGE
7	Dr. Debapriya Rajlakshmi Das Assistant Professor in Botany, Taki Govt. College	Internal Member	 18/06/24. Assistant Professor TAKI GOVT. COLLEGE