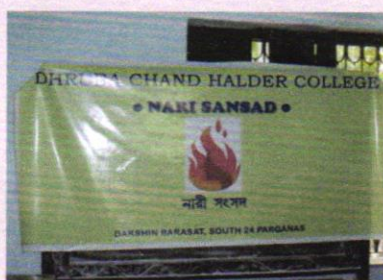




## **DHRUBA CHAND HALDER COLLEGE**

### **Gender Audit Report**

**2021-22**





Journal of the History of Ideas




## ACKNOWLEDGEMENT

**HUMAN DEVELOPMENT CENTRE**, Joynagar, South 24 PARGANAS, West Bengal, thanks the Principal of **DHRUBA CHAND HALDER COLLEGE**, Dr. Satyabrata Sahoo, the IQAC Coordinator Smt. Sudakshina Sengupta and the Convenor of the Gender Sensitization Committee, Dr. Manika Rakshit, for having confidence in the Centre and entrusting us with the work of conducting and preparing a Gender Audit for the year 2021-22. We are also thankful to the other teaching and non-teaching staff members for their co-operation in preparing this report.

  
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10.7.22

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## **GENDER AUDIT REPORT**

**Dhruba Chand Halder College** at Dakshin Barasat, in the Sealdah-Namkhana section of the Eastern Railways, South 24 Parganas, West Bengal, formerly known as Dakshin Barasat College, was established in 1965, as a co-educational undergraduate college, for providing quality-higher-education to hundreds of students in the vast Sunderban belt, one of the largest mangrove forests in the world, on the Gangetic delta.

The College provides exceptional academic opportunities to a vast cross-section of people in the district, through a plethora of courses offered under Distance Learning Centre, along with its regular courses and contemporary Add-on Courses. This College offers 19 undergraduate programmes in three main streams i.e., Arts, Commerce and Science.

At DCH College, a co-educational institute, the need for maintaining safety and security and keeping the ambience free from all encumbrances is a priority. Care is taken, so that the College remains an abode of peace and harmony.

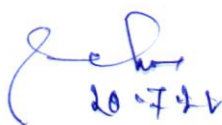
The Nari Sansad or the Women's Development Cell is entrusted with the duty of organizing at least two meaningful programmes every year, on relevant gender issues.

In conjunction with the prescribed syllabus, the faculty is advised to engage students on latest debates and issues surrounding women's empowerment.

All concerned departments are advised to carry out programmes to help to disseminate knowledge on the theme of Women's Potentialities, Opportunities and Practical Problems and Solutions.

  
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## What is Gender Audit?

A Gender Audit is a process of assessment of the gender equality in an organization adopting means by which the main gender biases are identified. A gender audit usually takes into account different issues such as: the status of gender equality in different policies guiding an institution, involving both women and men in its decision-making structure, and understanding the behaviour of staff members of both sexes in relation to a particular issue.

## Objectives of the Audit Report:

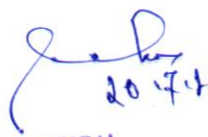
The Gender policy aims to ensure "equality of all opportunities between women, men, girls and boys so that development efforts have an equal impact on all gender". It facilitates proper integration of gender issues in development to ensure full participation of women and men in their productive lives.

For effective dissemination of knowledge, an educational institution needs to be unbiased and impartial, especially in its treatment of both men and women. The Constitution of India stands as the source of guidance to any centre of education. The sections on Fundamental Rights and Duties, Directive Principles and the Preamble, related to this aspect are many: **Article 14** requires 'equality before law' and ensures universal rights for all, regardless of birth, ethnicity, gender or race; **Article 15 (1)** authorizes the state not to isolate any person based on sex, race, nationality, caste, ethnicity or any of them; **Article 15 (3)** empowers the state to prepare special arrangements to benefit women with the help of laws such as the Domestic Violence Act, Workplace Harassment Law, Sexual Abuse Legislation, Amendment to the Hindu Succession Act etc; **Article 16** proclaims equal opportunity for all; **Article 39 (d)** ensures equal wages for equal work for all and **Article 42** states that governments are to provide fair and reasonable working conditions and maternity assistance.

The University Grant Commission has also focussed on these aspects and accordingly many Gender positive initiatives are required to be implemented and assessed periodically. The gender balance is thus maintained in an institution. Accordingly all Institutes of Higher Education have to conduct a Gender audit in their campuses to ensure Gender neutrality of facilities and assess/ monitor programmes for Gender Sensitization.

  
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## Methodology:

As part of the Audit, we collected information from the different stakeholders, on the curriculum, teaching-learning, research and innovations etc. and also conducted an online survey through a designed Google form for the Students, Faculty and the non-teaching staff in order to gather and collate the respondent's perception on the prevailing Gender sensitive practices /facilities.

Gender sensitive indicators:

- a. Curricular aspects
- b. Teaching, Learning and Evaluation
- c. Research and Publications
- d. Resources & Infrastructure
- e. Student participation, involvement and placement
- f. Organization and Management
- g. Healthy Practices


## Observations:

After a thorough study and analysis of the facts provided by Dhruba Chand Halder College, it is observed that the College promotes gender equality through various means and mechanisms.

- ◆ There is significant representation of female staff in the total strength of the employees.
- ◆ The Internal Complaints Committee (Sexual Harassment) and the Grievance Redressal Committee have been formed, to look after the interests of all.
- ◆ The grievances are resolved in a confidential and timely manner.
- ◆ Child Care Leave and Maternity Leave are granted to all female staff members, irrespective of age and position.
- ◆ Equal opportunities are provided to men and women, in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus.
- ◆ The College organizes special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality, specially among students. College Women Development Cell or the 'Nari Sangshad' is highly active and work whole year for students and staff. It supports the faculties in organising seminar, workshops, lectures etc. on women issues.

  
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## Curricular Aspects:

Teachers of DCHCollege participate in following activities related to curriculum development and assessment of the affiliating University

- ◆ Setting of UG Question papers, evaluating University examination papers.irrespective of gender.
- ◆ Designing and conducting Add-on-Courses.
- ◆ Many courses taught at the Undergraduate level at Dhruba Chand Halder College, focus on Women's Studies, theories related to women's issues and feminism.

## Teaching-Learning:

Gender segregated data on students and faculty in various departments:

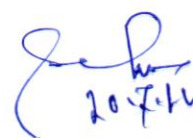
### Total number of students admitted to first semester:

Year	Number	Girls	Boys
2021-22	3839	2004	1836
2020-21	3547	1838	1709
2019-20	3420	1736	1684



  
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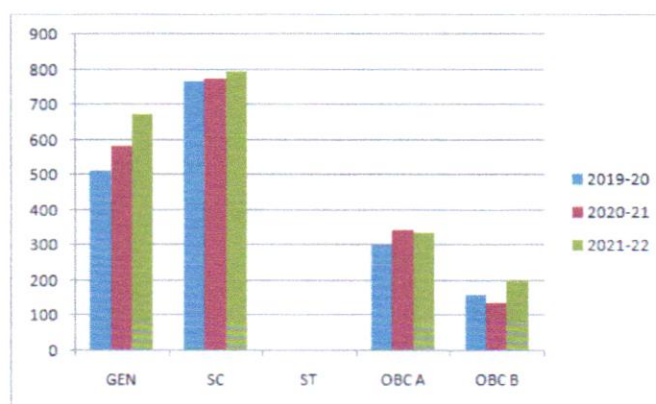


  
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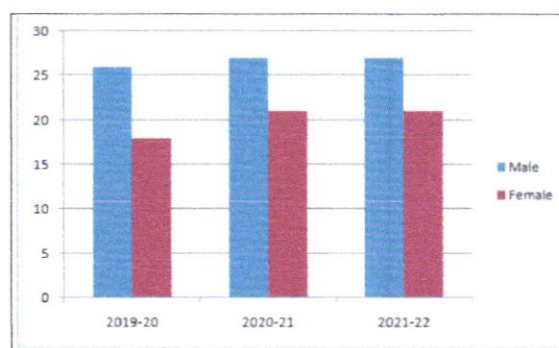
**No. of female students in different categories:**

Year	GEN	SC	ST	OBC A	OBC B	TOTAL
2021-22	674	796	2	334	198	2004
2020-21	582	774	0	345	137	1838
2019-20	510	766	1	301	158	1736



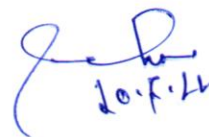
**Gender profile of the Full-time Teaching Staff:**

Academic Year	Male	Female	Total
2021-22	27	21	48
2020-21	27	21	48
2019-20	26	18	44



  
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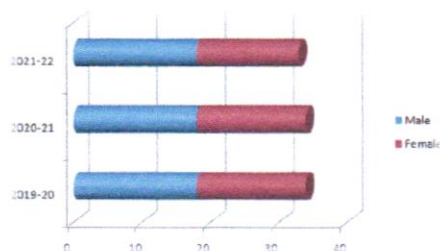


  
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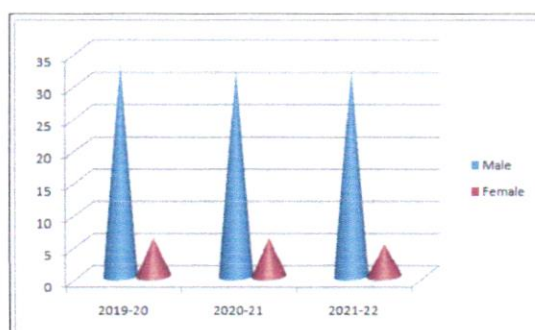
### Gender Profile of the State Aided College Teachers:

Year	Male	Female	Total
2021-22	18	15	33
2020-21	18	16	34
2019-20	18	16	34



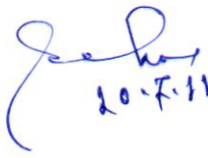
### Gender Profile of the Non-Academic Staff 2021-2022

Academic Year	Male	Female	Total
2021-22	32	5	37
2020-21	32	6	38
2019-20	33	6	39



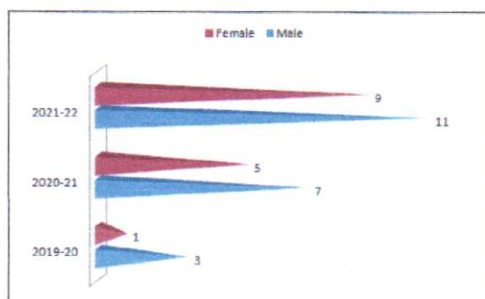
  
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**Participation of women faculty in faculty development programmes:**

Year	No. Of Departments	Male	Female
2021-22	16	11	9
2020-21	11	7	5
2019-20	4	3	1

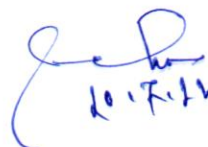


**Participation of women in different committees in 2021-22:**

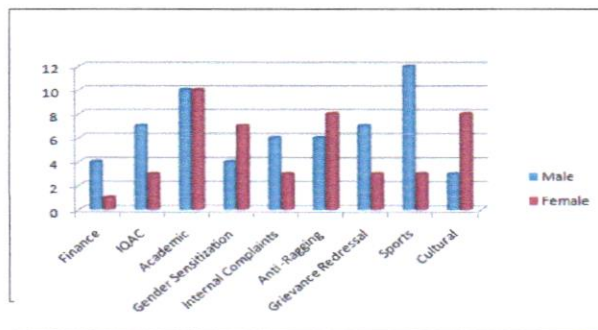
Committee	Male	Female	Total
Finance	4	1	5
IQAC	7	3	10
Academic	10	10	20
Gender Sensitization	4	7	11
Internal Complaints	6	3	9
Anti -Ragging	6	8	14
Grievance Redressal	7	3	10
Sports	12	3	15
Cultural	3	8	11

  
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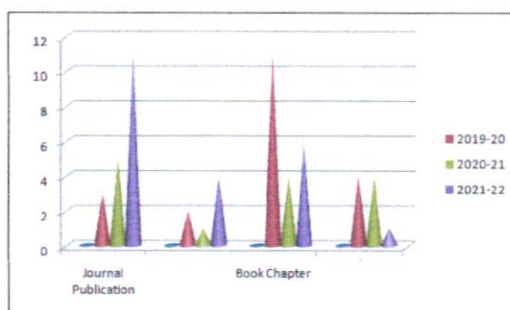
  
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## Publications:

Year	Journal Publications Male	Journal Publications Female	Chapters in books Male	Chapters in books Female
2021-22	11	4	6	1
2020-21	5	1	4	4
2019-20	3	2	11	4



## Infrastructure:

There are numerous ways in which the vision for gender sensitivity has been adopted in the college. Utmost care is taken to ensure safety and security inside the college campus. The increasing number of female students shows a positive outlook in this regard. This helps us focus on women empowerment too.

- There are separate Common Rooms for girl students and staff members, both teaching and non-teaching.
- Basic sanitation facility in the form of toilets is available in all the buildings.

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South 24 Parganas, Pin- 743372

- Separate washrooms for academic and non-academic staff are available in each building.
- A medical room with a doctor is available in the campus. In case of emergency, students are escorted to the nearby Tulip Nursing Home.
- Gymnasium facility is available to students, faculty members and administrative staff daily.
- The College canteen caters to the students, teaching as well as non-teaching members.
- Photocopiers are available in the college buildings for the convenience of all stakeholders.
- Braille books are available in the college library for the visually-impaired.
- Ramps at the entrance of the different buildings and an elevator help the specially-abled persons visiting and working in the college.

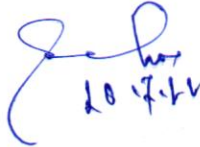
In the year 2018, the Sexual Harassment cell was renamed The Internal Complaints Committee, and during the pandemic, a similar kind of complaint was raised by a few female students who were not conversant with the real meaning of the word ragging, but this was resolved when the faculty members explained it to them.

### **Organization and Management:**

- ❖ Women employees of the institution do not face any problem when applying for Child Care Leave. During the last 3 years, 3 faculty members had availed of this facility.
- ❖ Number of gender sensitization programmes conducted. Number of women- related themes and topics taken up for discussion and debates:

  
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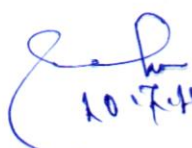


### Activities of the Gender sensitization Sub Committee:

Session	Date of Event	Events/ Programs
2017-18	21.08.2017	Awareness Programme on Human Trafficking by Swayansiddha
2017-18	27.11.2017	Seminar on Gender
2018-19	6.9.2018	Gender Equality: Vision or Reality
2018-19	8.3.2019	New Woman: Opportunities and Challenges
2019-20	2.11.19	Poster Competition on Women's Position in Contemporary India
2019-20	2.12.19	Academic Discussion on Women's Writing
2019-20	13.03.2020	Awareness Programme on Women's Trafficking in South 24 parganas
2020-21	27.08.2020	State Level Webinar titled "A Young man Like Themselves: Mary Wollstonecraft and Feminist Foremothers" along with IQAC and Department of English
2020-21	30.06.2021	Interactive Session with girls belonging to this institution in a tell-all programme titled 'AmaderKotha' (Our Story)
2021-22	08.03.2022	Celebration of Women's Day with Poetry Reading Session Title of the Programme- Celebration of Womanhood

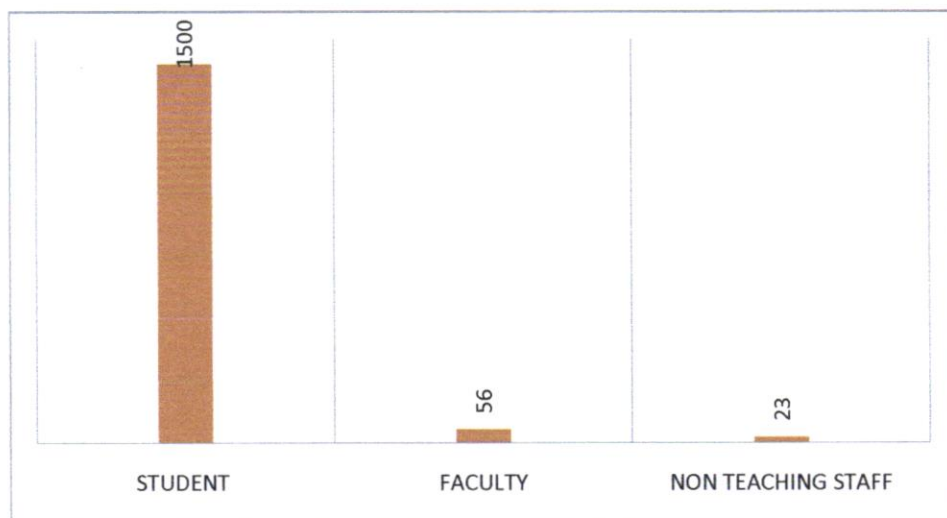
  
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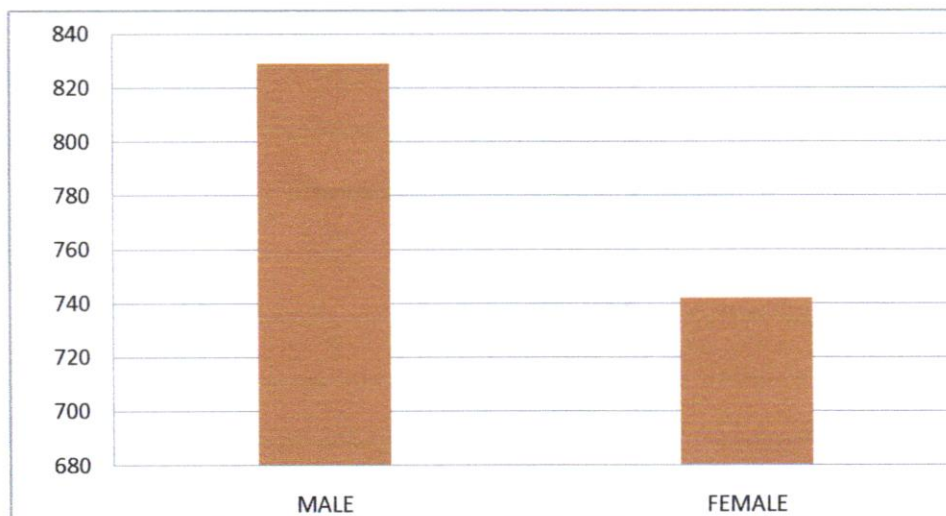
1. Are you a Student/Faculty/Non-teaching staff ( 1500-56-23)

STUDENT	1500
FACULTY	56
NON TEACHING S	23



2. Are you a Female/Male? ( 798+28+3 female: 702+28+12 Male)

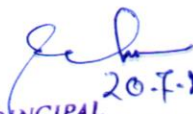
MALE	829
FEMALE	742



3. Is there a documented policy to deal with sexual harassment?

  
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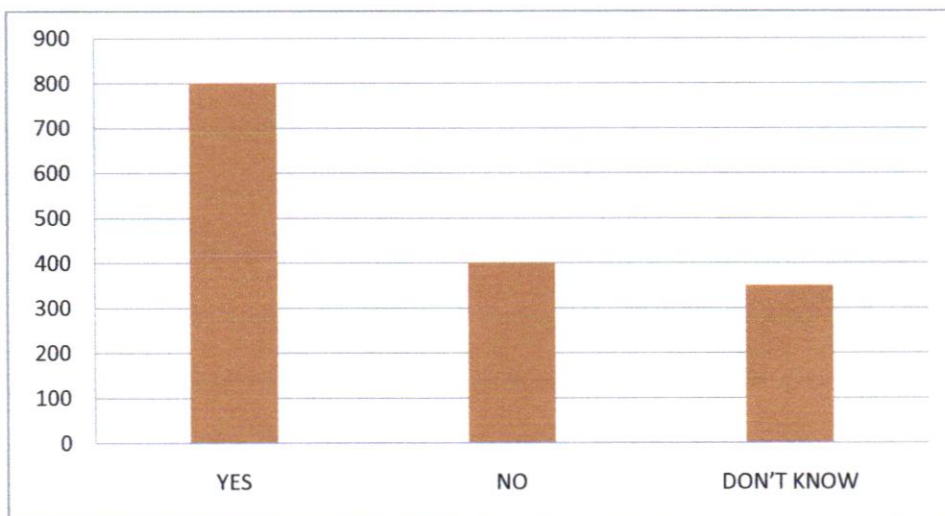


  
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Yes/No/Don't know ( 800-400-350)

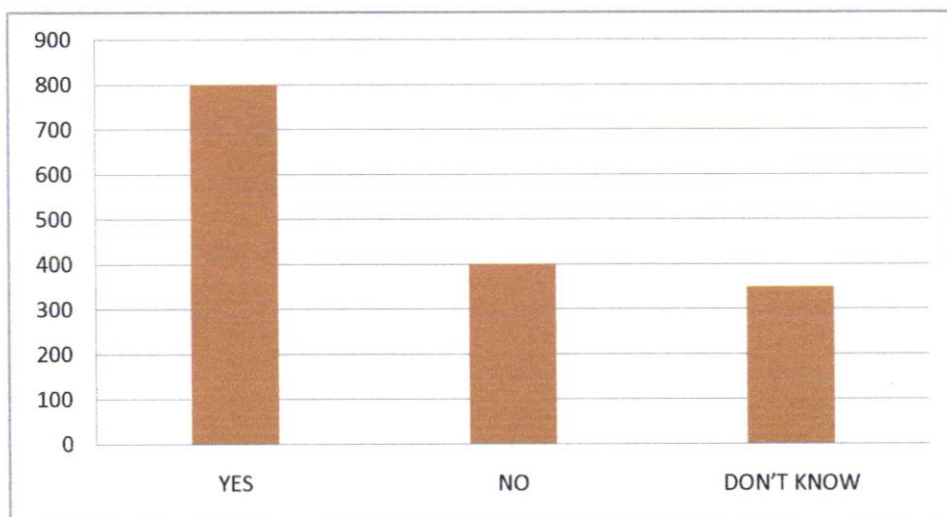
YES	800
NO	400
DON'T KNOW	350



4. Is the policy on sexual harassment available on the website?

Yes/No/Don't know

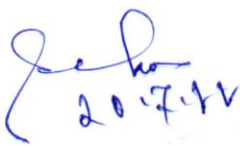
YES	800
NO	400
DON'T KNOW	350



5. Is there any Committee to prevent sexual harassment in the

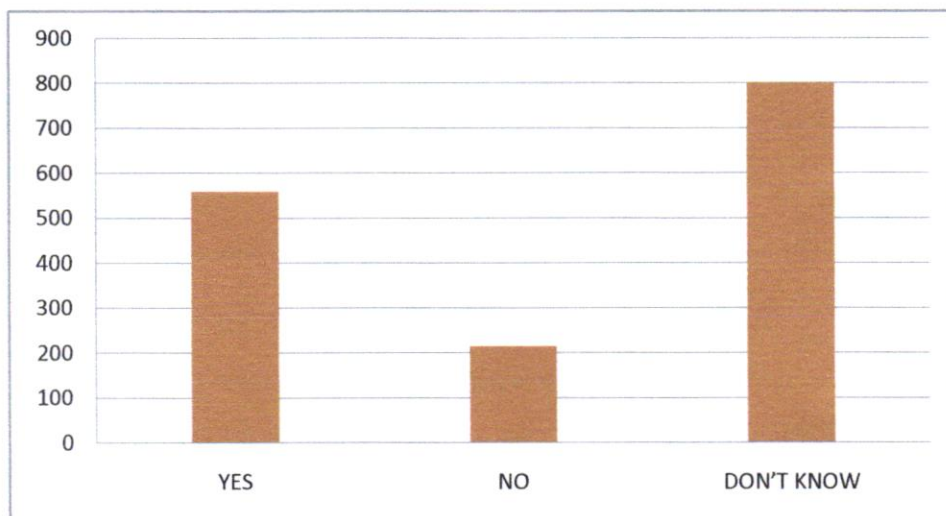
  
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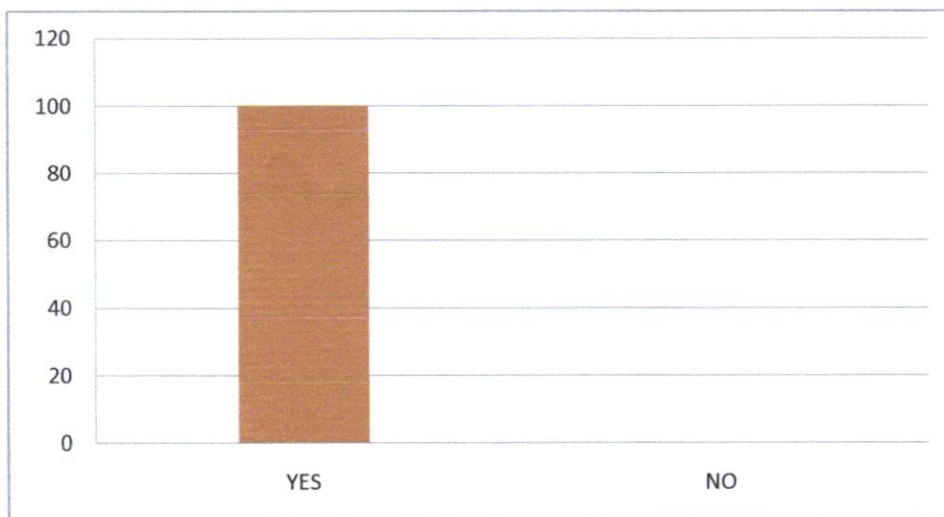
campus? Yes/No/Don't know

YES	558
NO	215
DON'T KNOW	800



6. Are CC Cameras installed in the campus? Yes/No


YES	100
NO	0



7. Are Orientation Programmes conducted at the commencement of

  
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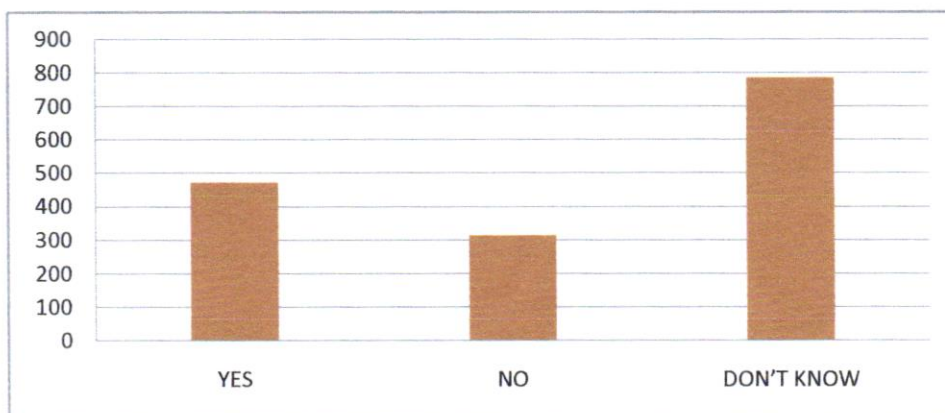


  
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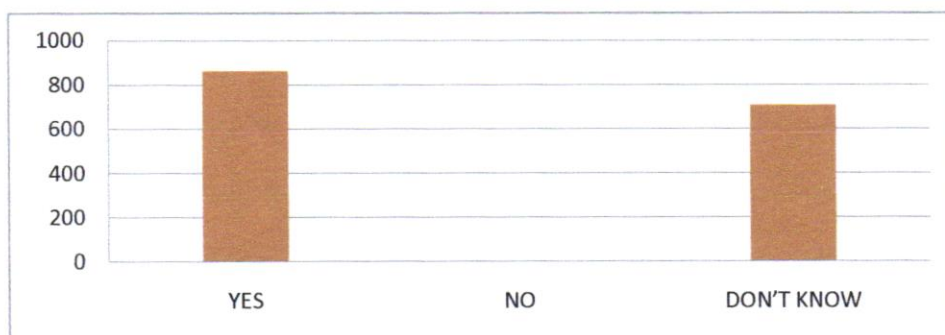
each academic session? Yes/No/Don't know

YES	471
NO	314
DON'T KNOW	785



8. Is there any complaint box in the campus? Yes/No/Don't know

YES	864
NO	0
DON'T KNOW	707



9. Are Gender Sensitization Programmes held in the campus?  
Yes/No/Don't know

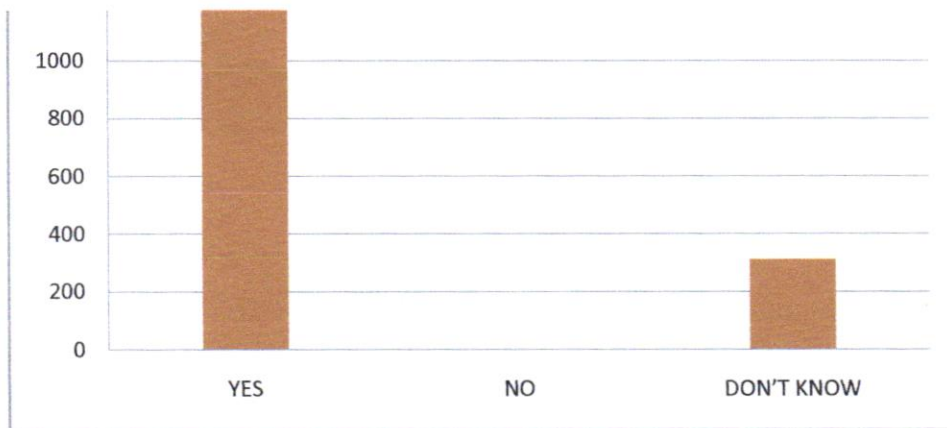
YES	1256
NO	0
DON'T KNOW	314



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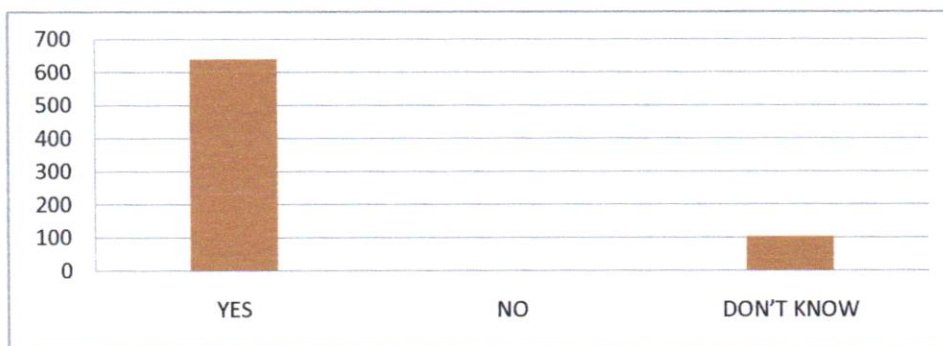
Principal  
Dhruba Chand Halder Col  
P.O.- D. Barasat, P.S.- Juyana  
South 24 Parganas, Pin- 743



10. Is sanitary napkin vending machine available in the girls;  
Common room? Yes/No

(OUT OF 742 STAKE HOLDERS)

YES	640
NO	0
DON'T KNOW	102



11. Do you face discrimination of gender in the sports field? Yes/No

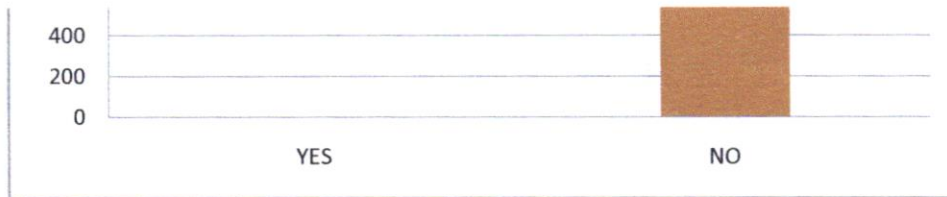
YES	0
NO	1570



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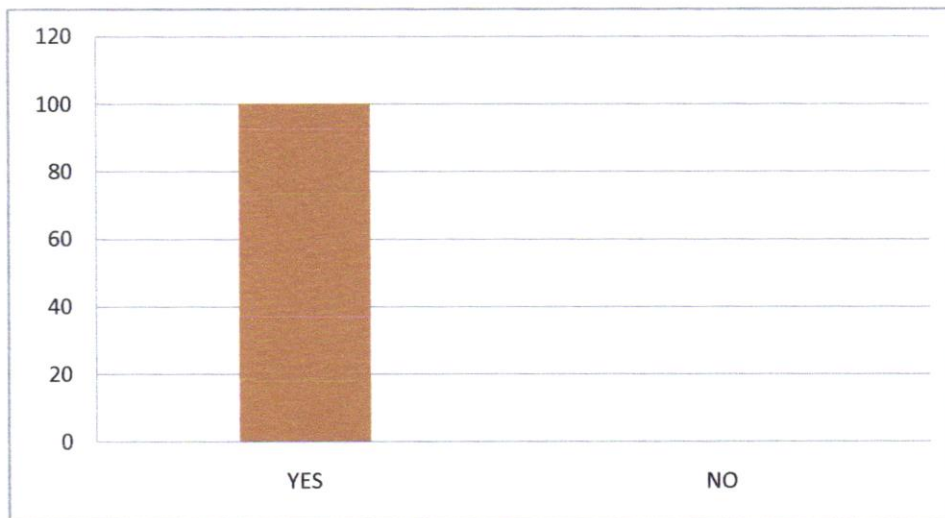


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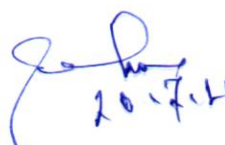
12. Are libraries and laboratories gender neutral? Yes/No

YES	100
NO	0



  
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