

CONTENTS:

| | |
|--|-------|
| 1. Preamble: What is Gender Audit? ----- | 4 |
| 1.1. Aims and Objectives----- | 4 |
| 2. About the college----- | 6 |
| 2.1. Gender Equality and Gender Sensitization Initiatives----- | 6-8 |
| 3. Gender Audit Survey----- | 10-18 |
| 4. Conclusion and Suggestions----- | 19 |

CONSTITUTION OF THE GENDER AUDIT COMMITTEE:

| Sr. No | Name | Designation | Position in the Committee |
|---------------|-----------------------|---|----------------------------------|
| 1 | Susil Kumar Barman | Officer-in-Charge | Chairman |
| 2 | Joheb Islam | Coordinator, IQAC | Vice-Chairman |
| 3 | Dr. Deb Narayan Roy | Principal Jhargram Raj College | External Committee Member |
| 4 | Somnath Chakraborty | Advocate Jhargram District Court | External Committee Member |
| 5 | Dr. Soumita Choudhury | Presiding Officer, ICC | Internal Committee Member |
| 6 | Sonia Mondal | Assistant Professor, Department of History | Internal Committee Member |
| 7 | Dr. Sreyashi Ghosh | Assistant Professor, Department of Sociology | Internal Committee Member |
| 8 | Dr. Suchandra Ghosh | Assistant Professor, Department of Sociology | Internal Committee Member |

INTRODUCTION

GENDER AUDIT REPORT (2018-2023)

1. Preamble: What is Gender Audit?

Gender Audit is the process of accessing and critically examining the attempt of the educational institution to create a gender just and gender inclusive space for the students, faculties and administrative staff. It is a participatory process where the data is gathered from the stakeholders, in this case, the students to analyse the success of gender mainstreaming and also to rectify any loopholes suggested by them. Gender equality has become a major part of the government policies; hence it has become imperative for the educational institutions to incorporate them to ensure a safe environment for the proper functioning of the students. Disseminating knowledge in a non-discriminatory manner has been recognised in the Constitution of India. Gender based discrimination has been prohibited in Articles 15(1), 15(3) 16(2) and 365 of the Constitution (though the term 'sex' has been used instead of 'gender' in the Indian Constitution). Article 21A of the Constitution makes provision for free and compulsory education to all children belonging to the age group of six to fourteen. Combining these articles together, it becomes an onus on the part of the educational institutions to make provisions for the gender neutral or gender equal spaces for the proper self-actualization of the students. Gender Audit is a tool that makes sure these criteria are met in any institution and the policies of the institution are in tandem with the articles mentioned. To ensure a gender just space and to promote gender empowerment within the campus, UGC has introduced Saksham in 2014 with the following objectives:

- Opportunities and initiatives in HEI (Higher Educational Institution) for women
- Support and Redressal mechanism for students and employees of HEIs
- Web resources in the form of Government and United Nations policy documents for women.

The focus of the Gender Audit is to ensure that the institution has created awareness among the students, faculties and administrative staff regarding women empowerment and capacity building. Gender Awareness ensures that women get the equality of opportunity to not only further their cause but also to redress their grievances through proper channels without the fear of any retaliation.

1.1. Aims and Objectives of Gender Audit:

According to the European Institute of Gender Equality, 'a gender audit enhances the collective capacity of the organization to examine its activities from the gender perspective and identify strengths and weaknesses in promoting gender equality issues'. It is a yardstick against which the present gender policies are framed and potential gender equality tools are measured.

Gender audit encompasses two dimensions- Internal audit and External audit.

- Internal Audit: This dimension refers to how much an organisation fosters gender equality internally within its organisational, managerial structure and internal work, and whether these contribute to gender equality in the organisation. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organisational ownership for gender equality initiatives, and sharpens organisational learning on gender.
- External Audit: This dimension aims to assess to what extent an organisation mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to, women and men involved in or affected by the organisation's policies, programmes, projects or services provided.

(The Gender Audit Committee of Jhargram Raj College (Girls' Wing) has been mentioned above)

The following are the objectives of Gender Audit:

- i. As a tool gender audit helps an organisation plan the gender policies to make the institution a gender inclusive space.
- ii. It helps in understanding and implementing gender mainstreaming by creating a non-discriminatory platform.
- iii. Gender audit creates an onus on the institution to ensure proper safety of the women within the college campus.
- iv. It serves as a yardstick for future gender-based policies
- v. It helps the institution in understanding and implanting a holistic gender development framework
- vi. It helps the institution in making gender policies which merges the institution with the mainstream gender laws existing in the society.
- vii. Gender audit in the HEIs is done with purpose of providing the students with an opportunity for self-actualization.
- viii. It also helps in capacity building of the students.
- ix. It creates an onus on the institution to maintain gender neutral spaces or women only spaces (like toilets and girls' common room) for the proper functioning of the girl students.
- x. It promotes overall gender sensitization.
- xi. It provides a guideline to the institution to educate women about various spheres of life so that they can function in the wider society and contribute to the overall development.
- xii. Gender audit also promotes gender awareness not only within the campus but also the surrounding areas, thus promoting equality which is not limited to the campus alone.

- xiii. It focuses on a participatory approach which results in overall confidence building and personality development of the students.

2. About Jhargram Raj College (Girls' Wing): A brief summary

In an attempt to disseminate knowledge in a non-discriminatory way, Government of West Bengal inaugurated a large number of higher educational institutions in and around West Bengal to cater to all sections of population. Establishment of Jhargram Raj College (Girls' Wing) (JRCGW) on 14th July 2014, is a part of the attempt to make education accessible to all people, especially women. Jhargram Raj College (Girls' Wing) is the first of a kind women's college in the Junglemahal area. The college has a strategic location which is accessible both by rail and road making it a chosen institute of higher education for many women in the area. The college has successfully created its batch of first-generation learners which is bound to bring about a major change in the existing non-material culture of the area. There has been a successful introduction of a reference group of educated women which was somewhat lacking in this area. Jhargram Raj College (Girls' Wing) (JRCGW) has been created to remedy the gender disparity in education in the area where women's education was somewhat limited.

As a sole college in the Jungalmahal area catering to women, JRCGW has played a key role in promoting and sustaining gender awareness not only in the campus but the surrounding locality as well. It is fully committed towards providing a gender just space for women to express themselves and share their life experiences. The faculty composition also leans towards promoting women empowerment where women faculty surpasses the male. Attempts have been made by the institution to encourage students to participate in various activities in and around Jhargram area to widen their horizon and to instil in them the importance of financial independence.

2.1. Gender Equality and Gender Sensitization Initiatives

UNICEF has defined Gender Equality as "the concept that women and men, girls and boys have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development. Gender equality is a matter of human rights and is considered a precondition for, and indicator of, sustainable people-centred development".

Whereas, Gender Sensitization refers to the process of creating awareness about gender issues, especially, about the existing power dynamics within the wider society which is the macrocosmic reflection of the gender differences within the household. According to the radical feminists, 'Personal is Political'- the awareness of the intrinsic gender bias and the sexual politics involved in the seeming neutral affair can be termed as gender sensitization. In simple terms, it is the awareness about one's rights and gaining the power and opportunity to exercise that right.

Jhargram Raj College (Girls' Wing) is fully committed towards ensuring these two dimensions and more when it comes to gender issues. The first advantage of the institution is that fact that it caters only to women students in and around Jhargram area. Being situated a little far from the metropolis, the existing culture of the area is different and runs parallel to the main stream culture pattern. The area boasts mainly of students belonging to SC/ST communities, though

it's true that women from these communities are active in terms of economically productive works but they are somehow kept away from education. Child marriage has been rampant in the region at one point of time. But due appreciation should be extended to the Government of West Bengal to start a Women Only College in the region to motivate the women to opt for higher education without the fear of being bullied in a co-educational set-up. The attempt of the Government has been, no doubt, successful as the student strength has increased exponentially over the past few years. There are instances of students of opting for post-graduation and have made their foray into the primary labour market after graduating from the college. The students can also avail various Government scholarship facilities which act like a catalyst for increased enrolment.

The following are the initiatives taken by Jhargram Raj College (Girls' Wing) for the development of the students:

1. Internal Complaint Committee (2021) to help students report instances of harassment of any form sexual or otherwise. The committee also holds regular Gender Sensitization Programs and Seminars to create awareness.
2. PwD and SC/ST cell have been formed for the development and involvement of the students belonging to these categories.
3. Student Grievance Cell has been formed to help students address the problems they face in the institute.
4. There is a very active NSS unit that motivate the students to participate in various activities that not only targets women empowerment but also aims at uplifting the area. Some major activities by NSS (in no particular order):
 - Swaccha Bharat Summer internship program at Nedhabahara Village (2018)
 - Legal awareness for women camp in collaboration with Jhargram Court (29th July 2019)
 - Self-defence training by CRPF, 232 Mahila Battalion, Jhargram (27th February-5th March, 2020 ; 24th December 2022)
 - Menstrual Health Awareness & Sanitary Napkin Distribution Program (2022)
 - Educational Kit Distribution Programme at Chunikothal Pathshala (2022)
 - Handmade Jewellery Training Programme at Lodha Sabar Para, Pukuriya (2023)
 - Physical and Mental Health Awareness (2023)
 - Hands on Training Programme on 'Origami and Wealth from Waste at Lodha Sabar Para, Pukuriya (2023)
 - Celebration of World Environment Day (2018-2023; except 2020-2021)
 - Celebration of Women's Day (2018-2023)
 - Regular campus cleanliness drive in tune with Swaccha Bharat Abhiyan.
5. To increase the awareness of the students towards menstrual health and hygiene, a talk titled 'Periods Pe Charcha' was organised in 2019.

6. Keeping in tune with menstrual health, a sanitary pad vending machine has been installed for the benefit of the students.
7. There has been regular screening of women related films and documentaries to encourage healthy dialogues regarding women's issues like Padman.
8. Alumni Association: The formation of the Alumni Association has also been a major landmark to link the past with the present where the former acts a reference point for the latter. Alumni Association also provides the platform for the students to showcase their talent during any college fest, thus helping the students to gain confidence in their crafts. It also motivates students to have their own start-ups like delivery of home cooked food or handmade jewellery to make the students financially independent and more employment oriented.
9. The proper maintenance of toilets and drinking water supply for the benefit of the students.
10. Gender sensitized staff and faculty members to guide and monitor the students on any issues, gender or otherwise
11. Celebration of Women Empowerment through cultural programmes like the observation of Women's Day.

GENDER AUDIT SURVEY
(2018-2023)

GENDER SURVEY:

The following information has been compiled based on the data collected through an online survey to understand the issue of gender sensitivity within the college campus. The survey consists of questions that elicit information about the existing gender awareness within the campus. It also gauges the gender consciousness among the students and their capability to perceive a gender sensitised space. It should be kept in mind that gender is a complex issue and the idea of security vacillates between individuals. For the sake of simplification, security has been defined as the 'feeling' of the students inside the campus; whether they can access the opportunity towards self-actualisation without the 'fear' of feeling threatened by anything or anyone. An attempt has been made to demystify the underlying subjectivity in dealing with the issue of security by posing questions on every possible facet of gender consciousness. As stated earlier, JRCGW is a college that caters to women; hence from the outset it automatically garners the advantage of being a gender safe zone where women can express themselves without any despair. The survey has been conducted online and the result has been presented graphically for the lucid understanding.

Table No.1: The college conducts gender sensitization as a part of the curriculum:

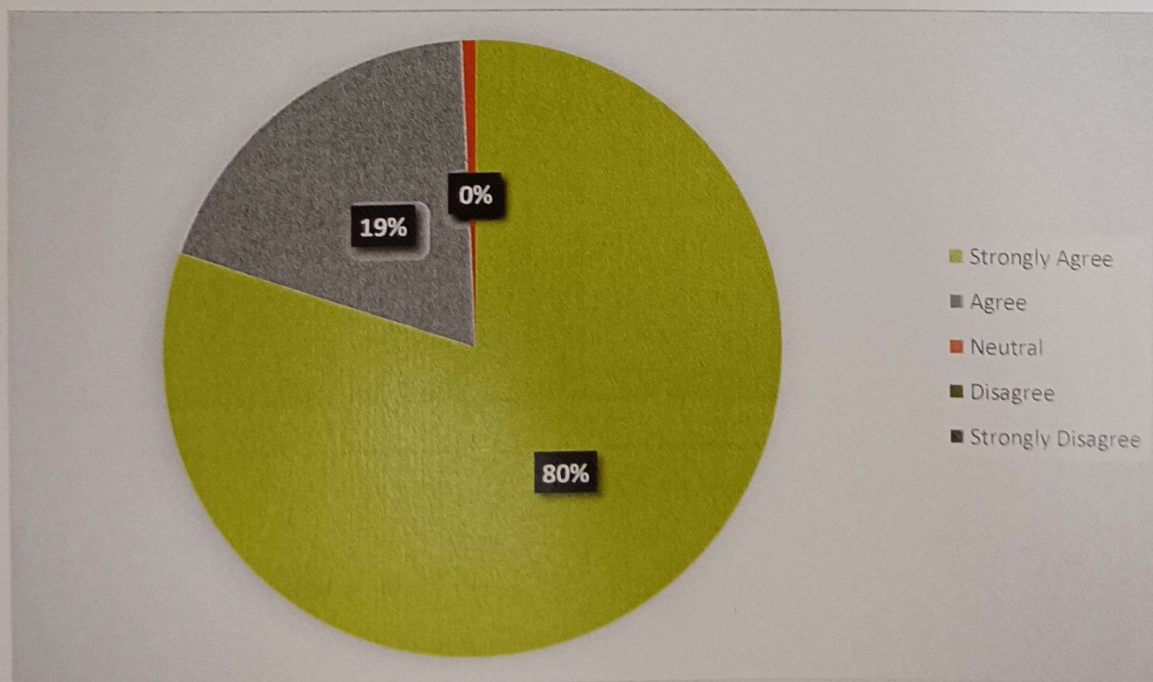


Table No.2: The college has conducted gender awareness programs on sexual harassment:

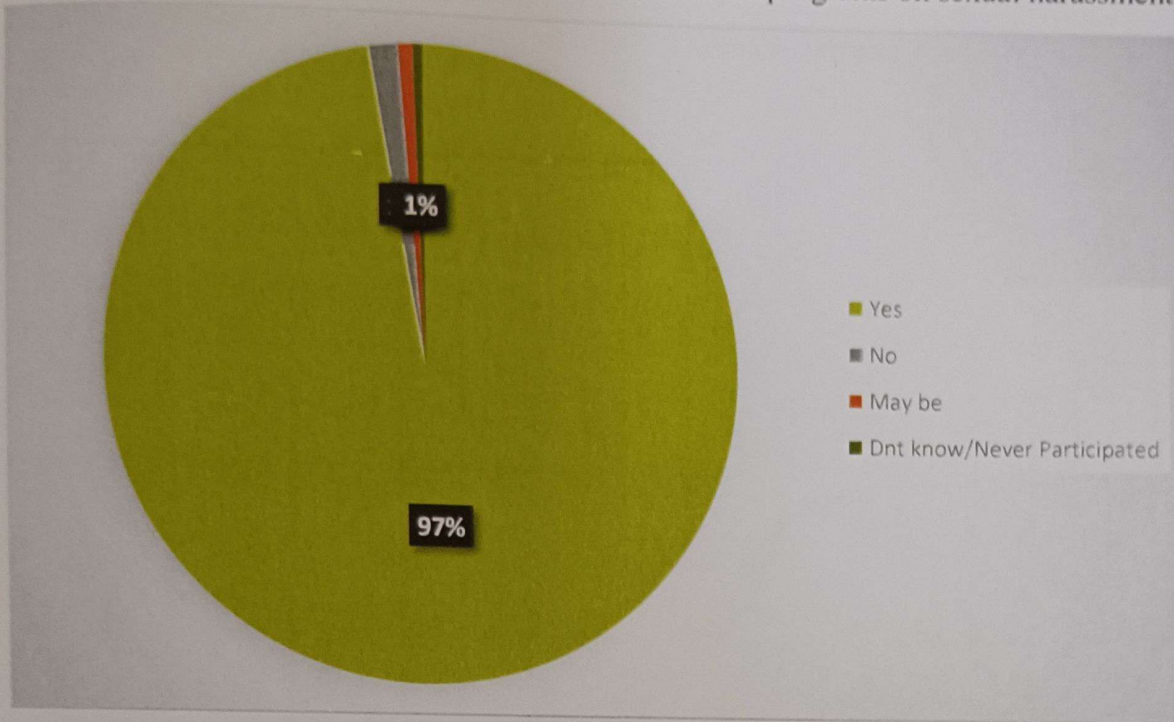


Table No.3: There are regular programs of self-defence in the college:

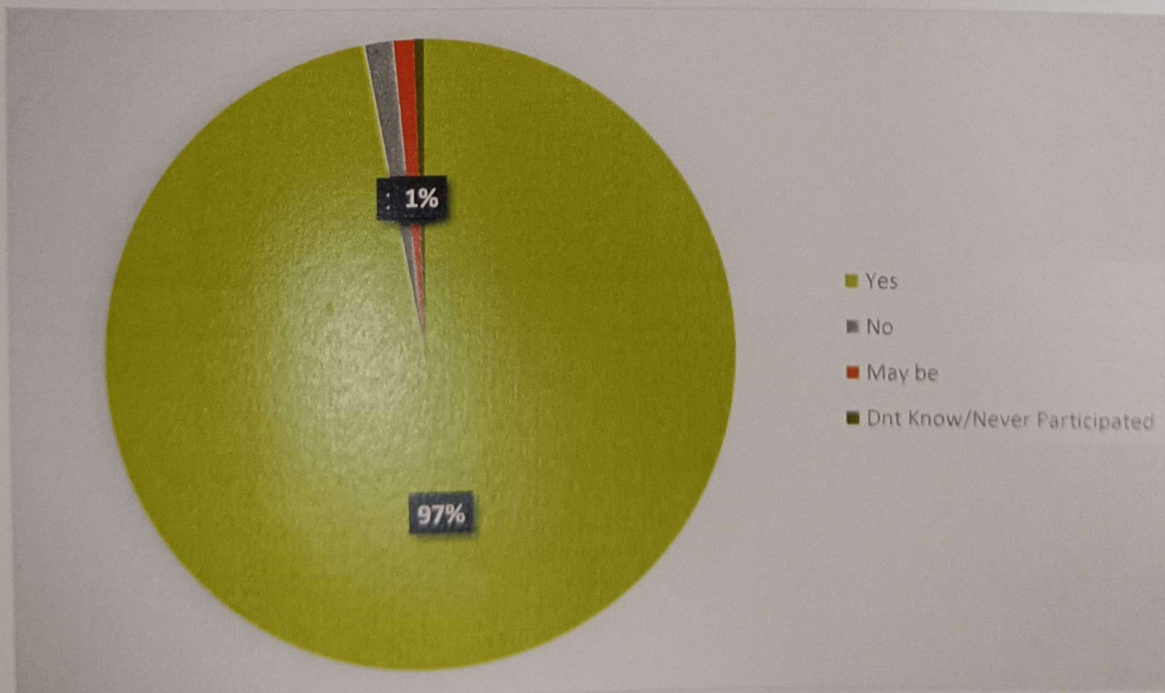


Table No.4: There are adequate number of toilets within the campus.

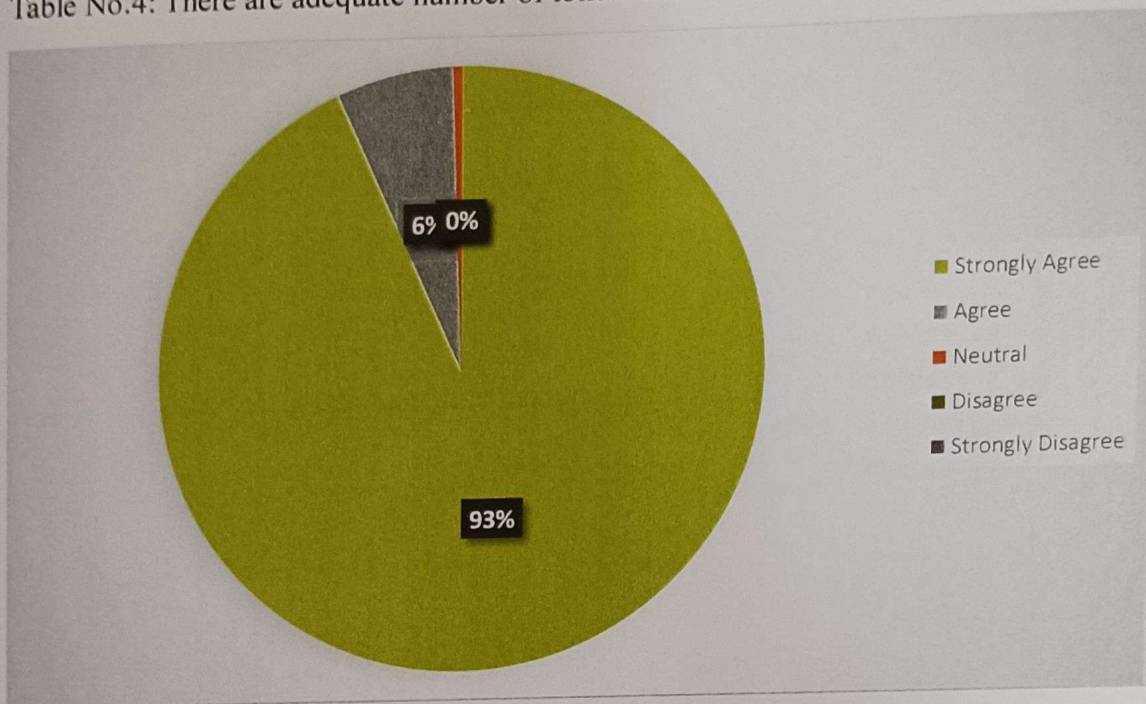


Table No.5: The college has proper facilities in the toilets like disposable bins.

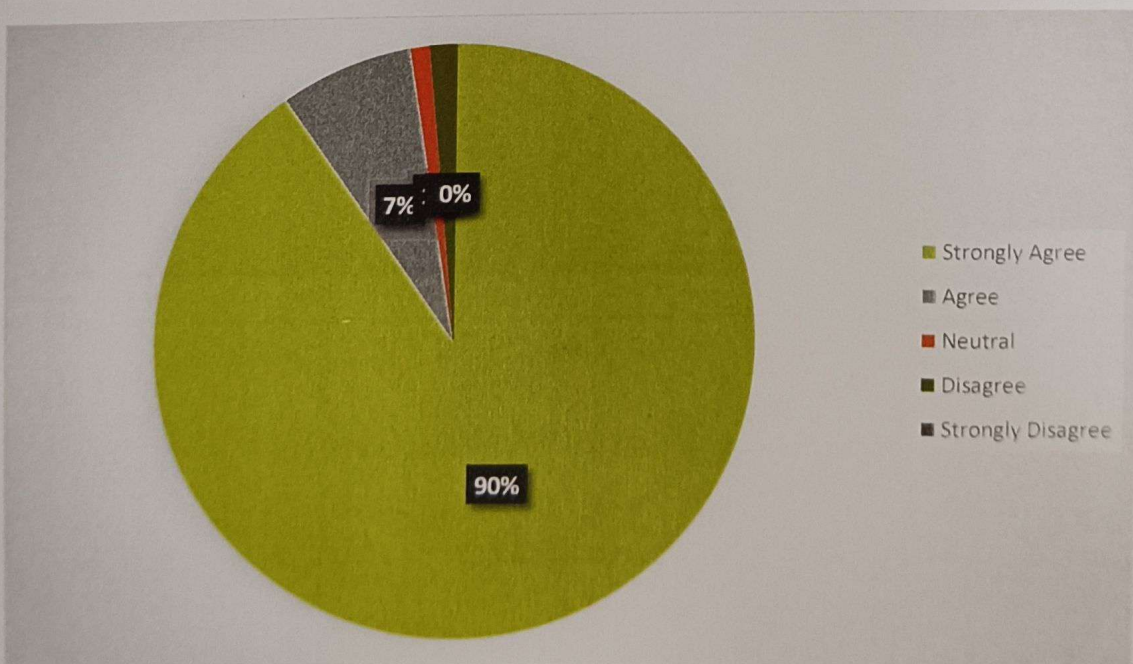


Table No.6: The college has facility like Sanitary Pad vending machine.

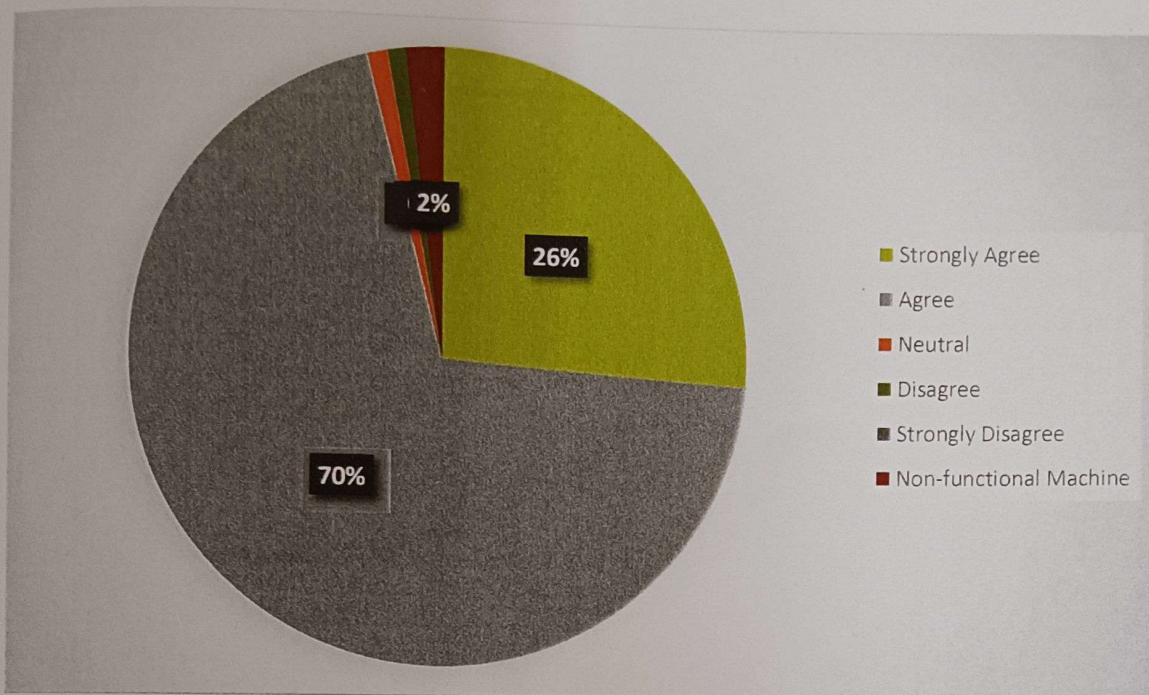


Table No.7: Cleanliness is maintained in the toilets.

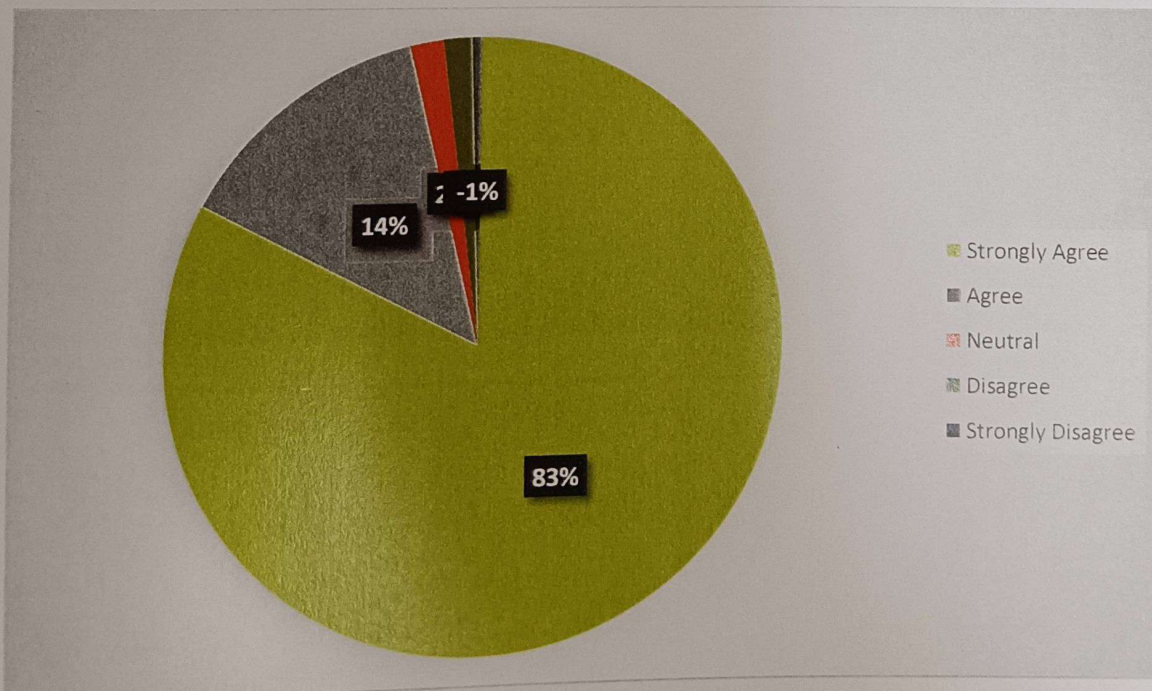


Table No.8: There are adequate lighting facilities in the campus at night, including but not limited to adequate lighting in the classroom and corridors.

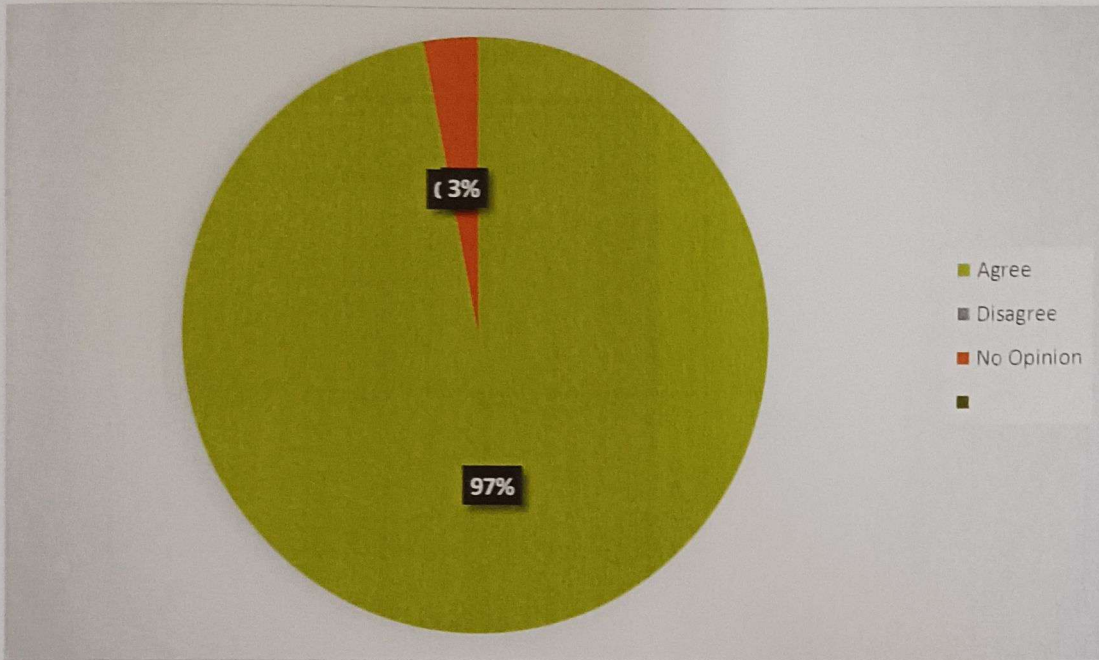


Table No.9. The college has adequate security arrangements to ensure safe environment.

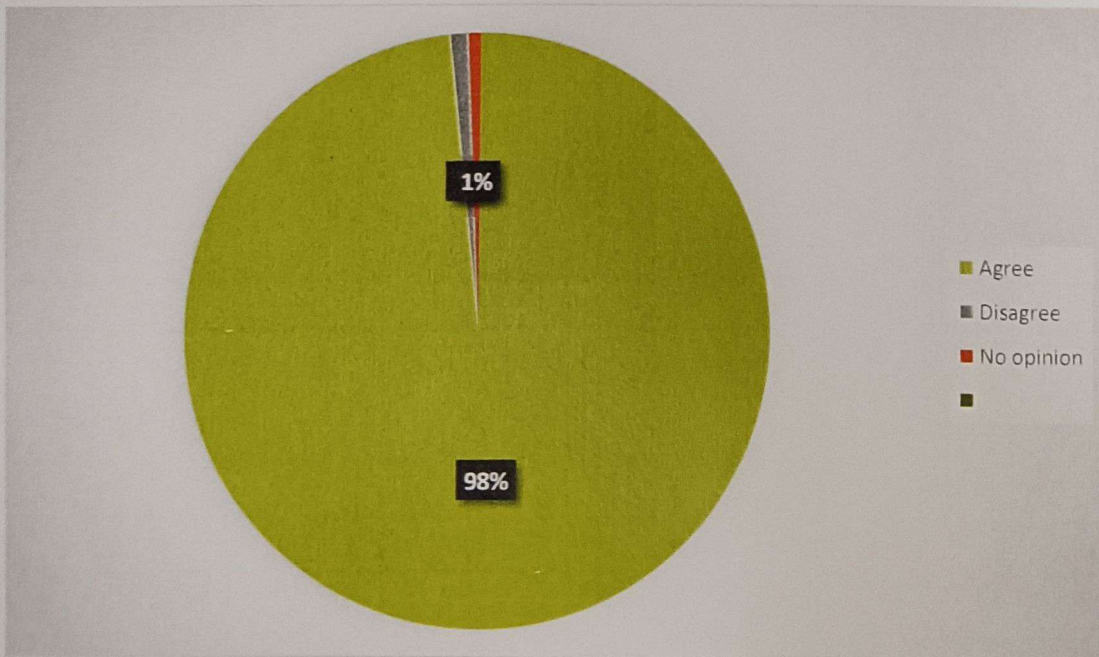


Table No.10: The college has introduced a women's development and grievance redressal cell for the benefit of the students

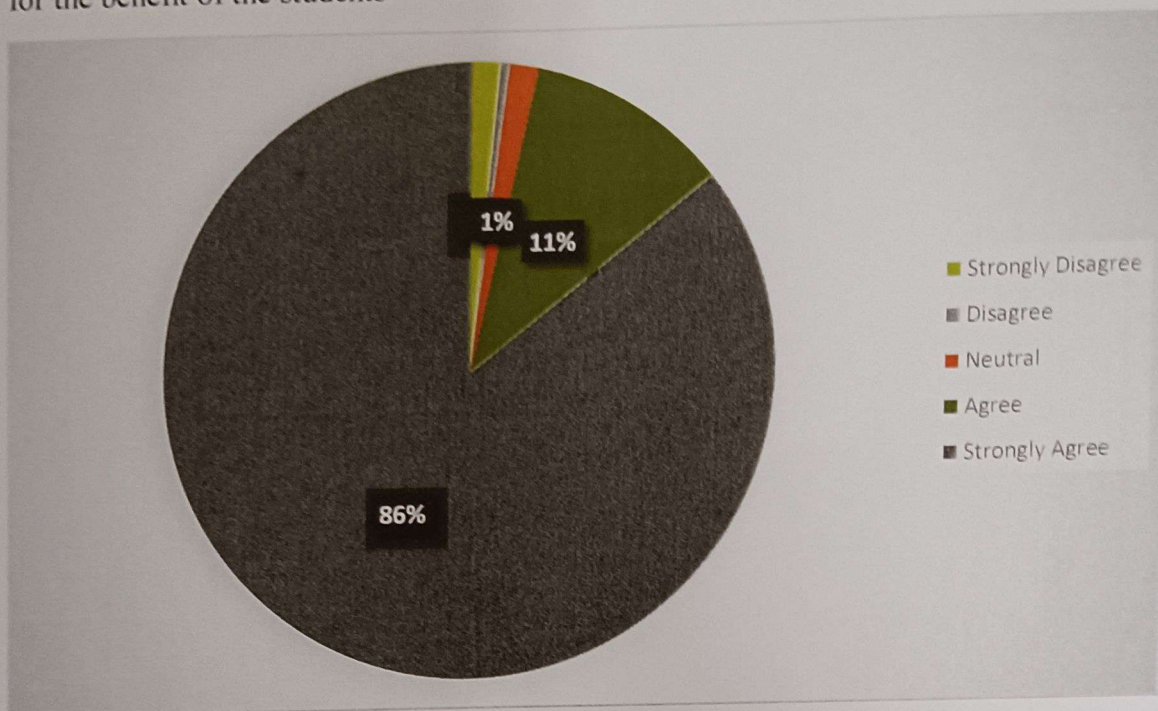


Table No.11: The college encourages you to participate in sports

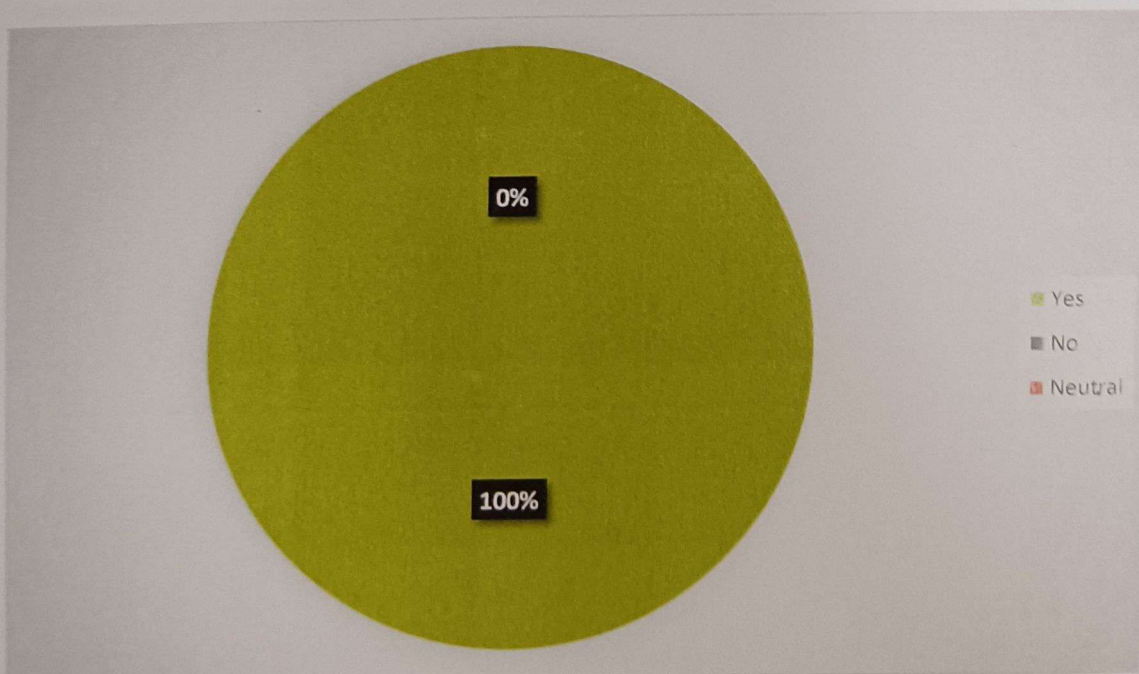


Table No.12: The college organizes programs for overall development like Yoga

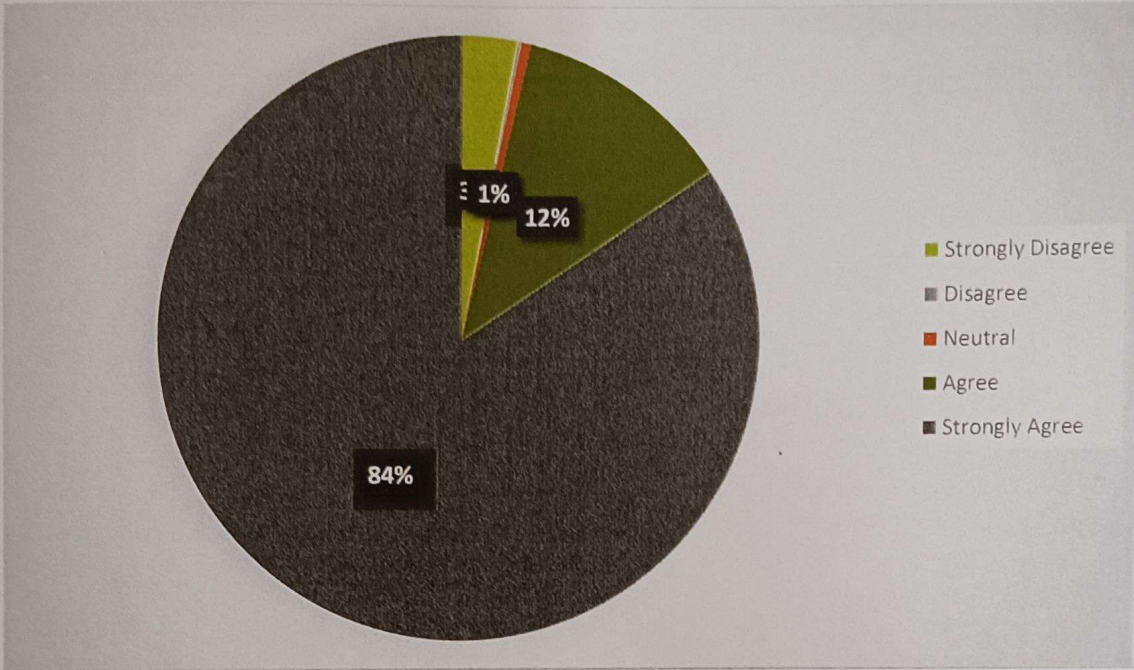


Table No.13: Do you feel safe inside the campus?



Table No.14: Have you been a victim of sexual abuse inside the campus by any faculty?

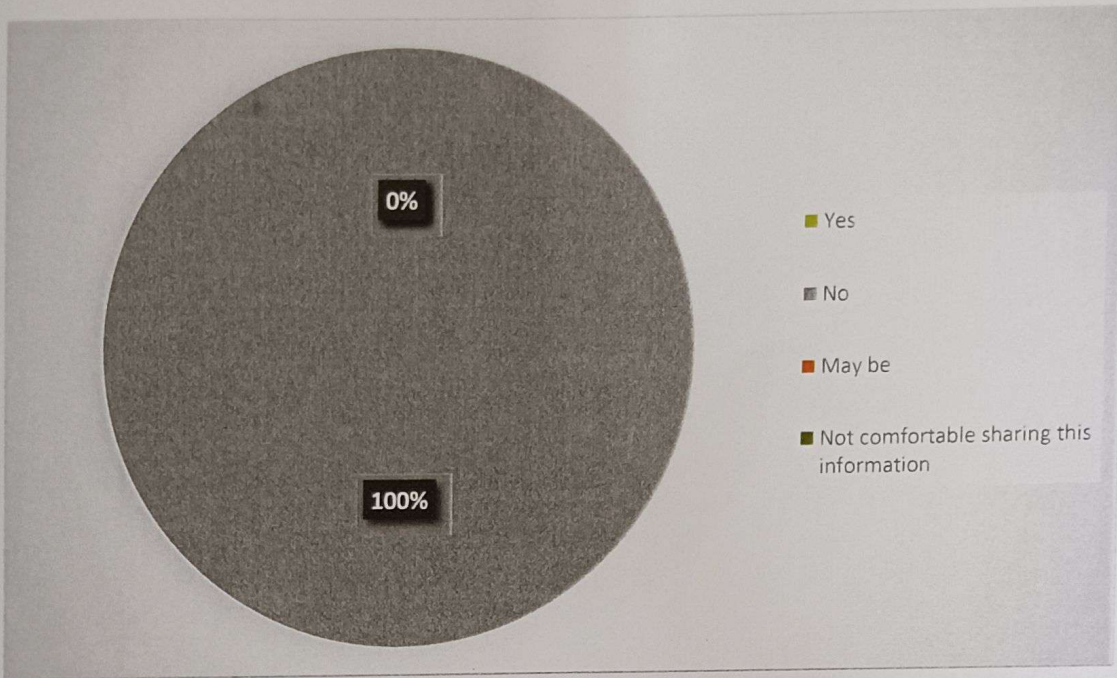


Table No.15: Have you ever felt unsafe in the presence of any non-teaching staff?



Table No.16: Does a woman faculty accompany you to NSS camps and other outings?

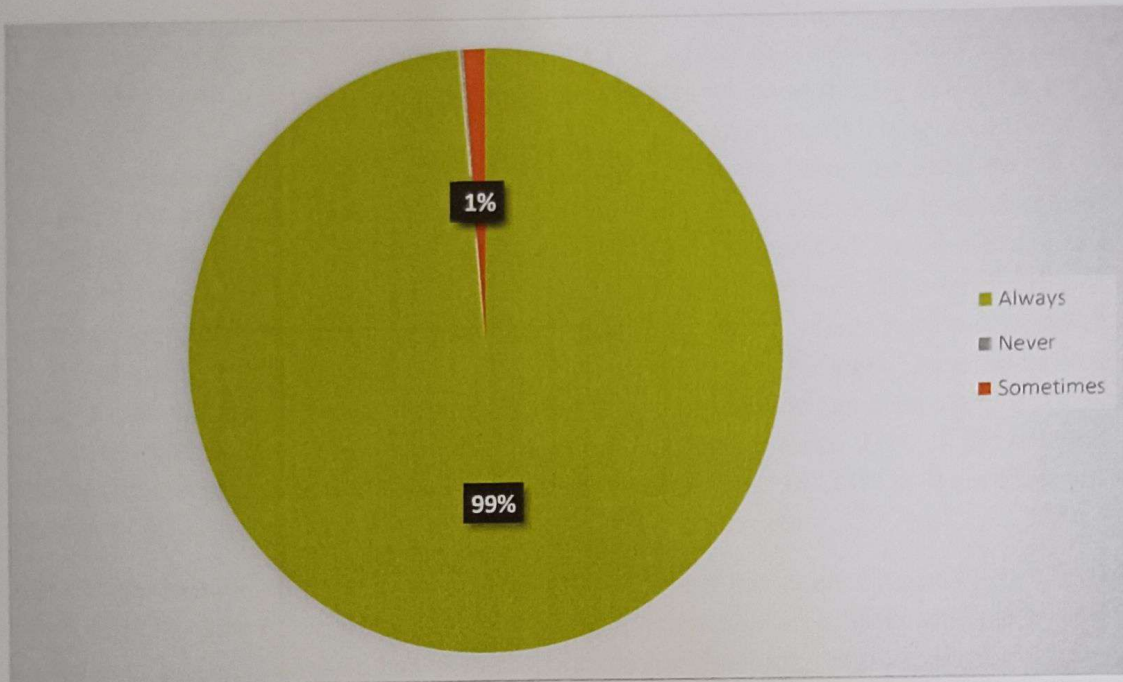
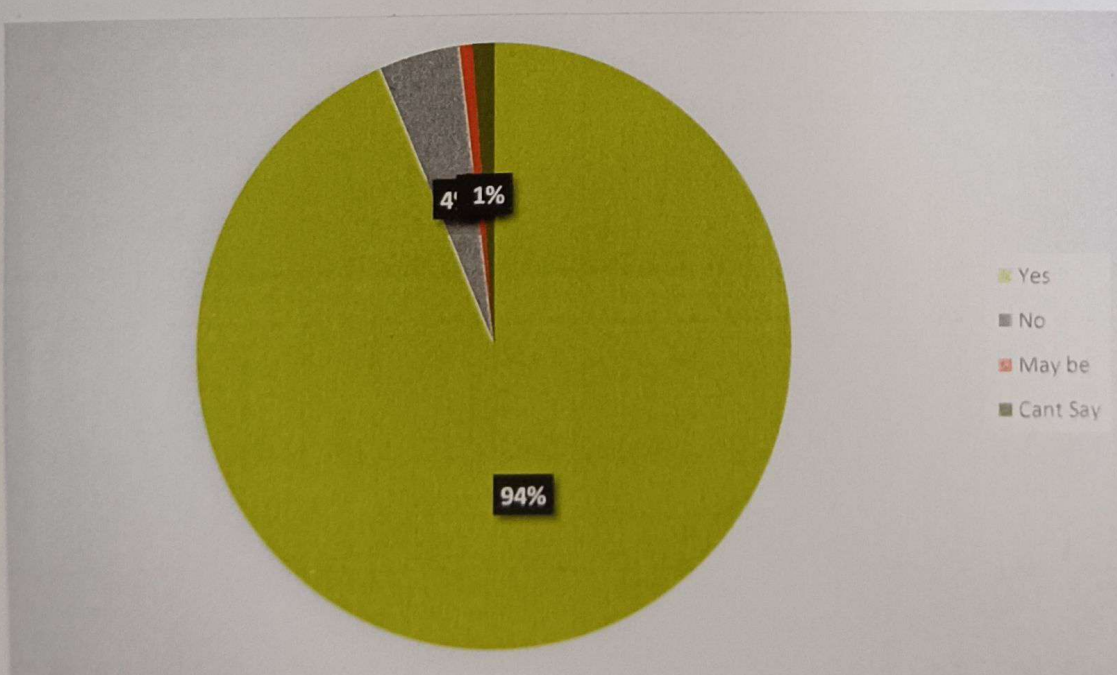


Table No.17: Do you consider your institution to be gender just?



Conclusion and Suggestions:

The data above is the clear indication of the existing gender awareness within the campus where of the students have voted in favour of the college being considered a flexible space for women for learn and function. It is also heartening to see that majority of the students (99%) have voted in favour of feeling safe within the campus. JRCGW strives to create a gender just space where students are motivated to participate in various activities which indirectly mould the personality of the students by making them more competitive hence more confident to face the challenges in life. To ensure further safety of the students the college has taken the initiative of installing security cameras for the constant surveillance; this provides an additional level of security. The survey has been a splendid source of understanding the lacunae and for taking proper actions for the betterment of the students. Students seem to be satisfied with the overall infrastructure of the college. It is also heartening to report that 97% of the students have participated in the gender awareness and self defense initiatives organised by the college. Since the college cater solely to the women students, the maintenance of proper hygiene has been a major focus of the authorities and it the attempt towards it has been successful since 93% of the students have reported the existence and the cleanliness of the washrooms. JRCGW will continue inspiring women of all generations to prioritise education without any fear.

As it is discernible, Jhargram raj College (Girls' Wing) has been a hallmark in the field of furthering the cause of women's education in the jungle mahal area. The participatory approach undertaken by the institution has been responsible for changing the outlook of the immediate society to a great extent. Insertion of the mainstream culture has been beautifully accommodated within the indigenous culture. But the most important impact has been the awareness about women empowerment, gender sensitivity and related gender issues. The following are the suggestions for a more gender inclusive and gender sensitized space:

- i. Opening of Girls' Hostel to cater to women staying further away.
- ii. Women run cafeterias can be a great source of employment.
- iii. Regular programs on self-defence and martial arts.
- iv. Coaching for competitive exams like NET/SET/WBCS for all (though there are regular training programmes to guide students, belonging to the SC/ST community on WBCS preparation).
- v. Soft skill and personality development camps.
- vi. Awareness programs on LGBTQ+

REMARKS:

Jhargram Raj College (Girls' Wing) is greatly indebted to the students for their inputs to not only develop the college infrastructure for also to create a flexible place for constructive dialogues. The college is chiefly composed of female work force which includes the teaching and non-teaching staff. Situated in the so called 'mofussil' area of the West Bengal, the college has made remarkable stride to promote female learners that will go down to posterity. The inherent dilemma of the parents to send their ward to college has to some extent been taken care of by the establishment of this institution. This exposure to higher education has brought about certain changes that has been reflected in the overall culture; in other words, indigenous culture has been refined and enhanced with the assimilation of the new.

The college is committed towards providing safe environment for the students and it will continue to do so for years to come. The long-term goal of the college is to make education accessible and equitable for all, so that more and more women can join higher education and subsequently enter the labour market. In this way, education and employment have been woven in a sustainable weave and it is our belief that our students will live up to the expectation and will be committed towards creating a gender just society.

Signature:

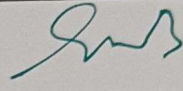
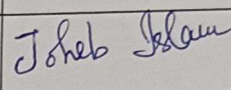
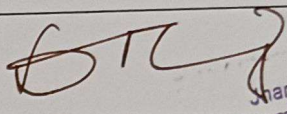
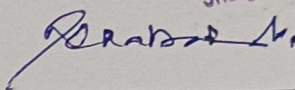
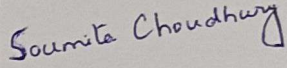
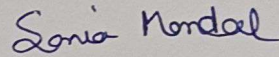
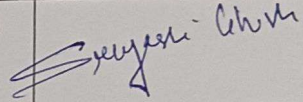
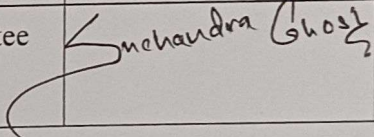


Officer-in-Charge

Jhargram Raj College (Girls' Wing)

Officer-in-Charge
Jhargram Raj College (Girls' Wing)
(Govt. of West Bengal)
Jhargram-721507

SIGNATURES OF THE COMMITTEE MEMBERS:

| Sr. No | Name | Position in the Committee | Signatures |
|--------|-----------------------|---------------------------|--|
| 1 | Susil Kumar Barman | Chairman |  |
| 2 | Joheb Islam | Vice-Chairman |  |
| 3 | Dr. Deb Narayan Roy | External Committee Member |  |
| 4 | Somnath Chakraborty | External Committee Member |  |
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