



JHARGRAM RAJ COLLEGE
JHARGRAM, WEST BENGAL

GENDER AUDIT REPORT
2022-23

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1. Gender Audit: - An Introduction to the College

The District Head Quarters of the recently established Jhargram district are located in the town of Jhargram, home to the Jhargram Raj College. The region is home to a variety of tribal cultures and stunning natural scenery. The campus is surrounded by peaceful, lush forests made up of ancient trees like mahua, sal, piasal, and others. Its expansion throughout the years since its founding has been astounding. At the behest of Pramathanath Banerjee, the Vice Chancellor of Calcutta University at the time, the youthful Raja of Jhargram, Raja Sir Narasingha Malla Ugal Sanda Deb, OBE, KBE, bequeathed large tracts of land and Rupees One Lakh in cash to establish a college in Jhargram in 1949. The Khaira Endowment Fund was assisted by Dr. Pabitra Kumar Sen, the first Principal of the institution and the Khaira Professor of Agriculture at the University of Calcutta. In 1953, the college was turned over to the West Bengal Government. With time, Jhargram Raj College developed into a prestigious institution of higher learning, providing undergraduate students with a wide range of courses from the three academic departments of arts, commerce, and science. In 1985, Vidyasagar University took over the college's affiliation from the University of Calcutta. The college launched its first postgraduate Chemistry course in 2005. Postgraduate programmes in Bengali and Zoology gradually emerged starting in 2006 and 2008, respectively. The College presently offers three postgraduate programmes and fifteen undergraduate programmes (with honours & general in 14 different subjects and only general in 01 subject).

1.1 What is Gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. Other than the activity of Gender sensitization cell, the college recently constituted a gender audit committee to perform an internal audit in the campus by analysing gender wise data of all the stakeholders for the academic year (2022-23).

1.2 Constitution of Gender Audit Committee: -

Sl. No.	Name	Designation	Position in the committee
1.	Dr Debnarayan Roy	Principal	Chairman
2.	Dr Rahul Kumar Datta	IQAC Co-ordinator	Vice Chairman
3.	Dr Nivedita Bhattacharya	H.O.D., Physiology & Co-ordinator, Gender Sensitization Cell	Co-ordinator
4.	Smt. Priyanka Mukhopadhyay Basu	H.O.D., English & Jt. Co-ordinator, Gender Sensitization Cell	Jt. Co-ordinator
5.	Smt. Satabdi Das	Assistant Professor, Philosophy	Internal Committee Member
6.	Sri Saurav Paul	Assistant Professor, Botany	Internal Committee Member
7.	Sri Susil Kumar Barman	Officer in Charge, Jhargram Raj College (Girls' Wing)	External Committee Member
8.	Smt. Swati Dutta	Social Worker	External Committee Member

1.3 Aims & objectives of the Gender audit: -

Gender equality is crucial since it forbids discrimination based on a person's gender. It encourages learning that is gender neutral. Effective dissemination of knowledge and teaching-learning require an inclusive non discriminant educational environment. Gender parity is enshrined in the Indian Constitution's Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles. It is also a precondition for an equitable society.

Aims of the audit are: -

1. To learn about the gender balance in the college.
2. To reflect and etch out a road map for gender indiscrimination.

Though the main purpose of the audit lingers around those aforementioned points, there are several inherent objectives of the exercise which are mentioned below: -

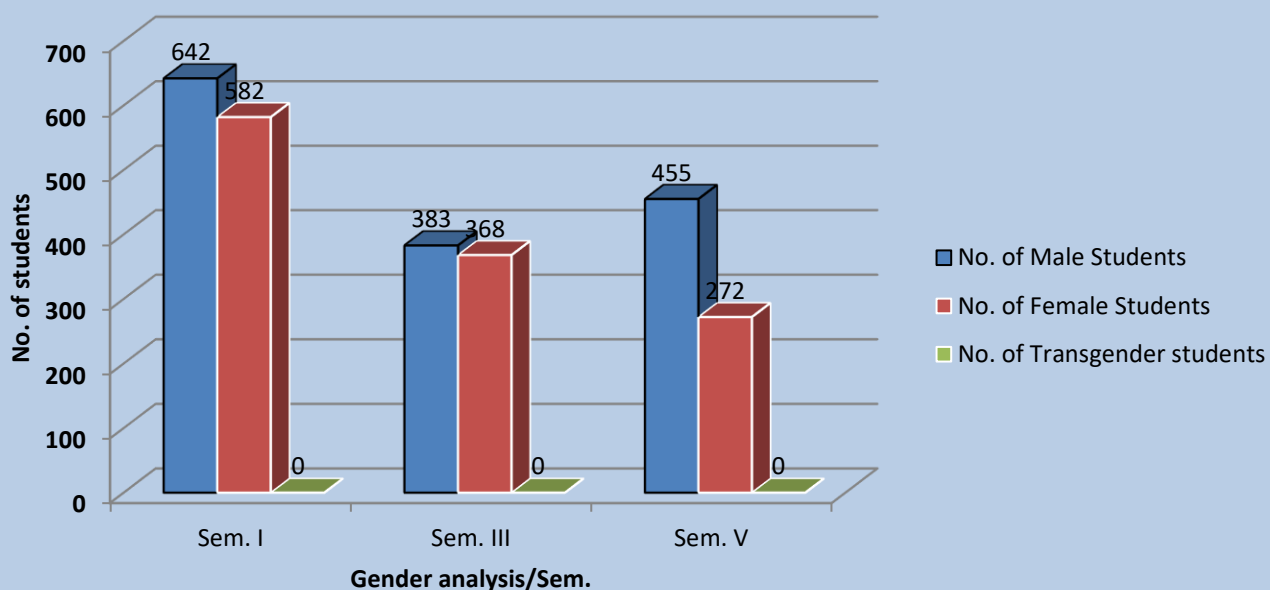
- The institute shall take effective measures for the safety and security of all genders.
- Discrimination based on gender is prohibited in all forms.
- Comprehensive personality development initiatives that boost staff members' self-esteem will be planned.
- There should be an accessible, active, impartial, and confidential Grievance Redressal Cell.
- To protect female students & staff from sexual harassment and to display posters in prominent places throughout the college against such abhorrent behaviours.
- To create social awareness about the problems of women and gender discrimination in particular.

2. Gender Audit: Data Analysis

2.1 Analysis of UG Students' data [2022-23]

JHARGRAM RAJ COLLEGE GENDER AUDIT 2022-23						
Gender Statistics of UG students' data (2022-23)						
Gender/Semester	No. of Male Students	No. of Female Students	No. of Transgender students	Total No. of students	% of Male Students	% of female Students
Sem. I	642	582	0	1224	52%	48%
Sem. III	383	368	0	751	51%	49%
Sem. V	455	272	0	727	63%	37%

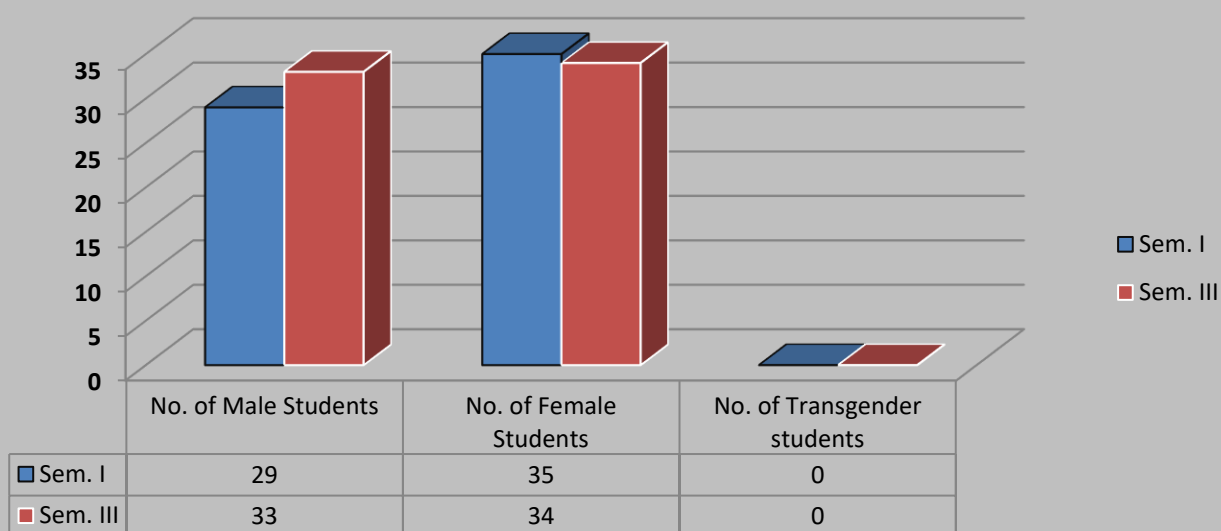
Graph representing Sem. wise gender analysis



2.2 Analysis of PG Students' data [2022-23]

JHARGRAM RAJ COLLEGE GENDER AUDIT 2022-23						
Gender statistics of PG students' data (2022-23)						
Gender/Semester	No. of Male Students	No. of Female Students	No. of Transgender students	Total No. of students	% of Male Students	% of female Students
Sem. I	29	35	0	64	45%	55%
Sem. III	33	34	0	67	49%	51%

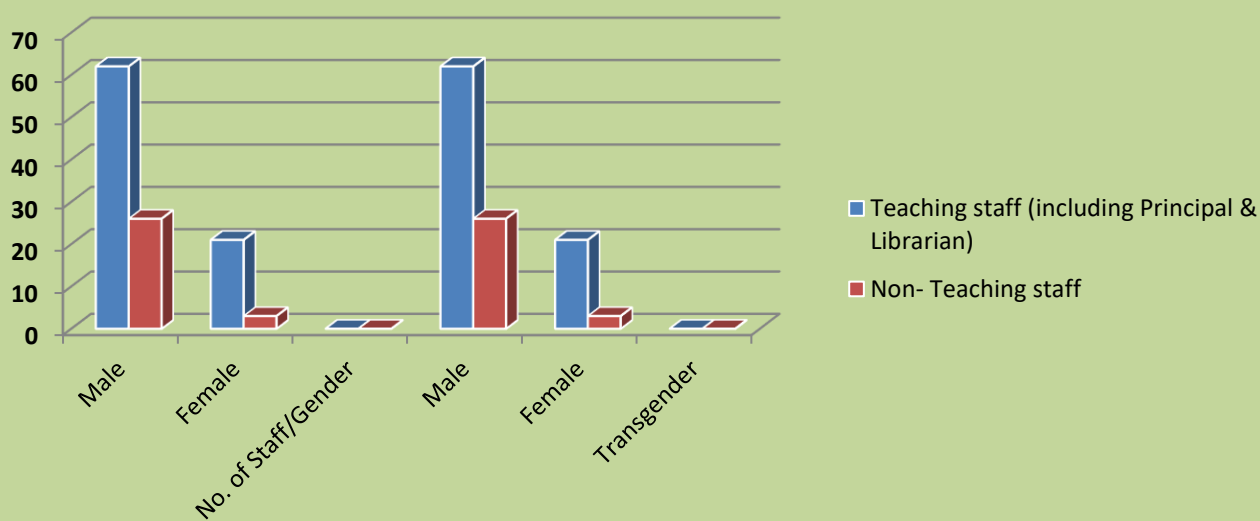
Graph representing sem. wise gender analysis



2.3 Data analysis of Faculty & Staff [2022-23]

JHARGRAM RAJ COLLEGE GENDER AUDIT 2022-23						
Gender statistics of all Staff data (2022-23)						
No. of Staff/Gender	Male	Female	Transgender	Total	% of Male Staff	% of Female Staff
Teaching staff (including Principal & Librarian)	62	21	0	83	75%	25%
Non- Teaching staff	26	3	0	29	90%	10%

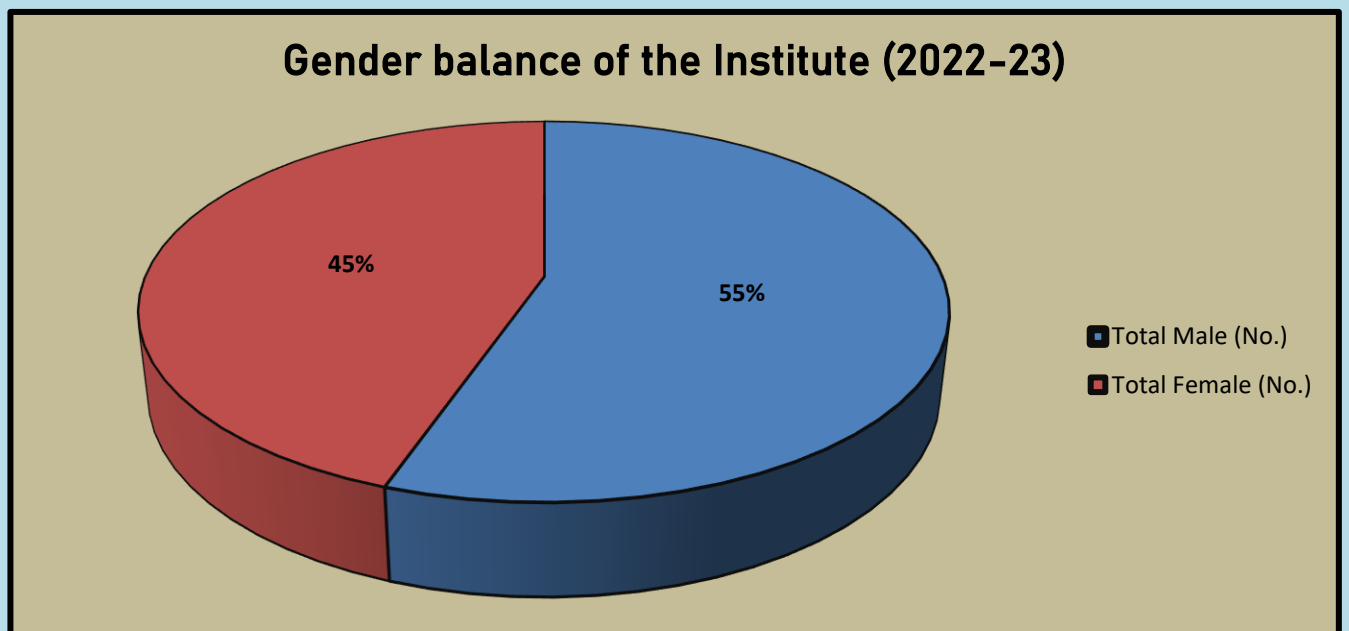
Graph representing gender analysis of all staff



2.4 Gender Balance of the Institute

Jhargram Raj College Gender Audit (2022-23)				
Total Data analysis				
All stake holders/ gender	Male	Female	Transgender	Total
Students	1542	1291	0	2833
Teaching Staff	62	21	0	83
Non-Teaching Staff	26	3	0	29

Gender statistics of total stakeholders (2022-23)						
Gender wise all stake holders	Total Male (No.)	Total Female (No.)	Total transgender (No.)	Grand Total	Total Male %	Total Female%
Total	1630	1315	0	2945	55%	45%



3. Gender Audit: - Gender Sensitization initiatives

Jhargram Raj College is committed to fostering gender parity in all facets of the college and kindling a sense of social responsibility to all of its stakeholders. In order to develop the annual plan of implementing the spirit of gender equity both in concept and in practice, the institution has a specialised "Gender Sensitization Cell," formerly known as the "Women Redressal Subcommittee." This subcommittee organises seminars, discussions, invited lectures from notable individuals, etc. Over the past five years, the Gender Sensitization Cell (formerly the Women Redressal Subcommittee) has arranged a number of seminars, special lectures, and other events to raise awareness on various issues, including domestic violence, sexual abuse, sexual harassment in the workplace, women's rights and laws preventing such unlawful activities. The Cine club of the college often join hands with the Gender Sensitization Cell to strengthen the cause by using Cinema as an influencing medium.

The College is dedicated to establishing a secure environment for all individuals. It features a boys' and girls' hostel, guards at the college gates, and CCTV surveillance across the campus. In addition, the College's full-time teachers oversee the hostels as 'Superintendents' in order to keep boarders safe and in line. Internal Complaints, Grievance Redressal, and Anti-Ragging Committees are three powerful redressal mechanisms within the institution.

A brief overview of activities of Gender Sensitization Cell in last five years is provided below:

2018-2019	Awareness Regarding Domestic Violence	<ul style="list-style-type: none"> Women's Redressal Sub Committee of JRC 	08/03/2019	Speaker: - Smt. Oindrila Sen, Assistant Professor, Department of History, JRC	She made the students know about the domestic violence and abuses.
2019-2020	Awareness on Gender Sensitization	<ul style="list-style-type: none"> Gender Sensitization Cell 	05.03.2020	Speaker- Dr. Rajarshi Chakraborty, Assistant Professor, Department of History, University of Burdwan	The Topic was 'Breaking Patriarchy: Feminist Perspective'.

2020-2021	Nil (College closed due to Covid)				
2021-2022	Webiner on Gender Sensitization	<ul style="list-style-type: none"> • Gender Sensitization Cell 	08/03/2022	Speaker- Dr. Paromita Roy, JBNSTS	The Topic was “ Covid Pandemic and its shadows- A journey in Darkness”.
2022-2023	One Day programme on Gender Sensitization	<ul style="list-style-type: none"> • Gender Sensitization Cell • Cineclub along with gender sensitization cell 	29/05/2023 After noon of the same day	Speaker- Smt. Oindrila Sen, Assistant Professor, Department of History, JRC. Featuring of movie ‘Thappad’	The Topic was “Nari o Prithibir Ran- Ranto- Safolota” . This movie was about the modesty of a homemaker lady in our society.

4. Gender Audit: - Conclusion & Summary

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

– United Nations Educational, Scientific and Cultural Organization (UNESCO)

Jhargram Raj College makes a consistent effort to support female employees and female students. The organization acknowledges that there are power and need disparities between men and women, and that these inequalities should be recognized and addressed in a way that balances the power and needs between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. In addition to planning various events to raise gender awareness among female students and staff, the college also seeks to inspire them to live with dignity and self-respect.

From this exercise, it is observed that girls' strength is particularly high in PG sections and in UG courses, Boys' and Girls' ratio also nearing to 50:50, specially in 1st and 3rd semesters. This fact is inspiring for an institution which is located in such an area where child marriage is still a common event.

But the strength of female staff (both teaching & non-teaching) is much less than the number male staff (both teaching & non-teaching) during the period under review though the college has no stake in recruiting staff in the college. Being completely run by the Higher Education Department, Govt. of W.B., the recruitment of staff is facilitated by the Public Service Commission, W.B. and the staff are also subjected to regular transfer process across the state.

Despite that the college achieves a gender balance of 55:45 (male: female) during the year 2022-23 which is almost equivalent to the sex ratio of our state (950 i.e. for each 1000 male).

The analysis demonstrates that all of the college's policies and programs include gender equity goals and objectives. Additionally, the staff stated that

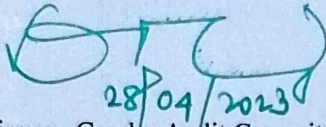
they have no issues with the gender criteria. The Gender Audit Team found that the college's administration and employees support gender equality and gender sensitivity, and they exhibit gender-sensitive behaviour.

Recommendations: -

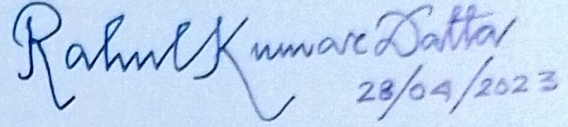
In the upcoming years, we aim to-

- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to more actively participate in sports.
- Organize awareness programs on Legal Rights of Women.
- Introduce entrepreneurship training in different subjects.

It is certified that the data herein have been checked and verified by scrutinizing of official records and interactions with staff and students on 28th April, 2023: -

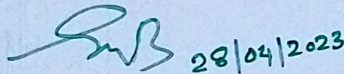

28/04/2023

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Vice Chairman, Gender Audit Committee
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IQAC Co-ordinator
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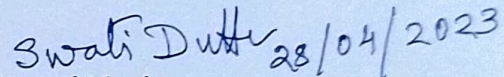
Co-ordinator
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Officer in Charge
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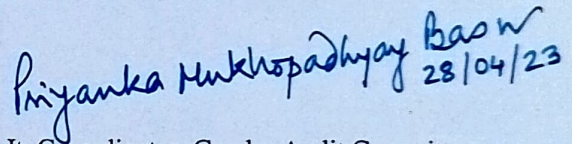
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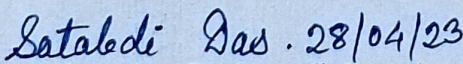
External Member
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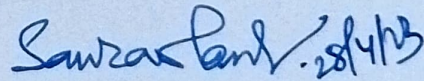
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28/04/23

Internal member, Gender Audit Committee
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Assistant Professor, Philosophy
Jhargram Raj College

Asstt. Professor
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28/4/23

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