

GENDER AUDIT

BANGABASI EVENING COLLEGE

2018-19 to 2022-23

Prepared by the Gender Sensitization Cell:

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Genesis:

Principal Prasanta Kumar Bose, the illustrious and worthy son of Acharya Girish Chandra Bose, founder of Bangabasi College, an eminent educationist of Bengal, founded the evening section of the Bangabasi College for the needy employed students in 1940 to teach Commerce.

In 1944 Principal Bose opened up the Arts and Science faculties in the evening time. Finally employed women were also enrolled as students by Principal Bose. Through the introduction of the Phase Reduction Scheme of the University Grants Commission, Bangabasi Evening College came into a separate existence on 11 April 1965, under the guidance and direction of Principal Prasanta Kumar Bose. At that time there were ten thousand students in Bangabasi College, but the number of students in the colleges of West Bengal had to be reduced as per the University Grant Commission scheme. In accordance with the Scheme, Bangabasi College was split up into three separate Colleges. The evening shift was named Bangabasi Evening College under a separate Governing Body. During the Second World War a branch of the Bangabasi College was established in Kushtia (now in Bangladesh) in 1942, as the people of Kolkata were troubled by the bombing of Japanese

troops. After the Second World War it was closed.

Bangabasi Evening College is located in the vicinity of Sealdah Station in Kolkata. Bangabasi College is an educational institution with a rich cultural tradition in its background. It had its genesis in the prophetic vision and spirit of sacrificial dedication of Acharya Girish Chandra Bose. At the outset, Bangabasi Evening College was founded under private management in 1887 and had as its guiding inspiration the genius of Pandit Iswar Chandra Vidyasagar. The aim of the college was basically two-fold - to cater to the growing demand for higher education and to nurture the spirit of nationalism in the minds of young learners under colonial yoke. It marked an indirect protest - challenging the narrow educational policy of the Hunter Commission.

This institution seminally emerged from Bangabasi School, founded by Acharya Girish Chandra Bose in 1855 in Bowbazar Street. The college moved into its present premises at 19, Scott Lane (now Raj Kumar Chakraborty Sarani) in 1903.

The College derived its name from the then patriotic newspaper Bangabasi. Acharya Girish Chandra Bose, a man of astounding personality and far sight, filled with a missionary zeal of patriotic reverberation, planted this sapling at 16, Bowbazar Street on 1 June 1887, with only five teachers and twelve students. The sapling withstood the storms and stresses of the decades and now like a very big banyan tree gives shade and extends shelter to several thousand students of merit and ability, hundreds of teachers and with real integrity and acquisition and many non-teachers of admirable efficiency. The college has a composite amalgum of academics and student community.

During the days of alien rule the institution served as a refuge for political sufferers - students as well as teachers. The nationalist spirit nurtured by the college was amply evident in the active participation of students and teachers in the agitation against the partition of Bengal in 1905 and also in the Civil Disobedience Movement culminating in the supreme sacrifice of martyr Jatindra Nath Das, an undergraduate student of the college, in his epic fast for unto death in Lahore Jail on 13 September 1929.

Some of the illustrious teachers of this College such as Ladly Mohan Mitra and Satyananda Roy, were the pioneers to extend the facilities of higher education to the toiling mass of the working students who were compelled to engage themselves in different jobs in the day-time and were deprived of College education, by opening the evening classes under the banner of Bangabasi Evening College.

Objectives:

The Gender Audit of Bangabasi Evening College has the following objectives:

- ❖ Throughout its history Bangabasi Evening College has dedicated itself to the cause of the poor and underprivileged students, ensuring equal educational opportunities regardless of gender.
- ❖ Bangabasi Evening 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.

- ❖ Bangabasi Evening College is 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 in54, 2019-20 in35, 2020-21 in13, 2021-22 in0 and 2022-23 in15girl 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.

Why Gender Audit in Bangabasi Evening 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.

Bangabasi Evening 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 Bangabasi Evening 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	1798	612	2410	74.60	24.40
2019-20	1837	632	2469	74.40	24.60
2020-21	2182	660	2842	76.78	23.22
2021-22	2082	618	2700	77.11	22.89
2022-23	2340	1060	3400	68.82	31.18

Table: 1

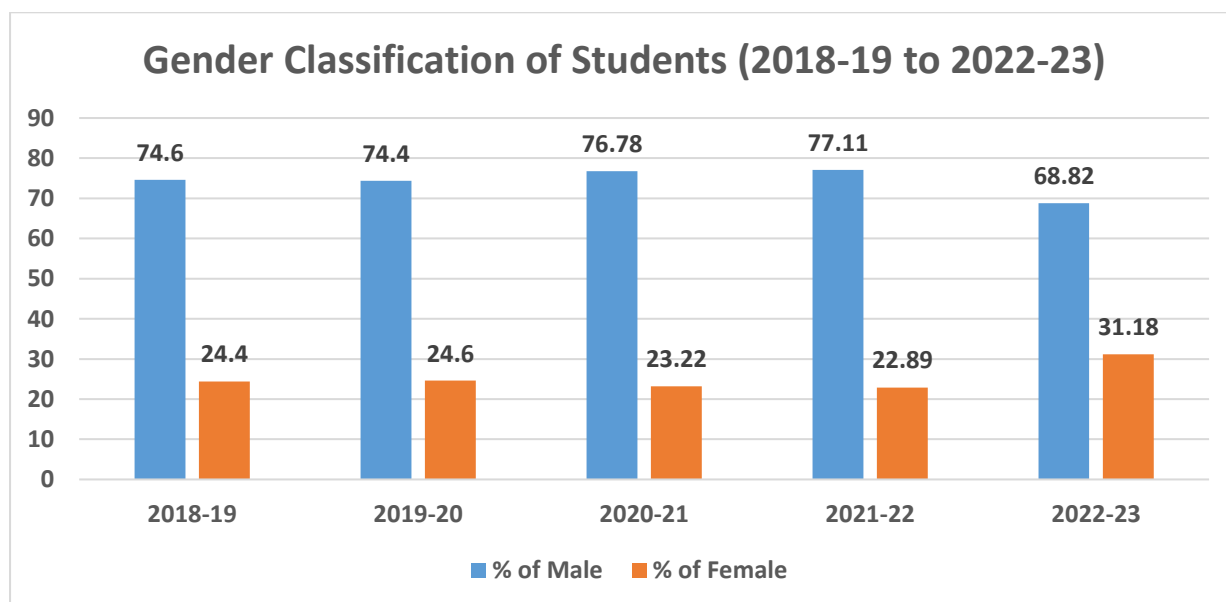


Figure: 1

The table shows Year wise gender classification of male and female percentage of enrolled students to the College. It appears that since the years 2018-19 to 2022-23 the percentage of gender classification concerning the percentage of female students is more than the percentage of male students. 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 table.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	26	17	43	60.47	39.53
2019-20	32	17	49	65.30	34.70
2020-21	45	25	70	64.29	35.71
2021-22	44	25	69	63.77	36.23
2022-23	43	23	66	65.15	34.85

Table: 2

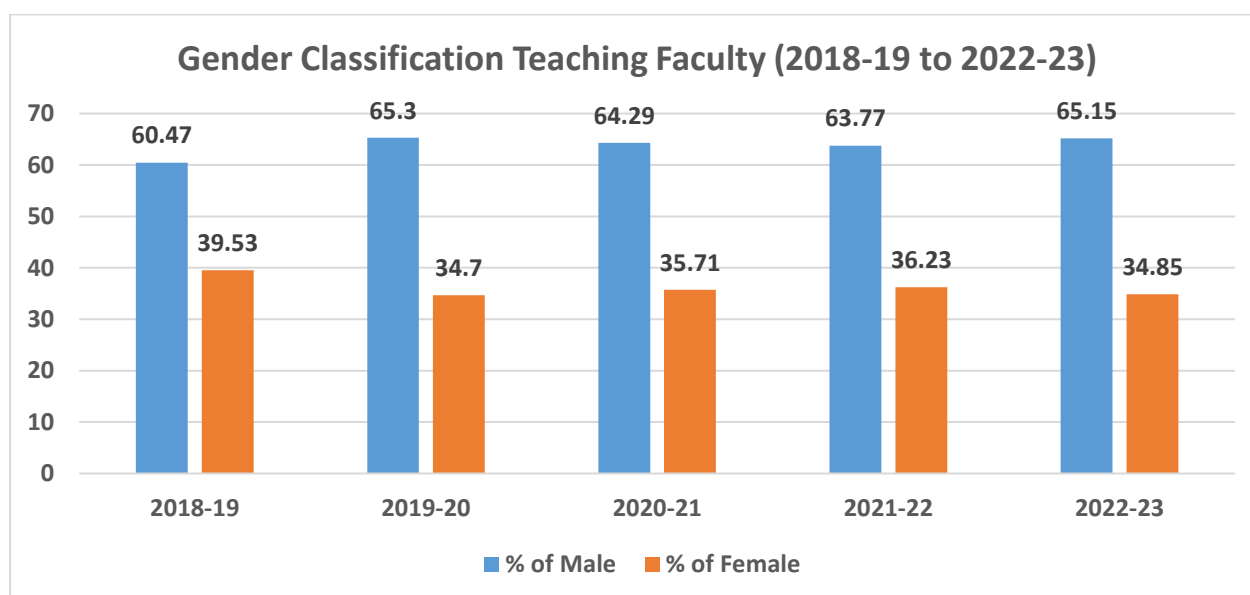


Figure: 2

The table shows the year wise classification of teaching faculty during the Academic Year 2018- 19 to 2022-23. The percentage of total number of male teachers is more than the percentage of total number of female teachers during the academic year 2018-19 to 2022-23.

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	36	0	36	100	0
2019-20	33	1	34	97.06	2.94
2020-21	37	4	41	90.24	9.76
2021-22	32	3	35	91.43	8.57
2022-23	32	2	34	94.12	5.88

Table: 3

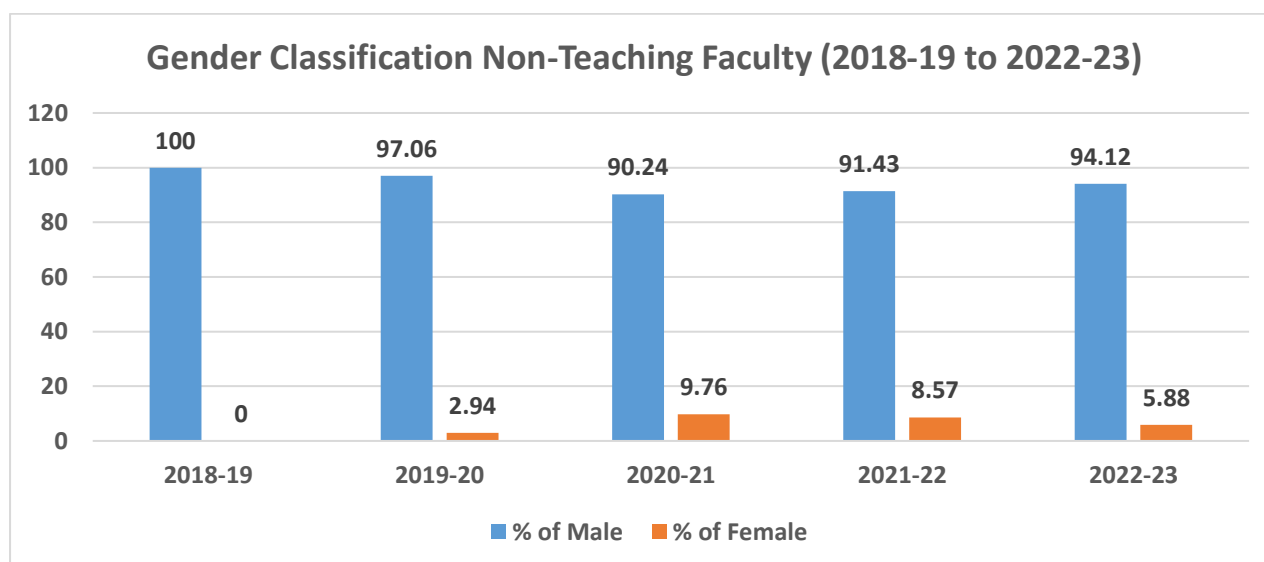


Figure: 3

It is evident from Table 3 that women are extremely under- represented in non-teaching staff. There has not been much change of 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 which include the President of the Governing Body, Secretary and Principal, One Representative of Higher Education Council, Representative of the Municipality, Two Government Nominees, Number of Two Member of University of Calcutta Syndicate Nominees, Three Teachers' Representatives, One Representative of Non-Teaching Staff and the General Secretary of the Students' Union.

Session	Male	Female	Total	% of Male	% of Female
2018-19	10	2	12	83.33	16.67
2019-20	10	2	12	83.33	16.67
2020-21	10	2	12	83.33	16.67
2021-22	10	2	12	83.33	16.67
2022-23	10	2	12	83.33	16.67

Table: 4

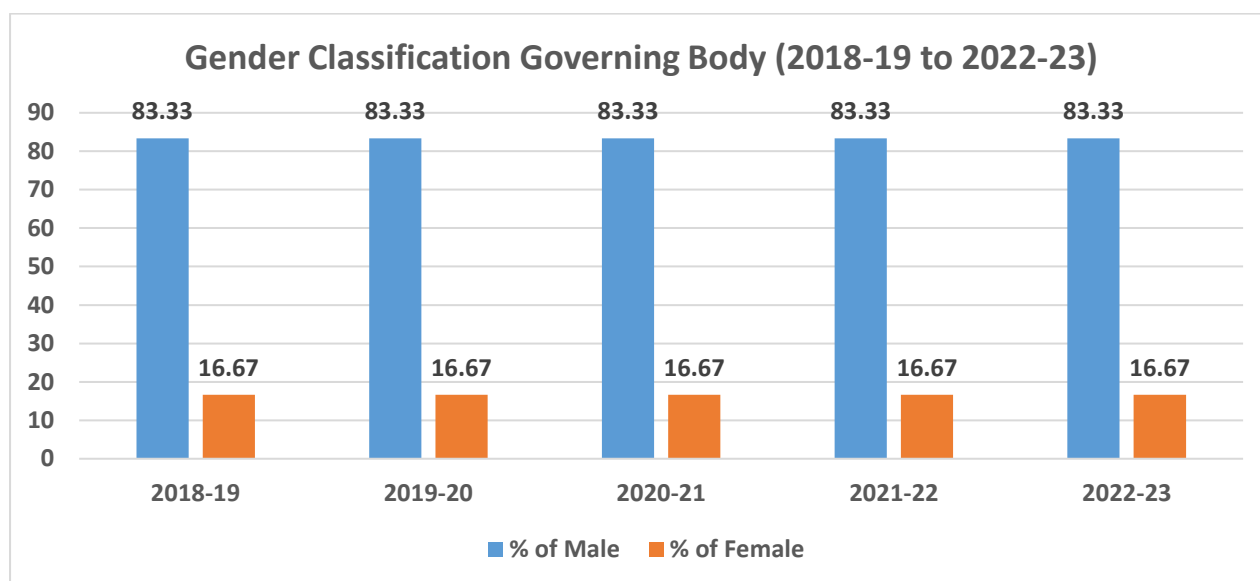


Figure: 4

It is evident from Table 4, women are extremely under- represented in Governing Body. There has not been much change of situation in the last five years

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

Session	Male	Female	Total	% of Male	% of Female
2018-19	7	2	9	77.78	22.22
2019-20	7	2	9	77.78	22.22
2020-21	7	2	9	77.78	22.22
2021-22	7	2	9	77.78	22.22
2022-23	7	2	9	77.78	22.22

Table: 5

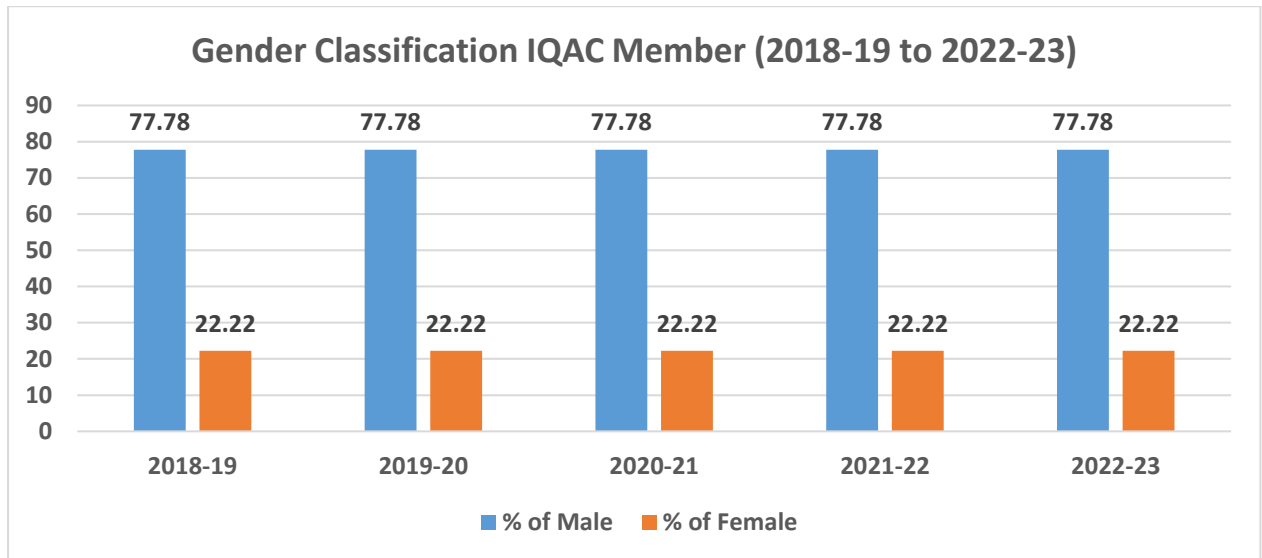


Figure: 5

The table shows the year wise classification of IQAC members during the Academic Year 2018- 19 to 2022-23. There has not been much change of situation in the last five years

PART-II

VIEWS OF STUDENTS ON GENDER BASED ISSUES: A SURVEY

Relevance of the Survey

The socio-economic profile of the students in Bangabasi Evening 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.

Bangabasi Evening 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 type. 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 909. The class-wise distribution of respondents was as follows:

Class	No. of Respondents
1 st Semester	288
3 rd Semester	303
5 th Semester	318
Total	909

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 'Bangabasi Evening 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?

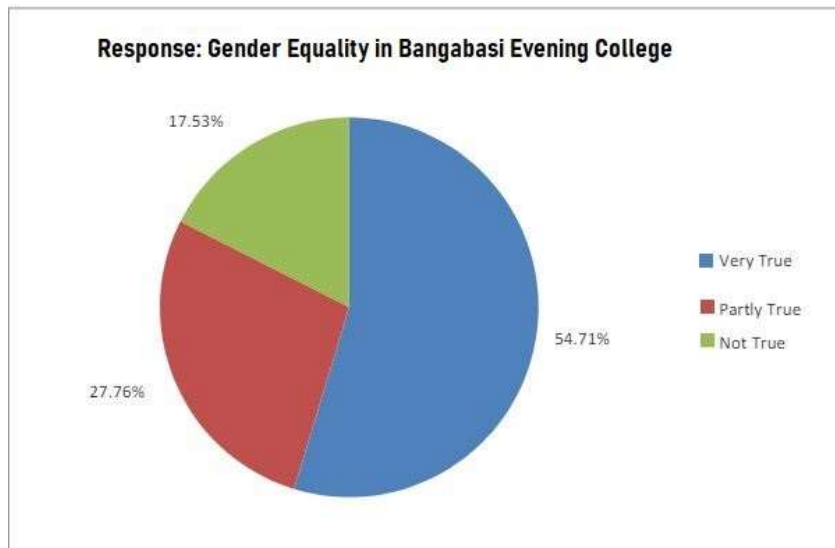
(a) Yes (b) No (c) Can't say

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

Findings from the survey

➤ Assessment regarding gender equality in Bangabasi Evening College campus

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

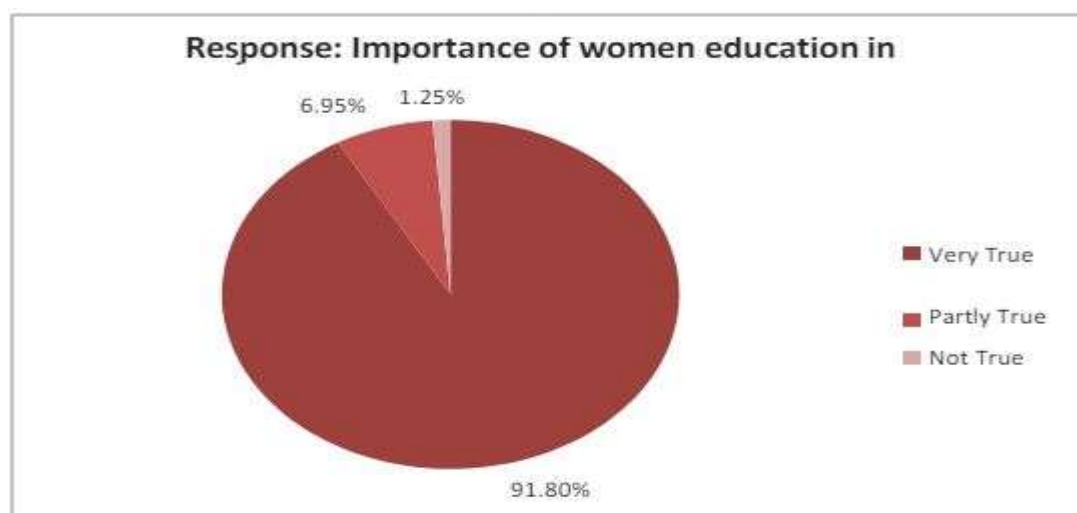


It is found that 54.71% of the respondents think that **Bangabasi Evening College** is moving towards a gender equal campus.

➤ 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!



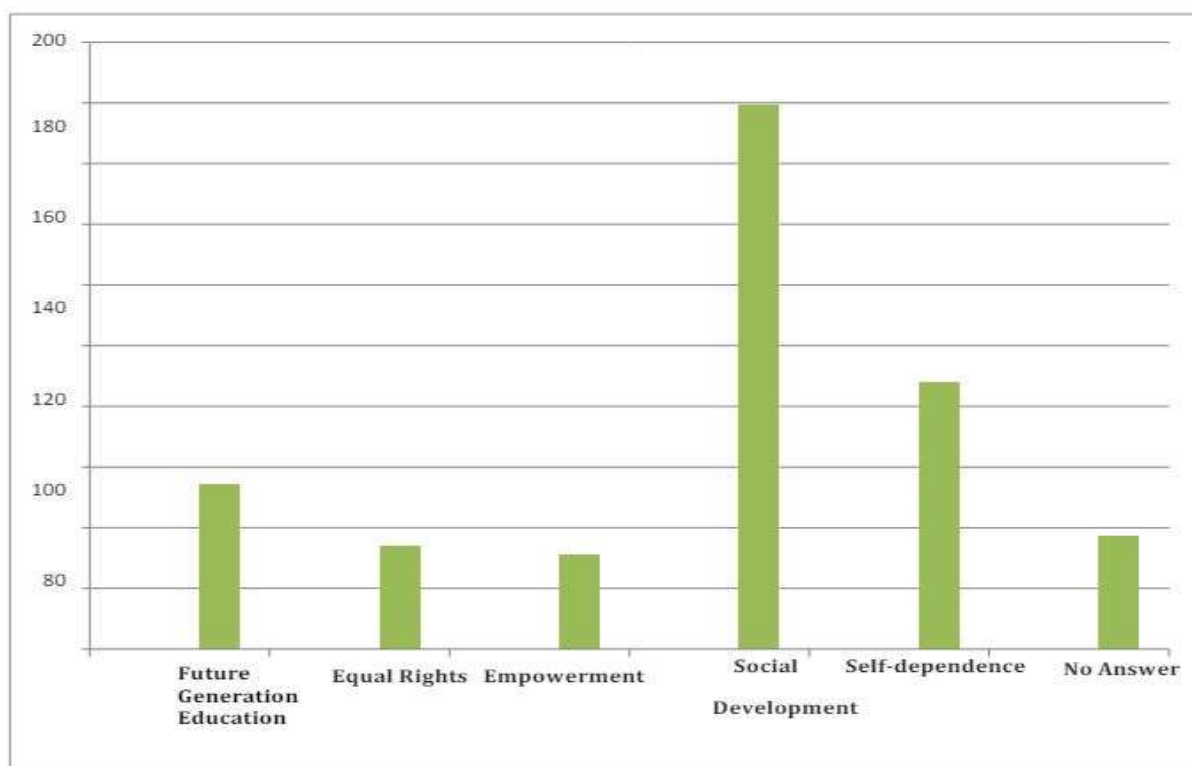
➤ **Assessment regarding whether girls should get higher education**

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**

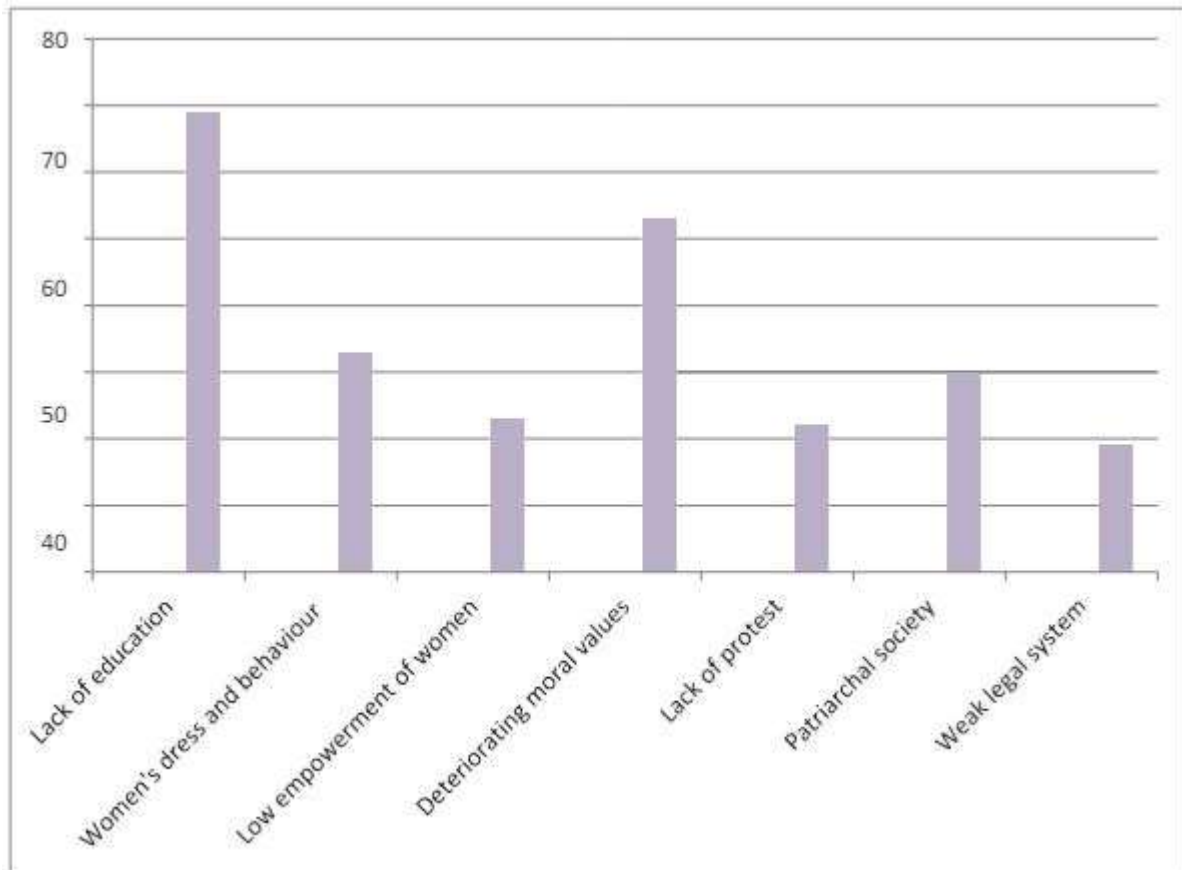
Based on the answers to question no. 8, the responses were broadly classified into five benefits as shown below:



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 Bangabasi Evening 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 Bangabasi Evening 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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