

ACKNOWLEDGEMENT

I offer my deepest gratitude to the authority of Turku Hansda Lapsa Hemram Mahavidyalay, Mallarpur, Birbhum especially, the Chairman, Hon. Principal-in charge Dr Suman Mukherjee, for his constant encouragement and support. Thanks him for entrusting my potential for gender audit. I express my warm thanks to Convener of Women Cell and all my colleagues for their meticulous assistance to complete the Gender Audit. Thanks are due to the office staff of Turku Hansda Lapsa Hemram Mahavidyalay for data collection.

Dr Sk Nur Upsar
Coordinator,IQAC



Genesis: THLH Mahavidyalay is one of the quality colleges in Birbhum. The college established in 2006 and affiliated to Burdwan University. Its mission is to provide quality education to all by means of sheer hard work, dedication and devotion.

The Gender Audit is an attempt to study whether THLH Mahavidyalay has good gender balance. It tries to see out whether college follows University rules, policies and actions as it forms a constituent part of Burdwan University. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality. The college always concentrates on student's qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. Adequate facilities are provided to the girls. The NSS unit has 200 intake capacities out of which 45% is of girls. The unit always motivates girls for their social responsibilities. Special study room, stair-case, two-wheeler parking are provided for the girls. Yoga and Meditation Camps are also organized. The lectures of eminent personalities are held on various topics to develop their personalities. Seminar held on **"Women Empowerment and Indian Constitution"** to make the girls aware of their rights and responsibilities. More than three resource persons expressed their views on social, political, economical and moral rights of women and various laws and by-laws made for security of them.

Girls are made aware of laws and by-laws by organizing lecture of eminent academicians, NGO Personnel etc. Prevention Committee, Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures of lawyers, social workers to awake the girls for their privileges and duties.

In the Departments of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Parliament Competition and various competitions gives name and fame to both- to our college and to themselves.

Objectives:

The Gender Audit of THLH Mahavidyalay has the following objectives:

- To find out the areas where gender balance exists and the factors behind the gender balance.
- Take active steps to establish good gender balance in decision-making processes in all areas of the college activities
- To examine the policies of the college rules/action toward the needs and interests of both males and females
- Suggest measures for bridging the gender gap

- Foster gender equality in all aspects of college life and throughout the college community
- To see the work and capacity for prevention of sexual harassment at the college.

2. GENDER SENSITIVE FEATURES IN THLH MAHA VIDYALAY:

Gender sensitive features are carefully observed in every corner of the system. By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention, and providing adequate facilities to girls, gender equality is kept upright in the college.

Facilities for Girls: THLH Mahavidyalaya is always flourished with students. To avoid rush and other mishaps, separate provisions are made at various places for girls.

2. Parking Facilities: A well observed parking of two-wheelers for girls is one of the disciplines in this college.

3. Ladies Room: Provision is made for girls resting mode in Ladies Room. There is an adequate place and silence kept for girls to study.

4. Girls Washroom: Girls washroom is situated in the college Ladies common room with ample supply of water and regular cleaning.

5. Drinking Water: Separate water purifier is placed for girls in Girls common room.

6. Canteen: In canteen, a separate section is kept for girl's convenience. They have a space to enjoy their food and canteen food.

7. Health Camp for Ladies: Every year, the Health Camp is organized for ladies. In 2020-21 the camp has taken in collaboration with Mallarpur Block Primary Health Centre. Almost 60 girl-students have been vaccinated with their Blood Pressure.

8. Kanyashree Prakalpa: State Government Assistance

Objectives: *Kanyashree Prakalpa* seeks to improve the status and wellbeing of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfers by:

Incentivizing them to continue in education for a longer period of time, and complete secondary or higher secondary education, or equivalent in technical or vocational streams, thereby giving them a better footing in both the economic and social spheres.

Disincentivising marriage till at least the age of 18, the legal age of marriage, thereby reducing the risks of early pregnancies, associated risks of maternal and

child mortality, and other debilitating health conditions, including those of malnutrition.

It was also decided that the Scheme should confer more than just monetary support; it should be a means of financial inclusion and a tool of empowerment for adolescent girls. The scheme's benefits are therefore paid directly to bank accounts in the girls' names, leaving the decision of utilization of the money in their hands.

To reinforce the positive impact of increased education and delayed marriages, the scheme also works to enhance the social power and self-esteem of girls through a targeted behaviour change communication strategy. The communication strategy not only builds awareness of the scheme, but includes adolescent-friendly approaches like events, competitions and Kanyashree clubs, and the endorsement of strong women figures as role models to promote social and psychological empowerment.

As more and more girls remain in school, it is envisaged that they will use the opportunity to gain skills and knowledge that will help them become economically independent. Even if girls do get married soon after they turn 18, it is expected that their education and enhanced social and emotional development will give them a better foundation for in their adult lives. And over time, as entire generations of women enter marriages only after they have some degree of economic independence, it is expected that the practice of child marriage is completely eradicated, and women will attain their right to health, education and socio-economic equality.

Conditional Cash Transfer Provision: Kanyashree's core objectives are simple and focussed: it aims to ensure that girls stay in school and delay their marriages till at least age 18. Kanyashree's approach is also simple: it uses a social safety net mechanism that has shown a high degree of success in transforming the lives of children and adolescents in several countries in the world: Conditional Cash Transfers. The scheme has following transfer component:

One-Time Grant of Rs. 25,000/-, to be paid after a girl turns 18, provided that she was engaged in an academic or occupational pursuit and was unmarried.

The term 'education' encompasses secondary and higher secondary education, as well as the various vocational, technical and sports courses available for this age group. Given that children from socio-economically disadvantaged families are more vulnerable to child marriage, the scheme is open only to girls from families whose annual income is Rs. 1,20,000/- or less. For girls with special needs, orphans

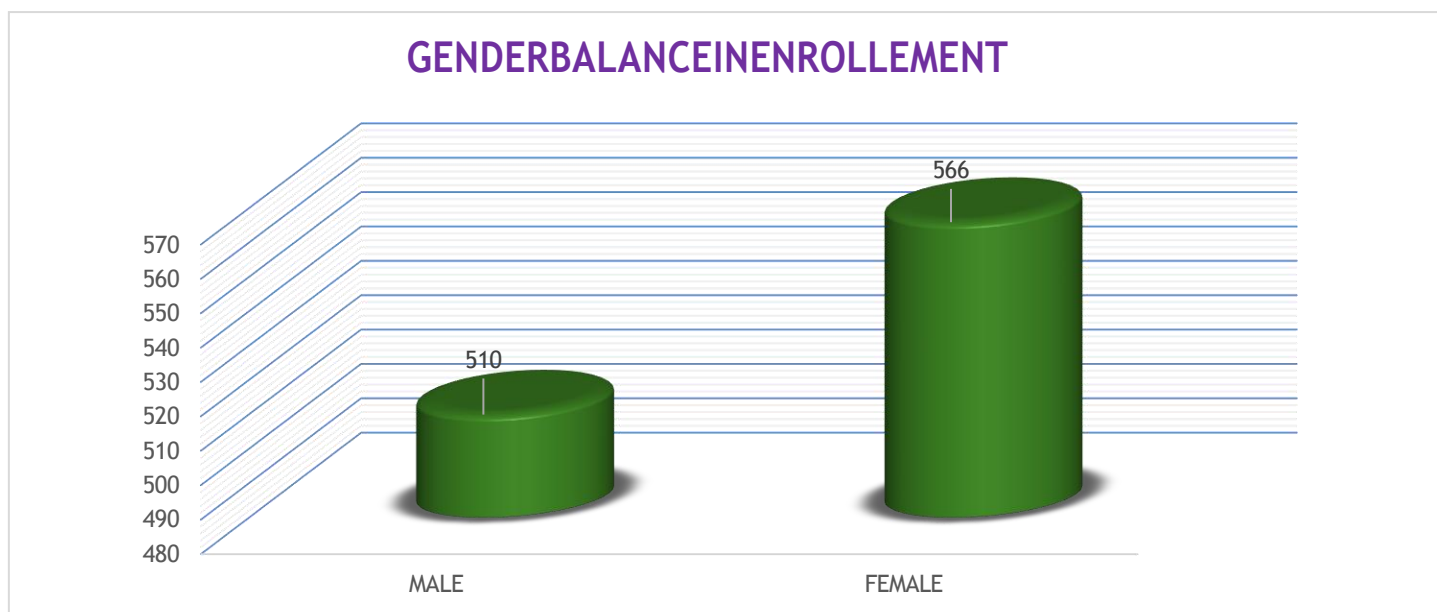
and girls in J. J. Homes the income criterion is waived. Girls with special needs, but in a class below class VIII, can also apply for the annual scholarship.

The Form of Kanyashree Prakalpa (a conditional cash transfer scheme under the Department of Women Development and Social Welfare, Government of West Bengal with the aim of improving the status and well being of the girl child in West Bengal by incentivizing schooling of all teenage girls and delaying their marriages until the age of 18, the legal age of marriage) is available from the college office. Eligible girl students are hereby advised to collect the form from the college office. 195 girl students applied for stipend under Kanyasree Prakalpa. Nearly 70 students received the stipend till date.

Anti-Ragging Committee and Discipline: As the college forms a constituent part of the Burdwan University, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in prospectus. Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in highly educational institutions in order to prohibit, prevent and eliminate the scourge of ragging. The college forms Anti-Ragging and Discipline Committee. The students in distress owing to ragging related incidents can access the committee. The committee has one female and one male and the Principal of the college is the chair person.

GENDER BALANCE IN ENROLLEMENT AT GRADUATION LEVEL (2022-23)

SESSION	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2022-23	510	566	1076	47.40	52.60

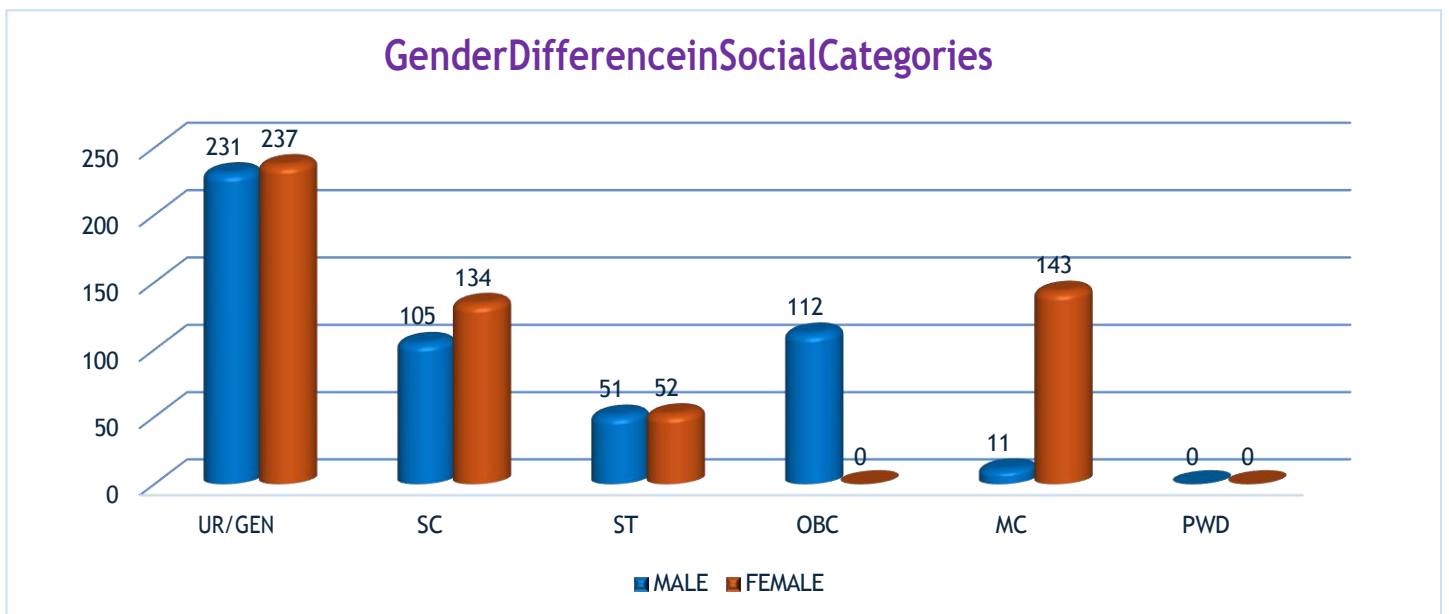


II. GenderDifferenceinVariousSocialCategories:-

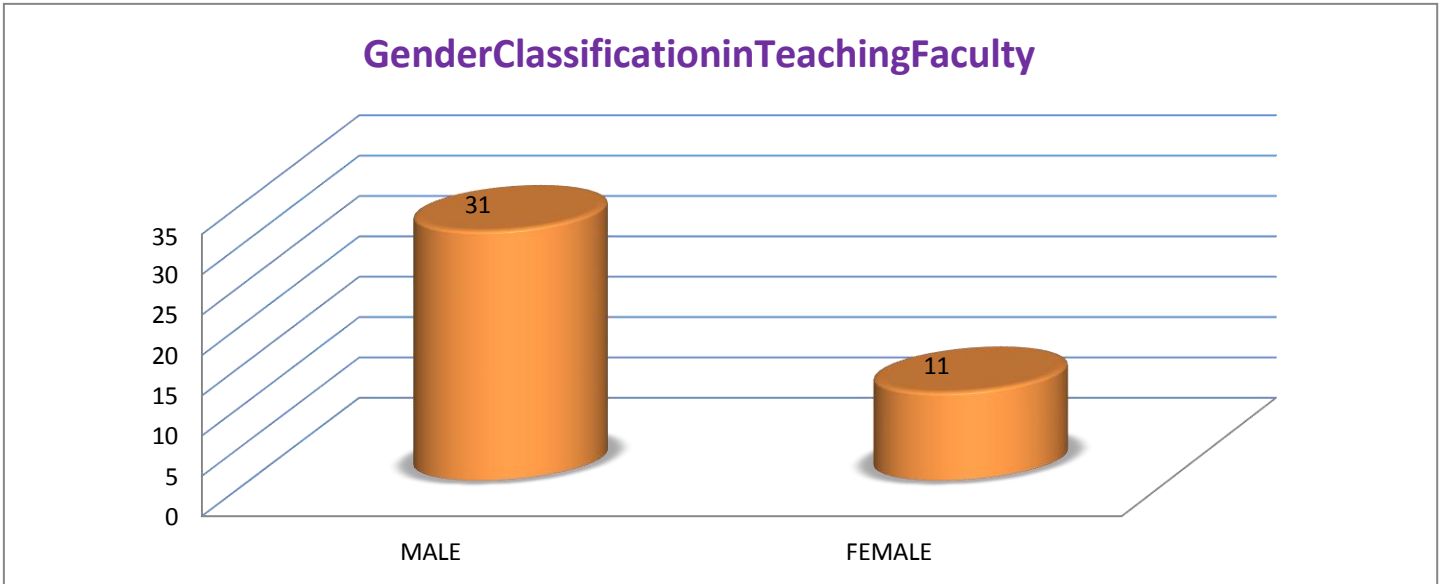
CATEGORIES	MALE	FEMALE	TOTAL	% OFMALE	% OFFEMALE
UR/GEN	231	237	468	49.36	50.64
SC	105	134	239	43.93	56.07
ST	51	52	103	49.51	50.49
OBC	112	0	112	100.00	0.00
MC	11	143	154	7.14	92.86
PWD	0	0	0	0.00	0.00

III. GenderDifferenceinTeachingFaculty:

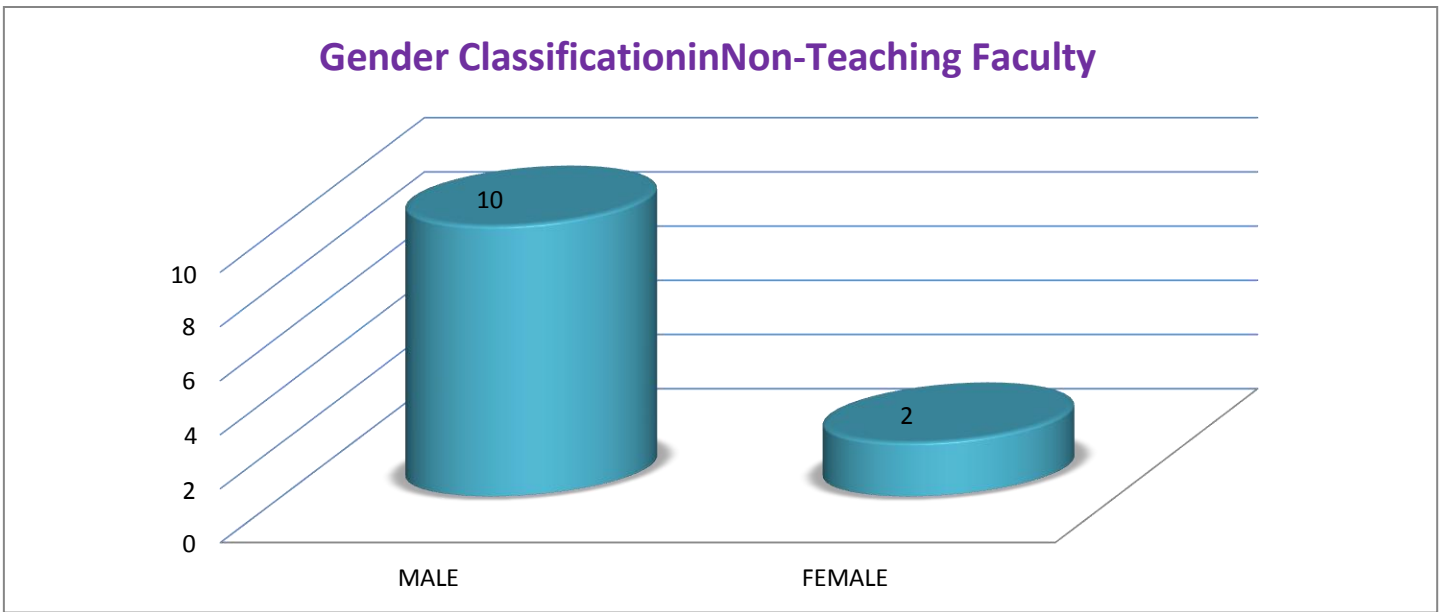
YEAR	MALE	FEMALE	TOTAL	% OFMALE	% OFFEMALE
2020-21	31	11	42	73.81	26.19



Genderclassification:Non-teaching staff:-

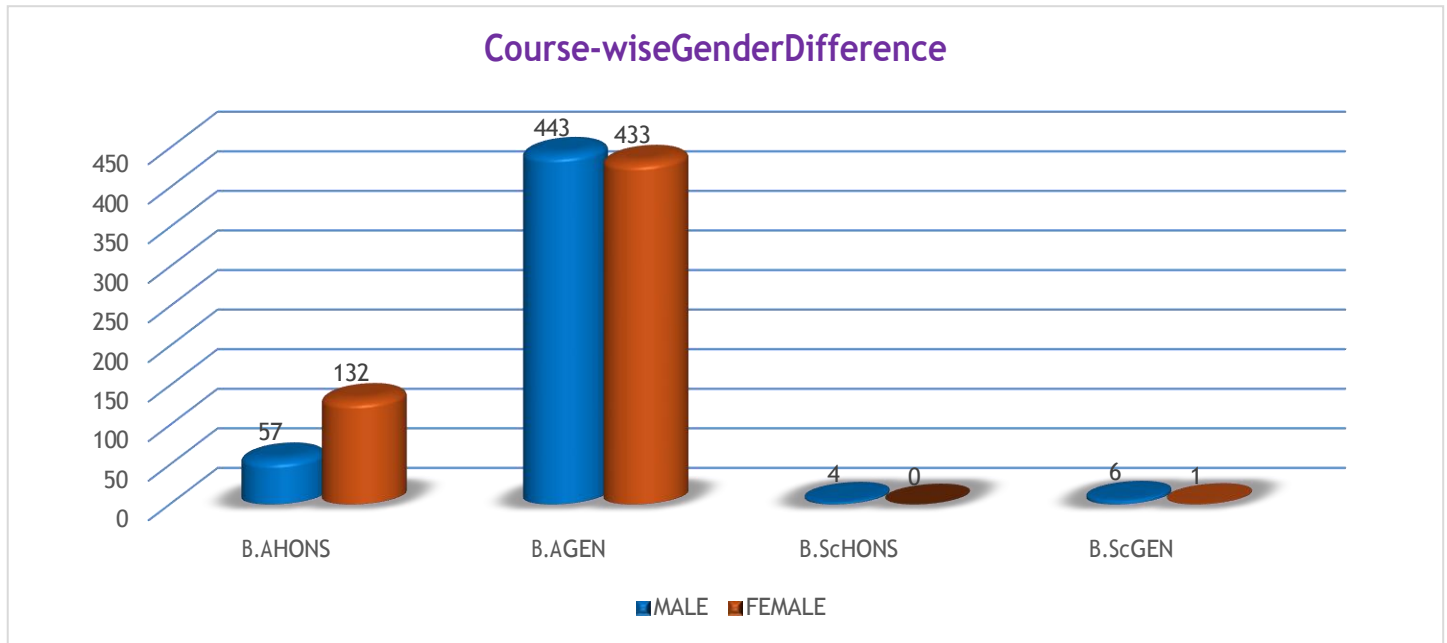


YEAR	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2020-21	10	02	12	83.33	16.67



**IV. Course-wise Gender Difference in the students:-
(2022-23)**

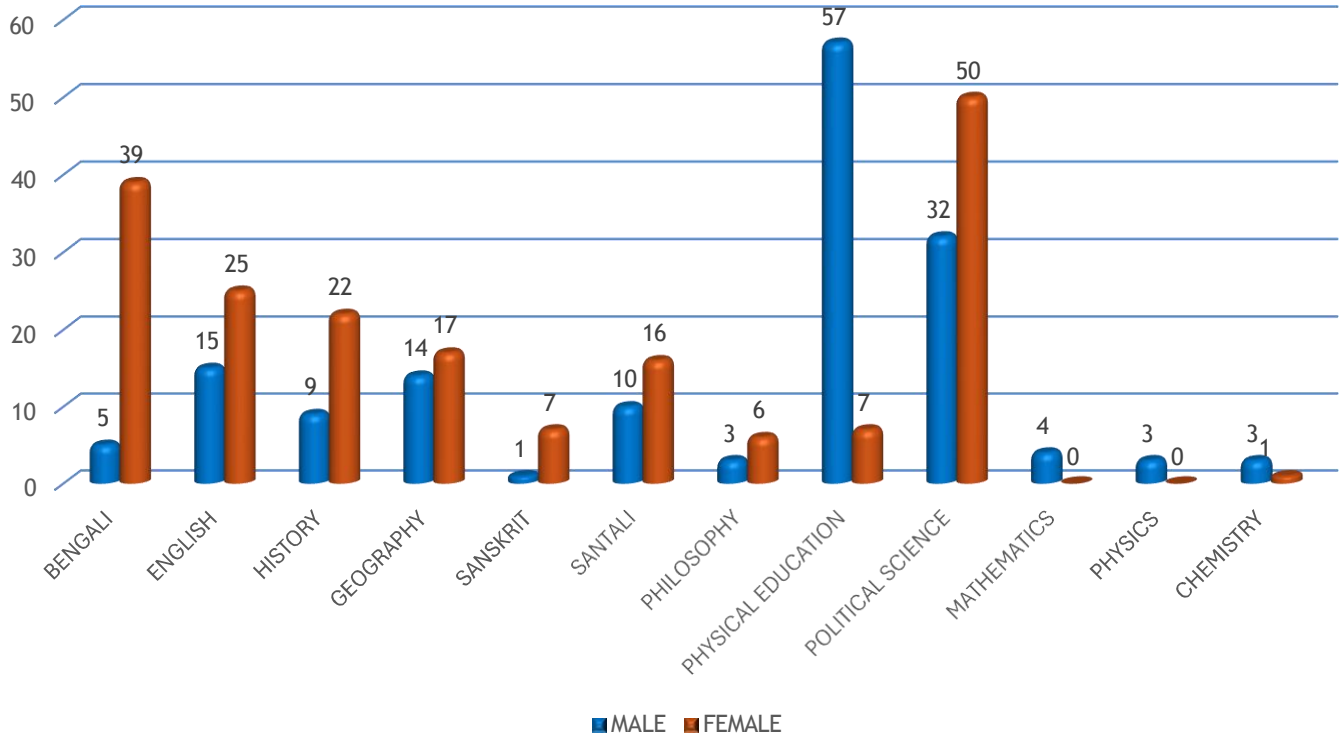
Course	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
B.AHONS	57	132	189	30.16	69.84
B.AGEN	443	433	876	50.57	49.43
B.ScHONS	4	0	4	100.00	0.00
B.ScGEN	6	1	7	85.71	14.29



**Subject-wise Gender Difference in the students:-
(2022-23)**

SUBJECT		MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
B.AHONS	BENGALI	5	39	44	11.36	88.64
	ENGLISH	15	25	40	37.50	62.50
	HISTORY	9	22	31	29.03	70.97
	GEOGRAPHY	14	17	31	45.16	54.84
	SANSKRIT	1	7	8	12.50	87.50
	SANTALI	10	16	26	38.46	61.54
	PHILOSOPHY	3	6	9	33.33	66.67
B.A GEN	PHYSICALEDUCATION	57	7	64	89.06	10.94
	POLITICALSCIENCE	32	50	82	39.02	60.98
B.ScHONS	MATHEMATICS	4	0	4	100.00	0.00
B.Sc GEN	PHYSICS	3	0	3	100.00	0.00
	CHEMISTRY	3	1	4	75.00	25.00

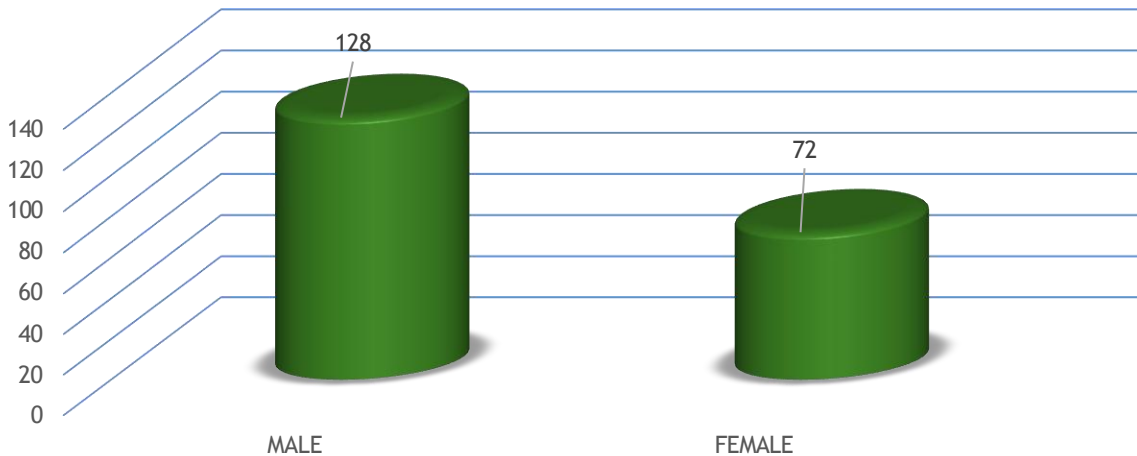
Subject-wise Gender Difference



Gender Difference in Enrollment as NSS Volunteers: (2022-23)

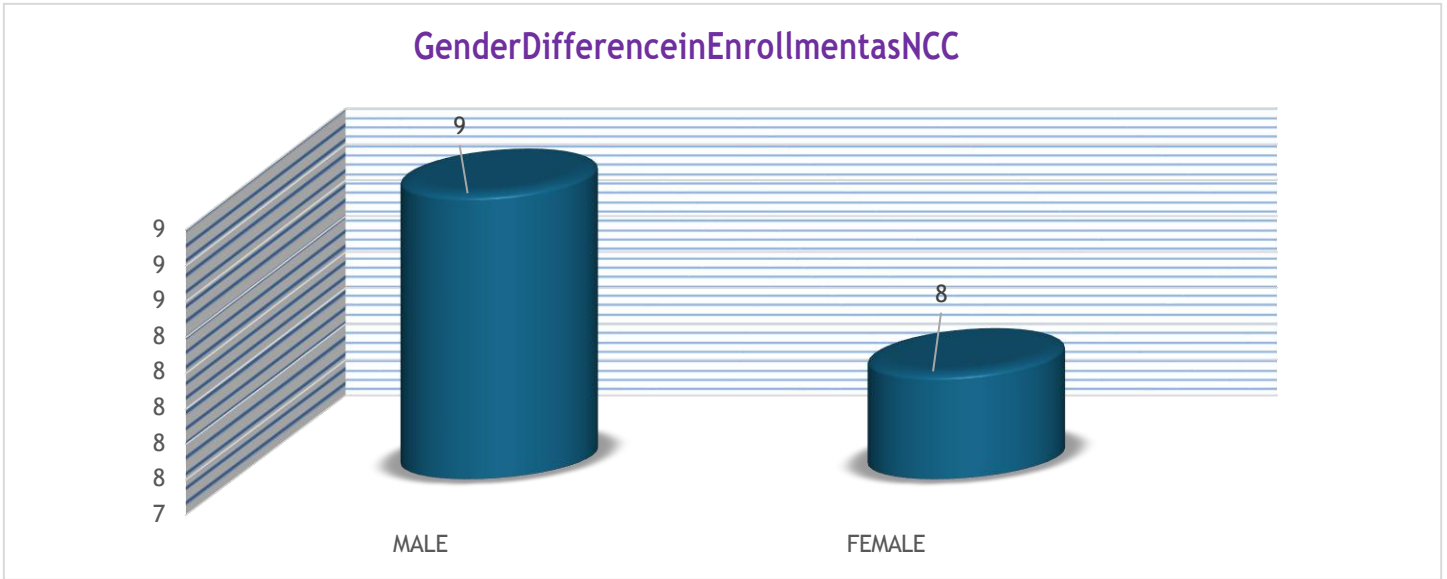
YEAR	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2022-23	128	72	200	64.00	36.00

Gender Difference in Enrollment as NSS



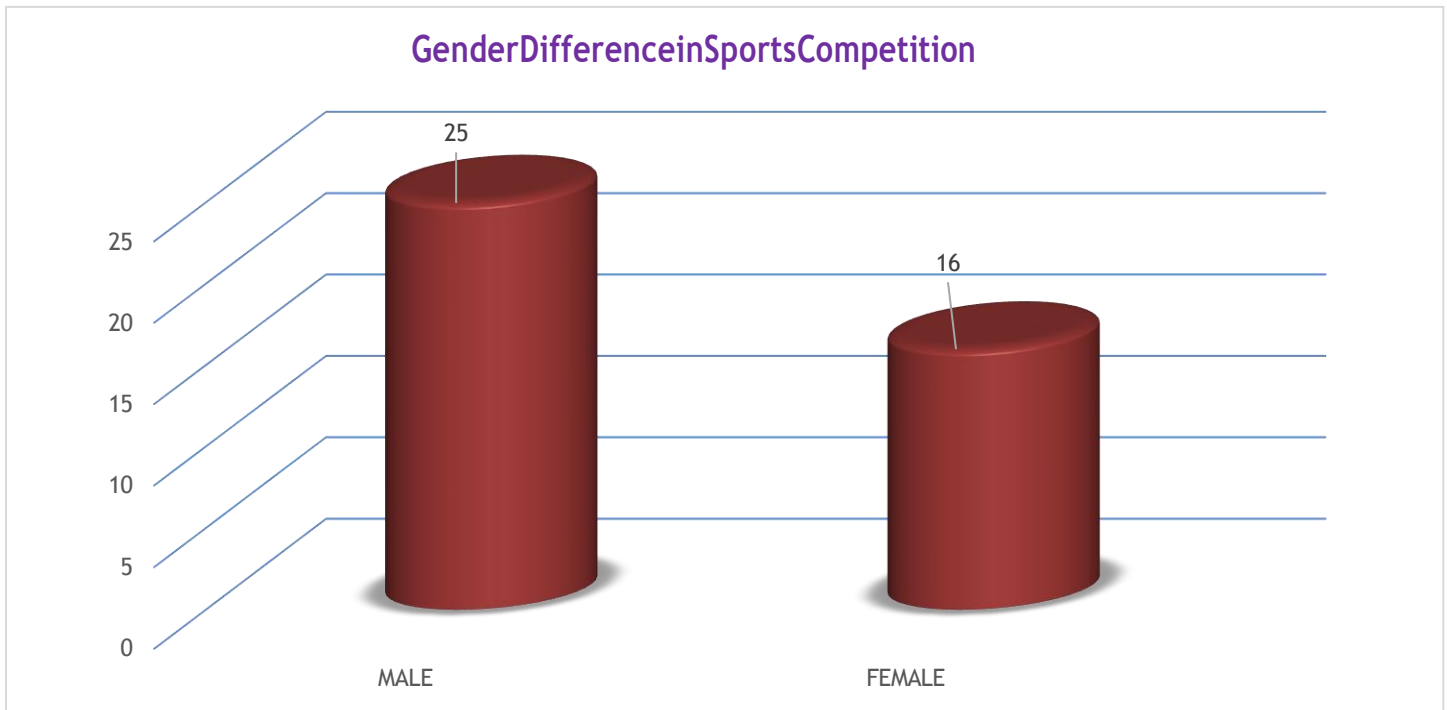
Gender Difference in Enrollment as NCC Volunteers: (2022-23)

YEAR	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2022-23	9	8	17	52.94	47.06



Gender Difference in Sports Competition(2022-23):

YEAR	MALE	FEMALE	TOTAL	% OF MALE	% OF FEMALE
2022-23	25	16	41	60.98	39.02



4. PREVENTION OF SEXUAL HARASSMENT:

An act to provide protection against sexual harassment of women at work place and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental there to, whereas sexual harassment results in violation of the fundamental rights of woman to equality under article 14 and 15 of constitution and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe environment free from sexual harassment. Violation of the Article 5 (d) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The formation of Internal Complaints Committee in the college promotes equalities of opportunity between men and women. To eliminate unlawful discrimination and harassment „Internal Complaints Committee“ is also formed in the college. The college has following mechanisms addressing gender concerns on the campus. The policy of this committee is to create zero tolerance to harassment.

‘Internal Complaints Committee’

The college has constituted an Internal Complaints Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The work of the committee involves research and extension. The committee conducts various programs, workshops, yoga, health check-up camp, premarriage counseling for women empowerment and gender sensation. The Internal Complaints Committee has contributed to policy making on Women’s issues by organizing workshop on **“Women and Child Protection”**, Women’s Empowerment, Women and Human Rights in the year 2016. The committee received no complaints of sexual harassment in the college campus till now.

5. SALIENT FEATURES AND RECOMMENDATIONS:

STRENGTHS AND GENDER SENSITIVE INITIATIVES IN THLH Mahavidyalaya

It is found that the THLH Mahavidyalaya has attained gender balance in its system. Strengths and Gender Sensitive Initiatives in THLH Mahavidyalaya are as follows:

- The gender balance in student enrollment is the outcome of hostel accommodation for the girls as well as counseling of our teachers in slum areas.
- The Internal Complaints Committee at workplace is strengthened by organizing various activities.
- Women are represented in the top ranks of academic faculty.
- Internal Complaints Committee aims to foster an environment in which unlawful discrimination and harassment are not tolerated and where all members of the college community are encouraged to achieve their full potential.
- The college monitors the experience of all students through annual Progress Review meetings. It encourages the participation of all students in all aspects of college life. The college fosters an atmosphere where intolerance on grounds of gender is unacceptable.
- The college committees allow resources for non-academic student activities on a gender – neutral basis.

The college staff is encouraged to undertake training and professional development throughout their career. Such opportunities are available to all members of staff.

- Responses from students, staff and visitors to the college are regularly sought in formal and informal ways. Such responses are audited for gender balance and issues raised in this area are reported to the administration for action.
- Health check-up camps show the document of how many women and girls are anemic and underweight.

RECOMMENDATIONS FOR MAKING THLH MAHAVIDYALAYA GENDER SENSITIVE COLLEGE:

- **Women's representation in Local Management Council:** - Two women's representation is found in Governing Body of the college. The college authorities may consider appointing more women in the GB.
- The college should be intended to build on this foundation to ensure that the inclusion of more women in decision-making be embedded in college practices.
- Authority should be considered to increase female staff in the Non-teaching Faculty.

Permissions should be given to start Women Study Centre to research in Gender balance equality.

- Girls Hostel should be constructed.
- To avoid inequality care should be taken to appoint balanced number of conveners of the various internal committees of the college.

INTEGRATION OF GENDER STUDIES IN CURRICULUM IN THLH MAHAVIDYALAY:

The college is affiliated to the Burdwan University and follows 1+1+1 system introduced by the University. There are several ways of integrating gender perspective in Curricula.

GENDER COMPLAINTS AND GENDER PERSPECTIVE IN VARIOUS COURSES:-


Arts, and Science:- The B.A., B.Sc. has components on feminism, family and society on Indian writing in literature.

Department of Social-sciences:- The course contents on rural and urban society and family, caste, class and studies of women. The various programmes under these departments aim at providing students an understanding of women's economic role and their contribution to National Economy and how gender biases have resulted in persistent gender inequalities.

These courses are executed with the aim of attaining the best possible realization of the purposes with which they have been introduced. The teachers have also been regular in attending workshops, seminars and conferences on Gender equality organized by the parent university as well as other universities.

OUR PRIDE

6. CONCLUSIONS: It is found that THLH Mahavidyalay has lots of strengths. The weaknesses can be overcome with efficient mind set up. Doubtless, its strengths contribute towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, THLH Mahavidyalay would certainly make a mark even in the areas that need some improvements.


Principal
THLH Mahavidyalay
Madian, Malarpur, Gonpur
Birbhum, W.B.

