



GENDER AUDIT REPORT

2019-24




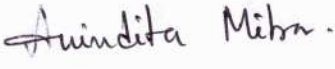
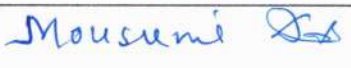
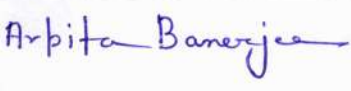




Prepared by

WOMEN'S CELL

BANKURA CHRISTIAN COLLEGE

BANKURA

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Foreword

The gender audit aimed to assess various aspects of gender dynamics within the college, including policies, practices, and perceptions related to gender equality. It involved detailed surveys, interviews, and reviews of existing protocols to evaluate our performance and identify areas for improvement. This report includes the findings, recommendations, and proposed action plans to address any identified gaps. We believe that the insights gathered through this audit will be instrumental in enhancing our efforts towards creating a more equitable and inclusive environment.



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INTRODUCTION

Gender Audit: Concept & Methodology

A Bit of History

Approximately 20 years ago, in 1983, the Australian parliament made a groundbreaking decision. Initiated by "femocrats" from the Labor Party, which was the ruling party at the time, a resolution was passed to investigate how the national budget of Australia would impact the status of women in the country. This resolution was implemented a year later, with the national budget presented alongside the first Women's Budget Statement. This statement was an extensive report detailing the proposed budget's implications for Australian women and girls. Since then, around 40 countries have integrated gender considerations into their national budget plans.

Adaptation to Higher Education Institutions

Education plays a pivotal role in advancing the egalitarian principles of Equality and Justice as enshrined in the Constitution of India. The University Grants Commission (UGC) fully recognizes the crucial role that access to higher education plays in enabling all individuals, particularly the underprivileged and marginalized, including women, to reach their full potential. Promoting equity through higher education has always been central to the UGC's mission, reflecting its commitment to fostering democracy within learning environments. This commitment has been demonstrated through the introduction of various schemes targeting marginalized groups such as Scheduled Castes (SCs), Scheduled Tribes (STs), Minorities, Differently-abled Persons, and women, aimed at increasing their access to, retention in, and success within higher education. While these efforts have yielded varying levels of success, there is still a need for special initiatives to create a more conducive environment for the participation and success of girls and women in higher education.

Currently, higher education institutions in India are at a critical juncture concerning the fundamental ideals of equality enshrined in the Constitution. The recent expansion in higher education has led to a more demographically diverse student population, with increasing diversity and heterogeneity among social groups. Women now constitute 42 percent of all students in higher education in India. However, this closing gender gap conceals ongoing inequalities and disparities between women and men, which can only be effectively addressed through an intersectional analysis that considers gender alongside region, class, caste, religion, ability, and sexuality. Institutions of higher education, as centers of teaching, research, and knowledge dissemination, are well-positioned to reflect on, become sensitized

to, and oppose all forms of discrimination and harassment, particularly sexual harassment on campuses across the country. Claims to equality, dignity, and the ability to live, work, and study without fear of harassment are intrinsic to this transformative moment.

What is a Gender Audit?

A gender audit is a tool used to evaluate and ensure the integration of gender equality within organizations, including their policies, programs, projects, services, structures, processes, and budgets. The fundamental premise of a gender audit is that public policy impacts men and women differently due to their varied roles within the family and women's generally lower economic status. The goal of a gender audit is to drive changes in public policy that enhance gender equality. Without conducting a gender audit, it is challenging to determine if an institution is fully addressing the status of women and amplifying their voices.

Gender audits serve multiple purposes, including raising women's awareness about their rights and access to resources and opportunities. They enable organizations to critically examine and modify aspects of their culture that discriminate against women, whether they are staff members or beneficiaries of the organization's services. As a gender mainstreaming method, gender audits help organizations to identify and understand gender patterns within their composition, structures, processes, organizational culture, and human resource management. They also assess how these elements affect gender equality in the design and delivery of policies and services. Gender audits establish a baseline for measuring progress over time, pinpointing key gender gaps and challenges, and making recommendations for improvements and innovations.

There are two primary approaches to conducting gender audits: participatory gender audit and the gender integration framework. A gender audit typically involves two dimensions:

Internal Audit:

This dimension examines how well an organization fosters gender equality within its internal structures, management, and operations. An internal gender audit monitors and evaluates progress in gender mainstreaming, contributes to capacity building and collective ownership of gender equality initiatives, and enhances organizational learning on gender issues.

External Audit:

This dimension aims to evaluate how effectively an organization incorporates gender considerations into its policies, programs, projects, and services, covering content, delivery, and evaluation aspects. External gender audits examine the extent to which gender integration promotes the inclusion and benefits of both women and men involved in or affected by the organization's policies, programs, projects, or services. When applied, a gender audit begins by investigating how thoroughly gender equality is embedded in high-level policy objectives and priorities and assesses the implementation of these policies through specific initiatives. At the planning level, it analyzes whether there is gender-specific objectives or if gender is integrated into the general objectives of the policy, ensuring they address gender gaps, benefit both women and men equally, and do not perpetuate inequalities. Furthermore, the audit examines how gender considerations are integrated into the implementation phase of the policy, program, or project. Finally, the audit of the monitoring and evaluation phase checks if the targets and indicators incorporate a gender perspective, including sex-disaggregated data and progress toward gender equality.

The Gender Audit conducted by the Women's Cell of Bankura Christian college aimed to assess gender balance within the institution and its practices, focusing on these objectives.

Objectives of the Gender Audit Exercise:

- The institute will implement effective measures to ensure the safety and security of all genders.
- There must be an accessible, active, unbiased, and confidential Grievance Redressal Cell.
- The institute shall ensure there is no discrimination based on gender.
- Enhance the self-confidence and self-esteem of girl students, women faculty, and staff in the college.
- Organize overall personality development programs to boost confidence among all members of the institution.
- Protect girl students from eve teasing by displaying preventive posters in prominent areas around the college.
- Invite a certified consultant to provide personal development and confidence-building sessions for students.
- Organize programs to build confidence and instill leadership qualities in girl students.
- Collaborate with IQAC, the Anti-ragging Committee, the Discipline Committee, and the Internal Complaint Committee to promote gender sensitization.
- Create social awareness about women's issues and gender discrimination.

-
- The audit will help the organization understand the impact of gender relations on its culture, processes, programs, and overall performance, and vice versa.

GENDER SENSITISATION INITIATIVES

India has a broad history of initiatives to remove gender disparities. In the constitution of India, a number of articles are there which aims to promote and establish gender equality:

Article 14: Equality before Law

Article 15(1): Prohibition of Discrimination on ground of Sex

Article 15(3): Affirmative Action for

Article 16: Equality of opportunity in matters of public employment

Article 39: Equal opportunity for men and women

Article 40: Organisation of village Panchayats

Presently, 'Gender' does not refer to a particular 'sex', but include the plethora of choices of a 'Rainbow Prism', where a person is free to express their inner identity irrespective of their physical or biological identity.

Gender sensitization is an initiative to align with Sustainable Development Goals (SDGs) 4 (Quality Education) and 5 (Gender Equality) to promote gender parity in education at the institutional level. A number of programmes and schemes have been taken up/planned to ensure gender equality:

a. Safety and security

- ◆ CCTV camera surveillance in most areas of campus to prevent sexual harassment of students and staffs.
- ◆ Self-defence training to girls by N.C.C and N.S.S.
- ◆ Budgetary provisions for training, awareness campaigns for women's security on campus.
- ◆ Girls are escorted in tours and programme to reach safe destinations by faculty members and responsible male representatives of the college.
- ◆ Ladies' hostels with lady staffs, matrons and wardens.
- ◆ Grievance box for girl students and staffs.
- ◆ Regular working and monitoring of anti-ragging cell and women's cell.
- ◆ Strict security at college and hostels.
- ◆ Entry of outsiders strictly prohibited within hostels and record book is maintained at the gate of hostels.
- ◆ The record book of hostels is regularly checked by wardens.
- ◆ Experienced and efficient security guards at college and hostels.
- ◆ Any gender-based issues could be addressed to the Women's cell of the college.
- ◆ Regular review and adjustment to the gender sensitization action plan is done based on the feedbacks received.

b. Counseling

- ◆ Assistance is provided to girls for physical as well as psychological issues by the women's cell.
- ◆ Gender stereotypes and biases are challenged and discouraged in every sphere.
- ◆ Women's cell organises programmes for addressing gender equity, counselling programmes, takes steps to solve problems of women associated with the institution.

c. Common Room

- ◆ Girl's common room with regularly cleaned washrooms and sanitary napkin vending machine for emergency.

d. Any other relevant information

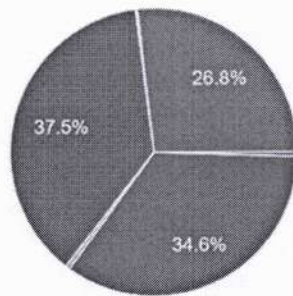
- ◆ General physician engaged by college to treat ailments of students, especially girls.
- ◆ Encouragement for the use of **Gender-Neutral Language** in communication and materials.
- ◆ In classroom students are always given participatory tasks to foster a culture of respect, inclusion, and equality among the genders.
- ◆ Encouraging students for inclusion of Gender related issues in their researches and projects.
- ◆ Women's leadership is encouraged while creating action-based groups for sports, projects etc.
- ◆ Screenings of documentaries or movies are done that explore gender issues, followed by discussions.
- ◆ Links of social media platforms containing informative content about gender equality and positive role models are shared with students.

S L N O	GOALS	PLAN	FOR/BY
1	Gender Audit	<ul style="list-style-type: none"> To assess the present situation of women safety in college campus. Identifying existing gender based challenges in campus. Collecting data on gender representation in leadership activities at departmental level. Amendment of existing protocols based on reviews and feedbacks. 	Staff and Members of Women Cell
2	Feminine Hygiene	<ul style="list-style-type: none"> Organising health check-up camps with invited doctors. Awareness camp for breast cancer and cervical cancer. Seminars and interactive sessions with invited doctors on teenage hygiene and health issues, 	Staff and Students
3	Security of Girls	<ul style="list-style-type: none"> Organising more and more self-defence training programmes through N.C.C and N.S.S Bringing more area of the campus under CCTV Surveillance. 	Staff and Students
	Gender Sensitization	<ul style="list-style-type: none"> Gender sensitization seminars and programmes, focusing on problems of teenage issues for both male and female, like drug abuse, sexual harassments, cybercrime, etc. Teach and train about gender biasness and inclusivity 	Students, Staff
4	Women Empowerment	<ul style="list-style-type: none"> Inviting Successful Women Alumni of the institution to share their strategies and thoughts with present female students to encourage them. Encouraging girls to take part in science-technology based researches and programmes. Encouraging women leadership in sports, projects etc. 	Students
5	Creating Safe Spaces	<ul style="list-style-type: none"> Establishing safe spaces where students and staff feel comfortable discussing gender-related issues without fear of judgment or discrimination. Provide support services such as counselling and peer support groups for those who may be experiencing gender-based discrimination or harassment. 	Women Cell+IQAC
6	Employment and Admission	<ul style="list-style-type: none"> Hiring lady staffs at least one for each department and each committee. Admission of girls in remarkable proportions. 	IQAC of college
7	Scholarship	<ul style="list-style-type: none"> Informing girl students about several scholarship schemes regularly 	Staff
8	Monitoring	<ul style="list-style-type: none"> Continuous monitoring of works of anti-ragging cell and women cell. 	Staff and Students
9	Reporting	<ul style="list-style-type: none"> Regular progress reports to be presented by departments regarding gender related initiatives 	H.O.Ds of the Departments
10	Accountability and Legal Advisors	<ul style="list-style-type: none"> Making groups of staff and students in every department, who are accountable to report the gender related violence/issues. Giving some powers to the action groups to settle small scale issues. Appointing legal advisors for large scale issues. 	
11	Partnerships and Collaboration	<ul style="list-style-type: none"> Collaborating with other organizations, government agencies, and advocacy groups working on gender equality initiatives. Pool resources, share best practices, and coordinate efforts to maximize impact and reach. 	IQAC and Women Cell

RESULTS AND ANALYSIS

GENDER AUDIT SURVEY ANALYSIS

SEMESTER
622 responses



- 1ST SEMESTER
- 2ND SEMESTER
- 3RD SEMESTER
- 4TH SEMESTER
- 5TH SEMESTER
- 6TH SEMESTER

Pie chart representing the distribution of survey responses across different semesters.

1st Semester (Blue): 26.8% of respondents

2nd Semester (Red): 34.6% of respondents

3rd Semester (Orange): No data provided (not represented in the pie chart)

4th Semester (Green): 37.5% of respondents

5th Semester (Purple): No data provided (not represented in the pie chart)

6th Semester (Light Blue): No data provided (not represented in the pie chart)

Analysis

The largest group of respondents is from the 4th semester, making up 37.5% of the responses.

The second largest group is from the 2nd semester, with 34.6% of the responses.

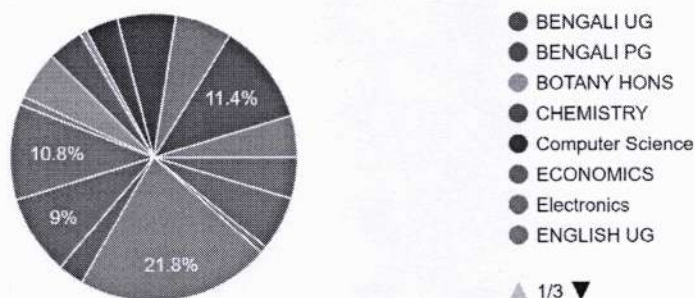
The smallest group represented is the 1st semester, comprising 26.8% of the responses.

There is no representation from the 3rd, 5th, and 6th semesters in this chart.

This distribution shows that the survey respondents are primarily from the 4th and 2nd semesters, with a smaller portion from the 1st semester. There is no data collected from the 3rd, 5th, and 6th semesters.

SUBJECT

623 responses



The pie chart shows the distribution of survey responses by subject.

Bengali UG (Blue): 11.4% of respondents

Bengali PG (Red): 10.8% of respondents

Botany Hons (Orange): 9% of respondents

Chemistry (Green): 21.8% of respondents

Computer Science (Purple): No data provided (not represented in the pie chart)

Economics (Teal): 11.4% of respondents

Electronics (Pink): No data provided (not represented in the pie chart)

English UG (Yellow): No data provided (not represented in the pie chart)

1/3 (Gray): No data provided (not represented in the pie chart)

▼ (Blue Triangle): No data provided (not represented in the pie chart)

Analysis

CHEMISTRY has the highest representation with 21.8% of the respondents.

BENGALI UG and ECONOMICS are tied for the second highest representation, each with 11.4% of the respondents.

BENGALI PG has 10.8% of the respondents.

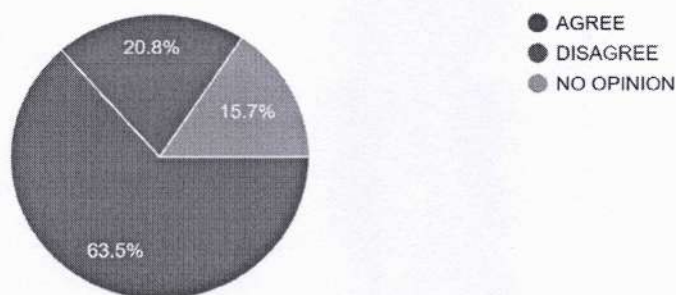
BOTANY HONS has 9% of the respondents.

There is no data provided for Computer Science, Electronics, English UG, the category marked as 1/3, and the category.

This distribution indicates that Chemistry is the most represented subject among the respondents, followed by Bengali UG and Economics. There is a notable presence of respondents from Bengali PG and Botany Hons as well. The chart does not provide data for several categories listed in the legend.

The college conducts gender sensitization program as a part of its curriculum. কলেজটি তার পাঠ্যক্রমের একটি অংশ হিসাবে লিঙ্গ সংবেদনশীলতা প্রোগ্রাম পরিচালনা করে।

625 responses



The pie chart representing responses to a survey question about whether the college conducts gender sensitization programs, as part of its curriculum.

Agree (Blue): 63.5% of respondents agree that the college conducts gender sensitization programs.

Disagree (Red): 20.8% of respondents disagree with the statement.

No Opinion (Orange): 15.7% of respondents have no opinion on the matter.

Analysis

The majority of respondents, 63.5%, agree that the college conducts gender sensitization programs. This indicates a generally positive perception and awareness among the majority regarding the college's efforts in incorporating gender sensitization into its curriculum.

Disagreement Level:

A notable 20.8% of respondents disagree with the statement. This suggests that a significant minority either do not observe these programs being conducted or believe that the college's efforts are insufficient or ineffective.

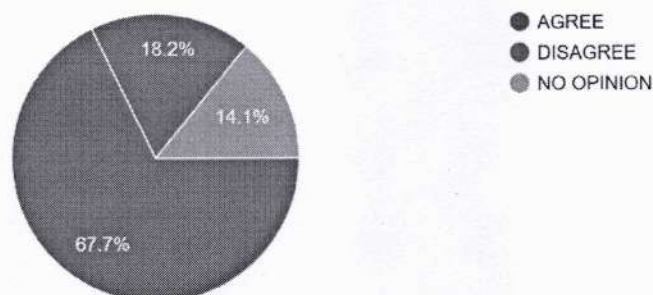
No Opinion:

15.7% of respondents have no opinion on the matter. This could indicate a lack of awareness, indifference, or insufficient information about the college's gender sensitization programs.

The pie chart reveals a predominantly positive response towards the college's gender sensitization programs, with the majority agreeing that such programs are part of the curriculum. However, the presence of a significant minority who disagree and a portion with no opinion suggests areas where the college could enhance its efforts in communication, visibility, and effectiveness of these programs. Addressing these areas could lead to a more comprehensive acceptance and acknowledgment of the gender sensitization initiatives among the student body.

The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum. কলেজটি তার পাঠ্যক্রমের ...পরিচালনা করে, যেমন যৌন হয়রানি সম্পর্কে সচেতনতা।

625 responses



The pie chart representing responses to a survey question about whether the college conducts gender awareness programs, including awareness of sexual harassment, as part of its curriculum.

Agree (Blue): 67.7% of respondents agree that the college conducts gender awareness programs.

Disagree (Red): 18.2% of respondents disagree with the statement.

No Opinion (Orange): 14.1% of respondents have no opinion on the matter.

Analysis

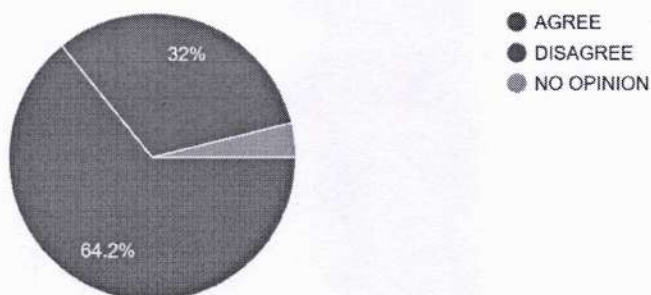
Majority Agreement: The largest segment of respondents, 63.5%, agree that the college conducts gender sensitization programs. This indicates a strong positive perception among the majority regarding the college's efforts in this area.

Disagreement: A significant minority, 20.8%, disagree with the statement. This suggests that a considerable portion of the respondents either have not observed these programs or believe that the college is not effectively implementing them.

No Opinion: 15.7% of respondents have no opinion on the matter. This could indicate a lack of awareness or indifference towards the college's gender sensitization programs.

The data indicates that while the majority of respondents perceive the college as conducting gender sensitization programs, there is still a notable portion who disagree or are indifferent. This mixed response could prompt the college to further investigate the reasons behind the disagreement and lack of opinion, potentially leading to improved communication and implementation strategies.

Adequate facilities are available inside the toilet keeping in mind the need of the girl students.
Adequate disposal bins are available in the toilet. ...সুবিধা রয়েছে। টয়লেটে পর্যাপ্ত ডিসপোজাল বিন রয়েছে।
625 responses



The pie chart displays the responses of 625 individuals regarding the availability of adequate facilities inside the toilet, specifically focusing on the needs of girl students and the presence of adequate disposal bins.

Agree (Blue): 64.2%

Disagree (Red): 32%

No Opinion (Yellow): 3.8%

Analysis:

Majority Agreement: A significant majority, 64.2%, agree that the facilities provided inside the toilets are adequate for the needs of girl students and that adequate disposal bins are available.

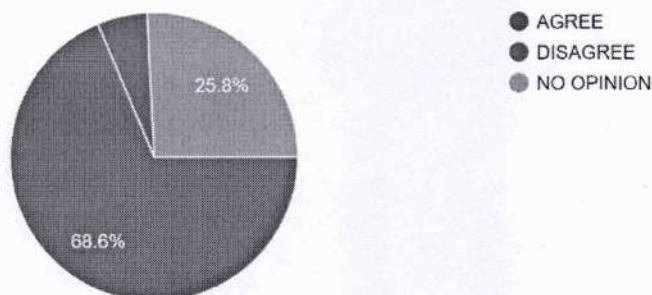
Considerable Disagreement: 32% of the respondents disagree, indicating that nearly a third of the participants believe the facilities are not adequate.

Minimal Indifference: A small portion, 3.8%, have no opinion on the matter, suggesting that most respondents have a clear stance on the issue.

This data suggests that while a majority of respondents are satisfied with the toilet facilities for girl students, a significant minority feel there is room for improvement.

Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilet...প্ত আলো, ক্লাস রুম, সাধারণ জায়গা, টয়লেট ইত্যাদি।

625 responses



The pie chart illustrates the responses of 625 individuals regarding the availability of adequate lighting inside the campus during the night. The focus is on adequate lighting in corridors, classrooms, common areas, and toilets.

Agree (Blue): 68.6%

Disagree (Red): 25.8%

No Opinion (Yellow): 5.6%

Analysis:

Majority Agreement: A significant majority, 68.6%, agree that there is adequate lighting available on the campus during the night, covering areas such as corridors, classrooms, common areas, and toilets.

Notable Disagreement: 25.8% of the respondents disagree, indicating that about a quarter of the participants believe the lighting is insufficient.

Minimal Indifference: A small portion, 5.6%, have no opinion on the matter, suggesting most respondents have a clear view on the adequacy of lighting.

This data indicates that while a majority of respondents are satisfied with the lighting on campus at night, there is a notable minority who feel that the lighting could be improved.

Adequate security arrangements have been made in the campus and common areas during day and night. দিন ও রাতে ক্যাম্পাস ও সাধারণ এলাকায় পর্যাপ্ত নিরাপত্তার ব্যবস্থা করা হয়েছে।

625 responses



The pie chart displays the responses of 625 individuals regarding the adequacy of security arrangements made in the campus and common areas during both day and night.

Agree (Blue): 84.8%

Disagree (Red): 10.9%

No Opinion (Yellow): 4.3%

Analysis:

Overwhelming Agreement: A vast majority, 84.8%, agree that the security arrangements on the campus and in common areas are adequate during both day and night.

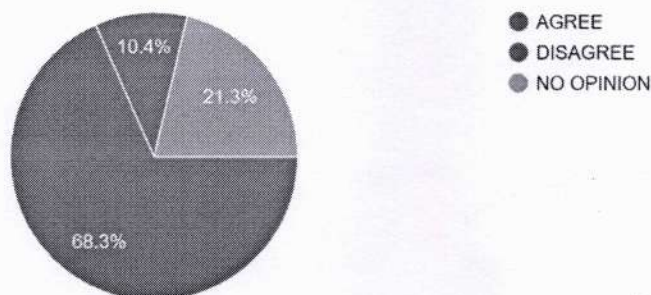
Minor Disagreement: 10.9% of the respondents disagree, indicating that a small percentage of participants feel the security arrangements are insufficient.

Minimal Indifference: 4.3% have no opinion on the matter, suggesting that most respondents have a definite stance on the adequacy of security arrangements.

This data suggests that the vast majority of respondents are satisfied with the security arrangements on campus, with only a small portion expressing dissatisfaction or having no opinion on the matter.

A women's cell is set up in the college and students are aware about the women cell. কলেজে একটি women's cell স্থাপন করা হয়েছে এবং ছাত্রীরা women's cell সম্পর্কে সচেতন হচ্ছে।

625 responses



The pie chart displays the responses of 625 individuals regarding the awareness of the establishment of women's cell

Agree (Blue): 68.3%

Disagree (Red): 10.4%

No Opinion (Yellow): 21.3%

Analysis

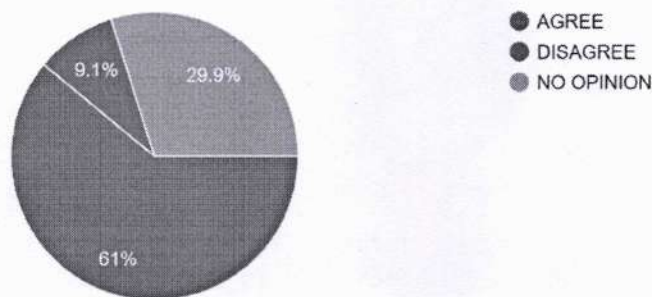
Positive Awareness: The dominant blue segment indicates that a substantial majority are aware of the women's cell, suggesting that the college has been successful in both establishing and communicating about the women's cell to the student body.

Room for Improvement: The red segment, though small, highlights that a portion of the respondents are either unaware of the women's cell or do not believe it has been effectively communicated or established. This indicates an area for improvement in outreach or program implementation.

Lack of Awareness/Indifference: The yellow segment, representing no opinion, suggests that a significant minority of respondents either lack awareness or are indifferent about the women's cell. This presents an opportunity for the college to increase awareness and engagement effort

The pie chart data indicates a predominantly positive response towards the establishment and awareness of the women's cell in the college. However, the presence of both disagreement and no opinion responses suggests that there is room for improvement in ensuring that all students are adequately informed and engaged with the women's cell initiatives. The college might consider additional outreach efforts, awareness campaigns, and communication strategies to address these gaps.

There are lady faculties available in the women cell. Women's cell – এ মহিলা অনুষদ পাওয়া যায়।
625 responses



The pie chart shows the responses to the statement "There are lady faculties available in the women cell." The chart displays three categories: "AGREE" (blue), "DISAGREE" (red), and "NO OPINION" (orange), with the following percentages:

AGREE: 61%

DISAGREE: 9.1%

NO OPINION: 29.9%

Analysis

Positive Perception: The majority agreement signifies a generally positive perception or reality of the presence of female faculty members in the women cell.

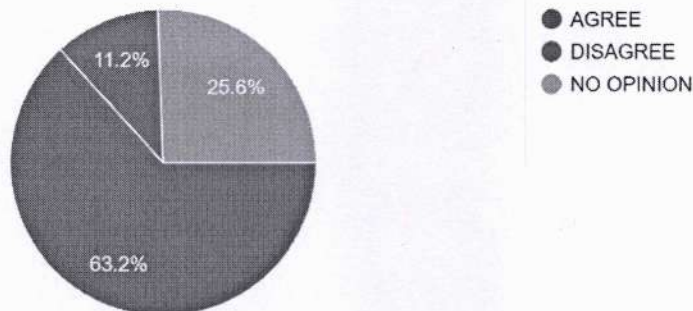
Need for Awareness: The high percentage of "No Opinion" responses suggests a need for increased awareness and information dissemination about the women cell and its faculty.

Minority Disagreement: The small percentage of disagreement could indicate areas for further investigation to understand the reasons behind this perception.

Overall, while the majority view is positive, the significant "No Opinion" segment highlights an area where further engagement and information sharing could be beneficial.

A grievance redresses cell has been set up. একটি অভিযোগ প্রতিকার সেল গঠন করা হয়েছে।

625 responses



The pie chart displays the responses to the statement "A grievance redresses cell has been set up." The chart is divided into three categories: "AGREE" (blue), "DISAGREE" (red), and "NO OPINION" (orange), with the following percentages:

AGREE: 63.2%

DISAGREE: 11.2%

NO OPINION: 25.6%

Analysis

A total of 625 responses were received.

Positive Perception: The majority agreement signifies a generally positive perception or reality of the establishment of the grievance redressal cell.

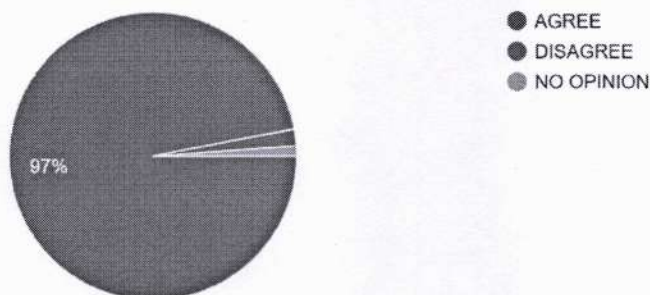
Need for Awareness: The significant percentage of "No Opinion" responses highlights a need for further awareness and information dissemination regarding the grievance redressal cell among the respondents.

Minority Disagreement: The small percentage of disagreement could indicate areas for improvement or further investigation to understand the reasons behind this perception.

Overall, the chart indicates a positive response towards the establishment of the grievance redressal cell, though there is a notable segment that may benefit from increased awareness and information.

The classroom offers equal opportunities to all genders. শ্রেণীকক্ষ সকল লিঙ্গের জন্য সমান সুযোগ প্রদান করে।

625 responses



The pie chart shows the responses to the statement "The classroom offers equal opportunities to all genders." The chart is divided into three categories: "AGREE" (blue), "DISAGREE" (red), and "NO OPINION" (orange), with the following percentages:

AGREE: 97%

DISAGREE: 1.8%

NO OPINION: 1.1%

Analysis

Strong Positive Perception: The overwhelming agreement signifies a strong positive perception or reality of gender equality in the classroom. This is a very encouraging result, suggesting that efforts to provide equal opportunities are widely recognized and appreciated.

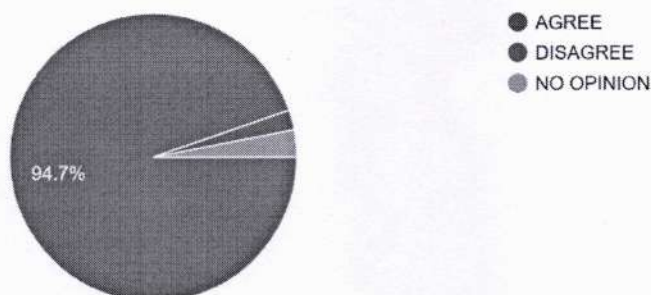
Minimal Dissent: The very low percentage of disagreement implies that there are only a few concerns about gender equality in the classroom. These concerns, though minimal, could still be worth exploring to ensure inclusivity for everyone.

High Awareness: The minimal "No Opinion" responses suggest that most respondents are well aware of the classroom dynamics regarding gender equality.

Overall, the chart indicates a highly positive response towards the classroom's provision of equal opportunities to all genders, with an overwhelming majority agreeing with the statement.

Safe environment is available for all girl students in the campus. ক্যাম্পাসে সকল ছাত্রীদের জন্য নিরাপদ পরিবেশ রয়েছে।

625 responses



The pie chart reflects the responses to the statement "safe environment is available for all girl students in the campus." The chart is divided into three categories: "AGREE" (blue), "DISAGREE" (red), and "NO OPINION" (orange), with the following percentages:

AGREE: 94.7%

DISAGREE: 1.8%

NO OPINION: 5.1%

Analysis

Strong Positive Perception: The overwhelming agreement signifies a strong positive perception of campus safety for girl students. This is very encouraging and suggests that safety measures and policies are effective and widely recognized.

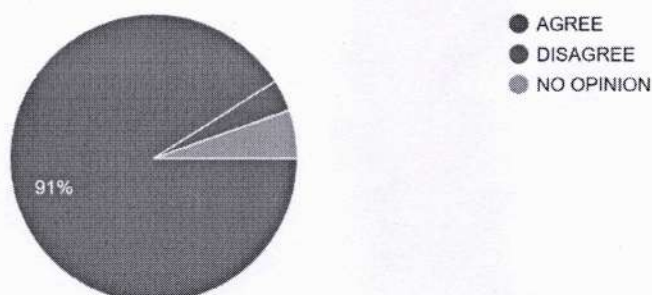
Minimal Dissent: The very low percentage of disagreement indicates that there are few concerns about campus safety. However, it is still important to address these concerns to ensure that every student feels safe.

Moderate Awareness: The percentage of "No Opinion" responses suggests that there is still some room for improving awareness and communication about the safety measures in place.

Overall, the chart indicates a highly positive response towards the safety of girl students on campus, with an overwhelming majority agreeing with the statement. The focus should be on maintaining these standards and addressing the concerns of the minority to ensure comprehensive safety for all.

The college offers equal opportunities to all genders on sports. কলেজটি খেলাধুলায় সকল লিঙ্গের জন্য সমান সুযোগ প্রদান করে।

625 responses



The pie chart representing responses to a survey question about whether the college offers equal opportunities to all gender on sports

AGREE: 91.7%

DISAGREE: 1.8%

NO OPINION: 5.1%

Analysis

Strong Positive Perception: The overwhelming agreement signifies a strong positive perception of campus safety for girl students. This is very encouraging and suggests that safety measures and policies are effective and widely recognized.

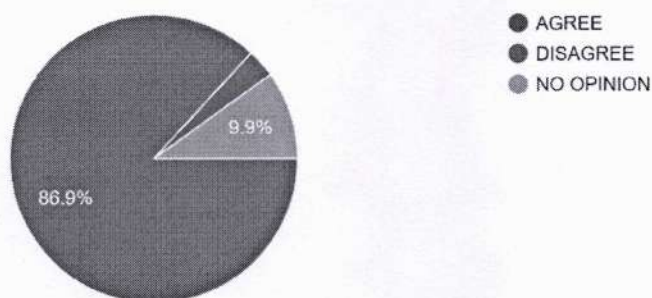
Minimal Dissent: The very low percentage of disagreement indicates that there are few concerns about campus safety. However, it is still important to address these concerns to ensure that every student feels safe.

Moderate Awareness: The percentage of "No Opinion" responses suggests that there is still some room for improving awareness and communication about the safety measures in place.

Overall, the chart indicates a highly positive response towards the safety of girl students on campus, with an overwhelming majority agreeing with the statement. The focus should be on maintaining these standards and addressing the concerns of the minority to ensure comprehensive safety for all.

There is equal opportunity to all genders to work with various clubs and forums. বিভিন্ন ক্লাব এবং ফোরামের সাথে কাজ করার জন্য সমস্ত লিঙ্গের সমান সুযোগ রয়েছে।

625 responses



The pie chart representing responses to a survey question about whether the college offers equal opportunities to all genders to work with various clubs and forums

AGREE: 86.9%

DISAGREE: 4.8%

NO OPINION: 9.9%

Analysis

Strong Positive Perception: The high level of agreement signifies a positive perception of the college's efforts to provide equal opportunities to all genders in clubs and forums.

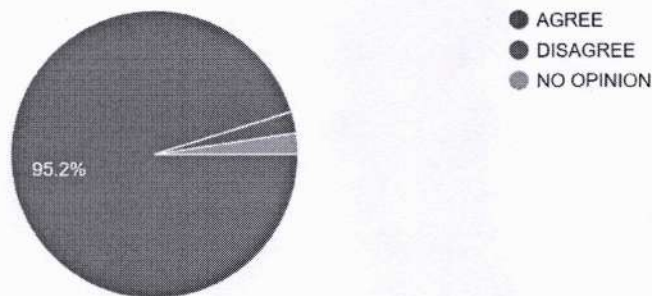
Need for Improvement: The disagreement, though relatively small, indicates areas where the college might need to investigate and improve its practices to ensure inclusivity.

Awareness Gap: The "No Opinion" responses suggest that there may be a need for better communication and awareness about the college's policies and opportunities related to gender equality in extracurricular activities.

Overall, the chart indicates a highly positive response towards the college's provision of equal opportunities to all genders to participate in various clubs and forums, with a majority agreement. The focus should be on maintaining these standards, addressing any dissent, and increasing awareness among the student body.

There is equal opportunity to all genders for free and fair expression of ideas. স্বাধীন ও সুষ্ঠু মত
প্রকাশের জন্য সকল লিঙ্গের সমান সুযোগ রয়েছে।

625 responses



The pie chart representing responses to a survey question about whether there is equal opportunity to all genders for free and fair expression of ideas.

AGREE: 95.2%

DISAGREE: a very small portion (not explicitly given but visually looks around 2-3%)

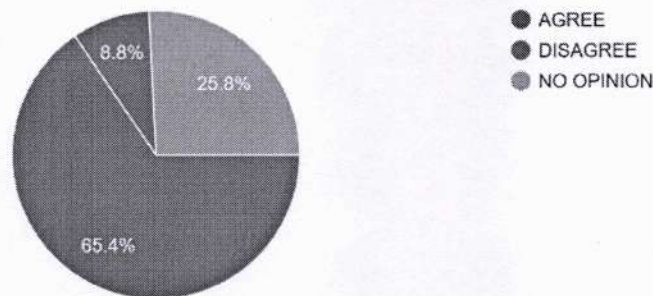
NO OPINION: A very small portion (not explicitly given but visually looks around 1-2%)

Analysis: The vast majority (95.2%) agree that there is equal opportunity for all genders in terms of free and fair expression of ideas. This indicates a strong perception of gender equality in this context among the respondents. Only a small fraction disagrees or has no opinion, suggesting that any issues related to gender inequality in expression are not widely recognized or acknowledged.

Perception of Gender Equality in Expression: Strongly positive, with most respondents agreeing that there is equal opportunity.

A committee has been setup to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe...কে সচেতন এবং বিশ্বাস করেন যে প্রক্রিয়াটি উপযুক্ত।

625 responses



The pie chart representing responses to a survey question about whether students are aware about the process and believe that a committee has been set up to redress all complaints related to sexual harassment in a timely manner.

AGREE: 65.4%

DISAGREE: 8.8%

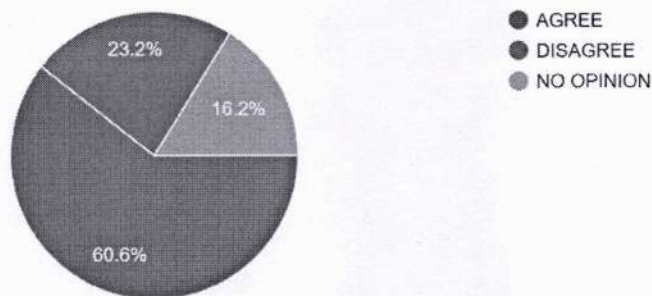
NO OPINION: 25.8%

Analysis: The majority (65.4%) agree that there is a committee in place to handle sexual harassment complaints timely and that they are aware of the process. However, a significant portion (25.8%) has no opinion, which could indicate a lack of awareness or engagement with the process among some respondents. The percentage of those who disagree (8.8%) is relatively small but still noteworthy, suggesting there is room for improvement in how this issue is managed or communicated.

Awareness and Confidence in Sexual Harassment Redressal: Generally positive but with a significant portion unaware or indifferent.

Healthcare facilities are available to girl students at the campus. ক্যাম্পাসে মেয়ে শিক্ষার্থীদের জন্য স্বাস্থ্যসেবা সুবিধা পাওয়া যায়।

625 responses



The pie chart representing responses to a survey question about whether healthcare facilities are available to girl students at the campus.

AGREE: 60.6%

DISAGREE: 23.2%

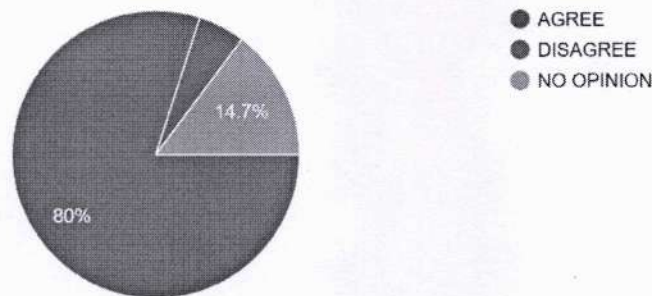
NO OPINION: 16.2%

Analysis: A majority (60.6%) agree that healthcare facilities are available to girl students at the campus, indicating a generally positive perception of the availability of these services. However, a notable portion (23.2%) disagree, which points to a significant minority that either perceives a lack of adequate healthcare facilities or has experienced issues. Additionally, 16.2% have no opinion, which might reflect a lack of awareness or direct experience with the healthcare facilities.

Availability of Healthcare Facilities: Mostly positive but with a considerable minority experiencing or perceiving inadequacies.

Laboratory infrastructure is appropriate for safety of the girl students, for example, there is adequate lighting, adequate space is provided in the...অন্যান্য এলাকায় পর্যাপ্ত জায়গা দেওয়া আছে ইত্যাদি।

625 responses



The pie chart displays the responses of 625 individuals regarding the laboratory infrastructure is appropriate for safety for girls students, for example adequate lighting, adequate space etc. in the college.

AGREE (BLUE): 80.0%

DISAGREE (RED): 0.0%

NO OPINION (YELLOW): 14.7%

Analysis

Agree (80.0%): A substantial majority, 80.0%, believe that the laboratory infrastructure is appropriate for ensuring safety, including adequate lighting and space. This high level of agreement suggests that most respondents view the current facilities as meeting safety standards and being suitable for female students.

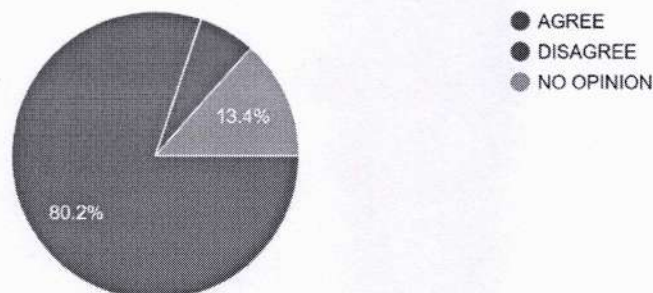
Disagree (0.0%): No respondents disagree with the assessment of the laboratory infrastructure's safety. This indicates that there are no reported concerns or dissatisfaction regarding the safety features of the laboratory.

No Opinion (14.7%): Approximately 14.7% of respondents have no opinion on the matter. This group may be unsure or lack sufficient information about the laboratory infrastructure to make a judgment regarding its safety for female students.

In conclusion, the majority of respondents (80.0%) find the laboratory infrastructure at Bankura Christian College to be appropriate for ensuring safety for female students. The absence of disagreement (0.0%) suggests a strong consensus on the adequacy of safety measures. However, the 14.7% of respondents with no opinion highlights that there may be a segment of the population that is either not sufficiently informed or neutral on the issue. Overall, the data reflects a positive assessment of the laboratory's safety infrastructure.

Attitude of laboratory staff is appropriate. পরীক্ষাগার কর্মীদের মনোভাব উপযুক্ত।

625 responses



The pie chart displays the responses of 625 individuals regarding the attitude of laboratory staff is appropriate or not in the college.

AGREE (BLUE): 80.2%

DISAGREE (RED): 0.0%

NO OPINION (YELLOW): 13.4%

Analysis

Agree (80.2%): A significant majority, 80.2%, agree that the attitude of the laboratory staff is appropriate. This high percentage indicates that most respondents perceive the staff's behavior and approach as satisfactory and conducive to a positive laboratory environment.

Disagree (0.0%): No respondents disagree with the assessment of the laboratory staff's attitude. This lack of disagreement suggests that there are no significant concerns or dissatisfaction reported regarding the staff's demeanor or professionalism.

No Opinion (13.4%): About 13.4% of respondents have no opinion on the matter. This group either lacks sufficient interaction with the staff to form a judgment or is indifferent to the staff's attitude.

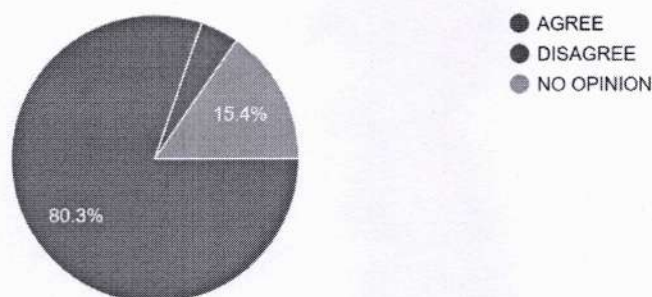
In conclusion, the pie chart reveals that a strong majority (80.2%) of respondents find the attitude of the laboratory staff at Bankura Christian College to be appropriate, with no reported dissatisfaction (0.0%).

The presence of 13.4% of respondents with no opinion indicates that while most are satisfied, there is a small segment that may not have enough information or interaction to provide a clear assessment.

Overall, the data suggests a positive perception of the laboratory staff's attitude.

Timing of the laboratory is appropriate. পরীক্ষাগারের সময় উপযুক্ত।

625 responses



The pie chart displays the responses of 625 individuals regarding the timing of laboratory is appropriate or not in the college.

AGREE (BLUE): 80.3%

DISAGREE (RED): 0.0%

NO OPINION (YELLOW): 15.4%

Analysis

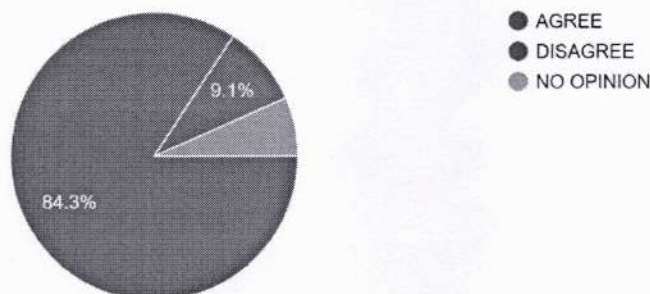
Agree (80.3%): A substantial majority, 80.3%, agree that the timing of laboratory sessions is appropriate. This high level of agreement suggests that most respondents are satisfied with the current scheduling and find it to be suitable for their needs.

Disagree (0.0%): No respondents disagree with the timing of the laboratory sessions. This indicates a consensus that there are no significant issues or dissatisfaction among the participants regarding the lab schedules.

No Opinion (15.4%): Approximately 15.4% of respondents have no opinion on the matter. This group is neutral or lacks enough information to make a judgment about the appropriateness of the lab timings. In conclusion, the pie chart indicates that a large majority of respondents (80.3%) find the laboratory timings at Bankura Christian College to be appropriate, with no reported dissatisfaction (0.0%). The presence of a small proportion of neutral responses (15.4%) suggests that while most are content, there may be a segment that is either indifferent or lacks specific information about the lab schedule. Overall, the data reflects a positive assessment of the current laboratory timings.

There is fair proportion of women as faculty. শিক্ষক হিসেবে নারীদের ন্যায্য অনুপাত রয়েছে।

625 responses



The pie chart displays the responses of 625 individuals regarding the fair proportion of women as faculty in Bankura Christian College.

AGREE (BLUE): 84.3%

DISAGREE (RED): 9.1%

NO OPINION (YELLOW): 0.0%

Analysis

Agree (84.3%): A significant majority, 84.3%, believe that the proportion of women faculty at the college is fair. This overwhelming agreement suggests that most respondents view the gender representation among faculty as equitable and satisfactory.

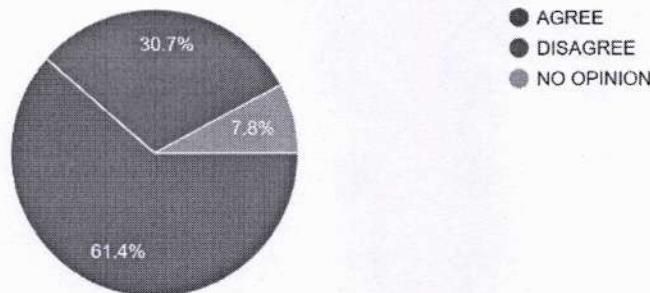
Disagree (9.1%): Only 9.1% of respondents disagree with the notion of fair proportion, indicating that a small but notable minority feels that the representation of women faculty may be inadequate or imbalanced.

No Opinion (0.0%): Notably, no respondents reported having no opinion on the matter. This indicates that all individuals who participated in the survey had a clear stance on the issue of gender proportion among faculty members.

In conclusion, the pie chart reflects a strong consensus among respondents that the proportion of women faculty at Bankura Christian College is perceived as fair. The high level of agreement (84.3%) suggests general satisfaction with gender representation. However, the 9.1% who disagree indicates that there might be room for further review and potential improvement to address any concerns about gender equity.

Cleanliness and hygiene are properly maintained at girl's common room. মেয়ের কমন রুমে পরিষ্কার-পরিচ্ছন্নতা ও স্বাস্থ্যবিধি যথাযথভাবে বজায় রাখা হয়।

625 responses



The pie chart displays the responses of 625 individuals regarding the cleanliness and hygiene maintained in girl's common room made in the campus and common areas during both day and night.

AGREE (BLUE): 61.4%

DISAGREE (RED): 30.7%

NO OPINION (YELLOW): 7.8%

Analysis

Agree (61.4%): The majority of respondents, representing over 60% of the sample, believe that the cleanliness and hygiene in the girls' common room are well-maintained. This indicates a positive overall assessment and suggests that the common room is generally perceived as clean and well-managed by most users.

Disagree (30.7%): Nearly one-third of respondents express dissatisfaction with the state of cleanliness and hygiene. This significant proportion indicates that there are notable concerns or issues regarding the upkeep of the common room, highlighting areas that may need improvement.

No Opinion (7.8%): A small percentage of respondents, about 8%, have no opinion on the matter. This group is neutral and does not contribute to the assessment of cleanliness and hygiene directly but shows that there are individuals who are either indifferent or lack sufficient information to form an opinion.

In conclusion, the pie chart reveals a generally positive view of the cleanliness and hygiene in the girls' common room, with a majority of respondents agreeing that standards are satisfactory. However, the substantial percentage of those who disagree indicates that there are areas for improvement. Addressing the concerns of the 30.7% of respondents who are dissatisfied could enhance overall satisfaction and ensure that the common room meets the needs and expectations of all users.

CONCLUSION

Bankura Christian College's Goal and commitment towards sustainable gender development can be witnessed through the different initiatives undertaken in the academics and cocurricular activities. The college aspires to achieve this goal through sustained efforts in the days to come. The conclusion of the gender audit report for the college underscores the imperative for comprehensive and sustained efforts towards gender equity and inclusivity within the institution. Through the audit process, key findings have been identified, shedding light on areas of strength as well as areas requiring improvement. It is evident that while progress has been made in certain aspects, there remains considerable work to be done to address disparities and ensure equal opportunities for all genders within the college community. Moving forward, it is essential for the college to prioritize the implementation of these recommendations, accompanied by robust policies, resources, and ongoing evaluation mechanisms. Collaboration among stakeholders, including faculty, staff, students, and administration, will be vital in driving meaningful change and cultivating a culture of respect, fairness, and empowerment for individuals of all genders. Ultimately, by embracing a commitment to gender equity and inclusivity, the college can not only enhance its academic and organizational excellence but also contribute to broader societal progress towards equality and social justice.