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# **GENDER AUDIT 2016- 2021**

**Prepared by  
Dr. Somdatta Banerjee & Women's Cell,  
IQAC, New Alipore College**



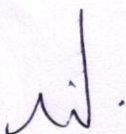
**NEW ALIPORE COLLEGE  
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## AUDIT TEAM

In our professional judgment, sufficient and appropriate audit procedures were completed, and evidence gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit.



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## PREFACE

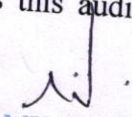
“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their 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).

Therefore, gender equity means fair-mindedness of treatment and behavior for women and men, according to their respective requirements. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities. Gender equality, on the other, hand is a comprehensive issue, that included deliberations on women’s emancipation and empowerment. And gender awareness allows women to move beyond the conventional gender stereotyping as well as rigid gender role definitions and it spontaneously take action against women’s oppression and exploitation.

A gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures, proceedings and budgets. Gender audits allow organizations ‘to set their own houses in order, and change aspects of the organizational culture which discriminate against women staff and women “beneficiaries” (European Institute for Gender Equality website)

The gender audit process involved choosing the sites to be audited, preparing the checklist, writing down the findings and sharing the results of the college for implementation and recommendation.

It is expected that any higher education organization must set up a democratic ideal of equality and equity among both men and women. If any gender gap is found within the institution, it should be addressed with a severe cross-sectional enquiry of gender with various socio-economic indicators. With this aim, the college has conducted this gender audit as this audit is one such attempt to understand the lacunae and ensure equity and

  
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equality removing gender gap in the College campus. This gender audit has tried to identify the best practices and gender friendly initiatives in the campus.

The New Alipore College with the initiative of Women's Cell, IQAC have compiled this Gender Audit. The main purpose of this audit is to find out the gender dimensions. The gender audit is an attempt to analyze whether the college has an equal gender ratio. The present audit looks into the current Gender policy and practices of the college such as the committees constituted for ensuring women's safety and security.

### **GENDER POLICY OF THE COLLEGE**


- No discrimination on the basis of Gender
- Provide equal opportunity for all genders
- Freedom for expression of free and fair opinion
- An active, unbiased and confidential Grievance Redressal Cell
- Arrange effective measures for the safety and security of all gender


### **OBJECTIVES OF GENDER AUDIT:**

- To establish good gender balance in decision-making processes and in other areas of the college activities.
- To foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college.

### **ABOUT THE COLLEGE**

New Alipore College was set up on 5th August 1963 as a Government Sponsored College on a large plot of land owned by the Government of West Bengal. With the mission of 'Making Access and Inclusivity in Quality Education' and the vision of Include, Ignite and Innovate, the college envisions for Education for all irrespective of sex, caste, creed, religion, and economic status. The college strives towards inclusiveness and equity. The administration

  
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ensures that all stakeholders are provided with a level playing field. Seminars and talks are arranged at regular intervals to sensitize students and staff about various aspects of gender equity. The institution has zero tolerance for ragging and both the administration and the Students' Council ensure that the campus is free from any discriminatory practices.

The Cultural Sub-Committee and the Students' Council of the college organize social and cultural programmes throughout the year, in which all students are free to participate. To foster the feeling of belongingness, an annual feast is organised on the occasion of Basant Panchami, which is attended by students and staff.

Birth anniversaries of distinguished personalities are celebrated so that their lives and teachings might inspire and ignite the present generation. Seminars and workshops are organized regularly and eminent persons are invited to the college to motivate and inspire the young minds. Ex-students who are well established are also invited by the Departments to share their experiences with the present students.

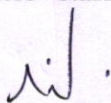
The annual function, Avensis, showcases the innovative and creative skills of the students. The well-researched exhibits prepared by the various Departments are highly appreciated by all.

Students also participate in various science fairs and exhibitions organised by the State Govt/ other institutions. Our students also participate and win awards in photography and documentary-making competitions. Students' performances in drama deserve special mention as the drama team of our college has been winning many awards for years at different state-levels competitions.

## **GENDER AUDIT: INTRODUCTION**

The college emphasizes on students' qualitative performance along with their overall personality development and consequently believes is an open forum to discuss gender issues. The teachers don't subscribe to any form of gender favouritism and they practice gender equality and equity in all aspects.

The girl students are provided with various facilities. Basic sanitation facility in the form of separate toilets for the students and staff is provided in each floor of the college. The Teachers' staff room is also provided with separate toilets for male and female faculty. The

  
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college office has its own separate washroom too. The college has CCTV monitoring devices installed at different location within the campus. The college provides equal opportunity to one and all. The college has a Women's Cell to carry out various gender sensitization programmes.

#### Composition of the Women's Cell

Prof. Mauli Sanyal (Jt. Convener)

Dr. Nibabari Banerjee (Jt. Convener)

External Member: Prof. Mandakini Bhattacherya (Fakir Chand College, Diamond Harbour)

External Member: Jui Biswas, Hon'ble Councillor

Smt. Suparna Saha, NTS Representative

Student's Representative (On invitation basis)

One Member from N.G.O

### **GENDER BALANCE WITHIN THE INSTITUTION**

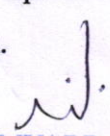
Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students as well as within the staff structure. Traditionally, women have lesser access to resources and opportunities due to the social structures which act as inhibitors in many cases. This results in lesser capability among women, producing a snowball effect on their empowerment and access to development initiatives. But New Alipore College plays a remarkable role in maintaining gender neutrality within the campus. The table below shows the Gender wise Details of Total Students in the College in the year 2019-20.

Table 1.

Year	Total	Male	Female	%Male	%Female
2019-20	2523	1404	1119	55.65	44.4

Source: All India Survey of Higher Education (30<sup>th</sup> Sept 2019)

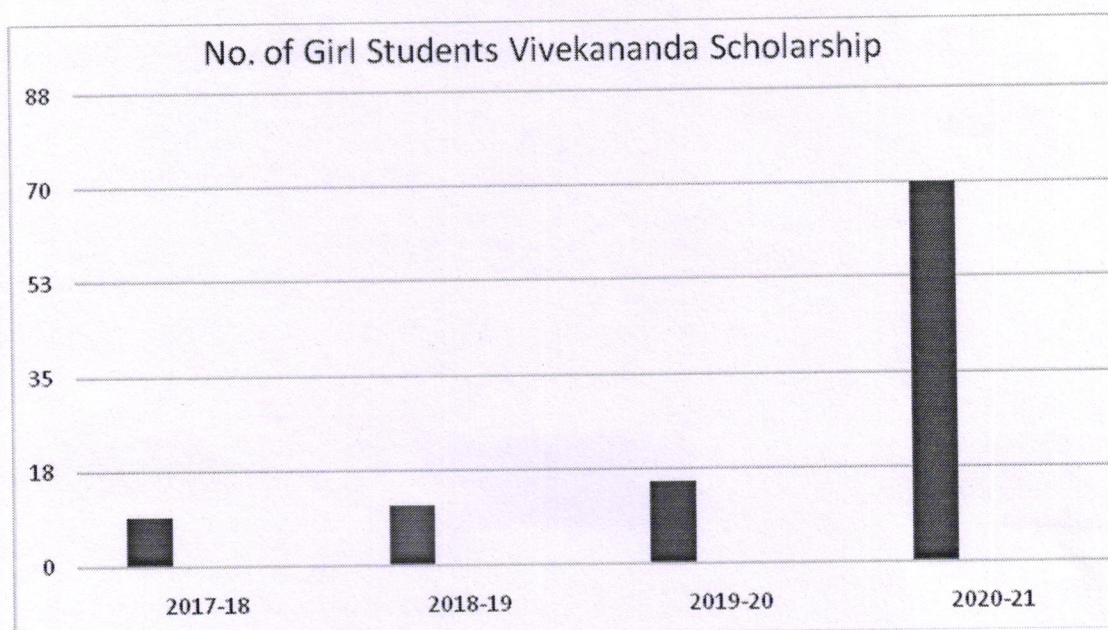
The table shows gender classification of male and female strength of students and the total number of admissions to the college in 2019-20. Though here the table does not look much decent, if we analyze the three years separately, it could be seen that in Semester 1 Arts honours department, 170 female students took admissions to only 92 male students admission.

  
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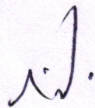


Further, the college plays a pivotal role in facilitating students to get various scholarship schemes and grants provided by the Government. For example, as far as the Swami Vivekananda Merit-cum-Means Scholarship is concerned, the college has relentlessly worked hard so that the students can obtain the scholarship. There is a committee which not only receives fresh applications but also ensures that the scholarship are renewed each year. Below is a chart that shows the number of girl students who have enrolled for this scholarship.



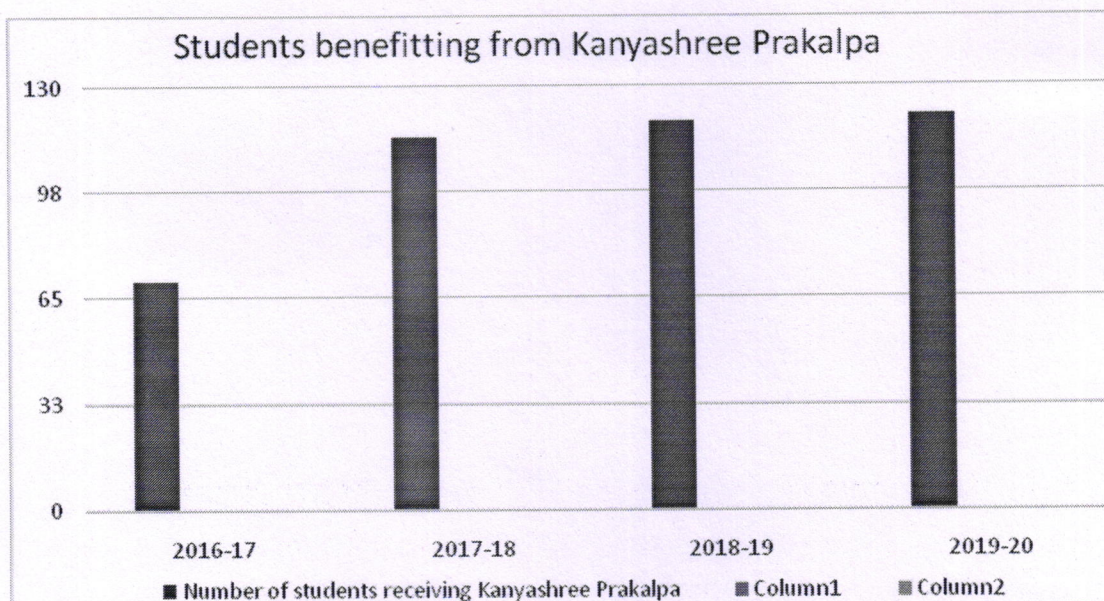
NB: This Chart shows the fresh applicants only.

Under the Prohibition of Child Marriage Act, 2006 (PCMA), Govt of West Bengal has introduced the Kanyashree Prakalpa. Kanyashree Prakalpa which bagged an UN award in 2018, seeks to improve the status and wellbeing of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfer. New Alipore has perfectly worked towards providing this benefit to numerous girl students. The Kanyashree Committee has been functional for this purpose. The chart below provides us with data about the fresh applicants who are enjoying this conditional cash transfer scheme.

  
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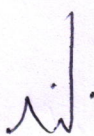




As we move on to the academic performance of the students, it has been witnessed that among the various 19 streams of the college that includes all the three shifts and all the departments, both honours and general), in 12 streams, girl students were toppers with high CGPA. One departmental girl student scored a record CGPA of 9.667. Whereas in 7 streams male students were the toppers. ( Data is for the final semesters for the year 2020-21)

As 2020-21 was a pandemic year, 156 students were granted concessions of which 86 were female students.

The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, and spirit of adventure. The NCC unit for girls provides a suitable environment for taking up a career in the armed forces. This unit focuses on outstanding achievements of the girls. The NSS of the College also takes initiatives to motivate girls for their social responsibilities with aim to provide them hands on experience on community service. Both in the field of Cultural Activities and Sports, our girls have received accolades from all corners.

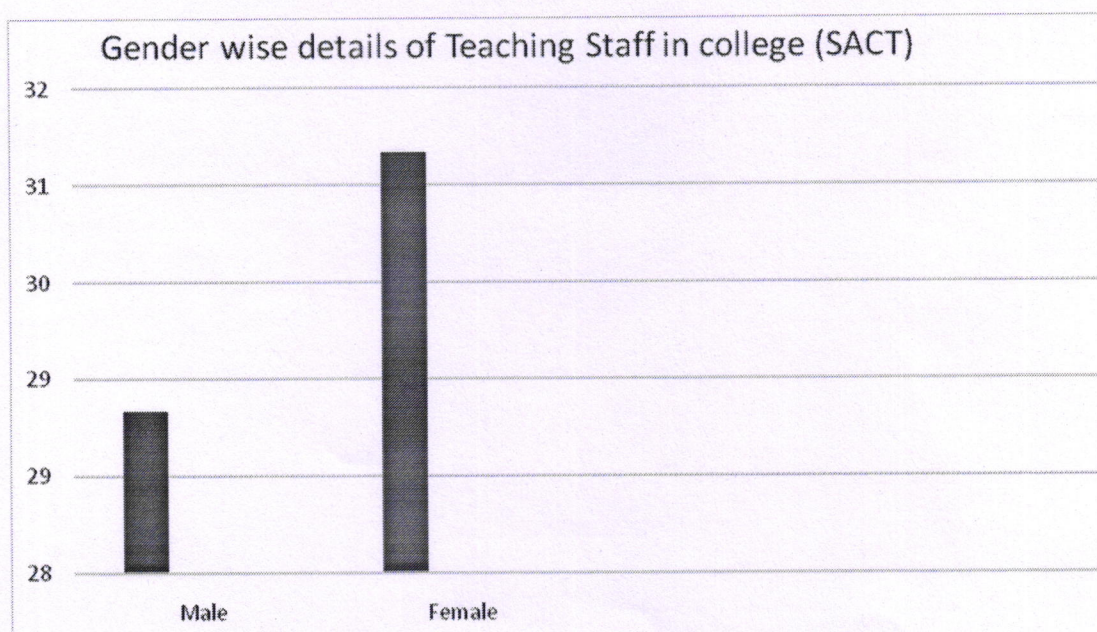
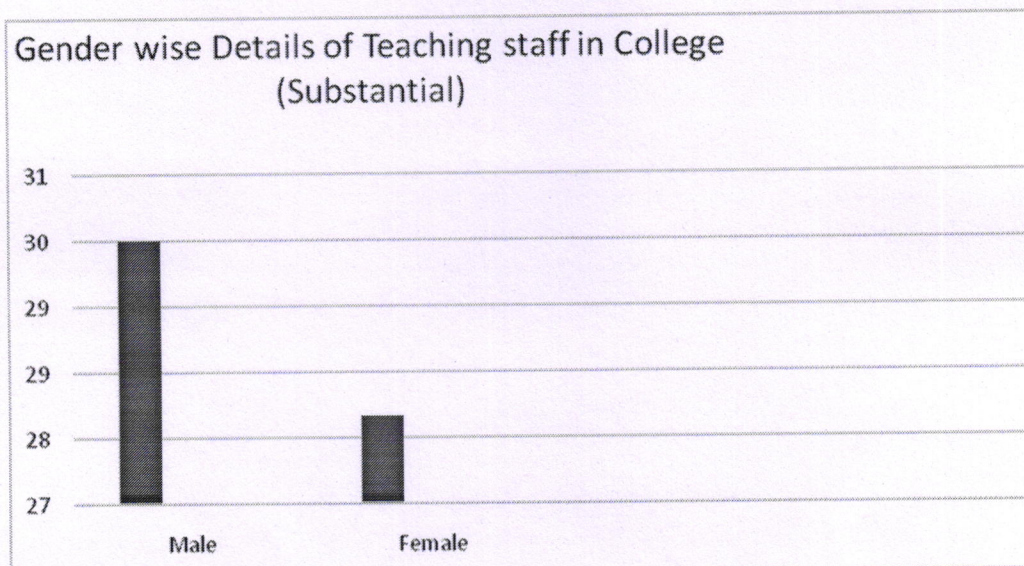
  
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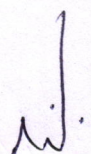
  
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## GENDER BALANCE AMONG THE EMPLOYEES

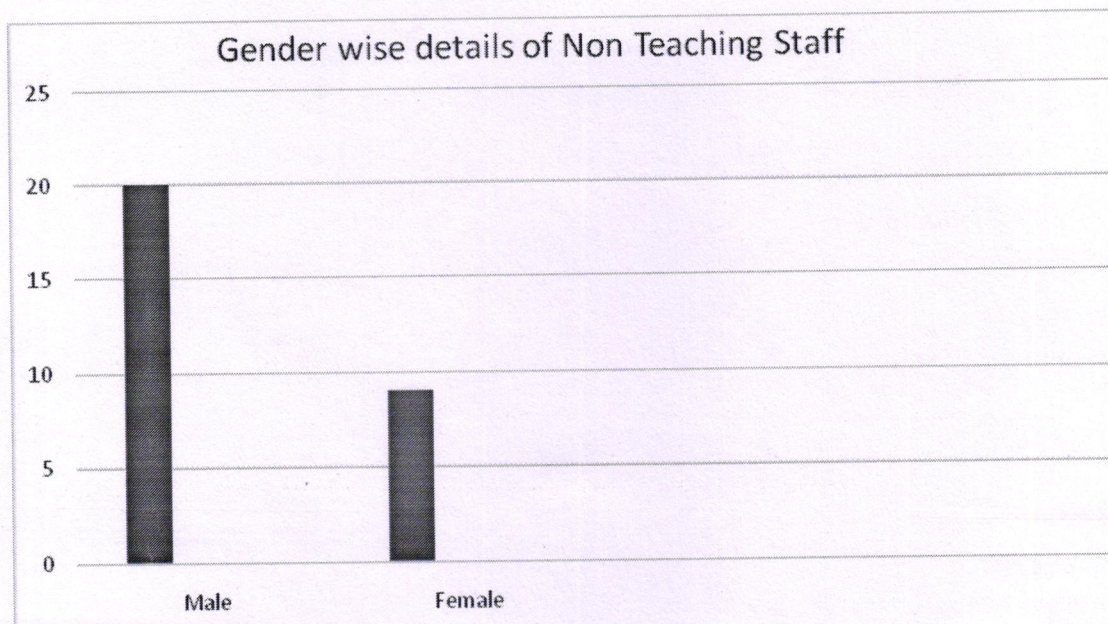
Gender wise Details of Teaching Staff and Non-Teaching Staff in College



  
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The above figure projects the combined gender profile of the employees of the College. The projection includes all categories of employees, teaching and non-teaching employees. There are at present 103 faculties, out of which 59 are women. In that Arts departments there are 31 female faculty in comparison to 15 males. However, the Science Departments do not have a good gender balance which is also true for the Non-teaching staff.

#### **GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY BODIES AND DIFFERENT COMMITTEES**

To begin with, the college the administration encourages the faculty members to participate in various Faculty Development Programme, Seminars, Workshops and various other academic activities and participation of the female teachers is indeed praiseworthy. In many administrative and teachers' council committees, female employees act as conveners. Numerous departments are headed by the female faculty members. The college takes utmost care that the female teachers could get their various leave benefits like Maternity Leave and the Child care leave.

#### **GENDER SENSITISATION INITIATIVES**

College has organized sensitization programs along with regular academic sessions to register its concern about Gender discrimination prevailed in our society, within and outside the campus. In June, 2017 the college formed a committee to organize regular sessions on gender and society, which included members from teaching, non-teaching communities,

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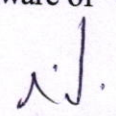
representatives of students and resource persons from the fields of academic and activism. It began its journey by organizing a seminar on the importance of Women's Studies and scholars like Rinita Majumder, Purna Chowdhury, Soma Bandyopadhyay and Sabyasachi Chattopadhyay delivered lectures on social feminism and eco feminism.


A gender sensitization program was also organized. Resource persons from "Ummed" a multi-specialty positive psychology institution based in Calcutta interacted and spoke in details about empowerment, capacity building initiatives and different kind of violence. Faculty members, non-teaching staff and more than hundred students participated in the interactive session and it was followed by a street drama, directed and performed by the students of our college. New Alipore College took up the issues like health hazards, especially among the girl students. The committee now transformed into a Cell with the support of the administration, played a pioneering role of installing a sanitary napkin vending machine in the girls' common room. The occasion was graced by the presence of Smt. Jui Biswas, Councillor, Ward No. 81 and she made the students aware of different taboos regarding menstruation and emphasized proper sensitization and importance of cleanliness.

Talks, Seminars on issues like social security, discriminations, gender violence and most importantly empowerment of women are organized to celebrate the International Women's Day. Dignitaries like Smt. Urmimala Basu, academicians like Dr. Hardik Biswas and many other notable personalities have graced the college with their presence on many occasions.

Another significant endeavour by Cell had been a session on "Towards Inclusiveness". Dalit writer Kalyani Thakur and activist and Tista Das, trans-activist and poet shared their experiences with the faculty members and students of our college. The program was designed to spread awareness about the struggle of Dalit and Transgender communities and also to bring their achievements into limelight.

The Cell jointly in collaboration with Sahapur Girls High School organized an interactive session about gender and violence. It dealt with Gender inequality and social violence which was conducted by gender-trans rights activist Ranjita Sinha. She encouraged the students to open up and resist against any kind of discrimination and injustice to ensure a healthy social environment. Dr. Nibabari Banerjee, Jt convener of the Cell conducted a session on "What is Consent" and the students were requested to fill a feedback form which was prepared to make them aware of "Consent" and their basic rights and social security.

  
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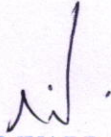
  
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There are some SPECIAL MEASURES that the college has taken to make the ambience of the college gender neutral. For safeguarding the interests of students as well as the male and female staff and students many cells like Anti-ragging Committee and Internal Complaints Committee, Students' Grievance Redressal Cell are formed in the college. Apart from these, the Psychological Counselling Cell and the Anti Sexual Harassment cell work relentlessly to assure a gender-friendly environment within the college. These committees arrange lectures by lawyers, social workers to generate awareness. State level webinars were held on Stress management (to discuss the various issues of stress management both during normal and more specifically covid times) and Securing the Self: Encountering the World which dealt with the gender construction within the societal ambit and also the various kinds of sexual harassment faced by women and female students and the remedial measures for it.

### **BEST PRACTICES**

1. The College has maintained a gender segregated data on most of the issues especially related to the students.
2. The College administration has regularly supported women employees in terms of granting them maternity leave and child care leave.
3. The general environment of the college is gender friendly.
4. The Mentoring system and counseling classes by various Departments have helped in making the environment a more conducive one for higher education.
5. The Principal on Call is a wonderful endeavor by which the students can directly contact the Principal.
6. The College has put up Display Boards where the names and contact details members of the Grievance Committee are given.
7. The College authorities are easily approachable by the students.

  
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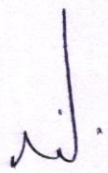



## POLICY RECOMMENDATIONS

- A detailed survey should be carried out to comprehend the gender neutrality among the employees and the students.
- The College should introduce female security personnel in the Campus.
- A Day Care facility could be established for female faculty and staff members who are young mothers.
- Regular Health Camps and interactive session with the gynecologists should be arranged.
- A sanitary napkin disposal machine to be installed.

## Conclusions

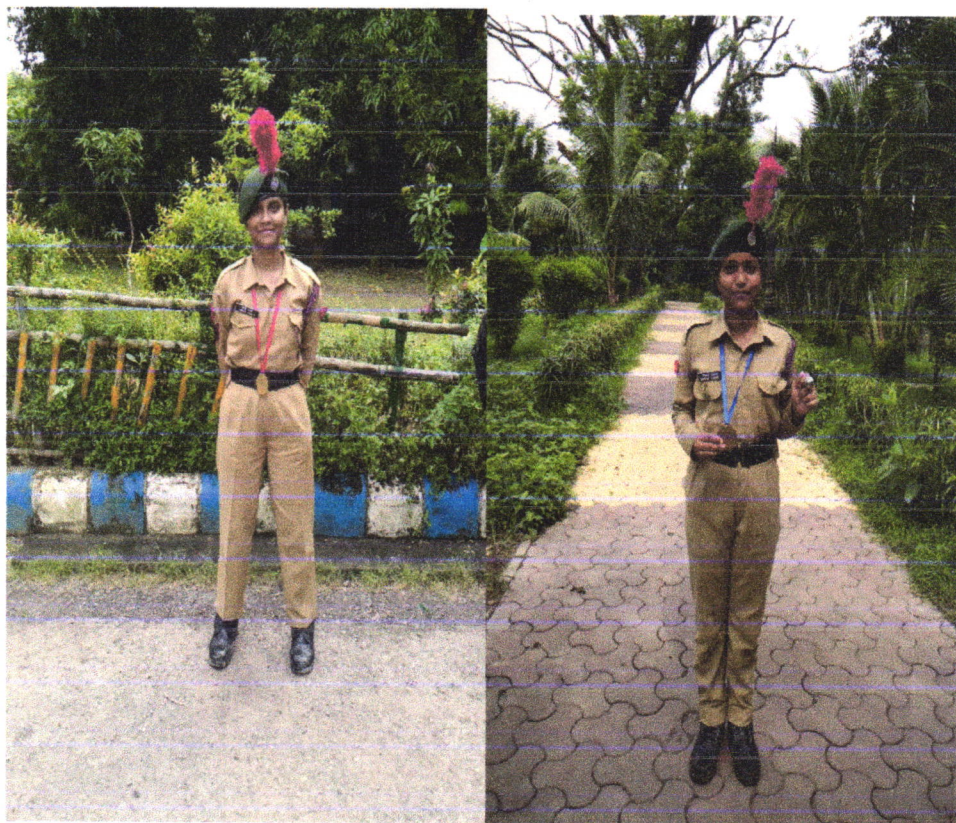
Gender Audit Team analyzed that the gender equality, equity and gender sensitivity is encouraged by the administration and staff of the college and they do possess gender sensitive behavior. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. With the enrolment of girls from all section of society, the college anticipates that the negative gender balance will soon become a positive one. With the strong will power and commitment to gender justice, the College would certainly make much progress in the near future.

  
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## SOME VISUAL ILLUSTRATIONS...



Our girls at the NCC

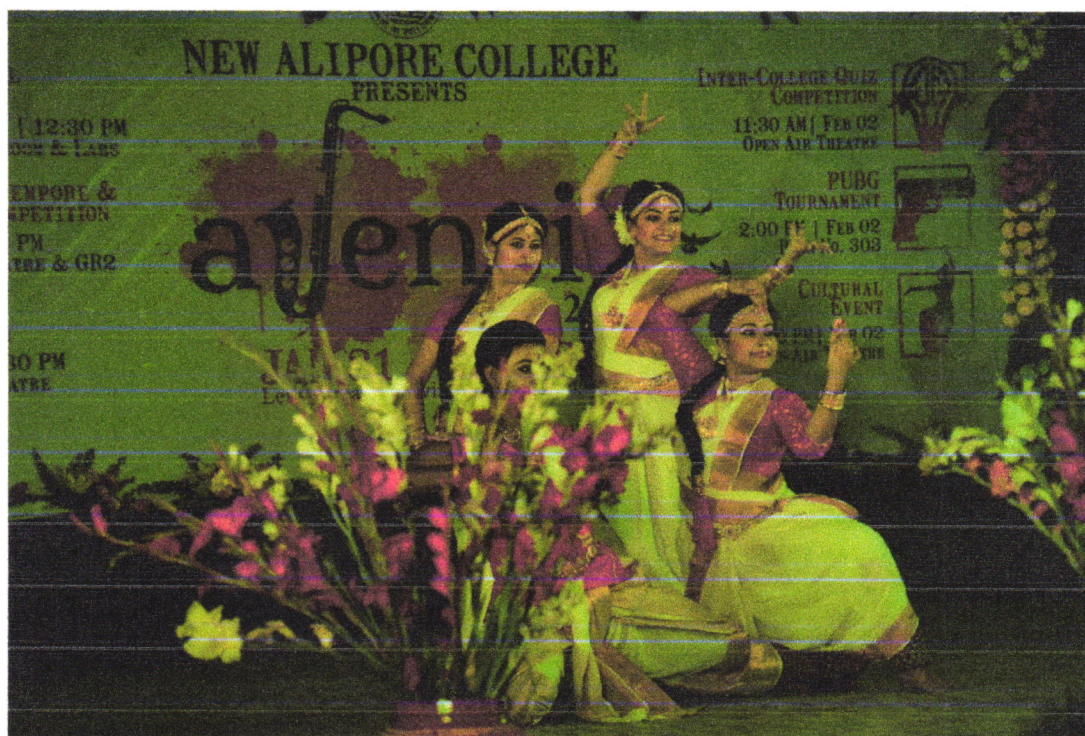


Girls as NSS Volunteers

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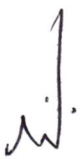




**Performance by the girls at AVENSIS**



**Morning Yoga Session**

  
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# পড়ুয়াদের সঙ্গে কথা বলবেন অধ্যক্ষ

আজকালের প্রতিবেদন

ভবিষ্যৎ নিয়ে ছাত্রছাত্রীদের মানসিক উৎকর্ষা দূর করতে সরাসরি তাঁদের সঙ্গে ফোনে কথা বলার সিদ্ধান্ত নিলেন নিউ আলিপুর কলেজের অধ্যক্ষ জয়দীপ ঘড়ঙ্গী। নিজের মোবাইল নম্বর দিয়ে অধ্যক্ষ জানিয়েছেন, সপ্তাহে সাড়ে ৬টা থেকে সাড়ে ৭টা পর্যন্ত ছাত্রছাত্রীরা তাঁদের সমস্যার কথা জানাতে পারবে। জয়দীপবাবু বলেন, ‘দীর্ঘদিন লকডাউন চলায় ছাত্রছাত্রীদের মনে নানারকম হতাশা, উদ্বেগ, ভয় কাজ করছে। ভবিষ্যৎ নিয়ে উৎকর্ষায় রয়েছে তারা। বিশেষ করে ফাইনাল বর্ষের পড়ুয়াদের মধ্যে উৎকর্ষা বেশি। কারণ অনেকেই বাইরে পড়তে যাবে, কেউ আবার ভর্তি হয়ে গেছে। এদিকে ফাইনাল পরীক্ষা হবে হবে তা এখনও জানা যায়নি। এই অবস্থায় কথা বলার সিদ্ধান্ত নিয়েছি।’ লকডাউন শুরু হওয়ার পর কলেজের পক্ষ থেকে পড়ুয়াদের কাউন্সেলিংয়ে ভাল সাড়া পাওয়া গেছে, অনেকেই উপকৃত হয়েছেন বলে জানিয়েছেন অধ্যক্ষ।

## লকডাউনে নানা হতাশার কথা বলছেন পড়ুয়ারা, ফোনেই সামাল দিচ্ছেন অধ্যক্ষ

নিজস্ব প্রতিনিধি, কলকাতা: করোনার জেরে লকডাউনের মধ্যে পড়ুয়ারা নানা হতাশার কথা প্রকাশ করছেন। নিউ আলিপুর কলেজ কর্তৃপক্ষই ছাত্রছাত্রীদের অনুভূতির কথা জানাতে বলেছিল। তা থেকে নানা কিছু উঠে এসেছে বলে জানিয়েছেন অধ্যক্ষ জয়দীপ সারঙ্গী। তিনি বলেন, এদের মধ্যে দ্ব্যস্তকতার তৃতীয় বর্ষের ছাত্রছাত্রীদের মধ্যে উদ্বেগ বেশি দেখা গিয়েছে। ভবিষ্যৎ নিয়ে বেশ চিন্তিত তারা। সেই ক্ষেত্রে নানা নেতিবাচক কথা, চিন্তাভাবনার কথা জানাচ্ছে আমাদের কাছে।

কলেজ সূত্রে জানা গিয়েছে, লকডাউন শুরুর পরই কর্তৃপক্ষ একটি ই-মেল তৈরি করেছিল। ছাত্রছাত্রীদের সমস্যার কথা তাতে জানাতে বলা হয়। সেই ই-মেল একমাত্র কলেজ অধ্যক্ষই দেখতে পারবেন। কী কী ধরনের কথা পড়ুয়ারা জানাচ্ছেন? কেউ বলছেন, কবে পরীক্ষা হবে, পরীক্ষার

প্রকৃতি কীভাবে নেব ইত্যাদি। আবার কারও আশঙ্কা, বছর নষ্ট হবে না তো? ফাইনাল বর্ষের পরীক্ষা দিয়ে যারা ভিন্ন রাজ্যের প্রতিষ্ঠানে ভর্তি হওয়ার স্বপ্ন দেখেছে, তাদের মধ্যে এই উদ্বেগ বেশি বলে জানান অধ্যক্ষ।

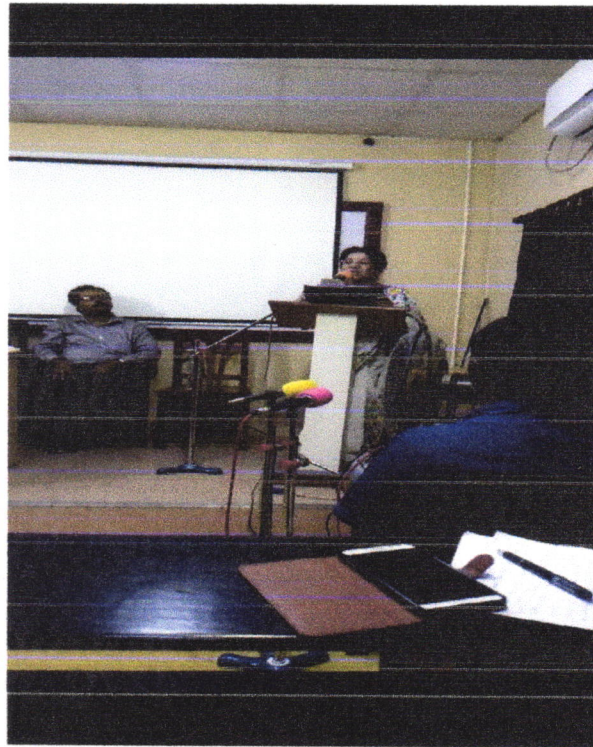
পড়াশোনা ছাড়া জীবনের প্রতিও নেতিবাচক মনোভাব দেখা গিয়েছে কিছু পড়ুয়ার মধ্যে। তাঁদের অবশ্য কাউন্সেলিংয়ের ব্যবস্থা করা হয়। তবে বেশিরভাগ ক্ষেত্রেই কলেজ অধ্যক্ষ ও শিক্ষকরা কথা বলেই পরিস্থিতি সামলিয়ে দিচ্ছেন। জয়দীপবাবুর কথায়, আমি ছেলে-মেয়েদের বলেছি, মন খারাপ হলেই আমায় যেন ফোন করে তারা। কেউ কেউ দিনে চার-পাঁচবার করে ফোন করছে। সবাইকে বুঝিয়ে বলা হচ্ছে। এই পরিস্থিতিতে কলেজের তরফে একটি কবিতা লেখা প্রতিযোগিতার আয়োজন করা হয়েছিল। তাতে ভালো সাড়া মিলেছে বলে দাবি কর্তৃপক্ষের।

**Principal on Call**

DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata

Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053





**Lecture by Smt Urmimala Bose**

**NEW ALIPORE COLLEGE**  
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 WOMEN'S CELL  
 (UNDER THE INTERNAL QUALITY ASSURANCE CELL, NAC)  
 IN COLLABORATION WITH  
**SOUTH CALCUTTA GIRLS' COLLEGE**

**TOPIC: STRESS MANAGEMENT**  
**Resource Person:**  
**Dr. Samyabrata Das Biswas,**  
 Associate Professor and  
 Counsellor, IEM Kolkata

**01-10-2021**  
**6 PM**  
 on Google Meet

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 IN COLLABORATION WITH  
**SOUTH CALCUTTA GIRLS' COLLEGE**

**Understanding Consent in the light of Preventing Sexual Harassment at Workplace**  
 Advocate Kaushik Gupta  
 Calcutta High Court

**Gender, Sex and Sexuality**  
 Smt. Srimoyee Ghosal  
 Psycho-social Counsellor

**03-10-2021**  
**6 PM**  
 on Google Meet

**State Level Webinars**

**DR. SAMYABRATA DAS**  
 Coordinator, IQAC  
 New Alipore College  
 Kolkata

**Principal**  
 New Alipore College  
 Block-I, New Alipore  
 Kolkata - 700 053



## SUMMARY

### Gender Balance of the students in New Alipore College

Year	Total	Male	Female	%Male	%Female
2019-20	2523	1404	1119	55.65	44.4

### Gender Balance amongst the faculty and Non-teaching staff

#### Faculty

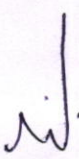
Year	Total	Male	Female	%Male	% Female
2019-20	103	44	59	42.7	57.3

#### Non-teaching Staff

Year	Total	Male	Female	%Male	%Female
2020-21	29	20	9	69	31

### Initiatives for fostering a positive gender environment

- College has organized sensitization programs along with regular academic sessions to register its concern about Gender discrimination prevailed in our society, within and outside the campus.
- The college has CCTV monitoring devices installed at different location within the campus.
- The college takes utmost care that the female teachers could get their various leave benefits like Maternity Leave and the Child care leave.

  
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- The college takes active role in facilitating Kanyashree Prakalpa and other Scholarships for the female students.

### **Towards securing a better gender balance**

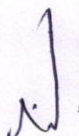
- The College has maintained a gender segregated data on most of the issues especially related to the students.
- The Mentoring system and counselling classes by various Departments have helped in making the environment a more conducive one for higher education.
- The Principal on Call is a wonderful endeavour by which the students can directly contact the Principal.
- The College has put up Display Boards where the names and contact details members of the Grievance Committee are given.

### **Observations and recommendations for improvement**

- The College should introduce female security personnel in the Campus.
- A Day Care facility could be established for female faculty and staff members who are young mothers.
- Regular Health Camps and interactive session with the gynecologists should be arranged.

### **Conclusions**

Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by the administration and staff of the college and they do possess gender sensitive behaviour. With the strong will power and commitment to gender justice, the College would certainly make much progress in the near future.

  
**DR. SAMYABRATA DAS**  
 Coordinator, IQAC  
 New Alipore College  
 Kolkata

  
**Principal**  
 New Alipore College  
 Block-I, New Alipore  
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Name  
Designation  
Signature with office seal

DR. SONAL BANERJEE JASH  
PRINCIPAL, NETAJI NAGAR DAY COLLEGE

SBGash 17.12.2021

Principal  
Netaji Nagar Day College  
Kolkata - 700 092

Name  
Designation  
Signature with office seal

Dr. SUNANDA GOENKA,  
PRINCIPAL, JCC Law College,  
S. Goenka 17.12.2021

Principal  
Jogesh Chandra Chaudhuri Law Sch.  
30, Prince Anwar Shah Road, KOL-70

Name  
Designation  
Signature with office seal

Dr. Priyali De Maitee - 17/12/2021  
Associate Professor in Bengali,  
Sree Chaitanya Mahavidyalaya.

Coordinator  
Women's Cell  
Sree Chaitanya Mahavidyalaya

Name MANDAKINI BHATTACHERYA  
Designation ASSOCIATE PROFESSOR IN ENGLISH, FAKIR CHAND COLLEGE, DIAMOND HARBOUR  
Signature with office seal Mandakini Bhattacharya. 17/12/21.

Sandatta Banerjee 17.12.21.

PREPARED BY: DR. SOMDATTA BANERJEE  
ASSISTANT PROFESSOR, DEPT. OF POLITICAL SCIENCE  
NEW ALIPORE COLLEGE

Samyabrata Das. 17.12.2021

IQAC Coordinator  
Signature with office seal

DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata

Principal  
Signature with office seal 17/12/2021

Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



### Appendix – I Principal on call

----- Forwarded message -----

From: **shreya chatterjee** <[shreyachatterjee104@gmail.com](mailto:shreyachatterjee104@gmail.com)>

Date: Wed, 2 Feb 2022, 22:31

Subject: Fwd: How coronavirus pandemic may cause a year loss for me

To: <[principalnewaliporecollege@gmail.com](mailto:principalnewaliporecollege@gmail.com)>

----- Forwarded message -----

From: **shreya chatterjee** <[shreyachatterjee104@gmail.com](mailto:shreyachatterjee104@gmail.com)>

Date: Mon, 27 Apr 2020, 18:00

Subject: How coronavirus pandemic may cause a year loss for me

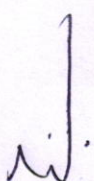
To: <[welbeing.nac@gmail.com](mailto:welbeing.nac@gmail.com)>

Respected Principal Sir,

I am Shraya Chatterjee, a final year student in your college. I have been a rank holder in the university for the past two years. I got admission in Brunel University London for pursuing my masters degree. My session will be starting from September and as you know, studying abroad requires to complete a series of procedures and these processes are time consuming. But due to this coronavirus outbreak, the whole education system is in an unstable condition and there is no announcement from the government yet, regarding our final exam. There are chances of losing a year of my education if I fail to complete the process on time.

I hope the government announces their final decision as soon as they can, and after that I may need some help from your side. Thank you in advance. And also thank you for your attention and concern.

Yours sincerely,  
Shraya Chatterjee  
3rd year ANTA  
9330832737

  
DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata

  
Principal  
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Kolkata - 700 053



## Appendix – II Survey

### A. FORMAT OF QUESTIONNAIRE:STUDENTS

	CONTROL OBJECTIVE	OPTION
1	Do you know college has CCTV surveillance (তুমিকিজানোকলেজেসিসিটিভিনজরদারিআছে?)	YES
		NO
		MAYBE
2	Adequate number of toilets are available in the campus for girls? (মেয়েদেরজন্যক্যাম্পাসেপর্যাপ্তসংখ্যকটয়লেটআছে?)	YES
		NO
		MAYBE
3	The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষসবলিঙ্গকেসমানসুযোগপ্রদানকরে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
4	There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীনওন্যায্যমতপ্রকাশেরজন্যসবলিঙ্গেরসমানসুযোগআছে?)	YES
		NOMAYBE
5	Have you ever faced gender discrimination in your college? (তুমিকিকখনওতোমারকলেজেবৈষম্যেরসম্মুখীনহয়েছে?)	YES
		NO
		MAYBE
6	Do you know the college has a women cell, anti-sexual harassment cell and grievance redressal cell? (তুমিকিজানোকলেজেমহিলাসেল, যৌননির্যাতনবিরোধীসেলএবংঅভিযোগপ্রতিকারসেলআছে?)	YES
		NO
7	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc? (রাতেক্যাম্পাসেরভিতরে, করিডোরে, ক্লাসরুম, সাধারণএলাকা, টয়লেটইত্যাদিজায়গায়পর্যাপ্তআলোপাওয়াযায়?)	YES
		NO
		MAYBE
8	Is gender awareness programme conducted in your college? (কলেজেকিজেন্ডারসচেতনতাকার্যক্রমপরিচালিতহয়?)	YES
		NO
		MAYBE
9	Does the college have separate common rooms and games room for male and female students? (কলেজেকিপুরুষওমহিলাশিক্ষার্থীদেরজন্যআলাদাকমনরুমএবংগেমসরুমআছে?)	YES
		NO
		MAYBE
10	Does the college give equal opportunity for extracurricular and gaming activities to all students irrespective of gender? (কলেজকিলিঙ্গনির্বিশেষসমস্তছাত্রদেরএবংছাত্রীদেরজন্যপাঠ্যক্রমবহির্ভূতএবংগেমিংকার্যকলাপেরজন্যসমানসুযোগদেয়?)	YES
		NO
		MAYBE

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**B. FORMAT OF QUESTIONNAIRE:TEACHERS**

	CONTROL OBJECTIVE	OPTION
1	The college conducts gender sensitization program ?(কলেজলিঙ্গসংবেদনকর্মসূচিপরিচালনাকরে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
2	Adequate number of toilets are available in the campus for girls?(মেয়েদেরজন্যক্যাম্পাসেপর্যাপ্তসংখ্যকটয়লেটআছে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
3	Adequate facilities are available inside the toilet keeping in mind the need of the facultyandNon-teaching staff? Adequate disposal bins are available in the toilet? (শিক্ষকওঅশিক্ষককর্মীদেরপ্রয়োজনেরকথামাথায়রেখেটয়লেটেরভিতরেপর্যাপ্তসুবিধাপাওয়াযায়? টয়লেটেপর্যাপ্তডিসপোজালবিনপাওয়াযায়?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
4	Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc? (রাতেক্যাম্পাসেরভিতরে,করিডোরেক্লাসরুম, সাধারণএলাকা, টয়লেটইত্যাদিজায়গায়পর্যাপ্তআলোপাওয়াযায়?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
5	Adequate security arrangements have been made in the campus and common areas during day and night? (ক্যাম্পাসওসাধারণএলাকায়দিনেওরাতেপর্যাপ্তনিরাপত্তারব্যবস্থাকরা হয়েছে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
6	The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষসবলিঙ্গকেসমানসুযোগপ্রদানকরে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
7	There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীনওসুষ্টুমতপ্রকাশেরজন্যসবলিঙ্গেরসমানসুযোগআছেকি?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
8	Are you aware that there is a Women Cell in the College? (আপনি কি জানেন যে কলেজে একটি মহিলা সেল আছে?)	YES
		NO
		MAYBE

DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata

Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



		STRONGLY AGREE
		YES
		NO
		MAYBE
		NEUTRAL
		STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
2	Have you ever faced gender discrimination in your work place? (আপনিকি কখনও আপনার কর্মস্থলে লিঙ্গবৈষম্যের সম্মুখীন হয়েছেন?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
10	Are women well represented in the college administration? (কলেজ প্রশাসনে মহিলা কি ভালভাবে প্রতিনিধিত্ব করেন?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
11	Leaves like parental and child care are available and granted to the employees readily? (কর্মীদের পিতৃকালীন এবং মাতৃকালীন সংক্রান্ত এবং শিশু যত্নের মতো ছুটি কি সহজেই মঞ্জুর করা হয়?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
12	Does the College offer flexible working hours and/or flexible work locations in case of real emergency? (কলেজ কি সত্যিকারের জরুরী পরিস্থিতিতে নমনীয় কাজের সময় এবং/অথবা নমনীয় কাজের অবস্থান অফার করে?)	STRONGLY DISAGREE
		DISAGREE
		NEUTRAL
		AGREE
		STRONGLY AGREE
13	. Does the College have an anti-sexual harassment, anti-gender violence policy or equivalent? (কলেজ কি যৌন হয়রানি বিরোধী, লিঙ্গসংসর্গের বিরোধী নীতি বা সমতুল্য নীতি আছে?)	YES
		NO
		MAYBE
14	What are the best examples of positive change in the workplace that you have noticed in the past five years? (কর্মক্ষেত্রে ইতিবাচক পরিবর্তনের সেরা উদাহরণগুলি কী যা আপনি গত পাঁচ বছরে লক্ষ্য করেছেন?)	SHORT ANSWER TYPE
15	How do you expect the workplace to change over the next five years to make it more conducive to women employees? (নারী কর্মচারীদের জন্য আরও সুবিধাজনক করে তুলতে আগামী পাঁচ বছরে কর্মক্ষেত্রে কীভাবে পরিবর্তন আসবে বলে আপনি আশা করেন?)	SHORT ANSWER TYPE

DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata

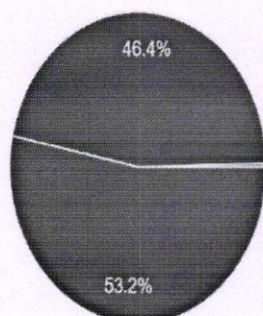
Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



## Gender Neutrality in College(কলেজে লিঙ্গনিরপেক্ষতা) : Students

Gender

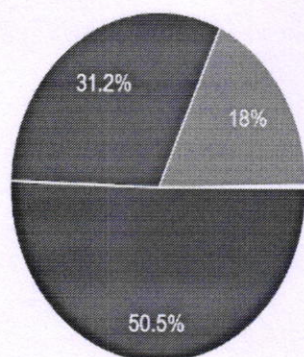
1,047 responses



- Male
- Female
- Prefer not to say

Semester

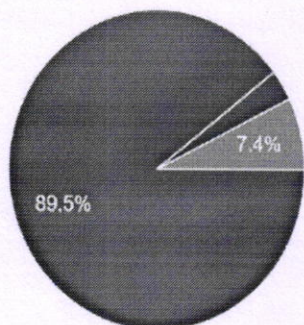
1,047 responses




- 1st
- 3rd
- 5th
- 3rd semester
- 6th
- 3rd semester

1. Do you know college has CCTV surveillance ?(তুমি কি জানো কলেজে সিসিটিভি নজরদারি আছে?)

1,047 responses



- Yes
- No
- Maybe

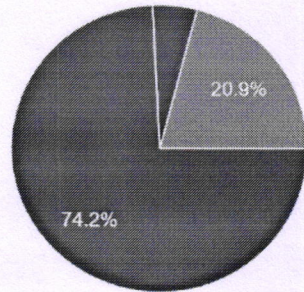
  
DR. SAMYABRATA DAS  
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New Alipore College  
Kolkata

  
Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



2. Adequate number of toilets are available in the campus for girls? (মেয়েদের জন্য ক্যাম্পাসে পর্যাপ্ত সংখ্যক টয়লেট আছে?)

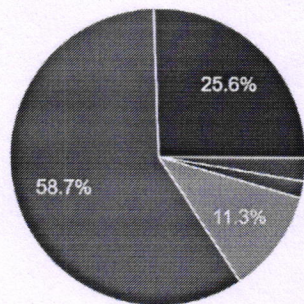
1,047 responses



- Yes
- No
- May be

3. The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষ সব লিঙ্গকে সমান সুযোগ প্রদান করে?)

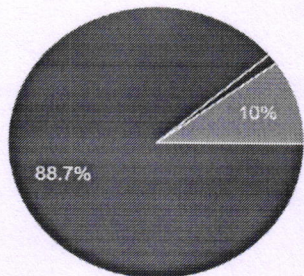
1,047 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

4. There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীন ও ন্যায্য মত প্রকাশের জন্য সব লিঙ্গের সমান সুযোগ আছে?)

1,047 responses



- Yes
- No
- May be

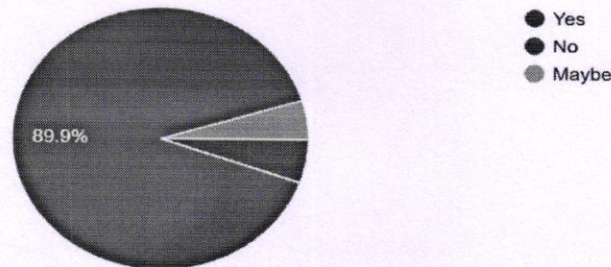
*[Signature]*  
Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053

*[Signature]*  
DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata



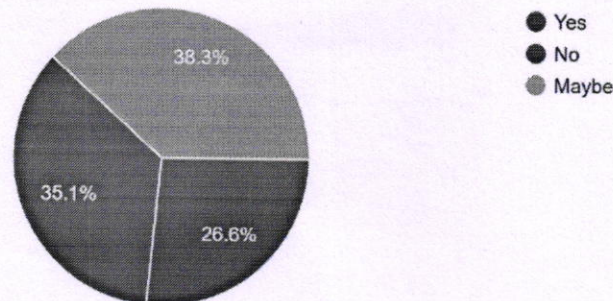
5. Have you ever faced gender discrimination in your college? (তুমি কি কখনও তোমার কলেজে লিঙ্গ বৈষম্যের সম্মুখীন হয়েছ?)

1,047 responses



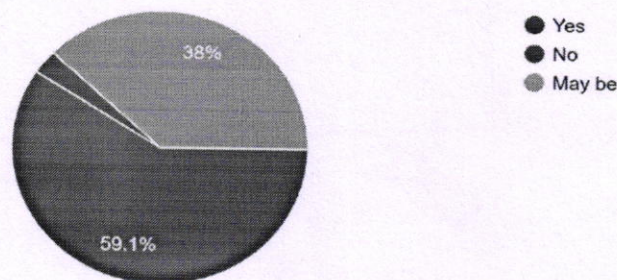
6. Do you know the college has a women cell, anti-sexual harassment cell and grievance redressal cell? (তুমি কি জানো কলেজে মহিলা সে...যাতন বিরোধী সেল এবং অভিযোগ প্রতিকার সেল আছে?)

1,047 responses



7. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common area... (টয়লেট ইত্যাদি জায়গায় পর্যাপ্ত আলো পাওয়া যায়?)

1,047 responses



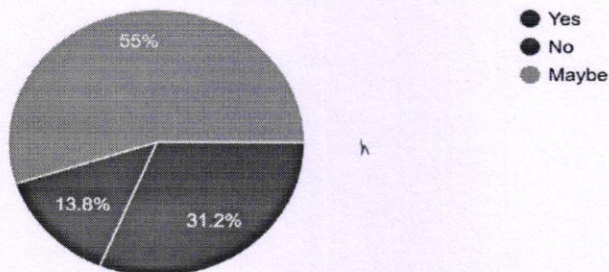
DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata

Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



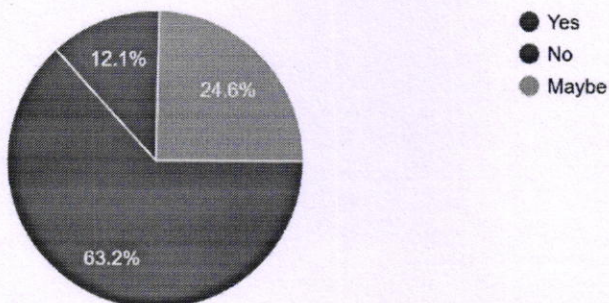
8. Is gender awareness programme conducted in your college? (কলেজে কি জেন্ডার সচেতনতা কার্যক্রম পরিচালিত হয়?)

1,047 responses



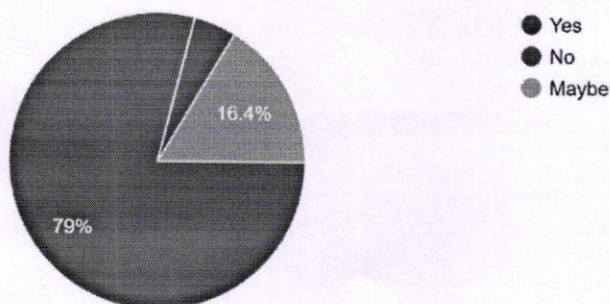
9. Does the college have separate common rooms and games room for male and female students? (কলেজে কি পুরুষ ও মহিলা শিক্ষার্থীদের জন্য আলাদা কমন রুম এবং গেমস রুম আছে?)

1,047 responses



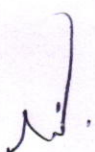
10. Does the college give equal opportunity for extracurricular and gaming activities to all students irrespective of gender? (কলেজ কি লিঙ্গ নির্বিশেষে...ভূত এবং গেমিং কার্যকলাপের জন্য সমান সুযোগ দেয়?)

1,050 responses



● Yes  
● No  
● Maybe

  
Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053

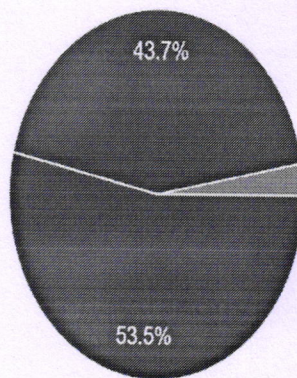
  
DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata



• **Questionnaire for Understanding gender neutrality in College:**  
**(Teachers)**

Gender

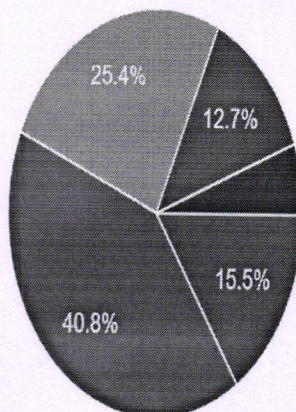
71 responses



- Female
- Male
- Prefer not to say

Age

71 responses



- 21-30
- 31-40
- 41-50
- 51-60
- 61-70

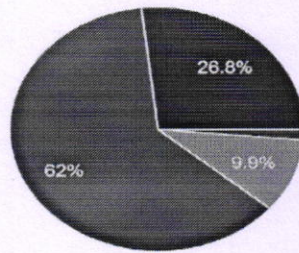
*DR. SAMYABRATA DAS*  
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New Alipore College  
Kolkata

*Principal*  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



1. The college conducts gender sensitization program ? ( কলেজ লিঙ্গ সংবেদন কর্মসূচি পরিচালনা করে?)

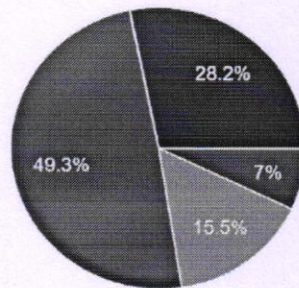
71 responses



● Strongly Disagree  
● Disagree  
● Neutral  
● Agree  
● Strongly agree

2. Adequate number of toilets are available in the campus for girls?(মেয়েদের জন্য ক্যাম্পাসে পর্যাপ্ত সংখ্যক টয়লেট আছে?)

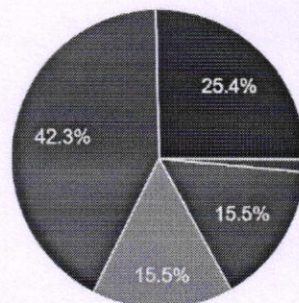
71 responses



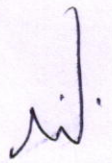
● Strongly disagree  
● Disagree  
● Neutral  
● Agree  
● Strongly agree

3. Adequate facilities are available inside the toilet keeping in mind the need of the faculty and Non-teaching staff? Adequate disposal bins are available? (যায়? টয়লেটে পর্যাপ্ত ডিসপোজাল বিন পাওয়া যায়?)

71 responses



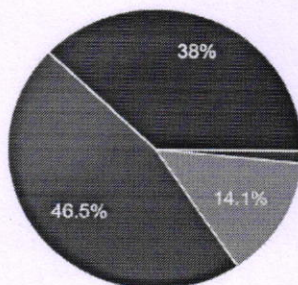
● Strongly disagree  
● Disagree  
● Neutral  
● Agree  
● Strongly agree

  
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Kolkata

  
Principal  
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Kolkata - 700 053

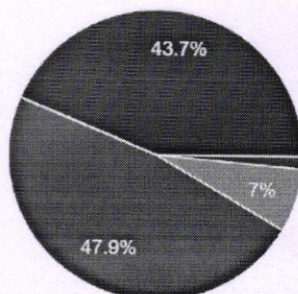


4. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common area... টয়লেট ইত্যাদি জায়গায় পর্যাপ্ত আলো পাওয়া যায়?)  
71 responses



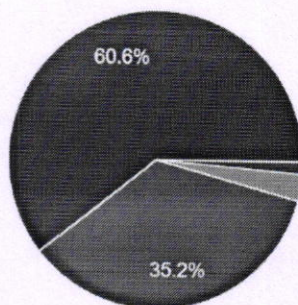
● Strongly disagree  
● Disagree  
● Neutral  
● Agree  
● Strongly agree

5. Adequate security arrangements have been made in the campus and common areas during day and night? (ক্যাম্পাস ও সাধারণ এলাকায় দিনে ও রাতে পর্যাপ্ত নিরাপত্তার ব্যবস্থা করা হয়েছে?)  
71 responses

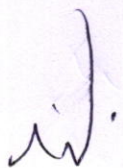



● Strongly disagree  
● Disagree  
● Neutral  
● Agree  
● Strongly agree

6. The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষ সব লিঙ্গকে সমান সুযোগ প্রদান করে?)  
71 responses



● Strongly disagree  
● Disagree  
● Neutral  
● Agree  
● Strongly agree

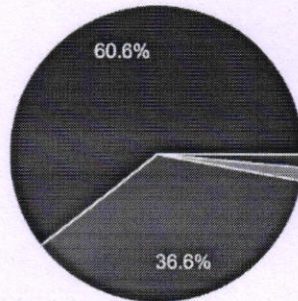
  
**DR. SAMYABRATA DAS**  
Coordinator, IQAC  
New Alipore College  
Kolkata

  
Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053



7. There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীন ও সুষ্ঠু মত প্রকাশের জন্য সব লিঙ্গের সমান সুযোগ আছে কি?)

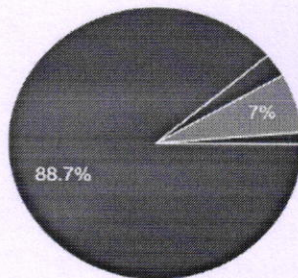
71 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

8. Are you aware that there is a Women Cell in the College? (আপনি কি জানেন যে কলেজে একটি মহিলা সেল আছে?)

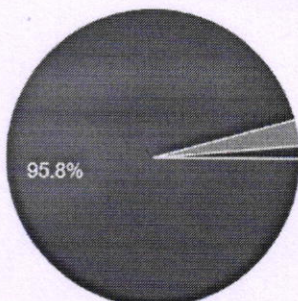
71 responses



- Yes
- No
- May be
- Strongly agree

9. Have you ever faced gender discrimination in your work place? (আপনি কি কখনও আপনার কর্মস্থলে লিঙ্গ বৈষম্যের সম্মুখীন হয়েছেন?)

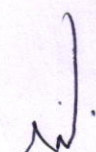
71 responses



- Yes
- No
- May be
- Neutral



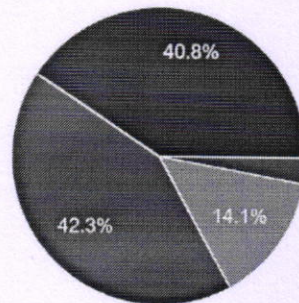
Principal  
New Alipore College  
Block-I, New Alipore  
Kolkata - 700 053

  
DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata



10. Are women well represented in the college administration? (কলেজ প্রশাসনে মহিলারা কি ভাল ভাবে প্রতিনিধিত্ব করেন?)

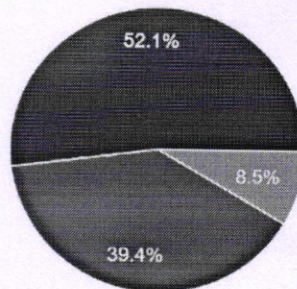
71 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

11. Leaves like parental and child care are available and granted to the employees readily? (কর্মীদের পিতৃকালীন এবং মাতৃকালীন সংক্রান্ত এবং শিশু যত্নের মতো ছুটি কি সহজেই মঞ্জুর করা হয়?)

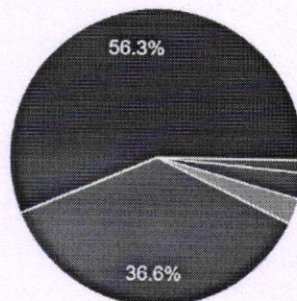
71 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

12. Does the College offer flexible working hours and/or flexible work locations in case of real emergency? (কলেজ কি সত্যিকারের জরুরী পরিস্থিতি...ময় এবং/অথবা নমনীয় কাজের অবস্থান অফার করে?)

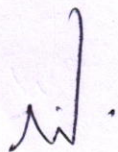
71 responses



- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree



Principal  
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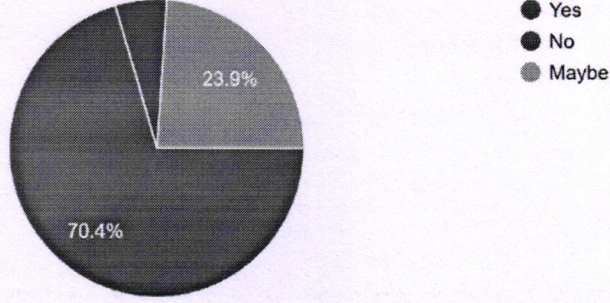


DR. SAMYABRATA DAS  
Coordinator, IQAC  
New Alipore College  
Kolkata



13. Does the College have an anti-sexual harassment, anti-gender violence policy or equivalent?  
(কলেজে কি যৌন হয়রানি বিরোধী, লিঙ্গ সহিংসতা বিরোধী নীতি বা সমতুল্য নীতি আছে?)

71 responses



14. What are the best examples of positive change in the workplace that you have noticed in the past five years?

(কর্মক্ষেত্রে ইতিবাচক পরিবর্তনের সেরা উদাহরণগুলিকে যা আপনি গত পাঁচ বছরে লক্ষ্য করেছেন?)

- Highly cooperative administration. The administration is always supportive and there for everyone.
- positive things like renovation of the college campus starting from garden to vermi compost pit, washroom to common room, conference room with modern facilities to teachers room.
- More CCTV Coverage, Installation of Solar Panel, College Management system, web based Library Management system, More interactive website, New Electronics Laboratory,
- Growing technology based and online campus facility
- Better toilets better security arrangements
- Women Empowerment and friendliness
- User friendly atmosphere and helpful staff members
- Equality
- Good work.
- Examples of creating women cell and anti-sexual harassment cell.
- Administration.

15. How do you expect the workplace to change over the next five years to make it more conducive to women employees?

(নারী কর্মচারীদের জন্য আরও সুবিধাজনক করে তুলতে আগামী পাঁচ বছরে কর্মক্ষেত্রে কীভাবে পরিবর্তন আবেশেবলে আপনি আশা করেন?)

DR. SAMYABRATA DAS  
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Kolkata

Principal  
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Block-I, New Alipore  
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- More washrooms not only for teachers but also for students and periodic maintenance of those things. Give students a awareness session at least once in three month. Campaigning etc.
- Any developments in infrastructure or facilities will be benefited to all employees. More technical lesson to employees on computer/projector/smart class if needed. Giving more and more opportunity to and making the workspace more comfortable and creating positive vibe to all
- Need of a better canteen with good homely food and a rest room for women employees
- upgrade the female staff by Various Training programme, Right to equality, Good environment, Change towards more gender neutral in academic and administrative level., Computer Training classes and also spoken classes..
- Installation of sanitary napkin vending machines.
- Inclusion of larger female members in the college body.
- Expect separate toilet for ladies and gents in the vidyasagarbhaban for teaching faculties and students
- common room for women employees, regular programmes by women cell, more participation from women employees in college administration
- More staff toilets for ladies in every floor, Day care facility for children of working mothers Ladies common room for lady teaching and non-teaching staff. More light in every floor in the evening slot

Principal  
New Alipore College  
Block-I, New Alipore  
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