

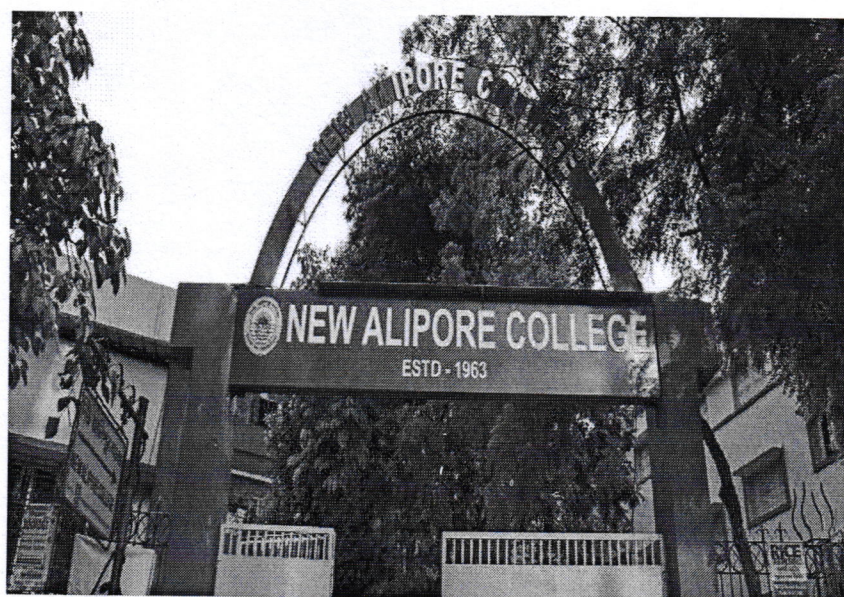
GENDER AUDIT

**A PROCESS FOR ORGANIZATIONAL SELF-ASSESSMENT AND
ACTION PLANNING**



GENDER AUDIT 2021- 2022

**Prepared by
Women's Cell, IQAC, New Alipore College**

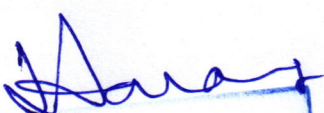


**NEW ALIPORE COLLEGE
KOLKATA**



DECLARATION BY THE AUDIT TEAM

In our professional judgement, 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.


Principal
New Alipore College
Block-I, New Alipore
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PREFACE

Gender equality is a fundamental human right which is essential to achieve peaceful societies, with full human potential and sustainable development. Unfortunately, in many spheres of life there exists discrimination that has led to multi-layered inequalities and denied individuals of their rights to equal resources and opportunities. In this context gender equity initiatives aims to integrate equity in member organizations programming and organizational practices to bring about sustainable organizational change.

“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 fairmindedness of treatment and behaviour 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.



INTRODUCTION

Gender Audit is designed to capture both the programming and organizational characteristics in an interactive manner. It is an assessment tool and process for organizations to use in identifying staff perceptions of how gender issues are addressed in their programming portfolio and internal organizational processes. It helps 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.

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. New Alipore College with the initiative of Women's Cell, IQAC have compiled this Gender Audit. The main purpose of this audit is to:

1. Reflect the status of gender equity within the organization
2. Provide a baseline for collective discussion and analysis, and
3. Construct a participatory process for formulating and implementing the institution's gender equity initiatives.

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 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 the role of the Anti-ragging cell as well as the administration and the Students' Council ensures that the campus is free from any discriminatory practices. The Women's Cell, Equal Opportunity Cell, Internal Complaints Committee function in unison to create a free and fair environment for holistic development of the students.

GENDER POLICY OF THE COLLEGE

- To inculcate gender equity in organizations' values, culture, processes and programmes.
- Practice and support equal pay for equal work.
- Provide an environment that enables both women and men to balance work and family life.
- Maintain gender equity in organizational structures and in staff.
- Promote female representation at senior decision-making positions of the organization.
- Promote teamwork involving both men and women.
- Institute gender analysis and planning in all phases of the program process, in collaboration with local NGO partners.
- Arrange effective measures for the safety and security of all gender.

OBJECTIVES OF GENDER AUDIT

- To provide a tool and approach to assess the compliance with gender equity.
- To develop an action plan for identifying the areas of weaknesses and strengths.
- To enable organizations to identify the impact of gender relations on the institution's culture, processes, programs and organizational performance.
- To modify the inequity and to reinforce the equalizing forces, making the organization more gender responsive.

The society we live in cannot progress if there is inequality on any front. New Alipore College, Kolkata is committed towards upholding the principle of gender justice and endorses a sustained engagement against any form of discrimination and abuse of power based on gender.

The College has a written gender policy that affirms a commitment to gender equity and has an operational plan that includes clear allocation of responsibilities and time for monitoring and evaluation. Gender is taken into account during strategic planning for organizational

activities. The College administration takes responsibility for the development and implementation of the gender policy.

Emphasis is placed on students' qualitative performance along with their overall personality development and consequently believes is an open forum to discuss gender issues.

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 college office has its own separate washroom too.

The girl students are provided with various facilities. The College played a pioneering role by installing sanitary napkin vending machines in the girls' common room which has been instrumental in promoting menstrual hygiene and cleanliness among the girl students.

The college has CCTV monitoring devices installed at different locations 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.

WOMEN'S CELL: COMPOSITION

Prof. Mauli Sanyal (Jt. Convener)

Dr. Nibabari Banerjee (Jt. Convener)

External Member: Jui Biswas, Hon'ble Councillor

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

External Member: Seema Srinivas, Senior Programme Officer, SWAYAM, NGO Representative

Smt. Suparna Saha, NTS Representative

Student's Representative (On invitation basis)

GENDER BALANCE WITHIN THE INSTITUTION

STUDENTS PROFILE

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 2021-22.

Table 1

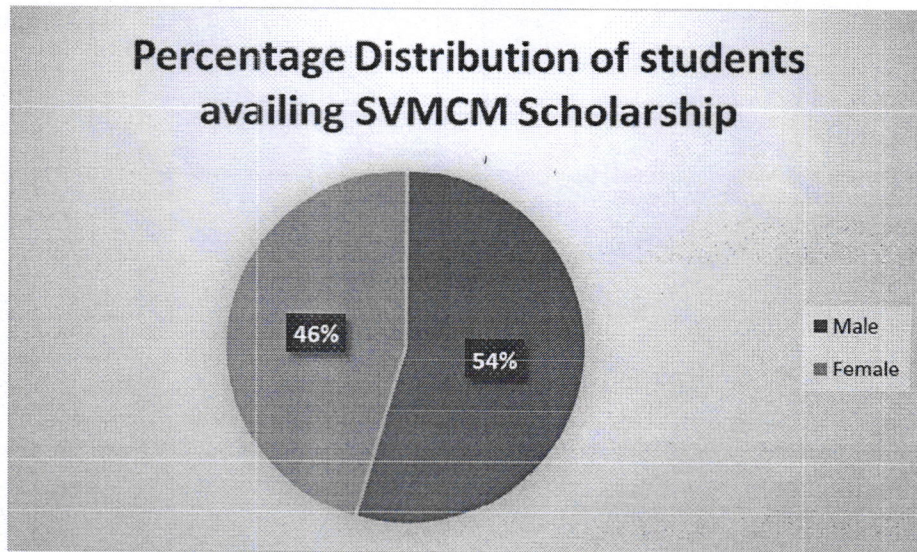
Year	Total	Male	Female	Male (%)	Female (%)
2021-22	2877	1633	1244	57	43

Source: All India Survey of Higher Education (2021-22)

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.

STUDENTS SCHORSHIPS AND AID FUND

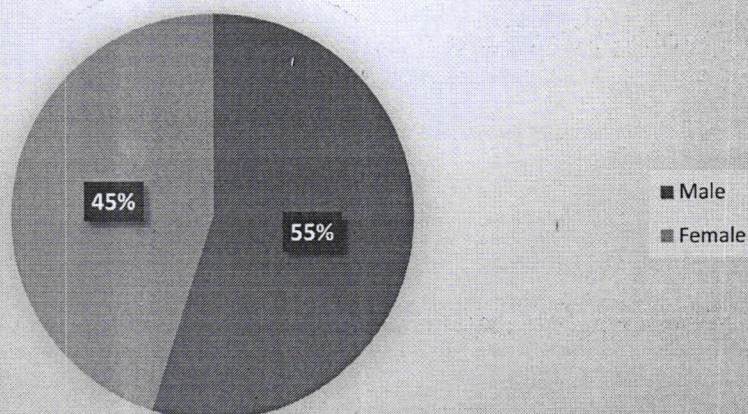
Further, the college plays a pivotal role in facilitating students to get various scholarship schemes and grants provided by the Government. For example, as far as the Swami Vivekananda Merit-cum-Means Scholarship is concerned, the college has relentlessly worked hard so that the students can obtain 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.



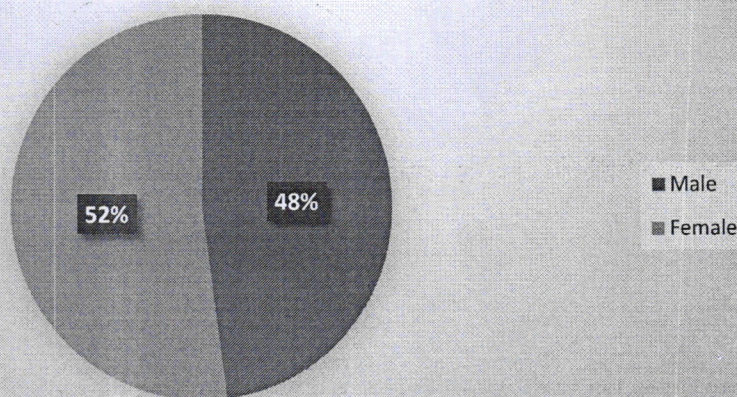
Under the Prohibition of Child Marriage Act, 2006 (PCMA), Govt of West Bengal has introduced the Kanyashree Prakalpa which bagged an UN award in 2018, seeks to improve the status and wellbeing of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfer. New Alipore has perfectly worked towards providing this benefit to numerous girl students. The Kanyashree Committee has been functional for this purpose. About 44 girls are enjoying this financial assistance in terms of K1 and K2 grants in the year 2021-22.

Aikyashree Scholarship, a welfare scheme by the West Bengal Minorities' Department & Finance Corporation to provide financial assistance to minorities students to decrease drop-out rates and continue their studies. The data below shows that girl students are availing more of this scholarship which is a good sign for the society and the college has been successful in motivating them to continue their studies.

Percentage Distribution of Students availing Aikyashree Scholarship



Percentage Distribution of Students receiving Government Scholarships



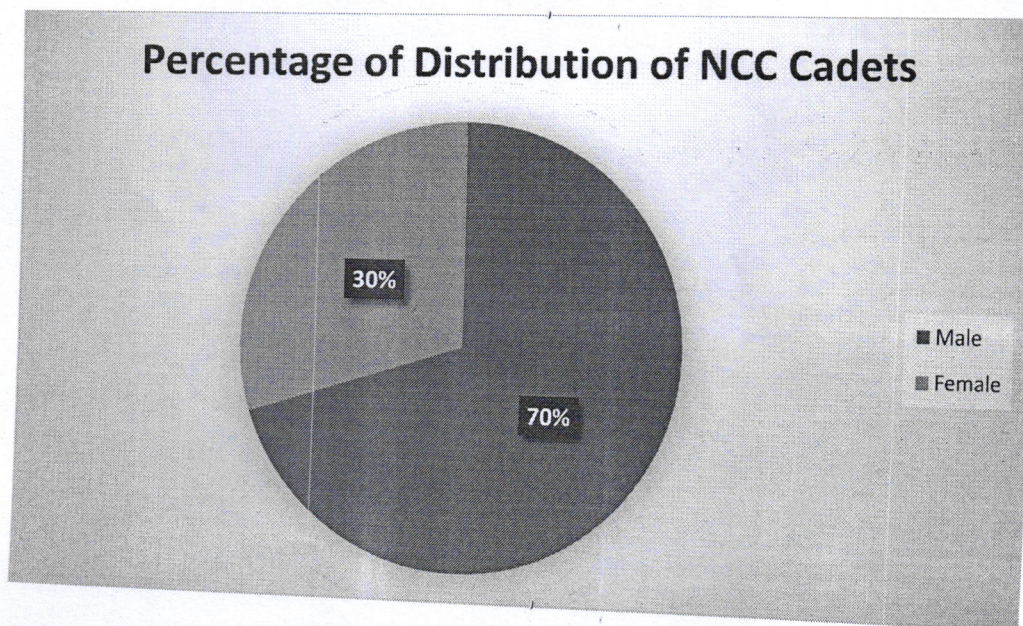
RESULT

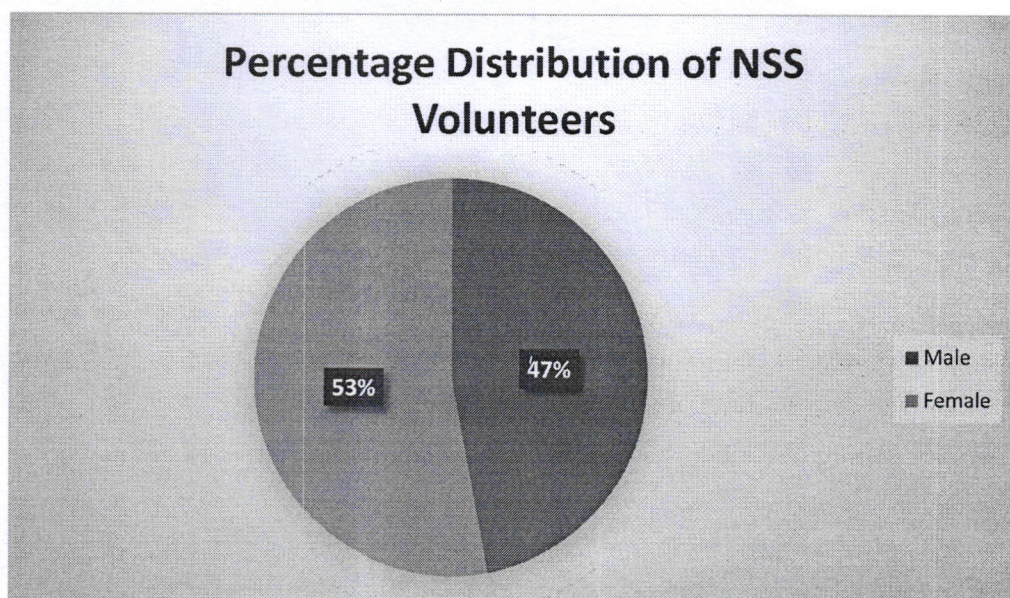
As we move on to the academic performance of the students, it has been witnessed that among the various 19 streams of the college that includes all the three shifts and all the departments, both honours and general), in many streams, girl students were toppers with high CGPA. (Data is for the final semesters for the year 2021-22)

ACTIVITY PROFILE

The NCC unit concentrates in developing their characters and qualities like comradeship, discipline, leadership, and spirit of adventure and provides a suitable environment for taking up a career in the armed forces. This unit focuses on outstanding achievements of the girls. Our NCC students were selected by various appropriate authorities for different assignments in national level, the details of which are given hereunder:

Sl. No.	Regimental No.	Rank	Name	Camp. / Date	Organizing Unit
1	WB20SWA120615	CQMS	Aliviya Ganguly	IGSC Asansol ,10/6 -19/6	10 Bengal
2	WB20SWA120601	SGT	Shreya Sonar	EBSC (online), 26/7-31/7	1st J&K BN
3	WB20SDA120621	CDT	Gautam Prasad Yadav	EBSB (online) ,26/7- 31/7	1st J&K BN
4	WB20SDA120623	SGT	Ananda Sardar	ALC ,28/5- 8/6	25th BN NCC , Kharagpur
5	WB21SDA120320	CDT	Avik Mandal	AITSC ,14/9-25/9	UP
6	WB21SDA120326	CDT	Dibesh Nayak	CATC KL -V, IGC 2022	14 BN , kalyani

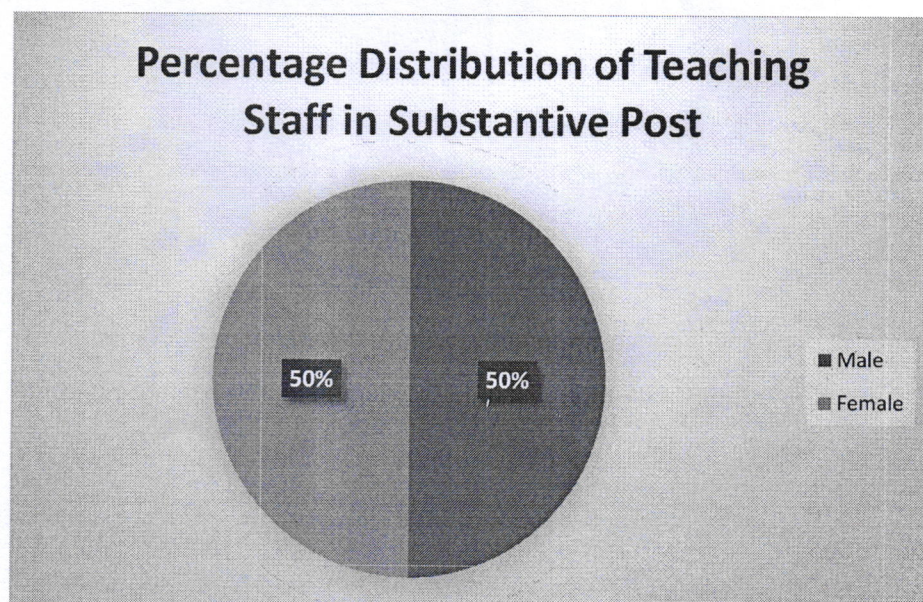




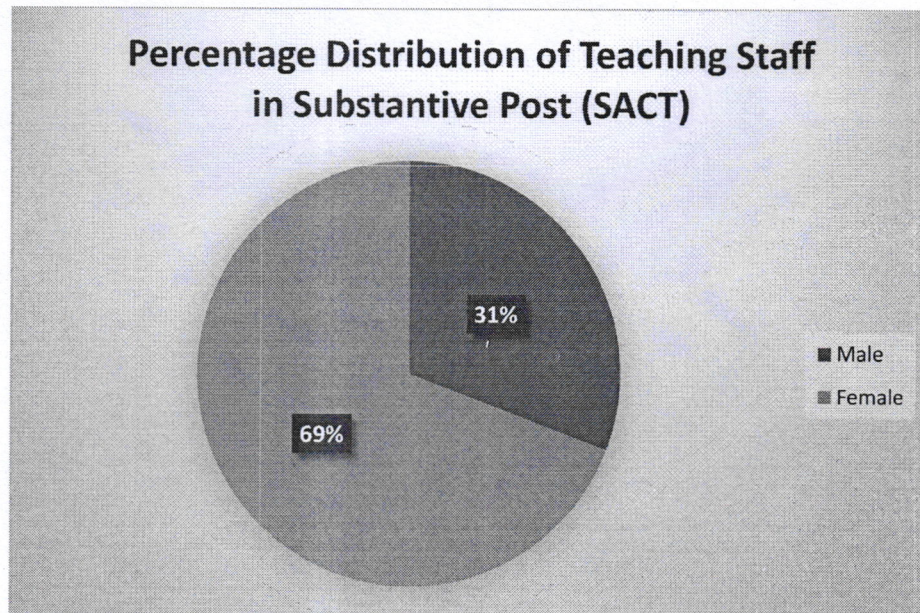
The NSS of the College also takes initiatives to motivate students for their social responsibilities with aim to provide them hands on experience on community service. Whether its Children's Day celebration with destitute or cleaning the college premises and other areas in the locality or planting trees in the college and its neighborhood, distribution of masks and sanitizers during Covid period, participation in dengue awareness programmes, the NSS and NCC cadets work hand in hand to make the world a better to live in

GENDER BALANCE AMONG THE EMPLOYEES

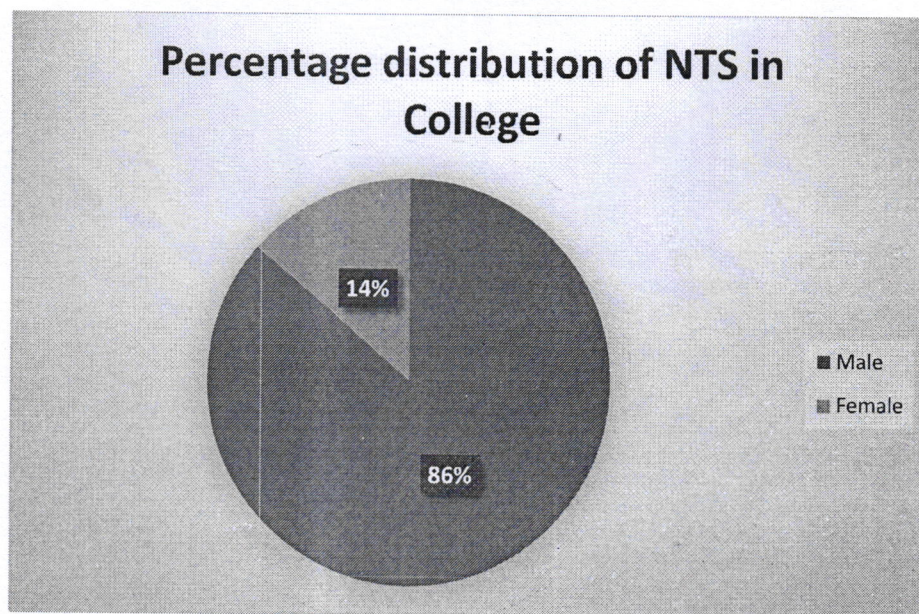
- **TEACHING STAFF**



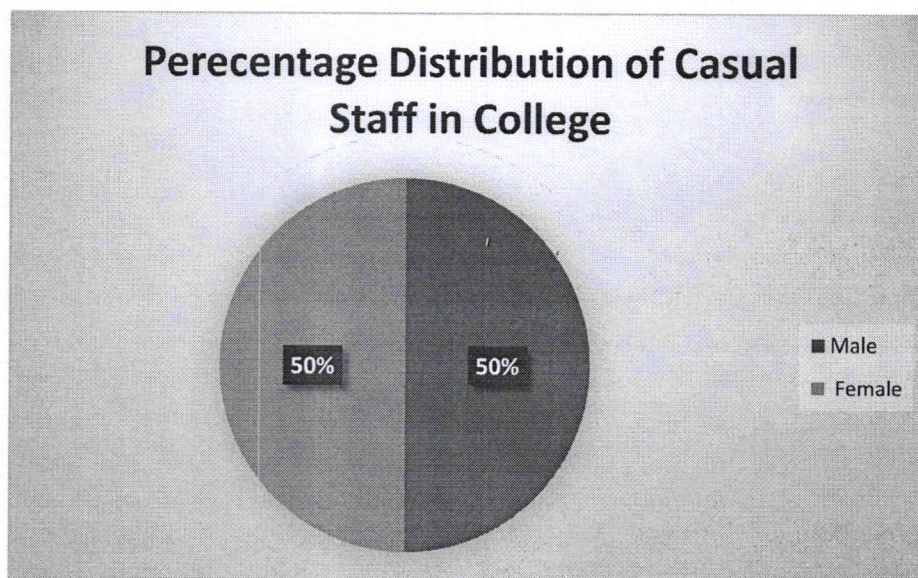
- **TEACHING STAFF (STATE AIDED COLLEGE TEACHER)**



- **NON- TEACHING STAFF**



- **CASUAL STAFF**

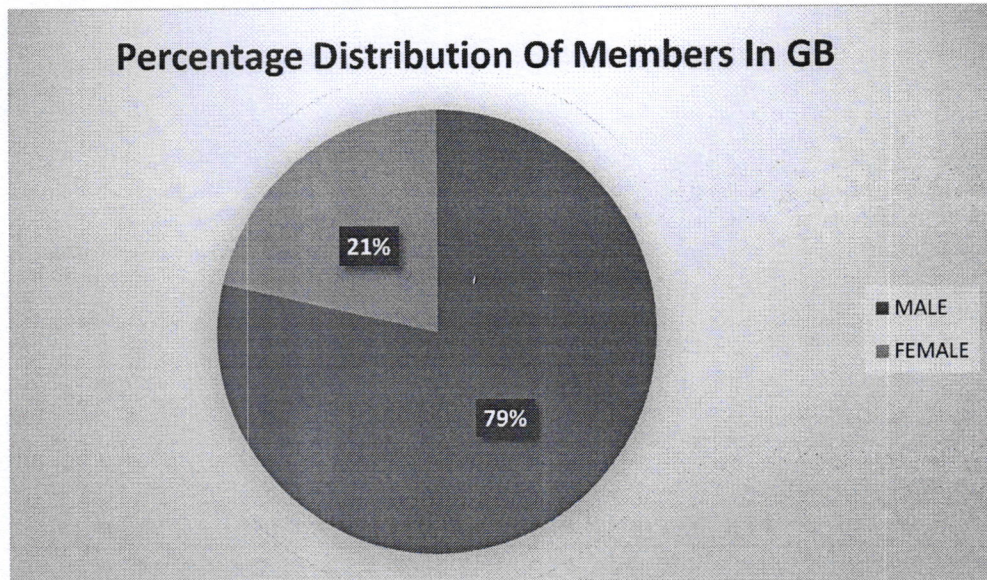


The above figure projects the combined gender profile of the employees of the College. The projection includes all categories of employees, teaching and non-teaching employees. There are at present 92 faculty members, out of which 54 are women. As for the Non-teaching Staff, 25 are male and 9 female staffs.

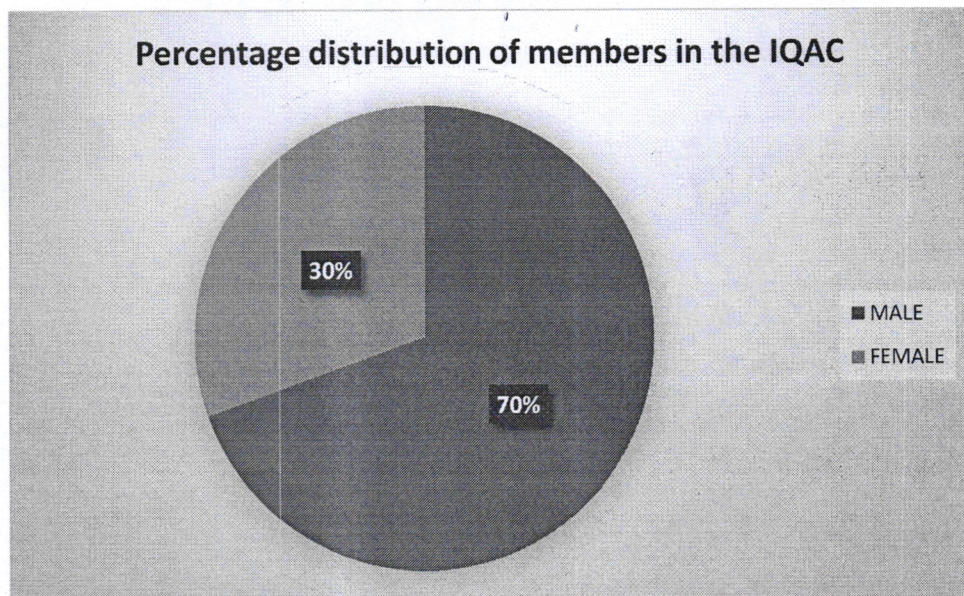
GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY BODIES AND DIFFERENT COMMITTEES

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.

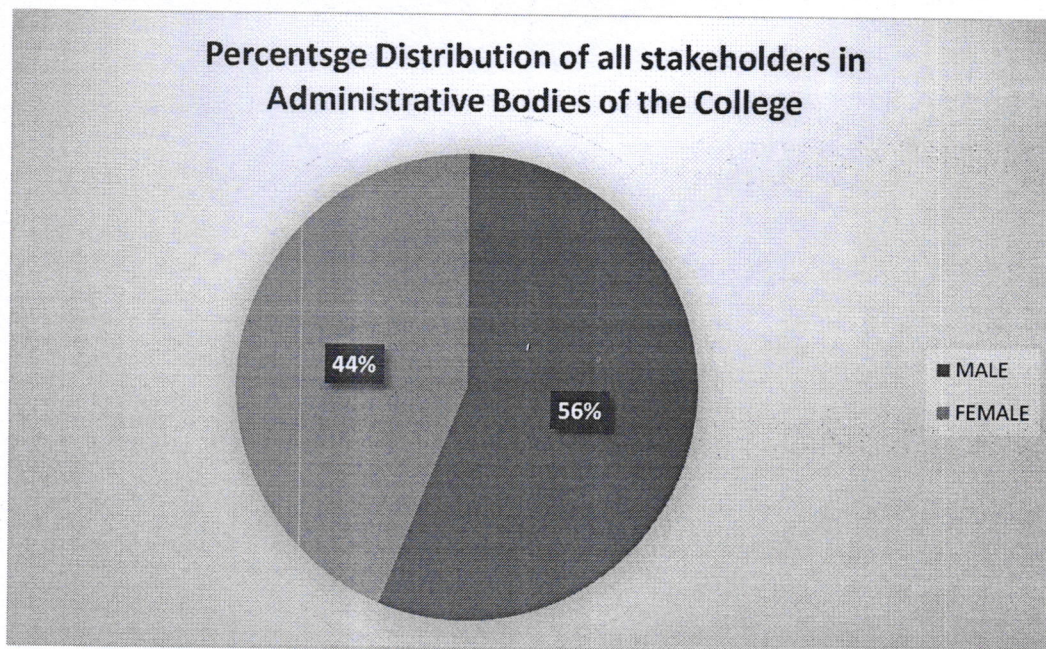
- **REPRESENTATION IN THE GOVERNING BODY**



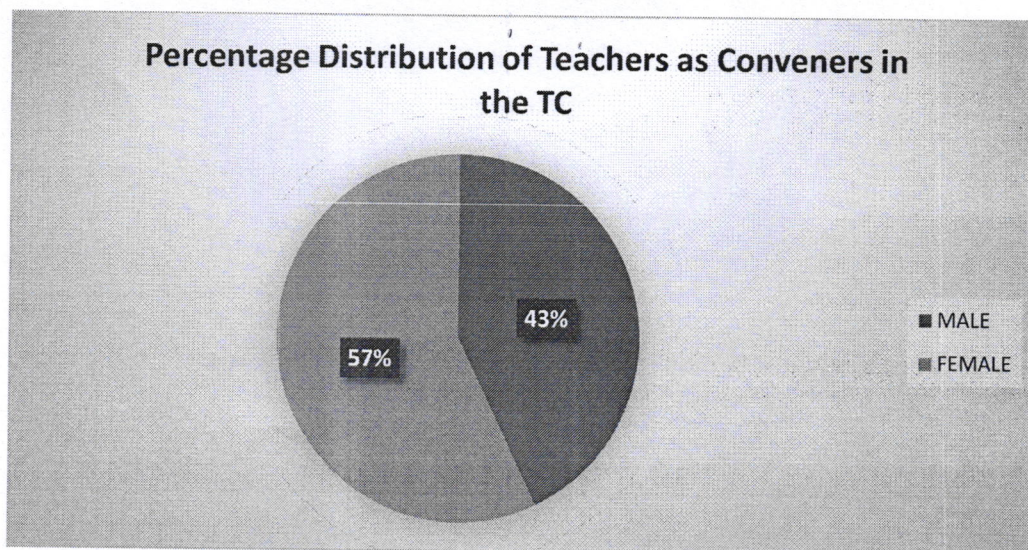
- **MEMBERS IN INTERNAL QUALITY ASSURANCE CELL**



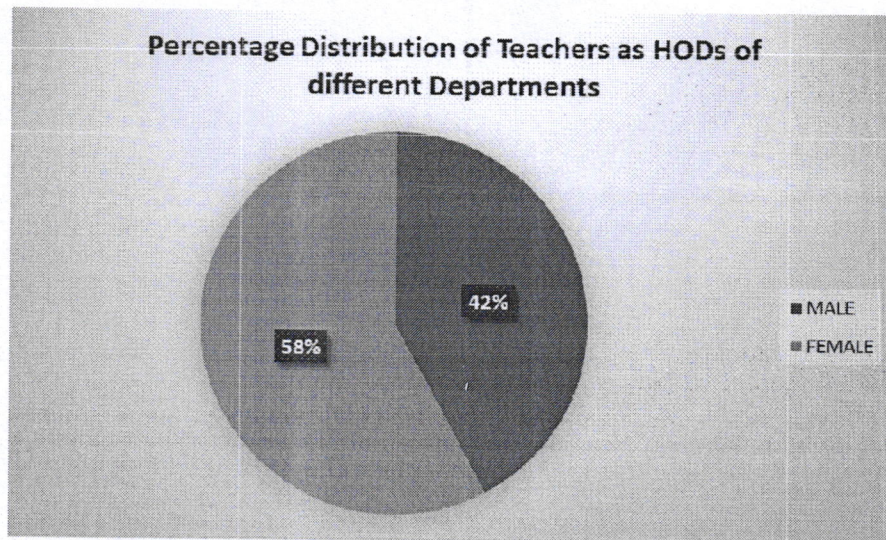
REPRESENTATION IN ADMINISTRATIVE COMMITTEES



- **TEACHERS IN A LEADERSHIP ROLE-CONVENERS IN TEACHERS COUNCIL**



- **TEACHERS IN A LEADERSHIP ROLE - HODs**



It is evident from the above charts that the institution encourages female staff to assume decision making roles like Conveners of different Committes and as Head of the Departments.

GENDER SENSITISATION INITIATIVES

In June, 2017 the college formed a committee to organize regular sessions on gender and society which included members from teaching, non-teaching communities, representatives of students and resource persons from the fields of academic and activism. The Women's Cell started functioning from 2018-19. The college has organized sensitization programs to bring about changes in the perception and behaviour of teachers, parents and students towards men and women, girls and boys and to provide them with equal opportunities and treatment. Talks, Seminars on issues like social security, discriminations, gender violence and most importantly empowerment of women are organized on a regular basis in the college and many notable personalities have graced the college with their presence on many occasions and enlightened the stakeholders on various issues.

A two-day state level webinar was organized jointly by Women's Cell, Psychological Counselling Cell and Anti-sexual Harassment Cell, New Alipore College Kolkata in collaboration with South Calcutta Girls College, Kolkata on 1st and 3rd October, 2021. The

webinar covered various issues like stress management, consent and prevention of sexual harassment at work place, gender, sex and sexuality. The resource persons belonged to various fields like psychologist Dr. Samapika Das Biswas who spoke about handling stress in everyday life in detail. It was Covid time and the students, the faculty and non-teaching staff were highly benefitted to know both theoretical and practical ways to release anxiety at various levels and degrees. On day two of the webinar, Advocate Kaushik Gupta of Calcutta High Court with his lecture made the audience understand the meaning of consent and the ways to identify and legally take up the matter of sexual harassment at workplace. Smt Sremoyee Ghosal, noted psycho-social counsellor was the second speaker and she discussed in detail about the connotations of gender, sex and sexuality. These issues are important in our daily life, still form a taboo in our Indian society. It was an enriching session altogether and the audience had a lot of questions which were answered promptly and satisfactorily by the resource persons.

On 8th of March, 2022, International Women's Day was celebrated in the College. It was decided to hold an extempore competition where we wanted students to talk about their view on designating a particular day as Women's Day and celebrating it. Both male and female students participated in the event. They shared varied opinions on the role of women in the society, celebrating womanhood, identifying a particular day for such celebrations and many other views. The audience were amazed at the various angles from which the issue was raised.

A gender sensitization program was organized on 11th March, 2022. An interactive session was held with Yashodhara Raychaudhuri, a renowned poet and activist. Students shared their view about position of women in the society, how they are stereotyped, how they are indispensable in family life but at the same time exploited in various ways, how a person ought to behave with the mother, the wife, the daughter and gender inequality in the society, in general. It was a very fruitful session as the view of the young generation of today came into the forefront.

The Cell in collaboration with Youth for Human Rights, International, Washington DC, organized a talk about human rights and gender, on 28th March, 2022. Ms Shaleen Das, Human Rights Consultant, activist and trainer for India, USA, Nigeria and Mauritius, was the resource person. She spoke in detail about Human Rights as rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other

status. That these rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. A unique issue was raised about etiquette behaviour and how both the genders should behave so that human rights is not violated and the respect and sanctity of all is safeguarded.

The college, since 2022, is associated with the renowned NGO, SWAYAM, Kolkata, a feminist organization committed to advancing women's rights and ending discrimination and violence against women and girls. Two of our students, Soumyasish Paul and Rima Mukherjee, from the Department of Economics of the college participated in a three-day gender equality training programme conducted by the organisation on understanding gender equality and creating a violence free society. They successfully completed the programme and were highly motivated towards the aim of promoting gender equality.

Apart from the Women's Cell as part of the IQAC, the college also has an Anti-sexual Harassment Cell, Grievance Redressal Cell, Anti-Ragging Cell, Equal Opportunity Cell, Internal Complaints Cell that function relentlessly to make the ambience of the college gender neutral and violence free. The Psychological Counselling Cell and Mentoring Committee works towards For safeguarding the interests of students as well as the male and female staff and These bodies arrange lectures by lawyers, social workers to generate awareness. Securing the Self: Encountering the World which dealt with the gender construction within the societal ambit was another pioneering effort by the college.

BEST PRACTICES

1. The College attaches utmost importance to gender equity.
2. Various issues related to different aspects of gender like gender sensitization and gender equity are prioritized in the college agenda and workshops, seminar and events are conducted regularly to that effect.
3. The College has maintained a gender segregated data on most of the issues related to the students and staff.
4. Scholarships and Students Concessions are availed of by boys and girls alike.
5. The Cells conduct different programmes with students, staff and experts in the fields both inhouse and other recognised organisations on a regular basis.

6. The College ensures that human resource policies are flexible for women and men and family friendly.
7. The College administration has regularly supported employees in terms of granting maternity, paternity leave and child care leave.
8. The College has actively functioning Gender Cell along with Anti-Ragging, Equal Opportunity, Internal Complaint and Grievance Redressal Cells that are committed to provide a free and fair environment to the students in the College.
9. The College has put up Display Boards where the names and contact details members of all these Committees are displayed
10. The College authorities are easily approachable by the students.

POLICY RECOMMENDATIONS

- 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 should be arranged.

CONCLUSION

The Gender Audit Team analyzed that the top-level leadership publicly support gender integration, effectively communicate the organization's commitment to gender equity, commit stafftime and financial resources, and institute needed policies and procedures. This shows the willingness to invoke gender equity in the institution. Moreover the organizational culture in the college is more or less of a balanced nature as evidenced in a gender-balanced staff, a gender sensitive governance structure, and the equal valuing of women and men's working styles. There however is the need to increase the technical capacity to increase staff skills in gender analysis, adoption of new systems for gender disaggregated data, and the development of gender sensitive tools and procedures.

SOME VISUAL ILLUSTRATIONS



Our NCC Cadets



NCC Girls in Action



Our NSS Volunteers



NEW ALIPORE COLLEGE
Invites you to a State Level Webinar
Jointly Organized by

Psychological Counselling Cell, Anti-Sexual Harassment Cell &
Women's Cell

(Under the Internal Quality Assurance Cell, NAC)
in collaboration with

SOUTH CALCUTTA GIRLS' COLLEGE



DAY 1
01-10-2021
6 PM

TOPIC: STRESS MANAGEMENT

Resource Person:

Dr. Samapika Das Biswas,
Psychologist



NEW ALIPORE COLLEGE
INVITES YOU TO A STATE LEVEL WEBINAR
JOINTLY ORGANIZED BY

PSYCHOLOGICAL COUNSELLING CELL, ANTI-SEXUAL HARASSMENT CELL &
WOMEN'S CELL

(UNDER THE INTERNAL QUALITY ASSURANCE CELL, NAC)
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

Two Day State Level Webinar

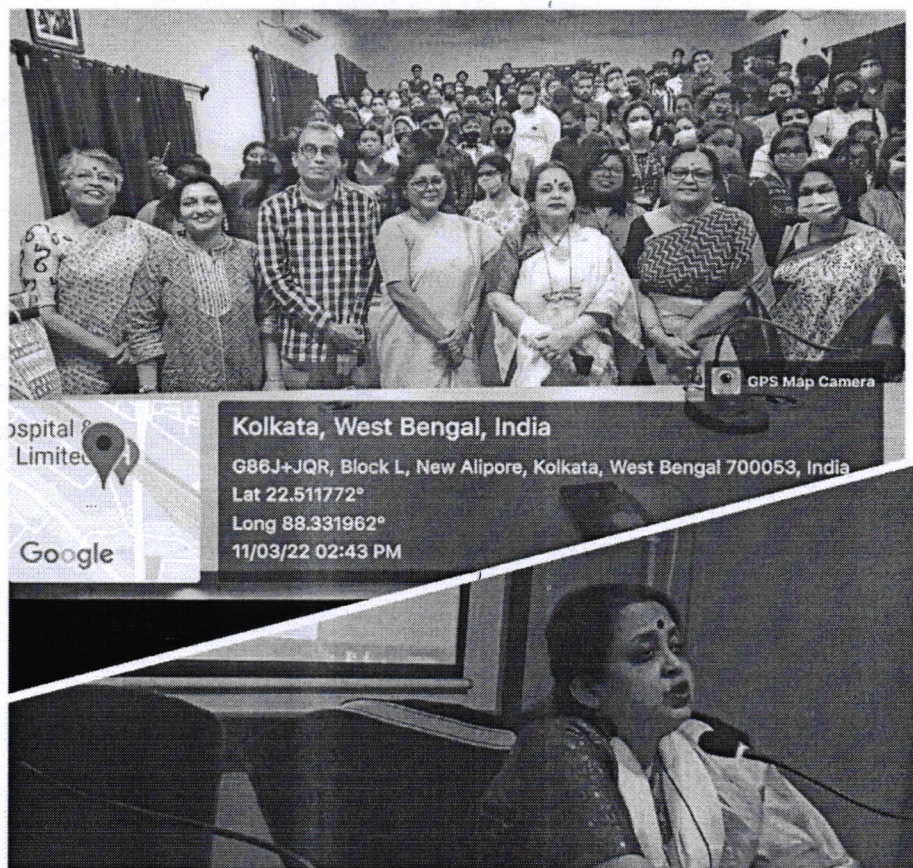
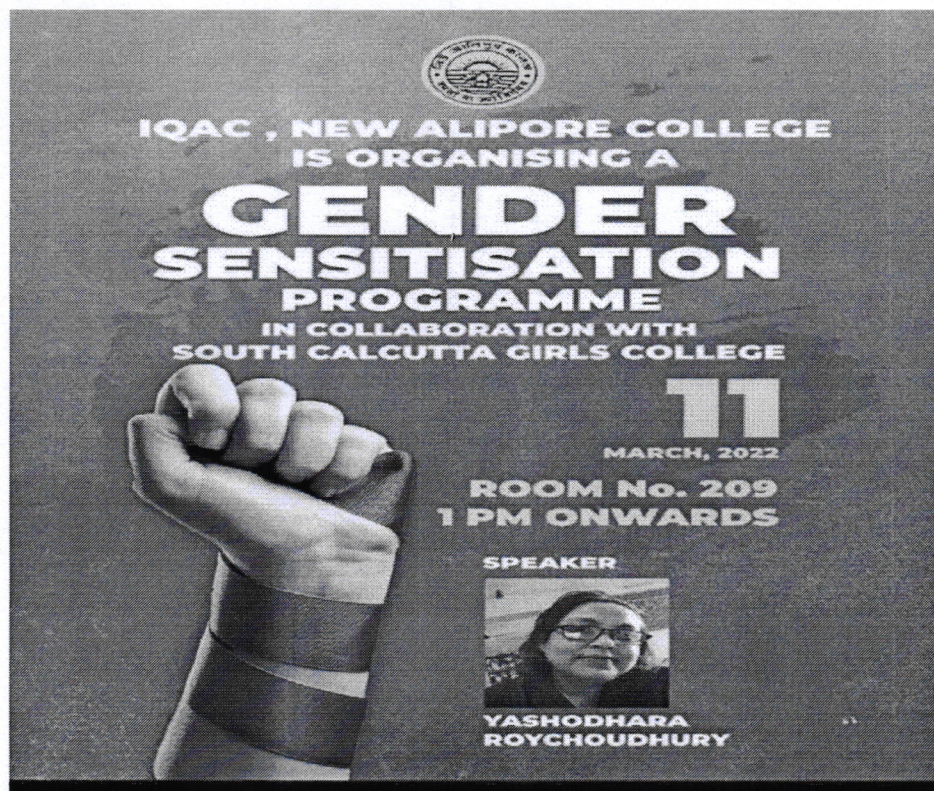
Extempore Competition for students on International Women's Day



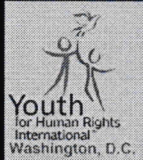
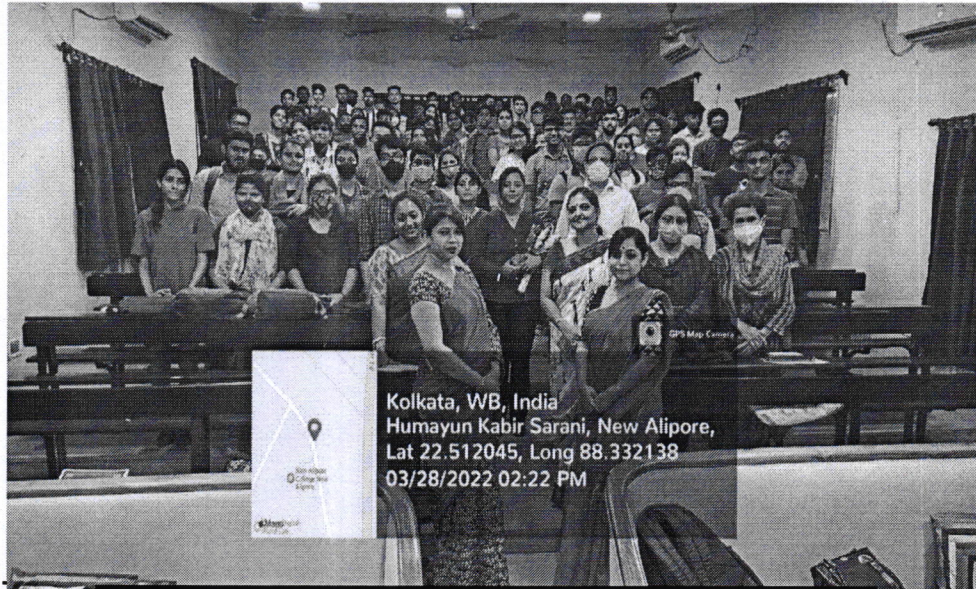
Members of Women's Cell with the Winners and Judges of the Competition



Gender Sensitization Programme



Seminar on Human Rights Education



New Alipore College, Kolkata
Department of Anthropology & Women's Cell

Seminar on Human Rights Education



Guest Speaker
Shaleen Das

Human Rights Consultant, Activist, Trainer for
India, USA, Nigeria & Mauritius
Specialist in Men's Rights & Etiquette trainer



PATRON
Dr. Jaydeep Sarangi, Principal -
New Alipore College

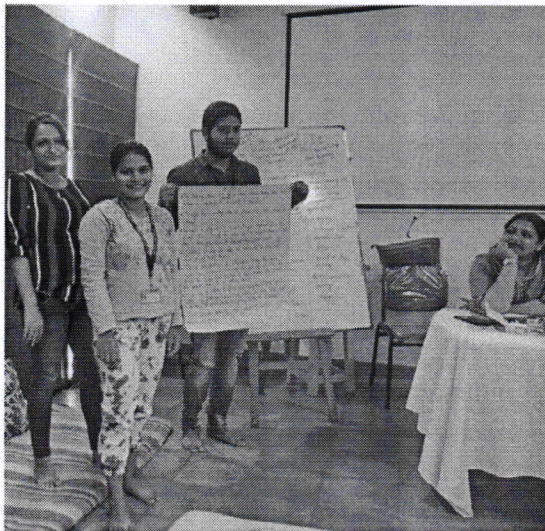
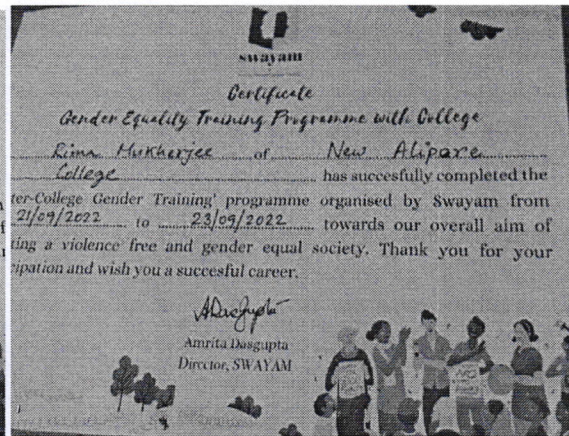
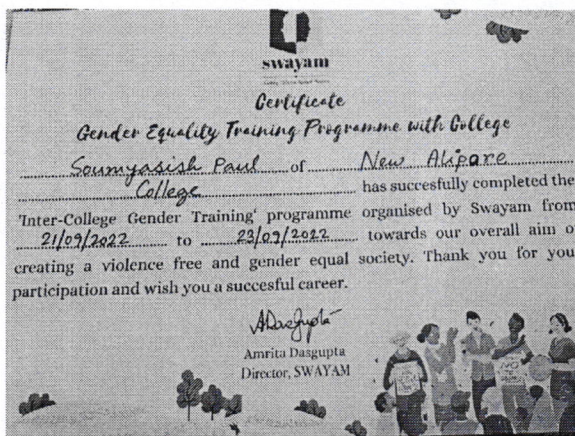
Date: 28th March 2022
Time: 1:00PM



Supporting Organization:



Knowledge Steez
www.knowledgesteez.com



Training Programme on Gender Equality conducted by SWAYAM, attended by our college students

APPENDIX-I-SURVEY

A. FORMAT OF QUESTIONNAIRE: STUDENTS

	CONTROL OBJECTIVE	OPTION
1	Do you know college has CCTV surveillance (তুমিকিজানোকলেজিসিসিটিভিনজরদারিআছে?)	Yes No Maybe
2	Are adequate number of toilets available in the campus for girls? (মেয়েদেরজন্যক্যাম্পাসেপর্যাপ্তসংখ্যকটয়লেটআছে?)	Yes No Maybe
3	Are adequate facilities are available inside the toilet keeping in mind the need of the male and female students Are adequate disposal bins are available in the toilet? (ছেলেএবংমেয়েপড়ায়দের প্রয়োজনেরকথামাথায়রেখেটয়লেটেরভিতরেপর্যাপ্তসুবিধাপাওয়াযায়? টয়লেটেপর্যাপ্তডিসপোজালবিনপাওয়াযায়?)	Strongly disagree Disagree Neutral Agree Strongly agree
4	The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষসবলিঙ্গকেসমানসুযোগপ্রদানকরে?)	Strongly disagree Disagree Neutral Agree Strongly agree
5	There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীনওন্যায্যমতপ্রকাশেরজন্যসবলিঙ্গেরসমানসুযোগআছে?)	Yes No Maybe
6	Have you ever faced gender discrimination in your college? (তুমিকিখনওতোমারকলেজেলিঙ্গবৈষম্যেরসম্মুখীনহয়েছে?)	Yes No Maybe
7	Do you know the college has a women cell, anti-sexual harassment cell and grievance redressal cell? (তুমিকিজানোকলেজেমহিলাসেল, যৌননির্যাতনবিরোধীসেলএবংঅভিযোগপ্রতিকারসেলআছে?)	Yes No Maybe
8	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, টয়লেটইত্যাদিআলোপর্যাপ্তআলোপাওয়াযায়?)	Yes No Maybe
9	Adequate security arrangements have been made in the campus and common areas during day and night? (ক্যাম্পাসওসাধারণএলাকায়দিনেওরাতেপর্যাপ্তনিরাপত্তাব্যবস্থাকরাহয়েছে?)	Strongly disagree Disagree Neutral Agree Strongly agree
10	Is gender awareness programme conducted in your college? (কলেজেজিজ্ঞাসারসচেতনতাকার্যক্রমপরিচালিতহয়?)	Yes No Maybe
11	Does the college have separate common rooms and games room for male and female students? (কলেজেজিকিপুরুষওমহিলাশিক্ষার্থীদেরজন্যআলাদাকমনরুমএবংগেমসরুমআছে?)	Yes No Maybe
12	Does the college give equal opportunity for extracurricular and gaming activities to all students irrespective of gender? (কলেজকিলিঙ্গনির্বিশেষেসমস্তছাত্রদেরএবংছাত্রীদেরজন্যপাঠ্যক্রমবহির্ভূতএবংগেমিংকার্যকলাপেরজন্যসমানসুযোগদেয়?)	Yes No Maybe
13	Are girl students well represented in the activities of the college?(কলেজে পঠনপাঠনওঅন্যান্যকর্মসূচিতে মেয়েরাকিভালভাবেপ্রতিনিধিত্বকরেন?)	Strongly disagree Disagree Neutral Agree Strongly agree
14	What are the best examples of positive change in the college that you have noticed in the past five years? (কলেজে ইতিবাচকপরিবর্তনেরসেরাউদাহরণগুলিকীয়াআপনিগতপাঁচবছরেলক্ষ্যকরেছেন?)	

B. FORMAT OF QUESTIONNAIRE: TEACHERS

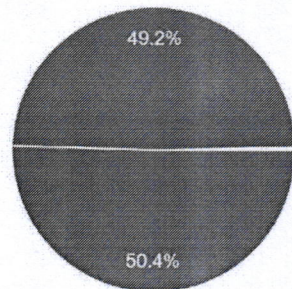
	<u>CONTROL OBJECTIVE</u>	<u>OPTION</u>
1	The college conducts gender sensitization program ?(কলেজলিঙ্গসংবেদনকর্মসূচিপরিচালনাকরে?)	Strongly disagree Disagree Neutral Agree Strongly agree
2	Adequate number of toilets are available in the campus for girls?(মেয়েদেরজন্যক্যাম্পাসেপর্যাপ্তসংখ্যকটয়লেটআছে?)	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? (ক্যাম্পাসওসাধারণএলাকায়দিনেওরাতেপর্যাপ্তনিরাপত্তারব্যবস্থাকরাহয়েছে?)	Strongly disagree Disagree Neutralagree 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? (স্বাধীনওসুষ্ঠুমতপ্রকাশেরজন্যসবলিঙ্গেরসমানসুযোগআছেকি?)	Strongly disagree Disagree Neutral Agree Strongly agree

8	Are you aware that there is a Women Cell in the College? , (আপনিকি জানেন যে কলেজে একটি মহিলা সেল আছে?)	Yes
		No
		Maybe
		Strongly agree
9	Have you ever faced gender discrimination in your work place? (আপনিকি কখনও আপনার কর্মস্থলে লিঙ্গ বৈষম্যের সম্মুখীন হয়েছেন?)	Yes
		No
		Maybe
		Neutral
10	Are women well represented in the college administration? (কলেজ প্রশাসনে মহিলায় 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 কিসে 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 কিসাতি কারের 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, লিঙ্গ সহিংসতা 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

Gender Neutrality in College (কলেজে লিঙ্গ নিরপেক্ষতা) : Students

Gender (লিঙ্গ)

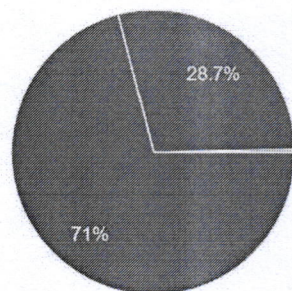
575 responses



- Female
- Male
- Prefer not to say
- Other
- Transgender

Age(বয়স)

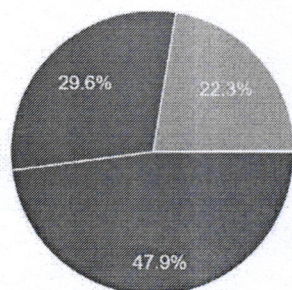
575 responses



- 18-20
- 20-24
- 24 and above

Semester (শ্রেণী)

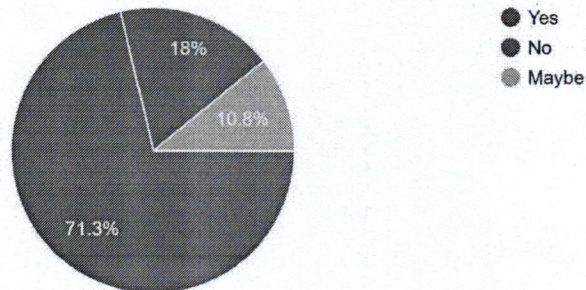
574 responses



- Semester 1
- Semester 3
- Semester5
- Other

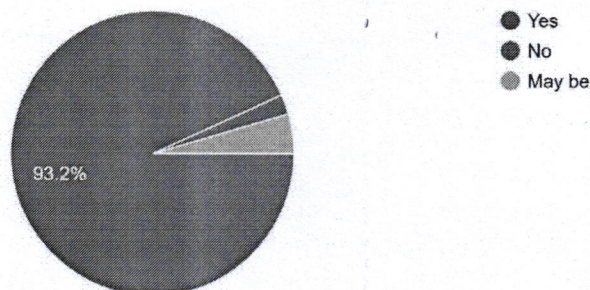
1.Does the college have separate common rooms and games room for male and female students?
(কলেজে ছেলে এবং মেয়ে পড়ুয়াদের জন্য আলাদা কমন রুম ও খেলার ুজায়গা আছে)

567 responses



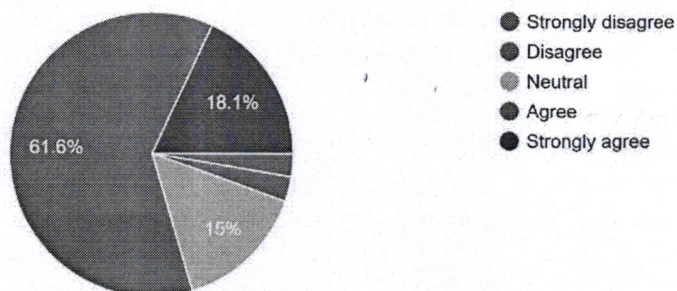
2.Do you know college has CCTV surveillance ?(আপনি কি জানেন যে কলেজে CCTV আছে)

575 responses



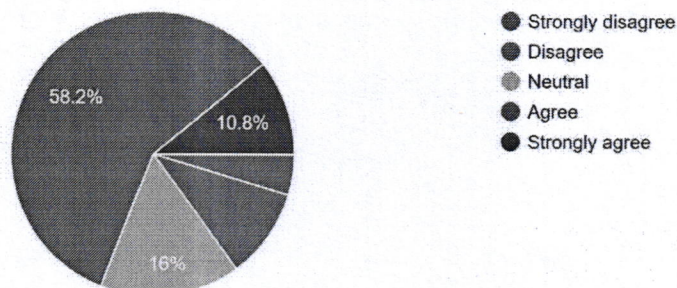
3. Adequate number of toilets are available in the campus for girls?(মেয়েদের জন্য ক্যাম্পাসে পর্যাপ্ত সংখ্যক টয়লেট আছে?)

575 responses



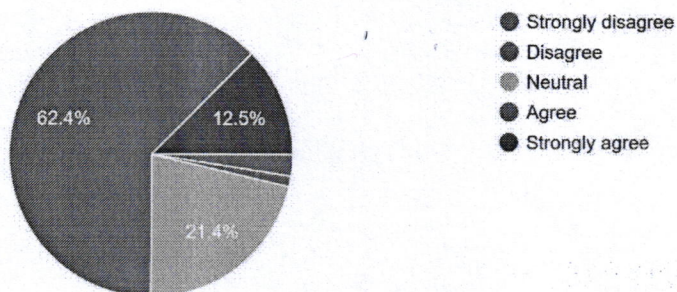
4. Adequate facilities are available inside the toilet keeping in mind the need of the male and female students Adequate disposal bins are available...যায়? টয়লেটে পর্যাপ্ত ডিসপোজাল বিন পাওয়া যায়?)

194 responses



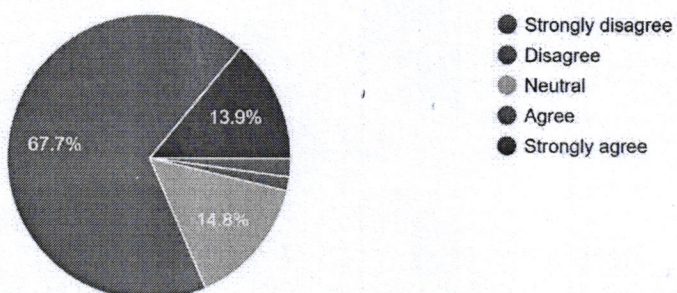
5. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common are... টয়লেট ইত্যাদি জায়গায় পর্যাপ্ত আলো পাওয়া যায়?)

575 responses



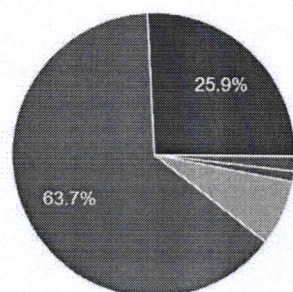
6. Adequate security arrangements have been made in the campus and common areas during day and night? (ক্যাম্পাস ও সাধারণ এলাকায় দিনে ও রাতে পর্যাপ্ত নিরাপত্তার ব্যবস্থা করা হয়েছে?)

575 responses



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

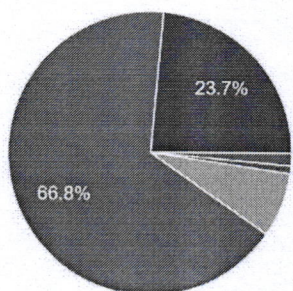
575 responses



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

8. 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?)

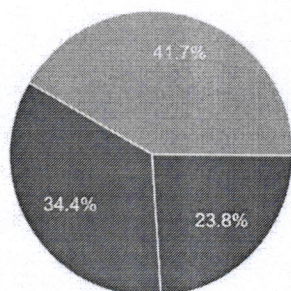
575 responses



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

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

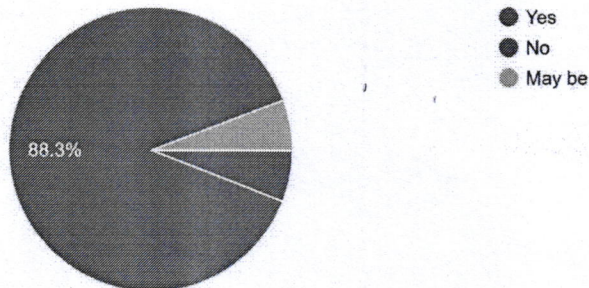
575 responses



- Yes
- No
- May be

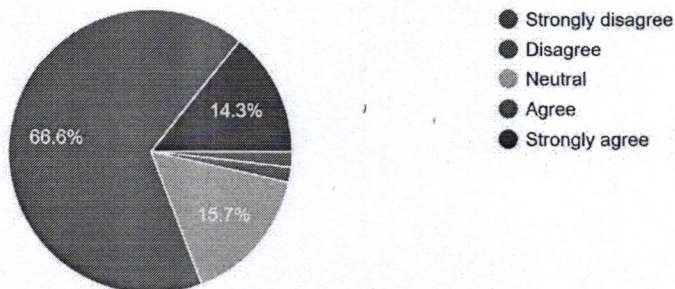
10. Have you ever faced gender discrimination in your college? (আপনি কি কখনও আপনার কলেজে লিঙ্গ বৈষম্যের সম্মুখীন হয়েছেন?)

575 responses



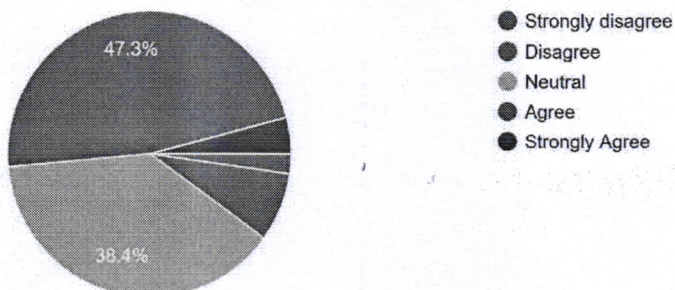
11. Are girl students well represented in the activities in the college ? (কলেজে পঠন পাঠন ও অন্যান্য কর্মসূচি তে মেয়েরা কি ভাল ভাবে প্রতিনিধিত্ব করেন?)

575 responses



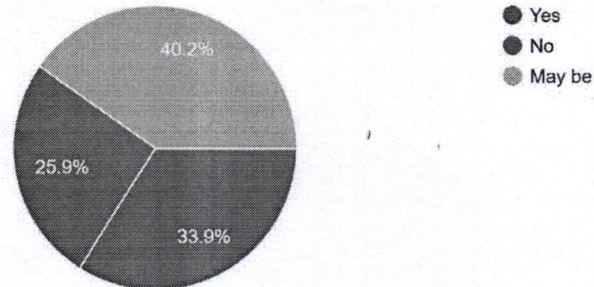
12 Does the college conducts gender sensitization program ? (কলেজ লিঙ্গ সংবেদন কর্মসূচি পরিচালনা করে?)

575 responses



13. Do you know the college has Anti sexual Harassment Cell, Grievance Redressal Cell and Equal Opportunity Cell(আপনি কি জানেন যে কলেজে যৌন...ভিযোগ প্রতিকার সেল ও সমান অধিকার সেল আছে?)

575 responses



What are the best examples of positive change in the college that you have noticed in the past five years? (

কলেজে ইতিবাচক পরিবর্তনের সেরা উদাহরণগুলি কী যা আপনি গত পাঁচ বছরে লক্ষ্য করেছেন ?)

- The classroom offers equal opportunities to all genders
- Akhono Porjonto Kichu Lokkhokorini
- Cleanliness and saninity in washroom is required.
- Many changes
- I don't know about to much of this college, cause I have been admitted to college for a few days
- Nothing much
- College Ambience
- Everything
- Good security, Best teaching and non-teaching staff
- I have no idea
- It is fine just the staffs need to be little more cooperative rather feeling irritated
- Better Campus
- Garden, play ground
- Giving equal opportunities
- Good environment

- College is good
- Best college
- I have seen so many changes in last 1 years 1st our college Garden then the 2nd one is our college canteen. Last but not the list I am lucky to be a part of NAC
- Best guide
- I have been in this college for just few months, but within this span of time, I have seen the teachers and students showing utmost support to all the genders and ethnicities of the students and teachers. Strong participation of people of all genders is easily visible. We feel at home when we are at campus. I'd like to show my gratitude to the head of the institution to design every corridor of this college with his positivity, and let us be a part of it everyday.
- Everything I have found
- Many changes happened
- Adding more features in lab
- লাইব্রেরি উন্নতি
- Always supportive teacher..
- Good college
- Classes are well attended by the students of both genders.
- Both girls and boys are treated as equal in college but one thing is that college education quality also improve .
- Canteen
- প্রত্যেকটি শিক্ষার্থী সমান ভাবে অধিকার পেয়েছে
- As per my opinion the college is very clean, its teaching faculties are very good, the classrooms are very clean, there is also a garden which is very beautiful and maintained.
- clean up college campus & classroom
- College social
- Pretty good
- All teachers are more helpful and friendly to all semester students
- I just got into college
- College campus safety

- Study
- Every thing is perfect
- Helpful
- Fresh Wash Room, NCC Campus
- Neutrality
- All teachers are very responsible.
- Onekkichu
- Friendly environment in the college campus

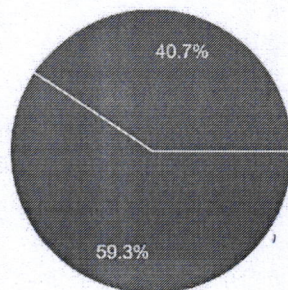
- Amar prothombochor ay collage I But collage dhukekhubvalolagchey lare amader senior gulo khubvalo
- Campus becomes so beautiful
- For Save Nature 🌿 🍃
- Including different new departments in the college



• **Questionnaire for Self -Assessment and Action Planning with respect to Gender Neutrality in the College (TEACHERS)**

Gender(লিঙ্গ)

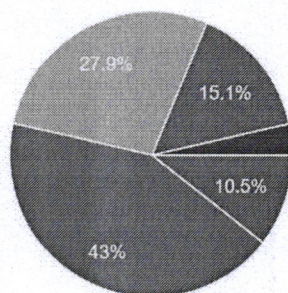
86 responses



- Female
- Male
- Prefer not to say
- Other

Age(বয়স)

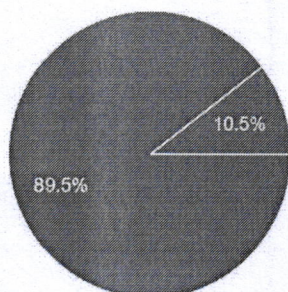
86 responses



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

Designation

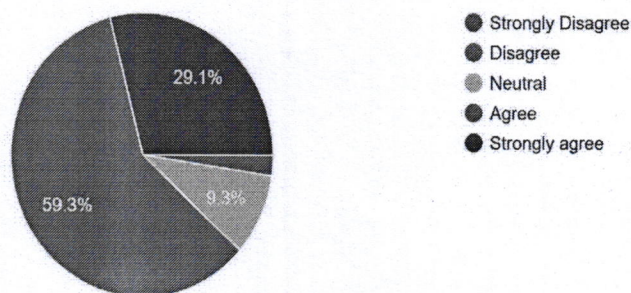
86 responses



- Teacher
- Non-Teaching Staff

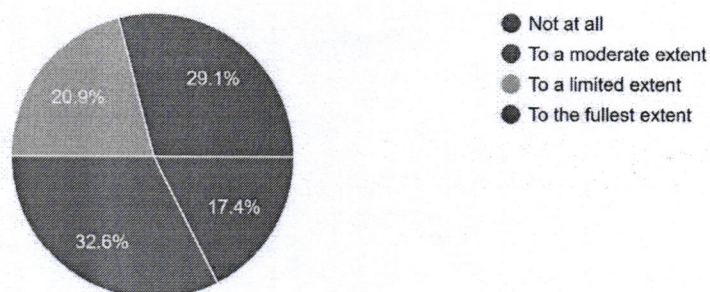
The college conducts gender sensitization program ? (কলেজ লিঙ্গ সংবেদন কর্মসূচি পরিচালনা করে?)

86 responses



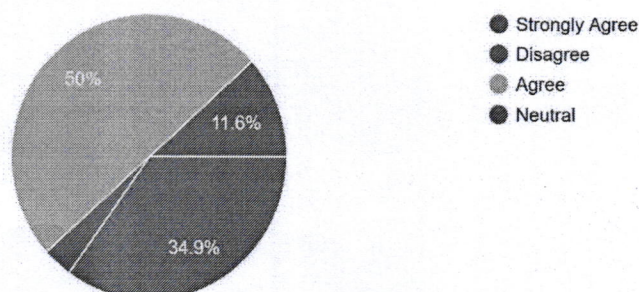
Is gender disaggregated data collected for programmes and projects?(কলেজের যে কোন অনুষ্ঠান বা কর্মসূচি লিঙ্গ ভিত্তিক তথ্য সংগ্রহ করে থাকে)

86 responses



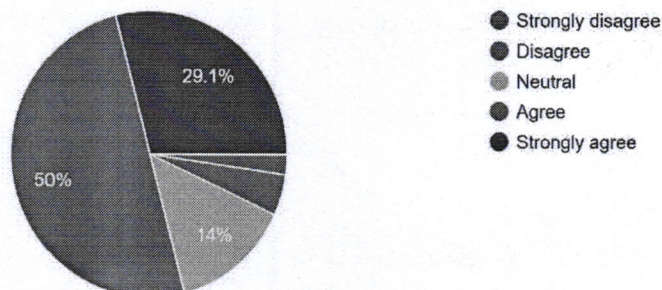
Programs/projects in the college contribute to the empowerment of women and the changing of unequal gender relations.(কলেজের যে কোন অনুষ্ঠান...মতায়ন ও লিঙ্গ বৈষম্য অপসারণে অবদান করে থাকে)

86 responses



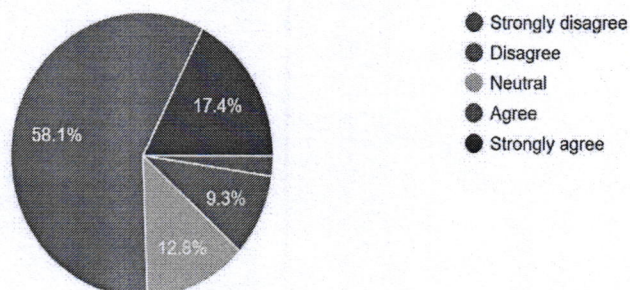
Adequate number of toilets are available in the campus for girls?(মেয়েদের জন্য ক্যাম্পাসে পর্যাপ্ত সংখ্যক টয়লেট আছে?)

86 responses



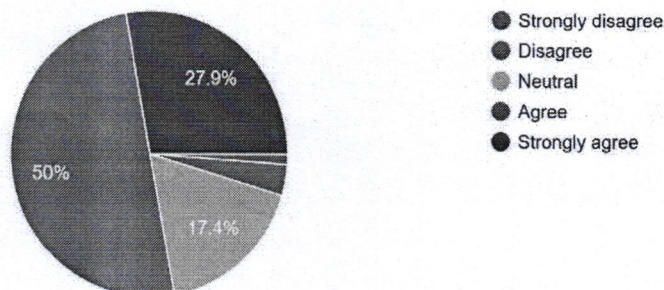
Adequate facilities are available inside the toilet keeping in mind the need of the faculty and Non-teaching staff? Adequate disposal bins are available? (যায়? টয়লেটে পর্যাপ্ত ডিসপোজাল বিন পাওয়া যায়?)

86 responses



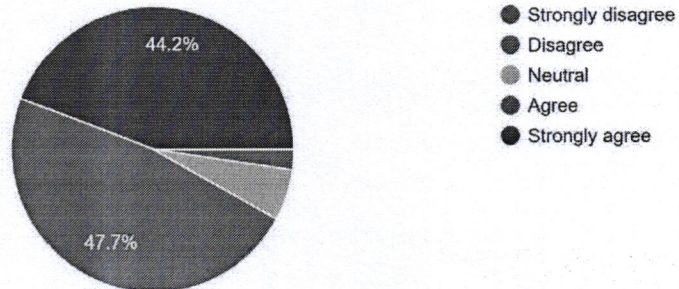
Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas... (টয়লেট ইত্যাদি জায়গায় পর্যাপ্ত আলো পাওয়া যায়?)

86 responses



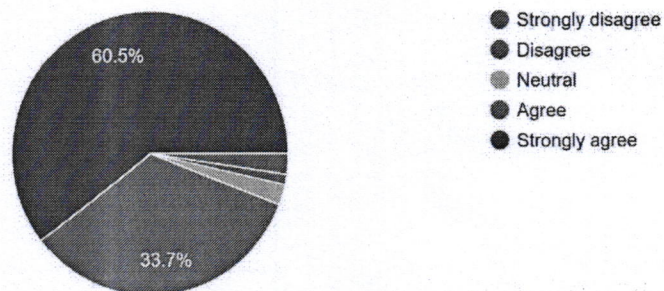
Adequate security arrangements have been made in the campus and common areas during day and night? (ক্যাম্পাস ও সাধারণ এলাকায় দিনে ও রাতে পর্যাপ্ত নিরাপত্তার ব্যবস্থা করা হয়েছে?)

86 responses



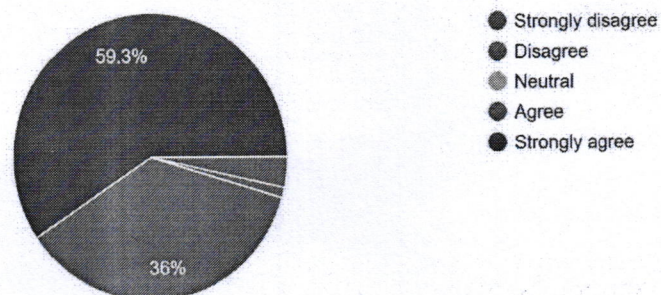
The classroom offers equal opportunities to all genders? (শ্রেণীকক্ষ সব লিঙ্গকে সমান সুযোগ প্রদান করে?)

86 responses



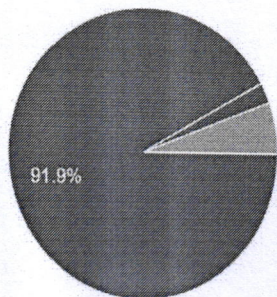
There is equal opportunity to all genders for free and fair expression of ideas? (স্বাধীন ও সুষ্ঠু মত প্রকাশের জন্য সব লিঙ্গের সমান সুযোগ আছে কি?)

86 responses



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

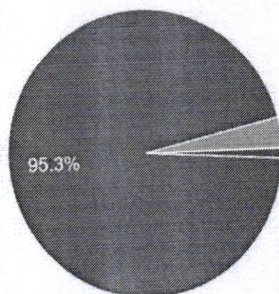
86 responses



- Yes
- No
- May be

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

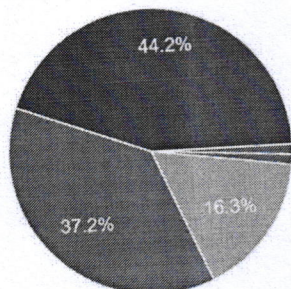
86 responses



- Yes
- No
- May be

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

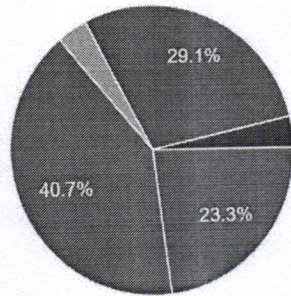
86 responses



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

Is there an increase in the representation of women in senior decision making positions? (কলেজ
সিধাস্ত গ্রহণ কারি ক্ষেত্রে কি মহিলাদের প্রতিনিধিত্ব বেড়েছে?)

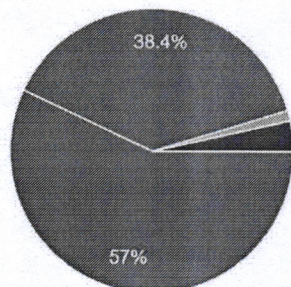
86 responses



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

My college promotes teamwork, involving both men and women as equal partners. (আমার কলেজে পুরুষ-মহিলা উভয় দলগত ভাবে কাজ করে থাকে)

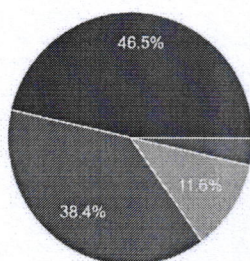
86 responses



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

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?)

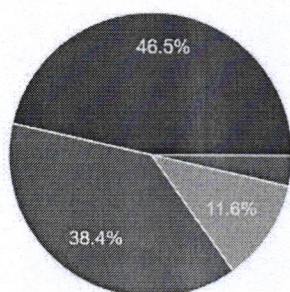
86 responses



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

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?)

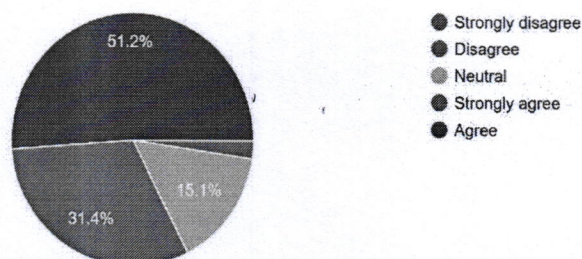
86 responses



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

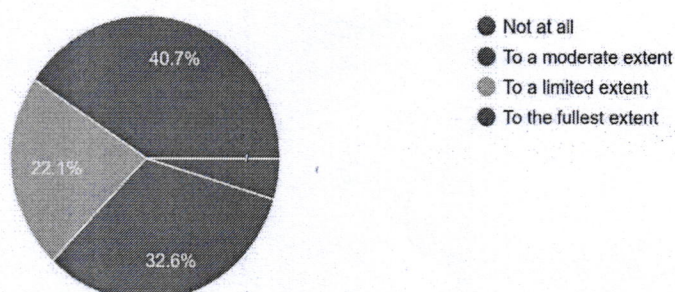
The working environment in my organization has improved for women over the past five years.(
বিগত পাঁচ বছরে কলেজের কাজের পরিবেশ মহিলাদের জন্যে উন্নত হয়েছে)

86 responses



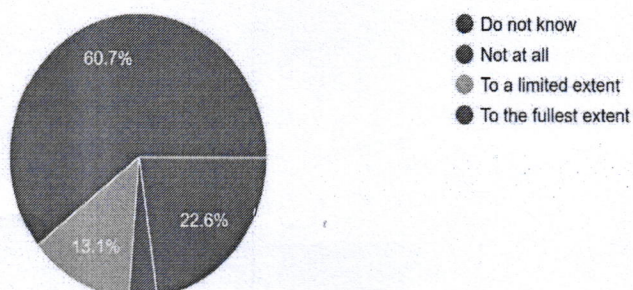
Are gender issues taken seriously and discussed openly by men and women in your organization?(লিঙ্গ ভিত্তিক সমস্যা ও অন্যান্য বিষ... কলেজে গুরুত্ব নিয়ে এবং খোলাখুলি আলোচনা করা হয়?)

86 responses



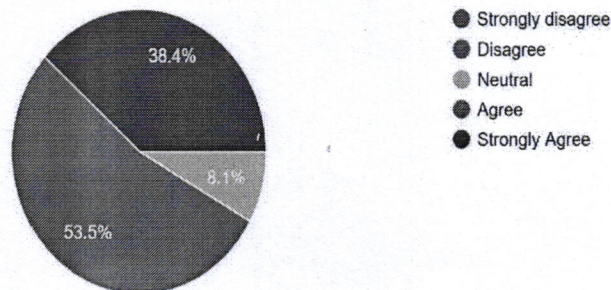
Is staff in your college committed towards implementation of the gender policy?(কলেজে কর্মরত সকলে লিঙ্গ সমতার নীতি প্রনয়ন ও প্রয়োগে সমর্পিত)

84 responses



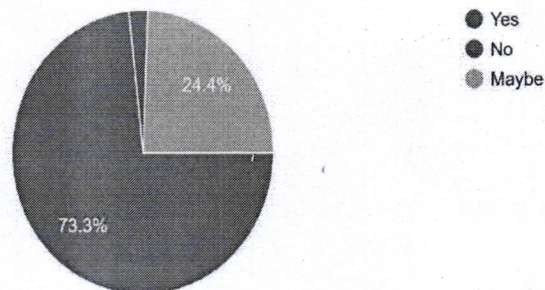
Does the College offer flexible working hours and/or flexible work locations in case of real emergency? (কলেজ কি সত্যিকারের জরুরী পরিস্থিতি...ময় এবং/অথবা নমনীয় কাজের অবস্থান অফার করে?)

86 responses



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?)

86 responses



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?)

- There has been a profound growth of academics and cultural phases in the last five years
- Women cell established and positive environment promoted
- Flexibility in availing Child Care Leave.
- Infrastructure
- Students participation in extracurricular activities
- প্রত্যেক পরিস্থিতিতে সুষ্ঠুভাবে কার্যপরিচালনায় নিযুক্ত থাকা

- Adequate security arrangements have been made in the campus and common areas during day and night.
- মহিলাকর্মীর (শিক্ষক & শিক্ষাকর্মী) সংখ্যা উল্লেখযোগ্যভাবে বেড়েছে।
- 1. Great enhancement in camaraderie among all stakeholders. 2. Spectacular improvement in teamwork. 3. Remarkable increase in participation in social and community programs by the girl students.

How do you expect the workplace to change over the next five years to make it more conducive to women employees? (নারীকর্মচারীদের জন্য আরও সুবিধাজনক করে তুলতে আগামী পাঁচ বছরে কর্মক্ষেত্রে কী ধরনের পরিবর্তন আসা উচিত বলে আপনি মনে করেন?)

- All work hand in hand here.
- Positive
- We have to maintained proper environment for female employees, we must be liberal and sympathetic toward the women employees.
- Through different workshops and seminars
- Positive cooperation
- Lift facilities for Pregnant women staff and older people
- Emphasise on the only identity 'Mankind'. Then automatically it will be more conducive.
- I expect both women employees take more responsibilities in administrative works and decision making.
- Not only having more women in key positions but also having individuals in key places who are sensitive to gender issues
- Offer flexibility, managing bias, equal opportunities for major activities and projects work.
- More good work will be held by our college
- Expect more woman participation
- More lady teachers will be encouraged to involved in different activities.
- I expect all women will participate more in administration
- Involvement of women employee in different committee



- Have to give many opportunities..
- Through different workshop
- It is already conducive
- Lady employees should participate in administration.
- Achieve fullest gender equality and women empowerment.
- Women are assuming senior decision making roles and are working in a gender neutral environment.
- Presence of women representations in administrative positions.
- To give the opportunities to women employees leading different responsible positions
- More power to the women employees and more importance to the judgement sorted by them.
- Introduce a day care facility for babies.
- More upskilling for employees; hybrid working system should be the norm for everyone; boost flexibility; recruit women for leadership roles
- Should have women as internal GB members.
- Representation of more female members in the College decision making bodies.
- Hopefully more changes will come
- Lift facilities should be introduced, refreshment room.
- Enjoyable work, More meaningful work, Flexibility, More leadership opportunities
- More Opportunities to women
- Regular programs must be arranged to increase awareness among women employees, so that they can know their rights in their workplace.
- Regular programs should be arranged to increase awareness among women employees
- Lift facility in college, sick room facility.
- Positive thoughts
- More upskilling for employees. Learning new skills has become crucial in the workforce. It creates a positive workplace culture.
- A Cell to take care of the social and psychological needs for women can be fruitful.
- Teachers and non teaching staffs will change their perspective towards a gender neutral

- Gender issues should be more sensitised among the employees.
- বিভিন্ন ধরনের সেমিনার আয়োজন ও কর্মসূচীগ্রহণের মাধ্যমে সচেতনভাবে সফলকরে তুলতে হবে।
- Women employees are able to get more space for sharing their innovative ideas and values
- Some initiatives should be taken to increase the participation of women employees in policy making.
- I hope positively, both gender work together friendly.
- Overall, it is hoped that the college will be able to forget all gender discrimination and move forward more successfully with the change of positive mentality of all.
- I hope the participation of women teachers in college management will increase in the next five years. And the college will take more initiatives to raise awareness among the first generation learner.
- Equality
- There's no difference in the field of any where
- Everyone participation is needed
- By increasing the number of female members in all committee
- Building up of LIFT for the knee-patients. 2. A provision for an extra toilet, on 2nd floor of main building, for "TEACHERS" (No discrimination for GENDER)
- Women representative in all administrative bodies
- Engage men in the fight to end discrimination.
- Need more facilities inside the toilet for women employees
- We should make our college campus completely free of gender inequality in future..
- There should be a girl's or women hostel in the college campus, and there should be a separate toilet for the female non-teaching staff for maintain hygiene and a first-aid facility can be started for everyone specially for the women's.
- Include more women in college administration.
- I think some instrument and facilities for women will be needed.
- More safety around physically and mentally of women employees..
- More involvement of women
- Women employees should be given more charges both in academics and in administration

- Arrangements for better lighting in the corridors
- Proper illumination
- Promotion of more gender sensitization programmes for women employees
- Wish to see more female representation.
- Infrastructure
- More gender sensitization programs
- অনলাইনে তাৎক্ষণিক পরিস্থিতি নিয়ন্ত্রণ রাখতে তৎপরতা
- Should increase the toilet facilities more for women.
- সামনের এই বছরে TCS এবং আগামী GB তে একজন মহিলা সহকর্মীর থাকা খুব জরুরী।
- Providing more facilities and opportunities to women employees.

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Mauli Sanyal.

Compiled by Prof. Mauli Sanyal, Jt. Convener, Women's Cell, IQAC, New Alipore College.



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