

Sir Rashbehari Ghosh Mahavidyalaya

Ukhrid, Purba Bardhaman



**Gender Audit
(2020 – 2025)**



Gender Audit Committee



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**Gender Equity and Gender Sensitization through Gender Audit and
Gender Based Programs (2020-2025)**

Gender Equity means the idea of treating people fairly and without discrimination, regardless of their gender. Gender equity means respecting all people without discrimination, regardless of their gender. Gender equity in the workplace would be where men, women and all gender identities forging the career path they want and being afforded the same opportunities, including promotions, leadership roles, projects and more, without their gender being a deciding factor in workplace decisions. When the contributions of collective minds are respected and received without prejudice, discrimination or favoritism, the work place gets benefitted. A work environment that welcomes diversity of thought and is free from inequities improves life satisfaction for women and men. Gender equity drives creativity, innovation and opens the door to endless possibilities.

Gender Sensitization is the process of educating people about gender equality and encouraging them to change their behavior. It involves raising awareness of gender discrimination and the obvious necessity to eliminate it. Gender sensitization aims to create a more equal and just society where individuals are not discriminated against based on their gender. In these turbulent times, gender sensitization is crucial. In today's world, both men and women perform equal work. As a result, they both feel respected by society and have honorable notable lives. When both genders feel empathetic towards each other, it creates a positive culture at workplace and in society. Gender sensitization can lead to gender justice, equality and inclusion.

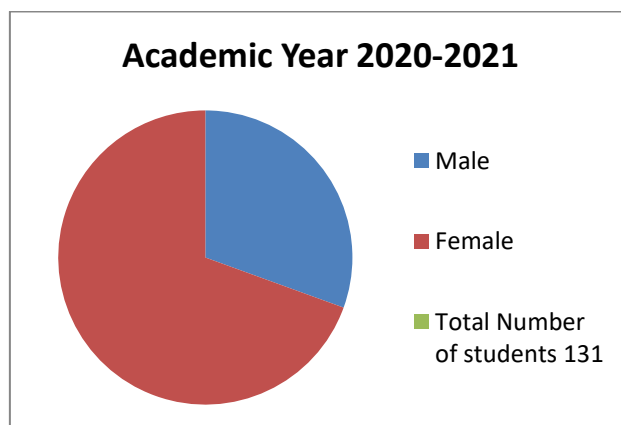
Ours is a co-educational institute which has a significant number of more female students than male, incidentally. The number of female staffs is also greater than male staffs among the teaching faculty. The college has been insightful and proactive in dealing with the issues and concerns about gender equity and sensitization among the students and staff. A Gender Audit is a systematic examination of an organisation's policies, practices and procedures to assess their impact on gender equality and to identify areas for improvement. The Internal Quality Assurance Cell (IQAC) of Sir Rashbehari Ghosh Mahavidyalaya, conducts a Gender Audit annually to evaluate the institution's commitment to gender equality and to address any existing disparities.

The institute has adopted a Gender Policy and has a code of conduct to enforce and ensure gender equity among students, teaching and non-teaching staff members and other stakeholders of the college. To ensure women safety, the college has 24/7 CCTV surveillance. Separate washrooms are provided for male and female teaching staff, non-teaching staff and students. The college has a separate Girls' Common Room for female students.

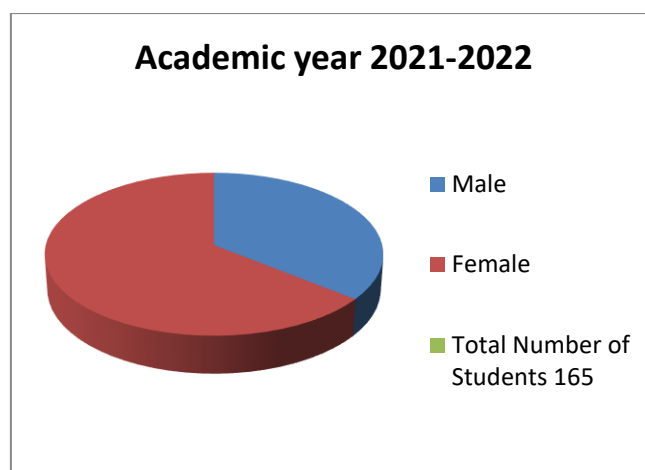
The International Women's Day is celebrated every year on 8th March and cultural programmes are performed to celebrate women power. At Sir Rashbehari Ghosh Mahavidyalaya, utmost care has always been taken to maintain gender equity and to promote gender equity, various attempts have been made to sensitize the students on gender equity. With this aim in mind, the College has opened Vishakha Cell, Internal Complaints Committee (ICC) and Anti Ragging Committee. Gender Equity is also assured through gender sensitive policies, Women Cell, Kanyashree Club and National Service Scheme (NSS) play a significant role in promoting gender equity. Students are regularly sensitized through a variety of discussions, invited lectures, seminars and awareness campaigns.

Gender Audit identifies gaps and offers recommendations for proper implementation.

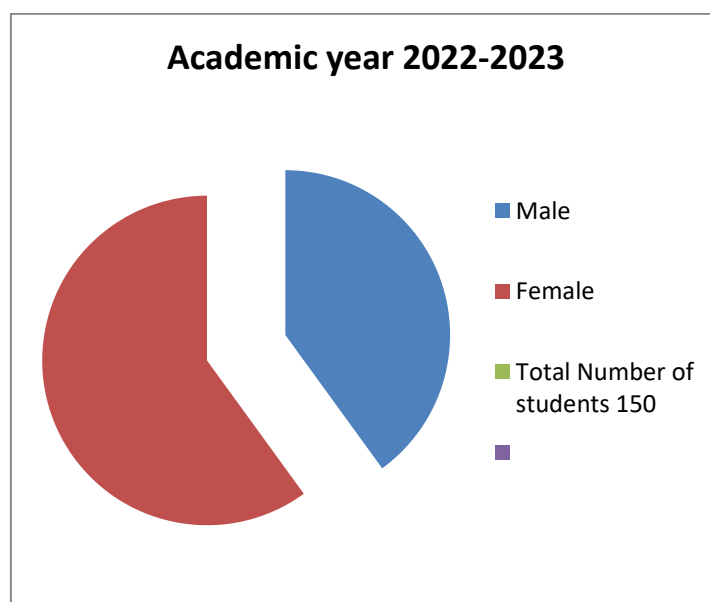
Year wise Depiction of Male and Female Ratio of New Students:



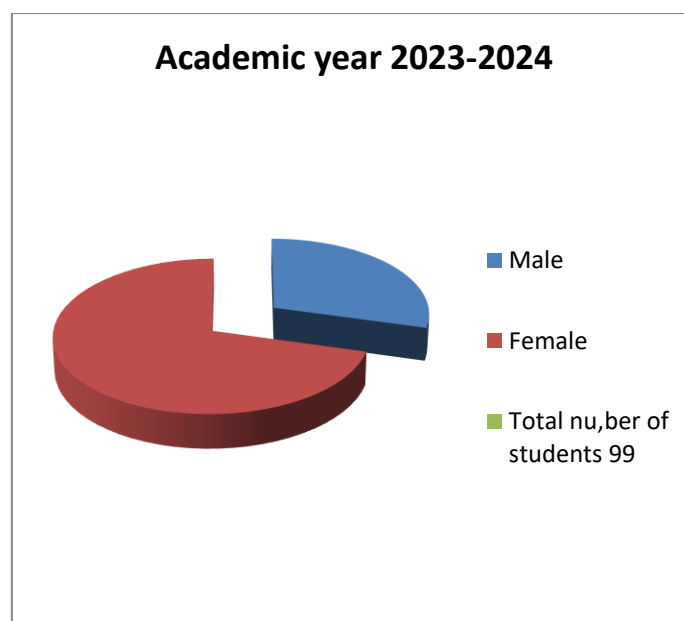
In the academic year 2020-2021, out of a total number of 131 students, 40 Male and 91 Female students had taken admission.



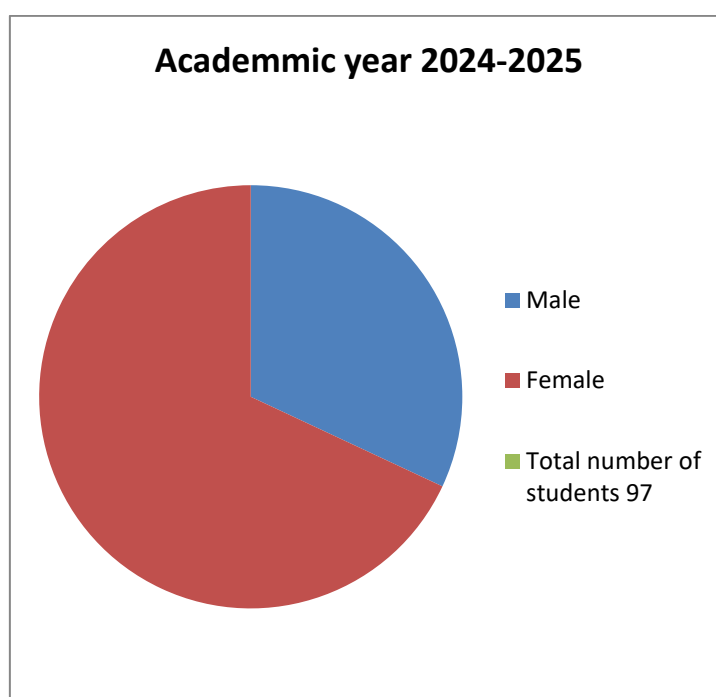
In the academic year 2021-2022, out of a total number of 165 students, 59 Male and 106 Female students had taken admission.



In the academic year 2022-2023, out of a total number of 150 students, 60 students were Male and 90 students were Female.



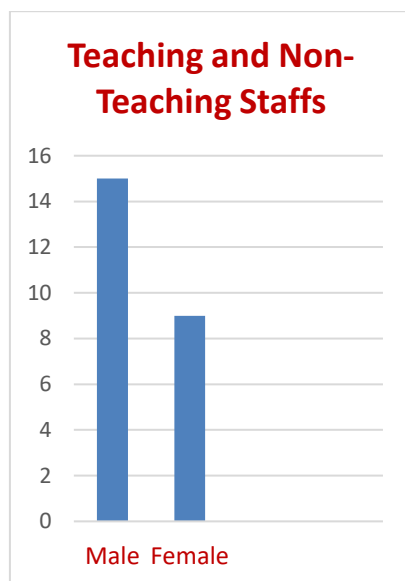
In the academic year 2023-2024, out of a total number of 99 students, 24 Male students and 70 Female students had taken admission.



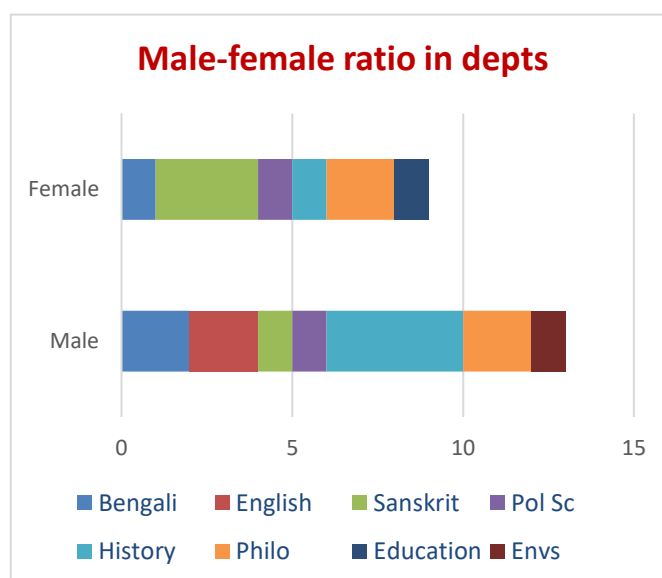
In the academic year 2024-2025, out of a total number of 97 students, Male students admitted were 31 and Female students admitted were 66.

Outcome: Although over the academic years, it has been found that there is a sharp decline in the number of student's enrolment, but it needs to be highlighted that the number of female students had always been more than the number of male students in the college. The college was instituted to impart quality education to the local people and in its aim to impart

education to women; it has achieved its mission. The above figures also depict a steep rise in the number of female students in the campus.



However, from the above chart, it has been found that the College has more Male Teaching and Non-Teaching staffs than Female Teaching and Non-Teaching Staffs.



The above chart depicts the Male- Female ratio of the teachers in every Department. Here too we can find a scenario, where in most of the departments, the number of Male teaching staff is more than female teaching staff. However female teaching staff have been given important and responsible charge of various committees. The Scholarship Committee, NSS,

Vishakha Cell, Library Sub-Committee, Cultural Sub-Committee are all headed by Female teaching staffs.

Gender Issues in Curriculum

Topics on Feminism and women centric characters form an integral part of the syllabus of various Courses taught in this College. **The Department of Political Science** teaches students about *Feminism: Significances and Different Schools*, *Women Movement in India: Key Issues*, *Women Discrimination and Violence against Them*. These topics help the women understand their rights and mould them to stand for equal rights. **The Department of History** teaches an array of topics, which makes the students understand the contribution of women in India's struggle for freedom. Topics like *Non – Co-operation Movement*, *Civil Disobedience Movement* and *Quit India Movement* highlighted the pivotal role, played by women like Kasturba Gandhi, Sarojini Naidu, Aruna Asaf Ali, Matangini Hazra etc. Even in the post-Independence era, Women like Mallu Swarajyam, Gaura Devi and Medha Patekar of Telangana Peasant movement, Chipko Movement and Narmada Bachao Andolon reiterated the hard work, that women have been putting in all aspects of our society. **The Department of English** teaches topics like Bronte's *Jane Eyre*, Dattani's *Bravely Fought the Queen*, Hawthorne's *The Scarlet Letter*, Mahasweta Devi's *Draupadi*. All these topics glorify the incredible potentialities of women. **The Department of Bengali** teaches topics like *Nari O Nagini* by Tarashanka Bandopadhyay, *Janani* by Bimal Kar, *Stree Jatir Abanati* by Begum Rokeya, *Paribarik Nari Samsya* by Annadashankar Ray etc. All these topics highlight the position and hardship of women in the society and make the students aware of the societal challenges.

Welfare Scheme

Under the Prohibition of Child Marriage Act, 2006 (PCMA), 18 is the legal age of marriage for girls, and 21 for boys in India. Despite several years of this Act being in existence, the early marriage of children continues to be practiced in West Bengal. According to District Level Household and Facility Survey (DLHS -3), 2007-08, our state ranked fifth highest in the country when it came to the prevalence of child marriage, with almost every second girl a child bride (54.7%). Although more pervasive in rural areas, statistics revealed that even in non-slum areas of Kolkata, more than a quarter of girls are married before they reach adulthood.

Child marriage is a gendered practice, affecting far more girls than boys. It is perhaps the most prevalent form of sexual abuse of minor girls, and has a negative impact on their

health and the health of their children, leaves them financially and socially disempowered, and vulnerable to child labour, trafficking and other forms of exploitation. In fact, the districts with the highest incidence of child marriage in West Bengal are also those where trafficking is rampant.

Child marriage and school drop-outs go hand in hand. In West Bengal, attendance of girls in school drops from 85% in the age-group 6-10 years to a mere 33% in the age group 15-17 years (NFHS III, 2005-06). After the implementation of free and universal elementary education in India, progress in enrolment and completion of elementary school has been noticed, however, the transition from elementary to secondary school remains a concern. Secondary education is not free, and many impoverished parents, failing to see the economic rationale for investing in their daughter's education, marry them off at this age in the belief that this will enhance the girls and the family's security. This step however, condemns the girls to a life of financial and social insecurity. Field studies show that most women have to take up some economic activity in later years, and that their lack of qualifications and work experience makes them ill-equipped for the labour market, and therefore susceptible to poverty and exploitation throughout life. As a result, poverty, a factor that fuels child marriage, in turn perpetuates the feminization of poverty.

After the enactment of the PCMA 2006, the Department of Women Development and Social Welfare and Child Development (DWD) implemented anti-child marriage campaigns spreading the message of prevention, and endorsing enforcement of the law and its penal provisions for adults aiding and abetting child marriage. However, it quickly became evident that legal prohibition and social messaging are largely ineffective in addressing child marriage. For one, India's multiplicity of formal and religious laws complicates the issue of what constitutes the appropriate age of marriage for girls. Secondly, because the practice is ascribed to time-honoured tradition and is justified from a patriarchal perspective as essential for protection of girls from the evils of society, eradicating it requires tangible drivers of social change that can transform victims made vulnerable by their age and gender into actors determining their own lives.

Kanyashree is an initiative undertaken by the Government of West Bengal to improve the lives and status of the girls by helping low-income families with cash so that families do not force their daughters into arranged child marriages because of economic difficulties. The purpose of this initiative is to uplift girls who are from poor families and are unable pursue higher studies due to tough economic conditions.

Kanyashree Prakalpa has been designed to ensure that girls stay in school-colleges and delay their marriages until at least the age of 18. Kanyashree's strategy is simple: keeping girls away from marriage until they reach legal adulthood and keeping them in the streamline of their education. To do this, the government facilitates financial aid for female students. It has changed the behaviours and attitudes particularly of parents who would otherwise be inclined to marry their daughters before 18 years of age. The girl students of the College receive a one-time grant of 25000, provided that they are engaged in an academic or occupations pursuit and are unmarried at the time.

Kanyashree Club:

The Kanyashree Club in this college have been implemented as per the decision of the General body meeting on. It serves as a vital platform to sensitize the girl students on the issues like Child marriage and the importance of women empowerment. It serves as a vital platform to empower youngwomen through education and holistic development. The club operates under the aegis of the Nodal Officer of Kanyashree Prakalpa of this institution, Smt Indrani Bose. A flagship initiative by the Government of West Bengal, this program is specifically designed to encourage girls to continue their education and delay their marriages until they reach adulthood. By providing scholarships and other incentives, Kanyashree Prakalpa aims to reduce dropout rates and foster a conducive environment for higher education among girls.

The Kanyashree Club headed by the Nodal Officer along with other student members in this college has been instrumental in shaping the lives of numerous female students. The club organizes various activities and workshops aimed at building confidence, enhancing academic skills, and promoting social awareness. By participating in these activities, the girls not only gain valuable knowledge and skills but also develop a sense of self-worth and independence. The Club organizes regular awareness campaigns against child marriage and visits villages in the vicinity of the college, to spread awareness about the same.

One of the key highlights of the Kanyashree Club is its scholarship program. Eligible students receive financial assistance which alleviates the economic burdens that often impede their educational pursuits. This financial support enables them to buy books, pay tuition fees, and cover other educational expenses. Moreover, the scholarship acts as a strong motivator for parents to support their daughters' education instead of opting for early marriage. Thus, the Kanyashree Club is more than just a scholarship program; it is a transformative force.

Activities of Kanyashree Club

The Kanyashree Club has been engaged in organising seminars and special lectures to make the female students concerned about various issues which are of grave concern in today's world. The activities can be summarised in the following manner:

➤ **In the Academic Year 2020-2021,**

During the Covid period, the Kanyashree Club had arranged a webinar on "Covid 19 and Domestic violence" on 16th August 2020. This day marks the inception of Kanyashree Prakalapa in West Bengal and to celebrate this day, the Kanyashree Club organised the above-mentioned special lecture. The Nodal Officer of Kanyashree Club, Smt Indrani Bose delivered the lecture through a Google Meet link. It was found that Covid 19 resulted not only in the loss of lives and jobs, but it had an increasing impact on the rise of domestic violence. Several women reported of being victims of domestic violence, during this phase. So, the Kanyashree Club of Sir Rashbehari Ghosh Mahavidyalaya had arranged a special webinar to make the members of the Club aware of the issue and help anyone who has fallen in the trap on domestic violence. The members were sensitized regarding the issue, so that they can help the victims of domestic violence, by providing them with the right guidelines to come out of it.

➤ **In the Academic Year 2021-2022**

After normalcy was restored, the Kanyashree Club took a unique initiative to undertake a special camp in the adjoining village of Ukhrid, to spread awareness about the issue of child marriage on 11th February 2022. The members of the Kanyashree Club undertook a door-to-door campaign, spreading awareness about the ill effects of child marriage. Studies revealed that a number of girl child in West Bengal are still becoming victims of child marriage. So, the Kanyashree Club decided to go to the nearby villages to spread awareness on the issue.

➤ **In the Academic year 2022- 2023**

Smt Indrani Bose, Nodal Officer of Kanyashree club delivered a special lecture on "Child Marriage: Probable Causes" on 15th March 2023. In her speech Bose,

highlighted the various reasons which are responsible for the rampant incidents of child marriage. The students were able to relate with most of the causes.

➤ **In the Academic year 2023- 2024**

The Club again took the initiative to educate people of the adjoining village Madhpur, to understand the worth of girl child. The members of the Kanyashree Club visited the nearby Madhpur village to educate the villagers regarding the ill effects of Child Marriage. The members requested the villagers not to encourage any incident of Child marriage and to take the help of the administration and nearest Village panchayat to protest against such incidents. On 27th March 2024, Smt Indrani Bose, the Nodal Officer of Kanyashree Club delivered a special lecture on ‘Child Marriage: Consequences and Remedies’.

➤ **In the Academic year 2024-2025**

As per the direction from the Honourable Principal Secretary (No 661-WCD/16099/1/2020) dated 31st January 2025, the Kanyashree Club arranged a special lecture on **“Child Marriage Prevention” on 5th February 2025**. The lecture was given by the Nodal Officer, Smt Indrani Bose. The female students were sensitized about the various issues related to Child marriage. Female students were made to understand the graveness of the issue in such a manner, that they themselves can counsel their family members and peer groups regarding the dangers of child marriage. **On 11th February 2025**, Smt Indrani Bose, Nodal Officer of Kanyashree club delivered another special lecture on **“Gender and Gender Discrimination”**. In her lecture, she emphasized on the various forms of discrimination that are being practiced in the society. **On 18th February**, Dr. Dibyendu Ganguli, Assistant Professor, dept of Sociology, Bijoy Krishna Girls’ College, delivered a Special Lecture on **“Human Trafficking”**. **On 20th February 2025**, Dr. Sanchari De, Assistant Professor, Department of Sociology, Government General Degree College of Mangolkote, delivered a Special Lecture on **“Violence against Children”**.

Women's Cell

The Women's Cell at Sir Rashbehari Ghosh Mahavidyalaya, plays a pivotal role in promoting gender equity within the institution. The Women Cell constitutes of the following members:

- 1) Smt Indrani Bose, Assistant Professor
- 2) Smt Tulika Mondal, SACT -II
- 3) Smt K Sayantani Reddy, SACT-I
- 4) Smt Pallabi Mallick, SACT-I

It is dedicated to addressing various issues faced by female students and staff, including:

1. **Arousing Consciousness Programmes:** Conducting workshops, seminars, and awareness campaigns on gender equality, women's rights, and empowerment.
2. **Monitoring Services:** The college regularly undertakes feedback from the teaching and non-teaching staff of the College along with the students to ensure the environment in the campus is safe
3. **Advocacy:** Advocating for policy changes and initiatives that promote gender equity and improve the status of women within the college.

The Women's Cell serves as a crucial platform for female students to get aware of the issues that are directly related to them. They are made aware of their rights as well as duties, as responsible citizens of the country. Even the female students get an opportunity to voice their concern. They also seek support from the members of the Cell and participate in activities aimed at holistic development.

Activities of Women's Cell

The Women's Cell of Sir Rashbehari Ghosh Mahavidyalaya was instituted as a part of the resolutions adopted by the General Body Meeting on 20th December 2023. Since its inception, the Women Cell has arranged various seminars which highlighted the burning issues related to women in today's world. The programs conducted by the Women Cell have been summarized in the following manner:

On 28th December 2023, Smt Indrani Bose, the Convener of the Women's Cell, delivered a special lecture on "Women Empowerment: Its Dimensions". In her lecture, Bose spoke at length on the various dimensions of Women Empowerment ranging from economic, political, and social to psychological aspects of empowerment.

On the occasion of International Women's Day, Dr Nibedita Bayen of P.R Thakur Government College, delivered a special lecture on "Women Empowerment: Its Challenges".

In the lecture dated **9th March 2024**, Dr Bayen highlighted both traditional and modern challenges to women empowerment ranging from limited resources to the conservative mindset of the society.

On 21st September 2024, Smt Tulika Mondal, a member of Women's Cell, delivered a lecture on "Equality is Our Right not a Privilege". Here again Mondal emphasized on the issue of gender equality, which is a fundamental right of every citizen and should not be conceived as a privilege or a favor.

On 8th February 2025, Smt Sayantani Reddy, a member of the Women's Cell, delivered a lecture on Women Empowerment based on Sanskrit texts. Here she highlighted that empowerment is not a new issue, rather it has been mentioned in various ancient Sanskrit texts as well.

International Women's Day

The Women's Cell at Sir Rashbehari Ghosh Mahavidyalaya had organized a week-long program to celebrate International Women's Day from 8th March 2025 to 13th March 2025. The inaugural speech was given by the honorable Principal of the college, Dr. Debabrata Ghosh. This was followed by the key note address of the Convener of the Women's Cell, Smt Indrani Bose.

Day -1: On the first day of the week-long celebration of International Women's Day, two special lectures were organized aimed at the well-being of the mind and health of the women-folk. Dr. Saranya Banerjee, Assistant Professor, Dept of Clinical Psychology, University of Calcutta delivered a lecture on 'Mental health of young adults in contemporary times: A perspective considering women'. She focused on areas of various aspects of mental complications faced by the young ladies and also showed the effective ways of dealing with these challenges. Dr. Shayosree Sarkar, posted at Government Medical College, Nagpur highlighted on issues of 'Women health and Hygiene'. She focused on how making simple modifications in our day-today life can make a big impact on women's health.

Day-2: On the second day, a workshop was conducted to develop skills among the girl students. As inculcation of skills are the building blocks to achieve self-sufficiency, the girl students were taught the elementary level skills used in the industry of beauty and well-being.

Day-3: On the third day, a special screening of documentary concerning women issues was arranged.

Day-4: On the fourth day, special lectures were organized on 'Women Empowerment'. Smt Chitralekha Kanjilal, Assistant Professor, Dept of Political Science, delivered a lecture on Women Empowerment: Various Dimensions. and Dr Nandini Maity, Assistant Professor, Dept of English, Akui Kamalabala Girl's College delivered a lecture on 'An Exploration of Gendered Colourism in Indian society'. Dr. Maity in her lecture showed how the India women get easily lured by marketing policies of various cosmetic brands to change their skin of color and the need to bring a modification in societal perspective regarding color of complexion.

Day-5: On the fifth day, Dr Rupasree Chatterjee, Associate Professor, Dept of History, Galsi Mahavidyalaya, delivered a lecture on 'Position of Women: Past and Present'.

Day -6: On the sixth day, a special lecture was arranged on 'Online Fraud and Women Security'. The lecture was delivered by Smt Tithi Samanta, a member of CRISIL Foundation.

Vishaka Cell

In order to comply with the guidelines on sexual harassment prevention in the workplace, issued by the Honorable Supreme Court of India in 1997 (Vishaka Judgment), the College authority has constituted the Vishakha Cell in addition to the Internal Complaint Committee (ICC) with an object to promote the principle of gender equality enshrined in the Constitution of India. The Cell was incorporated and implemented as per the decision of the General Body Meeting on The Vishakha Cell is intended to oversee and handle the grievances or complaints of girl students and female employees in the College. Since its formation, the Cell has been promoting the policy of Zero Tolerance against Sexual Harassment in the College campus.

The main objectives of Vishakha Cell are stated below:

1. To safeguard the rights of female students and female staff of the College.
2. To maintain the healthy and safe environment for girls and women staff in the College campus.
3. To prevent any kind of sexual invectives and abuses towards girl students and female staff of the College.

4. To provide a platform for listening to complaints from girl students and female staff and resolve the problems.
5. To prevent any kind of sexual harassment by using secret monitoring service.
6. To maintain a healthy atmosphere in this co-ed college.
7. To enhance self-confidence of girl students, women faculties and staffs of the college.

Vishakha guidelines, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 ("the Act") was enacted with the objective to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matter connected therewith or incidental thereto.

The Vishaka Cell of Sir Rashbehari Ghosh Mahavidyalaya was formed in 2019 maintaining the guidelines promulgated by the Supreme Court of India in 1997 and further superseded in 2013 as an Act for prevention, prohibition and redressal of Sexual Harassment of Women at Workplace. It was a landmark judgment for India, acknowledging and recognizing for the first time, sexual harassment at workplace and the fact that it is a violation of women's fundamental rights. Hence, the formation of a Vishaka Cell is significant and essential to create a safe and harassment-free work environment for women and also further ensures more participation of women in workplace catering to the development and growth of the nation. The Vishaka cell empowers women employees to speak-up against any kind of sexual harassment and seek redressal for their grievances.

Activities:

The Vishakha Cell arranges special Lecture and seminars to maintain a sexual harassment free environment for both male and female staffs. **On 1st August 2023**, Smt Indrani Bose, the Convener of Vishakha Cell delivered a special lecture on “**Evolution of Vishakha Guidelines and the Brutal Incident behind it**”. The Lecture gave an insightful peak into the historical case of Bhanwari Devi of Rajasthan, her hardships and the resultant evolution of Vishakha Guidelines. **On 5th August 2024**, Smt Chitrlekha Kanjilal, Assistant Professor, Merari College, delivered a Special Lecture on “**Sexual Harassment at Workplace**”. The Vishakha Cell regularly takes feedback from the teaching and non-teaching staffs. The

evaluation of these feedbacks have revealed that the College has been successful in keeping the premise sexual harassment free.

NSS

The National Service Scheme (NSS Unit:1) of our college has been playing an active role in uplifting the morale of the girl students. Since its inception, the NSS Unit:1 of our college has arranged a number of workshops and seminars, which specifically cater to women centric issues. In the academic year 2023-2024, the NSS Unit organized a Special Lecture on “**Teenage Pregnancy**” on 28th March 2023 and 29th March 2023. The camp was supervised by the doctors of Khandaghosh Block Primary Health Unit. They highlighted the risks associated with teenage pregnancy. The NSS Unit – 1 also organized a Special Lecture on “**Relevance of Yoga for Women Empowerment in Modern Society**” on 21st June 2024 by Dr Sourabodhi Bhattacharya, Associate Professor, Department of Sanskrit.

Participation of students in Various Cultural Functions: -

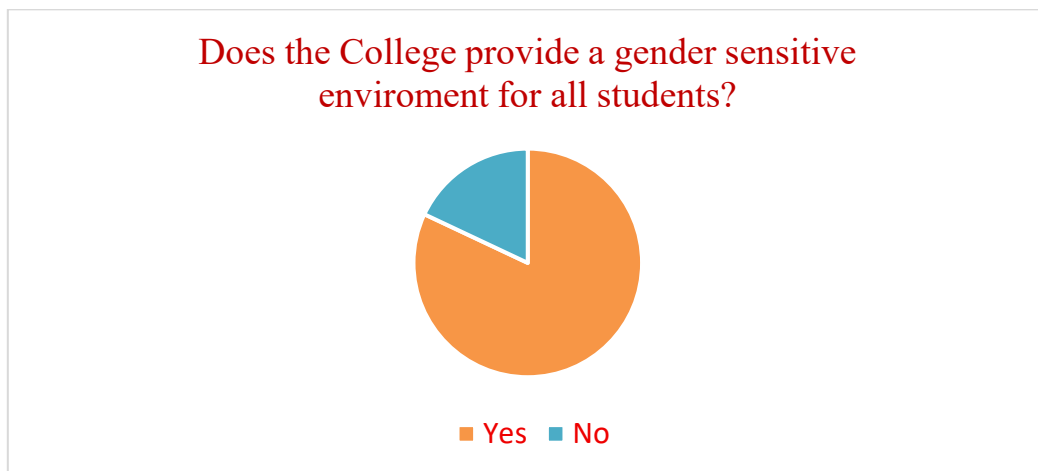
The pictures below highlight that the female students take active participation in various cultural programs like the Observance of birthday of Sir Rashbehari Ghosh, the Independence Day, the Republic Day etc. They have performed in the inauguration ceremony of the National Seminar held on 30th January 2025.





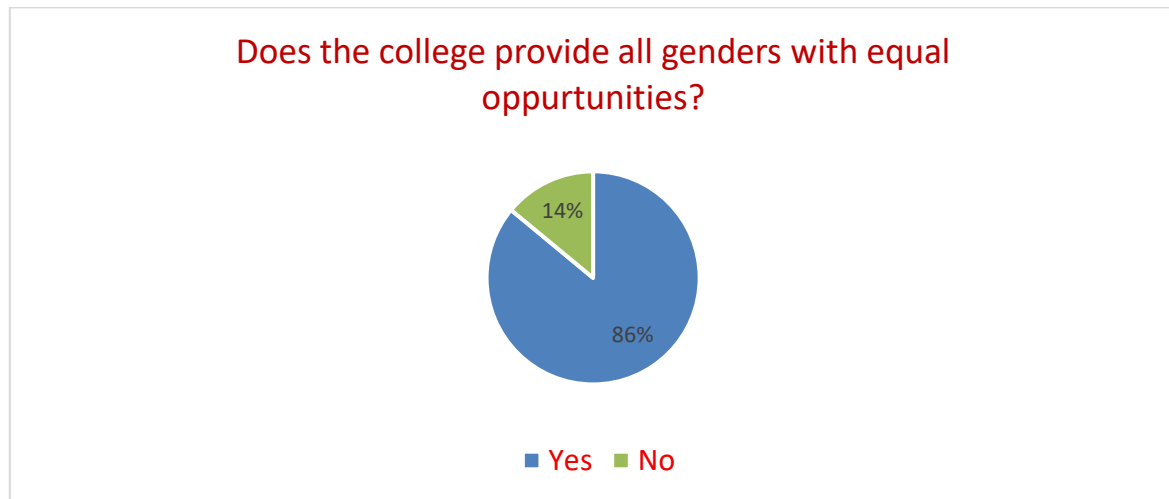


Survey Findings:

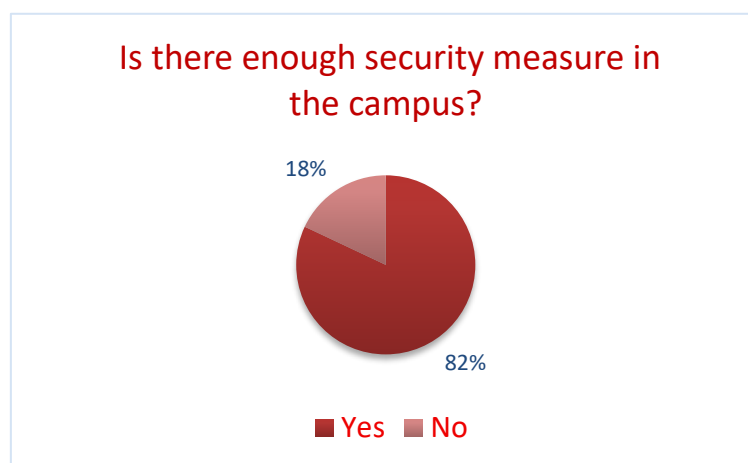


82% of the respondents have said that the college provides a gender-sensitive environment for all stakeholders. The minority of people who have responded negatively to this question

possibly failed to understand the question. However, regardless of any failure of comprehension, the Women's Cell, ICC, Visakha Cell and Kanyashree Club do take up these cases and address them in their meetings.

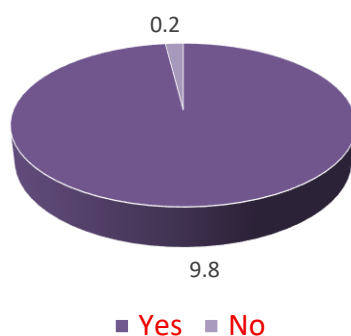


86% of the students have agreed that the college provides equal opportunities to all the students to express their concern, feelings and queries. The college Cultural Committee is a platform; were all the students get equal facility to participate. In case of any inconvenience, the students have the opportunity to write to the grievance redressal cell. Regular meeting of these cells helps in providing proper solution to any kind of grievance.



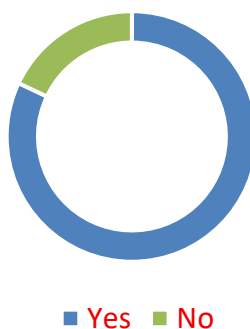
82% of the students have clearly stated that the college provides a peaceful environment for the students and they feel secure and safe in the college campus.

Has gender discrimination been an issue at the college?

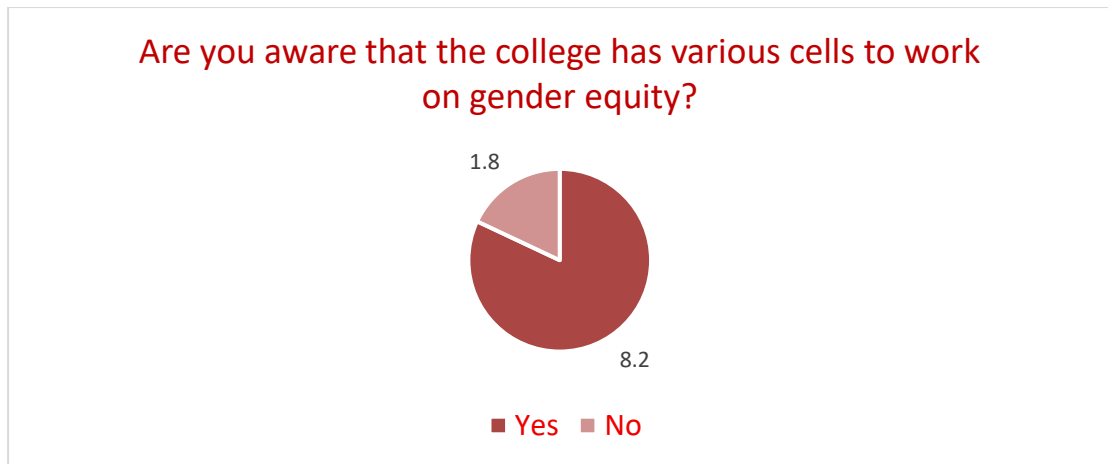


The college has never given any kind of favour or any special treatment to any student on the basis of gender. Thus, almost all the respondents have pointed out that gender discrimination under no cost, is been practiced in the college.

Are there sufficient trash bin in the washrooms?



82% of the students have said that the women's washrooms are adequately equipped for items necessary for female hygiene. However, the negative responses have also been taken into account since the college can add more items for facilitating women's washrooms with necessary items.



82% of the students are aware that the college has anti-sexual harassment cell, grievance redressal cell and women's cell, which are working relentlessly to maintain gender equality in the campus. The few negative responses can be attributed to misunderstanding of the question or possibly a misunderstanding of the situation.

Conclusion of the survey:

- Overall secured campus with safe environment.
- Gender-sensitive environment
- All genders are given equal opportunities for self-expression and redressal.
- Hygienic washrooms
- Awareness schemes and cells

Limitations of the survey:

1. **Language Comprehension:** Some negative responses may be due to a lack of understanding of the English language, suggesting a need for clearer communication or surveys in multiple languages.
2. **Perception of Security:** Although 95% affirm security measures, the 4% negative response indicates some individuals might not feel fully secure or misunderstand the extent of security.
3. **Victim of Inappropriate Behavior:** While 98% reported no incidents, the 1% reporting

otherwise, even if due to misunderstanding, indicates potential gaps in addressing and communicating about such incidents.

4. Gender-Sensitive Environment: 87% affirm a gender-sensitive environment, but the 13% negative or undecided responses suggest room for improvement.

5. Facilities and Hygiene: With 86% affirming clean toilets and 85% satisfied with women's washroom facilities, the remaining negative responses highlight areas for improvement in hygiene and resource provision.

Recommendations:

1. Enhance Communication and Comprehension: Implement targeted communication

strategies to ensure that all respondents, particularly those with limited English proficiency,

clearly understand survey questions and college policies. This could include translation services and simplified language options.

2. Increase Awareness Programs: Expand and promote awareness programs on sexual harassment and gender sensitization to ensure higher participation and awareness among students and faculty. This could involve regular workshops, seminars, and online resources.

3. Improve Toilet Facilities: Address the cleanliness and hygiene concerns of college toilets. Regular maintenance checks and immediate response to complaints should be instituted to ensure all facilities meet high standards of cleanliness.

4. Further Equip Women's Washrooms: Enhance the availability of necessary hygiene products in women's washrooms. This can include a wider variety of sanitary products, disposal bins, and other essential items.

5. Strengthen Security Measures: Despite high satisfaction with current security, continuously assess and upgrade security infrastructure and personnel training to maintain and improve safety standards on campus.

6. Promote Gender Equality Initiatives: Continue and expand initiatives that foster a gender-sensitive environment and provide equal opportunities. This includes regular feedback mechanisms to identify and address any form of gender bias or discrimination promptly.

7. **Focus on Women Empowerment:** Girl students need to expand their skills and therefore initiatives should be undertaken to initiate programs that will help them hone their skills.

8. **Conduct of regular interaction session:** As most of our students are first generation learners, initiatives need to be undertaken by the institute to make them interactive with women who have made considerable impact in their respective fields. This initiative would motivate the students to stay focused and work towards self-sufficiency.


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