



# Rabindra Mahavidyalaya

Champadanga, Hooghly

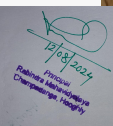
## Report of

# Gender Equity and Gender Audit

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From 2018-19 to 2022-23

Submitted by Women's Cell



# Gender Equity Report

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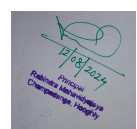
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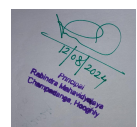


# Gender Audit Report

Preface

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# GENDER EQUITY REPORT

## Preface

### *“As Human Being Humane”*

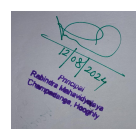
In today's rapidly changing world, the pursuit of gender equity stands as a cornerstone of progress and justice. As we navigate the complexities of society, it is imperative to acknowledge the fundamental principle that all individuals, regardless of gender, deserve equal rights, opportunities, and respect.

This preface serves as a testament to the ongoing journey towards gender equity—a journey marked by both triumphs and challenges. It is a call to action for individuals, communities, and institutions to actively engage in dismantling barriers, biases, and stereotypes that perpetuate inequality.

Through education, advocacy, and inclusive policies, we can create a world where everyone has the freedom to pursue their aspirations without fear of discrimination or prejudice. Together, let us strive towards a future where gender equity is not merely a goal, but a lived reality for all.

May this preface inspire reflection, dialogue, and meaningful action towards a more just and equitable society for generations to come.

With a focus on gender issues, gender equality, and mutual respect, Rabindra Mahavidyalaya is dedicated to ensuring the wellbeing of those who work here, including faculty, staff, and students. In order to ensure women's safety and justice on campus, the college created specialized gender-centric policies. With the Women's Cell, our institution hopes to educate staff and students on societal norms, gender-related concerns, and prejudices pertaining to the distinctions between sex and gender. Rabindra Mahavidyalaya has a social responsibility as an academic institution to disseminate the knowledge necessary to maintain a gender-neutral atmosphere and methodology.



## 1. Introduction

Let us present our comprehensive report on gender equity prevailing in our institution in recent days, a critical exploration of the current landscape, challenges, and opportunities in achieving equality between genders. In recent decades, significant strides have been made towards gender equity, yet persistent disparities and systemic barriers continue to hinder progress.

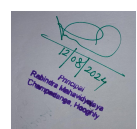
In order to address gender issues and promote gender equity, Rabindra Mahavidyalaya is dedicated to ensuring the welfare of its staff and students on campus. The Women's Cell, Grievance Redressal Cell, and Internal Complaints Committee are three of its active organs for promoting gender equity. By engaging students in a variety of cultural and social outreach programmes while our institution actively works to expand the boundaries of opportunities our aim is also to create spaces that foster a gender-neutral atmosphere.

The institution carries a large rural catchment area of the western part of Tarakeswar block, Hooghly. It caters the educational needs of rural students with a special focus on the girls. Unfortunate though the rural teenage girls till often experience social injustice which is inherent to the system. The most vulnerable members of society are women and children, but if nurtured well, they may also be powerful forces for social mobilization. The process of eradicating stereotypes is recognized as a challenge by the Women's Cell of our institution, and its aim has always been for establishing parity between genders.

This report serves as a roadmap for understanding the multifaceted dimensions of gender equity, ranging from economic empowerment and political representation to social norms and cultural attitudes. By examining data, trends, and case studies, we aim to provide a holistic view of the state of gender equity in our college.

In this report, we show our awareness of the root causes of gender inequality, highlighting the intersecting factors of race, ethnicity, class, sexuality, and disability that compound disparities. We also showcase promising practices, policies, and interventions that promote gender equity and empower individuals of all genders to thrive.

Our hope is that of raising institutional awareness about the urgency of achieving gender equity but also inspire actionable strategies for change at individual, organizational, and societal levels. The final vision is of embarking on a journey towards a world where every person, regardless of gender, can live, work, and thrive with dignity and equality, and for that institutional policies and action are the import spade work for accelerative ideas to take root.



## **2. Vision**

The Women's Cell of our College envisions a campus community where every woman feels empowered, supported, and valued. We strive to create an environment that fosters gender equality, respect, and inclusivity, allowing women to thrive academically, professionally, and personally.

### **Mission**

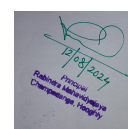
The mission of the Women's Cell is to promote gender equity and create a safe and supportive campus environment for all students, faculty, and staff. Through education, advocacy, and support services, we aim to raise awareness about gender-related issues, address discrimination and harassment, and provide resources and opportunities for personal and professional development. Our goal is to empower women to achieve their full potential and contribute positively to society.

## **3. Committees and Cells for Sensitizing Gender Equity and Their Roles**

There are mainly three cells and a committee functioning in our college to maintain gender equity. The first of these is the Women's Cell of the college. The Women's Cell is to advocate for gender equity and empowerment by raising awareness, providing support, and implementing initiatives that address the unique needs and challenges faced by women in our college community. We strive to educate and inspire female students to become agents of change, fostering determination and resilience in the pursuit of women's empowerment. Through collaboration with other cells and committees, we aim to ensure that the advantages and disadvantages, particularly those affecting girls, are given the attention they deserve, fostering an environment where every student can thrive.

The Grievance Redressal Cell of our college is committed for ensuring gender equity by providing a fair and accessible platform for addressing grievances related among other things to gender discrimination, harassment, or any form of injustice. Our mission is to create a supportive and inclusive environment where all members of the college community, regardless of gender, feel safe, respected, and empowered.

The Anti Ragging Cell of our institution works to prevent, prohibit, and redress any forms and instances of ragging in the College. To educate the students on the meaning of ragging and what constitutes it is included as another area of work of this cell.

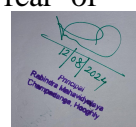


We strive to uphold the principles of transparency, confidentiality, and impartiality in handling grievances, ensuring that every complaint is thoroughly investigated and resolved in a timely manner. Through proactive measures, such as awareness campaigns, training sessions, and policy advocacy, we aim to prevent incidents of gender-based discrimination and promote a culture of mutual respect and understanding.

The Internal Complaint Committee (ICC) in the College plays a crucial role in promoting and maintaining gender equity by addressing complaints related to gender-based discrimination, harassment, or misconduct. Here are some key roles played by the ICC:

- **Receiving Complaints:** The ICC is responsible for receiving complaints from students, faculty, or staff regarding any form of gender-based discrimination or harassment occurring within the college campus.
- **Investigating Complaints:** Upon receiving a complaint, the ICC conducts a thorough and impartial investigation to ascertain the facts of the case. This may involve gathering evidence, interviewing relevant parties, and ensuring confidentiality throughout the process.
- **Providing Support:** The ICC ensures that complainants receive appropriate support and assistance throughout the investigation process. This may include providing counselling services, legal guidance, or other forms of support as needed.
- **Taking Action:** Based on the findings of the investigation, the ICC takes appropriate action to address the complaint and prevent further instances of discrimination or harassment. This may involve disciplinary action against the perpetrator, implementing corrective measures, or recommending changes to College policies and procedures.
- **Raising Awareness:** The ICC conducts awareness campaigns and educational programmes to promote understanding of gender equity issues and prevent incidents of discrimination or harassment. This may include training sessions for students, faculty, and staff on topics such as consent, bystander intervention, and respectful behaviour.
- **Monitoring Compliance:** The ICC monitors the implementation of its recommendations and ensures that the College complies with relevant laws and regulations related to gender equity. This includes regularly reviewing and updating College policies and procedures to address emerging issues and concerns.

Overall, the ICC plays a critical role in fostering a safe, inclusive, and equitable campus environment where all members of the College community can thrive without fear of



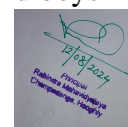
discrimination or harassment based on gender.

As residents of a rural area the social problems of a girl student is compounded further. The economy is still mainly agrarian and artisanal and traditionally it privileges a boy child as a labour asset while the girl is only seen as a dependent. The predominant social perception still holds higher education as redundant for the girl child or at best of marriageable value. So still higher an education after the UG course sometimes are well high impossible for some of the girl students and education at the college level also remains to be troublesome. Moreover, less than desirable income, reluctance to shell out money for necessary education, peer pressure for seeking private coaching and this being a further strain on family exchequer often combine together as different factors against enrolment. However, things have changed and are still changing for the better and the college with it dedicated subcommittees like the Women's cell have been taking appropriate measures as a way of combating the usual ills that plague the rural societies and thereby stall the growth of a girl child into a fuller, well-educated human being.

#### **4. Institutional Policies for the Well-Being of Girl Students**

As a way of measuring up the means put into effect with the girl student in mind, some holistic institutional policies, aimed the well-being of the girl students, are enumerated below:

- a) Continuation of studies implies receipt of scholarship money in various forms of monetary help from central and state governments. Our College distributes the scholarships among the legitimate and deserving ones with their respective gender, caste and religious identities. This direct mode of incentivization is disseminated among the students as an important message from time to time.
- b) Caste and economic status-based reservation in terms of admission of students is well advertised by the government and the college, other than fully endorsing policy as a government-aided college, keeps on making the students aware of their status and privileges including the girls.
- c) Parent-teacher meetings often are used as a platform for the directly addressing the girls' issues while taking their parents and guardians into confidence, thus paking the way towards making a more hospitable atmosphere back home. The principal often personally takes part in such meetings as a way of lending credence to the positive means adopted.
- d) In Big events like the Golden Jubilee in 2022 or even during smaller occasions, girls' students are specially encouraged to put up food stalls with their delectables and boys

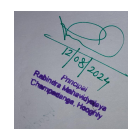




are told at the same time to take part alongside their gender opposite peers. This helps close the gap between genders as the endeavor is designed to level down the differences

existing between traditional work role divisions. More importantly, the girls are made aware of their equal status as “homo economicus” and are encouraged to become more economically enterprising. Cosmetic jewellery and decorative wares are other things that the girl students are allowed to display and sell, thus providing an opportunity to mix creative impulse with the necessary economic urge. Often, local women known for their entrepreneurial skills are brought into the fold of institutional events. The girl students are made to see them in the midst of making items as means to doing brisk business. This is deemed as one sure way of instilling hope and courage among the lot of girl students in general.

- e) Teachers especially women teachers, follow a very friendly way of interacting with their students, especially the girls. The non-teaching staff also follow suit. This is one institutional policy that hardly crosses the line of breach. In addition, counsellors and doctors offer consultation for addressing psychological issues or depression among the youth, particularly the girls’ students who often remain to be the unacknowledged victims of social discrimination or stigma. The Internal Complaints Committee or the Grievance Redressal Cell remain to be the two most important planks, other than the Women’s Cell, that stay ready to take note of any incident or deviation from the institutional norm directly or indirectly affecting the well-being of a girl student. The student is encouraged to love her gender identity and role and not feel ashamed and also not to see herself as a commodity, either marital or commercial, in a society that still may have to struggle with the residual remains of negative patriarchal values.



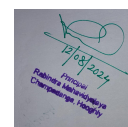
# A REPORT ON GENDER EQUITY AND SENSITIZATION 2018-19 to 2022-23

## 5.1 Introduction

Rabindra Mahavidyalaya, a General Degree College situated at the village of Champadanga of Tarakeswar Block of Hooghly District, started its journey in 1971 by a group of local social workers, businessmen and educationists with an aim to bring the higher education to the doorstep of the local people. The College was affiliated to the University of Burdwan and achieved B<sup>++</sup> grade as part of the re-accreditation of the institution carried out by the NAAC in recent years.

The organization promotes gender equity and women's empowerment as part of its vision and mission. The development of the students' personalities and their qualitative performance are the college's main concerns. The college's Women's Cell, Grievance Redressal Cell, NCC and NSS units are incredibly productive. Awareness camps, health check-up, social outreach programmes, placement counselling, and psychological counselling are all carried out with success.

The Institution has conducted a number of programmes on gender equity through the Women's Cell of the College which works entirely on gender issues. As a well-known educational establishment in the rural and predominantly agricultural belt, one of the College's goals is to give our female students a safe haven and an education that is both gender-sensitive and empowering. Seminars and several specific events aimed at promoting gender sensitization are held to raise knowledge of their rights. Some important measures include exhibition cum sale of handmade art-pieces, jewellery and food items by our girl students during Golden Jubilee Celebration, conducting orientation programme on environmental awareness, and menstrual health and hygiene, Kanyashree related training, Observation of International Women's Day, publication of wall magazine, spreading social awareness by conducting movie show, and promoting financial empowerment during 2018-19 to 2022-23 to advance gender equity. Besides, arranging girls' common room, recruiting gateman, CCTV facilities, and constant counselling are examples of gender-friendly facilities available in the campus.



## 5.2 A Brief on Annual Gender Sensitization Action Plan

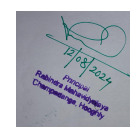
### ANNUAL GENDER SENSITIZATION ACTION PLAN

Rabindra Mahavidyalaya, Champadanga

Session: 2018-19 to 2022-23

Session	Proposed Plan	Remarks
2018-19	<ul style="list-style-type: none"><li>• Celebration of International Women's Day</li><li>• Social Outreach Programme</li><li>• Awareness Programme</li></ul>	Priority: High Status: Success
2019-20	<ul style="list-style-type: none"><li>• Celebration of International Women's Day</li><li>• Social Outreach Programme</li><li>• Awareness Programme</li><li>• Medical Camp</li></ul>	Priority: High Status: Success (Excluding a few events due to COVID outbreak)
2020-21	<ul style="list-style-type: none"><li>• Celebration of International Women's Day</li><li>• Social Outreach Programme</li><li>• Awareness Programme</li><li>• Medical Camp</li></ul>	Priority: High Status: only one event was held successfully (Due to COVID outbreak)
2021-22	<ul style="list-style-type: none"><li>• Celebration of International Women's Day</li><li>• Social Outreach Programme</li><li>• Awareness Programme</li><li>• Cultural innovation</li></ul>	Priority: High Status: Success
2022-23	<ul style="list-style-type: none"><li>• Celebration of International Women's Day</li><li>• Social Outreach Programme</li><li>• Awareness Programme</li><li>• Festivals</li><li>• Medical Camp</li></ul>	Priority: High Status: Success

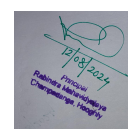
*Note: The degree of concern for the programme to be carried out has determined the **priority**. The level of occurrence denotes the **status** of each programme.*



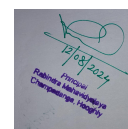
# ANNUAL GENDER SENSITIZATION ACTION PLAN

## A BRIEF ACTION TAKEN REPORT (2018-19 TO 2022-23)

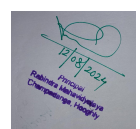
SESSION	Plan of Action	Date of Programmes	Execution of Plan
2018-19	Celebration of International Women's Day	March 08, 2019	Durga Bhattacharyya, eminent social worker of Burdwan was invited as Chief Guest of the programme; she motivated girl students to build smart, thinking towards equality and being innovative for change; Wall magazine of Women's Cell published;
	Social Outreach Programme	March 29, 2019	The slum inhabitants of Tarakeswar Rail Station were given daily essentials including clothing and sanitary napkins; Slum women confided in the members of the Cell about their everyday struggles;
	Awareness Programme	October 10, 2018	Cell members inspired female students to shatter taboos surrounding menstruation and develop bravery and outspokenness;
		November 30, 2018	Celebrating International Month of preventing torture against women by raising slogan for joining hands for women's protection;
2019-20	Celebration of International Women's Day	March 06, 2020 (March 08, 2020 was a Sunday)	Dr. Paramita Biswas of Prithwish Chandra Biswas Kanya Mahavidyalaya was invited as Chief Guest helped girl students realizing women's rights; Wall magazine of Women's Cell published;
	Social Outreach Programme	September 30, 2019	The slum inhabitants of Tarakeswar Rail Station were given daily essentials including clothing and sanitary napkins;
	Awareness Programme	January 24, 2020	' <i>Beti Bachao, Beti Padhao</i> ' jointly with NSS units to spread awareness of girls' enrolment in higher education and save girl child from malnutrition;
2020-21	Celebration of International Women's Day	March 08, 2021	Unfolding the topic " <i>Achena Antopur: Sasthya Kathay Narikotha</i> " with the presence of Dr. Soma Mukhopadhyay, Folk and Tribal Cultural Centre, Department of Information and Cultural Affairs, Kolkata; Wall magazine of Women's Cell published;
2021-22	Cultural Innovation	June 23, 2021	Active participation in <i>Alpana</i> Competition of Girl Students organized by Cultural Sub-Committee



	Celebration of International Women's Day	March 08, 2022	Speaking engagement by Ms. Rangta Munsri, a well-known attorney, human rights advocate, and APDR member, on addressing domestic abuse and workplace risks of women; Wall magazine of Women's Cell published;
	Mental Health Counselling	Throughout the session	Psychological Counseling (online) of girl students addressing the backdrop of mental health and social awareness challenges posed by the covid-19 Pandemic.
	Festivals	March 17, 2022	Girl College students organized the <i>Basanta Utsab</i> in order to welcome freshness and shun the negative effects of the COVID-19 era;
2022-23	Participation in Cultural Programme	April 12, 2022	Girls' active participation in Annual Cultural Competition of the institution at various cultural events;
	Academic Participation	June 08, 2022	Girls' active participation in model and chart competition of Annual Cultural Programme of College
	Exhibition	November 10, 2022	Exhibition cum sale of handmade art-pieces, jewellery and food items by our girl students during Golden Jubilee Celebration of the College
	Orientation programme	January 6, 2023	An orientation programme on toilet cleanliness and menstrual health on 06.01.23 to aware our girl students regarding usage of toilets outside home and usage of sanitary napkins instead of other unhygienic materials during menstruation etc.
		January 6, 2023	Training of our girl students by NSS regarding Conditional Cash Transfer scheme - ' <i>Kanyashree Prakalpa</i> '
Observation of International Women's Day	March 15, 2023	Women's Cell conducted an exhibition cum sale of handmade items by girl students. The day was celebrated with the presence of resource person <i>Dr Rohini Dharmapal</i> , who inspired the females by delivering her enthusiastic speeches regarding exploring hidden creativity within the women. Wall magazine of Women's Cell published;	
Awareness Programme	May 27, 2023	The Department of English organized a movie show " <i>Sirf Ek Banda Kaafi Hai</i> " with an aim to spread awareness on sexual harassment among the girl students especially;	



	November 9, 2022	Dramatization of " <i>Aparajita</i> " by Bengali Department students, which sent a strong message about the detrimental effects of patriarchal society on girls' daily lives and the significance of women's emancipation.
	April 9, 2023	Active participation in mangrove plantation in Indian Sundarbans
Festivals	Golden Jubilee Programme (November, 2022)	Food and Handicraft stalls organized by the students are a perfect execution of promoting financial empowerment among the undergraduate students, especially girl students.
Medical Camp		Health check up of girl students to make them aware of their health issues;
Festivals	March 11, 2023	Girl College students organized the <i>Basanta Utsab</i> in order to welcome freshness



## 5.3 Gender Sensitization Initiatives taken by the Institution

### 5.3.1 Measures Initiated by the Institution for the Promotion of Gender Equity Session 2018-19

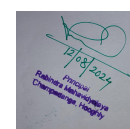
#### Gender Initiative I

#### Education Campaign on the Taboos Around Menstruation

- Date: 10.10.18
- Venue: Room No. 48
- Organizer: Women's Cell, Rabindra Mahavidyalaya
- Objectives: Spreading awareness among the girl students of rural areas on the taboos around menstruation
- Programme Details: Prof. Sujata Bandyopadhyay, Convenor, Women Cell initiated the programme. Prof. Ambalika Biswas of English Department and member of Women's Cell motivated the girl students to break the various taboos about menstruation and not to feeling low for being women. She showed videos about Women's bravery. Dr.Papiya Dutta, member of the Cell delivered her speech and asked the girls not to keep silence about their problems.
- Outcome of the programme: Girl students discussed their problems with Women Cell members which they sometimes faced in college campus and elsewhere and they felt relieved by getting guidelines to handle various difficult situation.



Photographs 1 & 2. Girls listening lectures regarding menstrual hygiene and preventing torture against women



## **Gender Initiative II**

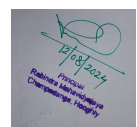
### **Celebration of International Month (November) of Preventing Torture against women by “Raising Slogan for Joining Hands for Women’s Protection”**

- Date: 30.11.18
- Venue: Room no. 48
- Organizer: Women’s Cell
- Objectives: This programme had been arranged by the Women’s Cell to encourage the girl students to protest against torture on them and their female relatives.
- Summary: Prof Sujata Bandyopadhyay, Convenor, Women Cell initiated the programme. Prof. Sreyasi Bandyopadhyay of Commerce Department and member of Women Cell delivered her experiences on torture against women in lower middle class to high society and told about some pathetic incidents. Prof. Ambalika Biswas of English Department and member of the Cell showed videos on various laws about preventing torture against women. Two girls discussed with Prof. Sreyasi Bandyopadhyay about their problems. One girl and one boy delivered motivational speech.
- Outcome of the Programme: Girls and boys pledged that they would try their best to prevent torture against women.

## **Gender Initiative III**

### **Observing International Women’s Day**

- Date: 08.03.19.
- Theme: Think Equal Build Smart, Innovate for Change
- Venue: Room no. 6
- Organizer: Women’s Cell, Rabindra Mahavidyalaya
- Objectives: Like every year this year also Women Cell of Rabindra Mahavidyalaya celebrated International Women’s Day. The aim of this programme is to aware our students about the importance of this day and to motivate them removing discrimination between men and women.
- Summary: The programme started with Principal Dr. Prasanta Bhattacharyya’s speech. Women Cell convenor Prof. Sujata Bandyopadhyay introduced the guest Mrs. Durga Bhattacharyya, renowned social worker with everybody. Our student Mr. Danish Ansari of the Department of English felicitated Durga madam with flower bouquet. Durga





madam inspired us and our students to help poor, helpless and mentally disabled people with her motivational speech.

- Outcome: The programme had been highly appreciated by our teachers, students and NTS.

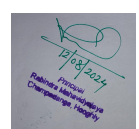


Photographs 3 & 4. Observing International Women’s Day with the presence of Durga Bhattacharyya, and her success story

**Gender Initiative IV**

**Social Outreach Programme**

- Date: 29.3.2019
- Theme: Philanthropical activities for female slum dwellers
- Venue : Tarakeswar Railway Platform
- Organizer : Women’s Cell
- Objectives : Aware the female platform dwellers about healthy lifestyle, family planning, cleanliness and importance of education for their children.
- Summary: Under the supervision of Women’s Cell Convenor Prof. Sujata Bandyopadhyay, followed by members Prof. Ambalika Biswas, Dr Papiya Dutta, and students of English and History department visited railway adjacent slum at Tarakeswar to distribute clothing, sanitary napkins, and soaps to female slum dwellers; and notebooks and crayons to slum children. Slum women confided in the members of the Cell about their everyday struggles;



- Outcome of the Programme: Most of the slum women and children became very happy after meeting the college team, and they requested them to visit frequently.



Photograph 5 & 6. Philanthropic activities at Tarakeswar Slum

### **5.3.2 Measures Initiated by the Institution for the Promotion of Gender**

#### **Equity Session 2019-20**

#### **Gender Initiative I**

#### **Social Outreach Programme**

- Date :30.09.2019
- Theme: Theme: Philanthropical activities for female slum dwellers
- Venue: Tarakeswar Railway Platform
- Organizer: Women’s Cell, Rabindra Mahavidyalaya
- Objectives: Aware the female platform dwellers about healthy lifestyle, family planning, cleanliness and importance of education for their children.
- Programme Details: Women’s Cell Convenor Prof. Sujata Bandyopadhyay, members Prof. Ambalika Biswas, Prof. Sreyasi Bandyopadhyay, Dr Papiya Dutta, Prof Basabi Dutta, Prof. Suvaranjan Jas, Mainur Ali, Dinabandhu Sinharoy, and students of English and History department went to Tarakeswar Platform no. 3 to provide female slum dwellers clothing and other necessary goods. The cell members advised them not to allow their children to converse with strangers, made them aware of the importance of school education, necessity of financial independence and job for women.

- Outcome of the Programme: Most of the women and children became very happy after meeting the college team, and expressed their views to visit frequently.

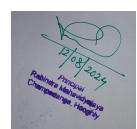


Photographs 7 & 8: Social Outreach Programme at female Slum dwellers of Tarakeswar Rail Station

## **Gender Initiative II**

### **Observing International Women's Day**

- Date: 06.03.19
- Theme: Think Equal Build Smart, Innovate for Change
- Venue: Room no. 6
- Organizer: Women's Cell, Rabindra Mahavidyalaya
- Objectives: To make the girl students aware of the importance of this day and to motivate themselves to fight against discrimination between men and women.
- Summary: The programme started with Principal Dr. Prasanta Bhattacharyya's speech. Dr. Paramita Biswas of Prithwish Chandra Biswas Kanya Mahavidyalaya was invited as Chief Guest of the programme who helped girl students realizing women's rights in workplaces and other spaces of life. The wall magazine 'Aparajita' was published on this occasion.
- Outcome of the Programme: The programme is a call for positive change advancing women.





Photographs 9 & 10. Observing International Women's Day

### **Gender Initiative III: Awareness Programme**

- Date: 24.10.2020
- Theme: 'Beti Bachao, Beti Padhao'
- Venue: Room no. 6
- Organizer: Women's Cell, Rabindra Mahavidyalaya
- Objectives: To spread awareness of girls' enrolment in higher education and save girl child from malnutrition;
- Programme Details: 'Beti Bachao, Beti Padhao' (BBBP) Scheme was launched on 22<sup>nd</sup> January, 2015 to address the issue of decline in Child Sex Ratio in India along with concerned issues of girls' empowerment, over a life cycle continuum. As directed by the Government, the College conducted an awareness programme on the National Girl Child Day to promote equal opportunities in education, healthcare, and nutrition and also raising awareness of the injustices that girls face. The programme was held jointly with NSS units of the institution.
- Outcome: The programme enlightened the pupils with the thinking 'Empowering Girls for a Brighter Tomorrow'.



Photographs 11 & 12. Observing International Women’s Day; Principal Sir delivering his speech on the occasion of observing ‘National Girl Child Day’, publication of Women’s Cell Wall magazine ‘*Adwitiya*’

### 5.3.3 Measures Initiated by the Institution for the Promotion of Gender

#### Equity Session 2020-21

#### Gender Initiative I

#### Webinar on Women Hygiene

- Date : 08.03.2021.
- Theme: Webinar on “Women in Leadership: Achieving an equal future in Covid 19 World”
- Organizer – Women’s Cell, Rabindra Mahavidyalaya
- Objectives- To spread awareness on women hygiene
- Summary : This year the topic of our Webinar was “Achena Antopur :Sasthya Kathay Narikotha “(Unknown Gaenaecium : Hygiene of Women)
- Programme Details: The main speaker of the webinar was Dr. Soma Mukhopadhyay, Programme cum Documentation Assistant, Folk and Tribal Cultural Centre, Department of Information and Cultural Affairs, Kolkata, W. B. India. Soma Madam critically discussed the condition of Indian women, their food habit, their treatment from nineteenth century to the present times. Principal, IQAC Coordinator, Women’s Cell Convenor initiated the programme, Dr Papiya Dutta conducted the question-answer session.
- Outcome of the programme: 100 pupils from the College and a few others participated in the programme. The programme achieved a grand success.



**RABINDRA MAHAVIDYALAYA**  
**WEBINAR (Series no.16)**  
**নারী দিবস 2021**

Organised by  
College Women's Cell, Rabindra Mahavidyalaya  
in collaboration with IQAC, Rabindra Mahavidyalaya, Champadanga, Hooghly, W.B.

**বিষয়: অচেলা অস্ত: পুর- স্বাস্থ্য কথায় নারীকথা**  
**Date: 8th March, 2021 from 6 P.M. onwards (IST)**

<p><b>Patron</b></p>  <p><b>Dr. Prasanta Bhattacharyya</b> Principal Rabindra Mahavidyalaya</p>	<p><b>Speaker</b></p>  <p><b>Dr. Soma Mukhopadhyay</b> Programme cum Documentation Assistant Folk &amp; Tribal Cultural Centre Department of Information &amp; Cultural Affairs Kolkata, W.B, India</p>
<p><b>Introduction</b></p>  <p><b>Prof. Tanmay Bandyopadhyay</b> Associate Professor of Commerce Coordinator IQAC Rabindra Mahavidyalaya</p>	<p><b>Convener</b></p>  <p><b>Prof. Sujata Bandyopadhyay</b> Assistant Professor Department of History Rabindra Mahavidyalaya</p>

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<p><b>Host</b></p> <p>Dr. Pronobi Porel Librarian Rabindra Mahavidyalaya</p>	<p><b>IT Support</b></p> <p>Dr. Rabiul Alam Assistant Professor, Dept. of Chemistry Rabindra Mahavidyalaya</p>
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**Registration Information**

Registration Link: <https://forms.gle/UjMP6htn52uhcAMNA>  
 WhatsApp Group Link: <https://chat.whatsapp.com/LiX7inKcj u7GjqEAcKs4H>  
 Joining Link: <https://youtu.be/KqDv1LZN3R8>

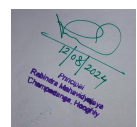
Contact  
Mobile: 8697977486

Photograph 13. Brochure of the webinar

### 5.3.4 Measures Initiated by the Institution for the Promotion of Gender Equity Session 2021-22

#### Gender Initiative I Cultural Innovation

- Date: 23.6.2021
- Venue: College Campus
- Organizer: Cultural Sub-Committee, Rabindra Mahavidyalaya
- Objectives: To explore the creative mind of girl students
- Programme Details: Each Year the institution organizes annual cultural competition on various events for the pupils, of which *Alpana* competition is one of them. The girl students dominate in this competition where they are allowed to decorate the floor of a particular space of the College with such innovation. Drawing *Alpana* is a traditional



culture among the rural Bengali females. This tradition flows generation after generation. The institution opts to preserve this culture among the girl pupils by organizing such events.

- Outcome of the Programme: Fifteen girl students participated in this competition, they enjoyed it very much.

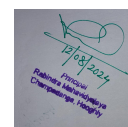


Photographs 14 & 15. Girls students drawing *Alpana*

## **Gender Initiative II**

### **International Women's Day Observation**

- Venue: Room no 48
- Date: 08.03.22.
- Organizer: Women's Cell, Golden Jubilee Committee, and IQAC, Rabindra Mahavidyalaya
- Theme: "Break the Bias". This was the slogan of International Women's Day in the year 2022. Women's Cell of the College had arranged a programme following the International Women's Day theme to move towards a bias free gender equal world.
- Objectives: To make our girl students aware of the domestic violence and how to tackle this problem and how women can protect themselves from harassment in workplaces.
- Programme Details: The main speaker of the day was Ms. Rangta Munsu, a renowned Lawyer, Human Rights activist and Member, APDR. MS. Ms. Munsu advised the girl students how to tackle with domestic violence, where and how to complain, and also harassment of female staff in workplaces and its solutions.



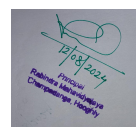
- Outcome of the Programme: Girls and female staff highly appreciated Ms. Munsu's speech. Girls interacted with her regarding eve-teasing and various problems.



Photograph16. Resource person of the programme delivering her valuable speech



Photograph 17. Brochure of the Programme





## Gender Initiative III

### Mental Health Counselling

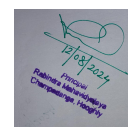
- Duration: Throughout the session
- Organizer: IQAC, Rabindra Mahavidyalaya
- Objectives: To inform our pupils, girls especially about the fundamentals of social awareness and mental health in the face of stressful circumstances during the pandemic age.
- The Context: The girl teenagers who were under lockdown or were affected by the COVID-19 epidemic carried both short-term and long-term psychological and mental health problems. Our college students' situation is not an anomaly. There are many vulnerability variables that have exerted significant impacts on them, including developmental stage, educational attainment, pre-existing mental health conditions, socioeconomic deprivation, and isolation due to infection or fear of infection.

Keeping their mental health condition in mind, our institution organised a programme titled “*Developing Mental Health and Social Awareness Programme for current Generations*” just after reopening of the College under the aegis of the Internal Quality Assurance Cell (IQAC) and Women’s Cell of Rabindra Mahavidyalaya in collaboration with WHY (Wellbeing and Happiness for You), an independent and non-profit making Organization accredited by The National Council of Education, Bengal (NCEB) addressing the social and cultural backdrop of mental health and developing timely social awareness about the challenges posed by the Covid-19 pandemic in a series of one-to-one counselling.


- The Practice: The institution has this hope that such initiative helps the girl students to cope with the increasing stress and disruptions created in the post-COVID situation in the academic arena.

The counselling programme commenced from April, 2022 at the College campus. Each session was conducted via online mode between at college hours (45 minutes to 1 hour per session). The participant was to be benefited by ten straight free counselling sessions. Interested students submitted their names, contact numbers and email address to the concerned Head of the Departments for ensuring their participation in the said programme. We made sure that all the conversations between the student participants and the counsellors was kept as something ‘highly confidential’.

- Evidence of Success: It may be concluded that for the first time the mental health counselling programme reached its target to a great extent. It clearly indicates that the



barrier of psycho-social stigma could be dealt with tactfully as pupils are made to become aware of the fact that mental illness is treatable and recovery is possible.



School of Counselling & Promotion of Wellbeing  
National Council of Education, Bengal  
(Parent body of Jadavpur University)

**Report of internship held at Rabindra Mahavidyalaya, Champadanga**

Post Graduate Diploma in Person Centre Counselling and Holistic Well-being conducted by National Council of Education conducted an internship program for its 7th batch students on and online platform for Champadanga College. First of all we would like to convey our heartfelt gratitude to Dr Susmita Sengupta and the authorities of the concerned College for giving us the opportunity to successfully conduct the internship program in a time when most of the educational institutes were closed down due to COVID 19. The students who had completed their course and passed the written and Practical Examination were allotted students from Rabindra Mahavidyalaya, Champadanga for counselling.

The students from the post graduation course interacted with the students of Rabindra Mahavidyalaya who needed counselling. Most of the students successfully completed the internship program. The interaction was held regularly once a week and both the counsellors and clients benefited by the interactions.

Students from Rabindra Mahavidyalaya had reported that they received a safe space where they could share their problems without being judged. The students were able to share their problems through the counselling process and most of them were able to come out of the situation or handle the situations in a better way.

The common problems that the students shared with their counsellors were lack of focus, low confidence, family problems, relationship issues, anxiety about their future to mention a few.

We at National Council of Education, Bengal would like to continue this liaison for future too.

*Sujata Roy Choudhury*

Dr Sujata Roy Choudhury  
Coordinator P.G. Diploma  
In Person Centred Counselling  
And Holistic Wellbeing

Photograph 18. Feedback Report of WHY

## **Gender Initiative IV** **Welcoming Youth by Basanta Utsab**

- Date: 11.3.2022
- Venue: College campus
- Objective: An aim to wipe out all ill-effects and negative thinking on the reopening of the institution after COVID outbreak
- Programme Details: This was the very festival that ushered the beautiful spring season. The students were very enthusiastic about this event and they took great effort to organize it. This was an outdoor programme with a big stage being constructed amidst the stretch of woods inside the college campus. The stage was covered with a green carpet and was decorated with yellow and orange marigold flowers, the colour theme of the event being yellow and green. Students and teachers came dressed in yellow saris and kurtas matching this theme. It was breath-taking to see them as they made a procession across the lush



green meadows while singing and dancing with spring songs and sprinkling gulal all around. The Principal inaugurated the programme by lighting a torch that gave out smokes of coloured powder. The local officer- in-charge of police was also present at the event. Abir of every hue flew in the air and everyone was smeared in it as the party came to full swing. Students put up an exquisite performance of song, dance and recitation based on the theme of spring.

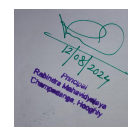
- Outcome : The programme culminated in a music jockey programme making the students sway to the spring tunes as they soaked up the essence of this festival of youth.



Photographs 19 to 22. Glimpses of Basanta Utsab

### **Gender Initiative V** **Participation in Cultural Programme**

- Date: 12.4.2022
- Venue: College campus
- Context: Girls' active participation in Annual Cultural Competition of the institution at various cultural events;
- Objective: To unfold their creativity and encourage them in participating in extra-curricular activities



- Programme Details: With the reopening of the college Annual Cultural Competition was held. The girl students actively participated in various cultural events. Winning students of both this competition and 2019-20 competition (which had to be halted due to Covid lockdown) were given books as prizes along with certificates.
- Outcome: The programme encouraged the students and it ended with a great success.



Photographs 23 & 24. Girls' active participation in Annual cultural competition

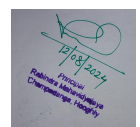
### 5.3.5 Measures Initiated by the Institution for the Promotion of Gender

#### Equity Session 2022-23

#### Gender Initiative I

#### Equity in Academic Participation

- Date: 08.6.2022
- Venue: College campus
- Context: Girls' active participation in model and chart competition of Annual Cultural Programme of College
- Objective: Gender equity in academic participation
- Programme details: Girls' equal share of participation in model and chart presentation on Annual cultural programme of the institution is noteworthy. Especially, the girl students of Department of English took active part in the said event. Their presence as compared to the boys' students was highly appreciated by the College authority.



- Outcome: The event encouraged the girls' students to a great extent; it helped their skill development also.

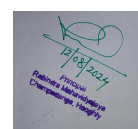


Photograph 25. Girls' participation in Model and chart presentation

## **Gender Initiative II**

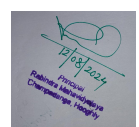
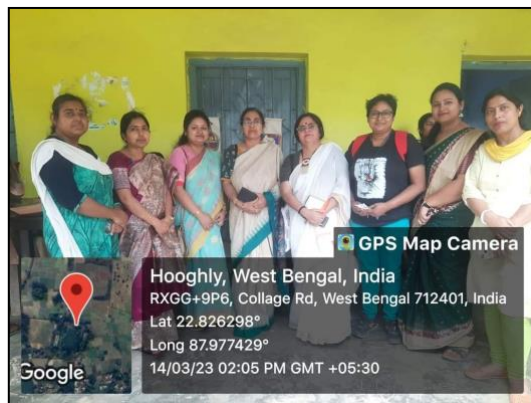
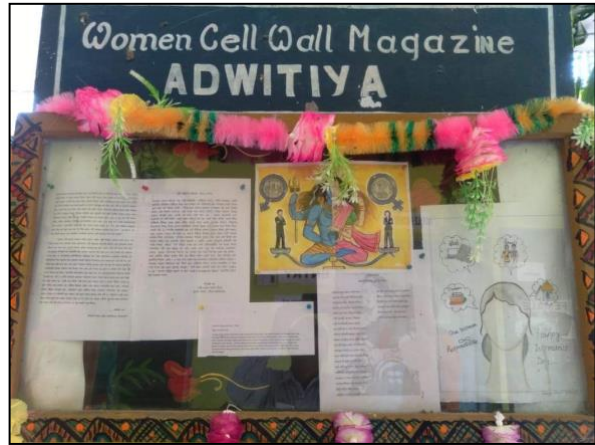
### **Observation of International Women's Day**

- Venue: Room no 48
- Date: 08.03.22.
- Organizer: Women's Cell, Golden Jubilee Committee, and IQAC, Rabindra Mahavidyalaya
- Objectives: To make students aware of the theme DigitALL: Innovation and Technology for Gender Equality'
- Programme details: Observation of International Women's Day following the theme 'Exploring Yourself' on 15.03.23 by Women's Cell and an exhibition cum sale of handmade items by girl students. The day was celebrated with the presence of resource person *Dr Rohini Dharmapal*, an eminent scholar of Indian religion, culture and mythology and an Assistant Prof. of Education, Swami Vivekananda Sarada Vidyapeeth, Kolkata by profession. Madam inspired us by delivering her enthusiastic speeches regarding exploring hidden creativity within the women. Her valuable lectures included real life stories of acid victim women, their courage, their struggle, their creativity and their pledge to change our country as a safe and beautiful place for human beings.
- In the second session, Prof. Rabiul Alam, Assistant Professor of Chemistry and also the Convener, IT Committee of the College discussed the topic of digital revolution, and



advised girl students to be cautious of the cyber-crime. After his valuable advice, Dr. Krishna Kumar Mondal, IQAC Coordinator delivered his lecture related to gender-inclusive digital environment for future world.

- The celebration of the Women’s Day was followed by the inauguration of ‘Adwitiya’, the Wall magazine of the Women’s Cell and girls’ Wall Magazine ‘Aparajita’. Our creative and talented girls decorated the venue with their artwork, and they have arranged an exhibition of paintings and handmade jewellery at College corridor which attracted everyone.
- Impact: A strong interaction session continued for a long time; they became aware of the narrow gender-digital-divide and welcomed the idea of ‘Embrace Equity’.





Photographs 26 to 30. Celebration of International Women’s Day; publication of Wall Magazine ‘*Adwitiya*’; girls’ artwork on the wall of the college;

### **Gender Initiative III**

#### **Promoting Financial Awareness**

- Occasion: Golden Jubilee Programme
- Venue: College Campus
- Objective: An initiative to promote financial empowerment among the girl students of the College
- Programme details: One of the gender-centric flavours in the Golden Jubilee Celebration included the Food and Handicraft stalls organized by the students. It’s a perfect execution of promoting financial empowerment among the undergraduate students across both genders. In the process of organizing the stalls, the students made smart financial decisions and this inculcated good habits like preparing a budget, calculating market risks, calculating profit, marketing skills, and keeping track of the sales and profit. Beyond instilling basic financial skills and habits, it was noted that the students fostered a strong sense of empowerment, self-confidence, and teamwork during the process of organizing the stalls.



14/03/2024  
 Photo  
 Rabindranath Mitra  
 Chairperson, Hooghly





Photographs 31 to 34. Stalls set by Girl students at Golden Jubilee Programme

- Impact of the programme: This attempt will surely promote fairness in education, as well as confronts stereotypes and biases that have historically limited student's potential.

## **Gender Initiative IV**

### **Promoting Financial Awareness**

- Context: Golden Jubilee Programme
- Venue: College campus
- Programme details: In keeping with gender-centric thinking, the college organized a number of programmes for November 9, 2022, the day of the Golden Jubilee celebration on campus. Among these events was a dramatization of "*Aparajita*" by Bengali Department students, which sent a strong message about the detrimental effects of patriarchal society on girls' daily lives and the significance of women's emancipation.
- Impact: The students of both gender inspired a lot by performing the drama; the boys understood the daily-life struggles of girl students.





Photographs 35 & 36. Drama by students to deliver strong message against ill effects of patriarchal society

## **Gender Initiative V**

### **Participation in Plantation Programme**

- Date: April 9, 2023
- Venue: Chargheri village, Sundarbans, India
- Objective: To generate environmental awareness and active participation of girl students in Mangrove plantation
- Programme details: Under the supervision of Purbasha Eco-Helpline Society of South 24 Parganas, our institution conducted mangrove plantation programme at Indian Sundarbans. The active participation of girl students at this programme was note-worthy. A group of 27 students (Girls: 17, Boys: 5) planted one hundred mangrove plants at Chargheri river bank of Sundarbans. Moreover, the students ran a primary survey regarding socio-economic vulnerability of the adjoining areas.



- Impact: The programme helped the students acquiring their knowledge of coastal ecosystem, and the intensity of livelihood vulnerability of the local people. It raised awareness of the role of mangrove among the students as the bio-shields of the Bengal.

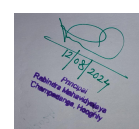


Photographs 37 to 39. Girl students planting Mangrove with the boys at Sundarbans; Girl students are surveying at village level to know the livelihood vulnerability of the local people

## **Gender Initiative V**

### **Organizing Basanta Utsab by Girl students**

- Date: March 11, 2023
- Venue: College campus
- Context: Basanta Utsab
- Objective: Basanta Utsab was the very festival that ushered the beautiful spring season. The girl students were very enthusiastic about this event. They took great effort to organize it. This was an outdoor programme with a big stage being constructed amidst the stretch of woods inside the college campus. The stage was covered with a green carpet and was decorated with yellow and orange marigold flowers, the colour theme of the event being yellow and green. Girl students came dressed in yellow sarees matching this theme. It was breath taking to see them as they made a procession across the lush green meadows while singing and dancing with spring songs and sprinkling gulal all around. The Principal inaugurated the programme by lighting a torch that gave



out smokes of coloured powder. The local officer- in-charge of police was also present at the event. Abir of every hue flew in the air and everyone was smeared in it as the party came to full swing.

- Impact: Students put up an exquisite performance of song, dance and recitation based on the theme of spring . The programme culminated in a music jockey programme making the students sway to the spring tunes as they soaked up the essence of this festival of youth.

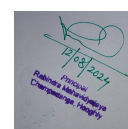


Photograph 40. Girl students with Principal on the occasion of Basanta Utsab

## **Gender Initiative VI**

### **Health Awareness and Medical Check up**

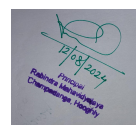
- Date: 06.01.2023
- Venue: College campus
- Context: Golden Jubilee Programme
- Programme details: On the occasion of Golden Jubilee Programme at Rabindra Mahavidyalaya, a medical camp was organized for health check-up of girl students especially. To make them aware of their health issues, to suggest a balanced diet chart and precautions to be taken during menstruation cycle were the motto of this check-up. The programme was conducted by the lady teachers also. It ended with a great success.



- Impact: Girls became aware of the health issues and gave positive feedback of the programme.

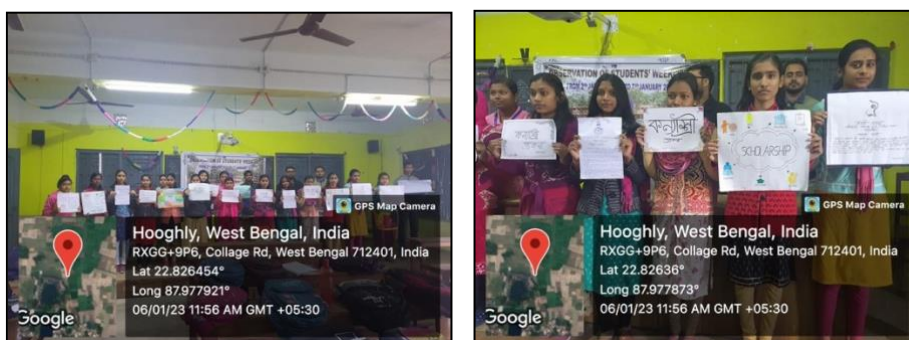


Photographs 41 to 47. Health check-up of girl students

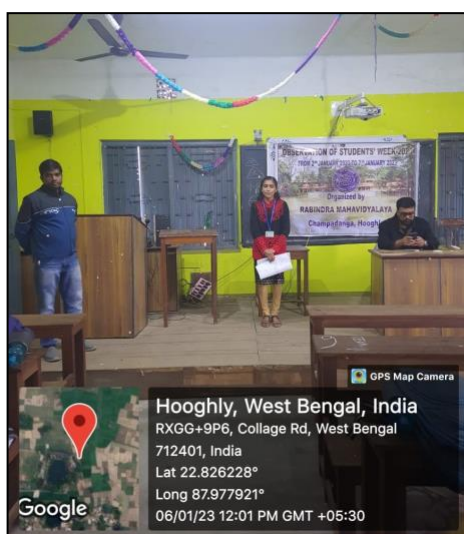


## Gender Initiative VII Awareness Programme of Government Scheme

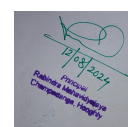
- Date: January 6, 2023
- Venue: College Campus
- Context: Poster Presentation of Conditional Cash Transfer Scheme
- Objective: A feedback to know the perception of girl students attaining benefit from Kanyashree Prakalpa
- Programme details: Nearly all girl students of our College have obtained the monetary benefit of Kanyashree Prakalpa, which helps upgrading their academic performance as well as meeting other important requirements. Against this backdrop, a poster presentation was arranged to get their feedback in this regard. A number of forty girl students participated in the programme and made it a grand success.
- Outcome: The girl students shared their positive feedback of this scheme and opined that they wish to continue higher studies in near future.



Photographs 48 & 49. Girls' active participation in Poster presentation



Photograph 50. Girl student giving positive feedback of Kanyashree Prakalpa

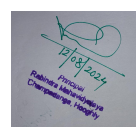


## Gender Initiative VIII Awareness Programme

- Date: 27.5.2023
- Venue: Department of English
- Context: Movie Show
- Objective: To motivate all students
- Programme details: the Department of English of Rabindra Mahavidyalaya organized a movie show “Sirf Ek Banda Kaafi Hai” with an aim to spread awareness on sexual harassment among all the pupils. Since the said film is a powerful tool for raising public awareness and sensitization
- to social issues, it assisted the students in becoming aware of the pressing problems facing
- society. A number of 52 (Male: 14, Female: 38) students were present to watch the movie show.
- Impact of the Programme: The girl students remarked that the movie is *very relevant to the present situation*.

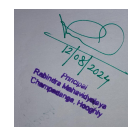


Photographs 51 & 52. Students enjoying movie show; the flyer made by the student



## 6. Specific facilities

- Gender-friendly facilities: One Common Room is available for girl students in the College campus. Women's Cell usually provide sanitary napkins to girls and lady staff when required. Separate toilets for women teaching and non-teaching staff are also available on the campus.
- Safety and Security: The entire campus is well-lit, walled, and under CCTV surveillance, with the exception of the restrooms and classrooms, in an effort to provide a safe and secure atmosphere for women. Women cell and ICC always handle any incident of eve teasing in and outside of the College.
- Counselling: Lady teachers always encourage girls for not feeling inferior than boys. Female pupils frequently receive gender-related counselling from female lecturers. On campus, there are boxes set up for recording complaints that are handled on a regular basis. Women cell and Internal Complaints Committee (ICC) frequently enquires our girls regarding any inconvenience and try to solve them.
- Gender Equity in classroom and beyond: Fair participation of both girls and boys in classes is facilitated by the college. In group projects, hands-on classes, model-exhibition, and educational excursion, the college also supports a gender mix.
- Gender-Equity in Administrative Job: A fair gender equity is maintained in running administrative jobs in the College. A number of female teachers serve as convenors in significant institution-wide subcommittees and cells, such as, UGC, Purchase, Cultural, Pension and Service Book, Grievance Redressal, Research, Nature's Club, and Green Committee.
- Awareness campaign: Through a number of lectures and awareness initiatives, the college encourages candid discussion about gender equality.

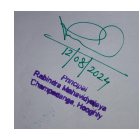


## 7. Proposed Future Plans

Gender sensitization is one of the main areas of concern of Women's Cell of Rabindra Mahavidyalaya. In order to fulfil its duties, the Cell actively participates in a variety of activities throughout the year since the institution is committed to establishing a welcoming and secure environment for everyone, both inside the building and in the community at large. For the purpose of protecting and directing the next generation towards a safe, sustainable future, the institution has already developed an Internal Complaint Committee, a Health Check-up Centre, Placement Cell, centralized computer laboratory and regular psychological counselling.

The Women's Cell hopes to make the following plans a reality:

1. **Programmes for raising (mental, intellectual, self-defense, financial, environmental, gender-centric) awareness**, such as seminars, workshops, speeches by experts from a variety of sectors; movie show, and exhibition cum sales, visiting Old-Age Homes, etc.
2. **Celebrating International Women's Day** and publication of wall magazine;
3. **Collaborate** with the Internal Complaint Committee and Grievance Redressal Cell to establish an open process for handling any concerns pertaining to gender;
4. Implementing **Add-on courses** by the Philosophy and Political Science departments on human rights that focus on **gender and women's issues** in an effort to increase understanding of these issues;
5. Regular **counselling of the mother** of girl students to comprehend their perspective on females' education, work, and career achievement; encourage them to think in a gender-friendly manner;
6. **Regular feedback** from girl students regarding toilet facilities, girls' common room by Women's Cell members;
7. Arranging **random experimentation with women's health issues** (Anaemia, PCOD, Calcium deficiency, Thyroid) by reliable external and internal experts;





# GENDER AUDIT REPORT

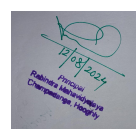
## Preface

*“Women hold up half the sky.” – Mao Zedong*

Gender equality is a fundamental human right and a necessary foundation for a sustainable, peaceful and prosperous world. In the 2030 Agenda for Sustainable Development, gender equality and the empowerment of women and girls is a standalone goal (Sustainable Development Goal 5 - SDG 5) and is inextricably linked to SDG 4 on ensuring the right to inclusive and equitable quality education and lifelong learning.- UNESCO, 2019

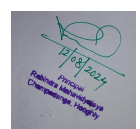
Ensuring not only equal access, but equal opportunity and empowerment in and through education, needs innovative thinking and action. This covers the crucial first step of guaranteeing gender parity, or same numbers and ratios of girls and boys, in enrolment and graduating from different grades of education, but it goes much beyond that. The entire potential of education must be awakened in order to address the unequal power dynamics, societal norms, discriminatory practices, and belief systems that fuel gender inequality and social exclusion. It is a type of education that takes into account the needs, interests, and life experiences of every student while addressing the interlocking and parallel disadvantages that can hinder any child, adolescent, or adult from completely exercising their freedom to take part in, finish, and gain benefit from education.

Against this backdrop, our institution has developed strategy with the goal of making College campus safer for female students. A Gender Audit was conducted realizing the vision of Gender Sensitization Cells of the institution. During the audit process, the points of interest to be audited were picked, the participants were chosen, they were given orientation, the checklist and walk-about were prepared, the findings were captured, and the results were shared with the college administration so that the suggestions could be put into practice.



## Acknowledgement

We are appreciative that the National Assessment and Accreditation Council (NAAC) gave us the chance to perform a gender audit on our campus. We also appreciate the freedom the Principal and Management provided us, which allowed the audit to go as planned. We thank our students filling out the audit questionnaires on time. We also appreciate the efforts made by the members of the Women's Cell. We also acknowledge the ongoing support provided by Prof. Sujata Bandyopadhyay, the coordinator of the Women's Cell. We would want to express my appreciation to our college's faculty and support staff. We admire everyone's encouragement and assistance, both direct and indirect.

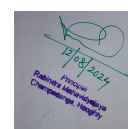


## 1. Introduction

Rabindra Mahavidyalaya, a General Degree College situated at the village of Champadanga of Tarakeswar Block of Hooghly District, started its journey in 1971 by a group of local social workers, businessmen and educationists with an aim to bring the higher education to the doorstep of the local people. The College was affiliated to the University of Burdwan and achieved B<sup>++</sup> grade as part of the re-accreditation of the institution carried out by the NAAC in recent years.

The organisation promotes gender equity and women's empowerment as part of its vision and mission. The development of the students' personalities and their qualitative performance are the college's main concerns. The college's Women's Cell, Grievance Redressal Cell, NCC and NSS units are incredibly productive. Awareness camps, health check-up, social outreach programmes, placement counselling, and psychological counselling are all carried out with success.

We must acknowledge our strengths and weaknesses in order to continue the gender sensitization process and make the necessary corrections later. In light of this, a gender audit is the prime need of the hour. We kindly extend an invitation to the honourable auditor to visit the college and provide insightful recommendations that will aid in our continued growth.

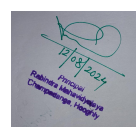


## **2. Existing Gender Equity Policy**

- Everyone, regardless of gender, shall have equal opportunity. The university will not tolerate any form of gender discrimination.
- Through gender-sensitization seminars, workshops, awareness programmes, and motivational speech students will learn about the need of showing empathy for all genders.
- An annual gender audit would be carried out to guarantee the campus's cleanliness and general well-being.
- Enforcing efficient safety protocols, such as having CCTV cameras and security personnel, is vital.
- Everyone will be afforded equal chances in co-curricular and extracurricular activities.
- The ICC has been established to resolve any issues pertaining to gender disparity inside the organization.

## **3. Objectives of Conducting Gender Audit**

- To guarantee that all genders have equal chances in all fields;
- To guarantee the protection of both genders and the presence of safeguards against sexual harassment;
- to guarantee that the college's goal of empowering women is being fulfilled;
- recognizing gender disparity and examining its causes;
- To identify and correct the areas in which gender discrimination is practiced;
- To assess the role of Women's Cell and ICC to handle gender-related issues.



## 4. Gender Diversity - A Statistical View

### 4.1 Students' Enrolment and Gender Parity

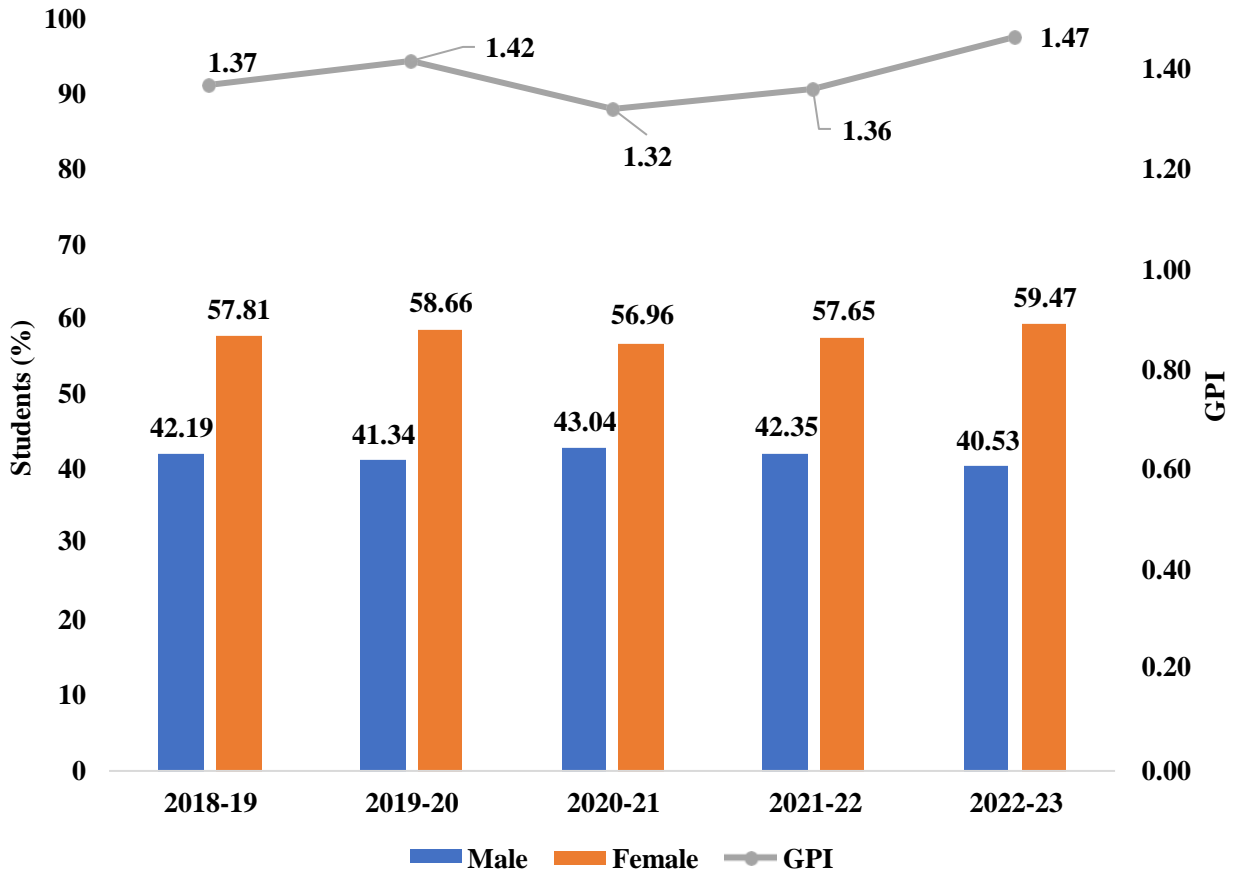


Figure 1 shows students' enrolment trend in the last five years (2018-19 to 2022-23), reflecting steady gender parity in enrolment. The average girls' enrolment (above 55%) has remained always greater than boys' enrolment (above 40%). GPI (Gender Parity Index) also depicts in favour of girls' enrolment than boys (Above 1).



## 4.2 Students' Enrolment, by Religion

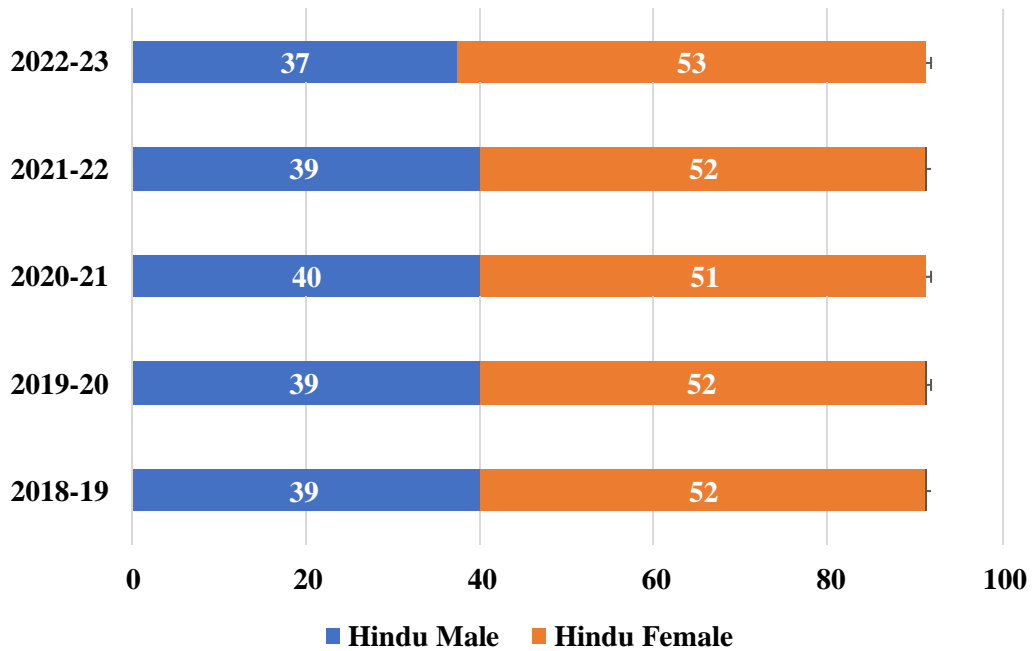


Figure 2 depicts Hindu Students' Enrolment, by Gender (2018-19 to 2022-23). Girls of Hindu religion is enrolled more than Hindu boys.

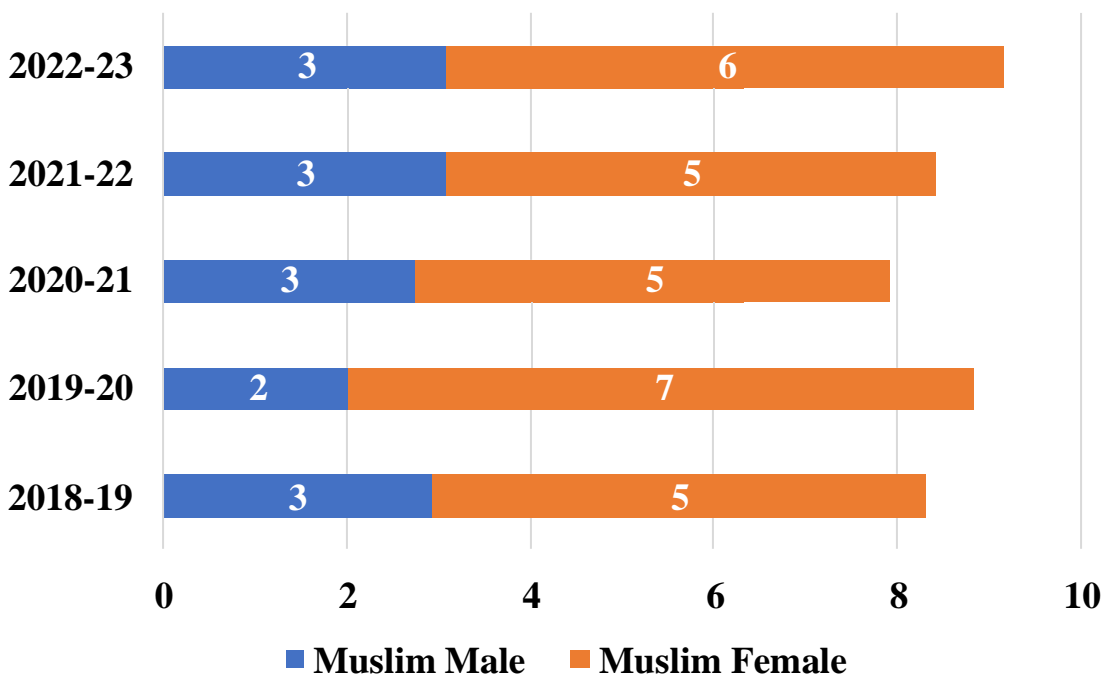


Figure 3 shows Muslim Students' Enrolment, by Gender (2018-19 to 2022-23). Enrolment of Muslim girls is more than Muslim boys. As the catchment area of the institution carries much more people of Hindu religion, it is reflected in the enrolment scenario.



### 4.3 Students' Enrolment, by Caste

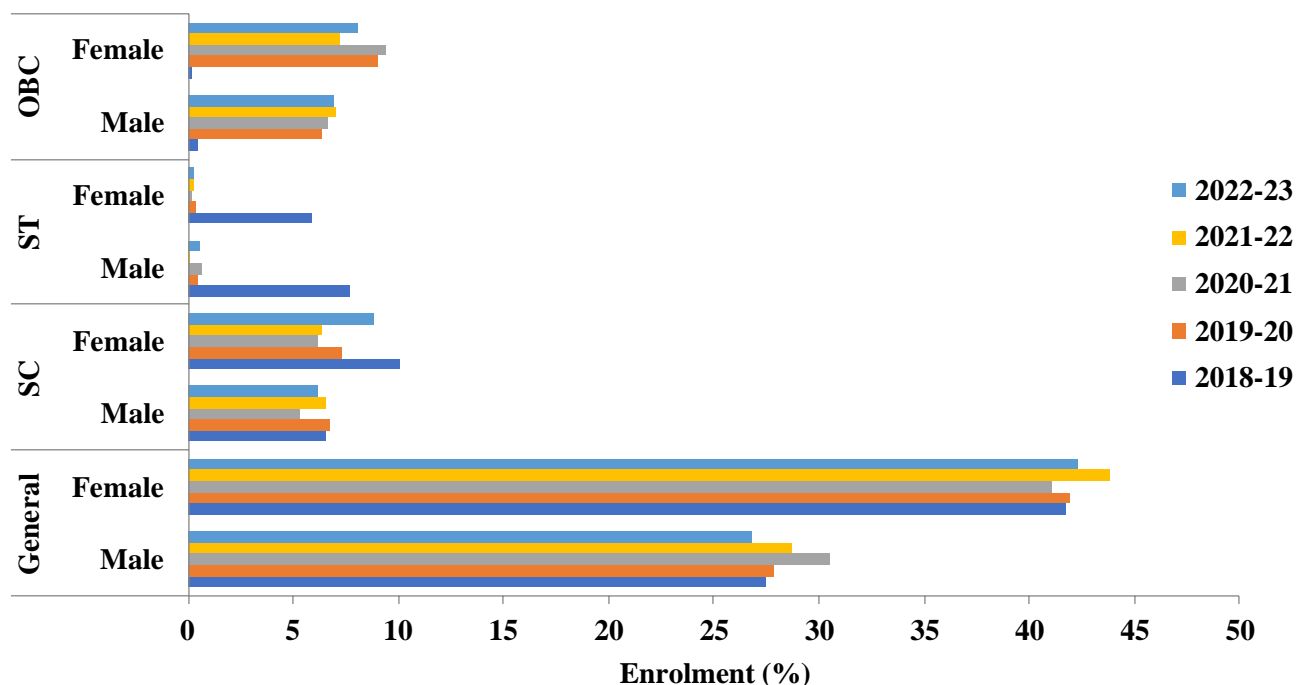


Figure 4 shows session wise students' enrolment by caste. Champadanga caters General Caste population mainly; so the General Caste girls' enrolment is higher than other social category.

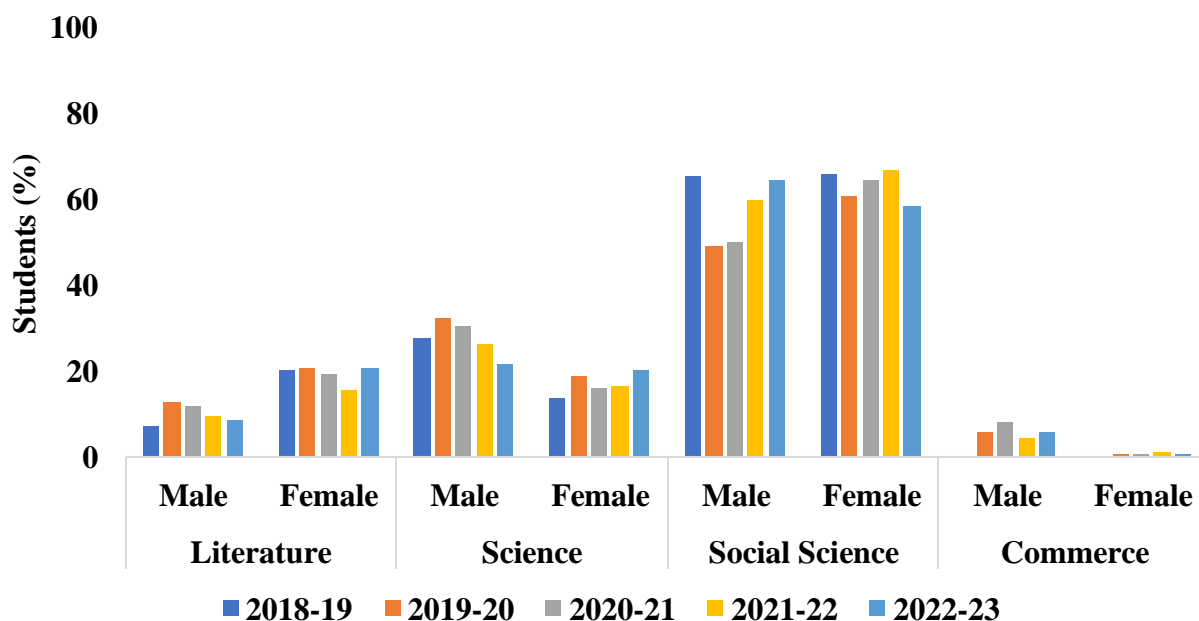
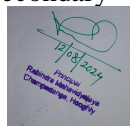


Figure 5 displays the gender-specific stream choices from 2018–19 to 2022-23. Typically, both girls and boys dominate in the Social Science stream. The most concerning fact is that, over the past five years, girls' enrolment in the Pure Science and Commerce stream has been remained consistently low. It's a reflection of the myth of gender stereotypes that the parents of the girls in the rural region have been living with. The majority of the time, female students' home learning environments support their enrolment in Language or Social Science groups in postsecondary education.



#### 4.4 Students (%) Appearing in the Final Semester, by Gender

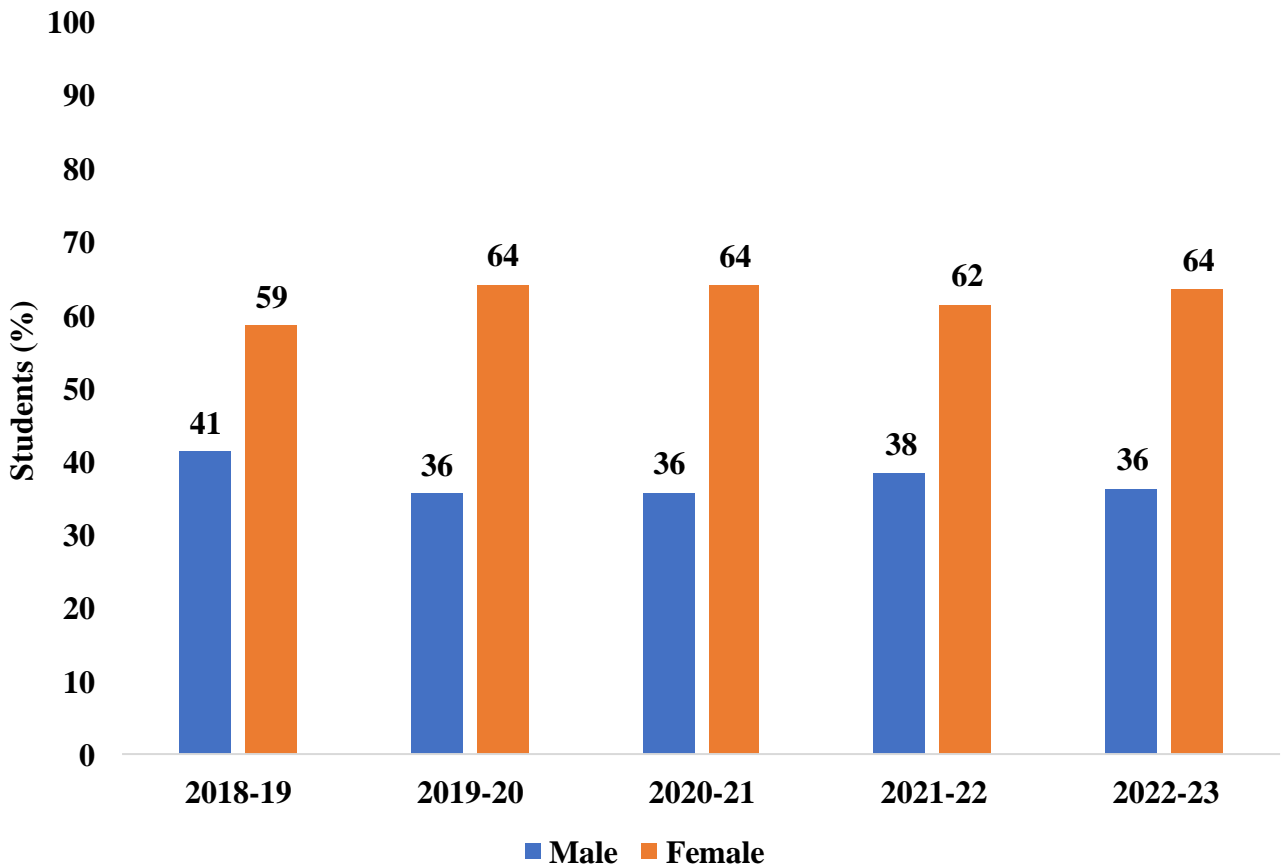


Figure 6 shows students' appearing in the final semester reflecting steady appearance of girl students in the final examination than boys. Constant guardian meet, career counselling programme, regular class and continuous assessment, and infiltrating benefit of scholarship, especially Kanyashree Prakalpa help girl students running their studies smoothly.





## 4.5 Gender Parity in the Appointment of Teaching Staff

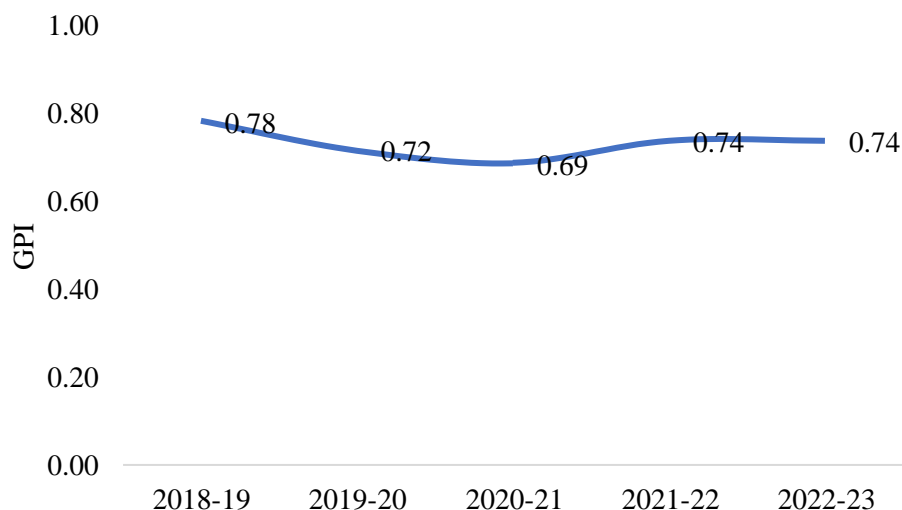


Figure 7 illustrates trends in gender parity in the College's appointment of teaching staff (2018–19 to 2022-23) at Different levels (Assistant Professor/Associate Professor/State Aided College Teachers). The five-year GPI graph appears to be stable. Noteworthy and indicative of the idea of female empowerment is the steady-state admittance of women into teaching positions in higher education.

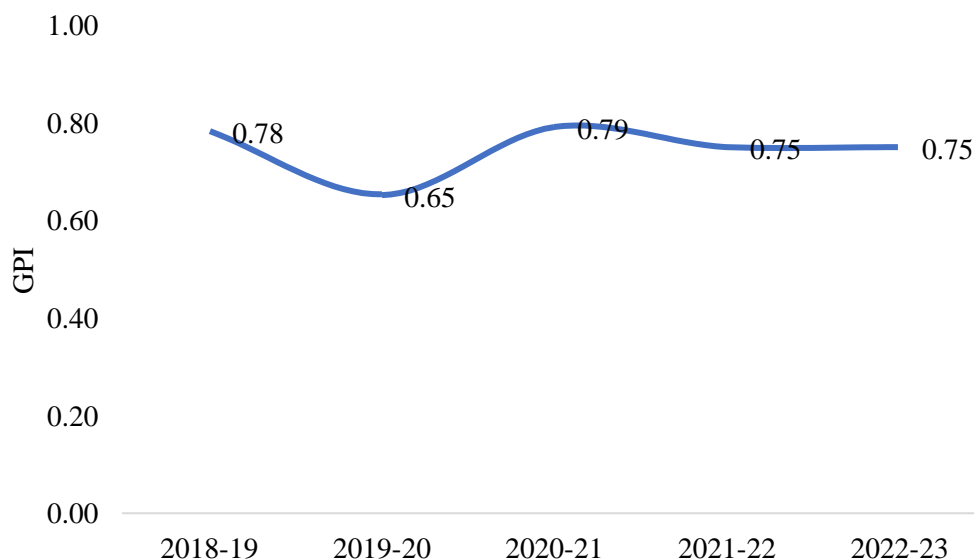
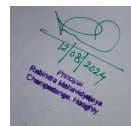


Figure 8 shows Gender Parity Trends in the Recruitment of Assistant/ Associate Professors (2018-19 to 2022-23). It is noteworthy that women are gradually entering higher education teaching positions, which supports the idea of gender equity and female empowerment.



#### 4.6 Distribution of Non-Teaching Staff, by Gender

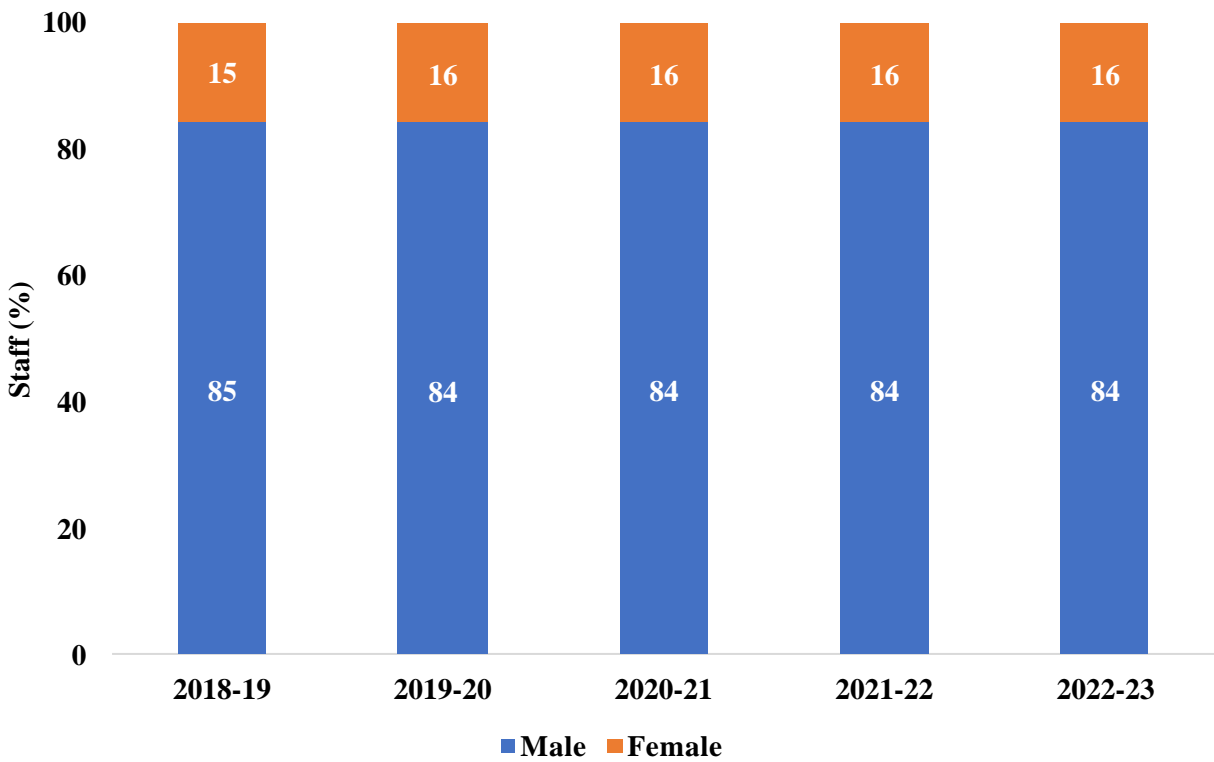
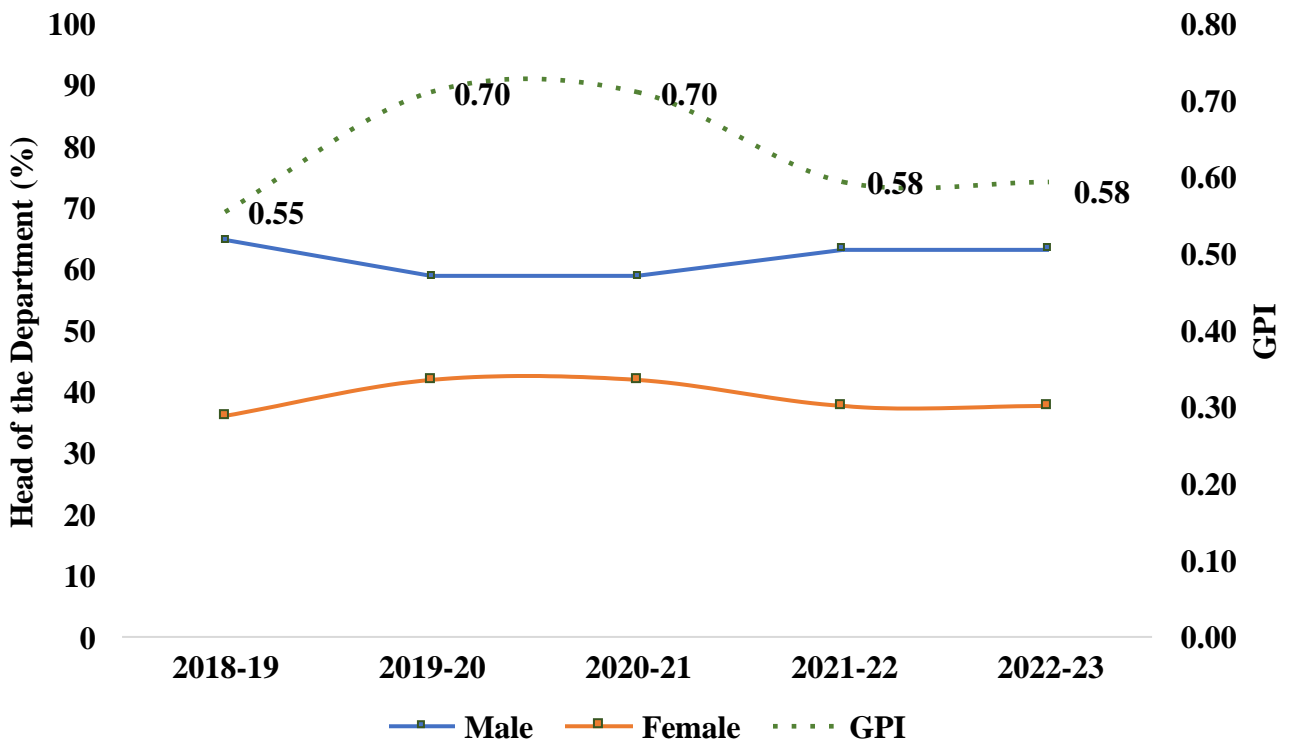
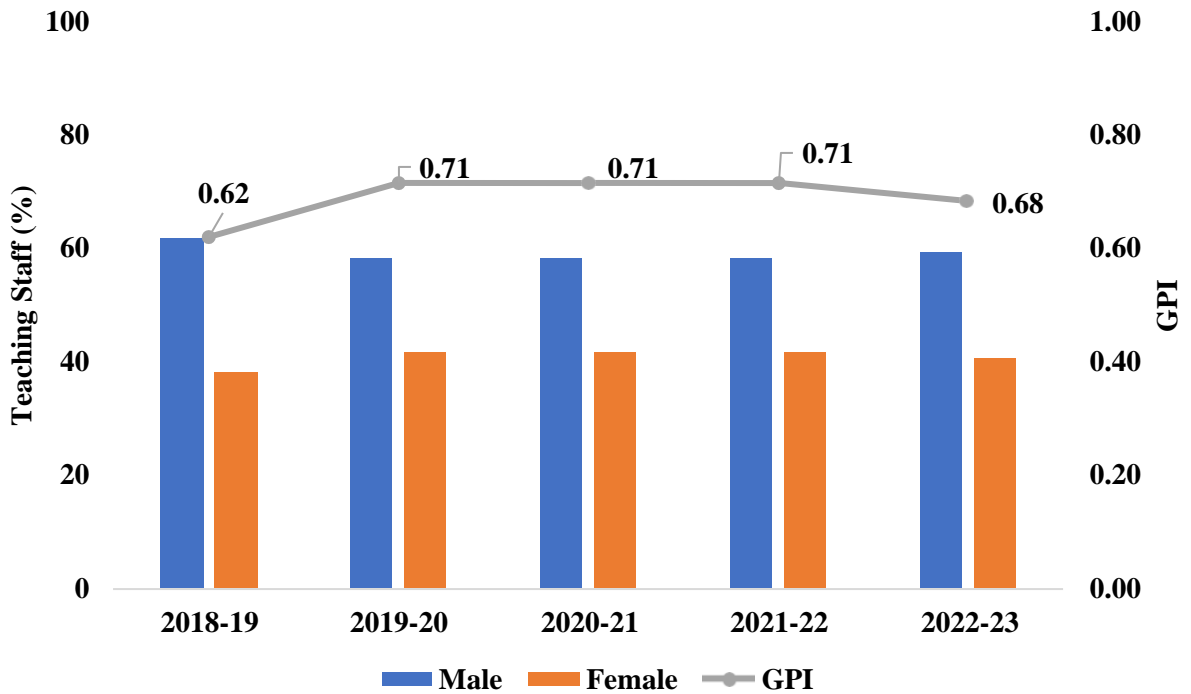


Figure 9 displays the gender breakdown of the college's non-teaching staff from 2018–19 to 2022–23. The workplace appears not to be very gender-friendly; the College authorities needs to address gender-centric policy making right away.



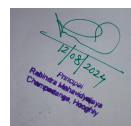
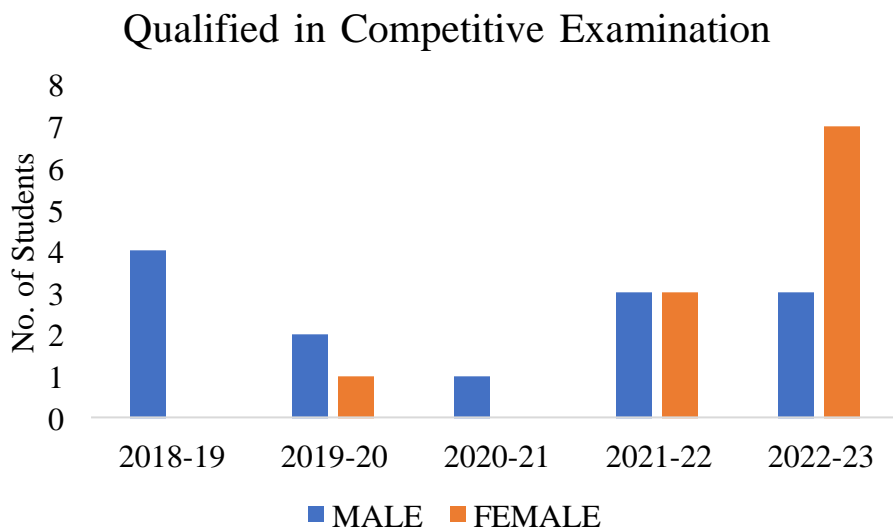
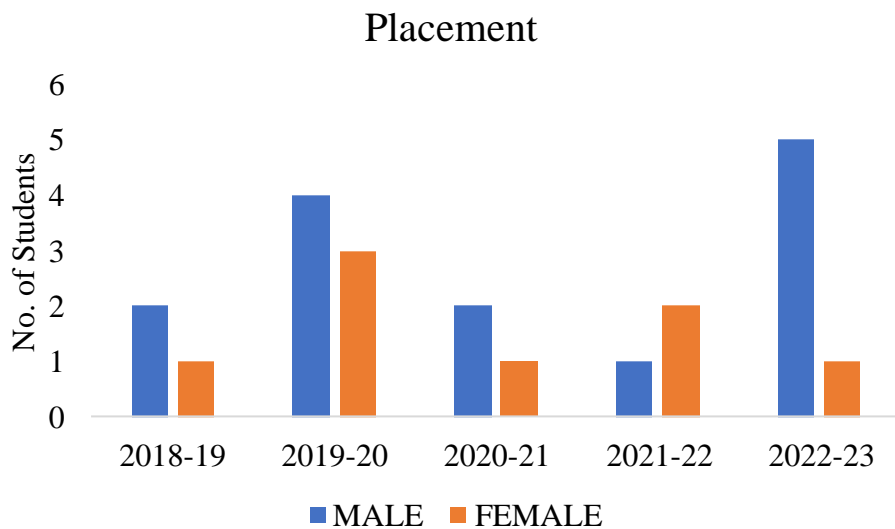
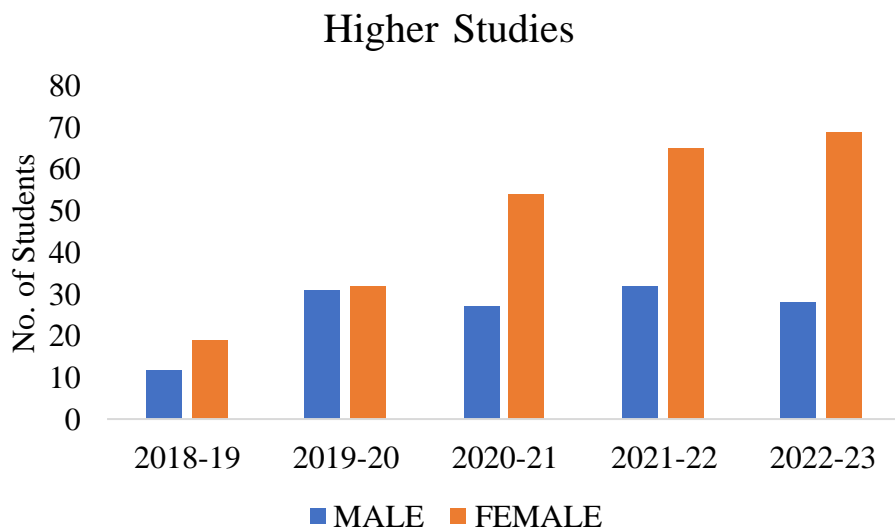
## 4.7 Women in Administration



Over the previous five years (2018–19 to 2022-23), Figure 10 and 11 depict both male and Female teaching staff as conveners of the institution's subcommittees and cells and Head of the department. Despite both GPI graph's bias towards male, it is always encouraging to see more women appointed to college management positions.



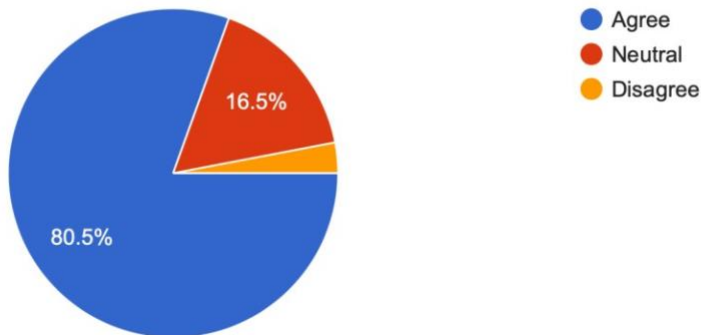
## 4.8 STUDENTS' PROGRESSION - STATUS OF GIRL STUDENTS



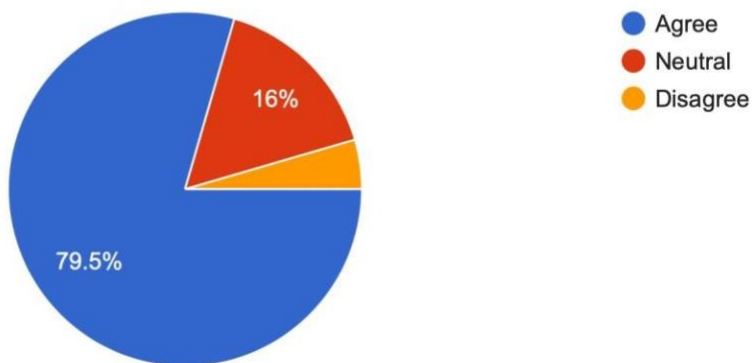
# 5. Gender Equity at College Campus - A Students' Perception Survey

## 5.1 Parameter 1 - Cells' function in promoting gender awareness

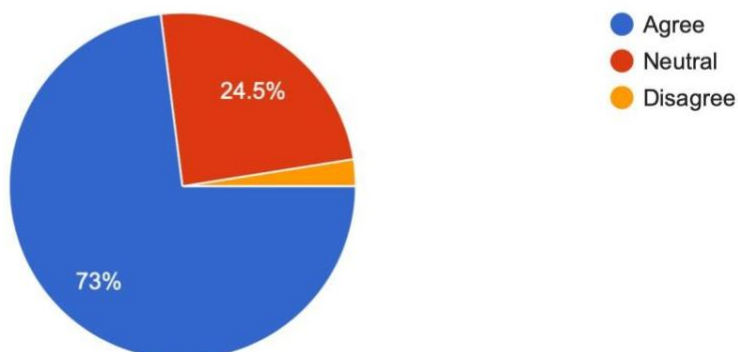
A Women's Cell has been set up in the College and students are aware about the women cell.  
200 responses



There are lady faculties available in the women cell .  
200 responses

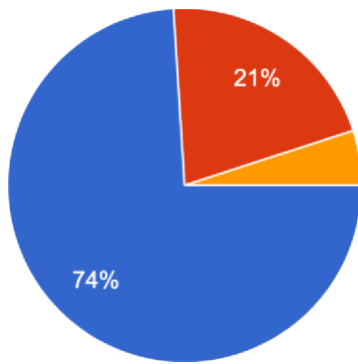


A Grievance Redressal Cell has been set up.  
200 responses



A committee has been set up to redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.

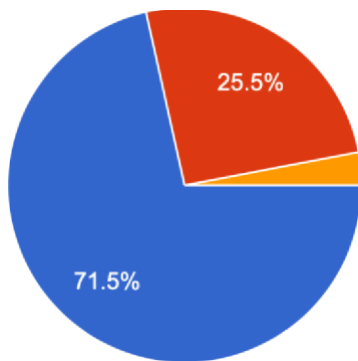
200 responses



- @ Agree
- @ Neutral
- @ Disagree

A fair inquiry is conducted by the committee in case of a complaint.

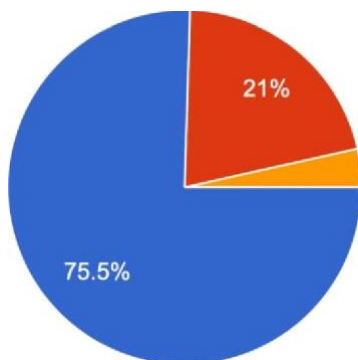
20Q responses



- Agree
- @ Neutral
- @ Disagree

Confidentiality is maintained during the inquiry process.

20Q responses



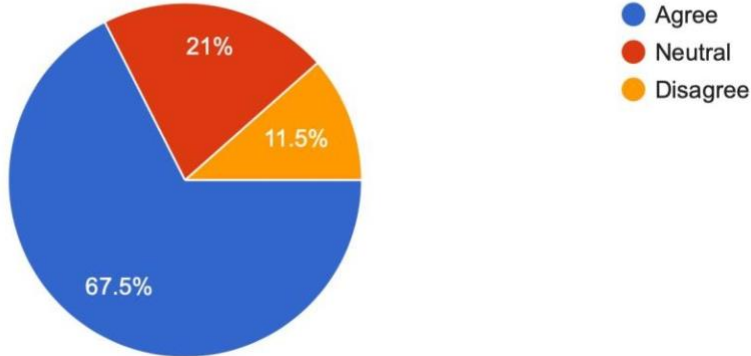
- @ Agree
- @ Neutral
- @ Disagree



## 5.2 Parameter 2 - Status of Existing Infrastructure

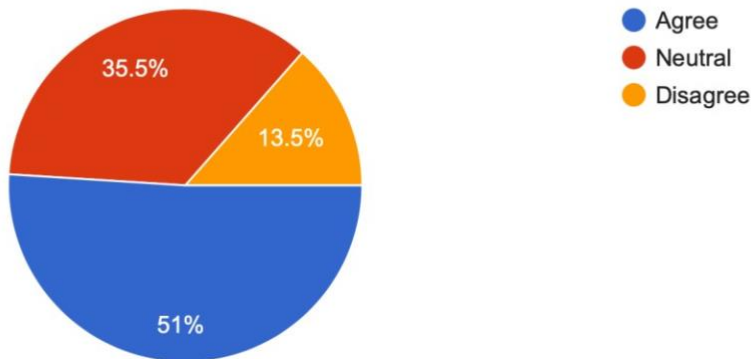
Adequate number of toilets are available in the campus for girls.

200 responses



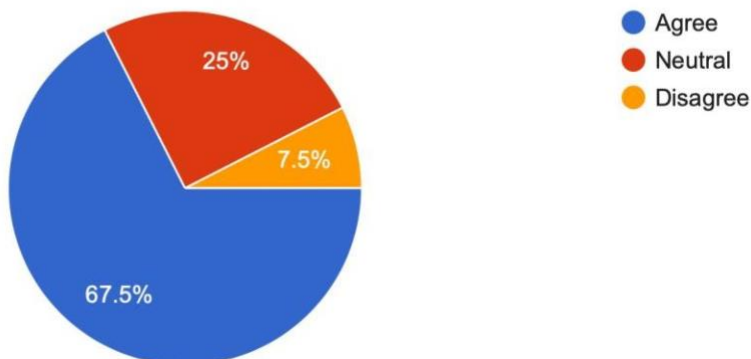
Adequate facilities are available inside the toilet keeping in mind the need of the girl students.  
adequate disposal bins are available in the toilet.

200 responses



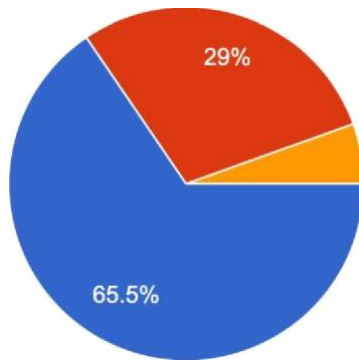
Healthcare facilities are available to girls students at the campus.

200 responses



Attitude of medical personnel is appropriate.

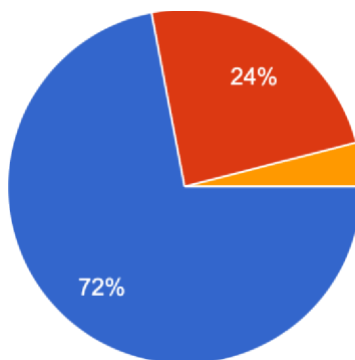
200 responses



- @ Agree
- @ Neutral
- /// Disagree

Laboratory infrastructure is appropriate for safety of girl students, for example, there is adequate lighting adequate space is provided in the corridors and other areas etc.

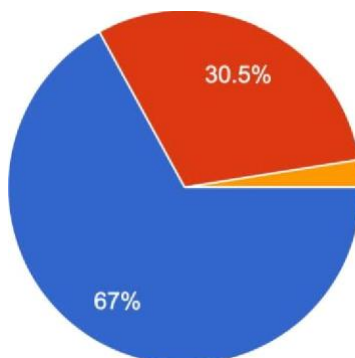
200 responses



- @ Agree
- @ Neutral
- /// Disagree

Attitude of laboratory staff is appropriate.

200 responses



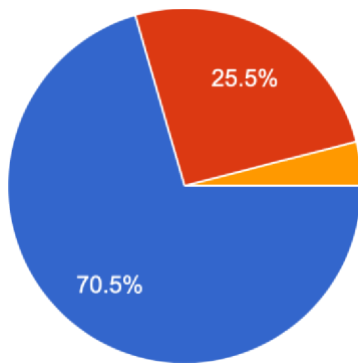
- @ Agree
- @ Neutral
- /// Disagree





There is no gender biased artifacts, such as discriminative screen savers, or work tables that are not conveniently located for the girl students.

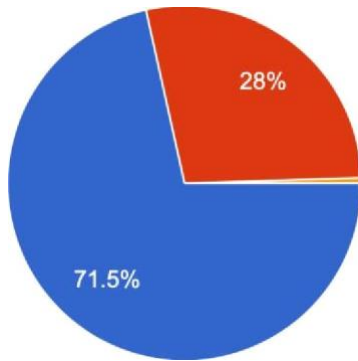
200 responses



@ Agree  
@ Neutral  
Disagree

Timing of the laboratory is appropriate.

200 responses

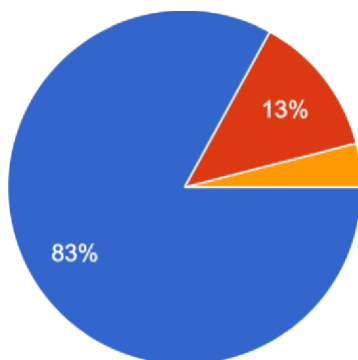


@ Agree  
@ Neutral  
Disagree

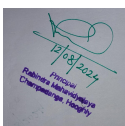
### 5.3 Parameter 3 - Safe Environment

Safe environment is available for all girl students in the campus.

200 responses

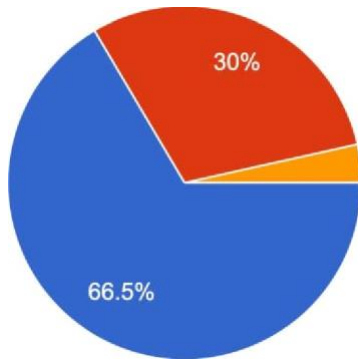


@ Agree  
@ Neutral  
Disagree



Adequate number of security personnel have been made during day and night.

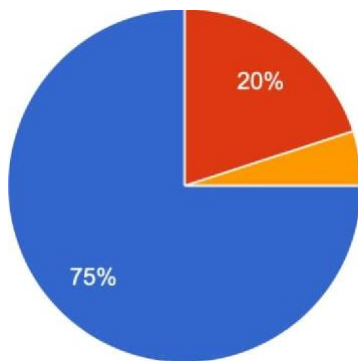
200 responses



- @ Agree
- @ Neutral
- ./! Disagree

Attitude of security personnel is appropriate.

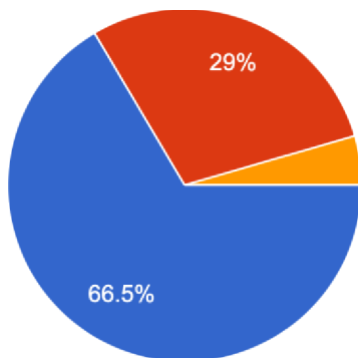
200 responses



- @ Agree
- @ Neutral
- ./! Disagree

Gender sensitization programme must be conducted for security personnel deployed at the campus.

200 responses



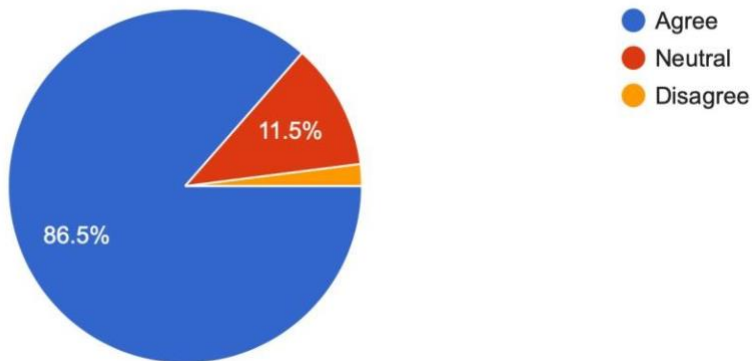
- @ Agree
- @ Neutral
- Disagree



## 5.4 Parameter 4 - Equity at College Campus

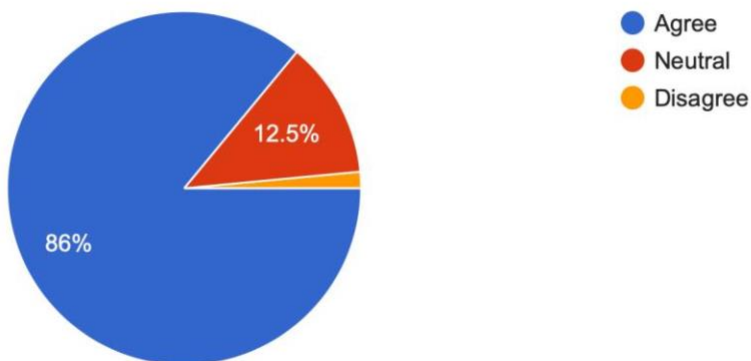
The classroom offers equal opportunities to all genders.

200 responses



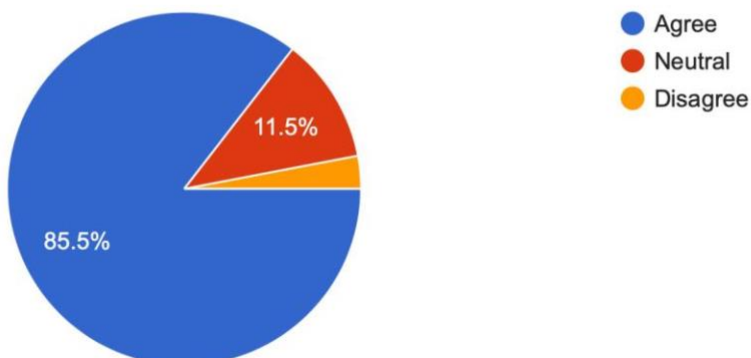
The library offers equal opportunities to all genders.

200 responses



The college offers equal opportunities to all genders in sports.

200 responses



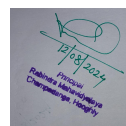


## 6. General Observations by Women's Cell

- A distinct Women's Cell is being established and is effectively pursuing its goals. The Cell is dedicated to redress all complaints related to girl students' harassment in a timely manner.
- The institution conducts gender sensitization programmes on regular basis.
- College has sufficient safety measures for the girl students, like, well-equipped security guard, CCTV, boundary wall.
- College campus has adequate sanitation as well as health care facilities for girl students.
- Equity is maintained in the College campus.

## 7. Suggestions

- The proportion of female staff to decision making bodies may be increased;
- Conducting workshops and training programmes to help the female students enhance their abilities for both the promotion of self-reliance and general personality development;
- Opening opportunities for placement for the girl students;
- Installation of gender-friendly infrastructure in College campus.





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## SRI RAMKRISHNA SARADA VIDYA MAHAPITHA

[ GOVT. AIDED GENERAL DEGREE COLLEGE ]  
Affiliated to the University of Burdwan

P.O. – KAMARPUKUR , DIST. – HOOGHLY, PIN – 712612 (W.B.)

NAAC ACCREDITED (2nd Cycle)

Ref. ....

Date 07/5/2024

### Auditors Report: Gender Equity and Gender Audit From 2018-19 to 2022-23

This report is prepared on the basis of information gathered from Rabindra Mahavidyalaya Champadanga, Hooghly and to the best of my knowledge and belief.

In my 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.

Auditors Name : Dr. Mausumi Ghosh

Designation : Principal

Signature with Office Seal : *Mausumi Ghosh*

Principal  
Sri Ramkrishna Sarada Vidyamahapitha,  
P.O.-Kamarpukur, Dist-Hooghly

