



SURYA SEN MAHAVIDYALAYA

GENDER AUDIT REPORT 2022-23

PREPARED BY

WOMEN'S CELL
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PREFACE

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (“POSH Act”) is a special legislation that was enacted with the objective of creating safe workplaces for women in our country. As we enter the tenth year of this law, it is time that each of us, who are or will be entering into the work force, are aware of it.

POSH Act was formulated as a result of the Vishaka guidelines given by the Hon’ble Supreme Court of India in the case of Vishaka and Others vs. State of Rajasthan and Others. This judgment came in the backdrop of the Bhanwari Devi gangrape.

It has three major elements- prevention, prohibition, and redressal. As per this act, it is the duty of the employer to provide safe working environment and take steps to prevent and prohibit sexual harassment. The POSH Act also lays down the redressal mechanism and calls for constitution of a dedicated committee to handle complaints.

S. Datta,
Convener, W.C/ICC

Convener
INTERNAL COMPLAINT CELL
SURYA SEN MAHAVIDYALAYA

Convener
Women's Cell
Surya Sen Mahavidyalaya

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INTRODUCTION

Surya Sen Mahavidyalaya began its noble journey way back in 1998 with the affiliation of University of North Bengal and started functioning under an organising body to fulfil the need for spread of education among the students of backward areas and underprivileged belts and slowly developing itself to be recognised as an established seat of learning in this entire northern and eastern region.

Women's Cell: On 13th January 2017 Women's Cell was formed in the institution.

Objective:

- The Cell works to ensure a safe work environment and provides a mechanism for looking into situations of sexual harassment in the workplace.
- Women's safety involves strategies, practices and policies which aim to reduce gender-based violence (or violence against women), including women's fear of crime. Women's safety involves safe spaces. This Space generally is not neutral.

Internal Complaints Committee (ICC): A mandatory committee that every employer is required to constitute within the organization. As the name suggests, the internal complaints committee of a workplace receives and redresses complaints of sexual harassment or any kind of misconduct and misbehaviour. The ICC was established on 24.08.2017.

Objective:

- ICC provides an environment that is free of gender-based discrimination by providing a platform to register complaints, if any.
- It also promotes a social and psychological environment to raise awareness on sexual harassment in its various forms.

The Women's Cell and ICC are constituted to help in maintaining a harmonious atmosphere at the Institute, to enable women and also other genders to pursue their work with dignity, equality and respect. Both bodies have been working towards ensuring a safe work environment in the institution, many initiatives have been collaborative efforts so far by organising (annexure 2):

- Seminars / Workshops
- Sensitisation programmes
- Psychological and legal counselling sessions
- Conduction of surveys of students and staffs
- Outreach Programme are conducted beyond the campus.

THE OBJECTIVES OF GENDER AUDIT

The following are the priorities where main objectives are focused-

- This Audit is an attempt to study whether College has a good gender balance,
- Follows Govt rules- policies-actions formulated for up gradation of weaker sex in society,
- Tries to assess the impact of those policies on gender equality.
- To identify ways to make College Campus safer for all genders and
- To reflect and etch out a roadmap for action.

GENDER POLICY

- To suggest measures for bridging up the gender gap
- To foster gender equality within college community
- To ensure capacity for prevention of sexual harassment in the institution
- To establish good gender balance in decision making and other matters
- To find out areas where gender imbalance exists and the reasons and factors behind it.
- Having an effective grievance redressal cell and procedures
- Building overall personality development in students and staff of the institution
- To protect students and staff from any kind of abuse or harassment
- Offering self-defence programs for protection of self
- Inviting certified consultants for advice, guidance and counselling
- Conducting Social Outreach programs in order to create social awareness about the problems of women and gender discrimination in particular.

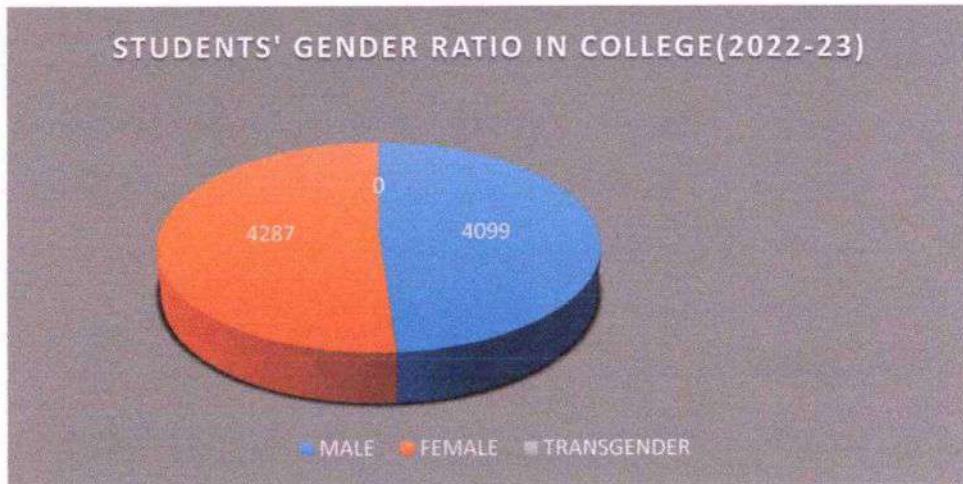
INSTITUTIONAL GENDER FRIENDLY INFRASTRUCURAL FACILITIES

- For the safety of female students and staff the Institution has installed 104 CC TV Surveillance cameras inside the buildings and within its premises,
- Separate Girls' Common room with female attendant, vending and disposal machine in the attach washroom are available in the institution. Besides, separate washrooms for boys and girls, with purified cooling drinking water facilities are provided in all the buildings.
- Internal Complaint Committee, Women's Cell, Grievance Redressal Cell, Anti-ragging Committee, Discipline Committee of the institution actively address any issues relating to student and staff and carries awareness programmes.
- For contacting the members of these Cells and also Authorities, Students and Staff have been provided with email Id, contact numbers in the website. Grievances could be made online or in Dropbox. The Women's Cell & ICC regularly checks the 'drop box' on 1st & 3rd Monday of every month.

DATA ANALYSIS

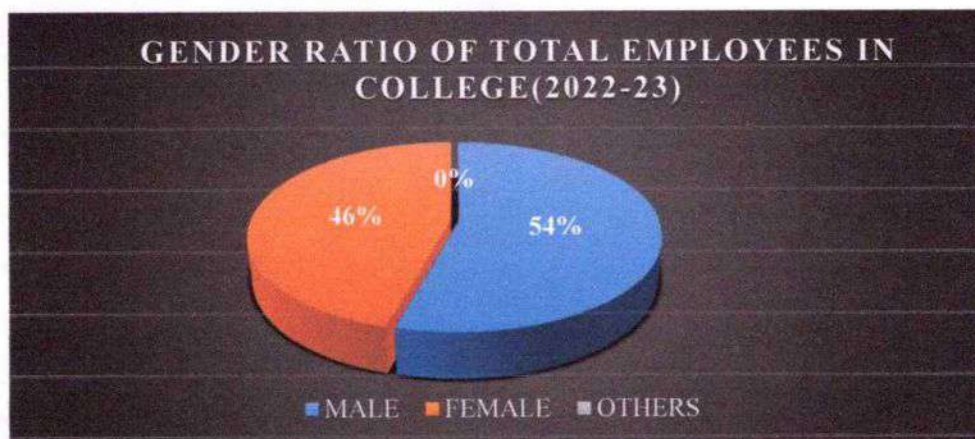
TABLE I: GENDER WISE DETAILS OF TOTAL STUDENTS IN THE INSTITUTION

Year	STREAM	Total	Male	Female	Others	Male %	Female %	Others %
2022	ARTS	6238	2649	3589	0	42.47	57.53	NIL
2023	SCIENCE	290	212	78	0	73.1	26.9	NIL
	COMMERCE	1858	1238	620	0	66.63	33.37	NIL
TOTAL		8386	4099	4287	0	48.88	51.12	NIL

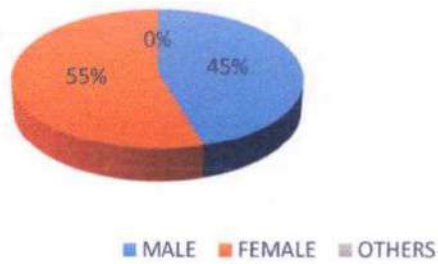


In the academic year 2022-23, the total number of students in the institution is 8386. Out of which 4099 are boys, 4287 are girls and there is nil in the third gender category. This analysis provides that the number of girl student is more in the institution. The number of girl students are particularly the highest in Arts, the percentage distribution is 57.53% to that of 42.47% of boys and 0 % to others. 6238 students have taken admission in the Arts stream out of which 2649 are male, 3589 are female and none in other category. 290 students have taken admission in the Science stream of the institution. Out of which only 78 are female and 212 males. The percentage ratio of female is 26.9% to that of 73.1% for male and nil to others. Out of 1858 Commerce students 1238 are male, 620 are female with zero in the other category. Their ratio is 66.63 % of male to that of 33.37% of female and 0 % to others. This difference in the percentage ratio clearly gives an overview of higher inclination of male in the Science and Commerce stream and female in the arts stream in the institution.

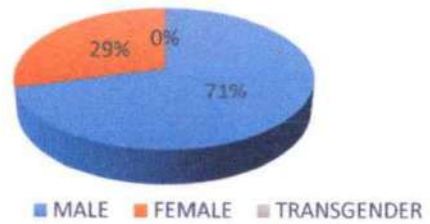
GENDER WISE DETAILS OF EMPLOYESS IN THE INSTITUTION



GENDER RATIO FOR TEACHING STAFF IN COLLEGE(2022-23)



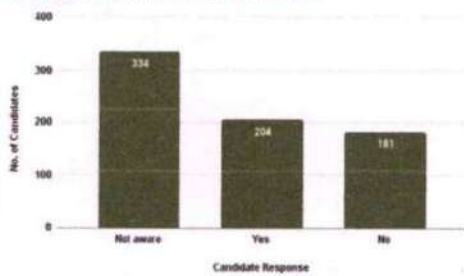
MALE-FEMALE-TRANSGENDER RATIO FOR NON-TEACHING STAFF IN COLLEGE(2022-23)



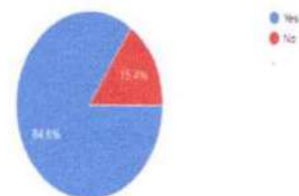
The figure in the chart represents the gender ratio of employees. Of the total employee the percentage of male is greater than the female and other gender. The ratio of male is higher even in individual chart of Teaching and Non-teaching employees in the institution in the 2022-23 session.

SURVEY DATA ANALYSIS

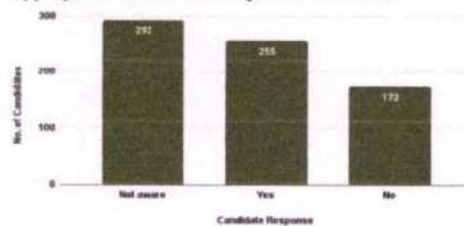
Does your institution have an ICC?



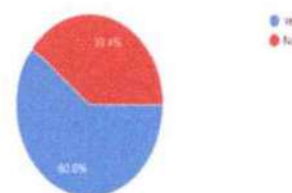
Are you satisfied with the measures taken by college for gender equality?
719 responses

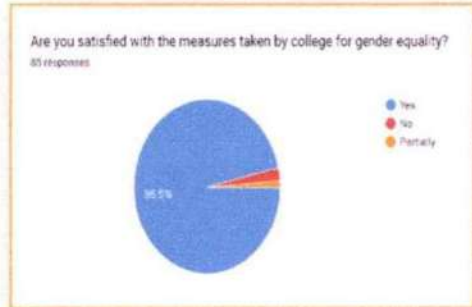
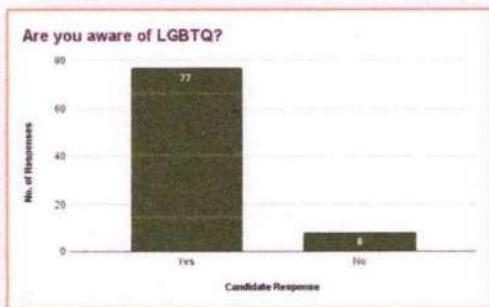
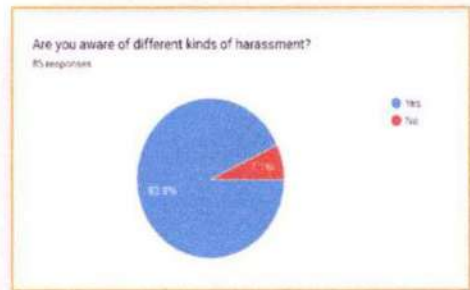
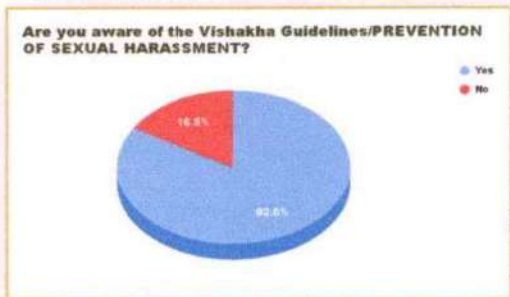
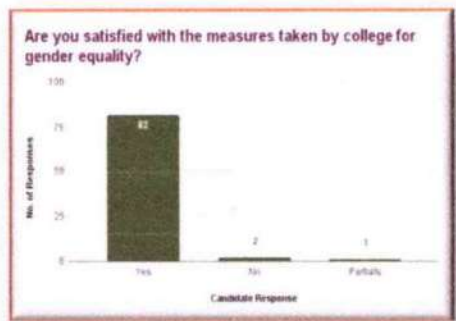
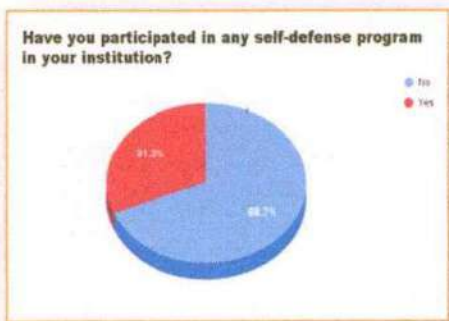
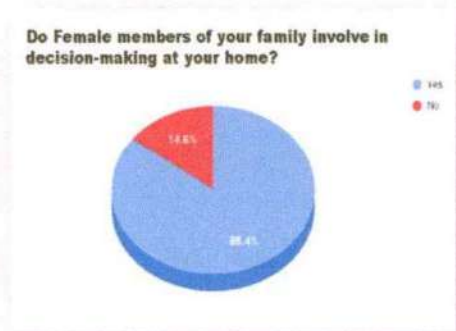
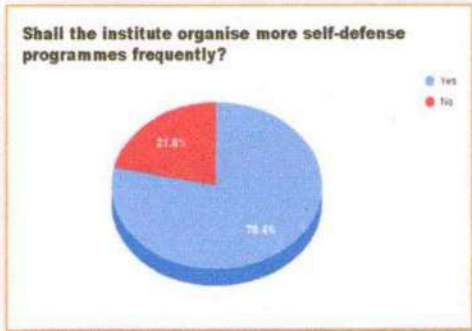


Is there a way to report your grievances to the appropriate authorities at your institution?



Are you aware of different kinds of harassment?
715 responses





- Of the student's respondent in the survey on Gender audit 68.7 percent agreed that they had participated in self-defence program organised by the institution. Only 31.3 percentage were not benefitted of this kind of programme. It shows that the larger percentage of students are aware of such programmes conducted by the institution and are interested in active participation.
- 78.4 percent strongly agreed for frequent self-defence programmes to be organised by the institution. Rest 21.6 percent answered for 'No'. This reflects that students wants to continue with self – defense programme throughout the year. Although it was found that such programmes are carried throughout the year, each programme is of three months duration for group of students. The positive response asking for more indicates continuation of the self-defence training of all the groups of students. In case of the response for no, it can be taken in a positive light as it may mean that they are satisfied with the number of self-defence programme carried by the institution throughout the year.
- The respondents are highly satisfied with the measures taken by the institution for gender equality. Out of 719 responses 84.6 percentage have expressed satisfaction only 15.4 percentage are not satisfied. The response reflects that majority of students are well aware of all the cells or committees and the programmes conducted by them in this regard.
- About different kinds of harassment 60.6 percent are aware of and 39.4 percent are not aware of all kinds of harassment. The institution frequently organises seminar, legal awareness programme still a good number of students does not know all kinds of harassment. The response can be taken as suggestion for future planning of elaborate programme or add on course on the topic of harassment and remedies.
- Majority of employees are aware of Vishakha Guidelines. 83.5 percent have responded positively and 39.4 percent are unaware of it.
- Regarding the grievances employees are aware that they can report it to the appropriate cell/committee/ authority directly or through writing in the grievance boxes.
- The results indicate that a majority of respondents are aware of measures taken by institution for gender equality. 96.5 percent are satisfied and 3.5 percent are looking for more measures towards the direction of gender equality by the institution.
- 92.9 percent of employees are aware of different kinds of harassment and only 7.1 percent have no clear idea about the harassment. Therefore, the need of awareness regarding different kinds of harassment among the employees should be addressed by cells/committees of the institution.

FINDINGS:

- The overall gender ratio of the students in the institution is a greater number of female students have taken admission in the academic year 2022-23.
- The number of female students is particularly higher in Arts corresponding to 57.53 percent to that of male and others. Whereas it is found that the female student percentage in science stream is only 27.9 and in Commerce stream it is 33.37. Male students are more in number in Science and Commerce.
- The male ratio is higher in case of employee. Good percentage of students and employee are aware of gender equality measures in the institution and participate in activities.
- However, few percentages of them are not aware of all kinds of harassment and wants more self-defence programme in the institution.

SUGGESTIONS:

1. Organise talks on Gender equality, harassment, Guidelines and Acts for students and staff including males and females.
2. To motivate Girl students to actively participate in events of their own choice.
3. Increase the number of Female staff in decision making bodies
4. Organise programs on Legal and social awareness
5. Introduce self-employment training in different subjects
6. To motivate students to come forward with open discussions on Gender issues
7. To encourage students and staff to approach without fear and hesitation in case of any grievance or complaint.

DETAILS OF GENDER RELATED PROGRAMME ORGANISED BY THE INSTITUTION IN 2022-23

- Women's Day celebration, **8 March, 2022** '**Break the Bias**' On Gender Bias and Women empowerment. Main speaker was **Dr Durba Brahma**, a President's Award Winner for being the best Teacher and Head teacher of a Girls' School of this town. A female Toto-driver and entrepreneur of the town **Munmun Sarkar** was felicitated on the occasion. Objective of this Seminar was to celebrate the social, economic, cultural and political achievements of women. The title words also mark a call to action for accelerating gender parity. Best student award was given to Anurakti Ghosh for all round performance.
- In **May 2022** a five-day **Add-On Course** on Gender Sensitisation titled **Understanding Gender** was organised by ICC and Women's Cell. On these five days five different speakers talked and interacted on five different aspects relating to Gender. **Dr P. K. Mishra, Dr Arnab Baul, Dr Tamali Mustafi, Prof Manomita Sarkar** and Secretary of DDLAF **Sri Amit Sarkar** were the speakers. The aim was to make students and also staff of the institution realise that Gender awareness should also be seen as a process, because the ways of thinking about oneself and others as gendered, sexual beings shift over time and in different contexts.
- On **31 January 2023** an **outdoor sensitisation program** in an adjacent village called **Porajhar** was conducted to assess and compare the perceptions of the rural women and also the young student volunteers regarding gender equity. It also explored the teachers' and members' perceptions on gender equity too. Better perceptions from the rural areas are an opportunity to further enhance on gender equity and strengthen gender perceptions.
- Another important seminar was organised on **6 February 2023** on '**Women and Environment**'. Objective of this Seminar was to make the students aware of the Environmental movements that were organized from time to time in various parts of the world for the protection and conservation of environment. Resource Persons in this seminar were **Prof Kaushani Mandal** of North Bengal University who is an Environmentalist and has authored books on this subject and **Prof Sumitra Paul Karmakar**, HOD of Dept of EVS of Siliguri College.
- In **8 MARCH 2023** on the occasion of International Women's Day a seminar on '**Digital Innovation and Technology for Gender Equality and Embracing Equity**' was organised by both the Cells. Resource Persons were **Dr Romyani Goswami** and **Dr Mamata Mohapatra**. Objective of this seminar was to find out how digital technology has become critical to our lives. Online experiences and opportunities are also important for students and young people's development across a wide range of areas, including online education, access to formal and informal learning, access to information and support relating to health, education and well-being. The seminar discussed the areas where developing a tool kit with best practices can support innovators, designers and implementers of digital products and services, to benefit girls and young women equally and help close the gender digital divide.

- A special lecture on **“Rewriting History through the Lens of Gender Equality”** was held on **16 February, 2023** in the Department of History. Professor Sutapa Saha, Department of English, Surya Sen Mahavidyalaya was the resource person.
- **Menstruation awareness program** was organised in collaboration with Kanyasree Prakalpa of Surya Sen Mahavidyalaya on **15 May 2023**. The Guest of Honour of the event was **Smt. Shreyosi Ghosh**, Dy Magistrate (SDO Office) and chief speaker was Dr Suparna Roy, Consultant Gynaecologist of the town.
- Life Skill and Well Being Cell in collaboration with Alumni Association has organised three months **‘Self-defence training’** for girls from **April to June 2023**.
- Gender Awareness outside the institution was organised by Life Skill and Well Being Cell in **2022-23**.

CONCLUSION:

While understanding the meaning of Gender Balance, it was realised that there is the existence of fair ratio of male and female representation within the institution in terms of number of students in admission, in appearance as examinees, in achievement of results, in various programs as well as within the staff structures. It is understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender Equity requires that girls and women be provided with a full range of activities and program choices that meet their needs, interests and experiences. All kinds of programs and initiatives including NCC, NSS, ICC, Women’s Cell and others are meant for both male and female members of the community. Lectures of eminent personalities on various topics are meant to help them develop their personalities. Programs on safety, prevention of abuse, awareness of health and hygiene and necessary legal aspects are regularly organised and promoted to make students aware of their rights and responsibilities. Eminent Academicians, Judges, Lawyers, Psychologists, Doctors, Social Workers are invited as resource persons from time to time in order to enlighten the Students and Staff. IQAC is the quality assuring and ensuring body of this institution where a female student takes active part as an esteemed member. The same kind of participation one would find in the other bodies and committees as well. The Student of the Year award is conferred every year on the occasion of International Women’s Day to an all-rounder student and this selection is irrespective of any gender or any bias. The institution firmly believes that in every discussion issue of gender discrimination of any nature should be discarded. ICC and Women’s Cell as well as NCC, NSS and other agencies of the College work hard towards grooming, training and preparing student leaders and volunteers who will not only support the cause but also will create awareness in others in

future. They will also be able to help in receiving complaints along with the members of the bodies and also support in resolving those grievances and counselling their own peers. Gender Equality and Gender sensitivity are encouraged by the management and staff of this College and they do have Gender sensitive behaviour. Surveys have shown that students and staff have no problems relating to gender criterion. College has a lot of potential, strength and opportunities to develop good gender balance. The weaknesses can be overcome by gradual changes in value set up and also through trial and errors. So far there has been no gender issue related complaints.

PHOTOGRAPHS OF GENDER PROGRAMMES DURING 2022-23





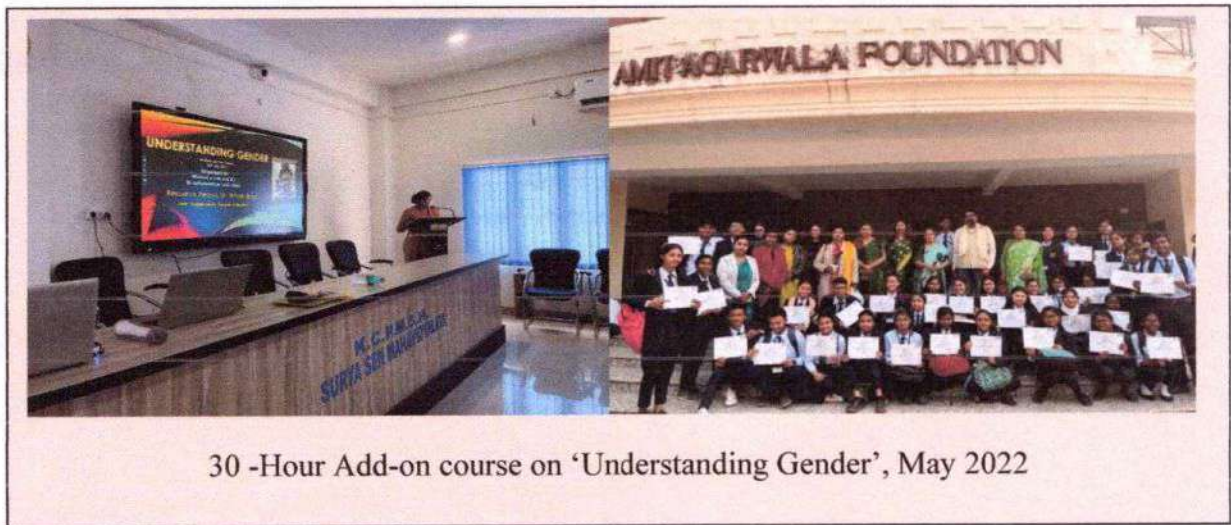
DIGITAL INNOVATION & TECHNOLOGY FOR GENDER EQUALITY, 8 MARCH 2023



AWARENESS ON MENSTRUAL HYGEINE , 15 MAY 2023



WORKSHOP ON MENTAL AND PHYSICAL HEALTH, 18-19 JULY 2023



SPECIAL LECTURE FEB, 2023.



SELF-DEFENSE PROGRAM FOR GIRLS

Annexure 1: Composition of Women's Cell & ICC for the period of 2022-23


WOMEN'S CELL	INTERNAL COMPLAINT COMMITTEE
2021	2021
Smt. Sutapa Saha, Assoc. Professor, Dept. of English, Convener Ms. Manomita Sarkar, Asst. Professor, Dept. of Economics Smt. Babita Prasad, SACT in Commerce Smt. Sudhesana Mandal, SACT, Dept. of Geog. Smt. Tanima Ghosh, NTS	Smt. Sutapa Saha, Assoc. Prof, Dept of English (Convener) Ms. Manomita Sarkar, Asst. Professor, Dept. of Economics Member Smt. Suroshree Mukherjee, SACT in Commerce Member Smt. Atashi Ghosh Kundu (LDC) Member Smt Jyotsna Agarwal, NGO Rep for ICC & POSHW
2023	2023
Sutapa Saha, Assoc Prof, Dept of Eng, (Convener) Susmita Basu Moitra, Advocate Babita Das, SACT Dept of Pol Sc Sudeshna Mandal, SACT Dept of Geography Tanima Ghosh, NTS	Sutapa Saha, Assoc. Prof, Dept of English (Convener) Pragna Paramita Sarkar, Asst Prof, Dept of Sociology Suroshree Mukherjee, SACT Commerce Atasi Ghosh Kundu, LDC Kaberi Chanda Sarkar, NGO Rep for ICC & POSHW

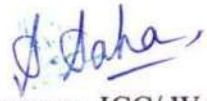
ANNEXURE 2: DETAILS OF PROGRAMME ORGANISED BY THE INSTITUTION IN BETWEEN 2018-2021

- Gender Sensitization programme was organized by the Faculty of Commerce on 8th August 2018. The programme was inaugurated by Principal of the institute Dr. Pranab Kumar Mishra. The objective was to bring awareness among students and create positive values. Final year students actively participated using Power Point Presentation on different issues like feticide, molestation, dead-customs and looked for solution to lessen the harm.
- Gender Sensitization programme was held on 27th August 2018 for the students of Sociology honours and general course. Dr. Pranab Kumar Mishra, Principal of the institution inaugurated the programme and talked on gender equality. Faculties of Sociology delivered lectures on concept of gender, child abuse, sexual harassment, domestic violence. Short documentary on interview of Kamala Bhasin and bell bajao was screened.

- Two Day workshop for teachers on 'gender awareness and recent trends' by the department of history, Surya Sen Mahavidyalaya in collaboration with Centre for Women Studies, University of North Bengal from 12 to 13th September 2018. Prof. Dilip kr. Sarkar, Prof. Mahua Sarkar, Prof. Nandita Dhawan, Prof. Sanchari Roy Mukherjee, Prof. Debika Saha, Prof. Sutapa Saha, Dr. Kaustav Chakraborty, Dr. Tamali Mustafi were the speakers of the two-day workshop followed by activities.
- Gender sensitization program on the topic 'Gender Discrimination' was organised by the Department of History on 14th September 2018 for the students. Dr. Nandita Dhawan, Joint Director, School of Women's Studies, Jadavpur University was the resource person. She pointed out kinds of gender discrimination practices that were visible and unseen in the society.
- On 8th March 2019, Women's Cell organized a seminar 'Balance for Better' in order to discuss the areas of discrimination and to consider the ways the gaps in the society could be overcome in order to achieve the balance between male and female for a better society. In her discussion Prof Anita Bagchi, Department of History, University of North Bengal, laid emphasis on diversity as a strategy and for having an environment of inclusion and also for creating a culture of belonging, where anyone could walk into the workplace and feel comfortable. Cultural rendition on issues related to Gender was performed by Hritwik Theatre Group on the occasion of International Women's Day. Rimpa Paul, a student of the College received Student of the Year Award conferred by Women's Cell and ICC.
- Gender Awareness programme was organised by the Department of Sociology on 27th July 2019 in Swapan Kumar Memorial Hall for Sociology Hons. And Program students. The title of the programme was 'Inspiring Gender Equality'. Along with faculties students shared their perspective and understanding on the theme.
- 7th March 2020 'Gender Equality and Women's Rights', seminar topic 'I am generation equality: realising women's rights' speaker were social activist Rongu Souriya, Manvinder Rai and Amit Sarkar, secretary of DDLAF. This seminar aimed to explain to the students and staff the meaning of equality and to assert basic human rights of women in the society. To reach the goal of equality how important it is to ensure the humanitarian needs of women. Student of the Year Award was conferred to Pallab Biswas, an active NSS volunteer who later on also received the President's Award for his achievements.
- During the crisis period of Covid, in July 2020 a very special seminar was organised online by Women's Cell and ICC on Corona and Mental Health in collaboration with Himalayan Nature and Adventure Foundation (HNAF) a prestigious NGO of the town. The speakers were Dr Nirmal Bera, Dr Kalyan Khan, Dr Aditi Majumder of North Bengal Medical College and Hospital and Sri Animesh Bose, a renowned Environmentalist and Social Activist.
- International webinar on gender bias-gender stereotyping-gender equity and women's rights, IQAC, on 1st September 2020 was organised by the Women's Cell & ICC. Audity Falguni Gayen and Sharmin Shams from Bangladesh – both renowned feminists, social activists, documentary filmmakers and litterateurs were the resource persons.

- Gender Awareness outside the institution organised by Life Skill and Well Being Cell from 2018-19 to 2022-23.
- Survey on gender equity on 2 March, 2021 by IQAC and Women Cell.
- In 2021 a seminar cum workshop on Socio-Legal Awareness was organised in collaboration with West Bengal State Women's Commission. The whole body of Women's Commission comprising of eleven members were present on the occasion. Main speaker was Lina Ganguly, Chairperson of Women's Commission. Women's Commission also screened a short documentary on women's violence and legal rights. Objective of this Awareness Program was to impart public legal education or legal literacy, empowerment of individuals regarding issues involving the law. Legal awareness would help young minds of students and also the staff of the institution to be aware of Legal Counselling and to promote consciousness of legal culture, participation in the formation of laws and the rule of law.
- International Women's Day 2021 on 'Women in Leadership-Achieving Equal Future' was organised by Women's Cell & ICC. Resource Persons were Dr Soma Dutta, a social activist and faculty of George College and School of Law, Kolkata, Smt Bulu Chic Baraik who is a social activist working on child trafficking and Bonnie Paul, a transgender Sportsman and Coach of Indian Football Team. This program got streamed on YouTube channel. This program aimed not only at legal and social awareness of cisgender citizens but also expressed an understanding and concern for the third gender citizens and their opportunities, their legal and social achievements as well as prevention of child trafficking and sexual exploitation especially of girls of tender age.
- Life Skill and Well Being Cell organised three months 'Self-defence training' for girls on and from 1st December 2021.
- Gender Awareness outside the institution was organised by Life Skill and Well Being Cell in 2018-19.


Signature of the Principal
Dr. P. K. Mishra
Principal
Surya Sen Mahavidyalaya
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SURYA SEN MAHAVIDYALAYA

Signature of the Team Members:

1. Debasis Datta (I.C., NBU)
2. Ranjita Chakrabarty (Director, IQAC & P.O., ICC, NBU)
3. Beethika Moni Guille, Asst. Professor, Dept. of Women's Studies, NBU.