

# **A REPORT ON GENDER SENSITIZATION ACTION PLAN & GENDER EQUITY (2022-2023)**



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## **SECTION I: Introduction**

### **Gender Equity and Gender Sensitization**

**Gender Equity or for that matter Gender Equality is the fifth goal among the 17 Sustainable Development Goals (SDG) of United Nations under Agenda 2030 envisaged to be achieved by the year 2030 for a better future. According to The Global Goals website, “Gender bias is undermining our social fabric and devalues all of us. It is not just a human rights issue; it is a tremendous waste of the world’s human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic and social equality for women will benefit all the world’s citizens. Together we can eradicate prejudice and work for equal rights and respect for all”. (<https://www.globalgoals.org/goals/5-gender-equality/>)**

**Gender Sensitization is a tool necessary to bridge the gap created through gender discrimination in the society. It entails making the people conscious about the different gender related issues and challenges faced by the women in the society irrespective of caste, colour or creed and social, economic, political and cultural provisions that can be chartered to make the society more equal and ultimately empower women. In this activity of nation building, the seats of higher learning like our college dealing with the youths of modern India have a very sensitive and powerful role to play.**

### **About the Gender Composition of the College**

**The gender composition of the primary stakeholders of the college which consists of the students, the non-teaching fraternity, the teachers and the Principal can be stated with a simple mathematical analysis. Since our institution is an all-women’s college, naturally 100 % of the students belong to the fairer sex. The analysis of non-teaching fraternity shows 46% of the staff is female and 54% are males. The analysis of the teaching fraternity including the Principal reveals 55% are females and 45% are males.**

### **Gender Sensitization Action Plan of the college**

**Gender Sensitization Action Plan of the college consists of five types of gender sensitization initiatives. These initiatives are undertaken with the aim to create awareness about the different sensitive gender issues, promote gender equality and create an environment of inclusion and harmony. The initiatives undertaken are as follows:**

- **Discussion on Cross-cutting issues involving Gender issues within the CBCS curriculum**
- **Events, Seminars and Co-curricular Activities are organized for building awareness about Gender issues**
- **Provision for facilities that ensure safety and security**
- **Mayer Anchal**
- **Addressing Health issues of women**

**SECTION II: Discussion on Cross-cutting issues involving Gender issues within the CBCS curriculum**

<b>Discipline</b>	<b>Course Name/ Name of the Topic</b>	<b>Semester</b>
<b>Bengali</b>	<b>Birangana Kavya by Michael Madhusudan Dutt</b>	<b>BA Hons in Bengali (Semester III)</b>
<b>Bengali</b>	<b>Chokher Bali by Rabindranath Tagore</b>	<b>BA Hons in Bengali (Semester IV)</b>
<b>Bengali</b>	<b>Paribarik Naree Samosya by Annada Shankar Ray</b>	<b>BA Hons in Bengali – Discipline Specific Elective (Semester V)</b>
<b>Urdu</b>	<b>Taneese Adab (On Feminism)</b>	<b>MA in Urdu (Semester IV)</b>
<b>Economics</b>	<b>Development Economics (Unit -1. Concept of Economic Development- Gender Development Index, Gender Empowerment Measure)</b>	<b>BSC Honours in Economics (Semester III)</b>
<b>English</b>	<b>Contemporary India: Women and Empowerment</b>	<b>BA Honours in English (Semester I: Generic Elective)</b>
<b>English</b>	<b>Literature and Gender</b>	<b>BA Honours in English (Semester III: Generic Elective)</b>
<b>English</b>	<b>Women’s Writing</b>	<b>BA Honours in English (Semester VI)</b>
<b>Hindi</b>	<b>Hindi Cinema Films- Mother India, Sholay</b>	<b>BA Honours in Hindi (Generic Elective) (Semester I)</b>
<b>Hindi</b>	<b>Istri Ghumakkar</b>	<b>BA Honours and Program in Hindi (MIL)</b>

		(Semester II)
Hindi	Dhruvswamini	BA Honours in Hindi (Semester III)
Hindi	KasturiKundal base	BA Honours in Hindi (Semester VI)
Hindi	Sholay (Film)	BA Program in Hindi – Skill Enhancement Course (Semester III)
Hindi	Mother India	BA Program in Hindi (Generic Elective) (Semester VI)
Hindi	Adhunik Hindi Kavita (Sakhi ve mujhse kah kar jate)	BA Honours in Hindi (Semester II)
Hindi	Hindi Natak aur ekanki (Strike)	BA Honours in Hindi (Semester III)
Hindi	Hindi Kahani [Ghar chalo Dulari bai]	BA Honours in Hindi (Semester IV)
Hindi	Hindi Upanyas Aapka Banti	BA Honours in Hindi (Semester IV)
History	Early History of India (Proto history to 6th Century B.C.E) [Status of Women in Early India]	BA Honours in History (Semester I)
History	Women and Social Change in the Nineteenth Century	BA Honours in History (Semester VI)
Political Science	Feminism: Theory and Practice	BA Honours in Political Science (Semester III)
Political Science	Democratic Awareness with Legal Literacy (Unit 2: Laws relating to dowry, sexual harassment and violence against women)	BA Honours in Political Science- Skill Enhancement Course

		<b>(Semester III)</b>
<b>Political Science</b>	<b>Gender and Politics in India</b>	<b>BA Honours in Political Science (Semester V)</b>
<b>Political Science</b>	<b>Local Government in West Bengal (Unit 4: Local Government and Empowerment of Women)</b>	<b>BA Honours in Political Science (Semester VI)</b>
<b>Political Science</b>	<b>Gender Politics</b>	<b>BA Program in Political Science (Semester V)</b>
<b>Sociology</b>	<b>Gender and Violence</b>	<b>Generic Elective (Semester-V)</b>
<b>Santali</b>	<b>History of Santali Rebellion</b>	<b>Generic Elective (Semester-III)</b>
<b>Education</b>	<b>Women Education</b>	<b>Generic Elective (Semester IV)</b>
<b>Physical Education</b>	<b>Anatomy, Physiology And Exercise Physiology.</b>	<b>BA Program in Physical Education (Semester II)</b>

**SECTION III: Events, Seminars and Co-curricular Activities are organized for building awareness about Gender issues**

**A One Act Play titled “Vidyasagar” staged by the students of the Department of Political Science on the occasion of Vidyasagar Jayanti on 26.09.2022**



**Creating a Task force for disaster management with fire safety mock drill with fire extinguishers on 22.12.2022**



**Workshop on “Awareness on Cyber Crime” on the occasion of Students’ Week 2023 organized by IQAC & NSS Units, Raniganj Girls’ College and awareness created by The IC, Punjabi More, Raniganj Police Station and police personnels from Cyber Crime Police Station, Asansol Durgapur Police Commissionerate were the resource persons of the workshop on 06.01.2023**



**Invited lecture titled “Women’s Empowerment” delivered by Dr Pritha Goswami on 25.03.2023 on the occasion of NSS Special Camping Programme held from 25<sup>th</sup> March 2023 to 31<sup>st</sup> March 2023**



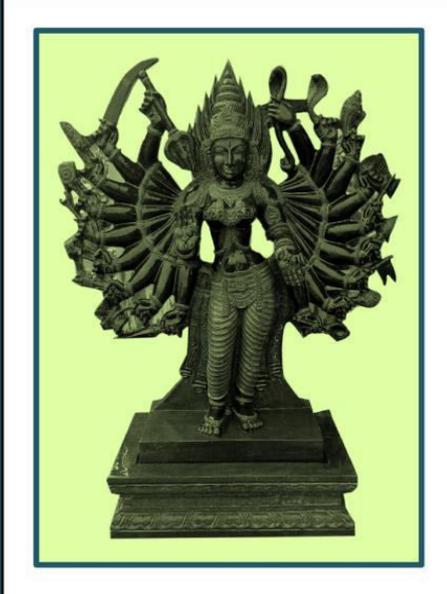
**Invited lecture titled “Women Empowerment in Bengali Theatre: Colonial and Post-Colonial Era” delivered by Dr Amrita Mitra on 28.03.2023 on the occasion of NSS Special Camping Programme held from 25<sup>th</sup> March 2023 to 31<sup>st</sup> March 2023**



**Invited lecture titled “Problem of Early Marriage of Adolescent Girls and Legal Provisions to Prevent Early Marriage” delivered on 29.03.2023 by Ms Puja Sarkar, SACT, Department of Sociology on the occasion of NSS Special Camping Programme held from 25<sup>th</sup> March 2023 to 31<sup>st</sup> March 2023**



**A Cultural Programme titled “Nari Shakti staged by the students of the college on 27.04.2023 on the occasion of the two-day NAAC Peer Team Visit for the Second Cycle of Assessment and Accreditation.**



**“NARI SHAKTI”**  
A Cultural Programme  
organized by  
**Raniganj Girls’ College**  
on  
**27.04.2023**  
At **6.30 pm**  
in the **Seminar Hall**



On the Occasion of  
**NAAC Peer Team Visit**  
from **27.04.2023 to 28.04.2023.**

**Brochure for the Programme**





**Publication of the Digital Wall Magazine “Spotlight” Issue 2022-23 by the students of the Department of Economics on the theme “One Cooked Meal” dealing with gender discrimination issues**

<p><b>DIGITAL WALL MAGAZINE</b> <b>“SPOTLIGHT”</b> <b>OF</b> <b>THE DEPARTMENT OF</b> <b>ECONOMICS</b> <b>ISSUE 2022-23</b></p>	<p><b>Editorial</b></p>
<p><i>on</i> <b>One Cooked Meal</b></p>	<p><i>It has been customary and an honour for the Department of Economics, Raniganj Girls' College to publish their Wall Magazine “Spot Light” on contemporary social issues.</i></p> <p><i>The theme “One Cooked Meal” is based on the issue that the care work or domestic chores in a household are very often associated with gender stereotyping. Gender stereotyping in turn creates gender discrimination. Only empowerment of the women can break this social stigma of gender discrimination based on gender stereotyping</i></p>

**Publication of the Wall Magazine titled “Ballavpur Panchayat in the Light of Women Empowerment” on 24<sup>th</sup> April 2023 by the Department of Political Science**



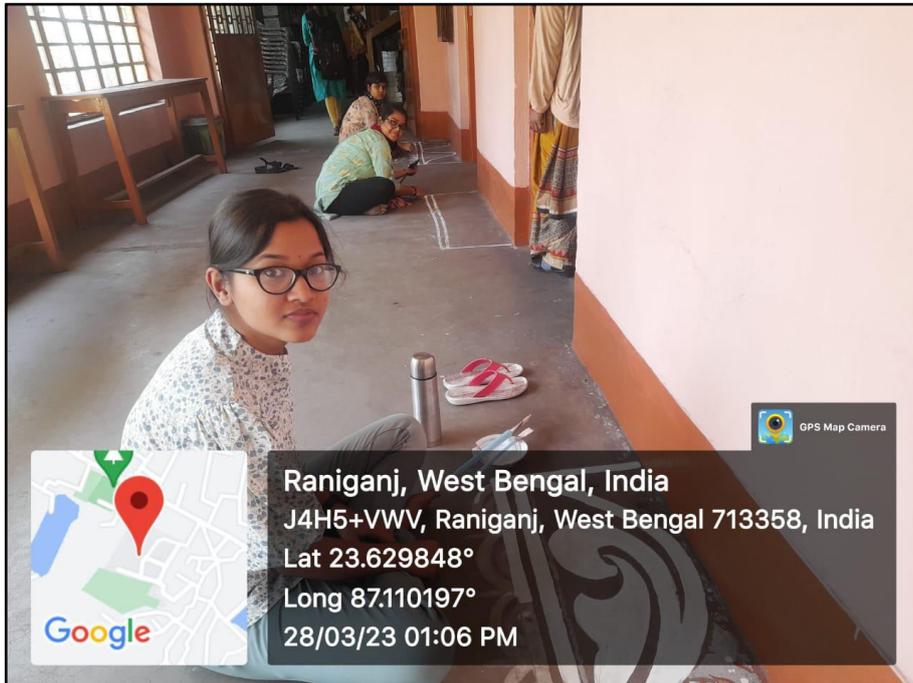
**Sustained campaigning by the Electoral Literacy Club of Raniganj Girls' College on electoral rights and theme "No Voter to be left Behind" on 22<sup>nd</sup> November 2022 resulted in 52 eligible students registering their names in the electoral list.**



**Regular conduct of Career Counselling and Skill Development Programme help to empower the women**

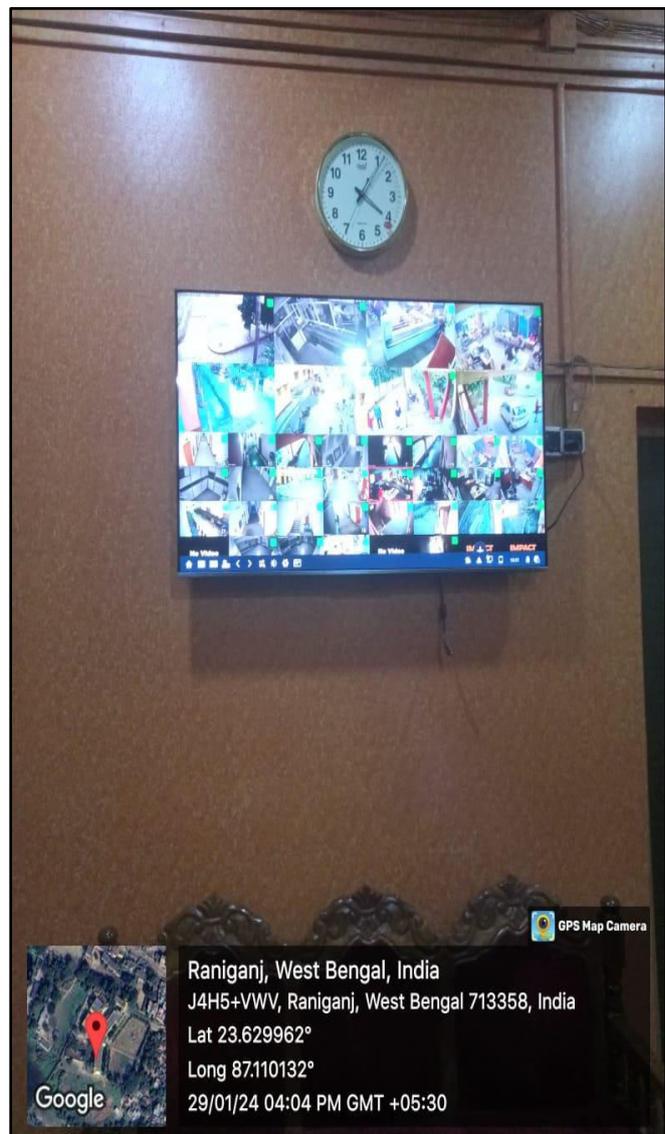


**The students are encouraged to show-case their artistic talents. Border alpna in the corridors of the Vivekananda building being drawn by the student in a beautification of the building initiative**



## SECTION IV: Provision for facilities that ensure safety and security

- The Women's Cell, the Anti-ragging Cell and Anti-Sexual-Harassment Cell of the college strives to promote awareness against any type of discrimination and violation of human dignity within the college campus
- Entry to the college is restricted. The campus of the college is under CCTV surveillance for twenty four hours. The students have to produce their ID documents to the security at the main entrance of the college. Additionally log book for visitors to the college is maintained by the security.

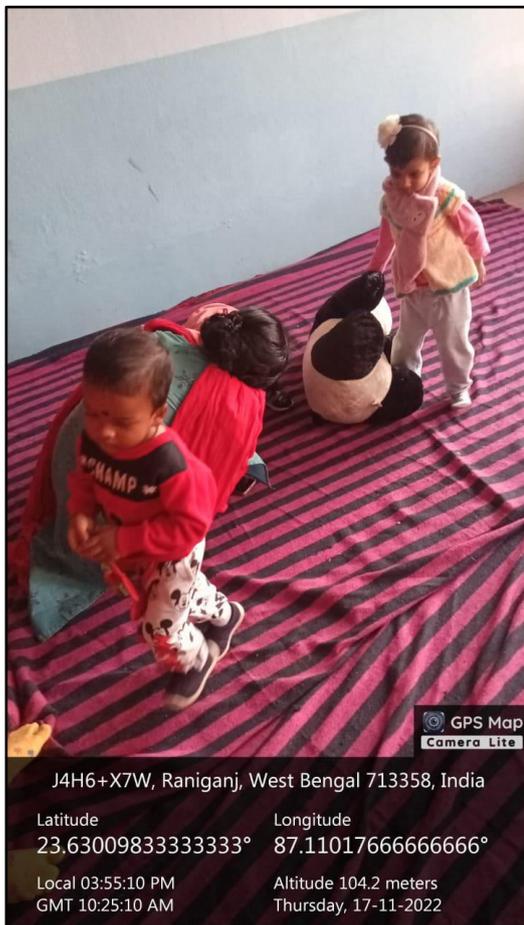


**Security personnel verifying documents and Monitoring of CCTVs from the Principal's room**

## SECTION V: Mayer Anchal



**The women employees can keep their children in a working facility identified as *Mayer Anchal* set up in a room exclusively for this purpose with their personal attendants**



## SECTION VI: Addressing Health issues of women



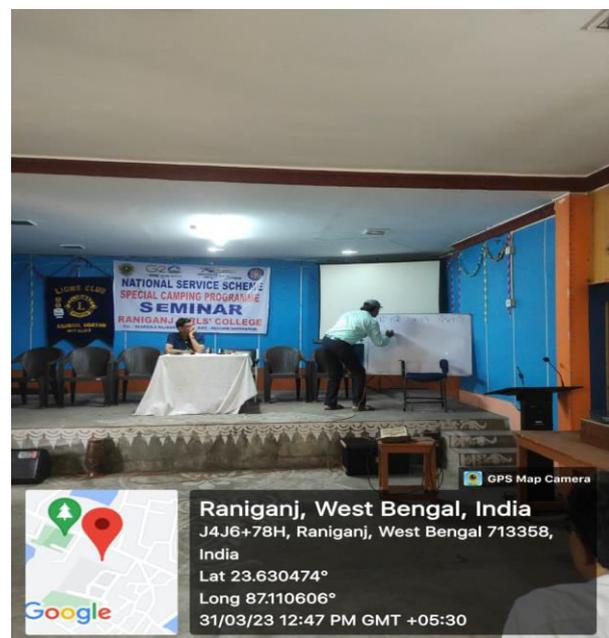
**Installation and sensitization of the students regarding Sanitary napkin Vending machines- an endeavour to promote consciousness about safe hygiene in women**



**Under a Gender Sensitization programme, sanitary napkins were distributed among the students and female teachers with the sponsorship of State Bank of India CSR on 27.03.2023**



**Free Health Check Up by Dr S Maji on 07.01.2023**

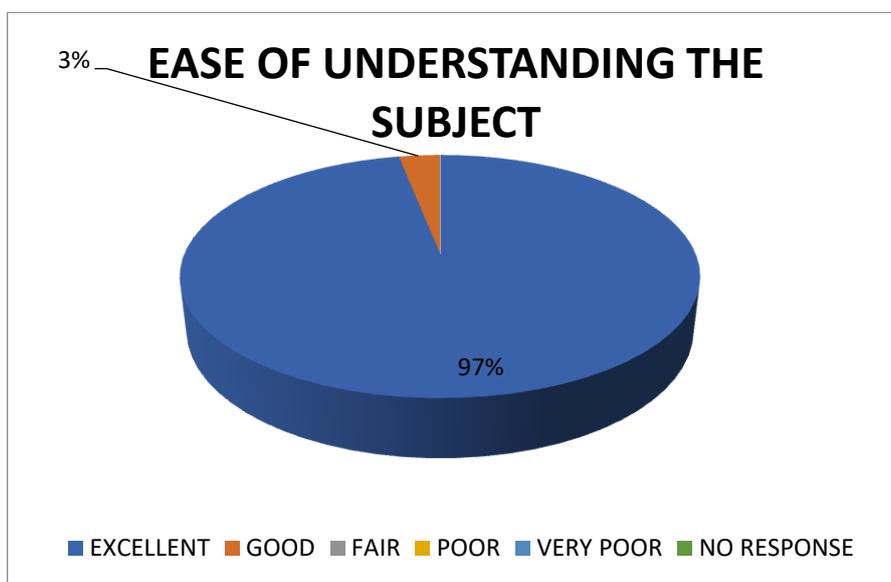


**Free Eye and Health checkup camp organized by the NSS units in association with Lions Club of Asansol, Udayan on 23.03.2023 and Awareness about Thalassemia organized by NSS Units on 31.03.2023 in association with Lions Club of Asansol, Udayan**

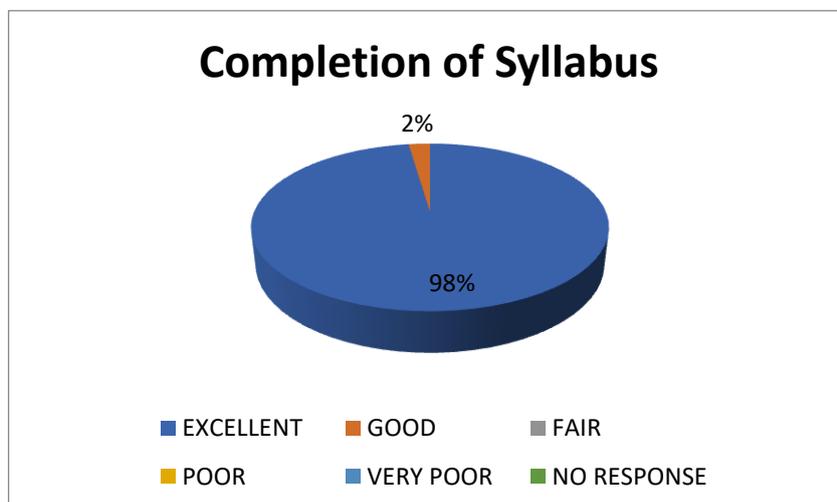
## SECTION VII: Gender Audit

**The Gender Audit has been restructured from Students' Overall Feedback taken on Teaching, Campus Amenities and Infrastructure. The aim of the audit was to judge the satisfaction level of the students**

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Does the subject become easy to understand?	96.92	3.08	0	0	0

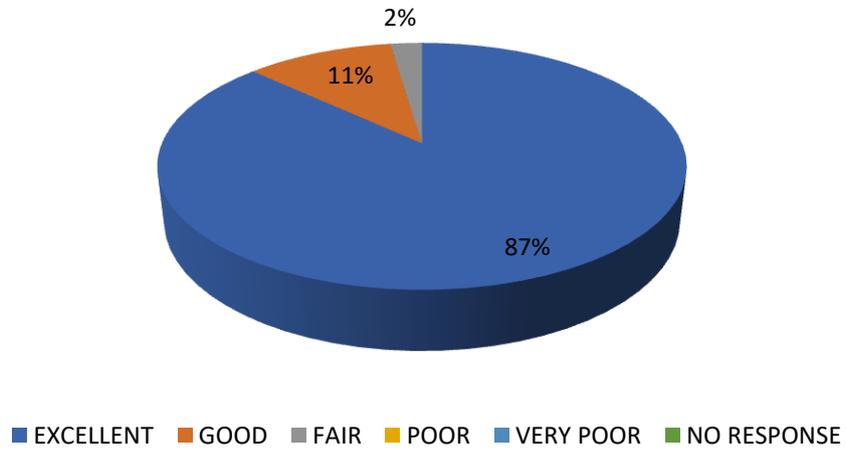


Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Completion of Syllabus	97.69	2.31	0	0	0



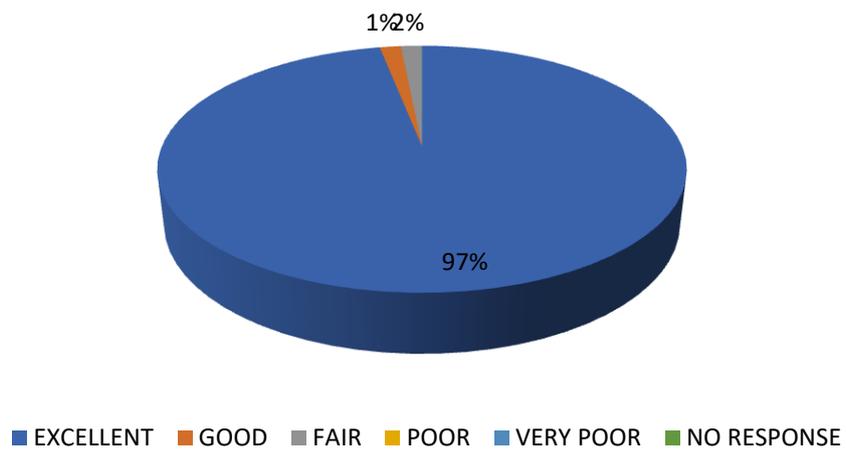
Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Timelines of Practical work	86.92	10.77	2.31	86.92	10.77

### Timelines of Practical work

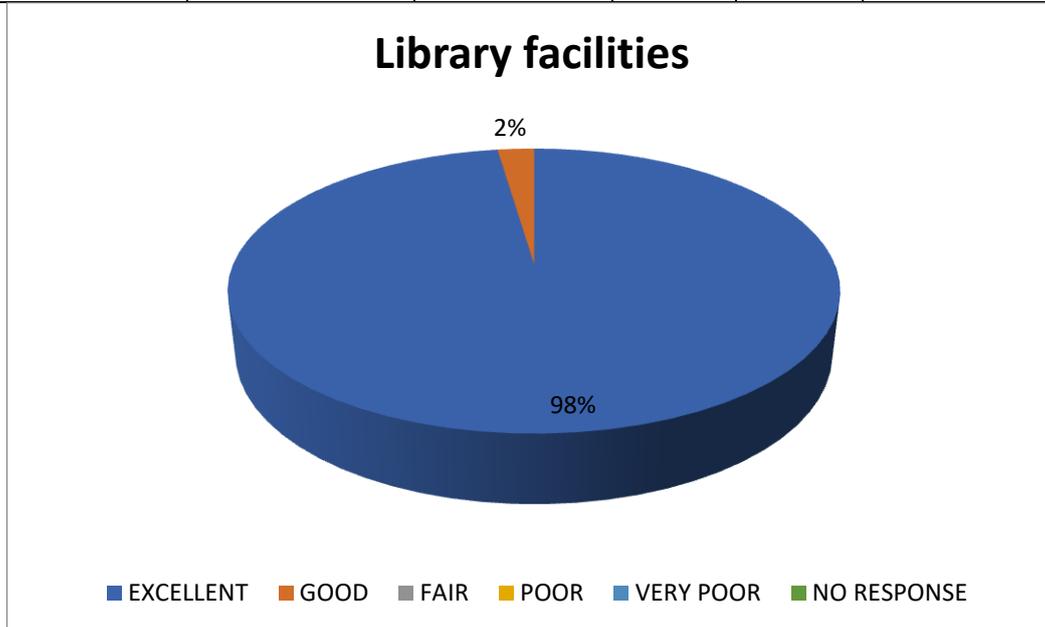


Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Fairness of Evaluation	96.92	1.54	1.54	0	0

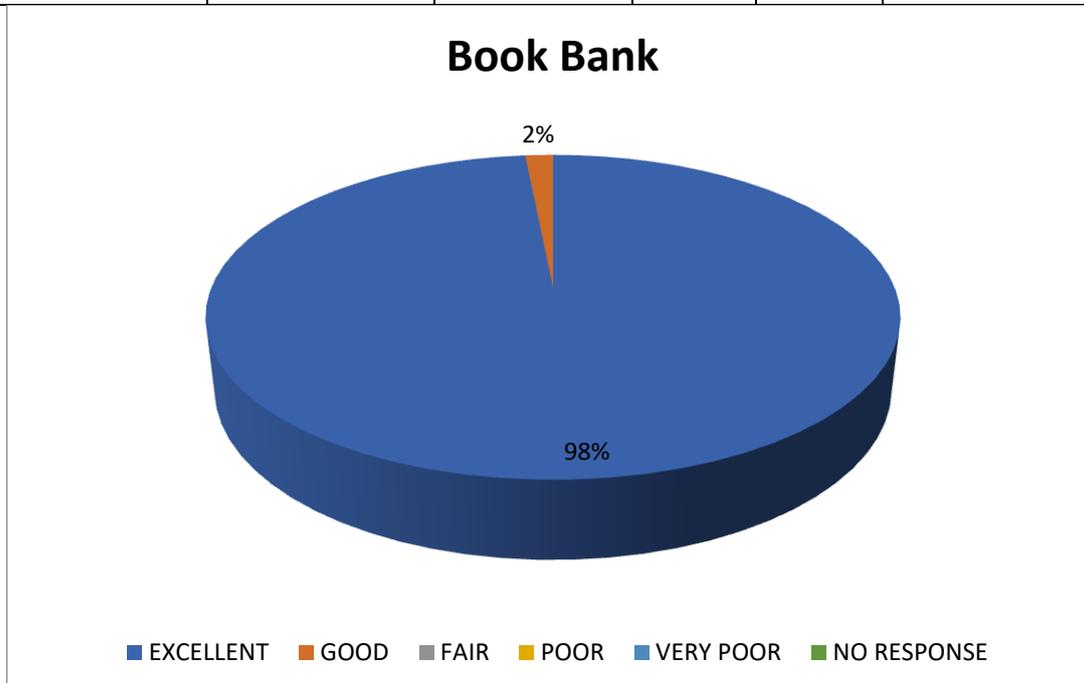
### Fairness of Evaluation



Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Library facilities	97.69	2.31	0	0	0

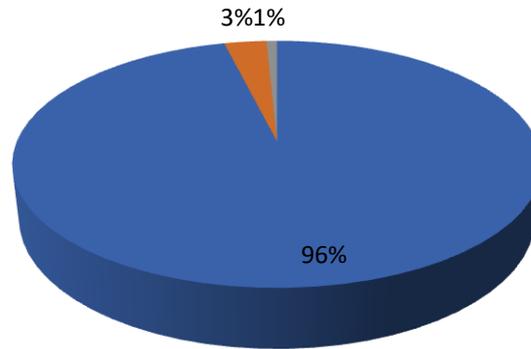


Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Book Bank	98.46	1.54	0	0	0



Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Laboratory Equipment	96.15	3.08	0.77	0	0

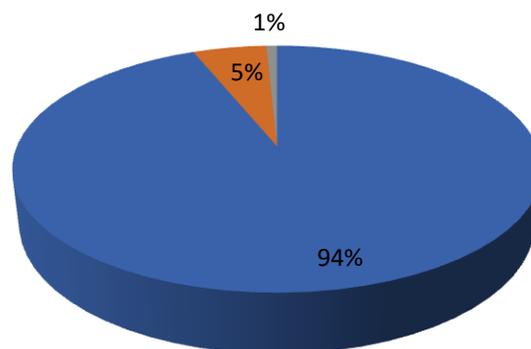
### Laboratory Equipment



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Computer facilities	93.85	5.38	0.77	0	0

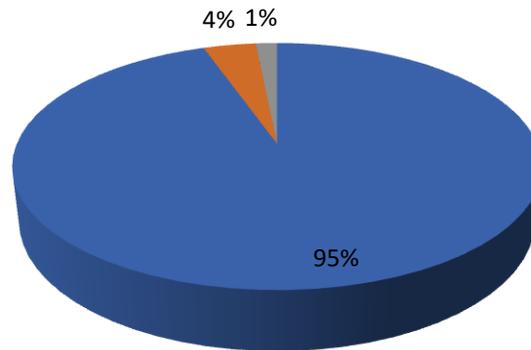
### Computer facilities



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Recreational facilities	94.62	3.85	1.54	0	0

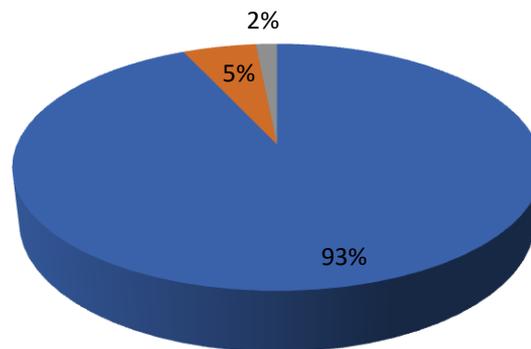
### Recreational facilities



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Extra-curricular activities	93.08	5.38	1.54	0	0

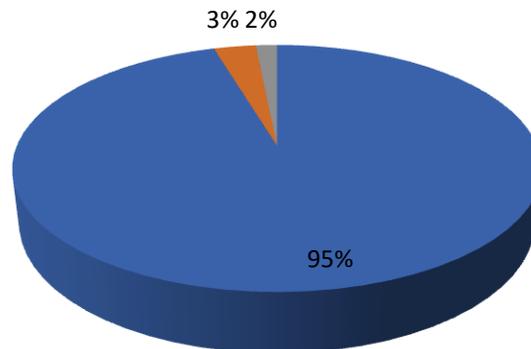
### Extra-curricular activities



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Sports facilities for girls	95.38	3.08	1.54	0	0

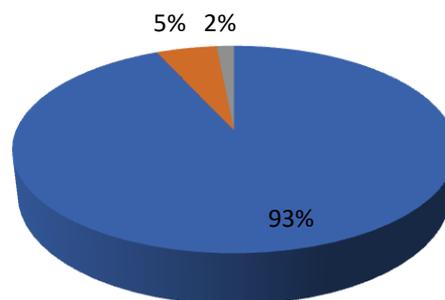
### Sports facilities for girls



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Canteen facilities and drinking water supply	94.62	5.38	1.54	0	0

### Canteen facilities and drinking water supply

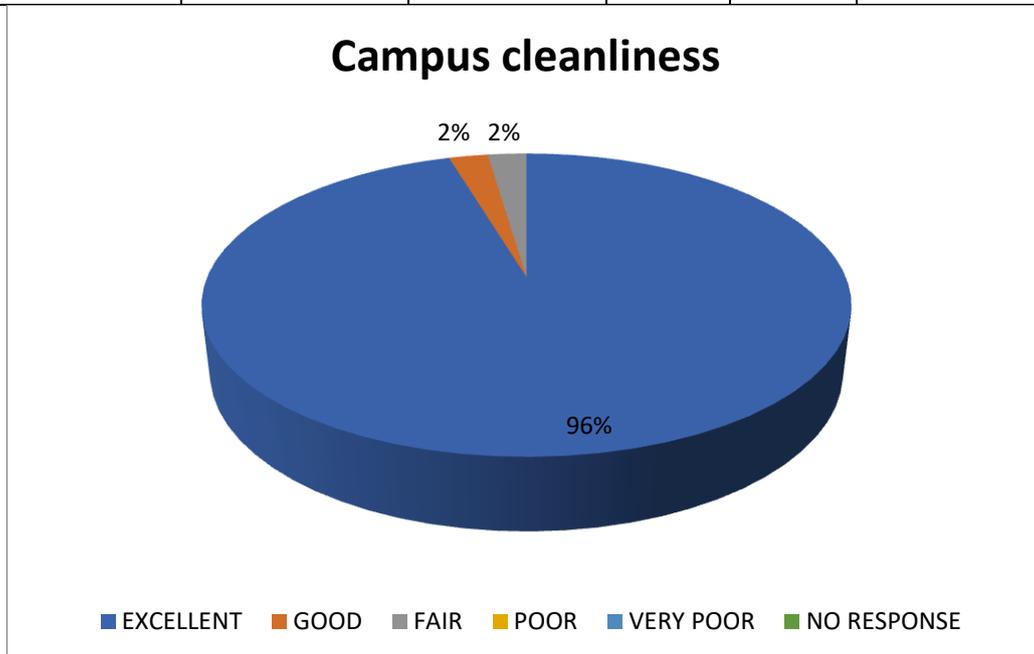


■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Hostel facilities	93.85	6.15	0	0	0

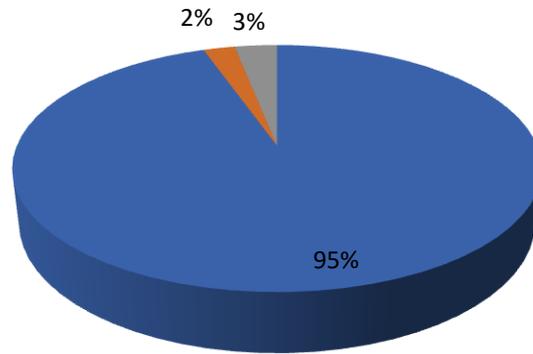


Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Campus cleanliness	95.38	2.31	2.31	0	0



Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Commuting facilities	94.62	2.31	3.08	0	0

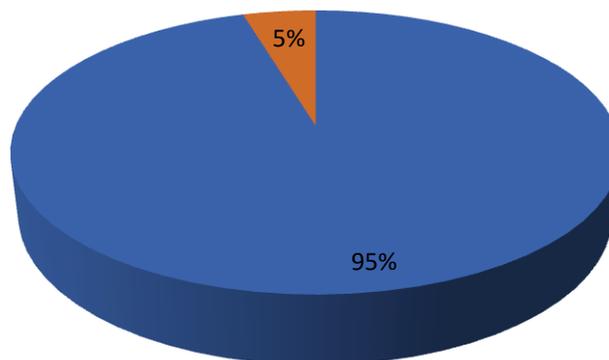
### Commuting facilities



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
NCC activities	95.38	4.62	0	0	0

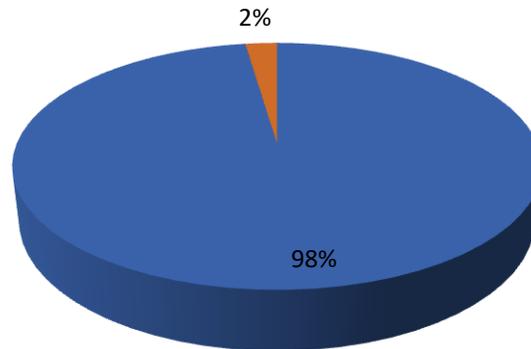
### NSS activities



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Extension activities	97.69	2.31	0	0	0

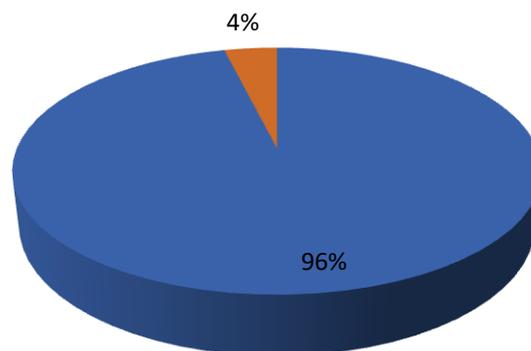
### Extension activities



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Redressal of grievances	96.15	3.85	0	0	0

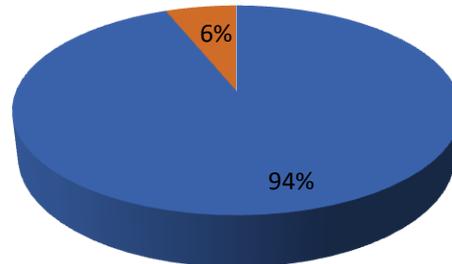
### Redressal of grievances



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Career counseling	93.85	6.15	0	0	0

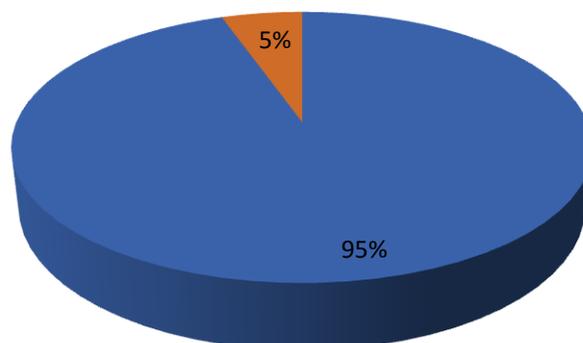
### Career counseling



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

Subject of Evaluation	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
Financial aids (remission of fees for the poor, stipends or any other)	94.62	5.38	0	0	0

### Financial aids ( remission of fees for the poor, stipends or any other)



■ EXCELLENT ■ GOOD ■ FAIR ■ POOR ■ VERY POOR ■ NO RESPONSE

**The foregoing analysis of all the key indicators stated as “Subject of Evaluation” reveals more than 90% of the students by marking “Excellent” have expressed satisfaction with the facilities and infrastructure provided to them.**



**Compiled by Dr Pritha Goswami, Member of IQAC, Raniganj Girls' College**

**(2022-23)**