



सत्यमेव जयते



GOVERNMENT COLLEGE OF ENGINEERING AND CERAMIC TECHNOLOGY

Established 1941

Accredited by NAAC with Grade A

(2015)

7.1.1 Provide the link for additional information

- 1. Gender Equity –An Initiative**
- 2. Lesson plan of English language Laboratory.**
- 3. Gender Equity survey**
- 4. Photograph of CCTV, Girls' Common room, Gymnasium, Security room**
- 5. Policy of Gender Equity**
- 6. Circular and Minutes of meeting of SAMATA**

73, Abinash Chandra Banerjee Lane

Kolkata-700010

West Bengal, India

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GENDER EQUALITY

AN INITIATIVE BY GOVERNMENT ENGINEERING COLLEGE OF CERAMIC TECHNOLOGY

Introduction: Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision making and state of valuing different behaviors, aspirations and needs equality, regardless of gender. Everyone is affected by gender inequality – women, men, trans and gender diverse people of all ages and backgrounds. It is the unfinished business of our time. UN declared in Article 1 of its Charter is “To achieve international cooperation in promoting and encouraging respect for human rights and for freedoms for all without distinction as to race, sex, language or religion”. In 1979, UN General Assembly adopted the convention on the Elimination of all forms of discrimination against women (CEDAW), which is often describe as International Bill of Right for Women. International Women’s Day is observed annually on 08 March to recognize their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political.

Aim: The aim of the lesson is to create equal opportunities and sharing of resources to promote the society as a whole with the following means–

- (a) To end discrimination against men-women & Boys-Girls.
- (b) To end all violence against women & to promote right to equality (Article 14 of Indian Constitution).
- (c) To eliminate forced marriages and genital mutilation.
- (d) Value unpaid care and promote shared domestic responsibilities.
- (e) Ensure full participation in leadership and decision-making.
- (f) Universal access to reproductive health and rights.

- (g) Equal rights to economic resources, property ownership and financial services.
- (h) Promote empowerment of women through technology.
- (i) Adopt and strengthen policies and enforceable legislation for gender equality.

Objective of Introduce Gender Equality Classes in Govt Engineering College of Ceramic Technology

The National Policy on Education 1986/2022 and Nation Focus Group on Gender Issues in Education headed by DrKavita Panjabi, Jadarpur University NCERT along with NCTE stress on the eliminating of Gender discrimination among society through introduction of awareness among students of higher education.

Govt Engineering College of Ceramic Technology, a prominent autonomous college in Eastern India has taking initiative and constantly monitoring the improvement in socio-educational environment of society to make out overall growth of their students to being a good citizen. The objective of the lesson for engineering students is as follows:-

- (a) Engineering education requires learning and knowledge for solution-oriented programs with ethical, adaptive and cross-disciplinary approaches for systemic process of socio-technical changes to be embedded in professional practices of engineers. Thus, the transition to a new engineering education should encompass diversity and equality and integrate gender dimension in teaching research content & innovation and technology transfer.
- (b) Create learning curriculum in which girls & boys, women & men staff enjoy same opportunities rights and obligations in all spheres of life.

- (c) Adaptability to take a senior/leader in future course of life and career.
- (d) To create a suitable environment in teaching-learning process to become a future leader.
- (e) To create awareness among pupil about the sharing, caring and taking all students as a group member with equal opportunities.
- (f) To make them hesitation free on the basis of gender in learning and working environment.
- (g) An engineer is a nation and organization builder. They will have the opportunity to work in co-working environment often passing out from our college. it is the most important, to inculcate the culture, value, ethics of respecting and understanding his/her co-workers in corporate and factory environment, the initiative during their learning period will eventually make them familiar with the global environment along with the habit of mutual respect and support.

Gender Equality Techniques: Students of GECCT gets admission to the college with common entrance examination and are among the elite lots among undergraduates. We, a responsible organization always motivate them to be a good citizen with a technological expertise. Different ways of teaching-learning activities are being organized to adopt themselves with the common gender platform. The initiatives covered during the study are as under:-

- (a) To ensure any educational materials used show gender in equal measure.
- (b) Boys & girls to work on project together.

- (c) Helps students identify in of areas of gender bias, through awareness activation, historical events, laws and cultural changes.
- (d) Explore gender concepts and roles from different communities.
- (e) To be reflective and objective- more gender natural response in students.
- (f) Creating dynamic seating plan with a mix of boys & girls in class.
- (g) Don't allow male students to interrupt female students when they are speaking.
- (h) Avoid stereotypes.
- (j) Organize gender inclusive curriculum and equal participation in extra-curricular activities like group discussion, debate, lecture, quiz etc.
- (k) Creating equal opportunities to every student.
- (l) Fostering an inclusive environment.
- (m) Teachers to be a role model for the students- not to connect gender to an ability or personality trait.
- (n) Common room to the opposite sex (particularly girls/women)
- (o) Positive affirmation and encouraging emotion.
- (p) Encourage students of different gender to include in financial decision of family or even in college function.
- (q) Support women entrepreneurship.
- (r) Focus on performance rather than who's performance.

- (s) Encourage other to support reproductive freedom.
- (t) Help fund education for girls.
- (u) Create a safe and healthy learning environment.
- (v) Enhances business and company culture among engineering students.
- (w) The college ensures that there should not be any discrimination on the basis of gender.
- (x) To ensure strict action against gender based harassment.
- (y) College has established Women Cell and Grievances Cell to take strict action as per existing laws for any violation of gender based complaint.

FACILITIES/TECHNIQUES USED IN COLLEGE TO MAINTAIN GENDER EQUALITY:

- (a) Creating an environment of equality among staffs, students and faculty.
- (b) Regular group discussion and activities with mixing of all categories of students.
- (c) Creating atmosphere of respect among all staffs.
- (d) Regular gender sanitization workshop.
- (e) The college has its strong redressal system in the form of internal complaints, grievances redressal and anti-ragging committees.
- (f) To create a safe space for everyone, the college has one campus, CCTV surveillance and security guards.

- (g) The institute has provision for psychological counseling to ensure gender sensitive and empowering environment.
- (h) Girls common room with attach washroom has given them the privacy.
- (j) The institute has a separate display board to display posters on gender equality.
- (k) The visual display helps everybody to articulate the concept of gender equality and equality of life.
- (l) International Women's Day is being celebrated to discriminate right and equality.
- (m) The college has facility of gymnasium with modern equipments and badminton court in front of girl's common room.
- (n) Self defense training program especially for girls arranged with qualified trainer.
- (o) The college has equal ease of learning opportunities, resource sharing and participation in workshop, lecture, debate and health aspects.
- (p) Regular movies on gender equalities are being shown during English language laboratory (ESL 202) class.

SOME FACTS AND FIGURES

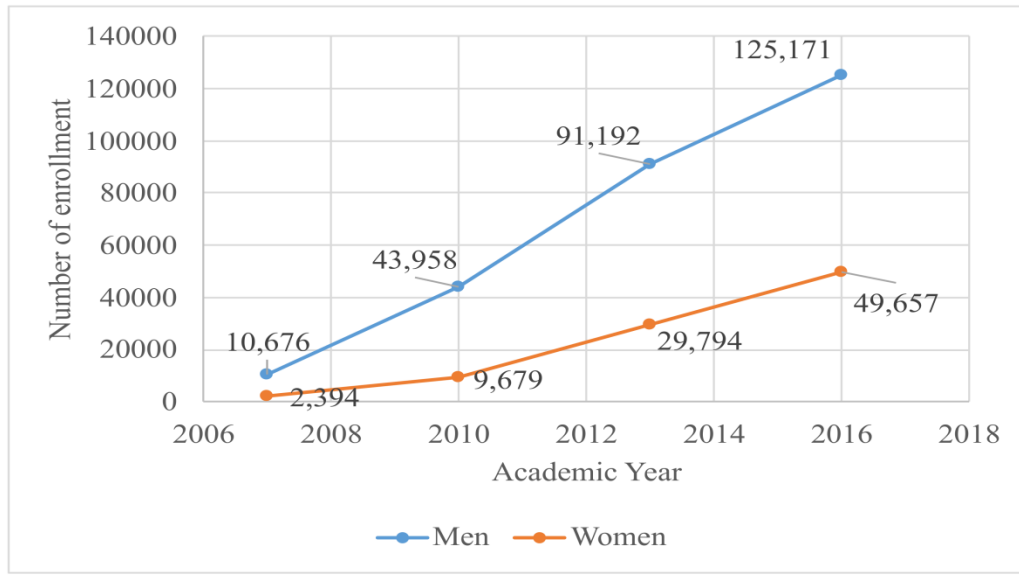


Figure 1. Students enrolled in engineering and technology education

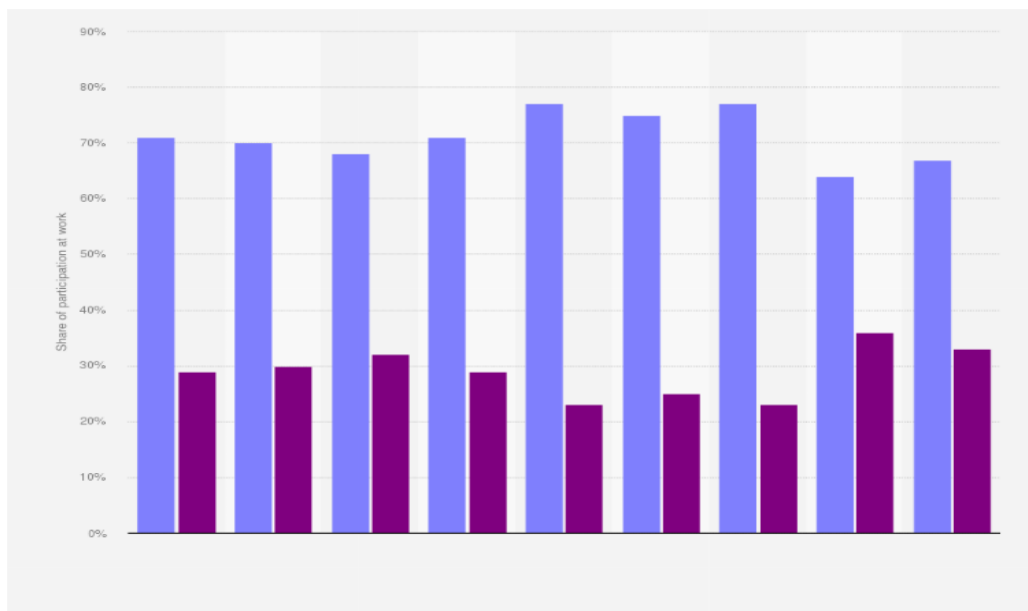


Figure 2. Share of participation at work across India from 2014 to 2022, by gender

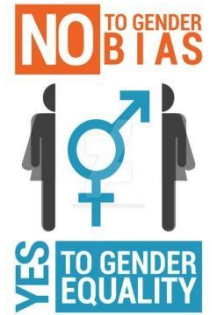
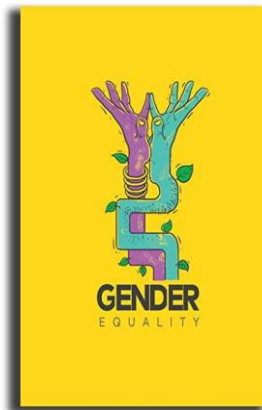
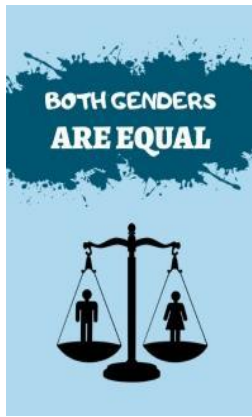


Figure 3: Flash cards used during class.

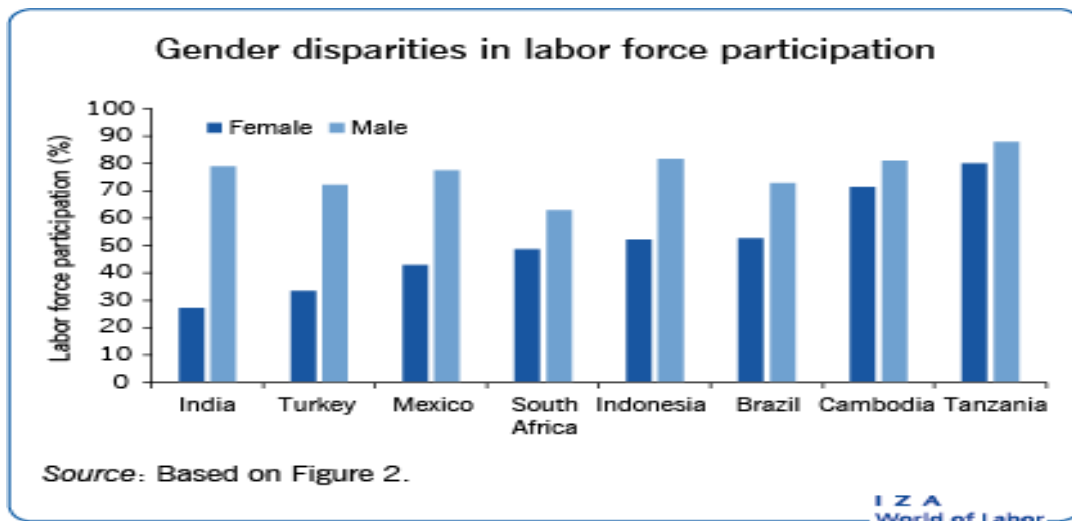


Figure 4: Gender disparities in labor force participation.

Women In Workforce: India Lags Its Neighbours

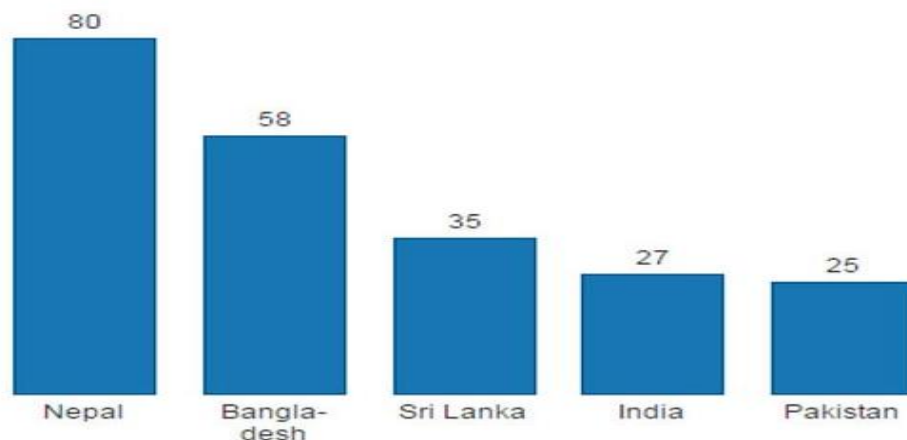


Figure 5: Women in Workforce: India Lags Its Neighbors.

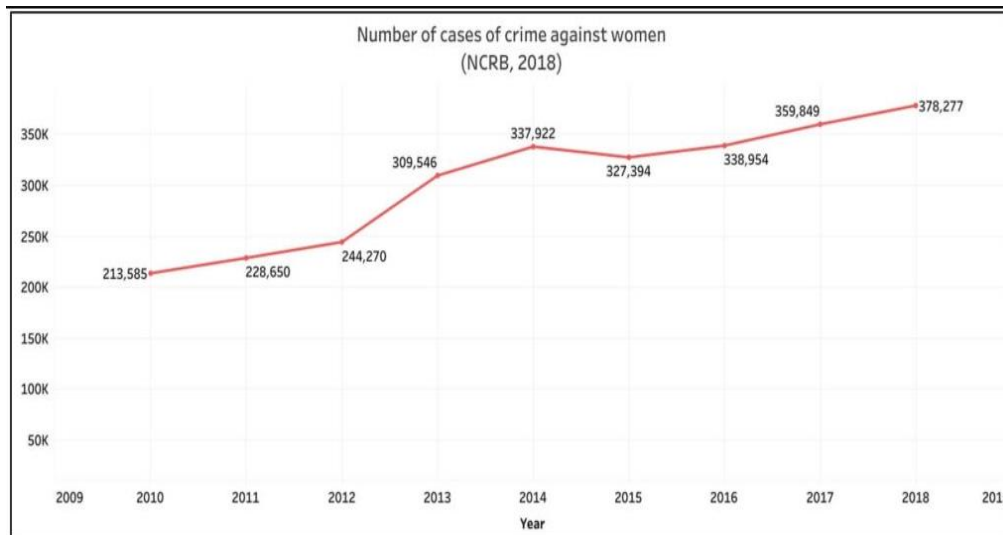


Figure 6: Crimes against Women.

FUTURE ROAD MAP

The awareness among all societies are increasing with the time and future plan includes following:-

- (a) More awareness programs.
- (b) Equal Gender participation in all activities.
- (c) Educative and awareness lecture during class.
- (d) Participation of equal gender in extra curriculum activities, college workshops, on job training, practical classes.
- (e) Framing of seating plan with the mixing of all genders.
- (f) Improvement in gender ratio in college admission.

CONCLUSION

The society as a whole cannot grow without participation of everybody. The study is to educate environment about participation of equal

gender and empower women & girls with equal rights, responsibilities and opportunities. Gender Equality prevents violation against women and girls. It is good for economy and human right also. Gender equality eliminates all forms of violence against women and girls, provides healthy life and well-beings to the society. Unless progress on gender equality is accelerated, the global community will not able to achieve. UN target for 2030 to make world free of crime against opposite gender whether it is in household violence, social discrimination, discrimination in work place and daily life in particular. It is obvious that women participation in every sphere increases yields. We as an institute in Govt engineering college of Ceramic Technology likes to create an environment of equality and opportunities among all students in respective of fast, race and gender. To achieve these goal, more awareness and participation with the change of thought is required to be changed.

LESSON PLAN

NAME : Dr. Ipsita Pathak

**TOPIC :
Gender
Equality**

CLASS : B.TECH , 2ND SEMESTER

DATE :

SUB : ENGLISH LANGUAGE LAB

DURATION

: 1Hr

GENERAL COURSE OBJECTIVES

After the completion of this chapter, students will be able to:–

1. Understanding of the significance of gender equality and how it affects the engineering field.
2. Increased awareness of gender biases, their impacts on engineering professionals and workplace culture and potential ways to combat them.
3. Understanding of how intersectionality affects experiences of engineering professionals beyond one's gender identity.

4. Understanding of workplace dynamics and factors that influence career advancement and promotion, including factors such as sexism and race-based discrimination.
5. Develop critical thinking skills about social constructs , gender and broader societal impacts that affect our engineering practices.

SPECIFIC COURSE OBJECTIVES

1. To educate students on best practices for promoting gender equality and equity in the workplace and academic environments.
2. To develop an understanding of how gender bias affects the workplace and academic environments in engineering and the potential negative outcomes of these biases.
3. To raise awareness among engineering students about the importance of gender equality in the field of engineering.
4. To create a safe , inclusive and respectful environment in the engineering classroom and promote gender equality awareness among engineering students.

5. To promote and encourage diversity, inclusivity and equitable opportunities within the engineering field.

TEACHING LEARNING MATERIALS

1. Flash Card.
2. Power Point Presentation (PPT) materials (eg PC, Projection etc)
3. Writing Boards.
4. PA Equipment.
5. TV and Internet.

PREVIOUS KNOWLEDGE

Q.

A.

INTRODUCTION

“Breaking the Glass Ceiling: Achieving Gender Equality in Engineering Colleges”.

Introduction class with brief overview of the current state of gender diversity in engineering colleges and in any other sectors too.

Importance of achieving gender equality in engineering colleges.

PRESENTATION

Se r	Topic/Content	Pupil/Teache r Activities	Teaching/Learn ing Materials	Students Activity/
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-Career development and networking opportunities

-Advocacy for gender inclusive policies

Impact on gender diversity on Engineering Colleges and Industry:

-Improved team dynamics and creativity

-Attracting and retaining top talent

-Driving innovation and improving problem-solving

-Improving business outcomes

Crime against Women

TED Talks videos, supporting informative documents from internet, PPT

Discussion

and

Doubt clearing session

CONFIRMATION SUMMARY

CONCLUSION

Emphasizing the importance of creating a gender-inclusive culture

Encouraging collective action to improve gender diversity in

Engineering Colleges.



Photograph showing CCTV installed



Kolkata, West Bengal, India
73, Avinash Chandra Banerjee Lane, Beliaghata, Kolkata,
West Bengal 700010, India
Lat 22.566292°
Long 88.392815°

Photograph of Girls' Common room



Kolkata, West Bengal, India
73, Avinash Chandra Banerjee Lane, Beliaghata, Kolkata,
West Bengal 700010, India
Lat 22.566292°
Long 88.392815°

Photograph of Gymnasium



Kolkata, West Bengal, India

73, Avinash Chandra Banerjee Lane, Beliaghata, Kolkata,
West Bengal 700010, India

Lat 22.566292°

Long 88.392815°

Google

Photograph of Security and room

Gender equity policy

Government College of Engineering and Ceramic technology

The principle of gender equity is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

The Gender Equality Law, 2011 seeks to eliminate discrimination in employment, training and recruitment on the basis of sex, marital status, pregnancy or gender and to promote the payment of equal remuneration to male and female employees who perform work of equal value

Gender equality is a goal in itself and a prerequisite for sustainable and peaceful development. Gender equality is achieved when women, men, girls and boys have equal rights, conditions and opportunities, and the power to shape their own lives and contribute to the development of society.

Gender equality is when people of all genders have equal rights, responsibilities, and opportunities. It is a human right. This means it doesn't refer to women only. People of all genders are affected by gender inequality.

A teacher is an agent of change, promotes gender equality in classroom and removes the stereotype thinking from the society by changing the mindset of young generation. For constructing a gender friendly attitude a teacher makes strategies on the basis of teaching learning materials.

In education, gender equity is important. Gender-equitable education systems empower both girls and boys and foster the development of life skills that young people need to succeed, such as self-management, communication, negotiation, and critical thinking.

It is a strategy for making women and men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all spheres, so that women and men can benefit equally, and inequality is not perpetuated.

Steps to ensure gender neutrality:

1. By sensitizing teachers and students about the importance of gender equality.
2. Centers should be made inside the campus that can keep a vigil on the gender violations happening in educational institutes.
3. Management should make sure that students are being treated fairly in the classroom where they feel equally about taking part in any conversation.
4. Syllabus should be made inclusive, that can promote gender equality.
5. Scholarships should be created for the marginalized women who have suffered gender discrimination.
6. Management of the institute should regularly check the smooth atmosphere of the classroom in order to avoid any untoward gender violation.
7. Women and men both should be allowed to express their disagreement with respect to the behavior of their teachers.
8. Seminars, conferences and workshops must be conducted to teach students about the importance of gender equality.
9. Gender segregation should be eliminated; universities should encourage co-education instead of segregating the student community.
10. Both men and women should be given equal opportunities be it in the field of sports, placement drives or inside the classroom.
11. Management should make sure to maintain and implement an inclusive and diverse environment in which all people are respected and responsibilities are shared by both men and women.
12. It is mandatory to use gender neutral language beyond the gender stereotypes in the classroom.

Circular

Date: 10th July 2017

A Gender equity policy implementation and monitoring committee has been formed with the following members. The committee will revisit the policy from time to time and monitor its implementation.

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury

K. Chakrabarti

Principal

Copy to

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury
8. File

K. Chakrabarti

Principal

Circular

Date: 2nd August 2017

A meeting of Gender equity policy implementation and monitoring committee of Government college of Engineering and ceramic technology has been convened on 11th August 2017 (Friday) at 3 P.M at the conference room of the institute.

Agenda:

1. To revisit the Gender equity policy of the institute.
2. To recommend an appropriate name of the committee.
3. To recommend activities to implement gender equality for academic year 2017-2018
4. Review of the activities of the last semester.
5. Miscellaneous

K. Chakraborty

Principal

Copy to

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury
8. File

K. Chakraborty

Principal

Date: 17th August 2017

Minutes of the meeting of Gender equity policy implementation and monitoring committee of Government college of Engineering and Ceramic technology held on 11th August 2017 at 3 PM in the conference room of the Institute.

Members present:

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury

The Chairman of the committee welcomed all members of the committee in the 1st meeting of the academic session 2017-2018.

Agenda 1:

The members revisited the gender equality policy of the institute. No addition or deletion of any part of the policy has been suggested.

Agenda 2:

The name "Samata" has been accepted as the name of the committee.

Agenda 3:

It has been decided that programmes will be organised to increase the awareness on gender equality. It has also been decided to increase the number of female students in different activities of Students' welfare association.

The following Gender sensitization action for the academic year 2017-2018 has been finalised in the meeting.

- A. Display of posters on gender equality to enhance awareness at different notice board of the institute.
- B. Self defence training program especially for female staff and students to be organised.
- C. Movies on gender equality to be screened at the auditorium of the institute.

Agenda 3: The activities that were organised in the last semester were discussed and reviewed. It has been decided that more students would be involved in the programmes.

Miscellaneous: There was no point to under this

The meeting ended with a vote of thanks to the chairs and other members.

K. Chakrabarti

Principal

Circular

Date: 16th August 2018

A meeting of SAMATA (Gender equity policy implementation and monitoring committee) of Government college of Engineering and ceramic technology has been convened on 21st August 2018 (Tuesday) at 2 P.M at the conference room of the institute.

Agenda:

1. To revisit the Gender equity policy of the institute.
2. To recommend activities to implement gender equality.
3. Miscellaneous

K. Chakrabarti

Principal

Copy to

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury
8. File

K. Chakrabarti

Principal

Date: 27th August 2018

Minutes of the meeting of Gender equity policy implementation and monitoring committee of Government college of Engineering and Ceramic technology held on 21st August 2018 at 2 PM in the conference room of the Institute.

Members present:

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury

The Chairman of the committee welcomed all members of the committee in the 1st meeting of the academic session 2018-2019.

Agenda 1:

The members revisited the gender equality policy of the institute. No addition or deletion of any part of the policy has been suggested.

Agenda 2:

It has been decided that programmes will be organised to increase the awareness on gender equality. It has also been decided to increase the number of female students in different activities of Students' welfare association.

The following Gender sensitization action for the academic year 2018-2019 has been finalised in the meeting.

1. Display of posters on gender equality to enhance awareness at different notice board of the institute.
2. Self defence training program especially for female staff and students to be organised.
3. Movies on gender equality to be screened at the auditorium of the institute.

Agenda 3:

Miscellaneous: There was no point to under this.

The meeting ended with a vote of thanks to the chairs and other members.

K. Chakrabarti

Principal

Circular

Date: 8th August 2019

A meeting of SAMATA (Gender equity policy implementation and monitoring committee) of Government college of Engineering and ceramic technology has been convened on 14th August 2019 (Wednesday) at 3 P.M at the conference room of the institute.

Agenda:

1. To revisit the Gender equality policy of the institute.
2. To recommend activities to implement gender equality.
3. Miscellaneous

K. Chakraborty

Principal

Copy to

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury
8. File

K. Chakraborty

Principal

Date: 20th August 2019

Minutes of the meeting of Gender equity policy implementation and monitoring committee of Government college of Engineering and Ceramic technology held on 14th August 2019 at 3 PM in the conference room of the Institute.

Members present:

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury

The Chairman of the committee welcomed all members of the committee in the 1st meeting of the academic session 2019-2020.

Agenda 1:

The members revisited the gender equality policy of the institute. No addition or deletion of any part of the policy has been suggested.

Agenda 2:

It has been decided that programmes will be organised to increase the awareness on gender equality. It has also been decided to increase the number of female students in different activities of Students' welfare association.

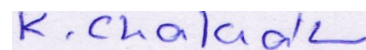
The following Gender sensitization action for the academic year 2019-2020 has been finalised in the meeting.

1. Display of posters on gender equality to enhance awareness at different notice board of the institute.
2. Self defence training program especially for female staff and students to be organised.
3. Movies on gender equality to be screened at the auditorium of the institute.

Agenda 3:

Miscellaneous: There was no point to under this

The meeting ended with a vote of thanks to the chairs and other members.



Principal

Circular

Date: 29th July 2020

A meeting of SAMATA (Gender equity policy implementation and monitoring committee) of Government college of Engineering and ceramic technology has been convened on 4th August 2020 (Tuesday) at 4 P.M in online mode.

Agenda:

1. To revisit the Gender equity policy of the institue.
2. To recommend activities to implement gender equality.
3. Miscellaneous

K. Chakrabarti

Principal

Copy to

1. Prof. Rituparna Sen -Chairman
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury
8. File

K. Chakrabarti

Principal

Date: 10th August 2020

Minutes of the meeting of Gender equity policy implementation and monitoring committee of Government college of Engineering and Ceramic technology held on 4th August 2020 at 4 PM in the online mood.

Members present:

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury

The Chairman of the committee welcomed all members of the committee in the 1st meeting of the academic session 2020-2021.

Agenda 1:

The members revisited the gender equality policy of the institute. No addition or deletion of any part of the policy has been suggested.

Agenda 2:

It has been decided that programmes will be organised in the online mode due to COVID-19 pandemic.

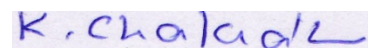
The following Gender sensitization action for the academic year 2019-2020 has been finalised in the meeting.

1. Online awareness programmes

Agenda 3:

Miscellaneous: There was no point to under this

The meeting ended with a vote of thanks to the chairs and other members.



Principal

Circular

Date: 19th August 2021

A meeting of SAMATA (Gender equity policy implementation and monitoring committee) of Government college of Engineering and ceramic technology has been convened on 24th August 2021 (Tuesday) at 3 P.M in online mode.

Agenda:

1. To revisit the Gender equity policy of the institue.
2. To recommend activities to implement gender equality.
3. Miscellaneous

K. Chakraborty

Principal

Copy to

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury
8. File

K. Chakraborty

principal

Date: 27th August 2021

Minutes of the meeting of Gender equity policy implementation and monitoring committee of Government college of Engineering and Ceramic technology held on 24th August 2021 at 3 PM in the online mood.

Members present:

1. Prof. Rituparna Sen
2. Prof. Mousumi Maitra
3. Dr. Deb darpan Khan
4. Dr. Kalpana Saha
5. Dr. Kaberi Das
6. Mr. Bimal Pal
7. Ms Indrani Chowdhury

The Chairman of the committee welcomed all members of the committee in the 1st meeting of the academic session 2021-2022.

Agenda 1:

The members revisited the gender equality policy of the institute. No addition or deletion of any part of the policy has been suggested.

Agenda 2:

It has been decided that programmes will be organised in the online mode due to COVID-19 pandemic.

The following Gender sensitization action for the academic year 2021-2022 has been finalised in the meeting.

2. Online awareness programmes

Agenda 3:

Miscellaneous: There was no point to under this

The meeting ended with a vote of thanks to the chairs and other members.

K. Chakrabarti

Principal



**GOVERNMENT COLLEGE OF ENGINEERING
AND CERAMIC TECHNOLOGY**

GENDER AUDIT REPORT

March 2022

Content

1. Committee
2. Concept of the Gender Audit
3. The Objectives of the Gender Audit
4. Methodology
5. Questionnaire for survey with glimpses
6. Gender Balance with glimpses
7. Salient Findings
8. Recommendation

Government College of Engineering & Ceramic Technology

Committee:

It was absolutely necessary to probe the gender balance and the perceptions that prevail within the Institution. A committee was formed with the following members to conduct the Gender Audit of the institute:

1. Prof. Rituparno Sen IQAC Co-ordinator
2. Prof. Mousumi Maitra
3. Mr. Bishwarup Das
4. Ms. Ipsita Pathak

The Committee members play sincere roll to make it successful. The Gender Audit wouldn't have been complete without the help of the senior administrators within the institute who provided the relevant data.

The Concept of the Gender Audit:

A gender audit is a tool to assess the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures and proceedings (including decision-making processes), and in the corresponding budgets.

A gender audit considers, normally in a participatory manner, whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other, and whether they are being followed. It establishes a baseline, identifies critical gaps and challenges, and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality.

A gender audit enhances the collective capacity of the organisation to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues.

The Objectives of the Gender Audit:

As a method for gender mainstreaming, gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organisational culture and management of human resources, and in the design and delivery of policies and services.

Methodology:

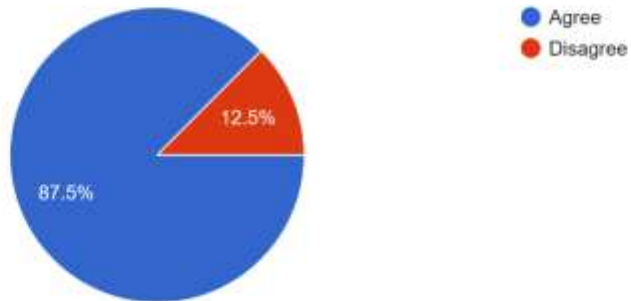
1. Preparing the institute to carry out a Gender audit
2. Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.
3. To know about the gender balance in the institution
4. Creating the road map for Gender equality Action

Questionnaire for survey with glimpses:

The questionnaire asked in the survey are:

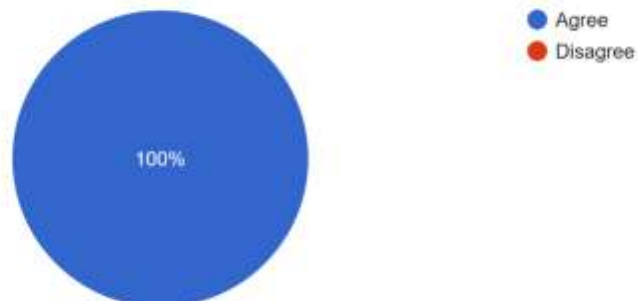
Adequate security arrangements are available in the campus / Hostel and common areas during day and night.

32 responses



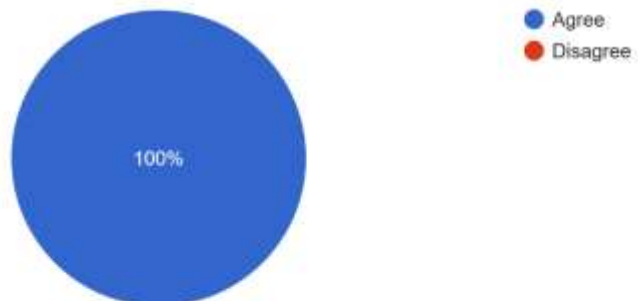
The classroom offers equal opportunities to all genders

32 responses



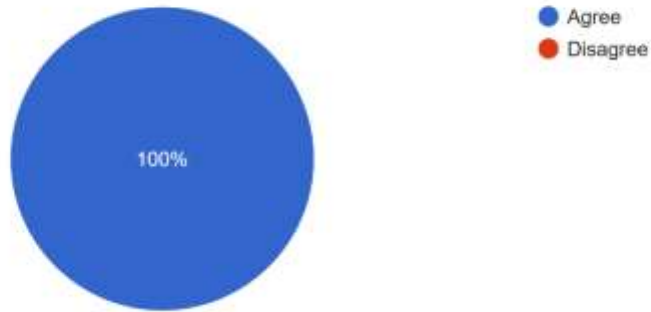
The library offers equal opportunities to all genders

32 responses



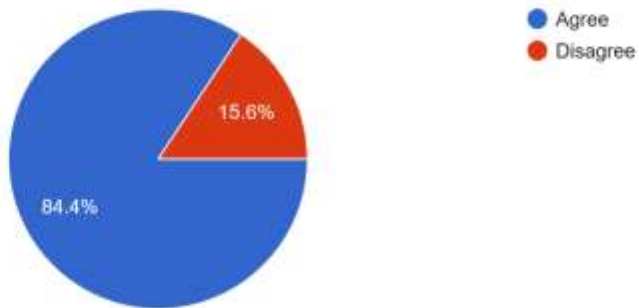
Safe environment is available for all girl students in the campus

32 responses



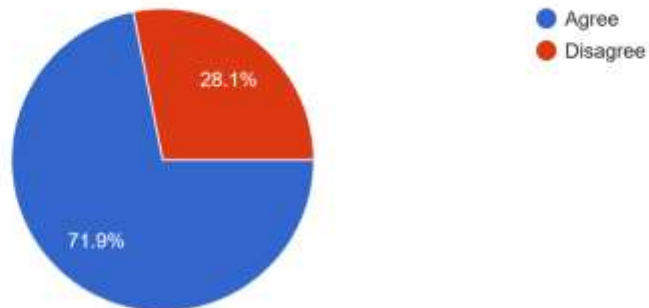
Adequate number of toilets are available in the college for girls

32 responses



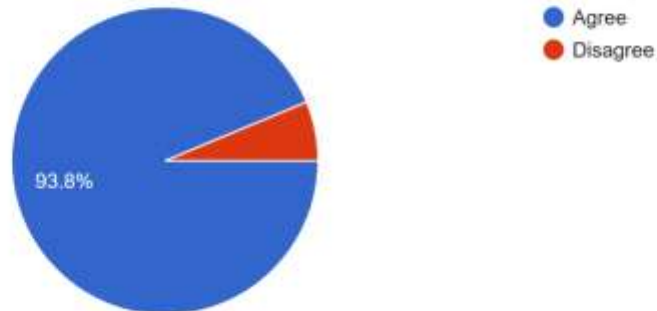
Adequate facilities are available inside the toilet, keeping in mind the need of the girl students

32 responses



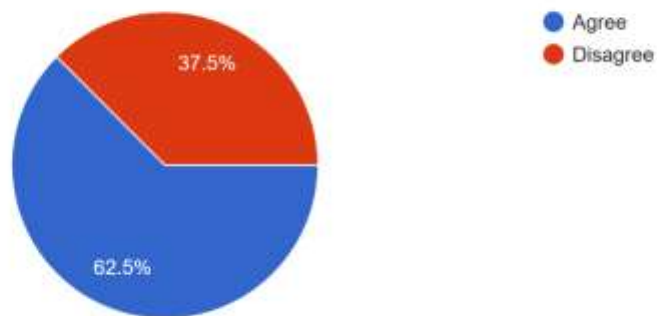
Adequate lighting is available inside the Campus/ hostel during night, including but not limited to, corridor, class rooms, common areas, toilets, etc.

32 responses



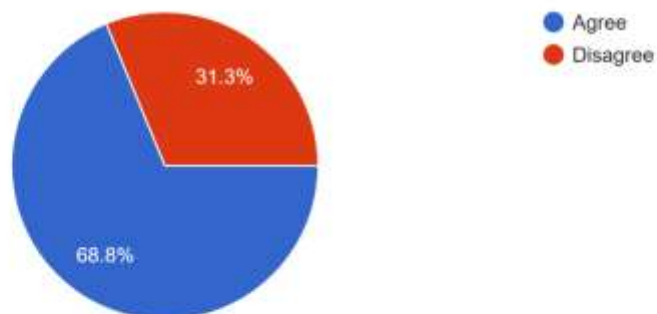
A Women Cell is set up in the college and students are aware about the Women Cell

32 responses

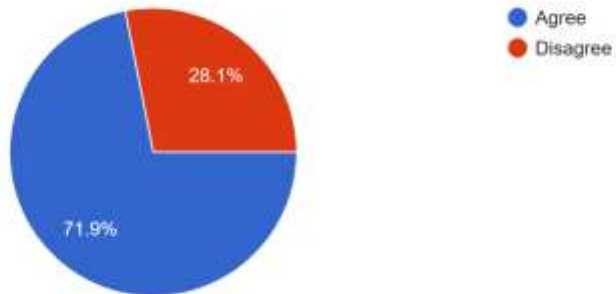


There are lady faculties available in the Women Cell

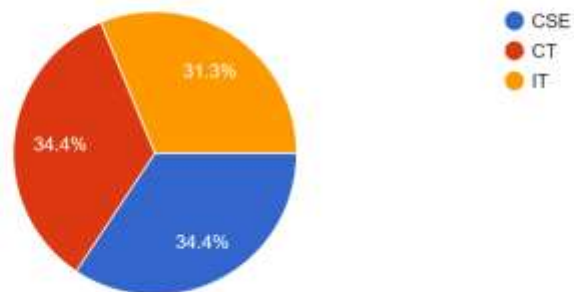
32 responses



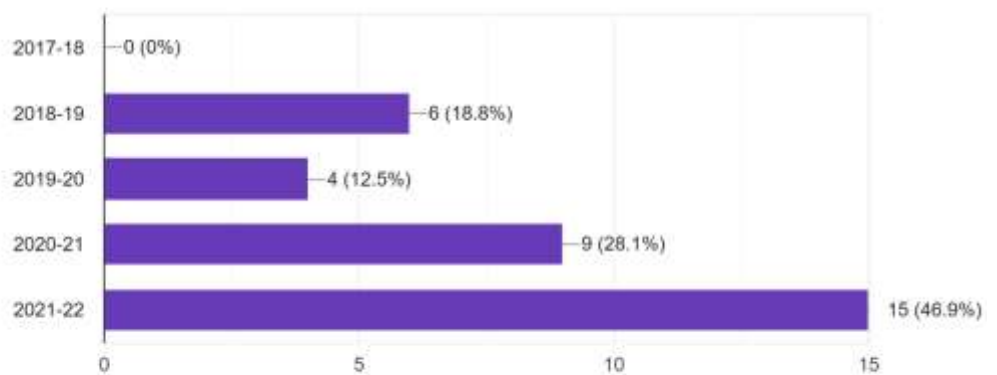
A grievance redressal cell has been set up
32 responses



Department
32 responses



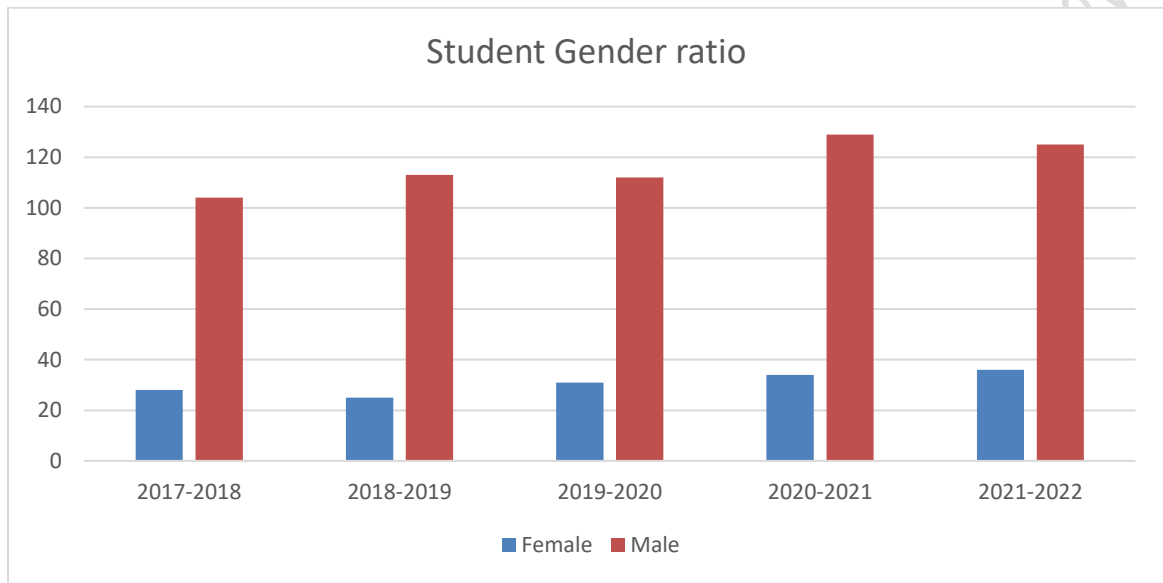
Academic Session when you got admitted
32 responses



Gender Balance with glimpses:

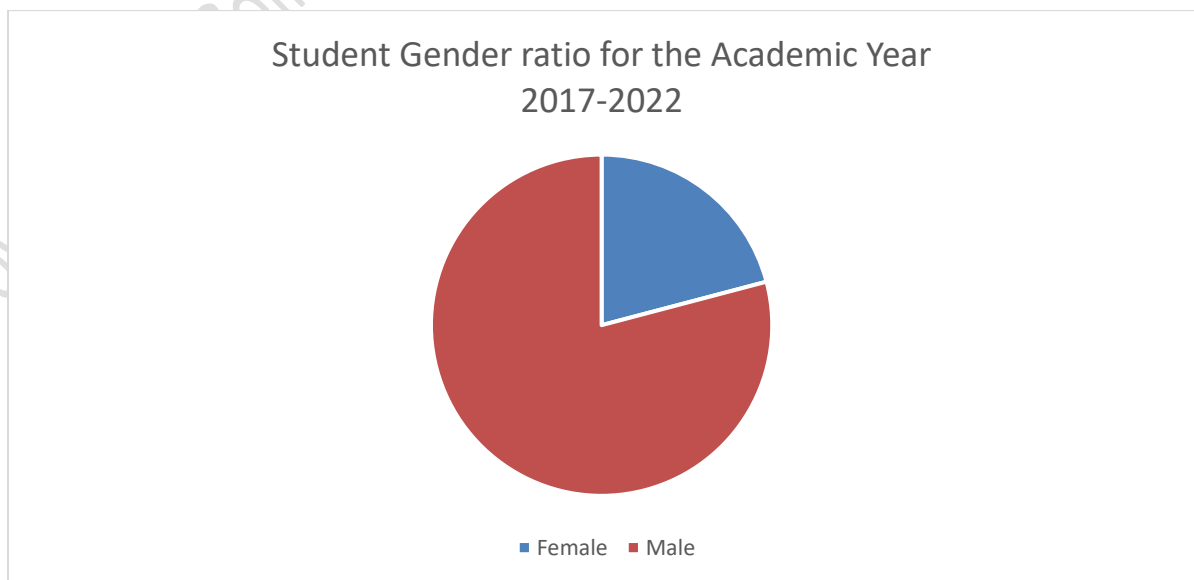
Gender balance of student enrolled:

Academic Year	Female	Male	% Female	% Male	Total
2017-2018	28	104	21.21	78.79	132
2018-2019	25	113	18.12	81.88	138
2019-2020	31	112	21.68	78.32	143
2020-2021	34	129	20.86	79.14	163
2021-2022	36	125	22.36	77.64	161



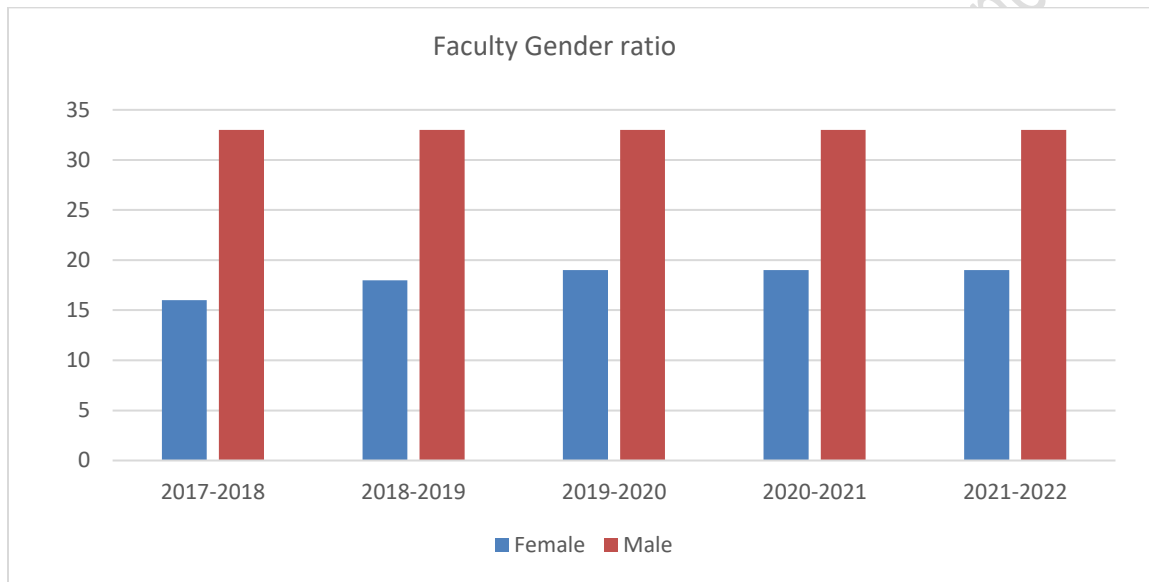
Over all

Academic Year	Female	Male	% Female	% Male	Total
2017-2022	154	583	20.90	79.10	737



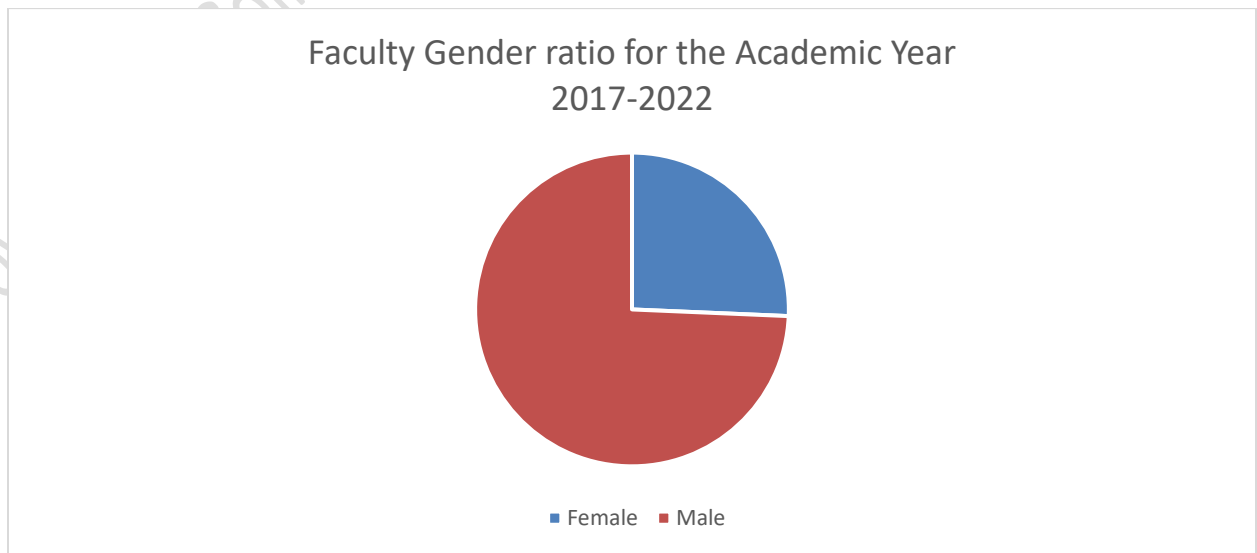
Gender balance of faculties:

Academic Year	Female	Male	% Female	% Male	Total
2017-2018	16	33	32.65	67.35	49
2018-2019	18	33	35.3	64.70	51
2019-2020	19	33	36.54	63.46	52
2020-2021	19	33	36.54	63.46	52
2021-2022	19	33	36.54	63.46	52



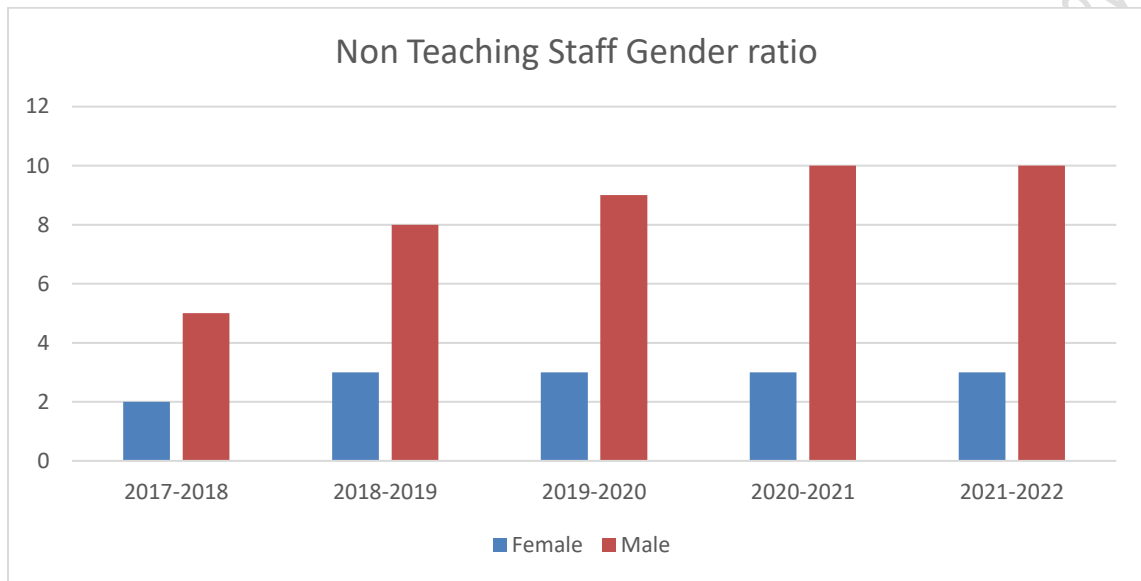
Over all

Academic Year	Female	Male	% Female	% Male	Total
2017-2022	57	165	25.67	74.33	222



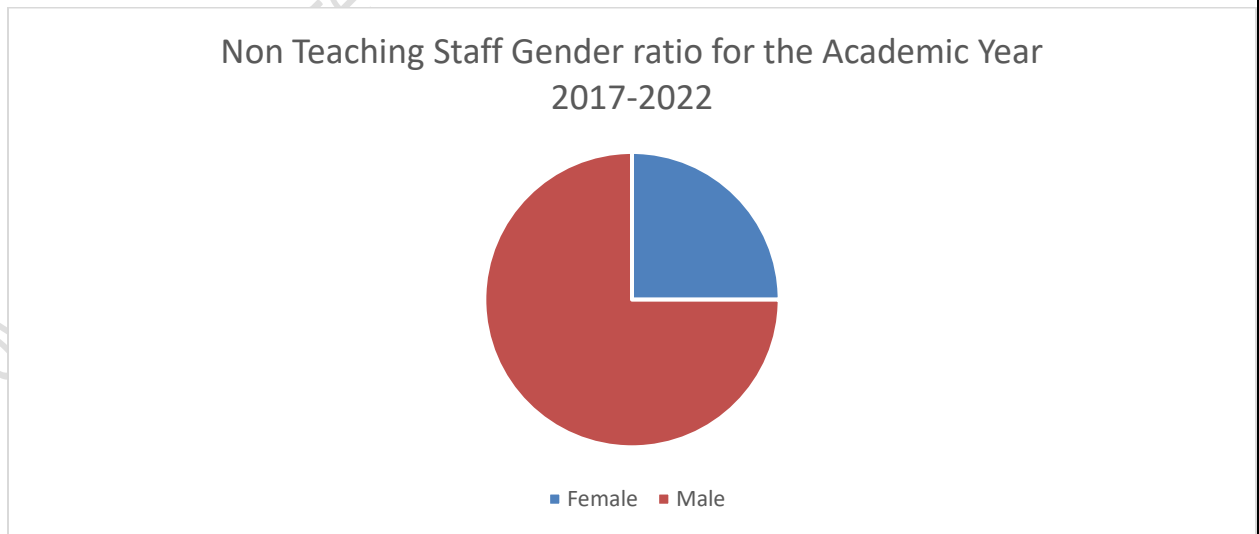
Gender balance of Non-teaching staff:

Academic Year	Female	Male	% Female	% Male	Total
2017-2018	2	5	28.57	71.43	7
2018-2019	3	8	27.27	73.73	11
2019-2020	3	9	25	75	12
2020-2021	3	10	23.08	76.92	13
2021-2022	3	10	23.08	76.92	13



Over all

Academic Year	Female	Male	% Female	% Male	Total
2017-2022	14	42	25	75	56



The report of the Gender Audit:

Salient Findings:

1. Students' strength, particularly girl's strength, is low
2. The participation of girls in cultural activities is lower than boys
3. In sports the participation of boys is more than that of girls.
4. Among regular teaching staff, the strength of females is lower than male
5. Non teaching staff has an morel male to female ratio.
6. Majority of the students opinioned that adequate safety arrangement has been made in the campus during day and night.
7. All students are aware about the functioning of Women Development Cell in the campus and about the full-time lady faculty in charge as Women Development Cell Coordinator.
8. There is equal opportunity for all genders in the classroom and library.
9. Adequate toilet facility is available for girl students inside the campus and hostel.

Recommendation:

1. Define and deepen the understanding of gender equality concepts such as gender equity, empowerment of women, men and masculinities among students.
2. The number of female staff in decision making bodies may be increased
3. Organise more sports programmes/ physical activities on a regular basis.
4. More awareness program on legal rights, medical awareness, martial arts etc. may be organised.
5. Introduce self-employment trainings for women in different courses.
6. Organize self-defense programmes on a regular basis.
7. Increase other basic facilities such as sanitary pad vending machine and incinerator.