



ONDA THANA MAHAVIDYALAYA

CRITERION 7

7.1.1

GENDER AUDIT AND MEASURES FOR THE PROMOTION OF GENDER EQUITY

Gender Equality

Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth.

Onda Thana Mahavidyalaya is firmly committed to ensuring equal opportunities for both genders to engage in activities and fostering gender equity and empowerment. To identify and rectify any gender imbalances within the institution, the Internal Complaint Committee (ICC), Women's Development Cell (WDC), and IQAC have jointly conducted a Gender Audit.


Proof of Organisation wide awareness and undertakings on policies with zero tolerance



SAY NO TO RAGGING

BEFORE YOU EVEN THINK OF RAGGING

Download ANTI RAGGING App



THINK OF

- Humiliation
- Suspension
- Ruined Career
- Blacklisting
- Expulsion
- Possible Prosecution

Don't just stand and watch. Stop Ragging! Show Character

Remember RAGGING is for LOSERS

Visit UGC Website (i.e. www.ugc.ac.in) & www.antiragging.in or call UGC Anti Ragging Helpline
 Are You Being Ragged?
 Helpline No. 1800-180-5522 (Toll Free)
 E-mail: helpline@antiragging.in

MHRD DEPARTMENT OF HIGHER EDUCATION
 MINISTRY OF HUMAN RESOURCE DEVELOPMENT
 GOVERNMENT OF INDIA

शैक्षणिक क्षेत्र में
 University Grants Commission
 Quality Higher Education for all

SAY NO TO RAGGING

Foolishly I ragged & got suspended

Will I get prosecuted?
 What about my Job prospects?

MY FUTURE IS A BIG ?

Remember RAGGING is for LOSERS

Visit UGC Website (i.e. www.ugc.ac.in) & www.antiragging.in or call UGC Anti Ragging Helpline
 Are You Being Ragged?
 Helpline No. 1800-180-5522 (Toll Free)
 E-mail: helpline@antiragging.in

MHRD DEPARTMENT OF HIGHER EDUCATION
 MINISTRY OF HUMAN RESOURCE DEVELOPMENT
 GOVERNMENT OF INDIA

शैक्षणिक क्षेत्र में
 University Grants Commission
 Quality Higher Education for all

RAGGING FREE CAMPUS

NO TO Ragging

National Anti Ragging Help Line (UGC Crisis Hotline)
 24x7 Toll Free Number* 1800-180-5522
 (helpline@antiragging.in)



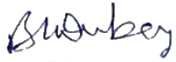
Gender Policy

Onda Thana Mahavidyalaya is dedicated to advancing the policy of equality for all, regardless of gender, religion, caste, race, or place of birth. The institution is committed to upholding the principle of equality enshrined in the Constitution of India, with a particular focus on gender equality. This entails ensuring parity in opportunities, responsibilities, and rights without any form of gender-based discrimination. To ensure a gender-neutral and balanced environment, there is a necessity for a comprehensive gender policy that articulates institutional dedication to this cause. The policy aims to foster a gender-sensitive atmosphere by providing equal opportunities and access to all stakeholders in all institutional services. Additionally, it seeks to embed gender-related considerations in all institutional strategies and policies. This gender policy is applicable to all stakeholders affiliated with the institution.

The Gender Policy of the Institution is to provide:

1. Establish an institutional environment that upholds gender equality across all fields without any form of discrimination.
2. Maintain a balanced representation of genders in all decision-making processes within the institution.
3. Implement robust security and safety measures to ensure the well-being of all stakeholders.
4. Institute an accessible and impartial Grievance Cell, Internal Complaint Committee, and Anti-Ragging Cell to fairly address all forms of gender-related and other harassment issues.
5. Conduct regular seminars and workshops to promote gender awareness and sensitization among all stakeholders.
6. Support and amplify the voice and representation of women through the initiatives of an active Women Development Cell.
7. Ensure that all stakeholders, with a particular focus on gender and socially disadvantaged groups, are treated with proper respect, safeguarding their dignity.
8. Cultivate an environment that encourages the free and equitable expression of opinions for all genders.
9. Guarantee equal access to all facilities and services available on the campus for all stakeholders, regardless of gender.
10. An institutional environment to provide empowerment, entrepreneurship and life skill education to its students, with a special focus on female students, through its various value-added courses.




Principal
Onda Thana Mahavidyalaya
P.O.-Murakata, Dist.-Bankura

Internal Complaint Cell

https://www.ondathanamahavidyalaya.in/internal_complaints_cell.php

The screenshot shows the Internal Complaint Cell (ICC) webpage. The page is titled "Internal Complaint Cell (ICC)" and provides information about the cell's formation, its role, and the definition of sexual harassment. It also includes contact information and a process for making complaints.

Internal Complaint Cell (ICC)

The Internal Complaint Cell (ICC) was formed on 04/04/2019 in the Governing Body meeting. The committee has been formed as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 POSH Act 2013.

ICC Cell

As sexual harassment results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This act was an extension of the Vishaka Guidelines that acknowledged Sexual Harassment at the workplace as a Human rights violation.

In pursuance of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 that read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the institute set up an Internal Complaints Committee (ICC) on 15.06.2017.

Role of ICC:

1. To register/address complaints of sexual harassment and assist any victims to protect their dignity in the institution
2. To take sensible measures towards sensitization of the students, staff and faculty members on gender issues.
3. To conduct workshops, activities on gender sensitization and types of sexual harassment among staff and students
4. To ensure a safe environment for women employees and students through awareness programmes and poster
5. To receive complaints and deal them in an unbiased manner in accordance with the provisions of the POSH Act.
6. Develop women leadership skills through workshops and seminars
7. To encourage transparent discussions with faculty members on gender issues address complaints under the mentor-mentee system.

Definition of Sexual Harassment :

1. "Sexual harassment" includes "an unwanted conduct with sexual undertones" directly or indirectly, such as:
 1. any unwelcome physical, verbal or non-verbal conduct of sexual nature
 2. demand for request for sexual favours
 3. making sexually coloured remarks including jokes
 4. physical contact and advance
 5. showing pornography in form of paintings, films, books, pamphlets etc.
2. Any behaviour that has explicit or implicit sexual undertones:
 1. Implied or explicit promise of preferential treatment in her employment
 2. Implied or explicit threat of detrimental treatment in her employment
 3. Implied or explicit threat about her present or future employment status
 4. Interference with her work or creating an intimidating or offensive work environment for her
 5. Humiliating treatment likely to affect her health or safety.
3. Gender Policy of Basirhat college

In case of sexual harassment please contact:

- Email at icc@basirhatcollege.org
- Helpline No. : 9330225838
- For more information about the working of ICC please refer to www.shebox.nic.in
- All complaints will be kept CONFIDENTIAL.

Process of making complaint and Inquiry:

The ICC complies with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint within a time bound manner. Confidentiality is maintained throughout the inquiry.

The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.

1. The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.

Govt. aided college recognized under UGC: 2 (I) & 12 (B)
 Onda, Bankura, West Bengal 722144
 Email Id : otm.principal@gmail.com

ADMINISTRATION | ACADEMIC | DEPARTMENTS | ADMISSION | ACTIVITIES | FACILITIES | LIBRARY | STUDENTS' CORNER | COMMITTEES | IQAC | ALUMNI | PHOTO GALLERY | CONTACT

Internal Complaint Cell (ICC)

The Internal Complaint Cell (ICC) was formed on 04/04/2019 in the Governing Body meeting. The committee has been formed as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 POSH Act 2013.

ICC Cell

As sexual harassment results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This act was an extension of the Vishaka Guidelines that acknowledged Sexual Harassment at the workplace as a Human rights violation.

In pursuance of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 that read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the institute set up an Internal Complaints Committee (ICC) on 15.06.2017.

Role Of ICC:

- To register/address complaints of sexual harassment and assist any victims to protect their dignity in the institution
- To take sensible measures towards sensitization of the students, staff and faculty members on gender issues.
- To conduct workshops, activities on gender sensitization and types of sexual harassment among staff and students
- To ensure a safe environment for women employees and students through awareness programmes and poster
- To receive complaints and deal them in an unbiased manner in accordance with the provisions of the POSH Act.
- Develop women leadership skills through workshops and seminars
- To encourage transparent discussions with faculty members on gender issues address complaints under the mentor-mentee system.

Definition of Sexual Harassment :

- "Sexual harassment" includes "an unwanted conduct with sexual undertones" directly or indirectly, such as:
 - any unwelcome physical, verbal or non-verbal conduct of sexual nature
 - demand for request for sexual favours
 - making sexually coloured remarks including jokes
 - physical contact and advance
 - showing pornography in form of paintings, films, books, pamphlets etc.
- Any behaviour that has explicit or implicit sexual undertones:
 - Implied or explicit promise of preferential treatment in her employment
 - Implied or explicit threat of detrimental treatment in her employment
 - Implied or explicit threat about her present or future employment status
 - Interference with her work or creating an intimidating or offensive work environment for her
 - Humiliating treatment likely to affect her health or safety.

Gender Policy of Onda Thana Mahavidyalaya

In case of sexual harassment please contact:

- Email at otmsucc@gmail.com
- Helpline No. 9474141040
- For more information about the working of ICC please refer to www.sheboox.nic.in
- All complaints will be kept CONFIDENTIAL.

Process of making complaint and Inquiry:

The ICC complies with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint within a time bound manner. Confidentiality is maintained throughout the inquiry.

The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.

- The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.
- The respondent within ten days shall file the reply to the complaint along with list of documents and names of witnesses
- The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report has to be submitted within ten days from the completion of the inquiry to the head of the institution. Copies of findings are to be shared with both the parties of complaint.
- The head of the institution will act on the recommendations of the committee within thirty days of the receipt of the inquiry report.

Useful Documents/Notices:

- Vishaka Guidelines
- Handbook on Sexual Harassment of Women at Workplace
- Rules under the sexual Harassment of Women at Workplace
- Sexual harassment at Workplace Act.

ondathanamahavidyalaya.in/internal_complaints_cell.php

- Helpline No. 9474141040
- For more information about the working of ICC please refer to: www.shebox.nic.in
- All complaints will be kept CONFIDENTIAL.

Process of making complaint and Inquiry:

The ICC complies with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint within a time bound manner. Confidentiality is maintained throughout the inquiry.

The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.

1. The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.
2. The respondent within ten days shall file the reply to the complaint along with list of documents and names of witnesses
3. The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report has to be submitted within ten days from the completion of the inquiry to the head of the institution. Copies of findings are to be shared with both the parties of complaint.
4. The head of the institution will act on the recommendations of the committee within thirty days of the receipt of the inquiry report.

Useful Documents/Notices:

- Visakha Guidelines
- Handbook on Sexual Harassment of Women at Workplace
- Rules under the sexual Harassment of Women at Workplace
- Sexual harassment at Workplace Act

The committee comprises the following members-

1. Dr. Bijay Kant Dubey (Principal)
2. Dr. Kaushik Ghosh (University Nominee, GB)
3. Dr. Sourav Kumar Nag (IQAC Coordinator)
4. Dr. Chantali Mandi
5. Biswendu Mondal
6. Amit Kumar Basudha
7. Animesh Das
8. Priyanka De (student)

Handbook on Sexual Harassment 2018

GENDER SENSITIZATION ACTION PLAN

To ensure gender equality on the college campus and provide a safe environment for women employees and female students the ICC of Ondhan Thana Mahavidyalaya, other than acting as an instrument to redress complaints of sexual harassment, had also taken the initiative to form a Women Development Cell addressing the issues of women empowerment, women rights and create social awareness of gender equality.

Aims of Women Development Cell (WDC)

- 1. Promoting awareness of the importance of gender equality.
- 2. Educating students about the specific requirements of all genders.
- 3. Challenging and dispelling deeply ingrained beliefs and myths regarding gender bias and discrimination.
- 4. Preventing gender-based exploitation by educating students about the social, legal, and constitutional rights of women.
- 5. Supporting and addressing the concerns, issues, and challenges faced by students, regardless of their gender and sexuality.
- 6. Providing equal career opportunities for individuals of all genders.
- 7. Establishing a gender-sensitive and inclusive campus environment.

Meeting Resolutions

Visitor's Corner Location Map Useful Links

SAT, August 3, 2024 10:16:27

Bankura University N.A.A.C. Burdwan University W.B.H.E.D.

About

The Internal Complaint Cell (ICC) was formed on 04/04/2019 in the Governing Body meeting. The committee has been formed as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 POSH Act 2013.

ICC Cell

As sexual harassment results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This act was an extension of the Vishaka Guidelines that acknowledged Sexual Harassment at the workplace as a Human rights violation.

In pursuance of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 that read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the institute set up an Internal Complaints Committee (ICC) on 15.06.2017.

Role Of ICC:

To register/address complaints of sexual harassment and assist any victims to protect their dignity in the institution

To take sensible measures towards sensitization of the students, staff and faculty members on gender issues.

To conduct workshops, and activities on gender sensitization and types of sexual harassment among staff and students

To ensure a safe environment for women employees and students through awareness programmes and poster

To receive complaints and deal with them in an unbiased manner by the provisions of the POSH Act.

Develop women's leadership skills through workshops and seminars

To encourage transparent discussions with faculty members on gender issues and address complaints under the mentor-mentee system.

Definition of Sexual Harassment:

“Sexual harassment” includes “an unwanted conduct with sexual undertones” directly or indirectly, such as:

any unwelcome physical, verbal or non-verbal conduct of a sexual nature

demand for request for sexual favours

making sexually coloured remarks including jokes

physical contact and advance

showing pornography in form of paintings, films, books, pamphlets etc.

Any behaviour that has explicit or implicit sexual undertones:

Implied or explicit promise of preferential treatment in her employment

Implied or explicit threat of detrimental treatment in her employment

Implied or explicit threat about her present or future employment status

Interference with her work or creating an intimidating or offensive work environment for her

Humiliating treatment likely to affect her health or safety.

Gender Policy of Onda Thana Mahavidyalaya

In case of sexual harassment please contact:

Email at: otmicc@gmail.com

Helpline No. 9474141040

For more information about the working of ICC please refer to: www.shebox.nic.in

All complaints will be kept CONFIDENTIAL.

Process of making complaint and Inquiry:

The ICC complies with the procedure prescribed in these Regulations and the Act, for making a complaint and inquiring into the complaint within a time bound manner. Confidentiality is maintained throughout the inquiry.

The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.

The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.

The respondent within ten days shall file the reply to the complaint along with a list of documents and names of witnesses

The inquiry has to be completed within ninety days from the receipt of the complaint. The inquiry report has to be submitted within ten days from the completion of the inquiry to the head of the institution. Copies of the findings are to be shared with both the parties of the complaint.

The head of the institution will act on the recommendations of the committee within thirty days of the receipt of the inquiry report.

The committee comprises the following members-

Dr. Bijay Kant Dubey (Principal)

Dr. Kaushik Ghosh (University Nominee, GB)

Dr. Sourav Kumar Nag (IQAC Coordinator)

Dr. Chaitali Mandi

Biswendu Mondal

Amit Kumar Bandhu

Animesh Das

Priyanka De (student)

Handbook on Sexual Harassment 2018

GENDER SENSITIZATION ACTION PLAN

To ensure gender equality on the college campus and provide a safe environment for women employees and female students the ICC of Onda Thana Mahavidyalaya, other than acting as an instrument to redress complaints of sexual harassment, had also taken the initiative to form a Women Development Cell addressing the issues of women empowerment, women rights and create social awareness of gender equality.

Aims of Women Development Cell (WDC)

1. Promoting awareness of the importance of gender equality.
2. Educating students about the specific requirements of all genders.
3. Challenging and dispelling deeply ingrained beliefs and myths regarding gender bias and discrimination.
4. Preventing gender-based exploitation by educating students about the social, legal, and constitutional rights of women.
5. Supporting and addressing the concerns, issues, and challenges faced by students, regardless of their gender and sexuality.
6. Providing equal career opportunities for individuals of all genders.
7. Establishing a gender-sensitive and inclusive campus environment.

2018-19

Equal Gender Opportunity

1. Serving the society



Title of the Programme: Swachh Bharat Mission

Date of the Programme: 22.09.2018

Place of activity: Dhabani village

Funding Agency: Onda Thana Mahavidyalaya

Number of Participants: 1. Number of staff- 06

2. Number of NSS Volunteers-80

3. Number of others students-10

Aims & Objectives: 1. to improves quality of life of rural peoples.

2. To learn how to keep and care our society.

3. To promote cleanliness, hygiene etc.

Activities: Volunteers are determined to improve the quality of life of the people in the village. They clean dirty areas and make villagers aware of cleanliness and inspire them to keep their surroundings clean. They raised their voices to refrain from latrine in fields.



Cleaning the college campus on Netaji Birth Anniversary

Title of the Programme: Celebration of Netaji's Birthday

Date of the Programme: 23.01.2019

Place of activity: College campus

Funding Agency: Onda Thana Mahavidyalaya

Number of Participants: 1. Number of staff- 12

2. Number of NSS Volunteers-20

3. Number of other students-23

Aims & Objectives: 1. To celebrate the birthday of our great patriotic and freedom fighter Netaji.

2. To honour the contribution and bravery of our freedom fighter in achieving independence.

3. to inspire the youth to follow his ideals of courage and sacrifice.

Activities: Due to odd semester examination , the presence of volunteers at college campus was low. The programme was organised at college campus. At first, National flag is hoisted and then teachers and staff inspire the youth by focusing on self-sacrifice and bravery of Netaji for motherland.

Webinar on Gender Discrimination during Covid-19

Onda Thana Mahavidyalaya
Special Online Lecture organized by IQAC and The Woman's Cell

Woman, Pandemic and Thereafter

Invited Speaker
Dr. Shreya Bhattacharji, Associate Professor,
Department of English Studies, Central University of
Jharkhand,
Ranchi, India

04 June 2020

REC

meet.google.com/zjt-jvkm-qpm?pli=1&authuser=2

13:27

WEB LECTURE DAY 4

Type here to search

1:27 PM 6/4/2020

shreya bhattacharji is presenting

Seven issues affecting women and girls during Covid-19 pandemic

- Economic**
 - Higher rates of job losses
 - Increased loss of temporary employment and other income
 - Increased loss of temporary health members
- Health & Well-being**
 - Increased rates of domestic violence and sexual abuse
 - Increased rates of mental health issues
- Welfare & Support systems**
 - Reduced access to social safety nets
 - Reduced access to health care and other services

shreya bhattacharji is presenting

13:16

WEB LECTURE DAY 4

Type here to search

1:16 PM 6/4/2020

Name of the Programme: Webinar on Gender Discrimination during Covid-19 conducted on 06/04/2020 via Goggle Meet.

Invited Speaker- Dr. Shreya Bhattacharji, Associate Professor, Jharkhand Ranchi, India.

Participants- 123

Webinar on Widow and Widowhood

ONDA THANA MAHAVIDYALAYA

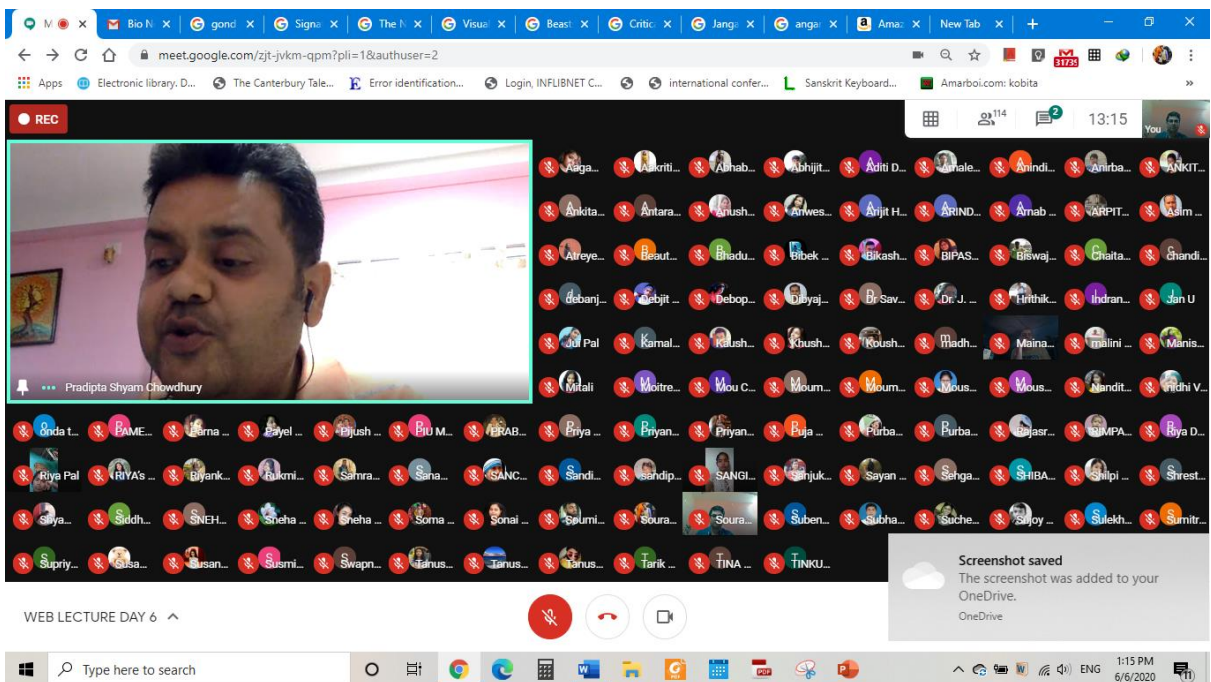
IQAC & WOMEN'S CELL
in collaboration with
Dept. of English
Presents

“Widows and Widowhood”

Special lecture by
Dr. Pradipta Shyam Chowdhury
Assistant Prof of English, University of North Bengal

06 June 2020

The poster features a photograph of an elderly couple in white saris. Overlaid on the image are several COVID-19 safety signs: a 'NO HAND SHAKING' sign, a 'QUARANTINE AREA' sign, and an 'ATTENTION PRACTICE SOCIAL DISTANCING 6ft' sign. The background is a collage of torn paper and newspaper clippings.



Name of the Programme: Webinar on Gender Discrimination during Covid-19 conducted on 06/06/2020 via Goggle Meet.

Invited Speaker- Dr. Pradipta Shyam Chwodhury, Assistant Professor, The University of South Bengal

Participants- 114

International Webinar in collaboration with Ranigunj TDB College



International Webinar to Celebtare "Nari Shakti"

Organized by The Departments of English, Onda Thana Mahavidyalaya, and Ranigunj TDB College & The Women's Cell, Onda Thana Mahavidyalaya

Invited Speaker

Prof. Thomas Lynn

Associate Professor, English,
Penn State Berks



Registration Link -<https://forms.gle/dWJmDSxbfw7bQCVw5>

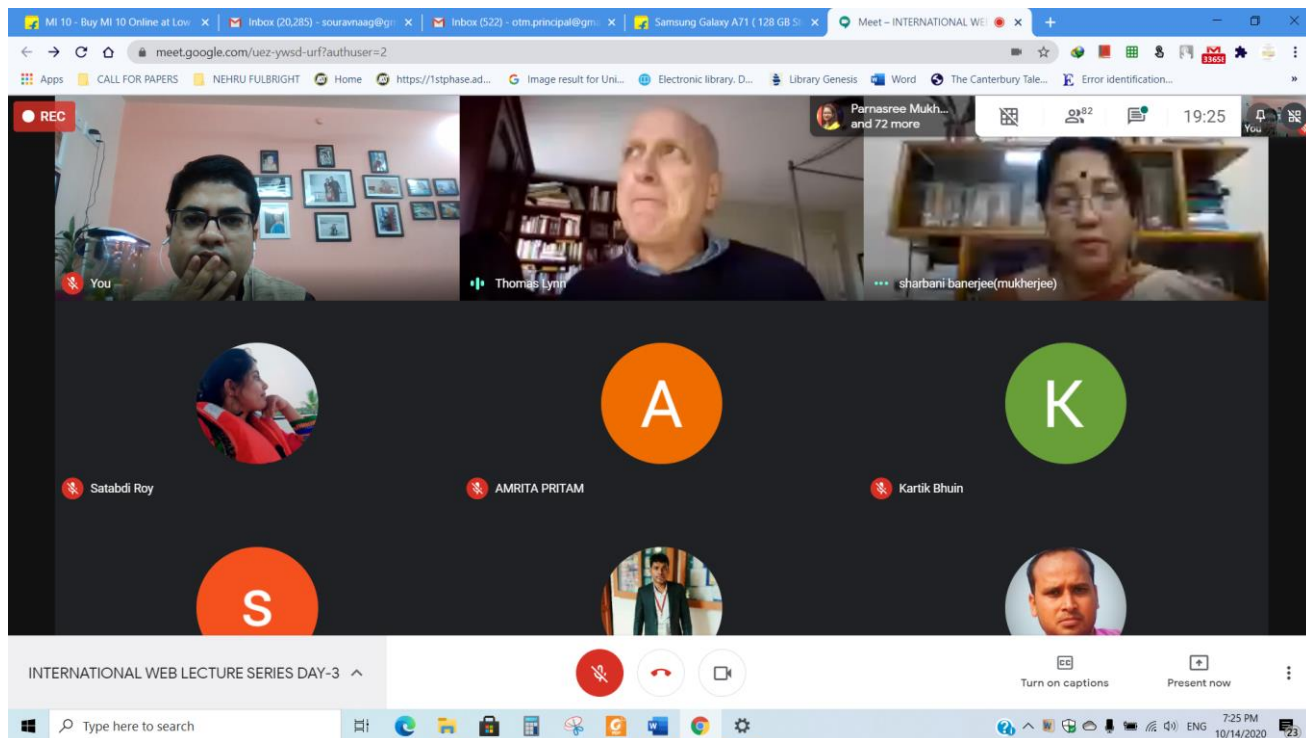
On 14 October 2020



Organizing Committees

Onda Thana Mahavidyalaya	Triveni Devi Bhalotia College
Dr. Sourav Kumar Nag (Assistant Prof)	Dr. Sharbani Banerjee (Associate Prof)
Dr. Nikhilesh Dhar (Assistant Prof)	Sujit Malick (Assistant Prof)
Kartik Bhuin (SACT)	Arunima Karmakar (Assistant Prof)
Bulti Dey (SACT)	Kasturi Joddar (Assistant Prof)
Asim Kumar Betal (SACT)	Pankaj Kr. Soren (Assistant Prof)
	Sumbul Nasim (Assistant Prof)
	Souvik Dutta (SACT)
	Sayani Nayek (SACT)





Title of the Programme: Celebration of International women`s Day

Date of the Programme: 08.03.2023

Place of activity: Online Mode

Funding Agency: Regular fund under central government

Number of Participants: 1. Number of staff- 30

2. Number of NSS Volunteers-50

3. Number of others students-20

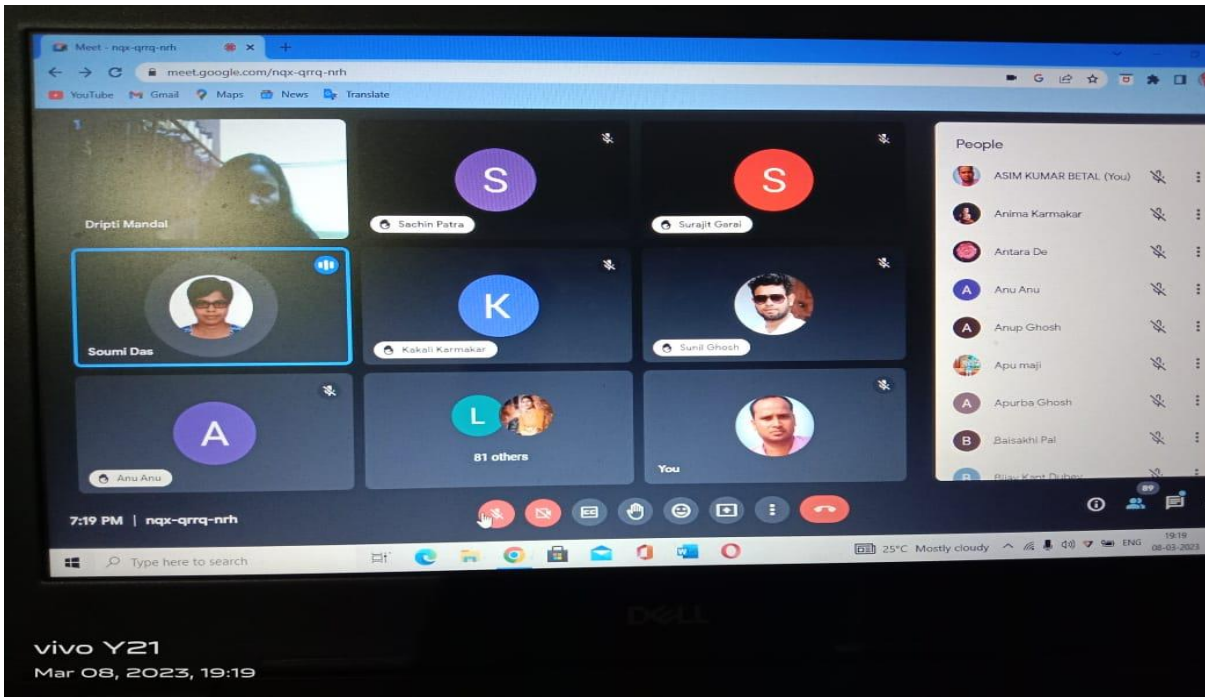
Aims & Objectives: 1. To celebrate womens` achievement in different filed.

2. To raise awareness for the development of women

3. To give importance on Women education and empowerment.

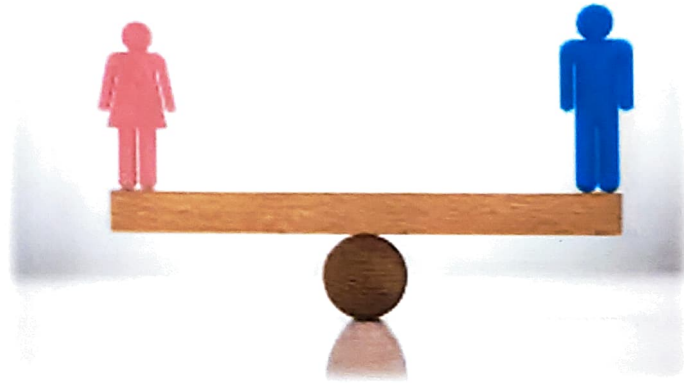
4. To decrease gender disparity.

Activities: Our NSS team had taken initiative to organise a programme on online mode. Our Principal innaugurated the programme. Soumi Das, Information and Cultural Officer, Bishnupur, delivered a special lecture on gender equality. Teachers, staff and students actively participated in this programme.



GENDER AUDIT REPORT

Academic Year: 2018 – 2023





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Acknowledgement

Gender Audit Committee is thankful to the Principal of Onda Thana Mahavidyalaya, Dr. Bijay Kant Dubey for assigning the task of conducting the Gender Audit depending on different activities of our college. We express our sincere gratitude to him for his warm support and encouragement in this endeavour. This audit committee also acknowledge their indebtedness to the members of Women Development Cell for providing the necessary data for successful completion of the work.

We are also thankful to the Coordinator, IQAC, teaching members, non- teaching staff members and students of our college for their constant support and cooperation.





Ph.- 9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Members of the Gender Audit Report Committee

Onda Thana Mahavidyalaya

Name	Designation
Dr. Sourav Kumar Nag	IQAC Coordinator
Dr. Chaitali Mandi	Assistant Professor
Amit Kumar Bandhu	Assistant Professor
Radharanjan Saha	Assistant Professor
Driпти Mandal	Assistant Professor
Bulti De	SACT
Bulti Chakraborty	SACT
Mousumi Sutradhar	SACT

INTRODUCTION

Gender equality is a fundamental human right crucial for a peaceful, prosperous, and sustainable world. Empowering women is vital for driving social and economic growth in society, making it imperative to address various forms of gender-based violence, inequalities in access to quality education and healthcare, and participation in political decision-making at all levels. Gender equality became a part of international human rights law by December 1948.

A gender audit functions as a tool for assessing and identifying gender-related patterns within an institution, including its composition, structures, processes, culture, and human resource management. The audit evaluates individual employees' perceptions and attitudes toward gender issues, aiming to assess the extent of gender programs within the institution's policies and their implementation in organizational processes to foster a gender-balanced environment. Designed to identify gender gaps and challenges over time, the gender audit suggests innovative policies and improvements to ensure gender equality in policies, programs, activities, infrastructure, and budgets. The gender audit's findings aim to pinpoint areas requiring improvement in gender balance and assess gender equity within the institution





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

through collective discussion and analysis, thereby promoting gender equity within the institution's operations.

Gender audit encompasses two dimensions: **Internal Audit** and **External Audit**

Internal Audit: Through internal audit, institutions monitor and assess gender equality within their operations, contributing to collective organizational ownership for gender balance. It also serves to educate the institution on the importance of gender equity.

External Audit: External audit evaluates the extent to which gender values are integrated for the benefit of both women and men and the degree to which the organization mainstreams gender in its programs, policies, activities, delivery, and evaluation. Onda Thana Mahavidyalaya, to ensure a democratic atmosphere in the institution and maintain equity among both women and men, tries to address the gender gap with a cross-sectional survey of gender with different socio-economic indicators. Onda Thana Mahavidyalaya has compiled this Gender Audit with the initiative of ICC, Women Development Cell and IQAC.

OBJECTIVES OF GENDER AUDIT

The objectives of a Gender Audit are as follows:

1. Evaluate the organization's policies and operations to ensure compliance with gender equity.
2. Identify areas of gender disparity and implement measures to address them.
3. Ensure gender equity in decision-making processes.
4. Raise awareness by organizing various gender sensitization programs.
5. Enhance institutional responsiveness by addressing existing inequities and reinforcing equalizing factors.
6. Prevent any form of sexual harassment within the organization.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

ABOUT THE COLLEGE:

Onda Thana Mahavidyalaya commenced its academic journey in 2007, offering higher education opportunities. This co-educational institution caters to a large number of students from the surrounding areas of Bankura district. The college benefits from excellent transportation links via roads, and railways, providing convenient access for students and faculty.

GENDER POLICY OF THE COLLEGE:

Onda Thana Mahavidyalaya's mission, since its establishment, is to promote equality for all, regardless of gender, religion, caste, race, or place of birth. The Constitution of India ensures the principle of equality in general and gender equality in particular, emphasizing that all genders should have equal opportunities, responsibilities, and rights in all aspects of life, and no discrimination based on gender should exist. To ensure a balanced gender representation and promote gender neutrality in the institution's services, a gender policy outlining the institutional commitment in this regard is crucial. The policy aims to create a gender-sensitive environment by providing equal opportunities and access to all institutional services for all stakeholders. Furthermore, the policy seeks to integrate gender issues into all strategic and policy matters of the institution. The gender policy applies to all stakeholders of the institution.

The Gender Policy of the Institution is to provide:

1. Establishing an institutional environment free from gender-based discrimination in any field.
2. Ensuring a balanced gender representation in all decision-making processes within the institution.
3. Implementing effective security and safety measures for all stakeholders.
4. Setting up accessible and impartial grievance resolution mechanisms to address gender-related and other forms of harassment.
5. Promoting gender awareness and sensitization through regular seminars and workshops.
6. Fostering the voice and representation of women through an active Women's Development Cell.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

7. Treating all stakeholders, especially gender and socially disadvantaged groups, with respect and without compromising their dignity.
8. Encouraging the free expression of opinions for all genders within the institution.
9. Ensuring equal access to facilities and services for all stakeholders, regardless of gender.
10. Providing empowerment, entrepreneurship, and life skills education to all students, with a special focus on female students, through value-added courses.

GENDER SENSITIVE FEATURES IN THE INSTITUTION:

The institution is dedicated to promoting gender equality and sensitivity on campus. It has established several committees and cells, such as the Anti Ragging Cell, Internal Complaint Committee, and Grievance Cell, to enforce regulations in accordance with university and UGC guidelines. The Grievance Cell addresses student concerns through surveys and feedback forms. In addition to preventing ragging and sexual harassment, these groups also advocate for improved infrastructure for female students.

The campus is equipped with CCTV cameras on every floor to monitor student activity and prevent any misconduct. Female students have access to a designated parking area for bicycles and two-wheelers, which helps maintain order on campus. Additionally, there is a well-maintained girls' common room with attached washrooms and ample water supply for students to relax and spend their free time. To support menstrual hygiene, a sanitary napkin vending machine and automatic incinerator are conveniently located in the common room. Furthermore, the college has ensured that female faculty members have dedicated restroom facilities in the teachers' staff room. The college actively encourages female students to participate in NSS, sports, and various co-curricular activities. Moreover, regular workshops and seminars on gender sensitization are organized to raise awareness among both students and faculty.

Approaches to gender audit:

Onda Thana Mahavidyalaya has always attempted to create an academic atmosphere that is free from any sort of gender bias and disparity.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

However, implementing a gender audit is a complex interrelated process. Therefore, designing a specific methodology is of utmost importance. Although there is no standard approach of carrying out a gender audit, there are broadly two main approaches:

- ❖ Participatory gender audit and
- ❖ The gender integration framework.

A participatory gender audit is an essential tool and process used to promote organizational learning at the individual, work unit, and organizational levels. It is based on a participatory methodology, emphasizing the practical and effective mainstreaming of gender. This audit serves as a significant instrument for introducing and managing institutional change, fostering a transformative environment that facilitates the acquisition of knowledge, techniques, and tools necessary for skill development and changes in attitudes and behaviours.

Gender integration, also known as gender mainstreaming, involves evaluating how planned actions, such as legislation, policies, or programs, may impact women, men, and individuals with diverse gender identities across various areas and levels. This framework emphasizes that genuine transformation can occur only when four organizational dimensions are prepared to integrate gender considerations. These four elements are

- A. political will
- B. technical capacity
- C. accountability and
- D. organizational culture.

Methodology of Gender Audit:

The methodology adopted for gender audit between 2018 and 2023 in Onda Thana Mahavidyalaya is an amalgamation of both these afore-mentioned approaches. It includes the following steps:

- ❖ Identifying the questions and the indicators of gender audit.
- ❖ Data collection through structured questionnaires.
- ❖ Data tabulation and analysis
- ❖ Enlisting recommendations/suggestions directed towards building a gender sensitive campus.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

Data Analysis

An attempt has been made to depict the prevalence of gender balance in Onda Thana Mahavidyalaya campus with the following **indicators**:

- I. Male female ratio in student distribution for last six academic session
- II. Categorisation of teaching and non-teaching staff across gender
- III. Perspectives of teaching, non-teaching staff on prevalence of gender equity
- IV. Student perspectives in respect of gender balance in the campus: issues and challenges

I. Male female ratio in student distribution for last six academic session

A. Male-female student distribution (2018-2023)

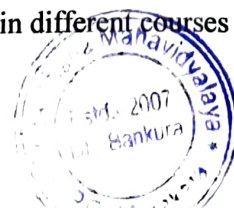
Equal scope and opportunities in the field of higher education are a basic right of all eligible students. The male-female distribution of students over the last six academic sessions manifests there is no such gender discrimination in the case of participation in the higher education system.

Table 1: Male-female student distribution (2018-2023)

Sl. No.	Academic Year	Total	Male (1 st + 2 nd + 3 rd) Year	Female (1 st + 2 nd + 3 rd) Year	% Male	% Female
1	2018-2019	1200	449	751	37.42	62.58
2	2019-2020	1243	487	756	39.18	60.82
3	2020-2021	1362	597	765	43.83	56.17
4	2021-2022	1440	605	835	42.01	57.99
5	2022-2023	1394	590	804	42.32	57.68

Table 1 representing gender wise distribution of students between 2018 and 2023 shows certain interesting trends:

- ✓ The total number of students admitted in different courses is varying across the academic sessions.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

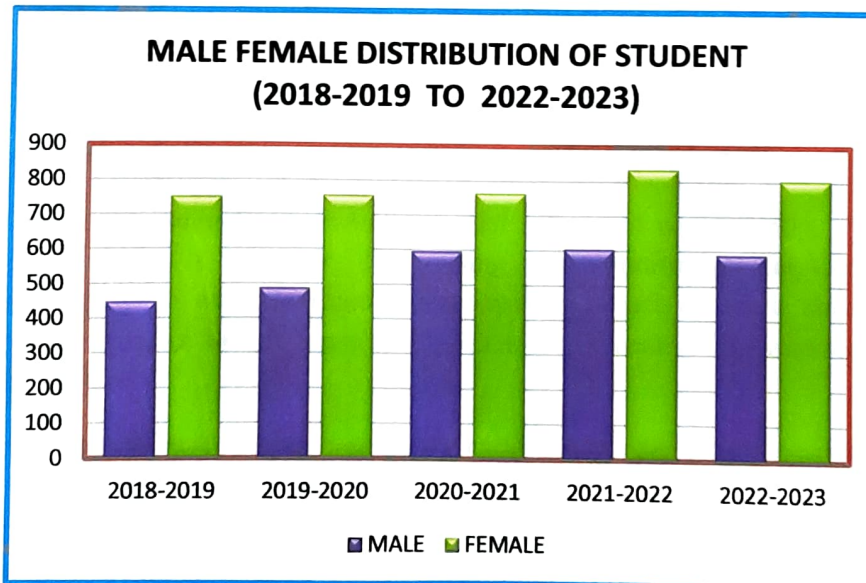
Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

- ✓ Total student strength increased from 6471 in 2017-18 to 6957 in 2018-19. However, in 2019-20 there has been a drop in total student strength, which further declined in the pandemic session.
- ✓ However, in 2021-2022 there has been a spectacular rise in number of students, which dropped remarkably again in 2022-23.
- ✓ The trend is similar for both male and female students.
- ✓ However interestingly since 2019-20 session, number of female students have increased in comparison to the male students.
- ✓ The proportional distribution of male and female students to demonstrate that percentage of female students is much higher compared to those of males since 2019-20 session.
- ✓ The proportional distribution of students (Fig-2) also demonstrates that percentage of female students has increased constantly over the last academic sessions except in 2022-23 when there is a marginal drop.
- ✓ This manifests that the institution has a healthy environment for both male and female students.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Fig 1: Total number of male and female students admitted in the Institution from 2018 to 2023

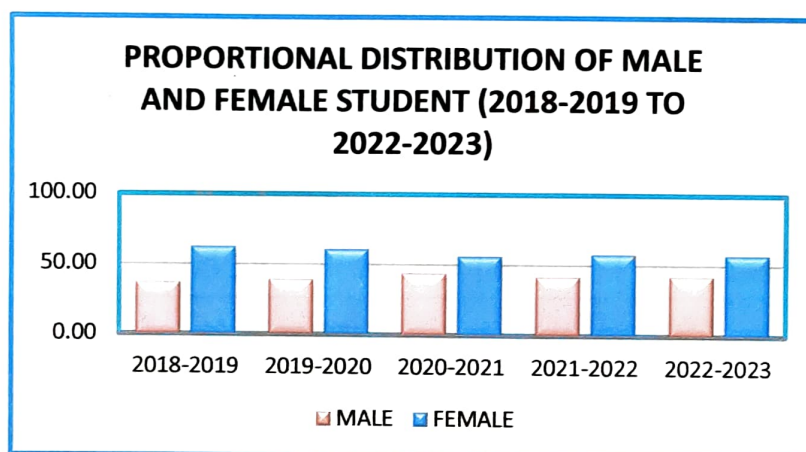


Fig 2: Proportional distributions of male and female students in last six academic sessions

B. Social structure and student enrolment across gender groups

Caste is still a pervading issue in Indian social space and consequently, the reservation system in academics is mandatory for creating even opportunities for the marginalised communities. Students of Onda Thana Mahavidyalaya in each academic stream have been categorised here across social groups and genders to demonstrate the intersection between gender and caste.

Student enrolment in Humanities across caste and gender: The Humanities stream in general is predominated by female students. However, caste and gender-based categorisation reflect different interesting trends, which are discussed in the forthcoming section.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Table 2: Gender Comparison in various social categories in All Subjects

Serial No.	Academic Year	Category	Total	Male	Female	% Male	% Female
1.	2018-2019	General	698	234	464	33.52	66.48
2.		SC	228	88	140	38.60	61.40
3.		ST	17	06	11	35.29	64.71
4.		OBC - A	14	08	06	57.14	42.86
5.		OBC-B	243	113	130	46.50	53.50
1.	2019-2020	General	780	293	487	37.56	62.44
2.		SC	215	81	134	37.67	62.33
3.		ST	20	09	11	45.00	55.00
4.		OBC - A	16	12	04	75.00	25.00
5.		OBC-B	211	92	119	43.60	56.40
		PWD	01	00	01	00.00	100.00
1.	2020-2021	General	758	300	458	39.58	60.42
2.		SC	245	126	119	51.43	48.57
3.		ST	32	20	12	62.50	37.50
4.		OBC - A	18	11	07	61.11	38.89
5.		OBC-B	308	140	168	45.45	54.55
6.		PWD	01	00	01	00.00	100.00
1.	2021-2022	General	775	316	459	40.77	59.23
2.		SC	304	129	175	42.43	57.57
3.		ST	34	16	18	47.06	52.94
4.		OBC - A	15	09	06	60.00	40.00





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

MALE STUDENTS IN ARTS STREAM ACROSS CASTE-STRUCTURE

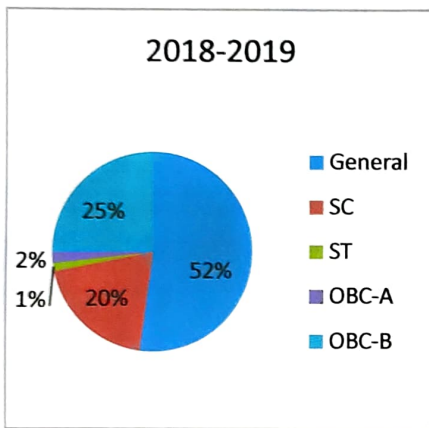


Fig 3

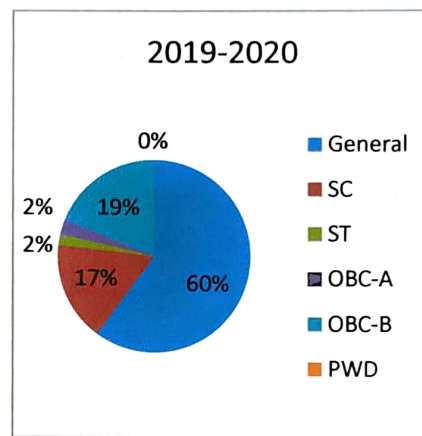


Fig 4

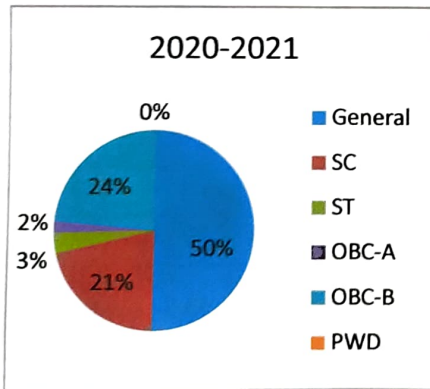


Fig 5

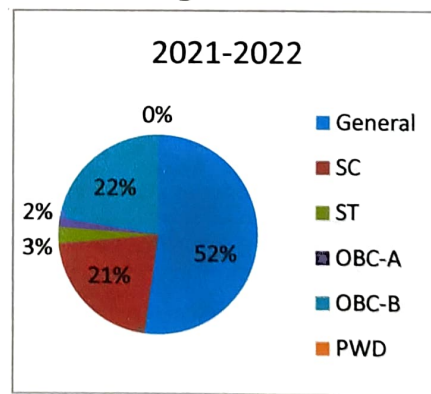


Fig 6

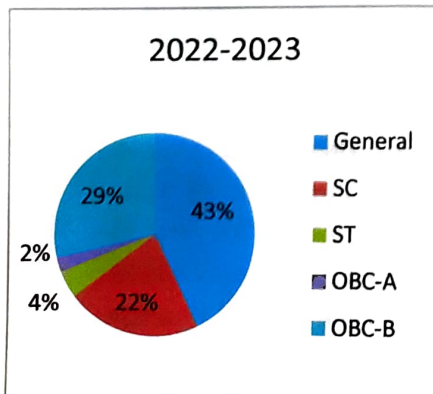


Fig 7





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

5.		OBC-B	308	140	168	45.45	54.55
6.		PWD	01	00	01	00.00	100.00
1.	2021-2022	General	775	316	459	40.77	59.23
2.		SC	304	129	175	42.43	57.57
3.		ST	34	16	18	47.06	52.94
4.		OBC - A	15	09	06	60.00	40.00
5.		OBC-B	311	135	176	43.41	56.59
6.		PWD	01	00	01	00.00	100.00
1.	2022-2023	General	633	253	380	39.97	60.03
2.		SC	319	128	191	40.13	59.87
3.		ST	47	26	21	55.32	44.68
4.		OBC - A	20	13	07	65.00	35.00
5.		OBC-B	375	170	205	45.33	54.67

Caste and enrolment in humanities:

- ✓ Student enrolment data across caste groups in Onda Thana Mahavidyalaya manifests that admission of general caste students precedes the other three caste groups predominantly.
- ✓ Number of students from general caste is much higher followed by the OBCs whereas number of students from SC and ST communities is much lesser.
- ✓ Number of students from ST community have decreased over the years whereas the other three communities have shown a different trend. Number of students from general, SC and OBC have increased from 2017-18 to 2018-19. In the two following academic sessions there has been a decline in student strength, however it revived again in 2020-21 and 2021-22.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

FEMALE STUDENTS IN ARTS STREAM ACROSS CASTE-STRUCTURE

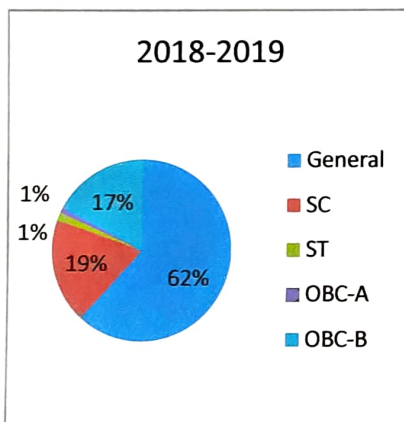


Fig 8

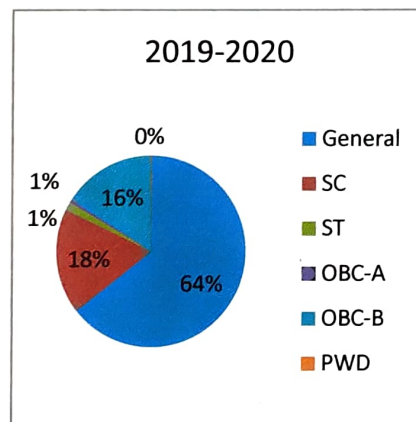


Fig 09

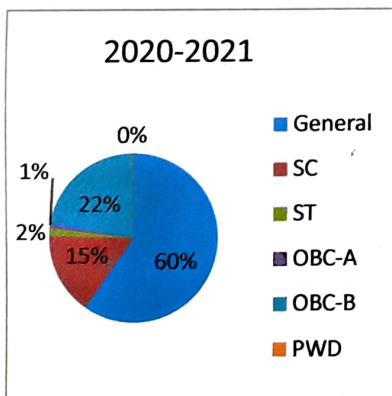


Fig 10

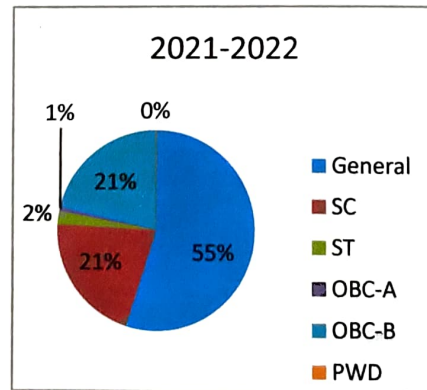


Fig 11





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

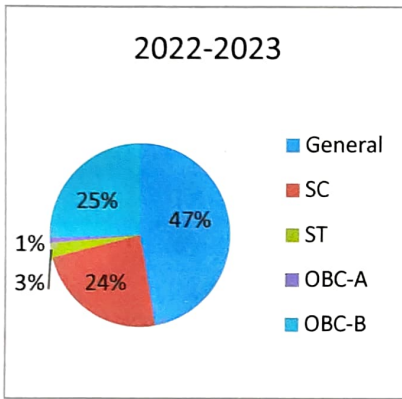


Fig 12

Caste and gender-based categorisation in humanities:

- ✓ % of female students studying humanities is higher than male students for general and OBC categories
- ✓ However, for SC category in each academic session proportion of boys compared to girls in humanities is comparatively higher.
- ✓ Trends are however varying for STs. In 2017-18 proportion of female students enrolled from ST community in humanities is higher than males. In 2018-19 and 2019-20 however the trend is opposite. In 2020-21 & 2021-22 again proportion of ST girls admitted in humanities is higher than males.

Student participation in NSS

The N.S.S units of our college are under the Department of Youth Affairs and Sports, Ministry of H.R.D and Government of India. Every year 100 students from first year are admitted to these units. The scheme is used to organize various social service programmes throughout the year in the college campus as well as in different villages.

Interestingly the male female distribution of NSS participants show that proportional distribution of female students is much higher compared to their male counterparts.





Ph.- 9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

Table 3: Gender wise Details of total students in NSS

Serial No.	Academic Year	Total	Male	Female	% Male	% Female
1.	2018-2019	46	25	21	54.35	45.65
2.	2019-2020	34	21	13	61.76	38.24
3.	2020-2021	40	26	14	65.00	35.00
4.	2021-2022	31	19	12	38.71	61.29
5.	2022-2023	50	30	20	60.00	40.00

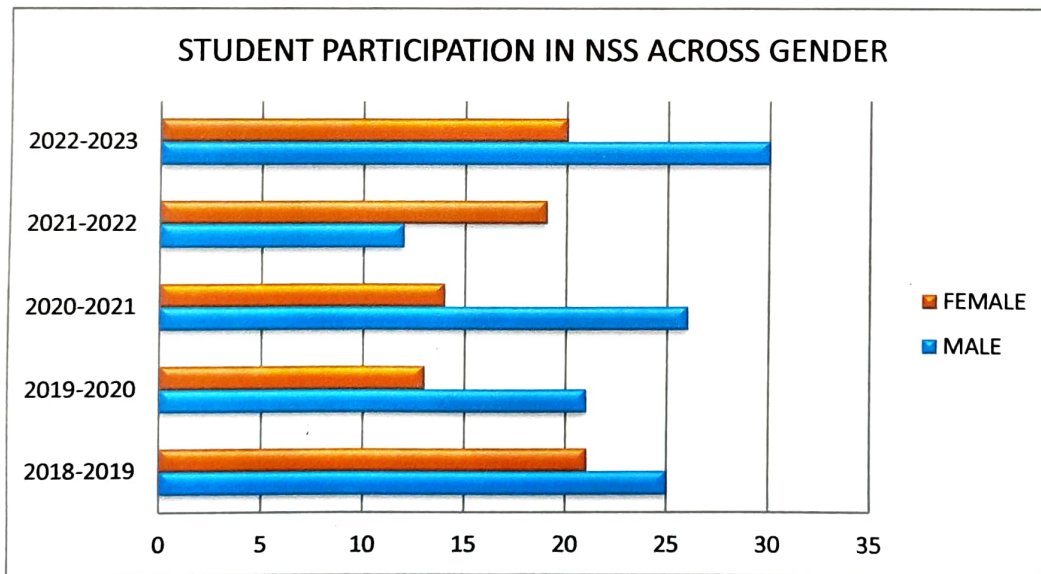


Fig 13: STUDENT PARTICIPATION IN NSS ACROSS GENDER





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Gender-wise details of participation in sports:

Participation in sports teaches life skills such as teamwork, leadership, accountability, patience, and self-confidence and prepares them to face life challenges. Students get a chance to work on their physical and mental abilities to achieve goals in their life. The college organizes sports each year for the students. Apart from this, the students participate in various other inter-college sport events, university sports and other. However, participation is much more prominent among the male students. A much lesser proportion of female students participate in sports.

Table 4: Students participation in sports

Serial No.	Academic Year	Total	Male	Female	% Male	% Female
1.	2018-2019	85	37	48	43.53	56.47
2.	2019-2020	53	22	31	41.5	58.5
3.	2020-2021	45	15	30	33.33	66.67
4.	2021-2022	60	28	32	46.67	53.33
5.	2022-2023	47	22	25	46.81	53.19

II. Categorisation of teaching and non-teaching staff across gender

A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify the strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender through a process of:

- ✓ Team building





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

- ✓ Information sharing
- ✓ Reflection on gender

Keeping these perspectives in mind a detailed online questionnaire survey has been conducted with our teaching and non-teaching staff to understand their perception and perspectives on work culture and its association with gender equity.

Before analysing the responses first an attempt has been made to highlight the profile of the teaching and non-teaching staff associated with the college.

Faculty profile of Onda Thana Mahavidyalaya

Onda Thana Mahavidyalaya is enriched with a huge teaching faculty. The total teaching strength can be categorized into 3 broad categories

- a) Teachers pertaining to substantive posts
- b) State aided college teachers
- c) Library staff

Gender-based categorization of the faculties:

- ☞ There are 37 faculties pertaining to substantive posts. Of them 12 faculties belong to Assistant Professor category whereas the remaining 25 teachers are State Aided College Teachers.
- ☞ Out of the total Assistant Professors in college only 16.67% are female. On the other hand, 16% of the SACT are females.
- ☞ Out of the total SACTS, 4 teachers belong to SACT-I category (teachers with NET, SET or PhD) and 21 teachers pertain to SACT-II category (teachers without eligibility criteria for UGC). 50% of SACT-I category are females whereas only 23.81% SACT-II teachers are female.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

Table 5: Distribution of faculties across gender

Type of Faculty	Male	Female	Others	Total
Teaching faculty in substantive post				
<i>Associate Professor</i>	0	0	0	0
<i>Assistant Professor</i>	10	02	0	12
State Aided College Teacher (SACT)				
<i>SACT-I</i>	2	2	0	0
<i>SACT-II</i>	16	5	0	0
Guest lecturer	0	0	0	0
Library staff	3	0	0	0





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :

Profile of non-teaching/administrative staff profile

Successful running of an academic institution is highly dependent on the non-teaching staff of the college. There are 12 non-teaching staff in the college. However, 8.33% is female representation. Women representation in college office is not adequate.

Table 6: Distribution of non-teaching staff across gender

Distribution of non-teaching staff across gender			
Male	Female	Others	Total
11	1	0	12

III. Perceptions of teaching and non-teaching staff about a gender balanced campus:

A gender balanced environment is essential for achieving a qualitative work culture in an academic institution. Onda Thana Mahavidyalaya has always emphasized on eradicating any sort of gender discrimination issue and creating a gender-sensitive work environment. The gender audit team has henceforth run a questionnaire survey among the college teachers and also the non-teaching staff to understand their degree of satisfaction, their issues and challenges in the perspective of a gender-sensitive work environment. The data generated through this online perception survey has been tabulated and represented graphically in the forthcoming section.

Degree of satisfaction with work culture:

Perception on degree of satisfaction with work culture regarding teaching and non-teaching staff of Onda Thana Mahavidyalaya is quite varying. 75.68% of the male faculties and 24.32% of the female faculties are satisfied to a great extent with the college work culture whereas almost an equal proportion of both male and female are satisfied to only some extent.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Fig 14: Comparison of work life satisfaction of the teaching and non-teaching staff of Onda Thana Mahavidyalaya across gender.

Work-load distribution: The college tries to maintain a just and equitable work distribution. Only 6% of the teachers have reported that they are overloaded. 12.90% of women respondents have reported that they are over burdened with work in college.

Table 7: Opinion of teaching and non-teaching staff regarding work overload at the college

Sex	Yes	No	Total
Male	3	37	40
Female	2	8	10
Total	5	45	50

Comparison of the opinion regarding workload among teaching and non- teaching staff

Freedom of speech:

Any workplace should provide equal chance of the female faculties/non-teaching staffs in participating and voicing demands on the affairs of department/office on par with male counterparts. 93.54% of the female faculties have reported that they could participate equally with their male counterparts in all academic affairs. They could voice their demands, issues, challenges and grievances in both academic and non-academic activities of the department. Only 6.45% of the members have reported that they could not voice their demand properly. The challenges faced by these respondents have been taken up by the committee and will be resolved soon.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Gender-based discrimination at work place:

Eradication of any sort of gender-based discrimination in academic and non-academic activities within college campus is a significant objective of the institution. 90% of the faculty members and non-teaching staff have reported that they have never experienced any sort of discrimination within the campus. However, 10% of the staff have reported that they have experienced discrimination. A higher number of female staff in comparison to the male staff have reported that they have experienced discrimination.

Gender-based discrimination in allocation of infrastructural facilities

Equitable allocation of infrastructural facilities is always emphasized by the institution. However, 3% of the teaching and non-teaching faculties have reported that they have been discriminated in case of infrastructural allocation. 31 female teaching and non-teaching staff have reported about persistence of inequity in infrastructural allocation.

Acknowledgement or recognition to teaching and non-teaching members by the institute for respective achievements:

3% of the teaching and non-teaching staff have reported that they are not adequately recognized for their achievements.

Table 8: Opinion of teachers regarding receipt of recognition from institute

Sex	Yes	No	Total
Male	26	2	28
Female	7	2	9
Total	33	4	37





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Satisfaction with the amenities

Herein three indicators have been chosen viz. library, washroom and canteen for evaluating the degree of satisfaction of the college staff. 37% of the staff have reported that they are not satisfied with the library, washroom and canteen. Interestingly 58.06% of the female staff have expressed their dis-satisfaction regarding quality of the specified amenities.

Satisfaction of the stakeholders about the amenities available in the college particularly with library, washroom and canteen.

Sexual harassment against women

Sexual harassment includes unwelcome sexually determined behaviour (whether directly or by implication) as

- ✓ Physical contact and advances;
- ✓ A demand or request for sexual favours;
- ✓ Sexually coloured remarks;
- ✓ Showing pornography;
- ✓ Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

As sexual harassment results in violation of the fundamental rights of a woman to equality as per Articles 14 and 15 and her right to live with dignity as mentioned under Article 21 of the constitution, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

In pursuance of the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015 that read with Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the institute set up an Internal Complaints Committee (ICC) on 15.06.2017.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

ICC plays a significant role in our institution by registering complaints of sexual harassment and assisting any victims to protect their dignity in the institution.

The online survey reveals that both teaching and non-teaching staff have never experienced or witnessed any form of sexual harassment within the campus.

Table 9: Response on the question of experience or witness of any kind of sexual harassment within the campus

Sex	Yes	No	Total
Male	0	28	28
Female	0	9	9
Total			37

Opinion about the witnessed of any kind of sexual harassment against women at the work place.

Satisfaction with Maternity / Paternity benefits

Child care is a joint responsibility of both parents; thus, both the father and the mother must be entitled to paternity and maternity leaves, respectively. In accordance to the constitutional provisions 180 days of maternity leave and 15 days of paternity leave is granted to all teaching and non-teaching staff of the college. However, 21% of the staff are not happy with the exiting maternity and paternity benefits granted from the college.

Interestingly 26.19% of the male staff are not satisfied with the paternity benefits. Paternity leave is a direct way to address the gender dynamics that exist both at workplaces and at home. The dissatisfaction of the new fathers on one hand indicates their increasing consciousness about further participation in upbringing children and assisting in home activities. Subsequently the internal Audit committee will look after this issue in their upcoming meetings.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Table 10: Satisfaction with the maternity/paternity benefits provided by the college

Sex	Yes	No	Total
Male	6	22	28
Female	9	0	9
Total	15	22	37

Satisfaction with administrative support regarding professional needs at the institution

Administrative support is mandatory for the successful running of an academic institution. 3% of the staff have reported that they are not satisfied with the administrative support for professional needs at the institution.

Table 11: Satisfaction with administrative support regarding professional needs at the institution

Sex	Yes	No	Total
Male	22	6	28
Female	8	1	9
Total	30	7	37





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Table 10: Satisfaction with the maternity/paternity benefits provided by the college

Sex	Yes	No	Total
Male	6	22	28
Female	9	0	9
Total	15	22	37

Satisfaction with administrative support regarding professional needs at the institution

Administrative support is mandatory for the successful running of an academic institution. 3% of the staff have reported that they are not satisfied with the administrative support for professional needs at the institution.

Table 11: Satisfaction with administrative support regarding professional needs at the institution

Sex	Yes	No	Total
Male	22	6	28
Female	8	1	9
Total	30	7	37





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

IV. Student perspectives in respect of gender balance in the campus: issues and challenges

Gender audit of any institution will be incomplete without a proper consideration of the perception and perspectives of the students. A survey has been conducted through structured questionnaire with three-fold objectives:

- ✓ Understanding the variation in access to basic amenities
- ✓ Perception of students regarding security, grievance redressal etc.
- ✓ Identifying the gender issues and challenges in the campus

Access to basic amenities:

- ❖ Toilet facilities: Presence of adequate, hygienic toilet facilities is essential for any institution, especially for the girl students. 41% of the students of the college have complained that adequate number of toilets are not available in the college in each floor. The gender-based categorization of the responses depict that 38% of the male students and 42.83% have reported that number of washrooms are inadequate in the campus.
- ❖ Disposal bins: 26% of the students have complained about non-availability of disposal bins in the college campus, particularly washrooms. 35.23% of the total male respondents have reported about non-availability of disposal bins in each floor. However only 20.14% of the female respondents have complained on this issue.
- ❖ Lighting in college campus: Presence of adequate lights in corridor, common areas, toilets is important for ensuring cleanliness and also security issues. However, 14% of the students have complained about inadequacy of lights in corridor, classrooms, common areas and toilets. 10.27% of the female students and 20.57% of the male students have reported that they face different problems due to insufficient lights in corridors, classrooms etc.





Ph.- 9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Security issues within college campus:

- ❖ The college has arranged for CCTV, security guard, I card for each student, lady attendant in common room for the security of the female students. However, 14% of the students have reported that there are inadequate security arrangements in the institution. 12.16% of the female students have reported that there are no adequate security arrangements in the college. 17.52% of the male students have also reported the same challenge.
- ❖ 18% of the students have reported that there is no adequate security or privacy in the washrooms. 97.5% of the female students and 79.02% of the male students have agreed that the toilets are secure enough. However about 20.98% of the male students have complained that there is not adequate privacy of their washrooms
- ❖ The central threat to the security is that the boundary wall of the college is not completed yet.

Opinion about the availability of security arrangements in college

Opinion about securing privacy in washrooms

The survey report highlights that 81% of the students have reported that they could access ICC for any sort of sexual harassment related issues. 61.56% of the female students have reported that they could easily access the ICC in any sort of instance related to sexual harassment. 38.33% of the male students have reported the same.

Gender issues in college

Equal opportunities in classroom: 73% of the students have agreed that each classroom of the institution offer equal gender opportunities to each and every student irrespective of gender. 62.38% of the female students have agreed upon the presence of gender-friendly classrooms. 37.68% of the male members have also agreed on this.





Ph.- 9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Opinion about the adequacy of toilet facilities on each floor

Sex	Yes	No	Total
Male	22	6	28
Female	8	1	9
Total	30	7	37

Opinion about the availability of disposal bins in toilets

Sex	Yes	No	Total
Male	16	12	28
Female	8	1	9
Total	24	13	37

Opinion about the adequacy of light in rooms, corridors, washrooms

Sex	Yes	No	Total
Male	18	10	28
Female	7	2	9
Total	25	12	37





Ph.- 9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA, P.S.-ONDA, DIST.-BANKURA PIN-722144 (W.B.), INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

- ❖ **Equal opportunities in sports:** 77% of the students have reported that they receive equal opportunities in sports irrespective of gender. 62.5% of the female students have also reported that they are never discriminated in case of participation in sports.
- ❖ **Equal opportunities in participation in clubs and other forums irrespective of gender:** 75% of the students have admitted that there is equal opportunity for all genders in relation to participation in various clubs and forums in the college. 62.66% of the male students and 16.13% of the female students have affirmed that there is no gender-based discrimination in participation in clubs and other forums of the college.

Opinion about the equal opportunities in sports across gender.

Sex	Yes	No	Total
Male	18	10	28
Female	7	2	9
Total	25	12	37

- ❖ 80% of the students have confirmed that they could express their views, issues and ideas freely in the college. 62.82% of the male students have admitted that they could freely express their views. However only 37.72% of the female students have agreed upon this.
- ❖ **Participation in counselling sessions:** There are multiple cells in the college which organize counselling sessions for the students according to necessity. The most significant role in this regard is played by Women Development Cell which organizes





Ph.- 9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

counselling sessions for students where they can freely express their views, challenges and opinions. Apart from this each department of the institution takes proper measures for student counselling for both academic and non-academic aspects. Moreover, career counselling cell, grievance redressal cell etc also arrange counselling sessions for students according to their necessity.

The graphical representations focus that during questionnaire survey 76% of the students have reported that they have participated in counselling sessions. A larger number of female students have reported that they have participated in counselling sessions compared to their male counterparts.

❖ **Perception of gender discrimination:** 0% of the students have commented that they have not faced any sort of discrimination within the college campus. However, a small proportion of boys and girls have reported that they have registered biasness to some extent in both academic and non-academic activities. The issue has been taken up by internal committee members and accordingly counselling sessions have been arranged with students who have affirmed that they have experienced gender discrimination. Their problem has been noted and the committee has decided to organize gender sensitization sessions with concerned people.

❖ **Gender based harassment from teaching & non-teaching staff**

This issue has been taken up by the Internal Committee members of Gender Audit team and through the following steps:

- First the students who have reported such issue have been identified.
- Selected committee members have spoken with the students over telephone and they were called for attending a meeting with the committee members.
- In the meeting a conducive environment was created where the students could express their views freely. This has been followed by a counselling session.
- After the meeting and the counselling session the committee members unanimously agreed that there has been a huge mis-interpretation regarding this question. The response recorded by the students is of no importance as they could not comprehend the query properly and therefore extended a wrong information
- Subsequently the issue has been closed by the Internal Gender Audit team members.





Ph.-9474641566

ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA,P.S.-ONDA,DIST.-BANKURA PIN-722144 (W.B.),INDIA

Website:-www.ondathanamahavidyalaya.in Email:-otm.principal@gmail.com

Ref No.

Date :

Access to ICC:

ICC as an organisation plays a significant role in ensuring a safe environment for women employees and students. It works in the following way:

- ✓ The aggrieved person is required to submit the complaint within three months from the date of the incident without or with help from the Presiding Officer or any member of the Internal Committee in writing.
- ✓ The ICC on receipt of the complaint sends one copy of the complaint to the respondent within seven days.
- ✓ The respondent within ten days shall file the reply to the complaint along with list of documents and names of witnesses
- ✓ The inquiry has to be completed within a period of ninety days from the receipt of the complaint. The inquiry report has to be submitted within ten days from the completion of the inquiry to the head of the institution. Copies of findings are to be shared with both the parties of complaint.
- ✓ The head of the institution will act on the recommendations of the committee within a period of thirty days from the receipt of the inquiry report.

Opinion about the access to ICC for Sexual harassment related Grievance.

Observations:

Gender audit is a critical issue and deriving any conclusion from a mere questionnaire survey will always be inadequate to develop a thorough understanding about the problem of gender discrimination and perception of the stake-holders. In spite of this the above discussion and data analysis have highlighted multiple significant features which will guide us in building a more gender sensitive campus.

- ❖ Male-female ratio of student admission in Onda Thana Mahavidyalaya demonstrates prevalence of a balanced environment.
- ❖ Moreover, the college caters to the academic needs of the people about socio-economically backward people from the margins of Bankura. Therefore, substantial female enrollment from this area can be considered as a progressive feature.





ONDA THANA MAHAVIDYALAYA

Affiliated to Bankura University

Govt. Aided college recognised under section 2 (f) & 12 (B) of the UGC

P.O.-MURAKATA, P.S.-ONDA, DIST.-BANKURA PIN-722144 (W.B.), INDIA

Website:-www.ondathanamahavidyalaya.in

Email:-otm.principal@gmail.com

Ref No.

Date :



- ❖ The results of the female students in the last two academic sessions also highlight that females are not lying backward in comparison to their male counterparts.
- ❖ The survey conducted with the students, teachers and non-teaching staff focuses that the campus is more or less gender-sensitized.
- ❖ Perception of the students, teachers and non-teaching staff on various gender-related aspects indicate that the academic and non-academic environment of the college is non-discriminatory in terms of workload distribution, access to infrastructural facilities, basic amenities etc.

Recommendations from Gender Audit Report Committee:

- ❖ Enrolment of girl students along with sports and NSS needs to be encouraged.
- ❖ The college authority needs to take serious steps on improvising the bathroom quality.
- ❖ The number of CCTV cameras can be increased for ensuring higher security.
- ❖ The number of lady attendants should also be increased for assisting the female students in case of health emergency or any others.
- ❖ Areas where gender gap has been noticed by the internal committee members need to be addressed.
- ❖ The persons (teaching/non-teaching staff and students) who have reported any sort of gender discrimination or disparity should be given ample scope of expressing their perspectives and challenges freely and subsequent action need to be taken.
- ❖ The issue of women empowerment also needs more attention.
- ❖ More gender-specific programmes, workshops, skill-based trainings can be organized for making the female students socially and economically stable.

Name	Designation		Signature
Dr. Bijay Kant Dubey	Principal, Onda Thana Mahavidyalaya	Chairperson	 Principal Onda Thana Mahavidyalaya P.O.-Murakata, Dist.-Bankura
Dr. Sourav Kumar Nag	Assistant Professor	IQAC Coordinator	 The Co-ordinator, IQAC Onda Thana Mahavidyalaya
Dr. Subrata Nandi	Assistant Professor	Convenor, Anti Ragging Cell	 Subrata Nandi