



**NETAJI NAGAR COLLEGE FOR WOMEN**  
170/13/1 N.S.C BOSE ROAD, REGENT ESTATE, KOLKATA-92

**A NNUAL GENDER SENSITIZATION PLAN**  
**2022-23**

The Governing body and Principal of the institution have set up well defined structure and with rules and regulations for all students, men and women employees in the context of gender equity process. The institution has Internal Complaints Committee (ICC), Women's Cell, Grievance redressal Cell, Anti-sexual harassment cell and Anti-ragging committee for monitoring complaint and grievances from students or women employee within the campus. The Principal of the institution along with its faculty members, staff and students look into the following: -

	Action	Responsibility/Action by
1.	Induction programmes for students and faculty members	Principal and Teacher's Council and IQAC
2.	Regular meeting of ICC, Women's Cell, Grievance redressal committee/Student's welfare sub-committee/Anti-ragging committee for monitoring gender equity	Conveners of ICC, Women's Cell, Grievance redressal committee/Student's welfare sub-committee/Anti-ragging committee under the guidance of Principal.
3.	Encouraging students to apply for various scholarship schemes	Convener, Student scholarship monitoring sub-committee under the guidance of Principal.
4.	Providing Institutional scholarship to Students	Governing Body, Finance subcommittee and Students Welfare Sub-committee under the guidance of Principal.
4.	To take initiative for proper Legal Counselling and Grievances for students	Convener, Legal counselling cell under the guidance of Principal.
5.	Providing maternity and child care leave to women staff members	Governing Body

6.	Organizing cultural and sports competitions for girl students.	Convener, cultural sub-committee and sports sub-committee under the guidance of Principal.
7.	Celebration of International Women's Day	Convener, Women's Cell and cultural sub- committee under the guidance of Principal.
8.	Organizing rogrammes/Workshop/Seminars/Webinars on gender equity, Women Empowerment & Education through Protection of Women's Rights	Principal, IQAC and HODs of different departments

# ACTIVITY REPORT

On

## SPECIAL LECTURE

On

*The Occasion of International Women's Day, 2022*

*Based on the theme of the year-*

**"BREAK THE BIAS, PREACH THE SPIRIT OF  
EQUALITY."**

**Resource Person: *Prof. Ishani Naskar***

*Dept of International Relations, Jadaupur University*

**Venue: *Netaji Nagar College for Women, Kolkata – 700092***

**Date: *8<sup>th</sup> March, 2020***

**Time: *2 p.m***

ACTIVITY REPORT

A Special Lecture was organized by the Cultural Sub-Committee of Netaji Nagar College for Women based on the theme of the year for International Women's Day by the United Nations- "BREAK THE BIAS, PREACH THE SPIRIT OF EQUALITY", on 8<sup>th</sup> March, 2022 at 2.00 p.m. at the College Auditorium. The Resource person was Professor Ishani Naskar, who was working as the professor of the Department of International Relations, Jadavpur University. **Prof. Ishani Naskar** delivered an erudite speech on the topic "**Gauging Gender Equality: Sharing Experiences.**" The session was conducted by Dr. Nilimpa Ghosh. The programme was a grand success and had the following objectives and outcomes.

**Objectives:**

- i. To inform students about the prevailing gender inequality in various spheres of life and the social biasness that reinforces the same.
- ii. Providing the students with the various criterion for gauging gender equality and showing their applicability in the day to day life through lively stories from practical experiences.
- iii. Making students open- minded by making them aware of the stereotyping which we come across in our day to day life and proposing innovative ways through which the students' community can help eliminating the same.
- iv. Suggesting ways through which gender equality can be engendered.

**Outcome:**

- i. The students were overwhelmed by the speech as they could connect with examples cited by the speaker from practical experiences.
- ii. The students shared their experiences and asked relevant questions which transformed the inter- active session into a lively discussion.
- iii. It was very motivating to find the students suggesting remedies on their own at the end of the session which was the sole motive of the seminar.

**NETAJI NAGAR COLLEGE  
FOR WOMEN**

*Celebrates*

**International  
Women's Day 2022**

Theme of the Year  
**Break the Bias, Preach the Spirit Of Equality**  
("সাম্যের গান গাই- আমার চক্ষে পুরুষ-রমণী  
কোনো ভেদাভেদ নাই!")

**Speaker: Prof. Ishani Naskar**  
Department of IR, JU.

**Venue: NNCW, Kolkata-92**  
**Date: 8<sup>th</sup> March, 2022**  
**Time: 2:00 p.m.**

FLYER OF THE SEMINAR

**LIST OF PARTICIPANTS** IN THE SPECIAL LECTURE ON THE  
OCCASION OF INTERNATIONAL WOMEN'S DAY

BY

PROF. ISHANI NASKAR ON 8.03.2023

SERIAL NO.	NAME OF THE PARTICIPANTS
1.	Saswati Banik
2.	Gargi Dutta
3.	Shreya Ghosh
4.	Swagata Nag
5.	Adrita
6.	Sohini Debnath
7.	Shaery Saha
8.	Tanusree Midya
9.	Durba Sen
10.	Payel Halder
11.	Ananya Das
12.	Barna Sil
13.	Priti Karmakar
14.	Dimple Singh
15.	Sakshi Paul
16.	Progya Mukherjee
17.	Sneha Kayal
18.	Riya Saha
19.	Gitasree Dhar



Introduction By Dr Soma Saha Resource Person: Prof. Ishani Naskar



Audience

Organizing Committee



Vote Of Thanks

*Report of Seminar jointly organized by  
Department Of Education And IQAC of NNCW*

NETAJI NAGAR COLLEGE FOR WOMEN  
170/13/1 N.S.C. Bose Road, Kolkata-92

NAAC Re-accredited B+

ONE DAY UNIVERSITY LEVEL SEMINAR

ORGANISED BY  
DEPARTMENT OF EDUCATION AND IQAC

ON  
GENDER EQUALITY  
HONOURABLE SPEAKER- PROFESSOR (DR.) SRIDIPA  
SINHA  
DEPARTMENT OF EDUCATION  
UNIVERSITY OF CALCUTTA

Date -19.12.2022

TIME- 12 NOON ONWARDS

VENUE –COLLEGE AUDITORIUM





**Netaji Nagar College for Women**

**170/13/1 N.S.C Bose Road, Kolkata-92**

**REACCREDITED BY NAAC WITH GRADE B+**

**UNIVERSITY LEVEL SEMINAR  
ON**

**GENDER EQUALITY**

**ORGANIZED BY**

**DEPARTMENT OF EDUCATION AND IQAC**

Honourable Speaker: Professor ( Dr.) Sridipa Sinha  
Department of Education  
University of Calcutta

**19TH DECEMBER, 2022, 12:00 NOON ONWARDS  
VENUE: COLLEGE AUDITORIUM**

Activate Windows

#### ABOUT THE SEMINAR

*A One Day University level Seminar on “GENDER EQUALITY” was organized by the Dept. Of Education, Netaji Nagar College for Women and IQAC. Honourable Speaker, (Dr) Sridipa Sinha. Professor, Dept. of Education, University of Calcutta had delivered a lecture on the topic.*

*The aim of the seminar was to generate awareness and propagate knowledge about what gender is. Honourable Speaker, (Dr) Sridipa Sinha. Professor, Dept. of Education, University of Calcutta discussed the role of Gender Equality in a very innovative way through power point projection and interaction with the students. The students of Department of Education enthusiastically listened and participated in the programme.*

*Gender equality which is also known as sexual equality or equality of the sexes is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable society. It is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender.*

*International commitment to advance Gender Equality have brought about improvements in some areas like child marriage have declined in recent years, and women's representation in the political arena is higher than ever before. But the promise to ensure women and girls full gender equality, and guarantee removal of all legal, social and economic barriers remains unfulfilled.*

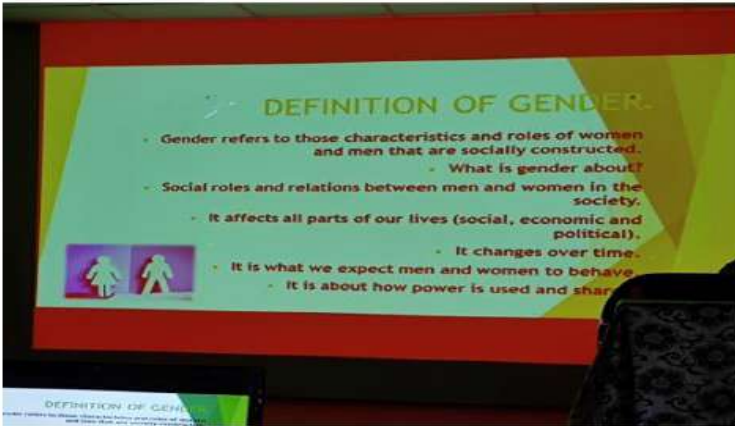
*Gender equality is more than just equal representation; it is strongly tied to women's rights, and often requires policy changes. On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, sexual violence, gender wage gap and other oppression strategies.*

*The seminar went smoothly with an interactive session at the end of the programme. Students and the speaker got interlocked in active and fruitful interaction.*

## PROGRAM SCHEDULE

Monday, December 19, 2022

<b>12.00 noon:</b>	<b>Inaugural session</b> <b>Lighting of the lamp</b> <b>Felicitation of our guest</b>
<b>Welcome address</b>	<b>Dr. Tapan Kumar Ghosh, Principal,</b> <b>Netaji Nagar College For Women</b>
<b>Keynote address:</b>	<b>Dr. Moumit Roy Goswamy I.Q.A.C</b> <b>Coordinator and Head of the Dept of</b> <b>Environment Science</b>
<b>Introducing the theme:</b>	<b>Dr. Shabana Haydar</b> <b>Head of the Department of Education,</b> <b>Netaji Nagar College for Women</b>
<b>12.25 pm:</b> <b>Technical session</b> <b>Speaker</b>	<b>Prof. (Dr.) Sridipa Sinha, Professor, and</b> <b>Former Head, Department of Education</b> <b>University of Calcutta</b>
<b>1.45 pm:</b>	<b>Interactive Session</b>
<b>2.15pm:</b>	<b>Vote of thanks by Dr, Shabana Haydar,</b> <b>Head of the Department of Education,</b> <b>Netaji Nagar College for Women</b>



*Report of Workshop jointly organized by  
Department Of Education and IQAC of NNCW*

**NETAJI NAGAR COLLEGE FOR WOMEN**

**170/13/1 N.S.C. Bose Road, Kolkata-92**

**NAAC Re-accredited B+**

**ONE DAY WORKSHOP**

**ON**

**WOMEN EMPOWERMENT AND EDUCATION THROUGH  
PROTECTION OF WOMEN'S RIGHT: ISSUES AND CHALLENGES**

*Organized by*

**DEPARTMENT OF EDUCATION AND I.Q.A.C**

*Netaji Nagar College for Women*

**HONOURABLE SPEKAR- SRI SK. ALFAZ FIRDOUS**

**JUDICIAL MAGISTRATE**

**1<sup>ST</sup> CLASS CUM CIVIL JUDGE, JUNIOR DIVISION**

**JUDGE, WEST BENGAL JUDICIAL SERVICE**

**ON – 24.08.2018**

**TIME- 2PM ONWARDS**

**VENUE- COLLEGE**

**AUDITORIUM**

**NETAJI NAGAR COLLEGE FOR WOMEN**

**170/13/1 N.S.C. Bose Road, Kolkata-92**

**One day Workshop**

**ON**

**WOMEN EMPOWERMENT AND EDUCATION THROUGH  
PROTECTION OF WOMEN'S RIGHT: ISSUES AND CHALLENGES**

**HONOURABLE SPEKAR- SRI SK. ALFAZ FIRDOUS**

**JUDICIAL MAGISTRATE**

**1<sup>ST</sup> CLASS CUM CIVIL JUDGE, JUNIOR DIVISION**

**JUDGE, WEST BENGAL JUDICIAL SERVICE**

**Organised by**

**Department of Education And IQAC**

**24.08.2018 Venue : COLLEGE AUDITORIUM**

## ABOUT THE WORKSHOP

*One Day Workshop on 'women empowerment and education through protection of women's right: issues and challenges.'* was organized by, Dept. Of Education, Netaji Nagar College for Women and IQAC ON - 24.08.2018. Our resource person Honourable, Sri Sk. Alfaz Firdous JUDICIAL MAGISTRATE 1<sup>ST</sup> CLASS CUM CIVIL JUDGE, JUNIOR DIVISION JUDGE, WEST BENGAL JUDICIAL SERVICE agreed to deliver a lecture and communicate with our girl students on protection of women's rights legal issues and challenges of living in a society which is predominantly male dominated.

*The aim of the workshop was to share intricate knowledge about what women empowerment is and how education can act as a legal instrument for the protection of Women's rights. Women empowerment in India is the most effective tool for development; women across the world are actively working as leaders and surpassing others in all the spheres of life. Women encounter differentiation in most sectors like education, economic opportunities, health and medical assistance, and political participation, which demonstrates that there are substantial gaps between strategy advancements and real exercise at the community level.*

*The term women empowerment is all about authority, or the power embarked on women sharing indistinguishable rights. The term refers to the liberation of women from socio-economic restraints. Women are still denied their fundamental right such as education and are never allowed to continue higher education. Living in male-dominating societies, women play a wide range of roles, such as caring mothers, loving daughters, and capable colleagues.*

*Education is the most vibrant factor for advancement and growth. It is the only significant tool for anticipating women empowerment in India and human resource development. It gives light to the possibilities for access to employment and making a livelihood, for economic empowerment of women. In order to join the community of developed nations, people should understand the value and importance of women's education. Education makes the individual conscientious, enabling them to comprehend, interpret, criticize, and eventually transform their atmosphere.*

*Women should be strong enough to fight back to rebuild their prominent position in Indian societies. They must be educated to understand their rights and maintain justice & equality in society. Women should work for the elimination of poverty, dowry-ills, illiteracy. all programmes and laws*

*related to women should be implemented effectively. They should have proportional rights to contribute to the benefit of the society.*



## **PROGRAMME SCHEDULE**

Date: 24.08.2018

<b>2.00 noon:</b>	<b><i>Inaugural session</i></b> <b><i>Lighting of the lamp</i></b> <b><i>Felicitation of our guest</i></b>
<b><i>Welcome address</i></b>	<b><i>Dr. Tapan Kumar Ghosh, Principal, Netaji Nagar College For Women</i></b>
<b><i>Keynote address:</i></b>	<b><i>Dr. Bipul De</i></b> <b><i>I.Q.A.C coordinator and Head of the Dept of Economics</i></b>
<b><i>Introducing the theme:</i></b>	<b><i>Dr. Shabana Haydar</i></b> <b><i>Head of the Department of Education, Netaji Nagar College for Women</i></b>
<b>2.25 pm:</b> <b><i>Technical session</i></b> <b><i>Speaker</i></b>	<b><i>Honourable Speaker</i></b> <b><i>Sri Sk. Alfaz. Firdous Judicial Magistrate 1<sup>st</sup> Class Cum Civil Judge, Junior Division Judge, West Bengal Judicial Service</i></b>
<b>3.15 pm:</b>	<b><i>Interactive Session</i></b>
<b>3.45pm:</b>	<b><i>Vote of thanks by Dr, Shabana Haydar, Head of the Department of Education, Netaji Nagar College for Women</i></b>



# Seminar on Women Empowerment

And the protection through women rights





# NETAJI NAGAR COLLEGE FOR WOMEN, KOLKATA

( NAAC RE-ACCREDITED: B+ )



DEPARTMENT OF EDUCATION & I.Q.A.C.

ORGANIZING WORKSHOP ON

WOMEN EMPOWERMENT & EDUCATION THROUGH  
PROTECTION OF WOMEN'S RIGHTS : ISSUES & CHALLENGES

HEARTY WELCOME TO:

**SRI SK. ALFAZ FIRDOUS**

JUDICIAL MAGISTRATE

1<sup>st</sup> CLASS CUM CIVIL JUDGE, JUNIOR DIVISION

JUDGE, WEST BENGAL JUDICIAL SERVICE

ON 24/08/2018, FRIDAY

VENUE: ROOM NO. 42

TIME: 2:00 P.M.

  
DR. TAPAN KUMAR GHOSH

PRINCIPAL

Principal

Netaji Nagar College for Women  
Regent Estate, Kol - 92



# NETAJI NAGAR COLLEGE FOR WOMEN

170/13/1 N.S.C Bose Road, Kolkata-92

[www.netajinagarcollegeforwomen.in](http://www.netajinagarcollegeforwomen.in)

REACCREDITED BY NAAC WITH GRADE B+

প্রান্তজনের সাথে আলোকবর্তিকার পথে

[A reach out initiative to the people of Sunderbans]

**Theme: Women Empowerment: Some Aspects**

**Organized By**

**INTERNAL QUALITY ASSURANCE CELL (IQAC)**

**Netaji Nagar College for Women**

15TH OF DECEMBER, 2023 12:00 NOON ONWARDS

VENUE: COLLEGE AUDITORIUM

# **PROGRAMME SCHEDULE**

**LIGHTING THE LAMP**

**FELICITATION**

**WELCOME ADDRESS**

**Dr. Tapan Kumar Ghosh-Principal**

**ADDRESS BY**

**Dr. Chaitali Bhattacharya, Member, Governing Body**

**Dr. Bipul De, Member, Governing Body**

**Sri. Nilim Bhattacharya, Member, Governing Body**

**LECTURE BY SPEAKERS**

**SPEAKER 1: Smt. Debarati Maity, Department of English**

**Topic: Early Marriage: An Impediment to Women Empowerment**

**SPEAKER 2: Dr. Bidisha Maity, Department of Food and Nutrition**

**Topic: Women and Health:-Bridging the Gap**

**VOTE OF THANKS**

**Dr. Moumit Roy Goswami, Coordinator, IQAC**

The seminar “Women Empowerment: Some Aspects” held on 15-12-2024, organized by the IQAC of Netaji Nagar College for Women, centered on women empowerment and gender equality, reflecting a proactive initiative led by both the IQAC and the women's cell. The decision to host this event was guided by feedback received from 214 students, indicating a solid grasp of concepts like women empowerment, financial independence, and gender equity, yet signaling a need for further clarification. In response, the seminar aimed to provide students with a deeper understanding of women empowerment by facilitating discussions on key issues such as gender discrimination, women's rights, and pathways for progress.

Principal Sir, Dr. Tapan Kumar Ghosh, along with Dr. Bipul De, Governing Body Member and Associate Professor in Economics and Dr. Susmita Roy, Associate Professor in Botany set the tone with welcoming and introductory speeches respectively, showcasing institutional commitment to the cause. The presence of keynote speakers, Debarati Maity, Assistant Professor in English and Dr. Bidisha Maity, SACT in Food and Nutrition of our college added depth to the discussions, with engaging talks on topics ranging from the impact of early marriage on women empowerment to bridging gaps in women's health.

The interactive sessions with students proved fruitful, fostering dialogue and deeper understanding. The decision to extend the impact beyond the college campus by engaging with rural school children in Sunderban underscored a commitment to broader societal change. Dr. Moumit Roy Goswami, as the IQAC Coordinator, concluded the seminar with a vote of thanks, highlighting the collaborative effort and the importance of such events in catalyzing action towards creating a more equitable society. Overall, the seminar provided a valuable platform for dialogue, learning, and empowerment, inspiring attendees to contribute positively to their communities.





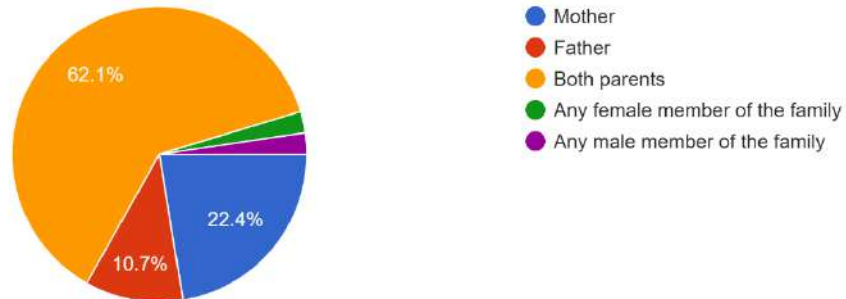




## Survey on Gender Equity

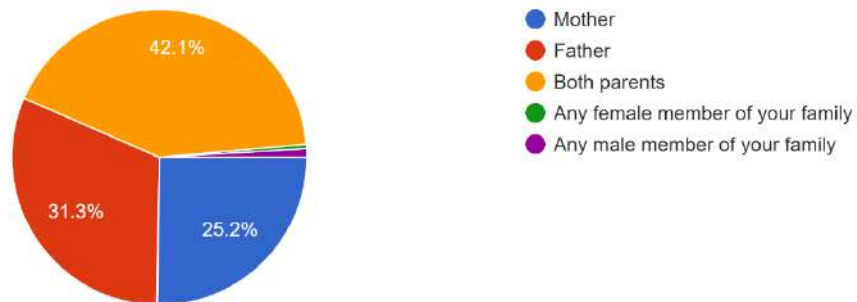
Who plays a significant role in encouraging you to pursue higher studies?

214 responses



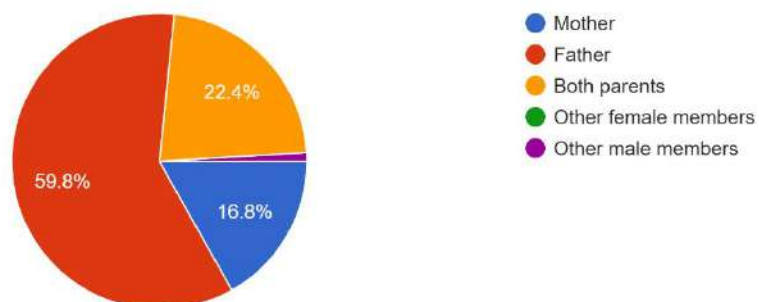
Who typically makes major household decisions in your family?

214 responses



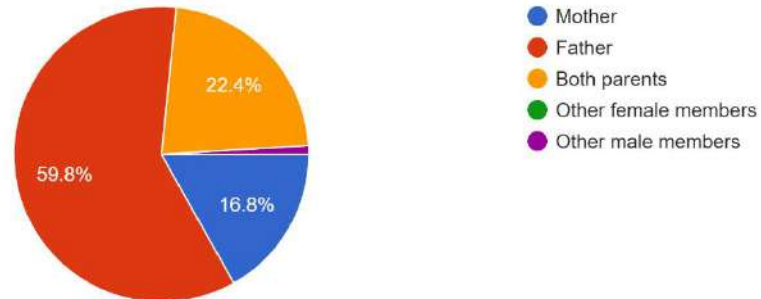
Who is the primary earning member of your family?

214 responses



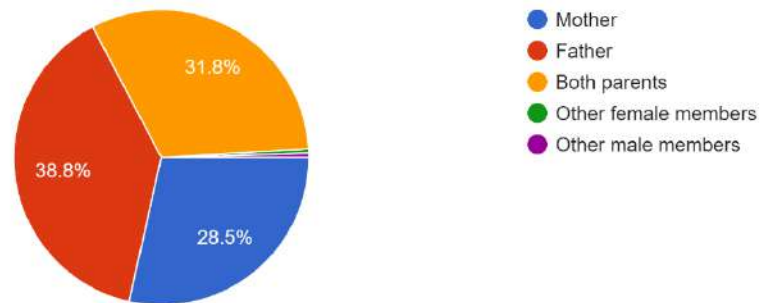
### Who is the primary earning member of your family?

214 responses



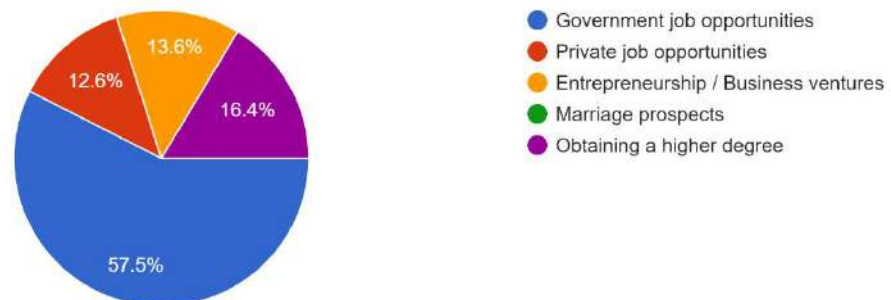
### Who usually takes major financial decisions in your family, such as saving, investment, and purchasing costly assets?

214 responses



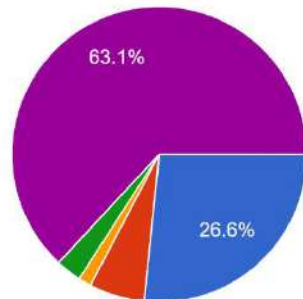
### What do you perceive as the main purpose of pursuing higher studies?

214 responses



### How do you define women empowerment?

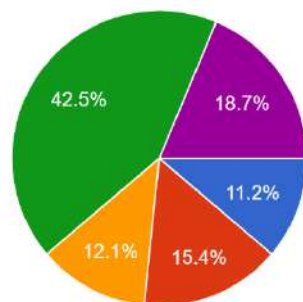
214 responses



- Educational empowerment
- Economic empowerment
- Political empowerment
- Social empowerment
- All

### How can educational institutions better support and promote women's empowerment?

214 responses



- Curriculum Integration
- Support Services
- Leadership Opportunities
- Career Guidance and Networking
- Creating Safe and Inclusive spaces

## **Report on the Foundation Day 25.09.21**

A popular lecture on the topic of “Empowering Women-Empowering Society “ was organized by Netaji Nagar College for Women to celebrate its 54<sup>th</sup> Foundation Day on 25.09.2021. It was in hybrid mode. Welcome address was delivered by the Principal Dr. Tapan Kumar Ghosh. The administrator of Netaji Nagar College for Women Dr. Tushar Kanti Ghara delivered Inaugural speech. Sri Mrityunjoy Chakraborty, Coordinator KMC Ward 98 delivered Foundation Day Lecture. The guest speaker highlighted on women empowerment which Enlighted us all.

**Objective:** Netaji Nagar College for Women was founded in view of upliftment of the Women. Empowering women is essential for the development of families, countries and Nations. So to celebrate the foundation day of the College the topic “Empowering Women-Empowering Society “ was very much significant.

**Conclusion:** The guest speaker was from Physical Education background and beautifully described what is Women empowerment, necessary of Women Empowerment and the way to empower Women. He also highlighted on the benefit of Yoga for a healthy living and gave some examples of renowned women personalities in the field of sports which was surely a motivation for the students as well as teachers.

**NETAJI NAGAR COLLEGE FOR WOMEN**



*celebrates*

**25-09-2021**

**12 noon**

*54th*

# **FOUNDATION DAY**

**Netaji Nagar College**

**Netaji Nagar College for Women**

**Netaji Nagar Day College**

## **Welcome Address**



**Dr. Tapan Kumar Ghosh**  
Principal  
Netaji Nagar College  
For Women

## **Inaugural Speech**



**Dr. Tushar Kanti Ghara**  
Joint DPI  
State Nodal Officer AISHE  
Govt. of West Bengal

## **Foundation Day Lecture**



**Sri Mrityunjoy Chakraborty**  
Coordinator  
KMC Ward 98

## **Guest Speaker**

**Dr. Sougata Sarkar**  
Assistant Director of Physical Education (HoD),  
Sports Department  
Secretary, Sports Board  
Mizoram University



**Topic: Empowering Women - Empowering Society**

**Link: [meet.google.com/sgh-pqhp-xic](https://meet.google.com/sgh-pqhp-xic)**

# Empowering women-empowering society

**DR. SAUGATA SARKAR**



ADPE(HoD)  
Sports Department  
& Secretary, Sports Board  
Mizoram University  
Aizawl, Mizoram, India  
25/009/2021



< 25 September, 2021 >  
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... Saugata Sarkar

  
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Netaji Nagar College for Women  
Celebration of International Women's Day 2024





**Netaji Nagar College For Women**  
170/13/1 NSC Bose Road, Kolkata-92  
NAAC Reaccredited with B+




*Celebrates*

**INTERNATIONAL WOMEN'S DAY 2024**  
Theme: #Inspire Inclusivity  
Organized by **WOMEN CELL & CULTURAL SUB-COMMITTEE**

<u>Keynote Address</u>		<u>Honorary Speaker</u>
 Dr. Tapan Kumar Ghosh, Principal, NNCW	<b>22<sup>nd</sup> March 2024 12:30 PM College Auditorium</b>	 Dr. Bipul De Associate Prof., HOD, Dept. of Economics, NNCW

**Programme Schedule for 22.03.2024**

- Lighting of the Lamp
  - Felicitation
  - Welcome Address by Dr. Chaitali Bhattacharjee, Associate Prof., Dept of Chemistry.
  - Keynote Address by Dr. Tapan Kumar Ghosh, Principal, NNCW
  - Honorary Lecture by Dr. Bipul De, Associate Prof, Dept. of Economics,
  - Interactive Session
  - Vote of Thanks
- 



## **A Report**

The International Women's Day 2024 was celebrated in the college on 22<sup>nd</sup> March 2024.

The Theme for this year was "Inspire Inclusion" with a special focus on "Invest in Women". The program for the day was organised jointly by the Cultural subcommittee and the Women's Cell of the college.

The Principal Dr Tapan Kumar Ghosh delivered the Keynote address. This was followed by the invited lecture by Dr Bipul De, Department of Economics, where he specifically addressed both the theme and the focus of the significant day with his spellbinding delivery and followed it with a lively interactive active session with the participating students. He presented the analysis of a survey that he had undertaken among the students, which primarily dealt with their degree of awareness of the various aspects of financial independence and decision making freedom. The results that he presented were remarkable and extremely forward looking, and it becomes a vital document on which to base and plan our activities and projects in times ahead.

Around 50 students participated in the program along with several teachers of the college. The program ended with a vote of thanks proposed by the convenor of the Cultural subcommittee, Smt. Mousumi Biswas.

## Detailed Program Schedule

International Women's Day 22.03.2024 Venue: College Auditorium	
Inaugural Session : Lighting the Ceremonial Lamp Felicitation of the Dignitaries	Conducted by Dr. Soma Saha Bursar Assoc. Prof, Dept of Economics
Welcome Address	Dr. Chaitali Bhattacharjee [Convenor of Women's Cell] Assoc. Prof, Dept of Chemistry
Introduction of the Principal	Debarati Maity Asstt. Prof, Department of English
Keynote Address	Dr. Tapan Kumar Ghosh, Principal, NNCW
Introduction of the Honorary Speaker Dr. Bipul Dey	Dr. Susmita Roy Assoc. Prof, Dept of Botany
Invited Lecture	Dr. Bipul Dey [Member, Governing Body] HOD, Department of Economics
Interactive Session	
Vote of Thanks	Mousumi Biswas Convenor of Cultural Sub- Committee Assoc. Prof, Dept of Bengali

# Students Attendance

Natali Nagar College for Women  
Cultural Programme  
On  
(22.03.2024)

Sl. No	Name of the Student	Phone no.	Signature
1	Manojkumar Paswan	8013232942	M. P.
2	Ritu Das	8214046689	R. D.
3	Swati Datta	917298894	Swati Datta
4	Kusuma Das	9029106174	Kusuma Das
5	Shikha Das	811590295	Shikha Das
6	Kajal Das	867274524	Kajal Das
7	Shikha Das	8276468914	Shikha Das
8	Kabita Debnath	9230402122	Kabita Debnath
9	Pratyasha Halder	9201467004	Pratyasha Halder
10	Rinika Biswas	8289696220	Rinika Biswas
11	Rinika Biswas	608998126	Rinika Biswas
12	Rinika Biswas	7439161974	Rinika Biswas
13	Rupa Sanyal	8910899618	Rupa Sanyal
14	Rinika Halder	8292802481	Rinika Halder
15	Pratyasha Das	9023273024	Pratyasha Das
16	Pratyasha Das	8430149818	Pratyasha Das
17	Pratyasha Das	929029311	Pratyasha Das
18	Rudra Halder	9230611130	Rudra Halder
19	Rinika Das	8584864531	Rinika Das
20	Rinika Das	908193043	Rinika Das
21	Rinika Das	8211980409	Rinika Das
22	Rinika Das	9083336209	Rinika Das
23	Rinika Das	8051574274	Rinika Das
24	Rinika Das	8274723519	Rinika Das
25	Rinika Das	910014319	Rinika Das
26	Rinika Das	910016889	Rinika Das
27	Rinika Das	9139683062	Rinika Das
28	Rinika Das	8216649223	Rinika Das
29	Rinika Das	708610484	Rinika Das
30	Rinika Das	8289104252	Rinika Das
31	Rinika Das	8428360986	Rinika Das
32	Rinika Das	917771358	Rinika Das
33	Rinika Das	8279782314	Rinika Das
34	Rinika Das	9102756934	Rinika Das
35	Rinika Das	8240623803	Rinika Das
36	Rinika Das	8100502581	Rinika Das
37	Rinika Das	828570219	Rinika Das
38	Rinika Das	828968899	Rinika Das
39	Rinika Das	829177827	Rinika Das
40	Rinika Das	8272882636	Rinika Das
41	Rinika Das	8439061647	Rinika Das
42	Rinika Das	912963049	Rinika Das

Natali Nagar College for Women  
Cultural Programme  
On  
(22.03.2024)

Sl. No	Name of the Student	Phone no.	Signature
43	Rinika Das	8310380120	Rinika Das
44	Rinika Das	8274917867	Rinika Das
45	Rinika Das	9125574110	Rinika Das
46	Rinika Das	9062233440	Rinika Das
47			
48			
49			
50			
51			
52			
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99			
100			

# Photo Gallery





22 Mar 2024 13:26:46  
22.4812652N 88.3598076E  
344° N  
6/38 Netaji Nagar Road  
Netaji Nagar  
Kolkata  
Presidency Division  
West Bengal  
Altitude:-27.3m  
Index number: 164



22 Mar 2024 14:37:04  
358° N  
Altitude:-27.2m  
Index number: 167



22 Mar 2024 13:06:50  
22.4812602N 88.3598074E  
347° N  
6/38 Netaji Nagar Road  
Netaji Nagar  
Kolkata  
Presidency Division  
West Bengal  
Altitude:-27.3m  
Index number: 160

# ***International Women's Day, 2024***

Main Slogan :

**'Invest in Women: Accelerate Progress**

**Campaign Theme**

**'Inspire Inclusion'**

*“Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.”*

**World Bank**



# **Invest in Women : Accelerate Progress**

**Education &  
Training**

**Economic  
Empowerment**

**Health & Well-Being**

**Leadership &  
Decision-Making**



# STAGES OF WOMEN EMPOWERMENT



*Powerless*

*Initiation*

*Participation*

*Adoption*

*Leadership*



# GDI & GEM

## 1995

## MEASUREMENT OF WOMEN EMPOWERMENT



<u>Gender-Related Development Index (GDI)</u>	<u>Gender Empowerment Measure (GEM)</u>
Introduced in 1995 in human development report to measure gender equality	Introduced in 1995 in human development report to measure gender equality
Same measure as HDI, but centered on gender	Measure the ability of women to participate in the process of improvement
<b>ECONOMIC</b>	<b>ECONOMIC</b>
➤ Per Capita Income Male Vs. Female	➤ Per Capita Income Male Vs. Female
<b>EDUCATION</b>	➤ %age of women professional/technical jobs
➤ Females in school Vs. Males in school	<b>POLITICAL</b>
➤ %age literate Females Vs. %age literate Males	➤ %age of administration jobs held by women
<b>HEALTH</b>	➤ %age of women in National Parliament
➤ Life expectancy of Female Vs. Males	

# Gender Inequality Index

## 2010

### GENDER INEQUALITY INDEX



- The **Gender Inequality Index (GII)** is an index for measurement of gender disparity that was introduced in the 2010 Human Development Report 20th anniversary edition by the United Nations Development Programme (UNDP).
- According to the UNDP, this index is a composite measure to quantify the loss of achievement within a country due to gender inequality.
- It uses three dimensions to measure the loss of achievement due to gender inequality: Reproductive Health, Empowerment, and Labor Market Participation.
- GII does not include income level as a component level.
- This index was introduced as an experimental measure to remedy the shortcomings of the previous indicators, the Gender Development Index (GDI) and the Gender Empowerment Measure (GEM), both of which were introduced in the 1995 Human Development Report.

Studies by the **McKinsey Global Institute** show that advancing women's equality could add \$28 trillion to the global GDP by 2025.

Here in India,  
a **World Bank Report** estimates that closing the gender gap in the workforce could increase India's GDP by 27%.

# **Women's Empowerment Index (WEI)**

Rank of India  
127th out of 146 countries

*five dimensions:*

- 1. life and good health*
- 2. education, skill- building and knowledge*
- 3. labour and financial inclusion*
- 4. participation in decisionmaking*
- 5. Freedom from violence*

### List of Documents required as ID and Address proof

For Proof of Identity	For Proof of Address
Aadhaar Card	Aadhaar Card
Passport	Passport
Driving License	Driving License
Election Commission Voter ID Card	Election Commission ID Card
Ration Card with Photo, for the person whose photo is affixed	Ration Card with address
CGHS/ECHS Card	Photo Identity Card having address (of Central Govt./PSU or State Govt./PSU only)
Certificate of address having Photo issued by MP/MLA/Group-A Gazetted Officer on letter head	Certificate of address having Photo issued by MP/MLA/Group-A Gazetted Officer in letterhead
Certificate of address with photo from Govt. recognized educational institutions (for students only)	Certificate of address with photo from Govt. recognized educational institutions (for students only)
Certificate of photo identity issued by Village Panchayat head or its equivalent authority (for rural areas)	Certificate of address issued by Village Panchayat head or its equivalent authority (for rural areas)
Income Tax PAN Card	Water Bill (not older than last three months)
Caste and Domicile Certificate with photo issued by State Govt.	Telephone Bill/mobile post paid bill (not older than last three months)
MGNREGA card issued by Govt.	Electricity Bill (not older than last three months)
Smart card (with photo) issued by CSD, Defence/ Paramilitary	Income Tax Assessment Order
Current passbook of Post Office/any scheduled bank having photo	Vehicle Registration Certificate
Photo Identity Card (of Central Govt./PSU or State Govt./PSU only)	MGNREGA card issued by Govt.
Photo Identity Card issued by Govt. recognized educational institutions (for students only)	Current Passbook of Post Office/any Schedule Bank
Pensioner Card having photo	Caste and Domicile Certificate with address and photo issued by State Govt.
Kissan Passbook having photo	Pensioner's Card with address
	Credit Card Statement (not older than last three months)
	Kissan Passbook with address

# Questionnaire on Financial Inclusion of Girls

Response without hesitation. Some information is being collected for academic purposes. Financial inclusion is a very important concept as a part of the theme "Inspire Inclusion" of International Women's Day, 2024. The purpose is to make you more aware of this issue.

নির্দিষ্ট উত্তর দাও। সম্পূর্ণ academic প্রয়োজনে কিছু তথ্য সংগ্রহ করা হচ্ছে। আন্তর্জাতিক নারী দিবস, বর্ষ-২০২৪ এর থিম "Inspire Inclusion" এর অংশ হিসেবে financial inclusion অত্যন্ত গুরুত্বপূর্ণ একটি ধারণা। তোমাদের সে ব্যাপারে আরও বেশী সচেতন করাই এর উদ্দেশ্য।

vipulde@gmail.com [Switch account](#)



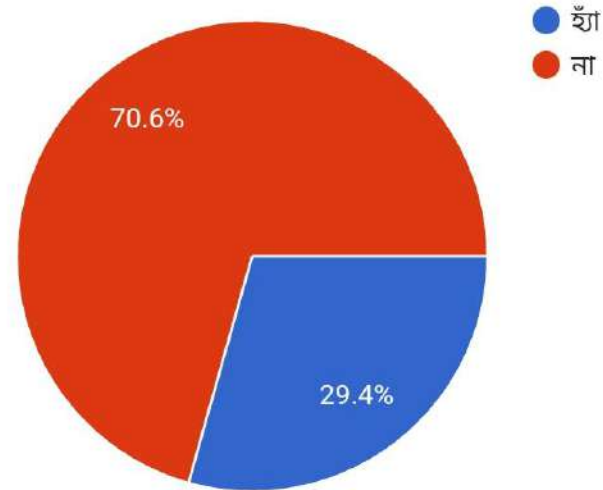
The screenshot displays the 'Inspire Inclusion' questionnaire interface. At the top, there are navigation icons: a purple document icon, a brain icon, a back arrow, a play button, a vertical ellipsis, and a profile picture of a man in a blue shirt. Below the title 'Inspire Inclusion', there are three tabs: 'Questions', 'Responses' (which is active and highlighted with a purple underline and a purple circle containing the number '119'), and 'Settings'. The main content area shows '119 responses' in large black text, with a green plus icon and a vertical ellipsis to its right. Below this, there is a toggle switch labeled 'Accepting responses' which is currently turned on (indicated by a purple circle). At the bottom, there are three tabs: 'Summary' (active and highlighted with a purple underline), 'Question', and 'Individual'.

***Do you have any source of income of your own?  
(Such as teaching children, teaching handicrafts/drawing/dancing or anything else)***

তোমার কি নিজের আয়ের কোন উৎস আছে? (যেমন ছোটদের পড়ানো, হাতের কাজ/আঁকা/নাচ শেখানো বা অন্য কিছু)



109 responses



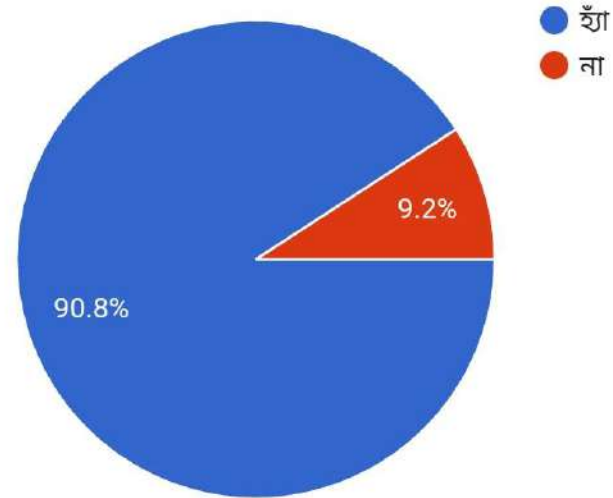


***Do you have a savings habit ?  
(It is good if it is in a bank or post office, even if it is in a small box at home).***

তোমার কি সঞ্চয়ের অভ্যাস আছে? (ব্যাংক বা ডাকঘর হলে তো ভালোই, বাড়িতে ছোট বাক্সে হলেও হবে)



109 responses

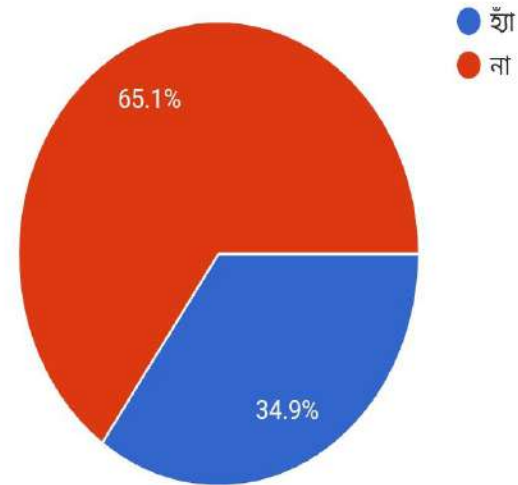


***Do you have any  
idea about any  
investment plan?***

তুমি কি বিনিয়োগ সম্পর্কে  
জানো.? ধারণা আছে?



109 responses

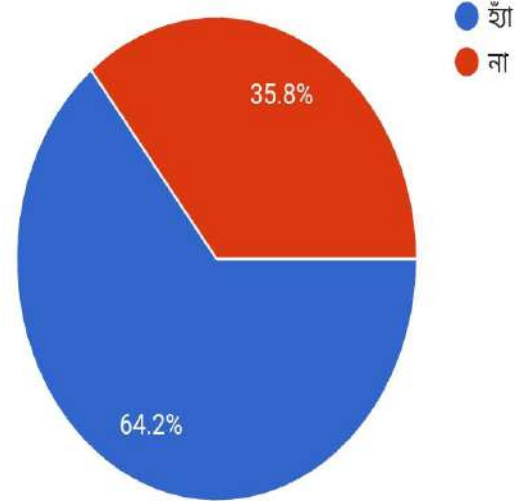


***Do you have any  
idea about any  
Institutional Loan?***

তুমি কি ঋণের (loan) বিষয়ে  
জানো ? ধারণা আছে?



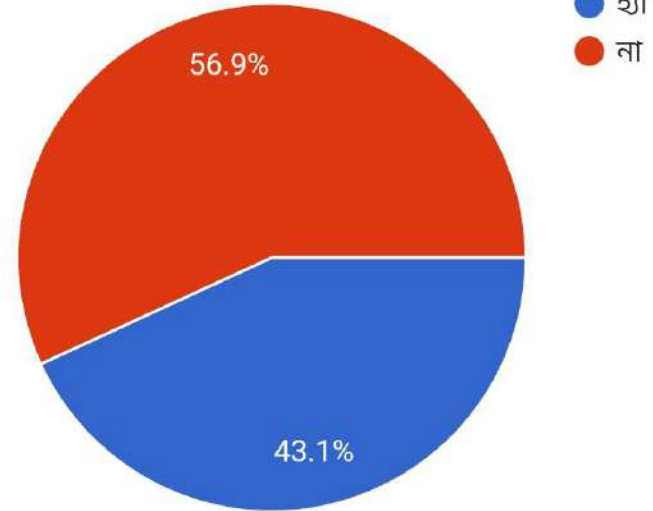
109 responses



পরিবারে এমন কোন মহিলা  
আছেন যার নিজস্ব রোজগার  
আছে ?

109 responses

***“Is there any woman  
in the family who has  
her own income?”***

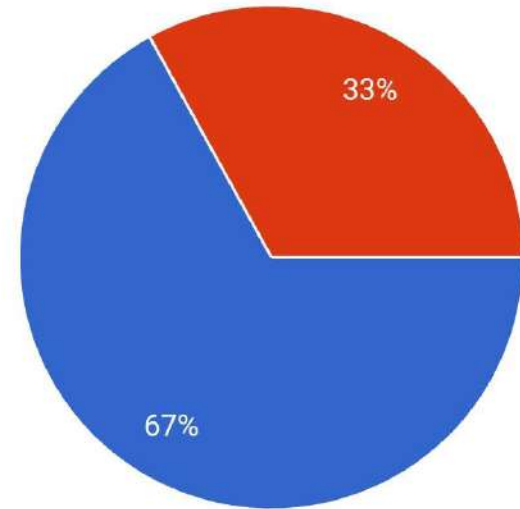


# Do women in the family make decisions about running the daily household expenses?

প্রতিদিনের সংসার খরচ চালানোর ক্ষেত্রে সিদ্ধান্ত কি পরিবারের মহিলারা নেন?

109 responses

 Copy



● হ্যাঁ  
● না

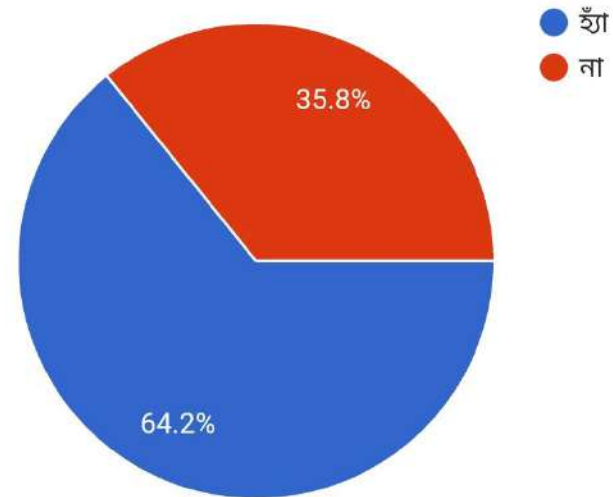
**In family financial decision-making, (in cases where the expense is much more) are women encouraged to participate?**

পরিবারে আর্থিক সিদ্ধান্ত গ্রহণে, (যে ক্ষেত্রে খরচ অনেক বেশী) কি মহিলাদের অংশগ্রহণ উৎসাহিত করা হয়?



Copy

109 responses

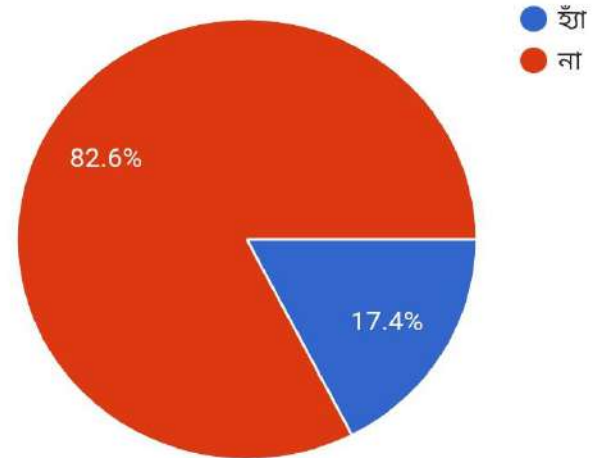


***Is there any woman in the family who is doing something by taking a loan in personal or group initiative (e.g business/house building)?***

পরিবারে এমন কোন মহিলা  
আছেন যিনি ব্যক্তিগত বা  
দলগত উদ্যোগে লোন নিয়ে কিছু  
করছেন (ব্যবসা / ঘরবাড়ি  
বানানো) ?



109 responses

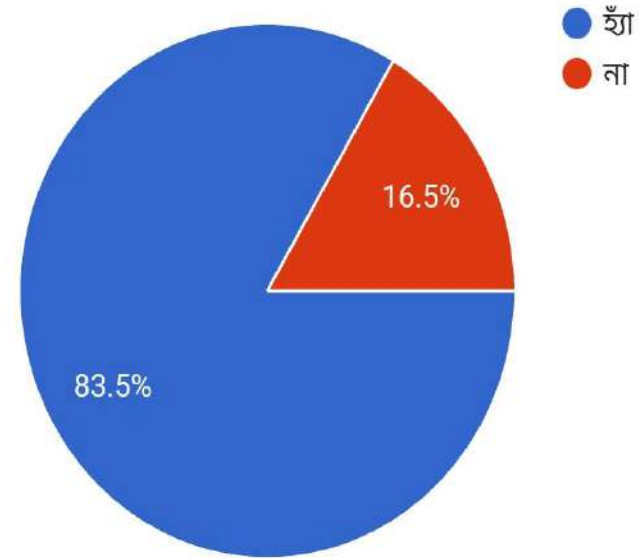


# ***Do you operate your bank account yourself?***

তোমার bank account কি তুমি  
নিজে operate করো?



109 responses



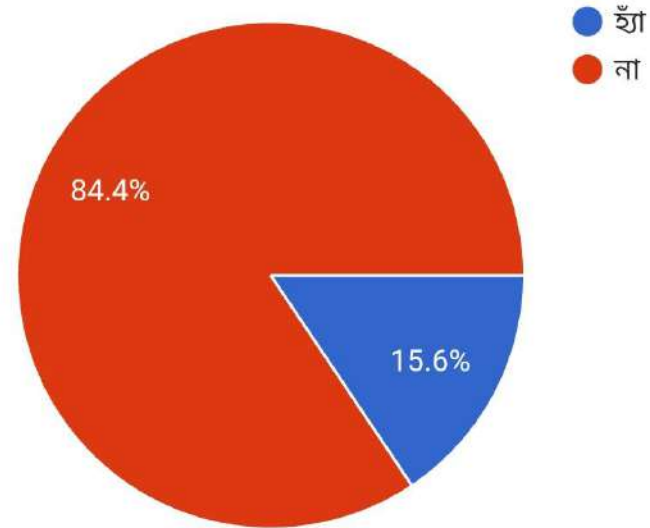


তোমার জন্য কি কোন জীবন  
বীমা (life insurance) করা  
আছে?



109 responses

***Do you have any  
life insurance?***

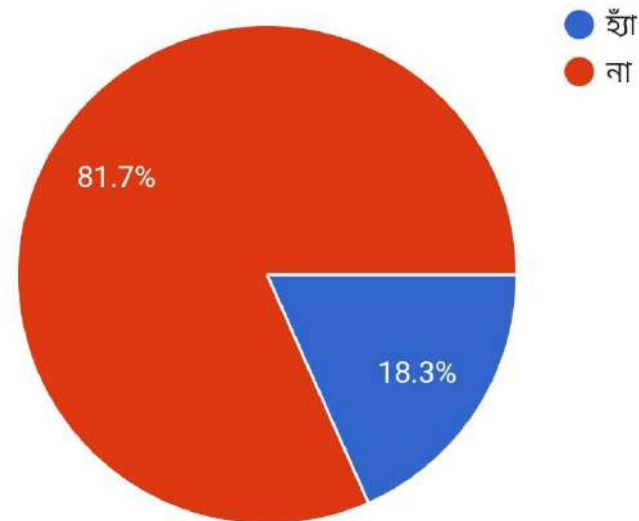


# *Do you have any Health Insurance?*

তোমার জন্য কি কোন স্বাস্থ্য  
বীমা (health insurance) করা  
আছে?



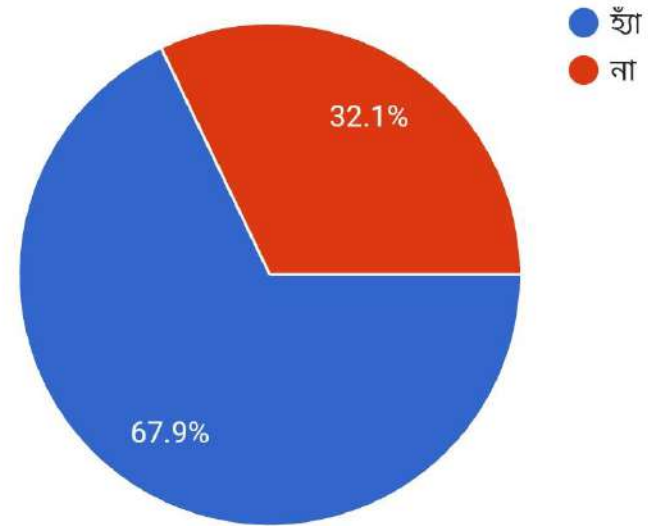
109 responses



রাজ্য সরকারের স্বাস্থ্য সাথী  
কার্ড কি আছে ?

109 responses

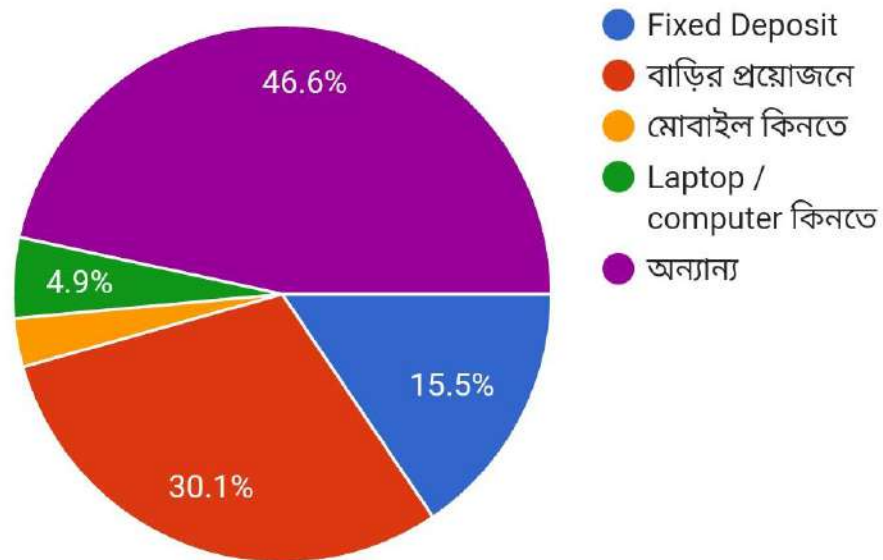
***Do you know /  
have a Swastha  
Sathi Card for  
your family?***



কন্যাশ্রী প্রকল্প থেকে পাওয়া  
টাকা কীভাবে ব্যবহার করেছেন?

103 responses

***How did you use the  
money you received  
from the Kanyashree  
Prakalpa?"***



***"If you receive some more financial aid in the form of a scholarship, how do you plan to spend it?"***.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
<b>Do you have any source of income of your own?</b>	<b>29.4</b>	<b>70.6</b>
<b>Do you have a habit of saving?</b>	<b>90.8</b>	<b>9.2</b>
<b>Do you have any idea about investment?</b>	<b>34.9</b>	<b>65.1</b>
<b>Do you have any idea of institutional loan?</b>	<b>64.2</b>	<b>35.8</b>
<b>Is there any woman in the family who is doing something by taking a loan in personal or group initiative (e.g business/house building)?</b>	<b>17.4</b>	<b>82.6</b>
<b>Is there any woman in the family who has her own income?"</b>	<b>43.1</b>	<b>56.9</b>
<b>Do women in the family make decisions about running the daily household expenses?</b>	<b>67</b>	<b>33</b>
<b>In family financial decision-making, (in cases where the expense is much more) are women encouraged to participate?</b>	<b>64.3</b>	<b>35.8</b>
<b>Do you have any life insurance?</b>	<b>84.4</b>	<b>15.6</b>
<b>Do you have any health insurance?</b>	<b>18.3</b>	<b>81.7</b>
<b>Do you know about Swastha Sathi Card? Do you have?</b>	<b>32.1</b>	<b>67.9</b>
<b>Do you operate your bank account yourself?</b>	<b>83.5</b>	<b>16.5</b>

**5-S**  
  
***for***  
***Women***  
***Empowerment***

**Shiksha**  
**Swasthya**  
**Samta**  
**Samajik Nyay**  
**Swavlamban**



**Raja Ram Mohan Roy**  
Sati practice abolished - 1829



**Ishwar Chandra Vidyasagar**  
Widow Remarriage Act – 1856



# ACTIVITY REPORT

On

The occasion of the celebration of

INTERNATIONAL WOMEN'S DAY, 2023

**EVENT:**

**HONORARY LECTURE**

**THEME:**

**“DigitALL: Innovation and technology  
for gender equality.”**

**SPEAKER:**

**SMT. SUNANDA MUKHOPADHYAY (G.B.  
PRESIDENT, NETAJI NAGAR COLLEGE FOR  
WOMEN)**

**VENUE: COLLEGE AUDITORIUM**

**DATE: 16.03.2023, TIME: 12 P.M. ONWARDS**

# ACTIVITY REPORT ON THE CELEBRATION OF INTERNATIONAL WOMEN'S DAY, 2023.

The Cultural Sub- Committee celebrated International Women's Day 2023 on 16<sup>th</sup> March, 2023, due to the ongoing Examination under The University of Calcutta. The programme was based on the theme " DigitALL Innovation and Technology for Gender Equality." An honorary Lecture was organized on the said date at the college Auditorium from 12 P.M. onwards. Smt. Sunanda Mukherjee, honourable President of the G.B. of our college delivered an erudite speech on the above theme. The programme fulfilled the following objectives and had the resultant outcomes.

## OBJECTIVES:

1. To make our students aware of the necessity and utility of digital technology for all, irrespective of their gender.
2. Breaking social taboos regarding the selective uses of technology on the basis of gender through education and dissemination of relevant information.
3. Motivate students to educate themselves in latest technologies and to be aware of the latest inventions in technologies, which were necessary for their day to day activities like academic pursuits, office works etc.
4. Opening up new avenues for students by informing them about the available and new courses associated with digital technology and the job prospects after the completion of the same.

## OUTCOMES:

1. The students listened with absorbed interest and asked relevant questions at the end of the session.
2. They got important information regarding ongoing courses on digital technology in the University of Calcutta which they could embark upon after the completion of their graduation courses, or while pursuing their graduation.
3. In consonance to the spirit of the lecture the college decided to take up such courses in the college premises and hold regular talk shows from various companies to inform and upgrade students about such courses and job prospects associated with them.

**LIST OF PARTICIPANTS IN THE SPECIAL LECTURE ON THE OCCASION OF  
INTERNATIONAL WOMEN'S DAY 2023**

SERIAL NO.	NAME OF THE PARTICIPANTS
1.	Saswati Banik
2.	Gargi Dutta
3.	Shreya Ghosh
4.	Swagata Nag
5.	Adrita
6.	Sohini Debnath
7.	Shaery Saha
8.	Tanusree Midya
9.	Durba Sen
10.	Payel Halder
11.	Ananya Das
12.	Barna Sil
13.	Priti Karmakar
14.	Dimple Singh
15.	Sakshi Paul
16.	Progya Mukherjee
17.	Sneha Kayal
18.	Riya Saha
19.	Gitasree Dhar

# EVENT FLYER



**NETAJI NAGAR COLLEGE FOR WOMEN**

*Celebrates*

**INTERNATIONAL WOMEN'S  
DAY 2023**

**EVENTS:**

- ❖ *Honorary Lecture by Smt. Sunanda Mukhopadhyay  
(GB President, Netaji Nagar College for Women)*
- ❖ *‘গাড়ি ফিরিয়া নিয়া যাও গাড়িয়াল রে.....’ A folk  
song by Dr. Niranjan Jaladas (Assist. Professor Dept.  
of History, Netaji Nagar College for Women)*
- ❖ *Intra-College Poster Painting competition for students*

**Venue** : Auditorium  
**Date** : 16<sup>th</sup> March 2023  
**Time** : 12 pm Onwards



*This year's theme  
"DigitALL: Innovation and technology  
for gender equality"*



Audience



Introduction By Debarati Maity



Speaker-Smt Sunanda Mukerjee



Principal's Speech

ACTING CAN  
KEEP YOU AWAY  
FROM SCHOOL  
PERIOD

Collect your...





STAIRS

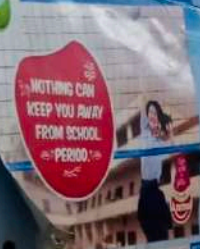
FEMALE

FEMALE

FEMALE



**NOTHING CAN  
KEEP YOU AWAY  
FROM SCHOOL  
PERIOD.**



PLEASE READ CAREFULLY TO UNDERSTAND THE SCOPE  
OF THE PROGRAM AND HOW YOU CAN HELP SUPPORT THE GOALS.

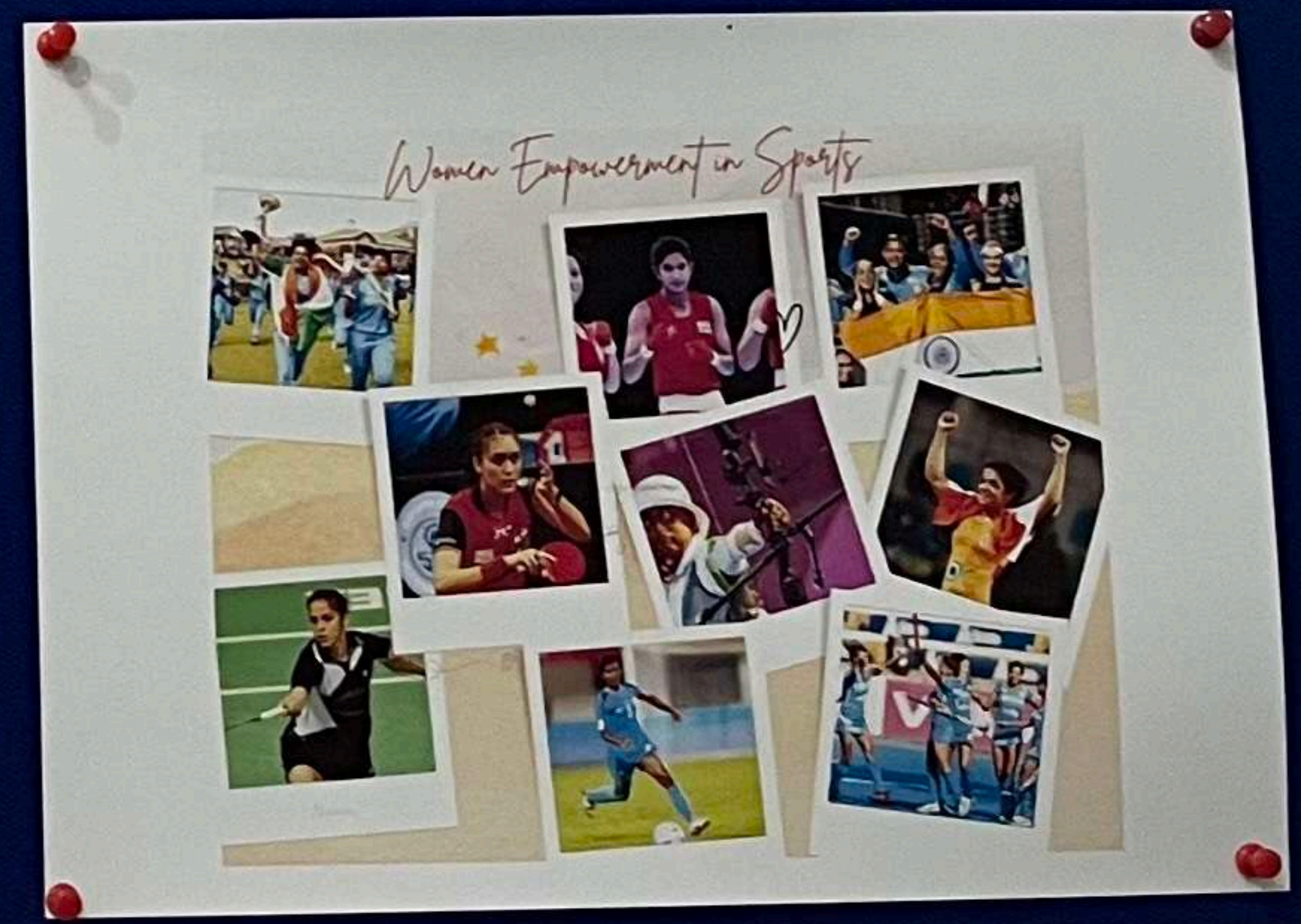
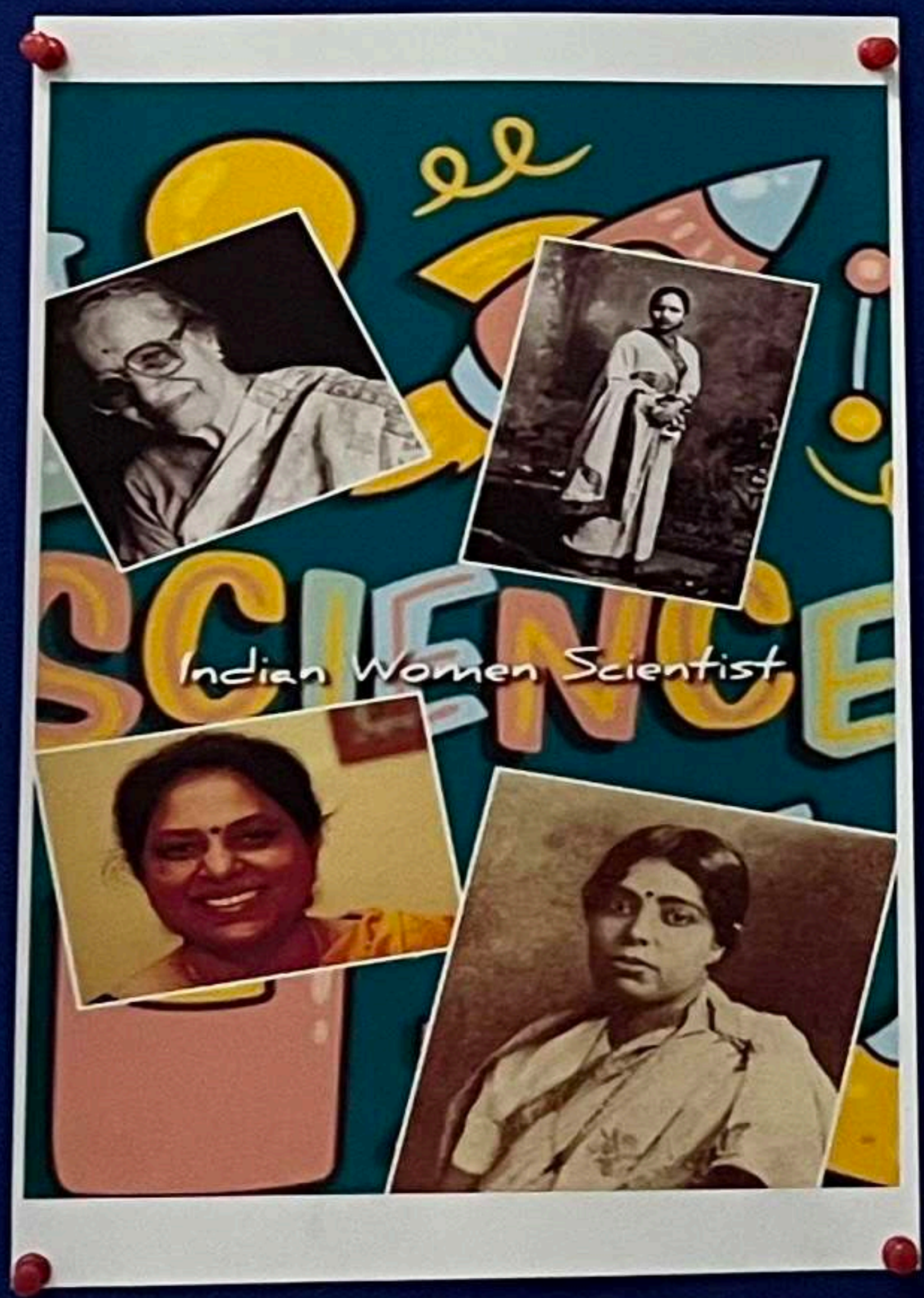
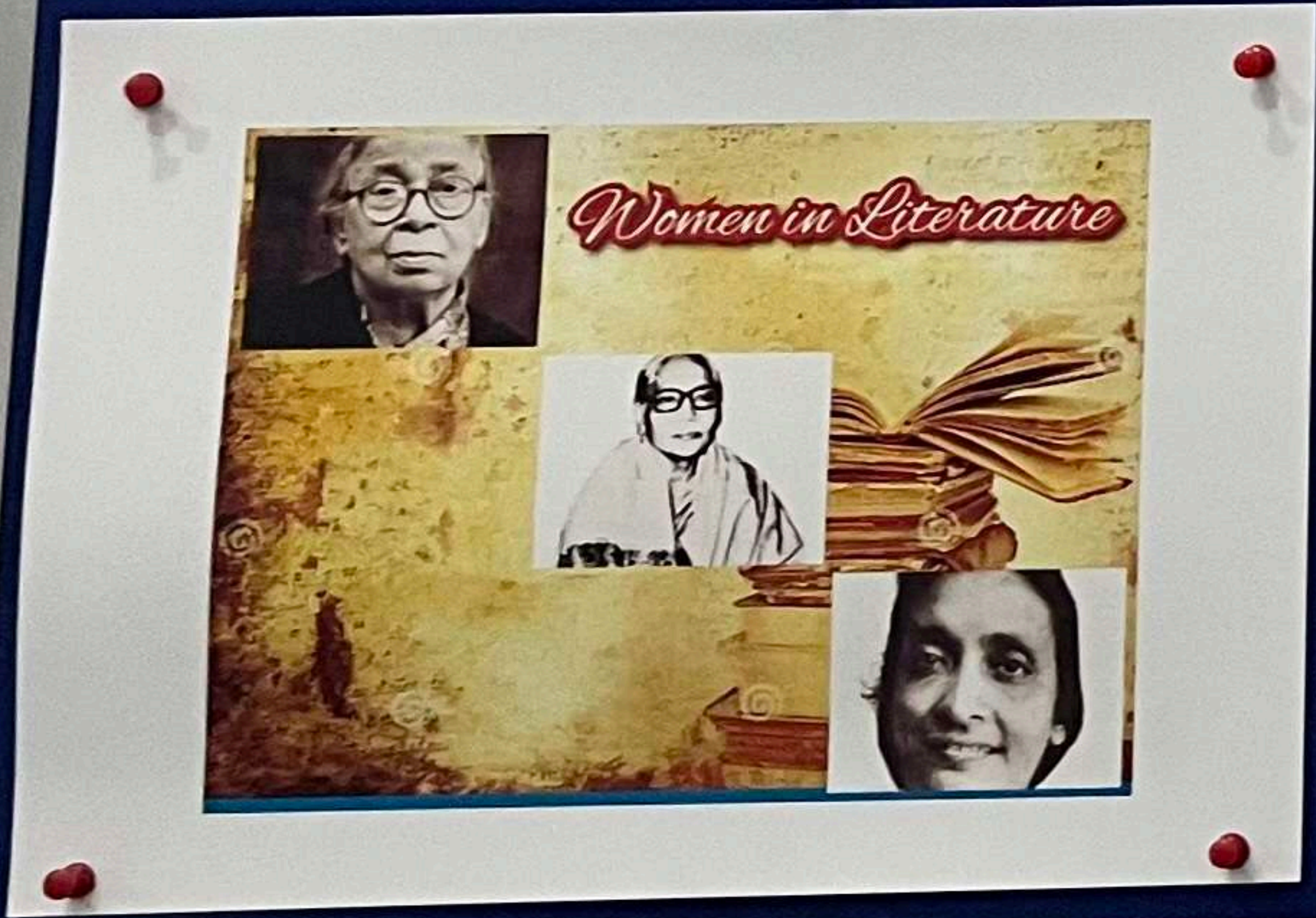
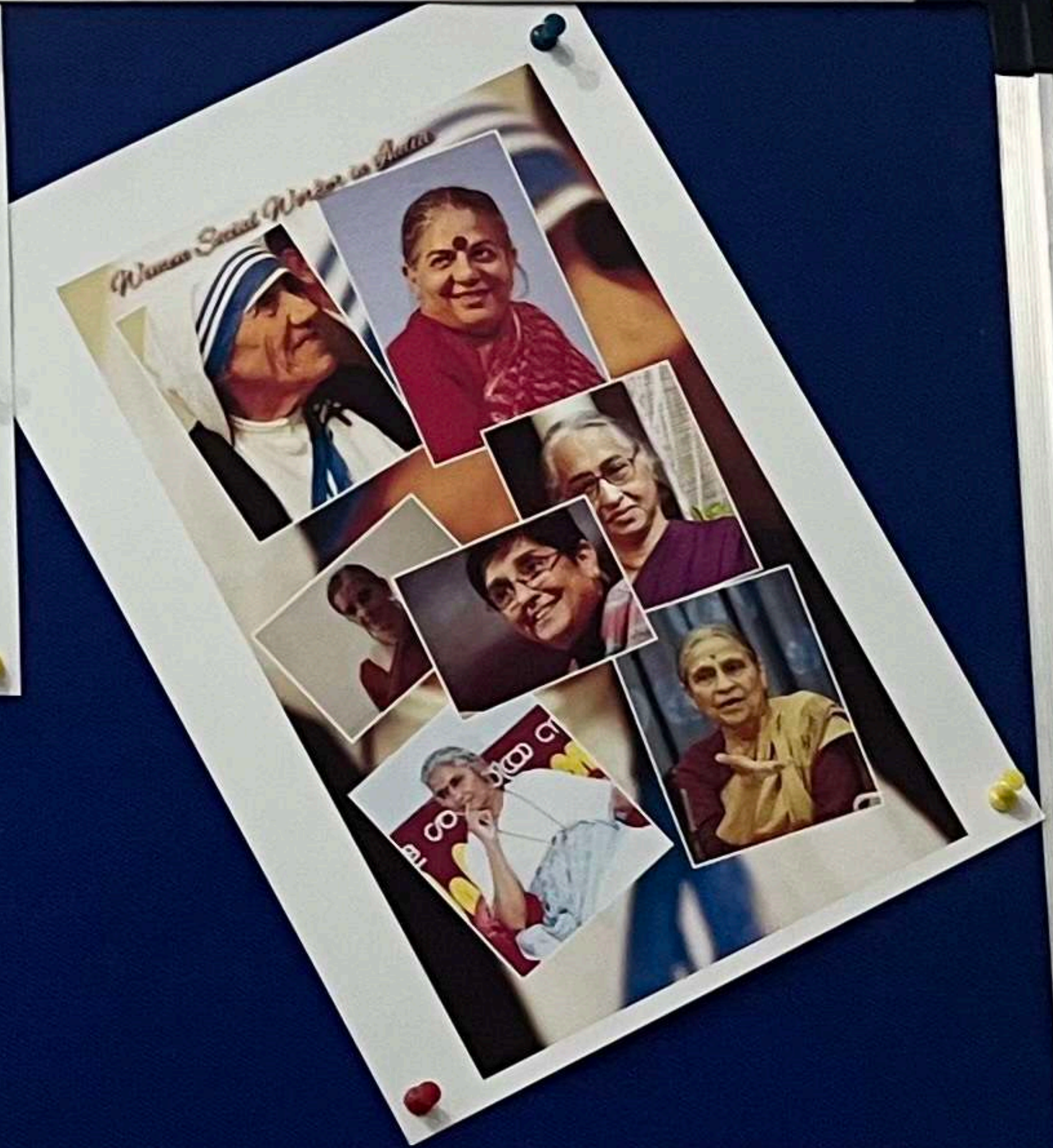
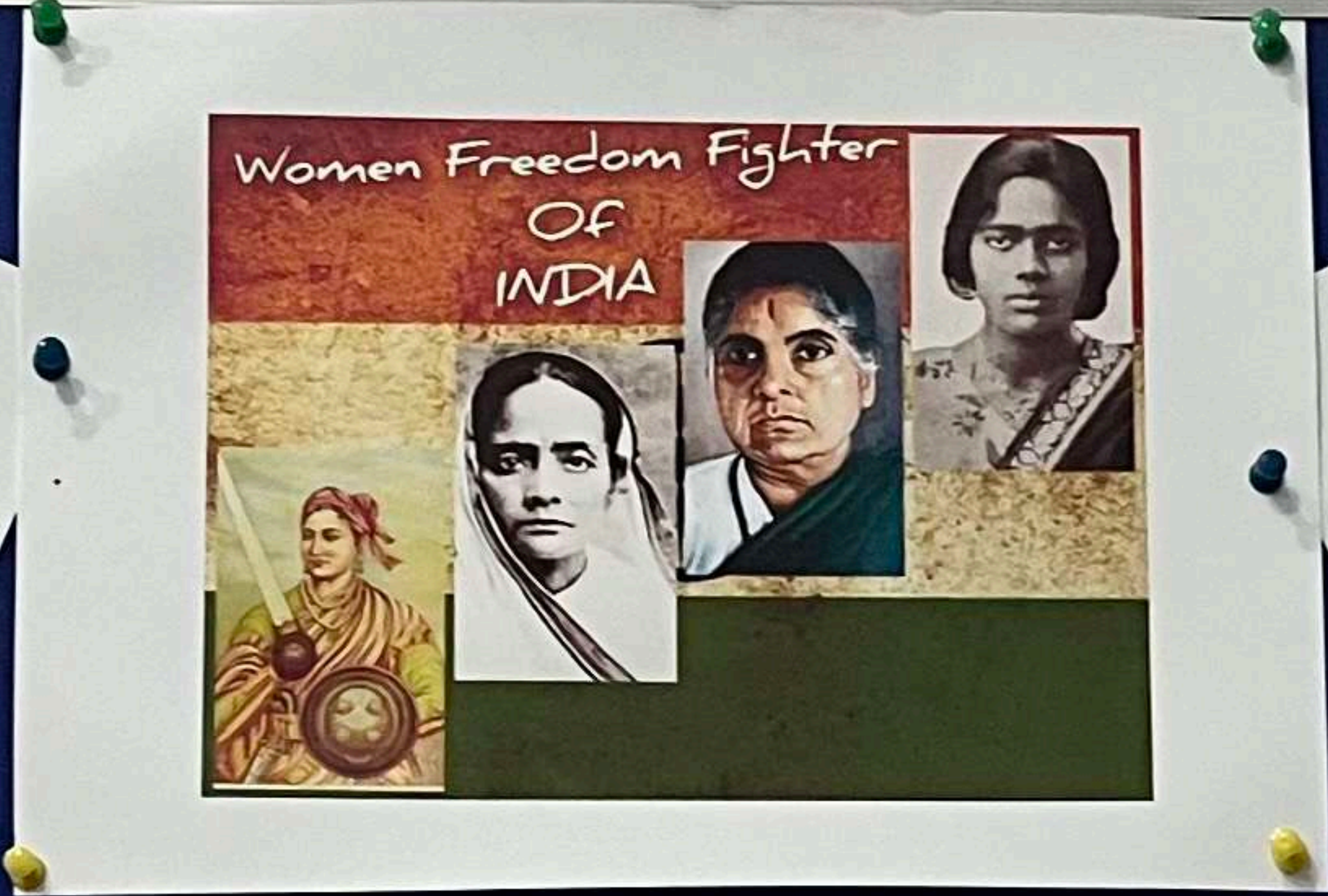
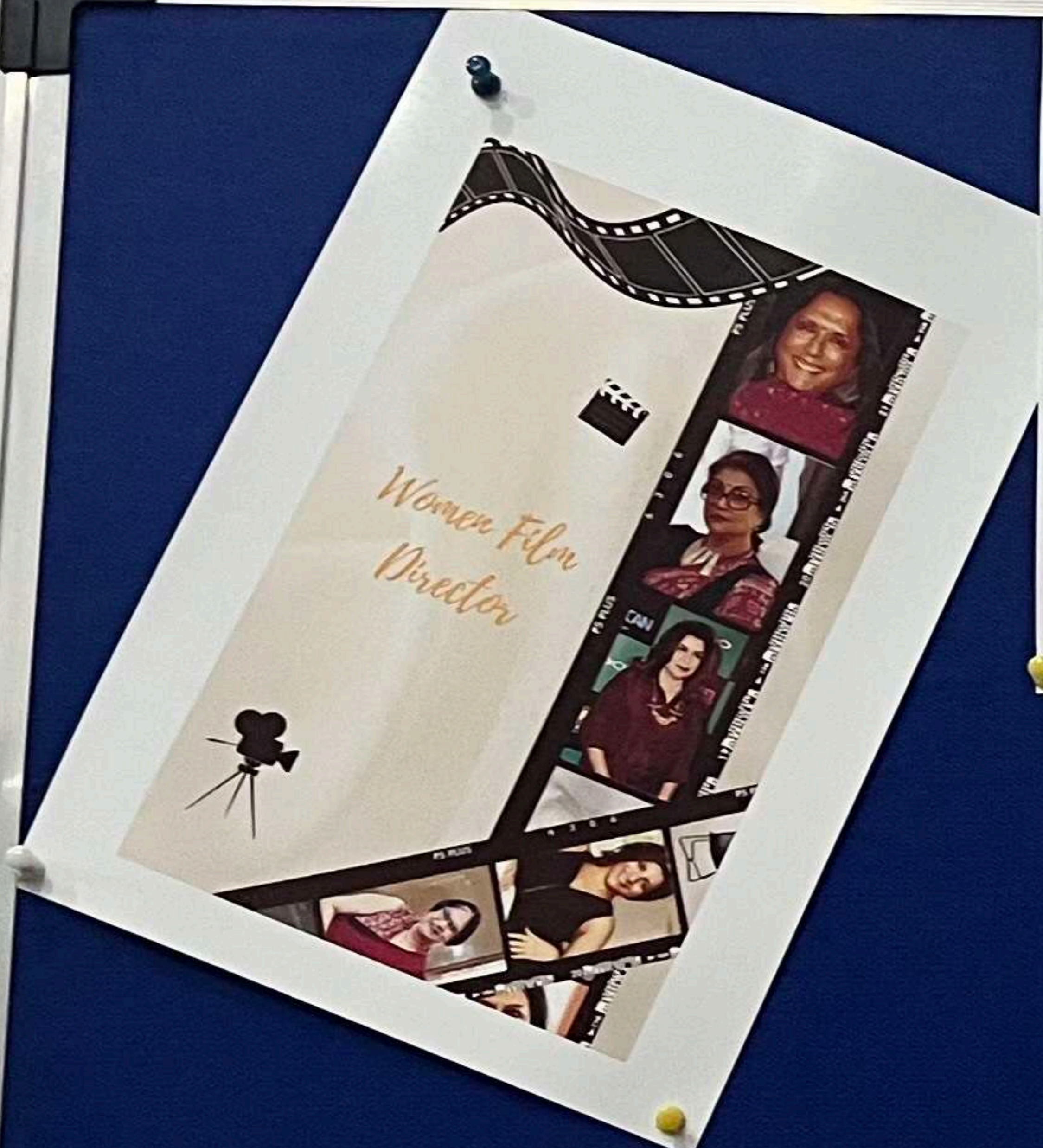
**Program Objectives**

- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.
- To provide a safe and secure environment for students during their menstrual cycle.

**Collect your period here**  
(Check out @ our app)

**Happy Days**







**Netaji Nagar College for Women**  
(Re-Accredited by NAAC with B+ grade)



Report of Gender Audit (2018 – 23)

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## **Introduction**

Gender divide is present in almost every aspect of life, and the women, throughout the world constitute the marginalised and deprived sections of the population. It is often said that 'women, constitute half the world's population, perform nearly two-thirds of its work hours, receive one tenth of the world's income, and own less than one-hundredth of the world's property'. However, voices are being raised against such inequalities. Contemporary writers are categorically pointing out the ways the 'women' are made socially subjugated. Often oppression against the women reaches such a point that social scientists do not hesitate to declare: women are the last colony. Needless to say, that the point of departure of such arguments is power differentials.

The growing awareness of this kind of disparity and discrimination led to various protest movements and some results also came out as a consequence. Since the 1950's different policies for women came into the spotlight to eradicate discriminations and disparities. Today we are more concerned with their empowerment for a proper gender planning is required. At the same time juridical measures are being taken up to strengthen the rights of the women. To many the legal safeguards have been visibly helpful for the women of a particular section and invisibly conducive for the conscientisation of the people as a whole.

There is, however, little disagreement among the administrators and scholars that the difficulties to eradicate gender inequalities in countries like India lie in their peculiar and unique belief patterns and value systems, in a word, in their 'cultural psyche'. This 'cultural psyche' also explains why it is impossible to understand the feelings, emotions and problems of the Indian women if one looks through the prism of conventional models of the west. Gender Audit, or taking stock of the issues related to women is one of the measures that can give a picture of the situation prevalent at an institutional set up. The present Gender Audit aims at that. Gender Audit entails examination of the structures, policies and programmes of the college to identify and address discriminatory practices against women. The specific recommendations, made after verifying the data and after having detailed discussions with different stakeholders, will definitely point out the lacunae and shortcomings. At the end of the day, we all look forward to a gender-just relationship and environment. As the educational institutional imparts values and ideals, this kind of situation is inevitable. Present Gender Audit at Netaji Nagar College for Women was structured and executed keeping this philosophy in mind.

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### **Members of Gender Audit Team:**

**Dr. Soumyajit Patra, Professor of Sociology, SKB University, Purulia, WB.**

**Dr. Sonali Mukherjee, Professor of Bengali, SKB University, Purulia, WB.**

## **About the College**

Netaji Nagar College for Women was established in 1986 with a vision to 'impart liberal, contemporary and forward-looking education to all women'. It also wanted to inculcate among the students the values like integrity, tolerance and inclusiveness. The one of the missions of the college, which is clearly stated in its website, is 'to make them aware of the significant role of empowered women in the society' (Mission No. 5). Since its inception, the college is working consistently towards fulfilling these goals with the cooperation of the local people and administration.

## **The Background**

The college was established during a period of political and social turmoil in the state. There was an immense influx of refugees in West Bengal from the neighbouring country which created the challenges of their rehabilitation and subsequent integration here. Many colonies/slums were established, sometimes in unplanned ways, to accommodate the displaced population. This college is located in one such area of Kolkata (erstwhile Calcutta).

History says that Netaji Nagar College for Women was established almost overnight, because of the overwhelming demand for higher education. With the untiring efforts and cooperation of some local people this college was not only came into being but also became a symbol of aspirations of this area. Beginning its journey as one unit, the college, subsequently, was trifurcated as necessity demanded an institution solely catering to the women of the region. Consequently, Netaji Nagar College for Women began its solo journey in 1986 as a morning college in the same premises as its two other sister colleges. Finally, with its own building in a separate campus (with approximately 1375 sq. mt.), it became a day-shift-college since 2005.

## **Netaji Nagar College for Women and Gender-Issue-related Initiatives**

Gender equity and sensitisation are integral aspects of the educational environment of this institution. The college has undertaken different programmes for sensitising the students to the issues that directly affect them not only within the college, but also outside it. The college tries to empower them so that they can advocate for justice and equality, in tune with the institution's mission and vision. To ensure a safe and secure campus-environment, stringent measures are in place. The college premises are under CCTV surveillance, and a security guard is deployed during the working hours. Students are issued college-identity cards upon admission and are instructed to use these during their stay at college campus. Strict protocols are enforced against ragging or any form of sexual harassment. Teachers are always available for mentoring and counselling whenever required. The Audit team had organised meeting with the students and came to know that no incident of ragging or sexual abuse has taken place here.

Both curricular and co-curricular activities emphasise gender equity and gender sensitisation. Social science courses have been structured to identify and explore gender issues and are executed to foster critical discussions and awareness. During last 5 years (2018-23), various departments (along with the NSS units and the cultural sub-committee) organise activities which focused on women empowerment, women safety and gender discrimination. A few programmes have also aimed at promoting good health and adequate nutrition of the women. Annual celebrations like International Women's Day feature engaging lectures by esteemed personalities, along with poster presentations addressing pertinent gender-related themes. Furthermore, medical camps are organised regularly to raise awareness about blood group determination and Thalassemia.

Art and craft courses are offered to students, aiming to impart skills that could be valuable for future business ventures. Girls actively participate in creating and publishing the college magazine, departmental wall magazines. These activities expose the girl students of this college to a diverse range of ideas and opportunities, equipping them with valuable skills for their future endeavours.

The Women's Cell takes feedback from the students on various gender-related issues. This feedback is analysed to identify the areas for improvement and to organise various seminars, workshops, debates competitions, and other programs to increase awareness. Post-program feedback is also collected to evaluate the effectiveness of these initiatives and measure the progress towards gender equity.

The Women's Cell of the college meticulously curates a calendar centered around the theme of gender equity, highlighting the events like International Women's Day, Daughters' Day, Mothers' Day, so on. This calendar serves as a catalyst for conversations on gender equality and empowerment among and between students, teachers and other stake holders. The Audit team appreciates such initiatives.

By featuring these important days, the calendar prompts reflection and discussion on the roles, rights, and contributions of women in society. Displayed prominently across the college premises, it ensures that every student is aware of and engaged in these crucial topics. Through this initiative, the Women's Cell strives to foster a culture of inclusivity and respect, advocating for the recognition and celebration of women's achievements throughout the year.

The Audit team, after collecting first-hand information from the teachers, students, non-teaching staff, is convinced that college authority is committed to fostering an inclusive and empowering environment where gender equity and sensitisation are prioritized. Through a combination of rigorous academic discourse, engaging activities, and proactive measures, the college strives to prepare the students to become informed and empowered advocates for gender equality in their future endeavours.

## Gender Audit Report (2018-19)

### Institution Level Data

Sl. No.		Male	Female	Others
1.	No. of faculties in substantial posts	17	33	
2.	No. of faculties in contractual posts	2	1	
3.	No. of non-teaching staff in substantial posts	6	3	
4.	No. Members in GB (Teachers' Representative)	NA	NA	(Administrator)
5.	No. of Current Year UG students	NA	756	
6.	No. of security staff	1	3	
7.	No. of Current Year NSS volunteers	NA	200	

### No. of committees related to women and their issues

Name of the Committee	Objective	Function	Meeting Dates	Remarks
Women's Cell	The Women's Cell of the college has been formed with the objective to help build an egalitarian society where the female students are assured of their dignity and equal rights, and to create an environment in which they realize their full potentials.	Assure gender equality and equal opportunities, free from bias and discrimination. Instil confidence and high self-esteem to take right decisions. Encourage the students to be self-reliant and economically independent. Spread awareness on the social, legal, and constitutional rights of women to prevent exploitation. Increasing awareness on physical, mental, and sexual violence and equip them to fight against them. Increase awareness of their health and balanced nutrition.	01-03-2019 01-06-2019	
Grievance Redressal Cell	To provide an opportunity to the students to freely express their grievances with confidence. To ensure their anonymity and confidentiality of proceedings. To have in place mechanism for prompt resolution of complaints. To counsel the students appropriately in the process of redressal.	To meet periodically and review the complaints received.  To solve grievances as much as possible through principles of natural justice.  To report to higher authorities for appropriate action if so required.	14-12-2018	

### Infrastructural Data

#### No. of Toilets in College Building

College Building	Male	Female	Others	Total
Ground Floor	1	3	0	4

1 <sup>st</sup> Floor	2	4	0	6
2 <sup>nd</sup> Floor	1	1	0	2
<b>Total</b>	<b>04</b>	<b>08</b>	<b>0</b>	<b>12</b>

**No. of Common rooms for girl students: 01**

• **Other facilities**

- Table tennis Board and other indoor Game
- Common room equipped with a gym
- Canteen with a food court
- Computer room with Wi-Fi facilities
- Air-conditioned auditorium
- Smart Room
- Library Reading Room
- Sanitary Pads Vending Machine
- Sick room

**Academic Data**

**No. of Seminars/Symposiums etc organised by Dept. during assessment year (July to June of last year) on gender issues: 01**

Topic of the Seminar	Organised by	No. of Students	Date
Institution Level Seminar on Women Empowerment & Education through Protection of Women's Rights: Issues and Challenges	IQAC & Department of Education	95	14.09.2018

**Gender Issues in the curriculum**

Sl No.	Subject	Gender Issues in the curriculum
1.	Economics	Gender Inequality, Human Development Index (HDI), Gender Development Index
2.	English	Women Empowerment, Domestic Violence, Sexual Harassment, Female Foeticide
3.	History	Social and Gender Inequalities, Household Violence
4.	Philosophy	Ecofeminism, Feminist Philosophy
5	Political Science	Gender and Politics, Patriarchy, Feminism, Violence against Women, Social Reform Movements and Position of Women
6	Education	Women Education
7	Bengali	Women in family structure

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Purulia, West Bengal



## Gender Audit Report (2019-20)

### Institution Level Data

Sl No.		Male	Female	Others
1.	No. of faculties in substantial posts	17	33	
2.	No. of faculties in contractual posts	2	1	
3.	No. of non-teaching staff in substantial posts	5	3	
4.	No. Members in GB (Teachers' Representative)	NA	NA	(Administrator)
5.	No. of Current Year UG students	NA	788	
6.	No. of security staff	1	3	
7.	No. of Current Year NSS volunteers	NA	200	

### No. of committees related to women and their issues

Name of the Committee	Objective	Function	Meeting Dates	Remarks
ICC	<p>To create a secure physical and social environment in the college.</p> <p>To prevent sexual harassment, sustain dignity and gender amity among students and employees.</p> <p>To raise awareness on gender sensitization and sexual harassment in the campus.</p> <p>To uphold gender just rules free from discrimination, ensure support services and quick settlement of issues.</p> <p>To recommend appropriate action against wrong doers to higher authorities when so required.</p>	<p>To regularly meet and address any complaints received from students or any other person.</p> <p>To organise awareness programs for gender sensitisation and equity.</p> <p>To take stringent measures against any untoward incidents of discrimination or violation of women ' s rights.</p>	06-01-2020	
Women's Cell	<p>The Women's Cell of the college has been formed with the objective to help build an egalitarian society where the female students are assured of their dignity and equal rights, and to create an environment in which they realize their full potentials.</p>	<p>Assure gender equality and equal opportunities, free from bias and discrimination.</p> <p>Instil confidence and high self-esteem to take right decisions.</p> <p>Encourage the students to be self-reliant and economically independent.</p> <p>Spread awareness on the social, legal, and constitutional rights of women to prevent exploitation.</p> <p>Increasing awareness on physical, mental, and sexual</p>	12-02-2020	

		<p>violence and equipment them to fight against them.</p> <p>Increase awareness of their health and balanced nutrition.</p>		
Grievance Redressal Cell	<p>To provide an opportunity to the students to freely express their grievances with confidence.</p> <p>To ensure their anonymity and confidentiality of proceedings.</p> <p>To have in place mechanism for prompt resolution of complaints.</p> <p>To counsel the students appropriately in the process of redressal.</p>	<p>To meet periodically and review the complaints received.</p> <p>To solve grievances as much as possible through principles of natural justice.</p> <p>To report to higher authorities for appropriate action if so required.</p>	06-08-2019	
Legal Advisory Cell	<p>The Cell has been constituted to provide preliminary legal advice and assistance to all stakeholders of the Institution.</p>	<p>To educate students on the norms and rules with which the legal system operates.</p> <p>To settle amicably minor differences between students and staff.</p> <p>To make justice accessible to all and make available necessary information and assistance whenever required.</p>	12-07-2019	
Anti-Ragging Cell	<p>The Cell has been formed to address and curb all forms of ragging in the college in accordance with the UGC Regulations on Curbing Ragging in Higher Educational Institutions, 2009, and laws put in place by the Government.</p>	<p>To educate students on what constitutes ragging and its legal consequences.</p> <p>To prohibit, prevent and redress ragging in all forms in the campus.</p> <p>To conduct awareness programs on recourse available for redressal.</p> <p>To take prompt action on any incident when reported.</p>	19-07-19	

**Date of establishment of ICC: 14-12-19**

**No. of Complaints submitted: Nil**

**No. of pending cases with ICC: 0**

### **Infrastructural Data**

#### **No. of Toilets in College Building**

<b>College Building</b>	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Ground Floor	1	3	0	4
1 <sup>st</sup> Floor	2	4	0	6
2 <sup>nd</sup> Floor	1	1	0	2
<b>Total</b>	<b>04</b>	<b>10</b>	<b>0</b>	<b>12</b>

**No. of Common rooms for girl students: 01**

• **Other facilities**

- Table tennis Board and other indoor Games
- Common room equipped with a gym
- Canteen with a food court
- Computer room with Wi-Fi facilities
- Air-conditioned auditorium
- Smart Room
- Library Reading Room
- Sanitary Pads Vending Machine
- Sick room

**Academic Data**

**No. of Seminars/Symposiums etc organised by Dept. during assessment year (July to June of last year) on gender issues: 01**

Topic of the Seminar	Organised by	No. of Students	Date
Seminar on Women Health and Hygiene	Women Cell	84	8.3.2020

**No. of students who got employment: 3**

**Courses in UG Syllabus on Gender Issues**

Sl No.	Subject	Gender Issues in the curriculum
1	Economics	Gender Inequality, Human Development Index (HDI), Gender Development Index
2	English	Women Empowerment, Domestic Violence, Sexual Harassment, Female Foeticide
3	History	Social and Gender Inequalities, Household Violence
4	Philosophy	Ecofeminism, Feminist Philosophy
5	Political Science	Gender and Politics, Patriarchy, Feminism, Violence against Women, Social Reform Movements and Position of Women
6	Education	Women Education
7	Bengali	Women in family structure

Any problems/issues/gender discriminations noticed at the college:

- No. of sweeper should be increased to keep the toilets clean.

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*Dr. Soumyajit Patra*  
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Department of Sociology  
Sikho-Kanho-Birsha University  
Purulia, West Bengal

## Gender Audit Report (2020-21)

### Institution Level Data

Sl No.		Male	Female	Others
1.	No. of faculties in substantial posts	18	33	
2.	No. of faculties in contractual posts	2	1	
3.	No. of non-teaching staff in substantial posts	5	3	
4.	No. Members in GB (Teachers' Representative)	NA	NA	(Administrator)
5.	No. of Current Year UG students	NA	773	
6.	No. of security staff	1	3	
7.	No. of Current Year NSS volunteers	NA	200	

### No. of committees related to women and their issues

Name of the Committee	Objective	Function	Meeting Dates	Remarks
ICC	<p>To create a secure physical and social environment in the college.</p> <p>To prevent sexual harassment, sustain dignity and gender amity among students and employees.</p> <p>To raise awareness on gender sensitization and sexual harassment in the campus.</p> <p>To uphold gender just rules free from discrimination, ensure support services and quick settlement of issues.</p> <p>To recommend appropriate action against wrong doers to higher authorities when so required.</p>	<p>To regularly meet and address any complaints received from students or any other person.</p> <p>To organise awareness programs for gender sensitisation and equity.</p> <p>To take stringent measures against any untoward incidents of discrimination or violation of women's rights.</p>		
Women's Cell	<p>The Women's Cell of the college has been formed with the objective to help build an egalitarian society where the female students are assured of their dignity and equal rights, and to create an environment in which they realize their full potentials.</p>	<p>Assure gender equality and equal opportunities, free from bias and discrimination.</p> <p>Instil confidence and high self-esteem to take right decisions.</p> <p>Encourage the students to be self-reliant and economically independent.</p> <p>Spread awareness on the social, legal, and constitutional rights of women to prevent exploitation.</p> <p>Increasing awareness on physical, mental, and sexual violence and equip them to fight against them.</p>	12-01-21	

		Increase awareness of their health and balanced nutrition.		
Grievance Redressal Cell	To provide an opportunity to the students to freely express their grievances with confidence. To ensure their anonymity and confidentiality of proceedings. To have in place mechanism for prompt resolution of complaints. To counsel the students appropriately in the process of redressal.	To meet periodically and review the complaints received.  To solve grievances as much as possible through principles of natural justice.  To report to higher authorities for appropriate action if so required.		
Legal Advisory Cell	The Cell has been constituted to provide preliminary legal advice and assistance to all stakeholders of the Institution.	To educate students on the norms and rules with which the legal system operates.  To settle amicably minor differences between students and staff.  To make justice accessible to all and make available necessary information and assistance whenever required.		
Anti-Ragging Cell	The Cell has been formed to address and curb all forms of ragging in the college in accordance with the UGC Regulations on Curbing Ragging in Higher Educational Institutions, 2009, and laws put in place by the Government.	To educate students on what constitutes ragging and its legal consequences.  To prohibit, prevent and redress ragging in all forms in the campus.  To conduct awareness programs on recourse available for redressal.  To take prompt action on any incident when reported.		

**Date of establishment of ICC:** 14-12-19

**No. of Complaints submitted:** Nil

**No. of pending cases with ICC:** 0

## Infrastructural Data

### No. of Toilets in College Building:

College Building	Male	Female	Others	Total
Ground Floor	1	3	0	4
1 <sup>st</sup> Floor	2	4	0	6
2 <sup>nd</sup> Floor	1	1	0	2
<b>Total</b>	<b>04</b>	<b>08</b>	<b>0</b>	<b>12</b>

**No. of Common rooms for girl students:** 01

### Other facilities:

- Table tennis Board and other indoor Game
- Common room equipped with a gym
- Canteen with a food court
- Computer room with Wi-Fi facilities

- Air-conditioned auditorium
- Smart Room
- Library Reading Room
- Sanitary Pads Vending
- Sick room

## Academic Data

**No. of Seminars/Symposiums etc organised by Dept. during assessment year (July to June of last year) on gender issues: 02**

Topic of the Seminar	Organised by	No. of Students	Date
Popular Lecture on Women Health and Nutrition on National Nutrition Week (online)	The Department of Food and Nutrition	75	16.10.2020

**No. of students who got employment: 3**

**Courses in UG Syllabus on Gender Issues:**

Sl No.	Subject	Gender Issues in the curriculum
1	Economics	Gender Inequality, Human Development Index (HDI), Gender Development Index
2	English	Women Empowerment, Domestic Violence, Sexual Harassment, Female Foeticide
3	History	Social and Gender Inequalities, Household Violence
4	Philosophy	Ecofeminism, Feminist Philosophy
5	Political Science	Gender and Politics, Patriarchy, Feminism, Violence against Women, Social Reform Movements and Position of Women
6	Education	Women Education
7	Bengali	Women in family structure

**Any problems/issues/gender discriminations noticed at the college:**

Students and teachers who use the laboratories at the top floor have to stay for long to complete their experiments. Drinking water facilities may be increased here.

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Professor  
Department of Sociology  
Sidho-Kanho-Birsha University  
Purulia, West Bengal

## Gender Audit Report (2021-22)

### Institution Level Data

Sl No.		Male	Female	Others
1.	No. of faculties in substantial posts	18	33	
2.	No. of faculties in contractual posts	4	1	
3.	No. of non-teaching staff in substantial posts	4	3	
4.	No. Members in GB (Teachers' Representative)	2	1	
5.	No. of Current Year UG students	NA	823	
6.	No. of security staff	1	3	
7.	No. of Current Year NSS volunteers	NA	200	

### No. of committees related to women and their issues:

Name of the Committee	Objective	Function	Meeting Dates	Remarks
ICC	<p>To create a secure physical and social environment in the college.</p> <p>To prevent sexual harassment, sustain dignity and gender amity among students and employees.</p> <p>To raise awareness on gender sensitization and sexual harassment in the campus.</p> <p>To uphold gender just rules free from discrimination, ensure support services and quick settlement of issues.</p> <p>To recommend appropriate action against wrong doers to higher authorities when so required.</p>	<p>To regularly meet and address any complaints received from students or any other person.</p> <p>To organise awareness programs for gender sensitisation and equity.</p> <p>To take stringent measures against any untoward incidents of discrimination or violation of women ' s rights.</p>	22-06-2022	
Women's Cell	<p>The Women's Cell of the college has been formed with the objective to help build an egalitarian society where the female students are assured of their dignity and equal rights, and to create an environment in which they realize their full potentials.</p>	<p>Assure gender equality and equal opportunities, free from bias and discrimination.</p> <p>Instil confidence and high self-esteem to take right decisions.</p> <p>Encourage the students to be self-reliant and economically independent.</p> <p>Spread awareness on the social, legal, and constitutional rights of women to prevent exploitation.</p> <p>Increasing awareness on physical, mental, and sexual violence and equip them to fight against them.</p>	26-02-2022	

		Increase awareness of their health and balanced nutrition.		
Grievance Redressal Cell	To provide an opportunity to the students to freely express their grievances with confidence. To ensure their anonymity and confidentiality of proceedings. To have in place mechanism for prompt resolution of complaints. To counsel the students appropriately in the process of redressal.	To meet periodically and review the complaints received.  To solve grievances as much as possible through principles of natural justice.  To report to higher authorities for appropriate action if so required.	12-02-2022	
Legal Advisory Cell	The Cell has been constituted to provide preliminary legal advice and assistance to all stakeholders of the Institution.	To educate students on the norms and rules with which the legal system operates.  To settle amicably minor differences between students and staff.  To make justice accessible to all and make available necessary information and assistance whenever required.	09-07-2021	
Anti-Ragging Cell	The Cell has been formed to address and curb all forms of ragging in the college in accordance with the UGC Regulations on Curbing Ragging in Higher Educational Institutions, 2009, and laws put in place by the Government.	To educate students on what constitutes ragging and its legal consequences.  To prohibit, prevent and redress ragging in all forms in the campus.  To conduct awareness programs on recourse available for redressal.  To take prompt action on any incident when reported.	12-07-2021	

**Date of establishment of ICC:** 14-12-19

**No. of Complaints submitted:** Nil

**No. of pending cases with ICC:** 0

### Infrastructural Data

**No. of Toilets in College Building:**

College Building	Male	Female	Others	Total
Ground Floor	1	5	0	6
1 <sup>st</sup> Floor	2	4	0	6
2 <sup>nd</sup> Floor	1	1	0	2
<b>Total</b>	<b>04</b>	<b>10</b>	<b>0</b>	<b>14</b>

**No. of Common rooms for girl students:** 01



### Other facilities:

- Table tennis Board and other indoor Games
- Common room equipped with a gym
- Canteen with a food court
- Computer room with Wi-Fi facilities
- Air-conditioned auditorium
- Smart Room
- Library Reading Room
- Sanitary Pads Vending Machine
- Sick Room

### Academic Data

**No. of Seminars/Symposiums etc organised by Dept. during assessment year (July to June of last year) on gender issues: 02.**

Topic of the Seminar	Organised by	No. of Students	Date
Webinar on Empowering Women-Empowering Society	IQAC, Netaji Nagar College for Women	110	25-09-2021
Break the Bias, Preach the Spirit of Equality	Women Cell, Netaji Nagar College for Women	95	08-03-22

**No. of NET/SET candidates:** SET- 01


### Courses in UG Syllabus on Gender Issues:

Sl No.	Subject	Gender Issues in the curriculum
1	Economics	Gender Inequality, Human Development Index (HDI), Gender Development Index
2	English	Women Empowerment, Domestic Violence, Sexual Harassment, Female Foeticide
3	History	Social and Gender Inequalities, Household Violence
4	Philosophy	Ecofeminism, Feminist Philosophy
5	Political Science	Gender and Politics, Patriarchy, Feminism, Violence against Women, Social Reform Movements and Position of Women
6	Education	Women Education
7	Bengali	Women in family structure

### Any problems/issues/gender discriminations noticed at the college:

Day care center for the lady-teachers (particularly) may be established as some of them have none to look after their kids in their homes. A trained nurse may also be engaged for this.

  
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## Gender Audit Report (2022-23)

### Institution Level Data

Sl No.		Male	Female	Others
1.	No. of faculties in substantial posts	17	33	
2.	No. of faculties in contractual posts	4	1	
3.	No. of non-teaching staff in substantial posts	3	3	
4.	No. Members in GB (Teachers' Representative)	2	1	
5.	No. of Current Year UG students	NA	651	
6.	No. of security staff	1	3	
7.	No. of Current Year NSS volunteers	NA	200	

### No. of committees related to women and their issues

Name of the Committee	Objective	Function	Meeting Dates	Remarks
ICC	<p>To create a secure physical and social environment in the college.</p> <p>To prevent sexual harassment, sustain dignity and gender amity among students and employees.</p> <p>To raise awareness on gender sensitization and sexual harassment in the campus.</p> <p>To uphold gender just rules free from discrimination, ensure support services and quick settlement of issues.</p> <p>To recommend appropriate action against wrong doers to higher authorities when so required.</p>	<p>To regularly meet and address any complaints received from students or any other person.</p> <p>To organise awareness programs for gender sensitisation and equity.</p> <p>To take stringent measures against any untoward incidents of discrimination or violation of women ' s rights.</p>	24-06-2023	
Women's Cell	<p>The Women's Cell of the college has been formed with the objective to help build an egalitarian society where the female students are assured of their dignity and equal rights, and to create an environment in which they realize their full potentials.</p>	<p>Assure gender equality and equal opportunities, free from bias and discrimination.</p> <p>Instil confidence and high self-esteem to take right decisions.</p> <p>Encourage the students to be self-reliant and economically independent.</p> <p>Spread awareness on the social, legal, and constitutional rights of women to prevent exploitation.</p> <p>Increasing awareness on physical, mental, and sexual violence and equip them to fight against them.</p>	10-09-2022, 21-01-2023, 12-05-2023	

		Increase awareness of their health and balanced nutrition.		
Grievance Redressal Cell	To provide an opportunity to the students to freely express their grievances with confidence. To ensure their anonymity and confidentiality of proceedings. To have in place mechanism for prompt resolution of complaints. To counsel the students appropriately in the process of redressal.	To meet periodically and review the complaints received.  To solve grievances as much as possible through principles of natural justice.  To report to higher authorities for appropriate action if so required.	06-01-2023	
Legal advisory Cell	The Cell has been constituted to provide preliminary legal advice and assistance to all stakeholders of the Institution.	To educate students on the norms and rules with which the legal system operates.  To settle amicably minor differences between students and staff.  To make justice accessible to all and make available necessary information and assistance whenever required.	14-07-2023	
Anti-Ragging Cell	The Cell has been formed to address and curb all forms of ragging in the college in accordance with the UGC Regulations on Curbing Ragging in Higher Educational Institutions, 2009, and laws put in place by the Government.	To educate students on what constitutes ragging and its legal consequences.  To prohibit, prevent and redress ragging in all forms in the campus.  To conduct awareness programs on recourse available for redressal.  To take prompt action on any incident when reported.	12-07-2022	

**Date of establishment of ICC:** 14-12-19

**No. of Complaints submitted:** Nil

**No. of pending cases with ICC:** 0

### Infrastructural Data

#### No. of Toilets in College Building

College Building	Male	Female	Others	Total
Ground Floor	1	5	0	6
1 <sup>st</sup> Floor	2	4	0	6
2 <sup>nd</sup> Floor	1	1	0	2
<b>Total</b>	<b>04</b>	<b>10</b>	<b>0</b>	<b>14</b>

**No. of Common rooms for girl students: 01**

### **Other facilities**

- Table tennis board and other indoor Games
- Common room equipped with a gym
- Canteen
- Computer room with Wi-Fi facilities
- Air-conditioned auditorium
- Smart Room
- Library Reading Room
- Sanitary Pads Vending Machine
- Sick room

### **Academic Data**

**No. of Seminars/Symposiums etc organised by Dept. during assessment year (July to June of last year) on gender issues: 02**

<b>Topic of the Seminar</b>	<b>Organised by</b>	<b>No. of Students</b>	<b>Date</b>
University Level Seminar on Gender Equality	IQAC, Netaji Nagar College for Women	60	19.12.2022
Digital Innovation and Technology for Gender Equality	Women Cell, Netaji Nagar College for Women	65	16.03.2023

**No. of NET/SET candidates:**

SET- 04

NET+GATE- 01

**No. of students who got employment: 6**

### **Courses in UG Syllabus on Gender Issues**

<b>Sl No.</b>	<b>Subject</b>	<b>Gender Issues in the curriculum</b>
1	Economics	Gender Inequality, Human Development Index (HDI), Gender Development Index
2	English	Women Empowerment, Domestic Violence, Sexual Harassment, Female Foeticide
3	History	Social and Gender Inequalities, Household Violence
4	Philosophy	Ecofeminism, Feminist Philosophy
5	Political Science	Gender and Politics, Patriarchy, Feminism, Violence against Women, Social Reform Movements and Position of Women
6	Education	Women Education
7	Bengali	Women in family structure

**Any problems/issues/gender discriminations noticed at the college**

The contact number of ICC Chief should be publicly displayed to raise the awareness of the students.

- **Strength of the College**

1. The coordination and mutual respect among the male and lady teachers.
2. Sense of trust and security among the students.
3. Insignificant drop-out rate due to early marriage of the girls.
4. Two out of five Principals/TICs (Since 01.04.1986) have been women.

- **Weakness of the College**


1. Space problem which causes absence of a dedicated rest room for the lady teachers.
2. Cleanliness of the toilets and laboratory.

- **Overall Observations & Recommendations**

After having face-to-face interactions separately with the principal of the college, students, lady-teachers, male teachers and non-teaching staff, the Gender Audit team has come to the conclusion that the college is running smoothly as per the expectations of its stake holders. The students, whom the team met separately also have not raised any issue that can trigger gender-controversies. The same is true of the lady-teachers also. However, the team has made certain recommendations based on its overall impressions:

1. The contact no. of ICC chief should be displayed properly.
2. At least one toilet should be dedicated for 'Others' apart from the toilets for males and females.
3. One Day care room with one trained attendant should be there for the kids of the lady teachers, who sometimes are compelled to bring their small kids to the college.
4. No. of sweepers should be increased to keep the toilets and laboratory clean.
5. There should be a toilet for the male teachers at the top floor.
6. Drinking water facilities should also be extended at the top floor, where the teachers have to spend for hours in their respective laboratories.

  
Prof. (Dr.) Sonali Mukherjee  
Professor in Bengali  
Sidho-Kanho-Birsha University  
Purulia

  
Dr. Soumyajit Patra  
Professor  
Department of Sociology  
Sidho-Kanho-Birsha University  
Purulia, West Bengal

**Signatures of the Gender Audit Team Members**

To  
The Principal  
Netaji Nagar College for Women  
170/13/1 Netaji Subhas Chandra Bose Road, Regent Estate  
Kolkata -700092  
West Bengal

Date: 26-05-2023

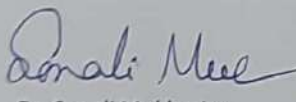
Subject: Gender Audit at Netaji Nagar College for Women

Sir

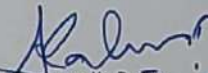
After verification of all gender related aspects and after discussing with all stake holders we are submitting the report of Gender Audit for college for the period of 2018 – 23. in the attached sheet.

We request you to please acknowledge and oblige.

Yours,

  
Dr. Sonali Mukherjee  
Professor  
~~Dept. of Chemistry, SKBU~~  
Prof. (Dr.) Sonali Mukherjee  
Professor in Bengali  
Sidho-Kanho-Birsha Univ.  
Purulia

26/5/2023

  
Dr. Soumyajit Patra  
Professor  
Dr. Soumyajit Patra  
~~Dept. of Bengali, SKBU~~  
Professor  
Department of Sociology  
Sidho-Kanho-Birsha University  
Purulia, West Bengal

26/05/2023