

SALESIAN COLLEGE

FRAMEWORK FOR A GENDER POLICY

Over the time, it was realized that Salesian College should have its Gender policy formally written, approved and publicized so that it not only gives direction for the institution in practice, but also holds the institution accountable. It also comes from the understanding that, inequality between men and women is deep rooted and it is manifested in discrimination against women in different forms. To whatever extent, one might be sensitive; it needs conscious and continuous efforts to achieve and preserve a balanced environment both at institutional level and also in work with the partners at department level. The Indian constitution provides equality before law for women under Article 14 and Article 15 prohibits discrimination on the grounds of religion, race, caste, sex, place of birth. Framing a Gender policy is a commitment towards those efforts and striving to be in accordance with our Constitution. The overall effort is to provide an enabling environment for women within the institution, and thereby strengthening the gender sensitivity among students and staff.

Objectives of Gender Policy:

- To explicitly state the institutional commitment towards gender sensitivity.
- To provide a direction towards building gender equality.
- To provide a framework for effectively integrating gender concerns into the institutional agenda and educational policy domain
- To create equal opportunities and a conducive environment for women and men at work place
- To promote equal representation and participation of women in decision making at the professional/ programmatic and administrative levels.

Elements of Gender Policy:

What we mean by Gender...

Salesian College understands that gender refers to the attributes and opportunities associated with being male and female and the socio-cultural relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context specific and changeable. In most societies there are differences and inequalities between women and men in activities undertaken, access to and control over resources as well as decision-making opportunities. Gender is part of the broader socio-cultural context, which also takes into consideration factors such as class, race, economic status, ethnic group and age. Salesian College adopts gender perspective, which means focusing on both women and men and their relationships with each other in campus and outside. In addition, it means working with a global perspective that allows for and appreciates regional diversity. The institution aims at mainstreaming gender by creating an enabling working environment that in turn attracts and helps to retain gender sensitive staff. Since

Salesian College is working towards student capacity enhancement by providing gender sensitive education the gender policy is an integral part of all its institutional policies, programmes and projects and involves building a culture that understands the issues and policies, which respect diversity and gender, related concerns. A mere statement of policy and objectives does not ensure the concerns relating to addressing the gender. Towards achieving the above objectives, clear indicators need to be defined to evaluate and assess the institutions commitment towards gender equity on a periodic basis.

For this following systems would be put in place and necessary strategies would be tried out internally and externally: *at institutional level and at departmental level.*

At Institutional level:

A) Staff composition/representation

- ⇒ Recruiting adequate women staff and ensuring the balance also at senior levels; with an objective of achieving a numerical gender balance in all posts at all levels as far as possible.
- ⇒ Ensuring equal opportunities among male and female staff for personal growth, in promotion benefits, training and working conditions.
- ⇒ Ensuring equitable representation and participation of men and women in the Academic Council and in various functional committees of the institution.

B) Workplace

- ⇒ Providing a safe and secure workplace for women staff, free from sexual harassment with a Gender complaint committee or Grievance Redressal Cell to look into specific concerns.
- ⇒ Providing an enabling and friendly work environment where both men and women enjoy and actively participate in work.
- ⇒ Extending work related concessions and relaxations for women staff depending upon the situations and requirements; e.g. providing secure transport facilities and relaxation over travel time; ensuring security measures along with minimum basic facilities for women staff traveling in the field.
- ⇒ Reviewing the institutional structure, functioning, problems in relation to gender imbalances among staff and the work environment time to time and taking definite steps to address the same
- ⇒ Providing wages in accordance with the principle of equal pay for equal work for both men and women.
 - Placing Gender in existing committees: A woman employee who has put in 3 months of service after confirmation shall be entitled for 4 months of Maternity Leave on full pay and under probation, she will be eligible for leave without pay for the same length of period.
 - Men employees when their spouses have children shall be entitled for 30 days of leave either immediately after child birth or fifteen days before child birth and fifteen days after child birth for primary parenting and child nurturing.

- Making special efforts to provide empowerment education through necessary support and guidance.
- Sensitizing the male students and staff and mobilizing their support towards gender balance in the campus.
- Building awareness and sensitivity by processing information and discussing communication material in diverse ways towards gender sensitization. The college has taken an initiative to provide sanitary napkin vending machine for the students and teachers. It is a combined effort to normalise menstruation and break cultural taboos surrounding it. This is a significant step where an environment of self empowerment and sensitivity towards others are created.

C) Staff capacity building

- ⇒ Facilitating staff capacity building processes and trainings to enhance perspectives and conceptual clarity on Gender issues (*for all the staff members*). It will be an important component of the induction programme.
- ⇒ Ensuring that all trainings (internal and external) facilitated by the institution are gender-sensitive.- a) training content/methodology/mode of facilitation b) logistics part -time/location of venue.

D) Institutional policies and systems

- ⇒ Making all career advancement systems and policies gender-sensitive and responsive, and integrating gender indicators into staff performance appraisal systems.
- ⇒ Incorporating and explicitly mentioning gender sensitivity as an essential element in the tasks/job profiles in all terms of reference, including TORs for external consultants.
- ⇒ Ensuring that the conceptual clarity and sensitivity on gender issues will be one of the important selection criteria in recruitment processes and capacity building efforts of staff.
- ⇒ Initiating and building the advocacy around gender balance and making efforts to integrate gender concerns into the upgradation.

E) Staff benefits

- ⇒ Following all statutory requirements related to maternity and paternity leaves.
- ⇒ Ensuring that staff access to and use of information technology is gender equitable.
- ⇒ Arrangements should be made for recording all information and open access for reviewing the performance of tasks mentioned at institutional level regularly in different forums from staff meetings to Annual meetings.

Networking:

- ⇒ Salesian College would proactively make several efforts in promoting gender concerns in the work with partners. It involves extending support to partners in organizing training programs, conducting gender studies, preparing resource material, providing documentation support etc.
- ⇒ Salesian College would extend support to partner institutions in developing their own gender policies, strategies and programs.
- ⇒ Salesian College would further strengthen linkages with the Gender desk of Centre for World Solidarity (CWS) and Women's Cell of NBU and UGC to work on various women issues. Participation and contribution to the common platforms like Synergy group of women employees of all Solidarity Institutions will further help the institution.

The Members of the Women's Cell for 2020-21**SCSC**

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