

# **Women's Cell**

## **POLICY**

**According to the Constitution of India, the Right to Equality is the fundamental right that includes the right to equality before the law, prohibition of discrimination, and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education, and to public assistance in case of unemployment, old age, sickness and disablement, and provision of just and human conditions for work and maternity relief, are important Directive Principles of State Policy.**

**The Women Cell of Surendranath college was founded in the year 2015 following the directives of the National Commission for Women. As an academic institute the Women Cell of Surendranath College abides by the following rules and directives followed by the NCW.**

- **The Immoral Traffic (Prevention) Act, 1956 .**
- **The Dowry Prohibition Act, 1961 (28 of 1961) (Amended in 1986) .**
- **Protection of Women from Domestic Violence Act, 2005.**
- **The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013.**
- **The Criminal Law (Amendment) Act, 2013.**
- **The Indecent Representation of Women (Prohibition) Act, 1986.**

**Article 14 embodies the general principles of equality before law and equal protection of laws.**

**Prohibition from discrimination on grounds of religion, race, caste, sex or place of birth**

- **Article 15(1) and (2) prohibits the state from discriminating against any citizen only on the basis of any one or more of the aspects such as religion, race, caste, sex, place of birth or any of them.**
- **Article 15(3) makes it possible for the state to create special provisions for protecting the interests of women and children.**
- **Article 39 requires the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood [Article 39(a)];, and equal pay for equal work for both men and women [Article 39(d)].**

**Article 42 directs the State to make provision for securing justice and humane conditions of work and for maternity relief.**

**Article 51A (e) enjoins upon every citizen to renounce practices derogatory to the dignity of women.**

**Women's Cell Surendranath College aims to create an environment where every individual is treated equally. It aims towards the holistic development of all stakeholders of the institute. The institution strives to ensure that all women must be treated with respect and dignity. The Cell takes the pledge to make this educational institute a dignified place for women, free from any kind of exploitation or harassment. The cell focuses on gender sensitization and empowerment of women.**

**Women's Cell, Surendranath College (WC-SNC) focuses on three major objectives-**

**a) Advice:** students are given constructive advice and ideas to cope with various challenges.

**b) Guidance:** students are guided towards academic excellence and personality development.

**c) Counselling:** by creating a two-way collaborative approach to enable both the genders to explore their problems, understand and resolve their problems.

**Over the last eight years, WC- SNC (Women Cell- Surendranath College) has been dealing successfully with various issues related to women both within and outside the Institute. In keeping with the guidelines of the West Bengal Commission of Women, the cell dealt with issues like women empowerment, sexual harassment, gender discrimination, and gender equality. The cell acted in a proactive manner in providing knowledge related to women's health and hygiene.**