

CHNADIDAS MAHAVIDYALAYA

# Gender Equity Policies and Programmes

2021-2022

KHUJUTIPARA BIRBHUM

# CHANDIDAS MAHAVIDYALAYA

*A Govt. Aided Degree College Affiliated to the University of Burdwan.*

UGC Accredited under section 2(f) & 12(B) [1979] \* NAAC Accredited in 2016 (2nd Cycle)

KHUJUTIPARA □ Dist.- BIRBHUM □ WEST BENGAL □ INDIA-731215

www.chandidasmahavidyalaya.ac.in

☎ - 9474614644



cmahavidyalaya1972@gmail.com

☎ - 8371069569

Estd. - 1972

Ref. No.....

Date.....

## From the Desk of Principal

*I am glad to proclaim that gender equity and non-discrimination policy is followed in our institution. It is our priority to promote gender awareness and augment infrastructural facilities in this regard.*

*Regarding infrastructural facilities, we have created and maintained facilities like Smart class rooms, ICT, Safe drinking water, rest room, a number of washrooms, spacious reading rooms, learning resources- both offline and e-resources, internet facilities, computer and printing facilities for each department, upgraded laboratories, separate common rooms with lady attendant etc.*

*Institution leaves no stone unturned to promote its faculties if the concern faculty fulfils the government stipulated conditions. Moreover, on regular basis it re-orient its staffs about the promotional terms and conditions in different gatherings.*

*Institution accommodates the female staff into various committees to get their valuable views reflected into the functioning of the committees. Several committees like Internal Complaint Committee, Anti-ragging Squad, Grievance Redressal Committee are formed to look into the issues of gender discrimination and issues.*

*Moreover, gender awareness programmes are organized to promote gender awareness among the students- seminars, workshops rally etc. NSS and NCC have played significant role in this regard.*

*I am glad that the gender audit prepared by the auditors found all the claims I made here are true and real. I appreciate their efforts to collect and collate the information and prepared a report thereof. I will try to materialize the recommendations made in the report in future.*

*I strongly believe all our efforts for gender equity and gender justice will continue.*

*My sincere thanks and gratitude towards all of my staff and students know no bounds.*



*(Dr. Sk. Ataur Rahaman)*

Principal  
CHANDIDAS MAHAVIDYALAYA  
P.O.-Khujutipara  
Dist.-Birbhum

# CHANDIDAS MAHAVIDYALAYA

A Govt. Aided Degree College Affiliated to the University of Burdwan  
UGC Accredited Under Section 2(f) & 12 (b) (1979). NAAC Accredited in 2011 & 2016

KHUTIPARA BIRBHUM India- 731215

<https://www.chandidasmahavidyalaya.ac.in/>

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Our institution follows non-discrimination policy towards every stake holders. Promotion of gender equity is also our priority. Given the existing conditions, our institution tries its level best to incorporate gender mainstreaming in its activities and policies related to teaching learning, career promotion, infrastructural facilities, research and publication, seminar attendance, leaves and other benefits etc.

Gender equity and gender sensitivity can be perceived in the following areas:

## 1) Curricular Aspects

### Bengali

CC-3 Baishnab Padabali: Shakto Padabali

CC-4 Ramayana

GE-2 : Galpo: Pravat Kumar O Saratchandra

CC-7: Unish Shataker Kabya ( Birangana Kabya)

GE-3: Bangla Sahityer Itihas

DSE-4: SahityaBisayak Prabandha O Lakasahitya

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### Political Science

#### 1) CC-4- Indian Government & Politics:

Topic: 2. (a) Fundamental Rights and Duties (b) Directive Principles of State Policy

#### 2) CC-6- Public Administration:

Topic: 6: Major approaches in Public Administration: Feminist Perspective

### **3) CC-7- Local Government in India**

#### **Topic:**

1. 73rd Amendment Act and its implications for rural local-self Government in India.
2. 74th Amendment Act and its implications for urban local-self Government in India.

### **CC-9 : Sociology And Politics**

#### **Topic:**

5. Feminism: Meaning, Significance and Different Schools

### **SEC-2 : Democratic Awareness Through Legal Literacy**

#### **Topic:**

- 2 ) Laws relating to dowry, sexual harassment and violence against women – laws relating to consumer rights and cyber crimes
- 4 System of courts/ tribunals- Mahila courts and tribunals

### **CC-11 : SOCIAL MOVEMENTS IN INDIA**

Topic: 5- Women's movements in India: key issues

### **CC-14 : Contemporary Issues in India**

**Topic: 2)** Women – Discrimination and violence against women.

### **SEC-3(General) : GENDER SENSITIZATION**

1. Conceptualizing Gender in Politics: Political Participation, policy making and development
2. Security concern for Women and Third Gender/ Transgender.
3. Effective participation of Women in Decision making structures: Impact of Reservation in Local Government
4. Gender Identity: Women in riot and War.

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## **History**

### **1) CC-1 HISTORY OF INDIA- I (From Earliest times to 600 AD)**

Topic: VI. Society Economy and Culture in Early India (Social stratification: class, varna, jati, untouchability; gender; marriage and property relations)

### **2) CC-5- HISTORY OF INDIA III (circa 1206 CE–circa 1525 CE)**

Topic: IV. Religion and Culture (Women Bhaktas)

### **3) HISTORY OF INDIA V (c. 1757- 1857)**

Topic: V: Renaissance and Reforms

### **4) Discipline Specific Elective-1 : LIFE AND CULTURE IN PRE-COLONIAL BENGAL: Prehistoric times to mid 18th century**

Topic: II: People and Society : (Life of the people position of women, dress, foods, games and leisure, conveyance)

### **Discipline Specific Elective-1 (Or) : HISTORY OF THE UNITED STATES OF AMERICA (1776-1864)**

Topic: III Evolution of American Democracy: [c] Limits of democracy: Blacks and women.

### **Discipline Specific Elective-2 : LIFE AND CULTURE IN COLONIAL BENGAL (1757-1947)**

**Topic:**

**3) a) Impact of company's Rule a) Western Education- Role of Missionaries; Women's Education**

6. Changes in the 20th Century: Changing Role of Women in Society

### **Discipline Specific Elective-2 (Or) HISTORY OF THE UNITED STATES OF AMERICA (1865-1945)**

Topic: V Afro-American and Women's Movements

### **Generic Elective (GE) For Other Disciplines**

**GE-Paper- 1- Women's Studies in India OR Some Perspectives on Women's Rights in India**

a) Basic Concepts & Theories, b) Emergence of Women Studies in India, c) Gender & Social History, d) Gender, Law & Politics, e) Gender & Development, f) Gender & Culture

**GE-Paper- 2 -Gender & Education in India**

a) Definition of Human Rights, b) Indian Constitution and Women's Rights, c) Preventive Acts, d) Issues of Violence against Women and Remedial Measures, e) Role of Non-Government Institutions, f) Present Status

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### **English**

### **CC - XI: Women's Writing Section**

A 1. a) Emily Dickinson: 'I cannot live with you', 'I'm wife; I've finished that' b) Sylvia Plath: 'Daddy'  
c) Eunice De Souza. 'Advice to Women', 'Bequest'.

2. Jean Rhys: Wide Sargasso Sea(ND)

Section B: 3. a) Mary Wollstonecraft: A Vindication of the Rights of Woman (New York: Norton, 1988) chap. 1, pp. 11–19; chap. 2, pp. 19–38 (ND)

b) Ramabai Ranade: ‘A Testimony of our Inexhaustible Treasures’, in Pandita Ramabai: Through Her Own Words: Selected Works, tr. Meera Kosambi (New Delhi: OUP, 2000) pp. 295–324 (ND)

c) Rassundari Debi: Amar Jiban (Excerpts in Susie Tharu and K. Lalita, eds., Women’s Writing in India, vol. 1 (New Delhi: OUP, 1989) pp. 191–2) (ND)

4. a) Charlotte Perkins Gilman: ‘The Yellow Wallpaper’ b) Katherine Mansfield: “Bliss” c) Mahasweta Devi: “Draupadi” (Tr. Gayatri Spivak, Seagull Publishers, Kolkata) Topics The Confessional Mode in Women's Writing, Sexual Politics, Race, Caste and Gender, Social Reform and Women’s Rights

### **DSE –3 : A: Literary Theory Section- B**

Feminism Genealogy and definition; Scope and relevance in textual reading; Major theorists; Key terms. Phallocentrism, Androgyny, Sex and Gender, Ecriture Feminine

### **GE-3 : Contemporary India: Women and Empowerment**

1) **Social Construction of gender:** Masculinity, Femininity, Patriarchy, Sex, Gender, Gender Socialization, Gender Discrimination, Gender Stereotyping,

2) **History of Women’s Movement in India**( Pre-and Post Independence India): Women and Nationalism, Women and Partition, Women and Political Participation,

3) **Women and Law:** Women and the Indian Constitution, Personal Laws, Customary Practices on Inheritance and marriage

4) **Women and Violence:** State interventions, Domestic Violence, Female Foeticide, Sexual Harassment

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## **Sanskrit**

**Core Course – 1 Classical Sanskrit Literature(Poetry),**

Section-B (t) Kiratarjuniya - Canto I (1-25 Verses)

**Core Course - 11, Vedic Literature,**

Section -A, Devi Sukta\_ (10/125)

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## **Philosophy**

### **SEC- 2 (General) Philosophy of Human Rights**

1) Definition and Nature of Human Rights, 2) The Idea of Human Rights, 3) . The Idea of Natural Law and Natural Rights, 4) Natural Right, Fundamental Right and Human Right, 5) Preamble, Fundamental Rights and Duties (Indian Constitution)

## **CC- 6- Western Ethics**

Topic: 9 : Issues in Applied Ethics

c) Gender Equality

## **CC-11 Socio-Political Philosophy**

Topic: 2) Basic Concepts : Social Group

4) Political Ideals: i) Democracy – its different forms

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## **Geography**

### **DSE-2 : Population Geography**

Unit-1

1. Population Composition and Characteristics: Age-Sex; Female-Male Ratio
2. Measures of Fertility and Mortality
3. Population Composition of India: Rural and Urban, Occupational Structure as per Census of India
4. Migration: Theories, Causes and Types

### **DSE-2 : Social Geography**

3. Concept of Social Structure and Process
4. Elements of Social Structure: Caste, Class, Religion, Race
5. Social Stratification in India
6. Contemporary Social Issues in India: Gender and Old-age

### **GE 3 – Human Geography and Map Study**

Topic: Unit I: Human Geography (Theory)

6. World Population Distribution and Composition (Age, Gender and Literacy)
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## **Zoology**

CC-III- Reproduction and Endocrine Glands

CC.IV – Mendelian Genetics and Its Extension

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## Teaching, Learning and Evaluation

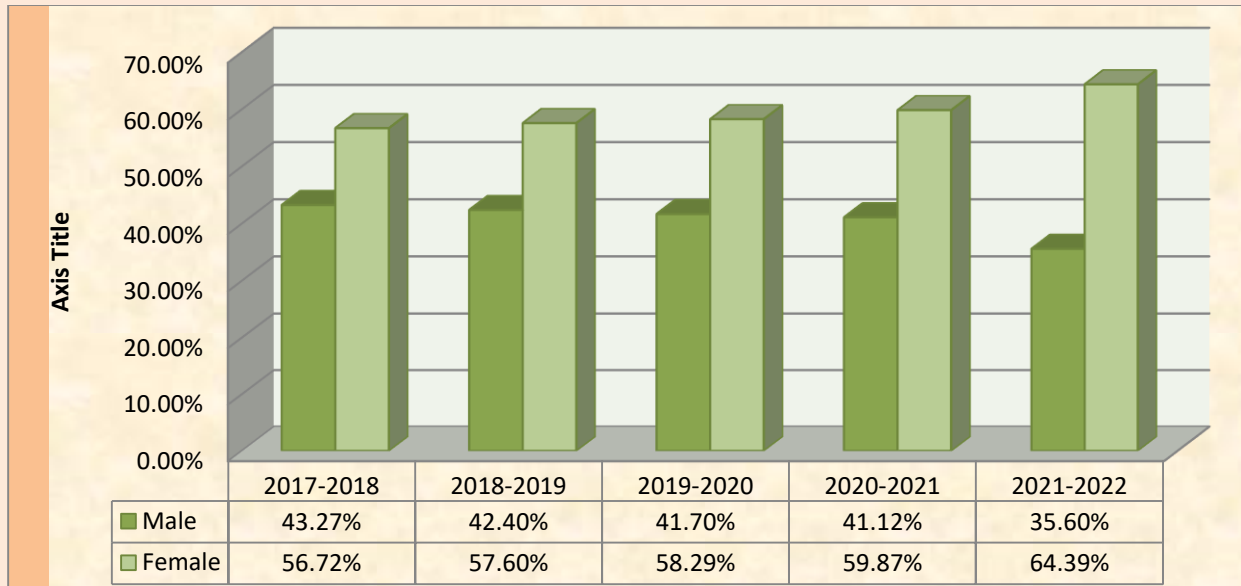
Gender sensitivity and non-discrimination methods of teaching are followed in the teaching learning and evaluation.

### Gender balance among the students admitted : 2021-2022

| Subjects          | Admitted students | Male                | Female              |
|-------------------|-------------------|---------------------|---------------------|
| Bengali           | 35                | 14 (40%)            | 21(60%)             |
| English           | 29                | 14 (48%)            | 15 (52%)            |
| Geography         | 20                | 08 (40%)            | 12 (60%)            |
| History           | 32                | 14 (43.75%)         | 18 (56.25%)         |
| Philosophy        | 03                | 01(33.33%)          | 02 (66.66%)         |
| Political Science | 19                | 09 (47.36%)         | 10 (52.63%)         |
| Sanskrit          | 06                | 02 (33.33%)         | 04 (66.66%)         |
| Mathematics       | 06                | 5 (83.33%)          | 01 (16.66%)         |
| B.A General       | 573               | 205 (35.75%)        | 368 (64.25%)        |
| B.Sc General      | 12                | 09 (75%)            | 03 (25%)            |
| <b>Overall</b>    | <b>738</b>        | <b>281 (38.07%)</b> | <b>457 (61.92%)</b> |

| Year      | Total Enrolled | Male | %      | Female | %      |
|-----------|----------------|------|--------|--------|--------|
| 2017-2018 | 1761           | 762  | 43.27% | 999    | 56.72% |
| 2018-2019 | 1625           | 689  | 42.40% | 936    | 57.60% |
| 2019-2020 | 1592           | 664  | 41.70% | 928    | 58.29% |
| 2020-2021 | 1545           | 620  | 41.12% | 925    | 59.87% |
| 2021-2022 | 1640           | 584  | 35.60% | 1056   | 64.39% |

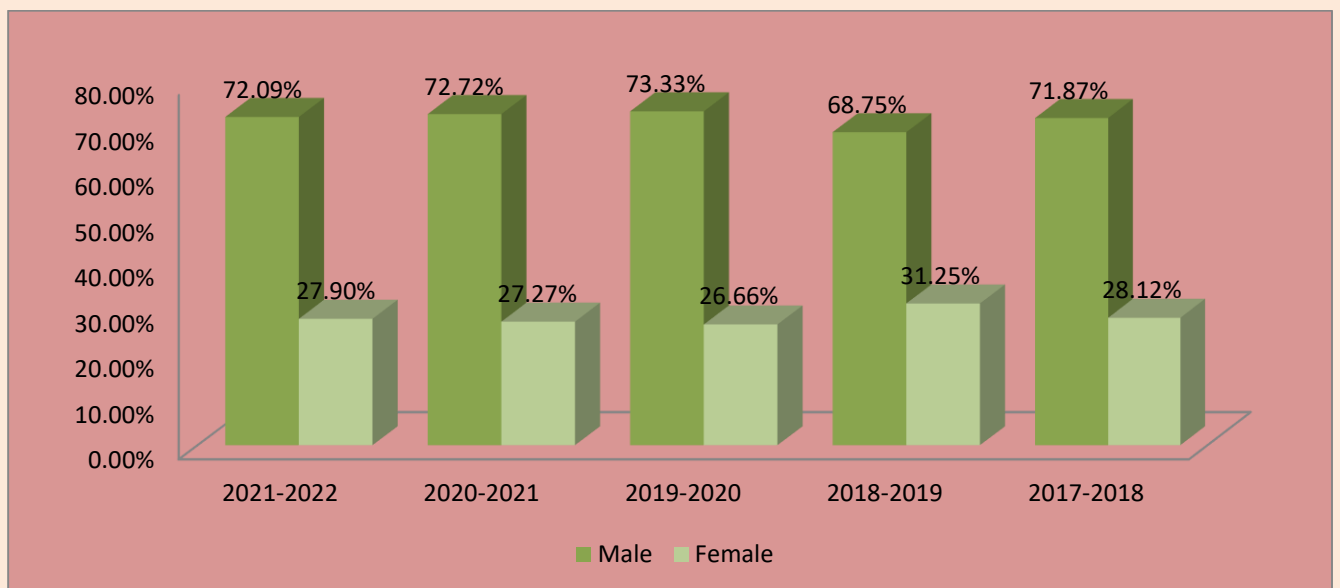




Male-female admitted students % (Compiled by gender auditors)

**Faculty position**

| Year             | Total Faculty members | Male        | Female      |
|------------------|-----------------------|-------------|-------------|
| <b>2021-2022</b> | 43                    | 31 (72.09%) | 12 (27.90%) |
| <b>2020-2021</b> | 44                    | 32 (72.72%) | 12 (27.27%) |
| <b>2019-2020</b> | 45                    | 33 (73.33%) | 12 (26.66%) |
| <b>2018-2019</b> | 32                    | 22 (68.75%) | 10 (31.25%) |
| <b>2017-2018</b> | 32                    | 23 (71.87%) | 09 (28.12%) |



**Faculty with PhD: Gender Wise**

|                         | Male   | Female |
|-------------------------|--------|--------|
| <b>PhD</b>              | 09     | 04     |
|                         | 69.23% | 30.76% |
| <b>Thesis Submitted</b> | 02     | 00     |
| <b>PhD Pursuing</b>     | 02     | 01     |

| Designation                |    | Male | Female |
|----------------------------|----|------|--------|
| <b>Professor</b>           | 01 | 01   | 00     |
| <b>Associate Professor</b> | 05 | 04   | 01     |
| <b>Assistant Professor</b> | 14 | 09   | 05     |
| <b>SACT</b>                | 23 | 17   | 06     |

**Participation of women faculty in seminars**

| Year      | Male | Female |
|-----------|------|--------|
| 2017-2018 | 06   | 02     |
| 2018-2019 | 03   | 04     |
| 2019-2020 | 34   | 11     |
| 2020-2021 | 33   | 11     |
| 2021-2022 | 32   | 11     |

**Participation of women faculty in Faculty Development Programme organized by the instituion**

| Year      | Male | Female |
|-----------|------|--------|
| 2017-2018 | 20   | 08     |
| 2018-2019 | 18   | 10     |

### **Organization and Management**

| Committee   | % of female teachers | Position holding                          |
|---|----------------------|---|
| Academic Sub-committee:                               | 24%                  | Member                                    |
| Magazine Sub-Committee                                | 25%                  | Convener and Jt. Convener, & other member |
| Library Sub-committee                                 | 44%                  | Member                                    |
| Cultural Committee                                    | 36%                  | Member                                    |
| Games & Sports Sub-Committee                          | 22%                  | Convener                                  |
| Sexual Harassment Redressal Sub-Committee             | 29%                  | Convener & other member                   |
| Equal Opportunity Cell                                | 40%                  | Convener & other member                   |
| Grievance Redressal Cell/Internal complaint Committee | 40%                  | Convener & other member                   |
| Anti-Ragging Squad                                    | 40%                  | Convener & other member                   |

### Infrastructure and learning resources

- 28 class rooms, 6 smart class rooms and 1 auditorium Hall
- Clean and green campus
- Spacious reading room facilities
- Sufficient number of books, e-resources, papers and journals
- Non-discrimination policy of the college authority in terms of availing facilities
- Basic separate sanitation facilities for male and female staff and the students are available
- Ladies common room is situated in the ground floor of the campus
- Lady attendant is appointed to look after the girl students
- Internal Complaint committee flowing the UGC guideline is constituted comprising senior lady teachers and IQAC Coordinator
- Anti-ragging squad and Sexual Harassment Prevention committee are also constituted
- Contact numbers of the Anti-ragging cell members are displayed at one place of the institution
- CCTVs are installed to monitor the security within campus.
- Online and offline grievance redressal mechanism
- Clean drinking water facility



*Glimpses of gender awareness activities in the campus*



*Seminar on Feminism in India*

Date- 4.10.2018

Speaker: Prof. Dr. Gopa Samanta, Department of Geography, Burdwan University

## Save the Girl Child: Gender Awareness Programme : 3.3.2020



## Safe Social Surfing Workshop : 07.09.2017





Beti Bachao Beti Padhao: NCC Initiative

# Year wise Report of Gender Awareness programs

Conducted by NSS wings

of Chandidas Mahavidyalaya

Khujutipara, Birbhum, West Bengal

For the Session 2017-18 to 2021-2022



This Report is included with the number of extension and outreach programs conducted by NSS Units (I & II) every year or each session in last five years (including the programmes such as Swachh Bharat, AIDS awareness, **Gender issues** etc. and/or those organized in collaboration with industry, community and NGOs):



## Session - 2017-18

The following **Extension and Outreach** programs conducted by the institution through NSS wings in **this session**.

| Sl .<br>N<br>o. | Date                          | Nature/<br>Name of the<br>activity               | Organize<br>d by   | Name of Convener<br>/Moderator/<br>Co-ordinator (s) | Funded/<br>Sponsored<br>By | No. of<br>Participants               |
|-----------------|-------------------------------|--|--------------------|---|----------------------------|--------------------------------------|
| 1               | 10.04.2018                    | Swachh Bharat                                    | NSS Units (I & II) | Prof. Koushik Roy                                   | N.A                        | NSS Vol.- 48<br>Other students - 79  |
| 2               | 28.11.2017                    | Dengue awareness Rally                           | NSS Units (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell                | NSS Vol.- 65<br>Other students - 132 |
| 3               | 12.12.2017                    | Blood Donation Camp                              | NSS Units (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell                | NSS Vol.- 70<br>Other students - 150 |
| 4               | 08.03.2018                    | Intl. Women's Day                                | NSS Units (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell                | NSS Vol.- 55<br>Other students - 112 |
| 5               | 12.09.2017<br>-<br>18.09.2017 | 7days Special Camp at Adopted village (Basapara) | NSS Units (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell                | NSS Vol.- 100<br>Others – 500+       |

✚ All the Reports ,Pictures and some Supporting Documents are attached bellow –

*International Women's Day Celebration- 8.3.2018*

  
**NATIONAL SERVICE SCHEME UNIT (I & II)**

**Chandidas Mahavidyalaya**  
 P.O. - Khujutipara, Dist. - Birbhum  
 West Bengal - 731215

Date - 08.03.2018

**Notice for Intl. Women's Day**

This is hereby notified for all concerned that "A Seminar cum Regular program" will be held on **08-03-2018** to observe the **International Women's Day** at our Vivekananda Seminar Hall at 2.00pm and onward. Our TIC will deliver an encouraging lecture on 'Empowerment of the Women'. All students along with the concerned volunteers of NSS Units (I & II) must attend the seminar.

  
 Sign Programme Officer  
CHANDIDAS MAHAVIDYALAYA  
 P.O. KHUJUTIPARA, DIST. BIRBHUM  
 WEST BENGAL - 731215

R. Ghosh N. Ghosh  
 C. Pal T. Mukherjee  
 Adnan Iqbal  
 Meskhaton N. Pal  
 P. Ghosh S. Ahmed  
 N. Parvathy

A Day Observation for "Intl. Women's Day."  
 on - 08.03.2018.

A special talk on "Gender Equality" was held on today to celebrate the International Women's Day. This is for the social, economic, culture and political achievements of women in Globally that achieved by our NSS Volunteers also.

□ Signatures of Teachers:

1. Kamalika Das (1-1)
2. Koushik Mondal

□ Signatures of participants:

- |                        |                    |
|------------------------|--------------------|
| 1. S. Subramina Khatun | 26. Suran Mondal   |
| 2. Soma Hato           | 27. Hestina Khatun |
| 3. Rumpa Khatun        | 28. Khatun         |
| 4. Akhila Das          | 29. Bahij Khatun   |
| 5. Lakshmi Mondal      | 30. Sushma Khatun  |
| 6. Koushik             | 31. Alsha Khatun   |
| 7. Divyanshu Khatun    | 32. Ananya Khatun  |
| 8. Koushik Das         | 33. Koushik Khatun |
| 9. Hestina Khatun      | 34. Koushik Khatun |
| 10. Pooja Das          | 35. Koushik Khatun |
| 11. Sushma Khatun      | 36. Nur Ahamed     |
| 12. Rifa Mondal        | 37.                |
| 13. Sushma Khatun      | 38.                |
| 14. Sher Ali           | 39.                |
| 15. Neeraj Khatun      | 40.                |
| 16. Barkat Mondal      | 41.                |
| 17. Sushma Khatun      | 42.                |
| 18. Pooja Das          | 43.                |
| 19. Pooja              | 44.                |
| 20. SK Anis Rahman     | 45.                |
| 21. SK Anis Rahman     | 46.                |
| 22. Sushma Khatun      | 47.                |
| 23. Barkat Mondal      | 48.                |
| 24. Rifa Khatun        | 49.                |
| 25. Sushma Khatun      |                    |



Dated - 08.03.2018

➤ **Session – 2018-19**

| Sl. No. | Date                      | Nature/<br>Name of the activity                         | Organized by         | Name of Convener<br>/Moderator/<br>Co-ordinator (s) | Funded/<br>Sponsored By | No. of Participants  |
|---------|---------------------------|---|----------------------|---|-------------------------|--|
| 1       | 16.05.2018                | Gender Issue<br>Prog. - Intl.<br>Women's Day            | NSS Unit (I<br>& II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | P & G Co.               | NSS Vol.- 40<br>Other students - 100                                   |
| 2       | 24.09.2018                | 50 <sup>th</sup> N.S.S. Day -<br>Swachh Bharat<br>Prog. | NSS Unit (I<br>& II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | NA                      | NSS Vol.- 72<br>Other students - 152                                   |
| 3       | 10.08.2018                | Blood Donation<br>Camp                                  | NSS Unit (I<br>& II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell<br>- RRC    | NSS Vol.- 84<br>Other students - 200                                   |
| 4       | 19.09.2018                | Dengue awareness<br>Rally                               | NSS Unit (I<br>& II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell<br>- RRC    | NSS Vol.- 65<br>Other students - 180                                   |
| 5       | 27.09.2018-<br>30.09.2018 | Special Camp at<br>Adopted<br>village(Basapara)         | NSS Unit (I<br>& II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell             | NSS Vol.- 95<br>Other student and<br>whole community of<br>the village |
| 6       | 10.06.2019-<br>30.07.2019 | Swachh Bharat -<br>SBSI 2.0 (50hrs)                     | NSS Unit (I<br>& II) | Prof. Koushik Roy                                   | N.A                     | NSS Vol.- 48<br>Other students - 162                                   |

**REPORT OF INTERNATIONAL WOMEN'S DAY**



## REPORT OF NSS ACTIVITIES OF EXTENSION AND OUTREACH PROGRAMS

- **Name of the Program: CELEBRATION OF INTL. WOMEN'S DAY**
- **Category of the Program – Gender Awareness**
- **Date & Time –16.05.2018, 2.00pm and onwards**
- **Venue – Auditorium Hall of our College**
- **Duration – 2hrs**
- **No of Teachers/NTS participated – 6**
- **No. of Beneficiaries – 55**
- **Brief Report of the Program –** The primary aspect in terms of gender inequality has been experienced is in participation. The students are required to participate in number of areas in educational institutions. Girls were provided with less participation opportunities as compared to their male counterparts and hence, it led to prevalence of gender inequality. In rural communities, this problem has been more severe as compared to urban communities. In educational institutions, gender inequality has been experienced. Girls have been discriminated against in terms of various aspects as compared to their male counterparts. Gender inequality in education is regarded as the major impediment within the course of overall progression of the system of education.
- **Outcomes of the Program -** They could be conscious and take care by their better capacity. For that this was a best practice held about the health awareness program.

***Signature of the Program Officer***

*Programme Officer, NSS*  
CHANDIDAS MAHAVIDYALAYA  
KHUJUTIPARA, BIRBHUM



## NATIONAL SERVICE SCHEME UNIT (I & II)

Chandidas Mahavidyalaya

P.O. - Khujutipara, Dist. - Birbhum  
West Bengal – 731215

Date – 14.05.2018

### Notice

This is to hereby notify for all Female students of our college that "A Seminar cum Awareness program" will be held on **16-05-2018** on "**Female Health, Hygiene and Sanitation**" at our Vivekananda Seminar Hall at 2.00pm and onward. The Program will be sponsored the P & G Company, special gift will distribute by them also. All Girls students along with the concerned volunteers of NSS Units (I & II) must attend the seminar.

N. Sultana  
S. Kazi  
K. A. Ayesha  
A. Das

K. Lohar  
R. Mondal

Shilpa Ghosh  
R. Roy

N. Parvin

U. Sarker

P. Khatun

M. Khatun

  
14/05/18  
Sign Programme Officer

Programme Officer, NSS  
CHANDIDAS MAHAVIDYALAYA  
KHUJUTIPARA, BIRBHUM

## ❖ Session - 2021-22

| Sl. No. | Date                      | Nature/<br>Name of the activity                          | Organized by      | Name of Convener<br>/Moderator/<br>Co-ordinator (s) | Funded/<br>Sponsored By | No. of Participants  |
|---------|---------------------------|--|-------------------|---|-------------------------|--|
| 1       | 08.03.2022                | Celebration of Intl. Women's Day                         | NSS Unit (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | N.A                     | Faculties - 21<br>and students - 76  |
| 2       | 26.05.2022                | Free Thalasseamia Screening Camp                         | NSS Unit (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell             | Faculties - 16<br>and students - 121   |
| 3       | 05.06.2022                | Plantation Program on World Environment Day              | NSS Unit (I & II) | Prof. Koushik Roy<br>Prof. Kironmoy Mondal          | BU NSS Cell             | Faculties - 04<br>and students - 56  |
| 4       | 20.06.2022                | Blood Donation Program                                   | NSS Unit (I & II) | Prof. Koushik Roy                                   | Red Ribbon Club, BU     | Donor - 44 and participated Most of all volunteers, Faculties and other students |
| 5       | 21.06.2022                | Youth Awareness Prog - on Intl. Yoga Day                 | NSS Unit (I & II) | Prof. Koushik Roy                                   | BU NSS Cell             | Volunteers - 30  |
| 6       | 28.09.2022                | Establishment of 5 concrete dustbin @ Khujutipara Market | NSS Unit (I & II) | Prof. Koushik Roy<br>Prof. Subhojit Mondal          | BU NSS Cell             | NSS team   |
| 7       | 23.09.2022-<br>29.09.2022 | Special Camp @ Basapara (Adopted Village)                | NSS Unit (I & II) | Prof. Koushik Roy<br>Prof. Subhojit Mondal          | BU NSS Cell             | PO and volunteers - 67   |

## ❖ Report of Intl. Women's Day Celebration on 08.03.2022



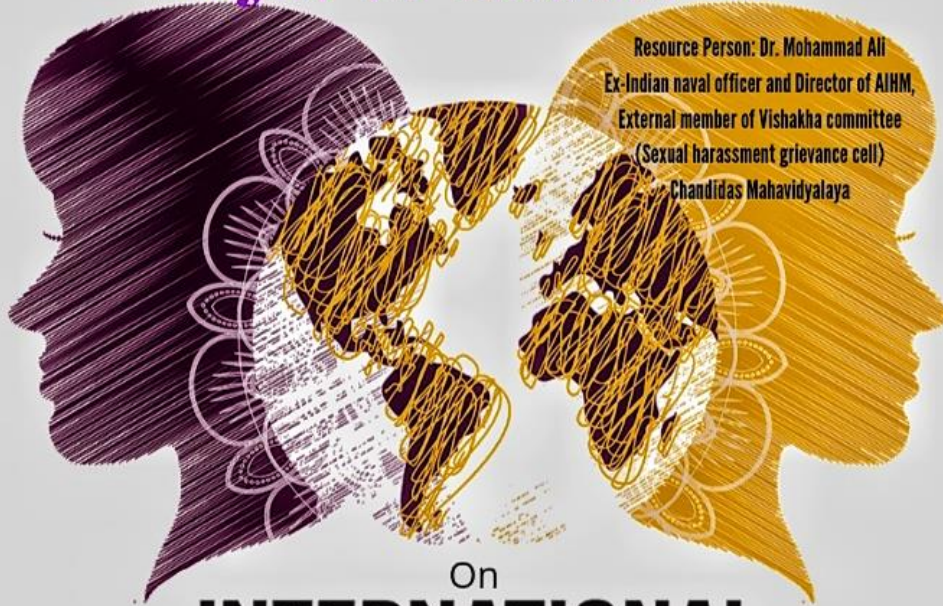
### REPORT OF INTERNATIONAL WOMEN'S DAY

- Name of the Program: CELEBRATION OF INTL. WOMEN'S DAY
- Category of the Program – Gender Issue Awareness
- Date & Time – 08.03.2022, 2.00pm and onwards
- Venue – Vivekananda Seminar Hall
- Duration – 2hrs
- No of Teachers/NTS participated – 21
- No. of Beneficiaries – 76
- Brief Report of the Program – A Special Seminar held in the eve of International Women's Day. The main theme of the Seminar was "Women Empowerment and Right to Education". Dr. Mahammad Ali, Ex Naval Oficio and exterternal member of the Vishakha Committee of our college was the Key Note speaker of this seminar. He has delivered a motivational speech for students. In educational institutions, gender inequality has been experienced. Girls have been discriminated against in terms of various aspects as compared to their male counterparts. Gender inequality in education is regarded as the major impediment within the course of overall progression of the system of education.
- Outcomes of the Program - Our College students have emerged about the disease and the cause factor. They could be conscious and take care to prevent from the disease by their better capacity. For that this was a best practice held about the health awareness program.

  
*Signature of the Program Officer*  
Programme Officer, NSS  
CHANDIDAS MAHAVIDYALAYA  
KHUJUTIPARA, BIRBHUM

Notice cum Brochure for the program

SPECIAL SEMINAR ON  
**Women's Right  
&  
Right to Education**



Resource Person: Dr. Mohammad Ali  
Ex-Indian naval officer and Director of AIHM,  
External member of Vishakha committee  
(Sexual harassment grievance cell)  
Chandidas Mahavidyalaya

On  
**INTERNATIONAL  
WOMEN'S DAY**  
**TUESDAY, MARCH 8, 2022**

Time: 1:30 pm and onwards  
Venue: Vivekananda Seminar Hall

ORGANIZED BY  
NSS Units (I&II), Chandidas Mahavidyalaya  
Khujutipara, Birbhum, West Bengal





**National Service Scheme (Unit I & II)**  
**Chandidas Mahavidyalaya**  
 Khujutipara, Birbhum  
 West Bengal - 731215

Date: 04-03-2022

**NOTICE**

**Special Seminar on Intl. Women's Day**

It is hereby notified for all concerned that our N.S.S Units (I & II) of Chandidas Mahavidyalaya is going to organize a Special Seminar for all on "Women's Right and Right to Education" on 8th March, 2022. Main theme of this seminar will discuss Dr. Mohammad Ali, Ex-Indian Naval officer and Director of AIHM, External Member of 'Vishakha Committee' (Sexual Harassment grievance cell) of our college. The program will start at 1.30pm and onwards at Vivekanada Seminar Hall. So that you all are requested to attend the program and make it to a grand success.

*[Signature]*  
 04.03.22  
 Signature of the Programme Officers  
 Programme Officer, NSS  
 CHANDIDAS MAHAVIDYALAYA  
 KHUJUTIPARA, BIRBHUM

**SPECIAL SEMINAR ON INTL WOMEN'S DAY**  
 Topic: Women's Right & Right to Education.  
 Date: 08.03.2022

N.S.S. Units (I & II) of the college have organized a special seminar on the eve of Intl. Women's Day. The title of the seminar is - "Women's Right and Right to Education." This was a successful seminar that generate the empowerment of women in girls. And so to make a better world.

# Signatures of the faculties & RPs:

|  |                           |
|--|---------------------------|
| 1. Dr. A. B. (M.A. Hons. B.A. Hons.) R.P. of NSS | 10. Aziz Hossain 21/8/22  |
| 2. Dr. Anwar Rahman                              | 11. Bhaskar Ghosh 21/8/22 |
| 3. K. S. Mandal                                  | 12. Barun Das             |
| 4. Md. Akbar Khan                                | 13. Rana Das              |
| 5. Ananya Ghosh                                  | 14. Rana Das              |
| 6. S. Mandal                                     | 15. Rana Das              |
| 7. S. Mandal                                     | 16. Rana Das              |
| 8. S. Mandal                                     | 17. Rana Das              |
| 9. S. Mandal                                     | 18. Rana Das              |

# Signatures of the participants:

|                            |                            |
|----------------------------|----------------------------|
| 1. Md. Hefullah            | 16. SK Rana Das            |
| 2. Tapas Majhi 8/3/22      | 17. Saikat Hal             |
| 3. Ananya Ghosh            | 18. A. Hal                 |
| 4. Kaduna                  | 19. SK Ananya              |
| 5. SK Ananya Ghosh         | 20. Hira SK                |
| 6. Sakinipa Ghosh          | 21. Sumita Das             |
| 7. Julekha Yasmin          | 22. Anan Sumanta           |
| 8. Poo Sarku               | 23. Sush Ghosh             |
| 9. Poo Sarku               | 24. Anil Ananya            |
| 10. Anil Ananya Ghosh      | 25. Anan Rahman            |
| 11. Mohanram Mondal        | 26. Poo Sarku              |
| 12. Khondar Tanjimat Haque | 27. SK Ananya              |
| 13. SK Anil Mahammad       | 28. Pampa Ghosh            |
| 14. SK Jaha Uddin          | 29. Anina Khatoon          |
| 15. Manoj Mondal           | 30. Nandana Ananya Khatoon |

|                     |                    |
|---------------------|--------------------|
| 31. Bishona Khatoon | 56. Sulama Sultana |
| 32. Maimuna Khatoon | 57. Alia Khatoon   |
| 33. Baridul Paul    | 58. Laxmi Pal      |
| 34. Subhom Rahman   | 59. Yasmin Khatoon |
| 35. Ananya Ghosh    | 60. Ananya Khatoon |
| 36. Ananya Ghosh    | 61. Ananya Khatoon |
| 37. Ananya Ghosh    | 62. Ananya Ghosh   |
| 38. Ananya Ghosh    | 63. Ananya Ghosh   |
| 39. Ananya Ghosh    | 64. Ananya Ghosh   |
| 40. Ananya Ghosh    | 65. Ananya Ghosh   |
| 41. Ananya Ghosh    | 66. Ananya Ghosh   |
| 42. Ananya Ghosh    | 67. Ananya Ghosh   |
| 43. Ananya Ghosh    | 68. Ananya Ghosh   |
| 44. Ananya Ghosh    | 69. Ananya Ghosh   |
| 45. Ananya Ghosh    | 70. Ananya Ghosh   |
| 46. Ananya Ghosh    | 71. Ananya Ghosh   |
| 47. Ananya Ghosh    | 72. Ananya Ghosh   |
| 48. Ananya Ghosh    | 73. Ananya Ghosh   |
| 49. Ananya Ghosh    | 74. Ananya Ghosh   |
| 50. Ananya Ghosh    | 75. Ananya Ghosh   |
| 51. Ananya Ghosh    | 76. Ananya Ghosh   |

**Pictures of NSS Activities of Chandidas Mahavidyalaya  
Session – 2021-22**

**Name of the Event/Activity – Celebration of Intl. Women's Day  
Organized by – N.S.S. Units (I & II) on 08.03.2022**



verified by -

  
**Signature of Program Officer(s)**  
Programme Officer, NSS  
CHANDIDAS MAHAVIDYALAYA  
KHUJUTIPARA, BIRBHUM

  
**Signature of Principal**  
Principal  
CHANDIDAS MAHAVIDYALAYA  
P.O.-Khujutipara  
Dist.-Birbhum

### Best practices

- 1) Office maintains gender segregated data
- 2) Authority supports any type of gender awareness programme as when approached to him
- 3) Authority permits female staff to avail leaves without discrimination
- 4) Authority allows female staff to participate in any kind of research activities, participation in seminars, workshops, OP/RC/Summer/Winter school
- 5) Internal Complain Committee is active although no such complaint received by the committee till today
- 6) General perception among the female staff and students are quite satisfactory with regard to the gender sensitive approach of the authority
- 7) Mentoring system help the students
- 8) Students are of the opinion that they can approach to the teachers easily in any problem.
- 9) Institution displays information related to ICC and Anti-ragging cell members.

# Gender Audit



2021-2022

*Chandidas Mahavidyalaya*

*Khujutipara Birbhum*

## Prelude

Gender audit is essentially a social audit which analyzes and assesses the institutionalization of gender equality in the organization. Institutional policies, infrastructural facilities, safety measures, awareness programme are some of the yardsticks by which gender mainstreaming can be gauged. This audit also brings forth the strengths, opportunity and limitations of the organization concerned.

**International Labour Organization** rightly points out “... *It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives ....*”

By gender audit the institute gets the picture of gender biasness if any. It focuses on *the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviours towards the issue*<sup>1</sup>.



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<sup>1</sup> <https://www.plotina.eu/what-is-a-gender-audit>

## *An Overview from the Auditors*

### *An Overview from the Auditors*

*It gives us immense pleasure that the Gender Audit has been prepared with utmost sincerity and impartiality. Based on the data provided by the office and the survey we collected and analyzed a report on the gender equity and gender promotion policies are prepared.*

*From the report it appears that our institution follows non-discrimination policy towards every stake holder. Promotion of gender equity is also given due importance. Given the existing conditions, our institution tries its level best to incorporate gender mainstreaming in its activities and policies related to teaching learning, career promotion, infrastructural facilities, research and publication, seminar attendance, leaves and other benefits etc.*

*The institution tries to inculcate the values of gender equity among the students and staff through various programmes like seminars, observation of women's day, rally and so on.*

*In the under-graduate curriculum gender issues are incorporated by the University of Burdwan.*

*Our institution has also continuously thrived to augment infrastructural and learning resources-like smart class rooms, internet facility, e-resources, separate wash rooms and safe drinking water amongst other such neasures All faculty members are apprised of their promotional benefits and conditions thereof at regular intervals.*

*Conventional leave facilities are extended to all the staff irrespective of gender. Besides, maternity leave and child care leave are permitted as per statutory provisions.*

*We have recommended certain policy measures for future.*

*We do believe that the college authority will continue these policies and will incorporate the policy recommendations in future.*

*We extend out thanks and gratitude to all who took part directly and indirectly in this exercise.*

*Mousami Ray Chowdhury  
Kamran Mukherjee  
Suwmita Sen (Das)  
Abhinava Chakraborty  
Sudhas Singh Roy*

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## General Overview of our institution



*Chandidas Mahavidyalaya*, a rural college, was set up in 04.01.1972 in a remote village *Khujutipara* under Bolpur Sub-division in the district of Birbhum of West Bengal. The objective behind establishing this college in the rural areas was to open up the opportunity of higher education before the first generation learners coming from economically and socially backward and minority families of the locality. But at the same time modern, scientific and value based education is necessary for the students and the society at large. So college judiciously blends the twin objectives- modern, secular & value education- into its vision. The journey of more than four decades was not always a smooth one. The bumpy and rough weather sometimes hampered the institutional performance, but the passion and dedication of the teachers and staff facilitated the college to overcome all obstacles and redeemed its pledge to carry on its tasks in imparting knowledge to the students and empowering them to face the future challenges. The persistent, perseverance and firm approach of the faculties and the management helped to tide over the crisis.

***Vision:*** Our institution believes in providing inclusive, flexible academic ambience.





## Acknowledgement

*Gender audit is a newer initiative done by the Internal Quality Assurance Cell of our institution. Lot of cooperation and assistance we received from the various stakeholders of our institution.*

*At the very outset we extend our thanks to the Principal, Dr. Sk Ataur Rahaman for his constant encouragement and cooperation.*

*On behalf of the cell I take this as an opportunity to extend our heartfelt thanks and gratitude to the participants- students and staff members- who took part willingly in the survey we made.*

*Our administrative office deserves accolades for sharing the data as and when we approached. Special thanks to Prof. Tapas Mondal and Mr. Tapan Kumar Das for their tireless effort for gathering and disseminating official data.*

*Gender audit would not have been possible had we not received the active support and cooperation of our audit team members.*

*We extend our thanks to those support staff who came forward willingly and extend their hands of cooperation.*

## Gender Audit: An Overview

Gender audit is essentially a social audit which analyzes and assesses the institutionalization of gender equality in the organization. Institutional policies, infrastructural facilities, safety measures, awareness programme are some of the yardsticks by which gender mainstreaming can be gauged. This audit also brings forth the strengths, opportunity and limitations of the organization concerned.

**International Labour Organization** rightly points out “... *It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives ....*”

Inclusive growth and development of the segments of the society remains the priority of India ever since she achieved independence. The constitution of India categorically declares liberty, equality, and justice to be the utmost priority. Declaration of the right to equality, liberty, right against exploitation, right to equal treatment, public employment opportunity, right to vote and contest election in its various articles ratifies its commitment to inclusive growth. Moreover, reservation and special measures are also rolled out as contributory step towards achieving equity based society. Beijing Declaration in 1995 recommended gender budgeting. Since 2005-06, government of India continues gender budgeting. Each ministry has been mandated for gender budgeting cell.

In India gender budget statement was first introduced in 2005-06<sup>2</sup>. On the basis of the information furnished by the Ministries/Departments, the Gender Budget Statement is prepared. This statement indicates in two, the budget provisions for schemes that substantially meant for the benefit of women<sup>3</sup>. In 2021-2022 5.9% increase in the budgetary allocation Rs. 26772 crore has been allocated for women-specific programmes, in the previous year it was Rs. 25260 crore.

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<sup>2</sup> <https://www.indiabudget.gov.in/budget2016-2017/ub2016-17/eb/stat20.pdf>

Female Gross Enrolment Ratio (GER) has overtaken male GER as the Gender Parity Index (GPI), the ratio of female GER to male GER, has increased from 1 in 2017-18 to 1.05 in 2020-21, a survey report by the Ministry of Education has revealed. According to the All India Survey on Higher Education (AISHE) 2020-2021, an uptick of 2.01 crore was witnessed in the female enrolment from 1.88 crore in 2019-20. The percentage of female enrolment to total enrolment has also increased to 49% in 2020-21 from 45% in 2014-15, the report said. There has been an increase of around 44 Lakh (28%) in the female enrolment, the report added.<sup>4</sup>

Despite these rosy pictures, discrimination and disparity still haunt the Indian society. Socio-economic and political discrimination can be perceived from the daily reports. Higher educational institutions are expected to spread the message of equality and promote democratic values. Gender awareness, in-campus conducive atmosphere, work with dignity and study without fear, equal treatment should be the objectives of the institutions.

Hence, **objectives for gender audit** are to find out

- ✓ Institutional policies and practices
- ✓ Infrastructural facilities
- ✓ Gender Perception of the different stakeholders

### **Methodology followed**

The gender audit was conducted by IQAC through

- ✓ Physical verification of infrastructural facilities
- ✓ Analyzing the institutional documents
- ✓ Sample survey through questionnaire from the staff and the students

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<sup>4</sup> <https://www.financialexpress.com/education-2/more-women-enroled-in-higher-education-than-men-in-2020-21-shows-aishe-survey/2963475/>

### **Infrastructure and learning resources**

- 28 class rooms, 6 smart class rooms and 1 auditorium Hall
- Clean and green campus
- Spacious reading room facilities
- Sufficient number of books, e-resources, papers and journals
- Non-discrimination policy of the college authority in terms of availing facilities
- Basic separate sanitation facilities for male and female staff and the students are available
- Ladies common room is situated in the ground floor of the campus
- Lady attendant is appointed to look after the girl students
- Internal Complaint committee flowing the UGC guideline is constituted comprising senior lady teachers and IQAC Coordinator
- Anti-ragging squad and Sexual Harassment Prevention committee are also constituted
- Contact numbers of the Anti-ragging cell members are displayed at one place of the institution
- CCTVs are installed to monitor the security within campus.
- Online and offline grievance redressal mechanisms
- Clean drinking water facility

Gender balance defines the ratio of male –female in the students and staff. Traditionally it is seen that women have difficulties and barriers to access to the higher education. Our institution is situated in rural hinterland of Bengal. Agriculture is the main source of livelihood. Literacy rate is poor; early marriage is a regular phenomenon.

2011 census says<sup>5</sup> average literacy rate in the Birbhum district is 69.10% in rural areas out of which 75.56% Male and 62.33% female.

The data of newly admitted taken from the office of our college displays an encouraging phenomenon despite various constraints faced by the females in this locality.

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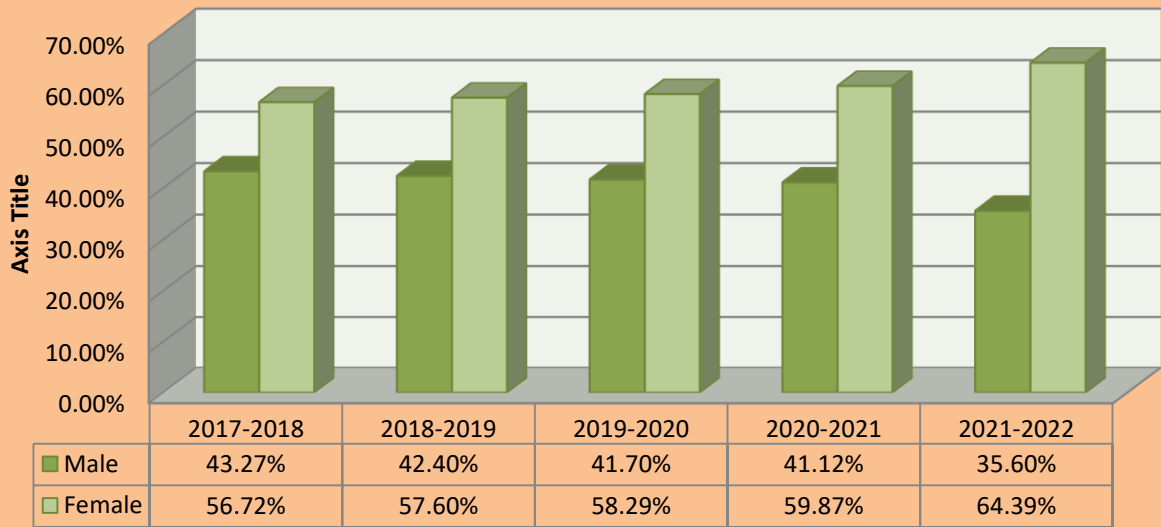
<sup>5</sup> <https://www.census2011.co.in/census/district/8-birbhum.html>

**Gender balance among the students admitted : 2021-2022**

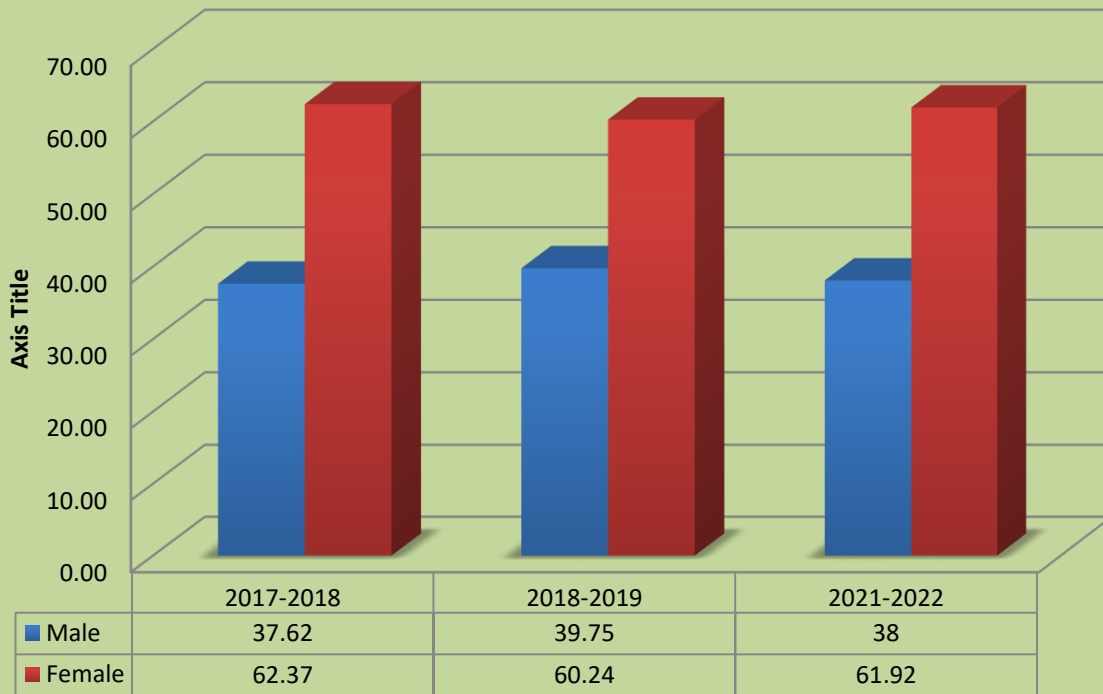
| Subjects          | Admitted students | Male                | Female              |
|-------------------|-------------------|---------------------|---------------------|
| Bengali           | 35                | 14 (40%)            | 21(60%)             |
| English           | 29                | 14 (48%)            | 15 (52%)            |
| Geography         | 20                | 08 (40%)            | 12 (60%)            |
| History           | 32                | 14 (43.75%)         | 18 (56.25%)         |
| Philosophy        | 03                | 01(33.33%)          | 02 (66.66%)         |
| Political Science | 19                | 09 (47.36%)         | 10 (52.63%)         |
| Sanskrit          | 06                | 02 (33.33%)         | 04 (66.66%)         |
| Mathematics       | 06                | 5 (83.33%)          | 01 (16.66%)         |
| B.A General       | 573               | 205 (35.75%)        | 368 (64.25%)        |
| B.Sc General      | 12                | 09 (75%)            | 03 (25%)            |
| <b>Overall</b>    | <b>738</b>        | <b>281 (38.07%)</b> | <b>457 (61.92%)</b> |

| Year      | Total Enrolled | Male | %      | Female | %      |
|-----------|----------------|------|--------|--------|--------|
| 2017-2018 | 1761           | 762  | 43.27% | 999    | 56.72% |
| 2018-2019 | 1625           | 689  | 42.40% | 936    | 57.60% |
| 2019-2020 | 1592           | 664  | 41.70% | 928    | 58.29% |
| 2020-2021 | 1545           | 620  | 41.12% | 925    | 59.87% |
| 2021-2022 | 1640           | 584  | 35.60% | 1056   | 64.39% |

### Male- Female % of Admitted students



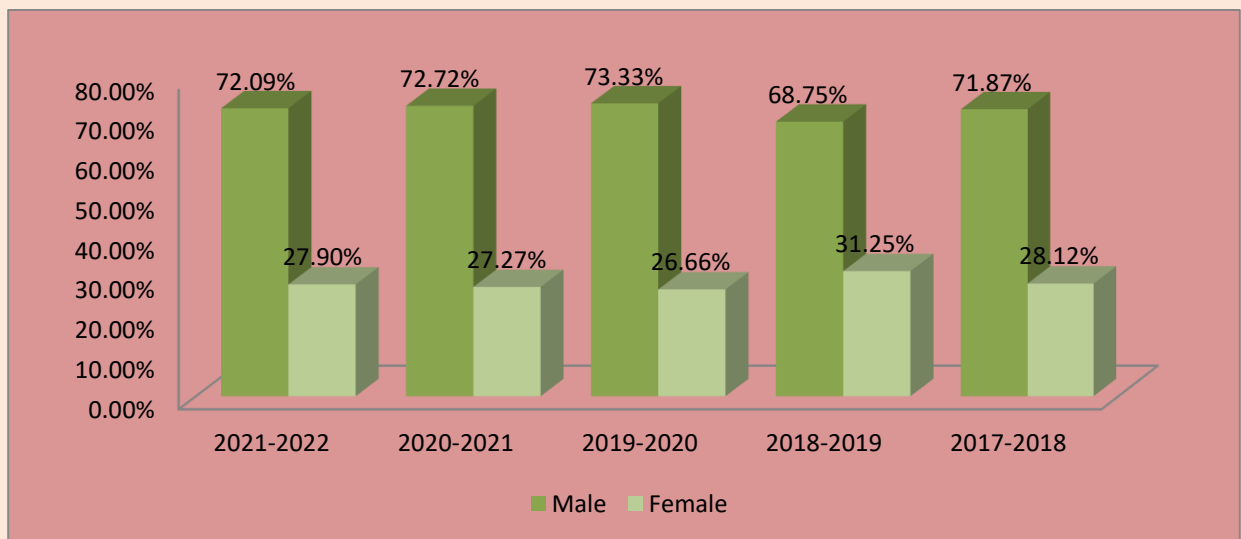
### Comparison of admitted students gender wise



(Data compiled by IQAC)

**Faculty Profiling Gender-wise**

| Year             | Total Faculty members | Male        | Female      |
|------------------|-----------------------|-------------|-------------|
| <b>2021-2022</b> | 43                    | 31 (72.09%) | 12 (27.90%) |
| <b>2020-2021</b> | 44                    | 32 (72.72%) | 12 (27.27%) |
| <b>2019-2020</b> | 45                    | 33 (73.33%) | 12 (26.66%) |
| <b>2018-2019</b> | 32                    | 22 (68.75%) | 10 (31.25%) |
| <b>2017-2018</b> | 32                    | 23 (71.87%) | 09 (28.12%) |



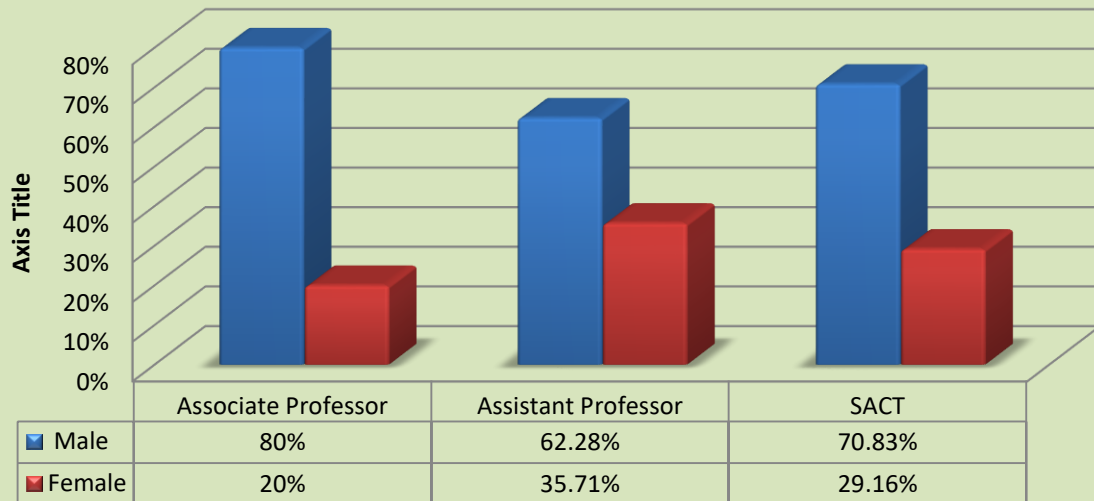
**Faculty Members with PhD: Gender wise**

|                         | Male   | Female |
|-------------------------|--------|--------|
| <b>PhD</b>              | 09     | 04     |
|                         | 69.23% | 30.76% |
| <b>Thesis Submitted</b> | 02     | 00     |
| <b>PhD Pursuing</b>     | 02     | 01     |

**Designation and Gender Wise Faculty Members**

| Designation                | Male        | Female      |
|----------------------------|-------------|-------------|
| <b>Professor</b>           | 01          | 00          |
| <b>Associate Professor</b> | 04 (80%)    | 01(20%)     |
| <b>Assistant Professor</b> | 09 (62.28%) | 05 (35.71%) |
| <b>SACT</b>                | 17 (70.83%) | 07 (29.16%) |

## Faculty Members: Gender wise Designation



### Participation of women faculty in seminars

| Year      | Male | Female |
|-----------|------|--------|
| 2017-2018 | 06   | 02     |
| 2018-2019 | 03   | 04     |
| 2019-2020 | 34   | 11     |
| 2020-2021 | 33   | 11     |
| 2021-2022 | 32   | 11     |

### Participation of women faculty in Faculty Development Programme organized by the instituion

| Year      | Male | Female |
|-----------|------|--------|
| 2017-2018 | 20   | 08     |
| 2018-2019 | 18   | 10     |



## **Organization and Management**

| Committee   | % of female teachers | Position holding                          |
|---|----------------------|---|
| Academic Sub-committee:                               | 24%                  | Member                                    |
| Magazine Sub-Committee                                | 25%                  | Convener and Jt. Convener, & other member |
| Library Sub-committee                                 | 44%                  | Member                                    |
| Cultural Committee                                    | 36%                  | Member                                    |
| Games & Sports Sub-Committee                          | 22%                  | Convener                                  |
| Sexual Harassment Redressal Sub-Committee             | 29%                  | Convener & other member                   |
| Equal Opportunity Cell                                | 40%                  | Convener & other member                   |
| Grievance Redressal Cell/Internal complaint Committee | 40%                  | Convener & other member                   |
| Anti-Ragging Squad                                    | 40%                  | Convener & other member                   |

## Glimpses of Gender Perception within the Campus

IQAC conducted survey and discussed with the various stakeholders. Out of that discussion, following pictures of gender perception can be discerned from the survey.

### 1) College authority follows the non-discriminatory approach towards its employees with regard to:

- ❖ Career promotion
- ❖ Assignments and responsibility
- ❖ Memberships in committees like- Governing Body, Academic Sub-committee and other committees
- ❖ Permission to participate in seminars, workshops and other academic events
- ❖ Organizing events in the campus
- ❖ Conferring awards and recognitions
- ❖ Sanctioning leaves
- ❖ Loan facility and financial assistance if needed

2) Moreover, the authority is very cautious and conscious about the facilities to be extended to the female staff.

### 2) Gender perception

42 staff and 120 students participated in the survey and discussion. Following is the reflection of their perception regarding the practices and facilities in the campus.

There are altogether 09 (Nine) questions on the infrastructural facilities, non-discriminatory approach of the authority, security measures, gender awareness initiatives.

| Questions   | Response   |
|---|--|
| Access to campus facilities (libraries, laboratories, campus events) is gender neutral and everybody has the same rights    | 100% positive  |
| Whether CCTV cameras are provided on the campus   | 99% positively responded   |
| Whether female support staff is available in the campus   | 99% responded that there is female staff to assist if need that be   |
| Whether there is provision of a suggestion/ complaint box on the campus   | 98% respondents hold that there is a complaint box and interestingly most of them can locate that box.   |
| Whether helpline numbers are clearly displayed at various places on the campus  | 97% replied that they knew the helpline numbers available in the campus  |
| Internal Complaint Committee is in place  | 90% of the respondents said that they know that there is such a committee and their names are displayed in the campus  |
| Gender Awareness programme organized by the institution   | It is interesting to know that most of the respondents (98%) said that the institute through its various wings and departments organize gender awareness programmes.   |
| On an overall basis, are you satisfied with the gender related policies, facilities and handling of issues by the Institute | Overall perception regarding the gender sensitivity and approach of the college authority is quite laudable. Gender biasness seems to be absent in the campus. Our stated policy is Zero tolerance to any kind of ragging within campus. |

Glimpses of gender awareness activities in the campus



*Seminar on Feminism in India*

Date- 4.10.2018

Speaker: Prof. Dr. Gopa Samanta, Department of Geography, Burdwan University

Save the Girl Child: Gender Awareness Programme : 3.3.2020



Safe Social Surfing Workshop : 07.09.2017





Beti Bachao Beti Padhao: NCC Initiative

## Best practices

- 1) Office maintains gender segregated data
- 2) Authority supports any type of gender awareness programme as when approached to him
- 3) Authority permits female staff to avail leaves without discrimination
- 4) Authority allows female staff to participate in any kind of research activities, participation in seminars, workshops, OP / RC / Summer / Winter school
- 5) Internal Complain Committee is active although no such complaint received by the committee till today
- 6) General perception among the female staff and students are quite satisfactory with regard to the gender sensitive approach of the authority
- 7) Mentoring system help the students
- 8) Students are of the opinion that they can approach to the teachers easily in any problem.
- 9) Institution displays information related to ICC and Anti-ragging cell members.
- 10) Maternity leaves and Child Care Leaves (CCL) are given to the female faculty members. Total 41.66% female faculty members availed Maternity leaves and Child Care Leaves (CCL)

### Policy recommendations

- 1) Trained Counselor should be hired to counsel the students
- 2) IQAC should organize more gender awareness programme
- 3) There should be a sanitary napkin vending and disposal machine installed in the campus
- 4) Dedicated gym facility for the girl students should be done
- 5) Medical practitioner should be hired once in a week