

GENDER AUDIT REPORT

(2018-19 to 2022-23)

M. U. C. WOMEN'S COLLEGE, BURDWAN

Introduction

Gender Equality is global issue, so discussions on women's emancipation and her rights are at the forefront of many formal and informal campaigns. Women throughout the world are considered as 'Second Class Citizen', not written in the constitution or in any other written form but in the mind of the male dominated society. This happens in patriarchy, which not only subjects women to male domination but constructs a mind set of inferiority for 'othering' women. India, a developing country has its patriarchal system which outwardly worships women as goddess but in reality promotes the subjugation of women. The issue of 'Gender Discrimination' has become more complex in India due to the divide between the rich and the poor on the one hand and the caste system which thrives on the un-equal position of the religious community. In other words, most women in India are 'Thrice Othered'- i.e. they are 'othered' on account of their sex-status, economic status and caste status.

Vision

Gender Audit could be defined as an effective method of gender mainstreaming that could assess compliance to gender equality policies in an institution through organisational practices that are essentially linked with eradication of gender biasness, identifying the lacuna and the strengths of an institution through qualitative and quantitative data analysis and determine some base line in which the design of gender equality plan could be drawn.

Mission

- **Assess Gender Equality**

Evaluate the current status of gender equality within the college. Creating a congenial environment that eliminate any kind discrimination on the basis of gender.

- **Identify Gaps**

Detect disparities and gaps in policies, practices, and outcomes between different genders.

- **Promotion of Gender Oriented Policies**

Analyse existing policies and practices to ensure that they support gender equality. Also developing and enhancing self-awareness through active organisational practices such as academic and psychological counselling, periodical and regular 'Mentor-Mentee' interaction, active participation in gender sensitization programmes, debates, poster presentation related gender issues etc.

- **Evaluate Representation**

Assess the representation of all genders at various levels of the organisation

- **Examine Work Environment**

Investigate whether the work environment is conducive to all genders.

- **Analyse Resource Allocation**

Ensure that resources and opportunities are equitably distributed

- **Engage Stakeholders**

Involve various stakeholders to gather comprehensive perspectives on gender issues

- **Monitor overall situation and Progress**

Eliminating any kind of harassment, assault, physical or psychological coercion or trauma by creating strong 'Anti-Ragging Committee', 'Grievance Redressal Cell' and 'Internal Compliance Committee'.

- **Promote Awareness**

Raise awareness among the students, teachers and non teaching staff about gender issues and the gender equality within the organisation . Creating ‘Gender Sensitive Organisational Culture’ that promotes and endorses the concepts like socio-economic self sufficiency, balanced self esteem, awareness relate to health, hygiene and nutritional well being.

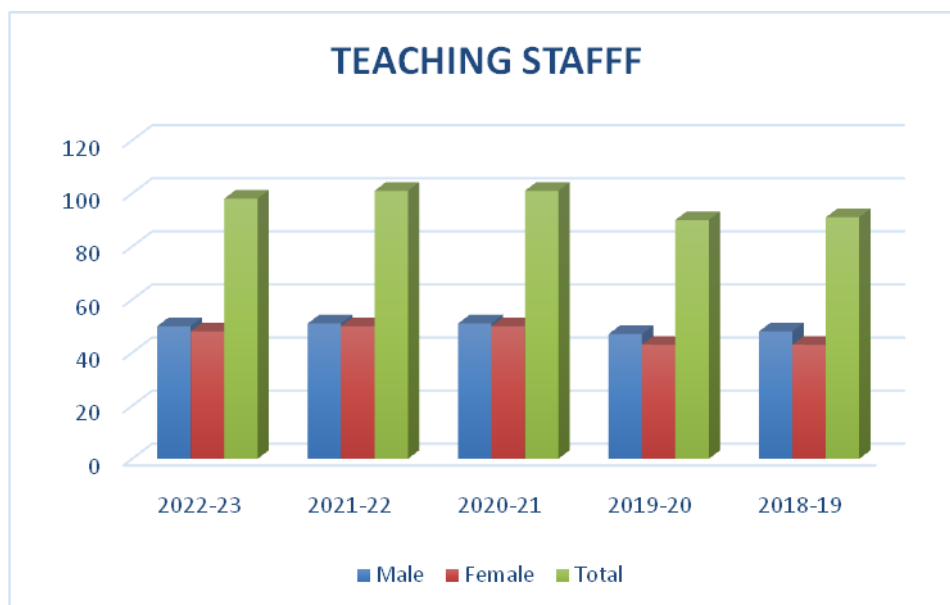
Relevance of Gender Audit In An Educational Institution:

‘Gender Audit’ in a college is a comprehensive assessment aimed at evaluating the extent to which gender equality is integrated within the college’s policies, practices and culture. It involves the systematic review of internal processes, including recruitment, educational environment to identify any biases or disparities affecting the students as well as teaching and non teaching communities. It could also be understood as a method for ‘Gender Mainstreaming that helps an organisation to identify and understand gender patterns within its composition, structures, processes, organisational culture and management of human resource. The audit typically includes the collection of quantitative data, such as gender ratios and pay gaps as well as qualitative insights through surveys, interviews and focus groups. The objective is to highlight areas of inequality, raise awareness and provide actionable recommendations to foster a more inclusive and equitable environment. By addressing these issues College can ensure fair treatment, enhance diversity and create a supportive atmosphere for both the students and employees. It also helps to determine some base line in which the design of the gender equality plan could be chalked out.

M. U. C. Women’s College is a reputed Institute in Burdwan town established in 1955 and plays an important role in spreading the light of education among the girls, not only in Burdwan but also in the neighbouring districts. As this institution is meant only for the girls students, hence Gender Audit of number of male female students is not necessary. Moreover among the employees there is no pay gaps based on gender as both teaching and non teaching members are government employee so their salary is not determined by their sex, rather

according to the hierarchy and educational qualifications. Therefore, gender ratio and work participation data of the teaching and non teaching staff of the college is presented for last five years in the following Bar and Pie Diagrams.

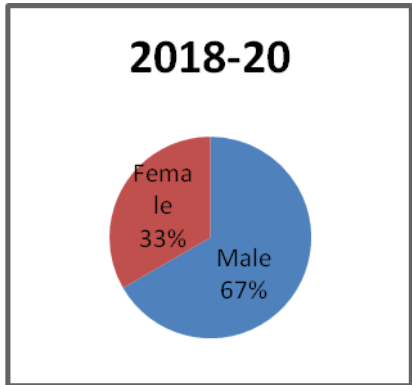
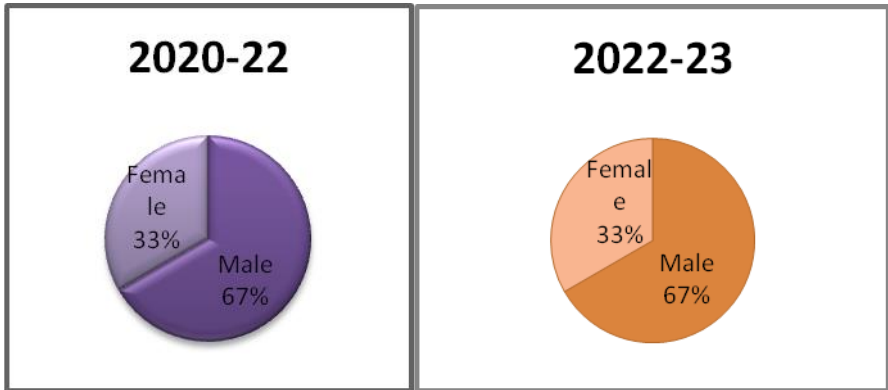
TEACHING STAFF			
Academic Year	Male	Female	Total
2022-23	50	48	98
2021-22	51	50	101
2020-21	51	50	101
2019-20	47	43	90
2018-19	48	43	91



NON TEACHING STAFF (PERMANENT)			
ACADEMIC YEAR	MALE	FEMALE	TOTAL
2022-23	21	4	25
2021-22	21	4	25
2020-21	21	4	25
2019-20	25	4	29
2018-19	25	4	29

NON TEACHING STAFF (MANAGEMENT POST)			
ACADEMIC YEAR	MALE	FEMALE	TOTAL
2022-23	16	18	34
2021-22	16	18	34
2020-21	18	21	39
2019-20	18	21	39
2018-19	18	21	39

Teacher Representative in Governing body			
Year	Male	Female	Total
2022-23	2	1	3
2020-22	2	1	3
2018-20	2	1	3



Gender Policy: M. U. C. Women's College

Scope of the Policy for Staff

The Workplace Gender Policy applies to all faculty and non teaching staff, whether full time or part time, SACT, temporary or permanent. It includes:

- Recruitment, selection, and promotion
- Professional development
- Flexible working hour
- Safe working environment
- Grievance Redressal and disciplinary action

Scope of the policy for students

- Safe working environment
- Equal opportunities for all the girl students irrespective of caste, religion and financial background.
- Disciplinary action against grievances

M. U. C. Women's College, being an educational institution that meant only for the womenfolk and has the hostel facilities so gender audit is crucial for identifying and addressing imbalance and biases, during the college hours and beyond the college hours in the hostels, ensuring an equitable and inclusive and ragging free academic environment.

Admission Data

Year - 1 (2022-23)											
Programme name	Number of seats sanctioned	Number of Students admitted	Number of seats earmarked for reserved category as per GOI or State Government rule					Number of students admitted from the reserved category			
			SC	ST	OBC	Gen	Others	SC	ST	OBC	Gen
BENGALI	97	74	21	6	17	53		14	3	20	37
ENGLISH	97	84	21	6	17	53		18	8	26	32
PHILOSOPHY	81	49	18	5	14	44		13	1	9	26
HISTORY	97	68	21	6	17	53		23	3	16	26
SANSKRIT	97	85	21	6	17	53		20	8	17	40
GEOGRAPHY	56	48	12	3	10	31		7	3	15	23
ECONOMICS	63	10	14	4	10	35		1	0	3	6
POLITICAL SCIENCE	72	51	16	4	12	40		13	2	12	24
PHYSICS	37	15	8	2	7	20		1	0	7	7
CHEMISTRY	37	17	8	2	7	20		2	0	6	9
MATHEMATICS	81	39	18	5	14	44		3	0	14	22
ZOOLOGY	37	31	8	2	7	20		7	1	10	13
BOTANY	37	18	8	2	7	20		4	2	5	7
MICROBIOLOGY	40	27	9	2	7	22		8	0	5	14
NUTRITION	32	26	7	2	5	18		5	1	6	14
COMPUTER SCIENCE	25	15	6	1	4	14		1	0	4	10
B.A GENERAL	1098	532	24 2	66	187	603		95	1 5	75	347
B.SC GENERAL	131	37	29	8	22	72		2	1	11	23
M.A ENGLISH	33	29	7	2	6	18		4	2	2	21
TOTAL	2248	1255	49 4	13 4	387	123 3	0	24 1	5 0	263	701
Year - 2 (2021-22)											
Programme name	Number of seats sanctioned	Number of Students admitted	Number of seats earmarked for reserved category as per GOI or State Government rule					Number of students admitted from the reserved category			
			SC	ST	OBC	Gen	Others	SC	ST	OBC	Gen
BENGALI	97	60	21	6	17	53		17	4	10	29
ENGLISH	97	75	21	6	17	53		12	4	13	46
PHILOSOPHY	81	53	18	5	14	44		9	4	17	23
HISTORY	97	66	21	6	17	53		18	1	21	26
SANSKRIT	97	43	21	6	17	53		6	0	8	29
GEOGRAPHY	56	34	12	3	10	31		9	1	9	15
ECONOMICS	63	8	14	4	10	35		0	0	1	7
POLITICAL SCIENCE	72	44	16	4	12	40		9	3	11	21

PHYSICS	37	10	8	2	7	20		3	1	1	5
CHEMISTRY	37	12	8	2	7	20		3	1	2	6
MATHEMATICS	81	26	18	5	14	44		3	0	10	13
ZOOLOGY	37	16	8	2	7	20		1	1	2	12
BOTANY	37	16	8	2	7	20		4	1	2	9
MICROBIOLOGY	40	21	9	2	7	22		2	2	5	12
NUTRITION	32	25	7	2	5	18		4	0	7	14
COMPUTER SCIENCE	25	9	6	1	4	14		0	0	2	7
B.A GENERAL	1098	729	242	66	187	603		118	34	110	467
B.SC GENERAL	131	34	29	8	22	72		3	0	8	23
M.A ENGLISH	33	32	7	2	6	18		6	2	6	18
	2248	1313	494	134	387	1233	0	227	59	245	782

Year - 3 (2020-21)

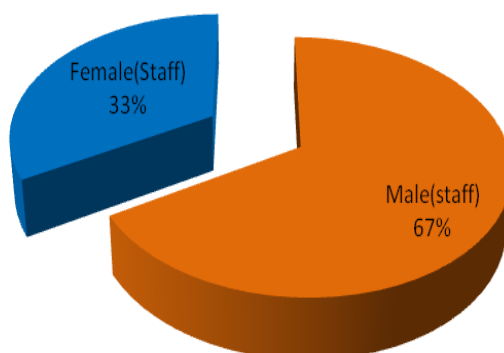
Programme name	Number of seats sanctioned	Number of Students admitted	Number of seats earmarked for reserved category as per GOI or State Government rule					Number of students admitted from the reserved category			
			SC	ST	OB C	Gen	Others	SC	S T	OB C	Gen
BENGALI	97	60	21	6	17	53		17	3	14	26
ENGLISH	97	61	21	6	17	53		14	4	17	26
PHILOSOPHY	81	41	18	5	14	44		5	1	12	23
HISTORY	97	67	21	6	17	53		18	7	13	29
SANSKRIT	97	53	21	6	17	53		18	2	5	28
GEOGRAPHY	56	32	12	3	10	31		10	2	9	11
ECONOMICS	63	10	14	4	10	35		0	0	0	10
POLITICAL SCIENCE	72	49	16	4	12	40		8	4	14	23
PHYSICS	37	12	8	2	7	20		2	0	4	6
CHEMISTRY	37	11	8	2	7	20		5	1	2	3
MATHEMATICS	81	31	18	5	14	44		1	0	10	20
ZOOLOGY	37	25	8	2	7	20		6	1	7	11
BOTANY	37	11	8	2	7	20		3	1	2	5
MICROBIOLOGY	40	22	9	2	7	22		6	0	3	13
NUTRITION	32	22	7	2	5	18		3	0	5	14
COMPUTER SCIENCE	25	11	6	1	4	14		1	0	4	6
B.A GENERAL	1048	500	231	63	178	576		79	12	83	326
B.SC GENERAL	131	22	29	8	22	72		2	0	5	15
MA ENGLISH	33	33	7	2	6	18		7	2	6	18
TOTAL	2198	1073	483	131	378	1206	0	205	40	215	613

Year - 4 (2019-20)											
Programme name	Number of seats sanctioned	Number of Students admitted	Number of seats earmarked for reserved category as per GOI or State Government rule					Number of students admitted from the reserved category			
			SC	ST	OB C	Gen	Others	SC	S T	OB C	Gen
BENGALI	97	80	21	6	17	53		17	5	18	40
ENGLISH	97	72	21	6	17	53		12	6	19	35
PHILOSOPHY	81	68	18	5	14	44		17	2	19	30
HISTORY	97	84	21	6	17	53		21	4	22	37
SANSKRIT	97	78	21	6	17	53		22	1	24	31
GEOGRAPHY	56	38	12	3	10	31		5	2	11	20
ECONOMICS	63	4	14	4	10	35		0	0	2	2
POLITICAL SCIENCE	72	62	16	4	12	40		11	3	11	37
PHYSICS	37	26	8	2	7	20		4	0	6	16
CHEMISTRY	37	17	8	2	7	20		3	2	7	5
MATHEMATICS	81	47	18	5	14	44		7	1	8	31
ZOOLOGY	37	24	8	2	7	20		4	1	4	15
BOTANY	37	20	8	2	7	20		1	1	5	13
MICROBIOLOGY	40	22	9	2	7	22		2	0	6	14
NUTRITION	32	26	7	2	5	18		4	0	9	13
COMPUTER SCIENCE	25	15	6	1	4	14		0	0	3	12
B.A GENERAL	1048	617	231	63	178	576		108	20	126	363
B.SC GENERAL	131	16	29	8	22	72		1	0	9	6
M.A ENGLISH	33	21	7	2	6	18		4	0	7	10
TOTAL	2198	1337	483	131	378	1206	0	243	48	316	730
Year - 5 (2018-19)											
Programme name	Number of seats sanctioned	Number of Students admitted	Number of seats earmarked for reserved category as per GOI or State Government rule					Number of students admitted from the reserved category			
			SC	ST	OB C	Gen	Others	SC	S T	OB C	Gen
BENGALI	87	53	19	5	10	53		13	4	14	22
ENGLISH	87	77	19	5	10	53		18	2	16	41
PHILOSOPHY	81	57	18	5	11	47		16	2	13	26
HISTORY	87	75	19	5	10	53		12	0	23	40
SANSKRIT	87	71	19	5	10	53		18	1	14	38
GEOGRAPHY	52	34	11	3	7	31		8	1	12	13
ECONOMICS	59	10	13	4	7	35		1	0	1	8

POLITICAL SCIENCE	67	55	15	4	8	40		9	2	19	25
PHYSICS	33	19	7	2	4	20		5	0	4	10
CHEMISTRY	33	23	7	2	4	20		2	0	6	15
MATHEMATICS	73	47	16	4	9	44		6	1	16	24
ZOOLOGY	33	22	7	2	4	20		8	1	3	10
BOTANY	33	17	7	2	4	20		2	1	2	12
MICROBIOLOGY	37	17	8	2	5	22		1	1	2	13
NUTRITION	31	27	7	2	4	18		2	0	9	16
COMPUTER SCIENCE	24	21	5	1	4	14		2	0	6	13
B.A GENERAL	959	718	21	57	115	576		12	2	116	448
B.SC GENERAL	119	33	26	7	14	72		2	0	4	27
M.A ENGLISH	33	20	7	2	6	18		0	0	5	15
TOTAL	2015	1396	44	11	246	120	0	25	4	285	816
			1	9		9		4	1		

Sanitary Facilities (Staff)

No. of Toilets



Best Practices in Our College Related To Gender Issues

Gender Related NSS Activities (In the Adopted Slum)

(21/03/2023)

❖ Yoga Workshop

Resource Person: Anindita Roy(Teacher, F. P. School, Sahachetan)

❖ Story- Telling Session

Resource Person: Debosmita Biswas (NSS Volunteer)

❖ Hands On Training On Beauty and Wellness (Post Lunch Session)

Resource Person: Dr. Paramita Chaudhuri (M.U. C. Women's College)

No. Of Participants from Slum: 18

No. Of NSS Volunteers : 23

No. Of Programme Officers; 02

Total Participants 43

Health Camp for F. P. School Children and other Slum Children and Women (23/03/2023)

Resource Person: Dr. Kazi Monjur Ali (M.U.C. Women's College) and four students of Nutrition Department.

No. Of Participants in Health Camp: 57

- General Health and Menstrual Health Related Awareness Programme by NSS and Chirayata (Alumni Association of MUCWC)
- Seminar/ Debate/ Poster presentation by various departments related to Gender Sensitization (Mass Communication, Computer Science etc)
- Gender Sensitization Programmes by Alumni Association, NSS and NCC
- World AIDS Day (12/01/2022)
- Awareness on Organ Donation (13/09/2022)
- International Women's Day (08/03/2022)
- AIDS Day Celebration on 01/12/21, online mode

No. Of Participants: 20

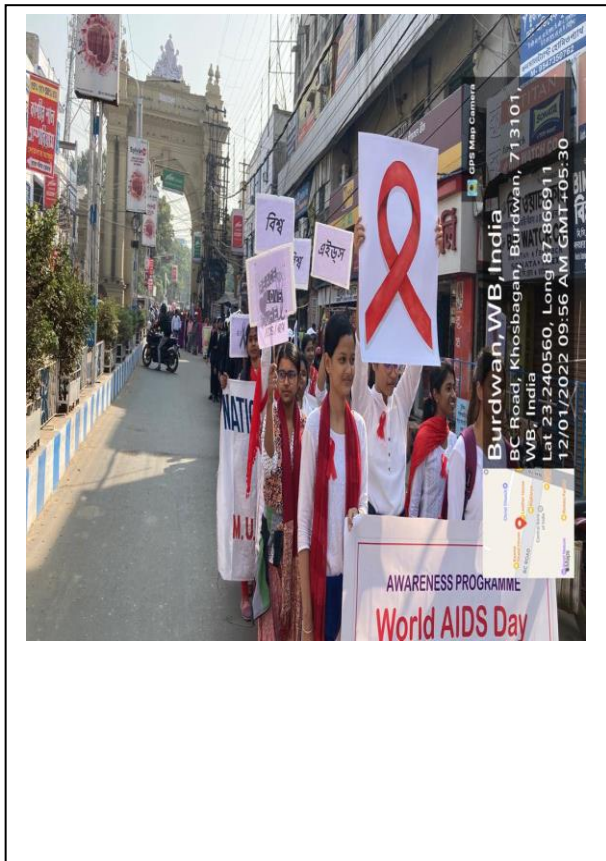
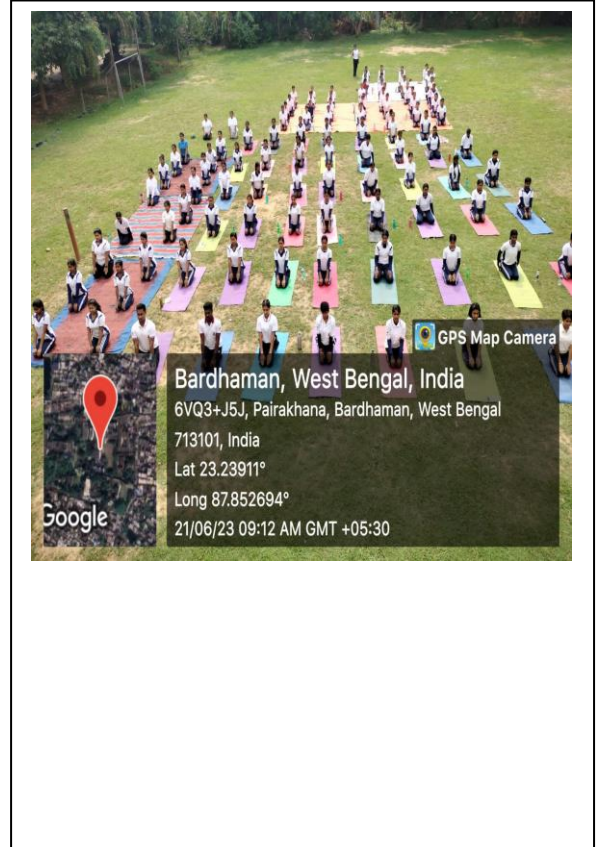
- Free Eye Check-Up Camp (14/12/ 21)

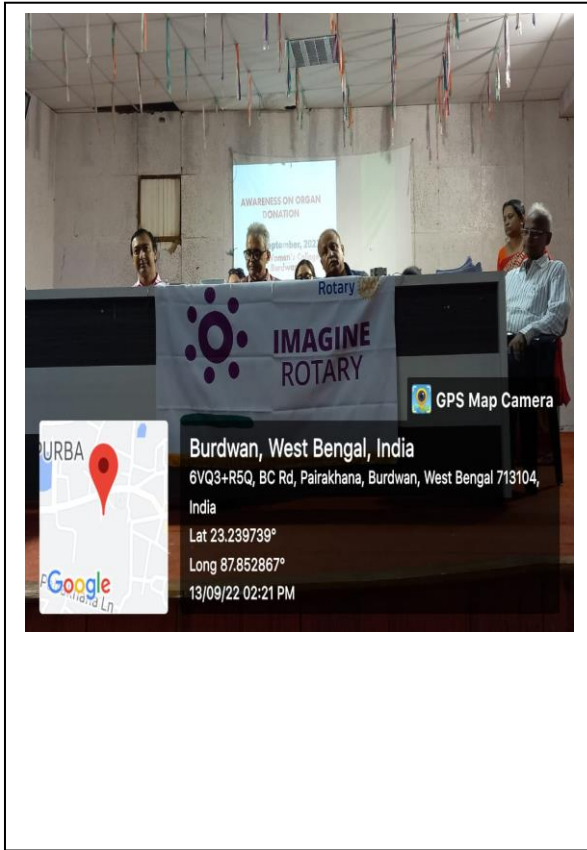
Supervised by Dr. Sourav Ghosh and his team

No. Of Participants: 158

- Blood Donation Camp (30/03/2022)

No. Of Donors (Student and Staff); 33





Gender Related Activities By NCC (M.U.C. Women's College)

SL.No.	Name of the activity	Name of the Unit/collaborating agency	Name of the Scheme	Year of the activity
1	Rally (Gender equality today for a sustainable tomorrow)	M.U.C. Women's College NCC unit	International Women's Day	8 th march 2022
2	Yoga awareness programme (Yoga for humanity)	M.U.C. Women's College NCC Unit	International Yoga Day	21 st June 2022
3	Learning and skills for life, work, and sustainable development.	NCC Unit with 5bengal (G)BN	World Youth skill Day	15-Jul-22
5	Celebrate the National Days to foster the ethos of patriotism, armed forces and integrity amongst Indian Youth.	NCC Unit with 5bengal (G)BN	Armed Forces Day	14-Jan-23
6	Inculcate importance of joining armed forces	NCC Unit with 5bengal (G)BN	Indian Army Day	15-Jan-23
7	District Parade Competition	NCC Unit with 5bengal (G)BN	Republic Day	26-Jan-23

8	Women empowerment Lecture (Advita-Second to None)	NCC collaboration 5bengal (G)BN	Unit with	International Women's Day	8 th march 2023
9	Street Drama, Essay Competition.	NCC collaboration 5bengal (G)BN	Unit with	World Water Day	22 nd March
10	Street Drama, Poster Competition.	NCC collaboration 5bengal (G)BN	Unit with	World earth Day	22 nd April
11	Yoga awareness programme (Yoga for Vasudhaiva Kodambakkam)	NCC Unit		International Yoga Day	21 st June 2023
12	Rally	NCC collaboration 5bengal (G)BN	Unit with	World Youth skill Day	15-Jul-23
13	Flag Hosting, Parade	NCC collaboration 5bengal (G)BN	Unit with	Independence Day	15-Aug-23
14	Ex-MILAP to connect with ex-servicemen and Veterans	NCC collaboration 5bengal (G)BN	Unit with	Armed Forces flag Day2q	7 th Dec2023

Percentage of students qualifying in state/national/ international level examinations during the last five years (2018-2023)

Year	Registration number/roll number for the exam	Names of students qualified	Name of the qualifying exam
2022-23	16028021	Sanchita Bhattacharya	SET
2022-23	WB02001942	Samriddh Saha	UGC NET
2022-23	WB22200260	Supriya Mahara	UGC NET
2022-23	16040107	Benojir Yeasmin	SET
2022-23			
2022-23	XL24564023111	Sourima Mondal	GATE-23
2022-23	WB03210308	Anuska Chakraborty	CUET-23
2023	15025655	Suktara Khatoon	SET-23
2024	XL24564022146	Nisha Roy	GATE-2024
2022	PH403B002	SHRADDHA CHOWDHURY	JAM
2022	PH615F518	CHITRA MONDAL	JAM
2022	PH403F148	ANWESHA KODAL	JAM
2022	4410047270	SAMPRITI KAR	SSC-CGL-1
2022	SET-16032507	KUSUMITA GHOSH	SET-2022
2023	16031730	Shubhangi Sarkar	WBSET (Home Science)
2023	WB02002045	Aparna Pal	UGC- NET (Home Science)
2023	WB22001041	Ankita Sinha	UGC- NET (Home Science)
2023	18035551	Ankita Sinha	WBSET (Home Science)
2023	WB02002196	Ananya Thakur	UGC- NET (Home Science)
2023	OR04000337	Jasmine Khatun	UGC- NET (Home Science)
2023	WB04000999	Ushashi Garai	UGC- NET (Home Science)
2023	17032500	Ushashi Garai	WBSET (Home Science)
2022	WB02000304	Mandira Das	UGC- NET (Home Science)
2022	WB04400239	Shubhangi Sarkar	UGC- NET (Home Science)
2022	15026392	Debarati Banerjee	SET-22
2020-21	WB02504492	KUSUMITA GHOSH	NET
2023	UPI8202081	SUNANDITA DAS	NET
2023	WB06200412	SONOBAR KHATUN	NET
2023	16029550	SONOBAR KHATUN	WBSET
2023	WB10004852	RINI DAS	NET
27.02.2023	16029761	KOYEL DAS	SET
2023	16029568	APARAJITA MUKHOPADHYAY	WBSET
2023	PH23S64005047	SUCHARITA SEN	GATE
2023	WB02000911	Koushika Mondal	UGC-NET

2024	WB02333699	SHREYA BHATTACHARJEE	NETJRF
2024	16029918	SHREYA BHATTACHARJEE	WBSET
2023	WB02000616	FARHA YASMIN	NET
2023	WBSET/25/1779, Roll No-16027774	Asmina Khatun	WBSET-2023
2023	Application Number-233510017418	Aishi Banerjee	CUET-2023
2023	Application Number-233510036509	Sayani Kesh	CUET-2023
2023	Application Number-233510114796	Priyanka Dey	CUET-2023
2022	Roll No - 220422688734	Priya Gope	WBTET-2023
2023	WB01010172	Susmita Akhuli	ICAR NET
2023	WB04040059	Susmita Akhuli	CSIR UGC NET
2023	XL23S54005159	Susmita Akhuli	GATE
2023	WB02010291	SHRESTHA MUKHOPADHYAY	CSIR UGC NET
2023	XL22S64011139	Amrita Dey	GATE 2021
2023	WB02010041	Amrita Ghosh	CSIR UGC NET
2022	XL22S64011124	Amrita Ghosh	GATE
2021	XL21S64004391	Rajlakhsmi Laha	GATE
2021	XL21S64009134	Sayaree Pan	GATE
2020	16010850	Mahua Pal	SET
2020	WB02601424	Payel Hazra	NET
2022	Roll No - 220418614526	Neha Khatun	WBTET-2022
2018	XL18S14041148	Moupriya Mondal	GATE-2018
2020	SET-15025655	SUKTARA KHATOON	SET-2023
2020	WBSET/25-1777, Roll No-16027765	Ankhi Mukherjee	WBSET-2023
2020	18020435	MANISHA BANERJEE	SET
2020	4418019741	MANISHA PAL	SSC MTS
2020	2811000345	SIPRA MALIK	IBPS RRB
2020	WB0250900058	TANUSHREE MITRA	NET JRF
2020	16020333	TANUSHREE MITRA	WBSET
2020-21	WB02001125	Debarati Banerjee	CSIR-UGC NET-21
2020-21	WB02001026	KUSUMITA GHOSH	NET-2021
2020-21	WBSET/22/0723	Mandira Banerjee	SLET
2020-21	WB0251100500	Jayanti Ghosh	NET
2020-21	WB0250100428	Moumita Kundu	NET
2020-22	141SC/Apt/1A-7P-2-2-	Ria Mondal	Inspector of School
2020-23	WB02601638	Suruchi Rani	NET
2020-24	XL21S64009088	Suruchi Rani	GATE
2020-25	201610081744	Gitanjali Ghosh	NET
2020-26	BT21S54010016	Gitanjali Ghosh	GATE

2020-27	WB02601424	Payel Hazra	NET
2020-28	XL21S64004391	Rajlaksmi Laha	GATE
2020-29	XL21S64004312	Somdatta	GATE
2020-30	XL21S64009134	Sayeri Pan	GATE
2020-31	WB02600211	Pratyusha Banerjee	NET
2020-32	EY21S34010009	Pratyusha Banerjee	GATE
2020	16030389	Priyanka Goswami	SET-2020
2019-20	WB02501632	Priyanka Pal	NET
2019-20	WB0205202288	Tanushree Mitra	NET
2019-20	TL0105214299	Spandita Das (JRF)	NET
2019-20	WB0205203183	Durga Gupta	NET
2019-20	GS2021BIOPHD017009	Pratyusha Banerjee	TIFRJGEEBILS
2019-20	XL19S24034100	Payel Hazra	GATE
2019-20	WBSET/22-2230 (Roll no 16030232)	Silpa Gangopadhyay	SLET
2019-20	WBSET/22-2217(Roll no. 16030389)	Priyanka Goswami	SLET
2019-20	WBSET/22-2605 (Roll No-18020435)	Manisha Banerjee	SLET
2019-20	4418019741	Manisha Pal	SSC (MTS)
2019-20	2811000345	Sipra Malik	IBPS RRB
2019-20	Not Available	Shampi Rudra	WB School Service Commission
2019-20	Not Available	Nita Garai	WB School Service Commission
2019-20	Not Available	Ranu Ghosh	WB STAFF SELECTION COMMISSION
2019	WB0205202288	TANUSHREE MITRA	NET
2019	WB02503132	DURGA GUPTA	NET
2019	WB0205201144	AFROJ JAHAN	NET
2019	TL0105214299	SPANDITA DAS	NET JRF
2018	XL18S14041148	Moupriya Mondal	GATE
2018	89003982	UDITA BANERJEE	NET
2018	WBCSC20170399	PURBA CHARKRABORTY	WBSET
2018	NA	RESHMA KHATOON	NET
2018	WBCSC20170399	PURBA CHARKRABORTY	WBSET
2019	WB02503132	DURGA GUPTA	NET
2019	TL0105214299	SPANDITA DAS	NET JRF
2019	WB0205201144	AFROJ JAHAN	NET
2018	89003982	UDITA BANERJEE	NET
2018	XL18S14041148	Moupriya Mondal	GATE-2018

Gender related Papers and Academic Presentations of Faculty members:

1. P. Basu, A.K. Chakrabarty, U. Dasgupta, K. Bhattacharyya, S. Bhattacharyya and K. Monjur Ali, "Gender Preferences in the Distribution of food among 6-24 months children in an Urban Community of Kolkata", *Acta Scientific Nutritional Health*, Vol. 2, Issue 8, 2018
2. **Oly Saha**, "Mad Monster(ress): Hysteria in Women in 'The Yellow Wallpaper' and *Hedda Gabler*", **The Literary Herald**, ISSN 2454-3365, February, 2019 (<https://www.tlhjournal.com/>)
3. **Oly Saha**, "Gendered Identity and the Representation of Women: A Study of Mahasweta Devi's Short Story 'Bayen' ", *The Criterion: An International Journal in English* (<https://www.the-criterion.com/>) ISSN 0976-8165, October, 2022. <https://www.the-criterion.com/V13/n5/IN01.pdf>
4. Pradipta Sengupta, an invited talk on " Women Studies in India in Postcolonial Scenario " at Belgrade University on June 3, 2019.
5. Pradipta Sengupta, "Major Trends in Dalit Women's Autobiographies in India" in the online journal " Knjizenstvo"(2021), published from Belgrade University.
6. Mahua Duttagupta, " Domestic Violence (Garhasta Hingsrata) aitihasik prekhkhapot", XXXVI Annual Conference (International Level) of Paschimbanga Itihas Samsad, 25th Jan, 2020
7. B. Chakraborty, M. Dutta Gupta, "Social Status of Women in Indian Historical Timeline", *Shades of Women's History of India*, ISBN 978-81-956878-3-1, 2022
8. H. Lahiri, "Women in gender Responsive Budgeting in India: An Assessment (2022)", pp-109-115, *International Journal of Humanities and Social Science Studies* ISSN: 2349-6959 (Online) 23 49-6711 (Print)
9. H. Lahiri, "Women Labour Force and Standard versus Nonstandard Work Arrangement in Selected Indian State", (2021) pp-52-56, *Shikshan Sanshodhan* ISSN: 2581-6241
10. H. Lahiri, "Understanding Tagore's Chitrangada in a Feminist Framework: A Tale of Glorification or Mortification" (2021), pp-5-8, *Himalayan Journal of Humanities and Cultural Studies* ISSN Print : 2709- 362X ISSN Online : 2709-3638
11. H. Lahiri, "Ecofeminism in Selected Essays and Short Stories of Tagore" (2021), pp-1-6 *Review of Research* ISSN: 2249-894X
12. H. Lahiri, Teaching PG students of Dept of Women's Studies, BU for Academic Sessions 2022-24 and 2023-25.

CONCLUSION

A 'Gender Audit' in a college is a valuable exercise to identify gender disparities and develop strategies to promote gender equality among the students and also among the Teaching and Non-teaching staff of the college. Here are key conclusions that might emerge from the audit done in the college:

- Representation (Both as stakeholders and beneficiaries)
- Policies and Practices (To ensure the eradication of all sorts of gender discriminations),

- Infrastructure and Facilities (Promotion of gender sensitive infrastructures such as, Sanitary Napkin Vending Machines, Hygienic toilets, Screening of basic female health and hygiene indicators such as regular and periodical screening of BMI index, Anaemia, Thalassemia, Awareness programmes regarding contagious ailments such as AIDS, UTI and other Gynaecological complications.
- Support Services (Conducting Psychological and Academic and Career Counselling Sessions regularly)
- Cultural and Social Environment (Cultural Competitions, conducting Gender Centric Seminars, Poster Presentations, Debates, Vocational Training Sessions)
- Monitoring and Evaluation (Conducting qualitative and quantitative data analysis to ensure gender sensitive institutional practices)

By drawing these conclusions and implementing the recommended actions, the college can create a more inclusive and equitable environment for all the students and staff.

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CERTIFICATE OF APPRECIATION

This is to certify that M. U. C. Women's College, Burdwan, Purba Bardhaman (AISHE Code C-44657) has made gender sensitization a core value. Having all female students, College has identified the importance of understanding and supporting gender dynamics within the College.

From the overall analysis, it is reflected that the institution promotes to its gender equity goals and objectives. Gender Audit and analysis is a valuable exercise for identifying gender disparities and to develop strategies for promoting gender equality among the stakeholders of the College. The present report shows the improvement and status of gender based steps taken by the College to increase an involvement of both gender in all aspects/spheres. Moreover, the College has adapted some policies to ensure the eradication of all sorts of gender discriminations.

Based on the gender audit report of the College the following observations are made:

Observations

1. The College has continued its reputation of being a safe environment for women.
2. The College retains its gender sensitive culture.
3. More students (female) are to be encouraged to participate in sports.
4. Number of female teaching staff members in decision making bodies is to be increased.
5. Women Cell be constituted with proper composition.
6. Efforts be made towards gender sensitization through gender-based workshop, awareness programmes, seminars, *etc.*, to honour Sustainable Development Goal 5 concerned with Gender Equality.
7. Institution will deliver the commitment in creating a gender inclusive and gender justice society.
8. The College may conduct Training/Awareness/Workshop on "Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act 2013".
9. Women's Club may be constituted exclusively for paying attention to the physical and mental health of women students, scholars and staff members.
10. Yoga and Meditation training may be provided in a regular basis by trained staff for the benefit of women.

Swati Mukhopadhyay
22.07.2024

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