



Buniadpur Mahavidyalaya

(A Govt. of West Bengal Aided General Degree College)

Affiliated to the University of Gour Banga, Malda

Established: 2007

Gender Audit Report & Handbook (2018-19, 2019-20, 2020-21 & 2021-22)

Prepared by

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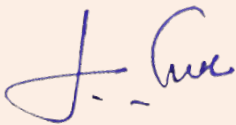
Preamble

As an institution committed to nurturing a culture of inclusivity and diversity, we recognize the importance of gender equality and equity in creating a fair and supportive environment for all members of our community. Gender equality goes beyond mere representation; it entails ensuring that every individual, regardless of gender, has equal opportunities, rights, and access to resources. With this understanding, we embark on this gender audit to assess our institutional practices, policies, and culture through a gender lens, aiming to identify areas for improvement and to promote gender equality and equity at every level of our institution. By embracing the principles of fairness, respect, and inclusivity, we reaffirm our commitment to creating a more just and equitable society where everyone can thrive and contribute to their fullest potential, irrespective of gender identity or expression. Together, let us strive to build a community where diversity is celebrated, and gender equality is not just a goal but a lived reality.


Preface

“A gender-equal society would be one where the word ‘gender’ does not exist: where everyone can be themselves” - Gloria Steinem

In an era marked by the pursuit of gender equality and inclusivity, institutions play a pivotal role in fostering environments that promote equity and empower individuals irrespective of gender. Buniadpur Mahavidyalaya, nestled in the serene rural backdrop of Buniadpur, has been steadfast in its commitment to fostering gender sensitivity, equity, and safety within its premises. As we embark on this journey of introspection and assessment through our gender audit report, it is imperative to acknowledge the collective efforts and unwavering dedication of the college community towards creating an inclusive and empowering space for all. This report serves as a testament to our ongoing endeavours to uphold the values of gender equality and pave the way for a more equitable and just society. Through the systematic analysis of various aspects of our institution, we aim to identify areas of strength, areas needing improvement, and chart a course towards a more gender-responsive future. We extend our gratitude to all stakeholders for their support and participation in this endeavour, and we remain committed to our mission of creating a gender-equitable environment conducive to holistic development and growth.



*(Dr. Jitesh Chandra Chaki)
Principal
Chairperson, Gender Audit Committee
Buniadpur Mahavidyalaya*



*(Dr. Tanima Dutta)
Co-ordinator,
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Buniadpur Mahavidyalaya*

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Introduction to Buniadpur Mahavidyalaya

A government-aided general degree-undergraduate college Buniadpur Mahavidyalaya was established on the auspicious day of 13th June 2007. Although the college has recently come under the jurisdiction of Buniadpur Municipality, situated at Buniadpur, just 1.5 km. away from Buniadpur Railway Station on SH-10A highway, the institution is basically located still in a rural surrounding free from the din and bustle of the city-life. The college was formerly affiliated to the University of North Bengal since its inception in 2007, then subsequently and permanently affiliated to the University of Gour Banga in 2008. The Mahavidyalaya is recognized by the UGC U/S 2(f) on 3rd June 2013 & 12(B) on 18/01/2017. The Mahavidyalaya has in its possession 4.23 acres of land. Buniadpur Mahavidyalaya is situated in an economically & educationally backward area primarily to serve the students from backward communities namely Schedule Caste, Schedule Tribe, Minority and other backward classes. Majority of the students are 1st Generation Learners and majority of them have opted for Under-graduation degree for having the college at the door step. The college provides B.A. General and Honours programmes, encompassing six Hons. and General subjects (Sanskrit, Bengali, English, History, Political Science and Education), along with two additional general subjects (Sociology & Philosophy). Although with a limited teaching faculty (4 teachers at the substantive post, 8 SACTs, 5 Visiting Faculty, and few Alumni Teachers), and impressive student strength, Buniadpur Mahavidyalaya grapples with daunting challenges, the institution remains steadfast in its commitment to ensuring quality learning experiences for its students. The college employs a dynamic and interactive teaching-learning process, nurturing critical thinking. Other than the university conducted exams, the evaluation strategy of the college includes regular internal exams and diverse assessment methods. The institution actively promotes continuous learning through various programmes/seminars/workshops/add-on courses/skill-development initiatives etc., and boasts a well-equipped library with e-learning resources, provides scholarship facilities, and provides career counselling and placement opportunities. Additionally, community engagement, ICT-based facilities, security measures, anti-ragging initiatives, a canteen, emphasis on sports and culture, and commitment to environmental sustainability contribute to a holistic and enriching educational environment.

Vision & Mission

Vision: ‘From myopia to vision is the intent of our education’- Buniadpur Mahavidyalaya, the Centre of Learning, dreams of and determines to become the Centre of Excellence. The institution accentuates the values of not only going through books, rather growing through life.

Mission: The mission is to provide quality education in a stimulating environment, fostering intellectual curiosity and critical thinking. Inclusivity and equal opportunities are emphasized for overall student development. The institution aims to offer diverse academic programmes aligned with societal and industry needs while fostering a research-oriented culture. The promotion of values like integrity, ethics, and social responsibility is a priority, alongside establishing collaborations for knowledge sharing and skill development. The mission further involves instilling social consciousness, community engagement, and civic responsibility through outreach programs. The college also seeks to empower female students and economically backward students of diverse socio-religious background at Buniadpur Mahavidyalaya by fostering an inclusive and supportive educational environment that cultivates their intellectual prowess, leadership skills, and confidence, paving the way for them to excel in diverse fields and contribute meaningfully to society. The college is also committed to preparing students for the professional world by offering career counselling and placement opportunities for students of all sexes. Buniadpur Mahavidyalaya is also committed to integrating sustainable development goals into our educational framework, nurturing socially responsible individuals who actively contribute to building a sustainable and equitable future. In conclusion, Buniadpur Mahavidyalaya determines to be an educational institution that seamlessly intertwines academic excellence with a commitment to holistic student development.

Institutional Policy on Gender Equality & Equity

The institutional policy on gender equality and equity reflects our commitment to creating a fair, inclusive, and supportive environment for all members of our community. This policy encompasses the following key principles and guidelines:

1. Non-Discrimination: We uphold a strict policy of non-discrimination on the basis of gender identity or expression in all aspects of institutional life, including recruitment, admissions, employment, and academic opportunities.

2. Equal Opportunities: We are committed to providing equal opportunities for all individuals, regardless of gender, to access education, employment, leadership positions, and other resources and opportunities within the institution.

3. Gender-Sensitive Practices: We promote gender-sensitive practices and policies aimed at addressing and mitigating any gender disparities or inequalities that may exist within the institution. This includes implementing measures to ensure fair and transparent recruitment, promotion, and evaluation processes.

4. Prevention of Gender-Based Violence: We have zero tolerance for gender-based violence, harassment, and discrimination within our institution. We maintain clear protocols and procedures for addressing and preventing such incidents, and provide support services for those affected.

5. Supportive Environment: We strive to create a supportive and inclusive environment where all members of the institution feel valued, respected, and empowered to express their gender identity and live authentically.

6. Education and Awareness: We are committed to promoting education and awareness about gender issues and fostering a culture of gender equality and equity within the institution. This includes offering training, workshops, and resources to increase understanding and sensitivity to gender-related issues.

7. Continuous Improvement: We regularly review and evaluate our institutional policies and practices to ensure they are aligned with the principles of gender equality and equity. We are committed to making ongoing improvements and adjustments as needed to advance our goals in this area.

This institutional policy on gender equality and equity serves as a testament to our unwavering dedication to fostering a culture of respect, dignity, and equality for all members of our community, irrespective of gender identity or expression. It reflects our commitment to creating an environment where everyone has the opportunity to succeed and contribute to their fullest potential, free from discrimination, bias, or barriers.

By enshrining these principles in our policy framework, we affirm our commitment to promoting gender equality and equity as core values that guide our actions, decisions, and interactions. We recognize that achieving true gender equality requires ongoing effort, collaboration, and vigilance, and we are committed to continually striving towards this ideal.

We invite all members of our institution to join us in this journey towards creating a more just, inclusive, and equitable community where diversity is celebrated, and every individual is valued and empowered. Together, let us work towards a future where gender equality and equity are not just aspirations, but lived realities for all.

Objectives

The objectives of conducting a gender audit within our institution are as follows:

- 1. Assess Gender Representation:** Evaluate the representation of different genders across various levels of the institution, including leadership positions, faculty, staff, and student demographics.
- 2. Identify Gender Disparities:** Identify any gender disparities or imbalances in areas such as recruitment, promotion, salary, and access to resources and opportunities.
- 3. Examine Institutional Policies:** Review existing institutional policies, practices, and procedures to assess their alignment with principles of gender equality and equity.
- 4. Evaluate Work Environment:** Assess the institutional culture and work environment to determine the extent to which it promotes inclusivity, respect, and gender-sensitive practices.
- 5. Enhance Gender Awareness:** Increase awareness and understanding of gender issues among members of the institution, including faculty, staff, and students, to foster a more inclusive and supportive environment.
- 6. Develop Gender-Sensitive Strategies:** Develop strategies and action plans to address any identified gender disparities or inequalities and promote gender equality and equity within the institution.
- 7. Monitor Progress:** Establish mechanisms for monitoring and evaluating progress in implementing gender-sensitive initiatives and policies over time.
- 8. Promote Accountability:** Hold institutional stakeholders accountable for advancing gender equality and equity goals and ensuring the effective implementation of gender-sensitive measures.

By pursuing these objectives, we aim to create a more inclusive and equitable institution where all members can thrive and contribute to their fullest potential, regardless of gender identity or expression.

Relevant Functional Cells

Buniadpur Mahavidyalaya recognizes the importance of fostering a safe, supportive, and inclusive environment for all members of its community, with a particular emphasis on promoting gender equality and empowering women. To this end, the college has established several dedicated cells and committees to address various aspects of gender-related issues and ensure the well-being of its students, faculty, and staff.

Internal Compliance Cell: The Internal Compliance Cell acts as one of the mechanisms for ensuring adherence to gender-related policies and regulations within the institution. Along with other important functions, it oversees the implementation of gender equity measures, monitors compliance with legal standards, and addresses instances of gender-based discrimination or non-compliance. Through collaboration with other committees and stakeholders, the Internal Compliance Cell facilitates data collection, assessments, and recommendations aimed at fostering gender equality and safety. By promoting transparency, accountability, and continuous improvement, it contributes to creating a more inclusive and supportive environment for all members of the college community.

Composition

1. Dr. Jitesh Chandra Chaki: Chairperson, Principal, Buniadpur Mahavidyalaya
2. Coordinator: Dr. Ramatosh Sarkar, Assistant Professor of Bengali & TCS
3. Dr. Santigopal Das, Assistant Professor of Sanskrit
4. Dr. Tanima Dutta, Assistant Professor of English, Convenor
5. Smt. Shyamali Mandal, SACT of Bengali
6. Sri Satya Priya Mitra, SACT of Pol. Sc.
7. Md. Sarforaz Rahman, SACT of Bengali
8. Sri Subrata Shil, Accountant
9. Sri Pintu Kr. Saha, Cashier
10. G.S. Students' Union

Women Empowerment and Equal Opportunity Cell: The Women Empowerment and Equal Opportunity Cell at Buniadpur Mahavidyalaya is tasked with promoting gender equality and empowering women across the institution. The cell works towards creating awareness about

gender-related issues, organizing workshops and seminars on women's rights and empowerment, and providing support and guidance to female students, faculty, and staff. It also facilitates initiatives aimed at enhancing women's participation in academic, co-curricular, and leadership activities within the college. It also focuses on creating gender neutral space.

Composition

1. Chairperson: Dr. Jitesh Chandra Chaki, Principal, Buniadpur Mahavidyalaya
2. Coordinator: Dr. Tanim Dutta, Assistant Professor of English
3. Member: Dr. Ramatosh Sarkar, Assistant Professor of Bengali
4. Member: Dr. Santigopal Das, Assistant Professor of Sanskrit
5. Member: Prof. Rabi Tigga, Assistant Professor of History
6. Member: Prof. Shyamali Mandal, SACT in English
7. Member: Prof. Mohobub Alam, SACT in Political Science

Anti-Sexual Harassment Cell: The Sexual Harassment Cell plays a crucial role in ensuring a safe and harassment-free environment within the college premises. It is responsible for addressing complaints of sexual harassment, providing support and assistance to victims, and conducting awareness programs on prevention and redressal of sexual harassment. The cell works in accordance with the guidelines laid down by the Supreme Court of India and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

Composition

1. Chairperson: Dr. Jitesh Chandra Chaki, Principal, Buniadpur Mahavidyalaya
2. Coordinator: Dr. Ramatosh Sarkar, Assistant Professor of
3. Member: Bengali Dr. Tanim Dutta, Assistant Professor of English
4. Member: Dr. Santigopal Das, Assistant Professor of Sanskrit
5. Member: Prof. Rabi Tigga, Assistant Professor of History
6. Member: Prof. Shyamali Mandal, SACT in English
7. Member: Prof. Mohobub Alam, SACT in Political Science

Grievance Cell: Grievance Cell serves as a platform for addressing grievances and concerns raised by students, faculty, and staff regarding any aspect of college life, including gender-related issues. It provides a confidential and impartial mechanism for lodging complaints, conducting investigations, and resolving disputes in a fair and timely manner. The cell ensures

that all grievances are addressed with sensitivity and in accordance with the principles of natural justice.

Composition

1. Dr. Jitesh Chandra Chaki: Convenor, Principal, Buniadpur Mahavidyalaya
2. Coordinator: Dr. Ramatosh Sarkar, Assistant Professor of Bengali, TCS
3. Dr. Santigopal Das, Assistant Professor of Sanskrit
4. Smt. Shyamali Mandal, SACT of English
5. Md. Sarforaz Rahman, SACT of Bengali
6. Sri Subrata Shil, Accountant
7. G.S. Students' Union (Ex-Officio)
8. AGS, Students' Union (Ex-Officio)
9. Girls' Common Room Secretary (Ex-Officio)

Anti-Ragging Cell: The Anti-Ragging Cell is responsible for preventing and combating ragging incidents within the college premises. It adheres to a zero-tolerance policy. It educates students about the consequences of ragging, monitors activities on campus to detect and prevent instances of ragging, and takes prompt action against perpetrators. The cell works in collaboration with college authorities, law enforcement agencies, and relevant stakeholders to create a safe and conducive learning environment for all students.

Composition

1. Dr. Jitesh Chandra Chaki: Convenor, Principal, Buniadpur Mahavidyalaya
2. Coordinator: Dr. Ramatosh Sarkar, Assistant Professor in Bengali & TCS
3. Dr. Santigopal Das, Assistant Professor in Sanskrit
4. Sri Satya Priya Mitra, SACT, Pol. Sc.
5. Md. Sarforaz Rahman, SACT of Bengali
6. Smt. Shyamali Mandal, SACT OF English
7. Sri Subrata Shil, Accountant
8. Sri Pintu kr. Saha, Cashier
9. G.S. Students' Union

Formation of Gender Audit Committee

The Gender Audit Committee plays a vital role in evaluating and addressing gender disparities within the institution. It is responsible for conducting systematic assessments of various aspects, including student enrollment, faculty composition, infrastructure, policies, and initiatives related to gender equity. The committee collects and analyzes data, identifies areas for improvement, and develops strategies to promote gender equality and inclusivity. Additionally, it oversees the implementation of audit recommendations and monitors progress towards achieving gender equity goals. Through its efforts, the Gender Audit Committee contributes to creating a more equitable and supportive environment for all members of the college community.

In line with our commitment to promoting gender equality and fostering an inclusive environment, Buniadpur Mahavidyalaya is proud to announce the formation of a dedicated Gender Audit Committee. Established on 17th May 2022 especially for the sessions spanning from 2018-19 to 2021-22, encompassing four academic seasons, this committee will play a pivotal role in conducting comprehensive gender audits of our institution's policies, practices, and culture. However, the Committee pledges to work even in future uncompromisingly.

Objectives: The primary objective of the Gender Audit Committee is to assess and analyze the institutional landscape through a gender lens, identifying areas of strength, challenges, and opportunities for improvement in promoting gender equality and equity within the college. The committee will endeavour to:

- 1. Evaluate Gender Representation:** Assess the representation of different genders across various levels of the institution, including leadership positions, faculty, staff, and student demographics.
- 2. Identify Gender Disparities:** Identify any gender disparities or imbalances in areas such as recruitment, promotion, salary, access to resources, and opportunities within the institution.
- 3. Review Policies and Practices:** Examine existing institutional policies, practices, and procedures to ensure they align with principles of gender equality and equity and address any identified gaps or shortcomings.
- 4. Enhance Awareness and Sensitivity:** Increase awareness and sensitivity to gender-related issues among members of the institution, including faculty, staff, and students, through training, workshops, and educational initiatives.

Composition: The Gender Audit Committee comprises representatives from various stakeholder groups within the college, including faculty members, administrative staff, students, and external members from other institutions. The committee members bring diverse perspectives and expertise to the audit process, ensuring a comprehensive and inclusive assessment.

Gender Audit Committee		
Sl. No.	Name	Designation
1.	Dr. Jitesh Chandra Chaki	Chairperson
2.	Dr. Tanima Dutta	Coordinator
3.	Dr. Santigopal Das	Internal Member (Teaching Staff)
4.	Dr. Ramatosh Sarkar	Internal Member (Teaching Staff)
5.	Prof. Shyamali Mandal	Internal Member (Teaching Staff)
6.	Prof. Md. Sarforaz Rahman	Internal Member (Teaching Staff)
7.	Shree. Ashish Mishra	Internal Member (Librarian)
7.	Mr. Subrata Shil	Internal Member (Non-teaching Staff)
8.	Sneha Dutta	Internal Member (Student Representative)
9.	Gourav Mahato	Internal Member (Student Representative)
10.	Dr. Modhura Bandyopadhyay	External Member (IQAC Coordinator & Assistant Professor of English, Jamini Mazumder Memorial College)
11.	Dr. Kuntol Ganguly	External Member (Assistant Professor of Sanskrit, Dewan Abdul Gani College)

Scope and Timeline: Over the course of four academic sessions, spanning from 2018-19 to 2021-22, the Gender Audit Committee will conduct a series of audits and assessments to evaluate the institution's progress towards gender equality and equity goals. The committee will work diligently to collect data, analyze findings, and develop actionable recommendations for promoting gender equality and fostering an inclusive environment within the college.

Key Steps in Gender Audit

- Planning
- Field work
- Draft Report
- Final Report

Gender Ratio of New Admissions in Each Academic Session (2018-19 to 2021-22)

Introduction: This comprehensive report presents a detailed analysis of the gender and caste distribution among newly admitted students for each academic session from 2018-19 to 2021-22, as per their registration. The primary objective is to assess the gender and caste representation within the student body, identify trends, and provide insights to foster diversity and inclusivity in admissions processes.

Session	Students' Ratio (female: male)- on the basis of new admission in each academic session
2018-19	733:445
2019-20	608:394
2020-21	666:462
2021-22	822:463

2018-19 Session

Gender Distribution:

- ❖ Total New Admissions: 1178
- ❖ Female Admissions: 733 (62.28%)
- ❖ Male Admissions: 445 (37.72%)

Caste-wise Gender Distribution:

- ❖ General: [Female: 399 (65.28%), Male: 232 (52.13%)]
- ❖ OBC-A: [Female: 126 (20.54%), Male: 52 (11.69%)]
- ❖ OBC-B: [Female: 21 (3.42%), Male: 19 (4.27%)]
- ❖ SC: [Female: 169 (27.56%), Male: 116 (26.07%)]
- ❖ ST: [Female: 18 (2.94%), Male: 26 (5.84%)]

2019-20 Session

Gender Distribution:

- ❖ Total New Admissions: 1002
- ❖ Female Admissions: 608 (60.68%)
- ❖ Male Admissions: 394 (39.32%)

Caste-wise Gender Distribution:

- ❖ General: [Female: 136 (50.00%), Male: 136 (34.52%)]
- ❖ OBC-A: [Female: 102 (37.50%), Male: 55 (13.96%)]
- ❖ OBC-B: [Female: 35 (12.87%), Male: 18 (4.57%)]
- ❖ SC: [Female: 195 (71.69%), Male: 121 (30.71%)]
- ❖ ST: [Female: 28 (10.29%), Male: 19 (4.82%)]

2020-21 Session

Gender Distribution:

- ❖ Total New Admissions: 1128
- ❖ Female Admissions: 666 (59.15%)
- ❖ Male Admissions: 462 (40.85%)

Caste-wise Gender Distribution:

- ❖ General: [Female: 239 (35.94%), Male: 164 (35.47%)]
- ❖ OBC-A: [Female: 105 (15.77%), Male: 65 (14.07%)]
- ❖ OBC-B: [Female: 60 (9.01%), Male: 43 (9.31%)]
- ❖ SC: [Female: 222 (33.33%), Male: 176 (38.09%)]
- ❖ ST: [Female: 40 (6.01%), Male: 14 (3.03%)]

2021-22 Session

Gender Distribution:

- ❖ Total New Admissions: 1285
- ❖ Female Admissions: 822 (63.92%)
- ❖ Male Admissions: 463 (36.08%)

Caste-wise Gender Distribution:

- ❖ General: [Female: 279 (33.91%), Male: 161 (34.74%)]
- ❖ OBC-A: [Female: 191 (23.23%), Male: 75 (16.20%)]
- ❖ OBC-B: [Female: 48 (5.84%), Male: 29 (6.26%)]
- ❖ SC: [Female: 249 (30.28%), Male: 172 (37.14%)]
- ❖ ST: [Female: 52 (6.33%), Male: 26 (5.61%)]

Trends and Observations:

- Female representation in new admissions shows a consistent trend of being higher than male representation across different caste categories over the four-year period.
- It will definitely meet the mission of our institution in advocating and voicing for women empowerment in an economically backward area.
- General category students consistently form the majority of new admissions, followed by SC, OBC-A, and OBC-B categories, as per the reserved seats.
- Fluctuations in gender and caste distribution are observed across sessions, indicating dynamic patterns in admissions.

Conclusion:

- The analysis highlights a trend of increasing female representation and variations in caste-wise distribution in new admissions over the four-year period.
- Efforts should focus on promoting gender equality and inclusivity in admissions processes, addressing disparities, and ensuring equitable opportunities for all students.
- Regular monitoring and evaluation of gender and caste data in admissions are essential to inform strategic initiatives aimed at fostering diversity and inclusivity within the institution.

Recommendations:

1. Implement targeted outreach and support programs to encourage gender diversity and inclusivity in admissions.
2. Develop inclusive policies and practices to address the specific needs and challenges of students from marginalized caste backgrounds.
3. Strengthen efforts to ensure transparency and fairness in admissions processes, promoting equal opportunities for all aspiring students.

Gender Ratio of Full-Time Teachers, Including Principal (2018-19 to 2021-22)

Introduction:

This report presents an analysis of the gender ratio among full-time teachers, including the principal, at Buniadpur Mahavidyalaya for the academic sessions from 2018-19 to 2021-22. The gender ratio provides insights into the representation of female and male teachers within the institution's faculty.

Session	Full Time Teachers, including Principal- (Female & Male) Ratio	Percentage of Female & Male Ratio
2018-19	2:4	33.33%: 66.67%
2019-20	2:11	15.38%: 84.62%
2020-21	2:11	15.38%: 84.62%
2021-22	2:11	15.38%: 84.62%

Trends and Observations:

- The gender ratio of full-time teachers at Buniadpur Mahavidyalaya shows a consistent trend of a higher number of male teachers compared to female teachers over the four-year period.
- The ratio fluctuates across sessions, with variations in the representation of female teachers relative to male teachers.

Conclusion:

- The analysis highlights a gender disparity in the representation of full-time teachers, with male teachers outnumbering female teachers at Buniadpur Mahavidyalaya.
- It is important to note that the Higher Education Department does not sanction any new posts, and therefore, new recruitment is not possible or within the control of the college.
- Efforts should be made to promote gender diversity and inclusivity through other means such as training and development programs for existing staff.
- Addressing gender disparities among faculty members is crucial for fostering a supportive and inclusive academic environment within the institution.

Recommendations:

1. Implement gender-sensitive training and development programs to empower existing female teachers and promote their advancement within the institution.
2. Create support networks and mentorship opportunities for female faculty members to enhance their professional growth and retention.
3. Persistently request the Higher Education Department to sanction new posts so that the opportunities for recruitment of more teachers, especially female ones remain open.

Gender Ratio of Part-Time/ Visiting Faculty (2018-19 to 2021-22)

This report analyzes the gender ratio among part-time/visiting teachers at Buniadpur Mahavidyalaya for the academic sessions from 2018-19 to 2021-22. The gender ratio provides insights into the representation of female and male teachers in part-time or visiting roles within the institution.

Session	Part-Time/Visiting Teachers' Ratio (female: male)	Percentage of female & male ratio
2018-19	4:9	30.77%: 69.23%
2019-20	1:3	25%: 75%
2020-21	1:3	25%: 75%
2021-22	1:3	25%: 75%

Trends and Observations:

- The gender ratio of part-time/visiting teachers at Buniadpur Mahavidyalaya shows a consistent trend of a higher number of male teachers compared to female teachers over the four-year period.
- The ratio changes from session 2018-19 to the next three across sessions, but the dominance of male teachers remains constant.

Conclusion:

- The analysis highlights a gender disparity in the representation of part-time/visiting teachers, with male teachers outnumbering female teachers at Buniadpur Mahavidyalaya.
- It is important to acknowledge that the percentage of female teachers in these roles is consistently lower compared to male teachers.
- Addressing gender disparities among part-time/visiting teachers is essential for promoting gender equity and inclusivity within the institution's faculty.

Recommendations:

1. Implement targeted recruitment strategies to attract more female candidates for part-time/visiting teaching positions, subject to the permission of the Governing Body, following Higher Education Department's instructions in future.
2. Provide professional development and mentorship opportunities to support the career growth of female teachers in part-time/visiting roles.

Gender Ratio of Office Staff and Librarian (2018-19 to 2021-22)

Introduction:

This report examines the gender ratio among office staff and the librarian at Buniadpur Mahavidyalaya for the academic sessions from 2018-19 to 2021-22. The gender ratio provides insights into the representation of female and male employees in administrative roles within the institution.

Session	Office Staff and Librarian Ratio (female: male)	Percentage of female & male ratio
2018-19	1:7	40%: 60%
2019-20	1:8	12.5%: 87.5%
2020-21	1:8	12.5%: 87.5%
2021-22	1:8	12.5%: 87.5%

Trends and Observations:

- The gender ratio of office staff and librarians at Buniadpur Mahavidyalaya shows a consistent trend of a significantly higher number of male employees compared to female employees over the four-year period.
- The ratio remains consistent across sessions, with a low representation of female employees relative to male employees.

Conclusion:

- The analysis reveals a notable gender disparity in the representation of office staff and librarians, with male employees greatly outnumbering female employees at Buniadpur Mahavidyalaya.
- It's important to note that no new recruitment was possible during these sessions due to government restrictions.
- The percentage of female employees in these roles remains consistently low, reflecting the existing imbalance in the administrative staff composition.

Recommendations:

1. Persistently request the Higher Education Department to sanction new posts so that the opportunities for recruitment of more office-staff, especially female ones remain open.
2. Implement targeted recruitment strategies to attract more female candidates for part-time/temporary non-teaching positions, subject to the permission of the Governing Body, following Higher Education Department's instructions in future.
3. Provide training and professional development opportunities to support the career advancement of female employees in administrative positions.

Gender-wise Result Report for the Final -Year Students (2018-19 to 2021-22)

Gender-wise Final Year Result Summary

Honours Students

Year	Total Appeared	Total Passed	Male appeared	Male passed	Female Appeared	Female Passed
2018-19	87	78	33	28	54	50
2019-20	140	116	60	50	80	66
2020-21	107	107	48	48	59	59
2021-22 (1+1+1)	138	138	50	50	88	88
2021-22 (CBCS)	121	121	54	54	67	67

General Students

Year	Total Appeared	Total Passed	Male appeared	Male passed	Female Appeared	Female passed
2018-19	217	170	46	35	54	50
2019-20	257	207	53	39	171	135
2020-21	454	453	115	115	339	338
2021-22 (1+1+1)	383	383	152	152	231	231
2021-22 (CBCS)	424	423	154	154	270	269



University of Gour Banga Malda - 732103

College wise Result Statement of Part-III General Exam. 2018

Sl.	College Name	1st Div	2nd Div	P Div	PNC2	BACK	X	Total	Pass % 2018
1.	Balurghat College	M: 1	63	105	1	39	149	358	047.49
		F: 4	33	107	1	47	107	299	048.49
		T: 5	96	212	2	86	256	657	047.95
2.	Balurghat Mahila Mahavidyalaya	M: --	--	--	--	--	--	--	--
		F: 11	34	2	4	20	71	066.20	
		T: 11	34	2	4	20	71	066.20	
3.	Buniadpur Mahavidyalaya	M: 3	26	2	4	11	46	067.39	
		F: 15	99	3	18	36	171	068.42	
		T: 18	125	5	22	47	217	068.20	



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III Honours Exam. 2018

Sl.	College Name	I	II	PNC2	BACK	X	Pass % 2018
1.	Balurghat College	M: 35	188	--	--	30	088.14
		F: 24	182	1	--	20	091.19
		T: 59	370	1	--	50	089.58
2.	Balurghat Mahila Mahavidyalaya	M: --	--	--	--	--	--
		F: 7	139	4	--	29	083.80
		T: 7	139	4	--	29	083.80
3.	Buniadpur Mahavidyalaya	M: 1	27	--	--	5	084.85
		F: 3	46	1	--	4	092.59
		T: 4	73	1	--	9	089.66



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III Honours Exam. 2019

Sl. College Name	I	II	PNC2	BACK	X	Pass %
1. Balurghat College	M: 38	175	1		30	87.70
	F: 23	175	1		11	94.76
	T: 61	350	2		41	90.97
2. Balurghat Mahila Mahavidyalaya	M: --	--	--		--	--
	F: 16	126	3		30	82.86
	T: 16	126	3		30	82.86
3. Buniadpur Mahavidyalaya	M: --	49	1		10	83.33
	F: 4	62	--		14	82.50
	T: 4	111	1		24	82.86



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III Honours Exam. 2020

Sl. College Name	I	II	PNC2	BACK	X	Pass %
1. Balurghat College	M: 129	115	1			100.00
	F: 153	68	1			100.00
	T: 282	183	2			100.00
2. Balurghat Mahila Mahavidyalaya	M: --	--	--		--	--
	F: 59	124				100.00
	T: 59	124				100.00
3. Buniadpur Mahavidyalaya	M: 12	36				100.00
	F: 16	43				100.00
	T: 28	79				100.00



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III General Exam. 2019

Sl. College Name	1st Div	2nd Div	P Div	PNC2	BACK	X	Total	Pass %
1. Balurghat College	M: 2	58	140	6	62	50	318	064.78
	F: 2	31	154	9	37	29	262	074.81
	T: 4	89	294	15	99	79	580	069.31
2. Balurghat Mahila Mahavidyalaya	M: --	--	--	--	--	--	--	--
	F: 1	5	55	5	11	7	84	078.57
	T: 1	5	55	5	11	7	84	078.57
3. Buniadpur Mahavidyalaya	M: 2	23	--	14	14	53	94.7.17	
	F: 18	106	3	41	36	204	062.25	
	T: 20	129	3	55	50	257	059.14	
4. Chanchal College	--	--	--	--	--	--	--	--



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III General Exam. 2020

Sl. College Name	1st Div	2nd Div	P Div	PNC2	BACK	X	Total	Pass %
1. Balurghat College	M: 7	315	115	5	3	1	446	099.10
	F: 9	247	79	8	1	1	345	099.42
	T: 16	562	194	13	4	2	791	099.24
2. Balurghat Mahila Mahavidyalaya	M: --	--	--	--	--	--	--	--
	F: 2	35	19				56	100.00
	T: 2	35	19				56	100.00
3. Buniadpur Mahavidyalaya	M: --	67	46	1	1	--	115	099.13
	F: 3	200	132	2	1	1	339	099.41
	T: 3	267	178	3	2	1	454	099.34
4. Chanchal College	--	--	--	--	--	--	--	--



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III Honours Exam. 2021

Sl. College Name	I	II	PNC2	BACK	X	Pass %
1. Balurghat College	M: 234	20				100.00
	F: 245	11				100.00
	T: 479	31				100.00
2. Balurghat Mahila Mahavidyalaya	M: --	--				--
	F: 136	17				100.00
	T: 136	17				100.00
3. Buniadpur Mahavidyalaya	M: 47	3				100.00
	F: 87	1				100.00
	T: 134	4				100.00



UNIVERSITY OF GOUR BANGA

P.O. : Mokulpur, District - Malda, PIN - 732103, West Bengal, India

STATEMENT OF UG EXAMINATION RESULT

B.A./B.Sc./B.Com. SEMESTER - VI (HONOURS) Examination, 2022 (Under CBCS)

College : Buniadpur Mahavidyalaya (05)

Gender	Caste	Candidates Entered	Semester Incomplete	Semester Cleared	Semester Back	Semester Failed	Percentage
FEMALE	GEN	19	0	19	0	0	100.00
FEMALE	OBC-A	9	0	9	0	0	100.00
FEMALE	OBC-B	9	0	9	0	0	100.00
FEMALE	SC	25	0	25	0	0	100.00
FEMALE	ST	5	0	5	0	0	100.00
FEMALE Total		67	0	67	0	0	100.00
MALE	GEN	18	0	18	0	0	100.00
MALE	OBC-A	7	0	7	0	0	100.00
MALE	OBC-B	12	0	12	0	0	100.00
MALE	SC	14	0	14	0	0	100.00
MALE	ST	3	0	3	0	0	100.00
MALE Total		54	0	54	0	0	100.00
Total		121	0	121	0	0	100.00



University of Gour Banga

Malda - 732103

College wise Result Statement of Part-III General Exam. 2021

Sl. College Name	1st Div	2nd Div	P Div	PNC2	BACK	X	Total	Pass %
1. Balurghat College	M: 278	70	1				349	100.00
	F: 269	53	1				323	100.00
	T: 547	123	2				672	100.00
2. Balurghat Mahila Mahavidyalaya	M: --	--	--				--	--
	F: 38	32	1				71	100.00
	T: 38	32	1				71	100.00
3. Buniadpur Mahavidyalaya	M: 98	53	1				152	100.00
	F: 145	85	1				231	100.00
	T: 243	138	2				383	100.00
4. Chanchal College	--	--	--	--	--	--	--	--



UNIVERSITY OF GOUR BANGA

P.O. : Mokulpur, District - Malda, PIN - 732103, West Bengal, India

STATEMENT OF UG EXAMINATION RESULT

B.A./B.Sc./B.Com. SEMESTER - VI (GENERAL) Examination, 2022 (Under CBCS)

College : Buniadpur Mahavidyalaya (05)

Gender	Caste	Candidates Entered	Semester Incomplete	Semester Cleared	Semester Back	Semester Failed	Percentage
FEMALE	GEN	101	0	100	1	0	99.01
FEMALE	OBC-A	56	0	56	0	0	100.00
FEMALE	OBC-B	9	0	9	0	0	100.00
FEMALE	SC	91	0	91	0	0	100.00
FEMALE	ST	13	0	13	0	0	100.00
FEMALE Total		270	0	269	1	0	99.63
MALE	GEN	56	0	56	0	0	100.00
MALE	OBC-A	28	0	28	0	0	100.00
MALE	OBC-B	6	0	6	0	0	100.00
MALE	SC	49	0	49	0	0	100.00
MALE	ST	15	0	15	0	0	100.00
MALE Total		154	0	154	0	0	100.00
Total		424	0	423	1	0	99.76

Date of Publication of Result : 18/08/2022

Date

Biswajit Saha
Controller of Examinations

Final Year Result-wise Gender Audit Analysis:

- In the Honours courses, female students generally exhibit higher pass rates compared to male students across all academic sessions.
- For general courses, there is variation in pass rates, with male students having slightly lower pass rates compared to female students in some sessions.

Conclusion:

- Overall, both male and female students demonstrate strong performance in passing their final year examinations, with pass rates consistently high across most sessions and course types.
- There are no significant disparities in pass rates between male and female students, indicating a fair assessment and evaluation process conducted under the guidelines of University of Gour Banga.

Recommendations: Based on the analysis of the gender audit of passing final year students in both Honours and General courses, here are some recommendations:

1. Monitoring and Support Programs: Implement monitoring systems to track the academic progress of male and female students throughout their final year. Introduce support programs such as tutoring, mentoring, or counselling to assist students who may be at risk of not passing their exams.

2. Gender-Sensitive Policies: Develop gender-sensitive policies and practices to ensure equitable opportunities for male and female students in accessing resources, support services, and academic assistance.

3. Addressing Underperformance: Investigate any disparities in pass rates between male and female students to identify underlying factors contributing to underperformance. Tailor interventions to address specific challenges faced by different gender groups.

4. Promoting Gender Diversity: Encourage gender diversity in academic fields by promoting awareness of educational and career opportunities among male and female students. Provide information on scholarships, internships, and professional development opportunities to encourage participation and success in traditionally underrepresented fields.

5. Student Engagement: Encourage student engagement in academic and extracurricular activities to enhance their overall learning experience and sense of belonging within the institution. Promote leadership opportunities for male and female students to develop their skills and confidence.

6. Regular Review: Conduct regular reviews of gender-related data, including pass rates and academic performance, to identify trends and areas for improvement. Use this information to inform future planning and decision-making processes.

By implementing these recommendations, Buniadpur Mahavidyalaya can further enhance its efforts to support the academic success and well-being of all students, promoting gender equity and inclusivity within the institution.

Measures of Promoting Gender Equality

Promoting gender equity and ensuring the safety of female students is paramount in creating an inclusive and secure learning environment. Here are measures that are already implemented to achieve these objectives:

1. CCTV and Public Address System: CCTV cameras are installed in strategic locations across the campus, including corridors, entrances, and common areas, that help monitor activities and deter potential incidents. Additionally, a public address system is used to disseminate important announcements and emergency alerts, enhancing communication and response in case of any safety concerns.

2. Security Guard at the Gate: Trained security personnel is assigned at the entrance gates in order to regulate access to the campus and ensure that only authorized individuals, including students with identity cards are allowed entry. The presence of security guards act as a visible deterrent to unauthorized persons and provides reassurance to students, particularly female students, regarding their safety on campus.

3. Gender Sensitization Workshops/Programme: Conducting regular workshops and training sessions on gender sensitization for students, faculty, and staff can help foster a culture of respect, understanding, and equality on campus. These workshops can address issues such as gender-based discrimination, harassment, and bystander intervention, empowering members of the college community to recognize and address instances of gender-based violence or discrimination.

4. Creation of Gender-Neutral Spaces: Designating gender-neutral restrooms and spaces on campus can create a more inclusive environment for students of all genders. These spaces can provide a sense of safety and comfort for students who may not feel comfortable using traditional gender-specific facilities.

5. Establishment of Grievance Redressal Mechanisms: Implementing transparent and accessible grievance redressal mechanisms, such as a dedicated committee or helpline, can provide students with a confidential platform to report instances of harassment, discrimination,

or other safety concerns. Prompt and appropriate action should be taken in response to reported incidents to ensure accountability and support for affected individuals. The college has already such committees and cells that work actively as and when required.

By implementing these measures, colleges can demonstrate their commitment to promoting gender equity, fostering a safe and supportive campus environment, and empowering all students to thrive and succeed in their academic pursuits.

Gender Sensitization and Awareness Related Topics in Curriculum

Incorporating gender sensitization and awareness into the curriculum is crucial for fostering a more inclusive and equitable educational environment. Several courses, as designed by the University of Gour Banga Board of Studies of specific disciplines, play a significant role in promoting understanding and dialogue on gender-related issues. Here are some examples of courses that contribute to gender sensitization and awareness:

1. Writing and Women’s Empowerment (CBCS-602-ENGH-C-14 & 603-ENGG-GE-2):

This course explores the intersection of writing and women’s empowerment, highlighting the role of literature and creative expression in challenging gender norms and advocating for gender equality.

2. Socio-cultural Dynamics of Gender and Sexuality (CBCS-SOCG-DSE-3): Examining the socio-cultural dynamics of gender and sexuality, this course delves into the construction of gender identities, power dynamics, and social norms, fostering critical reflection and awareness of gender-related issues.

3. Indian Gender Role & Identity in Sanskrit/Bengali/Indian-English Literature, both Classical and Modern: Many texts of Sanskrit/Bengali and English literature explore the complexities of Indian gender roles and identities, examining historical, cultural, and societal factors that shape gender dynamics in India. It encourages students to critically analyze and question prevailing gender norms and stereotypes.

4. Indian Social Issues and Problems Focusing on Inequality, Caste, Class, and Gender (CBCS-SOCG-DC-7): Addressing social issues such as inequality, caste discrimination, and gender-based disparities, this course provides students with a comprehensive understanding of the intersecting forms of oppression and the need for social justice and equity.

5. Feminism as Part of Practical Ethics (CBCS-PHIG-DSE-1B): This course explores feminist theories and ethical frameworks, examining feminist perspectives on various social,

political, and ethical issues. It encourages students to apply feminist principles to real-world contexts and engage in ethical decision-making informed by feminist values.

6. Women Education and Empowerment (CBCS-ENGH-DC-7): Focusing on women's education and empowerment, this course examines the importance of education in advancing gender equality and empowering women. It explores strategies for promoting women's access to education, enhancing their agency, and challenging systemic barriers to gender equity.

By integrating gender sensitization and awareness into diverse courses across the curriculum as designed by the affiliating university, Buniadpur Mahavidyalaya can equip students with the knowledge, skills, and perspectives needed to become informed and empathetic advocates for gender equality and social justice. These courses play a crucial role in fostering a culture of inclusivity, respect, and empowerment within educational institutions and society at large.

Initiatives Taken for Students and Staff of the College

Introduction: As part of our commitment to promoting gender equality and safety, a comprehensive audit was conducted to assess the various initiatives and facilities in place for female students/staff at Buniadpur Mahavidyalaya.

1. Sanitary Pad Vending Machine and Incinerator:

The college has installed sanitary pad vending machines and incinerators in clean and hygienic washrooms for female students & staff, ensuring easy access to menstrual hygiene products and proper disposal facilities.

2. Separate Toilets and Washrooms for Male and Female Staff:

Adequate and well-maintained separate toilet/washroom facilities are provided for male & female students and staff to ensure their comfort and convenience on campus. Regular inspection and prompt maintenance are conducted to uphold hygiene standards and promote a positive learning and working environment.

3. Girls' Common Room:

A Girls' Common Room, named Kanyashree Hall, is equipped with amenities and supervised by a lady attendant, and is conveniently located near the Principal's room and Teachers' Room, providing female students with a safe and comfortable space for relaxation and study.

4. Boys' Common Room:

A dedicated Boys' common room in the college provides male students with a designated space for relaxation, socialization, and academic collaboration. Equipping the common room with comfortable seating and recreational amenities fosters a conducive environment for students to unwind and engage in meaningful interactions outside of the classroom.

5. Sensitization on Gender Issues:

Teachers conduct sensitization sessions on gender issues in classrooms on a periodic basis throughout the academic session, fostering awareness and understanding among students about gender equality and related challenges.

6. Kanyashree Scholarship for Female Students:

The Kanyashree Scholarship of the Government of West Bengal offers invaluable financial assistance and support to all female students, empowering them to pursue their educational aspirations without financial constraints. This scholarship serves as a crucial means to ensure

equal access to education and opportunities for female students, enabling them to achieve their academic goals and contribute to their personal and professional development.

7. Self-Defence Training and Skill Development Courses:

The college offered self-defence training as an add-on programme from 07/-1/2020 to 08/02/2020 under the Sukanya Project in collaboration with the Government of West Bengal through Dakshin Dinajpur District Police, empowering female students with essential skills for personal safety. Additionally, add-on course such "Gender Sensitization and Challenges of Women Empowerment" provide opportunities for skill development and empowerment. As per the demand of the locality, the Women Empowerment and Equal Opportunity Cell proposes to initiate an add-on course on "Make-up" as a skill-development programme to empower female students of the college in upcoming session.

8. Workshops and Special Lectures:

Gender sensitization workshops on "Women Issues" and special lectures on topics like "Women Empowerment" and "Domestic Violence" are organized by the Women Empowerment & Equal Opportunity Cell in collaboration with IQAC/ other institutions with which the college is tied in MoUs, enriching students' understanding of gender-related issues and societal challenges.

9. Support and Communication Channels:

Female teaching staff regularly visit the Girls' Common Room to interact with students and provide a platform for them to communicate any gender-sensitive issues or concerns. Helpline numbers and contact details of female teaching staff are prominently displayed throughout the campus and inside the Girls' Common Room, ensuring access to support and assistance when needed.

Conclusion

In conclusion, the gender audit report provides a comprehensive examination of gender dynamics within Buniadpur Mahavidyalaya, shedding light on various aspects including student enrollment, faculty composition, and academic performance. Through meticulous analysis of data spanning multiple academic sessions, several key findings have emerged.

Firstly, the enrollment data illustrates a balanced representation of male and female students across honours and general courses, reflecting a commitment to gender equity in access to higher education. However, disparities persist in faculty representation, particularly among full-time teachers, indicating the need for targeted efforts to address gender imbalances in academic staffing.

Furthermore, the audit of final year students' performance underscores the commendable achievements of both male and female students in successfully completing their academic journeys. While some variations in pass rates exist between genders, overall performance remains strong, reflecting the institution's commitment to fostering an inclusive learning environment.

In light of these findings, several recommendations emerge to further enhance gender equity and inclusivity within the institution. These include implementing gender-sensitive policies, providing targeted support programs, and promoting gender diversity in academic and administrative roles.

Ultimately, the gender audit report serves as a valuable tool for informing evidence-based decision-making and fostering a culture of inclusivity and equality within Buniadpur Mahavidyalaya. By addressing identified challenges and leveraging opportunities for improvement, the institution can continue to advance its mission of providing quality education for all, regardless of gender.

Appendix 1: Photo Gallery



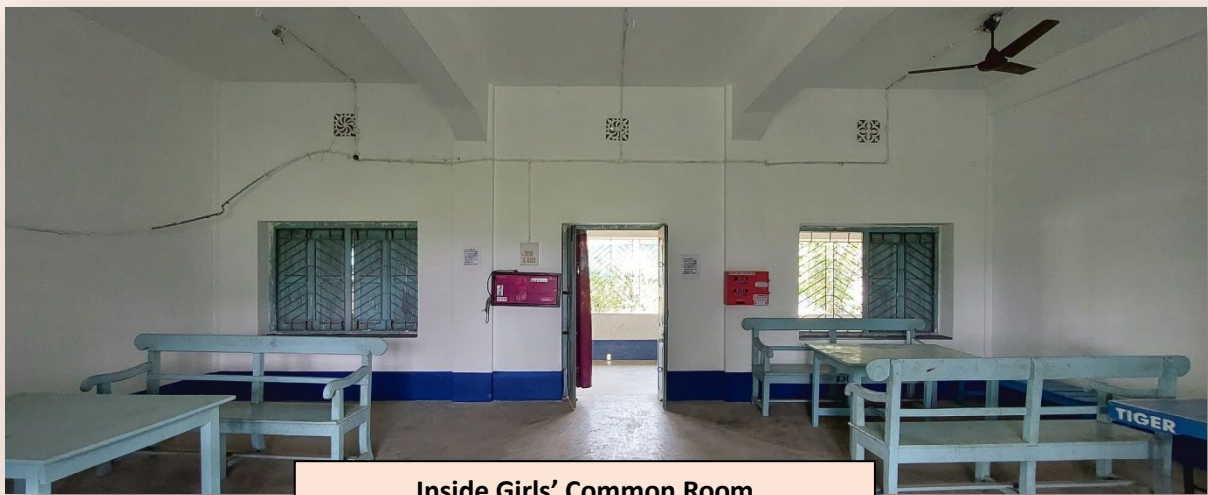
Buniadpur Mahavidyalaya- A Centre of Learning



CCTV Cameras & Public Addressing System



Girls' Common Room



Inside Girls' Common Room



Sanitary Pad Vending Machine



Sanitary Pad Incinerator



Washroom#1 in Girls' Common Room



Washroom#2 in Girls' Common Room



Boys' Common Room



Washroom for Boys' Common Room



Female & Male Washrooms inside Teachers' Room



Sanitary Pad Vending Machine inside Female Washroom of Teachers' Room

Gender awareness issues in the curriculum of different disciplines

SEMESTER-VI (Credits-6, Total Marks-50)

PAPER 2:

CONTEMPORARY INDIA: WOMEN AND EMPOWERMENT

1. Social Construction of Gender: Masculinity and Femininity, Patriarchy and Matriarchy
2. Women's Empowerment: Problems and Prospects- Women's Movements in India (Pre-independence, post independence), Women, Nationalism, Partition, Women and Political Participation, Women: Diasporicity and Globalization
3. Women and Law, Women and the Indian Constitution, Personal Laws (Customary practices on inheritance and Marriage), Property Rights
4. Women Empowerment: Objectives and Narratives

Baby Kondiba Kamble 'Jinne Amuche'

Rokeya Sakhiwat Hossain "Degradation of Women"

Maithreyi Krishna Raj 'Wings Come to Those Who Fly'

PAPER 14	Women's Writing	<ol style="list-style-type: none"> 1. Mary Wollstonecraft <i>A Vindication of the Rights of Woman</i> chap. 1, pp. 11-19; chap. 2, pp. 19-38. 2. Emily Dickinson 'I cannot live with you' 'I'm wife; I've finished that' Sylvia Plath 'Daddy' 'Lady Lazarus' Eunice De Souza 'Advice to Women' 'Bequest' 3. Alice Walker <i>The Color Purple</i> 4. Charlotte Perkins Gilman <i>The Yellow Wallpaper</i> Katherine Mansfield 'Bliss' Mahashweta Devi 'Draupadi', tr. Gayatri Chakravorty Spivak (Calcutta: Seagull, 2002)
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Recommended Reading List:

1. *Sylvia Plath: An Introduction to the Poetry* by Susan Bassnett, 2nd ed. New York: Palgrave Macmillan, 2005
2. Alice Walker's *The Color Purple* (Bloom's Modern Critical Interpretations) ed by Harold Bloom, Viva, 2008
3. *Alice Walker: The Color Purple and Other Works* by Mary Donnelly, Benchmark Books, 2009

SEMESTER V

DSE 3

GENDER AND SEXUALITY

1. Gendering Sociology
2. Gender as a Social construct
 - 2.1. Gender, Sex and Sexuality
 - 2.2. Production of gender and sexuality
3. Gender: Differences and Inequality
 - 3.1. Class, Caste
 - 3.2. Family, Work
4. Politics of Gender
 - 4.1. Resistance and Movements

References:

- Jackson, S. and S. Scott (Eds), 2002, *Gender: A Sociological reader*, London, Routledge
- Oakley, A., 1972. *Gender and Society*, London, Temple Smith. Pp: 99-127, 158-172
- Rosaldo, M. Z. And L. Lamphere (Eds.) 1974. *Women, Culture and Society*. Stanford, Stanford University Press, pp: 67-87
- Dube, L. (1996), Caste and Women, in M. N. Srinivas (Ed), *Caste: Its Twentieth Century Avatar*, New Delhi, Penguin

B.A GENERAL

SEMESTER IV

DC 7

Indian Social Issues and Problems

Issues:

1. Unity in Diversity
2. Problems of Nation Bulkily socialism pluralism
3. Caste: Features, varna and caste, change
4. Inequality, caste, class and gender

Problems:

- Poverty- Rural and urban areas
- Unemployment, Child labour, child abuse
- Problems faced by the youth
- Problems of the Elderly
- Population Explosion
- Problem of Mass Illiteracy
- Violence against women and weaker sections
- Problems of the Minority Communities



Self-defence Training (Add-on Programme) 'Sukanya' project for female students, jointly conducted by Women Empowerment & Equal Opportunity Cell of Buniadpur Mahavidyalaya and Dakshin Dinajpur District Police Administration from 07/01/2020 to 08/02/2020





**Add-on Course on Gender Sensitization & Women Empowerment
from 02/12/2019 to 07/12/2019**

Organised by: Women Empowerment & Equal Opportunity Cell & IQAC of Buniadpur Mahavidyalaya, in collaboration with Women Empowerment & Vishakha Cell & IQAC of Jamini Mazumder Memorial College (Under the terms of signed MoU)



Special Lecture on Gender Equity & Women Empowerment

Organised by: Women Empowerment & Equal Opportunity Cell of Buniadpur Mahavidyalaya
07/12/2018



Social Health Awareness Workshop on Women Issues

Organised by: Women Empowerment & Equal Opportunity Cell of Buniadpur Mahavidyalaya
& Aalo Mahila Cooperative Credit Society
18/02/2019

Appendix 2: Signature Sheet Gender Audit Committee Members

Website: <https://buniadpurmahavidyalaya.org/>
Email: buniadpurmahavidyalaya@gmail.com
Contact No.: (+91) 8348656855



BUNIADPUR MAHAVIDYALAYA

Selimabad, P.O.: Buniadpur, P.S.: Banshihari,
Dakshin Dinajpur, West Bengal, India- 733 121.
(Affiliated to the University of Gour Banga)

Reference:

Date: 18/08/2022

Sl.No.	Name	Designation	Signature
1.	Dr. Jitesh Chandra Chaki	Chairperson	
2.	Dr. Tanima Dutta	Coordinator	
3.	Dr. Santigopal Das	Internal Member (Teaching Staff)	
4.	Dr. Ramatosh Sarkar	Internal Member (Teaching Staff)	
5.	Prof. Shyamali Mandal	Internal Member (Teaching Staff)	
6.	Prof. Md. Sarforaz Rahman	Internal Member (Teaching Staff)	
7.	Shrce. Ashish Mishra	Internal Member (Librarian)	
7.	Mr. Subrata Shil	Internal Member (Non-teaching Staff)	
8.	Sneha Dutta	Internal Member (Student Representative)	
9.	Gourav Mahato	Internal Member (Student Representative)	
10.	Dr. Modhura Bandyopadhyay	External Member (IQAC Coordinator & Assistant Professor of English, Jamini Mazumder Memorial College)	
11.	Dr. Kuntol Ganguly	External Member (Assistant Professor of Sanskrit, Dewan Abdul Gani College)	

Principal
Buniadpur Mahavidyalaya
D / Dinajpur

