

THE UNIVERSITY OF BURDWAN



INTERNAL QUALITY ASSURANCE CELL
THE UNIVERSITY OF BURDWAN
STATE UNIVERSITY WITH GRADE A BY NAAC

86TH RANK IN MoE-NIRF
BURDWAN – 713 104, WEST BENGAL

Report on
“GENDER AUDIT”

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ACKNOWLEDGEMENTS

Internal Quality assurance Cell (IQAC) of the University of Burdwan is pleased to conduct the Gender Audit for the years 2022-2023 and 2023-24 in association with the departments of Women's Studies, Sociology, Political Science, Philosophy, Economics, Law, etc., the University of Burdwan.

The Gender Audit and analysis is giving way to understand the development and involvement in increasing women's ration in all aspects. The present consolidated report shows the improvement and status of gender-based steps taken by the University to increase involvement of both gender in all aspects/spheres.

The Gender Audit team extends our sincere thanks to Hon'ble Vice Chancellor Prof. Goutam Chandra for the encouragement to conduct this study.

The entire team thanks our respected Deans of FC of Science and Arts, Commerce, etc., Registrar for supporting us in conducting this study.

The team recollects the support and encouragement from the Administrative Office, Departments and Faculty members, for their support to update data in every relevant way.

Sustainable Development Goal 5 indicates Gender Equality and the present consolidated Gender Audit Report shows the developments to achieve this Goal 5 and the way to achieve the targets of the Goal in future.

IQAC wishes to express our sincere thanks to the all members who are involved in this study.



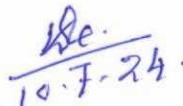
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From the desk of Director (IQAC)

The University of Burdwan started its journey on 15th June, 1960, with Sukumar Sen, an ICS, as its first Vice-chancellor as an affiliating Institution with the mission to promote higher education and dissemination of knowledge and learning to cater the growing needs of society. University, since then is trying to achieve excellence in all fields of activity with a mission to empower the backward social clusters while eliminating gender gaps through teaching-learning process beyond class room. In fact the University of Burdwan, since its inception in 1960, has been gratifying the objectives of imparting higher education and research for the people of this areas of *Rarh* Bengal. With the global progression and needs in the arena of higher education and research, the University took the responsibility of dissemination of knowledge by well thought-out expansion of its function in applied and job-oriented fields keeping the excellence of education at par with global standards at low cost. The University has taken initiatives in qualitative growth by way of achieving excellence. The Departments are well-equipped with research programmes from various agencies and have received academic recognitions in various forms. The University boasts of thirty-seven Departments under the Faculty of Science and Faculty of Arts, Commerce and Law. At present University is conferring education to two thousand eight hundred P.G. students and nine hundred fourteen registered Ph.D. students.



[Soumen Bhattacharjee]

Director, IQAC

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Burdwan-713104

Introduction

Gender Audit in Higher Education Institutions (HEIs)

Higher education has remarkably expanded in recent times. Globally, and in the Indian context, there has been a phenomenal increase in the enrolment of women students. Simultaneously the recruitment of women faculty is also noticeable in HEIs. This has consequently made the HEIs demographically more democratic than ever before.

The HEIs are at a critical juncture in relation to the basic ideals enshrined in the Constitution of India, particularly with regard to equality. As the institutions of higher learning become increasingly diverse and heterogeneous in nature, they serve as windows to the diverse Indian demographical landscape for different stakeholders, students, teachers, researchers, and members of the administration. HEIs play a crucial role in orienting the thoughts of the future generations in a constructive manner and dismantling patriarchal conditioning.

Under these circumstances, gender audits in HEIs play a very positive role in locating the gender gaps, at the level of ideation and implementation. At the same time, gender audit is a very effective tool for action planning from a gender perspective. It enables us to estimate the points of strength and challenges in integrating gender in the HEIs. It empowers all levels of stakeholders to identify and resist all forms of subtle and overt discrimination, including the more complex terrains of 'sticky floors' and 'glass ceilings' in cases of women.

Enabling a possible revision of policy, gender audit thus ensures more inclusive policies, procedures and practices in HEIs. Consequently, this would lead to gender mainstreaming and increased capacity building among the stakeholders.

Gender Audit in Indian Perspective

Since time immemorial, Indian society has been sensitized to gender issues. Gender has been a major area of focus and concern during the post-1947 era. However, in recent times, gender issues and matters related to gender inclusive growth and development have concerned policy makers to a great extent.

The Constitution of India ensures the Fundamental Right of "Prohibition of Discrimination on grounds of religion, race, caste, sex and place of birth" to all its citizens vide Article 15.

Gender inclusion and gender mainstreaming start from this premise in India. In the Indian context, the abrogation of IPC Section 377 challenged the stereotyping of 'the order of nature', expanding the horizon of gender justice. The Transgender Persons (Protection of Rights Act, 2019), further ensures the educational and other rights of transgenders (including all those who belong to the 'others' category in terms of gender).

Considering the large socio-economic and cultural-traditional disparities among different regions and localized areas in our country, gender audit is an extremely efficient tool for organizational assessment in terms of action planning from a gender perspective.

Role of UGC

Since its inception on 28th December, 1953, the UGC has played a very significant role in gender inclusive processes. Committed to the ideals of equity and equality of opportunity, UGC has always strived to ensure quality education to all students in higher education throughout the country, irrespective of their backgrounds.

UGC has encouraged the development of various facilities and structures in keeping with the principles of the Indian Constitution. Whereas, UGC tries to ensure a gender sensitised curriculum for the HEIs, it also has, from time to time, taken effective measures for the safety and security of all genders associated with higher education.

Navigating the discourses of gender justice in higher education, UGC has always insisted on an inclusive/supportive environment in the HEIs of the country.

All these attempts of the UGC can be measured at the micro level through gender audits in the respective HEIs. We have come a long way from the *Bisakha* Guidelines, institution of GSCASH (Gender Sensitization Committee Against Sexual Harassment), *vis-a-vis* the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013. Under instructions of UGC all HEIs have constituted an ICC (Internal Complaints Committee) for the safety and security of all genders. Under directives of UGC, ICCs are made to be accessible, active and unbiased. Effective functioning of the ICCs ensures the self-confidence and self-esteem of women students and staff at HEIs. Regulations by UGC are gender neutral so far as students are concerned. Male, transsexual or 'third gender students' can also file a complaint under these regulations in case they face sexual harassment.

The goals, principles and objectives of gender inclusion in HEIs, as envisaged by UGC can be effectively measured through gender audit in the respective HEIs.

Overall Perspective of Institutional Gender Audit

All in all, the exercise of gender audit engages stakeholders in a dialogue regarding the institution *vis-a-vis* gender related issues. It entails a long-term participatory process of gradual change which can be comprehended through genders audits at regular intervals.

Gender audits transform institutions into more just and inclusive workspaces, by setting short term and long-term goals towards greater gender inclusivity and by evolving strategic ways of achieving them.

It helps institution to identify and understand gender patterns within their composition, structures, organizational cultures and the design and delivery of policies.

Gender audit focuses on:

- i. Gender balance (the current state and possible ways of improvement)
- ii. Gender perception (reflective of the institutional culture at a collective level)
- iii. Gender action (to reflect, analyze and design a roadmap for the future)

Computed qualitatively and quantitatively at the micro level of each HEI gender audit is a yardstick for measuring gender issues over a period of time, identifying critical gaps and challenges. These microlevel data sum up to indicate the collective national progress in matters related to gender at the macro level.

Overall goal of Gender Audit exercise

The *Audit* was organized into four steps to reach the overall goals which are:

1. Preparing the University to carry out a *Gender Audit*.
2. Surveying staff to uncover their perceptions regarding gender equality in the organization and programs.
3. Creating the road map for Gender Action

Objectives

The Study has the following objectives. It aims:

- To identify the gender gap between men and women students, research scholars and faculty in enrolment and empowerment
- To establish good gender balance in decision-making processes in all areas of the department activities
- To know the representation of women in decision-making bodies
- To create involvement of men faculty in research projects related to gender issues
- To examine visibility given to women's challenges in the curriculum

Methodology

The present study is based on the data collected from the all departments of the University. The study also relies on secondary data collected from Annual reports, Newsletters and University Academic Calendar. The required data were collected in an information format prepared for this purpose (Appendix A). The data was collected between 2022-23 and 2023-24.

Scope

The present study gives an opportunity to identify the progress of Gender Equality on our campus.

Limitations

The Study covers only the Departments of the University. The affiliated colleges and Constitutions Colleges are excluded from the present study for the mentioned academic year.

Gender Proportion

Table 1. Gender-wise details of Administrative Representation by Faculty members

Year	Court			EC			Dean/Committee			Head of the Department		
	Men	Women	Others	Men	Women	Others	Men	Women	Others	Men	Women	Others
2022-23	23	6	0	7	0	0	2	0	0	34	8	
	23	6	0	7	0	0	2	0	0	34	8	
2023-24												

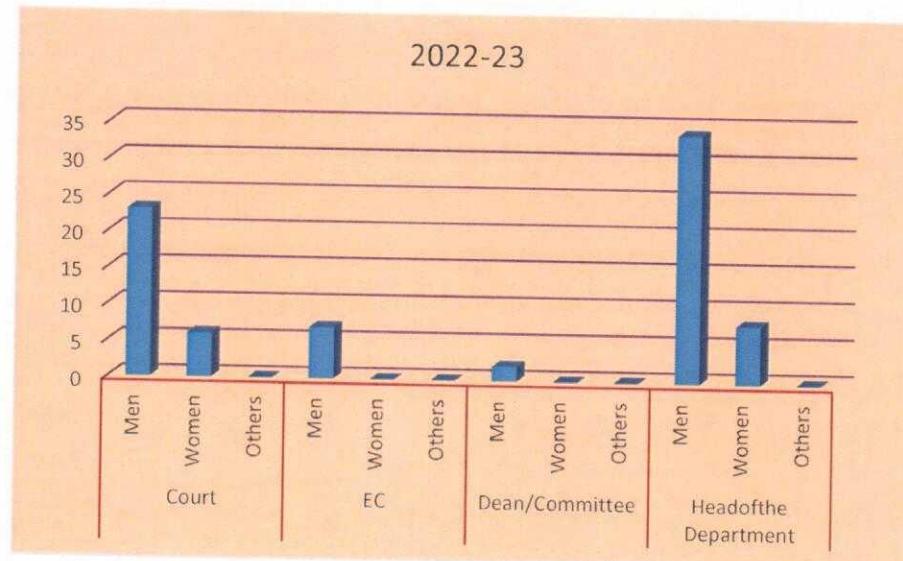


Fig. 1a. Gender-wise details of Administrative Representation by Faculty members in the year of 2022-23

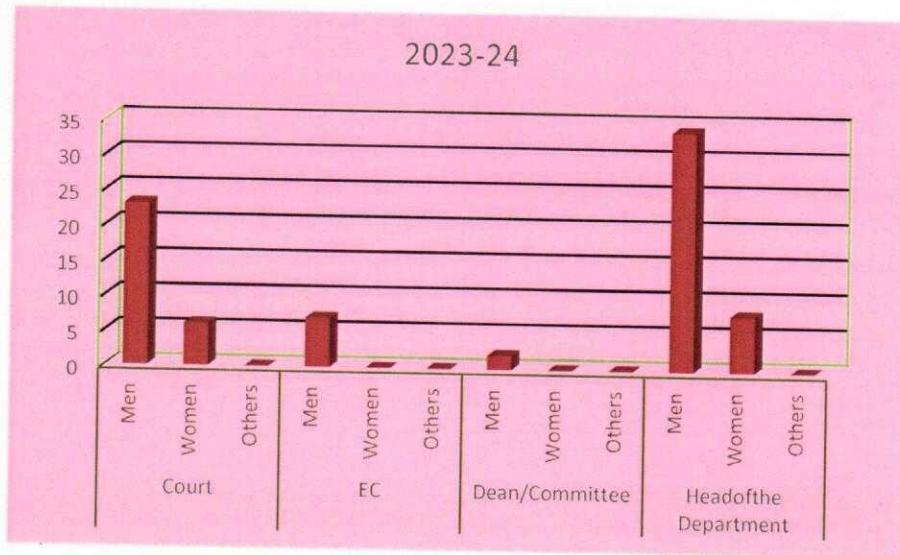


Fig. 1b. Gender-wise details of Administrative Representation by Faculty members in the year of 2023-24

The above table shows the details of men and women in administrative responsibilities as faculty members of the University for the years 2022-23 & 2023-24. It shows participation from both genders as Court, EC, Faculty/Dean/Committee and Heads of the Departments. This is a marked development as women are now seen to be involved in the most important positions as it marks a prominent space for women in the decision-making positions of the University.

Gender Proportion

Table 2a: Gender-wise details of Faculty members

[1st July 2022 to 30th June 2023]

Professors			Associate Professors			Assistant Professors			Guest Faculty		
Men	Women	Others	Men	Women	Others	Men	Women	Others	Men	Women	Others
93	15	0	25	5	0	56	24	0	4	3	

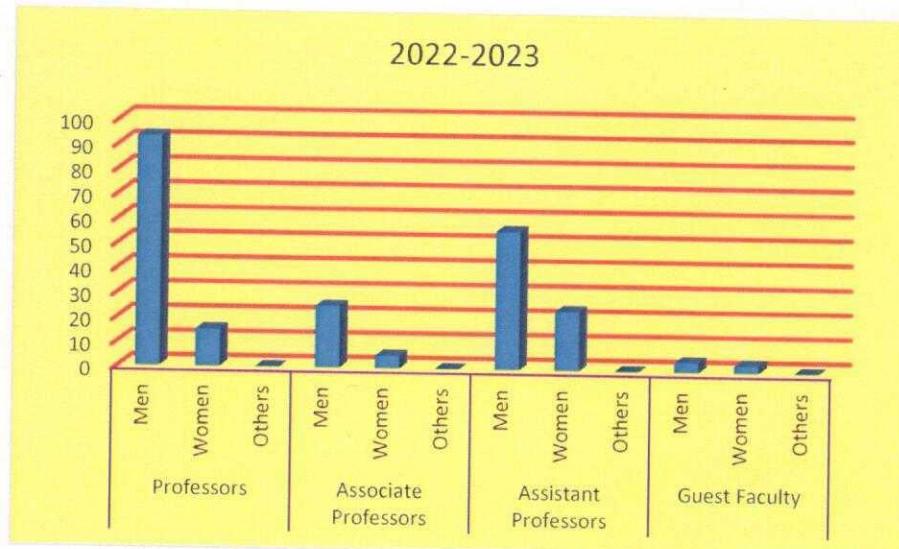


Fig. 2a. Gender-wise details of Faculty members [1st July 2022 to 30th June 2023]

Table 2b. Gender-wise details of Faculty members

[1st July 2023 to 30th June 2024]

Professors			Associate Professors			Assistant Professors			Guest Faculty		
Men	Women	Others	Men	Women	Others	Men	Women	Others	Men	Women	Others
90	15	0	25	6	0	54	22	0	4	3	0

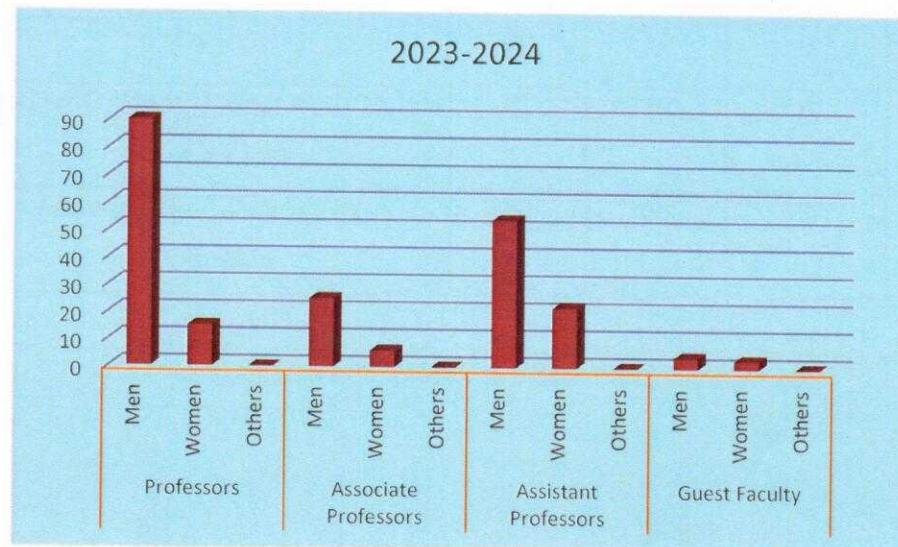


Fig. 2b. Gender-wise details of Faculty members for the years 2022-23 & 2023-24.

The above table shows the details of men and women faculty members of the University. It reflects an increasing participation of women in the position of Professors, Associate Professors, Assistant Professors and Guest Faculty comparatively.

Table 3a. Gender-wise details of Non-Teaching Staff members

[1st July 2022 to 30th June 2023]

Sl. No.	Category	Men (%)	Women (%)	Others	Total
1	Total officers	100	0	0	40
2	Total Teaching Staff	80	20	0	218
3	Total Non-Teaching Staff	86	14	0	548
4	Technicians	86	14	0	66
5	Consolidated/Daily Wage	79	21	0	53
6	Peon/Others	89	11	0	70
7	Helper Grade III/Helper Gr-II/Helper Gr - I	81	19	0	16
8	Librarian/Dy. Librarian/Asstt. Librarian	50	50	2	

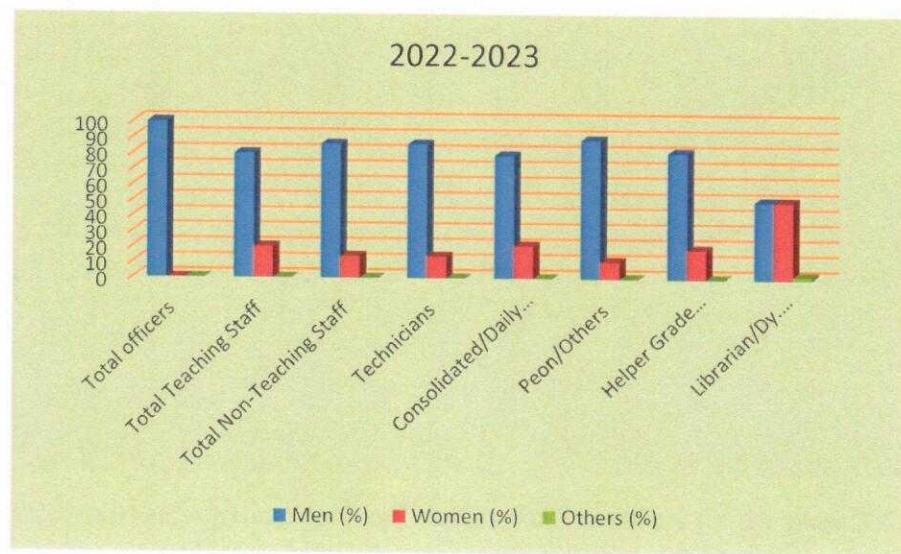


Fig. 3a. Gender-wise details of Non-Teaching Staff members [1st July 2022 to 30th June 2023]

Table:3b. Gender-wise details of Non-Teaching Staff members

[1st July 2023 to 30th June 2024]

S.NO	Category	Men (%)	Women (%)	Others	Total
1	Total Officers	100	0	0	40
2	Total Teaching Staff	80	20	0	218
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8	Librarian/Dy. Librarian/Asstt. Librarian	50	50	0	2

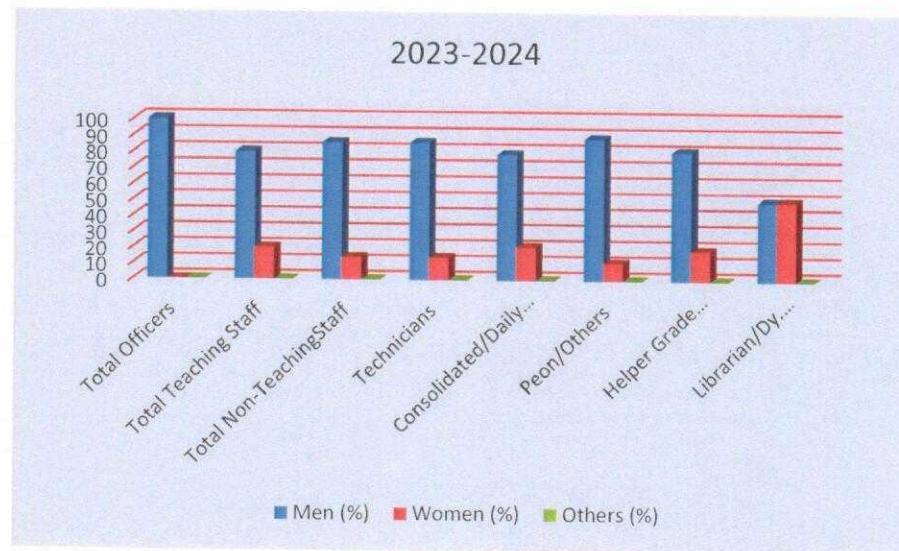


Fig. 3b. Gender-wise details of Non-Teaching Staff members for the years 2022-23 & 2023-24

The above table and figure reflect the gender representation of employees within the University in terms of teaching staff, non-teaching staff and technicians. The above table indicates that the participation of women is quite satisfactory in every fields.

Table 4: Details of Students (PG only in campus)

Category	General		
	Year	Men	Women
2022-23	755	1483	2238
2023-24	922	1571	2493
Total	1677	3054	4731

2022-23



Fig.4a

■ Men ■ Women

2023-24

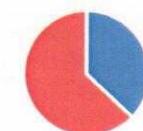


Fig. 4b

■ Men ■ Women

Figs. 4a and 4b. Details of Students (PG only in campus) in the year of Year 2022-23 & 2023-24

Table:5a: M.Phil Enrollment

[1st July 2022 to 30th June 2023]

S.No	Dept.	Men	Women	Others	Total	Men (%)	Women (%)	Others (%)
1.	Botany	-	-	-	-	-	-	-
2	EnvSc	1	1	-	2	50	50	0
3	Geo	08	01	-	09	89	11	
4	Hist	5	4			60	40	
5	LIS	02	-	-	02	100%	-	
6	Physics	1	1	-	2			
7	Pol Sc	06	03	00	09	66.67	33.33	00
8	Sociology	03	02	--	05	60%	40%	
	Total	26	13					

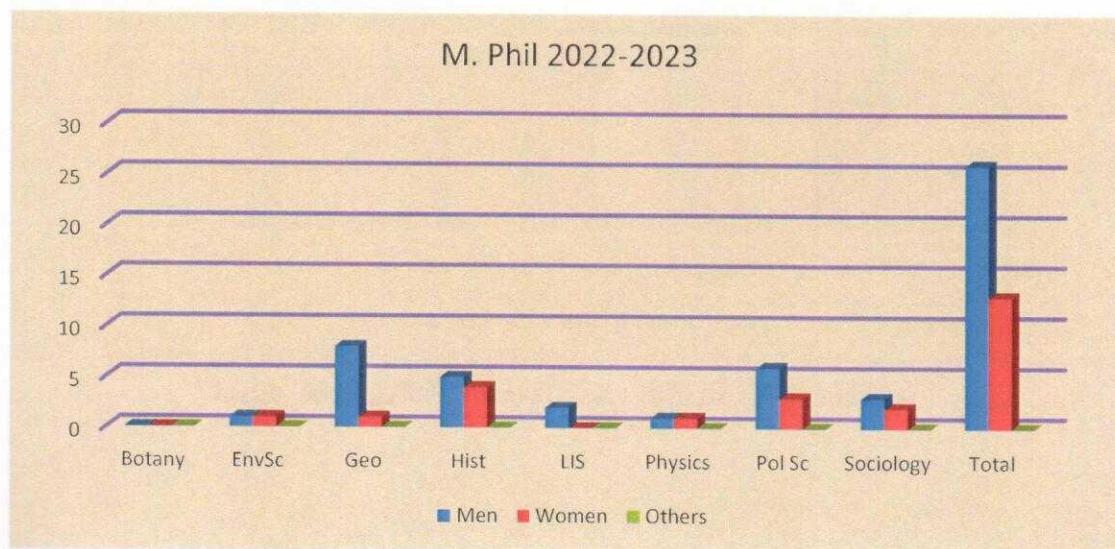


Fig. 5a. M.Phil Enrollment [1st July 2022 to 30th June 2023]

Table 5b. M.Phil Enrollment [1st July 2023 to 30th June 2024]

S.No	Dept.	Men	Women	Others	Total	Men (%)	Women (%)	Others (%)
1	Botany	-	-	-	-	-	-	=
2	Hindi		01		01		100%	
3	History	1	2			30	70	
4	Physics	3	2	-	5			
5	Sans	03	02	00	05	60	40	00
6	Total	7	7	14				

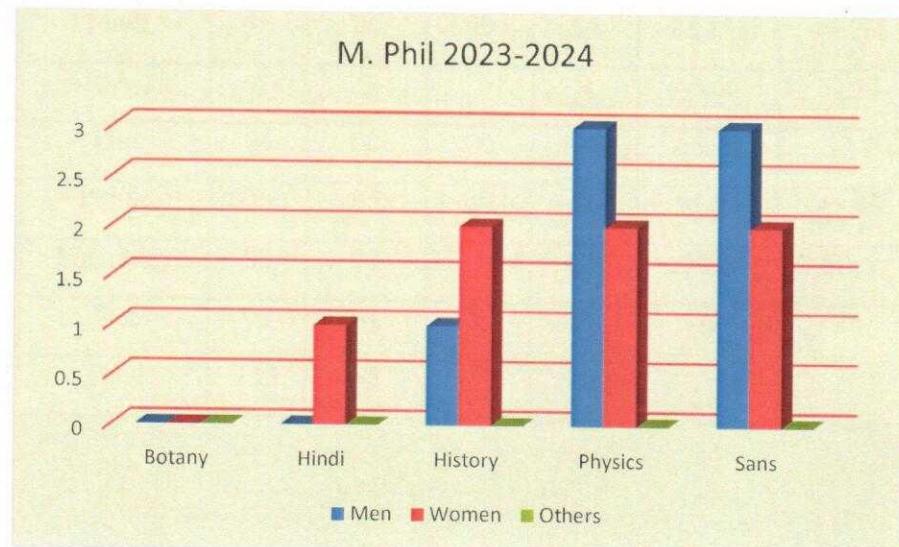


Fig. 5b. M.Phil Enrollment [1st July 2023 to 30th June 2024]

Table 6a. Research Scholars Enrollment

[1st July 2022 to 30th June 2023]

S.No	Dept.	Men	Women	Others	Total	Men (%)	Women (%)	Others (%)
1	Botany	4	4	0	08	50	50	
2	MBA	14	4	0	18	78	22	0
3	Commerce	2	1	0	3	66.66	33.33	0
4	Comp Sc.	01	02	0	03	33	66	
5	Econ	18	24	-	42	42.86	57.14	00
6	EnvSc	3	-	-	3	100	0	0
7	Geo	11	07	-	18	61	39	
8	Hindi		03		03		100%	
9	Math	48	06	00	54	88.8%	11.2%	0%
10	MBA Tr	6	3		9	66.66	33.33	
11	Phil	04	02	00	06	66.70	33.3	00
12	Pol Sc	06	05	00	11	54.55	45.45	00
13	Sociology	03	03		06	50%	50%	
14	Stat	03	01	00	04	75	25	00
	Total	133	65	198				

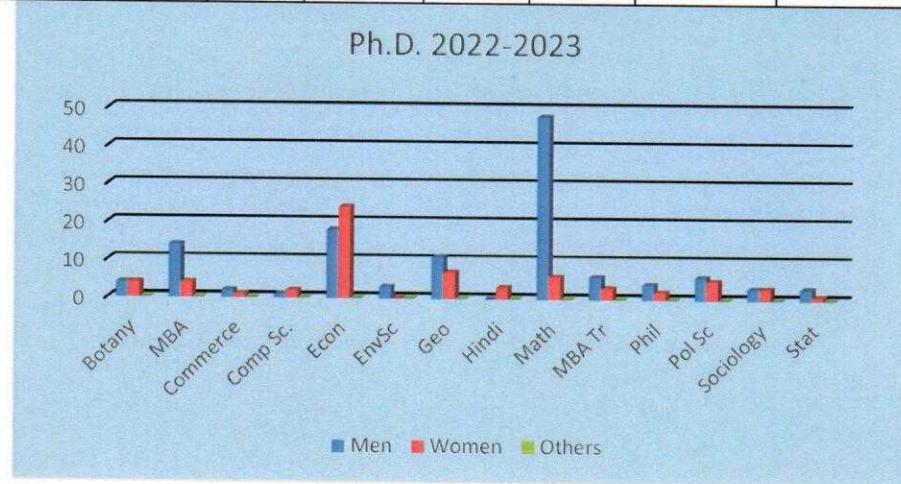


Fig. 6a. Research Scholars Enrollment [1st July 2022 to 30th June 2023]

Table 6b. Research Scholars Enrollment[1st July 2023 to 30th June 2024]

S.No	Dept.	Men	Women	Others	Total	Men (%)	Women (%)	Others (%)
1	Botany	2	11	-	13	15.38	84.61	
2	MBA-HR	02	--	--	02	100%	Nil	
3	MBA	11	4	0	15	73	27	0
4	Econ	21	24	-	45	46.67	55.33	00
5	EnvSc	3	2	-	5	50	40	0
6	Hist	1			1	100		
7	Mass Com	-	01	-	1	-	100%	
8	Math	57	09	Nil	66	86.4%	13.6%	Nil
9	MBA Tr	8	2		10	80	20	
10	Phil	03	04	00	07	42.90	57.10	00
11	PhyEdn	01	Nil	Nil	01	01	Nil	Nil
12	Pol Sc.	01	00	00	01	100	00	00
13	Sociol	02	--	--	02	100%	--	
14	Stat	01	00	00	01	100	00	
15	Biotech		1		1		100	
	Total	113	58	0	171			

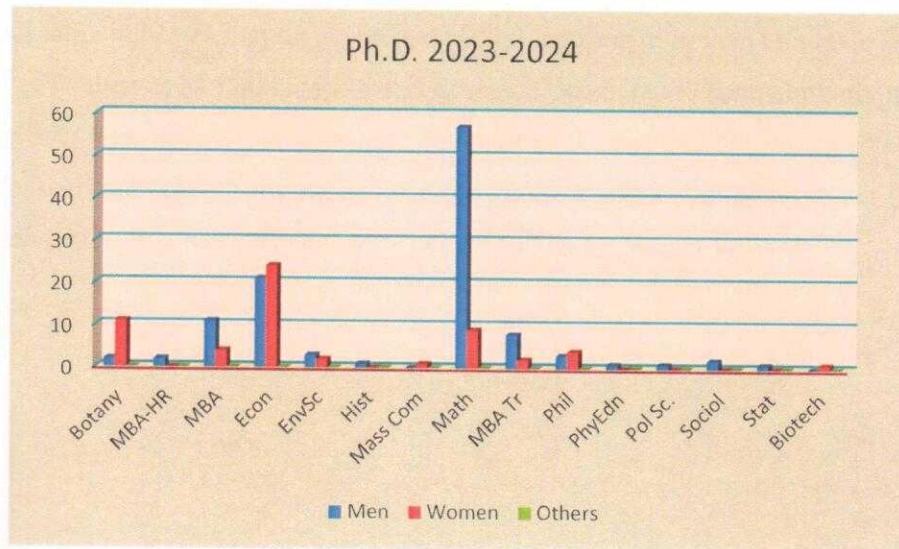
**Fig. 6b. Research Scholars Enrollment [1st July 2023 to 30th June 2024]**

Table: 7 Students and Scholars Enrollment

S.No	Category	Men		Total
		Total no. and %	Women (%)	
1.	PG	1677 35.44%	3054 64.55 %	4731
2.	M.Phil	33 62.26 %	20 37.73 %	53
3.	Ph.D	246 67.67 %	123 33.33 %	369

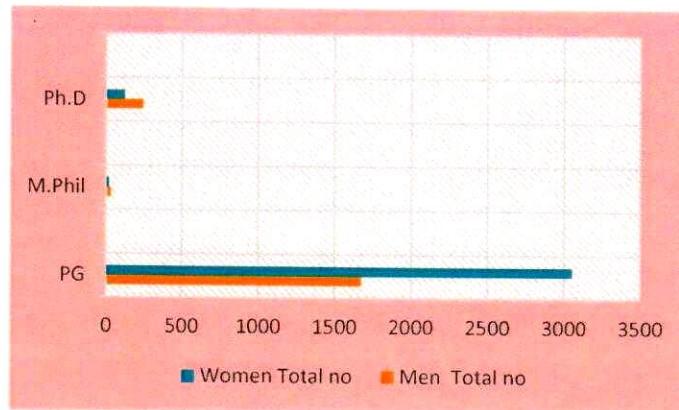


Fig. 7. Students and Scholars Enrollment

The above table indicates that the women students' enrollment in Post Graduate is high, but the ratio of women as M Phil students and Research Scholars are comparatively lower than Men. There is a remarkable difference in the ratio of the number of women as against the number of men in PG level. It indicates that the female student enrollment in our University is commendable.

Table 8. Financial Assistance availed by Students / Scholars

S.No.	Name of the Scholarship	Men		Women	
		2022-23	2023-24	2022-23	2023-24
1	Government Scholarship for SC/ST/OBC	342	257	416	255
2	Swami Vivekananda Merit-cum-Means Scholarship	1005	1024	64	58
3	Swami Vivekananda Merit-cum-Means Scholarship for Professional and Technical Courses 52 71	31	39	21	32
4	Kanyashree Scholarship (K-3 Component)	-	-	2247	2459
6	Aikyashree /W.B. Govt. Minorities Development & Finance Corporation (Post Matric)	20	07	20	03
7	Aikyashree /W.B. Govt. Minorities Development & Finance Corporation (Merit Cum Means)	17	17	04	07
8	Aikyashree /W.B. Govt. Minorities Development & Finance Corporation (SVMCM)	180	149	144	141
9	Aikyashree /W.B. Govt. Minorities Development & Finance Corporation (Talent Support)	-	01	-	01
10	Higher Educational Special Loan Scholarship for SC/ST/SCC	-	-	-	-
11	State Government Fulltime Ph.D Scholarship for SC/ST	-	-	-	-
12	NSP-PG Indira Gandhi Scholarship for Single Girl Child	-	-	346	137
13	Scholarship for University Rank Holders (I & II Rank Holders)	09	03	08	-
14	Post Matric Scholarship Schemes Minorities CS	05	-	03	-
15	Merit-Cum-Means Scholarship for Professional and Technical Courses CS	04		05	
16	PG Scholarship Scheme for SC/ST students for perusing Professional Courses	04	01	02	01
17	Financial support to the students of NER for higher Professional Courses (NEC Merit Scholarship)	-	-	-	-
18	Central Sector Scheme of Scholarships for College and University students	13	14	54	56

19	Post Matric Scheme for students with disabilities	06	02	05	01
20	Financial Assistance for Education to the Wards of BIDI/CINE/IOMC/LSDM-POST Matric	01		02	
21	Free Education Scheme	-			
22	National Scheme for Post Graduate Studies	-	44	-	85

Scholarships availed in 2022-2023

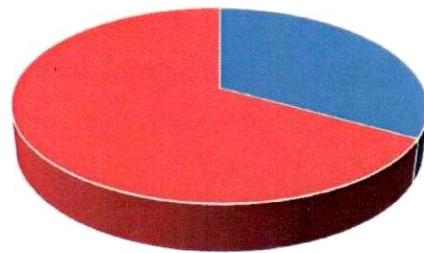


Fig. 8a

■ Men ■ Women

Scholarships availed in 2023-2024

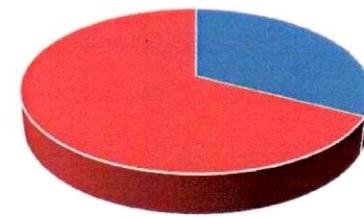


Fig. 8b

■ Men ■ Women

Fig. 8a & 8b. Financial Assistance availed by Students/ Scholars in the year 2022-2023 & 2023-2024

The above table indicates the financial assistance availed by students and scholars through various scholarship schemes offered by the Central and State Government. Free Education Scheme is offered by our University for one student of each department, who is in need of economic assistance to complete the course. It is seen here, that most of these schemes are availed by women. It reflects the high support meted out by the University to women towards the completion of their education.

Table 9. Gender-related Projects / Programmes

S.No		2022-2023	2023-2024
Dept.		Research Projects/Programmes (Title of the Project, sanctioned by, duration)	Research Projects/Programmes (Title of the Project, sanctioned by, duration)
1	Env Sc.	1. Vulnerability of tribal woman affected from dual effects of biomass and tobacco smoke_ A biomarker based cross sectional studies; DST SERB; 2020-2023	1. Vulnerability of tribal woman affected from dual effects of biomass and tobacco smoke_ A biomarker based cross sectional studies; DST SERB; 2020-2023 (contd.)
2	MBA	Title: Challenges to Scalability: A Study of Select Women-Led MSMEs of West Bengal, Odisha and Bihar; Duration: 2022 – 2024; Sanctioned By: National Commission for Women, Government of India	Title: Challenges to Scalability: A Study of Select Women-Led MSMEs of West Bengal, Odisha and Bihar; Duration: 2022 – 2024; Sanctioned By: National Commission for Women, Government of India (contd.)
	Biotech		Decoding the role of the transcription factor, Sterol Regulatory Element Binding Protein during hepatic stellate cell activation Sanctioned by ICMR (3 Years)
		1. Prof. Suvro Chatterjee Career Awareness Programme, 29 th November, 2022 (resource persons: Dr. BD Mukhopadhyay, Dr. Sumit Kumar Hira)	1. Dr. Santanu Pailan & Prof. Suvro Chatterjee BU Biotech: Beyond Horizon, 16 th August, 2023 2. Dr. Santanu Pailan, One day Seminar of Bioentrepreneurship, 10 th October, 2023 (resource persons: Dr. Manoj Kumar Singh, Dr. Mousumi Saha)

Table 10. Gender-related Projects / Programmes

S.No	Gender	Research Study/Programmes
1	Men	
2	Women	

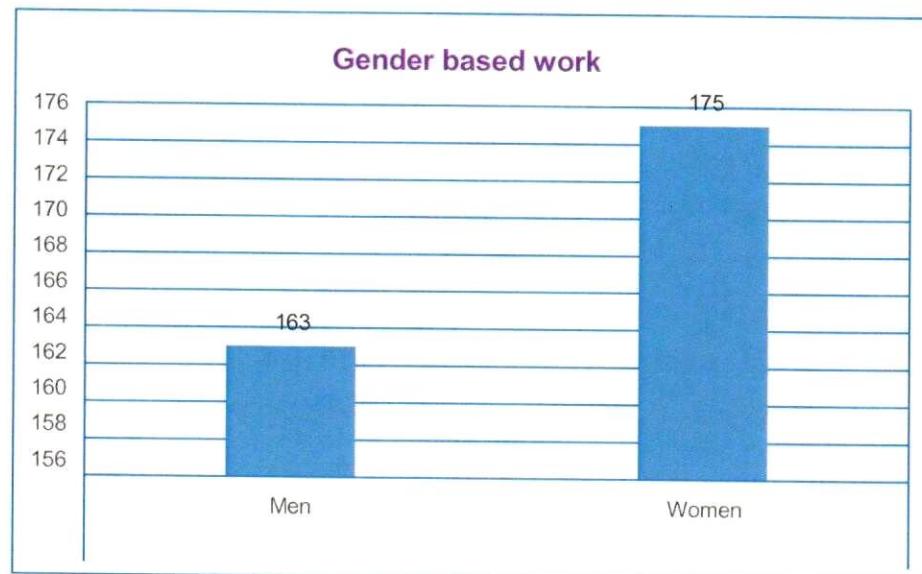


Figure 10. Research Study conducted by Faculty

The above table indicates the faculty member's participation in Gender-based Projects / Training / Awareness programmes and Workshops. The higher ratio of participation of women in Gender-based research work and programmes is evident in the chart. It is also important to note that men have taken an almost equal interest in these programs since these gender-based research programmes go a long way in decreasing the gender gap in the workspace.

Table 11. Total Research Projects/Schemes/Programmes

S.N o			2022-2023	2023-2024
	Dept t.	Gen der	Research Projects/Programmes (Title of the Project, sanctioned by, duration)	Research Projects/Programmes (Title of the Project, sanctioned by, duration)
1	Botany	Men	<p>1. Title: Modeling redox landscape and identification of candidate hub genes regulating drought stress induced physiology of flag leaves and kernel aroma quality (2-acetyl-1-pyrroline) in indigenous aromatic rice cultivars of Rarh West Bengal PI: Prof. S Bhattacharjee Sanctioned by: SERB, DST, Govt. of India, duration: 3 years (ongoing)</p> <p>2. Understanding the role of <i>Arabidopsis RAD21.3</i>, a yeast orthologue of sister chromatid cohesion 1 protein in chromatid cohesion and homologous recombination mediated DNA damage repair for maintaining genome stability PI: Dr. S. Roy Sanctioned by: SERB, DST, Govt. of India Duration: 3 years (ongoing)</p>	<p>1. Title: Fingerprinting bioactive polyphenolic compounds and peptides from some advanced accessions of <i>Amaranthus hypochondriacus</i> L. and exploring their anti-degenerative medicinal properties for utilization in crop diversification program of West Bengal. PI: Prof. S Bhattacharjee Sanctioned by: DST-BT, Govt. of West Bengal, duration: 3 years (ongoing)</p> <p>2. Study of the genotoxic and cytotoxic activity of copper (II)-based small metal complexes for understanding their putative therapeutic potentials by using <i>Arabidopsis thaliana</i> as plant-based screening system PI: Dr. S. Roy Sanctioned by: CSIR, Govt. of India Duration: 3 years (ongoing)</p>
	MBA	Women	Title: Challenges to Scalability: A Study of Select Women-Led MSMEs of West Bengal, Odisha and Bihar; Duration: 2022 – 2024; Sanctioned By: National Commission for Women, Government of India	Title: Challenges to Scalability: A Study of Select Women-Led MSMEs of West Bengal, Odisha and Bihar; Duration: 2022 – 2024; Sanctioned By: National Commission for Women, Government of India
	Commerce	Women		Title: Does Dindayal Antodaya Yojana-NRLM (DAYLM) make sustainable

			livelihood promotion of tribes? An Investigation in Jangal mahal, West Bengal Sanctioned by ICSSR Duration: 5 months
Econ	Men	1. Consultancy Project given by the District Panning Authority, Purba Burdwan.	
EnvSc	Men	1. Bioremediation of polycyclic aromatic hydrocarbon (PAHs) contamination at Digha Coastal water (West Bengal); WBDST; 2019-2024 2. Development of nano-weapons from waste plastics and its efficacy against mosquito vector; DST SERB; 2022-2025 3. Vulnerability of tribal woman affected from dual effects of biomass and tobacco smoke_ A biomarker based cross sectional studies; DST SERB; 2020-2023 4. Qualitative estimation of subsurface water flow and identification of contaminant mobilization in mining areas using nanomaterials as traces; DST/TMD/EWO/WTI; 2021-2024	1. Bioremediation of polycyclic aromatic hydrocarbon (PAHs) contamination at Digha Coastal water (West Bengal); WBDST; 2019-2024 2. Development of nano-weapons from waste plastics and its efficacy against mosquito vector; DST SERB; 2022-2025 3. Vulnerability of tribal woman affected from dual effects of biomass and tobacco smoke_ A biomarker based cross sectional studies; DST SERB; 2020-2023 4. Qualitative estimation of subsurface water flow and identification of contaminant mobilization in mining areas using nanomaterials as traces; DST/TMD/EWO/WTI; 2021-2024
Geo	Men	1. Online Training Program on “Resilience Measures of Buildings With Special Reference to Floods and Cyclones”, organized by National Institute of Disaster Management, MHA, GoI with The University of Burdwan, Burdwan, West Bengal, (Department of Geography)	NIDM sponsored Training Programme on Disaster mitigation in Sundarbans: Addressing the Issues of Infrastructure, Livelihood and Ecosystem Services organized by Department of Geography The University of Burdwan, Burdwan, West Bengal in collaboration with Department of Disaster Management and Civil Defense, Govt. of West Bengal & Department of Sundarban Affairs, Govt. of West Bengal

	Mass Com	Men		destination Dooars, Promotional documentary funded by the Dept of Tourism, Govt of West Bengal [No:825- DT/TM -15018 (99)/46/2023]
	Math	Men	1. Resonance states in electron/positron-hydrogenic systems embedded in dense plasmas, SERB, 36 months from March 10, 2023.	Resonance states in electron/positron-hydrogenic systems embedded in dense plasmas, SERB, 36 months from March 10, 2023 ..contd.
	Physics	Men	<p>1. Symmetry-breaking states in coupled oscillators: Effects of dispersion, dissipation and noise, DST-SERB, 2020-2023</p> <p>2. Universality in the Nonequilibrium Dynamics of Nonintegrable Spin Systems, SERB-CRG, 2019-2022</p> <p>3. Nonequilibrium Dynamics of Driven Quantum Many Body Systems, SERB_TARE, 2018-2022</p> <p>4. Smart and precision agriculture for potato cultivation in West Bengal: An Information and Communication Technology (ICT) based effort, Sanctioned by SERB-DST, 2021-2024, 42 months</p> <p>5. Development of Low-Cost GNSS RTK Base for Precise Geolocation and Handheld Precise Geolocation enabled Multi-Sensor Rover System HGS, Sanctioned by NGP-DST, 2023-2025, 24 months</p> <p>4. A study on the applicability of IRNSS/NavIC</p>	<p>1. Nonlinear dynamics in the quantum regime: Synchrony, broken symmetry and entanglement, DST-SERB, 2023-2026</p> <p>2. Smart and precision agriculture for potato cultivation in West Bengal: An Information and Communication Technology (ICT) based effort, Sanctioned by SERB-DST, 2021-2024, 42 months</p> <p>3. Development of Low-Cost GNSS RTK Base for Precise Geolocation and Handheld Precise Geolocation enabled Multi-Sensor Rover System HGS, Sanctioned by NGP-DST, 2023-2025, 24 months</p> <p>4. A study on the applicability of IRNSS/NavIC</p>

		<p>Base for Precise Geolocation and Handheld Precise Geolocation enabled Multi-Sensor Rover System HGS, Sanctioned by NGP-DST, 2023- 2025, 24 months</p>	<p>time for Test Range applications through IRIG-B signal generation, sanctioned by Integrated Test Range (ITR)-DRDO, 2023-2025, 18 months</p>
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Table 12: Workshop/Training/Awareness Programmes conducted by women faculty members

			Workshop/Training/Awareness Programmes (Title, Duration, Date of conduct, Name of the speakers, beneficiaries, short write up)
SN	Gender	2022-2023	
1	Dept.	Men	2023-2024
2		Women	<p>Title: Applications of mycorrhiza as biofertilizers, Usefulness Biofertilizers as alternative of Chemical fertilizers</p> <p>Duration: 4 months</p> <p>Date:January, 2022</p> <p>Conducted by Prof. Sikha Dutta</p> <p>Speaker: Prof. R. Bhattacharjee, Retd Prof. Presidency University.</p> <p>Beneficiaries: for M.Sc Semester- III students,</p> <p>The programme was arranged as part of the M.Sc. Sem-III curriculum (paper: MSBO-307) in connection with social awareness campaign and students activity and involvement on preservation of biodiversity, agrodiversity etc.</p>
		Women	<p>“Holistic Approaches in Athletics” 2 days, 8th & 9th June 2024,</p>
		Women	<p>1.Dr. Indrani Chandra</p> <p>Career Awarness Programme, 29th November,2022, (resource persons: Dr.</p>
		Women	<p>1. Dr. Indrani Chandra, One day Seminar of Bio entrepreneurship, 10th October, 2023 (resource persons: Dr.</p>

			BD Mukhopadhyay, Dr. Sumit Kumar Hira)	Manoj Kumar Singh, Dr. Mousumi Saha)
				2. Dr. Indrani Chandra, STC- Plant Tissue Culture , 3 rd January to 16 th January, 2024, (resource persons: Dr. Biswajit Ghosh)

Table 13. Workshop/Training/Awareness Programmes conducted by women faculty members

Workshop/Training/Awareness Programmes (Title, Duration, Date of conduct, Name of the speakers, beneficiaries, short write up)					
SN	Gender	Dept.	Name of Faculty	2022-24	2023-2024
1	Men				
2	Women	Chemistry	Dr M Baskey (Sen)		Recent trends in Chemistry and related disciplines, 1 Day, 11 th Jan, 2024
	Women	Phy. Edn.	Dr Gopa Saha Roy		“Holistic Approaches in Athletics” 2 days, 8 th & 9 th June 2024,
	Women	Law	Dr Debdutta Das	Discrimination of Women at Workplace	Dr Debdutta Das Legal awareness for Women

Table 14: What is the specific research topics and extensions activities related to women or gender issues?

Dept.	Name of the Faculty	Research Topic	Extension Activity	Name of the Faculty	Research Topic	Extension Activity
	2022-23	2022-23	2023-24	2022-23	2023-24	
MBA	Dr. Abhik Kumar Mukherjee, MBA	Title: Challenges to Scalability: A Study of Select Women-Led MSMEs of West Bengal, Odisha and Bihar; Duration: 2022 – 2024; Sanctioned By: National Commission for Women, Government of India	--	Dr. Abhik Kumar Mukherjee, MBA		
EnvSc	Dr Naba Mondal Env Sc.	Vulnerability of tribal woman affected from dual effects of biomass and tobacco smoke_ A biomarker based cross sectional studies; DST SERB; 2020-2023	--	Dr Naba Mondal Env Sc.	Vulnerability of tribal woman affected from dual effects of biomass and tobacco smoke_ A biomarker based cross sectional studies; DST SERB; 2020-2023	
Mass Com	Dr Rajesh Das	--	--	Dr Rajesh Das		Adolescence Menstrual Health [23-24]
Mass Com	Dr Rajesh Das	--	Child Marriage in Purba			

			Burdwan in association with the Office of the Superintendent of Police, Purba Burdwan and Child Line [2022- 23]			
Santali	Dr Jogendranath Murmu	1. SobhawakKukmuG amam re Tirlawakchuritidik atebichnao 2. Maya sutamgayanreyakc huritidikatebichnao				
	Tanushree Sing Murmu	SadhuramchandMu rmuwakOnorhe re Tirlabad: MitPanarhao TehengSetakrenak BarbahaAuritikinre geMulinen do gayanreyakchuritch itarmitpanarhao				
	1. Dr. Ananta Kumar Biswas 2. Prof. Anirban Banerjee 3. Mr. Bibhas Bagchi 1. Dr. Sourav Madhur Dey	Obstacles to Higher Education among Women and Strategies for Overcoming Them: A Sociological Study in Nandanpur Village Problems of Married and Unmarried Working Women ;A Sociologucal Study on Babirsarvamangala				

		para and Nazrulpalli in Burdwan Town Savings among Rural Women: A Sociological Study on Three Village in Birbhum District Role of ASHa Workers in Rural Development: A Sociological Study			
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Table 15: Workshop/Training/Awareness Programmes relating to women/gender sensitization/empowerment, related issues, etc.

		Workshop/Training/Awareness Programmes (Title, Duration, Date of conduct, Name of the speakers, beneficiaries, short write up)		
SN	Dept.	Gender	Name of the Program & Speaker (2022-23)	Name of the Program & Speaker (2023-24)
1				
2	Botany	Women	Speakers: Miss, T. Soren, Deptt. of Botany, B.U. Dr. N. Jaishee, Deptt. of Botany, B.U. Miss Sukanya Das, Intern student, Chandigarh University	Title: Awareness for different health issues during menstrual cycle and maintenance of hygiene Duration: 4 months Date of conduct: April, 2024 Beneficiaries: M.Sc. Semester-II, Semester-IV students and research scholars Short write up: General awareness and sensitization session for the female students regarding health issues and maintenance of hygiene during menstrual cycle and health care, use of biodegradable sanitary napkins etc.
	Env Sc.	Women	Dr Nasima Khondakar	Topic: Women and Environmental Health Date: Oct 2022 No. of beneficiaries: 56
	Pol Sc.		Speaker: Professor Ishani Naskar	Title: Feminism in International Relations; Duration: one day; Name of; beneficiaries: Students; Date: 04/07/23

Table. 16: Curriculum aspects of all the Departments in the University of Burdwan

Sl. No	Department	Topic/course
1	Bio-Technology	Developmental Biology and Physiology Basics in Assisted Reproductive Techniques
2	Mass Communication and Journalism	
3	Education	Early Childhood Care & Education, Gender Disparity in Education
4	English and Foreign Languages	The Romantic and the Victorian Age, American Literature, Indian Literature in English, Alternative Literary Studies
5	Human Genetics and Molecular Biology	Genetic Counseling, Developmental and behavioral Genetics
6	Political Science	
7	MSW	Social Welfare Administration and Social Policy paper: Women Welfare, Social policy related to women, Health and family welfare. Counseling and Guidance Paper: Marriage: Couple and Family Counseling, Sex Counseling Legal System and Social Legislation in India paper: Women rights, Legislations pertaining to women, Dowry Prohibition Act, 1961. Domestic Violence Act, Prenatal Diagnostic Techniques (Prohibition of Sex Selection) 2002. Suppression of Immoral Traffic Act, 1956, Legislation for prevention of Crime and Deviance,
8	Sociology	Gender & Society
9	Bengali	Female writers' works are kept as a lesson
10	Women's Studies	All papers
11	Psychology	

Table:17: Curriculum aspects of the Department in The University of Burdwan [What is the Gender (which includes women) related courses/topics introduced in the curriculum in the various subjects taught in your department?] [Session 2022-23]

	Department	Semester	Course name	Course code	Topic/course
2022	MBA HR	SEM I	Indian Economy and Policy	MBAHRE1110	Gender Composition
		SEM II	Organizational Change and Development/Managerial Communication and Skill Development/ Managerial Counselling and Negotiation Skills/ Trade Unionism and Collective Bargaining	MBAHRE2311/MBAHR2103/MBAHRE2208/MBAHRE2209	Management of Gender Issues/Cross cultural communication and communication between genders/Multi-cultural and gender issues/Ethical Issues in Gender/ Women and Trade Unions
		SEM III	Labour Laws-II/Leadership	MBAHR3204/MBAHRE3310	Different laws relating to Protection of Women at Workplace/Gender and Leadership
		SEM IV	Labour Laws-II/Cross Cultural and Diversity Management/International Labour Organization and International Labour Laws/ Entrepreneurship Development	MBAHR4201/MBAHRE4213/MBAHRE4215/MBAHRE4409	Different laws relating to Protection of Women at Workplace/Managing Gender and Diversity in organizations/ Declaration on Gender Equality/Gender Pay Gap/Women Entrepreneurs
23	MBA HR	SEM I	Indian Economy and Policy	MBAHRE1110	Gender Composition
		SEM II	Organizational Change and Development/Managerial Communication and Skill Development/ Managerial Counselling and Negotiation Skills/	MBAHRE2311/MBAHR2103/MBAHRE2208/MBAHRE2209	Management of Gender Issues/Cross cultural communication and communication between genders/Multi-cultural and gender issues/Ethical Issues in Gender/ Women and Trade Unions

			Trade Unionism and Collective Bargaining		
		SEM III	Labour Laws-I/Leadership	MBAHR3204/M BAHRE3310	Different laws relating to Protection of Women at Workplace/Gender and Leadership
		SEM IV	Labour Laws-II/Cross Cultural and Diversity Management/International Labour Organization and International Labour Laws/ Entrepreneurship Development	MBAHR4201/M AHRE4213/MB AHRE4215/MB AHRE4409	Different laws relating to Protection of Women at Workplace/Managing Gender and Diversity in organizations/ Declaration on Gender Equality/Gender Pay Gap/Women Entrepreneurs
2022	Economics	SEM II	Development Economics-II	ECN 203	Half of this course (Group-B) is Gender & Development
		SEM IV	Socio-economic Survey	ECN 401	Gender Based Development Outcomes
2023	Economics	SEM II	Development Economics-II	ECN 203	Half of this course (Group-B) is Gender & Development
		SEM IV	Socio-economic Survey	ECN 401	Gender Based Development Outcomes
2022	English	SEM IV	Gender and Literature	MAENG403B	Major Elective Course
2022/23	EnvSc	SEM I	Basic Ideas on Environment	MSES 101	Gender issues and Environment
		SEM III	Environmental Perspectives	MSES 304	Ecofeminism and Environmental agenda
2022	Hindi	SEM III	M.A. HINDI	HIN303C	MAHADEVI VERMA
		SEM IV	M.A. HINDI	HIN403A	SAMKALAEEN MAHILA KAHANIKAAR
2023	Hindi	SEM III	M.A. HINDI	HIN303C	MAHADEVI VERMA
		SEM IV	M.A. HINDI	HIN403A	SAMKALAEEN MAHILA KAHANIKAAR
2022	History	SEM I	History of Ideas, Nineteenth Century Bengal: Life and Culture	MA HIST 105, MAHIST 102	Political ideas of Pandita Ramabai and Rokeya Sakhawat Hossain The bhadralok and the bhadramahila
		SEM II	Twentieth Century Bengal: Life and Culture	MA HIST 202	Women's question in Twentieth Century Bengal
		SEM III	State and Society in Colonial India	MAHIST 303 B	Popular Response to social changes: Women

		SEM IV	India since Independence	MAHIST 403 B	Women's Movements, LGBT rights
		Minor Elective	History of Women: Emerging Perspectives	MAHIST 305 A	Situating feminism, Women in Asia and Africa, Women and Society through the Ages in India, Indian women and education, domain of Science technology and Medicine, Women and political engagement.
2023	History	SEM I	History of Ideas, Nineteenth Century Bengal: Life and Culture	MA HIST 105, MAHIST 102	Political ideas of Pandita Ramabai and Rokeya Sakhawat Hossain The bhadralok and the bhadramahila
		SEM II	Twentieth Century Bengal: Life and Culture	MA HIST 202	Women's question in Twentieth Century Bengal
		SEM III	State and Society in Colonial India	MAHIST 303 B	Popular Response to social changes: Women
		SEM IV	India since Independence	MAHIST 403 B	Women's Movements, LGBT rights
		Minor Elective	History of Women: Emerging Perspectives	MAHIST 305 A	Situating feminism, Women in Asia and Africa, Women and Society through the Ages in India, Indian women and education, domain of Science technology and Medicine, Women and political engagement.
2022	Mass Com	SEM III	Major/ Elective [Theory]	MC304A	Women and Media
2022	Philosophy	SEM I	West. Ethics & Socio Political Philosophy	MAPHIL104 & MAPHIL 105	Life and Death Issues (Abortion) Manusmrti (Status of Women), Jyotiba Phule (Emancipation of Women)
		SEM II	Socio-Political Philosophy	MAPHIL205	Feminism
		SEM III	Applied Ethics spl	MAPHIL 303 C	Surrogacy, female foeticide Feminist Ethics
		SEM IV	Community Engagement Program, Project writing, Applied Ethics spl	MAPHIL 400, MAPHIL 405, MAPHIL404C	Different women's issues Ecofeminism
		Minor Elective	Philosophy for Real Issues	MAPHIL 305	Gender Equality
2023	Philosophy	SEM I	West. Ethics & Socio Political Philosophy	MAPHIL104 & MAPHIL 105	Life and Death Issues (Abortion) Manusmrti (Status of Women), Jyotiba

					Phule (Emancipation of Women)
		SEM II	Socio-Political Philosophy	MAPHIL205	Feminism
		SEM III	Applied Ethics spl	MAPHIL 303 C	Surrogacy, female foeticide Feminist Ethics
		SEM IV	Community Engagement Program, Project writing, Applied Ethics spl	MAPHIL 400, MAPHIL 405, MAPHIL404C	Different women's issues Ecofeminism
		Minor Elective	Philosophy for Real Issues	MAPHIL 305	Gender Equality
2022/23	PhyEdn	SEM I		MPCC 101	Yoga Education
		SEM II		MPCC 203	Sports Biomechanics & Kinesiology
		SEM III		MPCC 302	Sports Psychology
		SEM IV		MPCEC 400	Community Engagement Course
2023	PhyEdn.	SEM II		MPCC 203	Sports Biomechanics & Kinesiology
		SEM III		MPCC 302	Sports Psychology
		SEM IV		MPCEC 400	Community Engagement Course
2022	Pol Sc.	SEM II	Theories of Public Administration	MAPOL 203 (Core)	Feminist Approach
		SEM III	Issues of Citizen Centric Administration in India	304 A (Major Elective)	Gender Budgeting; National Women's Commission
			Politics of Human Rights	MAPOL 305 C (Interdisciplinarily)	Human Rights
		SEM IV	Community Engagement	MAPOL 400	Various Policies Related to Women Empowerment
			Theories of International Relations	MAPOL 402 (Core)	Feminism and International Relations Theory
			Local Governance in India with Special Reference to West Bengal	404 A (Major Elective)	Impact of Local Governance: The Empowerment of Women; Evolving Leadership
			Social and Political Movements in India	MAPOL404B (Major Elective)	Gender Based Movements
2022	Santali	SEM IV	Theory of Literature(Indian &	SANT 401	Feminism

			(western)		
2023	Santali	SEM IV	Theory of Literature(Indian & western)	SANT 401	Feminism
2022	Sociology	SEM I	Gender & Sexuality	SOC- 103	All Topics
		SEM II	Social Movements in India	SOC-203	Women's Movement and Queer Movement in India
		SEM III	Environmental sociology	SOC- 303A	Gender and Environment
2023	Sociology	SEM I	Gender & Sexuality	SOC- 103	All Topics
		SEM II	Social Movements in India	SOC-203	Women's Movement and Queer Movement in India
		SEM III	Environmental sociology	SOC- 303A	Gender and Environment
2022	Women's studies	SEM I			92% (Pl see the syllabus)
		SEM II			91%(Pl see the syllabus)
		SEM III			91%(Pl see the syllabus)
		SEM IV			91%(Pl see the syllabus)
		Minor Elective			100%(Pl see the syllabus)
2023	Women's studies	SEM I			92% (Pl see the syllabus)
		SEM II			91%(Pl see the syllabus)
		SEM III			91%(Pl see the syllabus)
		SEM IV			91%(Pl see the syllabus)
		Minor Elective			100%(Pl see the syllabus)
2022	Law	SEM I	Law of Social transformation	LMCT 103	Crime against women, gender injustice
		SEM II	HR & Contemporary Challenges	LMCT 202	Women and Children as vulnerable groups
	Bengali	SEM I		MA/BENG 102 (Core Course) Unit 2	খ. উনিশশতকেরবাংলাগীনতেনবতা – পাঠ্যেনবতামাটু৩নট। ৩নটেনবতাম কেকেৱমলখা: ‘ভাৰ’ নগৱীপ্রকানিঠোসী, ‘সুখ’ ঠোনীৱা঳ে, ‘নবৱি’ – নিঃস্বেচ্ছামেৰী
				MA/BENG 103 (Core Course) Unit 2	ৱীপ্রসোকলৱেনবতা পাঠ্যেনবতামাটু২০নট। তাৱকষয়১নটেন বতা – ‘সাধ’- ঠাঠিঠোৱীবসু

	SEM I	Fiction Autobiography	& BENG 104 Unit 1	Autobiography: আরজীবি রাসসুন্দরীমেবী / আরেথা নবকানেচোসী
	SEM II	আয়নেোকলৱেন বতা	BENG (Core Course) Unit 2	পাঠ্যনবতামাটু৮নট, তারকঘষ২নটেনবতা 'অপাকিৰজিয়নিকৰআনস' নেবতানসাংং, 'আপনিবলুং, তাৰ্ক নিয়োমসিগুপ্ত
		ৰবীকন্দ্রাত্তৰবাংলামা কটাগল্ল	BENG (Core Course) Unit 2	পাঠ্যগল্লমাটু১নটা।১নটগল্ল - ফিংচেু: প্ৰেনটৱপেথা ফিংকেতামেবী
		বাংলাউপিয়াসঞ্চিটে	BENG (Core Course) Unit 2	উপিয়াস - 'ফিংজাৰচুৱানশৱা' অথবা 'অৱকঘষৱঅনঘোৱ' - ফিংকেতামেবী
		Old & Medieval Bengali Literature	Major Elective Course - A	
			BENG 304 Unit 1	মিনসাংগীনতো (ছোৱা, লুো, চন্দ্ৰাবতীপালা)
		19th Century Bengali Literature & Culture	Major Elective Course - B	
		19th Century Bengali Fiction, Women movement & Literature, Theatre	BENG 404 Unit 2 Co.	উনিশশতকেৱারীনশক্তা, ফিংৰীনুনিআকন্দালিতিগৰী- ৱনচতসানিতয 'অপূৰসসতী' - সুঁড়ুৱারীতে 'মসকেকলেথা' - নিষ্ঠানৱীমেবী
		Bengali Fiction & Short Stories	Major Elective Course - C	
		Bengali Fiction	BENG 403	Unit 1 খ. 'তিথিনতশ্রুত' 'সুবয়সলতা' - আশাপূৰ্যসামেবী
		Modern Bengali Stories	BENG 404	Unit 2 পাঠ্যগল্লমাটু২৬নট ৪নটগল্ল : 'লুকেনশো' - বায়ীৱাচে, 'নৱাক্ল' - ফিংবিতামেবকসি, 'চূৰবীকিচেু-নেনেকেমেখাযাচে' - জোনত্র, 'তিন্তনবষাচেওজল' অনিতাঅনিকাত্রী

In the University system, the syllabus gets updated to reflect the current reality. It is necessary to introduce the contribution of women in different disciplines to create gender sensitization among young students. It is a recent trend that marks the disciplines to integrate new knowledge about women. The Curriculum of Arts and Science courses are reviewed to observe whether the current syllabus contains women and gender-related papers and units in various courses. It can be seen above that the curriculum has integrated gender-sensitive topics in the curriculum to ensure the gender sensitization of the students.

Table 18. Board of Studies Members

Year	UG BoS			Total	PG BoS			Total
	Men	Women	Others		Men	Women	Others	
2022-23	103	32	00	135	114	34	00	148
2023-24	103	32	00	135	114	34	00	148

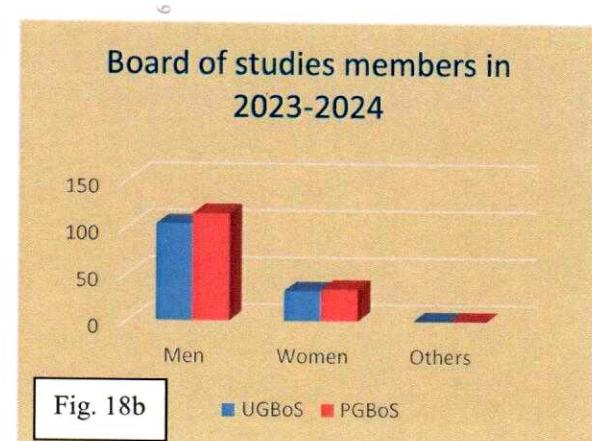
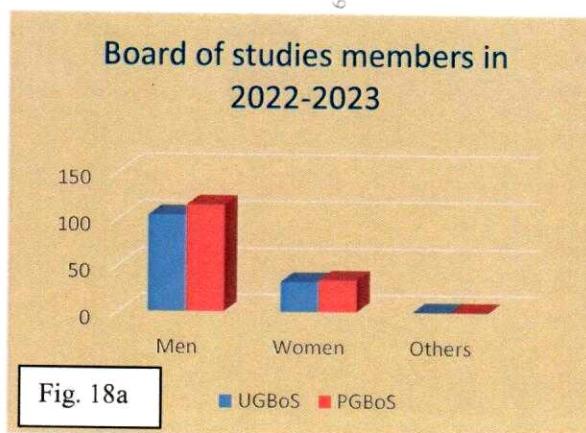


Fig. 18a & 18b. Board of Studies Members in the year of 2022-2023 & 2023-2024

In the Board of Studies, it can be seen that there is equal participation by both Genders. This reflects gender equality on the board. It is to be noted that there is a marked increase in the number of women members. This is a positive indication of the increasing participation of women in varied spheres which is appreciable.

Table 19. Gender-wise details of Administrative Representation by Faculty members

Year	Court			EC			Dean/Committee			Head of the Department		
	Men	Women	Others	Men	Women	Others	Men	Women	Others	Men	Women	Others
2022-23	23	6	0	7	0	0	2	0	0	34	8	
	23	6	0	7	0	0	2	0	0	34	8	
2023-24												

Table 20: Infrastructure (Kindly tick the appropriate Column)

INFRASTRUCTURE	No. (if any)	Male	Female
Staff Room	15	✓	✓
Common Room	2	1	1
Toilets	219	118	101
Day Care Centre	3	✓	✓
Sports Facilities	19	✓	✓
Rest Room (Space for Sick to take rest)			
CCTV Cameras	120		
Another			

Table 21: Student Support and Progression

Financial Assistance to female students		Financial Assistance to male students	
2022-23	2023-24	2022-23	2023-24
3341	3236	1637	1558

Table 22: Representation in various Committees:

Name of the women Faculty	Name of the Body/Committee	Representation in various committees	
Dr Swati Mukhopadhyay Dept. of Mathematics	IQAC advisory Committee	2022-23	2023-24
Dr Sumita Batabyal Dept. of Sanskrit	Board of Residence & Discipline		
Dr Srabani Basu Dept. of Bengali Dr Indrani Chandra Dept. of Biotechnology Dr Debdatta Das Dept. of Law	Grievance Redressal Committee		
Dr Moutushi Mandi Dept. of Zoology Dr Chaitali Hansda Dept. of Physics Dr Monalisha Saha Dept. of Law Dr Namita Chakma Dept. of Geography Dr Srabani Basu Dept. of Bengali Dr Indrani Chandra Dept. of Biotechnology Dr Debdatta Das Dept. of Law	SC/ST Committee Cell		
	Minority Cell		
Dr Ambalika Karmakar Dept. of Law	OBC Cell		
Dr Suchismita Mondal (Sarkar) Dept. of Economics Dr Indrani Chandra Dept. of Biotechnology Dr Paramita Mondal Dept. of Zoology Dr Moni Baskey (Sen) Dept. of Chemistry	Equal Opportunity Cell		
	Placement Cell		
Dr Mridula Bhattacharyya Dept. of Philosophy	Counselling, Mental Health & Well Being Cell		

Dr Aparajita Dhar Dept. of History			
Dr Swati Mukhopadhyay Dept. of Mathematics	Research & Development Cell		
Dr Swati Mukhopadhyay Dept. of Mathematics	API Committee		
Dr Aparajita Dhar Dept. of History	Data Management & Quality Initiatives Cell		
Dr Aparajita Dhar Dept. of History	AQAR Sub-Committee		
	NIRF Committee		
Dr Syed Tanveer Nasreen Dept. of History Dr Mridula Bhattacharyya Dept. of Philosophy Dr Paramita Mondal Dept. of Zoology Dr Susmita Bhattacharyya Dept. of MBA	Gender Audit Committee		
Dr Swati Mukhopadhyay Dept. of Mathematics Dr Aparajita Dhar Dept. of History Smt Durga Ghosh Asstt. Librarian Grade-I	Anti-Ragging Committee		
Dr Indrani Chandra Dept. of Biotechnology Dr Namita Chakma Dept. of Geography Dr Moni Baskey (Sen) Dept. of Chemistry	Anti-Ragging Squad		
Dr Namita Chakma Dept. of Geography Dr Aparajita Dhar Dept. of History Dr Debdatta Das Dept. of Law	Internal Complaint Committee (ICC)		

Table 23. Additional responsibilities of Women Faculty members

S.No	Faculty name & details	Additional Responsibilities
[2022-2023]		
1	Dr Namita Chakma Dept. of Geography	Internal Complaint Cell
2	Dr Sikha Dutta Dept. of Botany	Gargi Research Scholar Hostel
3	Dr Indrani Chandra Dept. of Biotechnology	Mirabai Girls' Hostel
4	Dr Monalisha Saha Dept. of Law	Sorojini Girls' Hostel
5	Dr Somasri Dam Dept. of Microbiology	Nivedita Girls' Hostel
6	Dr Sumona Sarkar Dept. of Geography	Pritilata Girls' Hostel
7	Dr Moni Baskey Dept. of Chemistry	NSS Program Coordinator
8	Dr Moutushi Mandi Dept. of Zoology	NSS Program Coordinator
2023-24		
1	Dr Namita Chakma Dept. of Geography	Internal Complaint Cell
2	Dr Sikha Dutta Dept. of Botany	Gargi Research Scholar Hostel
3	Dr Indrani Chandra Dept. of Biotechnology	Mirabai Girls' Hostel
4	Dr Monalisha Saha Dept. of Law	Sorojini Girls' Hostel
5	Dr Somasri Dam Dept. of Microbiology	Nivedita Girls' Hostel
6	Dr Sumona Sarkar Dept. of Geography	Pritilata Girls' Hostel
7	Dr Moni Baskey Dept. of Chemistry	NSS Program Coordinator
8	Dr Moutushi Mandi Dept. of Zoology	NSS Program Coordinator
	Dr Sikha Dutta Dept. of Botany	NSS Program Coordinator

Table 24. Administrative and Additional responsibilities of Women Non-Teaching Staff

S.No	Non-teaching Staff	Designation and Additional Responsibilities
2022-23		
1	Smt Baisakhi Murmu	
2	Smt Lili Aditya	
3		
4		
5		
2023-24		
1		
2		

Table 25. Infrastructure of all the Departments in University

S.N.	Department	Infrastructure
1	Sciences	Staff Room / Class Room / WIFI /Toilets/Research Facilities/ CCTV Cameras /Relaxation Room for both Gender / Sanitary Napkin Vending and Incinerator Machine /Security Guard
2	Arts & Humanities	Staff Room /Class Room / WIFI / Toilets/Research Facilities/ CCTV
3	Literature	Cameras/ Relaxation Room for both Gender / Sanitary Napkin Vending and Incinerator Machine / Security Guard
4	Women's Hostels	Solar Lights. R.O Plants, CCTV Cameras, Music System, Purified Hot and Cold water, play round, gardens, Gym Equipment and Indoor Games, Borewell, Internet Facility, Sanitary Napkin Vending and Incinerator Machine
5	Men's Hostels	Solar Lights. R.O Plants, CCTV Cameras, Music System, Purified Hot and Cold water, play round, gardens, Borewell, Internet Facility, Playground with sports and Gym Equipment, Sanitary Napkin Vending and Incinerator Machine
6	Hostel Office	Fogging Machine, Reading Room, First Aid Equipment
7	Transport Facilities	University Bus facilities available to faculty, staff and students (within campus at working hours inter-deptts. and Selected routes of Burdwan city)
8	Women's Club	Facilities for Physical and Mental Fitness by trained staff. Common room available for women who need the same.
9	University Hospitals	24/7 facilities for medical assistance and ambulance service to both genders. Hospital service extended to the community too.
10	Internal Complaints Committee	Awareness about Internal Committee is oriented to students and scholars in an orientation programme. Internal Committee member's contact details are displayed in all buildings and websites. It supports women to come forward to raise their voices against any form for Harassment.

11	University Counseling Centre	The counseling Centre focuses mainly on the personal, psychological, academic and other related problems of the individuals free of charge to the students, Scholars and faculty of the campus as well as to the general public.
12	Fitness Centre/Yoga Centre/Gymnasium	This facility is open to all staff, Students and outsiders with a focus of maintain and developing physical fitness, weight reduction and bodybuilding.
13	Family and Student Counsellor	Well experienced Counsellor was appointed as family and student Counsellor. Many of them are utilizing this opportunity for them and the service is extended to family members of staff
14	Anti – Ragging Cell	Student friendly approach is practiced to avoid ragging during the study period
15	Equal Opportunity Cell	Support and encourage equality without any discrimination based on community
16	Overseas Students Support Services	Guidance and support to international student and scholars for education, research In our campus and guiding them to follow the terms and conditions

Conclusion

From the overall analysis, it is reflected that the institution sticks to its gender equity goals and objectives. The gender-based analysis of enrollment of students in different educational streams, employees of teaching and non-teaching, research studies and programmes and student supportive progression exhibits the progress of the institution towards gender equity and equality. Efforts towards gender sensitization through gender- based curriculum, gender awareness programmes, seminars and workshops, delivers the commitment of the institution to creating a gender inclusive and gender justice society. Gender representation in terms of student enrolment, teaching and non-teaching employees, technicians, research scholars and student progression activities shows impressive strides towards gender equity and equality in the institution. Every year gender neutral opportunities were implemented to meet need-based requirements from all categories. Many departments included gender-based syllabi with their subjects from a gender perspective. Three Supportive papers offered by Women's Studies opted by other department students opened the platform to learn about Gender neutral attitudes.

The University conducts a Training/ Awareness /Workshop about "Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act 2013". Number of Programmes have been organized for the Students and Community, irrespective of gender.

The University authority exclusively pays attention to the physical and mental health of Students, Scholars and Staff. Yoga and Meditation training are provided by trained staff for the benefit of women, at Health Centre Campus. Health Centre/Hospital and ambulance service, available 24/7, provides immediate and prompt support to the needy for medical assistance.

Safety and Security inside the campus are ensured with the help of various instruments of technology like CCTV. Counseling Centre provides ways to overcome distractions and disturbances.

The overall view of the University indicates the improvement and movement toward the initiation of gender friendly campus in the future.