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## GENDER AUDIT CERTIFICATE

THIS CERTIFICATE IS PROUDLY AWARDED TO

**RAIGANJ SURENDRANATH MAHA VIDYALAYA**

FOR UNDERGONE A COMPREHENSIVE GENDER AUDIT, TO

EVALUTE ITS COMMITMENT TO GENDER EQUALITY

For the period of 2018-2023.

Endorsed By:

MANAGEMENT SYSTEM CONSULTANCY

*Amalesh Kr. Mandal*



Authorization:

- Certified on Gender Equality and Human Rights, Dec'21 from United Nations Institute for Training and Research (Completed 2 SDG modules)
- Certified on Green Economy, Nov'21 from United Nations Institute for Training and Research
- Certified on Sustainable Development in practice Sept'22 from United Nations Institute for Training and Research.



## **RAIGANJ SURENDRANATH MAHAVIDYALAYA**

Sudarshanpur, Raiganj, Uttar Dinajpur  
(Affiliated to University of Gour Banga, Malda)  
Recognized by UGC U/S 2f & 12(B)  
NAAC accredited College with "B"+Grade (December`2016)



# **GENDER AUDIT REPORT (2018-2023)**

**RAIGANJ SURENDRANATH MAHAVIDYALAYA**

**Sudarshanpur, Raiganj, Uttar Dinajpur**

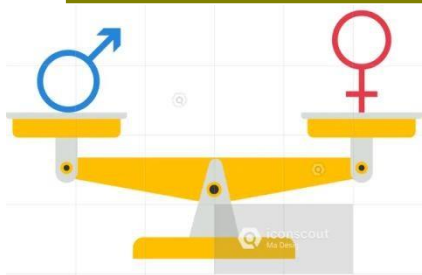
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## ***Contents***

<b><u>About</u></b>	<b><u>Page no</u></b>
<b>1. Introduction</b>	<b>3</b>
<b>2. About the Institution</b>	<b>4</b>
<b>3. Principal's Outlook about Gender Equity &amp; Equality</b>	<b>5</b>
<b>4. Members of the Gender Audit Committee</b>	<b>6</b>
<b>5. Objectives of the Audit Report</b>	<b>7</b>
<b>6. Methodology</b>	<b>7</b>
<b>7. Learning and Evaluation</b>	<b>8</b>
<b>8. Co-Curricular Engagements</b>	<b>18</b>
<b>9. Gender sensitization activities &amp; photo gallery</b>	<b>22</b>
<b>10. Key Findings</b>	<b>27</b>
<b>11. Conclusions</b>	<b>28</b>



## ***INTRODUCTION***

Gender Audit is an attempt to study whether the institution has a good gender balance. It tries to observe whether the institution follows government rules, policies and actions formulated for upgradation of women in society. It aims to understand the organization's current processes and situations from a gender perspective, highlighting areas of strength and weakness. It would capture employee attitudes, understandings, and behaviours regarding a range of themes, including the state of gender equality in organizational culture and procedures, policy and decision-making structures, and decision-making processes.

Additionally, a gender audit evaluates how successfully research, study curriculum, academic policies and programs, staff wellness and work management, and research are all influenced by gender perspectives.

Organizations can identify and understand gender trends in their human resource management practices, organizational culture, and the composition, structures, procedures, and policy and service design by using gender audits, a gender mainstreaming technique. They also help to ascertain the ways in which organizational performance and management choices impact gender equality inside the institute. Gender audits pinpoint important gaps and challenges in gender roles and offer solutions through innovations and enhancements. They act as a benchmark so that advancement may be tracked over time.

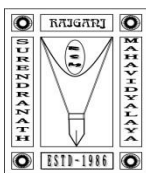
The internal gender audit monitors and assesses the relative progress made in gender mainstreaming contributes to capacity building and collective organizational ownership for gender equality initiatives and sharpens organizational learning of gender.

The external gender audits evaluate the extent gender integration fosters the inclusion and benefits to women and men through the organization's policies, programmes project and services provided.

The Gender Audit undertaken by the IQAC, Raiganj Surendranath Mahavidyalaya in association with Women Cell of the College intended to enquire into the gender stability within the institution.

## ***ABOUT THE INSTITUTION***

Raiganj Surendranath Mahavidyalaya was established in 1986 with the intention of meeting the educational needs of rural and suburban youth in the surrounding area. The land of the College was donated by Mr. Shailendra Narayan Sen in loving memory of his father Surendranath Sen and hence the College was named as Raiganj Surendranath Mahavidyalaya. Although initially planned as a Women's College, it later evolved into a coeducational undergraduate degree college affiliated under the University of North Bengal. In 2008, the college became affiliated with the University of Gour Banga. It is currently the largest college in the district, with a student population exceeding 5000. In 2016, the college received accreditation from NAAC at the B+ level. The college now offers four-year Bachelor of Arts (B.A.) and Bachelor of Science (B.Sc.) programs under the New Education Policy of 2000. Situated in the northern part of Raiganj town, the campus features a modern three-storied building with top-notch facilities, including five air-conditioned science laboratories, a library with e-resources, and two air-conditioned auditoriums, one AC Teachers' Common Room, office equipped with network, two AC Guest Room, music room, Computer Training Centres, Boys' Common Room & Girls' Common Room, two Canteen with one Dining Room, one Cheap Stores, Selfie Zone, Study Centres of two Open Universities (Rabindra Bharati University & Netaji Subhas Open University) etc. The college has shown a significant dedication to promoting academic excellence in Raiganj and its surrounding areas. It is currently enhancing opportunities in important undergraduate programs. The College offers Certificate Courses in Photography and Journalism & Mass Communication as well as Add-on courses such as Early Childhood Development, Folk Culture, Communicative English and Karate Excellence. In recent years, the college has seen substantial growth in various activities, creating new opportunities in multiple areas.



## RAIGANJ SURENDRANATH MAHAVIDYALAYA

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### GENDER EQUALITY & GENDER EQUITY: PRINCIPAL'S VIEW



Gender equality ensures that every individual gets equal rights and opportunities irrespective of their gender in political, economic, social, health and educational arenas, while 'gender equity' is the process to achieve gender equality. Gender Equity always goes a step further by recognizing that equal treatment may not be sufficient to achieve fairness. It takes into account the different needs, conditions, and situations of people of different genders. Gender equity involves providing resources and opportunities tailored to these differences to ensure an equitable outcome. This might mean giving more support to one gender to address historical and structural disadvantages.

In Raiganj Surendranath Mahavidyalaya, we try to adopt gender neutral role while preparing our policy documents. However, sensitization programmes are often being organized by various Departments so that concept of Gender Equity can be clearly perceived by all the stakeholders of the College. Through gender equity our goal would be to bring gender equality. We strive to ensure that both girls and boys have equal access to resources and educational opportunities, and are not subjected to gender-based discrimination. We are committed to making co-curricular, and academic activities free from gender bias and stereotypes, fostering an inclusive atmosphere for all students.

Gender equity is a global issue and its awareness helps people to move beyond the stereotypes of gender. This gender audit would help all of us to understand the gender patterns within the structures and processes of the institution. It would also give the institution an idea to make the college campus a safer space for all. We hope the gender audit would promote inclusivity and equality across the Gender. Our mission is to achieve gender equity and equality through the actions of the Gender Equity Cell, Grievance Redressal Cell, Internal Complaints Committee, and Anti-Ragging Committee, as well as by implementing various government initiatives. We are committed to being a gender-neutral institution that provides equal opportunities for all.

*Chandra Kumar*

**Principal**  
**Raiganj Surendranath Mahavidyalaya**


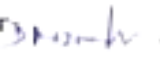




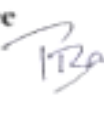
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**Members of the Gender Audit Committee  
Raiganj Surendranath Mahavidyalaya**




**INTERNAL MEMBERS**

1. **Dr. Nilima Moktan (Convenor)**   
Assistant Professor  
Department of Education
2. **Pranati Mazumdar**   
Assistant Professor  
Department of Political Science
3. **Dr. Kamala Bhattacharayya**   
Associate Professor  
Department of Chemistry
4. **Dr. Rakhee Das Biswas**  
Associate Professor  
Department of Botany
5. **Smt. Chandana Saha**   
Assistant Professor  
Department of History
6. **Dr. Debasmita Bondyopadhaya**   
Assistant Professor  
Department of Physics
7. **Smt. Choden Yolmo**   
Assistant Professor  
Department of Education
8. **Dr. Priyanjalee Banerjee**   
Assistant Professor  
Department of Zoology
9. **Mr. Anindra Kr. Biswas**  
Assistant Professor  
Department of English

**EXTERNAL MEMBERS**

  
**1. Reema Mukherjee**  
Secretary, Sishumangal CDC  
& Research institute.

  
**2. Ananya Jha Advocate**  
(Special PP, POCSO COUR  
LLB, MSW  
Raiganj District Court, UD

## ***Objectives of the Audit Report***

- The institution shall take effective measures for the safety and security of all genders.
- There must be an accessible, active unbiased and confidential Grievance Redressal Cell.
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same, posters to be exhibited at focal places in and around the college.
- Organizing programs to build confidence and instill leadership qualities in the girl students.
- To join with IQAC, Grievance Redressal Cell, Equal Opportunity Cell, Women Cell and Internal Complain Cell for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

The following are the major objectives of the Gender Audit:

1. To know about the gender balance in the institution.
2. To know about gender perception in the campus.
3. To reflect and etch out a road map for gender action.

## ***Methodology***

The present study is based on the data collected from the all Departments of the institution.

The study also relies on the secondary data collected from Annual Reports, Academic Calendar, and Administrative Section.



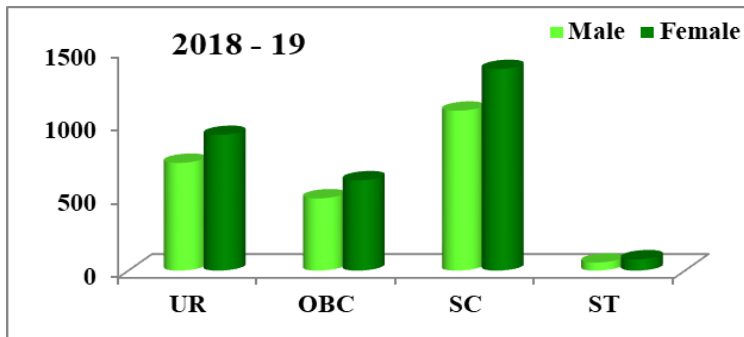
- **Learning and Evaluation - Gender-Wise Student Composition**

Raiganj Surendranath Mahavidyalaya has a special focus in promoting women's/girls' education. This is evidenced in the current composition of students enrolled in the institution. Among the total of 4808 students currently enrolled at the university, 55.8% are female students while the rest i.e., 41% are male students (Table 1). During the study from the 2018-23 academic session witnessed percentage of female students is more in each session.

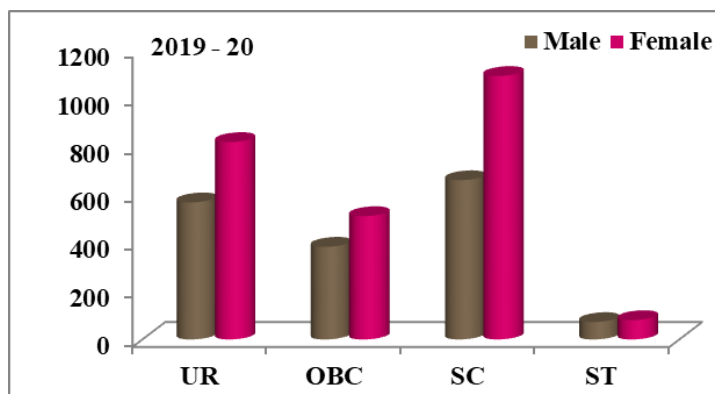
**Table 1: Gender wise details of students of the College**

Category	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
General	734	924	568	818	628	802	695	910	673	858
OBC	492	615	384	511	463	582	541	646	564	717
SC	1089	1373	660	1092	686	1055	762	1010	785	1006
ST	55	77	72	80	103	78	111	105	100	105
<b>Total</b>	<b>2370</b>	<b>2989</b>	<b>1684</b>	<b>2501</b>	<b>1880</b>	<b>2517</b>	<b>2106</b>	<b>2671</b>	<b>2122</b>	<b>2686</b>
<b>percentage</b>	<b>44.2%</b>	<b>55.7%</b>	<b>40.2%</b>	<b>59.7%</b>	<b>42.7%</b>	<b>57.1%</b>	<b>44%</b>	<b>55.9%</b>	<b>44.1%</b>	<b>55.8%</b>

Institutional data of the admitted students as compared to total students from the categories Gen-SC-ST-OBC-Min/EWS & Others (2018-2023).



**Fig. 1**



**Fig: 5**

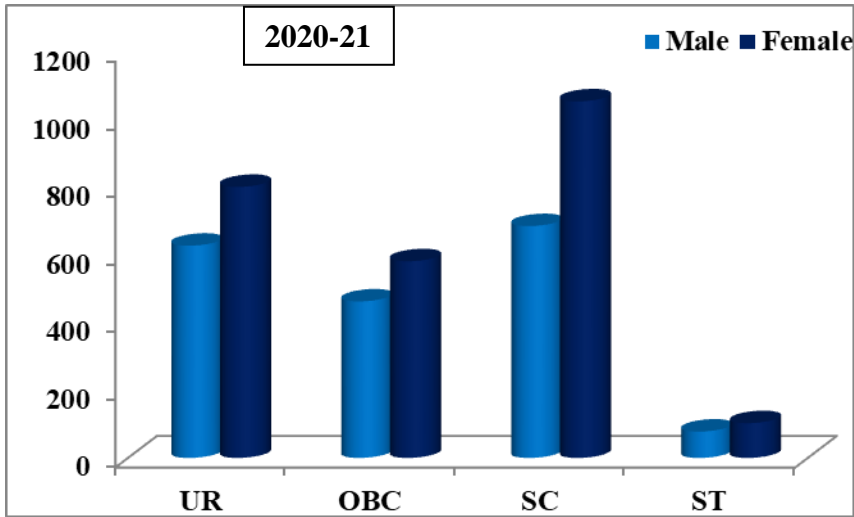


Fig: 3

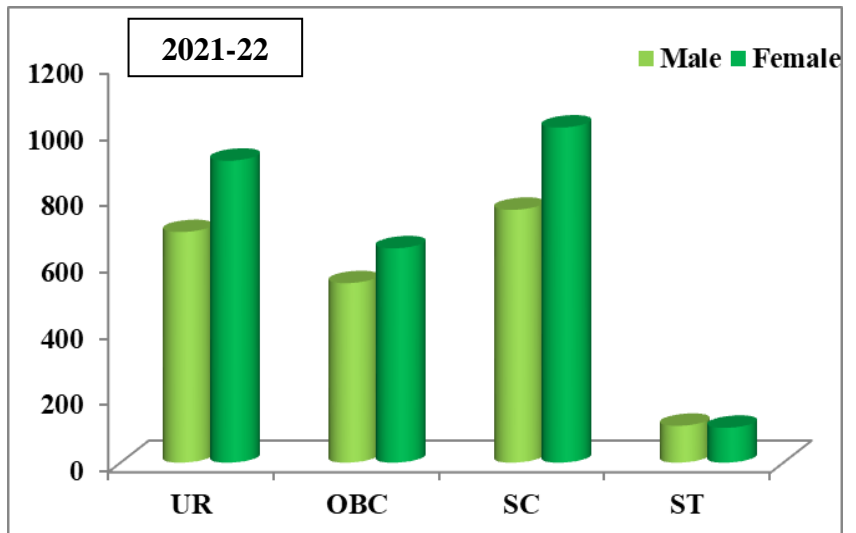


Fig: 4

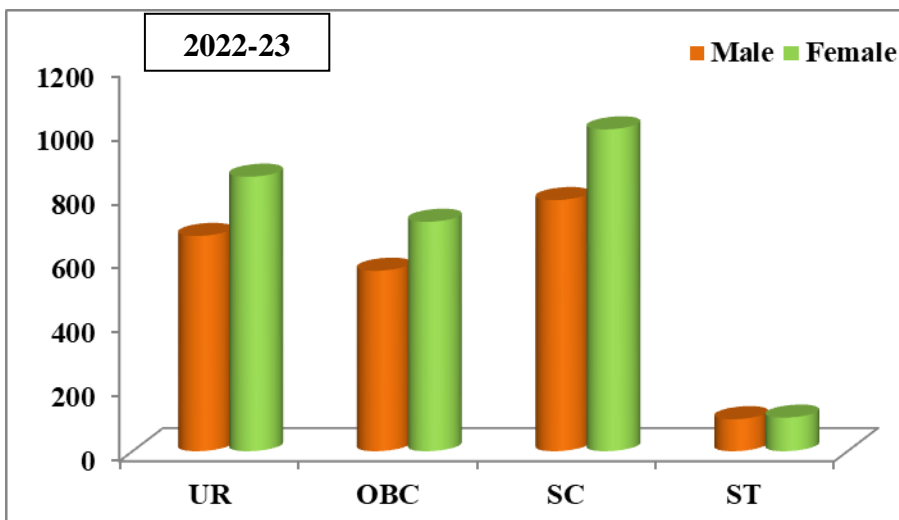
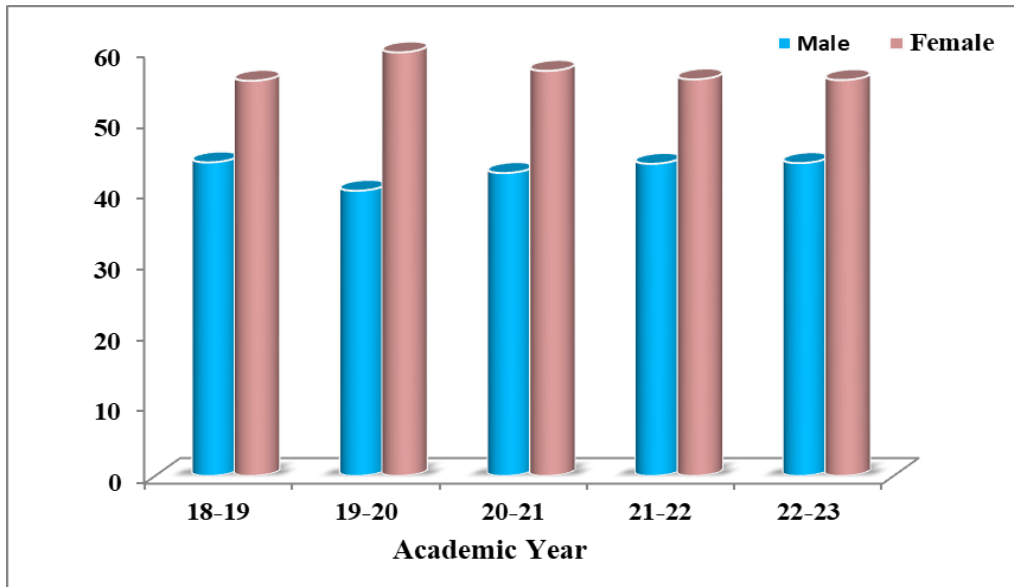


Fig: 5

The above table depicting gender wise details of students in the college provides the information regarding growth of gender wise students' strength in the last five years. In the year **2018-19**, out of **5359** total students **55.7%** were female students as compared to **44.2%** male students. The further years shows almost same percentage of female students and maximum increased percentage in the year **2019-20**.

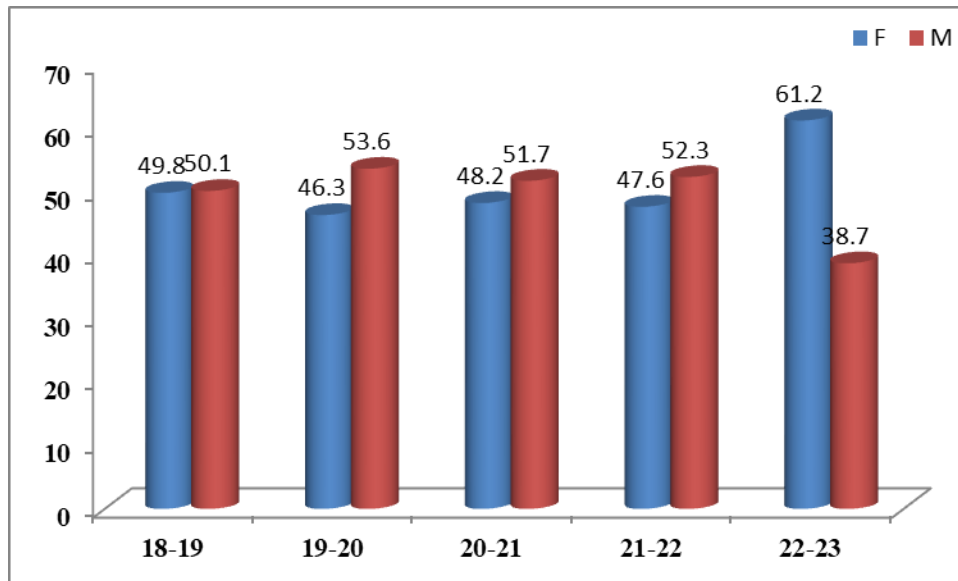


**Fig: 6 - Gender wise percentage of students in last five years**

Data analysis shows that there is an overall rising trend of female students in admission over the last five years.

**Table 2: Gender wise details of Students who received Government Scholarships of the College**

Academic Year	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
No of students benefited	2376	2361	4240	3660	3197	2977	3878	3536	2207	3490
Percentage (%)	50.1	49.8	53.6	46.3	51.7	48.2	52.3	47.6	38.7	61.2



**Fig. 7: Gender wise details of Students who received Government Scholarships**

- **Gender balance among the students receiving Govt. Scholarships**

Data related to the gender balance among the students are receiving Government scholarship and presented in the tables 2 and Figure 7. It is found that a good number of female students are availing scholarship from the Government of West Bengal including SVMCM, OASIS, MCM, TSP, Kanyashree (K1 & K2), Aikyashree, Our students get benefitted with the above scholarships.

It is seen here, that most of these schemes are availed by male as well as female students. It reflects the high support meted out by our college to both male and female students towards the completion of their education.

Table 3: Gender Profile of the Academic Staff

<b>GENDER WISE DETAILS OF FULL-TIME TEACHING STAFF MEMBERS</b>										
<b>Academic Year</b>	<b>2018-2019</b>		<b>2019-2020</b>		<b>2020-2021</b>		<b>2021-2022</b>		<b>2022-2023</b>	
<b>Gender</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>No. of Teachers</b>	12	7	15	9	16	9	13	9	13	9
<b>Percentage (%)</b>	63.2	36.8	62.5	37.5	64	36	59	41	59	41

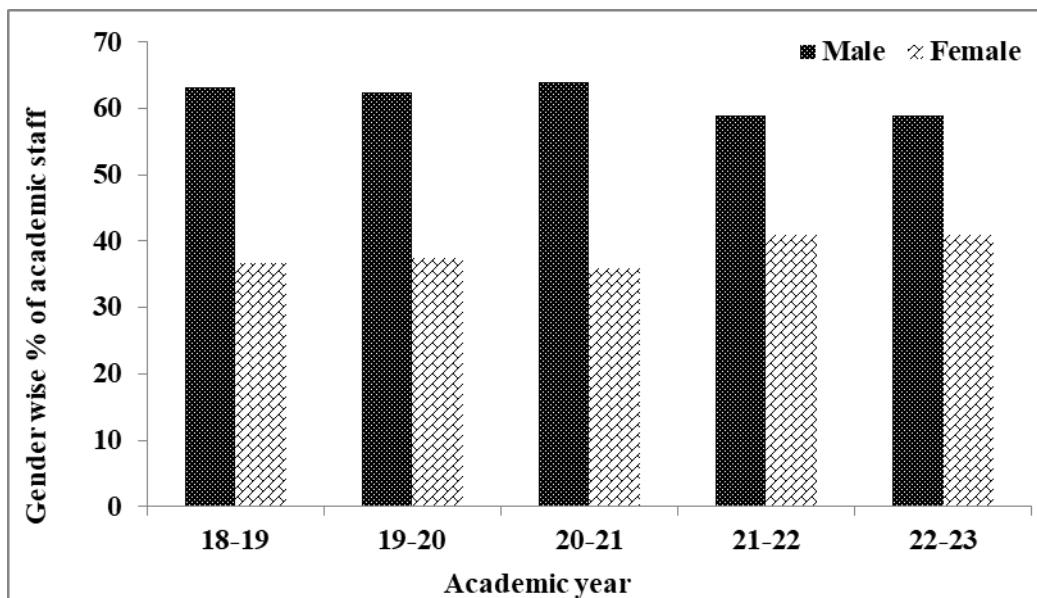


Fig: 8 - Gender wise institutional data of academic staff in last five years

The graph showcases the percentage share of male and female teaching employees where the percentage share of male employees always dominates the counterpart. However, the share of women teachers shows a steady rising trend over the last five years, which cannot be undermined. At present there are nine permanent female teachers while the total number of male teacher is 13. (Table 3). There has been a significant growth in the number of female faculty (41%) in the institution during the last five years in which is the reference period under study.

Table 4: Gender Profile of the State Aided College Teachers

<b>GENDER WISE DETAILS OF GUEST TEACHERS / SACT MEMBERS</b>										
<b>Academic Year</b>	<b>2018-2019</b>		<b>2019-2020</b>		<b>2020-2021</b>		<b>2021-2022</b>		<b>2022-2023</b>	
<b>Gender</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
<b>No. of Teachers</b>	<b>24</b>	<b>21</b>	<b>23</b>	<b>20</b>	<b>22</b>	<b>19</b>	<b>22</b>	<b>19</b>	<b>22</b>	<b>19</b>
<b>Percentage (%)</b>	<b>53.3</b>	<b>46.7</b>	<b>53.5</b>	<b>46.5</b>	<b>53.7</b>	<b>46.3</b>	<b>53.7</b>	<b>46.3</b>	<b>53.7</b>	<b>46.3</b>

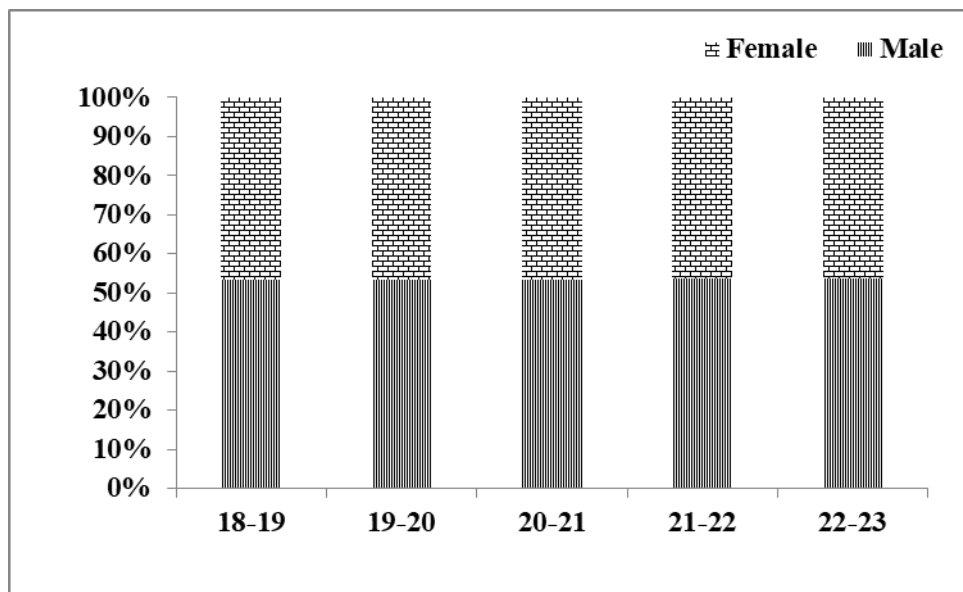


Figure: 9

The percentage share of women teachers within the State Aided College Teachers (SACT) reflects stagnancy (around 46%) during the last five years. At present there are 19 female teachers and 22 male teachers within this SACT category (Table 4). Since there was no further appointment of SACT after 2020, the share of female faculty shows constancy in during the period under study.

**Table 5: Designation-wise gender composition of Faculty members**

Designation	Males	Females
Associate Professor	66%	33%
Assistant Professor	60%	40%
<b>Total</b>	<b>63%</b>	<b>36%</b>

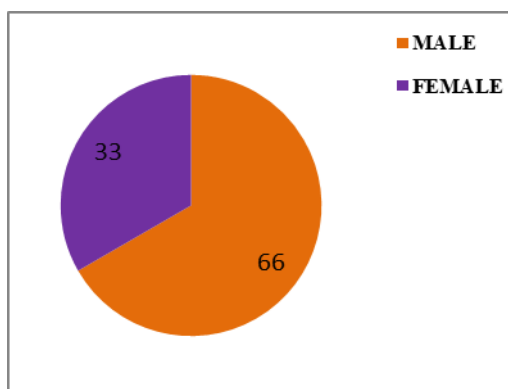
**Fig: 10 - Gender wise composition of Associate Professor**

Table 5 and Fig: 10 pictorially represent the percentage of female and male faculty members at the level of Associate Professors and Assistant Professors respectively. The goal in the coming days is to ensure a greater percentage of female faculties across departments in the institution.

- **Administrative Positions held by Women**

Some of the key administrative positions of Raiganj Surendranath Mahavidyalaya are held by women teachers. Women are also members of some of the important administrative, reach-out, cultural, and other co-curricular committees.

In addition to this, women hold some of the important administrative positions in the university, which are as follows:

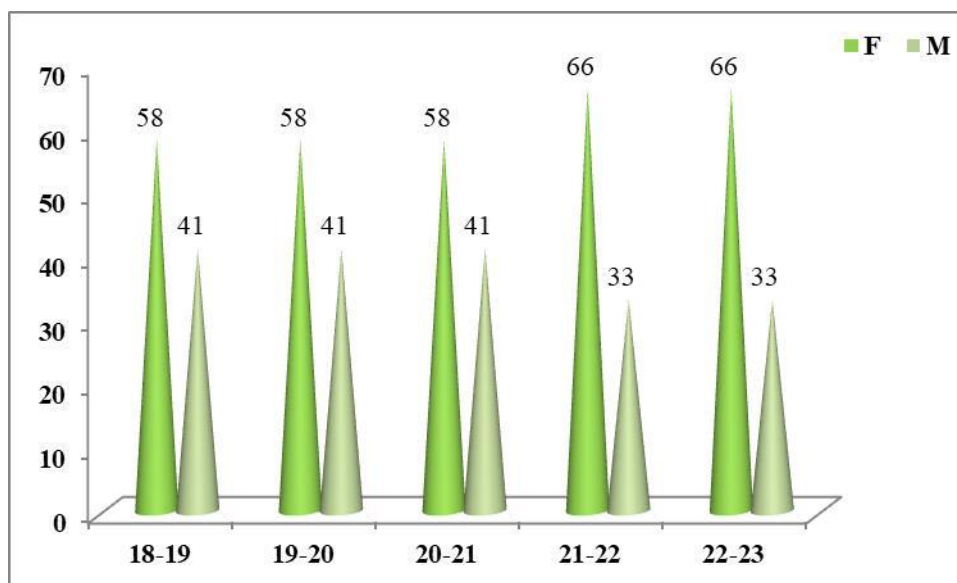
- Secretary, Teachers' Council
- Head of the Department, Political Science
- Head of the Department, History
- Head of the Department, Education
- Head of the Department, Chemistry
- Head of the Department, Physics



- Head of the Department, Botany
- Head of the Department, Zoology
- Head of the Department, English (up to November, 2023)

**Table 6: GENDER WISE DETAILS OF HEADS OF DEPARTMENTS**

<b>ACADEMIC YEAR</b>	<b>2018-2019</b>		<b>2019-2020</b>		<b>2020-2021</b>		<b>2021-2022</b>		<b>2022-2023</b>	
<b>GENDER</b>	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>HEADS OF DEPARTMENTS</b>	7	5	7	5	7	5	8	4	8	4
<b>Percentage(%)</b>	58.33	41.67	58.33	41.67	58.33	41.67	66.67	33.33	66.67	33.33



**Fig: 11 – Gender wise head of the department**

Table 6 and Fig. 11 jointly reveal the women involvement in the administrative position in institution. Position held by the female faculties as Head of the Department is increasing from 58% to 66% during the study period compared to their male counterpart..

## Internal Complaint Committee

Raiganj Surendranath Mahavidyalaya is committed for creating a healthy working environment that enables everyone to work in a harassment free environment without fearing for prejudice and gender bias. The institution also believes that all employees and students have the right to be treated with dignity as well as equality. Internal Complaint Committee was comprised of **Grievance Redressal Cell, Women cell & Anti-Sexual Harassment cell**. The major objective was to redress the grievances of the women teaching and non-teaching employees as well as female students. The committee has been disseminating the awareness against sexual harassment among all the stakeholders and planned to deal strictly with the cases of complaints regarding sexual harassment and any other type of harassment against female students, teaching and non-teaching staff within the premises colleges.

The committee has been considering all the individual complaints and took suitable action in accordance with the UGC guidelines. Several gender sensitization programs such as meeting, seminars, workshops, and rallies have been organised on a regular basis in the College. The days of national and international importance related to gender issues were also celebrated.

Lately, the Committee (ICC) has been reformed according to the direction by University Grants Commission (Redressal of Grievances of Students) Regulation, 2023.

The internal committee SGRC (Students Grievance Redressal Committee) was constituted to deal with issues of emotional and sexual harassment of students across the gender to provide a safe and healthy environment to all students across the gender. The committee comprises seven members who can hold their term for three years. The members belong to the teaching and non-teaching staff as well as the students.

**Students Grievance Redressal Committee (SGRC)**

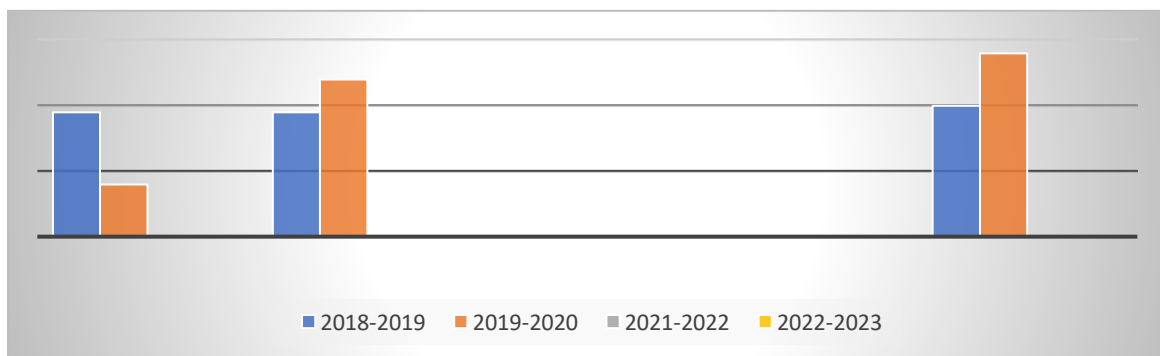
Dr. Chandan Roy (Principal)	Chairperson
Dr. Sujoy Ghose Associate Professor	Senior faculty member
Dr. Kamala Bhattacharyya Associate Professor	Senior faculty member
Dr. Rakhee Das Biswas Associate Professor	Senior faculty member
Smt. Chandana Saha Assistant Professor	Faculty member
Shilpi Barman	Student representative
Rahul Deb Barman	Student representative

## Co-Curricular Engagements Focused on Gender Sensitization

**Table 7: Details of Girls Participation in Sports**

Year	2018-19		2019-20		2020-21		2021-22		2022-23	
	F	M	F	M	F	M	F	M	F	M
Student Participation	19	8	19	24	NA	NA	NA	NA	20	28
Percentage	70.37	29.63	44.19	55.81	NA	NA	NA	NA	41.67	58.33

**Fig 12: Graphic Representation**



Raiganj Surendranath Mahavidyalaya through its continuing consistent efforts has been successful in bringing a pre-eminence of female participation in sports along with sizably balanced participation on the part of the male students. However, owing to the effect of the pandemic on certain macro-social factors, the female participation saw a considerable dip in 2019-20 decimating itself at 44.19%. In the academic years of 2020-21 and 2021-22, there was no participation in sports by any of the sexes. The academic session of 2022- 23 did restart the process but we could not inch back to the overwhelming female participation of the pre-covid times. Currently, Raiganj Surendranath Mahavidyalaya is taking a number of steps to encourage more and more female students to participate in sports. The positives will surely be reflected in the coming time.

Throughout the years, Raiganj Surendranath Mahavidyalaya has witnessed a robust team of female sportspersons and athletes. Many of whom also garnered recognition at the state levels. They have made great strides within the domain of sports and athletics. In the past year as well, women students have brought multiple accolades to the College.



### Inter-College State Sports and Games Championship, 2019-20





The NSS Unit-II (Girls) of Raiganj Surendranath Mahavidyalaya has been actively participating in various community service activities aimed at promoting social responsibility and environmental awareness. The unit has organized and participated in several initiatives, including blood donation camps, tree plantation drives, and campus cleaning programs. These activities reflect the unit's commitment to contributing positively to society and fostering a spirit of volunteerism among students.

- **Blood Donation Camps**

One of the major initiatives undertaken by NSS Unit-II (Girls) was the organization of blood donation camps. The girls' team played a crucial role in raising awareness about the importance of blood donation and encouraging fellow students and faculty members to participate. The camp witnessed a significant turnout, with many volunteers donating blood to support the local blood bank. The active involvement of the girls' unit ensured the smooth execution of the event, from registration to post-donation care. This initiative not only helped in saving lives but also instilled a sense of empathy and social responsibility among the participants.



- **Tree Plantation Program:**

In an effort to promote environmental sustainability, the NSS Unit-II (Girls) organized a tree plantation program within the college campus and nearby areas. The program aimed at increasing the green cover and raising awareness about the importance of trees in combating climate change. The girls enthusiastically participated in planting saplings and took the responsibility of nurturing them. The unit also conducted awareness sessions on the benefits of trees and the need to preserve our environment. This initiative was a step towards creating a greener and healthier environment for future generations.

- **Campus Cleaning Program**

The NSS Unit-II (Girls) also led a campus cleaning program, which focused on maintaining cleanliness and hygiene within the college premises. The program involved cleaning different parts of the campus, including classrooms, corridors, and open spaces. The girls actively engaged in the cleaning process, promoting the message of ‘Cleanliness is next to Godliness.’ This initiative not only contributed to a cleaner campus but also encouraged other students to take responsibility for maintaining cleanliness in their surroundings.





- Gender sensitization activities & photo gallery

### One Day seminar on “Negotiating Patriarchy in Everyday Life”

**About the program:** The Women Cell (RSM) in collaboration with the IQAC, RSM organised a one-day seminar on the topic “Negotiating Patriarchy in Everyday Life” to mark the occasion of International Women’s Day. The program was organised to give an insight and confer upon the patriarchal society and its despotic conducts upon the females of the various parts of the both rural and urban societies of the country. The program also aimed at sensitising the audience about the dictatorial attitude of the Patriarchal society followed even at the present modern times.

**One Day Seminar on Negotiating Patriarchy in Everyday Life**  
Organised by Women Cell in collaboration with IQAC RAIGANJ SURENDRANATH MAHAVIDYALAYA  
24th March, 2022

**Keynote Speaker**  
**Prof. Sanchari Roy Mukherjee**  
Hon'ble Vice Chancellor  
Dakshin Dinajpur University & Raiganj University (Adl. Charge)

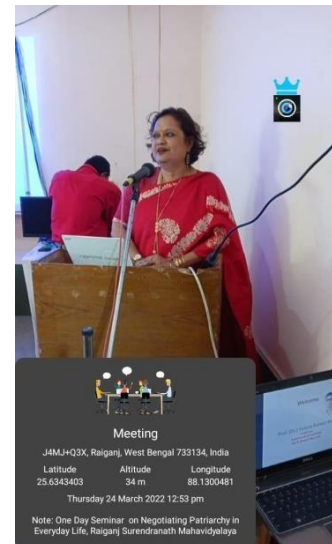
**Resource Person**  
**Prof. Sanjay Kumar Roy**  
Professor  
Department of Sociology  
University of North Bengal

**Patrons**  
**Shri Arghya Ghosh**  
Hon'ble Administrator & SDO  
Raiganj  
**Dr. Abhinandan Das**  
Teacher-in-Charge  
Raiganj Surendranath Mahavidyalaya

**Smt. Nilima Muktan**  
Convener, Women Cell  
Raiganj Surendranath Mahavidyalaya

**Dr. Sankar Kumar Roy**  
Co-ordinator, IQAC  
Raiganj Surendranath Mahavidyalaya

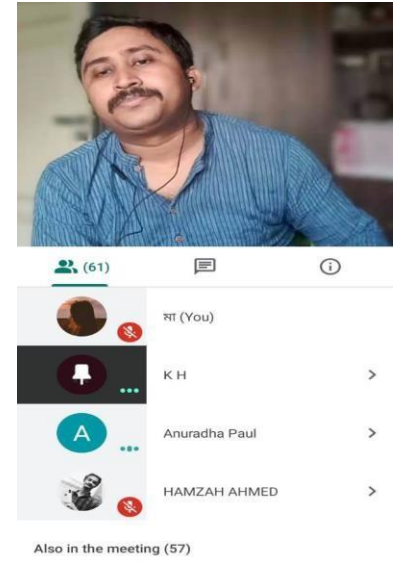
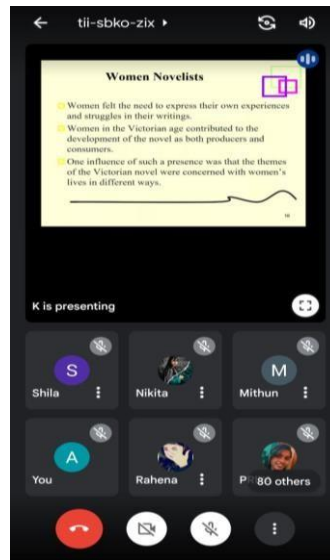
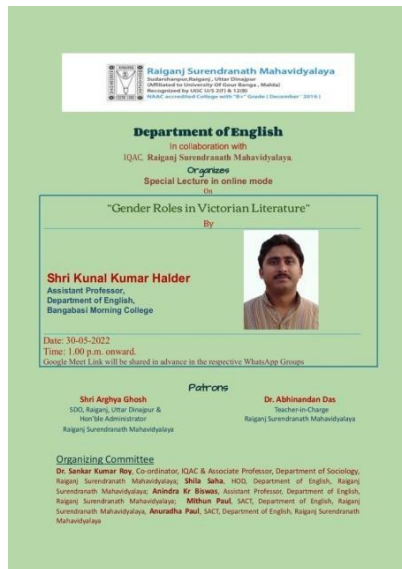
\*For more information: CONTACT: +91-983204657



This one day seminar brought out a sense of wide awakening among all. Especially the female participants were sensitised about their fundamental rights and how they can stand grounded upon their integrity.

Dr. Nilima Muktan, Convener of the Women Cell of Raiganj Surendranath Mahavidyalaya, concluded the seminar by stating that the event was an opportunity for all in the context of addressing patriarchy in everyday life. She went on to say that establishing an inclusive community can help create a more equitable and just society for all genders. This Seminar serves as a beginning point for future discussion and action to dismantle patriarchy in all of its forms.

The Special Lecture on "Gender Roles in Victorian Literature" held on 30th May 2022 was a significant event organized by the Department of English, Raiganj Surendranath Mahavidyalaya. The lecture aimed to delve into the intricate exploration of gender roles as depicted in Victorian literature, a pivotal era in literary history known for its complex portrayal of gender dynamics.



### Highlights of the Lecture:

Shri Kunal Kumar Halder, an esteemed Assistant Professor from the Department of English at Bangabashi Morning College, led the session with profound insights and scholarly analysis. He meticulously dissected various literary works from the Victorian era, shedding light on the prevailing gender norms, stereotypes, and the evolving role of women in society.

The Special Lecture on "Gender Roles in Victorian Literature" proved to be a scholarly endeavor that not only enriched the understanding of Victorian literature but also stimulated critical reflections on gender constructs prevalent in contemporary society.

Shri Halder explored the contributions of prominent Victorian writers such as Charles Dickens, the Brontë sisters, and George Eliot in challenging conventional gender roles and advocating for social reform. He elucidated how these authors utilized their literary platforms to critique patriarchal structures, advocate for women's rights, and challenge the notion of the "Angel in the House."

On 30th March 2022, the Department of Sociology at Raiganj Surendranath Mahavidyalaya, in collaboration with the Internal Quality Assurance Cell (IQAC), organized a special lecture series. The event featured two eminent speakers addressing critical issues of social relevance.

- **Women's Land Rights: A Thorny Path to Women Empowerment**

The first lecture was delivered by Sriparna Chakraborty, Assistant Professor, Department of Sociology, Gazole Mahavidyalaya. Professor Chakraborty provided an in-depth analysis of the challenges and obstacles women face in securing land rights. Her lecture, titled "Women's Land Rights: A Thorny Path to Women Empowerment," highlighted the systemic barriers, socio-cultural norms, and legal frameworks that hinder women's access to and control over land. She emphasized the importance of land rights for women's empowerment, economic independence, and overall social status. Through her engaging presentation, Professor Chakraborty called for comprehensive reforms and collective efforts to address these issues.

### Identity Crisis of the Third Gender

The second lecture, "Identity Crisis of the Third Gender," was presented by Urmimala Basak, Assistant Professor, Department of Sociology, Gour Mahavidyalaya. Professor Basak's discourse centered on the complexities and challenges faced by individuals belonging to the third gender. She explored the historical, cultural, and social contexts that contribute to their marginalization and identity struggles. Professor Basak also discussed the legal advancements and societal changes needed to recognize and support the third gender. Her lecture was a poignant reminder of the ongoing fight for equality and the necessity for societal acceptance and inclusivity.

**Raiganj Surendranath Mahavidyalaya**  
Sudamhangpur, Raiganj, Uttar Dinajpur  
(Affiliated to University Of Gour Banga, Malda)  
Recognized by UGC U/S 2(f) & 12(B)  
NAAC accredited College with "B+" Grade (December '2016)

Department of Sociology  
in collaboration with  
IQAC, Raiganj Surendranath Mahavidyalaya  
organizes  
Special Lecture Series  
on

<b>Women's Land Rights: A Thorny Path of Empowerment</b> by  <b>Sriparna Chakraborty</b> Assistant Professor, Department of Sociology, Gazole Mahavidyalaya	<b>Identity Crisis of Third Gender</b> by  <b>Urmimala Basak</b> Assistant Professor, Department of Sociology, Gour Mahavidyalaya
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<b>Date</b> 30-03-2022	<b>Time</b> 01:00 p.m onwards
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**Organizing Committee**  
Dr. Sanjay Kumar Roy, IQAC Coordinator & Associate Professor, Dept. of Sociology, Raiganj Surendranath Mahavidyalaya  
Sankar Kumar Singh, Assistant Professor, Department of Sociology, Raiganj Surendranath Mahavidyalaya  
Mahal Pal Choudhury, SACT, Department of Sociology, Raiganj Surendranath Mahavidyalaya  
Padma Bhawanji, SACT, Department of Sociology, Raiganj Surendranath Mahavidyalaya





**ONE DAY SEMINAR** 0  
 011  
**"DOMESTIC VIOLENCE AND THE SILENCE OF SUBALTERN WOMEN"**  
 Organized by Women Cell  
 On collaboration with IQAC  
 Raiganj Surendranath Mahavidyalaya  
 20<sup>th</sup> March, 2023

**KEYNOTE SPEAKER**  
  
**Hasen Zahera Rizvi**  
 Additional District Magistrate  
 Karimganj, Raiganj, Uttar Dinajpur

**RESOURCE PERSON**  
  
**Jinat Rehena Islam**  
 Asst. Teacher  
 ( Sahabaidpur sarbanjan High School)  
 Writer / Activist

**PATRONS**  
**Shri Kingshuk Maity**  
 Hon'ble Administrator  
 Karimganj, Raiganj, Uttar Dinajpur

**Dr. Subrata Ghosh**  
 Teacher-in-charge  
 Raiganj Surendranath Mahavidyalaya

**Venue : MILANAYATAN, 2<sup>nd</sup> FLOOR**  
 Raiganj Surendranath Mahavidyalaya  
**Time : 12.00 Noon Onwards.**  
 Organizing Committee  
**Women Cell & IQAC**  
 Raiganj Surendranath Mahavidyalaya  
 \*\*\* Faculty / Non-teaching Staff / Students / Research Scholars can attend the seminar



### The objective of the Seminar:

- **Domestic Violence Statistics:** Highlight alarming statistics to underscore the prevalence of domestic violence globally. Discuss its impact on women's physical and mental well-being.
- **Subaltern Women:** Defining the Silence Define subaltern women as those belonging to marginalized social groups. Examine the factors contributing to their silence, such as societal norms, lack of resources, and cultural barriers.
- **Intersectionality and Domestic Violence:** Explore the intersectionality of domestic violence, considering how factors like race, class, and ethnicity intersect with gender, leading to unique challenges for subaltern women.
- **Challenges in Reporting and Seeking Help:** Discuss the hurdles subaltern women face when trying to report domestic violence or seek help, including fear of reprisals, lack of legal support, and cultural stigma.
- **Initiatives and Support Systems:** Highlight existing initiatives and support systems that aim to break the silence around domestic violence for subaltern women. Showcase organizations and campaigns working towards empowerment and awareness.
- **Policy Recommendations:** Propose policy changes and reforms to address gaps in legal frameworks and support systems. Advocate for inclusivity and cultural sensitivity in policies to better serve subaltern women.

### A Short Street Play as Pre- Rakhi Celebration

The Dept. of Education of Raiganj Surendranath Mahavidyalaya in collaboration with the IQAC, RSM organised a short street play on the theme “Humanity First” to mark the occasion of Rakhi as a Pre-Rakhi Celebration. The program was organised to basically promote Humanness and to highlight the social ills of the present time and to help in the eradication of the same.

Unlike other programs this Pre- Rakhi Celebration brought out into the highlight various social malpractices that are carried out knowingly or unknowingly. Few of the daily practices that take place in our society which people are so much used to but are actually forms of social ills were beautifully demonstrated which resulted in an insightful learning of the audience. The feedback and comments for the audience hence proved that the target objectives of the Program were achieved fully.



A Short Street Play as Pre- Rakhi Celebration

## ***Key Findings***

This gender audit was conducted to assess gender equity and identify areas for improvement in Raiganj Surendranath Mahavidyalaya. The audit involved a review of policies and procedures, data analysis, and input from stakeholders including students, faculty, and staff. The findings of the audit indicate that while the college has made progress in promoting gender equity, there are still scopes of improvement in certain areas.

**Policies and Procedures:** The institution has policies and procedures in place to address gender equity issues. The policies are revised and accordingly amendment is done. In the preceding three years, no sexual harassment issues have been raised, which show robust monitoring in the campus. To promote tolerance, harmony and women's empowerment our college pays great attention towards gender equity and gender sensitization. College always ensures equal concern for every student specially girls in the institution in all its notices and curricular, through its proactive faculty, staff and student through implementation of Annual Gender Sensitization Action Plan.

**Curriculum:** The survey found out that the designed curriculum is gender-neutral. But, a lack of diversity in course content and materials related to gender issues was noticed.

**Student Experiences:** The survey found out that a significant number of girls prefers admission in this institution. Female students as well as male students are provided with equal opportunities in academic and extracurricular activities. No gender-bias issues are observed. The whole campus is under tight CCTV surveillance. Adequate and good quality common room facilities are provided to the girl students.

**Faculty and Staff:** The survey found that the institution has policies and practices in place to promote gender-equality among faculty and staff including equal pay and non-discriminating policies. Career advancement procedures are also followed as per the govt. norms. No gender barriers are observed during the recruitment of staff at the college and recruitments were done solely on the basis of merit and proficiency of the candidate.

**Facilities and Infrastructure:** The survey found that the institution has sufficient facilities available on campus across the gender.

**Campus Safety provisions:** The institution has well drafted policy and procedures in place to address safety, security, gender-based violence and harassment.

## ***Conclusion***

Goal and commitment Raiganj Surendranath Mahavidyalaya is towards sustainable gender development. It can be witnessed through the different initiatives undertaken in the academics and co-curricular activities. The College aspires to achieve and upgrade these goals through sustained efforts in the days to come. The conclusion of the gender audit report for the College underscores the imperative for comprehensive and sustained efforts towards gender equity and inclusivity within the institution. Through the audit process, key findings have been identified, shedding light on areas of strength as well as areas requiring improvement. It is evident that while progress has been made in certain aspects, there remains considerable work to be done to address disparities and ensure equal opportunities for all genders within the college community. Collaboration among stakeholders, including faculty, staff, students, and administration, will be vital in driving meaningful change and cultivating a culture of respect, fairness, and empowerment for individuals of all genders. Ultimately, by embracing a commitment to gender equity and inclusivity, the institution can not only enhance its academic and organizational excellence but also contribute to broader societal progress towards equality and social justice.

To fulfill its mission for gender equity, Raiganj Surendranath Mahavidyalaya resolves to:

- Provide congenial environment for dialogue and discussion on gender equality in the institution.
- Ensure development of gender sensitive curriculums.
- To ensure increased enrolment of women students in the college.

Gender Equality is a global issue, and discussions on women's emancipation and her rights are at the forefront of many worldwide formal and informal campaigns. The gender audit was conducted to achieve those goals and to explore the plausible ways to make the campus safer across the gender.

*Amalish Kr. Mandal*

