

METRIC No. 7.1.1

**Measures initiated by the
Institution for the
promotion of gender
equity during the year**

(2023-24)

SECTION I: Introduction

Gender Equity and Gender Sensitization

Gender Equity or for that matter Gender Equality is the fifth goal among the 17 Sustainable Development Goals (SDG) of United Nations under Agenda 2030 envisaged to be achieved by the year 2030 for a better future. According to The Global Goals website, “Gender bias is undermining our social fabric and devalues all of us. It is not just a human rights issue; it is a tremendous waste of the world’s human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic and social equality for women will benefit all the world’s citizens. Together we can eradicate prejudice and work for equal rights and respect for all”. (<https://www.globalgoals.org/goals/5-gender-equality/>)

Gender Sensitization is a tool necessary to bridge the gap created through gender discrimination in the society. It entails making the people conscious about the different gender related issues and challenges faced by the women in the society irrespective of caste, colour or creed and social, economic, political and cultural provisions that can be chartered to make the society more equal and ultimately empower women. In this activity of nation building, the seats of higher learning like our college dealing with the youths of modern India have a very sensitive and powerful role to play.

About the Gender Composition of the College

The gender composition of the primary stakeholders of the college which consists of the students, the non-teaching fraternity, the teachers and the Principal can be stated with a simple mathematical analysis. Since our institution is an all-women’s college, naturally 100% of the students belong to the fairer sex. The analysis of non-teaching fraternity shows 46% of the staff is female and 54% are males. The analysis of the teaching fraternity including the Principal reveals 55% are females and 45% are males.

Gender Sensitization Action Plan of the college

Gender Sensitization Action Plan of the college consists of five types of gender sensitization initiatives. These initiatives are undertaken with the aim to create awareness about the different sensitive gender issues, promote gender equality and create an environment of inclusion and harmony. The initiatives undertaken are as follows:

- **Discussion on Cross-cutting issues involving Gender issues within the CBCS curriculum**
- **Events, Seminars and Co-curricular Activities are organized for building awareness about Gender issues**
- **Provision for facilities that ensure safety and security**
- **Mayer Anchal**
- **Addressing Health issues of women**

SECTION II: Discussion on Cross-cutting issues involving Gender issues within the CBCS curriculum

Discipline	Course Name/ Name of the Topic	Semester
Bengali	Debi	Four Year BA in Bengali-Multi-disciplinary (MDC) (Semester I)
Bengali	Birangana Kavya by Michael Madhusudan Dutt	BA Hons in Bengali (Semester III)
Bengali	Chokher Bali by Rabindranath Tagore	BA Hons in Bengali (Semester IV)
Bengali	Paribarik Naree Samosya by Annada Shankar Ray	BA Hons in Bengali – Discipline Specific Elective (Semester V)
Urdu	Taneese Adab (On Feminism)	MA in Urdu (Semester IV)
Economics	Development Economics (Unit -1. Concept of Economic Development- Gender Development Index, Gender Empowerment Measure)	BSC Honours in Economics (Semester III)
English	Literature and Gender	BA Honours in English (Semester III: Generic Elective)
English	Women's Writing	BA Honours in English (Semester VI)
Hindi	Dhruvswamini	BA Honours in Hindi (Semester III)
Hindi	KasturiKundal base	BA Honours in Hindi (Semester VI)
Hindi	Sholay (Film)	BA Program in Hindi – Skill Enhancement Course (Semester III)
Hindi	Mother India	BA Program in Hindi (Generic Elective) (Semester VI)
Hindi	Hindi Natak aur ekanki (Strike)	BA Honours in Hindi (Semester III)
Hindi	Hindi Kahani [Ghar chalo Dulari bai]	BA Honours in Hindi (Semester IV)
Hindi	Hindi Upanyas Aapka Banti	BA Honours in Hindi (Semester IV)
Hindi	Hindi Sahitya Ka Itihas	Four year BA in Hindi-Major and Minor (Semester I)
History	Women and Social Change in the Nineteenth Century	BA Honours in History (Semester VI)
History	Early History of India: Proto History to Gupta Period	Four Year BA in Bengali-Major (Semester I)
Political Science	Feminism: Theory and Practice	BA Honours in Political Science (Semester III)
Political Science	Democratic Awareness with Legal Literacy (Unit 2: Laws relating to	BA Honours in Political Science- Skill Enhancement

	dowry, sexual harassment and violence against women)	Course (Semester III)
Political Science	Women Empowerment in India: Issues and Dimensions	Four Year BA in Political Science-Multi-Disciplinary Course (Semester II)
Political Science	Gender and Politics in India	BA Honours in Political Science (Semester V)
Political Science	Local Government in West Bengal (Unit 4: Local Government and Empowerment of Women)	BA Honours in Political Science (Semester VI)
Political Science	Gender Politics	BA Program in Political Science (Semester V)
Sociology	Gender and Violence	Generic Elective (Semester-V)
Santali	History of Santali Rebellion	Generic Elective (Semester-III)
Education	Women Education	Generic Elective (Semester IV)

SECTION III: Invited lectures, Symposium, webinars and other co-curricular activities were organized for building awareness about Gender issues

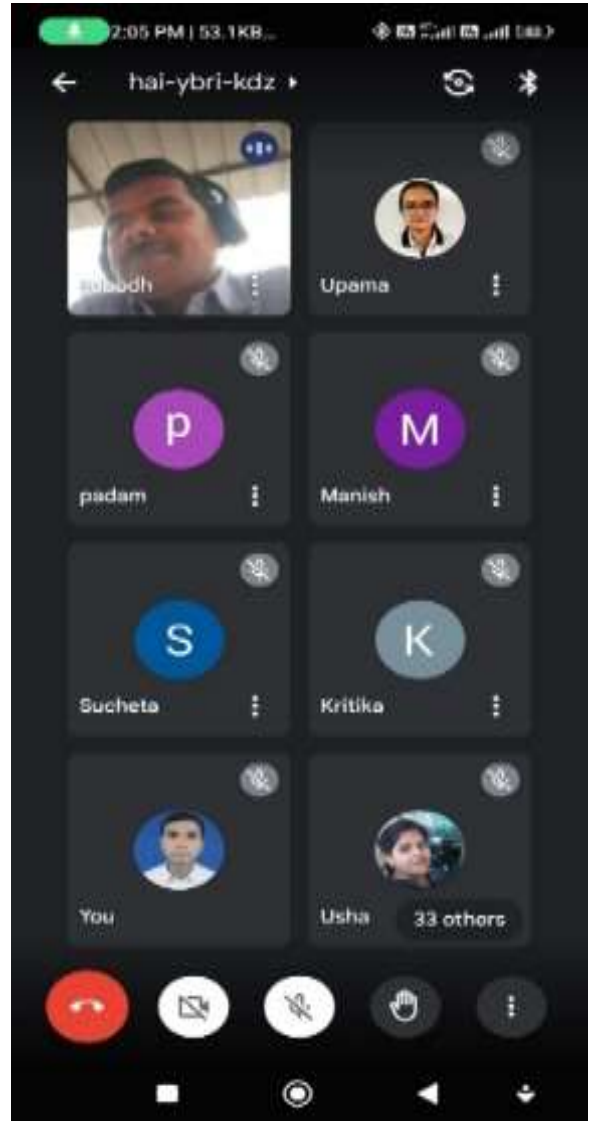
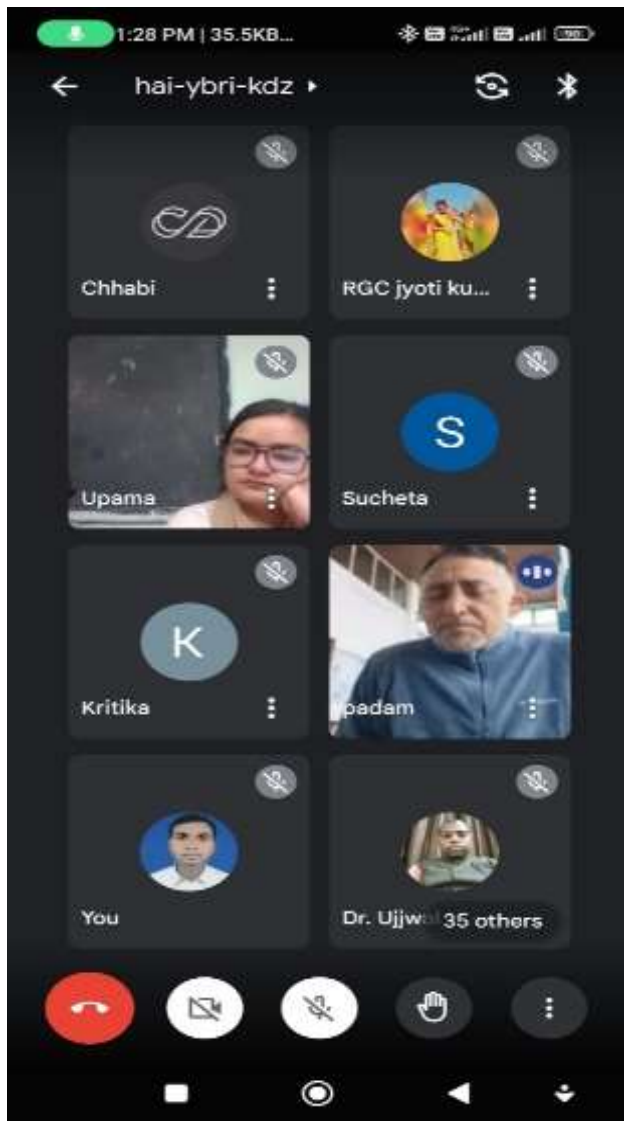
Invited Lecture on “Gender inequality from the perspective of women's education in India” organized by IQAC, Raniganj Girls’ College on 02.01.2024 on the occasion of Students’ Week 2024



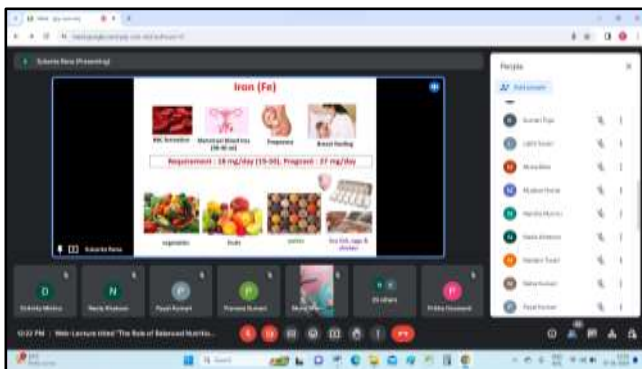
Symposium on “Thalassemia” organized on 04.01.2024 by NSS and IQAC, Raniganj Girls’ College in association with Lions Club of Asansol, Udayan



One Day National Webinar on “Exploring Gender [In]Equality in Climate Change Policy and Practice” organized by the Department of Political Science on 23.03.2024



Web-Lecture titled "The Role of Balanced Nutrition in Women's Health" organized by IQAC, Raniganj Girls' College on 07.01.2024 on the occasion of Students' Week 2024



The Department of Hindi organized its Departmental Exhibition on 5th and 6th December 2023 on the theme “Meera Bai- 525 vi janma jayanti”



The Department of Political Science organized its Departmental Exhibition on 5th and 6th December 2023 on the theme “Women and War: Exploring the Israeli Palestine Conflicts and the Russo-Ukrainian War; Through the Lens of Women”



The Electoral Literacy Club of the College took steps to register eligible students as voters in liaison with the district administration. Through sustained campaigning on electoral rights and theme “No Voter to be left Behind”, on 1st December 2023, a total of 29 eligible students registered their names in the electoral list.



Training in Elementary Fire Safety Measures on 26.08.2023 learnt about the way to extinguish fire in emergency situations with fire extinguishers



Training in Safe Handling of LPG on 26.08.2023 made the students aware about the safe handling of LPG while cooking in the common household

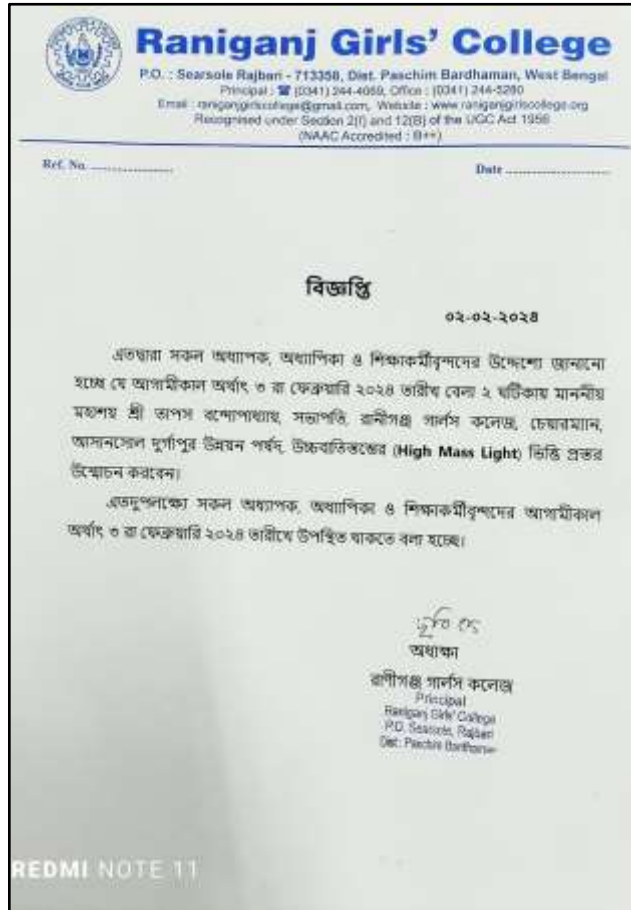


SECTION IV: Provision for facilities that ensure safety and security

- The Women's Cell, the Anti-ragging Cell and Anti-Sexual-Harassment Cell of the college strives to promote awareness against any type of discrimination and violation of human dignity within the college campus
- Entry to the college is restricted. The campus of the college is under CCTV surveillance for twenty four hours. The students have to produce their ID documents to the security at the main entrance of the college. Additionally log book for visitors to the college is maintained by the security.



Security personnel verifying documents and Monitoring of CCTVs from the Principal's room



A High Mast Light was installed and inaugurated on 3rd February 2024 to enhance the night time illumination in the area adjacent to the Girls' Hostel.



SECTION V: Mayer Anchal



The women employees can keep their children in a working facility identified as *Mayer Anchal* set up in a room exclusively for this purpose with their personal attendants



SECTION VI: Addressing Health issues of women

Installation and sensitization of the students regarding Sanitary napkin Vending machines- an endeavour to promote consciousness about safe hygiene in women



On 4th January 2024, a Workshop on “Stress Management of Students through Group Counselling” was organized by IQAC, Raniganj Girls’ College.



“Thalassemia Testing” was organized with the help of Lions Club of Asansol, Udayan on 4th January 2024. A total of Seventy Two (72) participants took the Thalassemia test

