

# Institutional Distinctiveness



**Banda University of Agriculture and Technology, Banda**  
**A Woman friendly Institution: Way to Accelerate progress**



**" स्त्रियः समस्त जगत्स्वं प्रतिभान्तिः**

**"All the women in the world shine with brilliance." (From Rig-Veda)**

The distinctive area in which the university stands out is the growth and development of female students and staff since its establishment. Although Banda is a backward and underprivileged city, strategically disconnected and is not women friendly but still the University is committed for the holistic development of female students, therefore the strength of students is increasing every year. Along with academic development, the University is committed for safety, security and self-esteem of female students admitted in the University. The girl students are given equal opportunity in academic, administrative, curricular, co-curricular and extracurricular activities. All these things have made the university a women friendly campus.

Commitment of university toward the female students:

1. Gender equality and equal participation in all activities.
2. Zero tolerance and establishment of formal mechanism on the issues related to sexual harassment and discrimination are being followed in the university for girl students and female faculty and staff.
3. Organizing gender awareness and sensitization programmes from time to time.

#### **The measures adopted by the university to make women friendly campus**

- The university has effective measures for the safety and security of all the female students and staff.
- 24X7 securities is provided in the entire campus along with CCTV monitoring devices installed at different locations especially within the college premises, Central Library, hostels and all gates.
- University has an accessible, active, unbiased and confidential Grievance Redressal mechanism for the grievance and redressal of issues.
- Overall personality development programs are being organized frequently to develop confidence and leadership qualities among our female students and faculties of the university.
- University has Anti-ragging Committee, Disciplinary Committee and Internal Complaint Committee for the promotion of women friendly atmosphere in the campus.
- University has a **Women Cell** in order to promote women welfare.
- A **Mahila Adhyan Kendra** has been functioning in order to create social awareness on the problems of women and gender discrimination in the university.
- University is also running a **Laboratory Nursery School Cum Day Care Centre** to promote overall care and development of children of working women.

- A **Balika Health Club** as well as guidance and counseling cell is working in the university to solve the problems of physical as well as mental health of girl students and faculty members.
- A **Mother and Child Care Room** is also functioning in university to cater to the needs of lactating mothers.
- A **Gender Audit Committee** is working in the university to study whether the university has a good gender balance. It tries to see whether university follows government rules, policies and actions formulated for up-gradation of women in society.
- ATM, Bank, canteen **Primary Health Centre** are also available in our university.
- To ensure the better health of girl's students, indoor and outdoor sports facilities are available in the girls' hostel.
- All the workers and attendant of the girl's hostel are female.
- The university has a student council in which there is equal participation of our girl students.

The university is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. The University was established the year 2010 for the development of the agriculture and allied sectors in the Uttar Pradesh as a whole and Bundelkhand region. Till 2014, there were no girl students in the university and only one female faculty was there. But with the progress of university, female candidate started taking admissions from academic year 2015-16. The journey started with only 02 girl student and every year the strength of female students kept on increasing. From the academic year 2018-19, there has been an increase in 50% girl's student enrollment in the university. Now at the moment, there are 185 girls in the university out of 1233 students. Our girl's students have been placed in various companies and in government jobs with a good package. Also, girl students have got admission in various universities all over Indian for higher education.

Girl students have been given self defence training from time to time to make them strong, fearless and teach them how to handle adverse situations. The university has conducted health and security awareness programme for girl students. Awareness programme on Motivation for Higher Education have been conducted in the University for encouraging females to go for higher education. The university conducted seminar on human rights and conducted Awareness Programme on Cyber Security. The girls are the future mothers and in

most of the cases they are anemic, so keeping in view, university conducts nutrition and health awareness programmes.

University aims to be an equal opportunity employer encouraging the participation of eligible women for different vacant positions and more emphasis is given on the induction of minority group and differentially abled women and creates a suitable working environment for them. The university also promotes equal representation and participation of women in decision making at the organizational levels. In order to prevent sexual harassment at workplace, a Women cell is constituted in conformity with the special legislation on sexual harassment titled Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. A regular woman employee shall be entitled for 6 months of Maternity Leave and child care leave as per UGC norms. In case of miscarriage/ abortion, women staff can avail 2 weeks of Maternity Leave with full pay. Special facilities for women like Balika Health club, Laboratory nursery school cum day care centre, mahila Adhyan Kendra, and mother and child care room are functioning in the University the Welfare of female students and employee of the university. In future also, the university will focus on more enrollment of girl students their overall development.

### **Gender wise details of students in University**

<b>Student details 2018-2022</b>			
<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Total Student</b>
2018	538	24	562
2019	736	50	786
2020	903	91	994
2021	978	144	1122
2022	1048	185	1233

### **Gender wise details of teaching faculties in the university**

<b>S. No.</b>	<b>Year</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>M %</b>	<b>F %</b>
<b>1</b>	2018-19	60	11	71	84.50%	15.5%
<b>2</b>	2019-20	59	11	70	84.28%	15.72%
<b>3</b>	2020-21	77	15	92	83.69%	16.31%
<b>4</b>	2021-22	75	14	89	84.26%	15.74%
<b>5</b>	2022-23	72	14	86	83.72%	16.28%



## Girl's Motivation for higher education



### **Awareness programme: Padhe Banda, Badhe Banda**



### **Awareness programme for girl's higher education in Tindwari**



### **Awareness programme: Motivation for girls' higher education**

## Facilities for Girls in University



## Indoor sport facility at Girls Hostel

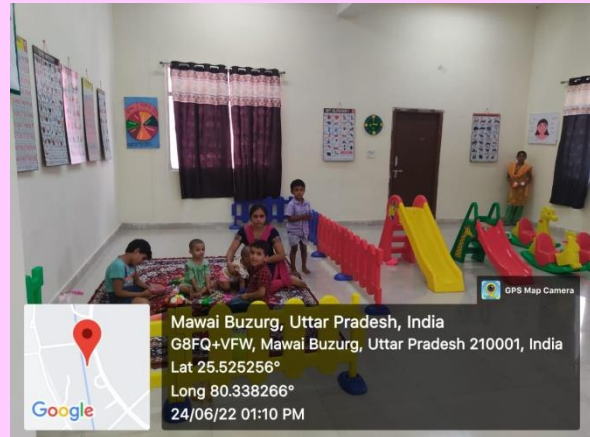


## Outdoor sport facility at Girls Hostel



## Gender Audit Meeting conducted at University Campus

### Children Day Care facility at University



### Laboratory Nursery School cum day Care Center



### Activities of Laboratory Nursery School cum day Care center



## Programmes for Girls & Women: related to Nutrition and Health



Celebration of Rastriya Balika Diwas



Celebration of Poshan Maah



## Awareness Programme on Nutrition and Health



## Capacity Building of women at University campus