



# Berhampore Girls' College

C.R.Das Road, Berhampore, Murshidabad, 742101

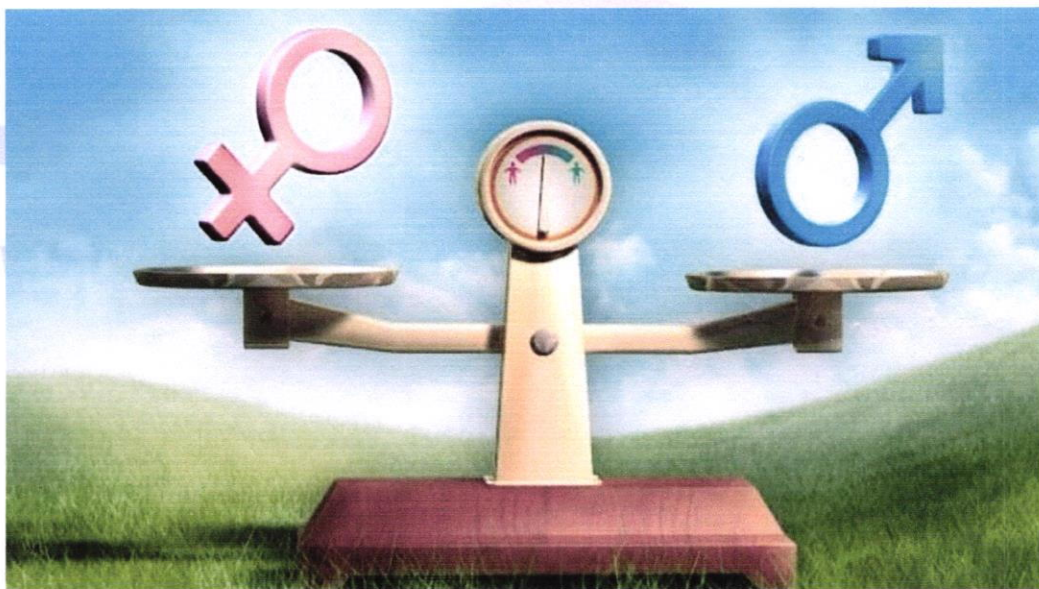


*Gender Audit-2021-2022*

Prepared By  
IQAC & Women's  
Empowerment Cell  
Berhampore Girls' College  
Berhampore, Murshidabad

**Submitted to  
National Assessment and Accreditation Council**

# **Gender Audit 2021-2022**





## **PREFACE**

Achieving harmonious societies, the realisation of everyone's potential and sustainable development all depend on gender equality, which is a fundamental human right. Unfortunately, prejudice persists in many areas of life, which has exacerbated multilateral inequality and gripped insipid us of their equal access to opportunities and resources. In order to effect long-lasting organisational change, gender equality efforts in this context seek to incorporate equity into member organisations' programming and organisational procedures. "Men and women can have equal rights, duties, and opportunities regardless of their biological gender. Gender equality, or equality between men and women, does not require them to become the same but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equality refers to treating men and women equally in accordance with their unique requirements. This could involve receiving the same treatment as well as treatment that differs but is deemed comparable in terms of opportunities, rights, benefits, and duties." -The International Council for Science, Culture, and Education (INESCO). Therefore, Gender equity refers to treating men and women equally and acting in accordance with their individual needs. This can involve receiving the same treatment as well as treatment that differs but is deemed comparable in terms of opportunities, rights, benefits, and duties. Conversely, gender equality is a broad topic that encompasses discussions about women's empowerment and freedom. Furthermore, gender awareness empowers women to go beyond strict gender role boundaries and traditional gender stereotyping, as well as to take proactive measures to eradicate the oppression and exploitation of women.

## **Introduction**

The goal of Gender Audit is to interactively record organisational and programming characteristics. Organisations can use it as an assessment tool and procedure to find out how staffs members feel about the way gender issues are handled in their programming portfolio and internal organisational procedures. Examining and monitoring the extent to which organisations have institutionalised gender equality in their policies, programmes, projects, and/or service delivery, as well as in their procedures, budgets, and structures, is beneficial. Any organisation involved in higher education is required to establish a democratic ideal of equity and equality for men and women. If a gender gap is discovered within the organisation, it needs to be addressed with a thorough cross-sectional



investigation of gender and a range of socioeconomic factors. Berhampur Girls' College with the initiative of Women's Cell, IQAC have compiled this Gender Audit. The main purpose of this audit is to:

4. Indicate the state of gender parity in the Institution.
5. Establish a starting point for group debate and analysis, and
6. Create an inclusive procedure for developing and carrying out the organization's gender parity programmes.

## **About the College**

Founded in 1946 by Prof. Amiya Rao – the woman emancipator and an ardent advocate of individual liberty, and her husband Mr. B.G. Rao (ICS), the then District collector of Murshidabad – Berhampur Girls' College, an institution of inestimable pride with its robust academic traditions and cultural values has emerged as one of the premier institutions of West Bengal. This is one of the oldest government-sponsored girls' colleges in the state. The college is situated in the heart of the district town, Berhampur. The college is on the verge of entering the Platinum Jubilee Year. Since its inception the institute has been imparting education with unremitting ethical values to the girls and helping them to reclaim economic and social freedom and, thereby retain the self-esteem. The motto of the institute is “SA VIDYA YA BIMUKTAYE” Upholding the dreams of the legendary founders, the institute is still trying utmost to promote its noble goal of quality-based higher education and to grapple with the global challenges of the rapidly changing society.

The illumined College Song is: Amader Bidyaniketan / Amader Gouraberi Dhan.... (Our abode of learning / our prided belonging...) is an affirmation of the ideal. The song is recited in all college programmes with great vigour. The administration makes certain that there are fair and equal opportunities for all parties involved. Regularly scheduled seminars and speeches aim to raise staff and student awareness of several facets of gender equity. The administration, the Students' Council, and the Anti-Ragging Cell play a crucial role in ensuring that there are no discriminatory behaviours on campus as the institution has zero tolerance for ragging. Together, the Women's Cell, Equal Opportunity Cell, and Internal Complaints Committee work to establish a free and just atmosphere that promotes students' overall growth.

## **ABOUT THE CELL**

Women Cell of Berhampore Girls' College is established with the motto of "towards self-empowered mind". The cell aims to empower students and faculty, enhance their understanding of issues related to women and to make the college campus a safe place for girls and women and to address the practical issues related to the welfare and equal opportunities for Women faculty, staff and students.

## **VISION**

To promote general well-being of students, teaching and non-teaching women staff of the College and to provide and maintain a dignified, congenial working environment for women and enable them to explore their imminent potential in all aspects.

## **MISSION**

To train women to acquire wide range of skills and knowledge and to develop and increase their social, economic and intellectual capacities for peace, security and prosperity of mankind.

## **GENDER POLICY OF THE COLLEGE**

- To ingrain gender equity into the institutional values, culture, procedures, programmes.
- Encourage and practise "equal pay for equal work."
- Create an atmosphere where men and women can successfully manage work and family obligations.
- Preserve gender parity among employees and organisational structures.
- Encourage the presence of women in senior decision-making roles inside the organisation.
- Encourage cooperation between men and women.
- Incorporate gender analysis and planning into the programme at every stage, working with regional non-governmental organisations.
- Set up practical safeguards for everyone's protection and safety.

## **OBJECTIVES OF GENDER AUDIT**

- to offer a method and tool for evaluating the adherence to gender equity.
- to create a plan of action for determining one's strengths and shortcomings.



- to make it possible for organisations to determine how gender relations affect their culture, procedures, initiatives, and overall performance.
- to improve gender responsiveness within the organisation by modifying the disparity and strengthening the equalising forces. Inequality on any front prevents our civilization from moving forward. Berhampur Girls' College in Berhampur is dedicated to preserving the idea of gender justice and supports persistent action against gender-based discrimination and power abuse.

The College maintains an operational plan with provisions for gender equity and a documented gender policy that reaffirms its commitment to it.

### **Advisory Committee of Women's Cell:**

1. GB President: **Mr. Narugopal Mukherjee**  
Chairman of Berhampore Municipality
2. Dr. Polly Vauqueline  
Professor, Department of Women's Studies  
Gauhati University
3. Ratnabali Roy  
Founder and Managing Trustee  
Anjali Kolkata

### **WOMEN'S CELL: COMPOSITION**

1. Principal (President) : Dr. Hena Sinha
2. Convenor : Sutapa Mitra
3. IQAC Coordinator : Prof. Subhasree Chakraborty,
4. Joint Convenor : Sanchita Chakravorti

### **Teaching Faculty**

1. Keya Ghatak
2. Chandana Chatterjee
3. Madhuchanda Gangopadhyay
4. Nupur Lahiri
5. Dr. Ratnabali Biswas
6. Dr Somadatta Chakraborti
7. Swapna Patitunda
8. Dr. Upasana Das
9. Dr. Sutapa Mukherjee

10. Dr.Mamoni saha
11. Dr. Gopa Barman
12. Baishali Basak
13. Rama Chowdhury
14. Soma Halder

### **Non-Teaching Faculty**

3. Purnima Roy
4. Supriya Pal

### **External Member**

3. Jinat Rehana Islam (Founder member of Feminism.com, Narikuthi)
4. Smt. Neena Roy (Counsellor, Murshidabad Medical College)

## **GENDER BALANCE WITHIN THE INSTITUTION**

### **STUDENTS PROFILE I**

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students as well as within the staff structure. Traditionally, women have lesser access to resources and opportunities due to the social structures which act as inhibitors in many cases. This results in lesser capability among women, producing a snowball effect on their empowerment and access to development initiatives.

### **STUDENTS SCHOLARSHIPS AND AID FUND**

Further, the college plays a pivotal role in facilitating students to get various scholarships schemes and grants provided by the Government. For example, as far as the **Swami Vivekananda Merit-cum-Means Scholarship** is concerned, the college has relentlessly worked hard so that the students can obtain the scholarship. There is a committee which not only receives fresh applications but also ensures that the scholarship are renewed each year.

Below is a chart that shows the number of students of Berhampore Girls' College who have enrolled for scholarships for the period of 2021-22.

Under the Prohibition of Child Marriage Act 2006 (PCMA), Govt. of West Bengal has introduced the **Kanyashree Prakalpa** which bagged an UN award in 2018, seeks to improve the status and wellbeing of girls, specifically those from socio-economically disadvantaged families through Conditional Cash Transfer. Berhampore Girls' College has perfectly worked towards providing this benefit to numerous girl students. The Kanyashree Committee has been functional for this purpose.

**Aikyashree Scholarship**, a welfare scheme by the West Bengal Minorities' Department & Finance Corporation to provide financial assistance to minorities students to decrease dropout rates and continue their studies. The data below shows that girl students are availing more of this



scholarship which is a good sign for the society and the college has been successful in motivating them to continue their studies.

The **National Scholarship Portal (NSP)** is an online portal by the Government of India for applying, processing, verifying and sanction of Government scholarships to students. It aims to reduce discrepancies and provide a common, effective and transparent way to disburse scholarships to students. It aims to be a "one stop" portal for Indian students applying for scholarships by bringing together hundreds of scholarships run by both states and the central government. The portal is a part of the government's Digital India initiative and the National e-Governance Plan.

Below is a chart that shows the number of students of Berhmpore Girls' College who have enrolled for various scholarships for the period of 2021-2022.

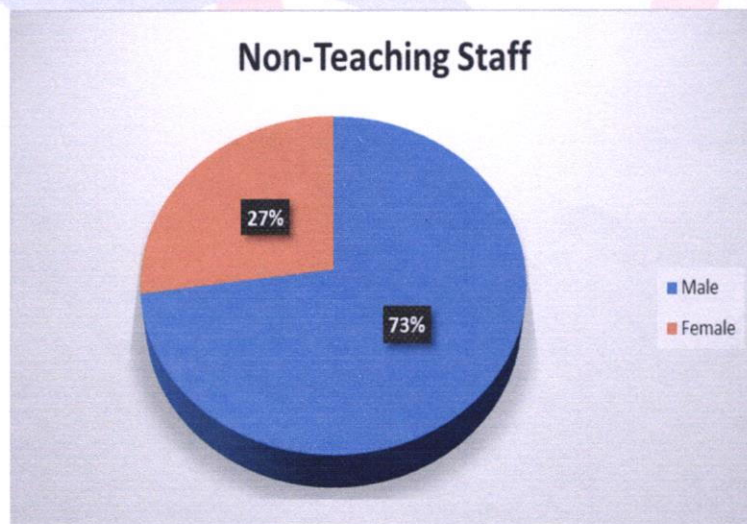
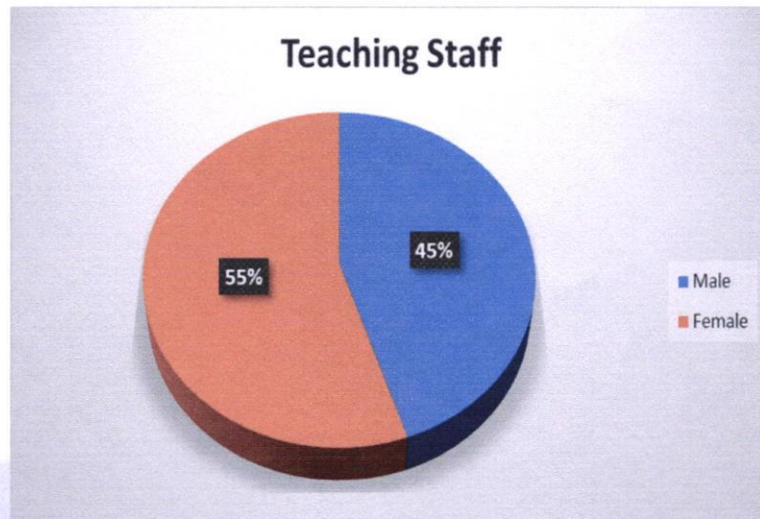
Period	Name of the Scholarships	Number of students received the scholarship
2021-2022	Swami Vivekanda Merit-Cum-Means Scholarship	1022
2021-2022	Kanyashree Prakalpa	2
2021-2022	Aikyashree Scholarship	831
2021-2022	NSP Scholarship	8



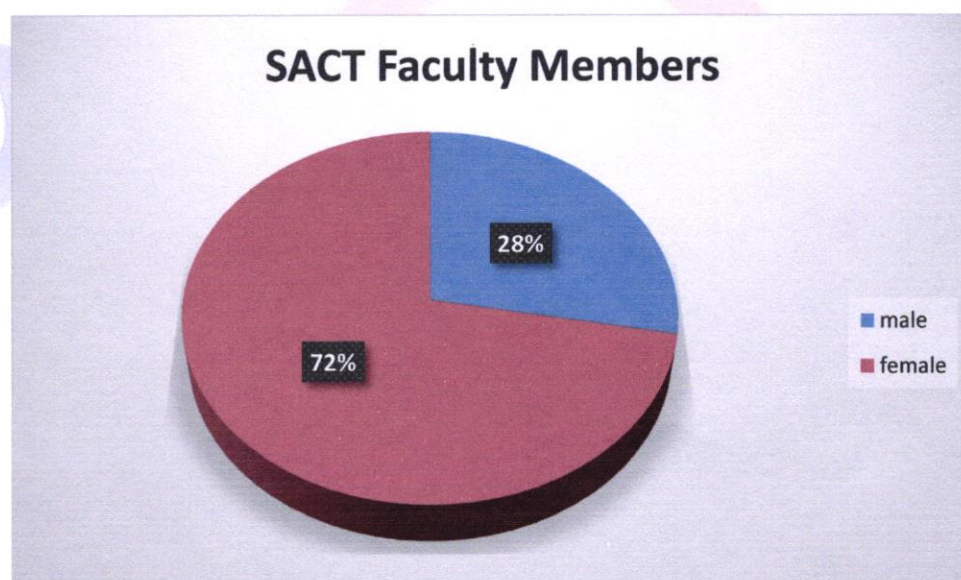
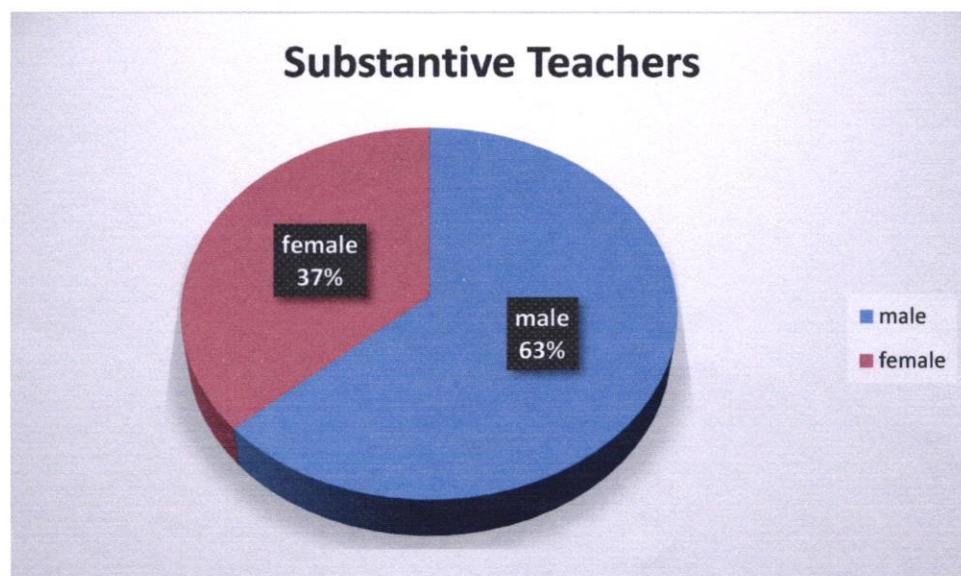
## Gender Balance Among the Employees

### Teaching Staff

The combined gender profile of all College workers is depicted in the above image. All staff groups, including those who do not teach, are included in the prediction. There are currently -110 faculty members, 61 of whom are female and 22 Number of Non-teaching Staff currently working in the College of whom 6 are Female.



## Gender Balance Among the Substantive Teachers and SACT Faculty Members

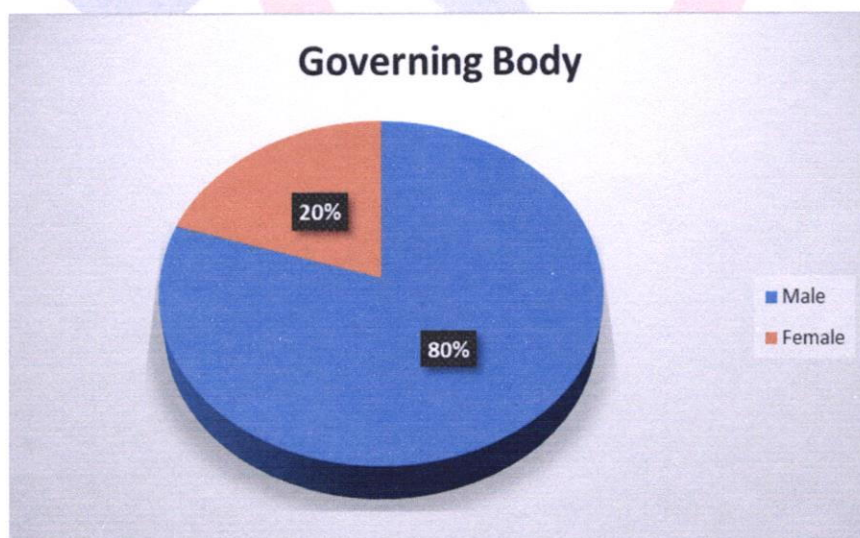




## Gender Balance as Heads of Offices and Statutory Bodies and Different Committees

### Governing Body:

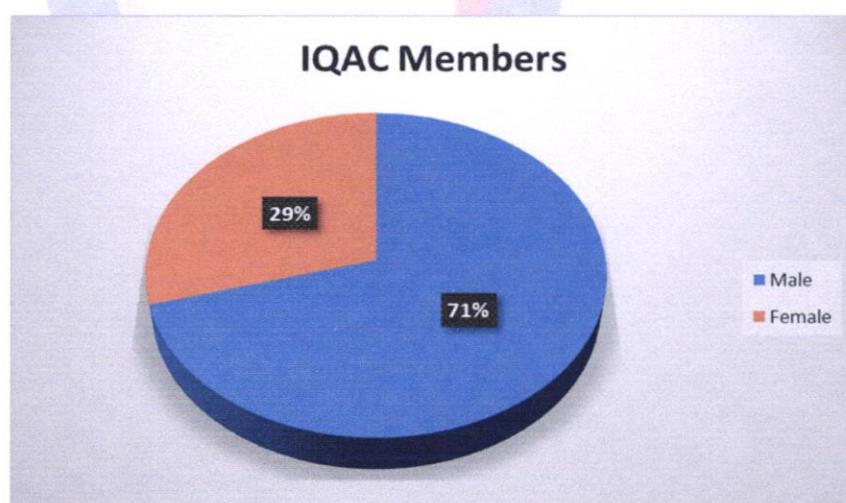
Sl. No.	Name	Designation	Gender (Male/ Female)
1	Sri- Narugopal Mukherjee	President G.B.	Male
2	Dr. Hena Sinha	Principal & Secretary G.B.	Female
3	Sri- Swarup Saha	Government Nominee in G.B	Male
4	Sri- Sovan Banerjee	Government Nominee in G.B	Male
5	Prof. Sujoy Kumar Mandal	University Nominee	Male
6	Dr. Sujata Mukherjee	University Nominee	Female
7	Dr. Khaybar Ali Miah	Internal Member G.B. (TS)	Male
8	Dr. Smritiratan Tripathy	Internal Member G.B. (TS)	Male
9	Dr. Soumik Mandal	Internal Member G.B. (TS)	Male
10	Sri Naba Kumar Pal	Internal Member G.B. (TS)	Male





**IQAC Members:**

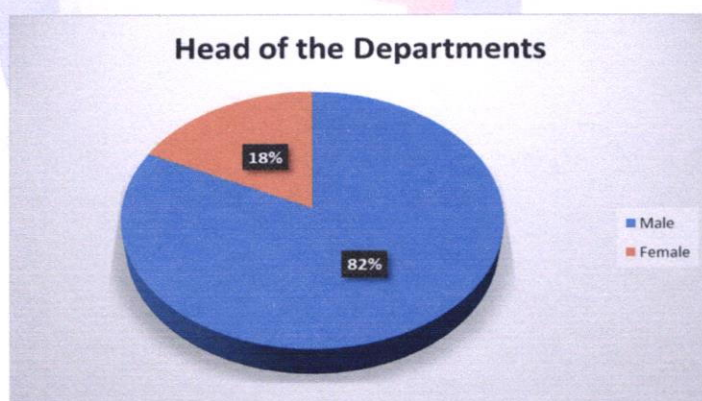
Sl. No.	Name	Designation	Gender (Male/ Female)
1	Dr. Hena Sinha	Principal	Female
2	Dr. Bhaskar Mahanayak	IQAC Coordinator	Male
3	Dr. Khaybar Ali Miah	Associate Professor	Male
4	Dr. Tiya Rani Hazra	Associate Professor	Female
5	Dr. Partha Sarathi Guha	Assistant Professor	Male
6	Dr. Subhra Debnath	Associate Professor	Male
7	Dr. Dhrubajyoti Mandal	Assistant Professor	Male
8	Dr. Soumik Mondal	Assistant Professor	Male
9	Dr. Ikbal Ansary	Assistant Professor	Male
10	Rabiul Hoque	Assistant Professor	Male
11	Dr. Nandini Chakraborty	Associate Professor	Female
12	Dr. Md. Ajimuddin Sk	Librarian	Male
13	Smt. Sumana Upadhyay	Head Clerk	Female
14	Sri Dilip Saha (Industrialist)	Industrialist	Male
15	Sri Prabir Karmakar	Nominee from Employer	Male
16	Shreya Saha	Nominee from Student	Female





### List of Head of the Department:

Sl. No.	Name	Department	Designation	Gender (Male/Female)
1	Dr. Madhu Mitra	Bengali	Associate Professor	Male
2	Dr. Ankush Pal	Botany	Assistant Professor	Male
3	Pabitra Halder	Computer Science	Assistant Professor	Male
4	Dr. Nemai Saha	Chemistry	Assistant Professor	Male
5	Dr. Nandini Chakraborty	Economics	Associate Professor	Female
6	Dr. Partha Pratim Mandal	English	Assistant Professor	Male
7	Dr. Sandip Halder	Environmental Science	Assistant Professor	Male
8	Binay Dangar	Geography	Assistant Professor	Male
9	Dr. Debraj Chakraborty	History	Assistant Professor	Male
10	Dr. Anup Kumar Karak	Mathematics	Assistant Professor	Male
11	Albinus Murmu	Philosophy	Assistant Professor	Male
12	Dr. Abhijit Koley	Physical Education	Assistant Professor	Male
13	Dr. Pabitra Halder	Physics	Assistant Professor	Male
14	Dr. Sentu Sarkar	Physiology	Assistant Professor	Male
15	Dr. Mamoni Saha	Sanskrit	Assistant Professor	Female
16	Dr. Ratnabali Biswas	Sociology	Assistant Professor	Female
17	Rabiul Haque	Zoology	Assistant Professor	Male





First off, the administration of the college encourages faculty members to take part in a variety of academic events such as workshops, seminars, and faculty development programmes. The involvement of female professors in these programmes is particularly noteworthy. Female employees convene many administrative and teachers' council committees.

Faculty members that are female lead many departments. The college goes to great lengths to ensure that female instructors receive perks such as Maternity Leave and Child Care Leave. The before mentioned charts make clear that the organisation supports female employees in taking on leadership positions, such as department heads and conveners of various committees.

### **Gender Sensitisation Initiatives**

The college established a committee in 2014 to plan regular programmes or seminars on gender and society. The committee members included representatives from the teaching and non-teaching communities, students, and academic and activist resource individuals. In order to influence how professors, parents, and students view and treat men and women, girls and boys, and to ensure that they have equal chances and treatment, the college has put up sensitization programmes. The college regularly hosts talks and seminars on a variety of topics, including social security, discrimination, gender violence, and—above all—the empowerment of women. Several well-known figures have also frequently graced the campus with their presence, educating the interested parties on a range of topics.

### **Proposal**

1. As Murshidabad is a border district with Bangladesh, women and children trafficking is a burning issue. So, it is a proposal for organising a seminar on this issue by Women's Empowerment Cell in collaborating with the appropriate authority.
2. As our students mostly come from remote corner of this District's and others, there is a large need of legal aids to help them in many issues. So we need to organise a seminar concerned to this problem.
3. Income generating training programmes such as Fashion Designing, Food Processing, Jute Craft etc. will be organised by the cell.
4. For extending help to the larger society we can arrange an Exhibition Cum Sale Programme with the products of some Self Help Groups.

### **Recommendation**

1. While auditing the Gender Equality of the college, it is noticed by Women Empowerment Cell (Ashapurna) that the number participation of women teaching and



non-teaching staff is noticeably poor in the administrative field like G.B, IQAC etc. in a Girls' College.

2. In this respective, it is recommended here to ensure the gender parity in every bodies of the college in future.
3. Not only having more women in Key positions but also having individuals in Key places who are sensitive to gender issues.
4. Emphasise on the only identity 'Mankind'. Then it will be more conductive.
5. As the college building is G+2 Structure, Lift facilities should be introduced for physically challenged student, aged teaching and non-teaching staff and pregnant women.

### **Audit Summary: Gender Audit 2022-23 of Berhampore Girls' College**

The Gender Audit for Berhampore Girls' College for the academic year 2021-22 highlights significant insights into the gender distribution across various facets of the institution. The teaching staff consists of 49 males and 61 females, resulting in a male-to-female ratio of 4.5:5.5. The non-teaching staff comprises 16 males and 6 females, giving a ratio of 7.3:2.7. Within the Governing Body, there are 8 males and 2 females, reflecting a male-to-female ratio of 8:2. The Internal Quality Assurance Cell (IQAC) includes 12 males and 5 females, presenting a ratio of 7.1:2.9. The Heads of Departments (HODs) show a balanced gender ratio with 14 males and 3 females, equating to 8.2:1.8.

### **Conclusion**

In the journey to audit, the gender equality by W.E.C.(A) of Berhampore Girls' College for the period of 2021-2022, many strong and weak points have been identified. All aspects of the findings are clearly pointed out in the report of the Gender Audit. The Cell concludes here the Gender Audit Report with a great hope that we should fulfil our taken proposal and given resolution in near future.

### Audit Team

Sl. No.	Name	Signature with date
1	Dr. Soma Mukherjee, Principal, Panchthupi Haripada Gouribala College	<i>Soma Mukherjee</i> Panchthupi Haripada Gouribala College Panchthupi, Murshidabad 3.10.2023
2	Dr. Hena Sinha, Principal, Berhampore Girls' College	<i>Hena Sinha</i> 03.10.23 Principal Berhampore Girls' College
3	Dr. Poulami Ghosh, Assistant Profesor, Dept. of Physical Education, Union Christian Training College & Secretary of Ashoknagar Anandadhara (NGO)	<i>Poulami Ghosh</i> 03.10.2023 Secretary ASHOKNAGAR ANANDADHARA
4	Dr. Bhaskar Mahanayak, IQAC Coordinator & Associate Professor, Dept. of Zoology, Berhampore Girls' College	<i>Bhaskar Mahanayak</i> 03/10/2023 Coordinator, IQAC Berhampore Girls' College
5	Sutapa Mitra, Convenor Women Cell & Associate Professor of History, Berhampore Girls' College	<i>Sutapa Mitra</i> 03.10.23 Convenor Women's Empowerment Cell (Aashapurna) Berhampore Girls' College
6	Keya Ghatak, Associate Professor, Dept. of English, Berhampore Girls' College	<i>Keya Ghatak</i> 03.10.2023 Associate Professor in English Berhampore Girls' College
7	Shilpi Sen, Head Mistress of Chuanpur Vidyaniketan Girls' High School	<i>Shilpi Sen</i> 3.10.2023 Headmistress Chuanpur Vidyaniketan Girls' High School (H.S.)