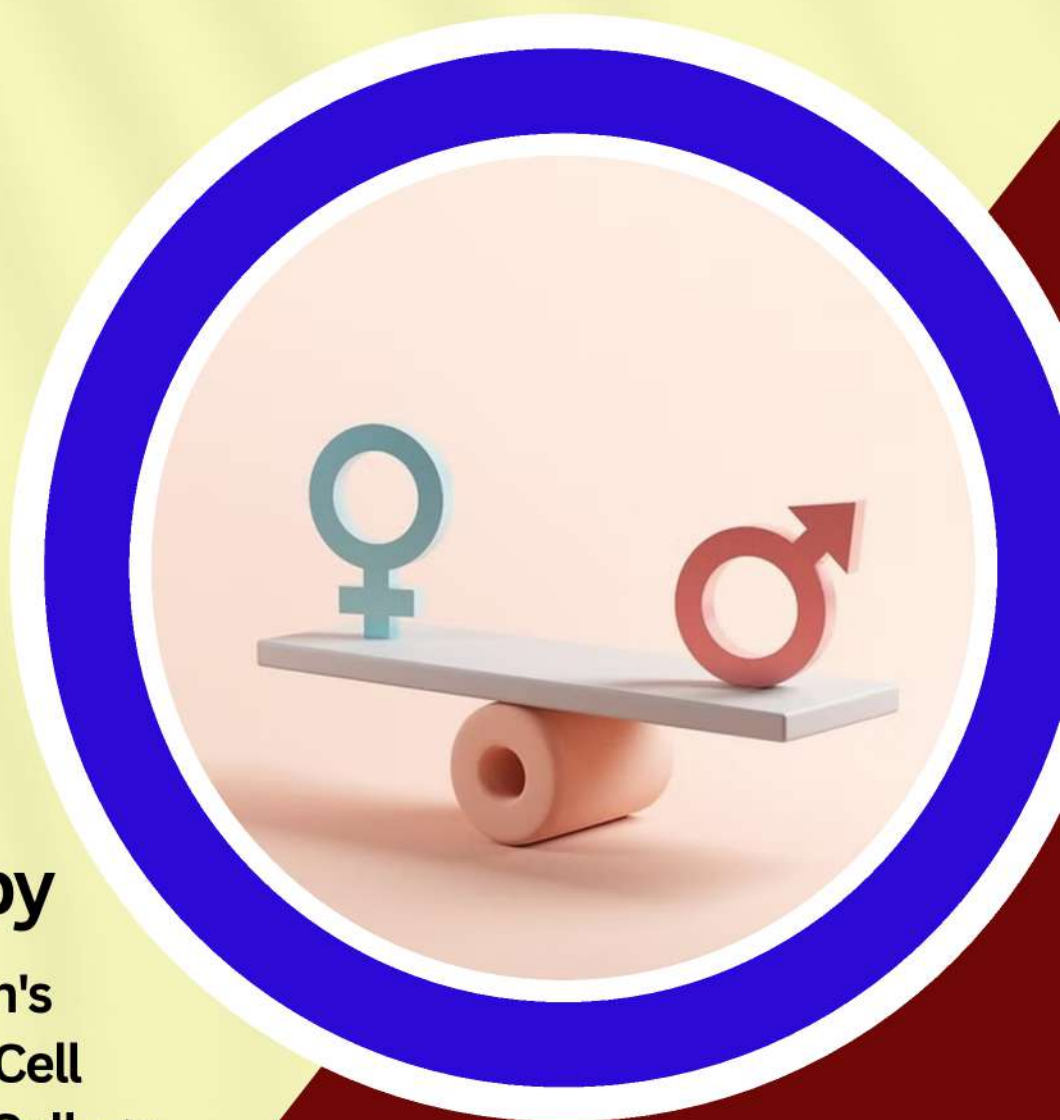


Berhampore Girls' College

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



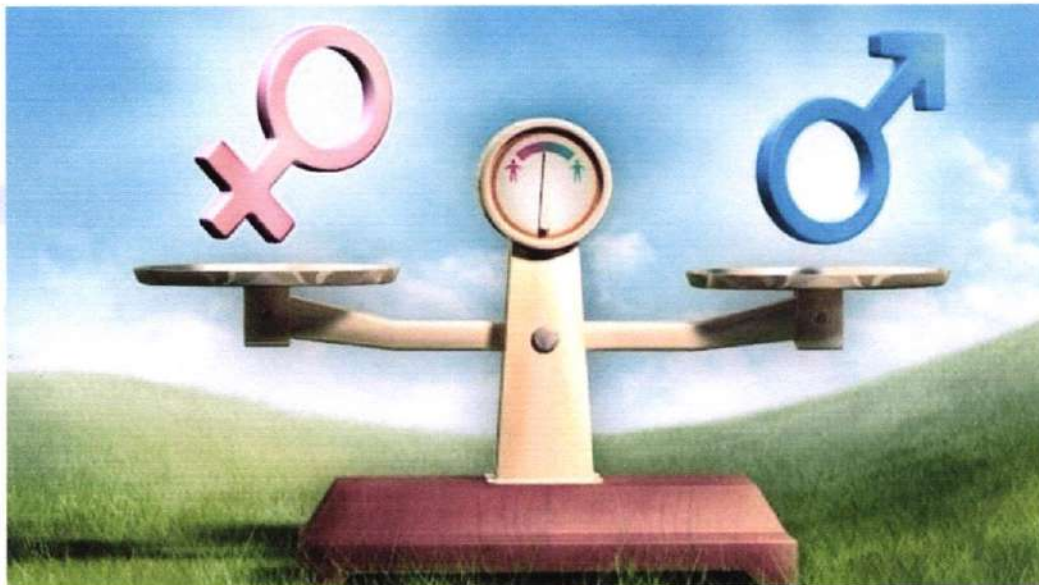
Gender Audit-2022-23



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

Submitted to
National Assessment and Accreditation Council

Gender Audit 2022-2023



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:

1. Indicate the state of gender parity in the Institution.
2. Establish a starting point for group debate and analysis, and
3. 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 : Dr. Bhaskar Mahanayak
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

1. Purnima Roy
2. Supriya Pal

External Member

1. Jinat Rehana Islam (Founder member of Feminism.com, Narikuthi)
2. 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 2022-23.

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.

Oasis Scholarship is one of the best scholarships offered by West Bengal's government's backward-class welfare department. Through financial assistance, this scholarship program helps students from SC/ST and OBC groups achieve their dream education. Pre- and post-metric scholarship is the main focus. Increasing the literacy rate among the SC/ST and OBC categories is the primary goal of this scholarship program.

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 Berhampore Girls' College who have enrolled for various scholarships for the period of 2022-2023.

| Period | Name of the Scholarships | Number of students received the scholarship |
|-----------|---|---|
| 2022-2023 | Swami Vivekanda Merit-Cum-Means Scholarship | 1436 |
| 2022-2023 | Kanyashree Prakalpa | 38 |
| 2022-2023 | Aikyashree Scholarship | 906 |
| 2022-2023 | OASIS Scholarship | 401 |
| 2022-2023 | NSP Scholarship | 10 |

ACTIVITY PROFILE

The **NCC** unit concentrates in developing their characters and qualities like comradeship, discipline, leadership, and spirit of adventure and provides a suitable environment for taking up a career in the armed forces. This unit focuses on outstanding achievements of the girls.

Our NCC students were selected by various appropriate authorities for different assignments in various level including national level.

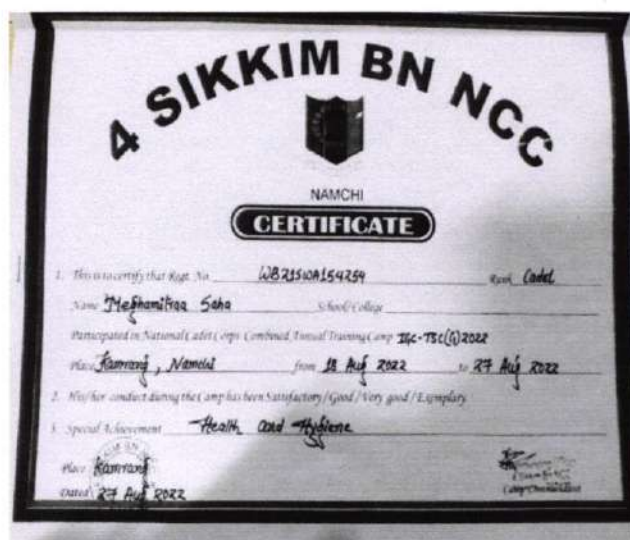
1. In the year 2022, Senior Wing Cadet Meghamitra Saha of NCC unit, Berhampore Girls' College, has been awarded First Prize in the category "Health and Hygiene" and Third Prize in the category "Field Craft and Battle Craft" in TCS2022 Inter-Battalion Camp by National Cadet Corps, Kalyani Group.
2. Senior Wing Cadet Ananya Pandey of NCC unit, Berhampore Girls' College, won Second Position in "Best Cadet" category in TCS 2022 Inter-Battalion Camp and has been awarded for the same by National Cadet Corps, Kalyani Group.

3. In the year 2022, Senior Wing Cadet of NCC unit, Berhampore Girls' College, Alpana Akhter participated in "Ek Bharat Shresth Bharat Camp" in New Delhi prior to Independence day, 2022 and she was awarded certificate of recognition by NCC Headquarters, New Delhi. It is further to be mentioned here that Alpana Akter has also got a job under BSF for the post of CT (GD) in 2022.

The details of which are given here under showing their above-mentioned achievements:

| Sl. No. | Name | Rank | Subject | Camp. / Date | Organizing Unit | Regimental No. |
|---------|-----------------|------|----------------------------|---|-----------------|----------------|
| 1 | Meghamitra Saha | 1ST | Health & Hygiene | Thal Sainik Camp, Namchi, 18.08.22-27.08.22 | 4 SIKKIM BN NCC | WB21SWA/154254 |
| 2 | Meghamitra Saha | 3rd | Field Craft & Battle Craft | Thal Sainik Camp, Namchi, 18.08.22-27.08.22 | 4 SIKKIM BN NCC | WB21SWA/154254 |
| 3 | Ananya Pandey | 2nd | Field Craft & Battle Craft | Thal Sainik Camp, Namchi, 18.08.22-27.08.22 | 4 SIKKIM BN NCC | WB21SWA/154258 |


The documents and pictures are given below:



EK BHARAT SHRESTHA BHARAT CAMP(DELHI) ALPANA
AKTER participated in EBSB 2022 held in NEW DELHI.



राष्ट्रीय कैडेट कोर
NATIONAL CADET CORPS



प्रमाण-पत्र
CERTIFICATE
EK BHARAT SHRESHTH BHARAT - INDEPENDENCE DAY CAMP 2022

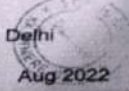
इ किया जाता है कि संख्या
is to certify that No. 103213WA154257 पद CDT


ALPANA AKTER इकाई 9 BENGAL BN NCC

अगस्त से १६ अगस्त २०२२ तक डी जी एन सी सी कैम्प दिल्ली कीट में एक भारत श्रेष्ठ भारत शिविर (बी) - स्वतंत्रता दिवस शिविर में अपने रा.कै.को. KALYANT GP का प्रतिनिधित्व किया। शिविर के दौरान इनका आचरण रहा।

presented NCC DELHI Directorate at the
Bharat Shreshth Bharat Camp (EBSB) - Independence Day Camp held at
Parade Ground, Delhi Cantt From 01 August 2022 To 16 August 2022

Conduct during the Camp was Good


Delhi
Aug 2022


(Sushil Bugalia)
Colonel
Camp Commandant

SERVICE-RELATED ACHIEVEMENTS

ALPANA AKTER (BOEDER SEQUIRITY FORCE)

- disease/disability/accidental injury acquired during the intervening period of initial medical examination and date of joining and you will be allowed to join only on being found "FIT".
- (ख) आप सीमा सुरक्षा बल अधिनियम-1968 एवं सीमा सुरक्षा बल नियम- 1969 के समय-समय पर संशोधित प्रावधानों तथा समय-समय पर लागू केंद्र सरकार के अन्य आदेशों, नियमों और विनियमों के अधीन शासित होंगे।
- (b) You will be governed by the provisions of BSF Act 1968 and BSF Rules 1969 as amended from time to time and other Central Government Orders, Rules and Regulations as applicable from time to time.
- (ग) आपके चरित्र एवं पूर्ववृत्त के सत्यापन की प्राप्ति और आपके द्वारा कोई भी तथ्यात्मक जानकारी छुपाई नहीं गई है, जो कि एक अयोग्यता के रूप में आपको सरकारी नौकरी के लिए अनुपयुक्त बनाएगी, की संबंधित प्राधिकारी से पुष्टि होने पर आपकी नियुक्ति तुरंत नियमित कर दी जाएगी।

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भारत सरकार / Govt of India
गृह मंत्रालय / Ministry of Home Affairs
कार्यालय महानिरीक्षक, सीमा सुरक्षा बल
Office of the Inspector General, BSF

एक्शन एरिया-III, न्यू टाउन, राजराहाट
Action Area-III, New Town, Rajarhat
कोलकाता-700161 / Kolkata-700161

Rectt/SB-Ftr/Apptt/18

दिनांक: 28 अगस्त 2023
Date: 28th August 2023

To

Roll No :4410056867
Name:ALPANA AKTER
Father's Name :EAFUR ALI
Address :PANCHANANTALA PRANTICK PARA PO-CHALTIA PS-BERHAMPORE
Distt:Murshidabad
State:West Bengal
PIN Code :742407
Mobile No :8536044944
E-mail :alpana8536044@gmail.com

विषय:-सीमा सुरक्षा बल में आरक्षक(जीडी) पद के लिए चयन-2022
Sub:- **SELECTION FOR THE POST OF CT (GD) IN BSF - 2022**

कर्मचारी चयन आयोग परीक्षा-2022 के माध्यम से केन्द्रीय सशस्त्र पुलिस बल, असम रायफल, राष्ट्रीय अन्वेषण एजेंसी और सचिवालय सुरक्षा बल में आरक्षक (जीडी) के पद के लिए आपके द्वारा किए गए आवेदन और कर्मचारी चयन आयोग के दिनांक 20 अगस्त 2023 को घोषित परिणाम के संदर्भ में मुझे आपको सूचित करने का निर्देश हुआ है कि आपको सीमा सुरक्षा बल में आरक्षक (जीडी) के पद के लिए 7^{वें} केन्द्रीय वेतन आयोग की संशोधित वेतन तालिका स्तर-3 अर्थात् रु. 21,700 से 69,100/- और केंद्र सरकार के कर्मचारियों को समय-समय पर स्वीकार्य अन्य भत्तों के साथ निम्नलिखित नियमों एवं शर्तों के अधीन अस्थाई रूप से नियुक्त किया गया है:-

With reference to your application for the post of **Constable (GD)** in CAPFs, AR, NIA, and SSF through SSC Examination-2022 and result declared by SSC on dated 20.08.2023, I am directed to inform you that you have been provisionally selected for the post of **Constable (GD)** in BSF in Revised Pay matrix Level-3 of 7th CPC i.e. Rs. 21,700 to 69,100/- and other allowances as admissible to Central Govt. employees from time to time subject to following terms and conditions:-

(क) रिपोर्ट करने पर, प्रारम्भिक चिकित्सा परीक्षा और शामिल होने की तारीख के बीच की अवधि के दौरान हुई किसी भी बीमारी/विकलांगता/आकस्मिक चोट का पता लगाने/जांच करने के लिए, चिकित्सा अधिकारी द्वारा आपकी चिकित्सा जांच की जाएगी और 'फिट' पाए जाने पर ही आपको ज्वाइन करने की अनुमति दी जाएगी।

(a) On reporting, you will be medically examined by Medical officer to detect/discover any disease/disability/accidental injury acquired during the intervening period of initial medical examination and date of joining and you will be allowed to join only on being found "FIT".

(ख) आप सीमा सुरक्षा बल अधिनियम-1968 एवं सीमा सुरक्षा बल नियम- 1969 के समय-समय पर संशोधित प्रावधानों तथा समय-समय पर लागू केंद्र सरकार के अन्य आदेशों, नियमों और विनियमों के अधीन शासित होंगे।

(b) You will be governed by the provisions of BSF Act 1968 and BSF Rules 1969 as amended from time to time and other Central Government Orders, Rules and Regulations as applicable from time to time.

(ग) आपके चरित्र एवं पूर्ववृत्त के सत्यापन की प्राप्ति और आपके द्वारा कोई भी तथ्यात्मक जानकारी छुपाई नहीं गई है, जो कि एक अयोग्यता के रूप में आपको सरकारी नौकरी के लिए अनुपयुक्त बनाएगी, की संबंधित प्राधिकारी से पुष्टि होने पर आपकी नियुक्ति तुरंत नियमित कर दी जाएगी।

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एक्शन एरिया-III, न्यू टाउन, राजराहाट
Action Area-III, New Town, Rajarhat
कोलकाता-700161 / Kolkata-700161

Rectt/SB-Ftr/Apptt/19

दिनांक: 28 अगस्त 2023
Date: 28th August 2023

To

The NSS of the College also takes initiatives to motivate students for their social responsibilities with aim to provide them hands on experience on community service 2022-23.

A workshop was held on 12.09.2022 on control of Vector Borne Diseases, sensitization training for rural VBD activity in Murshidabad organised by department of Health and Family Welfare, Murshidabad and NSS unit of Berhampore Girls' College. A team came from Berhampore Municipality from the department of Conservancy and gave lecture on waste management. NSS unit arranged an orientation and social media awareness training at the conference hall on 21.09.2022. Mr. Agnimeel Das, Youth Officer, Regional Directorate of NSS, Ministry of Youth Affairs and Sports, Govt. of India. were the resource person .75 volunteers participated in the programme. Observance of NSS day was held on 24.09.2022 in adopted village Bairgachi. It was celebrated at 36 no. Bairgachi G S F P Vidyalaya among Children. Sweets, Packets was distributed, volunteers spend time with them. During Puja holidays, on 8.10.2022 NSS unit took active part in posterong at puja pandels. Celebrated Fit India campaign on 11.10.2022.10 volunteers celebrated their puja days in the mentioned ways. NSS volunteers celebrated Bhai Dhuj with the children of Kaji Najrul Islam Sishu Abash, Kadai, Berhampore, Murshidabad on 27.10. 2022. Volunteers performed the ritual marking the forehead with long tika. Food packet was also distributed among Childrens. They performed group dance. Their talent was encouraged by the volunteers. A health camp was organised for Dengue test by NSS Unit on 9.11.2022 at the conference hall of the College in collaboration with medical unit of Berhampore Municipality. Actually, it was the continuation of the workshop held on 12.09.2022.A number of 98 people did the blood test which included teachers and students. An awareness camp /Targeted Intervention was organised by District Mental Health program, Murshidabad and NSS Unit and Women's Environment Cell of the College on 29.11.2022. It was a gatekeeper training. Discussion and lecture were delivered on wellness of mental health. Suicide and its facts and figures were well explained and created an awareness on the issues by the experts. Like every year a week-long special camp was organised by NSS Unit starting from 10.12.2022 to 16.12. 2022. The camp was inaugurated on 10.12.2022 by the Principal of the college at the conference hall with volunteers, teachers and NSS Officer. In the adopted village 105 people did their eye check-up.54 people attended for gynae check-up.155 people did their chest check-up. RBSK and RSKS was done by 110 people. ICTC was tested by 49 people. HB testing was done by 26 people and 87 people attended random testing. A door to door survey was done by NSS volunteers at our adopted village Bairgacchhi. It was the survey of youth not in formal education or regular employment. The form was distributed among 14 volunteers. They visited door to door and asked for the number of young family members (19 to 30 years) about their present status of employment and education. The NSS unit of Berhampore Girls' College has also received several appreciations and recognitions for their dedicated extension and social outreach activities while working with under-privileged and economically-distressed people from various renowned collaborating social organisations like Redcross Society, Lion's Club etc.

The documents and pictures are given below:



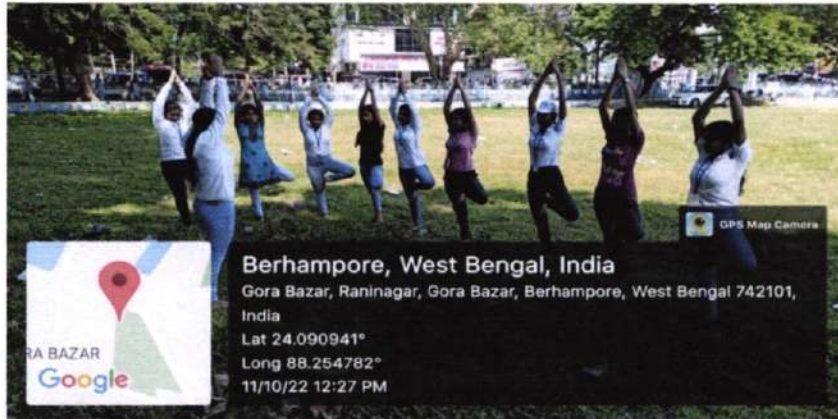


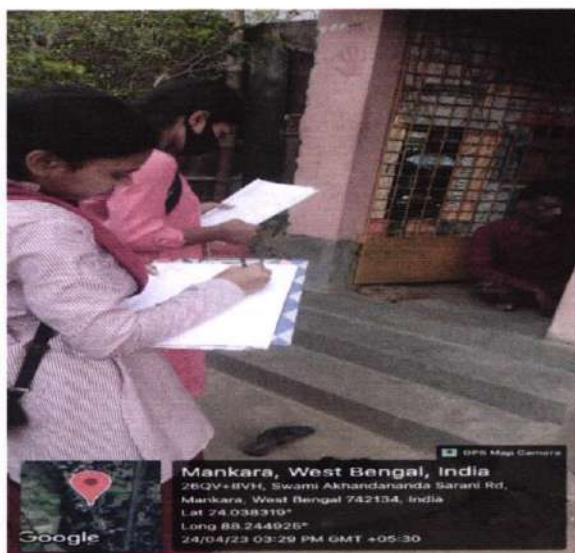
Kalitola-diar, West Bengal, India
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 Lat 24.047085°
 Long 88.238088°
 24/09/22 11:59 AM

Berhampore, West Bengal, India
 37R3+FG3, Shankar Mandal Rd, Gora Bazar, Berhampore, West Bengal 742101, India
 Lat 24.091124°
 Long 88.253572°
 21/09/22 03:04 PM

Berhampore, West Bengal, India
 Mental Hospital Doctors and Staff Housing, B. B. Sen Rd, Khagra, Berhampore, West Bengal 742101, India
 Lat 24.100968°
 Long 88.251361°
 27/10/22 11:31 AM GMT +05:30

Kalitola-diar, West Bengal, India
 26WQ+XCX, Baigachhi-Mahula Rd, Kalitola-diar, West Bengal 742165, India
 Lat 24.047132°
 Long 88.238244°
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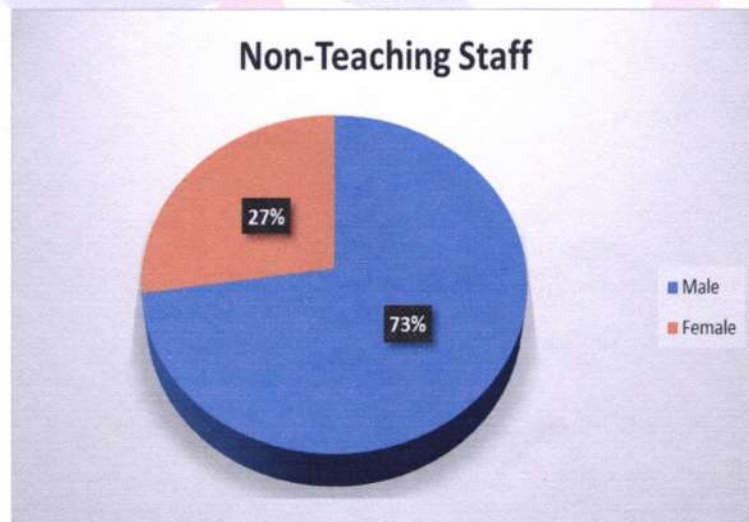
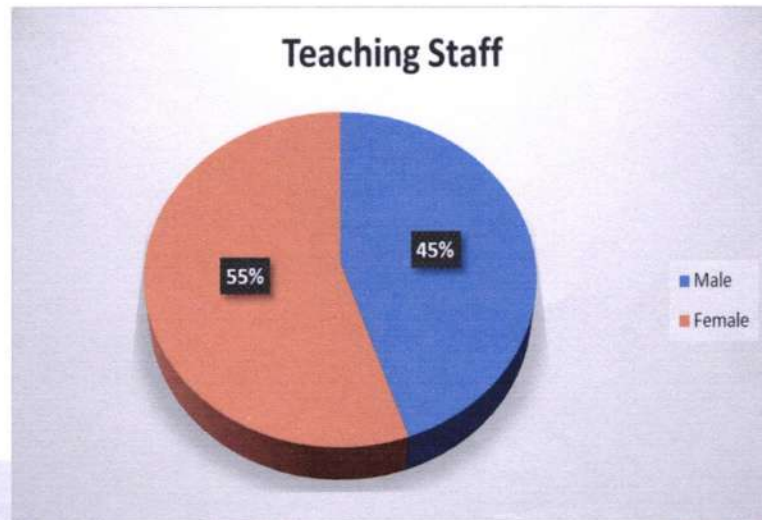




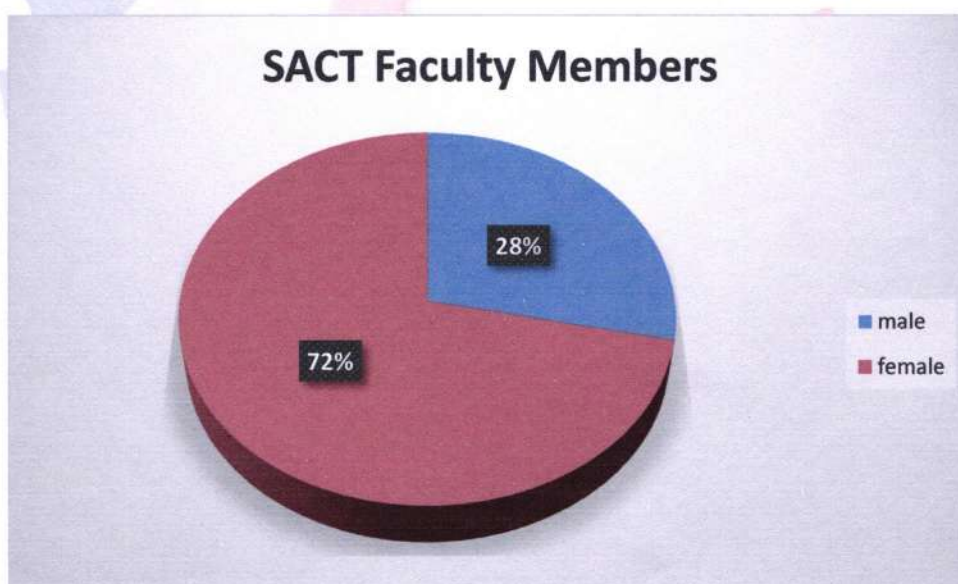
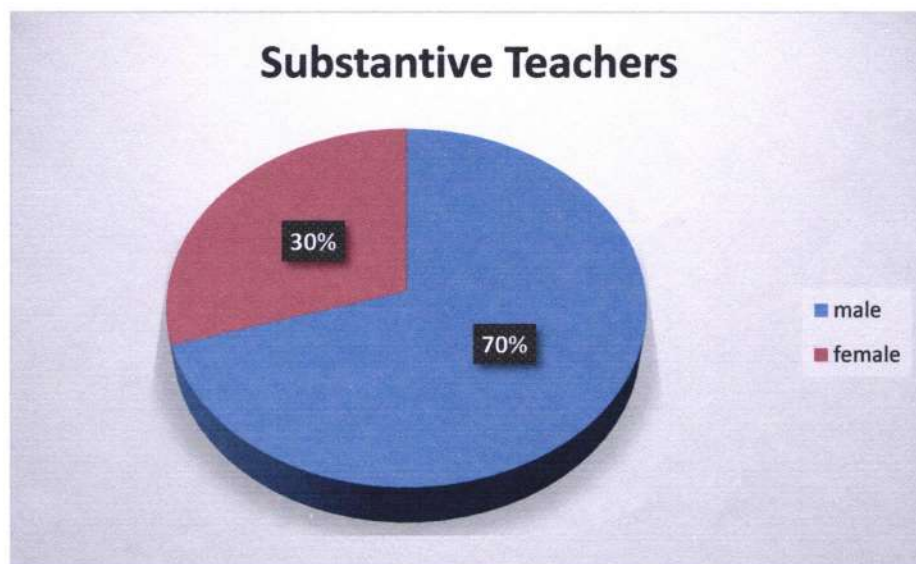
Gender Balance Among the Employees

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 -107 faculty members, 59 of whom are female and 22 Number of Non-teaching Staff currently working in the College of whom 6 are Female.



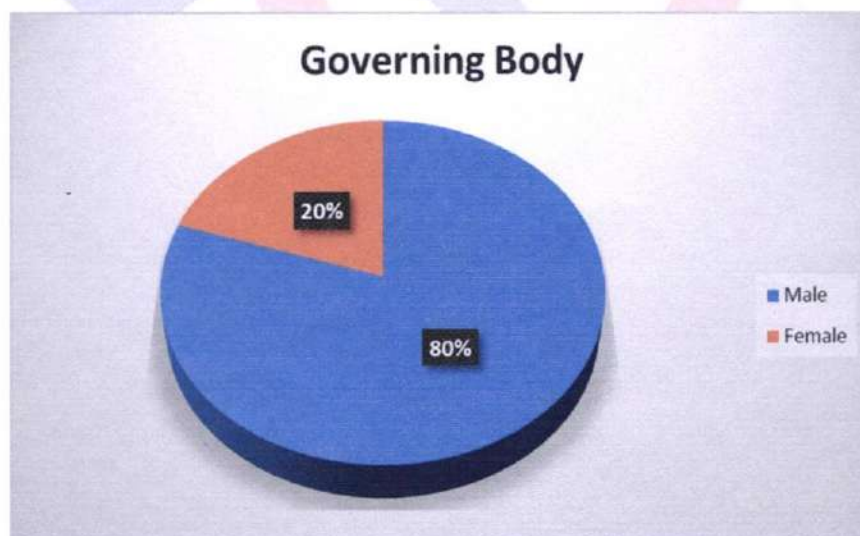
Gender Balance Among the Substantive Teachers and SACT Faculty Members



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

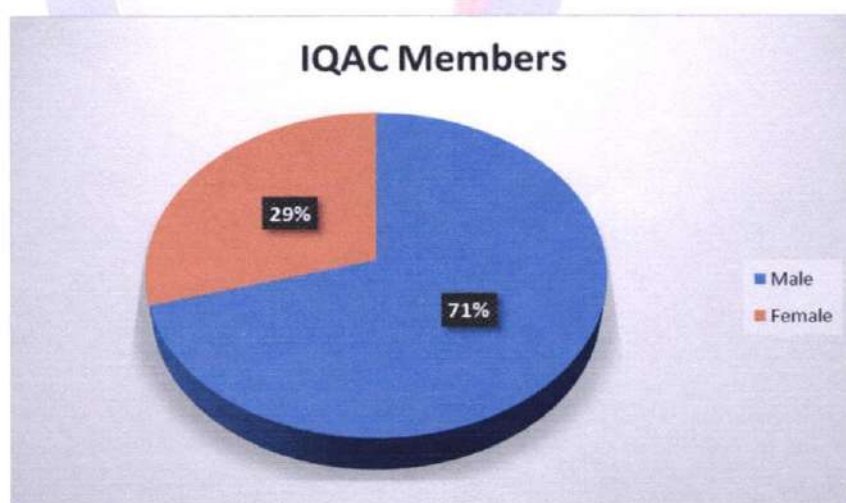
Governing Body:

| 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 |



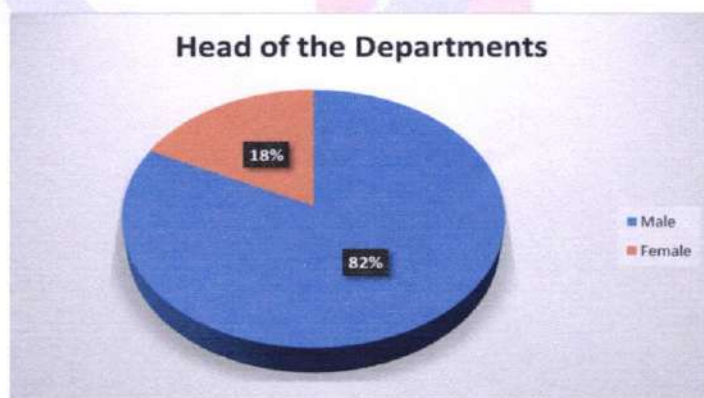
IQAC Members:

| 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. Dhruvajyoti Mandal | Assistant Professor | Male |
| 8 | Dr. Soumik Mondal | Assistant Professor | Male |
| 9 | Dr. Iqbal 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 seminars 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 seminars concerned to this problem.

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 respect, it is recommended here to ensure the gender parity in every bodies of the college in future.

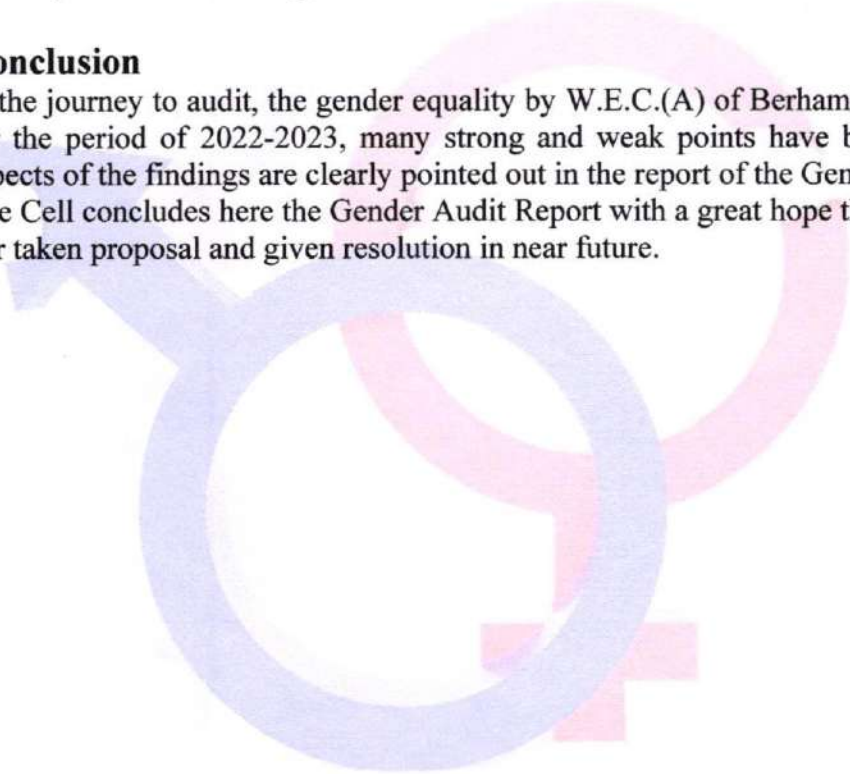
3. Not only having more women in Key positions but also having individuals in Key places who are sensitive to gender issues.
4. Emphasise on the only identity 'Mankind'. Then it will be more conducive.
5. As the college building is G+2 Structure, Lift facilities should be introduced for physically challenged 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 2022-23 highlights significant insights into the gender distribution across various facets of the institution. The teaching staff consists of 48 males and 59 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 2022-2023, 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> Principal Panchthupi Haripada Gouribala College Panchthupi, Murshidabad 03.10.2023 |
| 2 | Dr. Hena Sinha, Principal, Berhampore Girls' College | <i>Hena Sinha</i> Principal Berhampore Girls' College 03.10.23 |
| 3 | Dr. Poulami Ghosh, Assistant Profesor, Dept. of Physical Education, Union Christian Training College & Secretary of Ashoknagar Anandadhara (NGO) | <i>Poulami Ghosh</i> Secretary ASHOKNAGAR ANANDADHARA 03.10.2023 |
| 4 | Dr. Bhaskar Mahanayak, IQAC Coordinator & Associate Professor, Dept. of Zoology, Berhampore Girls' College | <i>Bhaskar Mahanayak</i> Coordinator, IQAC Berhampore Girls' College 03/10/2023 |
| 5 | Sutapa Mitra, Convenor Women Cell & Associate Professor of History, Berhampore Girls' College | <i>Sutapa Mitra</i> Convenor Women's Empowerment Cell (Aashapurna) Berhampore Girls' College 03.10.2023 |
| 6 | Keya Ghatak, Associate Professor, Dept. of English, Berhampore Girls' College | <i>Keya Ghatak</i> Associate Professor in English Berhampore Girls' College 03.10.2023 |
| 7 | Shilpi Sen, Head Mistress of Chuanpur Vidyaniketan Girls' High School | <i>Shilpi Sen</i> Head Mistress Chuanpur Vidyaniketan Girls' High School 03.10.2023 |