



GENDER AUDIT OF BERHAMPORE COLLEGE, 2020-21

Introduction

The essence of Gender differentiates what women and men, and girls and boys, are expected to be and do. While there are very distinct biological differences between boys and girls and these can create different needs and capacities for each, these differences do not in themselves lead to or justify unequal social status or rights. The distinct roles and behaviours that are defined for boys and girls, and men and women in a society may give rise to gender inequalities

UNICEF states that Gender equality means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. Gender inequality arises when one group is seen in a society as having more rights than the other. International declarations such as CEDAW promote and defend women's rights, and therefore, today, gender equality promoted as a fundamental condition for the full enjoyment of human rights by women and men.

Berhampore college is strongminded to keep gender equality within its premises. Gender equity means fairness of treatment for women and men, according to their respective needs. Gender sensitive features are carefully observed in every corner of the college by various activities like female teacher representation in governing body, select the name of female teachers as convenor as well as as

member of different academic, administrative and financial committee, Students' welfare cell, Anti-ragging measures, Internal Complaints and Harassment Prevention, separate boy's and girl's common room with cleaned hygienic toilet facilities, installation of vending machine, showing documents on gender need, health and mental counselling by expertise, arrangement of gender awareness programme, display gender specific issue in the different corner of the building etc. By providing adequate facilities to girls, gender equality is kept upright in the college.

Background of the College

Berhampore College was established on 2nd August, 1963 as Raja Krishnath College of Commerce in pursuit of enlightening the under privileged boys of the hinterland. Commerce being the only stream taught to the youths who were striving for. Over time, the institution transformed herself to a multi-faculty co-educational day college at her current address. The college always concentrates on students' qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attentions. The Gender Audit at Berhampore College is an attempt to study whether the institution has good gender balance and identify ways to make college campus safer for women. It tries to assess the impact of its current and proposed policies on gender equality.

Objectives of Gender Audit are:

The Gender Audit has the following objectives:

- ❖ To find out the areas where gender balance exists
- ❖ To establish good gender balance in decision-making processes in all facets of the college activities.
- ❖ To ensure gender equality in all aspects of college community
- ❖ To see the work and capacity for prevention of sexual harassment at the college
- ❖ To resolve gender inequality practices (if any) quickly.

Findings: Gender-wise presentation of stakeholders of Berhampore college

• Governing Body

There are 2 female members in the governing body of the institution out of twelve.

Teacher's profile

During 2020-21, there were 51 teachers of different post. Following table 1 is showing the gender-wise distribution of teachers along different categories.

Table 1: Sex-wise distribution of faculty members along different categories

Category	Female	Male	Total
Number of Associate Professor	6	4	10

Number of Assistant professor	3	9	12
Number of teachers in non-substantive post	09	13	22

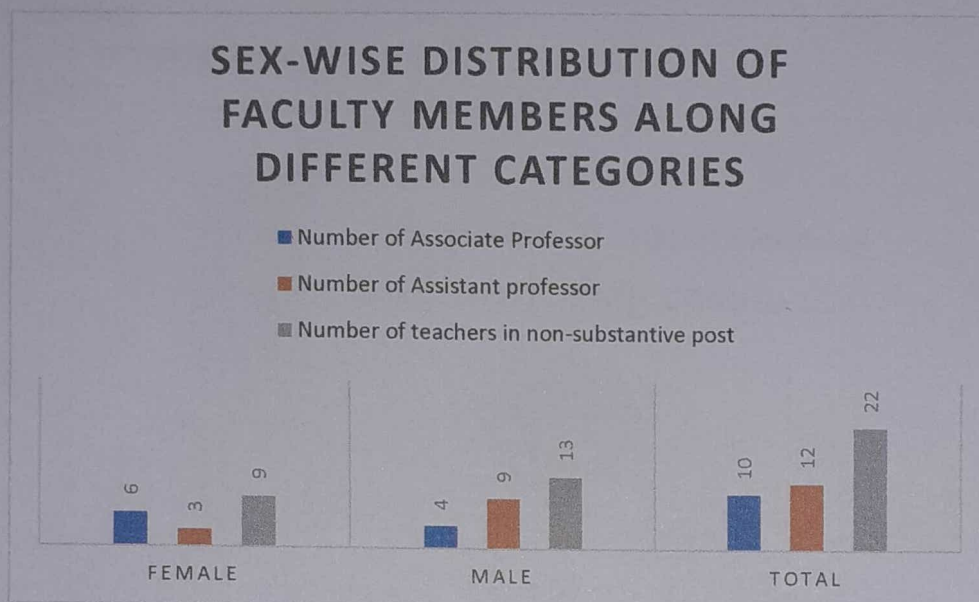


Figure (1)

Non-Teaching Staff

Out of 11 Non-teaching staff were working in the college during 2020-21. However there are only two female employee. That means very meagre female presentation in non-teaching staff.

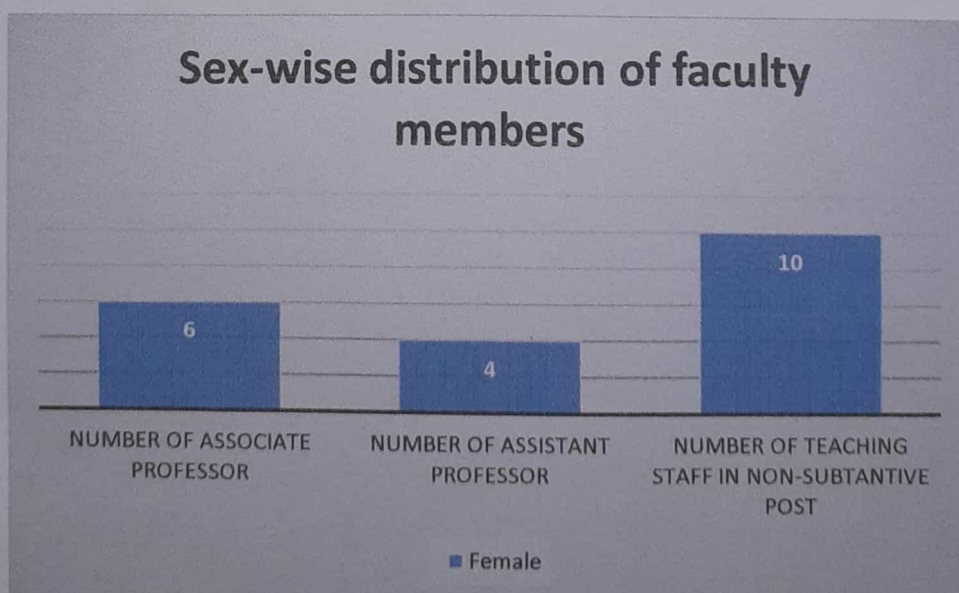


Figure (2)

Table 2: Sex-wise distribution of non-teaching staff

Category	Female	Male	Total
Number of non-teaching staff(including casual staff)	2	9	11

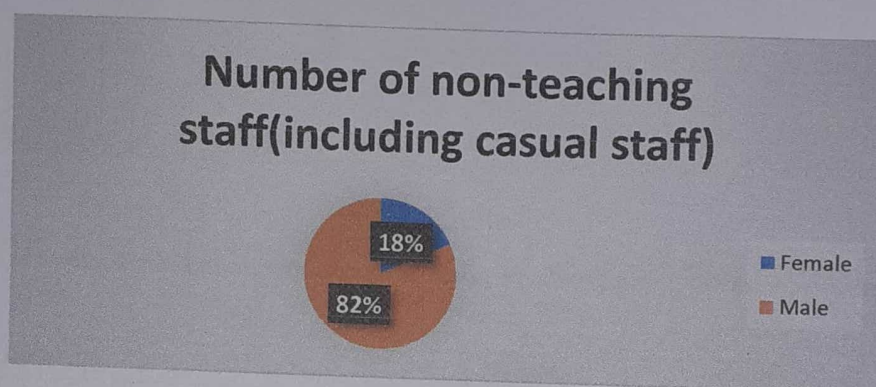


Figure (2)

Enrolment profile of Students

Table 3: Gender wise distribution of students along the caste for students of 1st sem, 2020-21

GENERAL		OBC A		OBC B		SC		ST	
FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
679	1054	260	333	100	164	211	359	23	25

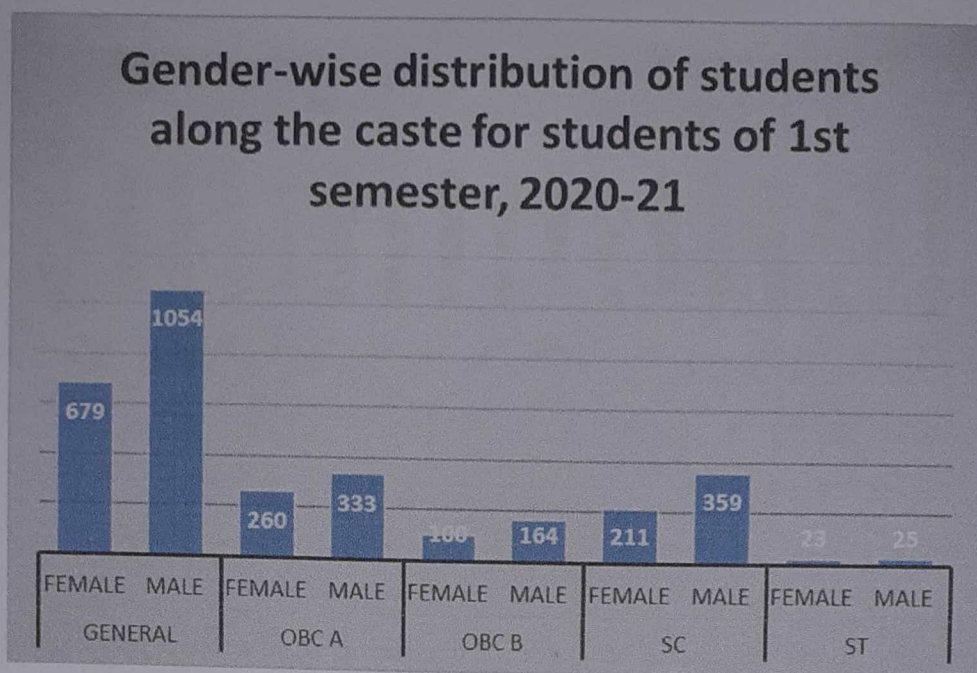


Figure (3)

Table 3a. Gender wise Total Enrolment in 1st semester students along different programme in 2020-21

Name of the programme	FEMALE	MALE
ACCOUNTANCY HONS	16	52
BA GENERAL	818	1310
BCOM GENERAL	0	21
BENGALI HONS	102	43
BSC GENERAL	16	50
ECONOMICS BA HONS	2	10
ECONOMICS BSC HONS	1	8
ENGLISH HONS	70	92
GEOGRAPHY BA HONS	51	62
GEOGRAPHY BSC HONS	0	2
HISTORY HONS	67	90
MATHEMATICS HONS	10	75
PHILOSOPHY HONS	48	41
POL SC HONS	19	61
SANSKRIT HONS	53	18
GRAND TOTAL	1273	1935

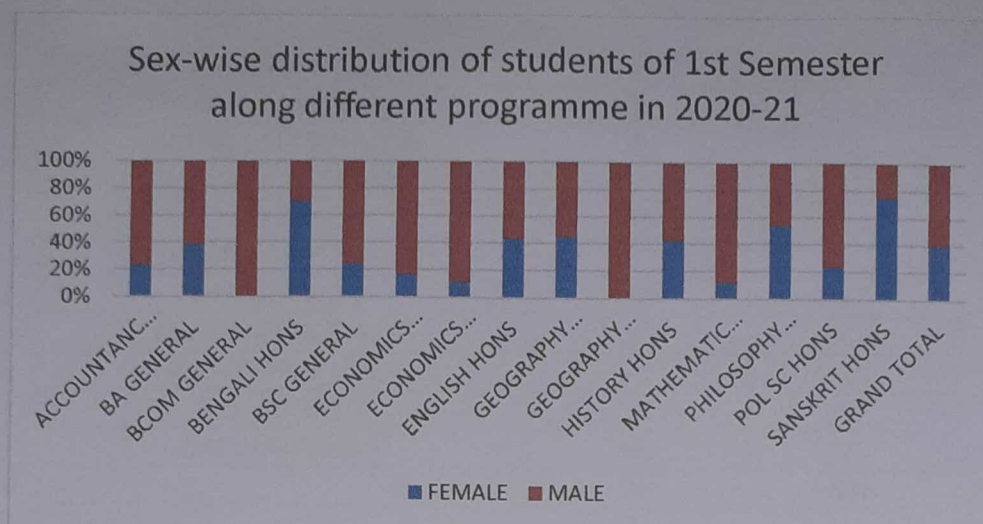


Figure (3a)

Table4: Gender wise distribution of students along the caste for students of 3rd sem, 2020-21

GENERAL		OBC A		OBC B		SC		ST	
FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
402	452	127	132	73	99	129	156	4	9

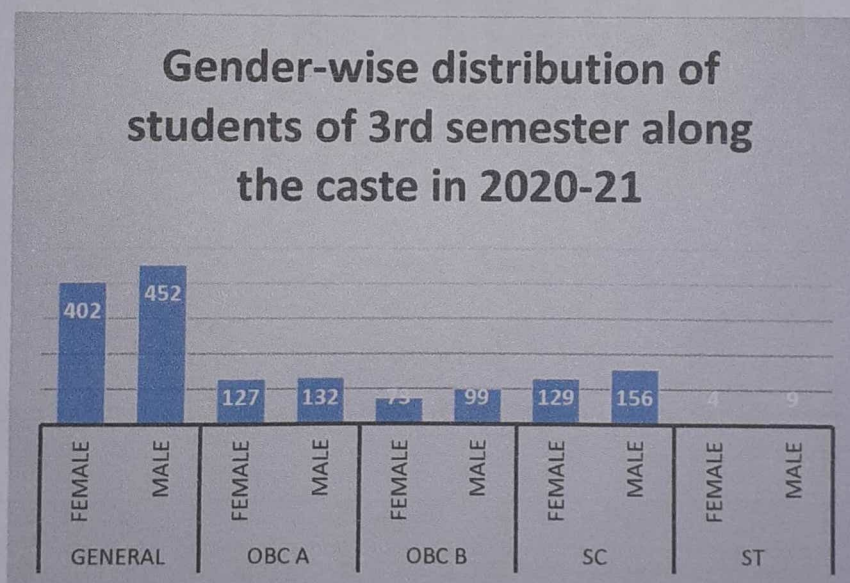


Figure (4)

Table 4a: Gender wise Total Enrolment in 3rd semester students along different programme in 2020-21

Name of the programme	FEMALE	MALE
ACCOUNTANCY HONS	7	38
BA GENERAL	354	438

BCOM GENERAL	3	16
BENGALI HONS	87	41
BSC GENERAL	0	2
ECONOMICS BA HONS	0	1
ECONOMICS BSC HONS	2	1
ENGLISH HONS	75	71
GEOGRAPHY BA HONS	39	56
HISTORY HONS	66	64
MATHEMATICS HONS	10	42
PHILOSOPHY HONS	27	28
POL SC HONS	17	27
SANSKRIT HONS	48	23
	735	848

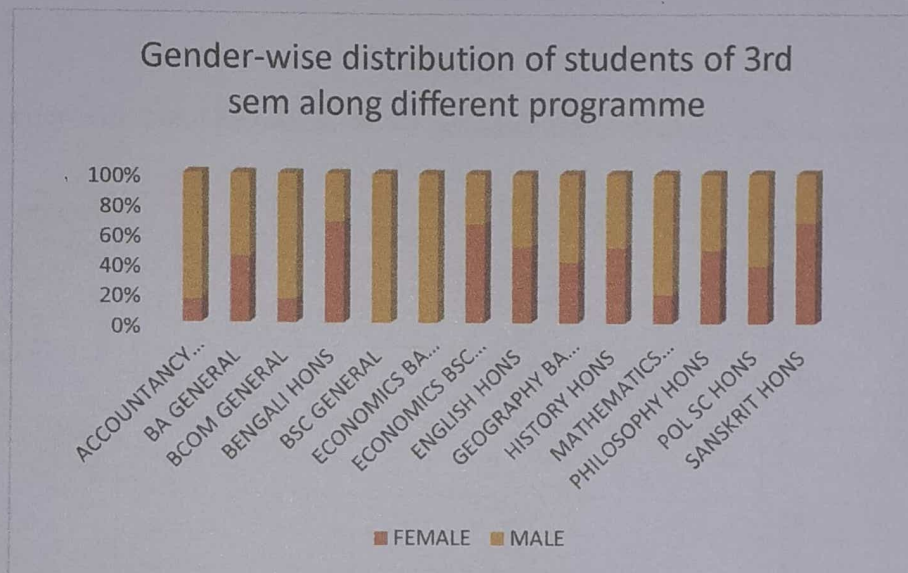


Figure (4a)

Table 5: Gender wise distribution of students along the caste for students of 5th sem, 2020-21

GENERAL		OBC A		OBC B		SC		ST	
FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
294	323	99	114	42	47	83	88	3	6

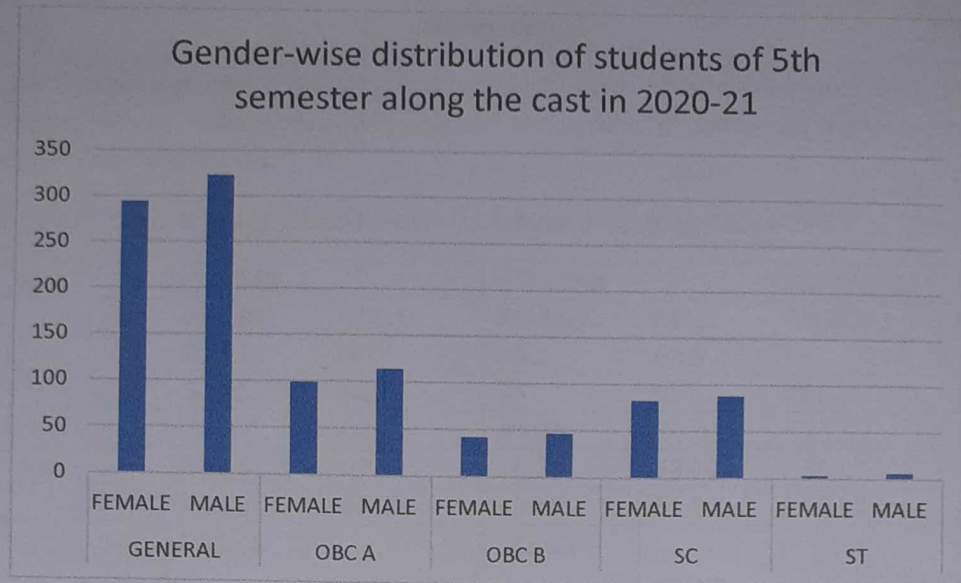


Figure (5)

Table 5a: Gender wise Total Enrolment in 5th semester students along different programme in 2020-21

Name of the programme	FEMALE	MALE
ACCOUNTANCY HONS	11	36
BA GENERAL	200	223
BCOM GENERAL	2	8
BENGALI HONS	74	31
BSC GENERAL	0	3
ECONOMICS BA HONS	0	4
ECONOMICS BSC HONS	0	2
ENGLISH HONS	47	58
GEOGRAPHY BA HONS	31	48
GEOGRAPHY BSC HONS	0	1
HISTORY HONS	65	49
MATHEMATICS HONS	11	52
PHILOSOPHY HONS	25	15
POL SC HONS	14	38
SANSKRIT HONS	41	10
GRAND TOTAL	521	578

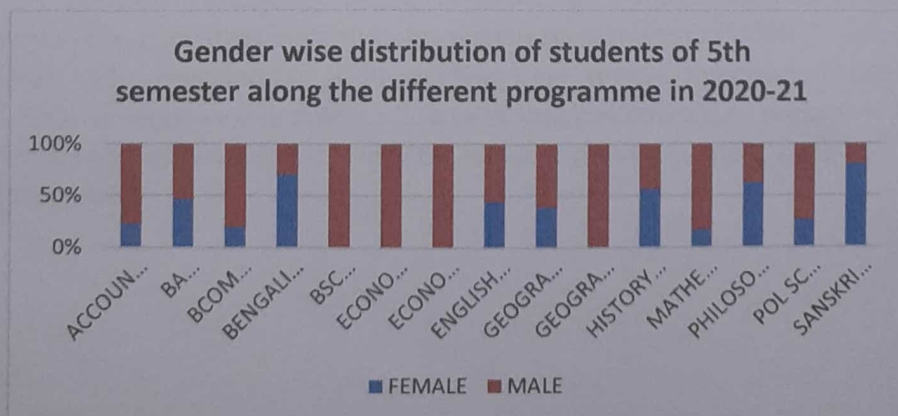


Figure (5a)

All the above figures is revealing the fact that female students irrespective the classes mainly choose Honours in Bengali, Sanskrit and Philosophy and in other programmes the male students outnumber the female students.

Table 6. Sex-wise percentage distribution of students during 2014-2019

	1 ST YEAR		2 ND YEAR		3 RD YEAR	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
2014-15	42.31	57.7	36.1	63.9	37	63
2015-16	38.65	61.4	35	65	33	67
2016-17	38.47	61.53	45.35	54.65	43.99	56.09
2017-18	42.68	57.32	46.28	53.72	50.07	49.93
2018-19	42.89	57.11	45.80	54.20	50.12	49.88
2020-21	39.68	60.32	46.43	53.57	47.41	52.59

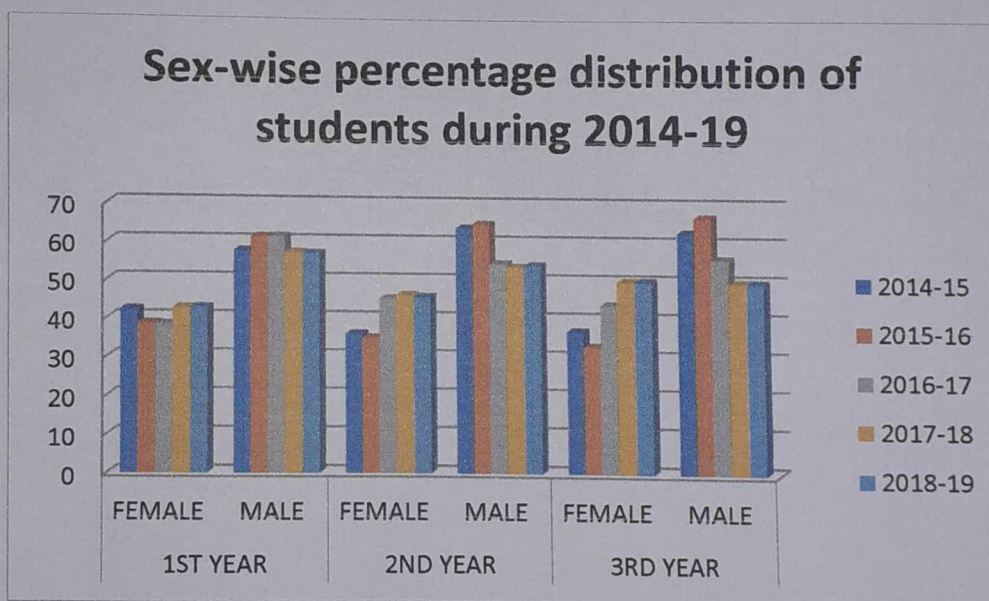


Figure (6)

Above statistics indicates that percentage share of female students in comparison with other sex in higher education had been increasing during 2014-19. At higher studies drop out rate was higher for male students which support that male students were leaving their studies for search of livelihood.. But data on 2020-21 has revealed that whatever opportunities they had achieved to attend became lost due to emergence of pandemic. . So pandemic has created an obstacle in the path of progress of female education at higher level. This evidence reveals the poor socio-economic condition of the district

Profile of learning outcome

Table 7: Gender wise distribution of passed students in Final Examination in 2019.

Name of the programme	Appeared			Passed			1st class		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
ACCOUNTANCY HONS	15	35	50	15	35	50	12	30	42
BA GENERAL	157	107	264	146	99	245	00	00	00
BCOM GENERAL	4	3	7	4	3	7	00	00	00
BENGALI HONS	53	32	85	53	31	84	11	14	25
BSC GENERAL	00	00	00	00	00	00	00	00	00
ECONOMICS BSC & B.A HONS	0	4	0	0	4	0	0	2	2
ENGLISH HONS	32	47	79	31	46	77	1	2	3
GEOGRAPHY BSC & B.A HONS	31	63	94	31	63	94	26	43	69
HISTORY HONS	28	37	65	28	36	64	4	7	11
MATHEMATICS HONS	27	69	96	26	67	93	22	67	89
PHILOSOPHY HONS	8	7	15	6	9	15	00	00	00
POL SC HONS	12	33	45	12	31	43	1	5	6
SANSKRIT HONS	32	14	46	31	14	45	30	12	42
GRAND TOTAL	399	110	850	383	438	821	107	182	289

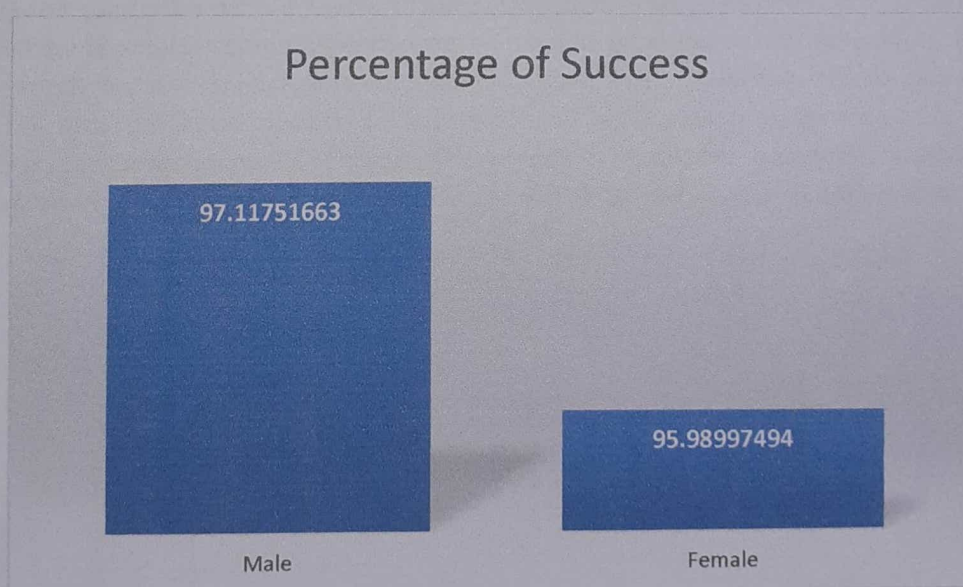


Figure (7)

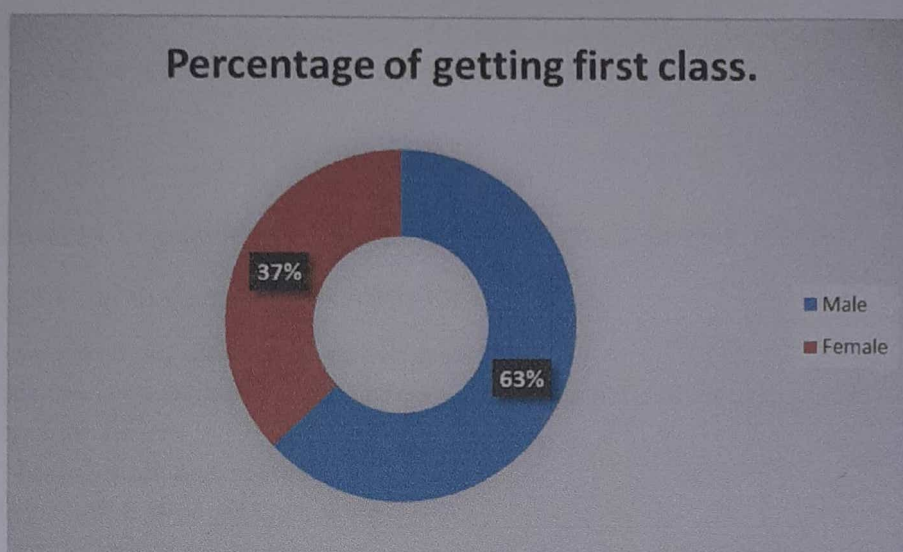


Figure (8)

Summary of Observations: From the above table it is observed that except B.A. general, Honours in Bengali, Philosophy and Sanskrit, the number of male candidates appearing and qualifying for the final examination is far more than the number of female candidates.

Even though percentage of success for both gender quite close to each other, however the success rate of getting 1st class marks for male candidate is far better than female candidates.

Initiatives:

To mitigate the gender biasness in favour of male in which Institution has no role to create, it has selected female teachers in some important committee like admission committee, Internal quality complainant cell, National service scheme, Students' Welfare cell, Equal opportunity cell, Grievance redressal cell, etc. The important post of IQAC is also held by a female member – a senior faculty member from the Department of Economics. The number of female teachers in the institution is quite impressive. However, the gender distribution is highly skewed when it comes to non-teaching staff.

Convenors of Sub-Committees

Description	Female	Male	Total
Convenor of sub-committee	14	20	34

✓ Grievance redressal Cell: The College has a Grievance Redressal Cell to deal with the concerns of all the stakeholders, including staff, students and parents. The committee The Committee works in close association with the Principal of the college.

✓ Equal Opportunity Cell: As an educational Institution, Berhampore College feels the need to sensitize their female and their male students about the rights for equality.

Internal complain cell: This cell has been formed to deal the issue that relates to sexual harassment in the Institutional place. All the complaint that received have been enquired accurately with proper ampathy.

Infrastructural Facilities for Students in Berhampore College:

All basic amenities for students are available in the college viz.

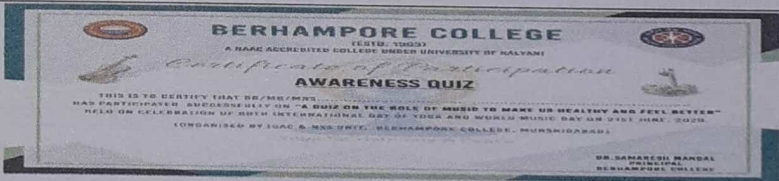
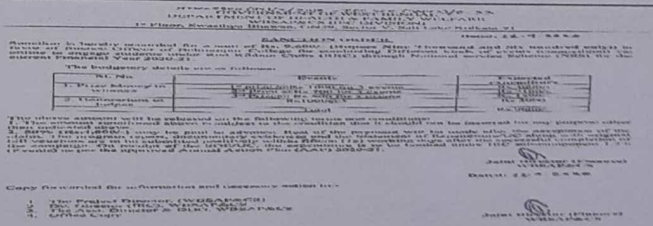
- ❖ Well prepared as well as documented website
- ❖ Strickly followed on line method of admission on the basis of merit.
- ❖ Information boards
- ❖ Well documented prospectus
- ❖ A large number of smart class room
- ❖ Well arrangement of rooms
- ❖ Well arrangement of seating capacities
- ❖ Clean room with adequate light and air circulation
- ❖ CCTV- cameras at different points covering whole campus
- ❖ Separate washrooms for students (boys and girls)
- ❖ Unique ID number provided to all students for their identification
- ❖ Central library with a wide range of text books / reference books in each subjects with a reading room
- ❖ Partially automated library.
- ❖ Computer laboratory
- ❖ Purified water
- ❖ Well maintained cycle stand
- ❖ Well equipment in gymnasium
- ❖ First aid facilities
- ❖ Canteen for students and faculties
- ❖ Air-conditioned students' Union room
- ❖ Television in students' Union room
- ❖ Good connected wi-fi system.
- ❖ Well decorated and air-conditioned room for NSS.
- ❖ Indoor games
- ❖ Each department has wall- magazine board including NSS.
- ❖ Air-conditioned seminar Hall
- ❖ Air-conditioned and well-furnished auditorium
- ❖ Science-based subjects have their own laboratory.
- ❖ Green ambience

Some basic amenities for teachers , librarian and non-teaching staff available in the college

- ❖ Well -furnished and airconditioned Pricipal's Chamber.
- ❖ Well -furnished and airconditioned staff room.
- ❖ Air-conditioned administrative block
- ❖ Air-conditioned and well furnished Conference room
- ❖ Well -furnished and airconditioned meeting roomroom
- ❖ Separate lavatory for both male and female staff

- ❖ College has furnished personal laptop to each permanent faculty
- ❖ Each Head of the department has laptop for official use.
- ❖ Facilities of accessing e-journal in N-List.
- ❖ Television in Principal's room, teaching staff room, non-teaching staff room, and also in library .
- ❖ Refrigerator for staffs.
- ❖ Staf has separate tea canteen.

Activities of Berhampore College in the academic session 2020-21.

Sl no	Event	Date	Details	Document
1	Annual observance of International Day of Yoga and World day of Music	21.07.2020	ONLINE QUIZ 81 PARTICIPANTS NSS, Cell of Yoga and meditation	
2.	Observance of International Youth Day and NSS day, on-line poster competition, essay competition, and recitation competition on the	August-September, 2020	NSS unit in collaboration with Dept of Health AND Family Welfare, WBSAP & CS, Govt of West Bengal	 <p>1. https://docs.google.com/document/d/1KCYSRSHXCLsATKQamD8v9yp4q6</p> <p>mvNbxS5N1MDn8F0Zg/edit?usp=sharing</p> <p>2. https://drive.google.com/drive/folders/1X1h7ymfVnGR733vrQLsnpai9OX-Vb-3o?usp=sharing</p>

	theme of 'Youth engagem nt for strengthe ning the society'			3. https://drive.google.com/drive/folders/1RoToNRQTu4KoakAA_wtcPsA4nK0J14z9?usp=sharing https://drive.google.com/file/d/1Km_3ealoqXmH93gaWHTc9E416sENgWwr/view?usp=sharing b
3.	Observance of Independen ce Day	15.08. 2020	NSS unit	https://drive.google.com/file/d/1CAW8bj-YBNu0hKWbXu2U4phoj0NWg0vt/view?usp=sharing
4.	Observance of National Voluntary Blood Donation D ay	01.1 0.20 20	Organised by NSS. 50 volunteers appeared	https://photos.app.goo.gl/xrsLCWTLTuHMXj8WA
5	Observance of National Voter's Day	25.01. 2021	Organised by ELC & NSS unit	https://drive.google.com/drive/folders/1Feg7Kp-fVD5Gn9A3gD3i67imLk9Qlrf?usp=sharing https://drive.google.com/file/d/1CZ1io94C1EgEy9YOSduGXCmXcpq53LjP/view?usp=sharing https://drive.google.com/file/d/1epV75Q275KbaYiJVAMfLaA7tYkM0mWXx/view?usp=sharing
6	Observance of Republic day	26.01. 2021	Organised by NSS	https://drive.google.com/file/d/1teDy3_dhsvbp8HLGmaN9wO_WYlj9JNEc/view?usp=sharing
7	Debate competitio n on Electoral literacy	17.03. 2021	Organised by ELC & NSS unit	https://drive.google.com/file/d/1ouUn1fzp2YfdIOs33ykvhLhQ7ZzGKC5S/view?usp=sharing
8	Awareness camp on 'Electoral literacy'	25.03. 2021	Organised by ELC & NSS unit	https://drive.google.com/file/d/1ouUn1fzp2YfdIOs33ykvhLhQ7ZzGKC5S/view?usp=sharing
9	Observance of Internation al Women's day	08.03. 2	NSS unit	https://drive.google.com/file/d/1sQg-NTXbriQTNQCTETxTImwvHl0m7dV0/view?usp=drivesdk
10	Awareness video on impact of covid	25.03. 2021	Made by volunteers of NSS unit	https://drive.google.com/file/d/100y-W05vmqWCfX219zq8QW5zRXCQhMAx/view?usp=drivesdk
11	Blood donation camp	16.04. 2021	Organised by NSS unit	https://drive.google.com/file/d/1YeB9JhRj74T0q-K-LvOKC3HlfjtyzHM/view?usp=sharing
12	Distribution of	04.06. 2021	Organised by NSS unit and	https://drive.google.com/file/d/1hJumQ4b_2QWH87KrBgwwmCl8cCQFpFb5/view?usp=sharing

	Groceries to Orphans		Students welfare cell	https://youtu.be/VBnhYMBF8lc
13	Observance of World Environment Day	05.06.2021	Organised by NSS unit and Students welfare cell	https://drive.google.com/file/d/1SK0yTMXKOG0f3Mh6V_2yMiN0Ow-FrK_0/view?usp=sharing
14	Counselling session of students	30.05.2021	NSS and PSS unit	Google meet video call link https://meet.google.com/iqv-bkht-mqf
15	Observance of No Tobacco Day...commit to quit	31.05.2021		https://drive.google.com/file/d/1RUAQG_72LKibCyKwDUDSUCIgiOjt-doil/view?usp=sharing
16.	Video on Commit to quit Tobacco	May, 2021	Made by NSS unit	https://publicapp.co.in/video/sp_yf549u9hq9uau?share=true
17	Opening Covid help line and displayed in College Website		Made by NSS unit	www.berhamporecollege.in
18.	Safe home	03.06.2021	Berhampore Municipality in collaboration with SINI and NSS unit of the Berhampore College	https://drive.google.com/file/d/1fvDh1nhQGcELbBBuHXppl7IXYJ04NCN7/view?usp=sharing
19.	Counselling programme on mental health and adolescence well-being	11.06.2021	Organised by NSS unit and PSS unit. OST counsellor of Murshidabad Medical College and Hospital Mr. NAZMUL KHAN was Hon'ble resource person.	https://docs.google.com/spreadsheets/d/1JSBPjMBi_SawmR-dR_dLe9EmE5le9OV0MdnHNUw1yQ/edit?usp=sharing
20.	Celebration of International Yoga Day	21.06.2021	Organised by NSS unit	https://drive.google.com/file/d/16f93XU5k1TTuT9ninkN04tbwqJq9-RFY/view?usp=drivesdk

Apart from that frequently students are counselled by counsellor of Adolescence counselling Dept of Murshidabad Medical College and Hospital. Teachers are continuously mentored the students.

During pandemic situation some of the regular programmes (like thalassemia and aids checking, etc were withhold.

Conclusion

Gender audit of the college makes clear that the college has many strengths but some limitations which it has to bear due to poor socio-economic condition and prevalence of old taboos against female education within its adjacent area. The limitations can be reduced with gradual changes. The findings show that college plays a key role to maintain harmony and discipline among students. Undoubtedly, the enrolment of girls has been increasing and there are no complaints based on gender issues. Some programs are conducted for both male and female students from time to time specifically for girl students to enhance their confidence and self-reliance. With the strong will power and pledge to gender equity, Berhampore College would certainly make a mark in gender justice.



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