



GENDER AUDIT OF THE BERHAMPORE
COLLEGE
2022-23

Background of the College

Berhampore College began its noble journey way back in the year 1963 , with the dire need for educational renaissance especially among the underprivileged and the educationally deprived in the district of Murshidabad. Thereafter over the last 61 years, it has gradually risen itself and gained exceptional momentum enough to be recognized as an established seat of learning. The College is affiliated to University of Kalyani , and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also Re-accredited by the National Accreditation and Assessment Council (NAAC), Bangalore for 2nd cycle in 2022.

The College offers full-fledged three years Government-aided degree courses namely B.A. (English, Bengali, Sanskrit, Economics, Geography, History, Philosophy, Political Science), B.Sc. (Mathematics, Economics, Geography), B.Com.(Accountancy) in addition to two self-finance courses in Statistics and Film studies.

The college always concentrates on students' qualitative performance along with their overall personality development. In addition to conventional teaching, more stress is laid on imbining moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NSS, Health Home and Sports. 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.

What is gender audit

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.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. Broadly speaking two tier evaluation. Internal and external audit. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender. An external audit: This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. At the planning level, a gender audit analyses whether there are gender specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure



that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated

Constitution of Gender Audit Committee:

Sl no	Name	Designation	Institution

Objectives of Gender Audit are:

The Gender Audit has the following objectives:

- ❖ To find out the areas where gender imbalance exists.
- ❖ To establish good gender balance in decision-making processes in all facets of the college activities.
- ❖ To develop and enhance the self-confidence and self-esteem among students, faculty and staff in the college.
- ❖ A certified consultant to be invited to take care of personal development and confidence building among students
- ❖ To see the work and capacity for prevention of sexual harassment at the college

- ❖ There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- ❖ To resolve gender inequality practices (if any) quickly.
- ❖ The institute shall take effective measures for the safety and security of all genders.
- ❖ To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- ❖ Organizing programs to build confidence and instill leadership qualities in the students.
- ❖ To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- ❖ To create social awareness about the problems of women and gender discrimination in particular.
- ❖ The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.



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 2022-23 ,there were 48 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	06	04	10
Number of Assistant professor	03	09	12
Number of teachers in non-substantive post	10	12	22
Guest Lecturer	02	02	04

Non-Teaching Staff

Out of 5 Non-teaching staff were working in the college during 2022-23. However there are only two female employee. That means very meagre female presentation in non-teaching staff.



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

Category	Female	Male	Total
Number of non-teaching staff(including casual staff)	01	04	5

Enrolment profile of Students

Table 3: Gender wise distribution of students along the caste for students of 1st sem, 2022-23

	SC	ST	OBC	General
Female	264	18	529	852
Male	360	25	643	1043



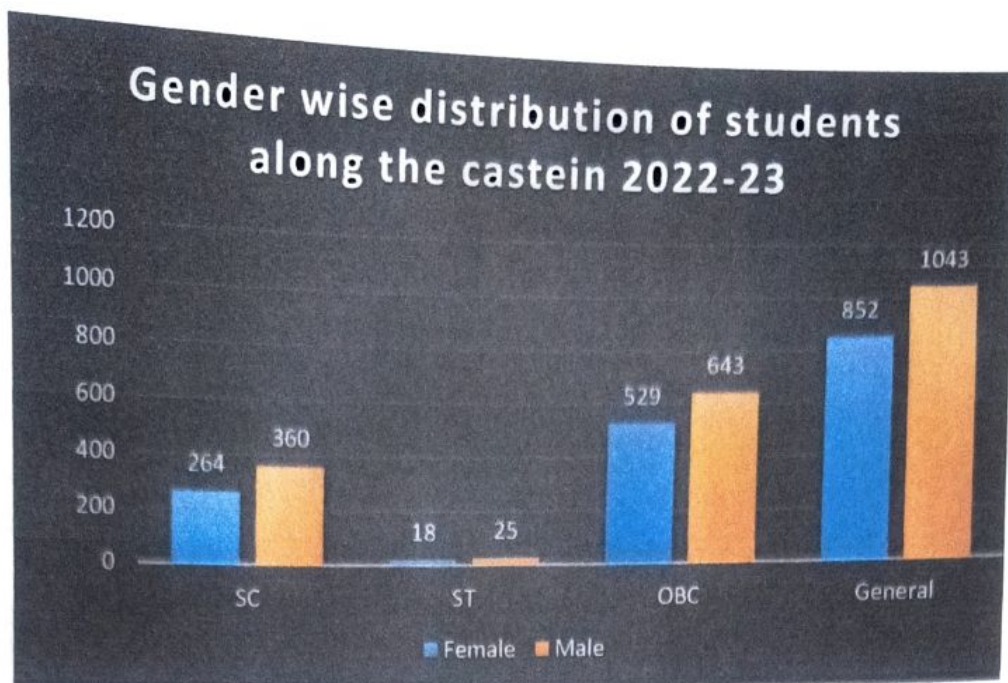
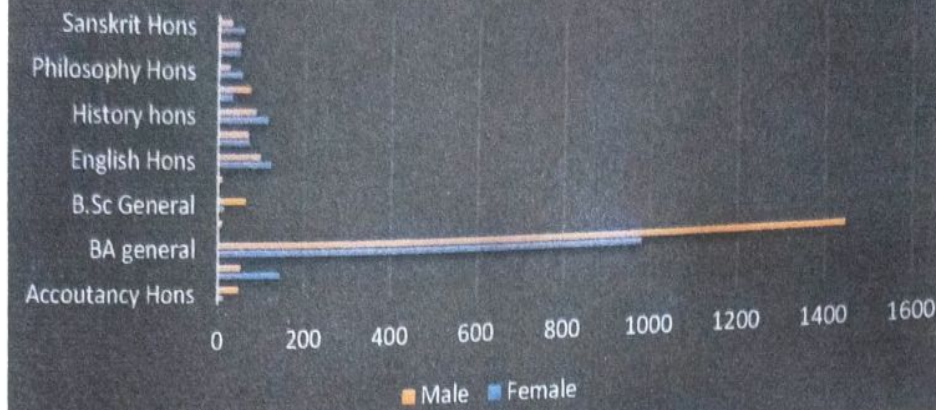


Table 3a. Gender wise Total Enrolment in 1st semester students along different programme in 2022-23

	Female	Male
Accountancy Hons	14	48
Bengali Hons	144	53
BA general	981	1447
B.Com General	0	9
B.Sc General	15	65
Economics Hons	1	10
English Hons	122	98
Geography Hons	73	71
History hons	115	87
Mathematics hons	33	75
Philosophy Hons	56	27
Political Science Hons	49	50
Sanskrit Hons	60	31

Gender wise Total Enrolment in 1st semester students along different programme in 2022-23



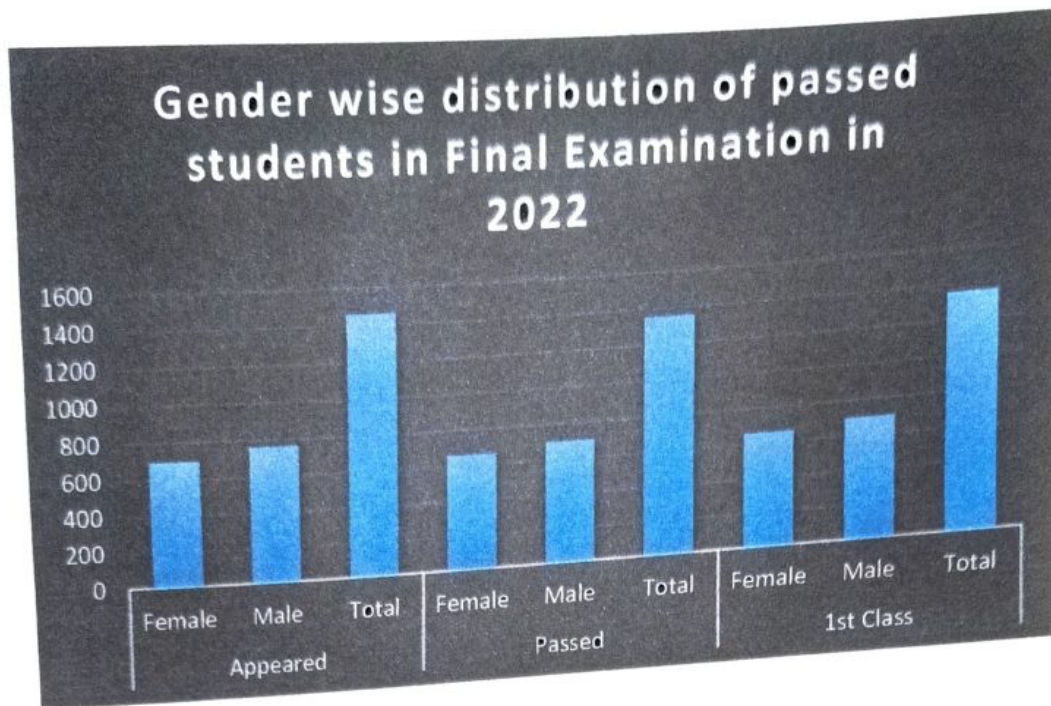
Profile of learning outcome

Table 7: Gender wise distribution of passed students in Final Examination in 2022.

Name of the programme	Appeared			Passed			1st class		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
ACCOUNTANCY HONS	8	43	51	8	40	48	8	40	48
BA GENERAL	324	393	717	291	340	631	291	340	631
BCOM GENERAL	3	16	19	2	13	15	2	13	15
BENGALI HONS	85	41	126	85	41	126	85	41	126
BSC GENERAL	0	2	2	0	1	1	0	1	1

ECONOMICS BSC &B.A HONS	2	2	4	2	2	4	2	2	4
ENGLISH HONS	75	62	137	74	62	136	74	62	136
GEOGRAPHY BSC & B.A HONS	36	51	87	36	50	86	36	50	86
HISTORY HONS	61	47	108	61	47	108	61	47	108
MATHEMATICS HONS	11	43	54	11	41	52	11	41	52
PHILOSOPHY HONS	26	20	46	26	18	44	26	18	44
POL SC HONS	16	24	40	15	22	37	15	22	37
SANSKRIT HONS	47	19	66	47	19	66	47	19	66
GRAND TOTAL	694	763	1457	658	696	1354	658	696	1354





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, Grievance redressal cell, Anti-ragging Cell etc. The IQAC is led by a female associate professor from the Department of Economics. The responsibility of AISHE is carried by female assistant professor from the Department of English. The other important committees, like Anti-ragging cell, ICC, Students' Welfare, Admission Committee, NSS, Cultural Committee are all

led by female faculty members. 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 empathy.



Following infrastructural facilities provided by the authority 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(12)
- ☐ 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 as well as academic 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.
- Staff has separate tea canteen.

Leaves granted to staff

S.No.	Name of the Teacher)	Type of leave	Period of Leave (w.e.f)	No of days
1	Prof. Samsunnessa Khaqtun	CCL	February-March, 2023	22
2.	Ritabrata Roy	CCL	July, 2022	31 Days
3.	Ritabrata Roy	CCL	August, 2022	22 Days
4	Ritabrata Roy	CCL	September, 2022	18 Days

Books available in library on women

Sl.no	Name of the book	Author	Holds
1	স্বাধীনতা সংগ্রামে বাংলা নারী	দাশগুপ্ত, কমলা	1
2	উনিশ শতকের নারীমুক্তি আন্দোলন ও বাংলা সাহিত্য	বন্দ্যোপাধ্যায়, রণজিৎ	1
3	সেকালের নারীশিক্ষা বামাবোধিনী	রায়, ভারতী	1
4	সমাজে নারী পুরুষ ও অন্যান্য প্রবন্ধ	রায়, অন্নদাশঙ্কর	1
5	নারীপ্রধান সমাজ কি ফিরে আসছে?	কুণ্ডু, প্রিয়রঞ্জন	1
6	মার্কসীয় বীক্ষায় নারীমুক্তি		1
7	সমতার দিকে	ঘোষ, শাস্বতী	1
8	রাজনীতি ও নারীশক্তি	বন্দ্যোপাধ্যায়, কল্যাণী	1
9	বস্তুবাদী বেদান্ত প্রসঙ্গ ধর্ম ও নারী	সান্যাল, মলয়	5
10	রবীন্দ্রনাথের চিঠি	সরকার, দিগ্বিজয় দে	5
11	রবীন্দ্র সাহিত্যে নারী চরিত্র	সরকার, দিগ্বিজয় দে	4
12	রবীন্দ্রনাথের গল্পগুচ্ছ	সরকার, দিগ্বিজয় দে	5

13	উনিশ শতকের নারীসমাজ ও বিদ্যাসাগর	দে, বিদ্যুৎবিকাশ	4
14	নারীবাদী ভাবনায় বঙ্কিমের নারী	দাস, সীমারেখা	5
15	আশাপূর্ণার উপন্যাসে নারী	চক্রবর্তী, রামী	5
16	আত্মজীবনীর স্থাপত্য	দেব, দূর্গা	5
17	রবীন্দ্র ভাবনায় নারী চরিত্র	চট্টোপাধ্যায়, দীপন	5
18	উনিশ শতকের নারীসমাজ ও বিদ্যাসাগর	দে, বিদ্যুৎবিকাশ	1
19	ধর্ম ও নারী প্রাচীন ভারত	সিংহ, কঙ্কর	6
20	বিবাহবিচ্ছিন্নার আখ্যান	সেনগুপ্ত, মল্লিকা	5
21	রবীন্দ্র সাহিত্যে নারী চরিত্র	দে সরকার, দিগ্বিজয়	1
22	রবীন্দ্র উপন্যাসে নারী	বিশ্বাস, সর্বাণী	4
23	প্রতীচ্য ভাবনা ও বঙ্গীয় নারী জাগরণ	ভট্টাচার্য্য, তপতী	5
24	নারীবিশ্ব		5
25	নারী	রায়, জীবেন্দু	5
26	রবীন্দ্র-সাহিত্যের নরনারী	সিংহরায়, গোপীমোহন	5
27	সমতার দিকে	ঘোষ, শাস্বতী	1
28	নারী ও কমিউনিজম	পোলিট, হ্যারি	5
29	Women and political leadership	Saxena, Alka	1
30	Virginia Woolf Twentieth century views series		1
31	Gender and green governance	Agarwal, Bina	1
32	Women under primitive Buddhism	Horner, I. B.	1
33	Woman globalisation and development		1
34	Women workers and globalization	Mazumdar, Indrani	1
35	Indian women novelists	Singh, Jyoti	1



36	The rights of women in Islam	Engineer, Asghar Ali	1
37	Role of women in reservation politics	Saxena, Alka	1
38	Identities and histories	Dutta Gupta, Sarmistha	1
39	Women in Indian literature	Bharati, Shivram	1
40	The Cambridge companion to American women playwrights Cambridge Companions to literature		1
41	Role of women in the twenty-first century		1
42	The qur'an women and modern society	Ali Engineer, Asghar	1
43	Women in concert		1
44	Women contemporary India and South Asia	Choudhary, S. K.	1
45	Gender roles	Lindsey, Linda L.	1
46	Situational analysis of women in politics	Saxena, Alka	1
47	On liberty	Mill, John Stuart	1
48	World development report 2012		1
49	Ivy Compton-Burnett	Sarkar, Rabindra Nath	1
50	Woman globalisation and development		1
51	Tess of the D'urbervilles	Hardy, Thomas	1
52	Sir Abdullah memorial lectures	Siddiqi, M. Z.	1
53	Woman in the past, present, and future	Bebel, August	1



GENDER AUDIT CERTIFICATE

This is to certify that, based on observations made during the Gender Audit for academic sessions 2022-23 held on 23.03.2024. Berhampore College has demonstrated exemplary practices in promoting gender equity on campus:

- Integration of gender awareness into the curriculum is prioritized, ensuring students receive comprehensive education on gender issues.
- Special events and activities are organized annually to commemorate Women's Day, fostering a culture of inclusivity and appreciation.
- A dedicated common room equipped with a gym and sports facilities is provided for students' recreational and fitness needs.
- Comprehensive security measures, including CCTV surveillance, security personnel deployment, and identity card issuance, are implemented to ensure the safety and well-being of students and staff.
- Self-defence and Yoga courses are conducted with the assistance of invited experts, promoting physical and mental well-being among students.
- Strategies for economic empowerment through a wide array of Skill development programme contribute towards enhancing the essential knowledge and skills of students.
- The college demonstrates its commitment to accessibility and equal opportunities through the provision of scholarships and free studentships, ensuring that financial constraints do not hinder students' educational pursuits.
- Based on these observations, the performance of Berhampore College in ensuring gender equity was found to be excellent.

GRATITUDE ON BEHALF OF THE AUDIT TEAM

The Audit members feel privileged on being imparted the opportunity to conduct the entire process in a completely air and transparent manner. Sincere gratitude and heartfelt thanks need to be extended to the College authorities, management, and support staff for their wholehearted cooperation, warm hospitality and cordial demeanor extended throughout the period of audit. The College indeed has the ability to attain great success in the field of academics and administration in the future.

AUDIT TEAM

Name & Designation	Signature with date