

# GENDER AUDIT REPORT (2018-22)



**BANGABASI MORNING COLLEGE**  
19, Rajkumar Chakraborty Sarani, Kolkata- 700009

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## GENDER AUDIT REPORT 2018-2022

Gender equality means that the rights, responsibilities, and opportunities of individuals will not depend on whether they are male or female, handicapped or able-bodied, young or elderly, white or black, or from rural or urban settings. Women are entitled to live in dignity, safety, and security. Gender equality is intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of gender equality is a society in which women and men enjoy the same opportunities, rights, and obligations in all spheres of life.

A gender audit is a tool to assess and check the institutionalization of gender equality in organizations, including in their policies, programmes, projects, and/ or provision of services, structures, proceedings, and budgets. A gender audit would pay attention to different issues such as the status of gender equality in their policy and decision-making structures, organizational culture, and processes as well as gather staff's perceptions, understanding, and behaviours towards the issue.

Bangabasi Morning College has taken pride in providing adequate facilities and enabling consciousness and sensitization towards gender equality through several activities during each year. The Institute ensures the safety and security of everyone on the campus through well-defined guidelines. Being a co-educational Institution where gender equity is a way of life, it encourages girls and boys to participate together in academic, cultural, sports, and social activities. Various activities are organized to sensitize and promote gender equity among students and staff by the Women's Cell, NSS team, and different departments. Gender Equity has been stressed by our institution in its extension activities. The college tries to provide equitable educational opportunities to girls, regardless of their socioeconomic or cultural roots. All girls, regardless of their caste, religion, or any other aspect, have equitable access to educational resources and equipment. Our college has a strong ethical work culture that is based on inclusivity.

Facilities provided to create an appropriate environment in the institution where students and staff perform their functions without any gender bias and where girls are treated with dignity and respect:

- ✚ The college has a **Women's Cell** and the students are aware of its existence. The Basic Objects of Women's Cell:
  - To build a gender-sensitive campus.
  - To develop the self-confidence of women and awareness about women's welfare laws.
  - To create social awareness about the problems of women and in particular gender discrimination.



- To assert the importance of economic, social, racial, mental health, health, and hygiene in the lives of women and realize the feminine potential.
- Motivating them to develop entrepreneurial skills thus making them self-independent.
- Encourage them to join NCC and NSS which will enable them to look beyond their domestic and personal priorities.
- To develop a multidisciplinary approach towards overall personality development.
- Organize regular seminars, workshops, and physical and vocational training relating to overall development.
- To ensure the safety and security of the female students in the college campus and promote a positive environment for the teaching and non-teaching staff.
- To take immediate action against any incident of sexual harassment held in the college premises according to the Vishaka guidelines recommended by the UGC in 2013.

#### 🚩 **Internal Complaint Cell (ICC) (As per POSH ACT, 2013)**

To refer to the cases of sexual harassment, if any, Bangabasi Morning College has created an **Internal Complaint Cell (ICC) (As per POSH ACT, 2013)** to ensure support services to the victimized. As per Section 4 of the POSH Act, the Committee is empowered to inquire into a complaint in the same capacity as a Civil Court under the Code of Civil Procedure, 1908. An aggrieved woman is required to submit her complaint along with the required documents, disclosing the witnesses, within three months from the date of the incident. The timeline for instituting the complaint may be extended by the committee if sufficient cause for the delay is displayed. If the aggrieved woman is incapable of filing the complaint due to any reason, the POSH Act and rules permit a third person to institute a complaint on her behalf. Following the receipt of a complaint, before initiating an inquiry, the ICC is required to provide alternative dispute resolution in the form of conciliation, if requested by the complainant. The Committee is empowered to issue interim reliefs. The POSH Act also prescribes punishments and/ or disciplinary actions included under the service rules of the organization after the allegation has been proven. The POSH Act also provides for compensation to the aggrieved woman.

🚩 The college has a **Grievance Redressal Cell**. Objectives of the Grievance Cell are:

- To develop a responsible and accountable attitude among all the stakeholders to maintain a harmonious and educational atmosphere in the institution.
- Upholding the dignity of the institution by ensuring a strife-free atmosphere in the institution through promoting a cordial student-student relationship, student-teacher relationship, etc.
- To encourage the students to express their grievances/ problems freely and frankly, without any fear of being victimized.

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- To support students unjustly deprived of the services offered by the College, rightfully theirs.
- To provide quick and effective resolution of student's grievances in a non-discriminatory and just manner.

🚩 **Equal Opportunity Cell:** Equal opportunity is given to all genders for free and fair expression of ideas.

The main problems faced by people viewed as disabled, or with disabilities, or of minority status, stem from disabling environmental, economic, and cultural barriers. Disability and minority are therefore equal rights issues on a par with other forms of unjustifiable discrimination and prejudices. Therefore, the UGC has planned to establish Equal Opportunity Centers in colleges. Aims and Objectives to oversee the effective implementation of policies and programmes for disadvantaged groups, to provide guidance and counselling concerning academic, financial, social, and other matters, and to enhance the diversity within the campus.

The Equal Opportunity Cell was set up by the Bangabasi Morning College to address these and other urgent issues concerning SC, ST, OBC, EWS, Transgender, and persons with disabilities (PwD). The Equal Opportunity Cell is headed by Principal Dr. Amitava Dutta and the Advisor. The Cell is led by the Advisory Board which consists of Professors from various departments of the College.

🚩 **The Student Welfare Cell** of Bangabasi Morning College creates a platform where students can showcase their talents, which different companies seek to explore and utilize. Starting from 2014, we have placed a large section of graduates who have appeared for placements. The Student Welfare Cell as well as Placement Cell is headed by Principal Dr. Amitava Dutta and the Coordinator of the cell. The Cell is led by the Placement officer along with the Placement Advisory Board, which consists of Professors and final-year students from various departments.

🚩 **Equal access to scholarships and financial aid** is provided by the management to ensure that students from all genders have equal opportunities to pursue their education

🚩 Adequate support services and resources, including counselling and career guidance, are available for students of all genders.

🚩 The objective of the **Anti-Ragging Cell** is to ensure justice to the students with an attitude of zero tolerance towards ragging.

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✚ **The Scheduled Caste (SC) and Scheduled Tribes (ST) Cell** is an initiative from the institute to nurture, protect, and promote the interests and opportunities available for the students in the reserved category. Objectives of the Cell are:

- Be an entity that disseminates information related to SC/ ST reservation, implemented in the institute as per Indian Government Policy.
- Provide a platform for registering complaints, issues/ grievances of SC/ ST candidates.
- To implement, monitor, and evaluate continuously the reservation policy in the University/ Affiliate Colleges and plan measures for effective implementation of the policy and programme of the Government and UGC.
- To guide the SC/ ST students of the University, to optimally utilize the benefits of the schemes offered by the State Government, Government of India (GOI), and UGC.

✚ **A Health Scheme Cell** along with four members is formed to enhance medical provisions for the employees of the institute under the West Bengal Health Scheme.

✚ **Common rooms** separately for boys and girls.

✚ **CCTV camera** for surveillance.

✚ **Identity cards** are mandated for everyone on campus. Well-trained security guards are deployed at key locations. All visitors are carefully screened and permitted to enter the campus only after a strict entry procedure.

✚ **Library** facility for all students and staff.

✚ **Canteen** facility for all

**The institution organizes different gender-sensitization programmes with the following objectives:**

- To maintain a good workplace free from gender-based discrimination.
- To prevent and respond to gender-based violence.
- To foster gender equality in teaching and education systems.
- To conduct gender equity programmes for the students to understand the fact that equality is the essence of democracy.
- To arrange counselling sessions on mental health and women's health and hygiene.

- To provide all the students with an equal opportunity in academics as well as in co-curricular activities.

**List of the activities related to gender sensitization during 2018-2022**

Sl. No	Year	Title	Name of the speaker/guest	Date	Organizing unit	Purpose
1	2018	A seminar on "Prevention of Sexual Harassment"	Dr. Ruma Basu Gomes	12.02.2018	Women's Cell	Gender sensitization
2	2018	A seminar on "Self-respect: Self-defence"	Smt. Krishnakali Bose	18.09.2018	Women's Cell	Gender sensitization
3	2021	A State Level Webinar on "Unsafe Spaces and Legal Safeguards: A Legal Awareness Initiative"	Dr. Aparna Bandhopadhyay	08.10.2021	Women's Cell	Gender sensitization
4	2021	A Program with 'Sakhi' Organization on Gender and Violence.	Dr Tulika Chakraborty, NSS program officer	20.02.2021	NSS	Gender sensitization
5	2021	A Program on Self Defense	Sensei Rahul Saha, Chief Instructor and President of JSKA- WB	21.02.2021	NSS	Gender sensitization
6	2021	An Awareness Program on 'Breast Cancer'	Dr Indranil Khan	06.03.2021	NSS	International Women's Day
7	2021	Poster competition	NSS program office, teachers and NSS volunteer	08.04.2021	NSS	Gender empowerment, female foeticide.
8	2021	A lecture on Gender Sensitization	Dr Tulika Chakraborty, NSS program officer	15.08.2021	NSS	Gender sensitization
9	2021	Initiatives against human trafficking by performing Nukkad Nataks at various slum areas of Kolkata	NSS program office, teachers and NSS volunteer	02.12.2021	NSS	Spread the awareness on women empowerment.
10	2021	Initiatives against human trafficking by performing Nukkad Nataks at various slum areas of Kolkata	NSS program office, teachers and NSS volunteer	05.12.2021	NSS	Gender sensitization
11	2021	Nukkad Nataks for raising voice against Human Trafficking at different backward areas	NSS program office, teachers and NSS volunteer	11.12.2021	NSS	Gender sensitization
12	2022	A Workshop on Menstrual Hygiene Management was organized by on. Members of Pink Flag Foundation (NGO)	Dr Parveen Banu.	09.03.2022	Women's Cell	Menstrual Hygiene Management

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### Activities of Women's Cell, Bangabasi Morning College (2018-22)

1. Women's Cell had organized a seminar on "Prevention of Sexual Harassment" delivered by Dr. Ruma Basu Gomes, on 12<sup>th</sup> February, 2018 at 8.30 am in Smart Class Room. It was an interactive session. Students also shared their views with her.

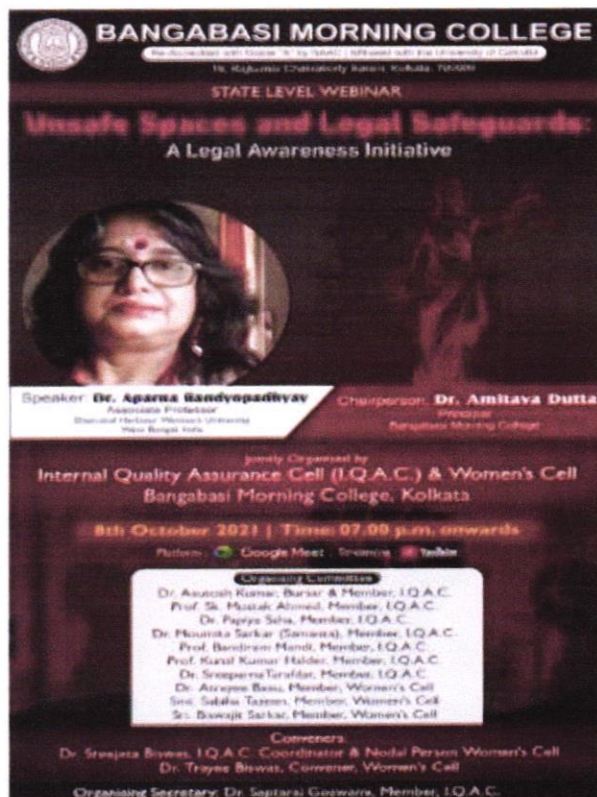


(Dr. Ruma Basu Gomes delivering her lecture)

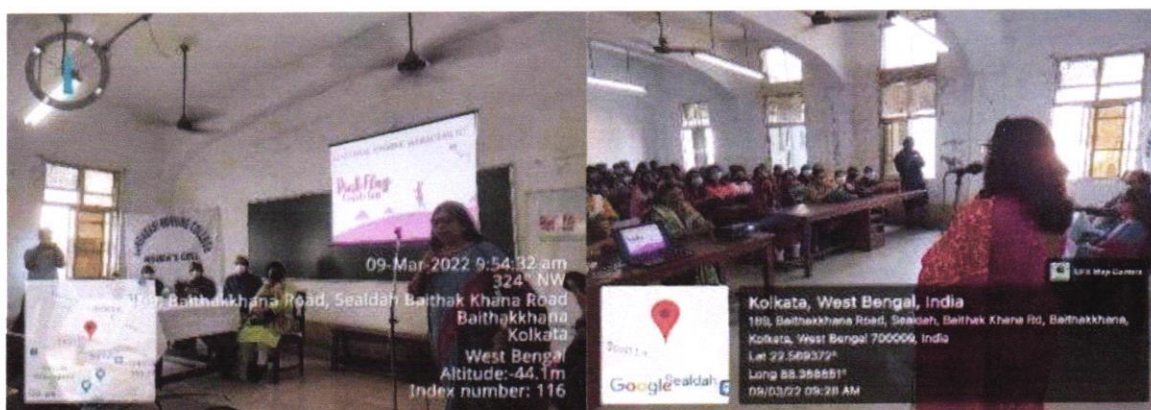
2. Women's Cell organized a seminar on "Self-respect: Self-defense". The lecture was delivered by Smt. Krishnakali Bose with a PowerPoint Presentation, on 18<sup>th</sup> September 2018, at 8.30 am in Smart Class Room. The students shared various views on the topic. Teachers also shared their views.



3. A State Level Webinar on “**Unsafe Spaces and Legal Safeguards: A Legal Awareness Initiative**” on 8<sup>th</sup> October 2021, was held from 7.00 p.m. through a virtual platform, during the Covid situation. Dr. Aparna Bandyopadhyay, Associate Professor, Department of History, Diamond Harbour Women’s University, West Bengal was invited as a Guest Speaker to deliver a talk in the webinar. The programme was chalked out by members of IQAC and Women’s Cell jointly. <https://youtu.be/neGlybTyx6A>



4. A Workshop on Menstrual Hygiene Management was organised by Women’s Cell on 09.03.2022. Members of Pink Flag Foundation (NGO) interacted with the students regarding the topic. Speaker was Dr Parveen Banu. 65 boys and girls students participated in the workshop.



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Activities of NSS unit of Bangabasi Morning College (2018-2022)



**Bangabasi Morning College- NSS-UNIT**

11 Apr 2021 · 🌐

NSS unit of Bangabasi Morning College organised a Poster Competition on Gender Empowerment, Gender Based Violence and Female Foeticide on April, 8, 2021, in college campus.



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## Bangabasi Morning College- NSS-UNIT

29 Mar 2022 · 🌐

Invited talk cum training program on Gender Sensitization in State Level Youth Camp in Suryasen Mahavidyalaya, Siliguri of Program Officer, NSS Unit Bangabasi Morning College. NSS Volunteers of the unit Imroz Mallick, Soniya Sarkar and Chandan Roy were also participated in the camp. We are thankful to DNO, Jalpaiguri District, PO Suryasen Mahavidyalaya, Principal Suryasen Mahavidyalaya for giving us this opportunity.

#rdnssskolkata

#NssIndia

#NSS

#Gendersensitization

#genderequality

[https://fb.watch/c28R\\_YNj0p/](https://fb.watch/c28R_YNj0p/)



## Bangabasi Morning College- NSS-UNIT

31 Mar 2022 · 🌐

👍 POCSO Act, 2012 🌟

The Protection of Children from Sexual Offences Act, 2012, (POCSO Act) and its corresponding rules were enacted with the objective of protecting children from a slew of sexual offences and introducing child-friendly judicial mechanisms for dealing with such offences. The Act sets a gender neutral tone for the legal framework.

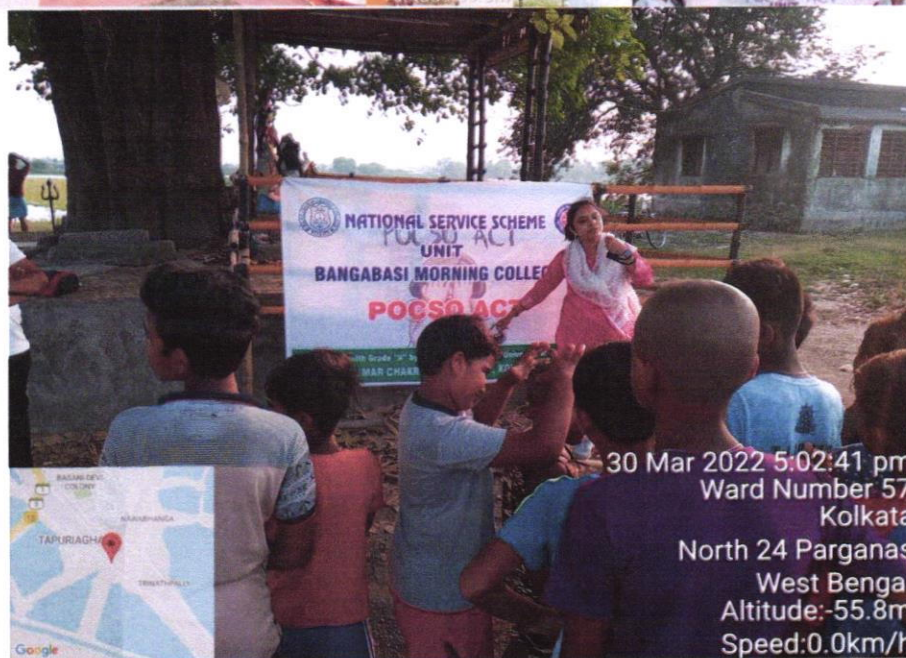
In this thread NSS Volunteers along with PO of NSS Unit, Bangabasi Morning College interacted with children of adopted village on POCSO ACT, 2012. 🌟

🇮🇳 NOT ME BUT YOU 🇮🇳

#SaveTheChildren

#POCSOAct

Ministry of Youth Affairs and Sports, Government of India Ministry of Education NSS India NSS West Bengal Ministry of Women & Child Development, Government of India



30 Mar 2022 5:02:41 pm  
Ward Number 57  
Kolkata  
North 24 Parganas  
West Bengal  
Altitude:-55.8m  
Speed:0.0km/h

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**Bangabasi Morning College- NSS-UNIT**

31 Mar 2022

👉 DIGITAL LITERACY 📱🌟

Digital literacy means having the skills you need to live, learn, and work in a society where communication and access to information is increasingly through digital technologies like internet platforms, social media, and mobile devices.

In this thread NSS Volunteers along with Programme Officer of Bangabasi Morning College are spreading the awareness on Digital Literacy among women of adopted place.

🇮🇳 NOT ME BUT YOU 🇮🇳

#digitalliteracy  
#educationforall

Ministry of Youth Affairs and Sports, Government of India  
Ministry of Education NSS India  
NSS West Bengal  
Ministry of Information & Broadcasting, Government of India



### 📌 Gender Audit (2018-2022)

#### Objectives of Gender Audit:

- To identify gaps where gender imbalance exists and the causes behind them.
- To suggest measures for bridging the gap.
- To maintain good gender balance in decision-making processes in all the college activities.
- To analyze the efforts and capacity for the prevention of sexual harassment in the college.
- To strengthen the working capacity of the Women's Cell/ Prevention of Sexual Harassment Cell/ ICC and Grievance Redresses Cell of the college.

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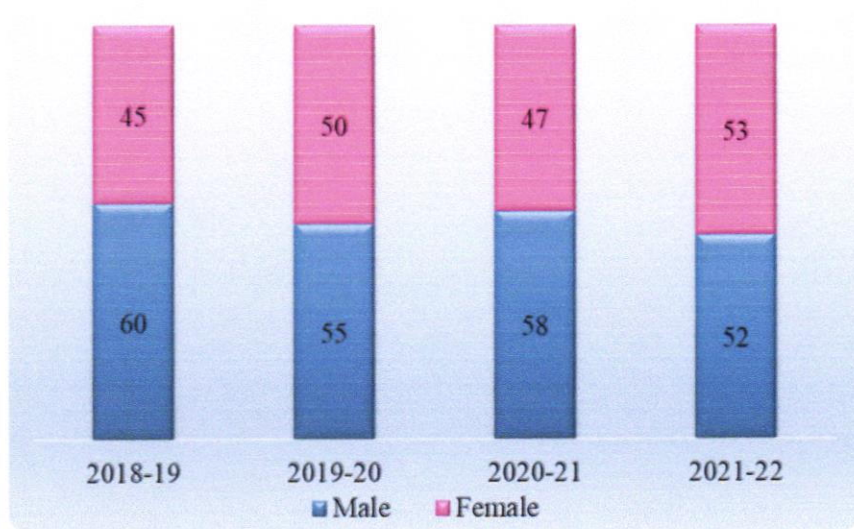
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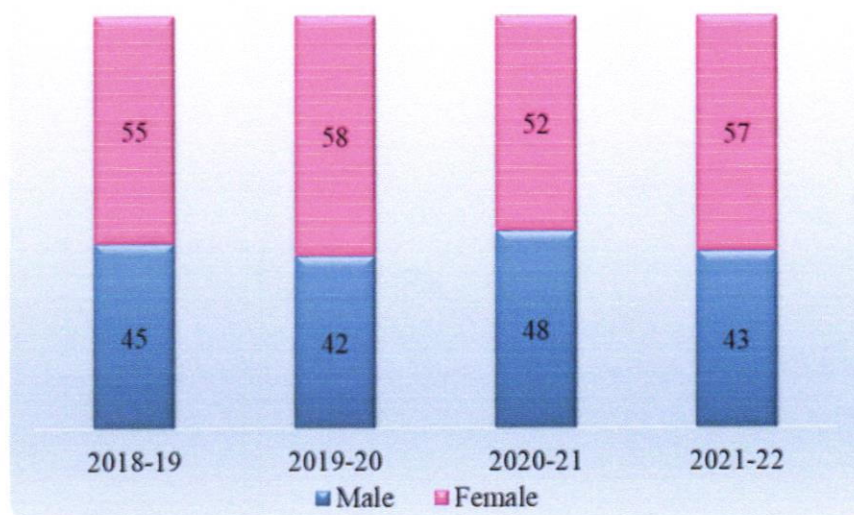
✚ Activity Profile of NCC Cadets

Fig 1: Gender-wise distribution of NCC Cadets, 2018-22 (Total 105)



✚ Activity Profile of NSS Volunteers

Fig 2: Gender-wise distribution of NSS Volunteers, 2018-22 (Total 100)



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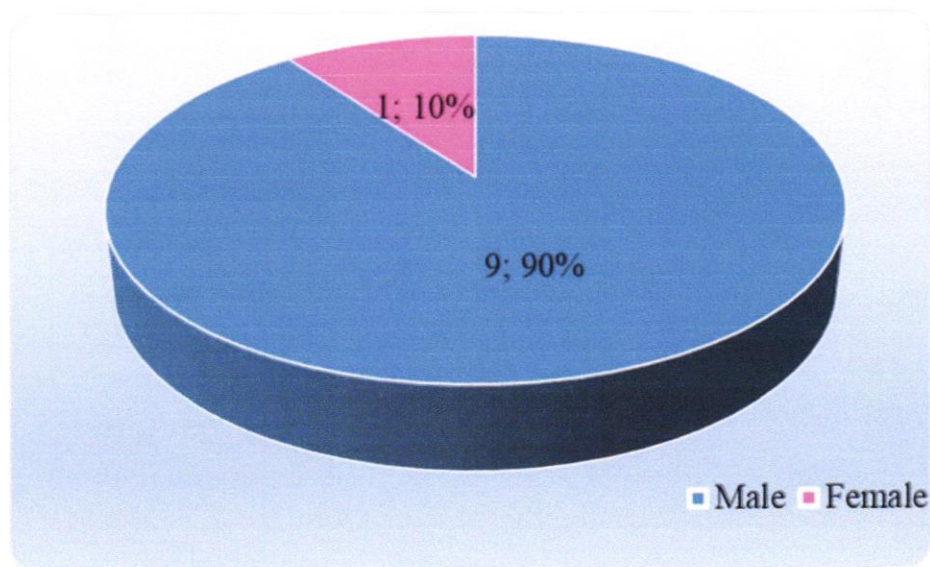
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**GENDER BALANCE AS HEADS OF OFFICES AND STATUTORY BODIES AND  
DIFFERENT COMMITTEES**

**Fig 3: Gender-wise distribution of Governing Body, 2018-22**



**Fig 4: Gender-wise distribution of IQAC, 2018-22**

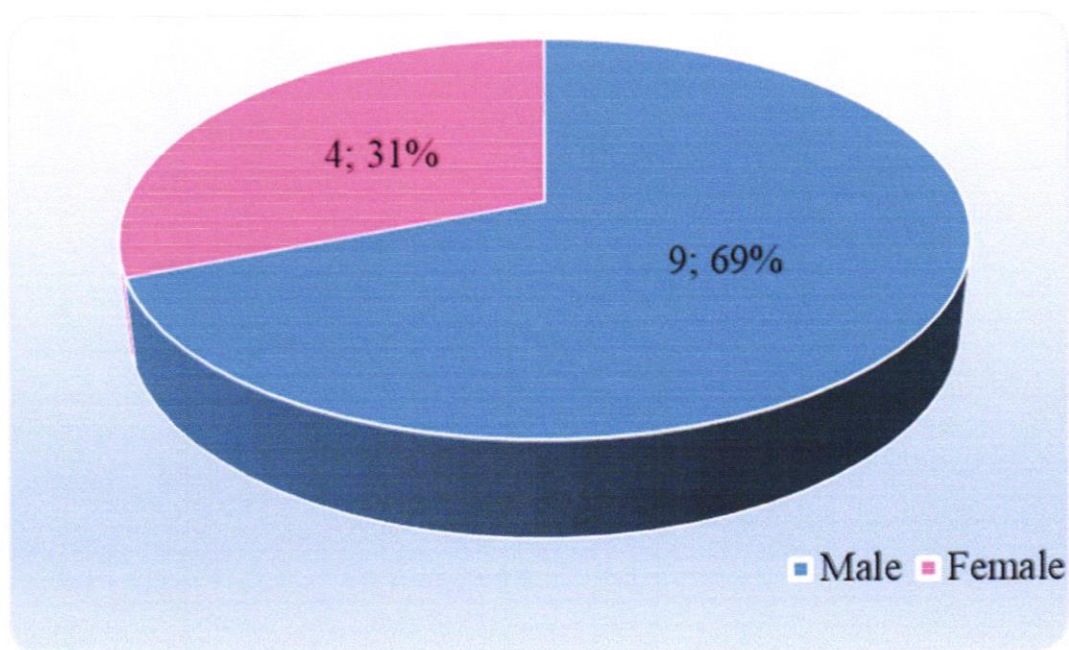




Fig 5: Gender-wise distribution of RUSA Committee, 2018-22

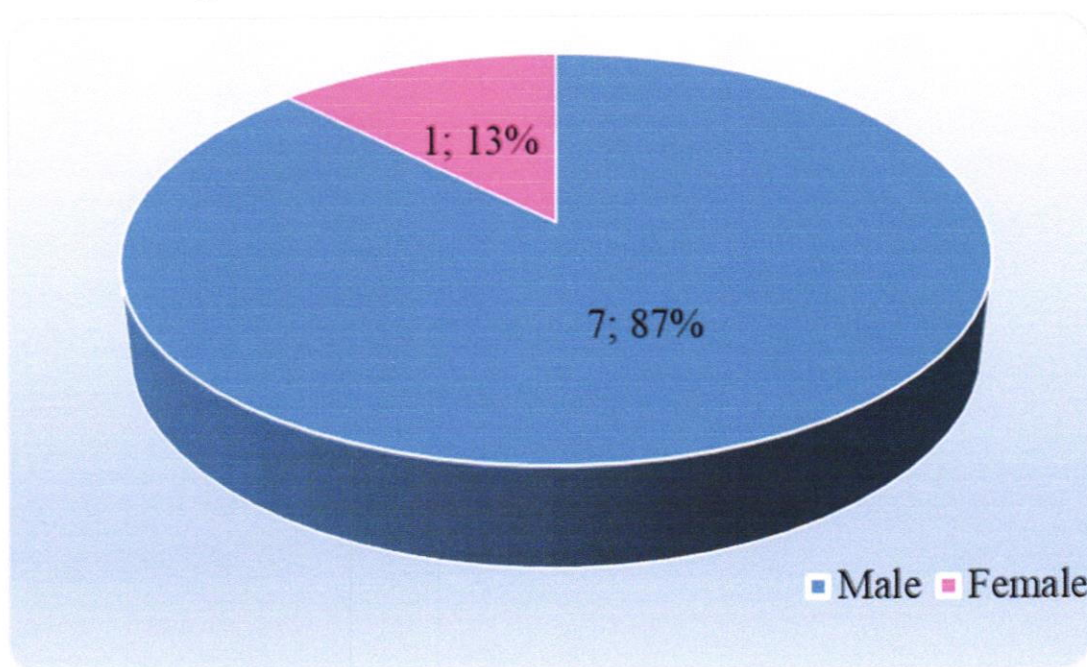
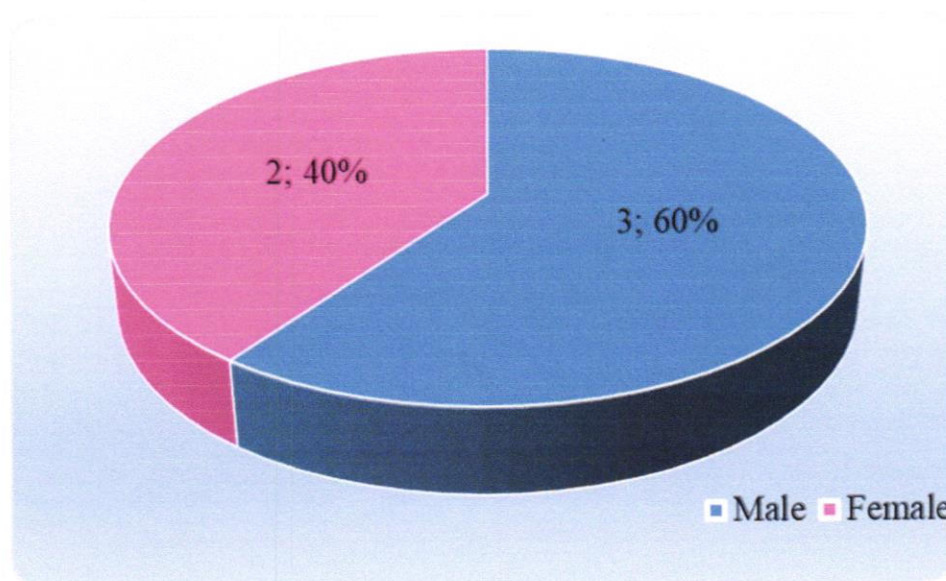


Fig 6: Gender-wise distribution of UGC Committee, 2018-22



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Fig 7: Gender-wise distribution of Finance Sub-Committee, 2018-22

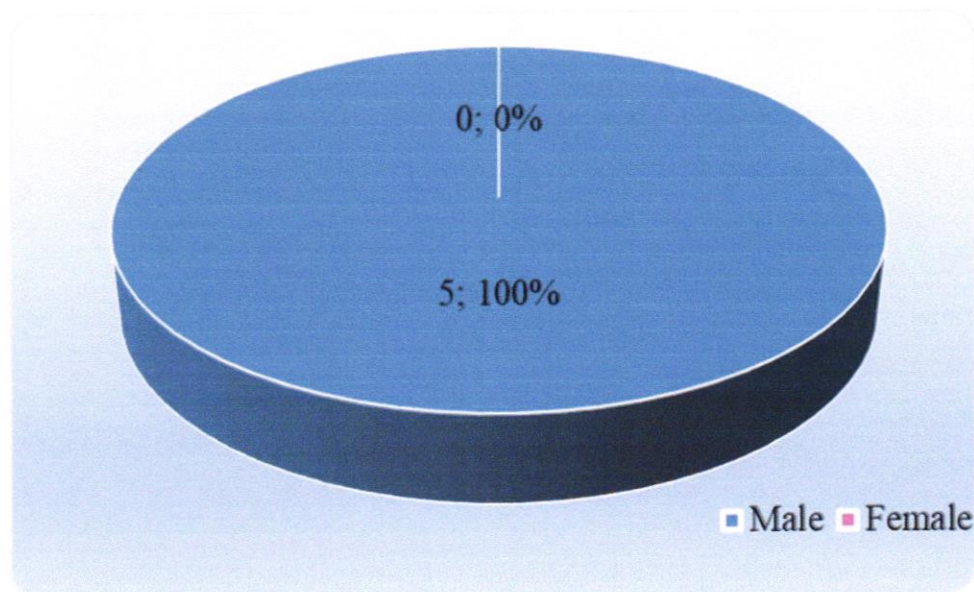
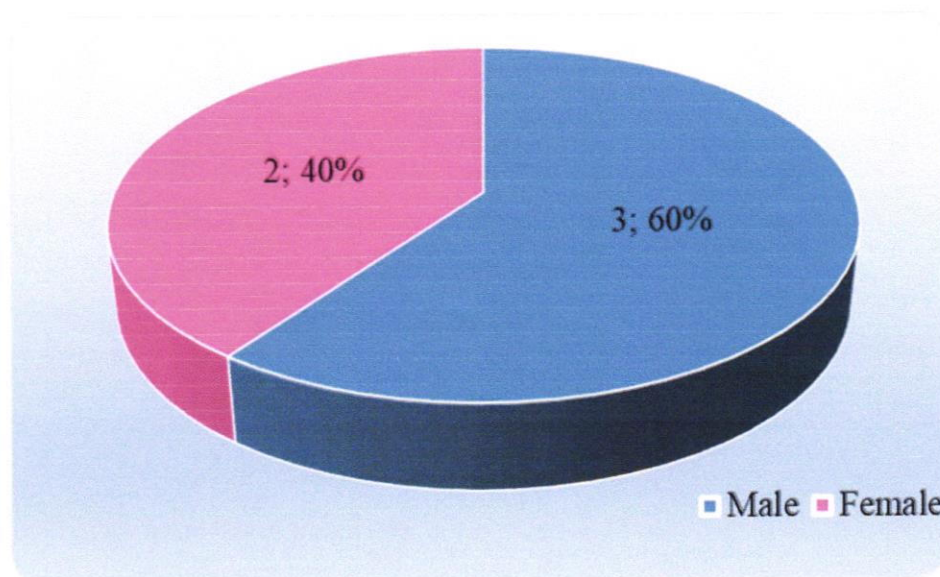


Fig 8: Gender-wise distribution of Library Sub-Committee, 2018-22

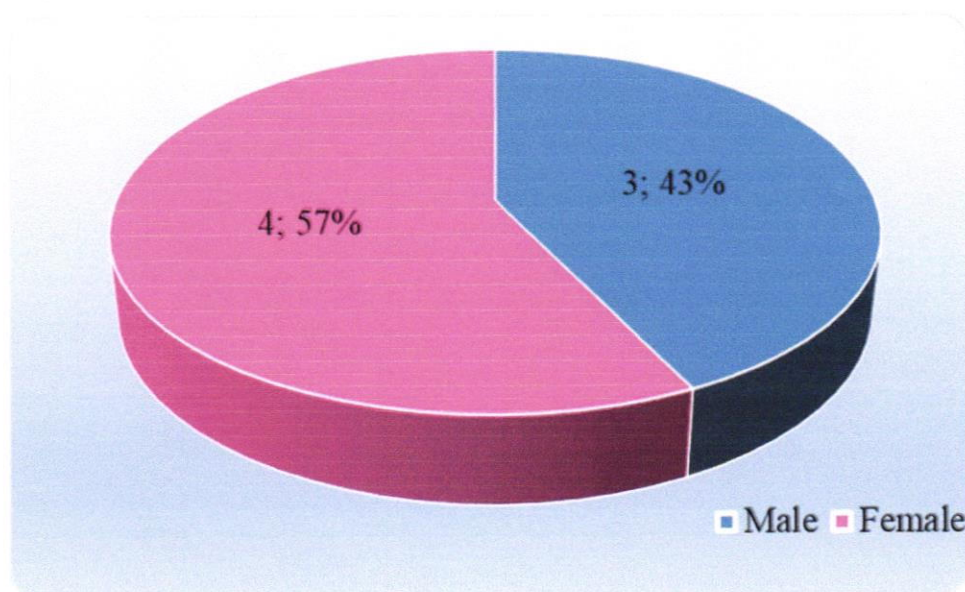


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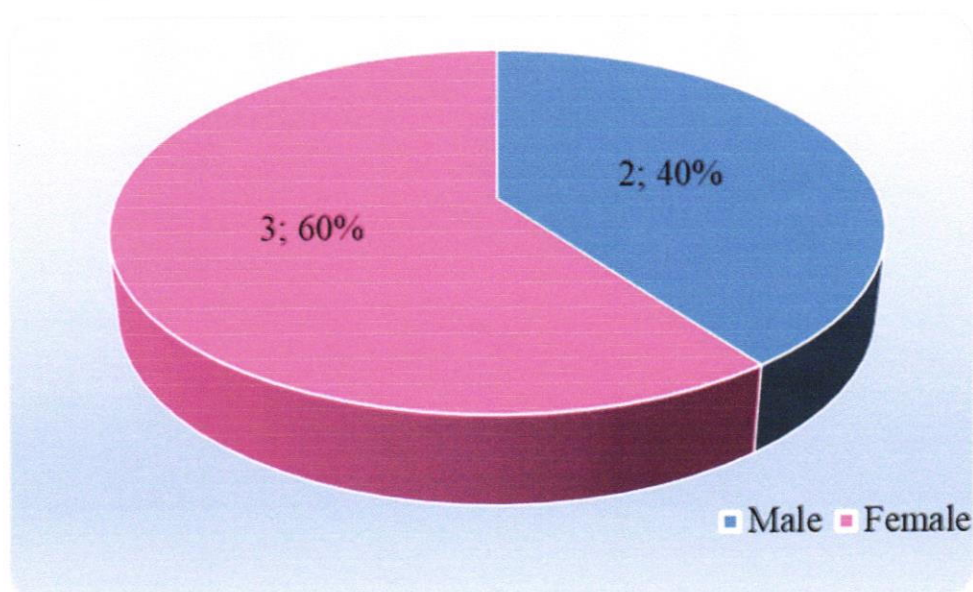
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**Fig 9: Gender-wise distribution of Students' Welfare Sub-Committee, 2018-22**



**Fig 10: Gender-wise distribution of Grievance Redressal Cell, 2018-22**



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Fig 11: Gender-wise distribution of Women Cell, 2018-22

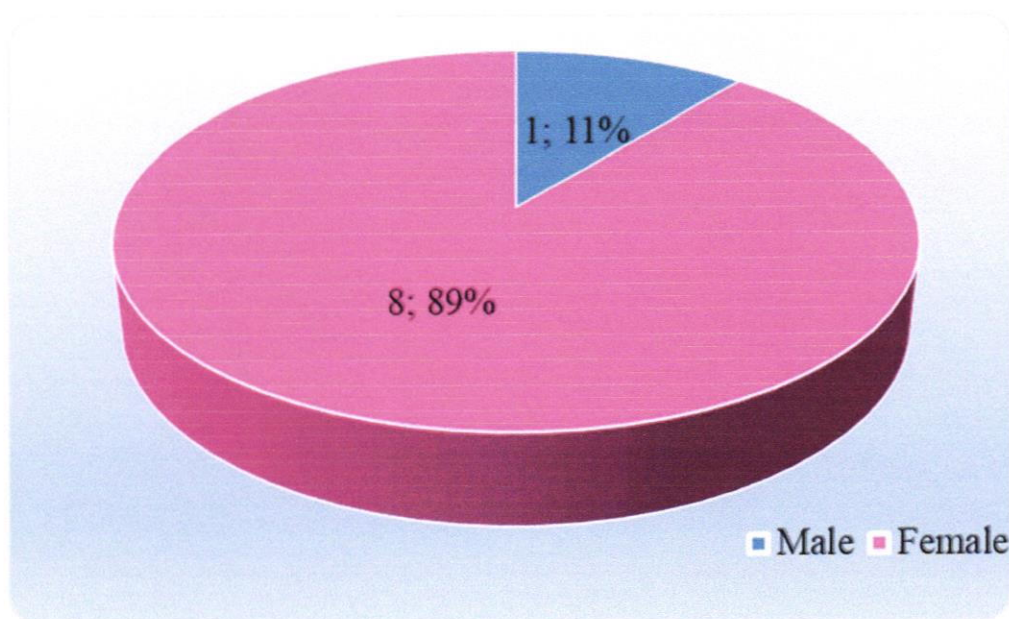
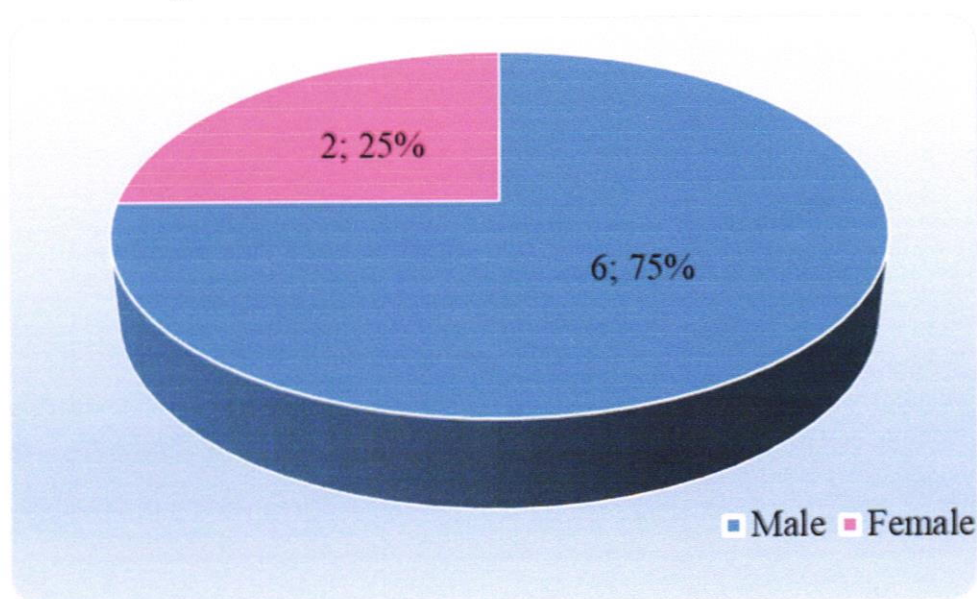


Fig 12: Gender-wise distribution of SC/ ST Cell, 2018-22



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Fig 13: Gender-wise distribution of Service Book Cell, 2018-22

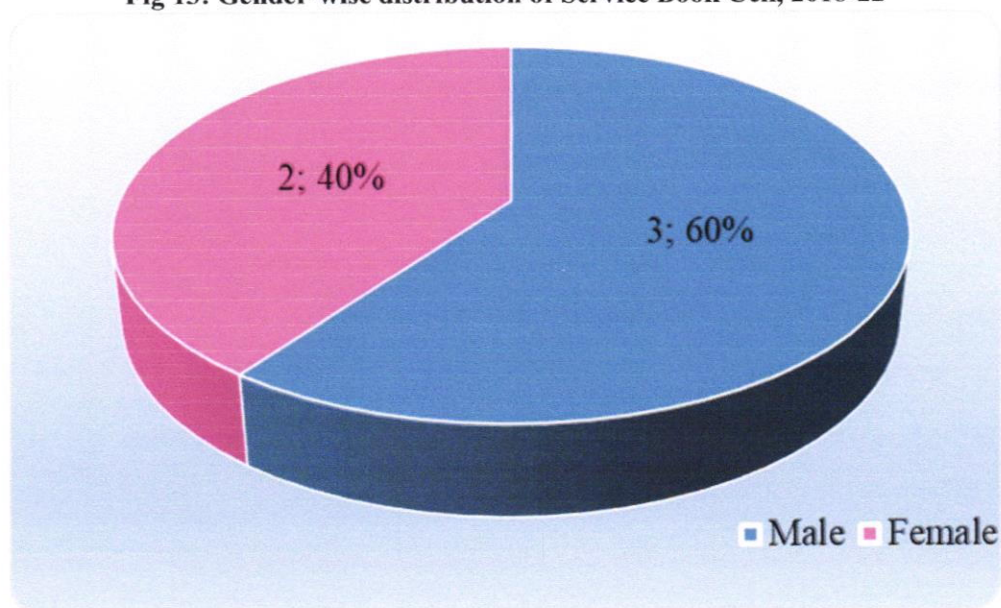
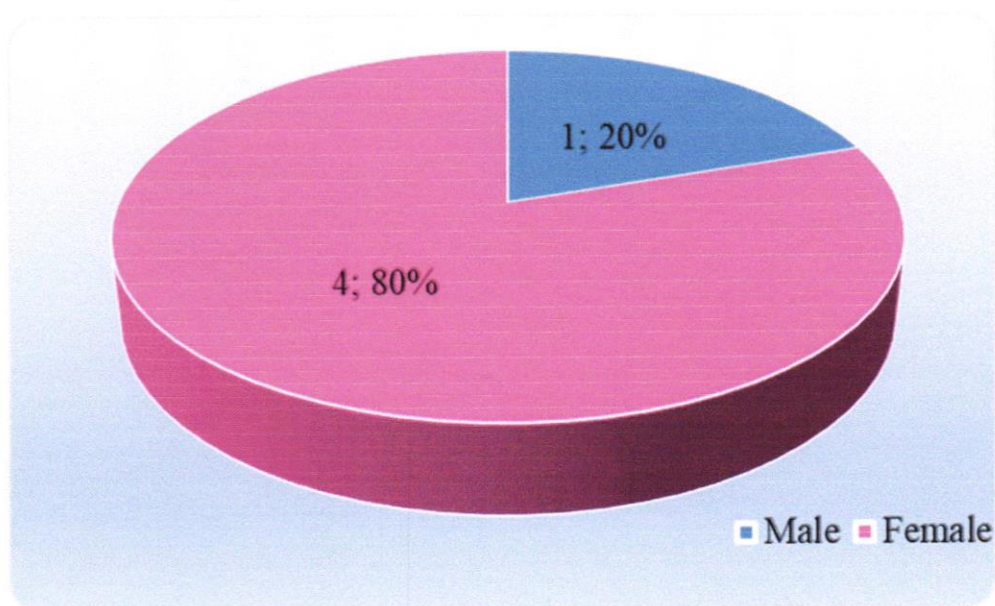


Fig 14: Gender-wise distribution of ICC, 2018-22



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Fig 15: Gender-wise distribution of Anti-Ragging Cell, 2018-22

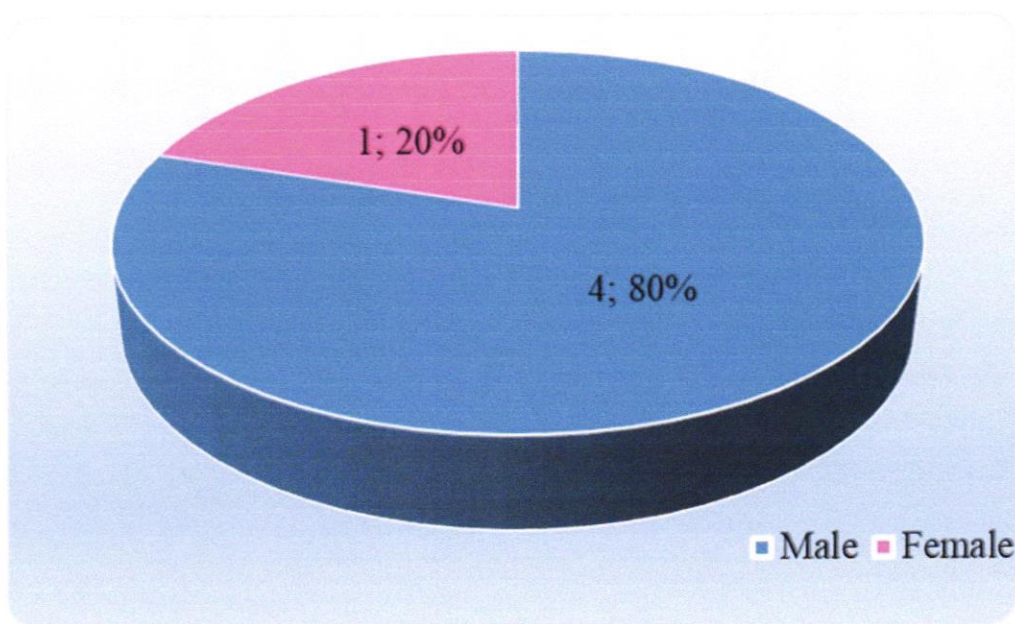
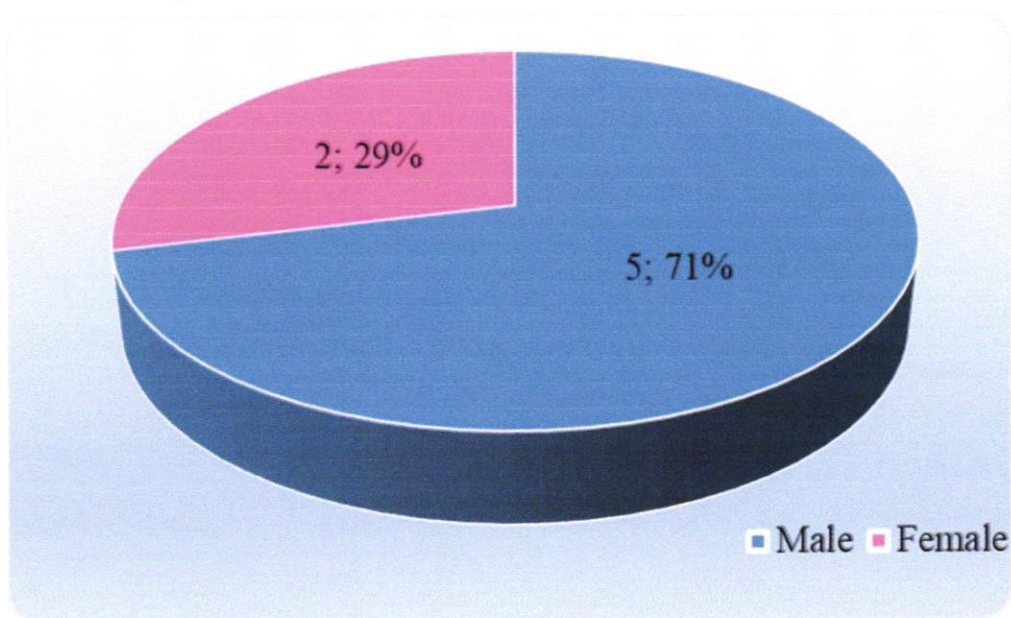


Fig 16: Gender-wise distribution of PF Committee, 2018-22



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Fig 17: Gender-wise distribution of Students' Scholarship Committee, 2018-22

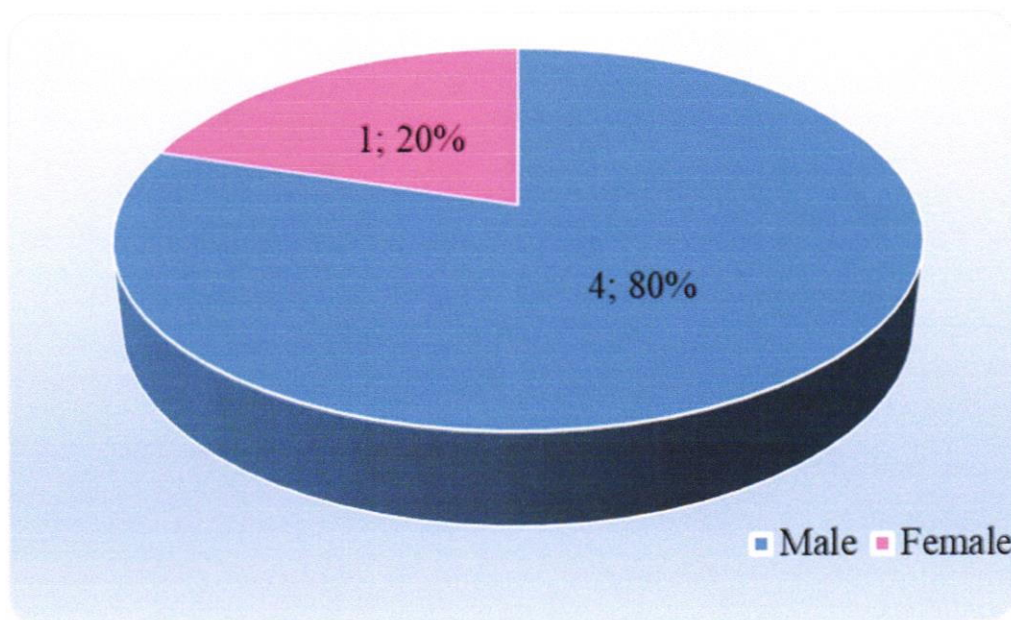
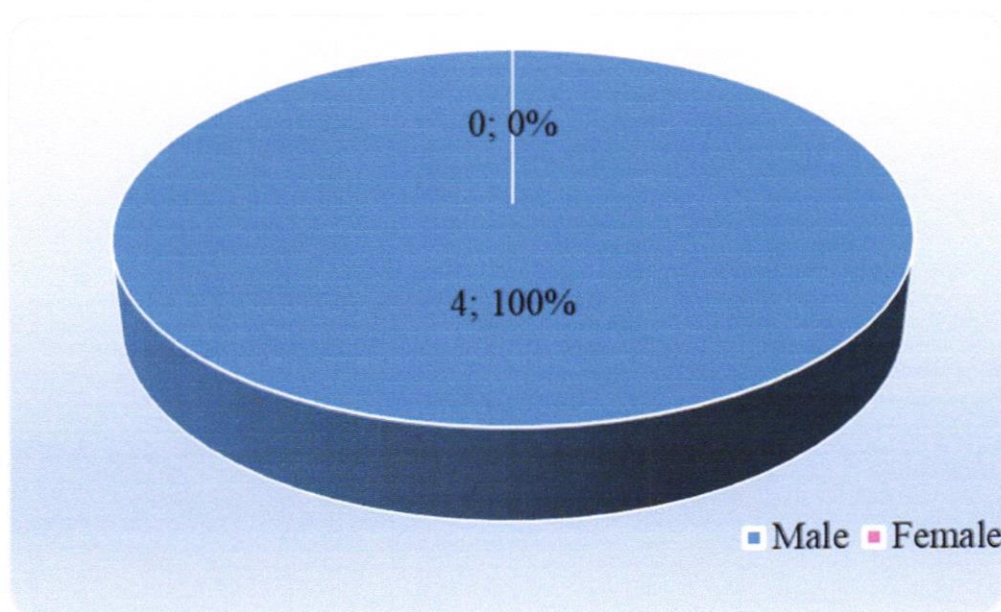


Fig 18: Gender-wise distribution of Health Scheme Cell, 2018-22



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Fig 19: Gender-wise distribution of Academic Sub-Committee, 2018-22

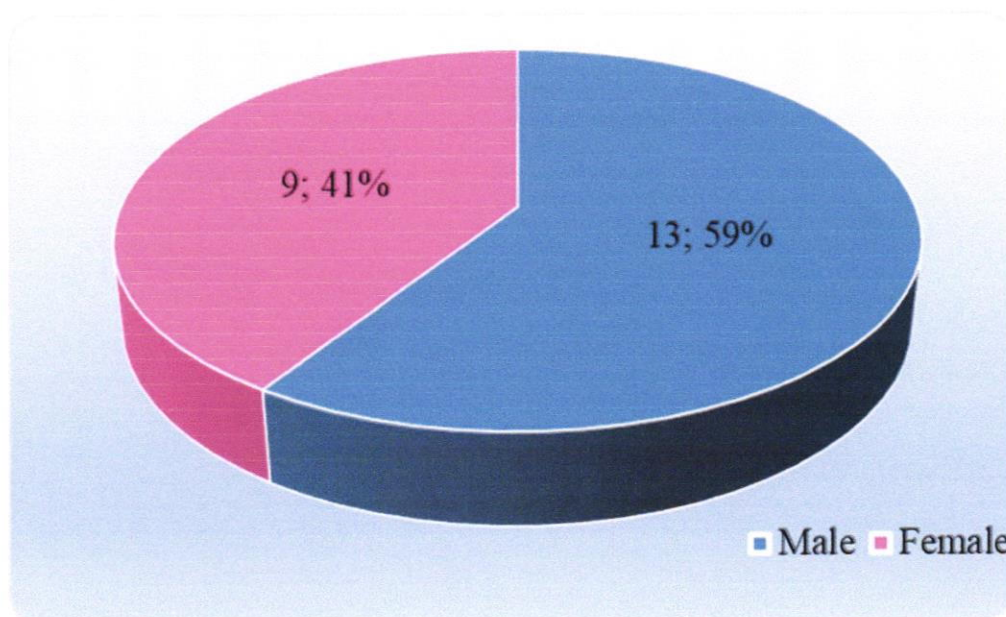
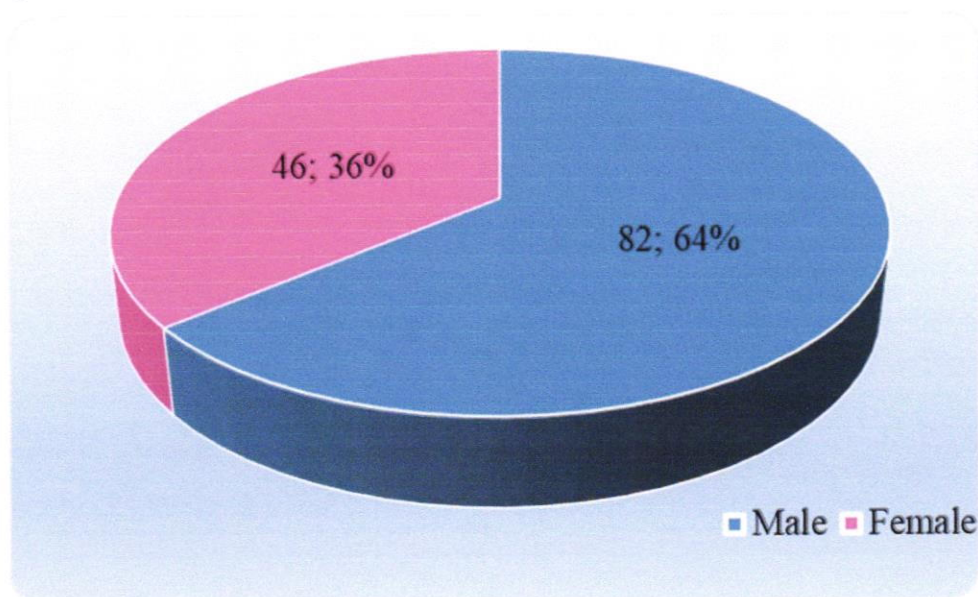


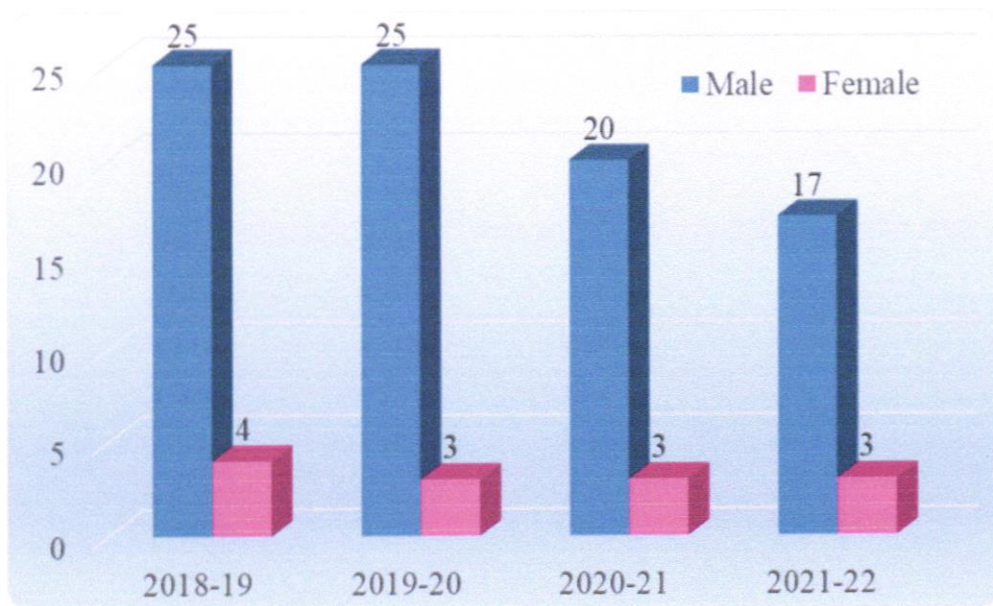
Fig 20: Gender-wise distribution of Combined Administrative Committees, 2018-22



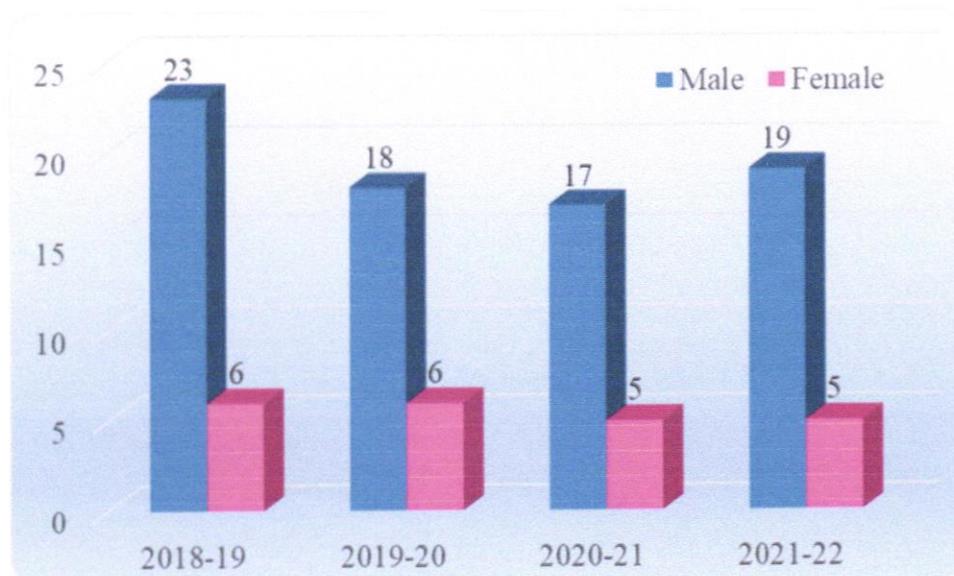


✚ **Gender Distribution among Employees**

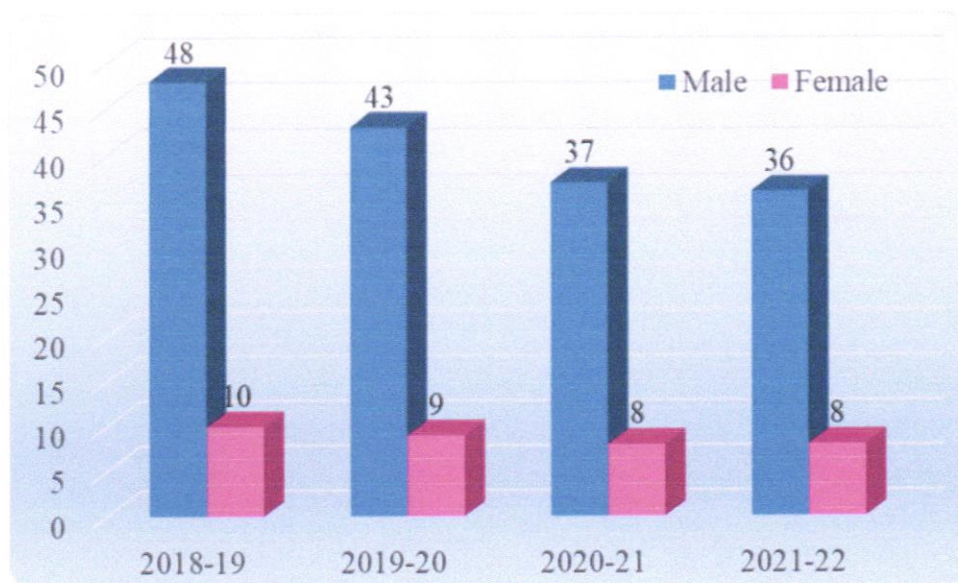
**Fig 21: Gender-wise distribution of Non-Teaching Staff (Substantive), 2018-22**



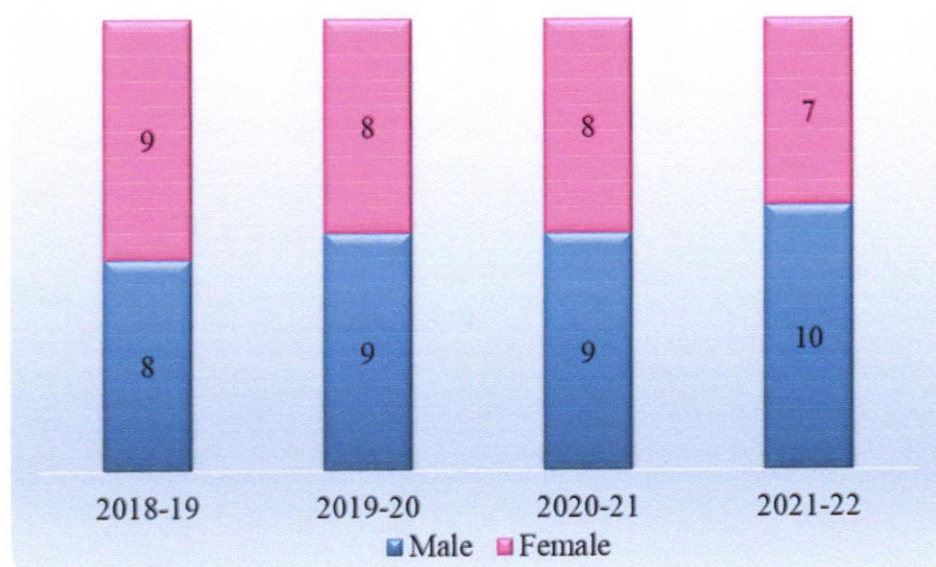
**Fig 22: Gender-wise distribution of Non-Teaching Staff (Contractual), 2018-22**



**Fig 23: Gender-wise distribution of Non-Teaching Staff (Combined), 2018-22**

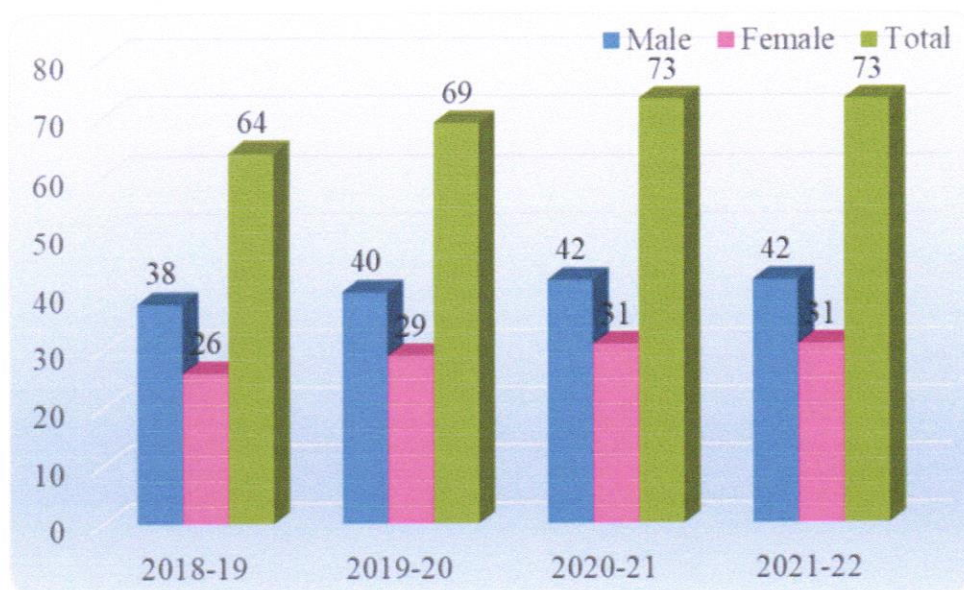


**Fig 24: Gender-wise distribution of Head of Departments, 2018-22**



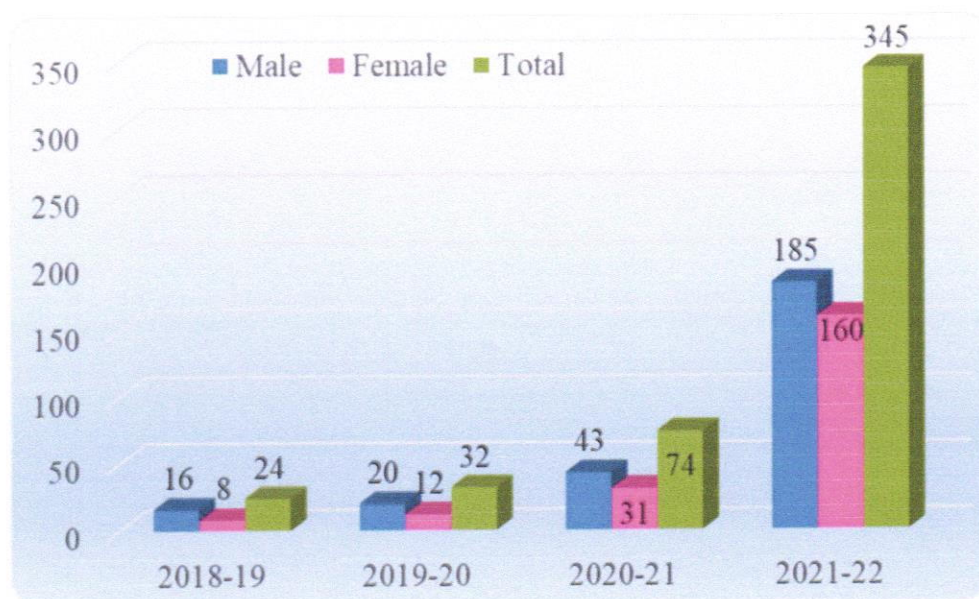


**Fig 25: Gender-wise distribution of Teaching Staff, 2018-22**



**✦ Students' Scholarship**

**Fig 26: Gender-wise distribution of Swami Vivekananda Merit-Cum-Means Scholarship, 2018-19 to 2021-22**



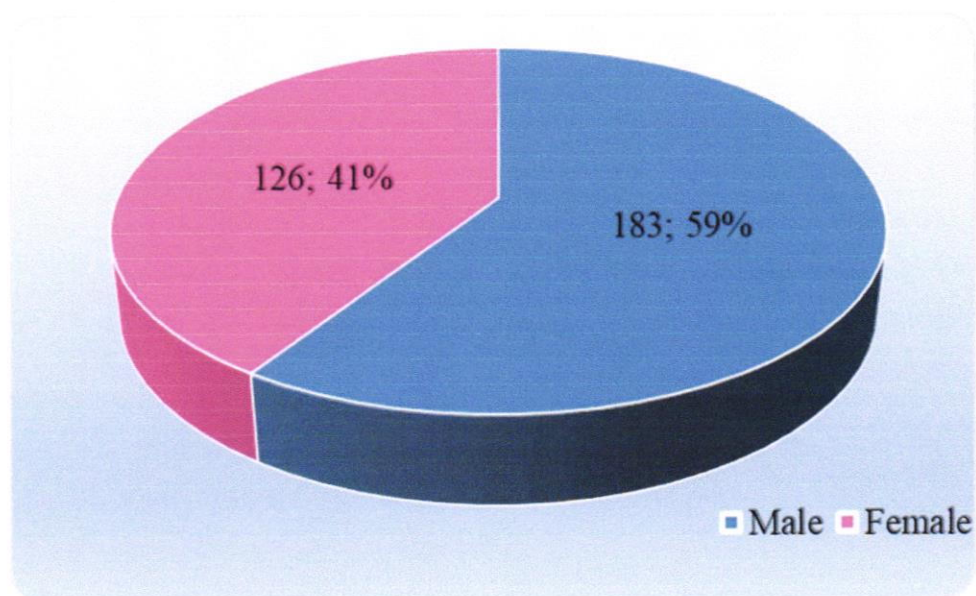
*Radhe Rama Bar*

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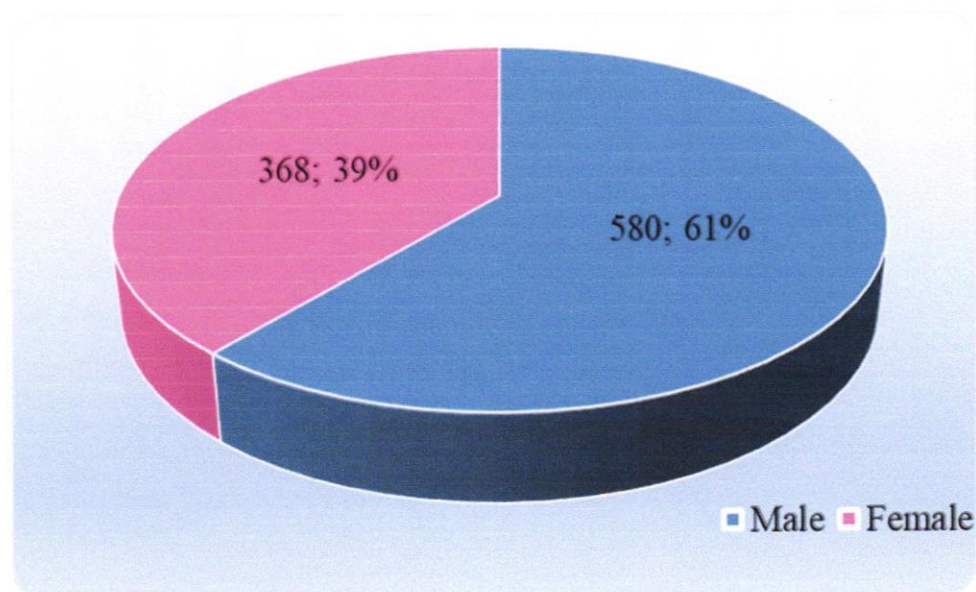
*Anita Das*

Principal  
Bangabasi Morning College  
Kolkata - 700009

**Fig 27: Gender-wise distribution of College Fee Concession, 2021-22**

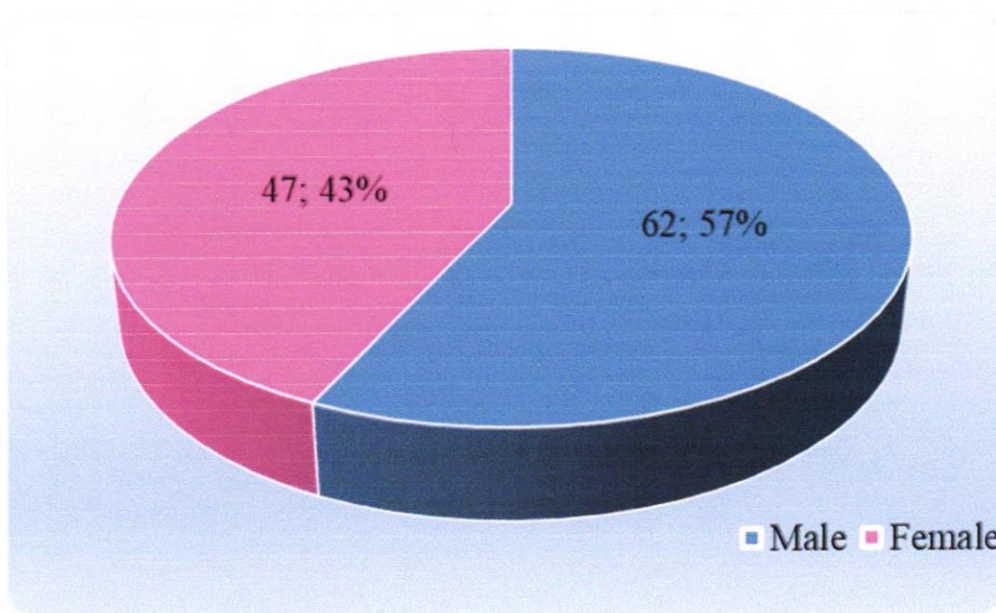


**Fig 28: Gender-wise distribution of College Fee Concession, 2020-21**

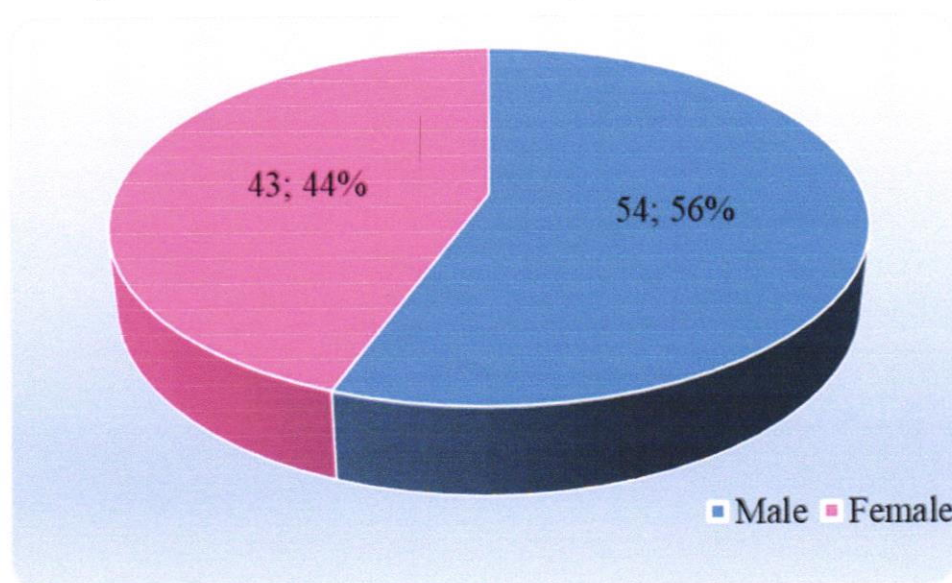




**Fig 29: Gender-wise distribution of College Fee Concession, 2019-20**



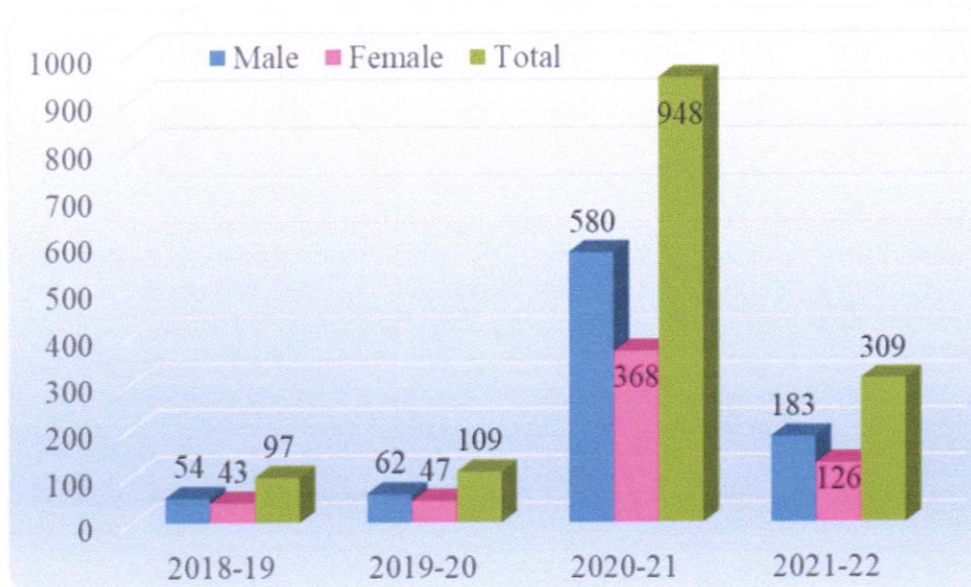
**Fig 30: Gender-wise distribution of College Fee Concession, 2018-19**



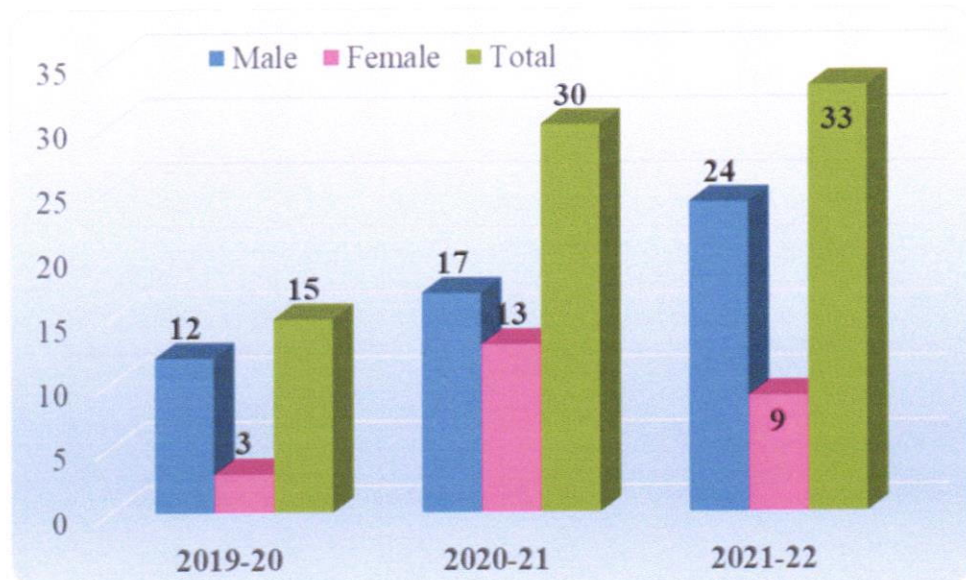
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**Fig 31: Gender-wise distribution of College Fee Concession, 2018-19 to 2021-22**



**Fig 32: Gender-wise distribution of Talent Support Programme (TSP), 2019-20 to 2021-22**



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#### Students' Profile

Fig 33: Gender-wise distribution of Semester-1 students, 2021-22

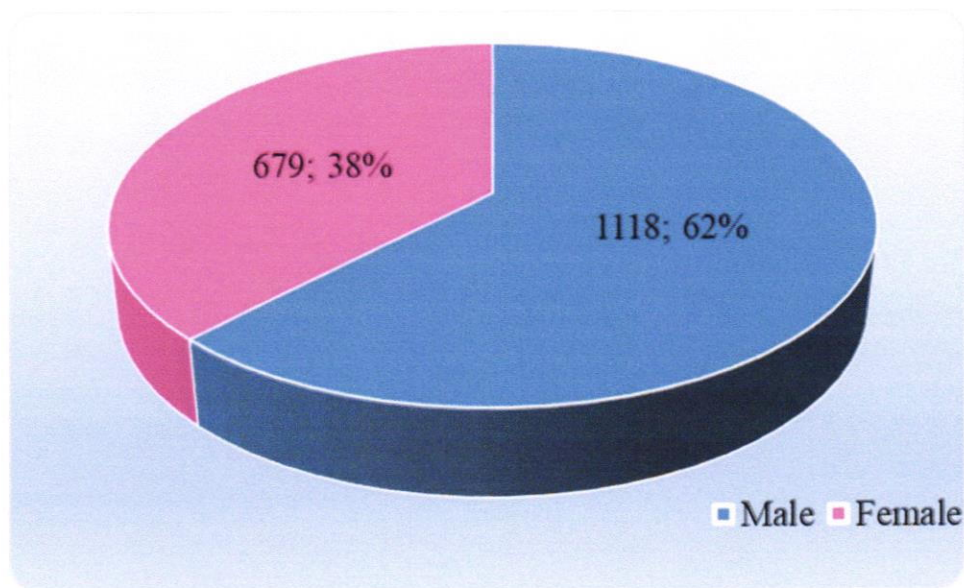


Fig 34: Caste-wise gender distribution of Semester-1 students, 2021-22

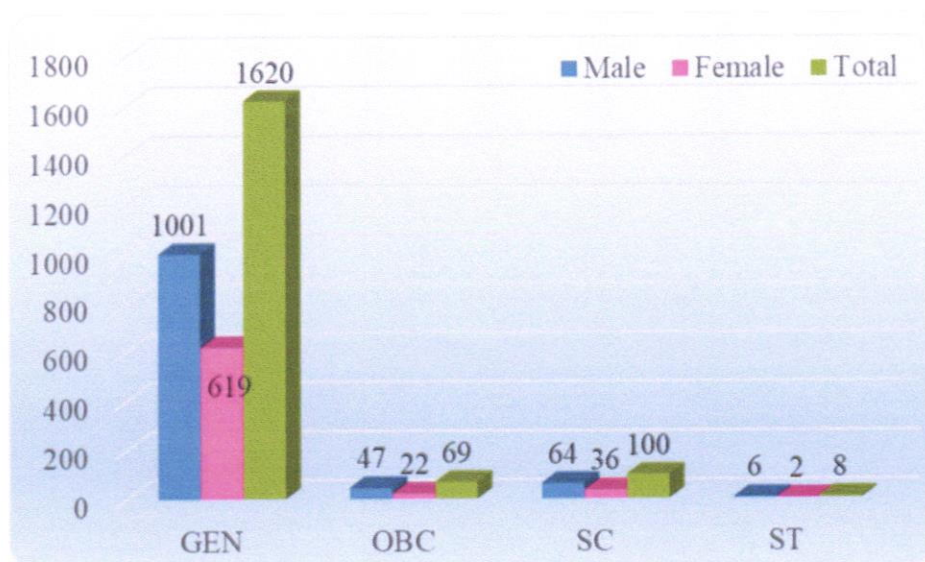


Fig 35: Gender-wise distribution of Semester-3 students, 2021-22

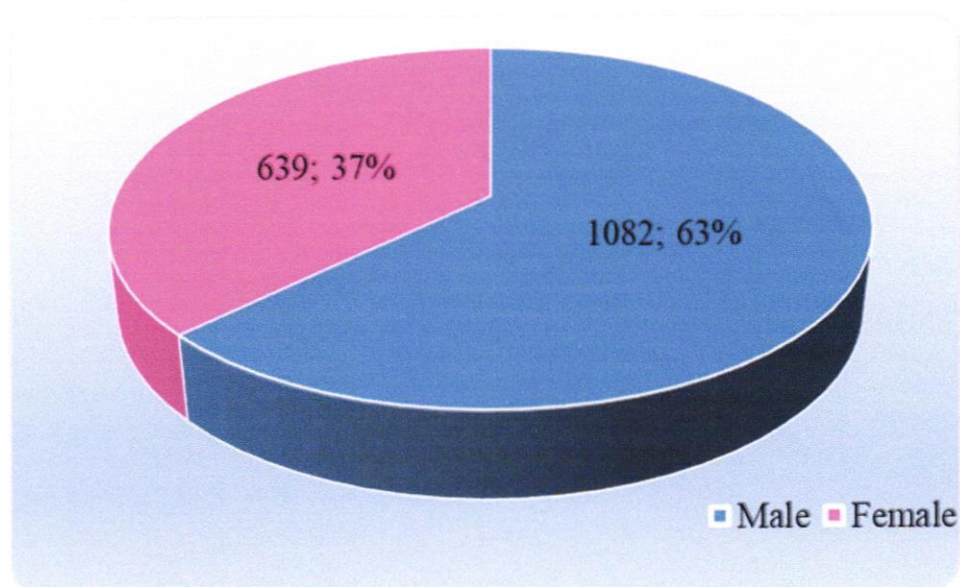
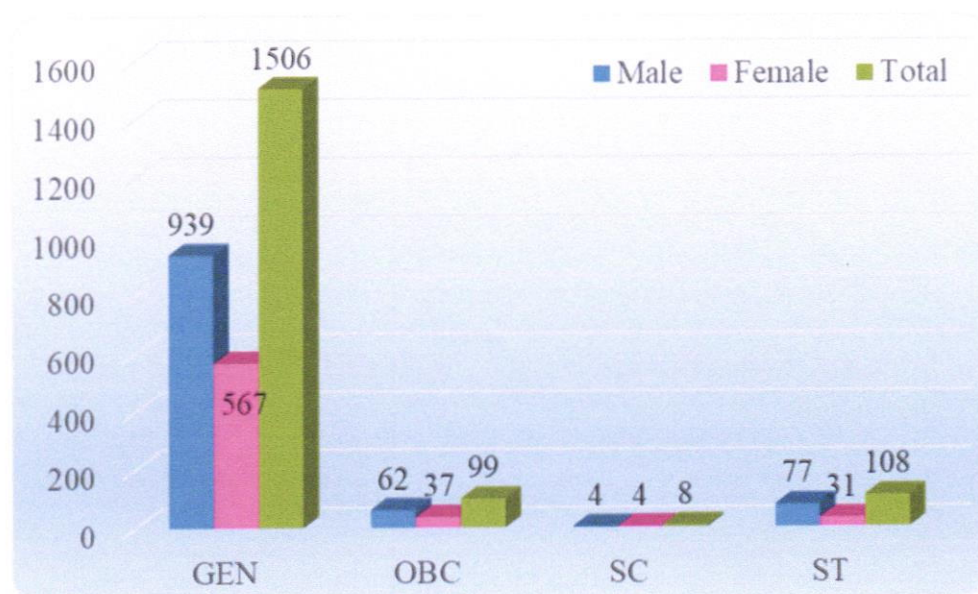


Fig 36: Caste-wise gender distribution of Semester-3 students, 2021-22



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Fig 37: Gender-wise distribution of Semester-5 students, 2021-22

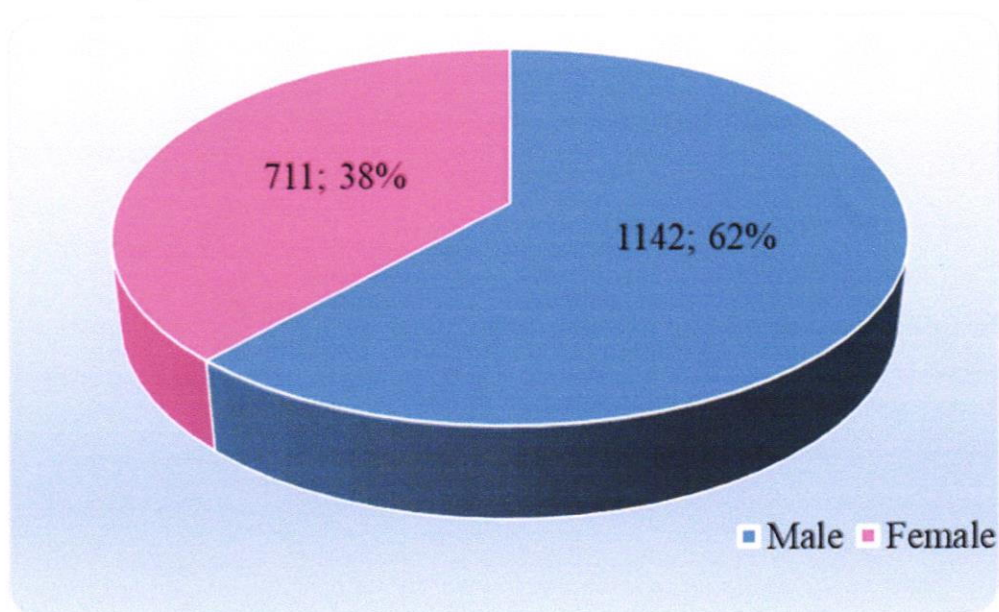
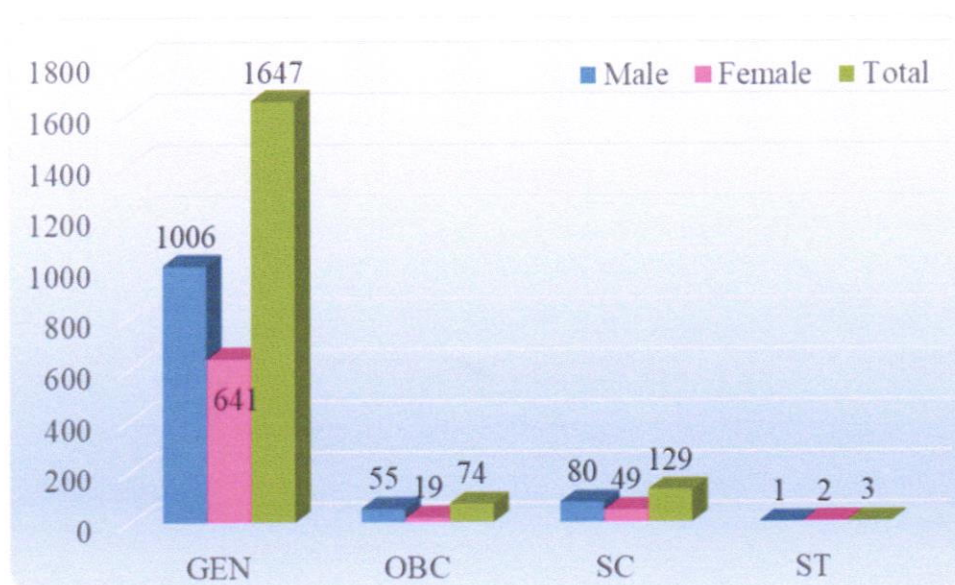


Fig 38: Caste-wise gender distribution of Semester-5 students, 2021-22



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Fig 39: Gender-wise distribution of all students, 2021-22

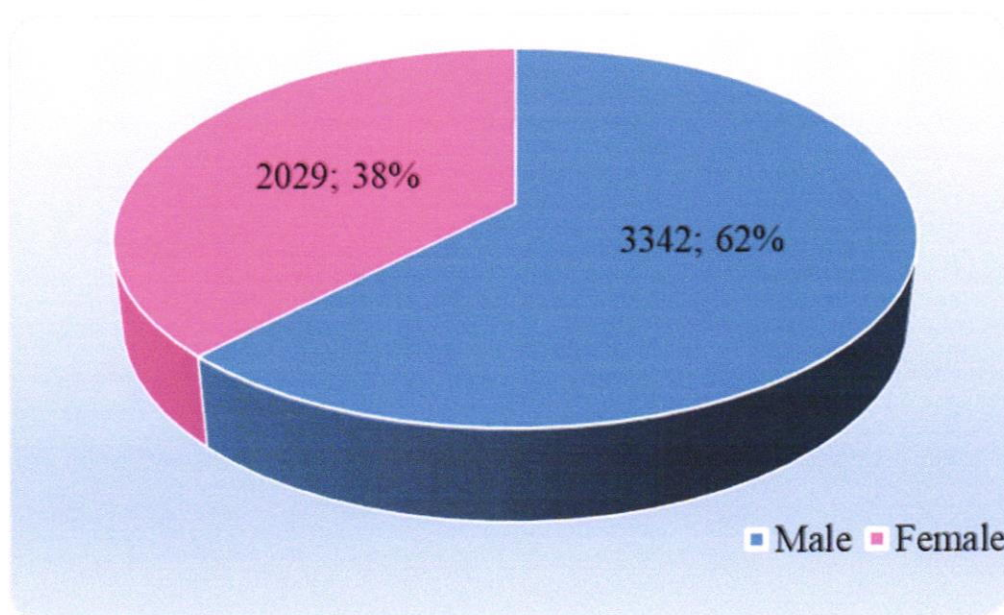


Fig 40: Caste-wise gender distribution of all students, 2021-22

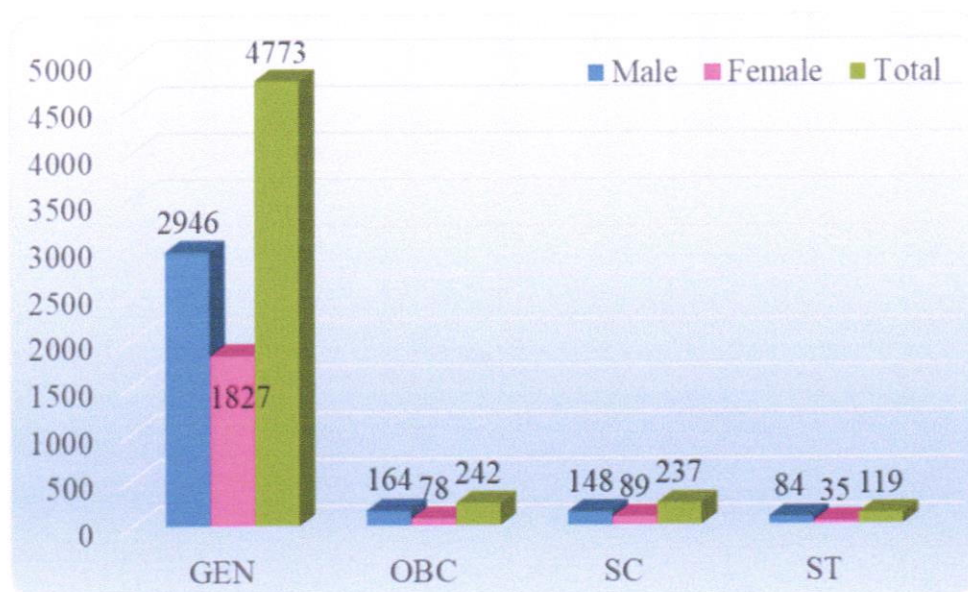




Fig 41: Gender-wise distribution of Semester-1 students, 2020-21

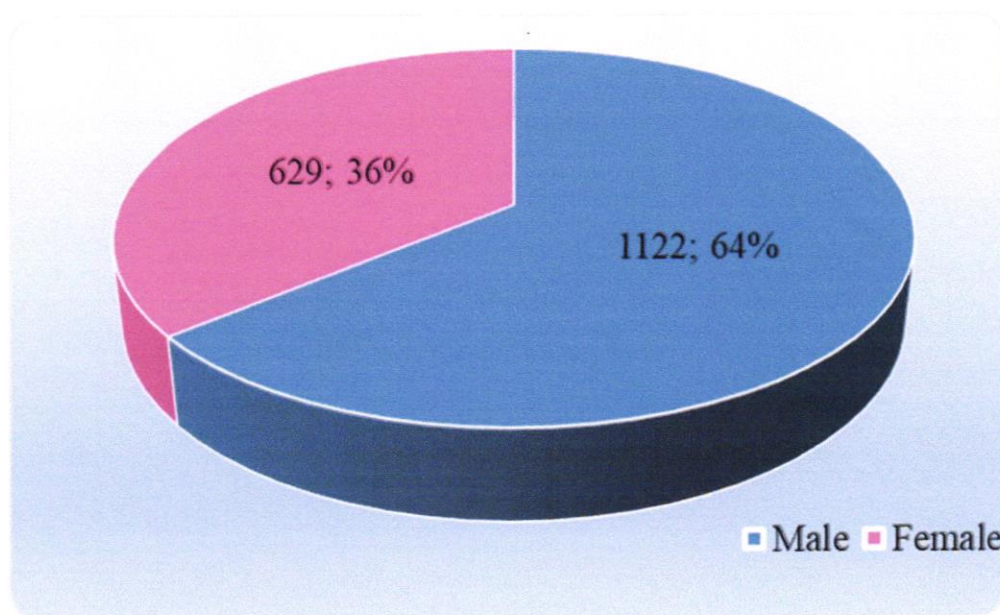
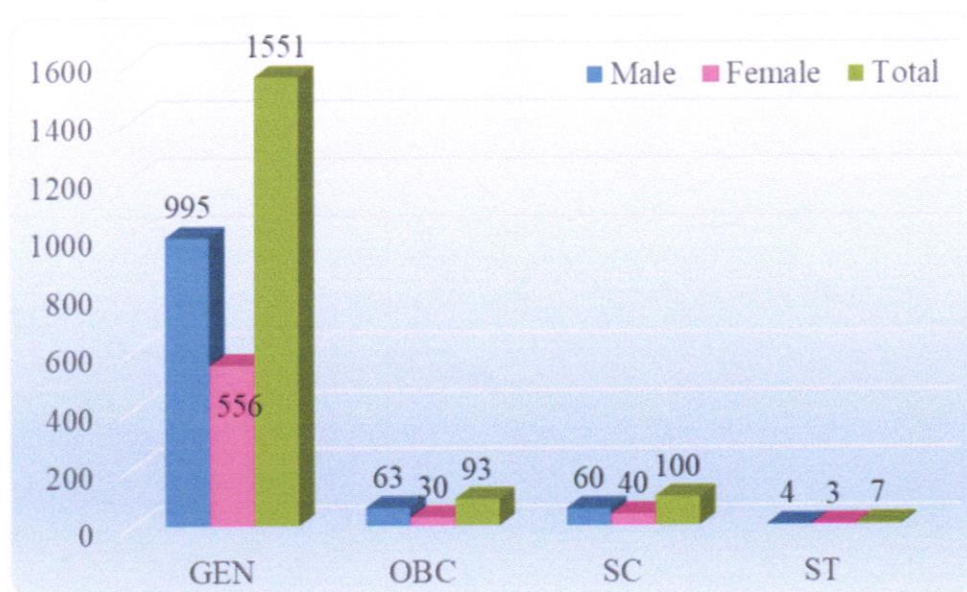


Fig 42: Caste-wise gender distribution of Semester-1 students, 2020-21



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Fig 43: Gender-wise distribution of Semester-3 students, 2020-21

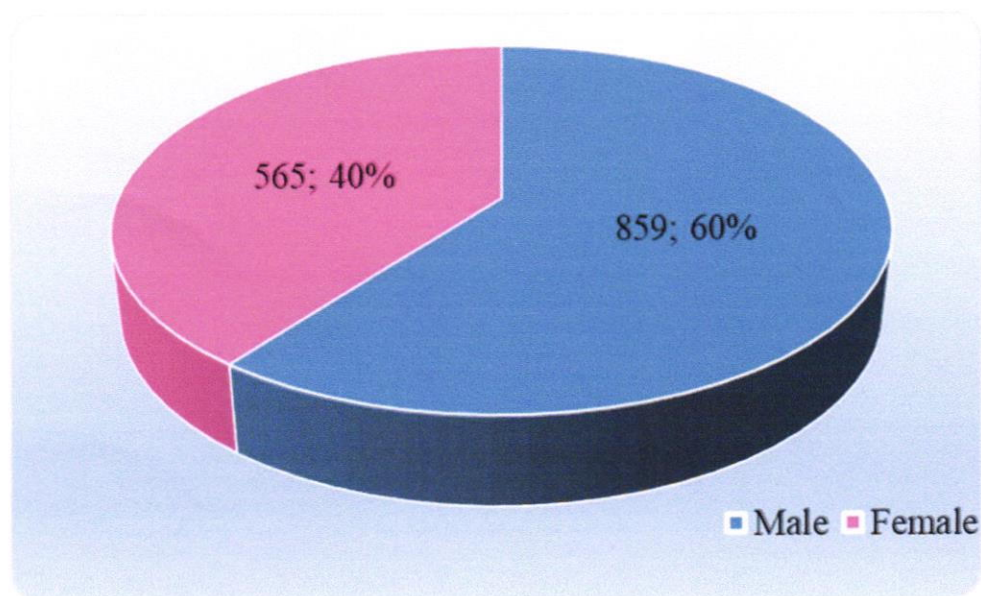
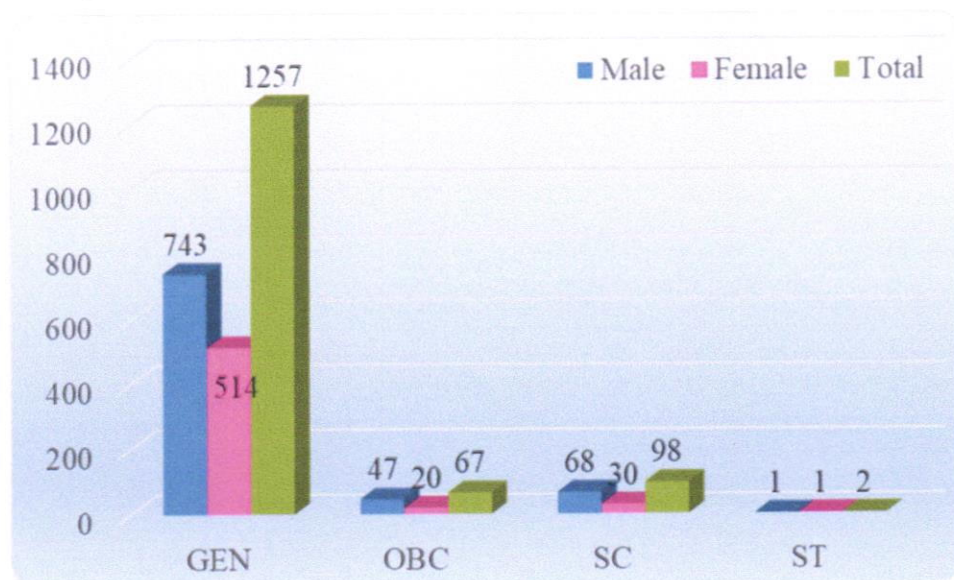


Fig 44: Caste-wise gender distribution of Semester-3 students, 2020-21



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Fig 45: Gender-wise distribution of Semester-5 students, 2020-21

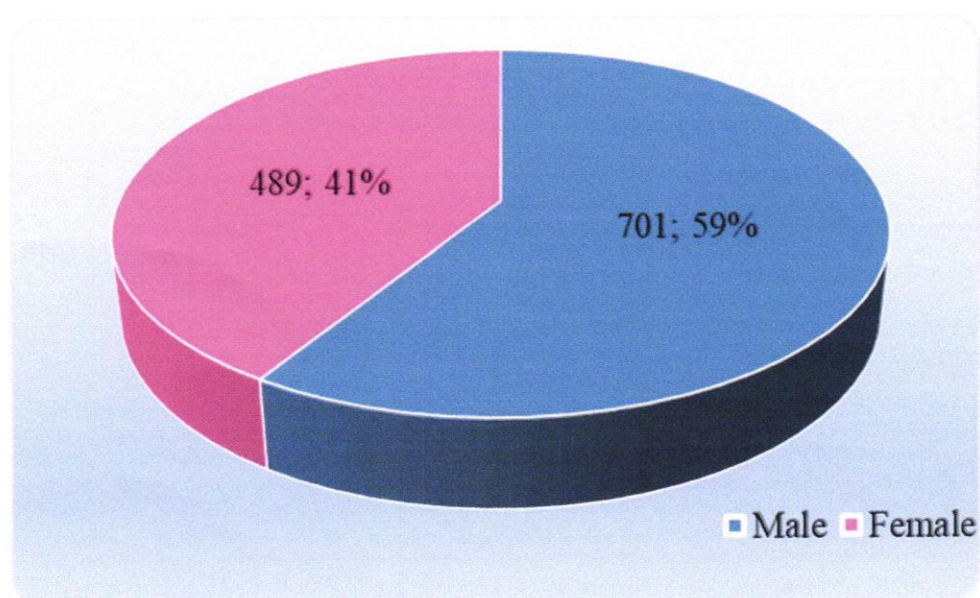


Fig 46: Caste-wise gender distribution of Semester-5 students, 2020-21

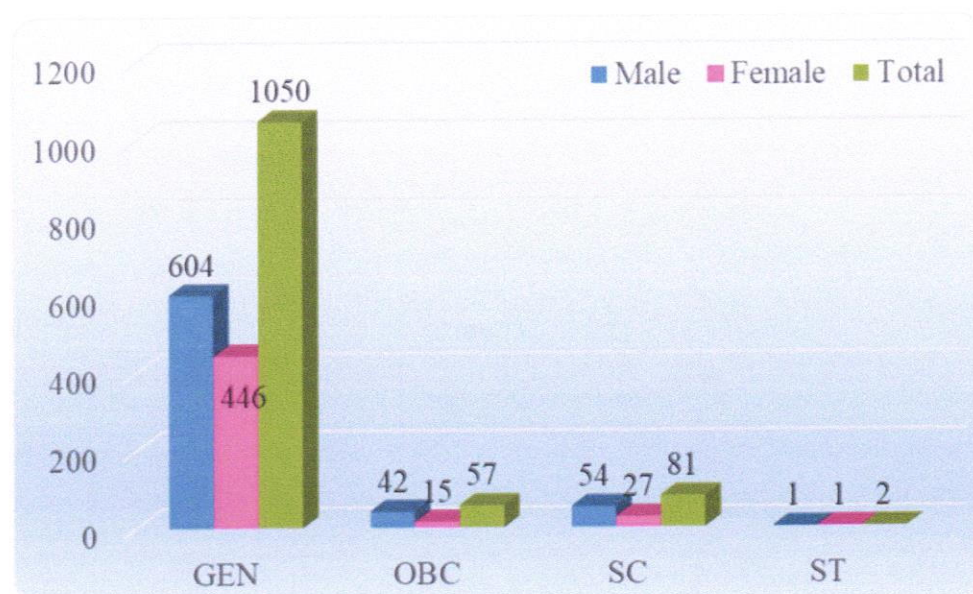


Fig 47: Gender-wise distribution of all students, 2020-21

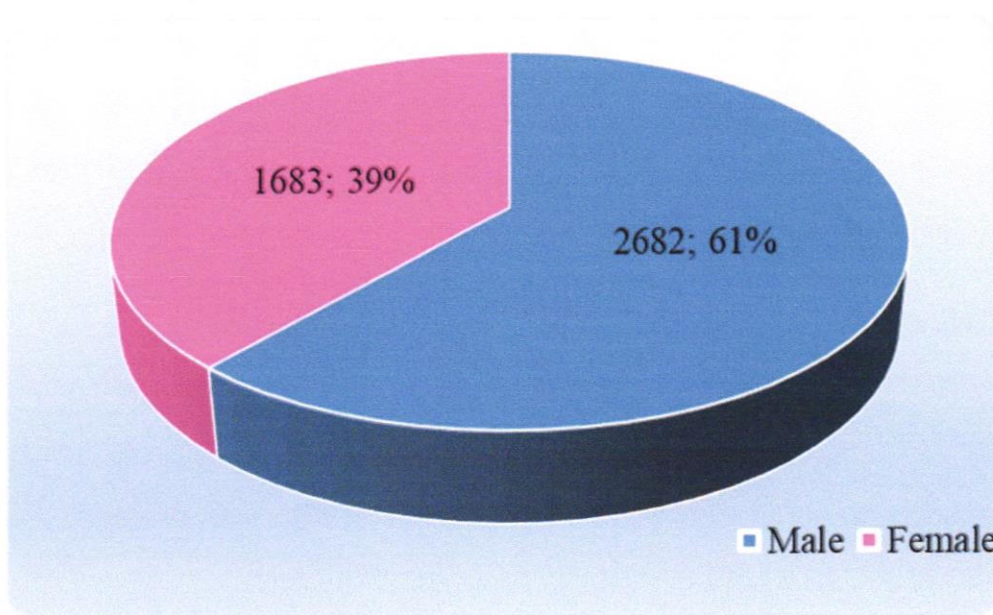
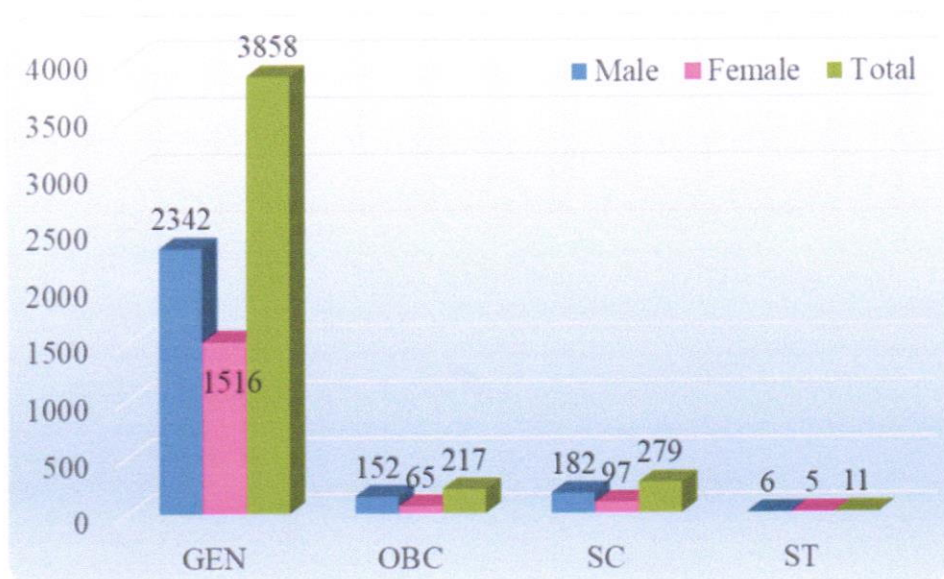


Fig 48: Caste-wise gender distribution of all students, 2020-21



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Fig 49: Gender-wise distribution of Semester-1 students, 2019-20

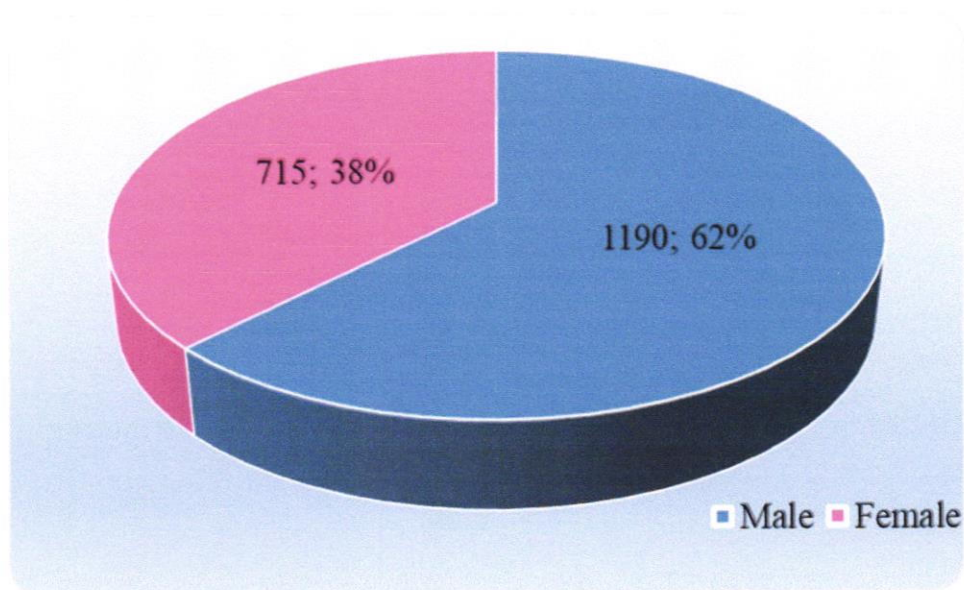
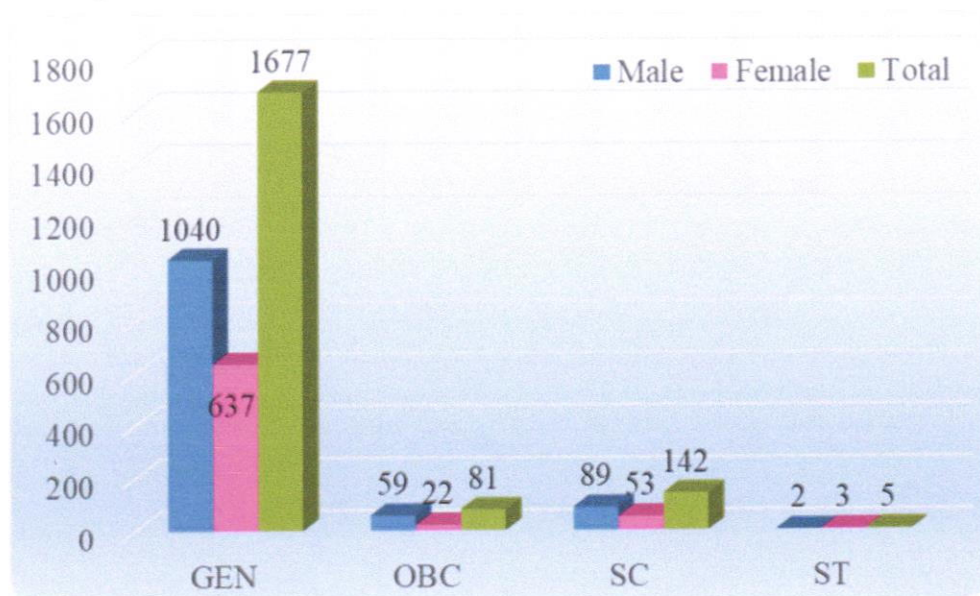


Fig 50: Caste-wise gender distribution of Semester-1 students, 2019-20



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Fig 51: Gender-wise distribution of Semester-3 students, 2019-20

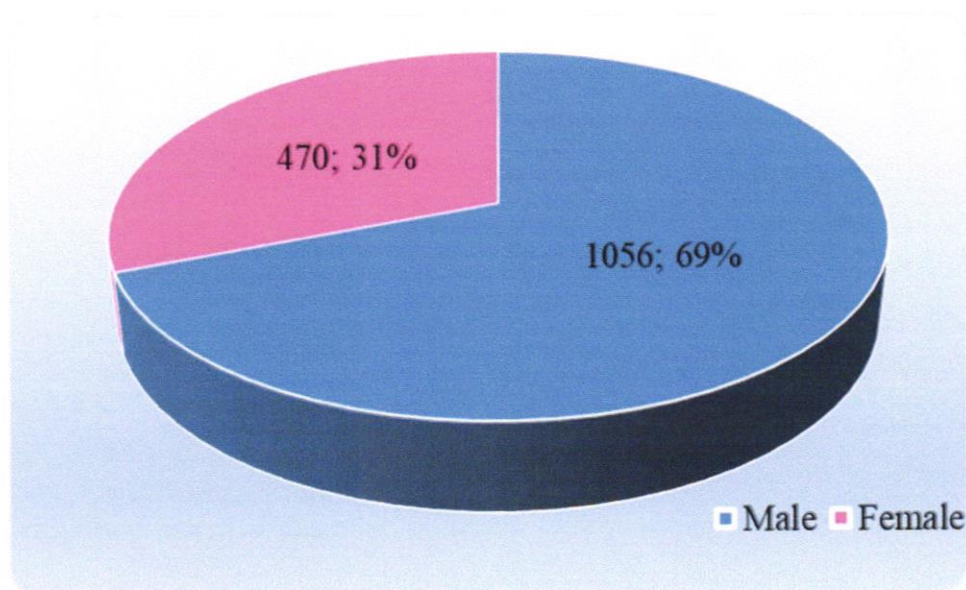
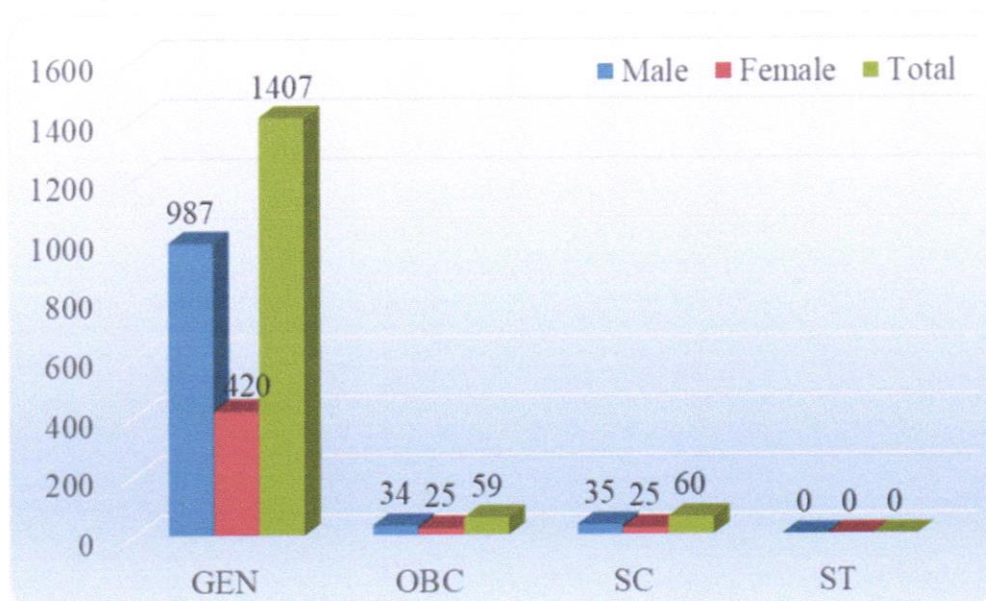


Fig 52: Caste-wise gender distribution of Semester-3 students, 2019-20



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Fig 53: Gender-wise distribution of Semester-5 students, 2019-20

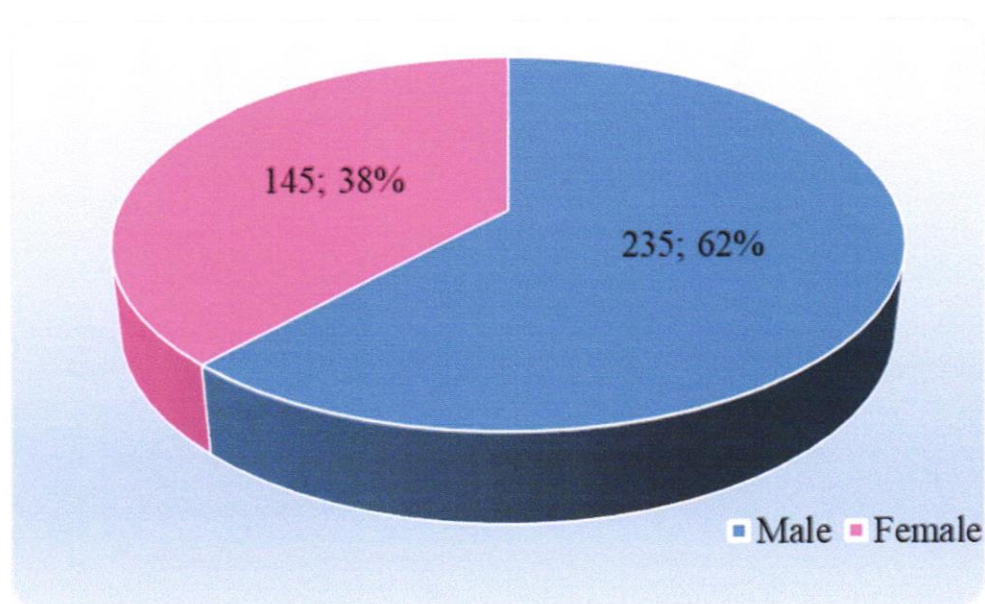


Fig 54: Caste-wise gender distribution of Semester-5 students, 2019-20

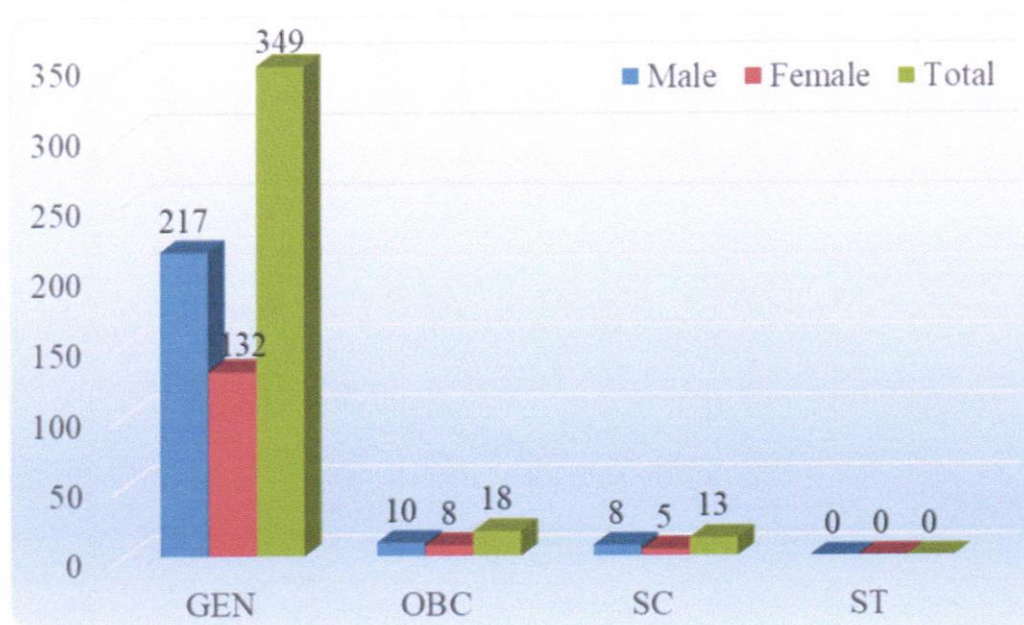


Fig 55: Gender-wise distribution of all students, 2019-20

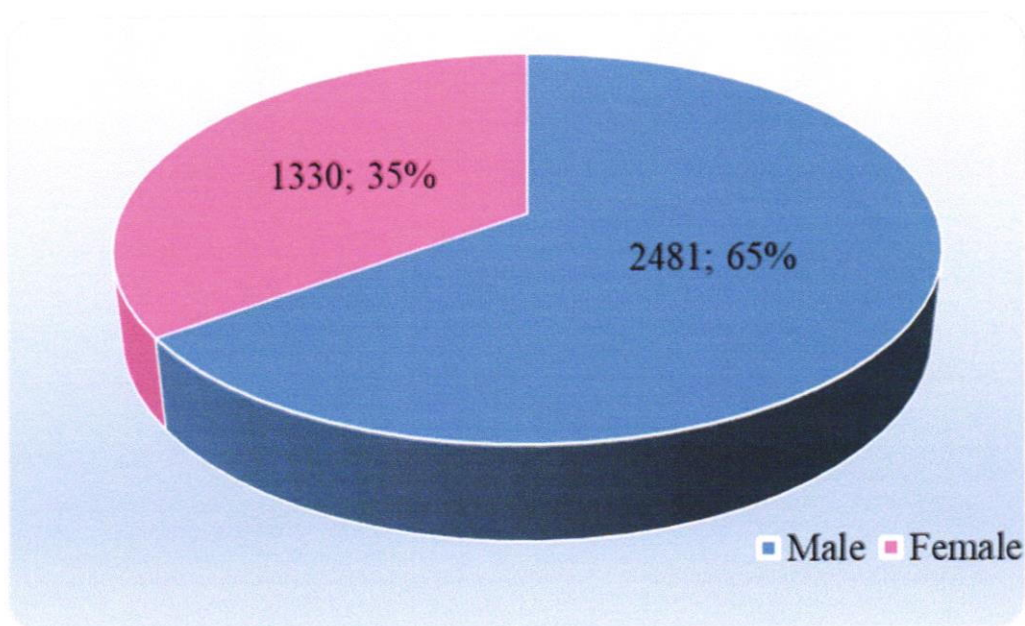


Fig 56: Caste-wise gender distribution of all students, 2019-20

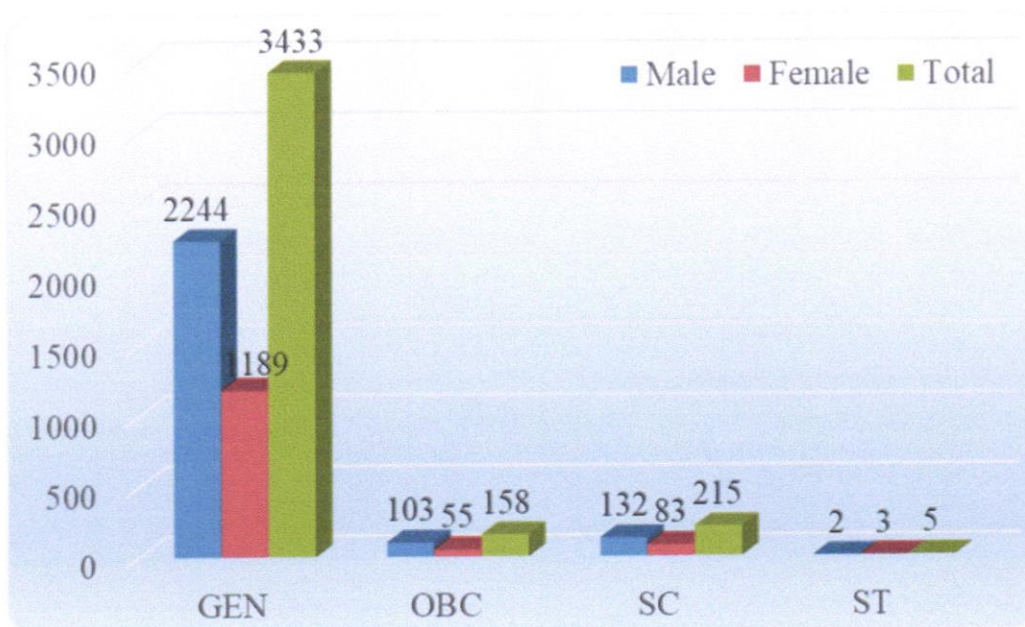




Fig 57: Gender-wise distribution of Semester-1 students, 2018-19

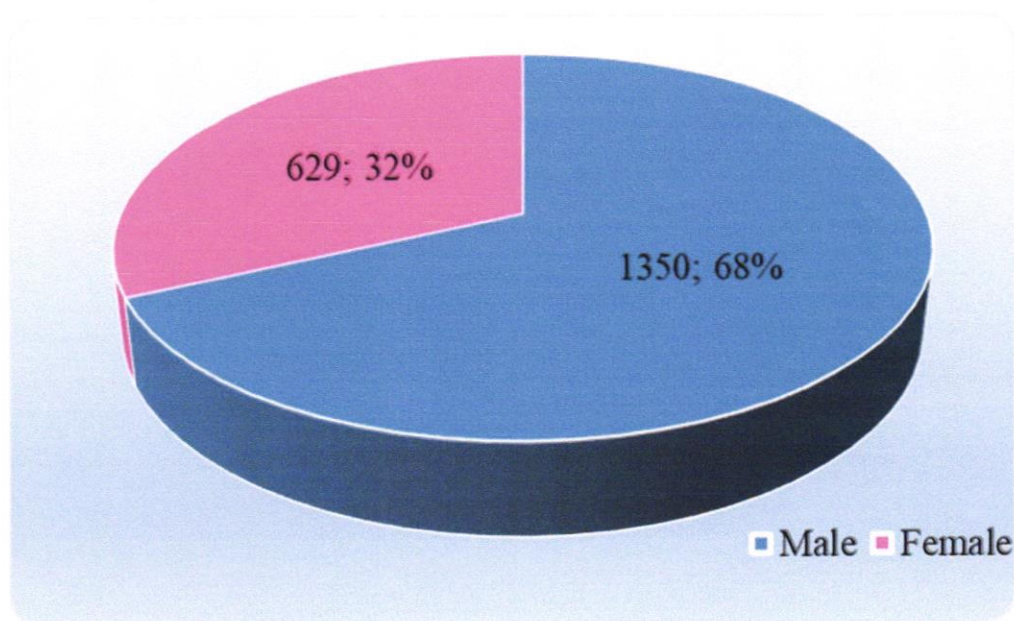
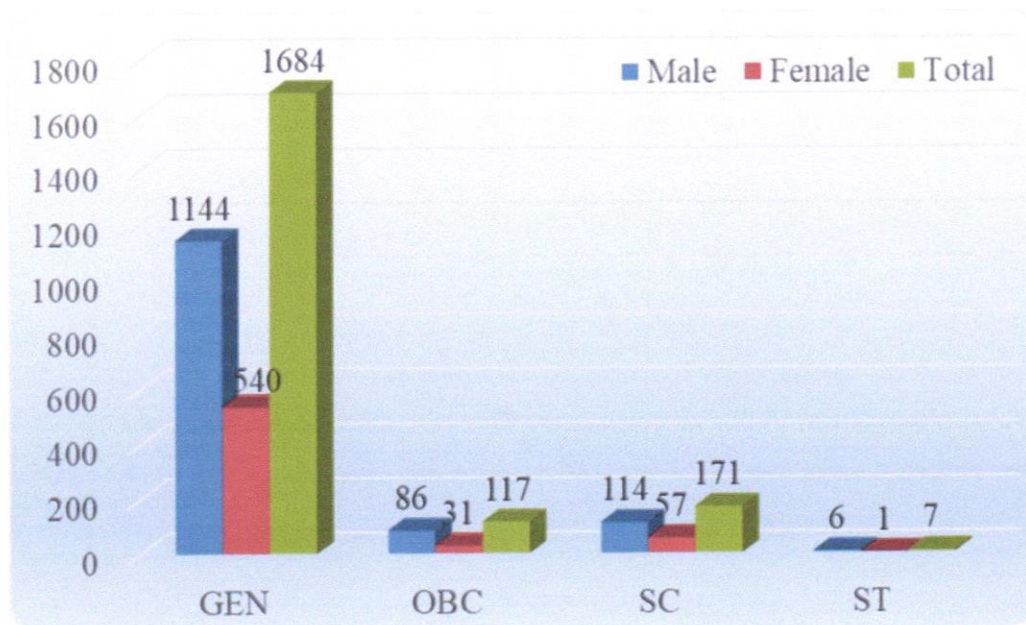


Fig 58: Caste-wise gender distribution of Semester-1 students, 2018-19



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*Anirban Ban*  
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Fig 59: Gender-wise distribution of Semester-3 students, 2018-19

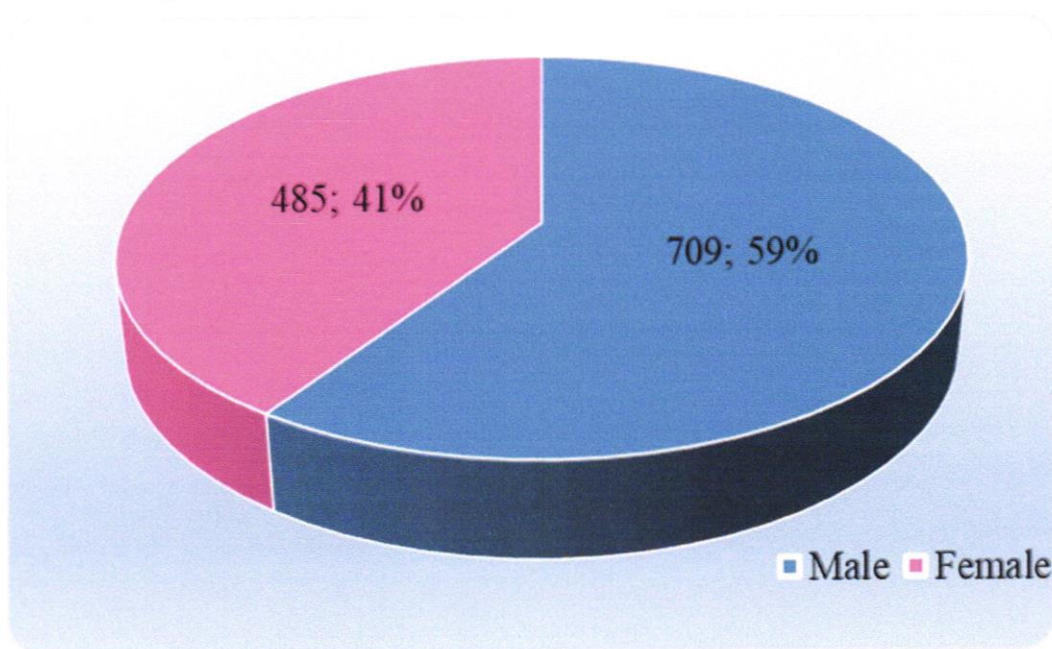
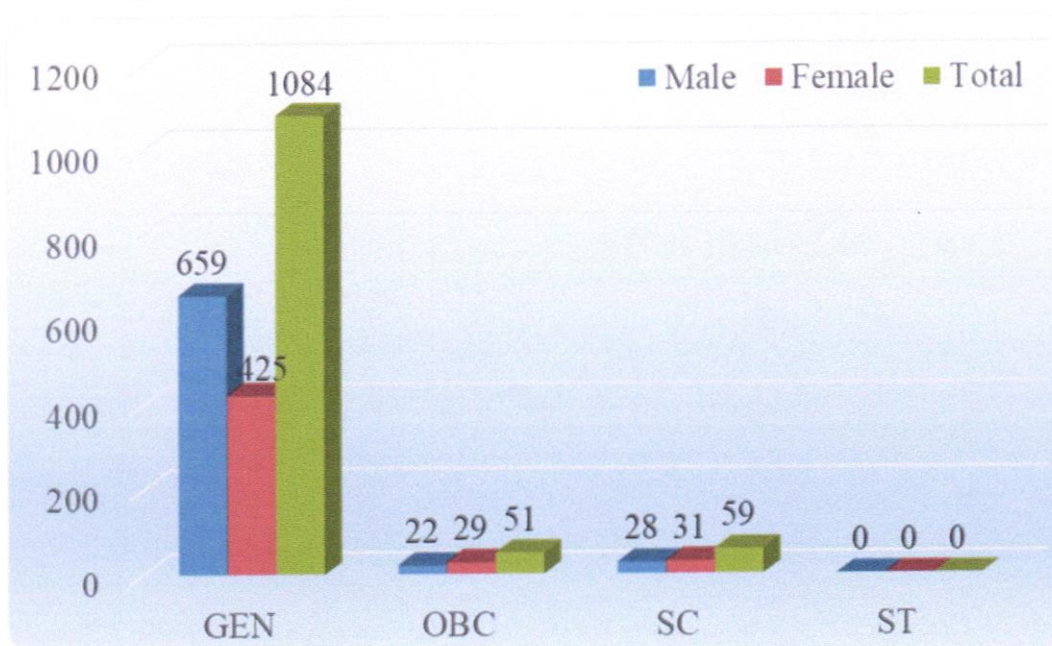


Fig 60: Caste-wise gender distribution of Semester-3 students, 2018-19



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Fig 61: Gender-wise distribution of Semester-5 students, 2018-19

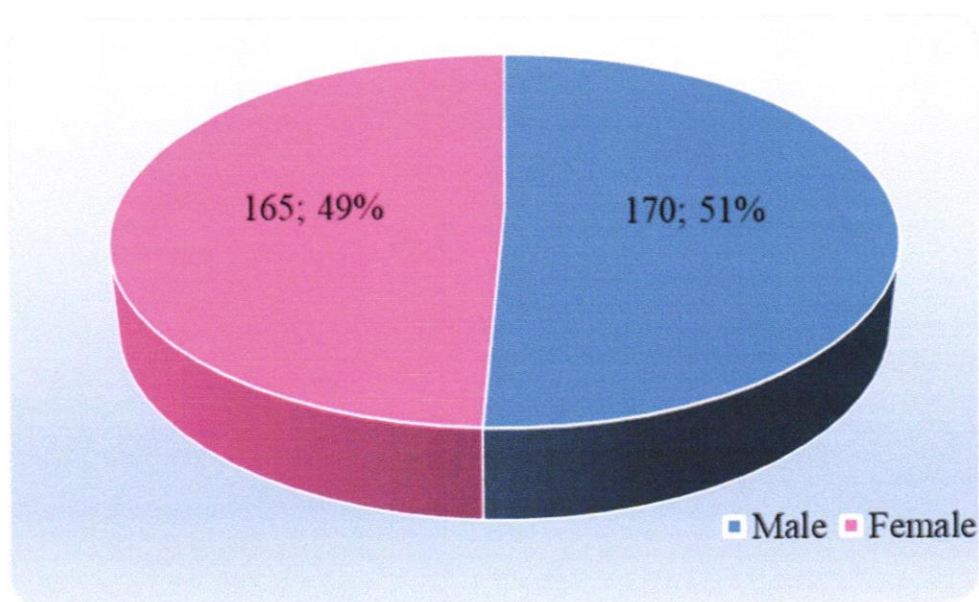


Fig 62: Caste-wise gender distribution of Semester-5 students, 2018-19

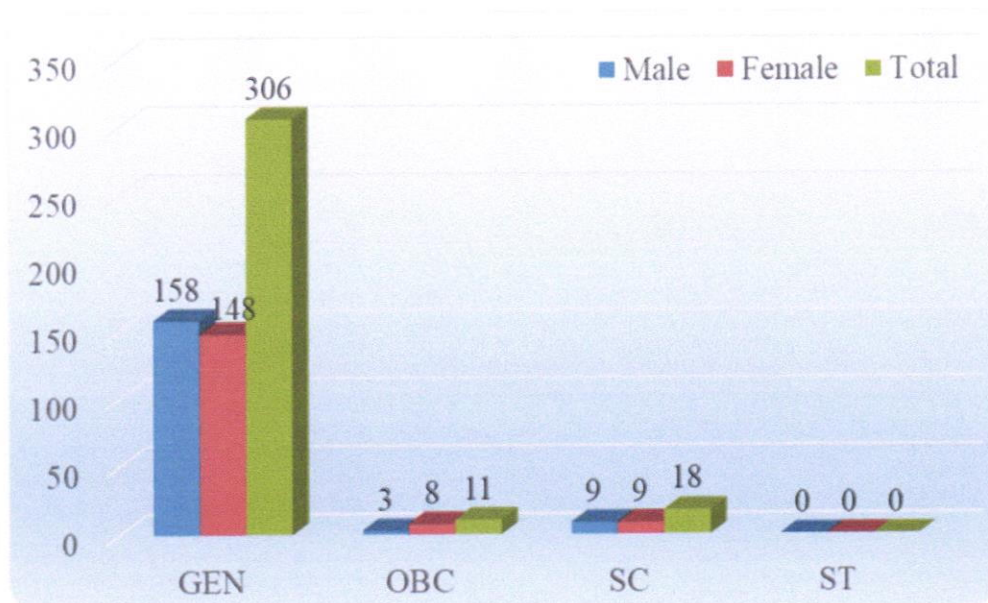


Fig 63: Gender-wise distribution of all students, 2018-19

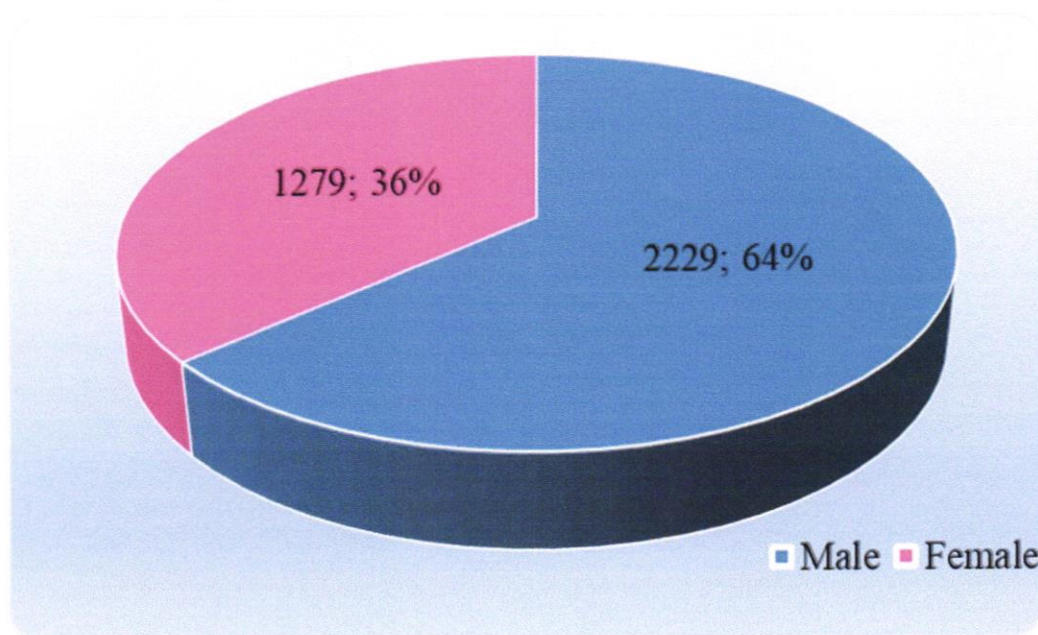
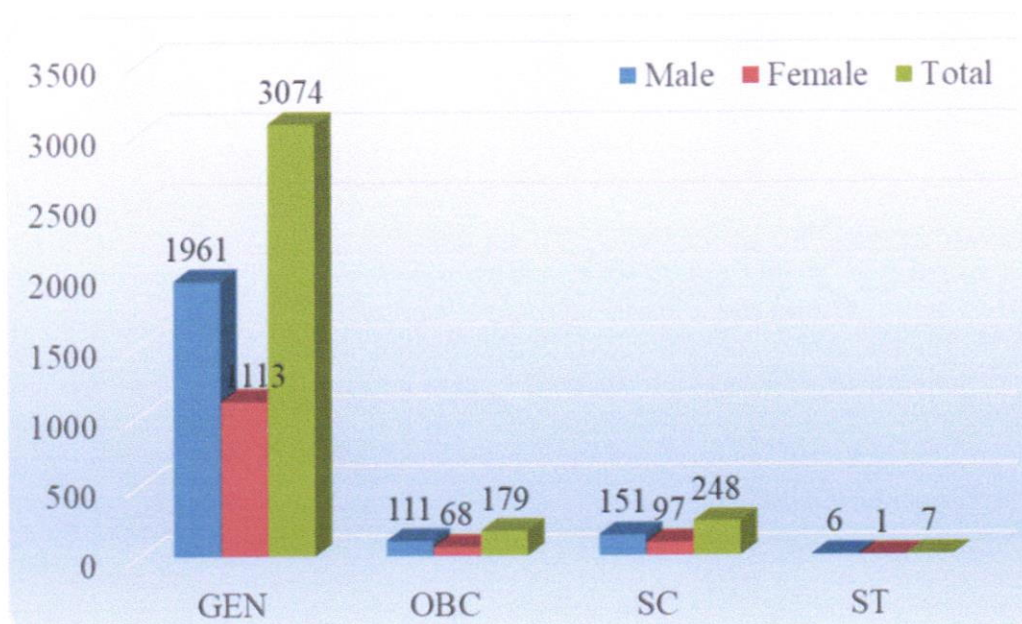


Fig 64: Caste-wise gender distribution of all students, 2018-19



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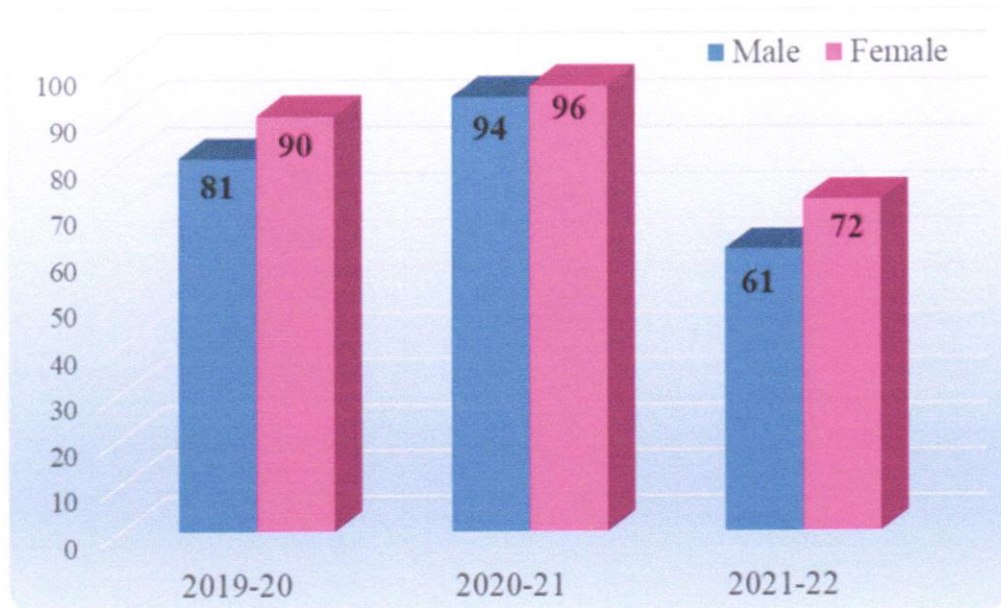
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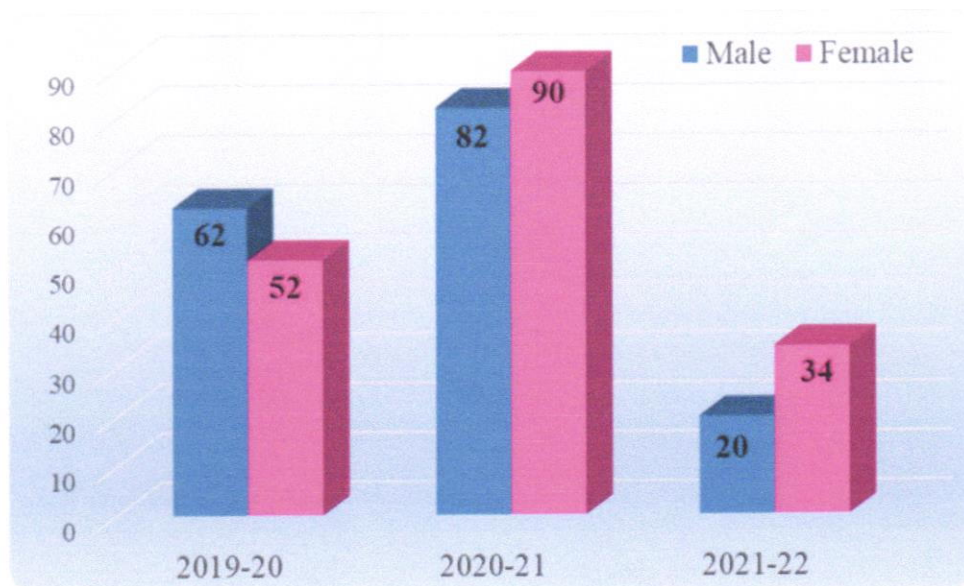


✚ Results:

**Fig 65: Gender-wise pass percentage of final year students, B. Com (Hons)**



**Fig 66: Gender-wise pass percentage of final year students, B. Com (Gen)**

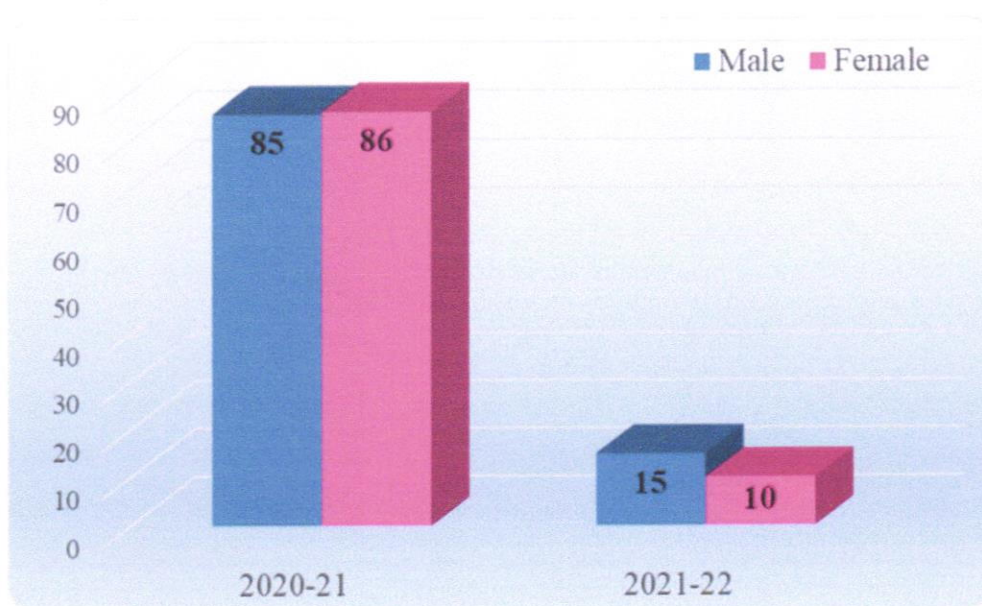


*Radha Raman Ban*

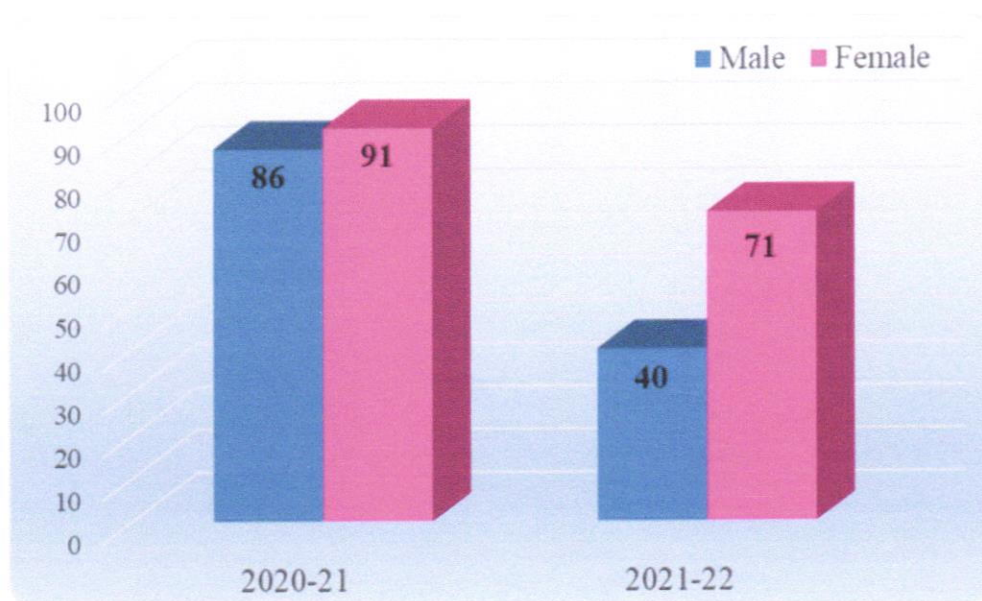
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**Fig 67: Gender-wise pass percentage of final year students, B.A. (Gen)**



**Fig 68: Gender-wise pass percentage of final year students, B.Sc. (Gen)**



*Radha Raman Ban*

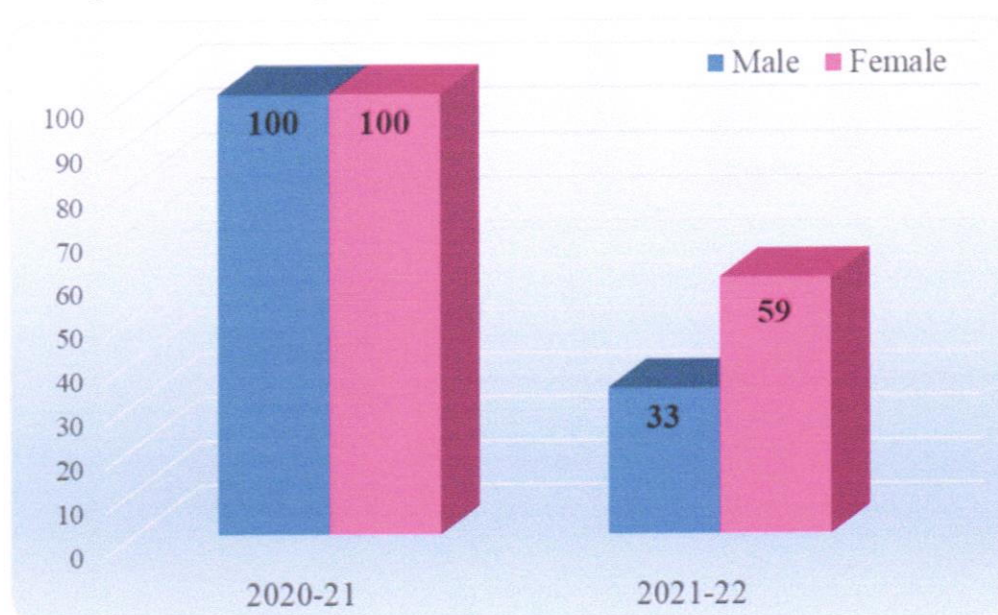
Coordinator, IQAC  
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KOLKATA-700009

*Ani Tara Bhowmik*

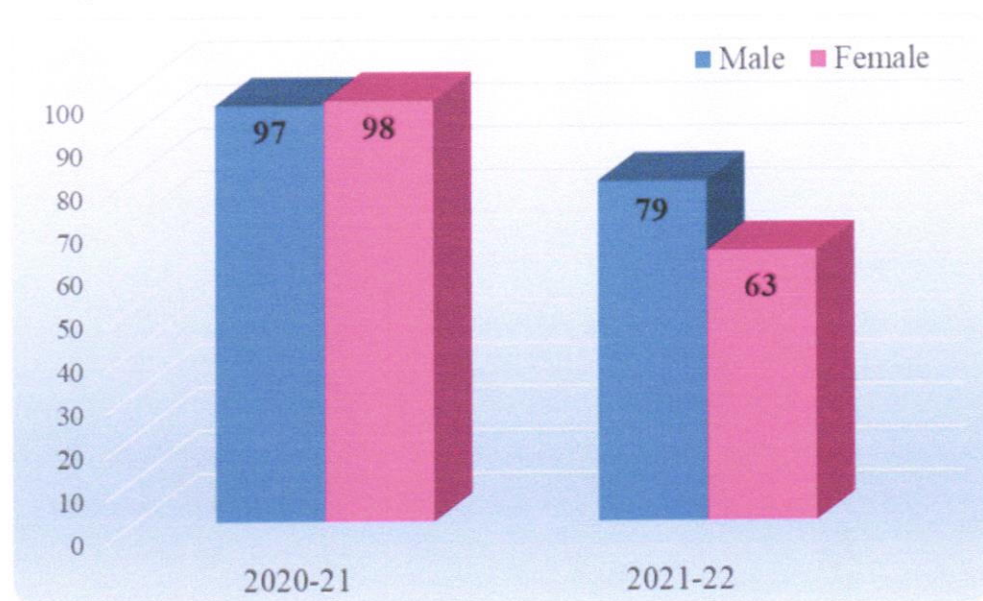
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**Fig 69: Gender-wise pass percentage of final year students, Bengali (Hon)**



**Fig 70: Gender-wise pass percentage of final year students, English (Hon)**



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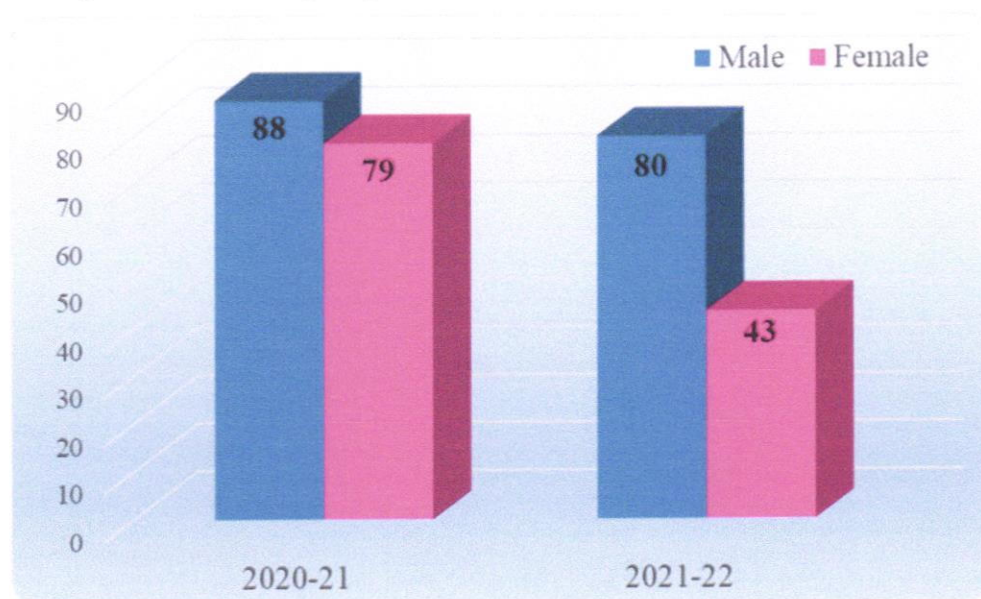
*Anita Bar*

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**Fig 71: Gender-wise pass percentage of final year students, Hindi (Hon)**



**Fig 72: Gender-wise pass percentage of final year students, History (Hon)**



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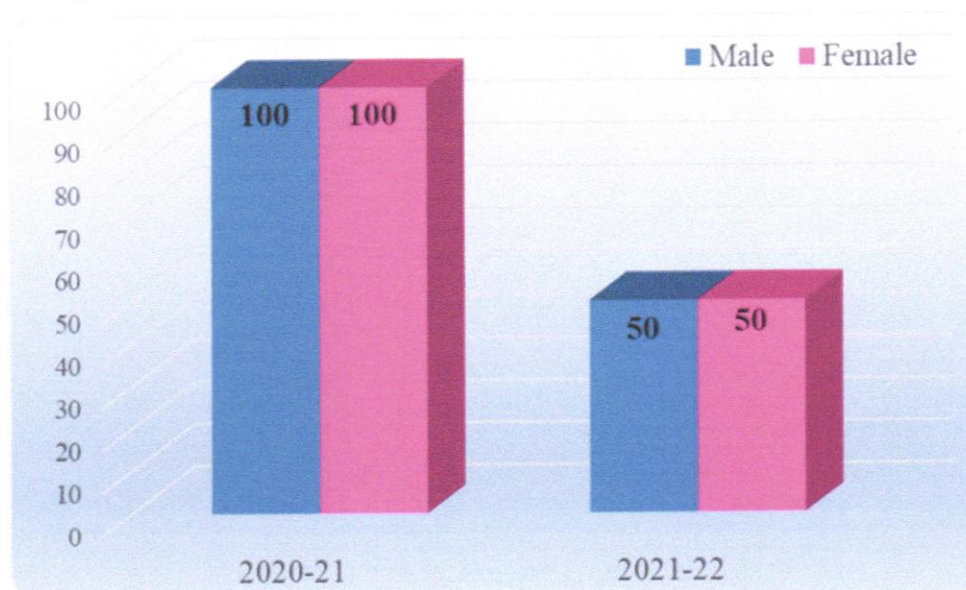
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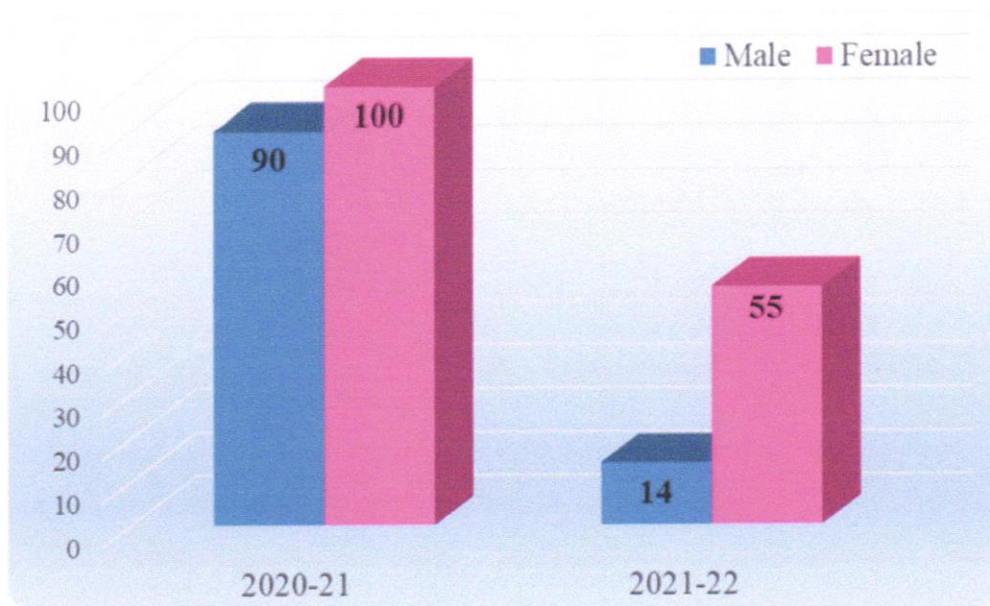
**Fig 73: Gender-wise pass percentage of final year students, Political Sc. (Hon)**



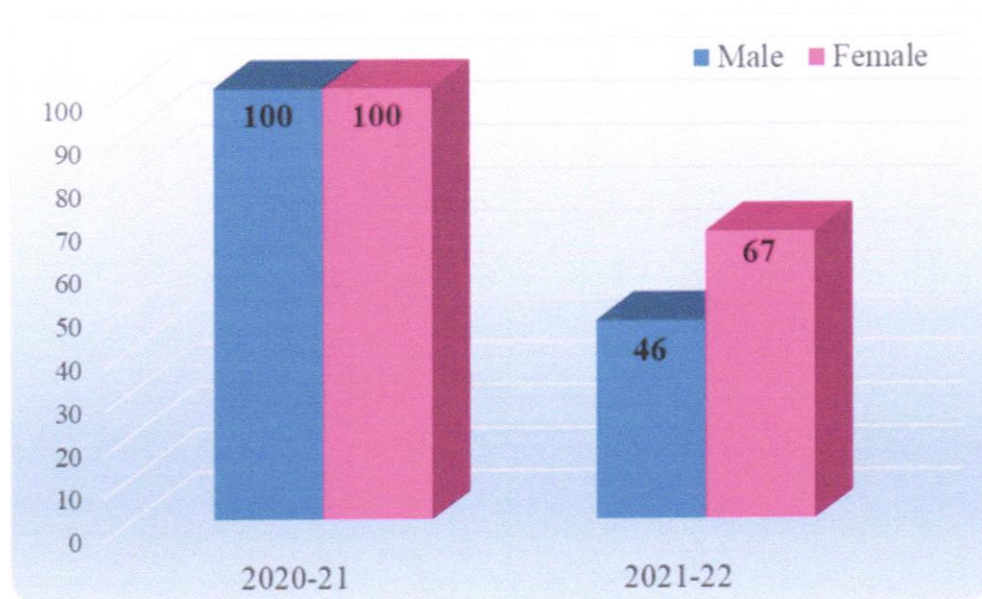
**Fig 74: Gender-wise pass percentage of final year students, Botany (Hon)**



**Fig 75: Gender-wise pass percentage of final year students, Chemistry (Hon)**



**Fig 76: Gender-wise pass percentage of final year students, Comp. Sc. (Hon)**



*Radha Rama Ban*

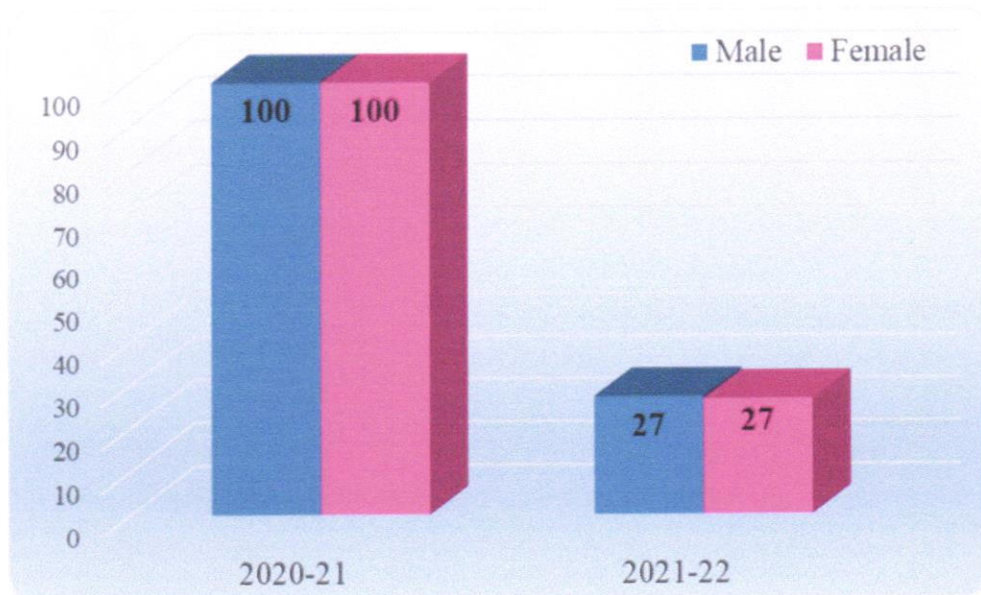
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**Fig 77: Gender-wise pass percentage of final year students, Mathematics (Hon)**



**Fig 78: Gender-wise pass percentage of final year students, Physics (Hon)**



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**Fig 79: Gender-wise pass percentage of final year students, Zoology (Hon)**



## **THE AUDIT**

### **✚ Student Data Analysis**

- The NCC Cadet profile indicates a slightly higher representation of male students in the session of 2018-22 whereas NSS volunteers show a higher representation of female students. The overall student body observes a noticeably higher representation of male students in the session of 2018-22.
- **Caste-wise gender distribution (GEN, SC, ST, OBC):** Though across various reserved categories, males show higher representation compared to females, notably female representation varied insignificantly among different caste categories (GEN, SC, ST & OBC). Bangabasi Morning College being a co-educational college, admission is gender unbiased but various socio-economic factor influences gender inequality. In three semesters (1, 3 & 5) of the academic year 2018-22, male representation was higher in all caste categories (GEN, SC, ST & OBC). But female representation remained unaffected by caste categories, as in all four categories the percentage of female students was almost the same.
- **Gender-wise pass percentage through different subjects:** From a generalised analysis of data over the past four years (2019- 22), it was found that the average female pass percentage



is slightly higher than the average male pass percentage in the Bangabasi Morning College. This difference is more clearly seen in the B. Com. Hons and B. Com General where the admission rates are the highest. The Language Honours however show a lesser gap in the two graphs while History flips the table towards the male side. The Science Honours also display exemplary equality when it comes to the passing percentage; Botany and Mathematics equating the graphs to the same plane. The year 2020-21 was the year that has displayed the most egalitarian behaviour when it came gender roles in the passing graph. Overall, the gender difference in the passing percentage is trifling, which points out the values of equality followed in the esteemed institution.

#### 📌 Employee (Teaching and non-teaching staff) Data Analysis

- **Gender-wise distribution of Administrative Committees:** Combined all Administrative Committees of 2018-22 show lower female representation as compared to that of males. Among seventeen Administrative Committees, in four major functional committees have notably higher female participation, like the Students' Welfare Sub-Committee, Grievance Redressal Cell, Women Cell, and ICC.
- **Teaching Staff:** From the bar diagram presenting the combined data for the years 2018-22, the department heads at Bangabasi Morning College appear to reflect a gender gap. With 41% female department heads and 59% male department heads, there is a clear underrepresentation of women in leadership positions in the academic year 2021-22. The gender distribution data for four years from 2018-22 among teachers (substantive and SACT combined) reflects a gender gap. The data shows a clear gender gap in both leadership positions (department heads) and faculty positions (teachers) at Bangabasi Morning College against women.
- **Non-teaching Staff:** There is severe gender disparity in non-teaching staff against women as we go through the four-year data from 2018-2022. Be it the number of substantive non-teaching staff or contractual non-teaching staff, the percentage of female employees is rudely less. Overall, the non-teaching staff is highly gender-sensitive with a very small number of female staff. The data reflects a clear picture of a male-dominated work environment within the non-teaching section of the college.

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#### **Suggestions and Recommendations:**

##### **1. Regular Gender Audits:**

Establish a routine schedule for gender audits to monitor progress and identify evolving challenges, ensuring sustained commitment to gender inclusivity.

##### **2. Data-Driven Decision-Making:**

Encourage ongoing data collection and analysis to inform decision-making processes, fostering evidence-based strategies for gender equality.

##### **3. Community and Stakeholder Involvement:**

Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity.

##### **4. Partnerships for Change:**

Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.

##### **5. Transparent Communication:**

Foster transparent communication about the college's commitment to gender inclusivity, sharing progress, and seeking input from the college community.

##### **6. Celebrating Success Stories:**

Highlight and celebrate success stories of gender diversity and inclusivity within the college to inspire positive change.

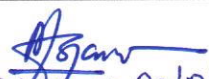
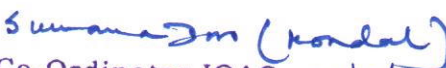

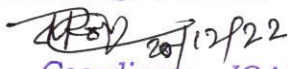
7. The College will continue its reputation of being a safe environment for women and retain its gender-sensitive culture.

8. More female students be encouraged to participate in sports and to contest for college-level leadership positions.



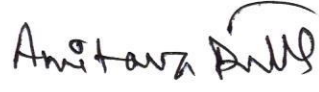
## DECLARATION BY THE AUDIT TEAM

In our professional judgement, sufficient and appropriate audit procedures were completed, and evidence was gathered to support the accuracy of the conclusions reached and contained in this report. The conclusions are based on a comparison of the situations as they existed at the time of the audit.

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2.	Name: Sumantra Das (Mondal) Designation: Associate Prof. Signature with Office Seal:	 Co-Ordinator, IQAC 20/12/22 A G C Bose College Kolkata-700009
3.	Name: Dr. Shib Sankar Sana Designation: Principal Signature with Office Seal:	 Principal 20/12/22 Kishore Bharati Bhagini Nivedita College (Co-Ed.)
4.	Name: Prof. Mahamanda Roy Designation: Asst. Professor Signature with Office Seal:	 Coordinator, IQAC 20/12/22 Kishore Bharati Bhagini Nivedita College (Co-Ed.)

  
20/12/2022  
IQAC Coordinator  
Bangabasi Morning College  
Signature with office seal  
Coordinator, IQAC  
BANGABASI MORNING COLLEGE  
KOLKATA-700009



  
20/12/22  
Principal  
Bangabasi Morning College  
Signature with office seal  
Principal  
Bangabasi Morning College  
Kolkata - 700009