

GENDER AUDIT REPORT

(2022-23)



BANGABASI MORNING COLLEGE

19, Rajkumar Chakraborty Sarani, Kolkata- 700009

Radha Rama Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anita Bar
Principal
Bangabasi Morning College
Kolkata - 700 009

REPORT OF THE GENDER AUDIT (2022-2023)

A Gender Audit is like an X-ray for an organization. It helps you see how well it is performing in promoting fairness between genders. This tool goes beyond policies and programmes. It delves into how the staff perceives how gender issues are addressed throughout the organization. This includes everything from projects and services offered to structures, budgets, and even how decisions are made.

By using a Gender Audit, one can identify areas where the Institution is excelling in promoting gender equality. It also helps to pinpoint areas where there is room for improvement. This allows to create a more balanced and inclusive environment for everyone.

Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth. A gender audit is a tool to assess and check the institutionalisation of gender equality in organisations, including in their policies, programmes, projects, and/ or provision of services, structures, proceedings, and budgets. As a method for gender mainstreaming, gender audits help organisations identify and understand gender patterns within their composition, structures, processes, organisational culture, and management of human resources, and in the design and delivery of policies and services. Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

Bangabasi Morning College 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. Gender equity has been stressed upon by our institution in its extension activities. Our college tries to provide:

- ✓ Equitable educational opportunities to girls, regardless of their socioeconomic or cultural roots.
- ✓ No gender discrimination and sexual harassment, by promoting gender friendly environment amongst all the students and staff.
- ✓ To make recommendations to the Principal for changes/ elaborations in the Rules, Orders, and Code of conduct to create a gender-just environment, free of sexual harassment in any form.
- ✓ To emphasize the importance of economic, social, racial and gender equality.
- ✓ To create awareness about the rights of women to prepare them to protect themselves from all sorts of harassment in future life.
- ✓ To broaden the domain of knowledge and improve skills of women and hence to empower them.
- ✓ To impart knowledge on health and hygiene.
- ✓ To instil values and the sense of responsibilities in building a good society.

Radhekanan Ban
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anurita Ban
Principal
Bangabasi Morning College
Kolkata - 700 009

- ✓ To enhance understanding of issues related to women and to make the college campus free from gender disparity.

Our Policies:

As recommended by the Honourable Supreme Court of India and by the directives issued by the University Grants Commission, Bangabasi Morning College has constituted a **Women's Cell** in our college. The Court framed certain guidelines, also known as the *Vishaka* guidelines, relying on the provisions of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW). Based on the *Vishaka* Guidelines, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (POSH Act) was enacted. 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, every workplace, having more than ten employees, is required to constitute an Internal Complaints Committee. The Committee is empowered to inquire into a complaint in the same capacity as a Civil Court under the Code of Civil Procedure, 1908.

Some other provisions 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 are:

- The college has a Grievance Redressal Cell.
- The Equal Opportunity Cell of the college is active.
- 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.
- 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 counseling and career guidance, are available for students of all genders.
- The objective of the Anti-Ragging cell is to ensure justice for the students with an attitude of zero tolerance towards ragging.
- 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.
- A Health Scheme Cell 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 installed for 360° campus surveillance.
- Library facilities.
- A security guard at the gate.
- Canteen.

Radhika Raman Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



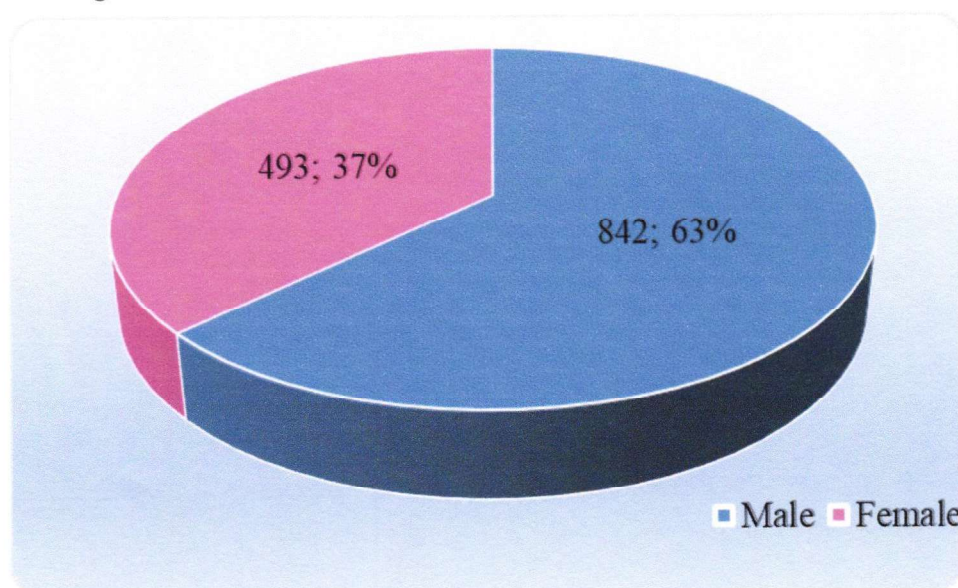
Anurita Das
Principal
Bangabasi Morning College
Kolkata - 700 009

❖ THE AUDIT

✚ Students' Data Analysis

- **Students' Profile:** The overall student body observes a noticeable higher representation of male students in the academic session of 2022-23 (Fig 1-4). Among all of the students, 63% of them are male. After disaggregation of the students' data according to their caste/ tribe, gender bias is there against female students for all castes (Fig 5-8). There is a general lack of female representation compared to males. This suggests a broader issue where women are underrepresented across the board. Representation for women is almost equally low across all castes. This could indicate a common struggle for women regardless of caste background. While Bangabasi Morning College offers equal admission opportunities for all genders, social and economic factors outside the college can create an imbalance in the number of male and female students. Data from the 2022-23 academic year reveals a consistent trend: males outnumbered females in all caste groups across all three semesters. This pattern highlights a gender enrolment gap at the college. This suggests a general underrepresentation of females but a surprising lack of variation based on caste background.

Figure-1: Gender-wise distribution of Semester-1 students, 2022-23



RadheRaman Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anita Das
Principal
Bangabasi Morning College
Kolkata - 700 009

Figure-2: Gender-wise distribution of Semester-3 students, 2022-23

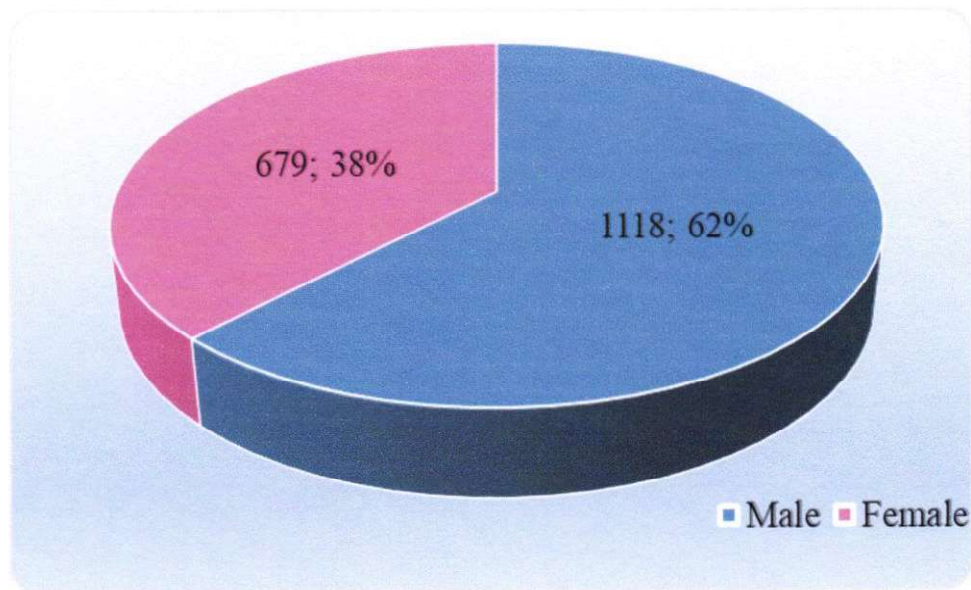
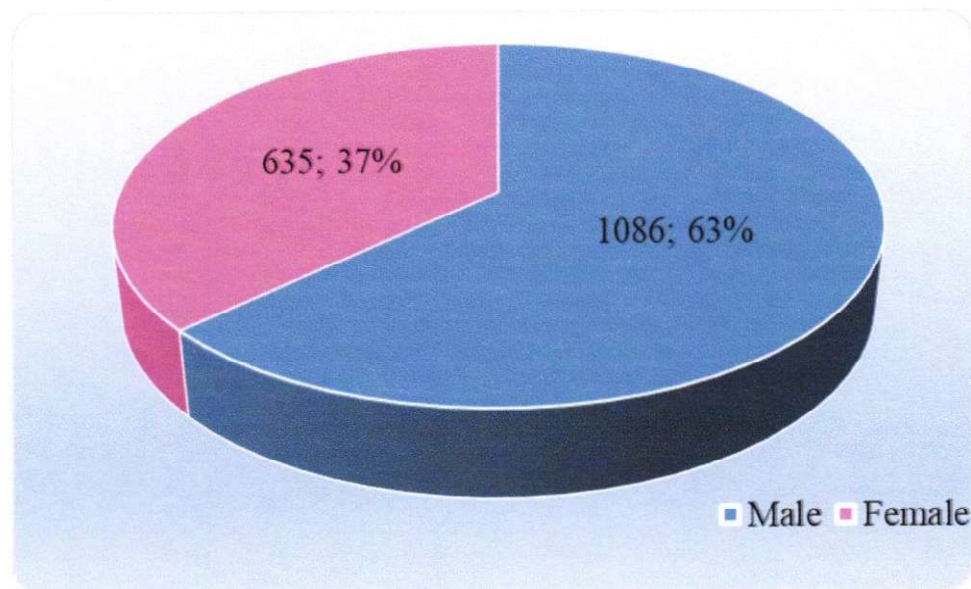


Figure-3: Gender-wise distribution of Semester-5 students, 2022-23



Radha Ranu Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anurupa Bar
Principal
Bangabasi Morning College
Kolkata - 700 009

5 | Page

Figure-4: Gender-wise distribution of all students, 2022-23

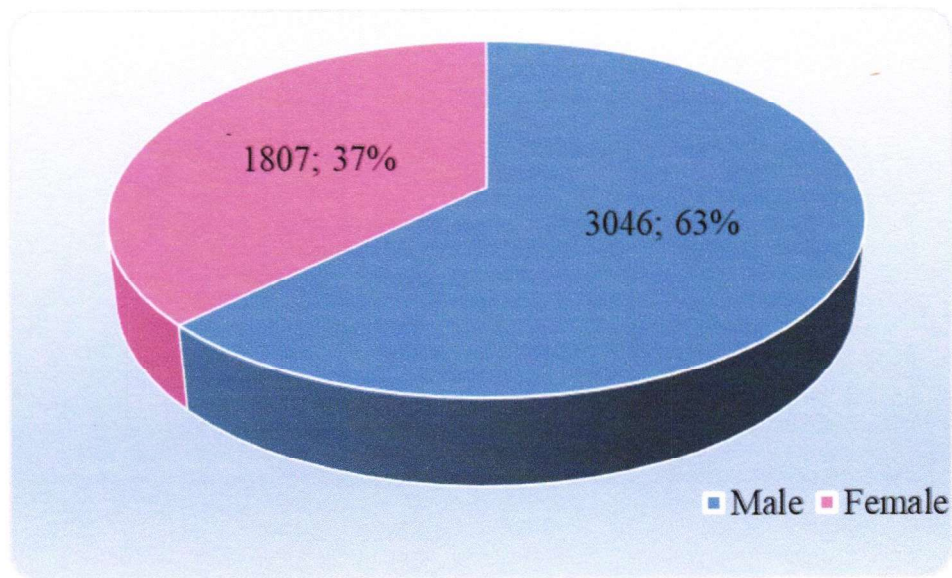


Figure-5: Cast-wise gender distribution of Semester-1 students, 2022-23

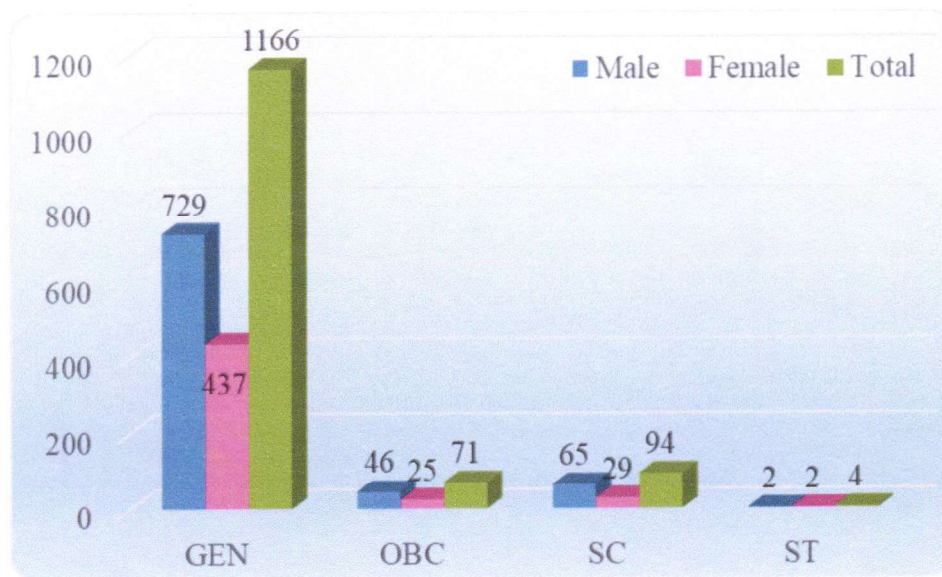


Figure-6: Cast-wise gender distribution of Semester-3 students, 2022-23

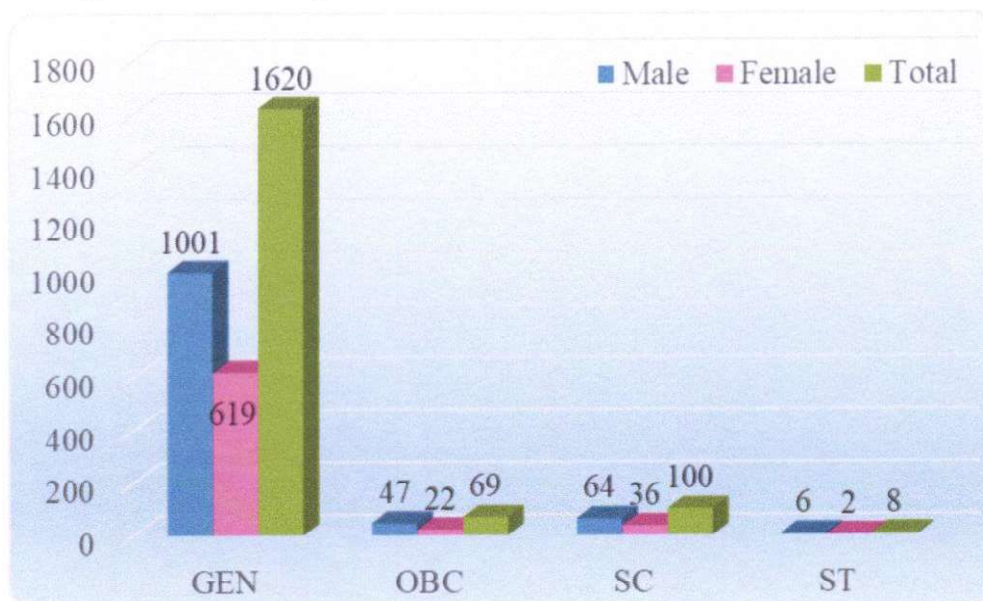


Figure-7: Cast-wise gender distribution of Semester-5 students, 2022-23

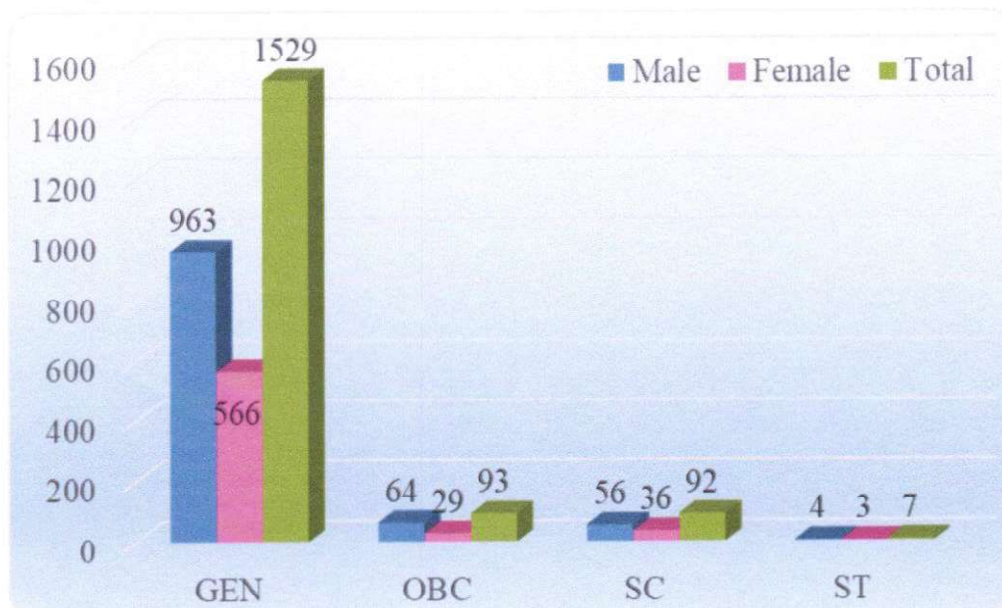
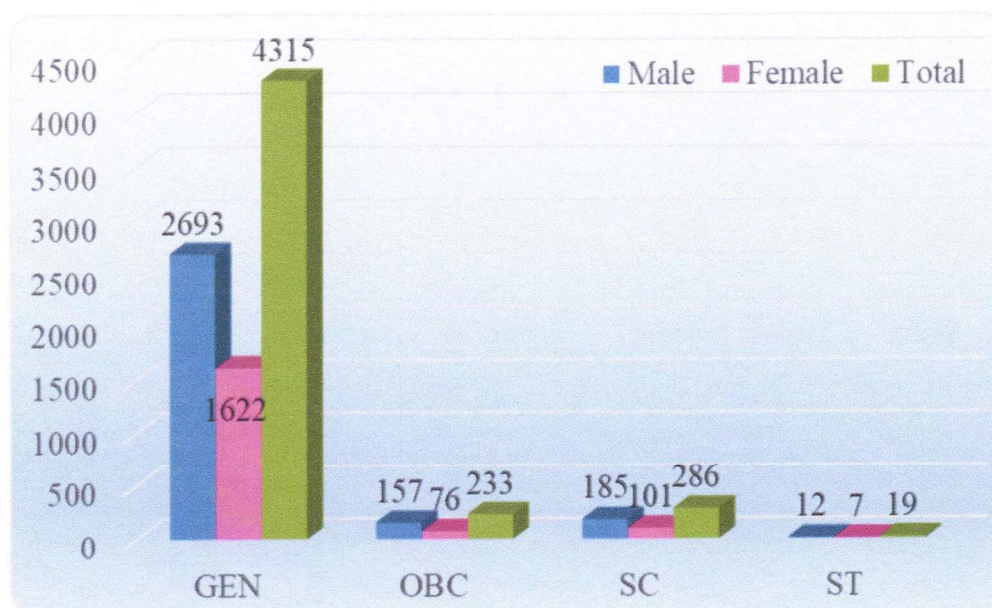


Figure-8: Cast-wise gender distribution of all students, 2022-23



- Students' Scholarship:** In the academic year 2022-23, students received various government scholarships and College Fee Concessions. All female students received a Kanyasree scholarship of Rs 25000/ from Govt. of West Bengal at the age of 18 years. They also get a Swami Vivekananda Merit-cum-Means scholarship of Rs 1000-1500 per month from Govt. of West Bengal if they receive 60% marks in the last qualifying examination. Students from minority communities receive Aikyasree scholarship from Govt. of West Bengal. Students from SC/ ST/ OBC castes receive OASIS (BCW) scholarship from the Backward Classes Welfare Department and Tribal Development Department, Govt. of West Bengal. Apart from these, Bangabasi Morning College also gives students Fee Concessions to the needy meritorious students.

There is gender bias in all the above-mentioned scholarships by the students. In the SVMCM scholarship, only 42% of the recipients are female. Among the minority community Aikyasree scholarship, only 29% of the recipients are female. Among the OASIS (BCW) scholarship recipients, 37% are females. Among the students who received College Fee Concession, only 38% of the recipients are female (Fig 9-12). These data suggest that there is gender disparity in scholarship as female students are significantly underrepresented compared to their male counterparts. These trends may reflect the society's overall picture of higher education.

Figure-9: Gender-wise distribution of Swami Vivekananda Merit-cum-Means Scholarship, 2022-23

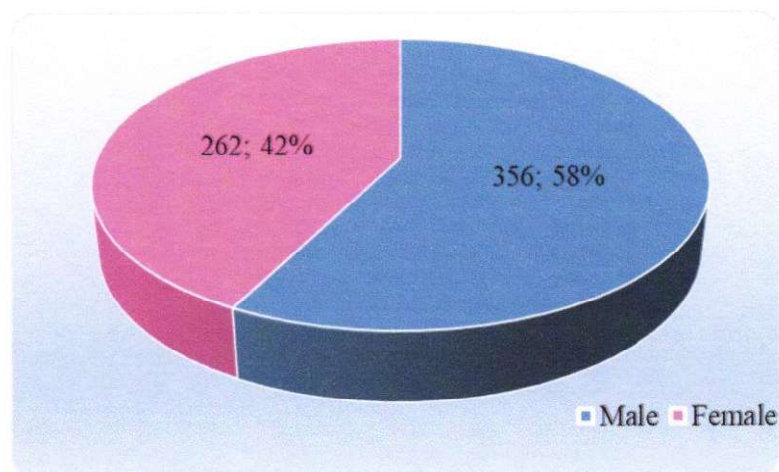


Figure-10: Gender-wise distribution of Aikyashree Scholarship, 2022-23

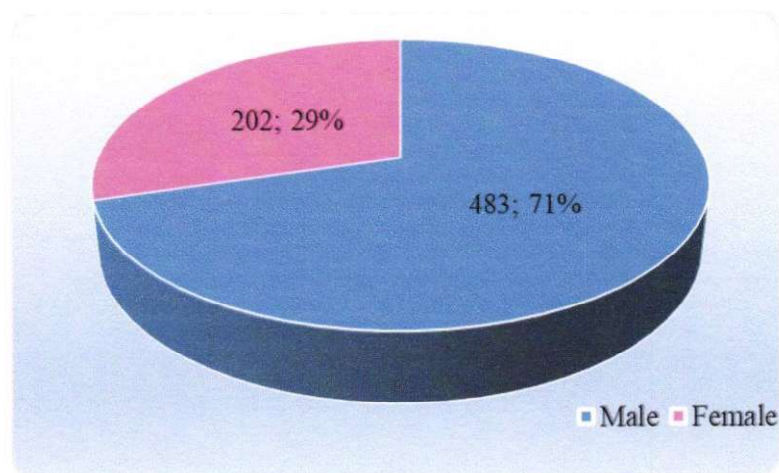


Figure-11: Gender-wise distribution of OASIS (BCW) Scholarship, 2022-23

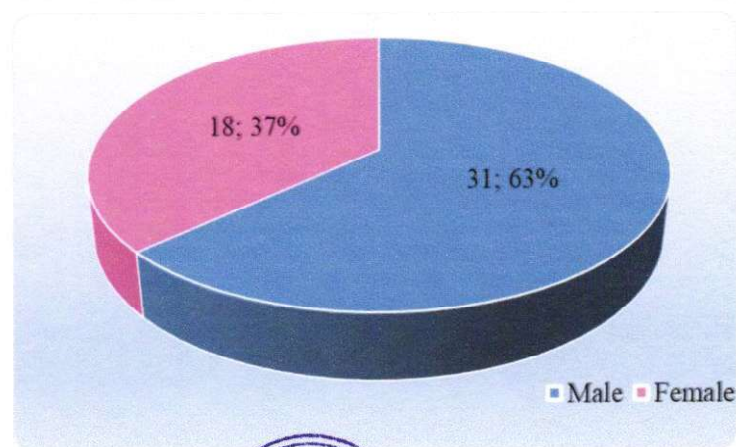
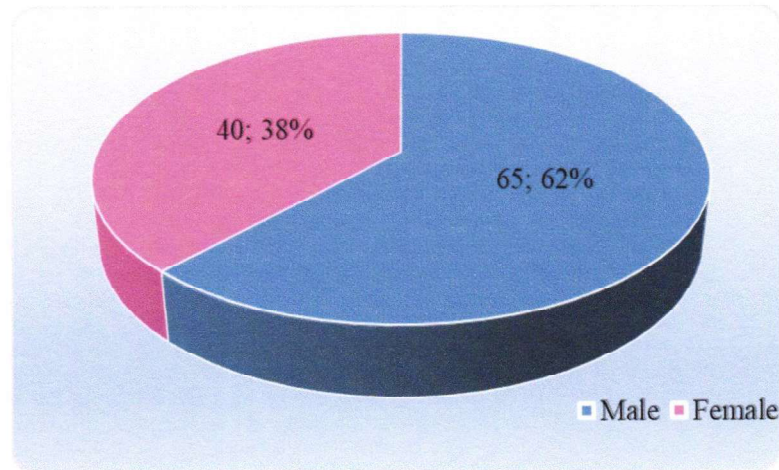


Figure-12: Gender-wise distribution of College Fee Concession, 2022-23



- **National Cadet Corps and National Service Scheme:** The NCC Cadet profile indicates a slightly higher representation of female students in the session of 2022-23 whereas NSS volunteers show a high representation of male students (Fig-13-14). In this year, 52% of NCC cadets are female whereas only 38% of NSS volunteers are female students.

Figure-13: Gender-wise distribution of NCC Cadets, 2022-23 (Total 105)

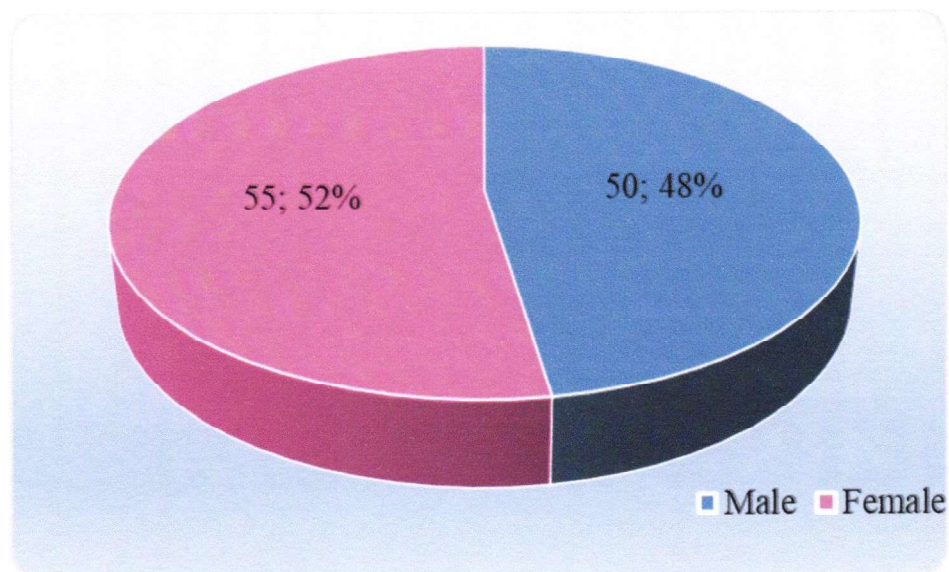
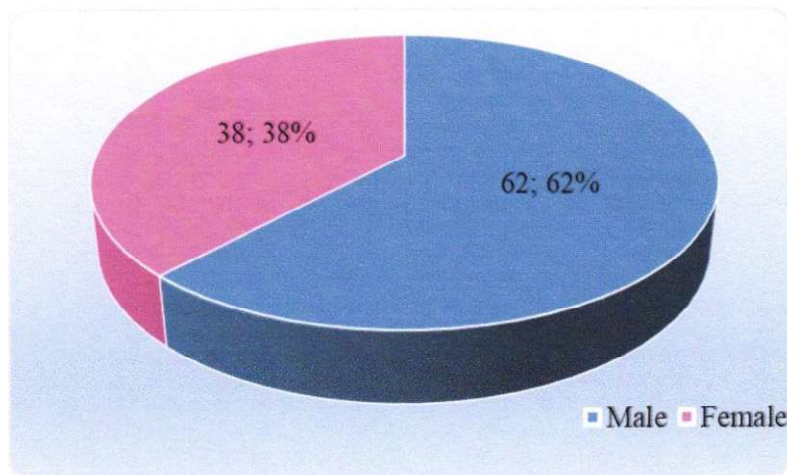


Figure-14: Gender-wise distribution of NSS Volunteers, 2022-23 (Total 100)



✦ Employee Data Analysis

- Teaching Staff:** From the data, the department heads for the 2022-23 academic year 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 (Fig-15). The gender distribution among teachers (substantive and SACT combined) reflects a gender gap. With 42% female teachers and 58% male teachers, there is a clear underrepresentation of women in faculty positions (Fig-16). The data shows a clear gender gap in both leadership positions (department heads) and faculty positions (teachers) at Bangabasi Morning College against women. Our college takes utmost care that the female teachers can get their various leave benefits like Maternity Leave and Child Care Leave.

Figure-15: Gender-wise distribution of Head of Departments, 2022-23

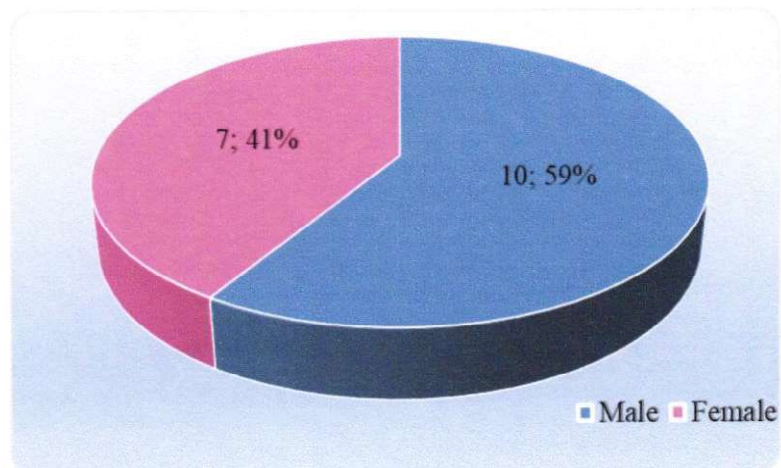
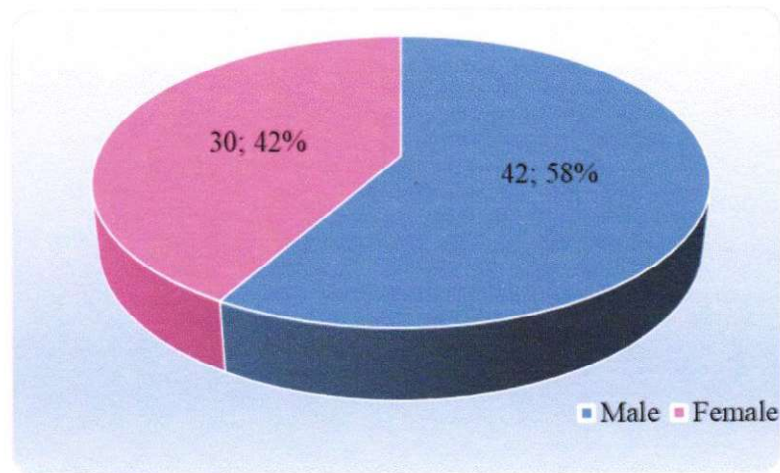


Figure-16: Gender-wise distribution of Teaching Staff, 2022-23



- **Non-teaching Staff:** There is severe gender disparity in non-teaching staff against women. Among the substantive non-teaching staff, only 15% are female. The picture is slightly better for contractual non-teaching staff, with 21% females. Overall, the non-teaching staffs are highly gender-sensitive with only 19% being female (Fig-17-19). This paints a clear picture of a male-dominated work environment within the non-teaching section of the college.

Figure-17: Gender-wise distribution of Non-Teaching Staff (Substantive), 2022-23

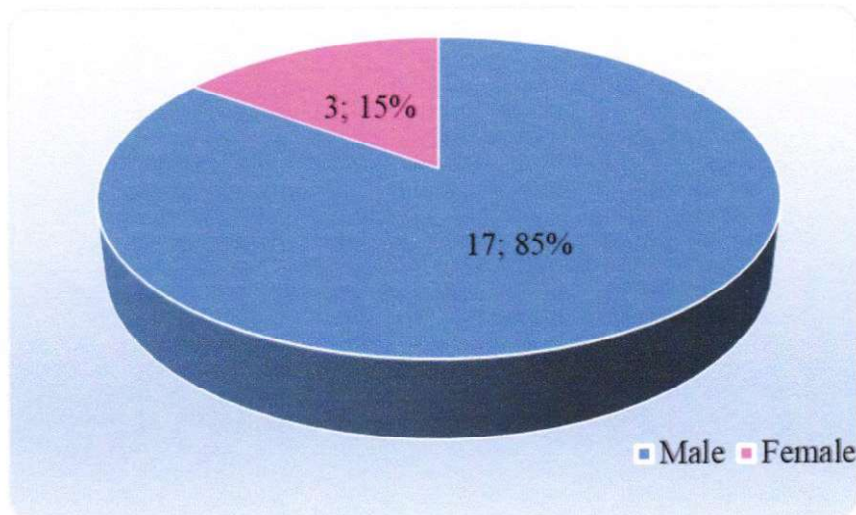


Figure-18: Gender-wise distribution of Non-Teaching Staff (Contractual), 2022-23

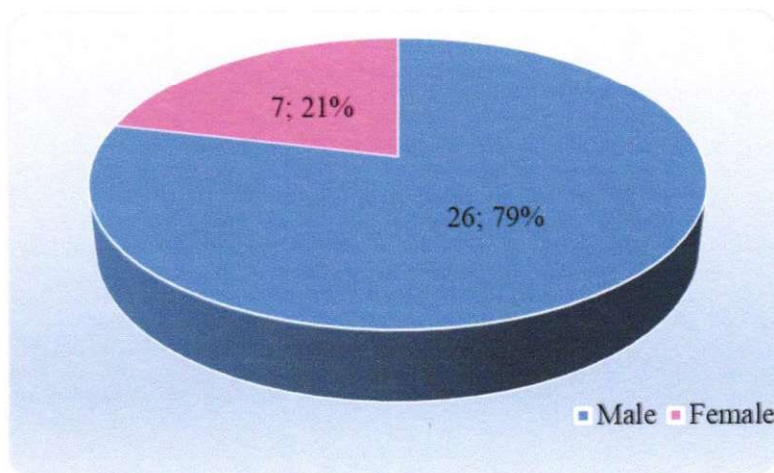
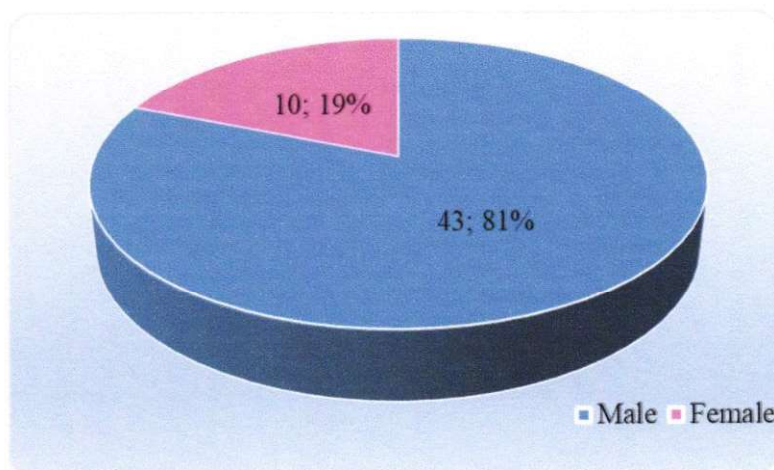


Figure-19: Gender-wise distribution of Non-Teaching Staff (Combined), 2022-23



Administrative Committees' Data Analysis

- Gender-wise distribution of Administrative Committees:** There is a clear gender gap in administrative committees (combined), with only 36% female representation compared to 64% male representation. Interestingly, four committees (Students' Welfare Sub-Committee, Grievance Redressal Cell, Women Cell, and ICC) have a higher female presence, exceeding 50%. This suggests a positive trend towards gender balance in specific committees. However, committees like the Finance Sub-Committee and Health Scheme Cell completely lack female representation. This highlights a need to address the underrepresentation of women in certain administrative areas (Fig-20-37).

Figure-20: Gender-wise distribution of Governing Body, 2022-23

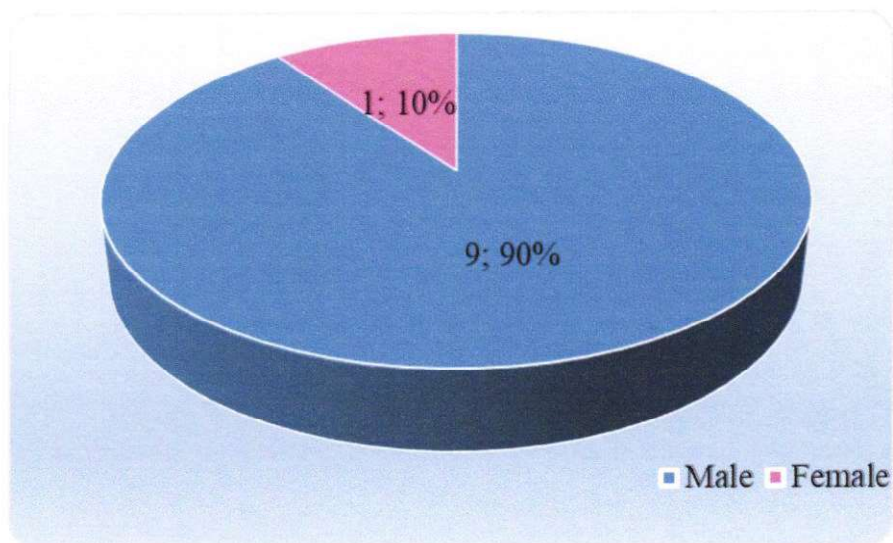


Figure-21: Gender-wise distribution of IQAC, 2022-23

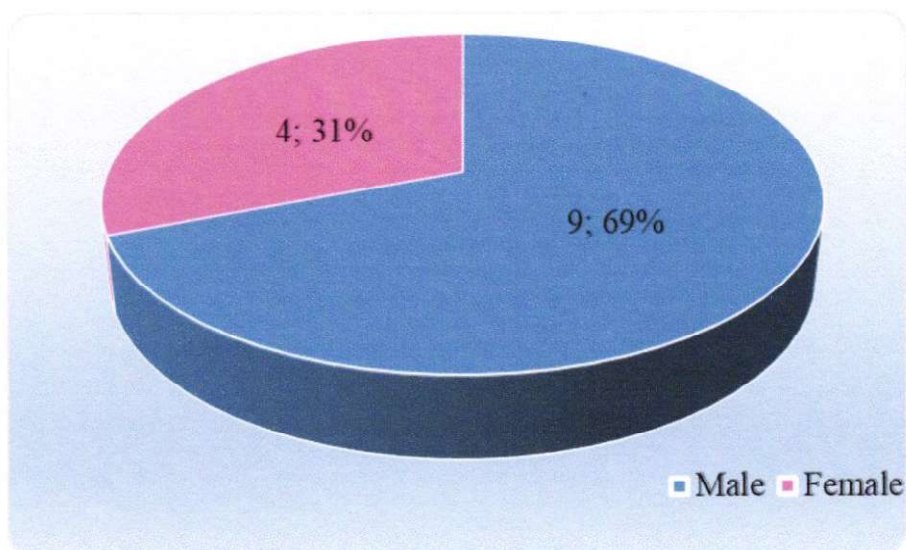


Figure-22: Gender-wise distribution of RUSA Committee, 2022-23

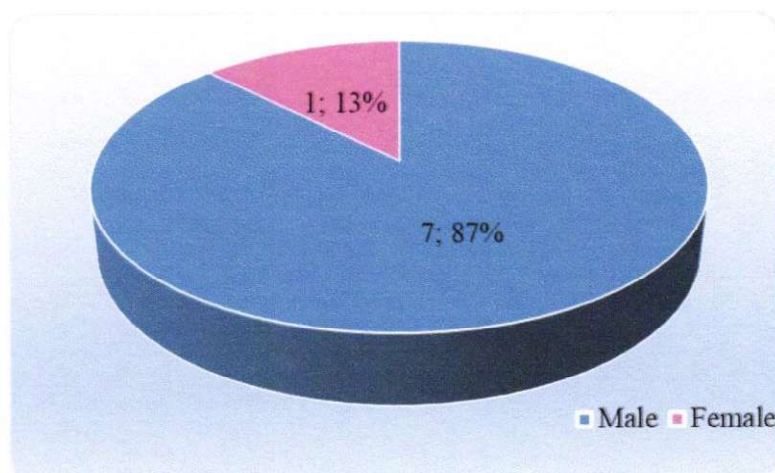


Figure-23: Gender-wise distribution of UGC Committee, 2022-23

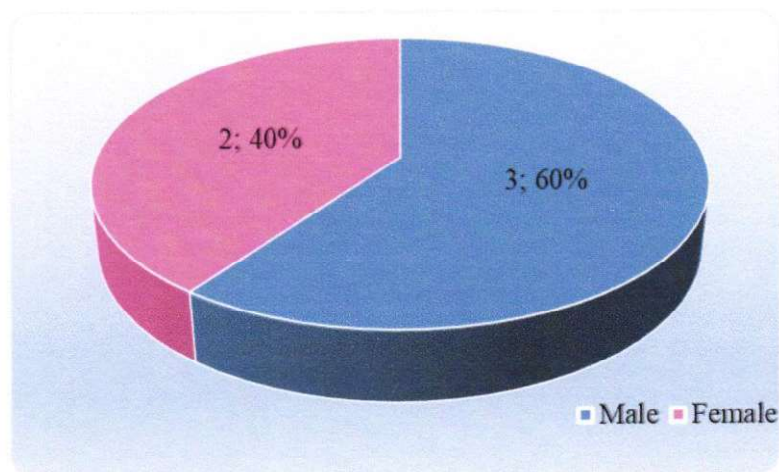


Figure-24: Gender-wise distribution of Finance Sub-Committee, 2022-23

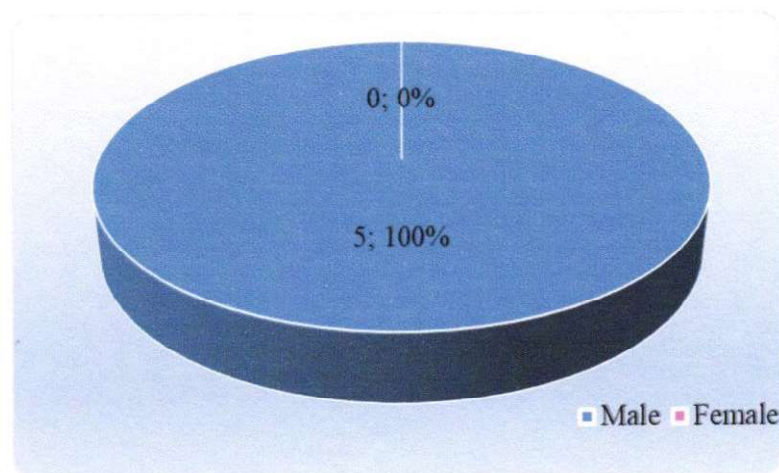


Figure-25: Gender-wise distribution of Library Sub-Committee, 2022-23

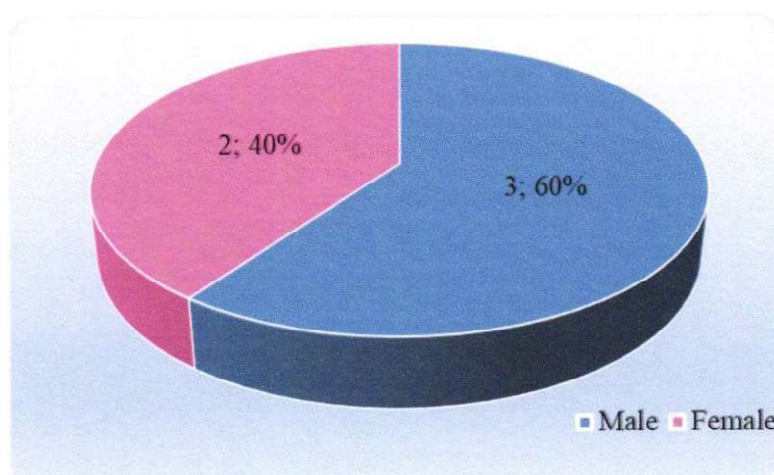


Figure-26: Gender-wise distribution of Students' Welfare Sub-Committee, 2022-23

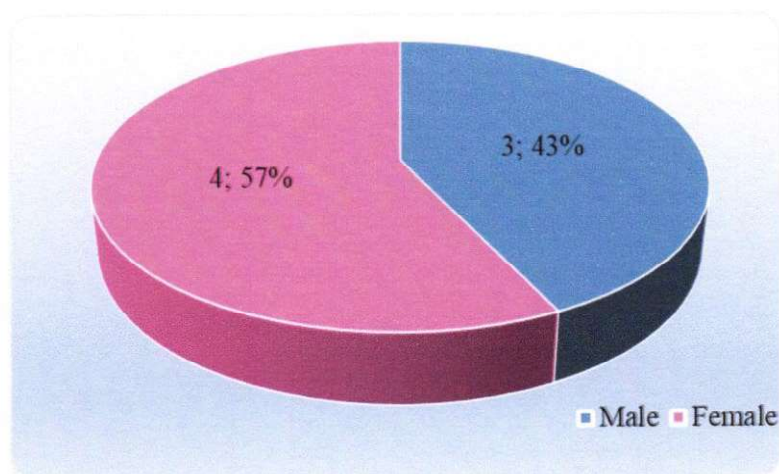


Figure-27: Gender-wise distribution of Grievance Redressal Cell, 2022-23

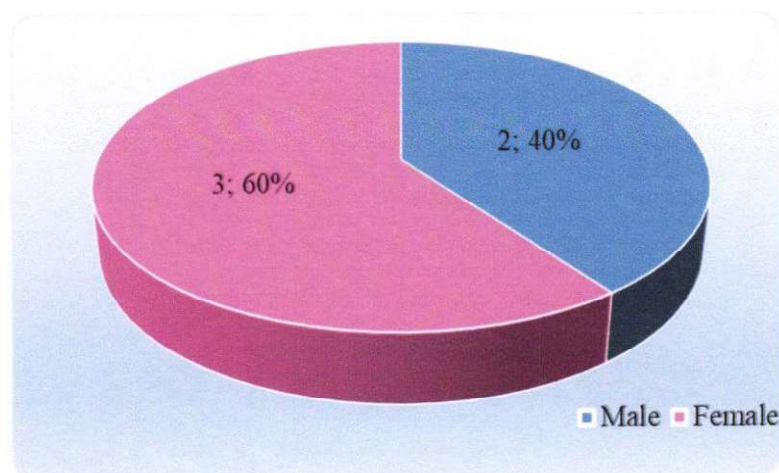


Figure-28: Gender-wise distribution of Women Cell, 2022-23

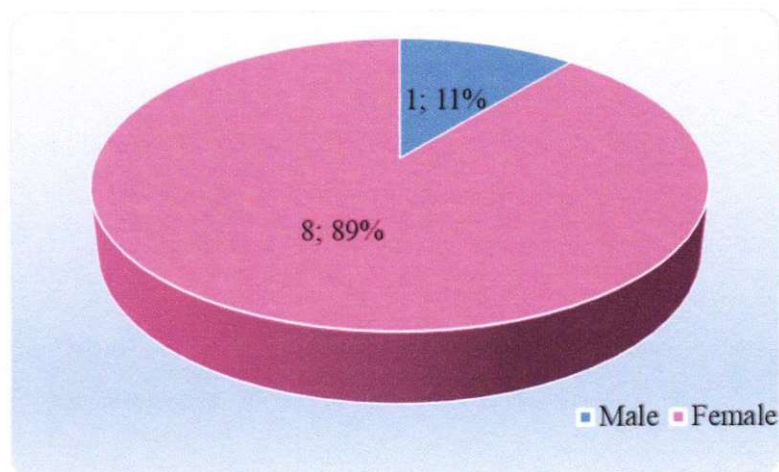


Figure-29: Gender-wise distribution of SC/ ST Cell, 2022-23

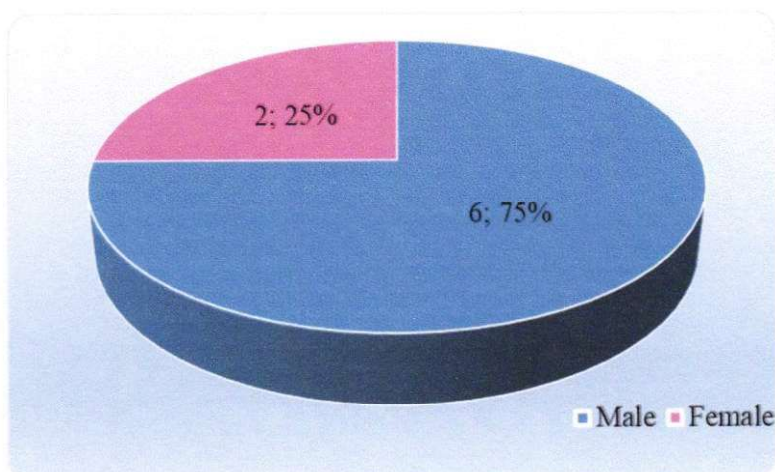


Figure-30: Gender-wise distribution of Service Book Cell, 2022-23

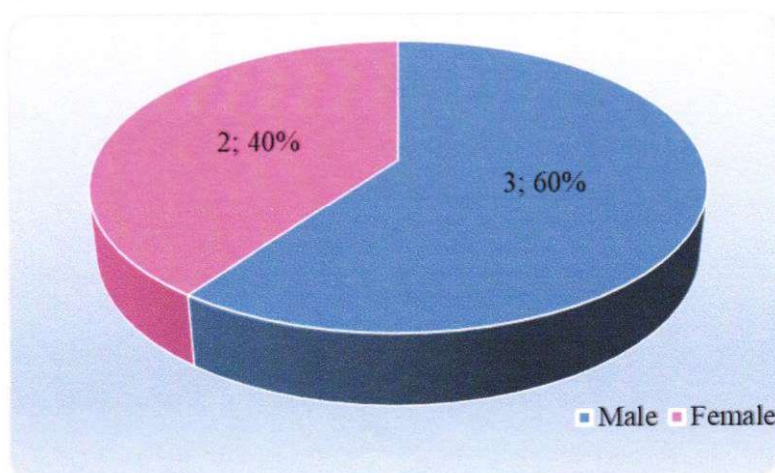


Figure-31: Gender-wise distribution of ICC Cell, 2022-23

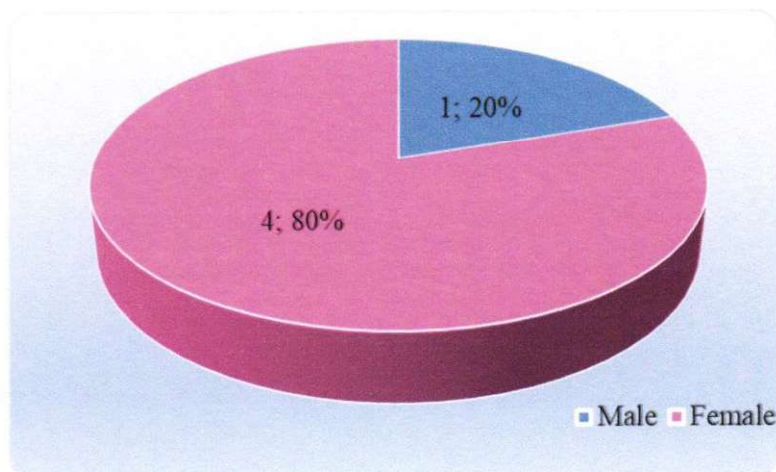


Figure-32: Gender-wise distribution of Anti-Ragging Cell, 2022-23

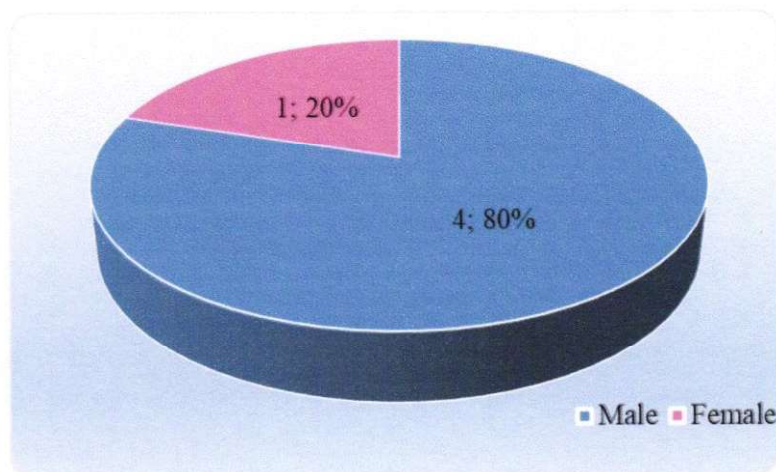


Figure-33: Gender-wise distribution of PF Committee, 2022-23

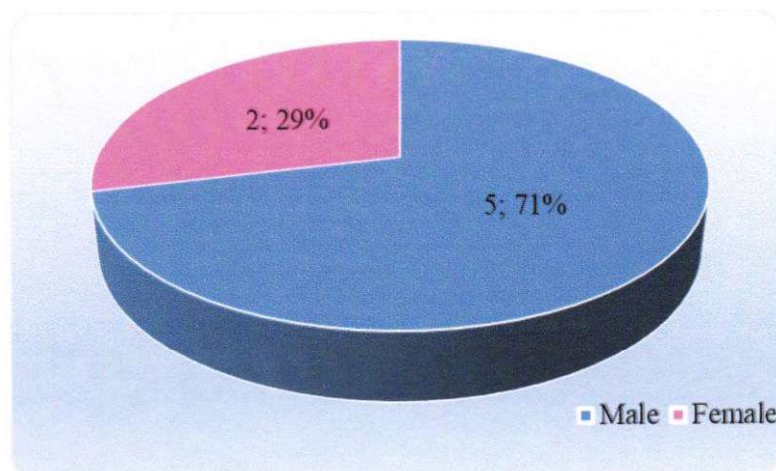


Figure-34: Gender-wise distribution of Students' Scholarship Committee, 2022-23

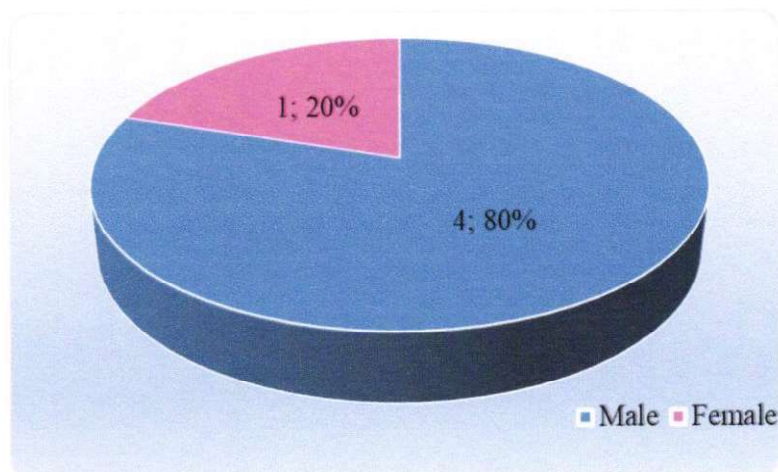


Figure-35: Gender-wise distribution of Health Scheme Cell, 2022-23

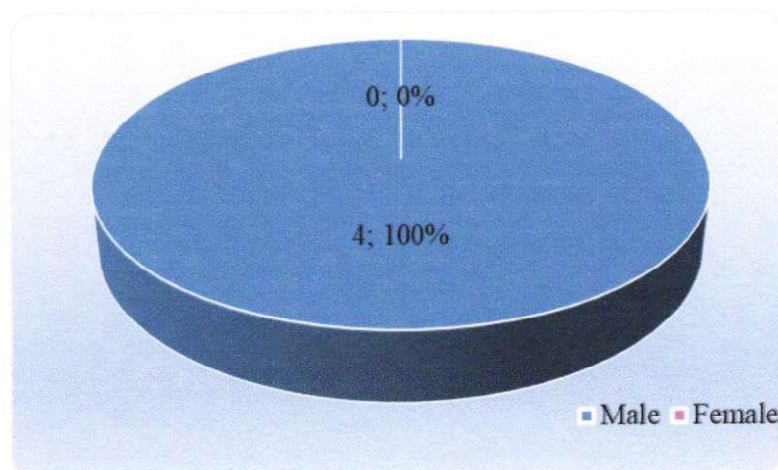
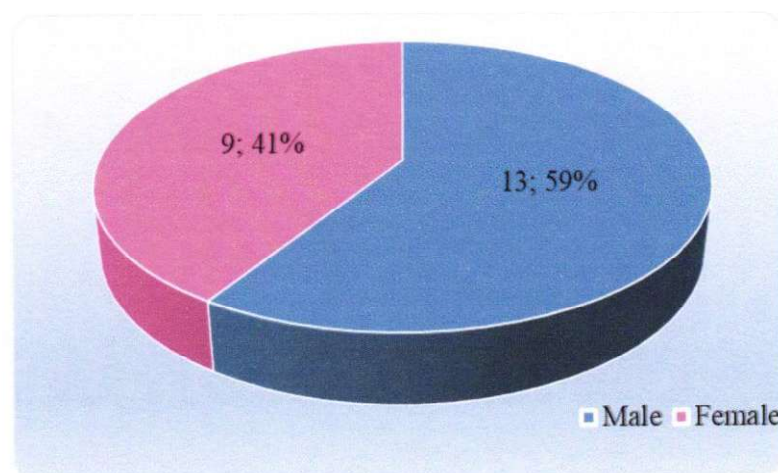


Figure-36: Gender-wise distribution of Academic Sub-Committee, 2022-23

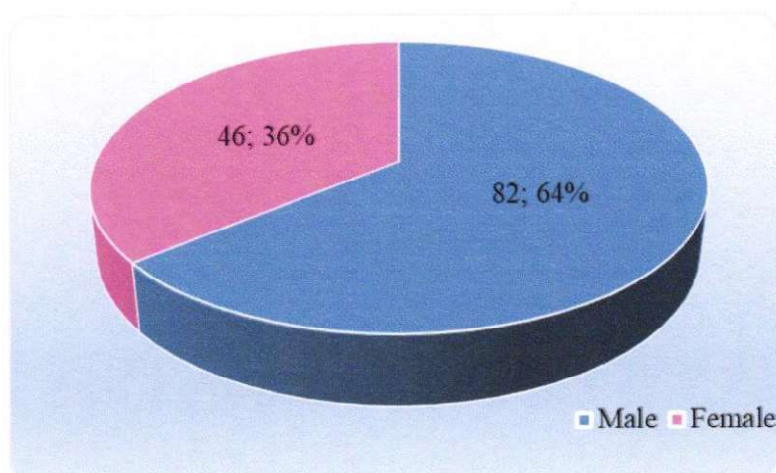


RadheRaman Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anindita Bar
Principal
Bangabasi Morning College
Kolkata - 700 009

Figure-37: Gender-wise distribution of Combined Administrative Committees, 2022-23



Annual Gender Sensitization Action Plan, 2022-23

Gender Sensitization refers to modifying the behaviour by raising awareness of gender equality concerns. Instilling positive thoughts on gender issues will restrain the future generation from the malpractice of gender discrimination. Women's Cell, Bangabasi Morning College is well prepared and genuinely enthusiastic to handle and respond to gender-sensitive issues and work hard to provide a safe and secure environment where women and men can work together with dignity through various activities. Bangabasi Morning College 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 Cell, NSS team, and various other departments. Identity cards are mandated for everyone on the 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. Equal opportunities are provided to all individuals irrespective of gender, race, caste, colour, creed, language, religion, or another status. The institution has different avenues for counseling male and female students and staff for academic and other issues/ problems. Promotion of awareness amongst the faculty members, students, and staff on relevant issues like health, education, value systems, cyber security, self-defense, entrepreneurship, rights of women, law, etc. through seminars, workshops, debates, quizzes, etc. has been attempted. We conduct regular meetings on different issues throughout the year. We also coordinate with the State and National Commission for Women to raise their voice against sexual harassment according to the *Bishakha* guidance provided by UGC at Educational Institutions. We encourage faculty members towards equal representation and facilitate equal participation in the Governing Body, College Management, Sports, educational tours, academic and social projects, and


Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009




Principal
Bangabasi Morning College
Kolkata - 700 009

co-curricular activities.

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

1. To maintain a good workplace, free from gender discrimination.
2. To prevent and respond to gender-based violence.
3. To foster gender equality in teaching and education systems.
4. To conduct gender equity programmes for the students to understand the fact that equality is the essence of democracy.
5. To arrange counselling sessions on mental health and women's health and hygiene.
6. To provide all the students with an equal opportunity in academics as well as in co-curricular activities.

Women's Cell, Internal Complaint Cell, NSS unit, NCC unit, etc. promote awareness about gender equity.

Programmes organized by Women's Cell in 2022-23

- ***Seminar on Draupadi-Sawambhutar Jibancharit***

Date-02.08.2023; Number of Participants-100

A solo lecture session was conducted by the Women's Cell of Bangabasi Morning College on 'Draupadi-Sawambhutar Jibancharit' on 2nd August 2023, 09 A.M onwards at the college.

Renowned Classical dancer and author Madhubani Chattopadhyay was the guest speaker as the author of her monograph 'Draupadi-Swambhutar Jibancharit'. Aiming at the intellectual and social upliftment of the young female students as well as their male counterparts, the speaker delved into our traditional past as depicted in the Hindu epic Mahabharata, discussed the society and its attitude towards women, various customs that are contrary to reality. In her lecture, Draupadi was explained not only as an untold heroine of the epic but also as a paragon of womanhood and resistance in the wake of the injustices meted out to her within the patriarchal context. The portrayal of Draupadi in this lecture continues to display her individuality, strength, and unyielding determination for both justice and vengeance, hence becoming an independent, empowering character. The injustice meted out to Draupadi, all justified by her marriage is inexcusable, and the legends condemning her sexuality are unreasonable. Depending on how one reads her, Draupadi can be viewed as a subversive character who emerges as victor. Draupadi, an important character in the mythology might have lived in another era, but the fate she endured continues to befall numerous women in India and across the world even today. She is not just a mythical character, she is a metaphor for women of all times and ages. There is no death of Draupadis in our mundane world, they are everywhere, be it in Manipur, in a village of Haryana, the thriving metropolitan of Delhi, in the slums of Mumbai, on the streets of Kolkata. Awareness was created among the students (both male and female) as well as the teachers regarding the rights of women and their relevance in society as this programme ended with an active and very spontaneous question-answer session.


Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009





Principal
Bangabasi Morning College
Kolkata - 700 009

Bangabasi Morning College
 Affiliated to University of Calcutta
 Accredited with Grade "A" by NAAC

Solo-Lecture Session
Topic: Draupadi-Sawambhutar Jibancharit
Speaker: Madhubani Chattopadhyay
 (Acclaimed Classical Dancer and Author)

Date: 02/08/2023 Room No. 304 A
 Time: 9 a.m. onwards (Smart Class Room)



Dr. Amitava Dutta
 (Principal)

Dr. Priyanka Mallick
 (Convenor, Women's Cell)



Redha Ramen Bor
 Coordinator, IQAC
 BANGABASI MORNING COLLEGE
 KOLKATA-700009



Amitava Dutta
 Principal
 Bangabasi Morning College
 Kolkata - 700 009

- **Invited Talk on Gender Sensitization by Dr. T CHAKROVORTY on 06.11.2023**



- **Seminar on Financial Awareness and its Importance in Women Empowerment**

Date-28.11.2023; Number of Participants-95


The Women's Cell, Bangabasi Morning College organized a seminar on an extremely delicate and pertinent issue on the role of financial awareness in Women's empowerment. Gender differences in financial literacy do exist. There are both philosophical and pragmatic reasons. Recent international efforts to measure financial literacy are low on average on several metrics across countries. Women are shown to be relatively less financially skilled than men in several dimensions. Such gaps represent fundamental problems for social equity. A combination of awareness, knowledge, skill, attitude, and behaviour is necessary to make sound financial discussions and ultimately achieve individual financial well-being. Aiming at the growth of consciousness, a presentation was given by the Bank of Baroda, Sealdah Branch. Senior Branch Manager Sri Sandip Kumar Gupta and Audit Officer Sri Subhadip Naskar briefly highlighted the status of financial literacy among Indian Women and why it is important in the context of our country. They referred to a report by the Humanity Council, that indicates 80 percent of Indian Women are struggling with financial illiteracy and the most shocking part is that 62 per cent of women in India do not have a bank account and very limited access to banking affairs. In this discussion, the need of financially independent women was analysed very meticulously. Various Government efforts came out namely FLCC (FINANCIAL LITERACY AND CREDIT CENTERS), NCFE (NATIONAL CENTER FOR FINANCIAL EDUCATION) DAYM-NRLM (DEENDAYAL ANTYODAYA YOJANA-NATIONAL RURAL LIVELIHOOD MISSION) to promote savings and investment behaviour and encourage economic security and education for women nationwide. There are several central and state govt. backed deposit schemes for women. Such as the Mahila Samman Saving Certificate, Sukanya Samriddhi Yojana, Kanyasree, and Lakshmi Bhandar are of importance. Mention is made of Credit schemes by Mudra Yojana, Stree Shakti Yojana, Udyogini scheme, Stand Up India, and so on. More promotion is necessary to empower women girls and children in our society. Financial literacy will help women break the barriers and focus on their success which in turn will ensure gender equality, promote education, foster political growth, and enhance the overall socio-economic-political fabric of the nation. The session ended with a very lively and spontaneous interaction between the esteemed speakers and the audience comprised both students and teachers.

Radhe Ramun Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Amitava Datta
Principal
Bangabasi Morning College
Kolkata - 700 009



 **Bangabasi Morning College**
 Affiliated to University of Calcutta
 Accredited with Grade "A" by NAAC

Seminar on:
Financial Awareness and its importance in Women Empowerment

DATE: 28 NOVEMBER
TIME: 9 A.M. Onwards
 Smart Class Room

SPEAKER:

Sandeep Kumar gupta (Senior Branch Manager) Bank of Baroda Sealdah Branch	Shubhradip Naskar (Officer) Bank of Baroda Sealdah Branch
Dr. Amitava Dutta (Principal)	Dr. Priyanka Mallick (Convenor, Women's Cell)

Made with PosterMyWall.com

Rodha Ramen Bar
 Coordinator, IQAC
 BANGABASI MORNING COLLEGE
 KOLKATA-700009



Amitava Dutta
 Principal
 Bangabasi Morning College
 Kolkata - 700 009

Some Visual Illustrations



Female cadets with their Lady Cadet Instructor GCI

Reelha Raman Ban
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anvita Das
Principal
Bangabasi Morning College
Kolkata – 700 009



Female Cadets at a little time out



Female NSS volunteers in fund-raising for the flood victims

Radhe Ramen Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anurita
Principal
Bangabasi Morning College
Kolkata - 700 009



Participation of female NSS volunteers at a Special Camp



Participation of female NSS volunteers in an awareness campaign

Rendha Ramen Bor
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009



Anurupa Paul
Principal
Bangabasi Morning College
Kolkata - 700 009

🚩 Suggestions and Recommendations

- **Regular Gender Audits:** Establish a schedule for gender audits to monitor progress and identify evolving challenges, ensuring sustained commitment to gender inclusivity.
- **Data-Driven Decision-Making:** Encourage ongoing data collection and analysis to inform decision-making processes, fostering evidence-based strategies for gender equality.
- **Community and Stakeholder Involvement:** Engage with the college community and relevant stakeholders to promote a collective commitment to gender diversity and inclusivity.
- **Partnerships for Change:** Explore partnerships with organizations and institutions experienced in promoting gender equality to leverage expertise and resources for sustained improvement.
- **Transparent Communication:** Foster transparent communication about the college's commitment to gender inclusivity, sharing progress, and seeking input from the college community.
- **Celebrating Success Stories:** Highlight and celebrate success stories of gender diversity and inclusivity within the college to inspire positive change.
- **Maintaining a Safe Environment:** Our College should continue its reputation of being a safe environment for women and retain its gender-sensitive culture.
- **Female participation:** It is suggested that more female students be encouraged to participate in sports and contest for college-level leadership positions.

🚩 Concluding Remarks:

Considering the Gender Audit of the Bangabasi Morning College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and highly satisfactory situation. The College has always had a reputation for providing a safe and encouraging atmosphere for women's education.

In all these years rarely has any untoward incident involving women occurred. The College maintains an atmosphere of healthy interaction among boys and girls. Under the present leadership of the Principal and a gender-balanced staff, the College maintains its tradition of gender sensitivity.

The Gender Audit Team analysed that the top-level leadership publicly supports gender integration, effectively communicates the organization's commitment to gender equity, commits staff time and financial resources, and institute needed policies and procedures. This shows the willingness to invoke gender equity in the institution. Moreover, the organizational culture in the college is more or less of a balanced nature as evidenced by a gender-balanced staff, a gender-sensitive governance structure, and the equal valuing of women and men's working styles. However, there is a need to increase the technical capacity to increase staff skills in gender analysis, the adoption of new systems for gender-disaggregated data, and the development of gender-sensitive tools and procedures.

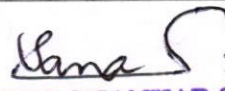
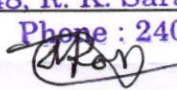
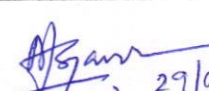

Reedha Ramen Bar
Coordinator, IQAC
BANGABASI MORNING COLLEGE
KOLKATA-700009

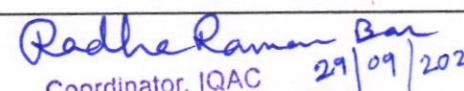
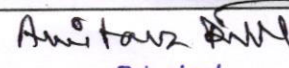


Anurupa Datta
Principal
Bangabasi Morning College
Kolkata - 700 009

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.

1.	Name: <u>Dr. Shish Shankar Sana</u> Designation: <u>Principal</u> Signature with Office Seal:	 29/09/2023 DR. SHIB SHANKAR SANA Principal Kishore Bharati Bhagini Nivedita College (Co-Ed.) 148, R. K. Sarani, Kol-60 Phone : 2404-3206
2.	Name: <u>Prof. Mahananda Ray</u> Designation: <u>Asst. Professor</u> Signature with Office Seal:	 29/09/2023 Coordinator, IQAC Kishore Bharati Bhagini Nivedita College (Co-Ed.)
3.	Name: <u>Dr. Asit Kumar Sarker</u> Designation: <u>Principal</u> Signature with Office Seal:	 29/09/2023 DR. ASIT KUMAR SARKAR Principal ACHARYA GIRISH CHANDRA BOSE COLLEGE 35, Rajkumar Chakraborty Sarani, Kolkata-9
4.	Name: <u>Prof. Sanjay Ray</u> Designation: <u>Associate Professor</u> Signature with Office Seal:	 29/09/2023 Member, Co-Ordinator, IQAC A G C Bose College Kolkata-700009

 29/09/2023 Coordinator, IQAC BANGABASI MORNING COLLEGE KOLKATA-700009	 29/09/23 Principal Bangabasi Morning College Kolkata-700 009
IQAC Coordinator Bangabasi Morning College Signature with office seal	Principal Bangabasi Morning College Signature with office seal

