

# **GENDER AUDIT REPORT**

**June 2018- May 2023**



PREPARED BY

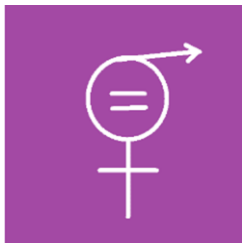
Gender Audit Team

Dr. Bhupendra Nath Dutta Smriti Mahavidyalaya

Hatgobindapur, Purba Bardhaman

West Bengal, 713407

India



## Gender Audit team

### External members

Dr. Md. Salauddin Khan, Principal, Kabi Sukanta Mahavidyalaya

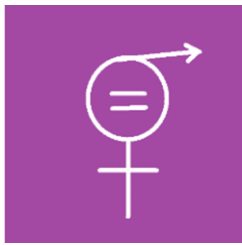
Dr. Niranjan Mondal, Principal, Burdwan Raj College

### Internal Members:

Dr. Nirmala Rajak, Coordinator, IQAC

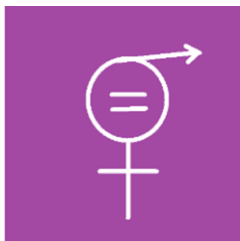
Dr. Devamitra Chakraborty, Convenor, Women's Development cell

Dr. Kaberi Konar, SACT, Dept. of Geography.



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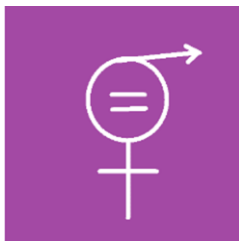


## **Prologue**

### A Brief Profile of the college

Dr. Bhupendra Nath Dutta Smriti Mahavidyalaya is a rural College situated at Hatgobindapur and is associated with the name of Dr. Bhupendra Nath Dutta, the younger brother of the ever-acclaimed Swami Vivekananda and a pioneering personality of the glorious Bengal enaissance. Dr. Dutta's involvement with Hatgobindapur and its surrounding areas went back to pre-independence days when he was involved to bring about the much-needed socio-economic development of this rural area. In the decade of 1930, during the freedom movement of the country, a new Socio-educational movement was also started along with progressive peasant movement in the district of Burdwan. Hatgobindapur was a traditional rural area of the said movement of Burdwan District. Dr. Jnananjan Guha Neogi took the initiative to organize famous 'Lantern Lectures' to popularize Socio-educational movement along with Dr. Bhupendra Nath Dutta by establishing Library, Literacy Centre etc.

To commemorate his work and contribution, the local people of the area took the initiative to establish a centre of higher education after the name of Dr. Bhupendra Nath Dutta. Late Dr. Ram Narayan Dutta, a leading medical practitioner, Sri Ganesh Choudhury, a dedicated social worker of the village Hatgobindapur and many other personalities took this decision through a mass convention in 1982 followed by a mass meeting in 1983 to establish a general degree college in the name of Dr. Bhupendra Nath Dutta. An organizing managing committee was constituted and a final proposal was sent to the Government of West Bengal and the University of Burdwan for approval of the College. And there-after Dr. Bhupendra Nath Dutta Smriti Mahavidyalaya was established in 1996, as a State Govt. Aided College affiliated to The University of Burdwan.



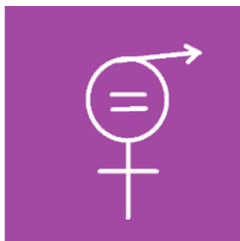
**Gender Policy of Dr. Bhupendra Nath Dutta Smriti Mahavidyalaya**  
**“Achieve gender equality and empower all women and girls” –**  
**(Sustainable Development Goal-5)**

Gender equality is one of the fundamental human rights. Not only is that, it is prerequisite for the peaceful, prosperous and sustainable world. Promoting gender equality can be the crucial push factor to form a healthy society. Moreover, gender equality is must for promoting health, education, protection and the overall well-being of girls and boys.

Therefore, discussion about the right, opportunity and freedom of all genders is essential to build the sound base of an academic institution as well as it is the responsibility of the authority too.

This institutions' prime goal is to stand as ‘Gender Neutral’ college. Thus, it took some policies to reach that goal, which are as follows:

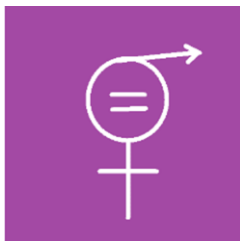
- No discrimination on the basis of gender
- Equal opportunity for all genders
- Freedom of expression for all
- Effective measures for maintaining safety and security of all staff
- Active and unbiased presence of grievance cell
- Strict action against serious complain, such as sexual harassment etc.
- Unwrap the all-possible ways for the students to fly higher, especially for the girls



## **Objectives of Gender Audit**

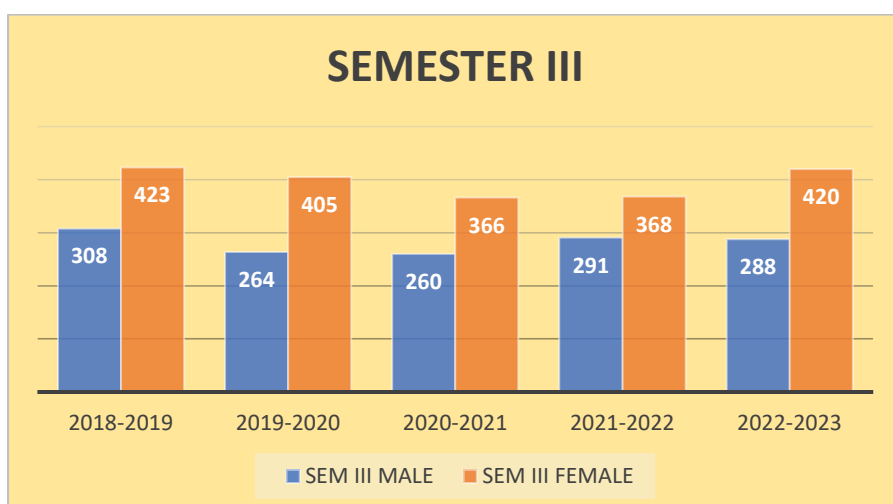
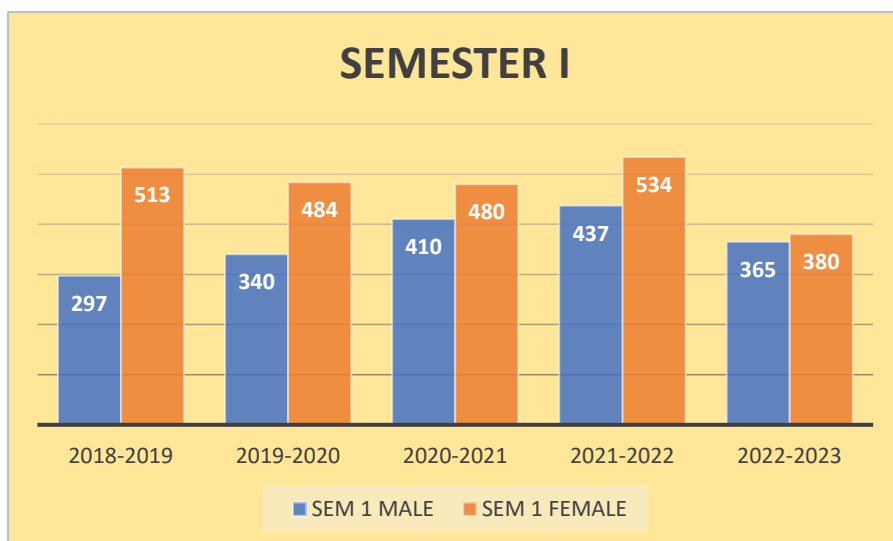
Prime concern of the gender audit team is to maintain gender balance in each and every aspect as well as sectors of the institutions. To attain those predetermined aims, following objectives have been taken:

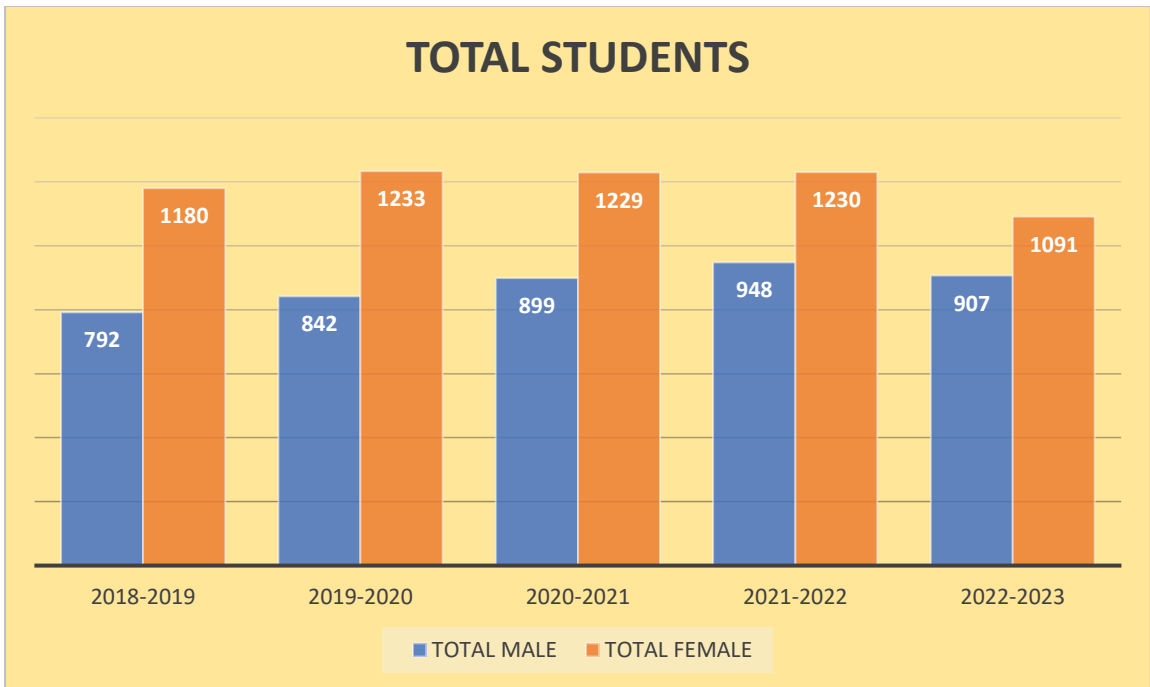
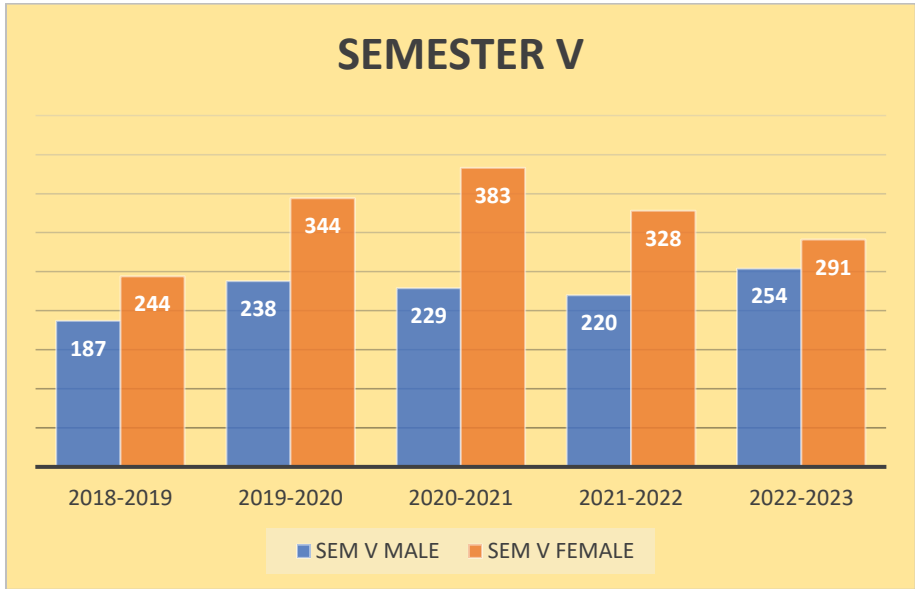
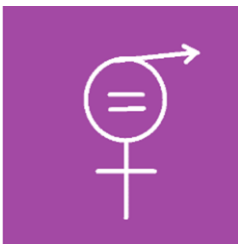
- To establish good gender balance in decision-making processes in all sectors of the college
- To built awareness among the boys and girls equally on the issues like gender, gender discriminations, gender-based violence, gender blindness, and its various deep-rooted forms in different societal structures etc.
- Not only that the college rigorously tries to promote gender equality among the people of surrounding areas through
  - Identifying the areas, where gender gap exists
  - Exploring the factors behind those imbalances
  - Recommending some measures for bridging the gap



## Gender-wise Student Composition

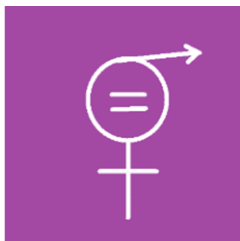
Gender Ratio in students' enrolment:





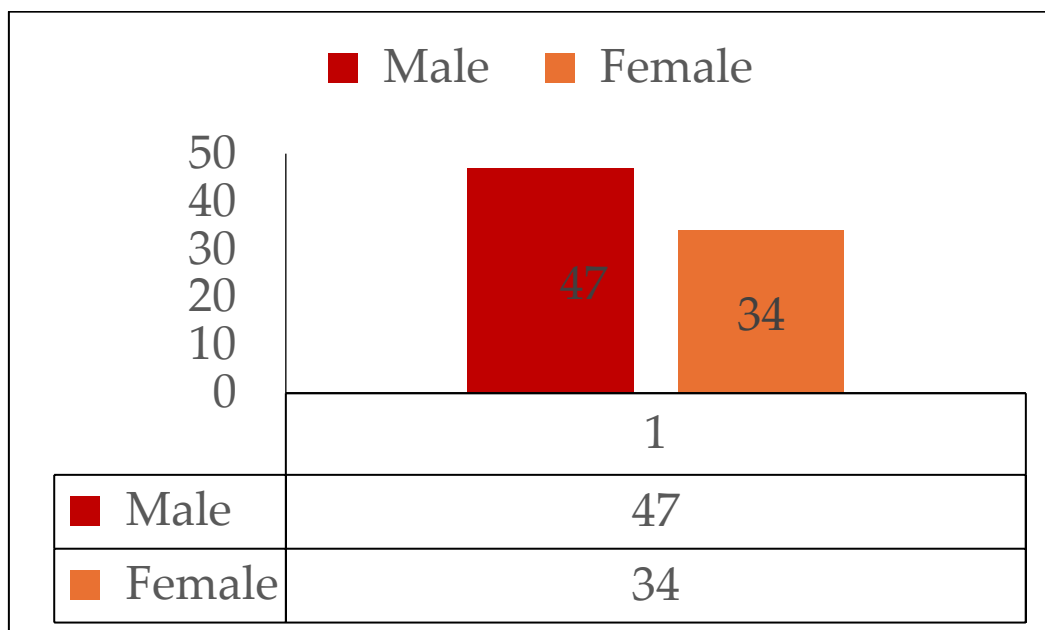
INFERENCE: The enrolment of girl students is more than the boys in higher education in the college.



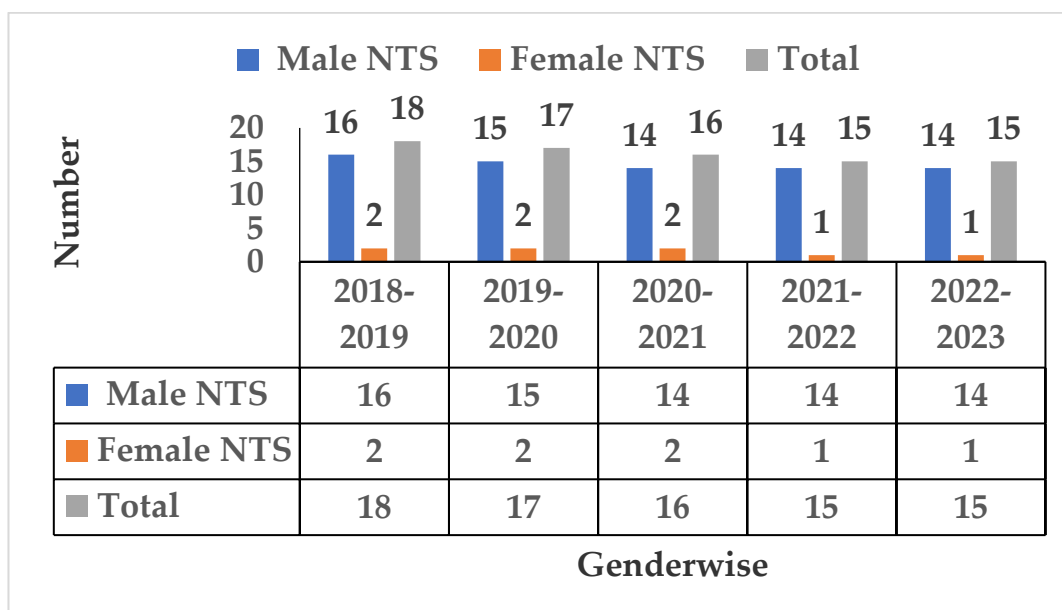


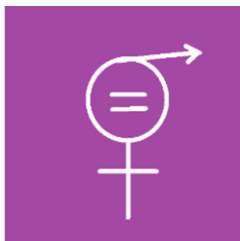
### Gender-wise Employee Composition

Gender ratio among the teaching staff

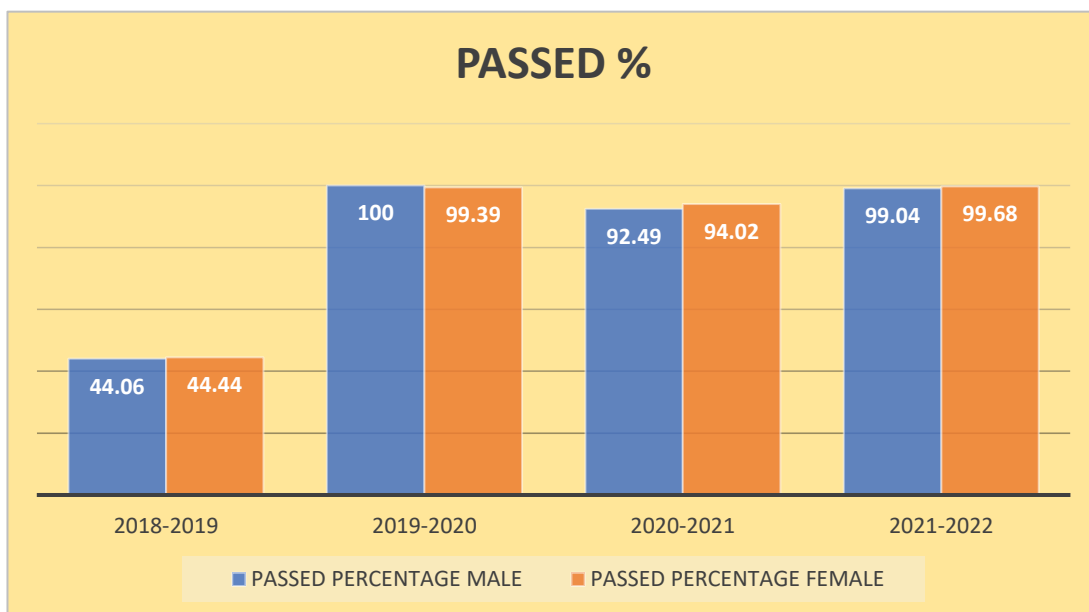


Gender ratio among the non-teaching Staff

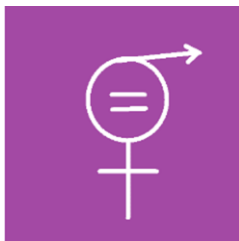




### Gender-wise Students' Result Analysis



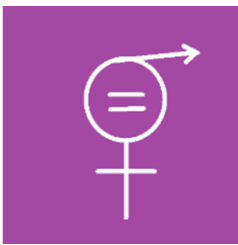
INFERENCE: The passed percentage of the male and female students is balanced.



### **Important Port-folios held by Women**

The female employees have held leading positions like:

- Principal/Teacher-in Charge and DDO
  - Dr. Nirupama Goswami Bhattacharyya (Oct 2018- June 2019)
  - Dr. Nirmala Rajak (August 2019-April2021)
- Governing Body Members: Dr. Devamitra Chakraborty (2017- Jan 2023)
- IQAC coordinators
  - Dr. Devamitra Chakraborty (May 2017-November 2018)
  - Dr. Srabani Bose (December 2018- January 2023)
  - Dr. Nirmala Rajak (February 2023-till date)
- Bursar
  - Dr. Nirmala Rajak (Dec 2018-July 2019)
  - Dr. Anjana Ghosh (August 2019-Jan 2023)
- Teachers' Council Assist. Secretary: Dr. Manjarita Chakraborty(2018-2019)
- Departmental In-Charge:
  - Dr. Anjana Ghosh (June 1999-Oct 2021)
  - Dr. Nirmala Rajak (August 2014—July 2019)
  - Dr. Srabani Bose (July 2005—till date)
  - Dr. Tandrima Chaudhuri (July 2005—till date)
  - Dr. Anindita Basu (May 2009-January 2019; got transferred)
  - Dr. Devamitra Chakraborty (November 2006-till date)
  - Dr. Manjarita Chakraborty (July 2017—till date)
  - Ms. Arpita Das (December 2016-till date)
- Purchase and RUSA Committee Convenors
  - Purchase: Dr. Tandrima Chaudhuri (Dec 2018- Jan 2023)
  - RUSA committee: Dr. Nirmala Rajak
    - Dr. Devamitra Chakraborty
- SPIO: Dr. Manjarita Chakraborty



## Facilities for Women inside the Campus

### Girls Common room with Napkin Vending Machine and indoor games facilities



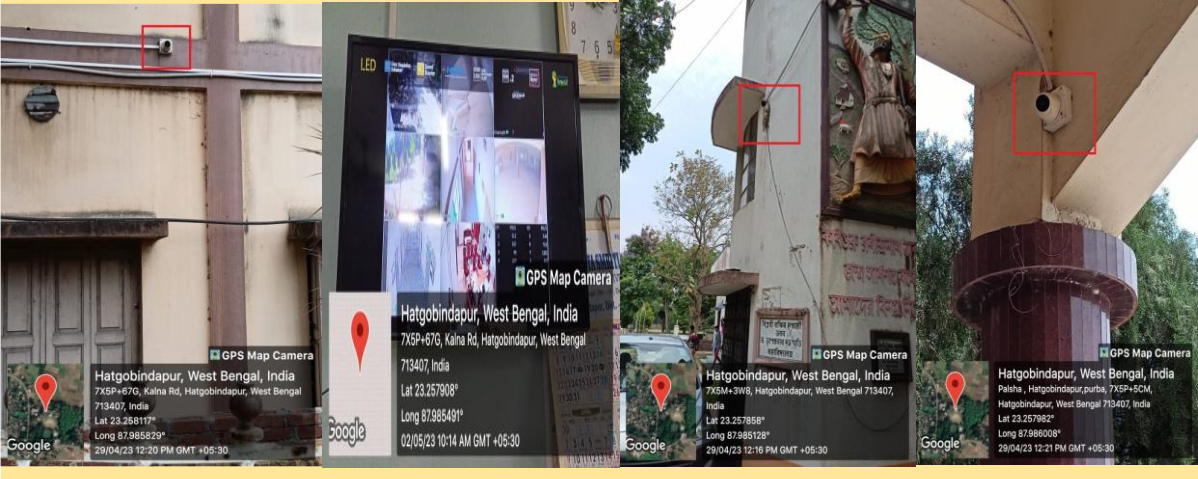
### Suggestion/Complaint boxes placed in different places:







**C.C. T.V. Surveillance in the campus:**



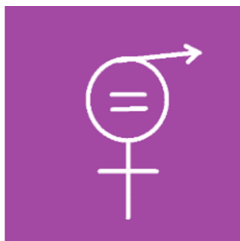
**More Toilet blocks for Girl Students**





## Self Defense Training





## **Girl Students Support Corner**

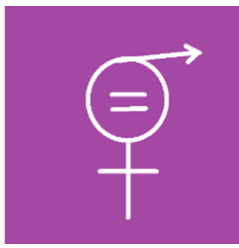
The Internal Complaints Committee of the college has been formed in 2017 and is active.

The composition of the Committee:

2017-2019

Dr. Nirmala Rajak	Convenor	Associate Professor of Commerce
Dr. Anindita Basu	Member	Assistant Professor of Mathematics
Dr. Santanu Basak	Member	Assistant Professor of English
Sri Subhas Bej	Member	NTS, Head Clerk
Smt. Rita Nandi,	Member	NTS
Dr. Shikha Aditya	Member	Ex-member, West Bengal Commission for women & ex-associate Professor Burdwan Raj College
	3student members	

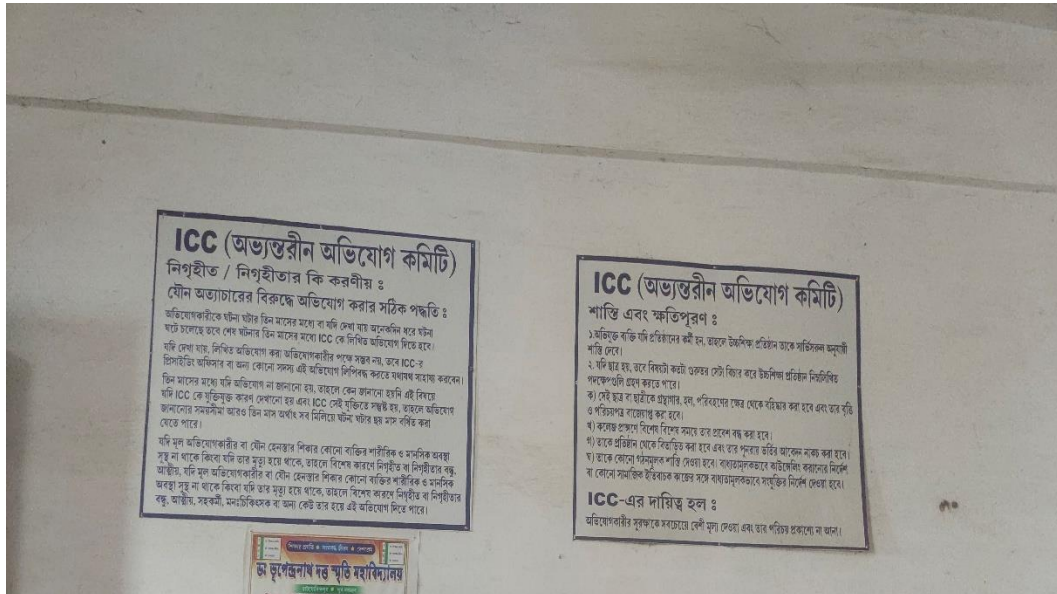




2019-2022

Dr. Srabani Bose	convenor	Associate Professor of Geography
Dr. Santanu Basak	member	Associate Professor of English
Dr. Manjarita Chakraborty	member	Associate Professor of Bengali
Sri Subhas Bej	member	NTS, Head Clerk
Smt. Rita Nandi*	member	NTS
Dr. Shikha Aditya	member	Ex-member, West Bengal Commission for women & Ex-associate Professor Burdwan Raj College

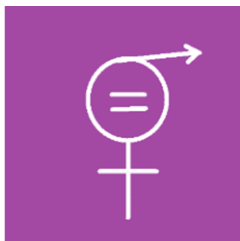
**No. of Cases Submitted before the committee (2018-2023): Nil**



**ICC banners displayed in Girls' Common Room**

\* Smt Rita Nandi has been the member till May 2021





## **Women's Development Cell**

Composition:

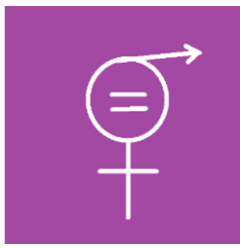
Dr. Amal Kumar Ghosh	Principal	Chairperson
Dr. Devamitra Chakraborty	Assistant Professor of English	convenor
Dr. Anjana Ghosh	Associate Professor of History	member
. Manjarita Chakraborty	Associate Professor of Bengali	member
Ms. Sanchita Mallick	Assistant Professor of English	member
Ms. Aparajita Mukherjee	Assistant Professor of Nutrition	member
Ms. Rupali Dutta	S.A. College Teacher	member
Smt. Rita Nandi	NTS	member
Smt. Chaitali Pramanick	NTS	member

### **Co-Curricular Engagements Focused on Gender Sensitization**

#### **Gender Equity Programs in the Academic Sessions 2018-2023**

Besides curricular program, following co-curricular activities have been carried out in the last five years:

1. An essay writing competition on Women Rights in India has been held on 11/09/2018.

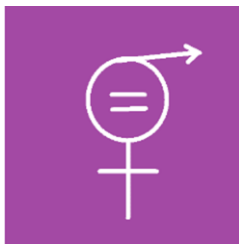


## 2. Observation of National Girl Child Day on 24.1.2020

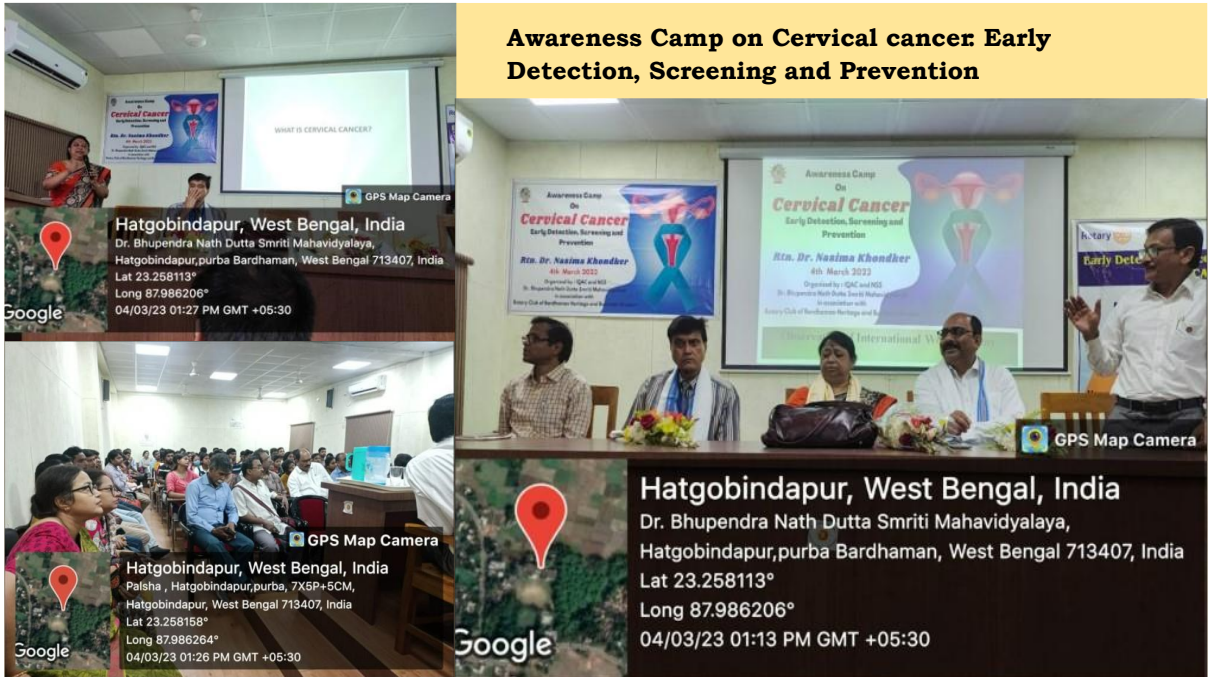


## 3. One-Day Institutional level seminar on the topic *Baisamyabaadi Lingprabhuttwa and o Akhyankatha* was organized on 29/04/2022





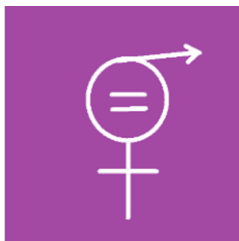
4. Awareness Camp on Cervical cancer: Early detection, Screening and Prevention has been organized on March 4, 2023.



5. Observation of National Girl Child Day on 24.1.2023







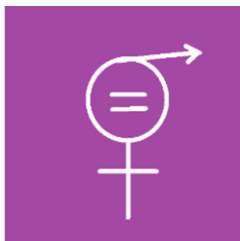
6. One-Day talk on the topic *Gender Sensitization: Sexuality and Taboo* February 6, 2023



### **Gender Sensitization Survey beyond the Campus**

The village, where the college Dr. Bhupendra Nath Dutta Smriti Mahavidyalaya is situated, has conveniences of every basic service. The institution has significant impact on the surrounding areas, especially in terms of education being the only college in the Bardhaman II Block. The Internal Quality Assessment Cell (IQAC) and Women's Development Cell (WDC) has initiated gender audit keeping in view the mission of achieving gender equity in the campus and an awareness of it in the surrounding areas; the present survey is an important one to this end.

A survey in 2023 has been conducted among the 60 households, selected from the different parts of the village, following purposive sampling method to explore the actuality of gender condition in both the categories of financially well-off as well as financially stressed households.

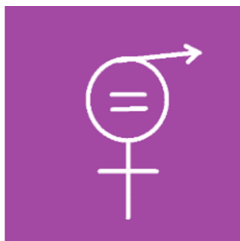


To explore the ground reality within the family, our highly motivated survey team (consisting of teachers and trained students) have done a scrupulous job with a semi-structured detailed questionnaire, which is prerequisite of any social survey, especially in case of such sensitive issue like gender.

Almost 100 per cent respondents have replied that they do not discriminate their boys and girls in case of food and nutrition, medical checkup or educational facilities and other conveniences anyway. However, some of the respondents from the financially backward families genuinely shared their struggle that they want to ensure required support and freedom to their girls to access the facilities of higher education, but lack of money is the only obstacle. In case of women's age of marriage, none of the respondents got married below 18. Only 15 per cent of the total respondents got married within the age of 18 to 21, and 85 per cent of the respondents got married after 21. This is really an amazing dimension to show the awareness among the villagers.

Besides, almost all the girls who have been interviewed have shared their experiences, aspirations and future planning, and said that they want to get job first and thereafter will think about their marriage. They also demonstrated that they can share their any kind of physical and mental health issues with their parents freely and in majority of the cases, they can take their decision on their own. Around 80 per cent of the girls have responded that they enjoy as much freedom as their male siblings do.

Therefore, in this case also, the survey report shows the generosity and awareness of the villagers amidst several socio-economic obstacles, and their sensitivity, especially about their girl child has amazed and overwhelmed our team.



### Participation of Women in Sports

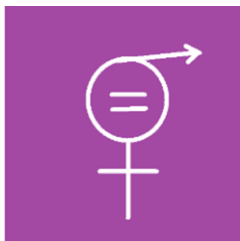
Sports is an area of institutional distinctiveness. And the girl students along with the boys have earned accolade.

#### Kho-Kho Team (Women) 2018-2019

sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Arpita Shil,	1241600258	PEDG*	O.B.C. B	Inter Collegiate Tournament, The University of Burdwan	runners up silver medal
2	Devopriya Dey,	1241701479	PEDG	General		
3	Khadija Khatun,	1241701461	PEDG	General		
4	Payel Biswas,	1241801400	PEDG	General		
5	Payel Sarkar,	1241801638	PEDG	General		
6	Piya Gupta	1241600676	PEDG	General		
7	Priya Hembram,	1241701812	PEDG	S.T.		
8	Rina Das,	1241601984	PEDG	S.C.		
9	Riya Ghosh	1241701378	AP **	General		
10	Sipra Soren,	1241701198	PEDG	S.T.		
11	Swapna Hazra,	1241701158	PEDG	S.C.		

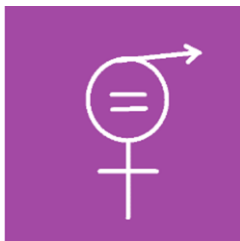
\* PEDG: BA General with Physical Education

\*\*AP: B.A. General without Physical Education



### Volleyball Team (women) 2018-2019

asl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Afrin Sultana	1241601028	PEDG	O.B.C. A	1. Inter Collegiate Tournament, The University of Burdwan	Participated
2	Amina Khatun	1241701249	PEDG	O.B.C. A		
3	Behula Kisku	1241801527	PEDG	S.T.		
4	Jharna Das	1241600338	PEDG	S.C.		
5	Jhuma Hansda	1241701197	PEDG	S.T.		
6	Mandira Malik	1241801692	AP	S.C.		
7	Munshi mani khatun	1241601071	PEDG	General		
8	Piya Gupta	1241600676	PEDG	General		
9	Priya Mondal	1241801838	PEDG	S.C.		
10	Shyamali Besra	1241600775	PEDG	S.T.		
11	Sipra Soren	1241701198	PEDG	S.T.		
12	Tumpa Mol	1241701198	PEDG	S.T.		



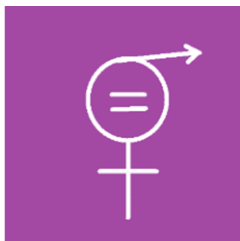
### Participated in athletics 2018-2019

sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Piya Gupta	1241600676	PEDG	General	1. Inter Collegiate	
2	Tumpa Mol	1241701198	PEDG	S.T.	Tournament, The University of Burdwan	

### Kho-Kho (Women) 2019-2020

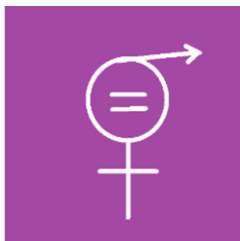
sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Anusri Karmakar	1241801635	PEDG	S.C.	1. Inter Collegiate	Runners up Silver Medal
2	Arpita Besra	1241901808	PEDG	S.T.	Tournament,	
3	Laila Khatun,	1241701245	PEDG	O.B.C. A	The University	
4	Palashi Singh,	1241701519	PEDG	General	of Burdwan	
5	Sabina Yasmin,	1241701239	PEDG	O.B.C. A	2. Inter College	Champion gold medal
6	Sharmistha Samanta	1241901819	PEDG	General	Sports and	
7	Sohana Azmi,	1241901381	PEDG	General	Games	
8	Swapna Hazra	1241701158	PEDG	S.C.	Championship, DPI Govt. Of West Bengal	





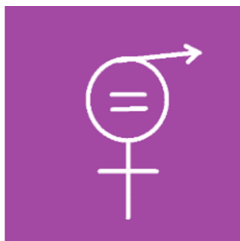
### Volleyball Team 2019-2020

sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Arpita Singha,	1241801748	PEDG	General	1. Inter Collegiate Tournament, The University of Burdwan	Participated
2	Barnali Hemram,	1241901584	PEDG	S.T.		
3	Dipali Das,	1241800805	PEDG	S.C.		
4	Jharna Das	1241600338	PEDG	S.C.		
5	Mabia Khatun,	1241701540	PEDG	General		
6	Payel Sarkar,	1241801638	PEDG	General		
7	Priya Mondal,	1241801838	PEDG	S.C.		
8	Riya Mete	1241901578	PEDG	General		
9	Sunduri Mahato,	1241901311	PEDG	General		
10	Swapna Hazra,	1241701158	PEDG	S.C.		



**Participated in athletics 2019-2020**

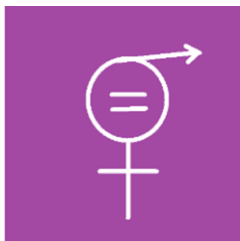
sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Anushree Karmakar,	1241801635	PEDG	S.C.	1. Inter Collegiate Tournament, The University of Burdwan	Participated
2	Kakli Hemram,	1241801412	PEDG	S.T.		
3	Nandita Mondal,	1241901767	PEDG	General		
4	Sohana Azmi.	1241901381	PEDG	General		
5	Titli Hati,	1241901610	PEDG	General		



### **Kho-Kho TEAM (Women) 2021-2022**

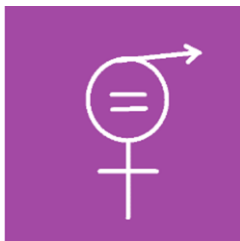
sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Anwesa Hazra	1242101889	ENGH*	UR	Inter Collegiate Tournament, The University of Burdwan	Champion gold medal
2	Bristi Ghosh.	1242000204	PEDG	UR		
3	Gulojmoni Besra,	1242100029	PEDG	ST		
4	Kriti Mitra	1242000821	PEDG	UR		
5	Kumkum Bag	1242101400	PEDG	SC		
6	Priyanka Das	1242005081	PEDG	UR		
7	Rima Hansda	1242100520	PEDG	ST		
8	Rita Hansda,	1242100481	PEDG	ST		
9	Sabnam Banu Khatun	1242000031	PEDG	OBC-A		
10	Sayari Mitra	1242102360	PEDG	UR		
11	Sohagi Tudu	1242005066	PEDG	ST		
12	Soma Hansda	1242100487	PEDG	ST		

\* ENGH: English Hons



## Volleyball Team (women) 2021-2022

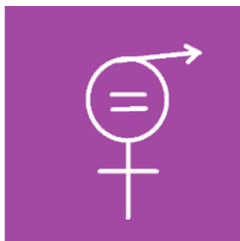
sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Arpita Besra	1241901808	PEDG	S.T.	Inter Collegiate Tournament, The University of Burdwan	Participated
2	Bina Kora	1242101809	PEDG	SC		
3	Dipti Biswas	1242102357	PEDG	SC		
4	Koyel Soren	1242102155	PEDG	ST		
5	Kriti Mitra,	1242000821	PEDG	UR		
6	Priyanka Das	1242005081	PEDG	UR		
7	Rani kayal	1242102130	PEDG	UR		
8	Sohagi Tudu	1242005066	PEDG	UR		
9	Soumi Bag	1242101649	PEDG	SC		
10	Sujata Ghosh	1242001691	PEDG	OBC-B		
11	Sumana Tudu	1242102294	PEDG	ST		
12	Tajmira Khatun	1242001006	PEDG	OBC-A		



**Participated in athletics 2021-22**

sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Ajimira Khatun	1241801299	AP	O.B.C. A	1. Inter Collegiate Tournament, The University of Burdwan	Participated
2	Guloz moni Besra,	1242100029	PEDG	ST		
3	KumKum Bag,	1242101400	PEDG	SC		
4	Rima Hansda,	1242100520	PEDG	ST		
5	Rita Hansda,	1242100481	PEDG	ST		
	Shila Tudu,	1242105204	PEDG	ST		



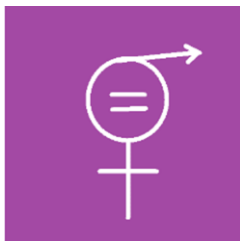


### Kho-Kho (WOMEN) 2022-2023

sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Azmira Khatun	1242100929	PEGD	OBC-A	1. Inter Collegiate Tournament, The University of Burdwan	Champion gold medal
2	Gulojmoni Besra	1242100029	PEGD	ST		
3	Kumkum Bag	1242101400	PEGD	SC		
4	Moumita Bagdi	1242201614	PEGD	SC		
5	Priyanka Das	1242005081	PEGD	UR		
6	Rima Hansda	1242100520	PEGD	ST		
7	Rita Hansda	1242100481	PEGD	ST		
8	Riya Matabbar	1242105099	PEGD	SC		
9	Sneha Ghosh	1242200918	PEGD	UR		

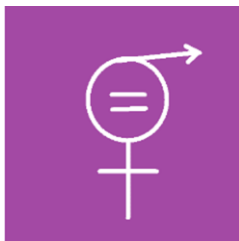
### Participated in athletics 2022-23

sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Ajimira Khatun	1241801299	AP	O.B.C. A	Inter Collegiate Tournament The University of Burdwan	Participated
2	Guloz moni Besra,	1242100029	PEDG	ST		
3	KumKum Bag,	1242101400	PEDG	SC		
4	Rima Hansda,	1242100520	PEDG	ST		
5	Rita Hansda,	1242100481	PEDG	ST		
6	Shila Tudu,	1242105204	PEDG	ST		



### Volleyball Team (women) 2022-2023

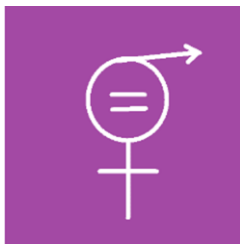
sl. No.	Name	Student ID	DEPT.	Category	EVENTS	
1	Arpita Besra.,	1241901808	PEDG	S.T.	Inter Collegiate Tournament, The University of Burdwan	Participated
2	Bina Kora,	1242101809	PEDG	SC		
3	Bristi Ghosh,	1242000204	PEDG	UR		
4	Dipti Biswas,	1242102357	PEDG	SC		
5	Koyel Soren, ,	1242102155	PEDG	ST		
6	Kriti Mitra,	1242000821	PEDG	UR		
7	Priyanka Das,	1242005081	PEDG	UR		
8	Rima Hansda	1242100520	PEDG	ST		
9	Sohagi Tudu,	1242005066	PEDG	UR		
10	Soumi Bag,	1242101649	PEDG	SC		
11	Sumana Tudu,	1242102294	PEDG	ST		
12	Tajmira Khatun,	1242001006	PEDG	OBC-A		



### **Suggestions of the Gender Audit Team**

- More awareness about among the students and staffs of the college should be generated regarding gender discrimination and its evils
- More opportunities for the female staffs in decision making process should be created to accentuate progress
- The college suffers from lack of female nonteaching staff. The authority may think of more recruitment of nonteaching female staff and enhance women safety in the college.
- Regular gender sensitive programmes should be organised and emphasis should be given on programmes on Legal Rights of the women
- Other kinds of training programmes, which can generate more employment opportunities for the female students such as 'Anandadhara' project may be organised
- Girls should be encouraged to participate more in sports





## Epilogue

Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. The entire analysis portrays that the college is successfully trying its best to rise to the occasion of gender equality and women development. The student ratio, the results and sports participation and gender oriented co-curricular activities reflect good parameters of gender equality.



**Drawing by a student, Moetri Sadhu (English Hons)**



## The KHO-KHO Champions



Pyramid Formation by Girl students.





## External Members

*Dr. Md. Salauddin Khan* 31/05/2023

Dr. Md. Salauddin Khan  
Principal,  
Kabi Sukanta Mahavidyalaya  
Principal  
KABI SUKANTA MAHAVIDYALAYA  
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*Dr. Niranjana Mondal* 31.05.2023

Dr. Niranjana Mondal,  
Principal,  
Burdwan Raj College  
Principal  
Burdwan Raj College

## Internal Members:

*Dr. Nirjala Rajak* 31-05-2023

Dr. Nirjala Rajak,  
Coordinator,  
IQAC

Convenor  
IQAC CELL  
DBNDS Mahavidyalaya  
Hatgobindapur, Purba Bardhaman, 713407

*Dr. Devamitra Chakrabarti* 31/5/23

Dr. Devamitra Chakrabarti  
Convenor  
Gender Harassment, Grievance Redressal  
& Women Empowerment Cell  
Women's Development Cell  
DBNDS Mahavidyalaya  
Hatgobindapur, Purba Bardhaman, 713407

*Dr. Kaberi Konar* 31.05.23

Dr. Kaberi Konar,  
Member Audit Team

*Dr. BNSD Mahavidyalaya* 31.05.2023  
Principal  
DR. BNSD Mahavidyalaya  
Hatgobindapur, Purba Bardhaman, 713407