



RELEVANT MATTERS OF GENDER AUDIT

1. ABOUT THE HEI & BBKM

A higher education institute is a place where students pursue academic degree beyond the high school level, such as bachelor's, masters and doctoral degrees. These institutions include universities colleges and specialized schools that offer advanced education and research opportunities. BALAGARH BIJOY KRISHNA MAHAVIDYALAYA is established in the year 1985 as the undergraduate degree college and the only higher education institute in and around Balagarh block situated at the east fringe of Hooghly district under the state of west Bengal. It is affiliated to the University of Burdwan, West Bengal. It is named after revered late Bijoy Krishna Modak, the noted freedom fighter, renowned educationist and lifelong social activist.

2. WHAT IS THE GENDER AUDIT

A gender audit is a systematic review or assessment of policies, practices, and processes within an organization or institution to identify and address gender disparities or inequalities. It examines how gender considerations are integrated into various aspects of operations, such as hiring practices, pay equity, promotion opportunities and work place policies. The goal is to ensure fairness and equal opportunities for all genders.

❖ THE PREFACE OF GENDER AUDIT:-

The preface of a gender audit typically sets the stage for the importance of examining gender dynamics within an organization or context. It may highlight the objectives of the audit, such as promoting gender equality identifying disparities, and fostering inclusivity. It often acknowledges the need for comprehensive analysis to address gender biases and ensure fair treatment and opportunities for all genders.

3. ABOUT THE GENDER AUDIT COMMITTEES :-

The college is committed to giving equal opportunities and to providing an environment in which all faculties, staff, and students are treated with dignity and respect and in which they can work and study free from any type of discrimination, harassment, or victimization. All members of the college are responsible for upholding this policy and should act in accordance with the policy guidance in the course of their day-to-day work. Offensive behavior against females will not be tolerated. Any kind of harassment is a serious offence that is punishable under the college's disciplinary procedures. The BBKM constituted Women cell on 07.03.2017 headed by Prof. Dalia Hossain, an associate professor in Political Science and Prof. Soma Biswas was appointed as her deputy.

The Gender Equality cell was reconstituted at BBKM in March 05, 2020 to ensure that both male and female students and staff enjoy the same rights and opportunities inside the campus and to help build a classless society.

**THE MEMBERS OF GENDER EQUALITY CELL ABE AS
FOLLOWS:**

PROF.SOMSHUDHA MARIK	CONVENER (SACT)
PROF.MONIDIPA MODAK	ASST. CONVENER (SACT)
PROF.KHEYALI DEBNATH	MEMBER (SACT)
MINA GHOSH	MEMBER(OFFICE STAFF)
BDO	BALAGARH BDO
STUDENT	MEMBER
DR. PRATAP BANERJEE	PRINCIPAL AND CHAIRMAN

OBJECTIVES OF THE GENDER AUDIT.

The objectives of a gender audit typically include assessing an organization's policies, practices, practices and procedures to identify areas where gender equality can be improved, promoting diversity and inclusion, ensuring fair treatment and opportunities for all genders, and ultimately fostering a more equitable and supportive work environment.

- To create awareness about the need of gender equality.
- To promote gender amity among all the college students and staff.
- To eliminate deep rooted beliefs of gender bias and gender insensitivity.
- To instill positive self-esteem and confidence in both genders.
- To create appropriate environment in the college where students and staff carry out their responsibilities without any disadvantage related to gender bias.

Key Steps in Gender Audit

- Planning - setting the objectives and scope of the audit, determining the methodology, and creating
- Documents and policies, and observing practices within the organization.
- A detailed plan for conducting the audit

- Data Collection - conducting surveys, interviews, focus group discussions, reviewing relevant
- Preliminary Report - Preparing the draft audit report including the audit observations, identified
- Issues, and recommendations for improvement
- Final Report - The preliminary report is refined and finalized, incorporating feedback and
- Additional information. The final report presents comprehensive and objective audit findings,
- Conclusions and recommendations. Introduction

DOCUMENTS AND POLICIES, AND OBSERVING PRACTICES WITHIN THE ORGANIZATION

The institution promotes gender inclusivity and awareness about Gender Equality. This College aims gender-based discrimination shall be tolerated. The institution provides equal opportunities for all genders. All genders have the right to express their opinions freely. The institution ensures the safety and security of all genders.

To work Inclusivity and towards sensitization of Gender Equality the different committee have been constituted

INTERNAL COMPLAINTS COMMITTEE (ICC)

The Posh Act of 2013 has the provision of establishing committees to assist aggrieved women or victims of sexual harassment. Under Section 4 of the said act, **the employer of every organization is obligated to set up an Internal Complaints Committee (ICC)**. As per the guidelines of the UGC, NAAC, and the Supreme Court, the college has established an internal complaints committee for **effective enforcement of basic human rights such as gender equality and the assurance of an environment free of sexual harassment and abuse**. since 2015, this college had anti- sexual harassment cell therefore in keeping with the ethos of this institution and in acquiescence with the instructions of national commission for women and the an internal complaints committee for taking into account the complaints of sexual harassment of women staff and students directives of Hon'ble Supreme Court judgment on the subject of sexual harassment of women in the workplace, of BALAGARH BIJOY KRISHNA MAHAVIDYALAYA was established in November 2021.

In the year 2021, the anti-sexual harassment cell changed its name, and an internal complaint committee was then established. The main objective of the internal complaint committee is to prevent sexual harassment of women at the workplace.

ROLES OF ICC

1. A committee for prevention and redressed of sexual harassment of women at work place.
2. This committee works for women's & girl student's grievances in case of any complaint received.

RESPONSIBILITIES

1. Awareness of internal complaint committee (icc) through college website, college prospectus, brochures, board in college campus.
2. Alertness of gender sensitivity in college campus.
3. Conduction of programs concerning women's welfare, gender equality, laws against the crimes against females.
4. Take action if any the cases of gender discrimination/sexual harassment is lodged to the cell
5. Nurturing the transgender if any
6. Committee in charge should conduct the meeting regularly and at least in each semester.

FUNCTION:

- # Receive the complaints of sexual harassment.
- # Initiate the inquiry and submit the findings from the inquiry done.
- # Direct the employer to undertake required actions.
- # Submit an annual report in the prescribed format.

The members of internal complain committee is as follows:

1. PROF. D. HOSSAIN	PRESIDING OFFICER
2. DR. PRATAP BANERJEE	PRINCIPAL AND CHAIRMAN
3. PROF. SOMA BISWAS	TC MEMBER
4. DR. KRISHNA KUNDU	MEMBER FROM OTHER COLLEGE
4. SANGITA MONDAL	SACT
7. MINA GHOSH	OFFICE STAFF
8. OFFICER IN CHARGE(BALAGARH PS)	MEMBER
9. STUDENT	PUJA GHOSH (B.A 4 TH SEM, BENG. HONS)
10. STUDENT	BRISTI PAL (B.A 4 TH SEM, BENG. HONS)

FINDINDINGS OF THIS COLLEGE – NO COMPLAINS HAS BEEN REGISTERED IN ICC OF THIS COLLEGE SINCE ITS ESTABLISHMENT.

ANTI-RAGGING CELL

Right thing the anti-ragging cell of the college BALAGARH BIJOY KRISHNA MAHAVIDYALAYA, established in 1985 in the district of Hooghly in Balagarh block and affiliated to the University of Burdwan, is named after Sri Bijoy Krishna Modak, the noted freedom fighter, renowned educationist, and legendary mass leader of national stature. This college sets and defines exemplary standards of behavior for everyone associated with the institution, especially students vs. student to ensure that everyone feels able to always do the ensure strict adherence to the anti-ragging rules of the UGC. The students can report any such incident to this cell. Ragging is banned in the college, and the college shall strictly observe the provisions of the UGC about ragging. The UGC defines 'ragging' as "any conduct, whether by words spoken or written or by an act, which has the effect of teasing, treating, or handling with rudeness any student, indulging in other student, indulging rowdy or undisciplined activities that cause or are likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or junior student, or asking the students to do any act or perform something that such student will not do in the ordinary course and that cause or are likely to cause annoyance, hardship, or psychological harm or to raise fear or apprehension thereof in a fresher or junior student, or asking the students to do any act or perform something that such student will not do in the ordinary course and which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or junior student or asking the students to do any act or perform something which such student will not in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student.

THE NAMES OF ANTI-RAGGING CELL ARE AS FOLLOWS:-

1. Dr. Pratap Banerjee, Principal, Balagarh Bijoy Krishna Mahavidyalaya, 9830343752, 03213-260-288
2. BDO, Balagarh, Hooghly-712501,
3. Prof. Akbar Hossain-Convener of the cell
4. Prof. Dalia Dossain, Balagarh Bijoy Krishna Mahavidyalaya, , 7605888003
5. Dr. Asima Halder, Balagarh Bijoy Krishna Mahavidyalaya, 9434208415
6. Prof. Arnab Ghosh – SACT in commerce
7. Representative, students' council

ANTI – RAGGING SQUAD :-

1. Dr. Pratap Banerjee, Principal, Balagarh Bijoy Krishna Mahavidyalaya, 9830343752, 03213-260-288
2. BDO, Balagarh, Hooghly-712501, 03213-260-301,
3. Officer-in-charge, Balagarh PS, Hooghly-712501, 03213-260-290
4. Prof. Dalia Hossain, Balagarh Bijoy Krishna Mahavidyalaya, 7605888003
5. Dr. Asima Halder, Balagarh Bijoy Krishna Mahavidyalaya, 9434208415
6. Prof. Uday Ghosh- SACT Physics.
7. Prof. Sk. Saifuddin – SACT in History
8. Representative, students' council.

<i>STUDENTS AID FUND</i>		
<i>YEAR</i>	<i>INCOME</i>	<i>EXPENDITURE</i>
2018-2019	111980	10820
2019-2020	143180	122085
2020-2021	157140	18400
2021-2022	200530	50941
2022-2023	179460	74825
TOTAL	792290	277071
792290-277071 = 515219		

❖ LIST OF ACTIVITY BASED COMMITTEES HEADED BY WOMEN

Examination-Internal Assessment Cell	Prof. Dalia Hossain
Internal Complaints Cell	Prof. Dalia Hossain
Social & Cultural	Prof. Susmita Das
Nature & Green Campus Committee	Prof. Somshudda Marick
ICT Based Learning Resources	Dr. Namrata Saha & Dr. Debolina Ghosh.
WBHED, National Digital library, MHRD , UGC, Digital India, Any Central Agency , and Internsala	Prof.Soma Biswas
Girls' Common Room	Prof. Debopriya Ghosh
Purchase Committee	Dr. Asima Halder
Gender Equality Cell	Prof. Somshudda Marick.
Website Designing	Prof, Rimpa Mondal

GUEST TEACHERS TO STATE AIDED COLLEGE TEACHERS	PART TIMER TO STATE AIDED COLLEGE TEACHERS
DIBENDU BHATTACHARYAA	KALACHAND SAIN
AMRITA CHAKRABARTY	UDAY GHOSH
BALAKA HALDER	DR. SUSMITA DAS
KHEYALI DEBNATH	PARTHA CHATTOPADHYAA
SOMA SARKAR	DEBOPRIYA GHOSH
SOUVIK MONDAL (2019)	HASINA KHATUN
PAPIA GHOSH	MRINAL KANTI ROY (2021)
SANJUKTA DAS	BANI CHATTERJEE (2023)
TAPA MANNA (2022)	
DR. NAMRATA SAHA	
RIMPA MONDAL	
SOMSUDHA MARICK	
PAROMITA HALDER	
AMIT KUMAR DEY	
PAROMITA BANERJEE	
SUJIT KUMAR DUTTA	
ARNAB GHOSH	
PIU BANERJEE	

MITALI GHOSH	
SAIFUDDIN SK.	
DR. DEBALINA GHOSH	
SANGITA MONDAL	
MALOY GHOSH	
MONIDIPA MODAK	
AMITAB KR MONDAL	
PRIYOTOSH MONDAL	
SUBHASIS BISWAS	
RAJU DUTTA (2021)	
MOUSUMI SAHA	
SUBHENDU MONDAL	
PRAYOSI ADAK	
MANIK BISWAS (2021)	

LAST FIVE YEARS REPORTS OF GENDER EQUALITY CELL OF BBKM

ANNUAL REPORT OF 2018 TO 2023

1. TITLE OF THE SEMINER: – Cancer Awareness Programme.

NAME OF THE CONVENERS: -Prof. Dalia Hossain & Prof. Soma Biswas.

DATE, TIME: - 25.01.2018 (Physical presence In College & 04.08.2018(Online Interaction with students)

NAME OF THE SPEAKER: - DR.MANAS CHAKRABARTY. FRCS (London) (UK), Fellowship In Surgical Gynaeo Oncology (UK), Ex-consultant & Examiner of the University of Manchester.

PAPER TITLE:-“BE A MAGICIAN: TIPS AND TRICKS”

BRIEF REPORT: - 1. Principal delivered the welcome address.

2. Dr.Manas Chakrabarty: He delivered his speech about CANCER AWARENESS.

Theme: The cancer awareness programmed which was organized by NSS with active participation of women cell of this college. Dr. Manas Chakrabarty discussed ovarian cancer & cyst on ovary. He delivered the knowledge on oncology.

Prof. Dalia Hussein (Associate .Prof of Political Science conveyed vote of the thanks.

OUTCOME: - We have made the students awareness about cervical cancer. The students got an idea about what to be aware of when they step on the threshold of motherhood.



2. TRAINING FOR PICKLE PREPARATION

PLACE: - BALAGARH BIJOY KRISHNA MAHAVIDYALAYA'S GROUND.

DATE: 3rd OCTOBER, 2019

Women empowerment in India is the most effective tool for development as these days; women across the world are actively working as a leader and surpassing others in all the spheres of life. Actions on the women empowerment exit at the state, local (Panchayet) and schools and college level. Women cell of BBKM always takes initiative to make their girls students to be self employed. AN undertaken was taken by women cell and NSS jointly for women training on pickle preparation BALAGARH BIJOY KRISHNA MAHAVIDYALAYA as on 3rd October, 2019.

Women cell undertook a hand to hand practical training for students of this college for preparing pickle or archer as on 3rd October, 2019. It was one day training. Mrs. Sharmistha Ghosh, a daily food supplier of Jirat area. Hooghly imparted the training how to prepare sweet pickles from Tomato and Mango. 53 students joined in this training. The entire training was conducted by Mrs Ghosh, who is also a self –help group member of Balagarh block. The student's trainees acquired practical knowledge on making pickle of different types which in future may help them supplement their earnings. Training was also given to keep these food items fresh and consumable for longer periods. Mrs. Ghosh advised to use sodium benzoate and pectin powder in proper ratio for preservation.



3. A WEBINAR ON THE OCCASION OF INTERNATIONAL WOMEN'S DAY WAS ORGANISED ON 11TH MARCH, 2021 BY THE WOMEN ANTI HARASMENT CELL, BALAGARH BIJOY KRISHNA MAHAVIDYALAYA



THE OBJECTIVE OF THE PROGRAMME:-

1. To make the students aware of the significance of the day.
2. To highlight accomplishments of women, raise awareness about gender disparities, and inspire collective action for a more inclusive society.

STRUCTURE OF THE PROGRAMME: - 1. Inaugural address was delivered by the Principal, Dr. Pratap Banerjee.

2. The speaker Prof. Dalia Hossain, HOD & An Associate Prof. of political science of the college gave an inspirational talk on the importance of the day.

3. The webinar ends with a vote of thanks delivered by Prof. Balaka Halder (A teacher of English of this college)

THE OUTCOME OF THE PROGRAMME:-

The programme succeeded in raising awareness about women's rights, gender equality, and the challenges women restriction.

Participants gained a deeper understanding of the importance of creating an inclusive society.

They learned the significance of the day.

4. TITLE OF THE SEMINER: - CELEBRATING HEALTH AWARENESS.

NAME OF THE CONVENER: - Prof. Dalia Hossain, Prof. Arnab Ghosh (Program Office of NSS unit 1), JOINT CONVENER

DATE: – 24.05.2022

NAME OF THE SPEAKER: – Sri Sumanta Biswas. (School teacher, writer & social reformer)

PAPER TITLE: – Celebrating international menstrual hygiene week.

BRIEF REPORT: - Principal delivered the welcome address.

Felicitation to the Speaker

Sri Sumanata Biswas delivered a lecture and also gave a leaf-let to the girls 'college students for maintaining hygiene in their menstrual period.

OUTCOME OF THE SEMINER: - Our college students have gained a detailed understanding of menstrual health. The students learn from this programme ideas of precaution are to be maintained by their families and improve their future lives.





বলাগড় বিজয়কৃষ্ণ মহাবিদ্যালয়

বলাগড়, হুগলী - ৭১২৫০১

জাতীয় সেবা প্রকল্প (ইউনিট-১) আয়োজিত

আন্তর্জাতিক ঋতুকালীন স্বাস্থ্যবিধি সপ্তাহ উপলক্ষ্যে

ঋতু সচেতনতা উদ্বোধন

২৪

শে

নে

২০২২

বেলা ১টা

বিষয়

ঋতুকথা - নারী স্বাধীনতার অন্তরালে ঋতুকালীন
স্বাস্থ্য সচেতনতা ও আমাদের সমাজ

বক্তা

সুমন্ত বিশ্বাস (বিশিষ্ট শিক্ষক, লেখক ও সমাজ সেবক)

সহায়তায়ঃ উইমেনস্ সেল (বলাগড় বিজয়কৃষ্ণ মহাবিদ্যালয়)

ডালিয়া হোসেন (উইমেনস্ সেল)

অর্পণ ঘোষ (আমিকারিক এনএসএস ইউনিট ১)

বুথ মালয়ক

ডঃ প্রতাপ ব্যানার্জি

(অধ্যক্ষ)



5. TITLE OF THE SEMINAR: - SEMINAR ON EQUALITY FOR TRANSGENDER.

NAME OF THE CONVENERS: - Prof. Monidipa Modak and Prof. Somshuddha Marick (JT. CONVENER)

COLLABORATION:-

1. The Durbar Mahila Samanwaya Committee, Sonargachi, Kolkata.
2. Phoenix society 2/a, Tribeni, Shibpur, Hooghly 712503

DATE: - 22.11.2022

NAME OF THE SPEAKERS: - 1. Rama Debnath,

2. Rajkumar Das. (Both speakers from Durbar Mahila Samanwaya Committee, Sonargachi, Kolkata)

2. Shirin Shaw. (First transgender youth parliament judge)

3. Atri Kar . (Assistant. teacher of Ramnagar Primary School)

4. Soumiya Basu. (Teacher, Social worker)

BRIEF REPORT: - The Principal delivered the welcome address.

All the guests delivered their valuable speech.

Somshuddha Marik a teacher in Chemistry conveyed vote of thanks.

Dr. Prosenjit Bose an Assist. Professor in Bengali anchored the whole programme.

OUTCOME OF THE PROGRAMME: - **The** main focus of the seminar was confined to equality for transgender. The main objective of the seminar was held for sensitizing our students in rural area where this college is situated.



6. TITLE OF THE SEMINAR: - WOMEN'S DAY CELEBRATION 2023

NAME OF CONVENERS: - Prof. Monidipa Modak & Prof. Somshuddha Marick.

DATE: - 15.03.2023

NAME OF THE SPEAKERS: - 1. Mrs Runa Khatun (a member of Hooghly Zila Parisad)

2. Mrs. Sheela Dutta (short film director, jury member of censor board)

Documentary film show on 'women trafficking'

BRIEF REPORT: - Principal delivered the welcome address.

A documentary film on WOMEN TRAFFICKING was shown to the students. The main focus of the seminar was confined to women trafficking.

OUTCOME OF THE SEMINAR: - It was advised to the students in the seminar about the fake advertisement and lucrative jobs in social media. It was resolved in the seminar to make aware the girls students about social evils.



7.AWARENESS OF STUDENTS ABOUT WOMEN CELL : - It's essential for students to be aware of women's cells, which are often established in educational institutions to address issues related to gender-based discrimination, harassment, and violence . These cells provide support, guidance, and a safe space for women students to voice their concerns and seek redressal for any grievances they may have. Promoting awareness about women's cells can empower students to utilize these resources effectively and contribute to creating a safer and more inclusive campus environment.

8. AWARENESS OF STUDENTS ABOUT INTERNAL COMPLAINT CELL

(ICC) :- Creating awareness about internal complaint cells (ICC) is crucial for fostering a safe and respectful environment in educational institutions and work places . ICCs are established to address complaints related to harassment, discrimination, or any form of misconduct. Students should know how to access the ICC, their rights and the procedures for filing complaints. By promoting awareness of ICCs, students can feel empowered to report incidents and contribute to building a culture of accountability and support within their academic or professional settings.

9. AWARENESS OF STUDENTS ABOUT COUNSELING AND REDRESSAL CELL :-

It's crucial for students to be aware of counseling and redressal cells within their educational institutions. These cells offer support and guidance for various personal, academic and emotional challenges students may face. By promoting awareness of these services, students can access confidential counseling sessions to address mental health concerns, stress management, and academic difficulties. Additionally, knowing about the redressal mechanisms provided by these cells enables students to seek assistance in resolving grievances related to harassment, discrimination, or any form of misconduct, ensuring a safe and supportive learning environment for all.

**CAREER & COUNSELLING CELL
BALAGARI BIJOY KRISHNA MAHAVIDYALAYA
BALAGARI, HOOGHLY**

AWARENESS PROGRAMME ON JOB OPPORTUNITIES IN FINANCE, BUSINESS AND MARKETING SECTOR
MAY 17, 2022
STUDENT ATTENDANCE SHEET

Sl. No.	Name	Section	Roll No.	Contact No.
1	Aditya Dasgupta	III	430	833631044
2	Anshika Das	III	430	878219482
3	Arjun Das	III	430	878219482
4	Arjun Das	III	430	878219482
5	Arjun Das	III	430	878219482
6	Arjun Das	III	430	878219482
7	Arjun Das	III	430	878219482
8	Arjun Das	III	430	878219482
9	Arjun Das	III	430	878219482
10	Arjun Das	III	430	878219482
11	Arjun Das	III	430	878219482
12	Arjun Das	III	430	878219482
13	Arjun Das	III	430	878219482
14	Arjun Das	III	430	878219482
15	Arjun Das	III	430	878219482
16	Arjun Das	III	430	878219482
17	Arjun Das	III	430	878219482
18	Arjun Das	III	430	878219482
19	Arjun Das	III	430	878219482
20	Arjun Das	III	430	878219482
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22	Arjun Das	III	430	878219482
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25	Arjun Das	III	430	878219482
26	Arjun Das	III	430	878219482
27	Arjun Das	III	430	878219482
28	Arjun Das	III	430	878219482
29	Arjun Das	III	430	878219482
30	Arjun Das	III	430	878219482

NAME	ROLL	SEM	PH. No.
1) Soumya Dasgupta	32	1st Sem	983661982
2) Anshika Das	430	1st Sem	878219482
3) Arjun Das	430	1st Sem	878219482
4) Souvik Das	1554	1st Sem	7001638521
5) Anish Ghosh	380	3rd Sem	773426927
6) Arjun Pal	588	2nd Sem	773426927
7) Anshika Das	390	2nd Sem	8205139780
8) Sudhita Das	432	3rd Sem	773426927
9) Anshika Das	620	1st Sem	6297780303
10) Rimple Das	433	1st Sem	7501232631
11) Anshika Das	437	1st Sem	7637376308
12) Anshika Das	471	1st Sem	7602593830
13) Anshika Das	475	1st Sem	6280044034
14) Anshika Das	635	1st Sem	9307725849
15) Anshika Das	30	3rd Sem	74303831
16) Anshika Das	597	2nd Sem	6280053680
17) Anshika Das	17	1st Sem	765356927
18) Anshika Das	490	1st Sem	7001507790
19) Anshika Das	620	2nd Sem	9307725849

**Balagari Bijo Krishna Mahavidyalaya
STUDENT ATTENDANCE SHEET**

PROGRAMME NAME: WORKSHOP ON FINANCIAL PREPARATION
DATE: 21.02.2022

Sl. No.	Full Signature	SEM	ROLL NO
1	Maya Mondal	III	438
2	Pritya Dasgupta	III	1098
3	Rimpa Dasgupta	III	922
4	Arjun Das	III	827
5	Anshika Das	III	704
6	Soumya Dasgupta	III	733
7	Sudhita Dasgupta	III	680
8	Anshika Das	III	933
9	Anshika Das	III	860
10	Anshika Das	III	708
11	Anshika Das	III	550
12	Anshika Das	III	774
13	Anshika Das	III	801
14	Anshika Das	III	770
15	Anshika Das	III	691
16	Anshika Das	III	615
17	Anshika Das	III	205
18	Anshika Das	III	527
19	Anshika Das	III	558
20	Anshika Das	III	213
21	Anshika Das	III	380
22	Anshika Das	III	687
23	Anshika Das	III	478
24	Anshika Das	III	606
25	ANANYA SARKAR	III	8068734

**BALAGARI BIJOY KRISHNA MAHAVIDYALAYA
CAREER & COUNSELLING CELL
AWARENESS PROGRAMME ON ENTREPRENEURSHIP DEVELOPMENT AND
PRACTICE IN ASSOCIATION WITH KVIC, KOLKATA
MARCH 23, 2022 - 2:00 PM
ATTENDANCE OF PARTICIPATING STUDENTS**

Sl. No.	NAME	CLASS & SEMESTER	CONTACT NO.
1	MADHURIMA MONDAL	B.A. Sem - 4	993363388
2	Moumita Mondal	B.A. Sem - 4	9330561080
3	Tushita Das	B.A. Sem - 4	9214299234
4	Soumya Mukherjee	B.A. Sem - 4	706366688
5	Soumya Choudhury	B.A. Sem - 4	8101012969
6	Debarshi Das	B.A. Sem - 6	7679833795
7	Sanjana Pal	B.A. Sem - 6	9641093316
8	Moumita Mondal	B.A. Sem - 6	9153136304
9	Sudipa Sankar	B.A. Sem - 6th	9153051981



Balagarh Bijoy Krishna Mahavidyalaya

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Hooghly – 712501
West Bengal

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Website: bbkm.ac.in

Annual Gender Sensitization Plan

Women empowerment and gender equality stand as paramount concerns for **Balagarh Bijoy Krishna Mahavidyalaya**. To address these issues comprehensively, an **Annual Gender Sensitization Action Plan** has been devised, aimed at conducting various gender sensitization activities regularly. The primary objective is to foster an environment of inclusivity, tolerance, and harmony among both students and staff, ultimately leading to women's empowerment.

The key components of the Annual Gender Sensitization Action Plan are as follows:

1. **Creating a Safe Environment:** Propagating a culture of safety, security, and health to achieve gender equality, ensuring respectful and dignified behavior at all levels within the institution.
2. **Induction and Orientation Programs:** Conducting orientation programs for students to promote gender sensitization from the outset of their academic journey.
3. **Awareness Programs:** Organizing awareness programs for female students on topics such as self-defense, AIDS awareness, female feticide, etc.
4. **Promoting Health and Hygiene:** Undertaking activities focused on health, cleanliness, personal hygiene, and nutrition to empower students with knowledge and practices for a healthy lifestyle.
5. **Workshops on Critical Situations:** Organizing workshops aimed at equipping students with the skills and mindset to handle critical situations courageously and with presence of mind.
6. **Entrepreneurship and Career Development:** Conducting activities and workshops to foster entrepreneurship development and enhance career prospects among students.
7. **Counseling Sessions:** Addressing issues like depression and frustration arising from failures through expert counseling sessions.
8. **Cybercrime Awareness:** Organizing workshops on cybercrime, safety, and security, particularly targeted towards female students, across various departments and accommodations.
9. **Financial Guidance:** Providing guidance on financial investments for both students and staff to empower them economically.
10. **Committee Oversight:** Reviewing the minutes and action taken reports of various committees related to women empowerment, ensuring timely redressal of grievances.
11. **Student Code of Conduct:** Developing and implementing a student code of conduct that promotes gender equality at the governance level.



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-
12. **Guardian Teacher Scheme:** Offering regular problem-solving, counseling, and encouragement through the Guardian Teacher Scheme.
 13. **Encouraging Participation:** Encouraging female students to participate in organizations like NCC and NSS, as well as ensuring their equal rights and participation in regular cultural activities.
 14. **No Discrimination Policy:** Enforcing a "No Discrimination Policy" across all academic and administrative domains.
 15. **Representation in Committees:** Ensuring adequate representation of women employees in all college committees.

By implementing these initiatives, Balagarh Bijoy Krishna Mahavidyalaya aims to foster an environment conducive to gender equality, inclusiveness, and women's empowerment, thereby contributing to the holistic development of its students and staff.

PRATAP
BANERJEE

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PRATAP BANERJEE
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Balagarh Bijoy Krishna Mahavidyalaya

Girls' Common Room

Balagarh bijoy Krishna Mahavidyalaya provides secure and caring atmosphere for all the students, especially the girl students who make up more than 50 percent of the total students of the institution.



Girls Common Room in ground floor of the college



Well maintained toilet, waste baskets and Sanitary napkin dispenser inside girls common room

GENDER AUDIT IN BBKM 2018-2019 TO 2022-23

Preface:

The Gender Audit Team conducted a thorough review and analysis of the operating environment and context of BBKM. Through this analysis, the team recognized that the college operates in an inclusive environment where students have equal access to a wide range of opportunities in academic affairs, physical & supporting administrative activities. Gender equity goes beyond simply providing identical programmes and facilities for both males and females. It entails ensuring that girls and women have a diverse selection of activities and program choices that cater to their unique needs, interests, and experiences. As a result, some activities may mirror those offered to boys and men, while others may be modified or entirely different, ensuring equal participation and inclusion for all. After carefully examining of the following information, it was determined that their overall perception regarding programme planning, design, and college activities is positive. According to the analysis, a significant portion of students' analysis their availing facilities with the level of gender equity present in the college's policies and programs. This indicates that they believe the college has made adequate efforts to ensure fairness and inclusivity for all genders. The positive response from teachers suggests that the college's initiatives and activities related to gender equity have been effective in meeting the expectations and needs of the administrative activities. The feedback from female serves as an affirmation that the college has successfully implemented policies and programmes that promote gender equality and contribute to an inclusive learning environment.

The Gender Audit team conducted to assess the gender balance within this college and evaluate its adherence to government rules, policies, and actions aimed at empowering women in society from 5(five) years the year 2018-19 to 2022-23. It examines the impact of current and proposed policies on gender equality. It evaluated different committees' composition such as

1. INTERNAL COMPLAINTS COMMITTEE (ICC).

The Gender Audit committee observed the roles, responsibilities its composition of ICC and its functions and also evaluated the status of no complaints lodged. This made them happy.

2. GENDER EQUALITY CELL

The Gender Audit committee analyzed the roles, responsibilities its composition of GENDER EQUALITY CELL and its functions and also evaluated the status of zero complaints lodged in the period of examine. The output of this cell is highly satisfactory.

3. ANTI-RAGGING CELL:

The composition of ANTI-RAGGING CELL and ANTI-RAGGING SQUAD also depicts the gender equality. No case of ragging was recorded since its establishment in the year 1985.

Figure-1

MALE- FEMALE STUDENT RATIO :-

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
MALE	516	532	676	823	734
FEMALE	719	926	1037	1226	1015
RATIO	0.717	0.574	0.651	0.671	0.723
Percentages	71.7%	57.4%	65.10%	67.10%	71.3%

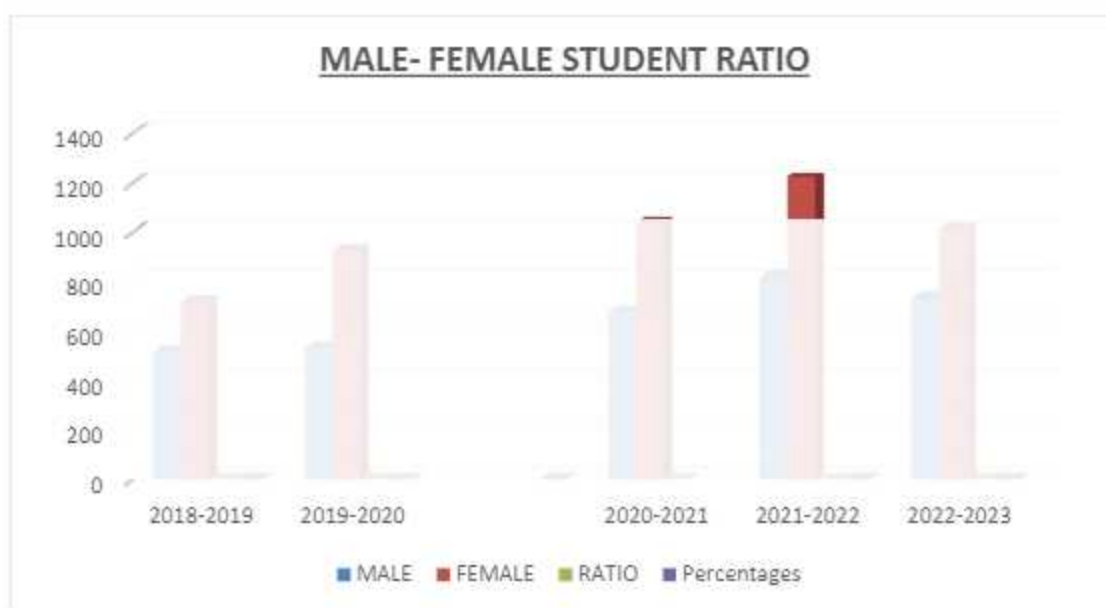
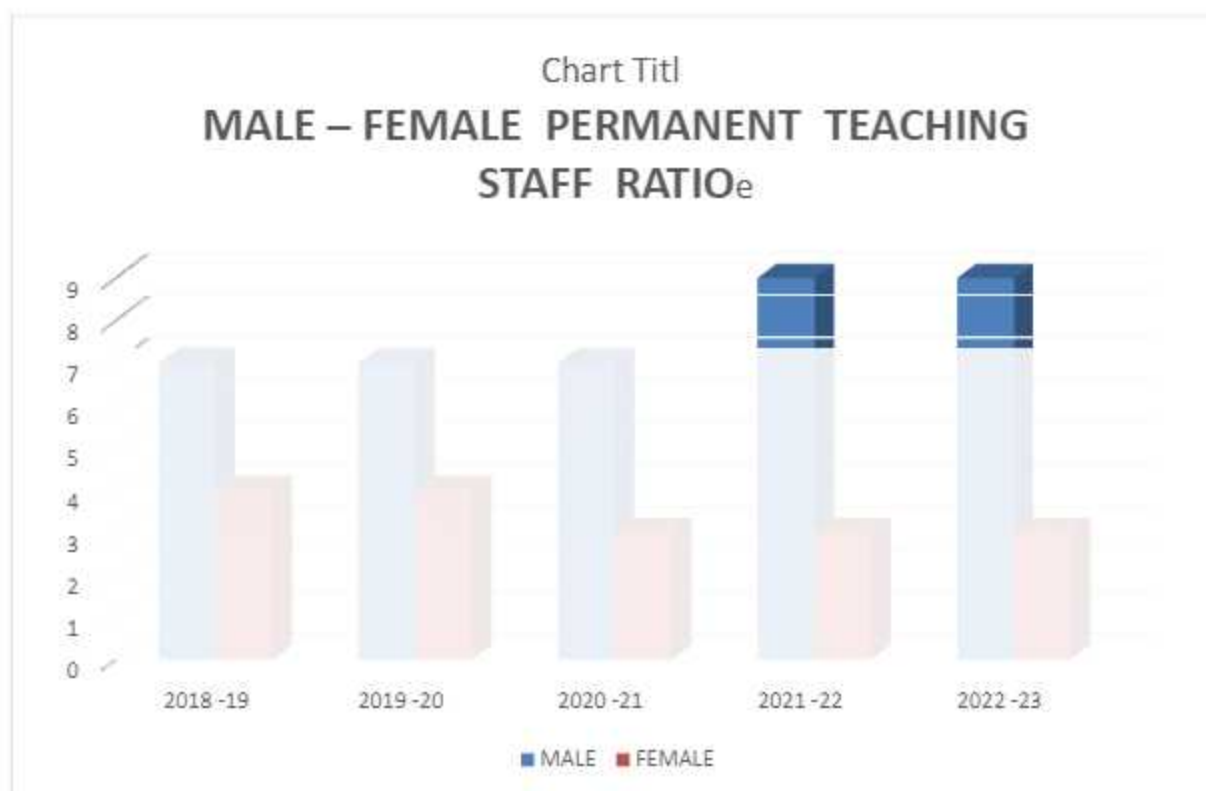


Figure 1: This figure depicts the MALE- FEMALE STUDENT RATIO of this college, Balagarh Bijoy Krishna Mahavidyalaya, Hooghly shows an increasing trend during the period in most the year of study, in the year 2018-19 the ratio was 71.7%, in the academic year 2019-20 was 57.4%, in the year 2020-21, it raised to 65.1%, next year 2021-22 maintaining increasing trend and finally it was 71.3% in the year 2022-23. This analysis provides an overview of the gender distribution in the college in the academic year 2018-19 to 2022-23. We can conclude here this college was found favorite destination in case of girls' students.

Figure-2

MALE – FEMALE PERMANENT TEACHING STAFF RATIO					
	2018 -19	2019 -20	2020 -21	2021 -22	2022 -23
MALE	07	07	07	09	09
FEMALE	04	04	03	03	03
RATIO	1.75	1.75	2.33	03	03

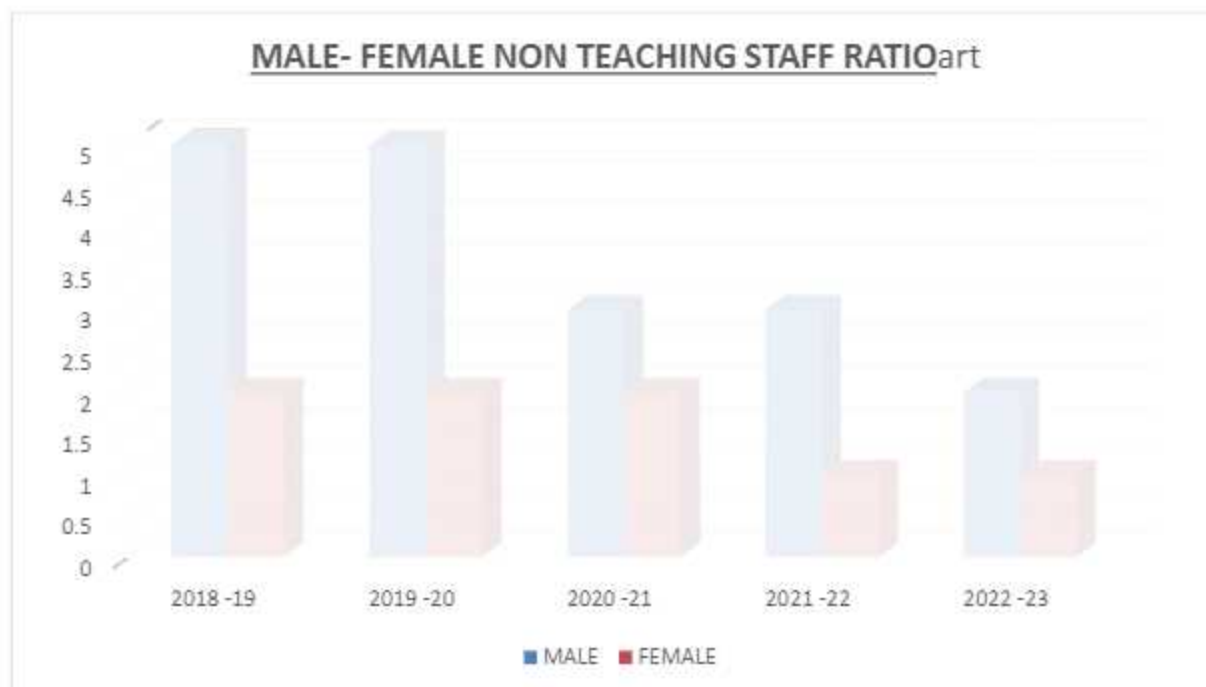


In figure 2: The ratio between male and female full time regular teachers shows a stable ratio. The College is Govt. aided college and full time teachers have been appointed through state agency, WBCSC. The college has a little impact on this criterion.

Figure-3

MALE- FEMALE NON TEACHING STAFF RATIO:-

	2018 -19	2019 -20	2020 -21	2021 -22	2022 -23
MALE	05	05	03	03	02
FEMALE	02	02	02	01	01
RATIO	2.5	2.5	1.5	03	02

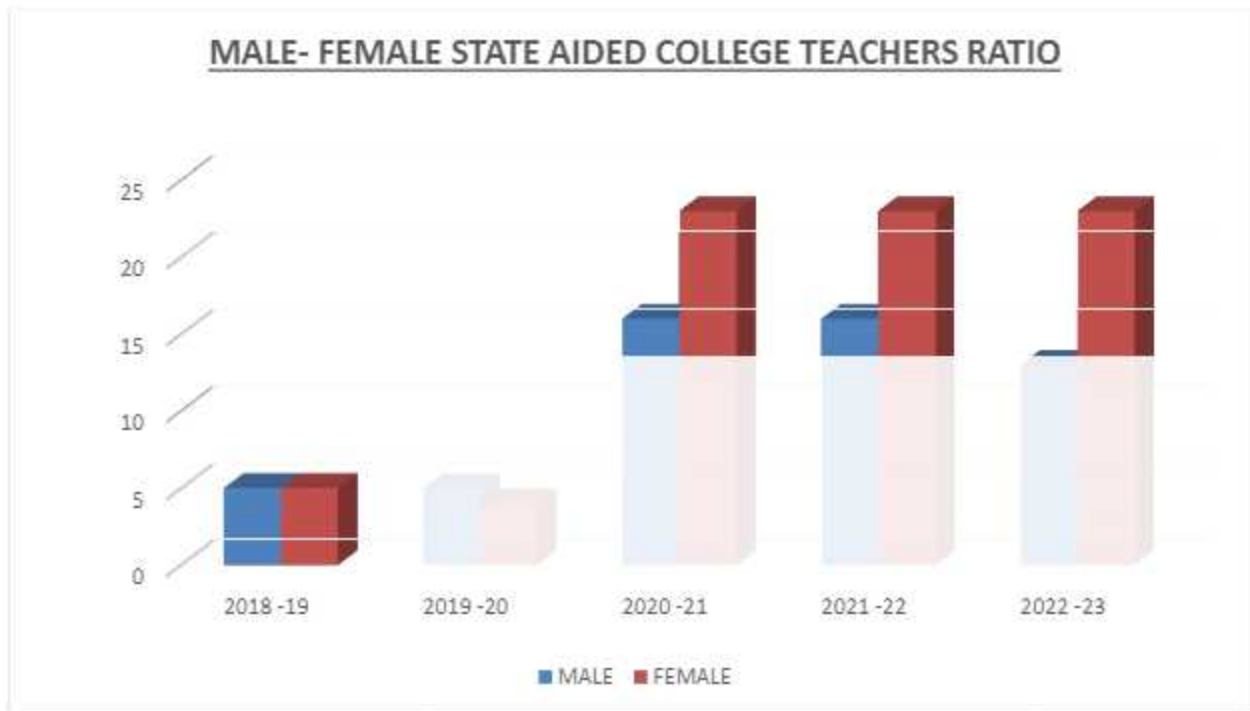


In figure 3: The ratio between male and female non-teaching employees shows a stable ratio over 5(five) years. The College is Govt. aided college and full time NTS recruitment remains stopped by the Govt. No definite conclusion can be generated from it.

Figure -4

MALE- FEMALE STATE AIDED COLLEGE TEACHERS RATIO:

YEAR	2018 -19	2019 -20	2020 -21	2021 -22	2022 -23
MALE	05	05	16	16	13
FEMALE	05	04	23	23	23
RATIO	01	1.25	0.69	0.69	0.565

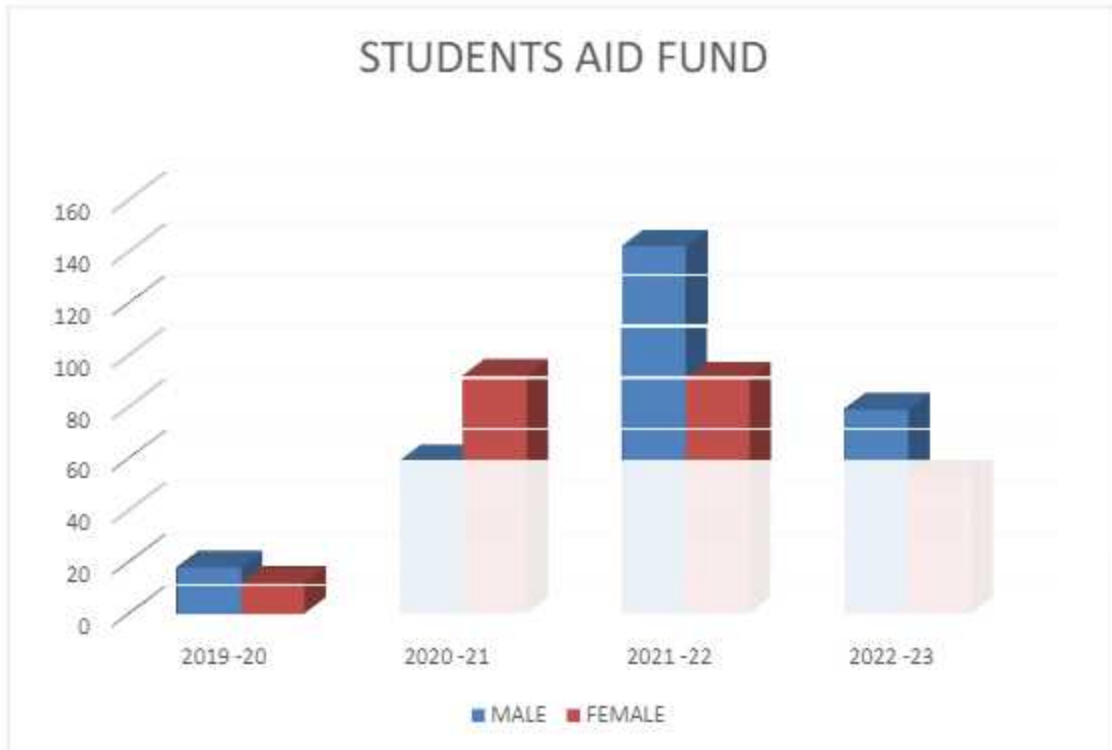


In figure 4: However, in figure 4, the ratio between male and female state aided college teachers (SACTs) shows a slight imbalance. The College is Govt. aided college and SACTs teachers have been appointed directly by the state. The college has a little impact on this criterion. Addressing these gender imbalances and promoting gender diversity within this criterion can contribute to a more inclusive and equitable educational environment in favors’ of female, allowing for a broader range of perspectives.

Figure- 5

STUDENTS AID FUND DISTRIBUTION BETWEEN BOYS AND GIRLS STUDENTS

YEAR	2019 -20	2020 -21	2021 -22	2022 -23
MALE	18	59	142	79
FEMALE	12	92	91	53
TOTAL	30	151	233	132



In figure-5 student aid fund shows a slight imbalance between boys and girls. No definite or important note can be derived from this table. Free-studentship/half free studentship in every year relatively boys' students got the more facilities than girls'. But, it depends on the number of application received from students. In depth of information shows that in most of the year the boys' students applied more than girls' students. In case of scholarship and financial benefits, gender equality is perfectly maintained by this college.

Figure- 6

SACT TEACHERS APPOINTMENT WITH EFFECT FROM 01.01.2020

<u>GUEST TEACHERS TO STATE AIDED COLLEGE TEACHERS</u>	<u>PART TIMER TO STATE AIDED COLLEGE TEACHERS</u>
DIBENDU BHATTACHARYAA	KALACHAND SAIN
AMRITA CHAKRABARTY	UDAY GHOSH
BALAKA HALDER	DR. SUSMITA DAS
KHEYALI DEBNATH	PARTHA CHATTOPADHYAA
SOMA SARKAR	DEBOPRIYA GHOSH
SOUVIK MONDAL (2019)	HASINA KHATUN
PAPIA GHOSH	MRINAL KANTI ROY (2021)
SANJUKTA DAS	BANI CHATTERJEE (2023)
TAPA MANNA (2022)	
DR. NAMRATA SAHA	
RIMPA MONDAL	
SOMSUDHA MARICK	
PAROMITA HALDER	
AMIT KUMAR DEY	
PAROMITA BANERJEE	
SUJIT DUTTA	
ARNAB GHOSH	
PIU BANERJEE	

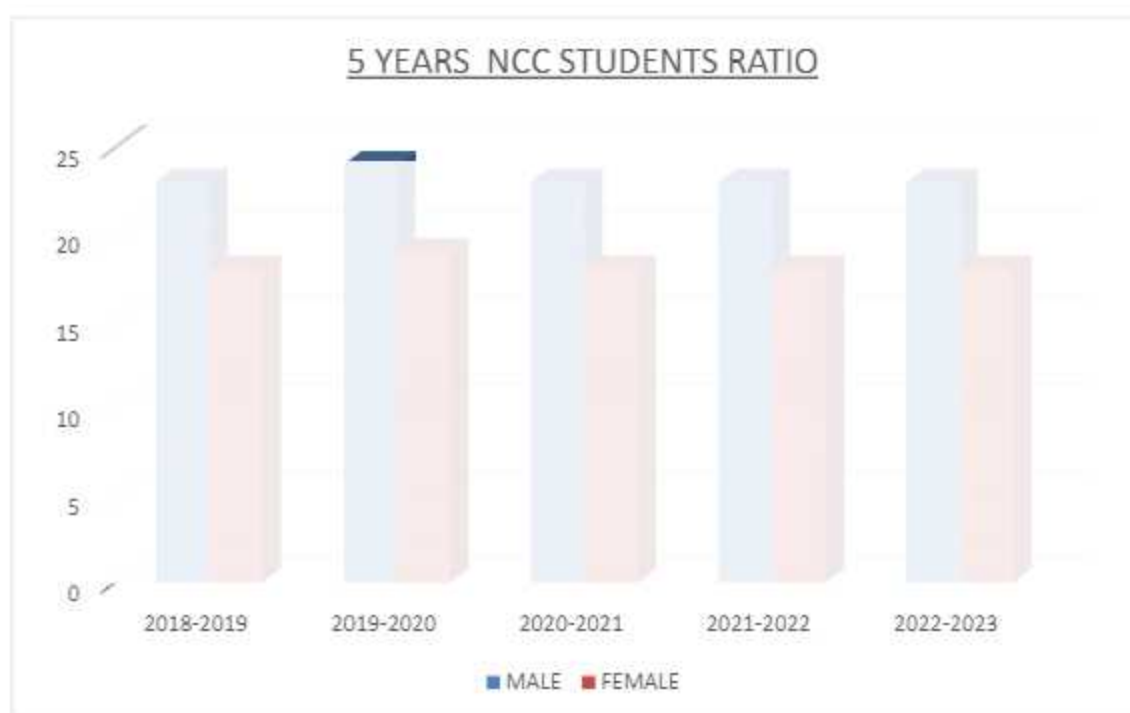
SACT TEACHERS APPOINTMENT WITH EFFECT FROM 01.01.2020	
MITALI GHOSH	
SAIFUDDIN SK.	
DR. DEBALINA GHOSH	
SANGITA MONDAL	
MALOY GHOSH	
MONIDIPA MODAK	
AMITAB KR MONDAL	
PRIYOTOSH MONDAL	
SUBHASIS BISWAS	
RAJU DUTTA (2021)	
MOUSUMI SAHA	
SUBHENDU MONDAL	
PRAYOSI ADAK	
MANIK BISWAS (2021)	

In Figure -6, These SACTs are appointed with effect from 01.01.2020 in terms of the Memorandum No. 2081 – Edn (CS)/10M-83/2019 dated 23.12.2019 of the Higher Education Department, the Govt. of West Bengal and further Memo no. ED-95/C44697/2020 dated 24.06.2020 of Education Directorate. The SACTs' appointment list shows that the most of the female teachers are appointed than their counterpart. These findings indicate that the gender distribution in the SACTs' appointment is slightly skewed towards female teachers

Figure: 7.

5 YEARS NCC CADETS RATIO

NCC CADETS	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
MALE	23	24	23	23	23
FEMALE	18	19	18	18	18
RATIO	1.27	1.26	1.27	1.27	1.27



In figure: 7, Here,5(five) years enrolment from 2018-19 to 2022-23 in NCC cadets shows a slight inequity between boys and girls cadets. No specific view can be derived from this table. It totally depends on the physical fitness test taken by 43 NCC Battalion. In every year relatively boys' students got the more facilities than girls'. But, it depends on the number of application received from students. In depth of information shows that in most of the year the boys' students applied more than girls' students. In case of scholarship and financial benefits, gender equality is perfectly maintained by this college.

8. LIST OF ACADEMIC SUPPORTIVE & ADMINISTRATIVE COMMITTEES HEADED BY WOMEN: -

1. EXAMINATION – INTERNAL ASSESMENT TEST :- PROF. DALIA HOSSAIN
2. WOMEN – ANTI HARASSMENT CELL/ICC: - PROF. DALIA HOSSAIN.
3. NATURE CLUB: - PROF. SOMSHUDDHA MARICK.
4. ICT AND LEARNING RESOURECESS: - DR. DEBALINA GHOSH.
5. WBHED, NATION DIGITAL LIBRARY , MHYD , UGC, DIGITAL INDIA, ANY CENTRAL AGENCY , AND INTERNSALA :- PROF. SOMA BISWAS.
6. GENDER EQUALITY CELL: - PROF. SOMSUDHA MARICK & PROF. MONIDIPA MODAK
7. UNNAT BHARAT ABHIJAN AND SWACCH BHARAT- PROF. SANGJUKTA DAS
8. LIBRARY COMMITTEE-DR. ASIMA HALDER
9. ERP –DR. NAMRATA SAHA
10. ALUMNI DEVELOPMENT ACTIVITIES- DR. ASIMA HALDER
11. RESEARCH & DEVELOPMENT-DR. ASIMA HALDER
12. ABC-----DR.ASIMA HALDER
13. LADIES COMMON ROOM IN CHARGE_ Prof. Debopriya Ghosh

In Figure-8, we can say women are under-represented in decision-making positions worldwide. However, gender equality and diversity are recognized to have beneficial effects on any kind of organizations, institutions and the overall economy. The demographic Pattern of these academic and administrative committees of Balagarh Bijoy Krishna Mahavidyalaya shows that there are no invisible barriers which prevent women from reaching or occupying in decision making process of this institution – The HOI discloses his firm opinion that the women produce not only more equality but also substantial efficiency gains. This institute can be sited as a model college in case of other colleges in Bengal.

OVERALL OBSERVATION

Gender equality is a top priority, not only because equality between men and women is itself an important development goal, but also because women’s decision making participation is “a part of the growth and stability equation” of this college The college believes that as women represent over half of the population, and have talent, human capital and productivity equal to men, this institution derives benefit from boosting women’s participation in the work force. The absence of women from positions of leadership is at odds with the strategy of exploiting talent to promote the higher education institution. This is particularly relevant in times present academic atmosphere.

In developing countries like India, gender equality and development are intertwined: more gender equality creates the conditions to boost economic development and contributes to economic growth, while more development leads to more gender equality. Finally, women's participation in the educational sector plays a positive role with institutional well-being

Findings:

1. Gender sensitization programmes promote inclusivity and fairness.
2. Sexual harassment awareness and grievance cell did not have any complaints.
3. Equal opportunities for all genders in co-curricular activities were found.
4. Recognition and value for transgender individuals was very satisfactory. This college organized a seminar on "Transgender".
5. Equal access in decision making, scholarships, and financial aid.
6. Adequate support services and resources available.

Suggestions:

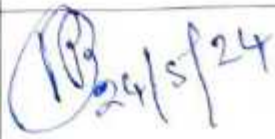
1. Enhance gender sensitization programs.
2. Address neutral responses effectively.
3. Promote more equal opportunities in co-curricular activities.
4. Maintain an inclusive classroom environment.
5. Strengthen support services for all genders.
6. Implement faculty training on gender sensitivity Conclusion



Conclusion: The College's gender sensitization programmes have received significant support, indicating their effectiveness in promoting inclusivity. The establishment of a Grievance Redressal Cell has been positively perceived. The college's efforts in providing equal access to scholarships, promoting inclusivity in co-curricular activities, and recognizing the importance of inclusiveness for transgender individuals have been recognized and appreciated. The findings perceive equal opportunities for expressing ideas and participating in academic and administrative decision making. The infrastructure and library of BBKM exhibits adequate support services and resources for students of all genders have also been positively perceived. The findings highlight the importance of maintaining inclusivity and equal opportunities to ensure a positive educational experience.

Prepared by Gender Equality Cell

MEMBERS OF GENDER EQUALITY CELL

1.	Prof. Somshuddha Marik	SACT in Chemistry	Somshuddha Marik 24.05.24
2.	Prof. Monidipa Modak	SACT in Sanskrit	Monidipa Modak 24.05.24
3.	Prof. Kheyali Debnath	SACT in Political Science	Kheyali Debnath. 24.05.24.
4.	Dr. Pratap Banerjee	Principal Dr. Pratap Banerjee Principal Balagadh Bijay Krishna Mahavidyalaya Balagadh, Hingoty - 712501	 24/5/24





GENDER AUDIT COMMITTEE (INTERNAL)

1.	Prof. Dalia Hossain	Associate Professor in Political Science, Convener of ICC	<i>Kossein</i> <u>27.05.24</u>
2.	Dr. Susmita Das	SACT in Bengali, Convener of Social & Cultural Committee	<i>Susmita</i> 24/05/24
3.	Prof. Sangita Mondal	SACT in Sanskrit Convener of Grievances & Redressal Cell	<i>Sdal.</i> 24/05/24
4.	Dr. Pratap Banerjee	Principal Dr. Pratap Banerjee Principal Balagarh Bijoy Krishna Mahavidyalaya Balagarh, Hooghly - 712501	<i>(Signature)</i> 24/5/24

GENDER AUDIT COMMITTEE (EXTERNAL)

1.	Dr. Sima Banerjee	Principal Hooghly Women's College Virekananda Road, Pipulpati Hooghly	<i>SB</i> 24/05/24 Principal Hooghly Women's College
2.	Dr. Shrabanti Banerjee	Principal, Jamalpur Mahavidyalaya Jamalpur, Purba Bardhaman	<i>Shrabanti</i> 27.5.24 Dr. Shrabanti Banerjee Principal, Jamalpur Mahavidyalaya Jamalpur, Purba Bardhaman West Bengal - 713408

