

**NIKHIL BANGA SIKSHAN MAHAVIDYALAYA**  
**BISHNUPUR, BANKURA, WEST BENGAL**



**GENDER AUDIT REPORT**  
**For the Period 01.07.2022 to 30.06.2023**



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## **PREFACE**

The goal of the gender audit is to determine whether there is a satisfactory gender balance at the college. It looks at whether colleges abide by laws, regulations, and initiatives designed to advance women in society. The Gender Audit seeks to determine the effects of its proposed and existing laws pertaining to gender equality. The gender audit has been carried out to find ways to make our college campus safer for female members and to share the findings with the college administration so that the suggestions could be put into practice. The results of a thorough evaluation of Nihil Banga Sikshan Mahavidyalaya's dedication to gender equality are presented in this Gender Audit report. The objectives of the members of Gender Audit Committee were to pinpoint opportunities to increase gender equity and offer practical suggestions to ensure it and establish a more equal and inclusive workplace by analyzing the policies, practices, and corporate culture of the institution.



## Members of the Gender Audit Committee

Sl.	Name	Designation	Capacity	Signature
1	Prof. (Dr.) Bhim Chandra Mondal	Principal Nikhil Banga Sikshan Mahavidyalaya	Chairperson	<i>Bhim Chandra Mondal</i> 1.7.25 <b>Principal</b> Nikhil Banga Sikshan Mahavidyalaya Bishnupur (Bankura)
2	Prof. (Dr.) Sonali Mukherjee	Professor in Bengali Sidho-Kanho-Birsha University, Purulia	External Member	<i>Sonali Mukherjee</i> 1.7.25 Prof. (Dr.) Sonali Mukherjee Professor in Bengali Sidho-Kanho-Birsha University Purulia
3	Prof. (Dr.) Pradipta Banerjee	Professor in Commerce Sidho-Kanho-Birsha University, Purulia	External Member	<i>Pradipta Banerjee</i> Prof. Pradipta Banerjee Professor Department of Commerce SKB University, Purulia, W.B.
4	Prof. (Dr.) Kakali Ghosh (Sengupta)	Principal Swami Dhananjoy Das Kathiababa Mahavidyalaya	External Member	<i>Kakali Ghosh</i> 01.7.25 Dr. Kakali Ghosh Sengupta <b>PRINCIPAL &amp; SECRETARY</b> Swami Dhananjoy Das Kathiababa Mahavidyalaya, Ghara, Bankura, W.B.
5	Dr. Kalpataru Mondal	Assistant Professor & IQAC Coordinator Nikhil Banga Sikshan Mahavidyalaya	Convener	<i>Kalpataru Mondal</i> Co-ordinator 01.07.25 <b>IQAC</b> Nikhil Banga Sikshan Mahavidyalaya Bishnupur, Bankura (W.B.)

## Introduction

A gender audit is a method used to evaluate and verify how gender equality has been institutionalized within organizations, including in their budgets, policies, programs, projects, and/or service delivery, structures, and procedures. Giving men and women the same benefits, equal access to workspaces, similar opportunities for advancement, and a harassment and discrimination-free work environment are all the parts of gender equity and equality in the workplace.

## Background of Gender Audit

The goal of the gender audit is to determine whether the gender balance at Nikhil Banga Sikshan Mahavidyalaya is satisfactory. It attempts to concentrate on whether the college, as an integral element of BABA SAHEB AMBEDKAR EDUCATION UNIVERSITY (BSEU), complies with university regulations, policies, and actions. It makes an effort to determine how its planned and existing policies will affect gender equality. The college has continuously prioritized, while maintaining gender equality, the qualitative performance of its students with regard to their overall personality development (holistic approach). Numerous amenities and extra care are given to the girls.

## About the Institution

Nikhil Banga Sikshan Mahavidyalaya is situated at Bishnupur in the district of Bankura and was established in the month of **September 22<sup>nd</sup>, 1969**. The Institute started to educate the 60% of the untrained backlog teachers in the districts of Bankura. It has magnificent own building in the year **1973** with adequate classrooms, laboratory and library. The college is affiliated to The University of Burdwan for both the programme viz B.Ed.& B.P.Ed. since **1969** and **1978** respectively. Thereafter, the affiliation of B.Ed. programme has been shifted to **BABA SAHEB AMBEDKAR EDUCATION UNIVERSITY (Erstwhile WBUTTEPA) on September 14, 2021** vide order no. **WBUTTEPA/RO/AFFL/03/2021** dated **14.09.2021**. The Institute is duly recognized by UGC since 1969 u/s 2(f) and 12 (B) vide no. **13-2/71(CD)** dated **31.03.1971**. National Council for Teacher Education (NCTE) recognized the Institution vide order no **ERC/7-74.7(1).5/2007/6994(1)** dated **12.03.2007** & **F.ERC./NCTE/APE00336/B.Ed. (Revised order)/2015/32250** dated **27.05.2015** for B.Ed. programme and **ERC/7-71.6.4/2006/4962(1)** dated **15.12.2006** & **F.ERC./NCTE/APE00316/B.P.Ed. Revised order/2015/32349** dated **29.05.2015** for



B.P.Ed. programme. It has also accredited by NAAC on 02.12.2016 with grade B with CGPA 2.18.

### Objectives of Gender Audit

The Preamble of Indian Constitution, Fundamental Rights, Fundamental Responsibilities, and Directive Principles expressly mention gender parity as a desirable goal. Hence, it is required to promote gender equality and forbid discrimination based on gender as per Article 14 of the Constitution, which safeguards universal rights for all people regardless of their gender, color, race, nationality, ethnicity, caste, place of birth or any combination of these.

The goals of the gender audit are as follows:

- Putting into practice doable measures to ensure the security and safety of people of all genders.
- Outlawing all sorts of gender-based discrimination.
- Development of female students', faculty members', and college employees' self-confidence and self-worth.
- Examine the problems of gender inequality in the collegiate environment and suggest ways to reduce these differences.
- Establish a culture of inclusive and equitable decision-making in all areas of academic life, with a focus on gender parity.
- Encourage gender parity among students and staff on campus.
- Evaluate the efforts and potential of the college to stop sexual harassment.

### Methodology

As part of the audit, we conducted this Gender Audit in the campus through meeting in person with all the stakeholders of the institution namely, students, faculty member, and the non-teaching staff separately for male and female members to gather the respondent's perception on the prevailing gender sensitive practices/facilities in the college campus.

### Details of the programme offered by the college

Sl No	Name of programme	Duration
1	B.Ed.	2 year (4 Semester)
2	B.P.Ed.	2 year (4 Semester)

## INSTITUTIONAL LEVEL DATA

Date of establishment of ICC: 10.01.2020

No. of Complaints submitted (July 22 to June - 23): 01

No. of pending cases with ICC: 00

No. of Seminar/Workshop related to gender issue: 00

### Gender balance in administration

The Governing Body (GB) is a body that supervises the management and operations of the college. It usually consists of elected representatives from teaching and non-teaching staff members, students, the state government, and the affiliating institution with ex-officio Secretary is the college principal. Beside this, IQAC also play a pivotal role in smooth running of the administration. The gender composition of different administrative bodies for the year 2022-23 is given in Table 1:

Table 1: Gender balance in administration

Sl.	Name of the Body	Total	Male	Female	Trans gender
1	Governing Body	10	9	1	0
2	IQAC	9	9	0	0

### Gender balance in teaching position

By encouraging critical thinking, preparing students for future vocations, and moulding their character, teachers play a crucial role in higher education. They help students' intellectual and personal growth by serving as mentors and advisors. Teachers develop abilities like creativity, problem-solving, and communication in addition to imparting knowledge, all of which are critical for success in the twenty-first century. Gender balance in teaching position in 2022-23 is given in Table 2:

Table 2: Gender balance in teaching position

Sl No	Designation	Total	Male	Female	Trans Gender
1	Professor	1	1	0	0
2	Associate Professor	3	3	0	0
3	Assistant Professor	7	6	1	0
4	State Aided College Teacher (SACT)	4	4	0	0



5	Part-Time Teacher	2	1	1	0
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#### Gender balance in non-teaching position

In order to run the institute smoothly, non-teaching employees play a variety of administrative, technical, and logistical responsibilities that support the institution's primary academic objectives. In the year 2022-23, the gender balance for the non-teaching staff is presented in Table 3.

**Table 3: Gender balance in non-teaching position**

Sl No	Category	Designation	Total	Male	Female	Trans Gender
1	Group B	Head Clerk	1	1	0	0
2	Group C	Clerk	0	0	0	0
3	Group D	Peon, Field worker, Guard etc.	4	3	1	0
4	Casual	Office and Hostel	6	5	1	0

#### Gender-wise enrollment details of students

The college offers two UG Programmes viz B.Ed.& B.P.Ed. Table 4 and 5 & Figures 1 and 2 present the list of students enrolled gender-wise and year-wise during the last three years viz. 2019-20, 2020-21, and 2021-22.

**Table 4: Gender-wise and programme-wise enrollment of student in UG course**

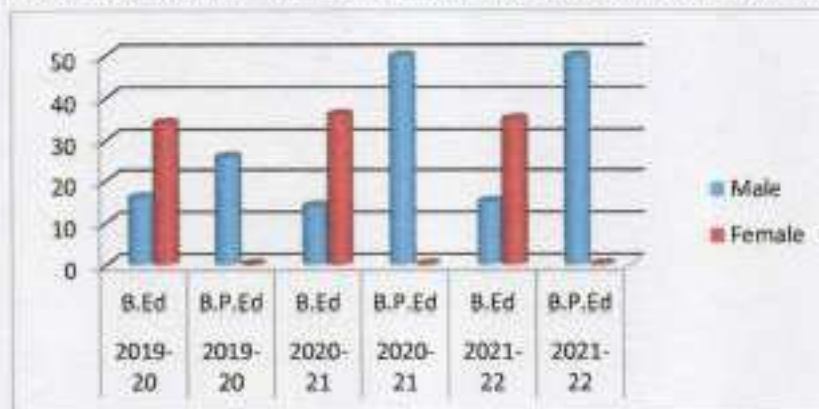
	Programme	Male	Female	Total	% of total	
					Male	Female
Session 2019-20	B.Ed.	16	34	50	32	68
	B.P.Ed.	26	0	26	52	0
	<b>Total</b>	<b>42</b>	<b>34</b>	<b>76</b>	<b>55</b>	<b>45</b>
Session 2020-21	B.Ed.	14	36	50	28	72
	B.P.Ed.	50	0	50	50	0
	<b>Total</b>	<b>64</b>	<b>36</b>	<b>100</b>	<b>64</b>	<b>36</b>
Session 2021-22	B.Ed.	15	35	50	15	35
	B.P.Ed.	50	0	50	50	0
	<b>Total</b>	<b>65</b>	<b>35</b>	<b>100</b>	<b>65</b>	<b>35</b>



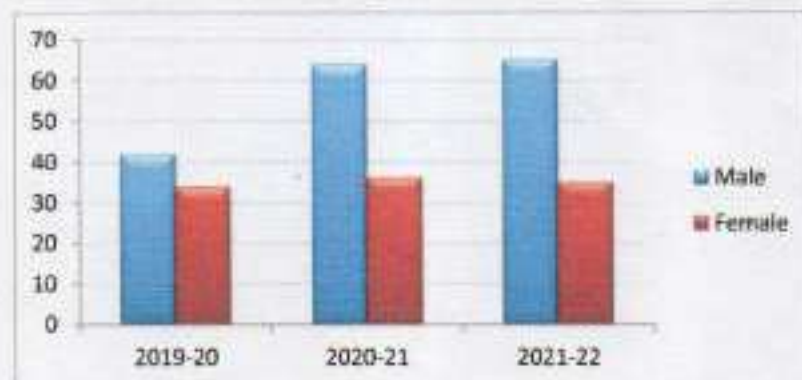
**Table 5: Gender-wise and year-wise summary of admitted students**

Programme	Male	Female	Total	Male (%)	Female (%)
2019-20	42	34	76	55	45
2020-21	64	36	100	64	36
2021-22	65	35	100	65	35

**Fig. 1: Gender-wise and programme-wise enrollment of students**



**Fig. 2: Gender-wise and programme-wise enrolment of students**



**Analysis:** It is observed from the data that no female has been admitted to B.P.Ed. course but it is from the college authority that B.P.Ed. course for this Institution is reserved for only MALE candidates. However, for B.Ed. course the rate of admission for female students is higher than that of their male counterpart during last three years.

### Category-wise Gender Balance in UG course

**Schedule Caste (SC):** Year-wise statement of admission of Schedule Caste (SC) students during the years 2019-20, 2020-21, and 2021-22 are shown in the Table 6.

**Table 6: Year-wise summary of admission of SC students**

Programme	B.Ed.		B.P.Ed.		Total	Male (%)	Female (%)
	Male	Female	Male	Female			
2019-20	7	6	3	0	16	13.15	7.89
2020-21	7	10	12	0	29	19	10
2021-22	5	8	13	0	26	18	8

**Analysis:** It is observed from the above table that percentage of SC female students is satisfactory and balanced in the institution.

**Schedule Tribe (ST):** Year-wise statement for admission of Schedule Tribe (ST) students during the years 2019-20, 2020-21, and 2021-22 are shown in the Table 7.

**Table 7: Year-wise summary of admission of ST students**

Programme	B.Ed.		B.P.Ed.		Total	Male (%)	Female (%)
	Male	Female	Male	Female			
2019-20	1	3	5	0	9	7.89	3.94
2020-21	1	3	6	0	10	7	3
2021-22	1	2	10	0	13	11	2

**Analysis:** A steady decrease in the admission is observed for ST female candidate during last three years.

**Other Backward Community (OBC):** Year-wise statement for admission of Other Backward Community (OBC) students including OBC-A students during the year 2019-20, 2020-21, and 2021-22 are shown in the Table 8.

**Table 8: Year-wise summary of admission of OBC students**

Programme	B.Ed.		B.P.Ed.		Total	Male (%)	Female (%)
	Male	Female	Male	Female			
2019-20	4	11	5	0	25	11.84	14.47
2020-21	3	8	21	0	32	24	8
2021-22	3	9	13	0	20	16	9



**Analysis :** It is observed from the above table that percentage of OBC female admitted to different courses in total is seems steady but much lesser in comparison to their male counterpart may be due to non-admitted criteria for Girls student in B.P.Ed. course.

**Minority Community:** Year-wise statement for admission of minority students during the year 2019-20, 2020-21, 2021-22 and shown in the Table 9.

**Table 9: Year-wise summary of admission of Minority students**

Programme	B.Ed.		B.P.Ed.		Total	Male (%)	Female (%)
	Male	Female	Male	Female			
2019-20	1	1	0	0	2	1.31	1.31
2020-21	0	1	4	0	5	4	1
2021-22	0	5	6	0	11	6	5

**Analysis:** It is observed from the above table that percentage of minority female admitted to different courses seems increasing along with their male counter parts.

**General Category:** Year-wise statement for admission of general category students during the year 2019-20, 2020-21, 2021-22 and shown in the Table 10.

**Table 10: Year-wise summary of admission of General category students**

Programme	B.Ed.		B.P.Ed.		Total	Male(%)	Female (%)
	Male	Female	Male	Female			
2019-20	3	13	11	0	27	18.91	14.86
2020-21	3	14	7	0	24	10	14
2021-22	6	11	8	0	25	14	11

**Analysis:** It is observed from the above table that percentage of general student generally decreases during the period.

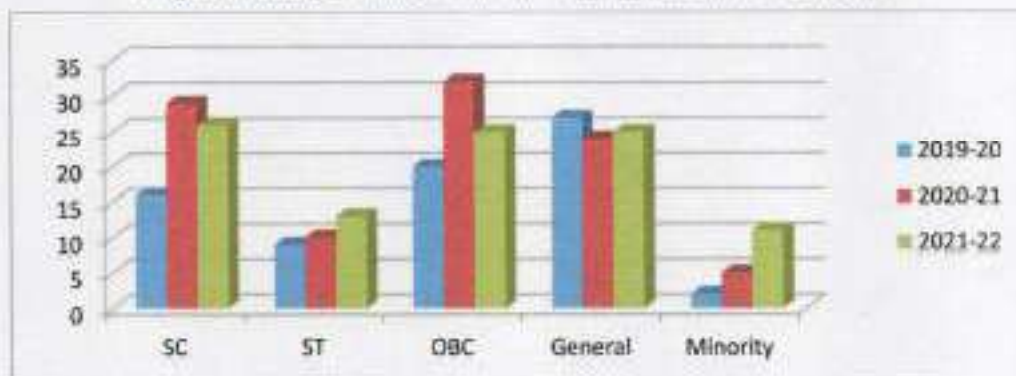
**Table11: Distribution of admitted students under different categories during last three years**

Categories	2019-20		2020-21		2021-22	
	Male	Female	Male	Female	Male	Female
SC	10	6	19	10	18	8
ST	6	3	7	3	11	2
OBC	9	11	24	8	16	9

General	14	13	10	14	14	11
Minority	1	1	4	1	6	5
Total	42	34	64	36	65	35
Grand Total	76		100		100	

**Analysis:** It is observed from the above table that admission to female students remain satisfactory though the female students were not eligible for admission in B.P.Ed. course.

**Fig. 3: Category-wise enrollment of students in UG course**



#### Hostel facility

The college has two Hostels one for Boys and another for Girls named **MAA SARADA CHATRI NIVAS**, the details of which are given in Tables 12 and 13.

**Table 12: Details of Hostel in campus**

Hostel	Intake capacity	No. of Rooms	No. of Toilets	No. of Bathrooms
Boys Hostel	100	13	05	07
Girls Hostel	50	10	07	06

**Table 13: Students' enrolment in hostel for last three years**

Year	Male	Female	Total	% Male	% Female
2019-20	24	22	46	52	48
2020-21	74	38	112	66	34
2021-22	95	42	137	69	31

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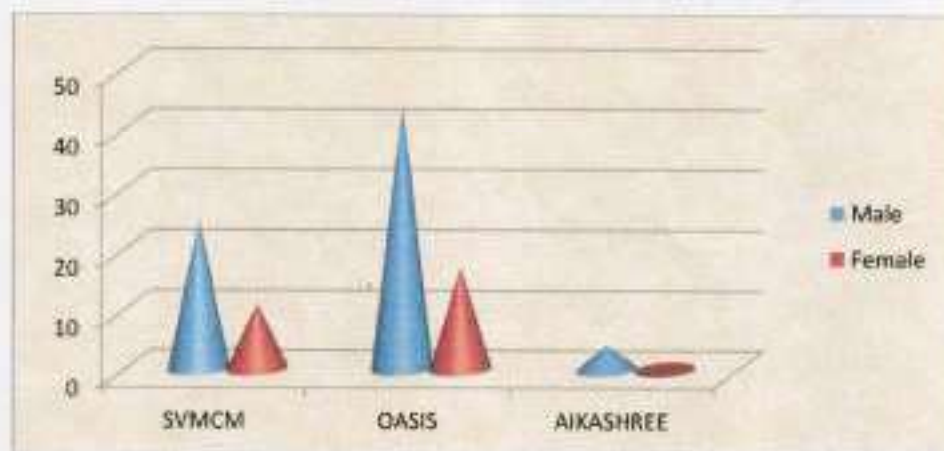
### Scholarship

With the goal of ensuring that everyone has access to higher education, the West Bengal government offers scholarships and other forms of assistance to students throughout the state. Over time, both the number of scholarships and their recipients have grown, inspiring students to pursue their aspirations in higher study. The students of Nikhil Banga Sikshan Mahavidyalaya received the scholarship from Govt. of West Bengal like SVMCM, OASIS etc. for the year 2021-22 which is given in Table 14.

**Table 14. Scholarship received by the student gender-wise**

Scholarship	Male	Female	% Male	% Female
SVMCM	25	11	69.45	30.55
OASIS	44	17	72.13	27.87
AIKASHREE	4	0	100	0

**Fig 4. Gender-wise recipient of Scholarship**



### Gender-wise participation in sports

Nikhil Banga Sikshan Mahavidyalaya organized annual sports every year. Besides this, the students of the Institute also participated WBCIPE Meet and FTEI Sports organized by other Institutions where considerable number of girl students participated in different events. The details of participation in sports by the students are given in the following Table 15.

**Table 15: Number of Students participated in Sports**

Year	Sports Participation ratio							
	Annual sports		WBCIPE		Total			
	Male	Female	Male	Female	Male	Female	% Male	% Female
2021-22	56	52	05	00	61	57	52	48

**Facilities for the girls students in the campus**

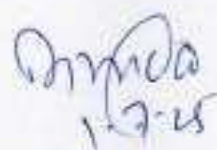
- The institution has a well-equipped Girls Hostel with an intake capacity of 50 students with adequate number of toilets and bathrooms.
- The institution has a Girls Common Room with required amenities.
- Adequate number of Washrooms and Toilets are there meant for girls students with sufficient supply of water and regular cleaning facilities.
- Separate toilets are there for female staff members of the institution
- Recreational facilities, gymnasium, yoga center and other sports facilities are provided to the girls students.

**Statutory Committees meant for addressing misconduct against women**

The institution has well-functioning Anti-ragging Committee and Internal Complaints Committee (ICC) which sit as per the needs to address the issues pertaining to the women members of the institution. During the year 2022-2023, a single complain was there from a girl student which has properly addressed by the committee.

**Observation**

A gender neutral healthy work environment prevailing in the campus where students, faculty members and non-teaching faculty members freely discharge their responsibilities. A good representation of women are there in different committees wherever possible and women take active role in decision-making processes in those committees. However the major challenge of the institution in promoting gender equity in the campus is the lack of female faculty members and non-teaching staff which is beyond the control of the authority of the institution.






### **Recommendation**

After going through all the relevant data and information gathered through personal interaction with different stakeholders during physical visits in the campus, the following recommendations are putting forwarded to the authority of the institution to promote and ensure gender equity in the campus in a better way.

1. Adequate CCTV surveillance should be installed and ensured in the important areas in the campus
2. Lady sweeper be deputed in the Girls Hostel.
3. If Government regulation permits, girls students be allowed for admission to B.P.Ed. course as the institution has adequate hostel facility.
4. Basic common room facilities both for boys and girls be ensured by the authority of the institution.
5. Canteen facility be provided for the students of the institution.
6. The institution is encouraged to organize gender sensitization programme for different batches of the students.

 01/07/2025  
**Principal**  
Nishi Banga Sikshan Mahavidyalaya  
Bishnupur (Bankura)

