



A Gender Audit Report

RANI BIRLA GIRLS' COLLEGE

Affiliated to
The University of Calcutta



Prepared by:

GENDER AUDIT COMMITTEE

2022-23



A GENDER AUDIT REPORT

Rani Birla Girls' College

Affiliated by
University of Calcutta

(2022-2023)



ACKNOWLEDGEMENTS

I am grateful to all those who have contributed to the successful completion of this gender audit report. This undertaking would not have been possible without the collective efforts, insights, and dedication of various individuals and committees.

First and foremost, I extend my sincere gratitude to the members of the internal committee members. Your commitment, thorough analysis, and in-depth understanding of our institution have been invaluable. Your active participation and cooperation throughout the process have been instrumental in providing a comprehensive overview of the current gender dynamics within our college.

I am equally thankful to the external committee members whose expertise, objectivity, and fresh perspectives have greatly enriched this report. Your professional insights and recommendations are highly appreciated and will undoubtedly contribute to fostering a more inclusive and equitable environment at our institution.

I also wish to acknowledge the support and guidance provided by the, faculty, and staff. Your openness and willingness to engage with this process have been critical in ensuring the success of this audit.

Lastly, we would like to thank the student body for their active involvement and honest feedback.

Together, we have taken a significant step towards promoting gender equity and inclusion in our college. We look forward to implementing the recommendations outlined in this report and continuing our efforts to create a supportive and empowering environment for all.

Dr. Srabanti Bhattacharya (Principal)

Chairperson,

Internal Gender Audit Committee

RANI BIRLA GIRLS' COLLEGE, KOLKATA



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1 INTRODUCTION



1. GENDER AUDIT: AN INTRODUCTION:

1.1. Principal's Desk:

Welcome to the Gender Audit Report of Rani Birla Girls' College. As the Principal, I am proud to present this comprehensive review, which reflects our commitment to fostering an inclusive and equitable environment for all members of our college community.

In today's evolving educational landscape, it is imperative that we not only acknowledge but actively address gender disparities. This audit is a crucial step towards understanding and rectifying imbalances, ensuring that every student, faculty member, and staff member feels valued and supported.

This report delves into various aspects of campus life, including admission policies, classroom dynamics, faculty representation, and extracurricular activities. It highlights both our achievements and areas needing improvement, guided by data and insights gathered from surveys, interviews, and institutional records.

The findings of this audit will serve as a foundation for implementing targeted initiatives and policies aimed at promoting gender equality. It is our goal to create a campus where everyone, regardless of gender, can thrive and achieve their fullest potential.

I extend my gratitude to the dedicated team (both External and Internal Committee members) who conducted this audit and to the entire college community for their cooperation and input. Together, we will continue to build a more inclusive and equitable institution.

Thank you for your commitment to this important cause.

Sincerely,

Dr. Srabanti Bhattacharya
Principal
Rani Birla Girls' College



1.2. Introduction of the Institution:

Rani Birla Girls college has come a long way since its inception 62 years ago, passing through many trying phases but always triumphing at the end with sheer grit and determination to overcome all hurdles. During its years of excellence, the college has marched ahead with the times and today it is undoubtedly one of Kolkata's most prestigious women's educational institutions. The institution exemplifies a dedication to foster a secure and inclusive environment conducive for holistic development of students and staff. Undergoing a remarkable transformation, this college departed from its initial apparatus of governance (by a private trust) to function as an aided institution under the Government of West Bengal. This college has maintained good academic performance with consistency. Co-curricular training and value-orientation have been equally prioritized within the institutional agenda. The college is very conveniently located on Shakespeare Sarani and is easily accessible from both the A.J.C. Bose Road and Jawaharlal Nehru Road intersections of Shakespeare Sarani. As a premier and reputed institution committed to the goal of women's empowerment through higher education, the institutional mission is oriented to motivating learners to achieve distinction in academic, administrative and cultural spheres and to venture into self-employment or entrepreneurship.



Figure 1: Front view of the College from Main Road side



GEOGRAPHICAL LOCATION:

Located within the University of Calcutta, Rani Birla College was founded in 1961 with the goal of providing advanced arts education. It is situated in a rented building in Shakespeare Sarani, Kolkata, at 22° 54' N and 88° 35' E, in the centre of West Bengal's capital. The college occupies a rented space measuring 1 Bigha 4 Katha and 2 Chatak, or roughly 32,535 square feet. 11,330 square feet, of the total area, is built up. The premise has a playground of 8020 sq. ft area. The College admits students from all social milieus and empowers them through intensive mentoring and counselling to face the challenges of life and become responsible and sensitized citizens of the country. Rani Birla Girls' College provides a caring and nurturing environment where students come into their own, blossoming into confident young women ready to face the world. The playground on the property is 8020 square feet in size. The college accepts students from all socioeconomic backgrounds and, through rigorous mentoring and counselling, equips them to meet life's obstacles and develop into responsible, aware citizens of the nation. Students at Rani Birla Girls' College thrive in a supportive and nurturing atmosphere where they develop into self-assured, world-ready young ladies.

1.3. Gender Audit: An Introduction

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether the college follows government rules, policies and actions formulated for upgradation of women in society. The Gender Audit tries to assess and predict the impact of the current and proposed policies of the college on gender equality. The audit is conducted by two committees: Internal and External committees. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.



1.5. Objectives of Gender Audit:

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it.
- To establish good gender balance in decision-making processes in all areas of college activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects amongst the college community.
- To assess the extent of prevention of sexual harassment at the college.
- To understand the perception and experiences of students regarding gender equality in the college.
- To assess the effectiveness of existing gender-related policies and practices.
- To identify areas of improvement to further promote gender equality.
- To provide recommendations for future actions to enhance gender equality.

1.4. Gender Audit Committee:

Internal members of Gender Audit Committee

1. Dr. Srabanti Bhattacharya. Principal and Chairperson, Rani Birla Girls' College
2. Sushmita Das. Coordinator, IQAC, Rani Birla Girls' College
3. Dr. Apala Dasgupta Barat. Convenor, Women Development Cell, Rani Birla Girls' College
4. Anjali Pramanick. Convenor, ICC, Rani Birla Girls' College
5. Kamalika Paul. Convenor, Grievance Redressal Cell, Rani Birla Girls' College
6. Pampa Chatterjee, Convenor, Physical and Mental Wellbeing Cell, Rani Birla Girls' College
7. Dr. Keya Dutta, Teachers' Council Secretary, Rani Birla Girls' College



External Committee of Gender Audit

1. Dr. Malini Bhattacharya

Former Professor of English, JU (retired in 2003)

Former director, School of Women's Studies, JU (2000-2003)

Former member, National Commission for Women New Delhi (2005-2008)

Former chairperson, West Bengal Commission for Women (2008-2011)

2. Prof. Dr. Anuradha Koyal.

Professor and HOD

Dept of History

Rabindra Bharati University.

3. Dr. Debdatta Das

TIC & Asst. Professor

Department of Law

The University of Burdwan



2 ANALYSIS



2.A. Quantitative

2.1. Gender balance within the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programme as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

The Audit was initiated keeping in mind that the college is an all-girls college with male members present among staff and teachers. This layered gender representation among the stakeholders of the institution created an opportunity to assess the gender equity initiatives among both the sections. In case of the staff and teachers the Audit team investigated the conventional methods of analyzing gender equity, whereas for the students the team tried to assess the various opportunities, guidance and infrastructure provided by the institution to the students, belonging largely to first generation minority community families from poor economic background. The audit highlights how conception of their gender identity is created and shaped in the institution with the goal of achieving gender equity beyond the college campus.

Gender Audit Team reviewed and analyzed the operating environment of Rani Birla Girls' College, Kolkata. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

After a thorough analysis of the facts provided by Rani Birla Girls' College, Kolkata, it is observed that the College institutionalizes gender equality through various means and mechanisms. There is significant representation of female staff in the total strength of the employees. The Gender Policy and Internal Complaints Committee (Sexual Harassment) is in place. The grievances are resolved in a confidential and timely manner. Gender equality is given prime importance and equal opportunities are provided in terms of sports, cultural, curricular and co-curricular events organized in and outside the campus. The College has been regularly organizing special sessions /workshops /webinars and Gender sensitization programs with women related themes to foster gender equality

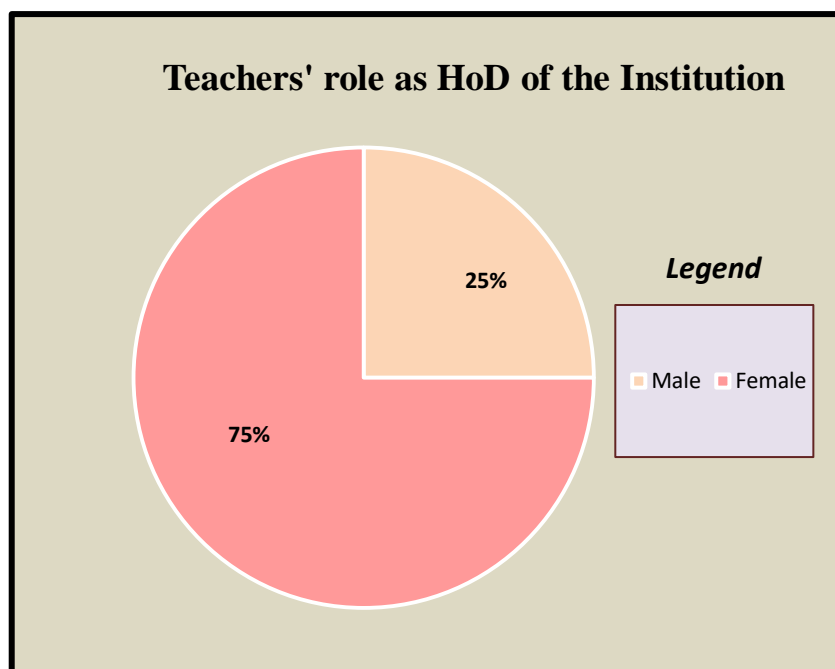
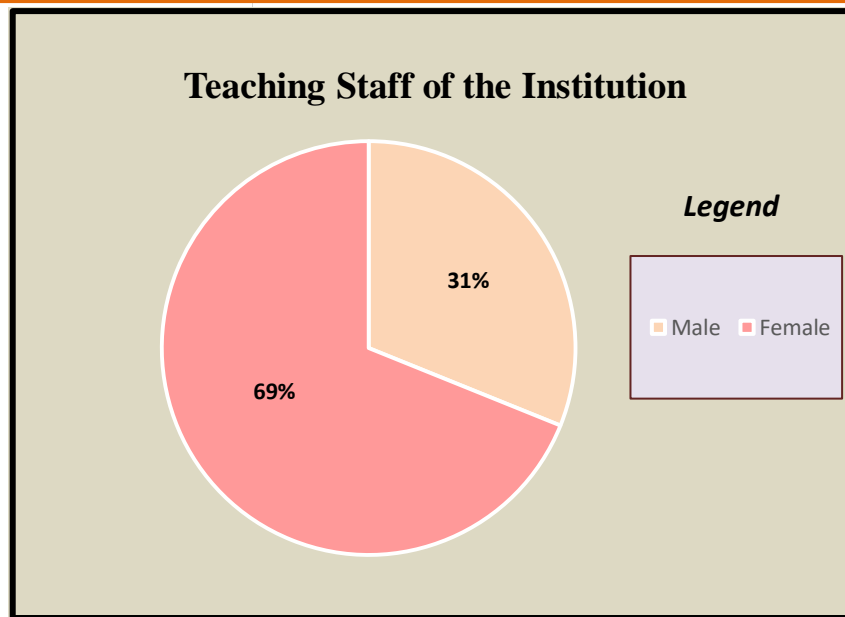


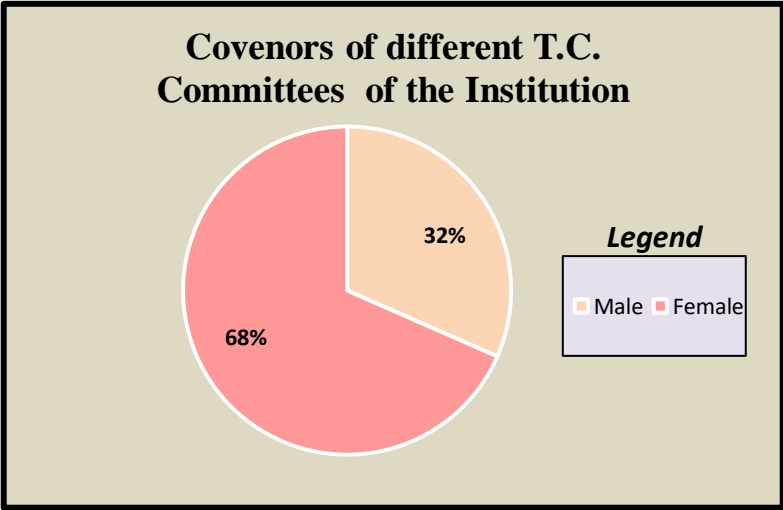
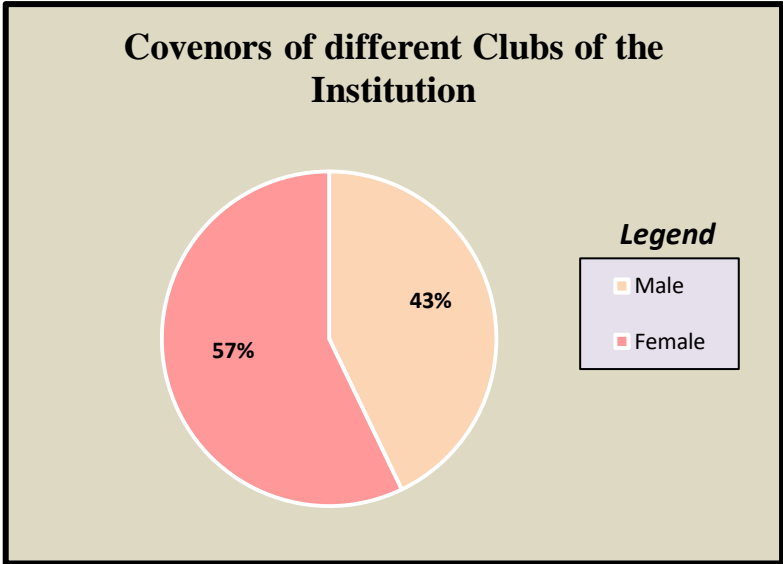
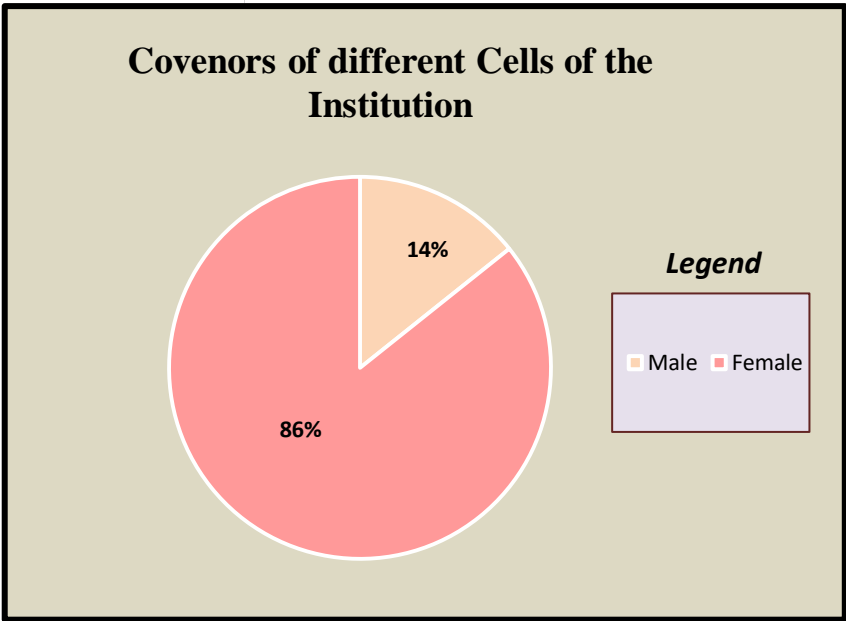
in the mindsets of the students and community at large. College maintained gender segregated data on most of the issues. The College has Students' Council for gender sensitization which is working on all related issues. College Women Development Cell is highly active and work whole year for students and staff. The College supports research related to women concerns as seen in their publications. The College has supported and strengthened the faculty in organizing seminar, workshops, lectures etc. on women issues. Faculty is easily approachable not only during the classes but on call too for students in case of exigencies. The College has regularly supported for the welfare of women staff in terms of maternity leave or child care leave. The Institute has an active Internal Complaints Committee which resorts to complaints received pertaining to gender sensitive issues. It can be concluded that the environment of the college is extremely gender friendly.

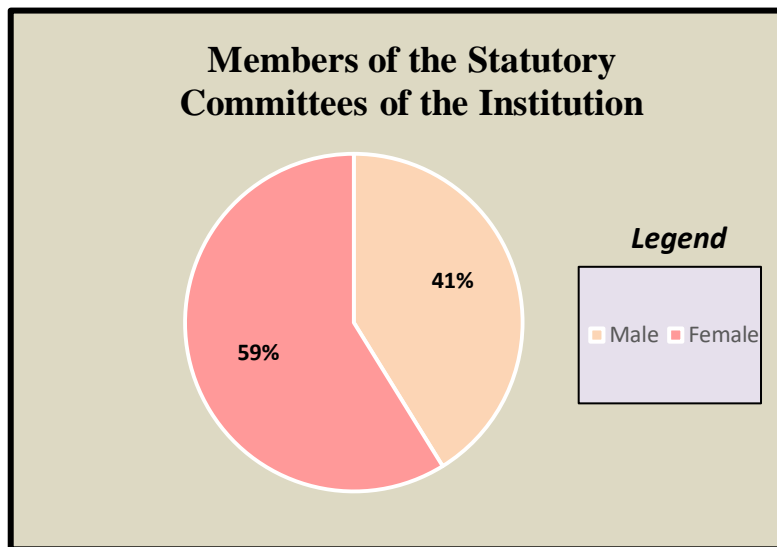
Rani Birla Girls' College, is a reputed Institute of women education in Kolkata serving for last 64 years. Hence, Gender audit of number of male female students is not necessary. Therefore, gender ratio among teaching and non-teaching staff of the college is presented in the following diagrams.

2.1. Gender-wise distribution of Teaching-staff:

	Male	Female
Teaching Staff of the Institution	14	31
Teacher's role as HoD of the Institution	3	9
Convenors of different T.C. Committees of the Institution	6	13
Convenors of different Cells of the Institution	1	6
Convenors of different Clubs of the Institution	6	8
Members of the Statutory Committees of the Institution	7	10

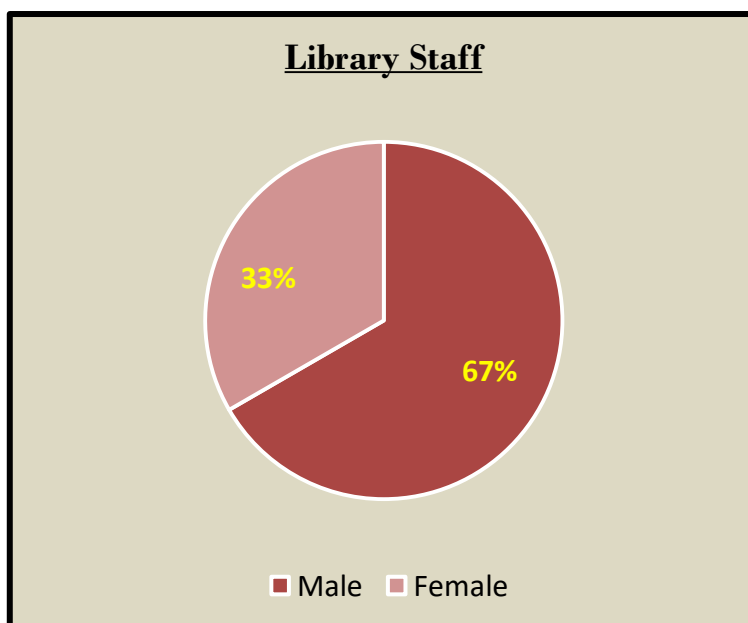


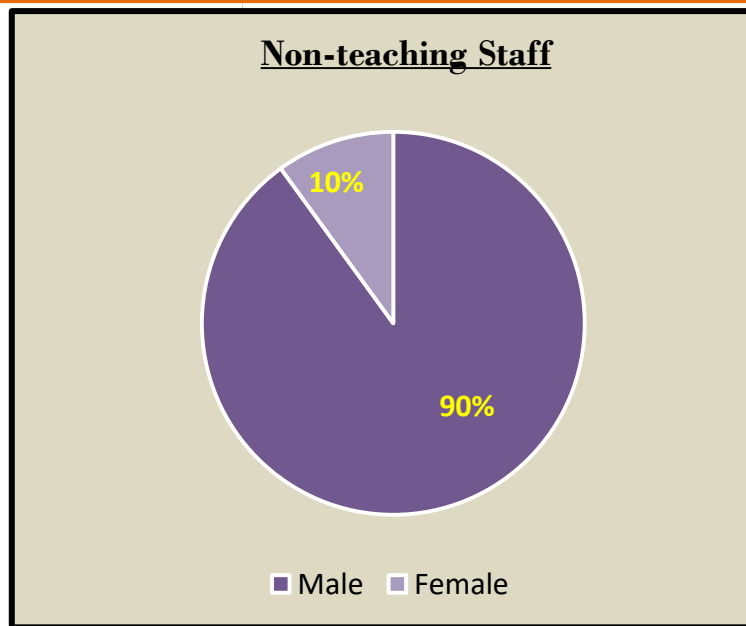




2.3. Gender-wise distribution of non-teaching-staff:

Library Staff		Non - Teaching Staff	
Male	Female	Male	Female
2	1	9	1





2.B. Qualitative

3.1. Gender Sensitization Initiatives:

In every corner of system gender sensitive features are carefully observed. Gender equality has been kept updated by forming the committees like 1) Anti-ragging, 2) Gender Cell and 3) ICC and providing adequate facilities for girls.

A. Internal Complaints Cell (ICC):

The cell was active as Vishakha and then ICC was acting under Vishakha guidelines and UGC regulations. Regularly the committee tracks the complains and resolves the issues. Though, during COVID-19 pandemics, the members of the committee could not meet physically, after 2022, they again resume the activities of the cell. During 2022-23, there were 10 members actively working. Before 2022, there were 7 members in the cell.



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RANI BIRLA GIRLS' COLLEGE
38, Shakespeare Sarani
Kolkata - 700 017
GOVT. AIDED NAAC ACCREDITED

16th August, 2021

VISAKHA COMMITTEE AND INTERNAL COMPLAINTS COMMITTEE (ICC)
(according to Visakha Guidelines)

Constitution in view of Section 4(1) of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 also known as Visakha Guidelines.

1. Ms. Anjali Pramanick, Associate Professor. : Presiding Officer
2. Ms. Pampa Chatterjee, Associate Professor. : Member
3. Dr. Priti Ghatani, Assistant Professor : Member
4. Mr. Mantoo Das, Assistant Professor : Member
5. Mr. Kiriti Bhusan Mukherjee, Head Clerk : Member
6. Ms. Anindita Sen, Office Staff : Member
7. Ms. Sarbani Chakraborty, Advocate, High Court, Kolkata : Legal Officer

N. Chaudhuri
(Nandita Chaudhuri)

Teacher-in-Charge
Rani Birla Girls' College
38, Shakespeare Sarani
Kolkata - 700 017



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Kolkata - 700 017

GOVT. AIDED NAAC ACCREDITED

21/04/23

NOTICE**INTERNAL COMPLAINTS COMMITTEE**

This is to notify that Rani Birla Girls' College has constituted an **Internal Complaints Committee (ICC)** in accordance to the University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulation 2015 Memo No. F.91-1/2013(TFGS) dated 2nd May 2016 and in compliance with the POSH Act 2013.

The Composition of the Internal Complaints Committee is as follows:

POSITION	MEMBER
Presiding Officer	Smt. Anjali Pramanick, Associate Professor in Political Science
Faculty Member	Smt. Sushmita Das, Associate Professor in English Dr. Keya Dutta, Assistant Professor in History
Non-Teaching Employee	Smt. Tarun Roy, Accountant Sri Babar Ali, Peon
Students	Sara Rahaman Sheikh, Sem II, English Honours Nilavna Das, Sem II, Geography Honours. Anwesha Sengupta, Sem II, Sociology Honours
External Member (From NGO/Association Committed to the cause of women)	Dr. Shabana Roze Chowdhury Public Health Specialist and Joint Secretary of Indian Society of Perinatology and Reproductive Biology (Kolkata Chapter); Joint Secretary of Indian Menopausal Society and Joint Secretary Calcutta Medical Club. Executive Committee Member of Indian Public Health Association, Kolkata Branch and of Endometriosis Society India , Kolkata Branch.

DR. SRABANTI BHATTACHARYA
PRINCIPAL
RANI BIRLA GIRLS' COLLEGE
38, SHAKESPEARE SARANI
KOLKATA - 700017

B. Grievance Redressal Cell:

The cell was formed in 2008. Regularly the committee tracks grievances and tries to come out with a satisfactory solution. Though, during COVID-19 pandemics, the members of the committee could not meet physically, after 2022, they again resume the activities of the cell with new members and restructured form.



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22/04/2024

NOTICE

This is to notify all concerned that as per Resolution no. 1 dated 20/04/2023 of the Administrator of Rani Birla Girls' College, the following statutory cells have been reconstituted and approved:

ANTI-RAGGING CELL

- Dr. Srabanti Bhattacharya- Chairperson
- Kalpana Biswas, Assistant Professor in Geography- Convenor
- Pampa Chatterjee, Associate Professor in Education – Member
- Dr. Priti Ghatani, Assistant Professor in Political Science
- Dr. Apala Dasgupta Barat, Assistant Professor in English
- Fauzia Javed, Assistant Professor in Political Science
- Dr. Apalak Das, Assistant Professor in History

GRIEVANCE REDRESSAL CELL

- Dr. Srabanti Bhattacharya- Chairperson
- Kamalika Paul, Assistant Professor in Geography- Convenor
- Dr. Pushpa Tiwary, Assistant Professor in Hindi – Members
- Manab Mondal, Assistant Professor in Sociology - Member
- Sarmila Paul, Assistant Professor in English – Members
- Tarun Roy, Accountant – Member

DR. SRABANTI BHATTACHARYA
 PRINCIPAL
RANI BIRLA GIRLS' COLLEGE
 38, SHAKESPEARE SARANI
 KOLKATA - 700017

GRIEVANCE REDRESSAL CELL

Year	No. of Members	No. of Meeting Held
2022-23	6	5
2021-22	3	3
2020-21	3	0
2019-20	3	2
2018-19	3	2



3.2. Gender Equity promotion programmes organised by the institution:

1) Earn and Learn scheme: -

The EWLS is to provide hands on experience to the students with their regular study and also with some financial incentive. It aims to prepare the students for jobs in future as well as to involve them in management and development of the University. The scheme also enables the meritorious and needy students to earn a reasonable amount every month to meet out some part of their academic expenditure and exploit the immense potential of the students as a valuable human resource. The main objective of the scheme is to develop a student as a multifaceted personality with academic excellence and a commitment to an egalitarian society. Rani Birla Girls' College also encourage the students to earn something during their student life. For the purpose, college organizes exhibitions of handicrafts, food-stalls where, students can sell their products to college teaching, non-teaching staff and alumni members.



2) Safety Facilities:

A] Entrance:

For students' security, Rani Birla Girls' College, security guards are posted at the entrance gate. The guards, hired from a reliable security agency, make themselves available in alternate shifts.



B] CCTV:

24 hours CCTV surveillance is available in the whole campus of the college. All together 11 active CCTV cameras and 2 surveillance screens are there. CCTV cameras are installed in the entrance of college. Other places like entrance of office, Principal's office and stairs, lobbies, library are under CCTV surveillance.

**C] Parking facility:**

College arranged a garage for two-wheeler parking for students and four-wheeler parking for teaching and non-teaching staff.



D] Ladies Common Room and Wash Room: Ladies Common Room provision is made for girls. A notice board is placed in Ladies Common Room which displays notices specific for female students. Clean wash rooms are available with ample water supply. Women faculty members take care of girls wherever necessary.



E] Canteen: Canteen facility is available in campus where the students and staff can get healthy and hygienic foods. The college takes care of the good health and nutrition of girls.

F] Physical and mental wellbeing: Every year doctors come for medical check-up of students. 2018 onwards, Dr. Shabana Roze Chowdhury use to visit regularly. In 2019-20 two visits (22nd November, 2019 and 5th March, 2020) were arranged for the medical check-up of all students and staff. But after 2019 march due to COVID-19, the doctor could not visit. Next doctor's visits were taking place in 28th April, 2023 and 4th May, 2023.

Along with physical well-being, mental counselling sessions were also arranged by the college for the students by Dr. Tania Islam. Before the engagement of Dr. Islam, Pampa Chatterjee, assistant professor and convenor of Physical and mental wellbeing cell used to conduct counselling sessions for the students.

G] Students health home:

All of the students of Rani Birla Girls' College are enrolled for Students Health Home 'Universal Membership'. They can avail all kinds of medical facilities all through their student lives, at very nominal subsidised rates.

H] Sanitary Pad Vending Machine:

Two Sanitary Napkin Vending Machines with incinerators are also installed in students washrooms. Students can purchase a sanitary napkin at just Rs. 5. A separate wash room is provided for female faculty members.





I] Seminars/Lectures/Workshops on Gender Issues:

The college organizes regular talks, lectures, seminars, and workshops on women's issues to enrich the students' understanding of their gender identities, gender roles, and notions of gender equity in every sphere of their lives. Regular lectures are also organised on women's health issues for the students.

DATE	TOPIC	RESOURCE PERSON
16.03.2019	Invited Lecture on 'The Men, The Women and the Fight'	Ms. Sanjukta Das, Associate Professor, Dept. of English, Lady Brabourne College, Kolkata
08.07.2021	Invited Lecture on Gender and boundaries in Christina Georgina Rosetti's Goblin Market.	Sritama Bhattacharyya, Researcher, Department of Women Studies, Jadavpur University, Kolkata.
05.10.2021	Special Lecture on Women Question in 19 th Century India	Dr. Shreoshi Sarkar, Assistant Professor, KK Das College, Kolkata
10.12.2021	Special Lecture on Universal Declaration of Human Rights: Universal Women in Perspective.	Dr. Anup Shekhar Chakraborty, Assistant Professor, Netaji Institute for Asian Studies, Kolkata.



3 OBSERVATIONS



Upon careful examination of the data presented by Rani Birla Girls' College, it becomes evident that the College institutionalises gender equality using a number of strategies and techniques. Out of the entire workforce, women constitute a sizable portion of the staff. There is an Internal Complaints Committee for addressing sexual harassment complaints. The grievances are promptly and discreetly addressed and resolved. Priority is given to gender equality, and equal opportunities are offered for participation in extracurricular, educational, cultural, athletic, and group activities both inside and outside the campus. To promote gender equality in the perspectives of students and the society at large, the college has been regularly holding special sessions, workshops, webinars, and gender sensitization programmes on women-related issues.

The majority of the concerned data are kept separately gender-wise by the college. Seminars/Special lectures on issues pertaining to women is given priority and preference by the college. The college helps the faculty members organize seminars, workshops, lectures, and other events centered around women's problems. The institution works to inspire students to inculcate self-respect and financial independence, in addition to planning various events to raise awareness of gender sensitization. All such co-curricular and extracurricular activities, including the institution's cultural programmes attract students. Their involvement in sports and physical fitness programmes is also admirable. In addition to being readily available to students during class, faculty members are also available during any kind of emergency.

Regarding maternity or child care leave, the College has consistently provided support for the well-being of its female employees. The Institute has a functioning Internal Complaints Committee that handles complaints about matters that are sensitive to gender. The college has been successful in creating and maintaining a gender-friendly environment.



4 RECOMMENDATIONS



5.1. Recommendations:

The recommendations put forth by the Gender Audit Committee include:

1. Develop and enhance inclusive policies that promote gender equality, diversity, and inclusivity within the institution.
 2. Create an inclusive environment and support systems to attract and retain transgender students, faculty, and staff.
 3. Conduct gender sensitization and awareness programs for all institution members to foster a culture of respect and understanding.
 4. Strengthen the Grievance Redressal Cell to ensure it remains accessible, responsive, impartial, and confidential, addressing gender-related concerns effectively.
 5. Implement targeted programs and initiatives to enhance the self-confidence and self-esteem of female students, women faculty, and staff.
 6. Continue offering comprehensive personality development programs to boost confidence among all members of the institution.
 7. Enhance measures to prevent harassment of female students, including improved information dissemination and safety protocols.
 8. Maintain the presence of a certified counselor to facilitate personal development and confidence building among students.
 9. Promote programs that nurture leadership qualities and self-assuredness among students.
 10. Foster collaboration with other committees, such as IQAC, Anti-ragging Committee, Discipline RANI BIRLA GIRLS' COLLEGE - GENDER AUDIT 24 Committee, and Internal Complaint Committee, to further gender sensitization efforts.
 11. Conduct more campaigns and activities aimed at raising social awareness about women's issues and gender discrimination, with a particular focus.
 12. Continue conducting periodic gender audits to assess and address the impact of gender dynamics on the institution's culture, processes, programs, and organizational performance.
- These recommendations are aimed at creating a more inclusive and gender-equitable environment within the institution.



5

SUMMARY AND CONCLUSION



5.2. Progress towards Gender Equity:

“Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC).

The college works tirelessly to support female employees and all students. The organisation acknowledges that there are needs and power differentials between men and women, and that these differences should be recognised and treated in a way that balances the power disparities between the sexes. Either equal treatment or treatment that differs but is deemed comparable in terms of rights, rewards, obligations, and opportunities might be examples of this. The organisation has created and improved inclusive policies that support diversity, inclusion, and gender equality inside the organisation. In order to draw and keep transgender students, teachers, and staff, it is possible to provide an inclusive environment and support networks. Additionally, gender sensitization and awareness initiatives can be carried out for all members of the institution to promote an atmosphere of mutual respect and understanding. The institute has the capacity to carry out additional campaigns and initiatives with a specific focus on increasing public awareness of women's issues and gender inequality. It is important to maintain the availability of a certified counsellor to assist pupils in developing their personal growth and self-confidence. To evaluate and address the effects of gender dynamics on the institution's culture, procedures, initiatives, and overall performance, keep up your regular gender audits. All of these have already demonstrated the college's impressive progress towards gender equity, and they ought to keep going.



Conclusion:

According to the report, the college has successfully incorporated goals and objectives related to gender equity in each of its policies and programmes. No gender related issues have yet been identified by staff members. Each stake-holder of the college enthusiastically promotes and supports gender equality and sensitisation. The college exhibits a balanced number of advantages and opportunities for promoting gender representation. Gradual adjustments to value systems can be made to remedy any shortcomings that are found. Notably, there has been no complaints about gender issues from girls in the past years. With its strong resolve and dedication towards gender equity, the college will undoubtedly leave its impact on the nation.



Declaration:

This is hereby to declare that; RANI BIRLA GIRLS' COLLEGE has successfully completed the Gender Audit fir the institution.

Member	Signature
Dr. Srabanti Bhattacharya	<i>Srabanti Bhattacharya</i>
Sushmita Das.	<i>Sushmita Das</i>
Dr. Apala Dasgupta Barat.	<i>Apala Dasgupta Barat</i>
Anjali Pramanick	<i>Anjali Pramanick</i>
Kamalika Paul.	<i>Kamalika Paul</i>
Pampa Chatterjee	<i>Pampa Chatterjee</i>
Dr. Keya Dutta	<i>Keya Dutta</i>

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Dr. Debdatta Das
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MEMBER)
Teacher-in-Charge
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*****END OF THE REPORT*****