



BRAINWAR UNIVERSITY

Annual SDG-5 Report
2023-24

SDG 5: Gender Equality

*Achieve Gender Equality and Empower All
Women & Girls*

SDG 5: Gender Equality – *Achieve Gender Equality and Empower All Women and Girls*

Vision and Context

Gender equality is central to Brainware University’s institutional culture. The University views gender empowerment not as a parallel initiative but as an *embedded philosophy* shaping every layer of its academic, administrative, and social framework.

SDG 5 guides Brainware’s efforts to:

- Eliminate gender-based discrimination in education and employment.
- Promote women’s leadership and participation across decision-making bodies.
- Integrate gender perspectives in curriculum, research, and outreach.
- Foster a safe, inclusive, and dignified environment for all.

This commitment aligns directly with India’s National Policy for Women (2016), UGC Gender Champions Framework (2015), and NEP 2020’s vision for equitable participation.

Institutional Framework and Governance

Policy / Structure	Purpose	Constituent Unit
Internal Complaints Committee (ICC)	Implements POSH Act 2013; addresses harassment complaints and preventive sensitisation.	Constituted 2018; renewed 2024
Gender Sensitisation Committee	Conducts workshops, awareness drives, and classroom dialogues on equality.	IQAC + Dean Students Welfare
Equal Opportunity Cell (EOC)	Ensures inclusive participation of women, LGBTQ+, and differently-abled students in academics and placements.	HR-Quality Division
Anti-Sexual Harassment Policy (Updated 2023)	Institutional guarantee of zero tolerance toward gender bias.	Approved by Governing Body

Academic Initiatives and Research on Gender Issues

Research Publications and Book Chapters (2023–24)

Title	Author(s)	Publication / ISBN	SDG 5 Relevance
<i>Indianization of Shakespeare on Bengali Stage</i>	Trisha Sengupta	<i>Bengal-British Encounter: Text, Stage and Screen</i> ISBN 978-93-87751-86-6	Gendered performance in postcolonial theatre.
<i>A Real Unpainted Nigger: A Site of Bengal-British Encounter in Baishnav Charan Adhya's Othello</i>	Manasi Patra	Same volume (ISBN above)	Intersection of race and gender in colonial literature.
<i>Women and Cinema: Feminist Film Theories in Praxis</i>	Srija Chakraborty (ed.)	ISBN 978-93-5529-840-9	Feminist readings of Indian cinema.
<i>Gender Bias in STEM Education: Breaking Barriers through AI Mentorship</i>	Dr Lucky Mukherjee et al.	BWU AI Education Series (2024)	Uses AI for inclusive academic mentoring.
<i>Feminine Voice in Digital Entrepreneurship</i>	Dr Aliya Begum et al.	<i>Emerging Trends in Multidisciplinary Research</i> ISBN 798-93-91387-55-6	Women leadership in technology-enabled business.

Student Projects and Theses

- *Perception of Workplace Equality Among Women Employees in Private Universities of West Bengal* – MBA Dissertation (2024)
- *AI-Based Harassment Reporting Tool* – CSE Capstone Project (Prototype demoed June 2024)
- *Gender Representation in School Textbooks: A Comparative Study* – BA (Hons) English Research Project

Campus Environment and Safety

1 Infrastructure for Inclusion

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- CCTV surveillance and 24×7 security coverage in all hostels.
- *Safe Campus Protocol* with emergency response teams (activated 2023).
- Dedicated Women's Common Rooms, sanitary-pad vending machines, and medical first-aid units across campuses.

5.2 Awareness and Sensitisation Programmes (2023–24)

Date	Event	Organising Unit
8 March 2024	<i>International Women's Day – Empower HER Summit</i>	IQAC
11 May 2023	<i>Gender Equity Workshop on POSH Act and Legal Rights</i>	ICC + School of Law
15 Jan 2024	<i>Workshop on Digital Safety and Cyber Harassment Prevention</i>	CSE Dept. & Cyber Cell
Feb–Mar 2024	<i>Menstrual Health and Hygiene Campaigns in Nadia & Hooghly</i>	Allied Health Sciences + NSS

Outcome: Increased student awareness of gender rights and workplace equity; decline in harassment complaints by 28 % (YOY IQAC Record).

Technology and Innovation for Gender Inclusion

Innovation / Patent / Initiative	Department	Status / Year	Purpose / SDG 5 Link
<i>AI-Based Plagiarism Detecting OCR Pen for Handwritten Text</i> (Design Regd. 400417-001)	CSS	Granted – Nov 2023	Encourages female research scholars' academic integrity.
<i>AI-Enabled Chatbot for Legal Rights and Counselling of Women</i> (202331049760 A)	ENG + CSE	Published – Oct 2023	Accessible legal support tool for gender justice.
<i>Smart Recycling Bin with Reward System</i> (202331058278 A)	Law + Management	Published – Oct 2023	Promotes women's participation in green enterprises.
<i>Digital Safety and Cyber Well-Being Toolkit</i>	AI Research Centre	2024 Pilot	Training manual on online harassment mitigation.

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Gender equality at Brainware University is not confined to compliance—it is a lived value visible in policy, pedagogy, and people.

From near-equal faculty representation to female leadership in research, from AI-based empowerment tools to community legal aid, the University embodies SDG 5 through both intellect and action.

By ensuring that women and men participate as equals—in classrooms, laboratories, governance, and innovation—Brainware University builds the foundation for a fairer and more inclusive future, where knowledge truly serves as the instrument of empowerment.

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