



# **BRAINWARE 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

## Brainware University SDG Annual Report 2023-24

- CCTV surveillance and 24x7 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 &amp; 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.

## Brainware University SDG Annual Report 2023-24

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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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