



RAJA PEARY MOHAN COLLEGE

1, Acharya Dhruba Pal Road,

Uttarpara, Hooghly, West Bengal, Pin- 712 258.

Tel No.: (033)2663-0191, Mob: 7074292263

Website: <https://www.website.rpmcollege.edu.in/>, e-mail: rajapearymohancollege@gmail.com

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Raja Peary Mohan College

Gender Audit Report



2018 - 2023

1, ACHARYA DHRUBA PAL ROAD,
UTTARPARA, HOOGHLY, WEST BENGAL, PIN- 712 258.
PH (033)2663-0191, FAX (033) 26634155

Website: www.rpmcollege.org
E-mail: rajapearymohancollege@gmail.com
ISO 9001:2015



Principal's Signature

PRINCIPAL,
RAJA PEARY MOHAN COLLEGE
UTTARPARA, HOOGHLY



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Prepared By:

Women Cell (Mitali), Raja Peary Mohan College

and

Internal Quality Assurance Cell (IQAC), Raja Peary Mohan College

September, 2023




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রাজা প্যারীমোহন কলেজ

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Tel No. : 033-2663-0191 MOB. : 7074292263

E-mail : rajapearymohancollege@gmail.com Website : www.rpmcollege.edu.in

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Raja Peary Mohan College

GENDER AUDIT REPORT

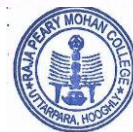
2018-2023

Salient Findings

- ❖ More female than male students in the college with 55% female and 45% male students enrolled in 2022-23.
- ❖ Greater percentage of female students are enrolled in Arts stream rather than in Commerce and Science.
- ❖ Greater proportion of female students from 2019-20 to 2022-23 in Arts subjects like Bengali, English, History, Political Science and Sanskrit.
- ❖ More female students are enrolled in science subjects like Botany, Physiology, Chemistry and in BSc General.
- ❖ There is male dominance in SC Category.
- ❖ Adequate proportion of male and female teachers in the college.
- ❖ A very active Women Cell, a key symbol of the gender consciousness of the College, has organized: -
 - Awareness programmes and campaigns on personal hygiene for girls and women
 - Self-defence workshops and programmes for girls
 - Career counselling session for girls and certificate courses on Beauty Care, handicraft and Jewellery designing
 - Workshops on gender sensitization and seminars to make students aware of risks like trafficking, sexual harassment, cyber-crime.
 - Internal Complaints Committee, a statutory body is present to register incidents of sexual harassment and to undertake formal proceedings to resolve them.

Suggestions

- The college should hold more workshops, sensitization programmes to make students aware of gender queer and transgender persons and their rights, to offer a safe space for transgender students.



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- The College must provide facilities to its students for sports and encourage students, especially girl students to play basketball, football, cricket, badminton, table tennis, volley ball and chess on the college premises.
- There must be full encouragement from the side of the authorities to engage girls in sport.
- Encourage girls to contest for college level leadership positions.
- Zero tolerance against sexual harassment should be displayed on campus.

Concluding Remarks

- ✦ The College provides a safe and encouraging atmosphere for women's education.
- ✦ The enrolment of female students is high.
- ✦ The college provides an inclusive environment and is committed to gender justice.

Piyali Sur

Dr Piyali Sur
Professor in Sociology
Jadavpur University
Kolkata
Professor
Department of Sociology
Jadavpur University
Kolkata - 700 032

Sudip Kumar Chakrabarty

Dr. Sudip Kumar Chakrabarty
Principal
Raja Peary Mohan College
Uttarpara, Hooghly

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Raja Peary Mohan College
Uttarpara, Hooghly

Sanjukta Bhattacharyya

Dr. Sanjukta Bhattacharyya
Coordinator, IQAC
Coordinator,
Internal Quality Assurance Cell
Raja Peary Mohan College
Uttarpara, Hooghly

Hrishita Gupta Bakshi

Dr. Hrishita Gupta Bakshi
Convenor, Women Cell

Rajrupa Mitra

Dr. Rajrupa Mitra
Convenor, Women Cell



Sudip Kumar Chakrabarty

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CONTENTS

Serial No.	Content	Page No.
1.	Summary	5
2.	Preface	7
3.	History and Legacy of Raja Peary Mohan College	8
4.	Vision & Mission of Raja Peary Mohan College	9
5.	Objectives of Raja Peary Mohan College	10
6.	Gender Audit	11
7.	Teachers' Profile	13
8.	Non-teaching Staff Profile	20
9.	Students' Profile	28
10.	Policies and Programmes	45
11.	Programmes on Gender Equity and Sensitization (2018-2023)	64
12.	Conclusion	66
13.	Recommendations	67




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Summary

Raja Peary Mohan College has gradually occupied a glorious position in the field of higher education in West Bengal, ever since its inception in 1887, and in course of this journey the college has, always, successfully upheld its legacy of a gender-neutral environment. Our college recognizes the importance of Gender Audit for college development and has been taking different measures, accordingly. Gender Audit is an effective tool for identifying challenges and integrating gender in an organization's system and operations. It seeks to promote inclusivity and equality within an organization. Gender Audit is, thus, an internal audit ----- the ultimate goal of which is to achieve gender equality. In order to find out gaps pertaining to gender equality within the college premises, our college undertakes gender audit periodically such that appropriate and timely actions may be taken. It is a participatory tool and process based on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution. The audit process includes collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down the findings and sharing the results with college authority for implementation of the recommendations.

There exists gender disparity with regard to the number of teachers. During the five-year period 2018-2023, percentage of male teachers has exceeded the percentage of female teachers. While percentage of male teachers has increased from 54% to 57% that of female teachers has decreased from 46% to 43%. This is mainly due to appointment of a larger number of fresh male teachers during the period as compared to newly appointed female teachers.

From the data on non – teaching staff once again male dominance is evident. This is true for all categories of non-teaching staff--- permanent, casual and daily basis. As regards permanent male NTS, there has been a significant drop in percentage from 50% in 2018-2019 to 27% in 2022-2023. However, in both the years percentage of female NTS has been much lower than male NTS (12% and 8% respectively). Casual male NTS was 38% in 2018-2019, increased 39% in 2019-2020 and 43% in 2020-2021 but further reduced to 31% (2021-2022) and 32% (2022-2023). Casual female NTS has been negligible during the period. Daily basis NTS had been appointed in 2021-2022 with 24% males and 7% females; whereas in 2022-2023 the respective figures were 25% and 8%.

Gender profile of students has been depicted in terms of both numbers and percentages. An analysis of student profile during the entire period 2018-2019 to 2022-2023 reveals interesting results. Female participation has been low in case of some departments like Botany, Chemistry, Physics, Mathematics and Commerce, there is an overwhelming majority of females in Arts stream viz. Bengali, Education, English, History, Philosophy, Political Science and Sanskrit. Consequently, on the whole our college boasts of a student profile tilted in favour of females. This trend has been consistent throughout





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the period 2018 to 2023. While the percentage of female students was 56% in 2018-2019, it fell slightly to 52% in 2019-2020 and then increased to 54% and 55% in 2020-2021 and 2022-2023 respectively. In 2022-2023 a steep jump in female enrolment occurred with the figure shooting to 65%. However, a look at category wise student profile presents different picture. In 2018-2019, there has been male dominance across all social categories viz. SC, ST, OBC A and General. The only exception was OBC B which recorded equal enrolment. In 2019-2020, male dominance was again noted in SC and OBC A with the other categories depicting female dominance. Female enrolment surpassed male in OBC B and General in 2020-2021 while in 2021-2022 it surpassed male in all categories except SC. Data for 2022-2023 reveals that female enrolment by far exceeds male enrolment across all social categories except ST (where it is slightly lower).

Gender Audit Team reviewed and analyzed gender equity in the context of Raja Peary Mohan College, Uttarpara. From the analysis, the team inferred 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 inherent in attaining the desired gender balance. As stated above this is a co-education college, so special care is taken to ensure a gender-neutral environment and equal amenities and opportunities for all, irrespective of gender. This is in tune with the vision of our founder fathersBabu Joy Krishna Mukherjee and Raja Peary Mohan Mukherjee.....the great visionaries who had dreamt of a gender-neutral college with equal opportunities for all, irrespective of gender.




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Preface

Globalization has presented new challenges for the realization of gender equality. It is now of immense importance to move beyond conventional gender stereo types and rigid gender role definitions and move towards gender liberation. In this regard, Gender Audit is an effective tool for identifying challenges and integrating gender in organization's system and operations. Being an assessment process, it analyzes the implementation of gender equality in policies, programmes, provision of services, proceedings and budgets of an organization. It seeks to promote inclusivity and equality within an organization. Gender Audit is ,thus, an internal audit the ultimate goal of which is to achieve gender equality. Consequently, it enhances the collective capacity of organizations to examine their activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. Our college recognizes the importance of Gender Audit for college development and has been taking different measures, accordingly. In order to find out gaps pertaining to gender equality within the college premises, our college undertakes gender audit periodically such that appropriate and timely actions may be taken. The audit process includes collection of data, choosing the criteria to be audited, analyzing, evaluating, writing down the findings and sharing the results with college authority for implementation of the recommendations.




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History and Legacy of Raja Peary Mohan College

Raja Peary Mohan College was founded on 20th June 1887 by an eminent philanthropist, promoter of education and social reformer in nineteenth-century Bengal Raja Joy Krishna Mukherjee, who was also a benevolent zamindar of Uttarpara in the Hooghly District of West Bengal. As a supporter of Iswar chandra Vidyasagar's social reforms, he is still remembered as the first signatory to the historic petition sent to Lord Dalhousie, praying for the legalization of Hindu widow marriage in 1856. He made an extensive attempt to spread education, particularly in the rural areas. By 1858 he was able to establish as many as 31 schools in the districts of Howrah, Hooghly and Burdwan. He applied for establishing a Girl's School at Uttarpara in 1849 which was turned down by the East India Company's Government. Failing to establish a Girl's School, he donated Rs. 10,000/- to Bethune School, Calcutta, for the cause of female education. The historic Uttarpara Public Library bears testimony to his desire for the spread of education. The College has gradually occupied a glorious position in the field of higher education in West Bengal and in course of this journey the college has, always, successfully upheld its legacy of a gender-neutral environment.




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Vision of Raja Peary Mohan College

“To Empower Students with Innovative Life Skills and Social Values for Global Competency”

Mission of Raja Peary Mohan College

Upholding the motto of RAJA PEARY MOHAN COLLEGE welfare and happiness of the masses, the College is committed to provide higher educational opportunities to the socially under-privileged and financially weak sections of the society and create dignity of labour and importance of self-reliance.





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Objectives of Raja Peary Mohan College

- *To provide good academic education to students through a disciplined approach and better quality of teachers*
- *To inculcate moral, ethical values & national spirit among students by involving them in activities such as NSS/NCC etc. for holistic development*
- *To promote higher education, competency and enhancement among teaching fraternity through sensible approach towards environmental awareness and social values*
- *To pay special attention to women education and to ensure the success of movement of empowerment and emancipation of women*
- *To make the students computer literate and imbibe soft skills among them grooming their overall personality to cope up with the current challenges of the globalized life*
- *To provide maximum facilities to minority and under privileged (reserve category) students*




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Gender Audit

Concept of Gender Audit:

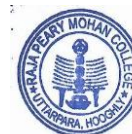
Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life. Gender audit is an assessment process which analyzes the implementation of gender equality in policies, programmes, projects and/or provision of services, structures, proceedings and budgets of organizations. It enhances the collective capacity of organizations to examine their activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. Gender audits allow organizations 'to set their own houses in order, and change aspects of the organizational culture which discriminate against all genders & beneficiaries'. It is a participatory tool and process based on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution.

Objective of Gender Audit:

Gender Audit seeks to identify gender biases within an organization and portrays the present situation from a gender perspective

Gender Audit aims at:

- Understanding the organization's current practices and situation from a gender perspective, identifying gaps and strong points.
- Gathering qualitative and quantitative data for analysis.
- Creating the baseline in which design of Gender Equality Plan will be based on.
- Assessing whether internal practices and policies are effective for gender main streaming and gender equality.
- Creating a common awareness background which will aid in future implementation of Gender Equality Plan.
- Making recommendations of how challenges can be addressed through improvements and innovations.




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Advantages of Gender Audit:

- Portraying the status of gender equality within the organization.
- Providing a baseline for collective discussion and analysis.
- Initiating a participatory process that builds organizational ownership for the agency's gender equality initiatives and ongoing gender action planning.
- Identifying and understanding gender patterns in the design and delivery of policies and services.
- Monitoring the progress of reducing gender discrimination in the institution.
- Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality.
- Suggesting new strategies and policies for Gender balance.

Procedure of Gender Audit:

In our institution we have conducted Gender Audit to check gender specific participation in the context of different criteria as well as the status of gender equality. The missing links are pointers towards future policy framing such that the campus is equally safer for all genders.

The audit process involves:

- Identification of gender specific criterion
- Collection of data
- Tabulation and presentation of data
- Analysis of data
- Adoption of policies and programmes to improve gender balance and promote gender equality.




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Teachers' Profile





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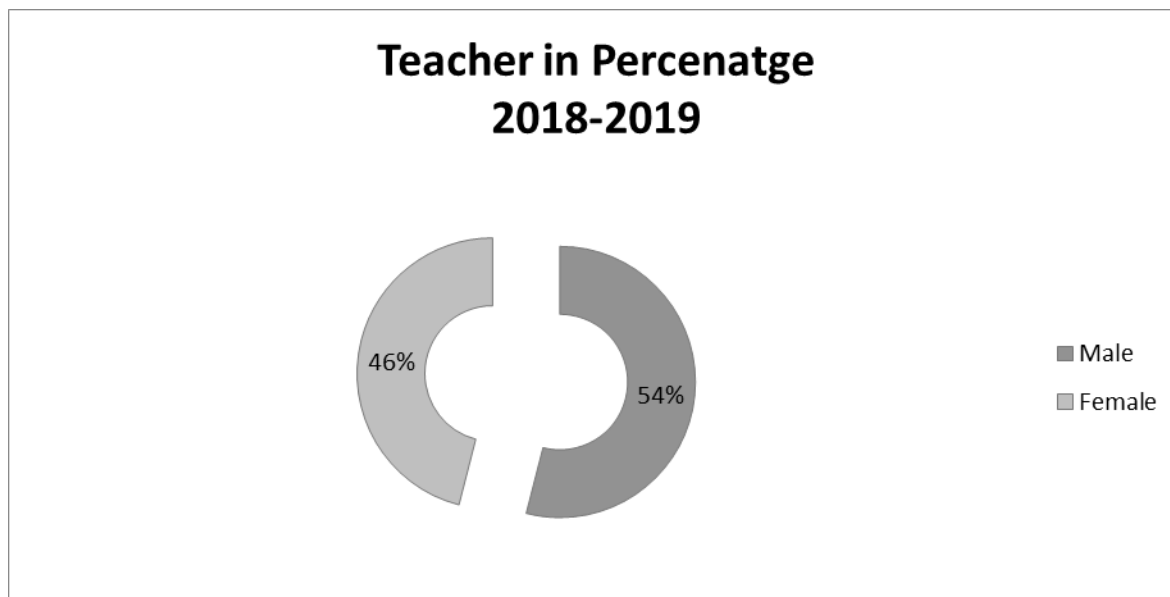
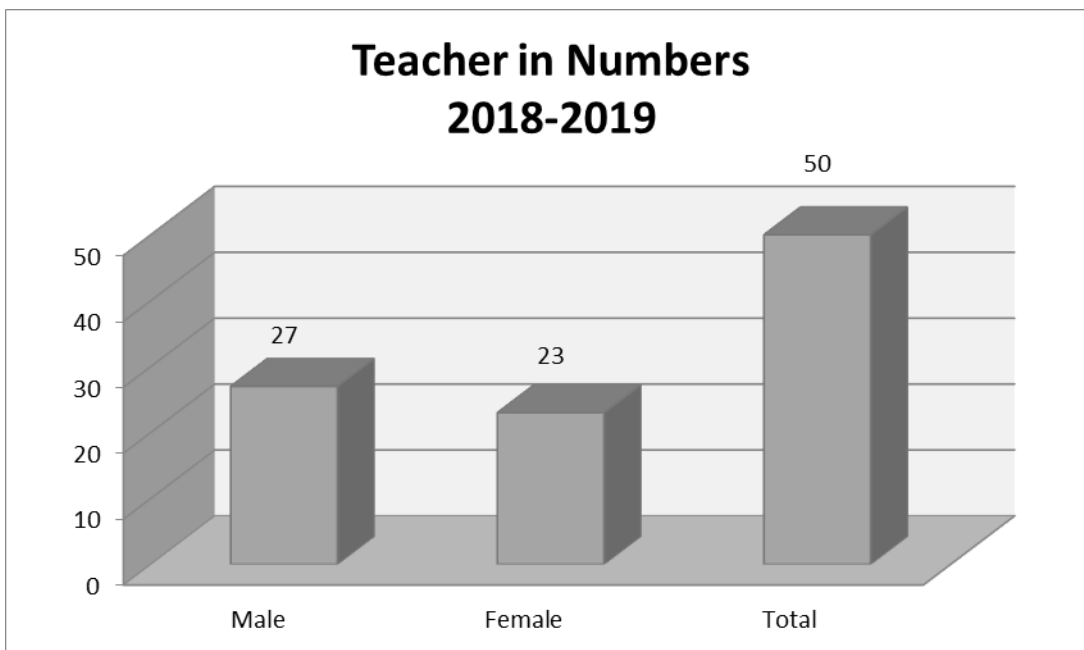
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2018-2019



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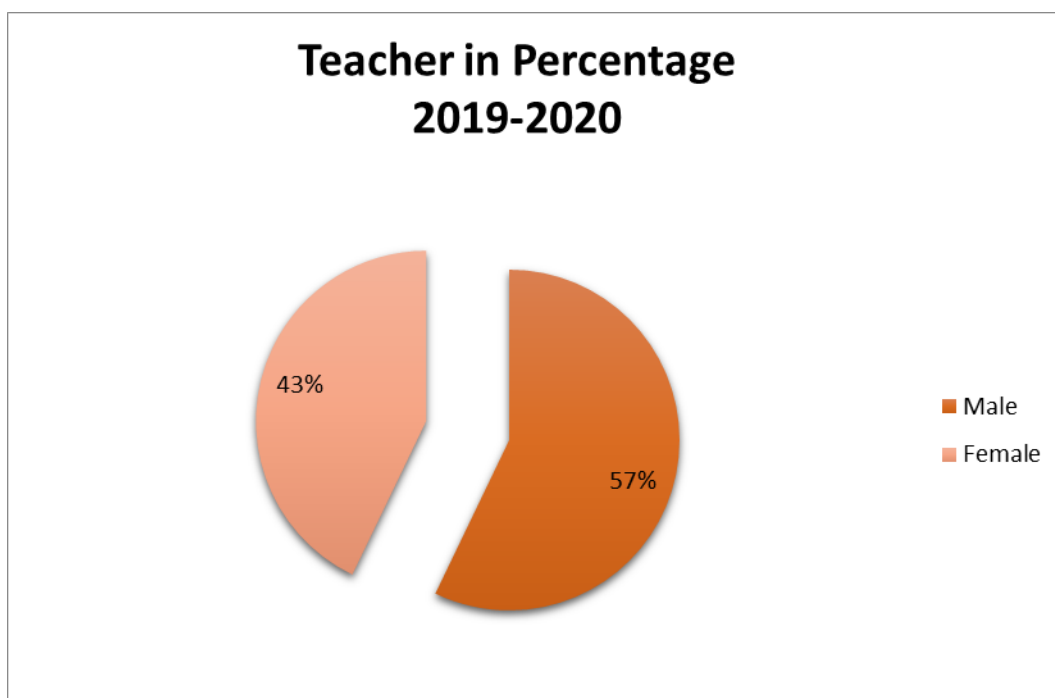
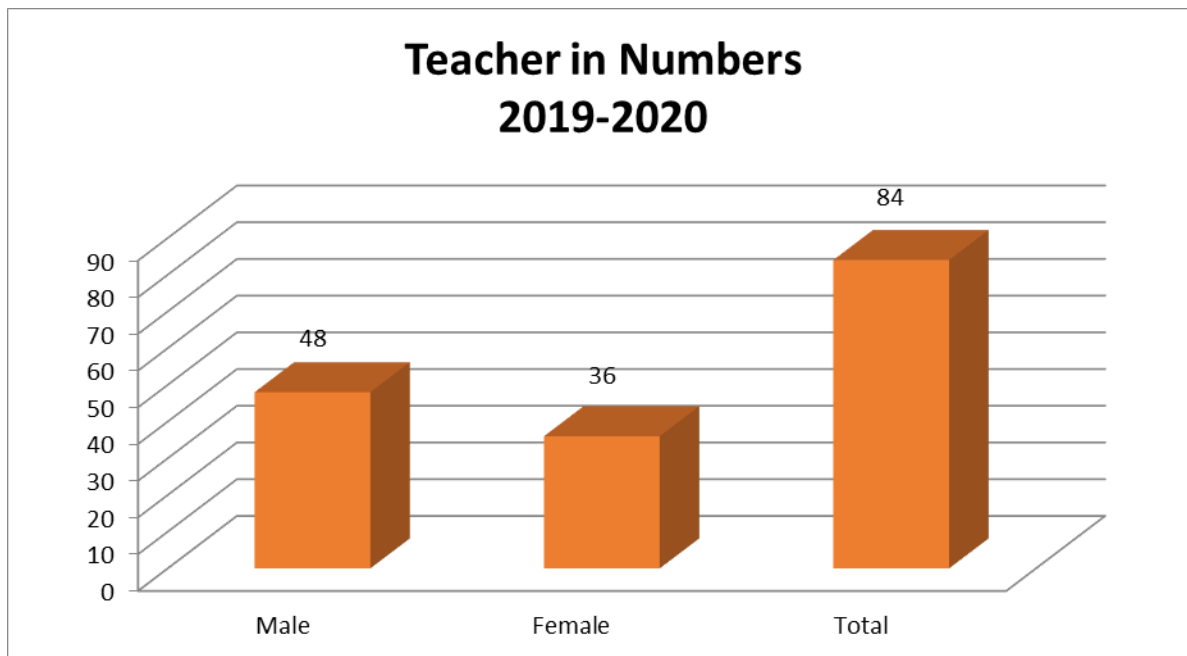
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2019-2020



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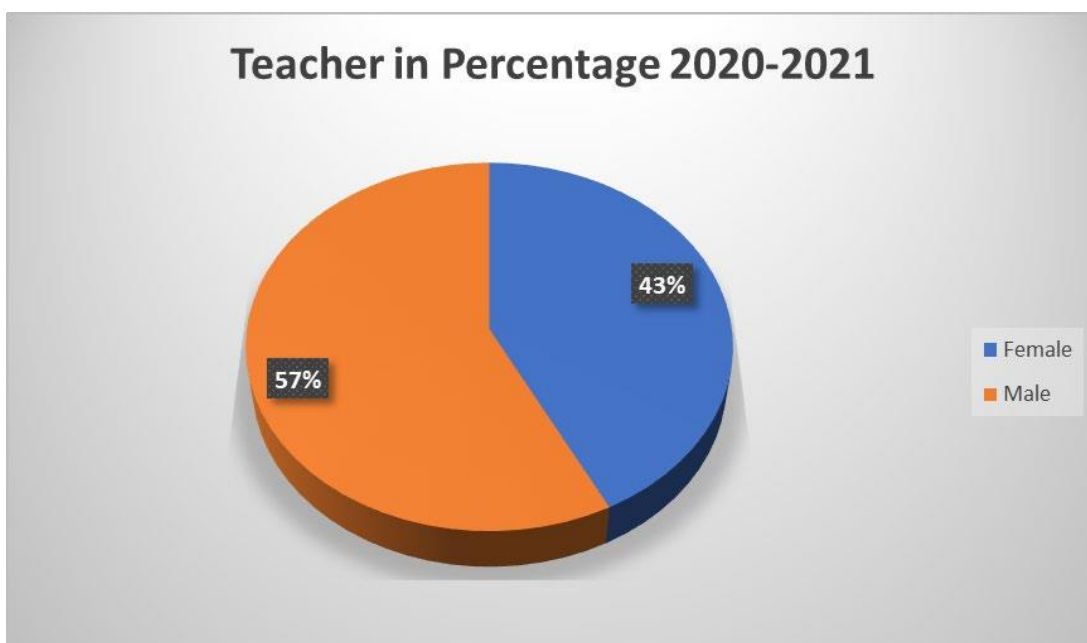
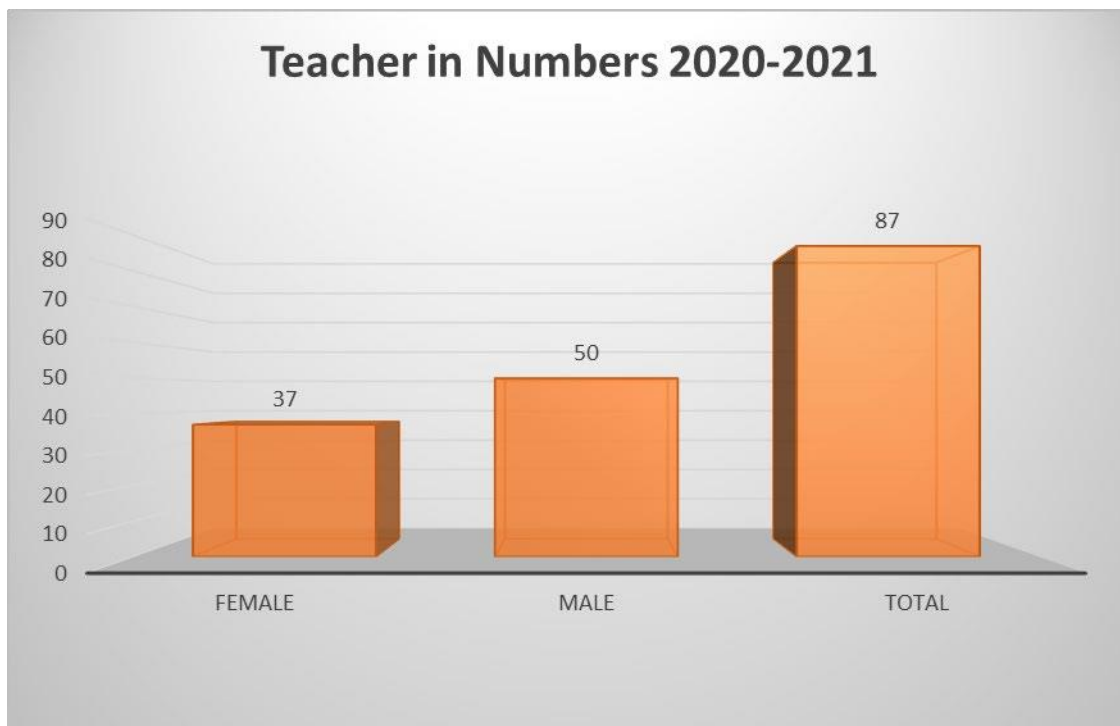
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2020-2021



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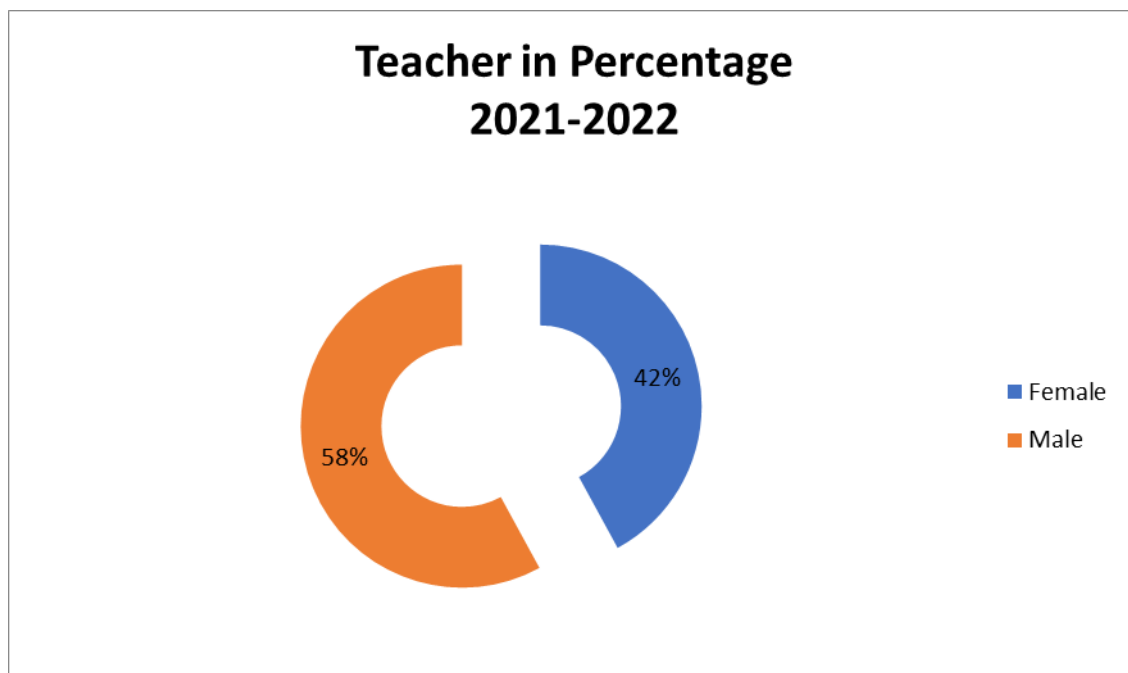
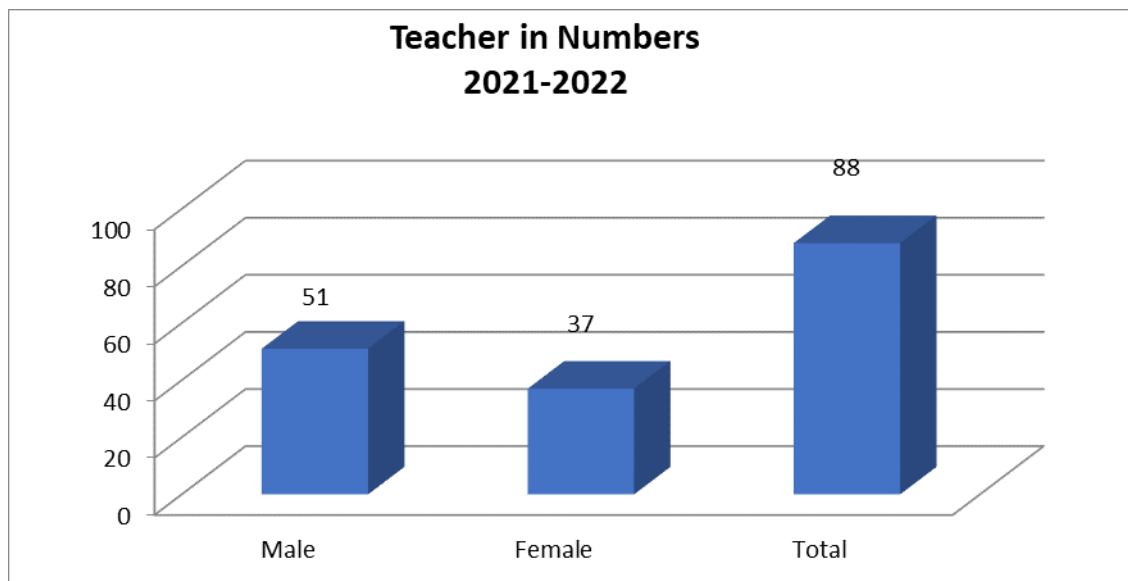
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2021-2022



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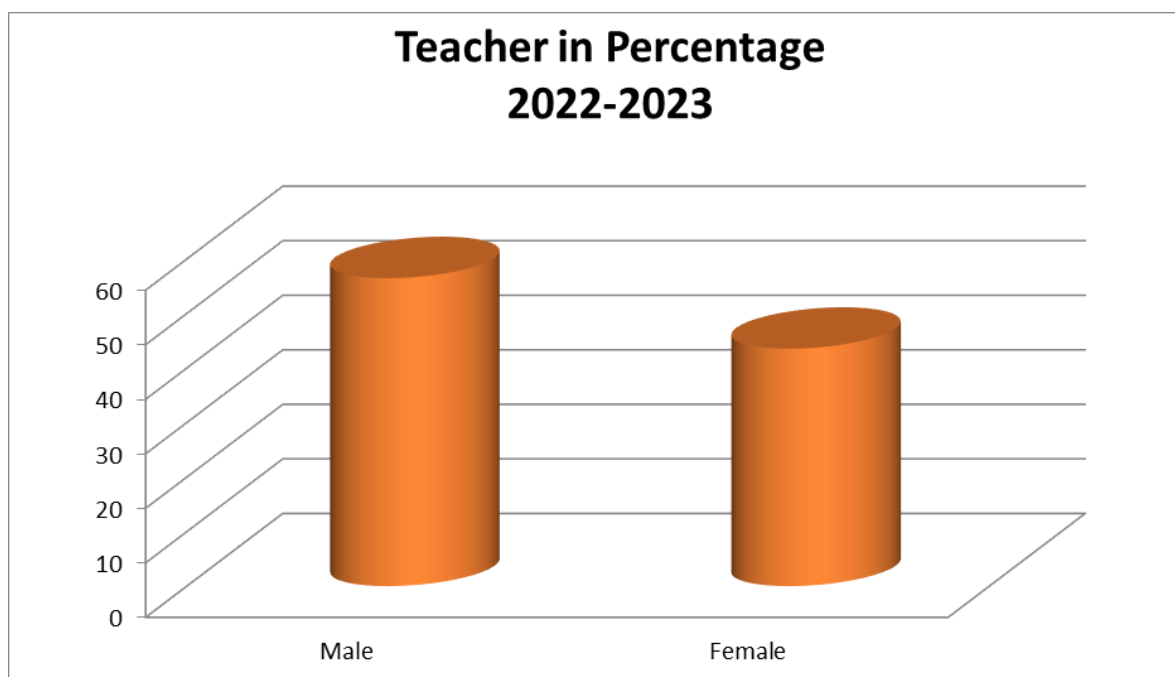
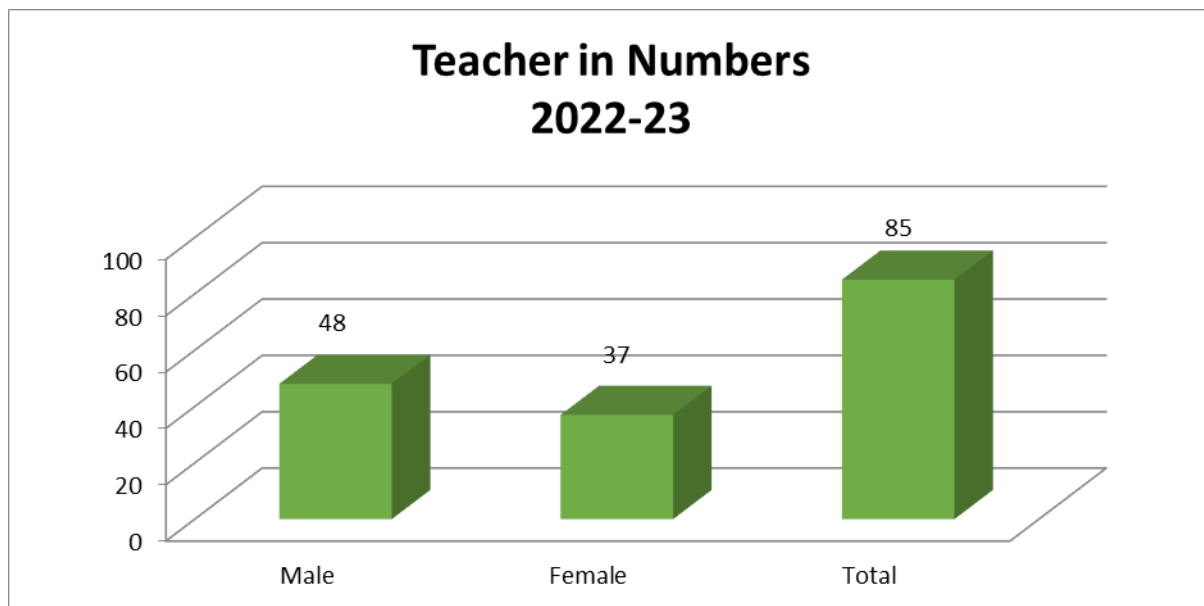
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2022-2023



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Interpretation:

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Non-Teaching Staff Profile





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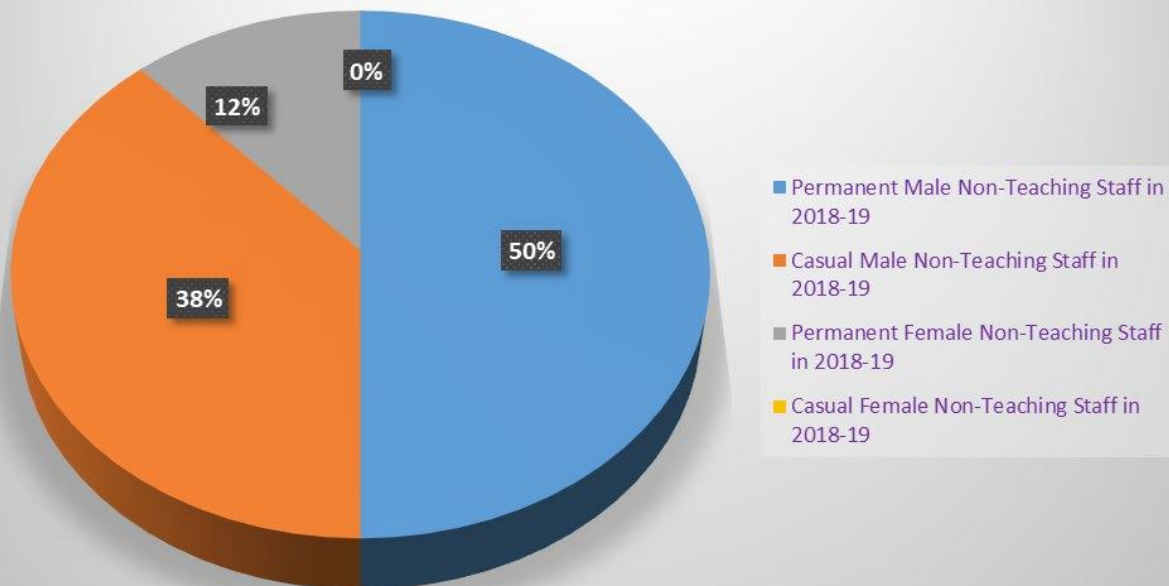
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2018-2019

Gender Profile of Non-Teaching Staff in 2018-19




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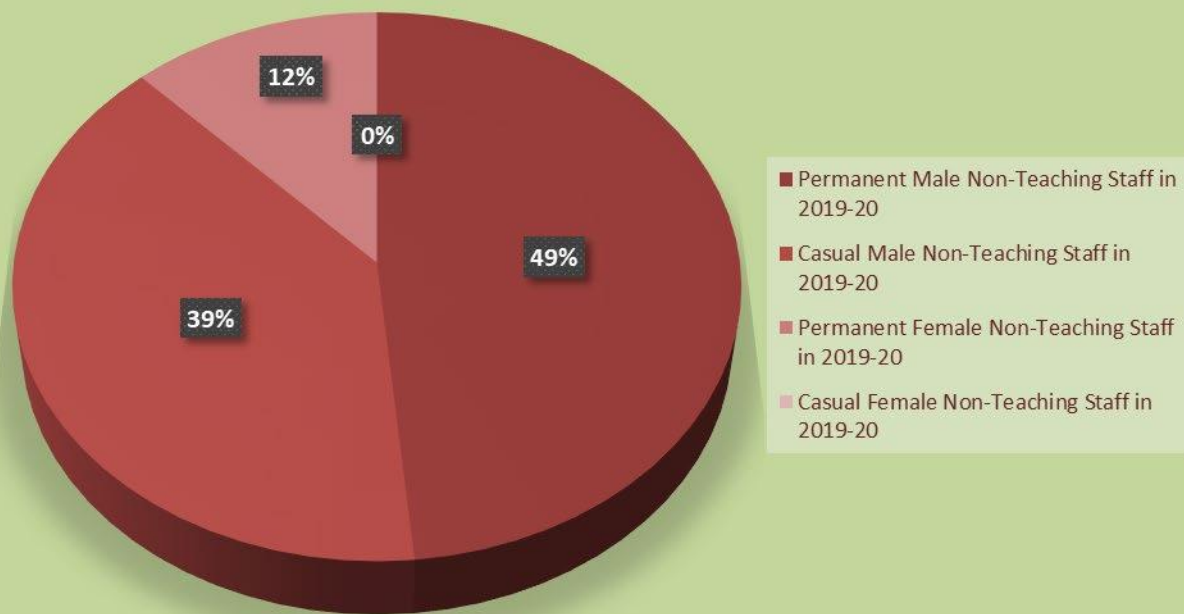
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2019-2020

Gender Profile of Non-Teaching Staff in 2019-20




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RAJA PEARY MOHAN COLLEGE

1, Acharya Dhruba Pal Road,

Uttarpara, Hooghly, West Bengal, Pin- 712 258.

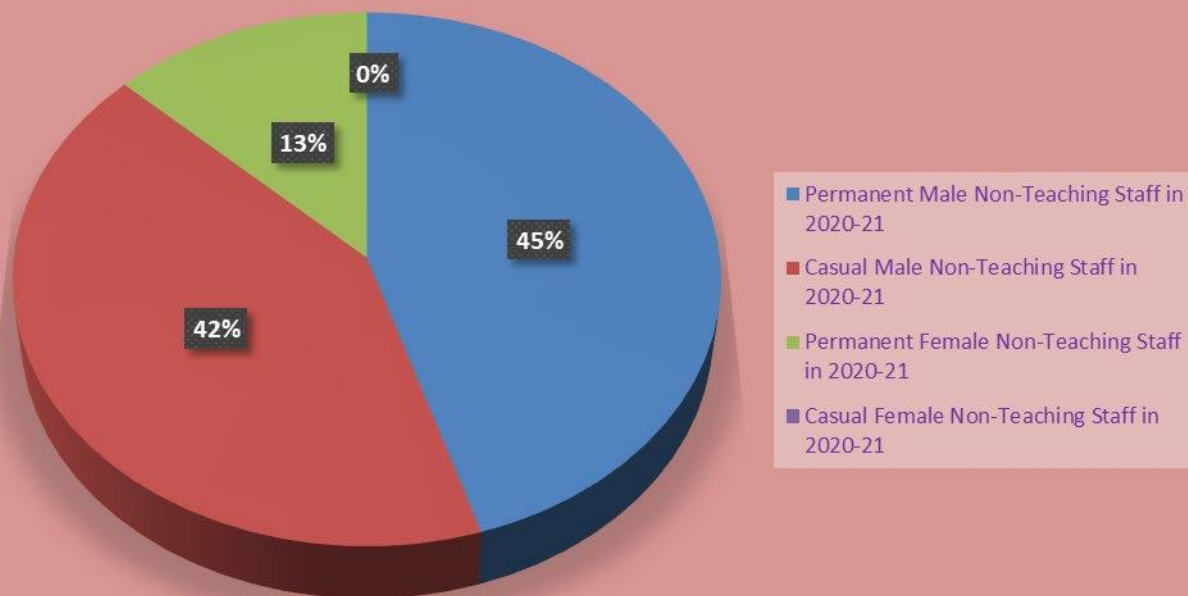
Tel No.: (033)2663-0191, Mob: 7074292263

Website: <https://www.website.rpmcollege.edu.in/>, e-mail: rajapearymohancollege@gmail.com

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2020-2021

Gender Profile of Non-Teaching Staff in 2020-21




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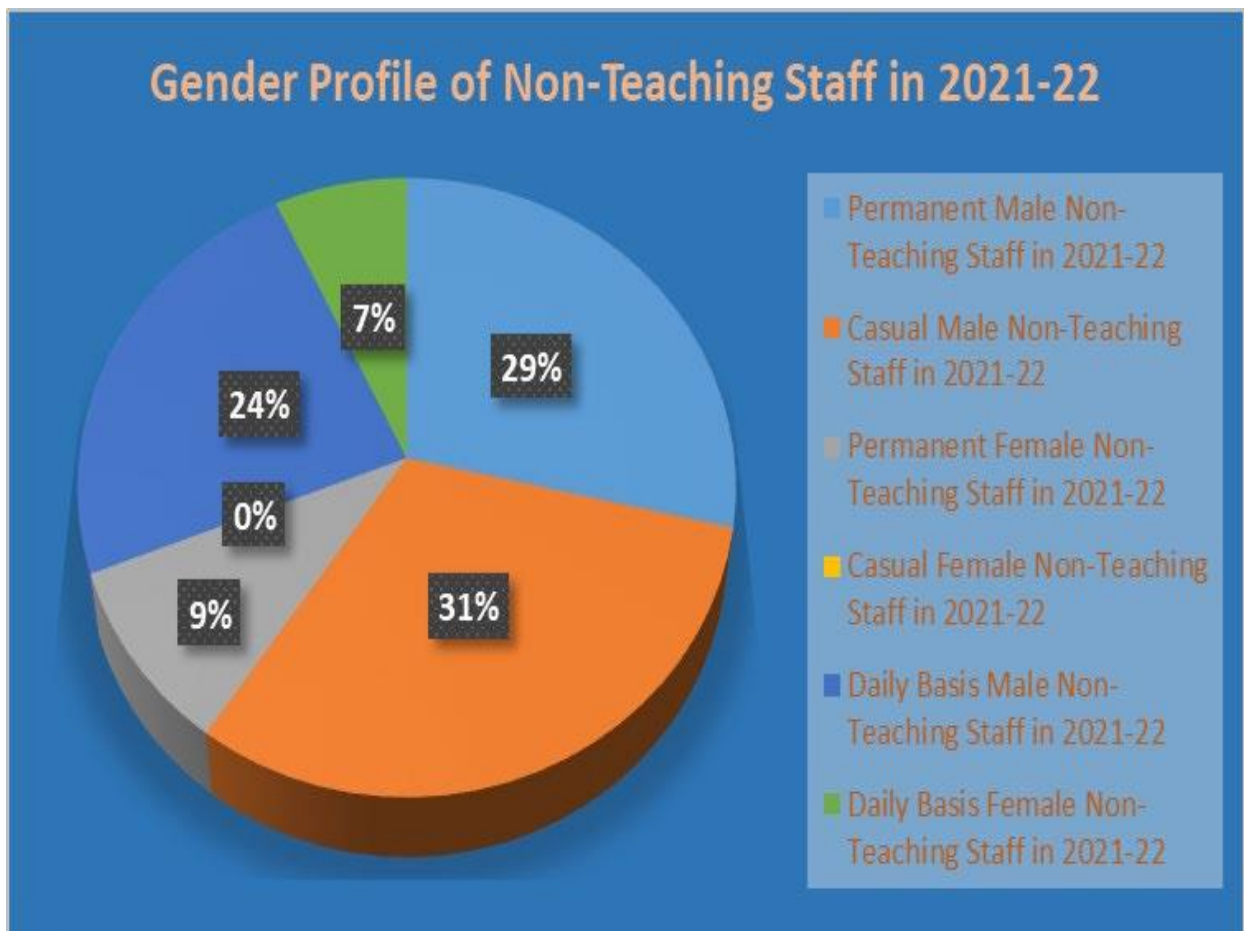
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2021-2022





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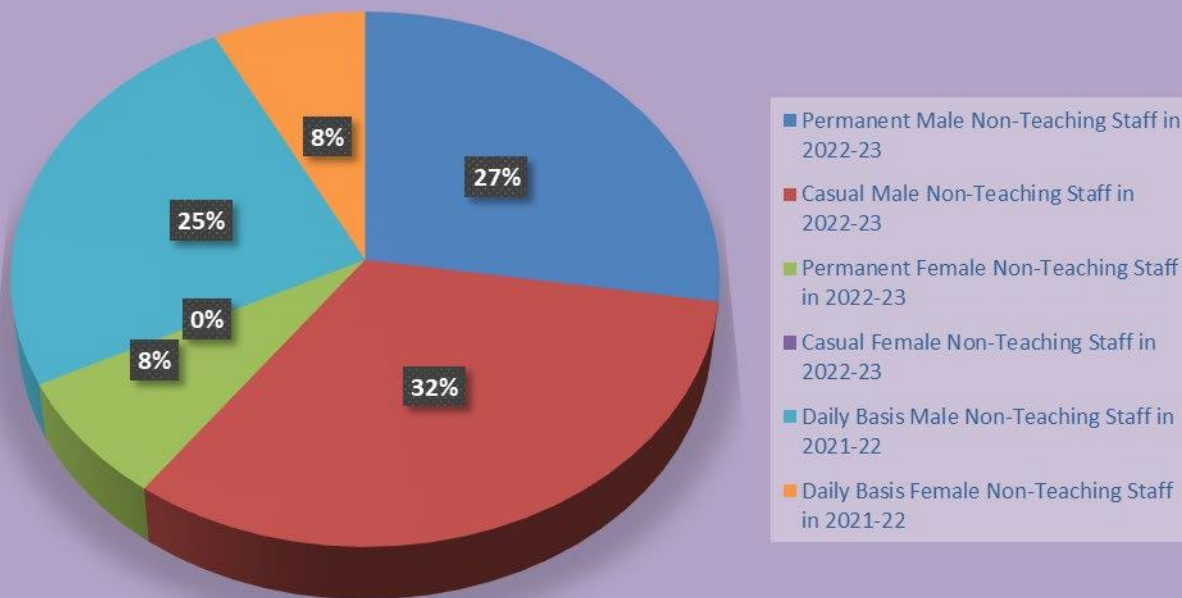
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2022-2023

Gender Profile of Non-Teaching Staff in 2022-23




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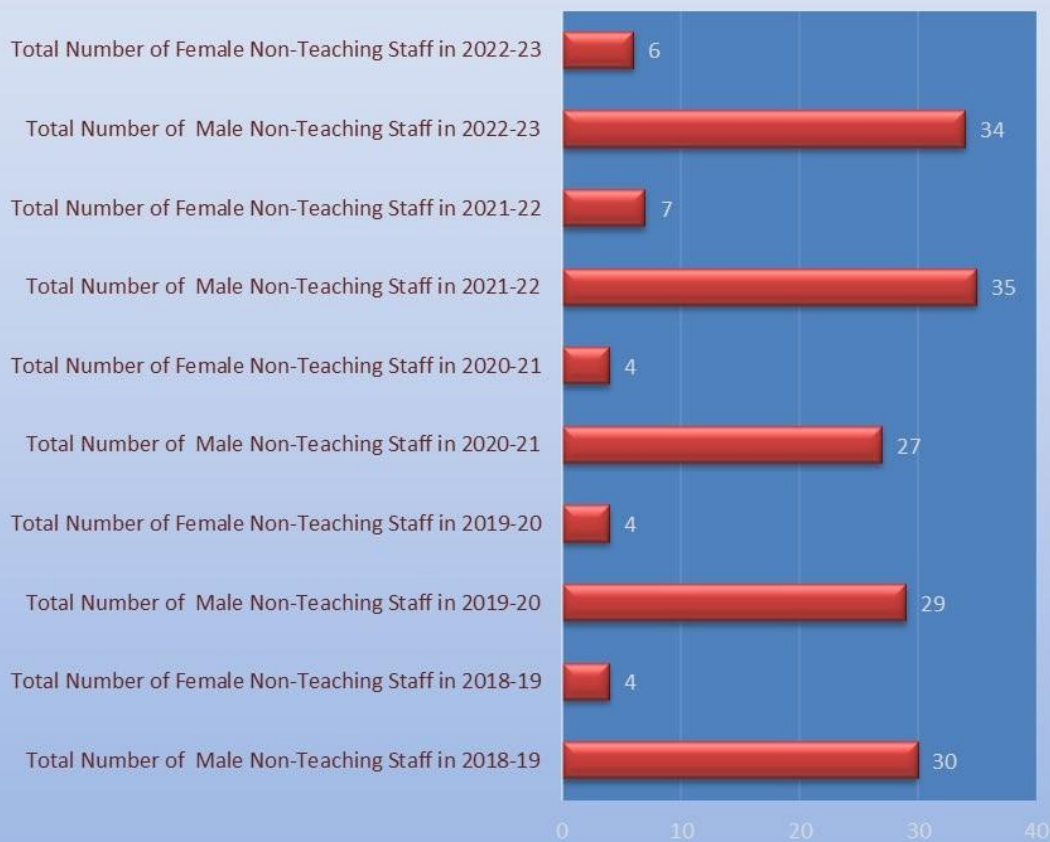
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2018 - 2023

Gender Specific Details of Non-Teaching Staff in Past 5 Years



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Interpretation:

From the data on non – teaching staff once again male dominance is evident. This is true for all categories of non-teaching staff--- permanent, casual and daily basis. As regards permanent male NTS, there has been a significant drop in percentage from 50% in 2018-2019 to 27% in 2022-2023. However, in both the years percentage of female NTS has been much lower than male NTS (12% and 8% respectively). Casual male NTS was 38% in 2018-2019, increased 39% in 2019-2020 and 43% in 2020-2021 but further reduced to 31% (2021-2022) and 32% (2022-2023). Casual female NTS has been negligible during the period. Daily basis NTS had been appointed in 2021-2022 with 24% males and 7% females; whereas in 2022-2023 the respective figures were 25% and 8%.




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Students' Profile



Signature



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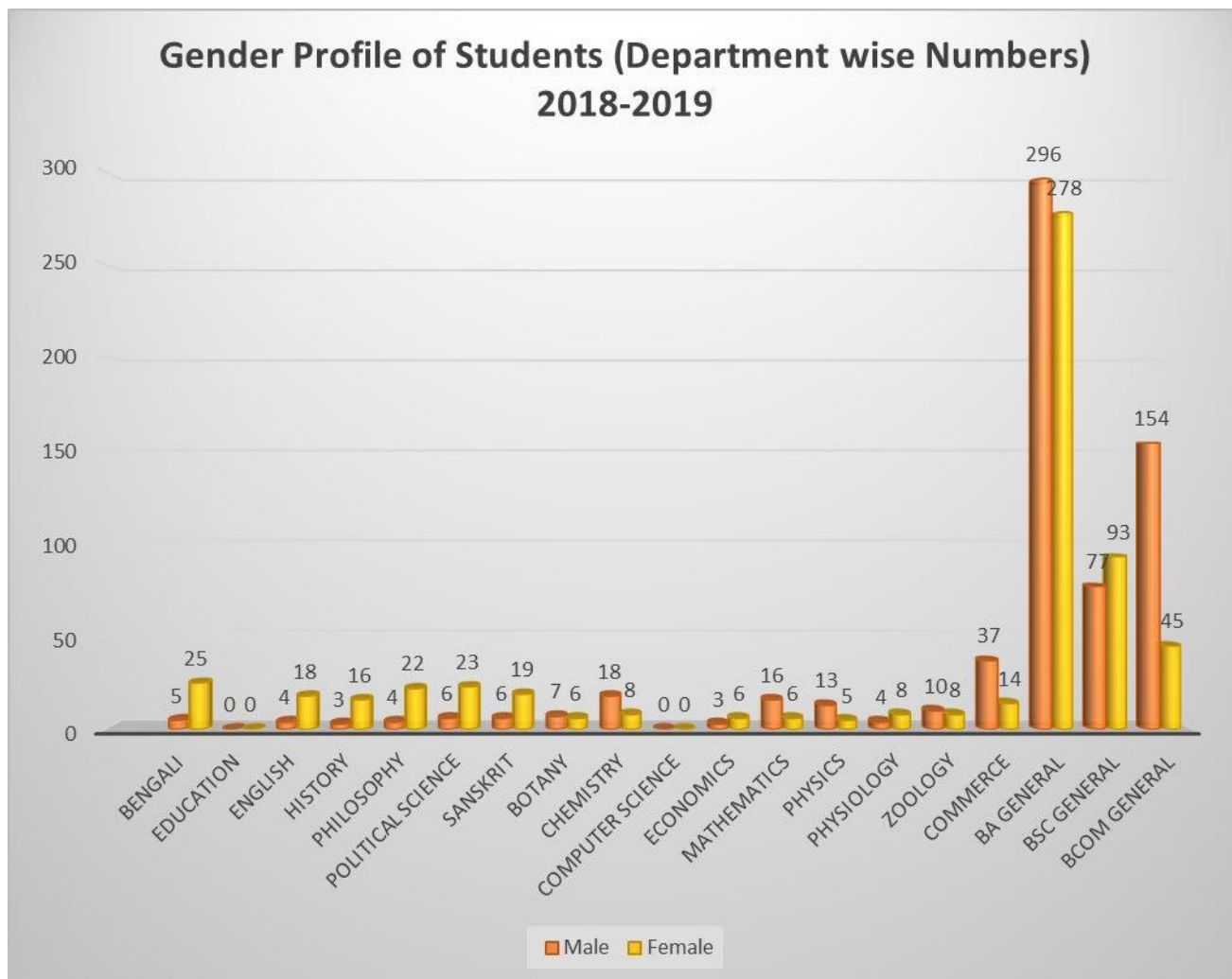
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2018-2019



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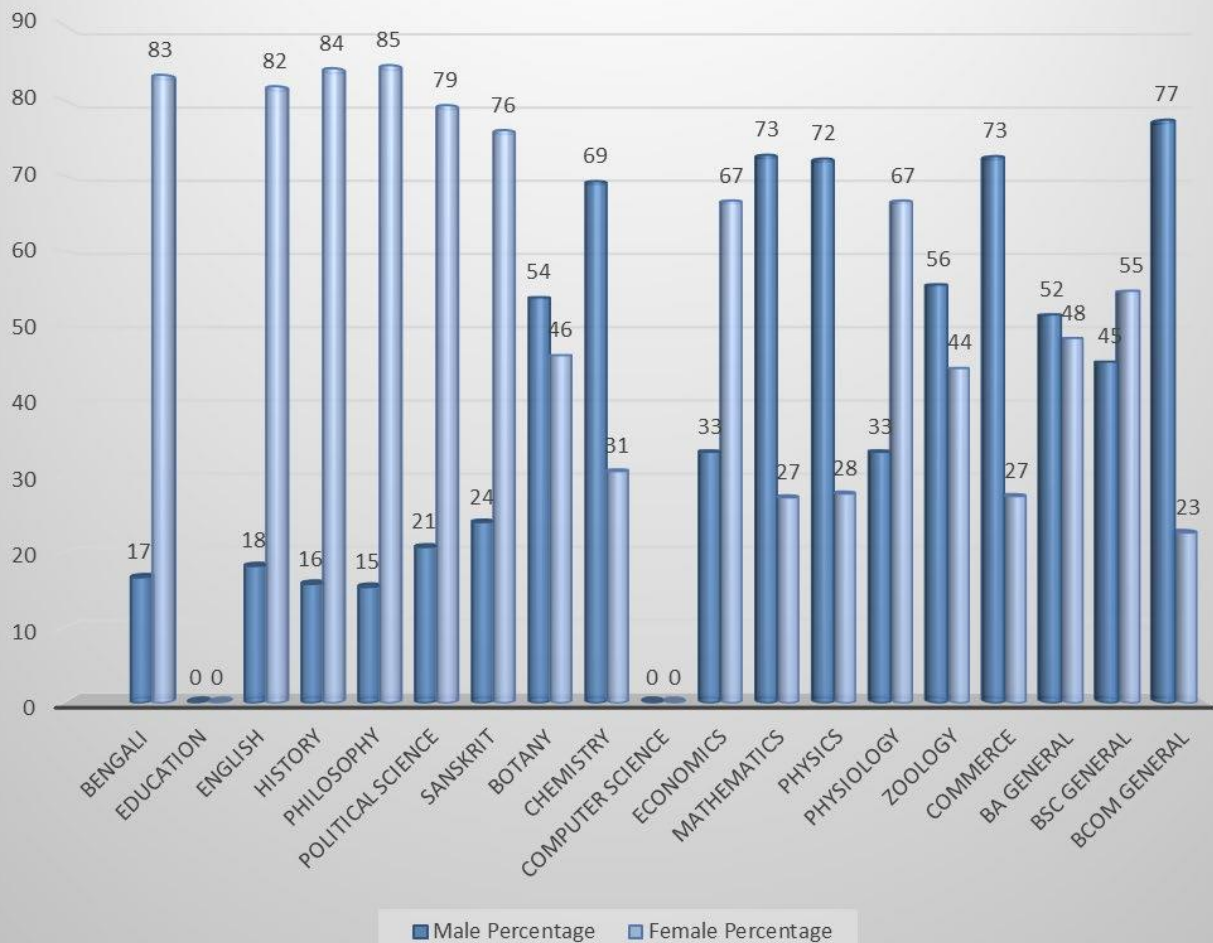
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Gender Profile Students (Department wise Percentage) 2018-2019



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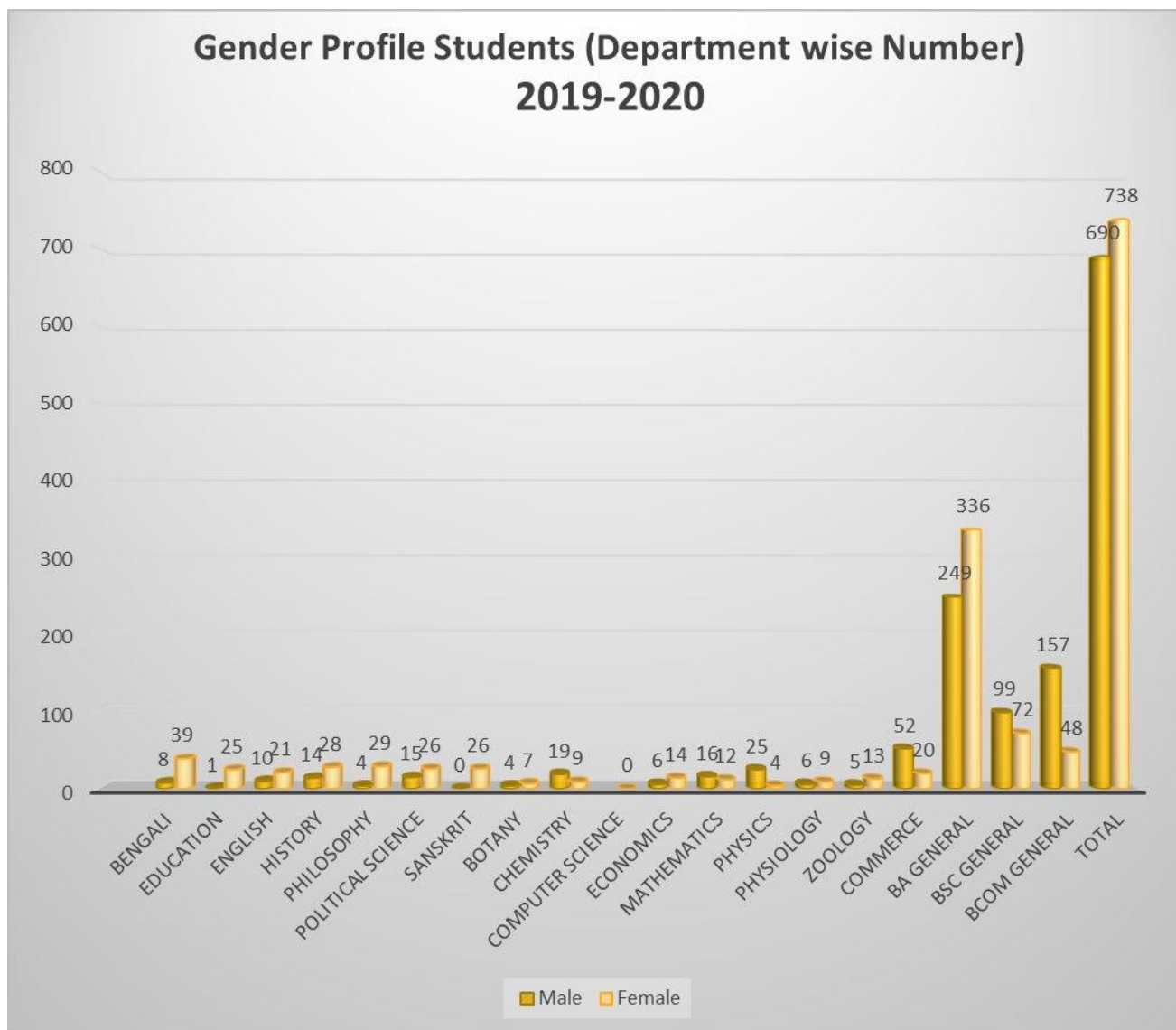
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2019-2020




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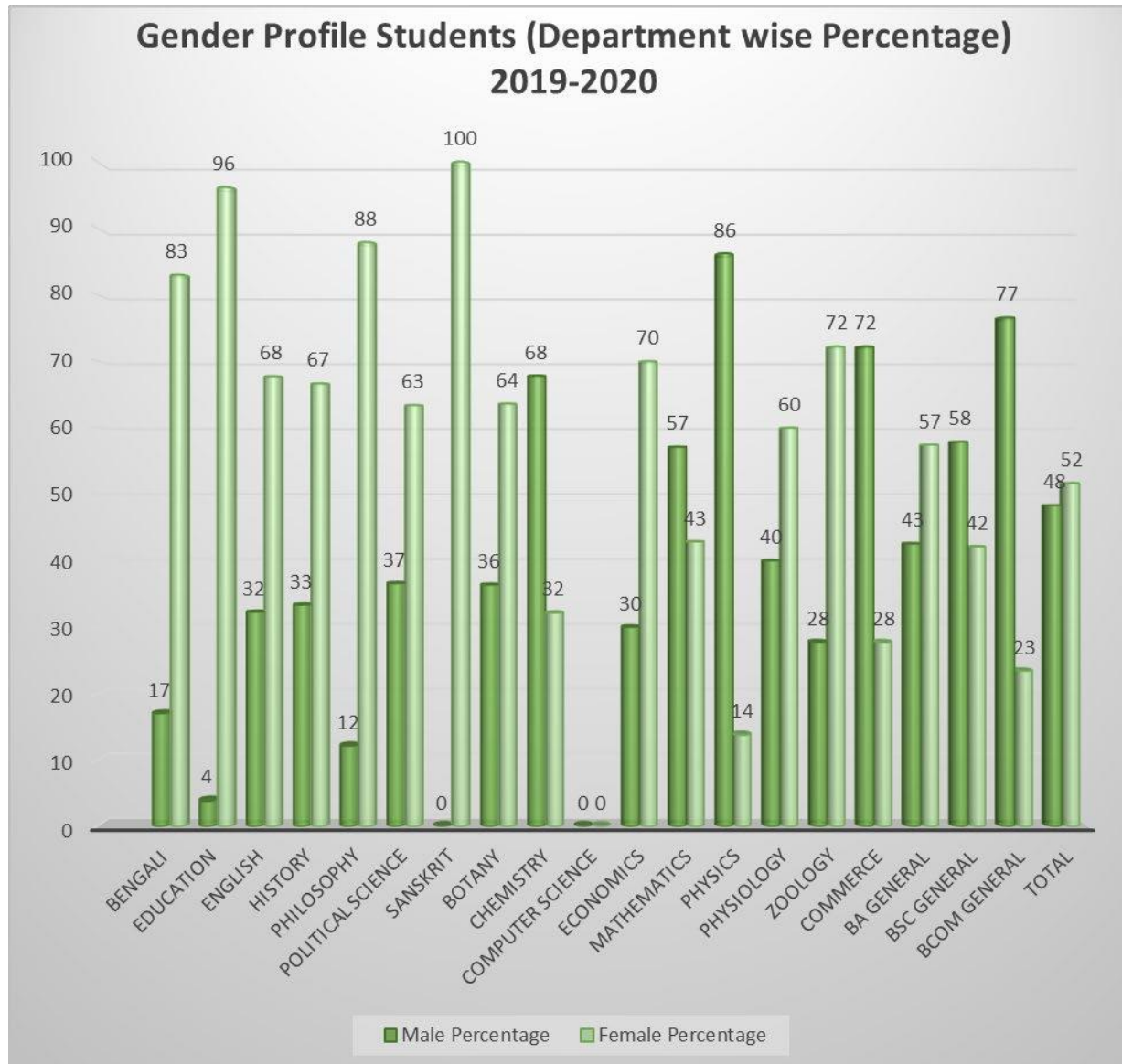
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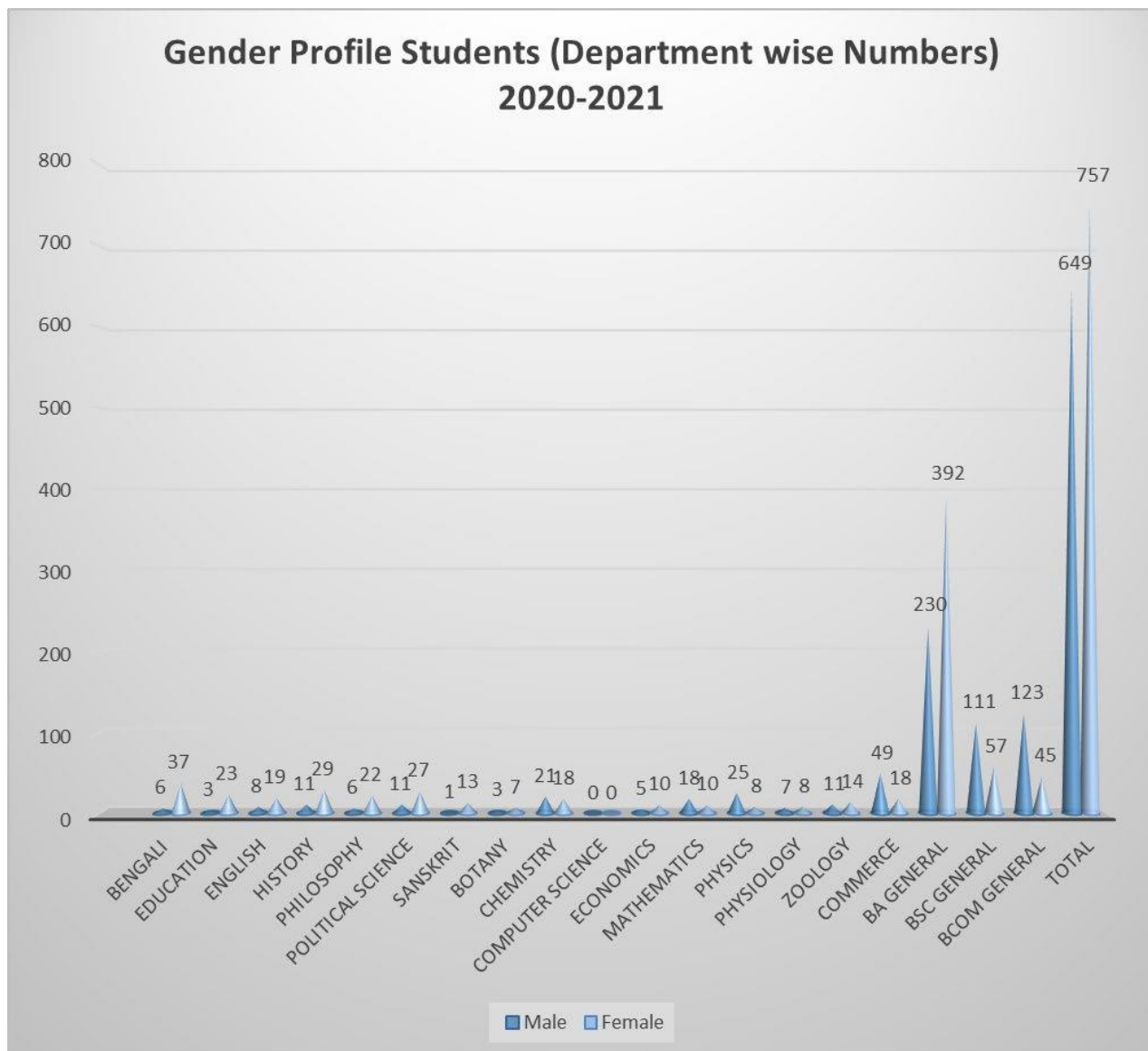
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2020-2021




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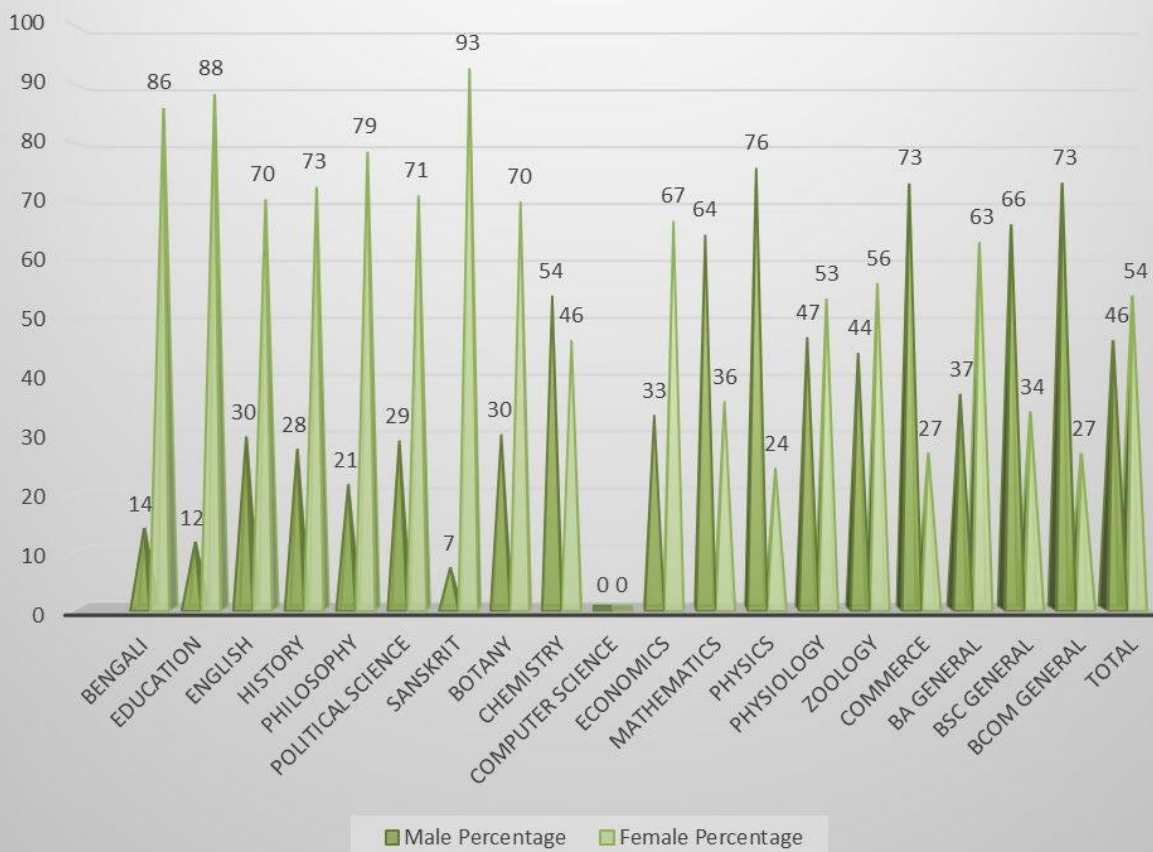
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Gender Profile Students (Department wise Percentage) 2020-2021



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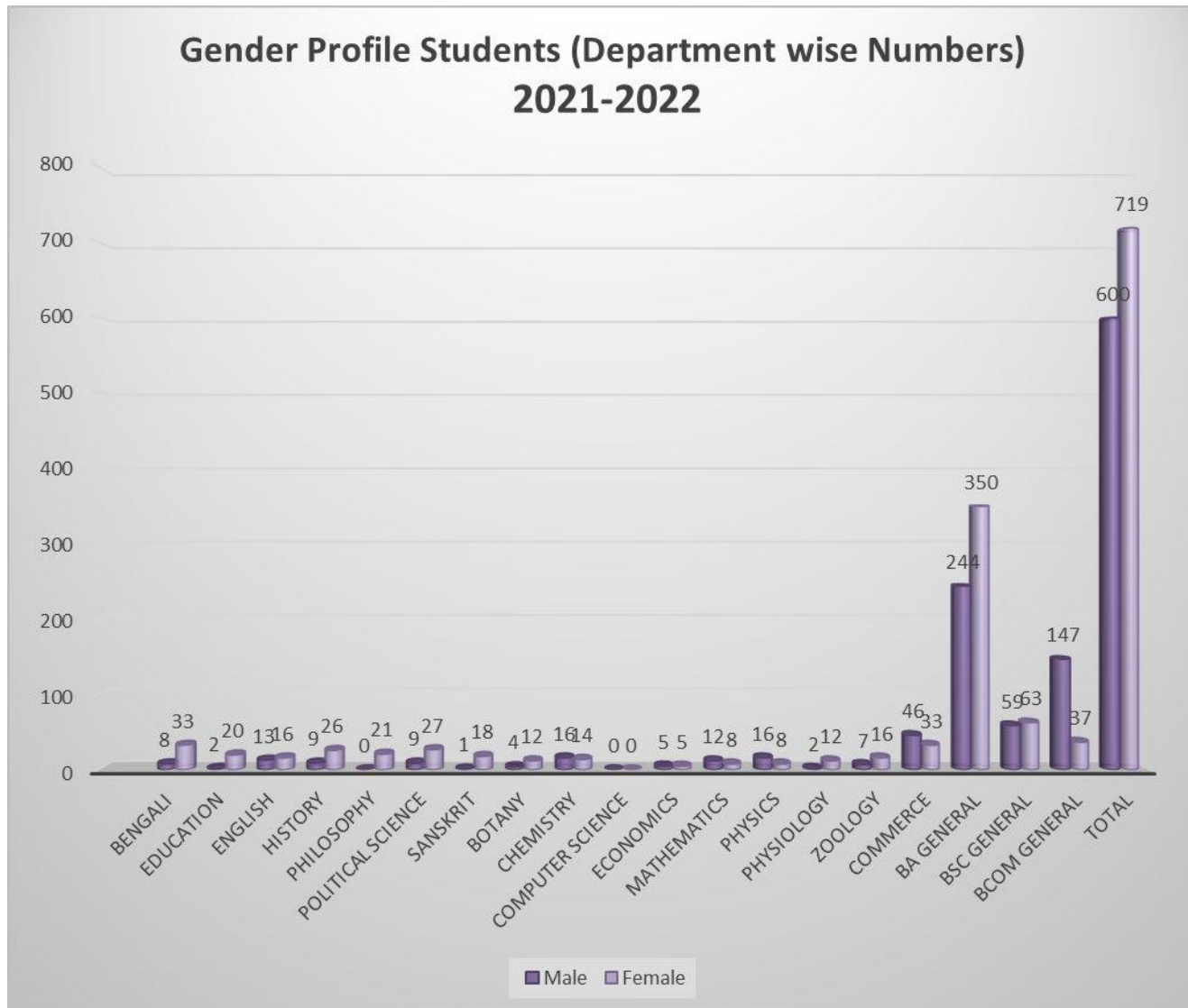
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2021-2022



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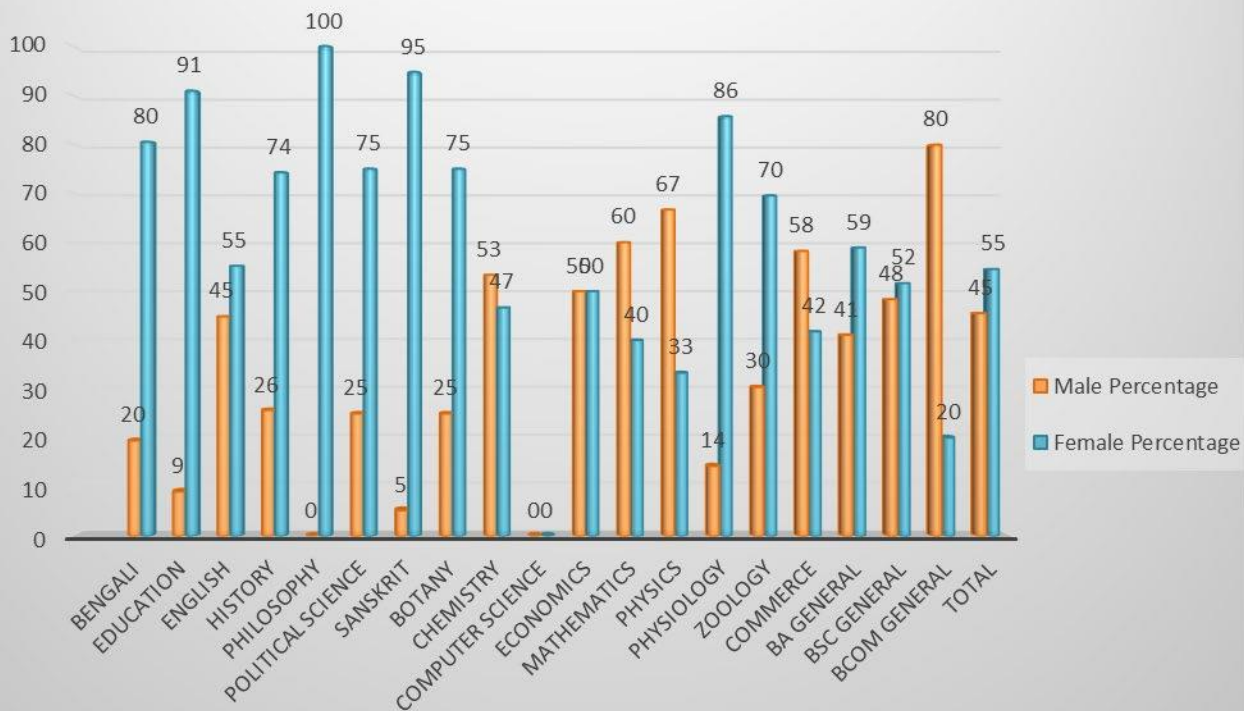
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Gender Profile Students (Department wise Percentage) 2021-2022



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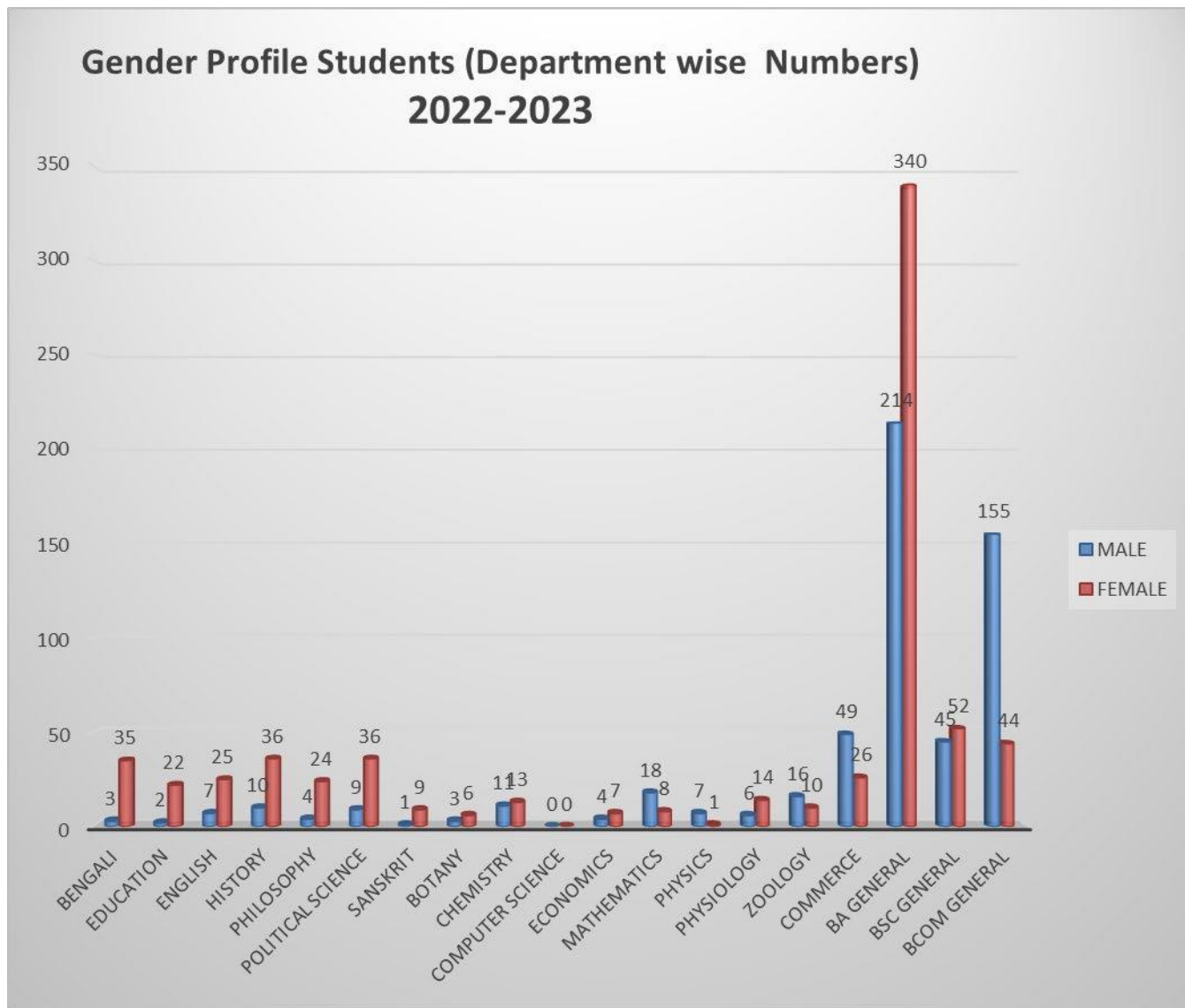
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2022-2023



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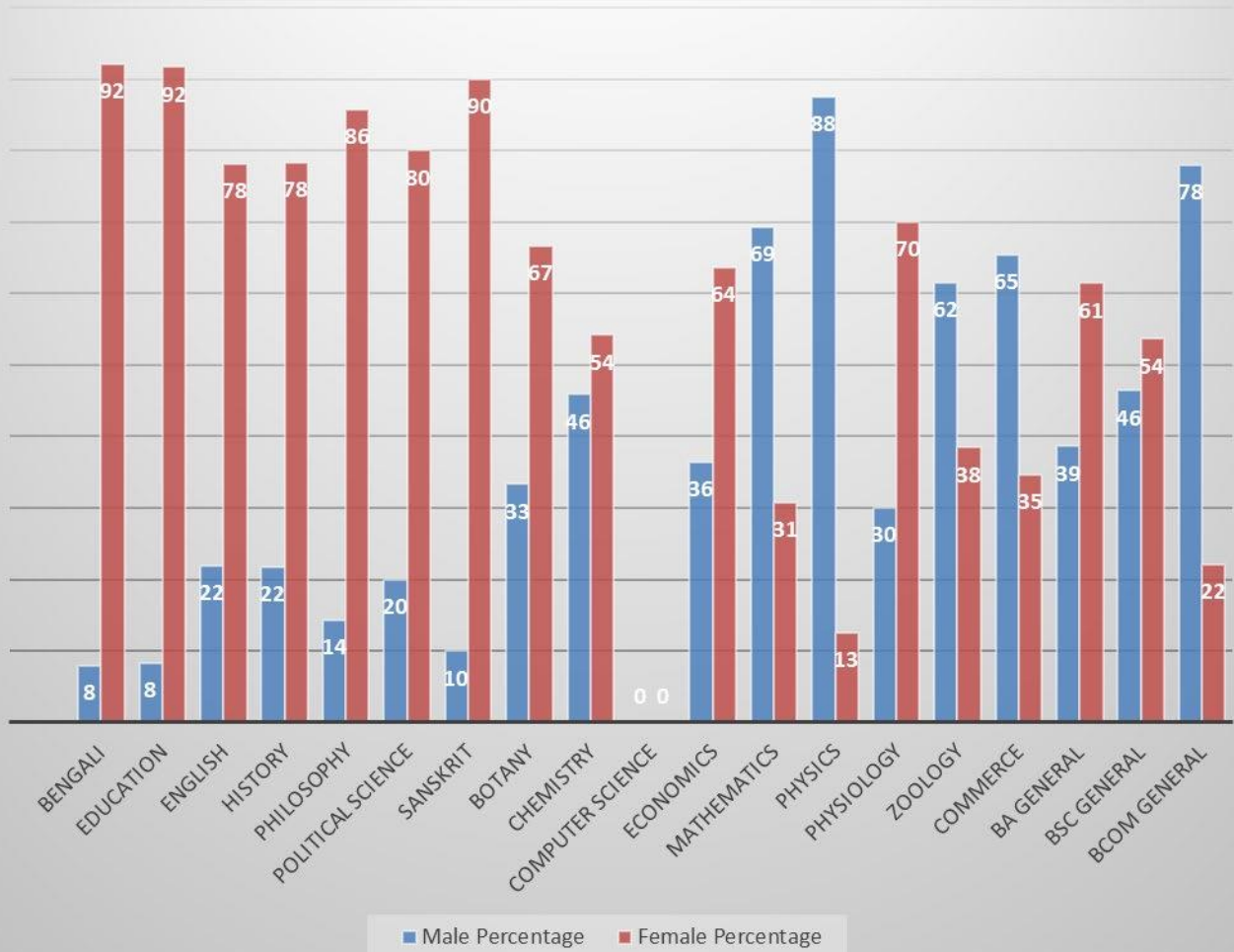
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Gender Profile Students (Department wise Percentage) 2022-2023




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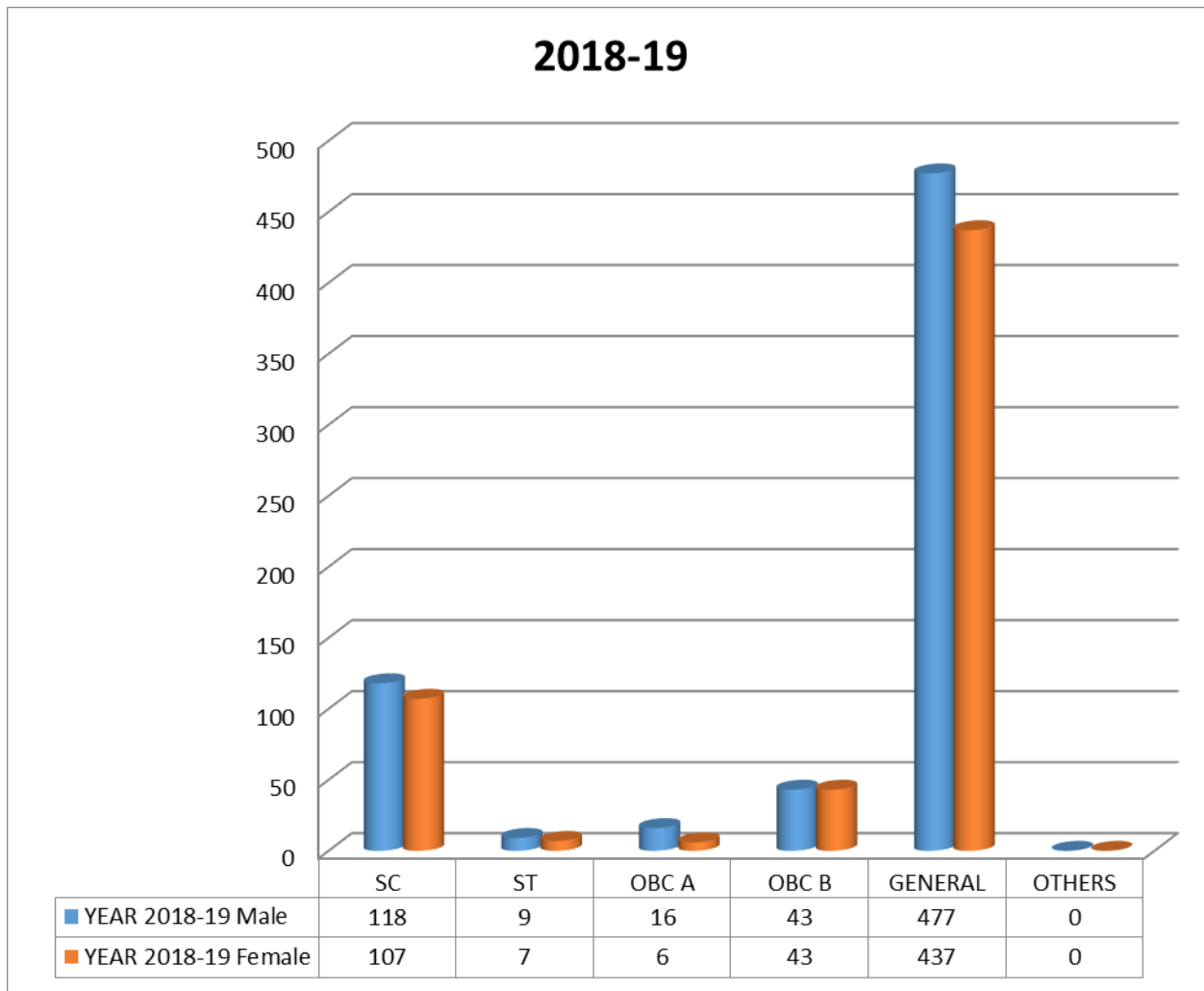
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Category wise Student Profile




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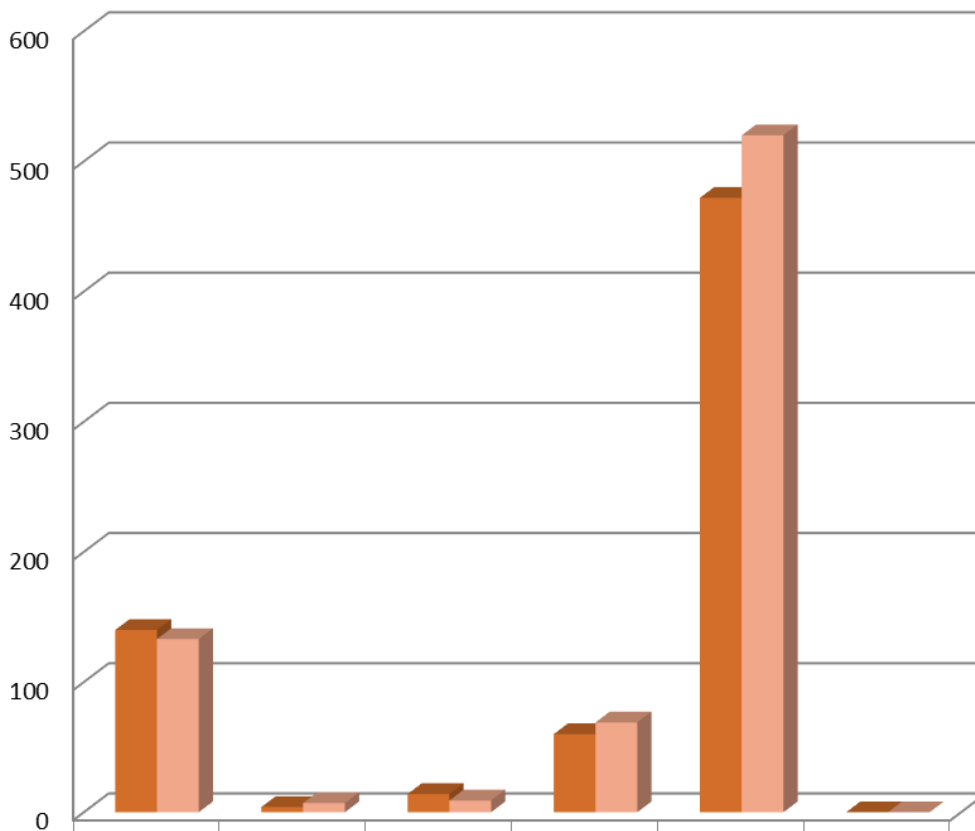
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2019-20



	SC	ST	OBC A	OBC B	GENERAL	OTHERS
■ YEAR 2019-20 Male	140	4	14	60	472	0
■ YEAR 2019-20 Female	133	7	9	69	520	0



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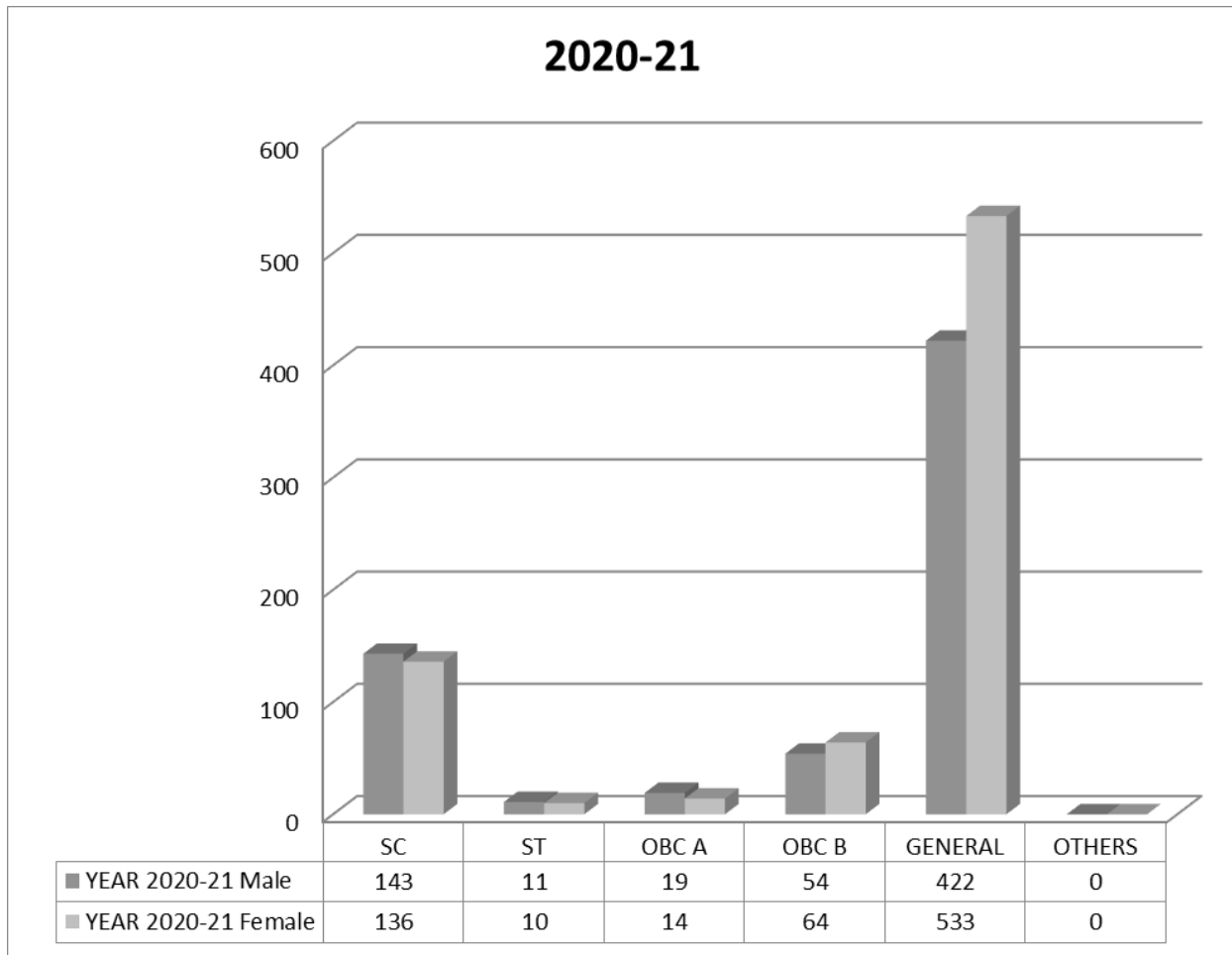
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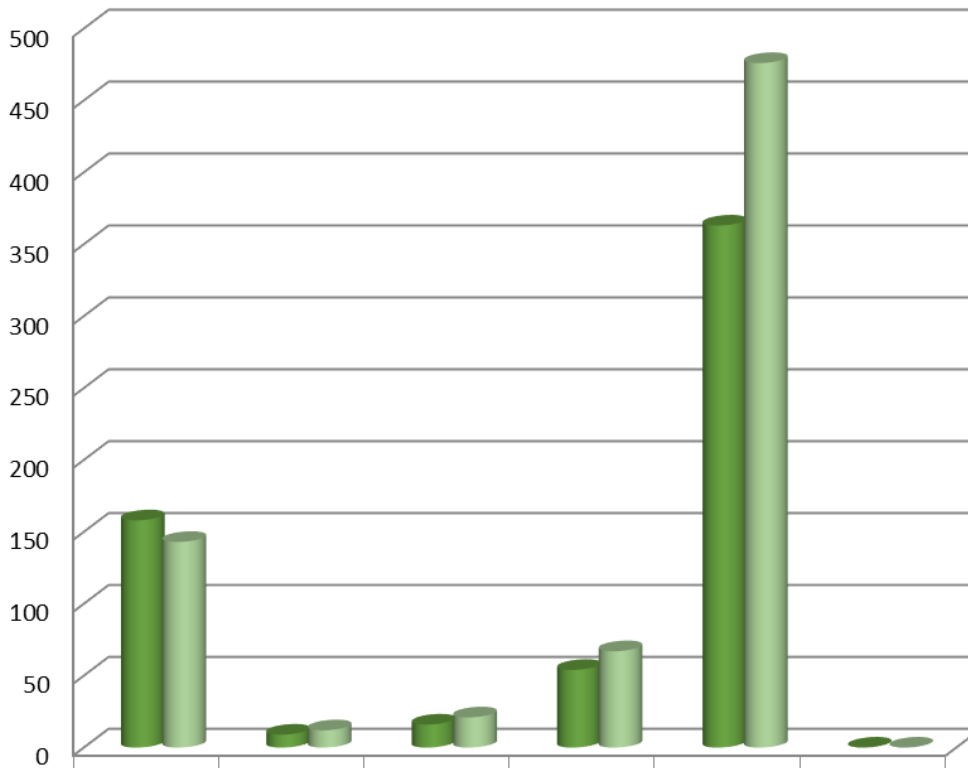
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2021-22



	SC	ST	OBC A	OBC B	GENERAL	OTHERS
■ YEAR 2021-22 Male	158	9	16	54	363	0
■ YEAR 2021-22 Female	143	12	21	67	476	0



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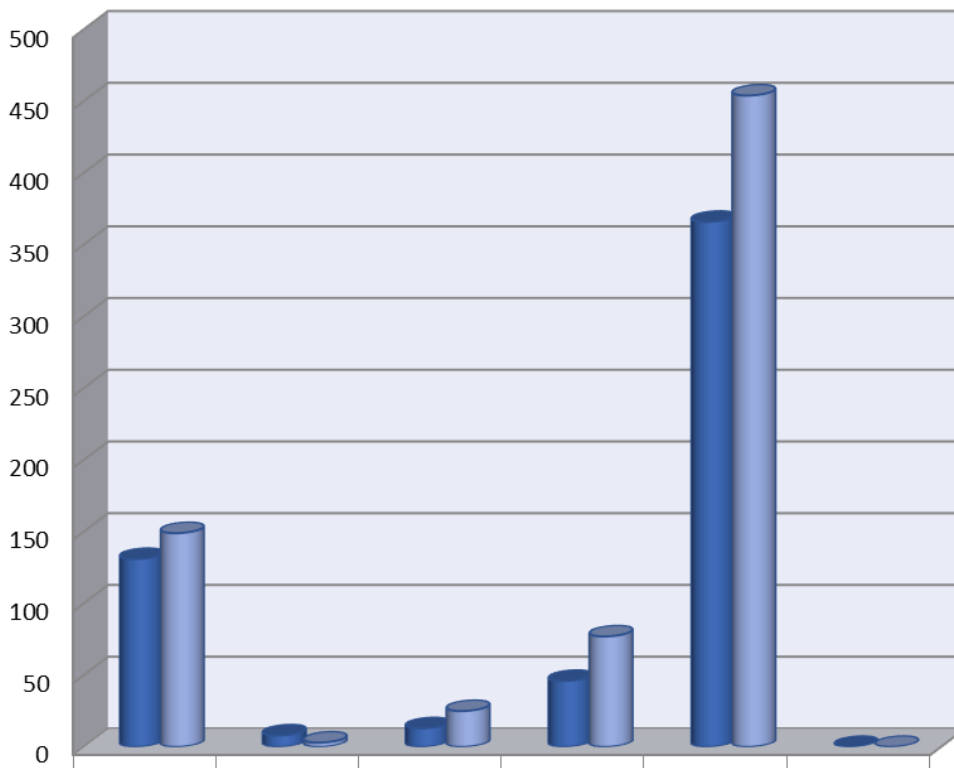
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2022-23



	SC	ST	OBC A	OBC B	GENERAL	OTHERS
YEAR 2022-23 Male	131	8	13	46	366	0
YEAR 2022-23 Female	149	3	25	77	454	0



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Interpretation:

Detailed study of student profile has been presented for all individual departments. Gender profile of students has been depicted in terms of both numbers and percentages. An analysis of student profile during the entire period 2018-2019 to 2022-2023 reveals interesting results. Female participation has been low in case of some departments like Botany, Chemistry, Physics, Mathematics and Commerce, there is an overwhelming majority of females in Arts stream viz. Bengali, Education, English, History, Philosophy, Political Science and Sanskrit. Consequently, on the whole our college boasts of a student profile tilted in favour of females. This trend has been consistent throughout the period 2018 to 2023. While the percentage of female students was 56% in 2018-2019, it fell slightly to 52% in 2019-2020 and then increased to 54% and 55% in 2020-2021 and 2022-2023 respectively. In 2022-2023 a steep jump in female enrolment occurred with the figure shooting to 65%. However, a look at category wise student profile presents different picture. In 2018-2019, there has been male dominance across all social categories viz. SC, ST, OBC A and General. The only exception was OBC B which recorded equal enrolment. In 2019-2020, male dominance was again noted in SC and OBC A with the other categories depicting female dominance. Female enrolment surpassed male in OBC B and General in 2020-2021 while in 2021-2022 it surpassed male in all categories except SC. Data for 2022-2023 reveals that female enrolment by far exceeds male enrolment across all social categories except ST (where it is slightly lower).





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Policies and Programmes

The Gender Audit is an attempt to study whether the college has good gender balance. It tries to see whether college follows government rules, policies and actions formulated for upgradation of women in society. Gender Audit tries to assess the impact of current and proposed policies on gender equality.

Gender Audit Team reviewed and analyzed gender equity in the context of Raja Peary Mohan College, Uttarpara. From the analysis, the team inferred 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 inherent in attaining the desired gender balance. As stated above this is a co-education college, so special care is taken to ensure a gender-neutral environment and equal amenities and opportunities for all, irrespective of gender. Besides we have both male and female teaching and non-teaching staff and here also college tries to maintain gender equity.

Our college provides facilities like Common room, Gymnasium, Canteen and Washroom to girls and boys alike.



Student Canteen





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Girls' Common Room



Boys' Common Room





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Gymnasium

To ensure safety and security of students within the college premises, there is a 24-hour CCTV surveillance apart from round the clock posting of security guards.

Health unit caters to medical needs of all students. Health camps are organized for both boys and girls as well as staff. Two sanitary napkin vending machines have been installed in Girls' Common Room and Wash Room for emergency needs which are maintained by Women Cell and Health Unit.



Health Checkup at Health Camp





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Surveys are conducted on personal hygiene habits of girls in order to have an idea of the personal hygiene practices of our adolescent students and address their queries on the issue.

Awareness programmes on personal hygiene are also conducted on a regular basis.

Raja Peary Mohan College

A Survey on Personal Hygiene (Exclusively for Girls)
Organized by Women Cell & Health Unit

Be Clean **Maintain Personal Hygiene**

Stay Healthy Stay Safe. **Hygiene is two-thirds of Health**

Chief Patron: Dr. Sudip Kumar Chakraborty, Principal
Investigators:
Dr. Rajrupa Mitra Convenor, Women Cell
Dr. Swagata Pal Convenor, Health Unit
Dr. Labonya Mandal, Joint Convenor, Health Unit

Girls may register their names via e-mail to: womencllrpmcgmail.com within 12th February 2021

Survey on Personal Hygiene by Women Cell & Health Unit

PCOS WELLNESS
An awareness programme on
Polycystic Ovary Syndrome
Organized by
Health Unit
Raja Peary Mohan College

Speaker: Dr. Pratip Chakraborty
Senior Scientist
Institute of Reproductive Medicine
G-10, I.I.T. Bhubaneswar, 751013
Workshop Time: Hall 2, 12PM

Health Unit
Raja Peary Mohan College
Presents this
CERTIFICATE OF PARTICIPATION

Certified that _____ joined
his awareness programme titled "Polycystic
Ovary Syndrome" organized by Health Unit, Raja
Peary Mohan College on December 11, 2021 at
Raja Peary Mohan College, Uttarpara as a
participant / member of the health unit.

PRINCIPAL: _____
CONVENOR: _____
JOINT-CONVENOR: _____

PCOS Awareness Programme by Health Unit



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An Awareness Programme on Personal Hygiene
Organized by
Women Cell and Health Unit




Resource person:
Dr. Aparna Khan
Associate Professor
Dept. of Gynaecology and Obstetrics
R.G. Kar Medical College and Hospital
Kolkata

Organizing Committee
Chairman:
Dr. Sudip Kumar Chakrabarty, Principal

Convenors:
Dr. Rajrupa Mitra
Dr. Swagata Pal
Dr. Labonya Mandal

Date: 30th June, 2021
Time: 3.30 PM
Platform: MS Teams





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An Awareness Programme on Personal Hygiene
Organized by
Women Cell and Health Unit

Certificate of Participation

This is to certify that affiliated to
..... has participated in the two (2) hour long webinar
on 30th June 2021.

 Principal, Raja Peary Mohan College	 Convenor, Women Cell Raja Peary Mohan College	 Convenor Health Unit Raja Peary Mohan College	 Jt. Convenor Health Unit Raja Peary Mohan College
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Awareness Programme on Personal Hygiene

**A National Level Seminar**
on
Menstrual Health & Hygiene Management

Organized by
Women Cell & IQAC, Raja Peary Mohan College
in collaboration with
Unicharm India and Global Hunt Foundation



Date: 13th September 2022
Time: 3.00 PM
Venue: Hall 1



Speaker: Ms. Roshnee Bhowmick
CSR Executive, Unicharm India

Chief Patron: Dr. Sudip Kumar Chakrabarty (Principal)
Coordinators: Dr. Hrishita Gupta Bakshi & Dr. Rajrupa Mitra
Convenors, Women Cell

National Seminar on Menstrual Health & Hygiene Management




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Apart from campaigns within the campus, Women Cell also undertakes distribution of personal hygiene products in nearby areas and intimate the beneficiaries about hygiene and cleanliness issues.



Awareness campaign at Boleobagan slum



Awareness Campaign at Satyabharati (an organization working for girls and women)



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Awareness campaign among Brick Smelting Workers

As we stress on gender equity, our college aims at overall development of all students and encourages their participation in various extra-curricular activities. Workshops and trainings on self-defence, Yoga and Meditation are organized for their holistic development.



Annual Sports



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Website: <https://www.website.rpmcollege.edu.in/>, e-mail: raja

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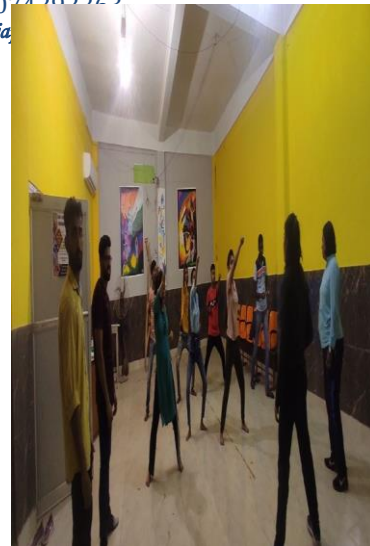
MITALI WOMEN CELL



RAJA PEARY MOHAN COLLEGE

Self defence programme for girl students

21/03/2022 & 22/03/2022



SELF-DEFENCE WORKSHOP

18th MAY, 2023
11 A.M. Onwards

VENUE: College Auditorium

Organised By: **WOMEN CELL MITALI**
RAJA PEARY MOHAN COLLEGE

DR. SUDIP KUMAR CHAKRABORTY
(CHIEF PATRON & PRINCIPAL RPMC)

Ms. SHAMPA GUHA
(INSTRUCTOR)

Convenors:
• Dr. Hrishita Gupta Bakshi
• Dr. Rajrupa Mitra
(Mitali Women Cell RPMC)

SELF-DEFENCE WORKSHOP

19th MAY, 2023
11 A.M. Onwards

VENUE: Boy's Common Room

Organised By: **WOMEN CELL MITALI**
RAJA PEARY MOHAN COLLEGE

DR. SUDIP KUMAR CHAKRABORTY
(CHIEF PATRON & PRINCIPAL RPMC)

Ms. SHAMPA GUHA
(INSTRUCTOR)

Convenors:
• Dr. Hrishita Gupta Bakshi
• Dr. Rajrupa Mitra
(Mitali Women Cell RPMC)



Workshops on Self defence organized by Women Cell



Hrishita Bakshi
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Workshop on Yoga organized by Health Unit



Principal's Signature
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As part of soft skill development programmes, certificate courses on and Beauty Care and Artistry Makeup and Handicraft and Jewellery Designing are organized.

Certificate course on Beauty & Artistry Makeup organized by Women Cell RPMC in association with IQAC...



16th may'22-27th may'22

Course Director : DR. Sudip Kumar Chakrabarty(Principal)

Resource person: Ishita Indra(Professional Beautician)

Course Coordinators: Dr. Hrishita Gupta Bakshi, Dr. Rajrupa Mitra

Course Duration: 30 hours (Theory & Practical) 3 hours/day





Uttarpara, West Bengal, India
1, Acharya Dhruva Pal Rd, Kotrung, Uttarpara, West Bengal 712258, India



Uttarpara, West Bengal, India
1, Acharya Dhruva, 3N Paul Rd, Kotrung, Uttarpara, West Bengal 712258, India
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Long 88.349225°
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Raja Peary Mohan College

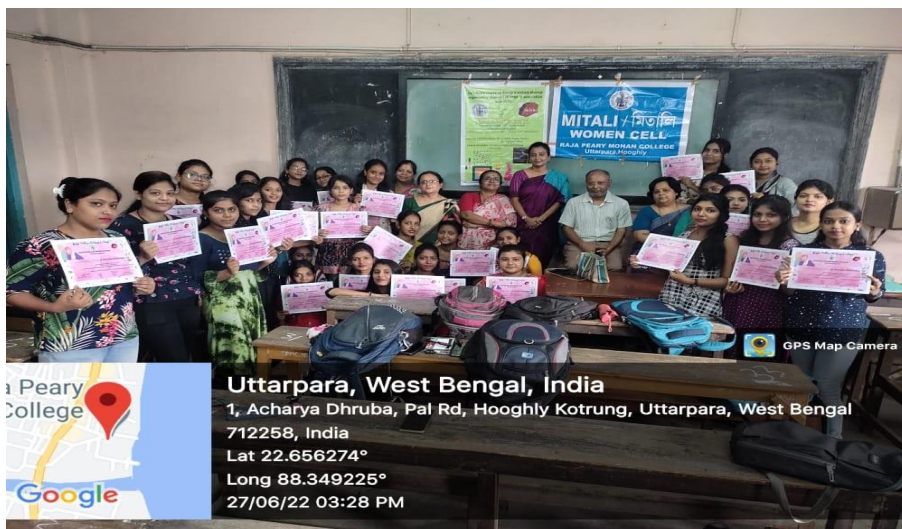


CERTIFICATE OF APPRECIATION
This is to certify that

.....
of Raja Peary Mohan College.....

has successfully completed a certificate course on **Beauty Care and Artistry Makeup** organized by Women Cell (Mitali) and IQAC in collaboration with Rapasi Beautician Centre (as per MOU) from **16th May 2022 to 27th May 2022 (Duration: 30 hours) and secured Grade.....**

Principal Raja Peary Mohan College	Coordinator IQAC RPMC	Convener Women Cell RPMC	Ishita Indra Professional Beautician Rapasi Beautician Centre
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Uttarpara, West Bengal, India
1, Acharya Dhruva, Pal Rd, Hooghly Kotrung, Uttarpara, West Bengal 712258, India
Lat 22.656274°
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Beauty Care and Artistry Makeup Course by Women Cell



Dr. Sudip Kumar Chakrabarty
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**Certificate Course on
Handicrafts and Jewellery Designing**
Organized by: **WOMEN CELL (Mitali) and IGAC**
Session - 2022-2023

Course Director :
Dr. Sudip Kumar Chakrabarty
(Principal)

Course Co-Ordinators :
Dr. Hrishita Gupta Bakshi
(Convenor, Women Cell)
Dr. Rajrupa Mitra
(Convenor, Women Cell)



Resource Person :
Dr. Malabika Banerjee
Kiran Shankar Manna
Jayanti Roy



Dr. Malabika Banerjee
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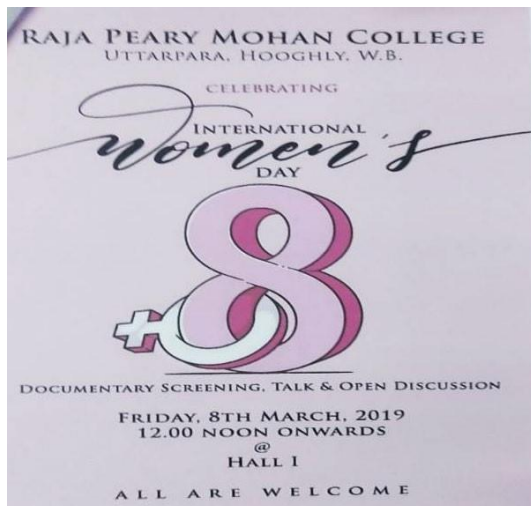
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Handicrafts and Jewellery Designing Course

Women Cell of Raja Peary Mohan College aims at accomplishing gender equality, preventing gender discrimination and promoting a social, physical and psychological environment that is congenial for all. Women Cell, thus, plays an active role in gender sensitization and gender related issues. Keeping this in



mind Women Cell actively celebrates International Women's Day and International Mother's Day.



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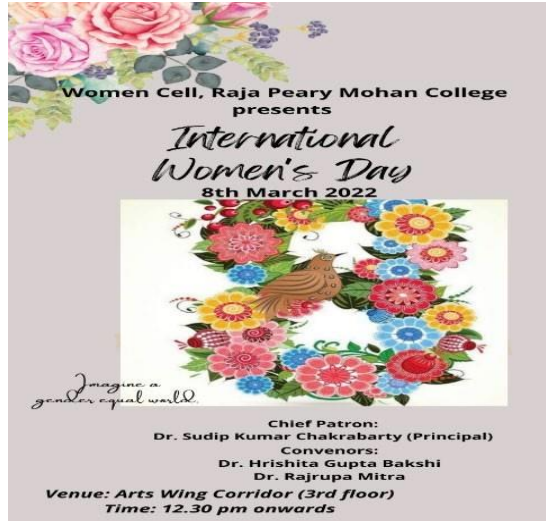
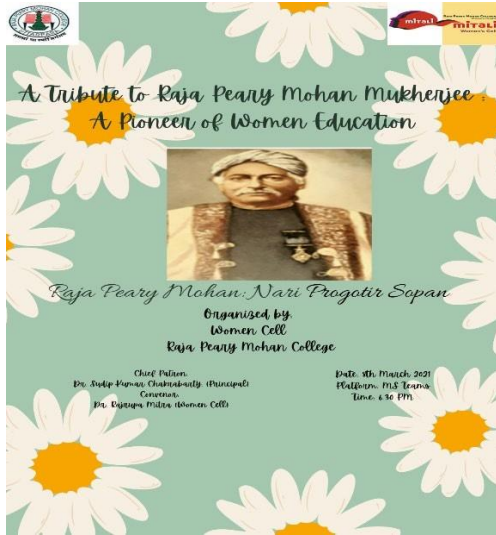
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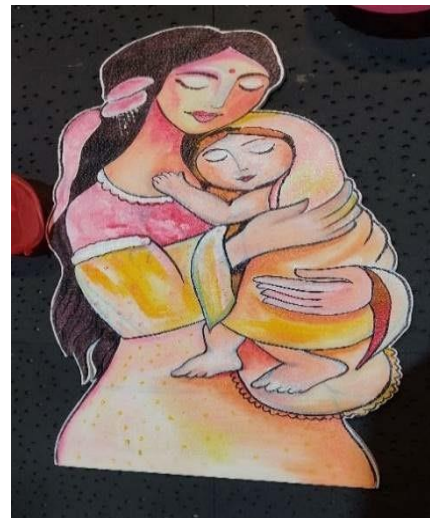
Tel No.: (033)2663-0191, Mob: 7074292263

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International Women's Day Celebration



page



Principal
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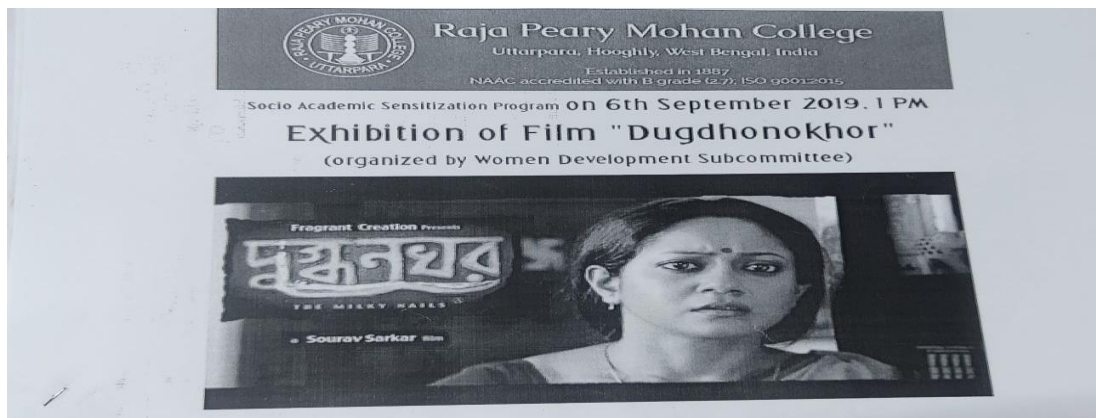
Website: <https://www.website.rpmcollege.edu.in/>, e-mail: rajapearymohancollege@gmail.com

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International Mother's Day Celebration

Different cells and sub-units of the college undertake programmes on gender issues. Seminars/webinars on gender issues as also interactive programmes on gender sensitization amply portray our gender - neutral stand.



Screening of film "Dugdhonokhor" - a socio-academic sensitization programme



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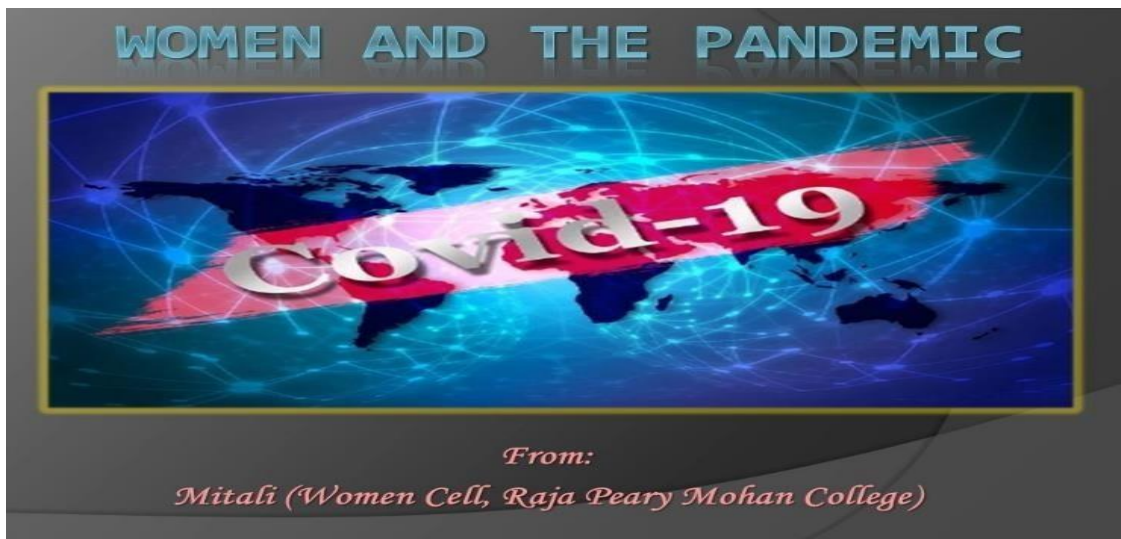
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In order to spread awareness on the deadly corona virus, Women Cell uploaded a video message for adolescent girls and women at the time of the COVID 19 pandemic.



Sensitization video by Women Cell during Covid 19



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Webinar on Sexual Harassment organized by Women Cell & Internal Complaints Committee

Workshop on Women's' Rights are Human Rights organized by Internal Complaints Committee



Principal,
Raja Peary Mohan College
Uttarpara, Hooghly



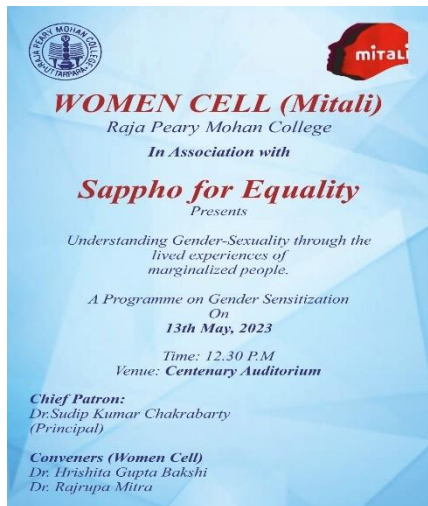
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WOMEN CELL (Mitali)
Raja Peary Mohan College
In Association with
Sappho for Equality
Presents
Understanding Gender-Sexuality through the lived experiences of marginalized people.
A Programme on Gender Sensitization
On
13th May, 2023
Time: 12.30 P.M
Venue: Centenary Auditorium
Chief Patron:
Dr. Sudip Kumar Chakrabarty
(Principal)
Conveners (Women Cell)
Dr. Hrishita Gupta Bakshi
Dr. Rajrupa Mitra



Together We Are
Understanding gender-sexuality through the lived experiences of gender sexually marginalized people
13th May 2023
12:30 p.m. onwards
Raja Peary Mohan College, Uttarpara, Hooghly
Sappho for Equality in association with the Women Cell of Raja Peary Mohan College



Gender Sensitization Programme by Women Cell on Understanding Gender-Sexuality

Women Cell in association with NSS participate in interactive and sensitization programmes in nearby villages on several issues concerning their physical and mental wellbeing, nutrition, economic opportunities etc.



Sensitization Programme of Women of Raghunathpur Village by Women Cell & NSS



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WOMEN CELL (Mitali)
Raja Peary Mohan College

will organize
An Interactive Session on **Gender Discrimination**
On
16th May, 2023
at: 12.30 P.M in Hall-II
in association with

We are together
No. 90620394 of 2021-2022

We Are Together
(Psychosocial Support Group)

Chief Patron:
Dr.Sudip Kumar Chakrabarty
(Principal)

Convenors (Women Cell)
Dr. Hrishita Gupta Bakshi
Dr. Rajrupa Mitra



Gender Sensitization programme by Women Cell & We are Together, a psycho-social support group

Educative and informative programmes are also organized by the college in honour of eminent personalities. Besides, seminars and awareness programmes are also organized to make the students aware of their rights and responsibilities as well as issues of concern.

WOMEN CELL (Mitali)
Raja Peary Mohan College
In Association with

IQAC
Raja Peary Mohan College
Presents

A Programme on Human Trafficking
& Cyber Crime On **15th May 2023**

Time : 2:30 P.M
Venue : College Auditorium



Awareness Programme on Human Trafficking and Cyber Crime



Dr. Hrishita Gupta Bakshi
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A Tribute to Dr. Kadambini Ganguly



Organized by: **Women Cell, RPMC**
20th July 2021
Platform: MS Teams
Time: 5.30 PM


Chief Patron: **Dr. Sudip Kumar Chakrabarty (Principal)**
Convenors: **Dr. Hrishita Gupta Bakshi**
Dr. Rajrupa Mitra

Webinar on Dr. Kadambini Ganguly

Women Cell & IQAC
Raja Peary Mohan College
Present
A Webinar on
Remembering Vidyasagar:
The Perspective of School Education

Date:
26th September 2021
Platform: Google Meet
Time: 3.00 pm





Chief Patron:
Dr. Sudip Kumar Chakrabarty (Principal)
Convenors:
Dr. Hrishita Gupta Bakshi
Dr. Rajrupa Mitra

Speaker:
Urba Choudhury,
Associated with
Pratichi Institute
Pratichi (India) Trust

Webinar on Remembering Vidyasagar

Career Counselling Sessions are organized for students on a regular basis. In keeping with our principle of gender equity, such sessions are organized for girls as well.

A CAREER COUNSELLING SESSION
ORGANISED BY CAREER
COUNSELLING CELL & WOMEN
CELL, RAJA PEARY MOHAN
COLLEGE IN ASSOCIATION WITH
ORIFLAME, SWEDEN

NOV 14th
Monday
From 12.30pm
venue - Centenary
Hall, RAJA PEARY
MOHAN COLLEGE



Career counseling session by Women Cell & Career counseling Cell



Urba Choudhury
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Programmes on Gender Equity and Sensitization 2018 - 2023

Sl. No.	Name of Activity	Organizing Unit	Date
1.	Celebration of birth anniversary of Sister Nivedita at Baranagar Ramkrishna Mission	Women Cell	29th December 2018
2.	Self-defence Programme for Girls	Women Cell	11 th & 14 th January 2019
3.	Celebration of International Women's Day	Women Cell	8 th March 2019
4.	Screening of film "Dugdhonokhor"	Women Cell	6 th September 2019
5.	Celebration of two hundredth birth centenary of Pandit Ishwar Chandra Vidyasagar	Women Cell	26 th September 2019
6.	Awareness Programme on Polycystic Ovary Syndrome	Health Unit	11 th December 2019
7.	Distribution of personal hygiene products at Boleogaban slum and intimating slum dwellers about hygiene and cleanliness issues	Women Cell	19 th February 2020
8.	Health camp to commemorate International Women's Day	Women Cell & Frank Ross	4 th March 2020
9.	Celebration of International Women's Day through pictorial display	Women Cell	8 th March 2020
10.	Uploading video message for adolescent girls and women in the context of Covid 19 Pandemic	Women Cell	14 th May 2020
11.	Webinar on Sexual Harassment during the Covid 19 Pandemic: Awareness, Selfcare and Emergence of New Dynamics	Women Cell, ICC & IQAC.	24 th July 2020
12.	Celebration of International Women's Day through interaction programme entitled Raja Peary Mohan College: Nari Progotir Sopan	Women Cell	8 th March 2021
13.	Survey on personal hygiene among girl students	Women Cell & Health Unit	February 2021
14.	Webinar on An Awareness Programme on Personal Hygiene	Women Cell & Health Unit	30 th June 2021
15.	Distribution of Personal Hygiene Products among inmates of Satya Bharati, a Charitable Organization working for the welfare of women and girls	Women Cell & Satya Bharati	9 th July 2021
16.	A Tribute to Dr. Kadambini Ganguly ----- An interactive programme to commemorate the 160 th birth anniversary of first Lady Doctor of India	Women Cell	20 th July 2021
17.	Distribution of Personal Hygiene Products among women and girls engaged in brick smelting in hinterland regions of Uttarpara	Women Cell	27 th August 2021



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18.	Webinar on Remembering Vidyasagar: The Perspective of School Education to commemorate birth anniversary of Pandit Ishwar Chandra Vidyasagar	Women Cell	26 th September 2021
19.	Celebration of International Women's Day through cultural programme	Women Cell	8 th March 2022
20.	Self-defence Workshop for girls	Women Cell	21 st & 22 nd March 2022
21.	Interactive sensitization programme with women of Raghunathpur village	Women Cell & NSS	25 th March 2022
22.	Workshop on Women's rights are human rights	ICC	7 th April 2022
23.	Self-defence Programme for girls	Women Cell	28 th April 2022
24.	Celebration of International Mother's Day	Women Cell	14 th May 2022
25.	Certificate Course on Beauty Care and Artistry Makeup	Women Cell, IQAC & Rupasi Beautician Centre	Session 2022-2023
26.	National Seminar on Menstrual Health and Hygiene Management	Women Cell, IQAC, Unicharm India & Global Hunt Foundation	13 th September 2022
27.	Career Counselling Session for girls	Women Cell, Career Counselling Cell & Oriflame	14 th November 2022
28.	Distribution of Personal Hygiene Products among inmates of Satya Bharati, a Charitable Organization working for the welfare of women and girls	Women Cell & Satya Bharati	28 th January 2023
29.	Celebration of International Women's Day through an Online Discussion Meet by students	Women Cell	8 th March 2023
30.	Gender Sensitization Programme on Understanding Gender - Sexuality through lived experiences of Marginalized People	Women Cell & Sappho for Equality	13 th May 2023
31.	Seminar on Human Trafficking and Cyber Crime	Women Cell and IQAC	15 th May 2023
32.	Interactive Session on Gender Sensitization	Women Cell in association with We are Together	16 th May 2023
33.	Workshop on Self-defence	Women Cell	18 th & 19 th May 2023
34.	Certificate Course on Handicrafts and Jewellery Designing	Women Cell	Session 2022-2023
35.	Certificate Course on Beauty Care and Artistry Makeup	Women Cell, IQAC & Rupasi Beautician Centre	Session 2022-2023




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Conclusion

- It becomes quite apparent from Gender Audit that our college has been quite successful in attainment of gender equity goals through adoption of gender-specific policies, forums and programmes.
- The Report highlights the emphasis laid by our college on gender sensitization which is evident from varied programmes and interactions organized by various cells during 2018-2019 to 2022-2023.
- Although percentage of male teachers and non-teaching staff exceed the respective female counterparts, percentage female students have surpassed male students throughout the audit period. This is indeed a positive sign as it indicates increasing enrolment of girls in higher education.
- Interactions with students have revealed their awareness of gender sensitization pursuits of Women Cell and Internal Complaints Committee and take part in various programmes and awareness drives organized by these units.
- Women Cell aims at accomplishing gender equality, preventing gender discrimination and promoting a social, physical and psychological environment that is congenial for all. Women Cell, thus, plays an active role in gender sensitization and gender related issues. It ensures basic right to work and study with dignity and to promote gender sensitization among staff and students of the institution.
- Internal Complaints Committee and Grievance Redressal Cell of our college are ever vigilant and active in securing our college premises from any untoward incident.
- It has been observed that awareness programmes on health and hygiene as also discussions on empowerment and responsibilities of women have contributed positively towards sensitization.
- Gender equity is also ensured through equal provision of facilities like Common room, Gymnasium, Canteen, Washroom etc. to both boys and girls apart from tight round the clock security coverage within the campus, for all.
- Majority of students avail of different kinds of scholarships and this is indeed a significant step towards their empowerment.
- Our college boasts of 360-degree counseling viz. academic, career and psychological counseling cells are quite active and cater to the needs of all students.
- Equal opportunities are provided to all students irrespective of gender in their academic and extra-curricular pursuits.

It may be stated that, on the whole, our college has been quite succeeded in attaining gender equity and balance and upholding its gender - neutral stand.



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Recommendations

As noted by the Gender Audit team, there is a fair degree of gender parity and equality with regard to the criteria studied. However, a decent gender policy necessitates continuous improvement in gender parameters.

In this connection, some recommendations of the Gender Audit team are:

- The college must continue providing equal opportunities for all.
- Regular awareness drives should be conducted on gender sensitization among students and staff.
- Inclusivity in education, across gender and all social categories should remain the prime focus.
- Since many students are first generation learners, utmost care should be taken to cater to their needs and requirements.
- Separate Washrooms for male and female students and staff may be set up in each floor.
- Additional sanitary napkin vending machines may be installed, preferably in all Ladies Washrooms.
- Lady Security guards may be deployed since majority of students are female.
- A larger number of ladies may be involved in decision making to ensure gender balance in administration.
- Regular communication should be made with students and staff on gender issues and any grievance, in this regard, should be immediately redressed.
- College authority might consider seeking opinion of students and staff regarding maintenance of gender equality and balance within the college premises.




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Piyali Sur

Dr Piyali Sur
Professor in Sociology
Jadavpur University
Kolkata

Professor
Department of Sociology
Jadavpur University
Kolkata - 700 032

Sudip Kumar Chakrabarty

Dr. Sudip Kumar Chakrabarty
Principal
Raja Peary Mohan College
Uttarpara, Hooghly

PRINCIPAL
Raja Peary Mohan College
Uttarpara, Hooghly

Sanjukta Bhattacharyya

Dr. Sanjukta Bhattacharyya

Coordinator, IQAC

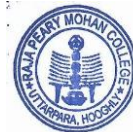
Internal Quality Assurance Cell
Raja Peary Mohan College
Uttarpara, Hooghly

Hrishita Gupta Bakshi

Dr. Hrishita Gupta Bakshi
Convener, Women Cell

Rajrupa Mitra

Dr. Rajrupa Mitra
Convener, Women Cell



Sudip Kumar Chakrabarty