



# HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN

Dakshineswar • Kolkata -35



## Report of Gender Equity Cell and Gender Audit

From 2017-18 To 2021-22





**HIRALAL MAZUMDAR MEMORIAL COLLEGE  
FOR WOMEN**

**Dakshineswar. Kolkata-35  
West Bengal**

**Report of  
Gender Equity Cell**

**NARI SAMSAD  
FROM 2017-18 TO 2021-22**





## **HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN**

### **Gender Equity Cell**

#### **NARI SAMSAD**

#### **PREFACE**

Hiralal Mazumdar Memorial College for Women or HMMCW is committed to ensure welfare of students, faculties and staffs within the premises of the institution by addressing gender issues and promoting gender equality and amity among all. College drew up anti-harassment policy to secure women security and justice within the campus. Our Institution holds the aim to educate her students and employees on gender-related issues, social norms and practices, stereotypes with the differences between sex and gender through its NARI SAMSAD. As an academic body it is the role of HMMCW towards society to dissipate the edification of sustaining the gender-neutral environment and approach; so, the Nari Samsad of HMMCW established on 23<sup>rd</sup> July, 2014 and is analogous to Gender Equity Cell of other such institutions or academic bodies.

Our college authority has also nurtured the ideas of setting up Anti-Harassment Cell and Gender Sensitizing Programmes. On 6<sup>th</sup> December, 2012, we adopted a special scheme of constructing Anti-Sexual Harassment Policy to elicit maximum output and efficiency from human resources of implementor college mitigates and studies the complains of students and staffs by Internal Complaints Committee (ICC) and all complaints and measures taken hereby shall be in accordance to the Constitution of India and Visakha Guidelines of Supreme Court, the committee formed with the Principal, TCS, IQAC Coordinator and an external member,

Dr. Nandini Kajari. As per Governing Body dated on 26.09.2016 resolution no:

Miscellaneous: 8, Nari Samsad reconstructed with the following members- Dr. Nandini Kajari as advisor, Dr. Dipanwita Ghosh, Dr. Sujata Mukherjee, Dr. Lipika Mullick as teacher representative, Sriparna Chatterje and Prasenjit Das as non-teaching representative and Dr. Rupa Sen acted as Convenor of Nari Samsad. Also, the gender rules submitted in the meeting are displayed properly for ensuring a gender friendly atmosphere in the college. There are guidelines for sexual harassment behaviour applied within college campus for safeguarding the students and staff, providing supportive care and services to the victimized ones with quick termination of the harassment.

◆————◆  
**Dr. Soma Ghosh**  
Principal & Presiding Officer

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## INTRODUCTION

Nari Samsad of HMMCW, serving as active organ of Gender Equity Cell, HMMCW; is committed to ensure welfare of employees and students within campus addressing gender issues and promoting gender equity. It takes active steps to elongate the boundaries of opportunities and creating areas by participating and grooming of students through various cultural and social activities of the college for a gender friendly environment.

Gender is socially learned behaviour by the millennia of cultural norms and social activities and roles. By the wings of Nari Samsad of HMMCW, equivalent to the Gender Equity Cell, procedure of breaking stereotypical ideas and mentality for uniqueness of man and woman on grounds of socio-economical terms is practised. Girls and women are put through unreasonable injustice, discrimination, dominance, pressure, discouragement with emotional and physical harassment. Women and children are the most vulnerable section of the society, and at the same time, they can be potent sources of power and mobilisation within the society, if the system can ensure their safety and rights. Asserting the harmony and balance within system Nari Samsad focus on gender sensitisation and development through empowerment and education at its core. So, it is a regular and well-ordered practice of Nari Samsad to spread awareness by several activities, programmes and agendas within the college boundaries involving key figures and educators of society for providing clear and practical objectives.

Gender equity can be ascertained if women and men enjoy equal rights and opportunities across all sectors of economy, society and politics; if they equally participate in decision-making, and if the behaviours, aspirations and needs of women and men are equally valued and cherished. Our College has taken active steps in promoting awareness by conducting seminars and talks about economic, political, social and legal rights. Cell with the help of various department and centre of the college organize and regularize different activity based events such as Health and Fitness both physically and mentally, and also give emphasize on hygiene, safety, spirituality and creativity. The Nari Samsad now Gender Equity Cell also advance with strategies and create unfolded opportunities to empower young girls and women to elevate and run their life individually and independently. It has also impart contribution to inculcate entrepreneurial attitude among young minds, scientists at the earliest by upgrading them to “job-providers” rather than not limiting them to “job-seekers”. It is a discipline of our college to celebrate International Women’s Day on 8<sup>th</sup> March every year.

**“We need the talent and insights of girls today to lead our businesses tomorrow. That’s why expanding educational opportunities for girls isn’t charity. It’s a smart investment in a stronger global economy and in our future.”**

**Indra Nooyi, the Former Chairman and CEO of PepsiCo**

## OBJECTIVES

As a division of an educational Institute which is a learning centre for women, **The Gender Equality Cell, known as Nari Samsad in our college** has great and diversified role as to lead in addressable to gender-based issues and challenges-overcome:

- ❖ To prevent gender discrimination and sexual harassment, by promoting gender friendly environment amongst all the students and staff.
- ❖ To make recommendations to the Principal for changes/elaborations in the Rules, orders and Code of conduct to create a gender just environment free of sexual harassment in any form.
- ❖ To refer the cases of sexual harassment, if any to Internal Complaints Committee for ensuring support services to the victimized.
- ❖ Creating appropriate environment in the institution where students and staff perform their functions without any gender bias facilitating an enabling environment within the college where girls are treated with dignity and respect.
- ❖ To emphasize the importance of economic, social, racial and gender equality.
- ❖ To create awareness about the rights of women so as to prepare them to protect them from all sorts of harassment.
- ❖ To broaden the domain of knowledge and improve skills of women to develop their entrepreneurial skill and hence to empower them.
- ❖ To impart knowledge on health and hygiene.
- ❖ To instill values and the sense of responsibilities in building a good society.
- ❖ To enhance understanding of issues related to women and to make the college campus free of gender disparity.

## COMMITTEE MEMBERS OF NARI SAMSAD, HMMCW

Sl No.	Designation	Name
1	Principal & Secretary	Dr. Soma Ghosh
2	Convenor	Dr. Pritha Kundu
3	Jt. Convenor	Smt. Rituparna Maity
4	Jt. Convenor	Dr. Debasmita Pathak
5	Advisor	Smt. Mitali Palodhi
6	Advisor	Dr. Nilanjana Dasgupta
7	NSS Programme Officer	Dr. Sujata Mukhopadhyay
8	Teaching Member	Smt. Munmun Nandy
9	Teaching Member	Dr. Pritha Kundu
10	Teaching Member	Dr. Chandrabali Dutta
11	Teaching Member	Smt. Soma Saha
12	Teaching Member	Smt. Tanushri Chakraborty
13	Teaching Member	Smt. Mousumi Bhowmik
14	Teaching Member	Smt. Soumi Mukherjee
15	Teaching Member	Smt. Debasmita Pathak
16	Teaching Member	Smt. Kamalika Das Mazumdar
17	Non-Teaching Member	Smt. Shilpa Das
18	Non-Teaching Member	Smt. Sreeparna Chatterjee

### MEMBERS OF INTERNAL COMPLAINTS COMMITTEE, HMMCW

1. Principal & Presiding Officer: Dr. Soma Ghosh
2. IQAC Coordinator: Dr. Sonali Mukherjee
3. TCS: Dr. Prodip Das
4. One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment
5. Convenor: Dr. Keya Chattopadhyay

### Internal Complaints Committee- OUR MOTTO

**“THINK HUMAN, ACT HUMAN, BE A HUMAN”**

## **ACTIVITIES PLANNED AND PROPOSED**

Nari Samsad of HMMCW aspires to create and maintain awareness, adopt cross-cultural and multi-dimensional attitudes in its activities for nurturing the future generation and enlighten the present members:

- To conduct Awareness program or seminar to educate students about their life and livelihood.
- To educate students about society, gender equality, laws, and cultural practices by introducing certificate course on “Constitutional Rights”
- Spread Awareness staffs and pupils about their basic health and hygiene and peace of mind through monitoring camps or events through Health Check-up Centre and psychological assistance.
- To inflict importance upon women empowerment and research with Incubation Centre.
- Celebrating International Women’s Day on 8<sup>th</sup> March.
- To assert promotion of all activities or collaboration with IQAC, ICC, health check-up Centre, Yoga, psychological counselling and incubation Centre and the departments of the college.



## PLAN OF ACTION WITH ACTION TAKEN REPORT

Plan of Action	Date of Event(s)	Action Taken Report
Seminar or Lectures or Workshops or Events	8/03/2018 09/07/2019	State- level Seminar IQAC with ICC National Seminar in collaboration with ICC of WBSU and other institutions held in ISI
	14/3/2020	Workshop on Legal and Psychological Awareness regarding Offenses against Women in Indian Society
	10/05/2020	Mother's Day Tribute Event : " Salute to all Mothers" By Dr. Aditya Subba and Dr. Sonali Mukherjee of HMMCW
	18/06/2020	Online lecture: Women in Lockdown
	12- 13/8/2020 15/08/2020	Webinars on gender issues in pandemic times with department of Women Studies On occasion of Independence Day HMMCW salutes unsung heroines of freedom movement of India- conceived and created by Department of History and Computer Science
	12/09/20	TRANSCENDING PATRIARCHAL BOUNDARIES: CHALLENGES IN THE 21ST CENTURY organized by the Internal Complaints Committee Of West Bengal State University, Hiralal Mazumdar Memorial College For Women & Government Girls' General Degree College, Ekbalpore.
	11/10/2020	On occasion of International Girl child Day: Online lecture by DR. Soma Ghosh, Principal, HMMCW
	8/3/2021- 14/3/2021 13/07/2021	ICSSR sponsored 7-Days' Symposium on Gender Sensitisation and Awareness Online Drama in collaboration with - Awareness Programme - Sexual Harassment of Women in Working Place: A Documentary
	15/08/2021	Online Drama in collaboration with ICC - Awareness programme - Stop! No means No
	19/8/2021	Online lecture -"Women Liberation: A Misnomer"
	25/10/2021	Post Pandemic Online welfare lecture by Dr. Arpita Mukherjee of HMMCW
	13/12/2021	Online Lecture - Awareness programme - Social Construction of Women By Dr. Chandrabali Dutta, HOD of Dept. of Sociology
	14/12/2021	Online lecture on awareness programme - Bharote Naribad: Sekal o Ekal By Dr. Soma Ghosh, Principal, HMMCW
	31/02/2022	Lecture on Gender Audit by Dr. Sarbani Goswami, Associate Professor, Department Of

		<b>Women's Studies, Jadavpur University</b>
	16/3/2022	Lectures delivered by Prof Nandini Bhowmick, followed by an interactive session
<b>International Women's Day Celebration 8<sup>th</sup> March</b>	2018	Seminar on " Gender Free World"
	2019	Organized with jointly ICC and IQAC
	2021	Inaugural speeches, lectures of culmination of seven-day symposium on online Google-Meet platform
	2022	Two-day Conclave on Gender Sensitization in collaboration with Netaji Nagar College, Behala
	2023	Felicitation of Retired Professors and ex-students
<b>Introduction of UG course relating to woman : Women's Studies</b>	8/03/2018	Inauguration of the Dept. of Women's Studies
	8/3/2019	Women's Day Celebration
	8/06/2020	Extension lecture "Women in Lockdown"
<b>Women Empowerment Program</b>	2018	By Career Counselling Cell of HMMCW for Combine Defence Service Exam with Indian Defend Services
	2019-20	Reintroduction of Self Defence as Certificate Course
	11/01/20	Women Empowerment through Yoga
	20/03/20	Awareness Programme on Women Safety at Work in collaboration with Barrackpore Police Commissionerate
	05/05/22	Skill Development and Women Empowerment -organized by the Career Counselling & Placement Cell in collaboration with Anudip Foundation
<b>Certificate Course</b>	2021-2022	"Constitutional Rights" (CC)
<b>Value-Added Course</b>	2022-2023	"Gender Sensitization" (VAC)
<b>Entrepreneurship</b>	03/03/2022	Opening Talk- an initiative on National Science day and Women's Day Celebration -2022 of Incubation Centre under RDC, HMMCW
	09/04/2023	Exhibition cum sale at international Women's Day-2023 by Jewellery Making and "Ankan Club" of Modern Painting with Arts & Craft – Units of Incubation Centre, HMMCW
<b>Other Associative Programmes</b>		
<b>Health Check-up Centre</b>		Regular- throughout year
<b>Psychological Counselling</b>	Since 2015	Regular- throughout year
<b>Communal Harmony</b>	2021	Poster Presentation With NSS Unit of HMMCW
	2022	Seminar and Awareness campaign, Welfare to marginal people of Nivedita Colony

## SEMINAR OR TALKS OR WORKSHOPS

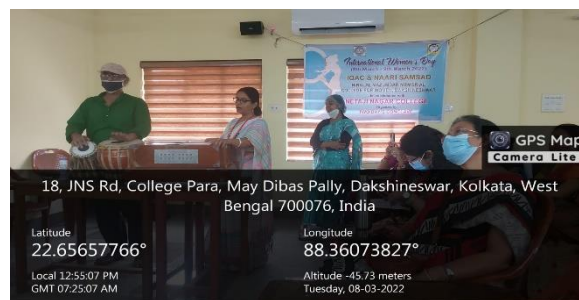
1. On 08/03/2018- Organized a seminar on topic of” **Gender Free world”** invited **Smt. Nabanita Chatterjee as resource person with publication of a handbook.**
2. A seminar, on 9/07/2019, was conducted by IQAC and ICC with Nari Samsad of college putting initiatives to devote into actions on the issue titled “Sensitization against Sexual Harassment of Women at work place” in collaboration with West Bengal State University. Dr. Madhumita Sen, Prof Sutapa Neogi, Dr. Sutapa Chatterjee Sarkar had enlighten us with their knowledge. Dr. Anuttama Bandyopadhyay renowned Psychologist graced the occasion with her august presence. Smt. Chaitali Chakraborty, the District Magistrate of North 24-Pgs and Smt. Mamta Kalra asst. Director, Indian Statistical Service shared their valuable experience on the titled issue.



3. On occasion of International Women’s Day, National symposium on Gender Sensitization and Awareness on and from 08.03.2021-14.03.2021: A seven-day symposium “Gender Awareness and Sensitization” – Indian Council of Social Science Research (ERO) sponsored webinar on Google Meet platform, jointly organized by Department of Women’s Studies, Sociology and Journalism and Mass Communication. Selected papers were published in the form of a book “**Gender: An Urge for Deconstruction**” with ISBN, from a national level publishing house



4. A two-day conclave-2022 in collaboration with Netaji Nagar College on 8<sup>th</sup> March Smt. Mitali Palodhi delivered lecture on “Nutrition and essentials for children” and Department of Bengali were invited to perform. On 9<sup>th</sup> March Dr. Nilanjana Dasgupta delivered lecture on “Child abuse trafficking in West Bengal”. Students presented posters on the same topic.



5. **On 16th March,2022 Dr. Nandini Bhowmick delivered lecture on “Relevance of Gandhari in Contemporary times” OR “Mahabharater Gandharir Jontroa ajo Prasangik”**



6. On 14.3.2020: The workshop was organized jointly by the Department of Psychology and Department of Women Studies: This workshop generated awareness regarding different forms of violence against women along with their analysis from psychological and legal perspectives. Students also participated actively by sharing their life experiences. Workshop conducted by Dr Subarna Ghosh, Consultant Psychologist, and Ms Susmita Haldar, Advocate and Faculty of Law, George School of Law

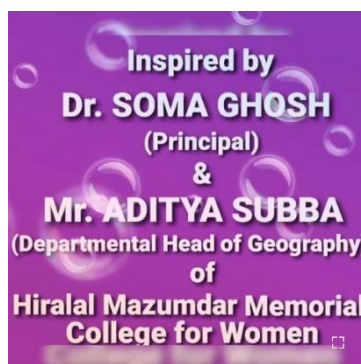


7. On 10/05/2020 Mother's Day Tribute: "Salute to all Mothers" the programme is conceived by Dr. Soma Ghosh, Principal of HMMCW; created by Dr. Aditya Subba, HOD of Department of Geography and directed by Dr. Sonali Mukherjee, Department of Economics of HMMCW.



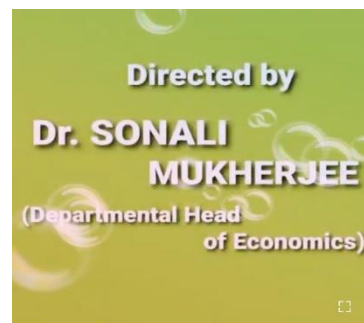
Salute to all the Mothers

134 views 2 yr ago ...more



Salute to all the Mothers

134 views 2 yr ago ...more



Salute to all the Mothers

134 views 2 yr ago ...more



8. On 18/06/2020, an Online Lecture during the lives and livelihood of Women in Lockdown jointly organized by ICC of HMMCW and Nari Samsad of HMMCW. Smt Sanchayita Pal Chakraborty (Dr Meghnad Saha College ) spoke on the subject

9. A series of Webinar planned and delivered by Woman Studies on woman related issues.

10. TRANSCENDING PATRIARCHAL BOUNDARIES: CHALLENGES IN THE 21ST CENTURY organized by the Internal Complaints Committee of West Bengal State University, Hiralal Mazumdar Memorial College for Women & Government Girls' General Degree College, Ekbalpore.

11. On 11/10/2020 International Girls Child Day: the programme is dedicated to all of our students by the honourable Principal and therefore an online lecture to be orated by DR. Soma Ghosh, Principal, HMMCW and the whole proceedings was done by Smt Aatreyee Bhattacharya of Dept. of History and Smt. Puja Das of Dept. of Computer Science.



International Girl Child Day: Dedicated to Our Students

62 views 2 yr ago ...more



12. On 13/08/2021 to 19/08/2021 : a series of online programme both evoking an awareness sense with a different taste of entertainment aired at our college's YouTube channel : The Dramas are directed by Dr. Sujata Mukhopadhyay, Hod of Dept. Journalism & Mass Communication, NSS programme Officer of HMMCW



### STOP! NO MEANS NO.

114 views 1 yr ago ...more



Hiralal Mazumdar Memorial... 859



### STOP! NO MEANS NO.

114 views 1 yr ago ...more



Hiralal Mazumdar Memorial... 859



17



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Remix

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13. Motivational Talk on Post pandemic challenges by Dr. Arpita Mukherjee of Dept. of Psychology



### COVID-19 Motivational Speech

125 views 3 yr ago ...more

14. On 13/12/2021 and 14/12/2021 two social lectures to be aired online and recorded as online platform- one is by Dr. Chandrabali Dutta, HOD of Department of Sociology and other is by our Principal Dr. Soma Ghosh, jointly organized by ICC and Nari Samsad.



### Social Construction of Gender

40 views 1 yr ago ...more



Hiralal Mazumdar Memorial... 859



### ভারতে নারীবাদ- সেকাল ও একাল

72 views 1 yr ago ...more



Hiralal Mazumdar Memorial... 859



15. A regular gender audit of our college run by help of our technical team members with parameters set by Higher Education. Importance of Gender Audit in an educational institution by eminent professor Dr. Sarbani Goswami on 31/01/2022



**Hiralal Mazumdar Memorial College for Women**  
**NAARISAMSAD , INTERNAL COMPLAINTS COMMITTEE & IQAC**  
Jointly organizes an webinar on  
**Gender Audit**  
**SPEAKER:**  
**Dr. Sarbani Goswami**  
ASSOCIATE PROFESSOR  
DEPARTMENT OF WOMEN'S STUDIES  
JADAVPUR UNIVERSITY



**DATE- 31<sup>st</sup> JANUARY 2022**  
**TIME - 5 PM**  
**PLATFORM-GOOGLE MEET**  
**LINK TO JOIN:**  
<https://meet.google.com/ydg-bpsj-xyh>

## WOMENS DAY CELEBRATION

Each year Nari Samsad organize and celebrate International Women's Day at College premises on 8<sup>th</sup> March by performing cultural activities, delivering seminars and talks by resource persons and delegates, organizing women empowerment initiatives and inaugural speeches and activities of Incubation Centre.

### Event details with Date:

1. On 08/03/2018- Organized a seminar on topic of "Gender Free world" invited Smt. **Nabanita Chatterjee** as resource person with publication of a handbook.



2. On 08/03/2019- Organized jointly with **ICC and IQAC** and invited honourable VC of West Bengal State University along with Dr. Ashok Mukhopadhyay, Dr Swagata Das Mohanta, Dr. Meenakshi Sinha, Dr Swagata Das Bhowmik, Dr. Shikha Sengupta etc.



3. On and from 8/03/2021 to 14/03/2021- Inaugural ceremony on International women's Day: **A seven-day symposium on online Google-Meet platform**
4. On 08/03/2022, 09/03/2022 - **A two-day conclave in collaboration with Netaji Nagar College with a Seminar on third date is planned.**

On 8<sup>th</sup> March Smt. Mitali Palodhi delivered lecture on "Nutrition and essentials for children" and Department of Bengali were invited to perform.



On 9<sup>th</sup> March Dr. Nilanjana Dasgupta delivered lecture on "Child abuse trafficking in West Bengal". Students presented posters on the same topic. Dr Amrita Datta, Dr Madhumita Sen, Dr Minakshi Sinha were also present promoting Gender Equity.



5. On 14/03/2023 – Felicitation of Retired faculties and Ex- Students by the college and exhibition of all units of Incubation Centre with co-organized by all Ladies Staff of the College (NTS).

## WOMEN EMPOWERMENT PROGRAM OR EVENT

**By Career Counselling Cell of HMMCW for Combine Defence Service Exam with Indian Defence Services**

**On 11/1/2020 Women's Empowerment through Yoga has organized by the Yoga Unit of HMMCW and Nari Samsad jointly**

**On 20/03/2020 Awareness Programme on Women Safety at Work in collaboration with Barrackpore Police Commissionerate**

**On 05/05/22 Skill Development and Women Empowerment -organized by the Career Counselling & Placement Cell in collaboration with Anudip Foundation**

**Reintroduction of Self Defense as Certificate Course for Women's Empowerment.**



**On 9th June, 2023 Principal of Prasanta Chandra Mahalabis College delivered a motivational speech on Gender Equality and Gender mainstreaming**

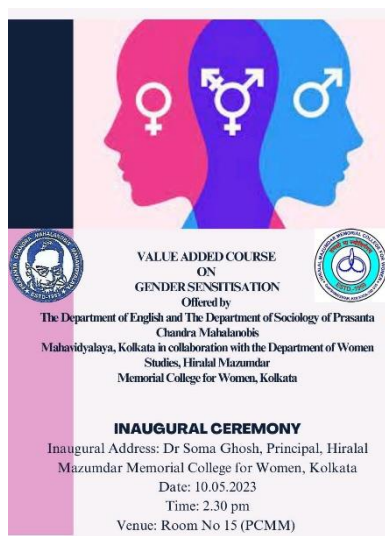




## CERTIFICATE COURSE AND VALUE-ADDED COURSE

### “Constitutional Rights” and “Gender Sensitization”

Department of Political Science offers Certificate course on Constitutional Rights in collaboration with Bengal Institute of Political Studies (BIPS) and inaugural seminar also by BIPS and Government Girls’ General Degree College, Ekbalpore. The course started at March, 2022 and ended at December 2022.



Our College now offers students a Value-Added course named



“Gender Sensitization” under the Department of Women Studies in collaboration with Prasanta Chandra Mahalanabis Mahavidyalay, Bonhooghly. Inaugural address is delivered by Dr. Soma Ghosh, Principal at Inaugural ceremony by both of the institution held at PCM Mahavidyalay Bonhooghly on 10/05/2023

Value added course in collaboration with PCM College with Inaugural speech by Dr. Soma Ghosh, Principal, Hiralal Mazumdar Memorial College for Women.

## ENTREPRENEURSHIP

### Incubation Centre, HMMCW

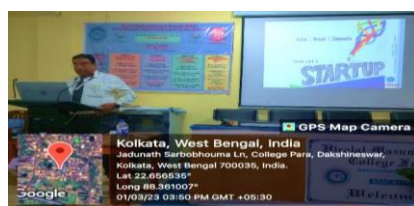
Hiralal Mazumdar Memorial College for Women set her course in entrepreneurship initiatives under RDC and establishing Incubation Centre. GEC or Nari Samsad put forward the goal of women empowerment and creative learning with research and skill development.

#### Event details with date:

1. Incubation Centre initiatives and Opening Lecture by Dr. Soma Ghosh, Principal and Secretary, Hiralal Mazumdar Memorial College for Women on 3/03/2022 before the students of both the schools and colleges
2. Talk and Display at Women's Day Celebration at College premises on 9/04/2022
3. **Within College premises: Intimation seminar: Exhibition cum sale at National Science day Program** from 27/02/2023- 01/03/2023 and In Women's day Celebration: 14/03/2023
4. Incubation Centre of our college also arranged **two Lectures at Seminar Session in National Science day Program at HMMCW**. There are: **Dr Pranam Dhar**, Professor and Head, WBSU-Department of Commerce and Management on guidance on skill and marketing analysis, and **Dr. Tanmoy Rudra**, Ex. Secretary, Confederation of Indian Universities, on research possibilities and entrepreneurship.



Inaugural Speech by Dr. Soma Ghosh- 2022



Seminar & Exhibition cum sale at national science day program at College -2023



Felicitation of GB Member Dr. Chandana Chakraborty at International Women's day celebration-2023

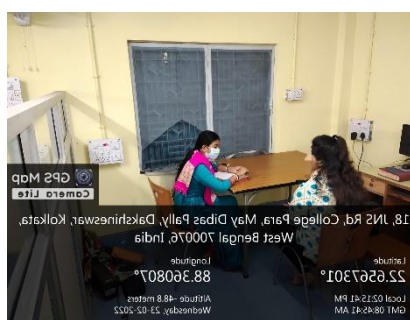
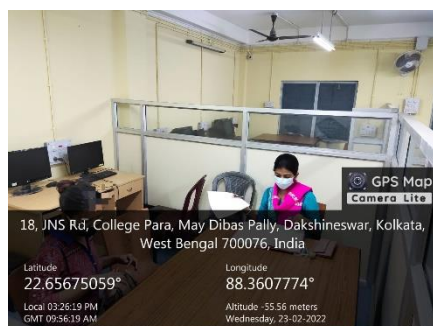
## Other Associative Activities and Programmes taken by the College

### PSYCHOLOGICAL COUNSELLING

#### By Department of Psychology

Our College practises and administers Psychological counselling for troubled students facing kinds of difficulties and the programme run by Department of Psychology from 2015 by teacher-counsellors registered under Rehabilitation Council of India, GEC or Nari Samsad facilitate such regular practices.

During 2017 -2023 twenty-four students availed the facility of psychological counselling and they visited the cell for numerous follow-up sessions. The counsellors involved in counselling session have been helping the students to overcome their academic challenges, career related and personal issues. Academic stress, difficulties in concentration, internet addiction, and lack of sleep, low mood, impulsive behaviour, low self-esteem, relationship challenges and family difficulties are the common complaints of the students. Some students seek counselling to overcome social anxiety, specific phobia, adjustments with neurodevelopmental issues and body image concerns. For some serious cases, further referral services have been provided. During COVID-19 pandemic, some of the students availed online sessions. The Psychological Counselling cell has extended guidance in many ways to cope up with the challenges in a positive way as many students themselves gave positive feedback after they get benefitted by the service.



**Psychological  
Counselling at  
convenient place**



**Online Counselling during COVID-19 Lockdown period**

## HEALTH CHECK-UP CENTRE

Regular Health Check-up Centre and Yoga classes as Certificate Course run by our College with Self Defence and free diet centre run by department of Food and Nutrition.



**Health Check-up and Free Diet Clinic  
by Dept. of Food and Nutrition**



**A Regular health check-up centre set-  
up by the College**

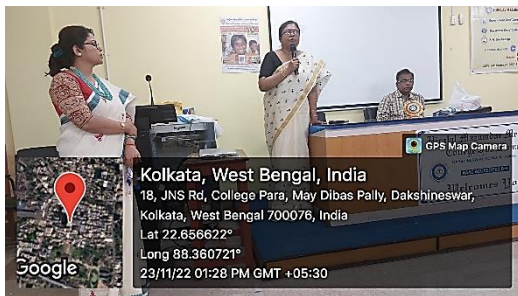
## COMMUNAL HARMONY

### With NSS Unit and Gender Equity Cell



Poster presentation by students of the college and Awareness talk with NSS Unit of HMMCW- by Dr. Soma Ghosh, Principal; Dr. Pradipta Mukherjee and NSS Programme Officer Dr. Sujata Mukhopadhyay and all teachers and staffs are present at the programme with a rally

Communal Harmony Lectures and awareness drive at our College involving. A welfare programme for marginal daily wage earners of Nivedita Colony, Dakshineswar.



## **FUTURE PLANS**

Hiralal Mazumdar Memorial College for Women, Dakshineswar will accommodate herself with areas to build and move forward towards deliberated succeeding plans.

Institution has already established ICC, anti-Sexual harassment policy, Yoga, Health Check-up Centre, regular Psychological counselling and Incubation Centre for safe guarding and guiding future generation to safe sustainable and independent new age. Our College also introduce certificate course on “Constitutional Rights” to nurture and conscious about laws and regal rights.

Nari Samsad, now Gender Equality Cell aims to bring these following plans in near future to reality:

- **Women-centric Awareness Programmes and seminar or talks** for women on spirituality, creativity and modern health-hygiene practices.
- To set plan in organizing panel discussion on **Cross Gender Mentorship**.
- Relatable **POSH related workshop** for realization of “Sexual Harassment Act, 2013” to protect their rights and create an elusive work environment for employees.
- Introduction of **Certificate Courses in collaboration with other institutes**.
- Women empowerment program and events through **modern marketing system** under Incubation Centre of HMMCW.
- Establishment of **Self Help Group SHG** for encouraging young girls and women to be independent and engines of our common future.

## CONCLUSION

Gender equality- a human right and a longstanding area of policy-making for our future generation and health to the world. Gender inequality creates discrimination, entrenches gender stereotypes and prevents women and men, girls and boys from equally reaching their full potential in the workplace, at home and in society at large, whereas put brunt weighing more heavily on women and girls. In case one can say that it is in the interests of everyone, from women and men that gender equality should be tackled in a systemic, effective and lasting way.

By disintegrating conscious and unconscious gender stereotypes must be the starting point for combating gender inequalities. Ensuring gender-sensitive education schemes, notably by educating young men and women on gender equality issues, human rights principles, mutual respect, dignity and anti-discrimination, is crucial to lower horrific culmination. Inclusive strategies should implicate in promoting and “normalising” gender equality.

Social determinants of health such as education and gender equality are significantly responsible for health-seeking behaviour and overall health outcomes. It has been known that improved education, partly reproduced by higher literacy rates is associated with higher incomes and better health indicators such as lower infant mortality rates (IMRs) and lesser population growth rate. Education of families, particularly of women has a 'multiplier effect' on development. Child marriage and adolescent pregnancy, gender-based violence are among the many barriers that stand in the way of woman's' fully exercising their right to education. No education limits hopes, declines family income, diminishes health, puts women at risk of trafficked and exploitation and bounds the economic advancement of entire countries.

Education for girls and women is the single most successful way to progress the lives of individual families as well as to bring economic expansion to poor communities worldwide.

Globally 31 million girls are out of school and two-thirds of illiterate adults are women. Poverty, adolescent pregnancy, child marriage and prejudiced gender norms are some of the reasons that prevent girls from going to school. Globally 39000 child marriages (marriage before the age of 18) occur daily and it is more common to young girls.



**HIRALAL MAZUMDAR MEMORIAL COLLEGE  
FOR WOMEN**

**Dakshineswar. Kolkata-35**

**West Bengal**

**Report of  
Gender Audit**

**FROM 2017-18 TO 2021-22**







**HIRALAL  
MAZUMMDAR  
MEMORIAL  
COLLEGE FOR  
WOMEN**

**GENDER  
AUDIT REPORT  
(2017-2022)**

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## **Preface**

“ 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)

Gender equity refers to the concept of fairness in treating individuals of different genders according to their respective needs. It recognizes that equal treatment does not always mean identical treatment, as men and women may have different needs and experiences. The goal of gender equity is to ensure that all individuals, regardless of their gender, have equal rights, opportunities, benefits, and obligations.

Gender equality is a global issue that focuses on achieving equal rights and opportunities for women. It involves addressing women's emancipation, their rights, and combating their oppression and exploitation. As awareness of gender issues increases, women are taking spontaneous action to challenge and overcome traditional gender stereotypes and rigid gender roles.

In the context of making college campuses safer for women, a gender audit was conducted. The audit process involved several steps, such as selecting the sites to be audited, choosing the participants, providing orientation to the participants, preparing a checklist, conducting a walk-about to assess the safety of the campus, documenting the findings, and sharing the results with the college principal. The purpose of the audit was to identify areas where improvements could be made to enhance the safety and security of women on campus. The recommendations resulting from the gender audit would then be implemented by the college administration.

## **Introduction:**

Hiralal Mazumdar Memorial College for Women, affiliated to West Bengal State University, and located in Dakshineswar, Kolkata-35, projects as its vision and mission the empowerment of women, and promotion of gender equity. The college concentrates on the students' qualitative performance and personality development. The college has highly effective NSS and NCC units. Self-defence training, Yoga and Meditation training, certificate courses and add-on courses on several co-curricular and extra-curricular subjects are regularly offered. Psychological counseling, career counseling and medical-check-up, nutrition camps are conducted successfully.

Academic activities like seminars, webinars, workshops, extension lectures, gender sensitization programmes are regularly conducted for creating awareness among students and the teaching and non-teaching faculties. Our students regularly participate in games and

sports on a regular basis in the college premises and also participate in inter-college competitions and perform successfully. Keeping in mind women's entrepreneurship, students are trained in jewellery making, commercial painting, computer application and programming etc.

Our college is trying to create a dynamic platform for students, to enable them to become successful citizens and empowered women in future. To keep the process ongoing, we need to realize our strength and shortcomings, later to amend them. With this in view, we proposed to undergo a gender audit. We cordially invite the honourable auditors to visit our college and offer their valuable suggestions that will be helpful for our further development.

## **Gender – Bender – Our Gender Policy**

Gender equality is a task in progress – not something that has been achieved anywhere on this planet

College drew up an anti harassment policy to ensure equal right for all women staff and girls of

the college. An initiative drawn up by the authority as a mark of responsibility it shoulders towards women at work place. It is the duty of the authority to convince 100% security and justice within the campus to eke out maximum output and efficiency from the work force.

Our college is a woman's college, but not a ladies club altogether. The authority conceived the

idea of setting up a gender sensitizing and anti harassment cell, conforming to the Visakha guidelines announced by the Supreme Court of India. The plan was finalized and on Dec 6<sup>th</sup> 2012

the college authority drew up an anti sexual harassment policy for the college.

### **Policy:**

- 1) No sexual harassment would be tolerated in the college campus.
- 2) Any complaint lodged by the students or any teacher shall be dealt with promptly by the complain cell comprising of at least 50% of ladies of the college.
- 3) All complaints and measures taken against alleged shall be in accordance to the constitution of India and Visakha Guidelines of Supreme Court.
- 4) All staff male and female should be properly dressed till the college closes down for the day.

Remember half dressed presence before females tantamount to sexual harassment and could face

penalty if booked.

5) A gender audit would be conducted every year to ensure the health and hygiene of the environment in the campus.

We jointly resolve to maintain the safety, security and equal right within the campus.

In pursuance of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the Rules framed there under, the Institute hereby adopts the following

procedure for determining complaints filed to the Internal Complaints Committee (ICC) constituted under the Act. The procedure complies with the basic principles of natural justice and fair play.

1. Any aggrieved woman may make, in writing, a complaint of sexual harassment at work place to the ICC, within a period of three months from the date of incident and in case of a series of incidents, within a period of three months from the date of last incident. 6

copies of a written complaint should be submitted to the Committee or any of its members along with list of witnesses and supporting documents. Additional documents and list of witnesses may be submitted to ICC at a later stage during the proceeding. In cases where such complaint cannot be made in writing, the Presiding Officer or any other member of the ICC shall render all reasonable assistance to the woman for making the complaint in writing. Provided further that the ICC for the reasons to be recorded in writing, can extend the time limit not exceeding three months, if it is satisfied that the circumstances were such which prevented the woman from filing a complaint within the said period.

2. Any complaint received by the members should be immediately forwarded to the Presiding Officer, and this must be notified to other committee members at the earliest and not later than 3 days; thereafter a meeting should be called for discussing the matter.

3. The Committee shall discuss and decide on its jurisdiction to deal with the case or reject the complaint prima facie and recommend to the Institute accordingly on action or no action to be taken in the matter.

4. Notice shall be issued to the respondent within 7 working days of receipt of the

complaint and 10 working days shall be given for submission of reply (along with the list of witnesses and documents.)

5. The Committee will provide assistance to the aggrieved woman, if she so chooses, to file a police complaint in relation to an offence under Indian Penal Code.

6. The Committee may, before initiating an inquiry, at the request of the aggrieved woman, take steps to settle the matter between her and the respondent through conciliation.

7. No monetary settlement shall be made as the basis of conciliation. Where a settlement has been arrived at, the ICC shall record the settlement so arrived and forward the same to the employer for necessary compliance.

8. The Presiding Officer shall convene the first hearing of the enquiry. The respondent, the aggrieved woman, and the witnesses shall be intimated at least 7 working days in advance in writing of the date, time and venue of the enquiry proceedings. The subsequent proceedings may be on a day to day basis, to be decided by ICC.

9. The Committee shall provide reasonable opportunity to the aggrieved woman and the respondent for presenting and defending her/his case.

10. The Committee may at any time during the enquiry proceedings, preclude the face-to-face examination of the respondent and the aggrieved woman and/or their witnesses keeping in view the need to protect the aggrieved woman or the witnesses from facing any serious health and/or safety problems.

11. The Committee may call any person to appear as a witness if it is of the opinion that it shall be in the interest of justice. The aggrieved woman/respondent has to submit the written reply before the committee within the specified time given.

12. The Committee shall have the right to summon, as many times as required, the respondent, aggrieved woman and/or any witnesses for the purpose of supplementary testimony and/or clarifications.

13. The Committee shall have the power to summon any official papers or documents pertaining to the aggrieved woman as well as the respondent.

14. All proceedings of the ICC shall be recorded in writing. The record of the proceedings and the statement of witnesses shall be endorsed by the persons concerned as well as the

committee members present in token of authenticity thereof. In case the minutes cannot be reduced in writing the same day, as audio recording of the proceedings may be made, and the written proceedings will be authenticated on a next available opportunity.

15. If the aggrieved woman desires to tender any documents by way of evidence, the Committee can supply true copies of such documents to the respondent. Similarly, if the respondent desires to tender any documents as evidence, the Committee shall supply true copies of such documents to the aggrieved woman.

16. In the event the Committee finds that the allegation(s) against the respondent have been proved, it shall recommend the nature of action to be taken by the Institute. The following actions may be recommended:

- a. A written apology
- b. Warning
- c. Reprimand or censure
- d. Withholding of promotion
- e. Withholding of pay rise or increments
- f. Undergoing a counselling session
- g. Carrying out of community service
- h. Terminating the respondent from service
- i. Any other punishment according to the service rules applicable to the respondent

17. When the Committee arrives at the conclusion that the allegation against the respondent is malicious or the aggrieved women or any other person making the complaint has made the complaint knowing it to be false or the aggrieved women or any other person making the complaint has produced any forged or misleading document, it may recommend to the Institute to take action against such falsification.

18. Nothing precludes the Institute authority from taking cognizance of any new fact or evidence which may arise or be brought before it during the pendency of the inquiry proceedings or even after the communication of the findings to appropriate Institute authorities.

19. If the allegation(s) is/are proved against the respondent, the Committee may direct the

Institute to ensure the payment of compensation to the aggrieved woman by the respondent. The determination of compensation to the aggrieved woman shall be decided based on the following facts:

- i. The mental trauma, pain, suffering and emotional distress caused to the aggrieved woman.
- ii. The loss of career opportunity due to the incident of sexual harassment.
- iii. Medical expenses incurred by the victim for physical or psychiatric treatment
- iv. The income and financial status of the respondent
- v. Feasibility of such payment in lum sum or in installments

We have recently constituted Internal Complaints Committee to address issues related to sexual harassment of women at workplace. The committee consists of following members:

1. Presiding Officer: Dr. Soma Ghosh
2. IQAC coordinator: Dr.Sonali Mukherjee
3. TCS: Dr. Prodip Das
4. One member from amongst non-governmental organizations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment:

**Our motto: Think human, Act human and Be a Human.**

### **Objectives of Gender Audit**

- To point out the areas where any kind of gender discrimination exists, and to amend that
- To suggest measures for creating a more flexible space of gender equity in the institution
- To measure the capacity of addressing gender-related issues through ICC and Nari Sansad

## **Diverse Features:**

- **Teachers in position**

Session	No. of Male teachers	No. of Female teachers
2017-18	23	54
2018-19	25	71
2019-20	29	68
2020-21	31	78
2021-22	31	78

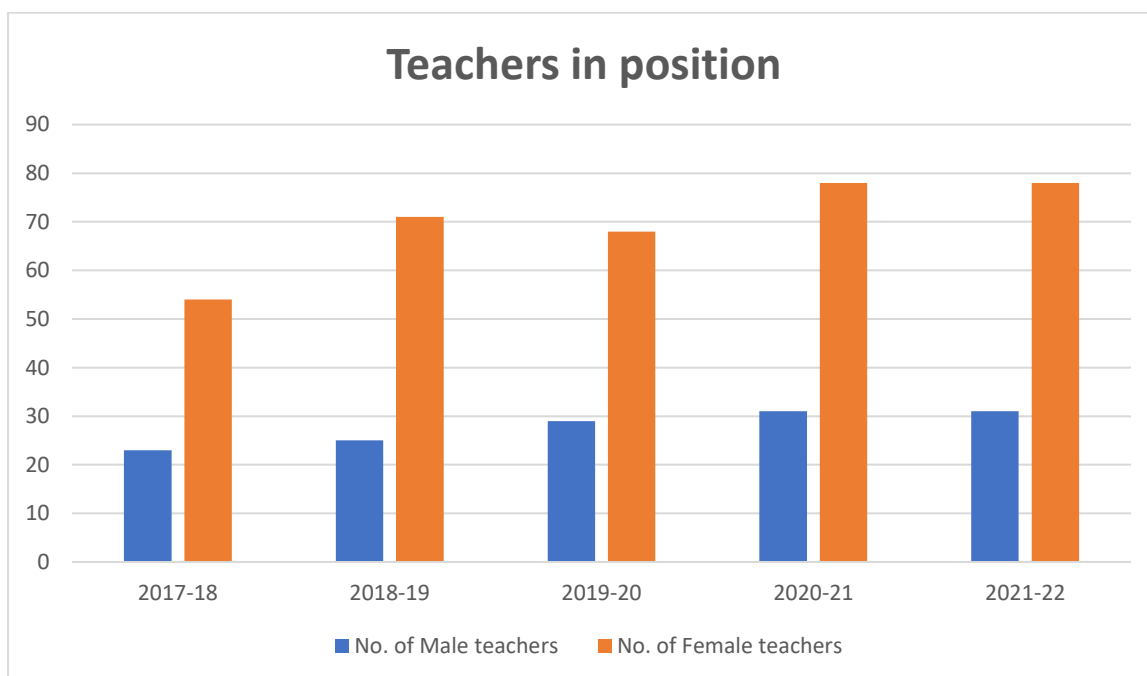


Figure:1- The above figure shows the male female ratio among teaching staffs.

- **Non-teaching Staff in Position**

Session	No. of Male Staff	No. of Female Staff
2017-18	19	6
2018-19	19	5
2019-20	19	6
2020-21	20	9
2021-22	20	9



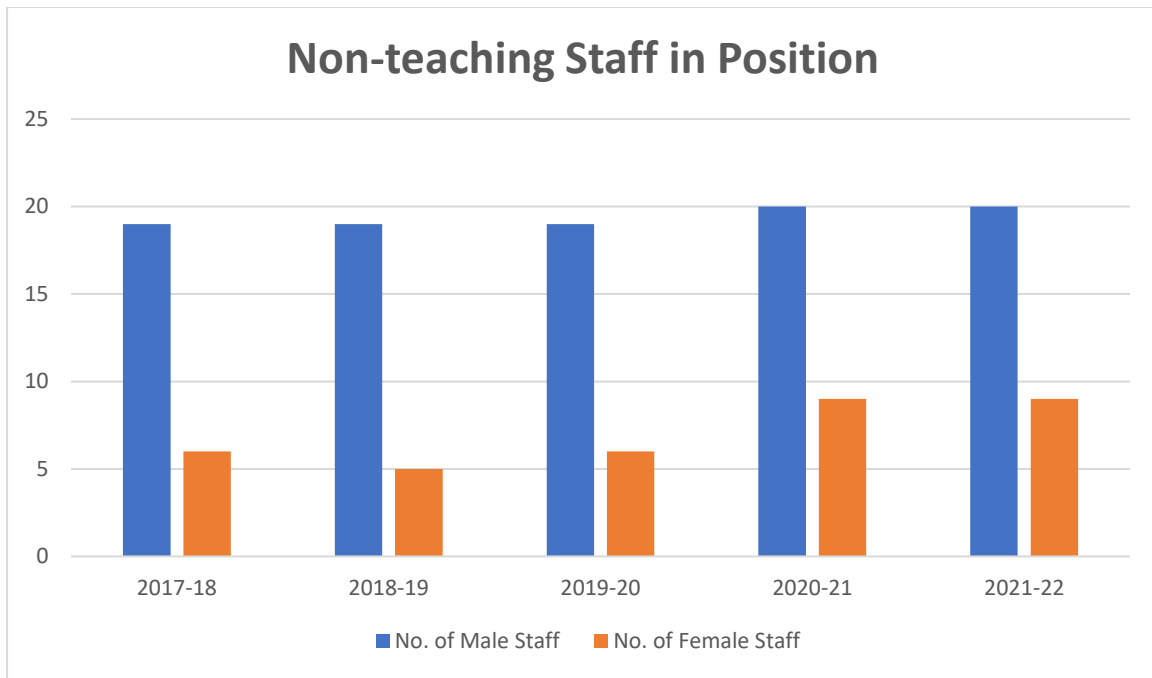


Figure2: The above figure shows the male female ratio among non -teaching staffs

- **Number of toilets:**

NUMBER OF TOILETS	GENTS TOILET	LADIES TOILET	COMMON TOILET
	05	06	03

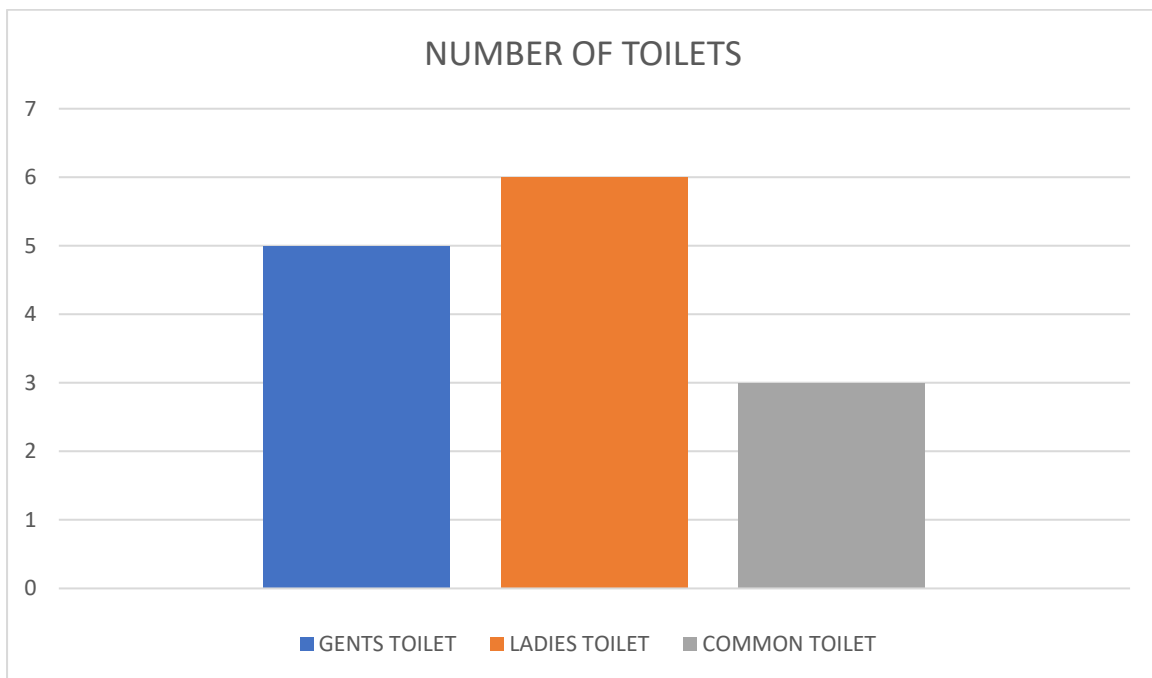


Figure3: The above figure shows number of toilets for male and female.

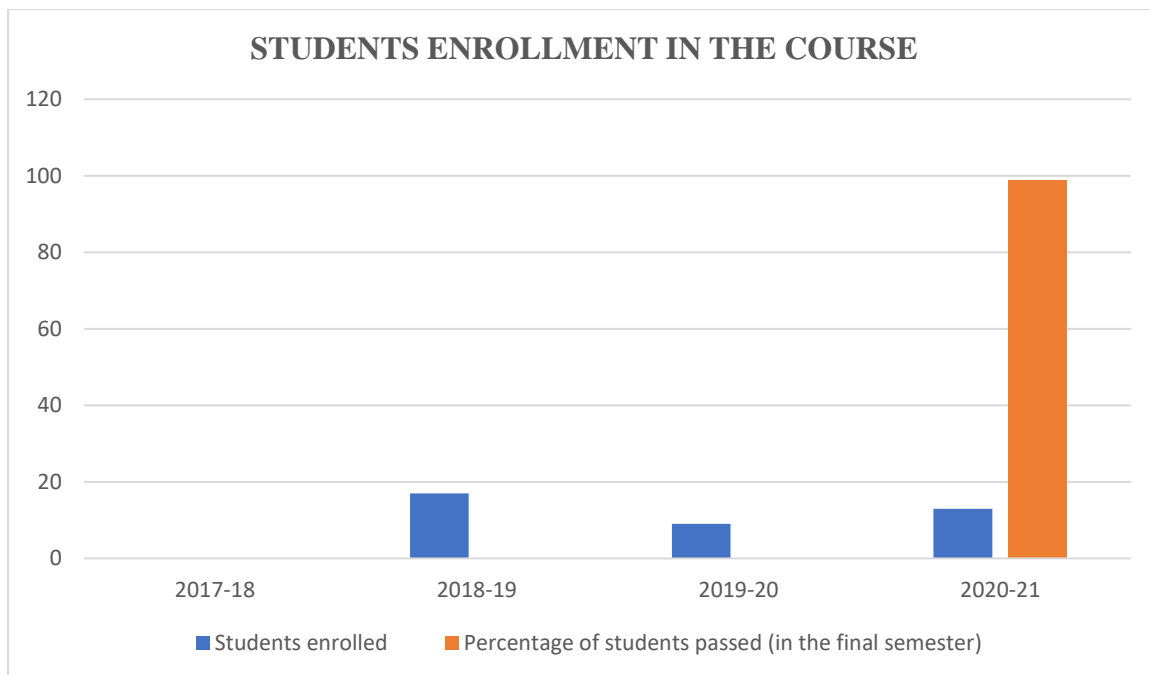
College has constituted the following cells for safeguarding the interests of students as well as the male and female staff :

- 1) Students' Grievance Redressal Committee
- 2) Internal Complaint Committee (26/04/2019)
- 3) Equal Opportunity Cell
- 4) Social Outreach Cell which operates along with three other sub cells as mentioned below:
  - a) SC / ST Cell
  - b) OBC A / OBC B Cell
  - c) Minority Cell
- 5) Naari Samsad Currently Known as Gender Equity Cell (as per UGC Guideline)
- 6) Psychological Counselling Cell

### • **Department of Women's Studies**

This college is the first and only college under West Bengal State University, to have introduced Women's Studies in the UG level as a General course. The department has a healthy, interpersonal and interdisciplinary atmosphere, involving teachers and students from other departments, which also reflects the multidisciplinary and dynamic nature of the subject itself. Here is a representation of the students enrolled in the Course, since the inauguration of the Department.

<b>Session</b>	<b>Students enrolled</b>	<b>Percentage of students passed (in the final semester)</b>
2017-18	N.A	N.A
2018-19	17	N.A
2019-20	09	N.A
2020-21	13	99
2021-22	5	100
2022-23	13	(running)



- **Incubation Centre**

The college aids to empower young girls in their entrepreneurial journey through its Incubation Centre which functions under the aegis of the Research Development Cell. The students are trained in various skill development courses like Painting, Art & Craft ,Jewellery making ,etc. These courses are approved by West Bengal State University. Students are given the opportunity to have hands on experience in selling their products through various exhibition organized by the college and other colleges having MOU with us. This endeavor has helped the students to earn something for their own expenses helping them to start their entrepreneurial activities , leading them to financial independence.





## **GENDER SENSITIZATION PLAN**

HMMCW strongly believes in the principles of equal rights and justice for all individuals. We recognize the unique challenges faced by our students, particularly those from socio-economically disadvantaged backgrounds, and the persistent discrimination and violence experienced by female students in both domestic and larger societal settings. Understanding that empowering women is crucial to fulfilling our role as mentors and educators, we have established the Naari Samsad (now known as Gender Equity Cell). This Cell is dedicated to implementing comprehensive sensitization and outreach programs that aim to raise awareness about gender issues, rights, and justice. At the beginning of each academic session, the Cell draws an **Annual Gender Sensitization Plan** which consists of series of impactful initiatives to foster societal upliftment:

### **Annual Gender Sensitization Plans**

<b><u>Annual Gender Sensitization Plan for The Session</u></b>	<b><u>Plan</u></b>	<b><u>Date of Event</u></b>	<b><u>Action Taken Report</u></b>
<b><u>2017-18</u></b>	Inauguration of the Dept of Women's Studies	8.3.2018	Prof Basab Chowdhury, Hon'ble VC, inaugurated the Department, and Dr Samata Biswas, In-Charge, Department of Women's Studies, were invited for an Extension Lecture
<b><u>2018-19</u></b>	Celebration of Women's Day	8.3.2019	Smt Sarbani Choudhury, Senior faculty, School of Women's Studies delivered a special talk, followed by interactive session and students' presentation
<b><u>2019-20</u></b>	To conduct a National Seminar on Sensitisation against Sexual Harassment	9.7.2019	The programme, conducted by ICC, in collaboration with WBSU, Gobardanga Hindu College and Kingston Law College, in the presence of eminent resource persons,

			helped in sensitization against sexual harassment of women at workplace
	To organize Legal and Psychological Awareness regarding Offenses against Women in Indian Society	14.3.2020	Workshop conducted by Dr Subarna Ghosh, Consultant Psychologist, and Ms Susmita Haldar, Advocate and Faculty of Law, George School of Law
	To organize few lectures on gender related issues	18.6.2020	Smt Sanchayita Pal Chakraborty (Dr Meghnad Saha College ) spoke on the subject
<b><u>2020-21</u></b>	To organize webinars on gender issues in pandemic times	12-13.8.2020	Illuminating lectures delivered by a number of eminent resource persons, followed by interactive sessions.
	To conduct ICSSR sponsored 7-Days' Symposium on Gender Sensitisation and Awareness	8.3.2021-14.3.2021	Illuminating lectures delivered by a number of eminent resource persons, followed by interactive sessions. Selected papers were published in the form of a book <i>Gender: An Urge for Deconstruction</i> with ISBN, from a national level publishing house.
<b><u>2021-22</u></b>	Celebration of Women's Day- Two Days' Conclave, in collaboration with Netaji Nagar College	8.3.2022, 9.3.2022	Insightful and valuable lectures delivered by a number of eminent resource persons—Dr Amrita Datta, Dr Madhumita Sen, Dr Minakshi Sinha, Smt. Mitali Palodhi. The programme was aimed at promoting awareness on gender equity

	Special Lecture on “Mahabharater Gandharir Jontroa ajo Prasangik”	16.3.2022	Illuminating lectures delivered by Prof Nandini Bhowmick, followed by an illuminating interactive session
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**Career advancement and placement of students:**

<b>Year</b>	<b>Name of student placed / enrolling into higher education</b>	<b>Programme graduated from</b>	<b>Name of the employer with contact details / Name of institution joined</b>	<b>Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)</b>
2017-2018	Manorama Mondal (Mallick)		School of Education Department	Govt. scale
	Esha Paul		Panihati Balika Vidyalaya	Not disclosed
	Debjani Ghosh		Checkmate	Not disclosed
<b>Year 2017-18</b>	<b>Name of student enrolling into higher education and contact details</b>	<b>Programme graduated from</b>	<b>Name of institution joined</b>	<b>Name of program me admitted to (applicable for students who progressed to higher education)</b>
<b>No data available so far</b>				

<b>Year</b>	<b>Name of student placed / enrolling into higher education</b>	<b>Programme graduated from</b>	<b>Name of the employer with contact details / Name of institution joined</b>	<b>Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)</b>
	Saswati Basu	Psychology (Hons.)	Data Analyst	

2018-2019	Pallabi Nath	Psychology (Hons.)	Data Analyst	
	Puja Shaw		TCS	Not disclosed
	Sharmistha Patra		Education Department of West Bengal	Govt. scale
	Sanchita Pal	Psychology (Hons.)	ECG Technician	
<b>Year</b>	<b>Name of student enrolling into higher education and contact details</b>	<b>Program graduated from</b>	<b>Name of institution joined</b>	<b>Name of programme admitted to (applicable for students who progressed to higher education)</b>
2018-2019	Bratati Das Mondal	Geography (Hons.)	Chandannagar computech academy primary teachers training instute	Diploma in elementary education

<b>Year</b>	<b>Name of student placed and contact details</b>	<b>Programme graduated from</b>	<b>Name of the employer with contact details</b>	<b>Pay package at appointment (In INR per annum) (applicable for students who got placement)</b>
2019-2020	Dipannita Debnath	BOTANY (Hons.)	HDB Finance Ltd.	9000
	Doly Shaw		Ashutosh College (Guest Faculty)	650000/Annum
	Shreya Paul		Narkeldanga High school	Not disclosed
	Shilpa Das	Bengali (Hons.)	H.M.M.C.W	300000/ Annum
	Poulomi Ganguly	History (Hons.)	New Roots Skin and Hair Transplant Clinic	Not disclosed

<b>Year</b>	<b>Name of student enrolling into higher education and contact details</b>	<b>Program graduated from</b>	<b>Name of institution joined</b>	<b>Name of program admitted to (applicable for students who progressed to higher education)</b>
2019-2020	Moumita Ghosh	Geography (Hons.)	Ramakrishna mission vivekananda educational and research institute, Narendrapur	Msc in Environment and Disaster Management
	Moly Dey	Geography (Hons.)	Kuntala Das College of Education	B.Ed



Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum) (applicable for students who got placement)
2020-2021	Shreediya Bhattachajee	BA (G)	Magnolia Insfrustrature Devolopment Pvt. Ltd.info@magno liainfrustrature.com	14000/Month
	Deblina Ghosh	Food & Nutrition (H)	Amazon/Develo pment Center MNC	169000/Annum
	Ranjana Banerjee	History (Hons.)	H.M.M.C.W	Govt. scale
	Jakrina Sk	BA (G)	Window Technologies Pvt. Ltd.legal@fasion bposevices.com	116052/Annum
	Antara Goswami	Bengali (Hons.)	H.M.M.C.W	Govt. scale
	Parna Mondal	Bengali (Hons.)	H.M.M.C.W	Govt. scale
	Payel Majumdar	Chemistry (H)	ATC Electrical India Pvt. Ltd ashoktaruchoudh uri@yahoo.co.in.	Not Disclosed
	Kamalika Das Mazumdar	Sociology (Hons.)	H.M.M.C.W	Govt. scale
	Payel Chakraborty		Nexvel	218000/ Annum
	Atosi Maity	Bengali (H)	Arpan Enterprise(Servi ce provider) (Pvt.Ltd.)info@a rpanenterprise.co m	Not Disclosed
	Sraboni Samanta	Bengali (H)	Suraj International(Pvt . Ltd.)	Not Disclosed
	Poulami Dutta	Bengali (H)	Kaslink Cable(Pvt.Owner ship)soumenkar maka696@gmail .comm	Not Disclosed

Jyoti Sil	Bengali (H)	Specifor Diagnostic Center(Pvt. Ltd.)specifordiagnos@yahoo.co.in	Not Disclosed
Meholi Ghosh	Food & Nutrition (H)	Goalpara High School(Govt.WB)	Not Disclosed
Mousumi Adhikari	Education (H)	H.M.M.C.W	Govt. scale
Moumita Das	Education (H)	H.M.M.C.W	Govt. scale
Mamataj Khatun	BA (G)	RBCM Service Pvt. Ltd.	7500/Month
Rima Das	BA (G)	RC DK Advisory Pvt. Ltd.hsejar.shaw@gmail.com	8300/Month
Balaka Bhadra	BA (G)	Startek (Aegis Customer Support Services Ltd)	13441/Month
Sudeepta Chakraborty	BA (G)	Startek (Aegis Customer Support Services Ltd)	13000/Month
Monjila Khatun	History (Hons.)	H.M.M.C.W	Govt. scale
Sona Jana	Geography (H)	eCentric (CMMIDEV/5) Solutions Pvt. Ltd siva@paradigmifotech.com	Price rate basis
Pratyasha Halder	Food & Nutrition (H)	IQVIA	656323/Annum
Sudeshna Bhattacharjee	Zoology (H)	Lovely Fincare	13500/Month
Triyasha Ganguli	Zoology (H)	Sristi World	1100/Month
Rabina Gurung	BA (G)	Me Products & Services Pvt Ltd	9000/Month
Manashi Chakraborty	BA (G)	HDB Finance Services Ltd	10331/Month
Sarbari Banerjee	BSC (G)	HDFC Bank abhishekkuma@hdfc.in	10331/Month
Aakansha Bhusan	BA (G)	SBI Bank	Not Disclosed

Rupa Das		SLV Counselling	Not Disclosed
Priyanka Dey	BA (G)	West Bengal Police policewb@yahoo.com	As per Govt Struture/Not Disclosed
Susmita Naskar	Psychology (H)	Bandhan Bank belgharia.branch@bandhanbank.com	Not Disclosed
Sangita Gowswami	History (H)	Karnasubarna Welfare Society	Not Disclosed
Tapasi Biswas	History (H)	Globsyn Enterprise cs@globsyn.com	Not Disclosed
Kakali Chakraborty Ray	History (H)	Supreme Trading Company dokania3@yahoo.com	Not Disclosed
Poulami Ganguly	History (H)	New Roots Skin and Hair Transplant clinic	Not Disclosed
Baisali Manna	History (H)	Kitchen Gallary	Not Disclosed
Moumita Biswas	Psychology (H)	Speedlabs	Not Disclosed
Rajesari Poddar	Geography (H)	Destifine Wealth Management	Not Disclosed
Anusuya Ghosh Roy	Geography (H)	Gnan Srishti School of excellence info@gsshsr.com	Not Disclosed
Satarupa Chakraborty	Geography (H)	St. Paul Educational Institute info@stpaulseducationalinstitute.in	Not Disclosed
Jayashree Pal	Geography (H)	Sishu Bikash (Kindergarden School)sishubikash@gmail.com	Not Disclosed
Dipanwita Debnath	BA (G)	HDB Finance Services Ltd	9000/Per Month
Oendrila Dutta	Sociology (Hons.)	H.M.M.C.W	Govt. scale
Rupsa Mondal	BSC H	HDB Finance Ltd.	9000/Month

Salini Bardhan	BSC G	HDB Finance Ltd.	9000/Month
Sangeeta Ghosh	Zoology (H)	RCDK Advisory Pvt. Ltd	8300/Month
Sneha Paul	BA G	RBCM Services Pvt. Ltd.	7500/Month
Arpita Das	Psychology (Hons.)	H.M.M.C.W	Govt. scale
Manashi Chakraborty	BSC (H)	HDFC Bank Ltd.	10331/Month
Piu Nandy	Chemistry (H)	WEBEL	Not Disclosed
Sucharita Naskar	BSC (G)	Computer Centre	Not Disclosed
Moumita Majhi	BSC (H)	St. Xavier's Model School, Dankuni	Not Disclosed
Kasturi Nath	Geography (H)	NATMO	30, 000/ Month
Ruksana Khatun	Education (H)	Govt. Job	Data not available
Sampa Mondal	History (H)	Govt. Job	Data not available
Aakansha Bhusan	B.A (Gen)	State Bank of India, Krishnanagar	Data not available
Banashree Ghara	English (H)	Govt. Job	Data not available
Maswda Khatun	B.Sc (G)	Govt. Job	Data not available
Meholi Ghosh	Food & Nutrition (H)	Govt. Job	Data not available
Tanusree Chakraborty	Sanskrit (Hons.)	H.M.M.C.W	Govt. scale
Ishani Kundu	Geography (H)	Govt. Job	Data not available
Kajal Dhara	B.A (Gen)	Govt. Job	Data not available
Moumita Dutta	B.Sc (G)	Govt. Job	Data not available
Payel Das	Food & Nutrition (H)	Encore Digitech Pvt. Ltd	Not Disclosed
Amarabati Basu	B.A (Gen)	ABD News	Not Disclosed
Rupsha Mondal	Bengali (H)	Appollo Hospital	Not Disclosed
Gargi Koley	Political Science (H)	ACCE Global Software Pvt. Ltd	Not Disclosed
Triparna Sett	Sociology (Hons.)	H.M.M.C.W	Govt. scale
Swarnali Mullick	Journalism & Mass Communication (H)	Key Khabor Digital Portal	Not Disclosed

2020-21	Name of student enrolling into higher education	Program graduated from	Name of institution joined	Name of programme admitted to
	Priyanka Das	Bengali (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Bengali
	Soyatri Paul	Bengali (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Bengali
	Soumi Singh	Bengali (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Bengali
	Trisha Mukherjee	Bengali (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Bengali
	Piya Goswami	Bengali (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Bengali
	Umme Kulsum Sk	Bengali (Hons.)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
	Sampita Dey	Bengali (Hons.)	UNIVERSITY OF CALCUTTA	M.A. in Bengali
	Priya Datta	Bengali (Hons.)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
	Puja Paul	Bengali (Hons.)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
	Monsafa Shereen	Bengali (Hons.)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
	Suparna Debnath	BENGALI (HONS)	Netaji Subhash Open University	M.A. in Bengali
	Ishita Nath	BENGALI (HONS)	Netaji Subhash Open University	M.A. in Bengali
	Madhurima Das	BENGALI (HONS)	Netaji Subhash Open University	M.A. in Bengali
	Anu Sarkar	BA GEN	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali

Sayantani Chatterjee	BENGALI (HONS)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
Purabi Sarkar	BA GEN	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
Laboni Maity	BENGALI (HONS)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
Sanjukta Sahu	BENGALI (HONS)	RABINDRA BHARATI UNIVERSITY (DISTANCE )	M.A. in Bengali
Bipasha Mondal	Bengali (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Bengali
Rinika Biswas	History (Hons.)	UNIVERSITY OF CALCUTTA	M.A. in Archaeology
Somasree Nandi	Sociology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Sociology
Laksami Pal	Sanskrit (Hons.)	RABINDRA BHARATI UNIVERSITY	M.A. in Sanskrit
Chandrabali Adak	Sanskrit (Hons.)	RABINDRA BHARATI UNIVERSITY	M.A. in Sanskrit
Somashree Manna	Sanskrit (Hons.)	RABINDRA BHARATI UNIVERSITY	M.A. in Sanskrit
Pallabi Karmakar	Sanskrit (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Sanskrit
Khuku Sharma	Sanskrit (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A. in Sanskrit
Chirantani Mukhopadhyaya	Psychology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Psychology
Sarani Dutta	Psychology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Psychology
Sanchaita Das	Psychology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Psychology
Janhabi Sengupta	Psychology (Hons.)	SAROJINI NAIDU COLLEGE	M.Sc in Psychology
Amrita Dalui	Psychology (Hons.)	SAROJINI NAIDU COLLEGE	M.Sc in Psychology

Nazma Dewan	Psychology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Psychology
Mangala Jana	Psychology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Psychology
Soniya Bhar	Psychology (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Psychology
Mahjabeen Naaz	Urdu (Hons.)	BHAIRAB GANGULY COLLEGE	M.A. in Urdu
Zeba Jabeen	Urdu (Hons.)	BHAIRAB GANGULY COLLEGE	M.A. in Urdu
Parichita Kundu	Geography (Hons.)	VIVEKANANDA COLLEGE	M.Sc in Geography
Dipannita Sikder	Geography (Hons.)	VIVEKANANDA COLLEGE	M.Sc in Geography
Madhusree Chakraborty	Geography (Hons.)	BHAIRAB GANGULY COLLEGE	M.Sc in Geography
Moumita Ghosh	Geography (Hons.)	RAMAKRISHNA MISSION VIVEKANANDA EDUCATIONAL AND RESEARCH INSTITUTE	M.Sc in Geography
Anandita Paul	FNTA (Hons.)	ATHENA GROUP OF INSTITUTIONS	GNM Nursing
Atreyee Bag	FNTA (Hons.)	MAHABHASKAR TEACHER'S TRAINING COLLEGE	B.Ed
Ankita Hazra	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
Bisakha Adak	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
Papiya Saha	FNTA (Hons.)	SWAMI VIVEKANANDA UNIVERSITY	M.Sc in Food and Nutrition
Soma Bhattacharya	FNTA (Hons.)	SWAMI VIVEKANANDA UNIVERSITY	M.Sc in Food and Nutrition

	Sarmistha Das	FNTA (Hons.)	SWAMI VIVEKANANDA UNIVERSITY	M.Sc in Food and Nutrition
	Sreyashi Saha	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Amrita Banerjee	FNTA (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Food and Nutrition
	Brototi Chandra	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Isha Panja	FNTA (Hons.)	SARADA MA GIRLS' COLLEGE, BARASAT	M.Sc in Food and Nutrition
	Trisha Rakshit	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Priyanka Ghosh	FNTA (Hons.)	RANI RASHMONI GREEN UNIVERSITY	M.Sc in Food and Nutrition
	Shelly Mondal	FNTA (Hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc in Food and Nutrition
	Torsa Mazumder	FNTA (Hons.)	KPC MEDICAL COLLEGE AND HOSPITAL	M.Sc in Food and Nutrition
	Nabanita Rakshit	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Pritha Ghosh	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Sriparna Sikdar	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Prakiti Biswas	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition



	Kajal Shaw	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Tania Das	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Suditi Manna	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Biyas Majumder	FNTA (Hons.)	BARRACKPORE RASTRAGURU SURENDRANATH COLLEGE	M.Sc in Food and Nutrition
	Baisali Kundu	BOTANY (Hons.)	BRAHMANANDA KESHAB CHANDRA COLLEGE	M.Sc in Botany
	Jubaida Anhum Khatun	BOTANY (Hons.)	BIDHANNAGAR GOVT. COLLEGE	M.Sc in Botany
	Lisa Chakraborty	BOTANY (Hons.)	BRAHMANANDA KESHAB CHANDRA COLLEGE	M.Sc in Botany
	Manjistha Sil	BOTANY (Hons.)	BRAHMANANDA KESHAB CHANDRA COLLEGE	M.Sc in Botany
	Sritama Halder	BSc. General	JADAVPUR UNIVERSITY	MCA
	Srabani Panja	POLITICAL SCIENCE (Hons.)	WEST BENGAL STATE UNIVERSITY	M.A IN Political Science
	Rikta Chakraborty	Journalism and Mass Communication (Hons)	Calcutta University	M.A. in Journalism and Mass Communication
	Surabhi Patra	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A in Rural Studies
	Priyanka Dutta	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Film Studies

	Aishee Chatterjee	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A in Rural Studies
	Joyita Biswas	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Film Studies
	Sonali Sapui	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Film Studies
	Beauty Giri	Journalism and Mass Communication (Hons)	Calcutta University	M.A. in Journalism and Mass Communication
	Rituparna Chowdhury	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Journalism and Mass Communication
	Ankeeta Malakar	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Journalism and Mass Communication
	Rituparna Chowdhury	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Journalism and Mass Communication
	Dola Kundu	Journalism and Mass Communication (Hons)	RABINDRA BHARATI UNIVERSITY	M.A in Bengali
	Sanjukta Chatterjee	Journalism and Mass Communication (Hons)	Calcutta University	M.A. in Journalism and Mass Communication
	Prangya Acharya	Journalism and Mass Communication (Hons)	Indira Gandhi Open University	M.A. in Journalism and Mass Communication
	Ankita Roy Ghatak Chowdhury	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Journalism and Mass Communication

	Chandrika Biswas	Journalism and Mass Communication (Hons)	WEST BENGAL STATE UNIVERSITY	M.A. in Journalism and Mass Communication
	Sayantani Paul	Journalism and Mass Communication (Hons)	Calcutta University	M.A. in Journalism and Mass Communication
	Swarnali Mullick	Journalism and Mass Communication (Hons)	Netaji Subhash Open University	M.A. in Journalism and Mass Communication
	Chayanika Sarkar	Journalism and Mass Communication (Hons)	Netaji Subhash Open University	M.A. in Journalism and Mass Communication
	Ayantika Ghosh	Journalism and Mass Communication (Hons)	Netaji Subhash Open University	M.A. in Journalism and Mass Communication
	Payel Dutta	Journalism and Mass Communication (Hons)	Netaji Subhash Open University	M.A. in Journalism and Mass Communication
	Piyali Basu Roy	Journalism and Mass Communication (Hons)	Netaji Subhash Open University	M.A. in Journalism and Mass Communication
	Dipika Bag	B.A. General	Vidya Sagar University	MSW
	Jhumpa Mondol	B.A. General		Nursing
	Ipsita Banerjee	Zoology (hons.)	WEST BENGAL STATE UNIVERSITY	M.Sc
	Piyali Kansabanik	Zoology (hons.)	KALYANI UNIVERSITY	M.Sc
	Sangeeta Paul	Zoology (hons.)	BIDHANNAGAR GOVT. COLLEGE	M.Sc
	Liza Khatun	Zoology (hons.)	TECHNO INDIA, SALT LAKE	MASTERS IN HOSPITAL ADMINISTRATION
	Srabasti Banerjee	Zoology (hons.)	BARASAT GOVT. COLLEGE	M.Sc
	Bidisha Das	PHYSICS	KRISHNA PRASAD PAL MEMORIAL TEACHERS' TRAINING COLLEGE	B.Ed

	Priya Tripathy	Chemistry (Hons.)	A. P.C College	M.Sc
	Amisha Sharma	Chemistry (Hons.)	A. P.C College	M.Sc
	Annu Sharma	Chemistry (Hons.)	Birla Institute of Technology	Diploma in Packaging technology
	Arpita Roy	Chemistry (Hons.)	WBSU	M.Sc in Bio Chemistry
	Dipannita Kundu	B.Sc (General)	Directorate of Open & Distance Learning, University of Kalyani	M.Sc in Zoology
	Sreetama Halder	B.Sc (General)	JADAVPUR UNIVERSITY	M.C.A
	Upasana Dutta	B.Sc (General)	RCC Institute of Technology	M.C.A
	Saheli Banerjee	Sociology (Hons.)	WBSU	MASTERS IN SOCIOLOGY
	Tanisha Roy	Sociology (Hons.)	WBSU	MASTERS IN SOCIOLOGY
	Aparna Das	B.Sc. General 2020	Adamas University, West Bengal	M.Sc. in Biotechnology
	Shaloni Kar	B.Sc. General 2020	Introduction Institute, West Bengal	Digital Marketing
	Chandrima Adak	B.Sc. General 2020	Chittaranjan Teacher's Training Institute Westbengal	D.El.Ed
	Titli Das	History (Hons.)	Rabindra Bharati University	M.A in History
	Shyamali Saren	History (Hons.)	Rabindra Bharati University	M.A in History
	Riya Dutta	History (Hons.)	West Bengal State University	M.A in History
	Susmita Roy	FNTA (Hons.)	WBSU	Msc
	Subhamita Roy	BOTANY (Hons.)	WBTTA	B.Ed
	Upama Nath	BA (H)	Geogre College of Law	LAW
	Anindita Dutta	BA (H)	Institute of Bengal under WBTTA	B.Ed
	Jaynab Mollah	BA (G)	NSOU	MA in Public Administration
	Subhasmita Barik	BA (H)	BKPRSN WBSU	MA in Education
	Rama Porle	MUSA	RBU	MA Rabindra Sangeet
	Tiyasa Mondal	GEOA	CU	MSc
	Meghna Singh	GEOA	CU	MSc
	Esha Goswami	GEOA	GNM	Nursing

	Rumpa Pathak	BA(G)	Central Sanskrit University	MA in Sanskrit
	Alolika Sengupta	FNTA (Hons.)	IGNOU	MSc in Food and Nutrition
	Chandrima Das	ENGA	VU	MBA
	Anwasha Chakraborty	ZOOA	WBTTA	B.Ed
	Subhasree Ghosh	BSc. General	WBTTA	B.Ed
	Sayoni Das	FNTA (Hons.)	WBSU	MSc
	Smritilekha Das	ZOOA	CU	MSc
	Farzana Samim	GEOA	VU	PhD
	Mouparna Paul	BSc. General	WBTTA	B.Ed
	Sukla Mazumdar	EDCA	WBTTA	B.Ed
	Suparna Chowdhury	BSc (Hons)	WBSU	MSc (Microbiology)
	Koyel Banik	BA (H) ENGA	Adamas University, West Bengal	MA (English)
	Suptolthita Tripathi	BA (H) EDCA	WBTTA	B.Ed
	Mohuya Maity	BA (H) EDCA	WBSU	MA (Education)
	Suparna Das	BA (H) EDCA	NSOU	MA (Education)
	Archana Das	BA (H)	WBTTA	B.Ed
	Priyanka Das	BA (H) BNGA	WBSU	MA
	Mou Roychowdhury	BA (G)	RBU	MA (Sanskrit)
	Bidisha Mondal	BSc (Hons)	WBSU	MSc (Zoology)
	Saheli Jana	BA (H) ENGA	WBTTA	B.Ed
	Sanjana Das	BA (H) ENGA	WBTTA	B.Ed
	Saheli Paul	BSc (Hons)	RBC Col	MSc (Zoology)
	Shilpa Bera	BSc (Hons)	RBC Col	MSc (Zoology)
	Moumita Chatterjee	BSc (Hons)	KU	MSc (Zoology)
	Jinia Mukherjee	BSc (Hons) Zoology	WBTTA	B.Ed
	Rita Malik	BSc (Hons)	RBU	MSc (ENVS)
	Banashree Chatterjee	BSc (Hons)	Bibekananda College, CU	MBA
	Sutrina Singha	BSc (Hons)	RBU	ENVS
	Suravi Dutta	BSc (Hons)	CU	MSc (Psychology)
	Prity Roy	BSc (Hons)	WBTTA	B.Ed
	Prity Dey	BSc (Hons)	WBTTA	B.Ed
	Reshma Khatun	BA (Hons)	WBTTA	B.Ed
	Monalisha Dey	BA (Hons)	Bengal Museum	MA (Music)
	Aheyee Bag	BA (Hons)	WBTTA	B.Ed

	Susmita Bhattachajee	BA (Hons)	RBU	MA (Bengali)
	Sulagna Chowdhury	BA (Hons)	RBU	MA (Music)
	Debarati Ghosh	BSc (Hons)	WBTTA	B.Ed
	Priyanka Saha	BA (Hons)	CU	MA (Journalism & Mass Communication)
	Reshmi Roy Sharma	BSc (Hons)	VU	MSc (FNT)
	Manashi Das	BSc (Hons)	BKPRSN WBSU	MSc (FNT)
	Shreyoshi Saha	BSc (Hons)	BKPRSN WBSU	MSc (FNT)
	Payel Samanta	BA (Hons)	WBTTA	B.Ed

<u>Year</u>	<u>Name of student placed and contact details</u>	<u>Program graduated from</u>	<u>Name of the employer with contact details</u>	<u>Pay package at appointment</u>
<b>2021-22</b>	Trishita Sanyal 9123962070	Bengali Hons	Citizen Service Executive (CSE), Passport Office Kolkata, Under Tata Consultancy Service	13000/- per month
	Nabanita Malakar 9831358638	B.A. Gen	Startek, Aegis Customer Support Service Pvt. Ltd. 03366126710	12800/- per month
	Ritu Mallick		Floating numbers	12000/- per month
	Priyanka Dutta		Axis Bank	170565/Annum
	Shrabasti Nayek		MyRead Education Pvt. Ltd.	9000/- per month
	Laboni Hait		S2IB Services PVT. LTD.	Not Disclosed
	Amarabati Basu 8334027824	B.A. Gen	Ignite Creation, ifo@ignitecreation.com	12000/- per month
	Rinki Dey 9477358053	B.A. Sociology	CINI, cini@@ciniindia, 8420458926	264000/ per year
	Tith Seth 8910247567	B.A. Education	Sanjay Dubey, Morning Glory School, Mob - 7980008992/9433966909	Not Disclosed
	Natasha Banerjee 9062484695	B.A. General	Jagjit Singh Aluwalia, Monte Carlo Fashions Limited, 911615048610/5048620/508630/5048640	10100/- per month

Laxmi Murmu 6291590408	B.A. Education	Dr. Soma Ghosh, HMM College for Women, 03325444520/2564-5148	Class Basis Payment
Baby Hazra 9874229633	BA	Window Technologies	7500/- Per Month
Taniya Saha 7449849259	BA	Soumadeep Kundu, Belgharia	11000/- per month
Aindrila Parui 8345014756	BA	Perfect Solutions, Mani Sankar Roy, 6291181120, 8336913300	Not Disclosed
Priyanka Dutta 9064170730	BA	Axis Bank, Himanshu Mishra, HR	170565/- per annum
Debosmita Dutta 9051571442	BA Hons in Journalism	Swayam News Portal & Swaraj India news, 9830052766	10000/- per month
Swarnali Mullick 6290507577	BA	Keykhabor media Pvt. Ltd. 98044143374	Not Disclosed
Riya Samaddar 8240796307	B.A. Sociology	Data operator, Sufal Commercial Pvt. Ltd	8000/- per month
Swarnali Banerjee 9073333837	BA Hons in Journalism	HDFC Bank, Phone- 022-79455000	8000/- per month
Mousumi Maity 8584956719	Bengali Hons	Teacher, Humpty Dumpty School, Salkia, Howrah	2000/- per month
Anusuya Mukherjee 8420854660	Bengali Hons	H.R, Bake My Day	15000/- per month
Madhurima Das 8017631249	Bengali Hons	Computer Operator, Public Health Engineering Directorate Government of West Bengal	18000/- per month
Anu Sarkar 6290579339	Bengali General	Kotak Mahindra Bank Loan Department, Belgharia	5000/- per month
Purabi Sarkar 8981701997	Bengali General	Kotak Mahindra Bank Loan Department, Belgharia	5000/- per month
Puja Kundu 8017128745	Bengali General	Loan Department (DSA), Chatterjee International Company	5500/- per month
Prima Manna 9836835665	Bengali Hons	Receptionist, Bhawanipur HDFC Bank	5000/- per month
Shreya Bhattacharya 8478885337	FNTA	Capgemini Technology Services India Limited	Not communicated

Raneta Pal 7003112955	FNTA	Trainee Dietician, Techno India Dama Healthcare Medical Centre	Not communicated
Sumi Basak 9748323010	FNTA	Medical Apprentice,	Not communicated
Anakshi Chakraborty 8240975483	FNTA	Trainee Dietician, Techno India Dama Healthcare Medical Centre	Not communicated
Ishika Dey 9007684658	FNTA	Indusind Bank	Not communicated
Ankita Modak 7003683389	FNTA	Trainee Dietician, Techno India Dama Healthcare Medical Centre	Not communicated
Susmita Chakraborty 7980340185	BA English Hons	Capgemini	17000/- per month
Ipshita Nandy 7003737539	BA English Hons	Passport Seva Kendra	Not communicated
Nazmin Sultana 7001056117	BA English Hons	SM Memorial School(as teacher)	Not communicated
Balaka Bhadra 6290937006	BA English Hons	mPokket Financial Services PVT LTD	13200/- per month
Pritha Mitra 7003231434	BA English Hons	Freelancer(content writing)	Not communicated
Saimantika Ghosal 9903098850	BA English Hons	Receptionist (Scanna Radio Imaging, Rajarhat)	Not communicated
Sumedha Singha 8617084121 email - ssumedha827@gmail.com	BSc CEMA	Facilitator in the Dept of Chemistry, HMMCW	Class Basis Payment
Sucharita Naskar 8013677998	BSc General	Teacher at Bright Computer Academy	5000/- per month
Riya Samaddar 8240796307	BA SOCA		
Rimpa Mukherjee 8420412264	BSc General	Digital Domain India	300000/- per annum
Anushree Samanta 9382296229	BA PHIA	Sanjay Printers	6000/- per month
Dibanita Das 8583019382	Geography honours	Excel Infotech Private limited	10000/- per month
Amrita Bhattacharjee 7059147207	Geography honours	Excel Infotech Private limited	8000/- per month



Anindita Paul 9007544721	Geography honours	North 24Pgs.Model Youth Computer Training Center	5000/- per month
Anusree Manna 7003681697	Geography honours	Flipkart Grocery	9300/- per month
Madhushree Chakraborty 9062388507	Geography honours	Indusind bank	17500/- per month
Rima Sikdar 9091563668	Geography honours	Reliance Retail Limited	9000/- per month
Shabari Roy 9051233295	Geography honours	Science Domain International	7000/- per month
Arpita Sanyal 8910477732	Geography honours	Capgemini Technology Service India Ltd.	15000/- per month
Moumita Biswas 8334957676	Psychology Hons	Speed Labs	Not Disclosed
Soumi Mukherjee 7003386470	BA	Tatwa Technologies Limited	8000/- per month
Rupa Mondal 8910533722	BA	HDFC Bank Limited	15000/- per month
Ankita Sarkar 8617637443	BA	HDFC Bank Limited	14900/- per month
Ishita Nath 9330320212	BA	Tatwa Technologies Limited	9400/- per month
Saroj Kumari Shaw 6291924080	BA	Tatwa Technologies Limited	8400/- per month
Priya Datta 6289201042	BA		
Gargi Koley 7439453071	B.A. Political Science Hons	ACCE Global Software Pvt Ltd, info@acceclub.com	8000/- per month
Rupsa Chakraborty		Suraksha Diagonastic	12500/- per month
Sangita Pakhira	Geography Hons.	BoB Capital PVT. LTD	15,500/- per month
Moumita Chakraborty 7044699929	English Honours	INKK, Web n Graphic designing	7000/- per month
Suranjana Ghosh		H.M.M.C.W	Class Basis Payment
Suparna Paul		H.M.M.C.W	Class Basis Payment

<b>2021-2022</b>	<b><u>Name of student enrolling into higher education</u></b>	<b><u>Program graduated from</u></b>	<b><u>Name of institution joined</u></b>	<b><u>Name of programme admitted to</u></b>
	Dipannita Kundu	B.Sc. General	Suniti Educational Trust B.Ed College	B.Ed.
	Priti Prajapati	B.Sc. General	Mayo School of Nurshing, Lucknow	GNM Nursing
	Oyndrila Majumdar	B.Sc. General	Maulana Abul Kalam Azad University of Technology	M.Sc. in Food Science & Technology
	Aheli Chakraborty	B.Sc. General	Rabindra Bharati University, Delhi Paramedical & Management Institute	M.A. in Environmental Science, Diploma in Medical Lab Technician
	Sharmista Saha	B.Sc. General	Delhi Paramedical & Management Institute	Diploma in Medical Lab Technician
	Priyanka Das	B.A. Hons (Bengali)	West Beganl State University	P.G. in Bengali
	Soyatri Paul	B.A. Hons (Bengali)	West Beganl State University	P.G. in Bengali
	Soumi Singh	B.A. Hons (Bengali)	Calcutta University	P.G. in Bengali
	Trisha Mukherjee	B.A. Hons (Bengali)	Calcutta University	P.G. in Bengali
	Piya Goswami	B.A. Hons (Bengali)	Calcutta University	P.G. in Bengali
	Umme Kusum Sk	B.A. Hons (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
	Samarpita Dey	B.A. Hons (Bengali)	Calcutta University	P.G. in Bengali
	Priya Dutta	B.A. Hons (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
	Puja Paul	B.A. Hons (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali

Monsafa Shereen	B.A. Hons (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
Bipasha Mondal	B.A. Hons (Bengali)	West Beganl State University	P.G. in Bengali
Ishita Nath	B.A. Hons (Bengali)	Netaji Subhas Open University	P.G. in Bengali
Suparna Debnath	B.A. Hons (Bengali)	Netaji Subhas Open University	P.G. in Bengali
Madhurima Das	B.A. Hons (Bengali)	Netaji Subhas Open University	P.G. in Bengali
Anu Sarkar	B.A. Gen (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
Purabi Sarkar	B.A. Gen (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
Sayantani Chatterjee	B.A. Gen (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
Laboni Maity	B.A. Gen (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
Sanjukta Sahu	B.A. Gen (Bengali)	Rabindra Bharati University DDE	P.G. in Bengali
Archana Das	B.A. Gen (Bengali)	Maa Gouri Devi College of Education	B.Ed.
Koyel Kansabanik	B.A Hons(Education)	Rabindra Bharati University	P.G. in Education
Jayita Dhar	B.A Hons (Education)	Rabindra Bharati University	P.G. in Education
Sonali Sarkar	B.A Hons (Education)	Rabindra Bharati University	P.G. in Education
Sonia Singh	B.A Hons (Education)	Rabindra Bharati University	P.G. in Education
Swagata Mukherjee	B.Sc. (FNTA)	Indira Ganguly National Open University	P.G. Dietetics & Food Service Management
Priti Sah	B.Sc. (FNTA)	West Beganl State University	P.G. in Food & Nutirtion
Tripti Kumar	B.Sc. (FNTA)	Barrackpore Rastraguru	P.G. in Food & Nutirtion

			Surendranath College	
Pratyusha Chakraborty	B.Sc. (FNTA)		Barrackpore Rastraguru Surendranath College	P.G. in Food & Nutirtion
Snehashree Das	B.Sc. (FNTA)		Barrackpore Rastraguru Surendranath College	P.G. in Food & Nutirtion
Poulami Chattopadhyay	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Bhagyashree Saha	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Shreya Bhattacharya	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Swathi Roy	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Rishika Mondal	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Procheta Paul	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Sneha Ghosh	B.Sc. (FNTA)		Women's College, Calcutta	P.G. in Food & Nutirtion
Trishita Mondal	B.Sc. (FNTA)		Indira Ganguly National Open University	P.G. Dietetics & Food Service Management
Poulami Ganguly	B.Sc. (FNTA)		West Beganl State University	P.G. in Food & Nutirtion
Medhashree Naskar	B.Sc. (FNTA)		West Beganl State University	P.G. in Food & Nutirtion
Siba Akhtari	B.Sc. (FNTA)		West Beganl State University	P.G. in Food & Nutirtion
Prity Das	B.Sc. (FNTA)		West Beganl State University	P.G. in Food & Nutirtion
Poushali Adhikari	B.Sc. (FNTA)		George Telegraph Training Institute	Diploma in Medical Lab Technician

Raneta Pal	B.Sc. (FNTA)	Indira Ganguly National Open University	P.G. in Dietetics & Food Service
Debjani Paul	B.Sc. (FNTA)	West Baganl State University	P.G. in Food & Nutirtion
Sharmistha Chakraborty	B.Sc. (FNTA)	Barrackpore Rastraguru Surendranath College	P.G. in Food & Nutirtion
Payel Bairagi	B.Sc. (FNTA)	Indira Ganguly National Open University	P.G. in Dietetics & Food Service
Sukla Purkait	B.Sc. (FNTA)	Indira Ganguly National Open University	P.G. in Dietetics & Food Service
Upasana Dutta	B.Sc. General	Jadavppur University (RCC)	MCA in Computer Science
Sritama Halder	B.Sc. General	Jadavppur University	MCA in Computer Science
Namita Hansda	B.A. (SANA)	Vidyasagar University	P.G. in Sanskrit
Payel Palit	B.A. (SANA)	DDE, Rabindra Bharati University	P.G. in Sanskrit
Saraswati Saren	B.A. (SANA)	DDE, Rabindra Bharati University	P.G. in Sanskrit
Anusuya Paul	BA Hons in Journalism	Vishwa Bharati	P.G. in JMC
Baisali Bose	BA Hons in Journalism	North Bengal Univ MA in JMC	P.G. in JMC
Sangita Adak	BA English (Hons)	Baghbazar Women's College(CU)	P.G. in English
Suravi Sil	BA English (Hons)	University of Calcutta	P.G. in English
Puja Dey	BA English (Hons)	Baghbazar Women's College(CU)	P.G. in English
Shreya Sen	BA English (Hons)	Bhairab Ganguly College(under WBSU)	P.G. in English
Rupa Barui Debnath	BA English (Hons)	Adyapeeth Ananda B.Ed College	B.Ed

Balaka Bhadra	BA English (Hons)	Narasingha Dutt College(under CU)	P.G. in English
Nazmin Sultana	BA English (Hons)	IGNOU	P.G. in English
Patotri RoyChowdhury	BA English (Hons)	Sarojini Naidu College(under WBSU)	P.G. in English
Meghna Chakraborty	BA English (Hons)	Sarojini Naidu College(under WBSU)	P.G. in English
Pramita Baidya	BA English (Hons)	Basanti Devi College(under CU)	P.G. in English
Rupsa Bhattacharya	BA English (Hons)	Bhairab Ganguly College(under WBSU)	P.G. in English
Koyel Banik	BA English (Hons)	Adamas University	P.G. in English
Pritha Mitra	BA English (Hons)	IGNOU	P.G. in English
Jyoti Pandey	BA English (Hons)	Adyapeeth Ananda B.Ed College	B.Ed
PujaDas	BA English (Hons)	NSOU	MA in English
Khusu Parween	BSc Gen	IGNOU	P.G. in Political Science
Priya Tripathi	BSc CEMA	Acharya Prafulla Chandra College	P.G. in Chemistry
Annu Sharma	BSc Gen	Birla Institute of Technology	Technical Education - Packaging Technology
Amisha Sharma	BSc CEMA	Acharya Prafulla Chandra College	P.G. in Chemistry
Rajnandini Bag	BSc Zoology	BHU	M. Sc.
Shreya Bose	BSc Zoology	WBSU	M. Sc.
Kankana Basak	BSc Zoology	N. B. U.	M. Sc.
Arpita Sen	BSc Zoology	Presidency University	M. Sc. In Biotechnology
Gargi Basu	BSc Zoology	Kalyani University	M. Sc.
Paramita Barman	BSc Zoology	University of Calcutta	M. Sc.
Ratuli Bhuniya	BSc Zoology	Vidyasagar University	M. Sc.

Nilofar Firoz	BSc Zoology	WBSU	M. Sc.
Sangita Das	BSc Zoology	NSOU	M. Sc. (Distance)
Debolina Mondal	BSc Zoology	Mayapur Institute	Brief study on spirituality
Priti Das	BSc Zoology	Vivekananda Institute of Advanced Studies. University of Mackut	DMLT
Ankita Dutta	BSc Zoology	Eminent College of Pharmaceutical Technology	D. Pharm.
Tanisha Roy	BA Sociology	West Beganl State University	P.G. in Sociology
Saheli Banerjee	BA Sociology	West Beganl State University	P.G. in Sociology
Payel Samanta	BA Sociology	Bengal College of Teacher Education	Bed
Shaheena khatoon	BA Urdu Honours	Calcutta University	Post Graduate
shabana khatoon	BA Urdu Honours	Calcutta University	Post Graduate
Zainab	BA Urdu Honours	Calcutta University	Post Graduate
Monalisa Dey	BA Music	Bengal Music College	PG in Music
Eti Patra	BA Music	Rabindra Bharati University	PG in Music
Soma Chakraborty	BA Music	Bengal Music College	PG in Music
Olivia Das	BA Music	Bengal Music College	PG in Music
Saheli Pal	BA Music	Rabindra Bharati University DDE	PG in Music
Neha Singh	BSc Psychology	Swami Vivekananda University	PG in Psychology
Sreetama Biswas	BSc Psychology	West Beganl State University	PG in Psychology
Shreya Paul	BSc Psychology	Calcutta University	PG in Psychology
Ayantika Ghosh Roy	BSc Psychology	Calcutta University	PG in Psychology
Kaushiky Singha	BSc Psychology	Calcutta University	PG in Psychology
Gore Maity	BSc Psychology	West Beganl State University	PG in Psychology

Sukanya Ghosh	BSc Psychology	Brainware University	PG in Psychology
Ityka Chakraborty	BSc Psychology	IGNOU	PG in Psychology
Jyoti Mondal	BSc Psychology	Calcutta University	PG in Human Development
Piyali Bose	BSc Psychology	Swami Vivekananda University	PG in Psychology
Aishwarya Karmakar	BSc Psychology	Sister Nivedita University	PG in Psychology
Parichita Kundu	Geography honours	Vivekananda College, Madhyamgram	M.Sc. in Geography
Ananya Chowdhury	Geography honours	Bhairab Ganguly College	M.Sc. in Geography
Priti Roy	Geography honours	Madhyamgram B.Ed. College	B.Ed
Dipannita Sikder	Geography honours	Vivekananda College, Madhyamgram	M.Sc. in Geography
Sahanaj Parvin	Geography honours	Bhairab Ganguly College	M.Sc. in Geography
Keya Chatterjee	Geography honours	Barrackpore Rastraguru Surendranath Col	M.Sc. in Geography
Poushali Pahari	Geography honours	Vivekananda College, Madhyamgram	M.Sc. in Geography
Priyanka Kar	Geography honours	Barrackpore Rastraguru Surendranath Col	M.Sc. in Geography
Triyasha Chakraborty	Geography honours	Centurion University	M.Sc.in Remote Sensing
Nivedita Chowdhury	Geography honours	Centurion University	M.Sc.in Remote Sensing
Soumika Saha	Geography honours	Barrackpore Rastraguru Surendranath Col	M.Sc. in Geography
Armina Khatun	Geography honours	East Calcutta Girls' College	M.Sc. in Geography
Priti Ghosh	Geography honours	Bhairab Ganguly College	M.Sc. in Geography



	Moumita Ghosh	Geography honours	Bhairab Ganguly College	M.Sc. in Geography
	Fayeka Khatun	Geography honours	East Calcutta Girls' College	M.Sc. in Geography
	Sohini Bhattacharya	Geography honours	Bhairab Ganguly College	M.Sc. in Geography
	Neha Shaw	History Hons	University of Calcutta	P.G. in History
	Priyanka Basak	History Hons	University of Calcutta	P.G. in History
	Yasmeen	History Hons	Rabindra Bharati University	P.G. in History

**5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at University/state/national / international level (award for a team event should be counted as one) during the last five years**

Year	Name of the award/ medal	Team / Individual	University / State / National / International	Sports / Cultural	Name of the student
2020-21	NIL	NIL	NIL	NIL	NIL
2021-22	Khel V	Individual	State	Sports (Long jump)	Mandira Nandi
2021-22	Khel V	Team	State	Sports (Relay Race)	Mandira Nandi, Neha Choudhury
2021-22	Javeline Thrower	Individual	University	Sports (Javeline)	Mandira Nandi
2021-22	1st Prize	Individual	State	Cultural (Geo-Photography)	Ankita Sarkar
2021-22	1st Prize	Individual	State	Cultural (Poster Making)	Bobi Das
2021-22	1st Prize	Individual	State	Cultural (Poster Making)	Susmita Jana
2021-22	RJ Talent Hunt AIRNXT	Individual	National	Cultural	Aparajita Maity
04-12-2022	Sports Champion	Individual	University	Annual Sports HIT THE POT	Swarnali Banerjee, Nasima Khatun, Sabita pal
04-12-2022	Sports Champion	Individual	University	Annual SportsMusical Chair	Priyasha Dey, Shnehashree Pallob, Puja Das
04-12-2022	Sports Champion	Individual	University	Annual Sports CHESS	Ananya Kumar, Supriti Chakraborty, Shilpi Ghosh
04-12-2022	Sports Champion	Individual	University	Annual Sports HIT THE CRICKET	Prijesh Dey, Boby Ghosh, Debolina Pal

## Gender Equity Promotion Programmes

**SESSION: 2017-18 and 2018-19**

<b>EVENT NAME</b>	<b>DATE</b>	<b>NO.OF PARTICIPANTS</b>	<b>DESCRIPTION</b>
Inaugural Programme of the Dept of Women's Studies	8.3.2018	60	Prof Basab Chowdhury, Hon'ble VC, inaugurated the Department, and Dr Samata Biswas, In-Charge, Department of Women's Studies, were invited for an Extension Lecture
Women's Day Celebration	8.3.2019	65	Smt Sarbani Choudhury, Senior faculty, School of Women's Studies delivered a special talk, followed by interactive session and students' presentation

**SESSION: 2019-20**

<b>EVENT NAME</b>	<b>DATE</b>	<b>NO.OF PARTICIPANTS</b>	<b>DESCRIPTION</b>
National Seminar on Sensitisation against Sexual Harrassment	9.7.2019	80	The programme, conducted by ICC, in collaboration with WBSU, Gobardanga Hindu College and Kingston Law College, in the presence of eminent resource persons, helped in sensitization against sexual harassment of women at workplace
Legal and Psychological Awareness regarding Offenses against Women in Indian Society	14.3.2020	40	Workshop conducted by Dr Subarna Ghosh, Consultant Psychologist, and Ms Susmita Halder, Advocate and Faculty of Law, George School of Law
Extension lecture "Women in Lockdown"	18.6.2020	98	Smt Sanchayita Pal Chakraborty (Dr Meghnad Saha College ) spoke on the subject



ICC-conducted seminar on 'Sensitization against Sexual harassment of Women at Workplace'



Legal and Psychological awareness, 13.3.2020



**SESSION: 2020-21**

<b>EVENT NAME</b>	<b>DATE</b>	<b>NO.OF PARTICIPANTS</b>	<b>DESCRIPTION</b>
International Webinar on “To Live with the Pandemic: An Ultimate Challenge to Human Society”	12-13.8.2020	156	Illuminating lectures delivered by a number of eminent resource persons, followed by interactive sessions.
ICSSR sponsored 7-Days’ Symposium on Gender Sensitisation and Awareness	8.3.2021-14.3.2021	Over 100	Illuminating lectures delivered by a number of eminent resource persons, followed by interactive sessions. Selected papers were published in the form of a book <i>Gender: An Urge for Deconstruction</i> with ISBN, from a national level publishing house.



**TWO DAYS INTERNATIONAL WEBINAR**  
ON  
**"TO LIVE WITH THE PANDEMIC: THE ULTIMATE CHALLENGE OF HUMAN SOCIETY"**  
JOINTLY ORGANIZED BY  
IQAC &  
DEPARTMENT OF ECONOMICS & DEPARTMENT OF WOMEN'S STUDIES  
**HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN**

SCAN TO REGISTER



OR  
CLICK TO REGISTER

DATE- 12<sup>TH</sup> AND 13<sup>TH</sup> AUGUST 2020

TIME- 5 PM ONWARDS

PLATFORM- GOOGLE MEET

FREE REGISTRATION

<https://forms.gle/VFoxzM1kWHp85f7A6>

**"To Live with the Pandemic" – in Collaboration with Economics**




Indian Council of  
Social Science Research

On the occasion of  
*International Women's Day*  
7 DAYS' SYMPOSIUM ON GENDER  
SENSITISATION AND AWARENESS  
Organized by  
Department of Journalism and Mass Communication,  
Department of Sociology & Department of Women's Studies  
In Collaboration with IQAC

*Hiralal Mazumdar Memorial College  
for Women*  
( Sponsored by Indian Council of Social Science  
Research (ERO))

Date- 8<sup>th</sup> to 14<sup>th</sup> March 2021  
Time- 7.00-8.30 pm  
Platform- Google Meet

**REGISTER HERE :**  
<https://forms.gle/UzDSdYaozfqcgfkq8>

**7-Days' Symposium March 2021**



**Publication of the book, ‘Gender: an Urge for Deconstruction’: The Principal, Hon’ble VC, WBSU, IQAC Co-rodinator and Hon’ble GB President can be seen here.**

**SESSION: 2021-22**

<b>EVENT NAME</b>	<b>DATE</b>	<b>NO.OF PARTICIPANTS</b>	<b>DESCRIPTION</b>
Celebration of Women’s Day- Two Days’ Conclave, in collaboration with Netaji Nagar College	8.3.2022, 9.3.2022	90, 95	Insightful and valuable lectures delivered by a number of eminent resource persons—Dr Amrita Datta, Dr Madhumita Sen, Dr Minakshi Sinha, Smt. Mitali Palodhi. The programme was aimed at promoting awareness on gender equity
Special Lecture on “Mahabharater Gandharir Jontroa ajo Prasangik”	16.3.2022	Over 100	Illuminating lectures delivered by Prof Nandini Bhowmick, followed by an illuminating interactive session
Lecture on Gender Audit	31.02.2022	90	Illuminating lectures delivered by Dr. Sarbani Goswami Associate Professor Department Of Women’s Studies Jadavpur University



**Hiralal Mazumdar Memorial College for Women**  
**NAARISAMSAD, INTERNAL COMPLAINTS COMMITTEE & IQAC**

Jointly organizes an webinar on

**Gender Audit**

SPEAKER:

**Dr. Sarbani Goswami**

ASSOCIATE PROFESSOR  
DEPARTMENT OF WOMEN'S STUDIES  
JADAVPUR UNIVERSITY

DATE- 31<sup>st</sup> JANUARY 2022

TIME - 5 PM

PLATFORM-GOOGLE MEET

LINK TO JOIN:

<https://meet.google.com/ydg-bpsj-xyh>

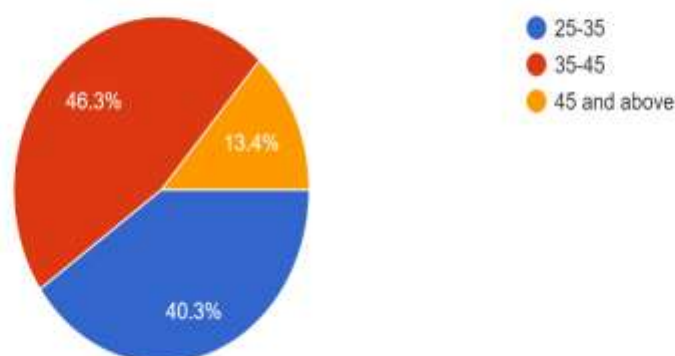


## **QUESTIONNAIRE FOR GENDER AUDIT SURVEY ANALYSIS FOR FACULTY AND STAFF :**

1. Do you feel safe inside the college campus?
2. Are women well represented in the college administration?
3. Do you have adequate security arrangement in the campus?
4. Adequate number of toilets are available in the campus for women?
5. Do you know the college has a women's cell, internal complains committee and Grievance Redressal cell?
6. Adequate facilities are available inside the toilets keeping in mind the need of the faculty and non teaching staff and adequate disposal bins are available in the toilet?
7. Is gender sensitization programme conducted in your college?
8. What is the ratio of male and female colleagues in your department/Section/Office?

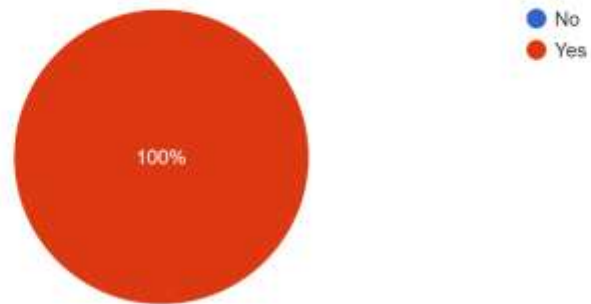
## **GENDER AUDIT SURVEY ANALYSIS FOR FACULTY AND STAFF (2020-21)**

Age

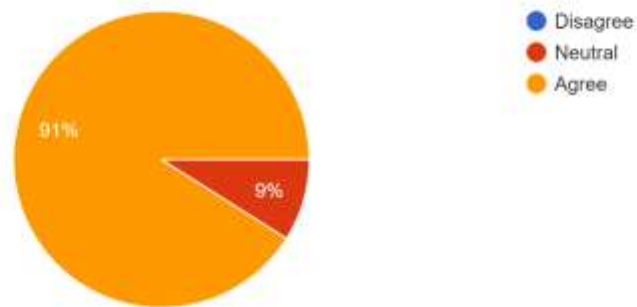




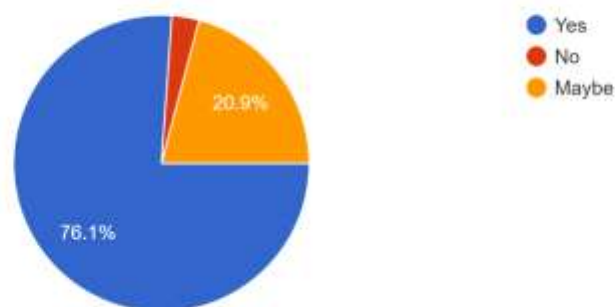
Do you feel safe inside the college campus?



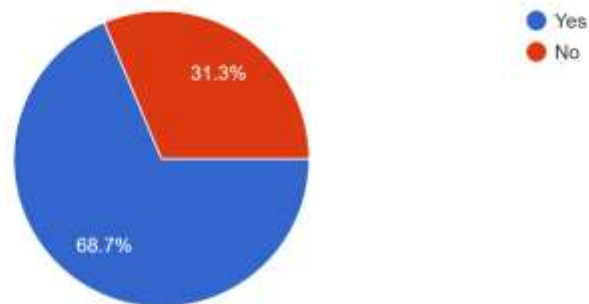
Are women well represented in the college administration?



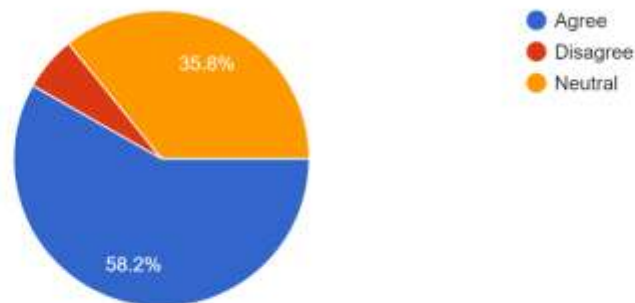
Do you have adequate security arrangement in the campus?



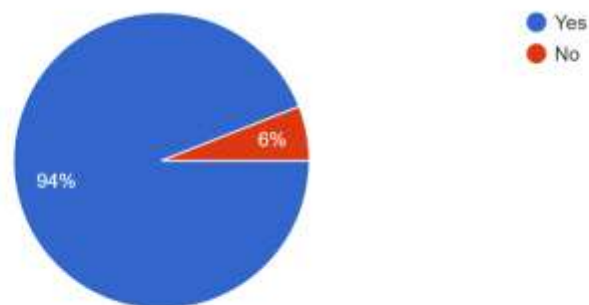
Adequate number of toilets are available in the campus for women?



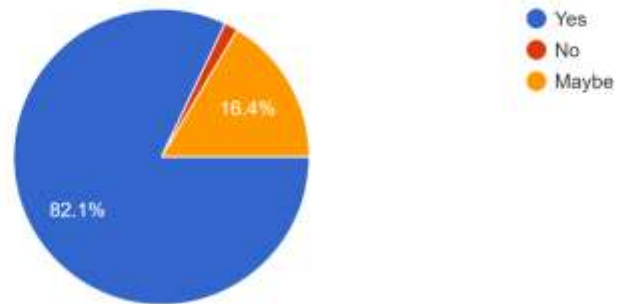
Adequate facilities are available inside the toilets keeping in mind the need of the faculty and non teaching staff and adequate disposal bins are available in the toilet?



Do you know the college has a women's cell, internal complains committee and Grievance Redressal cell?



Is gender sensitization programme conducted in your college?



### **Auditors Report :**

This report is prepared on the basis of info gathered from the college and to the best of my knowledge and belief.

### **Observation :**

The college adopts a systematic approach to addressing gender roles in society and has implemented committees to promote gender mainstreaming. These committees are responsible for recognizing gender patterns within the college's composition, structures, processes, administrative and academic culture, as well as the design and delivery of services to students, staff, and teachers of all genders.

The Gender Equity Cell within the college plays a crucial role in assessing the impact of gender performance and promoting gender equality within the organization. It helps identify challenges and gender gaps, and provides recommendations to the college on measures that can be taken to address them. By establishing this cell, the college demonstrates its commitment to fostering gender equality and promoting the capacity building of both men and women.

Despite having limited resources, the gender equality cell has effectively organized itself to address the challenges of gender mainstreaming using a human rights approach. This indicates that the cell operates in a professional manner and is dedicated to promoting gender equality within the college, even with its small budget.

### **Recommendation :**

1. It is important to understand the disabilities and inequalities imposed on women within the context of society. This involves recognizing how societal norms, expectations, and prejudices contribute to unequal treatment and limited opportunities for women. The college tries to identify the complexities and accommodate them.
2. The college conducts regular surveys within the college community to help assess the extent of gender equality and gauge the inclination and awareness of teachers, students, and staff towards prioritizing gender equality. This practice equips the college with feedback , which should be considered valuable in identifying areas that require improvement and developing targeted initiatives.
3. Fostering accountability for both gender equity and equality is crucial. This means establishing mechanisms that hold individuals and the institution responsible for promoting and maintaining gender equality. Though the college practices such measures which involves an ongoing process of questioning and challenging existing gender norms and practices.
4. College draws a budget for various events organized throughout the year by the Gender Equity Cell. Allocating a specific budget for activities aimed at achieving gender equality is essential. This ensures that sufficient resources are dedicated to implementing initiatives,

organizing events, providing training, and supporting projects that promote gender equality within the college.

5. It is found that the college, in collaboration with the Gender Equity Cell, organizes regular sensitization and advocacy programs within the college community and the broader community. These programs can help raise awareness, educate individuals about gender equality issues, and promote parity and inclusivity. Number of such programs should be increased more in the surrounding neighbourhood.

6. Encouraging seminars, lectures, and participatory discussions can create a platform for dialogue and exchange of ideas regarding gender equality. These activities can foster understanding, challenge biases, and promote a more inclusive and equitable environment within the college.

7. Promoting gender-based research among students, teachers, and staff is crucial. Encouraging research on gender-related topics helps generate knowledge, raise awareness, and inform policy and practice. It can contribute to a deeper understanding of gender dynamics and support evidence-based approaches to achieving gender equality.

8. The college provides support services that cater to the needs of differently abled individuals, ensures accessibility, accommodations, and inclusive policies which creates an environment where all individuals, regardless of their gender or disabilities, can thrive and participate fully in college activities.

9. The college plans to introduce more and more gender awareness based short courses this endeavour is highly recommended.



### Concluding Remarks :

The analysis demonstrates that all policies of the College and its programs incorporate aims and objectives for gender parity, and the staff acknowledged that they had no issues with the gender-related criteria. According to the gender audit, the College's administration and staff support gender equality and gender sensitivity, and they do exhibit gender sensitive behaviour.

### Auditors Signature :

*Goswami*

SARBANI GOSWAMI

Sr. Research Officer

School of Women's Studies

Jadavpur University

Kolkata : 700033

Mobile : 9903850207

Mail : sarbani.goswami@gmail.com

SR. RESEARCH OFFICER  
SCHOOL OF WOMEN'S STUDIES  
JADAVPUR UNIVERSITY

ATTESTED

*Amu*  
Principal & Secretary  
Hiralal Mazumdar Memorial College  
For Women  
Dakshineswar, Kolkata-700 035