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RAMMOHAN COLLEGE

(Formerly City College W.Dept.)

102/1, Raja Rammohan Sarani, Kolkata – 700009

E-mail : rmc.tic85b@yahoo.in, rmc.principal@gmail.com

Accredited B⁺⁺ Grade by NAAC

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EXTERNAL GENDER AUDIT 2022-2023

Gender audit of educational institutions is a process for organizational assessment and a tool of action planning from a gender perspective. It examines the capacity and willingness of the institution to ensure a 'safe and secure' environment for women and girl students, faculty and administrative staff. The participatory audit process helps to identify institutional strengths and challenges to integrating gender, as well as gender equity in the institution's systems and operations and in programmes and activities. Moreover, gender audit encourages a dialogue between all stake holders in an educational institution from a positive, gender-oriented angle.

ABOUT THE COLLEGE

Named after one of the frontrunners of fighting for gender equality back in 19th century India, Rammohan College seeks to live up to the high standards set by its ideological mentor, Raja Rammohan Roy. Rammohan College, which is an all women's college, has contributed to the on-going process of nation building by instilling values of respect, responsibility and dignity among its students in the under-graduate level.

Rammohan College owes its origin to City College, Calcutta which is one of the oldest first grade Colleges in West Bengal. It was founded in 1881 by a band of patriotic and selfless Brahma leaders like Ananda Mohan Bose, Pandit Sivnath Sastri and Umesh Chandra Dutta. Rastraguru Surendranath Banerjee later joined the College as teacher. Up to 1961 City College had a Women's Department in morning which has separately affiliated in 1961 to the Calcutta University and renamed as Rammohan College.

The aim of College according to the founders, is to promote the cause of education in its highest and widest sense, to make education a comprehensive training of the mind, heart and body, and founded on theistic basis conducive to the good of man and glory of God.

The College is open to all female students irrespective of race, creed or caste. It has a record of brilliant results. The College has a thriving Post-Graduate section in Bengali and Human Physiology. The Co-ed Human Physiology PG facility began in 2006-2007 and the co-ed Bengali PG facility began in 2014-2015. Rammohan College, an old and revered institution for women in Kolkata encourages annual gender audit and provides equal opportunities to girl



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students. The institution has zero tolerance for ragging and sexual harassment. The Grievance Redressal and Anti-Ragging cell and the Internal Complaints Committee (ICC) along with the Women's cell work in unison to keep the campus free from all discrimination and harassment.

The College has a multifaceted gender policy that tackles complaints as well as engages positively with its students and staff to raise awareness related to gender issues.

Gender Policy of the College –

- Promote an environment of gender equity in and through the institutions culture, ideology, practices and programmes.
- Ensure that the campus is a safe and secure for all genders, with no threat of abuse or harassment from peer, seniors or authority.
- Support equal pay for equal work.
- Ensure women have a good representation in all committees and decision making positions.
- Periodically hold gender awareness camps for students, teachers and the non-teaching staff to ensure that the campus and its people remain sensitive to issues pertaining to gender.
- Support those facing gender harassment on campus. Be accessible to all.
- Before induction, ensure all new recruits are made aware of gender issues.
- Orientation of all new students on gender related issues. Inform them of the working of the ICC and the Women's Cell.

WHAT IS A GENDER AUDIT?

A gender audit has been recently co-opted as a compulsory part of assessment of any organisation. The purpose of a gender audit is to assess an organisation's progress in institutionalizing gender equality in its practices, projects, budget and infrastructure among other things. The underlying sentiment behind an emphasis on a gender audit is the acknowledgment that institutional policy, practice, structure impact men and women differently. It is critical to progress of an organization and society at large to commit to gender equality and gender equity.



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It is in the home and school/college that young minds are molded to be the responsible, respectful and self-aware citizens. Therefore it is on the educational institutions to provide such an environment to its students. Rammohan College believes in providing a gender sensitive space to its students and staff where young minds are nurtured in an open, democratic and healthy environment.

In a measure to improve and give the best to its students and staff, Rammohan College, with the initiative of the Women's Cell and the IQAC, has conducted annual internal gender audits over the past few years. In a break from the past, in the year 2022-23 the College undertook an external gender audit to objectively assess its progress.

The main purpose of the audit is:-

1. To understand the gender equity, gender equality status in the College.
2. To identify the lacunae, if any, in gender equity measures taken by the College.
3. To envision a path for the future of the College which is even further committed to gender equality and gender equity on campus.

Rammohan College stands firm against any sort of gender discrimination and sexual harassment. The College actively promotes gender equality, gender equity through its practices, provisions of services, infrastructure and programmes. The College has a Psychological Counseling facility accessible to all students and staff. The College boasts of a Women's Hostel that hosts a number of students.

GENDER RELATED COMMITTEES

Women's Cell (For Sensitization, Policy Implementation, Monitoring And Grievance Redressal) in Higher Educational Institutions is an integral part of the NEP 2020. In that measure the College has a well functioning Women's Cell that looks into gender sensitization programmes, raising gender awareness, organizing talks and discussions and screening movies related to gender issues.

The Women's Cell comprises of the following members in accordance to the "Saksham Measures for ensuring the Safety of Women and Programmes for Gender Sensitisation on Campuses" Guidelines of 2013.



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Women's Cell – Joint Conveners

1. Prof.Uttama Ray
2. Prof.Kakali Chatterjee

Members:

3. Prof. Suratna Ganguly
4. Prof. Jayanti Sen
5. Prof. Shrabani Sen
6. Prof. Moumita Datta

The Women's Cell works closely with the Internal Complaints Committee which is a complaint redressal mechanism of the College. With the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act 2013, (Sexual Harassment Act) in April 2013, sexual harassment is now considered as a violation of the fundamental right of a woman to equality as guaranteed under Article 14 and 15 of the Constitution of India and her right to life and to live with dignity as per Article 21 of the Constitution. The Internal Complaints Committee is a requirement under the Sexual harassment Act 2013.

The Internal Complaints Committee comprises of –

Presiding Officer

Prof.Uttama Ray

Members:

Prof. Kakali Chatterjee

Prof. Debjane Ganguly

Prof. Mehfuz Alam (Invitee)

Prof. Nandini Neogi (Invitee)

Librarian



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Ms.Gargi Das

Student Representatives

Ms. Jhanjhar Gupta

Ms. Juhi Seth

Non-Teaching Representative

Surajit Murmu

NGO Activist

Ms. Sharmista Mukherjee (Rammohan College Alumnus)

President State-Level, Human Rights Council of India

External Expert

Dr. Ruchira Goswami

West Bengal National University of Juridical Science Kolkata

OBJECTIVES OF THE GENDER AUDIT EXERCISE

- The audit seeks to assess the measures undertaken by the College to spread gender equity and gender equality in campus.
- The audit will identify the strengths of the College and also highlight the areas which need further strengthening.
- Study the impact of gender policy of the College on its students and staff.
- Inculcate the need for further strengthening gender positive practices of the College.

GENDER BALANCE IN STRUCTURE AND PRACTICE



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What truly defines the commitment towards gender equity and closing the gender gap in society is the hostel facility provided by the College. The College authorities realized that to truly fulfill Raja Rammohan Roy's vision of educating the girl child, they would have to provide hostel facilities for women studying in their college. Thus Rammohan College began a hostel facility in a rented place in 1983. Later in 1988 it would buy a land, which is the site of the current hostel, for ensuring a protected environment for those who came to her college for studies. We are proud to mention that Rammohan College is among the handful of colleges in the city that provide for such a facility to its students. However with the pandemic there are fewer students willing to risk studying in colleges far away from their homes. Thus the demand for hostel seat has fallen greatly. It is hoped that there will be a reversal of this worrying trend in future.

In the year 2022 Rammohan College started a counseling cell of the College to enable students who are facing challenges to mental health, to address them. This initiative shows the dedication of the College to give its best to its students and takes mental health care as seriously as physical health care. This Cell has received a good response from among the students. It is a matter of pride that the College looks after the well being of its students in a holistic manner.

This is an all-women's college at the graduate level. However, let us look at some charts that will show the gender distribution among staff, and post-graduate students.

Post Graduate (M.A. /M/Sc.) Male Female ratio



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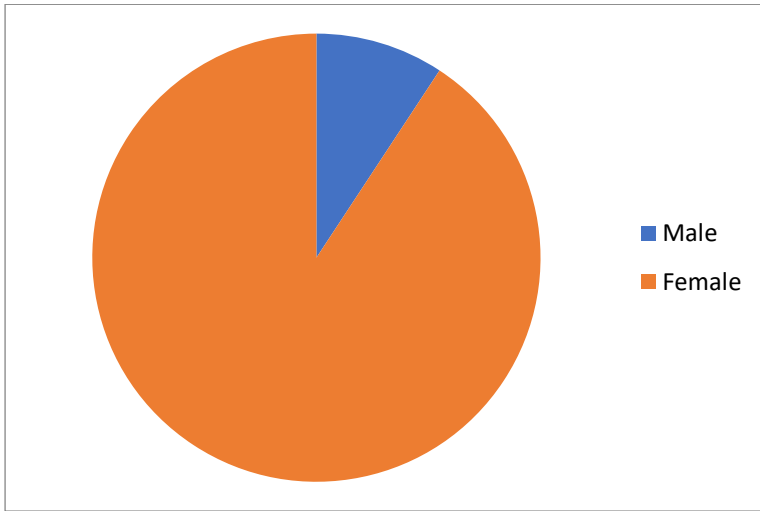
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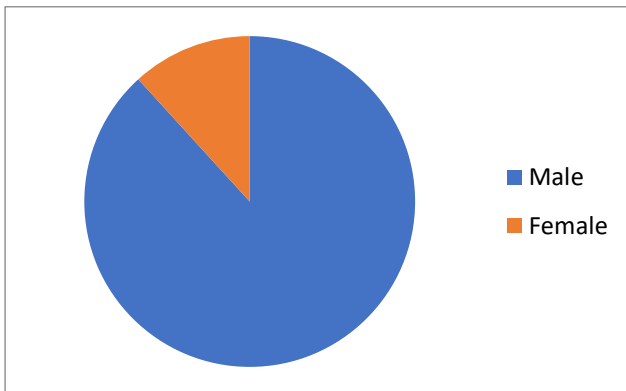
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Male / female ratio NTS



Male / female ratio Teaching Staff



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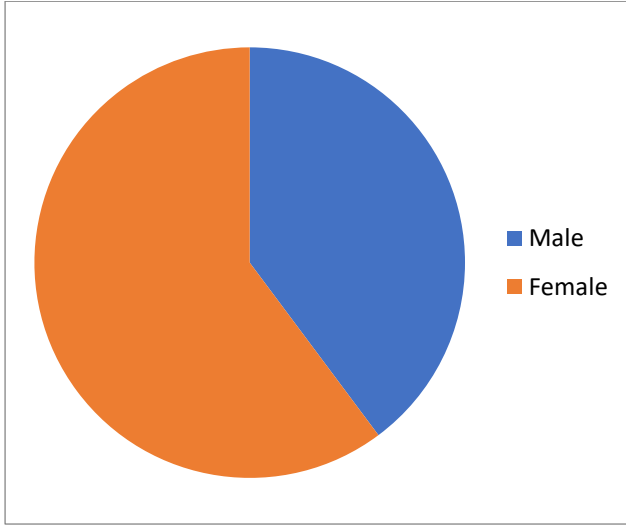
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College Sub-Committees



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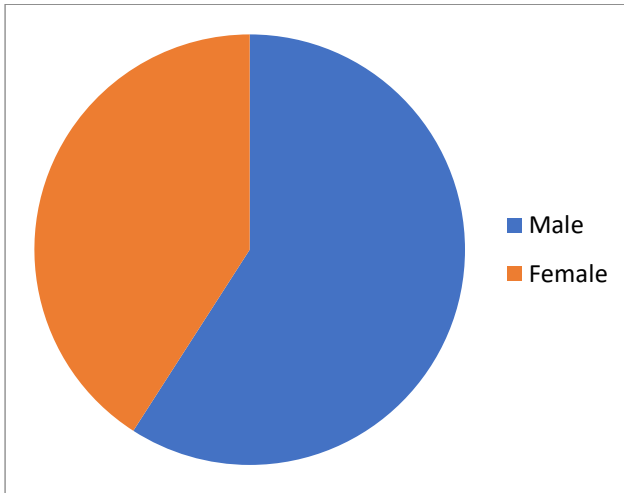
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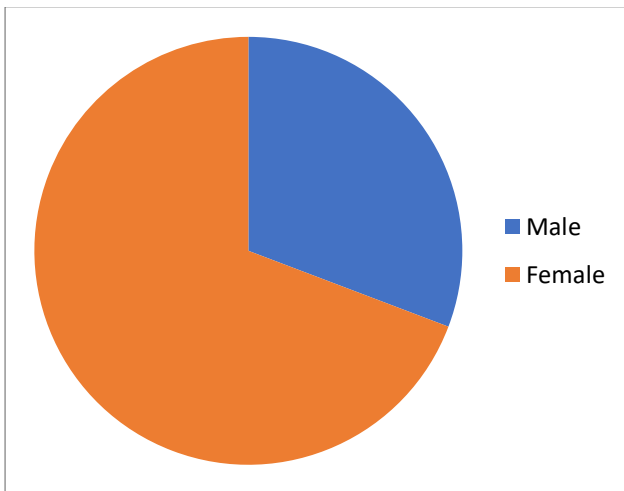
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Academic Sub Committee Male Female ratio



Library Sub Committee Male Female ratio



UGC Sub-Committee Male Female ratio



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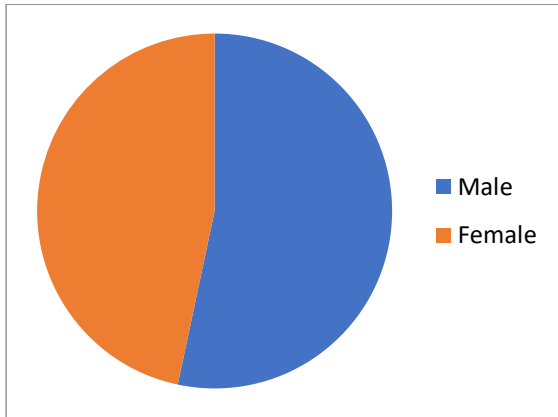
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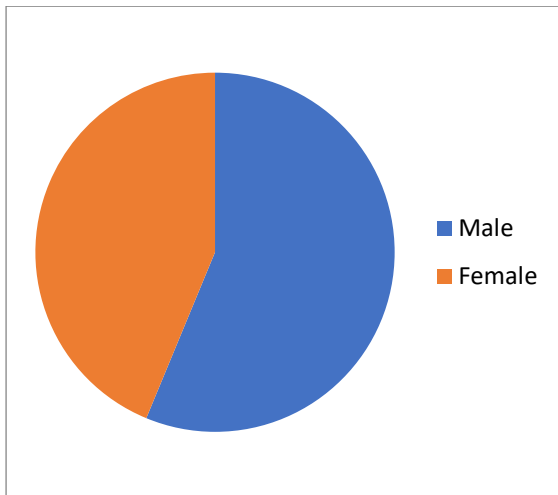
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Seminar and Publication Sub-Committee Male Female ratio



As is evident from the graphs above, there is equal representation of genders across varied committees.

Following activities have been in collaboration with the ICC, IQAC and the Women's Cell of the College along with varied departments of the College.



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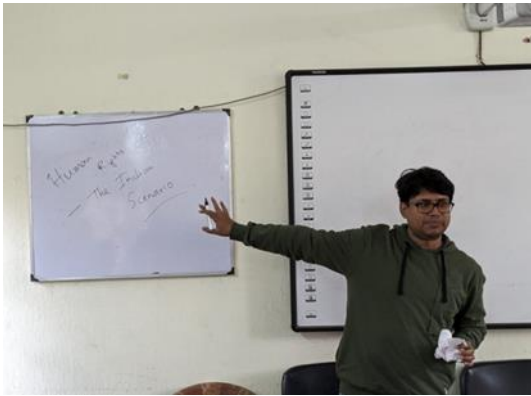
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1. **Event name:** Awareness programme on 'Human Rights' by Dr. Mehfuz Alam.
Date: 03.11.2022

This awareness programme on Human Rights was appreciated by students. It informed them of their legal rights as given to them by citizens.



2. **Event:** Awareness programme on Cancer-Breast, Uterine and Cervical By Prof. Samarendranath Banerjee

Date: 08.12.2022

Cancer awareness is critical for society. Women specific cancer awareness is less spoken of. This talk enlightened students regarding the women specific cancer.



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3. **Event name:** Awareness programme on 'Mental Health' by Dr. Mohit Ranadip.

Date: 13.12.2022

Mental health is neglected by society. This awareness programme addressed the need to take our mental health seriously especially among students.



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4. **Event:** Health Check-up Camp by NSS

Date: 17.12.2022



The health check-up camp addressed the need to take our health and fitness seriously. Students were made aware of the need to keep their health as priority.

5. **Event:** Film Screening- Bandit Queen, 12 Years a Slave

Date: 11.03.2023

Films have a visual impact that is a better way of educating students than text-book learning. Students appreciated the film screening.



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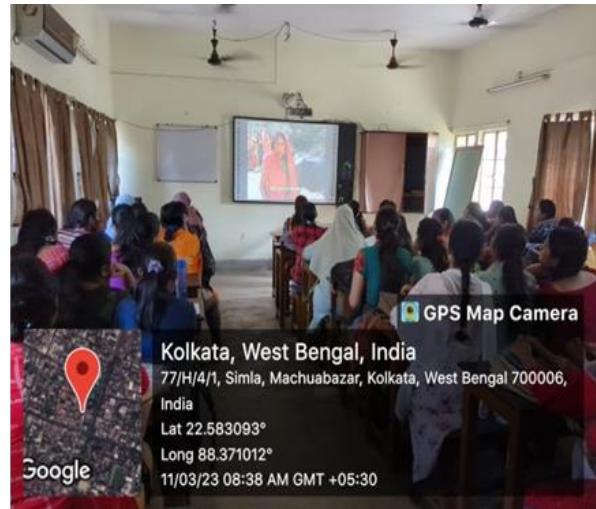
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6. **Event:** Seminar on “Right to Say NO” (Women’s Cell in collaboration with ICC) by Ms. Mounie Banerjee

Date: 13.05.2023

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ORGANIZED BY
IQAC, NSS IN COLLABORATION WITH WOMEN'S CELL
AND INTERNAL COMPLAINTS COMMITTEE

Date: 13th May, 2023 Time: 10:30 am onwards

LECTURE TOPIC: RIGHT TO SAY 'NO'

Speaker:
PROF. MOUMIE BANERJEE
ASSISTANT PROFESSOR
DEPT. OF HISTORY
SRERAMPORE COLLEGE

VENUE: SMART CLASS ROOM, NEW SCIENCE BUILDING.
ALL ARE CORDIALLY INVITED



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Understanding consent is critical for a healthy and safe society. Women and girls too should be aware of their right to say NO.

- Event:** Rammohan College signed a Memorandum of Understanding with the Women's College, Calcutta. On the occasion, Dr. Anupama Choudhury, Principal of Women's College was invited to give a talk on 'Sex, Gender and Politics of Identity in Contemporary India' visited Rammohan College. Dr. Anupama Choudhury, Principal Women's College, Kolkata, visited Rammohan College on 12/06/2023 and delivered an invited lecture on "SEX GENDER AND POLITICS OF IDENTITY IN CONTEMPORARY INDIA". The Programme was conducted under the memorandum of understanding between Women's College, Calcutta and Rammohan College, Kolkata.

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ORGANIZED BY
IQAC IN COLLABORATION WITH WOMEN'S CELL
AND INTERNAL COMPLAINTS COMMITTEE

Date: 13th May, 2023 Time: 10:30 am onwards

LECTURE TOPIC: SEX GENDER AND POLITICS
OF IDENTITY IN CONTEMPORARY INDIA

Speaker:
PROF. ANUPAMA CHOUDHURY
PRINCIPAL
WOMEN'S COLLEGE
KOLKATA
VENUE: ROOM NO.6
ALL ARE CORDIALLY INVITED



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8. Event: Talk on 'Psychology in Everyday Life'

Date: 01.02.2022.



9. Event: Talk on 'Stress And Trauma of Student Life'

Date: 06.02.2023



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10. Event: Talk on 'Mental Health and the Need for Psychological Counselling '

Date: 02.02.2024



11. Event: International Webinar on Agro-forestry and environment with emphasis on the Gender dimensions, Organised by Department of Geography, Rammohan College.

Date:24.09.2021



INTERNATIONAL WEBINAR ON "AGROFORESTRY"
ORGANIZED BY
DEPARTMENT OF GEOGRAPHY IN COLLABORATION WITH IQAC
RAMMOHAN COLLEGE
102/1-RAJA RAMMOHAN SARANI, KOLKATA-700009



Date: 24th September, 2021 (Friday); Time: 7.00 PM onwards

Inauguration by



DR. SASWATI SANYAL,
Principal
Rammohan College, Kolkata
West Bengal, India

All are cordially invited

Lecture topic

**Agroforestry for sustainable crop production,
income generation and climate change mitigation**

Distinguished speaker



DR. MD. ABIAR RAHMAN
Professor
Dept. of Agroforestry and Environment,
Faculty of Agriculture
Bangabandhu Sheikh Mujibur Rahman
Agricultural University, Bangladesh

Google meet link: <https://meet.google.com/ijv-ztue-aph>

Organizing Committee

Patron: Dr. Saswati Sanyal, Principal, Rammohan College, Kolkata
Chairman: Dr. Sibnath Sarkar, Head of the Dept., Dept. of Geography
Convenor(s): Dr. Chandrima Sen, Associate Professor, Dept. of Geography
Dr. Krishnendu Sarkar, Associate Professor of Botany & IQAC Corodinator
Organizing Secretary:
Dr. Samiran Mondal, Assistant Professor of Chemistry & Secretary, Teachers' Council



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12. Event:

level
on CPR

State
Seminar
and

Women's Health Related Issues, Organised by Department of Geography, IQAC, Rammohan College and ESI Institute of Pain Management, Kolkata.

Date: 31.03.2023



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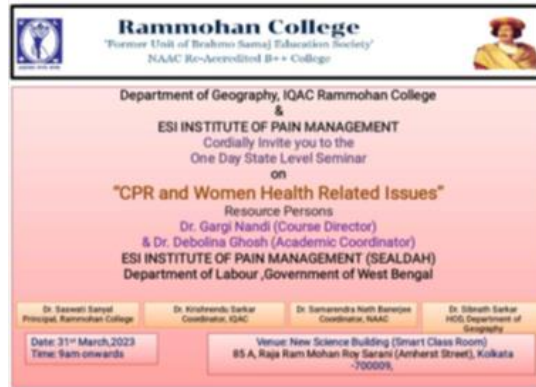
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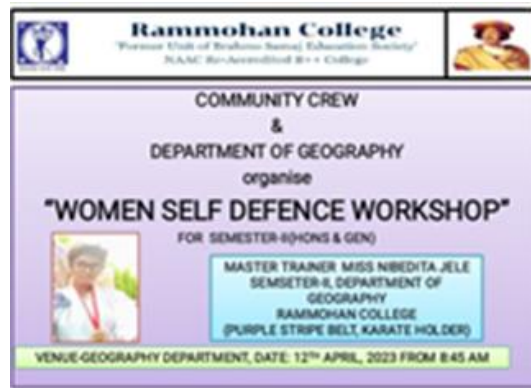
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13. Event: Workshop on Self-Defense arrange by the Community Crew of Geography Department, Rammohan College.

Date: 31.03.2023.



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14. Event: Seminar-“Buddhirupen Sangsthita: Empowering Women, Enlightening the Society”

Theatrical performance related to the theme of the seminar.

Date: 12.10.2023.



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POLICY RECOMMENDATIONS

- 1) Have a tentative schedule of the activities to be held by the Women's Cell on the website so that students and staff are kept informed.



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- 2) Maintain proper documentation. Need for keeping all records of activities in a more systematic manner.
- 3) Publish a Newsletter annually or have wall magazine which showcases student's participation through write ups, debates and discussions on gender related issues.

CONCLUSION

The Gender Audit Team assessed the college in its gender practices, structure and programmes. It noted that the institute is committed towards gender equality, gender equity and spreading gender awareness. The College has an environment which encourages students to be confident, responsible and self-aware citizens through its gender balanced staff, gender balanced distribution of responsibilities and an accessible/approachable teaching staff.

The College displays a steadfast commitment to gender issues and displays a willingness to increase its role and responsibility towards its students in spreading gender awareness, gender equality and gender equity. Towards that end the College has taken note of the Gender Audit Team's recommendations and pledges to go ahead with it in future.



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Accredited B++ Grade by NAAC

Ref.

Date.....20

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GENDER AUDIT REPORT 2022-23

Audit Team:

Member of Audit Team	Signature
Dr. Saswati Sanyal, Principal, Rammohan College, Kolkata	<i>Saswati Sanyal</i> 20/06/2023 Principal Rammohan College Kolkata-9
Dr. Krishnendu Sarkar, IQAC Co-ordinator, Rammohan College, Kolkata	<i>Krishnendu Sarkar</i> Co-ordinator IQAC Rammohan College Kolkata
Dr. Anupama Chowdhury, Principal, Women's College, Calcutta	<i>Anupama Chowdhury</i> 20.06.23 Principal Women's College Calcutta
Dr Indrani Basu Associate Professor, Berhampore College, Murshidabad.	<i>Indrani Basu</i> 19.06.2023 COORDINATOR IQAC BERHAMPORE COLLEGE BERHAMPORE, MURSHIDABAD
Dr. Ishita Sur Associate Professor, Scottish Church College, Kolkata	<i>Ishita Sur</i> 20.06.2023 



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