



Memo No.

Date

Institutional Distinctiveness WOMEN EMPOWERMENT

Narajole Raj College is, in the true sense, a college of the villagers and for the villagers. The College was established by the initiatives of the villagers and it has been serving the villagers, since it was established on September 12, 1966 in a remote village namely Narajole of the Paschim Medinipur district. It was the dream child of a group of magnanimous minds, led by Rani Anjali Khan (of the renowned Khan Dynasty, erstwhile rulers of the area, and contributors to the Indian freedom movement), renowned political activist, Shri Rajanikanta Dolai, and social activist, Shri Radhayashyam Mondal. **The college is committed to the cause of empowerment of women from all sectors including those who are socially and economically deprived through access to higher education.** The fact is that Women's Empowerment is an International issue. Since, the 1970's, several measures have been taken all over the world, under the guidance of UNO. India is not an exception. The Government of India as well as The Government of West Bengal have introduced several policies and programs for the betterment and empowerment of women.

The College is sincerely following these principles and programs. **Our initiatives are multifaceted as well as reflected in the awareness of women's empowerment through curriculum, organizing seminars/workshops on women's empowerment, Value Added/Add-on courses either on awareness or skill development, training programs on self-empowerment, ensuring fellowships to utmost female students, arrangement of separate events/teams in sports and cultural competitions for female students, involving more and more female teachers and staffs in different Committees/Cells/Administrative bodies so that they can take part in the decision-making process, awarding the women achievers and students in different programs to encourage and inspire them and others, different Committees/cells, like, Gender Equity Cell, Internal Complaint Committee are functioning for promoting women empowerment.**

Patriarchal structure and values, and social taboos hinder the process of development of women. Only continuous learning can combat it. The affiliating Vidyasagar University includes certain curricula in different UG and PG courses that are very much helpful for

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NAAC Accredited 'B' Grade Govt.-Aided College

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PIN CODE- 721211
WEST BENGAL

Email:
nrcprincipal@narajolerajcollege.ac.in

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continuous learning about women's empowerment. For example, Texts and literature on women and their different issues in Bengali and English, theoretical concepts on Patriarchy, Gender, women empowerment, international and national women's movements in Political Science, Human Rights, and Gender Studies, etc. can be used for creating awareness on the obstacles of women's empowerment and how to combat them. Following the curricula, we educate our students on women's empowerment. Besides the curricula, **the college takes different initiatives for female students by organizing seminars/workshops; Value Added/Add-On Courses are organized on women's issues like legal rights of women, women's entrepreneurship, etc. to strengthen the awareness process and to make it more effective.**

We believe that mere awareness is not enough to empower women but must be made self-dependent and confident enough to stand against the century-old social taboos. Subsequently, we make sincere efforts to make them strong and confident. **The Skill Hub of our college conducts hands-on training on Tailoring & Beautician, Mushroom cultivation, etc. to make our female students and neighboring females self-reliant.** The college conducts a Certificate Course on Computer Literacy only for female students.

We know that despite several provisions in the Constitution, legal measures of the Supreme Court on different occasions, several reforms brought about by the Govt. of India, and several commendable initiatives by the UGC, the plain truth is that women empowerment and gender equity in the society and institutions still remains a distant dream. But we are not gloomy at all but are very enthusiastic to do our best to hammer it from our own institution. So we include our female teachers, staff, and students more and more in different Committees, Cells, and Administrative Bodies to make them a part of the decision-making process. Female students are encouraged to join NSS and NCC. The increasing number of female students in NSS units and NCC units, surely furnish a positive sign of the beginning of gender equity and women empowerment among the new generation. The college has Women's KHO-KHO and Football teams for participation in inter-college sports of the University. A strong redressal system in the form of Internal Complaints and grievance redressal ensures a gender-sensitive and empowering environment in our college. Moreover, annual Gender Auditing helps us to keep watch on the status of gender equity in our

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institution. **The Gender Audit Report (2022-2023) shows that female students, both in the undergraduate and postgraduate courses outnumber male students** and the number of female teacher Convener is also increasing. These are, no doubt, the trend of lessening the gender gap. The college has on-campus CCTV surveillance and security guards at the gate to ensure a safe space for everyone. Female teachers are encouraged to participate in different Faculty Development Programmes (FDP)/seminars/workshops, etc without their natural requirement. The college always provides Maternity Leave/Study Leave/Child Care Leave (CCL), etc. to female teachers as per Govt. norms.

The college organizes various cultural and awareness programs on women's issues and celebrates International Women's Day, and International Human Rights Day to involve and educate our students. The introduction and functioning of the Day Care Centre with a caregiver provides space for the little and young children and opens a new avenue for the working mother staff/teachers to perform their duties freely during working hours.

The College facilitates female students to avail of several State and Central Government Scholarship schemes like the UGC Scholarship for Single Girl Child pursuing Postgraduate studies, and the Kanyashree Fellowship, a flagship project of the Govt. of West Bengal, ensures the financial security of the female students. **Narajole Raj College achieved the second highest position in Paschim Medinipur District in providing the Kanyashree Fellowship of Govt. of West Bengal among female students. Two female alumni and one Postgraduate 4th-semester female student qualified in the 25th State Eligibility Test (SET) in 2023.** Thus, the institution is continuously striving to promote and establish women's empowerment as its area of distinctiveness.

A. A. S. K.
Principal
28/04/24
Principal
Narajole Raj College
Narajole, Pin-721 211

