



Government of West Bengal

Office of the Principal

Government General Degree College, Kalna -I

Vill. - Muragacha, Post:- Medgachi, Dist.:- Purba Bardhaman, Pin: -713405

Website: <https://www.ggdck.ac.in/>, E-mail: govt.collegekalna1@gmail.com, Tel: [03454291211](tel:03454291211)

Criterion7 - Institutional Values and Best Practices

Key Indicator - 7.3 Institutional Distinctiveness

Portray the performance of the Institution in one area distinctive to its priority and thrust

Strategic Women Empowerment

Government General Degree College, Kalna-I has distinguished itself in the realm of women empowerment through a comprehensive and multifaceted approach that spans various aspects of academic, personal, and social development. The institution has implemented numerous initiatives aimed at fostering an inclusive and supportive environment for women. This description details 'strategic women empowerment' as the institution's distinctive area of priority and thrust.

1. Academic Empowerment:

- **Scholarship and Student Support Programmes:** The institution offers various scholarships and student support programmes specifically for the benefit of female students. Among the various initiatives, Kanyashree Scholarship, a government-funded scheme for the welfare of female students, aims to reduce financial constraints that very often hinder their access to higher education. By extending such financial support, the institution plays a crucial role in uplifting women from diverse socio-economic backgrounds and encouraging them to achieve academic excellence in their respective fields of study.
- **Student Mentoring Programme:** Recognizing the importance of guidance and support in academic success, the institution has constituted a robust student mentoring programme. This programme pairs female students with experienced faculty members who, as mentors, provide academic advice, career guidance, and personalized support, helping them navigate the various challenges of life, and grow into confident, capable, and empowered individuals.



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2. Leadership Development:

- **Student Club:** The **Kanyashree Club** at GGDC Kaln-I is a female-only club dedicated solely to the empowerment and development of young women. This club is an integral part of the institution's initiative to foster leadership, education, and social engagement among female students. Through various activities, workshops, and community service projects, the club aims to build confidence, enhance skills, and promote a sense of responsibility and independence among its members. By providing a supportive and inclusive environment, the club empowers young women to excel academically, personally, and socially, preparing them to become future leaders and policy-makers in the society. The **Electoral Literacy Club** at GGDC Kaln-I, predominantly led by female student coordinators, plays a pivotal role in cultivating a vibrant community that places high value on democratic participation, critical thinking, and civic engagement.
- **Social Outreach activities:** Girl students in NSS unit of GGDC Kalna-I not only contribute actively to community service but also play a significant role in fostering a sense of responsibility, leadership, and citizenship among their peers and the broader community. Their involvement is essential for the holistic development and sustainability of NSS initiatives in rural areas.

3. Personal and Professional Development:

- **Skill and Employability Enhancement Programmes:** The institution recognizes the importance of bridging the gap between academic knowledge and professional skills. Several skill and employability enhancement programmes equip female students with essential job market skills such as resume writing, interview techniques, and professional etiquette. By offering sessions on the improvement of Soft skills, Language and Communication skills, Life skills (e.g. Yoga, physical fitness, health and hygiene), and ICT/computing skills, the institution ensures that women are well-prepared to enter and excel in the employment sector.



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Eminent academicians and professional experts like Dr Partha Ganguli (former Director of Institution of English, Joint Director of Public Instructions, Govt. of West Bengal), Dr Subhajit Sengupta (Ex-HoD, Department of English, The University of Burdwan), Dr Swaty Mitra (Assistant Professor of English, Barasat Government College) have graced our institution on numerous occasions to impart their knowledge and expertise, enriching our academic environment and inspiring our students to achieve excellence.

- **Value-Added/Add-on Courses:** To this end, the institution also offers value-added courses, beyond the standard curriculum, that seek to provide women with additional skills and knowledge. Add-on courses like Spoken Sanskrit, Communicative & Functional English, and Basic Computing provide them with a competitive edge, fostering both personal growth and professional readiness.

4. Infrastructure for Health and Wellness and Safety:

- **Girls' Common Room and Gymnasium:** The institution has dedicated spaces for women, including a girls' common room and a gymnasium. To promote physical fitness and well-being among the female students, the college further accommodates specific time-slots for them in the gymnasium. These facilities provide access to a comfortable and convenient environment that allows them to relax, socialize, and engage in various activities.
- **Pink Toilet and Psychological Wellness Cell:** The provision of pink toilets and a Psychological Wellness Cell underscores the institution's commitment to the health and well-being of its female students. The Wellness Cell offers counselling and guidance, addressing mental health issues and promoting overall wellness among women. Notably, in 2021, Dr Rajashree Roy (Principal, Kanyashree College, Behala) delivered a lecture on "Students Counselling and Student Mentoring." In 2022, a workshop on "Stress Management" was also organized by the Student Counseling and Placement Cell & IQAC, GGDCK-I in collaboration with Centre for Counselling Services and Studies in Self Development, Jadavpur University, Kolkata. Interactive sessions allowed the students to address and resolve their concerns with essential support and guidance from the expert mentors.

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- **24x7 Security and CCTV Surveillance:** Ensuring the safety and security of female students is a top priority. The institution has implemented 24x7 security personnel and CCTV surveillance across the campus. These measures provide a secure environment where women can focus on their studies and activities without any fear or concern.

5. Collaboration and Cultural Engagement:

- **Academic and Professional Collaboration:** The College has collaborated with various institutions of higher learning to enable female students by instilling confidence through the acquisition of knowledge and skills directly relevant to their fields of interest. Also collaborations with professional bodies equip female students with skill development and practical knowledge and enhance their employability. Thus the academic and professional collaboration of the College significantly contributed to the empowerment of female students by providing them with the necessary tools, opportunities, and support to excel in their chosen fields and make meaningful contributions to society.
- **Cultural Integration:** Cultural engagement is integral to the institution's approach to women empowerment. The Cultural Committee organizes numerous cultural programs throughout the year, with significant participation from female students. This participation not only boosts their self-confidence but also allows them to express themselves creatively and assertively in public settings. Besides, the Annual Cultural Programme provides a platform for female students to showcase their talents and engage in cultural exchange, fostering a sense of community and belonging.

6. Advocacy and Awareness:

- **Gender Awareness Programme(s):** The institution conducts regular gender awareness programmes to educate students about gender equality and women's rights. The Women Empowerment Cell plays a crucial role in advocating for women's issues, organizing workshops, seminars, and campaigns to raise awareness and promote gender sensitivity. For instance, the seminar titled "Women of the 21st Century: Issues and Challenges," featured esteemed speakers Dr Sampa Sen (Associate Professor in Bengali, Government Girls' General Degree College, Ekbalpur, Kolkata) and Dr Ayantika Ghosh (Associate Professor in Bengali, Ananda Mohan College, Kolkata).



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They delivered insightful speeches addressing relevant issues, challenges, and effective strategies for overcoming them. In addition, to celebrate International Women's Day in 2023, the institution hosted another seminar with the distinguished speaker Dr Saswati Ghosh, Associate Professor in Economics, City College, Kolkata, and a noted social activist. Her speech on "Women Empowerment: Equality or Equity" proved to be very significant among the students.

- **Parent-Teacher Meet and Parent Feedback:** Involving parents in the empowerment process is another strategic initiative. Regular parent-teacher meetings and feedback sessions ensure that parents are aware of the institution's efforts in fostering women empowerment as they provide their input and support along the process.

7. Strategy Deployment:

- **Gender Audit:** Among the various measures adopted by the college administration, conducting an Internal Gender Audit has been one of the significant steps towards understanding the gender dynamics operating within the institution. The audit provides a comprehensive overview of gender-based representation among the various groups of stakeholders – the teachers, students, and staff. In the last five academic years, female student enrollment constituted 61.43% of the total student count, while female faculty members accounted for 23% of the total faculty, with 25% of the office staff also being female. To identify any areas of concern and potential improvement, an annual Gender Audit by a certified external agency has also been carried out. This external review has ensured impartial and thorough evaluations of gender dynamics within the institution, providing essential insights to assess the institution's progress in achieving gender equality and empowering women.

8. Institutional Proactive Measure:

- **Statutory Committees:** The institution maintains a zero-tolerance policy towards ragging and sexual harassment. Among the various proactive measures, the institution has established an Anti-Ragging Committee, Internal Complaints Committee (ICC), and Grievance Redressal Cell to address any reported issues related to the safety and harassment of women stakeholders. These bodies are proactive in preventing ragging, addressing grievances, and ensuring a safe and respectful campus atmosphere where female stakeholders feel heard and supported.

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Additionally, complaint boxes have been installed around the campus to allow students to report issues anonymously, ensuring that their concerns are addressed without fear of retaliation. To facilitate easy reporting of issues, the institution has established an online complaint protocol that allows students to file complaints on the digital desk, ensuring quick and efficient resolution of the same.

Conclusion:

The institution has thus demonstrated a strong commitment to women empowerment through a variety of initiatives that address academic, personal, and social development of the stakeholders concerned. By providing scholarships, mentoring, leadership development programmes, career orientation, cultural empowerment and a safe and supportive environment, the institution ensures that women have the resources and opportunities to excel. The emphasis on health and wellness, social engagement, advocacy, and awareness further reinforces institution's dedication towards nurturing the spirit of empathy, equality, and empowerment, together with the greater envisioning of becoming an alma mater, the 'nourishing mother' in the truest sense of the term.



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