

GENDER AUDIT OF



দক্ষিণ কামৰূপ মহাবিদ্যালয়
DAKSHIN KAMRUP COLLEGE

2021-2022

INTERNAL QUALITY ASSURANCE CELL
DAKSHIN KAMRUP COLLEGE, MIRZA

Editor in Chief

Dr. Nabajyoti Das

Principal, Dakshin Kamrup College, Mirza

And

Chairman, IQAC



CERTIFICATE

The present report is a Gender report of D.K. College, Mirza conducted internally by the Gender Audit Assessment team for the session 2021-2022 under the aegis of IQAC, Dakshin Kamrup College, Mirza.

Dr. Nabajyoti Das
Principal and Chairman, IQAC
D. K. College, Mirza

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Associate Professor
Coordinator, IQAC, D.K. College

ACKNOWLEDGEMENT

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We remain grateful also to the faculty members of the college associated with various committees for providing us data and other useful insights.

Our sincere gratitude also goes to the office staff of the college, especially Head Assistant, Mr. Jatindra Medhi, staff, Jitumoni Kalita and Basanta Das for their prompt support in providing us the necessary data for the preparation of this report.

Lastly, we acknowledge the indispensable support of one another as a team which made the compilation of the report possible within the stipulated time.

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GENDER AUDIT OF DAKSHIN KAMRUP COLLEGE

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Introduction

Dakshin Kamrup College is a premier educational institution which has been serving the educational needs of the people of South Kamrup area since its establishment in 1961. The college has come a long way in terms of infrastructural development as well as the strength of enrolment of both male and female students. The present enrolment in the college is more than 4500 students and the existing faculty members are 94 in number.

For bringing about all-round development, the college realises the necessity of being gender sensitive and gender inclusive. It realises that the progress of a society depends on giving equal agency to each gender so that they are empowered to build a just society. Therefore, the college aims at securing an equitable work environment within its premises where the students, faculty and staff members of each gender can have somewhat equal roles and responsibilities.

With such a thought and perspective, the college conducts a gender audit every year to arrive at a self-assessment of how well it has fared in securing equitable gender representation in different fields of the academic domain. The gender audit aims at examining the successes and shortcomings in reaching out to the gender-specific needs of the students, teaching and non-teaching staff of the college. It tries to formulate specific plans to include each gender in different activities, be it in sports or in cells and committees. The present report is a quantitative and qualitative study of the gender ratio of the session 2021-2022 and the concerns and issues that need to be addressed for making the college a better place for each gender.

Objectives of the Gender Audit

- To assess the existing gender representation of the faculty members and staff of the college across different forums and committees.
- To assess the gender balance of students involved in various activities.
- To find out areas in which gender balance exists and in which it doesn't.
- To understand the organizational and infrastructural needs of each gender.
- To foster gender equity throughout the college community.
- To find out whether there is enough security arrangement for prevention of sexual harassment of any kind, if any.
- To formulate necessary course of action for establishing good gender balance in every field of college activity.

Methodology

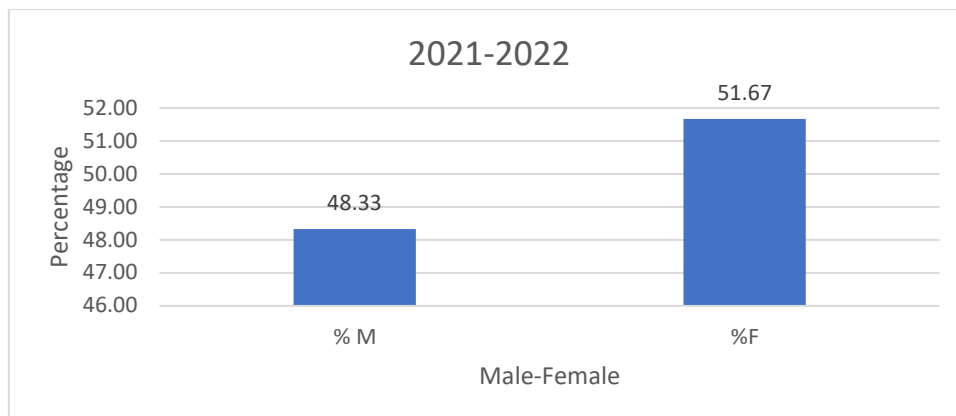
The study involves both qualitative and quantitative approaches in order to assess the gender ratio in the college. Primary data were collected from the institution regarding students' enrolment across social categories while taking into account the gender-based enrolment. Primary data were also collected to assess the gender-based distribution of teaching and non-teaching staff. During the data collection process, the gender of the regular and contractual teachers was taken into account. As far the issues of students, teaching and non-teaching staff are concerned, the process of data collection took into account issues related to common rooms, wash rooms, scholarships, sensitivity related gender laws, grievances redressal, awareness drive and outreach programs as well.

To ensure that the practices followed in the campus are in accordance with the gender balance policies adopted by the college, a sample survey in accordance with the gender audit has been done. The specific objective of the audit is to evaluate the adequacy of the management control framework as well as the applicable regulations, policies and standards. Questionnaire was prepared based on gender issues keeping in mind the requirements and shortcomings as felt by the students, teachers and non-teaching staff of the college after preliminary observation of the institution. During the process of data collection, questionnaire was shared through electronic medium using Google forms for responses among cross section of students from various semesters as well as teaching and non-teaching staff inclusive of all genders. The respondents were shared a structured questionnaire for providing their inputs. The total number of respondents to the electronic questionnaire was about 437. The responses were analysed by a group of teachers assigned to prepare the gender audit.

GENDER BALANCE AMONG STUDENTS

1. GENDER BALANCE IN ENROLLMENT AT GRADUATION LEVEL (2021-22):

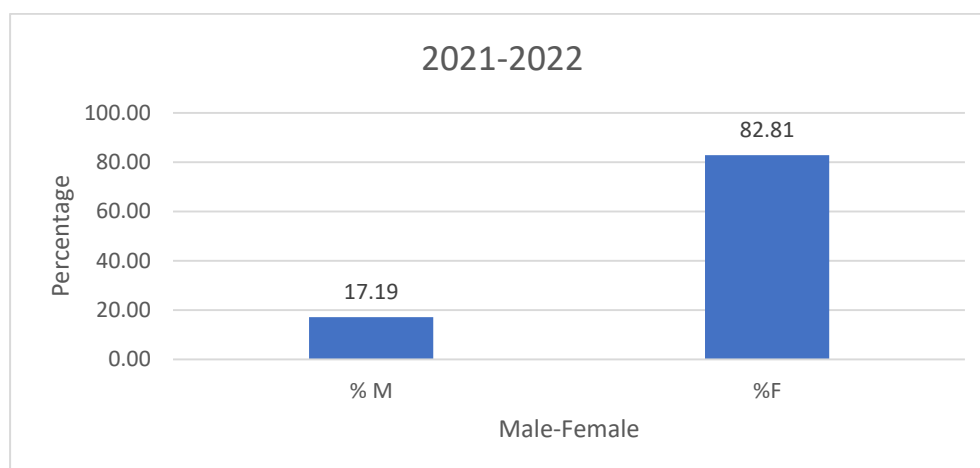
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	1415	1513	2928	48.32	51.67



The table and the graph show classification of male and female percentage of students at graduation level in the college in the year 2021-22. As presented above it is evident that the percentage of female students is higher than the percentage of male students in the year 2021-2022.

2. GENDER BALANCE IN ENROLLMENT AT POST GRADUATION LEVEL (2021-22):

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	11	53	64	17.18	82.81

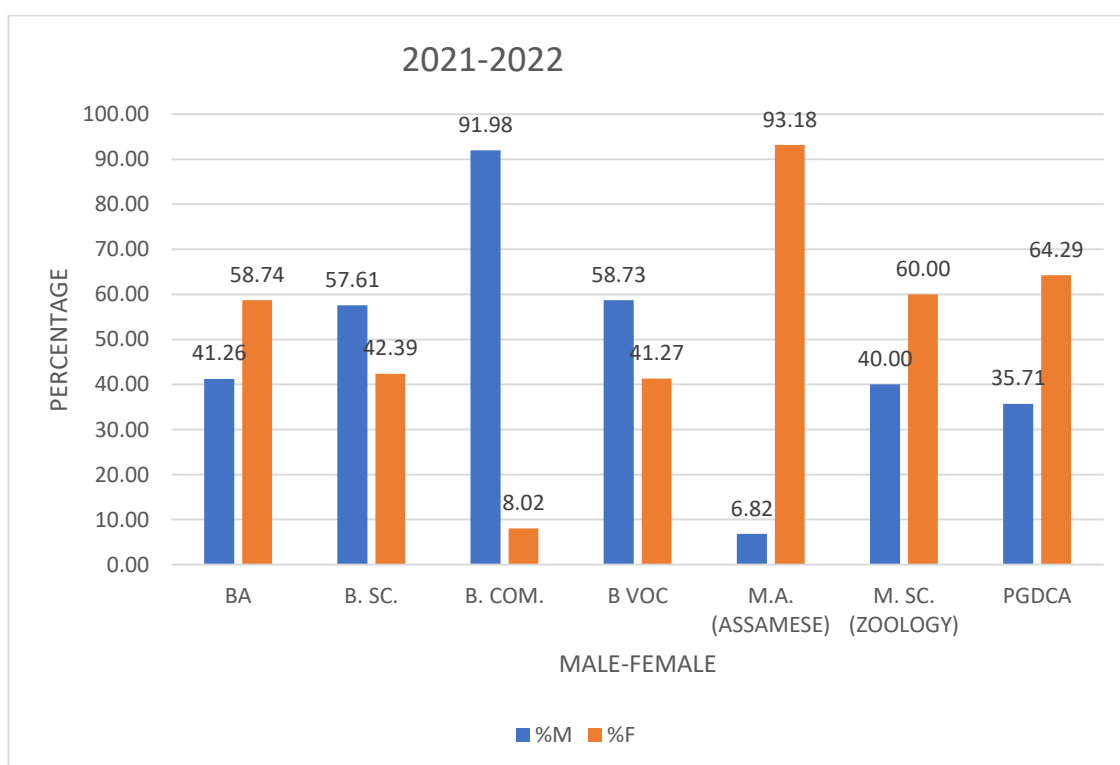


The table and the graph show classification of male and female percentage of students at post-graduation level in the college in the year 2021-22. As presented above it is evident that

the percentage of female students is higher than the percentage of male students in the year 2021-22.

3. COURSE-WISE GENDER DIFFERENCE IN THE STUDENTS (2021-22):

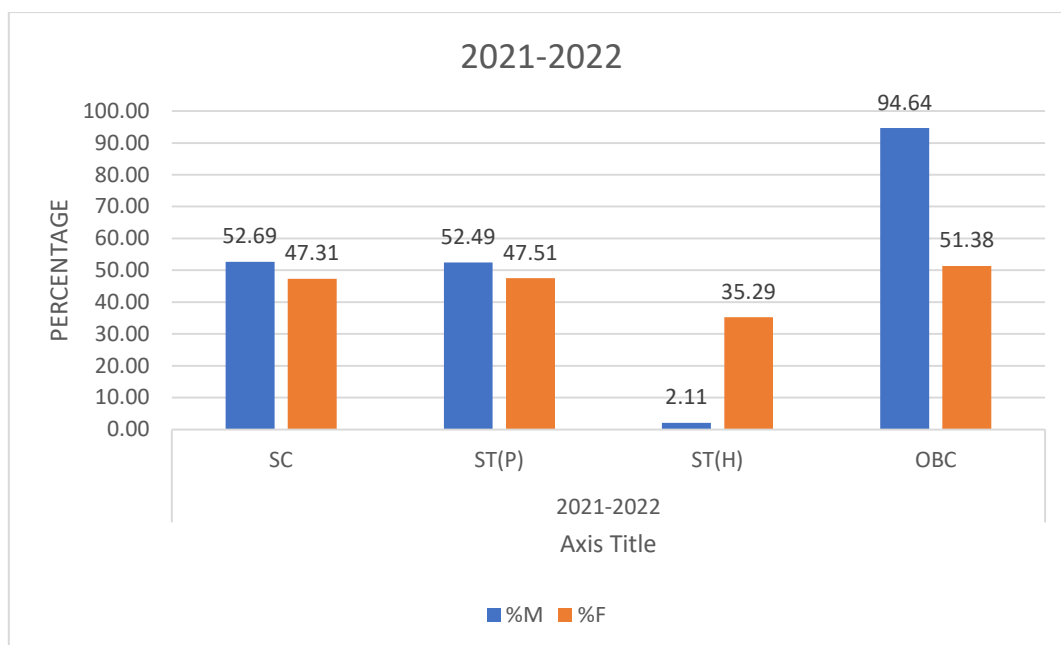
SESSION	COURSE	MALE	FEMALE	TOTAL	%M	%F
2021-22	BA	850	1210	2060	41.26	58.74
	B. SC.	356	262	618	57.61	42.39
	B. COM.	172	15	187	91.98	8.02
	B VOC	37	26	63	58.73	41.27
	M.A. (ASSAMESE)	3	41	44	6.82	93.18
	M. SC. (ZOOLOGY)	8	12	20	40.00	60.00
	PGDCA	10	18	28	35.71	64.28



The table and the figure above show the gender difference in each course in the session 2021-22. In B.A. course percentage of female students is more than the percentage of male students, whereas in B.Sc. Course percentage of male students is higher than females. In B. Com course, only a minimum percentage of female students are there compared to the male students. The percentage of female students in B. Voc. Course is also less than the male students. However, in PG courses (MA-Assamese, M.SC.-Zoology, PGDCA) the percentage of female students is very high.

4. GENDER DIFFERENCE IN VARIOUS SOCIAL CATEGORIES (GRADUATION LEVEL):

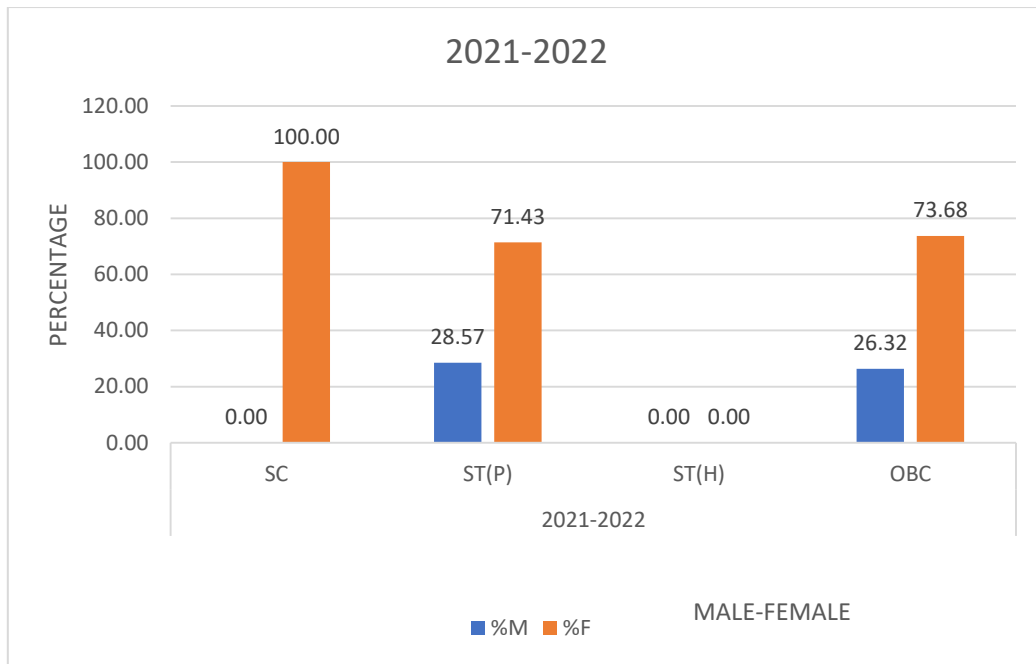
SESSION	CATEGORY	MALE	FEMALE	TOTAL	%M	%F
2021-2022	SC	235	211	446	52.69	47.31
	ST(P)	274	248	522	52.49	47.51
	ST(H)	11	6	17	2.11	35.29
	OBC	1094	1156	2250	94.64	51.38



In 2021-22 as shown in the above table, the female percentage is lower in case of all the categories for the graduation level.

5. GENDER DIFFERENCE IN VARIOUS SOCIAL CATEGORIES (POST GRADUATION LEVEL):

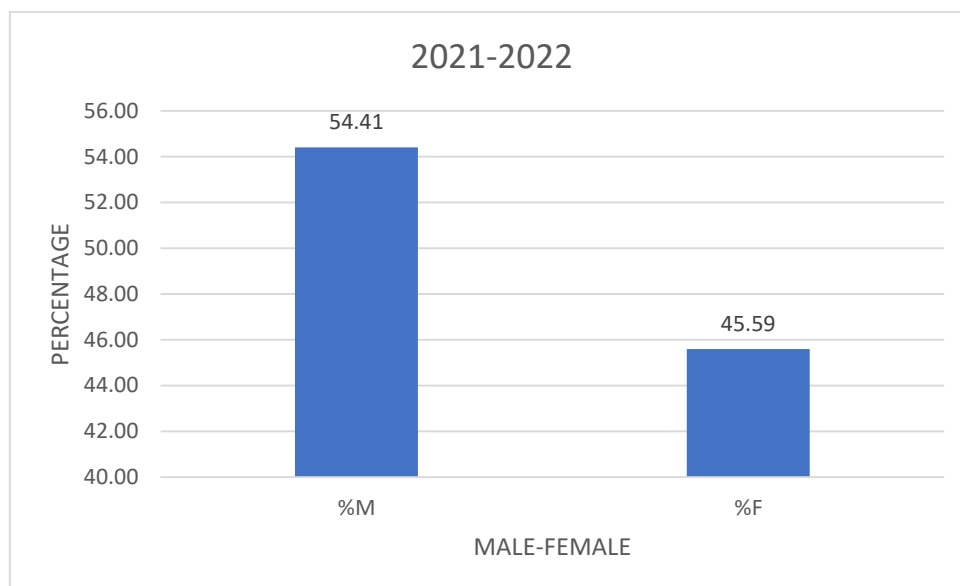
SESSION	CATEGORY	MALE	FEMALE	TOTAL	%M	%F
2021-2022	SC	0	3	3	0.00	100.00
	ST(P)	2	5	7	28.57	71.43
	ST(H)	0	0	0	0.00	0.00
	OBC	5	14	19	26.32	73.68



In 2021-2022 as shown above in the figure and table, female percentage in PG courses in terms of social categories is higher in all the three categories of students admitted in the college.

6. GENDER BALANCE OF SCHOLARSHIP (BENEFICIARIES):

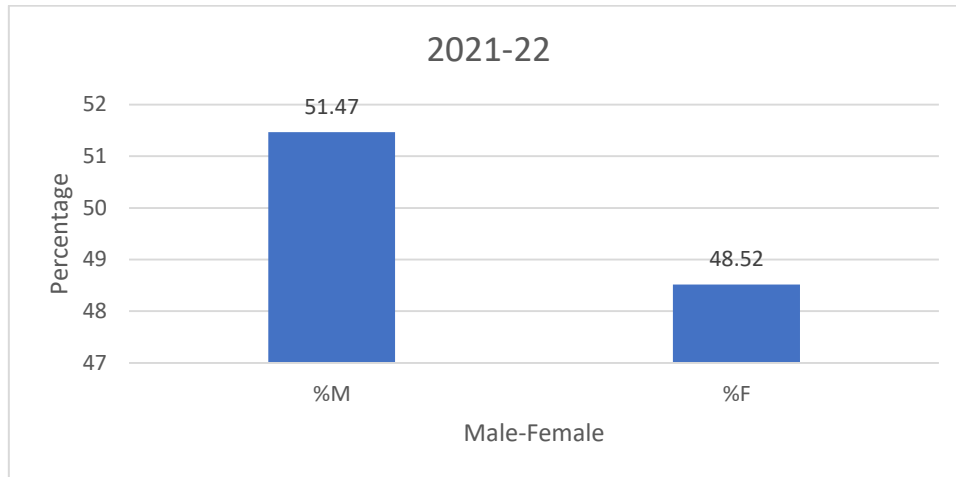
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	290	243	533	54.41	45.59



The table and the figure above show that higher percentage of boys have drawn scholarship from Dakshin Kamrup College in the year 2021-2022.

7. GENDER BALANCE IN ENROLLMENT AS NSS VOLUNTEERS IN DAKSHIN KAMRUP COLLEGE:

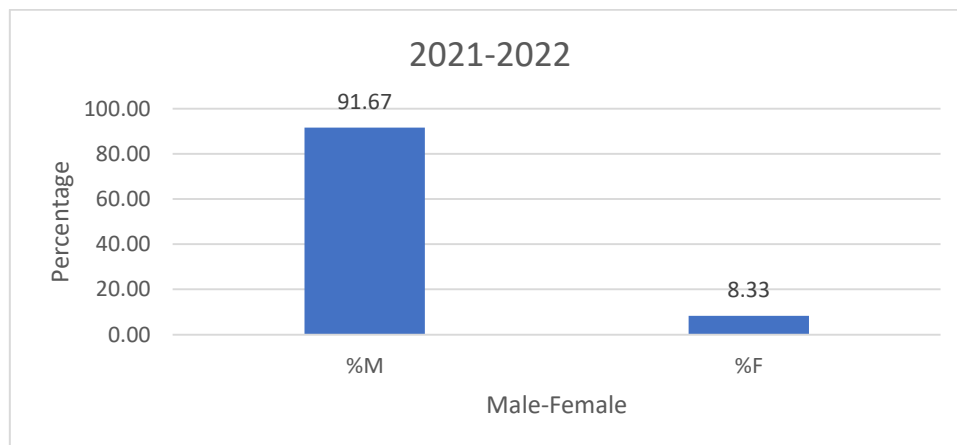
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	35	33	68	51.47	48.52



In 2021-22, the percentage of female volunteers of NSS is higher in the college compared to the male volunteers.

8. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE STUDENTS' UNION:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	11	1	12	91.67	8.33

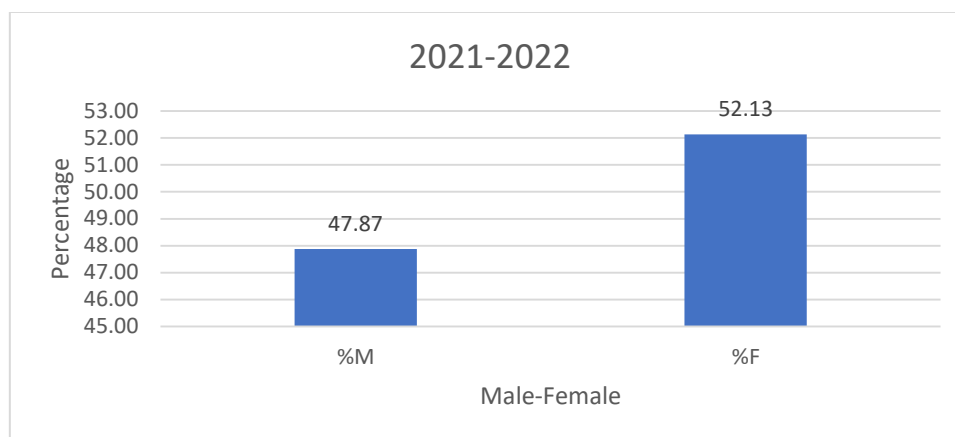


The above figure clearly shows that the number of female representatives in the **students' union** is less than male representatives.

GENDER BALANCE AMONG TEACHING AND NON-TEACHING STAFF

1. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHING STAFF:

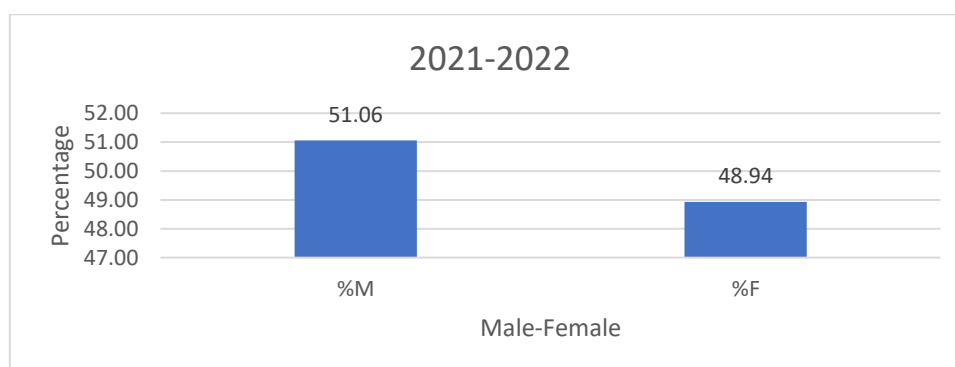
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	45	49	94	47.87	52.13



From the table and the figure above, it is clear that the number of female faculties in the teaching staff of Dakshin Kamrup College is higher than male faculties in the year 2021-22.

2. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE PERMANENT TEACHING STAFF:

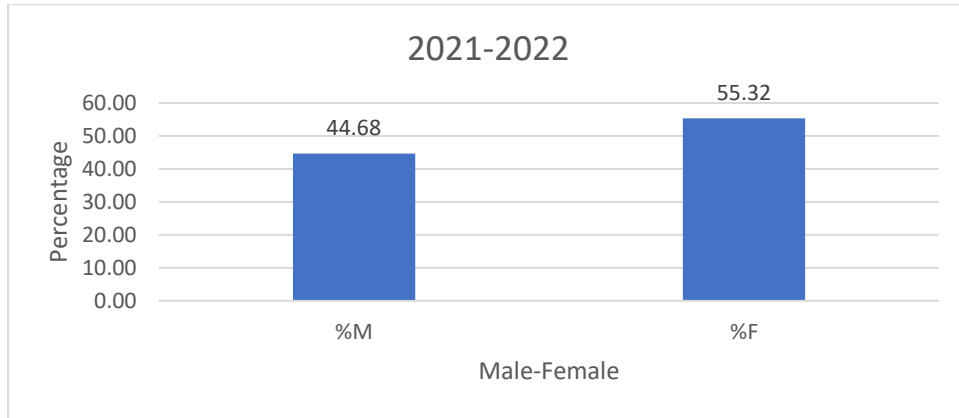
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	24	23	47	51.06	48.93



In case of permanent teaching staff, the percentage of male faculties is slightly higher compared to female faculties in the college.

3. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHING STAFF (FULL TIME NON-SANCTIONED):

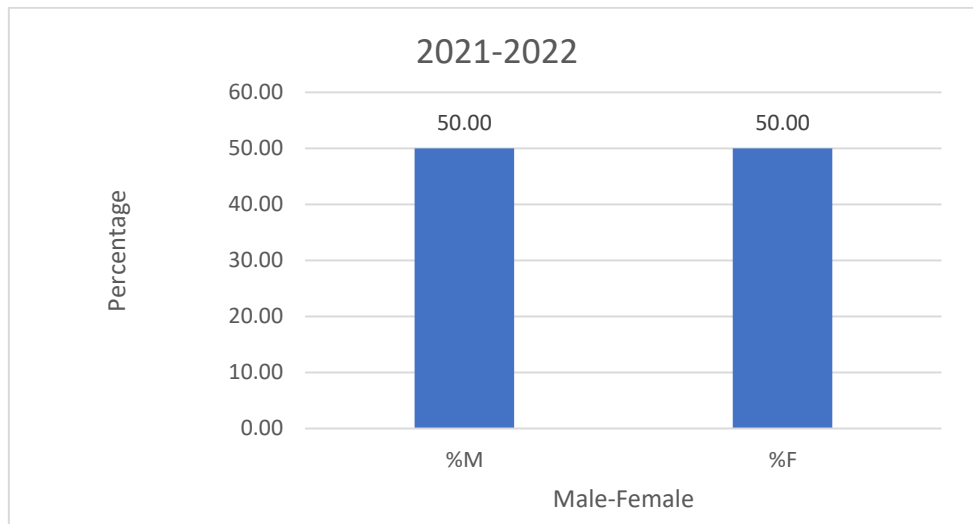
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	21	26	47	44.68	55.32



According to NAAC criteria of workload distribution, there are no part-time teaching staff in our college. In case of full time non-sanctioned faculties percentage of female faculties are higher than male faculties.

4. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHERS' UNIT:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	23	23	46	50.00	50.00



In the teacher's unit, male-female percentage is fully balanced in the year 2021-2022.

5. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHERS' UNIT EXECUTIVE BODY:

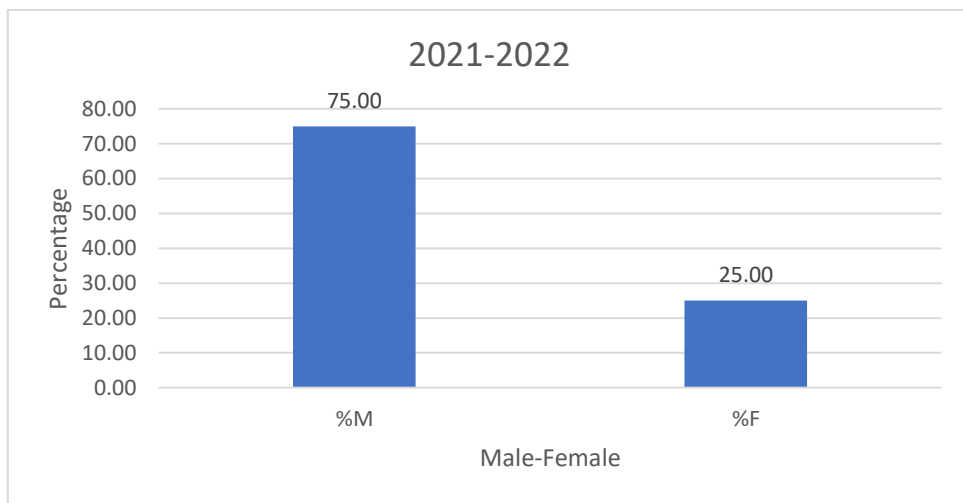
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	11	9	20	55.00	45.00



In the teacher's unit, male members percentage is more than female percentage as the number of permanent male faculties in the college is higher.

6. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE GOVERNING BODY:

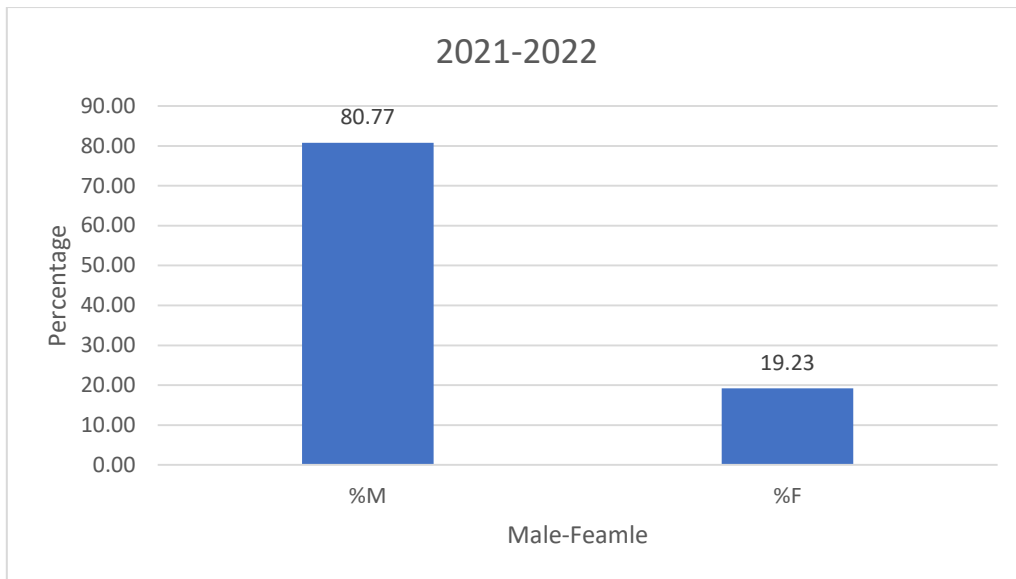
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	09	03	12	75	25



The table and the figures above present that there are more male members than female members in the governing body of the college.

7. GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE NON-TEACHING (OFFICE STAFF):

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	42	10	52	80.76	19.23

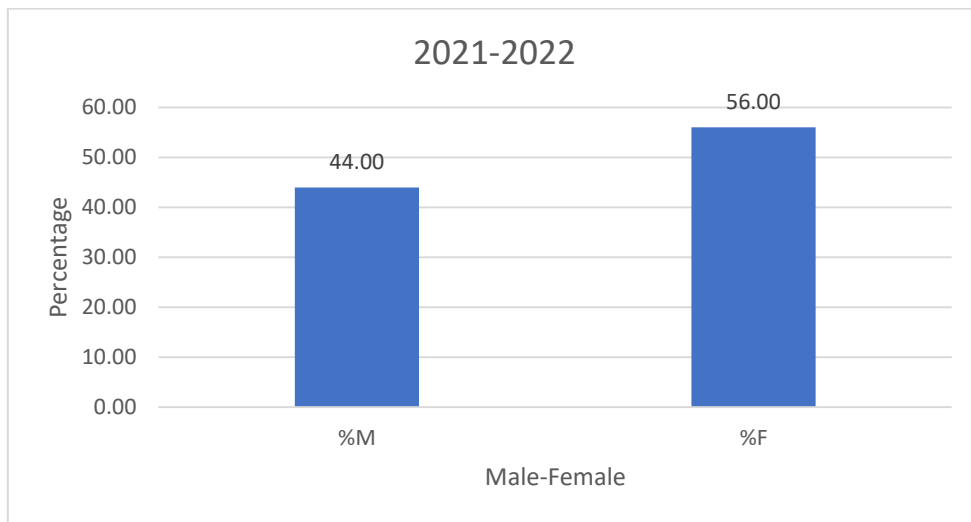


The table and the figures above clearly show that the percentage of female staff in the college is less than the percentage of male staff members in the college.

GENDER SENSITIVITY IN DAKSHIN KAMRUP COLLEGE (DIFFERENT CELLS & COMMITTEES TO BE MENTIONED)

A) LIBRARY COMMITTEE:

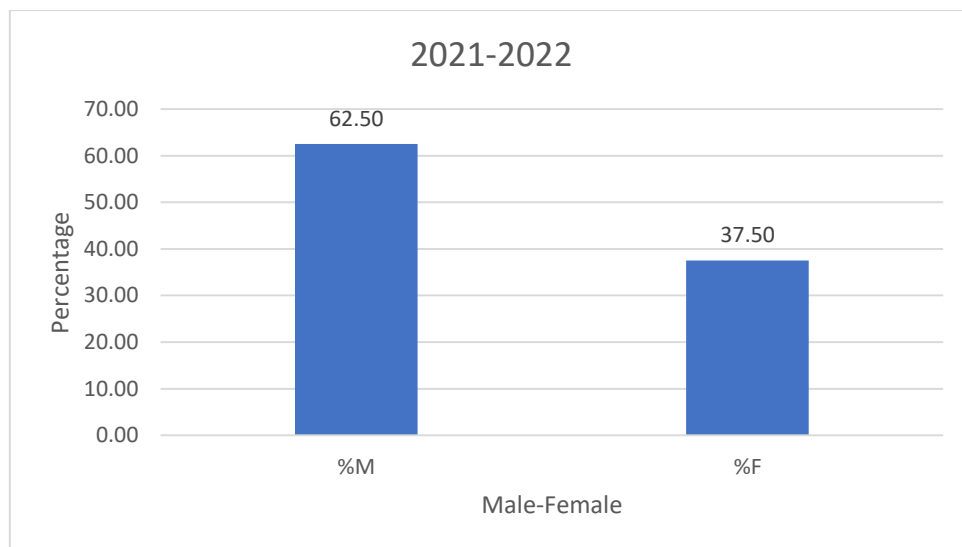
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	11	14	25	44	56



In the library committee as shown above, number of female members is more than the number of male members.

B) CENTRE COMMITTEE:

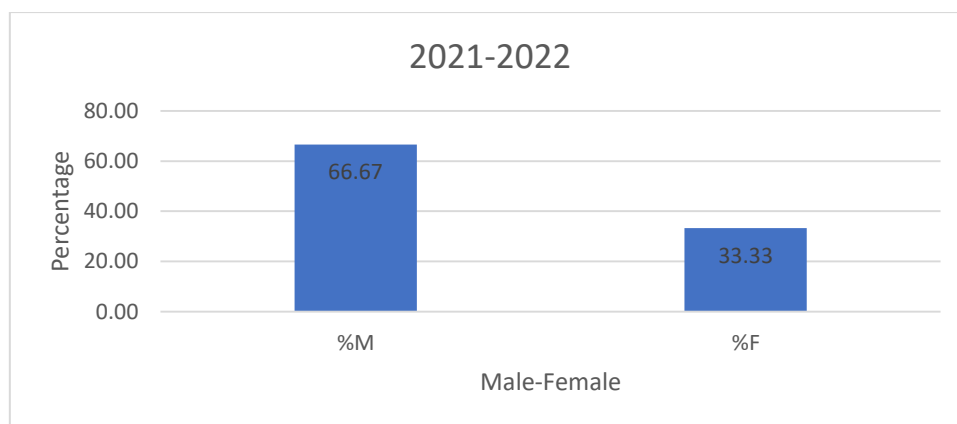
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	10	6	16	62.5	37.5



In the Centre committee of the college as shown above, number of female members is less than the number of male members.

C) INTERNAL EXAM COMMITTEE:

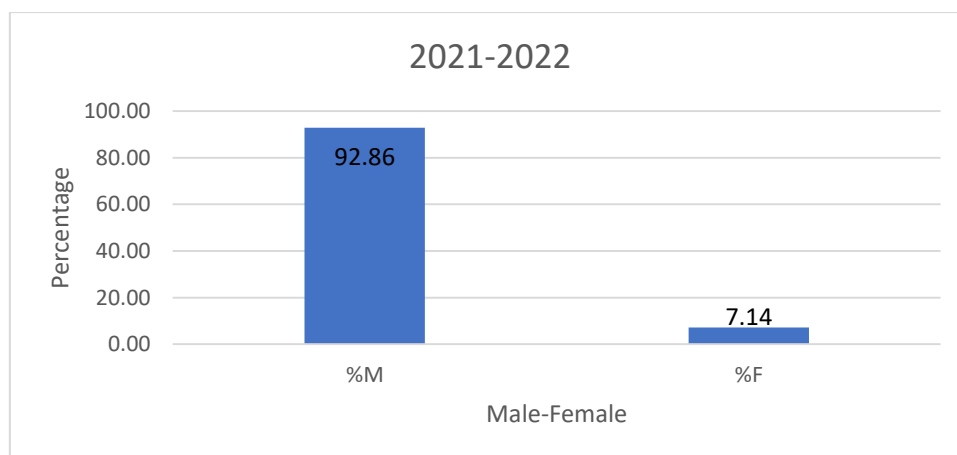
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	4	2	6	66.67	33.33



In the Internal Examination Committee of the college as shown above, number of female members is less than the number of male members.

D) FESTIVAL COMMITTEE:

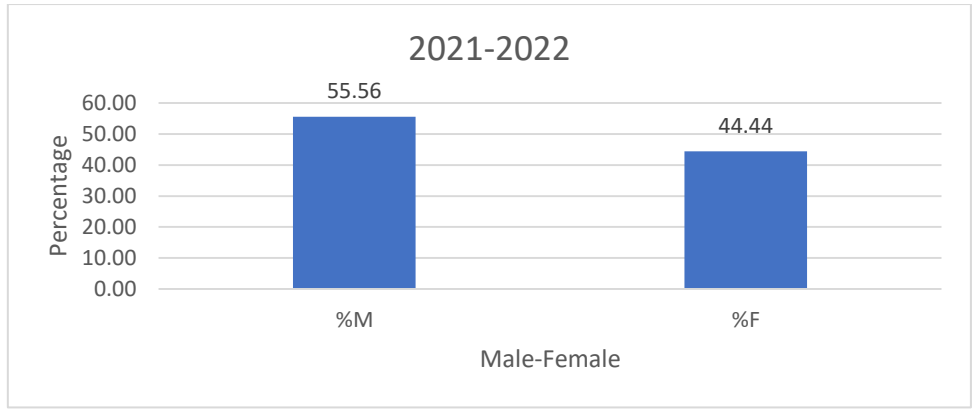
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	13	01	14	92.86	7.14



In the Festival committee of the college as shown above, number of female members is less than the number of male members.

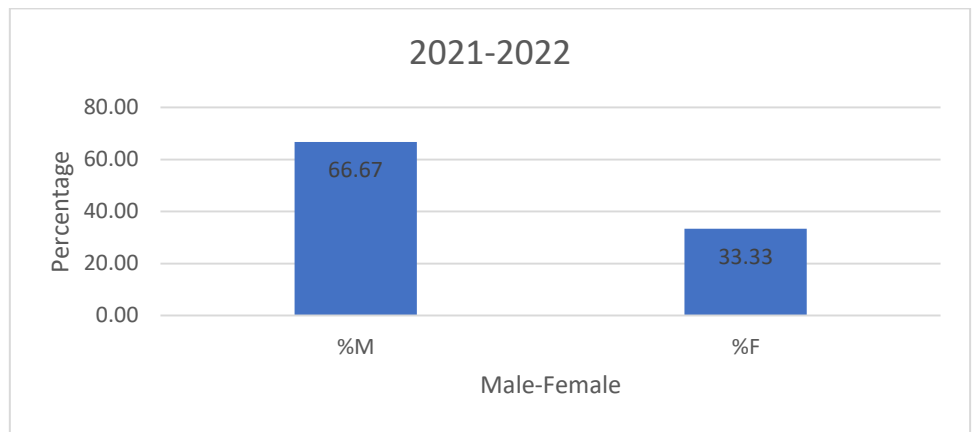
E) ANTI-RAGGING COMMITTEE:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	5	4	9	55.56	44.44



F) ACADEMIC ADVISORY COMMITTEE:

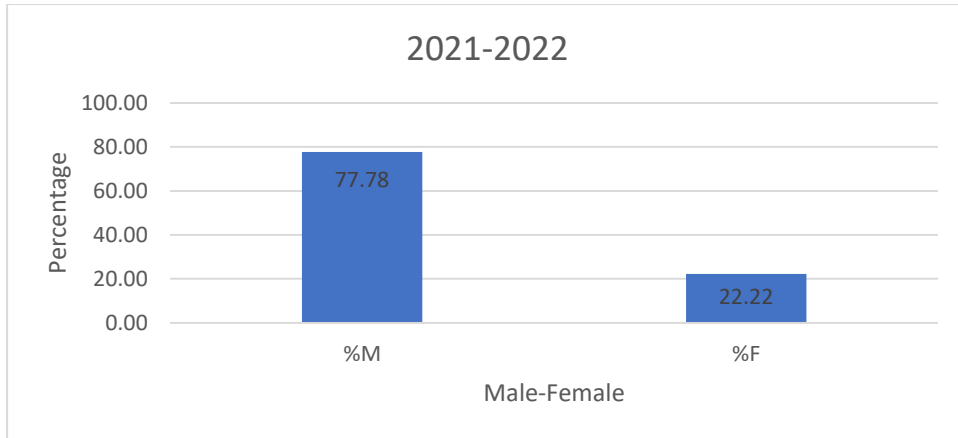
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	04	02	06	66.67	33.33



In the Academic committee of the college as shown above, number of female members is less than the number of male members.

G) DISCIPLINARY COMMITTEE:

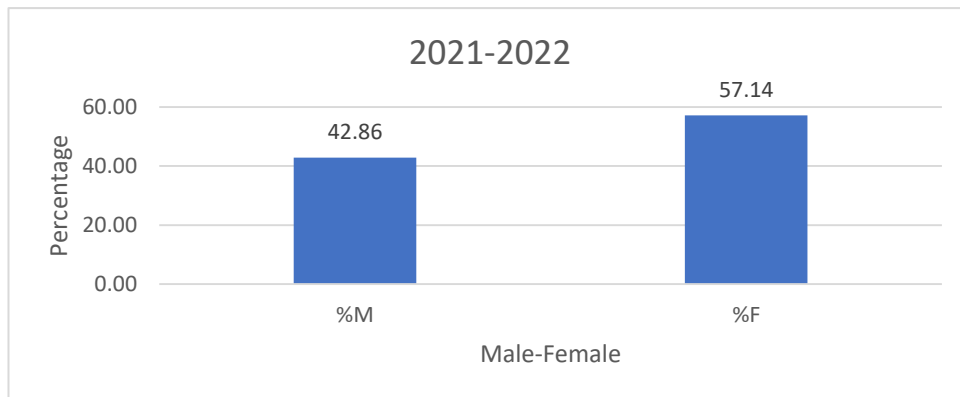
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	7	2	9	77.78	22.22



In the Disciplinary committee of the college as shown above, number of female members is less than the number of male members.

H) INTERNAL COMMITTEE:

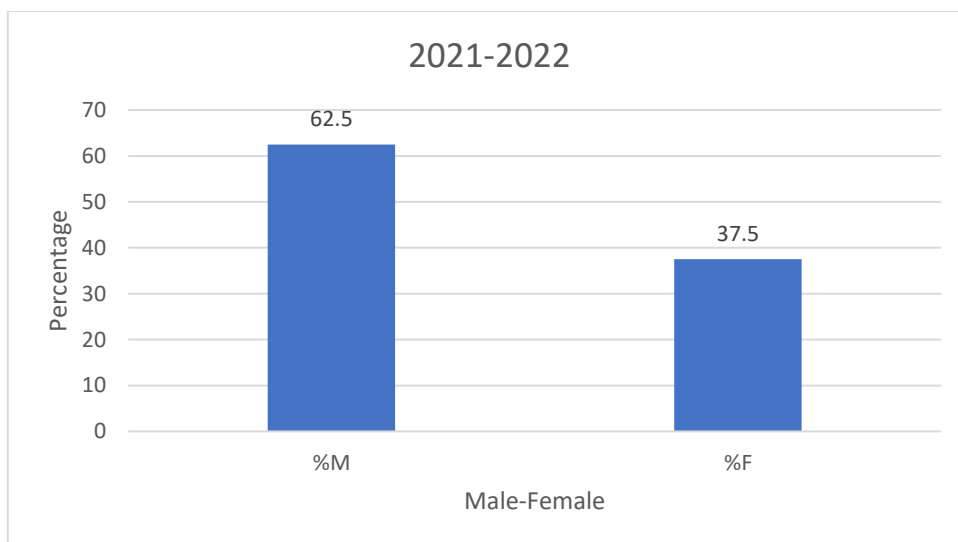
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	3	4	7	42.85	57.14



In the Internal committee of the college as shown above, number of female members is more than the number of male members.

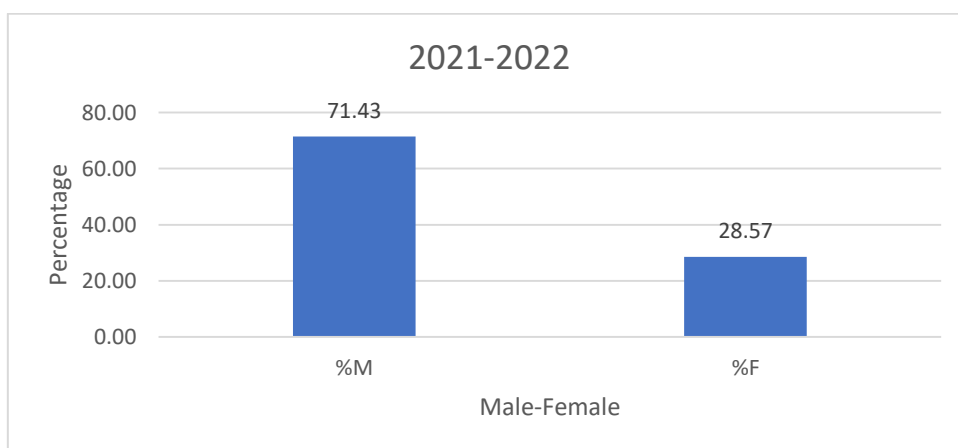
I) ELECTION COMMITTEE:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	5	3	8	62.5	37.5



J) IQAC CORE COMMITTEE:

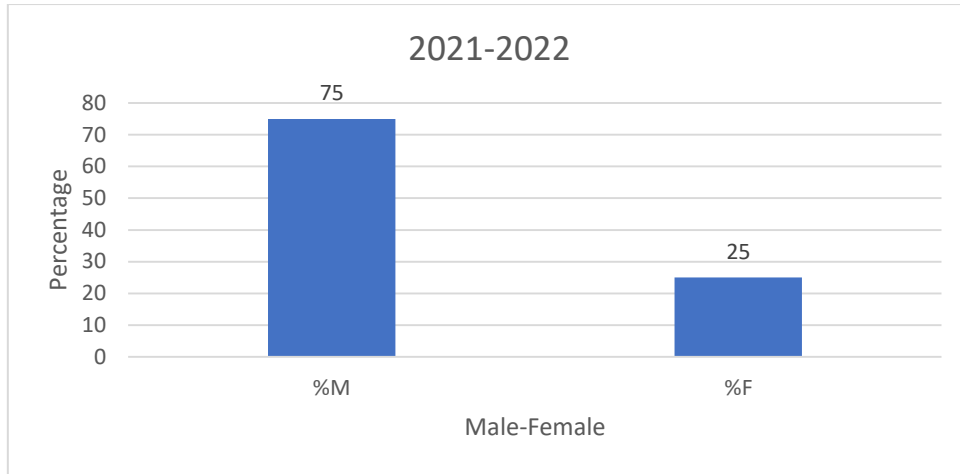
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	5	2	7	71.42	28.57



In the IQAC Core committee of the college as shown above, number of female members is less than the number of male members.

K) PROSPECTUS COMMITTEE:

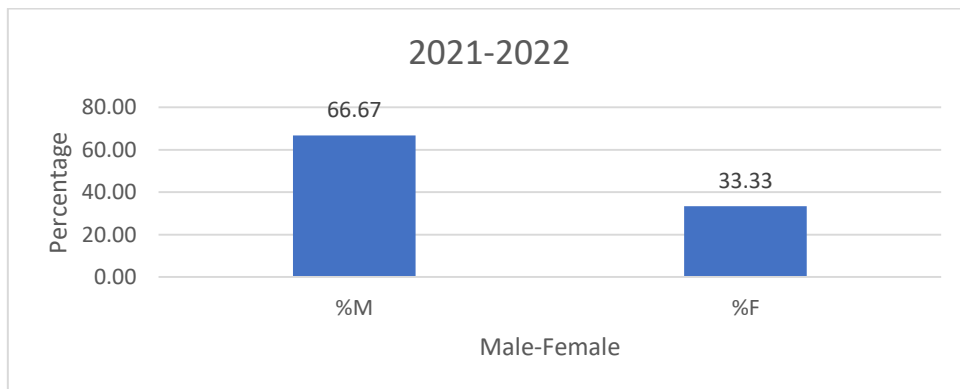
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	6	2	8	75	25



In the Prospectus committee of the college as shown above, there are less female members as compared to male members in the year 2021-22.

L) ADMISSION COMMITTEE (GENERAL COMMITTEE):

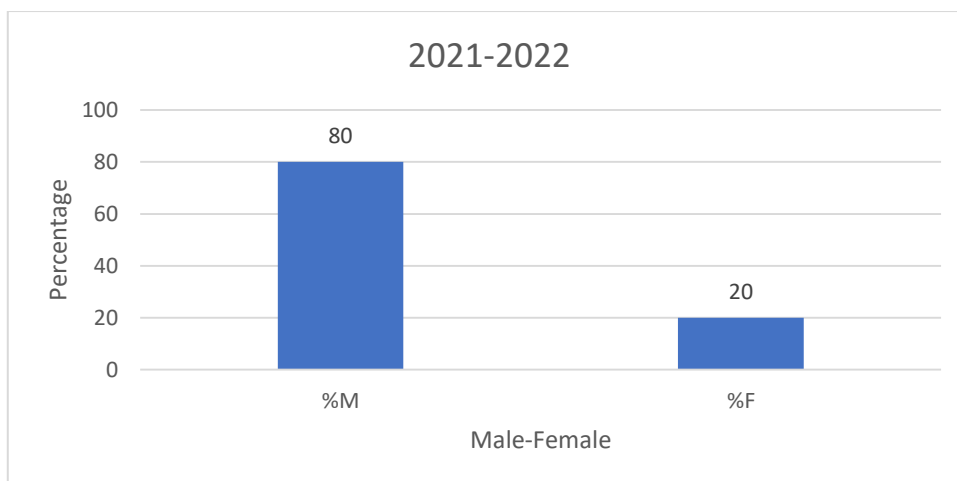
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	14	7	21	66.67	33.33



In the Admission committee (general committee) of the college as shown above, number of male members is more than the number of female members.

M) ADMISSION COMMITTEE (SUB COMMITTEE):

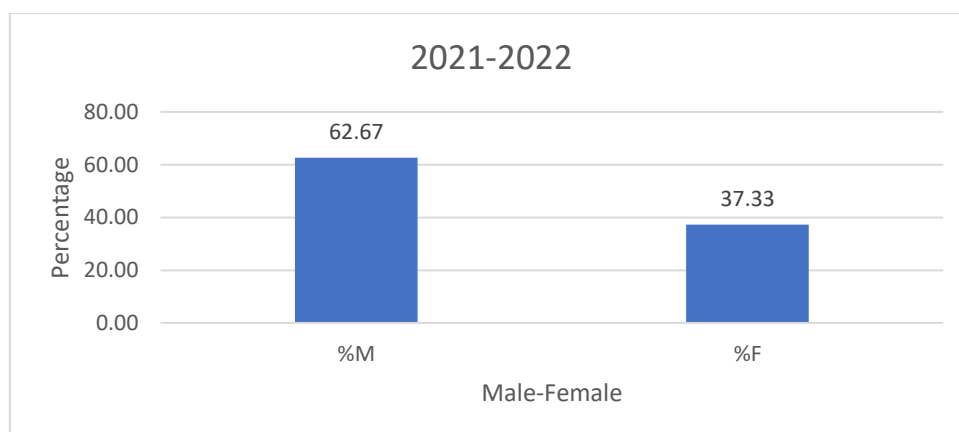
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	8	2	10	80	20



In the Admission committee (sub-committee) of the college as shown above, number of female members is lesser than the number of males in the committee.

N) TEACHERS' & EMPLOYERS' CO-OPERATIVE SOCIETY:

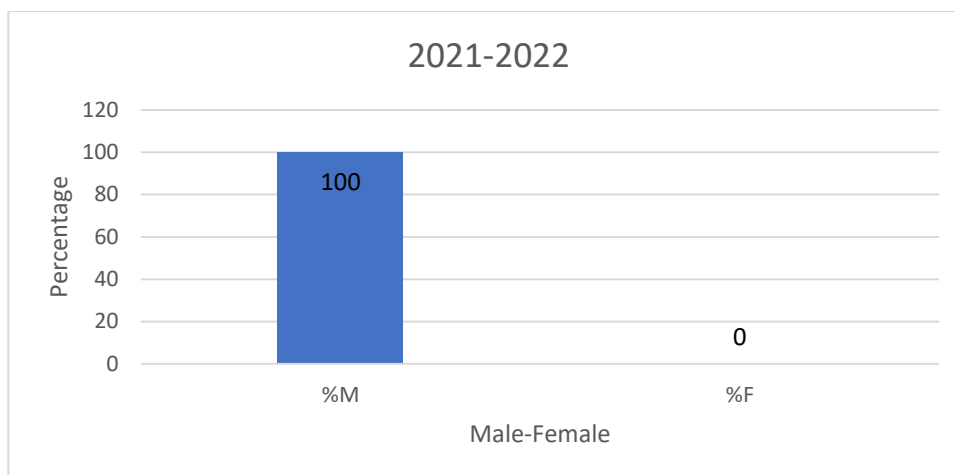
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	47	28	75	62.67	37.33



In the Teachers' & Employers' Co-Operative Society of the college as shown above, number of female members is less than the number of male members.

O) CONSTRUCTION CUM PURCHASE COMMITTEE:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-22	7	0	7	100	0



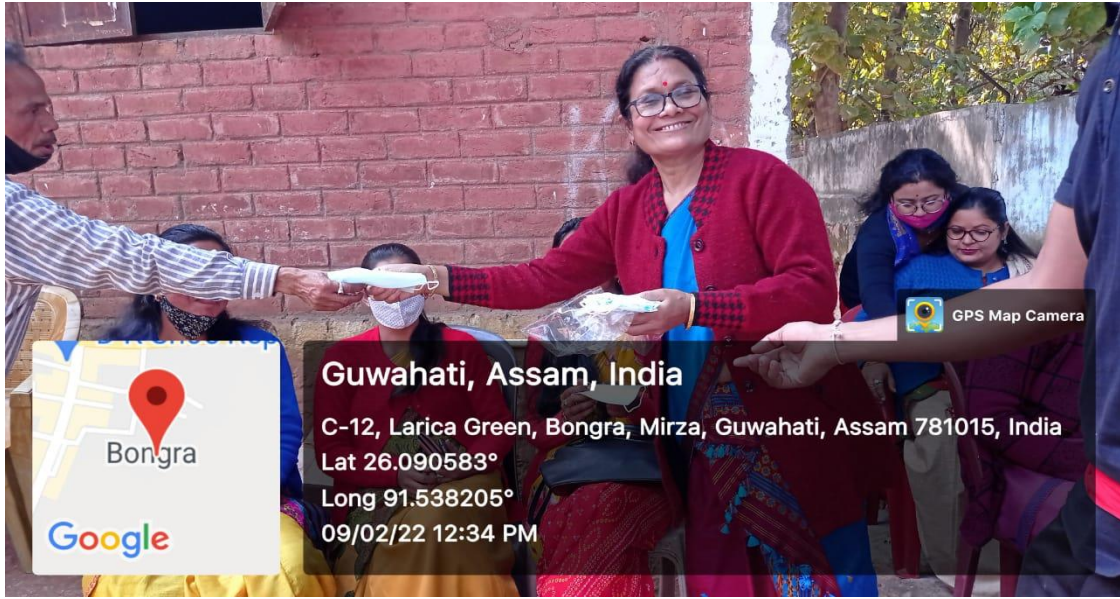
In the Construction Committee of the college as shown above, there is no female member.

GENDER EQUITY (NUMBER OF GENDER EQUITY PROMOTION PROGRAMS ORGANIZED BY THE INSTITUTION DURING 2021-2022)

TITLE	PERIOD (DATE)	ORGANIZING COMMITTEE
A Gender Awareness Programme cum Distribution of Sanitary Napkins	09.02.2022	Women's Forum in collaboration with IQAC, Dakshin Kamrup College.

PHOTOGRAPHS:





GENDER AUDIT SAMPLE SURVEY IN DAKSHIN KAMRUP COLLEGE

A. SELF- ASSESSMENT QUESTIONNAIRE:

Name:

Position: Student/Faculty/Staff

Department/office:

*(*marked questions are to be attempted by staff only)*

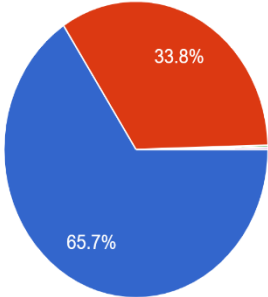
	Control Objective	Options	Put (✓)
1	What is your Gender?	Female	
		Male	
		Transgender	
		Not Listed Above	
		Prefer not to Answer	
2	What is your position in your institution?	Faculty	
		Administration	
		student	
		Staff Member	
		Others	
3	The college conducts gender sensitization/awareness programs.	Yes	
		No	
		Not aware	
4*	I observe that staff at all organizational levels considers gender to be important.	To the fullest extent	
		To a great extent	
		To a moderate extent	
		To a limited extent	
		Not at all	
5	Adequate numbers of toilets are available in the campus (girls/boys/staff)	Yes	
		No	
		Requires more	
6	Adequate facilities are available inside the toilet (Like disposal bins, hand wash/soap are available in the toilet)	Yes	
		No	
		Requires more	
7	Adequate lighting is available inside the campus and hostels, for example- adequate light in corridor, class rooms, common areas, toilets, etc.	Yes	
		No	
		Requires more	
8	Adequate security arrangements have been made in the campus, hostels and common areas during day and night.	Yes	
		No	
		Requires more	

9	Options for flexible timing is available for students. For example, no classes are arranged in late evening or early morning.	Yes	
		No	
10	A women cell is set up in the college and you are aware about the women cell.	Yes	
		No	
11*	There are male faculties available in the women cell.	Yes	
		No	
12	Do you reach out to women's cell?	Yes	
		No	
13	You are aware of the Internal Committee constituted in the college under “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013”.	Yes	
		No	
14	The classroom offers equal opportunities to all genders.	Yes	
		No	
15	The college offers equal opportunities to all genders on sports.	Yes	
		No	
16*	There is equal opportunity to all genders to work with various committees and forums.	Yes	
		No	
17*	You are satisfied with the gender representation in the existing internal committees/forums of the college.	Yes	
		No	
		Requires more	
18	There is equal opportunity to all genders for free and fair expression of ideas.	Yes	
		No	
19	In my college, I am in contact with staff, students & departments within my college to improve gender learning opportunities by sharing experiences.	Frequently	
		Regularly	
		Occasionally	
		Seldom	
		Never	
20	Separate common room for Boys & Girls in the college.	Don't Know	
		Yes	
		No	

B. RESOPNSES OF RESPONDENTS

1. What is your gender?

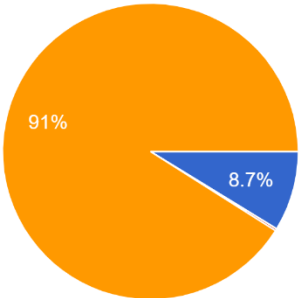
435 responses



- Female
- Male
- Transgender
- Not Listed Above
- Prefer not to Answer

2. What is your position in your institution?

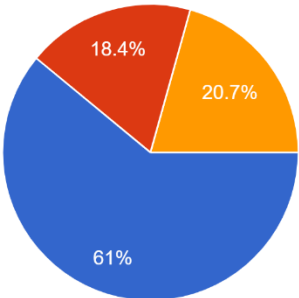
435 responses



- Faculty
- Administration
- Student
- Staff Member
- Others

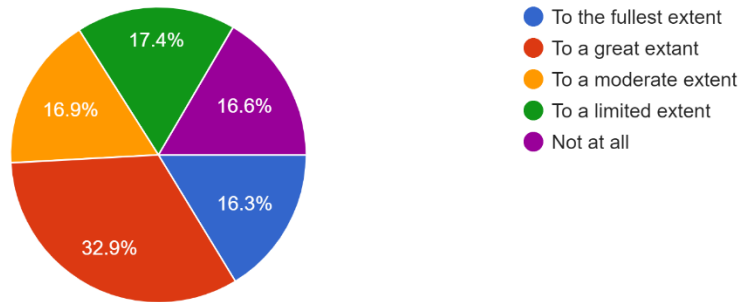
3. The college conducts gender sensitization/awareness programs.

397 responses

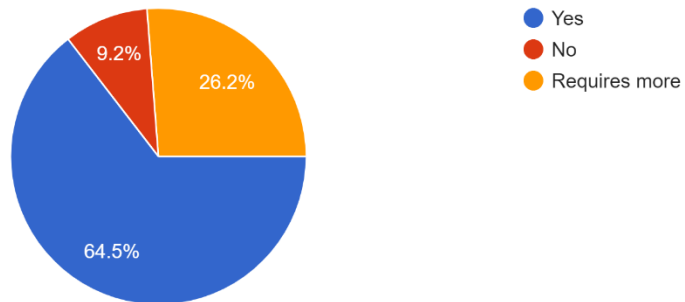


- Yes
- No
- Not Aware

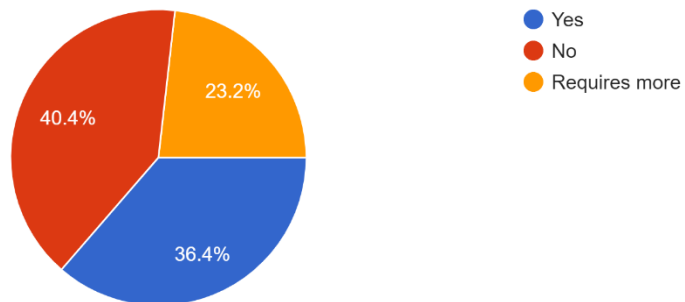
4* I observe that staff at all organizational levels considers gender to be important.
350 responses



5. Adequate numbers of toilets are available in the campus (girls/boys/staff)
423 responses

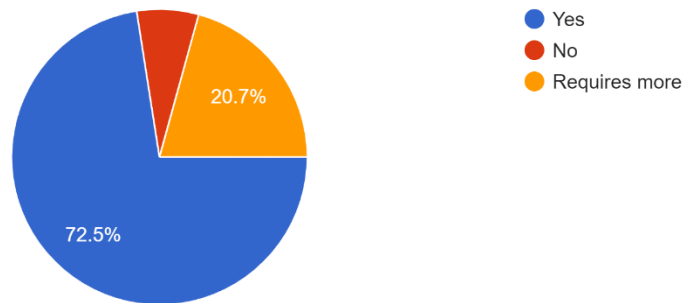


6. Adequate facilities are available inside the toilet (Like disposal bins, hand wash/soap are available in the toilet)
418 responses



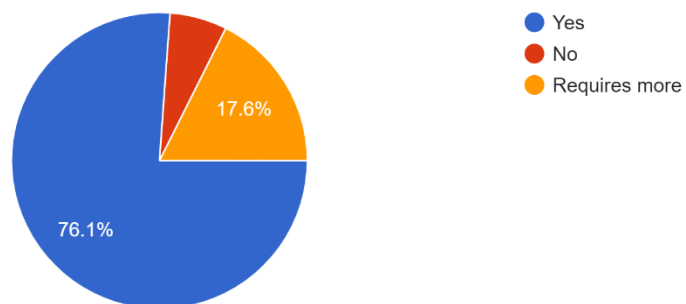
7. Adequate lighting is available inside the campus and hostels, for example- adequate light in corridors, classrooms, common areas, toilets, etc.

415 responses



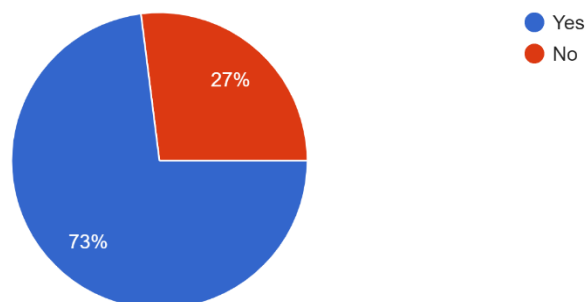
8. Adequate security arrangements have been made in the campus, hostels, common areas during the day and night.

415 responses

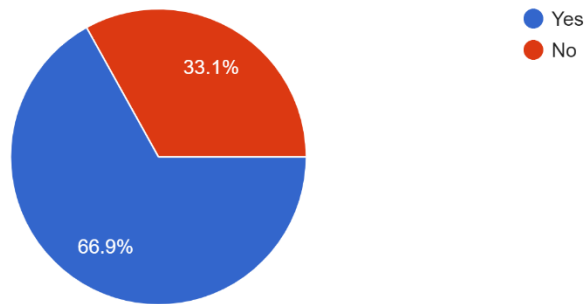


9. Options for flexible timing are available for students. For example- no classes are arranged in the late evening or early morning.

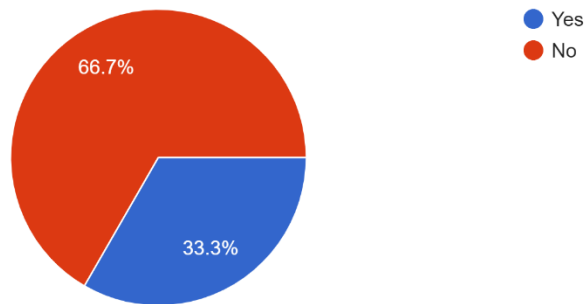
400 responses



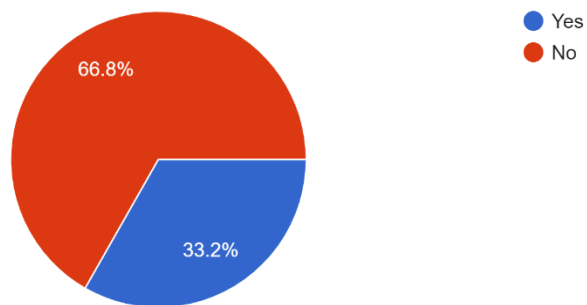
10. A women's cell is set up in the college and you are aware of the women's cell.
390 responses



11* There are male faculties available in the women's cell.
330 responses

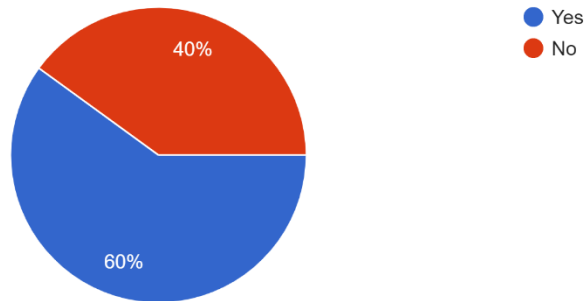


12. Do you reach out to the women's cell?
373 responses



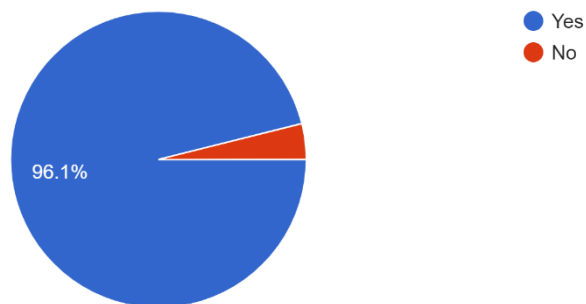
13. You are aware of the Internal Committee constituted in the college under "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

380 responses



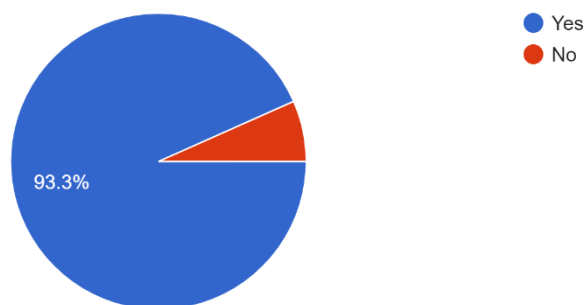
14. The classroom offers equal opportunities to all genders.

410 responses

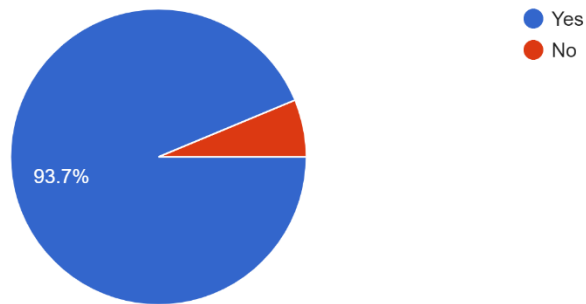


15. The college offers equal opportunities to all genders in sports.

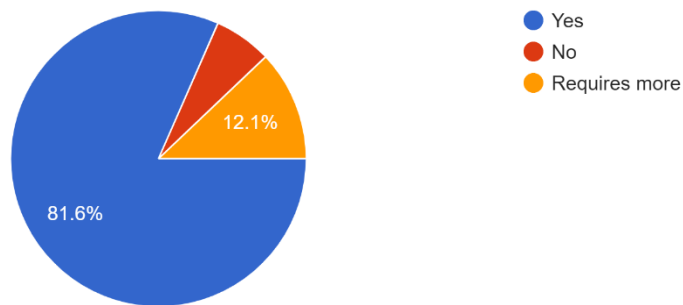
406 responses



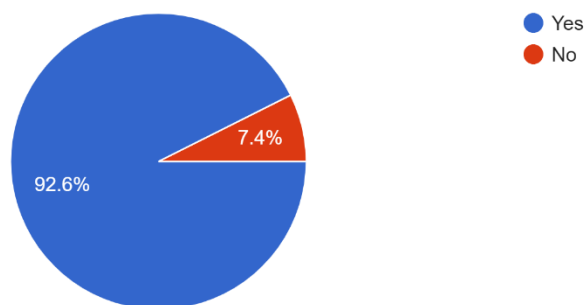
16* There is equal opportunity for all genders to work with various committees and forums.
367 responses



17* You are satisfied with the gender representation in the existing internal committees/forums of the college.
364 responses

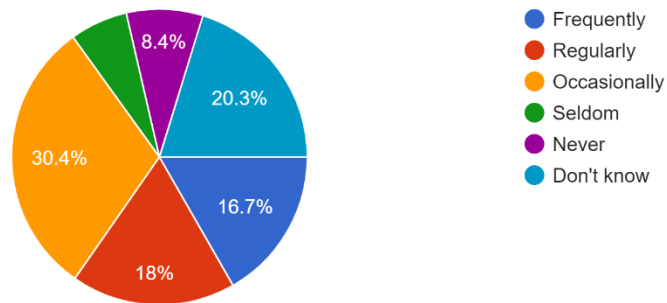


18. There is equal opportunity to all genders for free and fair expression of ideas.
406 responses



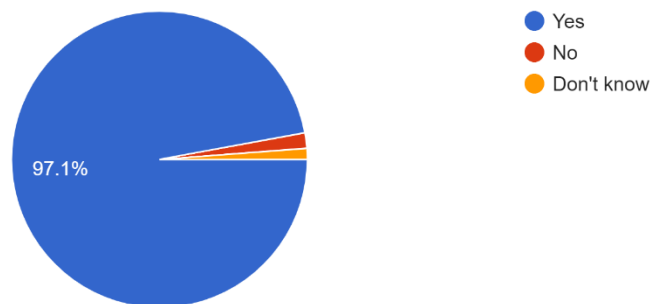
19. In my college, I am in contact with staff, students, and departments within my college to improve gender learning opportunities by sharing experiences.

395 responses



20. Separate common room available for Boys & Girls in the college.

415 responses



SUMMARY OF FINDINGS

The main findings of the assessment show that, in general, the students and staff are aware of the need for gender sensitization at a general level. It was also observed that a number of practices are followed such as sensitization programmes, women's cell, committee on sexual harassment, flexible timing, security etc. are followed in the campus.

However, on detailed review, it is evident that though the college is implementing gender policy in the college at different levels, it is not up to the mark. The college needs to follow certain improved processes for further benefit from the gender policy for attaining efficiency, fairness and consistency.

RECOMMENDATION FOR MAKING DAKSHIN KAMRUP COLLEGE A GENDER SENSITIVE COLLEGE

- The college should include more female teachers/staff in different committees of the college to ensure equality.
- The authority should go for the inclusion of more women in the decision-making process of the college.
- The authority should consider the increase of female non-teaching staff in the college.
- Female students should be encouraged to participate in the election process of the student's union.
- More gender sensitization programmes should be organized in the college.
- The college should also pledge to look into the issues and concerns of the third gender community, if any evolve in the near future.
- Lighting to be increased for the safety of both the genders within the college and hostel campuses.

CONCLUSION

Though there are some limitations in the gender sensitization framework adopted in Dakshin Kamrup College, yet it has lots of strengths. These limitations can be overcome with efficient mind set. Doubtlessly, its strengths are contributing towards making the college a gender sensitive institution. With the strong will power and commitment to gender justice, Dakshin Kamrup College would certainly make a mark even in the areas that need some improvements.