

GENDER AUDIT OF



দক্ষিণ কামৰূপ মহাবিদ্যালয়
DAKSHIN KAMRUP COLLEGE

2020-2021

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 2020-2021 under the aegis of IQAC, Dakshin Kamrup College, Mirza.

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Principal and Chairman, IQAC
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Associate Professor
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Acknowledgement

We, the Gender Audit Assessment Team, sincerely thank Dr. Nabajyoti Das, Principal and Chairman, IQAC for entrusting on us the responsibility of preparing the Gender Audit Report of D.K. College for the session 2020-2021. We also offer our gratitude to Dr. Jilmil Bora, Coordinator, IQAC for leading our team in an efficient manner and for providing valuable data and suggestions for compiling the report.

Our sincere gratitude also goes to the entire teaching and non-teaching staff of the college for their kind cooperation during the data collection process, especially with regard to their timely responses to the questionnaire.

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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Introduction

Dakshin Kamrup College, Mirza, which was set up in 1961 has been actively contributing towards the sound educational foundation of the South Kamrup area since its establishment. From then onwards, the college has seen some landmark infrastructural developments as well as the increasing number 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 109 in number.

The college perpetually strives to keep pace with the social changes and thus incorporates the pressing social concerns under its ambit. Gender has been a very sensitive and contended issue for quite some time now and as such the college realises the necessity of addressing it in its day to day operation. It realises that the progress of a society rests on giving equal agency to each gender so that they are empowered to build a just society. Thus, being gender sensitive and gender inclusive are very much crucial in the present day. 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 transparent self-assessment of its achievement 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 2020-2021 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 in 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

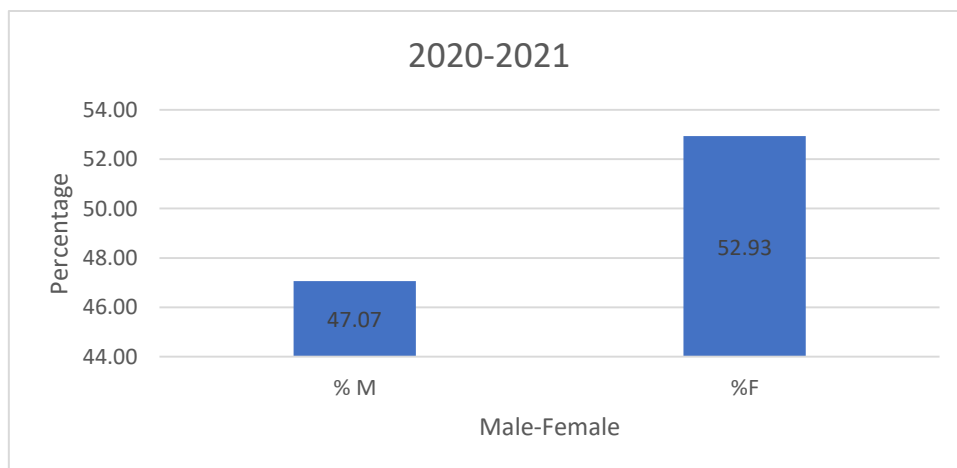
The study involves both qualitative and quantitative approaches in order to assess the gender ratio in the college. Primary data were collected from the institution regarding students' enrolment across social categories while taking into account the gender-based enrolment. Primary data were also collected 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 951. 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 (2020-21):

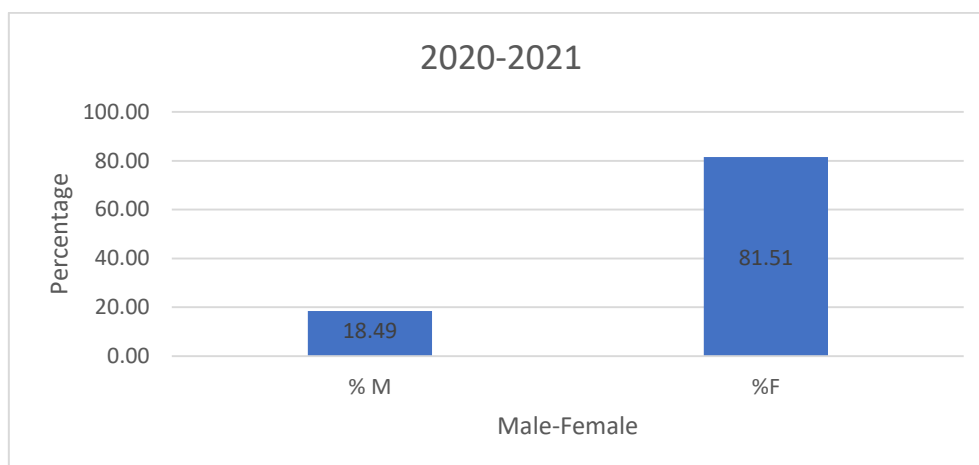
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	1468	1651	3119	47.07	52.93



The table and the graph show classification of male and female percentage of students at graduation level in the college in the year 2020-21. As presented above it is evident that the percentage of female students is higher than the percentage of male students in the year 2019-2020.

2) GENDER BALANCE IN ENROLLMENT AT POST GRADUATION LEVEL (2020-21):

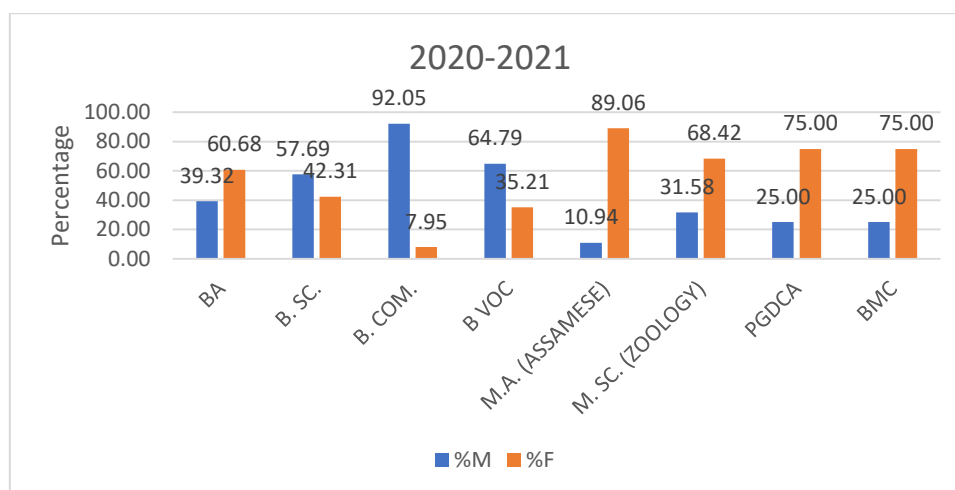
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	22	97	119	18.49	81.51



The table and the graph show classification of male and female percentage of students at post-graduation level in the college in the year 2020-21. As presented above it is evident that the percentage of female students is higher than the percentage of male students in the year 2020-21.

3) COURSE-WISE GENDER DIFFERENCE IN THE STUDENTS (2020-21):

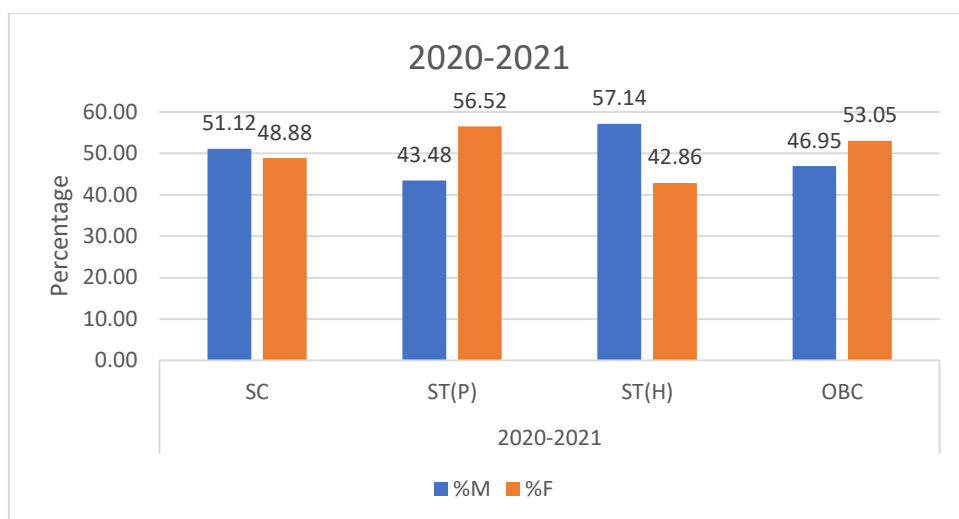
SESSION	COURSE	MALE	FEMALE	TOTAL	%M	%F
2020-2021	BA	828	1278	2106	39.32	60.68
	B. SC.	454	333	787	57.69	42.31
	B. COM.	139	12	151	92.05	7.95
	B VOC	46	25	71	64.79	35.21
	M.A. (ASSAMESE)	7	57	64	10.94	89.06
	M. SC. (ZOOLOGY)	6	13	19	31.58	68.42
	PGDCA	9	27	36	25.00	75.00
	BMC	1	3	4	25.00	75.00



The table and the figure above show the gender difference in each course in the session 2020-21. 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 also 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):

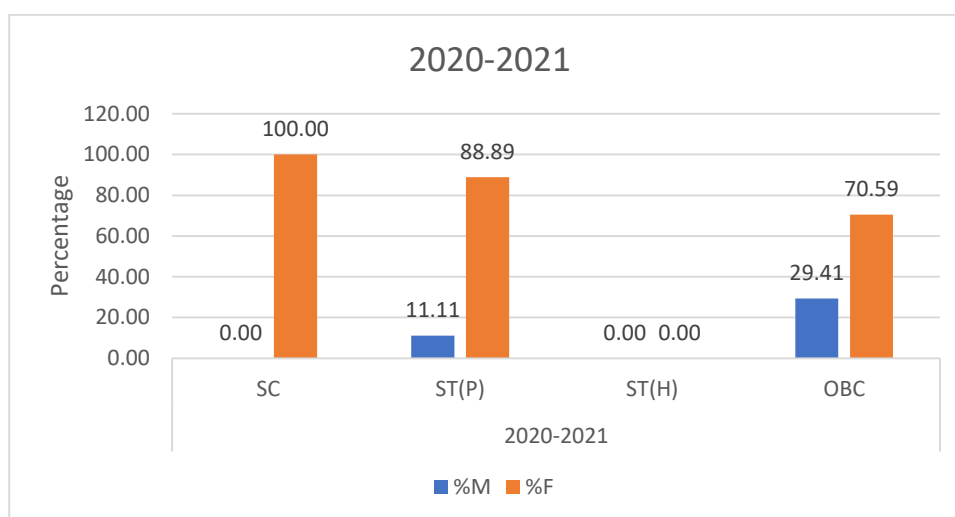
SESSION	CATEGORY	MALE	FEMALE	TOTAL	%M	%F
2020-2021	SC	228	218	446	51.12	48.88
	ST(P)	260	338	598	43.48	56.52
	ST(H)	8	6	14	57.14	42.86
	OBC	1156	1306	2462	46.95	53.05



In 2020-21 as shown in the above table, the female percentage is higher in case of ST(P) and OBC categories, whereas in SC and ST(H) category male percentage is slightly higher than female percentage.

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

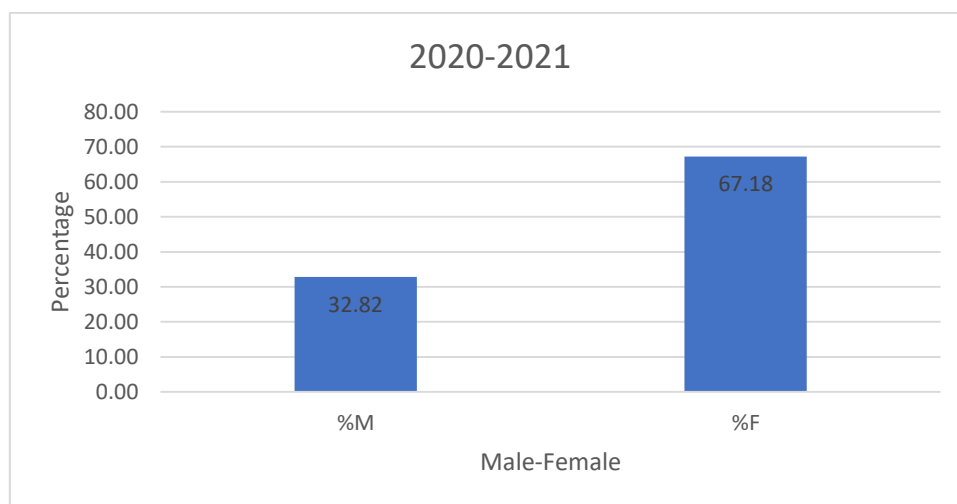
SESSION	CATEGORY	MALE	FEMALE	TOTAL	%M	%F
2020-2021	SC	0	6	6	0.00	100.00
	ST(P)	1	8	9	11.11	88.89
	ST(H)	0	0	0	0.00	0.00
	OBC	5	12	17	29.41	70.59



In 2020-2021 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):

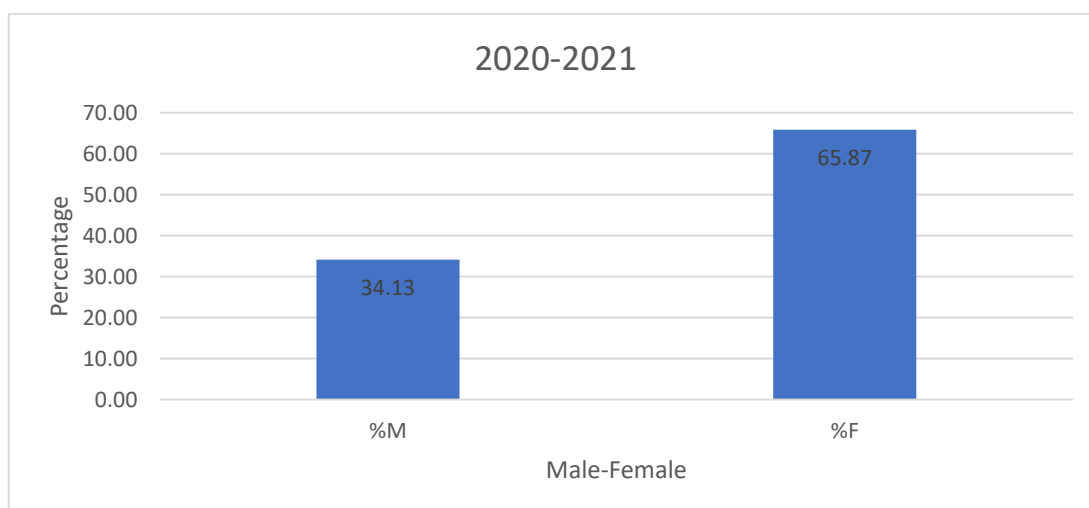
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	169	346	515	32.82	67.18



The table and the figure above show that higher percentage of girls have drawn scholarship from Dakshin Kamrup College in the year 2020-2021.

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

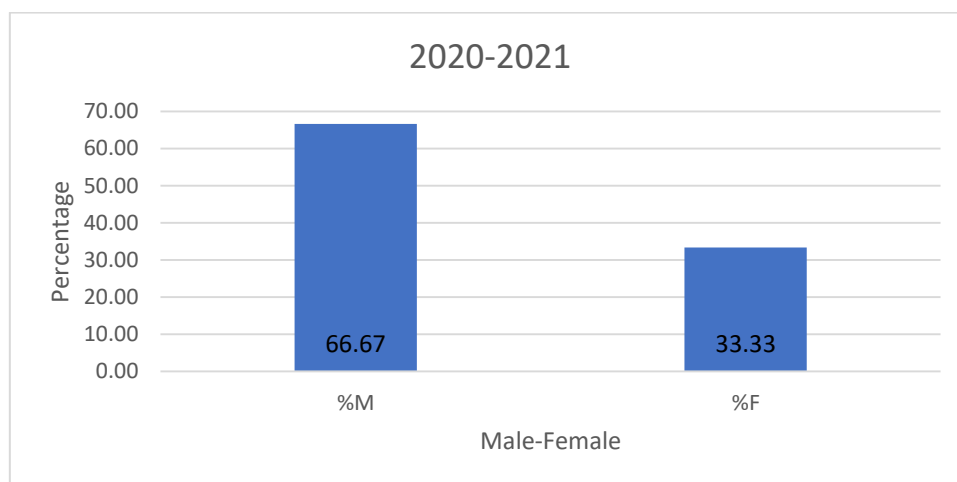
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	71	137	208	34.13	65.87



In 2020-2021, 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
2020-2021	08	04	12	66.67	33.33

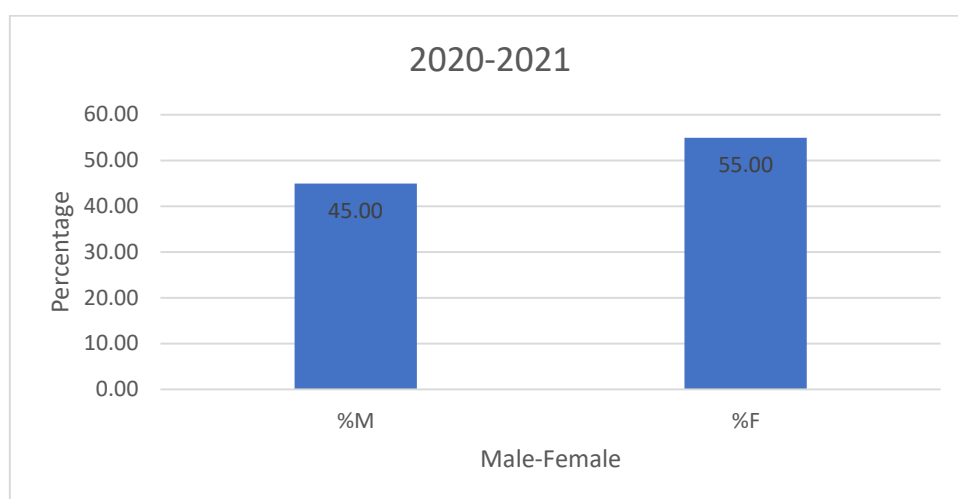


The above figure clearly shows that the number of female representatives in the **students' union** is less than male representatives.

GENDER BALANCE AMONG TEACHING AND NON-TEACHING STAFF

1) GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHING STAFF:

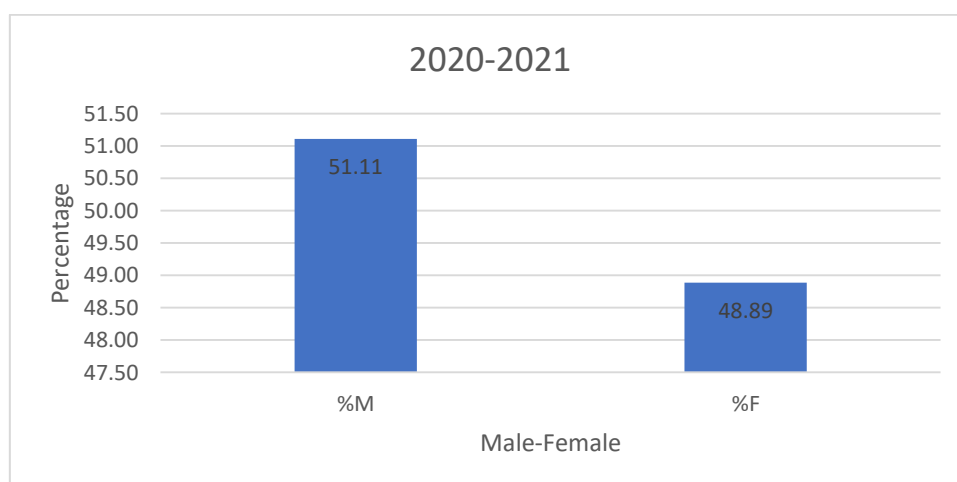
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	45	55	100	45.00	55.00



From the table and the figure above, it is clear that the number of female faculties in the teaching stuff of Dakshin Kamrup College is higher than male faculties in the year 2020-21.

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

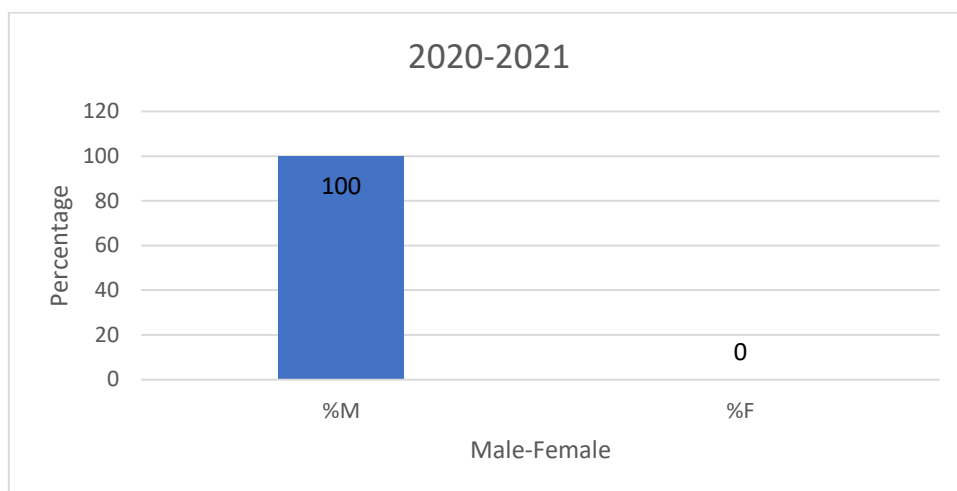
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	23	22	45	51.11	48.89



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

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

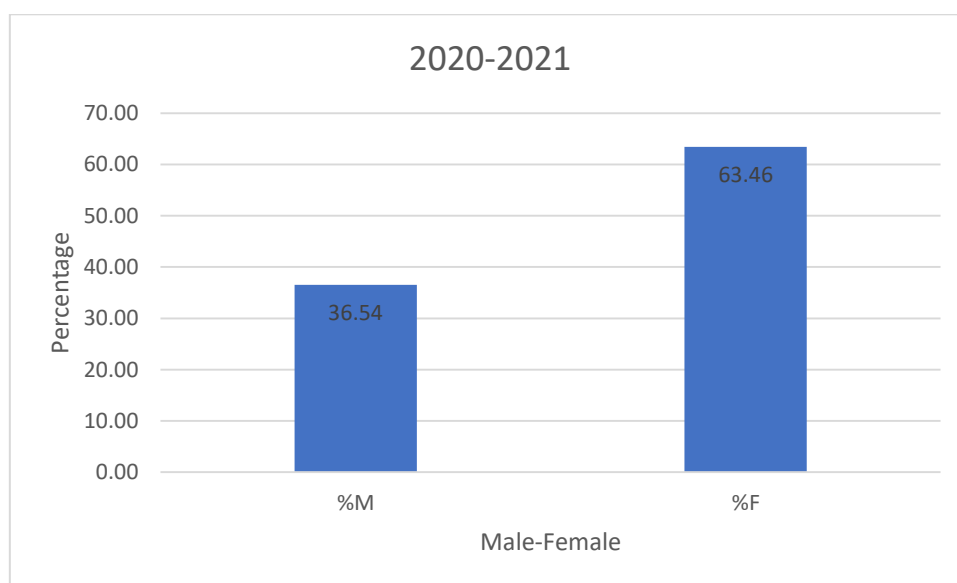
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	03	-	03	100.00	0



In case of whole-time non sanctioned teaching staff, only male faculties are there in the college.

4) GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHING STAFF (PART TIME NON-SANCTIONED):

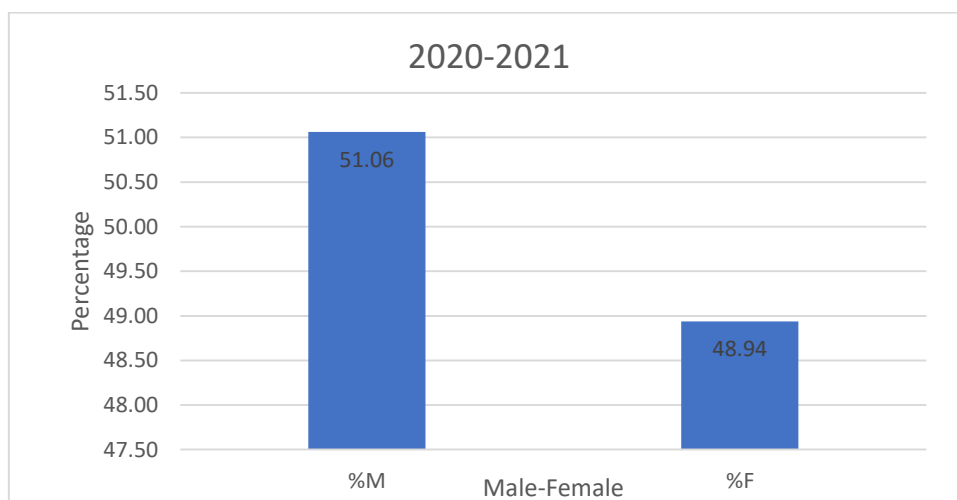
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	19	33	52	36.54	63.46



In case of part-time non sanctioned teaching staff, number of female faculties are higher than male faculties.

5) GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHERS' UNIT:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	24	23	47	51.06	48.94



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 TEACHERS' UNIT EXECUTIVE BODY:

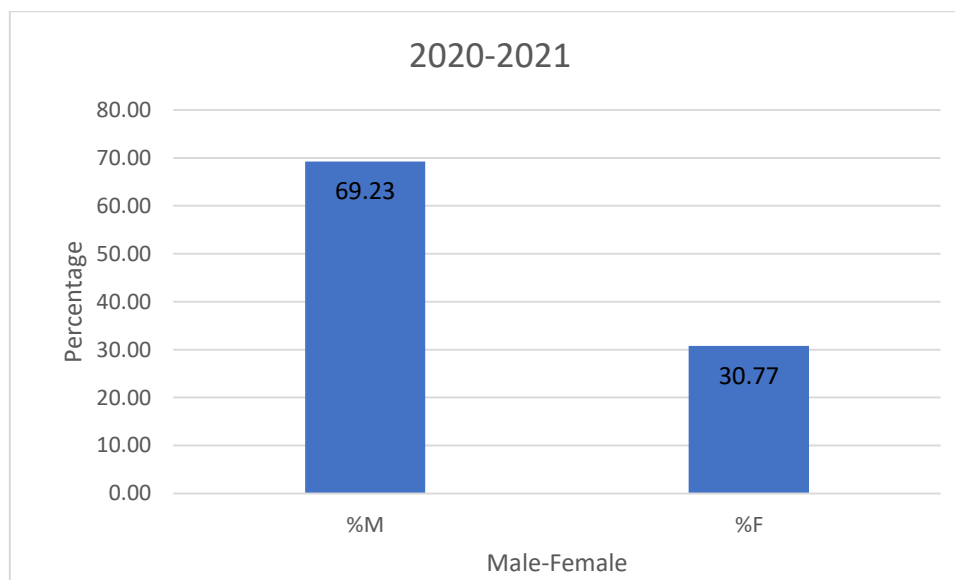
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	07	07	14	50	50



The table and the figure above present that there is equal number of male and female members in the Teacher's Unit Executive Body of the college.

7) GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE GOVERNING BODY:

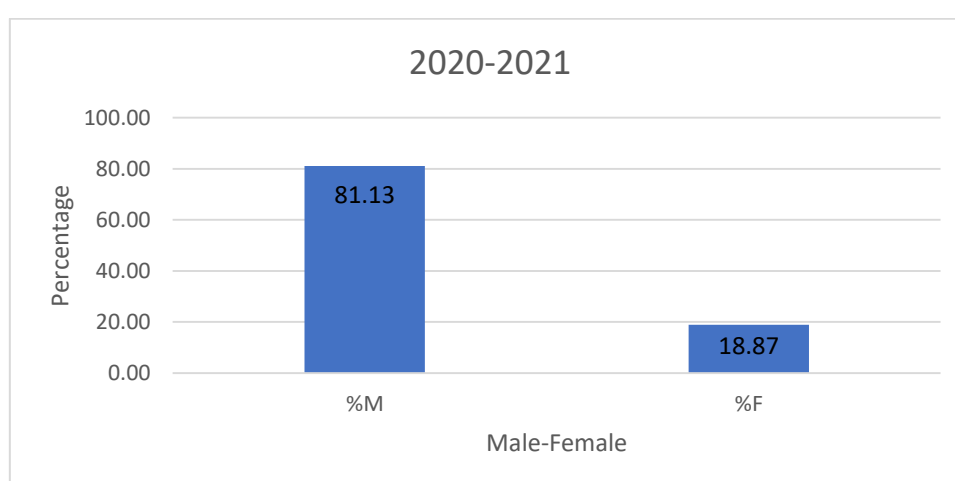
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	09	04	13	69.23	30.77



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

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

SESSION	MALE	FEMALE	TOTAL	% M	%F
2020-2021	43	10	53	81.13	18.87

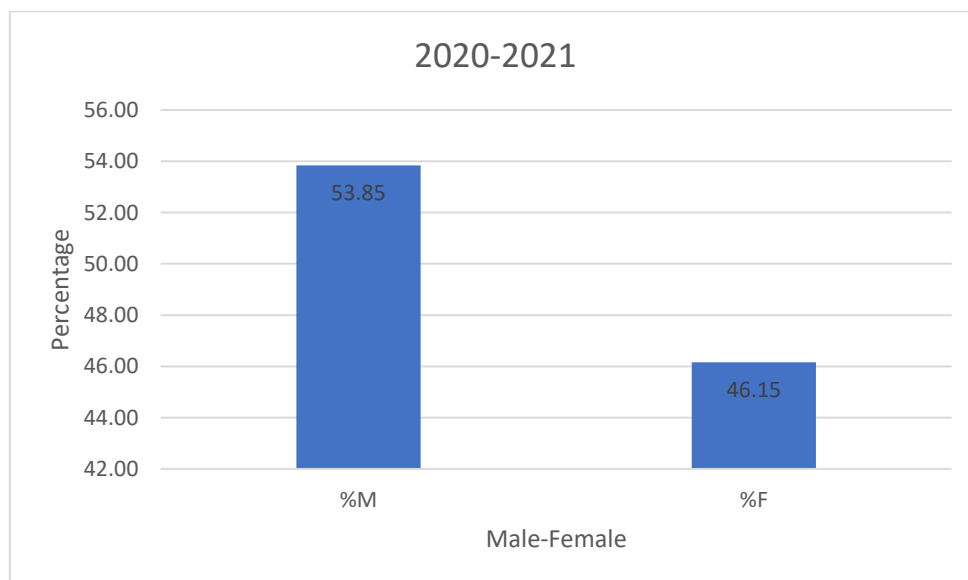


The table and the figure above clearly show that the percentage of female staff in the college is less than the percentage of male staff members in the college.

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

A) LIBRARY COMMITTEE:

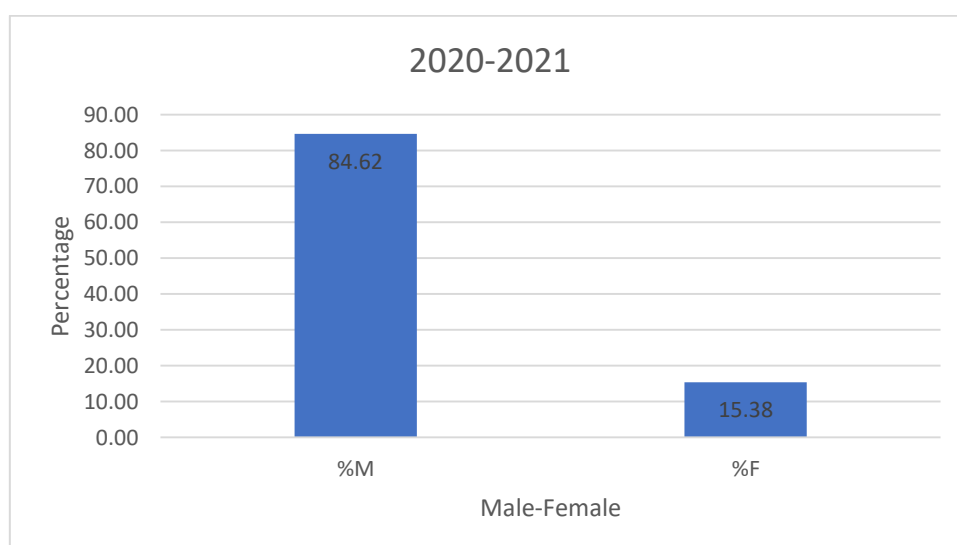
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	14	12	26	53.85	46.15



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

B) CENTRE COMMITTEE:

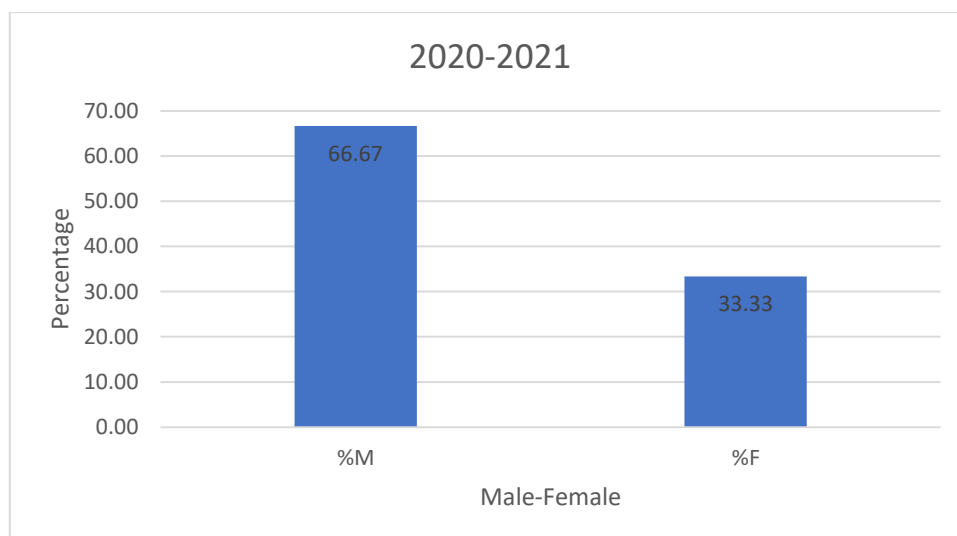
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	11	2	13	84.62	15.38



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:

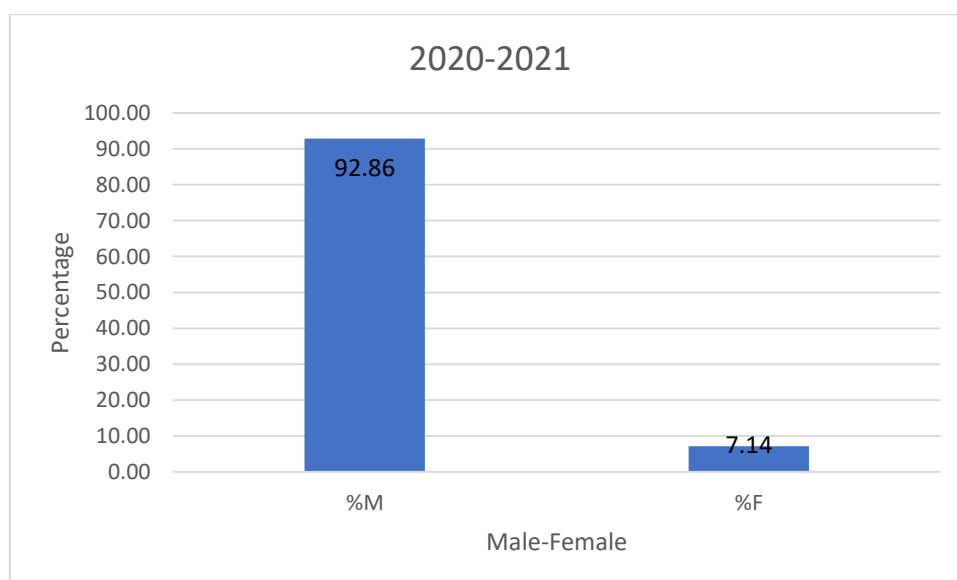
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	4	2	6	66.67	33.33



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:

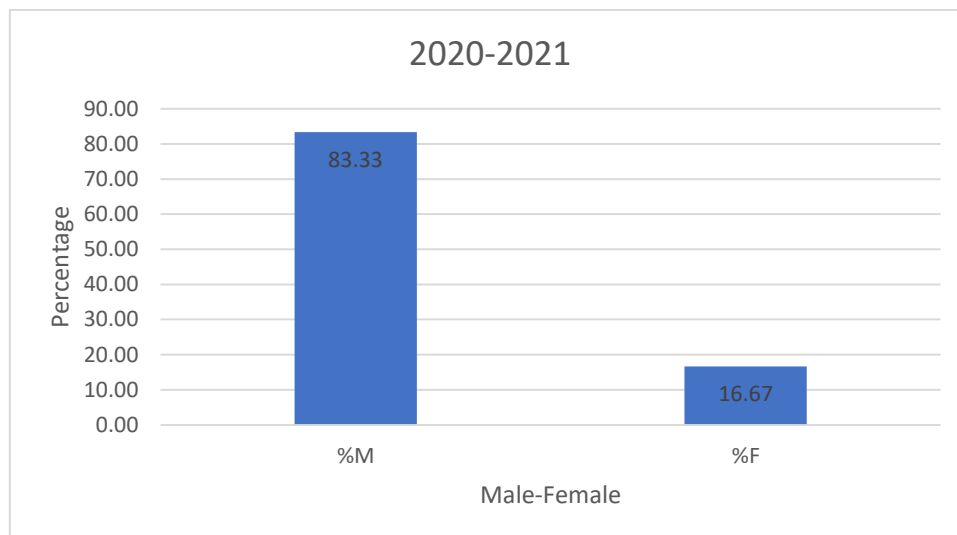
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	13	01	14	92.86	7.14



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:

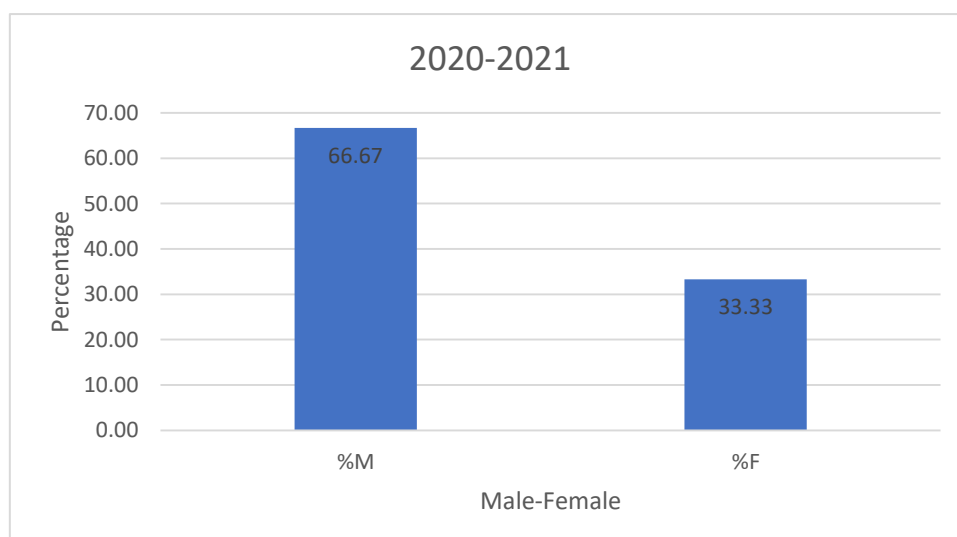
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	5	1	6	83.33	16.67



In the Anti-ragging committee of the college as shown above, there is only one female member.

F) ACADEMIC COMMITTEE:

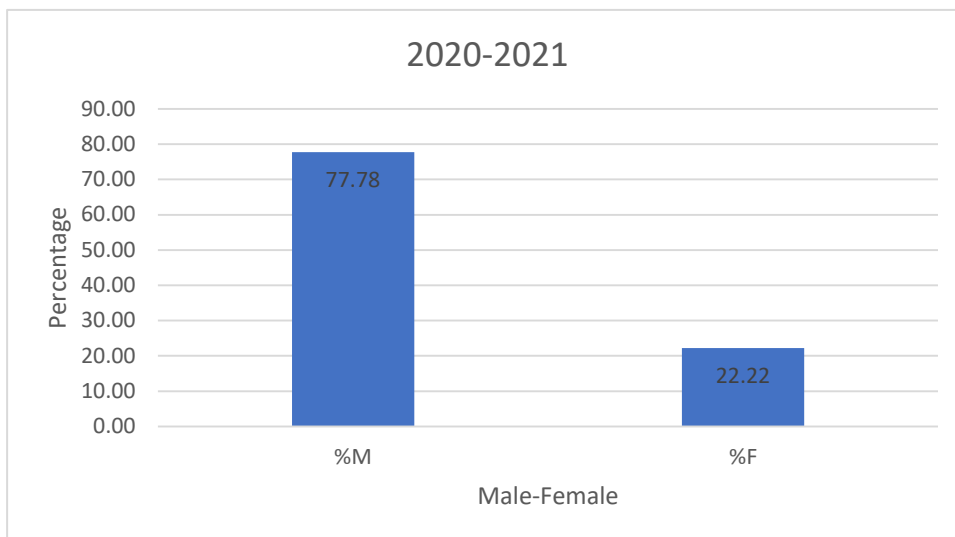
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	04	02	06	66.67	33.33



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:

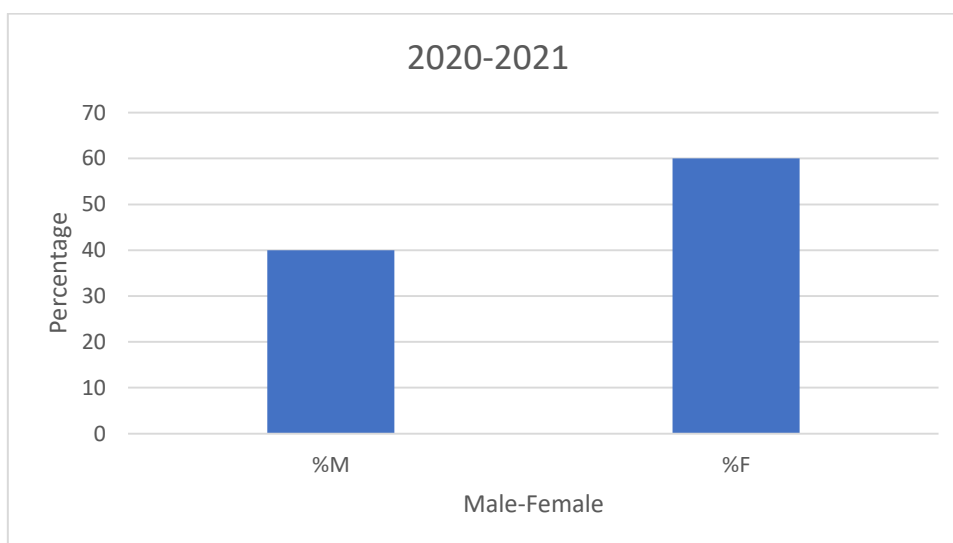
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	7	2	9	77.78	22.22



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
2020-2021	2	3	5	40	60



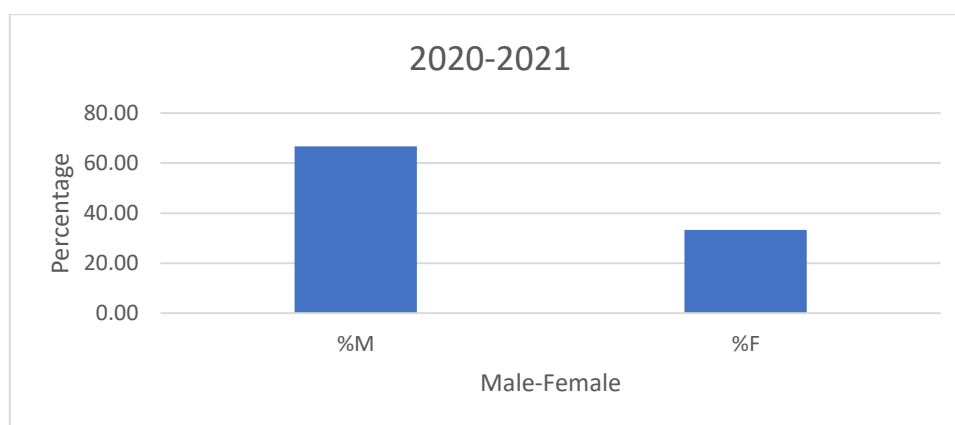
In the Internal committee of the college as shown above, number of female members is more than the number of male members.

I) ELECTION COMMITTEE: Election did not hold in 2020-21 due to covid 19.

SESSION	MALE	FEMALE	TOTAL	%M	%F

J) IQAC CORE COMMITTEE:

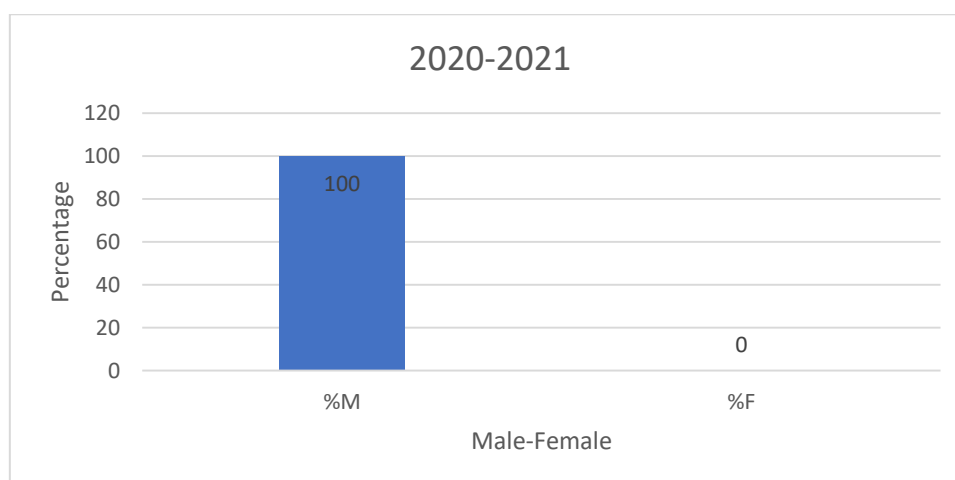
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	6	3	9	66.67	33.33



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:

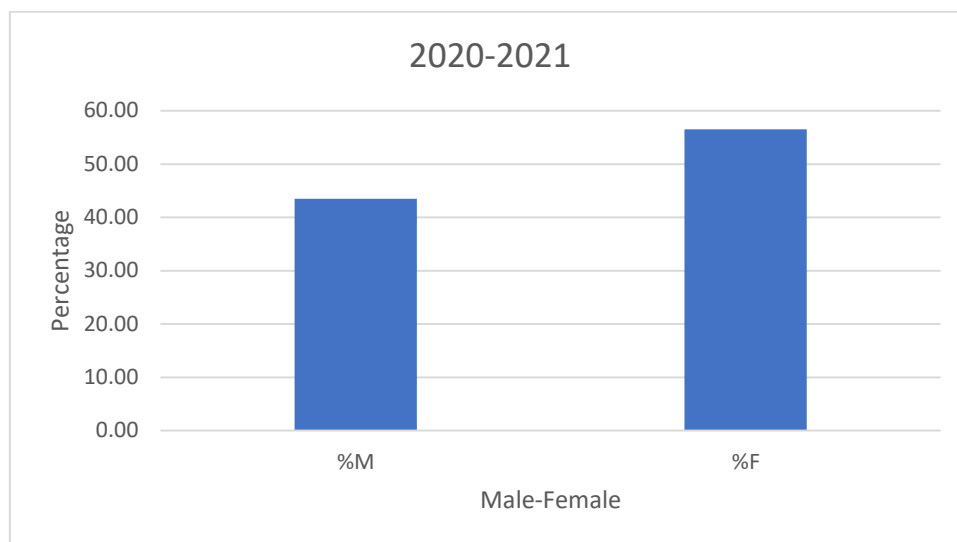
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	3	0	3	100	0



In the Prospectus committee of the college as shown above, there is no female member in the year 2020-21.

L) ADMISSION COMMITTEE (GENERAL COMMITTEE):

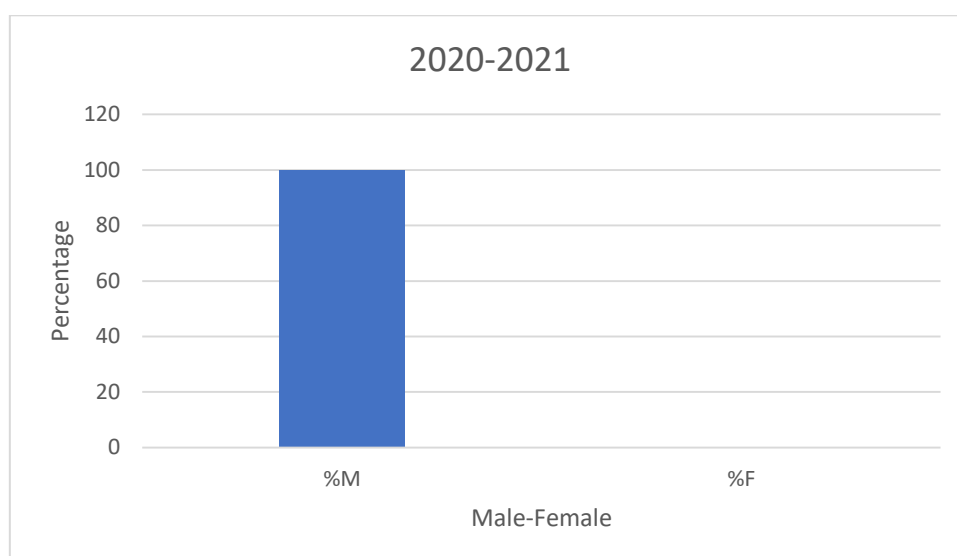
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	10	13	23	43.48	56.52



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

M) ADMISSION COMMITTEE (SUB COMMITTEE):

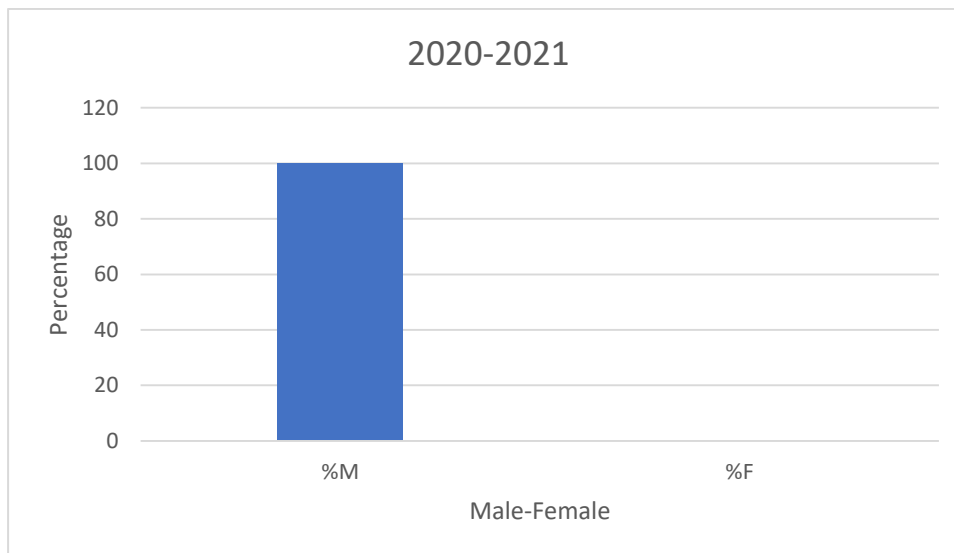
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	5	0	5	100	0



In the Admission committee (sub-committee) of the college as shown above, there is no female member.

N) ROUTINE COMMITTEE:

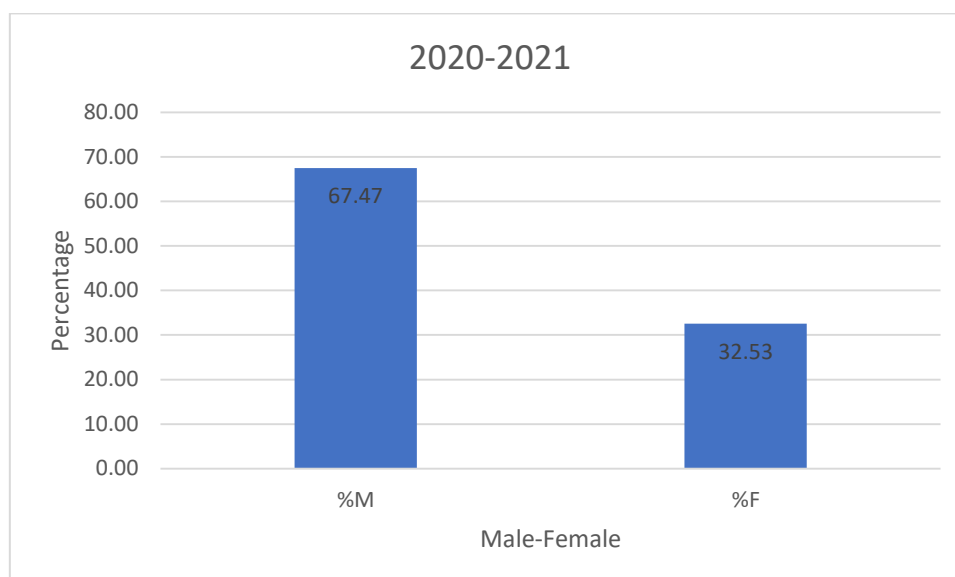
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	4	0	4	100	0



In the Routine Committee too as shown above, there are no female members.

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

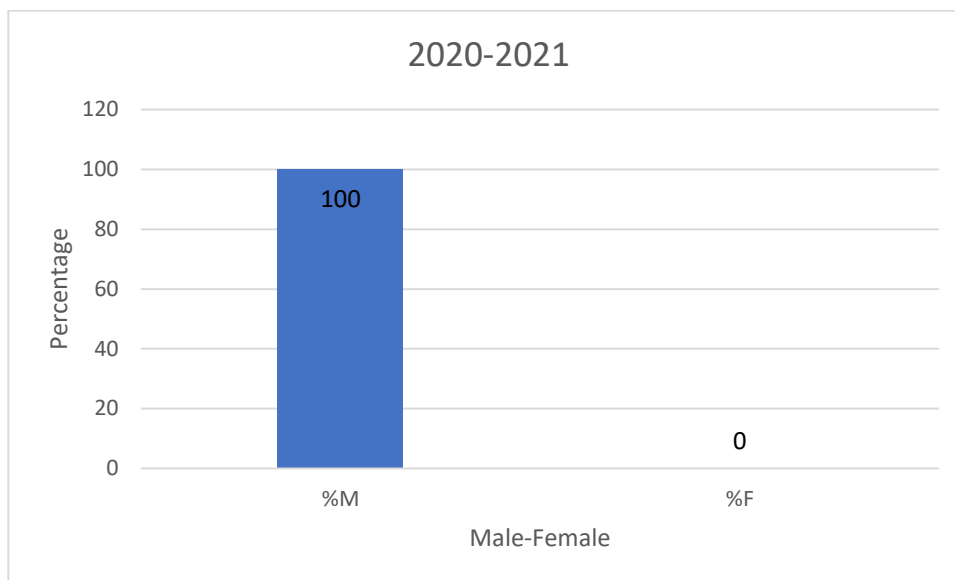
SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	56	27	83	67.47	32.53



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.

P) CONSTRUCTION COMMITTEE:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2020-2021	7	0	7	100	0



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

10) GENDER EQUITY (NUMBER OF GENDER EQUITY PROMOTION PROGRAMS ORGANIZED BY THE INSTITUTION DURING 2019-2021)

TITLE	PERIOD (DATE)	ORGANIZING COMMITTEE FEMALE
A LECTURE CUM INTERACTIVE SESSION ON UNDERSTANDING SEXUAL HARASSMENT OF WOMEN AT WORKPLACE ACT-2013	19/02/2021	INTERNAL COMMITTEE & IQAC D. K. COLLEGE, MIRZA
WORKSHOP ON PROJECTION OF WOMEN IN 21 ST CENTURY IN ENGLISH LITERATURE AND INDIAN THEATRE	05/03/2021	ENGLISH STUDY FORUM & IQAC D.K. COLLEGE, MIRZA

GENDER AUDIT SAMPLE SURVEY IN DAKSHIN KAMRUP COLLEGE

A. SELF- ASSESSMENT QUESTIONNAIRE:

Name:

Position: Student/Faculty/Staff

Department/office:

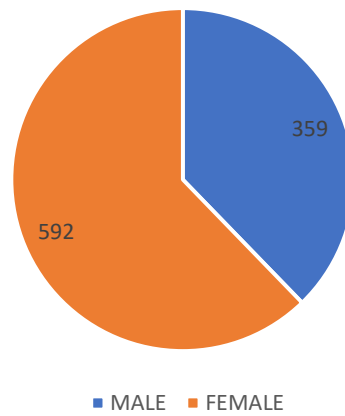
*(*marked questions are to be attempted by staff only)*

	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	Yes	
		No	
		Requires more	

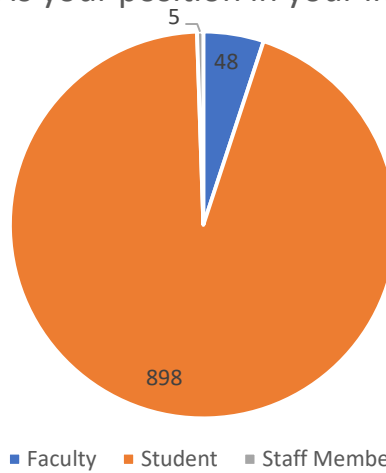
	during day and night.		
9	Options for flexible timing is available for students. For example, no classes are arranged in late evening or early morning.	Yes	
		No	
10	A women cell is set up in the college and you are aware about the women cell.	Yes	
		No	
11*	There are male faculties available in the 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	
		Don't Know	
20	Separate common room for Boys & Girls in the college.	Yes	
		No	
		Don't know	

B. RESPONSES OF RESPONDENTS:

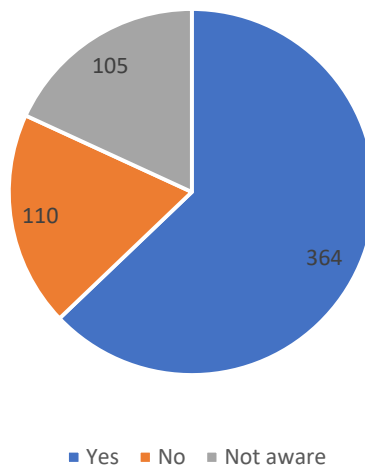
1. What is your gender?



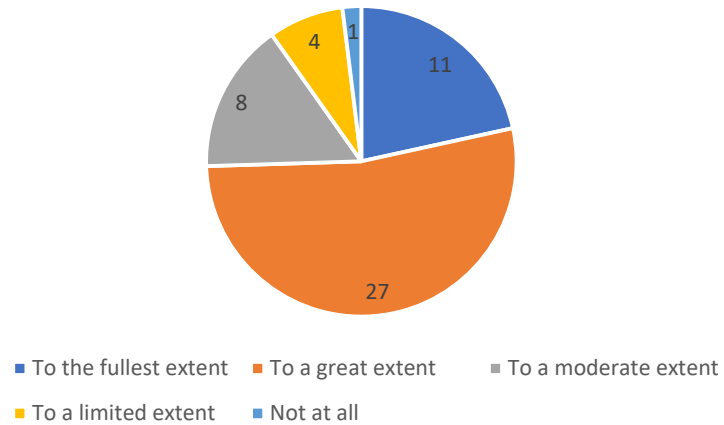
2. What is your position in your institution?



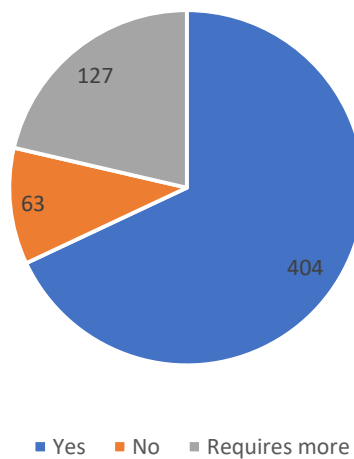
3. The college conducts gender sensitization/awareness programs.



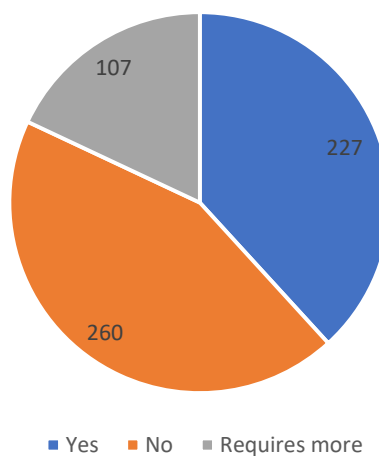
4*I observe that staff at all organizational levels considers gender to be important.



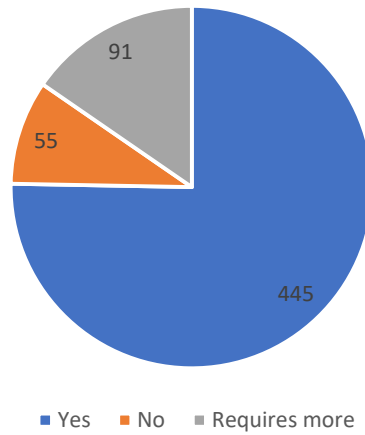
5. Adequate numbers of toilets are available in the campus (girls/boys/staff)



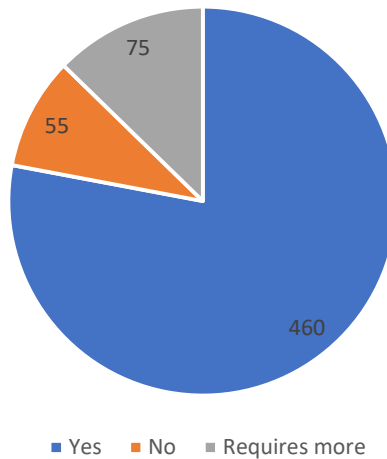
6. Adequate facilities are available inside the toilet (Like disposal bins, hand wash/soap are available in the toilet)



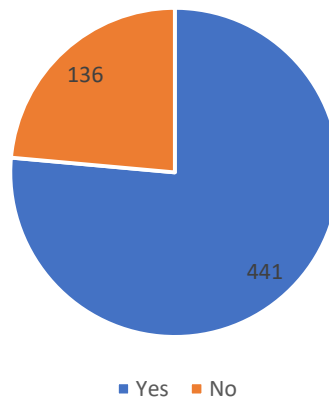
7. Adequate lighting is available inside the campus and hostels, for example- adequate light in corridors, classrooms, common areas, toilets, etc.



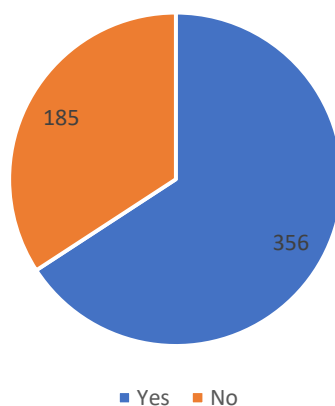
8. Adequate security arrangements have been made in the campus, hostels, common areas during the day and night.



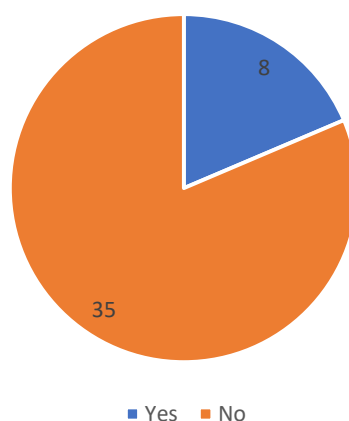
9. Options for flexible timing are available for students. For example- no classes are arranged in the late evening or early morning.



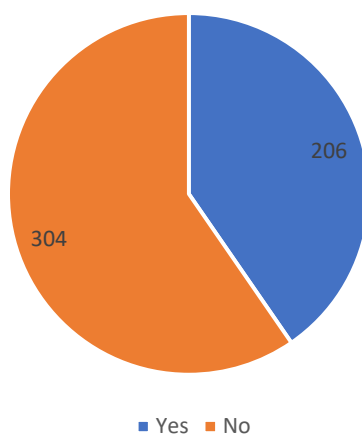
10. A women cell is set up in the college and you are aware about the women cell.



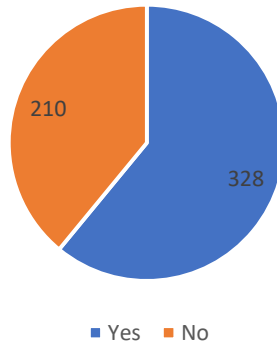
11* There are male faculties available in the women cell.



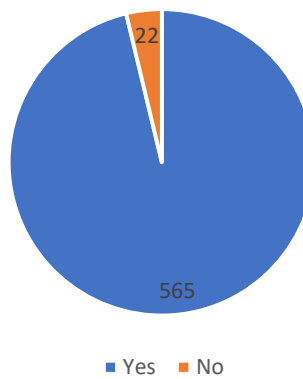
12. Do you reach out to women's cell?



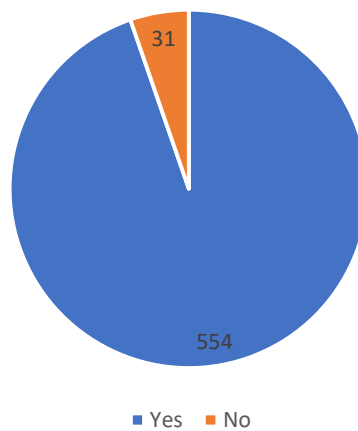
13. You are aware of the Internal Committee constituted in the college under “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.



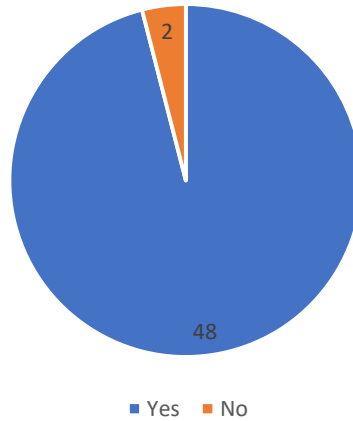
14. The classroom offers equal opportunities to all genders.



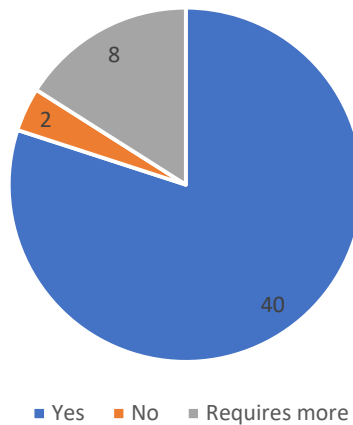
15. The college offers equal opportunities to all genders on sports.



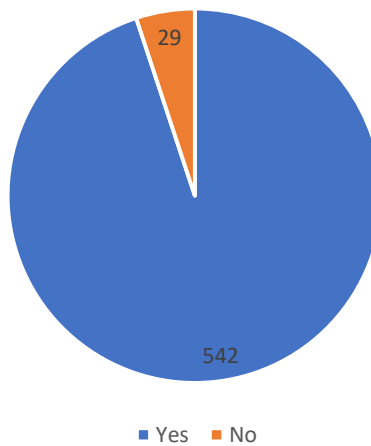
16* There is equal opportunity to all genders to work with various committees and forums.



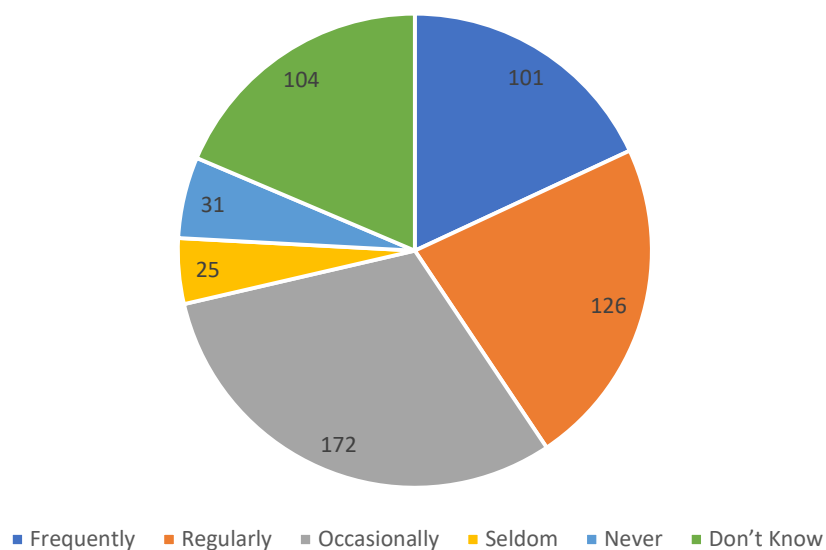
17* You are satisfied with the gender representation in the existing internal committees/forums of the college.



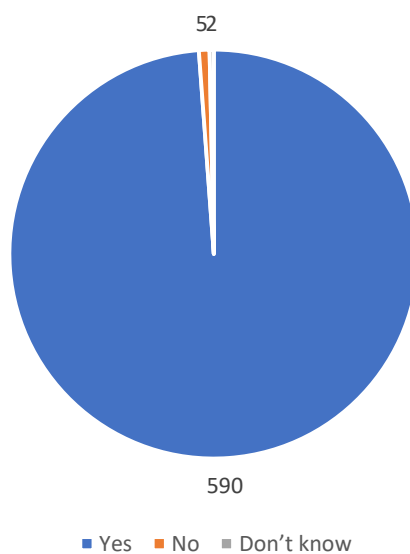
18. There is equal opportunity to all genders for free and fair expression of ideas.



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



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



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 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.