

GENDER AUDIT REPORT

(2019-2020)

দক্ষিণ কামৰূপ মহাবিদ্যালয়
DAKSHIN KAMRUP COLLEGE



INTERNAL QUALITY ASSURANCE CELL

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 2019-2020 under the aegis of IQAC, Dakshin Kamrup College, Mirza.

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ACKNOWLEDGEMENT

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Our sincere gratitude also goes to the office staff of the college, especially Mr. Jatindra Medhi and Mr. Hiren Kalita 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 109 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 2019-2020 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

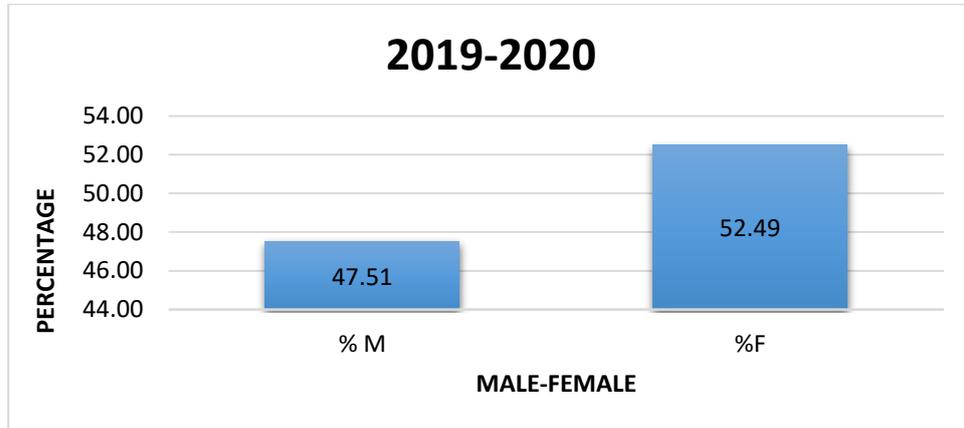
The study involves both qualitative and quantitative approaches in order to assess the gender ratio in the college. Primary data were collected from the institution regarding students' enrolment across social categories while taking into account the gender based enrolment. Primary data were also collected 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 271. 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 (2019-20):

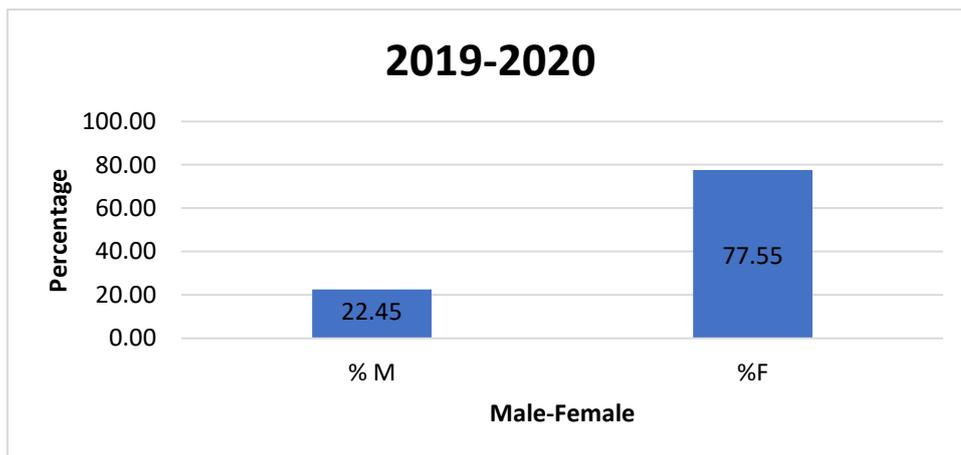
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	1458	1611	3069	47.51	52.49



The table and the graph show classification of male and female percentage of students at graduation level in the college in the year 2019-2020. 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 (2019-2020):

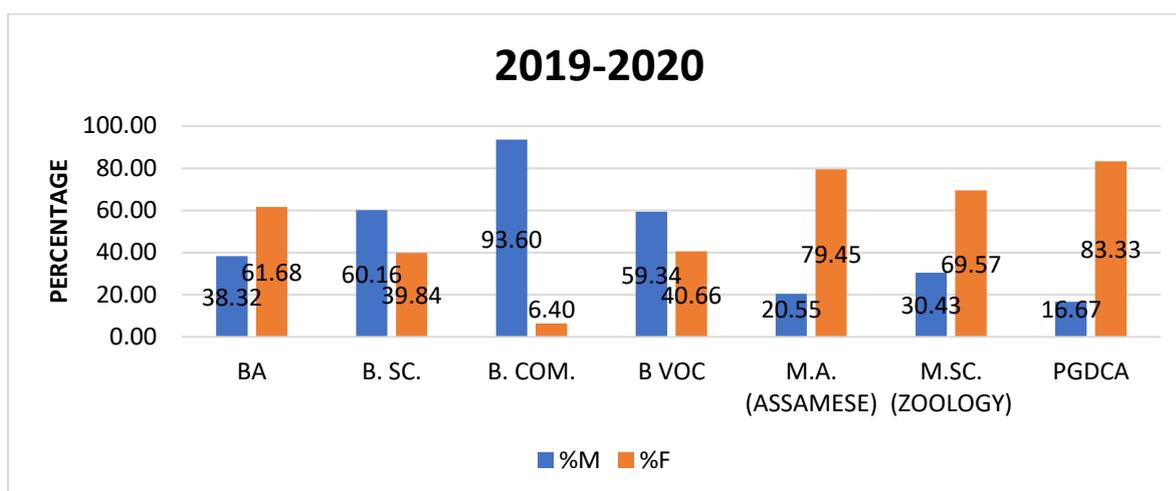
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	22	76	98	22.45	77.55



The table and the graph show classification of male and female percentage of students at post-graduation level in the college in the year 2019-2020. 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.

3) COURSE-WISE GENDER DIFFERENCE IN THE STUDENTS (2019-20):

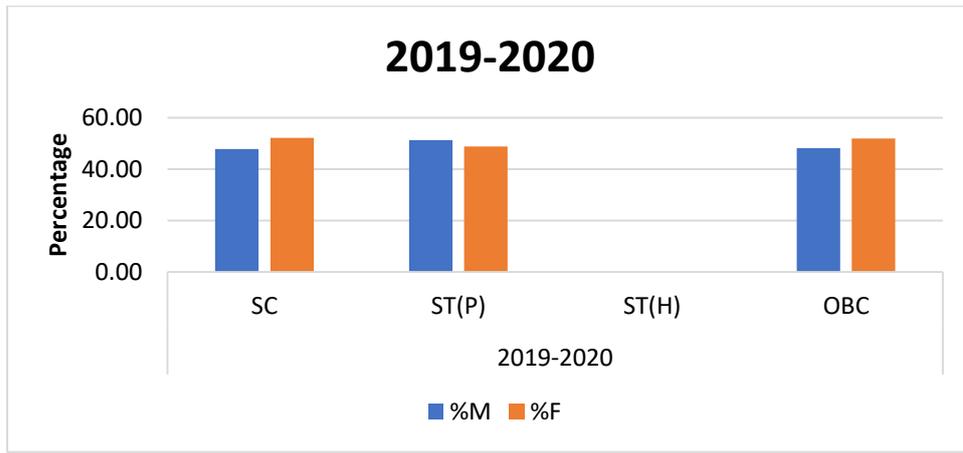
SESSION	COURSE	MALE	FEMALE	TOTAL	%M	%F
2019-2020	BA	781	1257	2038	38.32	61.68
	B. SC.	462	306	768	60.16	39.84
	B. COM.	161	11	172	93.60	6.40
	B VOC	54	37	91	59.34	40.66
	M.A. (ASSAMESE)	15	58	73	20.55	79.45
	M.SC. (ZOOLOGY)	7	16	23	30.43	69.57
	PGDCA	5	25	30	16.67	83.33



The table and the figure above show the gender difference in each course in the session 2019-2020. 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):

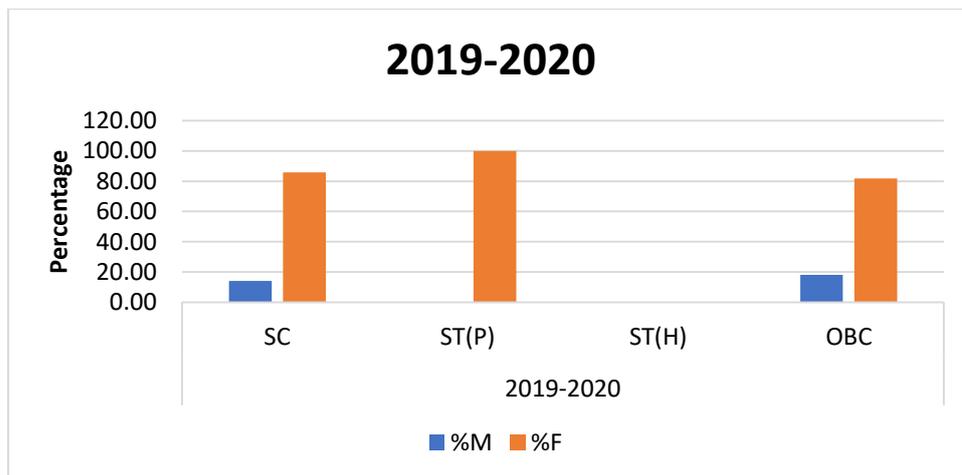
SESSION	CATEGORY	MALE	FEMALE	TOTAL	%M	%F
2019-2020	SC	131	143	274	47.81	52.19
	ST(P)	146	139	285	51.23	48.77
	ST(H)	-	-	0	0	0
	OBC	516	556	1072	48.13	51.87



In 2019-2020 as shown in the above table, the female percentage is higher in case of SC and OBC categories, whereas in ST(p) category) male percentage is slightly higher than female percentage.

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

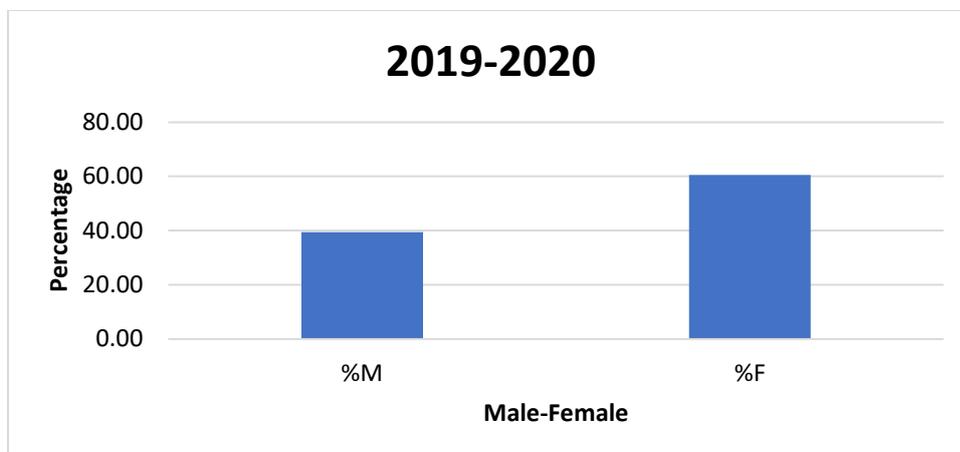
SESSION	CATEGORY	MALE	FEMALE	TOTAL	%M	%F
2019-2020	SC	1	6	7	14.29	85.71
	ST(P)	0	9	9	0	100
	ST(H)	0	0	0	0	0
	OBC	8	36	44	18.18	81.82



In 2019-2020 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):

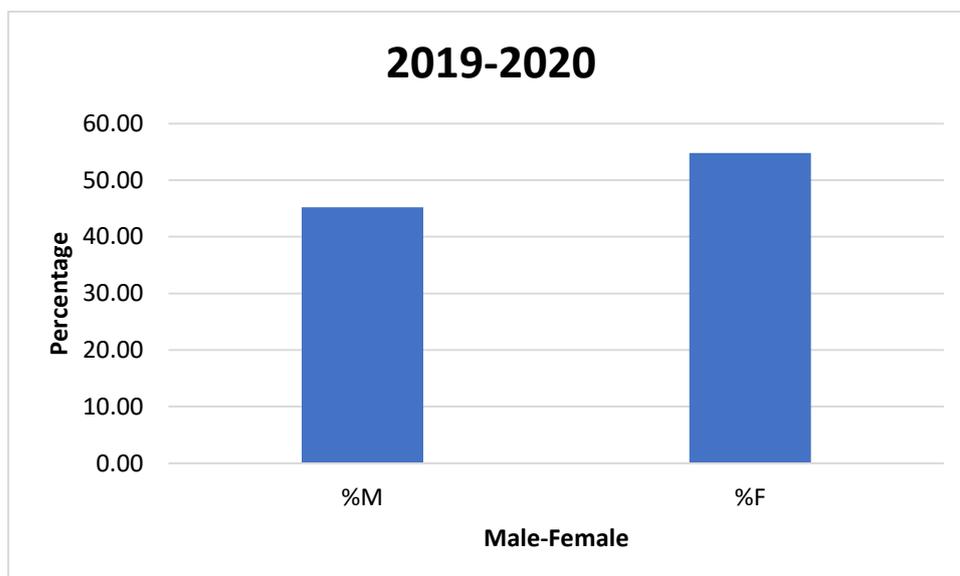
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	181	278	459	39.43	60.57



The table and the figure above show that higher percentage of girls have drawn scholarship from Dakshin Kamrup College in the year 2019-2020.

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

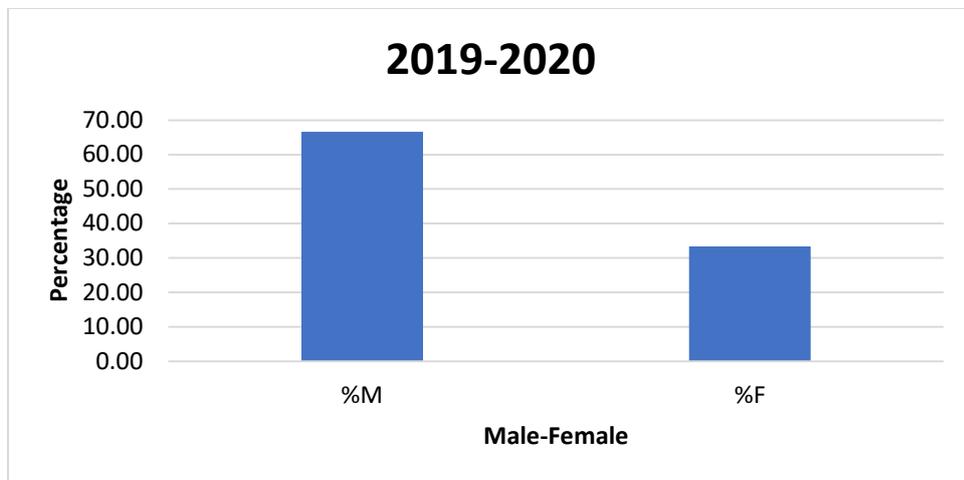
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	75	91	166	45.18	54.82



In 2019-2020, 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
2019-2020	08	04	12	66.67	33.33

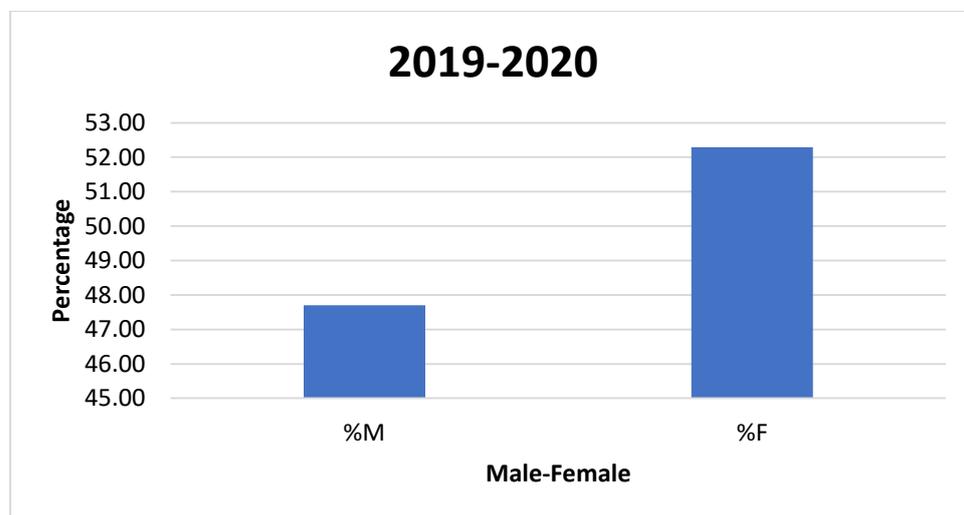


The above figure clearly shows that the number of female representatives in the **students' union** is less than male representatives.

GENDER BALANCE AMONG TEACHING AND NON-TEACHING STAFF

1) GENDER BALANCE IN DAKSHIN KAMRUP COLLEGE TEACHING STAFF:

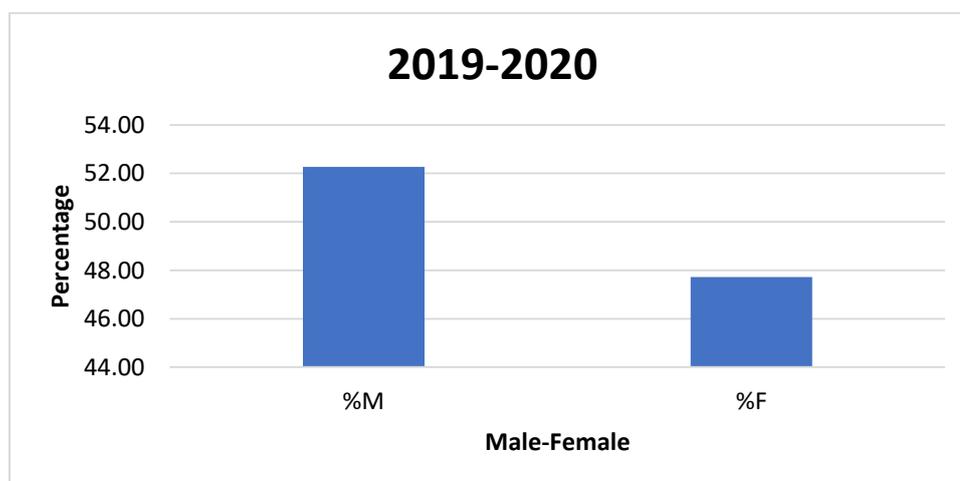
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	52	57	109	47.71	52.29



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 2019-2020.

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

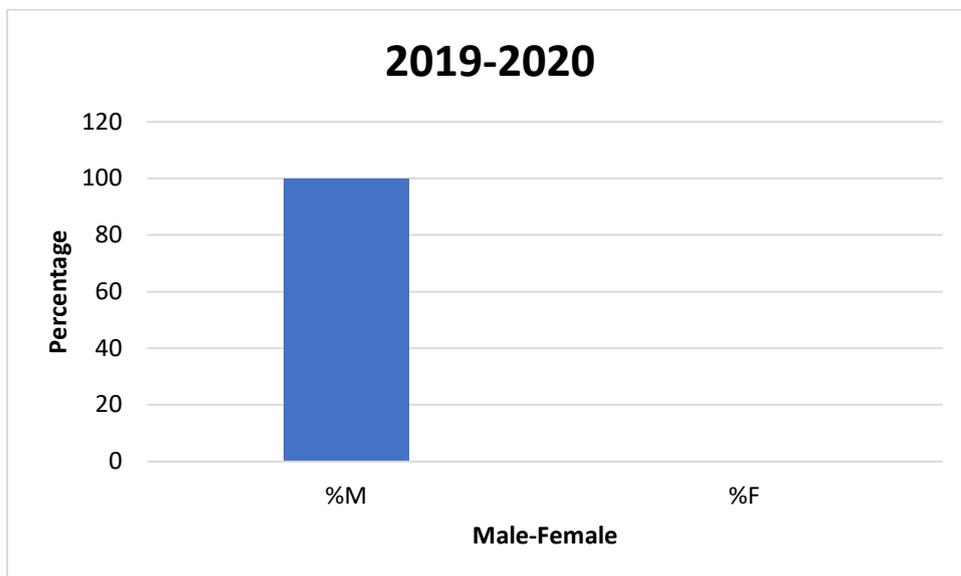
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	23	21	44	52.27	47.73



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):

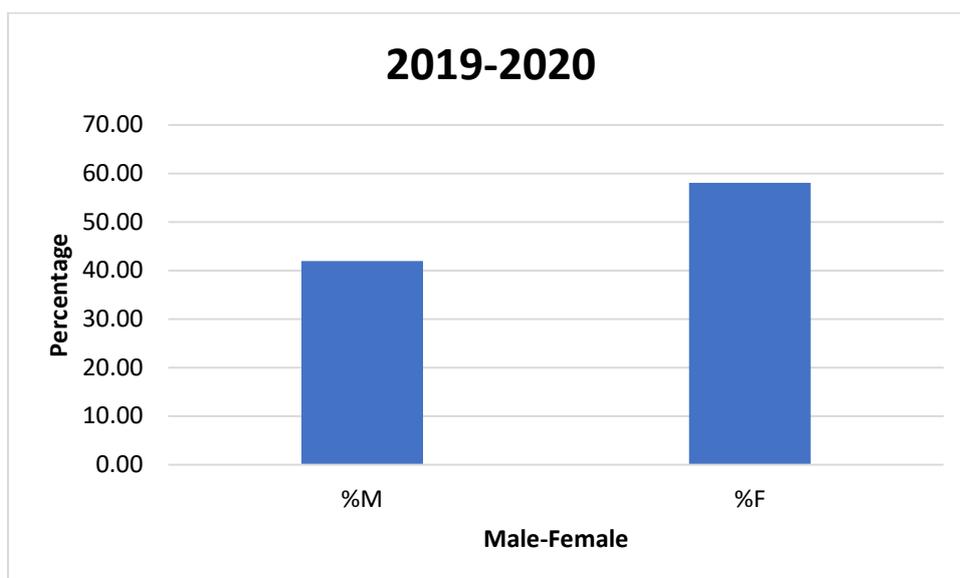
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	03	-	03	100.00	0



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):

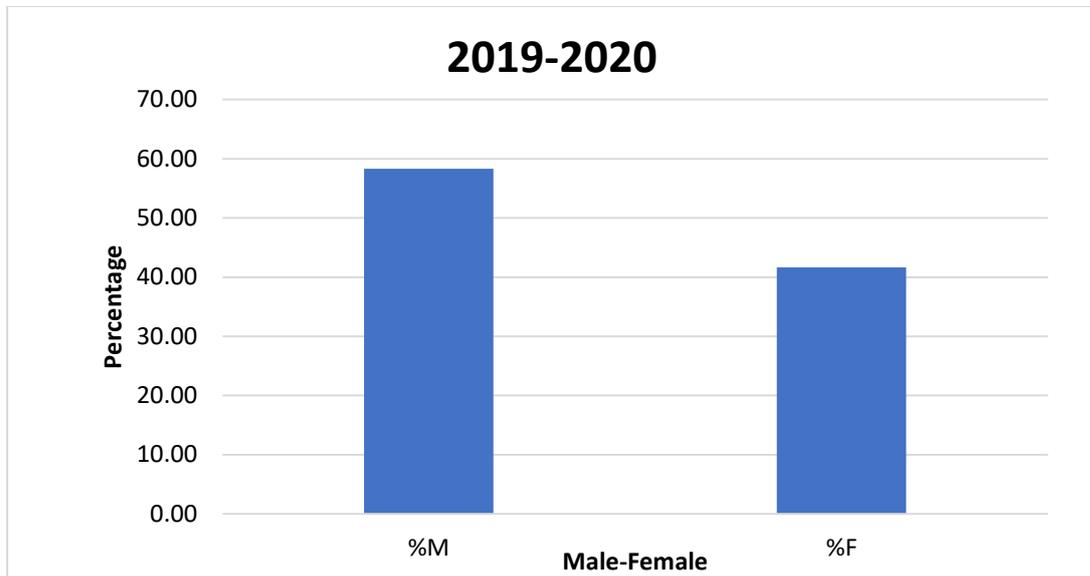
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	26	36	62	41.94	58.06



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:

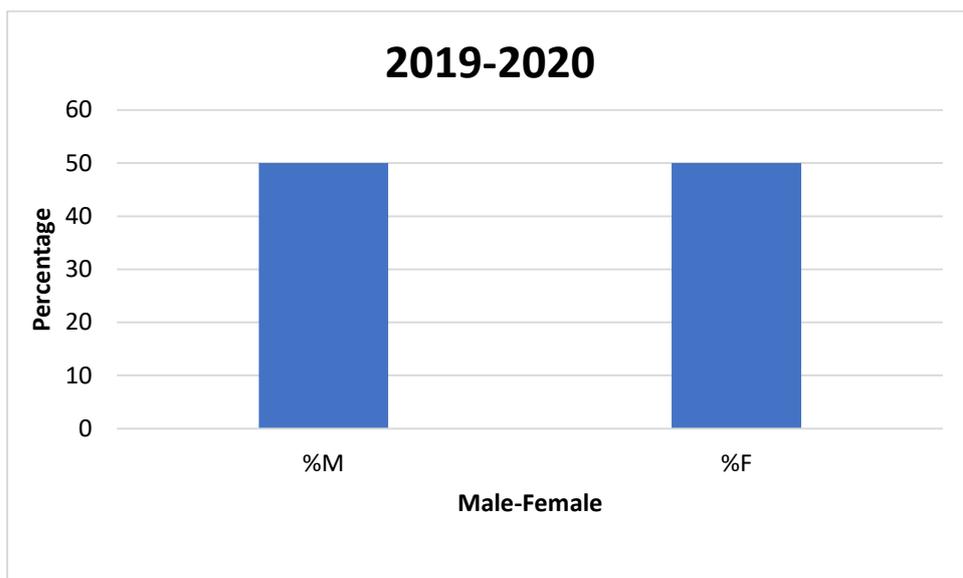
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	28	20	48	58.33	41.67



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:

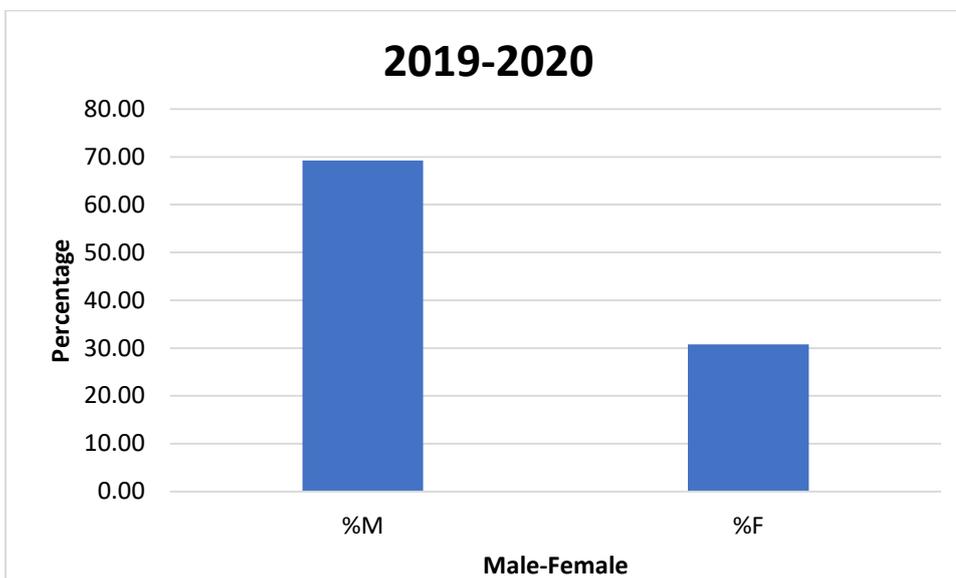
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	07	07	14	50	50



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:

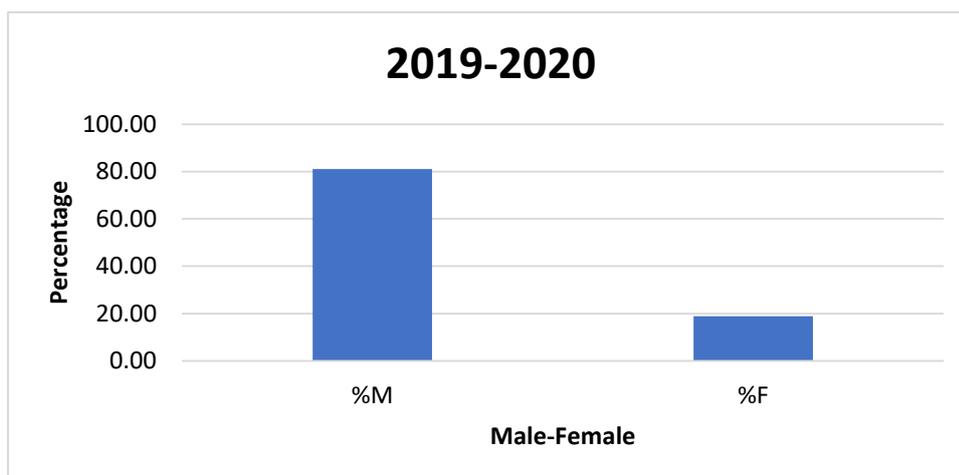
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	09	04	13	69.23	30.77



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
2019-2020	43	10	53	81.13	18.87

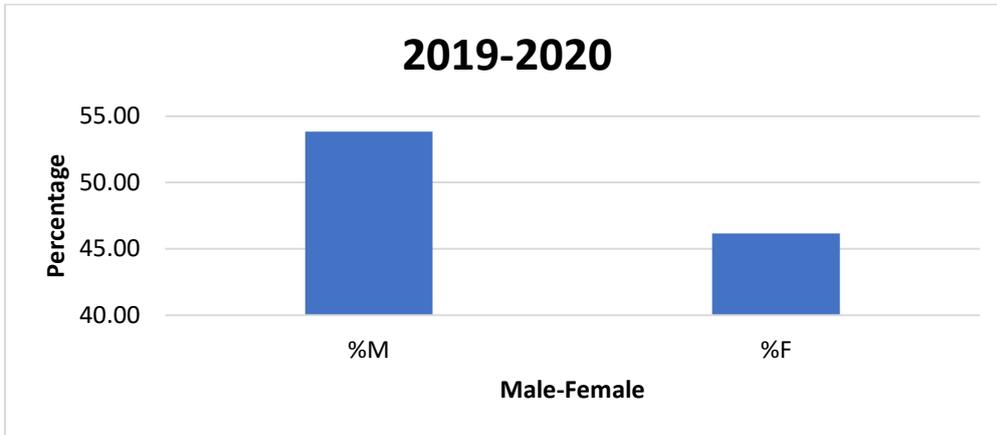


The table and the figure above clearly show that the percentage of female staff in the college is less than the percentage of male staff members in the college.

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

A) LIBRARY COMMITTEE:

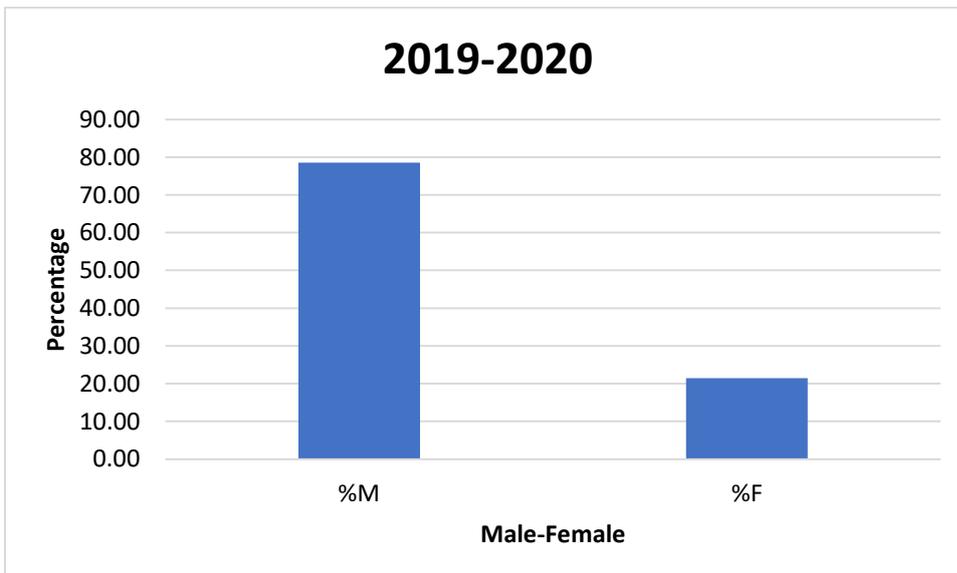
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	14	12	26	53.85	46.15



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

B) CENTRE COMMITTEE:

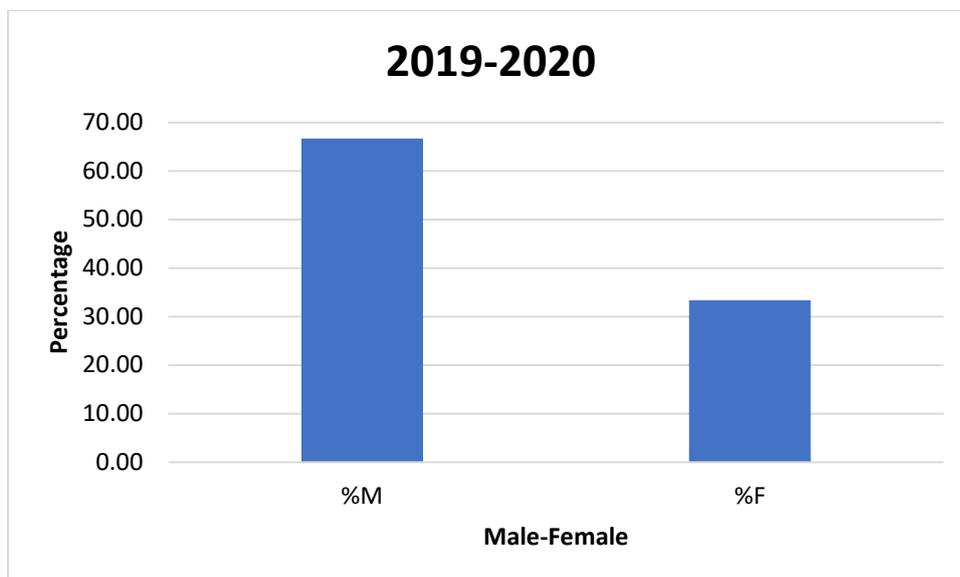
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	11	03	14	78.57	21.43



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:

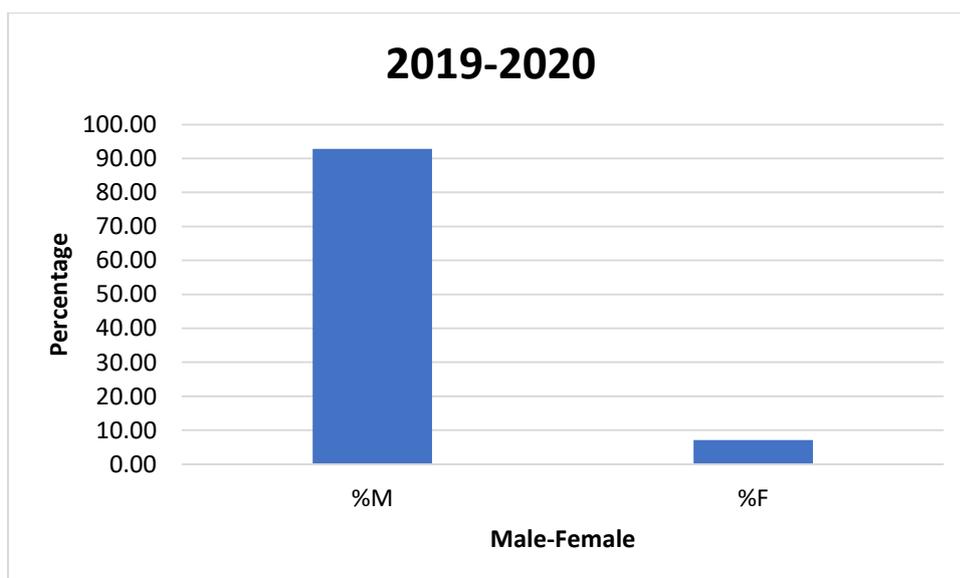
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	04	02	06	66.67	33.33



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:

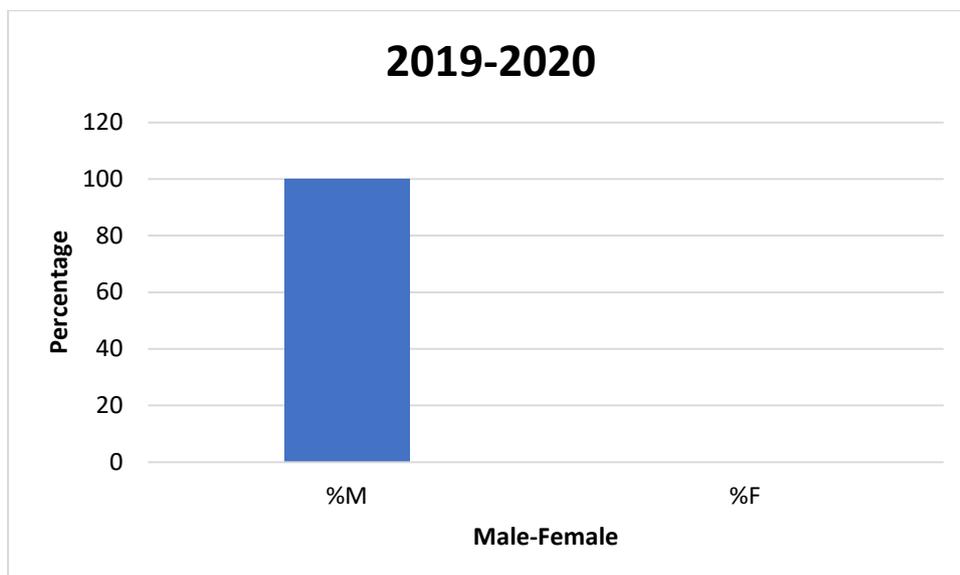
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	13	01	14	92.86	7.14



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:

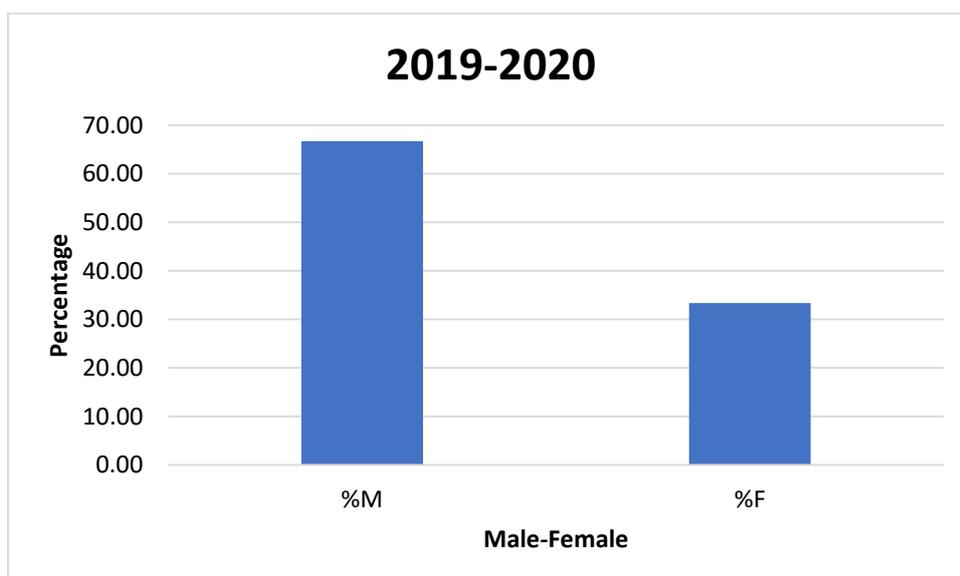
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	07	-	07	100	0



In the Anti-ragging committee of the college as shown above, there is no female member.

F) ACADEMIC COMMITTEE:

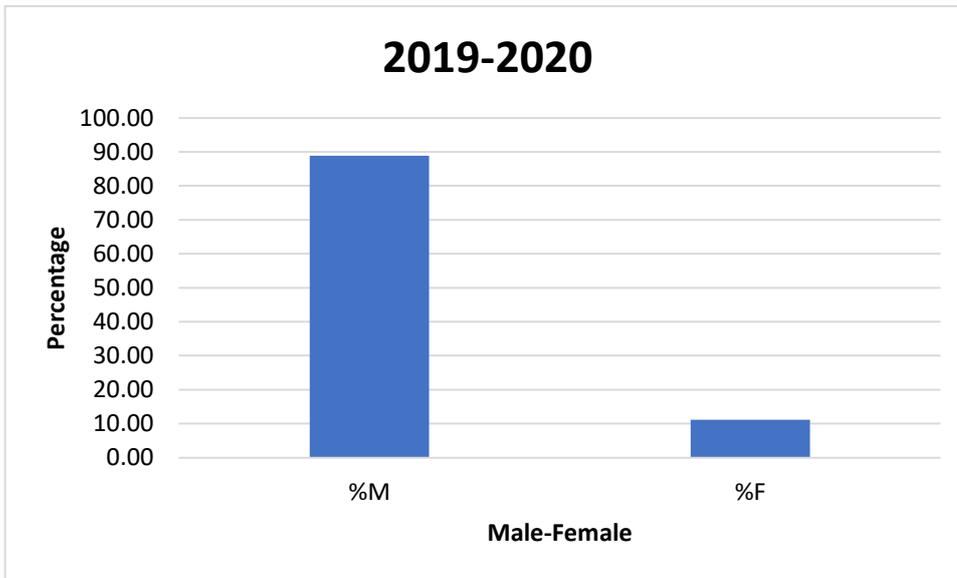
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	04	02	06	66.67	33.33



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:

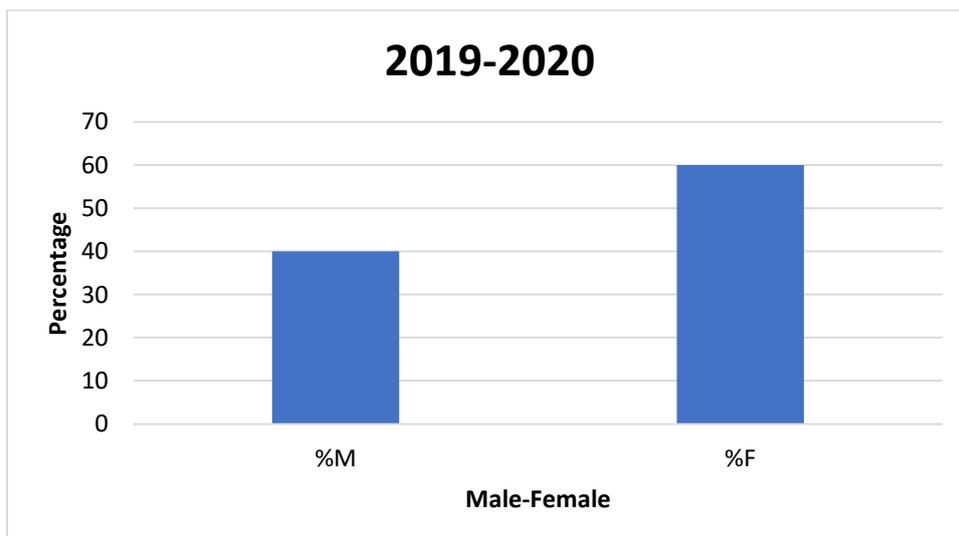
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	08	01	09	88.89	11.11



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:

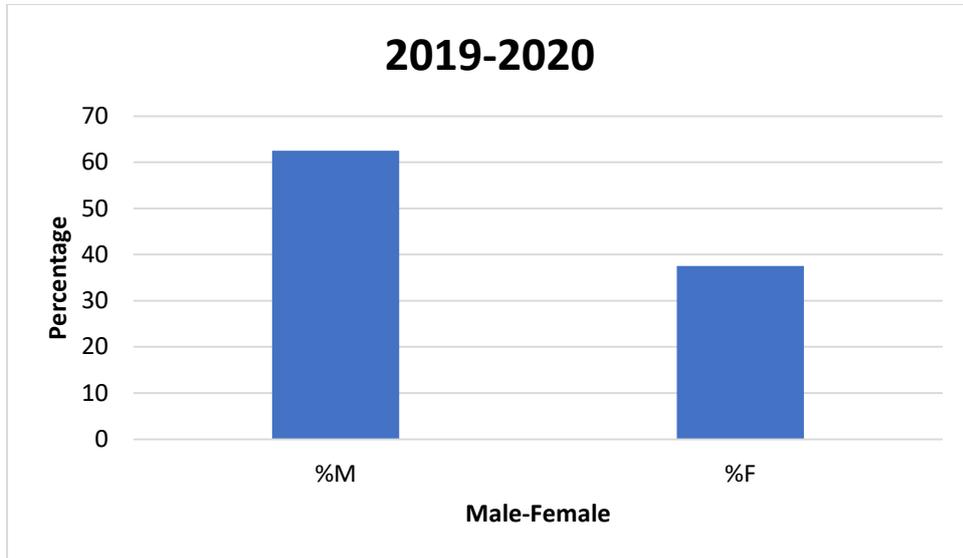
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	2	3	5	40	60



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

I) ELECTION COMMITTEE:

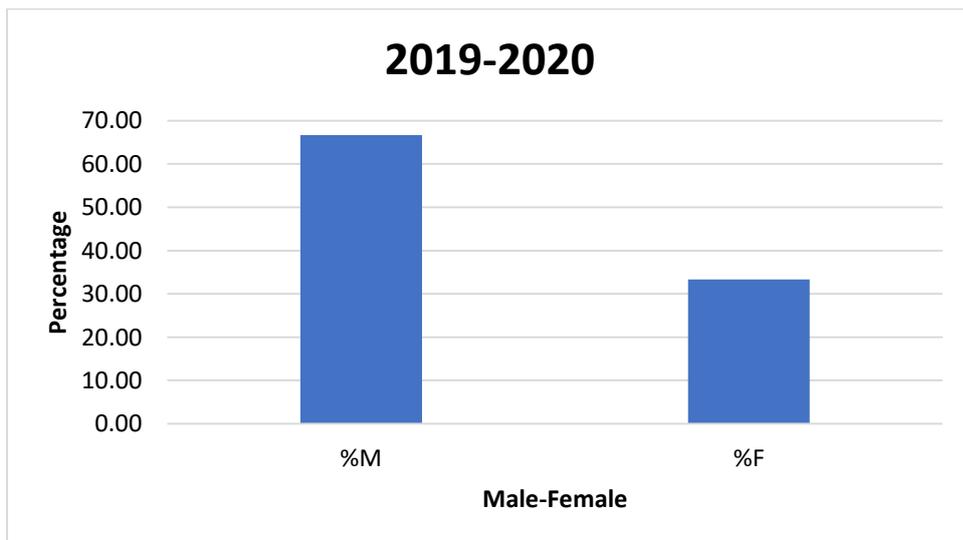
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	5	3	8	62.5	37.5



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

J) IQAC CORE COMMITTEE:

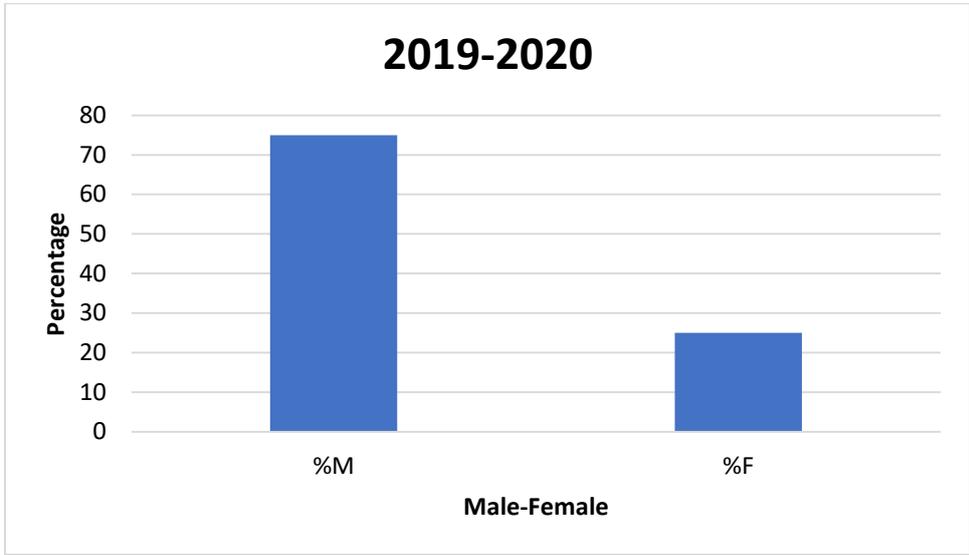
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	6	3	9	66.67	33.33



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:

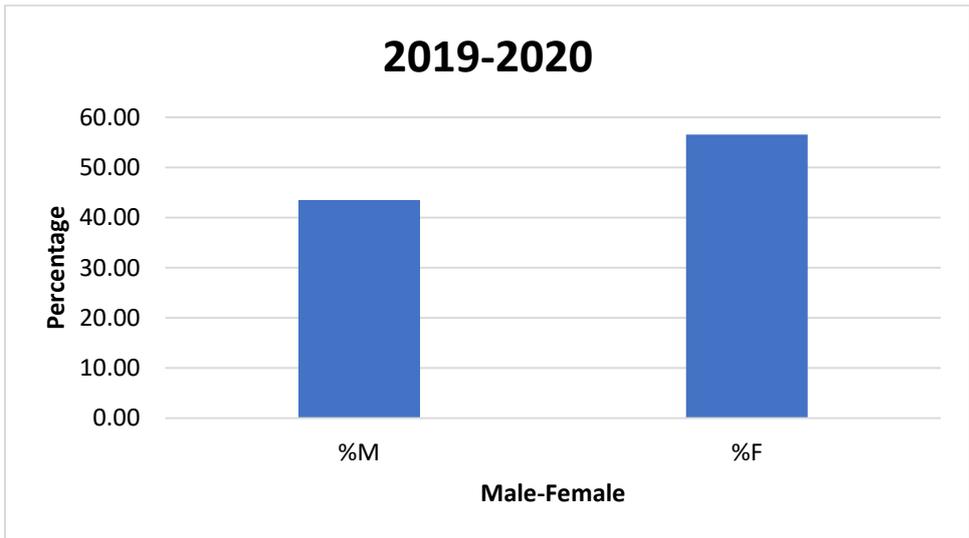
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	3	1	4	75	25



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

L) ADMISSION COMMITTEE (GENERAL COMMITTEE):

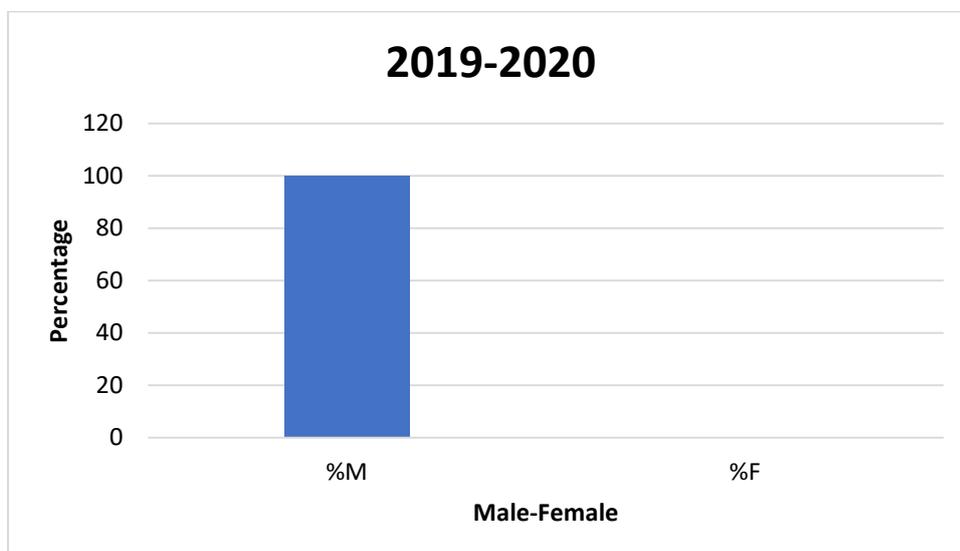
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	10	13	23	43.48	56.52



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):

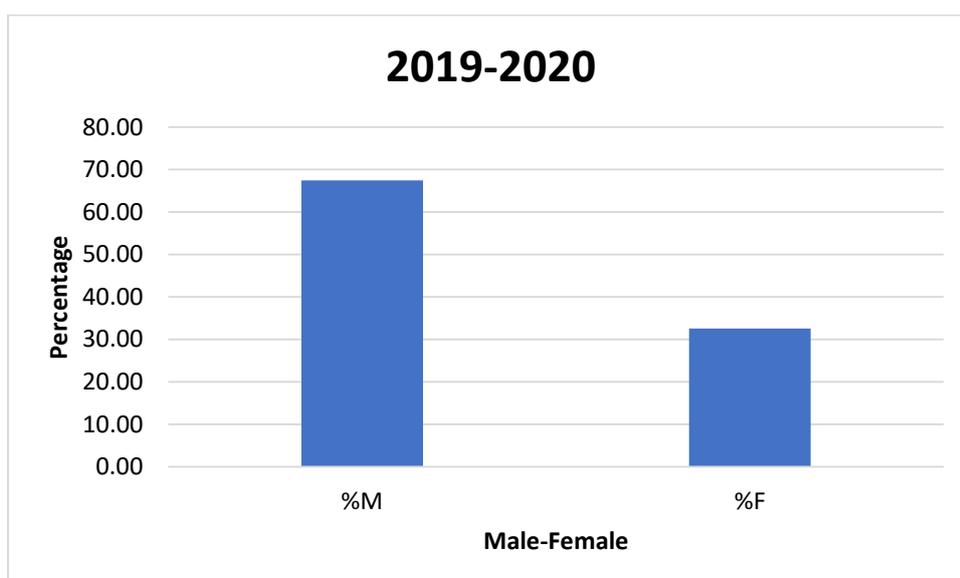
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	5	0	5	100	0



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

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

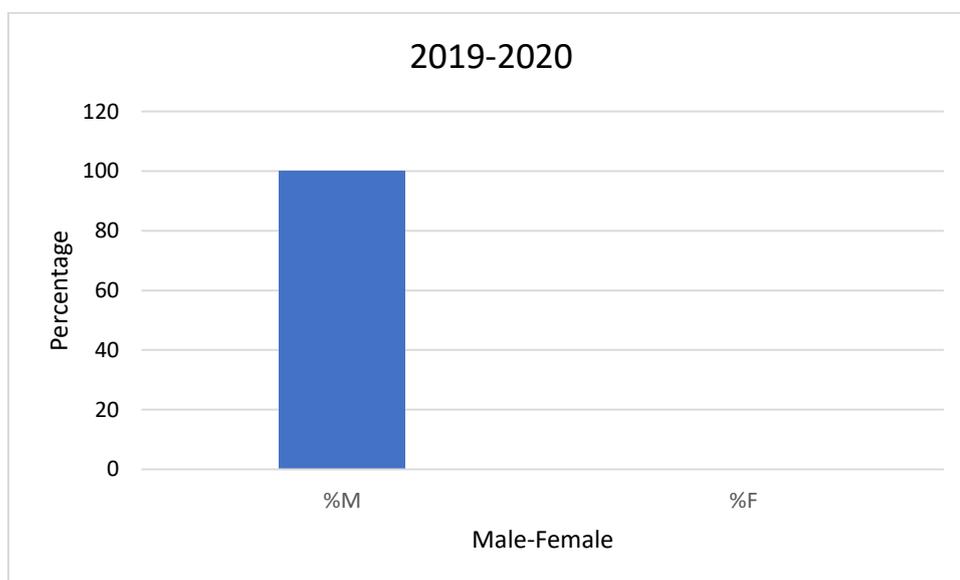
SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	58	28	86	67.44	32.56



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 COMMITTEE:

SESSION	MALE	FEMALE	TOTAL	%M	%F
2019-2020	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
ONE DAY SENSITIZATION PROGRAMME ON LGBTQ ISSUES	07/03/2020	WOMEN'S FORUM, DAKSHIN KAMRUP COLLEGE MIRZA

GENDER AUDIT SAMPLE SURVEY IN DAKSHIN KAMRUP COLLEGE

A. SELF- ASSESSMENT QUESTIONNAIRE:

Name:

Position: Student/Faculty/Staff

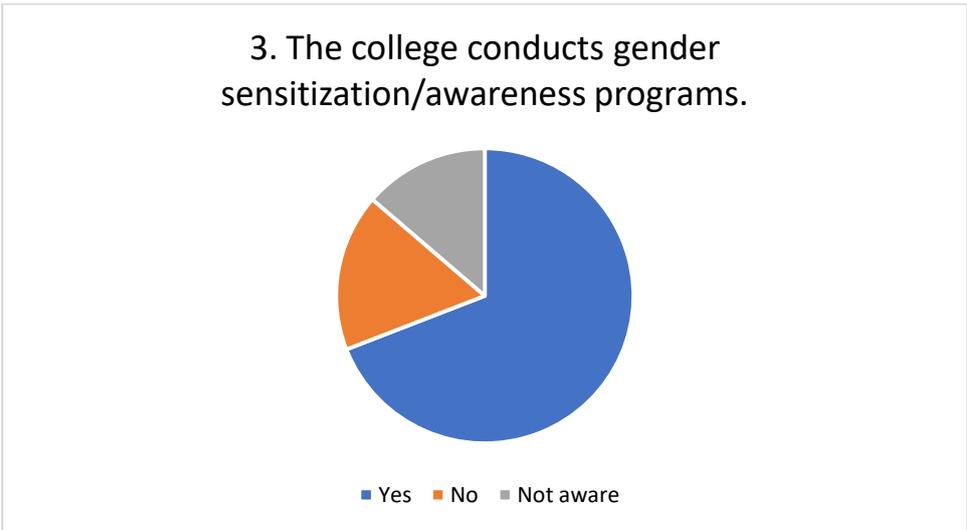
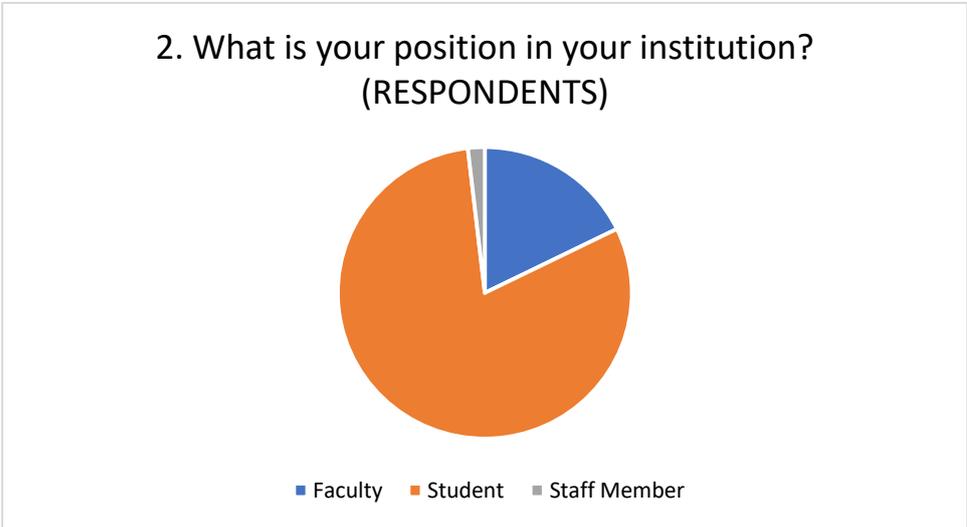
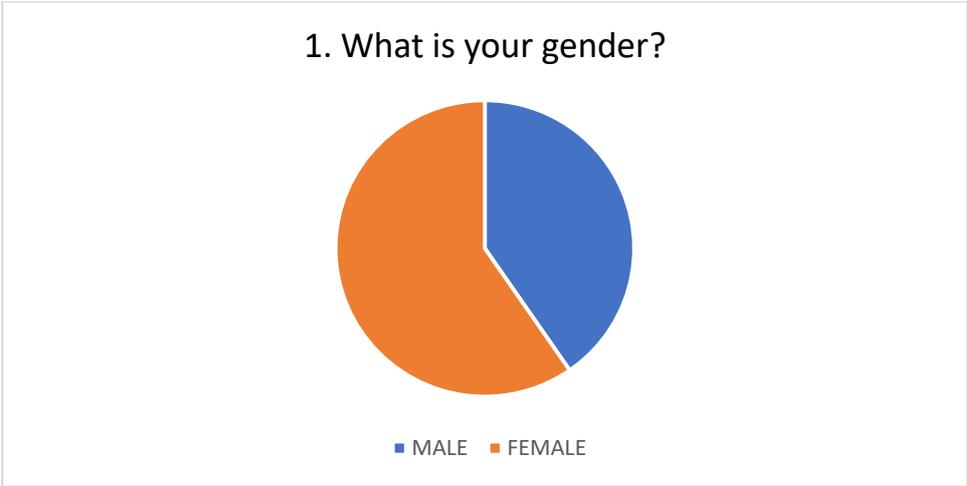
Department/office:

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

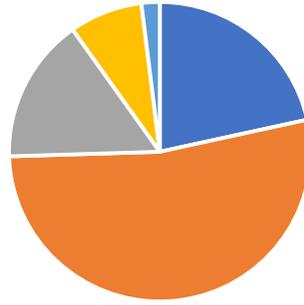
Sl no.	Control Objective	Options	Put (✓)
1	What is your Gender?	Female	
		Male	
		Transgender	
		Not Listed Above	
		Prefer not to Answer	
2	What is your position in your institution?	Faculty	
		Administration	
		student	
		Staff Member	
		Others	
3	The college conducts gender sensitization/awareness 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.	Yes	
		No	
		Don't know	

B. RESOPNSES OF RESPONDENTS:

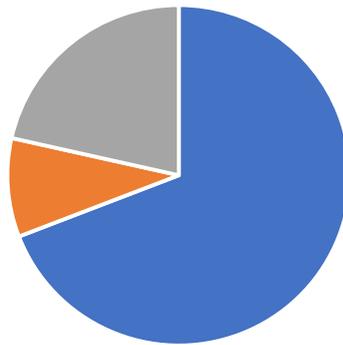


4*I observe that staff at all organizational levels considers gender to be important.



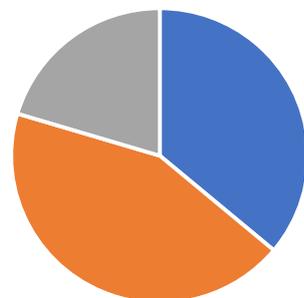
■ To the fullest extent ■ To a great extent ■ To a moderate extent
■ To a limited extent ■ Not at all

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



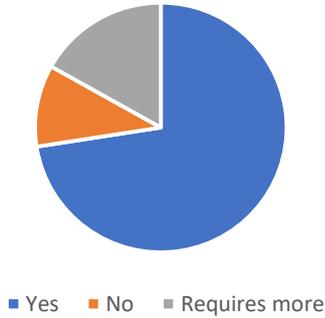
■ Yes ■ No ■ Requires more

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

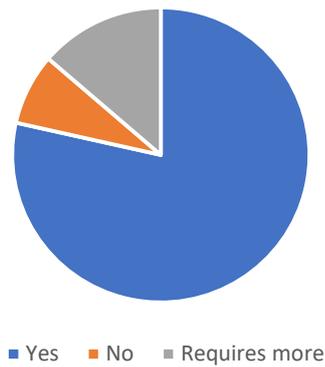


■ Yes ■ No ■ Requires more

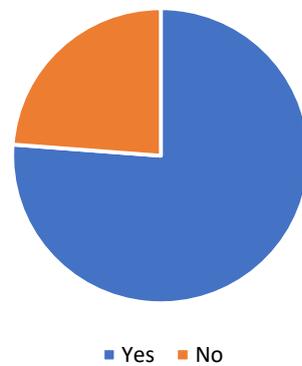
7. Adequate lighting is available inside the campus and hostels, for example- adequate light in corridors, classrooms, common areas, toilets, etc.



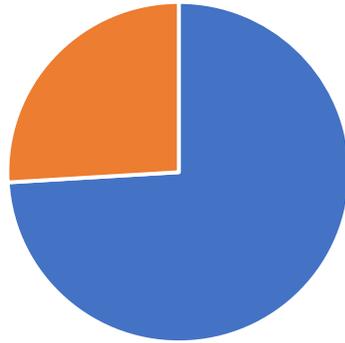
8. Adequate security arrangements have been made in the campus, hostels, common areas during the day and night.



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

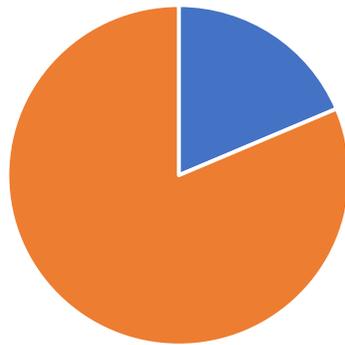


10. A women cell is set up in the college and you are aware about the women cell.



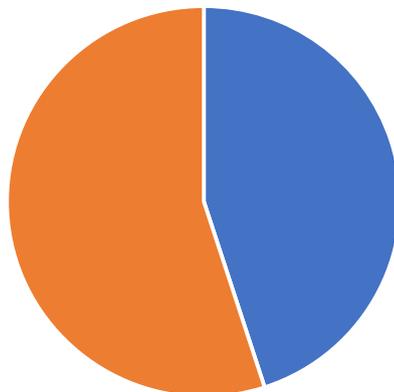
■ Yes ■ No

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



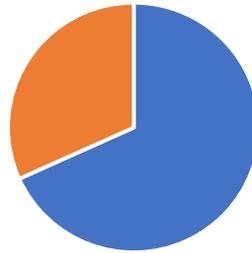
■ Yes ■ No

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



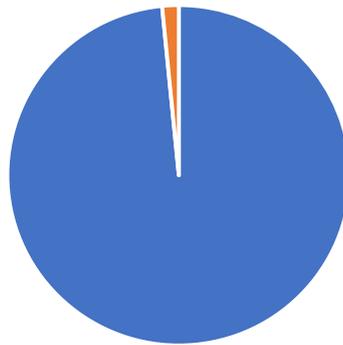
■ Yes ■ No

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.



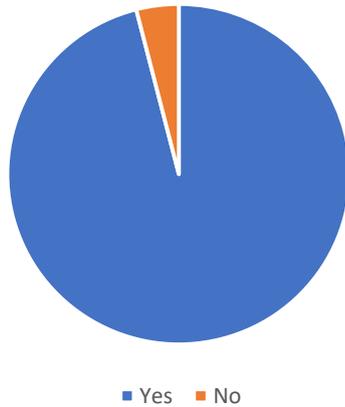
■ Yes ■ No

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

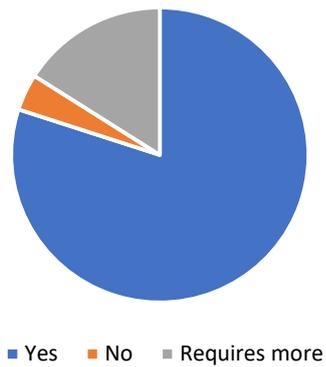


■ Yes ■ No

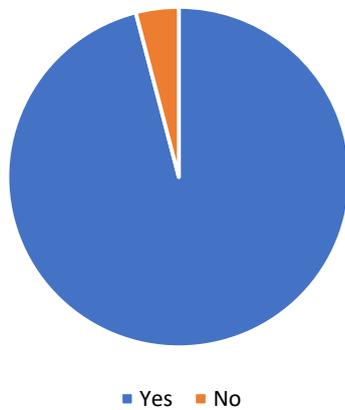
16* There is equal opportunity to all genders to work with various committees and forums.



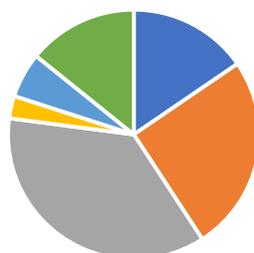
17* You are satisfied with the gender representation in the existing internal committees/forums of the college.



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

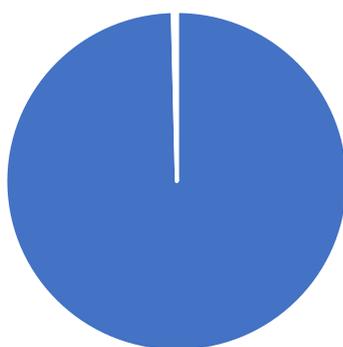


19. In my college, I am in contact with staff, students & departments within my college to improve gender learning opportunities by sharing experiences.



■ Frequently ■ Regularly ■ Occasionally ■ Seldom ■ Never ■ Don't Know

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



■ Yes ■ No ■ Don't know

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.