

# GENDER AUDIT

2023

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity in the last five years



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## **1.0 Introduction:**

The H.C.D.G. College is an Arts college basically imparting higher education in Social Sciences and Humanities. Set in the sylvan surrounding of expansive paddy fields, Nitaipukhuri, historically an important place of Assam, offers a great visual treat of natural beauty. The Dehing River flows quietly to the south and to the north there is the National Highway-37, connecting it with all major towns of Assam. Ever since 1960 the need of a college was felt by the conscious masses of this area who wanted to shape the future of the younger generation by providing them an opportunity to pursue higher education without having to travel far and spending an unaffordable amount. In 1965 as a result of the blood sweating and sincere efforts of a few educationists of this area the H.C.D.G. College was established. In 1988 the college got registered under 2(f) and 12(b) clause of University Grant Commission. In 2003, the college also got the permanent affiliation of the Assam Higher Secondary Education Council, Guwahati. In consonance with its Vision and Mission, the college has embarked on creating opportunities for unprivileged students of this remote area. At present the college offers 06 undergraduate programmes in regular mode besides 06 undergraduate, 07 post graduate, B.Com and BSW programmes under Krishna Kanta Handique State Open University. Besides, the college runs Higher Secondary Course in Arts. The college has also offered certificate and value added courses. In 2022-23 the college introduced Add on Courses affiliated by Dibrugarh University. There are 21 teachers out of which 12 teachers have PhD degree, 4 have M. Phil Degree. The college has adequate classrooms, laboratories and other facilities for effective teaching-learning process. The infrastructure facilities include ICT enabled classroom, auditorium, conference room, computer lab. The college library is partially automated with SOUL 2.0 and D-Space user software. It is well equipped with 10,000 books along with subscription to various journals and e-resources. The institution has benefited with funding from RUSA.

The college ensures to provide a better learning environment to students. Various extension activities, extramural talks and awareness camps are regularly organized units, cells and committees.

### **1.1 The Concept of Gender Audit:**

A gender audit is an assessment process. It assesses how gender equality is effectively institutionalized in the policies, programmes, schemes etc. of an organization. It is also a process for creating continuing gender-action planning, and to identify challenges and

opportunities for increasing gender skills and organisational equality. Gender Audit provides a baseline to the organization to measure progress over the time, identify critical gender gaps and challenges related them as well as recommends how these can be addressed through improvements and innovations.

Even though there is no definite process of performing a gender audit, two types of Gender Audit are often mentioned, viz. Internal Gender Audit and External Gender Audit. An internal gender audit refers to how much an organization nurtures gender equality internally within its organizational, managerial structure and internal work. While, an external gender audit assesses to what extent gender an organization mainstreams gender in the policies, programmes, services and projects in terms of content, delivery and evaluation.

## **1.2 Objectives and Methodology**

### **1.2.1 Objectives:**

The Gender Audit undertaken by the Internal Quality Assurance Cell (IQAC) of H.C.D.G. College intended to enquire the gender balance within the institution. It was organized in four distinct steps, viz. (i) Preparing the institution for the gender audit, (ii) Surveying staff to uncover their perception regarding equality within the institution, (iii) Creating the road map of gender action, (iv) Preparing the report.

The objectives of the gender audit are:

- (i) To uncover the gender balance within the institution
- (ii) To know about gender perception within the campus
- (iii) To etch out a road map of gender action

### **1.2.2 Methodology:**

Within the broad Gender Integration Framework (GIF) the gender audit was conducted. GIF proposes well equipped four organizational dimensions for transformation. These four elements are Political will, technical capacity, accountability and organizational culture. These four elements are structured like a tree in which the political will means the leadership of the institution is root of the tree and the other three elements are its branches. At different level the leadership uses its branches to ensure successful integration of gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the organization.

The Gender Audit of H.C.D.G. College keeping in mind the above mentioned mechanism has developed a set questionnaire for the students and staff. The questionnaire targets to find out to what extent the integration of gender prevailing in the programmes

and measures is initiated by the institution. It also focuses to draw a scale of the awareness of the respondents so far the gender friendly environment within the campus is concerned.

## **2.0 Glimpses on Gender:**

### **2.1. Gender Sensitive Features:**

Gender sensitivity refers to the behavior that avoids discrimination by understanding and accepting the multiple differences between men and women. It is a way of thinking that fosters respect and compassion for others regardless of these differences.

H.C.D.G. College since the day of its inception has been trying to provide a gender sensitive environment in spite of being situated in a remote area. The following are the gender sensitized features of the institution:

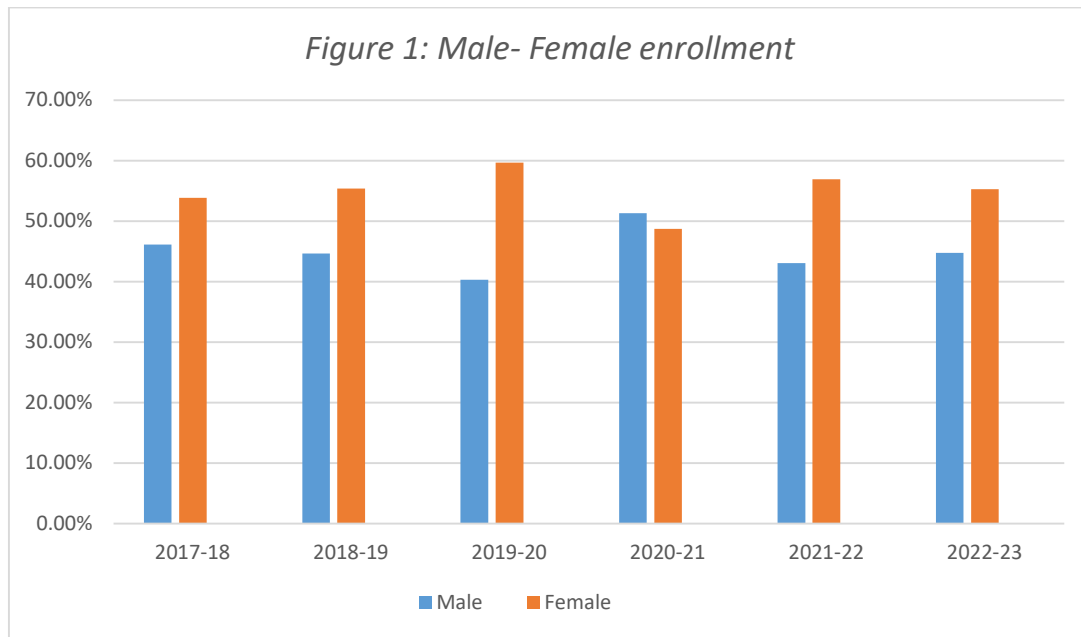
- Basic sanitation facility in the form of separate toilets for the students, teaching and non-teaching staff.
- A Girls' Hostel with round the clock security service. A full time female Warden and female staffs available in the hostel.
- A separate Common Room for girls with attached washroom and running water.
- CCTV surveillance in all the major areas including classrooms.
- Sanitary pad vending machine installed along with the disposal machine.
- There are Internal Complaint Committee, Grievances and Redressal Cell and Anti Sexual Harassment Cell.
- The Centre for Women's Studies and Development conducts awareness camp, talks and medical check-ups annually.
- A Gender Equity Cell has been formed to work in collaboration with the Women's Cell.

### **3.0 Gender Equality within the institution:**

Gender equality means the state of equal ease of access to resources and opportunities within the institution. It is a fundamental human right and essential to achieve peace and progress in an institution. Generally, women are found to be more disadvantaged due to the norms structured by the society. The surrounding area of the college is agrarian rural area of Sivasagar district in the bank of Dehing River and inhabited mostly by Scheduled tribe population.

### 3.1 Gender balance in the enrollment:

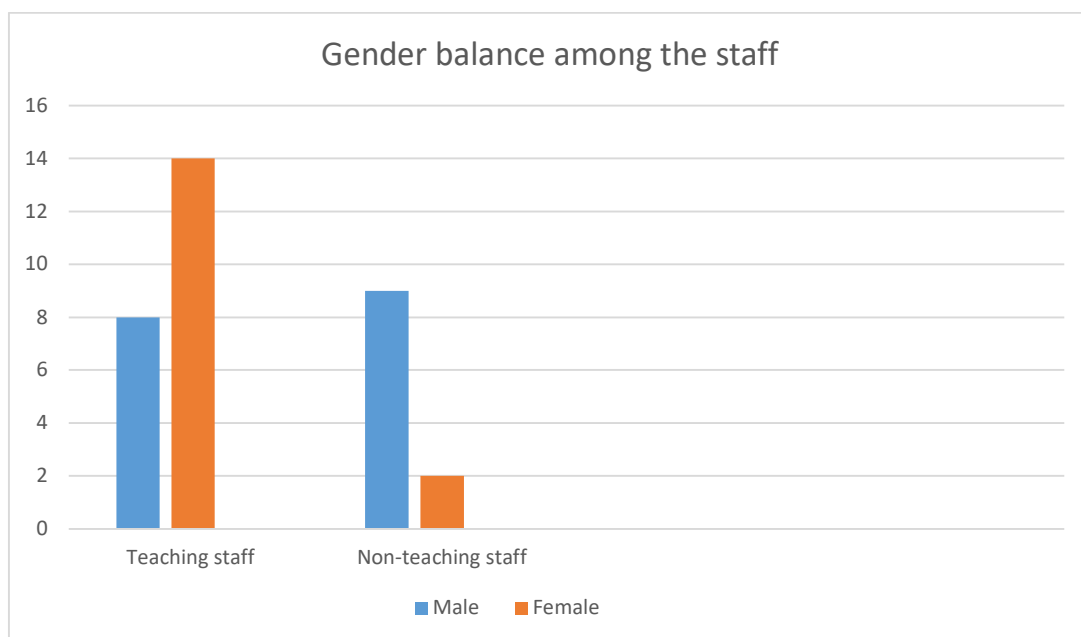
Sl.no.	Session	Programme	Total student	Male	Female	% of Female students
1	2017-18	BA	312	144	168	<b>53.85%</b>
2	2018-19	BA	280	125	155	<b>55.36%</b>
3	2019-20	BA	243	98	145	<b>59.67%</b>
4	2020-21	BA	271	139	132	<b>48.71%</b>
5	2021-22	BA	281	121	160	<b>56.94%</b>
6	2022-23	BA	262	116	146	<b>55.73%</b>



Source: H.C.D.G. College office record

### 3.2 Gender balance among the employees:

Category	Male	Female	Percentage
Teaching Staff	08	14	63.3%
Non-teaching Staff	09	02	18.18%



Source: H.C.D.G. College office document

### 3.3 Social Composition of the Female Students:

The term social integration refers to the process of self-awareness of individuals in society, the process of acceptance and recognition of their potential by social organizations, the process of integration into the network of social relationships of a community. The social composition of the college is as followed

Sl. no.	Academic Year	General	SC	ST	OBC
1	2017-18	16	11	25	120
2	2018-19	13	08	16	117
3	2019-20	12	08	20	105
4	2020-21	10	05	21	96
5	2021-22	07	10	38	110
6	2022-23	10	02	21	113

#### **4.0 Gender Equality Mechanism:**

##### **4.1.1 Cell for Women's Studies and Development:**

The Cell for Women's Studies and Development of H.C.D.G. College was founded on 23<sup>rd</sup> May 2009. Since that day the cell has been taking initiatives in various pertaining issues related to gender. Talks, awareness programme and health camps have been organized by the cell within and outside the campus. The objectives of the cell are:

- To change the present social attitudes regarding women's roles.
- To create awareness among women about their Rights and Duties, various Policies and Acts of the Government related to women.
- To create awareness about various burning problems of the society and their solution.
- To assist women to enjoy their rights within the family, community and society.

##### **4.1.2 Anti-Sexual Harassment Committee:**

The Anti-Sexual harassment Committee of the college works to prevent sexual harassment within the campus. It also endeavours to raise awareness among female students about their fundamental human rights.

##### **4.1.3. Internal Complaint Committee:**

The H.C.D.G. College Internal Complaint Committee was reconstituted on January 2022 as per UGC regulations, 2015. The Internal Complaint Committee hears and addresses complains regarding sexual harassment.

##### **4.1.4 Grievances Redressal Cell:**

The Grievances Redressal Cell in the college looks into the matter of inconveniencies of students and employees. The objectives of the cell are:

- To ensure student friendly environment in the institution
- To prevent all kinds of harassment
- To prevent abuse within the college campus

#### **5.0 Gender Sensitization Initiatives taken by the Cells and Committees:**



<b>Sl. No.</b>	<b>Name of the Programme</b>	<b>Organizer</b>	<b>Objective</b>	<b>Date &amp; Year</b>
1	Awareness Programme Women's Health	Women's Cell	To make the female students aware about their health	31 <sup>st</sup> August 2017
2	Health Camp	Women's Cell	Health check-up for students and people from the neighbouring area	31 <sup>st</sup> August 2017
3	Awareness Programme on Gender Discrimination	IQAC	Gender equity	8 <sup>th</sup> March 2018
3	International Women's Day	Women's Cell	To make aware about women's empowerment and importance of Education	8 <sup>th</sup> March 2018
4	Awareness camp on Early Marriage of Girl Students			5 <sup>th</sup> June 2018
4	Special Talk on International Women's Day	Women's Cell	To understand (i) Status of women in International context. (ii) History of Women's Movement	8 <sup>th</sup> March 2019
5	Special Talk on "Child Marriage and Society"	Women's Cell in collaboration with Bam Rajabari High School	To aware the students about the effects of Child marriage	4 <sup>th</sup> June 2019
6	Health Awareness Camp for Female students and Employees	Women's Cell in collaboration with Siu-Ka-Pha	Gynecology matters	28 <sup>th</sup> September 2019

		Multi-specialty Hospital		
7	Special Talks on the eve of International Women's Day on "Women in the Context of Assam"	Women's Cell in collaboration with the Department of Political Science, H.C.D.G. College	To make the students aware the role of women in various fields in the context of Assam	7 <sup>th</sup> March 2020
8	Special Talks on the eve of International Women's Day on "Education and Society"	Women's Cell	To understand the importance of education for girl students and role of society	8 <sup>th</sup> March 2021
9	One day Workshop on Knitting and Stitching	Women's Cell in collaboration with Department of Economics	Vocational Training	2022
10	Awareness Camp on Women's Health at Akhaiphutia Village	Women's Cell in collaboration with Extension Cell	To make the rural women aware about reproductive health	6 <sup>th</sup> January 2022
11	Exhibition cum Sale of Weaving items and Pithas	Women's Cell in collaboration with Parents-Teachers Association	To earn while you learn	11 <sup>th</sup> January 2022
	Essay Competition and Special Talk on occasion of International Women's Day	Women's Cell and Gender Equity Cell	To encourage and sensitize students on gender equity	8 <sup>th</sup> March 2022

12	International Girl Child Day	Women's Cell	(i) To sensitize students on gender (ii) To understand the importance of observing Girl Child Day	11 <sup>th</sup> October 2022
13	Special Talk on Girl Child Day	Department of Education	To understand the importance of education in the context of girl child	11 <sup>th</sup> October 2022
14	Special Talk on Women Authors in Assamese Literature	Women's Cell in collaboration with Nitaipukhuri H.S. School	To understand the school students important female authors from Assam	12 <sup>th</sup> November 2022
15	Awareness programme on Sexual Harassment of Women Employees and Students: Prevention, Prohibition and Redressal	Women's Cell	To make the students and employees aware about sexual harassment and how to redress them	9 <sup>th</sup> December 2022
16	Special Talk on Assamese Women's Writing (1884-1930)	IQAC in collaboration with Reading & Cine Club, Education and History	To understand status and contribution of women writers in pre-independent Assam	2 <sup>nd</sup> March 2023
17	International Women's Day Celebration	Women's Cell & NSS in collaboration with Teachers' Unit, Extension Cell and Locals	To aware the local females about evilness of Child Marriage	8 <sup>th</sup> March 2023

		of Bhatgaj Village		
18	Weaving Training and Production	Weaving Training Centre	To (i) motivate students to learn a skill (ii) give a thrust to the regional ethnic textile (iii)make students familiar with traditional culture	August 2017 onwards
19	Certificate Course on Beautician and Make-up Artist		To empower female students with vocational education	2017 onwards
21	Visharad in Sattriya Dance		Extra-curricular	2020 onwards

### 6.0 Gender in the Curriculum:

Department	Course	Area Cover
English	C 11 (Women's Writing)	<ul style="list-style-type: none"> <li>Representative women's writing across the globe</li> <li>Pioneering works of women writers from India</li> </ul>
Education	C 13 (Emerging Trends in Indian Education)	<ul style="list-style-type: none"> <li>Women's education</li> </ul>
	DSE 3 (Human Rights Education)	<ul style="list-style-type: none"> <li>Violence against women and human rights education</li> </ul>
Political Science	GE- 2A (Feminism Theory and Practice)	<ul style="list-style-type: none"> <li>Various theories and practices of feminism</li> </ul>
History	HISGE 5 (Women in Indian History)	<ul style="list-style-type: none"> <li>State of women in historical India</li> </ul>

## 7.0 Gender Equity in academic activities:

### 7.1 Students' Projects on Gender

Sl. No.	Name of the Project	Department	Year
1	A Field Study on Women Literacy in LIC Brick factory situated in Demow	Education	2017
2	A Field Study on Women Education of Pachimbasti, Gargaon in Sivasagar district	Education	2018
3	The Socio-Economic Condition of Thai-Khamyang Women of Chalapathar Syam Gaon of Charaideo District: A Study	Education	2022
4	A Field Study on Indigenous Pali Education and Educational Aspect of Women at Chalapathar Shyam Gaon of Charaideo District	Education	2022
5	The Status of Women in Naga Tribe: A study based on Hahchara Naga village of Sivasagar district	Education	2023

### 7.2 Publications on Gender:

Sl. No.	Name of the Book	Publishing Year & ISBN	Publisher
1	<i>Florilegium: A Collection of Research Articles</i> ) ed. Meghali Boruah & Bornali Saikia Sonowal	2019-2020 ISBN- 978-81-953705-9-7	Cell for Women's Studies and Development & Research & Publication Cell

2	<i>Development Dynamics of Women in North East India (socio-economic, cultural and political dimensions)</i> ed. Dr. Gitamoni Handique Gogoi & Meghali Boruah	2021 ISBN- 978-81-927985-2-3	Cell for Women's Studies and Development & Research & Publication Cell & Rupantar Publication
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### 8.0 Report on the gender survey

The gender survey conducted among the students and staff yielded a positive picture about gender sensitivity in the institution. However, there are certain areas needed to be focused and sensitized. The following figures presents an indication of the gender perception among the students and staff.

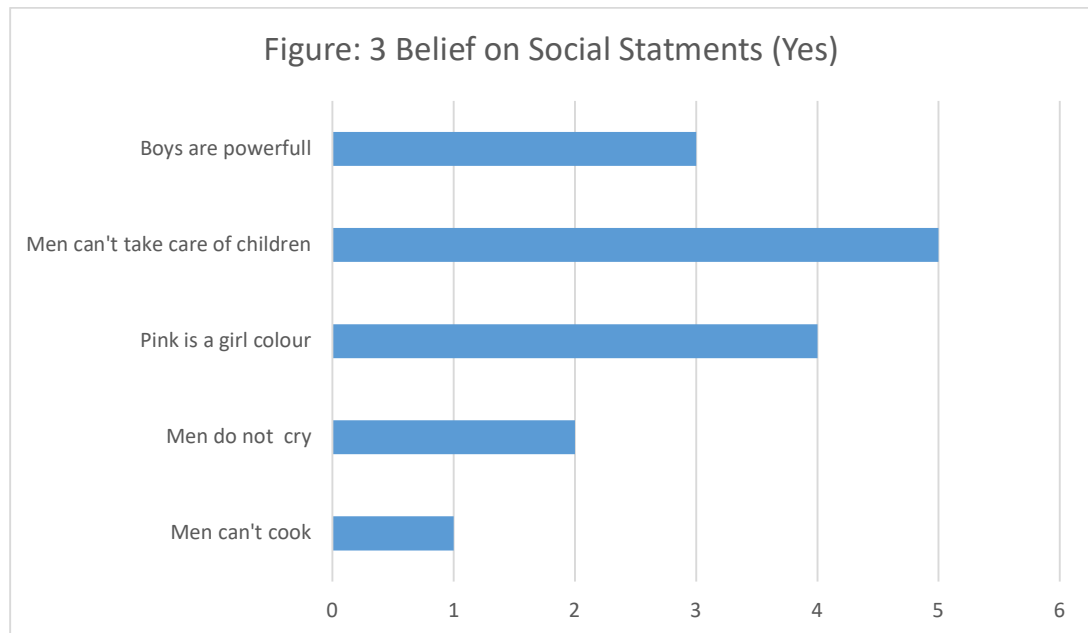
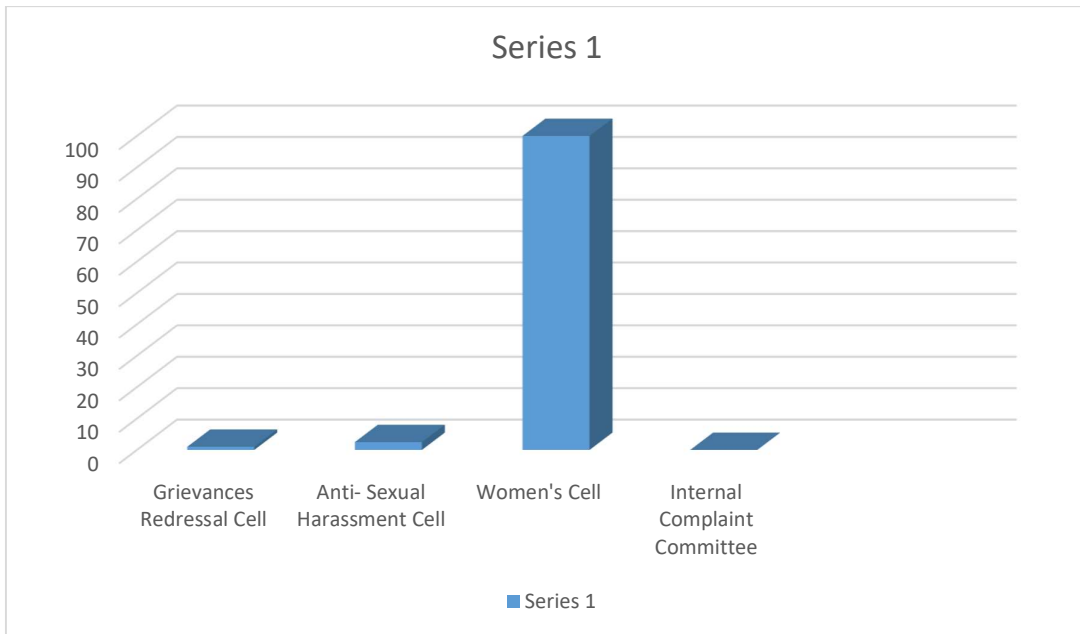
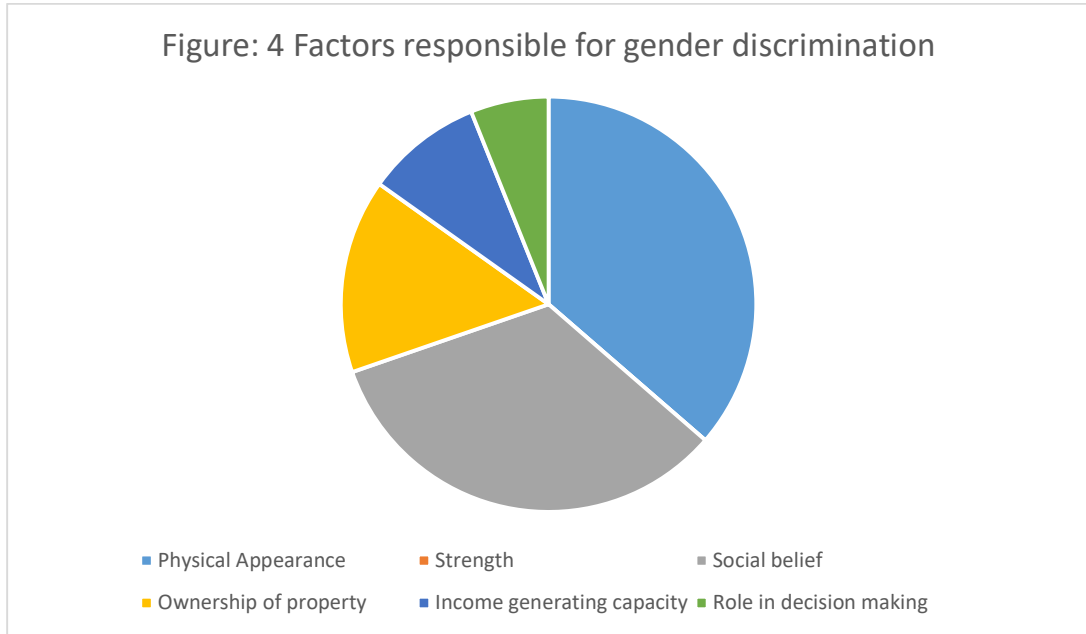


Figure: 4 Factors responsible for gender discrimination



**9.0 Best Practices for Women:**

1. The college ensures to provide a gender friendly environment within the campus.
2. The continuous mentoring of the students is done to ensure a learner centric, friendly environment to improve learning outcome.
3. Awareness camps, talks, health camps are organized on women issues.

4. Female students in curricular as well as co-curricular activities are encouraged and felicitated.
5. Representation of women in leadership and decision making is highly supported.

#### **10.0 Recommendations and Conclusion:**

The present survey on gender brings into focus certain points on the basis of which the following recommendations are provided to the institution:

1. The institution should continue to promote the gender friendly environment within the campus.
2. The authority should actively integrate the gender concern within its policy and actions.
3. More outreach programmes on gender should be organized to sanitize the local areas to which most of the students belong.
4. Students should be made aware of the cells and committees concerned with gender issue.
5. More initiatives to make aware about human rights, women rights and gender sensitivity should be taken centrally.

The college has a gender sensitive environment. The survey reveals that there are few discriminations existing within the campus. Various awareness programmes have been arranged within and outside the campus which have undoubtedly contributed to the institutional policy on gender sensitization.



**Questionnaire for Sample Survey**

**Title: Internal Gender Audit**

**AY: 2022- 2023**

Principal Investigator: IQAC Coordinator, H.C.D.G. College, Nitaipukhuri

Investigator: Secretary, Women's Cell, H.C.D.G. College, Nitaipukhuri

a. Personal information:

Name of the respondent:.....

Signature: .....

Gender: .....

b. Designation: .....

c. Tick (✓) the following statements on which you believe:

- (i) Men don't cry
- (ii) Men can't cook
- (iii) Men can't take care of children
- (iv) Pink is a girl colour
- (v) Boys are powerful and tough, girls are soft and sensitive
- (vi) None of the above

d. Have you felt discriminated due to your gender?

Yes  No

e. Tick (✓) the factors you consider responsible for gender discrimination:

- (i) Physical appearance
- (ii) Strength
- (iii) Caste
- (iv) Social belief
- (v) Ownership of property
- (vi) Income generating capacity
- (vii) Role in household decision making process

f. Have you experienced any gender discrimination inside the college premises:

Yes  No

g. If yes, what is the source of discrimination:

Colleagues (Male)  Colleagues (Female)   
Students (Male)  Students (Female)

h. If yes, have you lodged a complain

Yes  No

i. If yes, was any action taken to resolve:

Yes  No

j. If you have not lodged a complaint, why?

Fear  Hesitation  Peer pressure  Asymmetric information

Insensitivity of the administration

k. Tick (✓) the following cells/committees in the institution you are aware about:

Grievances and Redressal Cell

Anti-Sexual Harassment Committee

Women's Cell

Internal Complaint Committee

*(Declaration: The data collected will be used only for identifying the factors responsible for gender sensitivity of students by the IQAC of H.C.D.G. College and will not be used for any personal objectives)*

Date:

Signature of the investigator