

NABAJYOTI COLLEGE

KALGACHIA

781319, ASSAM



GENDER AUDIT REPORT 2022-23



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1. Introduction:

Nabajyoti College has been playing a pivotal role in disseminating knowledge and imparting higher education among the students since its inception (1971). The foundation stone was laid by Late Fakaruddin Ali Ahmed, then Honourable President of India. The college has encouraged an inclusive admission policy that favours meritorious and deserving students irrespective of their economic backgrounds. It has always been patronizing to enhance the quality of education and to build skill and capacity among the students to ensure their employment in the fast-changing scenario of the country.

Our college recognises that sexual harassment and gender discrimination are serious threats that jeopardise people's safety, equality, and sense of dignity in our society. This includes addressing behaviours like making demeaning remarks, displaying suggestive material, conducting awareness programs and so on. The college is taking proactive measures against gender discrimination and sexual harassment to ensure a safe and inclusive environment for all staff and students. Students are also encouraged to report incidents of gender-based discrimination or harassment promptly to receive support.

Nabajyoti College was founded with a clear objective to uplift the community in a remote minority-based area, particularly focusing on economically disadvantaged students and women. In a society where early marriage hinders girls from obtaining higher education, Nabajyoti College serves as a haven for female students, offering a golden opportunity for women of this society to access quality of education and a prospect to enrich their overall development towards a brighter and more equitable future.

1.1 GENDER AUDIT

A gender audit is an attempt to assess the impact of college performance and management on gender equality within the college campus. It helps the college to identify and understand the gender patterns within the composition, structures, processes, management of human resources and delivery of policies and services. The goal of the Gender Audit is to improve how a college manages its efforts to promote gender equality and women's empowerment by involving the entire institution and providing a baseline for progress measurement and recommendations for improvement. Furthermore, the audit seeks to identify the strengths, challenges, and steps progressing towards the college vision of gender equality. The audit process includes steps like forming an audit team and preparing a Google form to survey the Gender data for the students, teaching, and non-teaching staff. The findings were shared with the college administration so that the recommendations could be put into practice.

1.2 Objectives of Gender Audit

To conduct a gender-based analysis, gender issues and rated issues faced by the students and staffs in the college, the following objectives has been followed:

- To understand the college's current policies and practices from a gender perspective.
- To examine the policies of the college rules towards the needs and interests of both males and females.
- To identify and suggest measures for bridging a gender gap
- To create a more inclusive environment for all genders.
- To establish a good gender balance in the decision-making process in all areas of the college activities.

1.3 Constitution of Gender Audit Committee:

Sl. No	Name	Designation
1	Dr. Shahjahan Ali Ahmed Principal	Chairperson
2	Prof. Samsul Haque HoD, Department of Economics	Coordinator IQAC
3	Dr. Kakali Hazarika Assistant Professor, Department of Economics	Member
4	Nafisa Younis Assistant Professor, Department of History	Member
5	Chonglomhling Keivom Assistant Professor, Department of History	Member

The Gender Audit undertaken by the IQAC, Nabajyoti College, Kalgachia intended to scrutinize the gender balance within the institution.


Principal
Nabajyoti College, Kalgachia
Date :


Coordinator
IQAC
Nabajyoti College, Kalgachia

2. Gender Sensitization

Gender sensitization is the process in which all genders are responsible for respecting everyone irrespective of gender while acknowledging the differences. It is not only crucial for the balanced development of young minds, but it also helps students build correct values, self-discipline, and respect for all. Gender sensitization enables people to understand that gender is about *"People"*, not women. It provides a precise and unambiguous picture of gender.

Gender sensitization is a need that has been felt and recognised by everyone at Nabajyoti College and actively promoted through several committees and cells. The College is dedicated to working on gender sensitivity within its campus community and promoting awareness and understanding the gender issues, equality, and respect among the students and faculties.

2.1 Gender sensitization Action Plan 2018-2023

- To work towards Empowering Women.
- To launch a series of awareness campaigns and outreach programmes targeting students on the topics of gender equality, consent, and respect for diversity.
- Use creative mediums such as theatre, art, and music to convey messages effectively and engage students in dialogue about gender issues.
- To encourage women's participation in college activities.
- To increase the involvement of women in community services.
- To engage all the departments, Women Cell, and Women Forum to look after the Action Plan.
- To promote gender equality in all aspects of college life and throughout the college community.

2.2 GENDER SENSITIZATION INITIATIVES

Nabajyoti College is dedicated to working on gender sensitivity within its campus. Through various initiatives and programs, the college promotes awareness, understanding, and respect for gender diversity and equality. Gender sensitization is carefully observed in every corner of the college campus by forming various committees like the Anti-Ragging Monitoring Committee, Grievances Redress cell, Women cell, Women Forum, Institutional Internal Complaint Committee, Udaan, and Committee for Anti-Sexual Harassment to ensure that all individuals feel secure and offers support, guidance, and resources to address concerns related to gender equality, sexual harassment, and other forms of discrimination.

2.2.1 ANTI-RAGGING AND MONITORING COMMITTEE

The college has an Anti-Ragging and Monitoring Committee and it employs several preventive measures to stop ragging on the college campus. The college has become a strict no-ragging zone because of the installation of CCTV cameras at various locations. Anybody found indulging in such activity is liable to be punished and the punishment could include cancellation of admission and suspension or expulsion from the college.

2.2.2 ANTI-SEXUAL HARASSMENT COMMITTEE

The college has formed an Anti-sexual harassment committee to prevent sexual harassment on campus and ensure a safer place for all genders. We prohibit gender-based oppression, protect women's fundamental rights and promote a harassment-free workplace. It works in collaboration with the Internal Complaints Committee and participates in all the activities of the colleges.

2.2.3 WOMEN CELL and WOMEN FORUM

Female faculties of both teaching and non-teaching staff are members of the committee. We have zero tolerance and unacceptability of any abuse of power against women and believe that robust processes of debate, discussion and dialogue are important to raise awareness on various issues related to women. We have been functioning to empower Women by facilitating an open platform for performing different activities like awareness programs, and cultural programs for the students and staff.

2.2.4 GRIEVANCE REDRESS CELL

Our college has a Grievance Redress Cell (GRC). This cell serves as a platform for students to address their concerns and complaints discreetly. They act as general grievances related to day-to-day academic matters of the college including admissions, library-related accommodation, and other issues that students may encounter during their academic journey. In addition to its primary responsibility at redressals, the committee works to keep the college campus a healthy, welcoming place for women. The committee works in close association with the principal of the college.

2.2.5 NATIONAL CADET CORPS (NCC) UNIT FOR GIRLS

The NCC wings for girls are a significant unit that promotes women's empowerment, develops their characters and qualities, and trains and motivates girls for leadership in all walks of life. The unit focuses on the outstanding achievement of girls.

2.2.6 NATIONAL SERVICE SCHEME (NSS) UNIT FOR GIRL

Our colleges have an NSS girls' unit that aims to motivate them for their social responsibilities by promoting social awareness, developing leadership, and providing hands-on experience in community service.

2.2.7 INTERNAL COMPLAINT COMMITTEE

The college has an active Internal Complain Committee (ICC), a statutory body formed to register complaints of harassment, as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 in India. The committee is responsible for implementing policies related to the prevention of sexual harassment, investigating complaints without bias, and ensuring a safe and harassment-free work environment.

2.2.8 UDAAN

The Udaan Committee of our college promotes Gender sensitivity among the students by organizing various activities like movie screenings, conducting a series session ***“Let’s Talk”*** on a topic like- ***Performative Act, Making Things Better for Everyone, Women's Safety, and India*** and organizing a Campus play on addressing a topic like ***“Say No to Child Marriage”***.

INFRASTRUCTURE FACILITIES AVAILABLE FOR THE FEMALE STUDENTS AND STAFF

- 1. Girls' common room:** The college has a well adequate space in the girls' common room with basic amenities like dustbins, mirrors, comfortable seats, desks, dressing table, reading areas etc.
- 2. Separate washroom:** The college has provided a separate washroom for the female students.
- 3. Drinking water:** Girls' common rooms are equipped with safe drinking water with RO facilities to cater for the needs of the female students.
- 4. Sanitary pad vending and Disposal machine:** The availability of the sanitary pad vending and disposal machine in the girls' common room ensures that ladies have access to essential hygiene products within the common room environment while promoting well-being and comfort on the campus.
- 5. Health Care Unit:** The college has a health care unit for emergencies.

Number of gender-transformative programs organized by the institution during the last five years: 2018-2023

Sl. No.	Title of the Program	Date
1	Awareness Programme on Women's Health and Population Control on 8 March 2018	8th March, 2018
2	Under the “Prayash” initiative one-day career Counselling and Entrepreneurship Development Path	9th April, 2018.
3	Awareness Programme on Female Health and Hygiene	8th March, 2019
4	Women cell visited the Topaban Orphanage home, Pathsala	27th Nov, 2019
5	Display of portraits of Renowned Female Personalities of India and Assam	8th March, 2021
6	"Awareness Program on the Village Economy and the Role of Microfinance” for Self-Help Groups of Greater Kalgachia	10th April 2021.
7	Essay writing and Poem Writing competition on International Women’s Day	8th March 2022
8	The screening of a movie on “Pink” organized by the Udaan Committee to create legal awareness of women's rights, especially the defence of the fundamental right of a woman, with the tagline, ‘NO MEANS NO’.	17th Oct, 2022
9	Interactive session on Performative Act under the scheme “Let’s Talk”	5th Nov, 2022
10	Installation of Sanitary Pads Vending and Disposal Machine	30th Nov, 2022
11	Second Interactive session on Making Things Better for Everyone under the scheme “Let’s Talk”	21th Feb, 2023
12	Awareness program on “Women’s Literacy”	4th March, 2023
13	Campus Play on “Say No to Child Marriage”	13th March, 2023
14	Women's Health and Hygiene awareness program and sanitary pads distribution	29th April 2023.
15	Third Interactive session on “Women’s Safety and India” under the scheme ‘Let’s Talk’	15th May, 2023

PHOTO EVIDENCE OF SOME OF THE GENDER TRANSFORMATIVE PROGRAM CONDUCTED BY THE INSTITUTION



Pic 1: Awareness Program on Women's Health and Population Control on 8th March 2018



Pic 2: Under the "Prayash" initiative one day career Counselling and Entrepreneurship Development Path on 9th April 2018



Pic 3: Awareness Programme on Female Health and Hygiene on 8th March 2019



Pic 4: Visit to Topaban Orphanage Home, Pathsala on 27th November 2019



Pic 5: Display of portraits of Renowned Female Personalities of India on 8th March 2021



Pic 6: Awareness Program on the Village Economy and the Role of Microfinance" for Self-Help Groups of Greater Kalgachia on 10th April 2021.



Pic 7: Essay and Poem Writing competition on International Women's Day on 8th March 2022



Pic 8: The screening of a movie on "Pink" to create legal awareness of women's rights, especially the defence of the fundamental right of a woman, with the tagline, 'NO MEANS NO'.



Pic 9: Installation of Sanitary Pads Vending Machine



Pic 10: Installation of Sanitary Pads Disposal Machine



Pic 11: Performative Act under the scheme "Let's Talk".



Pic 12: Awareness program on "Women's Literacy" to empower illiterate adult women through education.



Pic 13: Campus Play on “Say No to Child Marriage” to raise awareness on the “fundamental violation of human rights”.



Pic 14: A guest lecture by Dr. Zakir Hussain on Women's Health addressing disparities, promoting preventive care, and encouraging healthy lifestyles and regular check-ups.



Pic 15: A guest lecture by Dr. Nazrul Islam on Women's Hygiene emphasizes the importance of maintaining good hygiene practices.



Pic 16: Sanitary pads distribution on 29th April 2023.



Pic 17: Interactive session on “Women’s Safety and India”.



Pic 18: Participation of women in sport activity



Pic 19: NSS girls wings on campus clean-up drive activities.



Pic 20: NSS girls wings on campus clean-up drive activities.



Pic 21: NCC girls wings joining for Drill practices



Pic:22 NCC Girls Wing of Nabajyoti College, Kalga chia



Pic 23: Blood donation drive

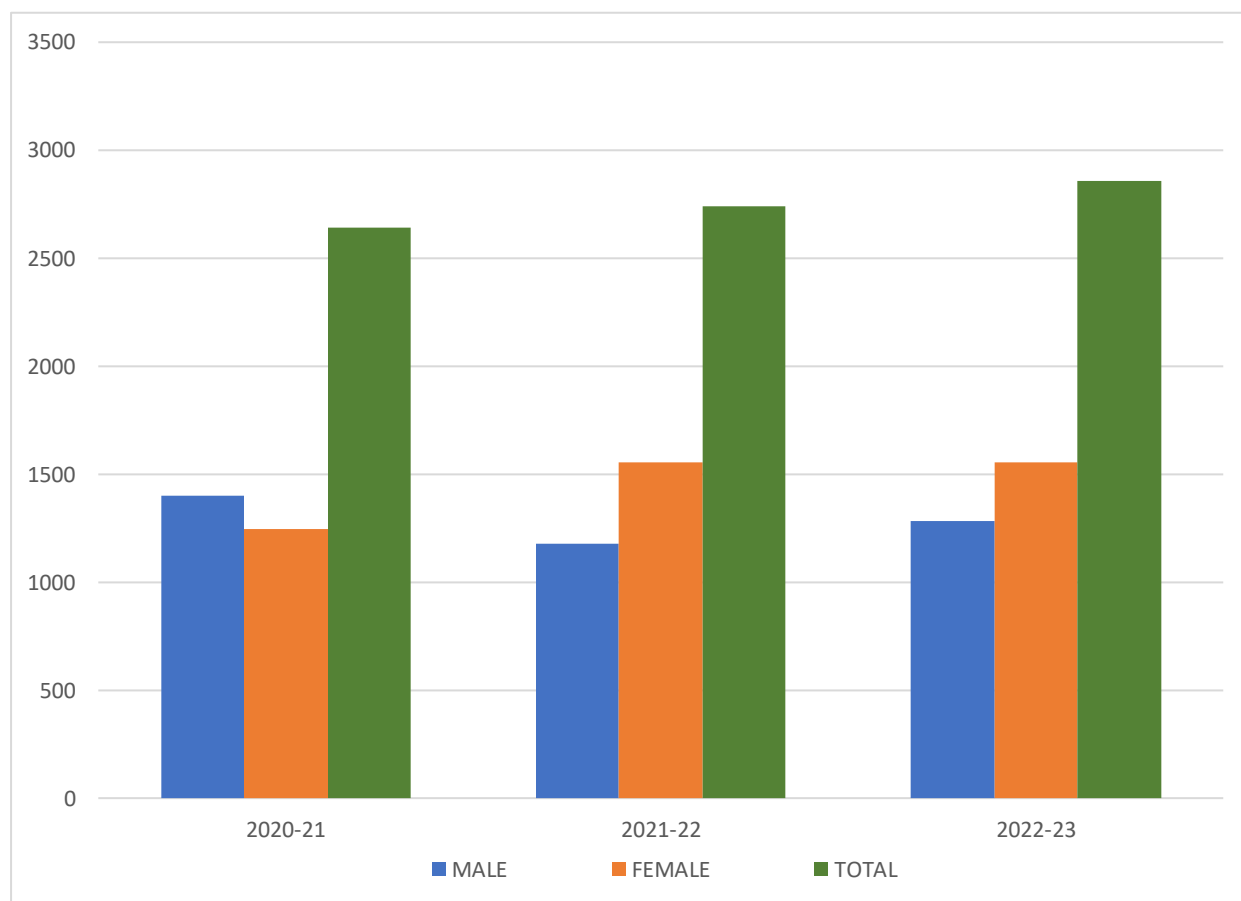


Pic 24: Gender survey for Gender Audit

3. Gender-wise Distribution

Table 1: Gender-wise Details of Students in the College

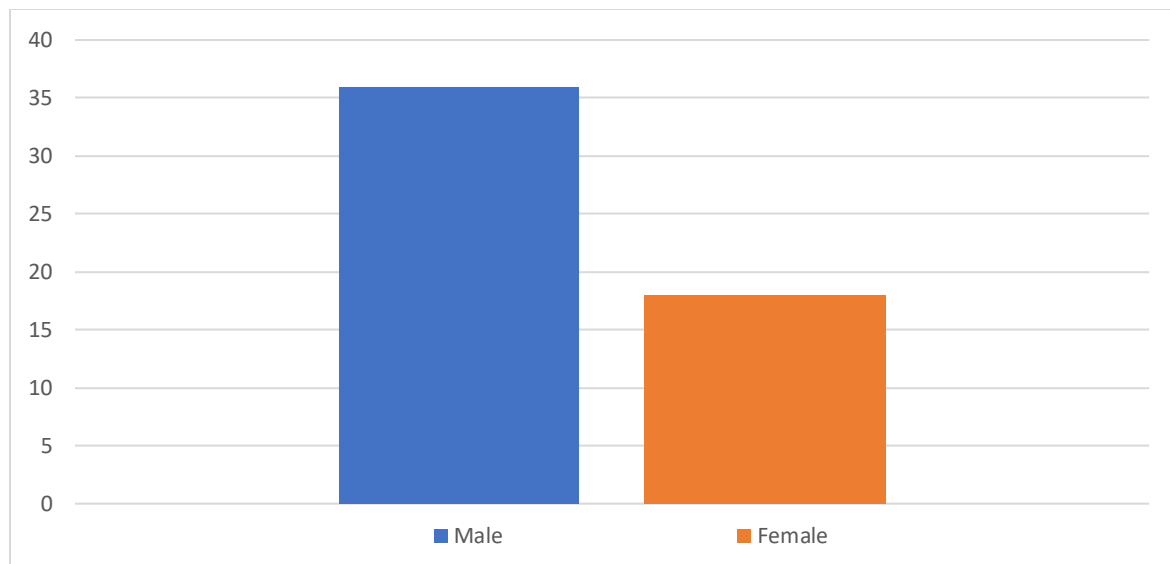
Sl. No.	Year	Male	Female	Total	%M	%F
1	2020-21	1398	1245	2643	52.89	47.10
2	2021-22	1181	1557	2738	43.13	56.86
3	2022-23	1283	1577	2860	44.86	55.13



The above table and diagram show the gender classification of male and female strengths of students in the colleges providing information regarding the growth of students' strengths. In addition, it shows that the percentage of female students admitted in the last two years increased drastically. The graph shows important data on year-wise gender classification.

Table 2: Gender-wise Details of Teaching Staff

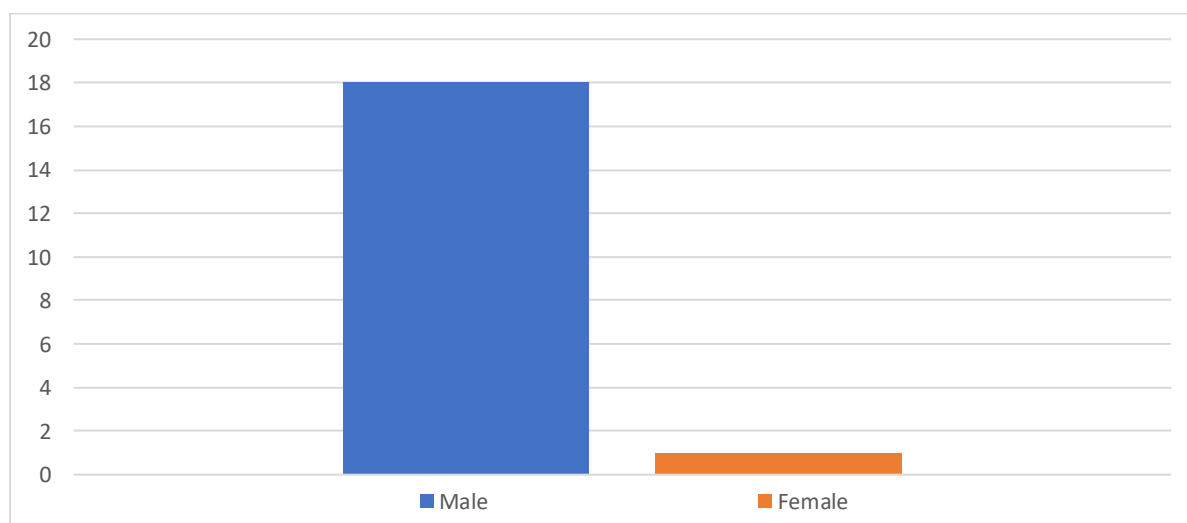
Male	Female	Total	% M	%F
36	18	54	66.66	33.33



The table and diagram show the gender classification of male and female strength of teaching staff at the college.

Table 3: Gender-wise Details of Non-Teaching Staff

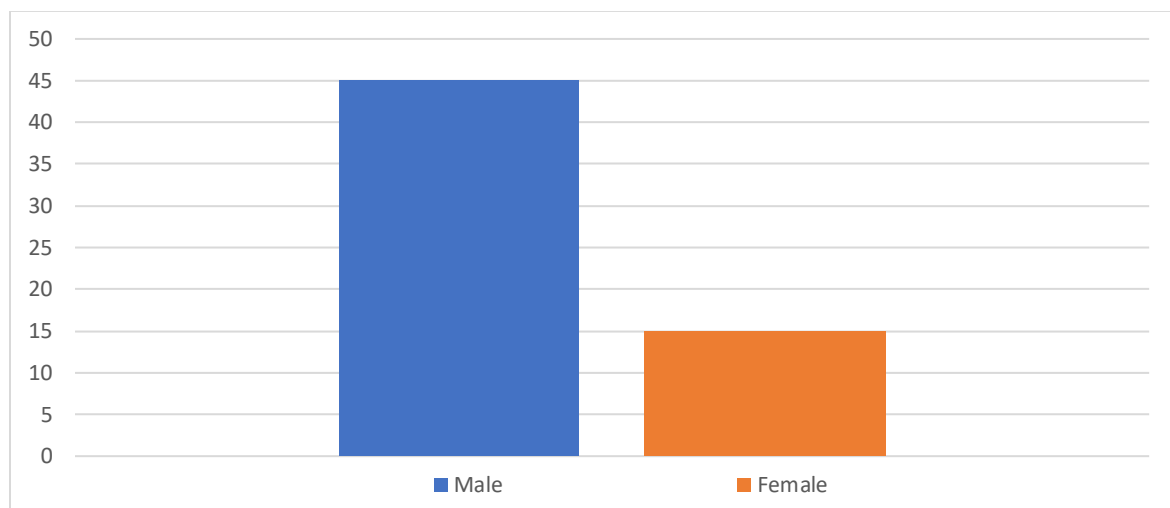
Male	Female	Total	%M	%F
18	01	19	93	7



The table and diagram show the gender classification of male and female strength of non-teaching staff at the college.

Table 4: Gender wise distribution of National Cadet Corps (NCC)

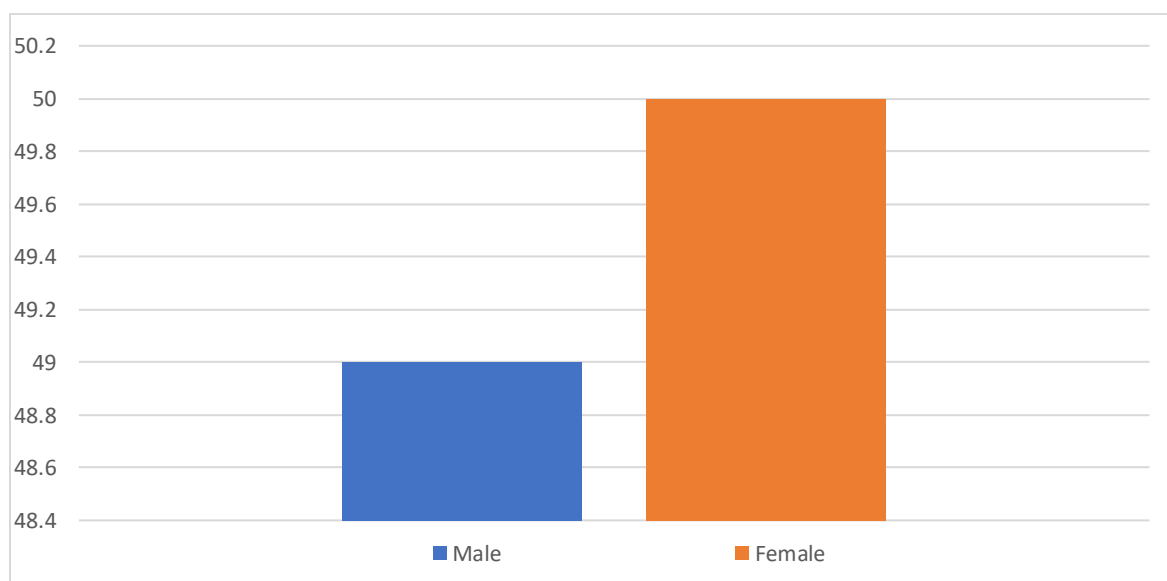
Male	Female	Total	% M	%F
45	15	60	75	25



The table and diagram show the gender inclusivity in NCC. The graph indicates the participation of male is higher than female.

Table 5: Gender wise distribution of National Service Scheme (NSS)

Male	Female	Total	% M	%F
49	50	99	49.49	50.55



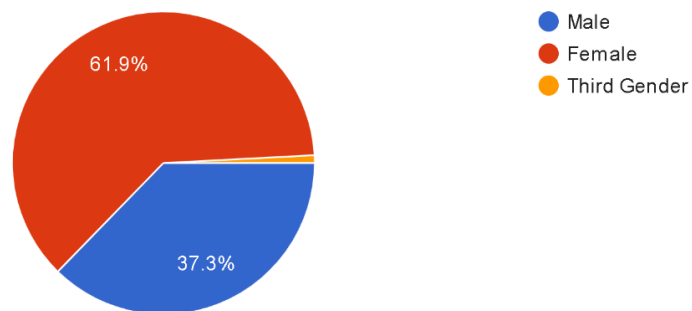
The table and diagram show the gender strength in NSS. The graph indicated that the number of females is much more than male.

4. GENDER AUDIT SURVEY

The responses of Students and Staff (teaching & non-teaching) are represented in the following diagram:

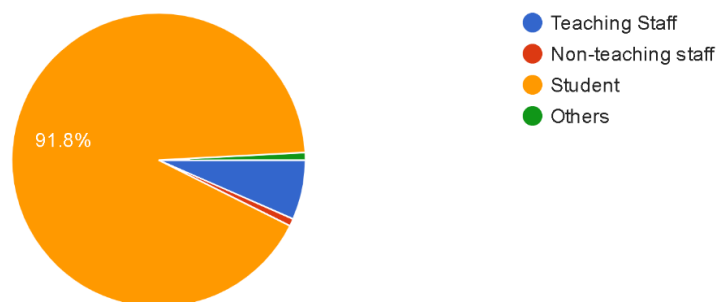
Gender of the respondent?

244 responses



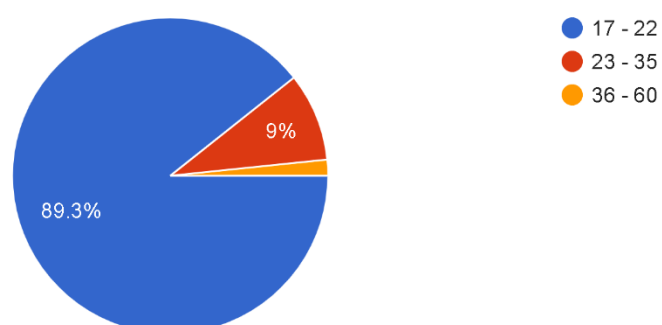
Occupation of the respondent?

244 responses



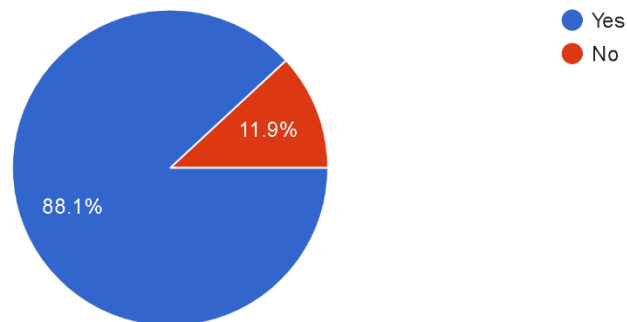
Age Group?

244 responses



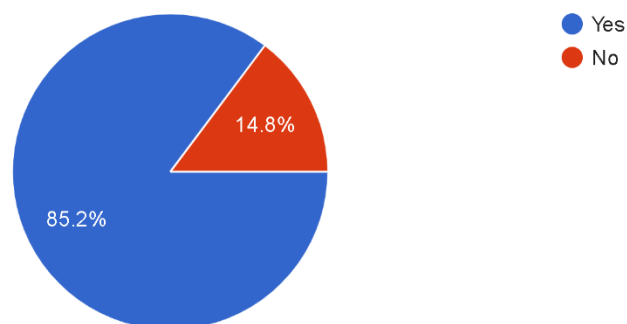
Awareness regarding college committees and cells (grievance redress cell, Women's cell/forum, and GRC).

244 responses



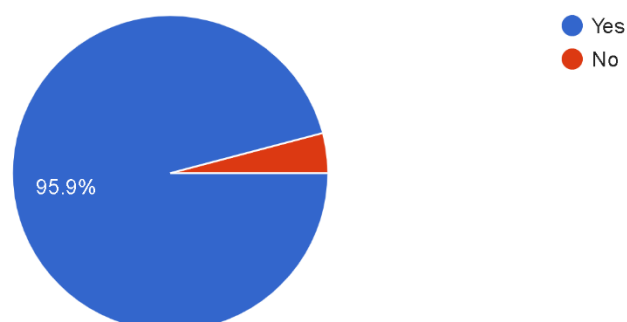
College has Grievance Redress Cell [GRC].

244 responses



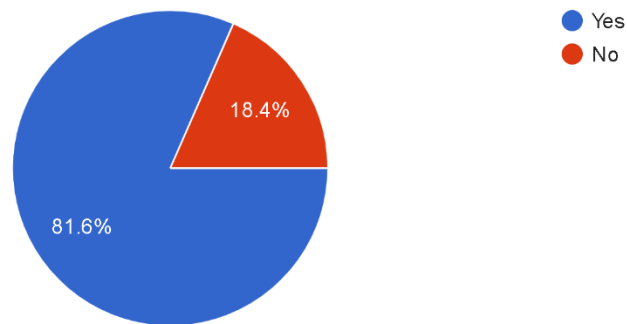
College has a women's cell/forum and students are aware of it?

244 responses



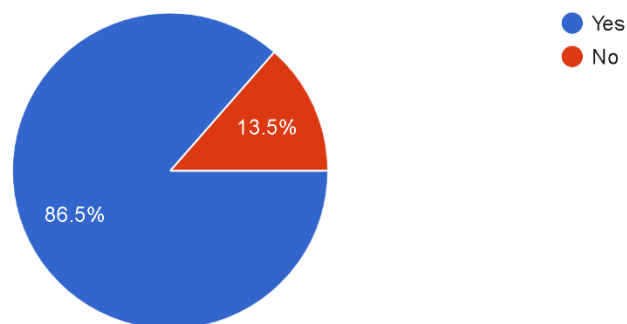
Adequate hygiene (such as sanitary pad vending and disposal) along with privacy measures?

244 responses



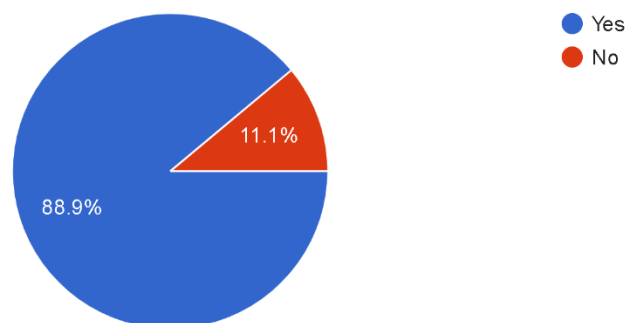
Adequate amenities are available in college campus (e.g. toilets, first aid box and student common room)?

244 responses



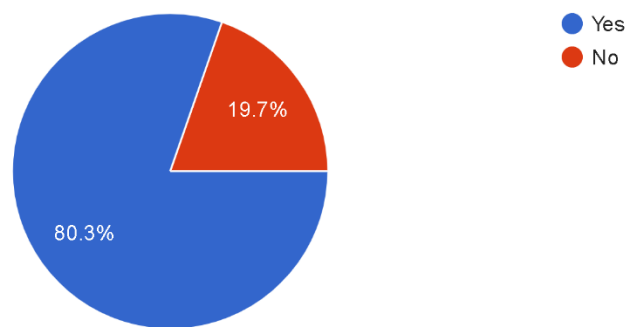
Adequate electrification in classrooms, corridors, common area and toilets?

244 responses



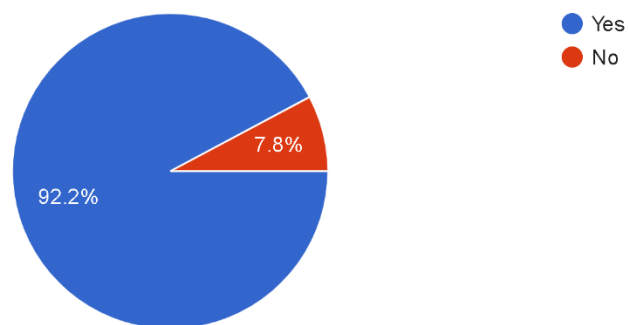
Is gender counselling provided by the cell / forum ?

244 responses



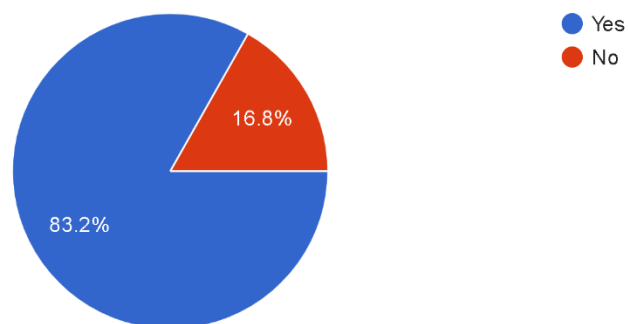
Equal opportunities are given to all genders to express ideas and opinions?

244 responses



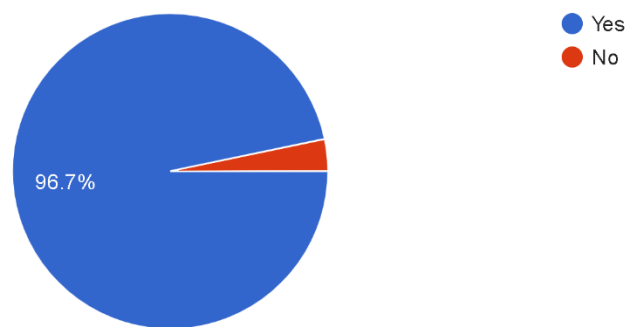
Cultural, social and legal awareness about sexual harassment is provided to all?

244 responses



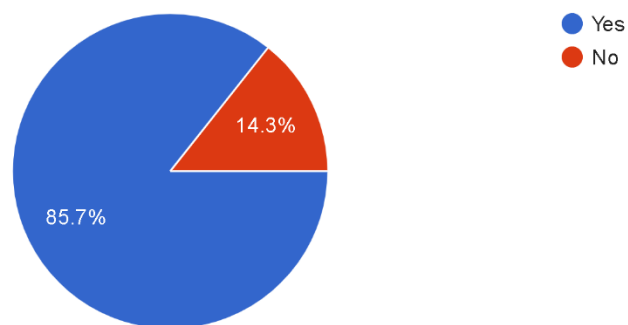
Do you feel safe in the college?

244 responses



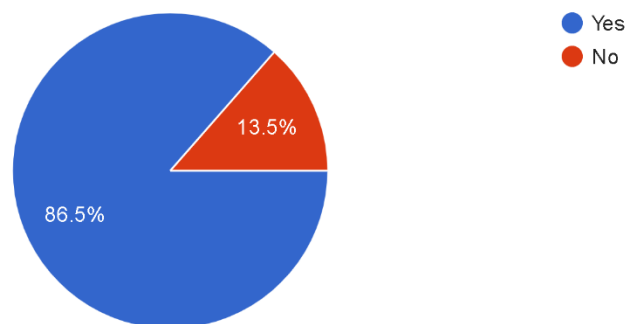
Are your peers gender sensitive?

244 responses



If needed, do you know how and where to lodge your complaint?

244 responses



The Survey question is designed to understand the student's and staff's knowledge and perceptions regarding the status of gender equality in the institution.

Sample Questionnaire

1. Gender of the respondent
2. Occupation of the respondent?
3. Age group?
4. Does your college have a Grievance Redress Cell (GRC)?
5. Are you aware of the college committees and cells like the Grievance Redress Cell, and Women's cell/ forum?
6. College has a women's cell/forum and are you aware of it?
7. Does your college have an adequate hygiene device (sanitary pad vending and disposal machine) along with privacy measures?
8. Are you aware of the adequate amenities available on your college campus (e.g., toilets, first aid box and student common room)?
9. Adequate electrification in classrooms corridors, common areas and toilets?
10. Is gender counselling provided by the cell/forum?
11. Are equal opportunities given to all genders to express their ideas and opinions?
12. Does cultural, social, and legal education on sexual awareness provide to all?
13. Do you feel safe in the college?
14. Is your peer's gender sensitive?
15. If needed, do you know how and where to lodge your complaints?

5. SUMMARY AND CONCLUSION

The audit analyses the college gender equality status, identifies gender biases, and evaluates the integration of the gender perspective into various aspects. The colleges conduct gender sensitization activities to orient the students and staff members. The analysis shows that gender equality is included in all the policies and programmes of the colleges. Many programs are conducted from time to time specifically for girls' students to empower them, addressing various aspects of their well-being and development. A large number of students are taking part in these programs and there is enthusiastic participation by both male and female students who work together in various activities. It is found that the number of female students enrolled in the colleges increases significantly and the overall academic performance of girls is better than male. The Gender audit team further analysed that gender equality and gender sensitivity are encouraged by management and staff of the college and they do have a gender sensitivity behaviour. Henceforth, the students and staff had no complaints related to gender issues so far.


5.1 SUGGESTIONS AND RECOMMENDATIONS

- Increase the number of female staff in decision-making bodies.
- College should intend to introduce self-employment training in different subjects.
- More awareness programs on Legal rights may be carried out.
- Professional ladies' security guards can be placed at the college gate.

This is to verify that the following members of the Gender Audit team reported facts and findings as found on the ground. The audit was carried out by the following committee:

1. Dr. Shahjahan Ali Ahmed
Principal

: Chairperson


Principal
Nabajyoti College, Kalgachia
Date : 14/08/2023

2. Prof. Samsul Haque
HoD, Department of Economics

: Coordinator IQAC


Coordinator
IQAC
Nabajyoti College, Kalgachia

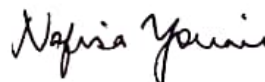
3. Dr. Kakali Hazarika
Assist Prof. Department of Economics

: Member




4. Nafisa Younis
Assist Prof. Department of History

: Member



5. Chonglomhing Keivom
Assist Prof. Department of History

: Member




Coordinator
IQAC
Nabajyoti College, Kalgachia