

GENDER AUDIT REPORT

A.Y. 2017 to 2022

[7.1.1: Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.]



Prepared by
Internal Quality Assurance Cell (IQAC)
KHOWANG COLLEGE
Khowang Ghat, Dist.: Dibrugarh
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Khowang College
Khowang Ghat

GENDER AUDIT REPORT

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Internal Quality Assurance Cell (IQAC) KHOWANG COLLEGE

Introduction of the Institution

Khowang College is a pioneer institute of higher education situated in a tribal based locality of Khowang Ghat, Dibrugarh, Assam. Established in the year 1982, the College was initially set up only with the faculty of Arts. The faculty of Commerce was introduced subsequently in 1986, but it is yet to be provincialized. The College is affiliated to Dibrugarh University, under UGC recognition of 2(F) and 12 (B), on the 19th of October, 2004.

The Campus of the College spans an area of 2, 50,800 square meters in the Southern bank of the Burhi Dehing River. The total built up area of the College is 2824.16 square meters. At present, the college offers 02 UG programmes (B.A. and B.Cm.). Moreover, it offers 09 Certificate/Add-on Courses approved by the affiliated University. The College has 34 classrooms, out of which 03 are ICT enabled classrooms. All the classrooms have Wi-fi facilities to make teaching-learning process more effective. The College has 01 Conference Hall, 01 Computer Centre, an Education Laboratory, a Language Laboratory, 01 Canteen, 01 Gymnasium (Khowang College Body Fit Centre), 02 Fisheries, Vermicomposting Production and Training Centre (URBAR), a playground with the provision for outdoor games like football, cricket and volleyball, 01 Indoor Stadium with the provision of a synthetic badminton court and a table tennis court, an Outdoor Sports Pavilion, Yoga and Meditation Centre, a Girls' Hostel, etc.

The College has a Central Library, renamed as Benudhar Rajkhowa Library and Information Centre, which has more than 18,000 books (text books, reference & other books) and subscriptions to 03 printed journals, 03 newspapers and 06 magazines. The Library has the N-LIST subscription of INFLBNET and users can access 1,99,500+ E-books and 6000+ E -journals. The library is automated using KOHA ILMS.

The College is regularly conducts various outreach and Extension Programmes through Women Cell, Health & Sanitation Club, NSS Unit, Teachers' Unit, Students' Union, etc.

Gender Audit: Concept & Methodology

Gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures etc. The basic assumption of gender audit is that public policy impacts differently on men and women. The variance stems from the different roles of women and men in the family and from the lower economic status of women. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot get the answer of the question: the Institution is doing everything it can to improve the status of women in general and the representation of women's voices in particular. The second rationale for doing gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities.



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The following are the main objectives of the Gender Audit-

- To know about the gender balance in the institution
- To know about gender perception in the Campus
- To reflect and catch out a road map for gender action.

Methodology

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability, and organizational culture, and they can be viewed as similar to a tree.

The gender audit following the above declared vision has developed a three set questionnaire, for the Students and Staff. The objectives of the questionnaire were to find out the nature of integration of gender within the institution's objectives, Programmes etc. It also focused on the issue of gender equality in terms of inclusion of women and gender friendly environment within the institution.

Gender equality within the Institution

Gender equality means the existence of a fair ratio of male and female representation within the institution in terms of number of students in various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives. The region where the College is located is mostly agrarian rural area of Khowang Development block of Dibrugarh District comprising of Scheduled Caste and Scheduled Tribe population. The region is one of the backward regions of the district.

Gender Balance among the Students

Year	Programme	Course	Applied		Admitted		Percentage of women enrolled
			Male	Female	Male	Female	
2017-18	UG	B.A.	231	189	189	107	36.02%
		B.COM.	35	3	27	1	3.57%
2018-19	UG	B.A.	278	129	211	82	27.98%
		B.COM.	19	2	13	0	Nil
2019-20	UG	B.A.	225	109	184	71	27.84%
		B.COM.	29	2	21	2	9.52%
2020-21	UG	B.A.	264	115	211	75	26.22%
		B.COM.	39	1	19	1	5%
2021-22	UG	B.A.	310	205	242	110	31.25%
		B.COM.	37	11	24	5	17.24%
All Total in last 5 years			1467	766	1141	454	27.49%

Programme wise male-female Ratio of the students

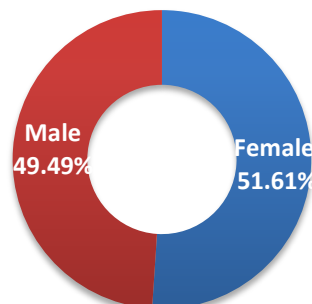
Year	Programme	Course	Ratio
2017-18	UG	B.A.	2:1
		B.COM.	27:1
2018-19	UG	B.A.	3:1
		B.COM.	1:0
2019-20	UG	B.A.	3:1
		B.COM.	11:1
2020-21	UG	B.A.	3:1
		B.COM.	19:1
2021-22	UG	B.A.	2:1
		B.COM.	5:1


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Gender balance among the Employees

Category	Male	Female	Total	Percentage
Teaching Staff	09	15	24	62.5%
Non-Teaching Staff	6	1	7	14.28%
Total	15	16	31	51.61%

Employee Gender Profile



Gender equality Mechanisms

• Women Cell

The college has a Women Cell that takes initiatives to create awareness on various pertinent issues related to Gender like Legal Rights of Women, Importance of a Girl Child in a Family and Hazards of Child Marriage, etc., not only in the college premises but also in the nearby villages. The objectives of the cell include-

- ✓ To enhance self-esteem and self confidence among women students and staff
- ✓ To foster decision making ability
- ✓ To increase awareness of women related social issues, health, employment and gender related matters
- ✓ To realize role of women in building up of a healthy society

• Sexual Harassment Internal Complaint Cell

The objectives of Sexual Harassment Internal Complaint cell are-

- ✓ To avoid and prohibit sexual harassment at workplace.
- ✓ To enhance the self-esteem and self-confidence of women students, faculty and staff in the college.
- ✓ To hear and address complaints regarding sexual harassment
- ✓ To create awareness regarding women rights.
- ✓ To arrange programs regarding health, personality development etc.
- ✓ To provide a gender-sensitive and safe working environment at the college campus.

• Students' Grievance Redressal Cell

The objectives of Students' Grievance Redressal Cell are-

- ✓ The function of the cell is to look into the complaints lodged by any student, and judge its merit. The Grievance cell is also empowered to look into matters of harassment. Especially, the matters related to girl students of the college.

• Health and Sanitation Club

The College has a Health and Sanitation club. The soul objectives of the club are -

- ✓ Development of healthy attitudes and healthy behaviors by students


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- ✓ Ensure a healthy environment for students
- ✓ To provide the opportunity to be inventive and creative in sporting activities
- ✓ To promote an awareness of and an ability to appreciate the aesthetic qualities of sporting performance.
- ✓ To promote an understanding of physical and mental well-being through an appreciation of stress, rest and relaxation.

☑ Gender Sensitization Initiatives taken by the different cell and committees

Year	Name of the Programme	Organised by	Objectives	Date/Duration	Students participated
2016-17	A Month Long Self-Defense Camp for Girl Students	Sports Cell	•To create a countermeasure among the girl students that involves defending the health and well-being of oneself from harm.	19-09-2016 18-10-2016	79
2016-17	One Day Workshop on Women's Health and Menstrual Hygiene	Health and Sanitation Club	• Menstrual Health and Hygiene (MHH) is essential to the well-being and empowerment of women and adolescent girls.	12-01-2017	127
2016-17	International Women's Day (Performed a Street Play on "Hazard of Early Marriage")	Women's Cell	•To create a parental awareness irrespective of gender'. Throughout the session an eventually positive reaction was observed among the participants.	08-03- 2017	36
2017-18	Organised Football and Athletics Coaching Camp (for Boys and Girls)	Sports Cell	• After completion of this workshop students will understand the basics of training and fitness, prevention of injuries, nutrition, and the fundamental skills of the sport in their area of emphasis.	01-09-2017- 30-09-2017	83
2017-18	A Talk on Academic Career and Gender Equity	NSS Unit	• To create awareness for academic career is how important in the way of Gender Equity.	16-10-2017	110
2017-18	Essay Writing Competition for students on "Women Empowerment"	NSS Unit	• To increase attention for women empowerment	27/12/2018	42
2017-18	National Seminar on "Development of Marginalized Section in North East India: Its Problems and Prospects"	IQAC & Dept. of Sociology	• To create an enabling environment for people to enjoy a productive, healthy, and creative life, it is important to address the issue of marginalization.	10-01-2018- 11-01-2018	250
2017-18	National Seminar on "Women Beyond the Doorsteps: In Indian Context"	Women's Cell	• To create awareness among the women.	09-01-2018	100
2017-18	Awareness Camp on Gender Sensitization	Women's Cell	• To create awareness among the women. • an enabling environment for women	08-03-2018	129
2017-18	A Month Long Self-Defense Camp for Girl Students	Sports Cell	•To create a countermeasure among the girl students that involves defending the health and well-being of oneself from harm.	15-08-2018- 16-09-2018	67
2017-18	Football and Athletics Coaching Programme (for Boys and Girls)	Sports Cell	• After completion of this workshop students will understand the basics of training and fitness, prevention of injuries, nutrition, and the fundamental	02-08-2018- 01-09-2018	70

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			skills of the sport in their area of emphasis.		
2018-19	Awareness Programme on Gender-based Violence and Domestic Violence	NSS Unit & Women's Cell	<ul style="list-style-type: none"> To identifying the different forms of gender-based violence and harassment against women. To finding out about the difficulties and successful strategies in preventing and combating violence and harassment against domestic workers. 	20/12/2018	345
2018-19	National Girl Child Day	NSS Unit	<ul style="list-style-type: none"> To spread awareness among people about inequalities faced by girls in the country. To promote awareness about the rights of girl children. To increase awareness on the importance of female education, health, and nutrition. 	24-01-2019	134
2018-19	Awareness Programme on Necessity of Female Education and Exclusion of Early Marriage on the occasion of International Women's Day	Women's Cell	<ul style="list-style-type: none"> To address the health and nutrition management for women. 	08-03-2019	188
2018-19	Observation of Menstrual Hygiene Day	Health & Sanitation Club	<ul style="list-style-type: none"> To address the challenges and hardships many women and girls face during their menstruation. To highlight the positive and innovative solutions being taken to address these challenges. 	28-05-2019	143
2018-19	Flood Relief Camp and Sanitary Pad Distribution (Bordoi Majgaon, Kalakhowa, Dibrugarh)	NSS Unit And Health and Sanitation Club	<ul style="list-style-type: none"> To create awareness on Menstrual hygiene. 	28-07-2019	100
2019-20	Awareness Programme on "Importance of Education in Empowerment of Women" organised in Kawoimari Village	Women's Cell	<ul style="list-style-type: none"> To create awareness on importance of education in empowerment of women. 	17-09-2019	199
2019-20	Awareness Programme on "Responsibilities of a Girl's Parents after Marriage to Check Domestic Violence"	Women's Cell	<ul style="list-style-type: none"> To create awareness among the parents after marriage to check domestic violence. 	07-03-2020	180
2021-22	On the occasion of International Women's Day, 2022 the Women Cell of the College organized a talk on "Importance of Girl Child in a Family"	Women's Cell	<ul style="list-style-type: none"> The talk has been organised with a motive to educate girl child to prevent a girl from carrying the burden of motherhood, health issues, and domestic violence at an early stage. 	08-03-2021	100
2021-22	National Girl Child Day (Felicitation of Girl students for their Great efforts in various field)	NSS Unit	<ul style="list-style-type: none"> To spread awareness among people about inequalities faced by girls in the country. To promote awareness about the rights of girl children. To increase awareness on the importance of female education, health, and nutrition. 	24-01-2021	250
2022-23	International rural women's day (Theme- domestic violence)	IQAC & Women's Cell	<ul style="list-style-type: none"> A street play has been performed namely "Uttaran" to pass a social message amongst the people to enlighten them in imbining education and 	15-10-2022	

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			knowledge to stand against the domestic violence for them and for all. Education as a voice to the voiceless women.		
2022-23	International day for elimination violence against women	Women's Cell	• A talk has been organised on elimination of violence against women and how the various parameters that cause disastrous effects on women's life.	25-11-2022	80

Students Projects on Gender Issues

Year	Name of the Project	Department	Students Participate
2018-19	A field study to find out the problems faced by the Elementary Level Girl Students	Department Education, Khowang College	8
2018-19	A study on the causes of dropout among women of SC/ST in Higher Education in the colleges of Dibrugarh University	Department Education, Khowang College	11

Minor Projects deals with Gender Issues

Year	Name of the research project/ endowment	Name of the Principal Investigator/ Co-investigator	Department of Principal Investigator
2016-2017	A Study of Health Status of Tea Garden Workers of Upper Assam	Dr. Anjana Gohain	Sociology
2017-2018	A Study on Human Development Among Tea Labours of Assam	Dr. Dibyananda Chetia	Economics
2017-2018	A Study of The Problems and Prospects in Educating The Women of Mattack Community in Upper Assam	Padma Dutta	Education
2017-2018	A Study of The Problems and Prospects in Educating The Women of Chutia Community in Upper Assam	Pradip Chutia	History

Facilities Provided for Women

- ✓ Girls' Common Room
- ✓ Sanitary Pad Vending Machine
- ✓ Women's' Hostel
- ✓ Self-Defense Training Programme conducted by the sports cell
- ✓ Football and athletics coaching camps by the sports cell
- ✓ Health & Sanitation Club
- ✓ Sexual Harassment Internal Complaint Cell
- ✓ Grievance Redressal Cell
- ✓ Add-on Course on "Beauty Care Management"



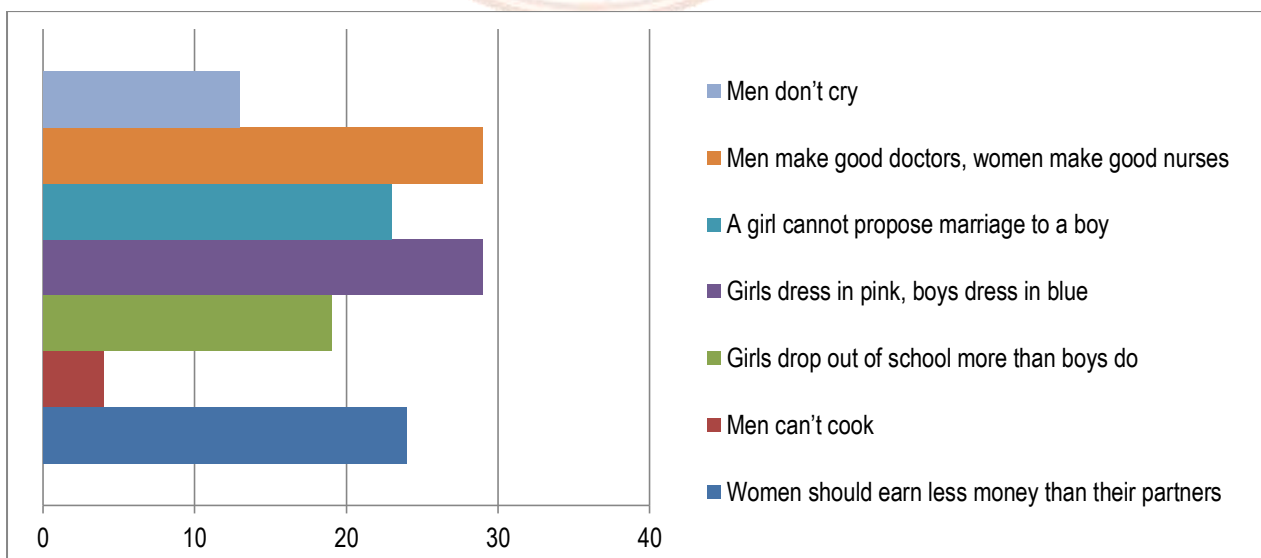
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☑ Gender Issues being taught

Subject	Course	Area Cover
English	Course 11: Women's Writing	<ul style="list-style-type: none"> Women's writing How patriarchal power silences women from articulating their views Seeing things from the perspective of the other
	GE Course 4: Contemporary India: Women And Empowerment	<ul style="list-style-type: none"> Gender legislation, resistance and marginalization in the pan-Indian context Gender issues, including the politics of how it is constructed, reinforced and sustained
Education Political Science	EDDSEN607/GEEDN603: Gender and Education	<ul style="list-style-type: none"> The meaning and nature of gender and its related terms Analysis of laws and policies related to gender equality
	GE 2A: Feminism: Theories and Practice	<ul style="list-style-type: none"> Biologism vs. Social Constructivism. concepts of Feminism like Sex/Gender distinction Patriarchy, Gender, Socialization, Sexual Division of Labour Private-public dichotomy
Sociology	Course C7 : Sociology of Gender	<ul style="list-style-type: none"> Gender as a critical sociological lens of enquiry in relation to various social fields The categories of gender, sex, and sexuality
	GE : Gender and Violence	<ul style="list-style-type: none"> Sociological grasp of the logic of violence, as well as an awareness of its most common forms.
History	Course 12: Women in Indian History	<ul style="list-style-type: none"> Feminist Movement - the key concepts in Women studies as well as sources for reconstruction of Women's History status of women in Indian society during the Vedic and Medieval period role of women in India's Freedom struggle

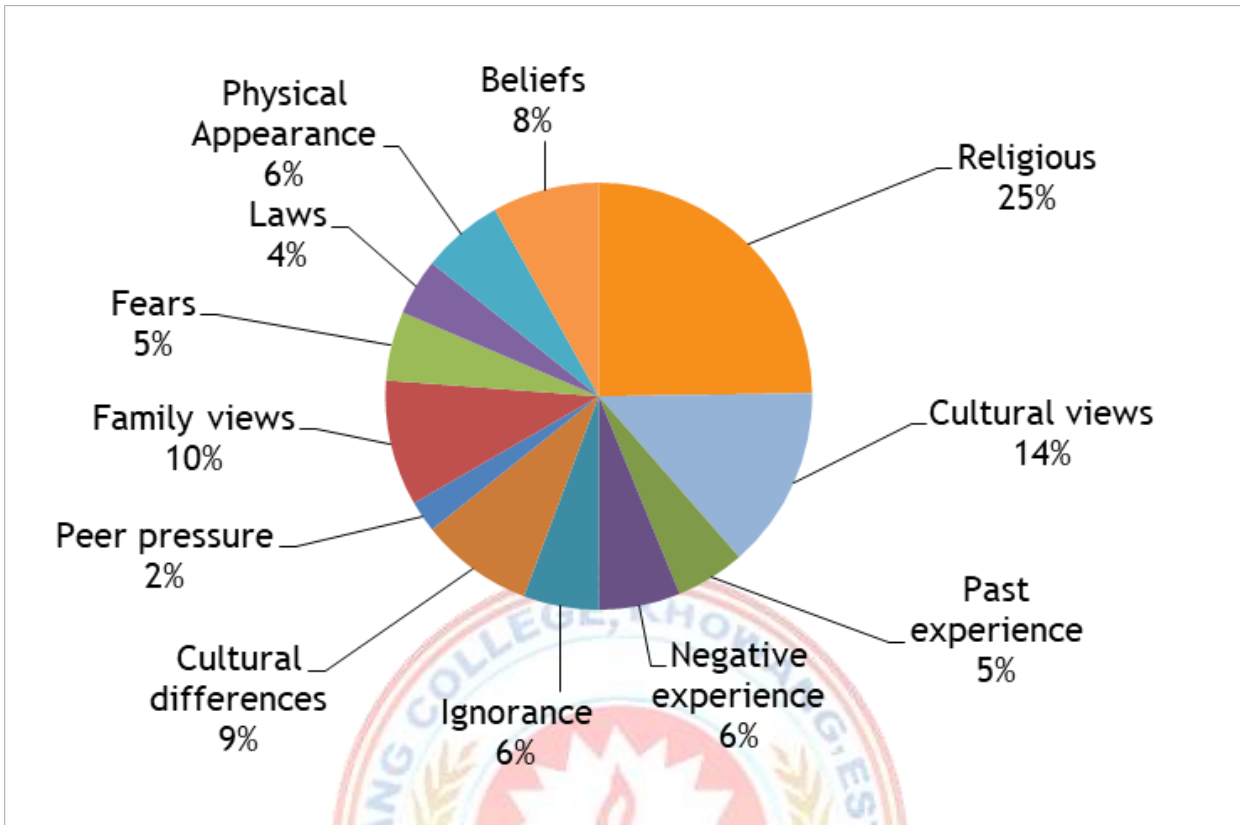
☑ Gender sensitization Survey Report

- Do you believe in the following statements?

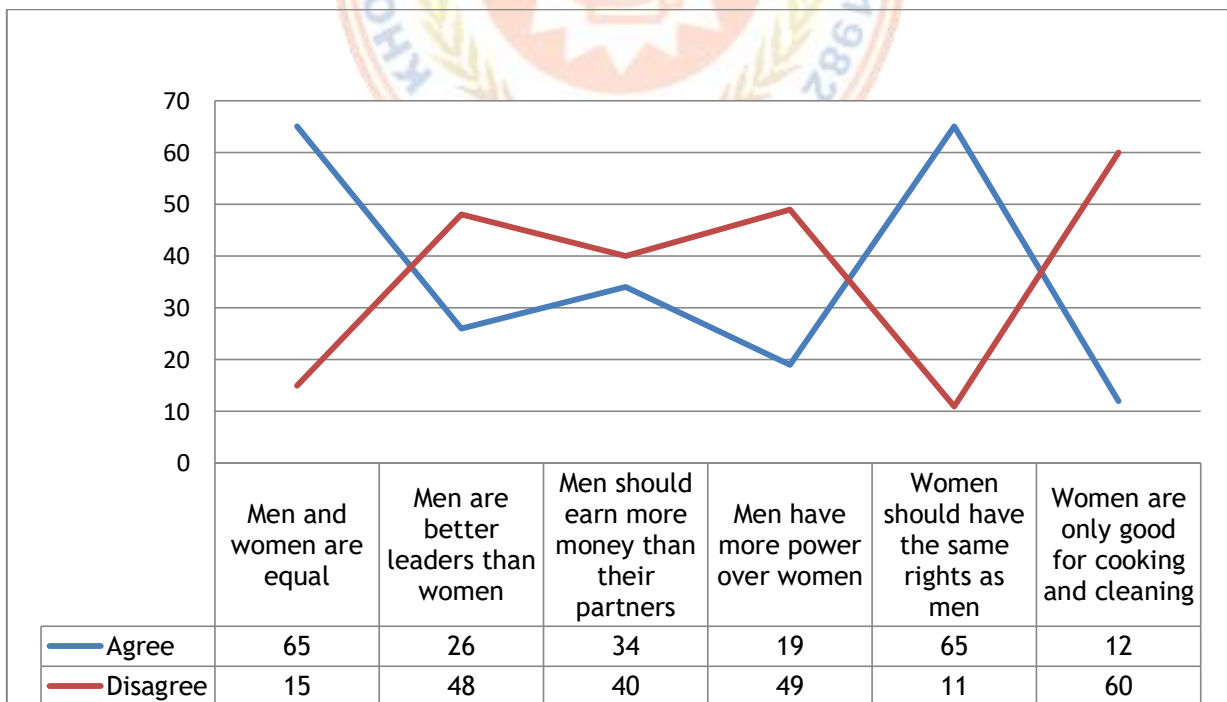


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- What are the main factors that you believe cause discrimination to exist?

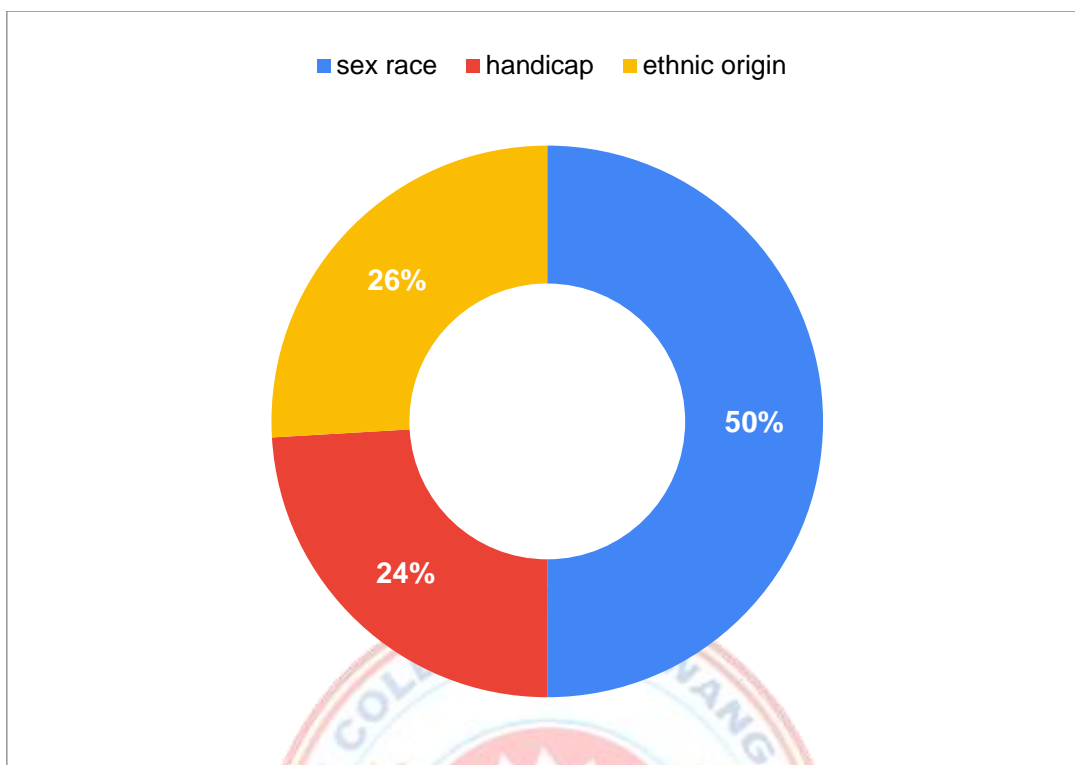


- Do you agree with the general statements of our society?



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- Is there any discrimination faced on the basis?



- Did you feel that gender sensitivity exists in the behavior of the campus?

Yes	98.8%
No	1.2%

- Do you consider the College campus/hostel safe for women?

Yes	99.5%
No	0.5%

- Have you ever been harassed or discriminated against while a student at this institution?

Yes	100%
No	0%

- Was action taken immediately after complaining by the authority?

Yes	98.5%
No	1.2%


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Comparative statement of performance in B.A./B.Com. Final Examination

Year	Courses	Male		Female		Percentage	
		Appeared	Pass	Appeared	Pass	Male	Female
2017-18	B.A.	131	51	100	50	69%	50%
	B.Com.	24	24	01	01	100%	100%
2018-19	B.A.	138	128	42	30	92%	71%
	B.Com.	37	35	03	03	13%	100%
2019-20	B.A.	95	91	75	75	96%	100%
	B.Com.	24	23	00	00	95.8%	NIL
2020-21	B.A.	90	90	59	59	100%	100%
	B.Com.	13	13	0	0	100	NIL
2021-22	B.A.	68	64	49	42	94%	85%
	B.Com.	19	18	01	01	94.7%	100

Promoting Women by the Institution

Women empowerment, which entails the concept of the creation of an environment where women can make independent decisions on their personal development as well as shine equals to the men counterpart in the society, is currently a hotly discussed topic in our country. Khowang College a rural based institution of higher education has been undertaking various commendable efforts to empower the girl's students of the college. As the evidence of exemplary performance, the achievements of the championship award by the Women Football Team of the college in the Dibrugarh University Inter-college Tournament for 12 consecutive years, Participation in inter-university tournaments in Football and Archery, Participation in the Hero Senior national Women Football Tournament, Senior National Women Sepak-Takraw Completion, Representing the State Team in Cricket and Football, achievement of Gold Medal in Boxing, Taekwondo, and powerlifting in inter-college tournament, Gold Medal in Football and Silver medal in Sepak-Takraw, Achievement in Assam Youth Olympic and participation in North-East Olympic in Football etc. are worth mentioning.

The Institution is actively encouraging and supporting the representation of women in leadership roles and decision-making positions. Implement affirmative action programs, mentorship initiatives, and sponsorship opportunities to empower women and provide them with equal opportunities for career advancement. The Coordinators of major Cell and Committees viz. IQAC Coordinator, Coordinator of NSS Unit, Coordinator of NEP Taskforce Committee are women.

Best Practices for Women

- The College authority has supported the seminar and workshops conducted by the various Departments on women's issues.
- The College has regularly supported women employees in terms of granting them maternity leave or child care leave.
- The College has an Internal Complaints Committees for entertaining gender issues.
- The Mentoring system followed within the Departments has helped in making the environment enabling to progression in higher education.
- The College is actively encouraging and supporting the representation of women in leadership roles and decision-making positions.



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- The college organised self-defense, athletics and football coaching regularly for encouraging women students in the field of sports.
- The general environment is gender friendly as no case of discrimination emerged from the survey questionnaire circulated among the students and staff.

Conclusion

The college is always looking forward to promoting women in every field of society. Gender sensitivity exists in the behaviour of the college campus, which is worth mentioning. The students happily described the college campus and hostel as safe for women. The women students have never been harassed or discriminated against at this institution. It reflects zero tolerance against harassment or discrimination in the institution. The college is taking action immediately after receiving any complaints about it.



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Gender Sensitization Survey

Name of the Respondent.....

Gender—Male /Female/Other

Age-

Social Category-Gen/SC/ST/OBC/Other

Department.....

Student Faculty Non-Teaching Staff

1. Do you believe in the following statements, (Mark if you believe)

- Women should earn less money than their partners
- Men can't cook
- Girls drop out of school more than boys do
- Girls dress in pink, boys dress in blue
- A girl cannot propose marriage to a boy
- Men make good doctors, women make good nurses
- Men don't cry

2. What are the main factors that you believe cause discrimination to exist?

(You can choose several answers)

Religious Cultural views past experience Negative experience


Ignorance Cultural differences Peer pressure Family views

Fears Laws Physical Appearance Beliefs

3. Do you agree with the general statements of our society (Mark)

- Men and women are equal [Agree / Disagree]
- Men are better leaders than women [Agree / Disagree]
- Men should earn more money than their partners [Agree / Disagree]
- Men have more power over women [Agree / Disagree]
- Women should have the same rights as men [Agree / Disagree]
- Women are only good for cooking and cleaning [Agree / Disagree]

4. Is there any discrimination faced on the basis?


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sex race handicap ethnic origin

5. Did you feel that gender sensitivity exists in the behavior of the campus?

Yes No

6. Does your institution have the listed facilities?

- Girls' Common Room
- Sanitary Pad Vending Machine
- Women's' Hostel
- Self-Defense Training Programme conducted by the sports cell
- Football and athletics coaching camps by the sports cell
- Health & Sanitation Club
- Sexual Harassment Internal Complaint Cell
- Grievance Redressal Cell
- Add-on Course on "Beauty Care Management"
- Mention if any.....

7. Do you consider the College campus/hostel safe for women?

Yes No

8. Have you ever been harassed or discriminated against while a student at this institution?

Yes No

If yes, by faculty / administration/ classmates / others

9. Was action taken immediately after complaining by the authority?

Yes No

10. What according to you could be the ways to make the institution more gender sensitive?

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Thank you for your cooperation

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SNAPSHOTS OF VARIOUS ACTIVITIES OVER THE YEARS



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