

DHARMASALA COLLEGE

DHARMASALA, DHUBRI

ASSAM, PIN-783324



Internal Quality Assurance Cell (IQAC)

GENDER AUDIT REPORT



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Gender Audit: An Introduction

A. Introduction of the Institution

Dharmasala college is an undergraduate provincialised Co-educational degree college affiliated under the prestigious Gauhati University, Assam providing three years undergraduate courses in Arts only and it was established in the year 1993 by eminent local philanthropists with the primary aim of providing quality higher education to the educationally, socially and economically background local community. The college had begun with only TDC classes temporarily within the premises of Youth Club cum Library, Dharmasala and the Subject Teachers of the nearest Hadurhat Dharmasala H.S. School were engaged as the Guest Lecturers and the Hon'ble Shri Amal Kanti Sen, a Retd. Lecturer of B. N. College, Dhubri was the first Principal of our College. After a couple of years the College was shifted to its own existing campus and recruited permanent faculty and office staffs.

The College had constructed its basic infrastructures by collecting donations from various sources of the locality. In due course of time, the College has able to get some amount of financial support from the State Govt. to construct adequate infrastructures. In addition, Dharmasala College Library came into its existence in the year 1994 after the establishment of the College. At present, the Library has approximately 4500 nos. of books, magazines, journals etc. which benefits a large number of students, faculty and others towards the journey of gathering invaluable knowledge and wisdom.

The College prides itself by possessing a rare distinction of having a highly qualified, dedicated and enthusiastic staff. In addition to conventional teaching, more stress is laid on imbining moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NSS and Sports.

B. What is a gender audit?

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to assess the impact of its current and proposed policies on gender equality.

Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit: This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

2. An external audit: This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there are gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation phase of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

Constitution of Gender Audit Committee:

Sr. No	Name	Designation	Institution
1	Dr. Mazibar Rahman Prodhani	Chairman	Principal, Dharmasala College
2	Dr. Lohit Kumar Roy	Internal Committee Member	Coordinator, IQAC, Dharmasala College
3	Dr. Farhad Hussain	Internal Committee Member	Asstt. Coordinator, IQAC, Dharmasala College
4	Mrs. Rezia Khatun	Internal Committee Member	Convenor, Women Cell & Asstt. Prof (Assamese) Dharmasala College
5	Mrs. Nilufa Yesmin	Internal Committee Member	Asstt. Prof. (Education) Dharmasala College
6	Smt. Minu Bala Brahma	External Committee Member	Child Development Project Officer, ICDS, Gauripur Development Block, Dhubri

The Gender Audit undertaken by the IQAC, Dharmasala College, Dharmasala along with external and internal Committee Members. External Committee Member, Internal Committee Members and Chairman intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

C. Objectives of the Gender Audit exercise:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.

- Organizing programs to build confidence and in still leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

The following are the main objectives of the Gender Audit:

- a) To know about the gender balance in the college.
- b) To know about gender perception in the campus.
- c) To reflect and about a road map for gender action.

D. Gender Audit Methods:

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.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality-how people relate, what are seen as acceptable ideas, how people are expected to be have and what behaviors are rewarded.

Gender Wise Distribution of Staff

Gender sensitivity refers to an attempt to encounter and accept people without presumptions.

Gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on out dated views.

The institution was established in the early sixties when the issue of gender was not much of a concern especially in a remote region like ours. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- a. Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area. Separate toilets for male and female faculty are available.
- b. There is a Girls' Common Room made by bamboo.
- c. There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates.
- d. There is a Women's Forum that conducts Gender Sensitization programmes regularly for the students.

A. Gender Balance within the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the 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.

Gender Audit Team reviewed and analyzed the operating environment of Dharmasala College. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NSS unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure.

Girls are made aware of laws and by-laws by organizing lectures of eminent judges, lawyers, social workers etc. Anti-ragging Committee and Internal Complaints Committee have been formed in the college. Our girl students have achieved grand success in the field of Cultural Activities and Sports. Their participation in Youth Festival and various competitions has brought laurels and fame to them as well as the College. In the public societal action the College provides classes for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Table2.1: Gender wise Details of Students in the College

Sl. No.	Year	Total	Male	Female
1	2019-2020	307	207	100
2	2020-2021	345	241	104
3	2021-2022	457	313	144
4	2022-2023	474	324	150
5	2023-2024	531	347	184

Table2.2: Gender wise Details of Total Teaching Faculties in the College

Sr.No.	Year	Total	Male	Female
1	2019-20	20	17	3
2	2020-21	20	17	3
3	2021-22	20	17	3
4	2022-23	20	17	3
5	2023-24	17	14	3

Table2.3: Gender wise Details of Total Non-Teaching Staff in the College

Sr.No.	Year	Total	Male	Female
1	2019-20	10	8	2
2	2020-21	10	8	2
3	2021-22	10	8	2
4	2022-23	10	8	2
5	2023-24	10	8	2

Gender Sensitization Initiatives:

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept up right in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

Dharmasala College is always full of students. To avoid rush and other mishaps, separate provisions have been made at various places for girls.

1. **Girls' Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Wash room provision has also been made for girls in the Ladies Room.
2. **Girls Wash room:** Girls' wash rooms are situated at two different places in the college with ample water supply and proper maintenance.
3. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.

The college has established a number of committees to aid girl students and ladies staff. These committees include:

1. **Anti-Ragging Committee:** As the college forms a constituent part of the Gauhati University, Assam, some of its responsibilities are shared and covered by joint arrangements. The college publishes its regulations in the prospectus. Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Principal of the College is the Chairperson of the Anti-Ragging Committee.
2. **Women's Cell:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Dharmasala College, Dharmasala, a strong kernel of gender sensitization, the Women's Forum was constituted in 17/08/2022. The Cell has both the faculty and nonteaching of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students.
3. **NSS for Girls & Boys:** Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in the social services. The girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.
4. **Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.

5. Internal Complaint Committee: The College has constituted an Internal Complaint Committee (ICC) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. The Supreme Court of India placed guidelines an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. To ensure women's right to workplace equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the work place has the right to take recourse of both civil and criminal proceedings.

Constitution of Internal Complaint Committee:

ICC Designation	Name	Designation
Presiding Officer	Ms. Mafuza Begum	Asstt. Prof
Convenor	Mrs. Rezia Khatun	Asstt. Prof.
Faculty Member	Nilufa Yesmin	Asstt. Prof.
Faculty Member	Mr. Rajesh Ray	Asstt. Prof.
Faculty Member	Mr. Mussa Ali Ahmed	Asstt. Prof.
Faculty Member	Mr. Shafiqul Hoque Prodhani	Asstt. Prof.
Faculty Member	Mr. Bhaskar Jyoti Sharma	Asstt. Prof.
Faculty Member	Dr. Lohit Kumar Roy	Asstt. Prof.
Administrative Member	Mr. Prankanta Mondal	Sr. Asstt.
External Member (Legal)	Mr. Ramesh Kr. Jain	Sr. Advocate

Since its establishment, no complaints have been reported to the Committee by any of staff members or students.

A number of activities were organized to empower women at Dharmasala College, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. In this regard, Women Cell in collaboration with IQAC, Dharmasala College has organized a Workshop on "Sexual Harassment at Working Place" to sensitize the gender equality among the participants. The College also focuses on empowering and strengthening the confidence of girl students to be the future women leaders, entrepreneurs and Social Activists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

1. Summary and Conclusion

A. Progress towards Gender Equity

"Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to the irrespective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities."—United Nations Educational, Scientific and Cultural Organization (UNESCO). The College constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.

We find that student's strength particularly girls' strength is increasing in UG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co-curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable.

Conclusion:

The analysis shows that gender equity goals and objectives are included in all the policies, programmes of the college. The staff also reported that they have no problems related to gender criterion. Gender Audit Team analyzed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has a lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value setup. Doubtless, the enrolment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

B. Recommendations:

In the coming years, we aim to-

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including males and females.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs on Legal Rights of Women.
- Introduce self-employment training in different subjects.



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