

GENDER AUDIT REPORT 2023-2024 JANATA COLLEGE

KABUGANJ, CACHAR, ASSAM -788121

(An IQAC initiative)



Prepared by:

**Gender Audit Committee
&
Women Cell**

GENDER AUDIT COMMITTEE

1. Dr. Shirtaz Begam Laskar, Co-ordinator
2. Dr. Robindra Singha, Member
3. Mrs. Gayotri Singha, Member
4. Dr. Usha Rani Sharma, Member
5. Mrs. Soma Bhattacharjee, Member
6. Mr. Pradip Kumar Singha, Member

ACKNOWLEDGEMENT

We express our gratitude to the Internal Quality Assurance Cell (IQAC) of Janata College, Kabuganj for providing us an opportunity to conduct a Gender audit on our college campus. We are also thankful to the Principal, Janata College, Kabuganj for the freedom provided to conduct the audit the way it should be. We thank all the teachers and non-teaching staff of the college for their contribution towards conducting the survey.

Prepared by:

Dr. Shirtaz Begam Laskar
Coordinator
Gender Audit Committee
Janata College, Kabuganj

Mrs. Gayotri Singha
Secretary
Women Cell, Janata College, Kabuganj

Contents	Page No.
I) INTRODUCTION	1
II) FACILITIES IN CAMPUS	2
III) FEATURES AND INITIATIVES OF COLLEGE FOR GENDER SENSITIZATION	3
IV) DATA ANALYSIS	5
V) FINDINGS	6
VI) SUGGESTIONS	6

INTRODUCTION

Since its inception in 1964, Janata College, Kabuganj has accorded overriding priority in promoting gender equity in the college campus and beyond. The college believes that a gender just campus can be built through continuous and sustained approaches focused on conversations on gender, awareness about rights and facilitating institutional support to empower young people. Hence, the college has been taking initiatives to foster social and economic empowerment of women through its policies and programmes. The Gender Audit of Janata College, Kabuganj is an attempt to examine the activities of the college from a gendered lens and identify strengths and weaknesses in promoting gender equality issues. The Gender Audit tries to assess the relative progress made in gender mainstreaming and identify ways to create a more conducive academic environment for all genders.

Objectives of the Gender Audit exercise:

- To identify gaps and challenges and recommend suggestions for addressing them.
- To know the existing perceptions on Gender
- To establish gender parity in college policies and programs.
- To create a Plan of Action

Methodology:

The audit process involved 1. Collecting data on gender wise composition of students, teaching staff, non-teaching staff 2. Collecting data on gender wise students' involvement in NCC, NSS and Sports 3. Surveying teaching staff to understand their perceptions regarding gender equality in the organization and programs. 4. Documenting the findings and sharing the results with the principal of the college for implementation of the recommendations.

FACILITIES ON CAMPUS

1. **Safe Campus:** To ensure security and safety, a **Security Personnel** has been deployed at the main entrance to monitor people during the day. **Two-night watchmen** keep vigil over the campus at night.
2. **Parking Facilities:** Well-maintained parking facility of two-wheeler and four-wheeler are available for girls, boys and the staff.
3. **Separate Reading Rooms:** No separate reading rooms in the library, but very much conducive which has been designed taking into consideration the requirement of the readers. It also helps to maintain discipline and order in the library.
4. **Girls Common Room:** There are separate common room facilities for girls in the college which are adequately spacious. The girl's common room is equipped with reading materials, sanitary napkin, incinerator, water purifier, looking glass as well as two attached washrooms.
5. **Washroom Facility:** Separate girls and boys washrooms exist in the college with ample supply of water and regular cleaning. It is supplemented with separate washrooms for the female and male teaching as well as non-teaching staff.
6. **Hostel Facilities:** The College provides hostel facilities for girls. Such hostels operate under the supervision of a warden appointed by the college authority. Special attention is paid in security aspects of the hostel.
7. **CCTV:** CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading rooms, ground floor, girls' hostel, office and exam department.
8. **Leave facility:** The institution provides its teaching and non-teaching staff members various leave facilities such as Maternity Leave and Child Care leave.
9. **Library:** The college has a stock of about 18,600 text-books and reference books and more than 5 newspapers and periodicals. The library has ample amount of seating space for both boys and girls.

FEATURES AND INITIATIVES OF COLLEGE FOR GENDER SENSITIZATION

Gender Sensitization in College Bodies

The College judiciously focuses on observing gender sensitive aspects in its operational system. Under the aegis of the Principal of the college various Committees and Cells such as Sexual Harassment Committee, Anti Ragging Committee, Women's Cell and Grievance Redressal Cell operates catering to the needs of all stakeholders irrespective of their gender.

Anti-Ragging Committee

The college has an active Anti-Ragging Committee headed by the Principal of the college and some faculties as members of the Committee. It monitors the anti-ragging activities in the institutions, considering the recommendations of the Anti-Ragging Squad and initiates appropriate decision, including spelling out suitable punishments to those found guilty as per statutory guidelines. The committee takes measure to display penal provisions for ragging at different locations around the campus.

Sexual Harassment Committee

This committee has been constituted in the college to address any sexual harassment complaints from students, teaching and non-teaching members and takes immediate and necessary action to control the situation. The college has a zero-tolerance policy towards any such transgression. The committee organizes awareness programmes to sensitize stakeholders on sexual harassment to provide a safe and conducive work and academic environment to students and its employees.

Grievance Redressal Cell

The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student and redress it as per college policy. The committee aims at solving the grievances of the students within stipulated time. Grievances can be submitted to the committee members directly or online through the college website.

Women's Cell

The Women's Cell of Janata College, Kabuganj works to prepare and capacitate young people with appropriate perspective, attitudes and skills to work towards creating gender just spaces in the institute and the society at large. The women cell carried out various activities like celebration of International Women's Day, awareness on Domestic Violence, gifting plants and plant containers to the college, etc.

National Cadet Corps Unit for Girls

The college has an N.C.C. unit for both girls and boys' students. It provides training in N.C.C.(Girls) under the guidance of N.C.C. Officer. The unit seeks to lay out a fitting environment that actuates the girls to take up a career in the Armed Forces. The cadets have also participated in various extended activities such as awareness camps and adventurous activities in order to prompt social responsibility, team spirit and confidence.

National Service Scheme Unit for Girls

The college has an NSS wing under Assam University which caters to the needs of the students in the field of social service. The unit proffers a platform wherein a sense of connivance is developed among the students towards nation building. In 2023-2024, activities such as health camps and cleanliness drives have been carried out by the volunteers to generate awareness and stimulate the students and the people in general. The N.S.S. unit of the college has 60 volunteers out of which 49 are girls.

Academic Research Committee

The Research Committee sits from time to time in order to discuss different matters relating to different research topics of teaching staff and to encourage the undergraduate students to get engaged in research works.

DATA ANALYSIS OF GENDER EQUITY SURVEY

Table: 1 Gender wise Details of Total Students in B.A Programme

Sl. No.	Total	Male	Female	% Of Male	% Of Female
1.	956	323	633	33.78	66.21

Table:2 Gender wise Details of Teaching staff in college

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	17	07	10	41.17%	58.82%

Table: 3 Gender wise Details of total HODs in College

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	07	01	06	25%	75%

Table: 4 Gender wise Details of Non-Teaching staff in college

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	07	07	00	100%	00%

Table: 5 Gender wise Details of total students in NSS

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	60	11	49	18.33%	81.60%

FINDINGS

The Gender committee after going through the different gender points of the college for the academic session 2023 -2024, states that the college has maintained good gender practices for achieving its mission of inclusive education. Some key points are listed below:

Enrolment of girls is more than that of boys in both UG Programmes.

In teaching staff the strength of female teachers is higher than male.

The departmental heads are more female than male.

Special awareness programmes have been organized for girls by Women's Cell.

Male participation is greater than female in NSS Unit of the college. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.

SUGGESTIONS

1. Sanitary napkin vending machine and incinerators should be available in the girls common room and female teachers' washroom.
2. Initiatives should be taken to organize self-defence workshop for women and more skill development workshop for female students.
3. Initiatives should be taken to have institutional policies on third gender students and staff. The college should introduce the third gender category in its admission form in order to grant admission to transgenders.
4. All the Departments should be encouraged to maintain a gender segregated data.

Principal
Janata College, Kabuganj