

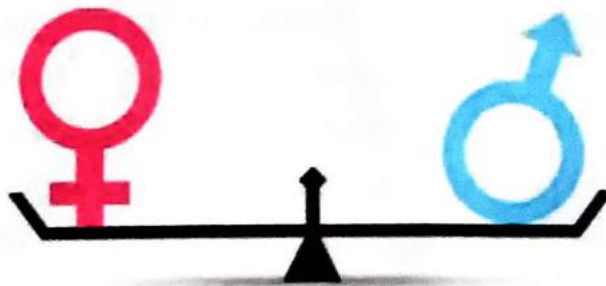


SATYA RANJAN COLLEGE, KALAIN

GENDER-AUDIT REPORT: 2021-2022

PREPARED BY:

WOMEN'S CELL & INTERNAL QUALITY ASSURANCE CELL (IQAC)



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PREFACE

“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 their respective 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)

Gender equality is an important aspect for well-being of family and all-round development of society. But in gender dyad, women are always considered as inferior to men. In a patriarchal tradition, socially determined roles for men and women prevent women from participating in decision making within household and also at community level; their economic freedom and freedom of physical movement outside their family is also restricted. Writings about women in developing countries show that women are basically oppressed, family oriented, illiterate, more spiritual and not conscious about their rights and development. Therefore, it is important to create awareness about gender equality among the students at initial stage of their institutional life. Schools and colleges can play a major role in this regard, as because students spend their maximum time with their peers (both male and female). Especially to promote awareness, to understand the level of gender equality in higher educational institutions and also to find out probable solution to minimize gender discrimination, it is vital to execute gender audit by applying different scientific methods.


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ACKNOWLEDGEMENT

At the very outset, we would like to express our gratitude to Dr. Bijit Goswami, the principal, Satya Ranjan College, for his support and guidance. We would also like to thank to the Students/Respondents without whom the project would not have been possible. We wish to acknowledge the help and support provided by the Teaching and Non-teaching staffs of the college.

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Contents:

Preface

Acknowledgement

Chapter 1

- (i) Introduction
- ii. Purpose of the gender audit
- iii. Objective of gender Audit
- (iv) Data Sources & Methodology
- iv. Indicators

Chapter 2

Responses, Findings and Discussions

Chapter 3

Analysis of student's admission data 2017-18 to 2021-22

Chapter 4


Analysis of data pertaining to the teaching and non-teaching faculties

Chapter 5

Major Findings

Future action plans

Conclusion


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CHAPTER-1

Introduction to Our College:

Satya Ranjan College is the oldest higher educational institution in the Katigorah Constituency which is situated at the rural most area of Cachar District and near to Indo-Bangladesh Border. The establishment of the College was for the fulfillment of long-standing desire of the people of greater Katigorah and Kalain area to have an institution of Higher Education. The college was set up through the commendable efforts by its founding father, who were not only inspired pursuing higher education, but also visualized the necessity of establishing a college which would facilitate in providing education to the educationally backward people in the far-flung area.

The mission of the college is to provide quality education to all and particularly to the under privileged sections of the society by means of hard work, dedication and devotion. As the college is situated in remote area, where maximum number of students belong to BPL category. It is observed that in some cases, parents are not willing to send their girl child to educational institutions because of their financial hardship and other social reasons. The institution always tries to maintain the ratio between girls and boys by following different awareness camps in villages.

Since the inception of the college, the college has served the society significantly and will always try to fulfill their dream by providing a healthy environment in which all round development of humanity may become possible and always strive to equip the students with essential skills, confidence and sense of responsibility so that they become successful in their life and better citizen of the country.


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GENDER AUDIT

Purpose:

The Gender Audit is an attempt to study good gender balance. It also aims to study whether the college follows all the University rules, policies in this regard as it forms a constituent part of the UGC norms. This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college concentrates on the overall personality development of all students. Observing gender equity, the girls are provided with various facilities and special attention. The Audit is a tool for analyzing and evaluating policies and programs of the college and assesses how the institution integrates the perspective in all the activities of the institution. The main aims of this audit are to ensure that the gender policies are followed and properly implemented in the college.

The college has set up Women's Cell to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The Cell always motivates the students to perform their social responsibilities and to empower them. Women's Cell has conducted different programs to boost the strength and capabilities of women students. Not just girls, but also boys too are included and educated. Women's Cell in the campus is providing a platform for listening to complaints, quick redressal of grievances and sensitizing female students on gender issues.

WC & IQAC conducted a Gender Audit of the college for the session 2021-22, as it is an essential component for the assessment and accreditation of Higher Educational Institutions suggested by UGC.


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The Gender Audit has the following objectives:

Objectives of Gender Audit


1. To find out the areas where gender balance exists and the factors behind the gender balance.
2. To establish good gender balance in decision-making processes in all areas of the college activities.
3. To suggest measures for bridging the gender gap.
4. To Foster gender equality in all aspects of college community.
5. To assess the opportunities provided by the college to students for admission purpose for maintaining gender equality.
6. To see the work and capacity for prevention of sexual harassment at the college


Data Source and Methodology-

As part of the Audit survey method has been used by using questionnaire. To collect primary data on Gender related aspects, questionnaire is designed for the girl students, Female teaching and non-teaching faculties of the college.

The data for distribution of questionnaire has been collected from the on-roll students of 2021-22 session as follows:

Session	Semester	Total students on-roll	Male	Female	15 % of female students from each semester (Rounding off)
2021-22	1st	313	140	173	26
2021-22	3rd	180	82	98	15
2021-22	5th	145	49	96	15
TOTAL		638	271	367	56


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Out of 367 number of total girl student respondents (on roll girl students 1st sem+3rd Sem + 5th Sem), for the convenience of the study 15% girls =56 respondents (From 1st sem=26, 3rd sem= 15, and 5th sem= 15) have been selected through simple random sampling method for data collection. The questionnaire has also been distributed to the all teaching and non-teaching (6+2=8) female staff of the college. The total sample size for the purpose of the study is $56+8 = 64$.


The data of all female teaching and non-teaching staff's faculties have been analyzed to find out the gender gap of organizational setup of the institution.

The data of student's admission of last five academic sessions (2017-18, 2018-19, 2019-20, 2020-21, 2021-22) is also analyzed to assess the equal opportunities provided by the college to students for admission. The collected information has been organized, tabulated and analyzed using graphical representation. Information relating to number of male and female students has been collected from the principal's office of the college.

Indicators:

The following gender sensitive indicators have been used to evaluate:

- a. Organization and management.
- b. Infrastructure and safety.
- c. Students' participation and involvement.
- d. Existence of Grievance redressal cell and internal complaint Committee.
- e. Gender equality in terms of student's admission.

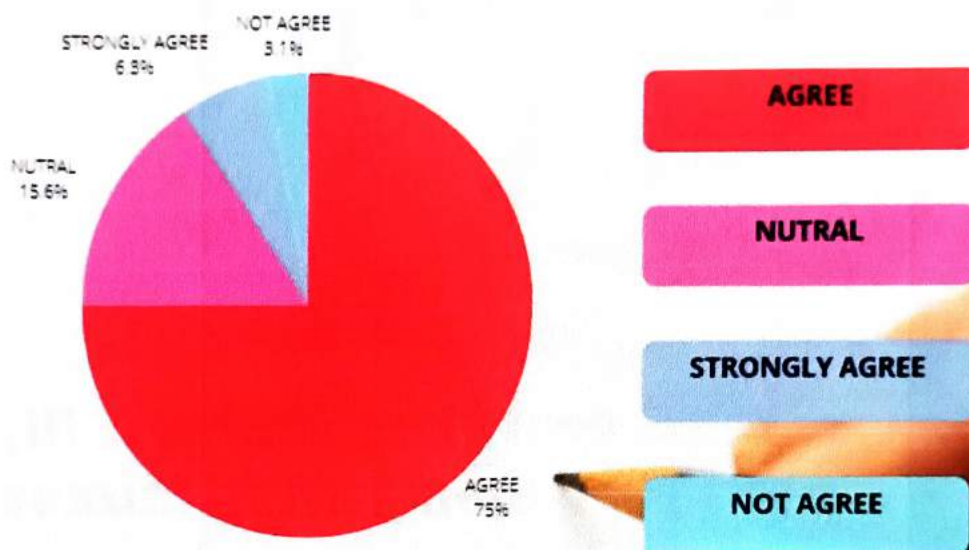

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CHAPTER-2

In this chapter the students' responses have been analyzed by using statistical method and the findings of the survey have been discussed in detail.

Qtn No (I) The college follows gender equality in every sphere?



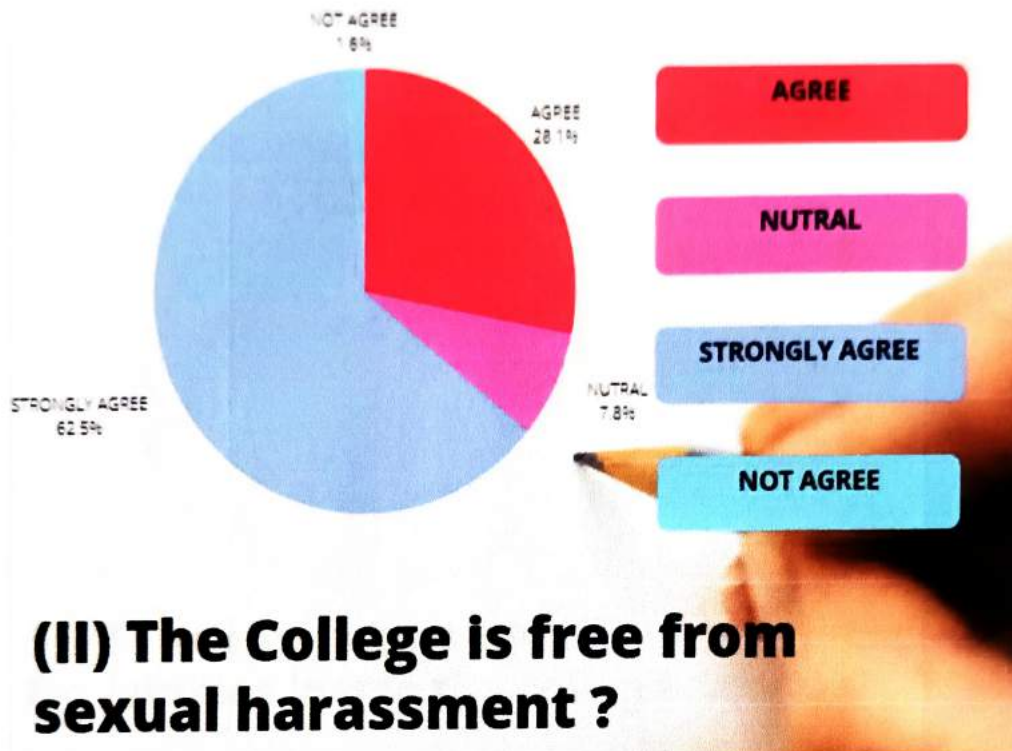
(i) The College follows gender equality in every sphere ?

Data Analysis: Out of 64 numbers of respondents 75 % respondents agree with the statement that "the college follows gender equality in every sphere". 15.62 % girls remain neutral in this regard, 6.25 % disagree and other 3.12 girl students strongly agree that the college follows gender equality in every sphere. The analysis shows that maximum percentage of girl students feels that the college follows gender equality sphere.

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Qtn. No. (II) The college is free from sexual harassment?



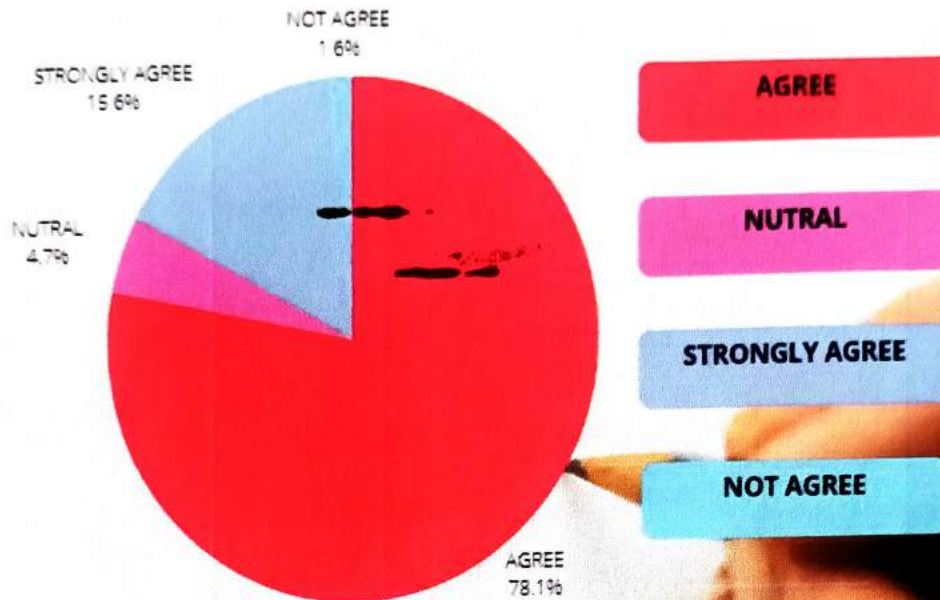
(II) The College is free from sexual harassment ?

Data Analysis: Out of 64 numbers of respondents 28.1 % respondents agree with the statement that “the college is free from sexual harassment”. 7.8 % girls remain neutral in this regard, 1.6 % disagree and other 62.5 % girl students strongly agree. Through the above analysis it can be said that the more than 90 percent of respondents agree and strongly agree with the statement that the college is free from sexual harassment.

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Qtn No III. The College ensures safety for females inside the college campus.



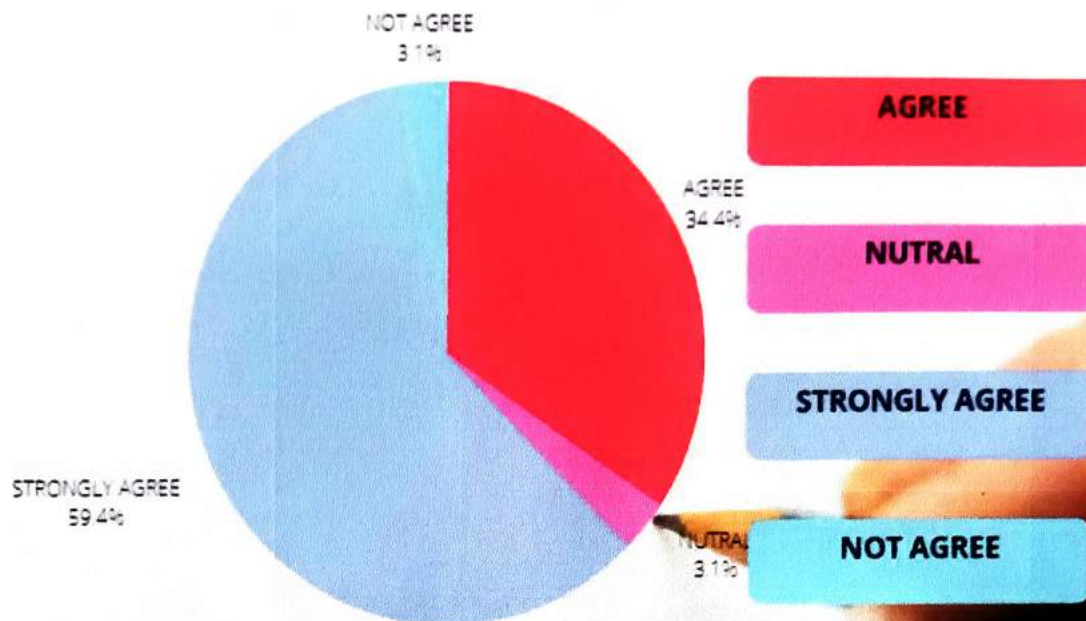
(III)The College ensures safety and security for females inside the college campus?

78.1% girls agree and 15.6% girls strongly agree that the college ensures safety for females inside the college campus. 1.6% girls disagree and 4.7% girls remain neutral with this statement. More than 93% girls agree and strongly agree that The College ensures safety for females inside the college campus. But 1.6% disagree and feel that the college does not provide such safety measures properly.

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Qtn. No-IV The Classroom offers equal opportunities for all?



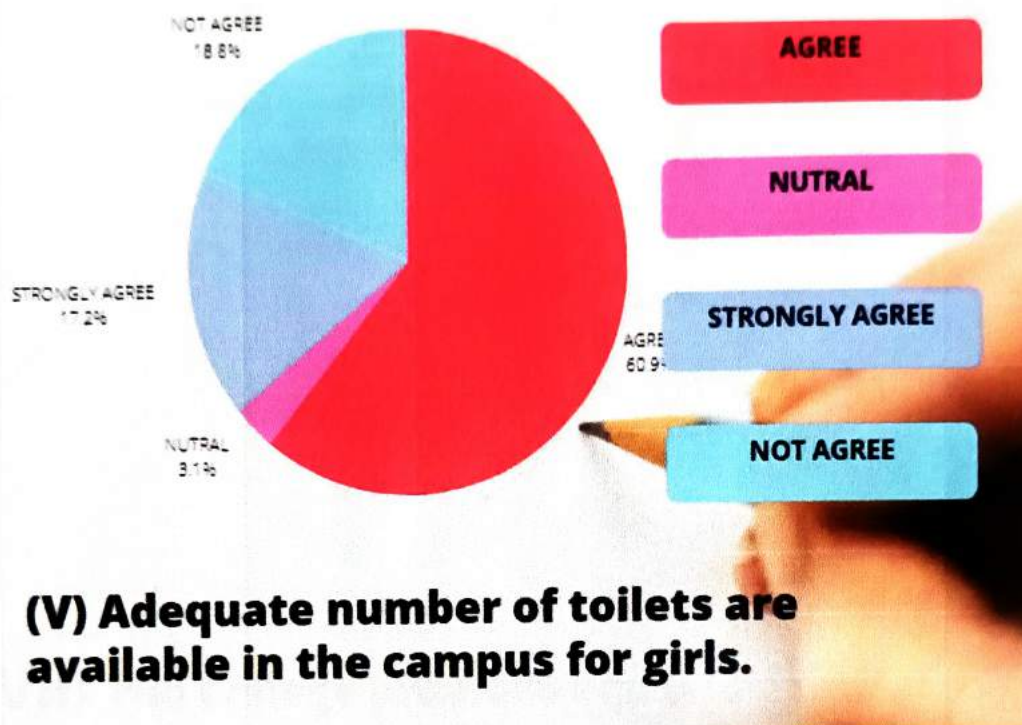
(IV) The Classroom offer equal opportunities for all.

Data analysis: Out of 64 respondents 34.4% girl students agree, 59.4% girl students strongly agree and 3.1% are neutral with the statement "classroom of this college offers equal opportunity for all gender". Only 3.1% girls not agree. From the above diagram it is come to know that more than 93% girls agree and strongly agree with the statement Classroom offers equal opportunities for all gender.

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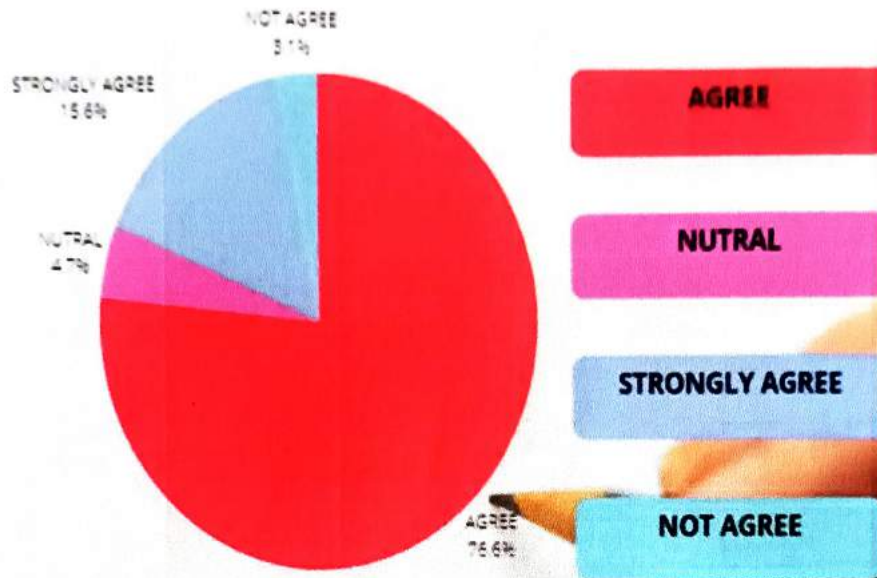
Qtn No. V Adequate number of toilets are available in the campus for girls.



(V) Adequate number of toilets are available in the campus for girls.

Data Analysis: Out of 64 respondents 60.9% girl students agree, 17.2% girl students strongly agree and 3.1% are neutral with the statement "Adequate number of toilets are available in the campus for girls". It may be noted that 18.8 % respondents do not agree with the statement that there are adequate number of toilets are available in the campus for girls.

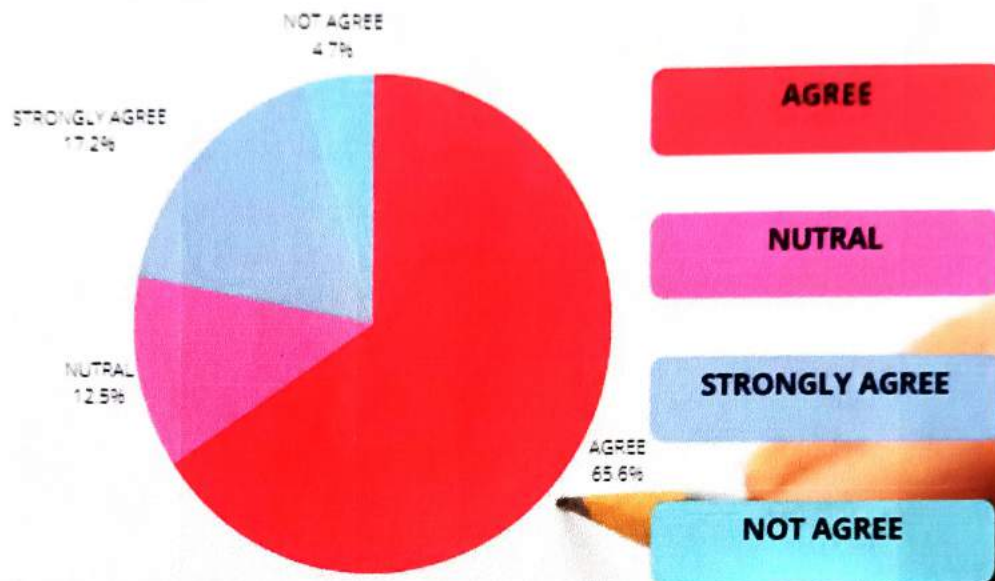
Qtn No-(VI) The College provides equal library facilities for all genders



VII) The College provides equal library facilities for all genders

Data Analysis: 76.6% girls agree and 15.6% strongly agree that the college provides equal library facilities for all. Other 3.1% girls' opinion is disagreed and 4.7% girls' opinion is neutral. It is notable that more than 91% respondents agree and strongly agree with the statement "equal library facilities are provided by the college for both boys and girls". But still 3.1% girls disagreed with this statement.

Qtn No- VIII The College organizes Gender Awareness programme.

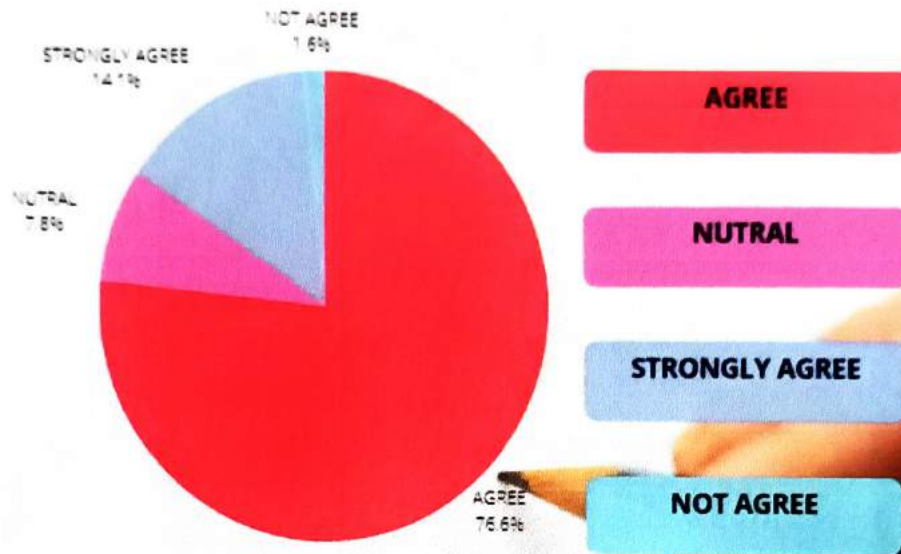


(VIII) The College organizes Gender Awareness programme

Data Analysis: Out of 64 numbers of respondents 65.6% girls agree and 17.2% strongly agree with the statement “the college organizes gender awareness programme for to empower girl students”. Only 4.7% girls disagree and other 12.5% remained nutral with this statement.

From the above analysis it is come to understand that more than 82% girls agree and strongly agree with the statement “the college organizes gender awareness programme”.

Qtn No-IX The College provides Sports facilities for all genders.

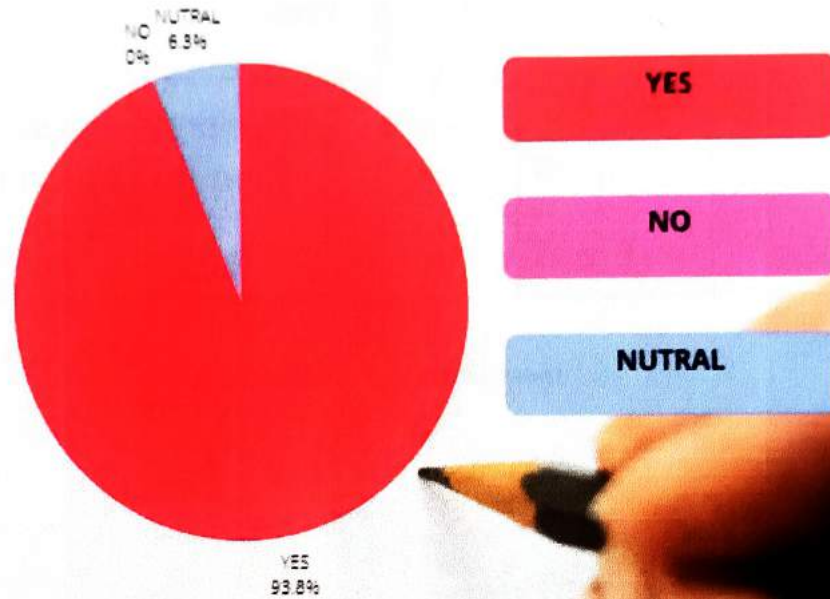


(IX) The College provides Sports facilities for all genders

Data Analysis: 76.6 % girls agree and 14.1 % girls strongly agree that the college provides sports facilities for both boys and girls. 1.6% girls disagree Other 7.8 % opinion is neutral.

The figure shows that more than 90% girls agree and strongly agree that The College provides Sports facilities for all genders.

Qtn No-(X) Existence of Grievance redressal Cell and Internal complaint committee.



(IX) Existence of Grievance redressal Cell and Internal complaints committee.

Data Analysis: Out of the 64 respondents 93.8 % said Yes, and 6.3 % remained neutral and none have responded to No.

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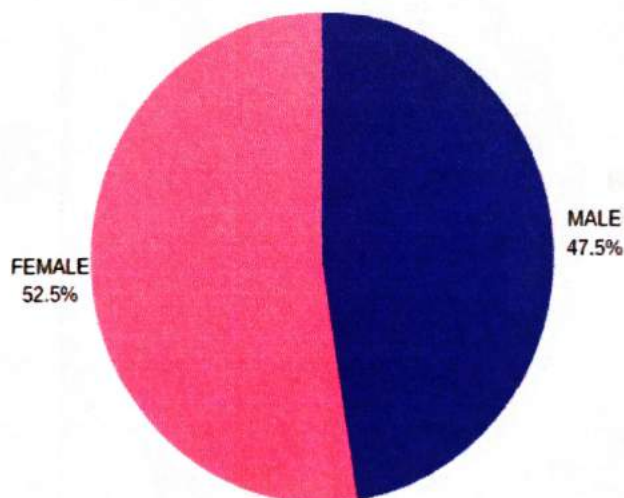
CHAPTER 3

Analysis of Data (Students admission)

1. Gender wise Detail analysis of Total Students admitted in the College, 2017-18

YEAR	MALE STUDENTS	FEMALE STUDENTS	TOTAL	% MALE STUDENTS	% FEMALE STUDENTS
2017-18	105	116	221	47.51	52.48

Analysis of Data (Students admission)
2017-18



The graph shows the gender classification of male and female strength of students and the total number of admissions to the college in the year 2017-18. It shows that the number of female students is higher, compared to male students.

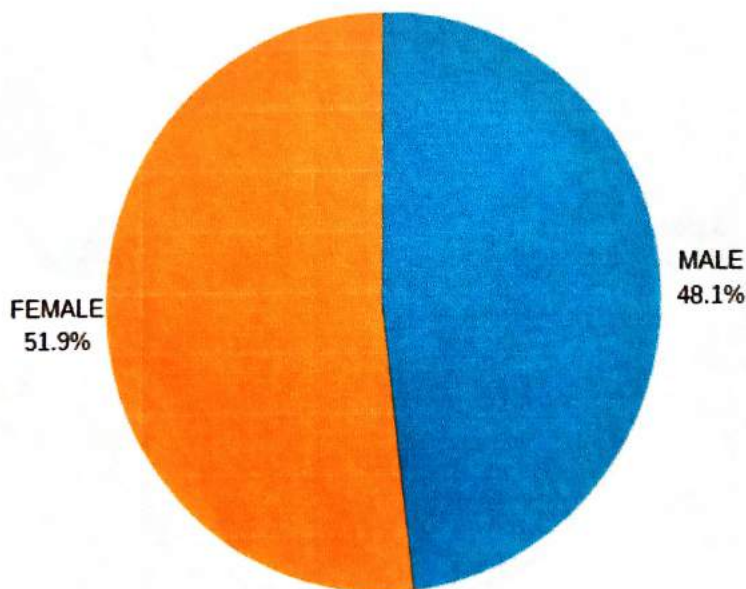
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**2. Gender wise Detail analysis of Total Students admitted in the College,
2018-19**

YEAR	MALE STUDENTS	FEMALE STUDENTS	TOTAL	% MALE STUDENTS	% FEMALE STUDENTS
2018-19	180	194	374	48.12	51.87

**Analysis of Data (Students admission)
2018-19**



The graph shows the gender classification of male and female strength of students and the total number of admissions to the college in the year 2018-19. It shows that the number of female students is higher, compared to male students.

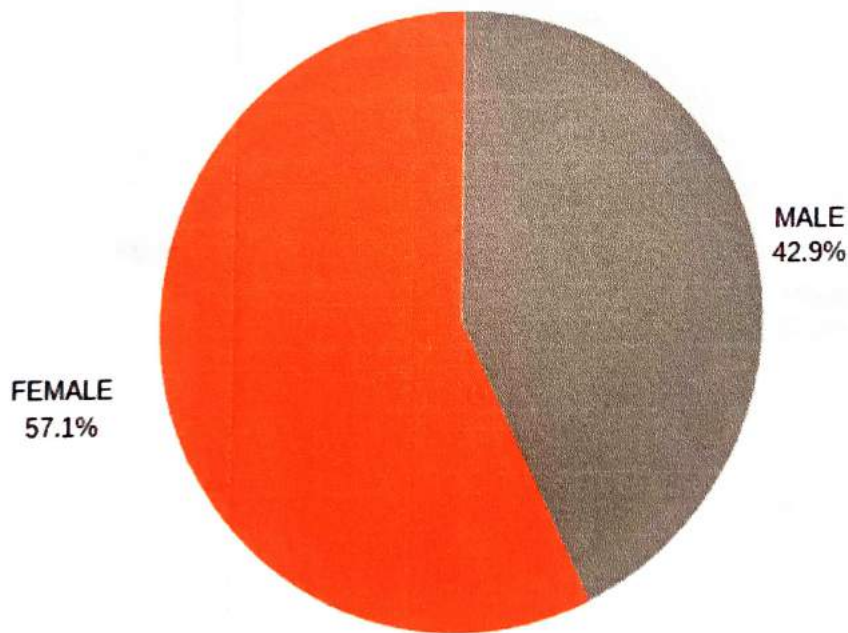
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**3. Gender wise Detail analysis of Total Students admitted in the College,
2019-20**

YEAR	MALE STUDENTS	FEMALE STUDENTS	TOTAL	% MALE STUDENTS	% FEMALE STUDENTS
2019-20	108	144	252	42.85	57.14

**Analysis of Data (Students admission)
2019-20**



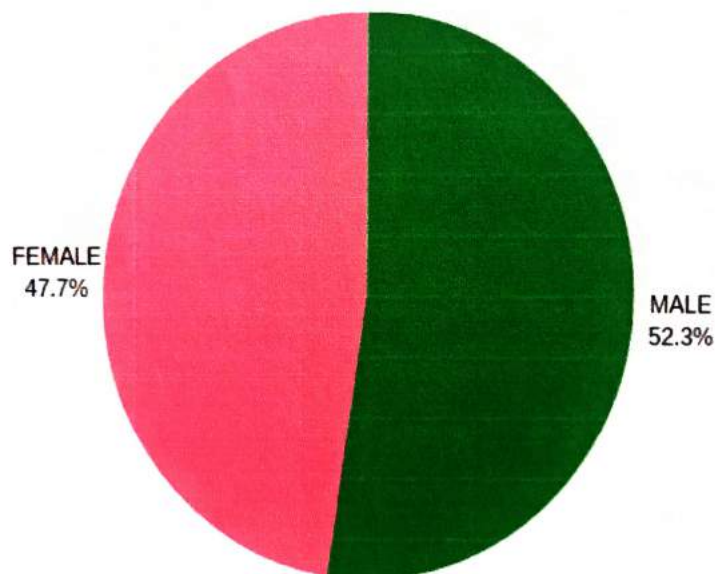
The graph shows the gender classification of male and female strength of students and the total number of admissions to the college in the year 2019-20. It shows that the number of female students is higher, compared to male students.



**4. Gender wise Detail analysis of Total Students admitted in the College,
2020-21**

YEAR	MALE STUDENTS	FEMALE STUDENTS	TOTAL	% MALE STUDENTS	% FEMALE STUDENTS
2020-21	137	125	262	52.29	47.70

**Analysis of Data (Students admission)
2020-21**



The graph shows the gender classification of male and female strength of students and the total number of admissions to the college in the year 2020-21. It shows that the number of male students is higher, compared to female students.

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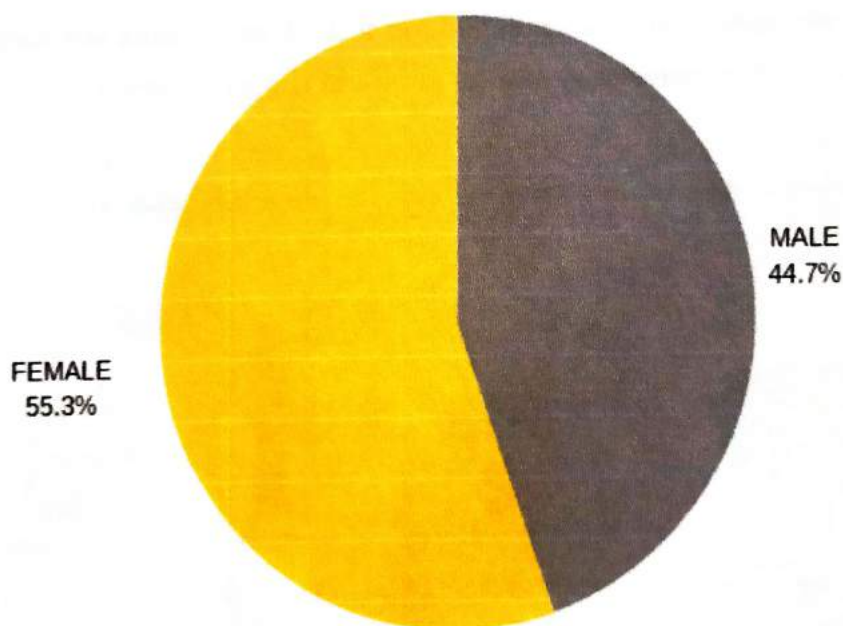
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**5. Gender wise Detail analysis of Total Students admitted in the College,
2021-22**

YEAR	MALE STUDENTS	FEMALE STUDENTS	TOTAL	% MALE STUDENTS	% FEMALE STUDENTS
2021-22	140	173	313	44.72	55.27

**Analysis of Data (Students admission)
2021-22**



The graph shows the gender classification of male and female strength of students and the total number of admissions to the college in the year 2021-22. It shows that the number of female students is higher, compared to male students.

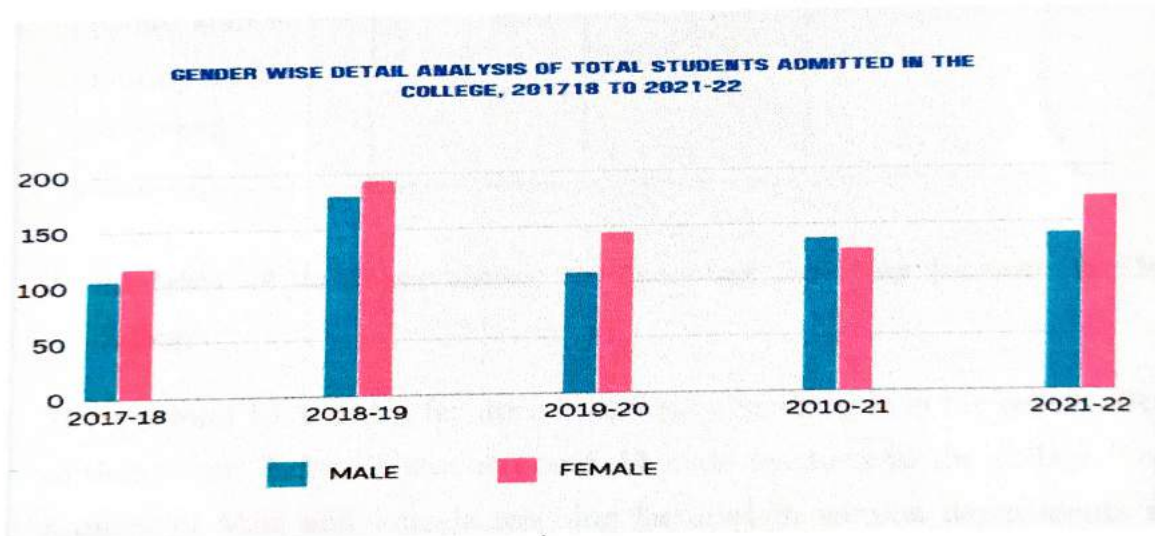
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**7. CONSOLIDATED ANALYSIS OF GENDER WISE STUDENT'S
ADMISSION DATA FROM THE SESSION 2017-18 TO 2021-22**

SL NO	YEAR	MALE	FEMALE	TOTAL	%MALE	%FEMALE
1	2017-18	105	116	221	47.51%	52.48%
2	2018-19	180	194	374	48.12	51.87%
3	2019-20	108	144	252	42.85	57.14
4	2020-21	137	125	262	52.29	47.70
5	2021-22	140	173	313	44.72	55.27

From the analysis of data, it implies that the college is gender neutral and encourages girl students to take admission in the college.



The table shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that since the years 2017-2018, the percentage of gender classification concerning the male and female students is more or less the same. The bar graph and tabular form vividly give the idea that the number of female students admitted in college is higher in 4 sessions, compared to male students

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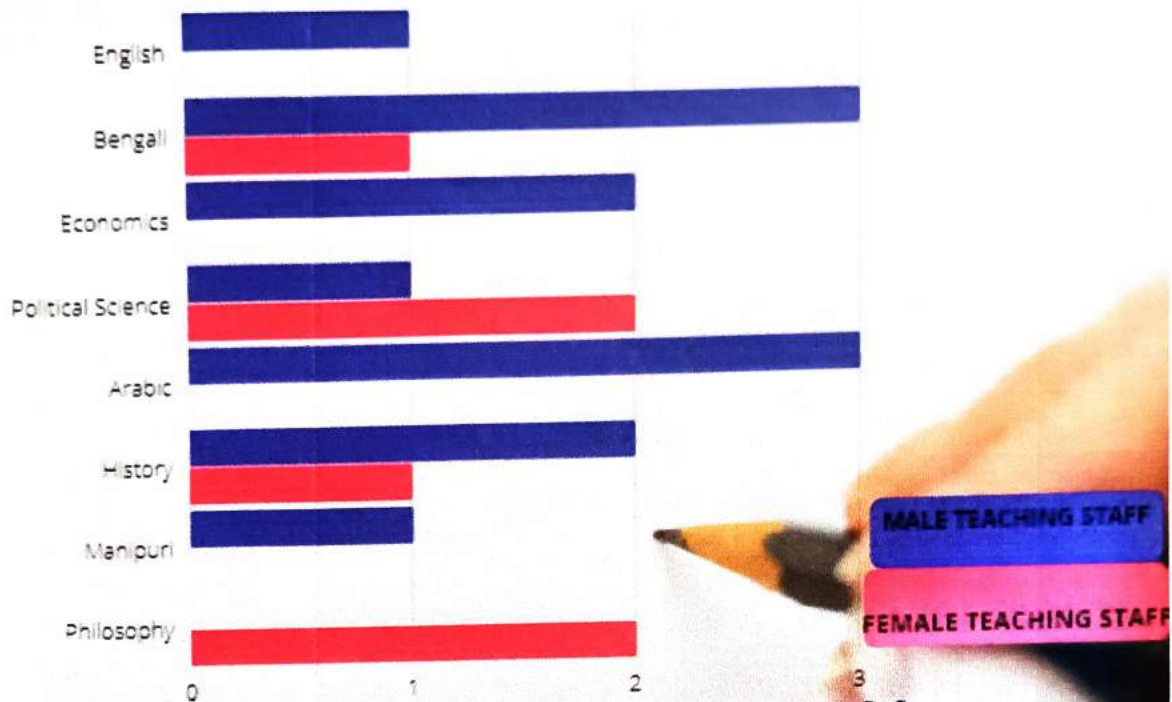
Chapter-4

In this chapter, the details of the data of teaching and non-teaching faculty members have been provided. The data have been analyzed by using statistical method and the findings of the survey have been discussed in detail.

FACULTIES	TOTAL	MALE	FEMALE
TEACHING	19	13	6
NON-TEACHING (Office staff + Library staff + Principal)	$9+3+1=13$	$8+2+1=11$	$1+1=2$

A. Analysis of data pertaining to Teaching faculties present in the college:

There is total 19 teaching faculties in various departments in the college. Out of these, only 6 female teachers and 13 male teachers in the college. The number of Male and Female teaching faculties in various departments is represented through the diagram given below: -

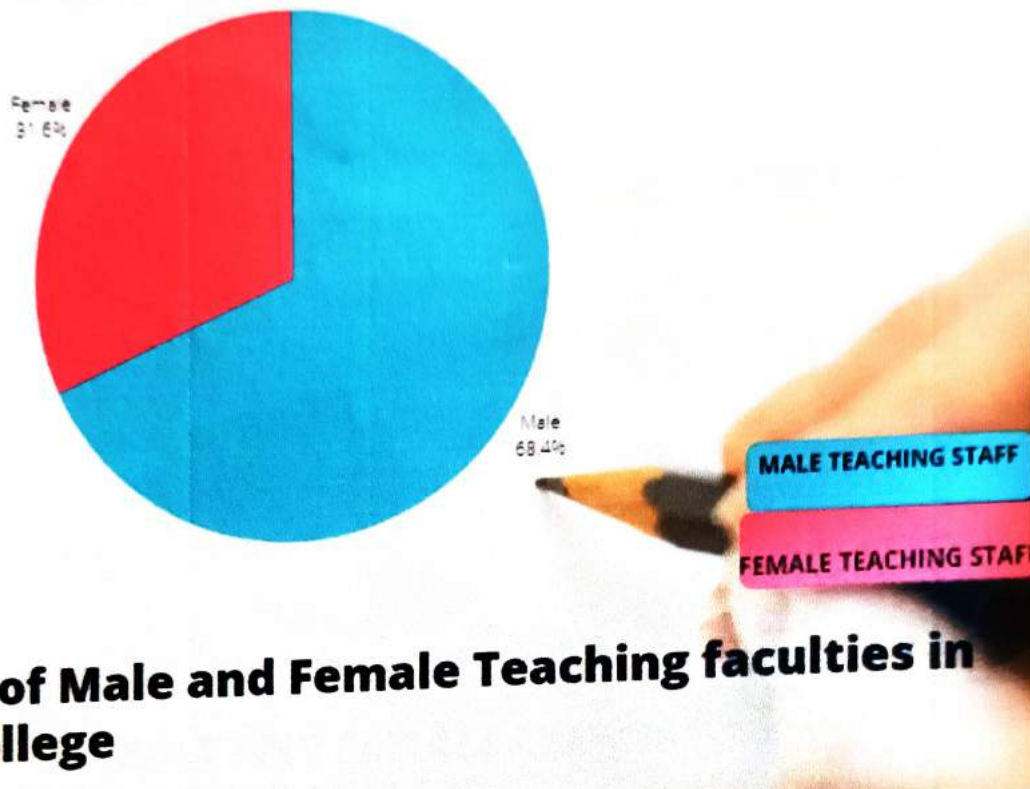


Number of Male and Female Teaching faculties in various Departments

The diagram shows that out of eight departments the female teaching staffs are available only in 4 departments i.e in Philosophy (2), History (1), Bengali (1) and Political Science (2) and other 4 departments English, Manipuri, Arabic and Economics have no female teaching faculties. It also has been noticed that the number of female teaching faculties is higher than the male in only two departments i.e in the Department of Political Science (2:1) and Philosophy (2:0). The Department of Philosophy has no male teaching faculties. The % of male and female teaching faculties can be understood from the diagram given below-

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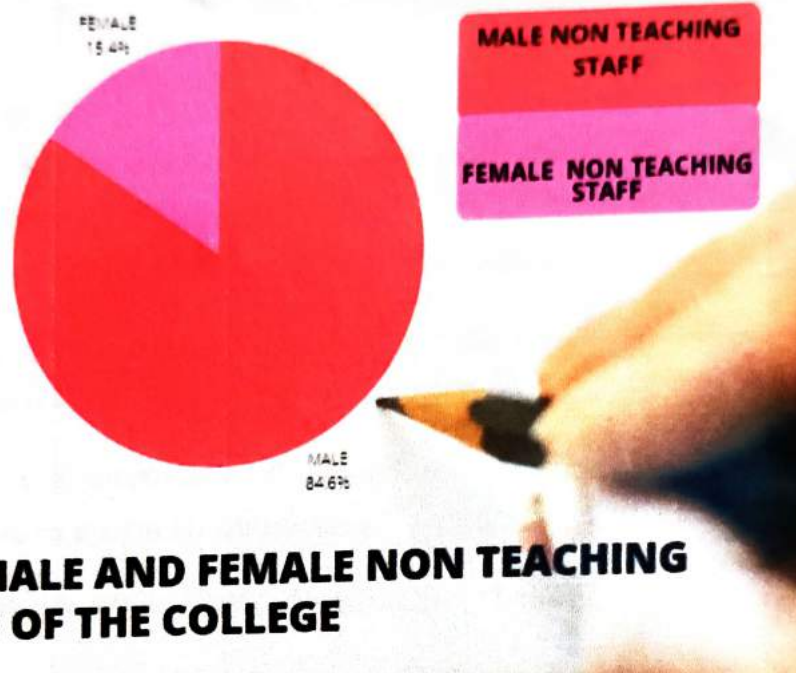
% of Male and Female Teaching faculties in College

The diagram shows that the % of male teaching staff is 68.4 % while female teaching staff is 31.6 % in the college. The Ratio percentage of female teaching staff out of male teaching is 6/13 or 46.154%. The data clearly indicates that the number of male non-teaching staff is quite higher than the female non-teaching staffs.

B. Analysis of data pertaining to non-Teaching faculties present in the college:

There are 10 non-teaching office staffs including principal (9 male + 1 female) and 3 library staffs (2 male + 1 female) in the college. The total number no non-teaching staffs are 13, where 11 are male and 2 are female. The percentage of

male and female non-teaching staffs can be represented through the following diagram-



% OF MALE AND FEMALE NON TEACHING STAFFS OF THE COLLEGE

The diagram shows that the % of male non-teaching staff is 84.6 % while female non-teaching staff is 15.4 % in the college. The Ratio percentage of female non-teaching staff out of male non-teaching is $\frac{2}{11}$ or 18.182%. The data clearly indicates that the number of male non-teaching staff is quite higher than the female non-teaching staffs.



CHAPTER-5

Major Findings

- 1) The college has successfully promoted gender equality in all respects to students.
- 2) There is no gender bias in the functioning of the college.
- 3) The proportions of female students are more than male students. The number of girl student admitted to the college is higher in last 4 academic session and almost similar in 1 academic session.
- 4) Most of the respondents are satisfied with the gender equality measures taken by the college.
- 5) Majority is the respondent opinioned that the college provide equal opportunities in sports for all genders.
- 6) Among regular teaching staffs, the strength of females is lower than male.
- 7) The strength of Nonteaching female staff is lower than male.
- 8) Majority of the students opinioned that adequate safety arrangement has been made in the college campus.
- 9) All students are aware about the functioning of Grievance redressal cell and Internal complaints committee.
- 10) There is equal opportunity for all genders in the classroom and library.
- 11) Adequate toilet facility is available for girl students inside the college campus.


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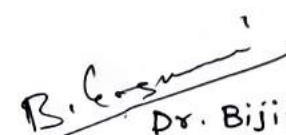



Future Actions Plans


- 1) To conduct more gender sensitization awareness program on Legal rights, female health issues, gender equity, empowerment of women etc.
- 2) College intends to introduce self-employment trainings in different Subjects.
- 3) To conduct self-defense training programmes for girl students on regular basis.
- 4) Recruitment of more female teaching and non-teaching staff.
- 5) To provide basic facilities like installation of sanitary vending machine and incinerator.
- 6) To arrange more sports and cultural programmes.

Conclusion:

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there are no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time to time specifically for girls' students to enhance their confidence level. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.


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