



SATYA RANJAN COLLEGE, KALAIN

INSTITUTIONAL BEST PRACTICE

Best Practice No-1

TITLE OF THE PRACTICE:

Gender Equity: A step towards a better society.

OBJECTIVE OF THE PRACTICE:

Promoting gender equality in college is the first step towards ensuring all students are free to pursue an education without fear of discrimination because of their gender. Satya Ranjan College believes in the simultaneous development and progress of all the genders: male, female as well as third gender, which is of utmost importance for inclusiveness and the overall development of the institute as well as the society. The objective of the practice are as follows: -

- Create positive values among male and female students as well as staff members.
- Spread awareness about equality social system, democratic activities and legal aspects of gender equity.
- Also, to facilitate equal access and opportunity to all the stakeholders irrespective of their gender in learning and exposure to develop individually as well as socially in order to contribute to the nation building.

CONTEXT:

According to the 2011 census study, the total literacy rate of Assam is 72.19%. where, the male literacy rate is 77.85% and the female literacy rate is 66.27% in Assam. (<https://assam.gov.in/about-us/393>), Again the female literacy rate in the rural areas Assam is as low as 63 %. Females are lagging behind in education in the region. Higher education plays a crucial role in socio-economic transformation of a country. In order to make the rate of female participation in higher education higher, the college tries to provide equal opportunity to all the genders in the campus. The institution provides conducive and healthy atmosphere where female and male work together, study together with respect, dignity and a sense of responsibility towards the society and Nation as a whole. The college stress on the activities performed with the objective to spread the awareness about gender issues and it always try to provide an environment with gender equity and zero tolerance towards any gender related discrimination.

THE PRACTICE:

- The Satya Ranjan college is a co-educational institute. It offers equal opportunity for all genders to take admission on merit basis.
- The college has a Gender Sensitization Plan to guide in implementing the gender equity practice in every stratum in the campus.
- Constitution of Women Cell of Satya Ranjan College for taking up “Gender Equity” and “Right to Life with Dignity and Equal Opportunity” promotional programmes and awareness through various programmes on the cross-cutting issues.
- Constitution and active working of Internal Complaints Committee, Anti Ragging Cell, Grievance Redressal Cell to ensure the campus environment is free from violence and discrimination.
- Ensuring infrastructural facilities, safety and security, menstrual hygiene by sanitary napkin auto vending facility inside the campus.
- Undertakes Gender audit every 5 years to identify Female Safety and understand gender patterns within their composition, structures,

processes and appropriate planning to design and deliver policies and make recommendation to the Governing body.

- Besides dealing with the gender related cross cutting issues incorporated in the Affiliating University Syllabus, the college organizes different programmes on women health hygiene, education, self-defence, cultural programmes, HIV awareness etc. to sensitize and practice gender equity among the students.

EVIDENCE:

- The enrolment of students in the last five academic session (2017-18 to 2021-22), Girl's enrolment is higher in 4 academic session and almost similar in 1 academic session to the boys.
- There is not even a single complaint of ragging or complaints related to sexual harassment has been received so far in last 5 academic sessions.
- Students are conscious and actively take part in gender sensitization related activities.
- Participation of female staffs and responsibilities in different cells and committees for decision making process are evenly distributed.
- While considering the number of teaching and non-teaching staffs, the ratio of male is higher than the female. It is also to be noted here that all the present employees of the college are considered to be the founder teachers and their services have been regularized by the Govt of assam, the college has not recruited any new staff in last 10 years.

LIMITATIONS:

- Shortage of Fund and resources.
- Female staff position cannot be increased due to limitations in appointment guideline. The placement guideline does not permit preference of appointment on the basis of gender.
- Admission process of the college is strictly on merit and does not have any criteria of female preference or reservation.