

# GENDER AUDIT REPORT

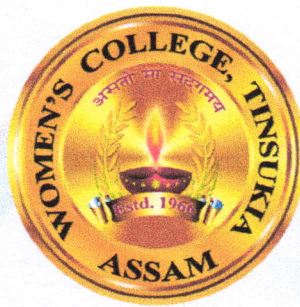
2017 - 2022

Women's  
College, Tinsukia  
Durgabari,  
Rongagora Road,  
P.O. Tinsukia-  
786125, Assam



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**Women's College, Tinsukia**

**Durgabari**

**P.O. Tinsukia – 786125, Assam**

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## 1. Introduction

Women's College, Tinsukia has a history of one of the premier higher educational institutions of Assam. At present with the 2(f) and the 12(B) status of the UGC, the College has flourished into a multi faculty institution offering Arts and Commerce programs with fifteen hundred students and more than hundred teaching and non-teaching faculties. A full-fledged study centre of the IGNOU and one Distance Education centre of the Dibrugarh University housed in the institution offer various courses at distance mode to aspiring students. Of late a new plot of land has been acquired by the College, where a New Campus is being developed utilizing grants received from the Rashtriya Uchchar Shiksha Abhiyan – RUSA. The College is located at Durgabari (27.4920° N, 95.3537° E), in the heart of Tinsukia – the industrial and commercial hub of Assam and is well connected by Road, Rail and Airways with all the cities of India.

In the Gender Equity process, Women's College, Tinsukia has a well-defined set of rules and regulations for the students, teaching, non-teaching staff to discuss issues related to gender. There are various policies framed by the College authority to spread awareness and sensitivity regarding gender equality. Women Studies and Development Cell along with NSS, Gender Champion and others organize different activities to address gender sensitization issues.

The College has Women Studies and Development Cell to monitor gender sensitivity within the college. The Sexual Harassment Prevention Cell, Disciplinary Committee and Students Grievance Cell monitor any complaints or grievances from the students and women employees.

Women's College, Tinsukia has initiated to make a Gender Audit for third accreditation. As the institution is an institution for women, special and unique efforts are being carried out to create a women friendly environment. An effort was made to find out gender specific research, gender equity measures, syllabus and institutional mechanism of the college etc. After compiling the collected data, conclusions were drawn and also few strategies were recommended to overcome the limitations. It has been derived that most of the key aspects related to gender issues have been implemented successfully in the College. Being a provincialized College, with the limited funds, sincere efforts have been carried out in providing the required facilities to the female students and women employees of the University.

## 2. Gender Equity Policy of the College

The Gender Equity Policy is a framework of stated principles and practices that are aimed at providing *Justified Opportunities* to all genders in the college, especially the women. Here the words *Justified Opportunities* indicate to the institution's efforts to ensure support and help a specific gender on priority basis. Instead of policy of equality, the institution believes in providing more opportunities/ relaxations to a gender group, which in the institution's observations, is lagging behind or in a relatively disadvantageous position. Being an institution of higher education for girls, the weaker gender, we have an even bigger responsibility not only to have a robust gender equity policy, but to extend our unstinted supports towards propagation of the message of gender equity to all corners of the society. The Gender Equity Policy of the college has been developed in such a way that no students in Women's college remain disadvantaged society on the basis of gender.



## **2.1. The Gender Equity Vision of Women's College, Tinsukia:**

**“Fairness and justice in distribution of Benefits, Power, Resources, and Responsibilities between women and men.”**

Women's College, Tinsukia believes in offering justified opportunity for everyone in the campus. There will be no discrimination on the basis of gender in offering opportunities, in allocation of resources or in access to educational services available in the college.

**'Gender'** in this policy refers to those behaviours and attitudes which are culturally accepted as appropriate ways of being a women (femininity) and ways of being man (masculinity). The sex of a person is biologically determined, whereas ways of being a man or women are learned: they are constructed, reinforced, maintained and reconstructed over time through social and cultural practices. Such social constructions of gender vary across cultures, social class and time.

**'Equity'** means fairness and without bias. In social exchange fairness exists when persons who have made the largest contributions receive relatively large rewards, those who have made small contributions receive small rewards, and so on. In a social context equity also involves conscience or principles of natural justice. This can result in people being given different level of opportunities/ assistances if it is considered as fair or just. Therefore more opportunities to be given to someone who may be recognized as more deserving than others.

**Gender equity policy** of the college 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 imbalance between the sexes.

## **2.2. Principles and Values behind our Equity Policy**

The higher education system in India encourages, supports and promotes the following values and principles as being essential to the development and implementation of quality curriculum and educational experiences for male and female students.

### **Principles**

- All students have the ability to achieve their full potential; being either male or females does not determine the capacity to learn.
- It is believed that women/ girls in this institution should get some preferential treatment at least for a specific period or under specific circumstances.
- Strategies to improve the quality of education for female students should be based on an understanding that neither men nor women are the same individually or as a group, having different needs and coming from different socio-economic and cultural backgrounds.

### **Values**

- Both female and male members of the college should value each other and be respectful to each other in all aspects of Campus life.
- High quality education for female students is a professional responsibility for all educators/ office and



support staff in the system.

### Action Plan

1. Special privileged status to be accorded to all girls/ women teachers/ women employees –
  - During their mensuration period.
  - During their pregnancy.
  - During their early stages of motherhood.
2. Free Sanitary Napkins to be provided to all girls/ women at the time of their need.
3. Free Daycare facility and rest room provision for women teachers/ employees.

### 2.3. Expected Outcomes

The Gender Equity Policy in campus is expected to result in:

- Quality education of female students for a satisfying, responsible and productive life.
- Development of positive attitudes and behaviours in male and female students, which in turn will promote social responsibility, empathy, and sensitive, equal and non- violent relationships.
- Provision of a challenging learning environment which is socially and culturally supportive and physically comfortable for female as well as male students.
- Female and male counterparts will be sensitized in such a way that there will be mutual respect , which in turn will ensure provision of an environment that is safe and free from all forms of harassment and violence.

### 3. Key Terminologies

**Gender:** is used to describe those characteristics of women and men. Gender characteristics are socially constructed, while sex refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men.

**Gender bias:** Making decisions based on gender that result in favoring one gender over the other which often results in contexts that are favoring men and/or boys over women and/or girls.

**Gender-sensitive language:** is gender equality made manifest through language. Gender equality in language is attained when women and men – and those who do not conform to the binary gender system – are addressed through language as persons of equal value, dignity, integrity and respect.

**Gender neutral:** is – a concept, an entity, a style of language – that is unassociated with either the male or female gender. The nature of systemic and embedded or internalized bias is such that, unfortunately often, what is perceived to be gender neutral is in fact gender blind.

**Gender equality:** is the nonexistence of discrimination on the basis of a person's sex in opportunities particularly in the allocation of resources and benefits or in access to services.

**Gender equity:** refers to fairness and justice in the distribution of benefits and responsibilities between women



and men. The concept recognizes that women and men have different needs and power. Therefore these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

**Gender budgeting:** is a strategy to achieve equality between women and men. It is focusing on how public resources are collected and spent. It is a process restructuring revenues and expenditures in order to promote gender equality.

**Gender Audit:** is an assessment process. This audit would pay attention to different issues such as: the status of gender equality in their policy and decision- making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviors towards the issue. Gender Audit also evaluates to what extent the gender perspective is integrated into the academic policy and programmes, Research, curricula and in the management of work and staff's wellbeing.

#### 4. Gender Specific Infrastructure in the College:

Sl. No.	Items	Nos.	
1	CCTV	46	
2	SECURITY	Gents	02
		Lady	02
3	TOILET	Gents	13
		Lady	44
4	AMBULANCE	01	
5	HEALTH CENTRE	01	
6	WHEEL CHAIR	01	
7	STRETCHER	02	
8	COMPUTER	191	
9	SMART TV	21	
10	SMART BOARD	05	
11	LABORATORY	06	
12	SANITIZATION CHAMBER	02	
13	DAY CARE CENTRE	01	
14	GIRLS HOSTEL	02	
15	CANTEEN	02	
16	SANITARY NAPKIN INCINERATOR	02	

#### 5. Gender Component

Women's College, Tinsukia is striving hard for gender equality in its policies and programmes. Some of the unique gender-oriented Practices/ Programs/ Amenities of the college are:

- Women's College, Tinsukia has a scattered campus. Therefore safety of girls in the campus is a big challenge. 24x7 security is provided in the entire campus with CCTV Camera installed in prime locations. Security of the College is managed by separate security wing with a security guard. None of security issues with regard to girl students occurred in the campus.
- The College has 02 girls hostels including a separate Guest House for Alumnae. These hostels housed more than 150 girl students in the campus. Provision of ladies hostel helped girls' students from rural students pursue their education comfortably.



- Girl hostels are well equipped with basic facilities CCTV, Security and solar water heaters and sanitary pads disposal machines.
- The institution offers full support in implementing all equity initiatives of the government (for eg. special scholarship for Girls Child, Distribution of free Scooty and laptops for bright students, hostel mess dues relaxation of girls etc.)
- Regular health and hygiene programme are being conducted for the benefits of students.
- Hostel is provided with Wi-Fi facility.
- A Strong Prevention of Sexual Harassment Unit is established for the benefit of girls in the campus.
- Gender specific annual budget is prepared by the Administration of the College. This financial grant has helped to start gender sensitive programme in the campus.
- A day care centre was established. This centre is helping employed women in caring their babies during office hours.
- A Centre for Women studies was established in the campus in the year 2022. At present this department is also offering add on Certificate course in Women's Studies.
- Women's College, Tinsukia has made a provision for women representation in all the committees formulated on different occasions.
- All the roads of girl's hostel are provided with street light facility.
- A basic Health centre is available to girl students.
- Availability of ambulance service is also provided in the campus.
- There is regular Yoga session specially for girls in each morning, where a trained teacher comes to teach Yoga to our students.

## 6. Profile of Gender Composition

The table below provides information about percentage-wise representation of women in various decision making bodies/student support services of the College from 2016-17 to 2021-2022.

**Table 1: Women's representation in Decision-Making Bodies**  
(2021-2022)

Designation/Position	Women strength out of total strength	% of women representation
<b>Governing Body</b>	05 out of 13	<b>38</b>
<b>Internal Quality Assurance Cell</b>	11 out of 18	<b>61</b>
<b>Code of Conduct Committee</b>	03 out of 07	<b>43</b>
<b>Canteen Management Committee</b>	03 out of 04	<b>75</b>
<b>Anti-Ragging Cell</b>	05 out of 09	<b>56</b>
<b>Academic Committee</b>	08 out of 16	<b>50</b>
<b>Women Studies and Development Cell</b>	21 out of 33	<b>64</b>
<b>(Supervising Committee) Student Support Services</b>	05 out of 07	<b>71</b>
<b>Academic Performance Monitoring and Counseling Cell</b>	04 out of 08	<b>50</b>



<b>Internal Complaint Committee</b>	07 out of 08	<b>88</b>
<b>Sexual Harassment Prevention Cell</b>	08 out of 10	<b>80</b>
<b>Career Counselling and Placement Cell</b>	05 out of 07	<b>71</b>
<b>Grievance Redressal Committee</b>	07 out of 13	<b>54</b>
<b>Gender Champion</b>	05 out of 05	<b>100</b>

## 7. Male-Female ratio (2021-22):

### (a) Teaching Staff:

Type of Appointment	Total	Male	Female	% of Female Teacher
Sanctioned	32	12	20	63
Full-Timer (Sanctioned & Non-sanctioned)	46	14	32	70

### (b) Non-Teaching Staff (2021-22):

Type of Appointment	Total	Male	Female	% of Female staff
Sanctioned	09	08	01	11
Non-sanctioned Staff	19	07	12	63

## 8. Women Representation in Academic Affairs (2017-2022)

Information provided in the Table 2 is about number of women faculties working in the College.

**Table 2: Number of Female Teachers**

Designation	2017-2018	
	No. of Female Teachers	% Female Teachers to All Teachers
Assistant Professor	17	70.83
Associate Professor	07	58.33

Designation	2018-2019	
	No. of Female Teachers	% Female Teachers to All Teachers
Assistant Professor	17	70.83
Associate Professor	05	50

Designation	2019-2020	
	No. of Female Teachers	% Female Teachers to All Teachers



Assistant Professor	19	65.52
Associate Professor	05	50

Designation	2020-2021	
	No. of Female Teachers	% Female Teachers to All Teachers
Assistant Professor	23	67.65
Associate Professor	04	50

Designation	2021-2022		
	Total	No. of Female Teachers	% Female Teachers to All Teachers
Assistant Professor	38	28	73.68
Associate Professor	8	04	50

### 9. Details of Gender Specific Budget Allocation:

Sl. No.	Major Heads	Budget allocation (in Rs.)
<b>2021-2022</b>		
1	International Women's Day	8000.00
2	National Girl Child Day	12000.00
3	Women Studies and Development Cell	20000.00
4	Centre for Women Studies.	30000.00
5	Programs on Gender Sensitization	15000.00
6	Field Work	80000.00
7	Day Care Centre	10000.00
8	Sanitary Napkins	3000.00
9	Medical & Healthcare	70000.00
10	Supply of Milk to the Girls Hostel	10000.00
Total		2,58,000.00



### 10.MPhil/ PhDs/ Other Research carried on Gender Issues in the University

Sl. No	Name of the Department	Name of the Research Scholar	Year of Award	Title of the Thesis
1	Assamese	Karabi Baruah (MPhil)	2004	Women in the Short Stories of Assamese Writers of the Post-Independence Period(Based on Selected Works of selected writers)
2	Education	Nabanita Deka (PhD)	2013	Job Satisfaction and Motivation among Women Employees in the Corporate Sector- A Case Study of Oil India Limited
3	Political Science	Sujit Kumar Sonowal (MPhil)	2015	Political Empowerment of Women with special reference to Grassroot Politics of Dibrugarh District
4	Political Science	Dr. Tanushree Sarker (MRP, UGC)	2017	Project title: Political Awareness among the Moran Community of Assam
5	Economics	Surabi Dutta (PhD)	2020	Food and Nutritional Security among Women and Children of Assam
6	English	Priti Das (PhD)	2022	Traditional Women Versus New Women in the Novels of Shobha De

### 11.Gender Component in various Under Graduate Courses

Department	Course	Outcome
English	C11 (Women's Writing)	This course mainly aims at addressing issues related to women. The learners will be able to understand gender related issues as well as status of women in the society since ages.
Philosophy	DSE II (Philosophy of Feminism)	This paper aims at introducing feminism as a movement and to develop an understanding of women's rights on the grounds of equality of the sexes
Political Science	GE (4 Courses) Nationalism in India(GE1), Feminism: Theory and Practice (GE-2), Understanding Ambedkar (GE-3) And United Nations and	Students are acquainted with the struggle of Indian people against colonialism, theory and practice of feminism, gendered analysis of Indian society, Ambedkar's philosophical contributions towards Indian economy, class question, ideas on politics like state, democracy etc. and introduction to the most important multilateral political organizations in international



	Global Conflicts(GE-4)	relations along with the UN and its specialized agencies.
Education	C13 (Emerging Trends in Indian Education)	The need of constitutional provisions for education, the challenges of Indian education at different levels and suggest measures to overcome these. The new perspectives of education such as Environmental education, Inclusive education, Gender education, Inclusive education, Adult education, Human right education, Value education, population education etc.

## 12. Women Achievers of the College

2017-2018 (National Level)				
1	Bronze Medal in Senior National Fencing Championship	Individual	Sports	Indira Changmai
2	Represented Annual NCC Camp And The Prime Minister's Rally At New Delhi	Individual	Sports	Mitale Boruah
2018-2019 (National Level)				
1	Bronze Medal Senior 52 Kg Wushu Competition	Individual	Sports	Bhagyashree Borphukon
2020-2021 (National Level)				
1	1st Position In Mindshare,, NSS,UP	Individual	Literary	Ankita Kar
2021-2022 (National Level)				
1	Bronze Medal 32ndSenior National Fencing Championship, 2022	Team	Sports	Deepa Joshi
2	Certificate Of Appreciation Represented AssamIn National Youth Parliament, 2022	Individual	Literary	Avantika Routh

## 13. Institutional Mechanism for Gender Equity

Women's College, Tinsukia has following Centres/Cells in operations that are in coherence with the gender equity policy of the college and work in tandem with the administration for gender equality.

1. Centre for Women's Studies
2. Day Care Centre cum Rest Room is in operation for taking care of children of below 3 years of age) of women employees of the college. The restroom facility is provided to women employees for rest at the time of their Mensuration Period.



#### 14. Committee/ Cells exclusively meant for ensuring welfare of women in the College:

1. Internal Complaint Committee [a Special Cell for Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students (As per UGC)].
2. Centre for Women' Studies
3. Women's Study & Development Cell.
4. Anti-Ragging Committee
5. Supervising Committee (Student Support Services)
6. Sexual Harassment Prevention Cell
7. Grievance Redressal Cell
8. Gender Champion

#### 15. Gender Sensitization Programmes conducted in the College

Sl. No	Name of Event	Date
1	Sensitization Programme on Implementation of Sexual Harassment of Women at Workplace	09.12.2022
3	One Day Workshop on Women and Legal Rights	01.11.2022
4	National Unity Day	31.10.2022
5	Seminar on Nutritional Needs of Adolescent Girls	28.09.2022
8	Awareness Programme on Women Heart care	23.02.2022
9	National Girl Child	24.01.2022
11	Awareness Rally on Violence Against Women	06.12.2021
12	National Unity Day	31.10.2021
13	Inauguration of Public Toilet for Ladies	07.07.2021
17	Lecture on "Prospect of Women Entrepreneurship Development in Assam"	07.11.2020
20	Legal Awareness Programme in Adopted Village specifically for Women	08.03.2020
22	National Unity Day	31.10.2019
24	Observation of Menstrual Hygiene Week	25.05.2019
25	Menstrual Hygiene Week	21.05.2019
27	Breast Cancer and Survival Awareness Rally	08.03.2019
28	Shilpi Divas	17.01.2019
29	National Unity Day	31.10.2018
32	Awareness Programme on Laws relating to Women and Child	24.03.2018
34	National Unity Day	31.10.2017
35	Health Awareness Programme	09.09.2017

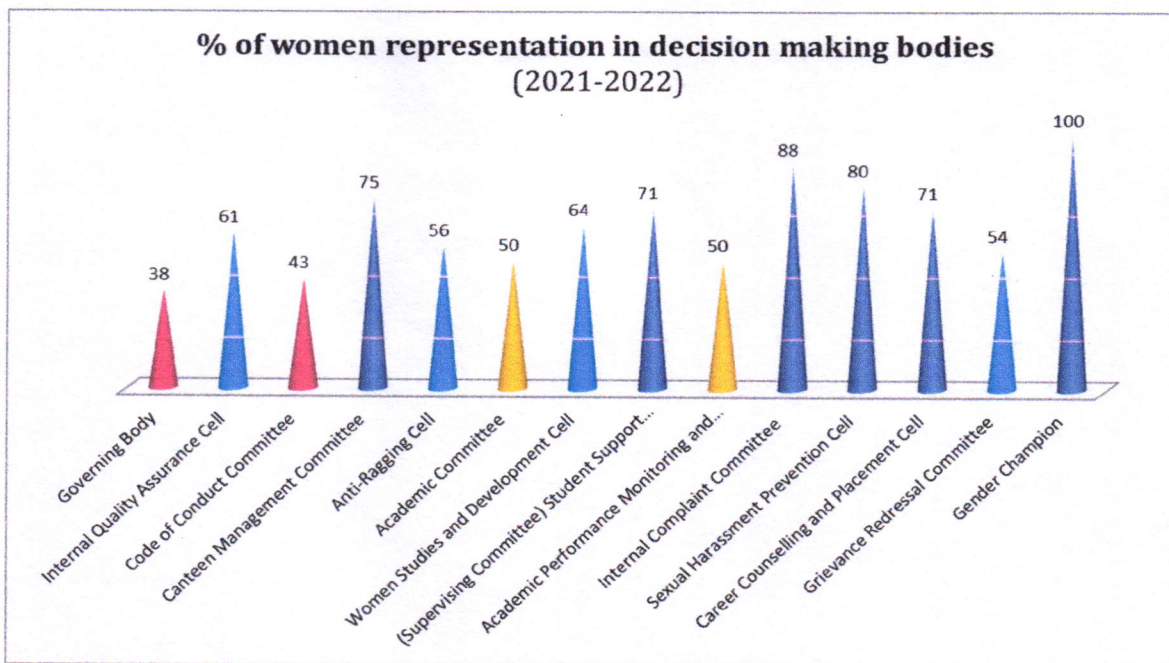


## 16. OBSERVATIONS AND RECOMMENDATIONS

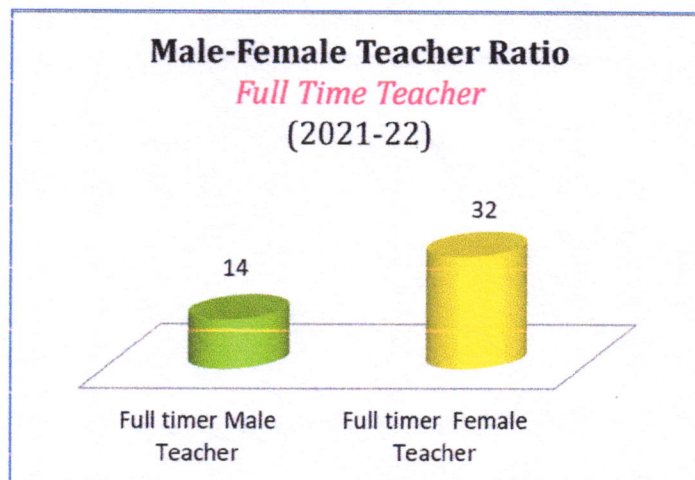
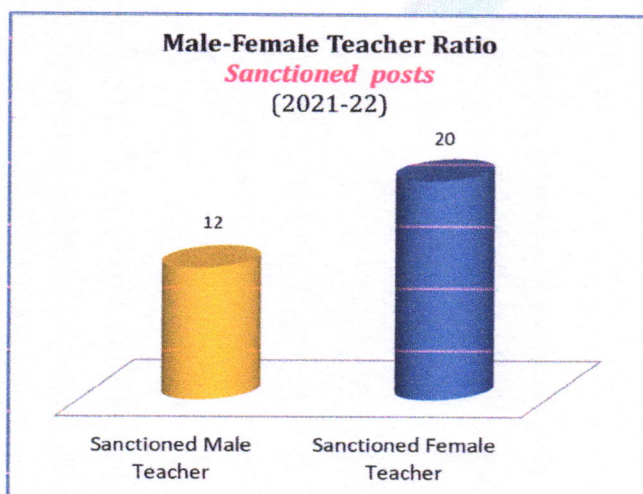
### 14.1: OBSERVATIONS:

1. Women's College, Tinsukia is a premier institution of Higher Education for girls. Established way back in 1966, the college offers Undergraduate programs in Arts, Commerce and B.B.A. under the Dibrugarh University.
2. Established at the heart of the town Tinsukia (P.O. Tinsukia, Dist: Tinsukia, PIN: 786125, Assam), the college is equipped with modern infrastructure and a very robust IT facility for students. ICT enabled classrooms, lecture halls, Laboratories, computer facilities and good number of Add-on skill based courses that the college has been providing to its students.
3. The college has a very strong academic background and their academic results are enviable to one and all in this field.
4. Being a scattered campus is one safety and security concern for its family members, especially for the girl students and women employees. However, the college authority has been putting on sincere efforts to ensure safety and security of its stakeholders. Measures taken in this regards are:
  - (a) Entire campus has been put under CCTV surveillance.
  - (b) There are security personnel (ladies and gents) at different sections of the college.
  - (c) There is one Campus Warden (lady) and one female attendant to look after the girls and their needs.
  - (d) All the cleaning staff (engaged in cleaning of washrooms/ classrooms etc.) are female members.
  - (e) There is strong electricity backup system to ensure uninterrupted power supply.
  - (f) In the Hostel all cooks and other support staff are female.
  - (g) The Ambulance has been found in good running condition and a trained Gr-IV staff has been given the responsibility to drive it at the time of need.
5. It has been found that there are some gender specific Infrastructure and other facilities meant especially for girls.
6. Male-Female ratio has been properly maintained in almost all decision making bodies with majority of female representation.

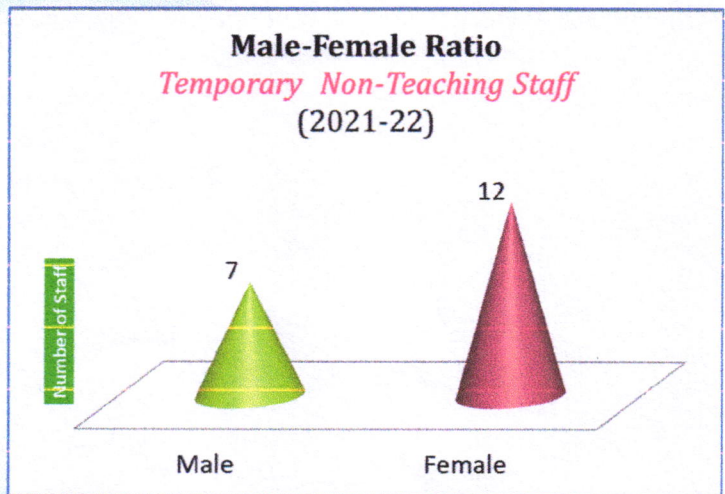
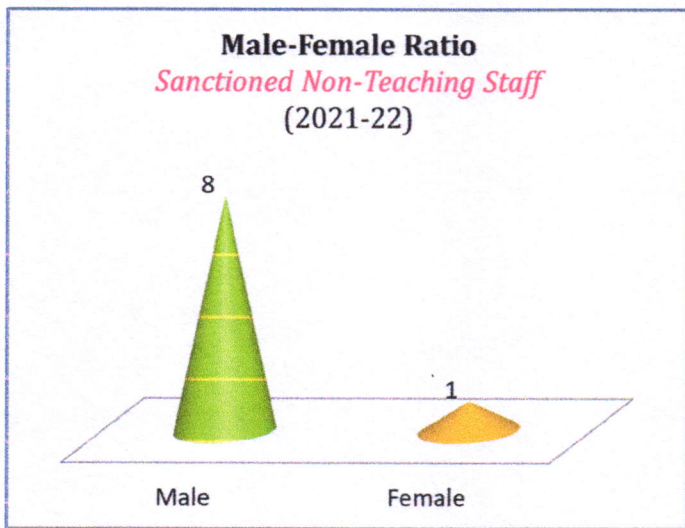




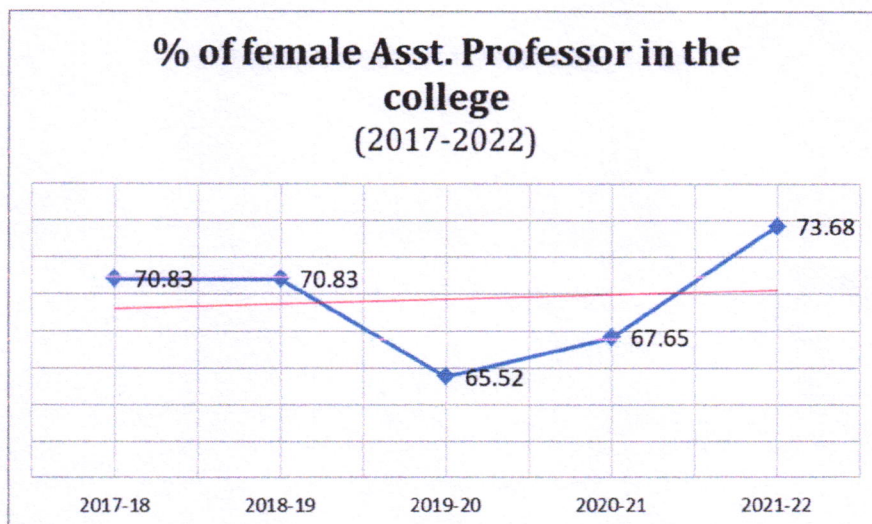
7. There is a good representation of women in both teaching and non-teaching jobs.





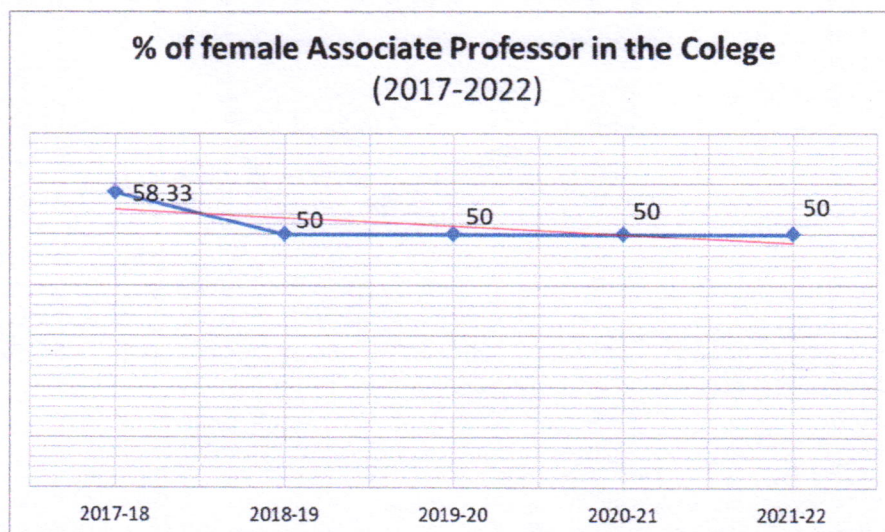


8. The percentage of female Assistant Professors shows a slight growth over the period of five years (2017-22), as can be seen from the Trend line (red):





However, the percentage of female Associate Professors shows a slight decline over the same period (the red trend line below):



9. The Administration seems to be responsive towards the special needs of women members of the college. It has a well stated Gender Equity Policy, with special privilege status for women and many equity initiatives towards women.

10. The College has maintained special provision for gender related initiatives/ programs in its annual budget, which is encouraging.

14.2: RECOMMENDATIONS:

- More gender sensitization programs should be organized in days to come.
- There should be more lady security staff in the campus.
- The College should be shifted to its new campus where there is scope for creating a secured single campus.
- There should be more initiatives from its Centre for Women Studies.
- There should be more sport facilities for girls.

Auditor's Signature: *Ashima Borah*

Date: 21-03-2023

Auditor's Name: Mrs. Ashima Borah

Place: Tinsukia

Retd. Associate Professor, Dept. of Education  
Women's College, Tinsukia, P.O. Tinsukia-786125, Assam

Retd. Associate Professor  
Women's College, Tinsukia



# CERTIFICATE OF AUDIT

ISSUED TO

**WOMEN'S COLLEGE, TINSUKIA  
RANGAGARA ROAD, P.O.: TINSUKIA-786125, ASSAM**

## GENDER AUDIT CERTIFICATE

This is to certify that the Gender Audit of Women's College, Tinsukia has been successfully done for the period 2017 – 2022. Some of the key parameters incorporated in the Audit have been:

- Gender Equity Policy
- Gender Specific Infrastructure
- Gender Representation in various Bodies/ Committees/ Cells.
- Institutional Mechanism for Gender Equity.

Sincere efforts of the institution to maintain and promote gender equality and equity have been found to be satisfactory.

Issued on: 21-03-2023

Valid till: 20-03-2024

Place: Tinsukia

**Auditor's Signature:** *Ashima Borah*

**Auditor's Name:** Mrs. Ashima Borah

Retd. Associate Professor, Dept. of Education

Women's College, Tinsukia - 786125, Assam

**Retd. Associate Professor  
Women's College, Tinsukia**