



Gender Audit 2022-2023
PRAMATHESH BARUA COLLEGE

Gauripur, Dist: Dhubri, Assam, PIN: 783331

CONTENT

1. Gender Audit: An Introduction:

- (i) Introduction of the Institution
- (ii) What is Gender Audit
- (iii) Constitution of Gender Audit Committee
- (iv) Objectives of the Audit Exercise
- (v) Gender Audit Methods

2. Gender-wise Distribution of Staff

- (i) Gender Balance within the Institution
 - Table: 2.1- Gender-wise details of Total Students of the college
 - Table 2.2- Gender-wise details of Total Teaching Faculties in the college
 - Table 2.3 Gender-wise details of Total Non-Teaching Staff in the college

3. Gender Sensitization Initiatives:

- (i) Gender Balance within the Institution
- (ii) Gender Sensitization Initiatives
- (iii) Number of Gender Equity Promotion programs

4. Summary and Conclusion:



Gender Audit: An Introduction

A. Introduction of the Institution

P.B. College began its noble journey way back in the year 1964. The College is affiliated to Gauhati University and is recognized by the University Grants Commission under Section 2(f) and 12[B] and also Re-accredited by the National Accreditation and Assessment Council (NAAC), Bangalore. The College offers full-fledged three years Government-aided degree courses namely B.A. (Assamese, Arabic, Bengali, English, Economics, Political Science, Hindi, History, Philosophy and Sanskrit), B.Com (Accountancy, Finance and Management). The college is a recognized education hub in the area of Gauripur and attracts students from far flung areas. Being the sole college offering B.Com, the college continues to attract a large number of students. The number of the students of the college is steadily increasing with around 2500 students being enrolled every year. The number of girl students is also steadily increasing which shows the college's role in facilitating female education.

The College prides itself by possessing a reared instinct of having a highly qualified, dedicated and enthusiastic staff with doctorates constituting a half while a quarter as M.Phil qualified. In addition to conventional teaching, more stress is laid on imbibing moral and ethical characters, career planning and guidance, sports and co-curricular activities such as NCC, NSS and Sports. The college also strives to impart awareness to students on various socio-political issues. The participation of girl students in all these activities is more than 50% and the college works towards encouraging female students to participate whole heartedly.

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 access 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 frame work. 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.

C. Constitution of Gender Audit Committee

Sl. No	Name	Designation	Institution
1.	Dr Kalyan Das	Chairperson	Principal, Pramathesh Barua College
2.	Dr. Fariduddin Ahmed	External Evaluator	Principal, Hathidura College
3.	Mrs. Iramoni Borah	External Member	Chairperson, Sarva Siksha Abhiyan, Dhubri, Assam
4.	Mrs. Jahanara Hussain	External Member	Chairperson, Nagar Anchalik Mahila Samity, Gauripur, Dhubri, Assam
5.	Dubori Dolisa Choudhury	Internal Member	Associate Professor, Dept of History, Pramathesh Barua College
6.	Dr. Akhtarul Islam	Internal Member	Associate Professor, Dept of Assamese, Pramathesh Barua College
7.	Dr. Gopal Ch. Barman	IQAC Co-ordinator, Pramathesh Barua College	Associate Professor, dept. of English, Pramathesh Barua College
8.	Parvin Sultana	Internal Member	Assistant Professor, Dept of Political Science, Pramathesh Barua College




The Gender Audit undertaken by the IQAC, Pramathesh Barua College, Gauripur along with external and internal Committee Members. External Committee Members along with Chairperson and IQAC Co-ordinator aimed to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

D. 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 Internal Complaints Committee
- There shall not be any kind of discrimination on the basis of gender.
- Measures should be taken to develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Over all 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.
- A certified consultant to be invited to take care of personal development and confidence building among students.
- Organizing programs to build confidence and instill 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 in terms of representation.
 - c) To reflect and etch out a road map for gender action.

E. 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: It means the initiatives in which the leadership within the college at different levels use their branches 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 behave and what behaviors are rewarded.

1. Gender Sensitivity in the Campus

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 outdated 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:

- 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. The toilets are clean and have all round access to water.

- There is a well lit Girls Common Room provided on the Ground Floor of the main building.
- There are CCTV monitoring devices installed at different locations within the campus especially within the Library and major gates.
- There is a Women's Cell that conducts Gender Sensitization programmes regularly for the students.

2. 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. This results in lesser capability among women which in turn produces a snow ball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of P.B. 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.

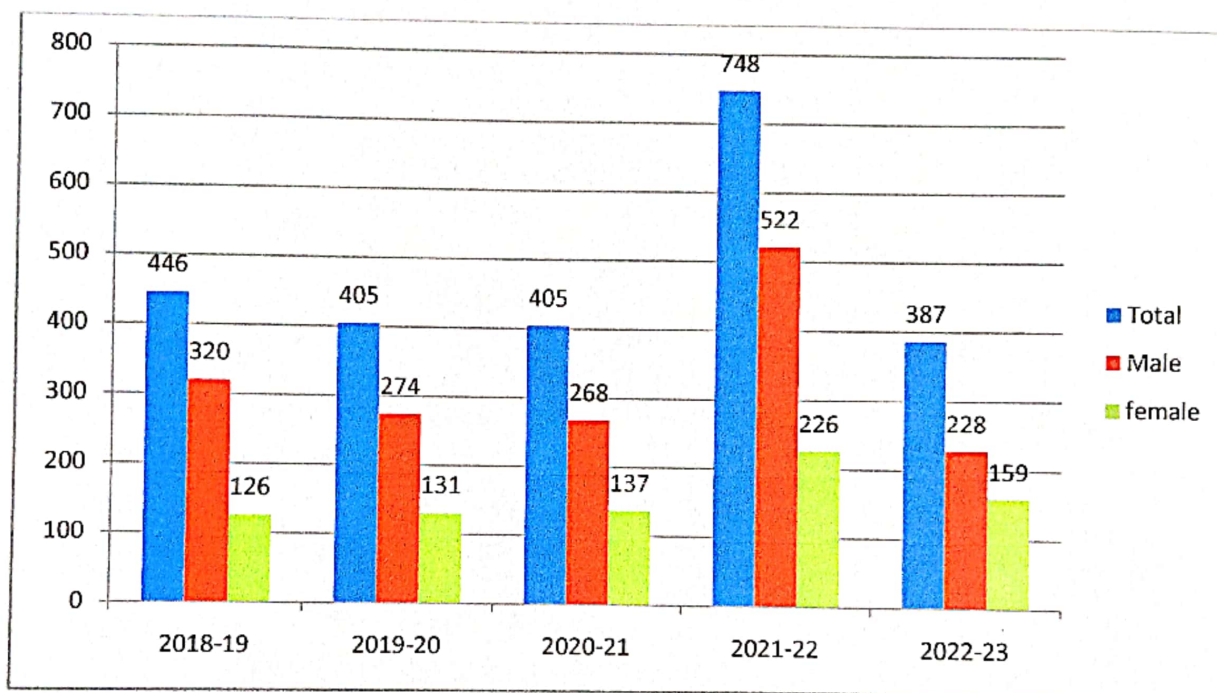
The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The NCC unit for boys and girls is meticulously developing their character and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. Lectures were held on women safety, providing a gender just society and awareness on women's health especially on early detection of breast cancer. The Grievance Redressal Cell and later the Internal Complaints Committee saw to it that no cases of sexual harassment took place in the campus. In case of such harassments, it should be ensured that the perpetrator is held accountable for his action.

A detailed analysis of the gender based distribution and representation in various fields of the college is as follows:



Table 2.1: Gender wise details of students in the college

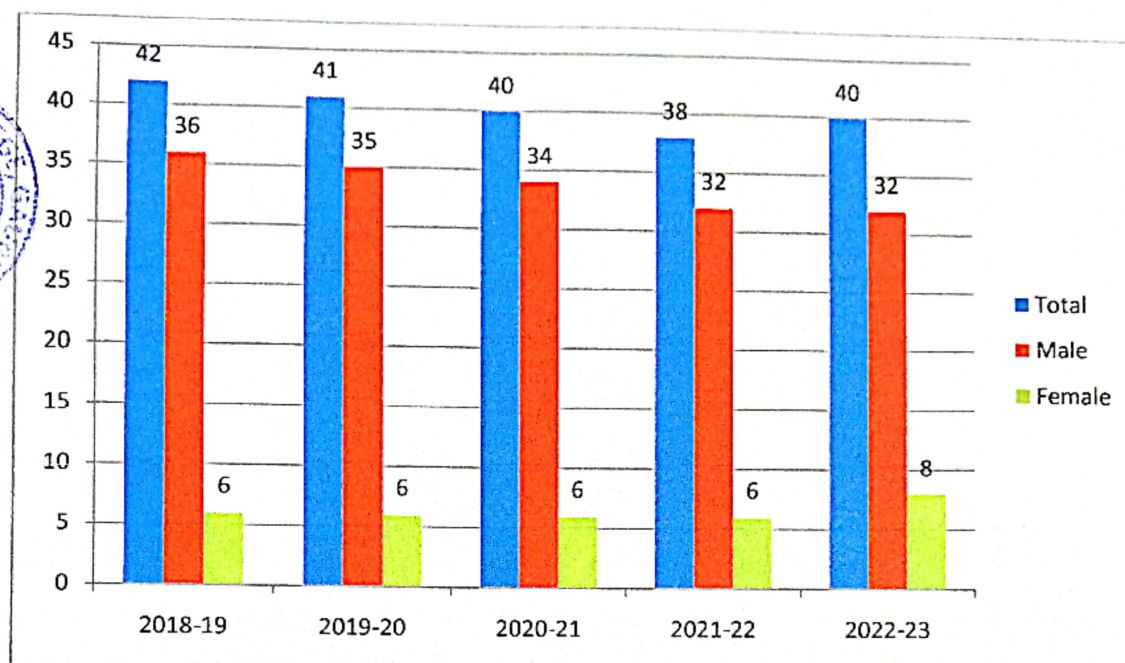
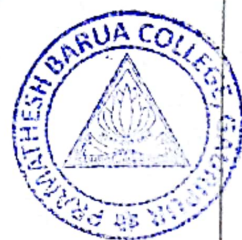
Sl. No	Year	Total	Male	Female	% of Male	% of Female
1.	2018-19	446	320	126	71.7	28.2
2.	2019-20	405	274	131	67.6	32.3
3.	2020-21	405	268	137	66.1	33.8
4.	2021-22	748	522	226	69.7	30.2
5.	2022-23	387	228	159	69.7	41



The above chart shows that the number of female students of the college is steadily increasing both in terms of absolute numbers and percentage. The female students of the vicinity are choosing the college as their destination for higher education. In the year 2022-23, the percentage of female students was 41% and the college can work towards bringing this percentage up.

Table 2.2: Gender wise distribution of Teaching Staff in the College

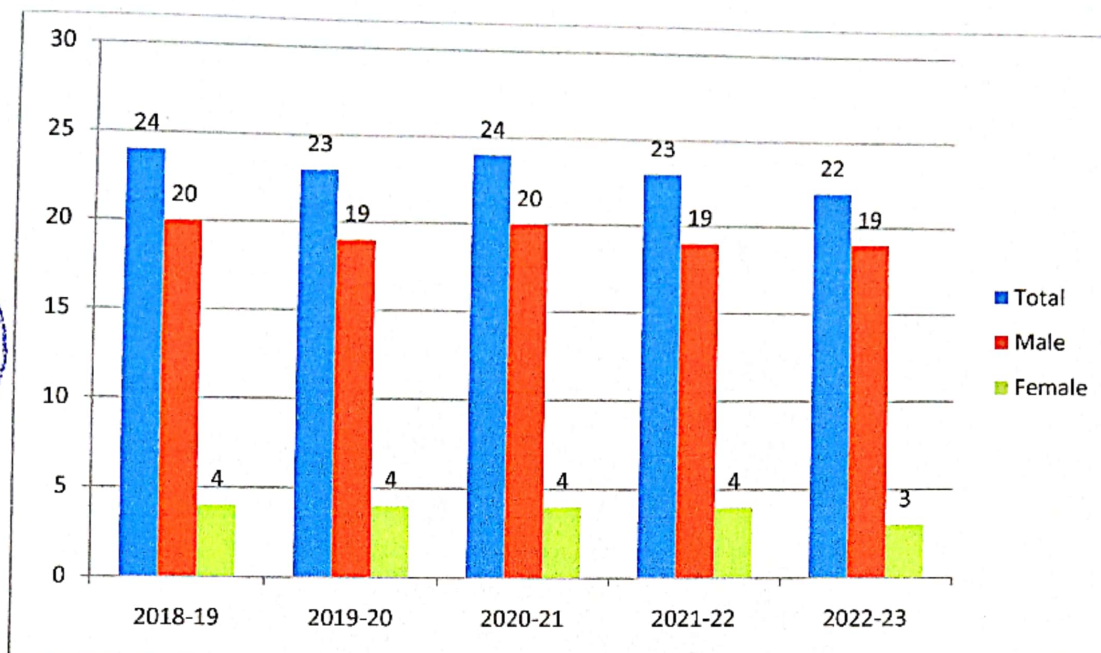
Sl. No	Year	Total	Male	Female	% of M	% of F
1.	2018-19	42	36	06	85.7	14.2
2.	2019-20	41	35	06	85.3	14.6
3..	2020-21	40	34	06	85	15
4.	2021-22	38	32	06	84.2	15.7
5.	2022-23	40	32	08	80	20



The representation of female in teaching staff is low. For the first four years of the period of evaluation, women faculty members consisted of only 15% of the total teaching staff. It was only in the last year that the percentage of women teachers increased to 20%.

Table 2.3: Gender wise distribution of Non teaching staff in the college

Sl. No	Year	Total	Male	Female	% of M	% of F
1.	2018-19	24	20	4	83.3	16.6
2.	2019-20	23	19	4	82.6	17.3
3.	2020-21	24	20	4	83.3	16.6
4.	2021-22	23	19	4	82.6	17.3
5.	2022-23	22	19	3	86.3	13.6



The representation of women among the non-teaching staff is low. Retirement of employees have further brought it down. The college should work towards increasing the representation of women in non-teaching staff.

The college provides the following facilities to the female students:

1. **Separate Girls Common Room:** The College has a proper girls common room which is well lit and has access to drinking water. It has adequate tables and benches where students can sit during breaks.
2. **Girls Washroom:** The girls have adequate number of girls washroom which has running water. The washrooms are cleaned on a regular basis and maintained properly.
3. **Drinking Water:** There is a water cooler just opposite the girls common room to provide them access to drinking water at all times.
4. **Sanitary Pad Dispenser:** There is a sanitary pad dispenser in the Girls' Common Room so that students can access sanitary pads at times of emergency. A female teacher along with the student volunteer is given the responsibility to ensure that the dispenser is refilled regularly.

Along with these, the college has a number of committees to see to it that no girls face any kind of harassment. The following committees work actively in this regard:



1. Anti Ragging Committee: 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. The college also takes undertaking from students during admission stating that they will not indulge in any kind of activities related to ragging. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. Acknowledging that female students are more vulnerable to ragging, it is ensured that the teachers in the committee are accessible to the female students. The students in distress owing to ragging related incidents can approach the Committee. The Committee has adequate representation from women faculty members. The Principal of the College is the Chairperson of the Anti-Ragging Committee.


2. Women's Cell: The college also has a Women's Cell which works for the all round development of girls students. The Cell comprises of the female faculty members of the college and organizes various programs to make female students aware of their rights.

3. Internal Complaints Committee: The College had a Grievance Redressal Cell which was later replaced by a newly formed Internal Complaints Committee. The ICC was formed keeping in line with the government recommendations. The Committee was constituted as follows:

1. Smt. Dubori Dolisa Choudhury	
Associate Professor, Department of History	Presiding Officer
2. Smt. Parvin Sultana	
Assistant Professor, Department of Political Science	Convenor
3. Smt. Shilpee Roy	
Associate Professor, Department of Bengali	Member
4. Dr. Jyotsna Devi	
Assistant Professor, Department of Assamese	Member
5. Smt. Mehzebabeen Sultana	
Assistant Professor, Department of Economics	Member
6. Dr. Jafar Wajeb	
Associate Professor, Department of Bengali	Member
7. Dr. Gopal Chandra Barman	
Assistant Professor, Department of English	Member
8. Dr. Akhtarul Islam	
Associate Professor, Department of Assamese	Member
9. Sri Diganta Biswas	
Assistant Professor, Department of Accountancy	Member
10. Rituparna Guha, Advocate	External Member

The ICC organizes awareness programs from time to time and also looks at complaints made by students. The ICC after detailed deliberations suggests the Principal on how to

address a complaint. Since its formation the ICC has received three written complaints by students and all the problems have been sorted out following due process of the committee. Over the years the college organized the following gender sensitization related programs:



Sl. No	Title of the Program	Date	Additional Information
1.	Quiz on Gender Related Issues	11.11.2019	Organised by the Women's Cell
2.	Awareness Programme on Breast Cancer	17.10.2019	Organised in collaboration with an NGO Rodali
3.	Awareness Programme on Challenges that women face	08.03.2020	Organised in collaboration with 48 th CRPF Batallion
4.	Wall magazine on Gender	11.03.2020	Wall magazine was prepared by the students of Political science
5.	Awareness Program on Human Trafficking on the occasion of National Human Trafficking Day	11.01.2021	Awareness on laws against human trafficking
6.	Awareness Program on Legal Rights of Women	08.12.2021	Organised in collaboration with the District Legal Services Authority
7.	Newsletter on Gender	08.03.2022	Published by the Department of Political Science
8.	Debate on Child Marriage	09.03.2023	Organised by the Department of Political Science
9.	Workshop on Mental Health of Adolescents and Girl Students	28.03.2023	Camp organized by the NSS Unit of the College

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 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). 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 with due self-respect.

We find that student's numbers particularly girls' strength is increasing over the years which is a positive sign. It shows that female students are choosing the college as their destination for higher education. 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. In our institute we found that among regular teaching staff the strength of females is slowly increasing over the years. However, the female representation in non teaching staff is low.

B. Conclusion:

The analysis shows that gender equity goals and objectives are included in most of 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 set up. 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 will continue to provide a free fair and gender just campus to students across generations.

C. Recommendations:

In the coming years, we recommend the college to:

- Increase the representation of women in teaching and non-teaching staff.
- 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.
- Introduce self-employment training in different subjects.
- Hold awareness programs on menstrual hygiene and mental health issues of women.



• Encourage more female students to take up entrepreneurial activities to achieve self dependence.

(Dr Kalyan Das)
Chairperson & Principal,
Pramathesh Barua College
Principal
P.B. College, Gauripur

(IRAMONI BORAH)

(Mrs. Iramoni Borah)
External Evaluator
Chairperson
Sanghamitra Mahila S.S. Ltd.
Dhubri, Assam

(Dr. Fariduddin Ahmed)
External Evaluator
Principal, Hathidura College
Principal
Hatidhura College, Hatidhura

(Mrs. Jahanara Hussain)
External Evaluator &
Chairperson
Nagar Anchalik Mahila Samity
Gauripur, Dhubri, Assam

7.1.1 The College has organized the following programmes on gender and gender related sensitization over the years.

1. Participation in Inter-College Debate Competition

On 19th August, 2018 our students were taken to participate in a debate on the topic “Lack of Education is a Stumbling Block to Women’s Empowerment”. The debate initiated a discussion around various challenges for women’s empowerment and how education works as a multiplier for empowering women.



2. Quiz on Gender

P B College faculty members have worked relentlessly towards inculcating gender sensitization amongst students through various programs. A quiz on gender related issues was organized by the Women’s Cell of P B College on 11th November, 2019. It focused on the famous female literary and cultural personalities of Gauripur as well as Assam. The quiz focused on the various aspects of their lives and works and familiarized the students with their works.



3. Awareness Programme on Breast Cancer

P B College collaborated with the NGO Rodali which works with cancer patients and organized an awareness program on breast cancer to teach students about early detection of cancer on 17.10.2019. Dr. Jayantimala Chkaraborty from Rodali spoke on her own experience and taught students about the preliminary symptoms of cancer.



4. Women's Day Celebration

The Women's Cell in collaboration with the 48 BN CRPF and NCC organised a program on women awareness on 8th March, 2020. It focused on the various challenges that women face in different walks of life and also their contribution in various fields. The speakers laid special emphasis on the women who worked in various fields in the locality and inspired students to follow suit. The lecture was followed by an interactive session where students also shared their opinion on various gender related issues.



5. Inauguration of Wall Magazine

The department of Political Science has an active wall magazine called VoxPopuli. The wall magazine is updated at regular intervals on various themes. Keeping in line with the International Women's Day, the magazine had a theme on gender and it was inaugurated on 11th March, 2020 by the Principal I/C Hanif Talukdar. The magazine carried various features on gender in the form of poems, short write ups and pictorial presentations. The editor of this volume of VoxPopuli was Manisha Roy of 6th Semester Political Science Honours.



6. Awareness Program on Human Trafficking

On the occasion of National Human Trafficking Day, an awareness program was held 11th January, 2021 and students were told about the dangers of human trafficking.



7. District Legal Service Authority Program:

An awareness programme on Empowerment of Women through Legal Awareness and Gender Sensitization was organised by the District Legal Service Authority and Women's Cell of P B College on 08.12.2021. In this session, the District and Sessions' Judge Shri Thaneshwar Kalita delivered an important lecture on the need of legal awareness amongst women as a stepping stone to empowerment. Chief Judicial Magistrate Dewan Mubashshir Hussain delivered a lecture on the various provisions of the Vishakha Judgement which laid down the rules for countering sexual harassment of women at workplace. Along with these two speakers Panel advocates of District Legal Service Authority Advocate Mahua Das and Advocate Muktara Islam spoke about the legal procedure to be followed by women in case of harassment and the services that are provided by DLSA for free of cost. The programme was attended by a large number of students.





8. Launch of News Letter

The Department of Political Science launched its departmental newsletter TABULA RASA on the occasion of International Women's Day on 8th March, 2022. The newsletter carried writings on gender justice and women's rights by students and teachers of the Department. It was launched by MofijurRahmanJodder, the Principal in charge of the institution. The newsletter was launched in the presence of a number of faculty members as well as social activists from the locality. The newsletter carried a piece from noted author MitraPhukan who wished the students all the best for the endeavor.



9. Debate on Child Marriage

On the occasion of International Women's Day, 2023 the Department of Political Science organized a debate on the theme that ***"This House Believes that Strict Implementation of Law is the only way to prohibit Child Marriage"***. This program was organized keeping in mind the state government's decision to carry out strict implementation of the law against child marriage. A large number of students participated in the competition. The aim was to initiate a debate on child marriage amongst the students and spread awareness regarding the evils of child marriage. Participants also focused on the social causes of child marriage and how to solve the problem through long term initiatives.



10. Health camp for adolescents

A special camp of NSS was held on the health education of adolescent students with special focus on girl students.

