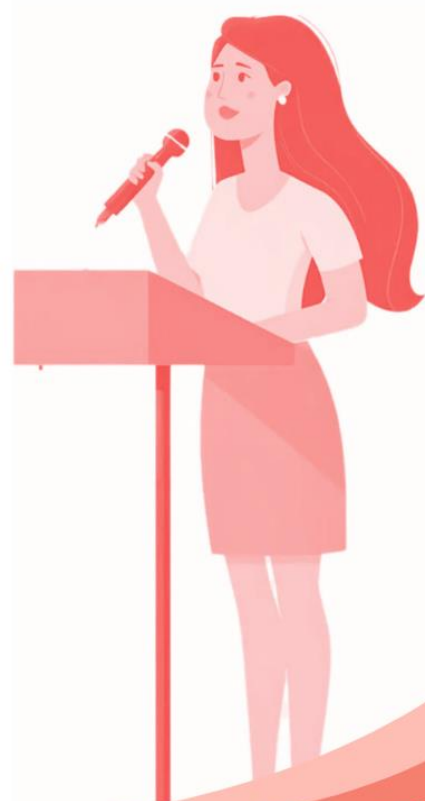
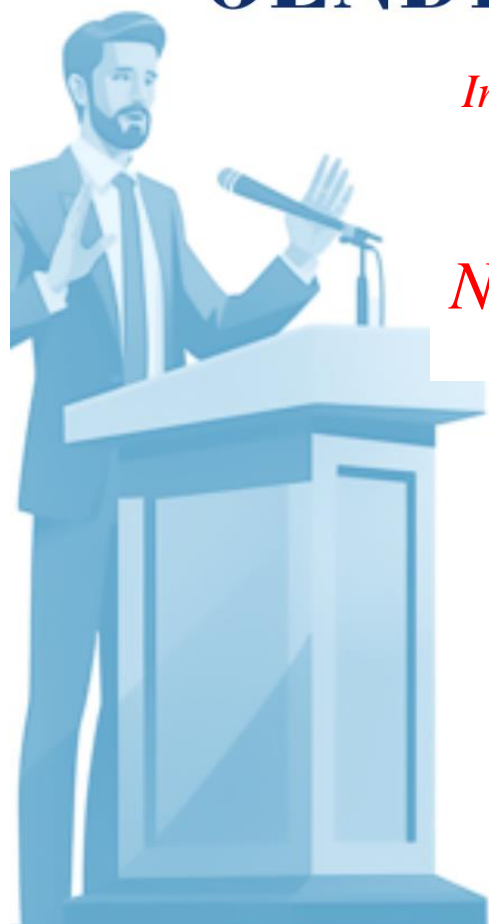


# GENDER AUDIT REPORT

*Internal Quality Assurance Cell  
(IQAC)*

*North Gauhati College*



## **Preface**

The 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 assess the impact of its current and proposed policies on gender equality. Gender equality does not necessarily mean men and women have to be treated at par in all circumstances. It implies fairness of treatment according to their respective needs. A gender audit helps in identifying the areas of gender imbalances and provide scope for mitigating the imbalances. Gender audit helps an institution in formulating strategies targeting at gender equality which will enhance the reputation of the institution. The gender audit was conducted to identify means to make our college campus safer for teachers, students, staff, visitors etc. and sharing the results with the authority of the college for implementation of the recommendations.





**DEPARTMENT OF WOMEN'S STUDIES**  
**GAUHATI UNIVERSITY**

Prof. Polly Vauqueline  
Professor

Date: 14/06/2023

**GENDER AUDIT CERTIFICATE**

This certificate is awarded to North Gauhati College, College Nagar, Abhoypur, Guwahati -31, Assam on completion of their institutional Gender Audit for the period 2017-18 to 2021-22. The audit administered by the Gender Audit Committee, North Gauhati College is found to be satisfactory.

The Report has taken into account the recommendations put forward by experts and there is still scope for enhancement in the near future.

*Polly Vauqueline*

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## I. Introduction of the institution

North Guwahati happens to be a very ancient and historical place in Assam. It is situated on the northern bank of the river Brahmaputra. It used to be the capital city of ancient Kamrup. The landmark historical battle of Saraighat, fought between the Ahoms and the Mughals, took place near this place. This place has always been blessed by pristine natural beauty, and the mighty river Brahmaputra has always been its lifeline. Apart from its rich historical past, the place also boasts of being the birthplace of many renowned scholars including Anundoram Barooah, Karmavir Nabin Chandra Bordoloi, Bolinarayan Borah, Col. Shivram Borah and many more. North Gauhati College came into being on 4th September, 1962. It was the only institution of higher education in the entire North Kamrup (old Kamrup) District during that period. It used to cater to the needs of a vast number of students in the field of higher education in this vastly populated area. The college has come a long way since then. It is now an institution with more than 2000 students. Its reach and bound has spread to newer areas, and presently, a good number of students from places like Guwahati, Rangia, Baihata and Bezera come to study in our college. The college is very well connected by roadways, (buses, trekkers etc.) as well as riverways (ferry service and ropeways). The ongoing construction of a new bridge connecting North Guwahati and Guwahati, will definitely give new dimensions to the college. The college is affiliated to Gauhati University, and has full-fledged streams of Arts and Science. Apart from that, we have also been running a B. Voc course under UGC, and programmes under IGNOU and KKHSOU. The college also offers two skill development programmes under SSRDP, Govt. of Assam. we have started the NEP in the college as per UGC guideline to enable the student to study what they prefer in their own sequence as per their interest with an aim to redefine the curriculum in keeping pace with the liberalisation and globalisation in education. Our students have been showing very good performances in the university examinations continuously. Apart from academics, many students have brought laurels to the college by way of participating in various games, sports, and socio-cultural activities. The performance of the students under the NCC and NSS units of the college is commendable. Covid-19 lockdown has extremely impacted the lives of the students and we tried to reach out to our students by conducting online classes so that they do not miss out on academics. We have done assortment of activities virtually (Webinars, Environment

day celebration, Quiz etc.) during the lockdown period receiving phenomenal response from teachers and students. The college has already completed and celebrated its Golden Jubilee in the year 2012. We have been untiringly trying to upgrade our infrastructure and other teaching learning resources with the help of all concerned organizations. Our aim is to make our college amongst the top 10 colleges of the state in all frontiers within a period of ten years.

## II. Gender Policy of North Gauhati College

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

## III. Objectives of Gender Audit.

The Gender Audit has the following objectives:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of all genders in the campus.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- 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 Discipline Committee and Internal Committee POSH for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.
- To find out the areas where gender imbalance exists and the factors behind it.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To Foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

#### Constitution of the Gender Audit Committee

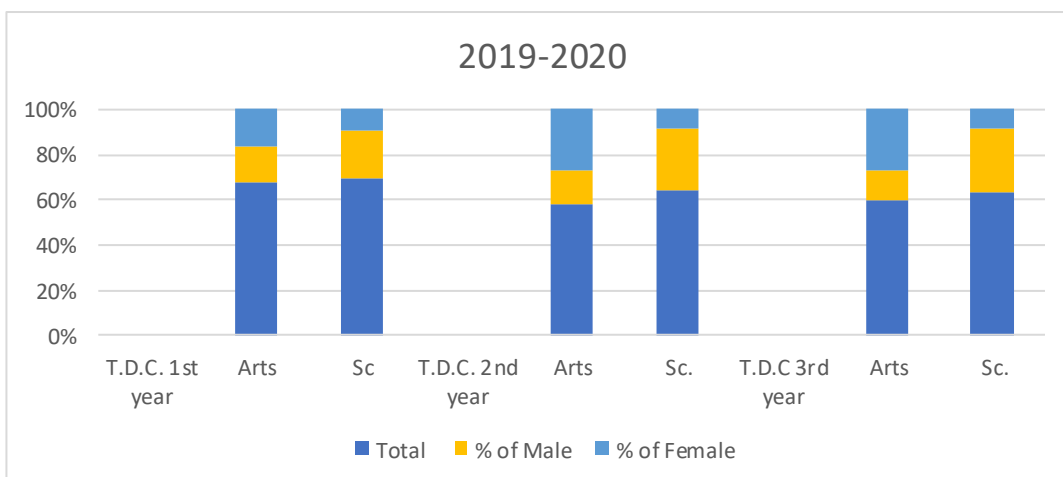
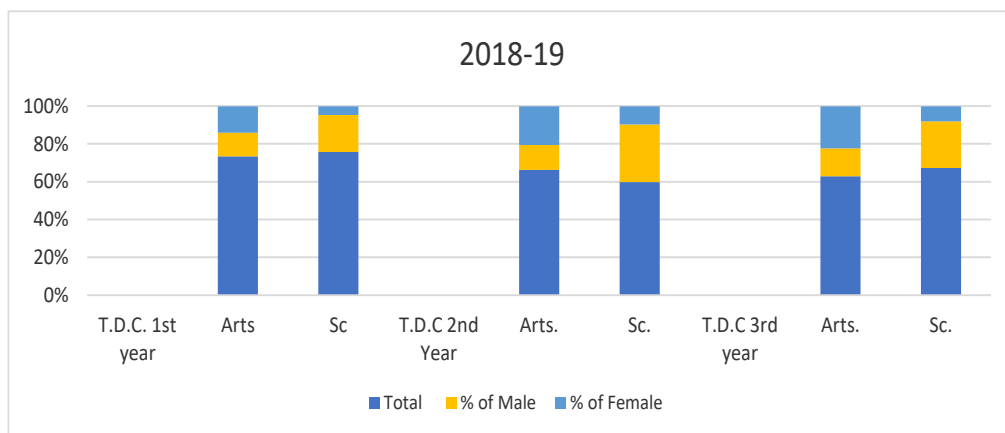
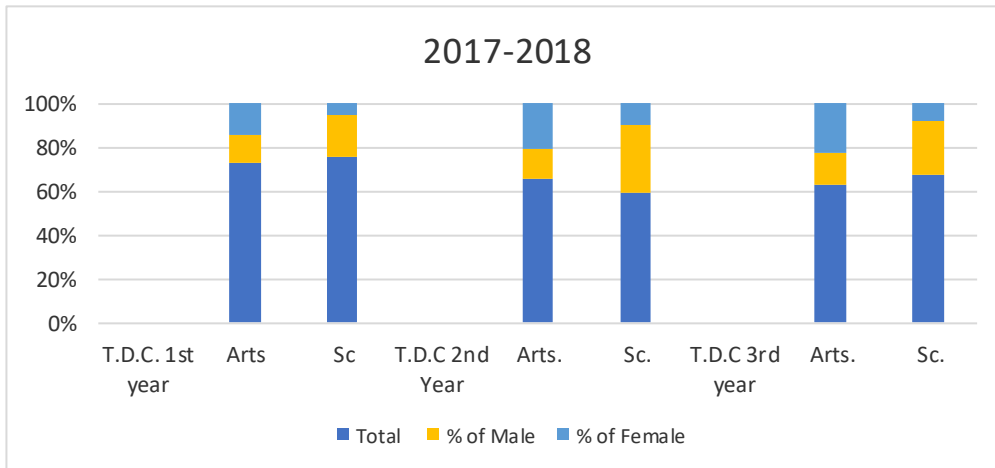
Sl. No.	Name	Designation	Institution
1	Dr. Ashima Majumdar	Convenor	North Gauhati College
2	Prof. Eeshankur Saikia	External member	Gauhati University
3	Anupam Thakuria	Member	North Gauhati College
4	Dr. Shikha Kashyap	Member	North Gauhati College
5	Dr. Sujata Deori	Member	North Gauhati College

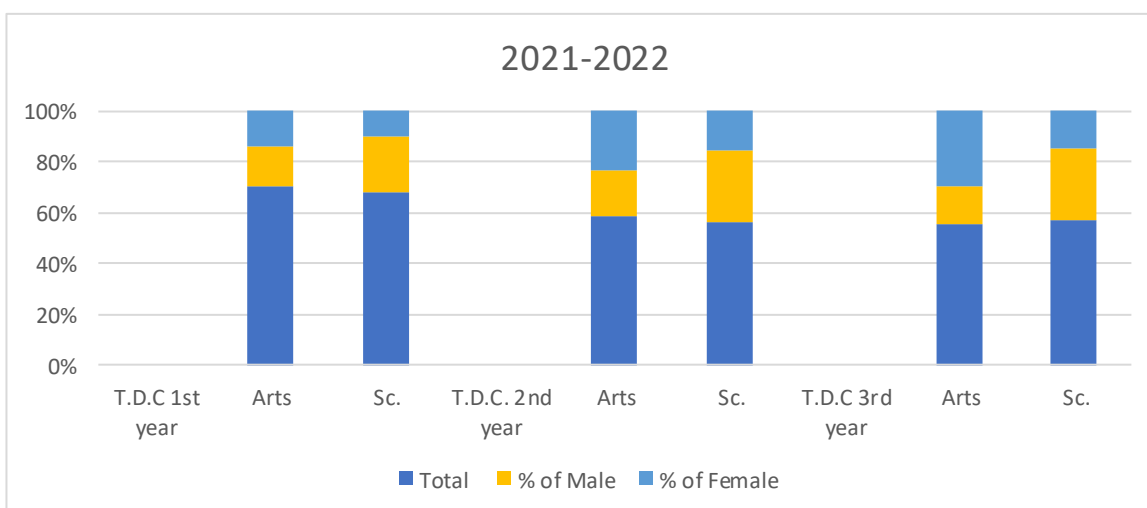
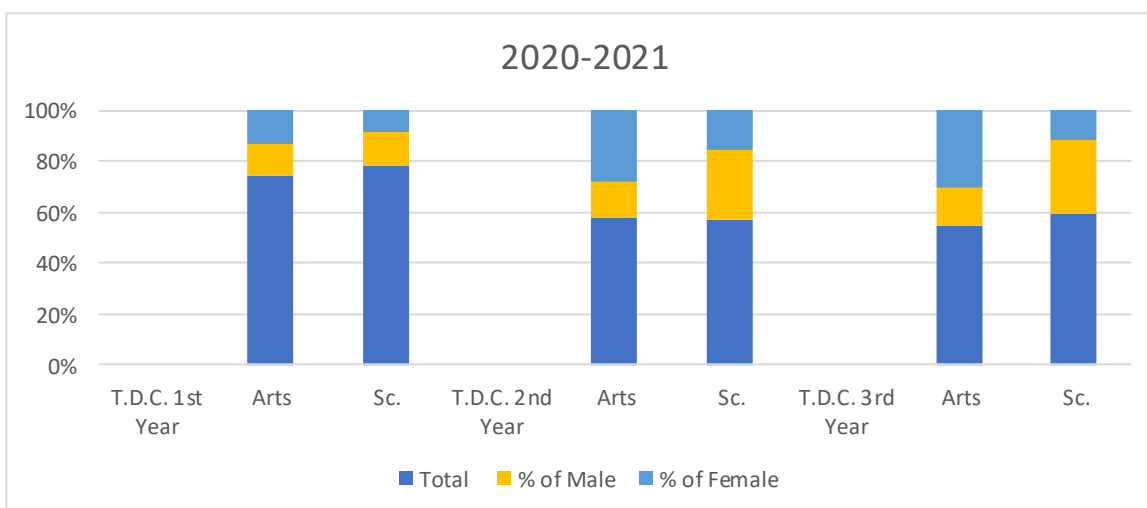
2. Gender Balance within the institution:

**I : Gender wise Details of Total Students in the College**

Table 2.1: Gender wise Details of Total Students in the College

Sl. No	Year/Stream	Total	Male	Female	% of Male	% of Female
1	<b>2017-2018</b>					
	<b><i>T.D.C. 1<sup>st</sup> year</i></b>					
	Arts	258	102	153	40	60
	Sc.	312	233	79	34	66
	<b><i>T.D.C 2<sup>nd</sup> Year</i></b>					
	Arts	192	84	108	44	56
	Sc.	252	177	75	70	30
	<b><i>T.D.C 3<sup>rd</sup> year</i></b>					
	Arts	154	121	33	79	21
	Sc.	152	53	99	35	65
2	<b>2018-2019</b>					
	<b><i>T.D.C. 1<sup>st</sup> year</i></b>					
	Arts	277	131	143	47	53
	Sc	304	241	63	79	19
	<b><i>T.D.C 2<sup>nd</sup> Year</i></b>					
	Arts.	196	76	120	39	61
	Sc.	149	48	197	76	24
	<b><i>T.D.C 3<sup>rd</sup> year</i></b>					
	Arts.	169	68	101	40	60
	Sc.	206	155	51	75	25
3	<b>2019-2020</b>					
	<b><i>T.D.C. 1<sup>st</sup> year</i></b>					
	Arts	211	106	105	50	50
	Sc	232	159	73	68	32
	<b><i>T.D.C. 2<sup>nd</sup> year</i></b>					
	Arts	140	50	90	36	64
	Sc.	175	130	45	74	22
	<b><i>T.D.C 3<sup>rd</sup> year</i></b>					
	Arts	149	50	99	34	66
	Sc.	164	122	42	74	22
4	<b>2020-2021</b>					
	<b><i>T.D.C. 1<sup>st</sup> Year</i></b>					
	Arts	289	142	147	49	51
	Sc.	371	229	142	62	38
	<b><i>T.D.C. 2<sup>nd</sup> Year</i></b>					
	Arts	136	48	88	35	65
	Sc.	134	87	47	65	35
	<b><i>T.D.C. 3<sup>rd</sup> Year</i></b>					
	Arts	123	41	82	33	67
	Sc.	148	105	43	71	29
5	<b>2021-2022</b>					
	<b><i>T.D.C I<sup>st</sup> year</i></b>					
	Arts	244	129	115	53	47
	Sc.	218	148	70	68	32
	<b><i>T.D.C. 2<sup>nd</sup> year</i></b>					
	Arts	141	62	79	44	56
	Sc.	130	83	47	64	36
	<b><i>T.D.C 3<sup>rd</sup> year</i></b>					
	Arts	125	43	82	34	66
	Sc.	135	89	46	66	34



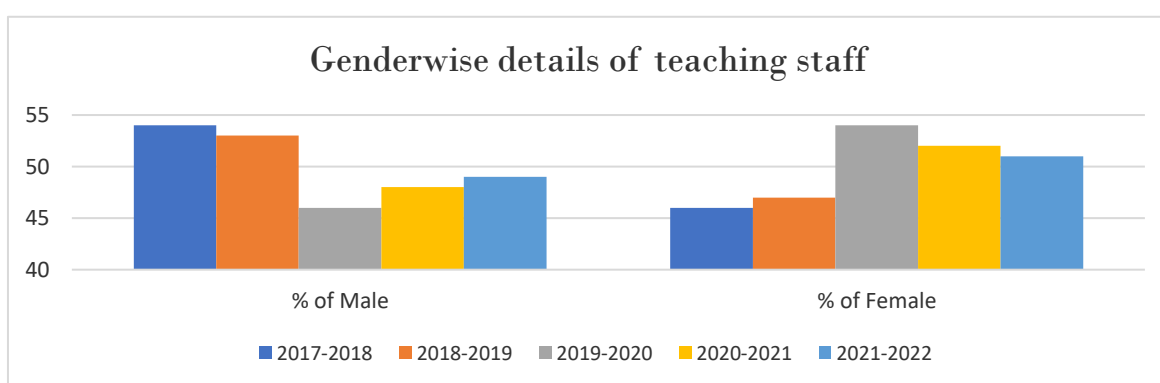


It is observed that percentage of female students taking admission in arts is higher than the percentage of male students. Whereas in science the admission percentage is higher for male students.

## II. Gender wise Details of Total Teaching Staff in the College

Table 2.1: Gender wise Details of Total Teaching Staff in the College

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2017-2018	56	30	26	54	46
2	2018-2019	54	29	25	53	47
3	2019-2020	57	26	31	46	54
4	2020-2021	42	20	22	48	52
5	2021-2022	47	23	24	49	51

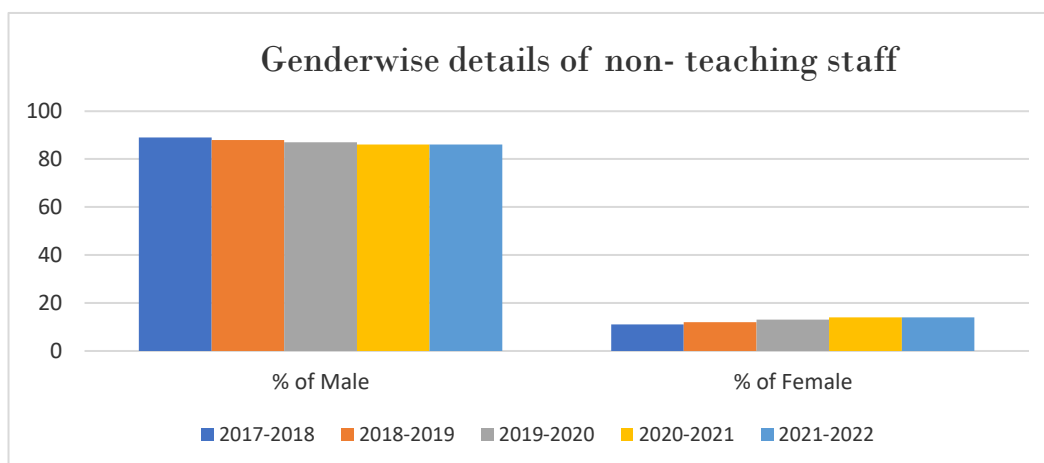


Over the years more female teachers are getting appointment in the college.

## III. Gender wise Details of Total Non- Teaching staff in the College

Table 2.3: Gender wise Details of Total Non- Teaching staff in the College

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2017-2018	19	17	02	89	11
2	2018-2019	17	15	02	88	12
3	2019-2020	15	13	02	87	13
4	2020-2021	14	12	02	86	14
5	2021-2022	14	12	02	86	14



High gender imbalance is seen in the number of non-teaching staff.

### 3. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment

Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college. The following initiatives have been undertaken by the College for the convenience of girl students.

- Study Room: Independent study room for students in the library provide undistracted study time.
- Ladies Common Room: There is adequate space in the Ladies Common Room and proper facilities are installed for them to take rest, study etc. when they do not have classes. Adequate washroom provision has also been made inside the common room. There are altogether 6 washrooms available for use for the female students.
- Girls Washroom: Girls' washrooms are situated at two different places in the college with ample water supply and proper maintenance.
- Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus at different places.
- Canteen: canteen is available for Teachers, students, and Staff.
- Day care Center: A day care center with the basic facilities is available for the children of the teaching and non-teaching staff of the college.

- Child Care Leave: The Women staff of the college (teaching / non- teaching) can avail child care leave as and when required.

The college has established a number of committees to ensure safety of all genders (staff and students). These committees include:

- a. Internal Committee POSH: The College has constituted an Internal Committee POSH (Internal Committee for Prevention of Sexual Harassment) as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act .The committee has members from teaching staff, non-teaching staff and students. Having raised the bar of responsibility and accountability in the Vishaka Guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet that standard, namely-Prohibition, Prevention and Redress. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings. It is to be noted that since its establishment, no complaints have been reported to the Committee by any of staff members or students.

The objectives of the committee are

- To strictly comply with UGC guidelines directing the higher education institutions to develop and implement a viable policy preventing sexual harassment at the work place.
- To put in place, an objectivized mechanism for the prevention and redressal of sexual harassment cases would be promulgated.
- To curb acts of gender-based violence and pro-active measures adopted in this direction.
- To implement the procedure with respect to reporting, redressal and effective follow up.

- To create and sustain a safe physical, social and healthy environment which will come down heavily upon acts of sexual harassment and gender-based violence.
- To deal sternly with cases of sexual harassment within the stipulated time, as deemed appropriate and ensure support and rehabilitative services to the victim, besides putting an end to the harassment in a legally viable manner.
- To serve as an offshoot of the policy document for enforcing punitive measures to the offender(s). This essentially would apply to all the stakeholders of North Gauhati College including students, faculty, statutory officers, administrative heads and non-teaching staff.

### Responsibility

The Committee on Prevention of Sexual harassment shall have the following roles and responsibilities,

- Will provide assistance, if any individual in general or any student in particular chooses to file a complaint with the police.
- Protect the safety of the complainant by not divulging the identity and assist the individual for obtaining mandatory relief by sanctioned leave or relaxation of the required attendance, besides offering counselling services.
- Ensure that the victims or the witnesses are not victimized or discriminated against, while dealing with the complaints of sexual harassments.
- Conducting an enquiry into the alleged complaint and submitting an unbiased report for the necessary action.

### ***Procedure (Road map for enforcing measures to curb Sexual Harassment)***

The following processes are followed in context to any cases of sexual harassment

a. **PROCESS OF REGISTERING A COMPLAINT:** An aggrieved person is required to submit a written complaint within a period of Three months of the incident. If the aggrieved person is unable to submit a written complaint, any member of the Internal complaints

committee (ICC) can assist the person in a reasonable manner to submit the written complaint within the stipulated time frame

**b. PROCESS OF CONDUCTING AN ENQUIRY:**

- On receipt of the written complaint, the ICC shall send a copy of the complaint to the respondent within seven days.

- On receipt of the complaint, the respondent shall file his reply to the complaint with the list of documents, names of the witness within a period of Ten days.

- The enquiry by the duly constituted Internal Committee POSH has to be completed within a period of ninety days from the receipt of the complaint. The Enquiry report with the recommendations if any should be submitted to the principal. The copy of the same has to be served to both the parties to the complaint.

- The principal shall act upon the findings of the ICC within a period of thirty days from the receipt of the report from the ICC, unless an appeal is made by either party. The appeal against the findings or recommendations of ICC; if any, shall be filled within thirty days from the date of the enquiry report.

- If the principal decides not to act as per the recommendations of ICC, then the reason for the same has to be recorded and sent to the ICC and both the parties by the principal. If on the other hand if the Principal decides to act as per the findings or the recommendations of the ICC, then a showcase notice has to be served within ten days to the party against whom action is intended to be taken. The Principal shall proceed only after considering the reply or hearing from the person against whom the action is to be taken.

- The aggrieved person may seek conciliation in order to settle the matter. No monetary settlement should be made as a basis of conciliation. The principal shall facilitate a conciliation process through ICC, as case may be, if it is sought.

- The identity of the aggrieved party or the victim or the witness should not be made public or kept in the public domain

### Constitution of Internal Committee POSH

Sl No	Members	Designation
1.	Dr. Ashima Majumdar	Chairperson (teacher)
2.	Mr. Tapes Doley	Convenor (teacher)
3.	Dr. Banima Talukdar	Advisor (Teacher)
4.	Dr. Sanjoy Pathari	Member (Teacher)
5.	Dr. Sonpahi Morang, Pandu college	External Member
6.	Dr. Bagmita Sandilya, Cotton University.	External member
7.	Mrs. Ruby Doley	Member (teacher)
8.	Mrs. Runa Rahman	Member (teacher)
9.	Dr. Ripunjoy Sonowal	Member (teacher)
10.	Mrs. Momi Sharma	Member from office
11.	Secretary Girls' common room	Students' member
12.	Secretary Boys' Common Room	-do-

- b. 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. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee. The Committee has 4 females, 6 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Anti-Ragging Committee.

#### **Objectives:**

- To curb the menace of ragging in North Gauhati College.
- To prevent ragging in the college and also take proper action against those who are indulging in to it.
- Spell out suitable punishments to those found guilty
- To ensure that congenial and welcoming environment is given to the freshers.
- Create a ragging free atmosphere within and outside the campus premises.
- Generate awareness among students regarding any acts and punishment pertaining to ragging activities.

***Responsibilities:***

- The committee should monitor carefully any ragging in the college premises.
- Devise mechanism for receiving, processing and addressing all information regarding incidence of ragging.
- Anti ragging awareness posters and details of the anti-ragging committee members with contact details will be displayed in the college as well as hostel.

***Administrative action in the event of Ragging:***

- Suspension from attending classes and academic privileges.
- Withholding/withdrawing scholarship/fellowship and other benefits.
- Debarring from appearing in any test/examination or other evaluation process.
- Withholding results.
- Debarring from representing the institution any regional, national or international meet, tournament, youth festival etc.
- Suspension/expulsion from the hostel.
- Cancellation of admission.
- Rustication from the institution for a period ranging from one to four semesters.
- In cases where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.

c. Discipline Committee: The College has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee. The committee has 6 females, 4 males and one Vice Chairperson. The Principal of the College is the Chairperson of the Discipline Committee.

d. Women's Cell: Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. The cell is committed to create a gender sensitized community within campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society through the College students. The framework of the cell is mentioned below

***Motto: Equality and Empowerment***

Formation of the Cell: The women Cell of the college is constituted as follows

- President: From Teachers Unit
- Secretary: From Women faculty
- Assistant Secretary: -Do-
- Member: The women faculty members of the college.

***Objective:***

- To look into the problems and prospects of women employees and women students of the college,.
- To organise awareness programmes on equity and empowerment of women.
- To create awareness against gender disparity.
- To reach out rural women of the neighborhood locality and help uplift their social economic status and improve their health and hygiene through various programmes.
- To make the women students and women of the locality aware about the legal provision for protecting the rights of women.
- To create an environment of equity and gender justice for men and women to work together with a sense of dignity and personal security.

***Procedure and practice:***

- The secretary of the women cell has to inform the students about the presence of the Cell in the college.
- The members of the cell have to plan informative programmes, training sessions, awareness programmes, counselling programmes, self defence programmes etc, during the academic session.
- The cell will make necessary arrangement including servicing notifications for conduct of any programme at least one week prior to the date of programme for the knowledge of all the concerned.
- The cell will prepare report of the programmes for record keeping and submit a copy of the report(s) to IQAC within a week from the date of conduct of the programme(s).

- e. NCC: The NCC unit of the college provides a suitable environment for taking up a career in the armed forces. The students are trained and motivated for leadership in all walks of life.
- f. NSS: Our institute has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit provides a suitable environment for students for taking up a career in the social services. They are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.

### ***Summary and Conclusions:***

Gender equality is achieved when people of all genders have equal rights, responsibilities and opportunities. It means fairness of treatment for men and women according to their respective needs, which does not mean equal treatment but treatment as per requirements. The college is working constantly for the benefit of the female staff and female students. The college recognizes that the men and women have different powers and needs and these differences should be addressed in a manner that rectifies the imbalances between the two genders. The college tries to make the staff and the students aware about the gender sensitization and also motivate them to live in a dignified manner with self respect. It is also encouraging to see that the strength of female students is increasing. The female students of the college are showing active participation in co- curricular activities of the college. Among the regular teaching staff, number of females is found to be higher than the males. However, among the non-teaching staff males outnumbered the females.

The report also confirms that the females in the institute are working in an environment which is free from gender biasedness. The college thus has a good opportunity to develop as a gender balance college. The weaknesses, wherever exists, may be overcome with a gradual change in the policies and value set up.

### ***Recommendations***

In the coming days we aim at

- Increasing the number of female staff.

- Building scientific temperament among female students by motivating them to take admission in science stream.
- Motivate all genders to actively participate in sports of their own choice.
- Organize awareness programme on legal rights of students
- Introducing self-employment training programmes for students.
- Create market for the products produced by the students.

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