

GENDER AUDIT REPORT



A.Y. 2018-2019 to 2022-2023

[Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.]



Prepared by
Internal Quality Assurance Cell (IQAC)
Swami Vivekananda College
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Assam-788725

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P.O.Chandkhira, Dist.Karimganj



**GENDER AUDIT REPORT SUBMITTED TO THE PRINCIPAL,
SWAMI VIVEKANANDA COLLEGE, CHANDKHIRA**



AUDIT TEAM

The following members have been involved in planning, mentoring, surveying, analysing, report preparing and recommending the necessary measures related to the Gender Audit Report of Swami Vivekananda College, Chandkhira, Karimganj, Assam.

Sl. No.	Name	Nature of Appointment	Signature
1	Dr. Banobrata Aditya, Principal	Chairman	
2	Dr. Subhash Sinha	IQAC Coordinator	
3	Dr. Susmita Das	Convenor	
4	Mrs. Sanjogita Pashi	Member	


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ACKNOWLEDGEMENT



I would like to express my sincere thanks to the Honourable Principal of Swami Vivekananda College, Chandkhira, **Dr. Banobrata Aditya**, for extending unconditional support for accomplishing this daunting task of preparing the Gender Audit Report of the college for the year 2018-2022. The entire process of documentation was completed with his able stewardship.

I also acknowledge my indebtedness to IQAC Co-ordinator, **Dr. Subhash Sinha** for providing the necessary data for successful completion of the work.

I am also thankful to the other members of the Gender Audit Committee for their constant involvement in making the report a reality. Last but not the least, I express my deepest gratitude to all the Faculty members of Swami Vivekananda College, Chandkhira for their support.

We also thank all the non-teaching staffs and UG students of the college for their contribution towards conducting the survey.

Place: Chandkhira

Date: 29th December, 2023

Dr. Susmita Das

Member & Convener

Gender Audit Committee

Swami Vivekananda College, Chandkhira

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Glossary


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PREFACE



According to the WHO, gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy as well as relationships with each other. As a social construct, gender varies from society to society and can change over time. Gender stereotypes are ideas that people have on masculinity and femininity. Society forces individuals to follow gender specific roles. There exists gender bias and inequality in our society. Gender equality besides being a fundamental human right are essential to achieve a peaceful society with full human potential and sustainable development. Moreover, it has been established in most of the literatures that women empowerment spurs productivity and economic growth of a nation.

Gender sensitization is the process of creating awareness regarding gender equality issues and modifying the behaviour and views that people hold about themselves and other genders. This process helps in examining people's personal attitudes and beliefs and questioning the realities they thought they know. Irrespective of sensitization programmes there exists deep rooted gender imbalance in our society. Gender audit attempts to understand whether college follows government rules, policies and regulations for gender equality. It looks at the gender wise distribution of the total population of college and tries to find out whether steps are needed to overcome gender disparity. The audit process involved collecting data related to gender related programmes, gender wise distribution of the college community, conducting an analysis of the collected data, identifying problems and proposing suggestions to overcome gender imbalance and create a gender friendly campus.

Dr. Susmita Das
Coordinator
Women Cell

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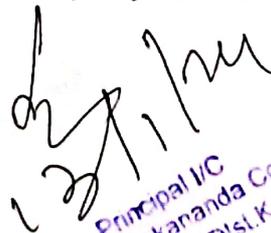
Chapter I



1.1 Introduction

Swami Vivekananda College, Chandkhira is named after the great visionary saint Swami Vivekananda and on the noble occasion on his 125th birthday i.e on 12th January, the foundation of the college laid down in the year 1987. The college has an area of 30 bighas on which there are 2 Assam type, 1 RCC multi storey building and 1 RCC Multipurpose Hall accommodating classrooms, administrative offices, library, Faculty rooms and Principal's Office having a wide scope of infra-structural extension. The college runs its courses prepared by the Assam University, Silchar. The College has been provincialized by the Govt. of Assam vide letter NO. PC/HE/VEN.EDNL (77)/1/2014/54 Dated Kahilipara, the 20th January, 2014 with retrospective effect from 1st January, 2013. During its journey of long 36 years of ups and downs, the college has been able to impart a significant role in changing the socio-economic scenario of this remote area of southern Assam by taking the light of education to almost every house hold of the tea garden families. This college has maintained a substantially good academic record till date by enabling the students to inculcate educational values through the existing curriculum prepared by the Assam University, Silchar.

The institution believes in gender equality and maintains gender equity in the campus. No case of gender inequality or sexual harassment has been registered in the college during its journey of long 36 years. For this the college organizes seminars and awareness programs on gender sensitization time to time. The college always concentrates towards all round development of the students. The NCC and NSS units have a substantial representation of girl students. Observing the gender equality, girls are provided with numerous facilities and special care. Many functional units like Women's Cell, Internal Complaint Cell, Anti-Ragging Cell, Grievances Redressal Cell etc. work round the clock to ensure a balanced gender distribution in college. Many lecture and talk sessions are arranged to spread awareness among the students about their rights and duties in order to inculcate a general atmosphere of mutual respect. These counselling activities are undertaken in order to raise the consciousness level of the students and to make them empowered. Therefore the Gender Audit Report tries to assess the relative progress made in gender mainstreaming and to ensure whether gender equality is sustained within the college premises and identify ways to create a more conducive academic environment for all genders.


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1.2. Objectives of the Gender Audit Report

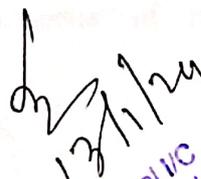
Gender audit is a tool to assess and check the institutionalization of gender equality into organizations, including in their policies, programmes, projects and/or provision of services, structures etc. The basic assumption of gender audit is that public policy impacts differently on men and women. The purpose of gender audit is to lead to changes in public policy that contribute to an increase in gender equality. Unless a gender audit is done, we cannot get the answer of the question whether the Institution is doing everything it can to improve the status of women in general and the representation of women's voices in particular. The second rationale for doing gender audit is that they raise women's awareness about their rights and claims and also their access to resources and opportunities.

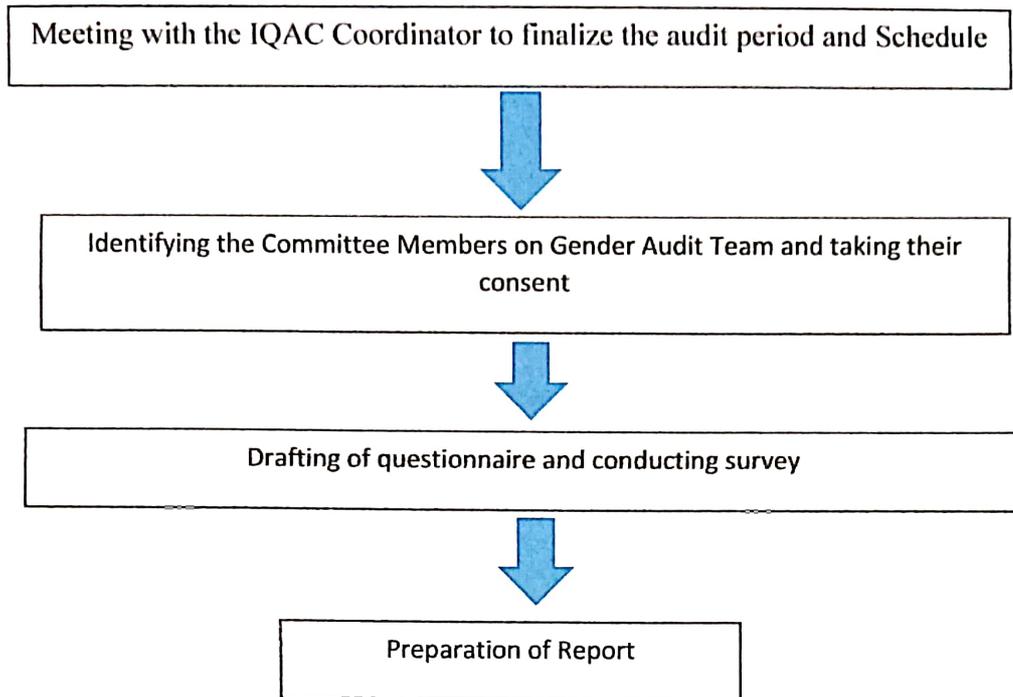
The Gender Audit undertaken by the IQAC, Swami Vivekananda College, Chandkhira along with other members of the Gender Audit Committee are intended to scrutinize the gender balance within the institution and its practices are focused on the following broad objectives:

1. To encourage the growth of gender equality in all aspects.
2. To identify and understand gender patterns within the composition, organizational culture and human resource management of the college.
3. To know about gender perception in the Campus.

1.4. Gender Audit Methodology

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, and they can be viewed as similar to a tree. The process adopted for Gender Audit by the team is presented below:


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The audit process involved collecting and exploring institutional data on gender wise composition of students, teaching and non-teaching staffs. Data relating to facilities available in the campus, list of Gender Equity Promotion Programs organized in the college and facts relating to initiatives of college for gender sensitization are also considered while drafting the audit report. Gender balance in various committees, cells, administrative bodies and participative bodies are also studied and documented to understand gender balance in the institution. Policy documents, Institutional Gender Sensitization Plan, Annual Gender Sensitization Plan, AQAR report and other reports are studied thoroughly to understand the gender balance in the institution. Questionnaire were circulated during the month of October, 2023 via Google form among the undergraduate students to understand their perceptions regarding gender equality in the institution and programs. Finally, statistical Gender Analysis was conducted and documenting the findings and sharing the results with the Principal and IQAC Coordinator of the college for implementation of the recommendations.

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Chapter II

In this Chapter, Gender wise, category wise and semester wise distribution of students along with Students' responses have been analysed by using statistical method and discussed the findings of the survey in detail. The findings have been examined through the indicators as Organisation and Management, Infrastructure, Students' participation and involvement and Existence of women cell and internal complaint Committee.

2.1. Gender wise details of total students in the college

Following table shows gender wise details of total students in the college for the period 2018-19 to 2023-24.

Session	Male	Female	Total
2018-19	269	280	549
2019-20	182	234	416
2020-21	181	243	424
2021-22	229	256	485
2022-23	202	214	416
2023-24	241	253	494

The above table shows the gender wise classification of students over the academic sessions 2018-19 to 2023-24. It is glaringly stated from the data cited above that the number of girl students is higher comparison to boy students in the college over the years. This clearly depicts the sign of increasing women representation in the higher educational institutes in such a remote area of the premier North Eastern State of Assam. This picture holds true even since the time of inception of the college.

2.2. Gender wise, category wise and semester wise distribution of students

Following table shows gender wise, category wise and semester wise distribution of students in the college for the period 2018-19 to 2023-24.


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Table 2. Semester Wise, Caste Wise and Gender wise details of total students in Swami Vivekananda College

Sl No	Session	Semester	BOYS	GIRLS	CATEGORY										TOTAL	MINORITY GIRLS
					SC		ST		OBC		GEN		PWD			
					M	F	M	F	M	F	M	F	M	F		
01	2018-19	1 st semester	133	116	2	1	0	0	76	74	3	30	-	-	249	16
		3 rd semester	67	84	0	0	0	0	31	43	2	31	-	-	151	07
		5 th semester	69	80	1	0	0	0	37	53	1	18	-	-	149	09
		Total	269	280	4	2	0	0	14	17	7	79			549	32
						5	8	4	3	4	0	6				
02	2019-20	1 st semester	78	95	0	1	0	0	39	49	3	33	-	-	173	18
		3 rd semester	67	77	1	0	0	0	38	49	1	22	-	-	144	09
		5 th semester	37	62	0	0	0	0	18	27	1	28	-	-	99	07
		Total	182	234	2	2	0	0	95	12	6	83			416	34
						6	2	1	4	5	0					
03	2020-21	1 st semester	93	105	0	0	0	0	54	68	3	28	-	-	198	11
		3 rd semester	47	70	0	0	0	0	26	38	1	26	-	-	117	11
		5 th semester	41	68	0	0	0	0	23	42	1	20	-	-	109	07
		Total	181	243	1	1	0	0	10	14	5	74	-	-	424	29
						9	9	1	2	3	8	8				
04	2021-22	1 st semester	139	111	1	1	0	0	81	61	4	28	-	-	250	14
		3 rd semester	47	79	0	0	0	0	27	57	1	14	-	-	126	03
		5 th semester	43	66	0	0	0	0	24	37	1	22	-	-	109	11
		Total	229	256	2	3	0	0	13	15	7	64	-	-	485	28
						6	4	1	3	2	5	0				
05	2022-23	1 st semester	71	70	0	0	0	0	43	38	2	24	-	-	141	14
		3 rd semester	89	73	0	0	0	0	52	43	2	20	-	-	162	09
		5 th semester	42	71	0	0	0	0	30	56	0	07	-	-	113	02
		Total	202	214	1	2	0	0	12	13	5	51			416	25
						7	5	1	1	5	7	9				
06	2023-24	1 st Semester	108	139	1	2	0	0	59	73	2	43	-	-	247	25
		3 rd Semester	52	52	0	0	-	-	33	29	1	18	-	-	104	08
		5 th Semester	81	62	1	0	-	0	46	38	2	15	-	-	143	05
		Total	241	253	3	3	0	0	13	14	6	76			494	38
						4	5	1	2	8	0	8				


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It is clear from the above table that not only over the years the share of female students are increasing, but across semesters and castes the representation of female students are increasing in the college. It is also found that in the college across semesters the representation of female candidates are increasing over time with irregular fluctuations. Also during last few years female students are taking admission in this college across castes, that increased number of female students are found in this college in all categories viz., General, SC, ST and OBC. It is also found that over the years and across semesters, enrolment of minority female students are increasing over time. A brief look of the table clearly depicts that the college consists of students belonging to diversified socio-cultural groups.

2.3. Representation of Students in Social Wings

The college has two fully functioning social wings namely, NCC and NSS. The share of female and male students across these cells are presented in the following tables in the form of tables and figures as shown below:

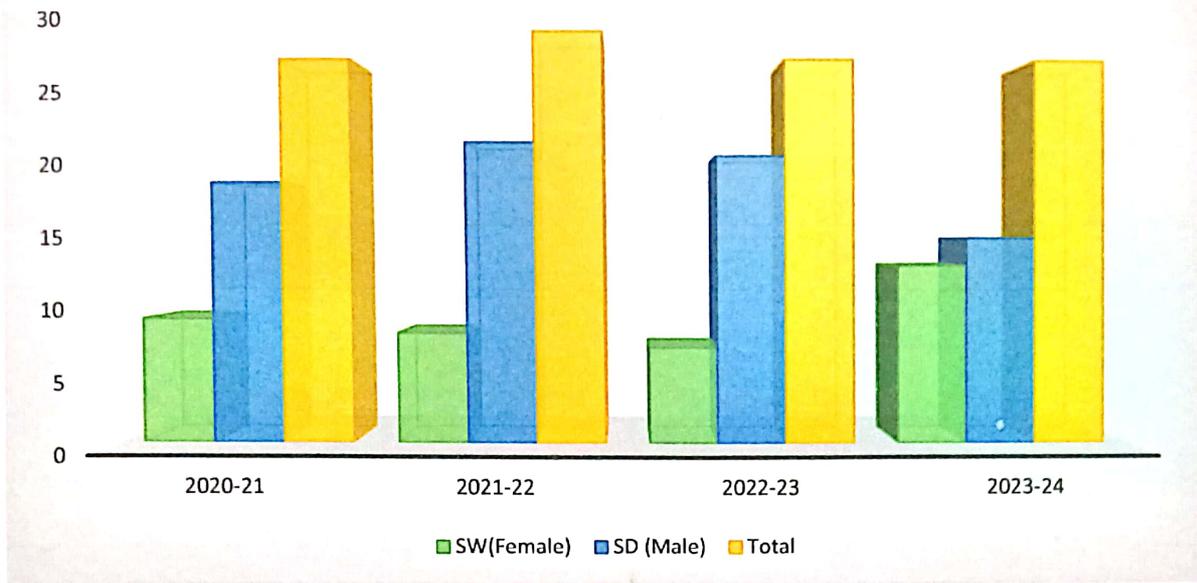
2.3.1. Representation of Female Students in NCC

Session	SW(Female)	Share (%)	SD (Male)	Share (%)	Total
2020-21	09	32.14	19	67.86	28
2021-22	08	26.67	22	73.33	30
2022-23	07	25	21	75	28
2023-24	13	46.43	15	53.57	28


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Gender wise details of students in NCC Cadets



Swami Vivekananda College has a well-functioning NCC cell that has started functioning since 2020-21. It is clear from the table and diagram. Although, number of female students are less than male students in NCC, over the years, since 2020-21 to 2023-24, their participation are found either increasing or constant trend.

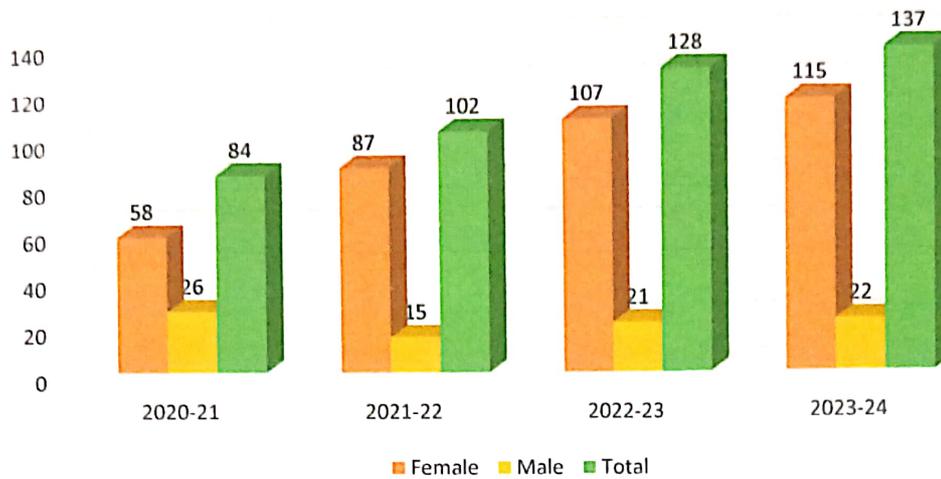
2.3.2. Representation of Female Students in ~~NCC~~ Volunteers

Session	Female	Share (%)	Male	Share (%)	Total
2020-21	58	69.05	26	30.95	84
2021-22	87	85.29	15	14.71	102
2022-23	107	83.59	21	16.41	128
2023-24	115	83.41	22	16.06	137


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Gender wise distribution of Students in NSS Volunteers of Swami Vivekananda College



It is evident from the above table and chart that starting from the establishment of NSS cell in 2020-21, share of female students among NSS volunteers are more compared to male volunteers, and the number of female representation are increasing over time. This clearly shows the dedication of female students towards social service in this college is increasing in the locality.

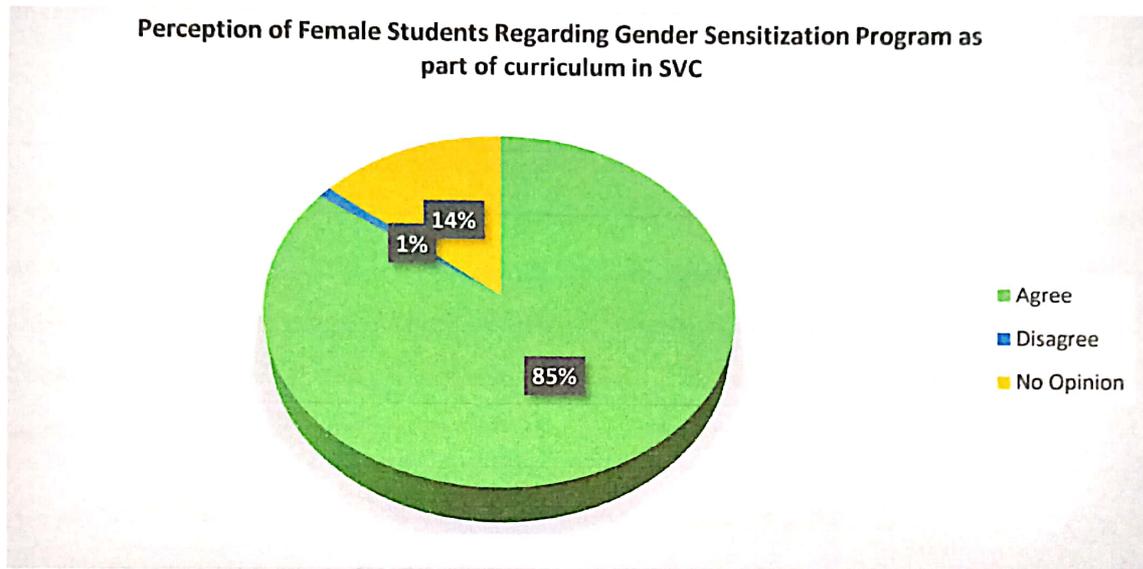

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2.4. Gender Audit Students Responses: Findings and Interpretations

This section deals with the perception based responses of female students of Swami Vivekananda College, Chandkhira regarding various facilities and steps taken for gender security and safety along with women friendly infrastructure available in the college. The findings are presented as follows.

1. The college conducts gender sensitization program as a part of its curriculum

- Agree
- Disagree
- No opinion



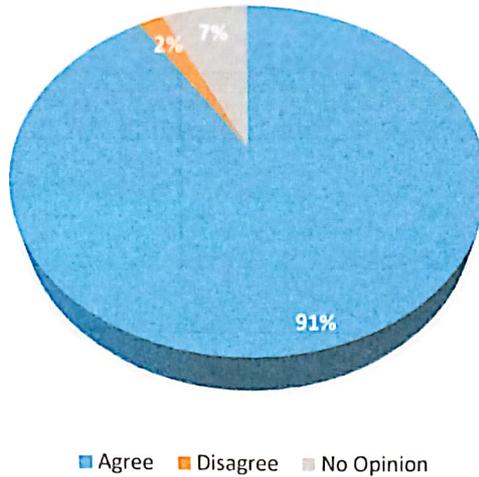
Out of the female student respondents, 85% agree with the statement that “the College conducts gender sensitization program as a part of its curriculum”. 14% girls remain neutral in this regard, only 1% disagreed. The analysis shows that maximum percentage of girl students believes that the college conducts gender sensitization program as a part of its curriculum.

2. The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum

- Agree
- Disagree
- No opinion

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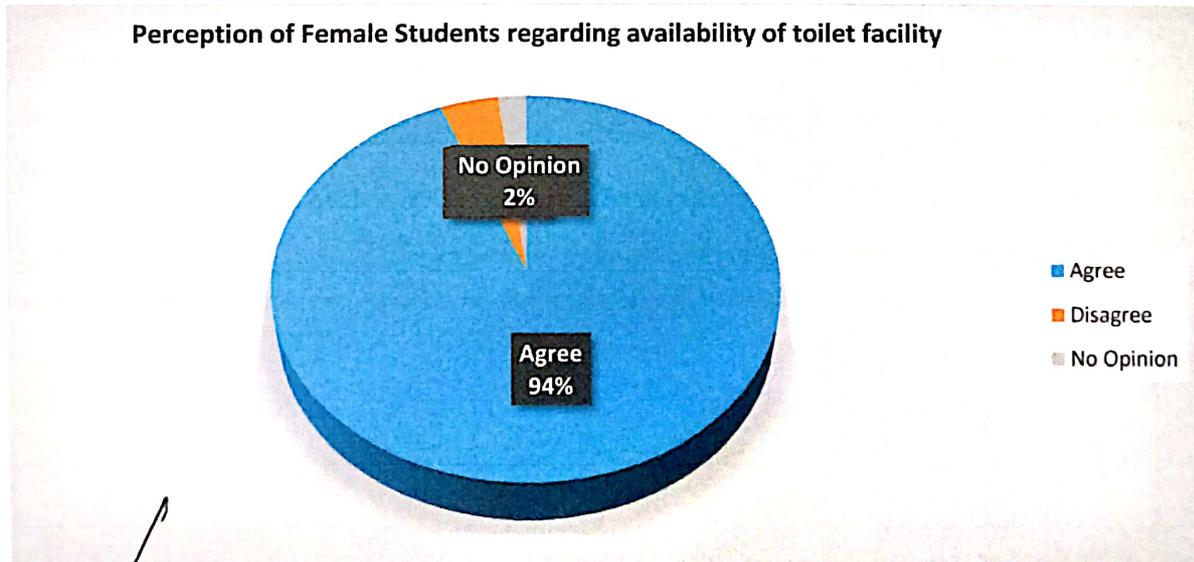
Perception of female students regarding Conducting Gender Awareness Program as Part of Curriculum



Out of the respondents 91% girls agreed with the statement “the college organizes gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum”. Only 2% girls disagree and the remaining 7% found nuclear with this statement. From the above analysis it is found that more than 91% girls agree and strongly agree with the statement “the college organizes gender awareness programme”.

3. Adequate number of toilets are available in the campus for girls

- Agree
- Disagree
- No opinion



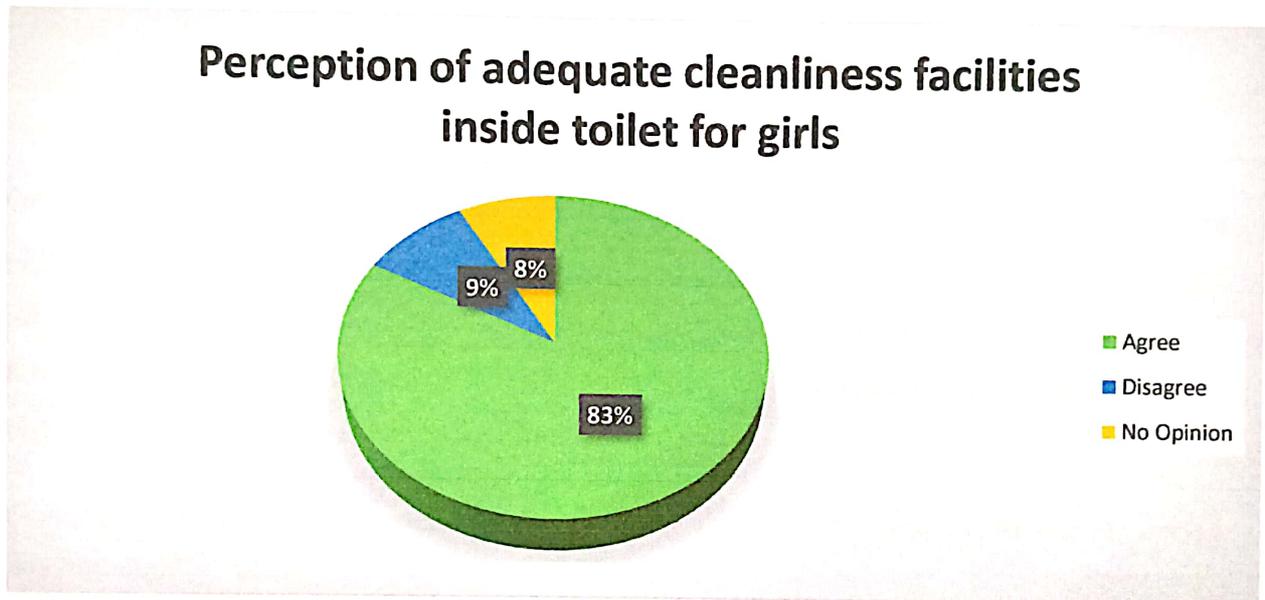
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When asked about availability of adequate number of toilet facilities for female students, 94% girls agree that the college provides adequate numbers of toilets for girls, 4% girls disagree with this statement; other 2% girls' opinion is neutral.

4. Adequate facilities are available inside the toilet keeping in mind the need of the girl student.

Adequate disposal bins are available in the toilet?

- Agree
- Disagree
- No opinion



The above figure shows analysis to understand the level of maintaining cleanliness in girl toilets in the college. 83% girls have responded that they agree with the statement "Adequate facilities are available inside the toilet keeping in mind the need of the girl student. Adequate disposal bins are available in the toilet" 9% disagreed and remaining 8% had no opinion. Above diagram shows that more than 80% girls agree that the college provides adequate number of toilets for girls and maintains cleanliness in toilets.

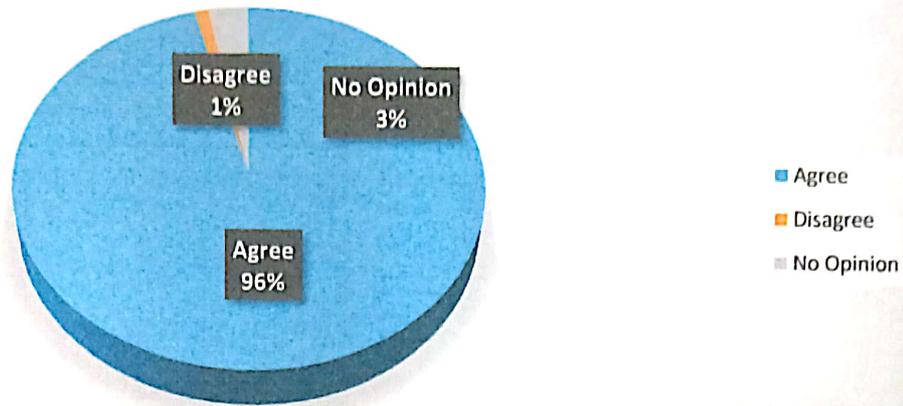
5. Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc.

- Agree
- Disagree
- No opinion



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Availability of Electricity Facility

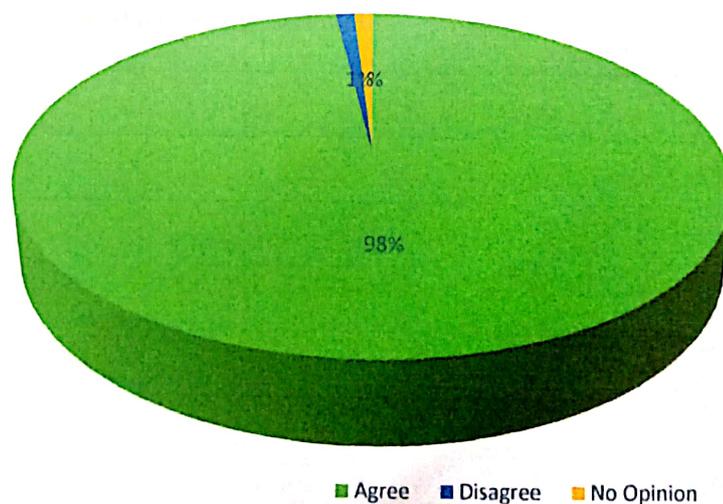


96% girls agree that college has adequate electrification facilities inside the campus during night, including but not limited to, adequate light in corridor, classrooms, common areas, toilets etc. and 1% girls disagree. Remaining 3% girls' opinion is neutral. The analysis of the above diagram shows that more than 90% girls agree and strongly agree that the college is providing adequate electrification facilities in the college.

6. Adequate security arrangements have been made in the campus and common areas during day and night.

- Agree
- Disagree
- No opinion

Adequate Security Arrangements Inside the Campus




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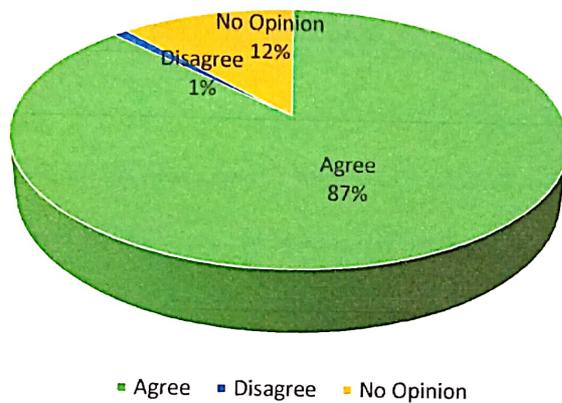


Majority of the students (98%) agreed when asked about the view regarding the statement “Adequate security arrangements have been made in the campus and common areas during day and night”, 1% disagreed and 1% gave neutral opinion. This figure clearly depicts adequate safety and security measures availability inside the campus for female students in Swami Vivekananda College premises.

7. Options for flexible timing is available for girl students. For outside scholars, no class is arranged in late evening or early morning.

- Agree
- Disagree
- No Opinion

Perception of Students regarding flexibility of classes



When asked about “Options for flexible timing is available for girl students. For outside scholars, no class is arranged in late evening or early morning” 87% girls agreed, only 1% disagreed and 12% were found to have no opinion.

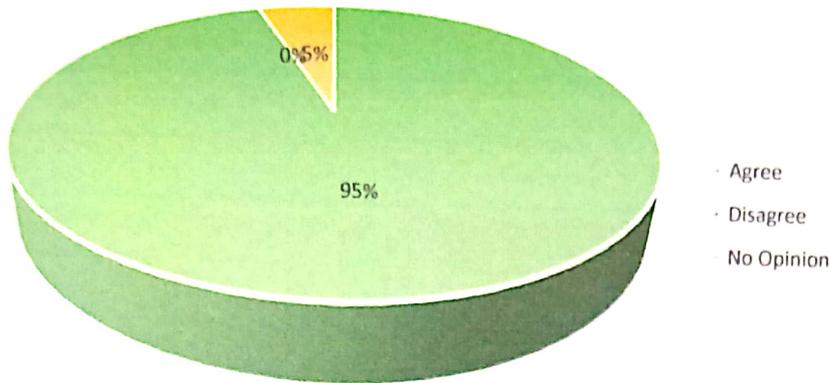
8. A women cell is set up in the college and students are aware about the women cell.

- Agree
- Disagree
- No opinion

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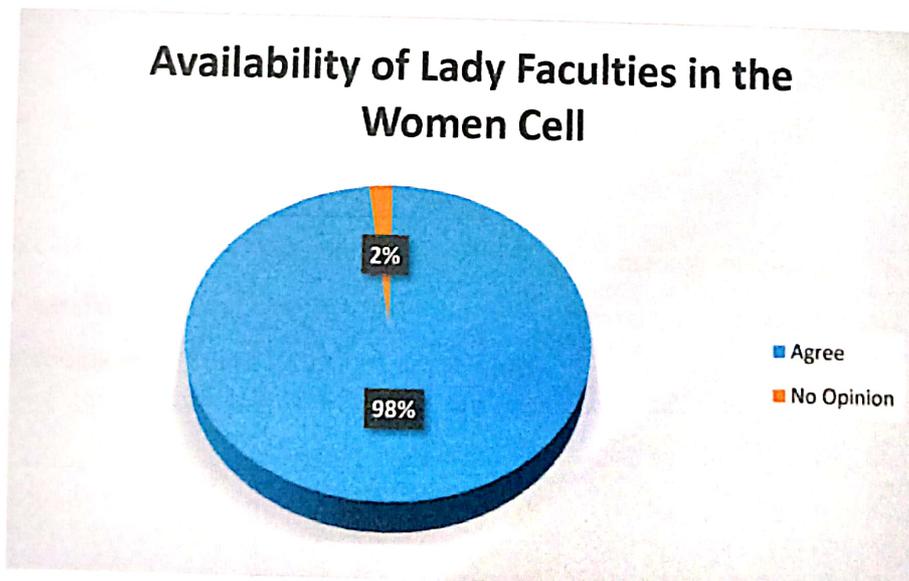
Students Awareness regarding Women Cell



95% girls agree with the statement that they are aware about women cell's existence in this college". 5% girls remain neutral in this regard. More than 90% girls agree and strongly agree aware that a women cell is set up in the college to ensure women related activities and students of the college are aware of it.

9. There are lady faculties available in the women cell.

- Agree
- Disagree
- No opinion



When asked about "availability of lady faculties in the women cell", 98% agreed and 2% students were found to have no opinion. More than 95% girls agree and strongly agree aware

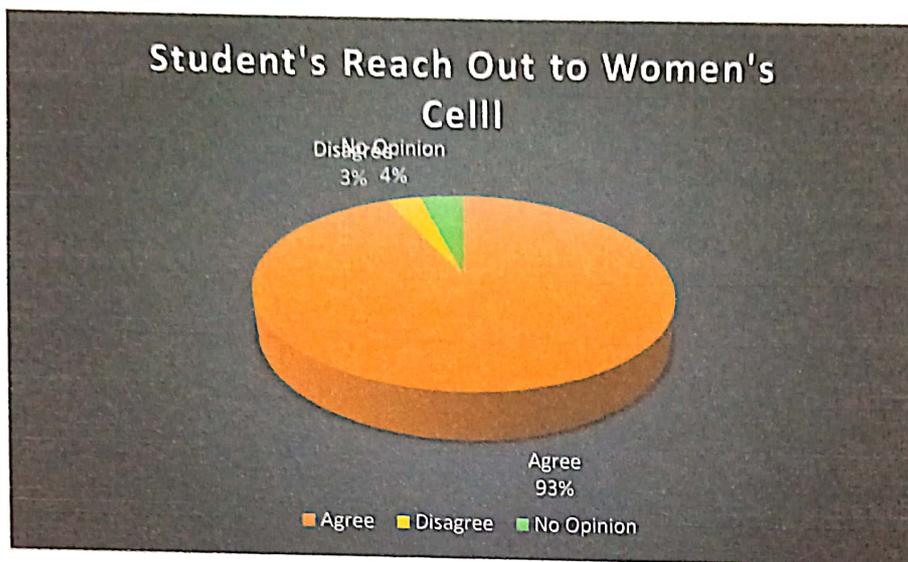
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that a women cell is set up in the college to ensure women related activities and female faculties are members are members of the cell.

10. Do you reach out to women's cell?

- Agree
- Disagree
- No opinion



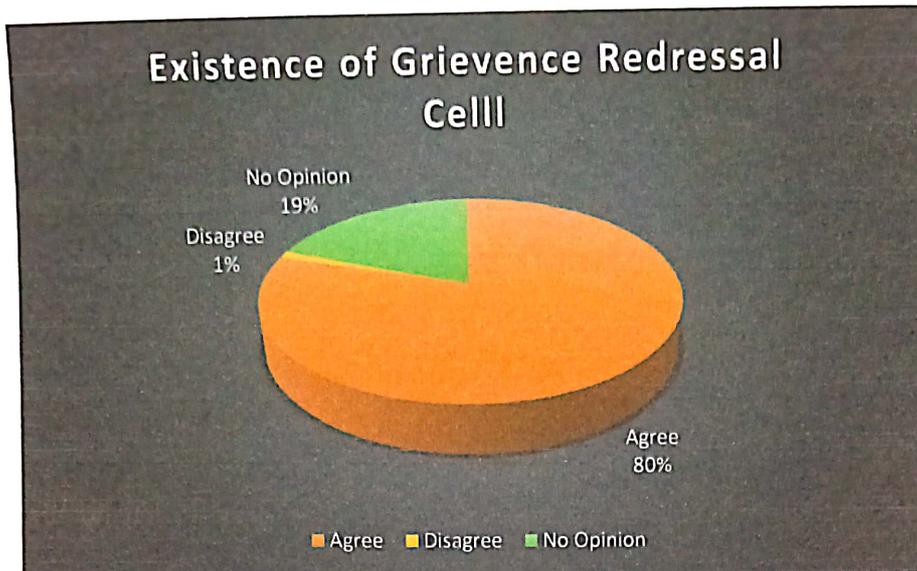
93% girls agree with the statement that they have reach of the women's cell in this college". 3% did not agree and 4% girls remain neutral in this regard. More than 90% girls agree and strongly agree that they have reach of the women's cell in this college.

11. A grievance redressal cell has been set up.

- Agree
- Disagree
- No opinion

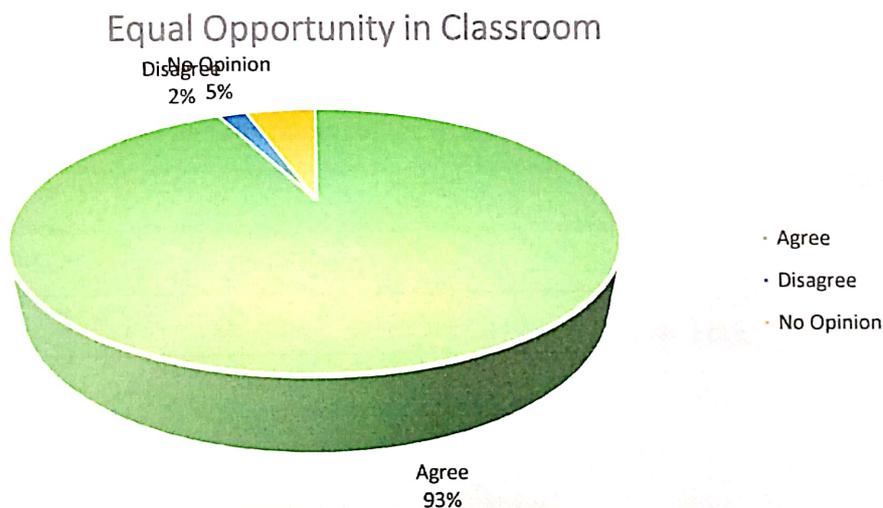
As shown in the following chart, 80% girl students of Swami Viveananda ollege, Chandkhira agreed that they have a grievance redressal cell, 1% disagree and 19% of the students were found to have neutral opinion.

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12. The classroom offers equal opportunities to all genders.

- Agree
- Disagree
- No opinion



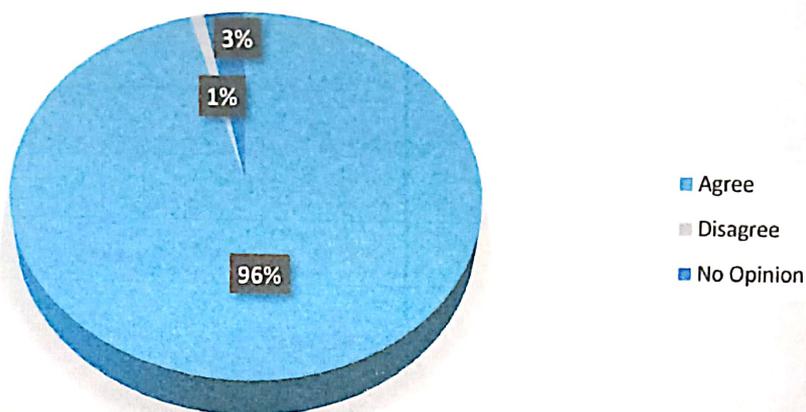
93% girls agree that equal opportunity is provided to all genders in classroom. 2% girls disagree with the statement; 5% girls' opinion is neutral. More than 90% girls agree and strongly agree that they are provided equal opportunity with boys to work inside the college campus.

13. The library offers equal opportunities to all genders.

- Agree
- Disagree
- No opinion


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Access to Library

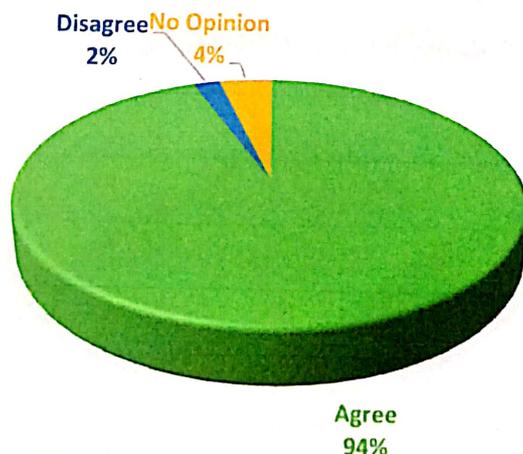


96% girls agree that equal opportunity is provided to all genders in library. 1% girls disagree with the statement; 3% girls' opinion is neutral. More than 90% girls agree and strongly agree that they are provided equal opportunity with boys to work inside library. It is notable that more than 90% girls agree and strongly agree with the statement "equal library facilities are provided by the college for both boys and girls". But still 1% girls disagree with this statement.

14. Safe environment is available for all girl students in the campus.

- Agree
- Disagree
- No opinion

SAFE ENVIRONMENT FOR GIRLS INSIDE THE CAMPUS



94% girls agree that the college ensures safety for students inside the campus. 2% girls disagree and 4% girls remain neutral with this statement. More than 90% girls agree that The

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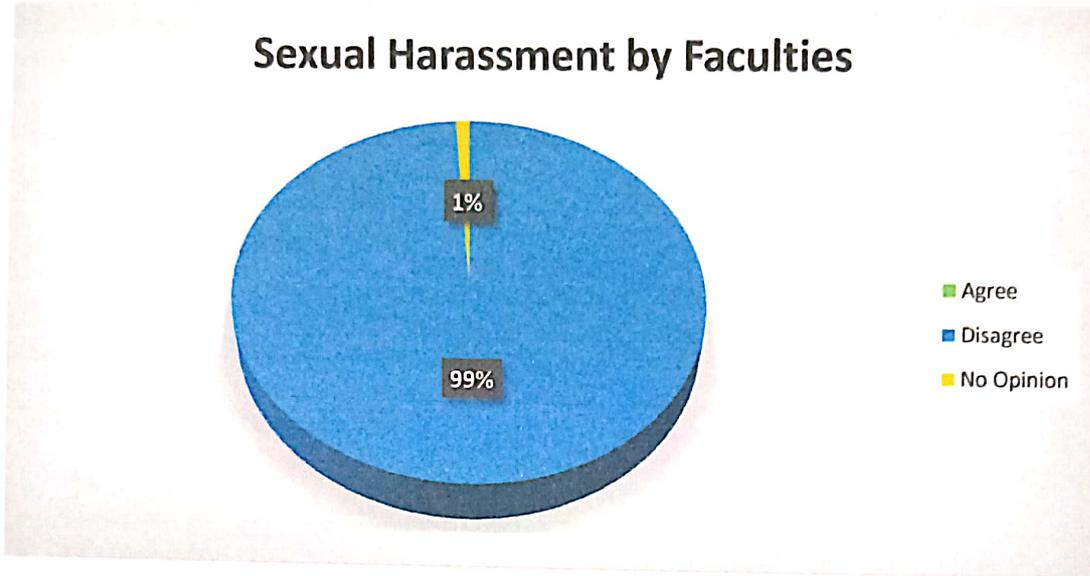
Principal /IC
Swami Vivekananda College
Dist Karimganj



College ensures safety for students inside the campus. But 2% strongly disagree and feel that the college does not provide such safety measures properly.

15. Have you been a victim of sexual harassment at class by faculties?

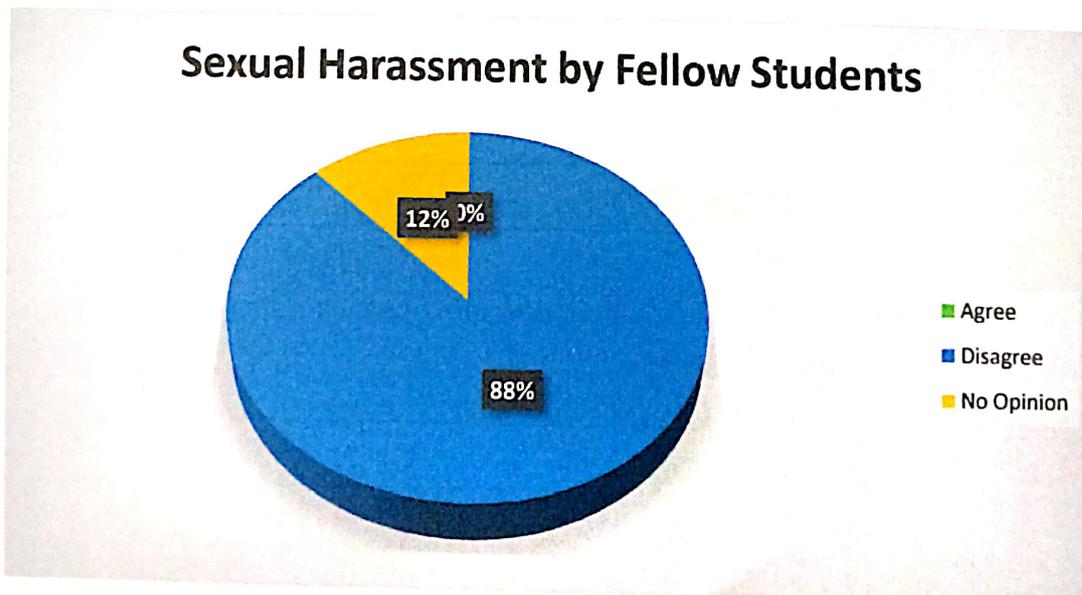
- Agree
- Disagree
- No opinion



When asked about sexual harassment at class by faculties, almost all students (99%) disagreed and only 1% female students gave neutral opinion.

16. Have you been a victim of sexual harassment at class by fellow students?

- Agree
- Disagree
- No opinion



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When asked about sexual harassment by fallow students, 88% students disagreed and 12% female students gave neutral opinion.

17. Have you reported the incident?

- Agree
- Disagree
- No opinion

Not Applicable explanation, as no such incidents occurred and reported in the college till date.

18. If you reported the incident, was it resolved to your satisfaction?

- Agree
- Disagree
- No opinion

Not Applicable explanation, as no such incidents occurred and reported in the college till date.

19. If not, why did you not report it?

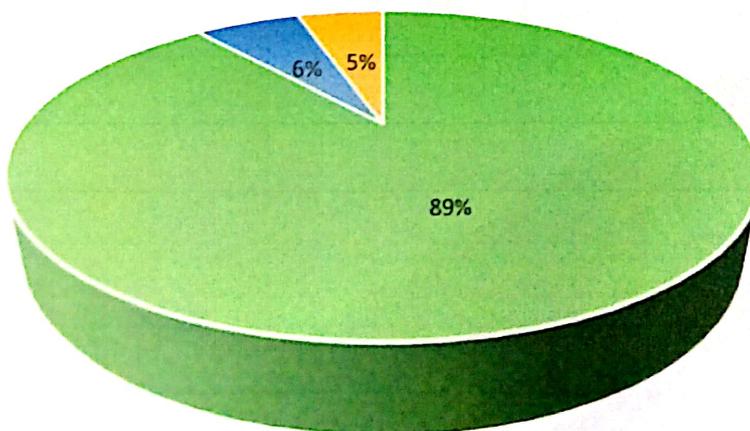
- Agree
- Disagree
- No opinion

Not Applicable explanation, as no such incidents occurred and reported in the college till date.

20. A committee has been set up redress all complaints related to sexual harassment in a timely manner. You are aware about the process and believe that the process is appropriate.

- Agree
- Disagree
- No opinion

The Internal Complaint Committee



- Agree
- Disagree
- No Opinion

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Srikananda College





89% girls agree that the internal complaint Committee of this college has redressed all complaints related to sexual harassment in a timely manner. 5% are neutral, and other 6% disagree with this. The internal complaint committee of this has redressed all complaints and this is agreed and strongly agreed by almost 90% girls.

21. A fair inquiry is conducted by the committee in case of a complaint.

- Agree
- Disagree
- No opinion

Not Applicable explanation, as no such incidents occurred and reported in the college till date.

22. Confidentiality is maintained during the inquiry process.

- Agree
- Disagree
- No opinion

Not Applicable explanation, as no such incidents occurred and reported in the college till date.

Principal I/C
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Chapter III



3.1.1 Gender sensitive Features of Swami Vivekananda College, Chandkhira

Gender sensitive distinctiveness of the college has been identified after through observation and extensive survey. Gender parity is always maintained by forming various committees like Anti-Ragging cell, Sexual Harassment Prevention Unit and providing adequate facilities to both Girls and Boys. The characteristic features indicating gender sensitivity has been enumerated below:

Facilities for Students:

1. **Study Room:** A study room that caters to the academic needs of the students as well as the staff has been arranged in the library of the college
2. **Girls' Common Room:** A room is commissioned for the girl students where they can relax and enjoy their leisure time without the fear of their privacy being violated.
3. **Boys Common Room:** Another room is commissioned for the boy students where they can relax and enjoy their leisure time for their recreational activities.
4. **Health Camp:** In the Post-Covid scenario, special emphasis has been laid upon organizing Health Camps and Vaccination drives, where staff and students of both male and female gender have been benefited.
5. **Sports Facility:** College makes special efforts to promote sports among the students. Indoor and outdoor games are promulgated among boys and girls for better outcome in future.

3.1.2 Analysis

It is found that Swami Vivekananda College, Chandkhira has attained good gender equality in terms of admission and other amenities.

- a) Gender balance in student enrolment is good and there is scope for improvement.
- b) Gender parity is observed in terms of male-female representation in Sports and Cultural activities.
- c) A congenial atmosphere is promoted for maintenance of health and hygiene among all categories of students.
- d) Girls and boys are provided with equal opportunity of scholastic and non-scholastic growth.


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- e) There is a gender-neutral mechanism for allocation and disbursement of fund for student activities.
- f) The faculty members of both the gender groups are inspired to participate in professional development and training activities throughout their career.
- g) Feedback of students, staff members, guardians and visitors are regularly recorded in formal and informal ways to improve the gender balance in college.

3.2 Recommendations for alleviating the margin of Gender Sensitivity Swami Vivekananda College, Chandkhira:

1. There is a need to improve the strength of female staff members in both teaching and non-teaching category.
2. Day care facility should be provided to female faculty members of the college.
3. More talk programs should be arranged for increasing the gender sensitivity among male students.
4. There is a need to increase Parent-Teacher meetings for taking the issue of gender sensitivity to the next level.
5. Students should be encouraged to write for local electronic, print and social media platforms about gender related issues.

3.3 Conclusion:

Gender audit of the Swami Vivekananda College, Chandkhira indicates that the college has a great deal strength and a few limitations. Some steps have already been taken in order to overcome the limitations. The findings show that college plays an important role in maintaining discipline and harmony among students. It works for the social, economic and psychological growth and development of the students. Many programs are arranged for promoting gender compassion of the student community as a whole while some programs are organized for increasing the self-reliance of the female students. The college is contributing well towards gender righteousness and formatting a gender susceptible society. It has been creating a harmonious set-up for the college as well as society.

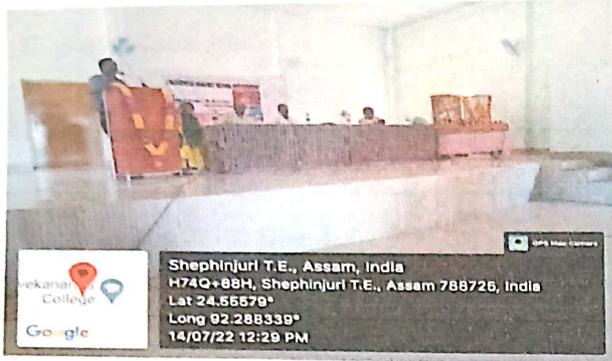

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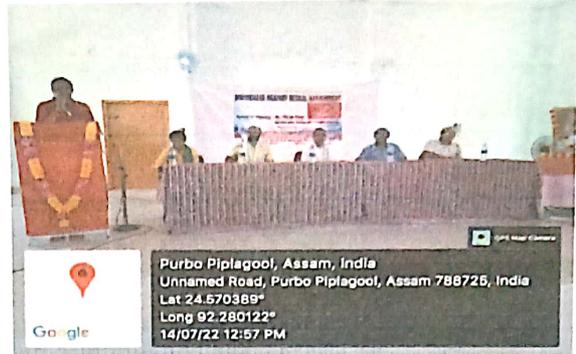


Chapter IV

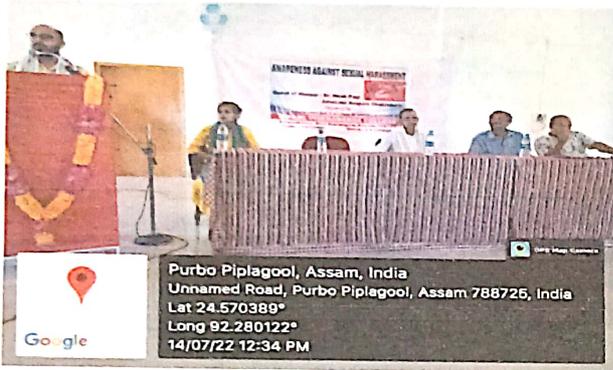
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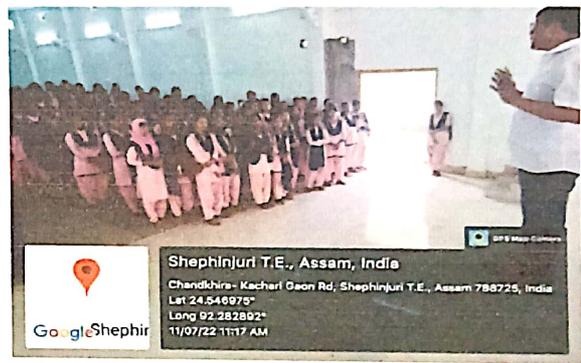
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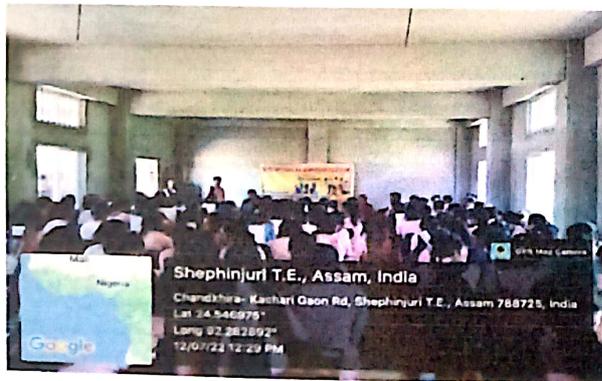
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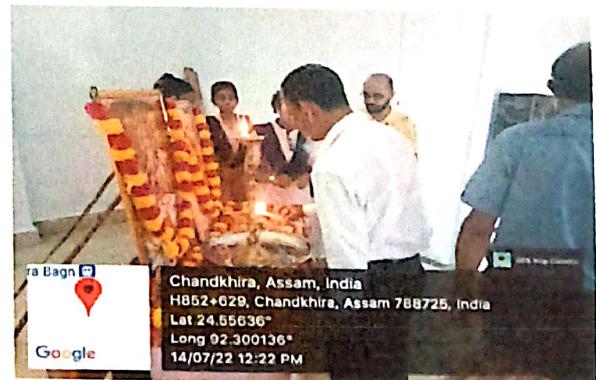
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