

GENDER AUDIT OF S. B. DEORAH COLLEGE

(Session 2023-24)



Submitted to the Principal, S. B. Deorah College, Ulubari, Guwahati

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REPORT OF THE GENDER AUDIT OF S. B. DEORAH COLLEGE (Session 2023-24)

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1. Introduction:

A gender audit is a voluntary mechanism used to evaluate adherence to gender equality policies and to embed gender equality within organizations. As part of gender mainstreaming efforts, gender audits help organizations recognize and comprehend gender dynamics across their composition, structures, processes, organizational culture, human resource practices, and the development and implementation of policies and services.

2. Significance of Gender Audit

Gender audits play a crucial role in educational institutions by providing a benchmark for tracking progress over time, pinpointing significant gender disparities and obstacles, and suggesting ways to address these issues through enhancements and innovations. Conducting gender audits in educational institutions not only signals a commitment to gender equality but also enhances productivity and boosts the motivation of female employees. This strategic initiative not only prepares institutions for future challenges but also enhances their reputation.

3. About the College

Established in 1984 under the visionary leadership of individuals from the Ulubari area of Guwahati, S. B. Deorah College has emerged as a prominent institution of higher education in the North East. Over its 38-year journey, the college has stood as a symbol of knowledge and wisdom, nurturing students to become exemplary individuals and valuable members of society. With a dedicated administration and faculty, the college is committed to providing quality education and fostering a harmonious environment that empowers students to achieve their aspirations.

Catering to learners from diverse backgrounds, the college endeavors to instill essential life values alongside academic knowledge, aiming to cultivate well-rounded individuals and responsible citizens. Affiliated to Gauhati University, the college has traditionally offered Arts, Science, and Commerce education while also prioritizing skill development through vocational, Add on and job-oriented courses. From the session 2023-24, the college has started BCA and BBA with the approval of AICTE.

Besides giving priority to qualitative performance and overall development of students by providing various facilities for students of all gender, the institution has provided special attention towards ensuring, maintaining, and observing gender equality. Towards this, the institution have created certain mechanisms and infrastructure to ensure gender equality and safety for women students and faculties. Notable among them are the presence of a fully furnished girl's hostel with excellent infrastructure within the campus to accommodate girl students from distant areas of the region by ensuring all kind of safety measures. In addition, cells and committees like Women Cell, Internal Complaints Committee (previously GSCASH), Anti-Ragging Committee, Equal Opportunity Cell etc. organise various programmes to sensitise the students about various gender related issues such as rights and laws, health and hygiene, mental health, women rights and gender discrimination. The college also boasts of a counselling centre that have helped various women students and faculties in overcoming stress and anxieties related to abuse, discrimination and abandonment, making the college a safe space for women in general.

4. Nature of gender balance in the institution

S. B. Deorah College maintains a satisfactory gender balance despite national-level disparities. It stands out in Northeast India as one of the few colleges where female faculty outnumber their male counterparts. However, there remains a gender gap in non-teaching roles, with more males in these positions. Regarding student demographics, there is a slight tilt towards male students, although this still compares favourably to the national average. Overall, these statistics indicate a positive gender situation within the institution compared to national as well as state norms.

4.1. Observations on important gender parameters in the College:

- a) The gender distribution of the students in the institution is observed to be uniform in the last five years, with an approximate ratio 1:1. The following table highlights the fact:

Gender	2019-20	2020-21	2021-22	2022-23	2023-24
Female	566	535	559	637	560
Male	579	562	626	589	593
Total	1145	1097	1185	1226	1153

- b) The gender distribution of faculty members and staff is also good as stated below in the table:

Gender	Teaching Staff	Non-Teaching Staff
Female	45	04
Male	15	18
Total	60	22

The college has a positive trend towards gender equality and women empowerment within the teaching staff. With females comprising 75% of the teaching staff, their dominant presence not only reflects inclusivity but also underscores their significant role in education. Such representation not only enriches the educational experience but also serves as a commendable example of progress towards gender parity and empowerment in the workplace.

- c) The gender distribution in IQAC of the college demonstrates a proactive approach towards empowering women in professional capacities, fostering a more diverse and equitable environment.

Gender	IQAC members
Female	07
Male	10
Total	17

- d) It is observed that there is no gender-based differences in admission criteria or processes in the college and the admission process is based completely on merit.
- e) It is further observed that there is no gender-based differences in academic performance or outcomes among students.
- f) The following Gender-Sensitive Facilities are observed to be available on campus:
Gender-Neutral Washroom, Women's Hostel, Day Care Centre, Sanitary Napkin Vending Machine, Incinerator, Girls' Common Room, Counselling Centre, Internal Complaints Committee (previously known as GSCASH), Women's Cell, round the clock CCTV surveillance.
- g) It is observed that there is no any gender-based differences in access to resources, facilities and opportunities (e.g. scholarships, freeship etc.). All resources and opportunities available in the campus are accessible to all students irrespective of the genders.
- h) It is observed that the college authority does not discriminate in providing gender specific leaves such as maternity leave and child care leaves as per the Govt. rules. Four faculties have taken maternity leave and 4 faculties have availed child care leaves in the last 5 years.

- i) There is no gender-based differences in promotion and career advancement opportunities for faculty and staff as the college follows the guidelines of the UGC and the Directorate of Higher Education, Assam.
- j) It is observed that there is no gender-based differences in representation in leadership positions (e.g. department heads, convenors of cells and sub-committees etc.) in the College.
- k) A healthy observation in the college is that not a single case of sexual harassment has been reported on campus in the last five year.
- l) It is observed that there is no gender-based differences in pay scales and benefits for faculty and staff in the college.
- m) It is observed that both male and female students participate equally in the co-curricular, extracurricular and sports activities in the college and there is no any gender-based differences.
- n) The institution has the Disciplinary Committee and the Internal Complaints Committee (ICC) to handle any conflict situations related to gender.
- o) The institution has a counsellor to counsel gender diverse students (e.g. transgender, non-binary). The institution also has facility of gender diverse washroom. Apart from these, the ICC in association with IQAC holds awareness talks on gender diverse topics from time to time.
- p) The institution especially the Women's cell and ICC (formerly, GSCASH) has taken numerous steps to promote gender equality and challenge gender stereotypes, both inside and outside the campus. Some of the initiatives taken by the institute within the campus are as follows-

Sl No	Date	Programme (within college campus)
1	11/11/2019 - 25/11/2019	Certificate course on Taekwondo
2	07/03/2020	International Women's Day
3	June-Sept 2020	Covid Screening Centre led by female staffs of the college
4	08/03/2021	International Women's Day
5	30/07/2021	"Laws related to Women; Its Practicability"
6	23/08/2021	Women in Conflict Zone: Insights from <i>Jw/wi</i>

7	30/12/2021	Counselling session on physical health of girl student
8	08/03/2022	International Women's Day
9	21/04/2022	Counselling session on Sexual Harassment
10	30/04/2022	MAA programme
11	03/03/2023	Talk on Reproductive Health of Women
12	09/03/2023	International Women's Day
13	26/04/2023	Workshop on Gender Sensitisation Committee Against Sexual Harassment
14	22/05/2023- 05/06/2023	Certificate course on Self Defence
15	31/08/2023	Free oral, breast and cervical screening camp
16	09/03/2024	International Women's Day
17	29/04/2024- 31/05/2024	Certificate Course on Women Studies
18	31/05/2024	The Third Gender's Right to Dignity

q) Some other gender related activities conducted by the college through its various cells and sub-committees within and outside the campus which impacted gender issues in particular and the society in general are given below:

i) From 11/11/2019 to 25/11/2019, a certificate course on Taekwondo was organised by Women Cell, to empower the female students of the college, with self-defence skills and instil a sense of security and confidence amongst them.

ii) On 07/03/2020, International Women's Day was celebrated in S.B. Deorah College, where Mrs. Julie Barua spoke about the role of women in promoting gender equality.

iii) During the covid lockdown period (June 2020-Sept 2020), a screening centre was instituted at S.B. Deorah College in which both male and female faculties were encouraged to participate and render their service in the Covid Screening Programme in the college campus. This step could be seen as one of the measures of ensuring gender equality in the college, dispelling prevailing norms of keeping women off from vulnerable and challenging duties. The activities of the screening programme was covered in Prag News Channel on 08/07/2020: <https://www.youtube.com/watch?v=g6rhdzFVpS0>

iv) On 08/03/2021, International Women's Day was celebrated in which a self-defence workshop was jointly organised by Women Cell, S.B. Deorah College and 181 Women Helpline Assam, where the resource person was Mr. S.N. Rao. The workshop intended to empower the women with self-defence skills and instil a sense of security and confidence amongst them.

v) On 30/07/2021, a webinar was organised by Women Cell and Grievances Redressal Cell, on the theme "Laws related to Women; Its Practicability" by Resource person- Mrs. Anuja Bhuyan (ACS) and Mrs. Poonam Choudhary (Advocate, Gauhati High Court). The speakers spoke about various laws related to women and how awareness of such laws can help women in protecting themselves from various discrimination and abuse experienced at homes as well as in public spaces.

vi) On 23/08/2021, an online webinar on the theme "Women in Conflict Zone: Insights from *Jwlwi*" was organised by Department of English, where Resource person Rajni Basumatary, film maker and actor spoke about the impact of insurgencies on the lives of women. During Boro insurgency, the women were the worst sufferers of violence. Rajni Basumatary depicts the trauma of such women in her movie- "*Jwlwi*".

vii) On 30/12/2021, a free-health checkup and counselling session on physical health of girl students and especially the female staff was organised by the college in association with 4 season's Nutrition Wellness Center. In the session, screening of various lifestyle diseases was done.

viii) On 08/03/2022, International Women's Day was celebrated in S.B. Deorah College by Women's Cell, where a beautiful talk on "Tradition and Feminism" was delivered by Dr. Nabanita Bhuyan, Associate Professor, Department of Political Science, S.B. Deorah College. In the talk, Dr. Bhuyan talked about the dynamics of tradition and feminism in society and urged the audience to uphold and fight for the values of equal rights and opportunities within the ambit of tradition.

ix) On 21/04/2022, a counselling session was organised by Women's Cell for the girl students to deal with sexual harassment-induced mental health issues. In the session, members of the Women's cell sensitized the students about the need to open up and seek various means of help to address and overcome trauma and anxiety related to sexual harassment.

x) On 30/04/2022, a programme called "MAA" was organized in S.B. Deorah College, in association with M/S. G Bordoloi Enterprise. The primary aim of the event, was to felicitate a number of helpless oppressed and vulnerable women of age and provide them a platform of recognition of their selfless dedication and service towards their respective families and society.

xi) On 03/03/2023, the Women's Cell of S.B. Deorah College organised a talk by Dr. Dilip Sharma Consultant Gynaecologist, Nemcare Hospital. The speaker gave an insightful talk on the Reproductive Health of Women, where he explained about menstrual cycle, menopause, pregnancy and its related complications.

xii) On 09/03/2023, International Women's Day was celebrated by Women's Cell, S.B. Deorah College, in which Dr. Biva Rani Pathak, Associate Professor, Department of Assamese, delivered a talk on "The Status of Women in Indian Society."

xiii) On 26/04/2023, workshop on Gender Sensitisation Committee Against Sexual Harassment was organised by GSCASH cell, where resource person Dr. Meenakshi Buragohain spoke about understanding the role and working of GSCASH in creating a safe and inclusive space in academia. The resource person highlighted that, for the betterment of society, academic institutions have an ethical responsibility of shaping the current structures by breaking the prevailing regressive norms.

xiv) From 22/05/2023- 05/06/2023, Women's Cell, S.B. Deorah College organised a certificate course on Self Defence to empower the female students with self-defence skills and instil a sense of security and confidence. The by Resource Person of the programme was Mrs. Tutumoni Boro, a Black Belt Certified by TFI.

xv) On 31/08/2023, a free oral, breast and cervical screening camp for adult women of the college and the neighbouring areas, was organised by the health care committee and extension activities cell in collaboration with B. Barooah Cancer Institute, Guwahati.

xvi) On 09/03/2024, International Women's Day was celebrated, where resource person Mrs. Mridusmita Bhuyan, Electronic Journalist, DY365 gave an insightful talk on "Role and Status of Women".

xvii) From 29/04/2024- 31/05/2024, Women Cell and Department of English organised a certificate course on Women Studies, where students got an opportunity to learn and understand the dynamics of gender inequality and develop strategies to promote gender equity.

xviii) On 31/05/2024, a talk on Gender Sensitisation: The Third Gender's Right to Dignity was delivered by Dr. Pallabi Baruah, Asst. Prof. Dept. of English, S.B. Deorah College. It was organized by ICC(GSCASH), S.B. Deorah College. In the talk the resource person gave an enlightening talk where she sensitized the students on several fundamental concepts relating to the understanding of the third gender, their struggles, their politics and the various consequences of the neglect and apathy by the society on them.

Initiatives taken beyond the college campus are as follows:

Sl No	Date	Initiatives (outside the college campus)
1	23/02/2020	Health awareness programme on “Breast and Uterus Cancer”, in Namgaon
2	09/03/2020	International Women’s Day celebration in Ulubari H.S. School
3	22/01/2021	Awareness program on Economic Self-reliance, in Namgaon
4	20/03/2021	Donation of a well and sewing machine to the women in Namgaon
5	12/03/2022	Training workshop on Mushroom Cultivation in Namgaon
6	12-18/06/ 2022	NSS Special Camp in Namgaon
7	24/06/2022	Donation of two urinals in Namgaon
8	25/05/2023	One day workshop on Self Defence in Kanya Mahavidyalaya

xix) On 23/02/2020, a health awareness programme on “Breast and Uterus Cancer” was organised in Namgaon Primary School, the adopted village of S.B. Deorah College by Women Cell, S.B. Deorah College, in association with Rodali- A Center for Cancer Awareness and Counselling.

xx) On 09/03/2020, International Women’s Day was celebrated with the organisation of a talk in college campus and a play on “Status of women in Indian Society” was organised in Ulubari H.S. School by Women cell of S.B. Deorah College.

xxi) On 22/01/2021, an awareness program on Economic Self-reliance of Rural women was organised at Namgaon village, Sonapur.

xxiii) On 20/03/2021, a sewing machine and drinking water well was donated to Namgaon village, Sonapur, so that the women of the village can become economically self-reliant and have clean drinking water facility.

xxii) On 12/03/2022, a training workshop on Mushroom cultivation was organised by IQAC, so that the women of Namgaon village can be economically self-reliant. The training was facilitated by faculty members of Dept. of Botany and Zoology, S.B. Deorah College.

xxiv) From 12-18th June, 2022, NSS Unit of S.B. Deorah College organised a NSS Special Camp in Namgaon, where various activities like Entrepreneurship Development Training, Multicropping Farming Training etc. was organised for the upliftment of the village specially the women. A talk on Menstrual Hygiene was also delivered by Dr. Sangeeta Deka, Associate Professor, Gauhati Medical College, Dept of Microbiology. In her deliberation, she stressed on maintenance of female

hygiene during menstruation. She advised the village girls to take healthy food during those days. After the talk sanitary napkins were distributed among the village girls.

xxv) On 24/06/2022, 2 urinals were donated in Namgaon village, so that women can gain a private space to attend to their sanitation needs, promoting dignity and comfort. It also reduces the vulnerability of women to harassment or assault that might occur in open areas, and also contributing to better overall health outcomes for women and the community as a whole.

xxvi) On 25/05/ 2023, a self-defence training programme was organised jointly by NSS Unit of S.B. Deorah College and Kanya Mahavidyalaya, in Kanya Mahavidyalaya.

5. Conclusion and recommendations:

It is found that the college is maintaining good gender balance in most of the parameters. It has been working to provide equal opportunities of its facilities and resources to both male and female students, faculties and the non-teaching staff. The gender specific facilities and opportunities maintained by the college are also notable. Various gender related works, activities and programmes undertaken by the college both within and outside the campus are also praiseworthy. All these must have made positive impact among the students and the public at large. The following recommendations are made to further gender welfare in the college:

1. The annual college budget should contain specific financial allotment to address gender issues;
2. Providing more scholarships to the needy girl students, especially those who could not avail benefits of govt. sponsored schemes;
3. Construction of more gender-neutral washrooms in the college;
4. Hiring of more female in the non-teaching staff of the college


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Declaration by the Principal: The undersigned accepts the observations mentioned in the report and expresses the commitment that the College will implement the recommendations.


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14/6/2024

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