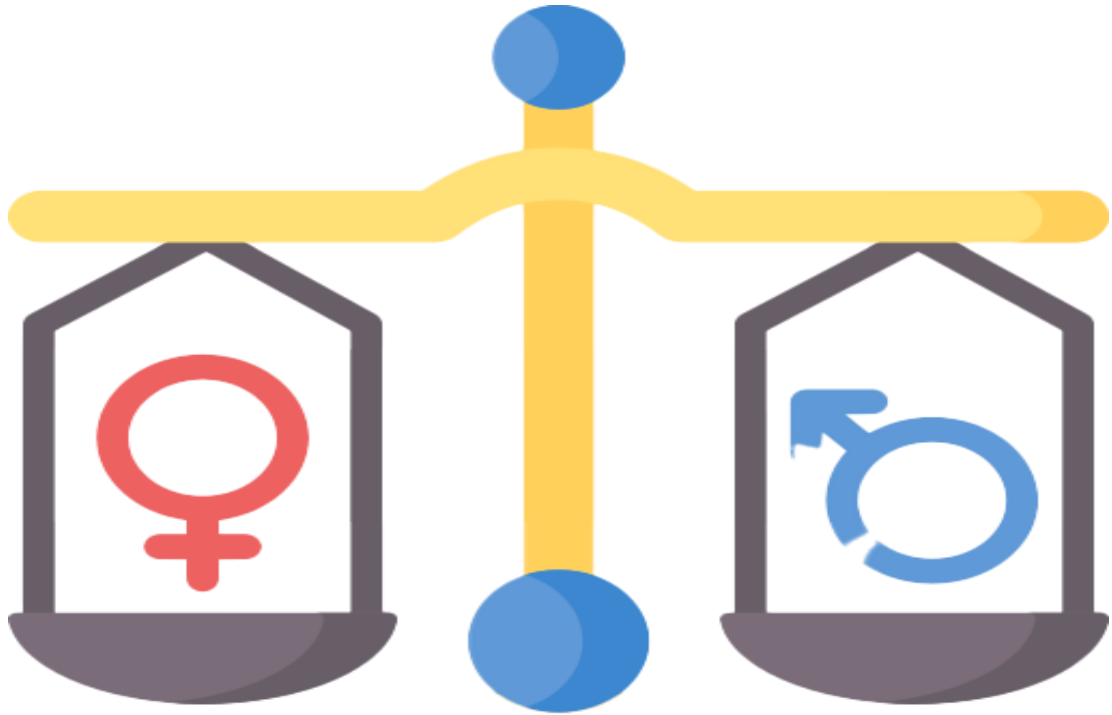


**SONTALI ANCHALIK COLLEGE**  
Mahtoli, Kamrup, Assam



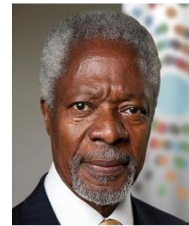
**GENDER AUDIT REPORT: 2022-2023**  
COMPILED BY IQAC AND CENTER FOR GENDER STUDIES, JN  
COLLEGE, BOKO

**“Achieving gender equality requires the engagement of women and men. Girls and boys. It is everyone's responsibility”**



**BAN KI-MOON**

**“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance”**



**KOFI ANNAN**

**“ A gender equal society would be one where the word gender does not exist; where everyone can be themselves”**



**GLORIA STEINEM**

**“Freedom cannot be achieved unless women have been emancipated from all kinds of oppression”**



**NELSON MANDELA**

## Certificate



It is hereby certified that IQAC Cell in collaboration with center for gender studies of JN College, Boko has carried out the necessary “2022-2023”. The gender audit team completed this internal audit course in a satisfactory manner.

**Dr. Tapan Dutta**  
**Principal & Chairman, IQAC**  
**Sontali Anchalik College**

## Acknowledgement

We, the Gender Audit Assessment Team expresses our gratitude to Dr. Tapan Dutta, principle (i/c) and Dr. Nurul Islam, IQAC Coordinator at Sontali Anchalik College for providing us the necessary gender related data and leading our team with their valuable suggestions while compiling the report. Thanks, are also due to the entire teaching and non-teaching staff of the college for their kind cooperation during the data collection process. Lastly, we thank everyone who helped us directly or indirectly in finalizing the Report.



**(Dr. Alimpa Bhuya)**  
**Auditor**



**(Dr. Habibur Rahman)**  
**Auditor**



**(Dr. Dhiraj Kr. Das)**  
**Auditor**

## Table of contents

Content	Page no.
1. Introduction to the institution-----	5
2. Glimpse of gender audit: Concept, methodology and implementation -----	6-8
3. Objective of the audit report-----	8
4. Results and discussion-----	8
4.1 Analysis of gender balance among students -----	8-10
4.2 Analysis of gender balance among teaching & non-teaching staff -----	11-12
4.3 Analysis of gender balance of different committees/Cells -----	12
4.4 Summary of the findings-----	12-18
5. Recommendations and future prospective -----	18
6. Endnote-----	19

## **1. Introduction to the institution:**

Sontali Anchalik College was established in the year 1987 with an aim to open up the doors of opportunities to acquire higher education in the economically and educationally backward region of the Southern part of Kamrup district of Assam. By selfless and relentless efforts of some intellectual genius of Sontali Mouza of Kamrup and South Baguribari Mouza of South Barpeta district, it was possible to make the dreams of thousands of people of this locality into reality and as a result the Sontali Anchalik College is now showering its light of knowledge among the community. Since its inception the college has fervently and persistently followed its motto of creation of a sound mind in a sound body.

A majority of people living in this region are minority Muslims with poor socio-economic background and the Sontali Anchalik College has throwing light to this community to stand up with educated society persistently. The Sontali Anchalik college has already received requisite necessary permission, recognition, affiliation from Gauhati University. The college has obtained final concurrence from the Govt. of Assam on 1999 and 2(f) and 12(b) status of the UGC on 13th August 2013 and Sontali Anchalik College is provincialized by the Govt of Assam in 2013

Sontali Anchalik College was initially started by the local genius and run by the Managing Committee as venture college. Since its beginning the college has been playing an active role in catering to the educational needs of the backward economically weaker, flood prone char areas minority Muslim community of the region. The college committed to provide a holistic development to the community with integrity, fraternity, social responsibility, mental harmonious, cultural consciousness, environmental awareness for building a strong nation.

## **2. Glimpse of gender audit: Concept, methodology and implementation:**

### **Key terminologies in gender audit:**

**Gender:** Gender defines the socially constructed identities, roles and responsibilities of different gender types and the relationship between them. It refers to the socially defined norms of how men, women and other gender types should behave, and relate to each other and consequently govern their representation in various organizations and positions. These ideas and practices are sanctioned and reinforced by a host of cultural, political, and economic institutions including the household, legal and governance structures, markets, and religion.

**Gender equality:** According to United Nations Educational, Scientific and Cultural Organization (UNESCO) "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”.

**Gender audit:** A gender audit is a tool to assess and check the institutionalization of gender equality into organisations, including their policies, programmes, projects and/or provision of services and structure proceedings. This audit would pay attention to different issues such as: the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff’s perceptions, understanding and behaviours towards the issue. Gender Audit also evaluates to what extent the gender perspective is integrated into the academic policy and programmes, research, curricula and in the management of work and staff’s wellbeing.

#### **Methodologies adopted for our gender auditing process:**

The data on students, faculty members and the administrative staff was collected from the database available in the administrative department. A review of courses taught in various programs were carried out to understand the integration of gender in the curriculum. A questionnaire survey was administered to faculty members, students, and staff of JN college to get their views on different aspects of gender sensitivity in the institute.

The Gender Audit was conducted in the following process:

- i) Orientation of the students and Staff members through various activities like webinars, Guest lectures, interactive talk-shows, workshop and research conference, posters, PPT presentations, debate competitions and statistical research cases were also presented.
- ii) Questionnaire was circulated among the students to understand their awareness about women safety in the College campus.
- iii) Statistical Gender Analysis was collected of all staff-members, students and management.

#### **Implementation of gender audit in JN college, Boko:**

This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college always concentrates on student’s qualitative performance along with their overall personality development. The college has set up “Center for gender studies” to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The cell always motivates the students to perform their social responsibilities and to empower them. Observing the gender equality, the girls are provided with various facilities and special attentions. The NCC unit for girls concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The NSS has separate unit of girls, this unit always motivates girls for their social responsibilities. Moreover, special study room is provided for the girls, they are also given self-defence trainings, the lectures of eminent personalities are held on various topics to develop their personalities. By organizing Financial Education Workshop, the girls are made aware of savings and investments. They are trained for ornament making, cloth bag making. Workshops are held on “Women and Human Rights” and Women and Laws” to make the girls aware of their rights and responsibilities. Regular classes are organised on different women related issues. Anti-Ragging Committee and

Internal Complaints Committee are formed in the college. In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves.

### 3.Objective of the audit report:

Jawaharlal Nehru college, Boko follows zero resistance policy to discrimination of human resources on the basis of Gender. In the same line of judgement, following are the main objectives of the of the current :

- To know about gender balance within the college. While doing so, emphasis must be put on to identify the areas where the gender inequality exists and to find out the probable reason causing the same.
- Next objective was to suggest solutions to bridge the gender gap and to maintain healthy gender balance in all fields of college. So action must be taken to persist freedom for all genders to express offree and fair opinion
- The institute shall take effective measures for the safety and security of all genders. To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college, personality development programs shall be organized, which will develop confidence in the members of the institution.
- The institute shall arrange effective measures for the safety and security of all gender. There must bean accessible, active, unbiased and confidential grievance redressed cell.

### 4. Results and discussion:

JN college, Boko, hopes to create, attract and retain gender balanced environment which in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country. Gender balance means the existence of a fair ratio of male and female representation in terms of number of students in various programs as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to social structure which act as inhibitors to access. The region where the JN college, Boko is located is mostly agrarian comprising of Scheduled caste and scheduled tribe population. This result in lesser capabilities among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

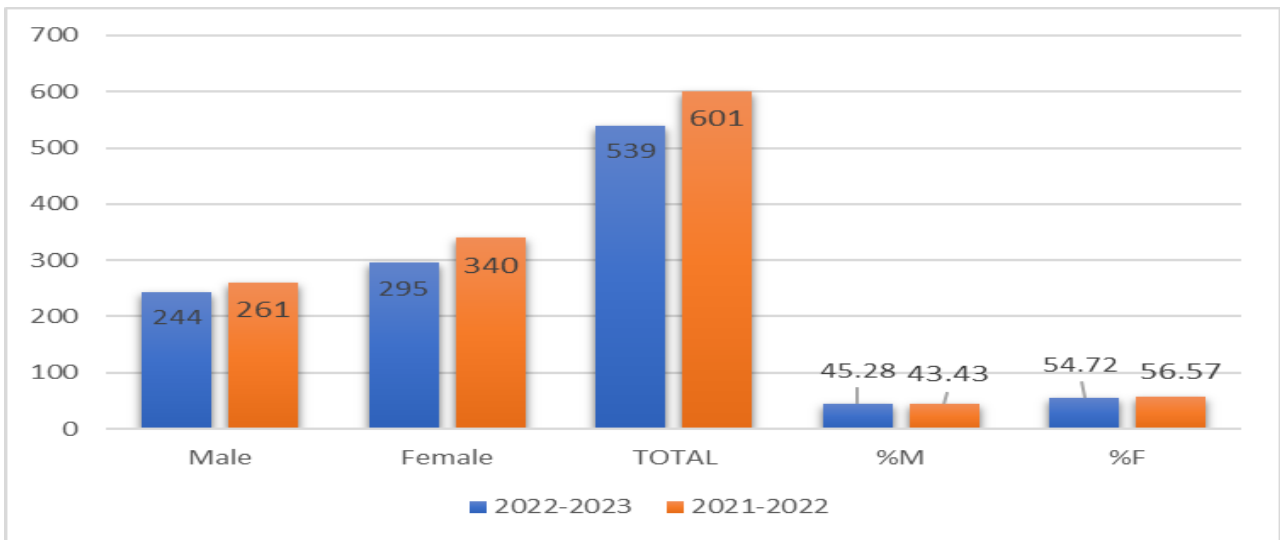
#### 4.1 Analysis of gender balance among students:

Gender balance among the students enrolling to UG courses offered by Sontali Anchalik College, Mahtoli, Kamrup are listed below:

##### (a) Gender balance in enrollment at UG level:

SESSION	Male	Female	TOTAL	%M	%F
2022-2023	244	295	539	45.28	54.72
2021-2022	261	340	601	43.43	56.57

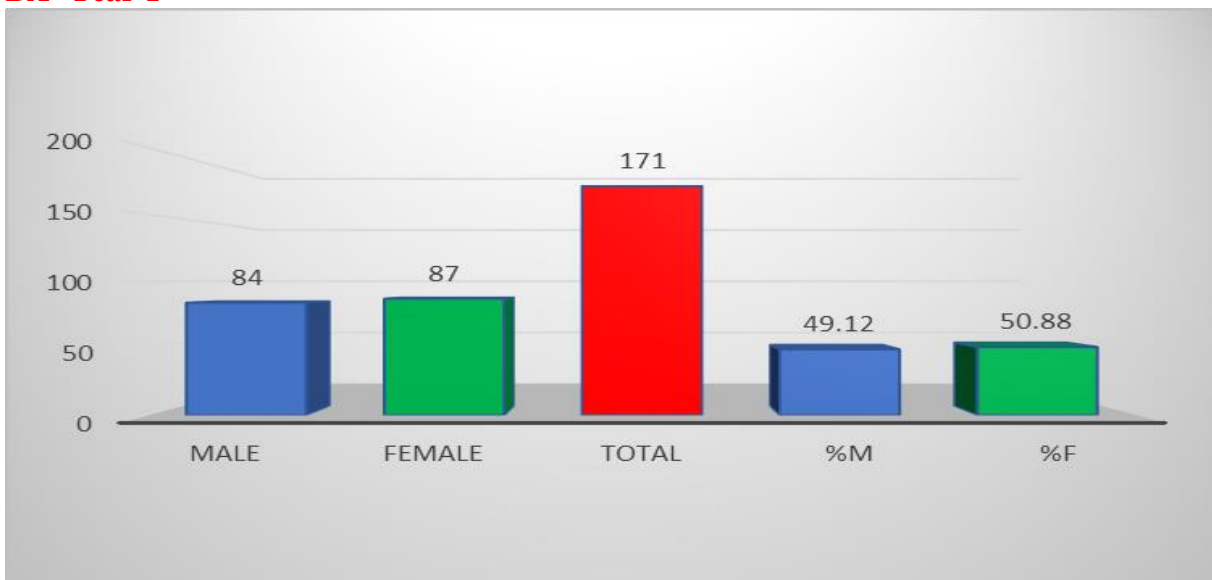




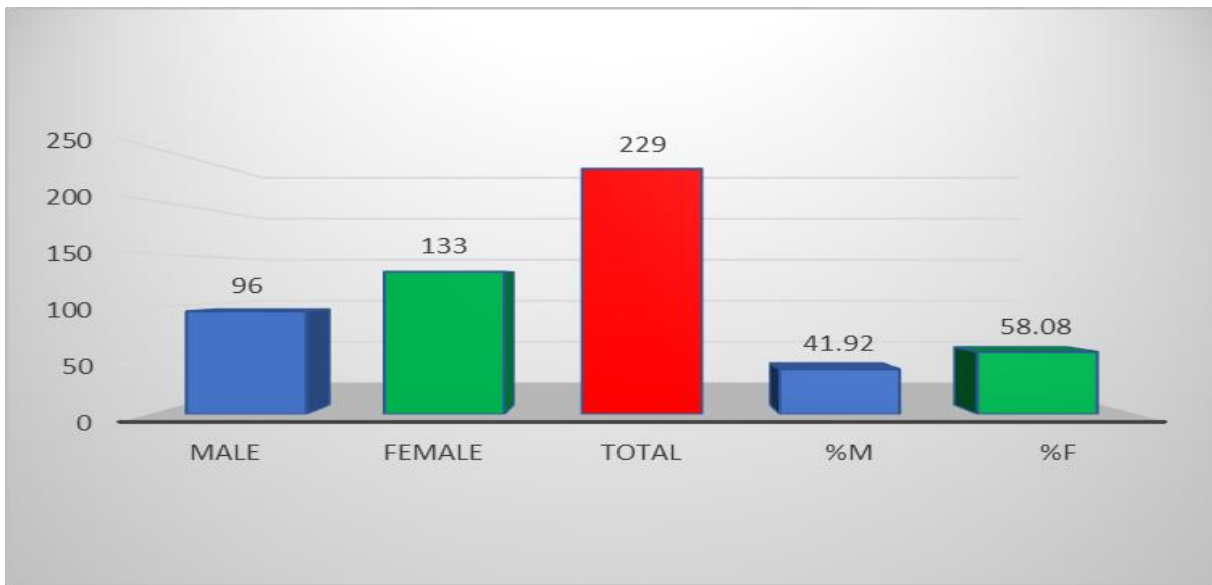
**Semester wise Gender Difference in the student**

SESSION	Semester	Male	Female	TOTAL	%M	%F
2022-2023	B.A-I	84	87	171	49.12	50.88
	B.A-II	96	133	229	41.92	58.08
	B.A-III	66	73	139	47.48	52.52

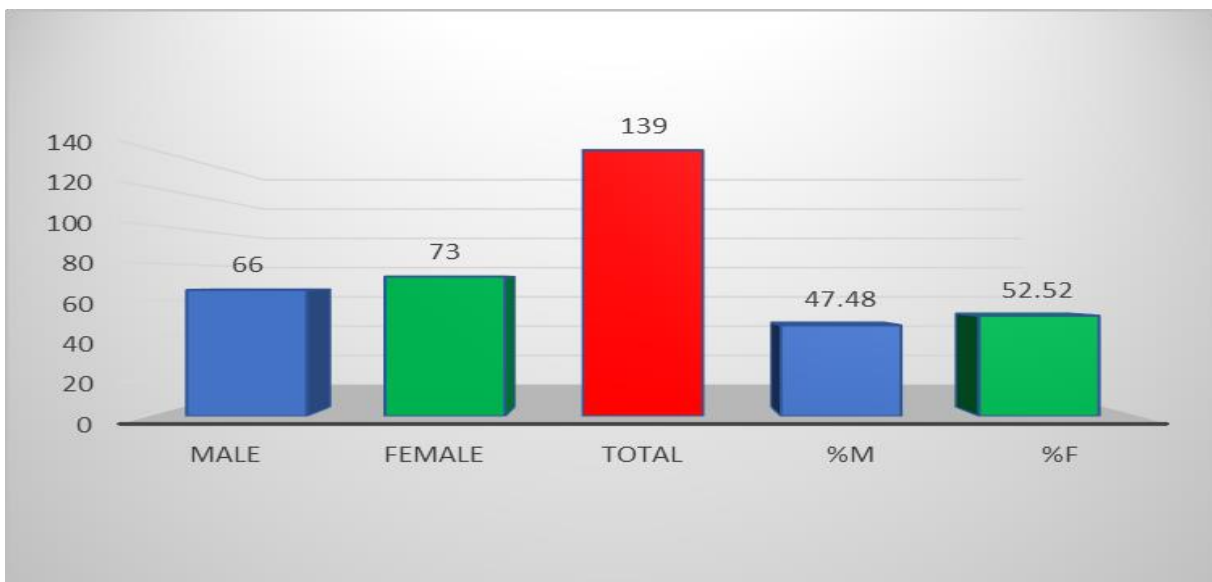
**BA- Year-I**



### BA- Year-II



### BA- Year-III

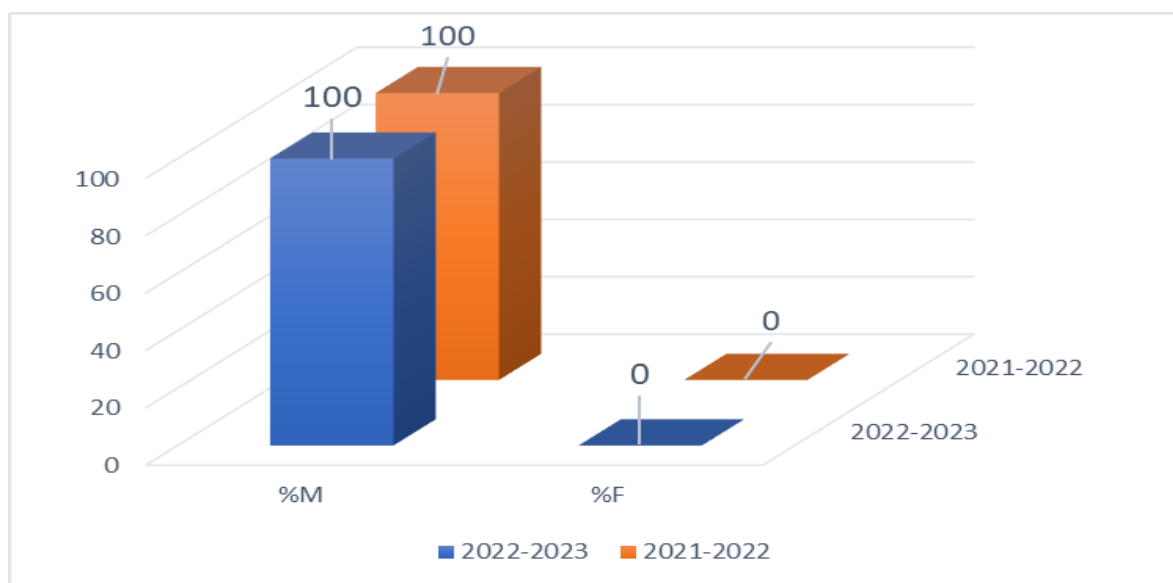


The above figure represents the comparative analysis of enrollment of students at graduate level for the academic year 2021-2022 to 2022-2023. The result is encouraging as the participation of female student's increases in higher education on yearly basis and the enrollment scenario is dominated by female as well. This vividly give the idea that girls students are not lagging behind when compared to boy students.

#### 4.2 Analysis of gender balance among teaching and non-teaching staff

##### (a) Gender balance in Teaching staff:

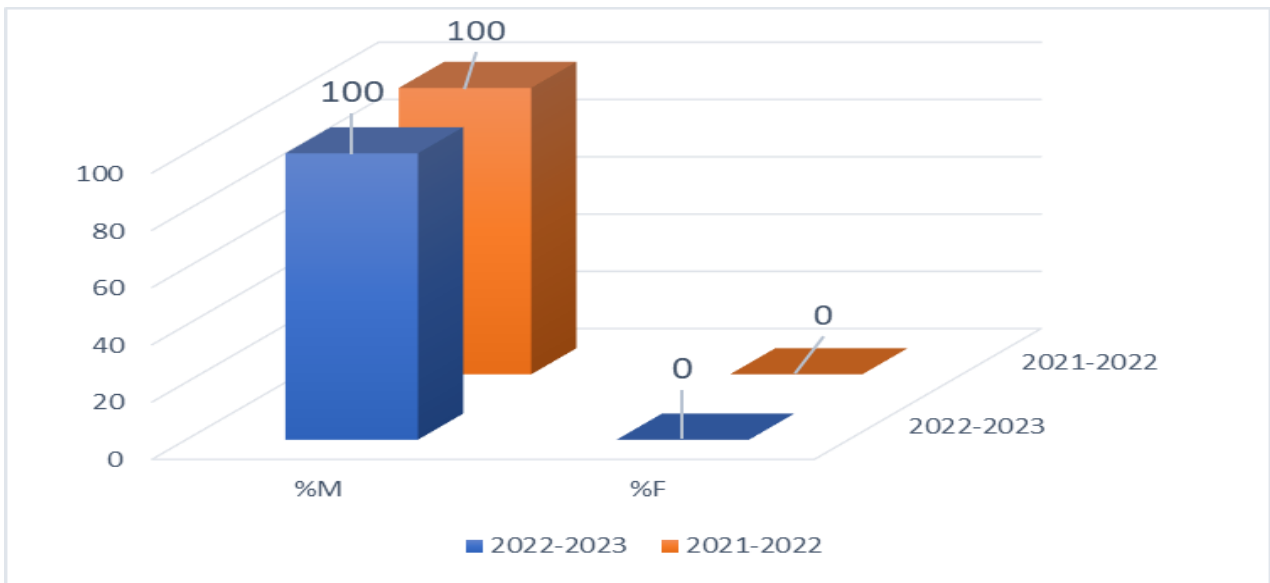
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	23	00	23	100	00
2021-2022	23	00	23	100	00



The total number of teaching staff is 23 and all are male. There is no female teaching faculties in Sontali Anchalik College.

##### (b) Gender balance in non-teaching staff:

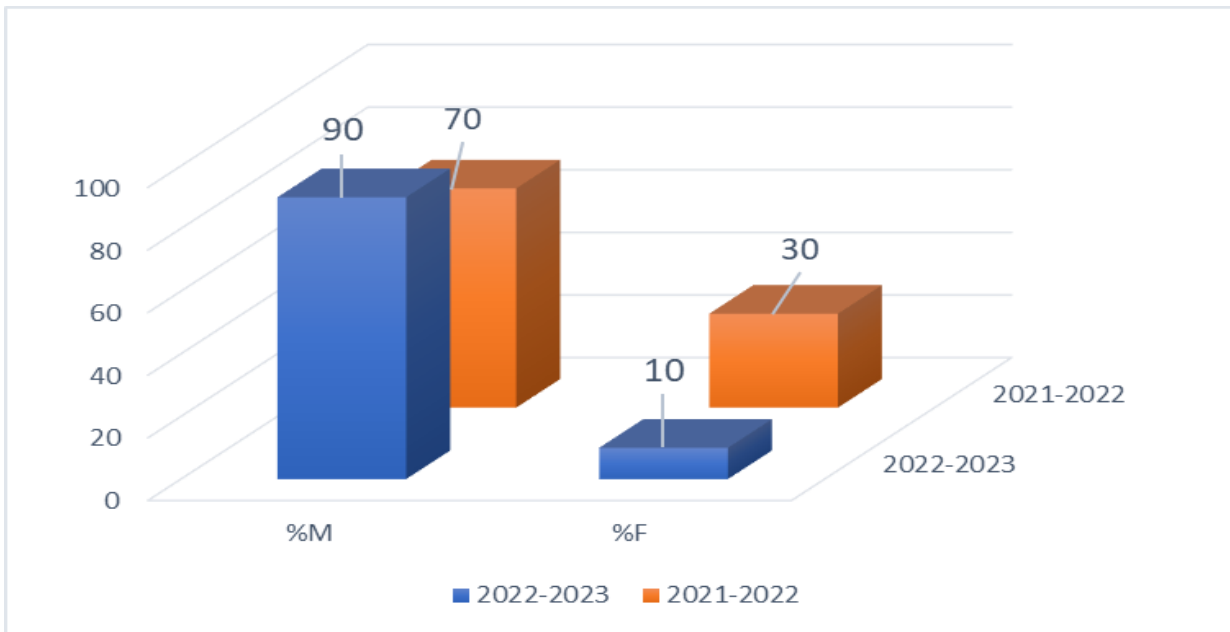
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	8	0	8	100	00
2021-2022	8	0	8	100	00



### 4.3 Analysis of Gender Balance in Different committees/Cells :

#### (a) Gender balance in Sontali Anchalik College student's union:

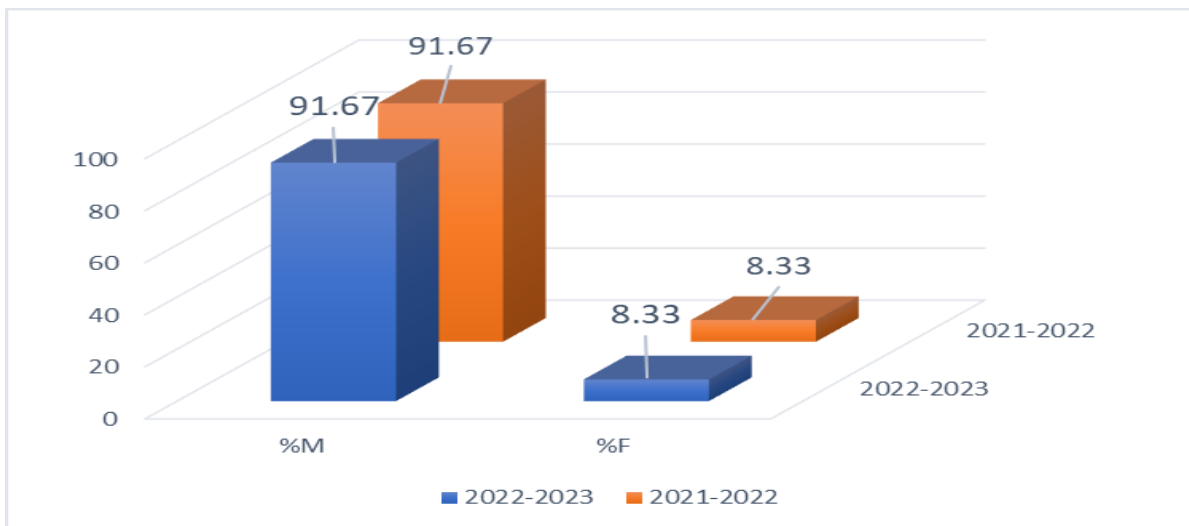
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	9	1	10	90	10
2022-2023	7	3	10	70	30



From the above data it is evident that the male to female ratio among the student union body approximately remain the same for both the academic years under investigation, where male candidates dominates with a weightage of almost 85 %.

**(b) Gender balance in Sontali Anchalik College Governing Body:**

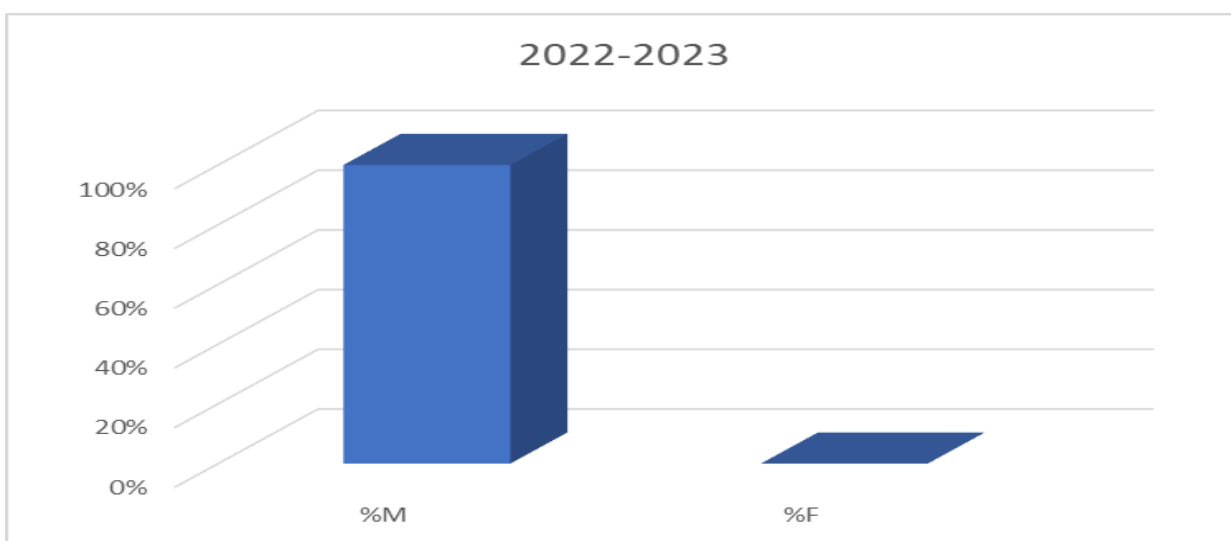
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	11	1	12	91.67	8.33
2022-2023	11	1	12	91.67	8.33



The above given data and figure represents the gender balance in the Sontali Anchalik College governing body unit. Clearly it indicates the one lady member (Guardian) has been representing both the academic year 2021-2022 and 2022-2023.

**(c) IQAC committee:**

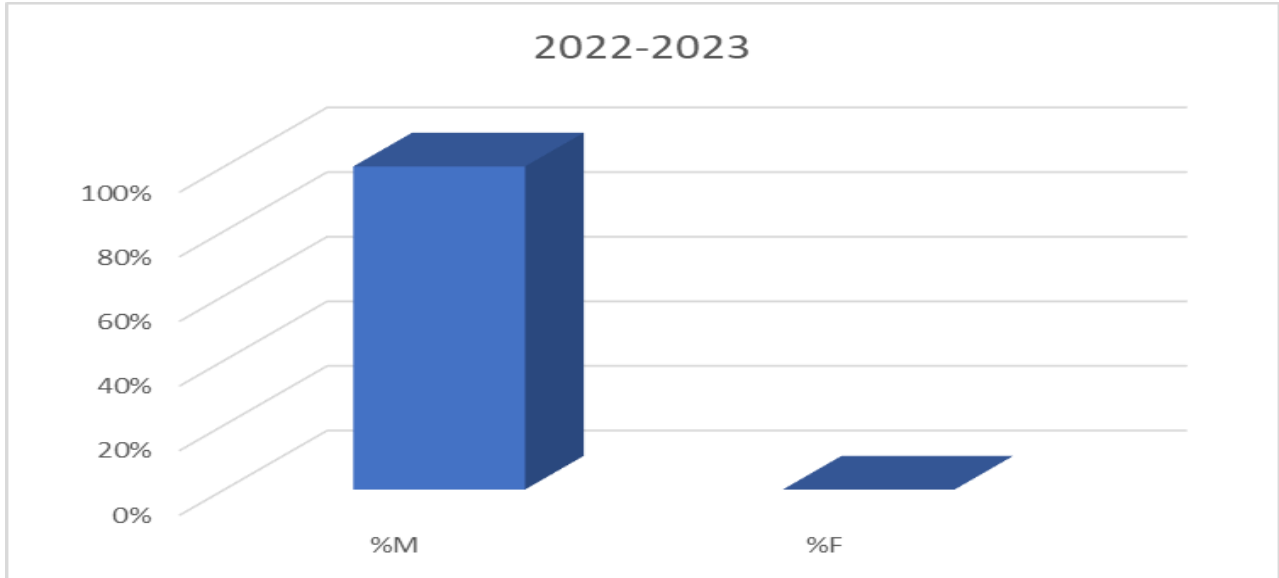
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	14	0	14	100	0



Percentage of Male in IQAC is 100%

**(d) Academic committee:**

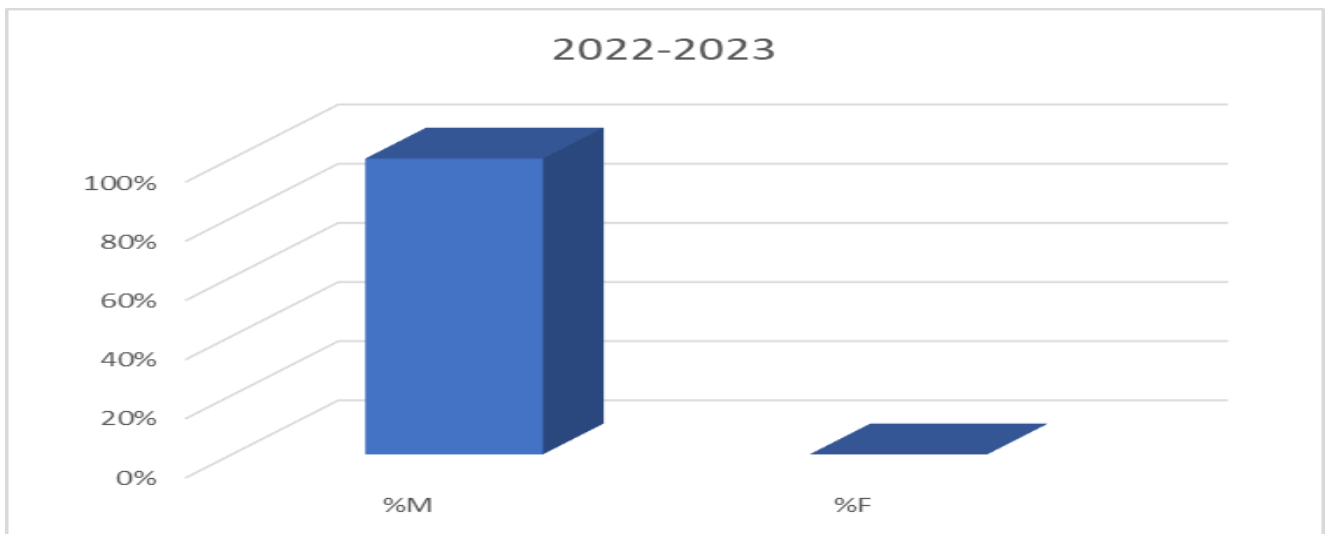
<b>SESSION</b>	<b>MALE</b>	<b>FEMALE</b>	<b>TOTAL</b>	<b>%M</b>	<b>%F</b>
<b>2022-2023</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>100</b>	<b>00</b>



Percentage of Male in Academic Committee is 100%

**(e) Construction and purchase committee:**

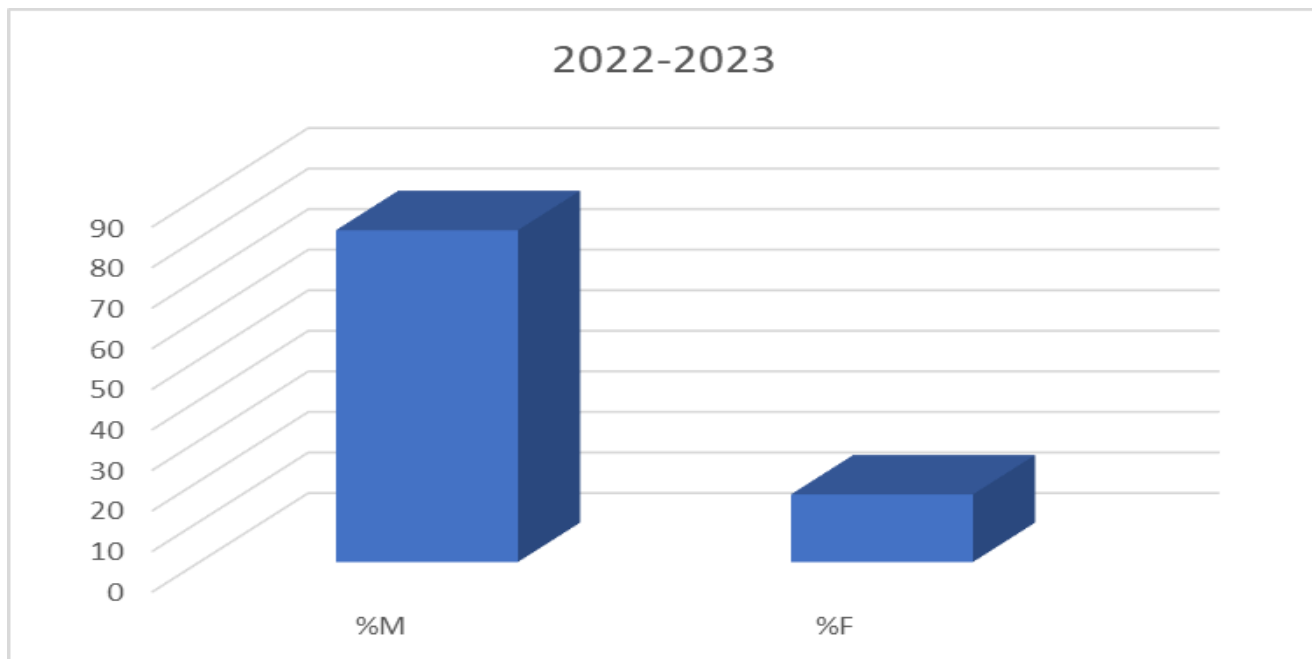
<b>SESSION</b>	<b>MALE</b>	<b>FEMALE</b>	<b>TOTAL</b>	<b>%M</b>	<b>%F</b>
<b>2022-2023</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>00</b>



Percentage of Male in Purchase committee is 100%

**(f) Anti-ragging committee:**

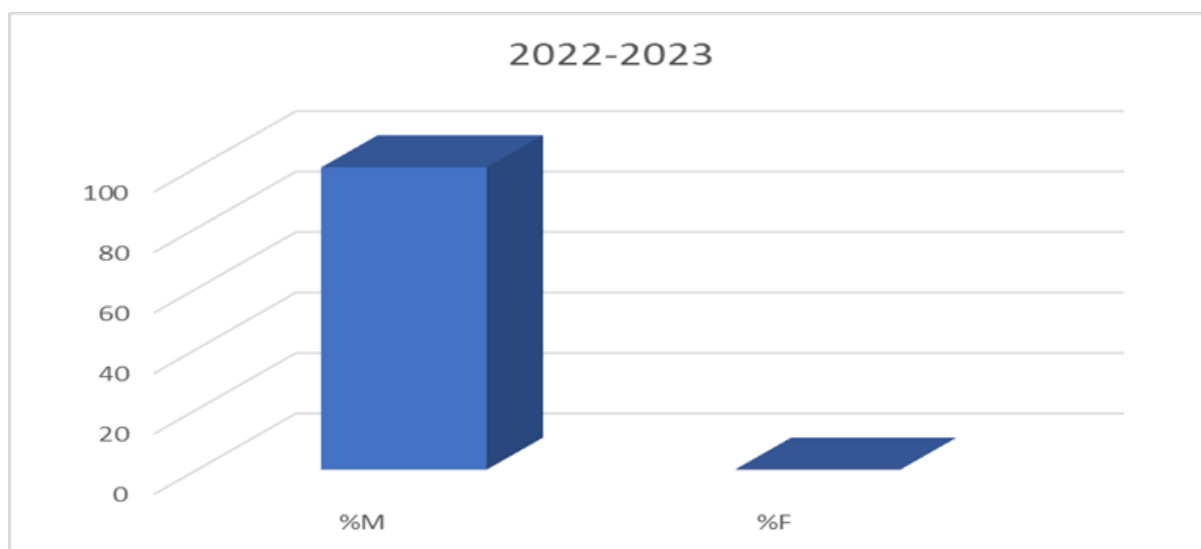
SESSION	MALE	FEMALE	TOTAL	%M	%F
2021-2022	9	2	11	81.81	16.67



In the anti-ragging committee of the college, the number of male percentage is higher than femalemembers as shown above.

**(g) Examination cell:**

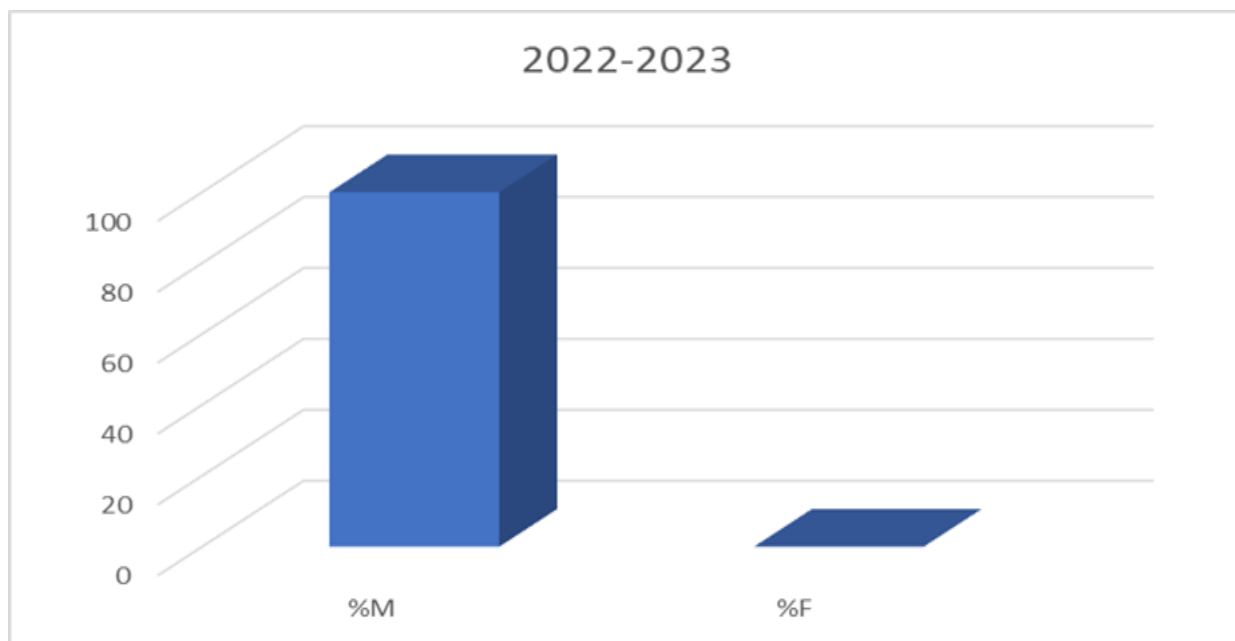
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	5	00	5	100	00



In the Examination cell of the college, all are male members.

**(h) NSS:**

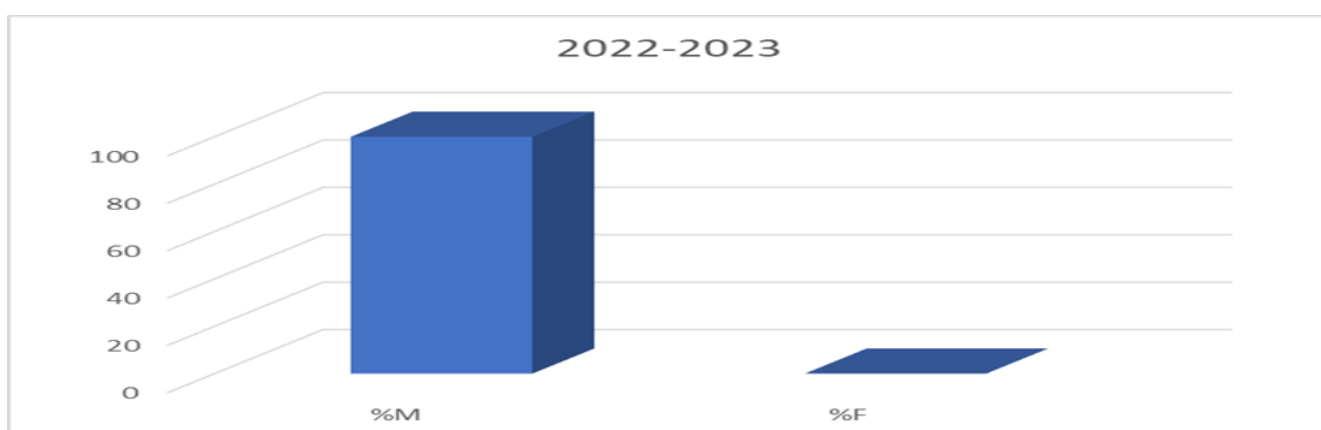
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	1	0	1	100	0



In the NSS committee of the college, there is only one male member as shown above.

**Grievance and redressal cell:**

SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	4	0	4	100	0

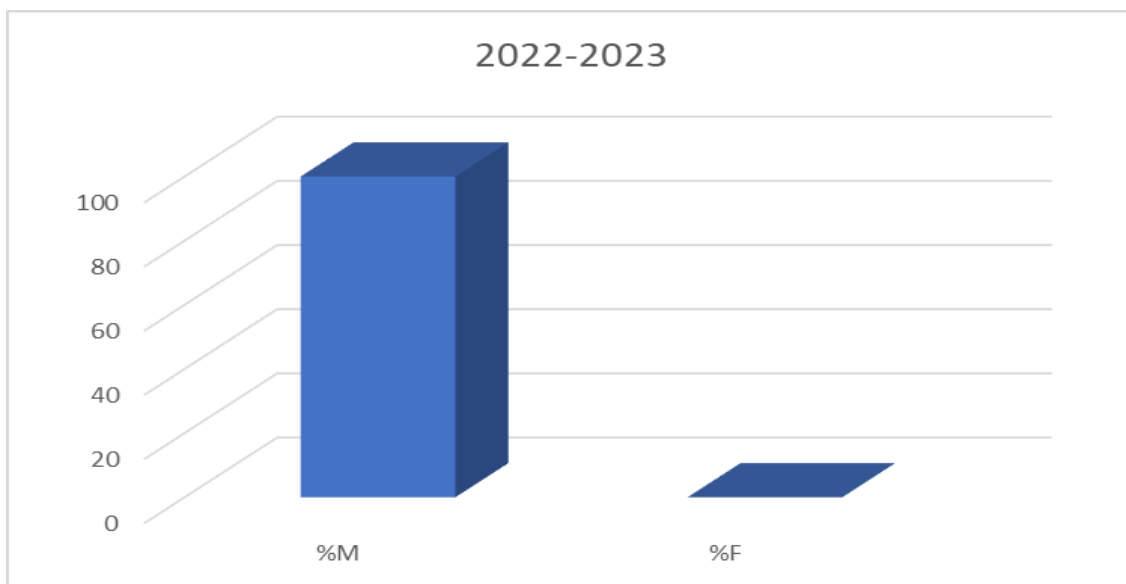


In the grievance and redressal cell of the college as shown above, the cell is 100% dominated by male.

**(i) Parent guardian cell:**



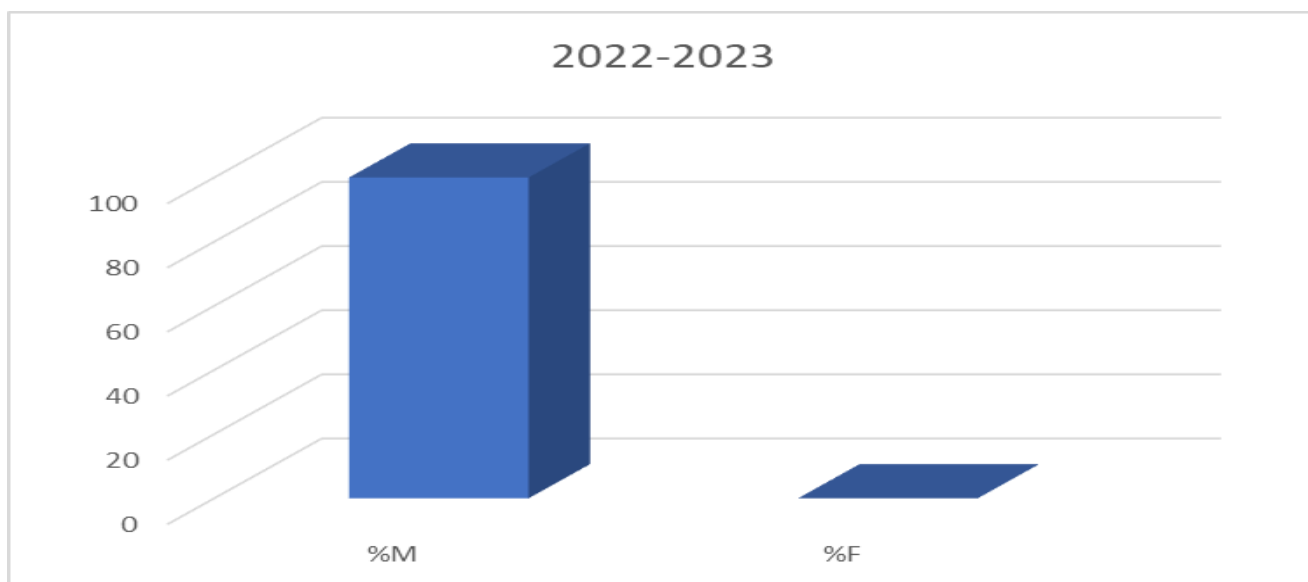
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	3	0	3	100	0



In the parent and guardian cell of the college, there is no any female member in the cell.

**(j) Alumni cell:**

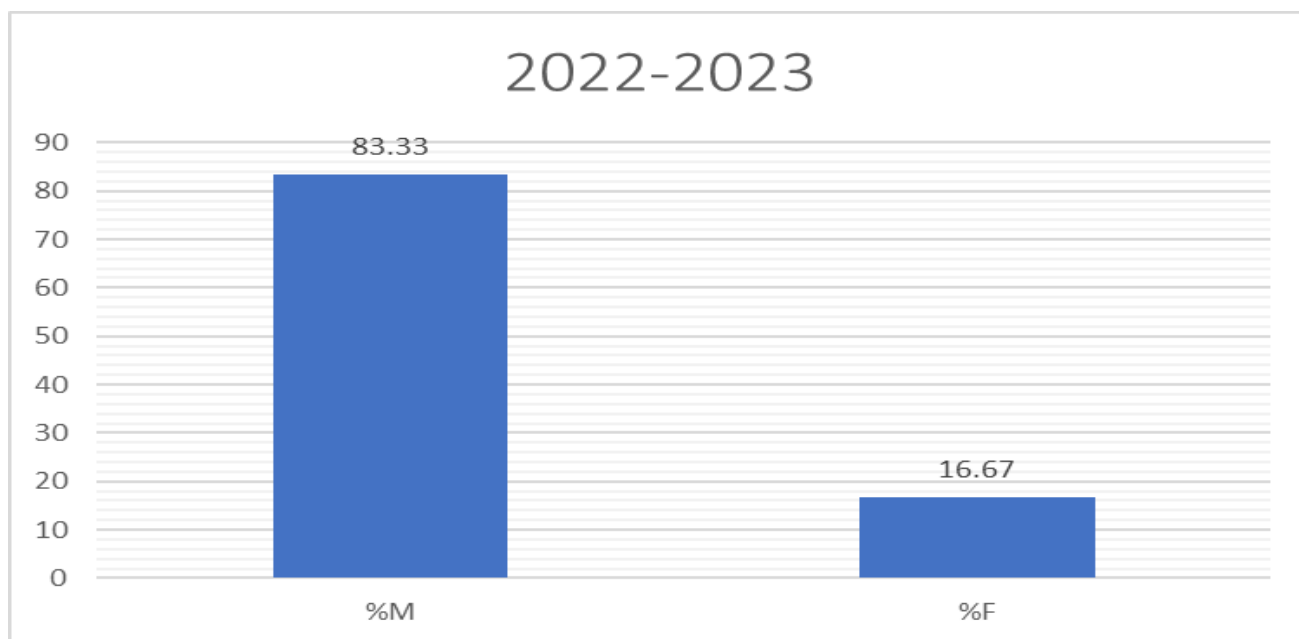
SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	5	0	5	100	0



In the alumni cell of the college, there is no any female member in the cell.

### ICC( Internal Complaint Committee):

SESSION	MALE	FEMALE	TOTAL	%M	%F
2022-2023	5	1	6	83.33	16.67



In the Internal complaint committee(ICC) of the college as shown above, the number of male percentage is higher than female.

#### 4.3 Summary of the findings:

The salient findings of our gender audit analysis are listed below in pointwise manner:

- (1) Students strength particularly girl's strength is increasing continuously in all the semester and programmers.
- (2) Girls enrolment is more than that of boys in most of the classes
- (3) Gender strength both in teaching staff and non-teaching staff is in favour of male.
- (4) Gender balance is not up to the marks in the various operating bodies and cells of the college.

#### 5. Recommendations and future perspective:


- (1) It is recommended to conduct frequent awareness drives to cover the existing communication gap.
- (2) To ensure the safety of the youth, it is proposed to appoint more guards.
- (3) There is no any female teacher in the staff. It is advisable to consider this aspect in future requirement process.
- (4) The college should include more female teachers/staff in different committees of the college to ensure equality.
- (5) Gender specific projects from funding agencies are to be encouraged.
- (6) College must introduce frequent self- employment trainings in different subjects.
- (7) The college should also pledge to look into the issues and concerns of the third gender community, if any evolve in the near future.

## 6. Endnote:

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. It is found that the College has lots of strengths and some weaknesses. 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 issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time specifically for girl's students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.



**(Dr. Alimpa Bhuya)**  
**Auditor**



**(Dr. Habibur Rahman)**  
**Auditor**



**(Dr. Dhiraj Kr. Das)**  
**Auditor**