

GENDER AUDIT REPORT – 2022
HAJI ANFAR ALI COLLEGE
DOBOKA: HOJAI: ASSAM



Team of Auditors :

1. Dr. Sahab Uddin, Associate Professor, Dept. of English
2. Dr. Adidur Rahman. Coordinator, IQAC
3. Dr. Kabita Devi, HoD, Assamese
4. G. Sarma, Librarian
5. M.U.Laskar, Office Assistant

INTERNAL QUALITY ASSURANCE CELL (IQAC)
HAJI ANFAR ALI COLLEGE
Doboka: Hojai: Assam

FOREWORD:

Gender Equality is a universal issue, and negotiations on women's liberation and her privileges are at the front position of many global campaigns. As the understanding of gender issues swells, women impulsively come into action against women's subjugation and mistreatment. Gender consciousness allows women to move further than other usual gender typecasts and severe gender role characterizations. Hence, the gender audit was carried out to identify ways to make college campus unharmed and safe for women. The audit process involved selecting the pockets to be audited, choosing the participants, preparing the checklist and the writing down the findings and sharing the results with the principal of the college for accomplishment of the recommendations.

GENDER POLICY:

- ❖ There shall not be any kind of unfairness on the basis of gender.
- ❖ The College shall provide equal opportunity to all genders.
- ❖ Freedom of free and fair opinion should be encouraged.
- ❖ An active, balanced and classified grievance Redressal Cell must be in operation.
- ❖ The College shall maintain safety and security of all genders.

Key Steps in Gender Audit:

- ❖ Setting up for preparation
- ❖ Visiting different pockets
- ❖ Interaction with stakeholders
- ❖ Checklist Preparation
- ❖ Draft Report
- ❖ **Sharing** Final Report with the Principal

A Brief Note about the College :

Established in 1986 and subsequent permission for opening a Degree College by the affiliating Gauhati University in 1991, the college was accredited by NAAC in 2005 and 2016 with C++ and B Grade respectively. Haji Anfar Ali College has been moving ahead by spreading the light of Higher Education in a purely marginal area. It is the only centre of higher learning, which has been putting its effort from the day one to turn true the dreams cherished by

its founders for the intellectual, ethical, moral and physical uplift of the students which is now gearing up for the 3rd cycle of Accreditation by NAAC. This Audit Report is truly in conformity with the guidelines of NAAC and its distinctive initiatives to uphold the mission, vision and pursuit for excellence. The whole exercise is essentially a part of the mission of the college for gender equality, continuous quality improvement and self-evaluation.

The College has its own distinctive strategies for developing and implementing the quality improvement and sustenance of the various plans and policies. The Academic Committee of the College is a powerful body consisting of the Principal and Secretary, Governing Body (GB) as the Chairperson, the Vice Principal, Heads of the Departments and the Coordinator of the IQAC. This five-tiered structure functions in administrative and other activities also which gives a sense of involvement to all the stakeholders. To enrich the curriculum, the departments organize Departmental Workshops, Group Discussions, and Seminar Presentations which give a student-centric outlook to teaching learning.

The faculty members take part in the various workshops, seminars organized by the affiliating University to keep themselves abreast with the new programmes/ systems introduced by Gauhati University. The college has always focused on the crucial issues of our society as well as the environmental issues of the world. To achieve this goal, the college has established Gardening and Plantation Society, Nature Club, Women's Cell, Grievance Redressal Cell, Committee Against Sexual Harassment (CASH) apart from various other cells meant for the overall development of the college. The College maintains a professional relationship with the various NGOs for cooperation and collaboration in research oriented and extension activities. Collecting Students' Feedback is a regular practice. Besides, the college runs Compulsory Basic Computer Application Education for All (CBCAEEA) as Self-Financing Course and some other Certificate Courses (CC). The Curriculum for these Courses is designed by the faculty members in consultation with external experts on certain cases.

The College has a well-structured mechanism to maintain transparency in admission, examination and internal evaluation process. The students as the main stakeholders are kept informed about the various issues and programmes of the College. The Academic Calendar, College Website, News Bulletin and personal interaction provide the necessary information to those stakeholders. Remedial Classes are conducted for the weak learners. To develop the critical thinking as well as creative quality in the learners, the college invigorates all genders by

providing the opportunities for making Seminar Presentation, preparing Field Reports, taking part in Group Discussion, writing in the Wall Magazines, taking part in the different Literary Competitions.

As we all know, Gender Equality is a global issue and the gender audit is conducted to identify ways to make college campus safer for women and girl students as said earlier. The audit process is accomplished with the following objectives in mind.

OBJECTIVES :

The Gender Audit has the following objectives:

- ❖ To identify the areas where gender imbalance exists and the factors behind it.
- ❖ To ascertain gender balance in decision-making process.
- ❖ To recommend suggestion for bridging the gender gap.
- ❖ To promote gender equality in all aspects of college.
- ❖ To observe the facilities and effort for prevention of sexual harassment at the college.
- ❖ To make the Committee Against Sexual Harassment (CASH) functional.

METHODOLOGY :

Gender Audit Team reviews and analyses the operating environment and context of Haji Anfar Ali College. From the analysis, the team understands that the college is being operated in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females.

The methodology includes:

- ❖ Gender equity which requires that girls and women are provided free access to the activities and program choices
- ❖ Organization of activities that meet the needs, interests and experiences of the girls and women of the College.
- ❖ Focus on the initiatives of Anti Ragging initiatives.
- ❖ Existence of measures against sexual harassment of girls students and
- ❖ The security measures adopted by the college.

The statistical data provided for the last few academic years together with the findings of both the offline and online meeting have been analyzed while preparing the report.

The extensive gender sensitive indicators have been studied in detail and that include the following:

- ❖ Curricular Aspects
- ❖ Student Support and Progression
- ❖ Gender balance in Teaching & Non-Teaching Staff members
- ❖ Research, Consultancy and Extension
- ❖ Equal participation of all genders in Committees and Cells
- ❖ Resources & Infrastructure

Above all, gender wise data analysis is one of the prominent methodologies adopted in preparing this report.

HYPOTHESIS:

The responses of students and teachers with regard to programme planning and design in Certificate Courses in college and its activities revealed that most of them feel that the gender equity in policies, programmes of the college is satisfactory.

DETAILED ANALYSIS :

Table 1: Gender wise Details of Total Students in the College

SL NO	YEAR	TOTAL	MALE	FEMALE	Male %	Female %
1	2020-21	1276	639	637	50.08	49.92
2	2021-22	1201	602	599	50.13	49.87

The table 1 shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students decreased in 2021-22 as compared to previous year. No specific measure or initiative noticed to increase the % of enrolment of the students in general and the girl students in particular since the male-female percentage remains almost same in both the years.

Table 2: Honours subject wise details of the students

YEAR	Hons.	MALE	FEMALE	TOTAL	% MALE	% FEMALE
	SUBJECTS					
2020-21	Assamese	06	13	19	31.57	68.42
	Economics	10	03	13	76.92	23.08
	English	12	12	24	50	50
2021-22	Pol. Science	06	17	23	26.08	73.92
	Assamese	01	11	12	8.33	91.67
	Economics	02	01	03	66.67	33.33
	English	11	19	30	36.67	63.33
	Pol. Science	09	16	25	36	64

Table 2 shows that girl students are outnumbering the male students in offering honours subjects in the College except in the subject Economics. This is a positive approach for the College in motivating the girls to pursue in higher education. But equity should be maintained since the enrolment ratio is approximately 50:50 as shown in Table 1.

Table 3: Categorical Composition of the Female Students admitted 2020-21 and 2021-22

YEAR	Number of students admitted from the reserved category					
	GEN	SC	ST	OBC	EWS	OTHERS
2020-21	1230	28	46	57	0	04
2021-22	1100	23	27	46	0	05

Table 3 shows that categorically an average % of female students are admitted in the College. Although most of the students come under freeship, but no specific data is maintained in EWS category. Implementation of Govt. Reservation policy is intently solicited.

Table 4: Gender wise Details of Teaching Staff of the College:

Total nos. of Teachers	Male	Female	Female Teachers %
19	17	02	10.52

Table 4 shows gender inequality in terms of female teachers' recruitment in the College. While interaction, it is revealed that Govt. has not initiated any fresh process for recruitment in the College after the GIA system. Further, no post to any department has been sanctioned by the Govt. as of now and so only 2/3 teachers are serving the department. Minimum resources and maximum utilization is a positive venture of the faculty members.

Table 5: Gender wise Details of Non-Teaching Staff of the College:

Total nos. of Employeess	Male	Female	Female Employee %
10	10	00	00

Table 5 shows that no female non-teaching employee is recruited in the College. The appointment procedure is totally maintained by the Govt. and the College authority has no hand in this. Unless any post is sanctioned by the Govt. the College cannot initiate recruitment procedure. However, attempts are to be made to engage qualified local girls as and when required on contractual basis.

After thorough analysis of data and resources, the team of Auditors come to consensus to record the following observations.

OBSERVATIONS:

- ❖ Students' strength particularly girl students is satisfactory.
- ❖ Adequate numbers of security measures adopted by keeping the campus 24x 7 CCTV surveillance.
- ❖ Healthcare facilities are made available by signing an MoU with nearby 30 bedded hospital.
- ❖ Girls hostel is well equipped with entry and exit timing restrictions.
- ❖ A boundary within the boundary in terms of Girls Hostel is praiseworthy.
- ❖ Adequate lighting is available inside the campus during night both in Hostel and in the Campus as well as in common areas.
- ❖ Girls Common Room is well furnished and adequate facilities are there inside toilets, keeping in mind the need of the girl students.
- ❖ Pure drinking water facility is available in the Girls Common Room as well as in Girls Hostel
- ❖ Sanitary pad vending machine facility is available.
- ❖ Confidentiality is maintained while enquiring the case of complaints.
- ❖ CASH is found functional.
- ❖ No specific case of eve teasing or sexual harassment is recorded in the College.
- ❖ Equal opportunities for all genders are available in the Central Library of the College.
- ❖ The Classrooms offer equal opportunities to all genders.
- ❖ A Functional Grievance and Redressal Cell is found.
- ❖ The Women Cell is set up both with the two lady teachers and few girl students.
- ❖ Participation of girls students in the overall activities of the College is high.
- ❖ Male female ratio in terms of appointment is disproportionate.

ACTIVITIES:

International Womens Day is observed every year on 8 March. The College has a Women Cell which carries out all the activities related to women empowerment. Workshops are held on Women Rights, Women and Laws to make the girl students aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lecture of eminent

personalities. The College has a CASH which organizes programmes like 'Gender Discrimination at Workplace' etc. to aware the girls for their privileges and duties. But the College lacks both an Anti-ragging Committee (ARC) and Internal Complaints Committee (ICC) which are very essential to maintain gender balance in the College

In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions brings laurels to both to college and to themselves. The college convenes 'Parent Teacher Meet' to solve issues relating to academic and personal problems. Girls are found actively engaged in all the actions taken by college such as flood relief action, during medical emergency by collecting and distributing medicines etc.

Suggestions:

It is found that the College has lots of strengths and some weaknesses. The weaknesses can be surmounted with regular changes in value set up. Nodoubt, the enrolment of girls from all section of society is increasing and there is no serious gender issues as of now . With the strong will power and commitment to gender justice, the College would certainly make a mark in the state. Following are the few suggestions to improve gender balance in the College:

- ❖ The number of female staff may be increased as and when opportunities come.
- ❖ Training Courses such as Martial Arts etc. are to be organized for self defence.
- ❖ Anti Ragging Committee (ARC) may be constituted.
- ❖ Internal Complaint Committee (ICC) must be constituted.
- ❖ A Women Development Cell headed by a female permanent teacher may be developed in the campus.
- ❖ Category wise data of female students may be maintained.
- ❖ Ramp facilities may be provided to the physically challenged students.

Gobinda Sarma

Manoj Kumar Das

Ashim Kumar

Mrs. Kalyani Das
Signature of Auditors