**Jogananda Deva Satradhikar Goswami (JDSG) College**

**Gender Report**

**Gender Audit Report**

**Prepared By**

**Gender Audit Committee**



Preface

Gender is social construction of reality. It refers the socially constructed roles, behaviour, expressions and identities of girls, women, boys, men and gender diverse people. Gender influences how people perceive each other, how they interact with each other and how people act in social life. The identity of gender is not confined to a binary (girl/boy, men/women), nor it has been the static one. Individual and groups have been understood through the gender roles that are taken by them. Gender refers to social, political, economic, social and cultural attributes that are associated with men and women. It has been a reflection of one’s role in reference to one’s sex and sexuality. The gender inequality is the**difference between women and men** as reflected in social, political, intellectual, cultural, or economic attainments or attitudes. Gender inequality is**the social phenomenon in which men and women are not treated equally.** The treatment may arise from distinctions regarding biology, psychology, or cultural norms prevalent in the society. Some of these distinctions are empirically grounded, while others appear to be social constructs. Establishing Gender equality is the only solution through one can mitigate the gender gap between male and female. Gender equality is a condition in which people aren't discriminated against based on gender. According to United Nations, ‘Women and girls represent half of the world’s population and therefore also half of its potential. Gender equality, besides being a fundamental human right, is essential to peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth’.

Gender audit is a tool to access and check the institutionalization of gender equality into organizations, including their structure, policies and programmes. Gender audit helps any organization to identify and understand the organizational cultural structure which has been considered as one of the important factors as far as gender equality is concerned. They also help assess the impact of organisational performance and its management on gender equality within the organisation. Gender audits establish a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations. In a simple sentence, audit identify the exsisting gender inequality that has been persisted in any organization.

In college campus , Gender Audit is being conducted to mitigate the gender inequality. The audit process involved choosing the site of audit, identification of the participants, orientation of the participants, preparation of the checklist and the documentation of the findings. Finally the report will be shared with the college administration.

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Gender Audit Committee

JDSG College ,Bokakhat

Gender Policy

The college has co education facilities where both boys and girls have been accessing equal education facilities. The college has been doing strict observation in terms maintaining gender equality in terms of each and every aspect of the college to synchronize with the spirit of the college. To maintain gender equality the institution should have certain conditions. These are as follows:

* There shall not be any kind of discrimination on the basis of gender
* The institution shall provide equal opportunity to all gender.
* All gender should have equal freedom to express their opinion.
* There must be an accessible, active, unbiased and confidential grievance redressal cell.
* The institute shall arrange effective measures to maintain safety and security for all the gender.

Objective of Gender Audit

The objective of the gender audit as follows:

* Find out the areas where gender inequalities have been persisted.
* To establish good gender balance in decision-making process in all areas of the college.
* To suggest measures to mitigate gender gaps.
* To maintain gender equality in all aspect of college community
* To suggest different suggestions to prevent sexual harassment at the college.

Key Steps of Gender Audit

* Planning
* Field Work
* Draft Report
* Final Report

Methodology of Gender Audit

The gender Audit team prepare a set of questionnaires each for the students, for faculty members and non-teaching staffs of the college. The objective of this survey is to find out whether gender equality prevails in the college campus or not. The questionnaires were distributed among the students, teachers and non-teaching staffs within the college premise and they were given 45 minutes to fill it up. The findings of the study have been discussed as follows:

**About the College**

Jogananda Deva Satradhikar Goswami (JDSG) College was established in the year 1964 and is affiliated to Dibrugarh University. This college is one of the prominent higher educational institution in the district of Golaghat its beautiful natural ambience, the college is playing a significant role in educating the rural youths in the greater Bokakhat sub-division. With good learning resources and infrastructure with hostels for both boys and girls. JDSG college imparts UG Programmes under DU in both Arts and Commerce streams.Besides this this college also offers H.S course under AHSEC in Arts and Commerce. The college has good learning resources for the students and teachers. The library is also equipped with the internet facility. Newspaper and journals are also subscribed and there is also a Network Resource centre in the library. Some departments have their own libraries and a video conferencing Hall also available in the college. The college also has one cultural study centre to various aspect of KNP with the name Kaziranga Study Centre.

Jogananda Deva Satradhikar Goswami (JDSG) College, Bokakhat is one of the prominent institutions of higher education in the district of Golaghat. Situated in a beautiful natural ambience by the side of  N.H. 37, in the close vicinity of the Kaziranga National Park-the World Heritage Site, the college has been playing a pivotal role in educating rural youths and in contributing towards creating a good citizenry in the greater Bokakhat sub-divisional area ever since its establishment in 1964. The  College, recognized by the UGC under relevant sections of the UGC Act, also happens to be the last one in the western part among the affiliated colleges under Dibrugarh University. It has a large feeding area. Students primarily from the deprived and denied sections of the society generally seek admission in the college.

The college imparts education in the undergraduate programmes under the Dibrugarh University in Arts and Commerce streams. These two streams were brought under the then deficit system of grants in aid in the years 1975 and 1988 respectively. In 2005 like many other erstwhile deficit- grants-in-aid colleges of Assam, the college was also declared provincialised under an Act passed in this regard by the Government of Assam.

The college provides a healthy meeting ground to students belonging to different social sections, most of them being the SCs, STs, TGLs and OBC/MOBC and minority communities. The college has modest infrastructure and learning resources including a Digital Classroom, a Video Conferencing Room, a computer lab, a good library, modern education lab, etc. More ICT enabled rooms are being planned in the near future. The college library is good in its resources including e-resources. There is also a Network Resource Centre in the library. In order to accommodate students from distant areas the college possesses two hostels-one each for boys and girls. The college is manned by experienced and trained faculty and supporting office staff.

Gender Audit Findings

Teachers’ Response

1.

In response to the questions most of the teachers(71%) said that the college has gender sensitization programme in the syllabus, 29% says there is no gender sensitation programme in the syllabus.

2.

In response to the conducting awareness programme on sexual harassment, more than half of the teachers(53%) responded positively, 47% says there is no awareness programme on sexual harassment.

3.

The data reflects that according to the 87% teaching staffs the college has adequate number of toilets for the staffs, where 13% reported that there is no toilet facilities in the college campus for the staffs.

4.

The data shows that majority of the teaching staffs (80%) said that there is no facilities available inside the toilet (Ex Disposable Bin). Only 20% reported that there are adequate facilities for the women inside the toilet (Ex. Disposable Bin.)

5.

Majority of the teaching staffs (93%) stated that there are lighting facilities inside the campus, while only 7 % reported that there are no adequate lighting facilities inside the campus.

6.

Majority of the teaching staffs(93%) reported that the college has enough security arrangement during Day and Night, while only 7% said that there are no security arrangement during the Day and Night in the campus.

7.

Majority of the teaching staffs (80%) reported that there is no flexible timing of conducting class for women teachers. Only 20% teaching staffs reported about the flexible timming of conducting class for women teachers.

8.

The data shows that all the teaching staffs are aware about having the women cell in the college.

9.

All the teaching staffs reported that there are lady faculties in the women cell.

10.

Majority of the teaching staff (i.e 67%)said that they can reach out to the women cell when necessary requires. However 27% reported they did not reach to the women cell. Only 6% did not response to the question.

11.

Majority of the teaching staffs (i.e. 93%) are aware about the existence of grievances redresses cell in the college. Only 7 % of the teachers’ are not aware about the existence of the cell.

12

According to 93% teaching staffs there is gender equality in various clubs and forums. Only 7% teaching staffs reported that about not maintaining gender equality in various clubs and forums.

13.

There is mix response in maintaining gender equality in terms of expressing one’s ideas.53% said that there is gender equality in expressing the ideas, only 47% reported that the college don’t have gender equality in expressing ideas.

**Non- Teaching Staffs**

1. **College conducts Awareness programmes such as awareness programme on sexual harassment**

According to Non- Teaching Staffs , (100%) the college conducts awareness

1. **Adequate Number of toilets available in the college for the Staff**

100% data shows there are adequate number of toilets in the college that are available for the staffs.

1. **Adequate facilities available inside the toilet for women (Ex. Disposable Bin).**

The 100 % data shows that there are no adequate facilities for the women inside the toilet, for example the disposable bin.

1. **Adequate Lighting Facilities inside the campus during night in corridors, classroom, common areas , toilet areas**

According to the all the non teaching staffs (100%) there are adequate lighting available inside the campus during night, in corridor, classroom, common areas , toilet areas.

1. **Security arrangement on the campus and major areas during day and night.**

100% non teaching staff reported that there is security arrangement has been there made on the campus and common areas during the day and night.

1. **Awareness about Women’s Cell in the College**

100% data from non teaching staff is aware of the existence of Women’s Cell.

1. **Reaching out to the Women’s Cell**

100% data of Non teaching staff stated they can reach to the Women Cell.

1. **Existence of Grievance Redressal Cell in the College**

100 % of Non Teaching staff are aware of the existence of Grievance and Redresses Cell in the college.

1. **Equal Opportunity for both genders at various clubs and forums**

100% data of Non- teaching staff said that there is no equal gender opportunity to work with various clubs and forums.

1. **Gender Equal Opportunities for free and fair expression of ideas.**

100% data of Non Teaching Staff reported that there is no equal opportunity for free and fair expression of ideas on the basis of gender.

**Students’ Response**

1. **College conducts gender sensitization programme as a part of the curriculum**

36% students reported that the college conducts gender sensitization programme as a part of curriculum, where 64% students reported that the college don’t conduct gender sensitization programme.

1. **Does College conduct awareness programmes . Eg – Programme on awareness about hazards of sexual harassment**

80% students reported that the college did not conduct any awareness programme as for example awareness on sexual harassment. 20% students reported that the college conduct awareness programme on sexual harassment.

1. **Adequate number of toilets available in the college for students**

77% students reported that there are adequate number of toilets in the college for students. Only 23% students reported that there are no adequate number of toilets in the college for the students.

1. **Adequate Facilities available inside the toilet for girl students (Ex. Disposable Bin).**

Only 19% students said that there are adequate facilities available inside the toilet for the girl students as for instance the disposable bin, while majority (81%) stated that there are no adequate facilities for the girls students inside the toilet.

1. **Adequate lighting available inside the campus during night**

84% students reported that there are lighting facility available in the corridor, classrooms, common areas, toilets during the time of night. 16% students reported that there are no lighting facilities facility available in the corridor, classrooms, common areas, toilets during the time of night.

1. **Security arrangement on the campus and common areas during day and night**

82% students reported that there are security arrangements have been made on the campus and common areas during day and night. 18% students reported that are no security arrangements on the campus during the day and night.

1. **Options available for flexible timing of classes for girl students**

77% students reported that there is no flexible timing of classes available for girls students. Only 23% students agreed on the flexible timming of the classes for the girls students.

1. **Awareness about the Women Cell in the college**

69% students aware of the women cell in the college, where 31% students don’t know that there is a women cell in the college.

1. **Exisiting Lady Faculties in the women cell**

64% students reported that there are lady faculties in the women cell of the college.

1. **Reaching out to the women cell**

`87% students reported that they have not reached out to the women’s cell, while 13% reported they have accessed the women cell of the college.

1. **Existence of Grievance Redressal Cell**

80% of students are not aware of the existence of Grievance and Redresses Cell of the college, while 20% of the students of the college are aware of the cell.

1. **Equal opportunity for both genders to work with various clubs and forums**

95% students reported that there are equal opportunity for gender to work with various clubs and forums, while 5% denied the equal gender opportunity.

1. **Gender Equal Opportunity for free and fair expression of ideas**

95% students reported that there are gender equal opportunity for free and fair expression of ideas, while 5% students reported that there are no gender equal opportunity for free and fair expression of ideas.