

Gender Report

Gender Audit Report  
Prepared By  
Gender Audit Committee



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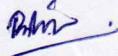
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## Preface

Gender is a social construction of reality. It refers to 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 with 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 which 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 existing gender inequality that has been persisted in any organization.

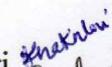
In college campus , Gender Audit is being conducted to mitigate the gender inequality. The audit process involved choosing the site of audit, identification of the participants, orientation of the participants, preparation of the checklist and the documentation of the findings. Finally the report will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

Dr. Purabi Bhagawati 

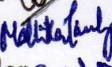
Chairperson

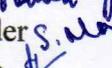
Gender Audit Committee

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