



Tinsukia College

AFFILIATED TO DIBRUGARH UNIVERSITY

Accredited by NAAC with B+ Grade

GENDER AUDIT REPORT

2022-23

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Introduction

One of the goals adopted by United Nations for Agenda 2030 is to achieve gender equality and empowering women. The goal of International Labour Organization is to promote equal opportunities to both men and women in terms of work. The work should be productive and providing a decent income where the conditions of freedom, security and human dignity are fulfilled. Annual gender audit of educational institutions is done to understand the different issues that all the genders face in the organization. It helps in planning various programmes to solve these issues and make the campus free from gender inequality. The International Labour organization since its inception have promoted equal rights to all the genders. A participatory audit is a tool to integrate gender equality in the organization. Tinsukia College located in Tinsukia, Assam is a co-educational institute which provides equal opportunities to all the genders. Participatory gender audit was done with the help of questionnaires in the form of google forms which were circulated among the staff and students. The data were collected and an audit report was prepared for the year 2022-23.

The Audit

Enrolment of Students



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For the year 2022-2023, percentage of female students enrolled in the undergraduate programme is 38.47%. There is higher enrolment of female students in Arts than Commerce and Science. The percentage of enrolment in Arts, Science and Commerce are 51% , 41% and 17% respectively.

Teaching and Non teaching staff

Tinsukia College has good representation of women in both teaching and non teaching staff. The percentage of permanent female teaching staff in the period 2022-23 is 46 %. Equal representation of male and female teaching staff in various committees of the college is seen. There is a lower representation of women in the non-teaching staff (22%) conditioned by the nature of work.

CWSD and Gender sensitization programmes

Cell for Women's Studies and Development (CWSD), Tinsukia College plays an important role in holding many gender sensitization and awareness programmes. The various programmes held in the period 2022-23 are :-

- ❖ On the occasion of the death anniversary of eminent feminist Kamla Bhasin, a talk on "Socio-economic realities through the feminist lens of Kamla Bhasin" was delivered by Dr. Anita Baruah, Associate Professor and HOD of



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Economics , DHSK Commerce college organized by CWSD, Tinsukia College on 28/9/2022.

- ❖ Rituparna Neog , activist and social worker delivered a talk on 'Understanding gender inclusiveness' which was organized by CWSD on 29/10/22.
- ❖ Dr. Mriganka Choudhury, Associate Professor, Department of English, Tinsukia College delivered a talk on the occasion of death anniversary of Dr. Mamoni Raisom Goswami on 27th November 2022.
- ❖ CWSD celebrated International Women's Day on 10/3/2023 in the college. Dr. Deepika Bhattacharjee, Associate Professor, Department of Mathematics, Tinsukia College gave a talk on "DigitALL: Innovation and Technology for gender equality". EEKSHA, an annual bilingual magazine by CWSD was inaugurated by Smt. Anjana Goswami, Retired HOD of History, Tinsukia College.

Co-curricular activities

The College offers a wide range of sports facilities to its students. To promote sports and athletics, the campus has outdoor facilities such as a basketball court, a volleyball court, cricket nets, and a kabaddi ground. Additionally, there are indoor facilities for caroms, chess, and table tennis. Moreover, the college boasts a Gymnasium hall equipped with modern scientific machines like Multi-exerciser Courts, providing students with comprehensive fitness resources.


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The Student Union leads many activities, like cultural events, that help include everyone on campus, no matter their gender. They make sure everyone, regardless of gender, can take part and feel welcome at these events.

Infrastructural Facilities

The classrooms are quite spacious, well light and ventilated. The College has separate laboratories for Physics, Chemistry, Biology and Geography. Libraries stocked with a diverse collection of books, journals, and digital resources serve as hubs for intellectual exploration. The College Campus is Wi-Fi enabled. The College has a well equipped, ICT enabled auditorium. The College has canteen facility for students and staff. There is a clean, well-ventilated, spacious girl's common room. For female staff, there is a well equipped toilet facility. Additionally, recreational spaces, sports facilities, and cultural venues offer opportunities for students to engage in extracurricular activities, pursue their interests, and cultivate a sense of belonging. The College provides comprehensive facilities for Girls' Hostel, ensuring safety and comfort. The College offers a fully-equipped day care centre with trained staff to provide a nurturing environment for children of faculties.


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Gender Audit Survey

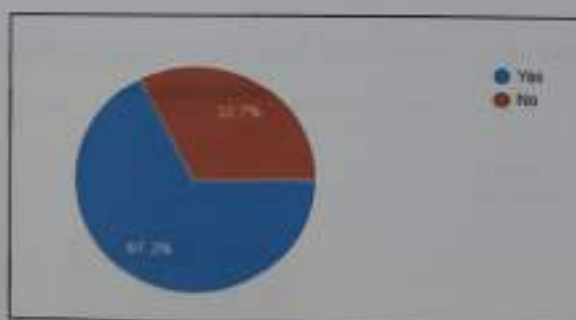
Student Survey

Total respondents-153

1. The college conducts gender sensitization programme and gender awareness programme as part of its curriculum.



2. Adequate number of toilets is available for girls in the college campus having sanitary napkin disposal facilities.

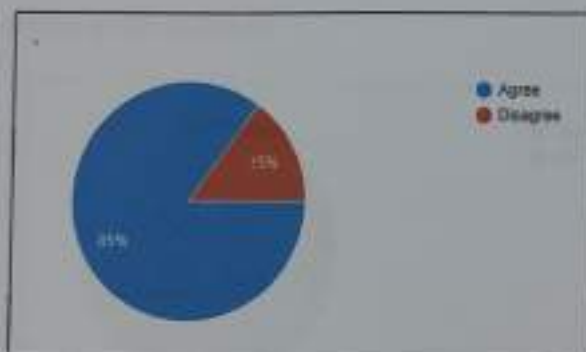



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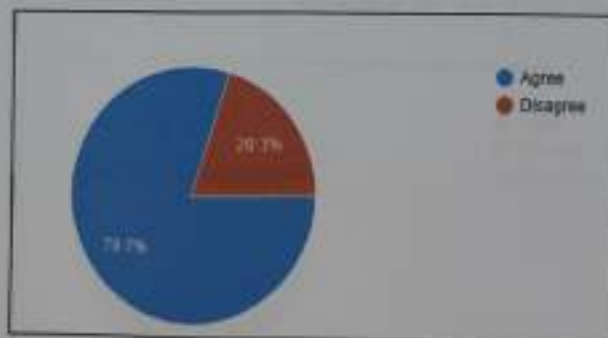
3. Is the college campus under CCTV surveillance ?



4. Adequate lighting is available inside the campus during night (corridor, class rooms, common areas, toilets etc).



5. Security arrangements have been made in the campus.

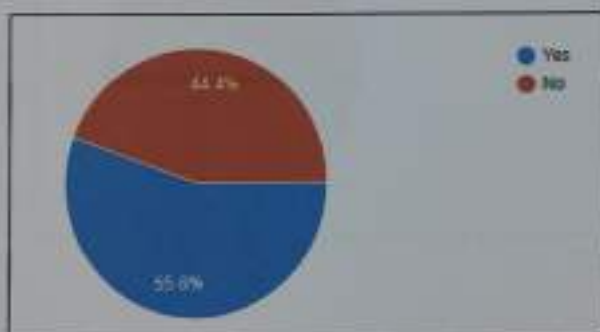



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6. Participation to various events such as annual function, outdoor sports, indoor sports, cultural programmes are free from gender bias.



7. Are you aware of the Cell for Women's Studies and Development (CWSD) present in the college?

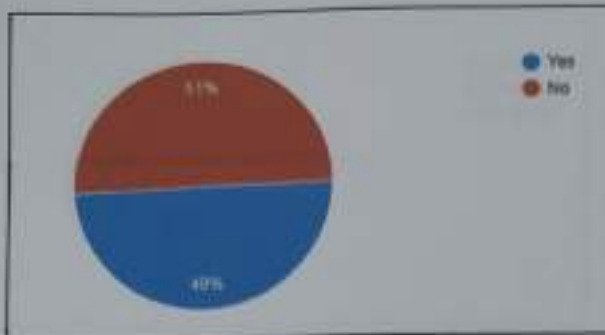


8. Equal opportunities are provided by the classroom to all genders.

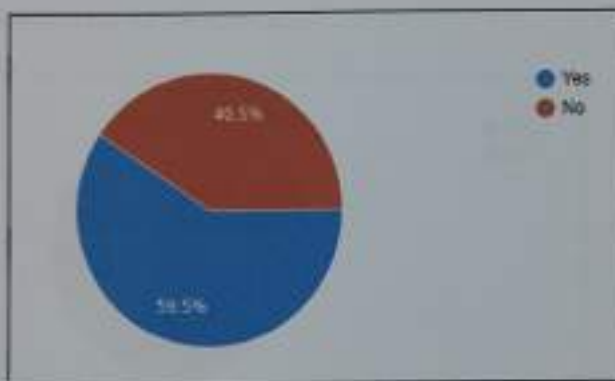



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9. Is there a separate queue for girls in the administrative office?



10. Is a separate queue required?



11. The college campus is safe for women/girls.




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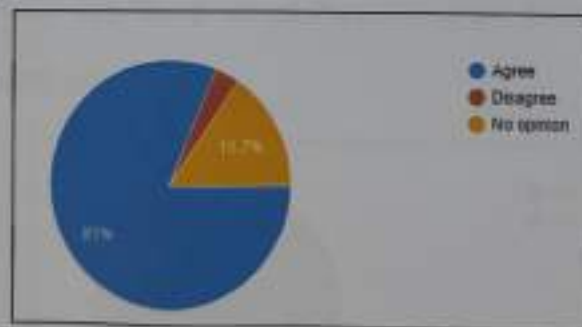
12. The college canteen is gender friendly.



13. Do you feel that college library is gender friendly and provides equal opportunities to all students?



14. The laboratories of the various departments are gender friendly.

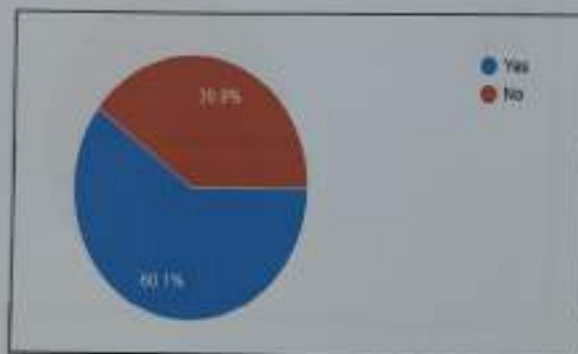



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15. There is a provision of a suggestion/complaint box in the campus.



16. Are you aware of the Internal Complaints Committee (sexual harassment grievance and redressal) present in the college?

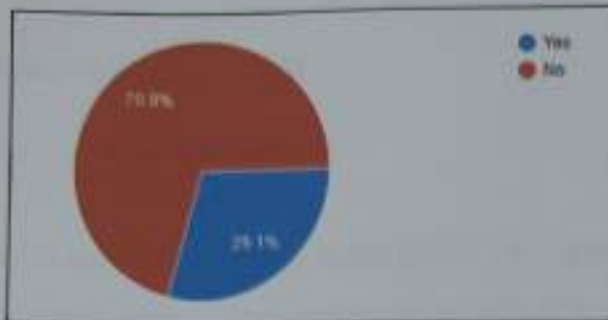


17. Have you faced sexual harassment by faculties/fellow students/laboratory staff/ office staff?

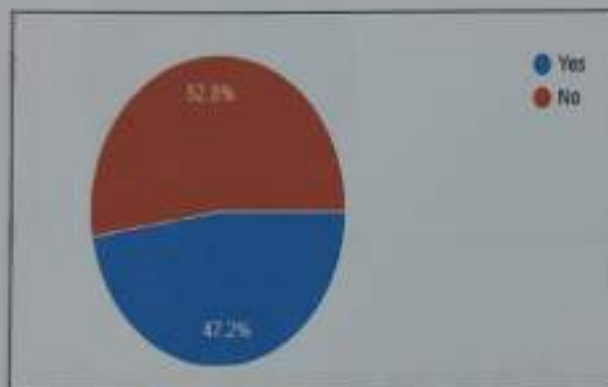



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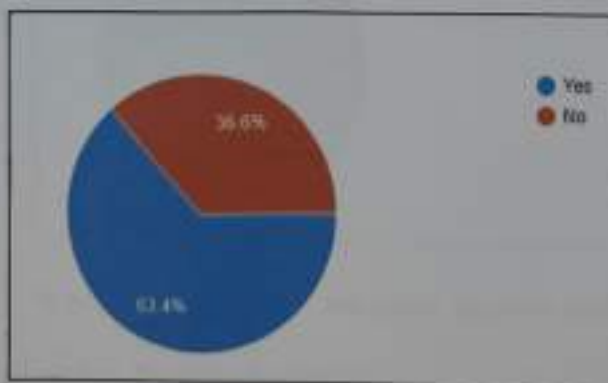
18. If yes ,did you report the incident?



19. Was it resolved to your satisfaction if you reported the incident?



20. Do you accept beyond the binary gender divisions?




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Staff survey

Number of respondents-48

1. Is the college campus under CCTV surveillance ?

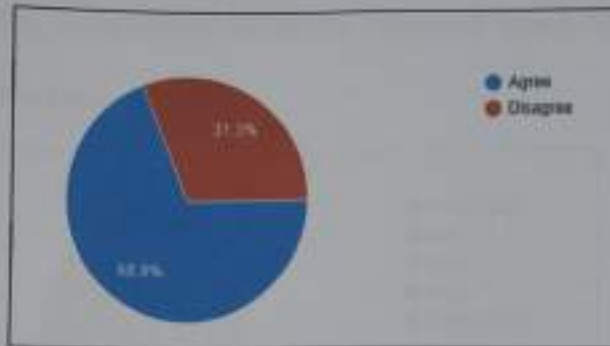


2. Is the college environment safe for all the women employees?

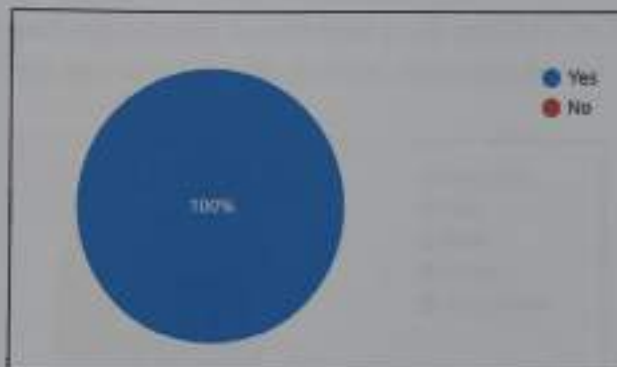


3. Washrooms maintain adequate hygiene and privacy with proper sanitary napkin disposal facilities.

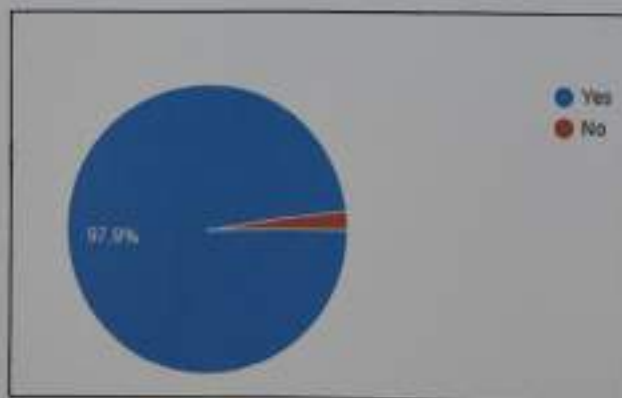

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4. Are the facilities present in the college campus (library, laboratory etc.) gender neutral?

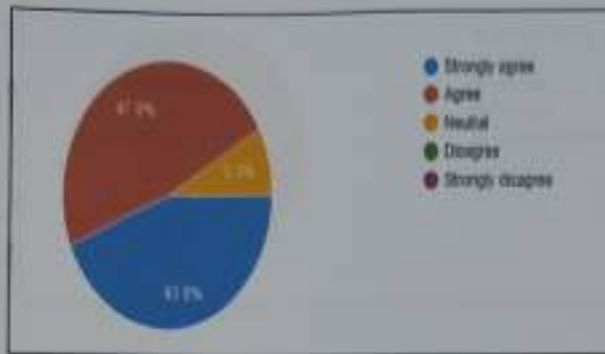


5. Whether gender sensitization programs are held to explain the gender sensitive issues?

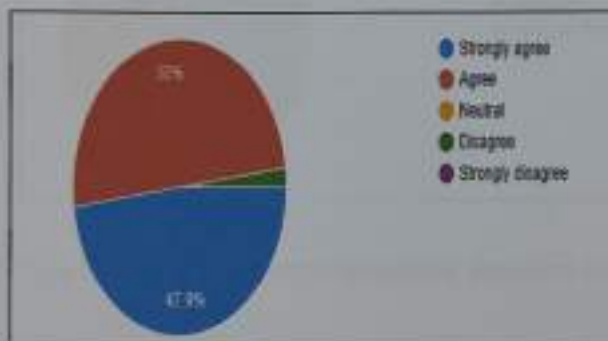



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6. The organization promotes teamwork where both men and women are involved.

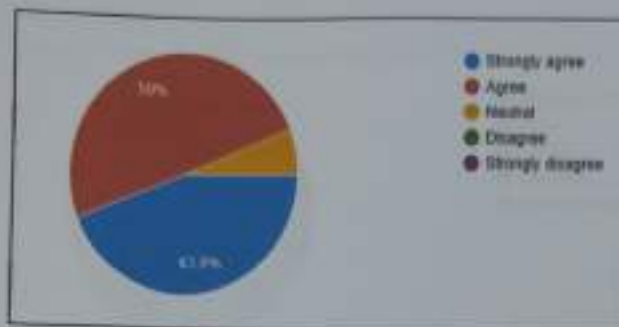


7. Equal opportunity is provided to all genders for free and fair expression of ideas and to work with various clubs and forums

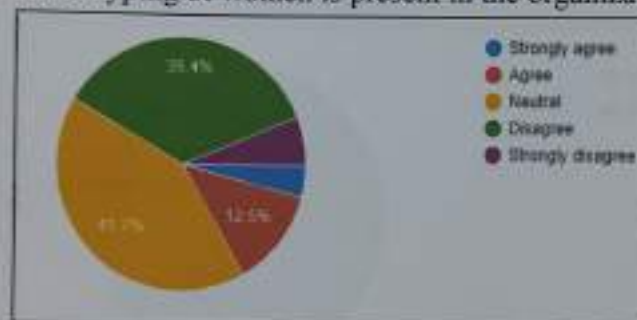



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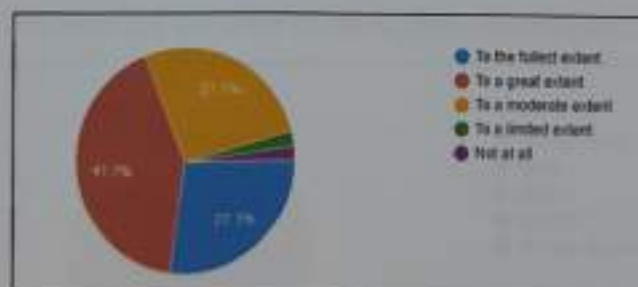
8. Representation in various committees of the organization is gender neutral.



9. Stereotyping of women is present in the organization.



10. To what degree the organization is sensitive to gender needs?

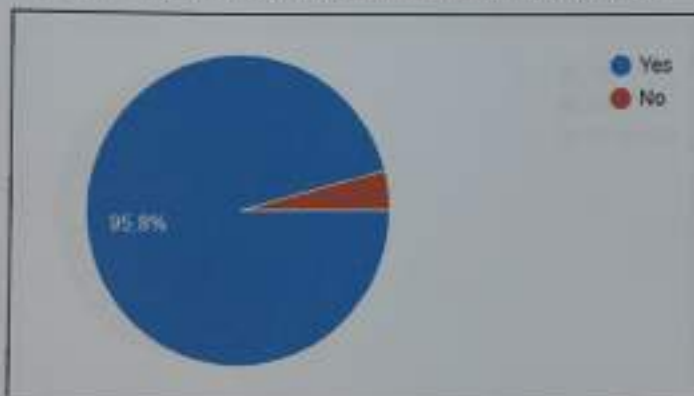



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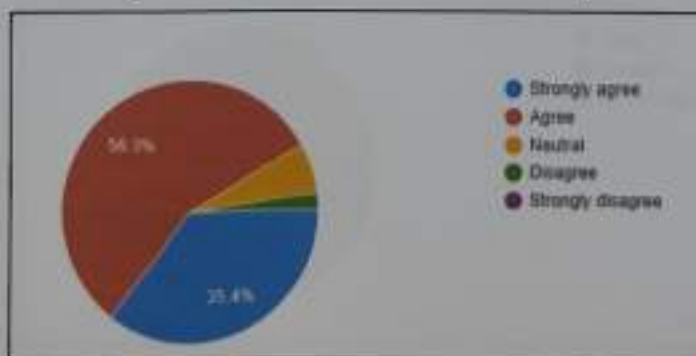
11. Men and women equally participate in decision making in the organization.



12. Does the organization help with work/life balance?



13. Women get the same credit as male counterparts.

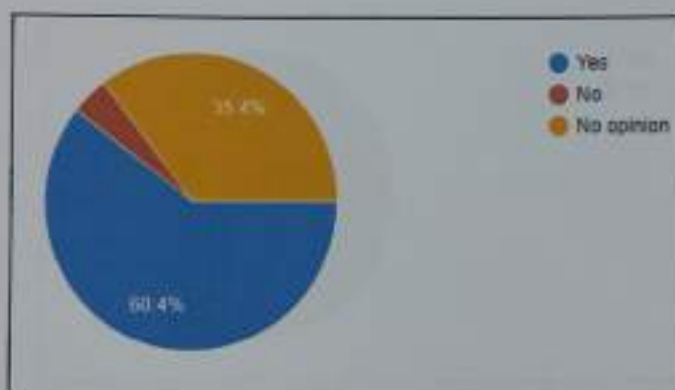



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14. Does male gender bias exist in the organization?



15. Is the college free from transgender stereotyping?



16. Man should not cry. Your thought?



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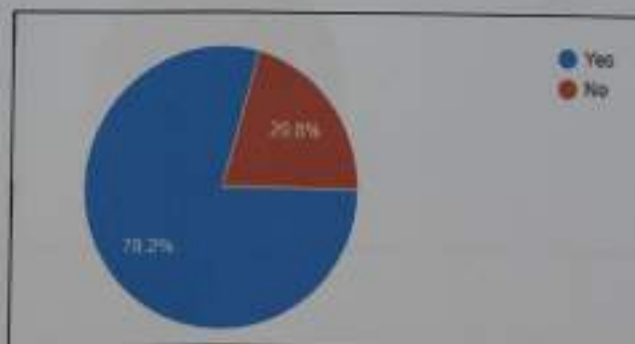
17. Men are better leaders than women. Your thought?



18. Have you participated in any seminars/conferences/ workshops/ faculty development programmes?



19. Are you involved in Research?

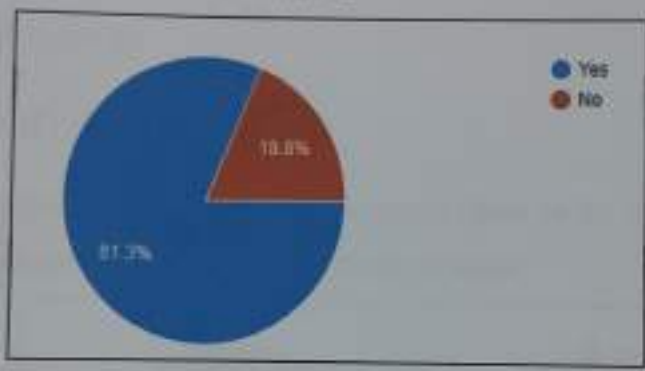



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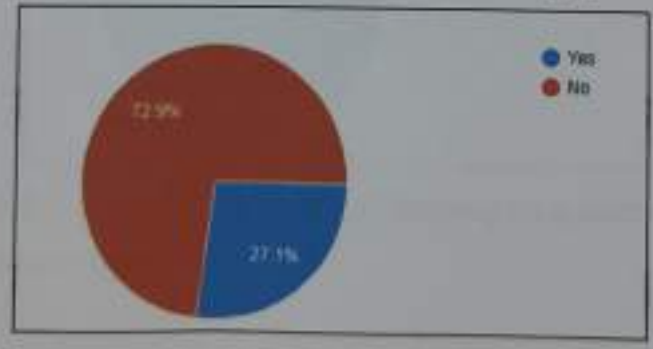
20. Is the Internal Complaints Committee present in the college?



21. Are you aware of its functions?



22. Have you heard of any complaint made for any gender related issues?




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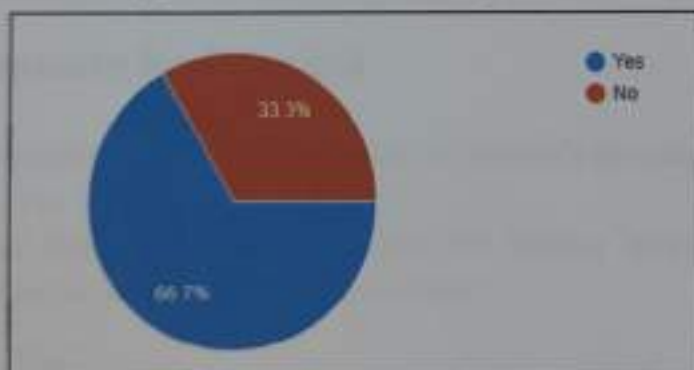
23. Was it resolved?



CWSD survey

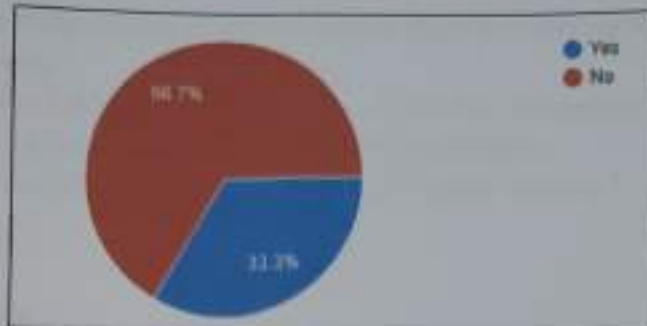
Number of respondents-3

1. Do you think adequate measures are taken by the committee for awareness of gender issues in the college?

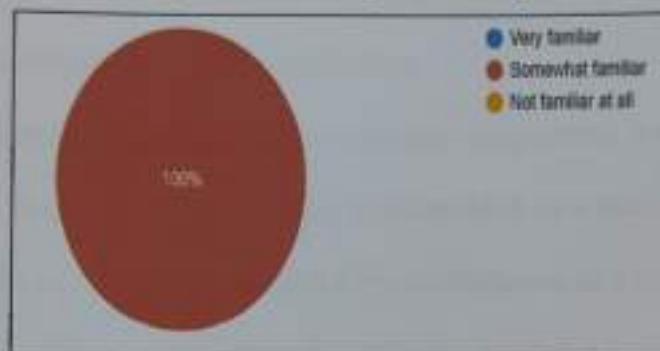


2. Have you received any specific training on gender sensitivity and women's issues?

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3. How familiar are you with the organization's policies on gender equality?



Questionnaire for Principal

1. Is gender equality integrated into the college's programme objectives?
...Yes.....
2. Are financial resources allocated for holding various programmes and activities related to gender awareness?
...Yes.....
3. Are the financial resources adequate?
...No.....
4. The college is concerned about gender equality for all the genders.
...Yes.....

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5. How is the sharing of responsibilities done for carrying out gender related activities?

Responsibilities are given to the employees irrespective of gender. It is done on the ability to carry out the responsibilities.

6. Are the college facilities adequate for gender equality?

...No.....

Suggestions

Some suggestions which were put forward by the students were holding of weekly awareness programmes for gender sensitization.

The CWSD members have suggested to organize programmes within and outside the institution frequently. They have also recommended for a field based study.

Members of the staff have recommended for establishment of a confession box for teachers. Drama, skits, mime shows by students at regular intervals to enhance awareness is another suggestion by the faculties.

The Principal of Tinsukia College has focused on organizing more gender awareness programmes and strengthening the Gender Champions Club.

Conclusion

The gender audit of Tinsukia College carried out for the year 2022-23 shows that the college considers gender equality to be an important aspect. Equal opportunities are provided to all the genders. There are some weaknesses which with proper planning can be overcome in the future.




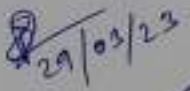
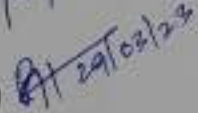
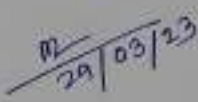
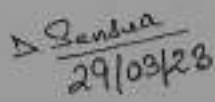
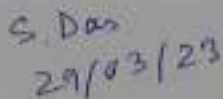
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Dr. Surjya Chutia

Principal, Tinsukia College

Gender Audit Committee

1. Rhituporna Saikia (Convenor) 
29/03/23
2. Rijumani Kalita (Member) 
29/03/23
3. Dr. Paominthang Haokip (Member) 
29/03/23
4. Dr. Nandita Roy (Member) 
29/03/23
5. Deepsikha Sensua (Member) 
29/03/23
6. Suni Das (Member) 
S. Das
29/03/23