



Tinsukia College

“Tamaso Ma Jyotirgamaya”

(Lead me to Light from Darkness)

GENDER AUDIT REPORT

Internal Quality Assurance Cell

(2016- 2021)

PREFACE

“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.” –United Nations Educational, Scientific and Cultural Organization (UNESDOC)

Gender Equality is a global issue, and discussions on women’s emancipation and their rights are at the forefront of many worldwide formal campaigns. Gender equity means fairness of treatment for women and men, 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. As the awareness of gender issues increases, women spontaneously take action against women’s oppression and exploitation. Gender awareness allows women to move beyond other conventional gender stereotypes and rigid gender role definitions.

Gender audit is a tool for identifying challenges to integrating gender in the organization's systems and operations in programmes and projects. Gender audit is a participatory process and

it assesses the extent to which gender equality is effectively institutionalized in the policies, programmes organizational structure and proceedings. It was conducted to identify ways to make college campus safer for both the gender. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk-about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendation. Gender Audit is in general an internal audit from a gender perspective. Its ultimate goal is to achieve gender equality. The audit process involved was collection of data, choosing the criteria's to be audited, analyzing, evaluating, writing down the findings and sharing the results with the Principal of the college for implementation of the recommendations.

Introduction to the Institution

Tinsukia College is one of the pioneer higher educational institutions in the north eastern part of Assam which was established in the year 1956. It is a full-fledged college having all the three streams – Arts, Science and Commerce. The college is affiliated to Dibrugarh University and accredited B+ by NAAC in its second cycle of assessment in 2016. The college has been catering the need of higher education to students of Assam, Arunachal Pradesh, Nagaland, Bihar etc. At present, the college has enrolled about 3000 students and total faculty member is 69. It has all together 17 regular teaching departments (Degree level) and 2 professional degree courses (BBA & BCA). The college also has a study centre of Krishna Kanta Handique State Open University (KKHSOU) and it is offering BPP, B.A. /B.Com. M.A. and many other diploma courses.

Tinsukia College - Gender Policy

- i) There shall not be any kind of discrimination on the basis of gender
- ii) The institution shall provide equal opportunity for all genders
- iii) Freedom for all genders to express free and fair opinion
- ii) There must be an accessible, active, unbiased and confidential grievance redressal cell
- iii) The institute shall arrange effective measures for the safety and security of all staff and students.

Objectives of Gender Audit

- To assess the gender status at Tinsukia College.
- To assess the differential aspects of gender equality in the campus.
- To know whether the campus is gender friendly.
- To know whether there is any discrimination to the girls of the marginalized sector.
- Try to find out the factors of gender gap or inequality.
- To suggest measures for bridging the gender gap.

Key Steps in Gender Audit

- Planning
- Survey
- Data analysis
- Draft report
- Final Report
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Respondent category

- Student
- Teaching faculty
- Non-teaching staff
- Principal
- Cell for Women's Studies and Development

Audit Team

Following members of Audit team have collated the data & interpreted /analysed the same with respect to the survey results for presenting the same in this report.

- Mayuri Sharma Baruah (Convenor)
- Dr Roshmi Dutta (Member)

- Dr Sakarsing Boro (Member)
- Rhituporna Saikia (Member)
- Dr Porinita Dutta (Member)
- AnganaChangmai (Member)

Based on the Audit findings and collective experience of the Team members, recommendations for improvement have also been suggested.

Respondent distribution

Following is the distribution of the respondent of the survey carried out as noted in the Audit methodology.

Total no Responses-

Number	Respondents
157	Students
43	Teaching faculty
12	Non-teaching staff
1	Principal
1	Cell for Women's Studies and Development

There are some SPECIAL MEASURES that the college has taken to make the ambience of the college more pro women like appointing women staff for college hostel, increasing number of ladies toilets etc. College also has following cells for safeguarding the interests of students as well as the male and female staff:

1) STUDENTS' GRIEVANCE REDRESSAL CELL

Principal
TINSUKIA COLLEGE
TINSUKIA

2) GENDER SENSITIZATION COMMITTEE AGAINST SEXUAL HARASSMENT
(GSCASH) later renamed as INTERNAL COMPLAINT CELL (ICC)

OBSERVATIONS & FINDINGS: -

- ❖ Student's strength, particularly girl's strength, is low in Science and Commerce streams
- ❖ Among regular teaching staff, the male-female ratio is almost equal.
- ❖ Among non-teaching staff, the strength of males is higher than female.
- ❖ Majority of the students opined that adequate safety arrangement has been made in the campus.
- ❖ Most of the students are aware of the functioning of CWSD and ICC.
- ❖ The college campus is gender-friendly.
- ❖ No discrimination in terms of promotion etc.
- ❖ Women granted Maternity leave, CCL according to Govt. rules
- ❖ Gender and feminism part of syllabus (in case of some subjects)
- ❖ A well-functioning cell for women (CWSD)
- ❖ There is equal opportunity for all genders in the classroom and library.
- ❖ Toilet facility needs improvement
- ❖ Hostel is well-secured
- ❖ Annually two awareness programmes are held in collaboration with ICC

SUGGESTIONS: -

- Improve toilet facilities for girls
- Increase other facilities like sanitary pad vending machine and incinerator both in college and Girls' hostel
- Introduce self-employment trainings for women in different courses.
- Organize self-defence programmes on a regular basis
- Awareness programmes on legal rights, medical awareness etc. may be organized yearly
- A collaboration among CWSD, ICC, NSS and NCC may be made for any gender related awareness or sensitization programme within and outside the campus


Principal
TINSUKIA COLLEGE
TINSUKIA


Convenor, Gender Audit
Committee