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## **B.P. CHALIHA COLLEGE, NAGARBERA**

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# **Gender Audit report**



**2020 – 2023**

# **GENDER AUDIT REPORT**

**(Initiated by IQAC)**



**Bimala Prasad Chaliha College, Nagarbera**

**Kamrup, Assam 781127**

**Year: 2020 – 2023**

Prepared By:

Gender Audit committee

Bimala Prasad Chaliha College, Nagarbera

## **Preface**

Gender equality is an important aspect for well being of family and all round development of society. But in gender dyad, women are always considered as inferior to men. In a patriarchal tradition, socially determined roles for men and women prevent women from participating in decision making within household and also at community level; their economic freedom and freedom of physical movement outside their family is also restricted. Writings about women in developing countries show that women are basically oppressed, family oriented, illiterate, more spiritual and not conscious about their rights and development. Therefore, it is important to create awareness about gender equality among the students at initial stage of their institutional life. Schools and colleges can play a major role in this regard, as because students spend their maximum time with their peers (both male and female). Especially to promote awareness, to understand the level of gender equality in higher educational institutions and also to find out probable solution to minimize gender discrimination, it is vital to execute gender audit by applying different scientific methods.

## **Acknowledgement**

We, hereby expresses our sincere gratitude to Dr. Kamal Chanda Pathak, Principal and Arun Kumar Sarkar, IQAC Coordinator for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit. The audit team is appreciative of the deliberations held during the meeting held on 18 September, 2023. We would also like to thank to the respondents without whom the project would not have been possible. We wish to acknowledge the help and support provided by the faculty members, non-teaching staff and the Library staff in the college.

Auditors: Dr. Bhushita Patowari

Dr. Sibani Majumdar

Dr. Rubi Baishya

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## **1. Introduction of the Institution:**

B. P. Chaliha College, Nagarbera was established in an auspicious moment in the year 1972 in the sylvan setting of Nagarbera, embraced by the sweet flowing river Jaljali on the eastern side and a vast expanse of green field on the western side. The College was aptly named after the Ex-Chief Minister Late Bimala Prasad Chaliha, an illustrious son and an architect of modern Assam. The College is situated on the south west corner of Kamrup district, presently extending its grasp over two other neighboring districts - Barpeta and Goalpara. In addition to catering to the need of higher education in Kamrup district, it also promotes knowledge and skill among the vast mass of socio-economically disadvantaged people of greater Nagarbera area. The College strives to achieve excellence in every possible human endeavour. The College was brought under Grant-in-Aid system on 01-09-1979. Another feature was added to its glory when Science stream was introduced in 1985. At present the College is a full fledged one with both Arts and Science stream offering major courses in fourteen different subjects at graduate level. Apart from catering to the usual learning programmes of both H.S. and Three Years Degree courses under A.H.S.E.C. & G.U., the College has arranged to impart vocational Courses and Master Degree Programme in different subjects like English, Assamese, History, Political Science, and Education under the Gauhati University Centre for Distance and Online Education (GUCDOE).

## **2. Gender Audit: Introduction**

A gender audit considers, normally in a participatory manner, whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other, and whether they are being followed. It establishes a baseline, identifies critical gaps and challenges, and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues.

It is an assessment process by which the gender equality state-of-art at an organization is analyzed and the main gender biases are identified. A gender audit would pay attention to different issues such as: the status of gender equality in their policy and decision-making



structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviours towards the issue.

### 3. Constitution of gender Audit Committee:

A gender audit committee has been constituted to conduct the internal gender audit from 2020 – 21 to 2022 – 23. The committee has taken the charges to sensitize the gender equality amongst all the stakeholders.

The committee has been constituted with the following members:

Name	Portfolios
Dr. Kamal Chandra Pathak, Principal	Chairperson
Arun Kumar Sarkar, Coordinator, IQAC	Advisor
Anita Keot	Advisor
Firoza Ahmed	Advisor
Dr. Bhushita Patowari	Auditor
Dr. Sibani Majumdar	Auditor
Dr. Rubi Baishya	Auditor
Pallav Bhattarai	Member
Champak Deka	Member
Dr. Chahana Saikia	Member
Mr. Bhargab Thakuria	Bearer

### 4. Objective of Gender Audit Exercise:

Gender Audit is the effort of an institution to assess and analyze its activities from gender perspective as well as to identify strengths and weaknesses in promoting gender equality issues.

The Gender Audit undertaken by the IQAC, B. P. Chaliha College is intended to examine the gender balance in all areas of college activities. Three academic sessions have been considered for the current Audit: 2020-21, 2021-22 and 2022-23. The Audit focuses on the following objective:

To know about the gender balance in the Institution with reference to:

- i. Students' enrolment
- ii. Inclusion of faculties in different departments along with cells and clubs of the college
- iii. Participation of faculties and students in various events and programmes



## 5. Gender Balance with regard to

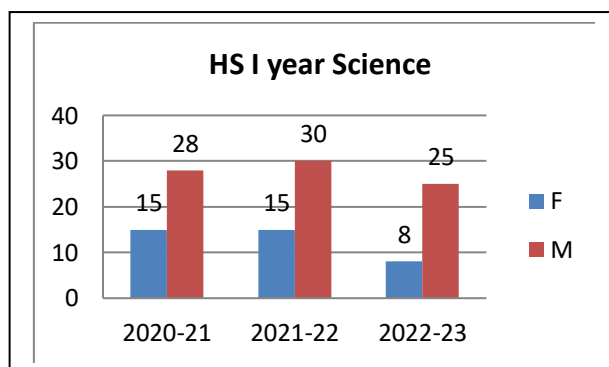
### 5.1 Student Enrolment:

With the objective of the study data has been collected for student enrolment for the year 2020 – 21, 2021 – 22 and 2022 – 23 for Higher Secondary and Three Year Degree Course students for each stream separately. Gender balance among the students enrolled in various courses are presented graphically –

It has been observed that for HS I year and HS II year Science stream number enrolment of girls' students is 50% less than as compared to boys' enrolment (Figure 1 and Figure 2).

Year	F	M	total
2020-21	15	28	43
2021-22	15	30	45
2022-23	8	25	33

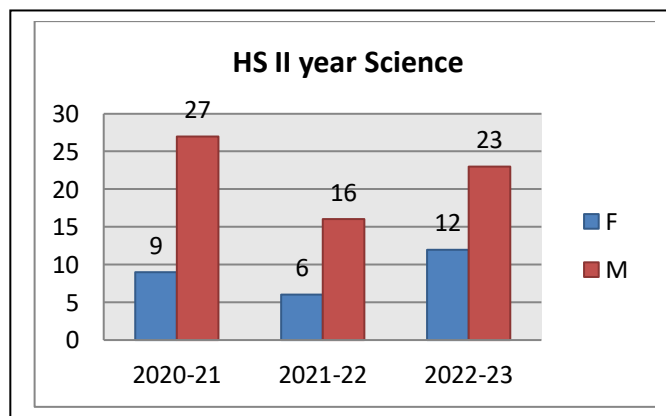
**Table 1: Number of students in HS I year Science**



**Figure 1: Number of students in HS I year Science**

year	F	M	total
2020-21	9	27	36
2021-22	6	16	22
2022-23	12	23	35

**Table 2: Number of students in HS II year Science**



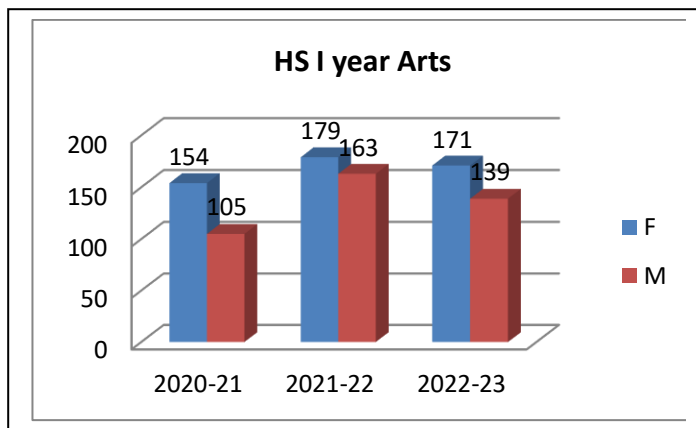
**Figure 2: Number of students in HS II year Science**





On the other hand in the Arts stream, girls' enrollment exceeds the number of boys enrollment for all the three years (Figure 3 and Figure 4).

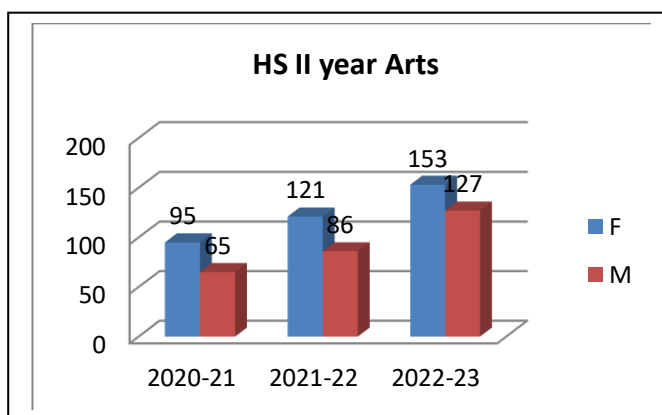
Year	F	M	Total
2020-21	154	105	259
2021-22	179	163	342
2022-23	171	139	310



**Table 3: Number of students in HS I year Arts**

**Figure 3: Number of students in HS I year Arts**

Year	F	M	Total
2020-21	95	65	160
2021-22	121	86	207
2022-23	153	127	280



**Table 4: Number of students in HS II year Arts**

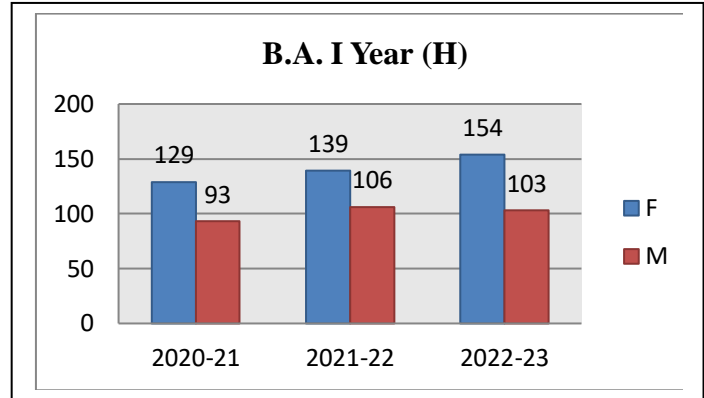
**Figure 4: Number of students in HS II year Arts**

For Degree courses it has been observed from the following bar diagram that for BA (H) courses enrolment of girls exceeds the number of boys enrolled for all the three years (Figure 5, Figure 6 and Figure 7).



Year	F	M	Total
2020-21	129	93	222
2021-22	139	106	245
2022-23	154	103	257

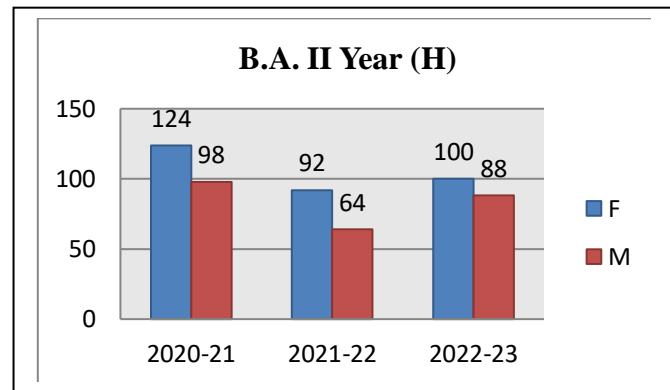
**Table 5: Number of students in B.A I year (H)**



**Figure 5: Number of students in B.A I year (H)**

Year	F	M	Total
2020-21	124	98	222
2021-22	92	64	156
2022-23	100	88	188

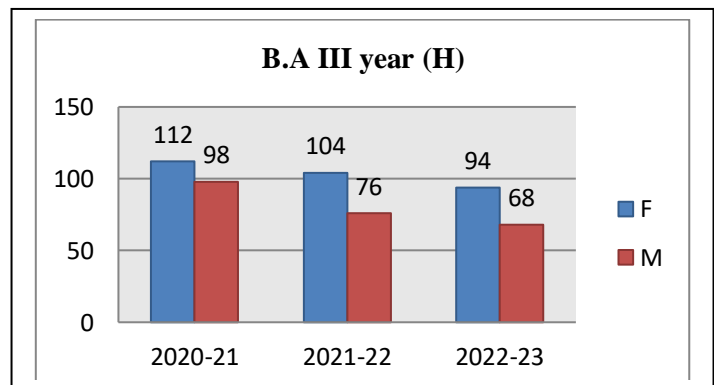
**Table 6: Number of students in B.A II year (H)**



**Figure 6: Number of students in B.A II year (H)**

Year	F	M	Total
2020-21	112	98	210
2021-22	104	76	180
2022-23	94	68	162

**Table 7: Number of students in B.A III year (H)**

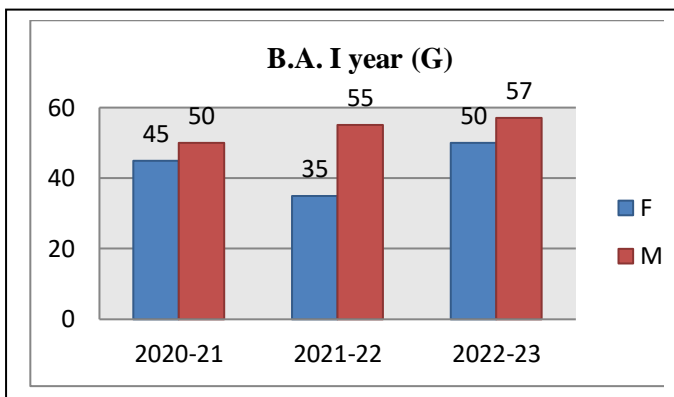


**Figure 7: Number of students in B.A III year (H)**



But in all other courses programmes B.A. (G), B.Sc. (H), B.Sc. (G) and B.Com (H) the number of boy's enrollment is higher than girl's enrollment for all the three years. For all these courses number of enrollment is shown graphically (Figure 8 to Figure 19).

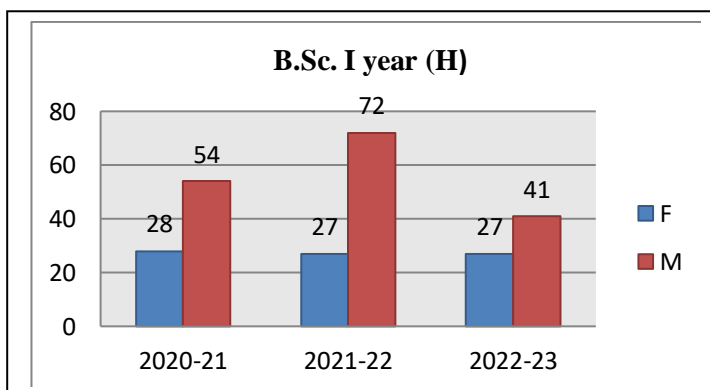
Year	F	M	Total
2020-21	45	50	95
2021-22	35	55	90
2022-23	50	57	107



**Table 8: Number of students in B.A I year (G)**

**Figure 8: Number of students in B.A I year (G)**

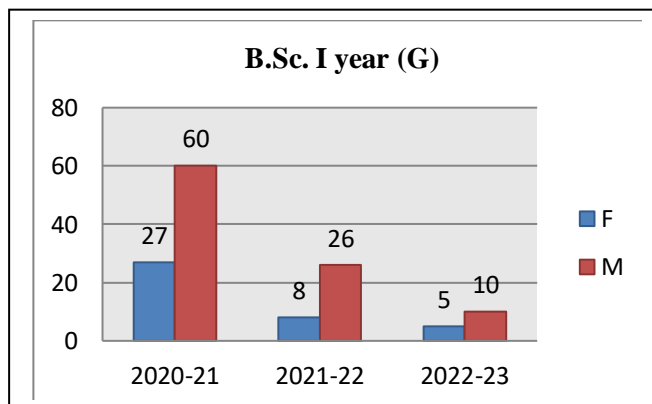
Year	F	M	Total
2020-21	28	54	82
2021-22	27	72	99
2022-23	27	41	68



**Table 9: Number of students in B.Sc I year (H)**

**Figure 9: Number of students in B.Sc I year (H)**

Year	F	M	Total
2020-21	27	60	87
2021-22	8	26	34
2022-23	5	10	15

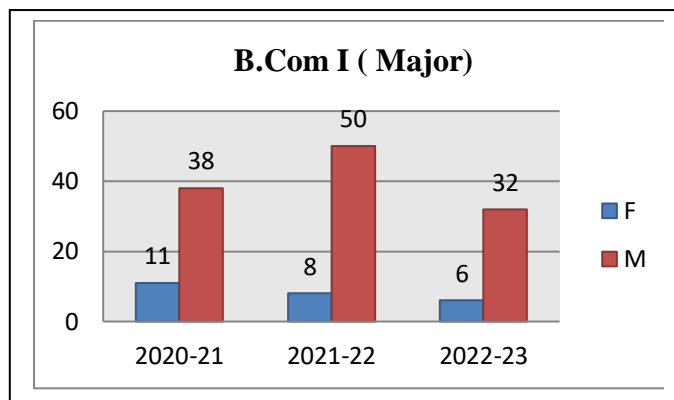


**Table 10: Number of students in B.Sc I year (G)**

**Figure 10: Number of students in B.Sc I year (G)**

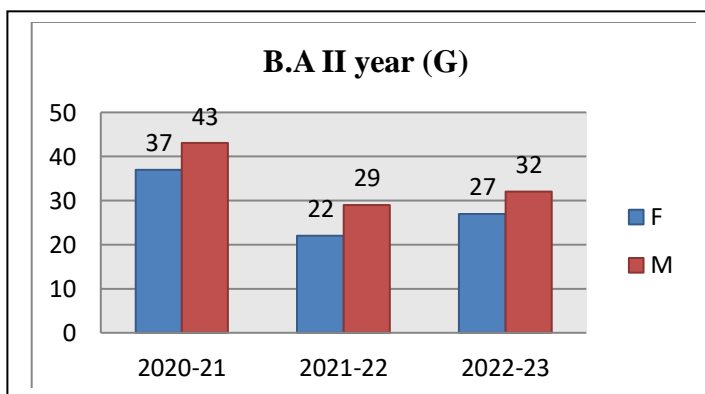


Year	F	M	Total
2020-21	11	38	49
2021-22	8	50	58
2022-23	6	32	38



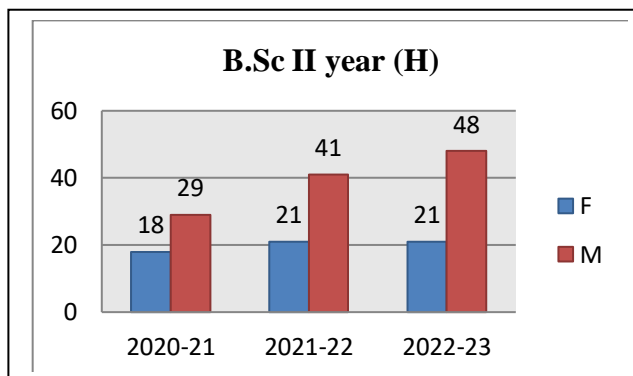
**Table 11: Number of students in B.Com I year (H) Figure 11: Number of students in B.Com I year (H)**

Year	F	M	Total
2020-21	37	43	80
2021-22	22	29	51
2022-23	27	32	59



**Table 12: Number of students in B.A II year (G) Figure 12: Number of students in B.A II year (G)**

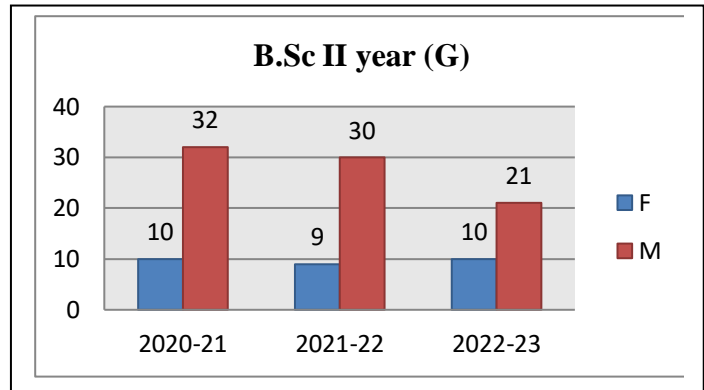
Year	F	M	Total
2020-21	18	29	47
2021-22	21	41	62
2022-23	21	48	69



**Table 13: Number of students in B.Sc II year (H) Figure 13: Number of students in B.Sc II year (H)**

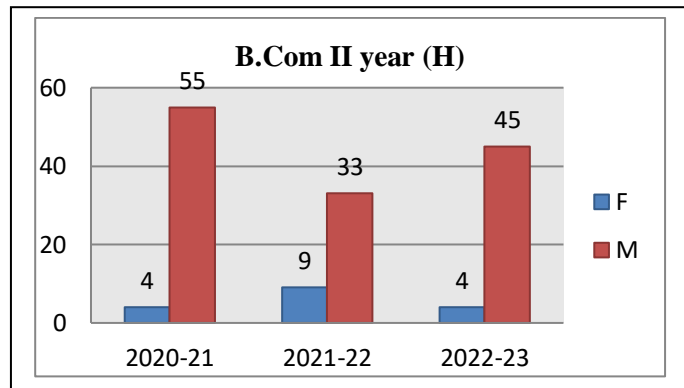


Year	F	M	Total
2020-21	10	32	42
2021-22	9	30	39
2022-23	10	21	31



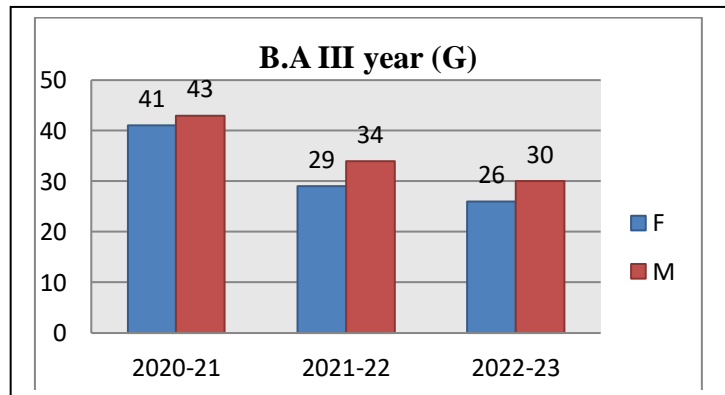
**Table 14: Number of students in B.Sc II year (G)**      **Figure 14: Number of students in B.Sc II year (G)**

Year	F	M	Total
2020-21	4	55	59
2021-22	9	33	42
2022-23	4	45	49



**Table 15: Number of students in B.Com II year (H)**      **Figure 15: Number of students in B.Com II year (H)**

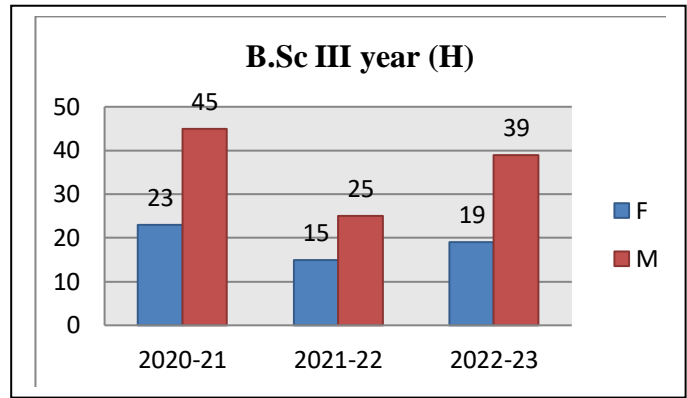
Year	F	M	Total
2020-21	41	43	84
2021-22	29	34	63
2022-23	26	30	56



**Table16: Number of students in B.A III year (G)**      **Figure16: Number of students in B.A III year (G)**

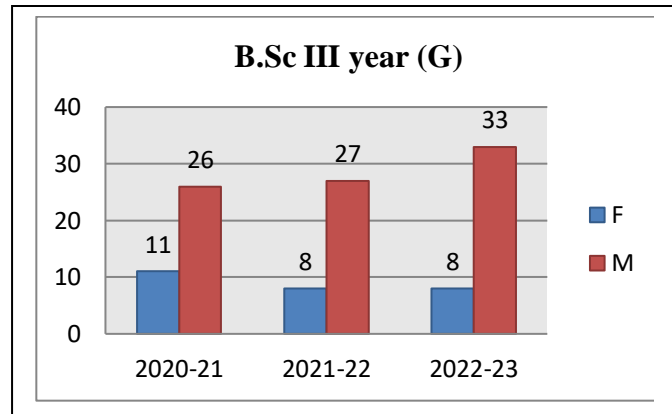


Year	F	M	Total
2020-21	23	45	68
2021-22	15	25	40
2022-23	19	39	58



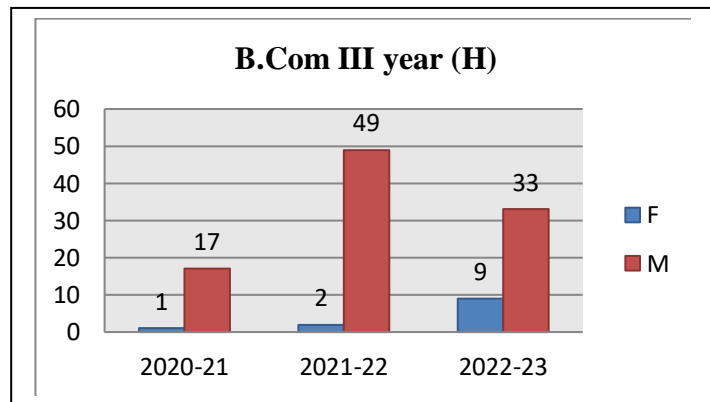
**Table17: Number of students in B.Sc III year (H) Figure 17: Number of students in B.Sc III year (H)**

Year	F	M	Total
2020-21	11	26	37
2021-22	8	27	35
2022-23	8	33	41



**Table 18: Number of students in B.Sc III year (G) Figure 18: Number of students in B.Sc III year (G)**

Year	F	M	Total
2020-21	1	17	18
2021-22	2	49	51
2022-23	9	33	42



**Table 19: Number of students in B.Com III year (H) Figure 19: Number of students in B.Com III year (H)**



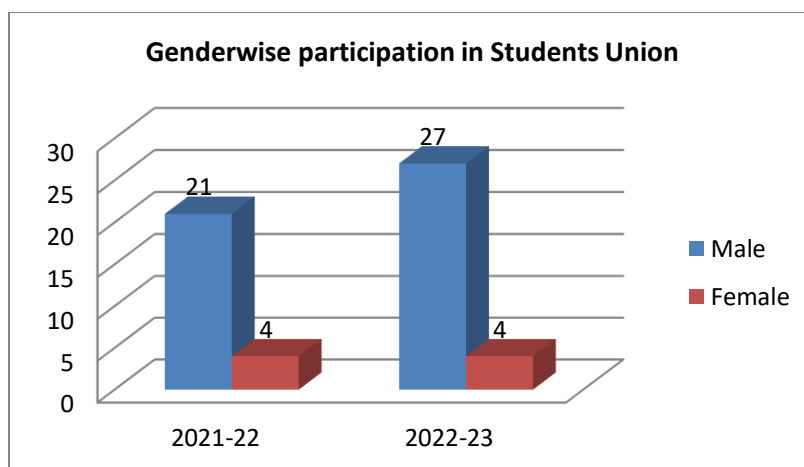
## 5.2 Students' Union and Cultural Activities:

Female students are very active in the co-curricular activities and are holding key leadership roles in them. However, the participation of girls in Students Union is relatively low and could be improved. In the past two years, very few girls have shown interest for key portfolios in Students Union. They are generally not contesting for these posts. The College authorities are motivated towards increasing their participation as well. However, girls are keen to head departmental activities willingly and enthusiastically.

Gender wise participation in Students Union for the last two years is given in the following figure (Figure 20). Due to pandemic situation students union election did not held for the year 2020-21.

Session	Male	Female	Total
2021 – 2022	21	04	25
2022 – 2023	27	04	31

**Table 20: Genderwise participation in Students Union**



**Figure 20: Genderwise participation in Students Union**

## 5.3 Infrastructural Facilities:

After taking a round of the college premises, it was found that most facilities like class rooms, toilets and library are adequate for both boys and girls. The Girls' Hostel is excellent in terms of allocation of space, location and facilities and amenities for the girl students. It has adequate



ventilation, toilet and laundry facilities and pantry on every floor. It also provides space for sports and cultural activities and has provision for a library in future. The Girls' Common Room too is clean, well-ventilated, spacious and more than adequate. It provides a welcome space for girl students in the college premises. The female teachers too require some dedicated space that is supposed to be allocated to them in the new block currently under construction. At present, there is an environment of attentiveness to the needs of women students as well as the staff.

#### 5.4 Faculty and Staff:

There is very good representation of women in teaching as well as non-teaching staff. The number of men and women teachers is at par. The number of women in the non-teaching staff is somewhat low but may be conditioned by the nature of the work being done and the socio-economic background of the incumbents. The current Teaching Staff Association President and Librarian is female, and one out of three members of the Teaching Staff Associations is women. The College also employs female sanitation staff.

The percentage of faculty members of all departments for the three academic sessions 2020–2021, 2021–2022 and 2022–2023 is shown diagrammatically in the following figures (Figure 21 to Figure 23). It should be emphasized that the departments of Mathematics, Physics, History, Political Science, and Arabic did not have any female faculty members during the aforementioned years. However, the departments of Sociology and Commerce have only female faculty members in all the three sessions. It has been clearly observed that the percentage of female faculty members increases continuously in each academic year.

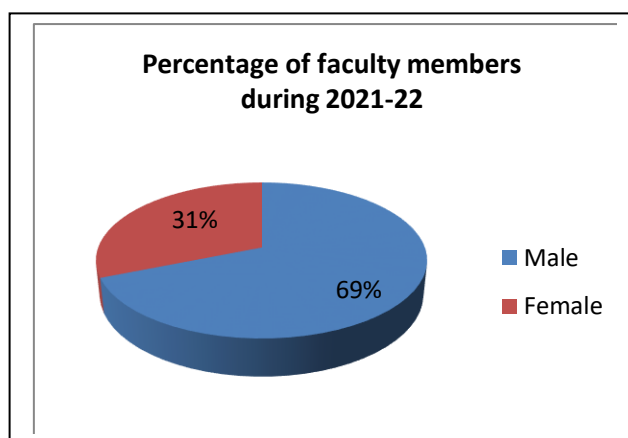
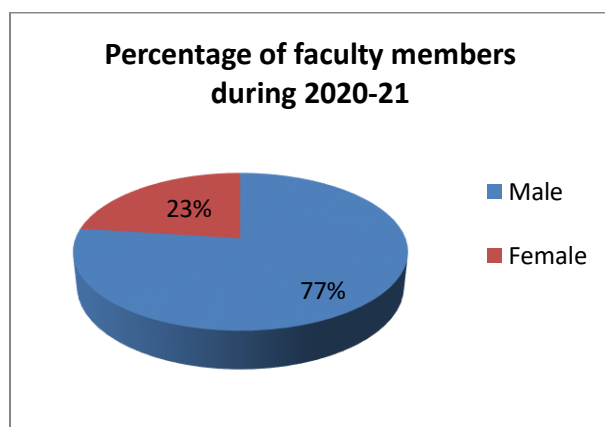
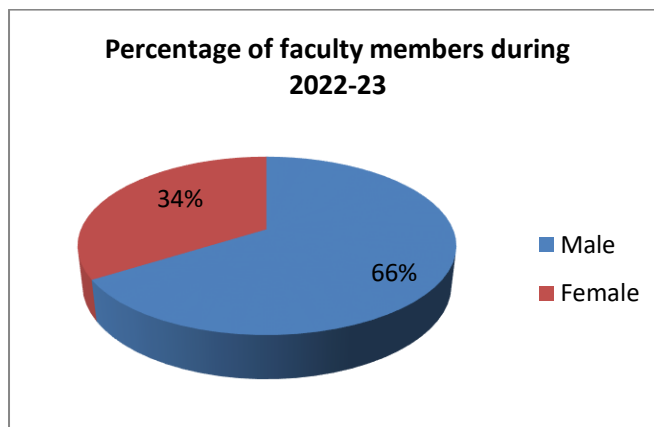


Figure 21: Percentage of faculty members during 2020-21      Figure 22: Percentage of faculty members during 2021-22



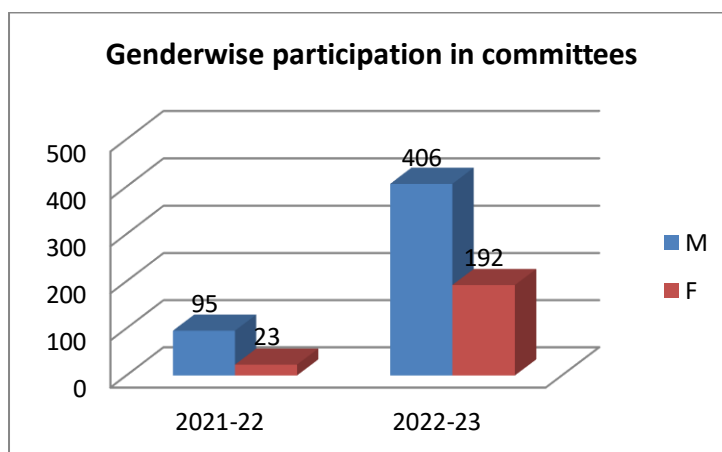




**Figure 23: Percentage of faculty members during 2022-23**

### 5.5 Members of Cell / Club / Committee:

Women teachers are also active in all the staff council / committees and as staff advisors to the various co-curricular societies. In the year 2022–23 the Institution formed 55 different committees where 44% members are female. Again in the year 2021 – 22 there are only 7 different committees and 24% female participation is there. But during the year 2020-21 due to pandemic situations many committees have not formed. If we look into the female participation in different committees it has been observed that there is an increase in female participation and they actively took part in making decision of the committee which leads to equality of gender participation.



**Figure 24: Genderwise participation in committees**



## 6. Gender sensitization initiative

To sensitize equality of gender among students and all stakeholders there are different cell and committee who is taking sole responsibility for this initiative.

**6.1 Women Empowerment Cell:** The women empowerment cell of Bimala Prasad Chaliha College, Nagarbera was established in 2002 with an aim to address the practical issues related to the welfare of women faculty, staff, and students. The resolution related to the establishment of a women empowerment cell was passed by the core committee of the Internal Quality Assurance Cell of the college. The cell was established with the aim to identify and work on the problems and prospects of the in-house female members along with the women of fringe villages. The mission of the women's cell, BPCC is to identify the imminent potentialities of women and empower them in raising their voices against gender discrimination, injustice and violence.

**6.2 Internal Complain Committee:** The Internal Complaint Committee of B.P Chaliha College is committed to provide a conducive environment, free from violence, harassment, and exploitation amongst the students, teaching & non-teaching staff on the college campus. This includes all forms of gender violence, sexual harassment against women. The Committee members are expected to render full assistance to the “aggrieved woman” in writing the complaint of Sexual Harassment, the members should also be aware of the responsibilities and duties under the UGC Regulations as well as under the Sexual Harassment of Women at Workplace Act, 2013. The Internal Complaint Committee of B. P. Chaliha College is formed under Section 4 of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of women employees and students in higher educational institution) Regulation, 2015 & under Section 4 of Sexual Harassment of Women at Workplace (Prohibition, Prevention & Redressal) Act, 2013.

**6.3 Grievance Redressal Cell:** Redressal of students’ grievances in a fair and impartial way is a vital aspect of any educational institution to ensure safe, encouraging and harmonious teaching-learning environment. The Student Grievance Redressal Committee of B. P. Chaliha College, Nagarbera has been constituted to provide the students with equal opportunity to raise genuine complaints in order to avoid any kind of discontentment leading to unfavorable condition. The Committee has been formed in accordance with the UGC Regulations, 2019 and intends to redress the grievances with the highest standard of integrity, fairness and confidentiality.



## 7. Suggestions and Recommendations:

It has been observed that the college continue its reputation of being a safe environment for women and retain its gender sensitive culture. It is suggested that some relaxation facilities for female staff be added to the new up-coming common room. Women need some rest facilities at certain sensitive periods as well as some support to sustain long hours of physically strenuous work. It is also suggested that more female students be encouraged to participate in sports and to contest for college-level leadership positions. Gender sensitization workshops must be conducted for security personnel deployed on campus. College should introduce self-employment training in different subjects.

## 8. Concluding Remarks:

The Gender Audit of the College, after an exhaustive examination of all the aspects of gender sensitivity and adequacy of facilities for both men and women, indicates a positive and eminently satisfactory situation. Though there are less enrolment of girls students as compared to boys students in some courses, it can be expected that enrolment will be balanced within a short period of time. For the last three years it has been observed that that there is an increase in the number of female faculty members and staff of the Institution. The College has always had a reputation for providing a safe and encouraging atmosphere for women's education. The College maintains its atmosphere of healthy interaction among boys and girls students. Under the present leadership of the Principal and a gender balanced staff, the College maintains its tradition of gender sensitivity.

Auditors: Dr. Bhushita Patowari *Bhushita*

Dr. Sibani Majumdar *Sibani*

Dr. Rubi Baishya *Rubi*

*Kamal Ch. Pathak*  
01/12/23  
Dr. Kamal Ch. Pathak

Principal

**Principal**  
**B.P. Chaiha College**  
**Nagarbera**

*Arun Kr Sarkar*  
11/12/23  
Arun Kr Sarkar

Coordinator, IQAC  
**Internal Quality Assurance Cell**  
**B.P.C.College, Nagarbera**

