



HABRAGHAT MAHAVIDYALAYA
GENDER AUDIT REPORT
(From 2018-19 to 2022-23)



Prepared by

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Gender Audit Report, Habraghat Mahavidyalaya,

-Contents-

| Sl. No. | Content | Page No |
|---------|---|---------|
| 1 | Introduction of the Institution: | 3 |
| 2 | What is a gender audit | 4 |
| 3 | The Gender Audit Committee: | 5 |
| 4 | Objectives | 6 |
| 5 | Audit Exercise | 6 |
| 6 | Methodology | 7 |
| 7 | Broad Framework | 7 |
| 8 | Gender Wise Distribution of Staff | 8 |
| 9 | Gender equity promotion programs organized by the institution | 17 |
| 10 | Summary and Conclusion | 22 |
| 11 | KEY FINDINGS | 23 |
| 12 | Recommendations | 24 |
| 13 | Concluding Remarks | 25 |



Gender Audit Report, Habraghat Mahavidyalaya,

HABRAGHAT MAHAVIDYALAYA, KRISHNAI ***GENDER AUDIT REPORT*** **For the Session: 2018-19 to 2022-23**

Introduction of the Institution:

Habraghat College, known as Habraghat Mahavidyalaya dedicated to the glorious memory of “Habraghat Pargana” a revenue village of the erstwhile Bijni Raj State, was formally inaugurated on the auspicious day of 29th August, 1979 with 61 Students in-Pre University Class under the aegis of a Sponsoring & Governing Body with a view to catering to the need of higher education of vast rural backward area bordering Meghalaya state centring round Krishnai pre-dominantly inhabited by people belonging to S.C., ST, O.B.C., M.O.B.C. and minority communities of alarming socio-economic condition.

The college situated in 37-Dudhnoi Legislative Assembly Constituency and located in the vicinity of Krishnai just 1 K.M. South from the N.H.37 was affiliated to Gauhati University in 1983 and was placed under deficit system of Grants-in-Aid w. e. f. 01-02-1986. The college has got permanent affiliation and has been registered under 2 (f) & 12 (B) of UGC act 1956 w. e. f. March, 2006.

The college has been offering Two Year Higher Secondary Course and Four Year Under Graduate Programme (FYUGP) in the faculty of Arts with Major in Assamese, Arabic, English, Economics, Education, Political Science and History. The college also offers several Skill oriented Certificate Courses in collaboration with some external agencies.

RUSA is pleased to select the college under the scheme RUSA 2.0 “Up-gradation of Existing Degree College to Model Degree College”. Under this scheme of RUSA, Assam, the college has been implementing various projects to ensure all-round development of the college to cater the need of quality higher education.



What is a gender audit:

A gender audit is a systematic and comprehensive process that evaluates the extent to which gender equality is effectively integrated into an organization's policies, programs, structures, and practices. The primary goal of a gender audit is to identify strengths and gaps in promoting gender equality and to provide actionable recommendations for improvement. Although there is no standard approach for carrying out a gender audit, international organizations use two main approaches: participatory in gender audit and the gender integration framework. A gender audit usually includes two dimensions as follows:

1. An internal audit: This dimension refers to how much an organization fosters gender equality internally within its organizational, managerial structure and internal work and whether these contribute to gender equality in the organization. An internal gender audit

monitors and assesses the relative progress made in gender mainstreaming, contributes to capacity building and collective organizational ownership for gender equality initiatives, and sharpens organizational learning on gender.

2. An external audit: This dimension aims to assess to what extent, an organization mainstreams gender in its policies, programmes, projects and services in terms of content, delivery and evaluation. External gender audits evaluate to what extent gender integration fosters the inclusion of, and benefits to women and men involved in or affected by the organization's policies, programs, projects or services provided. When applied to policies, programmes, projects or services, a gender audit starts by exploring to what extent gender



Gender Audit Report, Habraghat Mahavidyalaya,

equality is mainstreamed in high-level policy objectives and priorities, and further assesses to what extent policy intentions are actually carried out in specific initiatives (e.g. programmes, projects, services). At the planning level, a gender audit analyses whether there is gender-specific objectives or if gender is mainstreamed in the general objectives of the policy in order to guarantee that they contribute to close gender gaps, ensure that women and men benefit equally or in accordance with their gender needs and that inequalities are not perpetuated. Similarly, a gender audit goes on to analyze how gender is mainstreamed into the implementation of the policy, programme or project. Finally, a gender audit of the monitoring and evaluation phase investigates whether targets and indicators include a gender perspective both in terms of sex-disaggregated data and progress towards gender equality.

The Gender Audit Committee:

| Sl. No | Name | Designation in the Committee | Name of the Institution |
|--------|------------------------|------------------------------|--|
| 1 | Dr. Mantu Kr. Das | Chairman | Principal, Habraghat Mahavidyalaya, Krishnai |
| 2 | Dr. Akbar Ali Ahmed | Member Secretary | IQAC Coordinator Habraghat Mahavidyalaya, Krishnai |
| 3 | Dr. Utpal Das | External Member | Principal, Agia College, Agia |
| 4 | Dr. Anup Kr. Roy | External Member | Principal, Goalpara Law College, Goalpara |
| 5 | Dr. Jayashri Kalita | External Member | Vice-Principal, Agia College, Agia |
| 6 | Dr. Ibrahim Ali Bhuyan | Internal Member | Head, Department of Arabic, Habraghat Mahavidyalaya, Krishnai |
| 7 | Mrs. Banashri Rabha | Internal Member | Assistant Professor, Dept. of Assamese, Habraghat Mahavidyalaya, Krishnai |



Gender Audit Report, Habraghat Mahavidyalaya,

The Gender Audit undertaken by the IQAC, Habraghat Mahavidyalaya, Krishnai, with external and internal Committee Members. All the members of the Gender Audit Committee, Habraghat Mahavidyalaya, Krishnai, intended to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

Objectives:

- 1) To evaluate the gender balance among students, faculty, and staff.
- 2) To assess the gender sensitivity of institutional policies and practices.
- 3) To identify areas for improvement in promoting gender equality.
- 4) To reflect and etch out a road map for gender action.

Audit Exercise:

- The institute shall take effective measures for the safety and security of all genders.
- There must be an accessible, active, unbiased and confidential Grievance Redressal Cell
- There shall not be any kind of discrimination on the basis of gender.
- To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- To protect girl students from eve teasing and for the same posters to be exhibited at focal places in and around the college.
- A certified consultant to be invited to take care of personal development and confidence building among students.
- Organizing programs to build confidence and instill leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.



Gender Audit Report, Habraghat Mahavidyalaya,

- To create social awareness about the problems of women and gender discrimination in particular.

The Audit would enable the organization to identify the impact of gender relations on their agency's culture, processes, programs and organizational performance and vice versa.

Methodology:

The audit was conducted through the following methods:

- Collection and analysis of quantitative data on gender representation.
- Surveys and interviews with students, faculty, and staff.
- Review of institutional policies and practices.

Broad Framework:

The gender audit was conducted within the broad framework called the Gender Integration Framework (GIF), which proposes that transformation can only follow when four organizational dimensions are equipped for gender integration. These four elements are political will, technical capacity, accountability and organizational culture.

The Political Will: Means the initiatives in which the leadership within the college at different levels use their branches of the tree and are also required in equal measure to successfully integrate gender, position of power to communicate and demonstrate their support, leadership, enthusiasm for and commitment to working toward gender equality in the college.

Technical Capacity: Level of ability, qualifications and skills individuals in an organization need to carry out the practical aspects of gender integration for enhanced program quality, and level of institutionalization of gender equitable organizational processes.



Gender Audit Report, Habraghat Mahavidyalaya,

Accountability: Mechanisms by which a college determines the extent to which it is "walking the talk" in terms of integrating gender equality in its programs and organizational structures.

Organizational Culture: Norms, customs, beliefs and codes of behavior in an organization that support gender equality - how people relate, what are seen as acceptable ideas, how people are expected to behave and what behaviors are rewarded.

Gender Wise Distribution of Staff:

Gender sensitivity refers to an attempt to encounter and accept people without presumptions gender sensitive approach aims at opening, reconstructing and broadening expectations and behavioral models related to gender. Gender sensitive structures respond equally to men and women's specific interests without any presumption based on outdated views.

The institution was established in the late seventies when the issue of gender was not much of a concern especially in a remote rural area like ours. When gender became a major parameter for institutional governance, the institutional leaders stepped forward taking steps to ensure gender equality.

An audit of gender sensitive features in the Institution yielded the following notable points:

- ❖ Basic sanitation facility in the form of separate toilets for the students and staff is provided in the common area along with Separate toilets for male and female faculty are available.
- ❖ There is a separate Common Room facilities for male and female students.
- ❖ There are CCTV monitoring devices installed at different locations within the campus.
- ❖ There is a women cell that conducts Gender Sensitization programmes regularly for the students.
- ❖ There is anti-sexual harassment committee for strict vigilance of sexual harassment issues.
- ❖ Installation of vending machine for the use of female students and staff.



Gender Audit Report, Habraghat Mahavidyalaya,

- ❖ There is a Grievance Redressal Cell to address different issues gender sensitivity.
- ❖ There is a disciplinary Action Committee to look into the matter of gender issues.

Gender Balance within the Institution:

Gender balance means the existence of a fair ratio of male and female representation within the institution in terms of number of students in the various programmes as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. This results in lesser capability among women which in turn produces a snowball effect on their empowerment and access to development initiatives.

Gender Audit Team reviewed and analyzed the operating environment of Habraghat Mahavidyalaya, Krishnai. From the analysis, the team understood that the college is operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Therefore, some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different. The college always concentrates on students' academic performance along with their overall personality development. Observing gender equality, the girls are provided with various facilities. The initiatives of the NSS unit of the college for boys and girls is meticulously developing their character and qualities like discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The lectures of eminent personalities are held on various topics to develop their personality. Workshops are held on 'Prevention of Sexual Abuse and Safety of Girls Students', 'Health and Hygiene', Awareness & Legal Aspects of Sexual Abuse', 'Sexual Harassment of Women at Workplace (prohibition, prevention and redressal), etc. numbers of such programs were organized in the last 5 years to make the girls aware of their rights and



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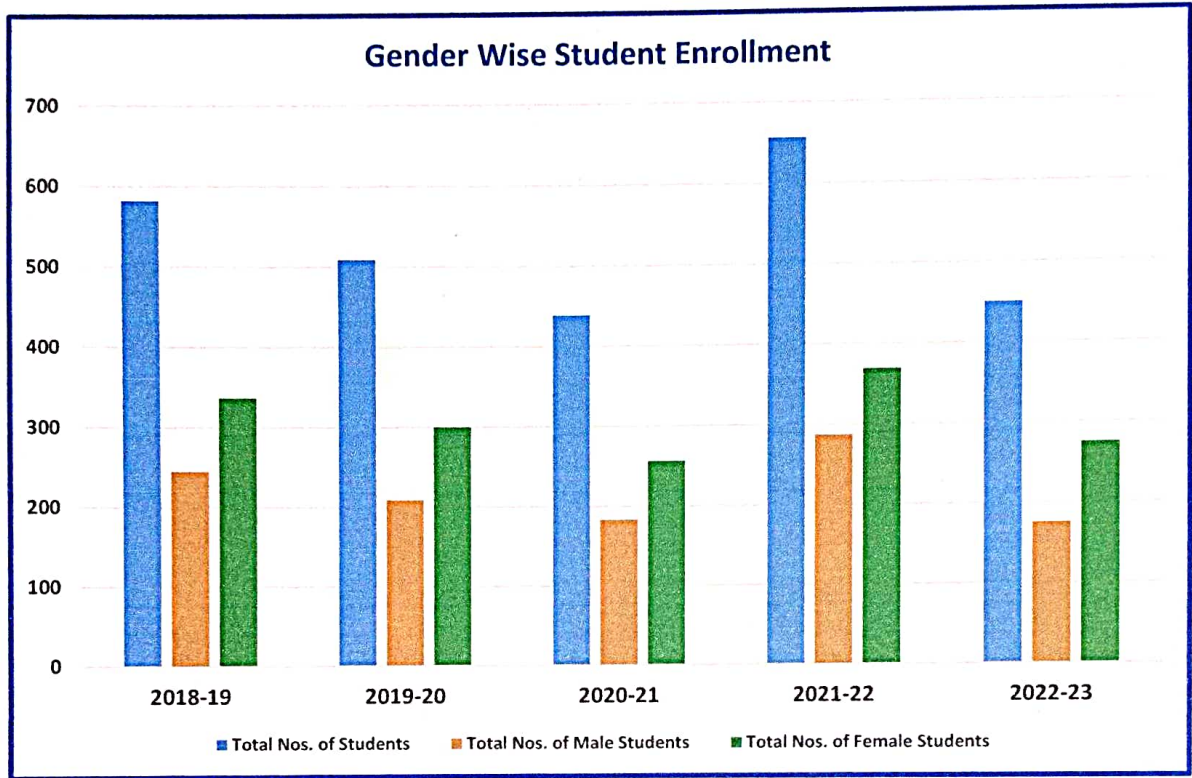
responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent lawyers, social workers etc. Anti-ragging Committee and Anti Sexual Harassment Committee have been formed in the college to look into the matters of gender issues. Our girl students shows success in the different fields such as sports, culture etc. Their participation in different meets and competitions has brought name and fame to them as well as the College. As a part of public societal activity, the College provides counselling for parents on parenting issues and also women and Laws. The analysis of the responses of students with regard to programme planning and design in college and its activities revealed that most student members feel that the gender equity in policies, programmes of the college is adequate.

Gender wise Details of Students in the College:

| Sl. No | Year | Total Nos. of Students | Total Nos. of Male Students | Total Nos. of Female Students | Percentage of Male Students (%) | Percentage of Female Students (%) |
|---------------|----------------|-------------------------------|------------------------------------|--------------------------------------|--|--|
| 1 | 2018-19 | 582 | 245 | 337 | 42.10 | 57.90 |
| 2 | 2019-20 | 509 | 209 | 300 | 41.06 | 58.94 |
| 3 | 2020-21 | 439 | 183 | 256 | 41.68 | 58.31 |
| 4 | 2021-22 | 656 | 287 | 369 | 43.75 | 56.25 |
| 5 | 2022-23 | 450 | 175 | 275 | 38.89 | 61.11 |



Gender Audit Report, Habraghat Mahavidyalaya,



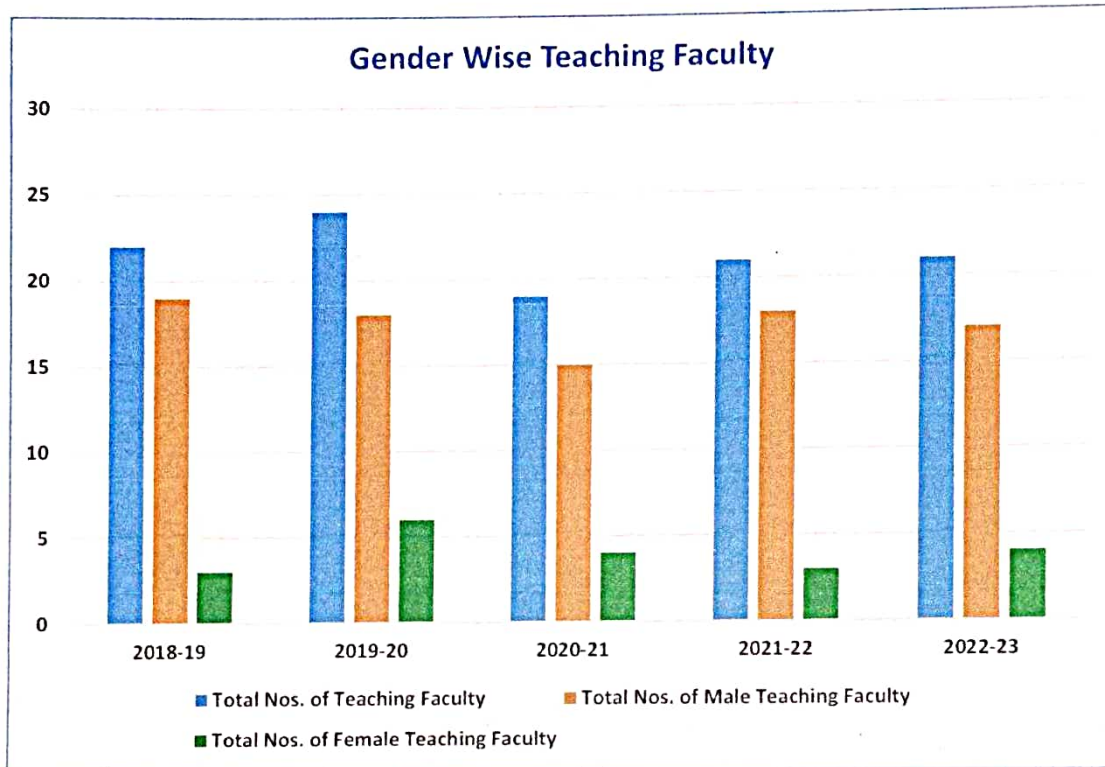
The above table shows gender wise details of students in the College provides the information regarding growth of students' strength in the last five years.

Gender wise Details of Total Teaching Faculties in the College:

| Sl. No | Year | Total Nos. of Teaching Faculty | Total Nos. of Male Teaching Faculty | Total Nos. of Female Teaching Faculty | Percentage of Male Teaching Faculty (%) | Percentage of Teaching Faculty Students (%) |
|--------|---------|--------------------------------|-------------------------------------|---------------------------------------|---|---|
| 1 | 2018-19 | 22 | 19 | 03 | 86.36% | 13.64% |
| 2 | 2019-20 | 24 | 18 | 06 | 75% | 25% |
| 3 | 2020-21 | 19 | 15 | 04 | 78.95% | 21.05% |
| 4 | 2021-22 | 21 | 18 | 03 | 85.71% | 14.29% |
| 5 | 2022-23 | 21 | 17 | 04 | 80.95% | 19.05% |



Gender Audit Report, Habraghat Mahavidyalaya,



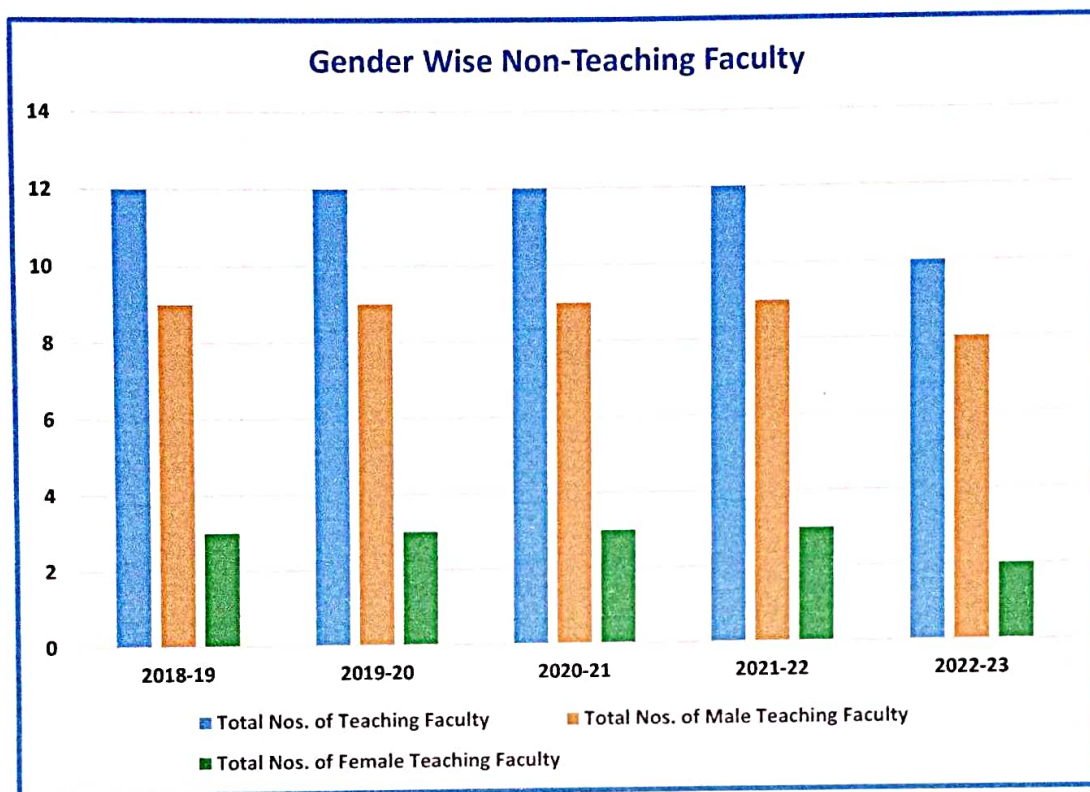
The table on gender wise details of total teaching faculty in the College provides the information about the teaching faculty in the last five years.

Gender wise Details of Total Non-Teaching Staff in the College:

| Sl. No | Year | Total Nos. of Non-Teaching Staff | Total Nos. of Non-Teaching Staff (Male) | Total Nos. of Non-Teaching Staff (Female) | Percentage of Non-Teaching Staff (Male) | Percentage of Non-Teaching Staff (Female) |
|--------|---------|----------------------------------|---|---|---|---|
| 1 | 2018-19 | 12 | 09 | 03 | 75% | 25% |
| 2 | 2019-20 | 12 | 09 | 03 | 75% | 25% |
| 3 | 2020-21 | 12 | 09 | 03 | 75% | 25% |
| 4 | 2021-22 | 12 | 09 | 03 | 75% | 25% |
| 5 | 2022-23 | 10 | 08 | 02 | 80% | 20% |



Gender Audit Report, Habraghat Mahavidyalaya,



The table and the diagram on Gender wise Details of Total Non-Teaching staff in the College provides the information and growth of non-teaching staff in last five years. Gender Sensitization Initiatives

By forming various committees like Anti-ragging, Internal Complaints, and Sexual Harassment Prevention; at the same time providing adequate facilities to girls, gender equality is kept upright in the college.

The following initiatives have been undertaken by the College for the convenience of girl students:

Habraghat Mahavidyalaya, Krishnai has been working to set a gender balance campus. To avoid gender discrimination following provisions have been made to achieve the goal of gender balance campus.



Gender Audit Report, Habraghat Mahavidyalaya,

1. **Common Entrance:** As a part of gender balance initiatives, the college provides common entrance for all.
2. **Study Room:** Common study room in the library provides to the students irrespective of male and female.
3. **Ladies Common Room:** There is adequate space in the Ladies Common Room and silence is maintained for girls to study. Wash room provision has also been made for girls in the Ladies Room.
4. **Girls Washroom:** Girls' washrooms are situated at different places in the college with ample water supply and proper maintenance.
5. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.
6. **Canteen:** Common canteen facilities are there for both boys and girls, so that they can comfortably consume their own food or canteen food.

The college has established a number of committees to aid girl students and lady's staff. These committees include:

1. **Anti-Ragging Committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging the College has formed an Anti-Ragging Committee. The students in distress owing to ragging related incidents can approach the Committee.
2. **Disciplinary Action Committee:** To maintain overall discipline in the college, there is a committee entitled "Disciplinary Action Committee". All the members of the committee always remain strict vigilant to overall discipline of the college. The students in distress owing to Discipline related incidents can assess the committee.
3. **Women Cell:** Women Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. In the effort to make Habraghat Mahavidyalaya, Krishnai, a strong kernel of gender sensitization, the **Women Cell** has been functioning since 2005. The women cell has both the faculty and nonteaching



Gender Audit Report, Habraghat Mahavidyalaya,

of the College as its members and works with an aim to create a gender sensitized community within campus as well as in the society. The cell has been organizing various activities for the upliftment of women and promotion of the importance of gender equality in society through the College students.

4. **NSS for Girls:** Habraghat Mahavidyalaya has NSS Unit to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit provides a suitable environment for both boys and girls students for taking up a career in the social services. The boys and girls are trained and motivated for all kinds of social work in the field. They are motivated to serve the society.
5. **Administrative Committees and Girl Students Representative:** Becoming a student representative enables the student to develop and strengthen leadership skills, connect with various internal and external issues and problems, assist fellow students, share experiences and participate in college events for the administrative development.
6. **Anti Sexual Harassment Committee:** The College has constituted an Anti-Sexual Harassment Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act and Rule 2013. Having raised the bar of responsibility and accountability the college has been trying its best to uphold working women's fundamental right to equality and dignity at the workplace. The Anti Sexual Harassment Committee of the college has been working on three key obligations which were imposed on institutions to meet that standard, namely- Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Vishaka judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the Act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any woman who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.



Gender Audit Report, Habraghat Mahavidyalaya,

Constitution of Anti Sexual Harassment Committee:

| Sl. No. | Name | Designation in the Committee | Institutional Designation |
|---------|----------------------|------------------------------|---|
| 1 | Dr. M. K. Das | Chairman | Principal Habraghat Mahavidyalaya |
| 2 | Banashri Rabha | Presiding Officer | Assistant Professor Dept. of Assamese Habraghat Mahavidyalaya |
| 3 | Bhumika Devi | Member Coordinator | Head, Dept. of English Habraghat Mahavidyalaya |
| 4 | Dr. M. H. Chaudhury | Member | Assistant Professor Dept. of Assamese Habraghat Mahavidyalaya |
| 5 | Kandarpa Nath | Member | Head, Dept. of Economics Habraghat Mahavidyalaya |
| 6 | Sikder H. U. Ahmed | External Member | Affiliating University Representative |
| 7 | Kittika Chakravartty | Student Member | UG Student Habraghat Mahavidyalaya |
| 8 | Dildar Rabha | Student Member | UG Student Habraghat Mahavidyalaya |
| 9 | Dulumani Sarma | Special Invitee Member | Librarian Habraghat Mahavidyalaya |

Since its establishment, no complaints have been reported to the Committee by any of staff members or students.

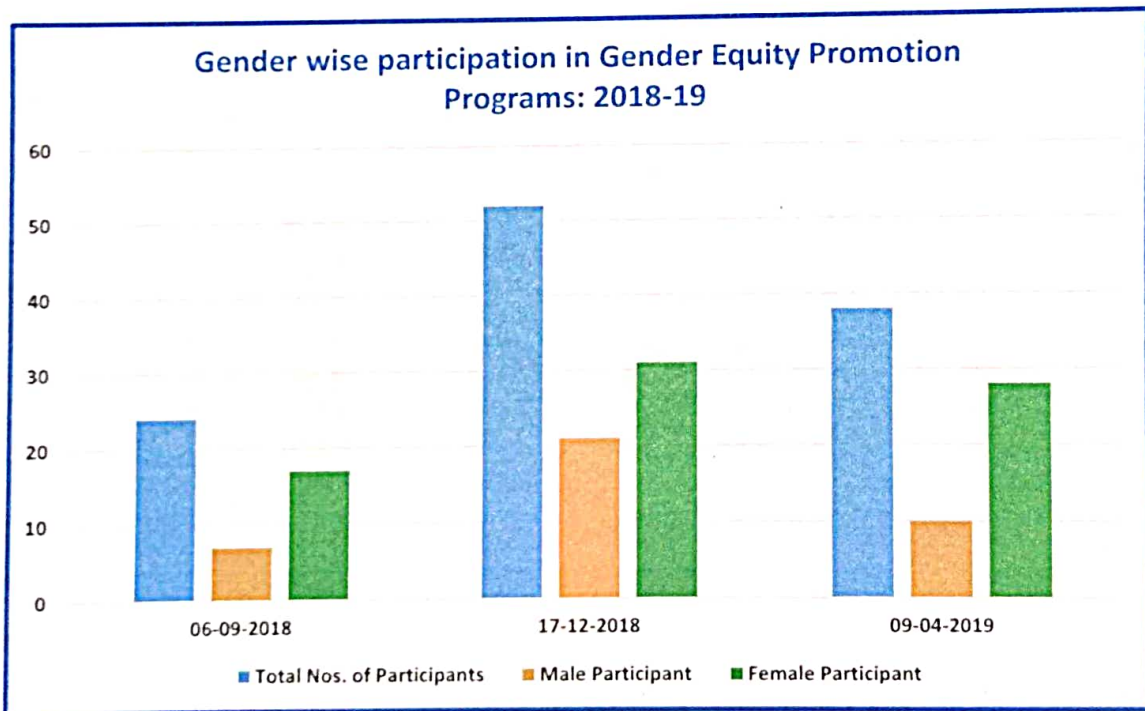


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Gender equity promotion programs organized by the institution during the last five years:

Academic Year-2018-19

| Sl. No | Title of the Programme | Date of Programme | Male Participant | Female Participant | Total Nos. of Participants |
|--------|--|-------------------|------------------|--------------------|----------------------------|
| 1 | Talk on Equal Opportunities for Women. | 06-09-2018 | 7 | 17 | 24 |
| 2 | Workshop on prevention of Sexual Harassment. | 17-12-2018 | 21 | 31 | 52 |
| 3 | Workshop on Beti Bachao Beti Padhao. | 09-04-2019 | 10 | 28 | 38 |

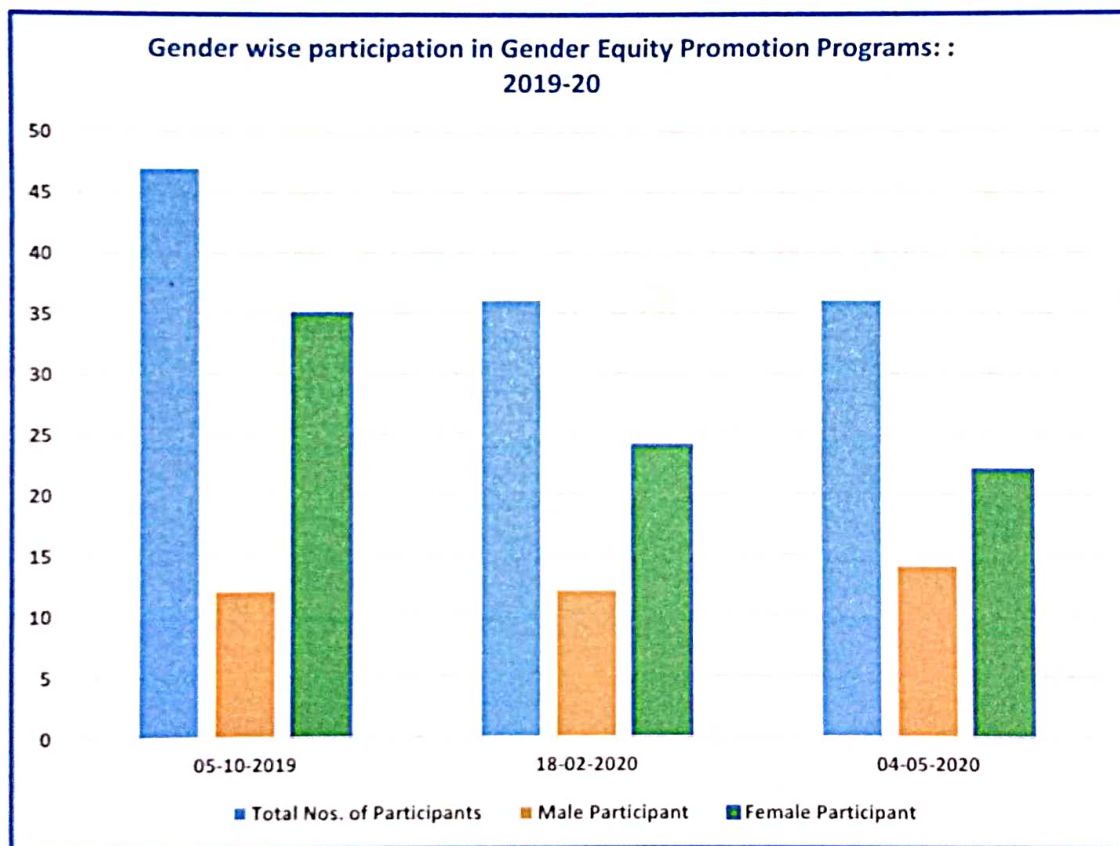




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Academic Year-2019-20

| Sl. No | Title of the Programme | Date of Programme | Male Participant | Female Participant | Total Nos. of Participants |
|--------|--|-------------------|------------------|--------------------|----------------------------|
| 1 | Awareness Programme on Mahila Sabalikiran. | 05-10-2019 | 12 | 35 | 47 |
| 2 | Workshop on Sexual Harassment at Workplace. | 18-02-2020 | 12 | 24 | 36 |
| 3 | Talk on Kasturba Gandhi Balika Vidyalaya in Promoting Gender Equity. | 04-05-2020 | 14 | 22 | 36 |

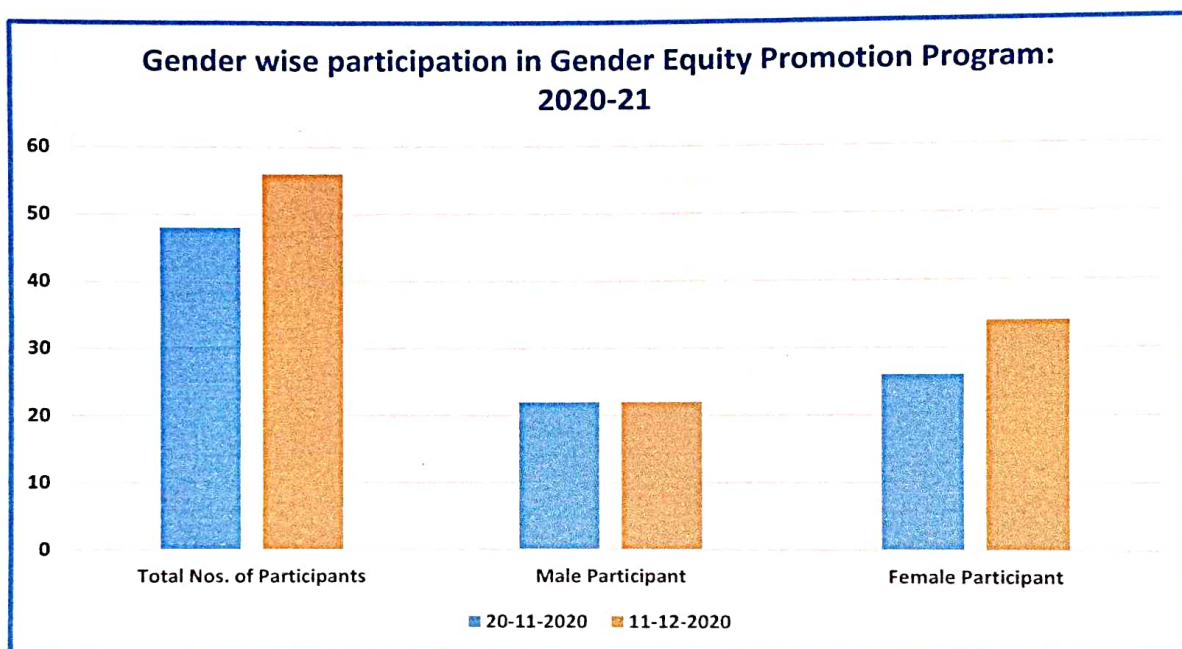




Gender Audit Report, Habraghat Mahavidyalaya,

Academic Year-2020-21

| Sl. No | Title of the Programme | Date of Programme | Male Participant | Female Participant | Total Nos. of Participants |
|--------|--|-------------------|------------------|--------------------|----------------------------|
| 1 | Popular Talk on Domestic Violence during Covid-19. | 20-11-2020 | 22 | 26 | 48 |
| 2 | Legal Awareness on Women and Equality. | 11-12-2020 | 22 | 34 | 56 |

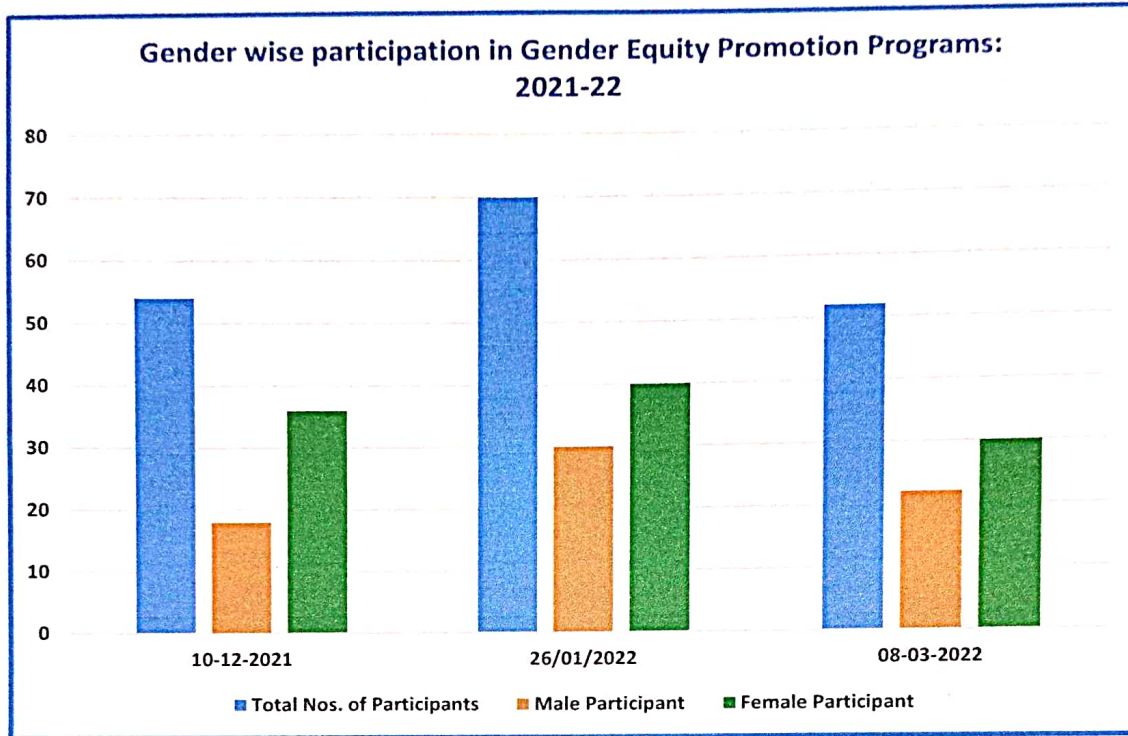


Academic Year-2021-22

| Sl. No | Title of the Programme | Date of Programme | Male Participant | Female Participant | Total Nos. of Participants |
|--------|---|-------------------|------------------|--------------------|----------------------------|
| 1 | Awareness programme on Womens' Rights. | 10-12-2021 | 18 | 36 | 54 |
| 2 | Popular talk on gender equality and equity. | 26/01/2022 | 30 | 40 | 70 |
| 3 | A talk on the need of digital literacy among women. | 8/03/2022 | 22 | 30 | 52 |



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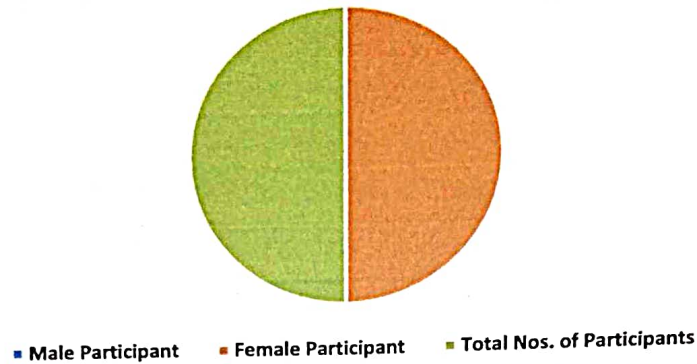
Academic Year-2022-23

| Sl. No | Title of the Programme | Date of Programme | Male Participant | Female Participant | Total Nos. of Participants |
|--------|--|--------------------------|------------------|--------------------|----------------------------|
| 1 | 3 days' workshop for women on "Use of Mobile Applications for Digital Payment, E Governance Services, It Applications and Cyber Security". | 13/06/2022 to 15/06/2022 | 0 | 205 | 205 |
| 2 | To observe International Womens' Day. | 08-03-2023 | 45 | 76 | 121 |

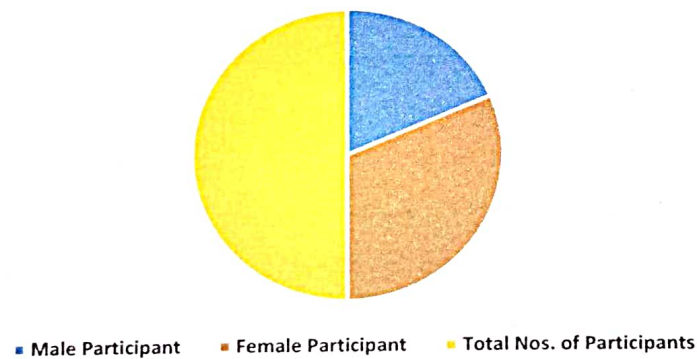


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Gender wise participation in the workshop held on 13/06/2022 to 15/06/2022



Gender wise participation in the programme held on 08-03-2023



A number of activities were organized to empower women at Habraghat Mahavidyalaya, Krishnai, these include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and Skillful', the College organizes seminars, conferences, guest lectures, workshops and awareness programmes on various women related issues to equip them with wide range of skills and knowledge for the



Gender Audit Report, Habraghat Mahavidyalaya,

betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to be a good citizen. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.

Summary and Conclusion:

Progress towards Gender Equity:

“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)

The college constantly endeavors to work for the benefit of female staff and female students. The institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The college not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self-respect.

The Gender Audit Committee find that student's strength particularly girls' strength is increasing. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our observation it has been



Gender Audit Report, Habraghat Mahavidyalaya,

found that among regular teaching and non-teaching staff the strength of females is lower than that of males.

KEY FINDINGS:

1. Enrollment and Participation:

- ❖ There has been a steady increase in the enrollment of female students, reflecting a positive trend towards gender parity in student admissions.
- ❖ Female participation in extracurricular activities and leadership roles has also improved, though there remains a need for more balanced representation in certain areas.

2. Faculty and Staff Composition:

- ❖ The gender distribution among faculty and administrative staff has shown progress, with an increase in the hiring of female faculty members.
- ❖ However, gender disparities persist in senior academic and administrative positions, indicating a need for targeted efforts to promote women into leadership roles.

3. Infrastructure and Facilities:

- ❖ The campus has made strides in providing gender-inclusive facilities, including the addition of gender-neutral restrooms and safe spaces for all students.
- ❖ Further improvements are necessary in areas such as childcare facilities and accessible infrastructure to support all genders effectively.

4. Policy and Governance:

- ❖ The institution has implemented several policies promoting gender equality, including a comprehensive gender equality policy and the establishment of a Diversity and Inclusion Committee.
- ❖ Regular gender sensitization programs and workshops have been conducted,



Gender Audit Report, Habraghat Mahavidyalaya,

contributing to increased awareness and sensitivity towards gender issues among students and staff.

5. Support Systems and Resources:

- ❖ Counseling services and mentorship programs have been strengthened to support students and staff facing gender-related challenges.
- ❖ The grievance redressal mechanism has been effective in addressing complaints of gender discrimination and harassment, though continuous monitoring and improvement are essential.

Recommendations:

1. Enhancing Gender Representation:

- ❖ Continue efforts to achieve gender parity in student admissions and faculty hiring, with a focus on increasing female representation in senior roles.
- ❖ Promote balanced participation in extracurricular activities and leadership positions through targeted initiatives and support.

2. Strengthening Policies and Practices:

- ❖ Regularly review and update gender equality policies to ensure their effectiveness and relevance.
- ❖ Expand the scope of gender sensitization programs to include all members of the campus community, including new hires and incoming students.

3. Improving Infrastructure and Support Services:

- ❖ Invest in additional gender-inclusive infrastructure, such as more gender-neutral restrooms and dedicated childcare facilities.
- ❖ Enhance support services, including mental health resources and career development programs, to address the specific needs of all genders.

4. Fostering an Inclusive Campus Culture:

- ❖ Conduct regular gender equality campaigns and events to celebrate diversity and promote a culture of inclusion.



Gender Audit Report, Habraghat Mahavidyalaya,

- ❖ Establish feedback mechanisms to continuously gather input from students and staff on gender-related issues and areas for improvement.
- 5) Recruitment and Retention:**
- ❖ Equal Opportunity Hiring: Adopt fair and unbiased recruitment practices to ensure equal opportunities for all genders in academic and administrative positions.
 - ❖ Retention Initiatives: Implement initiatives to retain female students and staff, such as career development programs, flexible work arrangements, and support for balancing family and academic responsibilities.
- 6) Reporting and Accountability:**
- ❖ Grievance Redressal Mechanism: Establish a robust grievance redressal mechanism to address complaints of gender discrimination or harassment promptly and effectively.
 - ❖ Transparent Reporting: Maintain transparency in reporting incidents of gender discrimination and the actions taken to address them.
- 7) Community Engagement:**
- ❖ Gender Equality Campaigns: Conduct regular campaigns and events to promote gender equality and celebrate diversity on campus.
 - ❖ Partnerships and Collaborations: Collaborate with NGOs, government bodies, and other institutions to promote gender equality and share best practices.
- 8) Evaluation and Feedback:**
- ❖ Feedback Mechanisms: Create channels for students and staff to provide feedback on gender-related issues and suggest improvements.
 - ❖ Regular Reviews: Regularly review and update policies and practices to ensure they remain effective and relevant in promoting gender balance and non-discrimination.

Concluding Remarks:

The gender audit of Habraghat Mahavidyalaya, Krishnai, for the sessions from 2018-19 to 2022-23 indicates a positive trajectory towards achieving a gender-balanced campus. While significant progress has been made in various areas, ongoing efforts and commitment are required to address remaining disparities and foster a truly inclusive environment. By implementing the recommended actions and maintaining a focus on gender equality, Habraghat Mahavidyalaya can continue to build a campus that supports and empowers all genders equally.



Gender Audit Report, Habraghat Mahavidyalaya,

(Signature)
24/05/23
(Dr. Mantu Kr. Das)
Chairman
Gender Audit Committee
Principal

Principal
Habraghat Mahavidyalaya
Krishnai

(Signature)
24/05/23
(Dr. Utpal Das)
External Member
Gender Audit Committee
Principal
Agia College, Agia

Principal
Agia College, Agia

(Signature)
24/05/23
(Dr. Jayashri Kalita)
External Member
Gender Audit Committee
Vice-Principal
Agia College, Agia

Vice Principal
Agia College, Agia

(Signature)
24/05/2023
(Dr. Akbar Ali Ahmed)
Member Secretary
Gender Audit Committee
IQAC Coordinator
Habraghat Mahavidyalaya

Coordinator
IQAC, Habraghat Mahavidyalaya

(Signature)
24/05/23
(Dr. Anup Kr. Roy)
External Member
Gender Audit Committee
Principal
Goalpara Law College, Goalpara

Principal
Goalpara Law College
Goalpara.

(Signature)
(Dr. Ibrahim Ali Bhuyan)
Member
Gender Audit Committee
Head, Arabic Department
Habraghat Mahavidyalaya

HOD
Arabic Department
Habraghat College, Krishnai

(Signature)
24/05/23
(Mrs. Banashri Rabha)
Member
Gender Audit Committee
Assistant Professor,
Dept. of Assamese
Habraghat Mahavidyalaya