

GENDER AUDIT

2017-2022



Jhanji Hemnath Sarma College
Jamuguri, Sivasagar
Pin : 785683



Preface

Gender equality is a worldwide issue and discussions on women's liberation and their rights are the forefront of many worldwide formal and informal movements. Today, women are very alert about her right itself and they take action against women's domination and exploitations.

The Gender audit is conducted to identify ways to make college campus safe for women. In the process of the audit involves choosing the site to be audited, selecting the participants, orientation to the participants, preparing the checklist and going through these write down the findings and sharing the results with college authority for implementation of the recommendations.



Acknowledgement

Women Cell of Jhanji Hemnath Sarma College hereby expresses gratitude to Dr. Manjit Gogoi, Principal, Jhanji Hemnath Sarma College, Sivasagar and Bidyadhar Baruah, Coordinator, Internal Quality Assurance Cell (IQAC) of the College for providing opportunity to conduct a Gender Audit on our College. The Cell also offers thankfulness to all the teaching and Non-teaching Staff of the College for their contribution towards conducting the survey.

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1. INTRODUCTION

Jhanji Hemnath Sarma College is one of the best college in Sivasagar district of Assam accorded with “B” grade by NAAC in II Cycle.

The gender audit is conducted to study whether the college has good gender balance. The audit tries to see whether college follows government rules and regulations, policies, and actions formulated for up- gradation of women or girl students in society. The gender audit tries to assess the impact of its current and proposed policies on gender equality.

The college always tries to develop student’s qualitative performance along with their overall personality. Observing the gender equality, the Girl students are provided with special facilities and attentions.

The NCC unit for girls of the college always gives attention to develop the characters and qualities of girl students like comradeship discipline, leadership, secular outlook and spirit of adventure. The NSS Unit also focuses the all-round development of girl students. The both units motivate the girls and boys for their social responsibilities. The both units organised special camp for the volunteers. The women cell, NSS, NCC organise yoga and meditation camps, observe women’s Day, Girls Child Day, lecture Programme and workshop/ Seminar on Health issues, women empowerment etc.

Anti ragging committee, Grievance and Redressed Cell are formed in the college to aware the girls for their privileges and duties.

In the field of Cultural activities and sports girl students have achieved a good number of prizes. They also participated and won medal in National level.

1.1 Objectives:

The Gender audit has the following objectives:

- ❖ To find out the areas where gender balance exists and the factors behind the gender balance.
- ❖ To establish good gender balance in decision making process in all areas of the college activities.
- ❖ To suggest measures for bridging the gender gap.
- ❖ To foster gender equality in all aspects of college community.
- ❖ To see the work capacity for prevention for sexual Harassment at the college.

1.2 Methodology:

The Audit process involves the following process:

1. Data Collection
2. Questionnaire Survey
3. Data analysis
4. Documenting the findings and sharing the results with college authority for implementation of the recommendations.

Descriptive survey method is followed for the audit.

2. FACILITIES IN CAMPUS FOR STUDENTS AND TEACHERS

All basic facilities for students and teachers are available in the College viz.,

- Notice Board
- Waste management Box
- Health awareness programme
- CCTV cameras at different points covering almost whole campus.
- Different types of Scholarships
- Cultural, Sports and Literary club
- Teachers Common Room
- Separate washrooms for Girl and boy students as well as teachers.
- Special leave facilities like Maternity Leave, Child care Leave for woman faculty.
- Girls and Boys Common Rooms with all basic's facilities.
- Hostel facilities for Girl's students.
- Library facility along with Common Reading Room for both Students and Faculties.
- Ramp for especially able Students
- Unique ID number provided to all students for their identification
- Online admission system is available
- Students are registered their complain through Google form to Grievance and Redressal Cell
- Auditorium
- Indoor and outdoor sports facility
- Digital Classrooms and Seminar Hall
- Gymnasium
- Open stage for conducting co-curricular activities
- Morning Assembly is conducted regularly
- Organise health awareness programme, blood grouping camp in and outside of the college campus.
- Computer Lab
- Canteen
- Online feedback system for Students Alumni and Teachers, Parents and Employees
- More than 6 memorial Awards for students
- Vending Machine available in Girls Common Room

PHOTOS OF FACILITIES:



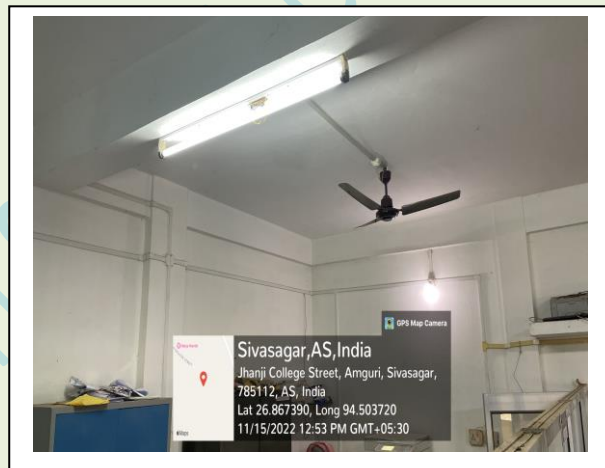
Solar Energy



Rain Water Harvesting



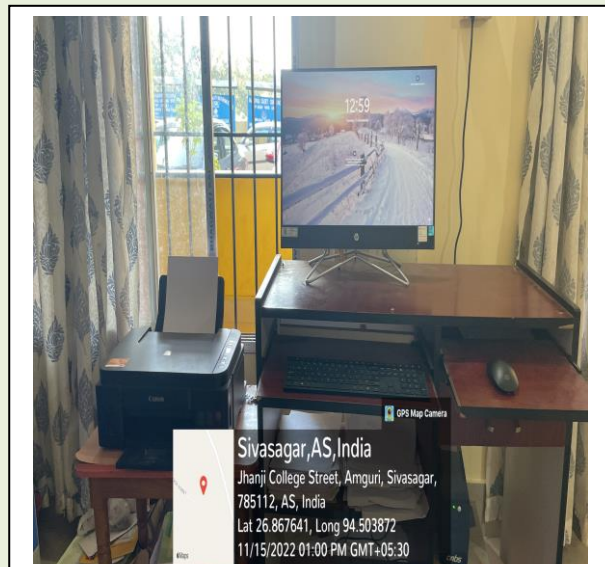
Photocopy Machine



LED Light



Mechanical Energy Converter



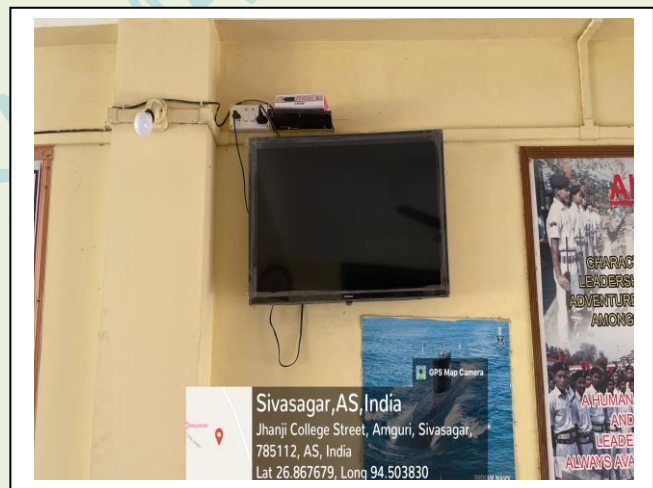
Computer Facility



Sound System (1)



Sanitary Napkin Vending Machine



Facilities for MOOCs Classes



Sound System (2)



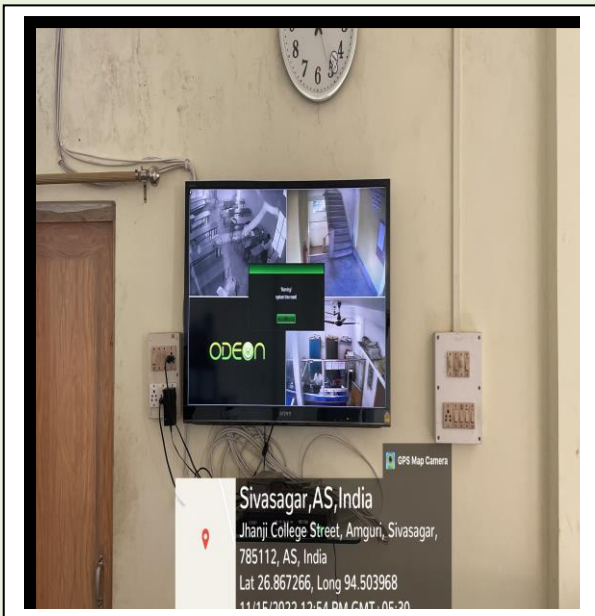
Online Feedback System



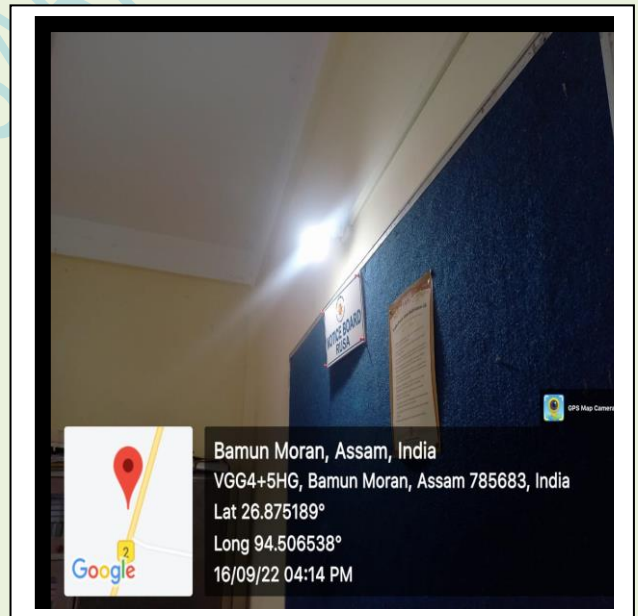
Auditorium



Digital Classroom



CC TV



Notice Board



Women Hostel



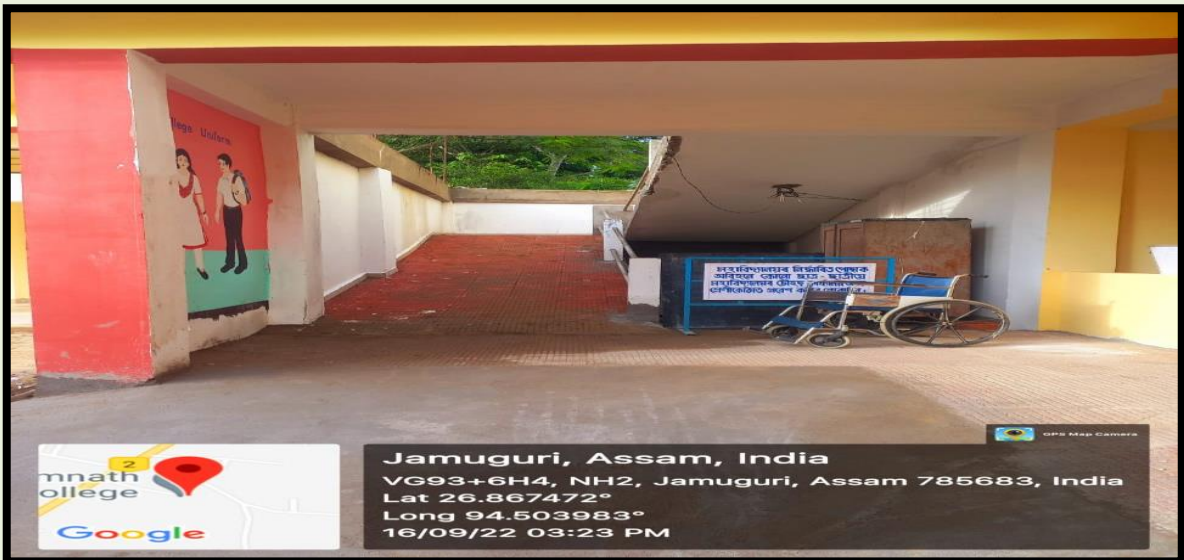
Girls' Common Room



Scholarships



Open Stage



Ramp



Morning Assembly (1)



Moring Assembly (2)



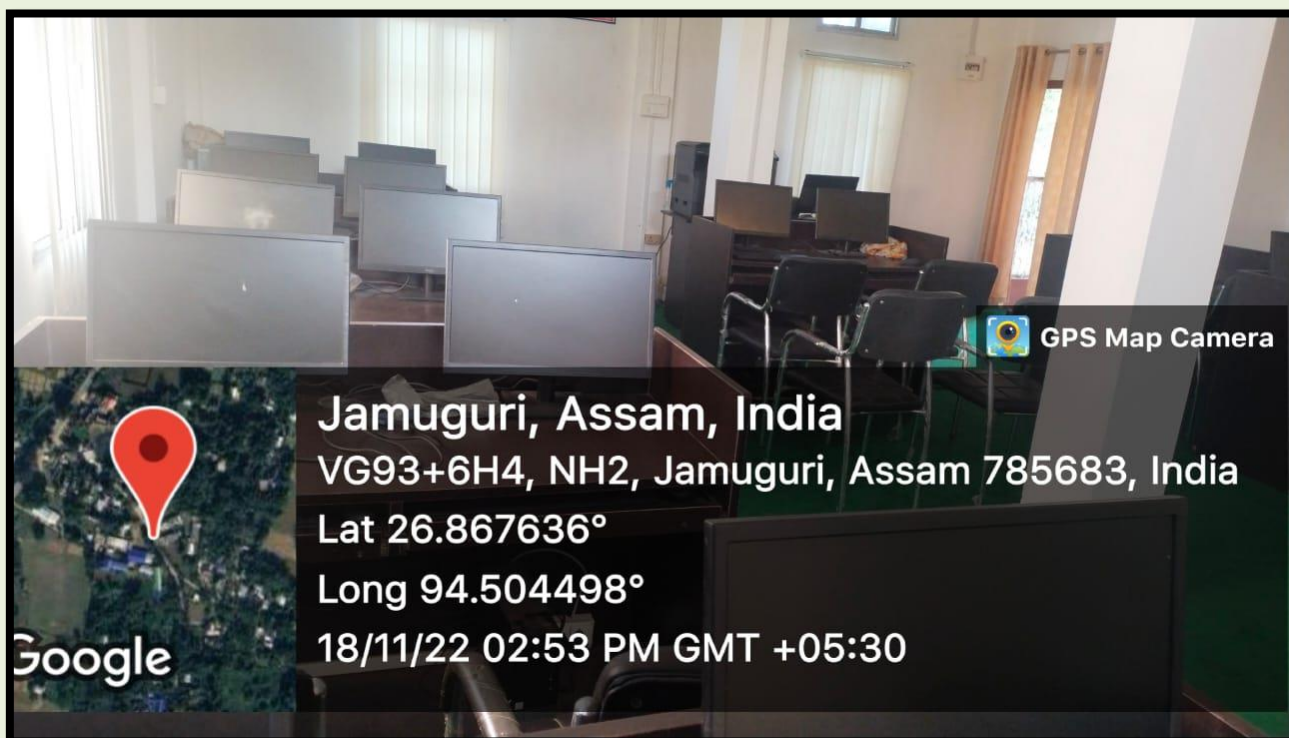
Gymnasium



Indoor Stadium



Outdoor Stadium



Computer facility

3. **FEATURES AND INITIATIVES OF THE COLLEGE FOR GENDER**

SENSITIZATION:

➤ **Anti Ragging Committee:**

Ragging is a disturbing reality in the higher education system of our country. Despite the fact that over the years ragging has claimed hundreds of innocent lives and has ruined careers of thousands of bright students. To preserve a culture of ragging free environment in the college campus, all the admitted students of the college are made compulsory to sign in an anti-ragging affidavit form. As per the guidelines of UGC under the Act of 1956, which is modified as UGC regulations on curbing the menace of Ragging in higher educational institutions, 2009, establishment of Anti-Ragging Cell is very compulsory.

➤ **Objectives of Anti-Ragging Committee:**

- To aware the students of brutalizing effect of ragging inherent in its perversity.
- To generate an atmosphere of discipline by sending a clear message that no act of ragging shall be unnoticed and unpunished.

- To keep a continuous watch and vigil over ragging so as to prevent its occurrence and recurrence.

Anti-Ragging Committee will be the supervisory committee in preserving a Culture of Ragging Free Environment in the College campus.

➤ **Sexual Harassment & Redressed Committee :**

The college has formed a sexual Harassment & Redressed Committee of the college resolves any sexual harassment complaints from students, teachers and employees and takes immediate actions and control the situation.

➤ **Grievance Redressed Cell :**

The College has a Grievance Redressed Cell to deal with the concerns of all stockholders, including students, parents, Teachers and employees. The cell comprises of the Principal as an advisor, the Convenor of the cell and three to four of its members. The cell looks into all grievances including anti-ragging and sexual harassment.

➤ **Women Cell :**

The college has established women cell as a wing of the Assam College Teachers Association. The motto of the cell is to work towards women development both within the college campus and outside. All the women teachers by virtue of their appointment in the college become members of the cell. The cell undertakes different activities for the upliftment of women from different spheres of life. The cell celebrated women and observes International Women's Day every year with a specific theme at a place outside the college premises. The cell also organises various activities like awareness programme on health issues, Gender discrimination, women empowerment Child Education and Awareness against social evils etc.

➤ **NSS:**

The college has an NSS wing with the motto “**Not me but you**”. The college established a unit in 1979 for developing the personality of students as a social being and positive contribution towards society. The NSS Unit, Jhanji Hemnath Sarma College has been serving to society through different activities since its inception. The NSS unit of the college has 100 volunteers out of which 69 girls.

➤ **National Cadet Corps:**

The Jhanji Hemnath Sarma College has an NCC unit aims at developing character, comradeship, discipline, a secular outlook, the spirit of adventure and ideals of selfless service amongst young citizens. Further, it aims at creating a pool of organized, trained and motivated youth with leadership qualities in all walks of life, who will serve the Nation regardless of which career they choose. Needless to say, the NCC also provides an environment conducive to motivating young Indians to join the armed forces.

➤ **Research Cell:**

The College has two Research Cell viz., Language Research Cell and Social Science Research Cell to develop the Research culture in college campus. The both cells organise workshop on Creative writing, research paper and article writing etc. The cells also organise state or district level student seminar amongst the students. Rs.20, 000/- offers as scholarship to conduct research to student researcher as well as teacher researcher whenever needed. The social science research Cell recommends different research topics and guides for applying Major /Minor Research Projects.

➤ **Publication Cell :**

Under the publication cell the college 'Annual Report' and a national level UGC approved peer reviewed Research Journal "Academia" are published annually.

GENDER SENSITIZATION PROGRAMME ORGANISED
DURING 2017-2022

Women's Day Celebration 8th March,2018

A health check-up camp was organised by Women Cell in collaboration with NSS Unit at Moran Chinga Primary School, on the occasion of International Women's Day celebration. The meeting was hosted by Minati Gogoi, Associate Professor, Department of Economics. A lecture on "Nari aru Juktisangat Cinta Carca" delivered by senior professor Mira Bala Bora Associate Professor, Department of Economics and Tirtha Boruah, Assistant Professor, Department of History. The meeting was presided over by Dr. Manjit Gogoi, Principal, Jhanji Hemnath Sarma College. A total no. of 150 families have been benefited from the camp. 50 NSS volunteers participated in the said event.

Health Check-up Camp on the occasion of Women's Day Celebration
Dated: 8th March, 2019

International Women's Day was observed jointly by Women Cell & NSS Unit, Jhanji Hemnath Sarma College on 8th March 2019 at college premises. Four women of the locality were felicitated by the college family on that occasion. There also organised a song competition among the girls in that programme. Dr. Dwijen Dutta, Health Educator, Gaurisagar delivered a lecture on "Women Health Care". A total number of 20 teachers, 160 students, 20 NSS volunteers and 40 public people actively participated in the programme. A health check-up camp was organised by Women Cell in collaboration with NSS Unit at Moran Chinga Koibotra Gaon, on the occasion of International Women's Day celebration. 150 families have been benefited from the camp. A total number of 50 NSS volunteers participated in the said event.




আজাদী কা
অমৃত মহোৎসব

পাষেকজোৰা কাৰ্যসূচী

জাঁজী হেমনাথ শৰ্মা মহাবিদ্যালয়
(১৬ ছেপ্টেম্বৰ, ২০২১ - ২ অক্টোবৰ, ২০২১)

কাৰ্যসূচীসমূহ • চাফাই অভিযান • গছপুলি ৰোপণ • স্বাস্থ্য সজাগতা কাৰ্যসূচী
• শৈক্ষিক আলোচনা আৰু বক্তৃতা অনুষ্ঠান • শিক্ষার্থীৰ মাজত প্ৰতিযোগিতা
• স্বাধীনতা সংগ্ৰামী সকলৰ অৱদান সম্পৰ্কে আলোচনাচক্ৰ

আয়োজক : ৰাষ্ট্ৰীয় সেৱা আঁচনি, ৰাষ্ট্ৰীয় শিক্ষার্থী বাহিনী, মহিলা কোষ,
গান্ধী অধ্যয়ন কেন্দ্ৰ, শ্ৰীশ ক্লাব, চৌহদ উন্নয়ন সমিতি আৰু উন্নত ভাৰত অভিযান



Women's Day Celebration 8th March, 2020

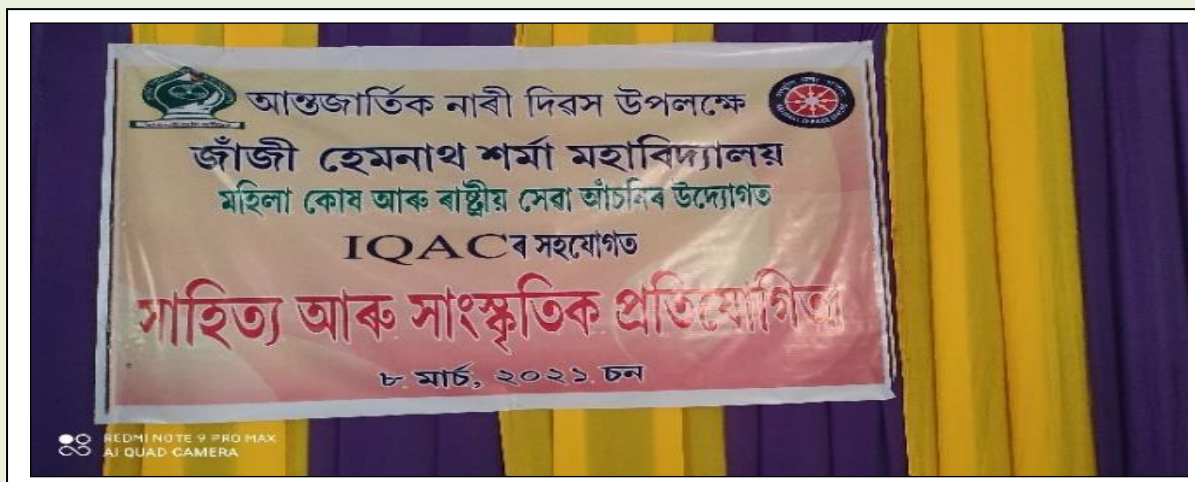
The International Women's Day on 8th March, 2020 was celebrated at Puranimelia M.V.School, organised by Women Cell in collaboration with NSS Unit, Bahrat Scouts & Guides and Unnat Bharat Abhiyan Cell of the College. The meeting was presided over by the Dr. Manjit Gogoi, principal of the College. Mrs. Mira Bala Bora & Dr. Santana Dutta delivered lecture on the theme of the year "Gender Equality Today for a Sustainable Tomorrow." Five aged women of the locality were felicitated by the women Cell. Dr. Manjit Gogoi delivered speech on panic created by Covid-19 throughout the world. He also narrated about the preventive measures to be taken by the people to get rid of the virus.



Women's Day Celebration 8th March, 2021

Jhanji Hemnath Sarma College NSS unit has observed the International Women's Day in association with the Women Cell and IQAC of the College on 8th March 2021 at college campus. The program has started with a chorus presented by the teachers and have delivered speech on the importance of observing International Women's Day by Dr. Manjit Gogoi, the principal and Mr. Bichitra Kumar Dutta, vice-principal of the college. In this occasion the unit has conducted literary and dance competition among the students of the college. Md. S. H. Borbora, Mr. Tarun Phukon, Mr. P.P. Borah and Dr. Montu Borah are the judges of the cultural competition where Pujashree Hazarika, Puja Gogoi, and Barasha Rajkumari have won the first, second and third prize consecutively Gayatri Phukon, Moitri Das, Rashmi Handique, Dimpi Borah, Madhab Das and

Mriganka Dutta have won prizes in one act play and poetry recitation competition. The programme has anchored by Dr. Santana Dutta and Mr. Basanta Handique. Total no of 20 teachers and 104 students attended the programme.



Special Talk on 'Gender Discrimination and its Relevance'

Organiser: Research, Innovation & Extension Cell, IQAC in collaboration with NSS Unit, Jhanji Hemnath Sarma College, Sivasagar

Date: 17/11/2021

Venue: College Seminar Hall

Report of the Event

A special talk was organised by the Research, Innovation and Extension Cell, IQAC and in collaboration with NSS Unit, Jhanji Hemnath Sarma College on 'Gender Discrimination and its Relevance' on the occasion of International Students Day, 2021. The meeting was inaugurated by Dr Manjit Gogoi, Principal of the College. Bidyadhar Boruah, IQAC Co-ordinator also present in the meeting. Bashanta Handique, Programme Co-Ordinator, NSS unit explained the importance of the Day. The meeting was conducted by the initiative of Manurima Bhagawati and Jibamoni Nath.

Dr. Mridusmita Devi talked about the women status of ancient period of India and the students Viz., Prajna Devi, Priyanka Gayan (Sociology), Luckymoni Nath (Political Science) also delivered their view on Gender Discrimination. Udesha Sarma, Lecturer, Dept of Sociology presented her talk on the topic Gender Discrimination and its Relevance. She explained different examples of different parts of India in regards of Gender issues in modern day context.

Photographs of the event:





Women’s Day Celebration 8th March, 2022

International Women’s Day was organised by Women Cell in Collaboration with NSS Unit, IQAC, Jhanji Hemnath Sarma College at Chikirchuk, Norakonwar, Bailung Gaon on 8th March, 2022. The programme started with a prayer performed college faculty. The programme was presided over by Kundil Kumar Mudoi, Vice Principal of the College. The objective of the programme was given by Dr. Jewti Boruah, Co-ordinator of Women Cell. A health awareness programme was held on this occasion. Dwijen Dutta, health Educator, Gaurisagar PHE delivered speech on women’s Health, pregnancy of women, food etc. Dr. Manjit Gogoi, Bidyadhar Boruah, Sagidul Haque Borbor, Bashanta Handique delivered speech on the occasion. The programme was hosted by Dr. Santana Dutta, 5 aged women of Chikirchuk felicitated with financial assistance and Sadar.





Girls Child Day observation

A series of competition like Tug of war, poster making, and music chair was organised by Women Cell & NSS Unit of Jhanji Hemnath Sarma College on the occasion of International Girls Child Day. Mr. Jiban Konwar, Secretary, District Tug of War Association took part here as Expert in the special event of Tug of War.





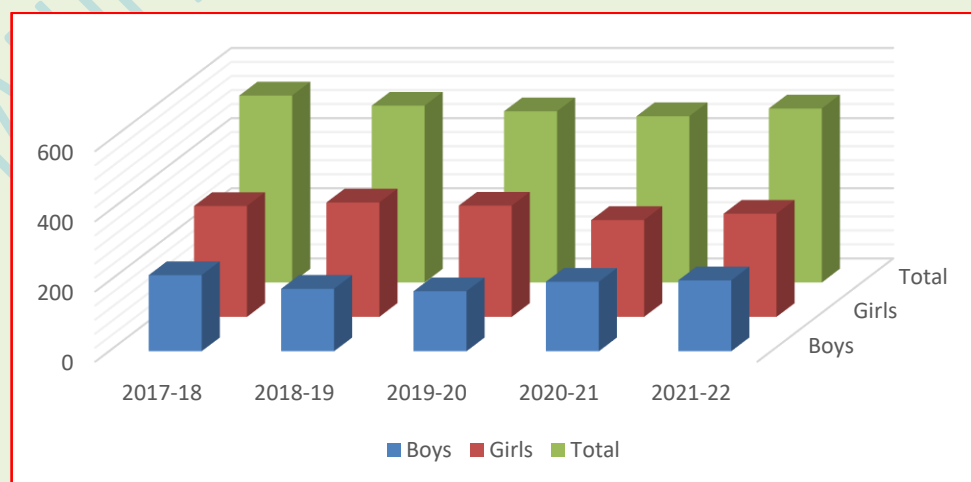
4. DATA ANALYSIS OF GENDER EQUITY SURVEY

Students Strength

(2017-2022)

	2017-18	2018-19	2019-20	2020-21	2021-22
Boys	217	178	171	198	202
Girls	316	326	317	276	294
Total	533	504	488	474	496

Table -1



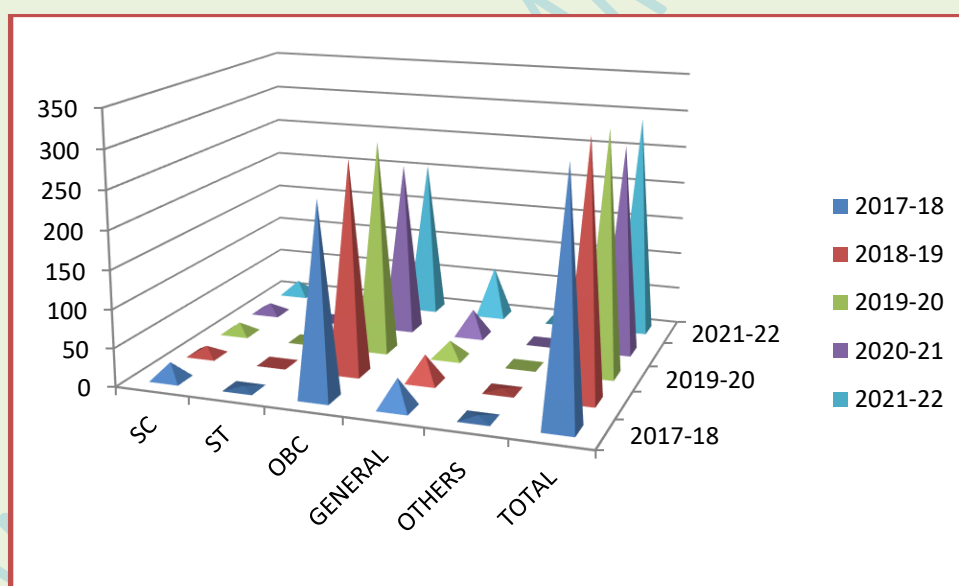
Graph-1

The table-1 and Graph-1 show year wise gender classification of boys and girls strength of students and the total number of admissions to the college. It appears that since 2017-2022 the percentage of Boys and Girls the percentage of the gender classification concerning the girls students are more than boy's students. The Graph shows important data of year wise gender classification.

Category wise Girl's strength in UG Courses

	SC	ST	OBC	GENERAL	OTHERS	TOTAL
2017-18	22	3	249	38	4	316
2018-19	12	0	277	35	2	326
2019-20	14	1	280	22	0	317
2020-21	13	0	228	35	0	276
2021-22	19	0	208	67	0	294

Table-2



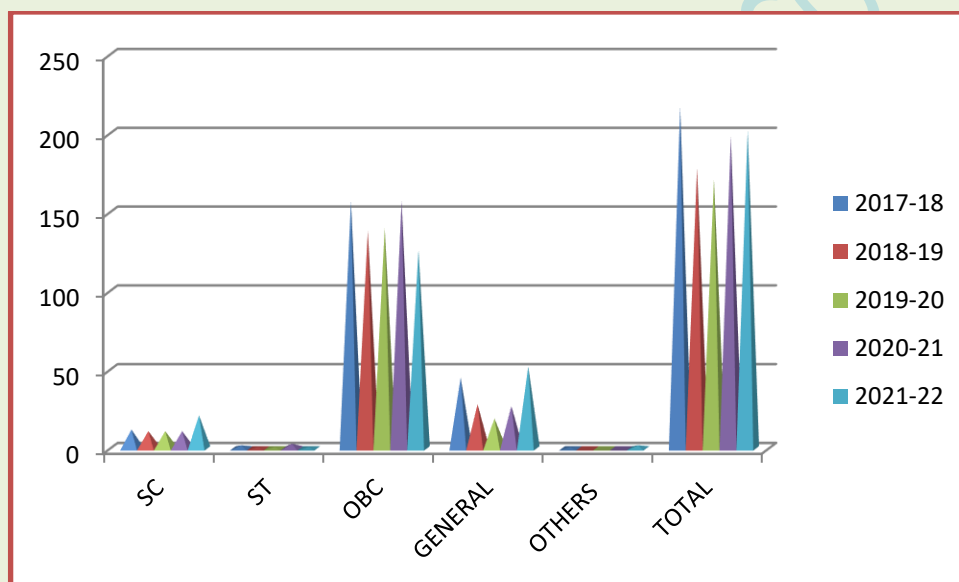
Graph-2

The table 2 and Graph -2 show the strength of Category wise girls' students in the academic year 2017-22. The enrolment of Girls students is more than Boys students in all academic year. The admission is highest in OBC category and in almost none in others & ST and a little students admitted in General & SC Category.

Category wise Boys Strength in UG Courses

	SC	ST	OBC	GENERAL	OTHERS	TOTAL
2017-18	12	2	157	45	1	217
2018-19	11	1	138	28	0	178
2019-20	11	1	140	19	0	171
2020-21	11	3	157	27	0	198
2021-22	21	1	126	52	2	202

Table -3



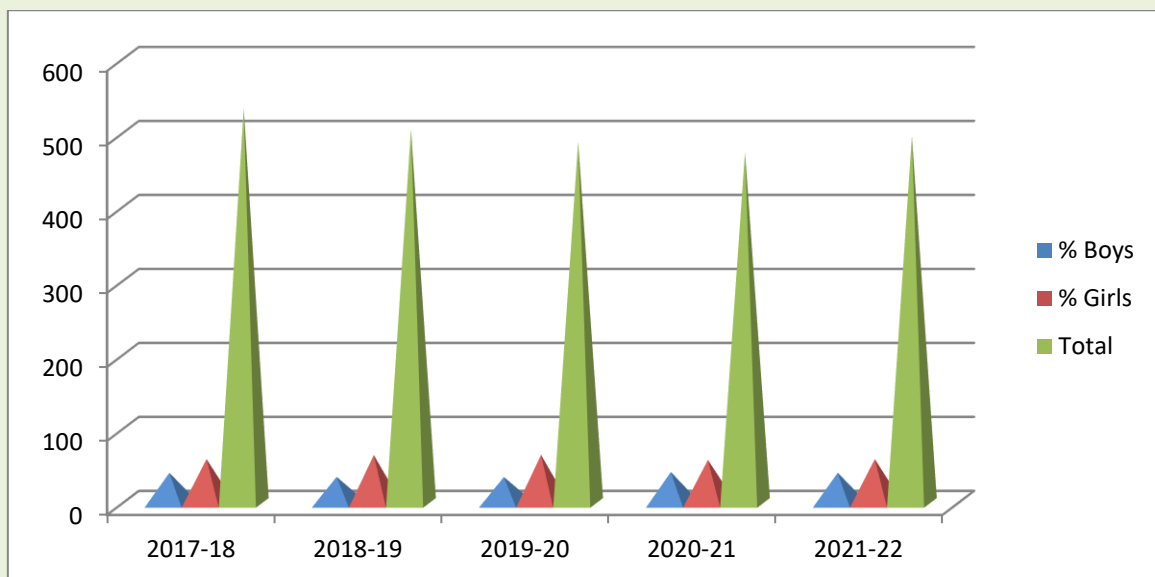
Graph -3

The table 3 and Graph -3 show the strength of Category wise Boys students in the academic year 2017-22. The enrolment of Boys students is less than Girl's students in all the academic years. The admission is also highest in OBC category and in almost none in others & ST and a little students admitted in General & SC Category.

Percentage of Gender Strength in UG Course

Category	2017-18	2018-19	2019-20	2020-21	2021-22
% Boys	40.71	35.24	35.04	41.77	40.72
% Girls	59.28	64.75	64.95	58.22	59.27
Total	533	504	488	474	496

Table-4



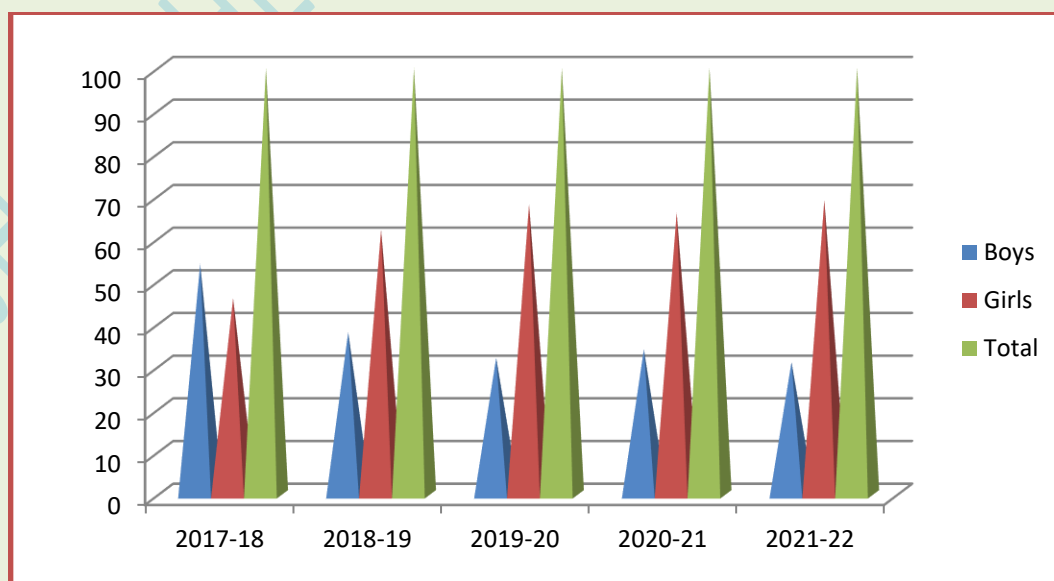
Graph -4

The table 4 and Graph - 4 is about the percentage of gender strength in undergraduate classes from 2017-2022. The Girls admission outnumbers the Boys in all the academic year. The numbers of Boys admission is decreasing with every year.

Gender Ratio in NSS

	2017-18	2018-19	2019-20	2020-21	2021-22
Boys	54	38	32	34	31
Girls	46	62	68	66	69
Total	100	100	100	100	100

Table -5



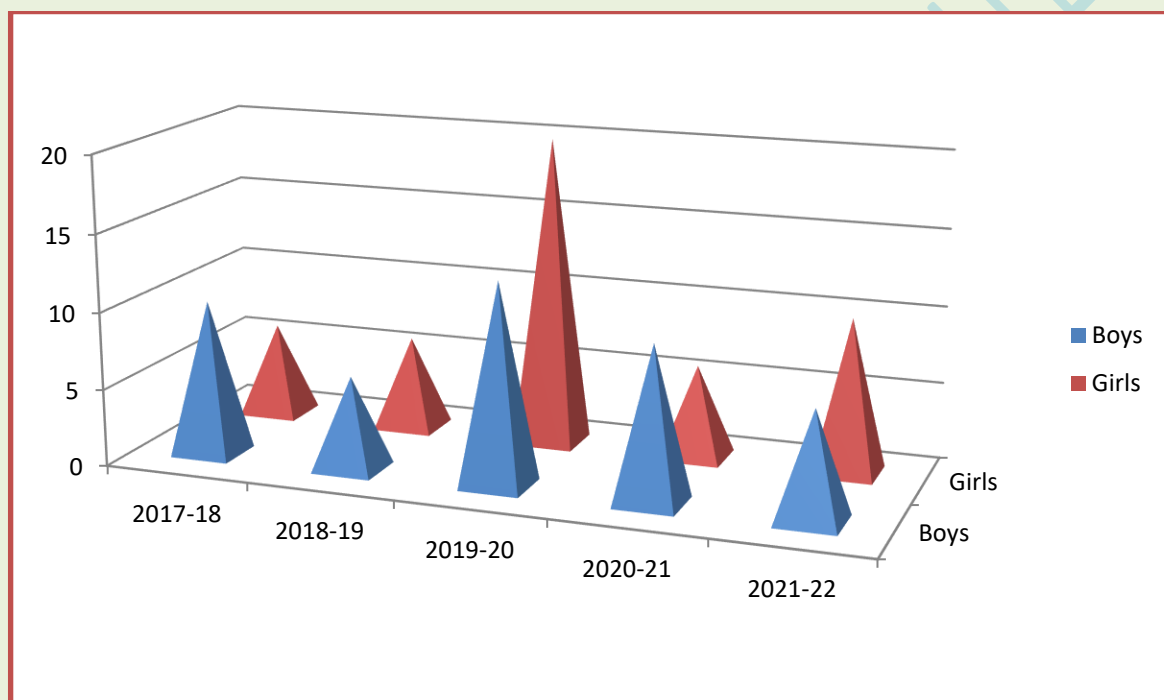
Graph: 5

The Table-5 and Graph-5 show the Gender wise NSS participation in the academic year 2027-2022. It is seen that the participation of girls in NSS is higher than boys in every Year.

Gender Ratio in NCC

	2017-18	2018-19	2019-20	2020-21	2021-22
Boys	10	6	13	10	7
Girls	6	6	20	6	10
Total	16	12	33	16	17

Table -6



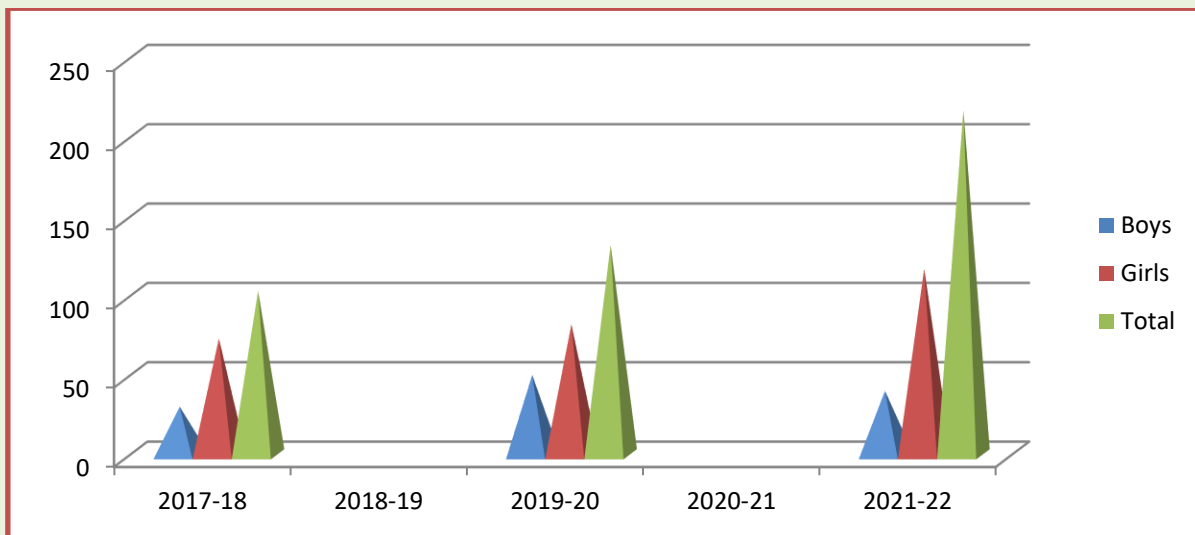
Graph-6

The Table-6 and Graph-6 show the Gender wise NCC participation in the academic year 2017-2022. It is seen that the participation of boys and girls in NCC is almost equal satisfactory in every Year.

Gender Ratio: Prize winner in Cultural Activities

	2017-18	2018-19	2019-20	2020-21	2021-22
Boys	30	0	50	0	40
Girls	73	0	82	0	117
Total	103	0	132	0	217

Table -7



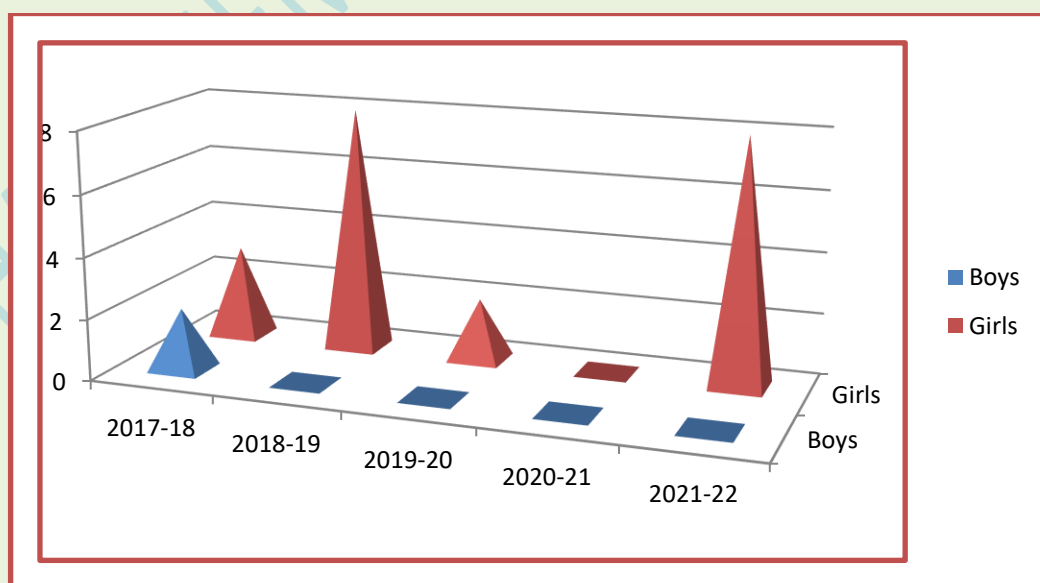
Graph -7

The Table-7 and Graph-7 show the Gender wise Prize winner in Cultural Activities in the academic year 2017-2022. It is seen that the number of prize winners is more girls than boys.

Boys and Girls Participation in Sports/Cultural Activities at University/State/National/ International Level

Category	2017-18	2018-19	2019-20	2020-21	2021-22
Boys	2	0	-	0	0
Girls	3	08	2	0	08

Table -8



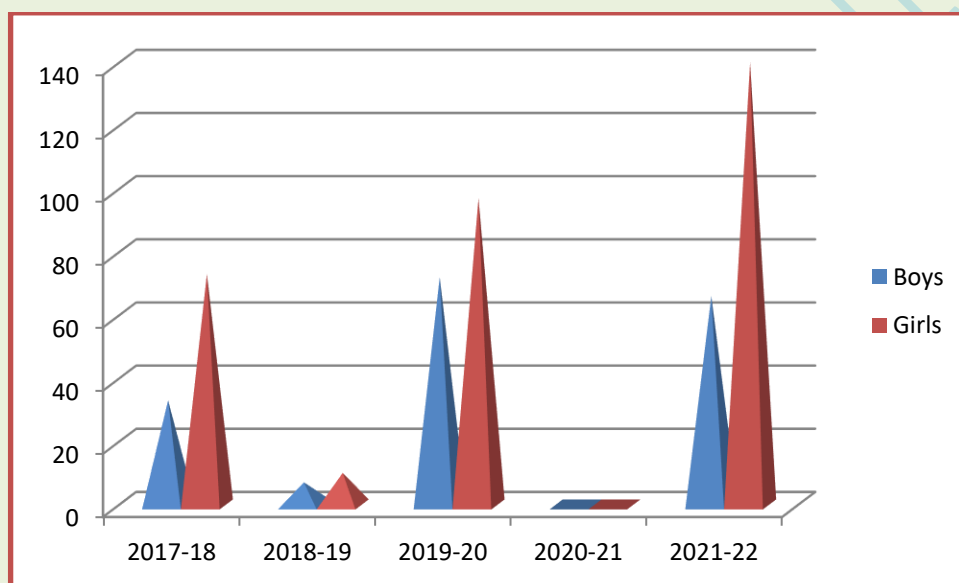
Graph-8

The Table-8 and Graph-8 show the boys and girls participation in sports/Cultural activities in University, State, National and International level in the academic year 2017-2022. It is seen that the number of girl's participation is higher than the boys. Boy's participation in sports/Cultural activities is not at all satisfactory. There was no participation in Sports & significant Cultural activities in the year 2020-2021 due to covid-19 pandemic.

Boys and Girls Participation in Sports/ Cultural Activities within the Institution

Category	2017-18	2018-19	2019-20	2020-21	2021-22
Boys	33	7	72	0	66
Girls	73	10	97	0	140

Table -9



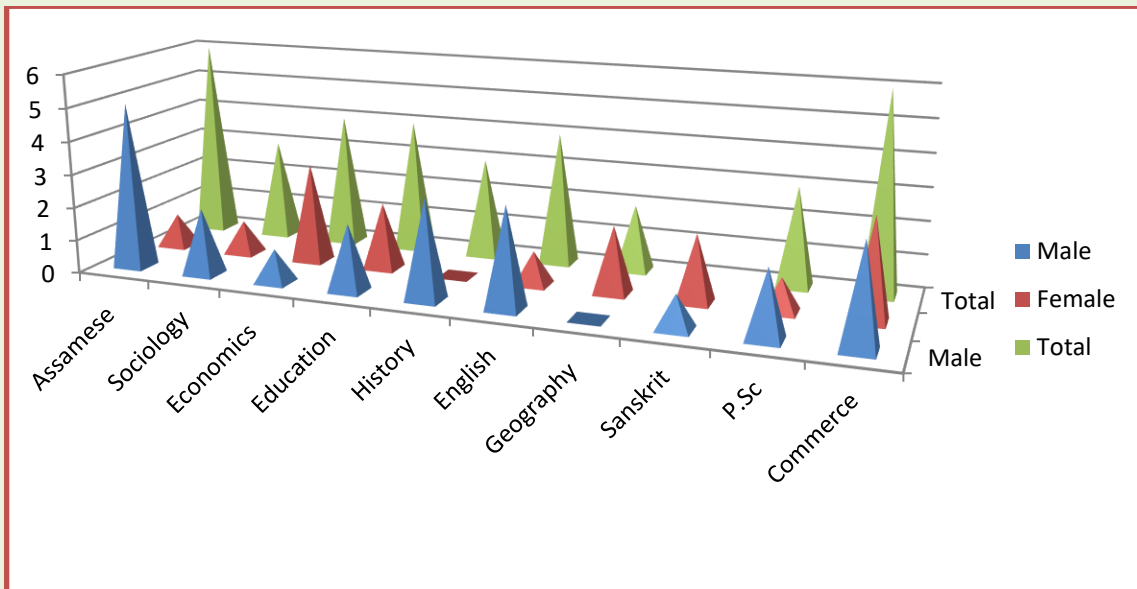
Graph-9

The Table-9 and Graph-9 show the boy's and girl's participation in Sports / Cultural Activities within the Institution in the academic year 2017-2022. It is seen that the number of girl's participation is more than boys. No student participation information was available in 2020-2021 due to covid-19 pandemic.

Department wise Gender Ratio in Teaching Staff in 2021-22

	Assamese	Sociology	Economics	Education	History	English	Geography	Sanskrit	P.Sc	Commerce
Male	5	2	1	2	3	3	0	1	2	3
Female	1	1	3	2	0	1	2	2	1	3
Total	6	3	4	4	3	4	2	3	3	6

Table-10



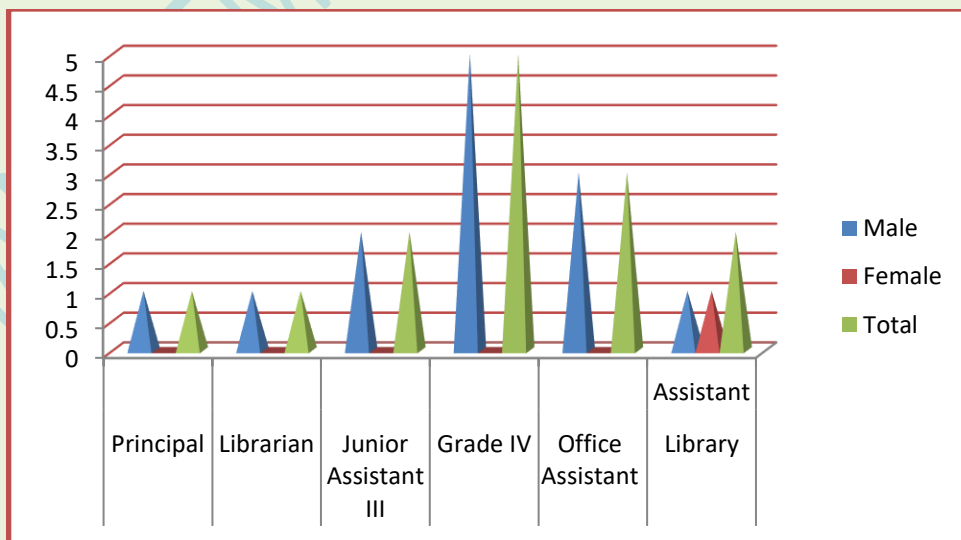
Graph-10

Information provided in the Table-9 and Graph-9 is about the department wise gender ratio in teaching staff of the college in the academic year 2021-2022. It is seen that there are more men than women in the teaching staff in all the Departments except Economics, Geography and Sanskrit.

Gender Ratio in Non- Teaching Staff

	Principal	Librarian	Junior Assistant III	Grade IV	Office Assistant	Library Assistant
Male	1	1	2	5	3	1
Female	0	0	0	0	0	1
Total	1	1	2	5	3	2

Table -11



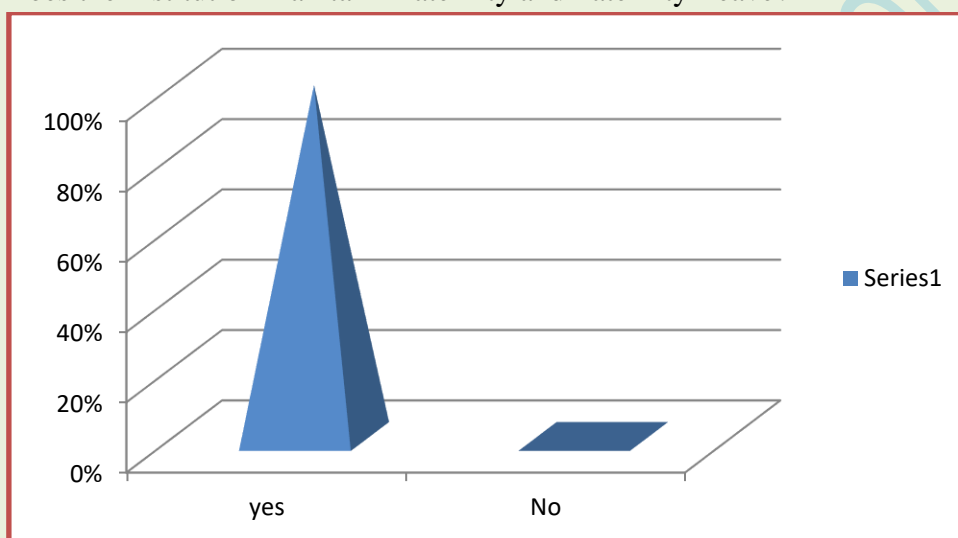
Graph -11

The Table-11 and Graph-11 show gender ratio in non-teaching staff of the college in the academic year 2021-2022. It is seen that there are only men engaged in non-teaching staff.

RESPONSES OF STAFF :

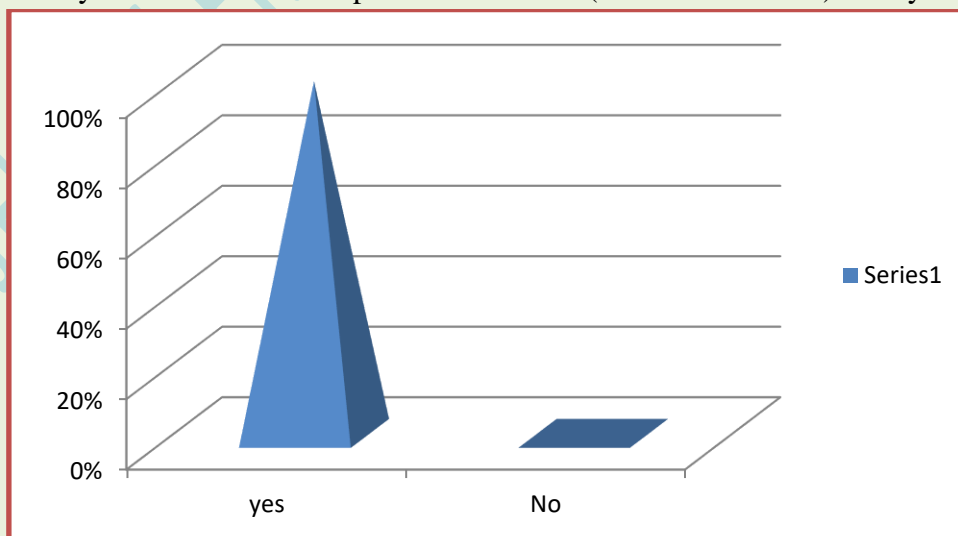
The survey conducted among the teaching staff of the College reflects a positive picture about gender Sensitivity in the college policies and programmes. The following graphs present a glimpse of the gender perception among the teaching staff.

1. Does the Institution maintain Maternity and Paternity Leave?



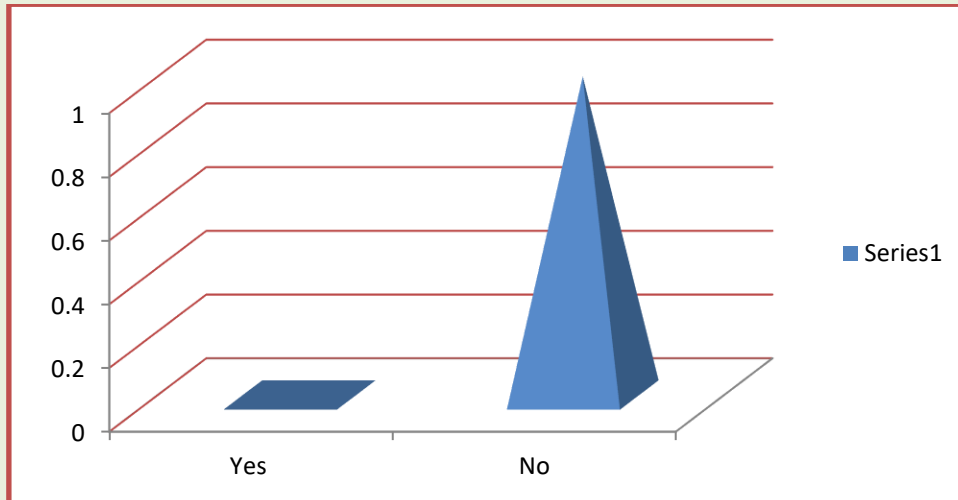
Graph -1

2. Does your Institution have provision of CCL (Child Care Leave) Policy?



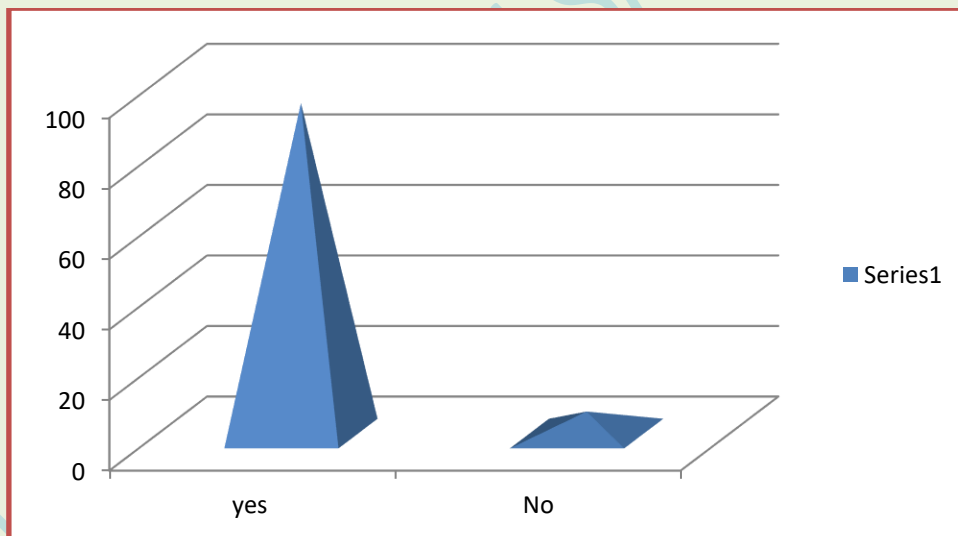
Graph-

3. Have you come across a situation when there was a discrimination made between male and female workers by the college authority in terms of Institutional Academic/ Non-Academic activities?



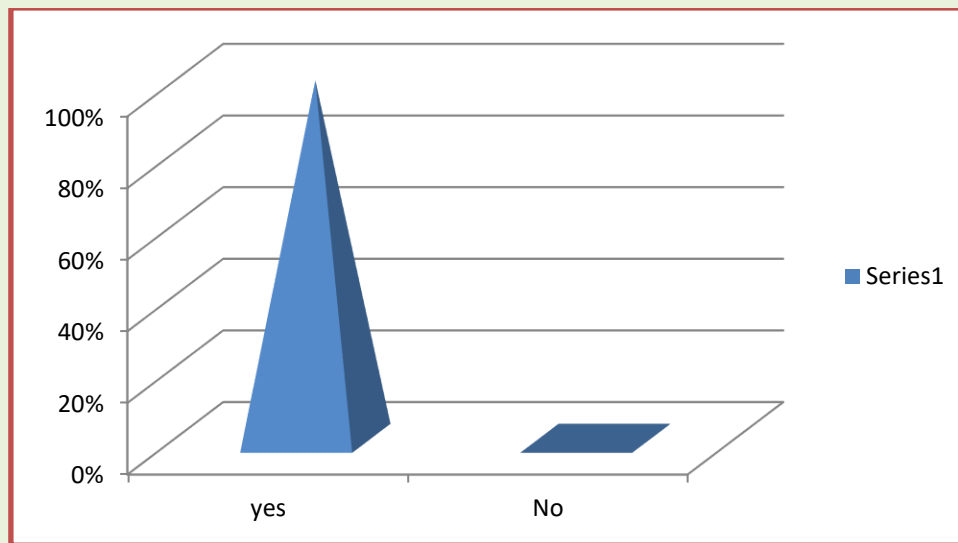
Graph-3

4. Do you believe man and woman are equal?



Graph-4

5. If there any problem arises related to gender discrimination in the Institution, is there any immediate resolved policy?



Graph-5

5. FINDINGS:

1. The College is providing all the basic facilities required to girls' students and women employees.
2. Adequate women representation is visible in academic wings of the College.
3. Girls Students outnumber boys in the enrolment.
4. Campus is well equipped with 24x7 security provisions.
5. The sensitive area of the college is under 24x7 CCTV Surveillances.
6. Women hostel is well equipped with basic facilities.
7. The Anti Ragging, Grievance Redressal Cell and Anti Sexual Harassment Cell are working effectively.
8. Girl students are adequately participating in the Sports, NCC, NSS and Cultural activities in and out campus of the College.

6. RECOMMENDATIONS & CONCLUSION:

1. The college will try to organise self defence programmes on a regular basis
2. Organise programme on legal Rights related to women.
3. Will try to establish a Day Care Centre for children of working women.
4. Will try to provide a separate centre for women Cell.
5. Gender specific project from funding agencies is to be encouraged.

6. Both boys and Girl's students need to encourage participating in Sports / Cultural activities at any level.

From the survey it is seen that the campus of Jhanji Hemnath Sarma is women friendly. The enrolment of the college in both Arts and Commerce streams is almost satisfactory. Many programmes are conducted from time to time specifically for girls' students to enhance their confidence building. With the strong will power and fulfilling the above-mentioned recommendations the college would certainly achieve a remarkable position in upcoming days.

JHANJI HEMNATH SARMA COLLEGE