



Darrang College

# GENDER AUDIT REPORT

## (2019-2023)



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## Table of Contents

<b>Sl.No</b>		<b>Page No.</b>
1.	<b>Preface</b>	<b>3</b>
2.	<b>Introduction</b>	<b>4</b>
3.	<b>Audit Objectives</b>	<b>4</b>
4.	<b>Audit Methodology</b>	<b>5</b>
5.	<b>Observations and Findings</b>	<b>6</b>
6.	<b>Healthy Practices</b>	<b>17</b>
7.	<b>Infrastructural Initiatives taken by the College for the girls' students</b>	<b>21</b>
8.	<b>Work-Life Balance</b>	<b>21</b>
9.	<b>Key Findings</b>	<b>22</b>
10.	<b>Key Recommendations</b>	<b>22</b>
11.	<b>Policy Document</b>	<b>22</b>
12.	<b>Survey on Gender Sensitivity</b>	<b>23</b>



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## 1. Preface

*“The beginning is always today”* - Marry Wollstonecraft

Higher educational institutions are known for its democratic norms, principle of equality, freedom and justice. In higher educational institutions, new generations are taught to be rational, to be innovative and to be critical to question the existing norms and traditions. As the higher educational institutions are the bacons of society, what type of policy an educational institution follows, it influences the entire society. To look outward, one must look inward.

The 17th edition of the Global Gender Gap Report of the World Economic Forum (published on June 23, 2023) based on data from 146 countries, has concluded that at the current rate of progress, it will take 131 years to close the global gender gap; it will take 149 years in populous South Asian countries including India.

Equity is the first step to equality. Gender audit is a method for gender mainstreaming. It helps one organization to identify and understand gender pattern within their composition, structure and process. Gender audit is an assessment process by which gender equality at an organization is analysed 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.



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## 2. Introduction

Darrang College was established in 1945 by the people of Tezpur. It was permanently affiliated to Gauhati University in 1953. With the motto of “Be a Jewel among men”, it has been uninterruptedly working for the fruitful dissemination of knowledge to its pupils with the solemn aim of making them worthy citizens of the country. The claim has been vindicated by a large number of alumni glittering in the national and international arena. The vision of Darrang College is to reach the top among the best institutions in the country by generating fruitful social, economic, cultural, and human resources promotion of quality education and thus to mold the society to cope with the changing needs of the time. The College started with Intermediate (H.S) and B.A. and later became a faculty college offering Arts, Science and Commerce stream and also started Post Graduate program in recent years. At present, it has more than 150 faculty members and about 5000 students. The college is affiliated to Gauhati University and has good results with toppers in both UG and PG programmes.

The College has seen remarkable growth over the years. The quality of the incoming students and the University results have shown a progressive upward movement. Continual addition and updation of essential amenities and facilities have made the College a prestigious institution for academic and co-curricular pursuits. Student engagements in extracurricular activities like Sports, NCC, and Cultural Societies are encouraged under the able guidance of skilled faculty. The college is committed to a student-centered environment and the college is dedicated to education covering a broad spectrum. Darrang College aims at equitable work environment within its campus in every field, among students and the staffs.

## 3. Audit Objectives

Objectives of the Gender Audit are –

- To assess the existing gender representation of the faculty members and staff of the college in different forums and committees.
- To assess the gender balance of students involved in various activities.
- To find out areas in which gender balance exists and in which it doesn't.
- To understand the organizational and infrastructural needs of each gender.
- To foster gender equity throughout the college community.



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- To formulate the necessary courses of action for establishing good gender balance in every field of college activity.

#### **4. Audit Methodology**

The study involves both qualitative and quantitative approaches to assess the gender ratio in the college. Primary data were collected from the institution regarding students' gender-based enrolment. Primary data were also collected to assess the gender-based distribution of teaching and non-teaching staff. In the process of data collection, a questionnaire was shared through the electronic medium using Google Forms for responses of teachers inclusive of all genders. Gender-segregated data on the curriculum, male–female composition across various departments as well as listing of programs/workshops conducted on Gender-related topics are collected for the evaluation. The statistical data provided for 5 academic years together with the finding of the online survey across respondent groups have been analysed and presented in the following Gender-sensitive indicators for a meaningful evaluation.

##### **Gender-sensitive indicators**

- a) Curricular aspects
- b) Teaching, Learning and Evaluation
- c) Resources & Infrastructure
- d) Student participation, involvement and placement
- e) Organization and Management
- f) Healthy Practices

##### **Respondent category**

- a) Student
- b) Teaching faculty
- c) Non –teaching staff



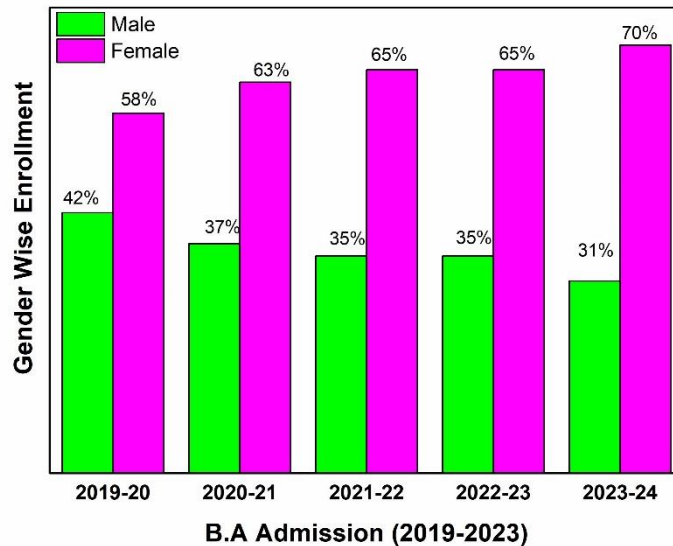
## 5. Observations and Findings

### (i) Gender Parity in College admission (2019-2023)

- **B.A Admission**

**Table 1: B.A Admission details of students from 2019 to 2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019-20	296	405	701	42	58
2020-21	248	420	668	37	63
2021-22	195	364	559	35	65
2022-23	293	545	838	35	65
2023-24	255	568	823	31	69

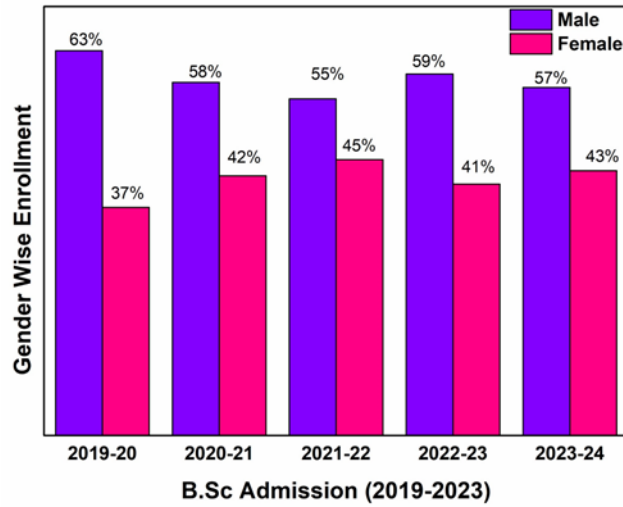


**Figure 1: Bar diagram representing the gender ratio of B.A Admission from 2019 to 2023**

- **B.Sc Admission**

**Table 2: B.Sc Admission details of students from 2019 to 2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019-20	231	137	368	63	37
2020-21	189	139	328	58	42
2021-22	122	100	222	55	45
2022-23	217	151	368	59	41
2023-24	171	130	301	57	43

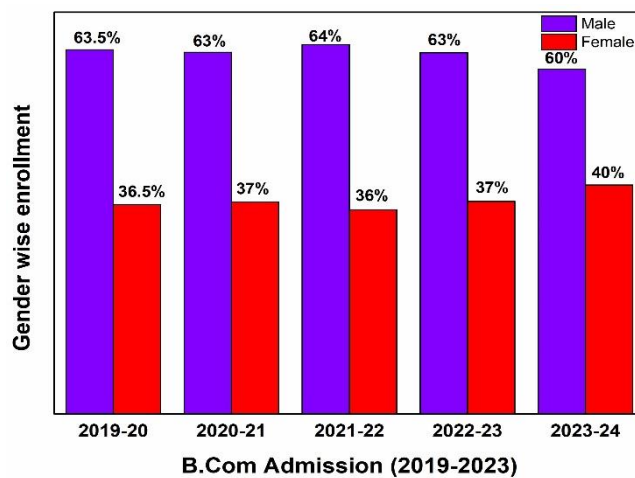


**Figure 2: Bar diagram representing the gender ratio of B.Sc Admission from 2019 to 2023**

- **B. Com Admission**

**Table 3: B.Com Admission details of students from 2019 to 2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019-20	174	100	274	63.5	36.5
2020-21	167	98	265	63	37
2021-22	170	94	264	64	36
2022-23	163	96	259	63	37
2023-24	152	101	253	60	40



**Figure 3: Bar diagram representing the gender ratio of B.Com Admission from 2019 to 2023**





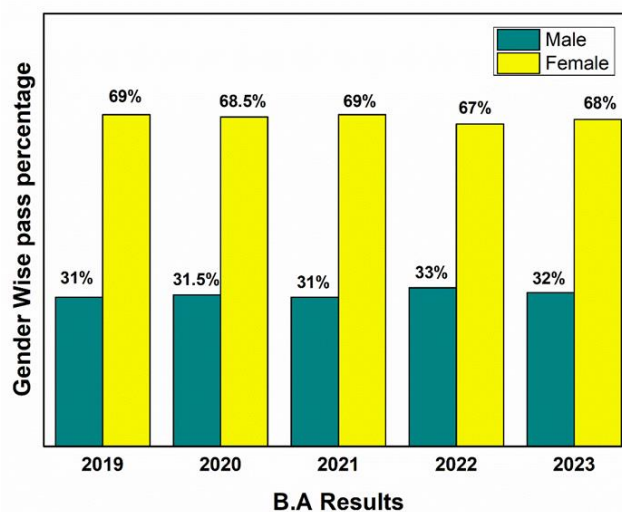
The above data show the classification of male and female percentages of students at the graduation level in the college in the period 2019-2023. As presented above it is evident that the percentage of female students is higher than the percentage of male students in Arts stream and lesser in Science and Commerce Streams.

(ii) **Gender Parity in College Results (2019-2023)**

• **B.A Results**

**Table 4: B.A results of students from 2019 to 2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	143	318	461	31	69
2020	110	239	349	31.5	68.5
2021	141	312	453	31	69
2022	174	354	528	33	67
2023	204	438	642	32	68



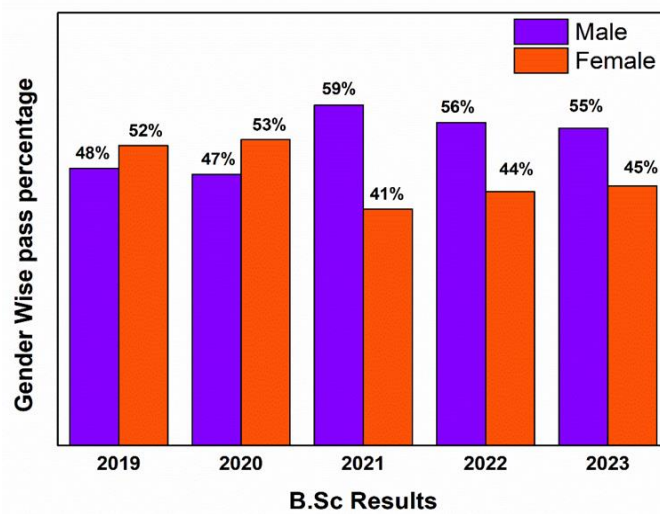
**Figure 4: Bar diagram representing the gender ratio of B.A results from 2019 to 2023**



- **B.Sc Results**

**Table 5: B.Sc results of students from 2019 to 2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	70	75	145	48	52
2020	70	78	148	47	53
2021	98	69	167	59	41
2022	115	89	204	56	44
2023	82	68	150	55	45

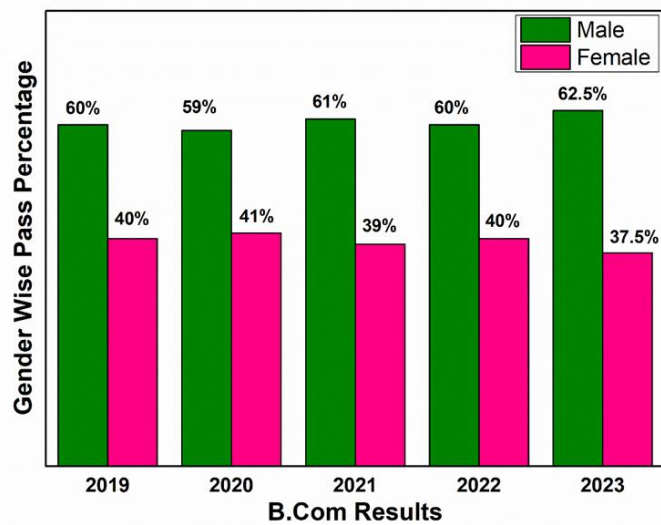


**Figure 5: Bar diagram representing the gender ratio of B.Sc results from 2019 to 2023**

- **B.Com Results**

**Table 6: B.Com results of students from 2019 to 2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	91	62	153	60	40
2020	99	70	169	59	41
2021	93	60	153	61	39
2022	130	86	216	60	40
2023	160	96	256	62.5	37.5



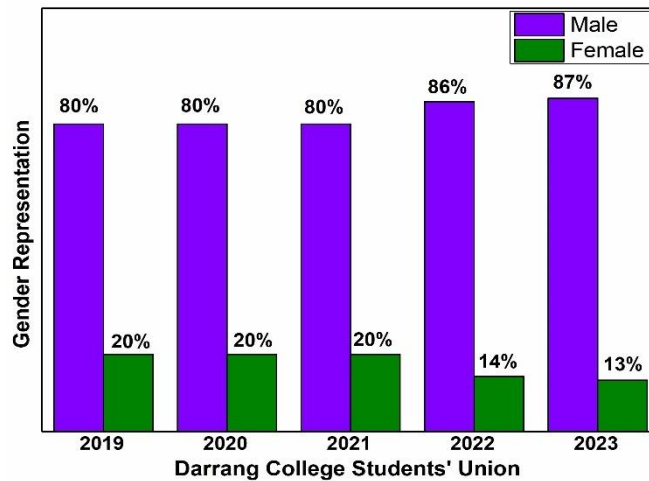
**Figure 6: Bar diagram representing the gender ratio of B.Com results from 2019 to 2023**

From the above data, it is observed that the result of female students excels male students in Arts. In Science stream, the success rate of female students has decreased compared to male students and in Commerce stream, the success rate of male students is very high in comparison to female students.

### 5.3 Gender Parity in College Students' Union

**Table 7: Gender wise details of Darrang College Students' Union (DCSU) in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	12	3	15	80	20
2020	12	3	15	80	20
2021	12	3	15	80	20
2022	12	2	14	86	14
2023	13	2	15	87	13



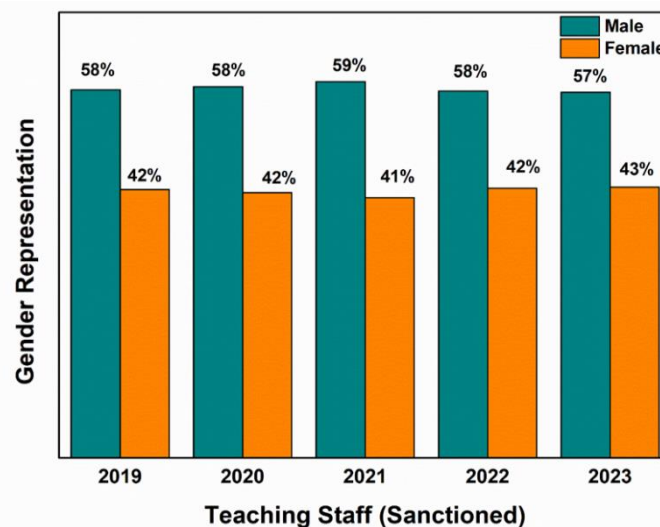
**Figure 7: Bar diagram representing the gender ratio of Darrang College Students' Union (DCSU) from 2019 to 2023**

#### 5.4 Gender Parity in College Employees (2019-2023)

- Teaching Staff

**Table 8: Gender wise details of teaching staff in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	48	35	83	58	42
2020	49	35	84	58	42
2021	52	36	88	59	41
2022	53	39	92	58	42
2023	54	40	94	57	43



**Figure 8: Bar diagram representing the gender ratio of teaching staff from 2019 to 2023**

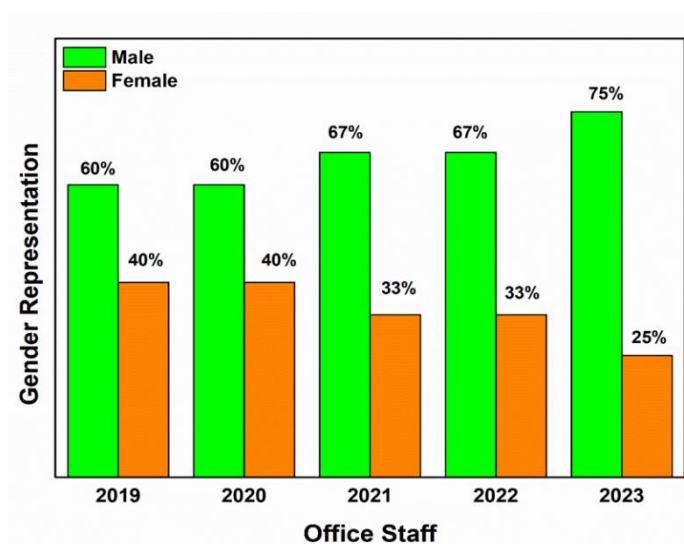


This table shows that in case of permanent teaching staff, the percentage of male faculties is higher compared to female faculties in the college in the period 2019-2023.

- **Office Staff**

**Table 9: Gender wise details of office staff in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	6	4	10	60	40
2020	6	4	10	60	40
2021	6	3	9	67	33
2022	6	3	9	67	33
2023	6	2	8	75	25



**Figure 9: Bar diagram representing the gender ratio of office staff from 2019 to 2023**

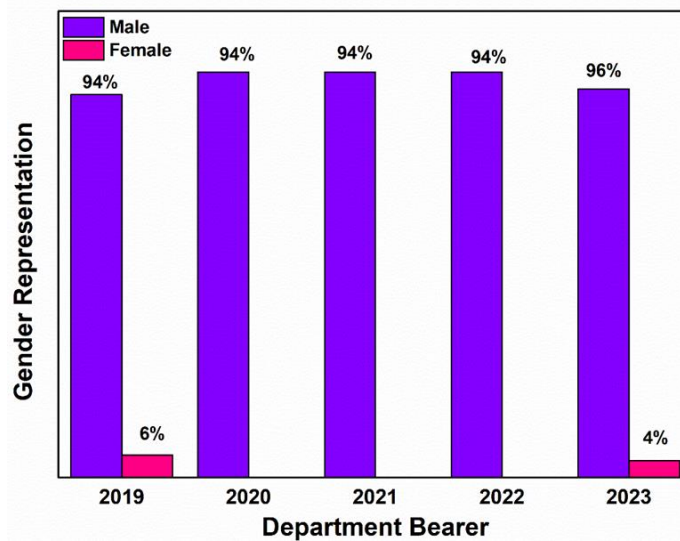
This table shows that in the non-teaching staff, the number of female non-teaching staff is less than the number of male teachers in the period 2019-2023.



- **Department bearers**

**Table 10: Gender wise details of department bearers in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	17	1	18	94	6
2020	17	0	17	100	0
2021	15	0	15	100	0
2022	14	0	14	100	0
2023	23	1	24	96	4



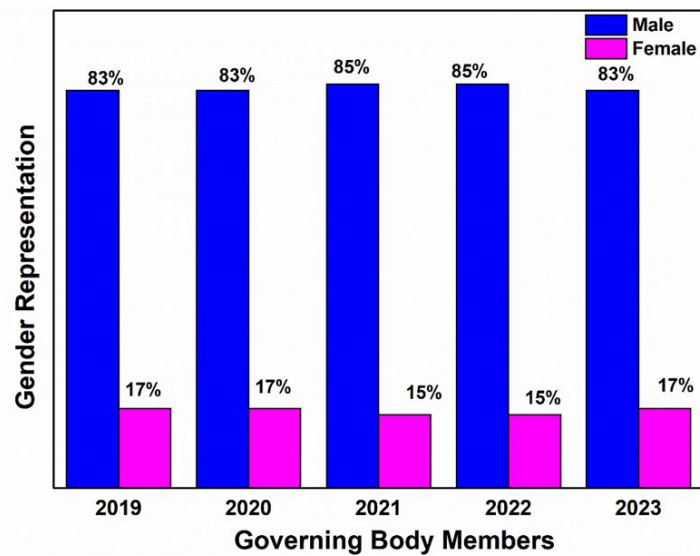
**Figure 10: Bar diagram representing the gender ratio of department bearers from 2019 to 2023**

#### 5.4 Gender Parity in Organization and Management

- **Governing Body**

**Table 11: Gender wise details of Governing Body members in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	10	2	12	83	17
2020	10	2	12	83	17
2021	11	2	13	85	15
2022	11	2	13	85	15
2023	10	2	12	83	17



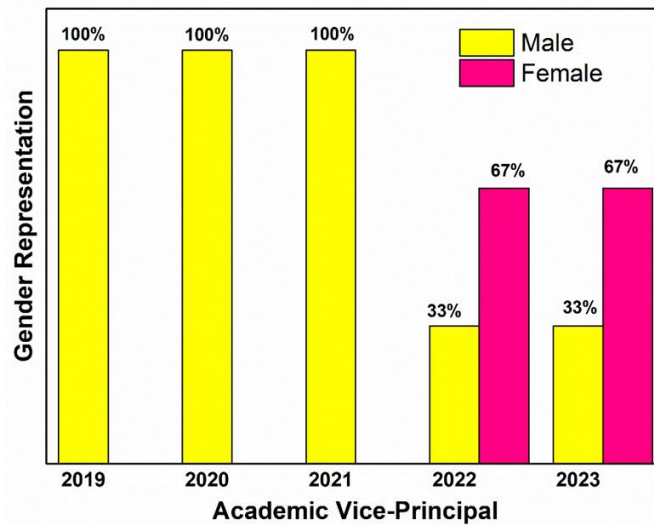
**Figure 11: Bar diagram representing the gender ratio of Governing Body members from 2019 to 2023**

The table shows that there are more male members than female members in the governing body of the college in the period 2019-2023.

- **Academic Vice-Principals**

**Table 12: Gender wise details of Academic Vice-Principals in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019	3	0	3	100	0
2020	3	0	3	100	0
2021	3	0	3	100	0
2022	1	2	3	33	67
2023	1	2	3	33	67



**Figure 12: Bar diagram representing the gender ratio of Academic Vice-Principals from 2019 to 2023**

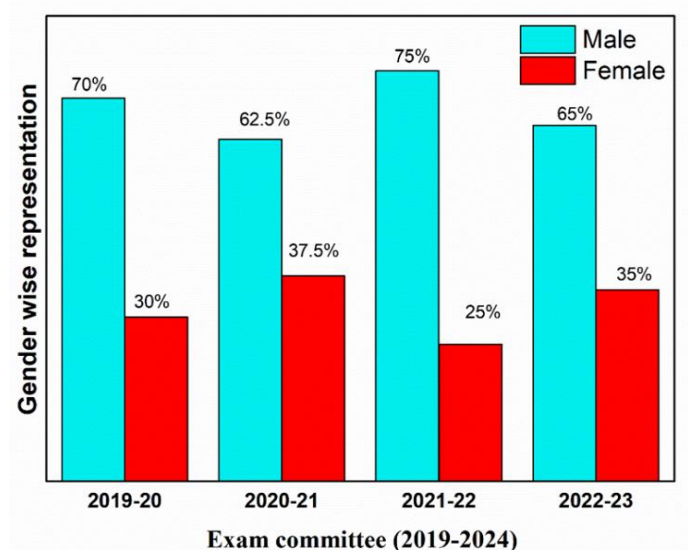
The above table represents the percentage of gender-wise academic vice-principals where it is noticed that female academic principals have been appointed since 2022 and at present they exceed in number.

- **Examination Committees**

**Table 13: Gender wise details of Examination Committee members in the College from 2019-2023**

Year	Male	Female	Total	Male Percentage	Female Percentage
2019-20	14	6	20	70	30
2020-21	10	6	16	62.5	37.5
2021-22	15	5	20	75	25
2022-23	13	7	20	65	35





**Figure 13: Bar diagram representing the gender ratio of Examination Committee members from 2019 to 2023**

In the period 2019-2024, it is observed that in examination committees of Darrang College, the number of male teachers is higher than the number of female teachers

#### **5.4 Curricular Aspects**

As stated in the introduction of this report, the College offers education in humanities, commerce and science to more than 5000 students in H.S., Graduation and Post Graduation level. The curriculum of the different subjects of different degree courses covers gender-related topics. A few curriculums of degree courses are mentioned as follows-

<b>Subject</b>	<b>Paper</b>	<b>Topic</b>
Assamese	ASM-HC-4016	Munsi Premchandrar Nirmala & Bibhuti Bhukhan Bandopadhyayar Pother Pasali (Novel)
Bengali	BEN-HC-5016	Stree Jatir Avanti (Article)
Education	EDU-HC-5036	Human Rights related to Women and children, Human Rights related to transgender
English	ENG-HC-5026	Women's writings
Geography	GGY-HC-6016	Gender Issues and Geography
Hindi	HIN-HE-5026	Jhansi ki rani (poem)



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Home Science	HSC-HE-5036	Child Rights & Gender Justice
History	HIS-HE-6026	Women's Movement
Philosophy	PHY-HC-4036	Political and Social Philosophy
Sanskrit	SKT-HC-3036	Position of women in the society
Sociology	SOC-HC-3036	Sociology and Gender

## 6. Healthy Practices

### 6.1 Women's Forum:

Women's Empowerment and Gender Equality are the most important requirements for the upliftment and progress of our nation. Women's Forum of Darrang College was formerly Women's Cell. The forum has both the teaching and non-teaching staff of the College as its members and works intending to create a gender-sensitized community within the campus as well as in the society. It has been organizing various skill enhancement, academic, technical, medical, cultural and social events for the upliftment of women and promotion of the importance of gender equality in society involving the students as well. Gender equity promotion programs organized by the Darrang College Women's Forum (DCWF) and Internal Quality Assurance Cell (IQAC) are mentioned as follows-

- **Celebration of International Women's Day**

The Darrang College Women's Forum (DCWF) and Internal Quality Assurance Cell (IQAC), Darrang College celebrated International Women's Day on the 10<sup>th</sup> of March, 2023. The guest of the program was Dr Rosy Sharma, Associate Professor of the Department of Computer Science, Tezpur University. She delivered a talk on the theme 'Digit All Innovation and Technology for Gender Equality'. 'Surujmukhi', the wall magazine of the DCWF was also inaugurated.



**Figure 14: International Womens' Day 2023 Celebration in Darrang College**

- **Pre-Rongali Bihu Celebration**

The Darrang College Women's Forum, Darrang College celebrated pre-Rongali Bihu on the 11<sup>th</sup> of April, 2023. The Program started with a Husori, performed by the borders of Darrang College Hostels. There was a Bihu performance by the participants of the Bihu workshop led by Krishnapriya Gogoi, an Assistant Professor of the Department of Geography.



**Figure 15: Bihu performance during Pre-Rongali Bihu Celebration 2023 in Darrang College**



- **Celebration of World Environment Day**

The Darrang College Women’s Forum Celebrated World Environment Day on the 5<sup>th</sup> of June, 2023. In connection with the celebration, an awareness program on “Making Darrang College Campus a *Parthenium* Free Zone” was organized.



**Figure 16: World Environment Day 2023 celebration in Darrang College**

- **International Girl Child Day Celebration**

The Darrang College Women’s Forum organized a program on “How to use the sanitary pad vending machine and incinerator” on the occasion of International Girl Child Day, 2023 in the Girl’s Common Room. Sanitary pads were also distributed for the female students in the Girl’s Common Room.



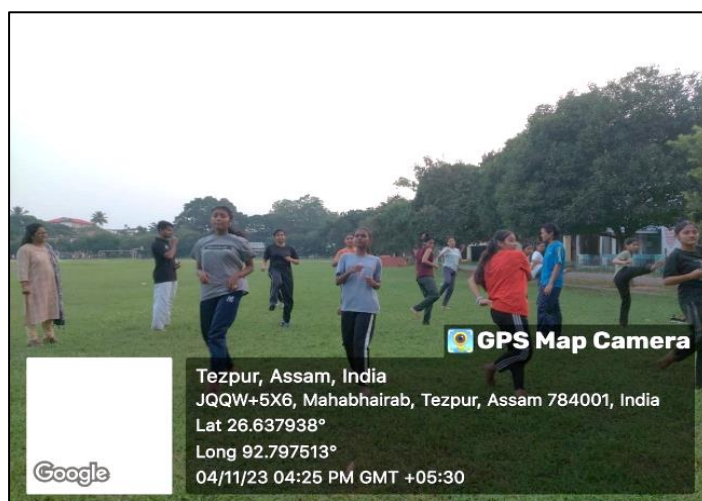
**Figure 17: Demonstration of sanitary pad vending machine and incinerator**



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- **Training Program on self- defence for Girl students**

The Darrang College Women’s Forum organized a self-defence training program for girls from 03/11/2023 to 09/11/2023 in association with IQAC, Darrang College and Darrang College Students Union.



**Figure 18: Self-defence training program for girls in Darrang College**

## **6.2 NCC for Girls:**

The NCC unit of Darrang College has two divisions for female students, the 5<sup>th</sup> Assam Battalions and 73<sup>rd</sup> Assam Girls ( I COY). NCC for girls provides a suitable environment for taking up a career in the armed forces. The girls are trained and motivated for leadership in all walks of life. 5<sup>th</sup> Assam Battalions NCC unit for girls has 52 numbers of female students and 73<sup>rd</sup> Assam Girls ( I COY) has 40 female students at present.

## **6.3 NSS for Girls:**

Darrang College has NSS to sensitize students towards societal issues and community services, activities of which are mainly carried out by the students. The NSS unit for girls provides a suitable environment for taking up a career in social services. The girls are trained and motivated for all kinds of social work in the field. Darrang College NSS unit has 150 numbers of female students at present.





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## 7. Infrastructural Initiatives taken by the College for the girls' students:

- a. **Girls' Hostel:** The College has a girls' hostel with an accommodation for 110 students with good infrastructure and maintenance. A female faculty is given an appointment as the warden who resides within the hostel campus.
- b. **Girls' Common Room:** There is adequate space in the Girls' Common Room and silence is maintained for girls to study. Sanitary Pad Incinerator machine has also been attached for girls in the Common Room.
- c. **Girls Washroom:** Girls' washrooms are situated at different places in the college with ample water-supply and hygienic. Sanitary Napkin Vending Machines and Incinerators are attached in the washrooms.
- d. **Drinking Water:** Water coolers and water purifiers have been provided for boys and girls in the College campus.
- e. **CCTV Camera:** CCTV Cameras are installed all over the campus to ensure the safety of the students.
- f. Internal Complaints Committee and Anti-ragging Cell as well as Squad are active to ensure the well-being of the students.
- g. Facilities for both indoor and outdoor sports are adequately provided. The indoor stadium is very well utilised by the students.

## 8. Work-Life Balance

Work life Balance is very well maintained among the female faculties as reflected in the table given below-

Year	Child Care Leave (CCL)	Maternity Leave (ML)
2019	06	-
2020	04	01
2021	03	01
2022	06	03
2023	02	-



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## 9. Key Findings

- The enrolment of girls' student is higher compared to boys in Arts stream and lesser in Science and Commerce stream.
- The success rate of girls is higher compared to boys in Arts. In Science the success rate of girls is on decrease whereas in Commerce, the success rate of boys is far ahead of girls.
- The number of permanent male teachers is higher compared to female teachers.
- The number of female non-teaching staff is less than the male staff.
- The number of female Academic Vice Principals exceeds male in the presence status.
- In Governing Body and Committees, the male members are more than female members.

The Gender Audit of the College shows that gender equity is aimed in all its policies and practices related to students and staffs. There is an effort to establish inclusive environment which endorses equality and dignity of each member attached to the college. However, some weaknesses have also been identified. Gender inequality exists in few areas. The commitment and co-operative effort of the students, staff and administration to strive for gender parity and justice will surely overcome these weaknesses.

## 10. Key Recommendations

- Make provision for regular medical check-up for girls, especially haemoglobin test.
- Child centre with Lactation room.
- Uniformity in the dress code for students.
- Organize awareness on the legal rights of women.
- Increase women staff in financial and decision making bodies

## 11. Policy Document

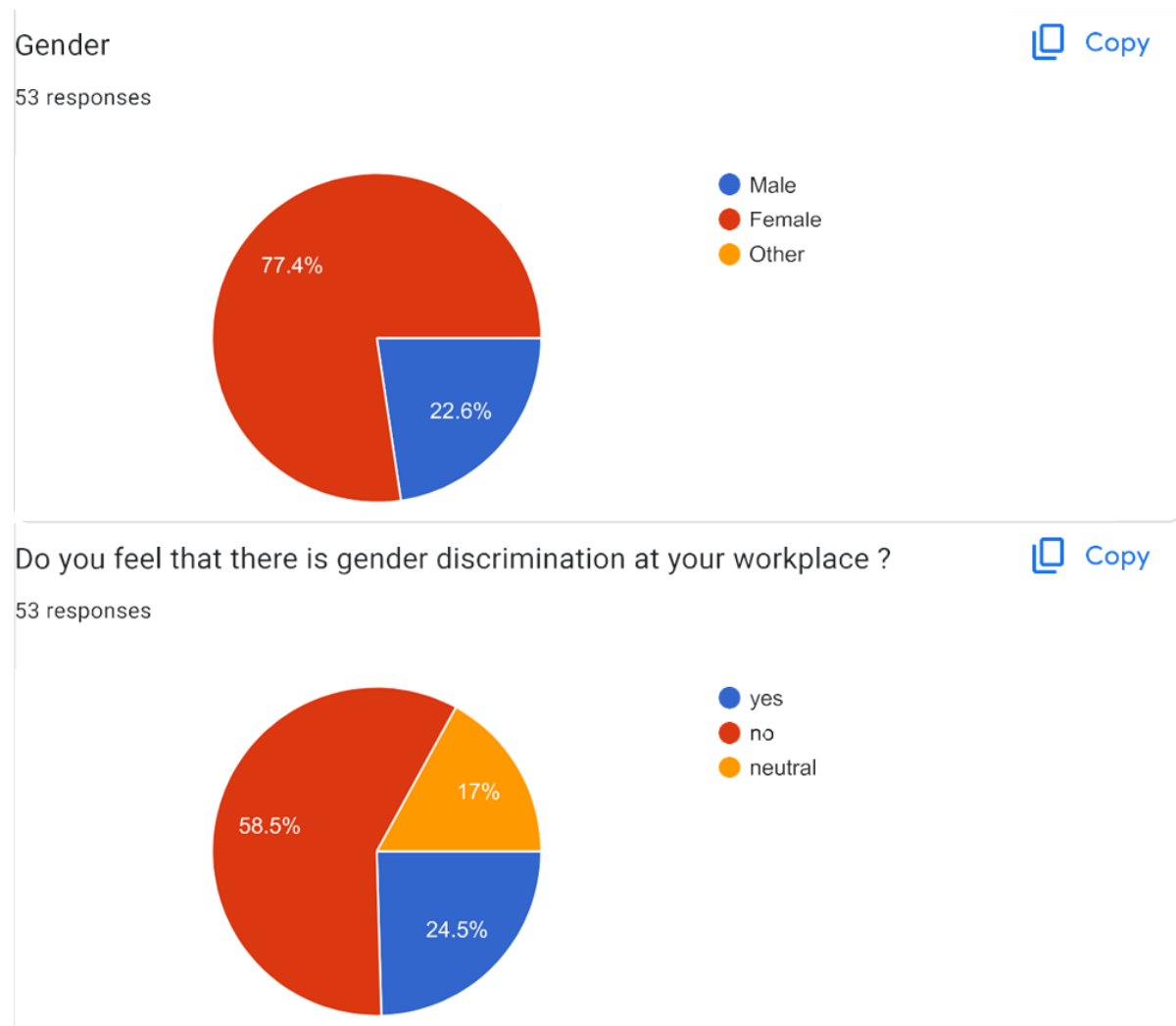
Darrang College adheres to the UGC Notification dated 2nd May, 2016 on Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and students in Higher Educational Institutions, Regulations 2015. To deal with the issues of Sexual violence, Darrang



College has its Internal Complaint Committee (ICC) which conducts various awareness programmes among the students, borders of the boys and girls hostel, office staff and faculty members. Darrang College has a very well-functioning Women's forum which work throughout the year in various women related issues besides observing International Women's Day. Various issues related to girl students and women employees are taken very sincerely by the college authority.

## 12. Gender Sensitivity Survey

A survey on Gender Sensitivity was conducted among the teaching and non- teaching staff of the college to study as well as to promote gender awareness in the workplace. The responses of the respondents are shown below:



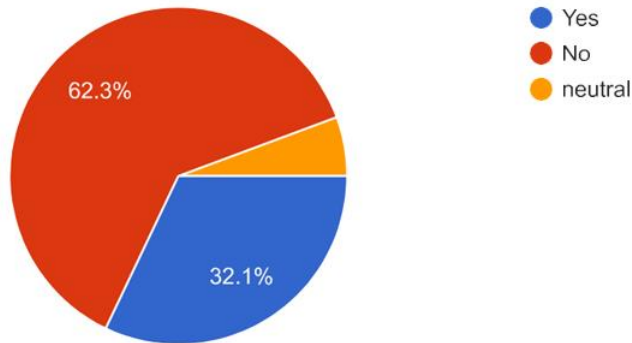




Have you faced any kind of gendered remark?

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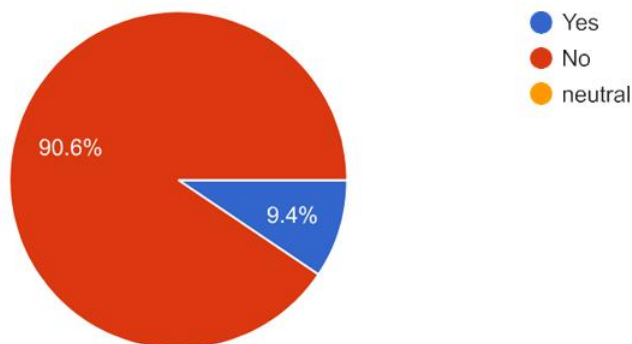
53 responses



Do you ask for any kind of favour due to your gender ?

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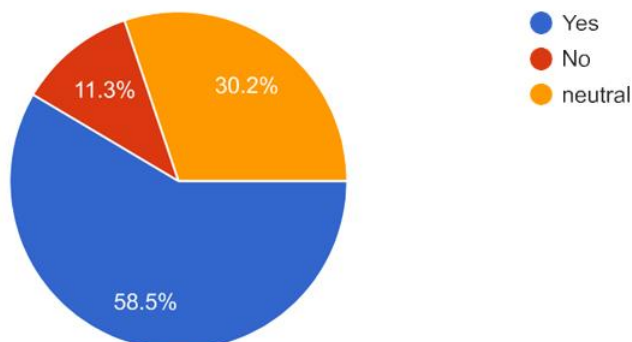
53 responses



Do you think that your workplace has gender friendly atmosphere?

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53 responses

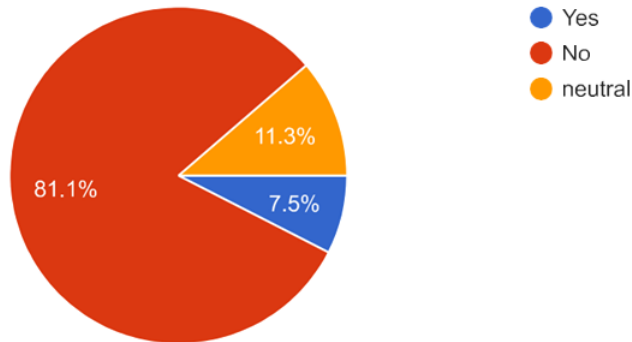




Have you lost any kind of opportunity because of your gender ?

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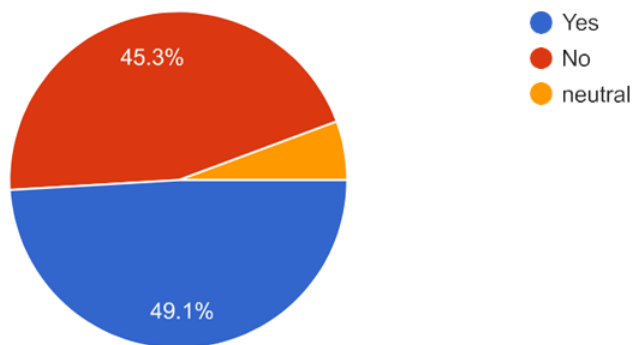
53 responses



Do you know about Vishaka guideline ?

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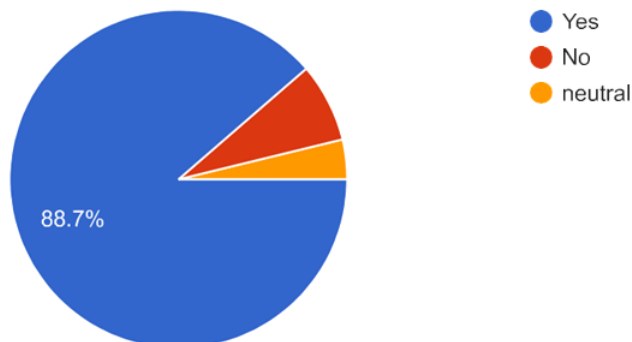
53 responses



Does your workplace have women cell ?

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53 responses

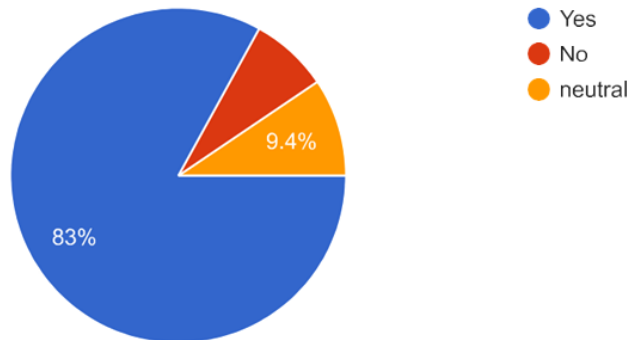




Has there been any gender sensitive programme at your workplace ?

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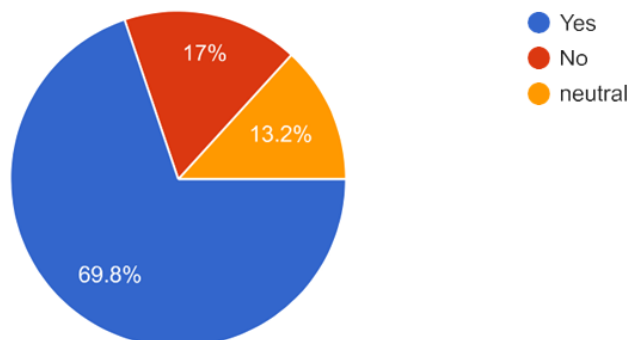
53 responses



Have you heard any kind of discussion regarding women's dress/physical appearance ?

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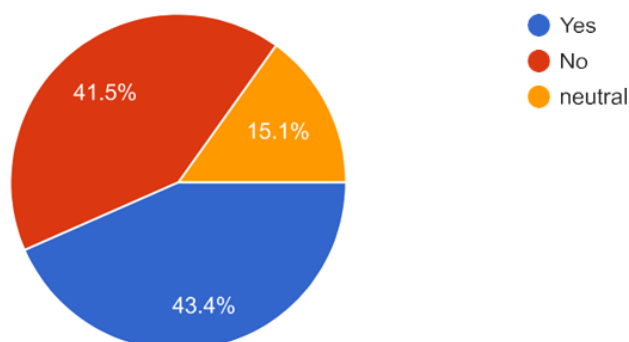
53 responses



Should there be the provision for menstrual leave considerations for the students and staff ?

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53 responses

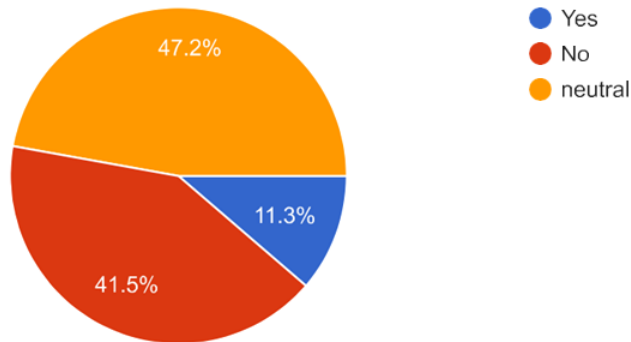




Is the college sensitive to the needs of the transgender ?

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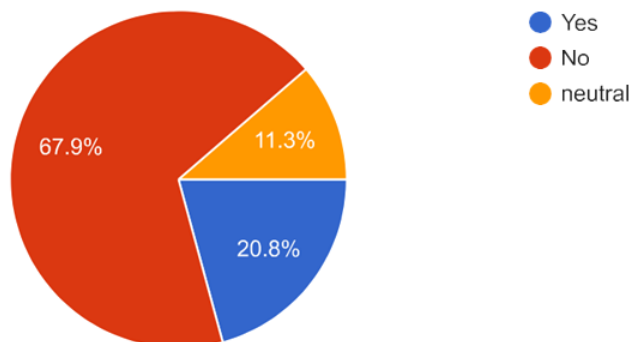
53 responses



Do you think that women at your workplace get less opportunity than the men ?

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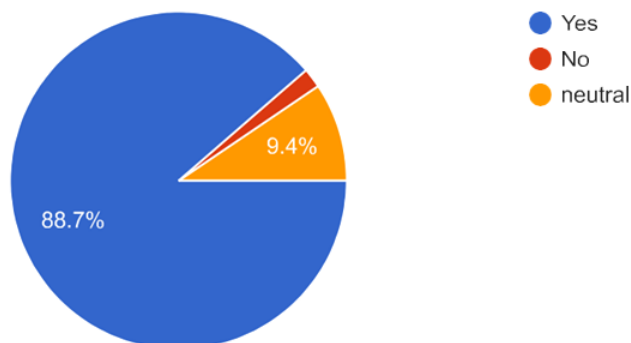
53 responses



Do you think that a woman would be able to fill the top position in your college?

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53 responses

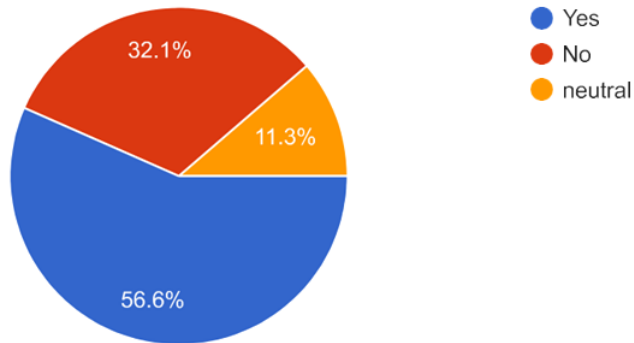




Do you think that there is gender balance in the decision making bodies of your college ?

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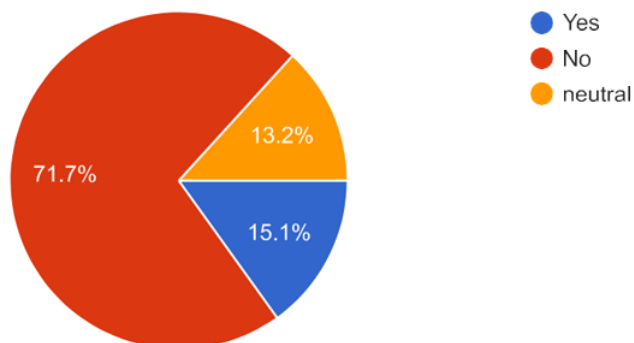
53 responses



Is there adequate provision for hygiene facilities for women at your workplace ?

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53 responses



Is there child care facility for the employees of the college?

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53 responses

