

DIGBOI COLLEGE

ITAVATA, P.O. DIGBOI-786171 (ASSAM)

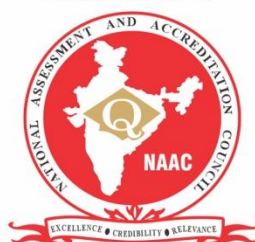
Third Cycle NAAC Accreditation

CRITERIA- 7

INSTITUTIONAL VALUES & BEST PRACTICES

7.1.1 Action Plan for Gender Sensitization

Submitted to



THE NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL

Annual Action plan on Gender Sensitization and Gender Equity

Year	Name of the Program	Objectives	Tentative time frame
2016-17	Awareness program for Girls students	<ul style="list-style-type: none"> ✓ To carry out Gender Audit regularly and plan necessary measures to be taken ✓ To organize international women's day annually ✓ To make them aware of health & hygiene ✓ To make them aware of their rights in the society 	Annually every year
2017-18	Program on gender equity	<ul style="list-style-type: none"> ✓ To be able to protect girl students against unacceptable social conduct ✓ To imbibe the idea of gender equality and equity among girl students 	Annually every year
2018-19	Mentoring Program	<ul style="list-style-type: none"> ✓ To identify the personal problems of the disturbed and distressed girl students ✓ To develop confidence to the girl students & to empower them ✓ To guide girl students better 	Regularly
2019-20	Counseling program for Girls students	<ul style="list-style-type: none"> ✓ To address the issues of women health (both physical & mental) & hygiene ✓ To make them aware of different career options ✓ To make them aware of how to cope up with domestic issues 	Quarterly in every year
2020-21	Program(symposium, seminar/talk/workshops) on self defense	<ul style="list-style-type: none"> ✓ To be able to protect girl students against unacceptable social conduct ✓ To develop confidence to the girl students & to empower them in dangerous situations. 	Annually every year
2021-22	Program(symposium, seminar/ talk/workshops) onwomen empowerment in the adopted village, Saraipung	<ul style="list-style-type: none"> ✓ To equip the women with skill based training program ✓ To make them able to earn for livelihood by marketing their skills ✓ To create an environment of socio-economic equity amongst them 	During NSS special camp organized in the month December-January, every year



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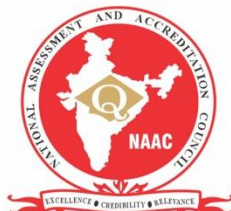
Third Cycle NAAC Accreditation

CRITERIA- 7

INSTITUTIONAL VALUES & BEST PRACTICES

7.1.1. Gender Audit Report

Submitted to



THE NATIONAL ASSESSMENT AND
ACCREDITATION COUNCIL

Gender Audit Report



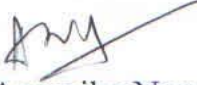
Prepared By
Gender Sensitization Cell
Digboi College

DIGBOI COLLEGE


Gender Sensitization Cell

S.No.	Name	Role in Committee
1	Dr. Dip Saikia, Principal	Chair Person
2	Dr. Anamika Neog	Convener
3	Mrs. Aparajita Gogoi	Member
4	Mr. Simanta Bordoloi	Member
5	Dr. Sampreeti Baruah	Member
6	Dr. Moni Kankana Kalita	Member
7	Mr. Narendra Das	Member
8	Mr. Samrat Bharadwaj	Member


 Dr. Dip Saikia,
 Principal cum Chairperson
Principal
 Digboi College, Digboi

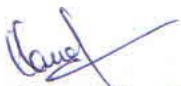

 Dr. Anamika Neog
 Convener



 Mrs. Aparajita Gogoi


 Mr. Simanta Bordoloi


 Dr. Sampreeti Baruah


 Dr. Moni Kankana Kalita


 Mr. Narendra Das


 Mr. Samrat Bharadwaj

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Introduction

Gender is the definition of women and men which is a social construction. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life.

Gender equality is a necessary foundation for a peaceful, prosperous and sustainable world. A much progress is seen in the last decades: a smaller number of girls are forced into early marriage, higher number of girls are going to school, a greater number of positions in the parliament, position in leadership and also the laws for gender equality are also reformed.

However, a long way to go to achieve full equality of rights and opportunities between men and women. Therefore, it is of prime importance to minimize gender violence and to access quality in education and health, economic resources and participation in political life for both women and girls and men and boys. It is also essential to achieve equal opportunities in access to employment and to positions of leadership and decision-making at all levels.

Concept of Gender Audit

- Gender audit of an organization includes organization's policies, programmes, initiatives, and/or service supply, as well as its structures, procedures, and budgets etc.
- Gender audits give organisations the chance to "put their own houses in order" and alter organisational culture-based discrimination against all beneficiaries and genders.
- Gender audits are the strategy for gender mainstreaming that aids organisations in identifying and comprehending gender trends in their organisational culture, human resource management, and the formulation and execution of policies and services. Additionally, they aid in determining how management decisions and organisational performance affect gender equality inside the organisation.
- Gender audits highlight significant gender disparities and difficulties and offer ways to close them through improvements and innovations. They serve as a baseline against which progress may be evaluated over time

Significance of Gender Audit:

- Gender audit plays a significant role in finding out whether the system's internal practises and policies are beneficial for gender equality and gender mainstreaming
- To track and evaluate the institution's progress in reducing gender discrimination.
- Establishing a baseline for gender equality and identifying significant gaps and issues related to it.
- Proposing new gender-balanced methods and laws. It is a participative tool and procedure built on methodology used by the institution to foster a healthy and peaceful atmosphere regarding gender in the institution's policies, programmes, and organisational structure.
- The audit process includes data collection, policy, programme, and data analysis so that the outcomes can be implemented in a more efficient way.

Objectives of Gender Audit

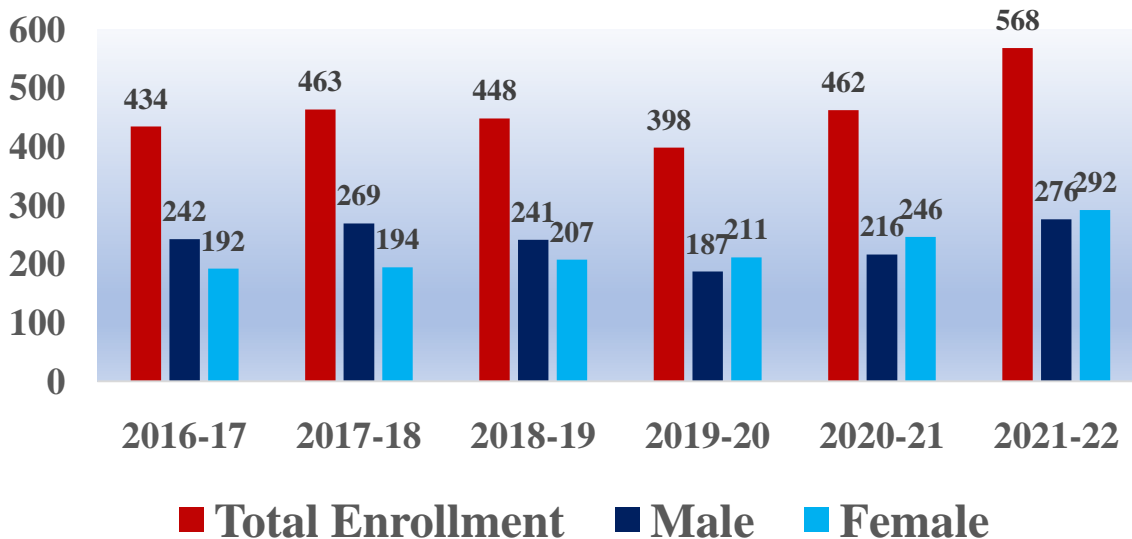
- To identify the regions where there is a gender imbalance and the probable causes of the gender imbalance.
- To provide a gender-balanced environment for decision-making across all facets of campus life.
- To make recommendations for bridging the gender gap.
- To promote gender equality throughout the college community.
- To assess the college's efforts and capacity to combat any issue of sexual harassment

Features and Initiatives of Digboi College for Gender Sensitisation

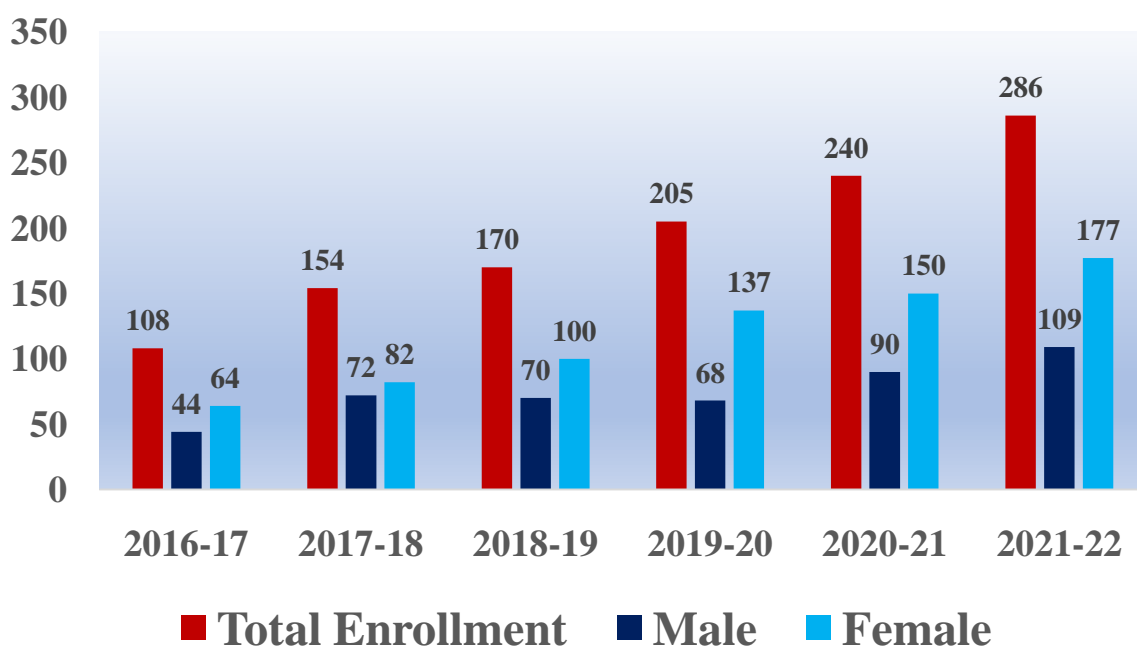
A. Gender Balance in Enrolment at Graduation and Post-graduation Level:

Digboi College is located near to the Digboi town. It is reputed for co-education and discipline. Students' strength is increasing continuously. The girl student strength is almost equal to the boys. In the following table gender proportion of students is given.

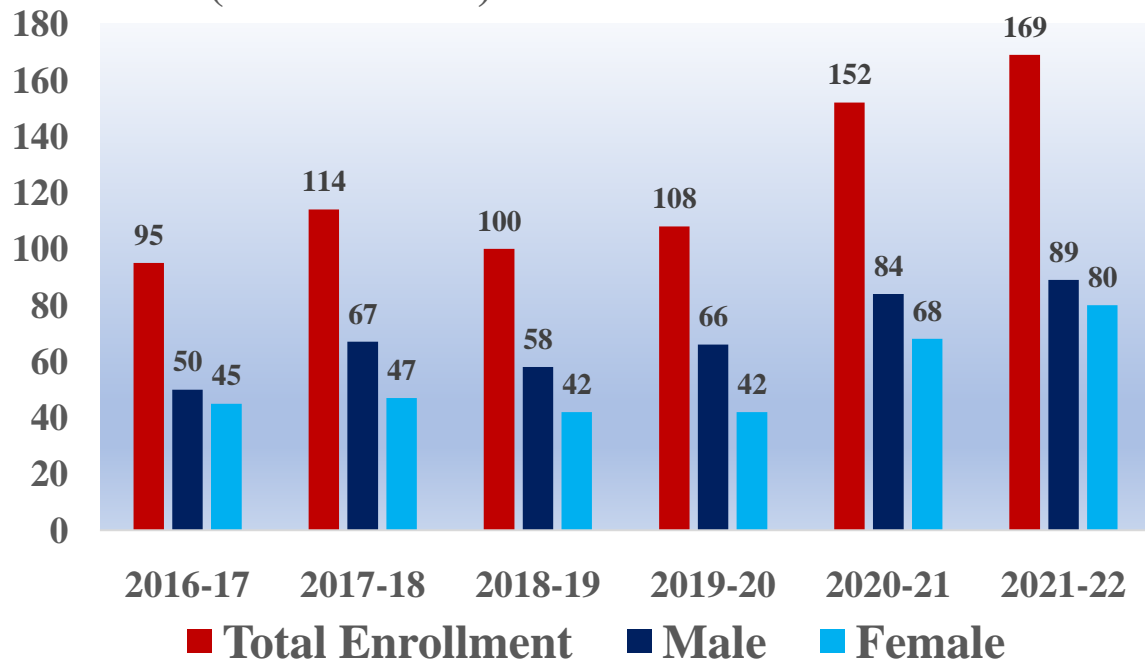
**Total Enrollment of Students: Year wise
(Gender wise)**



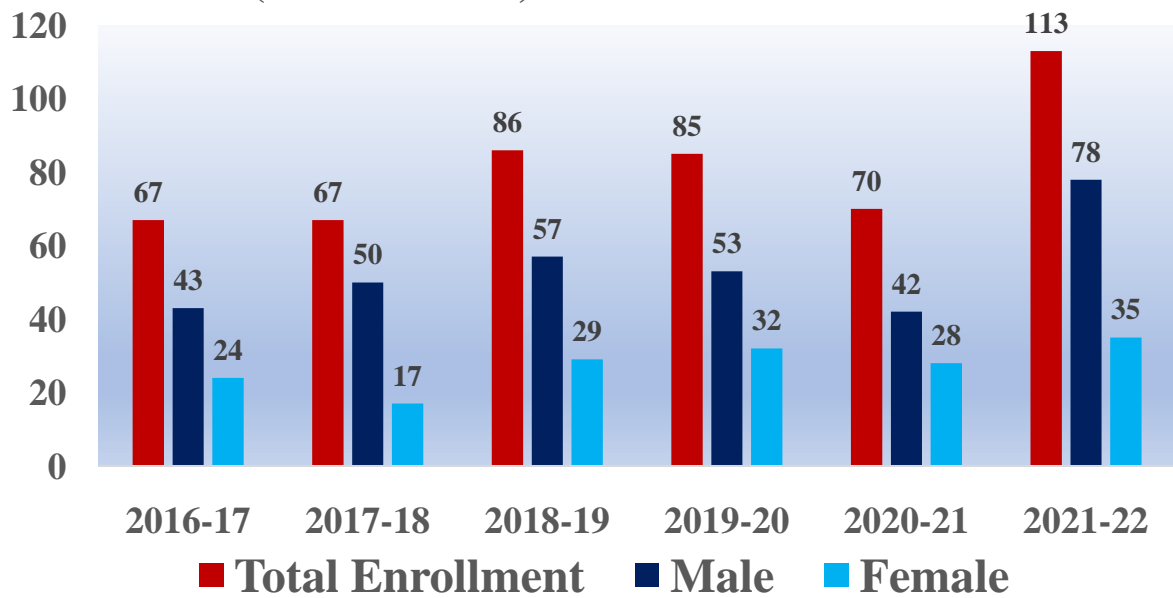
**Total Enrollment of Students: Year wise
(Gender wise) in B.A. Honours**



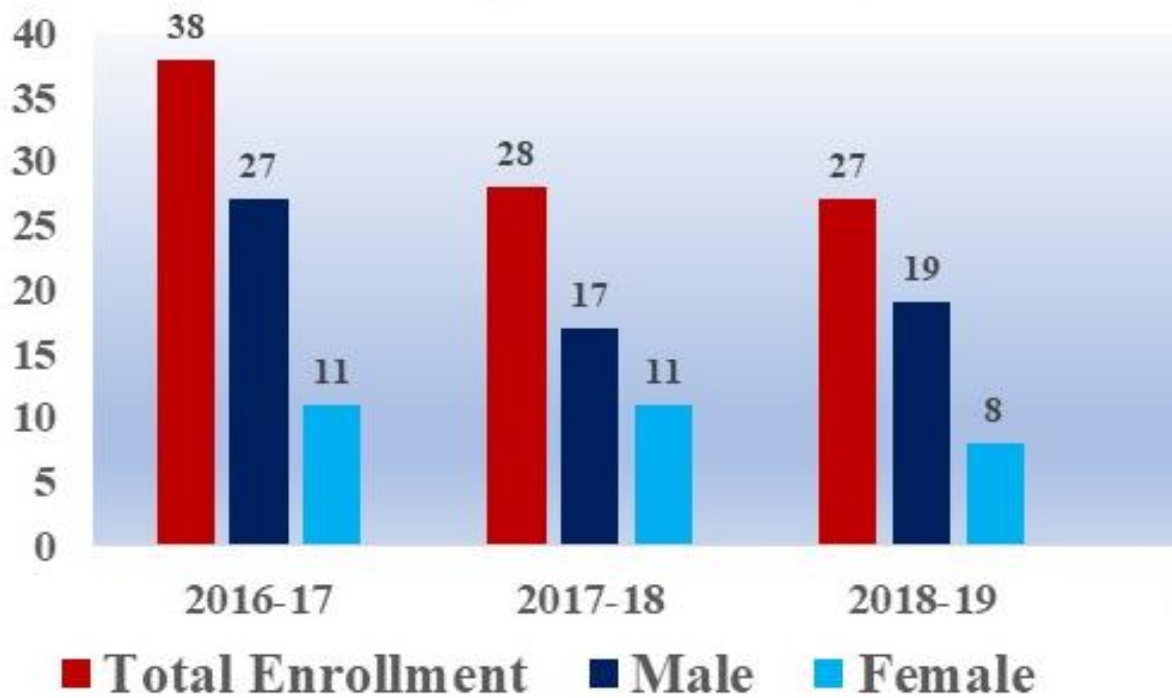
**Total Enrollment of Students: Year wise
(Gender wise) in B.Sc. Honours**



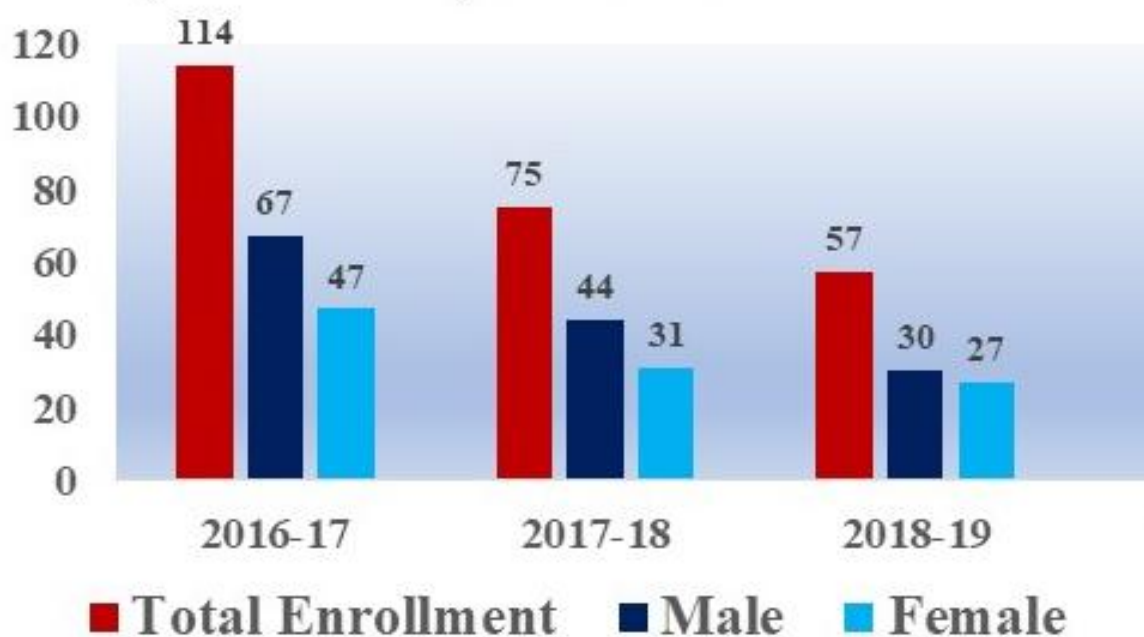
Total Enrollment of Students: Year wise (Gender wise) in B.Com. Honours



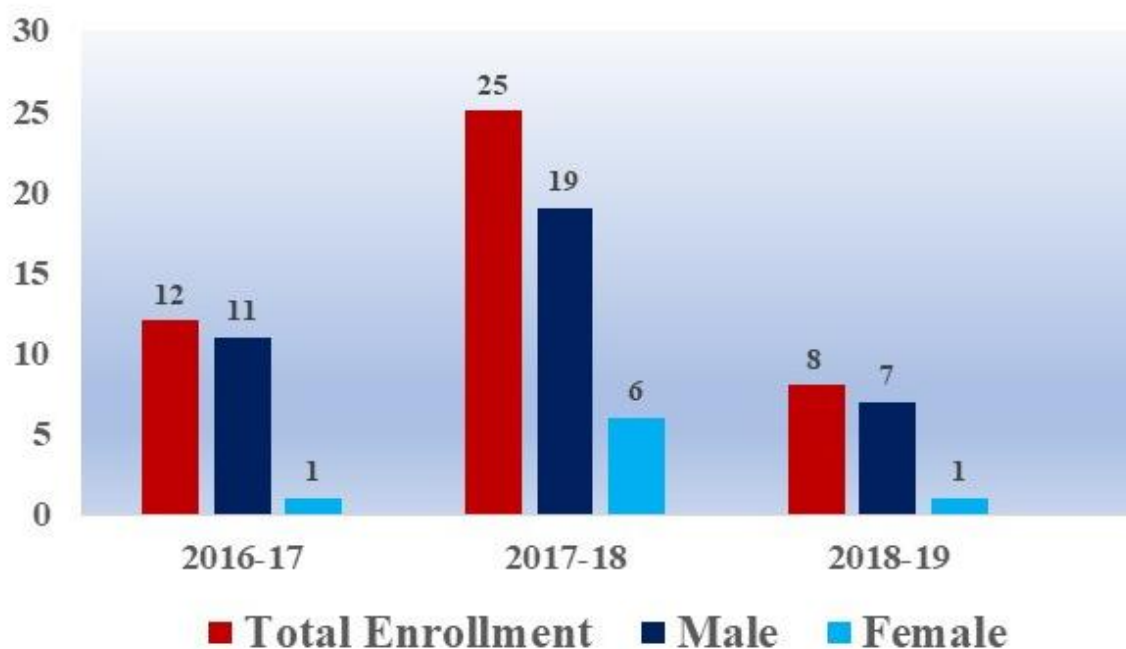
Total Enrollment of Students: Year wise (Gender wise) in B.Sc. General



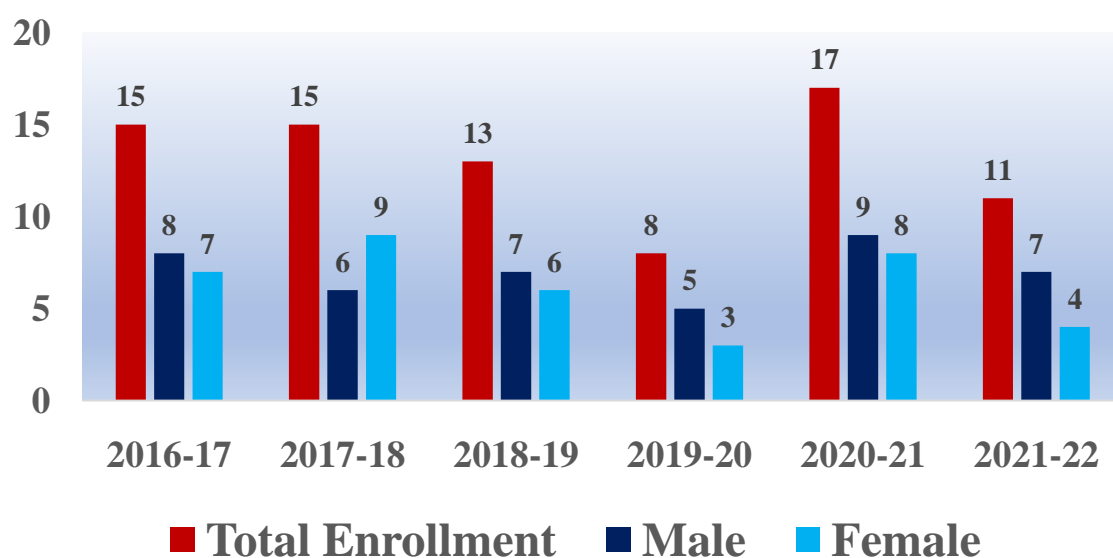
Total Enrollment of Students: Year wise (Gender wise) in B.A. General



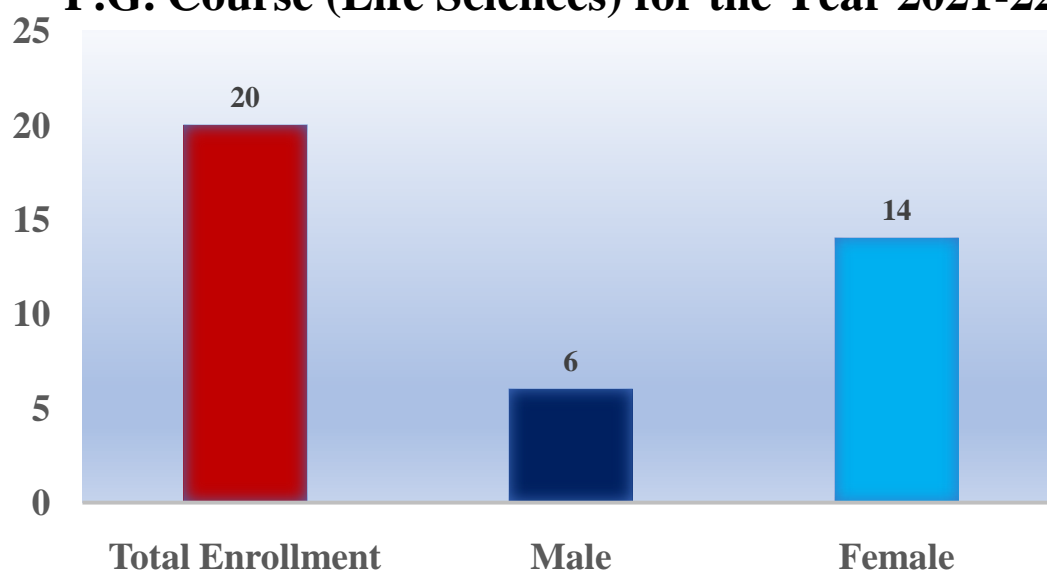
Total Enrollment of Students: Year wise (Gender Wise) in B.Com. General



**Total Enrollment of Students: Year wise
(Gender wise) in P.G. Course (Physics)**

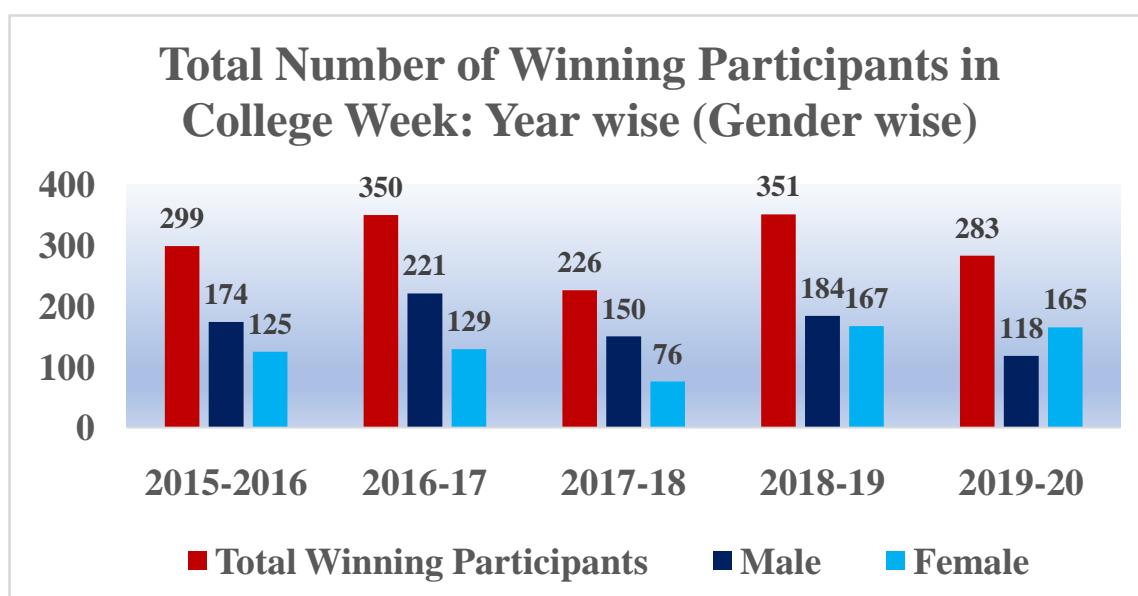


**Total Enrollment of Students: Gender wise in
P.G. Course (Life Sciences) for the Year 2021-22**



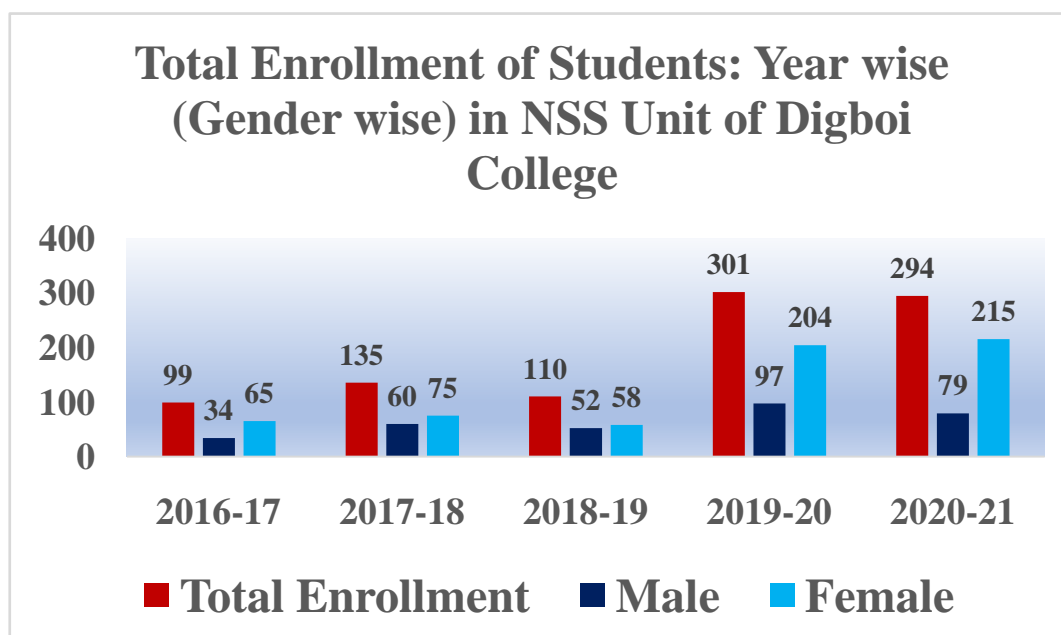
B. Gender Balance in performance in Sports and Cultural Week:

Both the genders boys and girls are equally participated in the various competitions of Digboi College week. In the college week competitions from 2015-16 to 2017-18 the girls' participations are less. However, from 2018-19 onwards the girls' participation in the competitions are increasing and they received more awards as compared to the boys.



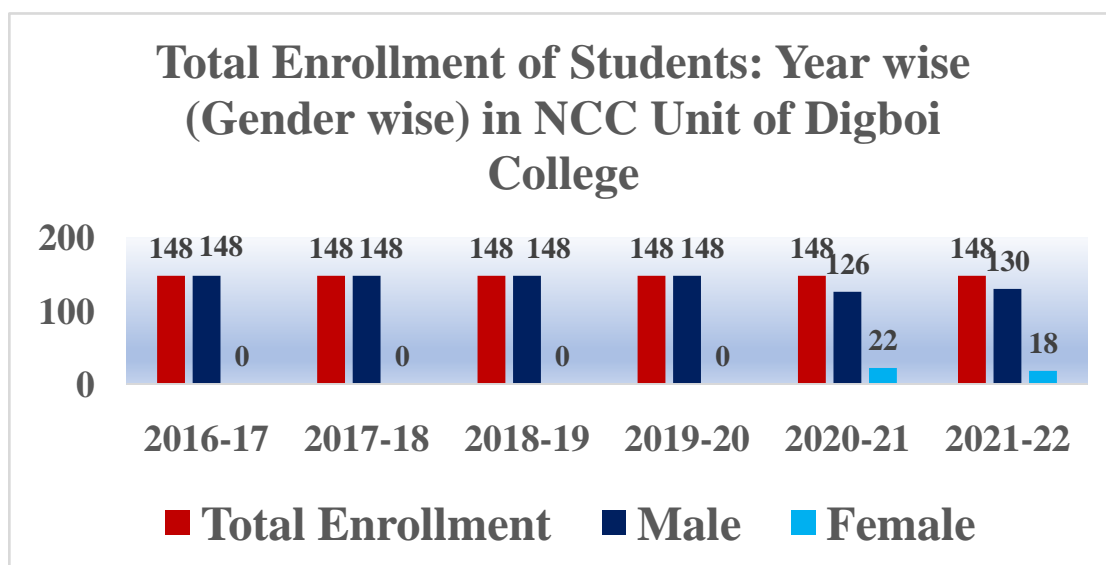
C. Gender Balance in NSS (National Service Scheme) Enrolment:

From the day of its inception NSS is an integral part of Digboi College. NSS of Digboi college is achieved greater extend and milestones. The enrollment ratio of female is more than the male volunteers in NSS. The female strength of NSS of Digboi college is one of the most important aspects of gender equality in Digboi College.



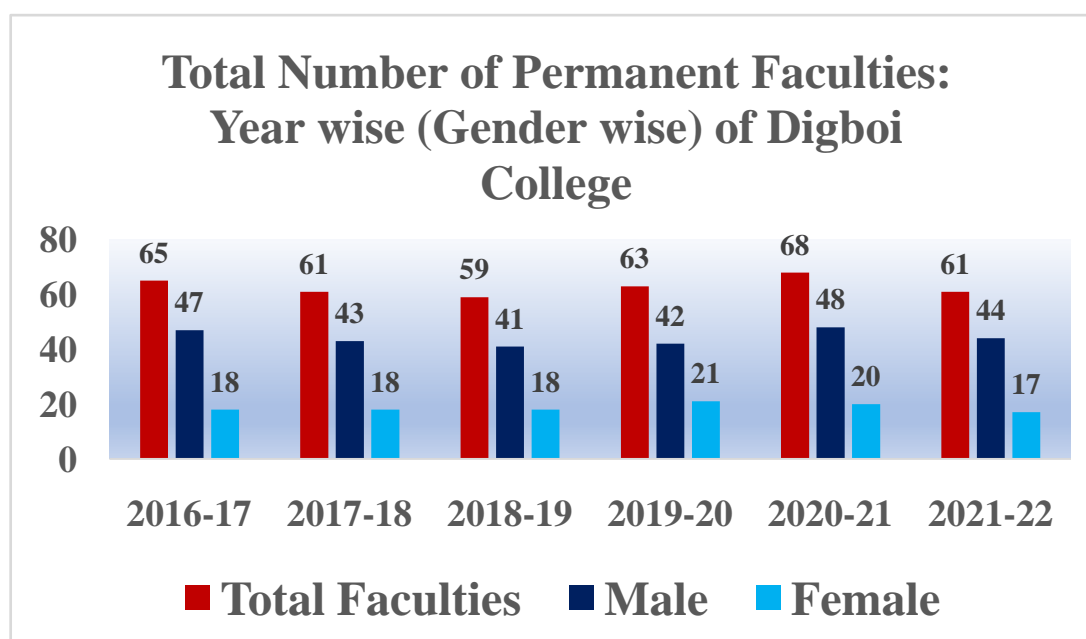
D. Gender Balance in NCC Unit, Digboi College:

The NCC unit of Digboi College is merely consists of male students. This is because in the previous years only male students are allowed to join in the NCC or the female students are may not be interested to join in NCC. However, from 2020 onwards the female participants are also started to join in the NCC unit of Digboi College. It is still noted that the numbers of female are less compared to the male students.



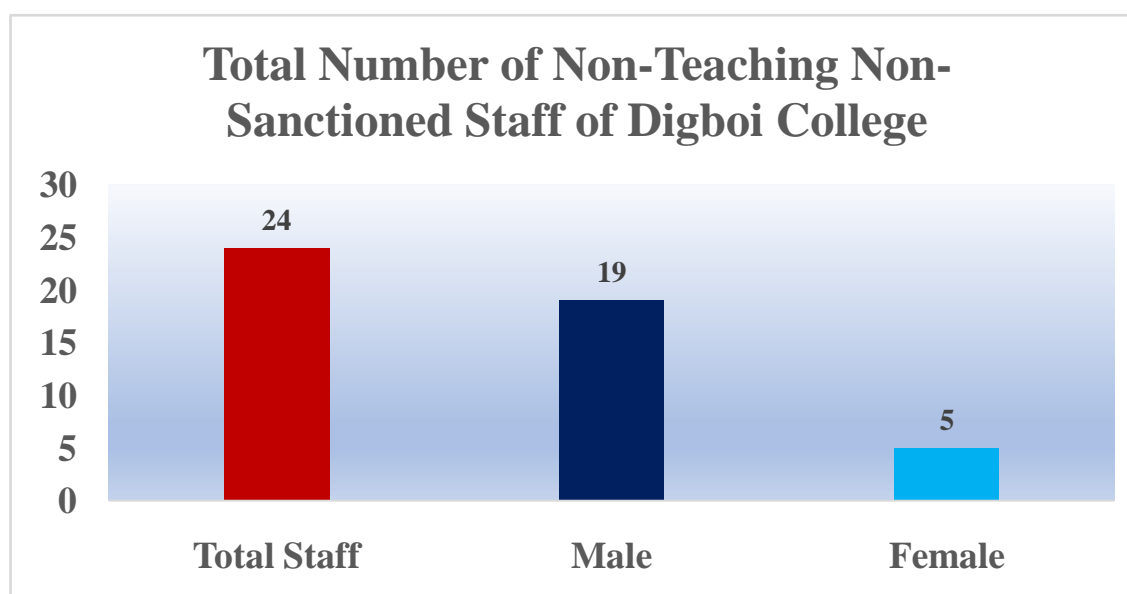
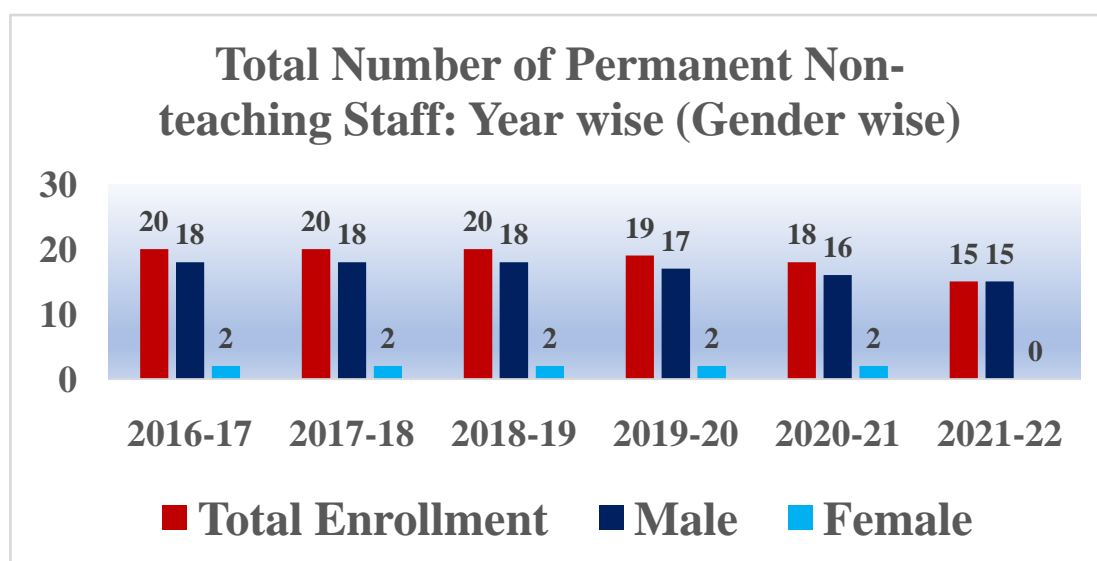
E. Gender Balance in the Permanent Teaching Staff:

Digboi College has maintained almost 30% female faculties in the subsequent years. From 2016 to 2019 a constant number of 18 female faculties are there. In the session 2019-2020, three new female faculties has joined comprising the number to 21.



F. Gender Balance in the Permanent and Non-sanctioned Non-teaching Staff:

The number of female employees in the non-teaching office staff is less as compared to the male staff of the college. However, in 2021 all the female employees are retired from the duty and in the current session all the non-teaching staff members are male. Moreover, in Non-sanctioned Non-teaching Staff, female employees are almost 25% of the overall strength of the employees.



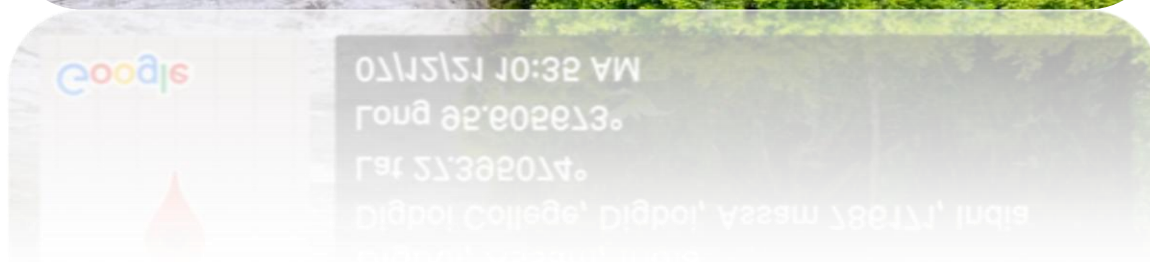
Findings

1. Students' strength is increasing and particularly girl strength is increasing continuously in both UG and PG programmes.
2. Success rate of girl student is higher than boys.
3. Special awareness programmes are organized for girls by women cell and gender sensitization cell of Digboi College.
4. Female participation is more than male in B.A. Arts programme. However in B.Sc Science and B.Com. programmes the female strength is moderate but increasing trend. It is necessary to create awareness among girls about importance of science and commerce stream.
5. NCC Unit is previously dominated by male students. They are participating in different activities enthusiastically. However, from 2020 onwards the female strength of NCC is increasing.
6. Female participation is greater than male in NSS activities. It is necessary to motivate boys to participate in NSS activities because it can create social awareness among them.
7. Participation of boys is greater than girls in sports. However, in recent years the participation of girls in sports is increasing trend. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness.
8. Female participation in co- curricular activities is greater than male. It is necessary for overall personality development.
9. Females are taking more benefits of library than male as per the students' library attendance.
10. In the college non-teaching (permanent and non-sanction) staff the female ratio is poor as compared to male. It is very necessary to create awareness among the girl students for career orientation programmes for various job opportunities.

Facilities for Women at Digboi College

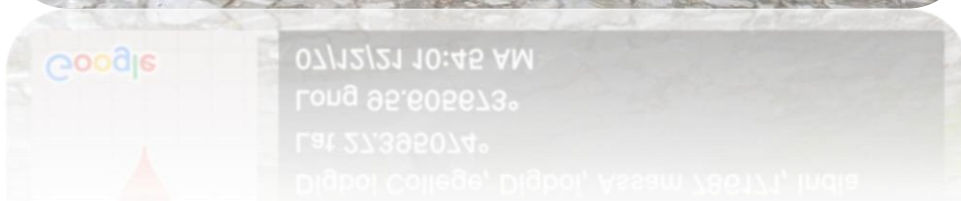
Girls' Hostel

Digboi College has a well maintained Girls' hostel with a capacity of almost 100 seats. The hostel is situated at the campus and has its own beauty in terms of natural habitat. The hostel is secured with high boundary wall, CC-TV monitored campus, solar lights in the campus as well as in rooms and 24 x 7 security guards with shift duties. The warden quarter is itself within the campus. The hostel has disciplined rules and regulation regarding entry and exit of the boarders, visitors etc.

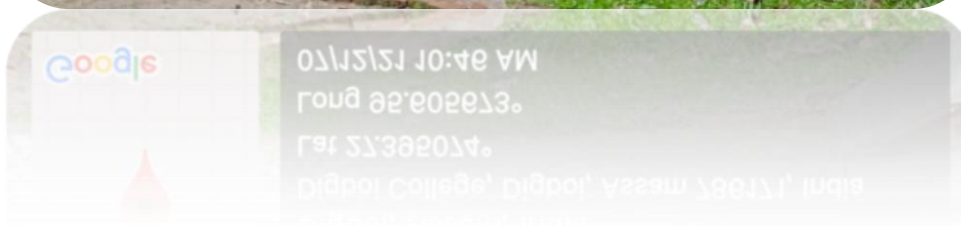




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Digboi College, Digboi, Assam 786171, India
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Girls' Common Room

Digboi College has well equipped Girls' Common room in the main building to facilitate our female students. The space has been designed to give female students a place to relax, study, have informal discussion in free time. The room is equipped with drinking water facilities, attached washrooms with incinerators, sanitary pad vending machine, facilities for leisure activities like news papers, magazines etc. with Wi-Fi facility. The room is properly ventilated, well-lit, neat and clean to provide good ambience to its users. There is a Girls' common room secretary portfolio within Digboi College Students' Union (DCSU) who has been entrusted to monitor the matters associated with Girls' Common room along with organizing various events such as Rangoli competition, Indoor sports competitions etc. during the College Week.



Sanitary Pad Vending Machine

The college has a sanitary napkin vending machine in Girls' Common room for urgent need of students which was donated by Rotary Club, Digboi in the session April 2019.



Sanitary Pad Incinerators

Digboi College has total number of eight sanitary pad incinerators in Girls' Hostel, Girls' Common room, Teachers' washroom and Auditorium washroom. The incinerators are provided by IOCL, Digboi for the proper management of waste disposal for maintaining a hygienic environment.



**Sanitary Pad Incinerator of
Girls' Hostel**



**Sanitary Pad Incinerator of
Girls' Common room**

CC TV Camera Facility for Security

Digboi College has installed 104 CC TV cameras with inverter backup in different places covering entire College areas including all classrooms, corridors of college buildings, auditorium, laboratories, indoor stadium, library, College main gate, Girls' Hostel premise etc. considering the matters of safety and security.



Conclusion:

Gender audit of the college makes clear that the college has many strengths and some limitations. College has taken some steps to overcome from the limitations. The findings show that college plays a key role to maintain harmony and discipline among students. It also takes steps to empower them socially, economically and psychologically. Although, many programs are conducted for both male and female, however some programs are specifically conducted for only girl students to enhance their confidence and self-reliance. The college is contributing well towards gender justice and in creating a gender sensitive society. It is very important for creating harmony in the college as well as in the society.