

**Criterion: 7**  
**Institutional Values and Best Practices**

**7.1.1 Action Plan for Gender Sensitization and  
Annual Report**

## Gender Sensitization and Gender Equity

SI	Name of the Programme	Objectives	Tentative time frame and Organizer
1	Counseling programme for Girl students as well as boy- students	<ul style="list-style-type: none"> <li>✓ To address the issues of women health (both physical and mental) and hygiene;</li> <li>✓ To make them aware of women's rights in the society;</li> <li>✓ To make them aware of different career options;</li> <li>✓ To make them aware of how to cope up with domestic issues.</li> <li>✓ Health camp</li> </ul>	Quarterly every year <b>Women Welfare Cell</b> <b>ICC</b> <b>Career Counseling and Placement Cell</b> <b>Equal opportunity Cell</b>
2	Programme (symposium/ seminar/ talk/workshops) on self-defense	<ul style="list-style-type: none"> <li>✓ To enable the girl students for protection against unacceptable social conducts;</li> <li>✓ To develop confidence in the girl students and to empower them for self-protection in critical situations.</li> </ul>	Annually every year Women Welfare Cell ICC Career Counseling and Placement Cell Equal opportunity Cell NSS
3	Programme (symposium/ seminar/talk/workshops) on women empowerment and skill based education	<ul style="list-style-type: none"> <li>✓ To create an environment of socio-economic equity amongst the village women;</li> <li>✓ To equip the women with skill-based training programme;</li> <li>✓ To make them able to earn livelihood by marketing their skills.</li> </ul>	Through NSS special camp Botany Dept for Mushroom Cultivation Workshop etc.
4	Gender Audit Preparation	<ul style="list-style-type: none"> <li>✓ To find out the gender balance in various aspects of the institution</li> </ul>	IQAC

## **Activities for Gender Sensitization**



## Interactive Programme on Stress Management

**Date: 26/11/2022**

Digboi College Women's Cell in association with IQAC had arranged a programme on Stress Management at Digboi College Girls' Hostel. Mrs. Nandita Sharma, Pshychological Counsellor had addressed the hostel boarders.



## Inauguration of Research Book

**Date: 29/11/2022**

A research book titled Ananyaa (ISBN978-93-5768-388-3) was released at Digbai College, on 29th November 2022. The book was edited by Dr. Sangeeta Boruah Saikia at the initiative of Digboi College Women Welfare Cell in association with IQAC of the college. It was Inaugurated by litterateur Punya Saikia. The meeting on the occasion was moderated by Dr. Deep Saikia, Principal, and the purpose was explained by Dr. Moni Kankana Kalita. The meeting was attended by The College Governing Body President Hitendra Nath Sharma, Vice Principal Dr. Arun Ch. Dutta, IQAC Coordinator Dr. Jayanta Handique, and Jonali Dutta as the chief guest. Assistant Professor Dr. Lakshmi Devi concluded the meeting with a song performed by Assistant Professor Pradeep Dutta. 45 numbers of teachers are present at the function.



## Talk on Educating Youth on Gender Identity

Date: 16/02/2023

A Talk on '*Educating Youth on Gender Identity*' was organised by the Dept. of English, in association with Internal Complaint Committee and IQAC, Digboi College at the College auditorium. The talk, delivered by Rituparna Neog, Founder-Director, Akam Foundation: towards equality, an intersectional queer feminist, a social activist, queer rights activist, storyteller and a poet, was attended by an overwhelming number of students from the college and a large number of teaching faculty.



## International Women Day celebration, 2023

Date: 8/3/ 2023

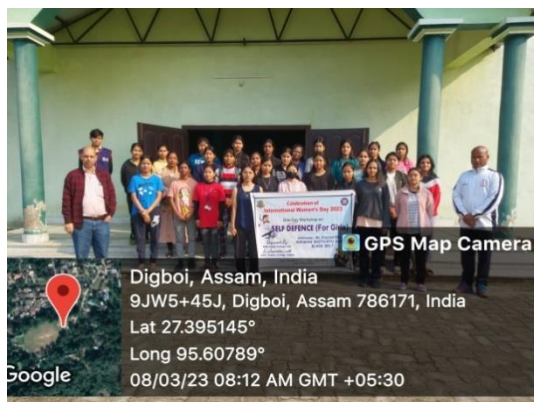
Digboi College Women Welfare Cell (DCWWC) in association with IQAC, Digboi College had organized a free medical health check-up camp, exclusively for the female students of the college, to mark the occasion of International Women's Day, 2023. The camp was led by Dr. Swatilekha Karmakar (OBGYN) of IOCL Hospital, Digboi and Dr. Suhashish Mukherjee, Medical Officer (OBGYN) of CHC Digboi. More than 60 students were prescribed medicines and consultation was offered following check-ups.



## One day Workshop on Self Defence

**Date: 8/3/2023**

On International Womens' Day, NSS Unit, Digboi College organised a workshop on Self Defence for Girls from 6:00 am to 8:20 am on 08/03/2023 at college auditorium. About 40 Girls students took active participation in the workshop. Promod Bhuyan, Kofukan Shotokan Shotokan Karate Black Belt, was the instructor of the programme. Basics on self defence have been demonstrated amongst student's safety measures during the Workshop.



**Performing Gender Audit for the session 2022-2023.**

**Participating in Gender audit of UGC Sakshyam.**

# *Gender Audit Report*

## *2022-2023*



**Digboi College**

**Digboi, Assam**



**Prepared By**

Gender Audit Committee

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Gender audits are a technique for gender mainstreaming that assists comprehending gender patterns in their organizational culture, human resource management, composition, structures, and processes, as well as in the creation and provision of policies and services. They also aid in evaluating how management and organizational performance affect gender equality inside the institution. Gender audits highlight important gender gaps and difficulties and offer suggestions for how to close them through innovations and improvements. They also create a baseline against which progress may be tracked over time.

#### **Significance of Gender Audit:**

- In gender Audit it is a necessary to find out whether internal practices and policies of the system are working for gender mainstreaming and effective for Gender Equality.
- To monitor and assess the progress of reducing gender discriminations in the institution.
- Identifying critical gaps and challenges about Gender Equality and establishing a baseline for Gender Equality.
- Suggesting new strategies and policies for Gender balance It is a participatory tool and process base on methodology adopted by institution to promote healthy and harmonious environment about gender in the policies, programmes and structure of the institution. In our institution we have conducted Gender Audit to identify the policies of institute are safer for all genders. The audit process involves collection of data, analyzing policies, programmes and data to assess the extent of Gender Equality and balance.

#### **Objectives of Gender Audit:**

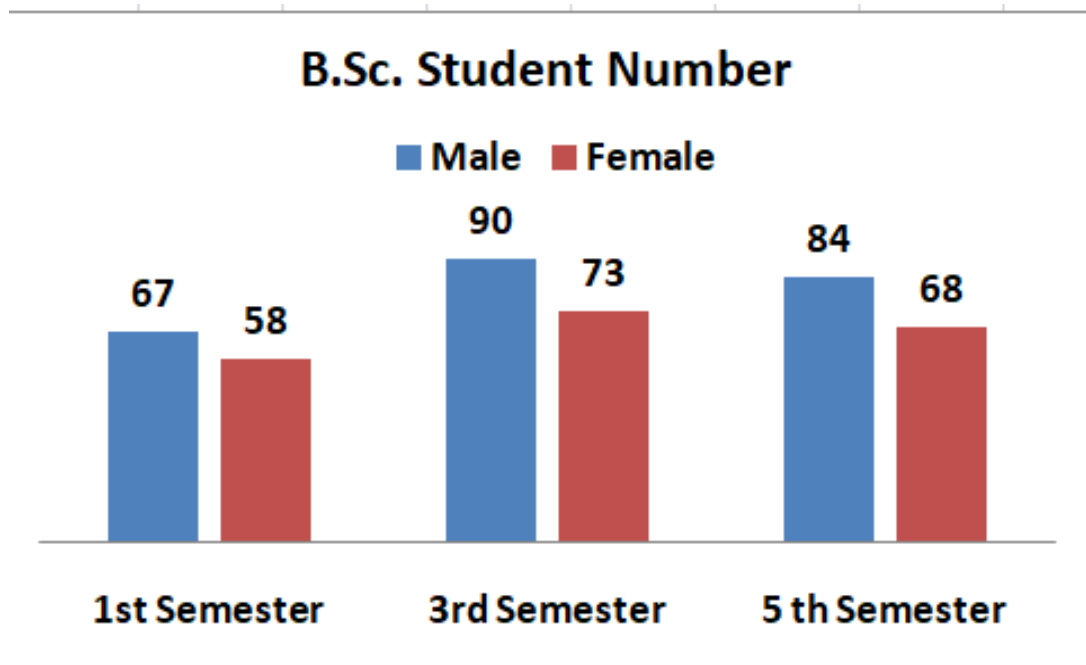
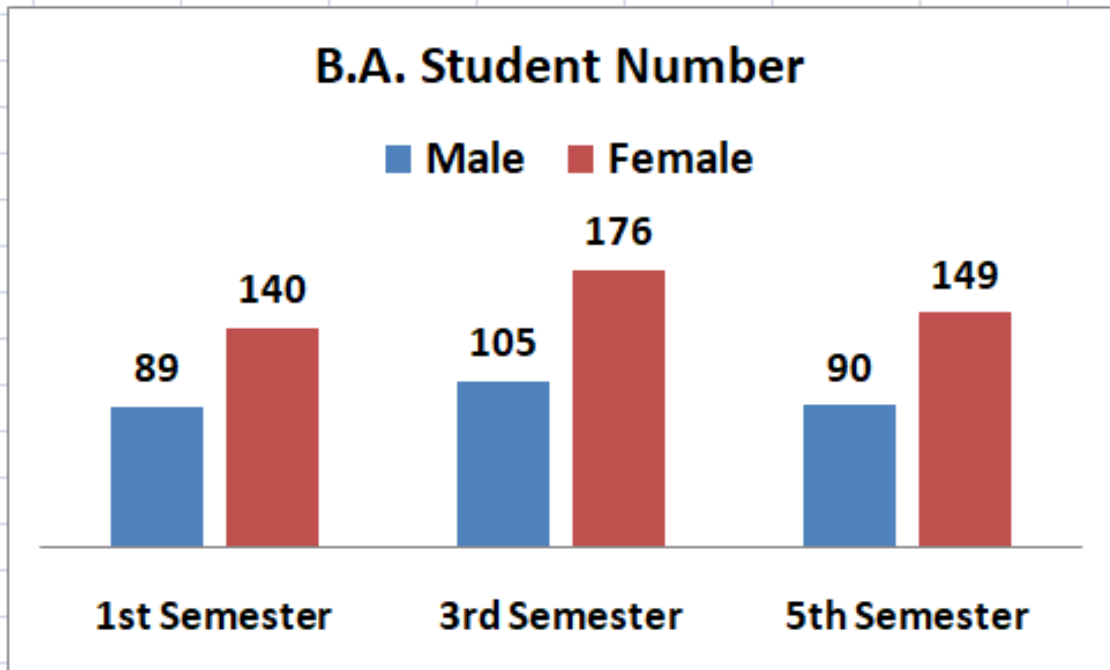
The primary goals of the Gender Audit are as follows:

- a) To learn about the gender balance inside the organization
- b) To learn about gender perception in the institution
- c) To reflect and develop gender-related action plan.

## **Features and Initiative of College for Gender Sensitization**

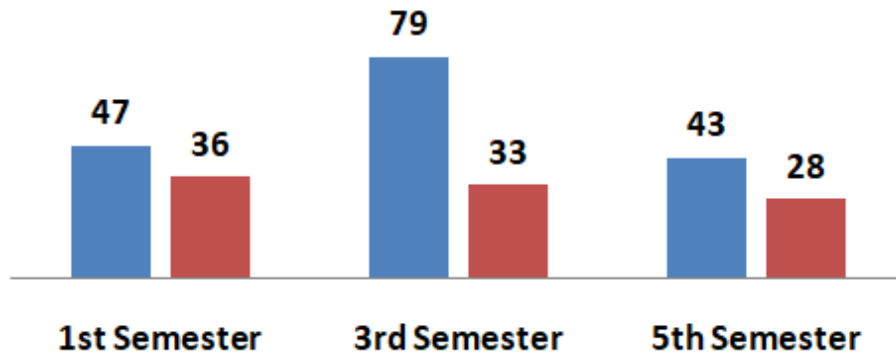
### **A. Gender Balance in Enrolment at Graduation and Post graduation Level:**

Digboi College is a reputed institution for co-education and discipline. Students' strength is increasing continuously. In Arts stream in all three semesters, female percentage is more (almost 60%) than male. In Science stream, in all semesters male percentage is 50 % above. In Commerce, male percentage is more than female. In B.Voc. in first and third semester t In P.G. courses, first semester male female student ratio is 1:1 e percentage is almost equal, however, in fifth semester percentage of male is 76.93 %. In P.G. courses, first semester male female student ratio is 1:1, whereas female percentage (63 %) is more in third semester. In the following graphs gender proportion of students is shown.



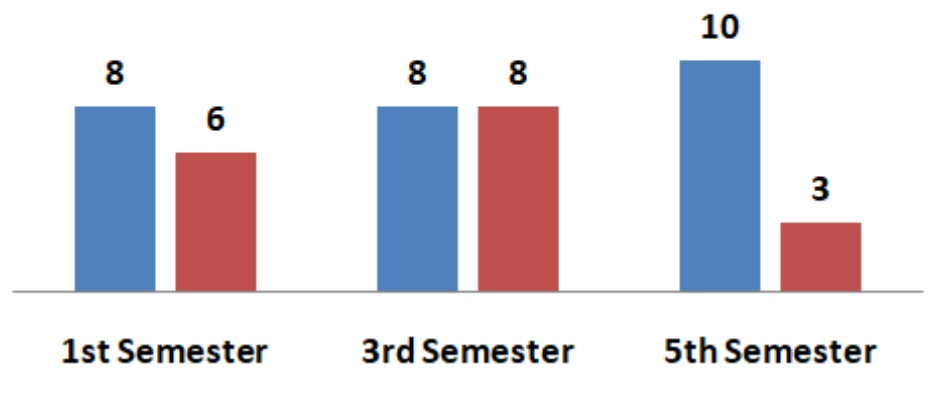
### B.Com. Student Number

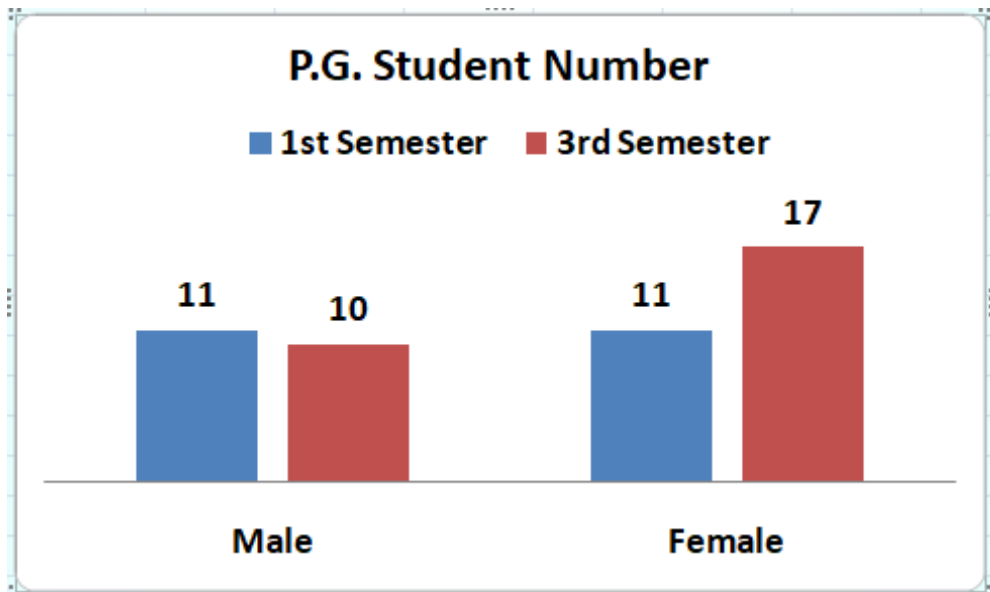
■ Male ■ Female



### B.Voc. Student Number

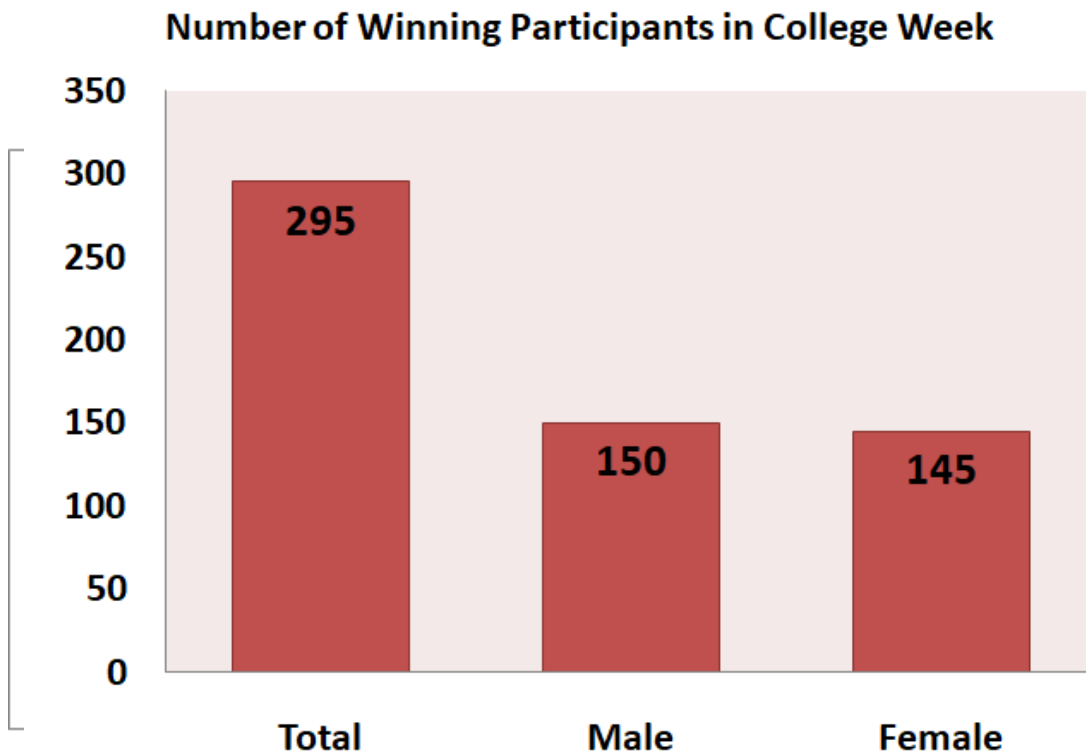
■ Male ■ Female





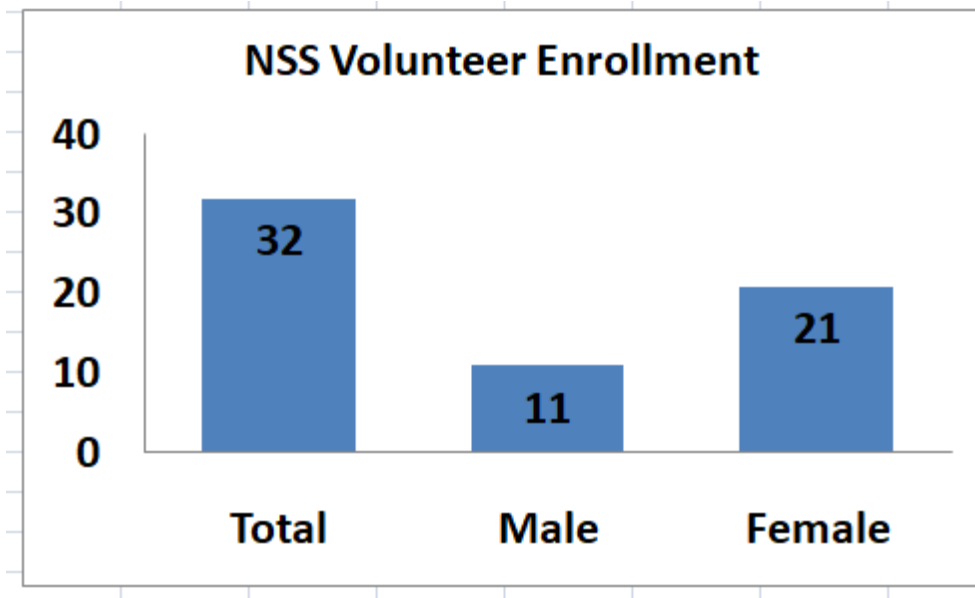
**B. Gender Balance in the winning participants in Digboi College Week:**

Both the genders boys and girls are equally participated in the various competitions of Digboi College week. However, among 295 prizes, 150 are begged by male participants while 145 are begged by females excluding the General games.



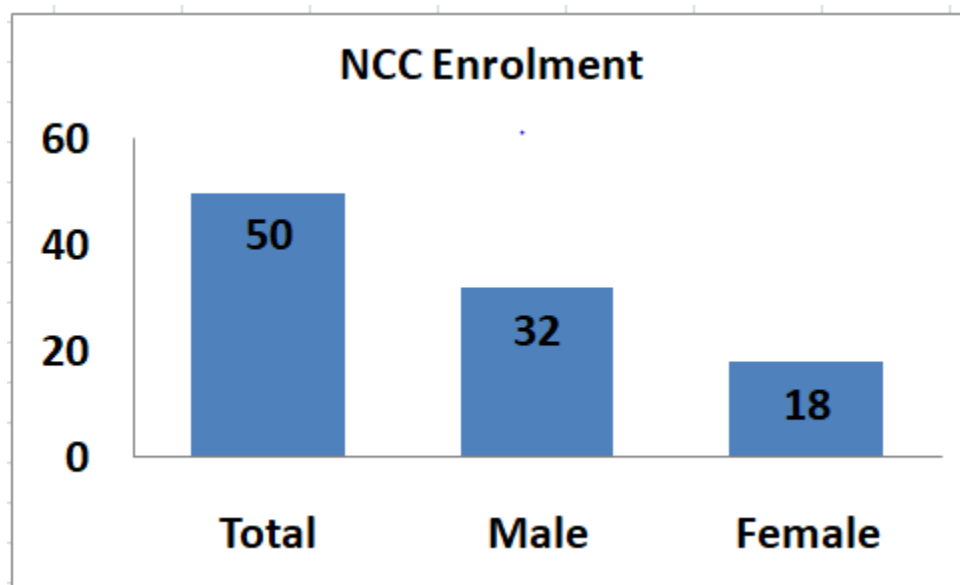
### **Gender Balance in NSS (National Service Scheme) Enrolment:**

In the year 2022 enrolment 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.



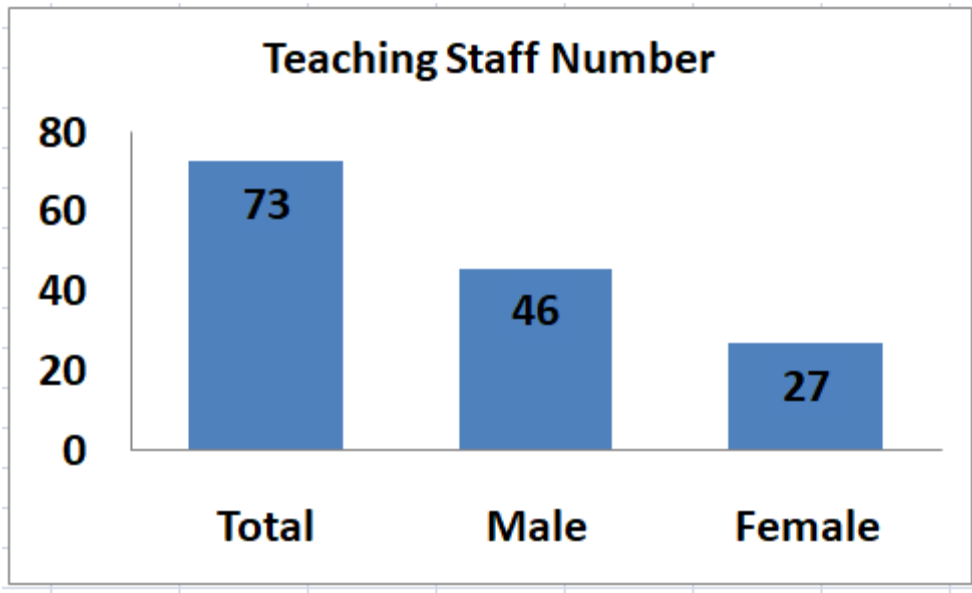
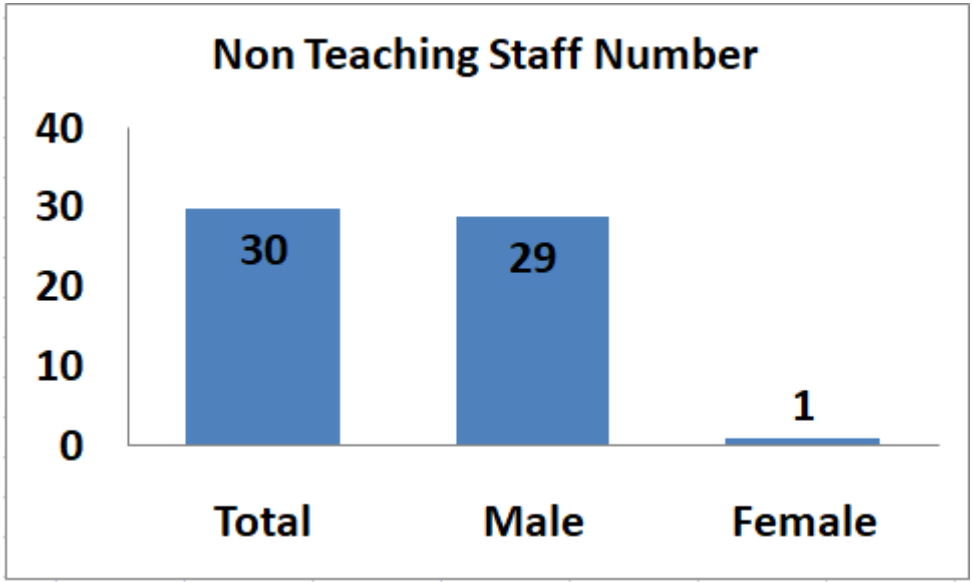
### **C. Gender balance in NCC unit, Digboi College:**

In the year 2022-2023, out of total 50 NCC Enrolment, male percentage is more than female.



**D. 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. In teaching staff, number of male is more than females.



**Conclusion:**

The study demonstrates that all of the college's policies and programs include gender equity goals and objectives. The Gender Audit Team found that the college's administration and employees support gender equality and gender sensitivity, and they exhibit gender-sensitive behavior. The college is considered to have many advantages and chances for creating a positive gender balance. Changes in value structure might be made gradually to address the vulnerabilities. There are undoubtedly more girls enrolling from all societal segments and there are no concerns about gender issues. With its strong resolve and dedication to gender equity, the College would undoubtedly leave its mark in.