

GENDER AUDIT

2018-2023



**PANDIT DEENDAYAL UPADHYAYA ADARSHA
MAHAVIDYALAYA**

DALGAON :: DARRANG :: ASSAM

GENDER BALANCE AT GRADUATE LEVEL

PDUAM, DALGAON

Principal
P.D.U.A. Mahavidyalaya
Dalgaon, Darrang

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Gender Audit, PDUAM, Dalgaoon (2018-2023)

PREFACE

Equal rights, responsibilities, and opportunities for advancement are hallmarks of gender equality. The significance of gender equality as a human right goes beyond its status as a global issue. For sustainable developments in all spheres of society, including the workplace, family life, and education, gender equality is crucial in the modern era. The development of leadership qualities and professional skills can be facilitated for both male and female professionals by raising awareness of gender issues, creating a conducive environment to address gender-related issues, and putting legal frameworks pertaining to workplace equality into action. By fighting oppression, dominance, and exploitation at work and in other pertinent contexts, women will be able to better represent themselves. To be truly gender equal does not mean that women should only have equal status in the workforce or that they should be empowered. Instead, equal ability and participation in a variety of tasks, such as using new skills and technology, participating in committees that make decisions, and making an equal contribution to the overall development of the places where they work, should be the reflection of it. The Gender audit of PDUAM, Dalgaoon was conducted to find out whether the different aspects and areas of work in the campus are having a gender balanced distribution of representation and responsibilities. During the audit process, the participants, i.e. the students, teaching and non-teaching staff of the college has been selected and an analysis was made whether the college has been successful in maintaining a gender friendly environment in the campus.

Gender Audit Committee

Convenor: Dr. Nurjahan Begum, Assistant Professor, Department of English


Members:

Bhushita Medhi, Assistant Professor, Department of Assamese

Sengpan G. Singpho, Assistant Professor, Department of Botany

Porosha Sonowal, Assistant Professor, Department of English

Tamrapali Rajknowar, Assistant Professor, Department of Assamese


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About the college

Pandit Deendayal Upadhyaya Adarsha Mahavidyalaya, Dalgaon, Darrang is a Govt. Model college affiliated to Gauhati University established in 2017. The college offers co-education with a full-fledged three years degree courses B.Sc (Botany, Chemistry, Computer Science, Mathematics, Physics and Zoology). The college is situated in a rural and in a minority dominated area.

The students admitted in the college have lesser access to resources and opportunities due to the social structures which act as inhibitors to access. To overcome this challenge, the college has given privilege and opportunities to the girl students; apart from loops in the infrastructure of the college building, a Girls' Common Room is provided and special attention has been paid to the girls. The college always concentrates on the students' qualitative performance along with their overall performance. Observing the gender equality, our college has strong Women Cell, which actively takes part in all aspects for overall personality development of the students and also by conducting extension programs.

OBJECTIVES:

1. To know about the gender balance in the college.
2. To know about the gender perception in the college.
3. To conduct various awareness activities relating to social aspects and life skills.
4. To encourage the growth of gender equality in all aspects.
5. To create a congenial atmosphere and prohibition of gender discrimination in the workplace.

GENDER BALANCE WITHIN THE INSTITUTION:

Gender balance is 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 staffs in the institute. The number of the female students in the institute is according to the opportunities due to the social structures which act as inhibitors to access. The admission process of the college is open for enrollment of the students on merit basis irrespective of their gender and thus offers a choice-based education for all. Equal facilities such as separate washroom and toilet facilities for boys and girls, playground for sports, reading room in library etc. are provided for both male and female students. Besides, the student members of the NSS unit of the college are comprised of both boys and girls and are actively involved in social and extension activities. Occasionally training programmes are conducted for the students to make them more responsible in their designated duties. Yoga and meditation camps are also organized for the mental wellbeing of the students. The college makes special efforts to sensitize the students regarding quality performance and overall personality development by inviting eminent personalities from different fields for motivational lectures. The college has Disciplinary Action Committee, Anti-Sexual Harassment Committee, Anti-Ragging Committee and Students' Grievance Redressal

Cell etc., which are constituted with members from the teaching staff. They monitor and take actions for timely redressal of grievances of the students. In the field of cultural activities and sports, equal participation of both boys and girls are an encouraging sign for the development of their physical and mental health.

FACILITIES FOR STUDENTS:

The following basic amenities are available for the students—

1. Unique ID is provided to all the students for their identification
2. Parking Zones-separate bike and bicycle stand is available for the students
3. Drinking water is available for the students
4. Separately demarcated Waste Management Facilities-4
 - For plastic (Yellow colour)
 - Paper (Green colour)
 - Glass (Blue colour)
5. Canteen facilities for students and faculties-1
6. Periodic medical check-up facility and first-aid facility
7. CCTV camera for different points covering the campus
8. A separate Girls' common room with facilities like wardrobe, dressing table, magazines, Pad Bank (sanitary pad), vending machine, drinking water etc.
9. Access to sports facilities for indoor and outdoor games for both boys and girls
10. Separate washroom facilities for staff and students
11. Guardian meetings held periodically
12. Wall magazine provisions for all students of different departments
13. Central Library is equipped with textbooks, reference books, magazines and newspapers.
14. Well-equipped computer laboratory with 18 computers
15. Smart classroom facility-1
16. Complaint/suggestion box provided for students
17. Equipment for gymnasium are available for students.
18. Health camp and check-ups are organized such as
 - Blood Donation Camp
 - BMI check-up camp
 - Health & hygiene for girl students
19. Training session and awareness programme organized for members of NSS
20. Workshops and webinars for students
21. Mentoring programme for students
22. Career Counseling Cell organizes career advancement programmes
23. Internal Committees for Student's welfare

- Career Counseling Cell
- Grievance Redressal Cell
- Anti-Sexual Harassment Committee
- Anti-Ragging Committee
- Women Cell
- Alumni Association

24. Awareness programmes specially conducted for girl students

- Health talks on Menstrual Hygiene and Adolescent Health by invited doctors
- Awareness on Health & Hygiene
- 2-Minutes Act on Gender Equality
- Talk on Role of Physical Fitness and Balanced Diet on Women's Health by invited Fitness Instructor
- Legal Awareness Programme on Sexual Harassment by invited advocate

GENDER RATIO:

- i) *The data of the male and female students enrolled in the institution in the last five years are as follows:*

Year	Programme	Course	Students Admitted	Male	Female	Female Percentage %
2018-2019	UG	BSc	182	124	58	31.1
2019-2020	UG	BSc	263	172	91	34.6
2020-2021	UG	BSc	263	174	89	33.8
2021-2022	UG	BSc	313	218	95	30.3
2022-2023	UG	BSc	312	217	95	30.4


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ii) Gender balance among the employees

In regard to the teaching fraternity, it can be seen that it has a good no. of female faculties in the college.

A) CATEGORY A (TEACHING)

Year	Teaching Staff	Male	Female	Female Percentage (%)
2018-2019	17	7	11	64.7%
2019-2020	22	9	14	63.6%
2020-2021	26	11	15	57.7%
2021-2022	28	13	15	53.5%
2022-2023	28	13	15	53.5%

B) CATEGORY B (NON-TEACHING)

Year	Total	Male	Female	Female Percentage (%)
2018-2019	17	12	5	29.4%
2019-2020	16	12	4	25%
2020-2021	16	12	4	25%
2021-2022	15	11	4	28.5%
2022-2023	15	11	4	28.5%


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GENDER EQUALITY MECHANISM:

There is various mechanism adopted in the college to supervise the gender equality. The college have different Cell such as Women Cell, Grievance-Redressal Cell, Anti- Sexual Harassment Cell, Internal Complain Cell, Anti-ragging Committee and Disciplinary Action Cell.

GENDER SENSITIZATION INITIATIVES:

YEAR	NAME OF THE PROGRAMME	ORGANIZED BY	DATE/ DURATION
2021	Awareness program on Women Health and Hygiene	WOMEN CELL	20/09/21
2021	Literacy program for Uneducated women in nearby locality	DEPARTMENT OF ASSAMESE	06/10/21
2021	Awareness program on Women Health and Hygiene	WOMEN CELL	04/01/21
2022	Awareness programme on the topic" Malnutrition and Women"	RESARCH, EXTENSION AND INNOVATION CELL	14/02/22
2022	Awareness on Women Health and Hygiene in Rowmari	NSS UNIT	30/01/23
2023	Awareness on the International Day Against Drug Abuse & Illicit Trafficking	DEPT. OF ZOOLOGY	26/06/23
2023	Awareness on Women Health specially on Anemic Detection and Hypertension	WOMEN CELL	27/07/23



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MAJOR FINDINGS:


- The enrollment of students fluctuated during the period 2018-2023 representing an increase in the year 2021-2023 compared to the previous years.
- By and large, the Girls' enrollment registers and remains almost stable in comparison to their male counterparts during the entire period.
- The number of drinking water points is inadequate for the students.
- Access to smart classroom facilities is inadequate as compare to the number of students.
- Girl students' enrollment ratio is yet to be increased.

SUGGESTIONS:

- For convenience of the students, adequate number of drinking water points need to be installed.
- For easy and convenient access to wash basins, some wash basins needs to be available.
- Access to smart classroom facilities should be expanded.
- Boys' common room provision should be made.
- Adequate facilities for Girls' common room are required.
- Adequate number of sports equipments is required.
- Awareness programme on legal rights should be conducted more frequently.
- Conducting programmes on gender equality to sensitize the students.

CONCLUSION

The Gender Audit sheds light on the functions performed by the college's key committees, cells, and bodies from 2018 to 2023. The progress and accomplishments of both students and teachers are listed in the report. However, the audit notes the weakness affecting the college. The college administration has offered its complete assistance and collaboration in bringing the plans and programs to fruitful completion. The authorities are working to meet the needs that are currently present within the campus.


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