



GENDER AUDIT REPORT

(An IQAC initiative)

GOLAGHAT COMMERCE COLLEGE
JYOTINAGAR, GOLAGHAT
(Affiliated to Dibrugarh University)

2020-2021

PREPARED BY

GENDER AUDIT COMMITTEE
&
WOMEN'S CELL

PRESENTED TO

Principal
Golaghat Commerce College

GOLAGHAT COMMERCE COLLEGE

JYOTI NAGAR, GOLAGHAT, ASSAM -785621

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Prepared by:

Gender Audit Committee

&

Women's Cell

GENDER AUDIT COMMITTEE

1. Dr. Nabami Gogoi, Co-ordinator
2. Dr. Biman Arandhara, Member
3. Mr. Atul Kumar Das, Member
4. Dr. Rinki Das, Member
5. Ms. Himadri Gogoi, Member
6. Ms. Swadhinata Gogoi, Member
7. Ms. Sangita Das, Member
8. Dr. Priyanka Bharali, Member
7. Dr. Papari Nayak, Member

ACKNOWLEDGEMENT

We express our gratitude to the Internal Quality Assurance Cell (IQAC) of Golaghat Commerce College for providing us an opportunity to conduct a Gender audit on our college campus. We are also thankful to the Principal, Golaghat Commerce College for the freedom provided to conduct the audit the way it should be. We thank all the teachers and non-teaching staff of the college for their contribution towards conducting the survey.

Signed by:



Coordinator
IQAC
Golaghat Commerce College

Dr. Pranjal Pratim Dutta

**Coordinator, IQAC
Golaghat Commerce College**



Dr. Nabami Gogoi

**Convenor, Gender Audit Committee
and**

**President, Women's Cell
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Ms. Himadri Gogoi
**Secretary, Women's Cell
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Golaghat Commerce College**

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INTRODUCTION

Since its inception in 1972, Golaghat Commerce College has accorded overriding priority in promoting gender equity in the college campus and beyond. The college believes that a gender just campus can be built through continuous and sustained approaches focused on conversations on gender, awareness about rights and facilitating institutional support to empower young people. Hence, the college has been taking initiatives to foster social and economic empowerment of women through its policies and programmes. The Gender Audit of Golaghat Commerce College is an attempt to examine the activities of the college from a gendered lens and identify strengths and weaknesses in promoting gender equality issues. The Gender Audit tries to assess the relative progress made in gender mainstreaming and identify ways to create a more conducive academic environment for all genders.

Objectives of the Gender Audit exercise:

- To identify gaps and challenges and recommend suggestions for addressing them.
- To know the existing perceptions on Gender
- To establish gender parity in college policies and programs.
- To create a Plan of Action

Methodology:

The audit process involved 1. Collecting data on gender wise composition of students (UG & PG), teaching staff, non-teaching staff 2. Collecting data on gender wise students' involvement in NCC, NSS and Sports 3. Surveying teaching staff to understand their perceptions regarding gender equality in the organization and programs. 4. Documenting the findings and sharing the results with the principal of the college for implementation of the recommendations.

FACILITIES ON CAMPUS

1. **Safe Campus:** To ensure security and safety, a **Security Personnel** has been deployed at the main entrance to monitor people during the day. **Two-night watchmen** keep vigil over the campus at night.
2. **Parking Facilities:** Well-maintained parking facility of two-wheeler and four-wheeler are available for girls, boys and the staff. A separate Green Parking space exists for parking bicycles.
3. **Separate Reading Rooms:** **Male** and female students have separate reading rooms in the library, which has been designed taking into consideration the requirement of the readers. It also helps to maintain discipline and order in the library.
4. **Girls/Boys Common Room:** There are separate common room facilities for boys and girls in the college which are adequately spacious. The girl's common room is equipped with reading materials, sanitary napkin vending machine, incinerator, water purifier, looking glass as well as two attached washrooms.
5. **Washroom Facility:** Separate girls and boys washrooms exist in the college with ample supply of water and regular cleaning. It is supplemented with separate washrooms for the female and male teaching as well as non-teaching staff.
6. **Hostel Facilities:** The College provides hostel facilities separately for both boys and girls. Such hostels operate under the supervision of a warden appointed by the college authority. Special attention is paid in security aspects of these hostels.
7. **CCTV:** CCTV cameras have been installed on every floor and in each class to look after the security aspect as well as management of the college. These have been installed in corridors, library, reading rooms, ground and office and exam department.
8. **Leave facility:** The institution provides its teaching and non-teaching staff members various leave facilities such as Maternity Leave and Child Care leave.
9. **Day Care Centre:** The college runs a Day Care Centre in the campus with the objective of providing day care facilities to the children of staff as well as visiting guests.
10. **Restroom and Washroom for Divyangjan:** Special washroom and restroom facility is available for Divyangjan users.

11.Library: The college has a stock of about 18,600 text-books and reference books and more than 50 newspapers and periodicals. The library has ample amount of seating space for both boys and girls.

PHOTOS OF FACILITIES

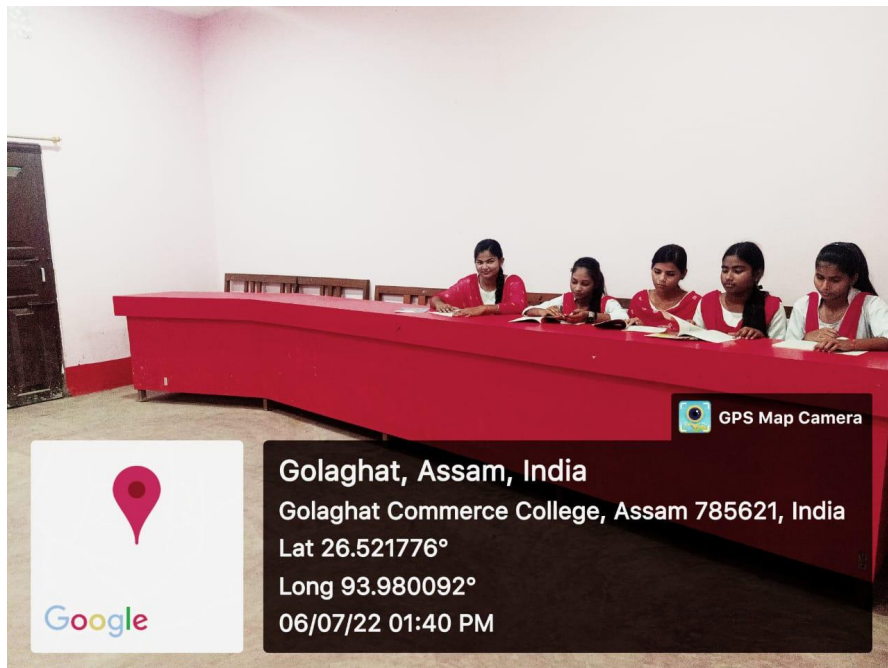


Image: Girls' Common Room



Image: Women's Hostel



Image: Incinerator and Sanitary Napkin Dispenser

FEATURES AND INITIATIVES OF COLLEGE FOR GENDER SENSITIZATION

Gender Sensitization in College Bodies

The College judiciously focuses on observing gender sensitive aspects in its operational system. Under the aegis of the Principal of the college various Committees and Cells such as Sexual Harassment Committee, Anti Ragging Committee, Women's Cell and Grievance Redressal Cell operates catering to the needs of all stakeholders irrespective of their gender.

❖ Anti-Ragging Committee:

The college has an active Anti-Ragging Committee headed by the Principal of the college. The committee consists of representatives of faculty members, parents, students belonging to the fresher category as well as seniors and non-teaching staff. It monitors the anti-ragging activities in the institutions, considering the recommendations of the Anti-Ragging Squad and initiates appropriate decision, including spelling out suitable punishments to those found guilty as per statutory guidelines. The committee takes measure to display penal provisions for ragging at different locations around the campus.

❖ **Sexual Harassment Committee:**

This committee has been constituted in the college to address any sexual harassment complaints from students, teaching and non-teaching members and takes immediate and necessary action to control the situation. The college has a zero-tolerance policy towards any such transgression. The committee organizes awareness programmes to sensitize stakeholders on sexual harassment to provide a safe and conducive work and academic environment to students and its employees.

❖ **Grievance Redressal Cell:**

The Grievance Redressal Cell (GRC) aims to look into the complaints lodged by any student and redress it as per college policy. The committee aims at solving the grievances of the students within stipulated time. Grievances can be submitted to the committee members directly or online through the college website.

❖ **Women's Cell**

The Women's Cell of Golaghat Commerce College works to prepare and capacitate young people with appropriate perspective, attitudes and skills to work towards creating gender just spaces in the institute and the society at large. The women cell carried out various activities like organizing FDP and webinar, celebration of International Women's Day, gifting plants and plant containers to the college, launching Newsletter named Influencer, etc. in the session 2020-21.

❖ **National Cadet Corps Unit for Girls:**

The college has an N.C.C. unit for the students. It provides training in N.C.C.(Girls) under the guidance of N.C.C. Officer Lieutenant Mrs. Meghali Saikia. The unit seeks to lay out a fitting environment that actuates the girls to take up a career in the Armed Forces. Many of the girl cadets of the N.C.C. unit have participated in the Republic Day Parade in New Delhi and in various National and Regional camps. The cadets have also participated in various extended activities such as awareness camps and adventurous activities in order to prompt social responsibility, team spirit and confidence. The total strength of girls' cadet is 50.

❖ **National Service Scheme Unit for Girls:**

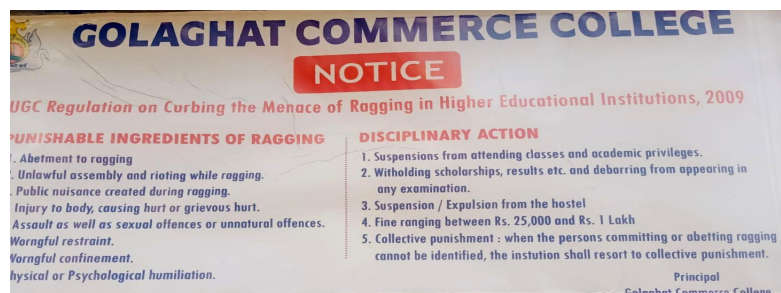
The college has an NSS wing under Dibrugarh University which caters to the needs of the students in the field of social service. The unit proffers a platform wherein a sense of

connivance is developed among the students towards nation building. In 2020, activities such as health camps and cleanliness drives have been carried out by the volunteers to generate awareness and stimulate the students and the people in general. The N.S.S. unit of the college has 120 volunteers out of which 15 are girls.

➤ **Academic Research Committee:**

The Research Committee sits from time to time in order to discuss different matters relating to different research topics of teaching staff and to encourage the undergraduate students to get engaged in research works. The Committee recommends different research topics for Major/ Minor Research Projects after verifying the project. Students and Teachers, irrespective of their gender are encouraged to visit different places in order to collect necessary information for preparing Project Works. An international level peer-reviewed research journal, *Research Promoter* is published annually to cater to the research needs of the students as well as faculty members.

Penal Provisions of Ragging displayed in the campus



Grievance Redressal Cell Meeting Minutes

MINUTE OF MEETINGS AND PROCEEDINGS OF GRIEVANCE REDRESSAL CELL

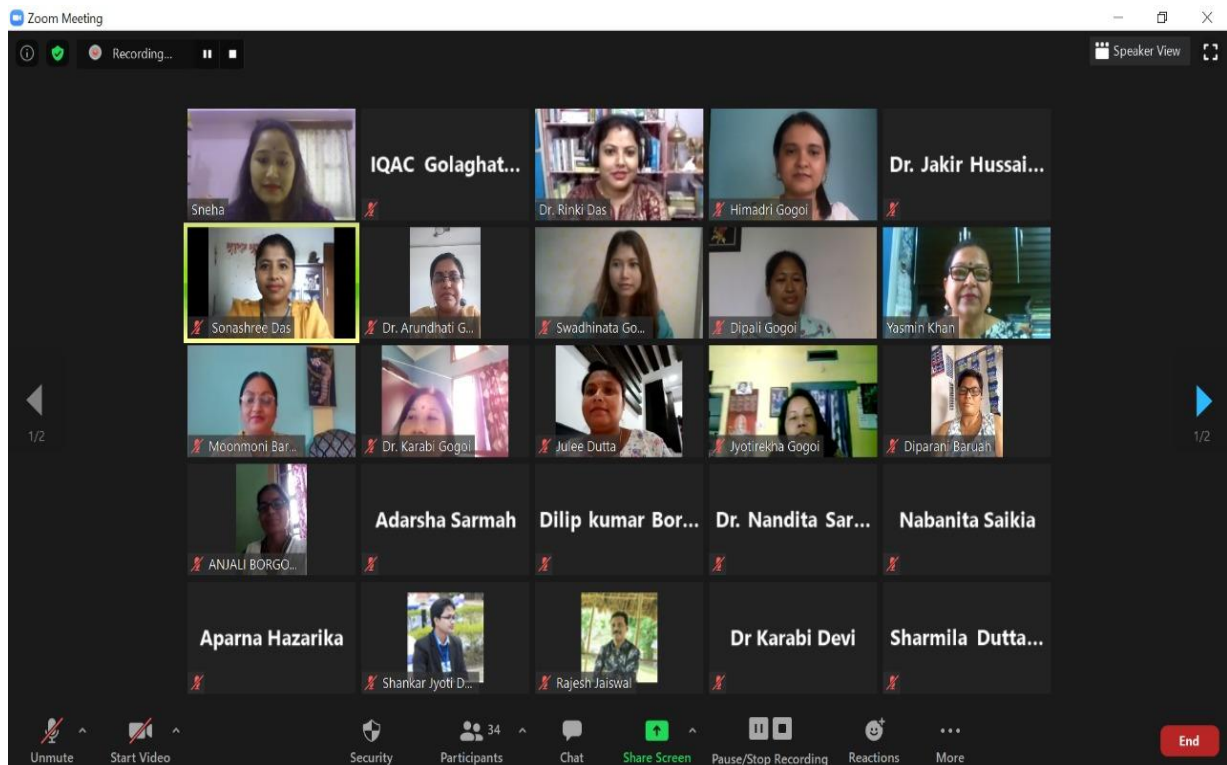
SL. NO.	MEETING DATE	TIME	VENUE	MINUTES
1	21/10/2017	2.00 PM	Principal's Chamber	Meeting regarding the Non-Collegiate and Dis-Collegiate issues appealed by students.
2.	26/02/2019	1.00 PM	Principal's Chamber	Meeting to resolve students conflict relating to personal issues.
3.	06/11/2020	11.00AM	Rana Tamuly Auditorium,	Awareness Programme on Anti Ragging measures and student related issues.
4.	27/09/2021	1.00PM	Vice-Principal's Chamber	Meeting to resolve students conflict relating to personal issues.
5.	12/11/2021	2.00PM	Conference Room	Meeting to discuss the initiatives and future course of actions by the cell.
6.	22/11/2021	10.00AM	Principal's Chamber	Meeting to resolve students' personal conflicts.
7.	23/11/2021	2.30PM	Vice-Principal's Chamber	Meeting to resolve students' Union Body grievances.
8.	09/12/2021	12.00PM	Conference Room	Meeting to discuss about the arrangement of the Awareness programme on HUMAN RIGHTS DAY.
9.	04/04/2022	1.00PM	Conference Room	Meeting to discuss the initiatives and future course of actions by the cell.

Gender Sensitization Programmes organized during the session 2020-21

1. One-week National level FDP on “Suffering and Survival: The role of Women during COVID19” was conducted by the women cell and in collaboration with IQAC, GCC from 7th September to 12th September, 2020.



Resource Person: Prof. Swapnali Borah





THEME: "Suffering and Survival: The Role of Women during COVID19"

Organised by: Women's Cell, Golaghat Commerce College in Association with IQAC, Golaghat Commerce College.

About the FDP: A Faculty Development Programme titled "Suffering and Survival: The Role of Women during COVID-19" was held from 7th to 12th September, 2020. The objective of the programme was to look into the COVID-19 Pandemic from a gendered lens. While all the vulnerable sections of society have faced unprecedented challenges in the pandemic filled months, the problems have compounded for women. Experts from different arenas examined how the Corona virus mayhem has exacerbated existing inequalities in society. Participants shared their anecdotes on combat strategies, victories and losses.

Details of the Resource Person with Topics of Discussion:

DAY 1: Ms. Rahimunnisa Begum, M.Com, LL.M, M.HRM, Advocate and Academician, Vishakhapatnam, Andhra Pradesh, India.

Topic Discussed: "Domestic Abuse and Violence during COVID19 Lockdown: Legal Safeguards."

DAY 2: Prof. Alpana Borgohain, M.A, Ph.D, Department of Women's Studies, Gauhati University, Assam, India.

Topic Discussed: "COVID 19 and Frontline Women Health Workers."

DAY 3: Prof. Daisy Bora Talukdar, M.A, Ph.D, Department of Education, Dibrugarh University, Dibrugarh, Assam, India.

Topic Discussed: "Covid-19 and Persons with Disability: New Perspectives in Gender Research"

DAY 4: Prof. Swapnali Borah, MSc, Ph.D, HOD, Family Resource Management, Central Agricultural University, Tura, Meghalaya, India.

Topic Discussed: "Impact of Sedentary Behaviour in terms of Physiological and Psychological Stress"

DAY 5: Mrs. Yasmin Khan, M.A, Associate Professor and HOD, Department of English, CKB College, Teok, Jorhat, Assam, India.

Topic Discussed: "Psychological Impact of Covid-19 on Women and Girls".

DAY 6: Dr. Nupur Kohli, Healthcare Leader, Advisor, Speaker, Author, UNICEF NL-Supervisory Board, Curator WEF Global Shapers Ams, (Med) Doctor, The Randstad, Netherlands.

Topic Discussed: "Work Life Balance: Women vs. The Pandemic"

ORGANISING COMMITTEE OF THE FDP:

Advisory Body:

- Mr. Paresh Saikia, Principal i/c, GCC (2020)
- Mrs. Moonmoni Baruah, President, Women's Cell, Golaghat Commerce College
- Dr. Jiban Jyoti Kakati, IQAC Coordinator, GCC (2020)

Convenor: Dr. Rinki Das, Secretary Women's Cell, Golaghat Commerce College

Assistant Convenor: Ms. Himadri Gogoi, Asst. Secretary Women's Cell, Golaghat Commerce College

Technical Executive Members:

- Ms. Sonashree Das, Assistant Professor, Department of Accountancy, Golaghat Commerce College.
- Mrs. Sneha Hazarika, Assistant Professor, Department of HRM, Golaghat Commerce College.
- Ms Swadhinata Gogoi, Assistant Professor, Department of English, Golaghat Commerce College.
- Mr. Harmeet Singh, Assistant Professor, Department of Commercial Law, Golaghat Commerce College.



3. National Webinar on “Skilling the Youth for a Digital Future” held on 9th August, 2021 Women’s Cell, Golaghat Commerce College in collaboration with IQAC, Golaghat Commerce College and the Global Education and Leadership Foundation J/A India (Tgelf/JA India x Microsoft)

**NATIONAL WEBINAR
ON
SKILLING THE YOUTH FOR A
DIGITAL FUTURE**

**ORGANISED BY
WOMEN'S CELL
GOLAGHAT COMMERCE COLLEGE**
IN COLLABORATION WITH
**IQAC, (GOLAGHAT COMMERCE COLLEGE)
AND
THE GLOBAL EDUCATION & LEADERSHIP FOUNDATION/JA INDIA**

Microsoft

tGELF/JA India x Microsoft

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- More resources for students, job-seekers and Women in IT.

Resource Persons

Dinu Raheja, Executive Director, LEAD, tGELF
Bibhu Mishra, Head, Programmes, LEAD, tGELF

ORGANISERS

Dr. Utpal Sarma Principal, Golaghat Commerce College	Moonmoni Baruah President, Women Cell Golaghat Commerce College
Dr. Pranjal Pratim Dutta Coordinator, IQAC Golaghat Commerce College	Dr. Rinki Das Coordinator & Secretary, Women Cell Golaghat Commerce College

&
All the members of Women Cell, GCC

9th AUGUST 2021, MONDAY, TIME 4:00 PM
PLATFORM: GOOGLE MEET AND YOUTUBE

E-CERTIFICATE WILL BE GIVEN TO THE PARTICIPANTS

Women’s Cell, Golaghat Commerce College in collaboration with IQAC, Golaghat Commerce College and the Global Education and Leadership Foundation J/A India (Tgelf/JA India x Microsoft) hosted a National Webinar titled “Skilling the Youth for a Digital Future” on 9th August, 2021, from 4 PM to 5PM on Google Meet platform. The target audience were the students of various colleges of Golaghat district. The Resource Person of the Webinar, Dinu Raheja, Executive Director, LEAD and Mr. Bibhu Mishra, Head, Programmes, LEAD spoke about the mission of Tgelf which is to prepare the next generation of leaders to be able to act as ethical global citizens and entrepreneurs in the face of the world’s most daunting challenges. They introduced some courses which will help students to learn entrepreneurial skills and hone their creative talents. About hundred (100) students from the colleges of

Golaghat participated in the programme which was live streamed on You Tube. E Certificates were provided to the registered participants.

4.Talk on “Sexual Harassment: Prevention, Prohibition and Redressal” organized by Sexual Harassment Against Women committee and Women’s Cell on 11th December, 2021

Report On a Talk

“Sexual Harassment: Prevention, Prohibition and Redressal”

Organized by:

Sexual Harassment against Women committee and Women’s Cell, Golaghat Commerce College, Golaghat, Assam

Date:11/12/2021

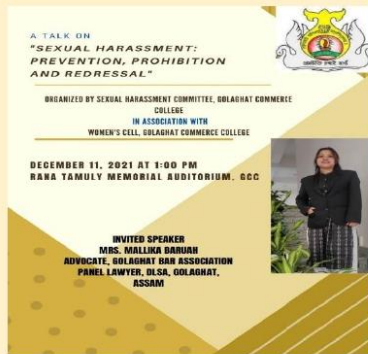
Time:1 PM

A talk on sexual harassment titled “Sexual Harassment: Prevention, Prohibition and Redressal”, jointly organized by Sexual Harassment Committee and Women’s Cell was held at Golaghat Commerce College on 11th December, 2021. Mrs. Anamika Hazarika, Coordinator of Sexual Harassment Committee, Golaghat Commerce College gave the welcome address. Mrs. Hazarika in her speech said that sexual harassment refers to any form of offensive behavior or unwanted physical, verbal or nonverbal conduct and it is not directed to any particular gender, it can happen to anyone irrespective of their gender affiliation. Therefore, it has become imperative to be aware of sexual harassment and how such behaviours can be prevented at our working environments. Stating the objective of the program, Ms. Himadri Gogoi, Secretary of the Women’s Cell stated that Golaghat Commerce College is committed to providing a safe, secure academic and work environment to everyone who fall within its jurisdiction including the teachers, non- academic staff and students. The college tries to ensure that the students and staff are able to learn and work in an environment which is free from any form of sexual harassment, intimidation or exploitation. Keeping this in mind, the Sexual harassment committee along with the women’s cell of the college have jointly curated the talk. Dr. Utpal Sarma, Principal of the college also gave his remarks on the programme. Thereafter, the invited speaker, Mrs. Mallika Baruah, Advocate of Golaghat Bar Association and a Panel Member of District Legal Services Authority, sensitized the students and staff of Golaghat Commerce College on what behaviours may be counted as sexual harassment, how it can be prevented and what legal protections are available for the victims of sexual harassment. Since women are mostly susceptible to sexual harassment and are more vulnerable than men, her talk had a special focus on women. In the interactive session that followed, Dr.Nabami Gogoi, President of Women’s Cell, Golaghat Commerce College, Dr Karabi Devi, Dr. Pradip Bora, Mr. Shankarjyoti Doley, Ms. Sangita Das and a few students shared their opinions. The



programme, hosted by Ms. Swadhinata Gogoi, Assistant Secretary, Golaghat Commerce College ended with a vote of thanks by Ms. Sonashree Das.

Resource Person: Mrs. Mallika Baruah, Advocate, Golaghat Bar Association and Panel Member, District Legal Services Authority



4. International Women's Day was celebrated on 8th March, 2021

The International Women's Day was celebrated on 8th March, 2021 at the Rana Tamuly Memorial Auditorium of Golaghat Commerce College. The celebration began with a welcome address by the Secretary Dr. Rinki Das and a song dedicated to women presented by Mrs. Mandira Bora, Assistant Professor, Department of Political Science. Keeping with the theme of IWD, 2021 "Choose to Challenge", the programme was marked by a talk on women and dissent by the Guest of Honour, Mr. Arindam Bora, Assistant Professor, Department of Economics, Golaghat Commerce College. Some distinguished members of Women's Cell were felicitated for their academic, social or extracurricular contributions. Some enthralling cultural performances were the highlights by faculty members of the celebration. The programme successfully ended with the President's speech and vote of thanks by Assistant Secretary, Ms. Himadri Gogoi.



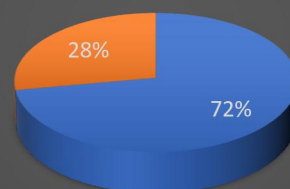


DATA ANALYSIS OF GENDER EQUITY SURVEY

Table: 1 Gender wise Details of Total Students in B.Com Programme

Sl. No.	Total	Male	Female	% Of Male	% Of Female
1.	514	371	143	72.18	27.82

Gender wise Details of Students in B.Com Programme



■ Male ■ Female

Table:2 Gender wise Details of total students in B. A. Programme

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	831	484	347	58.24	41.76

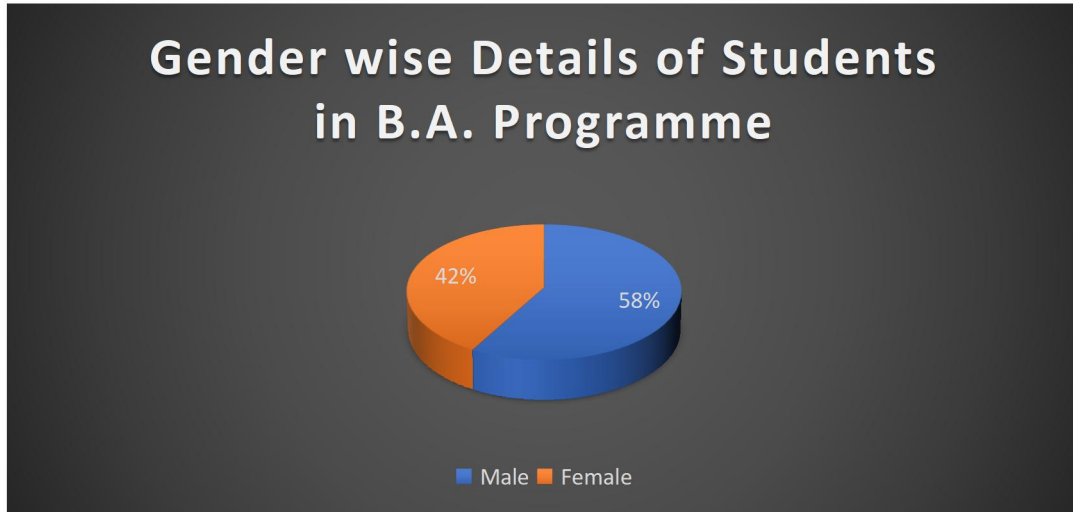


Table:3 Gender wise Details of total students in M.Com. Programme

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	54	37	17	68.52%	31.48%

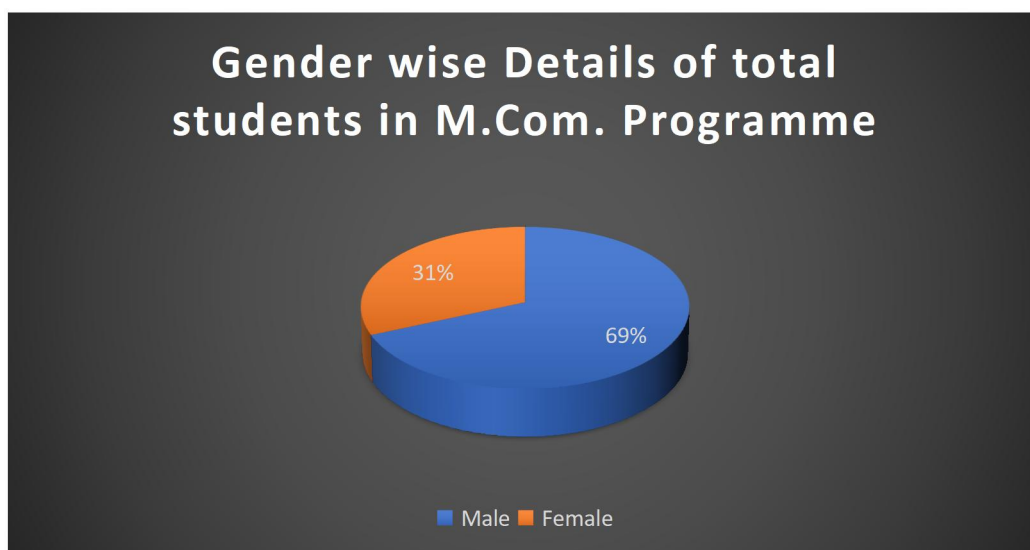


Table:4 Gender wise Details of Teaching staff in College

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	59	25	34	42.37%	57.63%

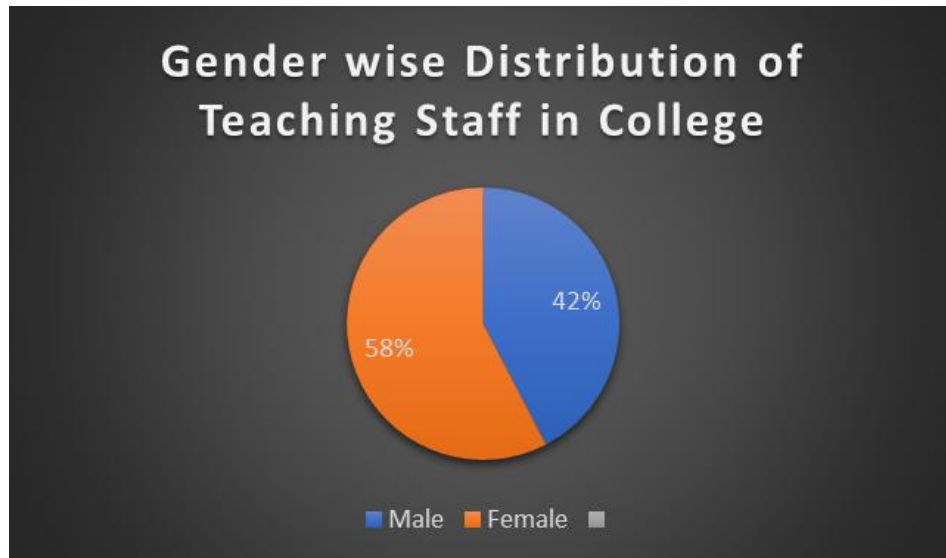


Table: 5 Gender wise Details of total HODs in College

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	16	08	08	50%	50%

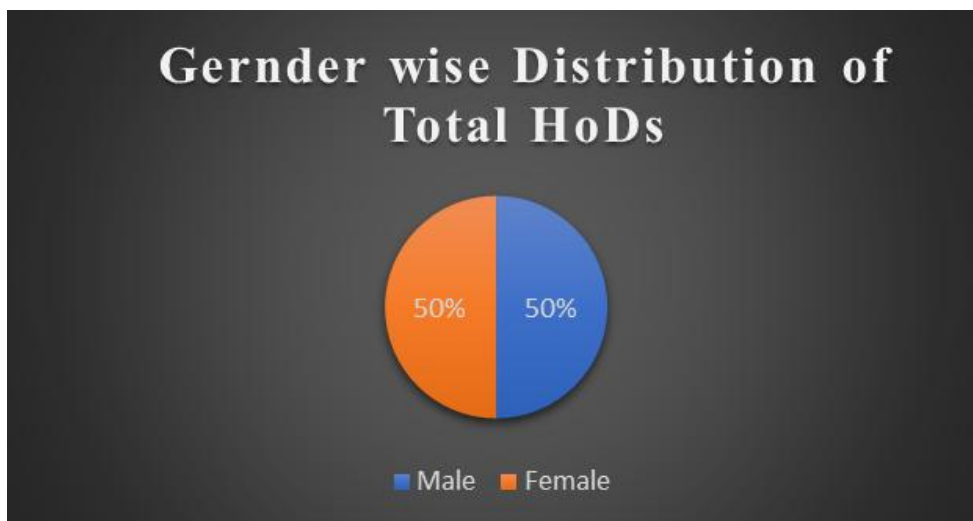


Table: 6 Gender wise Details of Non-Teaching staff in college

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	21	15	06	71.43%	28.57%

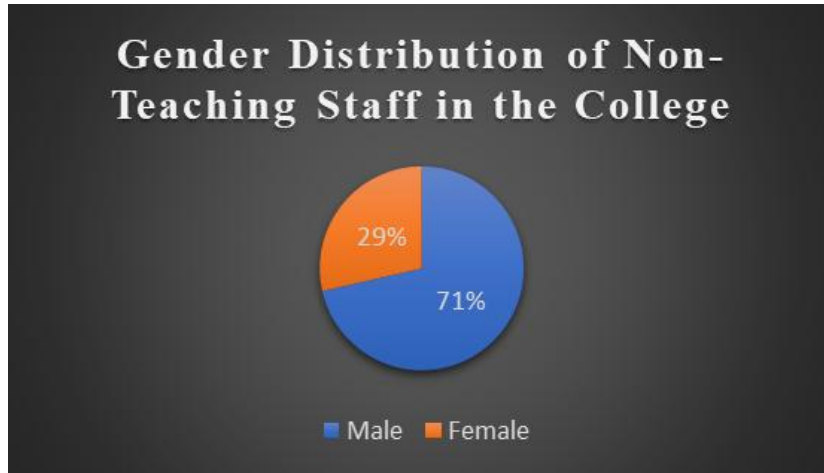


Table: 7 Gender wise Details of total students in NSS

Sl. No.	Total	Male	Female	% of Male	% of Female
1.	120	95	25	79.17%	20.83%

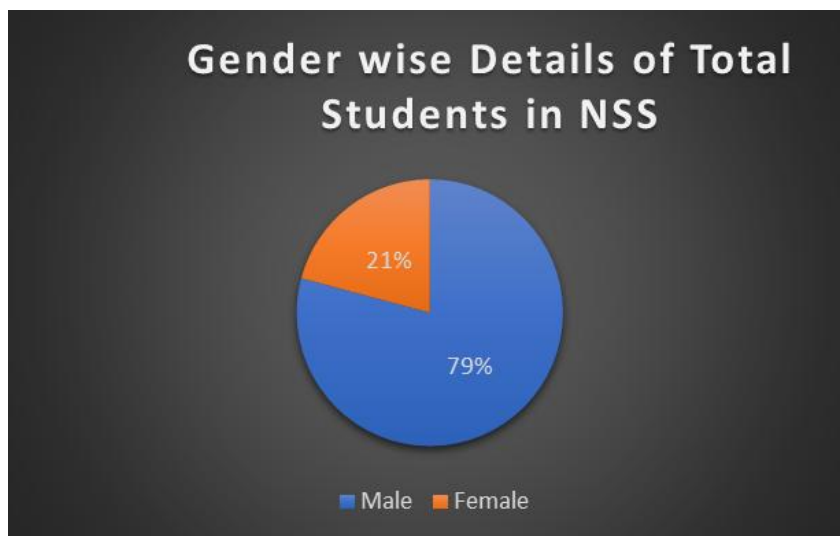
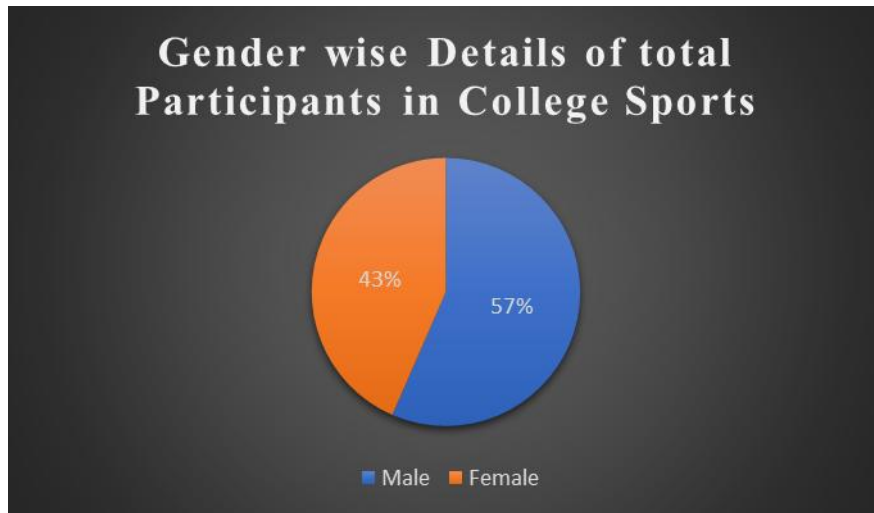


Table : 8 Gender wise Details of total Participants in College Sports

Sl. No.	Total	Male	Female	% of Male	% of Female
	283	160	123	56.54%	43.46%



RESPONSE OF STAFF:

The survey conducted among the teaching staff of the college reflects a positive picture about gender sensitivity in the college policies and programs. The following figures present a glimpse of the gender perception among the teaching staff.

Fig. I

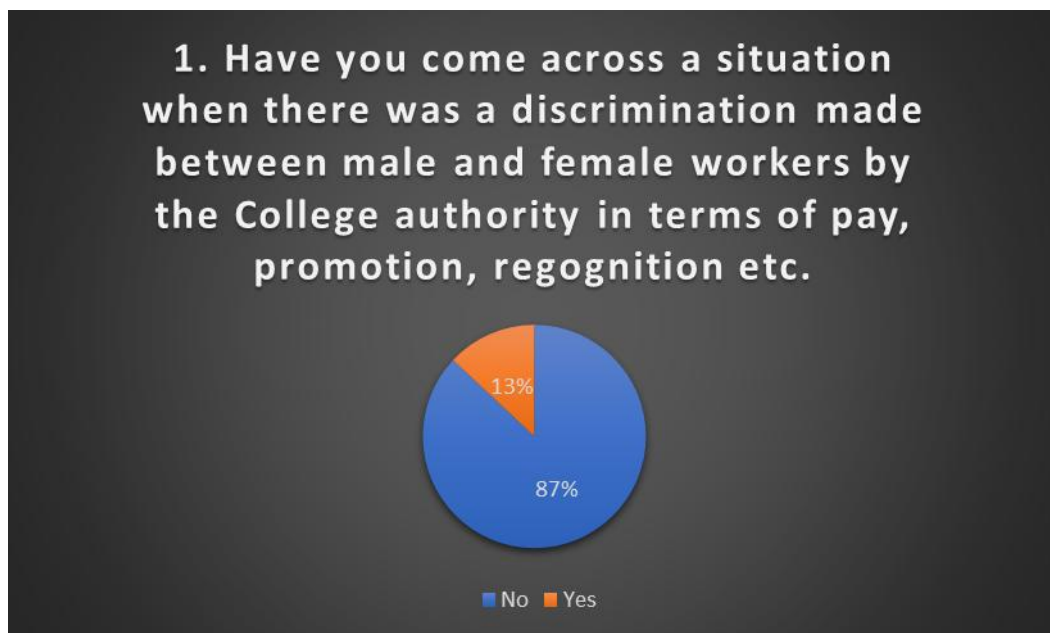


Fig. II

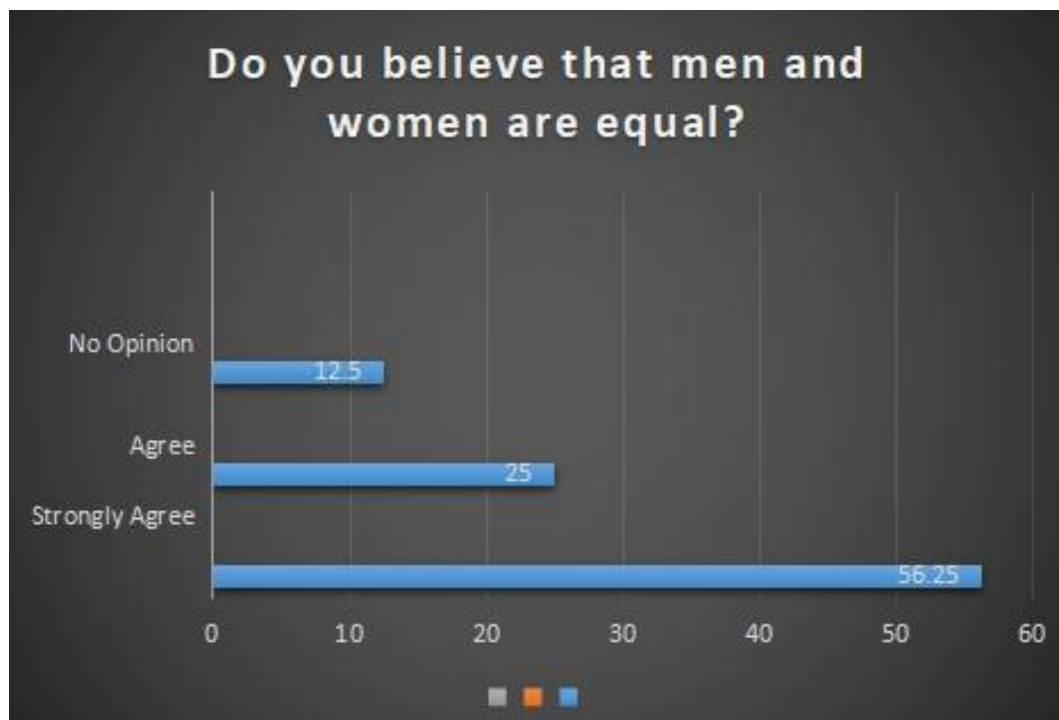
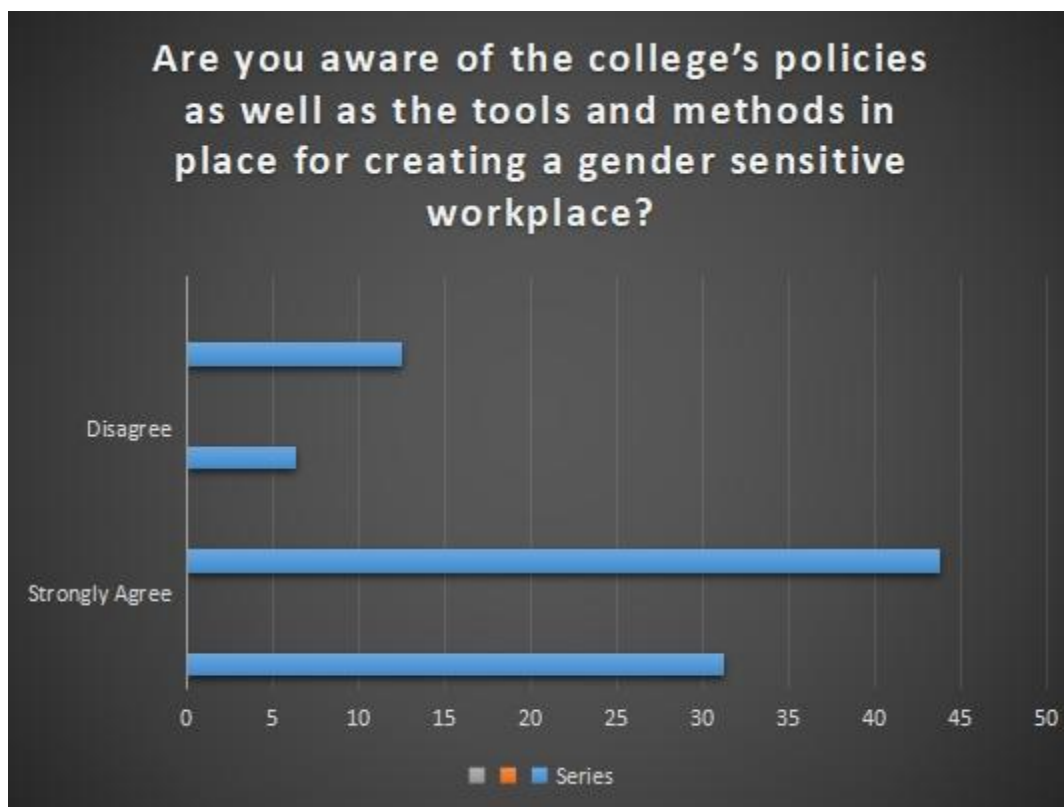


Fig III



FINDINGS


The Gender committee after going through the different gender points of the college for the academic session 2020 -21, states that the college has maintained good gender practices for achieving its mission of inclusive education. Some key points are listed below:

- Enrolment of girls is less than that of boys in both UG and PG Programmes.
- In teaching staff the strength of female teachers is higher than male.
- The departmental heads have an equal male and female ratio
- Special awareness programmes have been organized for girls by Women's Cell.
- Participation of boys is greater than girls in sports. It is necessary to motivate girls for participating in sports. It can improve their physical strength and fitness
- Male participation is greater than female in NSS Unit of the college. It is necessary to motivate girls to participate in NSS activities because it can create social awareness among them.

SUGGESTIONS

1. Sanitary napkin vending machine and incinerators should be available in the female teachers' washroom and female staff washroom.
2. Initiatives should be taken to organize self-defence workshop for women and more skill development workshop for female students.
3. Initiatives should be taken to have institutional policies on third gender students and staff. The college should introduce the third gender category in its admission form in order to grant admission to transgenders.
4. All the Departments should be encouraged to maintain a gender segregated data.




Principal
Golaghat Commerce College
Golaghat, Assam, India