

Gender Audit: 2022-23
COMPILED BY IQAC & CENTRE FOR GENDER STUDIES
F. A. AHMED, GAROIMARI, KAMRUP, ASSAM

Famous Quotes by Imminent Personalities

“Achieving gender equality requires the engagement of Women and Men, Girls and boys....., It is everyone’s responsibility”

BAN KI-MOON

“Gender equality is more than a GOAL in itself. It is precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance”

KOFI ANNAN

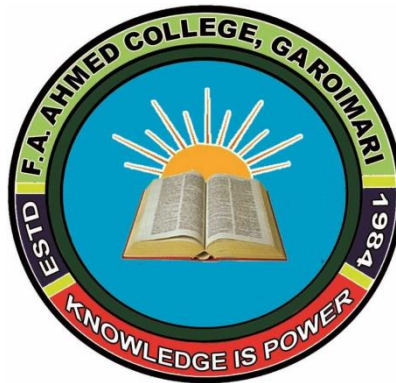
“A Gender equal society would be one where the word Gender does not exist; where everyone can be themselves”

GLORIA STEINEM

“Freedom cannot be achieved unless Women have been emancipated from all kinds of oppression”

NELSON MANDELA

Certificate



It is hereby certified that IQAC Cell in collaboration with centre for gender studies of FA Ahmed College, Garoimari has carried out the necessary “Gender Audit Report 2021-2023”. The gender audit team completed this internal audit course in a satisfactory manner.


Principal i/c
F. A. Ahmed College, Garoimari
Principal
F.A. Ahmed College, Garoimari
P.O. Tukrapara, Kamrup, Assam

(Abdul Awal Sahab i/c)
Principal and Chairman, IQAC
FA Ahmed College, Garoimari

Acknowledgement

We, the Gender Audit Assessment Team expresses our gratitude to Abdul Awal Sahab, principle i/c and Dr. M. Seik Mozibar Rahman, IQAC Coordinator at **F. A. Ahmed College, Garoimari** for providing us the necessary gender related data and leading our team with their valuable suggestions while compiling the report. Thanks are also due to the entire teaching and non-teaching staff of the college for their kind cooperation during the data collection process. Lastly, we thank everyone who helped us directly or indirectly in finalizing the Report.

Contents

Content	Page No
1. Introduction to the institution	06
2. Glimpse of gender audit: Concept, methodology and implementation	06
3. Objective of the audit report	07
4. Results and discussion	
a. Analysis of gender balance among students	08
b. Analysis of gender balance among teaching & non-teaching staff	10
c. Gender audit sample survey in FA Ahmed college, Garoimari	11
d. Summary of the findings	13
5. Recommendations and future prospective	13
6. Conclusion and Endnote	13

1. Introduction to the institution:

FA Ahmed College, Garoimari, a leading institute of the South Kamrup, a minority dominated belt in Assam, is nestled in nature's lap by South Bank of mighty Brahmaputra river and is dedicated to the cause of imparting higher education and installing zeal in students towards developing as a productive human resource ready to serve one's nation to the best of one's capability. For the socio-economic uplifted of entire region and to elevate women education, the institute was established in year 1984 on Aug 3rd. In fact, the institute was the outcome of ignited mind and pioneers of greater Garoimari, like late Omar Ali Sarkar (founder President), Abdul Hakim (former Secretary), Abdul Quyyum (former Secretary) and Dr Kamala Kanta Kalita, the then MLA and Minister, Govt of Assam (also the former President) for extension of higher education in this backward area fraught with a lack of opportunity and scope of higher education. The college is affiliated with Guwahati University took humble steps under the principal Mr. Habibur Rahman and received its degree affiliation in 1996-97 with the arts stream. University Grant Commission recognized the College with 2(f), 12(B) on 17th January, 2014 and was provincialized on 1st January, 2013. From 2011, the College followed three years of degree course under the semester system, and from the onwards academic session 2019-20, the CBCS system prescribed by Guwahati University was implemented and NEP from the current session. With a partial enrolment rise of 667 (2021-2022) and 670 (2022-2023), the College offers PG courses in Assamese, Education, Political Science and Economics under KKHSOU in distance mood apart from regular UG courses in 10 departments having 23 sanctioned teachers and 07 temporary full-time teachers. As for physical facilities, the College has an indoor and outdoor stadium, two playgrounds, a gymnasium, a swimming pool, and a girls' hostel with 30 seats. The college runs 23 self-sponsored Add on/certificate/diploma courses, under different departments.

2. Glimpse of gender audit: Concept, methodology and implementation

Key terminologies adopted in the Gender Audit:

Gender: Gender defines the socially constructed identities, roles and responsibilities of different gender types and the relationship between them. It refers to the socially defined norms of how men, women and other gender types should behave, and relate to each other and consequently govern their representation in various organisations and positions. These ideas and practices are sanctioned and reinforced by a host of cultural, political, and economic institutions including the household, legal and governance structures, markets, and religion.

Gender equality: According to United Nations Educational, Scientific and Cultural Organization (UNESCO) "*Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities*".

Gender audit: A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including their policies, programmes, projects and/or provision of services and structure proceedings. This audit would pay attention to different issues such as: the status of gender equality in their policy and decision-making structures, organizational culture and processes as well as to gather staff's perceptions, understanding and behaviours towards the issue. Gender Audit also evaluates to what extent the gender perspective is integrated into the academic policy and programmes, research, curricula and in the management of work and staff's wellbeing.

Methodologies adopted for our gender auditing process:

The data on students, faculty members and the administrative staff was collected from the database available in the administrative department. Reviews of courses taught in various programs were carried out to understand the integration of gender in the curriculum. A questionnaire survey was administered to faculty members, students, and staff of FA Ahmed College to get their views on different aspects of gender sensitivity in the institute. The Gender Audit was conducted in the following process —

(i) Orientation of the students and Staff members through various activities like webinars, Guest lectures, interactive talk-shows, workshop and research conference, posters, PPT presentations, debate competitions and statistical research cases were also presented.

(ii) Questionnaire was circulated among the students to understand their awareness about women safety in the College campus.

(iii) Statistical Gender Analysis was collected of all staff-members, students and management.

Implementation of gender audit in FA Ahmed College, Garoimari:

This Gender Audit tries to check the impact of its current & proposed policies on gender equality. The college always concentrates on student's qualitative performance along with their overall personality development. The College has set up "Centre for gender studies" to ensure gender equity among the students in the campus and to make them aware of the relevance of gender equity in the society. The cell always motivates the students to perform their social responsibilities and to empower them. Observing the gender equality, the girls are provided with various facilities and special attentions. By organizing Financial Education Workshop, the girls are made aware of savings and investments. They are trained for ornament making, cloth bag making. Workshops are held on "Women and Human Rights" and Women and Laws" to make the girls aware of their rights and responsibilities. Regular classes are organised on different women related issues. Anti-Ragging Committee and Internal Complaints Committee are formed in the college. In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions gives name and fame to both to college and to themselves.

3.Objective of the audit report:

FA Ahmed College, Garoimari follows zero resistance policy to discrimination of human resources on the basis of Gender. In the same line of judgement, following are the main objectives of the of the current Gender Audit report —

- ✚ To know about gender balance within the college. While doing so, emphasis must be put on to identify the areas where the gender inequality exists and to find out the probable reason causing the same.
- ✚ Next objective was to suggest solutions to bridge the gender gap and to maintain healthy gender balance in all fields of college. So action must be taken to persist freedom for all genders to express of free and fair opinion
- ✚ The institute shall take effective measures for the safety and security of all genders. To develop and enhance the self-confidence and self-esteem of girl students, women faculty and staff in the college, personality development programs shall be organized, which will develop confidence in the members of the institution.
- ✚ The institute shall arrange effective measures for the safety and security of all gender. There must be an accessible, active, unbiased and confidential grievance redressed cell.

4.Results and discussion:

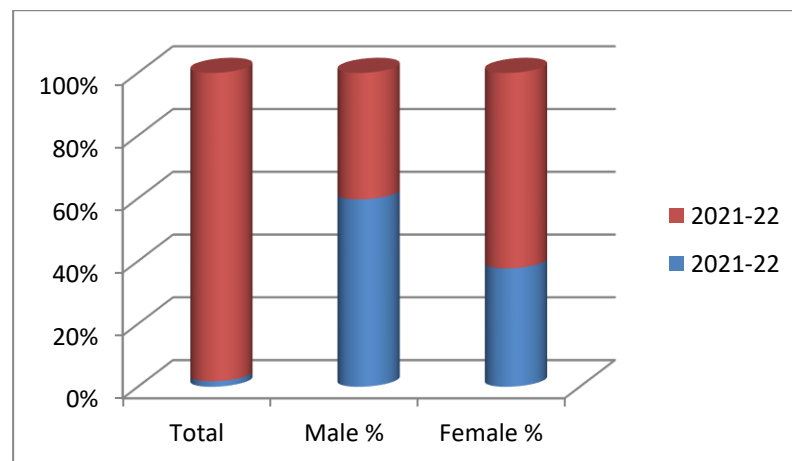
FA Ahmed College, Garoimari, hopes to create, attract and retain gender balanced environment which in turn would help achieve better man-woman relationships in the community and make all our students responsible citizens of this country. Gender balance means the existence of a fair ratio of male and female representation in terms of number of students in various programs as well as within the staff structure. The rationale is that traditionally women have lesser access to resources and opportunities due to social structure which act as inhibitors to access. The region where the FA Ahmed College, Garoimari, is located mostly comprises minority Muslim population. Consequently, lesser capabilities among socio-economically deprived women, which in turn produces a snowball effect on their empowerment and access to development initiatives.

4 (a) Analysis of gender balance among students:

Gender balances among the students enrolling to various courses offered by FA Ahmed College, Garoimari, are listed below —

(i) Gender balance in enrolment at PG level under KKHSOU:

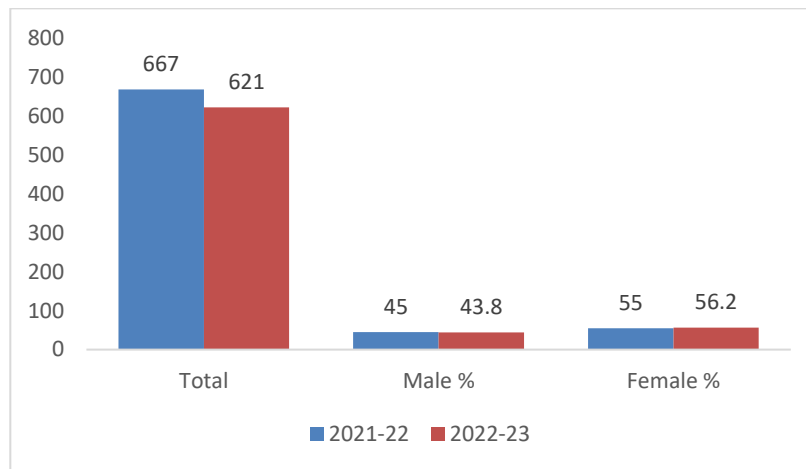
Session	Male	Female	Total	Male %	Female %
2021-22	141	109	250	56.4	43.6
2022-23	77	90	167	45.1	53.9



The above figure represents the comparative analysis of enrolment of students at post-graduate level in the department of Assamese, Education, Economics and Political Science in distance mood under KKHSOU for the academic year 2021-2022 to 2022-2023. The result is encouraging as the participation of female student's increases in higher education on yearly basis and the enrolment scenario is dominated by female as well. This vividly gives the idea that girl students are not lagging behind when compared to boy students

(ii) Gender balance in enrolment at Under Graduate (UG)Level:

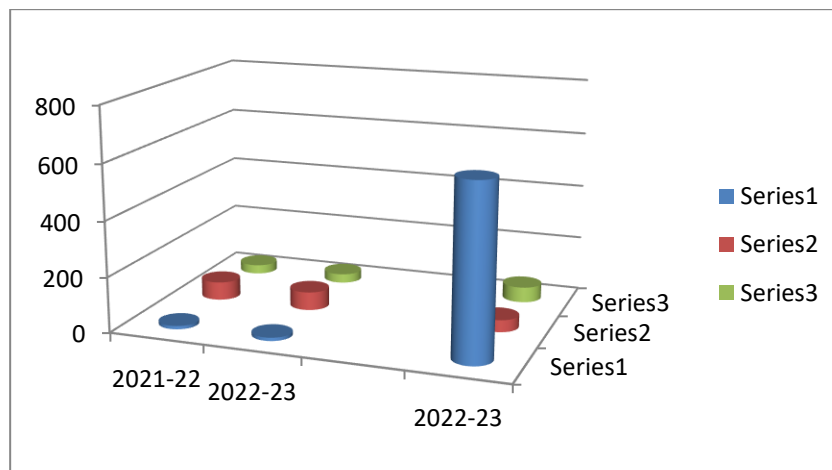
Session	Male	Female	Total	Male %	Female %
2021-22	300	367	667	45.0	55.0
2022-23	272	349	621	43.8	56.2



For both the academic year 2021-2022 and 2022-2023 enrolment at UG level reveals an ideal gender balance of approximately 50 : 50 among male and female students. The result is very encouraging and it indicates a narrowing of the gender gap in practical scenario.

(iii) Course-wise Gender Difference in the Students:

Session	Course	Male	Female	Total	Male %	Female %
2021-22	PG	141	109	250	56.4	43.6
	UG	300	367	667	45.0	55.0
2022-23	PG	77	90	167	45.1	53.9
	UG	272	349	621	43.8	56.2



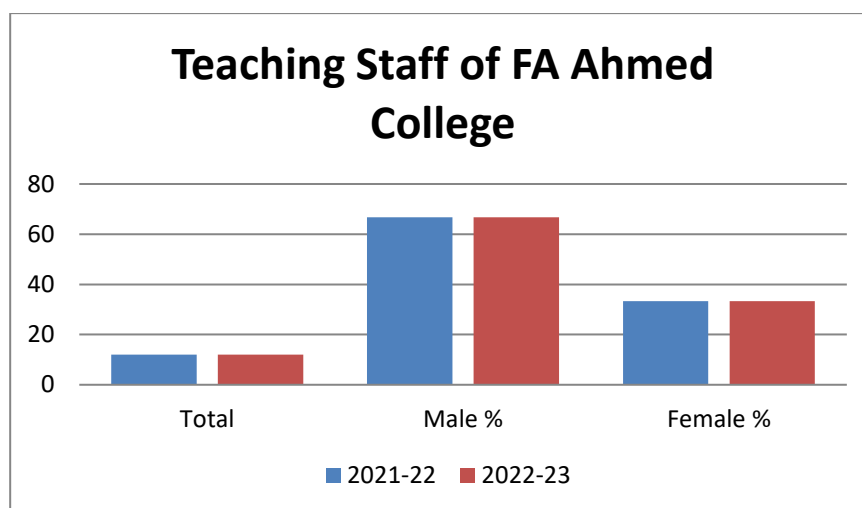
Series 1 represents the total enrolment; **Series 2** represents the male enrolment in percentage and **Series 3** represents the female enrolment in percentage. The table and the figure represented above shows the comparative gender balance in different courses offered by FA Ahmed College, Garoimari for the session 2021-2022 and 2022-2023. In PG and UG courses, percentage of female students gets improved. The probable reason for the observed trend is due to the greater awareness of female education for their socio-economic stability and gender sensitivity for their equal right in the society as well as self-reliance.

4 (b) Analysis of gender balance among Teaching and non-Teaching staff:

Gender balances among the teaching and non-teaching staff appointed to various academic and non-academic (administrative & Office) posts by FA Ahmed College, Garoimari, are enclosed below —

(i) Gender balance in FA Ahmed College Teaching Staff:

Session	Male	Female	Total	Male %	Female %
2021-22	25	05	30	83.3	16.7
2022-23	25	05	30	83.3	16.7

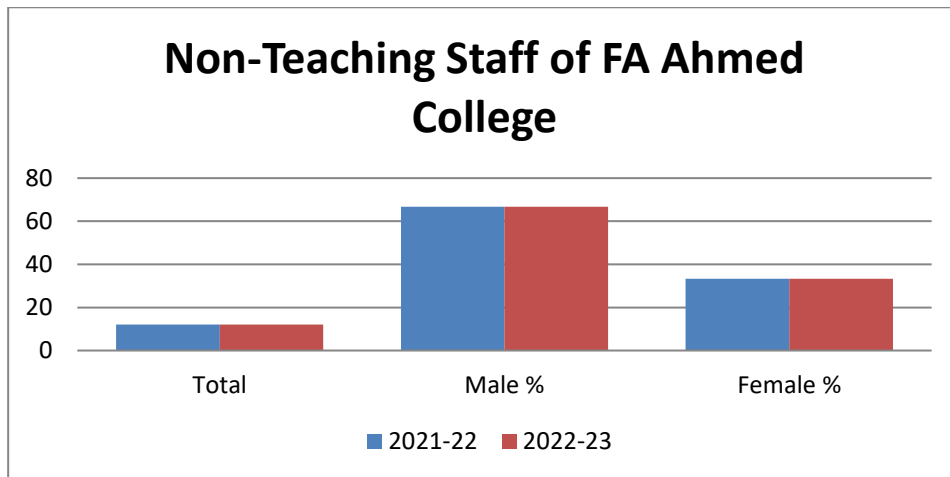


The total number of male staff is more as compared to female staff. No new huge requirement is made in FA Ahmed College teaching staff since its interception in the above prescribed years, to maintain gender equality in workplace we will look this aspect in our future requirement perspective.

(ii) Gender balance in FA Ahmed College Teaching Staff:

Session	Male	Female	Total	Male %	Female %
2021-22	14	01	15	93.3	6.7
2022-23	14	01	15	93.3	6.7

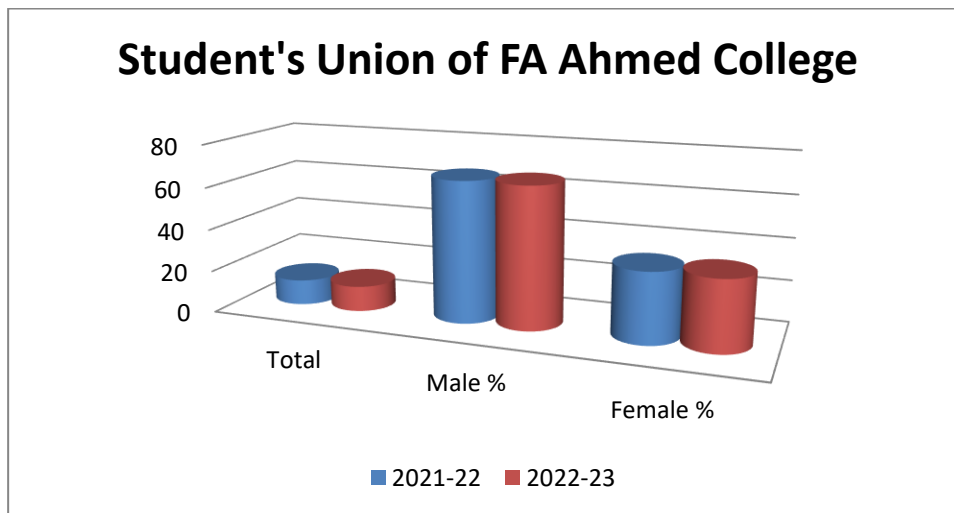
Here also, the total number of male staff is unexpectedly more as compared to female staff. No new huge requirement is made in FA Ahmed College teaching staff since its interception in the above prescribed years, to maintain gender equality in workplace we will look this aspect in our future requirement perspective. The scenario can be better understood by the following bar diagram.



4 (c) Gender Audit Sample Survey in FA Ahmed Colleges, Garoimari:

(i) Gender balance in FA Ahmed College Student’s Union:

Session	Male	Female	Total	Male %	Female %
2021-22	08	04	12	66.7	33.3
2022-23	08	04	12	66.7	33.3

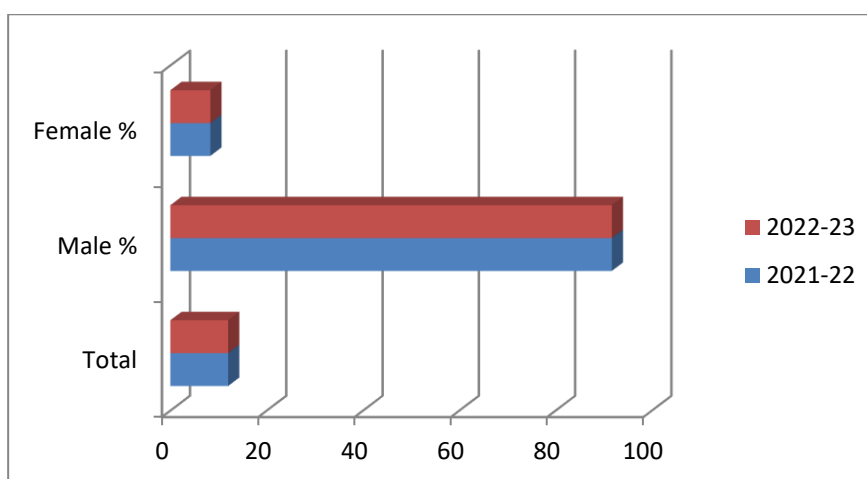


From the above data it is evident that the male to female ratio among the student union body approximately remain the same for both the academic years under investigation, where male candidates dominates with a Weightage of almost 68 %.

(ii) Gender balance in FA Ahmed College Governing Body:

Session	Male	Female	Total	Male %	Female %
2021-22	11	01	12	91.7	8.3
2022-23	11	01	12	91.7	8.3

Given data and figure represents the gender disparity in the FA Ahmed College Governing Body, an administrative wing of the College. Clearly it indicates the minor involvement of female percentage in the both the academic year. The steps should be taken by college authority to maintain fair gender parity as early as possible.



(iii) Gender balance in all other wings of FA Ahmed College, Garoimari:

Wings/Committee	Male	Female	Total	Male %	Female %
IQAC	07	01	08	87.5	12.5
Academic Cell	05	00	05	100	00
Academic Monitoring Cell	00	00	00	00	00
Research Committee	05	01	06	83.3	16.7
Library Advisory Committee	04	01	05	80	20
Electoral Literacy Club	09	06	15	60	40
Women Cell	04	04	08	50	50
Construction Committee	06	00	06	100	00
Anti-Ragging Committee	04	01	05	80	20
Entrepreneurship Dev Cell	04	01	05	80	20
Examination Cell	08	00	08	100	00
Purchase and Tender Committee	00	00	00	00	00
Canteen Committee	03	04	07	43	57
NSS	03	04	07	43	57
Scout & Guide	05	02	07	71.4	28.6
Remedial and Tutorial	00	00	00	00	00
Cultural Cell	00	00	00	00	00
Red Ribbon Club	07	05	12	58.3	41.7
Grievance and Redressal Cell	05	01	06	83.3	16.7
Parent Guardian Cell	06	01	07	85.7	14.3
Alumni Cell	73	06	79	92.4	7.6
Media Cell	02	03	05	40	60
RTI Cell	03	01	04	75	25
Career Guidance Cell	04	02	06	66.7	33.3
Sports Cell	00	00	00	00	00
RUSA	01	00	01	100	00
ICC (Internal Complaint Committee)	04	05	09	44.4	55.6
ICT Cell	05	00	05	100	00
IPR	04	01	05	80	20
Eco Club	05	02	07	71.4	28.6
Unnat Bharat Abhijan	08	01	09	88.9	11.1
Yuba Tourism Club	07	05	12	58.3	41.7
Disaster Management Group	05	01	06	83.3	16.7
Task Force	03	00	03	100	00
Standard Club	02	02	04	50	50

From the above table, it has been observed that in most of the Cells or Committee male members dominated their counterpart female members. Thus, the representation of women is very poor compared to men, in all the managerial and confidence building measurement bodies.

4 (d) Summary of the findings:

The salient findings of our gender audit analysis are listed below in point-wise manner:


- 1) Students strength particularly girl's strength is increasing continuously in both PG programmes,
- 2) There is a encouraging gender balance in the UG pregame offered by the college,
- 3) Girl's enrolment is more than that of boys in most of the classes
- 4) Gender strength both in teaching staff and non-teaching staff is unexpectedly low compare to male counterparts,
- 5) Gender balance is not up to the marks in the various operating bodies and cells of the college,

5. Recommendations and future perspective:

- a) It is recommended to conduct frequent awareness drives to cover the existing communication gap,
- b) To ensure the safety of the youth, it is proposed to appoint more guards,
- c) Male-female sex ratio in women teachers and employees is minimum,
- d) It is advisable to consider this aspect in future requirement process,
- e) The college should include more female teachers/staff in different committees of the college to ensure equality
- f) Gender specific projects from funding agencies are to be encouraged,
- g) College must introduce frequent self- employment trainings in different subjects,
- h) The college should also pledge to look into the issues and concerns of the third gender community, if any evolve in the near future.

6. Conclusion and Endnote:

The analysis shows that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems related to gender criterion. It is found that the College has lots of strengths and some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there are no gender issues complaints, it will contribute more towards making the college a gender sensitive institution. Many programs are conducted from time specifically for girl's students to enhance their confidence building. With the strong will power and commitment to gender justice, the College would certainly make a mark even in the areas that need some improvements.



Principal i/c
F. A. Ahmed College, Garoimari
P.O. Tukrapara, Kamrup, Assam

Principal (i/c)

F. A. Ahmed College, Garoimari



Co-ordinator
Internal Quality Assurance Cell
F.A. Ahmed College, Garoimari
Date.....

Coordinator, IQAC