



# Nalbari College

Nalbari, Assam 781335




## Gender Audit Report 2018-2023

PREPARED BY  
Gender Audit Team

**Gender Audit Report**  
**Submitted to**  
**The Principal**  
**Nalbari College, Nalbari, Assam**

**Submitted by**  
**Audit Team**

SL. No.	NAME	Nature of appointment	Signatures
1	Dr. Kamal Nayan Patowary, Principal	Chairman	
2	Dr. Piroja Begum, Associate Professor, Department of Mathematics	Member	Piroja Begum
3	Dr. Aditi Das, Assistant Professor, Department of Economics	Member	Aditi Das
4	Dr. Rupsmitta Buzarbaruah, Assistant Professor, Department of Sanskrit	Member	Rupsmitta
5	Kaberi Dutta, Assistant Professor, Department of Political Science	Member	Kaberi Dutta
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# PREFACE

Gender equality is a crucial aspect of an enlightened and progressive academic ecosystem across the world. It is not just a reflection of societal norms but also plays a vital role in creating an environment that promotes intellectual rigor and equal opportunities. Esteemed scholars have stressed the importance of gender equity in academic institutions as it helps harness the collective potential of students, thereby enriching the educational experience for all. Nalbari College recognizes the significance of gender equality. It has implemented rigorous mechanisms to ensure that it goes beyond just being a policy and is actively practiced within the college campus. The institution's commitment to this cause is evident in its comprehensive gender audits. These audits are designed to examine the existing structures and practices in the college and foster a nuanced understanding of gender dynamics. The methodology involves distributing well-crafted questionnaires among students and faculty, promoting an inclusive dialogue, and ensuring that every voice is heard and valued.

The results of these audits are not just confined to statistical analysis but are also used to inform strategic initiatives and educational reforms. The aim is to create a campus environment that is not only safe and supportive for all genders but also empowering for women and dismantles historical gender biases. Nalbari College strives to contribute to the global narrative of gender equality, aligning itself with the United Nations' Sustainable Development Goals and reinforcing its role as a forward-thinking educational institution. By championing gender equality, Nalbari College aims to create a culture of inclusivity and diversity, reflecting the belief that equitable treatment and opportunities are the hallmarks of a modern educational institution. Through dedication to fostering a balanced and fair academic milieu, the college endeavors to shape future leaders who are not only academically proficient but also socially responsible and gender-sensitive, poised to contribute constructively to the world's burgeoning intellectual and cultural tapestry.

# Nalbari College

## Nalbari, Assam

Nalbari College was founded on July 4th, 1945, and has become a prominent academic institution in the lower Brahmaputra valley of Assam. Originally affiliated with Calcutta University, the college became part of Gauhati University in 1948, solidifying its commitment to academic excellence. Accredited by the UGC under Section 2(f) in 1962, the institution has experienced significant growth, with around 4420 students enrolled in its Higher Secondary program and other courses across its 16-acre campus. Nalbari College is known for its multi-streamed co-educational learning environment, offering a comprehensive range of courses from higher secondary to postgraduate level. The college focuses on fostering employability and has spearheaded UGC-sponsored job-oriented initiatives in Travel and Tourism Guidance and Disaster Management. It also offers professional courses such as Bachelor of Physical Education (B.P.E) and Bachelor of Science in Information Technology (B.Sc. IT) since 2013. To ensure accessibility, Nalbari College extends educational outreach through distance learning programs via affiliating centers of the Institute of Distance and Open Learning (IDOL), Krishna Kanta Handique State Open University (KKHSOU), and Assam State Open School (ASOS). The college is dedicated to enhancing employability and plans to introduce innovative programs for students. Nalbari College also promotes gender equality within its premises. As part of its efforts, the institution has conducted a "Gender Audit" to assess and maintain gender balance within its academic community. This proactive step demonstrates Nalbari College's commitment to creating an inclusive and fair learning environment for all its students.

## **ABOUT GENDER AUDIT**

A Gender Audit is a type of evaluation different from traditional financial audits. It aims to assess the level of institutionalization of gender equality within organizations. This includes evaluating policies, programs, projects, services, structures, and proceedings, The audit also evaluates how well different criteria align with the institution's primary purpose and thoroughly analyzes gender balance among students, faculty members, and administrative staff levels. The Gender Audit also examines the impact of current policies on gender equality within society. By conducting this assessment, institutions can develop targeted interventions, redefine existing policies, and promote more equitable opportunities for all members, regardless of gender. This comprehensive audit provides valuable insights for institutions aiming to create a more diverse and supportive culture.

## Objective of Gender Audit

The primary objective of a gender audit is to systematically and critically examine an organization's activities and policies to ensure gender equality is being effectively integrated into all its operations. It aims to identify strengths and areas for improvement in promoting gender equality and to develop actionable strategies for addressing gender gaps and enhancing gender-sensitive practices. The audit serves as a tool for organizational learning, accountability, and transformation toward a more inclusive and equitable environment,

## Key Steps in Gender Audit

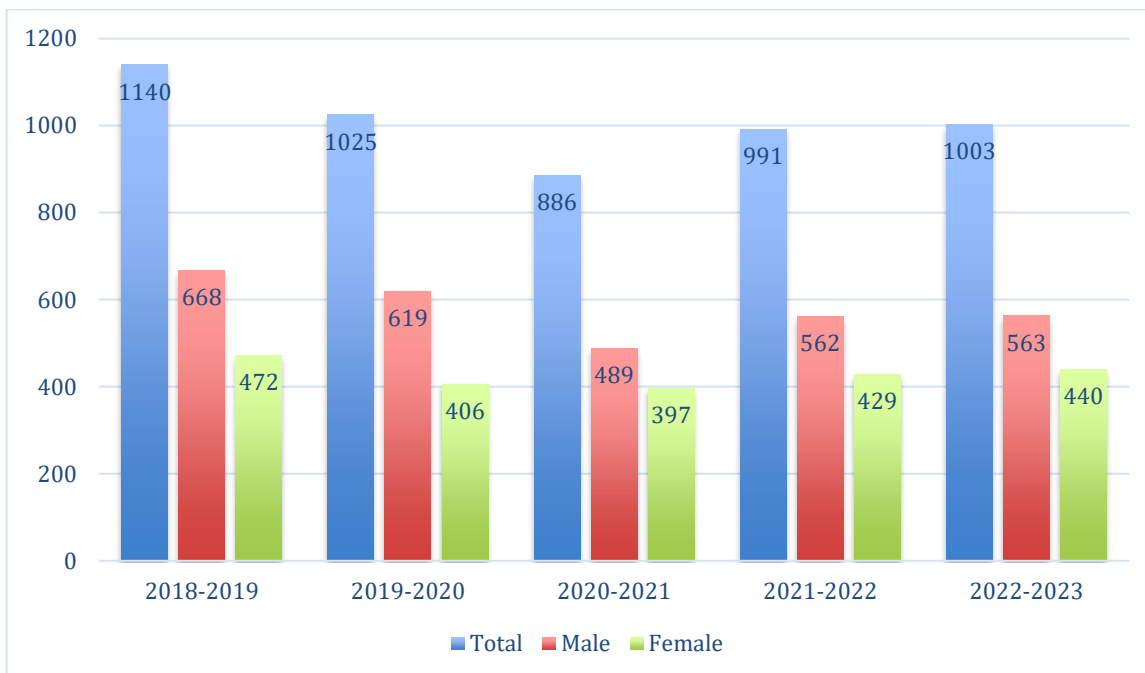
- **Preparation:** Establish objectives, engage stakeholders, and develop tools.
- **Training:** Educate the team on gender concepts and audit methodologies.
- **Data Collection:** Utilize diverse methods to gather and analyze data.
- **Findings:** Summarize insights, highlighting both achievements and gaps.
- **Action Plan:** Develop and assign clear steps and responsibilities.
- **Follow-Up:** Implement, monitor, and evaluate progress towards gender equality.

## Methodology

The Gender Audit team thoroughly analyzes the college community to gather insights from various stakeholders. They create questionnaires designed to obtain feedback from students across different courses, hostel residents, and esteemed faculty members, with the aim of understanding the capability of amenities and inclusiveness of the college environment for all genders. The team uses a methodical approach, including simple random sampling to distribute the questionnaires, ensuring a comprehensive understanding of the gender dynamics within the college premises. To make the process more convenient for the respondents, the team uses modern technology such as Google Forms to disseminate the questionnaires via shareable links, giving participants to provide their valuable input. The results of the Gender Audit subsequent actions aimed at fostering a more equitable and supportive educational environment.

**Table 1: Gender-wise details of the total students in Nalbari College**

SL.No	SESSIONS	TOTAL	MALE	FEMALE
1	2018-2019	1140	668	472
2	2019-2020	1025	619	406
3	2020-2021	886	489	397
4	2021-2022	991	562	429
5	2022-2023	1003	563	440



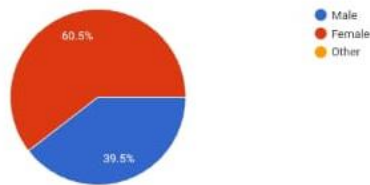
*Figure 1: Gender details for total students in Nalbari College*

# GENDER AUDIT STUDENT RESPONSES

## Findings and interpretations

### Q1. What is your gender:

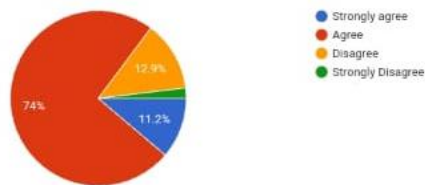
473 responses



60.5% identify as female, followed by 39.5% who identify as male. A small segment, not visible in the pie chart, identifies as other genders.

### Q2. The college organizes various gender awareness programs:

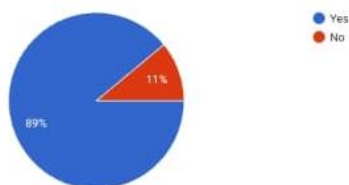
473 responses



Regarding the college's organization of various gender awareness programs, a significant majority, 74% of respondents, agree that such programs are organized. 11.2% Strongly agree, while a smaller portion of students Disagree, 12.9%, and 1.9% strongly disagree.

### Q3. Are you comfortable discussing gender related topics in the college:

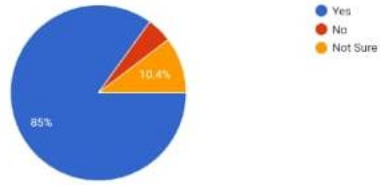
473 responses



89%, reported being comfortable discussing gender-related topics in the college setting. However, 11% of the students feel uncomfortable engaging in such discussions.

**Q4. Overall, are you satisfied with the college's support for student of all genders:**

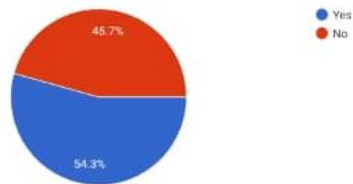
473 responses



An overwhelming 85% expressed satisfaction with the college's support for students of all genders. Conversely, 4.6% of the respondents are unsatisfied, and 10.4% are still determining the level of support.

**Q5. Do you know where to get help if you experience discrimination or harassment because of your gender?**

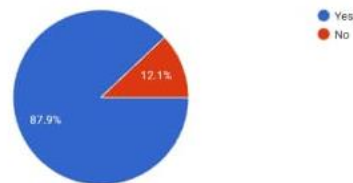
473 responses



54.3% report knowing where to get help if they experience discrimination or harassment based on gender, while a significant minority, 45.7%, do not.

**Q5. Are you aware of the health center in the college?**

473 responses

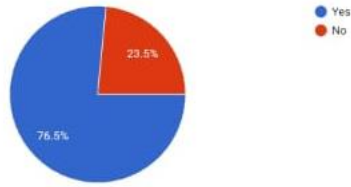


87.9% are aware of the health center in the college, while 12.1% are not aware of it.



**Q6. Does the college conduct health checkup camps on campus?**

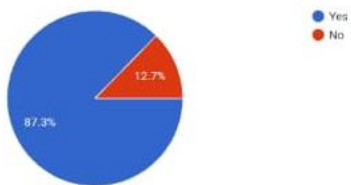
473 responses



76.5% of students know that the college conducts health checkup camps on campus, while 23.5% need to be made aware of such programs.

**Q7. Do you feel that there is mutual respect among students?**

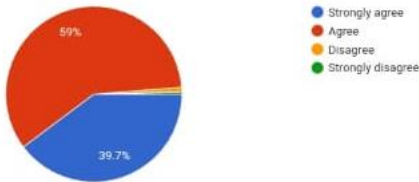
473 responses



A vast majority, 87.3%, feel mutual respect among students on campus, while 12.7% do not feel mutual respect is present.

**Q8. The classroom offered equal opportunities for all genders.**

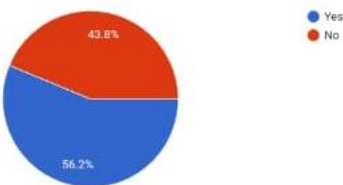
473 responses



59% agree that the classroom offered equal opportunities for all genders, 39.7 % strongly agree, and a total of 1.3% disagree or strongly disagree with this statement.

**Q9. Are you aware of the grievance redressal cell that has been set up in the college?**

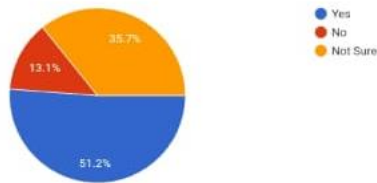
473 responses



56.2% of the students are aware of the grievance redressal cell set up in the college, whereas 43.8% are unaware of it.

**Q10. A women cell is set up in the college and students are aware about it.**

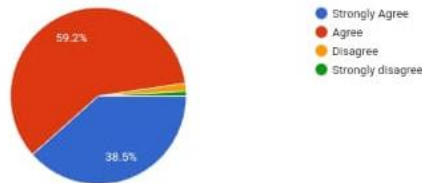
473 responses



51.2% of the students are aware of the women's cell in college, 13.1% are unaware of it, and 35.7% are unsure about its existence.

**Q11. All genders have the freedom to express their opinions freely and fairly.**

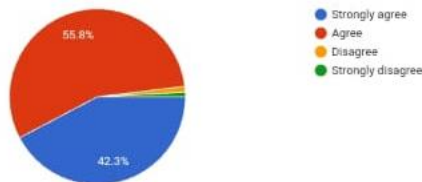
473 responses



59.2% of college students agree that all genders can freely and fairly express their opinions in the college environment, with 38.5% strongly agreeing. However, 2.3% disagree or strongly disagree with this sentiment.

**Q12. Students are well aware that the college has a girls' hostel.**

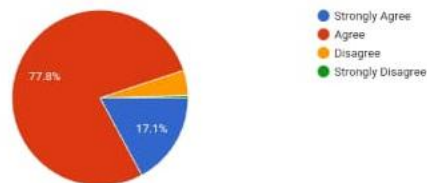
473 responses



55.8% of the students agree that students know that the college has a girls' hostel. 42.3% strongly agree. Conversely, 1.9% disagree or strongly disagree with the awareness of a girls' hostel in the college.

**Q13. Availability of ample amount of lightning in and around the girl's hostel.**

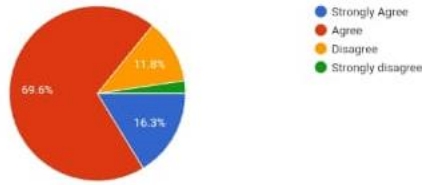
473 responses



77.8% of students agree that ample lighting exists in and around the girls' hostel, and 17.1% strongly agree. However, 5.1% of students disagree or strongly disagree with this statement.

#### Q14. Adequate security arrangements have been made on the college campus.

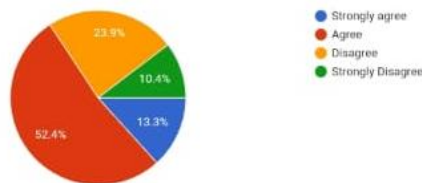
473 responses



69.6% of students agree, and 16.3% strongly agree that adequate security arrangements have been made on the college campus. However, 11.8% of respondents disagree, and a smaller group of 2% strongly disagree with this assessment.

#### Q15. Adequate number of toilets are available in the campus for students.

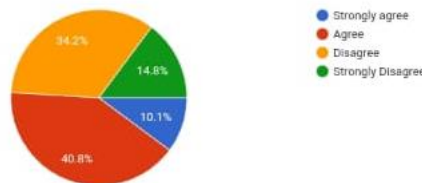
473 responses



52.4% agree and 10.4% strongly agree that an adequate number of toilets are available on campus for students. On the other hand, 23.9% disagree and 13.3% strongly disagree with this statement.

#### Q16. Adequate facilities available inside the toilets.

473 responses



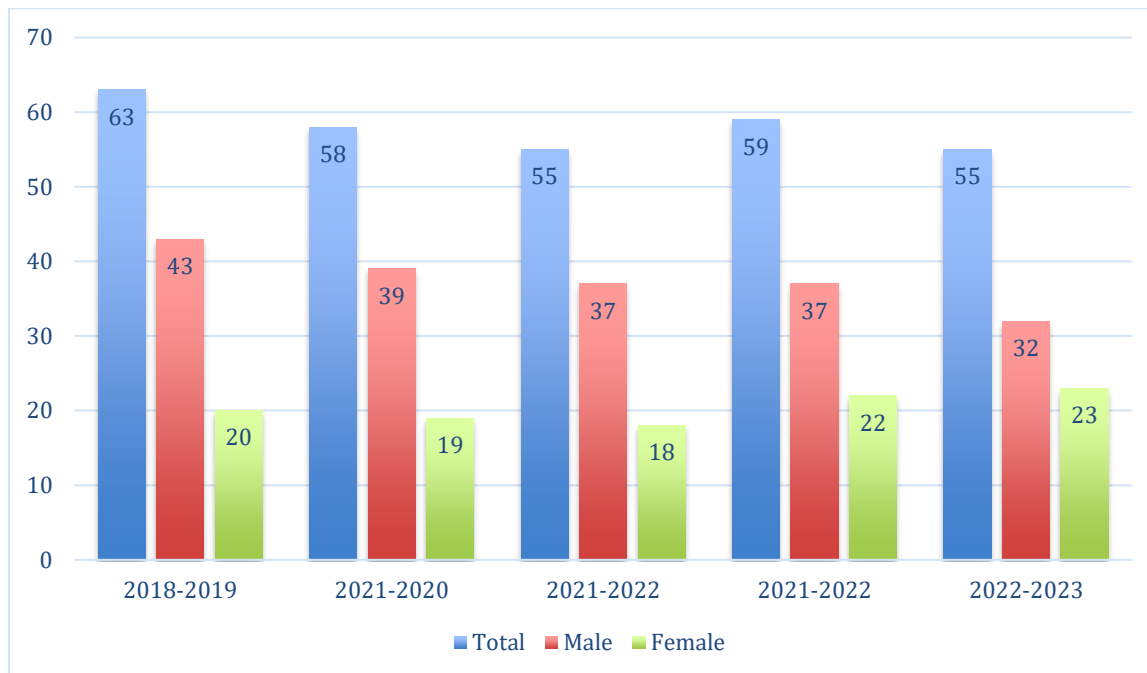
40.8% agree and 10.1% strongly agree that the toilets have adequate facilities. However, 34.2% disagree, and 14.8% strongly disagree with the adequacy of toilet facilities.

## Suggestions:

1. **Strengthen Awareness and Outreach for Support Services:** Increase awareness of existing gender support services by integrating information sessions into first-year orientation programs, using campus-wide digital signage, and hosting informative workshops. Ensure every student knows where to go and whom to talk to when they need support regarding discrimination, harassment, or gender-related queries.
2. **Augment Gender Sensitivity Training:** Given that some students are uncomfortable discussing gender topics, implement comprehensive gender sensitivity training for students and staff. This could include mandatory workshops, guest lectures from gender studies experts, and the creation of peer support groups to encourage open and respectful dialogue.
3. **Elevate Gender Equality Initiatives:** For the small percentage of students unaware of gender awareness programs, enhance promotional efforts using multimedia campaigns, including social media, campus radio, and collaborations with student influencers to ensure broader participation and visibility.
4. **Facility Improvement and Monitoring:** Conduct an audit of the current toilet facilities and proceed with necessary upgrades. Implementing a regular monitoring system for cleanliness and maintenance. Additionally, establishing a channel for anonymous issue reporting by students can prove to be beneficial.
5. **Expand Health and Wellness Accessibility:** The college should employ a multi-channel communication strategy to reach students unaware of health services and checkup camps. Utilize email bulletins, a dedicated section on the college website, and student apps to disseminate information about health-related services and events.
6. **Reinforce Safety and Security Protocols:** Conduct a comprehensive review of campus security in light of concerns over security arrangements. This may involve upgrading surveillance systems, increasing campus patrols, and offering safety workshops to ensure students feel secure at all times.
7. **Promote Equitable Classroom Practices:** With a portion of the student body indicating a gap in classroom equality, initiate faculty development programs focusing on equitable teaching practices. Ensure that course content and classroom interactions promote gender equality and inclusivity.
8. **Improve Residential Life Awareness:** For students unaware of the girls' hostel and its facilities, create detailed guides about residential life that are available online and in print. Organize open houses for students to visit and learn about residential amenities firsthand.
9. **Enhance Inclusivity in Leadership and Representation:** Conduct periodic reviews of student representation in groups, clubs, and leadership roles to ensure fair gender representation. Consider establishing mentorship programs to encourage and support underrepresented students seeking leadership positions.
10. **Institutionalize Regular Feedback and Improvement Cycles:** Establish an ongoing cycle of feedback, review, and action for gender-related policies and facilities. Use surveys, focus groups, and suggestion boxes to collect feedback from the college community and commit to regular updates on actions taken in response.

**Table 2: Gender-wise details of the total faculty in Nalbari College**

SL.No	SESSIONS	TOTAL	MALE	FEMALE
1	2018-2019	63	43	20
2	2019-2020	58	39	19
3	2020-2021	55	37	18
4	2021-2022	59	37	22
5	2022-2023	55	32	23



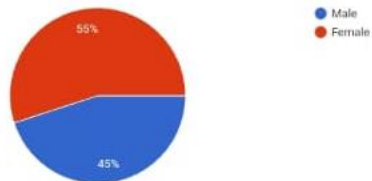
*Figure 2: Gender details for total Faculty in Nalbari College*

# GENDER AUDIT FACULTY RESPONSES

## Findings and interpretations

### Q1. What is your gender:

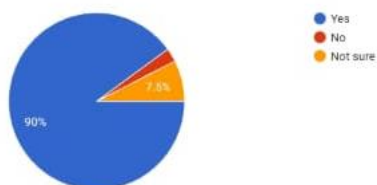
40 responses



55% of the faculty group identified as female and 45% as male, indicating a nearly even gender ratio among participants in the audit.

### Q2. Do you believe that our college actively promotes and values gender equality?

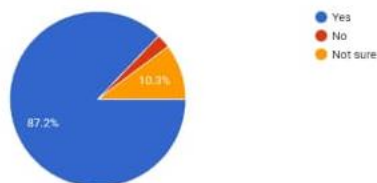
40 responses



90% believe that the college faculty values and actively promotes gender equality, while a small minority of 2.5% do not share this belief, and 7.5% are unsure.

### Q3. The college's efforts to promote gender equality are highly visible and well-communicated.

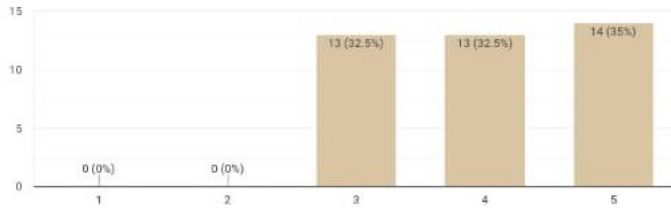
39 responses



87.2% of faculty agree that the college's efforts to promote gender equality are highly visible and well-communicated, while a combined total of 12.8% either disagree or are unsure.

#### Q4. How effectively do you think the gender equality policy is implemented within the college?

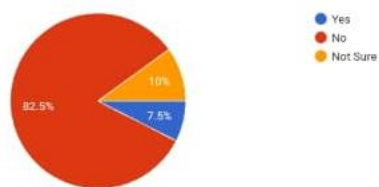
40 responses



No faculty members selected options 1 (ineffective) or 2. However, 13 respondents (32.5%) each chose options 3 and 4, indicating moderate effectiveness. The largest group, 14 respondents (35%), chose option 5, suggesting that they perceived the policy as highly effective.

#### Q5. Do you feel that there is gender discrimination at your workplace?

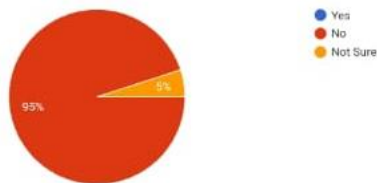
40 responses



82.5% of the faculty members do not feel gender discrimination in their workplaces. However, 7.5% of them feel that gender discrimination does exist, and 10% are unsure about it.

#### Q6. Have you ever lost a job opportunity because of your gender?

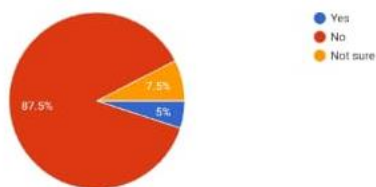
40 responses



95% of faculty members have not lost a job opportunity because of their gender. A small percentage, 5%, are not sure.

#### Q6. Do you feel like your work is harder at your job because of your gender?

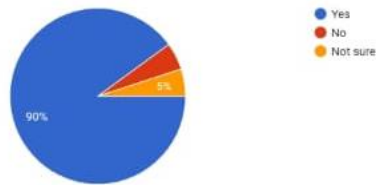
40 responses



87.5% of faculty members do not feel like their work is harder because of their gender, while 5% feel it is, and 7.5% are unsure.

### Q7. I receive the respect I deserve from my colleagues.

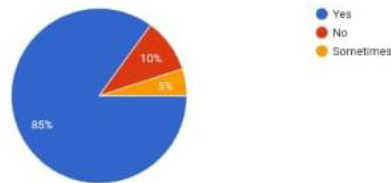
40 responses



A substantial majority 90% feel they receive the respect they deserve from their colleagues. However, 5% do not feel they receive the necessary respect, and another 5% are unsure.

### Q8. On campus, do you personally feel safe from gender-based discrimination and harassment?

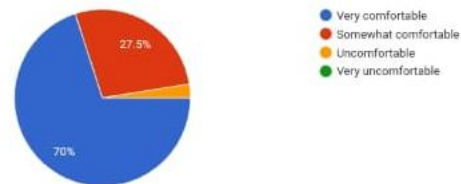
40 responses



85% of faculty members feel safe from gender-based discrimination and harassment on campus. 5% feel somewhat safe, while 10% do not feel safe.

### Q9. How comfortable do you feel discussing gender issues with faculty or staff?

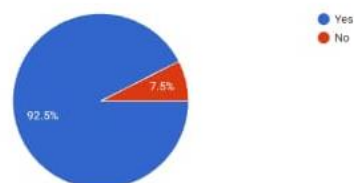
40 responses



70% of faculty members feel very comfortable discussing gender issues with colleagues, while 27.5% feel somewhat comfortable. Only 2.5% of faculty members feel uncomfortable with this topic.

### Q10. Are all genders fairly represented in student groups, clubs, and leadership roles?

40 responses

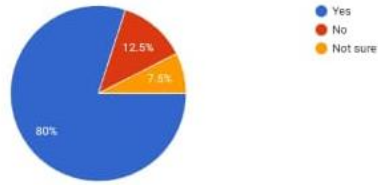


92.5% of students believe that all genders are fairly represented in student groups, clubs, and leadership roles, while only 7.5% do not believe this is the case.



**Q11. Do you feel comfortable expressing concerns or opinions regarding gender issues within the college?**

40 responses



80% of faculty members are comfortable expressing opinions on gender issues. 7.5% are unsure, and 12.5% are uncomfortable.

**Q12. The faculty hiring process is perceived as fair and gender-neutral.**

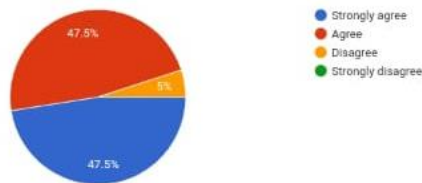
40 responses



The faculty hiring process is perceived as fair and gender-neutral by 50% of respondents, while the other 50% strongly agree.

**Q13. Faculty representation on college committees is balanced across genders.**

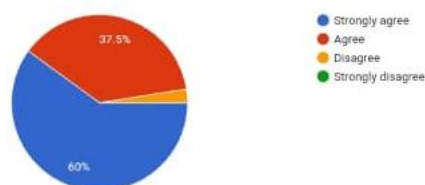
40 responses



The results show a near-even split in opinions regarding faculty representation on college committees. 47.5% of respondents agree, 47.5% strongly agree, and only 5% disagree with the balance of gender representation.

**Q14. There is freedom for all genders among faculties for free and fair expression of opinions in academic and administrative matters.**

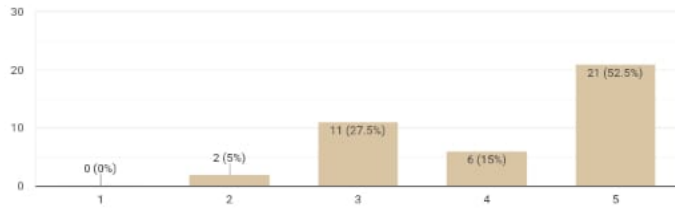
40 responses



Among faculties, 60% strongly agree that there is freedom to express opinions in academic and administrative matters for all genders, while 37.5% agree and 2.5% disagree.

**Q15. On a scale of 1 to 5, how supported do you feel by the college community in matters related to gender equality?**

40 responses



Based on a scale of 1 to 5, no respondents felt completely unsupported (1) in matters related to gender equality, a minimal percentage of 5% felt almost unsupported (2), 27.5% felt neutrally supported (3), 15% felt supported (4), and the majority, 52.5%, felt very supported (5).

**CONCLUSION:**

The Gender Audit at Nalbari College has revealed a commendable commitment to gender equality, with substantial awareness and support mechanisms for addressing gender issues within the institution. Most students and faculty members report a comfortable atmosphere for discussing gender-related topics, reflecting the college's dedication to fostering a respectful and inclusive educational environment. Moreover, the positive response to gender awareness programs and the perceived equity in opportunities across genders indicate the college's active engagement with its community on these critical issues. Despite these successes, the audit has identified areas that warrant further attention to ensure that all consistently experience the college's efforts toward gender equality. A notable minority of respondents remain less informed about available support structures, and there is an expressed need for heightened visibility and accessibility of gender resources, including the Women's Cell and grievance redressal facilities. Nalbari College still has opportunities to improve its policies and practices regarding gender equality and campus safety for all genders. While the college's efforts towards creating a gender-equitable academic environment are appreciated, there is room for further enhancements. The findings of the audit can serve as a roadmap for Nalbari College to continue evolving as a leader in gender equality. By addressing the identified areas, the college can create an academic culture that promotes equity and inclusiveness for all members.