

TAMULPUR COLLEGE

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FIRST CYCLE NAAC ACCREDITATION 2023

CRITERION VII

Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five year

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL



GENDER AUDIT REPORT

TAMULPUR COLLEGE

(B.A. & B.C.A.)

Tamulpur (B.T.R.), Assam-781367

INTERNAL QUALITY ASSURANCE CELL

TAMULPUR COLLEGE

2023

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GENDER AUDIT: AN INTRODUCTION

Overview of Tamulpur College:

Tamulpur College, established on the 4th of Aug, 1984, has now become one of the most prestigious full-fledged and high standard degree college of the Tamulpur, having 11 Departments as of 2022 (Assamese, B.C.A, Bodo, Economics, Education, English, History, Philosophy, Political Science, Nepali and Sanskrit) under Bodoland University. Till 2014, the students had to appear degree examination in Rangia College (1984-2010), Barama College (2010-2011), Dhamdhama Anchalik College, Dhamdhama (2011-2014). From 2015 onwards Tamulpur College received permission for holding examination at college campus under Gauhati University. From 2015 onwards 9 subjects (English, MIL Assamese, MIL Bodo, EL Assamese, Pol. Science, History, Philosophy, Education and Sanskrit) received permission to start classes and write examination in its own campus. However, the permission to opt as an honours in 8 subjects came quite lately (Bodo and Assamese in 2015, English, Education, Economics, Pol. Science, Philosophy, and Sanskrit in 2017). Later the college authority has made plan to offer honours in 2 more subjects from this academic session 2022-2023 (History, Nepali). Apart from this, most importantly, the college authority has submitted proposal to the Govt. to Provincialise as per 6.3 clauses of 3rd Boro Peace treaty accord with (Govt. of India, Govt. of Assam & Boro Agitators (2020). The construction works of the SC boy's hostel with 50 student's capacity and ST girls Hostel with 100 student's capacity Buildings and New Building for taking classes including separate Library Hall with Govt. grants for the greater interest of its students and College are under work in progress. The college authority has already invited A TEAM from BODOLAND UNIVERSITY for its Permanent AFFILIATION, for which the result is about to come. The authority of the college is trying its level best to build up the college as a centre of excellence of international standard. The motto of the college is to build up such a generation of young men and women who will be physically fit, intellectually alert, mentally strong, spiritually inspired and socially committed. Such a generation will be the real assets of the society and the nation. May God help us all.

Tamulpur College is situated in Tamulpur District at the point of the longitude 91.5745 and latitude 26.6317. It falls under the region of autonomous jurisdiction of Bodoland Territorial Region (B.T.R.), Assam. It is located at the distance of 6.3 K.M. from Tamulpur; the administrative headquarter of Tamulpur District. Dispur (Guwahati), the state

capital of Assam is at the distance of 86.2 K.M., international border between India and Bhutan (Samdrup Jongkhar) is just 26.1 K.M. away from the campus of the College. The National Highway 31 A is a distance of 26.1 K.M. The nearest railway station to college is Rangia Junction, its distance from Tamulpur College is 26.5 K.M. and the nearest airport is Lokpriya Gopinath Bordoloi International Airport (Guwahati) situated 79.0 K.M. away from the college campus.

ABOUT GENDER AUDIT:

Gender audit is different from financial audit. It can be regarded as a “*social audit*” or essentially it is a “*social audit*” and belongs to the category of “*quality audit*”. It is an effort to study whether the institution has good gender equilibrium or not. Gender audit tries to see whether the institution follows government guidelines, policies and actions formulated for upgradation of women in society. It tries to assess the impact of its current and proposed policies on gender equality.

Even though there is no standard method for carrying out a gender audit, international organizations follow two main approaches: the gender integration framework and participatory in gender audit. A gender audit usually includes two dimensions mentioned below:

INTERNAL AUDIT: This dimension refers to how much an institution nurtures gender equality internally within its organizational, administrative, professional structure and internal work and their contribution towards gender equality in the college campus. An internal gender audit assesses and monitors the relative advancement made in gender mainstreaming, contributes to capacity building and collective institutional ownership for gender equality initiatives, and improves organizational learning on gender.

External audit: This dimension assesses to what degree, an organization or organisation mainstreams gender in its programmes, policies, projects and services in terms of evaluation, content and delivery. External audits evaluate to what magnitude gender integration fosters the inclusion of, and profits to women and men by the establishment's rules, programmes, projects or amenities provided. While applied to services, policies, projects and programmes, a gender audit begins by exploring to what level gender equality is mainstreamed in high-level policy priorities and objectives, and further assesses to what degree policy objectives are actually executed in specific initiatives (i.e. programmes, projects, services). At the planning level, a gender audit studies whether there are gender specific aims or if gender is mainstreamed in the general objectives of the policy to guarantee that they contribute to reduce or eradicate gender gaps, guarantee that women and men benefit equally or as per their gender requirements and that inequalities or discriminations are not continued.. Lastly, a gender audit of the monitoring and evaluation phase examines whether targets and indicators

include a gender viewpoint both in terms of sex-disaggregated data and progress towards gender equality.

GENDER AUDIT COMMITTEE OF TAMULPUR COLLEGE:

Table: 01

Sl. No.	Name	Portfolio	Official Address
1	Dr. Jogen Boro	Chairman	Principal Tamulpur College
2	Ms. Rishika Patgiri	Vice- chairman	IQAC Co-ordinator
3	Dr. Rita Daimary	External Committee Member	Assistant Professor, Department of Bodo, Tamulpur Degree College
4	Ms. Anjali Narzary	External Committee Member	Assistant Professor, Dept. Of English, Tamulpur Degree College
5	Mrs. Anakshi Bora	Internal Committee Member	HoD, Department of Sanskrit, Tamulpur college.
6	Mrs. Himakshi Deka	Internal Committee Member	Assistant Professor, Department of Sanskrit, Tamulpur college.

OBJECTIVES:

- ✓ To identify and understand the gender patterns and human resource management of the college.
- ✓ To make an assessment of the different areas and factors that determines gender balance.
- ✓ To encourage the growth of gender equality in all aspects.

METHODOLOGY:

Following research tools are used to assess this gender audit:

- A detailed review of documents was done.
- A wide range of interviews were conducted during the gender audit where individual and group meetings with the college management, teaching and administrative staff were a general phenomenon.
- Statistical analyses of the numerical figures are done to represent the result in accuracy.

GENDER BALANCE WITHIN THE INSTITUTION:

Gender balance means a fair ratio of female and male representation within the college in terms of number of learners in the different courses as well as within the staff (teaching and non-teaching) structure. The underlying principle is that by tradition women have less significant access to

results in lesser ability among women which in turn produces tremendous effect on women empowerment and access to development initiatives.

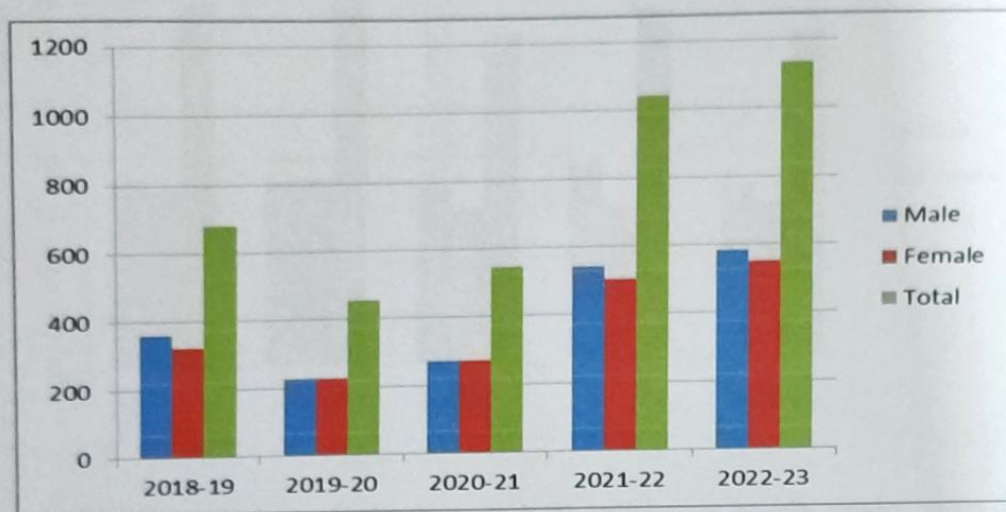
Gender Audit Team analysed and reviewed the operating environment of Tamulpur College. From the report of analysis, the team accepted that the institution is working in an atmosphere where every gender and sex has equal access to all opportunities to achieve the physical, social and psychological benefits from leading and leading in sports and physical activity. To achieve Gender equity girls and women need be facilitated with all rounds of activity and program options that meet their requirements, interests, dreams and experiences. For that reason, some activities may be the alike as those offered to boys and men, some may be different or altogether different. Tamulpur College always focuses on learners' academic performance and overall personality development. To promote gender equality, the girls and women are provided with diverse facilities. The Tamulpur College NSS unit for boys and girls is meticulously developing learners' character and qualities like secular outlook, leadership, discipline, commandership and spirit of adventure. These units focus on outstanding achievements of the girls. The lectures, seminars and workshop are held on various topics to develop their personality. Lectures are held on 'Prevention of Sexual Abuse and Safety ', 'Health and Hygiene Awareness ', 'Legal Remedies of Sexual Abuse', 'Sexual Harassment of Women at Workplace, etc. Several such programs were organized in the last five years to make the girls and women staff conscious of their rights, duties and responsibilities. Anti-ragging Committee and Internal Grievances Redressal Cell have been formed in the college. Girl students of the college have achieved grand success in the field of Cultural and Sports and other activities. Their participation in various competitions have brought glory and fame to them together with the College. The college has its own gender sensitization plan.

GENDER WISE TABLE OF STUDENTS IN THE COLLEGE (LAST FIVE YEAR)

Table: 02

Sl No.	Year	Total	Male	Female	% M	% F
1	2018-19	683	361	322	52.85	47.14
2	2019-20	455	228	227	50.10	49.89
3	2020-21	544	273	271	50.18	49.81
4	2021-22	1041	540	501	51.87	48.12
5	2022-23	1132	582	550	51.41	48.58

DIAGRAMMATIC REPRESENTATION OF THE TABLE: 02



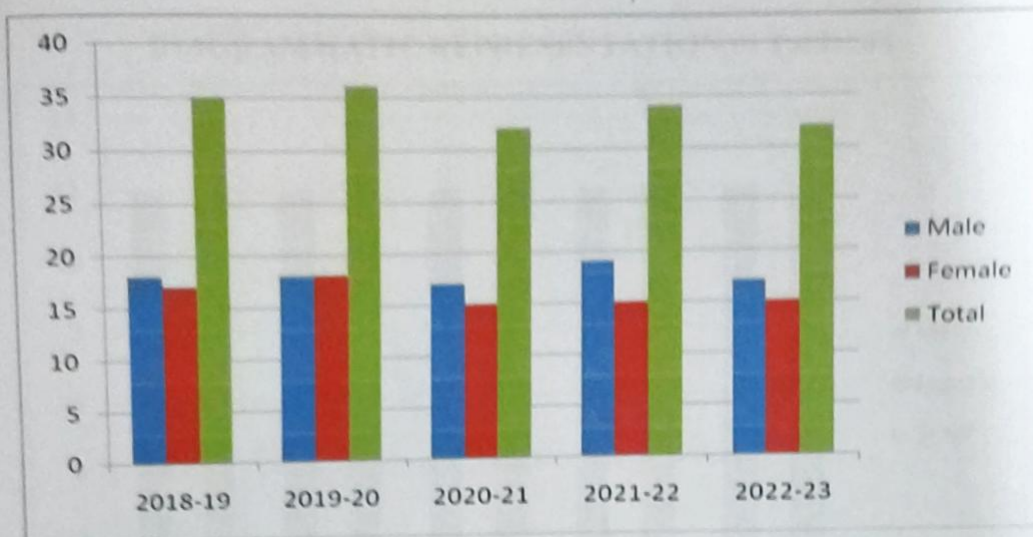
The diagram given above clearly exhibits that the numbers of female students are gradually increasing since 2018. In the 2019-20 and 2020-21 session, the number of female students is at par with the number of male students, which is the result of the initiatives taken by the college to popularise female education.

GENDER WISE TABLE OF TEACHING STAFF IN THE COLLEGE (LAST FIVE YEARS)

Table: 03

Sl. No.	Year	Total	Male	Female	% M	% F
1	2018-19	35	18	17	51.42	48.57
2	2019-20	36	18	18	50	50
3	2020-21	32	17	15	53.12	46.87
4	2021-22	34	19	15	55.88	44.11
5	2022-23	32	17	15	53.12	46.87

DIAGRAMMATIC REPRESENTATION OF Table: 03:



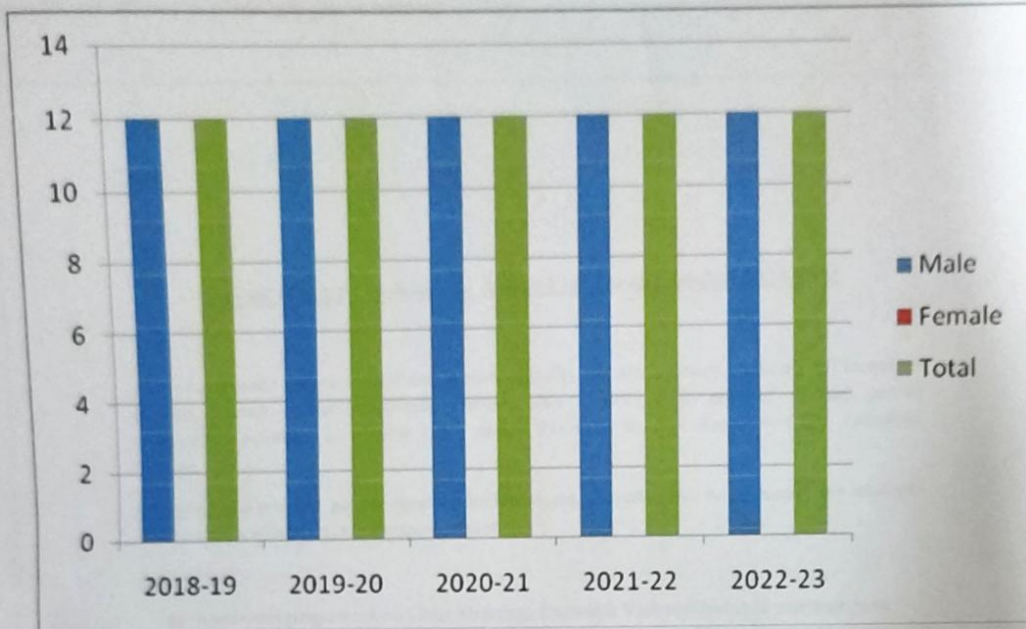
The above analysis clearly shows that the college has healthy gender equity in teaching community of the college. The numbers of female teachers were marginally dropped compared to male in the sessions 2020-21, 2021-22, and 2022-23, due to the movement of some contractual female faculties to other profession.

GENDER WISE TABLE OF NON-TEACHING STAFF IN THE COLLEGE (LAST FIVE YEAR)

Table: 04

Sl. No.	Year	Total	Male	Female	% M	% F
1	2018-19	12	12	0	100	0
2	2019-20	12	12	0	100	0
3	2020-21	12	12	0	100	0
4	2021-22	12	12	0	100	0
5	2022-23	12	12	0	100	0

DIAGRAMMATIC REPRESENTATION of Table: 04



The above diagram shows that the college has no female employees compared to male in the non-teaching staff. The college need to adopt some mechanism to absorb female employees in the non-teaching staff to promote gender equity.

GENDER SENSITISATION INITIATIVES OF THE COLLEGE:

The college used to adopt annual gender sensitisation plan annually. Specimens of recent gender sensitization plans are given below:

Annual Gender Sensitization Action Plan for the Session 2020-2021

Women empowerment and gender equality are the primary concerns of Tamulpur College. Annual gender sensitization action plan is devised to conduct various gender sensitization activities as regular basis under Women's Studies Research Cell, Tamulpur College.

Objective: To promote gender equality, inclusiveness, tolerance, harmony among the students and the staff leading to women empowerment.

Active Plan:

1. Awareness programme on Child Marriage, Domestic Violence and their relevant Acts.
2. Promoting activities pertaining to Health, Cleanliness, Personal Hygiene and Nutrition.
3. Celebration of International Women's Day programme on Commercialization of Ethnic Food in collaboration with local Self-Help group and also to conduct Social outreach programme on women.
4. Awareness Programmes on Feminism, Gender Equality, Legal Literacy, Mental Health, etc.
5. All the college committees should include women employees in appropriate numbers.
6. To review the minutes and action taken reports of Anti-Sexual Harassment Committee & Grievance Redressal Committee and ensure redressals in time.

Anakshi Bora

Mrs. Anakshi Bora

Convenor

Women's Studies Research Cell

Annual Gender Sensitization Action Plan for the Session 2021-2022

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Objective: To promote gender equality, inclusiveness, tolerance, harmony among the students and the staff leading to women empowerment.

Active Plan:

1. To encourage girls students to join NSS and ensure equal rights and participation in regular cultural activities.
2. Conduct Awareness Programmes for the girls students regarding self-defence, Aids awareness and blood donation etc.
3. Promoting activities pertaining to Health, Cleanliness, Personal Hygiene and Nutrition.
4. To conduct induction programmes for the students to promote gender sensitization.
5. Celebration of International Women's Day and also to conduct social outreach programme on women.
6. Publication of Books on the themes of Women Empowerment/ Gender sensitization.
7. Organising Competitions like Article Writing, Slogan Writing, Essay Writing & Speech Competition etc. on gender issues.

Anakshi Bora
Mrs. Anakshi Bora

Convenor

Women's Studies Research Cell

Moreover following activities are adopted by the college for the convenience of girl students:

1. Girls' washroom: The College has made provision of separate washrooms for girl students and female staff.
2. Girls' common room: Tamulpur College has provision for separate common room for girl students.
3. Incinerator: The College has set up incinerator at two locations (Girls Washroom and Common room) to facilitate girls student to burn used sanitary napkin.
4. Sanitary Napkin Vending Machine: Tamulpur College has set up a vending machine in the Girls' Common Room of the college.

Tamulpur College has formed several committees to aid girl students and ladies staff. These are mentioned below:

1. Discipline committee
2. Women's Cell
3. NSS
4. Girl students representation in TCSU
5. Grievances Redressal and Anti-ragging Cell.

CONSTITUTION OF GRIEVANCES REDRESSAL AND ANTI-RAGGING CELL:

Table: 05

Portfolio	Name	Official Position	Contact Number
Chairman	Principal, Tamulpur College	Principal, Principal Tamulpur College	
Convener	Mr. Bahadur Basumatary, HoD, Dept. of Political Science	Assistant Professor	9101455583
Asst. Convener	Mr. Indra Prasad Upadhyay, HoD, Dept. of Nepali	Assistant Professor	9678606165
Faculty member	Mr. Nerswn Narzary, Asst. Prof. Dept. of Political Science	Assistant Professor	7002577343
Faculty member	Ms. Priyanka Daimary, HoD, Dept. of Economics	Assistant Professor	8638453071

Faculty member	Mr. Kankan Patowary, Asst. Prof. Dept. of Assamese	Assistant Professor	
Student Member	General Secretary, TCSU	General Secretary, TCSU	-----
Student Member	Girls Common Room Secretary, TCSU	Girls Common Room Secretary, TCSU	-----

NUMBER OF GENDER EQUITY PROMOTION PROGRAMME CONDUCTED:

Table: 06

Sl. No.	Title of Programme	Date (From- to)	Number of participant		
			Female	Male	total
1	Celebration of International Women's Day on the theme "Women Empowerment Through Self Defence" organized by NSS unit	8/03/2021	50	5	55
2	Awareness Programme on "Women Empowerment" organised by the Dept. of Economics in collaboration with Dept. of Political Science, Education and History, Tamulpur College at Barnagar LP School, Tamulpur	8/03/2021			
3	Awareness Programme on "Child Marriage" organized by the Dept. of Economics in collaboration with Dept. of Political Science, Education and History, Tamulpur College at Sarangbari LP School, Tamulpur	08/03/2023			

RECOMMENDATION:

Recommendation for alleviating the margin of Gender sensitivity of Tamulpur College:

1. Day care facilities should be provided to female staff members of the college.
2. Talk programmes should be arranged for increasing the gender sensitivity of male students.
3. The issue of Menstrual Hygiene should be introduced and discussed in general level.
4. Students should be encouraged to write for local electronic, print and social media platforms about gender related issues.
5. Necessary measures should be taken for online submission of grievances (like sexual and mental harassment, academic grievances etc.).
6. Female employee should be hired in the non-teaching staff in order to maintain gender equality.

CONCLUSION:

The above audit indicates the college has a great deal of strength and a few limitations too. It also shows that the college plays an important role in maintaining discipline and harmony among students. It also highlights that the college plays an important role in maintaining discipline and harmony among students. Many programs arranged to promote gender equity and equality among students as well as teachers. Some of the programmes are specially organised for increasing the self-reliance of the girl students. The college is contributing well towards gender righteousness and formatting a gender equal society.

Principal cum Chairman
Gender Audit Committee
Tamulpur College, Tamulpur
Principal
Tamulpur College

External Member
Gender Audit Committee
Tamulpur College, Tamulpur

Co-ordinator
IQAC & Vice-Chairman
Gender Audit Committee
Tamulpur College

Co-ordinator
IQAC

Tamulpur College, Tamulpur

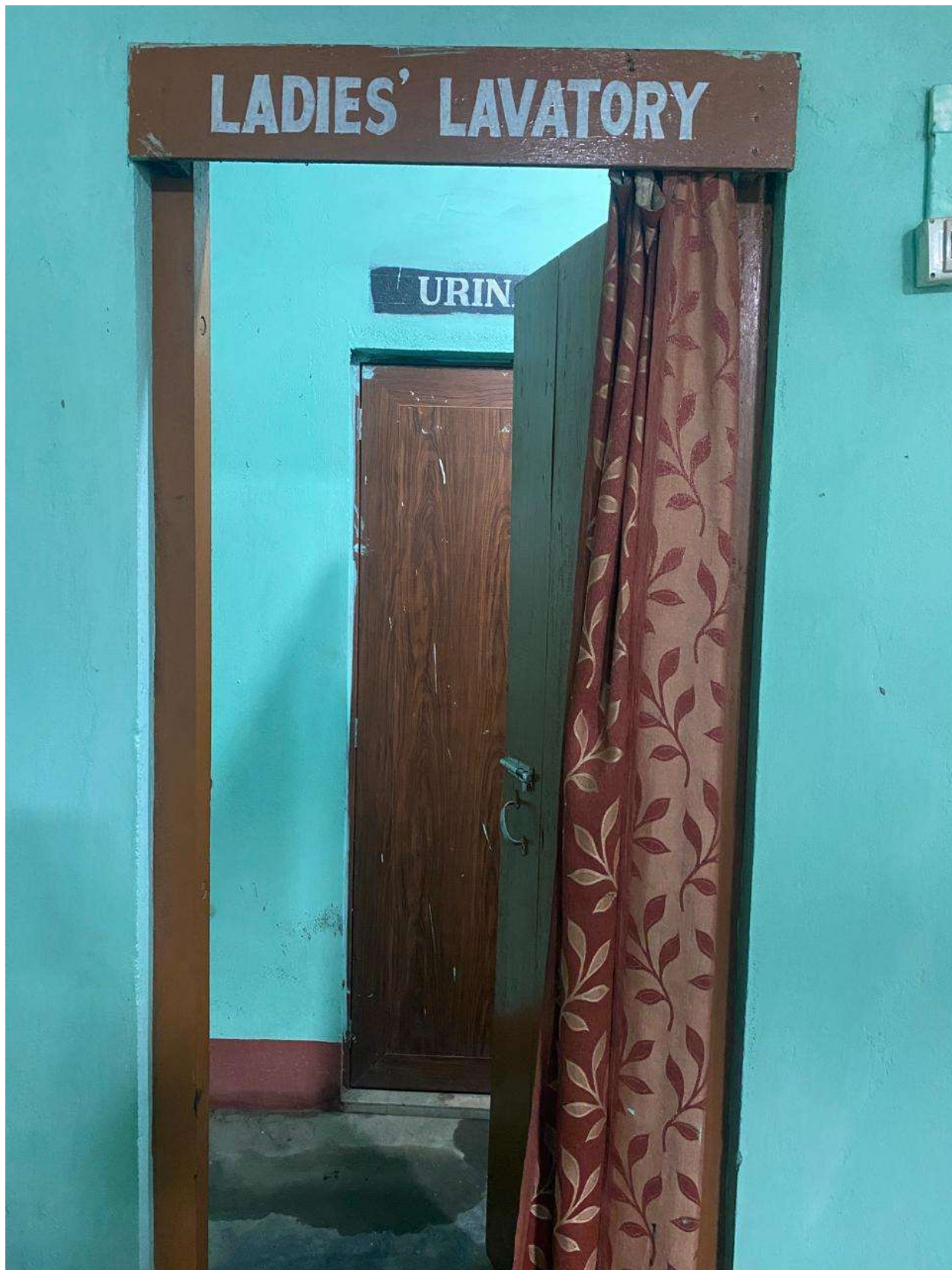
External member
Gender Audit Committee
Tamulpur College

Internal Member
Gender Audit Committee

Internal Member
Gender Audit Committee

LADIES' LAVATORY

URIN





KEEP THE TOILET CLEAN

GIRLS' TOILET

SWACHH VIDYALAYA-SWACHH BHARAT ABHIYAN
Constructed under the
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