



KOKRAJHAR GOVT. COLLEGE
Estd 1959, Affiliated to Bodoland University

**GENDER AUDIT
REPORT
(2021-22)**

ACKNOWLEDGEMENT

I would like to express my sincere thanks to the Honourable Principal of Kokrajhar Govt. College, Dr Banabina Brahma, for extending unconditional support for accomplishing this daunting task of preparing the Gender Audit Report of the college for the year 2021-2022. The entire process of documentation was completed with her able stewardship.

I also acknowledge my indebtedness to IQAC Co-ordinator, Mr. **Purushottam Vaskar Narzary** for providing the necessary data for successful completion of the work.

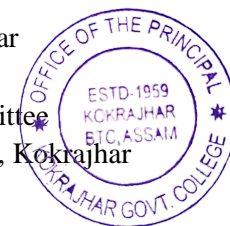
I am also thankful to the other members of the Gender Audit Committee for their constant involvement in making the report a reality. Last but not the least, I express my deepest gratitude to all the Faculty members of Kokrajhar Govt. College for their support.

Place: Kokrajhar

Date: 29/08/2022

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Chapter I

(Audit Objectives/ Methodology)

1.1 Introduction

Kokrajhar Govt. College was established in 1959 in order to cater to the academic needs of the youth of the immediate locality and its adjoining areas. This College is presently affiliated to Bodoland University, Kokrajhar. The mission is to educate the youth in general and the ethnic communities in particular. The huge influx of students has resulted in the rendition of enlightened human resource which contributes towards the development of the region.

The Gender Audit is an endeavour to examine good gender balance and to study about the implementation of the policies adopted by the University. This Gender Audit makes an attempt to scrutinize the impact of the proposed regulations on Gender equality.

The college always concentrates towards all round development of the students. The NCC and NSS units have a substantial representation of girl students. Observing the gender equality, girls are provided with numerous facilities and special care. Many functional units like Women's Cell, Internal Complaint Cell, Anti-Ragging Cell, Grievances Redressal Cell etc. work round the clock to ensure a balanced gender distribution in college. Many lecture and talk sessions are arranged to spread awareness among the students about their rights and duties in order to inculcate a general atmosphere of mutual respect. These counselling activities are undertaken in order to raise the consciousness level of the students and to make them empowered. There is an active participation of both boy and girl students in cultural activities and sports events. They have made a mark for themselves by achieving grand success in Youth Festival and other inter-college competitions organized from time to time.

1.2 Gender Audit Objectives

The objectives of Gender Audit of Kokrajhar Govt. College, Kokrajhar have been enumerated as follows:

- ✓ To identify and understand gender patterns within the composition, organizational culture and human resource management of the college.
- ✓ To make an assessment of the different areas and factors that determines gender balance.
- ✓ To evaluate the different guidelines issued by the college towards the needs and interest of both the male and female employees.

- ✓ To recognize and classify critical gender gaps that is prevalent within the institution.
- ✓ To encourage the growth of gender equality in all aspects.
- ✓ To create a congenial atmosphere and prohibition of physical abuse at workplace.

1.3 Audit Methodology

A participatory gender audit methodology combines a number of assessment tools that provide qualitative as well as quantitative assessment tools. The following description identifies the different research tools adopted that are pertinent to internal self-assessment of this gender audit:

- ✓ **Briefings with focus groups:** A wide range of interviews were conducted during the gender audit, where individual and group meetings with college management, teaching and administrative staff were a general phenomenon.
- ✓ **Documentation Review:** A detailed review of documents was done and a considerable amount of time was spent trying to assess the documents.
- ✓ **Self-assessment Questionnaires:** A short background questionnaire provided conceptualization and capacity building in terms of gender mainstreaming in the policies, programs and projects.
- ✓ **Gendered cost-benefit analysis:** This is an important contribution to the gender audit in making the economic case for gender resource allocations within the programs.

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Chapter II

(Findings)

2.1 Findings

As per the methodology, the findings have been analysed below as per some specific gender sensitive category. In order to make the report more comprehensive and precise, the findings have been divided in six categories on the basis of seven gender sensitive indicator. These indicators are-

- Curricular Aspects
- Teaching, Learning and Evaluation.
- Research and Publications
- Resources and Infrastructure
- Students Involvement
- Organization and Management

2.1.1 Curricular Aspects

Since its establishment in 1959, Kokrajhar Govt. College always emphasizes on value-based education though it has little scope to introduce new course or to design course materials. At Present the institution offers Undergraduate and Post-graduate courses in both Arts and Science streams. Currently, in the year 2021-22 the college offers BA honours and regular courses in Assamese, Bodo, Bengali, English, Economics, Education, Geography, Hindi, History, Philosophy, Political Science and Sociology to total 2212 students and MA in English, Economics and Bodo to total 116 students. Department of Economics is the new inclusion amongst the Post-Graduate Courses. Considering the need of Science studies Kokrajhar Govt. College offers B.Sc honours in Physics, Chemistry, Mathematics, Botany, Zoology, Computer Science and Statistics to total 694 students. Departments of Chemistry and Mathematics have offered M.Sc in their respective Subjects to 120. A large number of students from the different parts of the state come to the college for their admission.

Gender equality or women empowerment have always been given prime importance in the curriculum of the institute.

- Department of Political Science offers a full Paper in BA entitled ‘Women, Power and Politics which resonates aspirations of the females.
- Department of English offers a paper on ‘Women Writings’ in its Post-graduate course.’
- ‘Contribution of Women Writers in Bodo Literature’ is the another gender based paper offered by Bodo Department in BA faculty.

- Department of Education offers ‘Women and Society’ as an Honours Elective paper in BA program.
- ‘Sociology of Gender’, ‘Gender and Violence’ and ‘Gender and Sensitization’ are offered by Sociology department to provide gender sensitive education.

These Gender based papers are a part of the regular curriculum of Undergraduate and Post-Graduate courses in the institute in order to inculcate gender education amongst its students.

2.1.2 Teaching, Learning and Evaluation

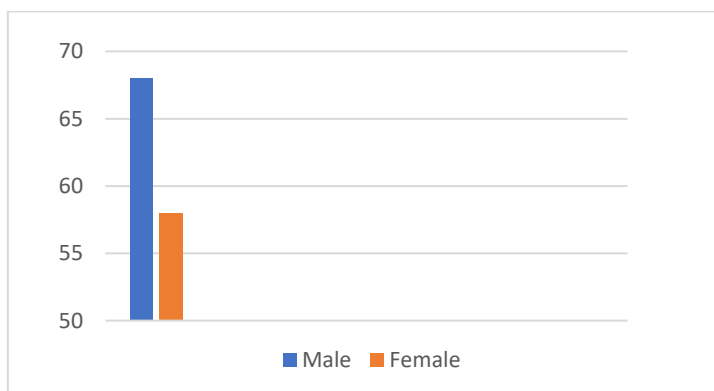
In regards to Teaching fraternity there can be seen presence of a good number of female faculties which is undoubtedly an encouraging aspect in a North-East state like Assam. The following Table 1.a shows us the gender distribution of Teaching Staff in Kokrajhar Govt. College.

Teaching

Table 1.a

Gender wise Distribution of Teaching Staff

Year	Total	Male	Percentage	Female	Percentage
2021-22	126	68	53.97	58	46.03



As per the above table, the college has total 126 teaching staff in the year of 2021-22. Amongst them, 46.03% Female Teaching Staff are working and providing their service to the college against 53.97% of Male teaching staff. The figure and percentage in the table show the exact number of Faculty members in the college.

Learning

The Gender balance in learning aspect i.e the gender wise distribution of male- female students is fairly managed in the institution both in Undergraduate and Post-Graduate

programs. The below arranged Table 1.b and 1.c refer to the gender distribution of students in Kokrajhar Govt College in its Graduate and Post-Graduate courses during 2020-21.

Table 1.b

Gender balance at Graduation level in 2021-22

Faculty	Major	Male	Female	Regular	Male	Female	Total Student
B.A	2074	970	1104	138	114	24	2212
B.Sc	687	386	301	07	05	02	694

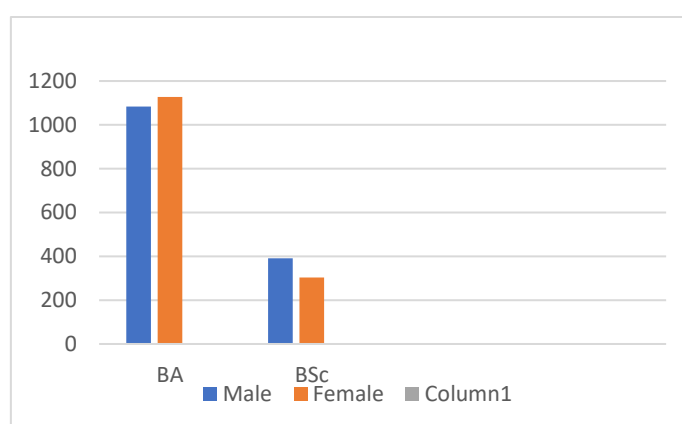
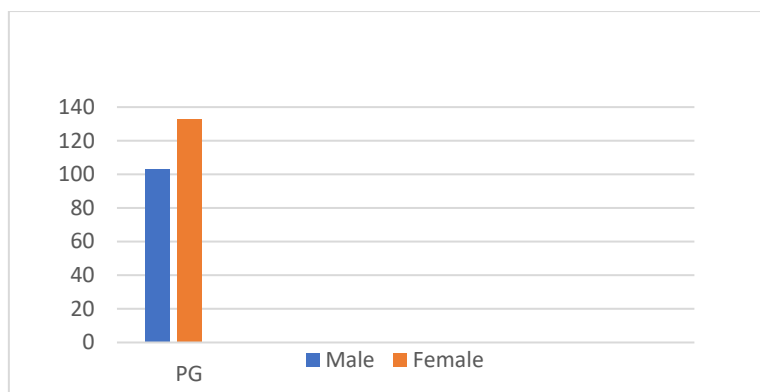


Table 1.b portrays a healthy balance of genders in the B.A and B.Sc programs of the College. Total 2212 students are currently pursuing B.A in the college while total 694 are Pursuing B.Sc. Amongst 2212 students 1128 are females pursuing B.A against 1084 males. And, In B.Sc amongst total 694 301 are female and 391 are male.

Table 1.c

Gender balance at Post-Graduation level in 2020-21

Faculty	Male	Female	Total Student
PG(MA+MSc)	103	133	236



During 2021-22 year, total 236 students are pursuing M.A and MSc in Kokrajhar Govt. College. In the PG program 103 are males and 133 are females. The number of Female students in M.A faculty is much higher than the male students.

Evaluation

The below mentioned 1.d tables reflects the gender parity prevalent in the college with regard to number of appeared and passed students in the final semester of UG and PG courses.

Table 1.d

Graphical Representation of Appeared and passes out students at UG level



During 2021-22 session, at the UG level total number of 294 male students appeared in the last final semester examination. Amongst them, 210 passed. Among the total number of 331 female students who appeared for final semester examination 281 passed.

2.2.3 Research and Publications

It is praiseworthy that the faculty members of all departments of the institute are continuously being engaged with research work and publications. It is envisaged that research contributes immensely toward the proliferation of academic aspects of an institution and this domain has been given much importance by the authority, management, and teaching staff of the college. A good ground for writing and publication has been formatted for the teaching fraternity. During the year of 2021-22 total number of 31 Articles/ Research papers have been published

by the faculties in various Journals notified on UGC website and ISBN/ISSN bearing journals. 17 research work are done and published by female faculties whereas 14 research work are conducted and paper published by male faculties. Besides authoring ISBN books, presenting papers in National/International seminars, the teaching staff of Kokrajhar Govt. College made a valuable contribution towards the development of the academic culture of the institution.

On the basis of academic excellence 4 female faculties and 6 male faculties have been promoted to the senior grade during this year.

Besides, in order to promote a healthy research environment the college authority has formed a Research and Development Cell (RDC).

Research & Development Cell (RDC)

Research & Development Advisory Council

- | | |
|-------------------------|---------------|
| 1. Dr. Banabina Brahma | : Chairperson |
| 2. Dr. Sikhna John Wary | : Director |

Finance & Infrastructure Committee

- | | |
|------------------------------|------------|
| 1. Dr. Chinmoy Bhattacharjee | : Convener |
| 2. Mr. Dhiren Chetry | : Member |
| 3. Mrs. Banashree Bhardwaj | : Member |

Research Programs & Policy Development Committee

- | | |
|-----------------------------------|------------|
| 1. Dr. Sikhna Wary | : Convener |
| 2. Dr. Dimacha Dwibrang Mwchahary | : Member |
| 3. Dr. Ambeswar Phukon | : Member |
| 4. Dr. Basanta Kr. Das | : Member |
| 5. Dr. Mainul Hoque | : Member |

Collaboration and Community Committee

- | | |
|-----------------------------|------------------|
| 1. Mrs. Anjalee Basumatary | : Convener |
| 2. Mrs. Sulochana Brahma | : Asst. Convener |
| 3. Mrs. Aroti Basumatary | : Member |
| 4. Dr. Gauri Sankar Narzary | : Member |
| 5. Dr. Gautam Mushahary | : Member |
| 6. Ms. Eulolia Engheepi | : Member |
| 7. Dr. Gopa Das Talukdar | : Member |

Product Development, Monitoring and Commercialization Committee

- | | |
|---------------------------|------------|
| 1. Dr. Kamal Bodosa | : Convener |
| 2. Dr. Roselin Basumatary | : Member |
| 3. Dr. Rumi Hazarika | : Member |
| 4. Mr. Ganesh Baro | : Member |
| 5. Dr. Rajib Kr. Saha | : Member |
| 6. Dr. Alaka Basumatary | : Member |
| 7. Mrs. Ionee Basumatary | : Member |

IPR and Ethical Matters Committee

- | | |
|-----------------------------|-----------------------|
| 1. Dr. Sushanta Narzary | : Legal Advisor HoD & |
| 2. Dr. Sikhna John Wary | : Legal Advisor |
| 3. Dr. Bimal Kt. Basumatary | : Convener |
| 4. Mr. Dipankar Basak | : Member |

- | | |
|--------------------------|------------------|
| 5. Mr. Pranchis Narzaree | : Member |
| 6. Dr. Suresh Kr. Nath | : Asst. Convener |
| 7. Mr. Leeladhar Chouhan | : Member |
| 8. | |

2.2.4 Resources and Infrastructure

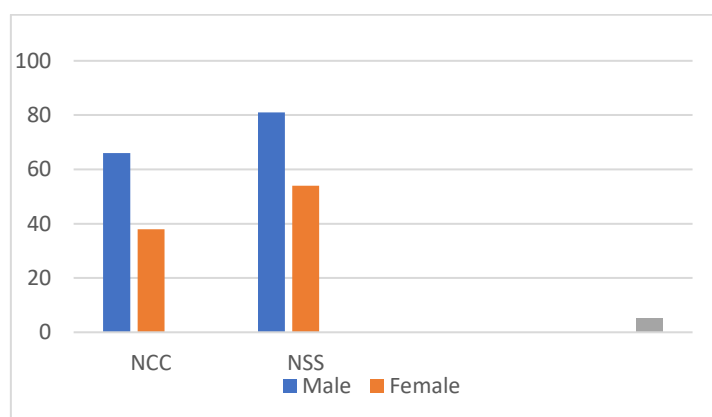
The college provides facilities like library, ICT enabled tools, hostels, canteen etc. and these facilities can be availed by both boys and girls in a neutral manner.

- The college provides hostel facility for boys as well as girls, where seats are allotted on the basis of merit. The college has two (2) hostel for boys of HS students located in the college campus named Sujit Narzary Boys' Hostel and another for degree students (34) seats named Satish Chandra Basumatary Boys' Hostel located in South Tengapara. The college has one hostel for girls (82) seats which is located near the north-eastern corner of the college/KDSA field named as Martyr Gaide Girls' Hostel.
- The college has installed ICT enabled teaching tools for effective teaching-learning in the rooms of the PG Departments like English, Bodo, Chemistry and Mathematics as well as all the science laboratories. Upgrading use of teaching learning materials from traditional technique to the modern use of ICT tools helps and prepares students to cope up with the trends of 21st century. These tools also ensure professional development of teachers by enhancing their potentiality.
- Some of the lecture videos and PPT are uploaded in the college website on aregular basis.
- Common rooms have been facilitated for both Boys and Girls as Boys' Common Room and Girls' Common room with proper and adequate sanitation amenities.
- The college has a central library situated within the campus names as Nilkamal Brahma Central Library with a total number of 34741 books, 12 e-books, 3 journals, 10 e-journals, 29 CDs, along with the subscription of daily news papers.
- A separate room has been designated for Women Cell, Kokrajhar Govt. College where a number of activities are planned and executed throughout the year.

2.2.5 Students Involvement

Apart from curricular activities , a number of students are involved in regular extra-curricular activities through NCC and NSS. During, 2021-22 session a total number of 66 male candidates against 38 female students are engaged as NCC cadets and in NSS there are total 54 females against 81 males.

Gender wise graphical representation in NCC& NSS



2.2.6 Organization and Management

There should be a sound management system in order to run an institution. Kokrajhar Govt. College has always laid much emphasis on this particular aspect. In regards to organization and management sector --

- The college has a Women forum named as Women Cell, Kokrajhar Govt. College chaired by the Principal and convened by Dr. Ulka Mandal, Hod, Deptt. Of Bengali that organizes many events and programmes like International Women’s Day, lecture programme on gender sensitization, violence against women, gender equality, menstrual health and hygiene by inviting renowned doctor and knowledgeable resource persons to create awareness amongst students and teachers.
- The college has an Anti-Ragging Committee in order to maintain discipline and integrity in the college campus. The names of Committee members in 2020-21 are enumerated below-

Name	Designation
Dr. Banabina Brahma	Principal (Chair person)
Dr. Barhunkha Mushahary	Convenor
Dr. Bimal Kanti Basumatary	Teacher (member)
Dr. Deepak Basumatary	Teacher (member)
Mr. Loknath Goyary	Teacher (member)
Mrs. Aroti Basumatary	Teacher (member)
Mr. P.V. Narzary	IQAC Co-ordinator
Dr. Gauri Sankar Narzary	Ex-Officio member
Dr. Gautam Mushahary	Ex-Officio member
Dr. Nijira Brahma	Ex-Officio member

General Secretary, KGC student Union	Ex-Officio member
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- Gender Audit Committee is the torch bearer of upholding gender indicators of the college and that has been assigned to prepare an annual report on gender balance in the institution in each year. The member Gender Audit Committee in the year of 2021-22 are as follows-

Sl no	Name	Designation	Portfolio
1	Dr. Banabina Brahma	Principal,	Chairperson
2	Dr. Shibu Basak	Vice- Principal	Member
3	Dr. Rajib Saha	HoD, Bengali	Member
4	Ms. Banashree Bhardwaj	Assistant Professor, Philosophy	Member
5	Dr. Gopa Das Talukdar	Assistant Professor, English	Member
6	Ms. Jayashree Sarma	Assistant Professor, Political Science	Member

- The college has an Internal Complaints Cell (ICC) that monitors matters relating to sexual harassment of any kind in the institution that ensures prevention of sexual harassment at work place.
- In order to take necessary action on the problems, issues faced by student community the college has formed a Grievances Redressal Cell headed by Principal and Convened by Dr. Bimal Kanti Basumatary. The other members of the committee includes—

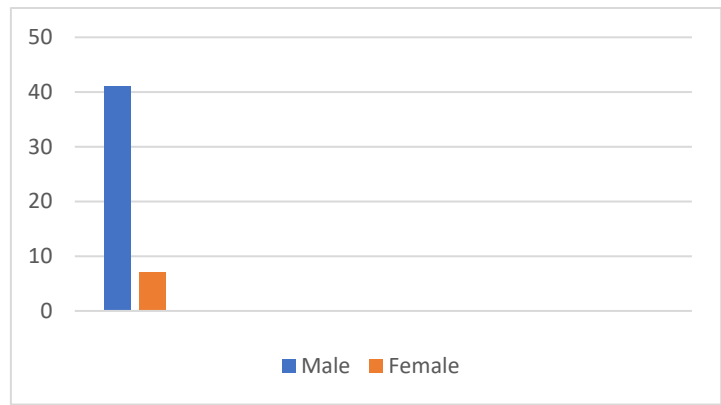
Name	Designation
Dr. Banabina Brahma	Principal (Chair person)
Dr. Bimal Kanti Basumatary	Convenor
Mr. Govinda Boro	Teacher (member)
Dr. Sikhna John Wary	Teacher (member)
Dr. Dimacha Dwibrang Mwchahary	Teacher (member)
Mrs. Rumi Hazarika	Teacher (member)
IQAC co-ordinator	Ex-Officio member
President/Secretary KGCTA	Ex-Officio member
Librarian, KGC	Ex-Officio member

Hostel Superintendents of all hostels	Ex-Officio member
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- During 2021-22 .the college is headed by a female Principal. Along with it, amongst the 19 departments of the College 7 departments are headed by Female Faculties and 12 departments are headed by male faculty members.
- The following table shows the gender distribution of Non-Teaching Staff in the institute during 2021-22

Gender wise Distribution of Non- Teaching Staff

Year	Total	Male	Female
2021-22	48	41	07



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Chapter III

(Recommendations & Conclusion)

3.1.1 Gender sensitive Features of Kokrajhar Govt. College, Kokrajhar

Gender sensitive distinctiveness of the college has been identified after through observation and extensive survey. Gender parity is always maintained by forming various committees like Anti-Ragging cell, Sexual Harassment Prevention Unit and providing adequate facilities to both Girls and Boys. The characteristic features indicating gender sensitivity has been enumerated below:

Facilities for Students:

- **Study Room:** A study room that caters to the academic needs of the students as well as the staff has been arranged in the library of the college
- **Girls' Common Room:** A room is commissioned for the girl students where they can relax and enjoy their leisure time without the fear of their privacy being violated.
- **Boys Common Room:** Another room is commissioned for the boy students where they can relax and enjoy their leisure time for their recreational activities.
- **Health Camp:** In the Post-Covid scenario, special emphasis has been laid upon organizing Health Camps and Vaccination drives, where staff and students of both male and female gender have been benefited.
- **Sports Facility:** College makes special efforts to promote sports among the students. Indoor and outdoor games are promulgated among boys and girls for better outcome in future.
- **Hostel Facility for Boys and Girls:** The college has made provision for lodging facility of boys and girls on the basis of merit so that the deserving is not deprived

3.1.2 Analysis

It is found that Kokrajhar Govt. College has attained good gender equilibrium in terms of admission and other amenities.

- Gender balance in student enrolment is good and there is room for improvement .
- Gender parity is observed in terms of male-female representation in Sports and Cultural activities.
- A congenial atmosphere is promoted for maintenance of health and hygiene among all categories of students.
- Girls and boys are provided with equal opportunity of scholastic and non-scholastic growth.

- There is a gender-neutral mechanism for allocation and disbursement of fund for student activities.
- The faculty members of both the gender groups are inspired to participate in professional development and training activities throughout their career.
- Feedback of students, staff members, guardians and visitors are regularly recorded in formal and informal ways to improve the gender balance in college.

3.2 Recommendations for alleviating the margin of Gender Sensitivity of Kokrajhar Govt. College:

- There is a need to improve the strength of female staff members in both teaching and non-teaching category.
- Day care facility should be provided to female faculty members of the college.
- More talk programs should be arranged for increasing the gender sensitivity of male students.
- The topic of Menstrual Hygiene should be introduced and discussed at a general level.
- There is a need to increase Parent-Teacher meetings for taking the issue of gender sensitivity to the next level.
- Students should be encouraged to write for local electronic, print and social media platforms about gender related issues.

3.3 Conclusion:

Gender audit of the college indicates that the college has a great deal strength and a few limitations. Some steps have already been taken in order to overcome the limitations. The findings show that college plays an important role in maintaining discipline and harmony among students. It works for the social, economical and psychological growth and development of everyone. Many programs are arranged for promoting gender compassion of the student community as a whole while some programs are organized for increasing the self-reliance of the female students. The college is contributing well towards gender righteousness and formatting a gender susceptible society. It has been creating a harmonious set-up for the college as well as society.

Chapter IV

Glossary



