



GENDER AUDIT REPORT

Session: 2022-23

MURAZAR COLLEGE

MURAZAR : HOJAI : ASSAM



Team of Auditors:

1. Dr. Sayed Ahmmmed Ali, Principal. (Chairperson)
2. Dr. Adidur Rahman, Associate Professor HAAC, Doboka
3. Nozmul Hoque , Co-ordinator (IQAC)
4. Sunita Bordoloi, Asstt. Professor, Dept of Assamese
5. Ashim Das, Asstt Professor ,Dept of Hindi
6. MD. Altaf Hussain, Asstt. Professor, Dept Of political science.

INTERNAL QUALITY ASSURANCE CELL (IQAC)

MURAZAR COLLEGE

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FOREWORD:

Gender Equality is a universal issue, and negotiations in women's liberation and her privileges are at the front position of many global campaigns. As the understanding of gender issues swells, women impulsively come into action against women's subjugation and mistreatment. Gender consciousness allows women to move further than other usual gender typecasts and sever gender role characterizations. Hence, the grader audit was carried out to identify ways to make college campus unharmed and safe for women. The audit process involved selecting the pockets to be audited, choosing the participants, preparing the checklist and the writing down the findings and sharing the results with the principal of the college for accomplishment of the recommendations.


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GENDER POLICY:

- There shall not be any kind of unfairness on the basis of gender.
- The College shall provide equal opportunity to all genders.
- Freedom of free and fair opinion should be encouraged.
- An active, balanced and classified grievance Redressal cell must be in operation.
- The College shall maintain safety and security of all genders.
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Key Steps in Gender Audit:

- Setting up for preparation.
- Visiting different pockets.
- Interaction with stakeholders
- Checklist Preparation
- Draft Report.
- Sharing Final Report with the Principal.
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A Brief Note about the College:

Murazar College was established in the year 1989 by the some eminent social activist, educationist as well as philanthropist of the locality. This college is the higher educational institution in Jamunamukh (Binnakandi) constituency located about 9 KMs away from NH-36 and about 18 KMs away from Hojai Town. It has started the teaching-learning process following the course curriculum of Gauhati University.

The college is permanently affiliated to Gauhati University and the core subjects offered by the college are - Assamese, English, Education, Economic, Hindi, History and Political Science. Out of these subjects Assamese, English, Education, Economic, History and Political Science have major course. The college has on-going process registered under section 2(F) & 12(B) of the UGC Act, 1956. Since its inception, the college has been rendering quality higher education to students, following participatory methods in a friendly and learner centric atmosphere.


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As we all know, Gender Equality is a global issue and the gender audit is conducted to identify ways to make college campus safer for women and girl students as said earlier. The Audit process is accomplished with the following objectives in mind.

OBJECTIVES:

The Gender Audit has the following objectives:

- To identify the areas where gender imbalance exists and the factors behind it.
- To ascertain gender balance in decision-making process.
- To recommend suggestion for bridging the gender gap.
- To promote gender equality in all aspects of college.
- To observe the facilities and effort for prevention of sexual harassment at the college.
- To make the Committee against Sexual Harassment functional.

METHODOLOGY:

Gender Audit Team reviews and analyses the operating environment and context of Murazar College. From the analysis, the team understands that the college is being operated in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sports and physical activity. It does not necessarily mean making the same programs and facilities available to both males and females.

The methodology includes:

- Gender equity which requires that girls and women are provided free access to the activities and program choices.
- Organization of activities that meet the needs, interests and experiences of the girls and women of the College.
- Focus on the initiatives of Anti Ragging initiatives.

The statistical data provided for the last few academic years offline meeting have been analyzed while preparing the report. The extensive gender sensitive indicators have been studied in detail and that include the following:

- Curricular Aspects.
- Student Support and Progression.
- Gender balance in Teaching & Non-Teaching Staff members.
- Equal participation of all genders in Committees and Cells.
- Resources & Infrastructure

Above all, gender wise data analysis is one of the prominent methodologies adopted in preparing this report.


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Detailed Analysis:

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

Sl. No.	Year	Total	Male	Female	Male%	Female%
1	2022-2023	675	315	360	46.67	53.33
2	2021-2022	639	290	349	45.38	54.62
3	2019-2020	541	213	328	39.37	60.63
4	2018-2019	542	234	308	43.17	56.83

The table 1 shows year wise gender classification of male and female strength of students and the total number of admissions to the college. It appears that the number of students increased in 2022-23 as compared to previous years.

Table:2 Honours subject wise details of the students

Year	Hons. Subject	Male	Female	Total	% Male	% Female
2021-2022	Assamese	10	22	32	31.25	68.75
	English	13	12	25	52	48
	Education	10	49	59	16.95	83.05
	Pol. Science	55	38	93	59.13	40.87
2022-2023	Assamese	11	14	25	44	56
	English	17	12	29	58.62	41.38
	Education	43	41	84	51.19	48.81
	Pol. Science	43	41	84	51.19	48.81



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Table 2 shows that girl students are outnumbering the male students in offering honors subjects in the college. This is a positive approach for the college in motivating the girls to pursue in higher education.

Table 3:

Gender wise details of teaching staff of the college.

Total No's of teacher's	MALE	Female	Female Teachers %
21	18	03	14.28

Table 3 shows gender inequalities in terms of female teacher's recruitment in the college. While interaction it is revealed that Govt. has not initiated and fresh process for requirement in the college after the GIA system. Further no post any department has been sanctioned by the Govt. as of now and so only 2/3 teachers are serving the department. Minimum resources and maximum utilization is a positive venture of the faculty members.

Table 4:

Gender wise details of non-teaching staff of the college:

Total No's of Employees	Male	Female	Female Employees %
12	10	02	16.7

Table 4 shows that only 02 female non-teaching employee is recruited in the college. The appointment procedure is totally maintained by the Govt. and the college authority has no hand in this. Unless any post is sanctioned by the Govt. the college can-not initiate recruitment procedure.

After through analysis of data and resources, the teams of auditors come to consensus to record the following observations.


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OBSERVATIONS:

- Students' strength particularly girl students is satisfactory.
- Adequate numbers of security measures adopted by keeping the campus 24x7 CCTV surveillance.
- Adequate lighting is available inside the Campus during night as well as in common areas.
- Girl's common Room is well furnished and adequate facilities are there inside toilets, keeping in mind the need of the girl students.
- Pure drinking water facility is available in the Girls common Room.
- Confidentiality is maintained while enquiring the case of complaints.
- No specific case of eve teasing or sexual harassment is recorded in the College.
- Equal opportunities for all genders are available in the Central Library of the College.
- The Classrooms offer equal opportunities to all genders.
- A Functional Grievance and Redressal Cell are found.
- The women cell is set up with the three lady teachers and two non-teaching ladies staff.
- Participation of girl's students in the overall activities of the college is high.
- Male female ratio in terms of appointment is disproportionate.

ACTIVITIES:

International Women's Day is observed every year on 8th March. The College has a Women Cell which carries out all the activities related to women empowerment. Workshops are held on women Rights, women and Laws to make the girl students aware of their rights and responsibilities. Girls are made aware of laws and bylaws by organizing lecture of eminent personalities. The College has an Anti-ragging Committee (ARC) which is very essential to maintain gender balance in the College. In the field of Cultural Activities and Sports, girls have achieved grand success. The college convenes 'Parent Teacher Meet' to solve issues relating to academic and personal problems. Girls are found actively engaged in all the actions taken by college such as flood relief action, during medical emergency by collecting and distributing medicines etc.


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Suggestions:

It is founded that the College has lots of strengths and some weaknesses. The weaknesses can be surmounted with regular changes in value set up. No doubt the enrolment of girls from all section of society is increasing and there are no serious gender issues as of now. With the strong will power and commitment to gender justice the College would certainly make a mark in the state. Following are the few suggestions to improve gender balance in the College:

- The number of female staff may be increased as and when opportunities come.
- Training Courses such as Martial Arts etc. are to be organized for self-defense.
- A Women Development Cell headed by a female permanent teacher may be developed in the campus.
- Category wise data of female students may be maintained.
- Ramp facilities may be provided to the physically challenged students.


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Sign of Auditor
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