



CHHAYGAON COLLEGE



Gender Audit Report: 2021-22 & 2022-23



Compiled by Women Cell, Chhaygaon College,
Chhaygaon-781124

Quotes on Gender Equality

“Equality is the soul of liberty; there is, in fact no liberty without it.”

Frances Wright

“Gender equality is not a women’s issue; it is a human rights issue.”

Kamal Bhasin

“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 just a human right- it is key for a sustainable and prosperous world.”

Winnie Byanyima



**OFFICE OF THE PRINCIPAL
CHHAYGAON COLLEGE, CHHAYGAON**

PO: Chhaygaon, Dist.: Kamrup (Assam), PIN : 781124

Affiliated to Gauhati University, NAAC Grade 'B'

Registered under 2(f) & 12(b) of UGC Act, 1956

CC NAAC/2023/528

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Certificate

It is hereby certified that the Women Cell of Chhaygaon College, Chhaygaon has carried out the necessary "Gender Audit Report: 2021-22 & 2022-23". The gender audit team has completed this audit in a satisfactory manner.

(Dr. Naba Kumar Kalita)
Principal

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Acknowledgement

We, the Gender Audit Assessment Team express our gratitude to Dr. Naba Kumar Kalita, Principal and Dr. Banamali Nath, IQAC Coordinator of Chhaygaon College, Chhaygaon for giving us the opportunity of doing Gender Audit, providing necessary gender related data and leading our team with their valuable suggestions while compiling the report. Thanks, are also due to 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.

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Gender Audit Report

1. Introduction of the Institution:

Chhaygaon College, Chhaygaon, a leading institution of the South-Kamrup Belt in Assam, is situated on the bank of the ever-flowing Kalahi River, beside the National Highway No.17, at a distance of about 32.6 kms from L.G.B International Airport, approximately 35 kms from Gauhati University. The College is dedicated to the cause of high-quality Arts and Commerce 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.

Chhaygaon College was established in 1974 with Arts Stream with the objective of promoting higher education and developing leadership thereby producing manpower to uplift the region and accelerating the nation building process. The college was temporarily affiliated in 1980-1981 and permanently affiliated in 1998-99 by Gauhati University. The college got UGC Recognition with 2(f), 12(B) in 2004 and was provincialized in 2005. The College started Commerce stream in 1985. In 1990-91 the Commerce stream of our college was temporarily affiliated and 2009 -2010 the commerce stream got the affiliation permanently.

The college underwent the 1st cycle of NAAC assessment and accreditation in 2004 and 2nd in 2015 with B Grade respectively. Presently the college has been offering PG courses in Assamese apart from regular UG courses in Arts and Commerce stream.

2. Glimpse of Gender Audit: Definition, Methodology, Objective

2.1 Crucial Terminology in Gender Audit:

Gender:

Gender encompasses the socially constructed roles, identities, and duties assigned to individuals of various gender categories, as well as the dynamics among them. It signifies the socially established expectations for how men, women, and diverse gender identities should conduct themselves and interacts, thus influencing their representation within different institutions and positions. These notions and customs are legitimized and upheld by a range of cultural, political, and economic entities, such as households, legal and governing systems, markets, and religious institutions.

Gender Equality:

As per the United Nations Educational, Scientific, and Cultural Organization (UNESCO), "Gender equality, the equality between men and women, does not imply that women and men must become identical, but rather that their entitlements, responsibilities, and prospects should not be contingent on their gender at birth. Gender equity signifies the just treatment of men and women in accordance with their distinct needs. This may encompass equal treatment or different treatment that is deemed equivalent concerning rights, advantages, obligations, and opportunities."

Gender Audit:

A gender audit serves as a tool for evaluating and scrutinizing the integration of gender equality within organizations, encompassing their policies, initiatives, projects, and/or service provision 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 issues. Gender audit also evaluates to what extent the gender perspective is integrated into the academic policy and programmes, research, curriculum and in the management of work and staff's wellbeing.

2.2. Methodologies adopted for our Gender Audit Report:

We have collected the data of students, teaching and non-teaching staff, management committee and various cells of our college from college administrative database to analyse the gender balance. To prepare the gender audit report we have adopted statistical and analytical method.

2.3. Objectives of Gender Audit Report:

1. 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.
2. Next objective was to suggest solution 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.
3. The Institute Shall take effective measure for the Safety and Security of all Gender to develop confidence in the college, personality development programs shall be organized, which will develop confidence in the members of the institute.
4. 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.

3. Rationale for Gender Balance

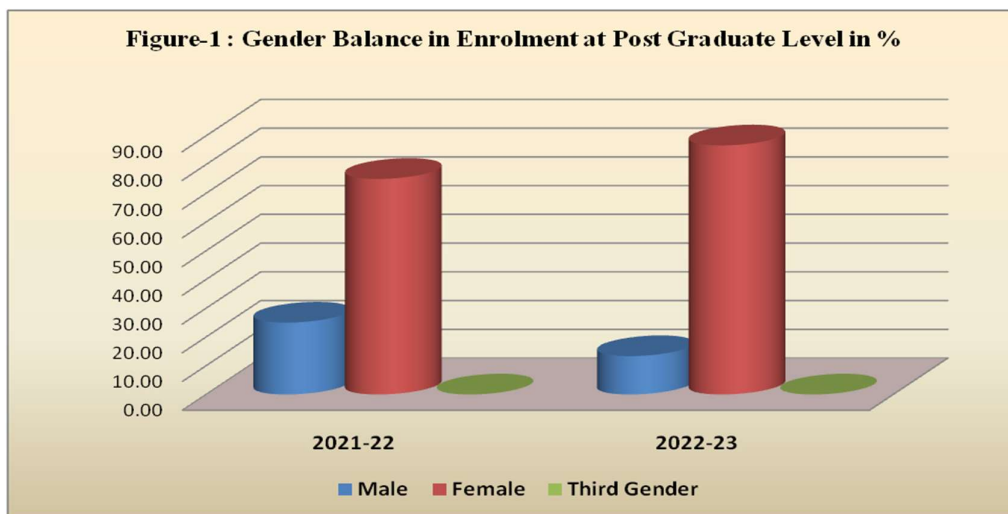
There is global consensus on the importance of addressing gender inequalities, expressed in the inclusion of a standalone goal on gender equality in the Sustainable Development Goals. It is important to note that these goals are universal and relevant to every country, community, sector and area of the economy. Gender equality issues impact and are reflected in higher education systems worldwide – with unequal access to higher education in many countries, fewer resources and opportunities available to women, the existence of violence against women affecting students and staff, and sustained underrepresentation of women in leadership positions in higher education institutions. Despite women succeeding academically, it is more challenging for women to succeed in their future careers both within and outside academia following their studies. There is a critical need to address gender inequalities in higher education – requiring concerted efforts from a range of different institutions and partners, including governments, oversight and funding bodies, academics and civil society organizations as well as higher education institutions themselves.

3.1 Analysis of gender balance among students

Gender balance among the students enrolling to various course offered by Chhaygaon College, Chhaygaon are listed below:

Table - 1
Gender Balance in Enrolment at Post Graduate Level

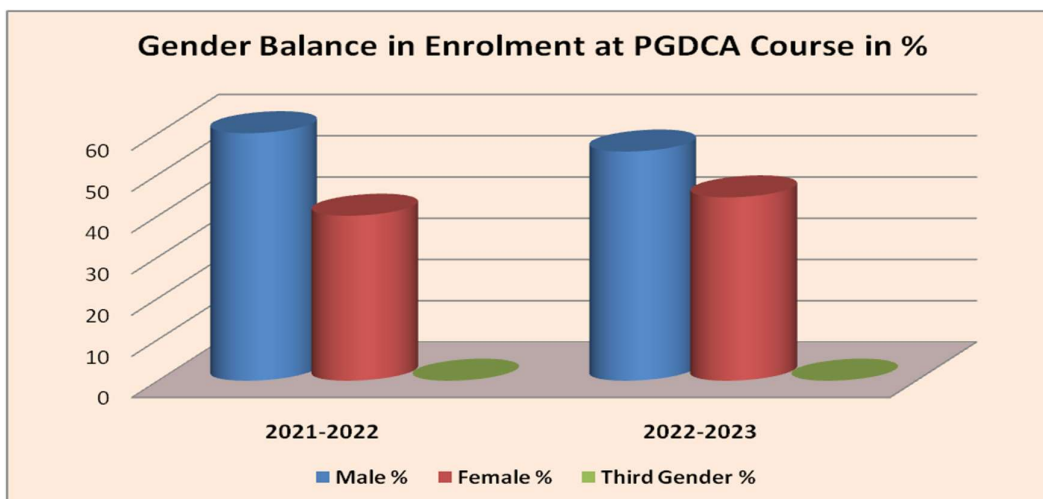
Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-22	6	25.00	18	75.00	0	0.00	24	100.00
2022-23	4	13.33	26	86.67	0	0.00	30	100.00



Gender balance study at under post graduate level reveals that female students significantly outnumbered male students in both sessions. A slight increase in male enrollment from 13.33 percent to 25 percent from 2021-22 to 2022-23 is observed. There were no reported enrolments for third gender students in either session.

Table - 2
Gender Balance in Enrolment at PGDCA Course

Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	9	60.00	6	40.00	0	0.00	15	100.00
2022-2023	10	55.56	8	44.44	0	0.00	18	100.00

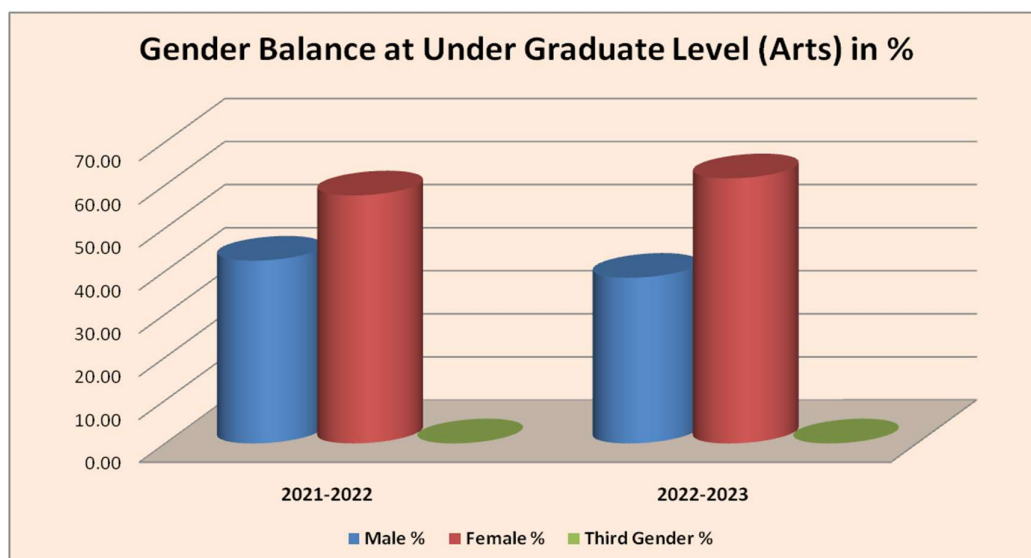


It is clear that in both sessions that there were no enrolments from the third gender category. In both the session that is 2022-23 and 2021-22, female enrolment was less than male. In the session 2022-2023, female enrolment has been increased compared to the previous year resulting in a shift towards a more balanced gender distribution.

Table - 3

Gender Balance in Enrolment at Under Graduate Level (Arts)

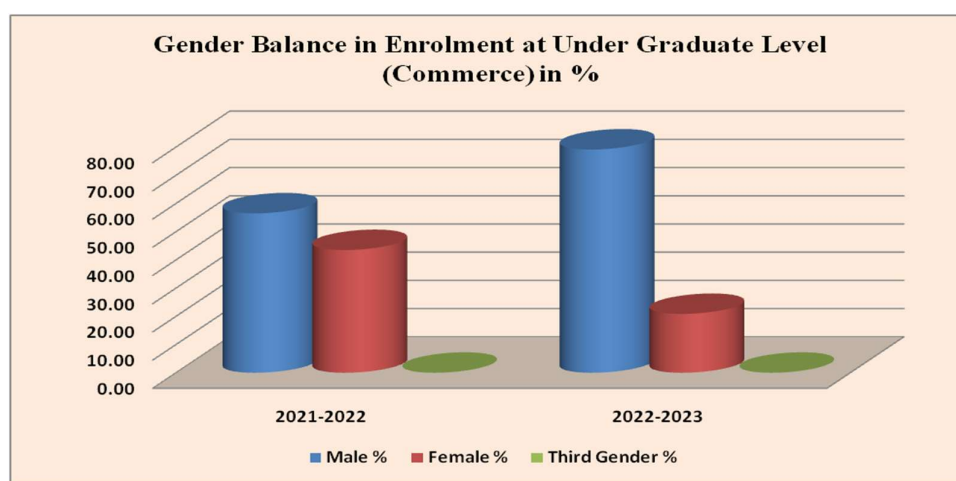
Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	507	42.43	688	57.57	0	0.00	1195	100.00
2022-2023	463	38.46	741	61.54	0	0.00	1204	100.00



In both sessions, there were no enrollments from the third gender category. The data shows that in 2022-23 sessions, female enrollment increased to 61.54 percent, while male enrollment is decreased to 38.45 percent, indicating a more significant female majority compared to the 2021-22 session where female enrollment was 57.57 percent, and male enrollment was 42.42 percent.

Table - 4
Gender balance in enrolment at Under Graduate level: (Commerce)

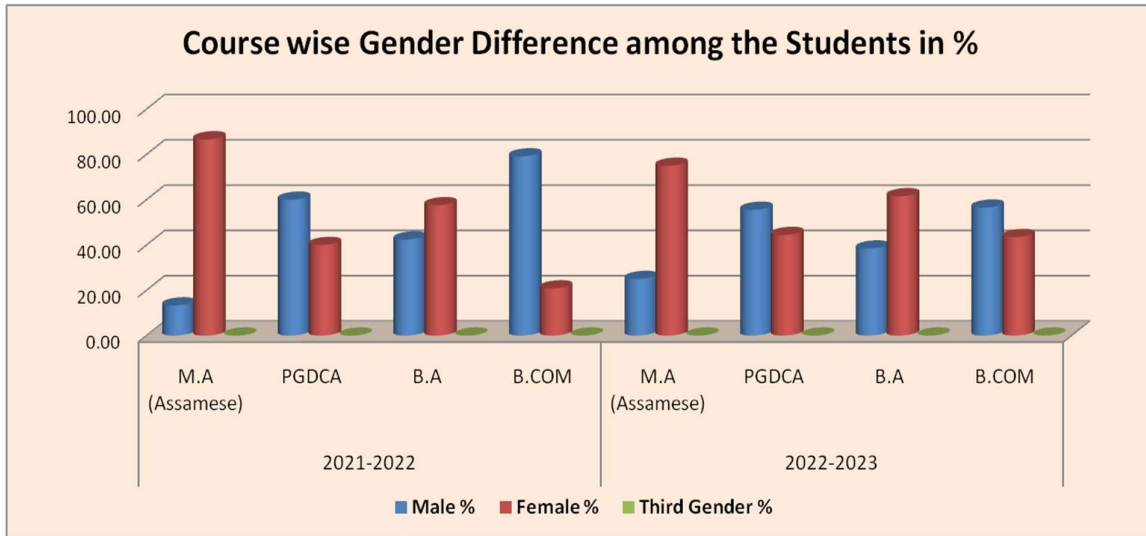
Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	265	56.50	204	43.50	0	0.00	469	100.00
2022-2023	410	79.15	108	20.85	0	0.00	518	100.00



However, in the 2022-23 sessions, there is more balance gender distribution in B.COM compared to the 2021-22 session, with a 43.49 percent share of female students in the course. There is distinct gender imbalance in the enrolment in B. Com Course in 2021-22 only 20.84% students are found female.

Table - 5
Course- wise Gender Difference among the Students

Session	COURSE	Male		Female		Third Gender		Total	
		No	%	No	%	No	%	No	%
2021-2022	M.A (Assamese)	4	13.33	26	86.67	0	0.00	30	100.00
	PGDCA	9	60.00	6	40.00	0	0.00	15	100.00
	B.A	507	42.43	688	57.57	0	0.00	1195	100.00
	B.COM	410	79.15	108	20.85	0	0.00	518	100.00
2022-2023	M.A (Assamese)	6	25.00	18	75.00	0	0.00	24	100.00
	PGDCA	10	55.56	8	44.44	0	0.00	18	100.00
	B.A	463	38.46	741	61.54	0	0.00	1204	100.00
	B.COM	265	56.50	204	43.50	0	0.00	469	100.00

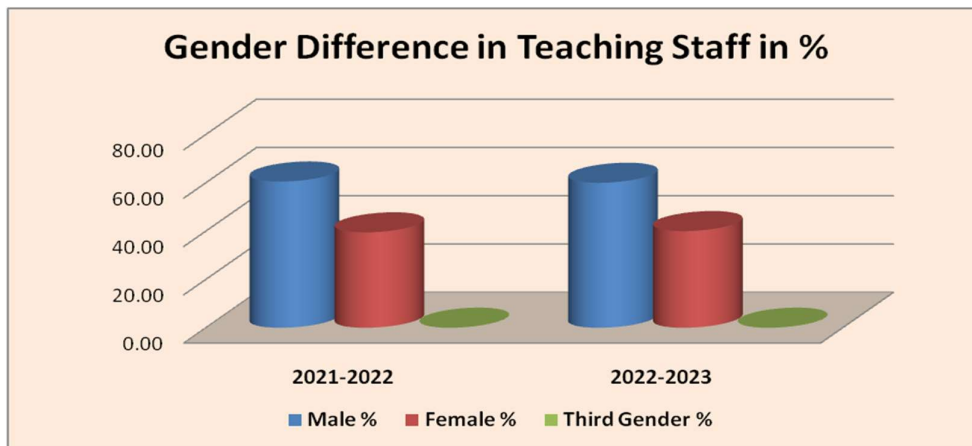


The table and the figure represented above show the comparative gender balance in different courses offered by Chhaygaon College, Chhaygaon, for the session 2021-22 and 2022-23. In B.A, and PG (ASSAMESE) courses percentage of female students is quite high. There is significant increase in female enrolment in B.COM and PGDCA in 2022-23 as compared to 2021-22.

3.2 Analysis of Gender Balance among Teaching and Non-teaching staff

Table - 6
Gender Balance of Teaching Staff in Chhaygaon College (Permanent post)

Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	23	60.53	15	39.47	0	0.00	38	100.00
2022-2023	21	60.00	14	40.00	0	0.00	35	100.00



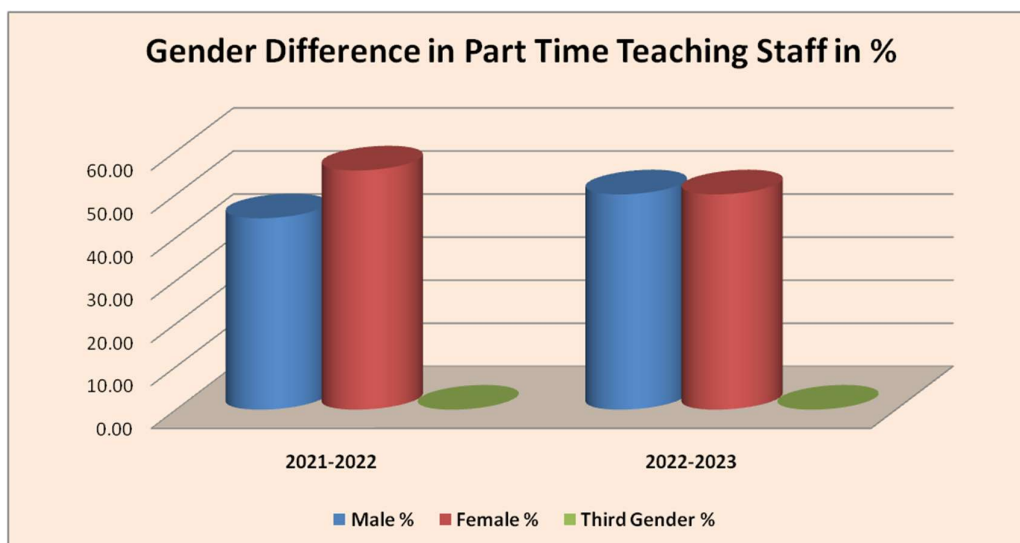
Source- IQAC and College Administration

The above table shows that the total number of male staff is more as compared to female staff. In 2021, around six faculties were newly appointed in the college out of which two are male and four are female. In 2022 also all the newly appointed teachers in the college were female. But still there is a gender gap. We will look into this matter in coming future to minimize the gap and maintain gender equality in workplace.

Table - 7

Gender Balance of Teaching Staff in Chhaygaon College (Part time)

Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	4	44.44	5	55.56	0	0.00	9	100.00
2022-2023	4	50.00	4	50.00	0	0.00	8	100.00

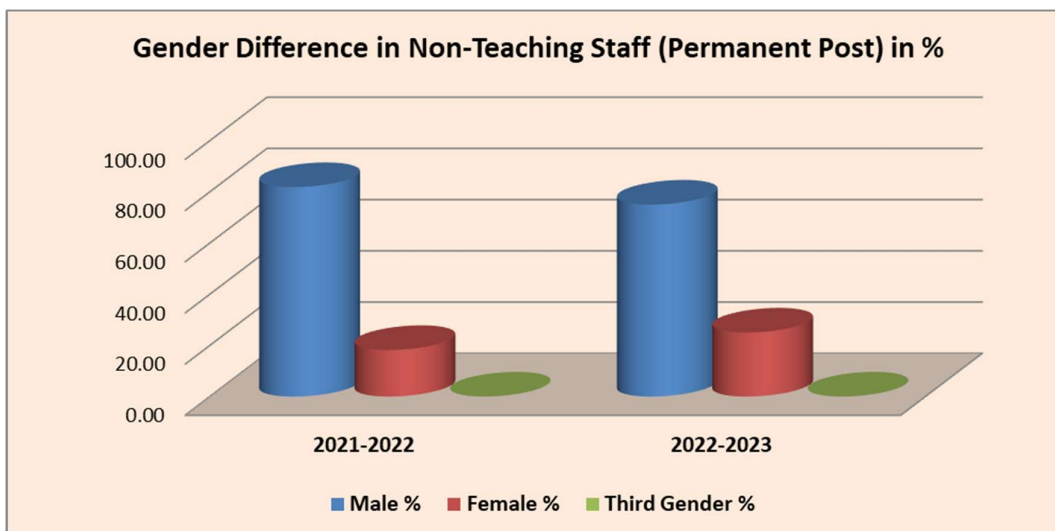


Source- College Administration

Table - 8

Gender Balance in Chhaygaon College in Non-Teaching Staff (Permanent post)

Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	9	81.82	2	18.18	0	0.00	11	100.00
2022-2023	9	75.00	3	25.00	0	0.00	12	100.00

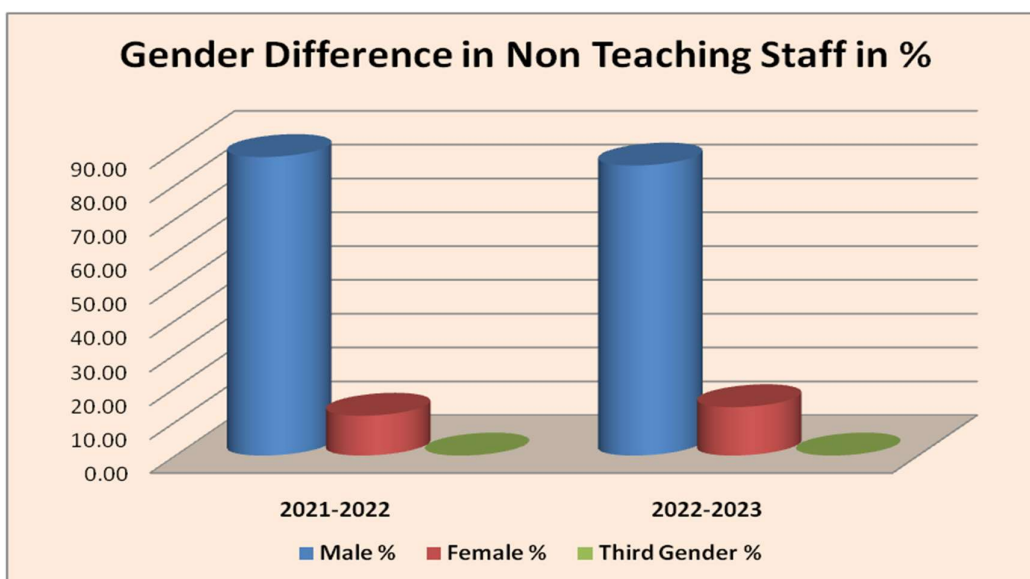


Source- IQAC and College Administration

From the table and the figure shown above, it is clear that the number of males in the non-teaching staff of Chhaygaon College is much higher than female. In the year 2021 and 2022, four senior non-teaching staff were announced their superannuation and in 2023, five non-teaching staff were recruited, out of which two are female.

Table - 9
Gender balance of Non-Teaching Staff in Chhaygaon College (Part time)

Session	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
2021-2022	15	88.24	2	11.76	0	0.00	17	100.00
2022-2023	12	85.71	2	14.29	0	0.00	14	100.00



Source- College Administration

3.3 Gender division of the employees in different cells and committees of the Institution

Gender division of the workforce plays an important role in establishing gender equal society. It is not basically the students' gender distribution and their relative role but the gender division of the administrator's alongwith teaching and non-teaching staff of a college reflects the gender neutrality. Different committees and cells of the college are categorized into one head whereas IQAC sub committees are taken as the second head of classification.

Table - 10

Gender Division of the Various Internal Committees of the Institution

Name of the Committee for the Session 2021-22 & 2022-23	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
Governing Body	8	80.00	2	20.00	0	0.00	10	100.00
IQAC	5	62.50	3	37.50	0	0.00	8	100.00
Grievance Redressal Committee	5	71.43	2	28.57	0	0.00	7	100.00
Electoral and Literary Club	2	33.33	4	66.67	0	0.00	6	100.00
Internal Complaint Committee	4	40.00	6	60.00	0	0.00	10	100.00
Purchasing Committee	1	100.00	0	0.00	0	0.00	1	100.00
Admission Committee	4	80.00	1	20.00	0	0.00	5	100.00
Examination Committee	5	83.33	1	16.67	0	0.00	6	100.00
Research and Publication	3	75.00	1	25.00	0	0.00	4	100.00
Seminar and Workshop Committee	2	50.00	2	50.00	0	0.00	4	100.00
Library Committee	10	66.67	5	33.33	0	0.00	15	100.00
Entrepreneurship and Extension Activity	3	60.00	2	40.00	0	0.00	5	100.00
Career Counseling	3	60.00	2	40.00	0	0.00	5	100.00
Women Cell	0	0.00	5	100.00	0	0.00	5	100.00

Source: Internal Quality Assurance Cell and College Authority, 2023

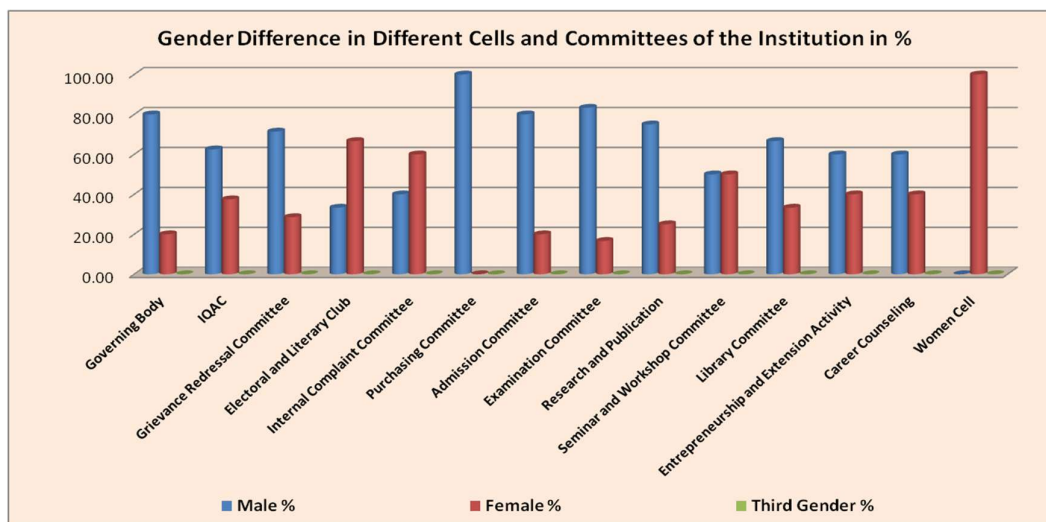


Table-10 shows that the governing body has higher percentage of male in comparison to female members. While women cell has cent percentage of women and that is inevitable. On the other hand, seminar and workshop committee have equal participation of men and women. Highest percentage of females are found in the electoral and literary committee (67 percent) followed by internal complaint committee (60 percent). In research, innovation and extension cell have higher percentage of females in IQAC sub committees whereas seminar and workshop have equal participation of both male and female. Under such circumstances, it can be inferred that females play an important role in the research related committees of the institution.

Table - 11
Gender Division of Sub Committees of IQAC Sub-Committees

Name of the Committee for the Session 2021-22 & 2022-23	Male		Female		Third Gender		Total	
	No	%	No	%	No	%	No	%
Curriculum and Teaching Learning Evaluation	5	62.50	3	37.50	0	0.00	8	100.00
Research Innovation and Extension	2	33.33	4	66.67	0	0.00	6	100.00
Infrastructure and Learning Resource	6	75.00	2	25.00	0	0.00	8	100.00
Student Support and Progression	4	50.00	4	50.00	0	0.00	8	100.00
Governance Leadership and Management	7	87.50	1	12.50	0	0.00	8	100.00
Institutional Values and Best Practices	5	62.50	3	37.50	0	0.00	8	100.00
Technical Support	5	83.33	1	16.67	0	0.00	6	100.00
Documentation	5	100.00	0	0.00	0	0.00	5	100.00

Source: Source: Internal Quality Assurance Cell, 2023

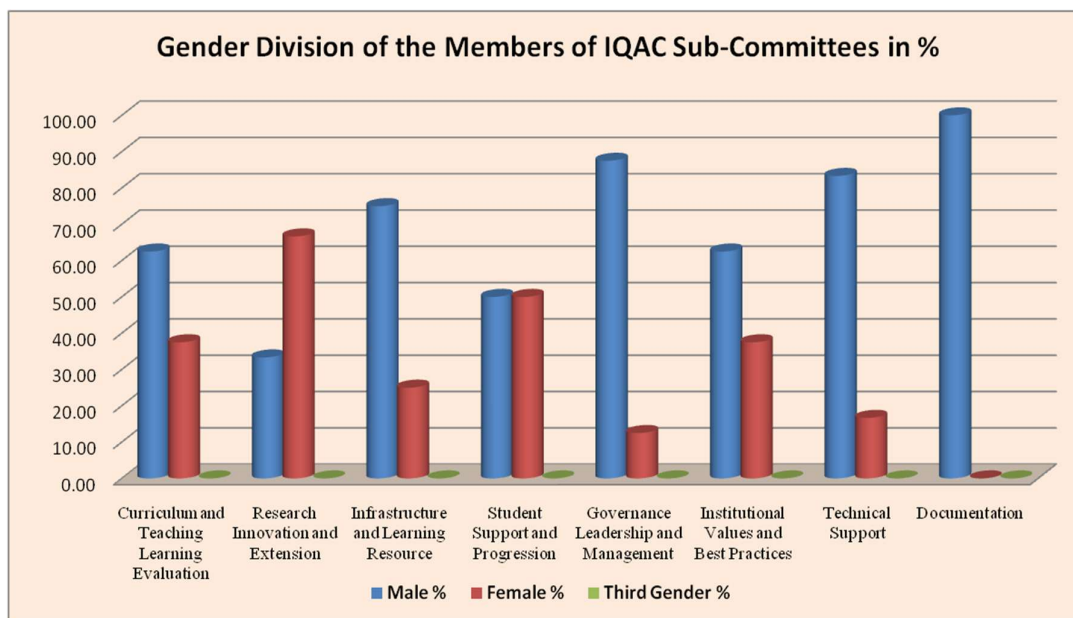


Table-11 shows the percentage distribution of male and female members in IQAC sub committees of the college. It is seen that magnitude of participation of females are comparatively lower than that of male counterpart in all the sub committees except for student support and progression. Equality is truly reflected in student support and progression. However, female outnumbered the males in research, innovation and extension cell. On the other hand, none of the committees have equal participation rather than participation is tilted towards male employees.

4. Concluding Remarks

Number of female students and teaching staff in the institutions of higher education have been gradually increasing almost everywhere. However, gender balance does not truly indicate the male female ratio in an institution. However, the following points can be inferred from the gender audit report:

5. Summary of the Findings



The main findings of the Gender Audit analysis can be summarized as -

- Number of female students in Post Graduate level significantly declined by 10 percentage in 2022-23 as compared to 2021-22. On the other hand, reverse trend is seen at the PGDCA students. It indicates that females are tending towards enrolment in technical courses rather than traditional courses in Chhaygaon college
- Percentage of male in the total students in Arts stream at under graduate level has been declining during the assessment period while the percentage of female students are increasing. Similar trend is observed among the commerce students. The course wise gender audit also shows that female percentage is higher than that of males during the period under the study.

- c) Among the different cells of the institution, women cell has cent percentage representation of female respectively. On the other hand, very less participation of females in the IQAC sub committees are observed except research, innovation and student support cell. There are very less presence of women in governance and leadership.

6. Recommendations:

- a) Gradual engagement of women in different cells and committees of the institution is the urgent need of the hour. It is recommended that the college authority should include more female members in different committees and cells to have a gender-neutral institution.
- b) There must be appropriate intervention to accommodate more students in technical courses as compared to the traditional courses.
- c) The college authority should take initiative to enroll more girls' students in Commerce and PGDCA Course.
- d) The gender-neutral physical infrastructure is also instrumental in maintaining gender balance in the institution.
- e) It is recommended to conduct frequent gender sensitization programmes to remove the existing gender gap.

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Chhaygaon College, Chhaygaon	
