



**GENDER AUDIT REPORT**  
**(2018-19 to 2019-20)**  
**MORIGAON COLLEGE**



## **Profile of Morigaon College**

Established on July 1, 1964, Morigaon College is one of the oldest and premiere educational institutes in Morigaon district of Assam. Morigaon College is affiliated to Gauhati University and recognized under Section 2 (F) and 12 (B) of UGC, is a co-educational institute offering 04 UG programmes in Arts, Science and Commerce and BCA, 02 PG programmes in Geography and Zoology, Vocational courses on Food processing, Mass communication and Journalism and 01 PGDC programme on Disaster management. The college is also well equipped with science laboratories capable of facilitating advanced research works. The college is situated on the eastern side of Morigaon town and is 70 kms away from Dispur, the capital of Assam. It has a total campus area of 9.91 acre and build up area of 10,607.43 sq. meters.

In terms of infrastructure, Morigaon College has boys' hostel, girls' hostels, principal quarter, indoor stadium, auditorium and play ground. The college has various committees and cells such as Anti ragging committee, Grievance and redressal cell, sexual harassment redressal cell and unit of NCC and NSS for both boys and girl students, for students support and smooth conduct of other activities. Morigaon college library is enriched with text books, reference books above 40,000, along with e-journal and e-books.

Morigaon College is now preparing for the 4th cycle of NAAC accreditation by preparing perspective plans on the basis of seven criterion of NAAC format. The IQAC of the college is preparing mechanism and SOP for each cell and committees for overall development of the college. The IQAC has also reconstructed, reevaluated and statistically analysed the feedback collected from students, teachers, alumni and parents. The IQAC has already introduced a good number of value-added courses under supervision of various departments. The college has also renovated class rooms that are well-equipped with ICT facilities and the college campus is fully wi-fi enabled. The college has signed MoUs with different institutions for training, internship, research and innovation.

## **Gender Audit**

Gender audit aims to monitor the gender balance of an institution and assesses whether an institution is adhering to government rules, policies, formulated for up gradation of women in the society. There are two aspects of a gender audit:

- Internal audit: Internal audit is an internal gender audit tries to examine the internal quality of an institution and assess whether such internal policies contribute to gender equality and inclusion in the organisation.
- External audit: An external audit analyses whether the policies, programmes, projects, services, reflect gender development, inclusiveness and progressiveness.

### College Gender Audit Committee

The gender audit has been undertaken by the IQAC, Morigaon college through the gender audit committee consisting of a chairman, a vice chairman, two external committee members and two internal committee members. The committee monitors the gender balance and gender sensitisation within the college.

The gender audit committee of Morigaon College comprises of the following members:

S. No.	Name	Designation	Institution
1	Dr. Lila Kanta Barthakur	Chairman	Principal, Morigaon College
2	Dr. Ranjit Kumar Kalita	Vice Chairman	IQAC Coordinator & Associate Professor, Department of Mathematics, Morigaon College
3	Dr. Manoj Kumar Das	External Committee Member	Assistant Professor, Department of Assamese, R.G. Baruah College, Guwahati, Assam
4	Dr. Deepan Das	External Committee Member	Assistant Professor, Department of Political Science, R.G. Baruah College, Guwahati, Assam
5	Dr. Hemalata Sarma	Internal Committee Member	Associate Professor, Department of Political Science, Morigaon College
6	Dr. Dipali Das Talukdar	Internal	Assistant Professor,

		Committee Member	Department of Anthropology, Morigaon College
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### **Objectives of Gender Audit**

The gender audit at Morigaon College has been carried out to attain the following objectives:

- Zero discrimination policy on the basis of gender.
- Safe and secure environment for all genders in the campus.
- An active, unbiased and accessible Sexual Harassment Redressal Cell and Internal Complaints Committee to address all gender related issues with confidentiality.
- To organize personality development, awareness programs, etc. aiming at the development of self confidence and self-esteem of girl students, women faculty and staff in the college and instil awareness on problems of women and gender discrimination.
- To maintain an environment of gender balance and gender sensitivity in the campus.

### **Gender Audit Methodology**

The methodology adopted for conducting the gender audit involves constitution of a gender audit committee which consists of a Chairman, Vice Chairman, two internal committee members and two external committee members. The committee regularly evaluates the gender related policies and measures being followed in the campus.

### **Morigaon College Gender Policy**

The college also follows a comprehensive gender action plan which is prepared annually after thorough evaluation and consultation. The following are the specific gender policies being adopted by Morigaon College for the year:

1. Organizing programs for economic empowerment of women in adopted villages.
2. To implement the Constitutional Provision of women reservation in the Students' Union Body.

3. Regular participation of girl's students in the programs organized by DistrictAdministration.
4. To organize driving training program for women teachers.
5. To start a traditional dress weaving centre.
6. To encourage gymnasium facilities for women.
7. Cooking with recipes.
8. Gardening, flower decoration/ bridal decoration.

### **Gender Action Plan**

The following is the action plan being adopted to implement the campus gender policy:

1. To organize awareness programs for women health and hygiene.
2. To promote and organize self-defence programs for girl students.
3. Cutting and netting training program for women from the disadvantage sections of the adopted villages.
4. Celebrating World Women Day with popular talk for women issues like identity, health and hygiene and political representation.
5. Installation of wash rooms for transgender.
6. Installation of more CCTV Camera in the campus for women safety and security.

### **Gender Sensitization Plan**

In order to promote and ensure an environment of free and unbiased treatment towards man and woman in society, the college frames annual gender action plan at the beginning of every session. To increase facilities and to empower the woman by ensuring participation of woman, the following plans have been framed to execute:

1. To increase facilities and amenities for safety and security of woman.
2. To make the counselling system in the college proactive and vibrant to address and sort out solutions of the problems and issues of girl students and woman employees.
3. The members of Morigaon Mahavidyalaya Mahila Manchha and Teacher-in-Charge have been empowered and entrusted with responsibility to ensure appropriate facilities of health and hygiene in the common rooms for woman and girls.
4. To set up a Day Care Centre in the campus for the children of employees.



5. To organize Awareness Programmes of gender equity and the programmes will be led by Morigaon Mahavidyalaya Mahila Manchha in coordination with IQAC.

### **Gender Equality**

Morigaon College recognises gender equality as one of the 17 sustainable development goals adopted by United Nations. The college is putting forward its best efforts towards girls, transgender and women students, teaching and non-teaching staff to equally participate in the academic, social and cultural life of the college by providing infrastructural facilities, non-discriminating environment.

The objectives of the policy are:

1. Ending all forms of discrimination against all women, transgender and girls everywhere.
2. Creating an environment through different policy that fosters the development of women.
3. Equal access to participation and decision-making.
4. The enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres.
5. Equal access to quality education, career and vocational guidance, employment and equal remuneration.

### **Features of the policy:**

1. Strict implementation of policy for Women and Transgender as framed by Government of Assam.
2. Inclusion of students and teachers in the organisation of academic and co-curricular and facilitating their participation in the same.

### **Infrastructural Support**

The following are the infrastructural support available at the college for moving the college campus towards achieving Gender Equality:

- Morigaon Mahavidyalaya Mahila Mancha

- Two girls' hostel
- Girl's Common room
- Rest room
- Creche for children of working mother
- Sexual harassment redressal cell
- Physical and technological support
- Conduct awareness programme
- Child care leaves
- Employment generation scheme like vermi-compost, netting-cutting and weaving
- Student welfare fund
- Women's Cell

### **Special Initiatives:**

Events related to women's development & women awareness programs:

8<sup>th</sup> March, 2018: Observation of International Women's Day. A Street Play on "Equality is our Right" was organised by the Morigaon Mahavidyalaya Mahila Mancha. Further, an Awareness Program on Women Trafficking, Vulnerability, Impact and Action was organised. The Resource Person of the event was Shahnaz Begum Shah.

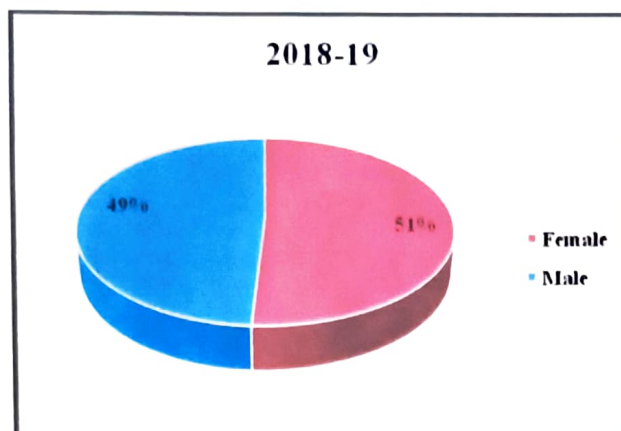
8<sup>th</sup> March 2019: International Womens' Day was organised in collaboration with International Human Rights and Anticrime organisation. Along with a discussion program, a Free Eye Check-up camp was organised.

8<sup>th</sup> March, 2020: During the year 2020, International Womens' Day was organised on the theme "I am Generation Equality: Realizing Womens' Right". A Talk was delivered by Dr. Kabita Devi Kusre, Associate Prof., Nonoi College.

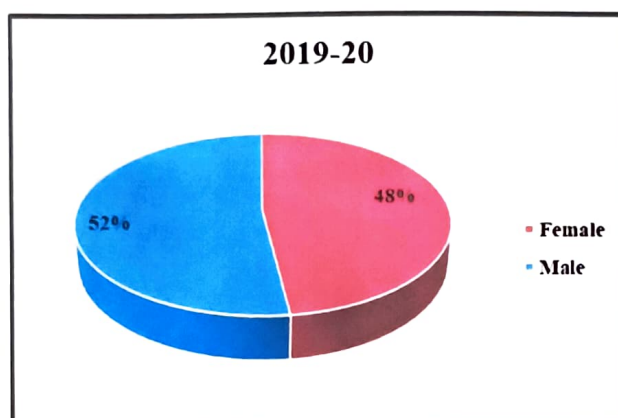
### **Gender Balance within the Institution**

The gender balance of an institution can be determined quantitatively by comparing the number of male, female and other genders within the institute. The following are the statistics related to proportion of male, female and other gender within the college for students, non-teaching staff and faculty, respectively for the relevant years.

#### **Student's male female ratio 2018-19**

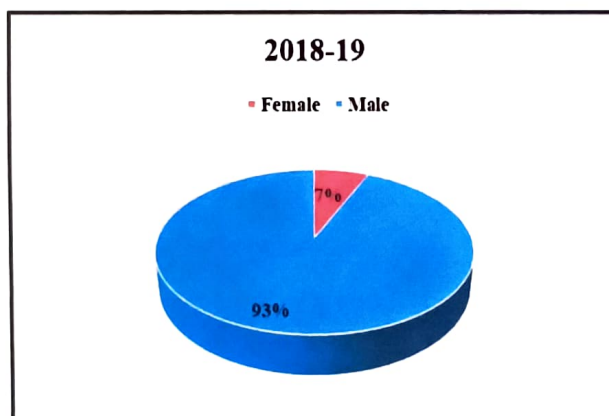


**Student's male female ratio 2019-20**



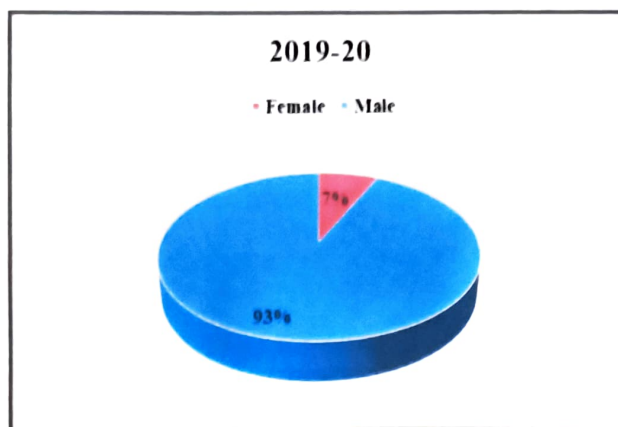
As observed from the pie-charts for students during the relevant years, the male-female ratio is sufficiently balanced.

**Non-Teaching Staff male female ratio 2018-19**



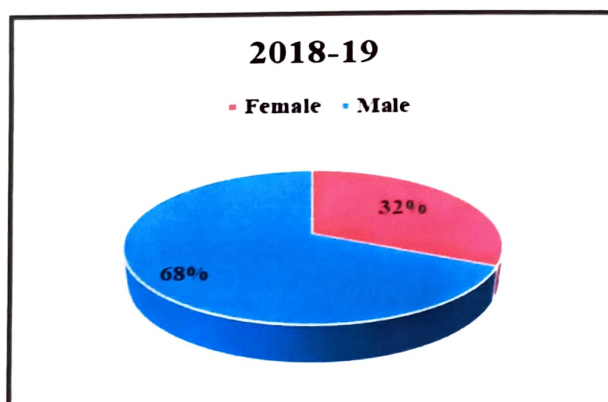


### Non-Teaching Staff male female ratio 2019-20

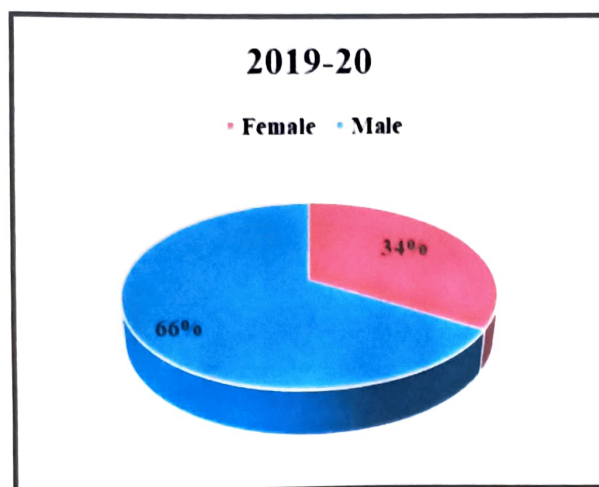


In case of non-teaching staff, it can be observed that the number of male employees is comparatively significantly higher compared to female employees.

### Faculty male female ratio 2018-19



### Faculty male female ratio 2019-20



In case of faculties, it is observed that the balance is slightly skewed towards male faculties in the college.

#### **College Committees Facilitating Gender Sensitisation**

The following are various committees, cells and units formed within the college that promotes gender equality and sensitisation within the campus:

1. Morigaon Mahavidyalaya Mahila Manchcha
2. NCC for girls
3. NSS for girls
4. Discipline Committee
5. Internal Complaints Committee
6. Grievance Redressal Committee
7. Sexual Harassment Redressal Committee
8. Health Awareness Cell
9. Anti Ragging Committee

#### **Gender Audit Survey**

A gender audit survey was conducted among the students of the college to ascertain whether there is any gender-based discrimination in the campus and find out the viewpoints of the students regarding maintenance of gender balance in the college. The results of the survey are as follows:

CRITERIA	RESPONSES (in %)		NEUTRAL/ NO ANSWER
	AGREE	DISAGREE	
The college environment is free of gender-based discrimination.	72	21	7
The college has a safe environment for girl students and female employees.	88	8	4
There are equal opportunities in the campus for girls and boys.	67	33	0
The college conducts gender sensitisation and gender awareness programs such as awareness of sexual harassment, as a part of its curriculum.	58	16	26
There are adequate number of toilets available in the campus for girls and female employees.	55	36	9
There is a functional grievance redressal cell in the campus.	59	25	16
There is a girls' common room available in the college with good facilities.	54	23	23

The results from the gender audit survey implies that overall, the college has managed to maintain a satisfactory gender balance. However, some dissatisfactions have been observed in case of toilet and other facilities available for female students at the college.

### Conclusions

The audit reports that the college's gender policies are well rounded and well drafted and fulfils the objectives of all round gender development. The feedback received from the students, staff and teachers indicate a positive gender-neutral environment in the campus. The audit also indicates the involvement of satisfactory numbers of female representatives in the decision-making body of the college.

### Recommendations

In the coming years the college aims to:

- Start a training program on development of self-employment skills for women of nearby areas.
- Built a separate gender-neutral restroom in the campus.

- Organise more gender inclusive co-curricular and extra-curricular activities.
- Organise self-defence training program for girl students.
- Encourage participation of girl students in various sports activities of the college.
- Organise more awareness programs on legal rights of women.
- Organise awareness programs on transgender rights and issues.
- Organise health awareness programs and screening camps.
- Employ more female non-teaching staff to maintain a well-represented gender balance.



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External Committee Member


External Committee Member




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Chairman, Gender Audit Committee  
Principal, Morigaon College



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Vice Chairman, Gender Audit Committee  
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