

**HEMO PROVA BORBORA  
GIRLS' COLLEGE  
GOLAGHAT**



**Gender Audit Report 2020-2021**

Prepared By

**Gender Audit Committee**

## PREFACE

According to United Nations, "Women and girls represent half of the world's population and, therefore, also half of its potential. Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth."

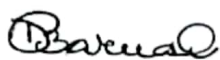
The UN Secretary-General, Mr. António Guterres has stated that achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human rights challenge in our world.

UN support for the rights of women began with the Organization's founding Charter. Among the purposes of the UN declared in Article 1 of its Charter is "*To achieve international co-operation ... in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion.*"

Therefore, Gender Equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

As evident from the works and programs towards Gender Equality by the United Nations and its various wings, it may be assumed that this is a global issue, and discussions on women's emancipation and their rights are at the forefront of many worldwide formal and informal campaigns. As the awareness of gender issues increases, women spontaneously start thinking and working against women's oppression and exploitation. Gender awareness allows women to move beyond gender stereotypes and gender barriers.

This gender audit was conducted to identify ways to make college campus all the more safer for women. The audit process involved choosing the sites of audit, identification of the participants, orientation of the participants, preparation of the checklists and the walk-about, documenting the findings, and finally sharing the results and recommendations with the college administration for implementation.



**Dr. Deepa Phukan Baruah**

Chairperson

Gender Audit Committee

H. P. B. Girls' College

Members:

**Dr. Bulbuli Baruah**

**Dr. Arunima Das** 

**Mr. Dilip Kr. Borah**

**Ms. Swastika Devi Chandrawali**

**Ms. Monurama Nag**



## **H. P. B. Girls' College, Golaghat**

### **Gender Policy**

**The college being an educational facility only for the female students, the very purpose of its existence is to work towards the women empowerment only. The faculty and the staff, however, consist of both men and women where any possible scope for inequality or discrimination are being checked from time to time to synchronise with the spirit of the college.**

- There shall not be any kind of discrimination on the basis of Gender
- The institution shall provide equal opportunity for all genders
- Freedom for all genders to express of free and fair opinion
- There must be an accessible, active, unbiased and confidential grievance redressal cell
- The institute shall arrange effective measures for the safety and security of all gender

#### **Objectives of Gender Audit**

The Gender Audit has the following objectives:

- To find out the areas where gender imbalance exists and the factors behind it.
- To establish good gender balance in decision-making processes in all areas of the college activities.
- To suggest measures for bridging the gender gap.
- To foster gender equality in all aspects of college community.
- To see the work and capacity for prevention of sexual harassment at the college

#### **Key Steps in Gender Audit**

- Planning
- Field work
- Draft Report
- Final Report

## **Methodology**

The Gender Audit Team prepared a set of questionnaires each for the students in general, for the hostel boarders, and for the faculty members and college staff. The intention of the surveys is to find out whether ample degree of amenities and environment has been provided for women in the College campus. The questionnaires were shared through Google Form links and given a period of 48 hours for the respondents. Most of the questions in the study were given with a 5 point response options, followed by options for the respondents' comments and suggestions. The findings will be discussed in the later part of this report and recommendations, if any, will be made accordingly.

## **Introduction**

H. P. B. Girls' College is one of the premier women's higher education institutes in Assam since 1969. It also happens to be the only institution of higher education exclusively for women in the district of Golaghat in Assam. Due to its reputation as one of the best educational institution, it has been the destination of many students not only from the district of Golaghat and other parts of Assam but from all over the North east India. The eleven point mission of the College aims at to provide quality education to the students by all means of hard work armed with dedication and devotion and thereby to work towards the cause of women's empowerment. Being an educational institution established only for the female students, the College right from its inception has had the aim of gender equality in the society as its primary goal and thereby not only making the gender equality a matter inside the College campus but also has been in existence as a glowing example of the same by spreading the notion of gender equality to the society.

This gender audit, therefore, attempts to study the fulfillment of different criteria which must go in synchrony with the very purpose of existence of the College along with an assessment of the gender balance among the faculty members and in the administrative level. Needless to repeat that being an institution exclusively for women, the College firmly adheres to the government rules, policies, and actions formulated for the upliftment of women in the society. The Gender Audit, therefore, is more of an assessment of the impact of the institution's surrent and proposed policies on gender equality in the society as well.

The Gender Audit Team reviewed and analysed the operating environment and context of H. P. B. Girls' College, Golaghat. From the analysis, the team understood that the college is operating in an environment where women also have access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in literary, sports and physical activity. We must remember that Gender Equality does not necessarily mean making the same programs and facilities available to both males and females. Gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences. Happily, the College has been providing such an environment of opportunities for women to meet those goals. Therefore, the College has been providing befitting programs and opportunities primarily for its students.



The college always concentrates on students qualitative performance along with their overall personality development. To further the cause of Gender Equality, the students are provided with various facilities and special attentions. The College has an NCC unit for girls which concentrates in developing their characters and qualities like comradeship, discipline, leadership, secular outlook and spirit of adventure. This unit focuses on outstanding achievements of the girls. The College also has an NSS unit of the students. The unit always motivates the girl students for their social responsibilities. And has been carrying out various social works and spreading the message of gender sensitization in and around the College. The Women Cell of the College has been arranging for free sessions of self-defence trainings from time to time for the students. The Karate, Yoga, and Meditation camps have also been organized. The students can also opt for different courses in entrepreneurship which are provided with an aim to make the women self-sufficient in economic terms. The lectures of eminent personalities have been held from time to time to further the goal of women empowerment.

Frequent and regular workshops have been held on various topics concentrating on Women and Human Rights and Women and Laws to make the girls aware of their rights and responsibilities. Girls are made aware of laws and by-laws by organizing lectures of eminent law personalities and also through online programs organized in collaborations with national level legal organizations like NALSAR University of Law in Hyderabad. The College has a Women's Cell and a Grievance Redressal Cell to specifically address the issues that might have arisen on part of the students, and the female faculty and staff members. The Women Cell arranges for lectures of lawyers, social workers from time to time to aware the girls for their privileges and duties.

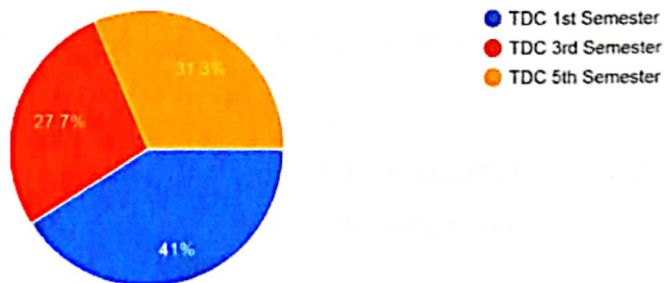
In the field of Cultural Activities and Sports, girls have achieved grand success. Their participation in Youth Festival and various competitions has been bringing name and fame for both the college and themselves. The students have been actively engaged in all the social welfare activities like the Flood Relief Program and social awareness programs like enactment of street-plays and Swachh Bharat Abhiyaan.

## Gender Audit Students Responses

### Findings and Explanations

A total of 83 students responded to the survey. The population distributions according to class they study are as follows:

Your Class  
83 responses



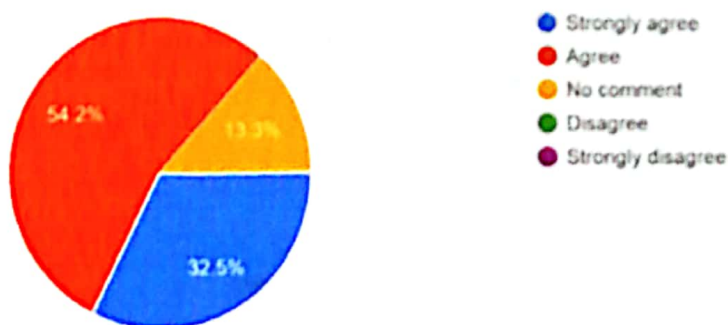
A total number of 34 (41%) students from the TDC 1<sup>st</sup> Semester, 23 (27.7%) students from the TDC 3<sup>rd</sup> Semester, and 26 (31.3%) students from the TDC 5<sup>th</sup> Semester responded to the survey.

**Enquiry 1: the college conducts gender sensitization program as a part of its curriculum.**

The responses are represented in the following diagram:

The college conducts gender sensitization program as a part of its curriculum

83 responses



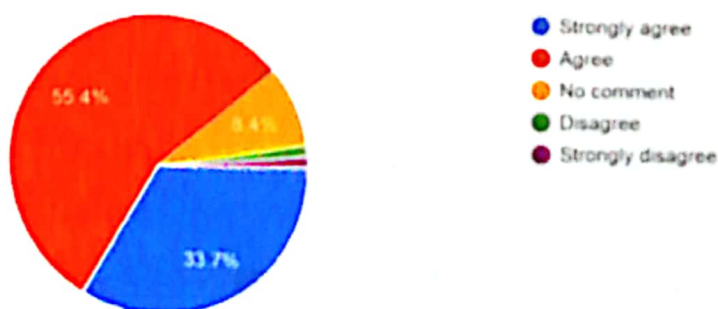
As the diagram suggests, 45 (54.2%) students constitute the majority response here by saying that they agree. 27 (32.5%) students strongly agree to that fact, while remaining 11 (13.3%) students chose not to comment on that matter.

Conclusion: It is observed that majority of the respondents feel that the college conducts gender sensitization program a part of the curriculum. This indicates that the college is on the right way ahead in this aspect.

**Enquiry 2: The College conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.**

The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.

83 responses



28 (33.7%) students strongly agree to the fact while 46 (55.4%) students simply agree to that. 7 (8.4%) students chose not to comment on this matter. 1 (1.2%) respondent in each were found disagreeing and strongly disagreeing to the fact.

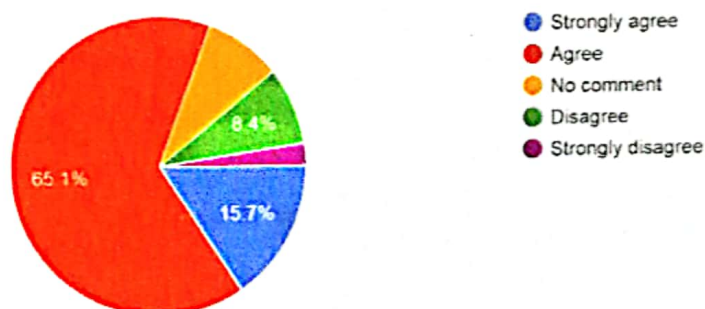


Though a dismal number of respondents is found to be unaware of these programs in question, the College must work towards this and make the students aware of these gender awareness programs which are supposed to be all inclusive.

**Enquiry 3: Adequate number of toilets are available in the campus for students.**

Adequate number of toilets are available in the campus for students.

83 responses



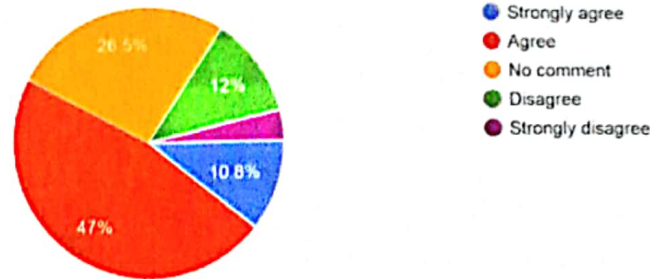
13 (15.7%) respondents strongly agree, while 54 (65.1%) respondents simply agree to this fact. However, 7 (8.4%) respondents are found exercising each of the 'no comment' and 'disagree' options. 2 (2.4%) respondents strongly disagreed to this.

Regarding this, the College must work towards the availability of the sufficient number of sanitary facilities as perceived by all the students. Discomfort of any degree may hamper in achieving the very goals of the College.

**Enquiry 4: Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet.**

Adequate facilities are available inside the toilet keeping in mind the need of the girl students. Adequate disposal bins are available in the toilet

83 responses



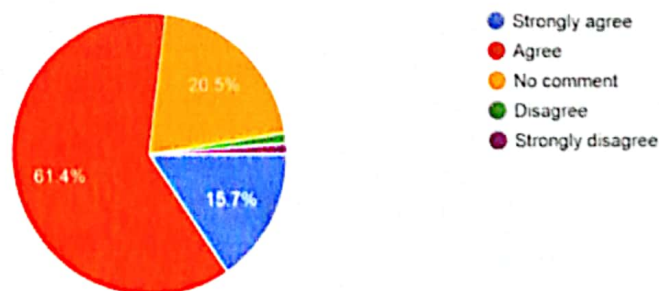
9 (10.8%) respondents strongly agreed, while 39 (47%) respondents simply agreed to the fact. 22 (26.5%) respondents chose not to comment. However, 10 (12%) and 3 (3.6%) respondents disagreed and strongly disagreed respectively.

Here too the College must strive to provide the ample degree of amenities to the satisfaction of the population it serves.

**Enquiry 5: Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.**

Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.

83 responses



13 (15.7%) respondents strongly agreed while 51 (61.4%) respondents simply agreed to the fact. 17 (20.5%) respondents chose not to comment. 1 (1.2%) respondent in each were found disagreeing and strongly disagreeing to the fact.

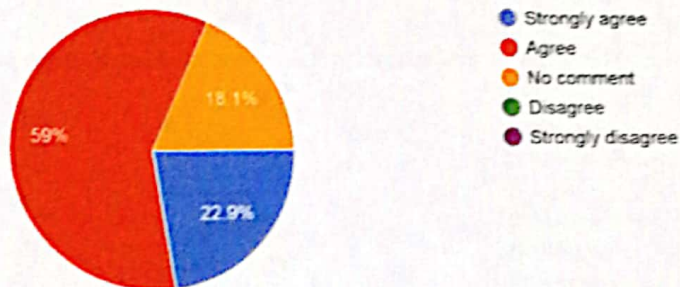


The College must enquire into this area more thoroughly to find out the scope for any possible further improvement.

**Enquiry 6: Adequate security arrangements have been made in the campus and common areas during day and night.**

Adequate security arrangements have been made in the campus and common areas during day and night.

83 responses



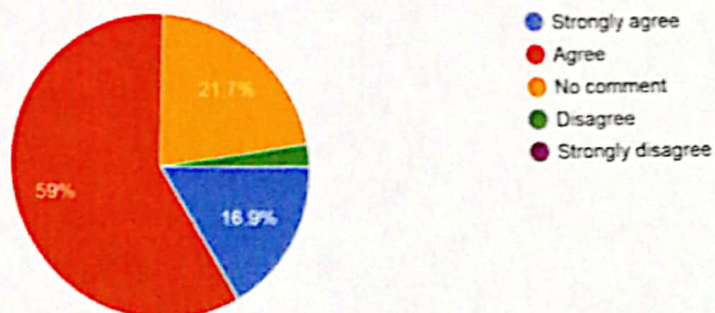
19 (22.9%) respondents strongly agreed 49 (59%) respondents agreed to the fact. 15 (18.1%) respondents, however, chose not to comment.

It is felt that the College has achieved a satisfactory goal here.

**Enquiry 7: Options for flexible timing are available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.**

Options for flexible timing are available for girl students. For example, for outside scholars, no class is arranged in late evening or early morning.

83 responses



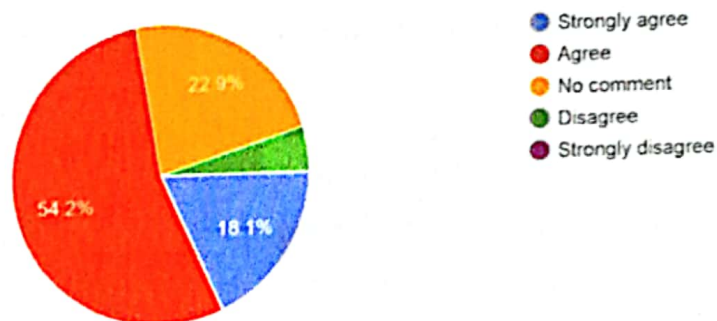


14 (16.9%) respondents strongly agreed while 49 (59%) respondents agreed to the fact. 18 (21.7%) respondents chose not to comment. However, 2 (2.4%) respondents disagreed to this.

Given the working hours of the College, it appears suitable for most of the students. Also it should be noted that given the course structure and expanse of the curriculum, there is the least scope for further reduction in the working hours of the College.

**Enquiry 8: A women cell is set up in the college and students are aware about the women cell.**

A women cell is set up in the college and students are aware about the women cell.  
83 responses



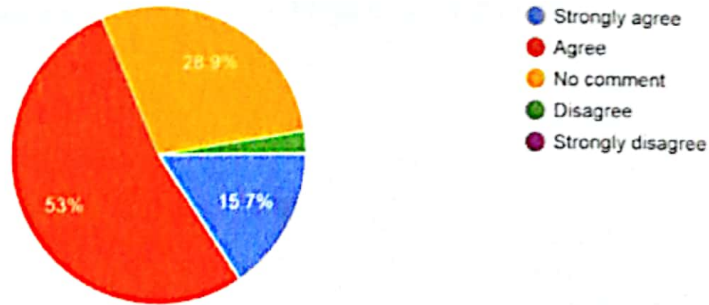
15 (18.1%) and 45 (54.2%) respondents respectively strongly agree and agree to the fact. 19 (22.9%) respondents chose not to respond. 4 (4.8%) respondents disagreed to this.

The College does have a Women Cell. The response in negative must be due to ignorance of this fact. The Women Cell, however, must work towards reaching out to all the students to become all inclusive.

**Enquiry 9: There are lady faculties available in the women cell.**

There are lady faculties available in the women cell.

83 responses



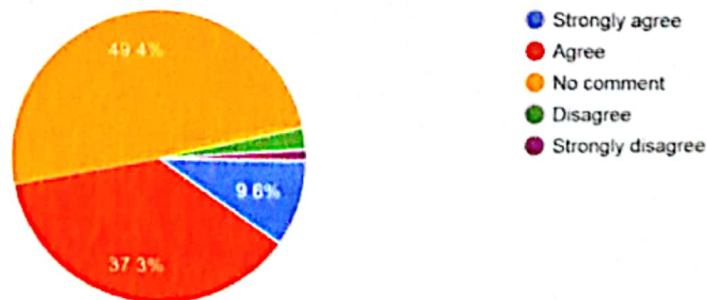
44 ((53%) students agreed to this while 13 (15.7%) respondents strongly agreed to the fact. 24 (28.9%) respondents, however, chose not to comment. 2 (2.4%) respondents disagreed with this.

The fact, however, is that the Women Cell of the College is completely constituted with women faculty members only. The respondents disagreeing with this might be unaware of the organizational structure and functions of the Women Cell. The Cell here needs to reach out to all the students in their functioning inside the College campus.

#### Enquiry 10: Do you reach out to women's cell?

Do you reach out to women's cell?

83 responses



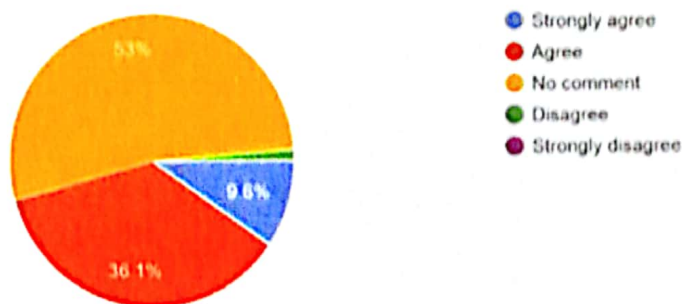
31 ((37.3%) students agreed to this while 8 (9.6%) respondents strongly agreed to the fact. 41 (49.4%) respondents, however, chose not to comment. 2 (2.4%) respondents disagreed with this while 1 (1.2%) respondents strongly disagreed.

It is felt that the Women Cell needs to be more reaching out to the students here and ought to approach students instead of the students reaching out to the Cell.

**Enquiry 11: A grievance redresses cell has been set up.**

A grievance redresses cell has been set up.

83 responses



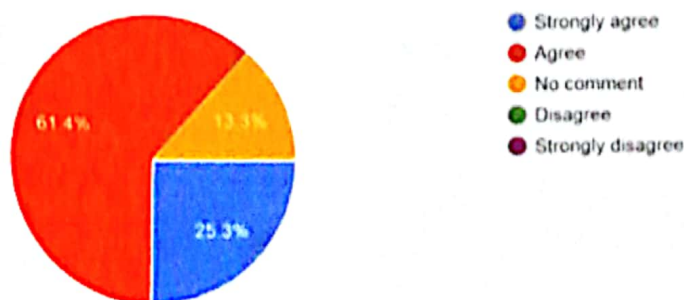
30 ((36.1%) students agreed to this while 8 (9.6%) respondents strongly agreed to the fact. 44 (53%) respondents, however, chose not to comment. 1 (1.2%) respondents disagreed with this.

The College does have a Grievance Redressal Cell. There is a provision for the students to approach the Cell anonymously as well to protect their privacy while seeking for solutions to their grievances.

**Enquiry 12: There is equal opportunity to all genders to work with various clubs and forums.**

There is equal opportunity to all genders to work with various clubs and forums

83 responses



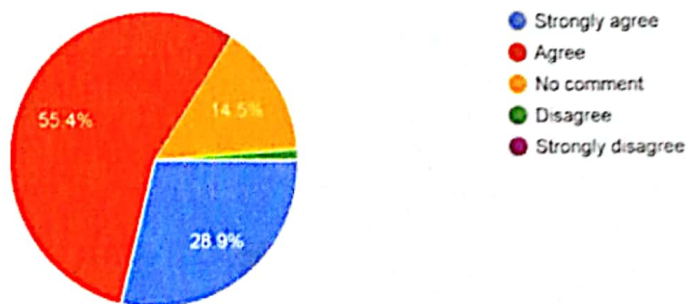


21 (25.3%) respondents strongly agreed 51 (61.4%) respondents agreed to the fact. 11 (13.3%) respondents, however, chose not to comment.

Being an institution set up only for the female students, the College meets this criterion.

**Enquiry 13: There is equal opportunity to all genders for free and fair expression of ideas**

There is equal opportunity to all genders for free and fair expression of ideas  
83 responses



46 ((55.4%) students agreed to this while 24 (28.9%) respondents strongly agreed to the fact. 12 (14.5%) respondents, however, chose not to comment. 1 (1.2%) respondents disagreed with this.

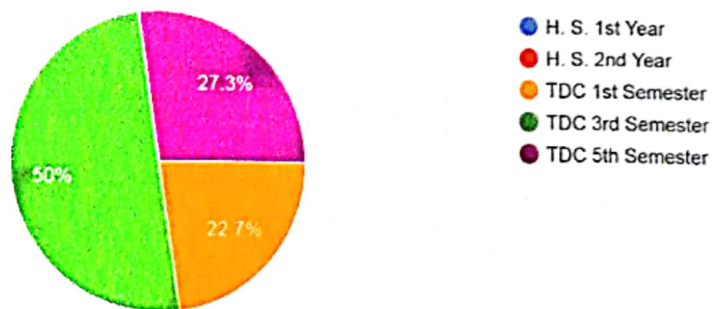
Being an institution set up only for the female students, the College meets this criterion. Therefore any question of gender discrimination does not arise here.

## Gender Audit Students Responses

### Findings and Explanations

A total of 22 students responded to the survey. The population distributions according to class they study are as follows:

Your Class  
22 responses

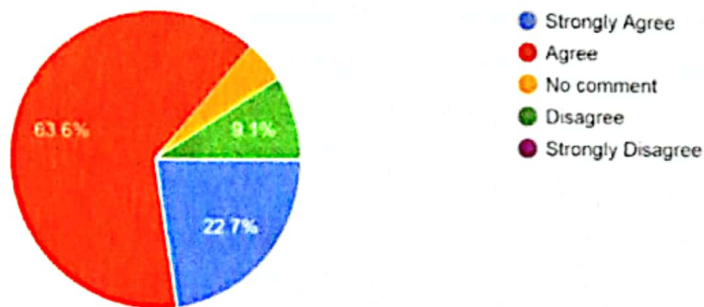


A total number of 5 (22.7%) students from the TDC 1<sup>st</sup> Semester, 11 (50%) students from the TDC 3<sup>rd</sup> Semester, and 6 (27.3%) students from the TDC 5<sup>th</sup> Semester responded to the survey.

**Enquiry 1: Adequate number of toilets is available in the hostel for boarders.**

Adequate number of toilets is available in the hostel for boarders.

22 responses



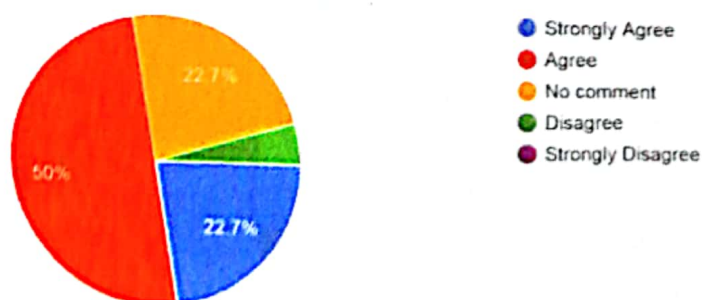
14 (63.6%) students agreed to this while 5 (22.7%) respondents strongly agreed to the fact. 1 (4.5%) respondent, however, chose not to comment. 2 (9.1%) respondents disagreed with this.

Regarding this, the College must work towards the availability of the sufficient number of sanitary facilities as perceived by all the students. Discomfort of any degree may hamper in achieving the very goals of the College.

**Enquiry 2: Adequate facilities are available inside the toilet keeping in mind the need of the boarders. Adequate disposal bins are available in the toilet.**

Adequate facilities are available inside the toilet keeping in mind the need of the boarders. Adequate disposal bins are available in the toilet.

22 responses



11 (50%) students agreed to this while 5 (22.7%) respondents strongly agreed to the fact. 5 (22.7%) respondents, however, chose not to comment. 1 (4.5%) respondent disagreed with this.

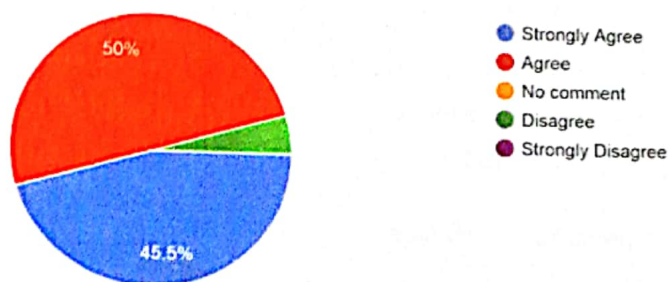


Here the College must strive to provide the ample degree of amenities to the satisfaction of the population it serves.

**Enquiry 3: Adequate lighting is available inside the hostel campus during night, including but not limited to, adequate light in corridor, living rooms, common areas, toilets etc.**

Adequate lighting is available inside the hostel campus during night, including but not limited to, adequate light in corridor, living rooms, common areas, toilets etc.

22 responses



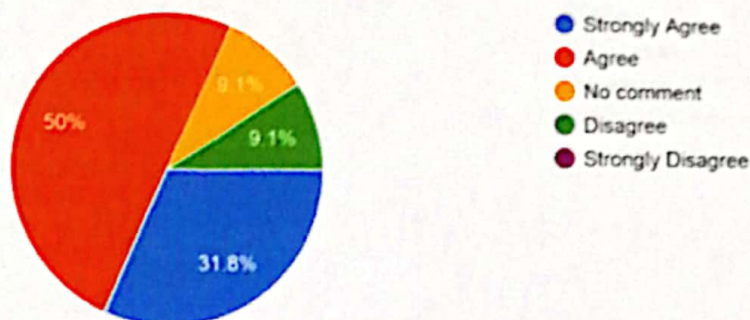
11 (50%) students agreed to this while 10 (2.7%) respondents strongly agreed to the fact. 1 (45.5%) respondents, however, chose not to comment.

Here too the College must strive to provide the ample degree of amenities to the satisfaction of the population it serves.

**Enquiry 4: Adequate security arrangements have been made in the hostel campus and common areas during day and night.**

Adequate security arrangements have been made in the hostel campus and common areas during day and night.

22 responses



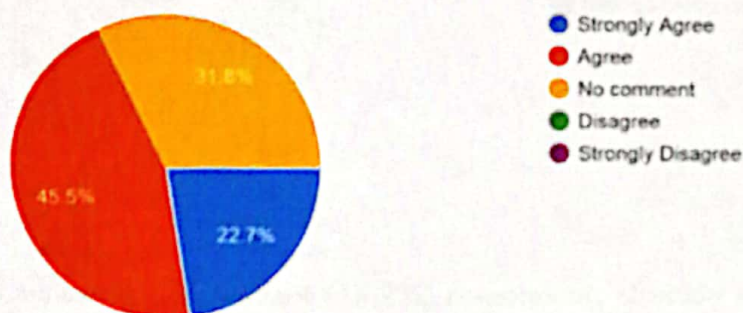
11 (50%) students agreed to this while 7 (31.8%) respondents strongly agreed to the fact. 2 (9.1%) respondents each were found not commenting and disagreeing respectively.

Here too the College must strive to provide the ample degree of amenities to the satisfaction of the population it serves.

**Enquiry 5: A women cell is set up in the college and students are aware about the women cell.**

A women cell is set up in the college and students are aware about the women cell.

22 responses



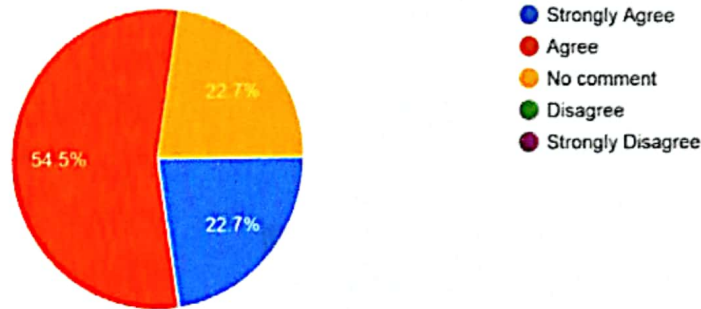
10 (45.5%) students agreed to this while 5 (22.7%) respondents strongly agreed to the fact. 7 (31.8%) respondents, however, chose not to comment.

It appears that most of the respondents are aware of the establishment of the Women Cell.

**Enquiry 6: There are lady faculties available in the women cell.**

There are lady faculties available in the women cell.

22 responses



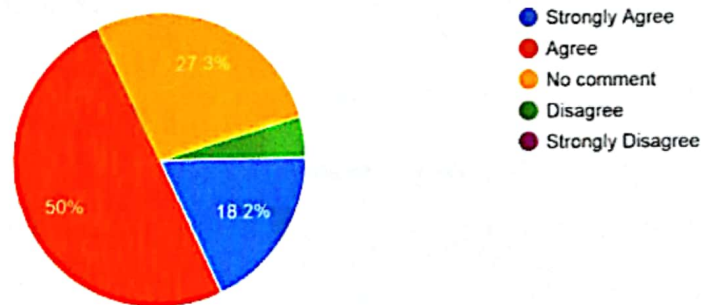
12 (54.5%) students agreed to this while 5 (22.7%) respondents strongly agreed to the fact. 5 (22.7%) respondents, however, chose not to comment.

It appears that the respondents are aware of the structural organization of the Cell.

#### Enquiry 7: Do you reach out to women's cell?

Do you reach out to women's cell?

22 responses



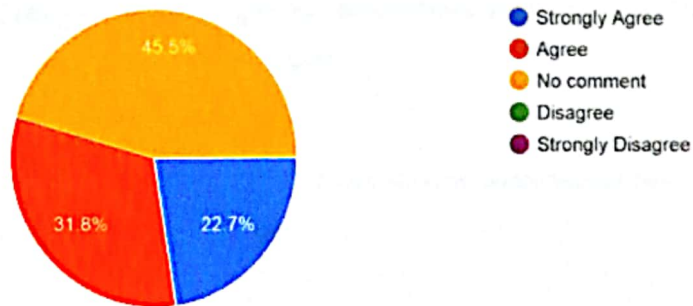
11 (50%) students agreed to this while 4 (18.2%) respondents strongly agreed to the fact. 6 (27.3%) respondents were found not commenting while 1 (4.5%) disagreed to this fact.

It is felt that the Women Cell needs to be more reaching out to the students here and ought to approach students instead of the students reaching out to the Cell.

#### Enquiry 8: A grievance redresses cell has been set up.



A grievance redresses cell has been set up.  
22 responses



10 (45.5%) students did comment. 7 (31.8%) respondents agreed to the fact. 5 (22.7%) respondents strongly agreed to this fact.

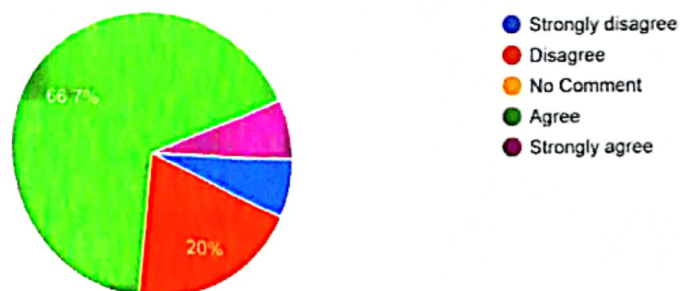
The College does have a Grievance Redressal Cell. There is a provision for the students to approach the Cell anonymously as well to protect their privacy while seeking for solutions to their grievances.

## Gender Audit for Faculty and Staff

### Findings and Explanations

**Enquiry 1: The College conducts gender sensitization program as a part of its curriculum.**

The college conducts gender sensitization program as a part of its curriculum  
15 responses

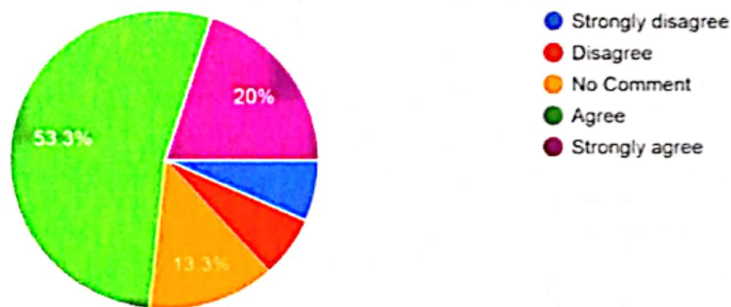


10 (66.7%) students agreed to this while 1 (6.7%) respondents strongly agreed to the fact. 3 (20%) respondents disagreed while 1 (6.7%) respondent strongly disagreed to this fact.

**Enquiry 2: The College conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.**

The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.

15 responses

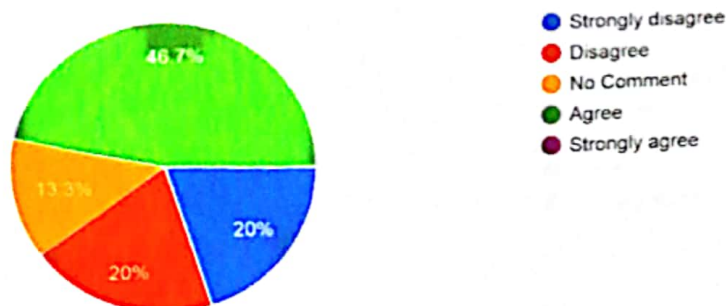


3 (20%) respondents strongly agreed while 8 (53.3%) respondents simply agreed to the fact. 2 (13.3%) respondents chose not to comment. 1 (6.7%) respondent in each were found disagreeing and strongly disagreeing to the fact.

**Enquiry 3: Adequate facilities are available inside the toilet keeping in mind the need of the female faculty members and staff. Adequate disposal bins are available in the toilet.**

Adequate facilities are available inside the toilet keeping in mind the need of the female faculty members and staff. Adequate disposal bins are available in the toilet

15 responses



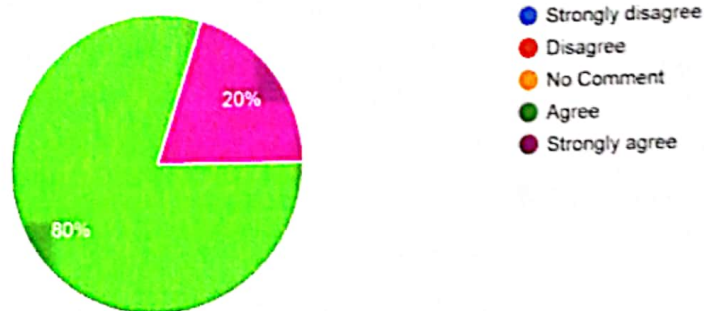
7 (46.7%) respondents agreed, 2 (13.3%) chose not to comment, 3 (20%) disagreed, and another 3 (20%) strongly disagreed.

The College must attend to eliminate the issues in these areas.

**Enquiry 4: Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.**

Adequate lighting is available inside the campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.

15 responses



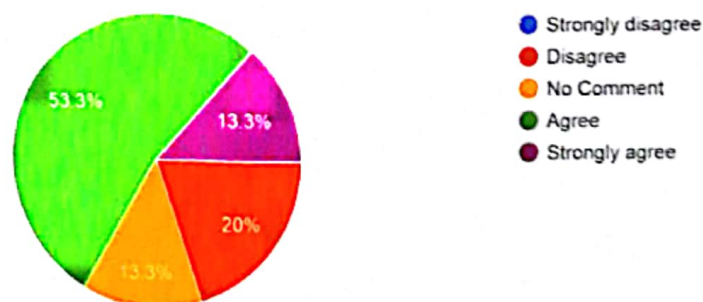
12 (80%) respondents agreed to this fact while 3 (20%) respondents strongly disagreed to this.

The College must identify the possible left out areas for proper lighting.

**Enquiry 5: Adequate security arrangements have been made in the campus and common areas during day and night.**

Adequate security arrangements have been made in the campus and common areas during day and night.

15 responses





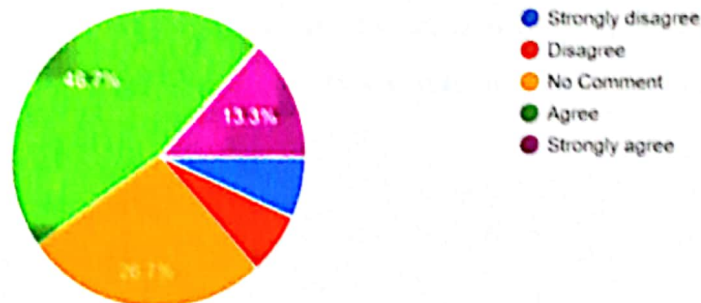
2 (13.3%) respondents strongly agreed to this while another 2 respondents chose not to comment. 8 (53.3%) respondents agreed while 3 (20%) respondents disagreed.

The College must identify any possible lapses in this matter.

**Enquiry 6: Options for flexible timing are available for female faculty members and staff. For example, for outside female faculty members and staff, no class/work is arranged in late evening or early morning.**

Options for flexible timing are available for female faculty members and staff. For example, for outside female faculty members and staff, no class/work is arranged in late evening or early morning.

15 responses

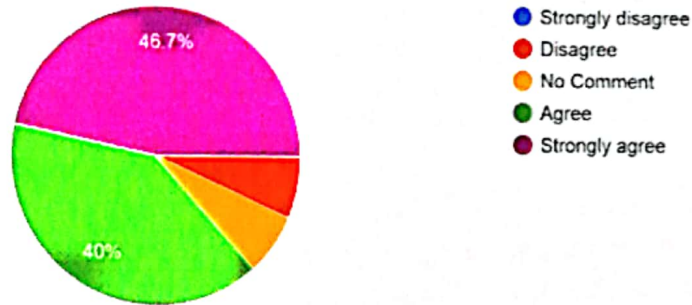


2 (13.3%) respondents strongly agreed while 7 (46.7%) respondents simply agreed to the fact. 2 (13.3%) respondents strongly agreed. 1 (6.7%) respondent in each were found disagreeing and strongly disagreeing to the fact.

**Enquiry 7: A women cell is set up in the college, and female faculty members and staff are aware about the women cell.**

A women cell is set up in the college, and female faculty members and staff are aware about the women cell.

15 responses



7 (46.7%) respondents strongly agreed to this while 6 (40%) respondents simply agreed. 1 (6.7%) respondent was found in each disagreeing and not commenting.