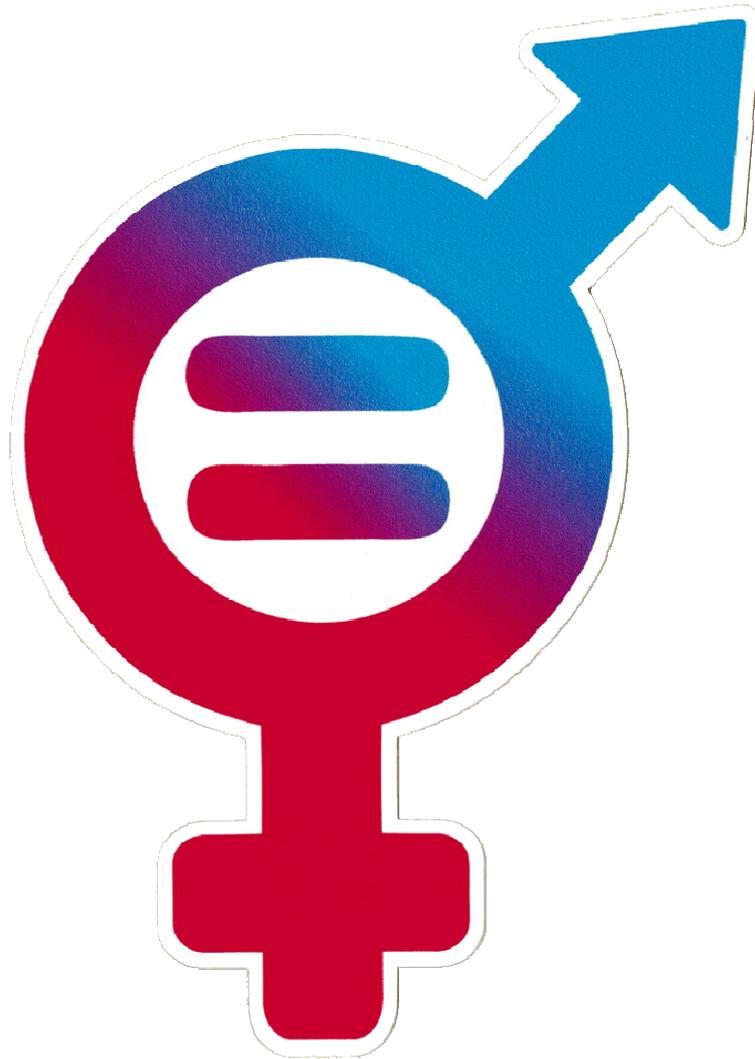


HEMO PROVA BORBORA
GIRLS' COLLEGE
(AUTONOMOUS)
GOLAGHAT



Gender Audit Report 2024-2025

Prepared By

Department of English

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. Santulan Mahanta

Head of the Department

Department of English

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.

The project has been started to make a survey on gender equity in every sphere and also to verify whether the objectives considered for the survey can be found in full action or not.

Data collected through Google forms constitute the Findings and Explanations parts of this report. The basic statistics are presented in the form of Pie-Charts accompanied by the interpretations and explanations. Some non-response based data such as the strength of the teaching and non teaching staff have been prepared by the Gender Audit team themselves and those are presented along with the survey interpretations of the Gender Audit for Faculty and Staff portion of this report.

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 current and proposed policies on gender equality in the society as well.

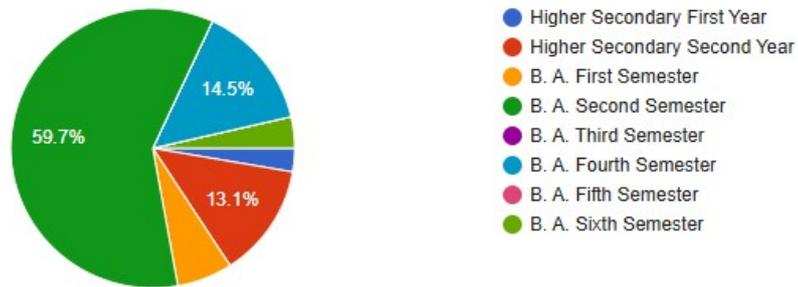
Gender Audit Students Responses

Findings and Explanations

A total of 221 students responded to the survey. The population distributions according to class they study are as follows:

Class

221 responses

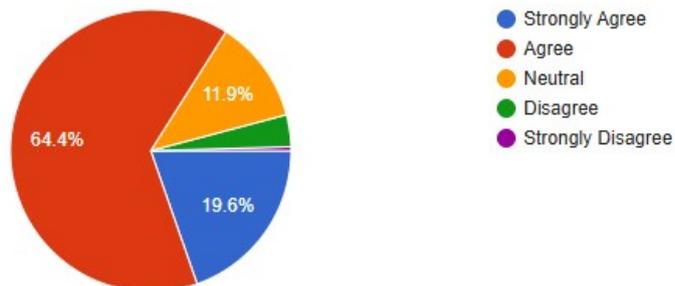


A total number of 132 (59.7%) students from the FYUGP 2nd Semester, and 14 (6.3%) students who chose to respond as FYUGP 1st Semester together constitutes the largest responding population of 66% or 146 out of 221 respondents. 32 (14.5%) students from the FYUGP 4th Semester, 8 (3.6%) students from the TDC 6th Semester, 6 (2.7%) from Higher Secondary First Year, and 29 (13.1%) from the Higher Secondary Second Year responded to the survey.

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

219 responses



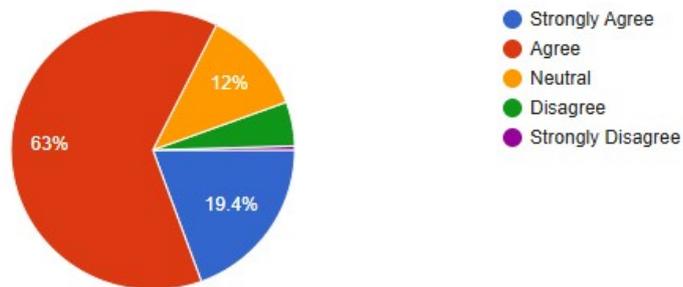
As the diagram suggests, 141 (64.4%) students constitute the majority response here by saying that they agree. 43 (19.6%) students strongly agree to that fact, 26 (11.9%) students remained neutral, while 8 (3.7%) students responded disagree, and 1 (0.5%) student strongly disagrees.

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. However, meagre as it appears, the 16.1% respondents disagreeing to this fact needs a more inclusive and better mechanisms to reach out to students to achieve complete success.

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.

216 responses



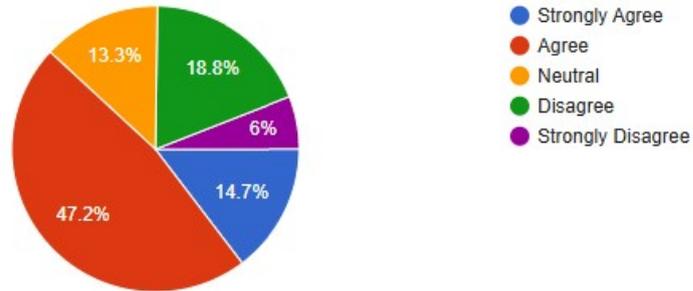
42 (19.4%) students strongly agree to the fact while 136 (63%) students simply agree to that. 26 (12%) students chose not to comment on this matter. 11 (5.1%) respondents were found disagreeing and 1 (0.5%) respondent was found strongly disagreeing to the fact.

Though a dismal number of respondents is found to be unaware of these programs (by disagreeing in response) 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 is available in the campus for students.

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

218 responses



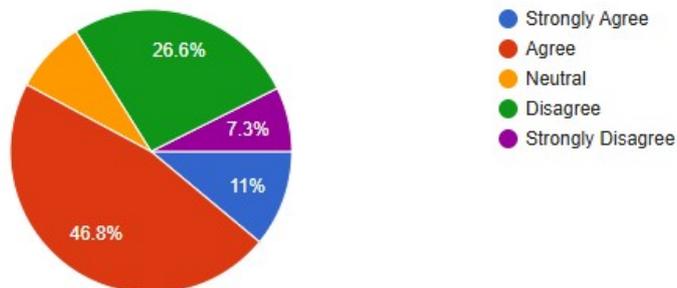
13 (15.7%) respondents strongly agree, while 54 (65.1%) respondents simply agree to this fact. However, 7 (8.4%) respondents are found exercising each of the 'no comment' and 'disagree' options. 2 (2.4%) respondents strongly disagreed to this.

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

218 responses



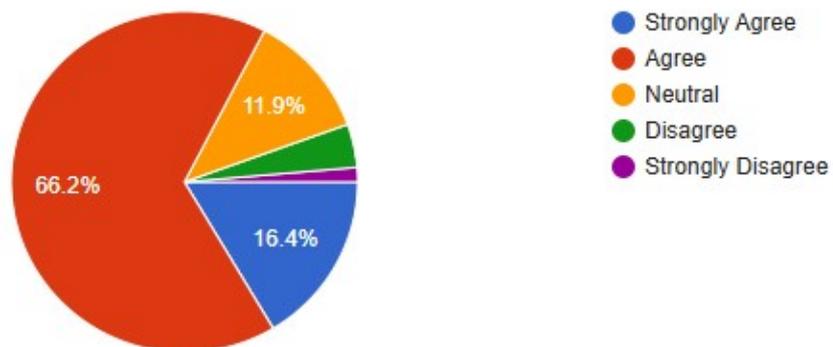
24 (11%) respondents strongly agreed, while 102 (46.8%) respondents simply agreed to the fact. 18 (8.3%) respondents chose not to comment. However, 58 (26.6%) and 16 (7.3%) respondents disagreed and strongly disagreed respectively.

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.

219 responses



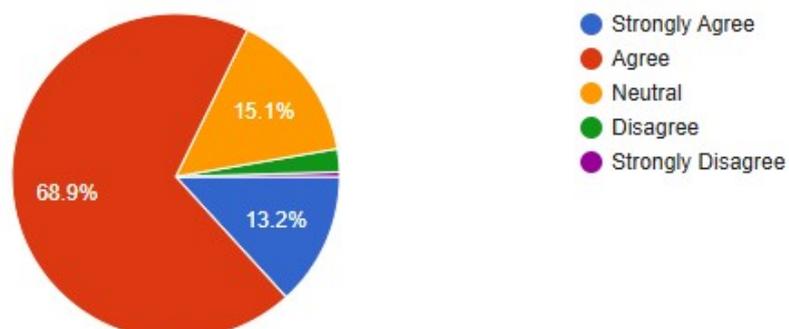
36 (16.4%) respondents strongly agreed while 145 (66.2%) respondents simply agreed to the fact. 26 (11.9%) respondents chose not to comment. 9 (4.1%) and 3 (1.4%) respondents disagreed and strongly disagreed respectively to the fact.

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.

219 responses



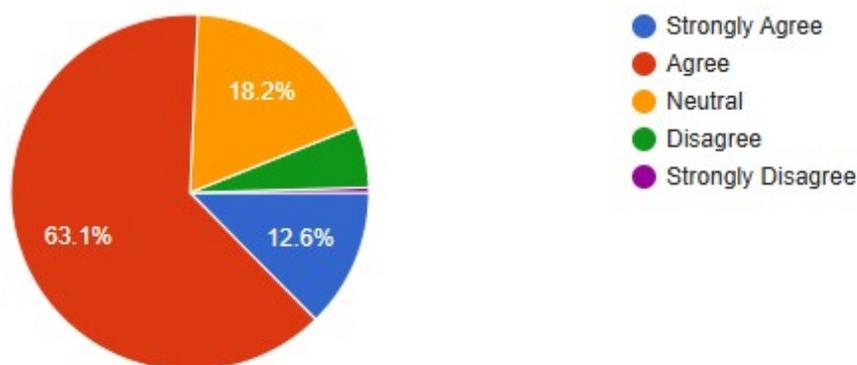
29 (13.2%) respondents strongly agreed, 151 (68.9%) respondents agreed to the fact. 33 (15.1%) respondents, however, chose not to comment. 5 (2.3%) and 1 (0.5%) respondents disagreed and strongly disagreed to the fact.

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.

214 responses



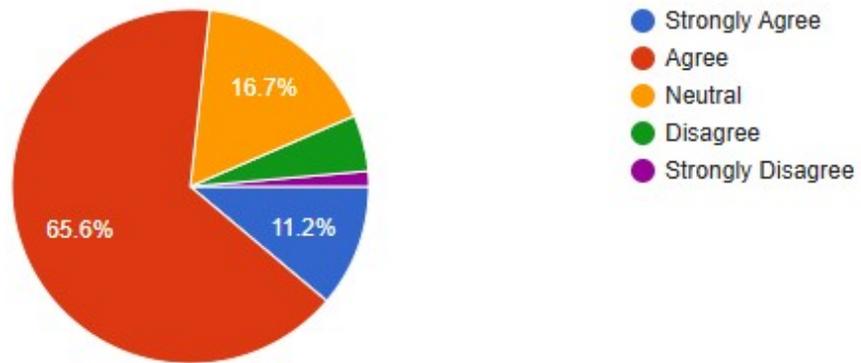
27 (12.6%) respondents strongly agreed while 135 (63.1%) respondents agreed to the fact. 39 (18.2%) respondents chose not to comment. However, 12 (5.6%) respondents disagreed and 1 (0.5%) respondent strongly disagreed to this.

Given the working hours of the College, it appears suitable for most of the students. Also it should be noted that given the rigorously demanding 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.

215 responses



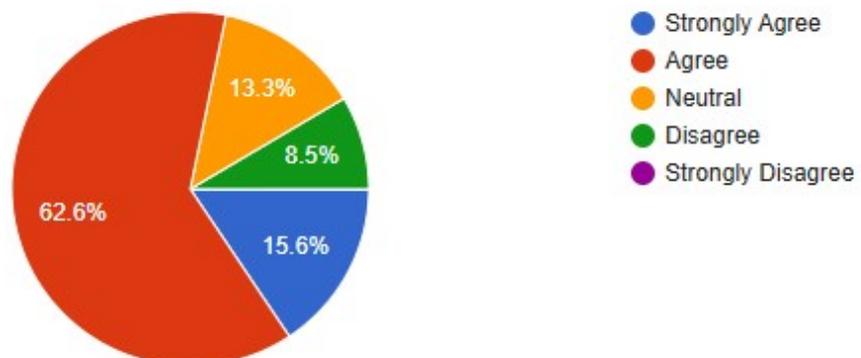
24 (11.2%) and 141 (65.6%) respondents respectively strongly agree and agree to the fact. 36 (16.7%) respondents chose not to respond. 11 (5.1%) respondents disagreed while 3 (1.4%) respondents strongly disagreed to this.

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.

211 responses



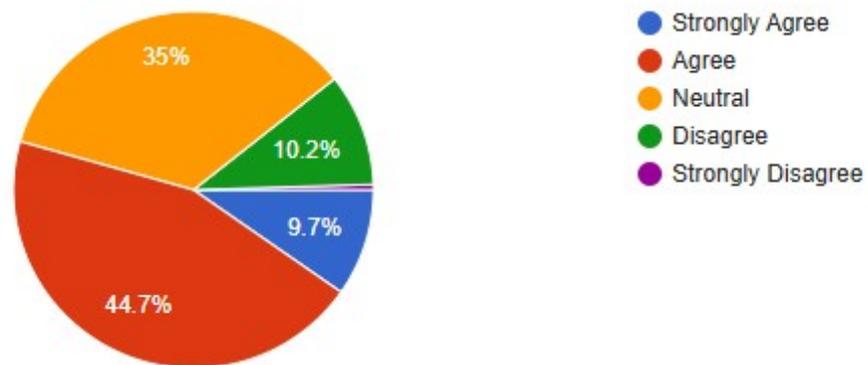
132 (62.6%) students agreed to this while 33 (15.6%) respondents strongly agreed to the fact. 28 (13.3%) respondents, however, chose not to comment. Surprisingly 18 (8.5%) respondents disagreed with this.

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?

206 responses



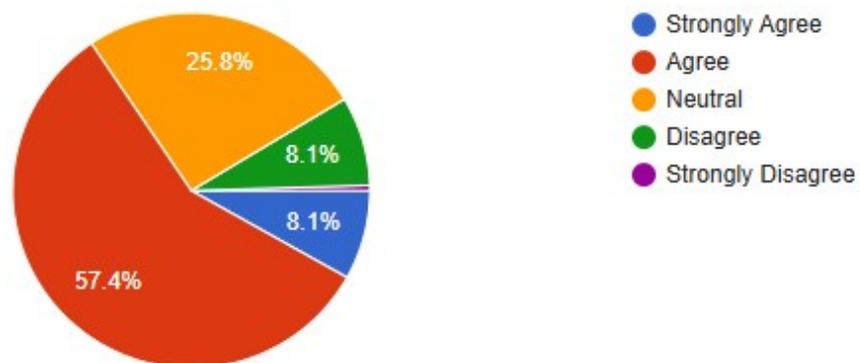
92 ((44.7%) students agreed to this while 20 (9.7%) respondents strongly agreed to the fact. 72 (35%) respondents, however, chose not to comment. 21 (10.2%) respondents disagreed with this while 1 (0.5%) respondents strongly disagreed.

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.

209 responses



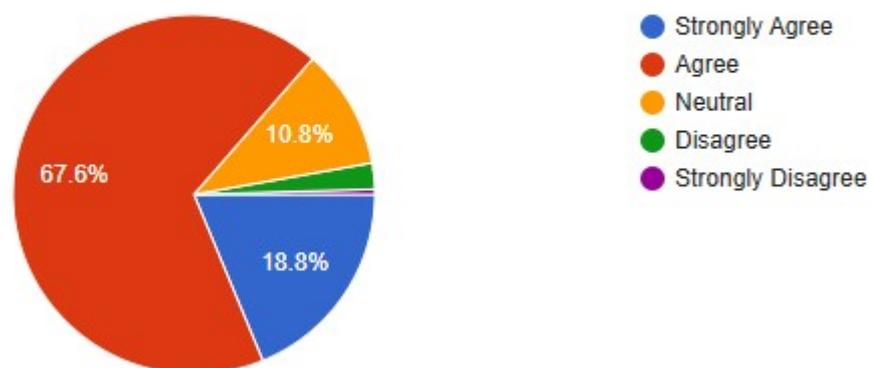
120 ((57.4%) students agreed to this while 17 (8.1%) respondents strongly agreed to the fact. 54 (25.8%) respondents, however, chose not to comment. 17 (8.1%) respondents disagreed and 1 (0.5%) respondent strongly disagreed with this.

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. Almost one third of the respondents remaining neutral or disagreeing to certain degrees is indeed a concern and the Grievance Redressal Cell must take necessary steps towards raising awareness among students and reach out to them frequently.

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

213 responses



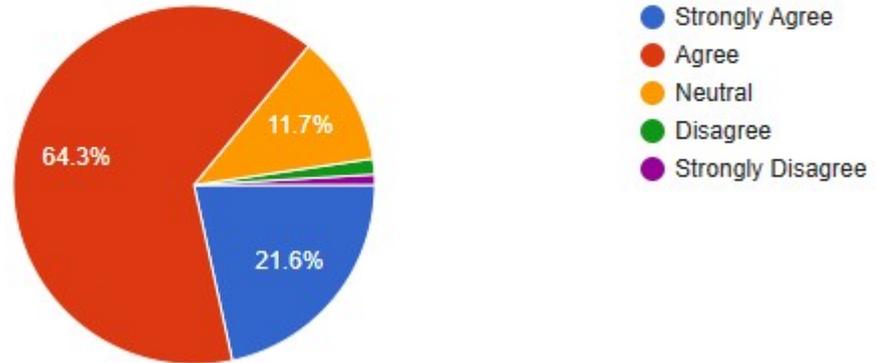
40 (18.8%) respondents strongly agreed 144 (67.6%) respondents agreed to the fact. 23 (10.8%) respondents, however, chose not to comment. Surprisingly 5 (2.3%) respondents disagreed and 1 (0.5%) respondent strongly disagreed.

Being an institution set up only for the female students, the College meets this criterion. The reason behind the responses in negative could not be comprehended.

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

213 responses



137 (64.3%) students agreed to this while 46 (21.6%) respondents strongly agreed to the fact. 25 (11.7%) respondents, however, chose not to comment. Surprisingly once again 3 (1.4%) respondents disagreed and 2 (0.9%) respondents strongly 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.

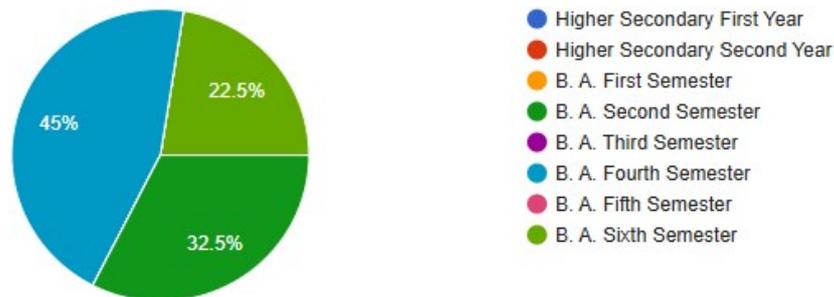
Gender Audit Hostel Boarders Responses

Findings and Explanations

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

Class

40 responses

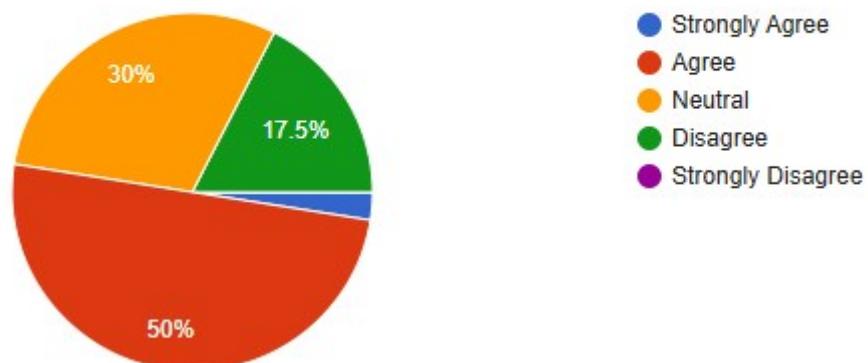


A total number of 13 (32.5%) students from the FYUGP 2nd Semester, 18 (45%) students from the FYUGP 4th Semester, and 9 (22.5%) students from the TDC 6th Semester responded to the survey.

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

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

40 responses



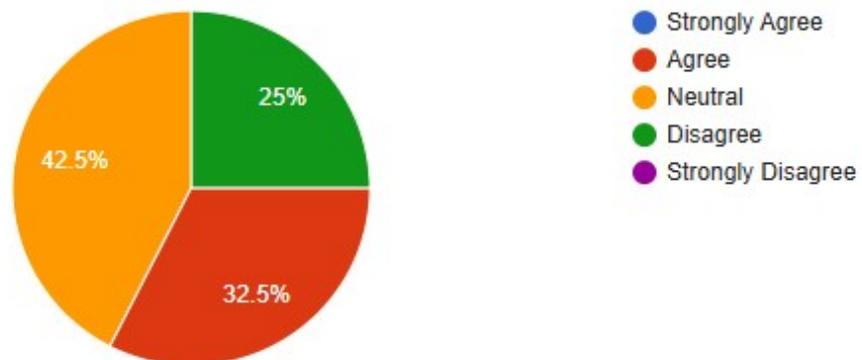
20 (50%) students agreed to this while 1 (2.5%) respondent strongly agreed to the fact. 12 (30%) respondents, however, chose not to comment. 7 (17.5%) respondents disagreed with this.

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 girl students. Adequate disposal bins are available in the toilet

40 responses

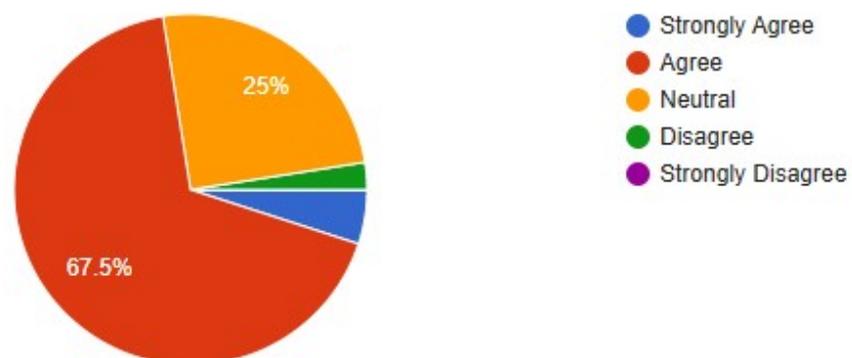


13 (32.5%) students agreed to this while 10 (25%) respondents disagreed to the fact. An overwhelming number of 17 (42.5%) respondents, however, chose not to comment. Here the College must strive to provide the ample degree of amenities to the satisfaction of the population it serves.

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 campus during night, including but not limited to, adequate light in corridor, class rooms, common areas, toilets etc.

40 responses



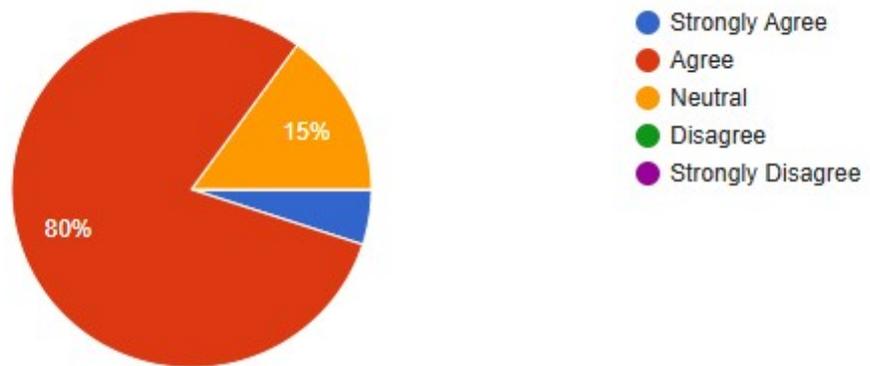
27 (67.5%) students agreed to this while 2 (5%) respondents strongly agreed to the fact. 10 (25%) respondents, however, chose not to comment, and 1 (2.5%) respondent disagreed.

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 campus and common areas during day and night.

40 responses



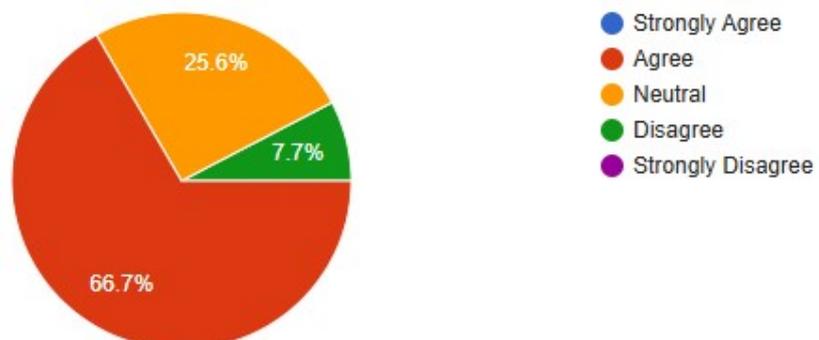
32 (80%) students agreed to this while 2 (5%) respondents strongly agreed to the fact. 6 (15%) respondents were found not commenting.

Here too the College must strive to eliminate any kind of insecurity felt by any number of students or boarders.

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.

39 responses



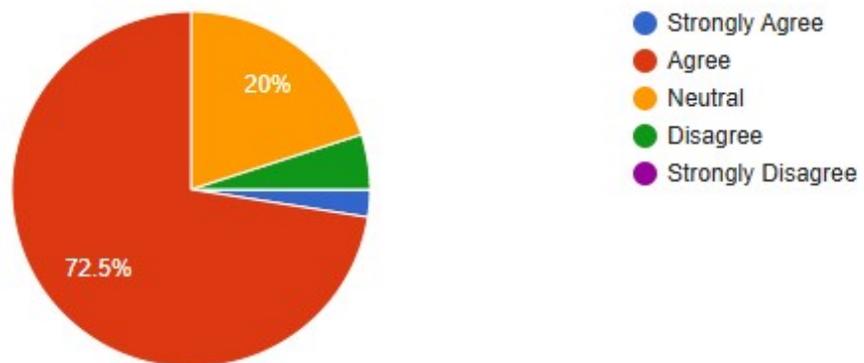
26 (66.7%) students agreed to this while 3 (7.7%) respondents disagreed to the fact. 10 (25.6%) respondents, however, chose not to comment.

It appears that most of the respondents are aware of the establishment of the Women Cell. The Cell needs to reach out to remaining population.

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

There are lady faculties available in the women cell.

40 responses



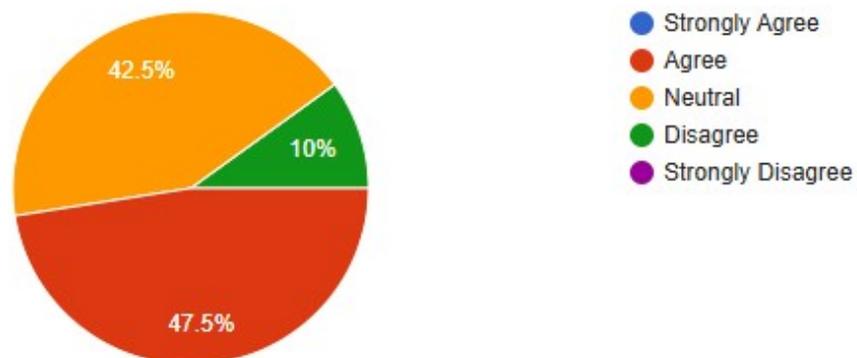
29 (72.5%) students agreed to this while 1 (2.5%) respondent strongly agreed to the fact. 8 (20%) respondents, however, chose not to comment. Surprisingly 2 (5%) respondents disagreed.

It appears that the most of the respondents are aware of the structural organisation of the Cell. However, a need of awareness among the rest is felt based on the responses.

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

Do you reach out to women's cell?

40 responses



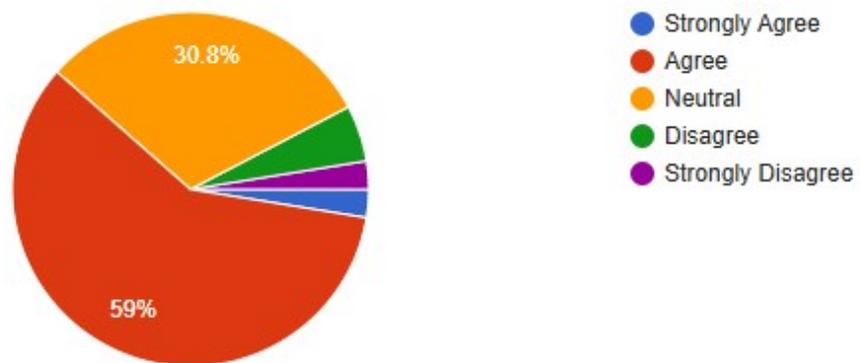
19 (47.5%) students agreed to this. 17 (42.5%) respondents were found not commenting while 4 (10%) disagreed to this fact.

The presence of the Cell is felt to be somewhat inadequate among the respondents. 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.

39 responses



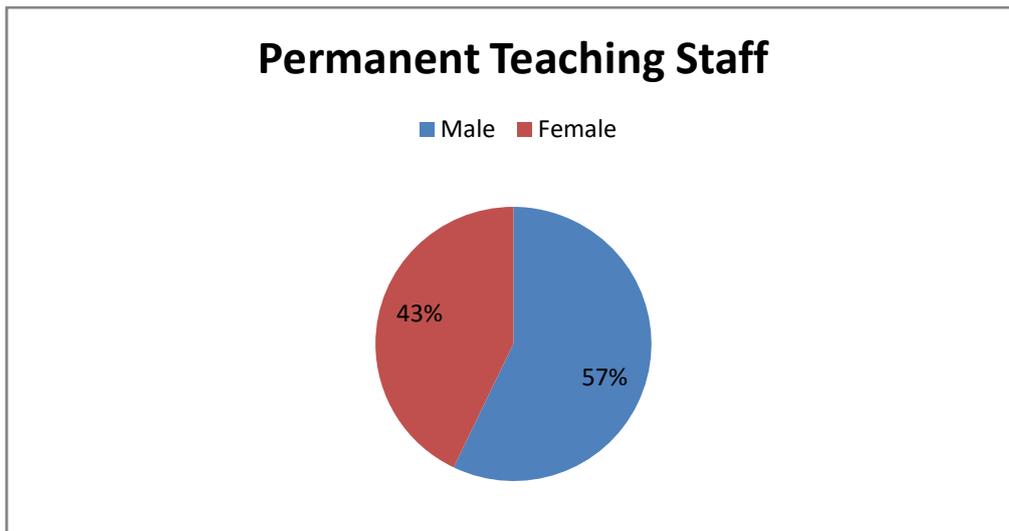
23 (59%) students agreed to the fact and 1 (2.6%) respondent strongly agreed. 12 (30.8%) respondents remained neutral. 2 (5.1%) respondents disagreed and 1 (2.6%) strongly disagreed to this fact.

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.

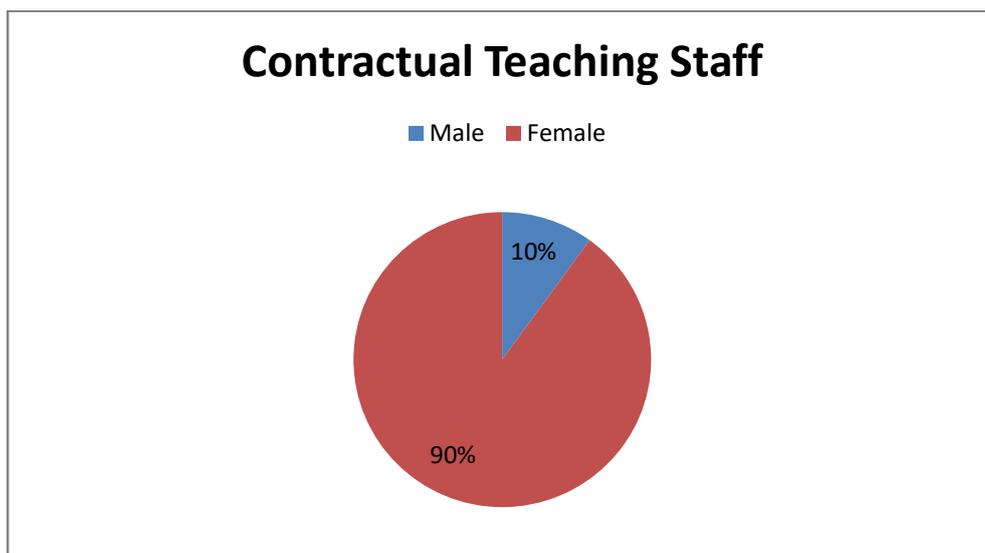
Gender Audit for Faculty and Staff

Findings and Explanations

At present the permanent faculty strength stands at 28 and another 2 posts are reserved against lien vacancy and at present being engaged with contractual faculty members. Out of these 28 faculty members, 12 are female and 16 are male. The male to female percentage ratio is therefore 57.14 : 42.86.

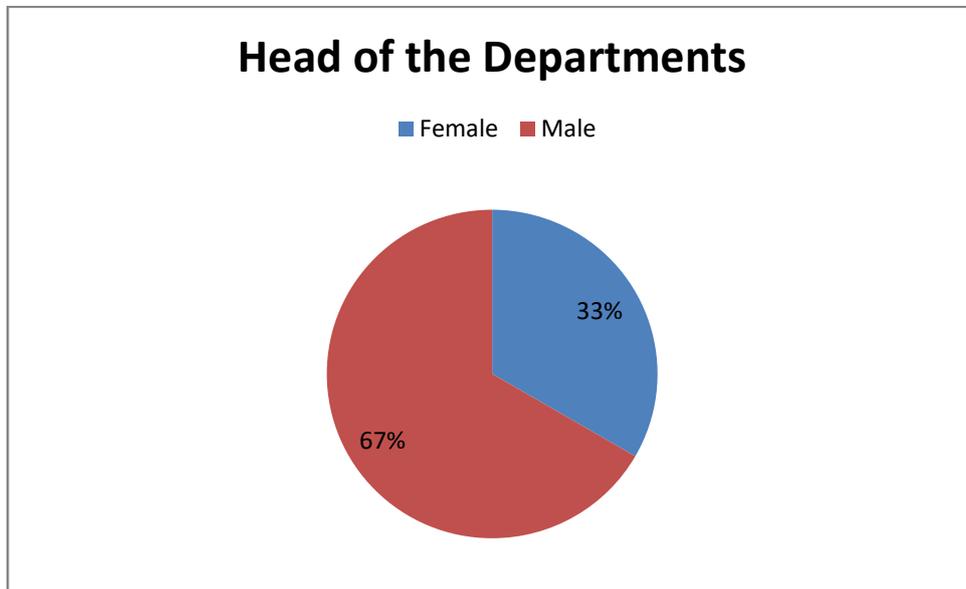


The College also employs a number of teaching staff in contract basis. The present strength of such staff stands at 10. Out of these 10 members 9 are female and only 1 is male. The male to female percentage ratio is therefore 10:90.

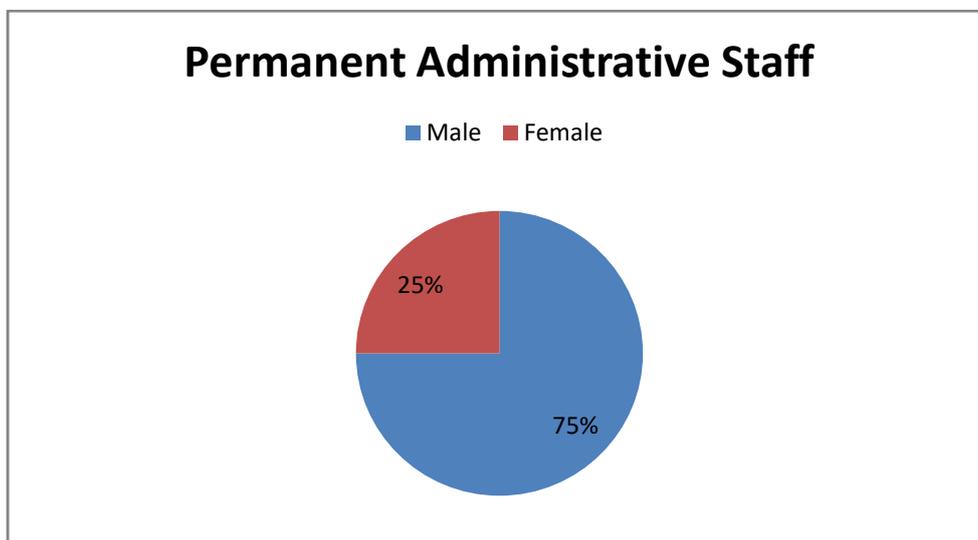


Out of the 9 Sanctioned Departments in the College, all the Departments have permanent

faculty members as the Head of the Department. Out of these, 3 departments have female faculty members as Head of the Department. To eliminate any possibility of unbalanced gender equity in the level of Head of the Department position, the Head of the Department position is changed on rotational basis every three years.



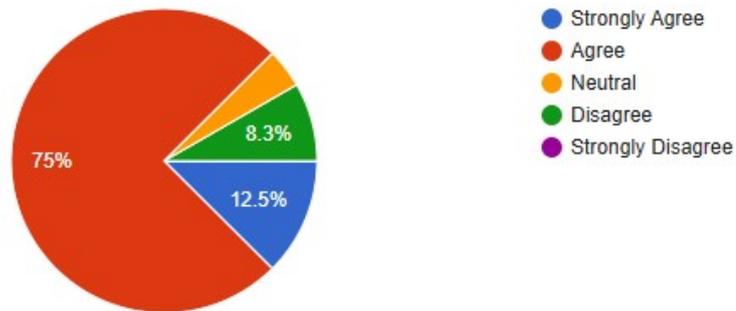
In the administrative level, which includes the Principal and the permanent office staff, the percentage ratio of male to female at present is 75:25 (excluding the Principal).



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

24 responses

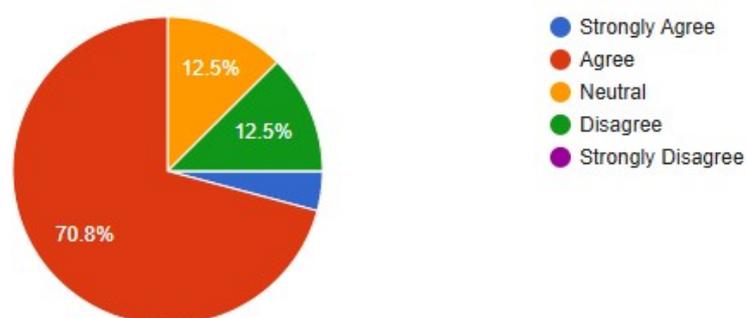


18 (75%) respondents agreed to this while 3 (12.5%) respondents strongly agreed to the fact. 1 (4.2%) respondent remained neutral while 2 (8.3%) respondents disagreed to this fact.

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.

24 responses

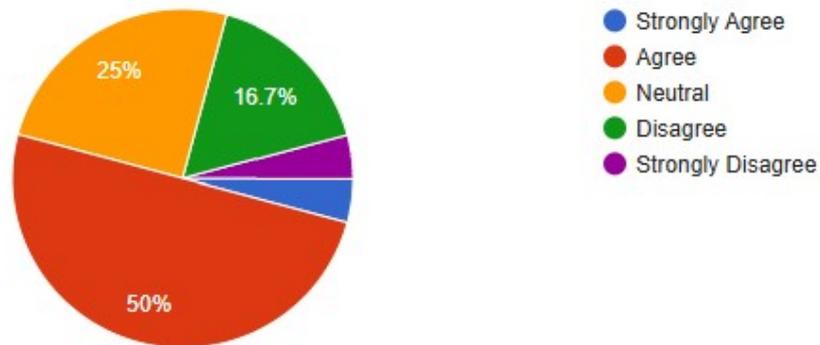


1 (4.2%) respondent strongly agreed while 17 (70.8%) respondents simply agreed to the fact. 3 (12.5%) respondents chose not to comment. Another 3 (12.5%) respondents were found disagreeing to the fact.

Enquiry 3: Adequate number of toilets is available in the campus for female faculty members and staff.

Adequate number of toilets is available in the campus for female faculty members and female staff.

24 responses



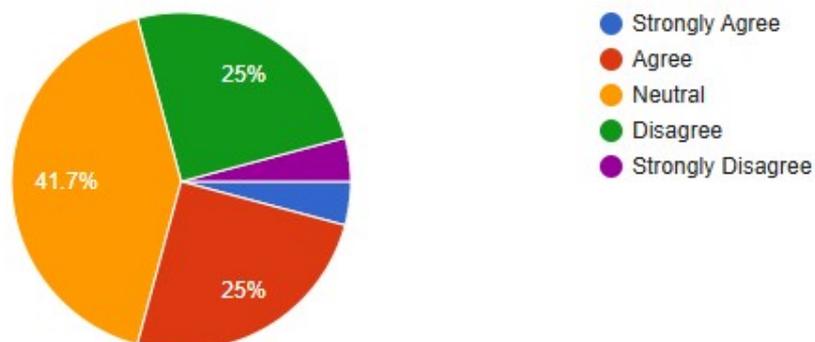
12 (50%) of the respondents agreed to the fact while 1 (4.2%) respondent strongly agreed to this. 6 (25%) chose not to comment. 4 (16.7%) respondents disagreed while 1 (4.2%) strongly disagreed to the fact.

The college authority needs to take the opinion on this and find out any shortfalls of any kind and take necessary measures.

Enquiry 4: 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

24 responses



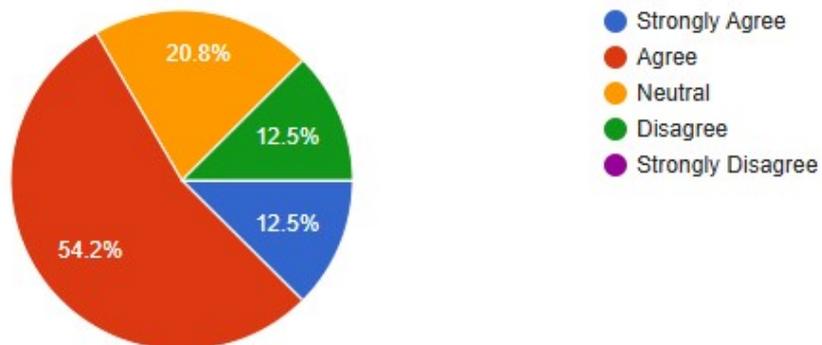
6 (25%) respondents agreed, 1 (4.2%) respondent strongly agreed, 10 (41.7%) chose not to comment, 6 (25%) disagreed, and another 1 (4.2%) strongly disagreed.

It seems the respondents are equally divided in this opinion. This leads the investigators to believe that there are scopes for improvements in this regard. The College must attend to eliminate the issues in these areas.

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.

24 responses



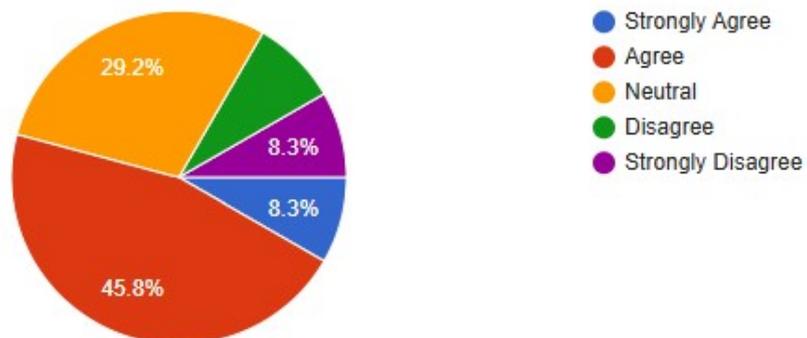
13 (54.2%) respondents agreed, while 3 (12.5%) respondents strongly agreed to this fact. 5 (20.8%) respondents chose not to comment while another 3 (12.5%) respondents disagreed to this.

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

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.

24 responses



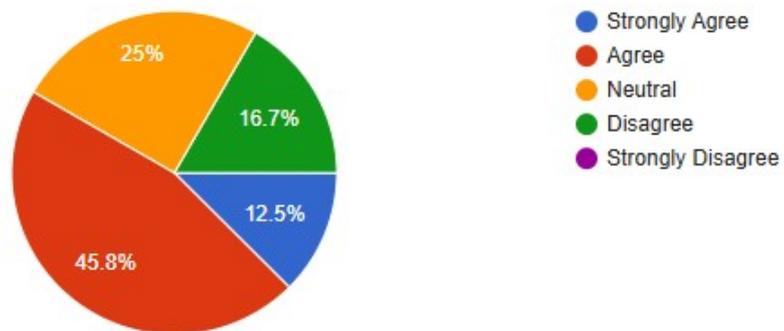
2 (8.3%) respondents strongly agreed to this while another 2 respondents strongly disagreed. 11 (45.8%) respondents agreed while 2 (8.3%) respondents disagreed. Remaining 7 (29.2%) respondents chose not to opine.

The College must identify any possible lapses in this matter.

Enquiry 7: 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.

24 responses

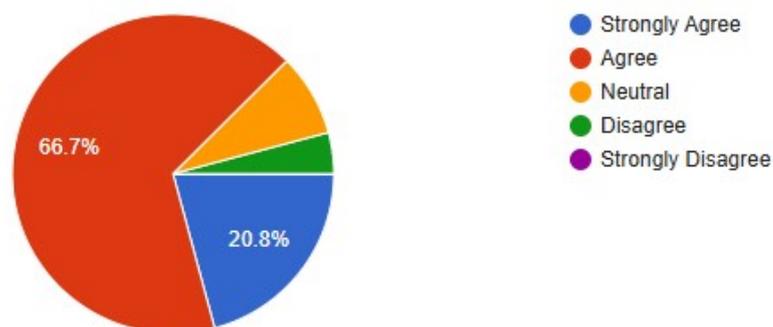


3 (12.5%) respondents strongly agreed while 11 (45.8%) respondents simply agreed to the fact. 4 (16.7%) respondents disagreed while 6 (25%) respondents were found neutral to the fact.

Enquiry 8: 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.

24 responses

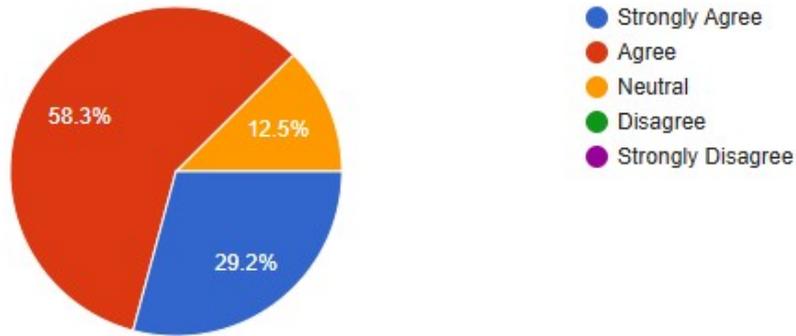


5 (20.8%) respondents strongly agreed to this while 16 (66.7%) respondents simply agreed. 2 (8.3%) respondents chose not to comment. 1 (4.2%) respondent was found disagreeing.

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

There are lady faculties available in the women cell.

24 responses



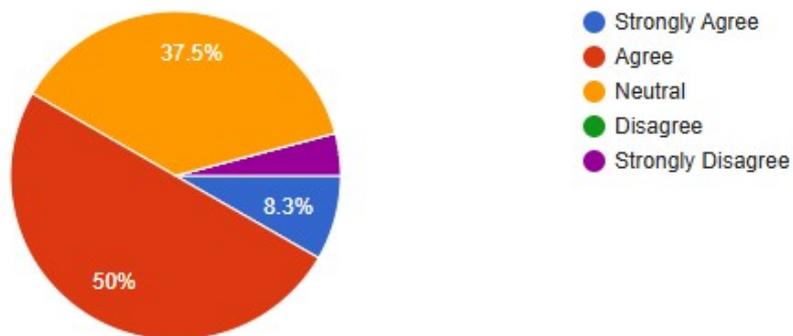
7 (29.2%) respondents strongly agreed to this while 14 (58.3%) respondents simply agreed. 3 (12.5%) respondents chose not to comment.

It is felt that the Women Cell of the college is constituted in the desired way.

Enquiry 9: Do you reach out to the women’s cell.

Do you reach out to women's cell?

24 responses



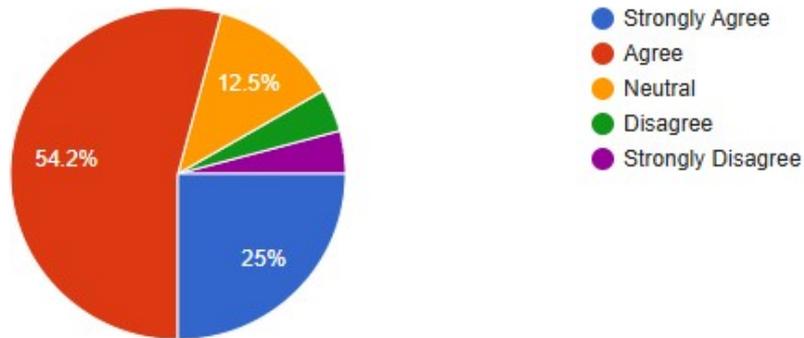
12 (50%) respondents agreed to this while 2 (8.3%) respondents strongly agreed. 9 (37.5%) respondents remained neutral while 1 (4.2%) respondent strongly disagreed.

The responses indicate that the most of the respondents do reach out but quite some remaining neutral and strongly disagreeing (aggregating 41.7% of responses) make the auditors believe that the Women’s Cell needs to expand its area of inclusiveness.

Enquiry 10: 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

24 responses



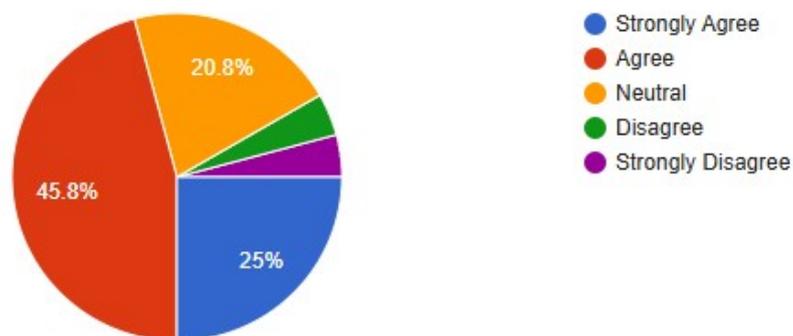
6 (25%) respondents strongly agreed to this while another 1 (4.2%) respondent strongly disagreed. 13 (54.2%) respondents agreed while another 1 (4.2%) respondent disagreed. Remaining 3 (12.5%) respondents chose not to opine.

The College must identify any possible cause of feeling of excluded on parts of the faculty members and staff in this matter.

Enquiry 11: 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

24 responses



6 (25%) respondents strongly agreed to this while another 1 (4.2%) respondent strongly disagreed. 11 (45.8%) respondents agreed while another 1 (4.2%) respondent disagreed. Remaining 5 (20.8%) respondents chose not to opine.

Although majority of the respondents feel equality in this regard, yet the College must identify any possibility that may still cause inequality on parts of the faculty members and staff in this matter. The parameters may change from time to time and the authorities need to maintain an open and alert view in this regard.

Comments

- Being a college for women, the college has been working towards gender equity and upliftment right from inception.
- Total student strength of over 1200 has been quite encouraging given the hinterland and size of the population of the township.
- The participation of girls in cultural activities in different levels is quite commendable.
- In sports the college has provided ample opportunities for the students to groom their talents and participate in state and national levels.
- The college offers vocational courses in order to increase the scope for self-employment.
- The college offers trainings on self-defense.
- The college holds awareness programs on legal rights of women in different aspects of life.

Suggestions

- The number of female staff to decision making bodies may be increased.
- The number of permanent female faculty members needs to be increased if possible in order to create a more comfortable environment for students.
- Sanitary facilities need improvements.
- The college needs to create a market for the products manufactured/made by students.

Conclusion

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 skill development 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 invited from the 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 Swacch Bharat Abhiyaan.

The observations and analysis show that gender equity goals and objective are included in all the policies, programmes of the college and staff also reported that they have no problems

related to gender criterion. Gender Audit Team analyzed that the gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behaviour.

It is found that the College has lots of strengths and only a couple of weaknesses. The weaknesses can be overcome with gradual changes in value set up. With the strong will power and commitment to gender justice, the College would certainly make a mark in the country.

---END OF REPORT---

ANNEXURES

1. Samples of Questionnaire of Gender Audit for Students
2. Samples of Questionnaire of Gender Audit for Hostel Boarders
3. Samples of Questionnaire of Gender Audit for Faculty and Staff

Samples of Questionnaire

Gender Audit for Students

Sl. No.	Query	Response
1	The college conducts gender sensitization program as a part of its curriculum	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
3	Adequate number of toilets is available in the campus for students.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
6	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
8	A women cell is set up in the college and students are aware about the women cell.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
9	There are lady faculties available in the women cell.	Strongly Agree
		Agree

		No Comment
		Disagree
		Strongly Disagree
10	Do you reach out to women's cell?	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
11	A grievance redresses cell has been set up.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
12	There is equal opportunity to all genders to work with various clubs and forums	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
13	There is equal opportunity to all genders for free and fair expression of ideas	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree

Samples of Questionnaire

Gender Audit for Hostel Boarders

Sl. No.	Query	Response
1	Adequate number of toilets is available in the campus for students.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
2	Adequate facilities are available inside the toilet keeping in mind the need of the boarders. Adequate disposal bins are available in the toilet.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
4	Adequate security arrangements have been made in the hostel campus and common areas during day and night.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
5	A women cell is set up in the college and students are aware about the women cell.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
6	There are lady faculties available in the women cell.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
7	Do you reach out to women's cell?	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
8	A grievance redresses cell has been set up.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree

Samples of Questionnaire

Gender Audit for Faculty and Staff

Sl. No.	Query	Response
1	The college conducts gender sensitization program as a part of its curriculum	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
2	The college conducts gender awareness programs, such as awareness of sexual harassment, as a part of its curriculum.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
5	Adequate security arrangements have been made in the campus and common areas during day and night.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
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.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
7	A women cell is set up in the college, and female faculty members and staff are aware about the women cell.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
8	There are lady faculties available in the women cell.	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
9	Do you reach out to women's cell?	Strongly Agree
		Agree

		No Comment
		Disagree
		Strongly Disagree
10	There is equal opportunity to all genders to work with various clubs and forums	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree
11	There is equal opportunity to all genders for free and fair expression of ideas	Strongly Agree
		Agree
		No Comment
		Disagree
		Strongly Disagree