



KOKRAJHAR GOVT. COLLEGE
Estd 1959, Affiliated to Bodoland University

GENDER AUDIT REPORT
(2023-24)

ACKNOWLEDGEMENT

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Place: Kokrajhar

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Jayashree Sarma
(Jayashree Sarma)

Member Secretary
Gender Audit Committee
Kokrajhar Govt. College, Kokrajhar

Principal
Kokrajhar Govt. College
Kokrajhar

Audit Objectives and Methodology

Introduction

Kokrajhar Govt. College was established in 1959 in order to cater to the academic needs of the youth of the immediate locality and its adjoining areas. This College is presently affiliated to Bodoland University, Kokrajhar. The mission is to educate the youth in general and the ethnic communities in particular. The huge influx of students has resulted in the rendition of enlightened human resource which contributes towards the development of the region.

The Gender Audit is an endeavour to examine good gender balance and to study about the implementation of the policies adopted by the University. This Gender Audit makes an attempt to scrutinize the impact of the proposed regulations on Gender equality.

The college always concentrates towards all round development of the students. The NCC and NSS units have a substantial representation of girl students. Observing the gender equality, girls are provided with numerous facilities and special care. Many functional units like Women's Cell, Internal Complaint Cell, Anti-Ragging Cell, Grievances Redressal Cell etc. work round the clock to ensure a balanced gender distribution in college. Many lecture and talk sessions are arranged to spread awareness among the students about their rights and duties in order to inculcate a general atmosphere of mutual respect. These counselling activities are undertaken in order to raise the consciousness level of the students and to make them empowered. There is an active participation of both boy and girl students in cultural activities and sports events. They have made a mark for themselves by achieving grand success in Youth Festival and other inter-college competitions organized from time to time.

Gender Audit Objectives

The objectives of Gender Audit of Kokrajhar Govt. College, Kokrajhar have been enumerated as follows:

- ✓ To identify and understand gender patterns within the composition, organizational culture and human resource management of the college.
- ✓ To make an assessment of the different areas and factors that determines gender balance.
- ✓ To evaluate the different guidelines issued by the college towards the needs and interest of both the male and female employees.

- ✓ To recognize and classify critical gender gap that is prevalent within the institution.
- ✓ To encourage the growth of gender equality in all aspects.
- ✓ To create a congenial atmosphere and prohibition of physical abuse at workplace.

Audit Methodology

A participatory gender audit methodology combines a number of assessment tools that provide qualitative as well as quantitative assessment tools. The following description identifies the different research tools adopted that are pertinent to internal self-assessment of this gender audit:

- ✓ **Briefings with focus groups:** A wide range of interviews were conducted during the gender audit, where individual and group meetings with college management, teaching and administrative staff were a general phenomenon.
- ✓ **Documentation Review:** A detailed review of documents was done and a considerable amount of time was spent trying to assess the documents.
- ✓ **Self-assessment Questionnaires:** A short background questionnaire provided conceptualization and capacity building in terms of gender mainstreaming in the policies, programs and projects.
- ✓ **Gendered cost-benefit analysis:** This is an important contribution to the gender audit in making the economic case for gender resource allocations within the programs.

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Findings and Analysis

Findings

As per the methodology, the findings have been analysed below as per some specific gender sensitive category. In order to make the report more comprehensive and precise, the findings have been divided in six categories on the basis of seven gender sensitive indicator. These indicators are-

- Curricular Aspects
- Teaching and Learning
- Research and Publications
- Resources and Infrastructure
- Students Involvement

Curricular Aspects

Since its establishment in 1959, Kokrajhar Govt. College always emphasizes on value-based education though it has little scope to introduce new course or to design course materials. At Present the institution offers Undergraduate and Post-graduate courses in both Arts and Science streams. Currently, in the year 2023-24 the college offers BA/BSc honours and regular courses in Assamese, Bodo, Bengali, English, Economics, Education, Geography, Hindi, History, Philosophy, Political Science, Sociology, Chemistry, Physics, Mathematics, Botany, Zoology, Statistics and Computer Science to total 2893 students and MA/MSc in English, Economics, Bodo, Mathematics, Physics and Chemistry including Mass Com (Diploma) to total 217 students. A large number of students from the different parts of the state come to the college for their admission.

Gender equality or women empowerment have always been given prime importance in the curriculum of the institute.

- Department of Political Science offers a full Paper in BA entitled ‘Women, Power and Politics which resonates aspirations of the females.
- Department of English offers a paper on ‘Women Writings’ in its Post-graduate course.’
- ‘Contribution of Women Writers in Bodo Literature’ is the another gender based paper offered by Bodo Department in BA faculty.

- Department of Education offers ‘Women and Society’ as an Honours Elective paper in BA program.
- ‘Sociology of Gender’, ‘Gender and Violence’ and ‘Gender and Sensitization’ are offered by Sociology department to provide gender sensitive education.

These Gender based papers are a part of the regular curriculum of Undergraduate and Post-Graduate courses in the institute in order to inculcate gender education amongst its students.

Teaching and Learning

In regards to Teaching fraternity there can be seen presence of a good number of female faculties which is undoubtedly an encouraging aspect in a North-East state like Assam. The following Table 1.a shows us the gender distribution of Teaching Staff in Kokrajhar Govt. College.

Teaching

Table1.a

Genderwise Distribution of Teaching Staff

Gender	Number	Percentage
Male	72	56.69
Female	55	43.31
Total	127	100

As per the above table, it is observed that almost equal number of female representation is there in the college.

Learning

The Gender balance in learning aspect i.e the gender wise distribution of male- female students is fairly managed in the institution both in Undergraduate and Post-Graduate programs. The below arranged Table1.band 1.c refer to the gender distribution of students in Kokrajhar Govt. College in its Graduate and Post-Graduate courses during 2023-24.

Table1.b Gender balance at Graduation level in2023-24

Gender	number	Percentage
Male	1448	50.05
Female	1445	49.95
Total	2893	100

Table 1.b portrays a healthy balance of genders in the B.A and B.Sc programs of the College. In fact, Number of female students is almost equal to the number of male students. It clearly reflects gender equity atmosphere of the college.

Table 1.c

Gender balance at Post-Graduation level in 2023-24

Gender	number	Percentage
Male	94	43.32
Female	123	56.68
Total	217	100

During 2023-24 year, total 217 students are pursuing M.A and MSc in Kokrajhar Govt. College. Number of female representation in Masters programme are more than the male representation.

Research and Publications

It is praise worthy that the faculty members of all departments of the institute are continuously being engaged with research work and publications. It is envisaged that research contributes immensely toward the proliferation of academic aspects of an institution and this domain has been given much importance by the authority, management, and teaching staff of the college. A good ground for writing and publication has been formatted for the teaching fraternity. During the year of 2023-24 total numbers of 108 Articles/Research papers have been published by the faculties in various Journals notified on UGC website and ISBN/ISSN bearing journals. 46 research work are done and published by female faculties whereas 62 research work are conducted and paper published by male faculties. Besides authoring ISBN books, presenting papers in National/International seminars, the teaching staff of Kokrajhar Govt. College made a valuable contribution towards the development of the academic culture of the institution.

Resources and Infrastructure

The college provides facilities like library, ICT enabled tools, hostels, canteen etc. and these facilities can be availed by both boys and girls in a neutral manner.

- The college provides hostel facility for boys as well as girls, where seats are allotted on the basis of merit. The college has two (2) hostel for boys of HS students located in the college campus named Sujit Narzary Boys' Hostel and another for degree

students (34) seats named Satish Chandra Basumatary Boys' Hostel located in South Tengapara. The college has one hostel for girls (82) seats which is located near the north-eastern corner of the college/KDSA field named as Martyr Gaide Girls' Hostel.

- The college has installed ICT enabled teaching tools for effective teaching-learning in the rooms of the PG Departments like English, Bodo, Chemistry and Mathematics as well as all the science laboratories. Upgrading use of teaching learning materials from traditional technique to the modern use of ICT tools helps and prepares students to cope up with the trends of 21st century. These tools also ensure professional development of teachers by enhancing their potentiality.
- Common rooms have been facilitated for both Boys and Girls as Boys' Common Room and Girls' Common room with proper and adequate sanitation amenities.
- The college has a central library situated within the campus names as Nilkamal Brahma Central Library with a total number of 34741 books, 12 e-books, 3 journals, 10 e-journals, 29 CDs, along with the subscription of daily news papers.
- A separate room has been designated for Women Cell, Kokrajhar Govt. College where a number of activities are planned and executed throughout the year.

Students Involvement

Apart from curricular activities, a number of students are involved in regular extra-curricular activities through NCC and NSS. During, 2023-24 session a total numbers of 10 male candidates against 12 female students are engaged as NCC cadets and in NSS there are total 50 females against 53 males.

Recommendations & Conclusion

Gender sensitive Features of Kokrajhar Govt. College, Kokrajhar

Gender sensitive distinctiveness of the college has been identified after through observation and extensive survey. Gender parity is always maintained by forming various committees like Anti-Ragging cell, Sexual Harassment Prevention Unit and providing adequate facilities to both Girls and Boys. The characteristic features indicating gender sensitivity has been enumerated below:

Facilities for Students:

- **Girls' Common Room:** A room is commissioned for the girl students where they can relax and enjoy their leisure time without the fear of their privacy being violated.
- **Boys Common Room:** Another room is commissioned for the boy students where they can relax and enjoy their leisure time for their recreational activities.
- **Sports Facility:** College makes special efforts to promote sports among the students. Indoor and outdoor games are promulgated among boys and girls for better outcome in future.
- **Hostel Facility for Boys and Girls:** The college has made provision for lodging facility of boys and girls on the basis of merit so that the deserving is not deprived

Analysis

It is found that Kokrajhar Govt. College has attained good gender equilibrium in terms of admission and other amenities.


- Gender balance in student strength this good.
- Gender parity is observed in terms of male-female representation in Sports and Cultural activities.
- A congenial atmosphere is promoted for maintenance of health and hygiene among all categories of students.
- Girls and boys are provided with equal opportunity of scholastic and non-scholastic growth.
- The faculty members of both the gender groups are inspired to participate in professional development and training activities throughout their career.

Recommendations for alleviating the margin of Gender Sensitivity of Kokrajhar Govt College:

- Daycare facility should be provided to female faculty members of the college.
- More talk programs should be arranged for increasing the gender sensitivity of male students.
- The topic of Menstrual Hygiene should be introduced and discussed at a general level.
- There is a need to increase Parent-Teachers meetings for taking the issue of gender sensitivity to the next level.
- Students should be encouraged to write for local electronic, print and social media platforms about gender related issues.

Conclusion:

Gender audit of the college indicates that the college has a great deal strength and a few limitations. Some steps have already been taken in order to overcome the limitations. The findings show that college plays an important role in maintaining discipline and harmony among students. It works for the social, economical and psychological growth and development of everyone. Many programs are arranged for promoting gender compassion of the student community as a whole while some programs are organized for increasing the self-reliance of the female students. The college is contributing well towards gender righteousness and formatting a gender susceptible society. It has been creating a harmonious set-up for the college as well as society.


Principal
Kokrajhar Govt. College
Kokrajhar
