

**GENDER AUDIT
REPORT**

**MAHENDRA NARAYAN
CHOUDHURY BALIKA
MAHAVIDYALAYA,
NALBARI.**



2022-23

**Prepared by
Gender Sensitization Cell
&
IQAC, M.N.C. Balika
Mahavidyalaya, Nalbari**

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Principal, M.N.C. Balika Mahavidyalaya, Nalbari

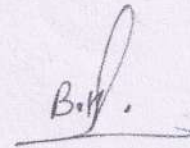
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Acknowledgement

We express our gratitude to the Principal, Mahendra Narayan Choudhury Balika Mahavidyalaya, Nalbari for providing us with an opportunity to conduct a Gender audit on our college campus. We are also thankful to the Internal Quality Assurance Cell (IQAC) of Mahendra Narayan Choudhury Balika Mahavidyalaya for the full support and cooperation. We thank all the teaching & non-teaching staff of the college for their cooperation in conducting the audit.

Population of the college

Direct staff

Equivalent staff

Number of Teachers

Gender wise staff

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Introduction

Mahendra Narayan Choudhury Balika Mahavidyalaya, Nalbari, is a premier institution of higher education for girls in one of the traditionally enlightened and sensitive districts of Assam. It was established on 01-08-1979 solely with the liberal charity of a great philanthropist of our locality, late Mahendra Narayan Choudhury. It has an ideal location in the very heart of the town and is linked by road and rail with the rest of the country. The college has taken all possible steps for promoting higher education specially among the girls' so as to mould them into responsible citizens of the country and better human beings. The college is duly recognised under 2 (f) and 12 (B) by University Grants Commission in 1996. In 2004 NAAC has accredited the college with B++ grade. In 2006 UGC has recognised the college as a College with Potential for Excellence (CPE) and 2016 'A' grade.

Mahendra Narayan Choudhury : A Brief Note

Mahendra Narayan Choudhury - visionary, philanthropist, social activist, has created edifices that will keep him in public memory for all the time to come. The one constant refrain in his autobiographical writings was that he lacked education. Probably he was referring to it in a strictly formal sense. But if education is an agency of enlightenment and freedom he was as enlightened as any of his time. He put his life's earnings into creating educational institutions for girls which highlight his unflinching social commitment and his ideal of giving without expecting anything in return. A little bit of that spirit rubs into the functioning of this college on a day to day level. A little bit of his commitment inspires the teaching and non-teaching staff to be more committed.

Gender Audit Team reviewed and analysed the operating environment and context of M.N.C. Balika Mahavidyalaya. From the analysis, the team understood that the college operating in an environment where everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating in sports and physical activity. As stated above this is a girls' college, so special care is being taken for their overall development.

Besides we have both male and female staff and here also college tries to maintain gender equity. The college always concentrates on students qualitative performance along with their overall personality development. Observing the gender equality, the girls are provided with various facilities and special attention. The NSS unit always motivates girls for their social responsibilities.

The lectures of eminent personalities are held on various topics to develop their personalities. Anti-ragging Committee and Internal Complaints Committee are formed in the college. These committees arrange lectures of lawyers, educationist, social workers 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 gives fame both to college and to themselves. As stated above M.N.C. Balika Mahavidyalaya is a girls' college no data is required to present the male female ratio among students in the college.

GENDER AUDIT REPORT

Preface

Gender equality is not only a fundamental right, but a necessary foundation for a peaceful, prosperous and sustainable world. Gender equity means fairness of treatment for men and women according to their respective needs. Awareness of gender issues and creation of right environment to resolve any gender related problems implementation of legal frameworks regarding female equality in the workplace might help both male and female professional skills.

The gender audit was conducted to identify ways to make college campus safer for women. The audit process involved choosing the sites to be audited, selecting the participants, orientation to the participants, preparing the checklist and the walk – about, writing down the findings and sharing the results with the principal of the college for implementation of the recommendations.

Gender Policy

- 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 free and fair opinion
- An accessible, active, unbiased and confidential grievance redressed cell
- Effective measures for the safety and security of all gender

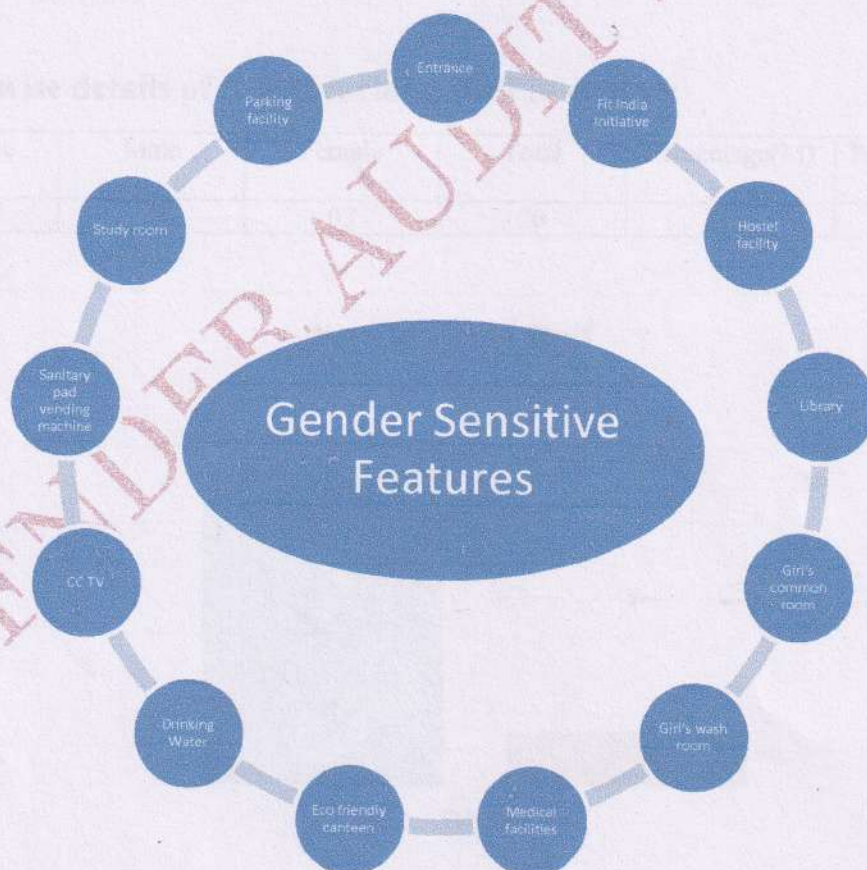
Objectives of Gender Audit

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 have a proper mechanism for prevention of sexual harassment at the college

Gender sensitive features of the College

1. Entrance
2. Parking facility
3. Study room in library
4. Sanitary pad vending machine
5. CC TV
6. Drinking Water
7. Eco friendly canteen
8. Medical facilities
9. Girl's wash room
10. Girl's common room
11. Library
12. Hostel facility
13. Fit India Initiative



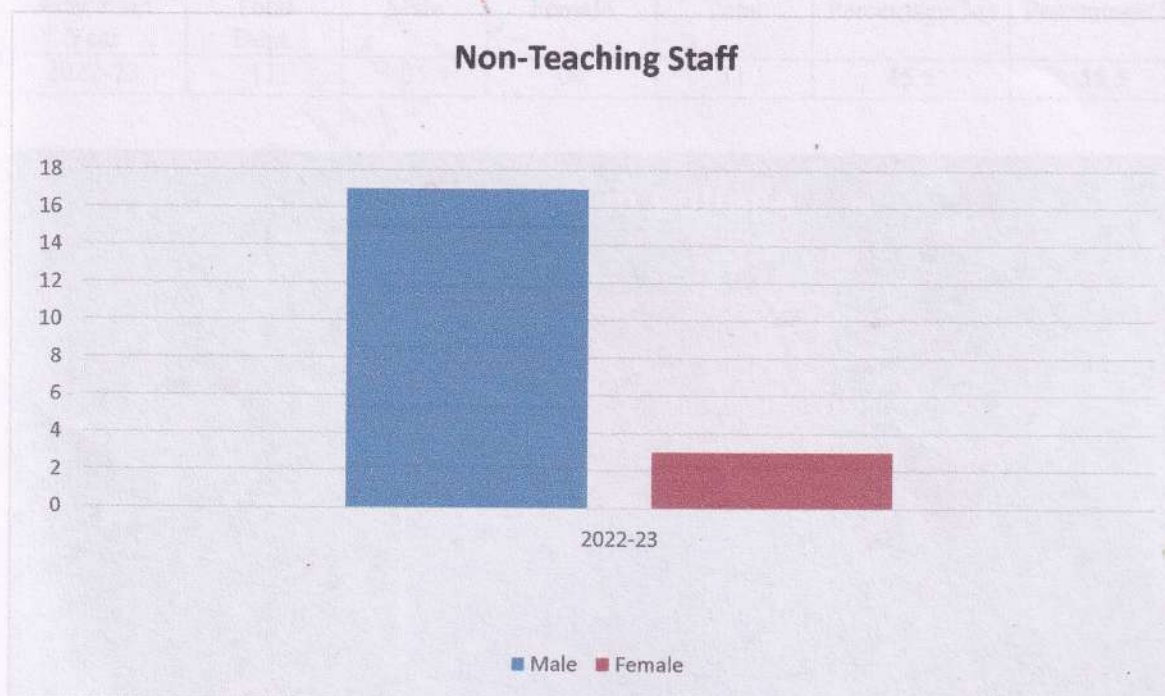
Gender wise details of Teaching staff in college:

Academic Year	Male	Female	Total	Percentage(M)	Percentage(F)
2022-23	16	30	46	34.7	65.3



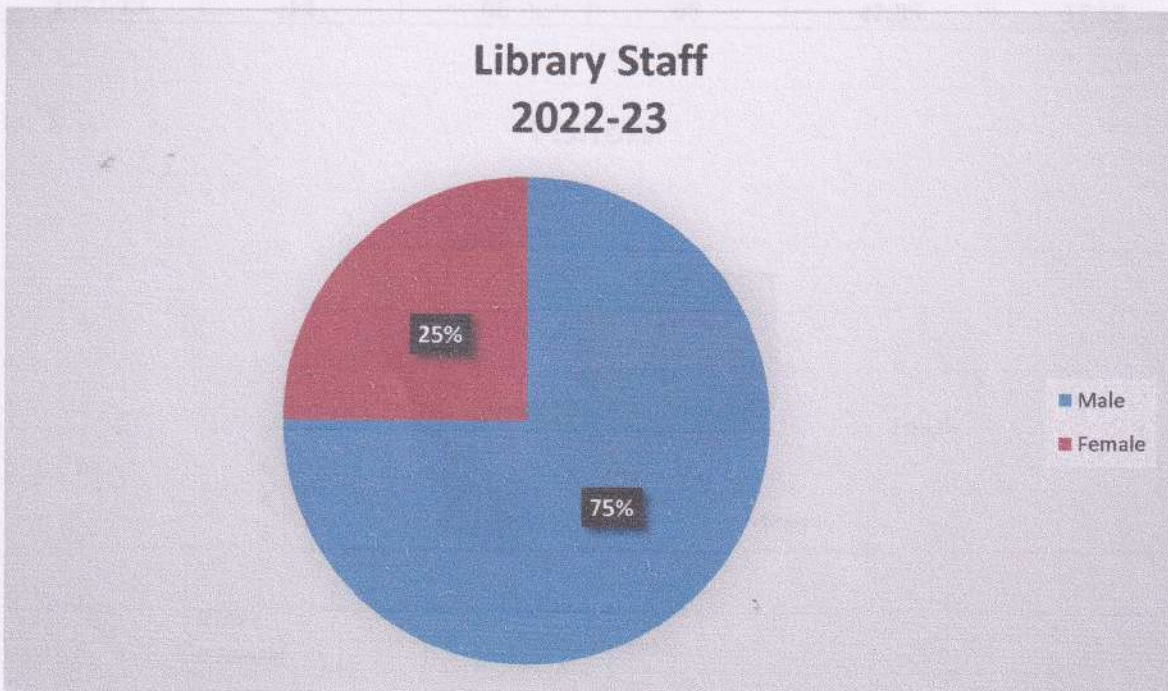
Gender wise details of Non-Teaching staff in college:

Academic Year	Male	Female	Total	Percentage(M)	Percentage(F)
2022-23	17	03	20	85	15



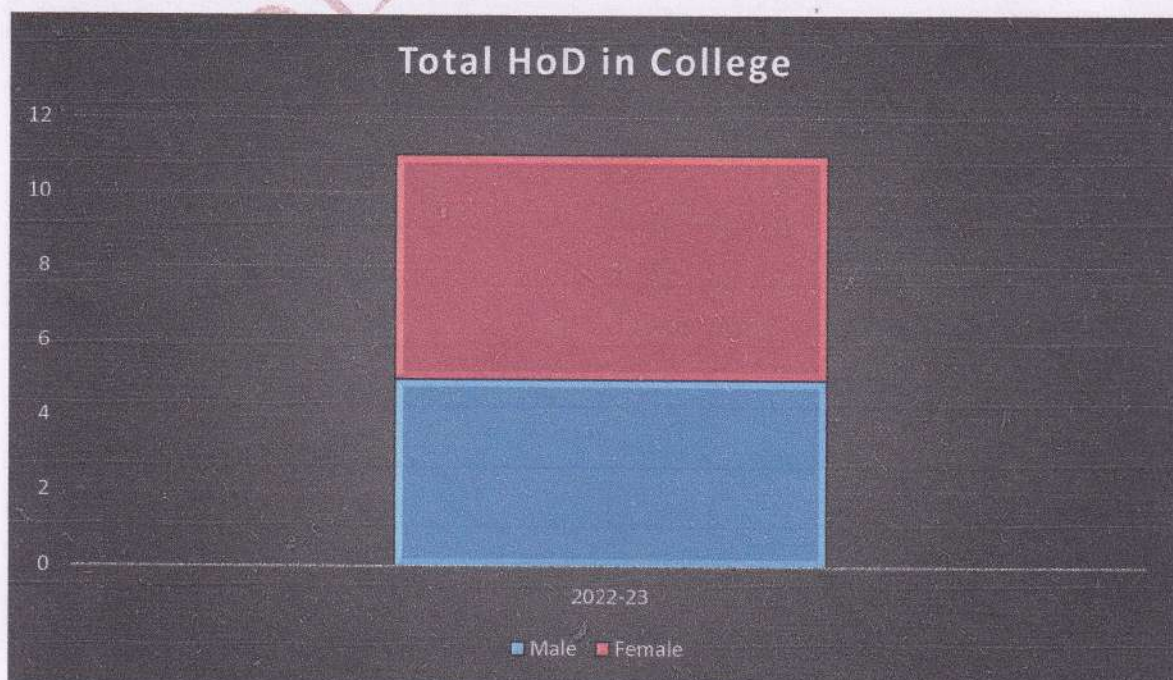
Gender wise details of Library Staff

Academic Year	Total	Male	Female	Percentage(M)	Percentage(F)
2022-23	4	3	1	75	25



Gender wise details of total HoD in college:

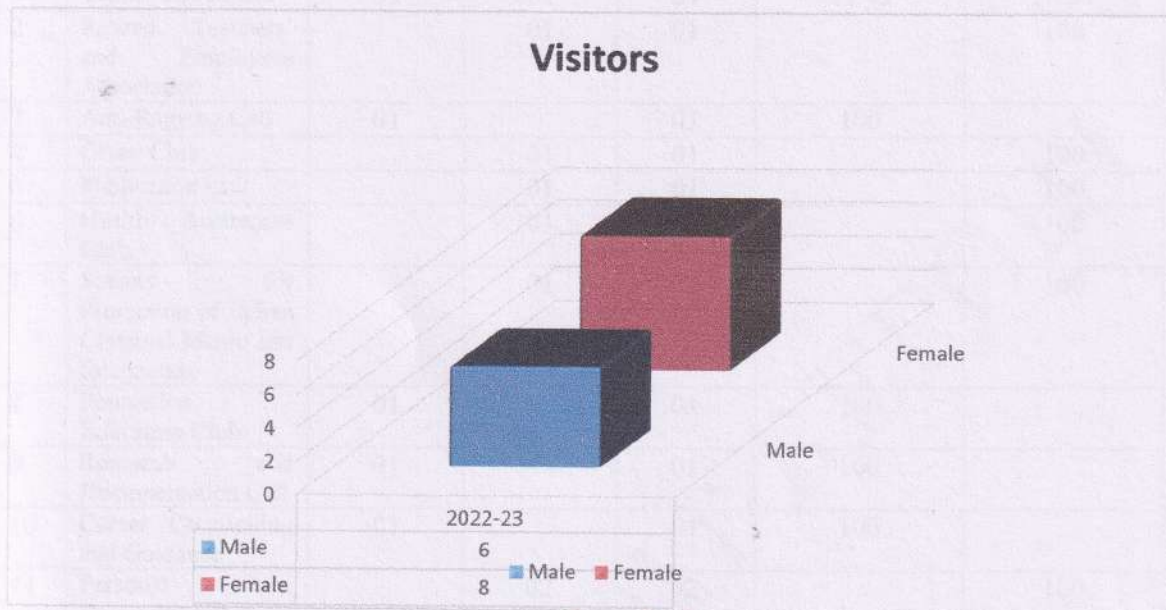
Academic Year	Total Dept.	Male	Female	Total	Percentage(M)	Percentage(F)
2022-23	11	05	06	11	45.5	55.5



Gender wise details of Visitors

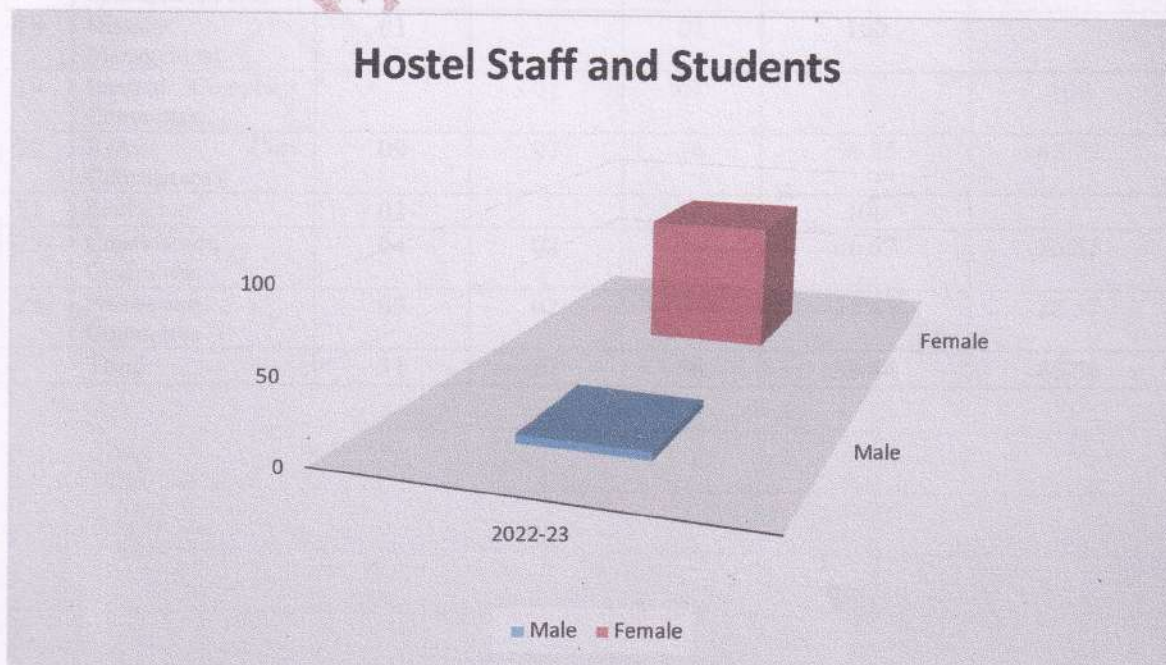
Gender wise details of different constituencies of the college

Academic Year	Total Visitors	Male	Female	Percentage(M)	Percentage(F)
2022-23	14	06	08	42.85	57.15



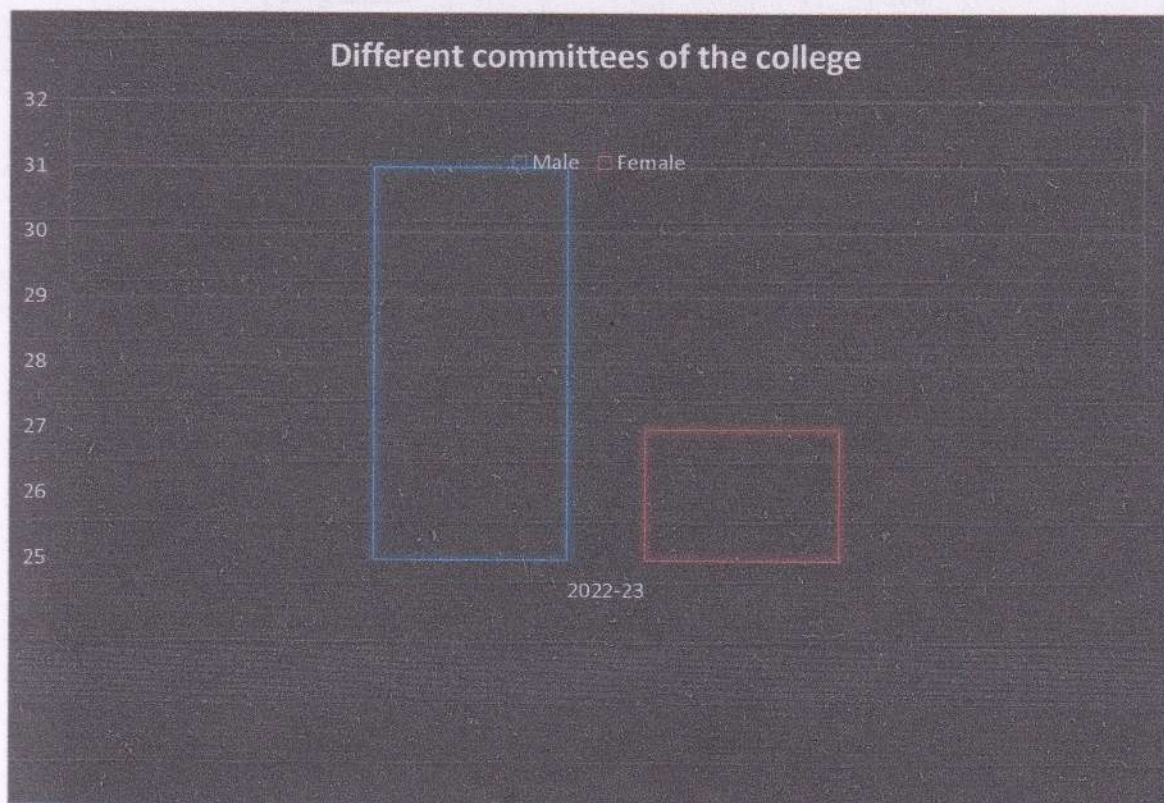
Gender wise details of Hostel Staff and Students:

Academic Year	Total	Male	Female	Percentage(M)	Percentage(F)
2022-23	88	05	83	5.68	94.32



Gender wise details of different committees of the college

Sl. No.	Name of the Committees	Male	Female	Total	Percentage(M)	Percentage(F)
1	Tender Committee	05	02	07	71.43	28.57
2	Retired Teachers' and Employees Association		01	01		100
3	Anti-Ragging Cell	01		01	100	
4	Green Club		01	01		100
5	Publication Unit		01	01		100
6	Health Awareness Club		01	01		100
7	Society for Promotion of Indian Classical Music and folk culture		01	01		100
8	Population Education Club	01		01	100	
9	Research and Documentation Cell	01		01	100	
10	Career Counselling and Guidance	01		01	100	
11	Personal Counselling Cell		02	02		100
12	Alumna Association		02	02		100
13	Scouts & Guides		01	01		100
14	Women Study Forum		01	01		100
15	R.T.I Cell	01		01	100	
16	Grievance Redressan		01	01		100
17	Gender Sensitization Cell		01	01		100
18	Disaster Management	01		01	100	
19	Internal Complaint Committee		01	01		100
20	IQAC Core Committees	09	07	16	56.25	43.75
21	Film Club	02		02	100	
22	Construction Committee	04	02	06	66.67	33.33
23	Purchasing Committee	05	02	07	71.43	28.57
	Total	31	27	58	53.44	46.56

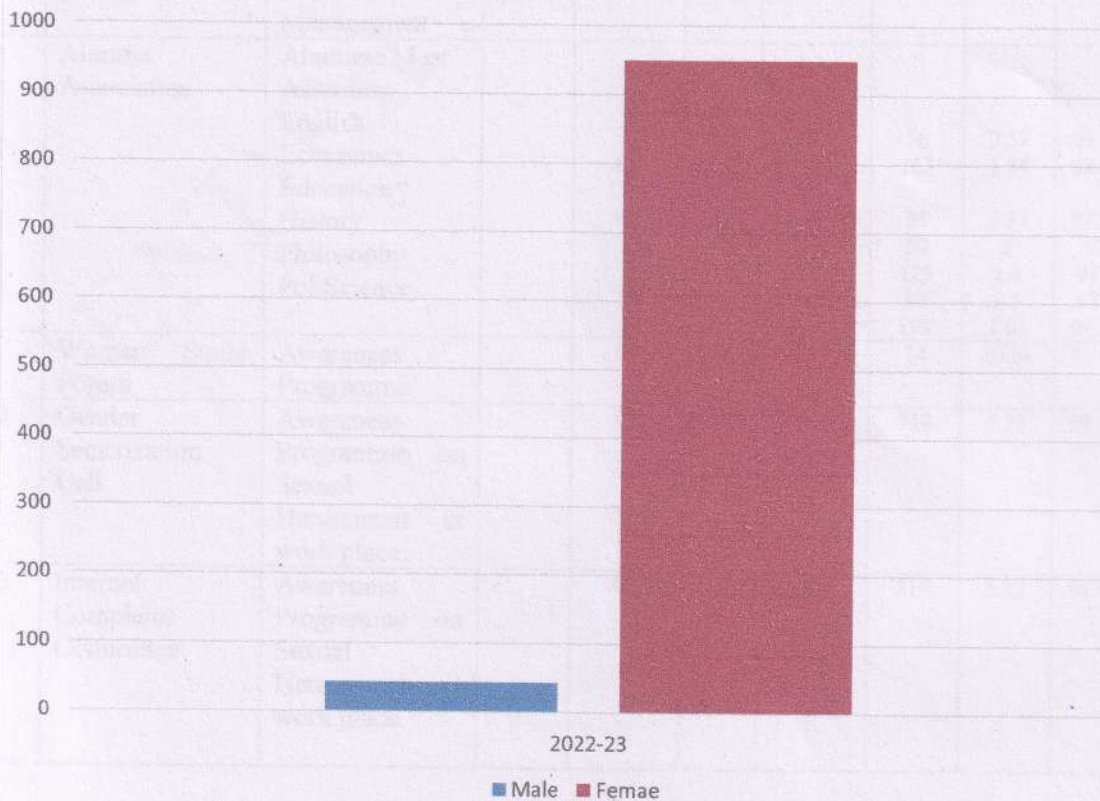


Programmes conducted by various departments

Sl.No	Name of the Department	Activities	Resource Person		Participation		Total	Percentage	
			Male	Female	Male	Female		(M)	(F)
			04	01	02	106		110	3.63
1	Assamese	Seminar, Popular Talk, Departmental Lecture, Oneday Workshop,	01	01	05	65	68	4.41	95.59
						110	116	4.32	95.68
2	English	Critical Lecture	02	01		45	48	4.17	95.83
		Presentation, Workshop, Extension Activity, Student Teacher Exchange Programme	02	01		17	20	10	90
			03	03		34	40	7.5	92.5

3	Education	Lecture Programme, Symposium Awareness programme	01	01		75	76		100
			01			37	38	2.63	97.37
					53	47	100		
4	Economics	Health Check-up Camp, Workshop	07			170	177	3.95	96.05
			03		06	60	69	13.04	86.96
5	History	Student Exchange Programme	03	08	02	76	89	5.62	94.38
6	Philosophy	Workshop	01			78	79	1.26	98.74
7	Pol. Science	Popular Talk, Day Celebration, Awareness Programme, Seminar	01	04		63	68	1.47	98.53
				01		120	121	0	100
			02	02		65	69	2.89	97.11
8	T.T.M	Celebration, Interaction Programme,	01		02	56	59	5.08	94.92
			01		01	26	28	7.14	92.86
Total			28	13	16	937	994	4.42	95.58

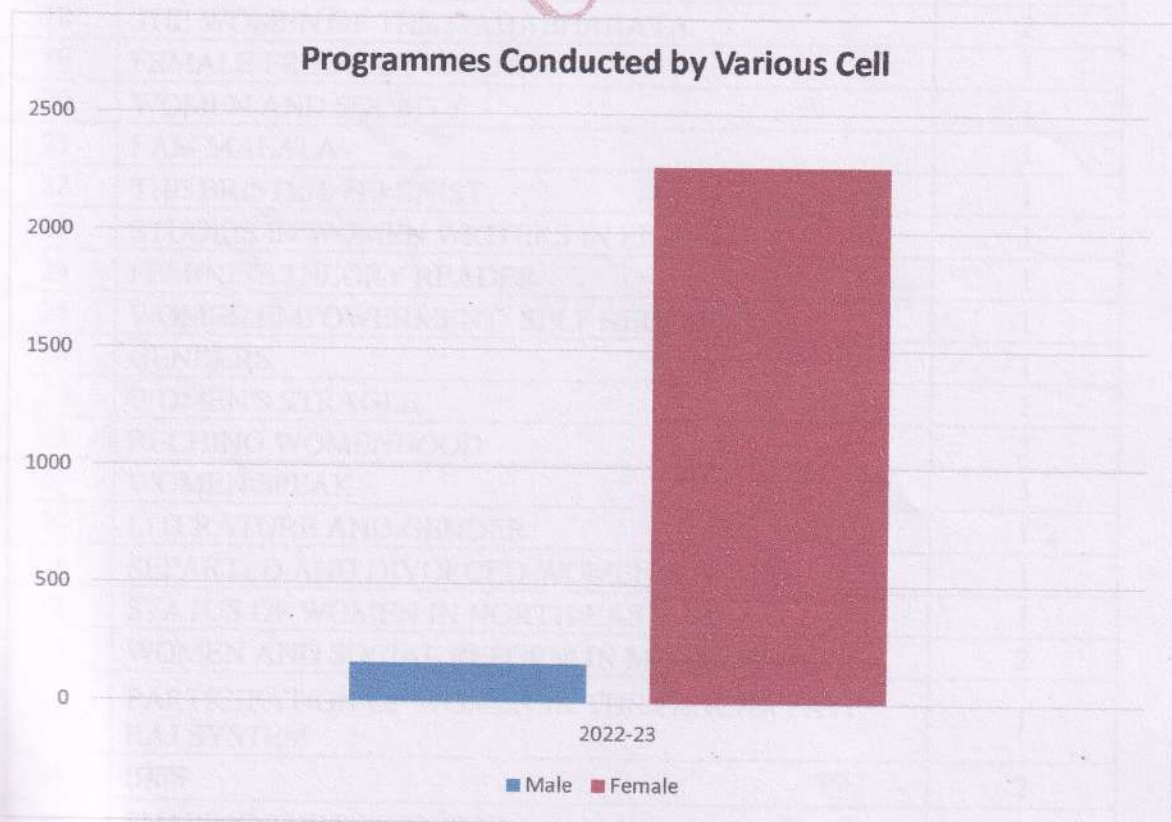
Programmes conducted by various departments



Programme conducted by different cell

Sl. No	Name of the Cell	Activities	Resource Person		Participation		Total	Percentage	
			Male	Female	Male	Female		(M)	(F)
2	Publication Unit	College News Letter, ISBN Book	02	01	05	40	48	14.60	85.4
3	Health Awareness Club	A free Health Camp, Awareness Camp for Mental Health behavioural Management	11	11		300	322	3.42	96.58
			01	07	06	140	154	4.54	95.46
4	Society for Promotion of Indian Classical Music and folk culture	Bihu Workshop, Oneday Workshop on folk culture	05			30	35	14.28	85.72
			06			59	65	9.23	90.77
5	Population Education Club	Free Health Check up Camp	07			170	177	3.95	96.05
6	Career Counselling and Guidance	Lecture Programme	03		01	50	54	7.40	92.60
7	Personal Counselling Cell	Awareness Programme on Stress Management	01		02	106	109	2.75	97.25
8	Alumna Association	Alumnae Meet Assamese English Economics Education History Philosophy Pol.Science							
				24	02	30	56	3.57	96.43
				60	03	100	163	1.84	98.16
				23	02	60	85	2.35	97.65
				24	01	25	50	2	98
				50	03	72	125	2.4	97.6
				38	02	40	80	2.5	97.5
	76	02	120	198	1.01	98.99			
9	Women Study Forum	Awareness Programme		02	05	27	34	20.58	79.42
11	Gender Sensitization Cell	Awareness Programme on Sexual Harassment at work place.		01	17	300	318	5.35	94.65
12	Internal Complaint Committee	Awareness Programme on Sexual Harassment at work place.		02	17	300	319	5.32	94.68

13	IQAC Core Committees	Training Programme on decision making, interview skill, time and priority management, Lecture Programme on Education Policy,	01	07	120	128	6.25	93.75	
			01	07	70	78	10.26	89.74	
		Training Programme on digital accounts keeping, Orientation programme on E-Governance and E-College,	01	20		21	4.77	95.23	
			03	07	24	34	41.66	58.34	
			02		85	87	00	100	
14	Cino Club	Film Show	3	20	120	143	16.08	83.92	
Total :			44	311	122	1968	2445	6.79	93.21



Books available on women in the library

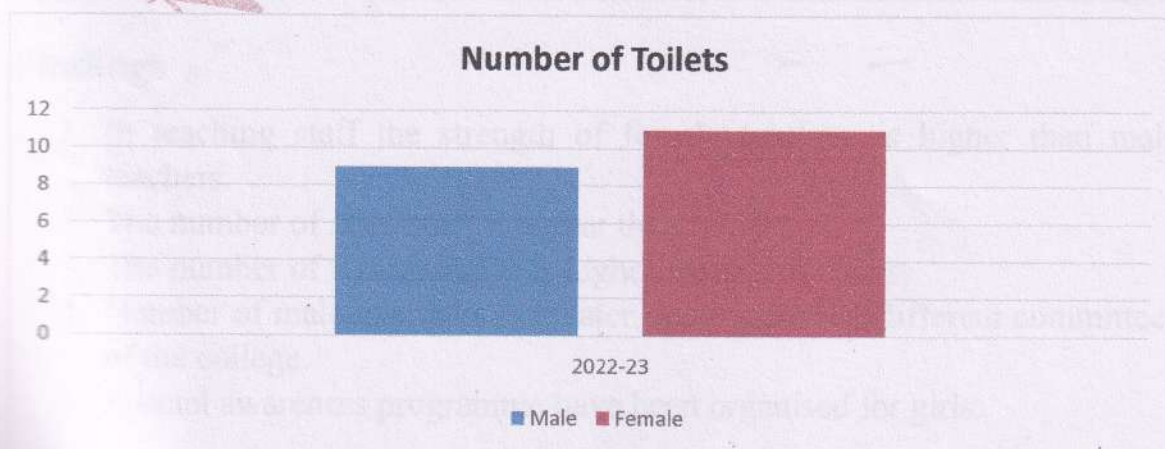
Sl.No.	Title of the Books	No. of Copy
1	WOMEN MARRIAGE IN INDIA	1
2	RURAL WOMEN IN INDIAN ECONOMY	1
3	A COMPANION TO GENDER HISTORY	1
4	INTERNATIONAL FEMINISM	1
5	GENDER TROUBLE	1
6	ALIEN AMONG US	1
7	THE ATLANTIC REVIEW OF FEMINIST STUDIES	1
8	RURAL WOMEN	1
9	WOMEN IN INDIAN SOCIETY	4
10	WOMEN'S STUDIES ENCYCLOPEDIA	5
11	WOMEN AND THE LAW	1
12	EMPOWERMENT OF WOMEN	1
13	EMPOERMENT OF WOMEN AND POLITICS OF RESERVATION	1
14	POLITICAL EMPOWERMENT OF WOMEN AT THE GRASSROOTS	1
15	WOMEN OF ASSAM	1
16	KAMALADEVI CHATTOPADHYAY- THE ROMANTIC REBEL	1
17	WOMEN AND WORK	1
18	THE WOMEN OF THE MAHABHARATA	2
19	FEMALE FRIENDLY SCIENCE	1
20	WOMEN AND SOCIETY	1
21	I AM MALALA	1
22	THE BRISTIST FEMINIST	1
23	STUDIES IN WOMEN WRITERS IN ENGLISH	1
24	FEMINIST THEORY READER	1
25	WOMEN EMPOWERMENT- SELF HELP GROUP	1
26	GENDERS	1
27	WOMEN'S STRAGLE	1
28	RECHING WOMENHOOD	3
29	WOMEN SPEAK	3
30	LITERATURE AND GENDER	1
31	SEPARTED AND DIVORCED WOMEN IN INDIA	1
32	STATUS OF WOMEN IN NORTH-EAST INDIA	1
33	WOMEN AND SOCIAL REFORM IN MODERN INDIA	2
34	PARTICIPATION OF WOMEN IN THE PANCHAYATI RAJ SYSTEM	1
35	প্রয়াস	2
36	SHAPING THE DISCOURSE	1

37	GENDER VIOLENCE	1
38	WOMEN IN PATRIARCHY	1
39	WOMEN, GLOBALISATION AND DEVELOPMENT	1
40	WORKING WOMEN	1
41	PSYCHO DYNAMIC OF WOMEN IN THE POST MODERN LITERATURE	1
42	WOMEN & PEACE	1
43	INDIA: ECONOMIC EMPOWERMENT OF WOMEN	1
44	FEMINIST COUNSELLING AND DOMESTIC VIOLENCE IN INDIA	1
45	WOMEN ENTREPRENEURSHIP IN NORTH-EASTERN RESIGN OF INDIA (PROBLEM PROSPECTS)	1
46	THE NO-NONSENSE GUIDE TO WOMEN'S RIGHTS	1
47	IDENTITIES AND HISTORIES	1
48	VIOLENCE AGAINST WOMEN	1
49	WOMEN, WAR AND THE MAKING OF BANGLADESH	2
50	WOMEN, WHO OWNS YOU ... ?	1
51	WOMEN'S NARRATIVES FROM NORTH-EAST INDIA: LIVES IN THE MANGINS	1
52	FEMINIST ENGLISH LITERATURE	1
53	FEMINIST AND WOMEN'S HUMAN RIGHTS	1
54	FEMINISM, NATIONALISM AND EXILED TIBETAN WOMEN	1
55	STATUS OF WOMEN AND SOCIAL CHANGE	1
56	TALKS ON FEMINISM	1
57	WOMEN, DEMOCRACY AND THE MEDIA	1
58	WOMEN EMPOWERMENT AND GRASSROOTS POLITICAL INSTITUTIONS	1
59	EMPIRE, MEDIA AND THE AUTONOMOUS WOMEN	1
60	EMPOWERING RURAL WOMEN	1
61	GENDER AND MASCULINITIES	1
62	WOMEN AND FAMILY WELFARE	1
63	HINDU WIDOWS	1
64	GENDER, POLITICS AND ISLAM	1
65	SIGNIFYING THE SELF WOMEN AND LITERATURE	1
66	INTRODUCTION TO WOMEN'S STUDIES	1
67	WOMEN PIONEERS	1
68	GLIMPSES OF WOMEN'S EMPOWERMENT IN INDIA	1
69	DALIT WOMEN	1
70	WOMEN WRITERS OF ASSAM	2
71	PRIVILEGE IN THE MEDICAL ACADEMY- A FEMINIST EXAMINERS, GENDER, RACE AND POWER	1

72	ASSAMESE WOMEN- THE PATHBREAKERS	2
73	TRIBAL WOMEN	1
74	GENDERED VIOLENCE ENDANGERED WOMEN	1
75	TOWARDS EMPOWERING INDAIN WOMEN	1
76	THE INDAIN WOMEN	1
77	WOMEN IN POLITICS	1
78	WOMEN PIONEERS IN INDIA'S RENAISSANCE	1
79	WOMEN AND CRIME	1
80	CHANGING WOMEN'S STATUS IN INDIA	1
81	ANNIE BESANT	1
82	CRITICAL RESPONSES TO FEMINISM	1
83	GENDER POVERTY AND WELL-BEING	1
84	SELF CARE FOR WOMEN	1
85	THE WOMEN'S MOVEMENT TODAY	1
86	GENDER AND HEALTH	1
87	UNEQUAL CITIZENS	1
88	HANDBOOK OF GENDER	1
89	A MARGINALIZED CIVILIZATION	1
90	INDAIN WOMEN NOVELISTS IN ENGLISH	1
91	TRIBAL WOMEN OF ASSAM	1
92	FEMINISM	1
93	ISSUE IN FEMINISM	1
94	FEMINISM AND POST-FEMINISM	1
95	INDIAN WOMEN ACROSS GENERATION	1
96	THE FRENCH FEMINISTS AND THE SECOND SEX	1
97	GENDER IN SOUTH ASIA	1
98	GENDER- PROBLEMS AND POLICIES	1

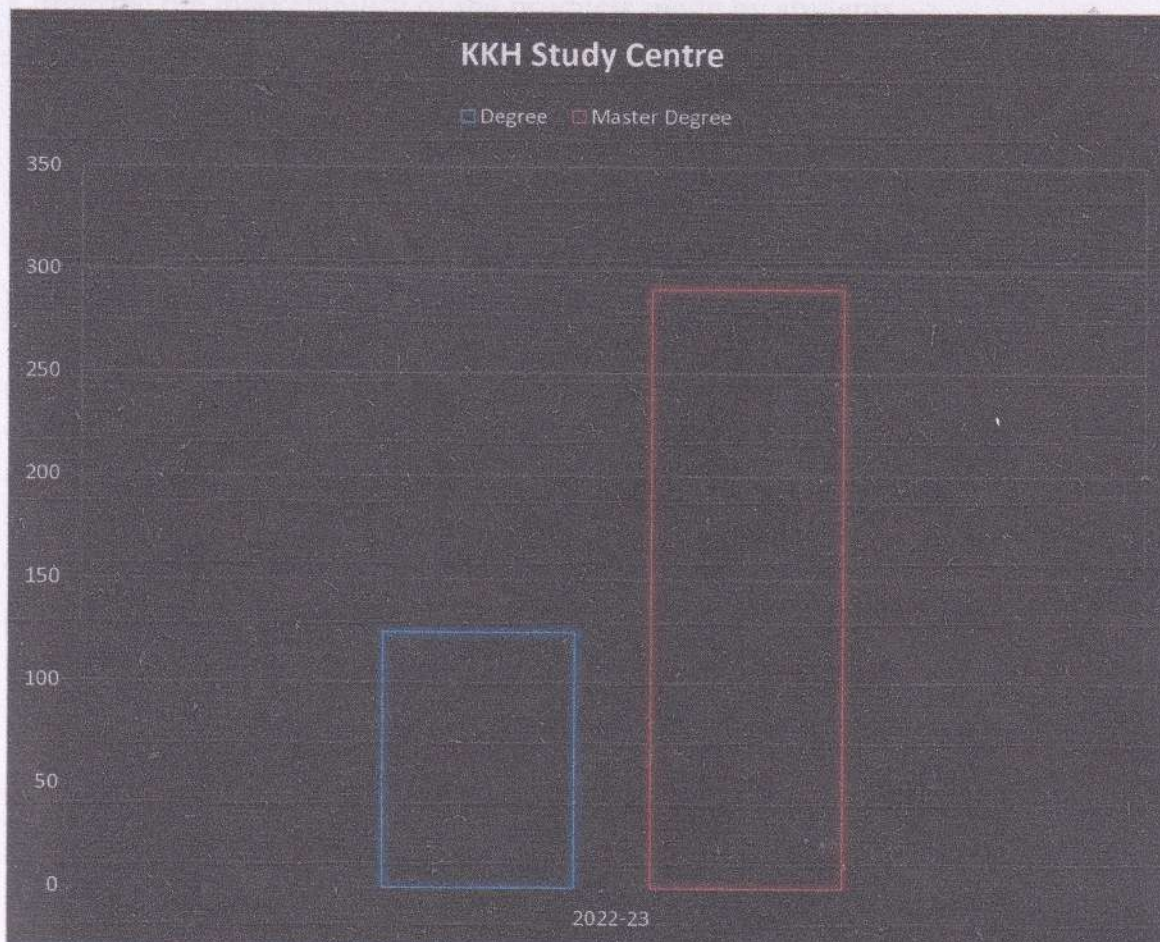
Number of Toilets (including students and staff)

Number of Toilets	Male	Percentage	Female	Percentage
20	09	45	11	55



Gender wise details of KKH Study Centre.

Sl.No	Session	Semester	Student		Total Admission
			Male	Female	
1	2022-23	Degree	67	57	124
			158	133	
2	2022-23	Master Degree	Total Student		415



Findings

1. In teaching staff the strength of female teachers is higher than male teachers.
2. The number of male staff is higher than female.
3. The number of female HoDs is higher than male HoDs.
4. Number of male members is greater than females in different committees of the college.
5. Special awareness programme have been organised for girls.

Suggestions

- The number of female staff in different committees may be increased.
- Organise more sports programmes on a regular basis.
- More awareness program on Legal rights should be organised.
- College intends to introduce skill-based trainings in different subjects.
- Improve the marketability of the products made by students.

Conclusions

The analysis shows that gender equity goals and objectives 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 observed 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 some weaknesses. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrolment of girls from all section of society is increasing and there is no gender issue related complaints. With the strong will power and commitment to gender justice and gender equality, the College would certainly make a mark in the country.

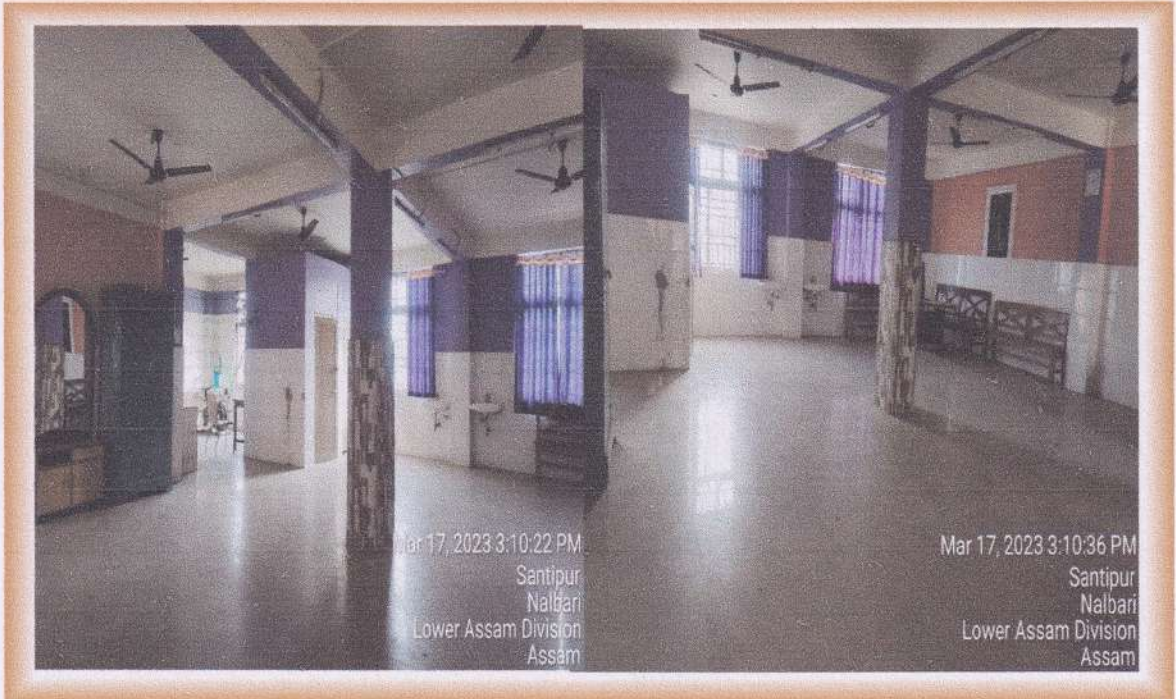
AWARENESS PROGRAMME ON SEXUAL HARRASMENT



AWARENESS CAMPAIGN ON GRIEVANCE REDRESSAL INSIDE THE COLLEGE CAMPUS



GIRLS COMMON ROOM



WORKSHOP ON BIHU



FIT INDIA



STUDY ROOM IN LIBRARY



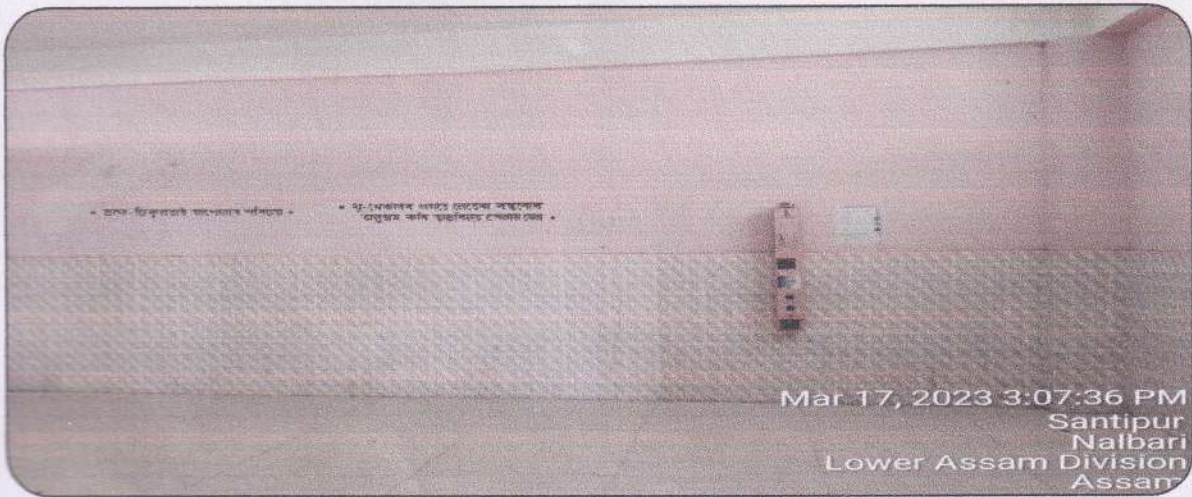
FREE HEALTH CAMP



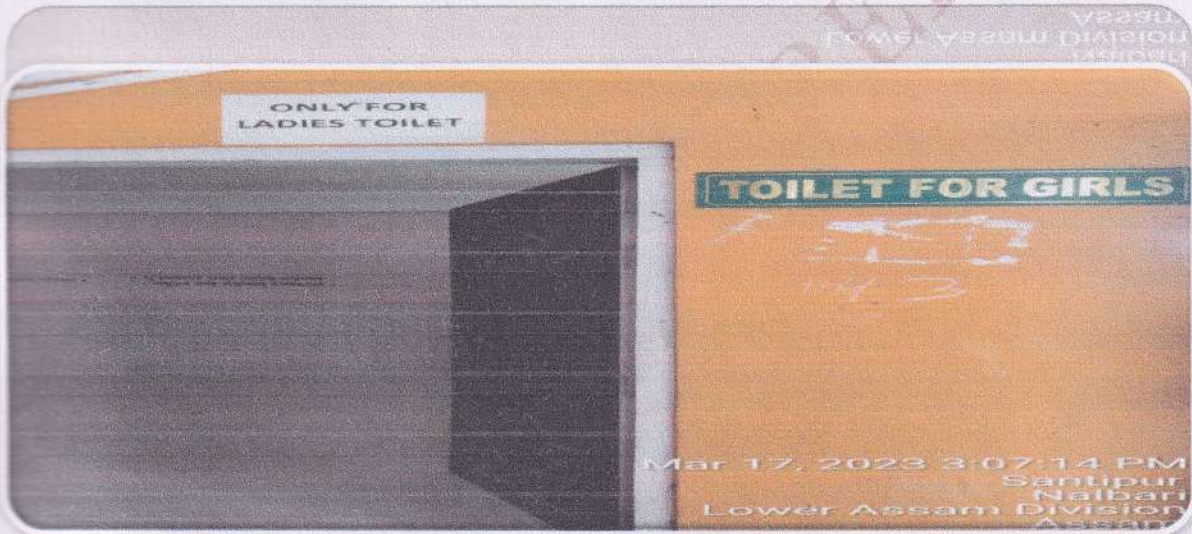
PURE & COLD DRINKING WATER



WASH ROOM FACILITIES



Mar 17, 2023 3:07:36 PM
Santipur
Nalbari
Lower Assam Division
Assam



Mar 17, 2023 3:07:14 PM
Santipur
Nalbari
Lower Assam Division
Assam

ONE DAY YOGA PROGRAMME



Nalbari, Assam, India
CCQR-CC2, College Rd, Santipur, Nalbari, Assam 781335, India
Lat 26.441518°
Long 91.441462°
21/12/22 11:43 AM GMT +05:30

Nalbari, Assam, India
CCQR-CC2, College Rd, Santipur, Nalbari, Assam 781335, India
Lat 26.441518°
Long 91.441462°
21/12/22 11:52 AM GMT +05:30