



**DHING COLLEGE**  
**Dhing, Nagaon, Assam**  
**782123**



**GENDER AUDIT REPORT**  
**2023-24**



**GENDER AUDIT REPORT**  
**SUBMITTED TO THE PRINCIPAL**  
**DHING COLLEGE, DHING, NAGAON ASSAM**

**SUBMITTED BY**  
**AUDIT TEAM**

| Sl. No. | Name                                             | Nature of Appointment | Signature |
|---------|--------------------------------------------------|-----------------------|-----------|
| 1       | Dr. Biman Hazarika,<br>Principal                 | Chairman              |           |
| 2       | Dr Purnima Das Bora<br>Associate Professor       | Co-ordinator          |           |
| 3       | Dr Mala Sarma,<br>Associate Professor            | Member                |           |
| 4       | Miss Mousumi<br>Terangpi, Assistant<br>Professor | Member                |           |
| 5       | Miss Sakshi Munoth,<br>Assistant Professor       | Member                |           |
| 6       | Miss Jinkee Bora,<br>Office Staff                | Member                |           |
| 7       | Dshikita Deka,<br>Student                        | Student Member        |           |

*Approved*  
  
 9/8/2024  
**President**  
**Governing Body**  
**Dhing College**



## **PREFACE**

Gender audit is necessary to assess how policies and practices impact gender equality, identify disparities, and promote a more inclusive and equitable environment within an organization or institution. It helps ensure that women's voices and concerns are heard, their rights are respected, and they have equal access to resources and opportunities.

According to United Nations, " Women and girls represent half of the world's population and therefore, also half of its potential. Gender equalities, besides being a fundamental human right are 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. Antonio Guterres has stated that achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human rights challenging in our world.

Gender Equality was made part of international human rights law by the Universal Declaration of Human Rights, which was adopted by the UN General Assembly on 10 December 1948. Therefore, Gender Equality 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 UN and its various wings, it may be assumed that this is global issue and discussions on women's liberation and their rights are at the forefront of many worldwide formal and informal campaigns. Gender awareness allows women to move beyond gender stereotypes and gender barriers.

This gender audit was conducted to identify the ways to make college campus safer and secured for the women. The process involves preparation of questionnaires, distribution among students and women members of the college, their finding and interpretations.

### **About Dhing College**

Dhing College was founded in 1965. It is an affiliated college of the Gauhati University for Arts, Science and Commerce. In the year 1965, a group of socially responsible and committed individuals with the generous help of the people of larger Dhing area worked hard and with a purpose to make Dhing College a historic happening.

Their vision of empowering the people of North-West part of Nagaon district through providing the students with accessibility to higher education has already transformed the educationally, economically and socially backward people into developed individuals. The perseverance and sweat of the common men and the right initiatives of their socially committed leaders have given Dhing its distinct place in the field of higher education.

### **About Gender Audit**

A Gender Audit is a social audit and belongs to the category of "quality audits", which distinguishes it from traditional "financial audit". A gender audit is a tool to assess and check the institutionalisation of gender equality into organisations, including in their policies, programmes, projects and provision of services, structures, proceedings and budgets.

This gender audit, therefore, attempts to study the fulfilment 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 students, faculty members and in the administrative level. The gender audit is an assessment of the impact of the institution's current policies on gender equality in the society as well.

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

The gender audit has the following objectives:

- To identify gaps and challenges in the policy that exist in the college premises
- To suggest measures for bridging the gap of gender inequality
- To assess the progress made in achieving gender equality.



## Methodology of Gender Audit

The Gender Audit Team prepares questionnaires which are distributed among students from different courses, hostel boarders and faculty members of the institute through simple random sampling method. The intention of the study is to find out whether ample degree of amenities and environment has been provided for women in the college premises. The questionnaires are shared through Google Form links and given a period of 2 days for the respondents.

## Overview

Dhing College comprises of 3 streams Arts, Science & Commerce with a total strength of 1600(approx).

The college always concentrates on student's quality performance along with their overall personality development. To further the cause of Gender Equality, the students are provided with various facilities and attention; The Women Cell of the college has arranged various free sessions on self-defence trainings for the students. The college has a NSS Unit and NCC Unit for students including girl students which concentrate in developing their characters and qualities like discipline, leadership and spirit of adventure. The Yoga and Meditation camps have also been organized for the students in the college premises from time to time. Frequent workshops are organized on various topics concentrating on Women and Human Rights to make the girls aware of their basic rights and responsibilities. Health and medical camps are also organized by the college for free medical checkup of the girls. In the field of culture and sports, girls have achieved success through participation in Youth Festivals and various other inter college competitions.

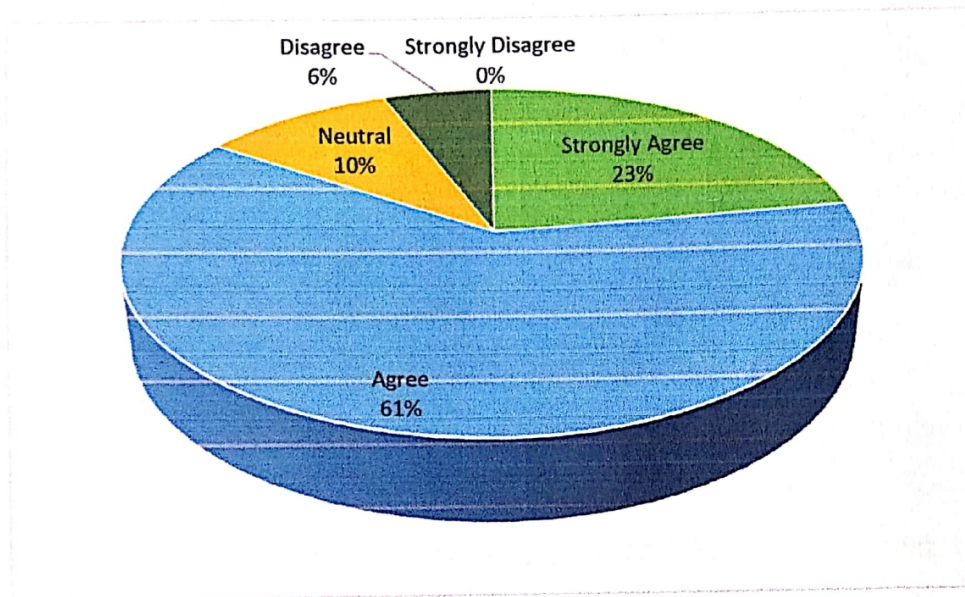
Table 1. Gender wise details of total students in Dhing college

| Stream         | Male | Female | Total |
|----------------|------|--------|-------|
| Arts           | 299  | 739    | 1038  |
| Science        | 255  | 230    | 485   |
| Commerce       | 78   | 20     | 98    |
| Total Students |      |        | 1621  |

## GENDER AUDIT RESPONSE OF STUDENTS

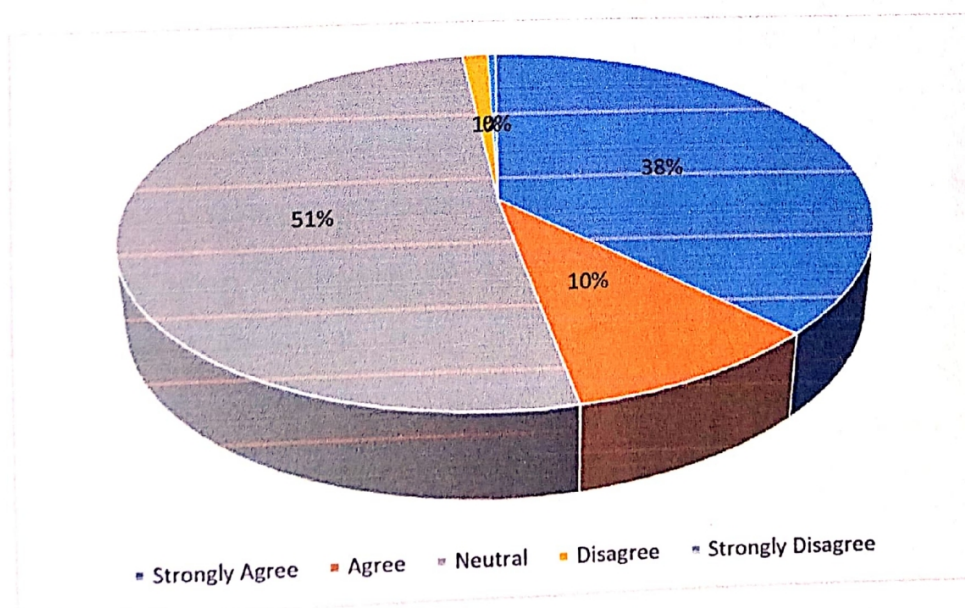
Response to Q 1 & 2 A total of 213 students responded to this survey out of which 43 were male and rest 170 were female students.

Response to Q 3 The college conducts gender awareness program such as awareness of sexual harassment, as a part of its curriculum.



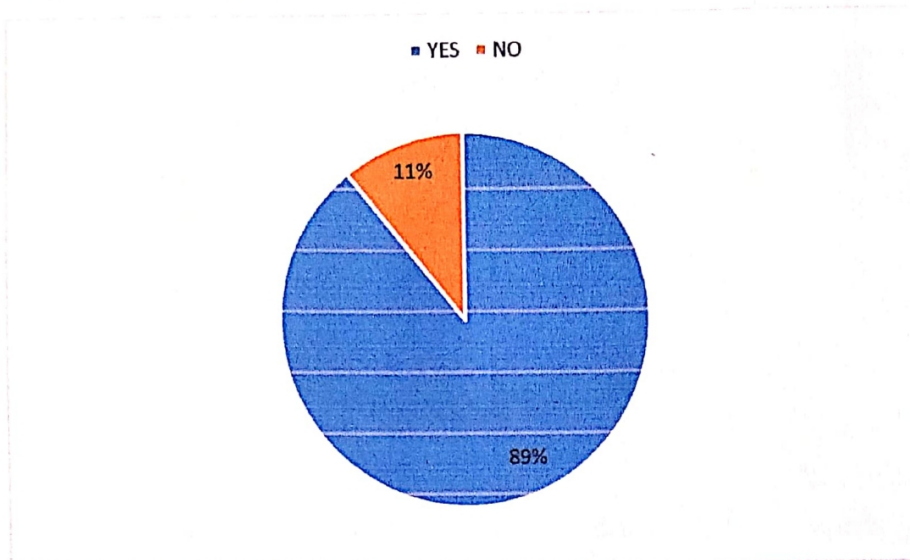
Majority (61%) of the respondent shows that the college has institutional commitment to educating students about gender issues and promoting a respectful environment.

Response to Q 4 Adequate number of toilets are available in the campus for students.



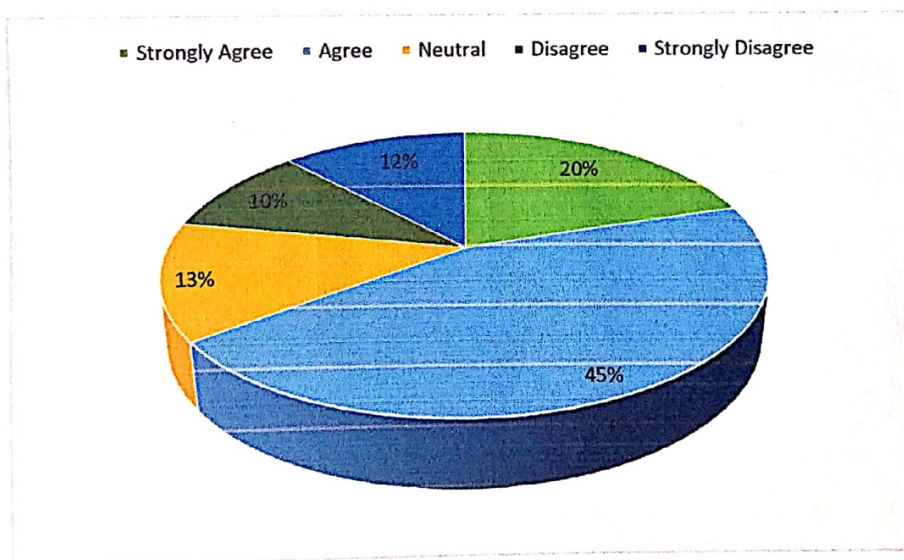
Response shows that respondents are neutral about adequate number of toilets on campus.

Response to Q 5 Adequate facilities are available inside the toilet.



Majority (89%) of the response agree that adequate facilities are available inside the toilet.

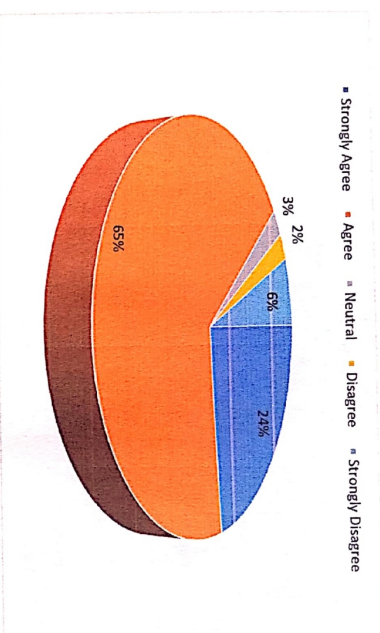
Response to Q 6 Adequate security arrangements are made in the college campus during day and night.



45% of the respondents agree that adequate security arrangements are made in the college campus during day and night.

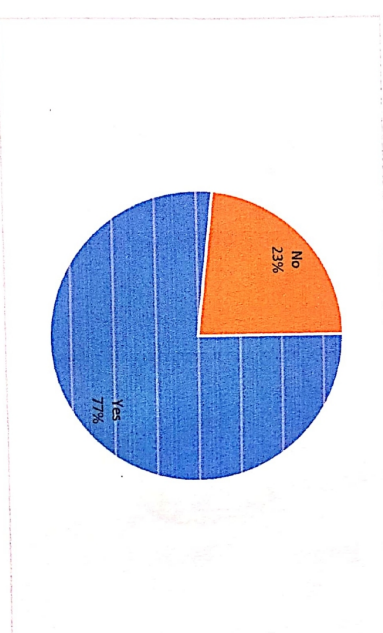


Response to Q 7 Adequate lighting facilities are available inside college campus as well as in class rooms and toilets etc.



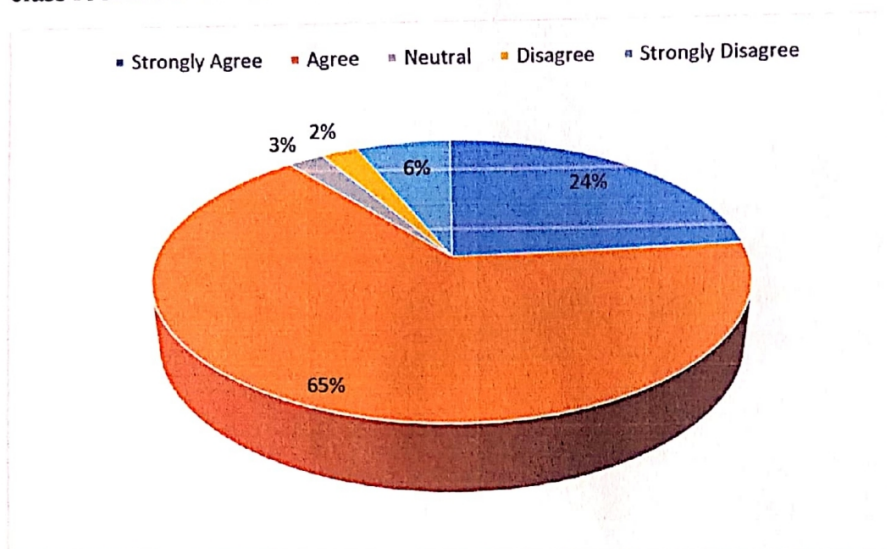
Majority (65%) of the respondents agree that adequate lighting facilities are available inside college campus as well as in class rooms and toilets etc.

Response to Q8 Women cell is set up in the college and students are aware of it.



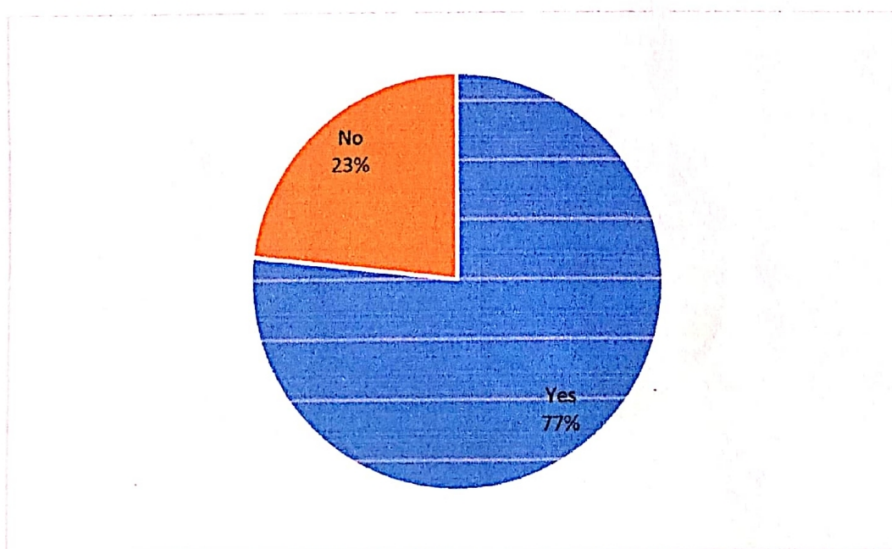
77% of the respondents are aware that the women cell is set up in the college.

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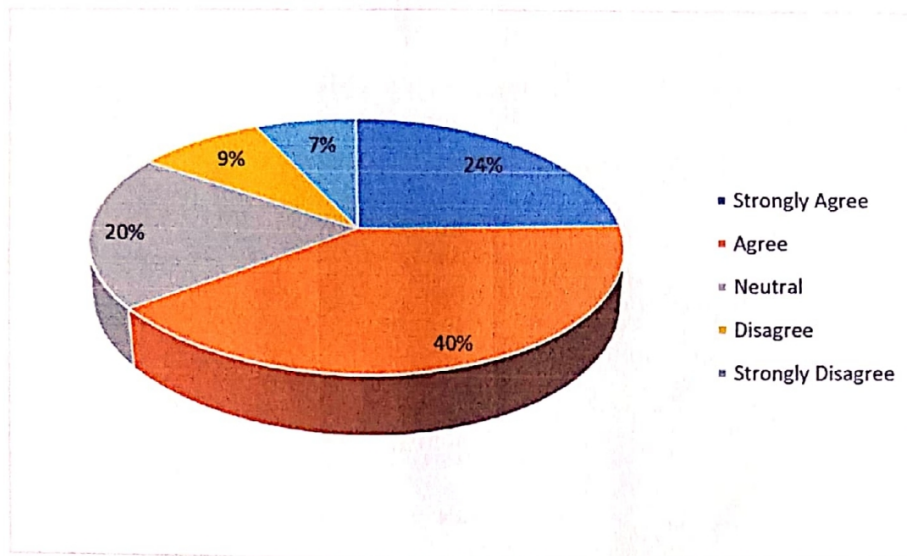
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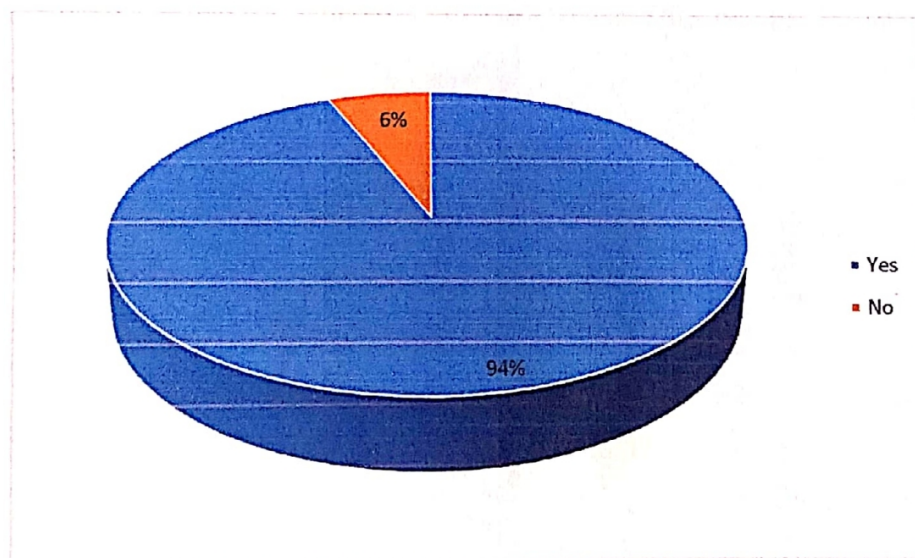
77% of the respondents are aware that the women cell is set up in the college.

Response to Q 9 There is equal opportunity to all the genders to work together.



24 % of the respondents strongly agree and 40 % of the respondents agree that there is equal opportunity to all the genders to work together.

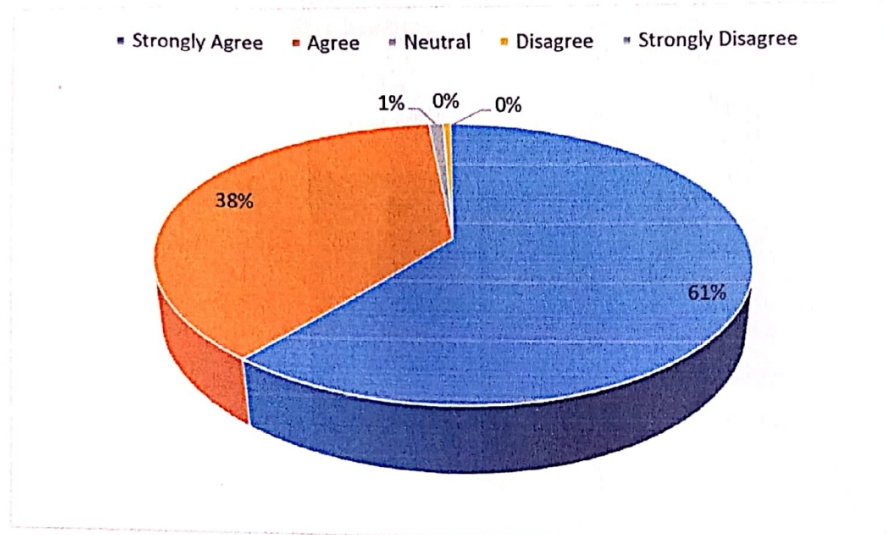
Response to Q 10 Are you Aware of the grievance redressal cell that has been set up in our college?



94% of the respondents are aware of the grievance redressal cell in the college.

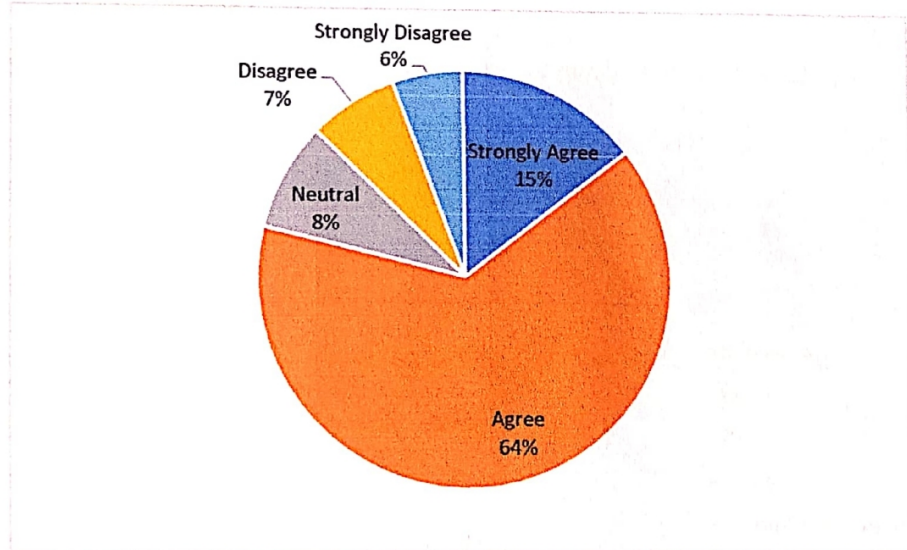


Response to Q 11 The College conduct gender sanitization program as a part of its curriculum.



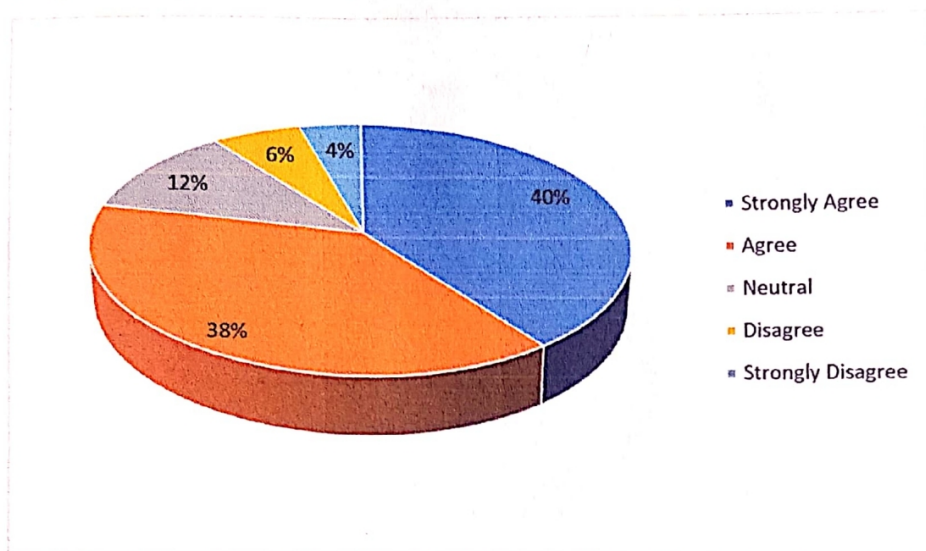
61% of the respondents agree that the college gender sanitation program.

Response to Q 12 The college has conducted counselling program for students.



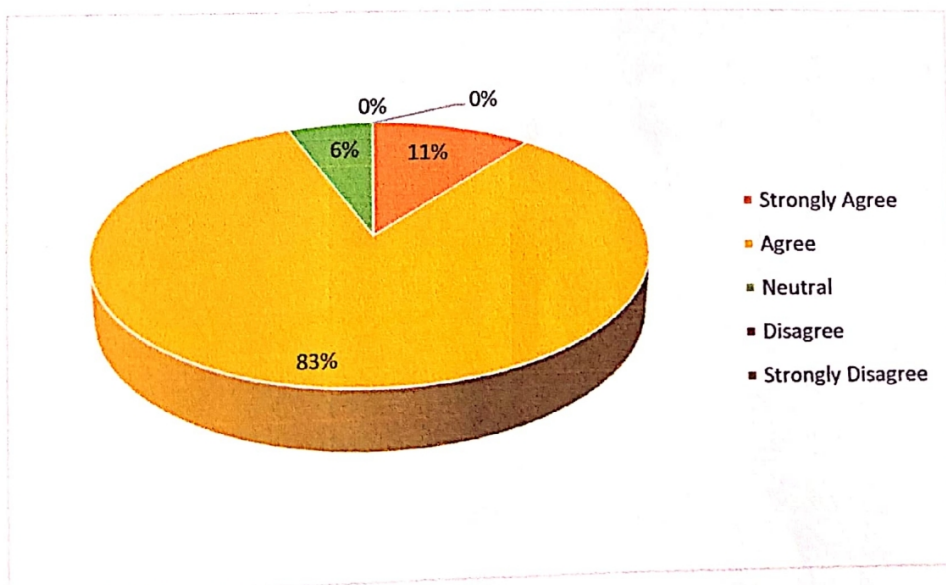
64% of the respondents agree that the college has conducted counselling program for students.

Response to Q 13 The college conducts health checkup program for students.

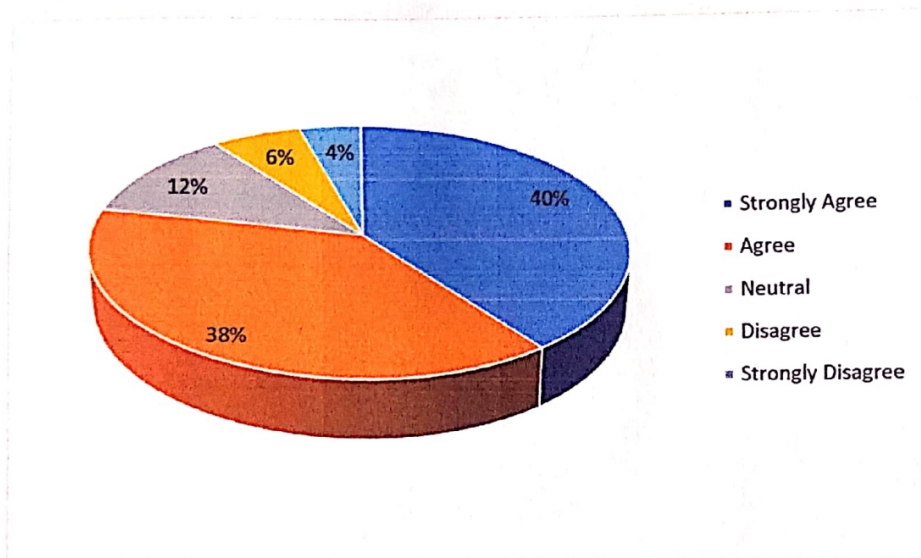


40% of the respondents strongly agree and 38% agree that the college conducts health checkup program for students.

Response to Q 14 There is freedom for all the genders for free and fair expression of opinion.

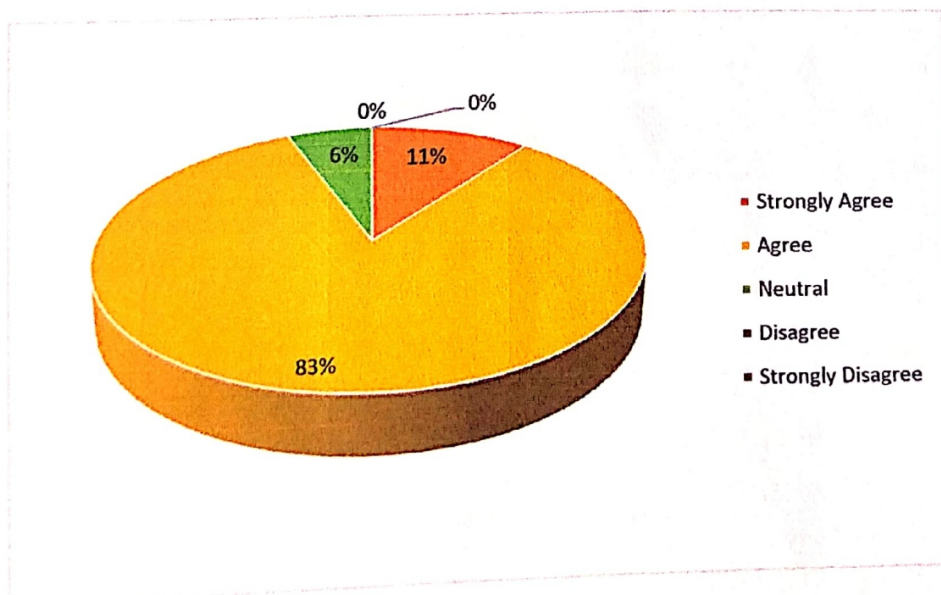


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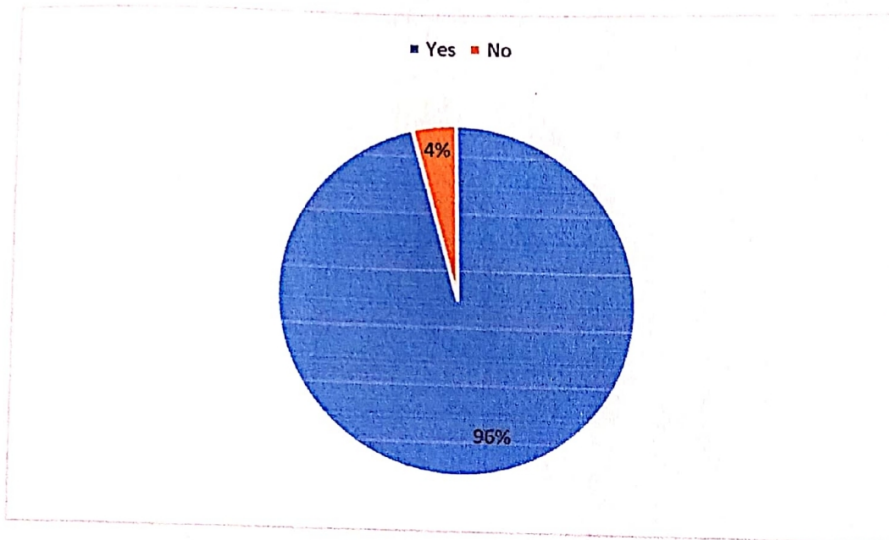


83% of the respondents agree that there is freedom for all the genders for free and fair expression of opinion.

### **GENDER AUDIT RESPONSE OF FACULTIES**

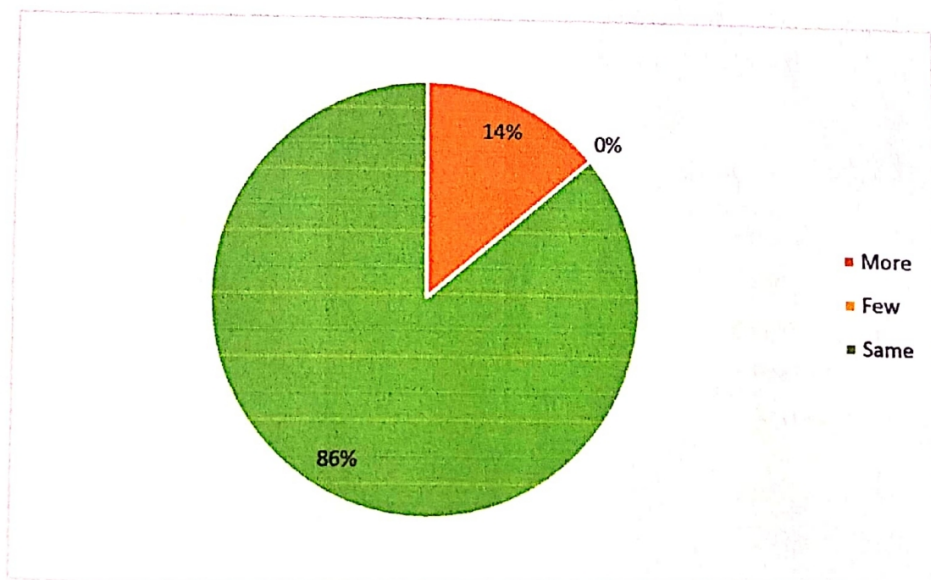
Response to Q 1 & 2 A total of 50 faculties responded to this survey out of which 45 were male and rest 5 were female faculty member.

Response to Q 3 Are you aware of the gender equality concept?



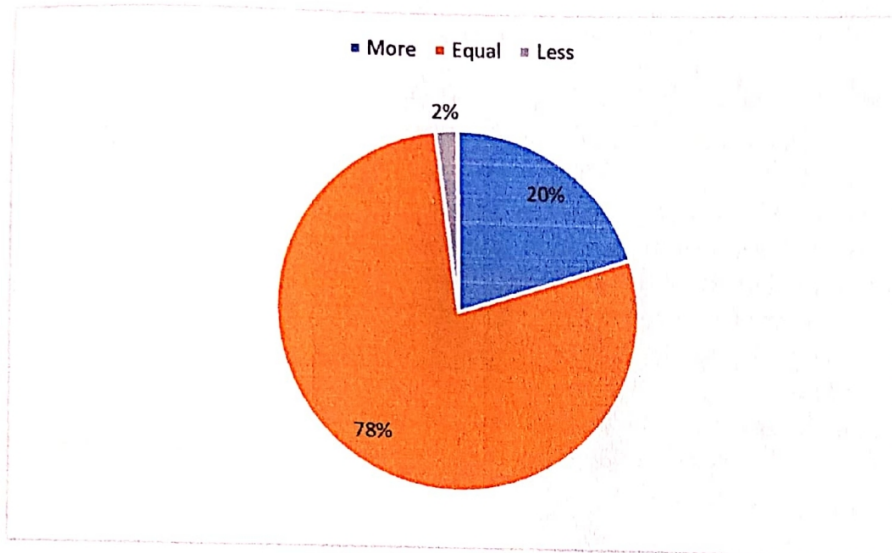
96% of the respondents are aware of the gender equality concept.

Response to Q 4 In your College, you think women have ..... opportunity as men.



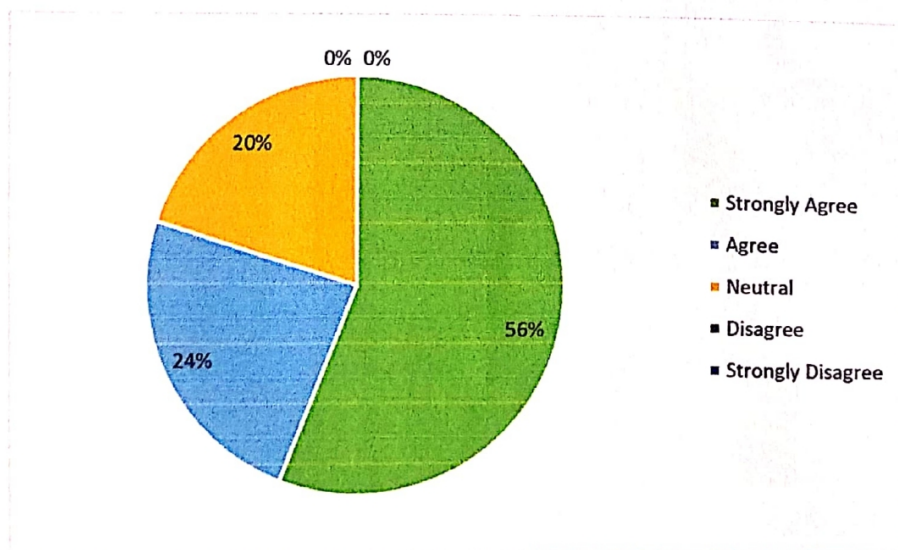
86% of the respondents believe that women have same opportunity as men.

Response to Q 5 In your view, Your gender has played a role in getting..... chance in the key assignment of the institute.



78% of the respondents believe that gender has played a role in getting more chance in the key assignment of the institute

Response to Q 6 Do you think your organization should be doing more efforts to increase gender diversity?



58% of the respondents strongly agree that organization should be doing more efforts to increase gender diversity.

## **CONCLUSION**

It has been observed from the gender audit report that, in the college all the students are getting equal opportunities in every field irrespective of their gender diversity. There is a proportionate increase in the strength of students (girls and boys) from the last few years which indicates that gender equality is prevailing in the college premises. In spite of equal opportunity for every student, there are certain discrepancies still existing towards which the institution is required to take necessary actions. A proper grievance redressal mechanism in the women cell of the college should be turned on for counselling and resolving various issues related to female. From the study, it is felt that the college has achieved a satisfactory goal in adequate security arrangements for the students within the campus. Among the faculty members also, the responses are positive towards gender equality which indicates their expression towards harmony and unity between different individuals in the college.



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