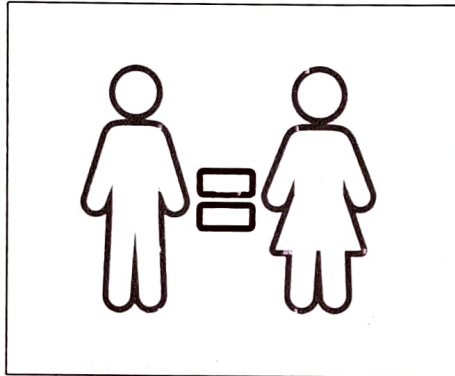




GENDER AUDIT REPORT
(2022-23 to 2023-24)
RANGAPARA COLLEGE, SONITPUR



Prepared By
Gender Audit Committee




(Dr. Ranjan Kalita)
Principal
Rangapara College

ACKNOWLEDGEMENT

Gender Audit Committee hereby expresses its gratitude to Principal Dr. Ranjan Kalita and Vice Principal Mr. Atul Sarmah for their continuous encouragement and guidance for preparing the Gender Audit Report. This committee also acknowledges Dr. Pradip Barman Coordinator, IQAC and all the team members of IQAC, Rangapara College for providing necessary gender related data and facilitating procurement of information necessary to conduct the audit. The committee also extends gratitude towards all the teaching and non-teaching staff of the college for their direct and indirect help and motivational support.

Gender Audit Committee
Rangapara College




(Dr. Ranjan Kalita)
Principal
Rangapara College

PREFACE

Gender equality is of utmost importance as it prohibits discrimination on the basis of gender. It promotes gender neutrality in terms of learning. A non-discriminant place of education is a prerequisite for effective dissemination of knowledge and learning. Constitution of India enshrines the proposition of gender parity in its preamble, Fundamental Rights, Fundamental Duties and Directive Principles. Hence Indian Constitution under several Articles provides provisions to reduce gender inequality. Article 15(1) of Indian Constitution authorizes the state not to isolate any person based on sex, race, nationality, caste, ethnicity or any of them. Thus article 15(1) of Indian Constitution, particularly in the institutes of Higher Education where the maturity level of the students is much higher, a greater outreach can be expected by promoting, implementing and monitoring specific policies and procedures that question inequalities and foster equal opportunity across genders. Promoting equity through higher education has always been at the very heart of the agenda of the UGC and reflects its commitment to nurture and preserve democracy within spaces of learning. As per the mandate of the UGC, all institutes of Higher Education have to conduct a gender audit in its campus to ensure the safety of women in the campus.




Rangapara College also envisions a society where everyone has equal opportunities. With the objective to ensure gender equality in the college campus a Gender Audit was conducted. This gender audit establishes a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.



Gender Audit Committee Rangapara College


Chairperson
Dr. Mamata Borthakur


Convener
Dr. Pamela Sarmah

Members
Mrs. Malabika Kalita 
Dr. Luxmi Machahari 
Ms. Swapna Mandal 



(Dr. Ranjan Kalita)
Principal
Rangapara College

RANGAPARA COLLEGE GENDER POLICY

The Gender policy of Rangapara College aims to promote equality of opportunity and treatment for all men and women studying and working at the college and to ensure equality of access to all services provided by the college. The college treats all staff, students, alumni and service users with dignity and respect and seek to provide a work and learning environment free from discrimination, harassment or victimization.

- The college is committed to a policy of non-discrimination (direct or indirect) on the grounds of gender identity and gender expression.
- The college supports an inclusive environment of dignity and respect where everyone can develop their full potential.
- The college does not tolerate harassment or bullying of staff, students or other members of college community on the basis of gender identity and expression. Any such incidents will be dealt with. The college is committed to remove unnecessary gender distinctions within the college environment.
- College is committed to respect the right to privacy. All information disclosed relating to person's gender identity and expression will be treated as confidential. Confidential information will only be disclosed with the person's prior consent.
- The policy shall be subject to continuous assessment and evaluation, and shall be reviewed at least once every three years




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Principal
Rangapara College

OBJECTIVES OF THE GENDER AUDIT

- To know about the gender balance in the institution
- To find out the areas where gender imbalance exist and the factors behind the gender imbalance
- 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 the aspects of the institution




(Dr. Ranjan Kalita)
Principal
Rangapara College

METHODOLOGY

Gender Audit assesses the extent to which gender equality is effectively institutionalized in the policies, programmes, organizational structures and proceedings. The audit process involved was choosing the criteria to be audited, collection of data, analysing the data, evaluating the data, documenting the findings and sharing the results and recommendations with the college administration for implementation.




(Dr. Ranjan Kalita)
Principal
Rangapara College

INTRODUCTION

Rangapara College was established in the year 1979 and was affiliated to Gauhati University in 1980. Since its inception as an Arts College, Rangapara College has now developed into a prominent higher education institution in Sonitpur District of Assam. At present the college has become a full premier fledged college in Arts, Science and Commerce including post graduation in Hindi department. The college has the mission to provide high quality education among the economically and socially disadvantaged rural students across the state.

The Gender Audit is an attempt to study whether the college has good gender balance. The college always has the student centric policies in academics and co-academics as well and special measures for girl students. This Gender Audit tries to assess the impact of its current and proposed policies on Gender Equality. This Gender Audit also helps in establishing a baseline against which progress can be measured over time, identifying critical gender gaps and challenges, and making recommendations of how they can be addressed through improvements and innovations.

The college has a Girls' Hostel to accommodate girl students from various corner of the region which has all kinds of safety measurements. The college has made a provision for a well-equipped and well-maintained Girls Common Room which serves to provide the essential privacy to all female students. The college also has a very active NSS unit which has a larger percentage of girls students. The NSS unit through its practical participation in social issues provides the girls students the most needed social awareness. In pursuance of UGC (Prevention, Prohibition and Redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015 Internal Complaints Committee (ICC) is constituted to deal with the complaints relating to Sexual harassment at work place.

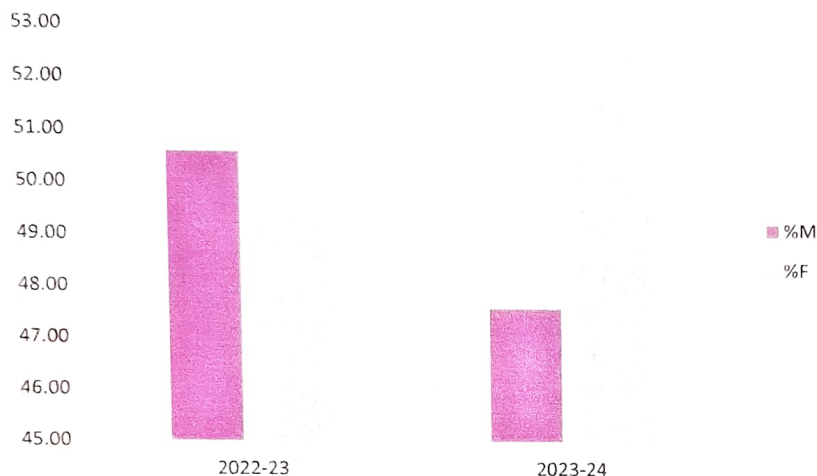

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**GENDER AUDIT REPORT
(2022-23 TO 2023-24)**

GENDER BALANCE IN ENROLLMENT AT GRADUATION LEVEL (2022-23 TO 2023-24)

Session-Wise Gender Classification

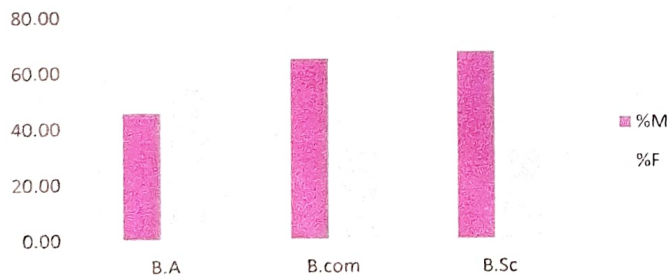
Session	Male	Female	Total	%M	%F
2022-23	805	786	1591	50.60	49.40
2023-24	798	879	1677	47.58	52.42



The above table and graph describes the session wise classification of enrolment of male and female students of the college for the past two years. From the data it is also observed that there is a gradual increase in the female percentage from session 2022-23 (49.40 %) to the session 2023-2024 (52.42%). This presents a healthy combination of gender composition of students in the college.

Course Wise Gender Differences in the Students (2022-23)

Course	Male	Female	Total	%M	%F
B.A	551	654	1205	45.73	54.27
B.com	175	94	269	65.06	34.94
B.Sc	79	38	117	67.52	32.48

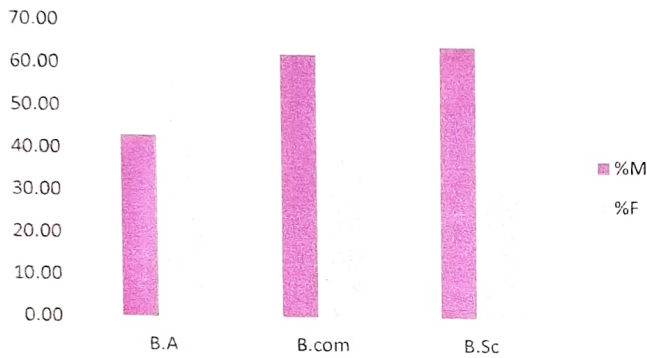



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 Principal
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The above table and bar diagram shows the gender differences in the enrolment of two streams during the session 2022-23. It is observed from the data that female percentage (54.27%) is higher than the male percentage(45.73%) in B.A. course. While in the B. Com. course female percentage 35.94% and percentage of male is 65.06%. Again in B.Sc., the female percentage is 32.48% while male percentage is 67.52%

Course Wise Gender Differences in the Students (2023-24)

Course	Male	Female	Total	%M	%F
B.A	565	743	1308	43.20	56.80
B.com	155	93	248	62.50	37.50
B.Sc	78	43	121	64.46	35.54

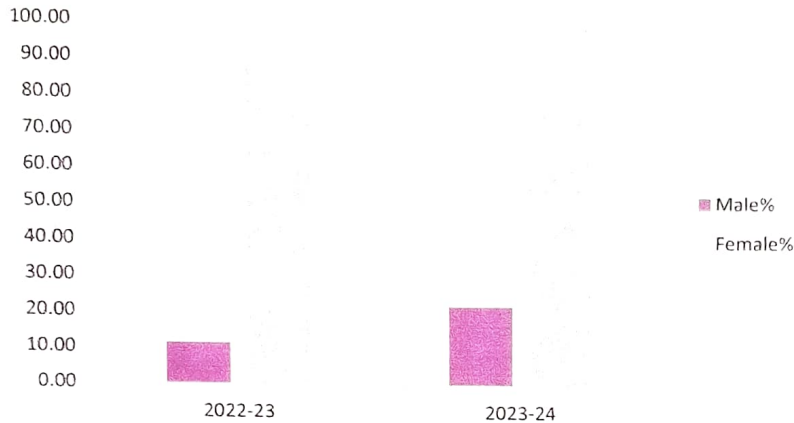


The above table and bar diagram shows the gender differences in the enrolment of three streams during the session 2023-24. It is observed that in B.A. the female percentage is higher up (56.80%) than the male percentage, i.e. 43.20. while in B. Com the enrollment of male students is higher, i.e., 62.50% and enrollment of female student is 37.50%. Similarly in B.Sc. program too, the enrollment of male students are significantly higher (64.46%) than female students (35.54%). Above data indicates healthy gender ratio in B.A course while B.Com course do not possess good gender ratio as female enrolment percentage is only half of the enrolment percentage of male students in this course. The data also shows the unwillingness of female students in B.Sc. course as it is about one-third of the male students in this course.

(Dr. Ranjan Kalita)
Principal
Rangapara College

**GENDER BALANCE IN ENROLLMENT AT POST GRADUATION (HINDI) LEVEL
(2022-23 TO 2023-24)**

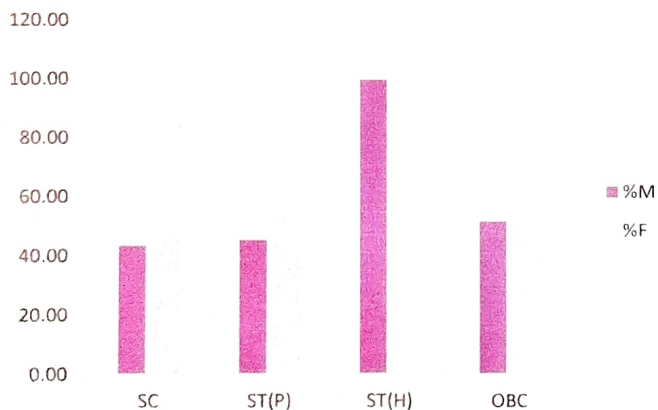
Session	Male	Female	Total	Male%	Female%
2022-23	3	23	26	11.54	88.46
2023-24	6	21	27	22.22	77.78




At the onset of post-graduation degree course of Hindi department, the above data shows a very healthy composition of gender ratio. Percentage of female students is tremendously higher than the male students in the last two consecutive sessions.

Gender Differences in Various Social Categories (2022-23)

Category	Male	Female	Total	%M	%F
SC	39	51	90	43.33	56.67
ST(P)	218	263	481	45.32	54.68
ST(H)	2	0	2	100.00	0.00
OBC	439	410	849	51.71	48.29

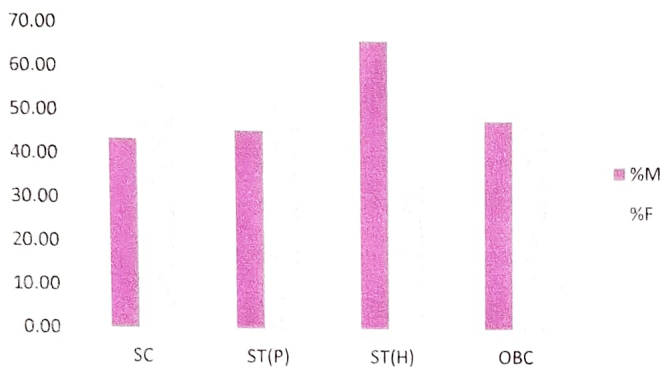


In 2022-23 session though the enrolment of female percentage is higher than male percentages in SC and ST(P) categories however in ST(H), there was no female enrollment at all and in the OBC category too, female enrollment was lesser than the male students.


 (Dr. Ranjan Kalita)
 Principal
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Gender Differences in Various Social Categories (2023-24)

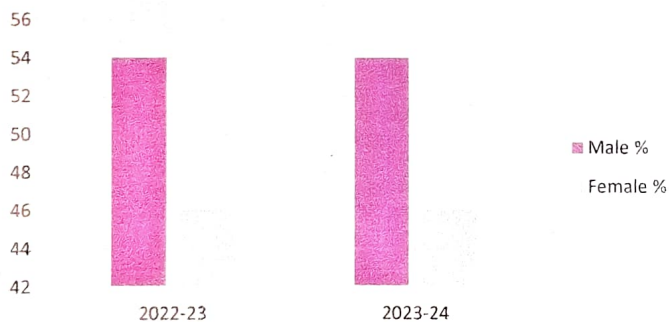
Category	Male	Female	Total	%M	%F
SC	41	53	94	43.62	56.38
ST(P)	175	207	382	45.81	54.19
ST(H)	2	1	3	66.67	33.33
OBC	415	443	858	48.37	51.63



In 2023-24 session though the enrolment of female percentage is higher than male percentages in SC and ST(P) and OBC categories however in ST(H) category we see enrollment of male students are higher than female students.

GENDER BALANCE IN ENROLLMENT AS NSS VOLUNTEERS (2022-23 TO 2023-24)

Session	Male	Female	Total	Male %	Female %
2022-23	108	92	200	54	46
2023-24	108	92	200	54	46



The above data clearly shows that the enrolment of male students in NSS (Unit) of Rangapara College is comparatively higher than that of the female students in the consecutive two units.

(Dr. Ranjan Kalita)
Principal
Rangapara College

GENDER BALANCE IN THE HOSTES OF RANGAPARA COLLEGE (2022-23 TO 2023-24)

Session	No. of Boarders in Boys Hostel	No. of Boarders in Girls Hostel	Total Boarders	Male%	Female %
2022-23	40	41	81	49.38	50.62
2023-24	49	99	148	33.11	66.89



From the above data it has been observed that number of female students in Girls hostel is higher than the male students for the year 2022-2023 and almost double to that of male students in Boys hostel during the sessions from 2023-2024. This data indicates a healthy gender ratio in the college campus.

GENDER DIFFERENCE IN TEACHING STAFF OF RANGAPARA COLLGE (2022-23 TO 2023-24)

Session	Male	Female	Total	Male%	Female%
2022-23	31	15	46	67.39	32.61
2023-24	31	17	48	64.58	35.42



The above data clearly shows that the percentage of female in teaching staff is comparatively less. However, the data shows that there is an increase in the number of female teachers during the following session.

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**GENDER DIFFERENCE IN NON- TEACHING STAFF OF RANGAPARA COLLGE
(2022-23 TO 2023-24)**

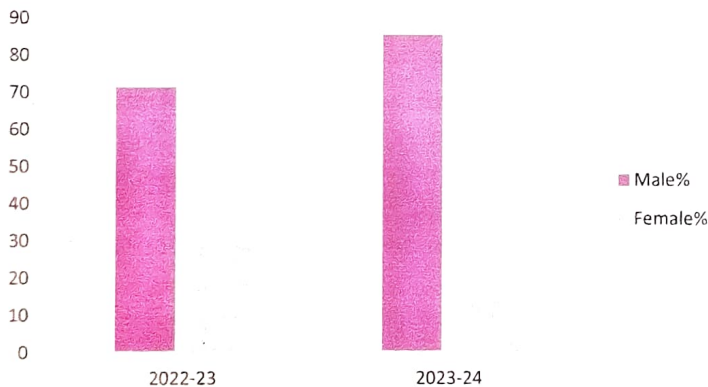
Session	Male	Female	Total	Male%	Female%
2022-23	16	3	19	84.21	15.79
2023-24	15	3	18	83.33	16.67




The above data shows that there is a very less number of female in the non-teaching staff of the college. The percentage of female in non-teaching staff has remained almost the same in both the years.

**GENDER BALANCE IN RANGAPARA COLLEGE TEACHERS' ASSOCIATION
EXECUTIVE COMMITTEE (2022-23 TO 2023-24)**

Session	Male	Female	Total	Male%	Female%
2022-23	5	2	7	71.4286	28.5714
2023-24	6	1	7	85.7143	14.2857



On comparing the data of total female teachers in the college, the RCTA Executive Committee constitutes a good female ratio.


 (Dr. Ranjan Kalita)
 Principal
 Rangapara College

GENDER BALANCE IN RANGAPARA COLLEGE GOVERNING BODY (TEACHERS' REPRESENTATIVE) (2022-23 TO 2023-24)

Session	Male	Female	Total	Male%	Female%
2022-23	2	0	2	100%	0
2023-24	2	0	2	100%	0



The above data shows that out of the two post of teachers' representative in the governing body of the college, not a single female teacher representative was there in sessions 2022-23, and 2023-24. This data clearly shows an unhealthy gender combination in this area.

GENDER SENSITIVE FEATURES IN RANGAPARA COLLEGE

Gender sensitive features are carefully observed in every corner of the college system. By forming various committees like Anti-ragging, Internal Complaint and providing adequate facilities to both girls and boys, gender equality is kept upright in the college.

- 1. Girls' Common Room and Wash Room:** The College has made a provision for a Girls' Common Room. This room serves to provide the essential privacy to all female students. The Girls' Common Room is equipped with all the basic necessities for female students like table, chairs, large mirror, dust bin and wash room enclosed.
- 2. Anti-Ragging Committee:** Ragging is a criminal offence and UGC has notified Regulations on curbing the menace of ragging in higher educational institutions in order to prohibit, prevent and eliminate the source of ragging. College Anti-ragging Committee is formed as per the UGC guidelines. Anti-ragging Committee make sure that there are no instances of ragging anywhere in the girls' hostel or anywhere in the college campus.
- 3. Internal Complaints Committee:** As per rules and regulations the Internal Complaints Committee (ICC) is formed to solve the problems of girl student and women at work place under the title-The Sexual Harassment of women at work place (prevention, prohibition, and redressal). /The work of committee is to counsel and solve the personal and academic related problems of women. The duty of the committee is also to conduct several programs to enhance the confidence level of girls students for their empowerment in the society.
- 4. Girls' Hostel:** The college has three Girls hostel that can accommodate around 75 girl students. The hostel was built essentially for the sake of those girl students who have difficulty in commuting to college because of scarce transport facilities. The hostel could further provide safety and security to girl students who otherwise have to take the trouble of daily travel hassles.


(Dr. Ranjan Kalita)
Principal
Rangapara College

CONCLUSIONS AND RECOMMENDATIONS

Education is a prerequisite for promoting women's economic empowerment, health and wellbeing. Education is important for women's political and civic participation, and in preventing gender-based violence and insecurity. Greater gender equality can enhance productivity, improve development outcomes for the next generation, and make college more representative in conformity with world standards. It is found that Rangapara College is on its way to attain near gender balance in its system. The main strength of the college are its Women Cell, Internal Complaint Committee and Anti-Ragging Committee. Gender sensitive initiatives undertaken by these committees are bearing their fruit by creating atmosphere of gender equality and respect to members of opposite sex. It has been found that Internal Complaint Committee of the college aims to foster an environment in which unlawful discrimination and harassment are not tolerated at all. It is also observed that the adequacy of facilities, policies as well as handling capabilities of the college is very high, but at the same time it is recommended for enhancing the same to much higher level. The main findings of the audit shows that enrolment percentage of female students in B.Sc. and B.Com courses are very low which requires awareness programmes among the girl students of feeder institutions of the college regarding these courses. The audit finds a number of best practices such as, awareness programmes, seminars etc. are followed in the campus. However, it is recommended to conduct frequent awareness drives, seminars and self defence classes to cover the existing gender gap. It is also recommended that the authority should consider the increase of female staff in the non-teaching faculty. Most importantly regarding gender equality in the campus responses and feedback from staff, students should be regularly sought in both formal and informal way and these responses must be audited.


(Dr. Ranjan Kalita)
Principal
Rangapara College

List of the achievement of girls students of the college in various events

June 2022 - May 2023				
Name of the student	Name of Event	Organized by	Position secured	Date
Mayashree Swargiary	Gauhati University Intercollegiate powerlifting and weightlifting tournament	Dr BKB college puronigudwam Nagaon, Assam	First	7/02/2023 - 9/02/2023
Puja Swargiary	Gauhati University Intercollegiate powerlifting and weightlifting tournament	Dr BKB college puronigudwam Nagaon, Assam	Second	7/02/2023 - 9/02/2023
Barasha Rabha	North East Games 2024 (Taikwondo)	North east sport association in collaboration with department of youth resources and sports government of Nagaland	Thrid (Bronze)	18/03/2024 - 23/02/2024
Mayashree Swargiary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Podomi Baumatary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Nijula Mwchahary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Gonorani Swargiary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023


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Rupali Narzary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Nijwra Ramchiary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Banashree Bodo	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Mina Basumatary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze) (Silver)	20/07/2023 - 23/07/2023
Swdwmsri Basumatary	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Bijumani Bodo	36 th senior women tug of war national championship 2023 - 24, Tamil Nadu	Tug of war federation of India (TWFI)	Third (Bronze)	20/07/2023 - 23/07/2023
Gayatri Das	Red Run Assam - 2023	Assam State Aids Control Society	Fifth	30/09/2024



(Dr. Ranjan Kalita)
Principal
Rangapara College

Name of Girls Students elected in Students' Union

Name of the student	Position Hold	Year
Anushka Chettry	Girls Common Room Secretary	2023
Annu Lakhra	Cultural Secretary	2023
Geeranjali Dangiaryi	Social Service Secretary	2023
Priti Gowala	President	2024
Sabitri Basumatary	Magazine Secretary	2024
Ritika Maitra	Girl's Common room secretary	2024
Mina Basumatary	Social Service Secretary	2024

Participation of Girls Students in Literary Events

Name of the student	Name of Event	Organized by	Position secured	Date
Darshana Bordoloi	Rangapara College annual college week 2023 (Singing Competition)	Rangapara College student Union	Best Singer	8/02/2023 - 11/02/2023
Tanushree Sengupta	Rangapara College annual college week 2024 (Cultural rally)	Rangapara College student Union	First Position	05/02/2024 - 09/02/2024
Sweta Gupta	Rangapara College annual college week 2023	Rangapara College student Union	Best Lietrature	8/02/2023 - 11/02/2023
Tanushree Sengupta	Azadi ka amrit Mahotsav (Poem recitation)	Rangapara College NSS Unit and Rangapara Social Volunteer	Third Position	05/02/2024 - 09/02/2024
Tanushree Sengupta	Poem Writing, Yuva Utsav	Nehru Yuva Kendra, Sonitpur, Assam	Second	10/06/2023
Tanushree Sengupta	Rangapara College annual college week 2023 (Self Compose Peom recitation)	Rangapara College student Union	First Position	06/02/2022 -09/02/2022
Tanushree Sengupta	Slogun Competition, Bhaxa Gowrab Xoptaah	Department of Assamese and Bengali in collaboration with IQAC, Rangapara College	Second Position	06/11/2024





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Tanushree Sengupta	Rangapara College annual college week 2024 (Spot opem writing and recitation)	Rangapara College student Union	First Position	05/02/2024 - 09/02/2024
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Participation of Girls Students in Quiz/Debate Competitions

Name of the student	Name of the event	Organized by	Position secured	date
Habiba Khatun	Karmavir Chandranath Sarma Death Centenary Memorial Quiz Compition	Tezpur University and Karmavir Chandranath Sarma Death Centenary Memorial committee	First	19/11/2022
Dipika Devi	Karmavir Chandranath Sarma Death Centenary Memorial Quiz Compition	Tezpur University and Karmavir Chandranath Sarma Death Centenary Memorial committee	First	19/11/2022
Ankita Das	Karmavir Chandranath Sarma Xuworoni Tarka Protijugita	Bihaguri Karmavir Chandranath Sarma Xahityo Xobha	First	19/11/2022
Tanushree Sengupta	Annual College Week 2024 (Quiz competition)	Rangapara College Student Union	First	05/02/2024 - 09/02/2024
Tanushree Sengupta	Annual College Week 2024 (Elocution competition)	Rangapara College Student Union	Third	05/02/2024 - 09/02/2024
Tanushree Sengupta	Annual College Week 2024 (Quiz competition)	Rangapara College Student Union	Second	08/02/2023 - 11/02/2023
Tanushree Sengupta	Rangapara College annual college week 2023 (Quiz Competition)	Rangapara College student Union	First Position	06/02/2022 - 09/02/2022




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