

**SBMS COLLEGE
SUALKUCHI**



GENDER AUDIT REPORT

**COMPILED BY IQAC &
GENDER SENTIZATION CELL**

**KAMRUP, ASSAM
781103**



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PIN: 781103



Gender Audit: An Introduction



1. Introduction to the institution:

Established in 1963, Sualkuchi Budram Madhab Satradhikar College, Sualkuchi, (S.B.M.S. College, Sualkuchi) is a Cycle II NAAC accredited premier higher education institution with B Grade. By selfless and relentless efforts and the colossal undertaking of some far-sighted locals along with the timely philanthropic actions by two spiritual icons of the region has helped the institution to come to life. The College family pays deepest respect to the two saints---Satradhikar Late Budram Mahanta and Late Madhab Mahanta who bestowed a huge plot of 42 bighas of land to the cause of higher education in Sualkuchi. Moreover, memories of kind-hearted persons like Late Hrishikesh Dewan, Late Lohit Dewan & Sarukhel Goyan Raji Gairah will be forever cherished whose untiring efforts have borne an aura of enlightenment to the region. Since its inception the college has been fervently and persistently following its motto: 'नहिज्ञानेन सदृशं पवित्रमिह विद्यते' - "Verily nothing exists in the world as sacred as wisdom"

The College is situated in the heart of Sualkuchi, the land of the golden thread that stands on the north bank of the mighty Brahmaputra. Known for its traditional costumes, aesthetically designed and delicately woven, this ancient village finds a niche in the mainstream of Assamese life and culture. It is inhabited by indigenous people who are industrious and intelligent, honest and hospitable. The institution caters the need of higher education in the greater Sualkuchi area which is mostly rural in nature. The College is affiliated to Gauhati University, and is recognized by the University Grants Commission under Section 2(f) and 12[B]. The College has the distinction of offering all the major courses of study i.e. Bachelor of Arts (B.A.), Bachelor of Science (B.Sc.) and Bachelor of Vocational (B.Voc.) Programme. Recently, in 2023, Bachelor of Commerce (B.Com) has been introduced for greater interest of the students-community along with the local industry demand associated with the course curriculum. The college also runs a community college programme under the scheme of UGC. At present, the student base of the institution is 1599.

2. What is a gender audit?

A gender Audit is a comprehensive evaluation process which aims at examining and analysing the institution's policies, practices etc to determine their impact on gender equality and at the same time identifies areas for improvement by addressing gender-based challenges or disparities. Simply, Gender Audit is an attempt to study whether the college has a good gender balance.



3. Constitution of Gender Audit Committee:

Sl. No	Name	Designation	Institution
1.	Dr. Nihar Ranjan Kalita	Chairman	Principal, SBMS College
2.	Dr. Anima Baishya	Vice- Chairman	Coordinator, IQAC
3.	Ms. Niranjali Kakati	External Committee Member	Principal, Sualkuchi Institute of Fashion Technology
4.	Dr. Angana Baruah	External Committee Member	Associate Professor, Department of Economics, Pandu College, Guwahati
5.	Ms. Seema Dutta	Internal Committee Member	President, Women Cell
6.	Mr. Bhupen Ch. Barman	Internal Committee Member	President, Staff Council
7.	Dr. Sikha Rani Kalita	Internal Committee Member	Secretary, Gender Sensitization Cell/Women Cell
8.	Ms. Geetali Das	Internal Member	Librarian

The Gender Audit undertaken by the IQAC, SBMS College, Sualkuchi along with Gender Sensitization Cell, SBMS College and External Committee Members intends to scrutinize the gender balance within the institution and its practices and focused on the following objectives:

4. Objectives of the Gender Audit exercise:

- The institute is committed to implementing effective measures to ensure the safety and security of individuals across all gender identities.
- The principle of non-discrimination based on gender shall be upheld at all times within the institute.
- The college aims to foster and nurture the self-confidence and self-esteem of female students, women faculty and other staff through empowerment initiatives.
- Overall personality development programs shall be organized, which will develop confidence in the members of the institution.
- Organizing programs to build confidence and instil leadership qualities in the girl students.
- To join hands with IQAC, Anti-ragging Committee, and Discipline Committee and Internal Complaint Committee for creation of gender sensitization.
- To create social awareness about the problems of women and gender discrimination in particular.



The following are the main objectives of the Gender Audit:

- a) To assess the gender balance in the college
- b) To understand gender perception on campus for promoting inclusivity
- c) To reflect and delineate a clear road map for implementing gender- inclusive actions and initiatives within the college community for creating a supportive environment where all individuals feel respected and valued.

The audit highlighted key areas where gender inclusivity could be further enhanced within the institution. Notable observations were made during the gender sensitive audit, shedding light on opportunities for promoting gender equality within the institution.

- a) The college ensures basic sanitation facilities with separate toilets for students and staff in the common area.
- b) Dedicated toilets for male and female faculty members are readily available on campus.
- c) The sanitation infrastructure includes well-maintained restrooms for both students and faculty, contributing to a hygienic environment.
- d) The college offers a dedicated girls' common room situated in the old Assam Type building, providing a comfortable space for female students.
- e) To enhance security measures CCTV monitoring devices are strategically placed across the campus, ensuring a safe and monitored environment.
- f) The Women Cell of the college actively organises and conducts gender sensitization programmes, fostering awareness and inclusivity among the student community.

5. Gender Balance within the Institution:

Gender balance is pivotal in ensuring equal opportunities for both male and female students across diverse academic programmes within the institution. It encompasses creating a workforce where men and women are represented fairly and have equal access to employment opportunities and career advancement. Achieving gender balance requires proactive measures such as recruitment strategies that encourage diversity as well as inclusion. The college prioritizes holistic development by offering a range of extracurricular activities and programmes that complement academic learning, promoting well round growth among students. Gender equity necessitates a proactive approach to address the unique needs and experiences of girls and women, ensuring they have equal opportunities to participate and excel in all areas of college life. Ensuring gender equality, the college provides girls with access to various facilities aimed at enhancing their academic development. The NCC Unit, catering to both boys and girls, diligently cultivates qualities such as camaraderie, self-discipline, effective leadership, broad minded perspective, and spirit of adventure. This unit emphasises understanding and celebrating the achievements of girls, fostering a culture of recognition and encouragement.



Table 1.1: Gender wise Details of Students in the College

SL No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	1506	738	768	49%	51%
2	2019-2020	1273	601	672	47%	53%
3	2020-2021	1240	564	676	45%	55%
4	2021-2022	1188	492	696	41%	59%
5	2022-2023	1167	466	701	40%	60%

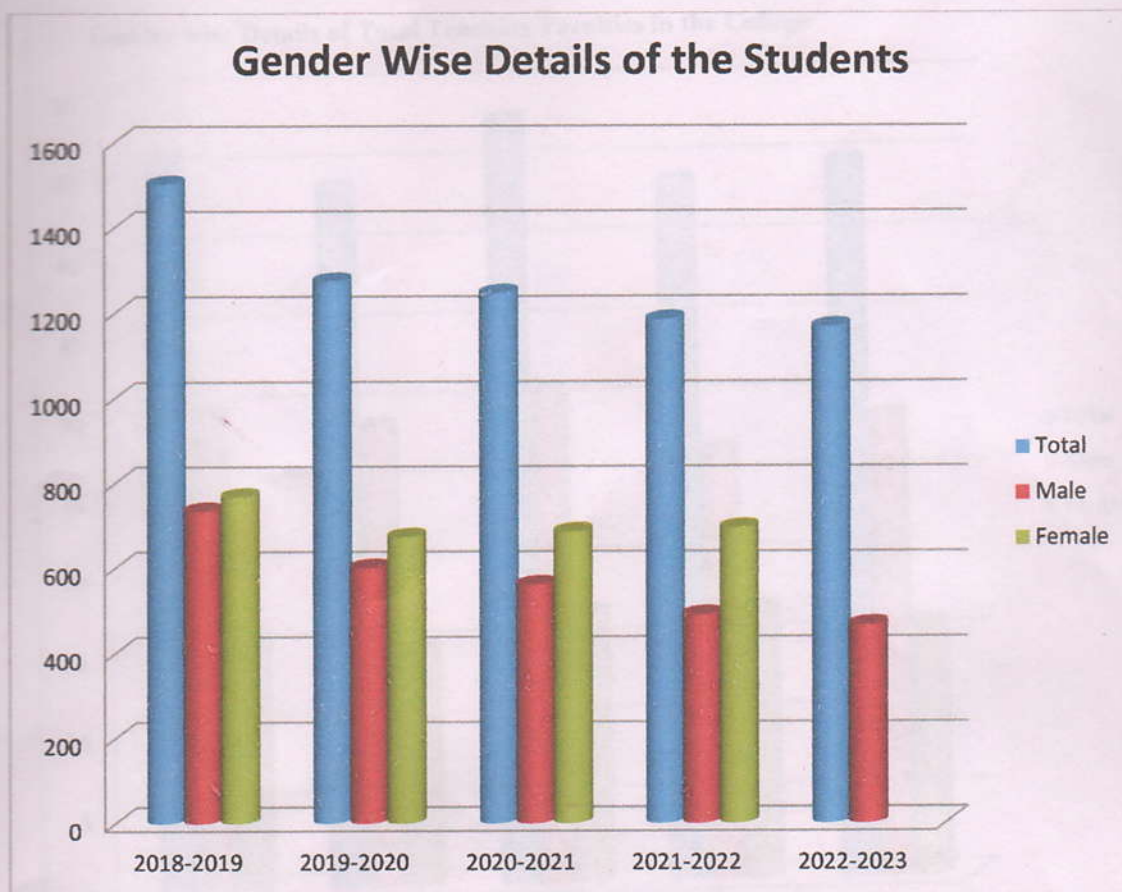


Table 1.2: Gender wise Details of Total Teaching Faculties in the College

SL No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	46	30	16	65%	35%
2	2019-2020	44	29	15	66%	34%
3	2020-2021	48	31	17	65%	35%
4	2021-2022	44	27	17	61%	39%
5	2022-2023	45	29	16	64%	36%

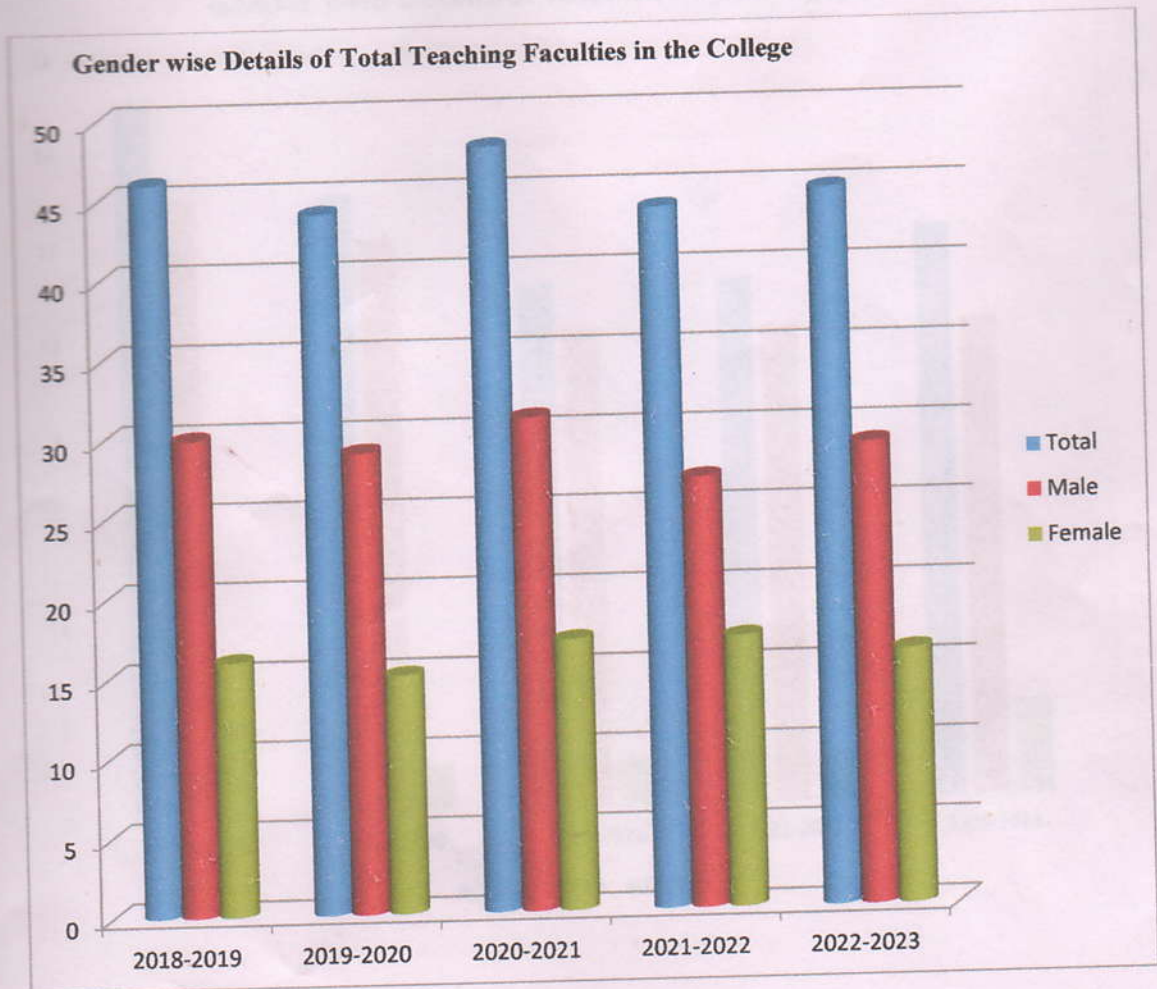




Table 1.3: Gender wise Details of Total Non-Teaching Staff in the College

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	15	13	02	87%	13%
2	2019-2020	13	12	01	92%	08%
3	2020-2021	11	10	01	90%	10%
4	2021-2022	11	10	01	90%	10%
5	2022-2023	12	10	02	83%	17%

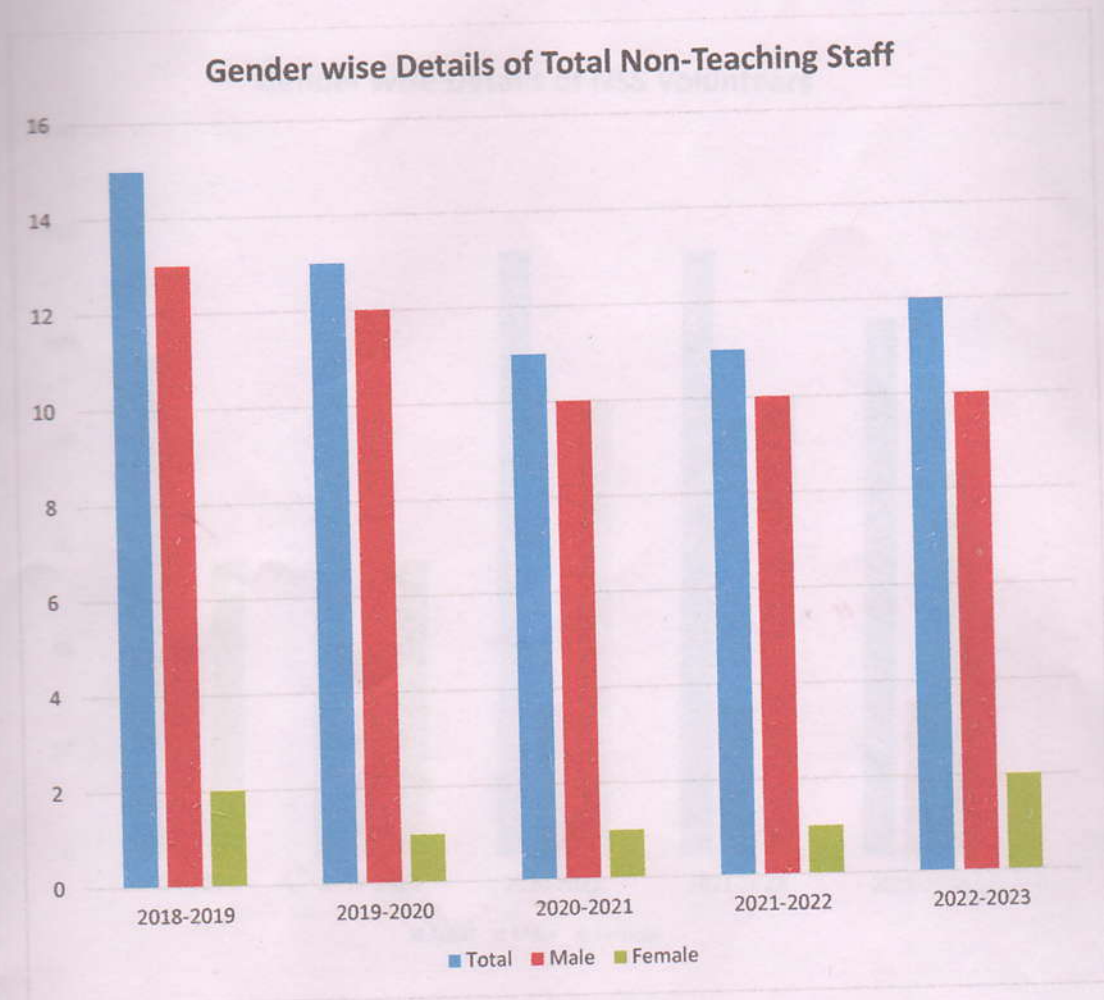
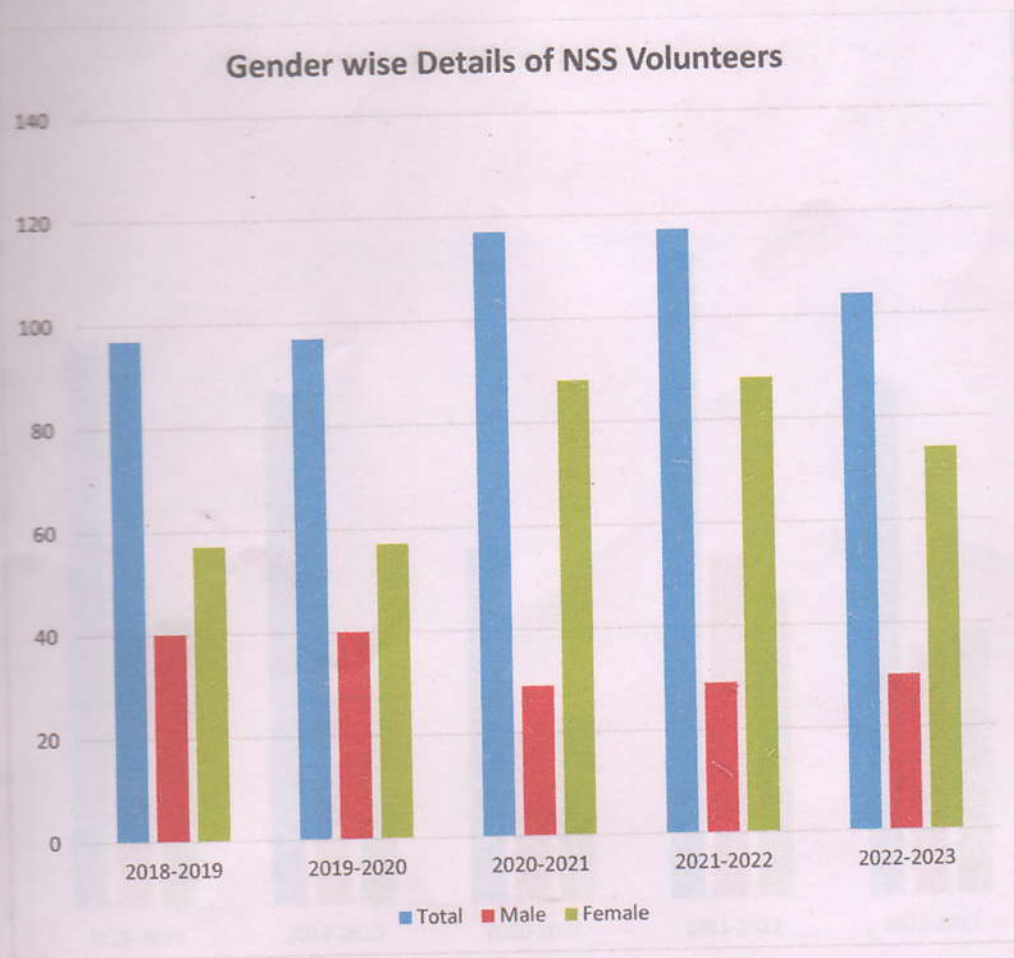




Table 1.4: Gender wise Details of NSS Volunteers in the College

Sl. No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	97	40	57	41%	59%
2	2019-2020	97	40	57	41%	59%
3	2020-2021	117	29	88	25%	75%
4	2021-2022	117	29	88	25%	75%
5	2022-2023	104	30	74	29%	71%

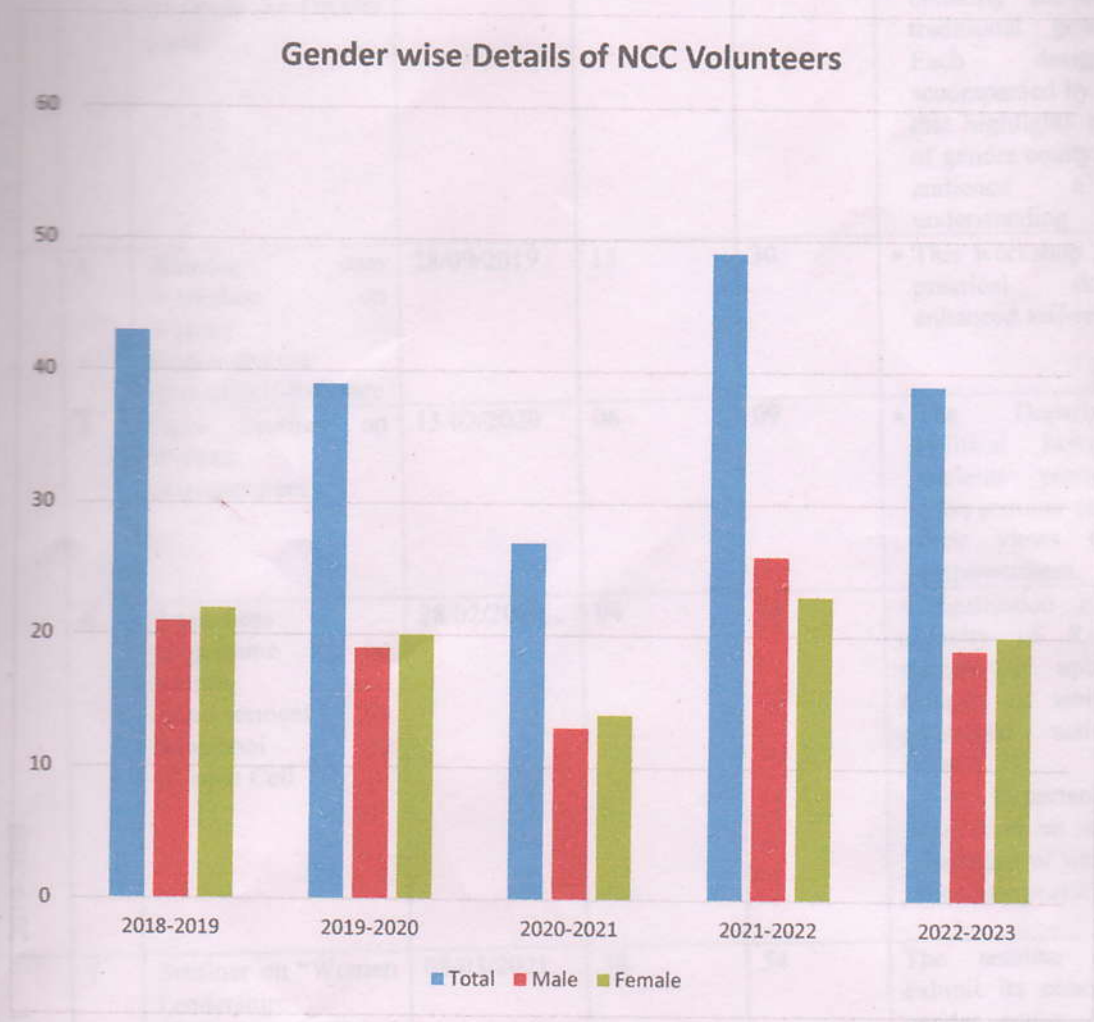


4. Record of activities for girl students for last five years:



Table 1.5: Gender wise Details of NCC Volunteers in the College

S.No	Year	Total	Male	Female	% of Male	% of Female
1	2018-2019	43	21	22	49%	51%
2	2019-2020	39	19	20	49%	51%
3	2020-2021	27	13	14	48%	52%
4	2021-2022	49	26	23	53%	47%
5	2022-2023	39	19	20	49%	51%



6. Record of activities for girl students for last five years:

Sl. No.	Title of the Programme	Period	No of Participants		Purpose
			Male	Female	
1	Gender Equity: Balance for Better	08/03/2019	47	83	<ul style="list-style-type: none"> Promoting balanced and fair representations of both genders. Aims to create an inclusive environment where everyone, regardless of gender identity, can contribute to their fullest potential.
2	Vogue Nation-Haute Couture-Mismatch (Alcheringa IIT)	01/02/2019	1	18	<ul style="list-style-type: none"> The B.Voc Fashion Technology Department participated this Fashion Benchmark event of Vogue Nation, Alcheringa module with Bohemian style projecting the theme of mismatch, symbolising the aspect of inclusivity
3	Fashion Show through Design showcase for Gender Equity	08/03/2019	2	19	<ul style="list-style-type: none"> Aims to promote gender equity and inclusivity by breaking stereotypes and traditional gender roles. Each design was accompanied by a narrative that highlights its message of gender equity, giving the audience a deeper understanding
4	Training Workshop cum on Women Empowerment through Self-Reliance	28/09/2019	15	30	<ul style="list-style-type: none"> This workshop focused on practical skill that enhanced self-reliance
5	Class Seminar on Women empowerment	15/02/2020	06	09	<ul style="list-style-type: none"> The Department of Political Science major students participated in class seminar and projected their views on women empowerment.
6	Awareness programme on women empowerment in Rawanboi by Women Cell	28/02/2020	04	16	<ul style="list-style-type: none"> Realisation of women's capacity of Rawanboi in matters of upbringing of children as well managing household activities and income <ul style="list-style-type: none"> Importance of education so as to realise the rights of women even in domestic purview
7	Seminar on "Women Leadership: Achieving an Equal Future in a COVID-19 World"	08/03/2021	38	54	The seminar intends to exhibit its concern towards gender equity and tries to promote gender-neutrality in the campus where two dignitaries: Ms. Gitimoni Phukan, the Director of

						Higher Education, Assam and Ms. Chinmoyee Talukdar, Deputy Director. DHE graced the programme with their soulful and highly motivating speeches on women empowerment and gender-equality.
	8	Released of an ISBN book on 8 th March, 2021 entitled "Nari Xusama" by Women Cell, SBMS College	08/03/2021	38	54	The book comprises of theoretically loaded articles on feminism and gender-sensitivity)
2021-2022	9	Seminar on "Gender Equality Today for a Sustainable Tomorrow", organised by Women Cell, SBMS College	08/03/2022	32	58	As honourable chief guest Mrs. Mrinalini Devi, Assamese writer and the vice-president of Assam Sahitya Sabha highlighted many significant points on women education and women empowerment in her talk like women need such type of education that they themselves realize what reformation is and what type of reformation they require to create a progressive society.
		Motivational Speech for Girl Students by Woman of eminence from Assam and Local Entrepreneur	08/03/2022	32	58	Woman of eminence, Ms. Madhurima Goswami and local woman entrepreneur, Ms Binita Baishya graced the occasion with their soulful and encouraging lectures for the girl students in respect of women empowerment, entrepreneurship and other relevant areas.
2022 - 2023		Training program on "Self-defence" among the girl students	04/03/2023	0	96	This training intends to defend the girl students against both mental, emotional and physical challenges so as to feel empowered and able to handle all types of adversity and have the confidence to handle things. The Black Belt of Taekwondo and Kick Boxing Mr. Subodh Medhi and Mr. Manimay Das had participated as Recourse persons cum trainers in this program.



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In order to maintain the safety and security of the girls and women, the Gender Sensitization Cell has been constituted for redressal of grievances which ensures equality and protection for women against all forms of harassment and problems faced. The college tries its best to provide facilities to ensure the safety and security of girl students like - CCTV surveillance, well-equipped Girls Common Room containing sanitary pad vending machine and sanitary pad dispensing machine. The women cell of the college has provided a healthy and gender-neutral environment for students and staff members. The Women Cell of the College observed the International Women Day on the proposed theme, at the college premise with a daylong program in a grand way.

The college has established an Anti-Ragging Committee, Internal Complaint Committee and Grievance Redressal Cell to ensure a safe and supportive environment for all students. Notably, our female students have showcased outstanding achievements in cultural activities, sports, earning accolades through their participation in events like Youth Festival and various competitions, bringing pride and recognition to themselves and the institution.

7. Gender Sensitization Initiatives:

The college maintains its commitment to gender equality by fostering a safe and inclusive environment through committees like Anti-Ragging, Internal Complaints Committee, etc. alongside offering tailored facilities for female students. The women cell comes forward in assisting and counselling girl students of the college in case of emergence of any untoward incidents. The college has implemented the following initiatives for the convenience and well-being of girl students.

- Installing security cameras at strategic locations for enhanced security
- Ensuring equal representations of female students in student union body, committees etc.
- Offering self-defence workshop for girls to enhance their confidence and safety awareness.
- Girls Common Room: There is an adequate space entirely for girl students in the campus. Rest Room facility and Wash-room provision have also been made available for girls in the Room. Vending machine facility is available for girl students.
- Drinking Water: Water coolers and water purifiers have been provided for boys and girls in the College campus.
- Canteen: There is a separate section in the canteen for boys and girl students so that they can comfortably consume their own food or canteen food.
- Health Unit: To provide first aid to the students, there is a health unit facility in the college campus and a physician from Local PHC visits twice in a week and maintain the primary routine check-up.

The college has constituted a number of committees to aid girl students and female staff. These committees include:

- **Anti-Ragging Committee:** Ragging is a criminal offence and UGC has notified regulations on curbing the menace of ragging in educational institutions. In order to prohibit, prevent and eliminate the scourge of ragging, the College has formed an Anti-Ragging Committee.
- **Internal Discipline Committee:** The College has formed a Discipline Committee. The students in distress owing to Discipline related incidents can assess the committee.
- **Women Cell:** The women cell, SBMS College, committed to function actively, came into being in 2004, having engaged itself with various constructive programmes from time to time. The cell has members from both the faculty and non-teaching staff and works with an aim to create a gender sensitized community within campus as well as in the society. Furthermore, the cell creates awareness amongst the women folk by organising various programmes related to health issues.
- **NCC & NSS Unit:** The NCC Unit of the college provides necessary trainings for NCC cadets (both boys and girls) and motivate them for leadership in all walks of life. Similarly the NSS Unit of the college takes up extension work and community outreach programmes to sensitize students and community towards societal issues. Both the boys and the girls are trained under various schemes of NSS Unit and motivated for all kinds of social work in the field to serve the society.
- **Internal Complaint Committee:** As per the guideline of Supreme Court regarding Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances, Internal Complaint Committee is reconstituted on April 18, 2019. The Act is an extension of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. This policy is meant to sensitize the employees as well as student community by creating a healthy environment of safety and dignity in the institution. The Committee consists of representatives from teaching, non-teaching staff, students and external NGO representative.

Constitution of Internal Complaint Committee:

Sl.No	Name	ICC Designation	Contact No
1	. Ms Seema Dutta	Presiding Officer	9435190028
2	Ms Arpana Nath	Member	8638702036
3	Ms. Bandana Deka	Member	8638939284
4	Dr.Anima Baishya	Member	9864142748
5	Ms. Geetali Das	Member	9613206552



6	Dr. Jogesh Deka	Member	7635948621
7	Mrs. Arunima Kalita	External Member from local NGO (SPEED)	7002805681
8	Ms. Chandana Das	Student Member (Secretary, Girls' Common Room)	6001220897

8. Summary and Conclusion:

A. Fostering Gender Balance:

The college is committed to fostering an environment of gender equality and empowerment, acknowledging the diverse needs and strengths of both female staff and students. Recognizing the need and importance of addressing gender disparities, the institution implements strategies that promote equal opportunities, fair treatment and respect for all individuals, regardless of gender. The college values the dignity and self-respect of every member, and endeavours to create an environment where individuals can thrive, excel and fulfil their potential irrespective of gender.

We have noticed a significant rise in the number of female students enrolling in our undergraduate programmes, reflecting a growing trend towards higher education among girls. This increase is evident not only in enrolment figures but also in their active participation in higher studies. Moreover, we have observed a higher success rate among female students compared to their male counterparts. They actively engage in a wider range of co-curricular and extra-curricular activities, including cultural programmes and sports events, showcasing their enthusiasm and dedication.

B. Conclusion:

The analysis reveals that gender equity objectives are integrated into all programmes of the college. Upon reviewing the college's practices, the Gender Audit Team acknowledges a pervasive culture of gender equality and sensitivity upheld by both the administration and faculty members. The assessment identifies several areas of strength and potential for enhancing gender balance further. Addressing weaknesses will necessitate incremental shifts in underlying values. Importantly, the college has witnessed a steady rise in the enrolment of girls across all societal strata, with no reported instances of gender-related issues. With a steadfast commitment to advancing gender justice, the college is on track to become a benchmark for gender inclusivity nationwide.

- Our vision for the future includes elevating the representation of female staff in key decision-making roles
- We aspire to establish programmes to foster leadership skills among female staff
- Our goal is to create a vibrant and inclusive campus culture by expanding the array of co-curricular and extra-curricular activities, ensuring inclusivity for both male and female students and staff



- We aim to empower women with knowledge about their legal rights and avenues. Conducting awareness campaigns on women's legal rights is a cornerstone of our upcoming initiatives.
- Encouraging a culture of sportsmanship among female students is a priority, ensuring they have the resources and support to pursue their athletic interests.
- The introduction of specialised self-employment training modules will equip students with practical skills of entrepreneurship in diverse fields
- Leveraging market strategies, we aim to showcase and promote female student-made products, enhancing their visibility and commercial appeal.

C. Recommendations:

Following are the recommendations for alleviating the margin of Gender Sensitivity of SBMS College

1. More programmes should be arranged for creating a gender sensitive ambience not only in the campus, but also in the community level
2. Students should be given encouragement to contribute for writing the issues of gender sensitivity
3. The college has a scope of focussing more on enhancing gender equity initiatives and supportive campus environment

External Member
Gender Audit Committee
**Principal
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OF
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Principal
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