

Gender Audit Report



Lakhipur College

Year
2018-19
to
2023-24

PREFACE

Gender equality is of utmost importance as it prohibits gender bias. Gender equality promotes gender neutrality in terms of learning. Gender balance is most important factor for any successful institution. A non-discriminatory place of institution is a prerequisite condition for effective dissemination of knowledge and learning.

Higher education institutions play an important role for shaping the future generation. Thus, the higher education institution necessarily creates a system where norms for gender equality are practiced and modelled. Gender equality is now considered an important issue for any institution. This report is an effort to provide the reflection of the college where both male and female equally worked and contributed to the college for the progression. This report also reflects the effective practice and programme implementations on establishing gender equality.

Gender Audit Team members

ACKNOWLEDGEMENT

We express our sincere gratitude to Dr. Bijaya Devi, Principal i/c, Lakhipur College for her support, encouragement and for her guidance in preparing the Gender Audit of our college for the session 2018-19 to 2023-24. We heartily acknowledge the IQAC coordinator and all the criteria coordinators for their help for whom this report has been possible. Again, we express our sincere gratitude to the Convenor and members of Women Cell, Lakhipur college for their kind cooperation during the time of Audit. We express our sincere thanks to all the HoD of various departments for encouraging us. We express our sincere gratitude to all the non-teaching staffs for providing all the necessary data for making this audit report possible.

TABLE OF CONTENTS

Contents	Page
Introduction	6
Objectives of Gender Audit	8
Methodology	8
Results of Interpretation	9
Conclusion	31

INTRODUCTION:

The Lakhipur college, Lakhipur, Goalpara, Assam was established on 10th August, 1981 to cater the need of higher education in the rural economically and educationally backward Lakhipur region of South to west Goalpara District of Assam by the initiative taken by a group of, social workers and leading citizens of the locality. The college is situated at a distance of 44 km away from the head quarter Goalpara and well connected by road. The forefathers of the college founded it for the pursuit of higher education in the socio-economic backward locality of Lakhipur and the adjoining regions.

The college came under the deficit grant –in-aid scheme of the Assam Government on 11th January 1996. The college has obtained its recognition from the UGC under its clauses 2f and 12 B on 14th December 2004. The college is located in a backward area mostly represented by tribal and minority people. The college has obtained its permanent affiliation from Gauhati University on 15 th October, 2004. The college offers only two programs (B.A) in different subject of Arts. At present there are 19 permanent teachers (male:08 female: 11). The college has support services like central library, Sports facilities, canteen, Various Cell, computer lab etc. The serene beauty and ecofriendly campus of the college with beautiful garden, plantation plots and play ground is conducive to the pursuit of academic activities. The sustained endeavour and efforts of the college towards quality education and the focus on all round development of the economically weaker section.

Mission and Vision of Lakhipur College

Mission:

Lakhipur College is dedicated to delivering quality education and support services, fostering successful degree completion, obtaining certificates, pursuing career education, and developing basic skills proficiency. The institution focuses on nurturing critical thinking, effective communication, creativity, values, and cultural awareness within a safe, accessible, and cost-effective learning environment. By assisting students in uncovering hidden talents, providing opportunities for realizing their full potential, the college aims to shape them into exemplary individuals. In addressing the diverse needs of our student population, we prioritize equity and accountability through measurable learning outcomes and student achievement

Vision:

The college is committed to delivering education of high quality that responds effectively to the needs of our students. Our goal is to equip young minds with knowledge, skills, and sensitivity, empowering them to not only meet but also surpass challenges as active contributors to shaping the future of our world.

OBJECTIVES OF GENDER AUDIT:

Gender equality is the prime factor of any developing society. Specially Gender equality is a key principle of colleges success. This gender audit will help us to know the balance of gender equality and the number of female teachers and girl students occupying various positions. Since the majority of minority students' study in our college, the college pays attention to educate the girls and prevent child marriage. This audit is an attempt to safeguard gender neutrality in all aspect of the college campus.

Major objectives:

- To find out the Gender balance in enrolment of the students.
- To find out the Gender balance in faculty strength session wise.
- To find out the female students and female teachers holding in different position at our college.
- To find out the PhD holders' strength.
- To establish healthy gender balance in decision making for various areas of the college.

Methodology:

To fulfil the objectives of the gender, audit the following methodology has been used

At first the team members are collected the data of enrolment of students collected from the office of the college. Again, the team members also collected the data of faculty list of last five years from the college for finding gender balance in faculty strength session wise. After collecting the student's enrolment and faculty details the team members collected all the data in relevance to finding female teachers and students holding different position at our college. Also, the team members collected the details data of faculties PhD related documents.

Results and Interpretation:

Based on the objective 1:

To find out the Gender balance in enrolment of the students.

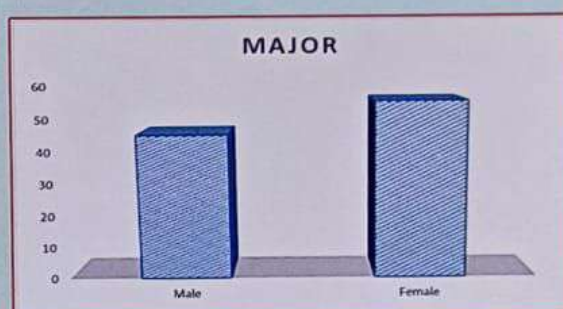
Table 1

Session: 2018-19

Program: Major

Sl. No	Department	Male	%	Female	%
1	Arabic	22	55	18	45
2	Assamese	28	27.18	75	72.81
3	Education	26	37.6	43	62.31
4	Economics	16	61.5	10	38.46
5	English	18	50	18	50
6	Political Science	71	52.2	66	48.5
7	History	16	59.2	11	42.3
Total		197	44.97	241	55.02

Figure: 1



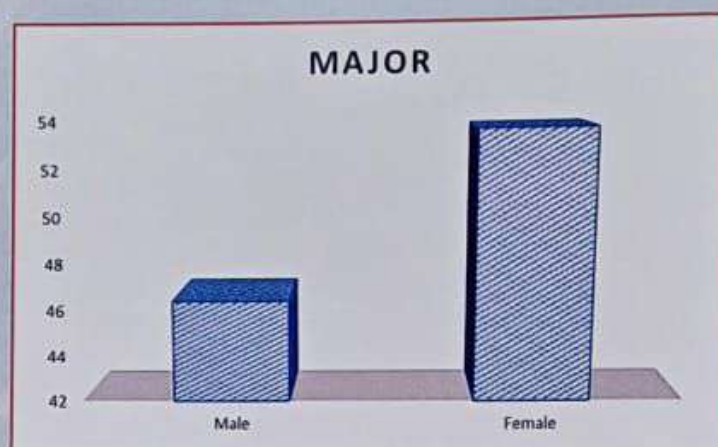
From the figure 1 it has been found that 44.97 % male students enrolled in the college on the other hand 55.02% female student enrolled in the session 2018-19. The result shown that the number of female students is more than the male students in the session.

Table 2

Session: 2019-20
Program: Major

Sl. No	Department	Male	%	Female	%
1	Arabic	23	53.4	20	46.5
2	Assamese	26	26.8	71	73.1
3	Education	36	39.1	56	60.8
4	Economics	14	60.8	09	39.1
5	English	16	50	16	50
6	Political Science	76	58.4	54	41.5
7	History	15	55.5	12	44.4
Total		206	46.39	238	53.6

Figure: 2



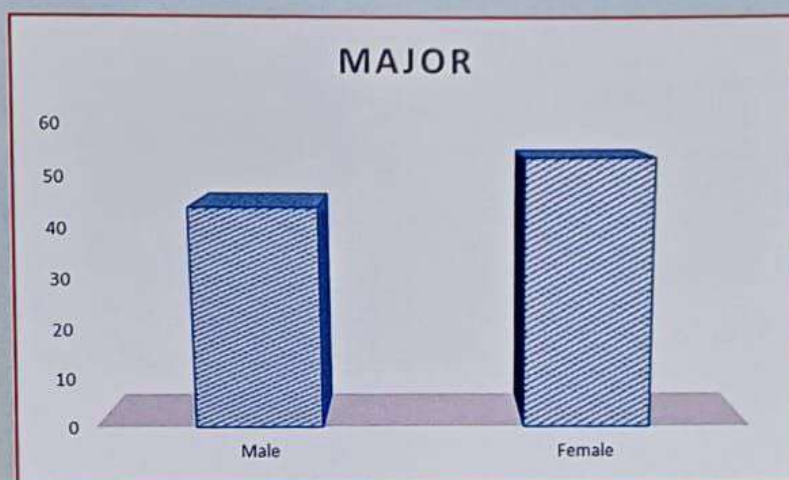
From the figure 2 it has been found that 46.39 % male students enrolled in the college on the other hand 53.06% female student enrolled in the session 2019-20. The result shown that the number of female students is more than the male students in the session.

Table 3

Session: 2020-21
Program: Major

Sl. No	Department	Male	%	Female	%
1	Arabic	18	48.6	19	51.35
2	Assamese	25	25	75	75
3	Education	36	37.1	61	62.8
4	Economics	14	58.3	10	41.6
5	English	17	60.7	11	40.7
6	Political Science	64	54.7	53	45.29
7	History	15	55.55	12	44.44
Total		189	43.85	241	56.06

Figure: 3



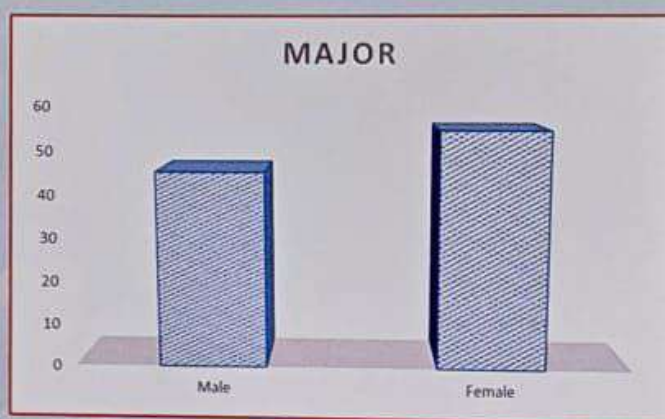
From the figure 3 it has been found that 43.85% male students enrolled in the college on the other hand 56.06% female student enrolled in the session 20-21. The result shown that the number of female students is more than the male students in the session.

Table 4

Session: 2021-22
Program: Major

Sl. No	Department	Male	%	Female	%
1	Arabic	16	50	16	50
2	Assamese	27	26.4	75	73.5
3	Education	39	36.11	69	63.8
4	Economics	19	79.1	5	20.8
5	English	10	47.6	11	52.3
6	Political Science	99	56.2	77	43.7
7	History	10	47.6	11	52.3
Total		220	45.2	264	54.7

Figure : 4



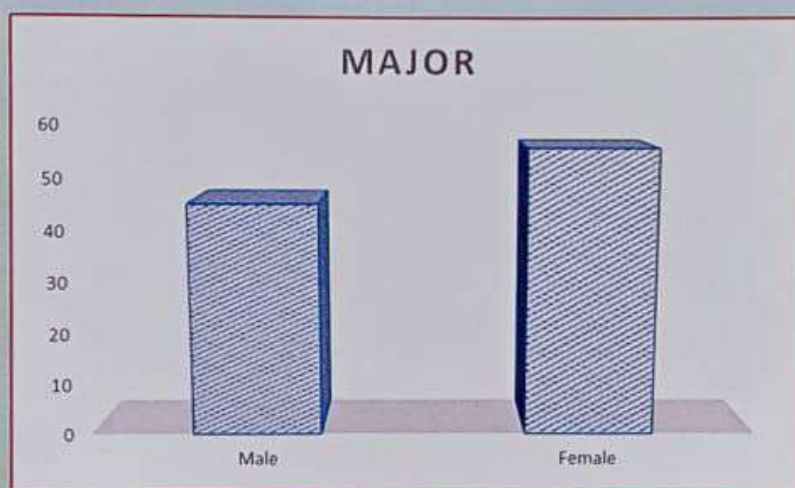
From the figure 4 it has been found that 45.2 % male students enrolled in the college on the other hand 54.7% female student enrolled in the session 2021-22. The result shown that the number of female students is more than the male students in the session.

Table 5

Session: 2022-23
Program: Major

Sl. No	Department	Male	%	Female	%
1	Arabic	14	58.3	10	41.6
2	Assamese	30	28.5	75	71.4
3	Education	33	26.6	91	73.3
4	Economics	24	96	1	4
5	English	24	64.8	13	35.1
6	Political Science	117	49.5	119	50.4
7	History	29	56.8	22	43.13
Total		271	45.09	331	55.07

Figure : 5



From the figure 5 it has been found that 45.09 % male students enrolled in the college on the other hand 55.07 % female student enrolled in the session 2022-23. The result shown that the number of female students is more than the male students in the session.

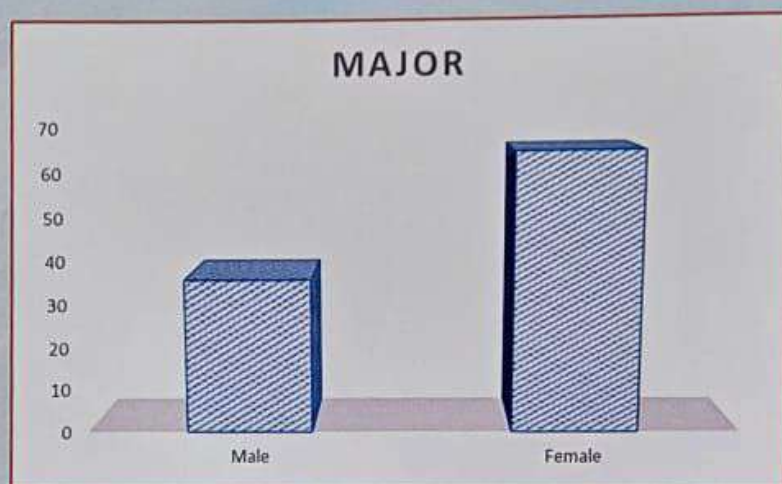
Table 6

Session: 2023-24

Program: Major

Male	%	Female	%	Total Number of students
137	35.6	247	64.32	384

Figure : 6



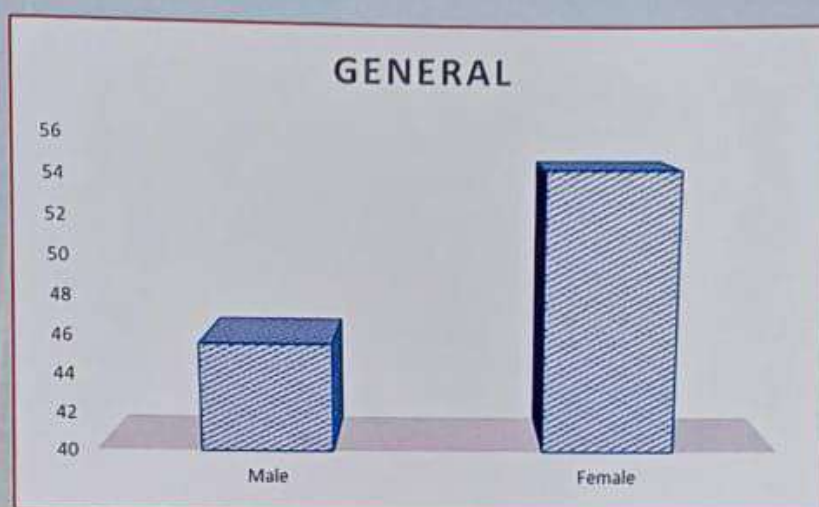
From the figure 6 it has been found that 35.6 % male students enrolled in the college on the other hand 64.32% female student enrolled in the session 2023-24. The result shown that the number of female students is more than the male students in the session.

Table 1

**Session: 2018-19
Program: General**

Male	%	Female	%	Total Number of students
202	45.59	241	54.40	443

Figure : 7



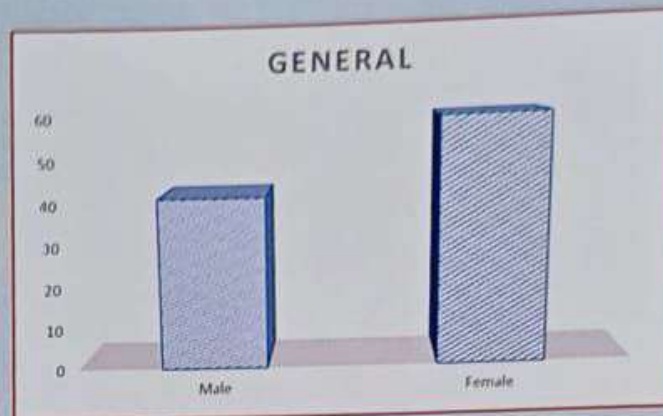
From the figure 7 it has been found that 45.59 % male students enrolled in the college on the other hand 54.40% female student enrolled in the session 2018-19. The result shown that the number of female students is more than the male students in the session.

Table 2

Session: 2019-20
Program: General

Male	%	Female	%	Total Number of students
163	41.16	233	58.83	396

Figure : 8



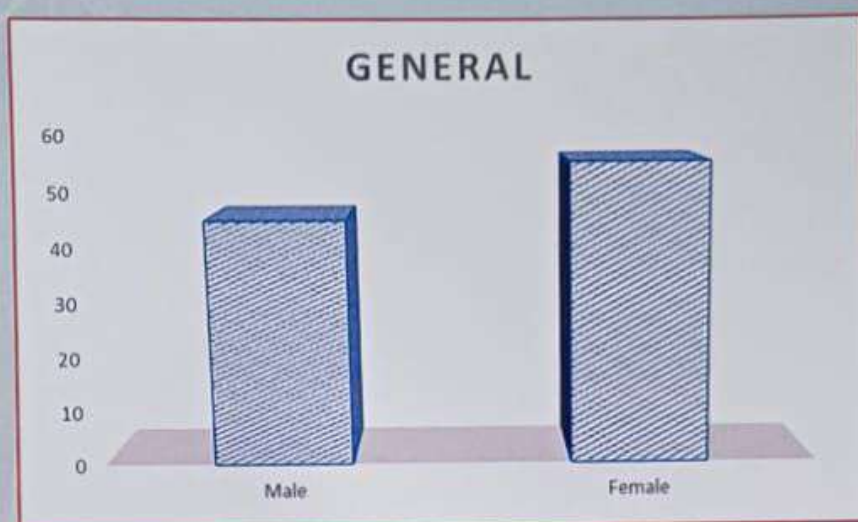
From the figure 8 it has been found that 41.16 % male students enrolled in the college on the other hand 58.83 % female student enrolled in the session 2019-20. The result shown that the number of female students is more than the male students in the session.

Table 3

Session: 2020-21
Program: General

Male	%	Female	%	Total Number of students
206	44.88	253	55.11	459

Figure : 9



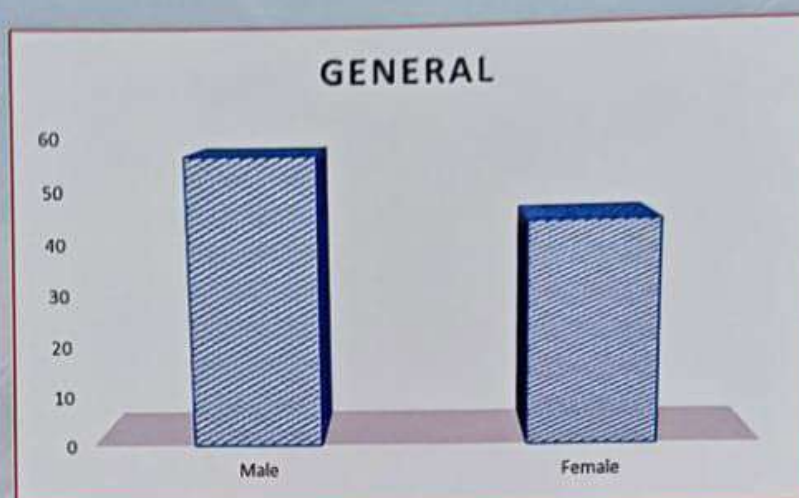
From the figure 9 it has been found that 44.88 % male students enrolled in the college on the other hand 55.11% female student enrolled in the session 2020-21. The result shown that the number of female students is more than the male students in the session.

Table 4

Session: 2021-22
Program: General

Male	%	Female	%	Total Number of students
253	56.34	196	43.65	449

Figure : 10



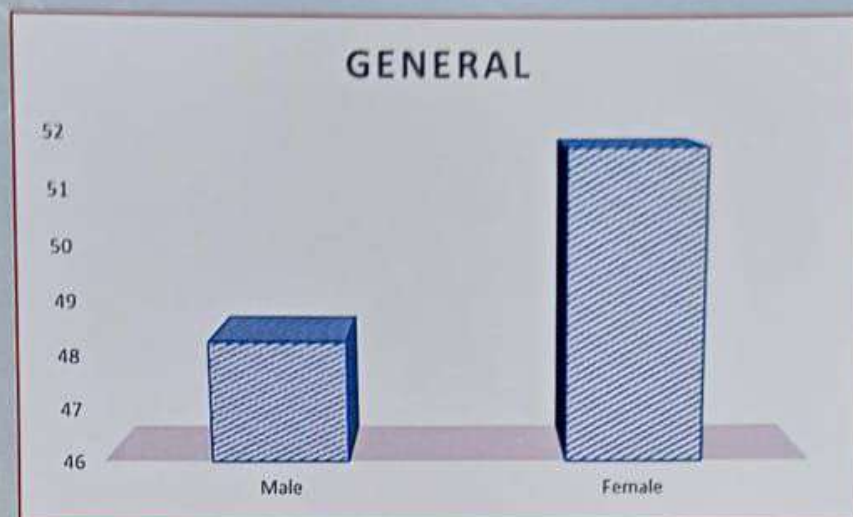
From the figure 10 it has been found that 56.34 % male students enrolled in the college on the other hand 43.65 % female student enrolled in the session 2021-22. The result shown that the number of female students is more than the male students in the session.

Table 5

Session: 2022-23
Program: General

Male	%	Female	%	Total Number of students
97	48.25	103	51.5	200

Figure : 11



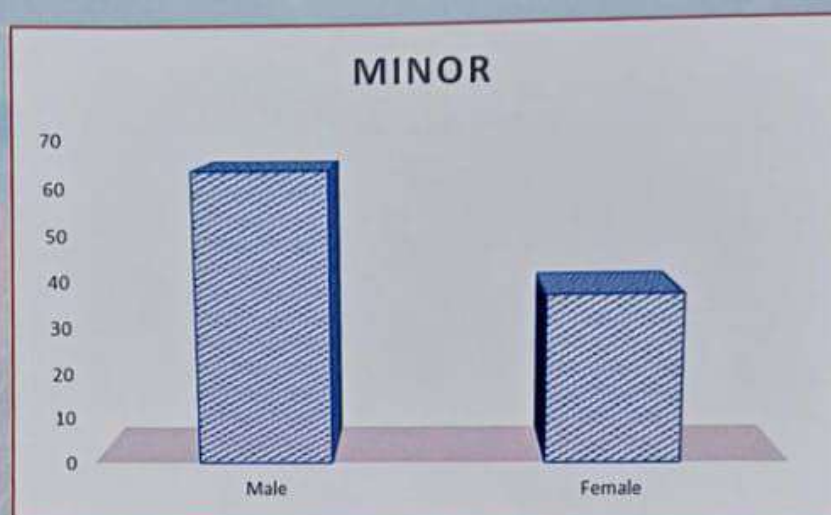
From the figure 11 it has been found that 48.25 % male students enrolled in the college on the other hand 51.5% female student enrolled in the session 2022-23. The result shown that the number of female students is more than the male students in the session

Table 6

Session: 2023-24
Program: Minor

Male	%	Female	%	Total Number of students
57	63.33	33	36.66	90

Figure : 12



From the figure 11 it has been found that 48.25 % male students enrolled in the college on the other hand 51.74% female student enrolled in the session 2022-23. The result shown that the number of female students is more than the male students in the session.

Based on the objective 2:

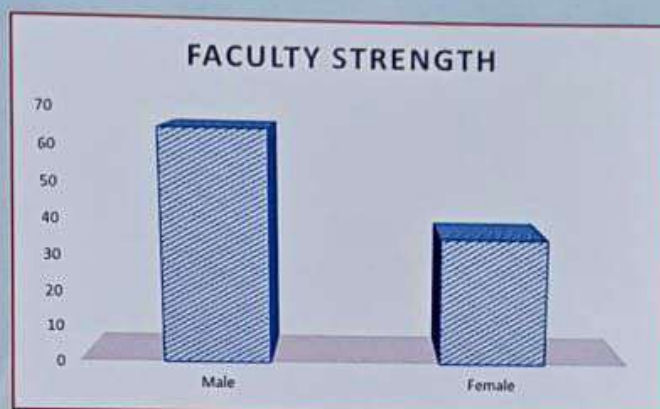
To find out the Gender balance in faculty strength session wise.

Table 1

Session: 2018-19

Number of faculties:17			
Male	%	Female	%
11	64.70	6	35.29

Figure 13



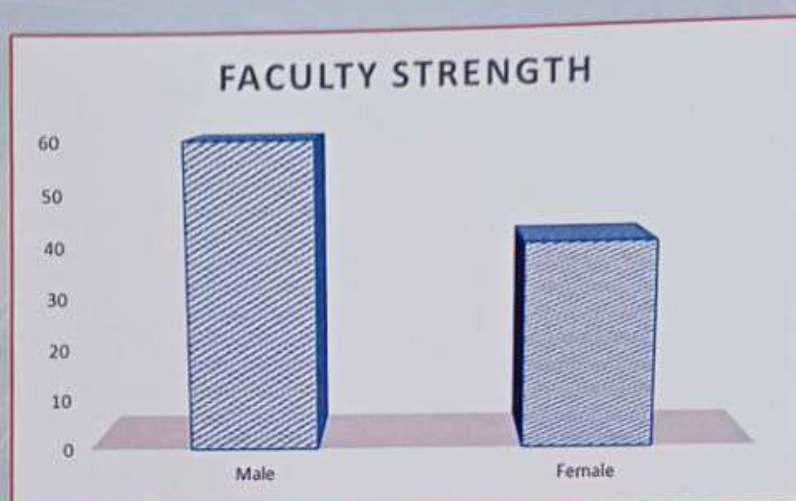
From the figure 13 it has been found that the strength of male teacher is 64.70 % in the college on the other hand the strength of female teacher is 35.29 in the session 2018-19. The result shown that the number of male teachers is more than the female teacher in the session.

Table 2

Session: 2019-20

Number of faculties: 15			
Male	%	Female	%
9	60	6	40

Figure : 14



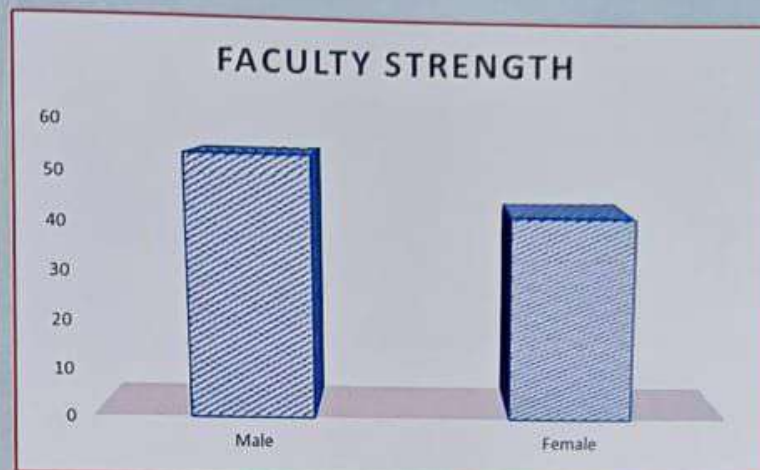
From the figure 14 it has been found that the strength of male teacher is 60 % in the college on the other hand the strength of female teacher is 40 in the session 2019-20 . The result shown that the number of male teachers is more than the female teacher in the session.

Table 3

Session: 2020-21

Number of faculties:20			
Male	%	Female	%
11	55	9	45

Figure : 15



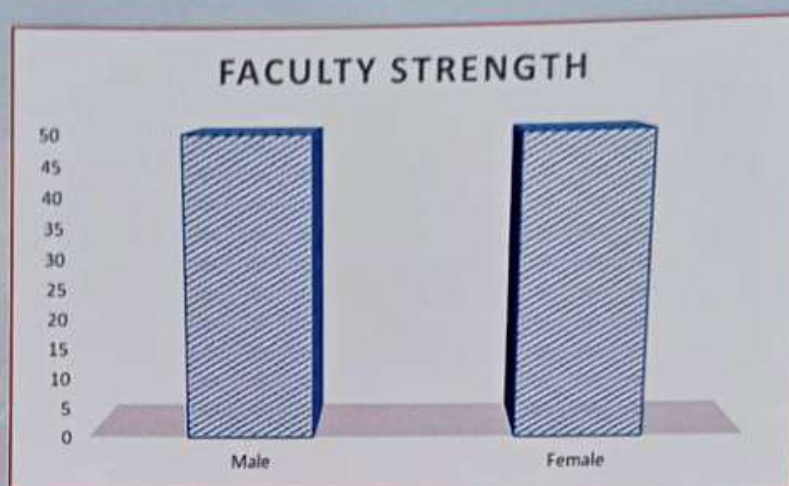
From the figure 15 it has been found that the strength of male teacher is 55% in the college on the other hand the strength of female teacher is 45% in the session 2020-21. The result shown that the number of male teachers is more than the female teacher in the session.

Table 4

Session: 2021-22

Number of faculties: 16			
Male	%	Female	%
8	50	8	50

Figure 16



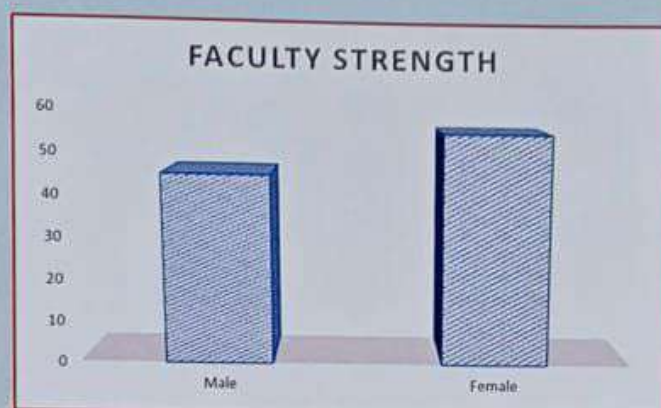
From the figure 16 it has been found that the strength of male teacher is 50 % in the college on the other hand the strength of female teacher is 50 % in the session 2021-22. The result shown that the number of male teachers is equal to the female teacher in the session.

Table 5

Session: 2022-23

Number of faculties 20			
Male	%	Female	%
9	45	11	55

Figure 17



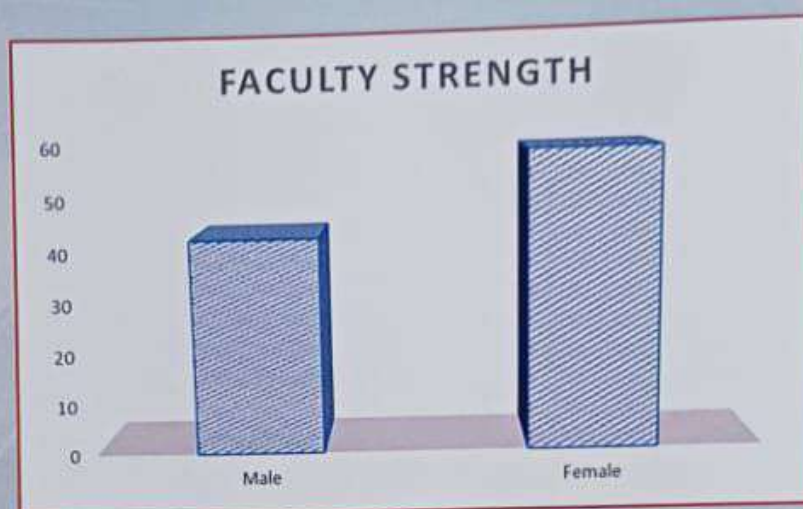
From the figure 17 it has been found that the strength of male teacher is 45 % in the college on the other hand the strength of female teacher is 55 in the session 2022-23. The result shown that the number of female teachers is more than the male teacher in the session.

Table 6

Session: 2023-24

Male	%	Female	%	Total Number of faculties
8	42.10	11	57.89	19

Figure : 18



From the figure 18 it has been found that the strength of male teacher is 42.10 % in the college on the other hand the strength of female teacher is 57.89 in the session 2023-24. The result shown that the strength of female teachers is more than the male teacher in the session.

Based on objective 3

To find out the female students and female teachers holding in different position at our college(Current Session)

Table 1

Current Governing Body

Number of members: 11			
Male	%	Female	%
7	63.6	4	36.36

Figure: 19

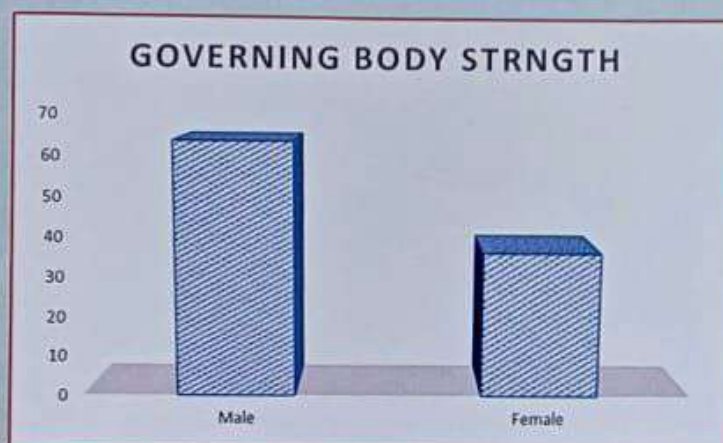


Table 2

Current IQAC Strength

Number of members: 16			
Male	%	Female	%
10	62.5	6	37.5

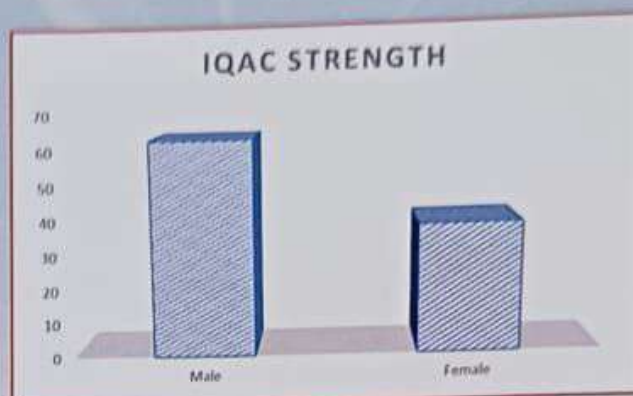


Table 3

Current Departmental HoD Strength

Total number faculties: 7			
Male	%	Female	%
3	42.86	4	57.14

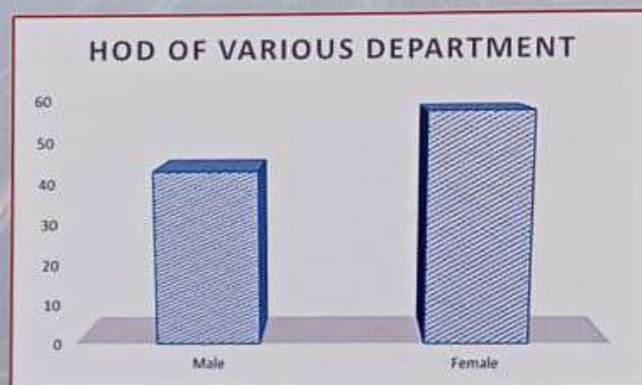


Table 3

Current Union Body Strength

Number of members: 13			
Male	%	Female	%
10	76.92	03	23.07

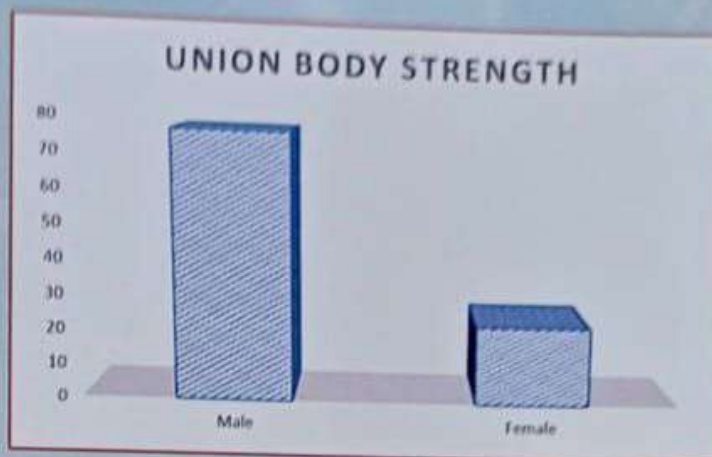
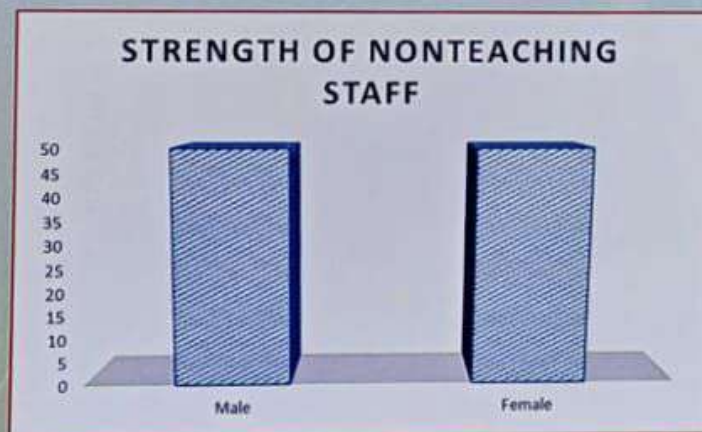


Table 4

Current Nonteaching staff strength

Number of staff: 10			
Male	%	Female	%
5	50	5	50

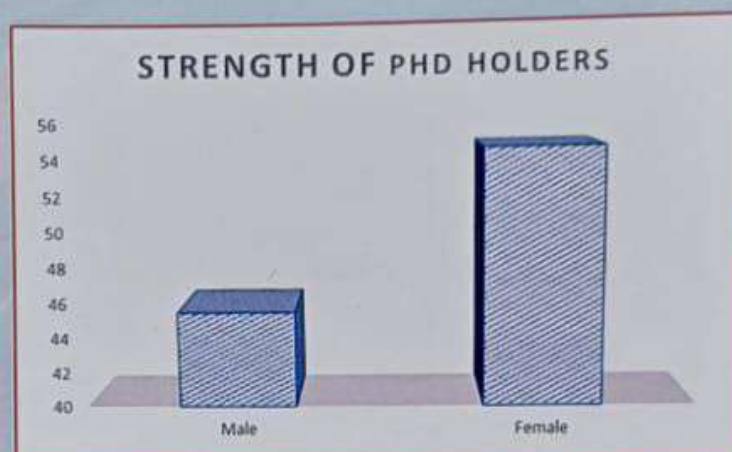


Based on the objective 6:

To find out the gender balance of Ph. D holders' strength..

Table 5

No of Teachers having Ph.D			
Male	%	Female	%
5	45.45	6	54.54



Conclusion:

From the Result and interpretation of the analysis it has been found that there is well gender balance in the enrolment of the students. The analysis also shown that there is a well gender balance in faculty strength. Even it is observed that 57.89 % female teacher working in this college where as only 42.10 % male teacher working in this college. It is also observed that there has a well gender balance in decision making for various area of college. In this report it has been found that female teachers are holding various prestigious portfolios. The salient features of the college and the facilities of the college provide its female members gender neutrality nature of the college. In our college, women take the lead in all fields equally with men. Gender equality is the strength of our college.

Initiatives taken for Safety and Security Measures in the college campus:

- **Protected Campus** : The College is well protected with boundary walls covering the whole campus. The college also has security guards for 24 hours of service. The College has CCTV cameras and it also provides ID Cards to the students.
- **Internal Complain Committee** : The College has constituted an Internal Complain Committee to address any kind of harassment against any employee for students. The college maintains a zero tolerance policy in this case.
- **Women Cell** : The College has a women cell to address any kind of women issues as well as to take initiatives for overall upliftment of the women members of the college and the women community around the college campus.
- **Grievance Cell and anti-ragging Cell** : The college has several complain boxes in the campus; also it has established these cells for addressing any kind of issues faced by the students. The members of these Cells provide counseling to the students and help them to get rid from their personal as well as educational stresses.

Gender specific initiatives of Lakhipur college:

- **ICC (Internal complain committee):**



Awareness program on Girl child abuse

- **Women Cell**



Celebration of International women day



Celebration of International women day

Baby care facility on campus to support student-parent and promote equal access to education.



Awareness Program against witch hunting



Awareness program on cyber security for women



Awareness program on menstrual hygiene.



Certificate courses for skill enhancement of female students



Out reach program against child marriage



Conducting programs on prevention of harassment against women at workplace.

● **Leading roles of female faculties of Lakhipur college:**



Dr. Bijaya Devi
Principal, i/c , Lakhipur college



Dr. Barnali Rabha
Coordinator, IQAC
Lakhipur College



Nilima Das
HOD of Education
Lakhipur College



Dr. Gulshanara Begum
HOD of Economics
Lakhipur College



Dr. Anupama Rabha
HOD of Assamese
Lakhipur College



Rubina Sarkar
HOD of Political Science
Lakhipur College

Leading roles of female Non-teaching faculties of Lakhipur college:



Mrs Pratima Devi
Senior Assistant
Lakhipur College



Mrs Niva Ghosh
Junior Assistant
Lakhipur College



Mrs Pushpa Saha
Junior Assistant
Lakhipur College



Mrs Minati Hajong
4th Grade



Mrs Rangila Barman
4th Grade